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# Monthly Labor Review

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11

A Review Essay

**United States Manpower Policy**

**Urban Family Spending**

**Out-of-School Youth**

**Three September Union Conventions**

UNITED STATES DEPARTMENT OF LABOR

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# Monthly Labor Review

UNITED STATES DEPARTMENT OF LABOR • BUREAU OF LABOR STATISTICS

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

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# This Issue in Brief . . .

AFTER A DECADE of rising real income, urban families in the United States in 1960-61 used only 91 percent of their after-tax income for current consumption, compared with 97 percent in 1950, and channeled the additional amounts resulting from this widened margin into increased contributions and gifts, savings, and personal insurance. Kathryn R. Murphy's article *Contrasts in Spending by Urban Families* (p. 1249), the first of a two-part presentation, traces the trends in consumer purchases since 1950, most notable of which was the decline in the food share of the average family's total current consumption expenditures and the increase in expenditures for shelter. The second article will relate income level and place of residence to these spending patterns.

RESULTS of a 1963 survey of young people 16 to 21 years old who were no longer in school and were not college graduates—a report which presents extensive information concerning the characteristics of this group not heretofore available on a nationwide basis—indicate that about 3 million, or half of them, were school dropouts. Vera C. Perrella and Forrest A. Bogan in their Special Labor Force Report: *Out-of-School Youth, February 1963* (p. 1260) discuss the education, reasons for leaving school, and labor force status of this group. Another article based on this survey will appear in a later issue of the *Review* and will summarize the training, geographic mobility, and work experience of these young people since leaving school.

WHAT HAS CAUSED the U.S. unemployment rate to drift upward since the end of the Korean conflict? In a review essay on *U.S. Manpower and Employment Policy* (p. 1314), Margaret S. Gordon assesses this much-debated question, drawing primarily upon findings and recommendations of an inquiry conducted in 1963 by the Subcommittee on Employment and Manpower of the Senate Committee on Labor and Public Welfare, upon the 1964 *Economic Report of the President*, and upon

*OECD Reviews of Manpower and Social Policies: Manpower Policy and Programs in the United States*, a consolidation of a report by U.S. manpower authorities and a report by a team of OECD examiners who explored manpower and social policies in this country. She comments on what she views as the shortcomings of some of the subcommittee's recommendations and warns of possible dangers in current employment and manpower policies.

Following are some recent key statistics from continuing BLS series. See *Current Labor Statistics*, pp. 1333-1374.

	October	1964	1963
Total civilian labor force (in thousands).....	74,375	73,344	73,344
Employment.....	71,123	69,891	69,891
Unemployment.....	3,252	3,453	3,453
Unemployment rate (seasonally adjusted) (percent).....	5.2	5.6	5.6
Earnings of production workers in manufacturing (preliminary):			
Average hourly earnings.....	\$2.53	\$2.47	\$2.47
Average weekly hours.....	40.7	40.7	40.7
Average overtime hours.....	3.2	3.0	3.0
September			
Index of average hourly earnings of production workers in manufacturing (excluding overtime and interindustry shifts) (1957-59=100).....	119.3	116.0	116.0
Consumer Price Index (including single workers) (1957-59=100).....	108.4	107.1	107.1

UNDER THE RUBRIC *When Teachers Organize*, the *Review* continues its coverage of collective bargaining in public education with two excerpts. *Collective Bargaining for Public School Teachers* (p. 1297), from a paper by Michael H. Moskow, distinguishes the "professional negotiation" approach to bargaining of the National Education Association from the American Federation of Teachers' more traditional collective bargaining approach and highlights the diversity of negotiating procedures emanating from this "lack of standardization between and within the approaches." *Appeal From an Impasse* (p. 1295), by James B. Steffensen, appraises the currently controversial issue of the teachers' right of appeal for mediation of a disagreement with the board of education. Significant in this controversy is the reconciliation of the dual role of the board of education—as employer and representative of the public interest—with the function of a neutral party who also represents the public interest.

# The Labor Month in Review

*"Collective bargaining in municipal government still resides in a vast, largely uncharted sea of experimentation and 'do-it-yourself' arrangements."*

FOR MORE THAN a quarter of a century, public policy has encouraged and protected collective bargaining in private employment. Only very recently, however, have the commonly accepted rights to form and join unions, to bargain collectively or to refrain from these activities, and to obtain recognition of the majority as the exclusive bargaining agent been thought of in terms of public employment.

ORGANIZING and bargaining by government employees and employees of charitable institutions were prominent on the agenda of the annual meeting of the National Association of State Labor Relations Agencies at Delton, Wis., in late September. Tracing the development of collective bargaining in public employment, Wisconsin Commissioner Arvid Anderson characterized Executive Order 10988, which extended representation rights for Federal employees and whose impact is just beginning to be felt, as the most significant development in the past few years. He enumerated recent statutory or court developments in city or State labor relations in California, Connecticut, Massachusetts, Michigan, Minnesota, New York, Oregon, Pennsylvania, Rhode Island, and Wisconsin.

Anderson outlined the 1959 Wisconsin law. Of the few statutes which cover public employees, it seems to be the most comprehensive. Covering municipal employees, from whom most of the current pressure for bargaining rights comes, the Wisconsin law is similar to that for private industry except for the addition of a factfinding procedure and a prohibition against strikes. It grants municipal employees, except law enforcement personnel, the right to join unions and to negotiate on wages and working conditions.

A 1962 amendment authorized the Wisconsin Employment Relations Board to determine ques-

tions of representation and to enforce the prohibited practices section. Its orders are subject to judicial review.

The WERB is authorized to mediate between municipal employers and labor organizations upon request. The statute provides for factfinding with public recommendations if the parties are deadlocked in negotiations, or if either party has refused to negotiate in good faith. Factfinding may not be used in discipline or discharge cases if the municipal employer has a civil service procedure for such cases. The costs of factfinding are shared by the parties. Only labor organizations which have been certified or recognized by the municipal employer have the right to avail themselves of factfinding procedures. If an agreement is reached in negotiations with the labor organization representing a majority of the employees in a collective bargaining unit, it must be reduced to writing, either in the form of an ordinance, a resolution, or an agreement. Strikes by public employees are specifically prohibited.

IN 2½ YEARS, the Wisconsin Board has received 257 cases, of which 163 were election cases. Labor organizations have been certified in 111 of the 127 representation elections held. The Board says that until now most certifications confirm existing bargaining practices, and do not necessarily represent any significant extension of public employee organization. The Board has received 17 prohibited practice cases, 25 mediation cases, 53 factfinding cases, and 1 arbitration case. Factfinding reports have been issued in 13 cases. The draftsman of the Wisconsin law would like reinstated the provision for binding arbitration of contract interpretation, which was struck out before the law passed. He saw binding arbitration as providing the advantage of removing a difficult case from politics.

BRANCHING OUT from the Wisconsin experience, several experts at drafting and developing labor relations programs for public employees related their first-hand experiences to the conference. Considerable attention was given to the political aspects of such programs—for example, the desirability of advisory committees of various interests to help write the rules and regulations to implement legislation. The political nature of negotiations on wages and working conditions for government employees was stressed. However, Jerry Wurf, president of the State, County, and Municipal Employees, felt that this could be over-emphasized, considering what he sees as the growth of political action in private bargaining.

The chairman of the Michigan Board, Robert Howlett, discussed a bill introduced in the last Michigan legislature, which failed because of the disapproval of a significant interest group. The Michigan law now covers most State employees; it relies on mediation, factfinding, and recommendations. Among other changes, the bill proposed a list of unfair labor practices—although it would not have included enforcement procedures for violation of unfair practices or for refusal to bargain. One difficulty with authorizing a State board to prosecute unfair labor practices in public employment is that it results in the prosecuting of one State agency by another State agency. The Michigan board does not have this power in the private field either, and prefers to keep it that way since the board members believe it would seriously curtail their effectiveness as mediators.

Rather than legislation, Ida Klaus, a pioneer labor-management practitioner in public employment, advocated an executive order, such as those promulgated for Federal employees and for New York City employees. Reviewing the history of the New York order, Miss Klaus indicated that most of the employee groups had favored an executive order, which had the advantage that it could not be lost along the tortuous route toward an "agreed-bill." On the other hand, she noted, the executive order has no legal sanction and depends on the executive's relationship with his agency heads for its effectiveness. Before the attempt is made to get overall legislation, she reasoned, there must be "either a receptive legislature or a background of experience that is acceptable, practical, and useful."

The conferees recognized that many issues still need study: The status of strikes, exclusive versus multiple recognition, the right of the public to be informed of progress in negotiations, arbitration of new agreements and of grievances (in Wisconsin and Pennsylvania, courts are laying to rest the legal objections to grievance arbitration), union security agreements (while checkoff exists in a number of jurisdictions, more stringent union security provisions are rare), and the tendency of one side or the other to race to the legislature after an agreement is reached.

PHILIP FELDBLUM of the New York Board led a discussion on charitable institutions and labor laws which revealed a diversity of provisions regarding recognition and collective bargaining. For example, a number of States expressly exclude nurses and practical nurses, two States specifically include them, and a number neither exclude nor include them. In the absence of specific provisions, some courts have held nurses to be covered by the law and some have held to the contrary. Feldblum's paper was devoted to the arguments, legal, social, and economic, for covering workers in charitable institutions under State labor relations laws. Basically, these arguments flow from the right to organize, independent of statute, and the inadequate level of wages in many institutions that together make for labor strife, which is against public policy.

THE DISCUSSION on charitable employees was much more charged than the one on public employees, and it adverted more often to the basic question of whether employees should or should not have the same rights that industrial workers secured long ago. The discussion on public employees focussed on techniques of accommodating the needs of public employees and their employers to the traditional collective bargaining system—and to some extent on how far should such rights be extended. One conferee noted that the doctrine of sovereignty, the once-popular frame of reference for conducting arguments on employee representation in government service, seems to have fallen into disuse, along with the traditional proprietary versus governmental division of functions. It failed to appear in any of the papers presented at the Wisconsin meeting.

"It is much more difficult to recede from a scale of expenditure once adopted than it is to extend the accustomed scale in response to an accession of wealth."

—Thorstein Veblen, *The Theory of the Leisure Class*.

# Contrasts in Spending by Urban Families

## Part I. Trends Since 1950

KATHRYN R. MURPHY\*

THE SURVEY OF CONSUMER EXPENDITURES in 1960–61 provides a new benchmark in studying the spending patterns of American families.<sup>1</sup> The myriad of individual consumer purchases accounted for 65 percent of the gross national product (GNP) in 1960–61, and throughout the post-war period consumer spending consistently has absorbed more than three-fifths of the GNP.<sup>2</sup> The timing, as well as the volume and character, of these purchases, has commanded growing attention since the depression of the 1930's.

The 1960–61 survey continues the series of family expenditure studies initiated by the Bureau of Labor Statistics in 1888. Economic indicators of the strength of the consumers' buying power showed that during the 1950's several recessions were mitigated considerably because—while business and government curtailed their buying—consumers as a whole had maintained their spending.<sup>3</sup> Detailed information on family spending patterns had not been collected, however, since the Bureau's comprehensive survey in 1950. As part of its program to revise the Consumer Price Index (CPI), the Bureau obtained reports on consumers' expenditures and incomes in 1960 and 1961 by personal interviews with a nationwide sample of families. These reports from all types of families point up significant differences in their levels and patterns of expenditures in 1960–61, and provide a fund of new data that can be integrated with a variety of time series in analyzing consumer behavior.

Survey findings among urban families in the United States<sup>4</sup> are summarized in this article, presented in two parts. Broad trends since 1950 in the income, spending, and saving of urban families as a whole are analyzed in Part I. Variations in 1960–61 consumption patterns of families grouped by income and other characteristics will be examined in Part II, to appear in a later issue of the *Review*.

### Income and Expenditures

Over the decade of the 1950's, average expenditures for current consumption of all urban families and single consumers increased 42 percent, to

\*Of the Division of Living Conditions Studies, Bureau of Labor Statistics.

<sup>1</sup>In this article, the terms "family" and "consumer unit" are used interchangeably and include persons living alone as well as families of two persons or more.

<sup>2</sup>Estimates of the U.S. Department of Commerce, as compiled and published in *Economic Report of the President Transmitted to the Congress, January 1963, Together With the Annual Report of the Council of Economic Advisers*, p. 171.

<sup>3</sup>See Robert Ferber, "Research on Household Behavior," *The American Economic Review*, March 1962, p. 53.

<sup>4</sup>Greater detail for these urban families has been published in a series of statistical reports. (See *Survey on Consumer Expenditures, 1960–61: Consumer Expenditures and Income*, BLS Reports, Series 237.) These reports contain tabulations for each of the 66 metropolitan areas and other places in the urban sample and summary tabulations for the entire urban United States (Report 237–38) and the four major geographic regions (Reports 237–34 through 237–37).

The 1960–61 urban sample included 9,476 consumer units who furnished complete and usable schedules. The sample was designed to be a representative cross section of all families residing in urban places in the 50 States. The United States and regional data have been obtained by applying population weights to the averages for the families in the samples for the 66 urban places. They represent the estimated universe of 40,131,000 consumer units in all urban places in the United States.

In 1961, the Bureau, in cooperation with the U.S. Department of Agriculture, extended the survey to cover rural as well as urban areas. All data in both parts of this article refer to urban families only, but reports in preparation will contain similar information for rural families and for the total U.S. population.

\$5,390 in 1960-61. (See table.) During this period, the prices of goods and services increased 24 percent, as measured by the CPI, so that their added spending bought urban families about 14 percent more in goods and services in 1960-61 than in the earlier period.

The before-tax income of these families rose 58 percent, to an annual average of \$6,691 in 1960-61. Personal taxes—principally Federal, State, and local income and personal property taxes—increased proportionately more than income. Taxes of \$785 per family in 1960-61 were 140 percent higher than the comparable 1950 levies. Nevertheless, the average family's income after taxes registered a 51-percent gain between 1950 and 1960-61—from \$3,910 to \$5,906. On the average, families used only 91 percent of their after-tax income for current consumption in 1960-61, compared with 97 percent in 1950.<sup>5</sup>

### Savings, Gifts, and Insurance

The widened margin between income and expenditures permitted families to increase gifts and contributions substantially, to save more, and to channel larger amounts into personal insurance in 1960-61 than in 1950. Gifts to friends and relatives and contributions to religious, welfare, educational, and similar institutions averaged \$303 per family in 1960-61, almost double the 1950 amount.

In recent years, it has become increasingly difficult to draw a line between spending and saving. It was already clear in 1950 that the family security earlier represented by "money in the bank" had acquired new dimensions with the expansion of long-term credit, social security coverage, and insurance programs.<sup>6</sup> Trends observed in 1950 were accentuated a decade later. To illustrate, the average family's outlays for personal insurance (which in the BLS survey are classified with disbursements and do not enter into the computation of either expenditures or savings) rose from \$177 in 1950 to \$324 in 1960-61, or 83 percent. The major expansion was in social security and other pension plans,<sup>7</sup> which accounted for 53 percent of the total for personal insurance in 1960-61, compared with 31 percent in 1950. This shift reflects two recent developments. Larger social security deductions have resulted from broader coverage,

increased rates and earnings base, and higher incomes. On the other hand, the growing practice of providing life insurance as an employment benefit, frequently without cost to the employee, has increased insurance protection without a commensurate rise in costs to the family. The social security programs and the vast expansion of life insurance, especially group insurance, provide an almost automatic form of workers' saving. As these and similar defenses against economic insecurity have multiplied, the average family is less impelled to accumulate cash savings and other liquid assets to tide them over emergencies. Moreover, as homeownership has increased, the family's equity in a home and its equipment has constituted a growing share of its savings.

The BLS surveys measure the consumer unit's savings in terms of the net change in assets and liabilities during the survey year. By this criterion, families showed average savings of \$177 in 1960-61, in contrast to an average net increase in liabilities over assets of \$74 in 1950. This shift in the average savings position is seen more clearly when viewed from the perspective of postwar cyclical changes in income and spending. After the 1948-49 recession, consumers stepped up the rate at which they had been buying houses, household equipment, automobiles, and other durable goods for which a backlog of demand had accumulated during the 1930's and World War II. The outbreak of the Korean conflict accelerated the pace. In the 1950 upturn, families were drawing on savings or going into debt to such a degree that in September 1950 the Federal Reserve Board issued regulations to restrain the expansion of credit on automobiles and a long list of household durables. The following month the Board imposed additional restrictions to reduce inflationary pressures and to curtail new home construction by

<sup>5</sup> These ratios for urban families correspond generally with the Department of Commerce ratios of personal consumption expenditures to total disposable income. The Commerce estimates show that consumers spent a fairly constant proportion of their after-tax income—averaging 93 percent in the postwar years—except for the very early postwar years and sporadically during the Korean conflict (1950-51). High ratios occurred when durable goods buying, particularly of autos, with resultant borrowing, was exceptionally brisk. See Louis J. Paradiso, "Consumer and Business Income and Spending in the Postwar Period," *Survey of Current Business*, March 1963, pp. 12-14.

<sup>6</sup> *How American Buying Habits Change* (U.S. Department of Labor, 1959), pp. 32-33.

<sup>7</sup> This refers to the amounts paid by employees; it does not include employer contributions.



restricting the flow of funds into the mortgage market.<sup>8</sup>

In contrast, the 1960-61 survey spanned a recession, which began in the first half of 1960 and reached its trough in February 1961. Prices were comparatively stable, the early postwar demand had been satisfied, and consumers in 1960-61 tended predominantly to increase their savings or keep up payments on debts rather than incur new obligations.<sup>9</sup>

**Current Living Expenses**

The average urban family spent more for each major category of goods and services in 1960-61 than in 1950. A comparison of the shares of the family dollar used for the various categories indicates in addition that the relative amounts spent for different groups of goods and services also changed. Food, clothing, housefurnishings and equipment, and recreation accounted for smaller percentages of family expenditures. In contrast, shelter, fuel and utilities, household operations, medical and personal care, automobile purchase and operation, and education each took a larger share. These shifts in relative importance resulted from numerous interacting factors, including the differences in rates of price changes for various groups of goods and services.

The major change over the past decade was the decline in the food share of the average urban family's total current consumption expenditures. (See chart.) The decrease from almost 30 percent

FINANCIAL AND OTHER CHARACTERISTICS OF ALL FAMILIES<sup>1</sup> IN URBAN UNITED STATES, 1960-61 AND 1950

Characteristic	Average per family		Percent increase, 1950 to 1960-61
	1960-61 (annual)	1950 <sup>2</sup>	
<b>FINANCIAL CHARACTERISTICS</b>			
Receipts, total.....	\$6,773	\$4,286	58
Money income before taxes.....	6,691	4,237	58
Other money receipts.....	82	49	67
Use of funds, total.....	6,979	4,403	59
Expenditures for current consumption <sup>3</sup> ...	5,390	3,808	42
Personal insurance <sup>4</sup> .....	324	177	83
Social security, railroad and other Government and private retirement.....	171	55	211
Life, endowment, annuity, and other personal insurance.....	153	122	25
Gifts and contributions.....	303	165	84
Taxes (income, personal property, and capitation).....	785	327	140
Net change in assets and liabilities (savings) <sup>5</sup> .....	177	-74	-----
Account balancing difference <sup>6</sup> .....	-207	-117	-----
Expenditures as percent of money income after taxes.....	91.3	97.4	-----
In 1960-61 dollars—			
Money income after taxes <sup>7</sup> .....	5,906	4,848	22
Expenditures for current consumption <sup>7</sup> ...	5,390	4,721	14
<b>OTHER CHARACTERISTICS</b>			
Family size (number of persons).....	3.1	3.0	-----
Age of family head (years).....	47	47	-----
Education of head (years of school completed).....	11	10	-----
Percent of families who were—			
Homeowners, all year.....	53	45	-----
Auto owners, end of year.....	73	59	-----
Nonwhite.....	12	10	-----
Number of families in sample.....	9,476	12,489	-----

<sup>1</sup> For definition, see text footnote 1.

<sup>2</sup> Does not include Alaska and Hawaii.

<sup>3</sup> Expenditures for current consumption include outlays for all goods and services purchased for family use. The total cost of durable goods purchased in the year is included, except for owned homes where only the costs of current operations (i.e., interest on mortgages, taxes, insurance, and repairs and replacements) are considered current consumption expenditures. Payments on mortgage principal and installment debts are considered reductions in liabilities (i.e., saving in the current year). Mortgage and installment debts incurred in the year are considered as dissaving.

<sup>4</sup> Personal insurance includes employee contributions to social security and government and private retirement funds, as well as premium payments for life and other types of personal insurance, except health insurance. The family's outlays for personal insurance are shown separately as a disbursement and do not enter into the computation of net change in assets and liabilities (i.e., average saving or dissaving).

<sup>5</sup> The algebraic sum of increases and decreases in assets and liabilities. Net increases in assets or decreases in liabilities represent a net saving (+) during the survey year. Net decreases in assets or increases in liabilities represent a deficit (-) or net dissaving.

<sup>6</sup> A statistical measure of the net reporting discrepancy of the receipts and disbursements accounts. In this table, the balancing difference is obtained by subtracting the total "Use of funds" from the total "Receipts." If reported receipts are less than disbursements, the balancing difference is negative (-).

<sup>7</sup> After adjustment for the change in the Consumer Price Index.

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

SOURCE: Survey of Consumer Expenditures, 1960-61: Consumer Expenditures and Income, Urban United States, 1960-61 (BLS Report 237-38, 1964), and Study of Consumer Expenditures, Incomes, and Savings—Statistical Tables, Urban U.S., 1950, (Philadelphia, University of Pennsylvania, Wharton School of Finance and Commerce, 1956-57), Vol. XVIII.

in 1950 to 24 percent in 1960-61 continued a trend shown by Bureau surveys since the early 1900's.<sup>10</sup>

The most significant uptrend in family spending during the 1950's was for shelter. The unprecedented volume of postwar residential building

<sup>8</sup> See *Federal Reserve Bulletin*, September 1950, pp. 1177 and 1184; October 1950, pp. 1284 and 1309; and November 1950, p. 1472.

<sup>9</sup> See also "Patterns of Consumer Spending," *Federal Reserve Bulletin*, April 1962, pp. 389-393.

Measures of postwar changes in families' liquid asset holdings, obtained in the nationwide Surveys of Consumer Finances, moved similarly to the BLS data on average net changes in assets and liabilities between 1950 and 1960. Median liquid asset holdings of all spending units were down to \$280 in 1950 (having dropped from \$435 in 1946), and showed an irregular upward trend during the fifties to \$475 in 1960. In both 1946 and 1960, 24 percent of the spending units reported no liquid asset holdings, in contrast to 31 percent with none in 1950. Liquid asset holdings include U.S. savings bonds, checking accounts, savings accounts in banks, and shares in savings and loan associations and credit unions. See *1960 Survey of Consumer Findings* (Ann Arbor, Mich., Survey Research Center, Institute for Social Research, University of Michigan, 1961), p. 77.

<sup>10</sup> The declining share of food was also pronounced when the distribution of 1950 expenditures was calculated after conversion to 1960-61 dollars using the Consumer Price Index as a deflator. See also *Survey of Consumer Expenditures, 1960-61: Changing Patterns of Consumer Expenditures* (BLS Report 238-5, 1964).

meant that on the average families were living in newer homes and, by Census of Housing criteria, in better quality housing. For these improvements, they paid more in 1960-61 than in 1950, whether as renters or homeowners. The proportion of homeowners rose, the average value of homes appreciated, and the mortgage debt per home increased substantially.<sup>11</sup> Concurrently, rates for mortgage interest and property insurance advanced, as did the cost of home maintenance and repairs, when measured by the CPI.

On the other hand, expenditures for housefurnishings and equipment decreased in relative importance between 1950 and 1960-61. As has already been noted, expenditures for many of these items had been abnormally high in 1950 because of "scare buying."<sup>12</sup> Moreover, contrary to most price movements, prices of household appliances were lower in 1960-61 than in 1950.<sup>13</sup> In addition, the trend for residential builders to install refrigerators, stoves, and other equipment in homes and apartments has resulted in the cost of these items appearing increasingly in the purchase price of houses or in rents, rather than in direct consumer purchases of major appliances. The decline in the share used for housefurnishings and equipment

was offset, however, by mounting expenditures for household operations, major components of which were telephone service, household help and laundry service, and laundry, cleaning, and paper supplies.

A decrease in the relative importance of recreational expenses (from 4.4 percent of total expenditures in 1950 to 4.0 percent in 1960-61) seems anomalous in a decade of rising real income. The downward shift reflects changes in leisure-time ac-

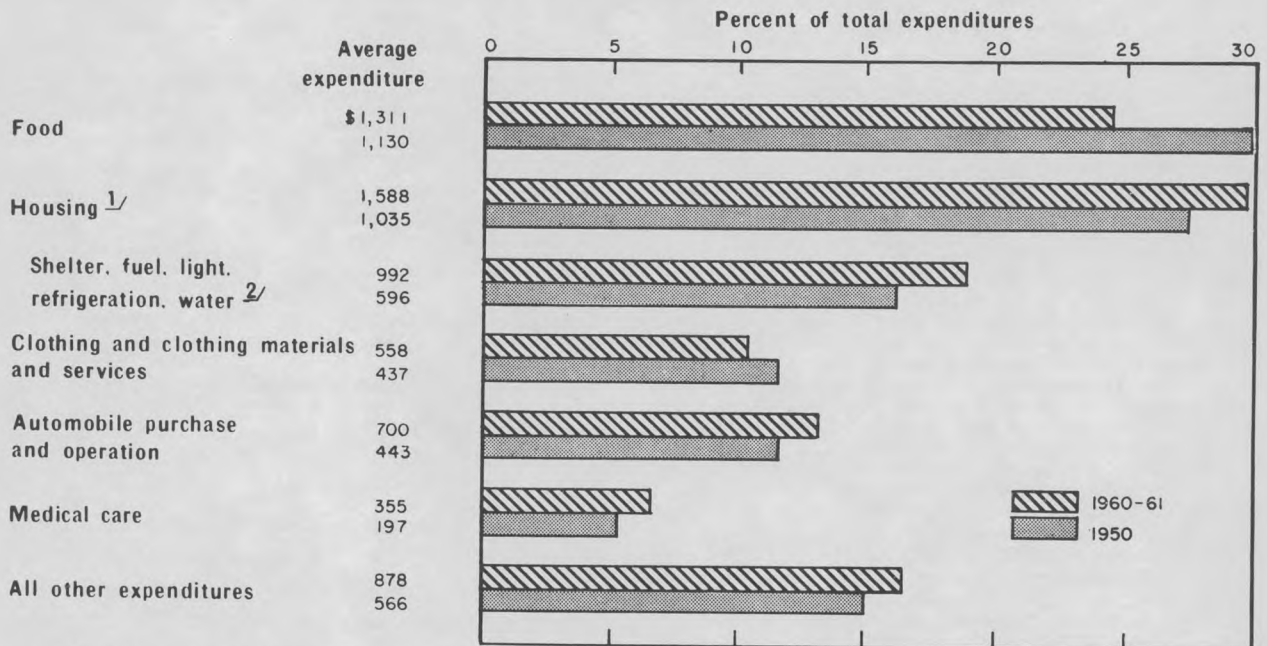
<sup>11</sup> See *U.S. Census of Housing: 1960, Final Report HC(1)-1, United States Summary (U.S. Bureau of the Census)*, p. xliii; and Census of Housing data published in *Statistical Abstract of the United States, 1962 (U.S. Bureau of the Census)*, p. 762.

<sup>12</sup> In publishing the results of the Bureau's 1950 survey, it was stated, "While virtually any year is subject to special influences, the year 1950 might be regarded as especially so in view of the onset of hostilities in Korea at the end of June, which gave an inflationary impetus to an already prosperous economy. Buying of consumer durables moved up sharply relative to income in the second half of 1950, unlike the situation for most other items of expenditures. To examine this situation, a tabulation was prepared showing expenditures on durable goods in the first half of the year separately from those in the second half, . . ." *Study of Consumer Expenditures, Incomes and Savings, Statistical Tables, Urban U.S.—1950 Vol. I (Philadelphia, University of Pennsylvania, 1956-57)*, p. vii.

For a comparison of purchases and inventories of selected household durable goods in 1950 and 1960-61, see "Expanding Ownership of Household Equipment, 1960-61," *Monthly Labor Review*, October 1964, pp. 1131-1137.

<sup>13</sup> See "Price Trends and the Postwar Market for Appliances," *Monthly Labor Review*, November 1963, pp. 1259-1265.

### Allocation of Average Annual Expenditures of All Urban Families, 1960-61 and 1950



<sup>1</sup> Shelter, fuel, etc.; household operations; and housefurnishings and equipment. <sup>2</sup> Included in housing.

tivities, not all of which are represented in recreational expenditures as classified in these surveys.<sup>14</sup> Families reported less for admissions to movies, sports events, concerts, plays, etc., in 1960-61 than in 1950. They spent about the same proportions for television sets, radios, and musical instruments in both periods, but increased their spending for sports equipment, hobbies, and other recreation. The average urban family spent \$217 per year in 1960-61 for recreation as defined in the Bureau's survey. However, the surveys followed the practice of most families, who tend to include vacation and other recreational travel expenses in their accounts for automobile operation, other transportation, food, and lodging away from home. Some impression of the extent and scale of such recreation may be gained from a recent study by the Survey Research Center which disclosed that 27 percent of the spending units spent \$100 or more on vacation travel in 1961 and the average ex-

<sup>14</sup> As defined in the survey, "recreation" includes the purchase and repair of televisions, radios, phonographs, musical instruments, and related items; spectator admissions to movies, sports events, concerts, etc.; dues, fees, and equipment for participant sports; club memberships; hobbies; pets; and toys and play equipment.

<sup>15</sup> George Katona, Charles A. Lininger, and Richard F. Kosobud, *1962 Survey of Consumer Finances* (Ann Arbor, Mich., Survey Research Center, Institute for Social Research, University of Michigan, 1963), pp. 143-157.

penditure on such "major" vacation trips was \$380.<sup>15</sup>

Such travel was partially responsible for the marked increase in spending for automobile purchase and operation over the decade. The families' growing dependence on automobiles with the spread of suburban living, as well as the advances during the 1950's in the purchase price, financing charges, insurance, maintenance, and other costs incident to operating automobiles also contributed to this rise.

### Spending Patterns

This comparison highlights the changes in the buying habits of city families during a decade of rising real incomes. Consumer expenditure surveys are unique in that they are devised to show at a point in time the diverse spending patterns which are merged in the composite pattern. The Bureau's recent survey was designed to provide an abundance of information on the variation in spending associated with selected family characteristics. This information will be drawn upon in Part II of this article which summarizes the survey findings on the relation of income level and place of residence to the spending patterns of urban families in 1960-61.

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In summary, economic value is a function of cultural, class, and group values. Consumer choices, therefore, always have a large social content that constantly alters economic realities and typically makes the discovery of consumer demand difficult.

—W. T. Tucker, *The Social Context of Economic Behavior* (New York, Holt, Rinehart and Winston, Inc., 1964), p. 49.

# Three September Union Conventions

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## The United Steelworkers

HENRY S. ROSENBLUM\*

THE FORMULATION of a comprehensive collective bargaining and legislative program, including the goal of "total job security," was the main accomplishment of the 12th biennial convention of the United Steelworkers, meeting in Atlantic City, September 21-25. The 3,500 delegates also amended the union's constitution to set up age qualifications for international officers and provide a salary increase for district directors. Delegates rejected "national productivity guideposts" in a strongly worded resolution.

### Collective Bargaining

In his opening address to the convention, Steelworker President David J. McDonald informed delegates of a previously unannounced plan for job security in the steel industry:

We are going to start a campaign to bring to the members of the United Steelworkers of America what I choose to call "total job security" . . . that means that once a steelworker becomes a permanent employee of a corporation he must have complete career security . . . He must be considered a permanent part of that industry in which he is employed until he is honorably retired at a decent pension . . .

Never fully spelling out the content of this concept, McDonald did state that present benefits such as extended vacations, pensions, insurance, SUB, etc., would in some way be integrated. A subsequent resolution on collective bargaining provided a few additional details, but added no concrete program or strategy for achieving this objective. McDonald indicated that total job security would have to be achieved over a number of years. A dialog is to be started with the companies to bring this concept to fruition. The goal will also be put before the joint Human Relations Committee.

The announcement of this plan comes at a time when job security is a major concern of the union. Reports to the convention indicated that an increasing number of jobs are being eliminated by the advance of automation, in the form of basic oxygen converters, the continuous casting process, and fully automated rolling mills. In 1963, ingot production fell short of 1957 output by only 3.1 percent, but production and maintenance employment was 23 percent (or 123,000) lower than in 1957. The downward trend in employment will continue, the delegates were warned, as the pace of automation in the steel industry continues. Although the employment picture in steel has brightened in recent months, with many plants reporting labor shortages, concern for the future remains. To deal, in part, with this problem, the delegates urged increases in wages to stimulate consumer demand, advocating this as a key factor in achieving full employment. The resolution rejecting national productivity guideposts was based on the argument that they interfere with accomplishing this objective.

The convention directed the Wage Policy Committee to consider a wage increase as a bargaining aim when steel contracts are renegotiated in 1965. Since 1960, basic steel contracts have not provided for wage increases.

*Human Relations Committee.* The Officers' Report, approved by the delegates, expressed satisfaction with the Human Relations Committee's achievements over the past 2 years. Besides obtaining the 13-week extended vacation plan in basic steel, some vexing job security problems are on their way to resolution under the 1963 "experimental agreement."<sup>1</sup> The Human Relations Committee is to review experience under this agreement, looking toward the formulation of more permanent solutions. Delegates were told that the Committee is now studying a number of

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<sup>1</sup> For discussion of these provisions, see *Monthly Labor Review*, August 1963, pp. 959-960.

possibilities for future negotiation, including medical care, wage incentives, training needs and methods, and the application of basic steel contract terms to certain other operations of steel companies.

*Wage Policy Committee.* The union's Wage Policy Committee was once again charged with developing a collective bargaining policy for the 1965 negotiations. A total of 184 widely varying suggestions were offered by local unions, including company pay for grievance committeemen, negotiation for the removal of the no-strike clause, a "sharing plan" similar to that at Kaiser Steel, settlement of local issues before contract ratification, reinstatement of cost-of-living clauses, deletion of arbitration provisions (to be replaced with a "strike" clause), elimination of arbitration boards as outlined in contracts, and a limitation of management's right to change job descriptions when new equipment is installed.

### Legislative Proposals

A major resolution was directed at increasing the growth rate of the national economy. It stated that the achievement of full employment would require a growth rate of at least 5 percent—a task that could not be left to private business alone. Vigorous legislative action was called for to finance more housing, urban renewal, highways, hospitals, and schools. Delegates also endorsed a shorter workweek, double time for overtime work, a strengthened public employment service, full relocation allowances for workers and their families, expanded training programs for unemployed workers, and national standards for increasing unemployment benefits and liberalizing eligibility provisions. Another resolution called for liberalized social security benefits and age standards. It recommended a lowering of the full retirement age from 65 to 60, with adjusted benefits at age 55. Medical care for the aged under social security received strong support.

### Internal Affairs

The next election of international officers is to take place in February 1965 by a referendum vote of the membership. Nominations must be sub-

mitted by early December 1964.<sup>2</sup> With some debate, the delegates passed the following amendment to the constitution:

No member shall be eligible for nomination or election to international office, if, upon assuming such office, he would have attained the age of 68 years.

This amendment will be effective June 1, 1965, when the 4-year term of office begins. President McDonald will be 62 years old in November, and thus eligible for two more terms.

Salaries for District Directors were raised by \$4,000 to \$20,000 per year.

Another amendment provided for a Civil Rights Committee to be established in each local union to "implement our union's commitment to the protection and extension of civil rights and liberties."

Proposals to reduce salaries of the three top international officers, present incumbents to be exempted from this cut, were voted down. (Concerning this proposal, McDonald remarked that he and the two other officers did not want to be "red-circled" if the delegates were to vote for the resolution.) The constitution committee also concurred with a number of resolutions from local unions asking that there be no change in the dues structure, and its position was supported by a vote of the delegates.

### Organizing

Faced with the increasing number of white-collar jobs created by shifts in production methods, unions, McDonald said, require new types of organizations, techniques, and organizers. He expressed his hope that the AFL-CIO Executive Council would go along with some specific proposals he plans to make. He continued:

If you are with me I will do the following: If the federation is not prepared to move, the United Steelworkers of America will be prepared to move.

Vice President Howard R. Hague informed the delegates that since the last convention in 1962 the union has organized 50,000 new members in 317 local unions, 219 in the United States and 98 in Canada. This figure, he said, did not include members that have come into the organization under union shop agreements. The union's total membership was reported at 1,120,000.

<sup>2</sup> In November, Secretary-Treasurer I. W. Abel and District Directors Walter J. Burke and Joseph P. Molony announced their candidacy in opposition to the McDonald administration.

## American Federation of Government Employees

MARTHA F. RICHE\*

THE CAMPAIGN for the presidency of the 140,000-member American Federation of Government Employees polarized the issues facing the union at its 19th biennial convention held in Dallas September 7-11, 1964. Under the stimulus of Executive Order 10988, which set up a recognition system for Federal employee unions beginning in July 1962, the union has experienced rapid growth and changes in its composition—and these changes affected the election battle and the convention debate. Nonetheless, organizing the great unorganized proportion of the union's jurisdiction, which most officials consider the AFGE's biggest challenge, became a secondary issue to questions of legislative effectiveness, democratic procedures, and financial acumen.

The division between supporters of the incumbent, John F. Griner, and the challenger, Adrian Roberts, reflected both regional and occupational interests. The rollcall disclosed that Griner, who won reelection by a vote of 3 to 1, had the support of the union's blue-collar members; Roberts, who had been narrowly defeated by Griner in 1962, had the support of his fellow professional employees and other white-collar members, who were primarily from Washington and other eastern cities. The occupational division deflected Roberts from his announced campaign of emphasizing faults in the AFGE's current leadership and ways to remedy them into a defense against charges that he would abandon the blue-collar employees.

### Constitutional Amendments

The two candidates and their supporters sought to achieve some of their aims through resolutions for constitutional amendments and other changes. Seeking closer supervision of their national representatives, delegates overrode the recommendation of the constitutional committee and amended their constitution to require a report of national executive council meetings, including a detailed record of each council member's votes. A proposal by President Griner to pay the council members, who

are the 14 national vice presidents, was defeated after complaints that the resolution left to the president's discretion the selection of those vice presidents to be paid. Griner had also asked for an assistant, and the delegates created the post of executive vice president, to be appointed now and elected every 2 years beginning in 1966 with the other national officers. The convention tabled a proposal to extend the term that the national officers serve.

Delegates also proposed adjusting the district boundaries so that each national vice president would represent approximately the same number of members, and changing the time-consuming rollcall procedure of electing national officers; although these resolutions had considerable support they did not get the two-thirds majority required to amend the constitution. Instead, delegates adopted a constitutional committee recommendation that the executive council study the election procedure and suggest changes for the next convention.

*Finances.* Hot debate greeted the national officers' plea for an increase in the per capita tax to provide an electronic accounting system and other services required by a growing membership. President Griner told the delegates that the union, by using administrative methods appropriate to a smaller organization, had reached a point where each new member costs more than he pays in dues. The original proposal of an increase of 25 cents monthly beginning April 1, 1965 (with 5 cents earmarked for a building fund) and an additional 25 cents a year later, along with other formulas specifying lesser increases, failed to get the necessary two-thirds majority—though delegates repeatedly appealed for more help in organizing and in winning representation rights.

At length, the delegates relented and agreed to increase their present monthly per capita rate of 75 cents to 85 cents beginning April 1, 1965, the first such increase since 1958. Much of the opposition to a dues increase was expressed in the form of questions from the delegates on the national's expenditures; one group of delegates brought their own CPA and others repeatedly questioned the allocation of the union's funds among the districts, particularly for organizing purposes.

\*Of the Division of Publications, Bureau of Labor Statistics.

*Rules.* One of the first votes of the convention came on an attempt by Roberts' lodge to change the convention procedure by eliminating the rule that permits a majority of the lodges located in a district, area, or council of the union to bind the rest of the lodges in their group to vote as a unit in rollcall votes. Regarded by many delegates as a preview of the presidential vote, the resolution was defended primarily as a means of bringing the union's convention rules within the confines of the Standards of Conduct for Employee Organizations and Code of Fair Labor Practices for unions in the government service, issued by President Kennedy in 1963. The majority of the delegates agreed with President Griner that there was no need to change the rules since the unit rule was rarely used.

### **The Union's Program**

Voting on resolutions submitted by the lodges and districts, the delegates resolved to seek early retirement (preferably after 30 years of service), and demanded repeal of the acceptable level of competence requirement for within-grade increases, repeal of the Hatch Act, limitations on contracting-out work performed by government employees, and curbs on the substitution of military personnel or military retirees for civilian employees. Resolutions submitted by several lodges for fully paid health and retirement programs found favor with the convention; and enough delegates agreed with Roberts' contention that the AFGE trailed the postal unions in legislative success to pass a resolution demanding an executive council investigation of why the AFGE is not more effective with the Congress.

The convention also adopted a program for "wage board" employees (whose wages are set by a board after determining the prevailing area rate for comparable work) that seeks greater wage uniformity and increased union participation in rate determinations.

### **Membership**

Though it received little discussion on the floor, membership growth was a major issue in the presidential campaign. Griner's supporters pointed to a 2-year increase of 27,000 members and 246 lodges, while noting that approximately 250 lodges now have exclusive recognition, as compared with

only 4 or 5 at the time of Griner's election. In addition, approximately 425 lodges have won formal recognition. On the other hand, Roberts claimed that a record of organizing less than 140,000 out of a potential 1 million members was "disgraceful," and that these "modest increases" in AFGE membership "were caused solely by Executive Order 10988 and those few lodges with the resources to organize."

### **Speakers**

Most of the convention time up to the election was devoted to speeches, mainly by congressional civil service experts and personnel executives. Delegates heard Secretary of the Interior Stewart Udall, Senators Olin Johnston and Ralph Yarborough, and Congressmen Joe Pool and James Morrison praise the union's administration and discuss election-year politics and the union's legislative aims (Senator Yarborough received one of the biggest responses of the convention when he told the delegates to thank the highly organized and politically active Letter Carriers for their pay raises). The praise accorded President Griner by many of the speakers was generally considered by delegates and convention observers to have been a factor in his reelection.

Speakers from the personnel management side of government discussed their experiences with and recommendations for changes in Executive Order 10988. Repeatedly stressing the importance of communication and cooperation, the administrators opposed the union's proposals to amend promotion and appeals policies, but admitted the need for improvements in these areas. Although President Griner had pointed out factors which make bargaining at the national level almost a necessity (among them the tendency of local management to await direction from agency headquarters), several of the personnel managers emphasized the greater efficiency of bargaining on a local level where the participants have greater familiarity with the issues, especially if both sides have the authority to negotiate a final agreement. Invariably, they selected as sources of union-management disagreement under the Executive Order the problems of defining a representation unit, defining an eligible employee organization, determining whom the conflict of interest provision affects, and deciding what to do when a deadlock occurs.

## The International Union of Electrical Workers

ROSE T. SELBY\*

THE RIFT in the International Union of Electrical Workers, widening since it first surfaced in 1960—and patched over at the 1962 convention—split the 819 delegates to the 11th constitutional meeting in Washington, D.C., into anti- and pro-administration factions. Disputes between the two camps on issues affecting the form and financing of the union's government disrupted and delayed the proceedings throughout most of the convention. The disputes caused many items to be referred to the Executive Board for action following the termination of the convention on September 25. During bitter floor fighting, accusations of "dictatorship" and "one-man control" were repeatedly made by the anti-Carey faction with demands for "a new beginning," "an end to purges and recalls," "freedom from fear to talk out without reprisal," and "a return to democracy." In turn, President James B. Carey and his supporters accused the insurgents of seeking personal power and control without regard for the good of the union and its members. On the other hand, supporters of Paul Jennings, candidate for president of the union, told a divided and turbulent session that if their man was elected he would "promote unity rather than discord," work in a "team effort," and "get the kind of patternmaking settlements we need."

For the first time in the union's 15 years of existence, and of Carey's presidency, an opponent was nominated and placed on the referendum ballot to challenge Carey for the presidency. To be eligible, the candidate needed nomination by delegates from at least 10 local unions from three or more districts accounting for at least a combined 15 percent of the membership represented at the convention. Voting of the members by referendum ballot, as stipulated by the union's constitution, is to be concluded by mid-November. Jennings is Executive-Secretary of District 3 (New York and New Jersey), the union's largest district, representing approximately 40 percent of the IUE's membership of approximately 300,000. The convention did, however, unanimously elect Secretary-Treasurer George Collins, who had been appointed to

fill the unexpired term of former Secretary-Treasurer Al Hartnett, removed by a recall referendum in late 1963.

Two resolutions introduced by the Jennings faction touched off prolonged and at times acrimonious debate, leaving little time for other convention business. These resolutions proposed to revise the election procedure, "providing safeguards for the conduct of a free, honest and democratic election," and to open the IUE News prior to election to all candidates. President Carey denied Jennings' move to refer the resolution on election procedure to the Resolutions Committee for action at the convention, ruling that it was out of order because it had not been submitted prior to the convention. Controversy over Carey's ruling and repeated denial of Jennings' appeal for a vote on this decision continued throughout the fourth day. Neither of the two resolutions was acted upon at the convention.

Repeated wrangling occurred during the election to the five-man Board of Trustees, whose duties include the counting of referendum ballots. Carey's slate of nominees won—four incumbents and one new Carey nominee were elected. Two candidates nominated by the Jennings faction were defeated.

### Dues Proposal

Crossing factional lines, strong opposition developed to a proposal by Carey to revise the dues structure and increase the International defense fund; the proposed amendment was defeated by a vote of 4 to 1. The amendment would have given each local union the following alternatives: (1) Locals could increase dues, on a weekly basis from a minimum of \$4 a month to 1½ percent of total earnings up to a maximum of \$1.50 weekly or approximately \$6.50 monthly; with per capita tax to the International to be raised from \$2 to a maximum of \$3.25, to represent 50 percent of dues, and 23 cents each week going into the International defense fund; or (2) locals could vote to retain or increase monthly dues in effect on September 1, 1964. Under this alternative, per capita tax to the International was to continue at \$2 monthly,

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



and in addition, the present monthly allocation of 35 cents to the defense fund was to be increased by an additional 65 cents. Where agreements provide for checkoff, employers were to transmit directly to the International its share of the dues.

The delegates appeared more strongly opposed to the method than to the increased dues. The financial report placed the defense fund at \$1,891,392. Considerations which seemed to help defeat the amendment were control of the increased fund by the International, and the principle of basing dues on a percentage of earnings. Delegates expressed fear that the percentage formula, if adopted, would split some locals. Among those favoring this method were a number of delegates from small locals in low-wage areas. A third objection was to the dues increase itself. Some delegates felt it was unjustified; others, that the locals would not be able to ask their members for additional assessments when needed for the locals; and some delegates, while willing to vote for a temporary assessment by the International to build up the defense fund, objected to a permanent increase.

Although the 1964 financial report of the IUE indicated an increase in its total net worth since 1962 of approximately \$1 million, bringing it to nearly \$3 million, the net worth of the union's operating fund declined from \$1,217,494 in 1962 to \$1,102,338 in 1964. This decrease was offset by an increase of over \$1 million in defense fund net worth, from \$737,467 in 1962 to \$1,891,392 in 1964. President Carey reported an increase in membership of approximately 10,000 since 1962, reflecting a growth rate unequalled since 1957.

Because of lack of time, approximately half of the resolutions submitted did not come before the convention. These were referred to the Executive Board for action, over strong protests of Jennings, who moved to continue the convention. All of the resolutions brought before the convention were

passed, most of them unanimously; those referred to the Executive Board were passed by the Board after the convention adjourned.

### **National and International Affairs**

A resolution on foreign trade was passed over strong opposition. Objection to the reciprocal trade program, voiced by a number of delegates, was aimed mainly at the advantages given to "run-away plants" of large U.S. owned or controlled corporations in foreign countries.

Other resolutions dealing with international and domestic affairs endorsed stands made by previous conventions.

### **Collective Bargaining**

Included in the collective bargaining program were the following items: (1) A job and income assurance plan calling for a change from an hourly to a weekly salary basis, with a 52-week annual guarantee; supplemental pay for employees working less than 40 hours, and improved unemployment benefits, until a guaranteed salary basis can be obtained; reduction of hours to average 35 hours instead of 40, with no reduction in pay; improved severance pay, special retraining, and reemployment rights for displaced workers; and restrictions on overtime and contracting-out; (2) wage increases, cost-of-living escalators, restoration of such escalators where they have been discontinued, and inclusion of previous escalator increases in base pay; and no change from incentive to daily pay basis, without mutual consent; and (3) improved fringe benefits, including extended vacations up to 15 weeks for long-service employees, at age 65; liberalized pension, health, and insurance plans; and an improved collective bargaining program to attract professional, technical, and salaried workers into the union ranks.

# Special Labor Force Report

Part I of a Study of Young People No Longer  
in School—Their Education, Reasons  
for Leaving School, and Labor Force Status

## Out-of-School Youth, February 1963

VERA C. PERRELLA AND FORREST A. BOGAN\*

TRADITIONALLY, entry into the full-time labor force follows upon leaving school, and youth and lack of work experience inevitably result in higher unemployment rates than for older, experienced workers. In addition to this age-old hurdle, today's young people are faced with the paradox of comparative prosperity overall and increasing difficulties for themselves in a labor market progressively and rapidly more selective under the impact of technological change. Jobs of the types which served as entering wedges for young workers are not increasing in proportion to the growing numbers competing for them.

Population and labor force projections indicate a sharpening of the problems of young people in the labor market. The decade of the sixties may be described as the decade of the young worker in terms of expected population and labor force developments. By 1970, it is estimated that the population 16 to 21 years old will number 22 million, almost half again as large as in 1960. Although the proportions in these ages who will be in school are expected to be higher, the number in the labor force is also expected to increase by 3½ million, constituting 28 percent of the total increase of 12.6 million in the labor force between 1960 and 1970.

To get information about the early work experience of youth, a sample survey of 16- to 21-year-old persons who were no longer in school and were

not college graduates was made in February 1963.<sup>1</sup> The survey provides more extensive information about the socioeconomic characteristics of this group than was previously available on a nationwide basis.

### Educational Attainment

In February 1963, there were 6.7 million out-of-school persons 16 to 21 years old who were not college graduates (table 1). About 45 percent had dropped out before completing high school, 48 percent had completed high school, and 7 percent had completed 1 to 3 years of college. Three million did not have a high school diploma. One-fourth of these did not even reach high school, and one-half had dropped out in the second or third year of high school. The concentration of

\*Both of the Division of Population and Labor Force Studies, Bureau of Labor Statistics.

<sup>1</sup>This article is based primarily on information from supplementary questions in the February 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. Data in this report relate to persons 16 to 21 years of age who were no longer in school, were not college graduates, and were in the civilian noninstitutional population in the calendar week ending February 16, 1963. Members of the Armed Forces and inmates of institutions are excluded.

Since the estimates resulting from this survey are based on a sample, they may differ from the figures that would have been obtained from a complete census. The sampling variability may be relatively large in cases where the numbers are small. Because of the comparatively small size of the group covered in this survey, the number of sample cases that could be used was small. Consequently, numbers under 200,000 and percents based on them should be used with caution.

The findings of the survey may be compared with an earlier study on *School and Early Employment Experience of Youth, A Report on Seven Communities, 1952-57* (BLS Bulletin 1277, 1960).

Reprints of all articles in the Special Labor Force Reports series, including in most cases additional detailed tables and an explanatory note, are available upon request to the Bureau of Labor Statistics, or to any of its regional offices.

dropouts in the second and third year of high school seems to be largely the result of the normal coincidence of those school grades with the age of 16—in most States the minimum age at which students may stop going to school. Notwithstanding the usual legal age minimum, about a third of all the dropouts had left school before reaching 16. Nonwhite students more often than whites had dropped out before they were 16 and before entering high school:

Percent of dropouts who— At time of dropout, were—	All dropouts	Nonwhite dropouts
Under 16 years of age.....	34.2	44.6
Under 15 years.....	12.8	21.5
15 years.....	21.4	23.2
Did not attend high school.....	22.9	30.7

A large proportion of dropouts were below the usual grade for their age at time of dropout:

Age at time of dropout	Usual grade <sup>1</sup>	Percent of dropouts below usual grade
15 to 18 years.....	.....	42.4
15 years.....	2d or 1st year high school.....	26.8
16 years.....	3d or 2d year high school.....	47.1
17 years.....	4th or 3d year high school.....	38.2
18 years.....	4th year high school.....	71.0

<sup>1</sup> In this report, the two school grades with the largest numbers of students of a given age, as shown in the *Census of Population, 1960, Detailed Characteristics, U.S. Summary, PC(1)-1 D*, U.S. Bureau of the Census, are considered the usual or normal grades for that age.

### Reasons for Leaving School

While it is possible that the relative importance of the various reasons leading to dropout would be different if reported by school authorities rather than by the dropouts themselves, the relevance of the dropouts' own report of what motivated them is indisputable, despite the coloration that subjective bias and the passage of time may have added.

Close to half the male dropouts attributed their leaving school to school-connected reasons (lack of interest in school, poor grades, difficulties with the school authorities) and about a fourth gave economic reasons (unemployment or inadequate income in the family). Half again as many white as nonwhite males gave school-connected reasons. About the same proportions of white and nonwhite males said they left school because of poor grades, and a higher proportion of nonwhite males than white left because of difficulties with the school authorities. However, the proportion of the white males who said they left because they

were not interested in school was almost five times that of the nonwhite. There was no significant difference in the proportions of white and nonwhite males who gave economic reasons.

Among the female dropouts, the reasons most often given were marriage or pregnancy (40 percent) and school-connected factors (26 percent); the proportion who gave economic reasons was about half that of the males. About half the nonwhite girls left because of marriage or pregnancy, compared with 38 percent of the white girls.

Generally, then, for the males, school-connected rather than economic or other outside factors were the overriding consideration which led them to drop out of school, whatever other elements may have been weighed in making the decision. School-connected factors were also important among the females, though to a lesser extent.

TABLE 1. YEARS OF SCHOOL COMPLETED, BY COLOR, SEX, AND AGE, FEBRUARY 1963

[Percent distribution of out-of-school youth]

Age in February 1963, color, and sex	Total		Years of school completed		
	Number (thousands)	Per cent	Less than 4 years of high school	4 years of high school	1 to 3 years of college
<b>ALL PERSONS</b>					
Both sexes, 16 to 21 years.....	6,708	100.0	45.4	47.6	7.0
16 and 17 years.....	658	100.0	92.4	7.6	.....
18 and 19 years.....	2,752	100.0	44.5	51.6	3.9
20 and 21 years.....	3,298	100.0	36.8	52.1	11.1
Male, 16 to 21 years.....	2,669	100.0	51.4	41.7	6.9
16 and 17 years.....	247	100.0	96.4	3.6	.....
18 and 19 years.....	1,071	100.0	50.7	45.5	3.8
20 and 21 years.....	1,351	100.0	43.6	45.7	10.7
Female, 16 to 21 years.....	4,039	100.0	41.5	51.4	7.1
16 and 17 years.....	411	100.0	89.8	10.2	.....
18 and 19 years.....	1,681	100.0	40.6	55.5	3.9
20 and 21 years.....	1,947	100.0	32.1	56.5	11.4
<b>NONWHITE</b>					
Both sexes, 16 to 21 years.....	1,001	100.0	59.5	34.1	6.4
16 and 17 years.....	134	100.0	92.5	7.5	.....
18 and 19 years.....	419	100.0	58.9	37.5	3.6
20 and 21 years.....	448	100.0	50.2	39.2	10.5
Male, 16 to 21 years.....	401	100.0	66.3	29.2	4.5
16 and 17 years.....	50	(1)	.....	.....	.....
18 and 19 years.....	187	100.0	66.8	33.2	.....
20 and 21 years.....	164	100.0	56.1	32.9	11.0
Female, 16 to 21 years.....	600	100.0	55.0	37.7	7.3
16 and 17 years.....	84	(1)	.....	.....	.....
18 and 19 years.....	232	100.0	52.6	40.9	6.5
20 and 21 years.....	284	100.0	46.8	43.0	10.2

<sup>1</sup> Percent not shown where base is less than 100,000.

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

## Family Characteristics

The extent to which environmental factors influence the roles of both the student and the school are illustrated by a study of family characteristics, such as the money income of the student's family, the amount of schooling his parents had had, and their residence.

*Income.* Low levels of family income were highly associated with early school-leaving. For example, of the more recent dropouts who were unmarried and still living at home, 2 out of 5 were members of families with an annual income under \$3,000; the income was less than \$2,000 in more than half the families within that group (table 2). In contrast, of those who had completed at least 4 years of high school, only 1 out of 5 families had incomes under \$3,000. The number of grades completed was also related to family income. Among youths in families with less than \$3,000 income, the proportion who dropped out before reaching high school was almost double that of those who dropped out of high school. Farm residence may have had some influence here, since money income of farm families tends to be low, and relatively high proportions of farm dropouts leave school before reaching high school. Among both dropouts and graduates, greater proportions of nonwhite than white youths were in families with less than \$3,000 income. Nonwhite graduates were four times as likely as white graduates, and even twice as likely as white dropouts, to be members of families in this low-income group.

*Parents' Education.* Another aspect of family background, the school attainment of parents, also plays a strong role in the student's school achievement. Among the young people for whom parents' schooling was reported, the great majority of dropouts were from families in which neither parent had completed high school (table 3). A high proportion—almost half—of the young people attained at least a high school diploma even though neither of their parents had graduated from high school, illustrating the increasing trend toward more education.

*Residence.* Historically, farm residents have left school earlier than nonfarm residents. Among

this group of young people, too, those who were farm residents when they last attended school were somewhat more likely to be dropouts than those who were nonfarm residents. Moreover, the proportion of the farm males who dropped out of elementary school was about twice that of the nonfarm males; for girls from farm families, the proportion of elementary school dropouts was not quite double that of those from nonfarm families, as shown in the following tabulation:

Highest grade completed	Residence in last year of school			
	Farm		Nonfarm	
	Male	Female	Male	Female
Total (percent).....	100.0	100.0	100.0	100.0
Less than 4 years of high school.....	54.5	48.5	50.7	40.3
8 years of elementary school, or less...	34.6	19.8	16.4	11.8
1 to 3 years of high school.....	19.8	28.6	34.3	28.5
4 years of high school, or more.....	45.5	51.5	49.3	59.7

## Migration

Since leaving school, about 4 out of 10 of the men and 6 out of 10 of the women who were farm residents when they last attended school had moved to nonfarm areas. Among those with at least a high school diploma, the men were more likely to remain farm residents than the women, reflecting the lesser opportunity for jobs for women in farm areas. The continuing exodus of young people from farms has increased the supply of young people competing for jobs in nonagricultural industries, in addition to contributing to raising the median age of the farm population.

## Status After School

The survey included a series of questions about labor force status, beginning with, "When you left school, did you have a job waiting for you?" Nearly 30 percent had a job waiting. Over 50 percent looked for a job after leaving school; a small proportion of the men, and about 1 in 4 of the women, did not look for work.

Among those who looked for work, a majority of both the graduates and dropouts found their first job, either full or part time, within 4 weeks after they started to look. About 13 percent had to look for 15 weeks or longer before finding a job, and about the same proportion had not yet found one as of February 1963 (some of these had undoubtedly started to look only a short time prior to the survey date). Dropouts were much more

likely than graduates to have looked for work without finding any. The nonwhite graduates had the most difficulty in finding jobs. They were less likely than either white or nonwhite dropouts to have a job waiting when they left school, and—in contrast to the white graduates—it took them about as long to find work as it did the dropouts. This may reflect an unwillingness, at least initially, to settle for the less-skilled jobs more readily available to nonwhite workers.

Among the youths who had worked at some time since leaving school, fewer than one-tenth each of the men and the women had worked at part-time jobs only—a large majority of the men, and nearly half of the women, because they could not find full-time jobs.

In terms of the time which elapsed between leaving school and obtaining the first full-time job, graduates were better off than dropouts. One-half the high school graduates started to work on their first full-time job within a month after leaving school, compared with 40 percent of the dropouts. On the other hand, relatively twice as many dropouts as graduates did not start on their first full-time job for at least a year. The larger proportion of younger persons among the dropouts may have some bearing here, since they may either have waited longer than the graduates before starting to look, or had to look longer because of their youth. A contributing factor may be that many

jobs are not open to persons under 18 years of age. In addition, there is no way to tell how many of the youths, both graduates and dropouts, initially were not interested in working and therefore did not start looking for some time, or at first wanted only a part-time job and later decided to look for a full-time one.

Most of the young people obtained their first full-time jobs either by applying directly or through friends or relatives. Other methods, such as referrals by schools, public or private employment offices, etc., accounted for about 15 percent of the dropouts' jobs and 30 percent of the graduates'. Graduates were more likely to apply directly than dropouts. Overall, larger proportions of white than nonwhite youths applied directly.

*Occupations.* About two-thirds of the men, both dropouts and graduates, found their first full-time jobs in blue-collar occupations. Male graduates were much more likely than dropouts to obtain white-collar jobs (22 percent and 8 percent, respectively). Dropouts were twice as likely as graduates to obtain work as farm laborers, reflecting to some extent the high proportion of dropouts that occur among farm youths.

There is no sharp evidence of the advantage of a high school diploma with respect to occupation groups of the jobs obtained by male graduates and dropouts upon leaving school. The circumstances

TABLE 2. INCOME OF FAMILIES OF YOUTHS<sup>1</sup> WHO LAST ATTENDED SCHOOL IN 1961 OR LATER, BY YEARS OF SCHOOL COMPLETED AND COLOR, FEBRUARY 1963

[Percent distribution of out-of-school youth 16 to 21 years of age]

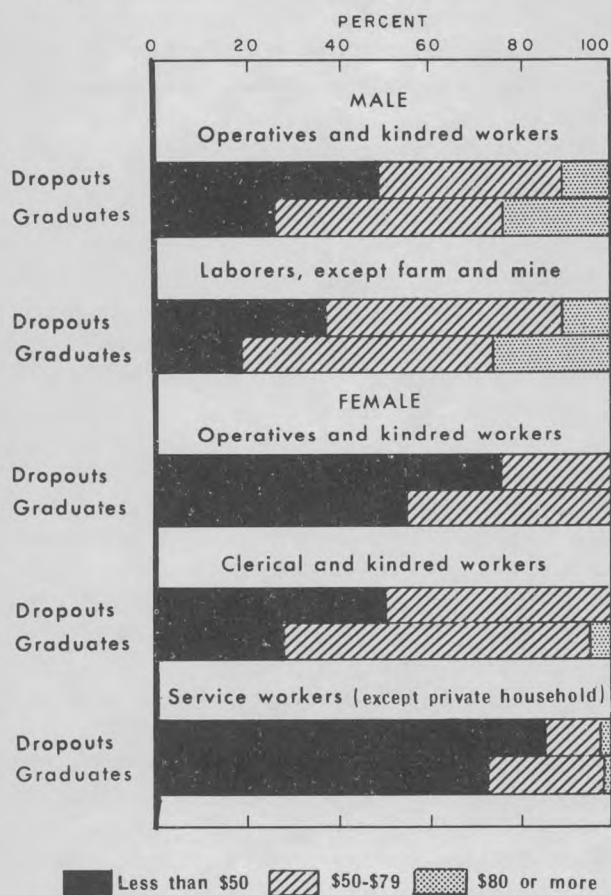
Years of school completed and color	Total		Family income						
	Number (thousands)	Percent	Less than \$3,000			\$3,000 to \$4,999	\$5,000 to \$7,499	\$7,500 to \$9,999	\$10,000 and over
			Total	Less than \$2,000	\$2,000 to \$2,999				
<b>ALL PERSONS</b>									
Less than 4 years of high school.....	613	100.0	40.3	23.9	16.4	32.2	15.3	6.5	5.8
8 years of elementary school, or less.....	195	100.0	59.2	39.7	19.6	21.8	19.0	-----	-----
1 to 3 years of high school.....	418	100.0	31.3	16.4	14.9	37.1	13.5	9.5	8.5
4 years of high school, or more.....	1,363	100.0	20.4	9.9	10.5	21.9	26.1	14.8	16.9
<b>WHITE</b>									
Less than 4 years of high school.....	479	100.0	32.8	16.5	16.3	33.7	19.0	7.4	7.1
4 years of high school, or more.....	1,190	100.0	14.6	6.1	8.5	21.4	29.0	16.0	19.0
<b>NONWHITE</b>									
Less than 4 years of high school.....	134	100.0	71.3	54.6	16.7	25.9	<sup>2</sup> 2.8	-----	-----
4 years of high school, or more.....	173	100.0	59.1	35.1	24.0	25.3	<sup>2</sup> 15.6	-----	-----

<sup>1</sup> Includes only never-married persons living with, and related to, a head of household.

<sup>2</sup> Data for all income groups \$5,000 and over included with \$5,000 to \$7,499 group.

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

Chart 1. Weekly Wage or Salary Earnings of Dropouts and High School Graduates on First Full-Time Job



are somewhat different for women. In many occupations considered women's work (typing, stenography, clerical work, etc.), high school education has immediate, tangible relevancy. Among these 16- to 21-year-old women, 60 percent of the graduates were clerical workers in their first full-time jobs, a proportion about four times that of the dropouts. A majority of the latter were service workers (42 percent) and operatives (25 percent).

*Earnings.* The data on weekly earnings of two groups—graduates who had 4 years of high school or more, and dropouts—who were wage and salary workers in their first full-time jobs clearly buttress the advantage of a high school diploma. About two-fifths of the male graduates earned \$60-\$79 (their modal group), compared with one-fifth of the dropouts. The proportion who earned

\$80 or more was also double that of the dropouts. About a fourth of the male dropouts—three times as many as graduates—earned less than \$40.

Although women, on the average, earned less than men, the advantage of graduation was unmistakable. The proportion of graduates who earned less than \$40 on their first full-time job was less than half that of the dropouts. Over half the graduates earned \$50 or more on their first full-time job, compared with one-fifth of the dropouts. Forty percent of the female dropouts got their first full-time job in private household work or other service occupations, and almost all of these earned less than \$40. The greater proportion of graduates in the higher earnings groups reflects to some extent the occupations they held.

Earnings differentials in the same occupation group further confirm the advantage the graduate has over the dropout. About half the male dropouts who were operatives earned less than \$50 a week, compared with about a fourth of the graduates (chart 1). Among women clerical workers, relatively twice as many dropouts as graduates earned less than \$50 a week.

### Status in February 1963

Largely because many girls married and left the labor force, there was a reduction of about 13 percentage points (to 69 percent) in labor force participation between the time of leaving school (varying, since they left school at different times) and February 1963, the time of the survey. The decrease was greater among the white than the nonwhite girls and among the dropouts than the graduates.

Most of the males who did not look for a job immediately after leaving school had worked or looked for work since then. Among the women, the proportion who had never worked and never looked remained high—close to one-fourth of the dropouts and one-tenth of the graduates. Eighty-six percent of the married women gave family responsibilities as the reason why they had never looked for work. Among the single women, family responsibilities and taking training were equally important—about 30 percent each.

Only 220,000 men (8 percent of the total) were not in the labor force in February 1963; about half of these were dropouts, and 1 out of 5 was nonwhite. Almost two-thirds were taking job

training, were waiting to join the Armed Forces, or were ill or unable to work (table 4). A majority of the 220,000 had worked at some time since leaving school. About 20 percent each had never looked for work and had looked but without success.

Of all the women covered in the survey, 45 percent were not in the labor force in February 1963. The proportion of dropouts who were not in the labor force was two times that of the graduates. About 80 percent of those not in the labor force—both graduates and dropouts—were married, and family responsibilities bulked large among the reasons given for not being in the labor force. However, about 1 in 6 of all the women not in the labor force was interested in working.

**The Unemployed**

About 850,000 of these youths were unemployed in February 1963—18.6 percent of those in the labor force at that time. (The rate is not seasonally adjusted.) There was considerable variation in the rate for different groups (table 5). Men had a higher unemployment rate than women. The dropouts' rate of 27 percent was twice that of the graduates'. The nonwhite rate was as high as that for all dropouts, largely because one-third of the

nonwhite women graduates in the labor force were unemployed. The male nonwhite graduates had improved their position considerably over what it had been right after leaving school, at least in terms of having a job, since their unemployment rate in February was not significantly different from that of white male graduates. Farm males had lower unemployment rates than nonfarm males. Among high school graduates who had taken vocational courses in school, unemployment rates were appreciably lower for those who also had postschool training, as apprentices, in special schools, or elsewhere. For youths who had completed elementary school but had dropped out of high school, training—whether taken in vocational courses in high school or subsequently—did not appear to have any significant effect on lowering unemployment rates.

Among unemployed males, unemployment of 15 weeks or more as of February 1963 was more common among dropouts (32 percent) than graduates (17 percent). On the other hand, there was no significant difference in the proportions for women graduates and women dropouts—about a fourth in each group had been unemployed 15 weeks or more. About one-third of the unemployed men and 40 percent of the unemployed women had never worked. Of the unemployed

TABLE 3. EDUCATIONAL ATTAINMENT OF YOUTHS BY EDUCATIONAL ATTAINMENT OF PARENTS, BY COLOR, FEBRUARY 1963  
[Percent distribution of out-of-school youth]

Educational attainment of parents and color	Years of school completed by youths					
	Less than 4 years of high school			4 years of high school, or more		
	Total	8 years of elementary school, or less	1 to 3 years of high school	Total	4 years of high school	1 to 3 years of college
<b>ALL PERSONS</b>						
All youths, 16 to 21 years (thousands).....	3,046	1,055	1,991	3,662	3,190	472
Percent reporting parents' education.....	68.8	66.6	69.9	84.4	83.8	88.3
Educational attainment reported, total.....	100.0	100.0	100.0	100.0	100.0	100.0
Neither parent completed 4 years of high school.....	78.1	93.6	70.2	47.2	50.6	24.9
One or both parents completed 4 years of high school.....	16.8	5.3	22.6	36.0	34.1	48.4
One or both parents attended but did not complete college.....	3.1	.6	4.4	11.2	10.3	16.8
One or both parents completed college.....	2.1	.6	2.8	5.7	5.0	9.8
<b>NONWHITE</b>						
All youths, 16 to 21 years (thousands).....	596	257	339	405	343	62
Percent reporting parents' education.....	54.4	50.4	57.5	70.9	68.2	(1)
Educational attainment reported, total.....	100.0	100.0	100.0	100.0	100.0	(1)
Neither parent completed 4 years of high school.....	81.5	96.9	71.3	55.9	67.1	-----
One or both parents completed 4 years of high school.....	13.5	-----	22.6	35.1	23.9	-----
One or both parents attended but did not complete college.....	2.5	-----	4.1	5.2	6.4	-----
One or both parents completed college.....	2.5	3.1	2.1	3.8	2.6	-----

<sup>1</sup> Percent not shown where base is less than 100,000.

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

TABLE 4. REASONS GIVEN FOR NOT BEING IN LABOR FORCE, BY SEX, AND BY MARITAL STATUS OF WOMEN, FEBRUARY 1963

[Percent distribution of out-of-school youth 16 to 21 years of age]

Reason	Men	Women		
		Total	Single	Married <sup>1</sup>
All persons: Number (thousands)	219	1,829	390	1,439
Percent	100.0	100.0	100.0	100.0
Waiting to join Armed Forces	21.7			
Do not want to work	5.0	8.2	9.8	7.7
Family responsibilities	2.0	69.5	25.8	81.1
Taking job training	23.2	5.5	22.6	.9
No work available	6.6	3.1	5.9	2.3
Ill or disabled	18.7	3.7	10.4	2.0
Other	22.7	10.0	25.5	5.9

<sup>1</sup> Includes some women who were widowed, divorced, or separated.

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

men who had worked at some time, three-fourths had been blue-collar workers, a larger proportion than among the employed. Among the women, two-fifths of the unemployed had been service workers on their last job, compared with one-fifth of the employed, as shown in the following tabulation:

	Men		Women	
	Experienced unemployed	Employed	Experienced unemployed	Employed
All occupations	100.0	100.0	100.0	100.0
White-collar workers	5.7	17.3	39.8	66.6
Blue-collar workers	76.0	64.7	19.3	13.6
Service workers	9.8	7.8	40.9	18.5
Farm workers	8.4	10.3		1.3

The young people who were unemployed were asked, "What is the lowest weekly wage or salary you will accept?" and "If you were offered a job in another part of the country at this weekly wage or salary, would you take it?" Among the men, graduates and dropouts showed the same willingness to move—3 out of 5. However, relatively three times as many graduates as dropouts attached conditions regarding the kind of work, living costs, and other considerations. Unemployed women were less willing to move, and this attitude was as strong for dropouts as for those with more schooling. Single women were somewhat more willing to move than married women. Men most often gave economic reasons for being unwilling to move (too expensive to move, wage or salary too low, etc.), as shown below:

Reason for unwillingness to move	Male	Female
Total	100.0	100.0
Home or family	30.4	44.3
Economic	52.1	36.1
Other	17.5	19.6

In February, roughly 3 out of 4 unemployed graduates and dropouts, men and women, were taking training, had definite plans to do so, or were interested in doing so:

	Men		Women	
	Drop-outs	Graduates	Drop-outs	Graduates
Total unemployed	100.0	100.0	100.0	100.0
With plans or interested	79.5	72.7	77.1	66.3
Taking training	3.3	5.6		4.6
Definite plans	9.5	25.2	14.0	15.4
Interested	66.8	42.0	63.1	46.3
Definitely	57.3	34.3	47.8	32.0
Maybe	9.5	7.7	15.3	14.3
Not interested in training	20.5	27.3	22.9	33.7

## The Employed

The total number employed in February 1963 was 3.8 million, almost equally divided between men and women. In addition to 350,000 men and women who had had 1 to 3 years of college, there were 1.8 million men and 1.7 million women who were either high school graduates or dropouts. Eighty-three percent of the men and 78 percent of the women were working full time. Another 10 percent each of the men and the women usually worked full time, although they worked part time during the survey week.

In February 1963, approximately half the men worked in manufacturing industries and retail trade, with graduates more likely to be working in the better paying durable goods industries. Only 11 percent of the men worked in agriculture, and about 40 percent in service, construction, and the other industries. Among the women, proportionately more graduates than dropouts worked in service industries, including finance, but more dropouts worked in manufacturing and retail trade. Overall, for both graduates and dropouts these three industries accounted for more than 8 out of 10 of the jobs held by women.

In the job held in February 1963, as on the first full-time job they held after leaving school, most of the men were concentrated in blue-collar occupations; most of the women graduates were clerical and kindred workers, and the women dropouts were operatives and service workers.

*Job-Changing.* While many of the young people had changed jobs between their first full-time job and the job they held in February 1963, there were few overall changes in the proportions in the several broad occupation groups. There was some



shifting from farm to nonfarm jobs among male dropouts. Fewer women graduates were in service (excluding private household) jobs, and more were in white-collar jobs. Among women dropouts, the proportion in service (excluding private household) occupations declined. The occupation groups of the longest held jobs for both men and women were much the same as for the first full-time and the current jobs.

About 1.7 million of these young people, at a minimum, had changed jobs at least once. It is likely that the volume of job changing was even greater, since this total excludes both those who never had a full-time job and those who may have held only part-time jobs before. Others who either were unemployed in February or had left the labor market are also excluded. Even this

minimal figure represents about a third of the number who entered the labor force at the time of leaving school.

*Earnings.* Among those who had full-time jobs in February 1963, 20 percent of the male dropouts were earning less than \$40, compared with 6 percent of the men who had at least a high school diploma; 71 percent of the latter were earning \$60 or more, compared with 45 percent of the dropouts. Among women, 33 percent of the dropouts were earning less than \$40 on full-time jobs, compared with 12 percent of the graduates. Substantially larger proportions of nonwhite than white workers had earnings in the low-income groups.

These earnings differentials between graduates and dropouts and between whites and nonwhites

TABLE 5. LABOR FORCE STATUS, BY YEARS OF SCHOOL COMPLETED, COLOR, AND SEX, FEBRUARY 1963

[Percent distribution of out-of-school youth 16 to 21 years of age]

Years of school completed, color, and sex	Total <sup>1</sup>		In civilian labor force			Not in labor force	Unemployment rate <sup>2</sup>
	Number (thousands)	Percent	Total	Employed	Unemployed		
<b>ALL PERSONS</b>							
Both sexes, total.....	6,708	100.0	69.3	56.4	12.9	30.7	18.6
Less than 4 years of high school.....	3,046	100.0	60.6	44.1	16.4	39.4	27.1
4 years of high school, or more.....	3,662	100.0	76.5	66.6	9.9	23.5	13.0
4 years of high school.....	3,190	100.0	76.0	65.5	10.4	24.0	13.8
1 to 3 years of college.....	472	100.0	80.3	74.0	6.3	19.7	7.9
Male, total.....	2,669	100.0	91.7	72.9	18.8	8.3	20.5
Less than 4 years of high school.....	1,371	100.0	91.2	66.2	25.1	8.8	27.8
4 years of high school, or more.....	1,298	100.0	92.3	80.0	12.3	7.7	13.3
4 years of high school.....	1,113	100.0	91.2	77.9	13.4	8.8	14.6
1 to 3 years of college.....	185	100.0	98.4	92.5	5.9	1.6	6.0
Female, total.....	4,039	100.0	54.5	45.6	8.9	45.5	16.4
Less than 4 years of high school.....	1,675	100.0	35.6	26.2	9.4	64.4	26.4
4 years of high school, or more.....	2,364	100.0	67.9	59.3	8.6	32.1	12.7
4 years of high school.....	2,077	100.0	67.8	58.9	8.9	32.2	13.1
1 to 3 years of college.....	287	100.0	68.6	62.0	6.6	31.4	9.6
<b>NONWHITE</b>							
Both sexes, total.....	1,001	100.0	68.0	50.5	17.6	32.0	25.8
Less than 4 years of high school.....	596	100.0	64.8	47.8	16.9	35.3	26.1
4 years of high school, or more.....	405	100.0	72.8	54.3	18.5	27.2	25.4
4 years of high school.....	343	100.0	71.6	53.7	17.9	28.4	25.0
1 to 3 years of college.....	62	( <sup>3</sup> )					( <sup>3</sup> )
Male, total.....	401	100.0	88.8	70.3	18.5	11.2	20.8
Less than 4 years of high school.....	266	100.0	90.6	66.9	23.7	9.4	26.1
4 years of high school, or more.....	135	100.0	85.2	77.0	8.1	14.8	9.6
4 years of high school.....	117	100.0	83.5	73.9	9.6	16.5	( <sup>3</sup> )
1 to 3 years of college.....	18	( <sup>3</sup> )					( <sup>3</sup> )
Female, total.....	600	100.0	54.0	37.1	16.9	46.0	31.4
Less than 4 years of high school.....	330	100.0	43.6	32.2	11.3	56.4	26.7
4 years of high school, or more.....	270	100.0	66.7	43.0	23.7	33.3	35.6
4 years of high school.....	226	100.0	65.5	43.4	22.1	34.5	33.8
1 to 3 years of college.....	44	( <sup>3</sup> )					( <sup>3</sup> )

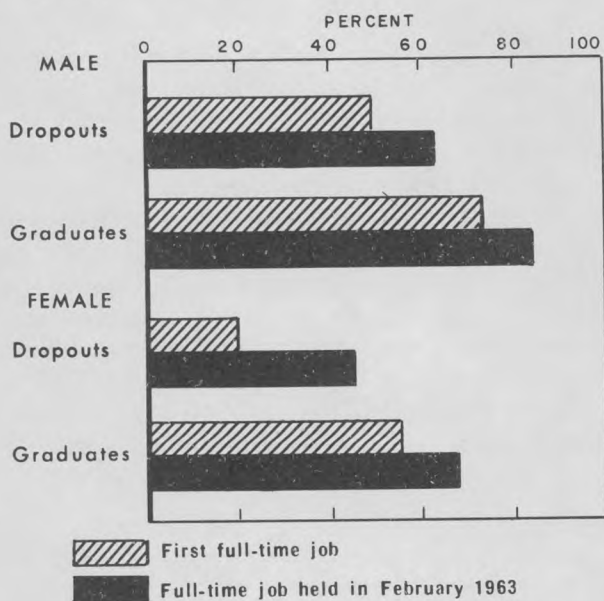
<sup>1</sup> Includes some persons for whom labor force status is not known; distribution is based on persons reporting labor force status.

<sup>2</sup> Unemployed as a percent of civilian labor force.

<sup>3</sup> Percent not shown where base is less than 100,000.

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

Chart 2. Dropouts and High School Graduates With Full-Time Wage or Salary Earnings of \$50 or More a Week



in the jobs held in February indicated a persistence of the contrast shown in their first jobs. However, both dropouts and graduates, men and women, showed improvement, as evidenced by the larger proportions who were earning over \$50 a week at their current job (chart 2). Nonwhite men improved their earnings position, but nonwhite women did not; about 8 out of 10 were earning less than \$50 a week on both the first and the February full-time jobs.

### Review of Findings

- About 3 million, or half, of the young people 16 to 21 years old in February 1963 who were no longer in school and were not college graduates

were school dropouts. Boys were somewhat more likely to have dropped out than girls.

- Almost one-fourth of all the dropouts did not even reach high school, and half left school in the second or third year of high school. Among those who dropped out when 15 to 18 years old, 2 out of 5 were overage in grade.
- About one-third of the dropouts had left school at 16—more than at any other age.
- Close to half the boys and one-fourth of the girls said they dropped out of school because of school-connected reasons.
- About one-fifth of the dropouts said they had to leave school because of economic reasons.
- Two out of 5 of the dropouts who were still living at home were in families with incomes below \$3,000.
- Half the high school graduates, but only one-fifth of the dropouts, had at least one parent who had graduated from high school.
- More of the dropouts who lived on farms dropped out before going to high school, compared with nonfarm dropouts. A greater proportion of girls than of boys who were farm residents at the time of leaving school had since moved to nonfarm areas.
- In February 1963, the unemployment rate for the dropouts was 27 percent—twice as high as for graduates.
- Male dropouts were twice as likely as graduates to be out of work for long periods (15 weeks or more) before finding their first job.
- Employed dropouts, on the average, earned less than employed graduates, even in the same occupation group.
- Nonwhite youths had a more difficult time getting jobs than white youths, and earned less, on the average.

# Summaries of Studies and Reports

## Processing of Grievances\*

COLLECTIVE BARGAINING has developed the grievance procedure as the principal means of removing employee grievances on the job from among potential sources of industrial strife. An employee's complaint against management has become a matter of contractual relationship, to be handled in a manner agreed upon by his union and employer without exposing the complainant to a possible retaliation or the loss of job.

What constitutes a grievable issue, and who has the right or responsibility to initiate a settlement procedure, was discussed in the preceding article. The subject here is the variety of methods usually employed toward the resolution of grievances.

The process through which unresolved disputes move from the complaining worker to ultimate settlement varies considerably among agreements. The distinctions reflect different plant and company organizational or decisionmaking structures. The size of the plant or company is a key factor: the larger the unit, the more formalized the grievance procedure tends to become. Since this study deals with agreements covering 1,000 workers or more,<sup>1</sup> the procedures described in this article are generally appropriate to large units. In multi-employer agreements, however, the procedures are usually less formal. A grievance involving a small employer is processed by the employer himself, and is appealed to the association only if he cannot resolve the dispute.

### Procedural Steps

Contracts usually listed the successive procedural steps through which a dispute was to be processed toward a solution. These procedures ranged from the simple informal to the highly formalized ones of six steps or more, with most specifying three or four steps. A formalized procedure includes detailed requirements, such as written presentation of the grievance, appeals, and decisions; signed copies of minutes of meetings; time limit

for each step; and types and numbers of representatives permitted at various steps.

In a simple one-step procedure, the employee takes his complaint to the union, and the union deals directly with the employer or his representative; if no agreement is reached, the dispute goes to arbitration, or is dropped, or perhaps becomes a strike issue. Under a two-step procedure, the complaint is usually processed by the employee and shop steward, or the steward alone, for the employee and the foreman for the company before an appeal—through the steward or shop committee—to the employer. An illustrative three-step procedure was as follows:

Step	For employee	For company
1.	Employee and/or departmental steward.	Foreman.
2.	Shop committee.	Factory manager or representative from the personnel department.
3.	Officer(s) of the union or any authorized representative(s).	President of the company.

(Arbitration)

A six-step procedure is illustrated by the following sequence:

Step	For employee	For company
1.	Employee.	Immediate supervisor.
2.	Shop steward.	Immediate supervisor.
3.	Area grievance man.	Departmental foreman.
4.	President of local union or his representative.	Personnel director.

Joint Industrial Relations Committee of not more than—

5.	7 union representatives.	7 management representatives.
6.	7 union representatives, but must include president of international union or his representative.	7 management representatives, but must include manager of industrial relations.

(Mediation and/or Arbitration)

Informal procedures were frequently found in multiemployer agreements covering small retail, wholesale trade, and construction companies. This type of procedure usually called for the union or a grievance committee to negotiate with the employer on grievances, without mentioning

\*This is the second of two articles based on a new BLS study published under the title of *Major Collective Bargaining Agreements: Grievance Procedures* (BLS Bulletin 1425-1). It deals with processing of grievances up to the point of arbitration. The previous article, published in the October issue, dealt with the scope of the study, the range of grievance procedures, and the presentation of grievances.

<sup>1</sup>The study included a total of 1,717 agreements, covering 7.4 million workers in all industries except railroads and airlines. (See Pt. I, *Monthly Labor Review*, October 1964, pp. 1125-1130.)

participation of the employee, the steward, or the foreman.

### Levels of Authority

Multistep procedures usually called for the participation of the employee or the steward, or both, and the foreman in the initial stage of the grievance process. The number of additional steps and the parties who were to participate at each step were related, to some extent, to the delegation of authority within the company—and possibly within the union—so that the appeal of a grievance from one step to the next nearly always involved carrying the issue to a broader area of responsibility in the management, often involving the company personnel director. In some agreements, the union participant in each step also represented a higher level of authority; in others, the same union representative was to participate at some or all intermediate steps of the procedure. In the longer multistep procedures, union participation often changed from local to national representation in the last or next to the last step of the procedure. Although the processing of the grievance, once the union took charge, was the union's responsibility, provision was made in some agreements for the employee's participation in the process, usually at his option.

Multiemployer association agreements frequently listed a three-step procedure. Participation in the second stage was usually open to a representative of the association, with a joint union-association committee provided for in the third step. Procedures of four steps or more were usually established under large single-plant or multiplant single-employer agreements. Generally, the procedural steps closely follow the authority structure of the company, e.g., from plant floor level, to plant personnel supervisory level, to plant management, to company management. Multiplant master agreements, however, frequently outlined the general framework of a grievance procedure but left the steps of the procedure to be fixed at the local plant level or permitted adjustment of steps to fit local needs.

*Deviations.* Modification of the procedural steps by mutual consent, limited to a particular grievance, was provided for in some instances. For specific types of grievances, many agreements also specified deviation from the procedural steps pro-

scribed in the general procedure. These were usually disputes relating to company or union policy matters, discipline, discharge, problems of an emergency nature, or other disputes which were outside the authority of stewards, foremen, or other lower echelon personnel. Special handling of these disputes included initiation at some intermediate step, and omitting or adding other steps in the general grievance procedure. (These exceptions are discussed elsewhere in this article.)

Some agreements specifically stated that procedural steps of the grievance process must be followed, while others required this before the case could be submitted to arbitration. Under many agreements, failure to use all the steps of grievance procedure could nullify the strike and lockout ban.

*Time Limits.* Time limits aiming at expeditious processing of grievances but affording ample time for investigation of relevant facts in the case were found in many agreements. In procedures where no time limits were specified, a mutual agreement to attempt prompt settlement was often found.

Nearly 5 out of 6 of the 416 agreements examined in detail set time limits on some or all steps of the grievance procedure. Approximately one-sixth of these provisions set a time limit for each action, fixing it from the time the act complained of took place until the terminal point of the grievance procedure (prior to submittal to arbitration or other action). The remaining provisions varied considerably, ranging from time limits on certain phases of the procedure—e.g., on management's answer in each step—to limits on all steps except the initiation or the final step, or both.

Limits on the initiation of a complaint varied in both length of time and the effective starting date. The amount of time allowed for the initiation of a grievance ordinarily ranged from 2 weeks to 2 months from a specified beginning date, but intervals as short as 3 days and as long as 1 year were also found. Exceptions to the regular initiation time limits were often specified for discharge and discipline grievances. Here, more stringent time limits, usually ranging from 1 day to 1 week, were found. Under some agreements, all grievances relating to errors in wage payments were also exempted from the initiation time limits.<sup>2</sup>

<sup>2</sup>The Fair Labor Standards Act includes a 2-year statute of limitations for filing suits for the recovery of backpay. A number of States also have statutes of limitations for filing wage claims.

Usually any grievance that was not filed within the initiation period was considered dropped. Penalties for noncompliance with other time limits of the procedure frequently resulted in settlement of the grievance in favor of the last party to act; less frequently, the grievance was dropped, or—in some cases—was to go to the next step.

*Written Records.* Written presentation of the grievance at some stage of the grievance procedure was indicated in most agreements. Although a few required submission of the complaint in writing at the first step of the procedure, most provisions required it at the second step, while some specified another intermediate phase or the final step of the procedure. Some agreements gave the grieving party the option of making the initial presentation orally or in writing; others required that initial presentation of certain types of grievances be in writing.

Specifications for a written presentation of grievance ranged from a mere statement that the complaint be submitted in writing, or that a statement of the grievance be filed, to a requirement that all data concerning the issue be included. Where a written account was required, the company usually furnished the grievance forms to be used. The number of copies to be made was also specified. Some agreements made the writing of the grievance a responsibility of the employee while others specified the union representative.

Generally, where a written grievance was required, the agreements also specified that management's reply was to be in writing. A few required a written answer only on request of either party. Joint minutes of some or all steps of the procedure were required in some agreements. The items to be included were often indicated.

*The Complainant's Status.* The status of a disciplined employee during the processing of the grievance was often defined in the agreement. Generally, the employee, at the discretion of the employer, could be suspended from work, with

provision for reimbursement for wages and benefits lost if exonerated. Although most of the agreements provided for appeal after dismissal where discharge was involved, a few prohibited severance of the employee from the payroll until final determination under the grievance procedure but specified that the company and union could agree to the discharge pending final settlement.

### Special Grievance Procedures

Over half of the 416 agreements included provisions to be used in combination with the regular procedure in the handling of certain kinds of situations. Most of these provisions called for such deviations from the regular course as skipping or adding additional procedural steps, imposing special time limits, or appointing special representatives; a few supplemented the regular procedure with a completely separate one, designed for certain limited purposes. Both of these auxiliary provision types were classified in this study as special grievance procedures.

Special procedures were employed primarily when it was necessary to expedite the handling of issues that required immediate attention, to handle grievances of a general nature, or to provide technical assistance to the parties if the dispute could not be handled by the regular grievance representatives.

Many agreements provided more than one special procedure for different issues. The most common issue requiring a special procedure was discharge and/or discipline (113). Other issues were company-union grievances (77), plantwide-area-wide grievances (32), safety and health (14), incentives (8), job evaluation (8), hiring (8), issues requiring technical assistance (7), benefit plans (6),<sup>3</sup> and a variety of other special problem areas.

Completely separate procedures, where all the representatives and all the steps were different from those under the regular rules, were found only in agreements which included detailed benefit plans, and applied only to those plans.<sup>4</sup>

### Mediation of Grievances

Forty-five, or 2.6 percent of the 1,717 agreements examined, had provision for mediation of unsettled grievance disputes by an outside party. Worker

<sup>3</sup> Does not include procedures set forth in separate documents (i.e., benefit plan booklets).

<sup>4</sup> This analysis of grievance procedures for benefit-plan disputes was limited to those included in the basic agreements. Procedures for the settlement of such disputes are frequently outlined in separate documents; an analysis of these procedures will be included in a separate study.

coverage under these agreements totaled 84,700, or 1.1 percent of the total coverage of all the agreements. Under these 45 agreements, any decision of the impartial mediator was binding only upon mutual acceptance by the employer and the union. Multiemployer agreements accounted for 6 of the 45 provisions.

Twenty-seven unions were signatory to agreements with mediation provisions; only one or two major agreements of any union had mediation provisions, except for the Auto Workers (6 agreements) and the Electrical Workers (IBEW) (4).

Under 16 of the 45 agreements, unsettled disputes were automatically referred to mediation; under 23, referral was made at the request of either party; and under 6, only by mutual consent.<sup>5</sup>

Mediation was the final step provided for processing grievances in 10 of the 45 agreements. The remaining 35 agreements made provisions for arbitration of grievances not settled through mediation. Two of the 35, however, specified arbitration by mutual consent only.

An absolute ban on strikes was found in 23 of the 45 agreements with mediation; all but 3 of the 23 had provision for arbitration. Nineteen of the remaining 22 agreements banned strikes over issues subject to grievance until the grievance procedure, including mediation and arbitration where applicable, was exhausted; provision for arbitration was made in all but 6 of the 19 agreements. Two of the 19 agreements waived the strike ban if either party violated the grievance-arbitration provisions of the agreement.

Three agreements made no mention of strikes or lockouts; one did not provide for arbitration.

### Unsettled Disputes

Settlements arrived at jointly by labor and management at any step in the grievance procedure were, generally, final and binding on the parties concerned. Some agreements stipulated whether decisions were applicable to similar cases in the future, or only to the case in dispute. Many agreements provided that a grievance would be con-

sidered settled unless it was appealed within specified time limits. Provision was often made for retroactivity of adjustments reached through grievance settlement.

All but 88 of the 1,697 agreements with grievance procedures made provision for the arbitration of unsettled disputes. In the 88 agreements, which covered a total of 215,550 workers, the formal procedures for settling disputes were exhausted at the last step in the procedure, or (in 10 agreements) with an attempt at nonbinding mediation. It is important to note that, at the exhaustion of the grievance procedure, the employer's position prevails unless another recourse is available to the union.

Sixty-two of the 88 agreements without arbitration provisions explicitly allowed strike action if no settlement was reached upon exhaustion of the grievance procedure.

Nine others, with a total coverage of 16,100 workers, had an absolute ban on strikes during the term of the agreement. The largest of these nine agreements tempered the no-strike ban by allowing cancellation of the agreement if any violation or annulment of work rules occurred, if the employer sublet or transferred work without union approval, or if the workers were employed in any manner inconsistent with the provisions of the agreement.

The remaining 17 agreements neither banned strikes nor explicitly permitted them, thus implicitly opening the possibility of strike action.

Five industries—tobacco, lumber and wood products, primary metals, transportation equipment, and construction—accounted for over two-thirds of the agreements without arbitration clauses. Twenty-three of the 88 agreements were negotiated by the Automobile Workers. Among the various other signatory unions, but to a much lesser extent, were the Tobacco Workers, Electrical Workers (IBEW), Carpenters, Woodworkers, and Teamsters.

Fifty-six of the 88 agreements without arbitration provisions specified that all disputes could be processed according to the grievance procedure; the remaining 32 specified that all disputes over interpretation, application, or violation of the agreements could be processed. None listed specified exclusions.

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Division of Industrial and Labor Relations

<sup>5</sup> The Federal Mediation and Conciliation Service was specified as the mediation agency or as an alternate choice in 31 agreements; State conciliation agencies, in 11; the U.S. Department of Labor, in 3; and selection by joint union-management committees, in 2. Five agreements did not specify the mediation agency. (These figures are not additive because several agreements specified more than one agency.)

## Supplementary Pay Practices in Manufacturing, 1962 and 1959

DURING 1962, employer expenditures for selected supplementary compensation practices amounted to about 57 cents for every hour that production and related workers spent at the plant. In 1959, such expenditures approximated 48 cents per plant hour.<sup>1</sup>

The 18-percent increase in expenditures for the selected supplements studied is substantially greater than the relative increase in average hourly earnings of production workers for the same period.<sup>2</sup> Similar differences in the rate of increase between employer expenditures for supplementary compensation and for basic wages can be found in all the industries for which data are available. This difference in movements emphasizes the increasing importance of supplements in the wage structure in the Nation's manufacturing industries.

Between 1959 and 1962, the structure of employer payments for the supplements changed significantly. In 1959, the supplements which comprise part of payroll (leave, premiums, and bonuses) accounted for more than half the expenditures; in 1962, more than half of the expenditures were for legally required insurance programs and private welfare plans that provided factory workers in the manufacturing industries with life, health, and accident insurance, private pensions, social security, and unemployment benefits, among other benefits. (See chart.) The change in structure between the years is more likely indicative of the choices available to employers and workers during the period than of a trend. It does, however, indicate that during the period observed, health and welfare benefits had been strengthened and extended, not necessarily at the expense of direct payroll supplements, but at least at a more rapid pace.

### Scope and Method of Study

Information on expenditures was obtained through surveys based on highly stratified probability samples of manufacturing establishments. The data were collected primarily by mail questionnaire and were weighted in accordance with the probability of selection of the establishment.

The aggregates were further adjusted to the level of gross man-hours in each survey year, according to the Bureau of Labor Statistics' monthly employment statistics series. The 1962 data were collected from 5,194 establishments, and those for 1959 were obtained from some 4,400 establishments.<sup>3</sup>

The studies were limited to cash disbursements of employers during the year studied made either directly to the employees or to funds and insurance companies. The practices studied, meeting these criteria, are itemized in table 1. They comprise the major elements of supplementary compensation for production and related workers in the Nation's manufacturing industries.

### 1962 Expenditures<sup>4</sup>

In 1962, 10.9 percent of the gross payroll, or 11.3 percent of the straight-time payroll, for production and related workers in the manufacturing industries consisted of payments for leave time; premium pay for overtime, weekend, holiday, and shift work; and yearend, Christmas, and other irregular bonuses (table 1).<sup>5</sup> In addition, employer payments for legally required insurance programs and private welfare plans covering the production work force equaled 11.2 percent of gross or 11.7 percent of straight-time payroll.<sup>6</sup>

Pay for leave, premiums, and bonuses amounted to 26.4 cents per hour paid for in 1962 or 28.0

<sup>1</sup> Expenditures expressed as percentages are not totaled. Payments for leave, bonuses, and premiums are integral parts of the denominator (gross payroll) and would be basic components of the numerator (expenditures for the supplementary practices studied). Hence, such totaling would count the same value twice. However, such double counting is not a factor in aggregating the expenditures in cents per plant hour. For each hour spent at the plant, employers actually made payments for the supplements studied in addition to the basic pay for the hour's work.

<sup>2</sup> The average hourly earnings of production workers in manufacturing rose 9.1 percent, from \$2.19 per hour in 1959 to \$2.39 in 1962. See *Employment and Earnings Statistics for the United States, 1909-62* (BLS Bulletin 1312-1, 1963), table 3.

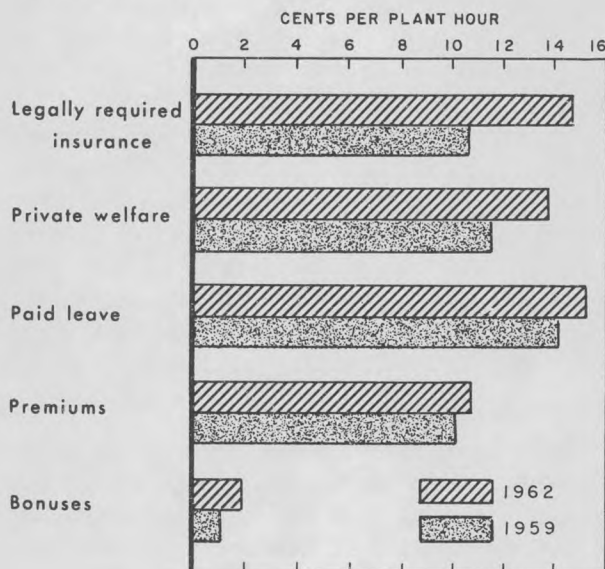
<sup>3</sup> For detailed information about the 1959 study, see *Employer Expenditures for Selected Supplementary Remuneration Practices for Production Workers in Manufacturing Industries, 1959* (BLS Bulletin 1308, 1962).

<sup>4</sup> The expenditure ratios shown in this study are based on data for all manufacturing establishments, including those without expenditures for practices. The ratios for only those with expenditures were generally higher, the amount depending on the proportion of the establishments without expenditures and their relative importance in terms of employment size, payrolls, and hours.

<sup>5</sup> For purposes of this study, production bonuses, incentive and suggestion awards, and bonuses for longevity and perfect attendance were not considered to be yearend or irregular bonuses.

<sup>6</sup> Straight-time payroll is comprised of gross payroll minus premiums for overtime, weekend, holiday, and shift work.

### Expenditures for Selected Supplementary Practices, Production and Related Workers in Manufacturing, 1962 and 1959



cents per plant hour. Employer expenditures for legally required insurance programs and private welfare plans amounted to an additional 27.0 cents per hour paid for or 28.7 cents per plant hour.<sup>7</sup>

In general, employer expenditures for the selected practices studied tended to be highest in the higher wage, highly unionized industries and, within each industry, tended to rise with increases in size of establishment and in average wage level. However, lower wage industries generally had a higher level of expenditures, relative to payroll, for the legally required insurance programs, but a lower level of expenditures measured in cents per hour than did the higher wage industries. Bonus payments did not follow any defined industry wage pattern. Industries at both ends of the wage spectrum had relatively low levels of bonus expenditures, while some of the industries in the midrange of the wage pattern had comparatively high bonus expenditures.

*Prevalence of Supplements.* All of the production and related workers in the manufacturing industries during 1962 were covered by social security and almost all were also covered by unemployment insurance and workmen's compensation. In addition, the vast majority of the workers were employed by establishments that had

expenditures for some type of private welfare plan—usually life, accident, and health insurance (about 90 percent), and pension and retirement plans (about 60 percent).

Paid leave time—primarily for vacations and holidays—was provided by establishments that employed 96 percent of the production and related workers,<sup>8</sup> and premium payments for overtime, weekend, holiday, and shift work were made by establishments with about 93 percent of the production employment. About a third of the workers were employed by manufacturing establishments that paid yearend, Christmas, or other irregular bonuses during 1962.

### Comparisons of 1962 and 1959

Expenditures per plant hour for the selected supplements rose in all the industries for which data were available in both 1959 and 1962.<sup>9</sup> The largest increase, over 16 cents, was in tobacco manufactures (more than 50 percent), and the smallest (about 5 cents, or less than 20 percent), in the apparel and other finished textile products, and textile mill products industries. The industries (for which data could be published) with the highest cents per plant hour expenditures in 1962, primary metals and transportation equipment, increased expenditures by about 12 and 15 cents (about 16 and 24 percent), respectively. (See table 2.)

When selected establishment characteristics were measured independently, the largest relative increases in cents per plant hour, in general, were found in unionized establishments; in plants located in nonmetropolitan areas; in establishments employing between 100 and 500 workers; and in plants whose average hourly production worker earnings were among the lowest third of all manufacturing establishments.

<sup>7</sup> Plant hours are aggregate hours paid for during the year minus paid leave hours.

<sup>8</sup> In addition to the payments made directly to the workers for leave time, some employers contribute to vacation and holiday funds. These funds make payments to the workers for vacation and holiday hours. The payments to the funds were counted as expenditures for a private welfare plan. The hours so compensated were excluded from the scope of this study.

<sup>9</sup> Excluded from these year-to-year comparisons are the ordinance and accessories, chemicals and allied products, petroleum refining and related products, and the electrical machinery, equipment, and supplies industries. Data for these industries for either or both of 1959 and 1962 did not meet publication criteria.



As in 1959, however, expenditures per plant hour in 1962 were highest in unionized plants; in plants located in metropolitan areas; in establish-

ments employing 500 workers or more; and in plants whose average hourly production worker earnings were in the highest third of the establishment earnings distribution.

<sup>10</sup> The greatest increase—50 percent, from 1.2 to 1.8 cents per plant hour—was actually noted in expenditures for nonproduction bonuses. However, part of this increase reflects a change in the definition: In 1959, payments for bonuses primarily made under profit-sharing plans were excluded; in 1962, these payments were included. The extent of the impact of this change in definition cannot be measured.

The greatest relative increase in cents-per-plant-hour expenditures, 38.3 percent, occurred among the legally required insurance programs,<sup>10</sup> and the next largest increase, 18.8 percent, in private welfare plans. Payments to the workers for over-

TABLE 1. EMPLOYER EXPENDITURES FOR SELECTED SUPPLEMENTARY COMPENSATION PRACTICES FOR PRODUCTION AND RELATED WORKERS IN THE MANUFACTURING INDUSTRIES, BY REGION, 1962

Supplementary compensation practice	Employer expenditures in all establishments, by region <sup>1</sup>									
	Percent of gross payroll					Percent of straight-time payroll				
	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West
Paid leave.....	6.0	6.4	5.1	6.1	5.9	6.2	6.6	5.3	6.4	6.2
Vacation.....	3.6	3.7	3.2	3.7	3.3	3.7	3.8	3.3	3.9	3.4
Holiday.....	2.1	2.4	1.6	2.2	2.2	2.2	2.5	1.7	2.3	2.3
Sick.....	.3	.3	.3	.2	.4	.3	.3	.3	.2	.4
Other <sup>2</sup> .....	( <sup>3</sup> )	.1	.1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.1	.1	( <sup>3</sup> )	( <sup>3</sup> )
Premium payments.....	4.2	3.8	4.3	4.6	4.0	4.4	4.0	4.5	4.8	4.1
Overtime, weekend, and holiday work.....	3.3	3.0	3.5	3.6	3.1	3.5	3.1	3.7	3.8	3.2
Shift differentials.....	.9	.8	.8	1.0	.9	.9	.9	.8	1.0	.9
Yearend, Christmas, and other irregular bonuses.....	.7	.9	.6	.6	.5	.7	.9	.6	.7	.6
Legally required insurance programs.....	5.8	6.1	5.7	5.3	6.4	6.0	6.3	5.9	5.6	6.7
Social security.....	2.6	2.6	2.8	2.5	2.5	2.7	2.7	2.9	2.7	2.6
Unemployment compensation.....	2.1	2.4	1.9	1.9	2.3	2.2	2.5	2.0	1.9	2.4
Workmen's compensation.....	1.0	.9	.9	.9	1.5	1.0	.9	1.0	.9	1.6
Other <sup>4</sup> .....	( <sup>3</sup> )	.1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Private welfare plans.....	5.4	5.3	4.8	6.1	4.7	5.7	5.5	5.1	6.4	4.9
Life, accident, and health insurance.....	2.7	2.6	2.2	3.1	2.5	2.8	2.7	2.3	3.2	2.6
Pension and retirement plans.....	2.4	2.3	2.3	2.6	2.0	2.5	2.4	2.4	2.7	2.1
Vacation and holiday funds.....	( <sup>3</sup> )	.1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Severance or dismissal pay and supplemental unemployment benefits.....	.3	.2	.2	.4	.2	.3	.2	.2	.4	.2
Savings and thrift plans.....	.1	.1	.1	( <sup>3</sup> )	( <sup>3</sup> )	.1	.1	.1	( <sup>3</sup> )	( <sup>3</sup> )
	Cents per hour paid for					Cents per plant hour				
Paid leave.....	14.5	15.2	10.4	15.9	16.2	15.4	16.2	10.9	17.0	17.3
Vacation.....	8.6	8.7	6.5	9.7	9.0	9.1	9.3	6.8	10.4	9.6
Holiday.....	5.1	5.7	3.2	5.6	5.9	5.5	6.1	3.4	6.0	6.3
Sick.....	.6	.7	.5	.5	1.2	.7	.7	.6	.5	1.2
Other <sup>2</sup> .....	.1	.1	.1	.1	.1	.1	.1	.1	.1	.1
Premium payments.....	10.2	9.2	8.8	12.0	10.8	10.8	9.8	9.3	12.8	11.5
Overtime, weekend, and holiday work.....	8.1	7.2	7.2	9.4	8.5	8.6	7.7	7.6	10.1	9.0
Shift differentials.....	2.1	2.0	1.6	2.5	2.4	2.3	2.1	1.7	2.7	2.5
Yearend, Christmas, and other irregular bonuses.....	1.7	2.2	1.3	1.6	1.5	1.8	2.3	1.3	1.7	1.6
Legally required insurance programs.....	13.9	14.5	11.5	13.9	17.5	14.8	15.5	12.1	14.8	18.7
Social security.....	6.3	6.3	5.7	6.7	6.9	6.7	6.7	5.9	7.1	7.3
Unemployment compensation.....	5.1	5.8	3.9	4.8	6.3	5.4	6.2	4.1	5.2	6.7
Workmen's compensation.....	2.4	2.1	1.9	2.3	4.2	2.5	2.2	2.0	2.5	4.5
Other <sup>4</sup> .....	.1	.3	( <sup>3</sup> )	( <sup>3</sup> )	.1	.1	.3	( <sup>3</sup> )	( <sup>3</sup> )	.1
Private welfare plans.....	13.1	12.7	9.9	15.8	12.8	13.9	13.6	10.4	16.9	13.6
Life, accident, and health insurance.....	6.5	6.3	4.5	8.0	6.8	6.9	6.7	4.7	8.6	7.3
Pension and retirement plans.....	5.7	5.6	4.7	6.7	5.4	6.1	6.0	4.9	7.1	5.8
Vacation and holiday funds.....	.1	.1	( <sup>3</sup> )	.1	.1	.1	.1	( <sup>3</sup> )	.1	.1
Severance or dismissal pay and supplemental unemployment benefits.....	.6	.5	.4	.9	.4	.7	.6	.4	1.0	.5
Savings and thrift plans.....	.1	.1	.3	.1	.1	.1	.1	.3	.1	.1

<sup>1</sup> The regions used 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.

<sup>2</sup> Includes military, jury, witness, voting, and personal leave.

<sup>3</sup> Less than 0.05 percent or cents.

<sup>4</sup> Principally State Temporary Disability Insurance.

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

time, weekend, holiday, and shift work premiums increased least—4.9 percent; leave payments rose by 7.7 percent.

The rise in expenditures for the legally required insurance programs was due in large part to mandated increases in contribution rates. The contribution rate for social security rose 25 percent, from 2.5 percent of the first \$4,800 of earnings in 1959 to 3.125 percent in 1962. The net Federal unemployment contribution rates rose from 0.3 percent of the first \$3,000 of earnings in 1959 to 0.8

percent in all States during 1962 and additional rises were noted in two States.<sup>11</sup> State unemployment contribution rates rose as a result of high levels of unemployment compensation payments in recent years, and legislative changes in either the maximum contribution rates, earnings base, or both.

<sup>11</sup> The major part of this increase, 0.4 percent, was levied as a result of the temporary extended unemployment compensation program. This levy has subsequently been reduced, and the net Federal rate in 1964 is 0.4 percent of the first \$3,000 in earnings. The 1962 rate was 1.1 percent in Alaska, and 0.95 percent in Michigan.

TABLE 2. EMPLOYER EXPENDITURES FOR SELECTED SUPPLEMENTARY COMPENSATION PRACTICES FOR PRODUCTION AND RELATED WORKERS IN THE MANUFACTURING INDUSTRIES, BY INDUSTRY GROUP, 1962 AND 1959

Region <sup>1</sup> and industry group	Employer expenditures in all establishments									
	Percent of straight-time payroll									
	Paid leave		Premium pay		Bonuses		Legally required insurance programs		Private welfare plans	
	1962	1959	1962	1959	1962	1959	1962	1959	1962	1959
United States <sup>2</sup> .....	6.2	6.3	4.4	4.5	0.7	0.5	6.0	4.7	5.7	5.1
Northeast.....	6.6	6.6	4.0	4.3	.9	.6	6.3	5.0	5.5	5.1
South.....	5.3	5.3	4.5	4.7	.6	.5	5.9	4.7	5.1	4.6
North Central.....	6.4	6.5	4.8	4.7	.7	.4	5.6	4.2	6.4	5.7
West.....	6.2	6.0	4.1	4.4	.6	.4	6.7	5.3	4.9	4.2
Food and kindred products.....	6.4	6.3	4.0	4.4	.9	.5	6.2	5.0	5.5	4.9
Tobacco manufactures.....	6.0	5.8	2.6	2.5	1.2	.3	5.8	4.8	8.1	5.4
Textile mill products.....	3.8	3.7	4.1	4.3	.6	.5	6.2	5.1	3.1	2.7
Apparel and other finished textiles products.....	3.3	3.5	1.5	1.8	.6	.3	6.8	5.4	3.2	3.0
Lumber and wood products.....	3.3	3.2	4.0	3.8	.8	.5	8.7	6.7	2.8	2.0
Furniture and fixtures.....	4.8	4.7	3.1	3.7	.7	.7	7.0	5.2	3.9	3.2
Paper and allied products.....	6.9	6.5	7.3	7.4	.5	.5	5.7	4.4	5.4	4.8
Printing, publishing, and allied industries.....	6.9	6.8	4.7	6.2	.8	.7	4.8	3.5	4.2	3.7
Rubber and miscellaneous plastics products.....	7.1	6.7	5.2	5.5	.5	.4	6.2	4.4	6.5	6.4
Leather and leather products.....	5.2	5.2	1.9	1.7	.6	.5	7.1	5.2	3.2	2.9
Stone, clay, and glass products.....	5.8	5.3	5.4	5.6	.5	.5	6.3	5.1	5.5	5.1
Primary metal industries.....	7.2	7.8	5.0	5.2	.4	.2	5.4	4.5	8.2	6.9
Fabricated metal products.....	6.1	5.9	4.4	4.7	1.2	.6	6.8	4.9	5.9	5.2
Machinery, except electrical.....	6.3	6.6	4.3	4.5	1.3	.6	5.5	4.2	5.7	5.5
Transportation equipment.....	7.0	7.2	5.6	4.7	.3	.3	5.7	4.5	7.6	6.0
Instruments and related products.....	7.1	6.9	3.9	4.2	2.0	2.5	5.7	4.1	6.0	5.3
Miscellaneous manufacturing industries.....	5.3	5.4	2.7	3.9	1.6	1.2	6.6	5.2	4.1	3.6
	Cents per plant hour									
United States <sup>2</sup> .....	15.4	14.3	10.8	10.3	1.8	1.2	14.8	10.7	13.9	11.7
Northeast.....	16.2	14.9	9.8	9.8	2.3	1.4	15.5	11.4	13.6	11.6
South.....	10.9	9.7	9.3	8.6	1.3	1.0	12.1	8.5	10.4	8.3
North Central.....	17.0	16.3	12.8	11.7	1.7	1.1	14.8	10.6	16.9	14.2
West.....	17.3	15.4	11.5	11.1	1.6	.9	18.7	13.3	13.6	10.9
Food and kindred products.....	15.0	13.4	9.3	9.4	2.1	1.0	14.5	10.6	12.8	10.5
Tobacco manufactures.....	12.1	9.7	5.3	4.3	2.4	.5	11.7	8.2	16.5	9.1
Textile mill products.....	6.6	5.9	7.2	6.8	1.1	.8	10.8	8.2	5.3	4.2
Apparel and other finished textiles products.....	5.8	5.7	2.6	2.9	1.1	.5	11.9	8.7	5.7	4.8
Lumber and wood products.....	6.4	5.8	7.8	6.9	1.5	.9	17.1	12.1	5.4	3.6
Furniture and fixtures.....	9.7	9.1	6.2	7.2	1.5	1.3	14.1	10.0	7.8	6.2
Paper and allied products.....	16.9	14.4	18.0	16.5	1.1	1.2	14.2	9.8	13.3	10.7
Printing, publishing, and allied industries.....	20.5	18.4	13.9	17.0	2.5	2.0	14.1	9.6	12.5	9.9
Rubber and miscellaneous plastics products.....	18.1	16.0	13.2	13.1	1.3	1.0	15.8	10.6	16.4	15.2
Leather and leather products.....	9.5	9.1	3.5	2.9	1.2	.9	13.0	9.0	5.8	5.0
Stone, clay, and glass products.....	14.6	11.7	13.6	12.4	1.3	1.2	16.0	11.4	13.9	11.2
Primary metal industries.....	23.0	22.6	15.7	15.2	1.3	.5	17.3	13.1	26.0	20.2
Fabricated metal products.....	15.8	14.4	11.3	11.6	3.1	1.4	17.5	12.0	15.3	12.7
Machinery, except electrical.....	17.5	17.4	11.8	11.8	3.7	1.5	15.3	11.1	15.7	14.8
Transportation equipment.....	20.4	19.5	16.4	12.7	.9	.9	16.8	12.3	22.1	16.3
Instruments and related products.....	18.1	16.7	9.9	10.3	5.1	5.9	14.5	9.9	15.3	12.9
Miscellaneous manufacturing industries.....	11.3	10.2	5.9	7.4	3.5	2.2	14.1	9.8	8.8	6.9

<sup>1</sup> For definition of regions, see footnote 1, table 1.

<sup>2</sup> Includes the ordnance and accessories, chemicals and allied products, petroleum refining and related products, and electrical machinery, equipment, and supplies industries not presented separately.

The major increase among the private welfare plans was for one or more forms of life, health, and accident insurance, for which expenditures rose to 6.9 cents per plant hour—38 percent more than in 1959.

The rise in insurance payments changed the relative importance—in terms of expenditures—of insurance plans and pension plans. In 1959, pension plans—at 5.7 cents per plant hour—represented 49 percent of the private welfare plan expenditures (excluding nonproduction bonuses); in 1962, the expenditures for pensions increased to 6.1 cents, but they represented only 44 percent of total expenditures for private welfare.

The change in the relationship of these expenditures resulted, among other factors, partly from greatly increased health insurance costs and partly from the liquidation of their past-service liabilities by some of the older pension plans, generally increased income from investment of pension funds, and increases in actuarial assumptions regarding investment income.<sup>12</sup>

In all manufacturing industries and in a number of other industries for which data are available, leave and premium payments declined slightly as a percent of straight-time payroll while expenditures for bonuses, legally required insurance programs, and private welfare plans increased.

The decline in leave expenditures as a percent of straight-time payroll, like that for premiums, resulted from a change in the contribution to the total by establishments of different sizes. Leave expenditures in establishments with more than 100 workers increased as a percent of straight-time payroll; the expenditure ratios in the smaller size establishments (fewer than 100 workers) declined. By earnings group, those establishments in the

middle and upper end of the earnings distribution showed some increase in the expenditure ratio; the establishments with the lowest average hourly production worker earnings, however, had the same ratio in 1962 as in 1959. At the same time, employment in establishments with 500 or more production workers, according to Census figures, dropped as a proportion of the total, while employment in the two smaller groups increased proportionately—the largest rise being in establishments with fewer than 100 production workers. Therefore the shift in establishment contributions to the total by size resulted in a small decrease in the expenditure ratio.

The entire drop in premium expenditures, at the all-manufacturing level, was in overtime, weekend, and holiday premiums.

It is estimated that the average number of weekly overtime premium hours of production workers in 1962 were greater than in 1959, and were also a slightly larger proportion of average weekly hours.<sup>13</sup> The expenditures for overtime, weekend, and holiday premiums, however, are estimated to have declined from 3.6 percent of the 1959 straight-time production worker payroll to 3.5 percent in 1962.

In general, the data indicate that overtime, weekend, and holiday premiums in large establishments (more than 500 employees) were a greater proportion of payroll in 1962 than in 1959. These establishments are estimated to have contributed larger relative payments to the premium aggregates in 1962 than in 1959. However, average hourly earnings in the smaller plants are estimated to have increased at a higher rate than in the larger, and premium payments in the smaller plants declined as a percent of payroll. Thus, average premium hours in all manufacturing increased while expenditures relative to payroll showed a small decline.

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<sup>12</sup> For a detailed discussion of these points, see "Employee-Benefit Plans, 1954-62" by Joseph Krislov, in the April 1964 issue of the *Social Security Bulletin*, and pages 38-39 in the July 1964 issue of *Employee Benefit Plan Review*, Charles D. Spencer and Associates, Inc., Chicago, Ill. While both of these discussions are at the all-industry level, it is believed that they are equally applicable, in general terms, to the manufacturing industries.

<sup>13</sup> BLS Bulletin 1312-1.

## Education and Training of Technicians

In the past decade, technicians<sup>1</sup> have become one of the fastest growing occupational groups in the Nation. Increasing numbers have been needed to staff expanding programs in such areas as health, atomic energy, defense, and space, and to fill the needs of our increasingly complex and technical systems of production. Despite their importance, relatively little was known about their characteristics—particularly the way they were educated and trained for their jobs.

In order to learn more about them, the Bureau of Labor Statistics participated in a nationwide survey of persons reported as technicians in the 1960 Decennial Census.<sup>2</sup> This article, the first of several to be prepared by the Bureau of Labor Statistics on the results of the study, describes the education and training of technicians, with emphasis on primary and supplementary training.<sup>3</sup>

### Education

*School Years Completed.* The median number of school years completed by technicians who were in the experienced civilian labor force in 1960 was over 14 years. Individual technician occupations varied only slightly in the median number of years of school completed, but there were significant variations in their distribution by number of school years completed. Approximately 17 percent of the engineering and physical science technicians and

draftsmen reported 16 or more years of schooling, compared with nearly 28 percent of the medical and dental technicians. Similarly, more than 14 percent of the engineering and physical science technicians reported less than 12 completed school years, compared with 12 percent of the medical and dental technicians and somewhat less than 7 percent of the draftsmen.

As might be expected, younger technicians reported having completed more school years than those who were older. Thus, virtually all of those under age 25 had completed 12 or more years of school, compared with only a little more than half of those aged 55 or older.

*Educational Level.* Nearly nine-tenths of the technicians employed in 1960 reported they had at least a high school education; nearly two-thirds, at least some college training; and more than one-tenth, a bachelor's degree (table 1). Only 3 percent reported that their highest academic award was an associate degree.<sup>4</sup>

The level of education that was reported differed among the major technician occupations. At least high school graduation was reported by 93 percent of the draftsmen, compared with 87 percent of the medical and dental technicians and 86 percent of the engineering and physical science technicians. The highest proportion of technicians with at least some postsecondary school work was reported by draftsmen; some 72 percent of them attained this level of education, compared with 69 percent of the medical and dental technicians and 60 percent of the engineering and physical science technicians. College degrees were reported by nearly 2 out of 10 medical and dental technicians, but less than 1 out of 10 draftsmen and engineering and science technicians. The associate degree was most prevalent among draftsmen, with approximately 4 percent holding such a degree.

As with years of school completed, the level of technicians' education varied significantly by age, with younger workers generally attaining higher educational levels. For example, 72 percent of the technicians 25 to 34 years old reported some education beyond high school, compared with 45 percent of those aged 55 years and more. The growing importance of the associate degree in the education of technicians is reflected by the fact

<sup>1</sup> Those whose jobs require knowledge and use of engineering, scientific, mathematical, or medical theory, and specialized education or training in some aspect of technology, science, or medicine. Four major technician occupational groups are identified in this study: Engineering and physical science technicians, draftsmen, medical and dental technicians, and "other" technicians. "Engineering and physical science technicians" include electrical and electronic technicians and other engineering and physical science technicians. "Other" technicians include designers, surveyors, and technicians not elsewhere classified.

<sup>2</sup> A sample of over 50,000 persons described in the 1960 census enumerations as professional and technical workers were asked to complete questionnaires on their jobs, education, training, and other demographic, economic, and social characteristics in 1960, and their supplemental training and work experience in the following 2 years.

<sup>3</sup> Additional information on technicians who work with scientists and engineers will appear in a forthcoming BLS bulletin on the employment outlook for technicians.

<sup>4</sup> The associate degree is a formal award signifying the completion of an organized curriculum in a specific field. It is usually conferred upon completion of 2 years of collegiate work above the secondary level.

TABLE 1. LEVEL OF EDUCATION OF EMPLOYED TECHNICIANS, BY OCCUPATION, 1960

Education	Total		Engineering and physical science technicians		Draftsmen		Medical and dental technicians		Other technicians <sup>1</sup>	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total.....	<sup>2</sup> 776, 350	100.0	270, 985	100.0	207, 199	100.0	130, 741	100.0	167, 425	100.0
Less than a high school graduate.....	94, 112	12.1	39, 297	14.5	13, 830	6.7	16, 753	12.8	24, 232	14.5
High school graduate.....	179, 088	23.1	69, 867	25.8	44, 758	21.6	23, 443	17.9	41, 020	24.5
Some college, but no degree.....	392, 753	50.6	131, 014	48.3	126, 340	61.0	61, 165	46.8	74, 234	44.3
At least an associate degree, but less than a bachelor's degree.....	21, 284	2.7	7, 174	2.6	7, 353	3.5	3, 860	3.0	2, 897	1.7
Bachelor's degree or more.....	87, 944	11.3	23, 633	8.7	14, 918	7.2	24, 414	18.7	24, 979	14.9
Registered nurses.....	1, 169	.2					1, 106	.8	63	( <sup>3</sup> )

<sup>1</sup> See text footnote 1.

<sup>2</sup> Excludes 14,708 technicians for whom data were not available.

<sup>3</sup> Less than 0.05.

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

that 4 percent of those 25 to 34 years old reported such a degree, compared with only 0.4 percent of those aged 55 or over.

The level of educational attainment was highest among technicians employed in educational services, with more than 3 out of 4 reporting at least some college education, compared with slightly more than half of the technicians in the agricultural, forestry, fisheries, and mining industries.

The level of educational attainment is also reflected, to some extent, by the technicians' field of specialization. For example, nearly 9 out of 10 of them specializing in education had at least some college training, and more than 2 out of 3 held at least a bachelor's degree. On the other hand, the proportion of technicians in all other fields with at least some college training ranged from half in the agricultural sciences to nearly three-fourths in the health fields. In no field of specialization outside of education did the proportion of technicians with at least a college degree exceed 26 percent.

Technicians with the associate degree are apparently utilized more intensively in some fields of specialization than in others. Of those specializing in engineering, 4 percent had an associate degree, compared with 3 percent in the health fields, and less than 2 percent in the physical sciences.

Technicians employed in 1960 were asked to state the two job activities at which they spent most of their time. The responses clearly suggested that the level of education of technicians affects, to a significant extent, job activity. For example, over 15 percent of those reporting supervisory or research and development work as one of their major activities indicated they had at

least a bachelor's degree; this compared with only 6 percent of those reporting repair and maintenance of equipment as one of their major functions.

### Training

Technicians who had been in the experienced civilian labor force in 1960, and who were also employed as technicians in 1962, were asked to state the significant types of experience and training qualifying them for their 1962 jobs. Nearly 6 out of 10 respondents reported experience in present or related fields (table 2). Each of two other important types—special training by employer and course work without a degree—were reported by about 1 out of 3 technicians.

TABLE 2. EXPERIENCE AND TRAINING OF PERSONS IN THE 1960 EXPERIENCED CIVILIAN LABOR FORCE WHOSE OCCUPATIONAL GROUP WAS THE SAME IN 1962 AS IN 1960, BY OCCUPATION

[Percent distribution]

Type of experience and training	All occupations <sup>1</sup>	Engineering and physical science technicians	Draftsmen	Medical and dental technicians	Other technicians <sup>2</sup>
Special training by employer.....	32.8	36.3	25.7	43.5	28.0
Course work without degree.....	34.7	29.6	47.2	31.2	28.7
Associate degree.....	6.3	5.6	8.5	7.6	3.0
Bachelor's degree.....	10.2	7.3	5.9	17.5	15.0
Graduate or professional degree.....	4.5	2.8	2.2	10.5	5.4
Post-high school courses.....	10.8	9.1	18.2	5.0	8.1
Correspondence courses.....	11.5	13.7	14.3	2.4	11.6
Military training.....	15.0	23.6	9.7	12.3	9.8
Experience in present or related field.....	57.9	55.1	60.8	49.3	65.7
Other.....	5.4	5.5	4.3	6.1	6.2

<sup>1</sup> A total of 649,626 persons were in the same occupational group in 1962 as in 1960. Data on type of experience and training were not available for 56,319 persons.

<sup>2</sup> See text footnote 1.

NOTE: Since some persons indicated more than 1 type of experience and training, the sum of percents adds to more than 100.

TABLE 3. TYPES OF SUPPLEMENTARY TRAINING REPORTED BY TECHNICIANS WHOSE OCCUPATIONAL GROUP WAS THE SAME IN 1962 AS IN 1960, BY OCCUPATIONAL GROUP

[Percent distribution]

Occupational group	Total <sup>1</sup>	Apprenticeships	Other company training programs	Military	On the job	High school extension courses	Home study correspondence courses	Agricultural training courses	United States Armed Forces Institute courses	Work-study programs	Workshops and seminars
Total percent of types reported.....	100.0	9.8	19.6	12.4	27.0	2.3	16.8	0.4	3.8	2.1	5.8
Draftsmen.....	100.0	15.0	17.9	8.5	24.8	3.7	21.9	.4	3.2	2.2	2.4
Medical and dental technicians.....	100.0	9.7	6.6	9.8	45.2	.5	3.2	-----	3.7	3.2	18.1
Engineering and physical science technicians.....	100.0	5.9	24.9	17.2	22.6	2.5	17.4	.2	3.9	1.4	3.9
Other technicians <sup>2</sup> .....	100.0	10.3	20.4	10.0	26.5	1.1	17.5	1.3	4.6	2.6	5.9

<sup>1</sup> A total of 308,272 types of training was reported.

<sup>2</sup> See text footnote 1.

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

Among individual occupational groups, the proportions of technicians reporting different types of significant experience and training varied considerably. Special training by employers was reported as contributing significantly by as many as 44 percent of the medical and dental technicians, but by only a little over half that percent of the draftsmen. Conversely, course work without a degree was reported by nearly half of the draftsmen as contributing significantly to job qualifications, compared with only slightly more than half that percent of the "other" technicians.

Medical and dental technicians—the occupational group with the highest percentage of college graduates—deemed college education more important than did other occupational groups. Of the medical and dental technicians, 18 percent reported that the bachelor's degree contributed significantly toward preparing them for their jobs, and an additional 11 percent reported the graduate or professional degree as contributing significantly. The associate degree, which was more often held by draftsmen, was mentioned by 9 percent of the draftsmen as contributing towards their job qualifications.<sup>5</sup>

The technicians were also asked to state whether they had received or were receiving supplementary training (exclusive of formal education).

<sup>5</sup> The fact that in 1962 a higher percentage of draftsmen and medical and dental technicians mentioned the importance of their degrees than the percentage reporting such degrees in 1960 is primarily attributable to a difference in the number of technicians responding in each of the years and the number of them who obtained higher degrees between the survey periods. (See tables 1 and 2.) Also, in some cases, the most significant type of training reported was at a lower educational level than the highest degree attained.

Among the individual occupational groups, the proportions reporting such training ranged from 44 percent of engineering and physical science technicians to 34 percent of "other" technicians. Many technicians described more than one subject or type of training.

On-the-job training was most frequently mentioned, accounting for 27 percent of the total (table 3). Additional important types were "other" company training, correspondence courses, and military training.

The extent of the different types of training varied sharply among the technicians' occupations. On-the-job training, for example, made up 45 percent of the total types of training reported by medical and dental technicians, compared with 23 percent of the types reported by engineering and physical science technicians. Similarly, correspondence school training represented 22 percent of all types mentioned by draftsmen, but only 3 percent of types reported by medical and dental technicians.

As might be expected, medical-dental health subjects made up the vast majority of the subjects taken by medical and dental technicians, and engineering subjects accounted for half of all courses reported by engineering and physical science technicians. However, engineering was also important in draftsmen training, for it made up 39 percent of all subjects mentioned by draftsmen; this was a larger proportion than the 29 percent represented by drafting and related courses.

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## Salary Adjustments in White-Collar Occupations

THE MEDIAN ingrade differential between minimum and maximum pay in salary schedules for clerical positions is a relatively uniform 30 percent at the \$3,000 to \$7,000 annual salary levels. However, in professional-administrative salary schedules, the differential widens with successive grades—from 37 percent at the \$5,000 level, to 47 percent at the \$12,000 level. In multiestablishment companies with separate salary schedules for clerical and for professional and administrative positions, the predominant practice is to apply the professional-administrative schedule company-wide and to vary the clerical schedule according to local labor market conditions.

These are some of the findings of a new Bureau of Labor Statistics study, *Salary Structure Characteristics in Large Firms, 1963* (BLS Bulletin 1417, 1964). In addition to those aspects of the salary plans discussed in this article, the study covers various other characteristics of salary administration plans applying to white-collar occupations, such as the nature and design of salary schedules, with particular emphasis on ingrade and intergrade differentials.

In about four-fifths of the companies included in the study, the structure of white-collar occupations provided for two or more separate salary schedules within an establishment.<sup>1</sup> The following tabulation shows the groupings and the distribution of salary schedules and employment.

Groupings	Number of salary schedules	Number of white-collar employees
Total	441	575,500
Clerical	139	175,800
Professional-administrative	165	194,600
Clerical-professional-administrative	76	165,800
Other <sup>1</sup>	61	39,300

<sup>1</sup> Includes special schedules established for technicians, engineers, supervisory positions, and for top management positions only.

### Schedule Revisions

Most companies did not specify a definite period between reviews of rates in salary schedules, but in practice they were usually made annually. The rates in the schedules were not necessarily revised

as a result of each review, although in many instances the average interval between revision of rates was about a year.

Reasons for revising schedules were most frequently related to a policy of paying competitive rates. These revisions were based upon reviews of salary survey data or exchange of information with other employers on changes made or contemplated in their salary schedules. Other reasons for revising schedules were to maintain alinement with other schedules of the company, and to make adjustments for collective bargaining agreements covering clerical employees.

The following tabulation shows that after the rates in salary schedules had been revised, it was the practice in slightly more than half the cases to adjust automatically the salaries of employees covered by clerical and clerical-professional-administrative schedules.<sup>2</sup>

Method of adjusting salaries	Clerical	Professional-administrative	Clerical-professional-administrative
Automatically	76	33	41
Merit (performance) reviews <sup>1</sup>	41	102	29
General pay increases <sup>2</sup>	11	25	
Other methods	6	3	5
Information not available	5	2	1

<sup>1</sup> Includes salary schedules of establishments with special provisions for adjusting salaries of those employees whose salaries fall below the revised minimum of their grade.

<sup>2</sup> Increases not corresponding to adjustments in the rate ranges as to amount or effective date.

Those in professional-administrative schedules usually received adjustments through merit (performance) reviews. This latter method also applied to a majority of the clerical and clerical-professional-administrative schedules not covered by provisions for automatic adjustment of salaries. Adjusting salaries to the revised schedules through general pay increases, which differed from automatic adjustments in that the amount or timing of the increase did not correspond to the revisions

<sup>1</sup> The study was limited to companies having formal salary administration plans with established salary ranges for a series of pay grades or levels into which all or most white-collar positions were classified for pay purposes. The sample included 239 establishments employing 1,000 workers or more, representing 99 companies found to have salary structures that met the survey criteria. Total white-collar employment in the 99 companies approximated 1,300,000 persons, of whom 575,500 were employed in the 239 sample establishments. Manufacturing industries accounted for approximately three-fourths of the establishments studied.

<sup>2</sup> This was accomplished by adjusting salaries of employees in each grade by the percentage adjustment made in the salary range for the grade.

in the schedule, was the practice followed in some instances. However, a number of officials indicated that this method of adjusting salaries had been avoided in recent years and adjustments were now being made only on the basis of merit reviews.

The size of adjustments in schedule rates often was determined by considering a variety of factors. Increases shown by salary surveys was the most prevalent factor indicated, with increases in other schedules of the company and increases in the Consumer Price Index ranking next. Direct collective bargaining was indicated as a major factor only in the case of clerical salary schedules.

Most officials indicated that when revising rates in the schedule, a conscious effort was made to preserve the established relationships within and between grades, although some flexibility in these patterns was provided for in most instances.

### Ingrade Adjustments

As indicated in the following tabulation, advancement of employees within the salary ranges established for their grade was described as based solely upon merit (performance) reviews in most of the two types of salary schedules covering professional and administrative positions.

<i>Basis of ingrade advancement</i>	<i>Clerical</i>	<i>Professional-administrative</i>	<i>Clerical-professional-administrative</i>
Merit reviews.....	80	162	65
Length of service.....	18	-----	5
Merit reviews and length of service.....	35	1	2
Merit reviews and general salary increases.....	1	2	-----
Merit reviews for all grades and length of service for specified grades.....	2	-----	4
Information not available...	3	-----	-----

Although similar provisions for advancement within grades also applied to a majority of the salary schedules primarily covering clerical positions, provisions for advancement after specified periods of satisfactory service, or provisions for length-of-service adjustments at the lower portion of the grade range followed by merit reviews, applied in a substantial number of such salary schedules.

Most merit review programs provided for performance reviews at specified periods—usually

yearly—but permitted additional reviews as warranted.

Recommendations for ingrade increases were not necessarily timed with periodic performance reviews, nor were salary increases given with each favorable review. Where periodic reviews were conducted, the proportion of employees receiving ingrade increases in a year ranged from less than 10 to more than 90 percent, with the median at 50 to 60 percent.

Under a majority of the provisions for ingrade advancement, the salary increases were based upon a percent of the employee's current rate, and both a minimum and a maximum permissible amount for the merit increase was established. The increases permitted varied among the schedules, with a median minimum of 4 percent in clerical schedules and 5 percent in the other two types of schedules, and a maximum of 10 percent in all three types of schedules. Some establishments that did not specify minimum and maximum increases provided guides as to suggested amounts or ranges for various performance ratings.

Length-of-service increases—usually at semi-annual intervals—primarily related to employees in clerical schedules. In a majority of clerical schedules providing for such increases, they were not given beyond the midpoint of the grade range.

Relatively few of the schedules had specified step rates through which employees advanced within grade ranges, and those that did primarily covered clerical positions. In less than half of the clerical schedules with established step rates were such rates specified for the full range of all grades in the schedule. Step rates at the lower end of the range often were used for automatic increases after periods of satisfactory service, with the upper part of the range reserved for increases based upon above-average performance.

General controls on within grade increases were exercised in many establishments by providing a specified budget for such increases, or by specifying the proportion of employees whose salaries could be above a given point in the range of a grade. Such controls more often applied to professional and administrative positions than to clerical positions.

—LOUIS E. BADENHOOP  
Division of Occupational Pay



## Prospects of Benefits Under Private Pension Plans

PROVISIONS for vesting, early retirement, portable credits, and normal retirement are among the more important determinants of whether workers will eventually receive benefits from participation in a pension plan.<sup>1</sup> The interrelationships among these provisions are discussed in this article.

### Prevalence of Protective Provisions

Of the 15.6 million workers in the pension plans studied,<sup>2</sup> 9.3 million (60 percent) belonged to a plan with a vesting provision (table 1). About 1 out of 7 workers in these vesting plans could qualify only if involuntarily separated. Slightly over half of the workers in plans without vesting belonged to plans with an early retirement feature. Almost a fifth of the workers were covered by plans with neither vesting nor early retirement provisions.

In single-employer plans without vesting (about 30 percent of the single-employer plans with almost 30 percent of the workers), over 4 out of 5 workers were covered by early retirement provisions. About 13 percent of the single-employer plans with about 600,000 workers (5 percent) had neither vesting nor early retirement.

Conversely, in multiemployer plans without vesting, early retirement was provided for only 1 out of 4 workers. More than 2 out of 5 multiemployer plans, covering about 2.3 million workers (3 out of 5 workers), provided neither vesting nor early retirement.

The degree of pension protection offered to all covered workers by their plans can be arrayed as shown in table 2. Least protected are those workers who must remain with a single employer until normal retirement age to qualify for retirement benefits. Failure to do this, whether voluntary or involuntary, would cost them all of their pension rights. Only about 4 percent of the workers were in this category. If workers who must remain within the scope of a multiemployer plan until normal retirement age were added, the category would include over a fifth of the workers. Protection of accrued pension rights after meeting early retirement qualifications was available to an-

other fifth of the workers. Vesting restricted to involuntary separation after qualifying, a protection lost upon voluntary job change, was available to a tenth. Finally, vesting upon any type of separation was available to half of the covered workers. Under all conditions protection was usually contingent on meeting age and service requirements.

Plans covering only salaried workers offered the highest degree of pension protection, followed closely by combined production and salaried worker plans (table 3); only 2.4 percent of salaried employee plan coverage and 4.3 percent of the combined coverage lacked both vesting and early retirement. Production worker plans, dominated by multiemployer plans, did not offer either type of protection for over a third of total coverage, offering instead portability of credits among employers within a plan to all but a small fraction of the workers.

Industries differed substantially in the proportion of plans and covered workers with neither vesting nor early retirement because of wide variations in the relative importance of multiemployer production worker plans and of collective bargaining (table 4). The lowest degree of such protection was in the mining and construction industries, where most workers belonged to multiemployer plans without vesting or early retirement. In transportation, services, and trade, where collectively bargained multiemployer plans were less common, a smaller proportion of employees—about a third, two-fifths, and a fifth, respectively—had neither early retirement nor vesting. On the other hand, in other nonmanufacturing industries, such as finance (typically providing contributory plans for salaried workers) and communications and public utilities, the vast majority of workers had either vesting, early retirement, or both.

In manufacturing industries as a whole, a large proportion of workers had vesting, early retirement, or both. Only in the apparel industries, where multiemployer plans prevail, did a large

<sup>1</sup> This is the concluding article in a series based on *Labor Mobility and Private Pension Plans* (BLS Bulletin 1407), a study sponsored by the Office of Manpower, Automation and Training and prepared by the Bureau of Labor Statistics. The previous articles appeared in the July, September, and October 1964 issues of the *Review*.

<sup>2</sup> For details of scope and method of study, see "Characteristics of the Private Pension Structure," *Monthly Labor Review*, July 1964, pp. 774-780.

TABLE 1. PROVISIONS FOR VESTING AND EARLY RETIREMENT IN PRIVATE PENSION PLANS, BY TYPE OF EMPLOYER UNIT, TYPE OF VESTING, AND TYPE OF SEPARATION, WINTER 1962-63  
[Workers in thousands]

Type of vesting and separation	All plans		Type of employer unit											
			Single employer						Multiemployer					
	All plans		With early retirement		Without early retirement		All plans		With early retirement		Without early retirement			
	Number	Workers <sup>1</sup>	Number	Workers <sup>1</sup>	Plans	Workers <sup>1</sup>	Plans	Workers <sup>1</sup>	Number	Workers <sup>1</sup>	Plans	Workers <sup>1</sup>	Plans	Workers <sup>1</sup>
All plans studied.....	15,818	15,621	14,890	11,742	11,735	10,657	3,155	1,085	928	3,878	364	1,129	564	2,750
With vesting.....	10,634	9,307	10,340	8,393	9,062	7,914	1,278	479	294	914	134	447	160	467
Deferred full <sup>2</sup> .....	7,212	7,338	6,941	6,815	6,623	6,491	318	324	271	523	121	380	150	143
Any separation.....	6,681	5,977	6,423	5,482	6,127	5,186	296	297	258	495	119	378	139	117
Involuntary separation.....	531	1,361	518	1,333	496	1,305	22	28	13	28	2	2	11	27
Deferred graded.....	3,422	1,969	3,399	1,578	2,439	1,424	960	155	23	391	13	68	10	323
Any separation.....	3,312	1,943	3,289	1,552	2,329	1,397	960	155	23	391	13	68	10	323
Involuntary separation.....	110	27	110	27	110	27								
Without vesting.....	5,184	6,313	4,550	3,349	2,673	2,743	1,877	606	634	2,964	230	681	404	2,283

<sup>1</sup> Active workers in 1961.

<sup>2</sup> Includes a few plans with immediate full vesting.

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

proportion of workers have little pension credit protection other than portability. In some industries, portability was supplemented by reciprocal arrangements between plans. However, only about a tenth of the multiemployer and practically none of the single-employer plans had such arrangements.

### Age and Service Requirements

An evaluation of protection of accumulated pension rights requires consideration of the minimum age and service required before a worker can qualify for a vested or early or normal retirement benefit (excluding disability retirement and special retirement benefits).

On the whole, regardless of the type of benefit provisions, over two-thirds of the workers would have to stay with the same firm or plan for 15 years or more to retain or qualify for pension rights (table 5). Nearly all of the remaining workers would qualify with 10 years or less.

About 2,750,000 workers, or about a sixth of the total, had to attain age 65 with their employer or in the scope of the plan to retain pension rights. About 10 percent first qualified for early or normal retirement at age 60.

A ninth of the workers had to have over 15 years of service and attain age 65 to qualify for benefits.

Over a third of the workers would qualify if they had attained 15 years of service and age 40. Generally, long service was required in plans with no age requirement.

TABLE 2. CONDITIONS FOR BENEFIT AVAILABILITY IN PRIVATE PENSION PLANS, BY NUMBER AND PERCENT OF AFFECTED WORKERS,<sup>1</sup> WINTER 1962-63

Condition	Workers <sup>1</sup>	
	Number (thousands)	Percent
Total.....	15,621	100.0
Workers must remain with particular employer or within coverage of multiemployer plan until—		
Qualified for vesting <sup>2</sup> .....	7,920	50.7
Qualified for vesting and involuntarily separated <sup>3</sup> .....	1,388	8.9
Qualified for early retirement.....	3,424	21.9
Normal retirement age.....	4,289	27.5
Worker must remain with particular (individual) employer until normal retirement age.....	606	3.9

<sup>1</sup> Active workers in 1961.

<sup>2</sup> About 3 million workers were in contributory plans in which vesting for qualified workers was conditioned upon nonwithdrawal of employer contributions.

<sup>3</sup> Nearly all of the workers in this category (about 1,300,000) belonged to plans with early retirement provisions.

<sup>4</sup> Includes workers who must remain with particular (individual) employer until normal retirement age.

NOTE: Sums of individual items do not equal totals.

The composite of age and service requirements varied widely among industries. In manufacturing industries as a whole, only about a seventh of the workers had to reach age 65 to qualify for a benefit, compared with almost a fourth in non-

TABLE 3. PROVISIONS FOR VESTING AND EARLY RETIREMENT IN PRIVATE PENSION PLANS, BY TYPE OF WORKER COVERED, WINTER 1962-63

[Workers in thousands]

Type of worker covered	All plans		No early retirement or vesting		Early retirement <sup>1</sup>		Vesting <sup>1</sup>		Early retirement and vesting <sup>1</sup>	
	Number	Workers <sup>2</sup>	Plans	Workers <sup>2</sup>	Plans	Workers <sup>2</sup>	Plans	Workers <sup>2</sup>	Plans	Workers <sup>2</sup>
All plans studied.....	15,818	15,621	2,281	2,889	2,903	3,424	1,438	946	9,196	8,362
Salaried and production.....	6,038	6,263	1,068	269	1,195	1,866	984	281	2,791	3,846
Production only.....	4,925	7,039	<sup>3</sup> 1,056	<sup>3</sup> 2,530	855	1,211	234	536	2,780	2,762
Salaried only.....	3,995	1,584	155	38	793	268	142	82	2,905	1,196
Earning in excess of a specified amount.....	860	735	2	52	60	80	78	46	720	557

<sup>1</sup> May include a few plans providing portable pension credits.  
<sup>2</sup> Active workers in 1961.  
<sup>3</sup> Includes 404 multiemployer plans covering 2,283,000 workers with portable pension credits.

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

manufacturing industries. The heaviest concentration of these restrictive requirements was in industries with a large number of collectively bargained multiemployer plans for blue-collar workers, such as construction, transportation, wholesale trade, and services. In marked contrast, more liberal practices prevailed in finance and in public utilities (including the dominating telephone company plans).

Nearly all workers in salaried worker plans, compared with 2 out of 3 workers in production worker plans, would qualify for benefits before age 65. In plans covering both salaried and pro-

duction workers, 95 percent of the workers qualified earlier than age 65.

The age and service requirements can be integrated by considering the proportion of workers hired at age 25 who still would not qualify for benefits as they attained progressively greater age and service with the same employer or within the scope of a multiemployer plan. By age 50 with 25 years of service, 45 percent of the plans covering a slightly higher proportion of the workers provided no protection of workers' equities in the plans. By age 60, 13 percent of the workers in 17 percent of the plans remained unprotected.

TABLE 4. PROVISIONS FOR VESTING AND EARLY RETIREMENT IN PRIVATE PENSION PLANS, BY INDUSTRY DIVISION AND MAJOR GROUP, WINTER 1962-63

[Workers in thousands]

Industry division and major group	All plans		No early retirement or vesting		Early retirement <sup>1</sup>		Vesting <sup>1</sup>		Early retirement and vesting <sup>1</sup>	
	Number	Workers <sup>2</sup>	Plans	Workers <sup>2</sup>	Plans	Workers <sup>2</sup>	Plans	Workers <sup>2</sup>	Plans	Workers <sup>2</sup>
All plans studied.....	15,818	15,621	2,281	2,889	2,903	3,424	1,438	946	9,196	8,362
Agriculture, forestry, and fisheries.....	75	26			6	5			69	20
Mining.....	316	327	<sup>3</sup> 2	<sup>3</sup> 206	152	27	2	2	160	92
Contract construction.....	449	1,072	<sup>3</sup> 242	<sup>3</sup> 589	83	185	51	140	73	157
Manufacturing.....	9,257	9,678	<sup>3</sup> 1,017	<sup>3</sup> 1,303	1,639	1,523	831	394	5,770	6,458
Transportation.....	673	1,286	<sup>3</sup> 176	<sup>3</sup> 400	194	342	1	242	302	302
Communications and public utilities.....	849	1,270	222	61	144	834	27	26	456	349
Wholesale and retail trade.....	1,627	920	<sup>3</sup> 201	<sup>3</sup> 180	288	282	155	51	983	408
Wholesale trade.....	1,147	479	<sup>3</sup> 66	<sup>3</sup> 107	211	103	6	34	864	234
Retail trade.....	480	440	<sup>3</sup> 135	<sup>3</sup> 72	77	178	149	16	119	174
Finance, insurance, and real estate.....	1,853	733	54	30	380	171	360	43	1,059	489
Services.....	719	308	<sup>3</sup> 367	<sup>3</sup> 120	17	55	11	47	324	85

<sup>1</sup> May include a few plans providing portable pension credits.  
<sup>2</sup> Active workers in 1961.  
<sup>3</sup> Includes provisions for portability of credits as follows:

	Plans	Workers (thousands)
Mining.....	2	206
Contract construction.....	192	582
Manufacturing.....	78	930

	Plans	Workers (thousands)
Transportation.....	71	336
Wholesale and retail trade.....	54	129
Wholesale trade.....	34	98
Retail trade.....	20	31
Services.....	7	100

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

TABLE 5. EARLIEST AGE <sup>1</sup> AND ASSOCIATED SERVICE <sup>2</sup> AT WHICH THE WORKER QUALIFIES FOR VESTING, EARLY RETIREMENT, OR NORMAL RETIREMENT IN PRIVATE PENSION PLANS, WINTER 1962-63

[Workers in thousands]

Service <sup>2</sup>	All plans		Age <sup>1</sup>					
			No age requirement		40 and under		45	
	Number	Workers <sup>3</sup>	Plans	Workers <sup>3</sup>	Plans	Workers <sup>3</sup>	Plans	Workers <sup>3</sup>
All plans studied.....	15,818	15,621	4,870	4,157	2,037	3,599	774	811
Less than 5 years.....	730	328	149	61				
5 to 10 years.....	4,444	4,114	1,163	912	1,377	2,029	279	321
11 to 15 years.....	5,465	5,357	1,466	1,208	588	1,420	335	382
16 to 20 years.....	2,823	3,239	1,170	583	52	147	75	81
Over 20 years.....	2,356	2,583	922	1,393	20	3	85	27
	Age <sup>1</sup>							
	50		55		60		65	
	Plans	Workers <sup>3</sup>	Plans	Workers <sup>3</sup>	Plans	Workers <sup>3</sup>	Plans	Workers <sup>3</sup>
All plans studied.....	1,226	796	3,242	1,972	1,294	1,534	2,375	2,750
Less than 5 years.....	1	4	206	115	8	44	366	105
5 to 10 years.....	165	103	572	289	334	232	554	228
11 to 15 years.....	644	307	1,081	980	343	341	1,008	720
16 to 20 years.....	159	221	797	414	350	562	220	1,230
Over 20 years.....	257	162	586	174	259	355	227	468

<sup>1</sup> Some plans specified alternative requirements; for each case, the one with the earliest age or no age requirement was selected.

<sup>2</sup> For those plans which specified a period of employment to be served before participation in the plan could begin, the minimum service requirement

includes the preparticipation service and the required plan membership service.

<sup>3</sup> Active workers in 1961.

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

Members of salaried worker plans and of combined plans had a much better chance of qualifying for benefits at an early age than members of production worker plans. Over 3 out of 5 production workers were in plans in which a worker would not qualify until age 50, contrasted with 1 out of 4 salaried workers. By age 60, almost all salaried workers and workers in combined worker plans would qualify under the assumed conditions, but over a third of the production workers still would not.

The chances, even under favorable assumptions, are less than 50-50 that workers will earn rights or benefits in two pension plans by age 65. As workers accumulate service and age under a pension plan, they increase their chances of receiving a benefit from that plan, but, as they age, their chances of qualifying for benefits under other plans lessen.

—WALTER W. KOLODRUBETZ  
Division of Industrial and Labor Relations

## Wage and Employment Guarantees in Major Agreements

OF SOME 1,770 major agreements studied by the Bureau of Labor Statistics in 1963, fewer than 1 percent, representing a similar proportion of the covered workers, had a wage or employment guarantee provision.<sup>1</sup> Weekly guarantees were provided by most of them, but only six contracts included an annual guarantee.<sup>2</sup> (See table.) Guarantees varied not only by the length of the guarantee period, but also by such other factors as the amount of money or hours guaranteed in a specified period, by eligibility and work requirements, and by conditions under which the guarantee could be reduced or waived.

### Weekly Guarantees

Weekly guarantees were provided to some or all workers by 117 major agreements, which covered a total of approximately 513,000 workers. Most of the agreements (81) were in nonmanufacturing industries, chiefly trucking, local transit, and retail trade. All of the 36 agreements in manufacturing with weekly guarantees were in the food industry—19 in meatpacking and 12 in dairies.

The Teamsters Union negotiated almost half of the agreements with a weekly guarantee. Most of the remaining agreements were bargained by the Meatcutters, Retail Clerks, Packinghouse Workers, Street, Electric Railway Employees, or Machinists.

Weekly guarantees were more common in multi-employer than in single-employer agreements. In both food manufacturing and retail trade, the guarantees were about equally divided between single-employer and multiemployer units, although the proportion of workers covered by each type differed considerably. Seven out of 10 agreements in the transportation industry were negotiated with multiemployer groups.

<sup>1</sup> As defined in this study, wage and employment guarantees assure a minimum amount of pay or employment to eligible workers who start work or report for work at the beginning of the guarantee period. Some contracts promise a stipulated amount of employment; others guarantee a certain amount of pay. However, since little real distinction exists in practice between these two types of guarantees, the terms "wage guarantee" and "employment guarantee" are used interchangeably in this report.

<sup>2</sup> Monthly and semimonthly guarantees are discussed in the full study which will appear in a forthcoming BLS bulletin under the title *Supplemental Unemployment Benefit Plans and Wage-Employment Guarantees* (BLS Bulletin 1425-4).

*Eligibility Requirements.* Weekly guarantees were generally applicable to all or nearly all employees covered by the collective bargaining agreements. Under some provisions "all employees" were covered; others covered "permanent" or "regular" employees; and still others, "regular full-time hourly workers."

Workers were usually eligible for the weekly guarantee immediately upon being employed, or after serving short probationary periods. As shown below, only 16 agreements explicitly specified the minimum service required for coverage (other than service required solely to complete a probationary period).

Minimum service requirement	Agreements	Workers (thousands)
Total with service requirements	16	19.2
2 months	1	1.2
3 months	1	1.0
12 months	2	3.9
18 months	1	2.0
24 months	11	11.1

Ten of the 11 contracts requiring 24 months of service were negotiated between Montgomery Ward and the Teamsters.

Other than length-of-service requirements, the guarantees, in general, were applicable to all eligible workers regardless of their seniority status. Only nine agreements—eight of which covered workers in the trucking industry—withheld the guarantee from low-seniority employees. For example, under the Central Motor Freight Association-Teamster agreement, the guarantee was applicable to all employees in the top 80 percent of the seniority roster.

Inherent in guarantee provisions is the understanding that the employee must be available and willing to work when work is provided. In 85 agreements, the prerequisites for a guarantee were specifically stated. The guarantee provision of 3 out of 10 of these agreements was applicable only to employees who worked during the week. The length of time that an employee had to work to be covered was specified in only one plan. In 1 out of 4 agreements, reporting to work was the criterion used in establishing whether or not a person was eligible for the guarantee. On the other hand, in 17 agreements, coverage by the guarantee during any one week was dependent on the employee's availability and desire to work. In most of the remaining agreements (13), the guarantee was

applicable only to employees scheduled to work during the week.

*Basis and Amount of Guarantee.* Many of the weekly guarantees assured eligible workers full employment during the week. Some promised a week's pay and others, employment or pay in lieu of employment.

Most frequently, the amount of the guarantee was expressed in hours per week. Some contracts, however, described the guarantee in terms of a minimum number of hours per day and days per week. Only nine provisions expressed the weekly guarantee as a monetary amount. Generally, the regular full-time workweek, which in most cases amounted to 40 hours, was guaranteed. An important exception was the guarantee of 36 hours to packinghouse workers, although their regular workweek consisted of 40 hours.

In the majority of provisions, a uniform amount of employment or pay was guaranteed all covered workers. About 3 out of 10 weekly guarantee provisions varied the amount according to such factors as job classification and seniority—the most common factors affecting the guarantee.

A few contracts provided different guarantees for male and female employees. One contract, for instance, guaranteed male employees 4 hours more work than female employees.

*Nonwork Time.* A majority of the guarantee provisions specified the nonwork hours during a regular workweek which either were credited against the guarantee or reduced the employer's obligation. These specifications usually were found only in those provisions which included prerequisites for the guarantee. A summary of the types of nonwork time affecting guarantees follows:

	Agree- ments	Workers (thousands)
All agreements specifying nonwork hours that affected guarantee	1 63	1 344. 4
Hours credited against guarantee:		
Paid vacation	3	9. 0
Paid holidays	32	284. 8
Hours that reduced guarantee:		
Absences	42	118. 6
Time lost due to tardiness	30	81. 0
Time lost due to discharge or quit	13	14. 8
Time lost due to being reemployed or recalled after start of workweek	15	63. 8
Other	4	6. 4

<sup>1</sup> Figures do not total since most agreements specified more than 1 factor.

One out of 3 weekly guarantee provisions permitted the guarantee to be waived by management if certain circumstances existed during the week. About half of these cited "causes beyond the company's control" as a condition under which the guarantee might be waived. This reason was, with one exception, given in conjunction with one or more of the following reasons: Acts of God, breakdown affecting operations, strikes, national emergency, discharge, or voluntary absence. Under some provisions, unexcused absence waived the guarantee and excused absences only reduced it.

### Annual Guarantees

Only six of the major agreements studied contained provisions for a guaranteed annual wage; that is, they assured some or all workers employment or pay for 10 months or longer. These agreements are described below.<sup>3</sup>

*Hormel.* The Geo. A. Hormel-Packinghouse Workers guaranteed wage plan covered all employees in the company's Austin, Minn., plant as soon as they were hired; part-time and extra workers and those hired for a specific temporary period were not covered. Workers were guaranteed year-round employment and 52 paychecks, each equal to regular full-time pay based on the weekly work schedule of their department. A weekly work schedule for each department, not to exceed 40 hours, was subject to annual negotiation. In the year beginning April 1963, a 36-hour minimum was generally in effect throughout the plant. Full-time employment was not required during any one week, but the number of hours paid for could not drop below the minimum—generally 36 hours in 1963-64.

During the guarantee period, overtime work was not prohibited; overtime rates were paid employees working long hours per day or week (usually over 12 hours a day or 48 hours a week) or on a Sunday or holiday. Also, holiday hours, like other overtime hours, were credited toward the guarantee.

<sup>3</sup> Summaries of the annual guarantee provisions of the following agreements, which were outside the scope of this article, are presented in the Bureau's forthcoming bulletin: Nunn-Bush Shoe Co. and Industrial Union of Master Craftsmen (Ind.); sugar refinery companies on the East Coast and Packinghouse Workers, and Longshoremen's Association; and a number of St. Louis, Mo., area companies negotiating with Teamsters Local No. 688.

At the end of the year, workers received a bonus for hours worked in excess of 2,080. If a worker was indebted to the company for hours paid for but not worked, his debt was canceled.<sup>4</sup>

*Michigan Sugar.* Unlike most of the annual wage guarantees which covered all eligible employees, the Michigan Sugar-Grain Millers guarantee was applicable to a specified number of workers at each plant—ranging from 27 to 31 men. The guarantee was to be in effect only as long as the company operated the factories in which eligible workers were employed. If a plant was closed, the company had the option of either employing the affected worker at another establishment or giving him severance pay based on his length of service.

*Retail Apparel Merchants.* Salespeople were given stronger guarantees than bushelmen, pressers, and finishers in the two agreements negotiated by the Clothing Workers with the Retail Apparel Merchants Association in New York City. The 3-year agreement applicable to salespeople guaranteed all permanent employees steady employment throughout the life of their contract. However, only certain employees, identified by name, were

considered "permanent"; all others were considered temporary and subject to layoff.

Only 10 months of employment each year, consisting of full-time work during 8 months of the year and part-time work during 4 months, was guaranteed by the agreement applicable to bushelmen, pressers, and finishers. During periods of part-time employment, work sharing was permitted. Neither overtime work nor work performed to make up for time lost on account of holidays counted toward the guarantee.

*Shoe Retailers League.* This contract with the Retail, Wholesale and Department Store Union guaranteed regular full-time employees 52 weeks of employment during each year of the 2-year contract. Managers were guaranteed 44 hours of work weekly; all others were guaranteed 40.

*Wisconsin Public Service Corp.* Under this contract, members of the Operating Engineers with at least 5 years of service on the effective date of the agreement were guaranteed 2,080 hours of employment per year, less vacation and unworked paid holiday hours, for a 2-year period. Although workers could not be laid off, they could be transferred to other jobs. If transferred, they were protected from reduction of their pay rate during the 6 months following transfer.

MAJOR COLLECTIVE BARGAINING AGREEMENTS WITH WAGE-EMPLOYMENT GUARANTEES, BY INDUSTRY AND TYPE OF GUARANTEE, 1963

[Workers in thousands]

Industry	Number studied		Totals with guarantee		Type of guarantee									
					Weekly		Semimonthly		Monthly		Annual		Other	
	Agreements	Workers <sup>1</sup>	Agreements	Workers <sup>1</sup>	Agreements	Workers <sup>1</sup>	Agreements	Workers <sup>1</sup>	Agreements	Workers <sup>1</sup>	Agreements	Workers <sup>1</sup>	Agreements	Workers <sup>1</sup>
All industries.....	1,773	7,454.1	139	602.2	117	512.8	4	10.9	4	10.1	26	12.5	8	56.0
Manufacturing.....	1,023	4,137.0	40	109.7	36	102.4			2	2.3	2	5.0		
Food and kindred products.....	124	373.0	39	108.4	36	102.4			1	1.0	2	5.0		
Machinery, except electrical.....	98	262.7	1	1.3					1	1.3				
Other.....	801	3,501.3												
Nonmanufacturing.....	750	3,317.0	99	492.5	81	410.3	4	10.9	2	7.8	4	7.5	8	56.0
Transportation <sup>3</sup> .....	107	688.4	34	301.1	29	274.2	4	10.9					1	16.0
Utilities: electric and gas.....	86	207.2	3	3.0	2	2.0					1	1.0		
Wholesale trade.....	15	28.4	7	16.8	7	16.8								
Retail trade.....	116	303.9	37	86.0	33	77.8					23	6.5		
Services.....	62	218.5	13	72.0	7	33.7							1	1.7
Construction.....	221	898.0	5	13.6	43	5.8			2	7.8			6	38.3
Other.....	143	972.7												

<sup>1</sup> Figures represent number covered by agreements, not necessarily those covered by the guarantee.

<sup>2</sup> Includes 1 agreement covering 2,500 workers that guarantees 10 months of employment.

<sup>3</sup> Excludes railroads and air transportation.

<sup>4</sup> Includes 1 agreement covering 2,300 workers that provided a weekly guarantee from April through November and no guarantee during the other months.

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

## Other Guarantees

Eight agreements, six of which were in the motion picture and theatrical industry, contained other guarantees which are described below:

*Retail Building Material Dealers of Greater Cleveland.* An agreement between this association and the Teamsters guaranteed 50 percent of the average number of workers employed in December employment for 17 weeks starting the first week beginning on or after December 10—the slack season for building materials. However, each dealer had the right to reduce his work force before December 1 to the number he anticipated that he would need during the guarantee period.

Like the weekly guarantee provisions, absences or failure to report to work reduced the hours guaranteed, and certain events that “crippled the industry” or “shut down the dealer” (such as fire, explosion, or strikes) waived the guarantee. Also, overtime hours worked, paid vacation, and paid holidays were credited toward the guarantee.

*Pacific Maritime Association.* The Pacific Maritime Association and the Longshoremen's and Warehousemen's Union's agreement provided a unique guarantee. It was an integral part of the mechanization and modernization agreement of the West Coast longshore industry which provided longshoremen guaranteed employment or pay for the periods during which the introduction of new machinery or cargo-handling methods

<sup>5</sup> For an early description of this plan, see “Working Rules in West Coast Longshoring,” *Monthly Labor Review*, January 1961, pp. 1–10. As of June 17, 1963, the base hourly rate was increased to \$3.19, and the weekly wage guarantee was, therefore, \$111.65; as of June 15, 1964, the hourly rate was \$3.32 and the weekly guarantee, \$116.20.

<sup>6</sup> This trust was financed from funds allocated to it from the Mechanization and Modernization Fund, which was financed by employer contributions of \$1½ million made during the June 1959–June 1960 contract year and \$5 million per year payable for 5½ years beginning January 1961.

<sup>7</sup> From 1958 until 1964, registration on the West Coast was frozen. Therefore, with few exceptions, all fully registered longshoremen have met this requirement.

<sup>8</sup> In general, to qualify for a 2-week paid vacation, longshoremen under age 60 must have been paid for 1,344 hours in the previous payroll year; those age 60 and over must have been paid for 1,100 hours.

<sup>9</sup> In June 1964, this amount was increased to \$5,578. The “current 4-week benefit period” was a period during which the employment guarantee had not been met and a supplement to actual earnings was required in order to satisfy the wage guarantee.

<sup>10</sup> The “group average hours” for each port was computed by finding the average total hours worked during a 4-week period by a representative class of employees in the group.

were expected to cause drastic cuts in work opportunities.

Under the detailed plan subsequently negotiated by labor and management, layoffs were prohibited. Early and normal retirement was encouraged, and in some cases, compulsory retirement was provided for. Qualified longshoremen were guaranteed 35 hours of work opportunity per week or the equivalent in pay.<sup>5</sup> Longshoremen who worked less than 35 hours were paid the difference, if any, between their total weekly earnings (including unemployment insurance compensation) and 35 hours' pay by the trustees of the union-employer Supplemental Wage Benefit Trust.<sup>6</sup>

The guarantee for any one 4-week period was applicable to longshoremen who—

1. Were fully registered for 3 years;<sup>7</sup>
2. Were eligible for a 2-week paid vacation;<sup>8</sup>
3. Were available for work and had not refused work assignments;
4. Earned less than \$5,359 during the 48 consecutive weeks immediately preceding the current 4-week benefit period;<sup>9</sup>
5. Worked or had credited to them during the current benefit period at least 93 percent of the group average hours.<sup>10</sup>

Determination of eligibility and administration of the guaranteed wage provision was the responsibility of the Board of Trustees selected by the parties.

*Motion Picture and Theatrical Industry.* The guarantee provisions found in six agreements in this industry reflected the nature of employment in the industry and its unique type of collective bargaining. For most employees, the basic agreements stipulated only the minimum conditions of employment, including minimum guarantees. Actual guarantees of employment and pay, as well as other conditions, were subject to negotiation between the individual employee and his employer.

Only the initial period of employment was guaranteed under these contracts. The duration of the guarantee period was either uniform (e.g., 1 week) or varied according to the budget of the motion picture or according to the number of episodes in and length of a television series.

—ARNE H. ANDERSON

Division of Industrial and Labor Relations



## State Labor Legislation Enacted in 1964

THE LEGISLATURES of 23 States<sup>1</sup> and Puerto Rico met in regular sessions in 1964, a few of them solely for budget purposes. Nevertheless, enactments were made in practically all fields of labor legislation, the more significant ones including Michigan's first minimum wage law, Arizona's provisions for the control of radiation sources, and seven States' measures to increase benefits of various kinds under workmen's compensation laws.

### Minimum Wages

Michigan has now joined the ranks of the States with minimum wage laws. The new statute applies to men and women and sets a minimum wage rate of \$1.00 beginning January 1, 1965, \$1.15 as of January 1, 1966, and \$1.25 as of January 1, 1967. It applies to employers of four or more employees between 18 and 65 years of age, with no exemptions except persons subject to the Federal Fair Labor Standards Act. However, the law provides that "no employer shall employ for more than 13 weeks in any four consecutive 3-month periods any employee at a rate less than prescribed." This law will make Michigan the 32d jurisdiction with really effective minimum wage laws; four other States have such laws on their statute books, but they are inoperative at present. Of the 32, 20 have a statutory minimum wage, and 17 of the 20 cover men as well as women.

Three States amended their minimum wage laws. South Dakota, whose law applies to women and girls only, increased its statutory rate from \$15 to \$20 a week in cities with a population of 2,500 or more, and from \$12 to \$17 elsewhere. Massachusetts increased its statutory rate to \$1.30 as of September 5, 1965, and to \$1.35 as of September 5, 1966; the act further provides that such rates will be effective for manufacturing occupations at any time before such dates if the Federal minimum wage is equal to or higher than these rates. Puerto Rico now permits wage boards to fix piece rates, instead of hourly rates, for workers employed in the sewing of tobacco leaves and "any other economic activity." The fixing of piece rates was formerly limited to coffee harvesting.

Automatic increases in minimum rates approved in earlier years took effect in Alaska, Connecticut, Hawaii, Massachusetts, Nevada, New Hampshire, and North Carolina. There are now six States with statutory rates of \$1.25 or more in effect, and seven with rates of \$1.00 to \$1.15. California wage orders, which went into effect in August 1964, set a minimum wage of \$1.30 an hour for most occupations.

New York City tried again this year to establish by law a minimum wage rate for employment in that city of \$1.50 per hour, which is higher than the State law requires in other parts of New York State. A similar 1962 law had been declared unconstitutional by the Court of Appeals, but because of a new constitutional amendment in 1963 giving cities more power to regulate local affairs, the supporters of the new law believed it would pass the test of constitutionality. The new law was immediately challenged and was declared unconstitutional by a trial court, but is still to be heard in the higher courts.

### Agricultural Workers

A significant feature of the Michigan minimum wage law was its coverage of agriculture, subject of course to the 13-week clause already quoted. As a result of this clause, many seasonal agricultural workers will not benefit by the act's provisions. Of the State minimum wage laws specifying minimum rates, only those of Hawaii and Puerto Rico previously applied to agriculture. Among the States where minimum rates are established by wage boards, only Wisconsin and California have actually issued orders covering agricultural work and these apply exclusively to women and minors.

California passed a law authorizing guidance services in securing from the Federal Government financial or other aid necessary for the construction or operation of housing for farm laborers. Michigan created a committee to study the housing of migratory workers, and New York extended the life of its legislative migratory labor committee for another year.

<sup>1</sup> Alaska, Arizona, California, Colorado, Delaware, Georgia, Hawaii, Kansas, Kentucky, Louisiana, Maryland, Massachusetts, Michigan, Mississippi, New Jersey, New York, Pennsylvania, Rhode Island, South Carolina, South Dakota, Virginia, West Virginia, and Wisconsin (carried over from 1963).

## Child Labor

Virginia, Maine, and Alaska amended their child labor laws. Virginia now permits children of 14 and 15 to work until 9 p.m. in the summer; it also permits boys of 14 and 15 and girls of 16 and 17 to work at soda fountains and in restaurants where the sale of alcoholic beverages is merely incidental to the business. This law also lowered the age from 16 to 14 for boys employed in bowling alleys, but not as pinsetters or in connection with pinsetting machines. Another Virginia act prohibited employment of girls under 18 and boys under 16 more than 25 miles from the place of employment in the solicitation of subscriptions for books, magazines, and other periodicals. In Maine, minors under 14 may now be employed in school lunch programs if the work is limited to serving food and cleaning up in the dining room. Alaska authorized the labor commissioner, under certain conditions, to grant exemptions for work in hazardous occupations.

## Training and Retraining

Matching Federal funds in connection with participation in the program under the Manpower Development and Training Act was authorized by Hawaii, New York, and Pennsylvania, while committees in two South Carolina counties were charged with developing plans to comply with the intent of that program. In addition, one of these counties was authorized to study and recommend a program of vocational education for youth of high school age and for adults. Michigan and Virginia also provided for development of area vocational education.

A Massachusetts act set up a service corps, patterned on the new Federal youth employment programs, for persons 16 and over participating as full-time volunteers, and for students 14 and over participating on part-time basis. The law included a provision for education and training of school dropouts and the unemployed between 16 and 21 years of age to prepare them for regular employment.

Two laws in this area were passed in Michigan. One of these established special education and subsidized work-experience programs for unemployed dropouts between 16 and 20 years of age who have

been out of school for at least 2 months. The other set up a subsidized program of work training, combined with academic training, for youths 16 to 22 who have been out of school for 6 months or have graduated from high school.

Some States provided for training adults in addition to young persons. For instance, Delaware authorized its Department of Public Welfare to assign employable recipients of public assistance to training projects designed to improve their chances of employment. Mississippi authorized its Agricultural and Industrial Board to formulate and put into effect plans for industrial plant training and recruitment for new and expanded industries, or both. A commission on manpower, technology, and training was created in West Virginia to make certain studies, including the impact of technological advancements on employment opportunities, and to survey and evaluate current programs of job training, retraining, and skill development.

## Industrial Relations

Following the recent trend toward bargaining rights for public employees, Louisiana granted to employees of municipally owned or operated public transportation facilities the right to organize and bargain collectively. Massachusetts specifically strengthened these same rights for its State employees but made it an unfair labor practice for State employees to strike. In addition, Massachusetts amended its State labor relations act by extending its provisions to nurses employed in public or private health care facilities. However, such nurses are prohibited from engaging in strikes, work stoppages, or slowdowns, and employers are prohibited from causing a lockout. In Delaware, the Director of the Mediation Service was authorized to determine the necessary protective arrangements, including collective bargaining agreements, of employees of privately owned transportation systems before any such system is acquired by any State authority.

Alaska and Rhode Island prohibited any person from requesting or requiring, as a condition of employment, an employee or applicant for employment to submit to a lie detector test. The other States with such bans are California, Massachusetts, and Oregon.

In an Oklahoma referendum, the voters rejected a right-to-work constitutional amendment. In Oregon, an attempt by initiative petition to put the right-to-work issue on the ballot was almost unanimously rejected.

### Occupational Safety and Health

Six States passed laws or amendments relating to the control of radiation sources. Arizona created an Atomic Energy Commission. In Rhode Island, the Governor was authorized to enter into an agreement with the Federal Government for the transfer of responsibilities from the U.S. Atomic Energy Commission to the State when such an agreement is recommended by the State Atomic Energy Commission. Georgia, Mississippi, and Virginia amended their laws to designate the State Department of Health as the administrative agency. Massachusetts abolished its Atomic Energy Commission and transferred its powers and duties to the newly established Department of Commerce and Development.

In all, 46 States now have laws or regulations specifically designed to control radiation hazards. These laws usually include licensing or registration requirements, recordkeeping requirements, and the designation of a specific regulatory agency with authority to issue rules and regulations.

Safety legislation in areas other than radiation included New York amendments authorizing the issuance of regulations governing the construction, use, and operation of coin-operated machines which perform any manufacturing process; authorizing the construction code to be enforced in factories, mercantile establishments, and places of public assembly in municipalities; and requiring insurance inspectors of boilers to be certified by the Commissioner of Labor. A Massachusetts amendment prohibited employers engaged in construction work from permitting an employee to use stilts to elevate him to high-placed work; a Georgia measure created a committee to study industrial safety; and a Michigan resolution asked for a study of construction safety rules.

### Workmen's Compensation

In the area of workmen's compensation, seven States raised benefits of one type or another, six extended coverage to additional groups of public

employees, and four provided for studies of their laws.

Kentucky amended its benefit provisions by changing the method of computing benefits; the weekly minimum and maximum benefits will now be based on the average weekly wages of the State instead of monetary amounts specified in the law. Benefits will be 66⅔ percent of the average weekly earnings of the employee, but the minimum benefits for all types of disability and for death will be 25 percent of 85 percent of the average weekly wages of the State. The maximum benefits vary—for death and partial disability it is 50 percent, and for total disability 55 percent, of 85 percent of the average weekly wages of the State. In addition, the former maximum limitation on the total amount of compensation payable in disability cases was deleted. Medical benefits, formerly limited to \$3,500, were also increased. Now, unlimited medical treatment may be ordered by the Workmen's Compensation Board upon application and showing of justifiable need.

Virginia increased its maximum weekly compensation for death and disability from \$37 to \$39, and the minimum from \$12 to \$14. The total maximum benefits were increased from \$11,100 to \$11,700 for death, and from \$14,800 to \$15,600 for disability. The initial period for medical benefits was increased from 60 to 90 days after the accident.

Alaska changed its benefits for temporary disability and permanent partial disability by raising the minimum amount from \$18 to \$25 a week. Benefits for certain schedule injuries were also raised: loss of an arm, for instance, is now \$14,500 instead of \$9,800; and loss of a leg is \$12,900 instead of \$8,700.

Death benefits only were increased in Massachusetts—from a weekly maximum of \$35 to \$40 for the widow and to \$46 for a widow with one child, with an additional weekly allowance of \$6—as formerly—for each other child.

In South Dakota, a former requirement that compensation payments, other than medical or hospital, be deducted from death benefits has been changed to permit deduction of only one-half of such amounts.

A Virginia amendment included a provision for disfigurement benefits if the disfigurement appears on the hands, arms, or legs, in addition to head or

face as formerly. Delaware also broadened its disfigurement coverage by providing for compensation if the disfigurement is visible and offensive with the body normally clothed, including disfigurement caused by loss of a member.

Six States extended coverage to additional groups of public employees. In Mississippi, it was extended to the National Guard; in Michigan, to full-time firemen or policemen for respiratory or heart diseases or illnesses resulting from the job; in Arizona, to certain volunteer firemen and volunteer policemen, members of the police department sworn as peace officers, and persons who perform services as trainees for the purpose of vocational rehabilitation.

Kentucky added to its coverage employees of departments, administrative bodies, and agencies of the State. Virginia specified that certain executive officers—elected or appointed—of a corporation, municipal or otherwise, are to be considered employees of the corporation for the purposes of workmen's compensation.

Georgia proposed an amendment to the constitution to enable county boards of education to use educational funds to provide workmen's compensation for school personnel. In addition, this State authorized boards of education of counties with a population of less than 300,000 (at present, only Fulton County) to adopt an appropriate resolution providing workmen's compensation for the employees.

A Kentucky amendment provided that to be compensable, a claim must be filed within 10 years from the last injurious exposure in the case of radiation, rather than within 5 years as is the case with other occupational diseases. The time for filing claims remained the same as before—1 year after the last injurious exposure to the occupational hazard or after the employee first experiences a distinct manifestation of the disease.

Puerto Rico and the States of South Carolina, Massachusetts, and Michigan all provided for com-

mittees to study their workmen's compensation laws.

### Other Laws

In New York, the women's hours law was amended to authorize employment—by special permit—of women 21 years of age and over in factories in excess of the maximum statutory hours (8 a day, 48 a week) for up to 8 weeks in the last 6 months of the calendar year. The Industrial Commissioner is authorized to issue such permits under certain conditions, providing safeguards for the health and welfare of such women are included.

Virginia amended its law regulating "labor agents" (those who procure laborers, usually under contract, for other persons) by exempting from coverage the so-called "temporary help agencies"—those employing individuals to give part-time or temporary service to other persons. Massachusetts provided for the regulation of agencies procuring domestic workers from outside the State but within the United States.

Georgia passed—for the first time—a time-off-for-voting law, permitting employees to take up to 2 hours' leave from work to vote if they do not have 2 consecutive hours of their own time for that purpose. There are now 30 States with time-off-for-voting laws.

Maryland enacted a law making it a "harmful" employment practice for an employer to discriminate in matters of employment because of age against a person 40 to 65 years of age; however, the act specifically prohibits the application of penalty provisions of the labor laws to violators. The New York apprenticeship law was amended to prohibit the selection of persons for apprenticeship training programs on any basis other than their personal qualifications.

—NORENE M. DIAMOND  
Bureau of Labor Standards

# When Teachers Organize

*"Virtually every innovation in American schools during the coming decade will be influenced by two strong currents of change. One of these is the growing effort to improve relations between races. The other is the increasing insistence of teachers on the right to express their views on school policy questions."*

## Appeal From an Impasse

THE RIGHT of the teachers' organization to appeal to a third party for the mediation of a disagreement, or an impasse, with the board of education is one of the most controversial of the current issues on professional negotiation and collective bargaining.<sup>1</sup> The provision in the National Education Association (NEA) professional negotiation resolution calling for an appeal "through educational channels" was not for arbitration of a board-teacher organization conflict but rather more of an effort at factfinding or mediation. However, in either mediation or arbitration, the provision of an opportunity for appeal raises the question as to any alleged usurpation of the authority of the board of education.

An NEA publication on the elements of professional negotiation lists as an integral part "a provision to deal with impasse—whether the impasse be caused by the board, by the association—or by what seems to be the most obvious cause, but the one seldom mentioned—by the simple fact that the two honestly cannot agree."<sup>2</sup>

The significance of this point is dramatized by the departure from the traditional concept of unilateral or even bilateral approaches through which negotiations are currently conducted. The provision of such an appeal process in the event of an impasse between the teachers' association and the board of education offers a new and untried negotiation instrument. The possible similarity between the appeal through educational channels and the use of a tripartite body under collective bargain-

ing arrangements in private employment should be noted.

There are at least two points which should be noted in regard to any implied comparability between such tripartite collective bargaining and professional negotiation. The first is in regard to the term "public interest." The third or neutral party in the tripartite agreement is viewed to a degree as being representative of the public interest. But to extend this concept to our educational enterprise would seem to imply that the board of education would not function as such a representative—hence the [proposal that the appeal be carried] through educational channels. This raises a difficulty in reconciling such a third-party approach in collective bargaining with comparable procedures in education, since the board of education in a sense acts in a dual role—the employer and the representative of the public. The use of a third party seems to suggest a voluntary denial by the board of education of this public responsibility. Its transfer by the board to a designated neutral

<sup>1</sup> EDITOR'S NOTE.—This excerpt is taken from James B. Steffensen, "Teachers Negotiate With Their School Boards," (U.S. Department of Health, Education, and Welfare, Office of Education, OE-23026 Bulletin 1964, No. 40), ch. IV. This, with the article beginning on page 1297, presents two more facets of *Review* coverage of a subject commanding particular interest among trade union and academic circles. Steffensen ends his study with the quotation—taken from the writings of Dr. John H. Fischer, president of Teachers College, Columbia University, in the February 1964 *Teachers College Record*—which heads this month's excerpts. Other recent articles are "A Case for Teachers' Unions," *Monthly Labor Review*, March 1964, p. 292; "The Case for Independent Professional Teachers' Associations," May 1964, p. 543; "The NEA Convention and the Organizing of Teachers," August 1964, pp. 882-885; "Reaction of Organized British Teachers to Crises," September 1964, pp. 1022-1025; and "The 1964 Convention of the Teachers' Union," October 1964, pp. 1138-1142.

<sup>2</sup> Martha L. Ware, *Professional Negotiation* (Washington, National Education Association, 1962), p. 7.

who would accept it for a possible resolution of the impasse implies that the neutral party would assume the "public representative" designation.

Another factor which must be considered in making comparisons between these two approaches to negotiation is the extent to which the third party would function in the area of compulsory arbitration. As Secretary of Labor Wirtz has noted, there is substantial indication of "an evolving pattern of resort in one form or another to that arbitration of reason rather than of economic force, which may well be essential to the continued vitality and effectiveness of significant private collective bargaining."<sup>3</sup>

One of the problems of current negotiation procedures has been the inability of teachers and boards to make long-term studies of the issues prior to the initiation of negotiation sessions. Relatively few local associations have full-time staff members; and, as a result, salary negotiations, for example, are frequently characterized by a certain amount of sporadicity, culminating usually in a brief period of discussion in the spring when the salary schedule for the ensuing year is established. The advantage of the study committee lies in the provision for "careful study and patient discussion [which] can provide a more constructive outlook."<sup>4</sup> Perhaps the lack of opportunity for both groups to have such "patient discussion," based upon previous and continuing careful study, was instrumental in the development of the NEA resolution calling for more formalized negotiation procedures.

Some note should be made of the potential development of a negotiation framework which extends beyond the limits of any one school district, the "industrywide" approach. It would appear to be entirely conceivable that negotiations between teacher groups and school boards may place far greater reliance on activity at the State level than has occurred in the past—negotiations between the State school boards' association and the State teachers' association. A suggestion of this development is seen in a statement attempting to stabilize the contractual relationship between teachers and school boards in Minnesota.<sup>5</sup>

Discussions on sanctions in Oregon have included the proposal that sanctions against any one school board be viewed by the State School Boards Association as being sanctions against that State

association. The 1963-64 conflict in Utah was being conducted at the State level. The development of such a statewide negotiation procedure would, of course, have severe implications for the "appeal through educational channels" as it is apparently being viewed.

It is inevitable that for the present time discussions of professional negotiation will be concerned with collective bargaining. It is within the literature on collective bargaining that one currently directs a major part of his efforts in search for information on employer-employee negotiation procedures. And, as suggested above, the provision for an appeal through educational channels is of particular significance to professional negotiations just as the provision for third-party involvement in collective bargaining is of interest to labor and management in private employment.

In summary, teachers are showing increasing interest in formal negotiation procedures. The lack of more descriptive information to delineate procedures for the development and form of the necessary legislation has resulted in a considerable amount of conjecture. Until such time as there is rather wide implementation of such actions as the professional negotiation resolution and until guidelines are developed which make possible more discerning examination of such proposals, then discussions will probably continue to center upon the relationship between professional negotiation and collective bargaining. It is within this relationship, including the possible increase in the use of tripartite collective-bargaining bodies, that the use of the appeal group becomes significant. This significance is centering upon the suggestion of a possible change in the view of the board as being the representative of the public interest in its negotiation procedures if a provision is made for an appeal from impasses which are insolvable through the traditional bilateral or unilateral approaches of the present. Whether this change legally can occur, or rightly should occur, or administratively will occur presents the basic question still unanswered.

<sup>3</sup> W. Willard Wirtz, "The Future of Collective Bargaining," *Monthly Labor Review*, November 1961, p. 1207.

<sup>4</sup> George W. Hildebrand, "The Use of Tripartite Bodies to Aid Collective Bargaining," *Monthly Labor Review*, June 1961, p. 593.

<sup>5</sup> Minnesota School Boards Association, "Revised Recommendations on Teacher-Board Contract Relations," *Minnesota School Board Journal*, November 1962, p. 20.

## Collective Bargaining for Public School Teachers

IN STATES where collective bargaining in public education is not prohibited, two rival teacher organizations have made strong efforts to persuade school boards to conduct representation elections and to negotiate with the designated teacher organizations.<sup>1</sup> The organizations currently engaged in increasingly bitter competition are the American Federation of Teachers, affiliated with the AFL-CIO, and the National Education Association, an independent professional association.

### Approaches to Bargaining

*The NEA.* The NEA uses the term "professional negotiations" to distinguish its efforts at bargaining from the traditional procedures of the labor movement. It is a generic term covering a variety of relationships between school boards and local teacher associations. For example, a local affiliate is considered to have a Level I agreement if the school board has made a written statement—which may be in the minutes of the board meeting—that it recognizes the association as the representative of all teachers in the district or even as the representative of its members. Level II agreements consist of recognition and establishment of a negotiation procedure. If a means for settling impasses is added, the agreement is considered to be at Level III. The association will classify as professional negotiation a school board statement which establishes a procedure for recognizing employee organizations, but names no representative. In addition, dual and proportional systems of representation are considered professional negotiations.

On the basis of this inclusive definition, it is not surprising that the NEA can claim to have over 200 local affiliates that engage in professional negotiations. Most of these locals are merely recognized by the school board as the representative of their members or of all teachers. This is far different from any kind of meaningful negotiations.

*The AFT.* The AFT makes no effort to distinguish its approach to teacher-board relations from traditional collective bargaining. Although the union

has been advocating collective bargaining for over 20 years, the confusion over the AFT's bargaining is similar to that exhibited by the NEA on professional negotiations.

For example, although the AFT claims to have approximately 12 written agreements between school boards and teachers' unions, only 4 include terms and conditions of employment; the others are merely recognition agreements. In addition, several agreements do not provide for exclusive recognition, and in two cases the school boards have signed written agreements with the NEA local as well as the AFT local.

### Representation Problems

Because of the lack of standardization between and within the approaches of the two organizations, the procedures established for negotiations between school boards and public school teachers are extremely diverse. In a study by the author of 20 school districts in which negotiations were conducted, it was found that 15 had exclusive recognition while 5 had various systems of recognition, including dual and proportional representation.

In two of the districts which did not have exclusive recognition, a system of dual representation was used. The school board negotiated with representatives of both teacher organizations at separate times. Representatives negotiated only for members of their own organizations, yet any agreements had to apply to all teachers in the school district. In both cases, the school board signed a written agreement with both teacher organizations. Although the terms and conditions of employment for all teachers in the district were identical, the written agreements were markedly different: one did not include any of the terms and conditions of employment, but provided for third party mediation in the event of an impasse; the second included the terms and conditions of employment that applied to all teachers in the district.

Two school districts had a system of proportional representation through a joint committee consisting of representatives of all employee or-

<sup>1</sup> Excerpts of a paper presented by Michael H. Moskow of the Department of Economics, Lafayette College, at the Eighth Annual Conference of the National Association of State Labor Relations Agencies at Lake Delton, Wis., Sept. 22, 1964. Minor changes in wording and syntax have been made to provide transitions.

ganizations. Membership on the committee was proportional to the size of the organization. In one of the districts, negotiations were conducted by this committee and the school board. The other district followed a unique procedure whereby the 13-member proportional committee selected by majority vote a 5-man negotiating team to meet with the school board. Since the proportional committee was composed of nine union representatives and four representatives of the association, the negotiating team consisted of five unionists.

The 20th school district had a representational system under which the teachers' association theoretically negotiated only for its members. All agreements applied to the entire teaching staff, but since the written agreement explicitly included the "members only" clause, it was not classified as exclusive recognition.

In the school districts which had representational systems other than exclusive recognition, there was general dissatisfaction among the participants, whether they were teachers, administrators, or school board members. The only exceptions were the representatives of the minority organizations who participated on the proportional committees, though the representatives on the committee that selected a negotiating team felt that their participation was meaningless unless they could have at least one representative on the final committee. In most cases, however, the dissatisfaction was over the duplication of time and effort in negotiations.

*Elections and Unit Determinations.* Since, in general, no public agency exists to conduct representation elections and no legislative guides are provided, school boards, according to the author's research, usually unilaterally promulgated election rules and standards. The result was often a set of procedures which provided neither protection nor equity for classroom teachers.

At times, the election was conducted by an impartial person, but in most cases full-time administrators who were employees of the school board performed the function. In other cases, an outsider, whose salary is paid by the school board, was appointed. His duties ranged from merely counting the votes to determining the bargaining unit or to completely controlling the election.

In some cases, bargaining units have been limited to classroom teachers, but in others, groups such as guidance counselors, nurses, attendance teachers, department heads, and principals have been combined with the teachers. At times, even the superintendent and assistant superintendents of schools have been included in the unit. The established principle of excluding supervisors from bargaining units has not been followed.

In setting rules for representation elections, a variety of standards have been used. Some school boards have required the winner to poll a majority of those voting. Other boards have required a plurality of those voting, and some have ordered a two-thirds majority. In one case, a board required a majority of those eligible to vote and since neither organization received the necessary number of votes, no winner was declared. Two school boards reserved the right to evaluate the results of the election and determine whether there was a winner.

The significance of winning a representation election has varied widely. Several school boards have stated before the election that they would refuse to sign a written agreement with the teachers' representative. One board of education claimed that the winner would not be authorized to bargain collectively. After conducting an election and negotiating an agreement with the teachers' representative, another school board unilaterally decertified the organization and refused to negotiate.



# Technical Note

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## Health Insurance in the Revised CPI

JAMES C. DAUGHERTY\*

AS PART of the recent comprehensive revision of the Consumer Price Index (CPI), the Bureau of Labor Statistics made a major change in the treatment of the health insurance component of medical care. Pricing of actual premium rates for family group contracts has been discontinued. Instead, health insurance is represented in the new CPI by prices for a number of hospital and professional services for which claims are paid, plus a small portion representing retained earnings or "overhead."

Although direct pricing of premium rates may be theoretically desirable, difficulties of obtaining prices for an adequate sample of representative plans and of making proper adjustment for quality changes in benefits have proved too great to continue using this method.

### Experience in Measurement

Premium rates for Blue Cross hospitalization insurance were incorporated into the CPI in 1950. Rates were represented in the index by the gross premium rate for the most widely held family group contract in each city. In December 1958, similar rates for Blue Shield surgical insurance were introduced into the index on the same basis.

Between 1950 and the 1964 CPI revision, two major problems in measuring price changes for health insurance caused increasing concern. The first of these was a definition of constant quality for the purpose of adjusting premium rate changes. These changes in rates reported to the Bureau were evaluated by the local plans themselves with respect to three major causes: Changes in costs of covered services; changes in utilization (i.e., changes in total claims paid); and changes in benefits.

In the index, changes in premium rates attributed to differences in the unit costs of services

(e.g., hospital charges) for which claims are paid were clearly to be included as price changes. Conversely, changes in rates associated with obvious differences in coverage of benefits were excluded from the index calculation. Utilization changes, however, presented a number of problems, both conceptual and operational. Changes attributed to increased utilization were treated as price changes on the ground that the amount of protection offered by a given policy did not change because of an increase in aggregate claims. According to this reasoning, greater utilization represented greater cost to the insuring company and, hence, to the individual consumer who received the same protection, but at additional cost.

On the other hand, authorities in the field of medical care objected to inclusion of the effect of increased utilization in CPI calculations, arguing that such treatment failed to eliminate the effect of increases in quantity of medical services provided.

Also, another difficulty encountered in measuring rate change was reaching agreement on what constituted a real change in benefits. For example, an increased allowance for a hospital room or a physician's fee may coincide with an increase in the cost of these services, or an increase in these rates may precede the higher allowance. Consequently, there may be no increase in benefits even though benefit payments are increased. Furthermore, increases in utilization have, at times, been accompanied by reductions in benefits, a device used to forestall higher premiums. Representatives of Blue Cross and Blue Shield, the only rate sources for the old series index, reported that there was some uncertainty, and probably a lack of uniform reporting on the part of the various local plans, concerning the proper line to be drawn between utilization and cost factors.

BLS also had to consider the problem of policies written by commercial insurance carriers.

Many large group insurance contracts are being written on an industrywide or companywide basis and therefore are not representative of a single city or State (as is the case with the Blue Cross-Blue Shield plans). This would have made the problem of pricing and evaluation considerably more complicated than it was previously, particu-

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\* Of the Office of Prices and Living Conditions, Bureau of Labor Statistics.

PRICED ITEMS AND WEIGHT ALLOCATION FOR HEALTH INSURANCE IN THE REVISED CONSUMER PRICE INDEX, DECEMBER 1963

Item	Relative weight
SAMPLE A <sup>1</sup>	
Total health insurance.....	100
Health insurance claims:	
Hospital services:	
Daily service charge, semiprivate room.....	12
Daily service charge, private room.....	8
Operating room service.....	21
Nonhospital services:	
Other physicians (office visit).....	21
Surgeons' fees (tonsillectomy).....	18
Prescriptions and drugs.....	5
Health insurance retained earnings.....	15
SAMPLE B <sup>1</sup>	
Total health insurance.....	100
Health insurance claims:	
Hospital services:	
Daily service charge, semiprivate room.....	12
Daily service charge, private room.....	8
X-ray diagnostic series.....	21
Nonhospital services:	
Other physicians (office visit).....	21
Surgeons' fees (herniorrhaphy).....	14
Obstetrical fees.....	4
Prescriptions and drugs.....	5
Health insurance retained earnings.....	15

<sup>1</sup> For an explanation of the replication sampling design, see "The Statistical Structure of the Revised CPI," *Monthly Labor Review*, August 1964, pp. 916-924.

larly in view of the multiplicity of rates and reporting sources.

As a result of these uncertainties and as a further consequence of a series of conferences with representatives of the Health Insurance Association of America, the Bureau concluded that from a practical standpoint, the best method for measuring health insurance price changes was by pricing these services directly.

### Revised Index Procedure

The total weight for the health insurance component in each city will continue to be average expenditures for health insurance as reported in the Bureau's expenditure surveys. (The share of insurance paid for by employers is not included in the index weights.) Expenditure weights for health insurance in each index city were first subdivided between claims and retained earnings on the basis of national findings that, in 1960, claims accounted for 85 percent of total income and retained earnings for 15 percent.

Within the claims portion, expenditure weights were further allocated to in-hospital and out-of-hospital costs and within these to the priced services on the basis of data collected by the Civil

Service Commission. In general, the items selected are also priced to represent direct expenditures. Cost weights for the elements of health insurance will be kept distinct from those of like items representing direct medical care costs. The priced items and their respective weights are shown in the accompanying table.<sup>1</sup>

The base weight for retained earnings was divided between Blue Cross-Blue Shield and private carriers on the basis of data for 1960. These relative weights will be adjusted annually, but in such a manner that the change in proportions will not be reflected directly as a price change. The overhead cost component for each city will be adjusted annually and escalated from month to month on the basis of the average change for the particular city in the prices of the items representing claims. The annual adjustment for changes in the ratio of retained earnings to income will be based on national financial data for Blue Cross-Blue Shield Plans and the commercial insurance carriers, as reported to the Social Security Administration. For convenience, the calculation of these "retention factors" will be carried out by expressing them as a proportion of benefits rather than of total income, since the cost weights for priced services correspond to benefits. The annual relative of change in the retention factor will be calculated on the basis of weighted averages of the two ratios in each of the two periods for which the calculation is to be made, using data of the earlier period as weights. New weights will be linked in at each period to take account of shifts in the importance of Blue Cross-Blue Shield versus the commercial carriers. The annual relative using previous-period weights can be expressed as follows:

$$\frac{R^{(t)}}{R^{(t-1)}} \frac{t-1}{t-1}$$

where R is the weighted average retention factor (ratio of retained earnings to benefits), the subscripts indicate the time period to which the weights (benefit proportions) relate, and the superscripts indicate the time period to which the weighted averages refer.

<sup>1</sup> A more detailed description of the calculation procedure, including an illustrative example, is available on request.

# Significant Decisions in Labor Cases\*

## Labor-Management Relations

*Hot-Cargo, Secondary Boycott.* Reversing its previous position, the National Labor Relations Board ruled<sup>1</sup> that the Labor Management Relations Act's provision permitting hot-cargo agreements in the construction industry does not forbid strikes or picketing to obtain such agreements. The Board emphasized, however, that such strikes and picketing in the industry are illegal if undertaken to enforce such agreements, or if they have a dual purpose of obtaining the legal hot-cargo clause and disrupting business relations between primary and secondary employers.

A building trades council picketed a construction site with signs indicating that a subcontractor on the project was not affiliated with the council and paid substandard wages. After virtually all work on the project was halted, the council requested the general contractor to sign an agreement with all subcontractors, providing that only those having contracts with the council's affiliates would be permitted to work at the construction site.

The trial examiner, relying on the Board's ruling in the *Colson and Stevens* case,<sup>2</sup> found that the council had violated the act's secondary boycott ban—section 8(b)(4)(A)—by picketing to compel the general contractor to enter into a hot-cargo agreement which would be unlawful under the construction industry proviso to section 8(e) of the act. The Board's position in that case was that economic force to obtain a hot-cargo agreement in the construction industry invalidated such an agreement, although it would have been legal had it been “voluntarily” entered into.

In light of the rejection of its interpretation of the 8(e) proviso by three separate courts of appeals,<sup>3</sup> the Board reversed its position and found no secondary boycott violation. The courts had

consistently held that the exception provided by section 8(e) for the construction industry is clear and unambiguous, giving no indication that it applied only to voluntary hot-cargo agreements.

Though it overruled its previous position, the Board held that the picketing of the council was unlawful under section 8(b)(4)(B) since it found that, in addition to seeking a lawful hot-cargo agreement, the union had a concurrent objective of forcing the cessation of business between the neutral general contractor and the nonunion subcontractor. The two objectives are to be considered independently, the Board concluded.

*Assistance to Union.* The NLRB held<sup>4</sup> that a trucking company which was about to eliminate two terminals and consolidate their operations at another location violated the LMRA by extending to the mechanics of the new facility its contract with the union of the mechanics at one of the old terminals, while representation of the new unit was also claimed by a rival union representing the mechanics at the second old terminal. The mechanics at the new location did not constitute accretion to either of the preexisting units, the opinion stated.

The employer had two terminals in Pennsylvania, one in Pittsburgh and a smaller one in Greensburg. The Pittsburgh terminal employed 11 mechanics, who were represented by the Ma-

\*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.

<sup>1</sup> *Northeastern Indiana Building and Construction Trades Council and Centlivre Village Apartments*, 148 NLRB No. 93 (Sept. 11, 1964).

<sup>2</sup> *Construction Production & Maintenance Laborers Union Local 383, AFL-CIO (Colson and Stevens Construction Co.)*, 137 NLRB 1650 (1962).

<sup>3</sup> *Construction, Production & Maintenance Laborers Union v. NLRB (Colson and Stevens Construction Co.)*, 323 F. 2d 422 (C.A. 9); *Essex County and Vicinity District Council of Carpenters v. NLRB*, 332 F. 2d 636 (C.A. 3); *Orange Belt District Council v. NLRB (Calhoun Drywall Company)*, 328 F. 2d 534 (C.A.D.C.); *Building and Construction Trades Council v. NLRB (Gordon Fields)*, 328 F. 2d 540 (C.A.D.C.). See also *Local Union No. 48, Sheet Metal Workers v. Hardy Corp.*, 332 F. 2d 682 (C.A. 5).

<sup>4</sup> *Schreiber Trucking Co., Inc. and Automotive Mechanics Lodge 1060, International Association of Machinists*, 148 NLRB No. 83 (Aug. 31, 1964).

chinists; the other had two mechanics represented by the Teamsters. Both terminals had other units, consisting of drivers and maintenance men represented by the Teamsters. After the company decided to consolidate its operations into a single new facility at Irwin, Pa., it entered into a memorandum of understanding with the Teamsters, which in effect extended their contract covering mechanics at Greensburg to those at the new terminal. When the Pittsburgh terminal was closed, those of its employees who were represented by the Teamsters were transferred to the Irwin facility with full seniority rights. Only some of the remaining mechanics were eventually hired to work at Irwin, but they were accepted as new employees, with the loss of seniority and at substantially reduced wages. In an action by the Machinists for arbitration, an arbitrator ruled that the union's contract at Pittsburgh did not apply to the new operation and was not in any way violated by the employer.

The NLRB held that the extension of the Teamsters' contract to the new facility constituted unlawful assistance and support to the union, in violation of sections 8(a)(1) and 8(a)(2) of the LMRA. The employees at the Irwin terminal were not, as the Teamsters contended, an accretion to the Greensburg terminal unit, the decision noted, but formed a new unit, separate and apart from the former ones.

The decision said that the employer's agreement with the Teamsters, concluded before any work at the new terminal was begun and purporting to extend the Greensburg contract's territorial limits, was tantamount to an illegal pre-hiring contract, especially since the company was on notice that the Machinists claimed representation of the new unit.

The Pittsburgh mechanics who had been laid off and not rehired or who had been rehired as new employees had been discriminated against, the decision stated, "with respect to their hire, tenure, and terms and conditions of employment, thereby discouraging membership in the Machinists and encouraging membership in the Teamsters, in violation of section 8(a)(1) and (3) of the act." But for the illegal contract between the Teamsters and the employer, the opinion stated, the mechanics at Pittsburgh would not have been laid off

prior to transfer and would have been accorded full rights upon transfer to the new location.

### Fair Employment Practices

*Discrimination in Apprenticeship.* A New York State court affirmed<sup>5</sup> the ruling of the New York Commission for Human Rights that the Sheet Metal Workers apprenticeship program operated discriminatorily in violation of the State's law forbidding discrimination in membership. The Commission had found that a policy of giving preference to relatives of union members, coupled with the lack of objective standards for admission to the program, had the effect of denying to qualified Negroes and other minority groups the right to participate.

The court noted that the development of non-discriminatory shop training programs is such a volatile problem, one involving the very "foundation of our democracy," that it could not be handled "strictly within the conventional confines of an adversary proceeding." Therefore, the court had enlisted the aid of the parties—representatives of the State, the union, and the employers—to draft an acceptable program.

The court stressed that the traditional practice of giving preference to relatives of present union members was unconstitutional and illegal under the New York law, which expressly forbids discrimination in apprenticeship programs.

The new program, drafted by the parties and approved by the court, provides a review procedure available to those who are rejected. In addition, to prevent the adoption of educational standards that would be "higher than . . . reasonably necessary," the court approved gradually increasing educational requirements which would be fair to minorities and yet would not encourage high school dropouts. Application fees were set at \$10 "in order to avert an economic barrier" and still permit the defraying of administrative costs.

The 430 individuals who had applied for the program before the present suit was instituted were to be given equal treatment with later applicants and judged by the same standards: no preference was to be given either group.

<sup>5</sup> In re *State Commission for Human Rights* (N.Y. Sup. Ct., Aug. 25, 1964).

The court was satisfied that the new program, which abolished the existing practice of favoritism and adopted objective standards for applicants, could "serve as a model for others, and by rigid adherence to the adopted standards, itself become a standard of morality and brotherhood, equal opportunity, and democracy."

### Reporting and Disclosure Act

*Political Rights.* A Federal court of appeals ruled<sup>6</sup> that a summary discharge of union officers who had supported an unsuccessful candidate in a union election was in violation of the Labor-Management Reporting and Disclosure Act's guarantee of equal rights and freedom of speech and assembly to all union members.

The plaintiffs, former salaried officials of the International Association of Machinists (IAM), had supported an unsuccessful candidate and were discharged the day after the election by a high union official whose candidate had won. They sued the IAM and various of its officials, contending that they had been wrongfully disciplined without the procedural safeguards guaranteed union members under section 101(a)(5) of the LMRDA. The district court did not decide on the merits of the case, but ruled that the section did apply to union officers.

The court of appeals disagreed with this opinion, holding that the procedural safeguards pro-

vided by section 101(a)(5) for a member "fired, suspended, expelled or otherwise disciplined" were not intended to preclude summary removal of a member from union office.

The appellate court agreed with the district court that the plaintiffs were entitled to engage in intraunion political activity as union members even though they were also officers. The "bill-of-rights" section of the act, the court held, applies to every member, and "nothing in the statutory language excludes members who are officers." To exclude officer members from the coverage of the provisions granting freedom of speech and assembly and equal political rights, the court added, "would deny protection to those best equipped to keep union government vigorously and effectively democratic."

The court further observed that the rights granted plaintiffs by the act are protected under section 609, which prohibits firing, suspending, expelling, or otherwise disciplining a union member for exercising his rights under the act. That section permits one whose rights have been infringed to bring a civil action for appropriate relief. The court indicated that under the act, a union might be permitted to adopt a principle of "required political neutrality" of union job holders, but noted that the IAM had not adopted such a principle.

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<sup>6</sup> *Grand Lodge of International Association of Machinists v. King* (C.A. 9, June 23, 1964).

# Chronology of Recent Labor Events

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## September 2, 1964

THE YEAR'S first major meatpacking settlement was reached when Armour & Co. and the Meat Cutters and the Packinghouse Workers agreed on a 3-year master contract providing 12,000 workers wage increases of 6 cents an hour each year and monthly pensions of \$3.25 per year of service, with full vesting rights commencing at age 40 with 15 years of employment. Wage rates are to be maintained for jobs in which the work content is changed but the end product remains the same. (See MLR, October 1964, p. 1191.)

ON THE SAME DAY, the Mine Workers announced agreement with anthracite operators on a contract providing over 10,000 hard coal miners a 35-cent-a-day wage increase; a 55-cent increase in daily lunch allowances; a \$25 increase to \$185 in vacation pay; and 3 paid holidays. (See MLR, October 1964, p. 1194.)

THE AFL-CIO held a 1-day conference in Washington, D.C., of national, State, and local labor leaders to outline plans for supporting the Civil Rights Act of 1964 (Chron. item for July 2, MLR, September 1964.) Delegates were asked to seek nondiscrimination clauses in their contracts and to assist workers in preparing complaints. International unions were asked to develop fair employment practice programs, and central bodies were requested to establish civil rights committees. (See MLR, October 1964, p. 1197.)

THE NATIONAL LABOR RELATIONS BOARD ruled that two unions' fines against members for filing discrimination charges with the Board were illegal coercion under Section 8(b)(1)(A) of the Taft-Hartley Act. The cases were *Local 138* and *Local 925, Operating Engineers*.

## September 3

EMPLOYERS of some 3.6 million workers brought under the Fair Labor Standards Act of 1961 by Public Law 87-30 (Chron. item for May 1, MLR, July 1961) became subject to payment of a \$1.15 an hour minimum wage, and, in most cases, time-and-one-half for overtime beyond 42 hours a week. The 15-cent increase brought raises to an estimated 565,000 workers who were not already receiving at least \$1.15 an hour. On September 3, 1965, the minimum

wage for these workers—employed mostly in retail and service trades—is to be raised to \$1.25 an hour for 40 hours' work, thus equaling present standards for most other workers under the act.

## September 7

THE PHOTO-ENGRAVERS AND LITHOGRAPHERS unions were formally merged into the Lithographers and Photo-Engravers International Union. Kenneth J. Brown, former head of the Lithographers, was made president of the new union. (See MLR, October 1964, p. 1198.)

THE PRESIDENT signed the Farm Labor Contractor Registration Act of 1963 (P.L. 88-582). Effective January 1, 1965, persons contracting for services of workers for interstate agricultural employment must register with the U.S. Secretary of Labor and must disclose to each worker recruited the terms and conditions of employment.

## September 9

THE AUTO WORKERS and Chrysler Corp. announced agreement on a 3-year contract providing 74,000 workers wage increases of 2.5 and 2.8 percent in the second and third contract years, respectively; company-paid life and sickness and accident insurance; pensions of \$4.25 a month per year of service; retirement as early as age 55; additional relief time; and increased supplementary unemployment benefits, survivors' benefits, and vacations. A similar agreement covering 130,000 Ford Motor Co. employees was reached 9 days later. On September 30, the pattern in the farm and construction equipment industry was established when International Harvester Co. settled on substantially the same terms for its 35,000 workers. (See also p. 1306 of this issue.)

SETTING A PATTERN for other telephone settlements, the Communications Workers and Michigan Bell Telephone Co. reached agreement on wages under a reopening provision in their 36-month 1963 agreement. (Chron. item for July 9, MLR, September 1963.) General increases ranged from \$2.50 to \$5 a week for some 15,000 workers, with raises of up to \$8.50 in upgraded skilled occupations. (See also p. 1309 of this issue.)

## September 11

THE UNITED MINE WORKERS adjourned their Miami Beach convention after approving a \$1-a-month increase in dues, to be divided equally between locals and districts; independent status for District 50 as an affiliated organization; an increase in international officers' tenure from 4 to 5 years; and a requirement that candidates for international office be nominated by 50 locals rather than 5. "Provisional" districts—whose officers are appointed rather than elected—were retained. (See also pp. 1310-1311 of this issue.)

THE addition of a third paid full-time national officer and a 10-cent per capita dues increase were among constitu-

tional changes approved by the Government Employees union before ending its 12th national convention in Dallas. Resolutions called for a 3-percent retirement annuity increase for Federal employees and the right to optional social security coverage. (See also pp. 1256-1257 of this issue.)

### September 18

THE Miami Beach convention of the Machinists was concluded after delegates approved a program for accommodating to automation; a white-collar organizational drive in the aerospace industry; a 50-cent increase in per capita payments, bringing them to \$2.50 a month; and a change in the union's name to International Association of Machinists and Aerospace Workers. (See also p. 1311 of this issue.)

### September 23

A NEWLY FORMED independent union—the Association of Western Pulp and Paper Workers—defeated the Papermakers and Paperworkers and the Pulp and Sulphite Workers in an election for representation rights for 21,000 workers at 49 mills in Oregon, Washington, and California. The new union was organized after a dispute arose over the way negotiations were being conducted by the two AFL-CIO affiliated unions. (See also p. 1312 of this issue.)

### September 24

A "total job security" resolution that would guarantee permanent employment in the steel industry was approved by the Steelworkers before adjourning their 12th constitutional convention at Atlantic City. Constitutional changes included a prohibition against nomination or election to international office of members who would reach 68 years of age before taking office, and a requirement that each local establish a civil rights committee. (See also pp. 1254-1255 of this issue.)

### September 25

Six shoperaft unions and the Nation's railroads negotiated an agreement providing protective benefits for workers adversely affected by automation, contracting out, or operational and organizational changes. Based upon recommendations of a Presidential Emergency Board

(Chron. item for Aug. 7, MLR, Oct. 1964), the agreement covers 150,000 workers and expires January 1, 1966. (See also p. 1308 of this issue.)

THE 11TH CONSTITUTIONAL CONVENTION of the Electrical Workers (IUE) was adjourned in Washington, D.C., after delegates approved collective bargaining goals which included a minimum 3½-percent annual wage increase, a guaranteed annual salary, elimination of area wage differentials, and employer-paid health benefits for active and retired workers. Paul Jennings was nominated for president to oppose incumbent James B. Carey. (See also pp. 1258-1259 of this issue.)

### September 26

THE RUBBER WORKERS ended their 24th convention in Chicago after voting to increase salaries of international officers and field representatives by \$20 a week. Among proposals defeated were a 50-cent-a-month dues increase, 3-year terms (instead of 2) for international officers, and an increase in weekly strike benefits from \$25 to either \$30 or \$40. (See also p. 1311 of this issue.)

### September 30

CONTRACTORS engaged in work on Federal or federally assisted construction projects became subject to an amendment (P.L. 88-349) to the Davis-Bacon Act, signed July 2, requiring them to match prevailing area standards of fringe benefits as well as wages, or to add the cash equivalent to straight-time hourly pay. The amendment does not affect contracts entered into or based on bids made prior to September 30, and for the first 270 days after this date, applies only to projects and areas specified by the Secretary of Labor.

THE National Labor Relations Board, reconsidering an earlier decision (Chron. item for Aug. 26, MLR, Oct. 1960) by order of a U.S. Court of Appeals (Chron. item for Jan. 26, MLR, Mar. 1962), ruled that 57 of 77 workers of the Kohler Co.—who were denied reinstatement for misconduct during a strike begun in 1954—be reemployed since the strike was an unfair labor practice strike from its inception. The court had concluded the Board failed to support its original finding that the strike was economic at inception and instructed it to weigh the 77 workers' misconduct against Kohler's violations under the Taft-Hartley Act. (See also p. 1312 of this issue.)

# Developments in Industrial Relations\*

## Wages and Collective Bargaining

### Automobiles and Farm Equipment

During September and early October,<sup>1</sup> the Automobile Workers reached agreement with the "Big Three" automobile companies and two major farm equipment producers on contracts that greatly liberalized not only normal retirement benefits but also provisions for early retirement and pensions for those already retired. In addition, the contracts provided that in the third and final contract year the annual improvement factor wage increases would be advanced to 2.8 percent, although the union gave up any first year wage-rate increase (except for inequity adjustments) in return for some of the supplementary benefit changes. The settlements increased relief time for assembly line employees by 50 percent; substantially liberalized vacations and holidays; provided for the companies' paying the full cost of insurance and liberalized some insurance benefits; liberalized severance and supplemental unemployment benefits (SUB); and established funeral pay. Except at Chrysler, the agreements also provided that SUB contributions would continue regardless of the condition of the SUB fund, with any amounts accumulated beyond the maximum position of the fund to be used to pay annual bonuses ranging from \$25 to \$100. About 700,000 workers were affected by the five settlements.

*Wages and Cost-of-Living Adjustments.* None of the agreements provided an across-the-board wage-rate increase during the first contract year; each provided the same increase as under previous contracts—2.5 percent, with a minimum of 6 cents, effective September 1965 at the automobile plants and October 1965 at the farm equipment plants, and 2.8-percent wage-rate increase, with a minimum of 7 cents, as well as 2 cents an hour across

the board, a year later. The contracts also provided for wage inequity adjustments in the first contract year; at Ford, 1 cent an hour and at General Motors, 2.5 cents was earmarked for this purpose.

Quarterly cost-of-living escalation was continued, but a new formula was adopted related to the revised Consumer Price Index. This formula provided for a 1-cent change in the allowance for each 0.4-point change in the Index (on a 1957-59 base), with the first review scheduled for December. Of the existing 14-cent cost-of-living allowance, 9 cents was incorporated in base rates at the auto companies.<sup>2</sup> At all companies, any increase in the allowance in September was waived by the union.

*Holidays and Leave Time.* A week's leave was added for workers with a year or more of service, with the additional week to be paid either with the workers' vacations or at the end of the leave year or to be used in half-day multiples as sick or personal leave. Two paid holidays were added, bringing the total to 9. The holidays were as follows:

Company	New holidays
General Motors.....	Good Friday and a full rather than half holiday on Christmas Eve and New Year's Eve.
Ford.....	Good Friday and a full rather than half holiday on Christmas Eve and New Year's Eve.
Chrysler.....	Good Friday and employee's birthday.
International Harvester.....	Good Friday and day after Thanksgiving.
Deere.....	New Year's Eve and day after Thanksgiving.

*Pensions.* Normal pension benefits payable at age 65 to workers with 10 years' service were increased slightly more than 50 percent to \$4.25 a month for each year of credited service, from \$2.80.

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

<sup>1</sup> Settlements were reached at Chrysler Motor Co. on September 9; at Ford on September 18; at General Motors on October 5; at International Harvester on September 30, and at John Deere and Co. on October 2. General Motors employees went on strike over working condition issues on September 25; the strike ended at most plants October 26.

<sup>2</sup> The escalator clause at Deere & Co. had differed from those of other companies.



Monthly benefits for each year of service for workers who were already retired were increased \$1.45 (\$2.90 for those on special early retirement or disability pensions). For early retirements taking place on or after September 1, 1965 (October 1, 1965 at the farm equipment companies), the companies agreed to pay a supplemental benefit until retirees reach age 65 providing an employee retiring at age 60 with 30 years' service with the smaller of 70 percent of his former monthly earnings or \$400. At age 65, early retirees will receive normal retirement benefits actuarially reduced only for retirement before age 62 and social security benefits not actuarially reduced for retirement before age 65.

The liberalization of early retirement benefits applied to workers retiring either voluntarily or at company request. Benefits for early retirements initiated by the company will be higher than for voluntary early retirements before September 1, 1965; those retiring early at company option prior to September 1965 will receive \$9.45 a month for each year of service up to 25 and \$4.25 a month for each year of additional service instead of the \$4.25 a month for each year of service provided voluntary retirees. On September 1, 1965, or later, early retirement benefits for those retired before age 60 on disability or at company option will be higher than for those retiring voluntarily but in no case will total early retirement benefits exceed 70 percent of former monthly earnings or \$400, whichever is smaller. For those retired on disability or at company option, benefits after age 65 will not be actuarially reduced for retirement before age 62.

*Hospitalization and Insurance.* All companies agreed to pay the full cost of Blue Cross-Blue Shield coverage for retirees instead of 50 percent as in the past and to pay the full cost instead of only part of the cost of life and sickness and accident benefits for those on the payrolls. Health benefits were also liberalized; beginning on September 1, 1965, at General Motors and a year later at the other companies, provision was to be made for up to 730 days of convalescent and long-term care, for 45 instead of 30 days' hospital care and in-hospital doctor's visits for nervous and mental

cases, and for short-term psychiatric therapy. Other changes in health insurance varied among companies: Auto contracts provided for liberalized maternity and prenatal and postnatal care, and included unmarried dependent children up to age 25 and permanently and totally disabled children in hospital, surgical, and medical benefit coverage. The maximum duration of sickness and accident benefits was increased to 52 from 26 weeks in all agreements.

In the automobile industry, in addition to life insurance, benefits were also established for survivors of workers dying before retirement. Under these provisions, \$100 a month will be paid for 2 years to the widow or dependent widower, to an unmarried child under 21, or to a dependent parent. A widow who is 50 at the time of her husband's death will continue to receive \$100 a month until she receives social security or remarries. In addition, all agreements provided higher pension benefits for widows; the auto agreements provided that the widow of a man who was at least 55 and had 30 years' service or was age 60 and had 10 years' service when he died will receive, beginning at age 62, 55 percent (instead of the former 50 percent) of the pension he would have received if he had retired and provided for a surviving widow's pension.

*SUB.* All agreements except the one at Chrysler continued the 5-cent supplemental unemployment benefit contribution regardless of the state of the SUB fund. Once the funds reach maximum funding, contributions will be used to pay a vacation bonus at International Harvester and a Christmas bonus at Ford and General Motors. The annual bonuses will vary from \$25 to \$100, depending on the size of the bonus fund. At Chrysler, the supplemental unemployment benefit fund was not expected to reach its maximum during the new contract period and instead provision was made for the company to contribute a lump sum of \$1,153,400 to the reserve fund on March 6, 1967.<sup>3</sup>

Effective September 1, 1964, separation payments, paid from the SUB fund, were increased approximately 40 percent to provide from 50 hours' pay for those with 1 but less than 2 years' service to 2,080 hours' pay for those with 20 or more years' service. Former benefits ranged from 50 hours' pay for 2 but less than 3 years' service, to 1,500 hours for those with 20 or more years'

<sup>3</sup> The agreement for Chrysler Corp. salaried, office, and clerical employees provided for a stock-purchase plan with the company contributions beginning when the SUB plan reaches the maximum funding level.

service. The maximum supplemental unemployment benefit was increased to \$50 plus \$1.50 for each dependent up to 4, from \$40; and benefits for scheduled short workweeks were increased to 75 percent, from 65 percent, of pay for uncompensated hours. At Chrysler, it was agreed that a completely revised SUB plan would replace the existing plan to facilitate understanding of the plan.

*Other Provisions.* The agreements also established time and one-fourth pay for Sunday work by employees on continuous operations and 3 days' bereavement pay. Provision was made for refunding tuition to employees satisfactorily completing approved job-related training courses.

At Chrysler, negotiations continued on the number of union stewards and at General Motors it was agreed to substantially increase the amount of time company-paid union representatives may spend on union work. (At Ford and some major Chrysler plants, committeemen had been working full time on union business.) General Motors agreed to attach to the new contract a letter stating that General Motors will consider an individual's "personal problems and individual needs when scheduling overtime and will try to excuse workers from overtime that do not want to work." A number of changes were made by the General Motors agreement in methods used to set production standards.

### Other Metalworking

In late August, the Labor Relations Division of the Tool and Die Institute of Chicago, Ill., and a tool and die makers lodge of the Machinists, representing approximately 2,500 workers, negotiated a 3-year agreement retroactive to June. Although the members of the Institute employ only about 200 workers, the agreement usually sets the area pattern for other unionized and nonunion shops. The agreement provided three 10-cent-an-hour increases in the minimum rates for tool and die makers and for tool-room machinists, bringing the 1964 minimum rates to \$3.90 and \$3.75 an hour, respectively. Other provisions included a 2-cent-an-hour increase in employer contributions for insurance and liberalized insurance benefits. A pension plan was established, with employers' contributions of 5 cents an hour in 1964 and an additional 5 cents in 1965, and

service credits for pensions transferable among shops.

In late September, Douglas Aircraft Co. reached agreement with the Southern California Professional Engineering Association on a 2-year contract covering some 5,100 salaried employees in California, Florida, and Oklahoma. The pact provided a 5-percent wage increase over the term of the agreement and improvements in supplementary benefits.

Bucyrus-Erie Co., a manufacturer of heavy construction equipment, and the Steelworkers, representing 2,800 workers in plants in Erie, Pa., Evansville, Ind., and South Milwaukee, Wis., settled September 1 on a contract reportedly increasing pay over the 3-year term by an average of 30¼ cents an hour, with increases ranging from 15 cents in the lowest to 35 cents an hour in the highest grade. A fifth week of vacation after 25 years and early retirement benefits in the event of an extended layoff were also provided. No increase in wages or supplemental benefits was reported in 1963.

### Transportation and Communications

Most of the Nation's railroads and six shopcraft unions<sup>4</sup> on September 25 negotiated a job stabilization agreement which affected about 150,000 non-operating employees. Between 1945 and 1962, shopcraft employment on the railroads declined about 60 percent from a total of over 367,000 to slightly under 150,000. Since 1955, the date of completion of dieselization, the number of positions had declined by about 107,000. In October 1962, the unions sought to stabilize jobs by certain rules changes.

The agreement reached in September followed the recommendations made in August by a Presidential emergency board appointed by President Johnson in March 1964.<sup>5</sup> Effective November 1, 1964, the agreement extended the benefits of the Washington Job Protection Agreement of May 1936 to certain changes in operations made by the railroads. The benefits are to be provided if a railroad transfers work, abandons or discontinues service for 6 months or more, consolidates facili-

<sup>4</sup> The Boilermakers; Railway Carmen; Electrical Workers (IBEW); Machinists; Sheet-Metal Workers; and Firemen and Oilers.

<sup>5</sup> See *Monthly Labor Review*, October 1964, p. 1197.

ties, or contracts out work; or when the installation, operation, servicing, or repairing of equipment is to be performed by the lessor or seller. Benefits will also be afforded if there is discontinuance of equipment contracts, technological change, and trade-in or repurchase of equipment.

Benefits provided under the Washington agreement include a furlough or "coordination" allowance for employees who are laid off but are subject to recall. It ranges from 60 percent of average monthly compensation for 6 months for those with 1 year of service to 5 years for those with 15 years or more. For employees resigning instead of accepting a furlough allowance, it provides a lump sum separation allowance ranging from 3 months' pay for less than a year of service to 12 months' pay for 5 years or more of service. In addition, the agreement includes a 5-year guarantee of former pay to employees who are transferred to a lower paying position. Employees who are required to move are provided traveling expenses and guaranteed against any loss from sale of a home. Employees also maintain benefits attached to their previous employment, such as free transportation, pensions, and hospitalization.

Limitations were also put on subcontracting-out of work. Under the September agreement, a railroad cannot contract-out work if: managerial skills, skilled manpower either from active or furloughed employees, and essential equipment are available; work can be accomplished within required time; and the cost of contracting-out is not significantly less expensive.

Agreement was reached in September by a number of Bell Telephone Companies with the Communications Workers, under the first wage reopening provision of 3-year contracts due to expire in September 1966. A settlement on September 9 provided about 15,000 employees of Michigan Bell Telephone Co. with weekly increases ranging from \$2.50 to \$5, with some employees receiving up to \$8.50 as a result of reclassification of rates in some areas; pay scales in Saginaw and Grand Rapids, as well as in 23 smaller towns, were increased more than those in the rest of the State.

Agreement was reached on September 16 between Wisconsin Telephone Co. and the CWA on weekly wage increases ranging from \$2.50 to \$5 for 6,300 employees in all departments. Some work-

ers received increases ranging up to \$10 because of reclassifications and upgradings.

On September 19, the CWA reached agreements with Ohio Bell Telephone Co. for some 15,300 employees in all departments and Chesapeake and Potomac Telephone Co. of Washington, D.C., for about 9,000 employees in all departments. Basic weekly wage increases in the Ohio settlement ranged from \$2 to \$5, depending on the occupation, with some employees in 12 towns receiving up to \$8.50 because of upgrading to higher wage zones. Reportedly, the pact was the first in the union's history recognizing the impact of automation on telephone operators; company employment has been reduced by 3,300 workers since 1959. Some operators working up to a journeyman status received pay increases of \$7 a week; usually traffic employees receive smaller increases than plant workers. About 5,000 other Ohio Bell employees who are not represented by the union usually are granted similar increases. The Washington, D.C., settlement provided increases of from \$3 to \$5 a week. It was announced on September 23 that the Illinois Bell Telephone Co. and the CWA had agreed on pay increases ranging from \$1 to \$4 a week, averaging \$3.11, for some 6,200 traffic employees in the Chicago toll-call division and in Lake and Porter Counties, Ind.

On the same date, Chesapeake and Potomac Telephone Co. of W. Va. came to terms with CWA on \$3 to \$5 a week increases for some 3,500 employees. Agreement was also reached between CWA and the Northwestern Bell Telephone Co. providing 17,000 employees in Minnesota, North Dakota, South Dakota, Nebraska, and Iowa a similar increase effective September 27.

## Food

Contracts generally similar to those negotiated by Armour and Co.<sup>6</sup> were agreed to by Swift & Co. with the Meat Cutters for about 4,500 workers on September 10 and with the AFL-CIO Packinghouse Workers and the independent Brotherhood of Packinghouse Workers for about 16,000 employees late in the month. Wilson & Co., with plants in seven States, and the United Packinghouse Workers, representing about 5,000 employees, reached a similar agreement on September 15, while the same union and the Amalgamated Meat Cutters agreed on similar terms with John

<sup>6</sup> See *Monthly Labor Review*, October 1964, p. 1191.

Morrell & Co. for about 10,000 workers. Six of the Morrell plants, employing about 2,000 of the workers represented by the Meat Cutters, were brought under the master agreement for the first time. All contracts reportedly added about 34 cents an hour to wage and fringe benefit costs over the 3-year contract period, including across-the-board annual wage increases of 6 cents an hour. The Wilson contract increased pension benefits to \$3.50 from \$2.50 a month per year of service; the other agreements increased benefits to \$3.25 from \$2.50. However, Wilson, unlike Armour, did not assume the cost of increases in hospital-medical-surgical plan for retirees. Negotiations were continuing at a number of other meatpacking companies.

### Textiles

The South's largest unorganized textile mills followed the pattern established in August<sup>7</sup> by making wage increases of approximately 5 percent. J. P. Stevens announced 5 percent increases effective September 14 for some plants in North Carolina; Springs Cotton Mills "posted wage increases" for 13,200 employees in 10 plants; Cone Mills announced increases for 13,000 workers effective September 14; Burlington Industries announced increases on a plant-by-plant basis. The last previous increase in the industry was effective approximately 11 months earlier and averaged about 5 percent.

Dan River Mills, Inc., of Danville, Va., major unionized textile company in the South, and the United Textile Workers, representing approximately 9,000 employees, agreed to a 5-percent average increase effective September 14. Most employees received about 8 cents an hour (4.7 percent) while skilled workers received 7½ percent.

### Other Settlements

Some 11,000 public school students in East St. Louis, Ill., returned to classes on September 14 after a 4-day strike by 500 teachers represented by Local 1220 of the American Federation of Teachers. About 225 other teachers and 11,000 other students had continued classes during the walkout. Under the settlement, the teachers won

a 10-percent average salary rise to replace the 6- to 7-percent increase won last May but later abrogated by the teachers after the school board decided not to pay them for 4 days lost in a strike preceding the May settlement. In the current settlement, the teachers agreed to forego their pay for the recent strike period, reducing the expected annual budget deficit by \$90,000. They also agreed to refund the additional 3 to 4 percent increase if the board is unable to raise the remaining \$60,000 deficit.

## Other Developments

### Conventions

Union conventions in September were highlighted by the announcement of a campaign for total job security by the Steelworkers, challenges to the incumbent leadership of the International Union of Electrical Workers (IUE) and the Mine Workers, and by the Mine Workers' failure to restore autonomy to all of its district units.<sup>8</sup>

The quadrennial convention of the Mine Workers ended on September 11 in Miami Beach, Fla. It was voted to continue the present character of the 25 district units in the United States (6 autonomous, 3 partly autonomous, and 16 whose officers are all appointed by the union's president) in spite of the U.S. Department of Labor's assertion that such variations in autonomy violated the trusteeship provisions of the Landrum-Griffin law. Monthly dues were raised by \$1, to \$5.25, with the increase split between the districts (to bring their total to \$1.50) and the locals (to \$1.75), with the International's share remaining at \$2. A resolution was approved lengthening International officers' terms to 5 years, from 4 years, effective for those elected in the mail ballot scheduled for December. The number of local union endorsements required for nomination to International office was raised to 50, from 5, effective with the first election after December. A move for temporary

<sup>7</sup> See *Monthly Labor Review*, October 1964, p. 1191.

<sup>8</sup> Detailed summaries of the Steelworkers, the Electrical Workers (IUE), and the Government Employees conventions are presented beginning on pages 1254, 1258, and 1256, respectively, of this issue.

suspension from membership of a dissident group headed by Steve Kochis was referred to the International Board without being approved, thus possibly enabling Kochis to challenge incumbent President W. A. (Tony) Boyle, who was appointed to the position after the death of Thomas Kennedy in January 1963.

In his report to the delegates, Mr. Boyle noted that damages sought from the union by coal operators and associations under the Taft-Hartley and Sherman Antitrust acts totaled more than \$100 million, while, he said, union assets were only \$83 million.

Meeting in Miami Beach beginning September 8, some 1,500 delegates to the quadrennial convention of the Machinists approved plans for easing the impact of automation, for organizing more white-collar workers in the aerospace industry, and for attaining a 35-hour workweek. Subject to a November referendum vote of the 900,000 members, the per capita tax was increased by 50 cents and the salaries of union officers were increased with the International President's salary raised \$5,000 to \$30,000 a year.

Also in Miami Beach, delegates to the September 29 quadrennial convention of the Railroad Trainmen heard their President, Charles Luna, state, "If the Switchmen's Union of North America and the Order of Railway Conductors and Brakemen reject our offer of merger we will take them contract by contract, and vote them one at a time from one end of the country to the other." The delegates approved bargaining goals, including a supplementary pension plan, wage increases, and longer vacations.

A resolution urging the Government Printing Office to adopt a 35-hour workweek was adopted in Honolulu at the 106th annual convention of the Typographers Union. The delegates approved doubling the minimum strike benefit and defense funds (to \$1 million each), subject to referendum vote.

Expenditures of \$50,000 to help employers willing to experiment with the development of letter print processes that would expand employment in commercial shops was authorized at the Stereotypers 61st annual convention, held in Albany, N.Y., beginning September 14. The authorization followed delegate reports of reduced job

opportunities resulting from substitute processes. Sixteen constitutional changes involving union finances and other matters were prepared for a December referendum vote.

In their quadrennial convention, held in New York City beginning September 21, the United Textile Workers endorsed extension of unemployment insurance coverage, passage of legislation to protect consumers, and repeal of section 14b of the Taft-Hartley Act. President George Baldanzi told the delegates of the union's success in organizing plants in the south in spite of a decline of employment in the textile industry from 1.25 million 20 years ago to 700,000 today.

The Rubber Workers approved \$20 a week salary increases for three executive officers, seven district directors, and 72 field representatives in the closing days of their 24th convention held in Chicago beginning September 21. A 50-cent-a-month dues increase was voted down.

The 169 delegates to the Tobacco Workers quadrennial convention, beginning September 23 in Miami Beach, approved a series of resolutions dealing with the problem of automation in their industry. They also called for double time pay for overtime work and for limitation of overtime.

The biennial convention of the Postal Clerks, also meeting in Miami Beach, reelected E. C. Halleck to his third 2-year term as president and approved resolutions calling for premium overtime pay for substitute clerks, an end to the Post Office Department's work measurement system, a 35-hour workweek, and additional wage and fringe benefit improvements.

### Union Affairs

AFL-CIO President George Meany announced that the United Garment Workers had agreed to relinquish its representation rights at Brenton Fashions, Ltd. (Judy Bond) to the Ladies' Garment Workers. The AFL-CIO Executive Council had previously authorized the ILGWU to "raid" the firm's Alabama plant after it was charged that the company, following a breakoff in contract negotiations at its New York City plant, had moved to Brewton, Ala., and, under a new corporate name, signed a contract with the United Garment Workers.

Meany also announced sanctions<sup>9</sup> against the Typographers union for noncompliance with an umpire's ruling under the Federation's internal disputes procedure. The determination of noncompliance was made by a subcommittee of the AFL-CIO Executive Council headed by William F. Schnitzler. Meany said the sanctions resulted from the ITU's refusal "to withdraw from its efforts to supplant the American Newspaper Guild as the collective bargaining representative of the Elizabeth Daily Journal, Elizabeth, N.J."

In an NLRB representation election, the independent Association of Western Pulp and Paper Workers defeated two incumbent AFL-CIO unions, the Pulp and Sulphite Workers and the Papermakers and Paperworkers, to gain bargaining rights for 21,000 workers at 49 mills in California, Washington, and Oregon. The vote for the independent union was 10,653, against an 8,130 total for the other two.

The new union was formed when some workers became dissatisfied with the way 1964 contract negotiations were conducted with the Pacific Coast Association of Pulp and Paper Manufacturers.<sup>10</sup>

A 5,300 drop in membership since May 7 was reported by H. E. Gilbert, president of the Firemen and Enginemen. May 7 was the effective date of the arbitration ruling permitting the railroads to eliminate, mostly by attrition, 90 percent of the firemen in freight and yard service. The number of active and furloughed members was 44,896 on August 1, compared with 50,254 on May 1. Because of the 2-year time limit on the ruling and because of "full-crew laws" in some States, Gilbert predicted a stable membership for the remainder of the period of the ruling.

### Kohler Decision

In the 10½-year dispute between the Kohler Co. of Kohler, Wis., and the Automobile Workers, the NLRB by a 4 to 1 vote on September 29 ordered the reinstatement of 57 of 77 strikers it had refused to order rehired in a 1960 ruling.

In 1960, the board had ruled that the strike, which started April 5, 1954, was initially an economic walkout but that it became an unfair labor practice by the company when it granted a wage increase to nonstrikers. Under the Taft-Hartley Act the strikers would not have been entitled to

their jobs if the strike had been purely economic. On this basis, the board had ordered the rehiring of all strikers except the 77, who had participated in picket line misconduct. On appeal by both parties, the U.S. District Court for the District of Columbia in 1962 sent the case back to the board, holding that (1) there was insufficient evidence that the strike was initially economic and (2) the board erred in deciding the 77 should not be rehired because their misconduct was considered more serious than the company's violation. The court upheld the board order that the company must bargain in good faith.<sup>11</sup>

The Board in the 1964 ruling held that the dispute "was an unfair labor practice strike from its inception" since the company "at no time intended to accept the union as the collective bargaining representative to be dealt with in good faith" even though the firm had signed a contract with the union in 1953 prior to the strike.

The 57 reinstated workers would receive back pay plus 6 percent interest from the date of the 1960 ruling until they actually returned to work. Of the remaining 20 strikers, 3 had died since 1960 and 17 were again refused reinstatement because they had engaged in picketing violence and threats. A company spokesman said that the ruling would be appealed.

### Mediation Code

In Washington, a joint committee from the Federal Mediation and Conciliation Service and the Association of Labor Mediation Agencies, representing 40 State services, announced agreement on a code of ethics for government mediators.

<sup>9</sup> Under the AFL-CIO Constitution, Article XXI, Section 15, the sanctions are:

1. The noncomplying affiliate shall not be entitled to file any complaint or appear in a complaining capacity in any proceedings under this article until such noncompliance is remedied or excused as provided in Section 16.

2. The Federation shall, upon request, supply every appropriate assistance and aid to any organization resisting the action determined to be in violation of this article.

3. The Federation shall appropriately publicize the fact that the affiliate is not in compliance with the constitution.

4. No affiliate shall support or render assistance to the action determined to be in violation of this article.

<sup>10</sup> See *Monthly Labor Review*, July 1964, p. 817, and p. 1073 of the September issue.

<sup>11</sup> Two settlements resulted from the board's order to negotiate in good faith. See *Monthly Labor Review*, July 1963, p. 831, and January 1964, p. 71.

The code bars mediators from suggesting to union or management negotiators that mediation efforts be transferred to another agency; forbids them from entering a dispute without first conferring with mediators already involved in the situation, and in cases of joint mediation, requires each mediator to keep others abreast of developments. The code declares that "the primary re-

sponsibility for the resolution of a labor dispute rests upon the parties themselves." Accordingly, a mediator is allowed to enter a dispute at his own request only in "exceptional cases." The code also bars mediators from using their positions for private gain, from engaging in any activity that conflicts with their jobs, and from incurring obligations to the parties.

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The industrial history of the early 19th century demonstrated the helplessness of the individual employee to achieve human dignity in a society so largely affected by technological advances. Hence the trade union made itself increasingly felt, not only as an indispensable weapon of self-defense on the part of workers but as an aid to the well-being of a society in which work is an expression of life and not merely the means of earning subsistence.

—Justice Felix Frankfurter, in opinion written by him in *AFL v. American Sash & Door Co.*, 335 U.S. 538, decided January 3, 1949.

# U.S. Manpower and Employment Policy

MARGARET S. GORDON\*

ALTHOUGH the average growth rate of the American economy since the early fifties has compared unfavorably with the spectacular rates achieved in a number of Western European countries, its performance in the last few years has been impressive. By mid-summer of 1964, the economy was in its 42d month of expansion since the low point of the 1960-61 recession, and most economic indicators were pointing upward. Moreover, the stimulating effects of the Federal tax cut adopted in March had been at work only a few months and could be expected to encourage increased spending for some time to come. Rates of growth in real gross national product of 6 percent in 1962, 3.8 percent in 1963, and 5 percent (on an annual basis) in the first half of 1964 were highly encouraging, particularly when compared with the annual average rate of 2.3 percent which prevailed in 1955-60.

Yet unemployment continued to be a major national problem. Although the average annual unemployment rate (on a seasonally adjusted basis) fell from 6.7 percent in 1961 to 5.6 percent in 1962, the decline in the monthly rate came to a halt about the middle of 1962, and throughout 1963 the rate fluctuated between 5.5 and 6 percent. In recent months, however, its performance has been somewhat more encouraging. Since February 1964, it has been below 5.5 percent, and in July, it dropped to 4.9 percent.

The President's Council of Economic Advisers has repeatedly expressed confidence that by the time the full effects of the two-stage tax cut (the second reduction is scheduled for January 1965) are reflected in demand and output, the unemployment rate will have fallen to 4 percent. But the council recognizes that even at that point rates for disadvantaged groups such as nonwhites and teenagers will remain distressingly high, and that a

continuation of training and retraining programs, as well as other labor market adjustment policies, will be required to reduce unemployment differentials and eventually bring the average rate below 4 percent.<sup>1</sup> Certain other observers are more pessimistic, as we shall see later in this essay.

It is now widely recognized that the unemployment rate has drifted upward since the end of the Korean conflict and that the problem requires measures that go beyond counter-cyclical fiscal and monetary policies, since uncomfortably high unemployment has persisted through the upswings and downswings of business cycles. Moreover, in the last few years, there has been an increasing tendency to characterize what has been happening in the country as a "manpower revolution," whose major effect is a shift from a blue-collar to a white-collar, and from a less educated to a more educated, work force.

Since about 1955, a series of congressional committees have inquired into problems of employment, unemployment, technological change, and manpower policy. The most recent and extensive investigation was conducted by the Subcommittee on Employment and Manpower of the Senate Committee on Labor and Public Welfare. Chaired by Senator Joseph S. Clark of Pennsylvania, the subcommittee held hearings from May to December 1963, accumulating nine volumes of testimony. In the spring of 1964, three volumes of readings were issued on manpower problems (including statements from the hearings as well as

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<sup>1</sup> *Economic Report of the President Transmitted to the Congress, January 1964, Together With the Annual Report of the Council of Economic Advisers* (Washington, 1964), especially chapter 1 and appendix A.



articles and papers from other sources),<sup>2</sup> and, in addition, the subcommittee's report and recommendations were published.<sup>3</sup>

Meanwhile, the Organization for Economic Cooperation and Development (OECD) has been reviewing manpower and social policies in member countries. Each review includes a report by officials of the country concerned and a report by a team of OECD examiners (selected from countries other than that under review). The first review related to Sweden and the second to the United States.<sup>4</sup>

These two recent reports on U.S. manpower and employment policy and the three volumes of readings represent an immensely valuable and illuminating set of materials relating to the labor market problems confronting the United States in the mid-sixties and to much of the discussion and debate on these problems during the preceding decade. Though critical at many points, the OECD examiners are, for rather obvious reasons, somewhat cautious in recommending pronounced changes in U.S. policies, whereas the Clark subcommittee recommends vigorous and far-reaching changes which in some respects go beyond what

either Congress or the administration appear likely to support at present. Despite the usefulness of the volumes of readings, the reader who expects to find in them a representative sampling of the nine volumes of hearings will be disappointed. Except for the first two parts of volume I, they are concerned with automation and technological change, the implications of space and defense expenditures, and apprenticeship programs. Much of the key testimony of Government officials and others, as well as all the testimony relating to the operation of the Manpower Development and Training Act, Area Redevelopment Act, and other labor market adjustment programs, is unrepresented.

### Diagnosis

What is responsible for the upward drift in the unemployment rate since the early fifties? The answer to this question has been intensely debated for some years.

The Council of Economic Advisers, along with many other prominent economists, has argued consistently since the spring of 1961 that the upward drift in the unemployment rate has been attributable primarily to a deficiency of aggregate demand, which has been associated with the lagging growth rate of the American economy. The opposite school of thought, counting among its adherents a predominantly conservative group along with some well-known labor economists, holds that structural changes in the economy have led to a growing imbalance between the increasing demand for highly skilled and educated workers on the one hand and a rising surplus of relatively unskilled, uneducated workers on the other.

In support of their position, the Council and its supporters have stressed the lagging rate of growth in real gross national product (GNP), the persistence of excess industrial capacity, and the decline in private investment as a percentage of GNP from 1957 to the early 1960's.<sup>5</sup> They have further pointed to the absence of an increase in unemployment differentials by skill level or industry between 1957 and 1962 as evidence that structural unemployment did not increase significantly during this period of lagging growth and higher unemployment.<sup>6</sup> Evidence has also been presented indicating that geographical differentials in unemployment rates have declined.<sup>7</sup>

<sup>2</sup> *Exploring the Dimensions of the Manpower Revolution*, Vol. 1, Selected Readings in Employment and Manpower; *Convertibility of Space and Defense Resources to Civilian Needs: A Search for New Employment Potentials*, Vol. 2, Selected Readings in Employment and Manpower; *The Role of Apprenticeship in Manpower Development: United States and Western Europe*, Vol. 3, Selected Readings in Employment and Manpower (U.S. Senate, Committee on Labor and Public Welfare, Subcommittee on Employment and Manpower, 88th Cong., 2d sess., 1964, Committee Print). [Editor's Note.—In August 1964, *Lessons From Foreign Labor Market Policies*, Vol. 4, Selected Readings in Employment and Manpower, was issued.]

<sup>3</sup> *Toward Full Employment: Proposals for a Comprehensive Employment and Manpower Policy in the United States—A Report Together With Minority and Individual Views* (U.S. Senate, Committee on Labor and Public Welfare, Subcommittee on Employment and Manpower, 88th Cong., 2d sess., 1964, Committee Print).

<sup>4</sup> *OECD Reviews of Manpower and Social Policies: Labor Market Policy in Sweden (1963)*; *OECD Reviews of Manpower and Social Policies: Manpower Policy and Programs in the United States (1964)* (Paris, Organization for Economic Cooperation and Development).

<sup>5</sup> *Economic Report of the President, 1964*, appendix A (which reprints the major part of the statement of Walter W. Heller, Chairman of the Council of Economic Advisers, before the Clark subcommittee, Oct. 28, 1963).

<sup>6</sup> For this type of argument, see also Otto Eckstein, "The Relation of Aggregate Demand to Unemployment," *Exploring the Dimensions of the Manpower Revolution*, pp. 176-193 (see footnote 2); and *Higher Unemployment Rates, 1957-60: Structural Transformation or Inadequate Demand* (U.S. Senate, Joint Economic Committee, Subcommittee on Economic Statistics, 87th Cong., 1st sess., 1961).

<sup>7</sup> Eckstein, *op. cit.*, pp. 179-184.

Finally, it is contended that increases in productivity in the last 3 years have been impressive "but not unprecedentedly large," and thus far have not provided clear evidence that the pace of technological change has accelerated.<sup>8</sup>

Arguing forcefully against this position before the Clark subcommittee, Charles C. Killingsworth analyzed the behavior of unemployment rates by education in an attempt to show that structural unemployment had increased.<sup>9</sup> Whereas increases in unemployment rates between 1950 and 1962 had been pronounced for males with little education, he pointed out, the increase was considerably less marked for high school graduates, and unemployment rates had declined for those who had gone beyond high school. Moreover, unemployment rates failed to reveal the complete picture because worsening employment prospects had led large numbers of people to drop out of the labor force, particularly among the less educated. The proportion of college graduates and men with some college education in the labor force, on the other hand, had increased. Thus there was a growing "reserve army" of persons out of the labor force at the lower educational levels and "no evidence of any such reserve of college-trained men." As a result, long before we could get down to a 4-percent unemployment rate, a severe shortage of workers at the top of the educational ladder would create a bottleneck which would impede further expansion of employment.

Killingsworth referred only briefly to the fact that the decline in labor force participation of relatively uneducated men, particularly in the older age brackets, may have been partly attributable to factors other than labor market conditions (e.g., a marked increase since 1950 in the proportion of elderly men who could qualify for social security and other retirement benefits).<sup>10</sup> He failed to call attention to the fact that the relative decline in the unemployment rate for college graduates, as well as the relative increase for those with less than 8 years of schooling, occurred before 1957, whereas something of a reverse movement took place thereafter. As a recent study has shown, there is impressive evidence that we must go back to the period from 1948 to 1956 (or in some cases from 1948 to 1953) to find a rise in structural unemployment—as measured by increases in relative unemployment rates for blue-collar workers, those

in goods-producing industries, nonwhites, and those with less than 8 years of schooling—whereas a narrowing of such differentials has occurred since 1956. Notable exceptions, however, are the jump in the relative rate for teenagers in 1963, an upward trend throughout the last decade in the relative rate for those with no previous work experience, and an increase in the differential for those with 8 to 12 years of schooling both before and after 1957 (also shown by Killingsworth).<sup>11</sup>

Weighing all the evidence before it, the Clark subcommittee concluded that it was—

more impressed by the degree of agreement than the range of differences. The advocates of the expansionist approach believe the recently enacted tax cut will be effective in eventually reducing unemployment to 4 percent of the labor force. However, they consider 4 percent too high as a long-run goal and believe programs to attack structural rigidities will be necessary to reduce unemployment below 4 percent. Those who stress the structural approach also believe increased aggregate demand and a faster rate of growth to be an imperative of reduced unemployment. They expect structural bottlenecks to prevent realization of even 4-percent unemployment, however, and place greater emphasis on education, training, and relocation. In either case, the policy implications differ in emphasis and not in content.<sup>12</sup>

Leaning considerably more toward the "structuralist" position was the Minority Report of Senators Winston L. Prouty and Len B. Jordan, which

<sup>8</sup> *Economic Report of the President, 1964*, pp. 96–97.

<sup>9</sup> Charles C. Killingsworth, "Automation, Jobs, and Manpower," *Exploring the Dimensions of the Manpower Revolution*, pp. 194–219 (see footnote 2).

<sup>10</sup> *Ibid.*, p. 217. A table giving a breakdown by age indicates that by far the sharpest decline occurred for men 65 years old and over. Although Bowen and Finegan have shown that there is a pronounced inverse relationship between labor force participation rates of elderly men and unemployment rates by metropolitan area (as did an earlier analysis of my own)—suggesting that high unemployment discourages labor force participation—there is also substantial evidence that the longrun decline in the participation rate of elderly men has been associated with the spread of old-age pension programs, and, in an analysis for industrial countries, I found a strong inverse relationship between the participation rates of elderly men and average old-age pension benefits expressed as a percentage of earnings. See W. G. Bowen and T. A. Finegan, "Labor Force and Unemployment," in Arthur M. Ross, ed., *Employment Policy and the Labor Market* (to be published by the University of California Press); and Margaret S. Gordon, "Work and Patterns of Retirement," in R. W. Kleemeier, ed., *Aging and Leisure: A Research Perspective Into the Meaningful Use of Time* (New York, Oxford University Press, 1961); and "Income Security Programs and the Propensity to Retire," in Richard H. Williams, Clark Tibbitts, Wilma Donahue, eds., *Processes of Aging*, Vol. 2 (New York, Prentice-Hall, Inc., 1963).

<sup>11</sup> See R. A. Gordon, "Has Structural Unemployment Worsened?", *Industrial Relations: A Journal of Economy & Society*, May 1964, pp. 53–77.

<sup>12</sup> See footnote 3 (pp. 28–29).

said that the Republicans in Congress had been calling attention to the manpower revolution for a number of years and that the absence of skills among the jobless was "at the root" of the persistent unemployment problem. "A clear implication of the manpower revolution," they argued, "is that the incidence of frictional and structural unemployment will be higher—and probably considerably higher—than in earlier postwar years unless bold action is taken to reduce it. The need is for a more active labor market policy . . ." <sup>13</sup>

The OECD examiners' report commented only briefly on this controversy, confining itself largely to manpower policies. The continuing high level of unemployment in the United States was, in its opinion, attributable "to deficiencies of overall demand . . . as well as structural maladjustments." <sup>14</sup>

### Prediction

In view of the widespread consensus among liberals and conservatives on the need for a more active manpower policy, the reliability of existing predictions of future trends in labor demand and supply assumes critical importance. The need for reliable longrun projections is probably more crucial for manpower planning, particularly as it

relates to education and training, than for employment policy.

The volumes issued by the Clark subcommittee heighten appreciation of the complexities involved in predicting occupational changes. The OECD examiners also stressed the difficulties involved, particularly for "technologically based occupations." <sup>15</sup> The U.S. Department of Labor has a longer established and better staffed program of analysis of future labor market trends than its counterpart in practically any other advanced industrial country, as well as far better labor market statistics with which to work. Only, perhaps, in the area of job vacancy statistics can it be said that a few European countries have more adequate data. On the whole, moreover, there is general agreement with the Department's predictions of the broad pattern of probable changes in employment by major occupational group. <sup>16</sup> But at least one forecast by a private organization indicates a somewhat more rapid shift from blue-collar to white-collar employment by the early 1970's than do the official projections. <sup>17</sup>

Moving from broad occupational trends to the more detailed projections required in planning specialized education and training programs, one encounters numerous areas of disagreement. There is dispute, for example, over the probability of a growing shortage of engineers and scientists, the impact of automation on skill requirements, and the employment outlook in a number of the skilled crafts. In relation to certain skilled crafts, particularly in the building trades, unions have charged that official forecasts seriously overstate the probable increase in employment and that, consequently, the need for expanding apprenticeship and other training has been exaggerated. <sup>18</sup>

On the labor supply side, there was a time in the very recent past when the Department of Labor's projections of changes in the labor force were generally accepted without question in connection with predictions of future economic and labor market conditions. But the failure of the labor force to increase as rapidly in the late 1950's and early 1960's as official predictions had suggested has led to intensified research both within and outside Government agencies on labor force behavior, as well as to an interim revision of the official projections. <sup>19</sup> A number of recent studies have suggested that labor force participation is stimulated in pe-

<sup>13</sup> *Ibid.*, p. 113.

<sup>14</sup> See *OECD Reviews of Manpower and Social Policies: Manpower Policy and Programs in the United States* (Paris, Organization for Economic Cooperation and Development, 1964), p. 12.

<sup>15</sup> *Ibid.*, pp. 81–85.

<sup>16</sup> See table in *Exploring the Dimensions of the Manpower Revolution*, p. 261 (see footnote 2).

<sup>17</sup> See statement of Sidney Sonenblum in *Nation's Manpower Revolution, Hearings Before the Subcommittee on Employment and Manpower* (U.S. Senate, Committee on Labor and Public Welfare, Pt. 5, 88th Cong., 1st sess., 1963, pp. 1393–1406, especially table, p. 1400).

<sup>18</sup> For official and other predictions of a shortage of engineers and scientists, see *Exploring the Dimensions of the Manpower Revolution*, pp. 271, 284–285, and 295–301 (see footnote 2). For a dissenting view, see Arthur M. Ross, "How Do We Use Our Engineers and Scientists?", *Toward Better Utilization of Scientific and Engineering Talent: A Program for Action* (Washington, National Academy of Sciences, 1964). Regarding the impact of automation on skill requirements, see papers by Louis E. Davis, Paul Sultan and Paul Prasow, James R. Bright, and Thomas O'Toole in *Exploring the Dimensions of the Manpower Revolution*, pp. 526–586 (see footnote 2). On union criticism of official predictions of increases in the demand for electrical and other building trades workers, see *The Role of Apprenticeship in Manpower Development: United States and Western Europe*, pp. 1144–1152 and 1157–1179 (see footnote 2). See also George Strauss, "Apprenticeship: Evaluation of the Need," in Arthur M. Ross, ed., *op. cit.*

<sup>19</sup> Moreover, earlier postwar projections had erred in the opposite direction, underestimating by a substantial margin the sharp increase in the labor force participation of middle-age women between 1950 and 1955.

riods of rapid expansion of employment and that there may be a reverse effect in prolonged periods of less favorable labor market conditions, but much additional research is needed before these findings can be applied to yield reliable predictions.<sup>20</sup> Even if the general thesis of interaction between labor demand and supply is accepted, there remain such complications as the possibility that curvilinear rather than linear relationships may be involved and the different ways in which particular age and sex groups may be affected by occupational changes in the demand for labor in future years. The pattern of employment expansion in the mid-1950's, for example, encouraged greatly increased employment and labor force participation of married women, but, under the influence of automation in the office and other developments, the pattern may differ in future years.

### Prescription

*Employment Policy.* Pointing out that under the Employment Act of 1946 "no clear-cut concept of maximum employment has developed and the target has tended to fluctuate as much as the level of effort," the Clark subcommittee recommended that the United States adopt an official public policy of maintaining a level of unemployment no higher than 3 percent of the labor force and that 1968 should be set as the target for attainment of this goal. Such an objective "can and should be accomplished with no greater average annual rise in the consumer price level than has occurred over the postwar period."

Reaching the target by 1968 would require an increase in Federal expenditures of at least \$5 billion a year, "in addition to the most favorable possible performance from the private sector of the economy."<sup>21</sup> Echoing views identified with such economists as John K. Galbraith and Alvin H. Hansen, the subcommittee pointed out that—

In a relatively wealthy society and a complex world, more and more of the protections and services demanded by the public and required in the interests of public safety and a rising standard of living are of the kind available only through the public sector.<sup>22</sup>

The accelerated public works program in distressed economic areas should be expanded and made permanent, a special program of direct employment should be undertaken in poverty-stricken rural and urban areas, and spending on

education, urban renewal, public housing, conservation, and similar "pressing public needs" should be increased.

Other changes in employment policy required to achieve the goal were more adequate integration of employment and manpower policy, a more flexible tax policy, and measures which would bring Federal Reserve policy more effectively under the President's control.

These recommendations on employment policy elicited the most vigorous objections from the Republican members of the subcommittee. The Minority Report of Senators Prouty and Jordan charged that "setting annual and long-term economic goals and giving the Executive the power to meet these goals" was "revolutionary in scope and meaning." It would involve the granting of "sweeping and unprecedented powers" to the Federal Government:

Implicit in the majority's proposal is the assumption that if the establishment of overall national economic goals is desirable, then the establishment of growth targets for specific sectors of the economy as well as for specific industries would be even more desirable.

This, it warned, would "replace our system of decentralized decisionmaking" with "a system of economic planning and control by the Central Government." Moreover, "under some conditions a 3-percent unemployment rate may be inconsistent with relative stability of the price level."<sup>23</sup> Even the milder toned dissent of Senator Jacob K. Javits expressed strong disagreement with the "aggressive expenditure policy" recommended by the majority.<sup>24</sup>

<sup>20</sup> For evidence of an inverse relationship between unemployment rates and labor force participation rates by metropolitan area, not only for elderly men, but also for other age and sex groups, see Bowen and Finegan, *op. cit.* Evidence, based on regression analysis, that short-term variations in labor supply have been "closely and positively related to variations in employment," may be found in Alfred Tella, "The Relation of Labor Force to Employment," *Industrial and Labor Relations Review*, April 1964, pp. 454-469, and in an unpublished paper, "The Sensitivity of Labor Force to Employment: An Age-Sex Analysis." Those responsible for the official projections have been, perhaps wisely, quite cautious in accepting the implications of this recent research. See, for example, Gertrude Bancroft, "Labor Force Growth and Job Opportunities: Some Doctrines and the Evidence," in *Exploring the Dimensions of the Manpower Revolution*, pp. 306-307 (see footnote 2), in which she comments that "firm conclusions about the relationship between job opportunities and the size of the labor force cannot be drawn, because various groups in the population have behaved differently in the same economic climate."

<sup>21</sup> See footnote 3 (pp. 38 and 40).

<sup>22</sup> *Ibid.*, p. 47.

<sup>23</sup> *Ibid.*, pp. 114-115.

<sup>24</sup> *Ibid.*, pp. 145-148.

It is difficult to discover either expressed or implied support of "growth targets for specific sectors of the economy" in the majority report, although there is perhaps more justification for a charge that the question of compatibility of a 3-percent unemployment goal with price stability and balance of payments equilibrium does not receive much attention. However, much of the discussion throughout the report indicates the majority believes that, if its recommendations on employment policy are accompanied by a vigorous manpower program aimed at increasing occupational and geographical mobility, it will be possible to reduce the unemployment rate to 3 percent and maintain it at about that level without excessive inflation. It is scarcely surprising that the OECD examiners' report, looking at the problem from the perspective of European experience, emphasized this approach.<sup>25</sup>

It seems unlikely that Congress will adopt a deliberate public policy of increasing Federal non-defense spending by as much as \$5 billion a year in the near future. This does not, however, rule out the possibility that much the same result may be accomplished by specific increases aimed at meeting particular needs. That defense spending is expected to level off strengthens the case for such increases. Another possibility, currently being explored by the Council of Economic Advisers and other economists, is some type of program that would make a portion of Federal revenues available to the States for increased expenditures if, under conditions of continued economic expansion, the Federal budgetary deficit disappears.

*Manpower Policy.* During the last few years, new or expanded manpower programs have been authorized under the provisions of numerous pieces of legislation—the Area Redevelopment Act (1961), the Manpower Development and Training Act (1962), the Trade Expansion Act (1962), the Public Works Acceleration Act (1962), the Vocational Education Act (1963), the Economic Opportunities (antipoverty) Act (1964), and others.

<sup>25</sup> See *OECD Reviews of Manpower and Social Policies: Manpower Policy and Programs in the United States* (Paris, Organization for Economic Cooperation and Development, 1964), pp. 70–72. Two of the examiners were Europeans and the third was a Canadian.

<sup>26</sup> See particularly statements of Emile Benoit in *Convertibility of Space and Defense Resources to Civilian Needs: A Search for New Employment Potentials*, pp. 693–696 (see footnote 2), and of Walter Isard and Eugene W. Schooler, *ibid.*, pp. 768–794.

<sup>27</sup> See footnote 3 (p. 79).

Our discussion will be limited to manpower policy recommendations which go beyond the provisions of existing legislation or relate to weaknesses in their provisions or implementation.

Pointing out that the Area Redevelopment Administration has substantially weaker powers than comparable agencies in many Western European countries, the Clark subcommittee recommended expanded programs of public works and work relief for distressed areas to provide temporary employment as well as needed community facilities, and greater emphasis on regional development plans, such as that for Appalachia, to replace the overly limited county-by-county approach to economic development of these areas.

Much of the testimony before the subcommittee was concerned with the uneven impact of defense and space expenditures on States and communities and with the implications of shifts in defense expenditures. The effects of a possible breakthrough in disarmament negotiations were also explored, and some of the most interesting testimony concerned research carried out on the probable alternative impacts of varying ways of adjusting to a large-scale reduction in defense expenditures.<sup>26</sup> The subcommittee recommended advance warning by the Department of Defense to communities and industries likely to be adversely affected by shifts in expenditures; classification of areas adversely affected as distressed areas; allocation of a small proportion of the amount involved in each defense contract to a defense adjustment fund; and a special Government-Industry Commission to investigate ways of converting technological developments in the defense and space programs to civilian uses.

On the problem of the education and training of youth, the subcommittee's recommendations are commendable in many respects, but may not altogether meet the problem. To enable more qualified young people of limited means to achieve higher education, it called for expanded national programs of scholarships, loans, and work-study assistance. At the secondary level, a broad general high school education should be guaranteed, while vocational and technical education or the first 2 years of college, should be available to all at public expense. "Specialized occupational training at the high school level should in the long run be provided only for the minority who might not profit from the regular high school course."<sup>27</sup>

Assistance grants should also be available to schools in impoverished areas to facilitate special educational programs for underprivileged youth. In addition, expansion of apprenticeship programs should be stimulated through encouraging, or if necessary requiring, Government contractors to undertake such training. The numerous methods of subsidizing apprenticeship programs that have been developed abroad should be studied.

Despite general agreement with these recommendations, I am not convinced that they quite come to grips with the factors underlying dropping out, as well as inadequate motivation and performance, at the high school level. As Professor Eli Ginzberg put it:

There are probably several million young people above the age of 15 currently in school who are there not out of choice, but through coercion; they are not there because the school is making a significant contribution to their acquisition of knowledge and skill, but because our society has failed to work out any effective alternative. Probably at least 1 out of every 4 young persons above the age of 15 currently in high school would be better off working. But because of law and custom, jobs are not available for them.<sup>28</sup>

We need to take a more searching look at the potentialities of broadly based vocational education in the high school for those lacking academic aptitudes, at various possibilities of combining education and work experience, and at the whole question of barriers to entry of young people into employment, including problems of wage structure, employer personnel policies, and union rules. Despite low overall unemployment in Western Europe, differential unemployment rates for teenagers vary widely from country to country, and the relationship of these variations to differences in vocational education systems and labor market practices deserves careful study, even though there is much to criticize in certain European methods and practices.<sup>29</sup> A special study of European apprenticeship practices prepared for the Clark subcommittee showed that in each country there was "a substantially greater consciousness [as compared with the United States] of the need for all elements of society to work together to assist young people to find their place in the world of work."<sup>30</sup>

On the retraining of adults under the Manpower Development and Training (MDTA) and Area Redevelopment (ARA) acts, the subcommittee

recommended a program of tuition grants for part-time vocational and technical education to employees in danger of unemployment, recognizing that this would require employer cooperation in providing advance notice of layoffs. It also recommended a modest increase in training allowances and adoption of Federal standards requiring the States to permit receipt of unemployment insurance benefits while undergoing training.

Here again, I question whether the recommendations come to grips with some of the problems in our retraining programs, particularly what I regard as overemphasis on identification of current labor shortages in local labor market areas as opposed to broader regional or national needs.<sup>31</sup> In this connection, perhaps the most provocative section in the OECD examiners' report suggests that U.S. retraining policies may be excessively oriented toward "the mitigation of hardships arising from unemployment" rather than toward "the promotion of economic growth." More specifically, they comment:

. . . an unemployment orientation will tend to circumscribe the *nature* of manpower development and training work more narrowly than a growth-directed policy. For example, workers may be trained, but only if a specific job is in sight, and provided that the training does not exceed a time limit which tends to be short. A growth-oriented policy would tend to have more flexible standards.<sup>32</sup>

The Minority Report of Senators Prouty and Jordan, moreover, called for individual assistance to an unemployed worker found to be qualified for a type of training for which there were no other candidates in his area, so that he could attend a private vocational education school or technical institute.

Other recommendations of the majority of the Clark subcommittee dealt with strengthening the public employment service, adult education, vocational rehabilitation, public assistance, and the

<sup>28</sup> *Exploring the Dimensions of the Manpower Revolution*, p. 457 (see footnote 2).

<sup>29</sup> See section on training of younger workers in Margaret S. Gordon, *Retraining and Labor Market Adjustment in Western Europe*, to be published by the U.S. Department of Labor, Office of Manpower, Automation and Training, about the end of 1964.

<sup>30</sup> *The Role of Apprenticeship in Manpower Development: United States and Western Europe*, p. 1276 (see footnote 2).

<sup>31</sup> For further discussion, see concluding chapter of *Retraining and Labor Market Adjustment in Western Europe* (see footnote 29).

<sup>32</sup> See *OECD Reviews of Manpower and Social Policies: Manpower Policy and Programs in the United States* (Paris, Organization for Economic Cooperation and Development, 1964), p. 74.

unemployment insurance system (along the lines of recent administration proposals). A system of special allowances for displaced workers over age 55 was also recommended, as well as a prompt report by the Secretary of Labor on experience with the experimental relocation allowances authorized under the 1963 MDTA amendments along with recommendations for a more effective program.

In addition to the recommendation already mentioned, the Minority Report presented a number of specific suggestions that leaned rather heavily toward special tax exemptions.<sup>33</sup> Thus, a tax credit for college tuition fees or special tax deductions for educational expenses of working students was endorsed, along with tax deductions to cover the cost of moving to a new job and the loss of income attributable to unemployment. (Like most similar suggestions, these proposals raise the question of whether those most in need of assistance would actually be aided by the tax exemption approach.)

The minority also recommended consideration of subsistence or transportation allowances for unemployment insurance claimants seeking work away from home and a study of the transferability of pension rights. Other recommendations included a revolving fund to be established through collective bargaining to assist the unemployed in maintaining payments on installment debts, a system of insurance to prevent foreclosures on mortgages on homes of the unemployed, and a Federal program of grants to the States to provide extended unemployment benefits in recessions. Interestingly, the minority attacked the administration's antipoverty program for its failure to do anything about the problem of poverty among the aged and recommended further liberalization of the social security retirement test, extension of social security benefits to all persons 70 years old or over who have no pension from any public source, and exemption of working widows receiving benefits from the obligation to pay a contributory social security tax.

## Conclusions

We have come a long way in the last few years toward adopting employment and manpower policies aimed at stimulating economic expansion and reducing unemployment. Yet there are a number

of dangers in the situation, of which two seem particularly important to me.

Because increased spending on education, training, and retraining is more acceptable to many sectors of public opinion than increases in other types of nondefense public spending, there is a danger that we may put too many of our eggs in the basket of training and retraining, thereby running the risk of failing to have enough jobs available for those who complete these programs (not that I would advocate cutting back current provisions for training and retraining). The most recent manifestation of this tendency is to be found in the antipoverty program, with its emphasis on remedial and training programs, especially for underprivileged youth. It is to be hoped that our attack on poverty will be expanded in the near future to include the extensive improvements in our income maintenance programs which I regard as critically needed,<sup>34</sup> along with greater emphasis on slum clearance and other programs which would both create jobs and improve the living conditions of those with substandard incomes.

The other main danger is that we may revert to complacency if we get the unemployment rate down to 4 percent or below. This has happened all too often in the past. Despite all the hazards involved in predicting future trends, the one thing of which we can be virtually certain is that structural changes in employment will continue indefinitely into the future and that these changes can be met with less inflationary pressure and less individual hardship if a vigorous manpower program aimed at increasing occupational and geographical mobility and strengthening education is continuously pursued. This point of view has been largely accepted throughout Western Europe, where manpower programs and planning are increasingly regarded as a permanent feature of public policy, as valuable in tight labor markets as in periods of unemployment. If we are to keep pace with the Common Market and the rest of Western Europe in the growth and productivity race that has been under way for some time, we can hardly afford to neglect this area of Government policy.

<sup>33</sup> See footnote 3 (pp. 105-144).

<sup>34</sup> See Margaret S. Gordon, "U.S. Welfare Policies in Perspective," *Industrial Relations*, February 1963, pp. 33-62.

# Book Reviews and Notes

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## What Laws Can Do

*Toward Fair Employment.* By Paul H. Norgren and Samuel E. Hill. New York, Columbia University Press, 1964. 296 pp., bibliography. \$8.50.

*The Civil Rights Act of 1964: Text, Analysis, Legislative History.* Washington, BNA Inc., 1964. 424 pp. (BNA Operations Manual on Fair Employment Practices, Public Accommodations, Federal Assistance.) \$9.50, cloth; \$8.50, paperback.

Can "fair employment practice" laws effectively combat employment discrimination against Negroes? Norgren and Hill have searched for an answer in the experience of Federal, State, and municipal antidiscrimination programs of the past two decades. Their answer is a conditional "yes"—conditional on the makeup, powers, and practices of the enforcement agency.

Though written before passage of the 1964 Civil Rights Act, their findings point incisively to the problems and potential of the new Federal antidiscrimination effort called for under that act.

Most government antibias measures have had at best only very modest success, but the example of the most effective programs leads to the belief that an antidiscrimination agency can be a potent instrument for gaining improvement in Negro employment opportunities, even in typically "all white" occupations.

The keys to effectiveness, the authors conclude, have been not so much substantive differences in statutory authority, but the caliber of the program's administrators, degree of financial support, quality of staff, and methods emphasized. They repeatedly and realistically stress basic guides.

Meaningful sanctions must be available in the background to make efforts for voluntary compliance effective. And such sanctions should not

be held in reserve too long; prolonged conciliation efforts with determined noncompliers merely consume agency resources without return.

Elimination of discriminatory employment patterns, rather than resolution of individual complaints alone, must be the main focus. Of particular importance are efforts to get employer commitments to make an "affirmative effort."

Commissions stressing this approach do not suggest hiring of Negroes less qualified than whites, but urge broadening of recruitment efforts and modifying of formal educational requirements as means of promoting real rather than nominal equality of opportunity. Periodic followup surveys to determine changes in racial employment patterns are another important tool.

The authors do not delude themselves that fair employment requirements will produce full racial equality in employment even if administered with maximum effectiveness. But an effective Federal program is "an essential and important first step," building a base for the longer run contribution required from enlargement and exercise of equal educational opportunities and from an expanding job market, to encourage substantial racial breakthroughs in formerly closed occupational fields.

On one issue of the day, the authors are quite optimistic. They found no backlash. Progress in racial integration in Federal civilian agencies and military units has not bred racial conflict, and their guess is that a national fair employment program could be enforced "without undue difficulty, even in the South."

BNA has drawn together, in its usually thorough manner, a handy guidebook for anyone working in detail with the Civil Rights Act of 1964. Its "operations manual" deals with three titles of the act, those on employment discrimination, public accommodations, and nondiscrimination in programs receiving Federal financial assistance. Along with the text of the act and of key legislative reports, there is tracing of background, explanations of meaning as indicated by the legislative record, and brief reviews of State antidiscrimination laws and of antibias regulations for Federal Government contractors.

—SEYMOUR BRANDWEIN

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## Birth and Growth of ARA

*Federal Aid to Depressed Areas: An Evaluation of the Area Redevelopment Administration.* By Sar A. Levitan. Baltimore, Md., The Johns Hopkins Press, 1964. 268 pp. \$6.95.

This is essentially a study in public administration, which includes an excellent legislative history, of the Area Redevelopment Act of 1961. The author also describes in detail the organization set up to administer the law, and the "package of tools" it was given to assist in the revival of depressed areas.

Levitan's book appeared a scant 3 years after the act was signed. Thus, while there was some last-minute updating of statistics, the book deals primarily with the first 2 years of ARA's operations. The author acknowledges that some startup time was required to get the new agency off the ground and that some of his findings are necessarily tentative. To put it mildly, however, he was not impressed by what ARA had accomplished at the time his book went to press.

If he has a single major criticism, it is that ARA has tried to cover too much territory given its limited resources. Levitan correctly points out that Senator Douglas, and sponsors of earlier area redevelopment bills, had more limited goals in mind. They were thinking of a program to revitalize a few score of the Nation's industrial and mining areas which had been the victims of structural change. To ensure passage of the law, however, the scope of successive bills was broadened. As a consequence, more than a third of the Nation's counties are "eligible" for assistance under ARA. It does not follow that all eligible areas will participate in the redevelopment program; some have made it clear that they are not interested in doing so. The author leaves the impression that both Congress and ARA are to blame for this overextension. It seems to this reviewer, however, that ARA had little choice in the matter, given the apparent "intent" of Congress and the serious lack of data on economic conditions in small areas.

Levitan details some of the difficulties faced by ARA as a result of specific provisions of the act. These include the problem of working through "delegate agencies," the result of an effort to economize on administrative costs. He also discusses the problems of recruitment and staffing, and the

inevitable political pressures from Congressmen looking for quick and tangible results in their districts. The discussions of problems and of what the author feels to be mistakes in administration are quite detailed. What is lacking is an equally detailed discussion of ARA's accomplishments in spite of these problems.

While he is critical of some of the provisions of the Area Redevelopment Act, and of the way in which it has been administered, Levitan concludes on a positive note. He points out that "exclusive reliance upon outmigration as a solution for the problems of the unemployed in depressed areas is as realistic today as the 'let-them-eat-cake' solution proposed by Marie Antoinette." He is also aware that the trends which caused depressed areas cannot be reversed quickly. "The success of the ARA mission can be measured only in longer term developments, and the program should therefore be given a further chance to prove its potential as a tool to aid depressed areas."

—WILLIAM H. MIERNYK

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## The Gompers Way

*Organized Labor in American History.* By Philip Taft. New York, Harper & Row, Publishers, 1964. 818 pp. \$12.50.

This is another solid contribution by Philip Taft to the narrating of the history of the American labor movement. It provides the reader with a fair, factual, and well-organized account of almost every major episode in the story of American labor from the late 18th century to the present. But it offers little in the way of new facts, or interpretations, or sprightly writing. The assumption of the fundamental wisdom of Saint Sam—as Gompers was sometimes called—is the viewpoint which permeates this book. Taft is convinced that under Gompers' tutelage the American Federation of Labor developed a philosophy of labor and patterns of action very well suited to the American environment and to the needs of American workers.

In a way, Taft's book is a historical rejoinder to those harsh critics of contemporary unionism to whom "business unionism" is a phrase of derogation. He obviously has little enthusiasm for "so-

cial unionism" and its dictum that labor organizations must play a central role in the reform and improvement of the larger society. In his introduction, Taft candidly writes:

Business unionism stresses limited objectives, immediate improvements, and eschews broader programs of social and political change. It depends upon the willingness of workers to organize for mutual help, upon the existence of an expanding economy as well as political freedom and civil rights for special groups to organize for the promotion of their own interests . . . . Such a program, while lacking the grandeur of the elaborate programs for the reorganization of society on more correct principles, is highly suitable for enlarging the rights and liberties of the individual and for protecting him against changes in the supply and demand for labor.

Whether writing of union corruption, the role of the Negro, labor and politics, or about almost any other phase of the development of the labor movement, Taft concludes that the AFL approach was the practical and wise one. It is easy to forgive this attitude because it is contained in a generally fine book. Moreover, Taft is no blind partisan. For example, he provides the reader with an objective and vital account of the emergence of the Congress of Industrial Organizations. Yet, I am concerned that Taft, despite his deserved eminence as a labor historian, does not recognize sufficiently the need for profound changes in the nature of unionism in the years to come.

The philosophy of Gompers is not enough when labor has to come to grips with the nuclear age, automation, the Negro Revolution, and a host of other dynamic new forces operating in contemporary American society. Confronted by changes of such magnitude, the labor movement must do more than follow its old pathways. Its future health and prestige, perhaps its survival, will depend upon its ability to muster more imagination, more courage, and even more social idealism than it has displayed in the past.

In short, *Organized Labor in American History*, performs its major task well; it is an excellent outline of labor's past, but, unfortunately, it is an inadequate guide to its future.

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## Professors to the Fore

*The Personnel Job in a Changing World.* Edited by Jerome W. Blood. New York, American Management Association, 1964. 368 pp. (Management Report 80.) \$9; \$6 to AMA members.

*The Practice of Personnel and Industrial Relations—A Casebook.* By Lawrence Stessin. New York, Pitman Publishing Corp., 1964. 421 pp. \$8.50, cloth; \$5.75, paperback.

The first two papers in Mr. Blood's collection lead the reader to expect more than is realized in many of the papers which follow. Both John I. Snyder, Jr., of U.S. Industries, Inc., and Russell C. McCarthy, of the Industrial Management Council of Rochester, see the personnel job in its broadest social and economic context. Mr. Snyder, in particular, puts the solution to the "massive problem of automation" squarely on management. He asks his readers to consider how few managements have as yet recognized the seriousness of the present situation or acknowledged any responsibility for its solution. Much of the discussion which follows shows how right Mr. Snyder is. Narrow topics are treated in a narrow way, with little or no attempt to relate the particular personnel problems discussed to the overall personnel job as seen by Mr. Snyder.

Entirely matter-of-fact and unimaginative, for example, are the descriptions of extended vacation plans, the Pacific Coast Maritime Association agreement, the Kaiser sharing program, and other company experiences with new personnel techniques. No author speculated on possible effects of the plans on decreasing unemployment, or in other ways affecting either the general economic situation or the long-term situation in their own companies.

Exceptions to the narrower strictly "personnel problem" approach came for the most part from universities. Professor Leon Megginson of the Louisiana State University pointed out the progress in office automation, its effects not only on workers but on management planning and practices. Professor Felician F. Foltman of Cornell University emphasized the problem of the unskilled worker not only as a personnel but as a human and social one.

Perhaps the fact that the imaginative look at personnel problems, as shown by Mr. Blood's collection, is more often taken by university and college teachers than management personnel representatives is encouraging. It may mean that the people now being trained in universities and colleges will differ from present personnel managers in outlook and breadth of understanding.

The casebook on personnel practices uses arbitration decisions to translate into operation at the plant level many of the issues discussed in Mr. Blood's collection. One of the most valuable aspects of the casebook is that it shows into what large and small corners of labor-management relations the fairly recent technique of arbitration has penetrated. Dr. Stessin has prefaced each of the major areas covered by the decisions with a brief discussion of the problems and the ways in which management has attempted to deal with them.

While the two books are by no means companion volumes, they complement each other in ways which should prove useful in teaching management courses.

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### Growth, Inflation, and Employment

*Leading Issues in Development Economics: Selected Materials and Commentary.* By Gerald M. Meier. New York, Oxford University Press, 1964. 572 pp., bibliography. \$7.

*Economic Growth: An American Problem.* Edited by Peter M. Gutmann. Englewood Cliffs, N.J., Prentice-Hall, Inc., 1964. 181 pp., bibliography. \$4.50, cloth; \$1.95, paperback.

*Macrodynamics Economics: Growth, Employment, and Prices.* By Howard J. Sherman. New York, Appleton-Century-Crofts, 1964. 257 pp. \$5.

All three volumes in this group are concerned with problems of growth and, directly or indirectly, with related problems of employment and inflation. The first volume is concerned primarily with the problems of less developed economies; the others with the problems as found in the more advanced economies.

The volume by Professor Meier, Stanford University, is a collection of previously published articles, reports, research studies, etc., on leading issues in development economics with commentary and notes by the author.

The issues covered are: (1) The validity of Rostow's analysis of the stages of economic growth, i.e., the "traditional society," the emergence of "the preconditions for takeoff," and the "takeoff"; (2) the meaning and significance of dualism—the existence of backward and advanced sectors in underdeveloped countries; (3) problems of capital accumulation, including foreign and domestic investment; (4) effects of inflation on development; (5) criteria for allocating investment resources, covering the controversy over balanced versus unbalanced growth and the role of investment in human capital; (6) the relative emphasis to be given industrialization and agriculture in the development process; (7) the influence of international trade on development, particularly the problems of stimulating exports and stabilizing export earnings; (8) the scope for development planning and the relative roles of the public and private sectors in development planning; and (9) the various techniques of development planning.

The book represents a useful and balanced selection of materials covering the major issues involved in development economics as well as the diverse positions taken by economists on the issues.

The volume by Dr. Gutmann, City University of New York, is also a collection of articles, but is limited to economic growth in the United States. In addition to the introductory survey article by Dr. Gutmann on "The Anatomy of Economic Growth", the articles cover five major topics: (1) Goals for growth in this decade; (2) comparative growth rates (seven major economies, including the United States and the U.S.S.R.); (3) the causes of economic growth; (4) impediments to growth; and (5) policies for growth. I found the article by Robert M. Solow on "Economic Growth" particularly interesting because of its clarification of the differences between those who believe that potential growth in the economy in the current decade is about 3 percent and those who argue for 4 percent. Professor Solow concludes after examining some of the major points of difference that "the difference between the three-percenters and the four-percenters is not

solidly based. That does not say who is right, but it does suggest the possibility that economic policy need not turn our society on its ear to elicit a growth of potential output near to 4 percent a year."

Professor Sherman's book attempts to investigate the subjects of economic growth, business cycles, and inflationary processes in order to develop an interrelated approach covering all three. The author states explicitly that the survey is designed primarily for the beginning student, with material for the more advanced student confined to the appendixes in the back of the book. Although the book provides a useful outline of business cycle theories and processes, it is less successful in achieving the author's objectives of providing a consistent theory of the whole subject of "macrodynamics."

—JACK ALTERMAN

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### Patron and Padrone—Japanese Style

*Paternalism in the Japanese Economy: Anthropological Studies of Oyabun-Kobun Patterns.* By John W. Bennett and Iwao Ishino. Minneapolis, University of Minnesota Press, 1963. 307 pp., bibliography. \$6.50.

This book brings together, with some retrospective analysis, a number of studies made by American and Japanese social scientists in Occupied Japan. The "oyabun-kobun" pattern received special attention because the Occupation undertook to abolish some of its worst manifestations.

The pattern involved an extension into economic activities and business groups of some of the familial (and feudal) principles of traditional Japanese social organization. No single translation of the Japanese term fits all cases. The nearest literal translation would be in terms of "father-son status" or "parent role and child role," but with some symbolic elements implied. In some cases, "boss and henchman" or "patron and client" come closer.

Oyabun-kobun paternalism took many different forms; the case studies include examples of "labor-boss," "entrepreneur-boss," "patron-employer," and "landowner-tenant" relationships. The pattern was pervasive, but by no means uniform in all its manifestations: "Local rules may be adhered

to, but constant variation in these is to be expected. . . . Oyabun-kobun may be taken seriously or not, as the demands of the situation require. It may be a ritual, an ideology in certain instances, or merely a tool."

The "labor-boss" system is of special interest because many Japanese in the postwar period were dependent upon this type of organization for their livelihood and because the Occupation, as one of its many labor reforms, took steps to eliminate the system. The boss was essentially a labor supplier, particularly for casual and unskilled labor, who used the oyabun-kobun pattern to maintain quite complete control over the working lives, and often the personal lives, of his workers. The expected relationship between boss and kobun (workers) was one of "obedience and loyalty to the superior and benevolence to the subordinate." The boss' main function was "to find employment for his men, but he has related obligations of caring for his kobun in times of illness, of giving or loaning money in time of need, and of assuring minimum subsistence in periods of unemployment."

He collected his workers' pay, kept part of it (usually 10 to 30 percent), and exerted much control over their private lives. He blocked any opportunity for direct bargaining between his men and the ultimate employers of their labor; the system often made it impossible (or dangerous) for workers to quit or shift to other jobs. A network of ritual observances and of personal favoritism to individual workers reinforced the boss' control.

Nevertheless, the labor boss did perform certain essential social functions in finding jobs and providing the feudal equivalent of social security. Effective elimination of the system required the creation of new public institutions—including an effective public employment service, an unemployment insurance system, and functioning arrangements for hospital care and welfare service—before the workers slowly gained confidence in their ability to get by without an oyabun.

The book is readable and informative, and will interest those who wish to study and understand the widely varied patterns of managerial organization and labor-management relations that exist in complex, but non-Western, cultures.

—PAUL L. STANCHFIELD

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## Quotations From Recent Books

*Economics and Man.* By John S. Gams and Jerome B. Komisar. Homewood, Ill., Richard D. Irwin, Inc., 1964. 433 pp. Rev. ed. \$10.35.

Not only automation but also the trend toward the service industries are absorbing more and more white-collar people and fewer blue-collar workers. The white-collar people will not join unions, at least not unions of the AFL-CIO type. They will join various types of associations (such as the American Association of University Professors), but these tend to be rather pallid groups, lacking in militancy. (It should be noted that this is not quite true and that in certain areas as in southern California, these professional groups are quite aggressive.)

*Two Worlds of Change: Readings in Economic Development.* Edited by Otto Feinstein. Garden City, N.Y., Anchor Books, Doubleday & Co., Inc., 1964. 420 pp. \$1.45, paperback.

But the process of social change involves more than finding the techniques to increase national production by 6 percent a year and finding a group of people—like Weber's Protestants—who, in following their own cultural imperatives, will generate this growth. There are many questions that must be answered. How do these people get the will to economize? Why didn't they have it before? What is the old system of production really like? What happens when these changes start?

*Labor and the Public Interest.* By W. Willard Wirtz. New York, Harper & Row, Publishers, Inc., 1964. 196 pp. \$3.95.

But free collective bargaining can no longer depend on the defense that compulsory arbitration is evil. Nor does its protection lie in endless new administrative resourcefulness and maneuver. The preservation of free collective bargaining depends on two necessary developments.

One of these has to do with the health of the economy as a whole. It is questionable whether serious and difficult issues arising from the displacement, or threatened displacement, of men by machines or by new work methods can be satisfactorily dealt with in major industries by free col-

lective bargaining unless the economy is developing at a rate which will give displaced employees reasonable assurance of an opportunity to find other jobs . . . .

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

\* \* \* \* \*

The fact that we have not been growing fast enough should not obscure the clear promise that we can do what needs to be done. We have the resources and the skills to make the greatest economic advance in our history. America is like Gulliver in Lilliput—a giant, held down by a mass of small doubts and restrictions, needing only to exert the strength of its convictions to realize its full potential. The hard truth of the matter is that nothing—nothing!—is needed to put this country on a full employment basis except the decision to do it . . . .

\* \* \* \* \*

The fact of four million unemployed people in this country is so deplorable a situation, in human terms, as to warrant indignant intolerance of any explanation which is advanced for it in terms of any kind of economic analysis. If the answer to a suggestion to advance the purpose of full employment is that it will contribute to inflation, an unbalanced budget, or an unfavorable dollar balance, that cannot be the end of it; for full employment is itself an ultimate purpose. And surely the meaning of full employment cannot be arrived at by working back from an assumption about the minimum degree of unemployment which can be achieved without threat of inflation. It would be a serious error if the country were to become conditioned to the idea that 4 percent is, for any reason, a satisfactory unemployment rate.

\* \* \* \* \*

The most dangerous myth, in immediate terms, is that machines produce as many jobs for men as they destroy and therefore represent no threat to workers. This is a half-truth, and therefore a half-lie. The truth is that machines *permit* the extension of men's work activities. The implied lie is that this will happen automatically or without the exercise of full human responsibility.

*New Horizons of Economic Progress.* Edited by Lawrence H. Seltzer. Detroit, Mich., Wayne State University Press, 1964. 158 pp. (Franklin Memorial Lectures, Vol. XII.) \$4.95.

. . . It is our job to be the worry birds for the Nation; that's what we get paid for. When my descendants gather about my knee and say, 'Grandpa, what did you do to add to the gross national product?' my reply will have to be, 'I worried.'

*Employment and Unemployment in the United States: A Study of the American Labor Force.* By Seymour L. Wolfbein. Chicago, Science Research Associates, Inc., 1964. 339 pp.

Let us start with women and point to the change in attitude toward women's participation in activities outside the home. We emphasize the phrase 'outside the home' because women usually put in a substantial amount of work at home. Such work does not place them in the labor force, but it is still hard and productive. (In 1900, married women had a much lower labor market participation rate, but the work most women put in round the clock at home was doubtless physically more difficult than the work their granddaughters are doing now outside the home.)

*Labor and Management in Industrial Society.* By Clark Kerr. Garden City, N.Y., Anchor Books, Doubleday & Co., Inc., 1964. 372 pp. \$1.45, paperback.

Many people are simultaneously Theoretical Liberals in the Jeffersonian sense and Practical Pluralists of the John L. Lewis type. They talk about the supremacy of the rights of the individual and they work for the survival, effectiveness, and sovereignty of private associations—unions, corporations, professional associations—as against the sometimes dissident individual. The Theoretical and the Practical go their separate and inconsistent ways. But there is a need for a reconciliation of views in a world that still admires Jefferson, but lives with John L. Lewis. In thinking about this, a new phrase was coined—the 'Liberal Pluralist.' The idea behind the phrase was that the private association could have a great deal of autonomy but that the State had an ob-

ligation to provide minimum protection for the rights of the individuals within these private associations, these private governments.

*Sam Gompers: Labor's Pioneer.* By David F. Selvin. New York, Abelard-Schuman, 1964. 159 pp. \$3.

It was at the 1903 convention that Sam made the declaration that summed up his views of the Socialists. 'I have kept close watch upon your doctrines for 30 years,' he told the Socialist delegates. '[I] have been closely associated with many of you and know how you think and what you propose . . . I declare it to you, I am not only at variance with your doctrines, but with your philosophy. Economically, you are unsound; socially, you are wrong; industrially, you are an impossibility.'

*Human Relations in Business: A Behavioral Science Approach.* By James L. Latham. Columbus, Ohio, Charles E. Merrill Books, Inc., 1964. 290 pp., bibliography. \$7.95.

In recent years, workers in all vocations have been admonished that the 'tempo of the times' is killing them—that they need to slow down, relax, take more vacations. It has been pridefully said that the stomach ulcer is the 'badge of the businessman;' and that heart conditions are the price for mighty strife in the effort toward success. These popular assumptions have themselves precipitated frustration.

*Labor in the Tropical Territories of the Commonwealth.* By B. C. Roberts. Durham, N.C., Duke University Press, 1964. 426 pp. \$6.25.

Many members of the European trade union organizations have felt that the American union leaders were to strongly motivated by ideological considerations. The self-righteous attitude often displayed by the representatives of the American unions has provoked distrust of their ability to understand the problems of either the European labor movements or those of the underdeveloped territories of Africa, Asia, and the Caribbean.

The AFL-CIO have made it abundantly clear that they believe that the European unions have not waged war vigorously enough on communism and colonialism. The Americans have not, therefore, been prepared to reduce their independent

activities, and they have shown at times a reluctance to increase their contributions to the ICFTU funds until assured of changes in its policy.

*The Division of Labor in Society.* By Emile Durkheim; translated by George Simpson. New York, Free Press of Glencoe, 1964. xxiv, 439 pp. \$2.45.

. . . The only experimental fact proving that life is generally good is that the great mass of men prefer it to death. To be so, in the average life, happiness must prevail over unhappiness. If the relations were reversed, neither the attachment of men to life, nor its continuance jostled by the facts at each moment, could be understood. Pessimists, it is true, explain the persistence of this phenomenon by the illusions of hope. According to them, if, in spite of the deceptions of experience, we hold on to life, it is because we are wrongly hoping that the future will make up for the past. But even admitting that hope is sufficient to explain the love of life, it does not explain itself. . . .

*Careers and Opportunities in Advertising.* By Charles Michael Boland. New York, E. P. Dutton & Co., Inc., 1964. 215 pp., bibliography. \$4.50.

The degree and character of your preparation for advertising, however, will best be reflected in what you yourself do to implement the knowledge achieved in the halls of higher learning. The creative person who studies the liberal arts and finds he has a flair for writing should spend every waking moment—not devoted to academic requirements—in writing about anything he can think of. . . .

## Other Recent Publications

### Education and Training

*Proceedings of the 20th Annual Conference of American Society for Training and Development, San Francisco, Calif., June 9-11, 1964.* (In *Training Directors Journal*, New York, August 1964, pp. 2-83. \$1.)

*Occupational Training of Women Under the Manpower Development and Training Act.* Washington, U.S. Department of Labor, Office of Manpower, Automation and Training, 1964. 19 pp. (Manpower Evaluation Report 3.)

*Cost of In-Plant Programming.* By Geary A. Rummeler and Joseph P. Yaney. Ann Arbor, Mich., University of Michigan, Center for Programmed Learning for Business, 1964. 28 pp. (Occasional Paper \$1.)

*Man in a World of Work.* Edited by Henry Borow. Washington, National Vocational Guidance Association, 1964. 606 pp. \$11.25, Houghton Mifflin Co., Boston.

*Occupational Change and the Employment Counselor.* By Louis Levine. (In *Employment Service Review*, U.S. Department of Labor, Bureau of Employment Security, Washington, July 1964, pp. 1-6. 30 cents, Superintendent of Documents, Washington.)

*Planning My Future.* Minneapolis, Minn., American Guidance Service, Inc., 1964. 368 pp., bibliography. 3d ed. (National Forum Guidance Series.) \$4.20.

*From High School to a Job.* By Adrian A. Paradis. New York, Avon Books (a Division of the Hearst Corp.), 1964. 223 pp. 50 cents, paperback.

*How to Become a Government Girl.* By Delight Hall. New York, Macfadden Books, Macfadden-Bartell Corp., 1964. 191 pp. 60 cents, paperback.

*Careers in Engineering.* By Theodore Wachs, Jr. New York, Henry Z. Walck, Inc., 1964. 102 pp., bibliography. (Careers for Tomorrow.) \$3.50.

*Careers in Airlines Operations.* By Raymond Nathan. New York, Henry Z. Walck, Inc., 1964. 112 pp., bibliography. (Careers for Tomorrow.) \$3.50.

*Know Your Union: A Guide to Jobs in the Building Trades.* By Donald F. Daly. Philadelphia, Pa., Dorrance & Co., Inc., 1964. 124 pp. \$3.

### Employee Benefits

*United Mine Workers of America Welfare and Retirement Fund—Report for the Year Ending June 30, 1964.* Washington, 1964. 32 pp.

*New Trends in Pensions [Great Britain].* By Michael Pilch and Victor Wood. London, Hutchinson & Co., Ltd., 1964. 223 pp.

### Health and Safety

*Health Insurance Coverage, United States, July 1962-June 1963.* Washington, U.S. Department of Health, Education, and Welfare, Public Health Service, 1964. 37 pp. (Vital and Health Statistics Data From the National Health Survey. PHS Publication No. 1000—Series 10—No. 11.) 35 cents, Superintendent of Documents, Washington.

*Economics of Safety.* By Gordon L. Brown and Donald C. Whytock. Waterford, Conn., National Foremen's In-

stitute, Bureau of Business Practice, 1964. 175 pp. (Complete Management Library Vol. XXVII.)

*Safety Organization and Activities of Award-Winning Companies in the Coal-Mining Industry.* By Robert T. Davis and R. W. Stahl. Washington, U.S. Department of the Interior, Bureau of Mines, 1964. 26 pp. (Information Circular 8224.)

*Disabling Work-Injury Experience of the Oil Industry (All Activities) and the Natural Gas Industry (Including Distribution Activities) in the United States, 1963.* Washington, U.S. Department of the Interior, Bureau of Mines, 1964. 14 pp. (Mineral Industry Surveys.)

## Industrial Relations

*Brighter Future for Collective Bargaining.* By E. Robert Livernash. (In *Harvard Business Review*, Boston, September–October 1964, pp. 66–70. \$2.)

*Work Stoppages in California, 1963.* San Francisco, State Department of Industrial Relations, Division of Labor Statistics and Research, 1964. 28 pp.

*Industrialization and Industrial Relations: An Analytical Framework.* By Garfield Clack. (In *South African Journal of Economics*, Johannesburg, South Africa, June 1964, pp. 113–127. R1.00.)

## Labor Force

*The Nature of Long Range Manpower Planning.* By Eric W. Vetter. (In *Management of Personnel Quarterly*, University of Michigan, Bureau of Industrial Relations, Ann Arbor, Mich., Summer 1964, pp. 20–27.)

*Employment of Scientific and Technical Personnel in Industry, 1962.* Washington, U.S. Department of Labor, Bureau of Labor Statistics, 1964. 86 pp. (Bulletin 1418.) 50 cents, Superintendent of Documents, Washington.

*Employment Requirements and Changing Occupational Structure in Civil Aviation.* By Sheldon H. Luskin. Washington, U.S. Department of Labor, Bureau of Labor Statistics, 1964. 55 pp., bibliography. (Bulletin 1367.) 40 cents, Superintendent of Documents, Washington.

*Labor and Material Requirements for Private One-Family House Construction.* By Herman J. Rothberg. Washington, U.S. Department of Labor, Bureau of Labor Statistics, 1964. 37 pp. (Bulletin 1404.) 30 cents, Superintendent of Documents, Washington.

*Seasonally Adjusted Employment in Manufacturing Industries, Puerto Rico, January to December 1963.* Hato Rey, P.R., Department of Labor, Bureau of Labor Statistics, 1964. 13 pp.

*Full Employment and Underemployment in Puerto Rico, January 1963 to April 1964.* Hato Rey, P.R., Department of Labor, Bureau of Labor Statistics, 1964. 16 pp. (Special Report on the Labor Force 37.)

*Help Wanted—Female: A Study of Demand and Supply in a Local Job Market for Women.* By Georgina M. Smith. New Brunswick, N.J., Rutgers—The State University, Institute of Management and Labor Relations, 1964. 94 pp.

*Selected Readings in Employment and Manpower: Vol. 4, Lessons From Foreign Labor Market Policies.* Washington, U.S. Senate, Committee on Labor and Public Welfare, Subcommittee on Employment and Manpower, 1964. 212 pp. (Committee Print, 88th Cong., 2d sess.)

*Development of the Labor Surplus Economy: Theory and Policy.* By John C. H. Fei and Gustav Ranis. New Haven, Conn., Yale University, Economic Growth Center, 1964. 324 pp. \$8.50, Richard D. Irwin, Inc., Homewood, Ill.

*The Use of Equity to Enforce Employment Rights in State Courts.* By Roy Harris Cohen. (In *Labor Law Journal*, Chicago, August 1964, pp. 549–558. \$1.25.)

*Labor USA Today.* By Lester Velie. New York, Harper & Row, Publishers, 1964. 228 pp. Rev. ed. \$4.95.

*Case Studies of Displaced Workers—Experiences of Workers After Layoff.* By Herbert Hammerman. Washington, U.S. Department of Labor, Bureau of Labor Statistics, 1964. 94 pp., bibliography. (Bulletin 1408.) 50 cents, Superintendent of Documents, Washington.

*Putting Youth to Work: How the New York State Employment Service Helps Young People Get Jobs.* New York, State Department of Labor, Division of Employment, 1964. 22 pp.

*Youth and Work in Latin America: I, The Employment of Children; II, Youth Employment Prospects.* (In *International Labor Review*, Geneva, July 1964, pp. 1–23 and August 1964, pp. 150–179. 75 cents each. Distributed in United States by Washington Branch of ILO.)

## Personnel Management

*Personnel Audits and Reports to Top Management.* By Geneva Seybold. New York, National Industrial Conference Board, Inc., 1964. 149 pp. (Studies in Personnel Policy 191.)

*The Meaning of Dissatisfaction With Factory Work.* By Orlando C. Behling. (In *Management of Personnel Quarterly*, University of Michigan, Bureau of Indus-



trial Relations, Ann Arbor, Mich., Summer 1964, pp. 11-16.)

*Some Alternatives to Career Employment.* (In Conference Board Record, National Industrial Conference Board, New York, August 1964, pp. 28-32.)

## Social Security

*Social Security Amendments of 1964.* Supplement report together with individual views of the Committee on Finance on H.R. 11865. Washington, U.S. Senate, Committee on Finance, 1964. 137 pp. (Report 1513, 88th Cong., 2d sess.)

*Workmen's Compensation Problems: Proceedings of the 49th Annual Convention of the International Association of Industrial Accident Boards and Commissions, Miami Beach, Fla., November 10-14, 1963.* Washington, U.S. Department of Labor, Bureau of Labor Standards, 1964. 267 pp. (Bulletin 261.) 75 cents, Superintendent of Documents, Washington.

*The Canada Pension Plan.* Ottawa, Canadian Department of National Health and Welfare, 1964. 26 pp.

*Report of the Ministry of Pensions and National Insurance for the Year 1963.* London, 1964. 151 pp. (Cmnd. 2392.) 10s., H. M. Stationery Office, London.

## Wages and Hours

*Wages—A Worker's Education Manual.* Geneva, International Labor Office, 1964. 176 pp., bibliography. 75 cents. Distributed in United States by Washington Branch of ILO.

*Wages and Related Benefits: Part II, Metropolitan Areas, United States and Regional Summaries, 1962-63.* By Toivo P. Kanninen. Washington, U.S. Department of Labor, Bureau of Labor Statistics, 1964. 92 pp. (Bulletin 1345-83.) 50 cents, Superintendent of Documents, Washington.

*Industry Wage Survey: Hotels and Motels, June 1963.* By Fred W. Mohr. Washington, U.S. Department of Labor, Bureau of Labor Statistics, 1964. 56 pp. (Bulletin 1406.) 40 cents, Superintendent of Documents, Washington.

*Employee Earnings in Selected Metropolitan Areas of the South, June 1961-June 1962.* Washington, U.S. Department of Labor, Bureau of Labor Statistics, 1964. 37 pp. (Bulletin 1403.) 30 cents, Superintendent of Documents, Washington.

*Median Weekly Earnings in Puerto Rico, January 1963 to April 1964.* Hato Rey, P.R., Department of Labor, Bureau of Labor Statistics, 1964. 7 pp. (Special Report on the Labor Force 36.)

*Occupational Wage Survey: Chicago, Ill., April 1964.* Washington, U.S. Department of Labor, Bureau of Labor Statistics, 1964. 38 pp. (Bulletin 1385-66.) 30 cents, Superintendent of Documents, Washington. Other bulletins in this series include:

	Bulletin No.	Pages	Price (cents)
Portland, Oreg.-Wash., May 1964	1385-67	30	25
Beaumont-Port Arthur, Tex., May 1964	1385-70	26	25
Atlanta, Ga., May 1964	1385-73	32	25
Lubbock, Tex., June 1964	1385-75	26	25
Lawrence-Haverhill, Mass.-N.H., June 1964	1385-76	26	25
Norfolk-Portsmouth and Newport News-Hampton, Va., June 1964	1385-77	20	20
Spokane, Wash., May 1964	1385-78	18	20
Worcester, Mass., June 1964	1385-79	30	25
Akron, Ohio, June 1964	1385-80	30	25

*1963 Earnings and Hours, California and Metropolitan Areas.* San Francisco, State Department of Industrial Relations, 1964. 43 pp.

*Salary Study, 1963.* By Lydia F. Hylton. New York, Child Welfare League of America, Inc., 1964. 75 pp. \$1.25.

## Miscellaneous

*Industrialism and Industrial Man: The Problems of Labor and Management in Economic Growth.* By Clark Kerr and others. New York, Oxford University Press, 1964. 263 pp. 2d ed. \$1.95, paperback.

*The Human Shape of Work: Studies in the Sociology of Occupations.* Edited by Peter L. Berger. New York, McMillan Co., 1964. 241 pp. \$5.95.

*Control of Uneconomic Practices at Government Sites: A Comparative Study of Two Government Panels.* By W. S. Price and Armin Behr. (In Labor Law Journal, Chicago, August 1964, pp. 519-541.) \$1.25.)

*Understanding Our Economy—Analysis, Issues, Principles.* By William P. Mortenson, Donald T. Krider, Roy J. Sampson. Boston, Houghton Mifflin Co., 1964. 502 pp. \$5.40.

*Business Cycles: A Theoretical, Historical, and Statistical Analysis of the Capitalist Process.* By Joseph A. Schumpeter. New York, McGraw-Hill Book Co., 1964. 461 pp. (Abridged, with an introduction, by Rendigs Fels.) \$2.95, paperback.

*A Glossary of Economic Terms.* By Howard Wilson. Deerfield, Ill., Administrative Research Associates, 1964. 30 pp. 75 cents.

*Poverty in the United States.* (Handbook of basic information relative to the problems of poverty in the United States.) Washington, U.S. House of Repre-

- sentatives, Committee on Education and Labor, 1964. 304 pp. (Committee Print, 88th Cong., 2d sess.)
- Paying Men Not To Work.* By Oscar W. Cooley. Caldwell, Idaho, Caxton Printers, Ltd., 1964. 196 pp. \$2.50.
- Method of Statistical Testing: Monte Carlo Method.* Edited by Yu A. Shreider; translated by Scripta Technica, Inc. New York, American Elsevier Publishing Co., Inc., 1964. 303 pp. \$15.
- Improving Executive Management in the Federal Government.* New York, Committee for Economic Development, Research and Policy Committee, 1964. 76 pp. \$1.50.
- Federal Conflict of Interest Law.* By Bayless Manning. Cambridge, Mass., Harvard University Press, 1964. 285 pp. \$6.95.
- Retirement Patterns Among Aged Men: Findings of the 1963 Survey of the Aged.* By Erdman Palmore. (In Social Security Bulletin, U.S. Department of Health, Education, and Welfare, Social Security Administration, Washington, August 1964, pp. 3-10. 25 cents, Superintendent of Documents, Washington.)
- Federal Funds for Research, Development, and Other Scientific Activities, Fiscal Years 1962, 1963, and 1964.* Washington, National Science Foundation, 1964. 180 pp. (Surveys of Science Resources Series, NSF 64-11.) \$1, Superintendent of Documents, Washington.
- Food for Development: The World Food Program.* By A. Dawson. (In International Labor Review, Geneva, August 1964, pp. 99-129. 75 cents. Distributed in United States by Washington Branch of ILO.)

# Current Labor Statistics

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<sup>1</sup> This table is included in the January, April, July, and October issues of the *Review*.

**NOTE:** With the exceptions noted, the statistical series here from the Bureau of Labor Statistics are described in *Techniques of Preparing Major BLS Statistical Series*, BLS Bulletin 1168, 1954, and cover the United States without Alaska and Hawaii.

## A.—Employment

TABLE A-1. Estimated total labor force classified by employment status and sex  
(In thousands)

Employment status	Estimated number of persons 14 years of age and over <sup>1</sup>												Annual average	
	1964						1963							
	Sept.	Aug.	July	Jun.	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1961
	Total, both sexes													
Total labor force.....	76,865	78,509	78,958	79,389	77,490	76,544	75,553	75,259	74,514	75,201	76,000	75,811	74,175	73,126
Civilian labor force.....	74,122	75,758	76,218	76,645	74,742	73,799	72,810	72,527	71,793	72,461	73,261	73,344	73,062	71,603
Unemployment.....	3,317	3,654	3,813	4,692	3,640	3,921	4,293	4,524	4,565	3,846	3,936	3,453	3,516	4,806
Unemployment rate seasonally adjusted <sup>2</sup> .....	5.2	5.1	4.9	5.3	5.1	5.4	5.4	5.4	5.6	5.5	5.9	5.5	5.6	6.7
Unemployed 4 weeks or less.....	1,701	1,691	1,670	2,781	1,671	1,660	1,620	1,669	2,069	1,734	1,955	1,623	1,682	1,897
Unemployed 5-10 weeks.....	537	862	1,070	674	632	705	807	1,236	988	859	767	662	617	964
Unemployed 11-14 weeks.....	315	312	216	231	252	321	544	455	402	324	349	251	332	411
Unemployed 15-26 weeks.....	353	296	322	485	556	693	742	654	605	492	401	443	382	728
Unemployed over 26 weeks.....	410	494	535	522	529	543	581	510	501	436	463	476	503	804
Employment.....	70,805	72,104	72,405	71,953	71,101	69,877	68,517	68,002	67,228	68,615	69,325	69,891	69,546	66,796
Nonagricultural.....	65,575	66,704	66,586	66,100	66,094	65,448	64,500	64,071	63,234	64,576	64,548	64,541	64,220	61,333
Worked 35 hours or more.....	33,986	49,212	48,645	50,777	51,505	51,452	50,556	48,953	47,179	50,817	46,129	50,960	50,462	47,257
Worked 15-34 hours.....	24,268	7,115	7,211	7,602	7,817	7,676	7,717	8,694	9,637	7,679	12,456	7,402	7,124	8,249
Worked 1-14 hours.....	3,887	3,169	3,264	3,718	4,466	4,206	4,191	4,321	4,164	4,092	3,935	3,893	3,645	3,610
With a job but not at work <sup>3</sup> .....	3,432	7,205	7,464	4,004	2,304	2,115	2,038	2,103	2,255	1,985	2,029	2,288	2,990	2,946
Agricultural.....	5,230	5,400	5,819	5,853	5,007	4,429	4,017	3,993	4,039	4,777	5,350	5,326	5,463	5,723
Worked 35 hours or more.....	3,577	3,716	3,980	4,154	3,448	2,923	2,391	2,108	2,108	2,179	2,994	3,716	3,619	3,540
Worked 15-34 hours.....	1,181	1,085	1,218	1,195	1,089	1,029	1,029	1,077	1,042	1,100	1,196	1,094	1,171	1,245
Worked 1-14 hours.....	346	440	428	387	378	374	386	524	549	476	411	442	424	444
With a job but not at work <sup>3</sup> .....	128	160	193	119	92	124	211	223	294	284	176	98	112	200
	Males													
Total labor force.....	51,083	52,584	53,057	52,813	51,294	50,665	50,123	49,956	49,731	49,924	50,285	50,368	50,602	49,918
Civilian labor force.....	48,370	49,894	50,347	50,100	48,577	47,951	47,411	47,255	47,041	47,215	47,577	47,657	47,884	47,378
Unemployment.....	1,813	2,074	2,183	2,630	2,067	2,345	2,681	2,826	2,881	2,477	2,253	1,874	1,902	3,060
Employment.....	46,557	47,791	48,164	47,470	46,510	45,607	44,730	44,429	44,160	44,739	45,324	45,784	45,983	44,318
Nonagricultural.....	42,476	43,443	43,571	42,860	42,496	41,891	41,299	41,029	40,686	41,294	41,488	41,644	41,880	39,811
Worked 35 hours or more.....	25,120	34,831	34,699	35,845	35,748	35,537	34,797	33,782	32,879	34,799	32,166	35,387	35,317	32,984
Worked 15-34 hours.....	13,729	3,391	3,345	3,403	3,403	3,332	3,461	4,187	4,580	3,466	6,442	3,238	3,205	3,587
Worked 1-14 hours.....	1,599	1,429	1,450	1,508	1,969	1,759	1,743	1,795	1,777	1,718	1,586	1,610	1,552	1,511
With a job but not at work <sup>3</sup> .....	2,028	3,790	4,078	2,077	1,376	1,265	1,297	1,265	1,452	1,311	1,292	1,410	1,808	1,729
Agricultural.....	4,081	4,348	4,593	4,610	4,014	3,716	3,432	3,400	3,474	3,445	3,836	4,139	4,103	4,508
Worked 35 hours or more.....	3,035	3,243	3,439	3,552	3,019	2,622	2,190	1,918	1,908	1,951	2,622	3,121	3,067	3,132
Worked 15-34 hours.....	708	657	704	667	627	678	741	803	795	820	754	626	631	827
Worked 1-14 hours.....	232	314	292	290	295	306	325	475	497	409	307	309	301	370
With a job but not at work <sup>3</sup> .....	106	135	158	99	73	107	176	203	274	263	154	84	102	179
	Females													
Total labor force.....	25,782	25,925	25,901	26,576	26,196	25,878	25,430	25,302	24,783	25,277	25,715	25,718	25,209	24,257
Civilian labor force.....	25,752	25,894	25,871	26,545	26,165	25,847	25,399	25,271	24,752	25,246	25,684	25,687	25,178	24,225
Unemployment.....	1,503	1,581	1,630	2,062	1,574	1,577	1,613	1,698	1,684	1,369	1,682	1,580	1,615	1,747
Employment.....	24,248	24,313	24,241	24,483	24,591	24,271	23,786	23,573	23,068	23,877	24,001	24,107	23,563	22,478
Nonagricultural.....	23,099	23,261	23,015	23,240	23,598	23,557	23,201	23,042	22,548	23,282	23,061	22,897	22,340	21,523
Worked 35 hours or more.....	8,867	14,382	13,947	14,932	15,758	15,912	15,758	15,170	14,301	16,020	13,962	15,572	15,147	14,273
Worked 15-34 hours.....	10,539	3,723	3,867	4,199	4,414	4,343	4,256	4,507	5,057	4,213	6,014	4,164	3,921	3,934
Worked 1-14 hours.....	2,290	1,740	1,816	2,180	2,497	2,450	2,448	2,526	2,387	2,377	2,349	2,282	2,092	2,098
With a job but not at work <sup>3</sup> .....	1,404	3,415	3,386	1,928	928	849	740	838	803	674	736	879	1,183	1,217
Agricultural.....	1,149	1,052	1,226	1,243	993	713	585	531	520	594	940	1,210	1,223	955
Worked 35 hours or more.....	541	471	542	599	429	279	201	190	199	224	372	597	551	408
Worked 15-34 hours.....	473	428	514	528	461	350	288	273	247	280	443	467	537	419
Worked 1-14 hours.....	112	126	137	96	83	66	61	49	53	69	104	134	122	107
With a job but not at work <sup>3</sup> .....	22	25	35	20	19	16	35	20	20	21	22	15	10	22

<sup>1</sup> Estimates are based on information obtained from a sample of households and are subject to sampling variability. Data relate to the calendar week ending nearest the 15th day of the month. The employed total includes all wage and salary workers, self-employed persons, and unpaid workers in family-operated enterprises. Persons in institutions are not included.

Because of rounding, sums of individual items do not necessarily equal totals.

<sup>2</sup> Unemployment as a percent of labor force.

<sup>3</sup> 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 <sup>1</sup>

[In thousands]

Revised series: see box, p. 1342.

Industry	1964										1963				Annual average	
	Sept. <sup>2</sup>	Aug. <sup>3</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1963	1962	
Total employees.....	59,809	59,236	58,993	59,212	58,500	57,945	57,388	57,045	56,909	58,585	58,220	58,426	58,211	57,174	55,841	
<b>Mining</b> .....	<b>645</b>	<b>645</b>	<b>644</b>	<b>649</b>	<b>631</b>	<b>624</b>	<b>611</b>	<b>611</b>	<b>614</b>	<b>631</b>	<b>634</b>	<b>637</b>	<b>641</b>	<b>634</b>	<b>652</b>	
Metal mining.....	79.9	80.3	87.8	86.5	85.3	83.2	82.9	82.0	82.6	82.6	83.5	84.1	84.4	82.4	82.8	
Iron ores.....	29.7	30.0	29.9	29.5	28.5	26.8	26.7	26.2	26.7	27.6	27.6	27.9	27.9	25.9	25.5	
Copper ores.....	21.8	21.8	29.8	29.1	28.8	28.7	28.5	28.2	28.0	27.8	27.6	27.5	27.9	27.9	28.5	
Coal mining.....	128.7	128.8	129.3	127.7	129.2	129.5	134.1	135.2	137.1	136.1	136.0	134.5	138.7	151.7		
Bituminous.....	117.4	117.6	118.1	116.8	118.5	118.2	122.7	124.0	125.8	124.8	125.0	123.8	127.6	139.8		
Crude petroleum and natural gas.....	305.0	304.6	302.2	291.3	289.3	288.2	287.1	290.5	295.0	291.5	289.5	295.0	293.4	299.2		
Crude petroleum and natural gas fields.....	164.5	164.3	163.8	159.5	159.6	159.7	160.6	160.5	161.6	161.2	161.6	163.3	163.6	167.4		
Oil and gas field services.....	140.5	140.3	138.4	131.8	129.7	128.5	126.5	130.0	133.4	130.3	127.9	131.7	129.9	131.8		
Quarrying and nonmetallic mining.....	131.8	130.6	129.3	125.8	119.8	109.9	106.8	106.4	116.1	122.6	127.1	126.7	119.7	118.7		
<b>Contract construction</b> .....	<b>3,440</b>	<b>3,542</b>	<b>3,493</b>	<b>3,373</b>	<b>3,191</b>	<b>2,977</b>	<b>2,760</b>	<b>2,681</b>	<b>2,628</b>	<b>2,925</b>	<b>3,176</b>	<b>3,333</b>	<b>3,378</b>	<b>3,029</b>	<b>2,909</b>	
General building contractors.....	1,088.3	1,071.1	1,031.7	972.4	906.8	839.2	816.4	803.9	889.2	972.4	1,011.6	1,026.4	920.4	881.1		
Heavy construction.....	747.1	736.4	709.6	652.7	563.4	479.1	459.6	442.5	536.1	632.4	706.3	723.2	604.1	593.8		
Highway and street construction.....	409.0	403.6	384.3	345.0	278.6	219.2	203.0	192.0	256.3	329.9	387.5	398.8	312.2	298.1		
Other heavy construction.....	338.1	332.8	325.3	307.7	284.8	259.9	256.6	250.5	279.8	302.5	318.8	324.4	291.9	295.7		
Special trade contractors.....	1,706.8	1,685.3	1,631.8	1,566.3	1,507.0	1,441.3	1,405.1	1,381.9	1,499.7	1,571.2	1,615.1	1,628.4	1,504.5	1,434.5		
<b>Manufacturing</b> .....	<b>17,774</b>	<b>17,550</b>	<b>17,354</b>	<b>17,404</b>	<b>17,186</b>	<b>17,106</b>	<b>17,051</b>	<b>16,982</b>	<b>16,935</b>	<b>17,139</b>	<b>17,229</b>	<b>17,367</b>	<b>17,398</b>	<b>17,035</b>	<b>16,859</b>	
Durable goods.....	10,089	9,886	9,904	9,951	9,844	9,801	9,734	9,676	9,666	9,765	9,789	9,811	9,801	9,659	9,493	
Nondurable goods.....	7,685	7,664	7,450	7,453	7,342	7,305	7,317	7,306	7,269	7,374	7,440	7,556	7,597	7,376	7,367	
<i>Durable goods</i> .....																
Ordnance and accessories.....	242.6	245.8	251.8	255.7	260.3	264.8	267.9	270.0	275.5	277.6	276.4	276.7	276.4	276.7	270.7	
Ammunition, except for small arms.....	172.0	175.0	180.4	183.4	186.8	189.1	190.5	191.9	194.9	196.0	193.8	193.3	192.4	191.0	183.4	
Sighting and fire control equipment.....	52.8	52.9	53.4	54.1	54.9	56.5	56.7	56.7	58.3	58.6	59.0	59.2	58.8	58.4	55.1	
Lumber and wood products, except furniture.....	615.1	624.3	621.3	617.8	595.3	581.8	569.5	566.3	564.1	584.4	597.2	605.9	614.1	585.8	588.7	
Logging camps and logging contractors.....	91.6	96.2	94.7	92.0	84.3	77.2	71.9	74.9	76.0	82.3	86.8	89.9	93.3	81.5	83.0	
Sawmills and planing mills.....	258.3	261.4	262.3	261.5	252.2	247.7	244.6	242.2	238.9	248.3	254.8	258.0	261.5	252.8	255.7	
Millwork, plywood, and related products.....	161.9	163.2	161.4	160.9	157.5	156.2	154.0	152.4	152.8	154.8	156.3	157.6	158.3	152.6	151.9	
Wooden containers.....	35.1	35.1	36.0	36.8	35.6	35.0	34.1	33.5	33.6	34.8	34.6	35.0	35.7	35.3	36.4	
Miscellaneous wood products.....	68.2	68.4	66.9	66.6	65.7	65.7	64.9	63.3	62.8	64.2	64.7	65.4	65.3	63.7	61.8	
Furniture and fixtures.....	415.2	412.9	403.7	404.2	394.5	396.5	394.4	391.3	390.0	395.5	397.8	399.7	399.1	389.8	385.1	
Household furniture.....	307.2	304.7	298.1	298.0	292.5	293.2	292.3	289.9	287.2	290.7	291.2	291.5	289.3	283.3	276.0	
Office furniture.....	26.7	26.0	26.1	24.9	26.0	26.1	25.7	26.5	27.0	27.2	27.5	27.4	27.1	27.8		
Partitions; office and store fixtures.....	38.7	37.5	37.3	36.3	36.3	35.7	35.7	35.5	36.3	37.8	39.3	40.5	39.0	40.6		
Other furniture and fixtures.....	42.1	42.8	42.1	42.8	40.8	41.0	40.3	40.0	40.8	41.5	41.6	41.4	41.9	40.5	40.7	
Stone, clay, and glass products.....	647.8	650.2	644.9	643.1	626.8	614.1	598.6	589.5	584.2	603.6	619.9	623.9	629.9	607.5	594.0	
Flat glass.....	32.2	31.8	31.7	31.2	30.6	31.0	31.7	32.0	32.0	32.3	32.6	32.2	31.6	30.8	30.4	
Glass and glassware, pressed or blown.....	121.1	120.6	118.6	120.1	118.0	116.1	114.4	112.5	108.8	111.8	113.4	113.8	115.9	113.1	109.6	
Cement, hydraulic.....	41.4	41.6	41.6	41.3	40.1	38.9	37.7	36.7	36.9	38.2	40.1	40.9	42.0	39.9	40.1	
Structural clay products.....	68.9	70.0	69.6	69.8	67.9	66.9	65.4	63.6	64.0	67.3	68.5	68.7	70.1	68.1	68.3	
Pottery and related products.....	44.5	43.6	43.9	44.1	44.3	44.3	43.7	44.2	44.5	45.4	45.1	44.8	43.9	43.8		
Concrete, gypsum, and plaster products.....	189.4	192.5	191.6	188.2	180.1	172.8	162.7	159.6	158.1	167.8	177.2	180.9	183.3	171.8	164.4	
Other stone and mineral products.....	126.9	126.4	126.0	123.8	123.3	121.9	120.9	120.0	121.3	121.9	121.3	121.6	120.1	118.9		
Primary metal industries.....	1,249.4	1,236.1	1,228.4	1,227.6	1,214.4	1,202.8	1,190.0	1,181.3	1,167.6	1,163.7	1,152.0	1,152.7	1,166.0	1,165.7	1,163.8	
Blast furnace and basic steel products.....	645.0	637.9	633.5	627.3	617.0	607.5	596.4	589.3	578.7	576.5	568.8	571.4	581.8	586.3	591.9	
Iron and steel foundries.....	215.3	213.7	212.2	214.6	211.7	209.6	208.1	207.0	204.6	203.0	201.3	200.0	201.7	198.3	193.6	
Nonferrous smelting and refining.....	69.4	69.8	69.5	71.0	70.6	69.9	70.1	70.0	69.9	69.7	69.9	69.7	70.2	68.8	68.1	
Nonferrous, rolling, drawing, and extruding.....	184.5	183.2	182.4	181.6	183.5	184.2	184.2	184.0	183.9	184.3	182.7	182.7	182.7	182.7	181.3	
Nonferrous foundries.....	75.5	73.4	72.7	73.2	72.9	72.8	72.6	72.3	71.8	71.3	71.0	71.3	71.3	70.0		
Miscellaneous primary metal industries.....	59.7	58.1	58.1	58.9	58.4	58.7	58.4	58.4	58.2	58.4	58.0	57.9	58.3	58.2		
Fabricated metal products.....	1,237.2	1,210.5	1,185.7	1,201.6	1,184.7	1,179.8	1,170.6	1,164.2	1,161.9	1,175.6	1,177.8	1,182.7	1,178.6	1,152.7	1,127.5	
Metal cans.....	65.6	67.4	65.8	65.2	64.1	63.4	62.3	61.4	59.9	60.3	61.2	61.6	64.2	62.0	61.3	
Cutlery, handtools, and general hardware.....	145.1	139.8	133.9	138.8	139.5	139.3	139.6	139.9	140.7	141.4	139.9	138.6	137.3	136.0	134.8	
Heating equipment and plumbing fixtures.....	81.8	80.8	80.8	80.6	78.7	79.8	78.5	78.5	78.4	79.0	79.0	79.3	79.2	76.9	74.9	
Fabricated structural metal products.....	367.0	364.6	360.6	356.2	345.1	340.4	335.1	332.7	332.0	338.4	343.6	347.4	351.4	337.5	331.5	
Screw machine products, bolts, etc.....	90.8	89.1	88.1	89.7	88.7	89.1	89.4	89.0	88.7	89.2	88.6	88.8	89.2	88.7	87.9	
Metal stampings.....	214.7	201.9	192.9	203.9	203.2	204.3	203.3	203.1	204.2	205.9	205.9	205.4	198.8	196.8		
Coating, engraving, and allied services.....	75.9	74.8	73.1	73.7	73.8	72.7	72.4	70.7	71.1	72.6	73.0	73.6	72.3	70.0	67.2	
Miscellaneous fabricated wire products.....	62.6	61.8	59.3	61.6	60.6	60.8	60.0	59.5	59.3	59.7	58.9	59.5	58.4	58.0	56.7	
Miscellaneous fabricated metal products.....	133.7	130.3	131.2	131.9	131.0	130.0	130.0	129.4	127.6	129.1	127.7	128.5	127.8	126.8	122.9	

<sup>1</sup> See footnotes at end of table.

TABLE A-2. Employees in nonagricultural establishments, by industry<sup>1</sup>—Continued

Industry	[In thousands]										Revised series; see box, p. 1342.				Annual average	
	1964										1963				1963	1962
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1963	1962	
<b>Manufacturing—Continued</b>																
<i>Durable goods—Continued</i>																
Machinery.....	1,619.1	1,605.7	1,606.0	1,610.6	1,596.4	1,591.2	1,581.3	1,555.1	1,556.6	1,550.0	1,531.1	1,527.5	1,524.7	1,520.3	1,489.8	
Engines and turbines.....	87.9	87.5	86.9	87.0	86.7	86.2	85.9	85.7	85.5	86.3	86.1	86.2	86.3	85.6	84.0	
Farm machinery and equipment.....	-----	122.5	123.4	126.1	126.9	128.3	128.1	126.8	123.6	120.5	117.2	116.6	116.0	119.8	112.4	
Construction and related machinery.....	234.8	233.1	232.1	231.6	228.6	226.7	224.8	-----	221.6	219.4	217.2	216.9	217.6	214.4	210.7	
Metalworking machinery and equipment.....	291.9	288.5	290.0	292.5	290.8	289.4	287.4	283.7	280.4	279.5	273.9	272.4	270.9	270.4	261.7	
Special industry machinery.....	177.5	175.5	176.1	177.1	174.4	174.1	172.5	171.7	170.6	170.0	169.3	168.4	167.9	168.2	169.0	
General industrial machinery.....	247.7	245.1	244.4	244.9	242.2	241.0	239.8	238.8	235.8	235.1	231.8	232.2	233.4	231.1	227.6	
Office, computing, and accounting machines.....	156.8	156.9	156.7	155.3	153.6	154.1	154.3	155.2	155.2	155.8	154.0	154.4	153.9	153.8	156.3	
Service industry machines.....	100.7	102.3	104.1	104.7	104.1	102.8	102.1	101.4	100.7	100.2	100.1	100.3	99.7	100.5	100.8	
Miscellaneous machinery.....	197.5	194.3	192.3	191.4	189.1	188.6	184.4	184.5	183.2	183.2	181.5	180.1	179.0	176.5	167.4	
Electrical equipment and supplies.....	1,599.7	1,573.3	1,561.9	1,559.7	1,546.6	1,548.4	1,551.9	1,557.0	1,569.2	1,581.7	1,584.9	1,595.4	1,590.5	1,581.5	1,579.2	
Electric distribution equipment.....	179.3	176.3	175.0	173.9	172.2	170.8	170.8	171.0	170.8	170.6	170.3	169.0	169.5	168.9	167.8	
Electrical industrial apparatus.....	196.4	195.1	194.4	194.7	191.6	189.8	190.0	188.7	188.4	188.1	187.6	187.8	187.8	187.2	185.4	
Household appliances.....	160.2	155.8	154.4	157.6	156.2	157.6	157.1	158.0	157.5	160.3	161.9	160.8	157.9	154.7	150.2	
Electric lighting and wiring equipment.....	159.5	156.9	154.7	154.2	152.8	153.1	153.3	153.1	152.1	152.8	153.8	154.3	153.0	149.3	143.2	
Radio and TV receiving sets.....	128.7	124.5	119.1	112.1	105.6	107.0	106.8	108.6	112.1	116.9	119.7	122.6	122.2	113.0	110.7	
Communication equipment.....	405.1	403.5	403.2	402.7	403.1	406.2	409.1	410.8	416.8	419.4	417.5	425.0	426.1	433.7	445.0	
Electronic components and accessories.....	265.9	262.9	259.5	261.8	261.2	260.2	260.7	260.2	262.0	262.5	263.8	264.3	263.8	264.8	266.8	
Miscellaneous electrical equipment and supplies.....	104.6	98.3	101.6	102.7	103.9	103.7	104.1	106.6	109.5	111.1	110.3	111.6	110.2	109.9	110.0	
Transportation equipment.....	1,648.6	1,524.6	1,620.8	1,640.5	1,650.1	1,652.6	1,646.7	1,643.7	1,649.3	1,664.8	1,659.2	1,650.4	1,626.8	1,614.2	1,542.3	
Motor vehicles and equipment.....	-----	663.7	761.6	773.6	781.0	780.4	776.3	769.1	776.2	782.8	777.3	768.3	752.3	738.4	691.6	
Aircraft and parts.....	616.2	613.9	617.1	621.2	623.8	631.0	636.4	641.6	647.8	656.0	654.0	652.1	648.6	649.4	634.6	
Ship and boat building and repairing.....	149.9	147.8	143.8	146.8	148.2	146.2	141.0	141.9	139.0	139.2	141.2	140.4	144.2	144.2	141.3	
Railroad equipment.....	-----	53.1	53.3	52.9	51.8	51.3	51.2	50.3	48.1	47.7	47.2	47.3	45.1	44.1	40.6	
Other transportation equipment.....	-----	46.1	45.0	46.0	45.3	43.7	41.8	40.8	38.2	39.1	39.5	40.6	40.4	38.0	34.2	
Instruments and related products.....	384.9	381.3	377.7	378.5	374.0	374.6	374.9	373.6	374.7	376.6	376.8	375.8	375.5	371.5	360.4	
Engineering and scientific instruments.....	-----	68.9	69.0	69.1	69.3	69.9	70.6	71.1	72.6	72.7	73.0	73.2	73.1	73.6	73.9	
Mechanical, measuring, and control devices.....	103.5	101.4	100.4	100.6	99.2	99.5	99.6	99.3	99.0	99.0	97.1	96.5	97.1	97.5	95.0	
Optical and ophthalmic goods.....	44.3	44.1	44.0	44.7	44.2	44.1	43.6	43.5	42.5	42.6	42.6	42.2	42.0	41.5	40.6	
Surgical, medical, and dental equipment.....	56.3	56.2	55.4	55.7	55.1	54.9	54.6	53.9	53.8	53.9	54.0	53.8	54.0	53.1	50.1	
Photographic equipment and supplies.....	-----	81.7	79.8	79.0	77.2	77.3	77.5	76.8	77.4	78.0	78.5	78.2	77.8	75.9	72.4	
Watches and clocks.....	-----	29.0	29.1	29.4	29.0	28.9	29.0	29.0	29.4	30.4	31.6	31.9	31.5	29.8	28.3	
Miscellaneous manufacturing industries.....	429.2	421.5	402.2	411.4	401.1	394.4	387.9	383.5	373.3	391.2	415.4	420.2	419.2	393.4	391.2	
Jewelry, silverware, and plated ware.....	47.3	45.7	43.6	45.0	44.9	44.5	44.1	43.3	43.3	43.7	43.8	43.4	43.1	42.1	42.3	
Toys, amusement and sporting goods.....	-----	117.1	110.0	112.4	105.7	100.9	94.7	91.6	86.5	98.0	115.9	122.8	120.1	103.8	102.5	
Pens, pencils, office and art materials.....	-----	32.7	32.0	31.6	31.3	31.3	31.3	31.6	31.7	33.2	33.4	32.2	32.4	31.9	31.0	
Costume jewelry, buttons, and notions.....	-----	60.4	56.5	59.9	58.1	57.4	58.0	57.7	54.9	56.8	58.3	58.8	60.1	57.3	57.8	
Other manufacturing industries.....	168.3	165.6	160.1	162.5	161.1	160.3	159.8	159.3	156.9	159.5	164.0	163.0	163.5	158.3	157.6	
<i>Nondurable goods</i>																
Food and kindred products.....	1,850.9	1,850.2	1,759.8	1,712.3	1,663.4	1,645.6	1,637.6	1,644.8	1,660.7	1,709.8	1,752.0	1,832.8	1,872.6	1,738.4	1,759.9	
Meat products.....	310.0	312.8	309.3	307.1	301.6	296.3	296.2	297.2	302.6	311.6	313.5	314.0	313.6	307.9	312.9	
Dairy products.....	292.7	299.9	300.8	299.1	291.6	287.7	285.7	284.2	284.3	287.9	289.3	293.5	298.9	296.2	303.4	
Canned and preserved foods, except meats.....	-----	334.3	254.9	214.7	195.1	192.8	181.7	181.8	186.6	201.8	228.4	297.8	354.2	241.7	253.7	
Grain mill products.....	134.7	133.9	131.5	133.1	130.9	127.3	128.1	128.3	129.7	130.1	130.1	133.8	135.1	131.6	130.8	
Bakery products.....	292.2	295.4	295.6	295.1	290.2	288.0	288.7	288.1	287.4	291.8	293.1	294.0	292.8	292.3	293.6	
Sugar.....	-----	32.7	31.7	30.9	30.4	31.2	33.3	40.5	44.1	47.2	50.7	48.8	33.0	35.6	35.3	
Confectionery and related products.....	76.4	74.3	69.3	71.5	70.9	71.1	73.4	75.7	75.5	82.2	84.3	80.5	76.5	75.4	75.4	
Beverages.....	221.9	227.6	228.1	222.0	215.0	213.3	210.8	209.0	210.0	214.7	217.0	220.5	220.3	214.7	212.3	
Miscellaneous food and kindred products.....	141.7	139.3	138.6	138.8	137.7	137.9	139.7	140.0	140.5	142.5	145.6	147.0	144.2	142.0	142.4	
Tobacco manufactures.....	105.0	94.0	77.3	77.9	77.3	77.7	81.6	85.7	88.3	95.2	99.5	106.6	107.5	89.2	91.0	
Cigarettes.....	-----	38.2	37.6	37.1	36.9	37.0	37.1	37.1	37.7	38.2	38.0	38.0	38.6	37.9	37.5	
Cigars.....	-----	25.6	25.4	26.2	25.5	25.3	25.0	24.5	22.8	23.4	23.9	23.7	23.4	23.1	23.9	
Textile mill products.....	908.9	905.6	889.8	903.3	895.6	893.4	891.6	887.7	880.7	887.9	894.8	897.7	895.8	889.5	902.6	
Cotton broad woven fabrics.....	234.9	234.0	233.2	233.8	232.2	232.6	233.5	233.7	233.3	234.3	233.8	234.2	233.7	233.6	240.4	
Silk and synthetic broad woven fabrics.....	85.4	85.4	84.8	85.7	85.2	85.2	85.2	85.3	85.1	85.4	85.1	84.3	83.7	83.3	81.7	
Weaving and finishing broad woollens.....	45.0	45.1	45.3	47.5	47.3	46.7	46.5	46.9	46.4	45.9	45.8	47.2	47.8	48.9	51.8	
Narrow fabrics and smallwares.....	27.8	27.4	26.8	27.4	27.0	27.2	27.1	27.0	27.0	27.2	27.4	27.4	27.2	27.0	27.6	
Knitting.....	225.1	224.1	218.1	220.3	217.8	214.8	212.9	208.8	204.2	208.3	216.5	219.7	219.6	214.6	219.4	
Finishing textiles, except wool and knit.....	74.3	75.4	74.5	75.2	74.9	75.0	75.0	74.6	74.6	75.2	75.0	74.4	74.3	74.4	74.9	
Floor covering.....	-----	38.7	37.1	38.0	38.1	38.4	38.7	38.5	38.0	38.7	38.7	38.5	37.9	37.9	37.4	
Yarn and thread.....	109.6	110.3	105.4	109.7	107.7	107.6	107.4	107.2	106.5	106.7	106.0	105.5	105.5	104.2	103.3	
Miscellaneous textile goods.....	66.9	65.2	64.6	65.7	65.4	65.9	65.3	65.7	65.6	66.2	66.6	66.5	66.1	65.7	66.3	

See footnotes at end of table.

TABLE A-2. Employees in nonagricultural establishments, by industry<sup>1</sup>—Continued

Industry	[In thousands]										Revised series; see box, p. 1342.				Annual average	
	1964										1963				1963	1962
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1963	1962	
<b>Manufacturing—Continued</b>																
<i>Nondurable goods—Continued</i>																
Apparel and related products.....	1,368.1	1,363.7	1,300.2	1,330.3	1,307.3	1,301.5	1,325.0	1,321.9	1,281.5	1,297.9	1,310.1	1,329.6	1,329.0	1,297.7	1,269.7	
Men's and boys' suits and coats.....	114.4	114.7	107.2	116.1	114.5	111.6	114.6	114.8	114.4	115.2	113.2	113.5	116.1	116.3	117.2	
Men's and boys' furnishings.....	348.4	346.3	337.0	343.1	336.4	333.4	331.7	328.8	323.0	326.7	330.1	333.6	335.5	329.4	319.0	
Women's, misses', and juniors' outer wear.....	413.2	415.2	391.1	397.0	392.3	396.0	411.3	411.2	391.0	391.8	392.0	399.8	400.6	392.4	381.7	
Women's and children's undergarments.....	128.0	124.2	118.0	120.4	119.3	119.2	119.9	119.2	117.8	121.6	125.6	124.9	122.9	118.7	116.5	
Hats, caps, and millinery.....	34.1	30.8	29.2	28.3	28.8	28.8	34.9	35.7	32.6	31.3	30.3	33.1	33.1	32.6	32.8	
Girls' and children's outerwear.....	81.4	83.8	84.2	86.0	82.6	79.3	79.8	83.4	80.0	78.2	78.7	80.0	79.6	79.7	78.4	
Fur goods and miscellaneous apparel.....	76.7	72.1	76.0	73.3	72.6	73.1	71.8	67.7	71.9	76.1	78.4	77.3	73.0	73.9		
Miscellaneous fabricated textile products.....	170.8	168.7	159.8	162.5	160.6	160.6	159.7	157.0	155.0	161.2	164.1	166.3	163.9	155.7	147.2	
Paper and allied products.....	642.6	638.8	631.3	635.3	626.3	624.8	621.2	619.0	620.1	625.7	626.4	626.3	629.0	620.7	614.5	
Paper and pulp.....	216.1	218.9	217.9	218.3	214.3	214.3	213.2	212.7	213.4	215.5	215.3	215.5	216.9	215.2	217.3	
Paperboard.....	71.0	68.9	68.2	69.1	68.3	68.2	68.3	68.2	68.3	68.2	68.2	67.9	68.0	67.8	65.8	
Converted paper and paperboard products.....	157.5	156.7	154.2	154.4	152.9	151.9	150.5	149.6	149.7	150.8	150.1	150.3	151.9	148.4	144.5	
Paperboard containers and boxes.....	198.0	194.3	191.0	193.5	190.8	190.4	189.2	188.5	188.7	191.2	192.8	192.6	189.3	186.9		
Printing, publishing, and allied industries.....	953.2	949.9	948.4	950.4	945.5	942.7	941.3	937.9	936.4	946.4	940.8	941.7	937.8	927.9	924.9	
Newspaper publishing and printing.....	326.4	327.2	328.0	329.1	327.3	326.1	325.7	324.3	324.0	327.8	325.1	326.4	325.4	319.5	324.1	
Periodical publishing and printing.....	70.8	70.3	69.3	69.3	69.6	70.1	70.2	71.1	70.9	71.1	70.7	70.6	70.0	70.2	70.3	
Books.....	77.6	77.9	78.1	78.4	78.3	78.3	78.2	77.9	76.8	76.3	75.2	75.6	76.2	74.5	72.5	
Commercial printing.....	308.2	305.0	304.9	306.0	304.2	303.5	303.4	301.0	302.6	304.6	303.6	302.7	299.9	298.8	296.0	
Bookbinding and related industries.....	51.0	51.7	51.6	51.2	50.6	50.2	49.6	49.2	48.0	50.2	49.7	50.4	50.9	50.4	49.1	
Other publishing and printing industries.....	118.8	118.1	116.7	116.7	115.4	114.5	114.2	114.4	114.1	116.4	116.3	116.0	115.4	114.6	113.0	
Chemicals and allied products.....	888.5	890.6	887.1	885.5	882.0	880.9	875.3	866.4	864.5	866.5	866.6	870.0	871.8	865.6	846.0	
Industrial chemicals.....	290.0	290.9	290.3	289.3	285.9	286.0	285.2	284.8	284.9	284.8	285.1	284.7	286.8	285.4	283.4	
Plastics and synthetics, except glass.....	182.6	182.6	181.1	179.0	176.5	175.6	174.5	173.6	173.7	173.5	172.9	172.8	172.6	169.7	161.2	
Drugs.....	117.3	119.0	119.1	118.4	117.1	116.8	117.2	116.5	117.5	117.6	117.4	117.1	117.1	116.2	111.3	
Soap, cleaners and toilet goods.....	103.9	103.9	101.5	101.9	99.1	98.7	98.5	97.8	96.8	99.2	99.8	101.7	101.1	99.3	96.9	
Paints, varnishes and allied products.....	67.0	67.9	68.0	67.4	66.0	65.4	64.7	64.0	63.6	64.0	64.3	64.5	65.0	64.2	62.9	
Agricultural chemicals.....	48.1	46.3	46.6	49.6	58.7	60.1	56.4	51.5	49.5	47.9	46.9	48.6	47.8	50.0	48.3	
Other chemical products.....	79.6	80.0	80.5	79.9	78.7	78.3	78.8	78.2	78.5	79.5	80.2	80.6	81.4	80.9	81.9	
Petroleum refining and related industries.....	185.3	186.8	187.0	187.1	184.7	183.8	183.2	183.4	183.7	184.5	186.8	188.8	191.0	188.1	195.0	
Petroleum refining.....	149.5	150.7	151.1	151.4	150.3	151.0	151.0	151.3	152.3	152.0	152.4	153.0	154.6	153.6	160.5	
Other petroleum and coal products.....	35.8	36.1	35.9	35.7	34.4	32.8	32.2	32.1	31.4	32.5	34.4	35.8	36.4	34.5	34.5	
Rubber and miscellaneous plastic products.....	425.8	422.6	413.8	416.0	414.6	411.3	411.7	409.8	408.2	410.2	413.1	411.6	409.4	408.8	405.8	
Tires and inner tubes.....	96.4	96.6	96.4	96.0	95.5	95.1	95.7	95.9	95.4	95.3	94.5	91.9	91.6	96.0	99.2	
Other rubber products.....	163.1	160.9	159.1	161.2	160.3	160.2	160.9	161.1	160.8	162.0	162.9	162.3	161.5	161.2	160.5	
Miscellaneous plastic products.....	166.3	165.1	158.3	158.8	158.8	156.0	155.1	152.8	152.0	152.9	155.7	157.4	156.3	151.6	146.0	
Leather and leather products.....	356.5	361.6	355.4	354.9	345.6	343.7	348.7	349.5	345.1	349.7	350.3	350.8	352.7	350.3	360.3	
Leather tanning and finishing.....	32.5	32.3	32.0	32.5	31.8	31.5	31.3	31.4	30.3	31.7	31.7	31.5	31.3	31.3	31.9	
Footwear, except rubber.....	237.5	243.4	241.0	240.4	235.4	232.6	236.7	238.3	237.0	236.2	233.6	231.7	234.2	235.6	241.2	
Other leather products.....	86.5	85.9	82.4	82.0	78.4	79.6	80.7	79.8	77.8	81.8	85.0	87.6	87.2	83.5	87.2	
Transportation and public utilities.....	4,039	4,039	4,025	4,000	3,949	3,922	3,883	3,879	3,876	3,931	3,944	3,968	3,982	3,913	3,903	
Railroad transportation.....	772.3	773.8	770.5	764.4	762.0	754.4	752.9	752.9	755.0	773.4	770.5	776.2	780.2	774.4	797.1	
Class I railroads.....	677.1	678.6	675.5	670.6	668.0	660.5	659.4	662.4	662.4	672.3	675.9	681.4	685.8	679.6	700.2	
Local and interurban passenger transit.....	260.7	262.4	269.8	279.2	278.4	273.2	282.8	283.8	281.5	278.9	277.9	276.2	273.1	271.1	271.1	
Local and suburban transportation.....	84.1	84.0	85.2	85.8	85.1	79.6	86.8	87.0	87.2	87.2	87.5	87.8	87.8	90.5		
Taxis.....	108.2	108.8	109.4	111.2	113.3	115.1	117.4	117.4	117.3	117.0	114.5	113.1	112.2	114.1	113.2	
Intercity and rural buslines.....	45.6	45.8	43.9	42.7	41.3	40.6	40.8	42.1	41.6	41.6	41.2	41.8	43.1	41.7	41.4	
Motor freight transportation and storage.....	962.2	953.8	946.4	912.8	899.1	888.6	888.0	885.3	885.3	913.2	924.6	935.7	934.2	898.0	879.9	
Air transportation.....	225.8	224.6	221.5	218.8	216.9	215.3	214.2	214.6	213.8	212.9	212.0	211.5	210.5	200.5	200.5	
Air transportation, common carriers.....	205.3	204.5	201.5	199.2	197.0	195.6	194.7	194.4	193.5	192.4	191.8	191.6	189.7	179.5	179.5	
Pipeline transportation.....	20.0	20.0	19.9	19.4	19.4	19.4	19.4	19.4	19.4	19.5	19.6	19.7	20.1	20.0		
Other transportation.....	302.5	297.2	299.0	297.1	293.3	290.4	283.0	282.5	282.5	293.1	300.9	302.2	306.4	296.0		
Communication.....	867.5	864.9	853.8	845.0	842.2	832.9	830.4	826.9	826.9	826.8	825.8	823.6	825.5	828.5	824.7	
Telephone communication.....	720.2	718.5	708.8	701.1	698.8	690.7	688.4	685.1	685.3	684.7	680.8	693.2	688.5	687.7	687.0	
Telegraph communication.....	32.5	32.8	32.9	32.2	32.9	32.7	32.9	32.8	32.3	32.3	32.3	33.3	33.6	34.2	37.0	
Radio and television broadcasting.....	110.5	109.3	107.8	106.4	106.2	105.2	104.8	104.7	104.0	103.8	104.1	103.9	101.5	95.8		
Electric, gas, and sanitary services.....	628.4	628.4	619.4	612.7	610.6	609.2	608.3	608.9	609.9	611.1	611.3	617.9	612.3	611.1	611.1	
Electric companies and systems.....	253.8	254.0	251.8	247.2	246.2	245.6	245.5	245.9	246.0	246.1	246.2	248.8	246.5	246.5		
Gas companies and systems.....	156.3	156.5	152.7	153.6	153.6	153.4	153.5	153.2	154.0	154.4	154.3	155.9	154.8	155.1		
Combined utility systems.....	176.2	175.8	173.5	171.1	171.0	170.8	170.5	170.9	171.4	171.9	172.1	174.2	172.5	172.7		
Water, steam, and sanitary systems.....	42.1	42.1	41.4	40.8	40.0	39.3	38.8	38.9	38.5	38.7	38.7	39.0	38.4	36.7		

See footnotes at end of table.

TABLE A-2. Employees in nonagricultural establishments, by industry<sup>1</sup>—Continued

Industry	1964										1963				Annual average	
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1963	1962	
	<b>Wholesale and retail trade</b> .....	<b>12,324</b>	<b>12,280</b>	<b>12,247</b>	<b>12,252</b>	<b>12,100</b>	<b>11,987</b>	<b>11,926</b>	<b>11,837</b>	<b>11,917</b>	<b>12,774</b>	<b>12,166</b>	<b>12,014</b>	<b>11,942</b>	<b>11,865</b>	<b>11,582</b>
Wholesale trade.....	3,297	3,308	3,286	3,251	3,207	3,195	3,188	3,187	3,201	3,238	3,208	3,208	3,199	3,143	3,061	
Motor vehicles and automotive equipment.....	246.0	244.5	243.5	240.5	239.2	237.7	237.4	237.4	237.4	238.8	238.3	237.3	236.7	235.2	228.2	
Drugs, chemicals, and allied products.....	193.6	193.7	195.3	192.1	192.4	191.9	191.4	191.4	192.6	192.8	192.7	192.1	191.7	190.5	187.0	
Dry goods and apparel.....	138.6	137.6	136.4	135.2	134.4	134.5	134.2	134.2	132.9	134.7	135.3	134.6	134.0	133.5	131.5	
Groceries and related products.....	524.3	526.6	515.0	500.5	496.8	497.3	497.0	497.0	500.9	506.6	501.0	512.7	514.6	494.2	487.1	
Electrical goods.....	240.1	239.2	237.3	233.9	233.3	233.3	232.7	231.7	232.3	231.7	230.2	231.0	231.1	228.5	218.1	
Hardware, plumbing and heating goods.....	151.5	151.0	148.9	146.8	146.4	146.4	146.0	145.7	145.7	146.5	146.1	146.5	146.5	145.1	142.3	
Machinery, equipment, and supplies.....	581.3	580.9	576.1	570.2	568.7	564.9	563.9	561.0	559.9	559.9	554.5	550.9	541.7	511.8		
Retail trade.....	9,027	8,972	8,961	9,001	8,893	8,792	8,738	8,650	8,716	9,536	8,958	8,806	8,743	8,722	8,521	
General merchandise stores.....	1,660.1	1,654.9	1,661.5	1,646.2	1,623.2	1,624.7	1,584.8	1,639.7	2,176.1	1,805.8	1,694.3	1,652.1	1,664.0	1,627.0		
Department stores.....	973.3	974.3	981.4	969.7	959.0	957.1	930.9	975.4	1,319.6	1,070.9	992.3	961.9	979.8	959.6		
Limited price variety stores.....	304.6	304.1	309.0	312.9	308.2	312.6	302.6	304.8	412.4	341.9	329.7	325.4	324.6	325.3		
Food stores.....	1,436.1	1,438.8	1,440.3	1,434.6	1,437.1	1,434.5	1,434.9	1,436.0	1,460.3	1,431.8	1,425.1	1,414.1	1,409.1	1,371.4		
Grocery, meat, and vegetable stores.....	1,272.8	1,274.1	1,271.2	1,265.0	1,267.5	1,263.5	1,261.5	1,268.1	1,279.0	1,260.0	1,255.0	1,243.4	1,236.2	1,202.9		
Apparel and accessories stores.....	613.1	609.8	630.9	628.7	614.8	628.0	592.6	612.3	744.8	639.9	620.9	614.5	620.4	617.2		
Men's and boys' apparel stores.....	102.8	102.8	105.7	102.9	101.7	101.2	102.0	109.0	133.8	104.7	99.9	99.3	102.5	100.5		
Women's ready-to-wear stores.....	231.7	227.4	235.6	236.9	233.2	235.0	222.7	228.1	274.7	240.7	233.5	229.7	231.4	229.3		
Family clothing stores.....	90.7	92.9	93.6	92.5	91.1	93.3	90.7	97.4	122.0	97.5	93.1	91.8	93.7	96.1		
Shoe stores.....	121.3	120.5	124.6	126.7	120.8	125.5	112.3	112.7	136.5	125.1	123.3	126.1	124.5	120.9		
Furniture and appliance stores.....	397.4	396.4	398.1	395.7	395.7	395.8	395.8	397.1	409.5	400.9	397.4	393.6	392.9	389.5		
Eating and drinking places.....	1,875.3	1,868.5	1,878.5	1,834.1	1,803.8	1,769.1	1,756.9	1,741.1	1,758.0	1,763.9	1,773.6	1,781.3	1,762.1	1,722.8		
Other retail trade.....	2,990.4	2,992.2	2,991.7	2,953.2	2,917.8	2,886.1	2,884.8	2,890.4	2,987.3	2,916.0	2,894.7	2,887.2	2,873.5	2,792.5		
Motor vehicle dealers.....	706.3	707.4	702.7	696.0	693.9	692.4	691.8	690.4	686.6	682.7	680.3	678.3	675.1	642.0		
Other vehicle and accessory dealers.....	177.7	177.3	177.0	171.5	168.1	164.0	162.3	163.3	176.4	170.3	165.8	166.3	164.5	152.7		
Drug stores.....	395.3	394.2	395.3	389.6	386.0	383.7	383.8	384.2	400.1	387.3	381.0	380.9	380.6	374.3		
<b>Finance insurance and real estate</b> .....	<b>2,965</b>	<b>2,992</b>	<b>2,991</b>	<b>2,958</b>	<b>2,924</b>	<b>2,913</b>	<b>2,895</b>	<b>2,885</b>	<b>2,875</b>	<b>2,880</b>	<b>2,878</b>	<b>2,884</b>	<b>2,887</b>	<b>2,866</b>	<b>2,798</b>	
Banking.....	772.3	771.8	763.1	753.7	752.4	750.8	748.9	746.5	746.2	744.7	743.6	743.6	738.4	714.0		
Credit agencies other than banks.....	309.4	309.4	305.5	303.0	301.8	300.1	299.6	299.4	298.0	296.7	295.6	294.2	291.8	279.4		
Savings and loan associations.....	93.0	93.6	92.1	91.1	90.9	90.6	90.6	91.5	89.7	89.3	88.9	88.3	87.1	81.0		
Personal credit institutions.....	163.8	163.3	161.3	159.7	158.9	157.8	157.4	156.7	156.9	155.9	155.5	155.1	154.6	150.8		
Security dealers and exchanges.....	129.0	128.9	126.9	126.3	126.0	124.9	124.4	123.4	123.9	123.8	123.6	123.4	123.8	131.8		
Insurance carriers.....	891.6	888.7	880.9	877.1	876.8	875.7	875.0	869.9	872.0	870.8	868.6	869.8	866.4	851.4		
Life insurance.....	474.4	471.6	468.2	467.3	468.1	467.0	466.6	465.6	466.8	465.3	464.7	465.1	462.7	454.1		
Accident and health insurance.....	54.3	54.2	53.7	53.2	53.3	53.3	52.9	52.6	52.2	52.1	51.9	52.0	51.8	51.1		
Fire, marine, and casualty insurance.....	319.6	319.4	316.1	314.5	313.5	313.6	311.8	310.1	311.2	311.5	310.2	311.1	310.5	305.7		
Insurance agents, brokers, and services.....	229.2	228.7	225.7	223.0	223.0	222.4	221.6	221.0	220.2	220.0	219.3	219.6	218.6	211.9		
Real estate.....	583.2	586.5	579.1	564.7	556.8	545.3	541.8	539.6	544.1	546.4	557.1	559.0	551.1	532.9		
Operative builders.....	55.8	56.3	54.7	52.0	51.0	51.1	49.8	49.8	51.3	53.8	56.4	55.9	53.5	48.1		
Other finance, insurance and real estate.....	77.0	77.1	76.4	76.0	75.7	75.5	75.2	75.0	76.0	75.8	76.1	77.0	76.1	76.9		
<b>Services and miscellaneous</b> .....	<b>8,742</b>	<b>8,768</b>	<b>8,785</b>	<b>8,742</b>	<b>8,641</b>	<b>8,543</b>	<b>8,415</b>	<b>8,313</b>	<b>8,379</b>	<b>8,406</b>	<b>8,472</b>	<b>8,436</b>	<b>8,297</b>	<b>7,949</b>		
Hotels and lodging places.....	775.9	773.7	702.6	666.1	636.8	610.7	605.7	590.8	593.1	603.2	639.8	672.6	641.9	596.5		
Hotels, tourist courts, and motels.....	669.7	669.4	643.7	615.8	591.3	569.3	565.0	550.3	549.8	559.2	592.8	615.6	585.3	539.9		
Personal services.....																
Laundries, cleaning and dyeing plants.....	520.5	526.0	525.0	519.9	512.5	508.2	507.9	508.2	507.9	511.6	513.5	512.1	510.5	516.2		
Miscellaneous business services.....																
Advertising.....	109.7	109.3	109.3	108.5	108.4	109.1	108.7	108.2	109.0	110.0	109.7	108.6	108.5	107.9		
Motion pictures.....	182.1	180.4	175.0	169.1	166.6	158.7	156.7	157.3	165.8	166.4	172.2	176.6	170.9	176.3		
Motion picture filming and distributing.....	40.1	38.7	37.1	35.2	34.4	35.6	35.6	36.4	40.0	38.6	39.6	37.2	36.6	39.4		
Motion picture theaters and services.....	142.0	141.7	137.9	133.9	132.2	123.1	121.1	120.9	125.8	127.8	132.6	139.4	134.3	136.9		
Medical services.....																
Hospitals.....	1,358.1	1,361.2	1,349.9	1,336.8	1,336.8	1,333.1	1,328.7	1,323.1	1,318.6	1,320.0	1,316.7	1,310.8	1,300.8	1,246.7		
<b>Government</b> .....	<b>9,880</b>	<b>9,420</b>	<b>9,454</b>	<b>5,834</b>	<b>9,878</b>	<b>9,873</b>	<b>9,847</b>	<b>9,808</b>	<b>9,751</b>	<b>9,926</b>	<b>9,787</b>	<b>5,751</b>	<b>9,547</b>	<b>9,535</b>	<b>9,188</b>	
Federal Government <sup>3</sup> .....	2,334	2,356	2,355	2,344	2,332	2,334	2,323	2,321	2,323	2,482	2,342	2,343	2,342	2,358	2,340	
Executive.....	2,325.5	2,324.5	2,313.3	2,302.4	2,304.1	2,293.1	2,290.9	2,293.1	2,451.8	2,312.6	2,313.5	2,312.4	2,328.0	2,310.6		
Department of Defense.....	938.5	938.4	936.9	935.0	937.0	936.8	937.3	938.1	939.7	940.1	941.5	943.0	949.2	963.3		
Post Office Department.....	591.6	586.5	583.7	585.1	586.8	585.9	585.6	588.2	738.0	593.3	588.5	586.3	598.4	597.2		
Other agencies.....	795.4	799.6	792.7	782.3	780.3	770.4	768.0	768.8	774.1	779.2	783.5	783.1	780.4	750.2		
Legislative.....	25.0	24.9	25.0	24.2	24.3	24.3	24.1	24.1	24.2	24.1	24.1	24.3	24.1	23.7		
Judicial.....	5.7	5.8	5.8	5.7	5.7	5.7	5.7	5.7	5.7	5.7	5.7	5.7	5.7	5.5		
State and local government <sup>4</sup> .....	7,546	7,064	7,099	7,490	7,546	7,539	7,524	7,487	7,428	7,444	7,445	7,408	7,205	7,177	6,849	
State government.....	1,833.3	1,853.1	1,902.4	1,915.1	1,907.0	1,898.5	1,884.9	1,868.9	1,866.5	1,868.6	1,858.1	1,801.6	1,807.2	1,726.4		
State education.....	554.0	578.6	648.7	690.2	685.0	685.8	681.4	670.1	667.8	678.4	663.9	591.1	615.7	567.7		
Other State government.....	1,279.3	1,274.5	1,253.7	1,224.9	1,222.0	1,212.7	1,203.5	1,198.8	1,198.7	1,190.2	1,194.2	1,210.5	1,191.4	1,158.8		
Local government.....	5,231.0	5,246.1	5,588.0	5,630.8	5,622.2	5,625.7	5,602.4	5,559.4	5,577.7	5,576.2	5,549.4	5,403.4	5,369.5	5,122.1		
Local education.....	2,727.3	2,739.4	3,133.0	3,245.6	3,255.9	3,266.2	3,248.4	3,210.3	3,228.1	3,225.9	3,197.3	3,023.4	3,020.6	2,832.3		
Other local government.....	2,503.7	2,506.7	2,455.0	2,3												



TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry<sup>1</sup>

[In thousands]

Revised series; see box, p. 1342.

Industry	1964										1963				Annual average	
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1963	1962	
<b>Mining</b> .....		507	506	510	495	487	474	474	478	493	498	499	504	497	514	
Metal mining.....		66.1	66.1	73.2	72.2	70.9	68.9	68.6	68.0	68.6	69.5	69.9	70.5	68.1	67.9	
Iron ores.....		25.3	25.6	25.5	25.2	24.3	22.6	22.5	22.1	22.6	23.6	23.6	23.9	22.0	21.3	
Copper ores.....		17.2	17.2	24.5	23.9	23.6	23.5	23.4	23.2	23.0	22.8	22.6	22.7	22.8	23.4	
Coal mining.....		113.2	113.6	113.7	112.3	113.8	113.7	118.1	119.2	120.8	120.0	119.9	118.7	122.3	133.4	
Bituminous.....		103.1	103.6	103.8	102.7	104.4	103.7	108.0	109.3	110.8	109.9	110.1	109.3	112.4	123.0	
Crude petroleum and natural gas.....		217.2	217.2	214.7	205.6	203.6	202.7	201.9	205.1	209.1	206.8	204.2	209.4	208.4	214.0	
Crude petroleum and natural gas fields.....		94.2	94.4	94.1	91.0	90.8	91.2	92.0	92.3	92.7	93.3	93.3	95.3	95.8	99.7	
Oil and gas field services.....		123.0	122.8	120.6	114.6	112.8	111.5	109.9	112.8	116.4	113.5	110.9	114.1	112.5	114.3	
Quarrying and nonmetallic mining.....		110.3	109.1	108.0	104.4	98.8	89.1	85.7	85.8	94.8	101.7	104.9	105.6	98.7	98.6	
<b>Contract construction</b> .....		3,068	3,019	2,905	2,722	2,514	2,304	2,228	2,176	2,470	2,722	2,879	2,921	2,578	2,468	
General building contractors.....		850.9	835.2	898.0	836.8	772.8	707.0	684.3	671.2	756.5	840.0	879.4	895.0	790.3	754.9	
Heavy construction.....		374.2	369.5	350.1	310.5	245.0	186.0	170.3	159.4	223.3	286.4	353.4	365.5	280.1	267.7	
Highway and street construction.....		288.8	283.2	275.8	257.9	236.7	212.4	210.0	204.1	234.2	257.6	273.4	279.5	246.6	247.6	
Other heavy construction.....		1,453.7	1,431.4	1,381.4	1,316.9	1,259.6	1,198.2	1,163.2	1,141.1	1,256.4	1,328.4	1,372.3	1,381.3	1,261.0	1,197.5	
Special trade contractors.....		13,255	13,008	12,814	12,892	12,710	12,634	12,584	12,518	12,472	12,665	12,756	12,895	12,923	12,585	
<b>Manufacturing</b> .....		7,470	7,254	7,268	7,332	7,241	7,198	7,132	7,075	7,064	7,155	7,180	7,204	7,193	7,059	
Durable goods.....		5,785	5,754	5,546	5,560	5,469	5,436	5,452	5,443	5,408	5,510	5,576	5,691	5,730	5,526	
Nondurable goods.....																
<i>Durable goods</i>																
Ordnance and accessories.....		102.7	103.7	105.2	106.8	109.1	111.5	112.7	113.9	118.1	119.4	120.0	119.3	119.1	119.7	
Ammunition, except for small arms.....		59.9	60.9	62.0	63.1	64.5	65.2	65.9	66.6	69.3	69.6	69.3	69.5	67.9	68.2	
Sighting and fire control equipment.....			7.5	7.5	7.5	7.7	8.0	8.6	9.0	9.4	9.6	9.9	10.1	11.3	13.5	
Other ordnance and accessories.....		35.3	35.3	35.7	36.2	36.9	38.3	38.2	38.3	39.4	39.8	40.4	40.6	39.9	38.0	
Lumber and wood products, except furniture.....		551.6	560.2	558.0	553.5	531.7	517.8	505.9	504.3	502.3	521.7	534.2	542.7	551.0	524.0	
Logging camps and logging contractors.....		86.2	91.4	89.6	87.0	78.8	71.2	65.6	69.5	71.1	76.9	81.2	84.3	87.5	76.4	
Sawmills and planing mills.....		238.2	239.5	240.3	238.5	230.1	225.3	222.9	220.9	217.2	226.7	232.7	235.6	239.3	231.0	
Millwork, plywood, and related products.....		137.6	139.0	137.5	136.9	133.8	132.6	130.5	128.9	129.3	131.2	133.0	134.3	135.1	129.5	
Wooden containers.....		31.5	31.7	32.6	33.4	32.2	31.6	30.7	30.2	30.3	31.4	31.2	31.8	32.4	32.0	
Miscellaneous wood products.....		58.1	58.6	58.0	57.7	56.8	57.1	56.2	54.8	54.4	55.5	56.1	56.7	56.7	55.2	
Furniture and fixtures.....		347.4	345.0	336.3	336.9	327.6	329.5	327.4	325.0	323.8	329.4	332.0	333.7	333.3	324.3	
Household furniture.....		264.5	262.1	255.8	255.8	250.4	251.1	249.9	247.9	245.5	249.1	249.8	250.1	248.1	242.4	
Office furniture.....			21.0	20.2	20.3	19.1	20.2	20.4	20.2	20.8	21.6	21.9	21.8	21.5	22.3	
Partitions, office and store fixtures.....			28.9	27.8	27.6	26.7	26.7	26.0	26.2	26.1	26.8	28.3	29.6	30.9	29.2	
Other furniture and fixtures.....		32.4	33.0	32.5	33.2	31.4	31.5	31.1	30.7	31.4	32.2	32.3	32.1	32.5	31.3	
Stone, clay, and glass products.....		526.9	527.5	521.7	520.8	506.3	494.3	480.1	470.6	466.7	485.9	500.9	504.1	510.3	480.5	
Flat glass.....			25.7	25.4	25.6	25.0	24.5	24.9	25.5	25.9	26.2	26.5	26.9	25.6	24.9	
Glass and glassware, pressed or blown.....		106.0	105.5	103.5	105.1	103.2	101.1	99.5	97.5	94.3	97.7	98.5	98.4	100.5	97.7	
Cement, hydraulic.....		32.8	32.9	32.9	32.6	31.5	30.4	29.4	28.4	28.6	29.9	31.7	32.5	33.7	31.7	
Structural clay products.....		58.8	59.7	59.2	59.4	57.7	56.7	55.2	53.3	53.6	56.9	58.3	58.4	59.8	57.9	
Pottery and related products.....			37.6	36.7	37.0	37.4	37.7	37.8	37.1	37.6	37.9	38.7	38.3	38.1	37.3	
Concrete, gypsum, and plaster products.....		150.6	153.0	151.8	148.6	141.4	134.2	124.8	121.6	120.5	130.0	139.2	142.8	145.0	134.5	
Other stone and mineral products.....		95.7	94.9	94.1	94.7	92.5	92.3	91.1	90.3	89.6	90.6	90.9	90.5	90.8	89.2	
Primary metal industries.....		1,018.5	1,004.8	998.0	1,000.3	989.4	978.7	966.4	958.3	944.7	940.7	928.3	929.1	942.0	942.1	
Blast furnace and basic steel products.....		529.4	523.4	519.9	515.7	506.1	497.2	486.5	480.2	469.8	466.6	458.9	461.9	472.2	476.2	
Iron and steel foundries.....		185.0	182.5	181.2	184.1	181.5	179.8	178.3	177.2	175.1	173.4	171.3	169.8	171.4	168.3	
Nonferrous smelting and refining.....		53.0	53.3	52.9	54.5	54.6	53.7	54.2	53.8	53.8	53.8	53.9	53.8	54.2	53.1	
Nonferrous rolling, drawing, and extruding.....		140.2	138.7	137.7	137.5	139.9	140.6	140.5	140.4	140.0	140.8	139.2	139.0	138.9	139.3	
Nonferrous foundries.....		62.9	61.1	60.2	61.7	60.8	60.7	60.5	60.4	60.0	59.8	59.1	58.8	59.2	58.1	
Miscellaneous primary metal industries.....		48.0	45.8	46.1	46.8	46.5	46.7	46.4	46.3	46.0	46.3	45.9	45.8	46.1	46.0	
Fabricated metal products.....		959.3	933.2	908.3	926.2	910.6	906.1	898.4	891.9	890.8	904.0	907.4	912.6	909.0	884.1	
Metal cans.....		55.7	57.4	55.8	55.8	54.1	53.3	52.3	51.4	50.0	50.4	51.3	51.6	53.8	51.8	
Cutlery, handtools, and general hardware.....		115.0	109.6	103.8	108.9	109.7	109.6	110.4	110.4	111.5	111.9	111.1	109.6	108.1		
Heating equipment and plumbing fixtures.....		62.0	60.8	60.5	61.1	59.4	60.3	59.2	59.1	59.0	59.5	59.6	59.9	60.1		
Fabricated structural metal products.....		264.1	262.7	259.0	256.0	244.8	240.9	236.2	233.5	233.0	239.7	244.6	249.1	253.5		
Screw machine products, bolts, etc.....		71.4	69.6	68.7	70.2	69.4	69.8	69.9	69.8	69.4	69.8	69.4	69.7	70.1		
Metal stampings.....		176.1	163.4	154.4	165.5	165.2	166.3	165.2	165.1	166.0	168.3	168.3	167.7	161.0		
Coating, engraving, and allied services.....		64.3	62.9	61.4	62.1	62.1	61.1	60.7	59.2	59.6	60.8	61.4	61.8	60.6		
Miscellaneous fabricated wire products.....		50.4	49.5	47.4	49.4	48.5	48.8	48.2	47.7	47.6	47.8	47.1	47.8	46.9		
Miscellaneous fabricated metal products.....		100.3	97.3	97.3	98.4	97.4	96.2	96.3	95.7	94.7	95.8	95.4	94.9	94.2		

See footnotes at end of table.

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry<sup>1</sup>—Continued

[In thousands]

Revised series; see box, p. 1342.

Industry	1964										1963				Annual average	
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1963	1962	
<b>Manufacturing—Continued</b>																
<i>Durable goods—Continued</i>																
Machinery.....	1,129.0	1,112.7	1,114.1	1,123.5	1,116.2	1,112.4	1,104.4	1,081.3	1,083.4	1,076.8	1,059.3	1,056.5	1,055.1	1,052.9	1,036.0	
Engines and turbines.....	59.3	58.7	57.8	58.1	58.1	57.6	57.3	56.9	56.8	57.5	57.1	56.8	57.2	56.6	55.7	
Farm machinery and equipment.....	160.9	159.2	158.5	158.5	156.4	154.4	152.6	135.9	149.8	147.6	145.6	145.4	146.4	143.2	139.6	
Construction and related machinery.....	218.1	214.6	216.2	219.7	218.6	217.9	216.4	213.4	210.5	210.2	204.6	203.4	201.7	201.7	195.4	
Metalworking machinery and equipment.....	122.6	120.1	120.5	121.7	120.1	119.9	118.8	117.9	117.3	116.6	115.8	115.0	115.2	115.2	116.8	
Special industry machinery.....	166.2	163.2	162.1	163.5	161.9	160.8	159.7	160.1	156.6	155.9	153.0	153.6	154.7	153.7	153.8	
Office, computing and accounting machines.....	89.9	89.7	89.6	90.0	89.4	89.9	89.9	90.6	90.6	90.7	89.7	90.4	89.9	91.0	97.4	
Service industry machines.....	68.5	69.8	71.8	72.4	71.9	70.9	70.2	69.5	68.8	68.3	68.0	68.3	67.5	68.4	60.0	
Miscellaneous machinery.....	153.6	150.3	148.8	148.0	146.6	146.2	144.4	143.4	142.2	142.2	141.2	140.0	138.9	136.3	128.0	
Electrical equipment and supplies.....	1,085.6	1,058.7	1,046.2	1,047.2	1,035.1	1,036.1	1,036.6	1,040.1	1,050.6	1,062.0	1,064.7	1,073.5	1,067.4	1,057.2	1,060.3	
Electric distribution equipment.....	121.2	117.7	116.3	116.1	114.7	113.7	113.3	113.1	112.8	112.8	112.8	111.4	112.1	111.7	111.3	
Electrical industrial apparatus.....	136.0	134.6	133.6	134.5	132.0	130.5	130.3	129.1	128.9	128.9	128.6	128.5	128.8	128.0	126.7	
Household appliances.....	124.3	119.8	118.4	121.7	120.2	121.6	121.2	121.1	120.2	123.8	125.1	124.0	122.0	118.8	114.8	
Electric lighting and wiring equipment.....	124.7	122.3	120.1	120.4	119.3	119.2	119.7	119.2	118.5	119.4	120.8	121.1	119.8	116.4	111.6	
Radio and TV receiving sets.....	102.4	97.8	92.5	85.9	79.9	80.2	79.8	81.6	85.5	90.0	93.1	95.6	93.7	85.2	82.8	
Communication equipment.....	204.0	202.1	201.8	201.1	200.7	203.2	204.6	206.2	210.3	210.7	208.3	214.7	214.8	220.4	230.4	
Electronic components and accessories.....	195.8	191.9	187.6	190.6	190.3	189.9	189.6	189.3	191.8	192.3	192.7	193.6	192.7	193.8	198.8	
Miscellaneous electrical equipment and supplies.....	77.2	72.5	75.9	76.9	78.0	77.8	78.1	80.5	82.6	84.1	83.3	84.6	83.5	83.0	84.0	
Transportation equipment.....	1,156.5	1,027.4	1,121.0	1,146.1	1,158.2	1,160.0	1,153.0	1,147.7	1,151.6	1,162.8	1,157.0	1,149.2	1,124.8	1,113.2	1,060.7	
Motor vehicles and equipment.....	341.2	485.7	583.9	600.4	607.5	607.7	603.8	597.6	605.4	612.5	607.8	599.2	583.8	571.8	534.1	
Aircraft and parts.....	125.4	123.5	119.5	121.8	124.3	122.7	118.3	118.2	115.8	115.8	117.9	119.1	117.0	121.3	118.6	
Ship and boat building and repairing.....	40.9	41.3	41.2	40.1	39.8	39.8	39.0	36.9	36.7	36.7	36.1	36.3	34.1	33.3	29.9	
Railroad equipment.....	38.4	37.0	38.2	37.6	36.2	34.4	33.3	30.9	31.6	32.1	33.5	33.4	31.0	27.6		
Other transportation equipment.....	245.6	241.6	238.2	239.3	236.2	237.2	238.0	237.0	237.2	239.9	240.6	240.2	239.9	236.9	230.4	
Instruments and related products.....	35.1	35.4	35.5	35.6	36.2	36.8	36.9	37.7	38.1	38.5	38.5	38.4	38.8	38.8	39.3	
Engineering and scientific instruments.....	68.9	66.7	65.9	65.9	64.7	65.1	65.1	64.8	64.5	64.6	63.0	62.7	63.1	63.5	62.1	
Mechanical measuring and control devices.....	31.9	31.4	31.3	32.0	31.6	31.5	31.3	31.3	30.2	30.4	30.6	30.3	30.2	29.8	29.6	
Optical and ophthalmic goods.....	39.4	39.2	38.4	38.7	38.4	38.1	38.1	37.6	37.5	37.7	37.9	37.8	37.9	37.3	34.9	
Surgical medical and dental equipment.....	46.3	44.3	44.1	43.2	43.4	43.4	43.1	43.7	44.4	44.7	44.6	44.3	43.2	43.2	41.6	
Photographic equipment and supplies.....	22.9	22.9	23.1	22.7	22.9	23.1	23.3	23.6	24.7	25.9	26.3	26.0	24.3	22.9		
Watches and clocks.....	346.5	339.3	320.8	330.5	320.6	314.7	308.7	304.6	294.4	312.8	336.6	342.1	341.2	316.1	314.6	
Miscellaneous manufacturing industries.....	37.4	35.9	34.1	35.2	35.0	34.9	34.3	33.6	33.5	33.8	34.0	33.8	33.3	32.5	32.9	
Jewelry, silverware, and plated ware.....	98.4	91.4	94.2	87.3	82.6	76.8	73.9	68.1	80.2	82.3	105.1	102.9	102.9	86.7	85.5	
Toys, amusement, and sporting goods.....	24.2	23.5	23.4	23.1	23.2	23.1	23.3	23.5	24.9	25.1	24.5	24.6	24.1	23.2		
Pens, pencils, office and art materials.....	50.4	46.5	49.4	48.2	47.6	48.2	47.7	45.1	47.0	48.5	48.8	50.0	47.5	48.0		
Costume jewelry, buttons, and notions.....	133.0	130.4	125.3	128.3	127.0	126.4	126.3	126.1	124.2	126.9	130.7	129.9	130.4	125.3	125.0	
Other manufacturing industries.....	<i>Nondurable goods</i>															
Food and kindred products.....	1,259.0	1,282.6	1,164.1	1,119.3	1,078.1	1,063.1	1,056.7	1,063.9	1,080.9	1,127.5	1,168.8	1,248.0	1,285.3	1,155.0	1,175.5	
Meat products.....	248.2	250.8	247.6	245.6	240.6	235.5	235.5	236.6	242.6	251.2	253.3	253.9	253.3	247.5	251.6	
Dairy products.....	140.7	146.6	147.7	147.5	142.2	138.8	137.3	136.4	136.5	139.3	140.9	143.6	147.7	146.1	152.2	
Canned and preserved food, except meats.....	96.0	95.0	92.3	93.1	91.0	87.7	88.7	88.4	90.0	89.9	90.3	94.2	95.1	92.1	91.5	
Grain mill products.....	169.2	170.4	171.0	170.0	166.0	163.8	164.8	164.2	163.5	168.5	169.4	170.7	170.0	168.8	168.4	
Bakery products.....	25.4	24.1	23.4	23.2	24.1	26.2	33.1	36.7	40.3	43.5	41.2	26.4	28.9	29.4		
Sugar.....	62.1	59.8	54.9	56.9	56.3	56.4	59.0	60.8	60.5	65.7	67.9	67.9	65.4	61.1	60.1	
Confectionery and related products.....	114.4	118.7	119.4	114.9	110.1	109.3	107.9	106.4	107.5	112.5	114.0	117.2	115.7	112.4	111.7	
Beverages.....	93.1	90.9	90.2	90.3	89.9	90.6	92.1	92.8	93.3	95.2	98.3	99.6	96.8	94.5	95.8	
Miscellaneous food and kindred products.....	92.9	82.0	65.8	66.4	66.1	66.6	70.2	73.9	76.4	83.3	87.1	93.9	94.8	77.1	79.1	
Tobacco manufactures.....	31.8	31.2	30.8	30.7	30.9	31.1	31.1	31.6	31.9	31.7	31.7	31.7	32.2	31.5	31.4	
Cigarettes.....	24.1	23.9	24.6	24.0	23.8	23.5	22.7	21.1	21.8	22.3	22.1	21.8	21.5	21.5	22.2	
Cigars.....	812.9	809.7	794.3	808.5	801.6	799.2	798.5	795.1	788.4	795.3	802.0	804.4	802.7	797.2	812.4	
Textile mill products.....	216.1	215.2	214.4	215.3	213.9	214.4	215.4	215.7	215.8	216.8	216.2	216.7	216.5	216.3	223.4	
Cotton broad woven fabrics.....	77.1	76.9	76.2	77.2	76.8	77.0	77.0	77.2	77.0	77.3	76.9	76.0	75.5	75.1	73.9	
Silk and synthetic broad woven fabrics.....	39.5	39.5	39.8	41.8	41.6	41.0	40.7	41.1	40.7	40.3	40.1	41.4	41.9	43.1	45.9	
Weaving and finishing broad woollens.....	24.6	24.2	23.6	24.2	23.9	24.0	24.0	23.9	23.8	23.9	24.0	24.1	23.9	23.6	24.2	
Narrow fabrics and smallwares.....	202.0	201.1	195.4	197.6	195.4	192.3	190.8	186.9	182.2	186.2	194.3	197.3	197.4	192.9	198.1	
Knitting.....	63.8	64.7	63.9	64.7	64.3	64.3	64.5	64.1	64.2	64.6	64.4	63.6	63.6	63.6	64.3	
Finishing textiles, except wool and knit.....	31.7	30.5	31.4	31.5	31.8	32.3	32.0	32.0	31.5	32.2	32.3	32.2	31.5	31.5	31.2	
Floor covering.....	101.6	102.3	97.0	101.7	99.7	99.5	99.3	99.1	98.4	98.6	97.9	97.3	97.2	96.0	95.6	
Yarn and thread.....	55.5	54.1	53.5	54.6	54.5	54.9	54.5	55.1	54.8	55.4	55.9	55.8	55.2	55.2	55.9	
Miscellaneous textile goods.....	See footnotes at end of table.															

See footnotes at end of table.

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry<sup>1</sup>—Continued

[In thousands]

Revised series; see box, p. 1342.

Industry	1964									1963				Annual average	
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1963	1962
<b>Manufacturing—Continued</b>															
<i>Nondurable goods—Continued</i>															
Apparel and related products.....	1,218.3	1,213.5	1,152.4	1,181.2	1,160.3	1,155.6	1,177.3	1,174.4	1,135.8	1,150.2	1,161.0	1,180.3	1,179.6	1,150.9	1,125.4
Men's and boys' suits and coats.....	102.2	102.6	95.6	103.9	102.6	99.5	102.4	102.8	102.5	103.0	100.8	101.3	103.7	103.9	104.9
Men's and boys' furnishings.....	316.1	314.3	304.6	311.6	305.7	302.8	301.1	298.2	292.6	296.1	298.8	302.6	304.9	299.1	289.6
Women's, misses', and junior' outerwear.....	371.6	372.5	349.8	354.4	349.7	354.1	368.5	368.2	348.4	348.5	348.5	355.9	356.7	350.0	342.2
Women's and children's undergarments.....	113.3	110.1	104.1	106.5	105.6	105.6	106.2	105.7	103.9	107.8	111.9	111.2	109.1	105.1	103.1
Hats, caps, and millinery.....		30.3	27.3	25.7	24.7	25.5	31.2	31.7	29.2	27.6	26.5	29.1	28.9	28.7	29.2
Girls' and children's outerwear.....	72.7	75.0	75.3	77.2	74.0	70.8	71.3	74.8	71.8	69.9	70.2	71.3	70.9	71.1	70.2
Fur goods and miscellaneous apparel.....		66.9	62.5	66.2	63.9	63.4	63.6	62.1	58.2	62.2	66.1	68.2	67.5	63.2	63.9
Miscellaneous fabricated textile products.....	144.1	141.8	133.2	135.7	134.1	133.9	133.0	130.9	129.2	135.1	138.2	140.7	137.9	129.8	122.4
Paper and allied products.....	504.5	499.3	492.1	498.2	490.1	487.8	485.4	483.1	484.3	490.9	491.7	492.7	495.1	488.0	486.0
Paper and pulp.....	173.0	174.5	173.8	174.6	171.3	170.7	170.3	169.7	170.7	172.8	172.6	173.1	174.4	173.1	175.2
Paperboard.....	56.9	55.0	54.1	55.2	54.4	54.3	54.1	53.9	53.8	54.2	54.3	54.2	54.3	54.0	52.9
Converted paper and paperboard products.....	116.1	115.4	113.1	114.2	112.8	111.8	110.9	109.9	110.1	111.6	111.2	111.8	113.4	110.5	108.5
Paperboard containers and boxes.....	158.5	154.4	151.1	154.2	151.6	151.0	150.3	149.6	149.7	152.3	153.6	153.6	153.0	150.5	149.4
Printing, publishing, and allied industries.....	604.6	601.4	599.3	603.2	600.3	598.6	597.8	594.2	592.3	602.1	598.2	599.3	597.2	590.1	594.0
Newspaper publishing and printing.....	165.4	165.2	164.9	166.2	166.1	165.6	165.0	164.1	163.4	167.1	165.1	165.6	164.6	161.0	166.5
Periodical publishing and printing.....		26.1	25.6	26.0	26.4	27.3	27.4	27.3	27.2	27.2	27.5	27.6	27.6	27.8	28.5
Books.....		47.2	47.5	48.2	48.6	48.4	48.5	48.0	46.8	46.3	45.1	45.6	46.3	45.1	44.3
Commercial printing.....	240.9	238.1	237.8	238.9	237.4	237.0	237.2	235.2	236.7	239.1	238.4	237.6	235.5	234.3	233.8
Bookbinding and related industries.....	41.4	41.8	41.6	41.6	40.7	40.3	39.6	39.4	38.2	40.3	39.9	40.7	41.2	40.6	39.6
Other publishing and printing industries.....	83.5	83.0	81.9	82.3	81.1	80.0	80.1	80.2	80.0	81.8	82.1	82.0	82.0	81.3	81.4
Chemicals and allied products.....	532.9	533.3	530.7	533.0	533.8	532.9	528.4	521.1	519.0	521.8	522.4	526.1	527.3	524.2	517.2
Industrial chemicals.....	165.7	165.3	165.2	165.5	163.6	163.2	162.5	162.4	162.6	162.8	163.0	163.1	164.3	164.3	165.0
Plastics and synthetics, except glass.....	123.0	122.6	121.4	120.7	118.9	118.1	117.2	116.6	116.7	116.9	116.2	116.1	115.8	114.1	110.0
Drugs.....	61.5	63.0	63.1	63.4	62.5	62.3	62.9	62.1	63.2	63.3	63.5	63.2	63.3	62.7	60.0
Soap, cleaners, and toilet goods.....	64.2	63.8	61.8	62.1	60.1	60.0	59.8	59.5	58.0	60.3	61.1	63.2	62.8	60.4	58.6
Paints, varnishes, and allied products.....	38.0	39.0	39.0	38.6	37.6	37.0	36.7	36.2	35.9	36.2	36.3	36.6	37.1	36.6	36.0
Agricultural chemicals.....	30.8	29.4	29.5	32.3	41.6	43.3	39.4	35.1	33.2	31.7	30.9	32.2	31.4	33.7	32.9
Other chemical products.....	49.7	50.2	50.7	50.4	49.5	49.0	49.9	49.2	49.4	50.6	51.4	51.7	52.6	52.5	54.6
Petroleum refining and related industries.....	115.4	116.5	116.8	117.3	115.4	114.0	114.1	114.2	114.0	115.7	117.9	120.0	121.4	119.5	125.3
Petroleum refining.....	89.9	90.7	91.3	91.9	91.2	91.4	92.2	92.6	92.7	93.3	93.6	94.3	95.3	95.1	100.9
Other petroleum and coal products.....	25.5	25.8	25.5	25.4	24.2	22.6	21.9	21.6	21.3	22.4	24.3	25.7	26.1	24.4	24.3
Rubber and miscellaneous plastic products.....	330.6	326.8	317.5	320.3	319.4	316.1	316.7	315.2	312.9	315.3	318.4	317.0	314.9	315.0	314.3
Tires and inner tubes.....	68.7	69.0	68.8	68.5	68.1	68.1	68.6	68.8	67.9	68.0	67.0	64.8	64.5	68.9	72.1
Other rubber products.....	128.2	125.7	123.9	126.0	125.1	124.8	125.5	125.7	125.6	127.0	128.0	127.2	126.5	126.3	126.6
Miscellaneous plastic products.....	132.9	132.1	124.8	125.8	126.2	123.2	122.6	120.7	119.4	120.3	123.4	125.0	123.9	119.8	115.6
Leather and leather products.....	313.6	318.9	312.8	312.9	304.0	301.9	306.8	307.9	303.9	308.2	308.7	309.1	311.2	308.9	318.6
Leather tanning and finishing.....	28.6	28.2	27.9	28.3	27.9	27.5	27.4	27.6	26.4	27.9	27.8	27.6	27.5	27.4	28.0
Footwear, except rubber.....	210.3	216.6	214.1	213.9	209.2	206.3	210.2	211.7	210.8	210.3	207.6	205.8	208.4	209.8	215.7
Other leather products.....	74.7	74.1	70.8	70.7	66.9	68.1	69.2	68.6	66.7	70.0	73.3	75.7	75.3	71.7	74.9
<b>Transportation and public utilities:</b>															
Local and interurban passenger transit:															
Local and suburban transportation.....		79.7	79.9	81.1	81.6	80.8	75.4	82.4	82.7	82.9	83.3	83.6	83.6	83.4	86.3
Inter-city and rural buslines.....		42.5	42.5	40.6	39.5	38.1	37.5	37.6	39.0	38.4	38.1	38.7	40.0	38.7	38.5
Motor freight transportation and storage.....		874.5	866.3	858.7	825.9	812.7	803.0	802.2	800.5	829.0	840.0	850.8	851.0	815.7	803.9
Pipeline transportation.....		16.8	16.9	16.8	16.3	16.4	16.5	16.5	16.5	16.6	16.7	16.8	17.2	17.2	18.2
Communication:															
Telephone communication.....		579.0	577.9	568.4	562.3	560.7	553.3	550.9	548.0	549.2	548.9	555.2	557.3	555.6	559.5
Telegraph communication <sup>3</sup> .....		22.5	23.1	23.1	23.0	22.9	22.7	22.9	23.0	23.2	23.3	23.5	23.8	24.3	26.9
Radio and television broadcasting.....		89.9	89.2	88.2	87.0	86.9	86.2	85.5	86.4	85.8	84.7	85.1	85.7	83.3	79.9
Electric, gas, and sanitary services.....		549.0	548.9	539.9	535.2	530.9	530.0	528.8	529.3	531.0	532.4	531.1	539.3	534.7	537.1
Electric companies and systems.....		216.4	216.6	214.7	210.0	209.2	208.8	208.6	209.0	209.4	209.7	209.9	212.2	210.4	211.4
Gas companies and systems.....		137.6	137.9	133.6	135.0	134.7	134.9	134.9	134.8	135.6	135.9	135.9	137.4	136.6	137.6
Combined utility systems.....		158.3	157.8	155.2	152.6	152.2	152.1	151.5	151.7	152.5	153.0	153.6	155.6	154.0	156.2
Water, steam, and sanitary systems.....		36.7	36.6	36.4	35.6	34.8	34.2	33.8	33.8	33.5	33.8	33.8	34.1	33.6	32.0

See footnotes at end of table.

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry<sup>1</sup>—Continued

[In thousands]

Revised series; see box below.

Industry	1964									1963				Annual average	
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1963	1962
<b>Wholesale and retail trade<sup>4</sup></b>		9,225	9,203	9,199	9,099	9,019	9,002	8,930	9,025	9,871	9,268	9,115	9,041	8,993	8,805
Wholesale trade	2,825	2,804	2,771	2,732	2,720	2,717	2,720	2,733	2,773	2,773	2,746	2,750	2,741	2,690	2,630
Motor vehicles and automotive equipment	206.9	206.1	204.7	202.1	201.1	199.9	200.1	200.0	201.2	201.1	200.6	200.6	200.6	199.1	192.8
Drugs, chemicals, and allied products	160.9	160.2	162.0	158.6	158.9	158.7	158.7	159.3	161.0	160.0	159.3	159.0	158.2	156.2	156.4
Dry goods and apparel	114.6	113.8	112.9	111.7	110.5	111.1	110.9	109.7	111.3	111.8	111.3	110.7	110.4	109.6	109.6
Groceries and related products	463.0	465.7	455.2	441.3	437.7	438.8	438.5	442.6	448.3	442.6	453.1	454.2	436.0	431.1	
Electrical goods	200.7	200.3	199.6	197.8	196.0	196.0	196.9	196.5	197.3	196.5	198.1	198.2	197.3	191.0	
Hardware, plumbing and heating goods	129.8	129.5	127.6	125.8	125.7	125.8	125.6	125.5	126.4	126.0	126.6	126.9	125.6	123.2	
Machinery, equipment, and supplies	494.4	493.9	488.9	483.6	482.8	478.7	478.5	476.6	476.0	475.0	472.1	469.8	460.8	436.5	
<b>Retail trade<sup>4</sup></b>	6,400	6,399	6,428	6,367	6,299	6,285	6,210	6,292	7,098	6,522	6,365	6,300	6,303	6,175	
General merchandise stores	1,512.7	1,510.0	1,515.0	1,499.8	1,477.2	1,478.3	1,439.0	1,495.4	2,030.3	1,662.5	1,551.2	1,513.3	1,525.8	1,496.8	
Department stores	888.5	891.2	897.3	886.6	876.0	873.7	848.1	891.3	1,233.6	987.1	907.6	879.5	898.7	881.4	
Limited price variety stores	280.6	280.4	285.0	288.2	283.2	287.2	277.0	281.6	389.0	318.6	305.9	302.2	301.3	304.1	
<b>Food stores</b>	1,336.6	1,339.6	1,340.8	1,335.8	1,337.8	1,335.9	1,335.7	1,335.1	1,361.0	1,334.7	1,328.8	1,318.0	1,313.4	1,280.2	
Grocery, meat, and vegetable stores	1,181.4	1,183.2	1,180.7	1,174.7	1,176.7	1,173.4	1,171.0	1,176.0	1,187.8	1,171.1	1,166.8	1,155.7	1,149.1	1,120.5	
Apparel and accessories stores	550.8	548.3	569.4	568.2	552.9	567.3	533.0	551.8	684.2	580.0	561.7	555.1	561.9	560.3	
Men's and boys' apparel stores	93.0	92.6	95.4	92.9	90.8	90.8	92.0	99.0	123.6	94.6	90.3	89.5	92.9	91.4	
Women's ready-to-wear stores	209.4	206.0	214.3	215.7	212.0	213.7	210.8	206.8	253.2	219.2	212.7	208.6	210.6	209.0	
Family clothing stores	83.8	86.0	86.6	85.7	84.3	86.5	84.3	80.8	114.9	90.8	86.1	85.1	86.9	88.9	
Shoe stores	105.7	104.7	108.9	111.4	105.5	110.5	97.2	97.5	121.7	110.4	108.6	111.2	110.2	107.6	
Furniture and appliance stores	352.4	351.0	350.1	350.5	350.3	350.6	351.1	352.5	364.8	356.1	353.2	349.5	349.2	347.2	
<b>Other retail trade</b>	2,647.4	2,650.2	2,650.9	2,612.9	2,580.8	2,553.0	2,550.8	2,557.1	2,657.7	2,589.0	2,570.4	2,563.8	2,552.6	2,490.5	
Motor vehicle dealers	611.3	611.9	608.5	602.8	601.4	599.6	599.3	598.4	596.1	592.6	590.9	589.8	587.3	559.9	
Other vehicle and accessory dealers	154.1	153.6	153.1	147.7	144.8	140.6	139.1	139.8	152.4	146.6	141.6	142.3	140.5	129.6	
Drug stores	362.7	362.2	363.3	358.1	355.2	353.4	353.6	354.3	371.9	358.9	352.9	352.5	352.7	348.0	
<b>Finance, insurance, and real estate:</b>															
Banking	651.6	651.6	643.4	634.1	633.6	631.8	630.8	629.3	630.4	629.8	629.2	629.3	624.9	606.7	
Security dealers and exchanges <sup>5</sup>	114.8	114.6	112.8	112.2	111.9	110.8	110.5	109.6	113.5	113.5	113.4	113.3	113.7	122.3	
Insurance carriers <sup>5</sup>	639.5	637.9	632.2	629.1	629.2	629.4	627.3	625.2	779.6	779.0	777.0	778.7	776.5	768.0	
Life insurance <sup>5</sup>	281.9	280.3	278.4	278.0	279.0	279.2	278.9	278.7	420.7	420.0	419.1	419.8	417.9	413.0	
Accident and health insurance <sup>5</sup>	46.2	46.2	45.7	45.1	45.2	45.3	44.9	44.6	46.5	46.5	46.2	46.3	46.2	45.8	
Fire, marine, and casualty insurance <sup>5</sup>	274.5	274.3	271.6	270.2	269.5	269.3	267.6	266.3	276.6	276.6	275.8	276.9	276.8	273.9	
<b>Services and miscellaneous:</b>															
Hotels and lodging places:															
Hotels, tourist courts, and motels	628.6	626.9	601.6	575.6	551.7	532.2	528.2	513.3	515.8	525.0	557.2	580.7	550.9	509.2	
Personal services:															
Laundries, cleaning and dyeing plants <sup>6</sup>	464.0	469.3	468.5	463.0	455.5	451.0	450.1	447.7	371.6	374.8	376.4	376.0	374.1	377.7	
Motion pictures:															
Motion picture filming and distribution	26.0	25.0	24.7	22.8	22.4	23.4	22.5	23.1	25.9	24.8	24.8	23.7	23.3	24.6	

<sup>1</sup> 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 and manufacturing 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.

<sup>2</sup> Preliminary.

<sup>3</sup> Data relate to nonsupervisory employees except messengers.

<sup>4</sup> Excludes eating and drinking places.

<sup>5</sup> Beginning January 1964, nonoffice salesmen excluded from nonsupervisory count.

<sup>6</sup> Beginning January 1964, data relate to nonsupervisory workers and are not comparable with the production worker levels of prior years.

### Caution

The revised series on employment, hours, and earnings, and labor turnover in nonagricultural establishments should not be compared with those published in issues prior to 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 a copy. 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 adjusted <sup>1</sup>  
 [In thousands] Revised series; see box, p. 1342.

Industry division and group	1964								1963				
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.
Total	59,039	58,936	58,912	58,782	58,590	58,502	58,327	58,183	57,850	57,748	57,580	57,646	57,453
Mining	635	634	643	638	628	631	625	624	623	630	630	629	632
Contract construction	3,127	3,177	3,187	3,179	3,159	3,144	3,162	3,169	3,017	3,069	3,057	3,066	3,071
Manufacturing	17,450	17,390	17,409	17,367	17,323	17,301	17,242	17,175	17,119	17,127	17,061	17,119	17,076
Durable goods	9,991	9,931	9,942	9,896	9,853	9,868	9,814	9,750	9,726	9,737	9,688	9,718	9,705
Ordinance and accessories	243	245	253	258	262	266	270	276	276	276	275	277	275
Lumber and wood products, except furniture	589	592	595	590	592	599	607	601	596	598	595	589	588
Furniture and fixtures	407	409	410	406	401	401	399	395	394	394	392	391	392
Stone, clay, and glass products	628	629	630	628	623	621	623	618	612	612	614	611	610
Primary metal industries	1,247	1,241	1,240	1,221	1,206	1,202	1,183	1,177	1,169	1,166	1,155	1,155	1,164
Fabricated metal products	1,222	1,212	1,197	1,195	1,189	1,194	1,186	1,176	1,164	1,169	1,162	1,164	1,165
Machinery	1,026	1,016	1,006	1,001	1,001	1,001	1,001	1,001	1,001	1,001	1,001	1,001	1,001
Electrical equipment and supplies	1,583	1,575	1,583	1,573	1,571	1,571	1,570	1,563	1,559	1,564	1,556	1,557	1,571
Transportation equipment	1,657	1,621	1,639	1,643	1,643	1,650	1,640	1,631	1,621	1,629	1,619	1,647	1,635
Instruments and related products	382	380	381	380	376	377	377	375	375	375	373	373	373
Miscellaneous manufacturing industries	407	411	408	407	405	403	401	401	396	397	398	395	398
Nondurable goods	7,459	7,459	7,467	7,471	7,470	7,433	7,428	7,425	7,393	7,390	7,373	7,401	7,371
Food and kindred products	1,703	1,715	1,710	1,712	1,725	1,724	1,735	1,743	1,741	1,741	1,733	1,742	1,723
Tobacco manufactures	83	85	90	90	90	90	89	89	88	91	95	89	86
Textile mill products	899	896	897	897	898	897	899	897	891	888	889	890	886
Apparel and related products	1,344	1,333	1,337	1,348	1,336	1,318	1,309	1,310	1,299	1,295	1,291	1,312	1,306
Paper and allied products	635	633	633	631	630	629	627	624	624	624	622	620	622
Printing, publishing, and allied industries	950	952	952	953	953	947	943	942	940	939	931	934	935
Chemicals and allied products	886	885	885	884	877	873	876	872	872	871	870	871	869
Petroleum refining and related industries	184	184	184	184	184	185	185	186	186	188	189	189	190
Rubber and miscellaneous plastic products	419	422	422	418	422	419	416	412	407	405	406	402	402
Leather and leather products	356	354	357	354	355	351	348	348	345	348	347	352	352
Transportation and public utilities	4,007	4,003	3,985	3,964	3,961	3,954	3,930	3,934	3,923	3,915	3,928	3,937	3,950
Wholesale and retail trade	12,304	12,310	12,300	12,268	12,209	12,211	12,143	12,143	12,072	11,963	11,941	11,935	11,922
Wholesale trade	3,268	3,266	3,276	3,263	3,253	3,240	3,227	3,216	3,214	3,190	3,176	3,173	3,170
Retail trade	9,036	9,044	9,024	9,001	8,956	8,971	8,916	8,927	8,858	8,773	8,765	8,762	8,752
Finance, insurance, and real estate	2,950	2,945	2,944	2,937	2,930	2,925	2,918	2,911	2,904	2,892	2,887	2,887	2,873
Service and miscellaneous	8,681	8,681	8,655	8,596	8,572	8,543	8,552	8,515	8,474	8,447	8,423	8,430	8,377
Government	9,885	9,796	9,789	9,833	9,808	9,793	9,755	9,712	9,718	9,705	9,653	9,643	9,552
Federal	2,339	2,337	2,332	2,328	2,337	2,329	2,328	2,321	2,349	2,349	2,347	2,352	2,347
State and local	7,546	7,459	7,457	7,505	7,471	7,464	7,427	7,391	7,369	7,356	7,306	7,291	7,205

<sup>1</sup> For coverage of the series, see footnote 1, table A-2.<sup>2</sup> 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 adjusted <sup>1</sup>  
 [In thousands] Revised series; see box, p. 1342.

Major industry group	1964								1963				
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.
Manufacturing	12,949	12,885	12,892	12,864	12,824	12,813	12,759	12,697	12,639	12,653	12,590	12,649	12,611
Durable goods	7,376	7,315	7,311	7,278	7,236	7,260	7,207	7,148	7,120	7,129	7,081	7,110	7,097
Ordinance and accessories	103	105	106	108	110	112	113	114	118	118	117	120	119
Lumber and wood products, except furniture	526	529	532	527	529	535	544	539	535	536	532	526	525
Furniture and fixtures	339	340	341	339	333	334	331	329	328	327	325	325	326
Stone, clay, and glass products	506	508	507	506	501	501	503	499	492	494	495	491	490
Primary metal industries	1,016	1,012	1,012	993	981	978	958	954	945	943	932	931	939
Fabricated metal products	944	935	920	921	914	920	912	903	894	897	891	895	895
Machinery	1,136	1,128	1,118	1,111	1,103	1,097	1,091	1,072	1,085	1,081	1,074	1,074	1,061
Electrical equipment and supplies	1,068	1,062	1,067	1,059	1,054	1,055	1,047	1,041	1,045	1,047	1,041	1,051	1,049
Transportation equipment	1,169	1,126	1,140	1,147	1,149	1,165	1,147	1,137	1,124	1,129	1,116	1,143	1,136
Instruments and related products	243	242	242	240	238	239	239	238	237	238	238	237	237
Miscellaneous manufacturing industries	326	328	326	327	324	324	322	322	317	319	320	317	320
Nondurable goods	5,573	5,570	5,581	5,586	5,588	5,553	5,552	5,549	5,519	5,524	5,509	5,539	5,514
Food and kindred products	1,120	1,132	1,125	1,123	1,137	1,133	1,146	1,154	1,154	1,155	1,148	1,159	1,143
Tobacco manufactures	72	73	79	78	78	78	78	77	75	80	82	77	73
Textile mill products	803	800	800	803	804	804	805	804	798	795	796	795	793
Apparel and related products	1,196	1,184	1,189	1,201	1,190	1,174	1,161	1,162	1,152	1,148	1,144	1,164	1,159
Paper and allied products	498	494	495	495	493	491	491	489	488	490	488	488	488
Printing, publishing, and allied industries	601	603	604	605	605	602	600	598	596	597	590	591	593
Chemicals and allied products	532	532	533	533	529	525	527	526	524	525	524	527	526
Petroleum refining and related industries	114	114	115	114	114	115	116	116	116	118	119	120	120
Rubber and miscellaneous plastic products	324	327	326	322	326	323	321	317	312	310	311	308	309
Leather and leather products	313	311	315	312	312	308	307	306	304	306	307	310	310

<sup>1</sup> For definition of production workers, see footnote 1, table A-3.<sup>2</sup> 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 <sup>1</sup>

[All items except average benefit amounts are in thousands]

Item	1964								1963				
	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.
Employment service: <sup>2</sup>													
New applications for work .....	816	896	1,160	857	873	874	916	1,037	793	827	953	878	829
Nonfarm placements .....	554	549	572	572	541	478	414	443	432	493	662	664	611
State unemployment insurance programs:													
Initial claims <sup>3 4</sup> .....	937	1,238	976	908	1,086	1,136	1,181	1,848	1,865	1,200	1,157	957	1,086
Insured unemployment <sup>5</sup> (average weekly volume) <sup>6</sup> .....	1,261	1,343	1,297	1,447	1,755	2,050	2,243	2,395	1,972	1,542	1,333	1,261	1,419
Rate of insured unemployment <sup>7</sup> .....	2.9	3.1	3.1	3.4	4.2	4.9	5.3	5.7	4.7	3.6	3.1	3.0	3.4
Weeks of unemployment compensated .....	4,556	5,098	5,023	5,658	7,381	8,303	8,060	9,186	6,705	4,733	4,923	4,650	5,368
Average weekly benefit amount for total unemployment .....	\$35.60	\$35.35	\$35.27	\$35.50	\$36.02	\$36.26	\$36.24	\$36.07	\$35.78	\$35.37	\$35.15	\$34.93	\$34.67
Total benefits paid .....	\$164,510	\$180,519	\$183,132	\$201,498	\$258,046	\$292,618	\$283,809	\$319,302	\$232,954	\$164,977	\$171,957	\$163,126	\$186,814
Unemployment compensation for ex-servicemen: <sup>8 9</sup>													
Initial claims <sup>3 8</sup> .....	26	32	25	20	27	28	29	39	39	29	31	28	29
Insured unemployment <sup>6</sup> (average weekly volume) .....	43	44	42	46	57	67	72	73	60	48	43	42	45
Weeks of unemployment compensated .....	173	173	184	200	281	261	284	307	231	164	174	170	184
Total benefits paid .....	\$6,285	\$6,172	\$6,626	\$7,029	\$9,654	\$8,893	\$9,586	\$10,241	\$7,622	\$5,396	\$5,857	\$5,727	\$6,202
Unemployment compensation for Federal civilian employees: <sup>9 10</sup>													
Initial claims <sup>3</sup> .....	10	15	12	9	11	11	13	20	15	13	14	12	12
Insured unemployment <sup>5</sup> (average weekly volume) .....	25	26	25	27	32	38	40	39	34	32	29	28	29
Weeks of unemployment compensated .....	104	102	110	115	157	154	157	165	143	111	120	114	123
Total benefits paid .....	\$4,212	\$3,993	\$4,661	\$4,558	\$5,829	\$5,596	\$5,768	\$6,109	\$5,369	\$4,297	\$4,723	\$4,540	\$4,844
Railroad unemployment insurance:													
Applications <sup>11</sup> .....	12	38	16	5	13	5	7	13	12	11	12	15	15
Insured unemployment (average weekly volume) .....	29	31	27	32	42	45	51	53	47	45	41	41	37
Number of payments <sup>12</sup> .....	67	66	67	76	101	109	111	125	110	86	98	85	90
Average amount of benefit payment <sup>13</sup> .....	\$79.65	\$76.53	\$74.41	\$70.46	\$73.17	\$80.06	\$80.33	\$80.49	\$79.04	\$78.60	\$77.05	\$76.90	\$77.96
Total benefits paid <sup>14</sup> .....	\$5,169	\$4,928	\$4,851	\$5,208	\$7,411	\$8,466	\$8,784	\$9,930	\$8,590	\$6,672	\$7,475	\$6,416	\$6,906
All programs: <sup>15</sup>													
Insured unemployment <sup>6</sup> .....	1,396	1,491	1,448	1,605	1,918	2,201	2,410	2,563	2,122	1,686	1,476	1,408	1,568

<sup>1</sup> Includes data for Puerto Rico beginning January 1961 when the Commonwealth's program became part of the Federal-State UI system.

<sup>2</sup> Includes Guam and the Virgin Islands.

<sup>3</sup> Initial claims are notices filed by workers to indicate they are starting periods of unemployment. Excludes transitional claims.

<sup>4</sup> Includes interstate claims for the Virgin Islands.

<sup>5</sup> Number of workers reporting the completion of at least 1 week of unemployment.

<sup>6</sup> Initial claims and State insured unemployment include data under the program for Puerto Rican sugarcane workers.

<sup>7</sup> The rate is the number of insured unemployed expressed as a percent of the average covered employment in a 12-month period.

<sup>8</sup> Excludes data on claims and payments made jointly with other programs

<sup>9</sup> Includes the Virgin Islands.

<sup>10</sup> Excludes data on claims and payments made jointly with State programs

<sup>11</sup> 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.

<sup>12</sup> Payments are for unemployment in 14-day registration periods.

<sup>13</sup> The average amount is an average for all compensable periods, not adjusted for recovery of overpayments or settlement of underpayments.

<sup>14</sup> Adjusted for recovery of overpayments and settlement of underpayments.

<sup>15</sup> Represents an unduplicated count of insured unemployment under the State, Ex-servicemen and UCFE programs and the Railroad Unemployment Insurance Act.

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

## B.—Labor Turnover

TABLE B-1. Labor turnover rates, by major industry group<sup>1</sup>

Major industry group	[Per 100 employees]												Revised series; see box, p. 1342.		
	1964						1963						Annual average		
	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1963	1962
Accessions: Total															
<b>Manufacturing:</b>															
Actual.....	4.9	4.4	5.1	3.9	3.8	3.7	3.4	3.6	2.5	2.9	3.9	4.8	4.8	3.9	4.1
Seasonally adjusted.....	5.8	4.1	4.1	3.8	4.0	4.0	4.0	3.7	3.9	3.6	3.9	5.9	3.7		
Durable goods.....	4.7	3.8	4.6	3.6	3.7	3.7	3.3	3.4	2.4	2.7	3.6	4.5	4.2	3.6	3.8
Ordnance and accessories.....	1.9	2.1	2.2	1.6	2.0	2.2	2.0	1.8	1.6	2.0	2.7	2.8	2.7	2.4	2.9
Lumber and wood products, except furniture.....	5.0	5.6	7.7	7.1	6.6	5.6	4.8	4.4	2.8	3.5	4.9	6.3	6.8	5.6	5.5
Furniture and fixtures.....	6.6	5.8	5.3	4.7	4.6	4.8	4.2	4.2	2.7	3.3	4.8	5.6	5.9	4.4	4.5
Stone, clay, and glass products.....	3.4	4.0	5.2	4.5	4.8	4.7	3.7	3.6	2.0	2.5	3.1	3.4	3.8	3.8	3.8
Primary metal industries.....	2.9	2.9	3.8	3.1	3.1	3.1	3.2	3.5	2.6	2.5	2.6	2.5	2.4	3.0	2.8
Fabricated metal products.....	5.1	4.8	5.4	4.1	4.1	4.0	3.6	3.9	2.6	3.0	4.0	4.9	4.9	4.0	4.1
Machinery.....	3.0	3.0	4.1	2.7	3.1	3.1	3.0	3.0	2.4	2.6	2.9	3.4	3.0	2.9	3.0
Electrical equipment and supplies.....	4.2	3.1	4.0	3.1	3.0	3.1	2.6	2.9	2.2	2.5	3.2	3.7	3.7	3.0	3.6
Transportation equipment.....	8.0	3.8	4.3	3.2	3.4	3.7	3.5	3.4	2.5	2.9	4.0	7.0	5.5	4.0	4.7
Instruments and related products.....	3.5	2.9	3.9	2.4	2.5	2.7	2.3	2.6	2.0	2.0	2.7	3.4	3.1	2.8	2.7
Miscellaneous manufacturing industries.....	7.3	6.9	6.0	5.7	5.7	5.6	5.3	5.8	2.4	3.7	5.6	6.8	6.6	5.4	5.6
Nondurable goods.....	5.1	5.2	5.6	4.3	3.9	3.7	3.5	3.8	2.5	3.1	4.3	5.1	5.4	4.1	4.3
Food and kindred products.....	7.9	7.7	8.7	5.9	4.9	4.3	4.0	4.0	3.0	3.9	6.5	8.1	9.1	5.8	6.4
Tobacco manufactures.....	16.3	8.1	4.5	2.6	3.0	3.4	4.0	5.1	7.0	4.4	5.9	13.1	24.5	6.6	6.4
Textile mill products.....	4.5	4.4	4.2	4.0	4.0	3.6	3.6	3.4	2.2	3.0	4.0	4.2	4.3	3.6	3.6
Apparel and related products.....	6.0	7.2	6.2	6.0	5.2	4.9	5.2	5.9	3.3	4.5	5.0	5.5	5.8	5.3	5.5
Paper and allied products.....	2.9	2.9	4.6	2.8	2.7	2.7	2.2	2.4	1.8	2.0	2.6	3.0	2.9	2.6	2.6
Printing, publishing, and allied industries.....	3.1	3.1	4.2	2.7	2.8	2.9	2.8	3.0	2.1	2.5	3.0	3.5	3.2	2.9	3.0
Chemicals and allied products.....	1.9	2.1	3.5	2.1	2.2	2.5	1.9	1.8	1.3	1.3	1.8	2.2	1.9	2.1	2.1
Petroleum refining and related industries.....	1.4	1.7	3.4	1.9	1.7	1.3	1.3	1.4	.7	.9	1.2	1.4	1.3	1.5	1.4
Rubber and miscellaneous plastic products.....	4.9	4.9	4.8	3.7	3.7	3.5	3.1	3.5	2.3	2.6	3.8	4.3	4.3	3.6	3.8
Leather and leather products.....	5.2	6.1	6.1	5.7	4.7	4.3	4.6	5.6	3.5	4.1	4.8	4.8	5.4	5.0	5.0
<b>Nonmanufacturing:</b>															
Metal mining.....	2.5	2.6	4.6	3.0	5.3	3.0	2.7	3.1	1.8	2.5	2.7	2.6	2.8	3.1	2.9
Coal mining.....	2.3	1.3	1.5	1.6	1.8	1.5	1.5	2.6	1.4	1.7	1.8	2.3	2.9	2.1	1.7
Accessions: New hires															
<b>Manufacturing:</b>															
Actual.....	3.2	2.9	3.6	2.5	2.4	2.2	2.0	2.0	1.4	1.8	2.6	3.1	3.2	2.4	2.5
Seasonally adjusted.....	2.4	2.5	2.6	2.4	2.7	2.6	2.5	2.4	2.5	2.3	2.4	2.5	2.4		
Durable goods.....	2.9	2.5	3.3	2.4	2.3	2.2	1.9	1.9	1.3	1.7	2.4	2.8	2.6	2.1	2.3
Ordnance and accessories.....	.9	1.1	1.3	.8	1.1	1.2	1.2	1.0	1.0	1.3	1.8	2.0	1.9	1.5	2.0
Lumber and wood products, except furniture.....	4.2	4.7	6.2	5.3	4.6	4.0	3.3	3.0	2.0	2.9	4.2	5.5	5.9	4.2	3.9
Furniture and fixtures.....	5.7	4.9	4.3	3.8	3.6	3.5	3.1	3.1	1.8	2.7	4.0	4.8	4.9	3.5	3.5
Stone, clay, and glass products.....	2.4	2.9	3.9	3.0	2.8	2.4	1.7	1.6	1.1	1.5	2.0	2.4	2.8	2.3	2.2
Primary metal industries.....	2.1	1.7	2.7	2.0	1.8	1.6	1.5	1.3	.8	.8	1.1	1.3	1.2	1.2	1.1
Fabricated metal products.....	3.8	3.0	3.8	2.8	2.6	2.3	2.1	2.2	1.5	2.0	2.9	3.5	3.2	2.5	2.4
Machinery.....	2.3	2.1	3.2	2.1	2.2	2.3	2.2	2.2	1.6	1.7	2.0	2.2	1.9	1.9	2.0
Electrical equipment and supplies.....	2.7	1.9	2.6	1.8	1.8	1.7	1.5	1.6	1.3	1.6	2.2	2.6	2.3	1.9	2.3
Transportation equipment.....	2.4	1.9	2.6	1.8	1.9	1.9	1.6	1.7	1.2	1.6	2.3	2.5	1.9	1.9	2.1
Instruments and related products.....	2.3	2.2	2.9	1.7	1.7	1.8	1.5	1.6	1.3	1.4	2.0	2.4	2.1	2.0	2.0
Miscellaneous manufacturing industries.....	5.5	4.4	4.0	3.4	3.4	3.1	2.9	3.0	1.5	2.7	4.4	5.2	4.8	3.4	3.8
Nondurable goods.....	3.6	3.4	4.0	2.8	2.5	2.3	2.1	2.1	1.4	1.9	2.9	3.5	3.8	2.7	2.8
Food and kindred products.....	5.5	5.4	5.9	3.7	2.8	2.3	2.1	2.1	1.6	2.3	4.0	5.3	6.5	3.6	3.8
Tobacco manufactures.....	10.5	2.3	2.2	1.7	1.9	2.0	2.1	1.8	4.0	2.3	3.8	8.5	14.4	3.8	3.2
Textile mill products.....	3.4	3.1	3.2	2.9	2.7	2.4	2.3	2.1	1.4	2.1	2.9	3.1	3.2	2.5	2.5
Apparel and related products.....	3.9	3.9	3.8	3.3	3.2	3.1	3.2	3.1	1.6	2.4	3.4	3.8	3.9	3.3	3.5
Paper and allied products.....	2.3	2.2	3.6	2.1	1.9	1.7	1.4	1.4	1.1	1.3	2.1	2.4	2.2	1.8	1.8
Printing, publishing, and allied industries.....	2.4	2.4	3.3	2.1	2.2	2.1	2.1	2.1	1.5	1.9	2.4	2.9	2.5	2.2	2.3
Chemicals and allied products.....	1.4	1.5	2.8	1.6	1.6	1.7	1.3	1.2	.8	.9	1.3	1.6	1.4	1.5	1.5
Petroleum refining and related industries.....	1.0	1.3	2.7	1.3	1.1	.8	.7	.6	.5	.7	.8	1.1	1.0	1.1	1.0
Rubber and miscellaneous plastic products.....	3.5	2.8	3.3	2.4	2.3	2.1	1.9	1.9	1.3	1.7	2.8	3.2	2.9	2.3	2.4
Leather and leather products.....	4.0	4.1	4.4	3.5	2.9	2.5	2.7	3.2	2.3	2.6	3.4	3.6	3.9	3.1	3.1
<b>Nonmanufacturing:</b>															
Metal mining.....	1.8	2.0	3.6	1.9	2.1	1.9	1.7	1.7	1.0	1.3	1.7	1.9	1.8	1.7	1.5
Coal mining.....	.8	.8	.8	.8	.9	.8	.7	1.1	.7	.9	1.0	1.2	1.1	.9	.5

See footnotes at end of table.

TABLE B-1. Labor turnover rates, by major industry group<sup>1</sup>—Continued

[Per 100 employees]

Revised series; see box, p. 1342.

Major industry group	1964								1963					Annual average	
	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1963	1962
	Separations: Total														
<b>Manufacturing:</b>															
Actual.....	4.1	4.3	3.5	3.6	3.5	3.5	3.3	4.0	3.7	3.8	4.1	4.9	4.7	3.9	4.1
Seasonally adjusted.....	3.6	4.2	3.9	4.0	3.9	3.8	3.8	4.0	3.7	3.7	3.7	3.9	4.2	-----	-----
Durable goods.....	3.8	4.3	3.3	3.4	3.2	3.2	3.1	3.8	3.4	3.5	3.7	4.3	4.7	3.6	3.8
Ordnance and accessories.....	3.8	3.5	4.6	4.0	3.2	3.4	3.1	3.9	2.1	2.4	2.5	3.2	2.8	2.7	2.7
Lumber and wood products, except furniture.....	5.8	5.1	4.9	5.0	5.1	5.4	4.7	6.1	4.9	5.8	5.5	7.1	7.3	5.5	5.6
Furniture and fixtures.....	5.3	4.9	4.4	4.7	4.2	4.1	4.0	4.7	3.8	4.0	4.9	5.0	5.3	4.4	4.6
Stone, clay, and glass products.....	3.7	3.5	3.0	3.1	3.2	3.1	3.3	4.7	4.9	4.0	3.9	4.6	4.3	3.8	4.1
Primary metal industries.....	2.5	2.4	2.3	2.1	2.2	2.1	2.0	2.5	2.2	2.7	3.5	4.1	4.1	2.8	3.3
Fabricated metal products.....	4.1	4.7	3.9	3.8	3.4	3.4	3.0	4.2	3.7	4.0	4.3	4.8	4.5	4.0	4.2
Machinery.....	3.0	3.2	2.6	2.6	2.6	2.5	2.2	2.6	1.9	2.3	2.7	3.3	3.4	2.7	2.8
Electrical equipment and supplies.....	3.2	3.2	2.8	3.2	3.1	3.3	3.4	3.7	3.0	3.5	3.4	4.0	3.6	3.4	3.3
Transportation equipment.....	4.6	7.5	3.8	4.0	3.4	3.5	3.4	4.3	3.6	3.1	3.5	3.9	7.5	4.1	4.6
Instruments and related products.....	2.9	2.7	2.3	2.6	2.6	2.7	2.6	3.3	2.5	2.4	2.7	3.7	3.0	2.7	2.6
Miscellaneous manufacturing industries.....	4.7	5.9	4.4	4.6	4.5	4.5	3.9	5.9	10.4	7.2	5.3	5.4	5.5	5.5	6.0
Nondurable goods.....	4.4	4.4	3.7	3.9	3.9	3.8	3.5	4.1	4.1	4.3	4.7	5.6	4.8	4.2	4.4
Food and kindred products.....	5.9	5.4	4.5	4.6	4.6	4.9	4.9	5.5	5.5	6.6	7.5	9.2	6.5	5.9	6.2
Tobacco manufactures.....	4.6	3.7	3.1	2.5	6.8	6.7	9.0	7.3	11.0	11.9	8.6	4.2	4.3	6.3	6.7
Textile mill products.....	4.3	4.4	3.3	3.7	3.8	3.5	3.2	3.8	3.3	3.6	4.0	4.5	4.6	3.8	3.7
Apparel and related products.....	5.5	7.4	5.2	5.7	5.9	5.5	4.3	5.3	5.7	5.3	5.5	5.8	5.8	5.5	5.8
Paper and allied products.....	3.1	2.6	2.4	2.4	2.4	2.3	2.4	2.9	2.6	2.7	2.8	4.2	3.4	2.8	2.8
Printing, publishing, and allied industries.....	3.2	2.7	3.0	2.9	2.6	2.6	2.6	3.2	2.5	2.7	3.1	3.8	3.5	2.9	2.9
Chemicals and allied products.....	2.2	1.9	2.2	2.4	1.9	1.7	1.6	1.9	1.7	1.8	2.0	3.1	2.5	2.0	2.1
Petroleum refining and related industries.....	1.9	1.6	1.7	1.5	1.3	1.3	1.4	1.5	2.3	1.8	1.8	3.1	2.1	2.0	1.8
Rubber and miscellaneous plastic products.....	4.1	4.3	3.1	3.6	3.6	3.6	3.1	3.9	3.9	3.7	3.7	4.4	4.1	3.7	3.6
Leather and leather products.....	5.6	4.9	3.9	5.0	5.1	5.1	4.2	5.3	5.3	4.1	4.8	5.8	5.9	5.0	5.2
<b>Nonmanufacturing:</b>															
Metal mining.....	3.0	3.4	2.4	2.5	2.5	2.3	2.2	2.4	3.1	3.3	3.1	3.9	2.9	3.1	3.5
Coal mining.....	1.3	1.8	1.6	2.0	2.2	1.8	1.8	2.7	2.0	1.5	1.4	1.9	1.8	2.1	2.8
	Separations: Quits														
<b>Manufacturing:</b>															
Actual.....	2.0	1.5	1.4	1.5	1.3	1.2	1.1	1.2	0.8	1.1	1.5	2.4	2.1	1.4	1.4
Seasonally adjusted.....	1.4	1.5	1.4	1.5	1.4	1.5	1.5	1.5	1.3	1.4	1.4	1.5	1.5	-----	-----
Durable goods.....	1.8	1.3	1.3	1.3	1.2	1.1	.9	1.0	.7	1.0	1.3	2.0	1.8	1.2	1.2
Ordnance and accessories.....	1.3	1.0	1.1	.9	.8	.9	.8	1.0	.6	.7	1.0	1.7	1.3	1.0	1.2
Lumber and wood products, except furniture.....	3.4	3.0	3.0	3.0	2.8	2.4	1.9	1.9	1.5	2.1	2.9	4.5	4.9	2.7	2.4
Furniture and fixtures.....	3.5	2.7	2.3	2.6	2.4	2.1	1.7	1.9	1.2	1.7	2.3	3.0	3.1	2.1	2.1
Stone, clay, and glass products.....	1.9	1.4	1.3	1.3	1.2	1.0	.8	.9	.6	1.0	1.2	2.2	1.9	1.2	1.2
Primary metal industries.....	1.3	.8	.7	.7	.7	.6	.5	.6	.4	.5	.6	1.2	1.1	.6	.6
Fabricated metal products.....	2.2	1.5	1.4	1.4	1.3	1.1	1.0	1.1	.8	1.0	1.4	2.2	1.9	1.3	1.3
Machinery.....	1.5	1.0	1.0	1.1	1.1	1.0	.9	.9	.6	.8	1.0	1.6	1.4	1.0	1.0
Electrical equipment and supplies.....	1.6	1.2	1.2	1.1	1.1	1.0	1.0	1.1	.9	1.1	1.3	2.0	1.7	1.2	1.4
Transportation equipment.....	.9	.9	.9	1.0	1.0	.9	.7	.8	.6	.7	.9	1.5	1.2	.9	1.0
Instruments and related products.....	1.4	1.1	1.0	1.1	1.0	.9	.8	1.1	.8	.9	1.1	2.0	1.6	1.2	1.2
Miscellaneous manufacturing industries.....	2.7	2.1	1.8	2.0	1.9	1.6	1.4	1.5	1.1	1.6	2.3	3.0	2.9	1.8	2.0
Nondurable goods.....	2.4	1.8	1.6	1.7	1.5	1.4	1.3	1.4	1.0	1.3	1.8	2.8	2.4	1.6	1.7
Food and kindred products.....	2.9	2.0	1.8	1.8	1.5	1.4	1.3	1.4	1.0	1.5	2.2	3.8	2.8	1.8	1.9
Tobacco manufactures.....	1.8	1.1	1.2	1.1	1.2	1.1	.9	1.0	.7	.8	1.0	1.3	1.5	.9	.9
Textile mill products.....	2.8	2.3	2.0	2.2	2.1	1.8	1.6	1.6	1.1	1.6	2.2	2.8	2.8	1.9	1.9
Apparel and related products.....	2.9	2.6	2.1	2.3	2.1	2.0	1.8	1.9	1.3	1.8	2.3	2.8	3.1	2.2	2.3
Paper and allied products.....	1.9	1.2	1.1	1.1	1.0	.9	.8	.9	.7	.9	1.2	2.6	1.9	1.1	1.1
Printing, publishing, and allied industries.....	1.8	1.4	1.5	1.4	1.3	1.2	1.2	1.4	1.0	1.1	1.4	2.2	2.0	1.4	1.5
Chemicals and allied products.....	1.2	.7	.7	.8	.7	.6	.6	.6	.4	.5	.7	1.9	1.3	.8	.8
Petroleum refining and related industries.....	.9	.6	.6	.6	.5	.4	.4	.4	.3	.4	.6	1.7	1.1	.7	.7
Rubber and miscellaneous plastic products.....	2.2	1.4	1.4	1.5	1.4	1.2	1.1	1.1	.8	1.1	1.6	2.3	2.0	1.4	1.4
Leather and leather products.....	3.3	2.6	2.3	2.4	2.1	2.0	1.9	2.0	1.5	1.9	2.5	3.1	3.3	2.3	2.3
<b>Nonmanufacturing:</b>															
Metal mining.....	1.8	1.4	1.4	1.6	1.4	1.3	1.0	1.1	.7	.8	1.2	2.3	1.9	1.3	1.2
Coal mining.....	.5	.5	.4	.4	.4	.5	.4	.4	.3	.4	.5	.6	.6	.4	.4

See footnotes at end of table.



TABLE B-1. Labor turnover rates, by major industry group<sup>1</sup>—Continued

[Per 100 employees]

Revised series; see box, p. 1342.

Major industry group	1964								1963					Annual average	
	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1963	1962
	Separations: Layoffs														
Manufacturing:															
Actual.....	1.3	2.1	1.3	1.4	1.4	1.6	1.5	2.0	2.3	2.1	1.9	1.8	1.9	1.8	2.0
Seasonally adjusted.....	1.4	2.0	1.6	1.7	1.6	1.7	1.7	1.8	1.8	1.8	1.7	1.8	2.0	1.8	2.0
Durable goods.....	1.3	2.2	1.3	1.3	1.2	1.4	1.5	2.0	2.1	1.8	1.6	1.4	2.1	1.7	1.9
Ordnance and accessories.....	2.0	2.1	2.9	2.5	1.8	1.9	1.9	2.3	1.0	1.1	.9	1.0	.9	1.2	.9
Lumber and wood products, except furniture.....	1.5	1.2	1.0	1.0	1.3	2.1	2.0	3.3	2.7	2.9	1.7	1.5	1.4	1.9	2.4
Furniture and fixtures.....	.9	1.4	1.4	1.3	1.0	1.2	1.5	2.0	2.0	1.6	1.7	1.1	1.3	1.6	1.8
Stone, clay, and glass products.....	1.1	1.3	.9	1.1	1.3	1.4	1.9	3.1	3.7	2.4	2.0	1.7	1.6	1.9	2.2
Primary metal industries.....	.6	.9	.8	.7	.8	.7	.7	1.1	1.3	1.6	2.1	2.2	2.3	1.5	2.1
Fabricated metal products.....	1.1	2.3	1.7	1.6	1.3	1.6	1.8	2.3	2.3	2.3	2.1	1.8	1.7	2.0	2.2
Machinery.....	.9	1.4	.8	.8	.7	.8	.7	.8	.7	.9	1.1	1.0	1.3	1.1	1.2
Electrical equipment and supplies.....	.8	1.4	.9	1.4	1.4	1.5	1.7	1.8	1.5	1.6	1.2	1.1	1.1	1.4	1.1
Transportation equipment.....	2.8	5.7	2.0	2.2	1.6	1.9	1.8	2.4	2.3	1.7	1.6	1.5	5.4	2.4	2.8
Instruments and related products.....	.8	1.0	.6	.9	.9	1.1	1.0	1.5	1.2	.9	.9	.8	.8	.9	.7
Miscellaneous manufacturing industries.....	1.2	2.9	1.7	1.8	1.8	2.1	1.9	3.7	8.6	4.7	2.1	1.6	1.7	2.9	3.1
Nondurable goods.....	1.4	2.0	1.4	1.6	1.7	1.8	1.6	2.1	2.6	2.4	2.3	2.2	1.7	2.0	2.1
Food and kindred products.....	2.3	2.7	2.1	2.2	2.5	2.9	3.0	3.4	3.9	4.5	4.6	4.6	2.9	3.5	3.7
Tobacco manufactures.....	2.1	1.9	1.2	.8	5.1	5.1	7.4	5.4	9.9	10.7	7.0	2.5	2.2	5.0	5.3
Textile mill products.....	.8	1.3	.7	.9	1.0	1.1	1.0	1.5	1.6	1.5	1.2	1.0	1.1	1.2	1.2
Apparel and related products.....	1.9	3.9	2.2	2.5	3.1	2.8	1.7	2.6	3.8	2.8	2.5	2.3	1.9	2.6	2.7
Paper and allied products.....	.6	.8	.7	.6	.7	.8	1.0	1.3	1.4	1.2	.9	.9	.9	1.0	1.0
Printing, publishing, and allied industries.....	.9	.8	.9	1.0	.8	.9	.9	1.2	1.2	1.1	1.2	1.0	1.0	1.0	1.0
Chemicals and allied products.....	.6	.7	1.0	1.2	.7	.6	.6	.7	.9	.9	.7	.7	.7	.8	.8
Petroleum refining and related industries.....	.4	.5	.5	.4	.4	.4	.6	.6	1.5	1.0	.8	.8	.6	.7	.6
Rubber and miscellaneous plastic products.....	1.2	2.1	1.0	1.4	1.4	1.6	1.2	2.0	2.4	2.0	1.2	1.3	1.4	1.6	1.5
Leather and leather products.....	1.4	1.5	.9	1.8	2.3	2.3	1.6	2.4	3.2	1.5	1.7	1.9	1.6	2.0	2.1
Nonmanufacturing:															
Metal mining.....	.6	1.2	.3	.3	.5	.3	.4	.6	1.9	1.9	1.2	.8	.5	1.1	1.5
Coal mining.....	.4	.8	.8	1.2	1.4	.9	1.0	1.4	1.4	.7	.5	.8	.7	1.2	1.9

<sup>1</sup> 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.

<sup>2</sup> Preliminary.

## C.—Earnings and Hours

TABLE C-1. Gross hours and earnings of production workers,<sup>1</sup> by industry

Revised series: see box, p. 1342.

Industry	1964										1963				Annual average	
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1963	1962	
	Average weekly earnings															
Mining.....	\$118.86	\$117.32	\$118.44	\$117.60	\$115.37	\$113.85	\$115.09	\$115.36	\$116.48	\$113.99	\$116.75	\$117.04	\$114.40	\$110.70		
Metal mining.....	121.06	122.07	123.73	123.90	122.30	122.64	122.51	123.09	122.51	119.89	120.60	121.06	118.66	117.45		
Iron ores.....	126.05	131.87	128.11	128.54	123.16	127.51	126.89	129.07	127.93	120.43	120.43	127.20	120.96	122.19		
Copper ores.....	125.87	124.03	131.02	129.68	129.13	129.33	128.74	127.28	126.69	128.17	130.23	124.66	124.56	120.70		
Coal mining.....	130.08	121.32	131.86	125.78	121.45	115.66	121.09	124.97	125.85	117.94	121.68	123.48	119.95	113.09		
Bituminous.....	133.33	123.21	134.87	129.03	123.33	117.44	123.52	127.12	128.40	119.45	123.48	124.97	121.59	114.50		
Crude petroleum and natural gas.....	112.05	113.21	110.88	111.99	111.57	112.78	112.94	112.71	113.79	113.10	113.05	113.67	111.99	109.20		
Crude petroleum and natural gas fields.....	120.36	121.30	117.56	119.14	119.14	120.54	121.25	122.43	121.54	120.54	119.43	122.07	120.01	115.46		
Oil and gas field services.....	105.67	106.89	104.73	106.46	105.41	106.38	106.52	104.66	107.75	106.46	108.43	106.64	105.35	103.63		
Quarrying and nonmetallic mining.....	119.51	117.81	116.79	114.86	111.00	106.46	105.96	102.34	105.33	108.24	115.04	114.50	109.03	105.43		
Contract construction.....	137.03	134.87	133.70	133.03	131.33	128.48	127.09	122.08	124.96	125.58	134.98	132.90	127.57	122.47		
General building contractors.....	126.54	123.74	123.34	123.37	122.76	120.98	118.29	111.52	115.93	116.53	124.58	121.88	117.72	112.50		
Heavy construction.....	140.83	138.35	135.26	133.88	127.98	121.99	123.31	118.95	118.17	124.00	138.65	136.85	128.03	122.31		
Highway and street construction.....	139.80	136.16	132.44	130.97	122.31	114.27	114.94	110.88	109.08	119.99	137.81	135.96	125.16	118.37		
Other heavy construction.....	141.96	140.61	138.86	137.20	133.72	128.58	129.81	124.69	126.92	128.38	140.34	137.78	131.54	126.48		
Special trade contractors.....	142.50	140.98	139.50	139.13	137.23	135.36	133.81	129.24	133.48	131.38	139.49	137.64	133.59	128.50		
Manufacturing.....	\$103.94	103.07	102.97	103.48	102.97	102.06	101.40	101.15	99.90	102.41	100.85	100.53	99.38	96.56		
Durable goods.....	113.98	112.05	111.92	113.01	112.47	111.51	110.29	109.88	109.21	111.90	110.00	109.71	109.45	108.09	104.70	
Nondurable goods.....	90.78	91.43	91.14	90.97	90.52	89.83	89.67	89.04	87.85	90.17	89.10	88.98	89.38	85.54		
Average weekly hours																
Mining.....	42.0	41.9	42.3	42.0	41.5	41.1	41.4	41.2	41.6	41.3	42.3	42.1	41.6	41.0		
Metal mining.....	40.9	41.1	41.8	42.0	41.6	42.0	42.1	42.3	42.1	41.2	41.3	41.6	41.2	41.5		
Iron ores.....	40.4	41.6	40.8	41.2	39.6	41.0	40.8	41.5	41.4	39.1	39.1	41.3	39.4	39.8		
Copper ores.....	41.0	40.8	43.1	42.8	42.9	43.4	43.2	43.0	42.8	43.3	43.7	42.4	43.1	42.8		
Coal mining.....	39.3	40.2	38.7	37.6	36.6	38.2	39.3	39.7	37.8	39.0	39.2	38.8	36.6			
Bituminous.....	39.8	40.5	39.1	37.6	36.7	38.6	39.6	40.0	37.8	39.2	39.3	38.9	36.7			
Crude petroleum and natural gas.....	41.5	42.4	42.0	42.1	42.1	42.4	42.3	41.9	42.3	42.2	42.5	42.1	42.1	42.0		
Crude petroleum and natural gas fields.....	40.8	41.4	40.4	40.8	40.8	41.0	41.1	41.5	41.2	41.0	40.9	41.1	41.1	40.8		
Oil and gas field services.....	42.1	43.1	43.1	43.1	43.2	43.6	43.3	42.2	43.1	43.1	43.9	43.0	43.0	43.0		
Quarrying and nonmetallic mining.....	46.5	46.2	45.8	45.4	44.4	43.1	42.9	41.1	42.3	44.0	46.2	45.8	44.5	44.3		
Contract construction.....	38.6	38.1	38.2	37.9	37.1	36.5	35.9	34.1	35.3	36.4	38.9	38.3	37.3	37.0		
General building contractors.....	37.0	36.5	36.6	36.5	36.0	35.9	35.1	32.8	34.3	35.1	37.3	36.6	36.0	35.6		
Heavy construction.....	43.2	42.7	42.4	42.1	40.5	39.1	38.9	36.6	36.7	40.0	43.6	42.9	41.3	40.5		
Highway and street construction.....	44.1	43.5	43.0	42.8	40.5	39.0	38.7	36.0	35.3	40.4	44.6	44.0	42.0	41.1		
Other heavy construction.....	42.0	41.6	41.7	41.2	40.4	39.2	39.1	37.0	38.0	39.5	42.4	41.5	40.6	39.9		
Special trade contractors.....	37.6	37.1	37.3	37.1	36.4	36.0	35.4	34.1	35.5	35.7	37.7	37.2	36.5	36.3		
Manufacturing.....	40.6	40.9	40.7	40.9	40.7	40.5	40.4	40.3	39.8	40.8	40.5	40.7	40.4	40.4		
Durable goods.....	41.6	41.5	41.3	41.7	41.5	41.3	41.0	41.0	40.6	41.6	41.2	41.4	41.3	41.1	40.9	
Nondurable goods.....	39.3	40.1	39.8	39.9	39.4	39.5	39.4	38.7	39.9	39.6	39.9	39.9	39.6	39.6		
Average hourly earnings																
Mining.....	\$2.83	\$2.80	\$2.80	\$2.80	\$2.78	\$2.77	\$2.78	\$2.80	\$2.80	\$2.76	\$2.76	\$2.78	\$2.75	\$2.70		
Metal mining.....	2.96	2.97	2.96	2.95	2.94	2.92	2.91	2.91	2.91	2.91	2.92	2.91	2.88	2.83		
Iron ores.....	3.12	3.17	3.14	3.12	3.11	3.11	3.11	3.11	3.09	3.08	3.08	3.08	3.07	3.07		
Copper ores.....	3.07	3.04	3.04	3.03	3.01	2.98	2.98	2.96	2.96	2.96	2.98	2.94	2.89	2.82		
Coal mining.....	3.31	3.28	3.25	3.23	3.16	3.17	3.18	3.17	3.12	3.12	3.12	3.15	3.12	3.09		
Bituminous.....	3.35	3.33	3.30	3.28	3.20	3.20	3.21	3.21	3.16	3.15	3.18	3.15	3.12	3.12		
Crude petroleum and natural gas.....	2.70	2.67	2.64	2.66	2.65	2.66	2.67	2.69	2.69	2.68	2.66	2.70	2.66	2.60		
Crude petroleum and natural gas fields.....	2.95	2.93	2.91	2.92	2.92	2.94	2.95	2.95	2.95	2.94	2.92	2.97	2.92	2.83		
Oil and gas field services.....	2.51	2.48	2.43	2.47	2.44	2.44	2.46	2.48	2.50	2.47	2.47	2.48	2.45	2.41		
Quarrying and nonmetallic mining.....	2.57	2.55	2.55	2.53	2.50	2.47	2.47	2.49	2.49	2.46	2.49	2.50	2.45	2.38		
Contract construction.....	3.55	3.54	3.50	3.51	3.54	3.52	3.54	3.58	3.54	3.45	3.47	3.47	3.42	3.31		
General building contractor.....	3.42	3.39	3.37	3.38	3.41	3.37	3.37	3.40	3.38	3.32	3.34	3.33	3.27	3.16		
Heavy construction.....	3.26	3.24	3.19	3.18	3.16	3.12	3.17	3.25	3.22	3.10	3.18	3.19	3.10	3.02		
Highway and street construction.....	3.17	3.13	3.08	3.06	3.02	2.93	2.97	3.08	3.09	2.97	3.09	3.09	2.98	2.88		
Other heavy construction.....	3.38	3.38	3.33	3.33	3.31	3.28	3.32	3.38	3.34	3.25	3.31	3.32	3.24	3.17		
Special trade contractors.....	3.79	3.80	3.74	3.75	3.77	3.76	3.78	3.79	3.76	3.68	3.70	3.70	3.66	3.54		
Manufacturing.....	\$2.56	2.52	2.53	2.53	2.52	2.51	2.51	2.51	2.51	2.49	2.47	2.47	2.46	2.39		
Durable goods.....	2.74	2.70	2.71	2.71	2.71	2.70	2.69	2.68	2.69	2.69	2.67	2.65	2.63	2.56		
Nondurable goods.....	2.31	2.28	2.29	2.28	2.28	2.28	2.27	2.26	2.27	2.26	2.25	2.23	2.24	2.16		

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,<sup>1</sup> by industry—Continued

Revised series; see box, p. 1342.

Industry	1964										1963				Annual average	
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1963	1962	
<b>Average weekly earnings</b>																
<b>Manufacturing—Continued</b>																
<i>Durable goods</i>																
Ordnance and accessories.....	\$123.22	\$121.10	\$119.70	\$121.50	\$120.20	\$119.99	\$119.39	\$119.29	\$121.18	\$123.26	\$120.36	\$121.13	\$121.01	\$119.60	\$116.31	
Ammunition, except for small arms.	125.96	123.47	122.28	122.71	120.69	121.71	119.70	120.60	124.12	125.63	122.51	122.89	121.77	120.25	116.69	
Sighting and fire control equipment.....		130.51	128.93	131.65	129.43	129.51	132.84	131.05	128.15	129.78	128.75	129.48	129.36	125.36	126.18	
Other ordnance and accessories.....	117.58	115.14	113.08	117.96	116.97	115.14	116.52	115.02	114.62	117.29	114.77	116.05	116.90	115.77	112.34	
Lumber and wood products, except furniture.....	86.98	89.57	87.48	87.72	86.27	84.19	82.18	81.97	79.90	83.20	82.97	85.68	86.50	81.80	79.20	
Sawmills and planing mills.....	77.42	81.39	79.98	80.15	78.96	77.20	76.80	75.85	73.53	76.03	76.02	78.34	79.15	74.80	71.71	
Millwork, plywood, and related products.....	92.39	94.24	93.34	94.05	93.83	92.13	92.32	91.88	89.02	91.72	90.83	90.64	91.27	89.40	87.12	
Wooden containers.....	69.30	69.89	70.93	71.34	70.24	68.46	67.55	66.18	64.84	68.17	67.49	70.18	70.00	68.04	66.17	
Miscellaneous wood products.....	79.52	79.49	76.17	77.49	77.49	76.52	75.92	75.92	74.24	76.14	75.74	76.07	76.45	74.30	72.54	
Furniture and fixtures.....	85.49	85.48	83.23	83.43	81.81	82.62	82.62	82.21	79.59	85.06	83.43	84.03	84.03	81.39	79.37	
Household furniture.....	81.34	81.09	78.55	79.32	77.95	79.15	78.74	78.94	75.25	81.87	79.68	80.26	80.06	77.30	75.07	
Office furniture.....		100.44	98.53	95.71	96.46	96.05	95.41	96.82	94.40	99.17	94.37	97.34	98.47	95.35	92.57	
Partitions, office and store fixtures.....		108.47	108.39	105.18	101.91	105.85	103.62	100.36	100.62	102.26	101.89	104.38	105.67	103.42	103.57	
Other furniture and fixtures.....	88.40	89.04	86.52	86.52	86.27	85.84	86.27	85.41	83.71	87.56	86.30	85.68	86.11	83.64	81.41	
<b>Average weekly hours</b>																
Ordnance and accessories.....	40.8	40.1	39.9	40.5	40.2	40.4	40.2	40.3	40.8	41.5	40.8	41.2	41.3	41.1	41.1	
Ammunition, except for small arms.	40.5	39.7	39.7	40.1	39.7	40.3	39.9	40.2	41.1	41.6	40.7	41.1	41.0	40.9	40.8	
Sighting and fire control equipment.....		41.3	40.8	41.4	40.7	40.6	41.0	40.7	40.3	41.2	41.4	41.5	42.0	41.1	42.2	
Other ordnance and accessories.....	41.4	40.4	40.1	41.1	40.9	40.4	40.6	40.5	40.5	41.3	40.7	41.3	41.6	41.2	41.3	
Lumber and wood products, except furniture.....	39.9	40.9	40.5	40.8	40.5	39.9	39.7	39.6	38.6	40.0	39.7	40.8	40.8	40.1	39.8	
Sawmills and planing mills.....	39.5	40.9	40.6	41.1	40.7	40.0	40.0	39.3	37.9	39.6	39.8	40.8	40.8	40.0	39.4	
Millwork, plywood, and related products.....	40.7	41.7	41.3	41.8	41.7	41.5	41.4	41.2	40.1	41.5	41.1	41.2	41.3	41.2	40.9	
Wooden containers.....	39.6	40.4	41.0	41.0	40.6	39.8	39.5	38.7	37.7	40.1	39.7	40.8	40.7	40.5	40.1	
Miscellaneous wood products.....	41.2	41.4	40.3	41.0	41.0	40.7	40.6	40.6	39.7	40.5	40.5	40.9	41.1	40.6	40.3	
Furniture and fixtures.....	41.5	41.9	40.8	41.1	40.5	40.7	40.7	40.7	39.4	41.9	41.3	41.6	41.6	40.9	40.7	
Household furniture.....	41.5	41.8	40.7	41.1	40.6	40.8	40.8	40.9	39.4	42.2	41.5	41.8	41.7	40.9	40.8	
Office furniture.....		42.2	41.4	40.9	41.4	40.7	40.6	41.2	40.0	42.2	40.5	41.6	41.9	41.1	40.6	
Partitions, office and store fixtures.....		41.4	40.9	40.3	39.5	40.4	39.7	38.9	39.0	40.1	39.8	40.3	40.8	40.4	41.1	
Other furniture and fixtures.....	41.7	42.2	41.2	41.2	40.5	40.3	40.5	40.1	39.3	41.3	40.9	40.8	41.4	40.6	40.3	
<b>Average hourly earnings</b>																
Ordnance and accessories.....	\$3.02	\$3.02	\$3.00	\$3.00	\$2.99	\$2.97	\$2.97	\$2.96	\$2.97	\$2.97	\$2.95	\$2.94	\$2.93	\$2.91	\$2.83	
Ammunition, except for small arms.	3.11	3.11	3.08	3.06	3.04	3.02	3.00	3.00	3.02	3.02	3.01	2.99	2.97	2.94	2.86	
Sighting and fire control equipment.....		3.16	3.16	3.18	3.18	3.19	3.24	3.22	3.18	3.15	3.11	3.12	3.08	3.05	2.99	
Other ordnance and accessories.....	2.84	2.85	2.82	2.87	2.86	2.85	2.87	2.84	2.83	2.84	2.82	2.81	2.81	2.81	2.72	
Lumber and wood products, except furniture.....	2.18	2.19	2.16	2.15	2.13	2.11	2.07	2.07	2.07	2.08	2.09	2.10	2.12	2.04	1.99	
Sawmills and planing mills.....	1.96	1.99	1.97	1.95	1.94	1.93	1.92	1.93	1.94	1.92	1.91	1.92	1.94	1.87	1.82	
Millwork, plywood, and related products.....	2.27	2.26	2.26	2.25	2.25	2.22	2.23	2.23	2.22	2.21	2.21	2.20	2.21	2.17	2.13	
Wooden containers.....	1.75	1.73	1.73	1.74	1.73	1.72	1.71	1.71	1.72	1.70	1.70	1.72	1.72	1.68	1.65	
Miscellaneous wood products.....	1.93	1.92	1.89	1.89	1.89	1.88	1.87	1.87	1.87	1.88	1.87	1.86	1.86	1.83	1.80	
Furniture and fixtures.....	2.06	2.04	2.04	2.03	2.02	2.03	2.03	2.02	2.02	2.03	2.02	2.02	2.02	1.99	1.95	
Household furniture.....	1.96	1.94	1.93	1.93	1.92	1.94	1.93	1.93	1.91	1.94	1.92	1.92	1.92	1.89	1.84	
Office furniture.....		2.38	2.38	2.34	2.33	2.36	2.35	2.35	2.36	2.35	2.33	2.34	2.35	2.32	2.28	
Partitions, office and store fixtures.....		2.62	2.65	2.61	2.58	2.62	2.61	2.58	2.58	2.55	2.56	2.56	2.59	2.56	2.52	
Other furniture and fixtures.....	2.12	2.11	2.10	2.10	2.13	2.13	2.13	2.13	2.13	2.12	2.11	2.10	2.08	2.06	2.02	

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,<sup>1</sup> by industry—Continued

Revised series; see box, p. 1342.

Industry	1964										1963				Annual average	
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1963	1962	
	Average weekly earnings															
<b>Manufacturing—Continued</b>																
<i>Durable goods—Continued</i>																
Stone, clay, and glass products.....	\$106.81	\$107.78	\$107.36	\$107.36	\$106.93	\$104.83	\$102.00	\$101.75	\$99.50	\$101.50	\$103.75	\$105.67	\$104.50	\$102.42	\$98.57	
Flat glass.....	145.17	141.86	146.86	145.25	136.68	139.47	140.56	137.90	135.74	143.45	142.35	139.06	135.20	126.01		
Glass and glassware, pressed or blown.....	100.58	102.36	103.22	102.47	103.07	103.22	101.15	100.90	100.00	98.39	100.50	100.50	98.85	99.75		
Cement, hydraulic.....	127.80	122.84	124.91	122.30	122.06	118.12	117.26	116.00	116.81	117.26	120.30	117.83	118.28	116.60		
Structural clay products.....	93.15	92.35	92.16	92.82	91.46	91.52	88.91	87.89	85.06	88.29	90.45	91.12	90.45	86.69		
Pottery and related products.....	-----	91.34	93.22	94.33	94.47	93.67	92.66	92.40	90.02	92.10	92.23	90.09	89.54	86.85		
Concrete, gypsum, and plaster products.....	108.29	114.37	112.78	111.57	110.88	106.75	100.53	99.31	96.19	100.86	105.78	112.50	111.05	100.96		
Other stone and mineral products..	108.94	107.94	106.75	107.78	108.29	107.36	105.92	104.49	102.82	104.33	103.75	104.92	104.25	98.33		
Primary metal industries.....	136.63	129.38	128.96	130.20	129.58	128.54	127.51	126.18	125.77	126.38	123.42	122.41	123.73	119.80		
Blast furnace and basic steel products.....	151.85	138.43	137.61	138.02	138.10	137.35	135.20	133.87	133.06	131.41	128.58	127.59	130.35	127.40		
Iron and steel foundries.....	114.39	118.15	118.15	121.24	119.26	119.26	119.69	118.71	117.87	120.81	116.20	115.08	114.39	106.52		
Nonferrous smelting and refining.....	123.35	120.18	119.48	119.52	119.23	118.08	118.53	118.98	120.25	119.97	119.39	118.98	120.25	114.95		
Nonferrous rolling, drawing, and extruding.....	124.84	121.96	121.69	124.56	122.84	120.84	120.13	119.43	120.98	123.12	120.56	119.14	119.43	116.05		
Nonferrous foundries.....	110.16	109.59	109.59	110.81	110.27	109.86	109.86	108.24	108.50	110.77	108.62	108.21	107.42	104.55		
Miscellaneous primary metal industries.....	132.82	133.66	129.58	133.04	133.46	134.83	132.82	131.88	130.41	134.19	130.73	130.21	130.52	124.50		
<b>Average weekly hours</b>																
Stone, clay, and glass products.....	41.4	42.1	42.1	42.1	42.1	41.6	40.8	40.7	39.8	40.6	41.5	42.1	41.8	40.9		
Flat glass.....	42.2	41.6	42.2	42.1	42.1	40.2	40.9	41.1	40.8	40.4	41.7	41.5	40.9	38.3		
Glass and glassware, pressed or blown.....	39.6	40.3	40.8	40.5	40.9	40.8	40.3	40.2	40.0	39.2	40.2	40.2	39.7	40.3		
Cement, hydraulic.....	41.9	41.5	42.2	41.6	41.8	41.3	41.0	40.7	40.7	41.0	41.2	41.2	41.5	41.0		
Structural clay products.....	41.4	41.6	41.7	42.0	41.2	41.6	40.6	40.5	39.2	40.5	41.3	41.8	41.3	41.2		
Pottery and related products.....	-----	39.2	39.5	39.8	40.2	40.2	39.6	40.0	38.8	39.7	40.1	39.0	39.1	39.3		
Concrete, gypsum, and plaster products.....	42.3	44.5	44.4	44.1	44.0	42.7	41.2	40.7	39.1	41.0	43.0	45.0	44.6	42.6		
Other stone and mineral products..	41.9	42.0	41.7	42.1	42.3	42.1	1.7	41.3	40.8	41.4	41.5	41.8	41.7	40.8		
Primary metal industries.....	43.1	41.6	41.6	42.0	41.8	41.6	41.4	41.1	41.1	41.3	40.6	40.4	40.7	40.2		
Blast furnace and basic steel products.....	44.4	41.2	41.2	41.2	41.1	41.0	40.6	40.2	40.2	39.7	39.2	38.9	39.5	39.2		
Iron and steel foundries.....	41.0	42.5	42.5	43.3	42.9	42.9	42.9	42.7	42.4	43.3	42.1	42.0	41.9	40.5		
Nonferrous smelting and refining.....	42.1	41.3	41.2	41.5	41.4	41.0	41.3	41.6	41.9	41.8	41.6	41.6	41.9	41.2		
Nonferrous rolling, drawing, and extruding.....	42.9	42.2	42.4	43.4	42.8	42.4	42.3	42.2	42.6	43.2	42.6	42.4	42.5	42.2		
Nonferrous foundries.....	40.8	41.2	41.2	41.5	41.3	41.3	41.3	41.0	41.1	41.8	41.3	41.3	41.0	41.0		
Miscellaneous primary metal industries.....	41.9	41.9	41.4	42.1	42.1	42.4	42.3	42.0	41.4	42.6	41.9	41.6	41.7	41.5		
<b>Average hourly earnings</b>																
Stone, clay, and glass products.....	\$2.58	\$2.56	\$2.55	\$2.55	\$2.54	\$2.52	\$2.50	\$2.50	\$2.50	\$2.50	\$2.51	\$2.50	\$2.48	\$2.41		
Flat glass.....	3.44	3.41	3.48	3.45	3.40	3.41	3.42	3.38	3.36	3.44	3.43	3.40	3.38	3.29		
Glass and glassware, pressed or blown.....	2.54	2.54	2.53	2.53	2.52	2.53	2.51	2.51	2.50	2.51	2.50	2.50	2.49	2.44		
Cement, hydraulic.....	3.05	2.96	2.96	2.94	2.92	2.86	2.86	2.85	2.87	2.86	2.92	2.86	2.85	2.75		
Structural clay products.....	2.25	2.22	2.21	2.21	2.22	2.20	2.19	2.17	2.17	2.18	2.19	2.18	2.19	2.13		
Pottery and related products.....	-----	2.33	2.36	2.37	2.35	2.33	2.34	2.31	2.32	2.32	2.30	2.31	2.29	2.21		
Concrete, gypsum, and plaster products.....	2.56	2.57	2.54	2.53	2.52	2.50	2.44	2.44	2.46	2.46	2.46	2.50	2.49	2.37		
Other stone and mineral products..	2.60	2.57	2.56	2.56	2.55	2.54	2.54	2.52	2.52	2.52	2.50	2.51	2.50	2.41		
Primary metal industries.....	3.17	3.11	3.10	3.10	3.10	3.09	3.08	3.07	3.06	3.06	3.04	3.03	3.04	2.98		
Blast furnace and basic steel products.....	3.42	3.36	3.34	3.35	3.36	3.35	3.33	3.33	3.31	3.31	3.28	3.28	3.30	3.25		
Iron and steel foundries.....	2.79	2.78	2.78	2.80	2.78	2.78	2.79	2.78	2.78	2.79	2.76	2.74	2.73	2.63		
Nonferrous smelting and refining.....	2.93	2.91	2.90	2.88	2.88	2.88	2.87	2.86	2.87	2.87	2.87	2.86	2.87	2.79		
Nonferrous rolling, drawing, and extruding.....	2.91	2.89	2.87	2.87	2.87	2.85	2.84	2.83	2.84	2.85	2.83	2.81	2.81	2.75		
Nonferrous foundries.....	2.70	2.66	2.66	2.67	2.67	2.66	2.66	2.64	2.64	2.65	2.63	2.62	2.62	2.55		
Miscellaneous primary metal industries.....	3.17	3.19	3.13	3.16	3.17	3.18	3.14	3.14	3.15	3.15	3.12	3.13	3.13	3.00		

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,<sup>1</sup> by industry—Continued

Revised series; see box, p. 1342.

Industry	1964										1963				Annual average	
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1963	1962	
	Average weekly earnings															
Manufacturing—Continued																
Durable goods—Continued																
Fabricated metal products.....	\$112.86	\$112.98	\$111.07	\$112.29	\$112.02	\$111.22	\$109.59	\$109.18	\$108.79	\$111.04	\$109.56	\$109.93	\$110.20	\$108.05	\$104.81	
Metal cans.....	130.10	139.78	136.53	133.80	132.44	131.21	128.59	128.83	131.63	129.44	129.44	125.63	132.01	128.17	126.30	
Cutlery, handtools, and general hardware.....	108.05	109.78	106.04	107.79	108.58	108.99	105.37	106.14	105.52	109.46	108.42	105.32	104.81	103.73	99.14	
Heating equipment and plumbing fixtures.....	103.57	104.19	103.68	104.34	103.83	101.63	101.75	103.20	99.94	102.87	102.62	105.06	104.04	101.56	98.55	
Fabricated structural metal products.....	109.33	110.92	110.51	110.51	109.71	109.33	108.65	107.45	106.13	109.03	108.36	109.25	109.93	107.27	104.60	
Screw machine products, bolts, etc.....	113.05	112.36	111.67	113.95	112.46	112.30	112.56	112.56	110.56	110.24	107.68	109.56	109.65	108.03	106.00	
Metal stampings.....	130.82	123.27	121.98	123.40	124.56	123.55	119.56	119.71	121.13	123.26	119.71	120.25	117.70	116.47	111.76	
Coating, engraving, and allied services.....	97.93	99.29	97.44	99.95	97.75	97.75	95.51	96.70	95.27	97.34	96.64	96.74	98.05	94.94	93.84	
Miscellaneous fabricated wire products.....	100.36	100.12	97.44	100.19	99.95	98.57	98.16	98.09	97.36	99.84	97.58	97.82	98.71	97.58	96.64	
Miscellaneous fabricated metal products.....	109.59	109.45	108.65	109.45	108.39	106.63	105.44	105.44	104.00	106.75	104.90	107.53	108.05	105.67	103.53	
Machinery.....	120.67	121.40	121.69	123.55	122.98	121.98	121.26	120.56	118.71	120.70	117.88	117.04	117.32	116.20	113.01	
Engines and turbines.....	129.88	129.88	130.00	129.48	128.86	126.07	124.53	124.84	123.51	129.79	127.20	123.93	126.45	123.73	119.88	
Farm machinery and equipment.....	118.94	118.66	119.52	115.46	117.86	118.43	119.56	119.56	117.29	116.31	112.16	113.00	112.61	111.93	107.59	
Construction and related machinery.....	120.25	120.12	120.83	123.69	123.55	122.98	121.69	116.90	118.14	119.56	117.18	116.90	116.90	115.79	112.34	
Metalworking machinery and equipment.....	133.85	132.98	136.89	139.67	141.34	140.12	139.19	138.60	134.64	135.28	130.33	128.44	127.71	129.33	125.57	
Special industry machinery.....	112.94	113.90	113.63	114.70	114.01	113.05	113.16	112.20	110.62	114.48	110.56	110.56	111.09	109.98	106.77	
General industrial machinery.....	117.96	120.96	120.54	121.82	120.83	119.70	118.71	118.14	116.60	120.13	117.03	116.62	117.04	113.71	110.83	
Office, computing and accounting machines.....	119.77	120.01	119.54	119.95	117.38	116.11	115.71	116.76	113.47	115.02	118.78	119.07	119.07	116.40	113.15	
Service industry machines.....	110.12	108.21	108.21	107.90	106.19	106.75	106.08	106.23	104.12	106.45	103.57	103.83	104.86	103.12	100.12	
Miscellaneous machinery.....	113.82	115.99	115.02	117.61	116.53	115.29	114.70	113.74	112.94	114.01	112.25	112.46	111.51	111.51	109.13	
Average weekly hours																
Fabricated metal products.....	41.8	42.0	41.6	41.9	41.8	41.5	41.2	41.2	40.9	41.9	41.5	41.8	41.9	41.4	41.1	
Metal cans.....	41.3	44.8	43.9	43.3	43.0	42.6	42.3	42.1	42.6	42.3	42.5	41.6	43.0	42.3	42.1	
Cutlery, handtools, and general hardware.....	41.4	41.9	41.1	41.3	41.6	41.6	41.0	41.3	40.9	42.1	41.7	41.3	41.1	41.0	40.8	
Heating equipment and plumbing fixtures.....	40.3	40.7	40.5	40.6	40.4	39.7	39.9	40.0	39.5	40.5	40.4	41.2	40.8	40.3	39.9	
Fabricated structural metal products.....	41.1	41.7	41.7	41.7	41.4	41.1	41.0	40.7	40.2	41.3	41.2	41.7	41.8	41.1	40.7	
Screw machine products, bolts, etc.....	42.5	42.4	42.3	43.0	42.6	42.7	42.8	42.8	42.2	42.4	41.9	42.3	42.5	42.2	42.4	
Metal stampings.....	44.8	43.1	42.5	42.7	43.1	42.9	42.1	42.3	42.5	43.4	42.6	43.1	42.8	42.2	41.7	
Coating, engraving, and allied services.....	40.3	41.2	40.6	41.3	40.9	40.9	40.3	40.8	40.2	41.6	41.3	41.7	41.9	41.1	41.3	
Miscellaneous fabricated wire products.....	41.3	41.2	40.6	41.4	41.3	40.9	40.9	40.7	40.4	41.6	41.0	41.1	41.3	41.0	41.3	
Miscellaneous fabricated metal products.....	41.2	41.3	41.0	41.3	40.9	40.7	40.4	40.4	40.0	40.9	40.5	41.2	41.4	40.8	40.6	
Machinery.....	41.9	42.3	42.4	42.9	42.7	42.5	42.4	42.3	41.8	42.5	41.8	41.8	41.9	41.8	41.7	
Engines and turbines.....	41.1	41.1	41.4	41.5	41.3	40.8	40.3	40.4	40.1	41.6	40.9	40.5	41.2	40.7	40.5	
Farm machinery and equipment.....	41.3	41.2	41.5	40.8	41.5	41.7	42.1	41.3	41.1	40.2	40.5	40.8	40.7	40.6	40.6	
Construction and related machinery.....	41.9	42.0	42.1	42.8	42.9	42.7	42.4	41.6	41.6	42.1	41.7	41.6	41.6	41.5	41.3	
Metalworking machinery and equipment.....	43.6	43.6	44.3	45.2	45.3	45.2	44.9	45.0	44.0	44.5	43.3	43.1	43.0	43.4	43.3	
Special industry machinery.....	42.3	42.5	42.4	42.8	42.7	42.5	42.7	42.5	41.9	43.2	42.2	42.2	42.4	42.3	42.2	
General industrial machinery.....	41.1	42.0	42.0	42.3	42.1	42.0	41.8	41.6	41.2	42.3	41.5	41.5	41.8	41.2	41.2	
Office, computing and accounting machines.....	40.6	41.1	40.8	40.8	40.2	39.9	39.9	40.4	39.4	39.8	41.1	41.2	41.2	40.7	40.7	
Service industry machines.....	41.4	41.3	41.3	41.5	41.0	40.9	40.8	40.7	40.2	41.1	40.3	40.4	40.8	40.6	40.7	
Miscellaneous machinery.....	42.0	42.8	42.6	43.4	43.0	42.7	42.8	42.6	42.3	42.7	42.2	42.6	42.4	42.4	42.3	
Average hourly earnings																
Fabricated metal products.....	\$2.70	\$2.69	\$2.67	\$2.68	\$2.68	\$2.68	\$2.66	\$2.65	\$2.66	\$2.65	\$2.64	\$2.63	\$2.63	\$2.61	\$2.55	
Metal cans.....	3.15	3.12	3.11	3.09	3.08	3.08	3.04	3.06	3.09	3.06	3.06	3.02	3.07	3.03	3.00	
Cutlery, handtools, and general hardware.....	2.61	2.62	2.58	2.61	2.61	2.62	2.57	2.57	2.58	2.60	2.60	2.55	2.55	2.53	2.43	
Heating equipment and plumbing fixtures.....	2.57	2.56	2.56	2.57	2.57	2.56	2.55	2.58	2.53	2.54	2.54	2.55	2.55	2.52	2.47	
Fabricated structural metal products.....	2.66	2.66	2.65	2.65	2.65	2.66	2.65	2.64	2.64	2.64	2.63	2.62	2.63	2.61	2.57	
Screw machine products, bolts, etc.....	2.66	2.65	2.64	2.65	2.64	2.63	2.63	2.63	2.62	2.60	2.57	2.59	2.58	2.56	2.50	
Metal stampings.....	2.92	2.86	2.87	2.89	2.89	2.88	2.84	2.83	2.85	2.84	2.81	2.79	2.75	2.76	2.68	
Coating, engraving, and allied services.....	2.43	2.41	2.40	2.42	2.39	2.39	2.37	2.37	2.37	2.34	2.34	2.32	2.34	2.31	2.26	
Miscellaneous fabricated wire products.....	2.43	2.43	2.40	2.42	2.42	2.41	2.40	2.41	2.41	2.40	2.38	2.38	2.39	2.38	2.34	
Miscellaneous fabricated metal products.....	2.66	2.65	2.65	2.65	2.65	2.62	2.61	2.61	2.60	2.61	2.59	2.61	2.61	2.59	2.55	
Machinery.....	2.88	2.87	2.87	2.88	2.88	2.87	2.86	2.85	2.84	2.84	2.82	2.80	2.80	2.78	2.71	
Engines and turbines.....	3.16	3.16	3.14	3.12	3.12	3.09	3.09	3.09	3.08	3.12	3.11	3.06	3.07	3.04	2.96	
Farm machinery and equipment.....	2.87	2.88	2.88	2.88	2.83	2.84	2.84	2.84	2.83	2.70	2.79	2.76	2.75	2.65	2.59	
Construction and related machinery.....	2.87	2.86	2.87	2.89	2.88	2.88	2.87	2.81	2.84	2.84	2.81	2.81	2.81	2.79	2.72	
Metalworking machinery and equipment.....	3.07	3.05	3.09	3.09	3.12	3.10	3.10	3.08	3.06	3.04	3.01	2.98	2.97	2.98	2.90	
Special industry machinery.....	2.67	2.68	2.68	2.68	2.67	2.66	2.65	2.64	2.64	2.65	2.62	2.62	2.62	2.60	2.53	
General industrial machinery.....	2.87	2.88	2.87	2.88	2.87	2.85	2.84	2.84	2.83	2.84	2.82	2.81	2.80	2.76	2.69	
Office, computing and accounting machines.....	2.95	2.92	2.93	2.94	2.92	2.91	2.90	2.89	2.88	2.89	2.89	2.89	2.89	2.86	2.78	
Service industry machines.....	2.66	2.62	2.62	2.60	2.59	2.61	2.60	2.61	2.59	2.59	2.57	2.57	2.57	2.54	2.46	
Miscellaneous machinery.....	2.71	2.71	2.70	2.71	2.71	2.70	2.68	2.67	2.67	2.67	2.66	2.64	2.63	2.63	2.58	

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,<sup>1</sup> by industry—Continued

Revised series; see box, p. 1342.

Industry	1964									1963				Annual average	
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1963	1962
Average weekly earnings															
Manufacturing—Continued															
Durable goods—Continued															
Electrical equipment and supplies .....	\$102.97	\$102.56	\$101.96	\$102.47	\$101.81	\$101.56	\$100.90	\$100.90	\$100.40	\$102.41	\$100.60	\$100.28	\$100.53	\$99.38	\$97.44
Electric distribution equipment .....	113.84	113.28	112.74	112.74	110.43	109.48	109.08	110.29	107.33	113.97	109.61	109.33	108.92	107.04	102.87
Electrical industrial apparatus .....	108.62	109.82	110.92	109.30	109.56	109.03	108.62	106.75	106.49	107.79	104.90	104.60	106.30	104.70	102.00
Household appliances .....	109.34	108.81	108.81	108.41	107.33	108.00	107.47	106.80	105.20	109.88	106.93	108.39	110.92	108.12	104.23
Electric lighting and wiring equipment .....	98.17	97.92	95.20	96.15	96.32	95.04	94.16	94.40	93.14	96.70	94.87	94.37	95.06	93.26	90.85
Radio and TV receiving sets .....	86.24	88.18	88.36	84.64	85.09	86.30	86.08	86.46	87.86	87.25	86.63	86.72	86.33	85.85	85.75
Communication equipment .....	113.30	112.48	109.20	112.07	111.38	110.70	110.30	109.35	108.95	110.29	109.08	108.26	108.67	106.92	106.97
Electronic components and accessories .....	86.58	85.79	85.32	85.39	85.39	84.99	84.77	84.96	83.67	84.16	84.19	84.40	82.97	82.76	82.00
Miscellaneous electrical equipment and supplies .....	110.84	104.28	108.67	110.03	109.08	109.35	107.06	109.48	112.74	114.09	111.64	110.39	108.09	107.83	106.66
Transportation equipment .....	134.73	129.38	128.54	131.75	129.36	129.36	126.68	126.99	127.41	133.30	132.68	131.52	127.80	126.42	122.22
Motor vehicles and equipment .....	137.70	134.51	140.16	136.42	135.99	130.94	132.51	133.77	143.49	142.20	139.60	132.19	132.68	127.67	127.67
Aircraft and parts .....	123.62	125.15	125.05	124.82	123.93	123.82	123.11	123.82	123.71	124.92	124.20	124.38	124.68	122.43	119.97
Ship and boat building and repairing .....	121.20	122.01	121.20	121.99	122.07	121.10	123.37	120.39	118.80	120.50	124.01	123.30	124.01	121.06	114.97
Railroad equipment .....	126.89	126.79	127.70	127.08	128.33	125.55	126.38	123.82	124.34	124.22	122.71	124.34	121.71	118.10	118.10
Other transportation equipment .....	95.49	91.35	95.99	95.37	93.11	91.80	90.72	87.64	92.21	92.21	89.33	93.60	94.73	91.84	86.22
Average weekly hours															
Electrical equipment and supplies .....	40.7	40.7	40.3	40.5	40.4	40.3	40.2	40.2	40.0	40.8	40.4	40.6	40.7	40.4	40.6
Electric distribution equipment .....	41.7	41.8	41.6	41.6	40.9	40.7	40.7	41.0	40.2	41.9	40.9	41.1	41.1	40.7	40.5
Electrical industrial apparatus .....	41.3	41.6	41.7	41.4	41.5	41.3	41.3	40.9	40.8	41.3	40.5	40.7	41.2	40.9	40.8
Household appliances .....	40.8	40.6	40.3	40.3	39.9	40.3	40.1	40.0	39.4	41.0	40.2	40.9	41.7	40.8	40.4
Electric lighting and wiring equipment .....	40.4	40.8	40.0	40.4	40.3	40.1	39.9	40.0	39.3	40.8	40.2	40.5	40.8	40.2	40.2
Radio and TV receiving sets .....	39.2	39.9	39.8	38.3	38.5	38.7	38.6	38.6	39.4	39.3	39.2	39.6	39.6	39.2	39.7
Communication equipment .....	41.2	40.9	40.0	40.9	40.8	40.7	40.7	40.5	40.5	41.0	40.7	40.7	40.7	40.5	41.3
Electronic components and accessories .....	39.9	39.9	39.5	39.9	39.9	39.9	39.8	39.7	39.1	39.7	39.9	4.00	39.7	39.6	40.0
Miscellaneous electrical equipment and supplies .....	40.6	39.5	40.1	40.6	40.4	40.5	39.8	40.7	41.6	42.1	41.5	41.5	41.1	41.0	41.5
Transportation equipment .....	42.5	41.6	41.6	42.5	42.0	42.0	41.4	41.5	41.5	43.0	42.8	42.7	41.9	42.0	42.0
Motor vehicles and equipment .....	42.5	42.3	43.8	42.9	42.9	42.9	41.7	42.2	42.2	44.7	44.3	43.9	42.1	42.8	42.7
Aircraft and parts .....	40.4	40.9	41.0	41.2	40.9	41.0	40.9	41.0	41.1	41.5	41.4	41.6	41.7	41.5	41.8
Ship and boat building and repairing .....	40.0	40.4	40.4	40.8	41.1	40.5	41.4	40.4	40.0	40.3	41.2	41.1	41.2	40.9	40.2
Railroad equipment .....	40.8	40.9	40.8	40.6	41.0	41.0	40.5	40.9	40.2	40.5	40.2	40.1	40.9	40.3	39.9
Other transportation equipment .....	41.7	40.6	42.1	42.2	41.2	40.8	40.5	39.3	39.3	40.8	39.7	41.6	42.1	41.0	40.1
Average hourly earnings															
Electrical equipment and supplies .....	\$2.53	\$2.52	\$2.53	\$2.53	\$2.52	\$2.52	\$2.51	\$2.51	\$2.51	\$2.51	\$2.49	\$2.47	\$2.47	\$2.46	\$2.40
Electric distribution equipment .....	2.73	2.71	2.71	2.71	2.70	2.69	2.68	2.69	2.67	2.72	2.68	2.66	2.65	2.63	2.54
Electrical industrial apparatus .....	2.63	2.64	2.66	2.64	2.64	2.64	2.63	2.61	2.61	2.61	2.59	2.57	2.58	2.56	2.50
Household appliances .....	2.68	2.68	2.70	2.69	2.69	2.68	2.68	2.67	2.67	2.68	2.66	2.65	2.66	2.65	2.58
Electric lighting and wiring equipment .....	2.43	2.40	2.38	2.38	2.39	2.37	2.36	2.36	2.37	2.37	2.36	2.33	2.33	2.32	2.26
Radio and TV receiving sets .....	2.20	2.21	2.22	2.21	2.21	2.23	2.23	2.24	2.23	2.22	2.21	2.19	2.18	2.19	2.16
Communication equipment .....	2.75	2.75	2.73	2.74	2.73	2.72	2.71	2.70	2.69	2.69	2.68	2.66	2.67	2.64	2.59
Electronic components and accessories .....	2.17	2.15	2.16	2.14	2.14	2.13	2.13	2.14	2.14	2.12	2.11	2.11	2.09	2.09	2.05
Miscellaneous electrical equipment and supplies .....	2.73	2.64	2.71	2.71	2.70	2.70	2.69	2.69	2.71	2.71	2.69	2.66	2.63	2.63	2.57
Transportation equipment .....	3.17	3.11	3.09	3.10	3.08	3.08	3.06	3.06	3.07	3.10	3.10	3.08	3.05	3.01	2.91
Motor vehicles and equipment .....	3.24	3.18	3.20	3.18	3.17	3.17	3.14	3.14	3.17	3.21	3.21	3.18	3.14	3.10	2.99
Aircraft and parts .....	3.06	3.06	3.05	3.03	3.03	3.02	3.01	3.02	3.01	3.01	3.00	2.99	2.99	2.95	2.87
Ship and boat building and repairing .....	3.03	3.02	3.00	2.99	2.97	2.99	2.98	2.98	2.97	2.99	3.01	3.00	3.01	2.96	2.86
Railroad equipment .....	3.11	3.10	3.13	3.13	3.13	3.13	3.10	3.09	3.08	3.07	3.09	3.06	3.04	3.02	2.96
Other transportation equipment .....	2.29	2.25	2.28	2.28	2.26	2.26	2.25	2.24	2.23	2.26	2.25	2.25	2.25	2.24	2.15

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,<sup>1</sup> by industry—Continued

Revised series; see box, p. 1342.

Industry	1964										1963				Annual average	
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1963	1962	
Average weekly earnings																
Manufacturing—Continued																
Durable goods—Continued																
Instruments and related products.....	\$103.89	\$103.73	\$103.22	\$103.73	\$102.56	\$102.06	\$101.40	\$101.66	\$99.90	\$102.91	\$102.91	\$102.75	\$102.75	\$101.59	\$99.80	
Engineering and scientific instruments.....		119.94	119.07	120.77	117.91	118.03	117.22	117.22	115.31	120.06	119.65	120.22	119.65	118.53	115.64	
Mechanical measuring and control devices.....	103.63	104.30	104.19	105.11	103.53	103.53	103.12	102.47	100.30	103.48	104.24	104.14	104.24	102.16	98.98	
Optical and ophthalmic goods.....	92.92	94.53	92.43	94.66	93.98	92.51	92.51	92.96	92.21	95.15	94.05	95.15	94.28	93.86	89.62	
Surgical, medical, and dental equipment.....	88.00	87.45	86.55	86.22	86.43	86.22	85.75	85.79	83.42	86.00	86.00	85.60	87.10	85.01	84.45	
Photographic equipment and supplies.....		120.27	120.96	119.68	118.94	117.38	116.28	117.26	115.75	118.71	117.31	117.31	116.33	115.08	114.26	
Watches and clocks.....		84.32	84.32	85.97	83.71	82.18	81.37	81.24	80.98	83.16	81.93	82.78	83.79	83.13	83.37	
Miscellaneous manufacturing industries.....	81.97	82.39	81.35	82.58	81.95	82.76	82.78	82.16	79.87	82.39	81.59	81.40	80.60	80.39	78.21	
Jewelry, silverware, and plated ware.....	90.13	88.80	87.78	89.69	89.65	89.69	89.24	87.96	84.37	94.30	92.06	92.13	90.20	88.70	84.82	
Toys, amusement, and sporting goods.....		75.64	73.53	73.72	72.96	74.11	74.50	73.53	71.60	72.39	73.14	73.68	72.71	72.37	71.37	
Pens, pencils, office and art materials.....		80.00	75.00	79.80	78.40	78.20	78.01	78.80	75.24	78.39	78.00	78.76	76.64	78.00	74.82	
Costume jewelry, buttons, and notions.....		74.87	75.64	76.80	77.20	77.01	77.16	72.96	76.57	75.01	75.76	75.55	73.45	71.68	71.68	
Other manufacturing industries.....	88.75	89.42	88.75	88.98	87.91	89.20	89.24	88.58	86.85	89.02	87.82	88.04	87.20	86.58	84.82	
Average weekly hours																
Instruments and related products.....	40.9	41.0	40.8	41.0	40.7	40.5	40.4	40.5	39.8	41.0	41.0	41.1	41.1	40.8	40.9	
Engineering and scientific instruments.....		41.5	41.2	41.5	40.8	40.7	40.7	40.7	39.9	41.4	41.4	41.6	41.4	41.3	41.3	
Mechanical measuring and control devices.....	40.8	40.9	40.7	40.9	40.6	40.6	40.6	40.5	39.8	40.9	41.2	41.0	41.2	40.7	40.4	
Optical and ophthalmic goods.....	40.4	41.1	40.9	41.7	41.4	41.3	41.3	41.5	40.8	42.1	41.8	42.1	41.9	41.9	41.3	
Surgical, medical, and dental equipment.....	40.0	40.3	39.7	40.1	40.2	40.1	39.7	39.9	38.8	40.0	40.0	40.0	40.7	40.1	40.6	
Photographic equipment and supplies.....		42.2	42.0	41.7	41.3	40.9	40.8	41.0	40.9	41.8	41.6	41.6	41.4	41.1	41.7	
Watches and clocks.....		39.4	39.4	39.8	39.3	38.4	38.2	38.5	38.2	39.6	39.2	39.8	39.9	39.4	39.7	
Miscellaneous manufacturing industries.....	39.6	39.8	39.3	39.7	39.4	39.6	39.8	39.5	38.4	39.8	39.8	40.1	39.9	39.6	39.7	
Jewelry, silverware, and plated ware.....	40.6	40.0	39.9	40.4	40.2	40.4	40.2	39.8	38.7	42.1	41.1	41.5	41.0	40.5	40.2	
Toys, amusement, and sporting goods.....		39.6	38.7	38.8	38.4	38.6	38.6	38.1	37.1	38.1	38.7	39.4	39.3	38.7	39.0	
Pens, pencils, office and art materials.....		40.2	37.5	39.7	39.2	39.1	39.4	39.6	38.0	40.2	40.0	40.6	39.1	40.0	39.8	
Costume jewelry, buttons, and notions.....		39.2	39.6	40.0	40.0	39.9	40.4	40.2	38.0	40.3	39.9	40.3	40.4	39.7	39.6	
Other manufacturing industries.....	39.8	40.1	39.8	39.9	39.6	40.0	40.2	39.9	39.3	40.1	40.1	40.2	40.0	39.9	40.2	
Average hourly earnings																
Instruments and related products.....	\$2.54	\$2.53	\$2.53	\$2.53	\$2.52	\$2.52	\$2.51	\$2.51	\$2.51	\$2.51	\$2.51	\$2.50	\$2.50	\$2.49	\$2.44	
Engineering and scientific instruments.....		2.89	2.89	2.91	2.89	2.90	2.88	2.88	2.89	2.90	2.89	2.89	2.89	2.87	2.80	
Mechanical measuring and control devices.....	2.54	2.55	2.56	2.57	2.55	2.55	2.54	2.53	2.52	2.53	2.54	2.53	2.51	2.45	2.45	
Optical and ophthalmic goods.....	2.30	2.30	2.26	2.27	2.27	2.24	2.24	2.26	2.26	2.26	2.25	2.26	2.25	2.24	2.17	
Surgical, medical, and dental equipment.....	2.20	2.17	2.18	2.15	2.15	2.15	2.16	2.15	2.15	2.15	2.15	2.14	2.14	2.12	2.08	
Photographic equipment and supplies.....		2.85	2.88	2.87	2.88	2.87	2.85	2.86	2.83	2.84	2.82	2.82	2.81	2.80	2.74	
Watches and clocks.....		2.14	2.14	2.16	2.13	2.14	2.13	2.11	2.12	2.10	2.09	2.08	2.10	2.11	2.10	
Miscellaneous manufacturing industries.....	2.07	2.07	2.07	2.08	2.08	2.09	2.08	2.08	2.08	2.07	2.05	2.03	2.02	2.03	1.97	
Jewelry, silverware, and plated ware.....	2.22	2.22	2.20	2.22	2.23	2.22	2.22	2.21	2.18	2.24	2.24	2.22	2.20	2.19	2.11	
Toys, amusement, and sporting goods.....		1.91	1.90	1.90	1.90	1.92	1.93	1.93	1.93	1.90	1.89	1.87	1.85	1.87	1.83	
Pens, pencils, office and art materials.....		1.99	2.00	2.01	2.00	2.00	1.98	1.99	1.98	1.95	1.95	1.94	1.96	1.95	1.88	
Costume jewelry, buttons, and notions.....		1.91	1.91	1.92	1.93	1.93	1.91	1.92	1.92	1.90	1.88	1.88	1.87	1.85	1.81	
Other manufacturing industries.....	2.23	2.23	2.23	2.23	2.22	2.23	2.22	2.22	2.21	2.22	2.19	2.19	2.18	2.17	2.11	

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,<sup>1</sup> by industry—Continued

Revised series; see box, p. 1342.

Industry	1964										1963				Annual average	
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1963	1962	
	Average weekly earnings															
Manufacturing—Continued																
Nondurable goods																
Food and kindred products.....	\$97.10	\$97.00	\$97.82	\$97.99	\$98.16	\$96.32	\$95.84	\$95.68	\$95.91	\$96.59	\$95.94	\$94.35	\$95.68	\$94.48	\$91.62	
Meat products.....	106.01	105.25	104.04	107.36	105.32	103.28	103.06	101.24	105.11	108.20	107.95	101.84	104.58	101.93	98.66	
Dairy products.....	106.14	103.21	104.00	103.03	102.55	100.74	100.98	101.46	100.67	100.32	99.66	99.48	101.15	98.75	96.05	
Canned and preserved food, except meats.....		78.76	77.00	73.64	77.70	76.43	74.83	74.70	74.34	73.63	71.39	77.03	80.40	75.45	73.53	
Grain mill products.....	110.32	108.03	106.91	111.34	106.83	104.54	104.06	104.59	108.09	106.28	108.38	108.31	107.81	105.02	101.92	
Bakery products.....	100.53	98.09	98.57	98.16	97.03	95.44	94.80	94.64	93.62	95.34	94.64	94.71	95.34	93.90	91.30	
Sugar.....		108.95	108.26	108.00	107.47	103.60	100.75	94.92	98.12	95.90	94.61	94.50	104.09	100.74	97.75	
Confectionery and related products.....	81.35	81.39	80.75	79.76	80.38	79.58	78.19	78.99	76.58	78.21	77.81	80.19	82.00	78.80	76.61	
Beverages.....	112.20	111.78	114.36	109.33	108.54	108.94	107.33	106.52	103.88	106.13	107.20	108.26	107.59	107.18	103.31	
Miscellaneous food and kindred products.....	97.13	95.53	96.18	95.53	96.22	94.47	94.73	96.50	95.18	96.13	96.78	95.27	94.37	93.70	91.38	
Tobacco manufactures.....	72.47	74.88	80.13	81.39	80.17	80.19	75.60	68.84	72.69	74.86	73.13	71.46	71.46	73.73	71.41	
Cigarettes.....		97.58	96.08	98.29	93.85	94.56	87.66	75.37	91.26	93.67	96.82	89.55	93.06	92.20	89.54	
Cigars.....		64.18	62.54	64.41	66.57	67.40	65.67	66.50	57.73	63.24	63.18	63.73	61.85	60.64	57.82	
Textile mill products.....	70.92	73.10	71.81	73.10	72.75	71.63	71.63	71.98	70.40	72.69	72.28	71.04	69.83	69.43	68.21	
Cotton broad woven fabrics.....	70.17	73.68	72.80	73.68	73.92	72.38	72.21	73.08	72.31	73.78	73.35	69.97	67.40	68.30	66.75	
Silk and synthetic broad woven fabrics.....	80.72	79.46	77.22	78.37	78.19	78.01	77.22	77.58	76.68	79.20	78.84	75.52	74.30	74.65	73.44	
Weaving and finishing broad woolens.....	73.72	77.04	78.73	78.91	77.56	76.41	74.19	75.26	75.30	75.81	71.94	73.71	74.85	75.40	77.17	
Narrow fabrics and smallwares.....	71.13	73.62	72.98	73.51	73.51	73.16	71.91	72.57	69.74	73.46	72.51	72.10	71.58	71.34	70.93	
Knitting.....	63.95	66.81	64.68	65.02	64.68	64.56	64.51	64.34	60.45	62.79	64.30	65.30	64.80	62.65	61.44	
Finishing textiles, except wool, knit.....	75.85	78.91	77.74	83.42	82.45	80.48	82.64	83.66	78.74	84.44	83.76	80.51	78.73	79.76	78.07	
Floor covering.....		77.41	74.62	74.26	73.89	74.39	74.88	74.64	72.18	77.83	78.74	77.15	78.01	75.18	73.04	
Yarn and thread.....	64.55	67.55	66.91	67.07	66.17	65.04	64.72	65.37	62.40	66.33	66.08	64.94	63.67	63.59	62.22	
Miscellaneous textile goods.....	84.67	84.46	84.04	86.48	83.83	81.60	81.39	80.99	81.20	83.80	83.20	82.96	80.95	81.14	78.91	
Average weekly hours																
Food and kindred products.....	40.8	41.1	41.1	41.0	40.9	40.3	40.1	40.2	40.3	41.1	41.0	41.2	41.6	40.9	40.9	
Meat products.....	41.9	41.6	40.8	42.1	41.3	40.5	40.1	39.7	40.9	42.6	42.5	41.4	42.0	41.1	40.6	
Dairy products.....	42.8	42.3	42.8	42.4	42.2	41.8	41.9	42.1	41.6	41.8	41.7	41.8	42.5	42.2	42.5	
Canned and preserved food, except meats.....		38.8	38.5	36.1	37.9	37.1	36.5	36.8	36.8	37.0	36.8	39.1	40.4	38.3	38.7	
Grain mill products.....	45.4	45.2	45.3	46.2	44.7	43.2	43.0	43.4	44.3	44.1	44.6	45.7	45.3	44.5	44.7	
Bakery products.....	41.2	40.7	40.9	40.9	40.6	40.1	40.0	40.1	39.5	40.4	40.1	40.3	40.4	40.3	40.4	
Sugar.....		40.5	39.8	40.0	40.1	38.8	38.9	38.9	41.4	43.2	43.2	42.0	40.5	41.8	42.5	
Confectionery and related products.....	39.3	39.7	39.2	39.1	39.4	39.2	38.9	39.3	38.1	39.7	39.7	40.5	41.0	39.8	39.9	
Beverages.....	41.1	41.4	42.2	41.1	40.5	40.2	39.9	39.6	39.2	39.6	40.0	40.7	40.6	40.6	40.2	
Miscellaneous food, kindred products.....	42.6	41.9	42.0	41.9	42.2	41.8	42.1	42.7	42.3	43.3	43.4	43.5	42.7	42.4	42.7	
Tobacco manufactures.....	39.6	38.4	38.9	39.7	39.3	39.5	37.8	35.3	36.9	39.4	38.9	39.7	39.7	38.6	38.6	
Cigarettes.....		41.0	40.2	41.3	39.6	39.9	37.3	31.8	39.0	40.2	41.2	38.6	39.6	39.4	39.1	
Cigars.....		38.2	37.9	38.8	40.1	40.6	39.8	40.3	35.2	38.8	39.0	39.1	38.9	37.9	37.3	
Textile mill products.....	39.4	41.3	40.8	41.3	41.1	40.7	40.7	40.9	40.0	41.3	41.3	41.3	40.6	40.6	40.6	
Cotton broad woven fabrics.....	39.2	42.1	41.6	42.1	42.0	41.6	41.5	42.0	41.8	42.4	42.4	41.9	40.6	40.9	40.7	
Silk and synthetic broad woven fabrics.....	43.4	43.9	42.9	43.3	43.2	43.1	42.9	43.1	42.6	44.0	43.8	43.4	42.7	42.9	42.7	
Weaving and finishing broad woolens.....	38.8	41.2	42.1	42.2	41.7	41.3	40.1	40.9	40.7	41.2	39.1	40.5	40.9	41.2	42.4	
Narrow fabrics and smallwares.....	39.3	40.9	41.0	41.3	41.3	41.1	40.4	41.0	39.4	41.5	41.2	41.2	40.9	41.0	41.0	
Knitting.....	37.4	39.3	38.5	38.7	38.5	38.2	38.4	38.3	36.2	37.6	38.5	39.1	38.8	38.2	38.4	
Finishing textiles, except wool, knit.....	39.3	41.1	40.7	43.0	42.5	41.7	42.6	42.9	40.8	43.3	43.4	42.6	42.1	42.2	42.4	
Floor covering.....		42.3	41.0	40.8	40.6	41.1	41.6	41.7	40.1	43.0	43.5	43.1	43.1	42.0	41.1	
Yarn and thread.....	39.6	41.7	41.3	41.4	41.1	40.4	40.2	40.6	40.0	41.2	41.3	41.1	40.3	40.5	40.2	
Miscellaneous textile goods.....	41.3	41.4	41.4	42.6	41.5	40.8	40.9	40.7	40.6	41.9	41.6	41.9	41.3	41.4	41.5	
Average hourly earnings																
Food and kindred products.....	\$2.38	\$2.36	\$2.38	\$2.39	\$2.40	\$2.39	\$2.39	\$2.38	\$2.38	\$2.35	\$2.34	\$2.29	\$2.30	\$2.31	\$2.24	
Meat products.....	2.53	2.53	2.55	2.55	2.55	2.55	2.57	2.55	2.57	2.54	2.54	2.46	2.49	2.48	2.43	
Dairy products.....	2.48	2.44	2.43	2.43	2.43	2.41	2.41	2.41	2.42	2.40	2.39	2.38	2.38	2.34	2.26	
Canned and preserved food, except meats.....		2.03	2.00	2.04	2.05	2.06	2.05	2.03	2.02	1.99	1.94	1.97	1.99	1.97	1.90	
Grain mill products.....	2.49	2.39	2.36	2.41	2.39	2.42	2.42	2.41	2.44	2.41	2.43	2.37	2.38	2.36	2.28	
Bakery products.....	2.44	2.41	2.41	2.40	2.39	2.38	2.37	2.36	2.37	2.36	2.36	2.35	2.36	2.33	2.26	
Sugar.....		2.69	2.72	2.70	2.68	2.67	2.59	2.44	2.37	2.22	2.19	2.25	2.57	2.41	2.30	
Confectionery and related products.....	2.07	2.05	2.06	2.04	2.04	2.03	2.01	2.01	2.01	1.97	1.96	1.98	2.00	1.98	1.92	
Beverages.....	2.73	2.70	2.71	2.66	2.68	2.71	2.69	2.69	2.65	2.68	2.68	2.66	2.65	2.64	2.57	
Miscellaneous food, kindred products.....	2.28	2.28	2.29	2.28	2.28	2.26	2.25	2.26	2.25	2.22	2.23	2.19	2.21	2.21	2.14	
Tobacco manufactures.....	1.83	1.95	2.06	2.05	2.04	2.03	2.00	1.95	1.97	1.90	1.88	1.80	1.80	1.91	1.85	
Cigarettes.....		2.38	2.39	2.38	2.37	2.37	2.35	2.37	2.34	2.33	2.35	2.32	2.35	2.34	2.29	
Cigars.....		1.68	1.65	1.66	1.66	1.66	1.65	1.65	1.64	1.63	1.62	1.63	1.59	1.60	1.55	
Textile mill products.....	1.80	1.77	1.76	1.77	1.77	1.76	1.76	1.76	1.76	1.76	1.75	1.72	1.72	1.71	1.68	
Cotton broad woven fabrics.....	1.79	1.75	1.75	1.75	1.76	1.74	1.74	1.74	1.73	1.74	1.73	1.67	1.66	1.67	1.64	
Silk and synthetic broad woven fabrics.....	1.86	1.81	1.80	1.81	1.81	1.81	1.80	1.80	1.80	1.80	1.80	1.74	1.74	1.74	1.72	
Weaving and finishing broad woolens.....	1.90	1.87	1.87	1.87	1.86	1.85	1.85	1.84	1.85	1.84	1.84	1.82	1.83	1.83	1.82	
Narrow fabrics and smallwares.....	1.81	1.80	1.78	1.78	1.78	1.78	1.78	1.77	1.77	1.77	1.76	1.75	1.75	1.74	1.73	
Knitting.....	1.71	1.70	1.68	1.68	1.68	1.69	1.68	1.68	1.67	1.67	1.67	1.67	1.67	1.64	1.60	
Finishing textiles, except wool, knit.....	1.93	1.92	1.91	1.94	1.94	1.93	1.94	1.95	1.93	1.95	1.93	1.89	1.87	1.89	1.85	
Floor covering.....		1.83	1.82	1.82	1.82	1.81	1.80	1.79	1.80	1.81	1.81	1.79	1.81	1.79	1.76	
Yarn and thread.....	1.63	1.62	1.62	1.62	1.61	1.61	1.61	1.61	1.61	1.61	1.60	1.58	1.58	1.57	1.54	
Miscellaneous textile goods.....	2.05	2.04	2.03	2.03	2.02	2.00	1.99	1.99	2.00	2.00	2.00	1.98	1.96	1.96	1.92	

See footnotes at end of table.



TABLE C-1. Gross hours and earnings of production workers,<sup>1</sup> by industry—Continued

Revised series; see box, p. 1342.

Industry	1964										1963				Annual average	
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1963	1962	
	Average weekly earnings															
Manufacturing—Continued																
Nondurable goods—Continued																
Apparel and related products.....	\$62.47	\$65.87	\$64.25	\$63.71	\$63.54	\$63.90	\$64.79	\$64.61	\$60.00	\$63.54	\$63.01	\$64.25	\$64.25	\$62.09	\$61.18	
Men's and boys' suits and coats.....	74.05	77.54	74.62	76.08	76.65	75.60	75.87	76.08	73.78	77.70	76.59	77.38	76.38	74.87	72.54	
Men's and boys' furnishings.....	55.54	57.46	57.00	57.00	55.78	55.94	56.92	56.24	53.00	55.57	54.96	55.87	56.17	54.31	53.53	
Women's, misses', and juniors' outerwear.....	64.00	70.00	68.11	65.43	65.81	67.51	68.99	68.60	61.50	64.80	63.74	67.18	67.18	65.32	64.45	
Women's and children's undergarments.....	59.86	60.26	58.77	57.96	58.84	58.68	59.50	58.00	53.61	58.60	60.00	60.58	60.64	57.41	55.48	
Hats, caps, and millinery.....	72.93	71.04	67.71	66.79	67.68	73.50	75.22	66.35	65.68	64.07	67.10	67.26	65.69	65.52	65.52	
Girls' and children's outerwear.....	54.61	59.20	60.47	59.98	58.28	56.64	57.72	59.73	53.27	55.54	56.25	58.08	57.32	55.80	54.72	
Fur goods and miscellaneous apparel.....	-----	67.71	65.50	67.33	66.06	63.72	66.07	64.80	62.61	67.66	69.73	69.55	66.98	65.16	64.98	
Miscellaneous fabricated textile products.....	69.17	71.19	68.24	69.69	69.16	69.91	68.02	67.66	67.16	70.41	69.63	69.27	69.60	66.85	64.26	
Paper and allied products.....	111.54	111.71	110.51	109.65	108.46	107.53	106.85	107.10	106.09	108.36	107.43	108.43	108.43	105.90	102.00	
Paper and pulp.....	124.64	123.60	124.43	121.28	120.01	120.01	119.14	119.41	118.43	119.24	119.41	119.51	119.34	117.75	112.92	
Paperboard.....	127.84	127.35	127.92	123.32	121.44	121.55	122.27	122.27	121.44	122.54	120.12	121.76	121.11	118.90	114.22	
Converted paper and paperboard products.....	97.34	97.44	96.05	97.16	95.87	95.40	94.71	94.99	94.71	98.18	95.49	95.76	95.99	93.79	90.64	
Paperboard containers and boxes.....	101.40	102.43	99.19	100.67	99.07	98.12	96.35	96.59	95.58	98.23	95.85	99.58	99.64	96.28	94.24	
Printing, publishing, and allied industries.....	115.62	114.55	112.99	113.28	113.96	113.58	113.58	111.93	110.67	113.98	110.78	111.74	112.71	110.30	107.62	
Newspaper publishing and printing.....	117.81	116.44	116.12	116.80	117.49	116.12	114.66	113.04	111.38	118.24	114.61	114.30	113.98	112.53	110.35	
Periodical publishing and printing.....	-----	128.07	122.21	123.62	118.40	121.60	120.50	118.01	114.66	116.91	116.51	118.48	120.60	115.42	111.95	
Books.....	-----	108.62	105.86	108.36	106.49	107.38	105.78	104.90	103.97	105.01	101.27	104.66	107.94	104.49	99.85	
Commercial printing.....	118.50	117.41	115.24	114.85	116.03	115.64	116.03	114.07	113.10	114.65	112.81	113.68	115.34	112.61	110.15	
Bookbinding and related industries.....	88.70	88.85	88.62	88.30	88.85	90.09	90.09	88.32	88.31	90.02	88.46	88.17	88.39	88.01	85.91	
Other publishing and printing industries.....	116.40	116.52	115.53	114.73	116.19	117.26	117.95	117.18	115.50	117.41	113.28	113.87	114.43	113.96	110.59	
Average weekly hours																
Apparel and related products.....	34.9	36.8	36.3	36.2	35.9	36.1	36.4	36.3	33.9	35.9	35.8	36.3	36.3	36.1	36.2	
Men's and boys' suits and coats.....	35.6	37.1	36.4	36.4	36.5	36.0	36.3	36.4	35.3	37.0	36.3	36.5	36.2	36.7	37.2	
Men's and boys' furnishings.....	36.3	37.8	37.5	37.5	36.7	36.8	37.2	37.0	35.1	36.8	36.4	37.0	37.2	37.2	37.7	
Women's, misses', and juniors' outerwear.....	32.0	35.0	34.4	33.9	34.1	34.8	35.2	35.0	31.7	33.4	33.2	34.1	34.1	34.2	34.1	
Women's and children's undergarments.....	36.5	37.2	36.5	36.0	36.1	36.0	36.5	35.8	33.3	36.4	37.5	38.1	37.9	36.8	36.5	
Hats, caps, and millinery.....	37.4	37.4	37.0	36.6	36.3	36.0	37.5	37.8	34.2	35.5	35.4	35.5	35.4	35.7	36.2	
Girls' and children's outerwear.....	33.5	36.1	37.1	36.8	36.2	35.4	36.3	37.1	33.5	35.6	35.6	36.3	35.6	36.0	36.0	
Fur goods and miscellaneous apparel.....	-----	36.8	35.6	36.2	36.1	35.6	36.3	36.2	34.4	35.8	36.7	36.8	36.4	36.0	36.1	
Miscellaneous fabricated textile products.....	37.8	38.9	37.7	38.5	38.0	38.2	38.0	37.8	36.5	38.9	38.9	38.7	39.1	38.2	37.8	
Paper and allied products.....	42.9	43.3	43.0	43.0	42.7	42.5	42.4	42.5	42.1	43.0	42.8	43.2	43.2	42.7	42.5	
Paper and pulp.....	44.2	44.3	44.6	44.1	43.8	43.8	43.8	43.9	43.7	44.0	43.9	44.1	44.2	44.1	43.6	
Paperboard.....	44.7	45.0	45.2	44.2	44.0	44.2	44.3	44.3	44.0	44.4	44.0	44.6	44.2	44.2	44.1	
Converted paper and paperboard products.....	41.6	42.0	41.4	41.7	41.5	41.3	41.0	41.3	41.0	42.5	41.7	42.0	42.1	41.5	41.2	
Paperboard containers and boxes.....	41.9	42.5	41.5	42.3	41.8	41.4	41.0	41.1	40.5	41.8	41.9	42.5	42.4	41.5	41.7	
Printing, publishing, and allied industries.....	38.8	38.7	38.3	38.4	38.5	38.5	38.5	38.2	37.9	38.9	38.2	38.4	38.6	38.3	38.3	
Newspaper publishing and printing.....	36.7	36.5	36.4	36.5	36.6	36.4	36.4	36.0	35.7	37.3	36.5	36.4	36.3	36.3	36.3	
Periodical publishing and printing.....	-----	41.2	40.6	40.8	39.6	40.4	39.9	39.6	39.0	39.9	39.9	40.3	40.2	39.8	39.7	
Books.....	-----	41.3	40.1	41.2	40.8	41.3	41.0	40.5	40.3	40.7	39.1	40.1	41.2	40.5	40.1	
Commercial printing.....	39.5	39.4	38.8	38.8	39.2	39.2	39.2	38.8	38.6	39.4	38.9	39.2	39.5	39.1	39.2	
Bookbinding and related industries.....	38.4	38.8	38.7	38.9	38.8	39.0	39.0	38.4	37.9	38.8	38.8	38.5	38.6	38.6	38.7	
Other publishing and printing industries.....	38.8	39.1	38.9	38.5	38.6	38.7	38.8	38.8	38.5	39.4	38.4	38.6	38.4	38.5	38.4	
Average hourly earnings																
Apparel and related products.....	\$1.79	\$1.79	\$1.77	\$1.76	\$1.77	\$1.77	\$1.78	\$1.77	\$1.77	\$1.77	\$1.76	\$1.77	\$1.77	\$1.72	\$1.69	
Men's and boys' suits and coats.....	2.08	2.09	2.05	2.09	2.10	2.10	2.09	2.09	2.09	2.10	2.11	2.12	2.11	2.04	1.95	
Men's and boys' furnishings.....	1.53	1.52	1.52	1.52	1.52	1.52	1.53	1.52	1.51	1.51	1.51	1.51	1.51	1.46	1.42	
Women's, misses', and juniors' outerwear.....	2.00	2.00	1.98	1.93	1.93	1.94	1.96	1.96	1.94	1.94	1.92	1.97	1.97	1.91	1.89	
Women's and children's undergarments.....	1.64	1.62	1.61	1.61	1.63	1.63	1.63	1.62	1.61	1.61	1.60	1.59	1.60	1.56	1.52	
Hats, caps, and millinery.....	-----	1.95	1.92	1.85	1.84	1.88	1.96	1.99	1.94	1.85	1.81	1.89	1.90	1.84	1.81	
Girls' and children's outerwear.....	1.63	1.64	1.63	1.63	1.61	1.60	1.59	1.61	1.59	1.56	1.58	1.60	1.61	1.55	1.52	
Fur goods and miscellaneous apparel.....	-----	1.84	1.84	1.86	1.83	1.79	1.82	1.79	1.82	1.89	1.90	1.89	1.84	1.81	1.80	
Miscellaneous fabricated textile products.....	1.83	1.83	1.81	1.81	1.82	1.83	1.79	1.79	1.84	1.81	1.79	1.79	1.78	1.75	1.70	
Paper and allied products.....	2.60	2.58	2.57	2.55	2.54	2.53	2.52	2.52	2.52	2.52	2.51	2.51	2.51	2.48	2.40	
Paper and pulp.....	2.82	2.79	2.79	2.75	2.74	2.74	2.72	2.72	2.71	2.71	2.72	2.71	2.70	2.67	2.59	
Paperboard.....	2.86	2.83	2.83	2.79	2.76	2.75	2.76	2.76	2.76	2.76	2.73	2.73	2.74	2.69	2.59	
Converted paper and paperboard products.....	2.34	2.32	2.32	2.33	2.31	2.31	2.31	2.30	2.31	2.31	2.29	2.28	2.28	2.26	2.20	
Paperboard containers and boxes.....	2.42	2.41	2.39	2.38	2.37	2.37	2.35	2.35	2.36	2.35	2.34	2.35	2.35	2.32	2.26	
Printing, publishing, and allied industries.....	2.98	2.96	2.95	2.95	2.96	2.95	2.95	2.93	2.92	2.93	2.90	2.91	2.92	2.88	2.81	
Newspaper publishing and printing.....	3.21	3.19	3.19	3.20	3.21	3.19	3.15	3.14	3.12	3.17	3.14	3.14	3.14	3.10	3.04	
Periodical publishing and printing.....	-----	3.06	3.01	3.03	2.99	3.01	3.02	2.98	2.94	2.93	2.92	2.92	2.90	2.90	2.82	
Books.....	-----	2.63	2.64	2.63	2.61	2.60	2.58	2.59	2.58	2.58	2.59	2.61	2.62	2.58	2.49	
Commercial printing.....	3.00	2.98	2.97	2.96	2.96	2.95	2.96	2.94	2.93	2.91	2.90	2.90	2.92	2.88	2.81	
Bookbinding and related industries.....	2.31	2.29	2.29	2.27	2.29	2.31	2.31	2.30	2.33	2.32	2.28	2.29	2.29	2.28	2.22	
Other publishing and printing industries.....	3.00	2.98	2.97	2.98	3.01	3.03	3.04	3.02	3.00	2.98	2.95	2.95	2.98	2.96	2.88	

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,<sup>1</sup> by industry—Continued  
Revised series; see box, p. 1342.

Industry	1964									1963				Annual average	
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1963	1962
Manufacturing—Continued															
Average weekly earnings															
Nondurable goods—Continued															
Chemicals and allied products.....	\$119.42	\$116.75	\$116.20	\$116.34	\$115.51	\$114.40	\$114.40	\$113.99	\$113.85	\$115.09	\$113.85	\$112.85	\$114.13	\$112.88	\$109.98
Industrial chemicals.....	136.10	131.14	130.41	131.36	130.73	129.58	129.17	128.75	128.86	130.42	129.27	129.79	128.96	128.44	124.68
Plastics and synthetics, except glass.....	120.40	117.59	118.00	117.30	115.08	114.39	114.66	113.42	112.88	114.66	112.4	112.47	112.88	112.32	109.52
Drugs.....	102.66	101.63	100.84	102.21	101.85	101.81	101.15	102.11	101.40	101.75	100.60	101.18	100.53	100.53	98.40
Soap, cleaners, and toilet goods.....	110.16	108.41	107.47	110.02	107.87	107.06	106.39	106.66	106.27	107.83	106.86	106.60	108.62	106.08	103.89
Paints, varnishes, and allied products.....	110.24	109.30	111.14	109.25	110.62	110.35	108.47	107.01	104.78	106.45	105.93	106.71	106.14	105.22	101.59
Agricultural chemicals.....	96.41	94.89	94.92	93.91	100.76	95.64	97.61	95.05	93.48	94.79	93.26	93.29	94.16	93.53	88.39
Other chemical products.....	114.51	112.56	111.72	111.19	112.14	110.92	109.98	110.39	111.61	111.83	110.46	109.67	110.20	108.00	103.75
Petroleum refining and related industries.....	138.67	133.56	134.09	133.46	133.14	130.92	131.24	132.07	132.16	132.89	132.39	131.77	134.20	131.77	126.88
Petroleum refining.....	144.66	139.18	138.69	138.02	137.94	136.20	137.20	137.94	138.69	139.86	139.44	136.53	139.70	137.45	131.43
Other petroleum and coal products.....	116.33	114.88	117.19	117.13	114.88	108.46	107.44	105.75	102.56	103.63	105.83	114.04	113.26	108.28	107.75
Rubber and miscellaneous plastic products.....	107.59	107.52	103.63	105.66	104.74	102.25	101.59	101.09	101.25	105.08	102.91	101.93	102.67	100.78	100.04
Tires and inner tubes.....	154.00	152.08	139.06	145.61	141.88	132.99	130.80	127.79	130.54	141.19	137.63	134.06	134.97	131.30	130.47
Other rubber products.....	100.69	101.35	98.82	100.45	99.31	97.77	97.77	98.25	99.06	100.36	98.81	99.46	98.97	97.27	95.53
Miscellaneous plastic products.....	90.92	90.29	88.15	89.02	89.66	89.44	88.81	88.80	87.74	90.09	88.17	87.98	89.25	87.56	85.90
Leather and leather products.....	68.26	70.64	70.25	70.46	68.43	66.43	68.24	68.76	66.95	69.63	66.59	67.66	67.13	66.00	64.67
Leather tanning and finishing.....	95.24	94.89	93.73	95.58	95.12	93.79	91.60	90.97	90.35	94.58	92.57	93.52	91.94	91.13	87.42
Footwear, except rubber.....	65.50	68.35	68.50	68.00	66.02	63.54	66.02	66.50	65.25	67.12	63.51	64.21	64.03	63.44	62.66
Other leather products.....	66.02	67.23	65.80	67.23	65.28	64.40	66.15	66.85	63.53	66.64	66.12	67.86	66.09	64.30	62.58
Average weekly hours															
Chemicals and allied products.....	41.9	41.4	41.5	41.7	41.7	41.6	41.6	41.3	41.1	41.7	41.4	41.4	41.5	41.5	41.5
Industrial chemicals.....	42.4	41.5	41.4	41.7	41.5	41.4	41.4	41.4	41.3	41.8	41.7	41.6	41.6	41.7	41.7
Plastics and synthetics, except glass.....	43.0	42.3	42.6	42.5	42.0	41.9	42.0	41.7	41.5	42.0	41.6	41.5	41.5	41.6	41.8
Drugs.....	40.1	39.7	39.7	40.4	40.1	40.4	40.3	40.2	40.4	40.7	40.4	40.8	40.7	40.7	41.0
Soap, cleaners, and toilet goods.....	40.5	40.3	40.1	40.9	40.4	40.4	40.3	40.4	39.8	41.0	41.1	41.0	41.3	40.8	40.9
Paints, varnishes, and allied products.....	41.6	41.4	42.1	41.7	41.9	41.8	41.4	41.0	40.3	41.1	40.9	41.2	41.3	41.1	40.8
Agricultural chemicals.....	42.1	41.8	42.0	42.3	45.8	44.9	45.4	43.4	42.3	42.7	42.2	42.6	42.8	43.5	42.7
Other chemical products.....	42.1	42.0	42.0	41.8	42.0	41.7	41.5	41.5	41.8	42.2	42.0	41.7	41.9	41.7	41.5
Petroleum refining and related industries.....	43.2	42.0	42.3	42.1	42.0	41.3	41.4	41.4	41.3	41.4	41.5	41.7	42.2	41.7	41.6
Petroleum refining.....	42.8	41.3	41.4	41.2	41.3	40.9	41.2	41.3	41.4	41.5	41.5	41.0	41.7	41.4	41.2
Other petroleum and coal products.....	44.4	44.7	45.6	45.4	44.7	42.7	42.3	41.8	40.7	40.8	41.5	44.2	43.9	42.8	43.1
Rubber and miscellaneous plastic products.....	41.7	42.0	40.8	41.6	41.4	40.9	40.8	40.6	40.5	41.7	41.0	41.1	41.4	40.8	41.0
Tires and inner tubes.....	44.0	43.7	40.9	42.7	42.1	40.3	40.0	39.2	39.8	42.4	41.3	40.5	40.9	40.4	40.9
Other rubber products.....	40.6	41.2	40.5	41.0	40.7	40.4	40.4	40.6	40.6	41.3	40.7	41.0	41.1	40.7	41.0
Miscellaneous plastic products.....	41.9	41.8	41.0	41.6	41.7	41.6	41.5	41.3	41.0	41.9	41.2	41.5	41.9	41.3	41.1
Leather and leather products.....	37.3	38.6	38.6	38.5	37.6	36.5	37.7	38.2	37.4	38.9	37.2	37.8	37.5	37.5	37.6
Leather tanning and finishing.....	40.7	40.9	40.4	41.2	41.0	40.6	40.0	39.9	39.8	41.3	40.6	41.2	40.5	40.5	40.1
Footwear, except rubber.....	36.8	38.4	38.7	38.2	37.3	35.9	37.3	38.0	37.5	38.8	36.5	36.9	36.8	37.1	37.3
Other leather products.....	37.3	38.2	37.6	38.2	37.3	36.8	37.8	38.2	36.3	38.3	38.0	39.0	38.2	37.6	37.7
Average hourly earnings															
Chemicals and allied products.....	\$2.85	\$2.82	\$2.80	\$2.79	\$2.77	\$2.75	\$2.75	\$2.76	\$2.77	\$2.76	\$2.75	\$2.75	\$2.75	\$2.72	\$2.65
Industrial chemicals.....	3.21	3.16	3.15	3.15	3.15	3.13	3.12	3.11	3.12	3.12	3.10	3.12	3.10	3.08	2.99
Plastics and synthetics, except glass.....	2.80	2.78	2.77	2.76	2.74	2.73	2.73	2.72	2.72	2.73	2.71	2.71	2.72	2.70	2.62
Drugs.....	2.56	2.56	2.54	2.53	2.54	2.52	2.51	2.54	2.51	2.50	2.49	2.48	2.47	2.47	2.40
Soap, cleaners, and toilet goods.....	2.72	2.69	2.68	2.69	2.67	2.65	2.64	2.64	2.67	2.63	2.60	2.60	2.63	2.60	2.54
Paints, varnishes, and allied products.....	2.65	2.64	2.64	2.62	2.64	2.64	2.62	2.61	2.60	2.59	2.59	2.59	2.57	2.56	2.49
Agricultural chemicals.....	2.29	2.27	2.26	2.22	2.20	2.13	2.15	2.19	2.21	2.22	2.21	2.19	2.20	2.15	2.07
Other chemical products.....	2.72	2.68	2.66	2.66	2.67	2.66	2.65	2.66	2.67	2.65	2.63	2.63	2.63	2.59	2.50
Petroleum refining and related industries.....	3.21	3.18	3.17	3.17	3.17	3.17	3.17	3.19	3.20	3.21	3.19	3.16	3.18	3.16	3.05
Petroleum refining.....	3.38	3.37	3.35	3.35	3.34	3.33	3.33	3.34	3.35	3.37	3.36	3.33	3.35	3.32	3.19
Other petroleum and coal products.....	2.62	2.57	2.57	2.58	2.57	2.54	2.54	2.53	2.52	2.54	2.55	2.58	2.58	2.53	2.50
Rubber and miscellaneous plastic products.....	2.58	2.56	2.54	2.54	2.53	2.50	2.49	2.49	2.50	2.52	2.51	2.48	2.48	2.47	2.44
Tires and inner tubes.....	3.50	3.48	3.40	3.41	3.37	3.30	3.27	3.26	3.28	3.33	3.33	3.31	3.30	3.25	3.19
Other rubber products.....	2.48	2.46	2.44	2.45	2.44	2.42	2.42	2.42	2.44	2.43	2.42	2.42	2.41	2.39	2.33
Miscellaneous plastic products.....	2.17	2.16	2.15	2.14	2.15	2.15	2.14	2.15	2.14	2.15	2.14	2.12	2.13	2.12	2.09
Leather and leather products.....	1.83	1.83	1.82	1.83	1.82	1.82	1.81	1.80	1.79	1.79	1.79	1.79	1.79	1.76	1.72
Leather tanning and finishing.....	2.34	2.32	2.32	2.32	2.32	2.31	2.29	2.28	2.27	2.29	2.28	2.27	2.27	2.25	2.18
Footwear, except rubber.....	1.78	1.78	1.77	1.78	1.77	1.77	1.77	1.75	1.74	1.73	1.74	1.74	1.74	1.71	1.68
Other leather products.....	1.77	1.76	1.75	1.76	1.75	1.75	1.75	1.75	1.75	1.74	1.74	1.74	1.73	1.71	1.66

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,<sup>1</sup> by industry—Continued

Revised series; see box, p. 1342.

Industry	1964								1963				Annual average		
	Sept. <sup>3</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1963	1962
Average weekly earnings															
Transportation and public utilities:															
Railroad transportation:															
Class I railroads <sup>2</sup>				\$122.71	\$117.87	\$119.78	\$118.13	\$120.68	\$120.06	\$119.54	\$118.71	\$120.01	\$117.04	\$118.40	\$115.87
Local and interurban passenger transit:															
Local and suburban transportation	\$105.58	\$106.75	106.64	105.65	103.49	98.98	101.68	103.32	102.24	102.41	102.48	102.30	101.70	100.11	
Intercity and rural buslines	135.00	141.17	130.52	125.24	125.97	121.64	123.65	130.98	120.51	123.38	126.44	138.70	125.86	118.40	
Motor freight transportation and storage	125.24	123.09	122.93	122.47	121.18	119.89	118.49	116.24	120.67	117.29	120.13	120.12	117.31	113.30	
Pipeline transportation	141.69	141.59	137.42	141.36	141.25	141.92	141.75	142.88	141.51	139.47	136.49	140.15	138.38	132.76	
Communication:															
Telephone communication	104.78	104.52	104.40	104.28	101.79	102.70	102.56	102.18	103.36	106.08	105.04	105.30	102.40	98.95	
Telegraph communication <sup>4</sup>	118.30	117.59	118.30	116.30	112.32	113.28	113.13	111.51	112.59	111.90	112.17	112.86	110.92	107.78	
Radio and television broadcasting	141.37	143.20	139.12	138.48	138.41	136.89	136.42	135.68	137.86	134.85	137.07	135.93	133.96	127.20	
Electric, gas, and sanitary services	125.97	125.93	124.42	124.42	123.00	123.00	123.00	124.09	124.92	123.79	122.96	123.37	121.13	116.85	
Electric companies and systems	127.72	128.33	127.51	126.68	125.25	125.66	124.94	125.25	125.55	123.41	123.60	124.01	122.36	118.24	
Gas companies and systems	116.28	115.90	114.52	114.21	113.68	114.37	114.77	116.90	117.16	117.16	115.36	116.47	113.57	108.53	
Combined utility systems	136.45	137.01	134.31	134.72	133.25	132.84	133.25	135.66	136.18	135.34	134.37	134.92	131.65	126.59	
Water, steam, and sanitary systems	100.26	102.30	100.19	99.22	99.22	98.57	98.98	98.64	100.02	100.26	100.14	98.06	98.29	94.66	
Average weekly hours															
Transportation and public utilities:															
Railroad transportation:															
Class I railroads <sup>2</sup>				44.3	42.4	43.4	42.8	43.1	43.5	43.0	42.7	43.8	42.1	42.9	42.6
Local and interurban passenger transit:															
Local and suburban transportation	42.4	42.7	43.0	42.6	41.9	40.9	41.5	42.0	41.9	41.8	42.0	42.1	42.2	42.6	
Intercity and rural buslines	45.0	46.9	43.8	42.6	42.7	41.8	42.2	44.4	41.7	42.4	43.6	46.7	43.7	42.9	
Motor freight transportation and storage	42.6	42.3	42.1	41.8	41.5	41.2	41.0	40.5	41.9	41.3	42.3	42.0	41.6	41.5	
Pipeline transportation	40.6	41.4	40.3	41.7	41.3	40.9	40.5	41.9	40.9	40.9	40.5	41.1	40.7	40.6	
Communication:															
Telephone communication	40.3	40.2	40.0	39.8	39.3	39.5	39.6	39.3	39.6	40.8	40.4	40.5	40.0	39.9	
Telegraph communication <sup>4</sup>	42.4	42.3	42.4	42.6	41.6	41.8	41.9	41.3	41.7	41.6	41.7	41.8	41.7	42.1	
Radio and television broadcasting	39.6	40.0	39.3	38.9	39.1	39.0	39.2	39.1	39.5	39.2	39.5	39.4	39.4	38.9	
Electric, gas, and sanitary services	41.3	41.7	41.2	41.2	41.0	41.0	41.0	41.5	41.5	41.4	41.4	41.4	41.2	41.0	
Electric companies and systems	41.2	41.8	41.4	41.4	41.2	41.2	41.1	41.2	41.3	41.0	41.2	41.2	41.2	41.2	
Gas companies and systems	40.8	41.1	40.9	40.5	40.6	40.7	40.7	41.6	41.4	41.4	41.2	41.3	41.0	40.8	
Combined utility systems	41.6	41.9	41.2	41.2	41.0	41.0	41.0	42.0	41.9	41.9	41.6	41.9	41.4	41.1	
Water, steam, and sanitary systems	41.6	42.1	41.4	41.0	41.0	40.9	40.9	41.1	41.5	41.6	41.9	41.2	41.3	40.8	
Average hourly earnings															
Transportation and public utilities:															
Railroad transportation:															
Class I railroads <sup>2</sup>				\$2.77	\$2.78	\$2.76	\$2.76	\$2.80	\$2.76	\$2.78	\$2.78	\$2.74	\$2.78	\$2.76	\$2.72
Local and interurban passenger transit:															
Local and suburban transportation	\$2.49	\$2.50	2.48	2.48	2.47	2.42	2.45	2.46	2.44	2.45	2.44	2.43	2.41	2.35	
Intercity and rural buslines	3.00	3.01	2.98	2.94	2.95	2.91	2.93	2.95	2.89	2.91	2.90	2.97	2.88	2.76	
Motor freight transportation and storage	2.94	2.91	2.92	2.93	2.92	2.91	2.89	2.87	2.88	2.84	2.84	2.86	2.82	2.73	
Pipeline transportation	3.49	3.42	3.41	3.39	3.42	3.47	3.50	3.41	3.46	3.41	3.37	3.41	3.40	3.27	
Communication:															
Telephone communication	2.60	2.60	2.61	2.62	2.59	2.60	2.59	2.60	2.61	2.60	2.60	2.60	2.56	2.48	
Telegraph communication <sup>4</sup>	2.79	2.78	2.79	2.73	2.70	2.71	2.70	2.70	2.70	2.69	2.69	2.70	2.66	2.56	
Radio and television broadcasting	3.57	3.58	3.54	3.56	3.54	3.51	3.48	3.47	3.49	3.44	3.47	3.45	3.40	3.27	
Electric, gas, and sanitary services	3.05	3.02	3.02	3.02	3.00	3.00	3.00	2.99	3.01	2.99	2.97	2.98	2.94	2.85	
Electric companies and systems	3.10	3.07	3.08	3.06	3.04	3.05	3.04	3.04	3.04	3.01	3.00	3.01	2.97	2.87	
Gas companies and systems	2.85	2.82	2.80	2.82	2.80	2.81	2.82	2.81	2.83	2.83	2.80	2.82	2.77	2.66	
Combined utility systems	3.28	3.27	3.26	3.27	3.25	3.24	3.25	3.23	3.25	3.23	3.23	3.22	3.18	3.08	
Water, steam, and sanitary systems	2.41	2.43	2.42	2.42	2.42	2.41	2.42	2.40	2.41	2.41	2.39	2.38	2.38	2.32	

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,<sup>1</sup> by industry—Continued

Revised series; see box, p. 1342.

Industry	1964										1963				Annual average	
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1963	1962	
	Average weekly earnings															
Wholesale and retail trade <sup>5</sup> .....	\$81.12	\$81.33	\$80.50	\$79.66	\$79.07	\$78.69	\$78.69	\$78.11	\$77.60	\$77.75	\$77.95	\$78.36	\$77.59	\$75.08		
Wholesale trade.....	102.56	103.07	102.82	102.97	102.31	101.66	100.75	100.10	101.43	100.85	100.94	100.69	99.47	96.22		
Motor vehicles and automotive equipment.....	97.06	96.83	96.60	96.56	95.72	95.91	95.26	95.26	96.79	96.14	96.33	96.33	95.08	92.82		
Drugs, chemicals, and allied products.....	106.60	105.56	104.38	104.12	104.00	102.94	102.94	103.06	103.31	102.51	102.26	102.36	101.05	97.84		
Dry goods and apparel.....	96.65	95.38	94.12	93.74	95.26	95.63	93.37	91.27	92.48	92.63	93.99	94.49	91.99	92.48		
Groceries and related products.....	97.76	98.75	97.39	96.70	96.05	95.58	94.71	94.53	95.34	95.04	93.75	94.43	93.38	89.86		
Electrical goods.....	109.62	111.11	110.70	111.65	111.10	109.33	107.33	106.80	109.74	106.52	105.04	104.26	103.83	101.59		
Hardware, plumbing, and heating goods.....	99.31	97.77	98.90	98.49	97.44	97.03	96.15	96.22	97.34	97.03	96.39	97.10	95.41	92.97		
Machinery, equipment, and supplies.....	111.79	112.34	110.70	111.66	109.34	109.08	108.95	107.33	110.15	109.75	110.97	110.56	108.65	104.14		
Retail trade <sup>5</sup> .....	71.43	71.62	70.69	69.75	69.19	68.64	68.82	68.26	68.40	68.26	68.25	68.61	68.04	65.95		
General merchandise stores.....	57.92	57.56	56.93	56.10	55.26	55.08	55.26	54.76	56.32	53.88	54.54	54.86	54.13	52.59		
Department stores.....	63.14	62.45	61.72	61.18	60.14	59.63	60.30	59.10	59.49	57.94	59.31	59.84	58.65	57.10		
Limited price variety stores.....	42.84	42.84	41.21	40.30	40.69	40.06	40.12	39.86	40.66	40.00	40.00	40.13	39.98	38.91		
Food stores.....	69.97	70.17	69.15	67.18	66.84	66.50	66.69	66.54	66.62	66.59	66.43	66.85	66.15	64.78		
Grocery, meat, and vegetable stores.....	71.24	71.80	70.40	68.40	68.20	67.86	67.72	67.77	67.82	68.16	67.82	68.45	67.74	66.22		
Apparel and accessories stores.....	56.54	56.70	55.75	55.10	54.43	53.12	54.58	54.61	56.32	54.42	54.08	54.90	54.70	53.63		
Men's and boys' apparel stores.....	70.09	69.55	67.70	67.53	66.42	64.98	67.16	66.40	67.84	66.79	66.24	67.33	66.77	65.82		
Women's ready-to-wear stores.....	49.74	50.57	49.83	49.62	49.10	48.47	48.29	49.47	50.75	48.29	48.43	48.38	48.62	47.46		
Family clothing stores.....	54.93	55.55	53.90	54.42	53.42	52.95	54.06	53.45	54.76	54.01	52.17	53.51	53.75	52.45		
Shoe stores.....	56.61	56.61	56.05	53.90	53.52	51.27	54.77	53.44	56.24	54.21	55.01	55.53	55.58	55.61		
Average weekly hours																
Wholesale and retail trade <sup>5</sup> .....	39.0	39.1	38.7	38.3	38.2	38.2	38.2	38.1	38.8	38.3	38.4	38.6	38.6	38.7		
Wholesale trade.....	40.7	40.9	40.8	40.7	40.6	40.5	40.3	40.2	40.9	40.5	40.7	40.6	40.6	40.6		
Motor vehicles and automotive equipment.....	42.2	42.1	42.0	41.8	41.8	41.7	41.6	41.6	41.9	41.8	41.7	41.7	41.7	42.0		
Drugs, chemicals, and allied products.....	41.0	40.6	40.3	40.2	40.0	39.9	39.9	40.1	40.2	40.2	40.1	40.3	40.1	40.1		
Dry goods and apparel.....	37.9	38.0	37.8	37.8	37.8	37.8	37.8	37.1	37.9	37.5	37.9	38.1	37.7	37.9		
Groceries and related products.....	41.6	42.2	41.8	41.5	41.4	41.2	41.0	41.1	42.0	41.5	41.3	41.6	41.5	41.6		
Electrical goods.....	40.3	41.0	41.0	41.2	41.3	41.1	40.2	40.3	41.1	40.5	40.4	40.1	40.4	40.8		
Hardware, plumbing, and heating goods.....	40.7	40.4	40.7	40.7	40.6	40.6	40.4	40.6	40.9	40.6	40.5	40.8	40.6	40.6		
Machinery, equipment, and supplies.....	41.1	41.3	41.0	40.9	40.8	40.7	40.5	40.5	41.1	40.8	41.1	41.1	41.0	41.0		
Retail trade <sup>5</sup> .....	38.2	38.3	37.8	37.3	37.2	37.1	37.2	37.1	38.0	37.3	37.5	37.7	37.8	37.9		
General merchandise stores.....	35.1	35.1	34.5	34.0	33.9	34.0	33.9	33.8	36.1	34.1	34.3	34.5	34.7	34.6		
Department stores.....	34.5	34.5	34.1	33.8	33.6	33.5	33.5	33.2	35.2	33.3	33.7	34.0	34.1	34.4		
Limited price variety stores.....	32.7	32.7	31.7	31.0	31.3	31.3	31.1	30.9	33.0	32.0	32.0	32.1	32.5	32.7		
Food stores.....	35.7	35.8	35.1	34.1	34.1	34.1	34.2	34.3	34.7	34.5	34.6	35.0	35.0	35.4		
Grocery, meat, and vegetable stores.....	35.8	35.9	35.2	34.2	34.1	34.1	34.2	34.4	34.6	34.6	34.6	35.1	35.1	35.6		
Apparel and accessories stores.....	34.9	35.0	34.2	33.6	33.6	33.2	33.9	33.5	35.2	33.8	33.8	34.1	34.4	34.6		
Men's and boys' apparel stores.....	38.3	37.8	37.2	36.7	36.1	36.1	36.3	35.7	37.9	36.7	36.8	37.2	37.3	37.4		
Women's ready-to-wear stores.....	34.3	34.4	33.9	33.3	33.4	33.2	33.3	33.2	35.0	33.3	33.4	33.6	34.0	33.9		
Family clothing stores.....	33.7	34.5	33.9	33.8	33.6	33.3	34.0	33.2	35.1	34.4	34.1	34.3	34.9	35.2		
Shoe stores.....	34.1	34.1	32.4	30.8	31.3	30.7	32.6	32.0	32.7	31.7	31.8	32.1	32.5	33.3		
Average hourly earnings																
Wholesale and retail trade <sup>5</sup> .....	\$2.08	\$2.08	\$2.08	\$2.08	\$2.07	\$2.06	\$2.06	\$2.05	\$2.00	\$2.03	\$2.03	\$2.03	\$2.01	\$1.94		
Wholesale trade.....	2.52	2.52	2.52	2.53	2.52	2.51	2.50	2.49	2.48	2.49	2.48	2.48	2.45	2.37		
Motor vehicles and automotive equipment.....	2.30	2.30	2.30	2.31	2.29	2.30	2.29	2.29	2.31	2.30	2.31	2.31	2.28	2.21		
Drugs, chemicals, and allied products.....	2.60	2.60	2.59	2.59	2.60	2.58	2.58	2.57	2.57	2.55	2.55	2.54	2.52	2.44		
Dry goods and apparel.....	2.55	2.51	2.49	2.48	2.52	2.53	2.47	2.46	2.44	2.47	2.48	2.48	2.44	2.44		
Groceries and related products.....	2.35	2.34	2.33	2.33	2.32	2.32	2.31	2.30	2.27	2.29	2.27	2.27	2.25	2.16		
Electrical goods.....	2.72	2.71	2.70	2.71	2.69	2.66	2.67	2.65	2.67	2.63	2.60	2.60	2.57	2.49		
Hardware, plumbing, and heating goods.....	2.44	2.42	2.43	2.42	2.40	2.39	2.38	2.37	2.38	2.39	2.38	2.38	2.35	2.29		
Machinery, equipment, and supplies.....	2.72	2.72	2.70	2.73	2.68	2.68	2.69	2.65	2.68	2.69	2.70	2.69	2.65	2.54		
Retail trade <sup>5</sup> .....	1.87	1.87	1.87	1.87	1.86	1.85	1.85	1.84	1.80	1.83	1.82	1.82	1.80	1.74		
General merchandise stores.....	1.65	1.64	1.65	1.65	1.63	1.62	1.63	1.62	1.56	1.58	1.59	1.59	1.56	1.52		
Department stores.....	1.83	1.81	1.81	1.81	1.79	1.78	1.80	1.78	1.69	1.74	1.76	1.76	1.72	1.66		
Limited price variety stores.....	1.31	1.31	1.30	1.30	1.30	1.28	1.29	1.29	1.21	1.25	1.25	1.25	1.23	1.19		
Food stores.....	1.96	1.96	1.97	1.97	1.96	1.95	1.95	1.94	1.92	1.93	1.92	1.91	1.89	1.83		
Grocery, meat, and vegetable stores.....	1.99	2.00	2.00	2.00	2.00	1.99	1.98	1.97	1.96	1.97	1.96	1.95	1.93	1.86		
Apparel and accessories stores.....	1.62	1.62	1.63	1.64	1.62	1.60	1.61	1.63	1.60	1.61	1.60	1.61	1.59	1.55		
Men's and boys' apparel stores.....	1.83	1.84	1.82	1.84	1.84	1.80	1.85	1.86	1.79	1.82	1.80	1.81	1.79	1.76		
Women's ready-to-wear stores.....	1.45	1.47	1.47	1.49	1.47	1.46	1.45	1.49	1.45	1.45	1.45	1.44	1.43	1.40		
Family clothing stores.....	1.63	1.61	1.59	1.61	1.59	1.59	1.59	1.61	1.56	1.57	1.53	1.56	1.54	1.49		
Shoe stores.....	1.66	1.66	1.73	1.75	1.71	1.67	1.68	1.67	1.72	1.71	1.73	1.73	1.71	1.67		

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,<sup>1</sup> by industry—Continued  
Revised series; see box, p. 1342.

Industry	1963										1964				Annual average	
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1963	1962	
Average weekly earnings																
Wholesale and retail trade <sup>3</sup> —Continued																
Retail trade <sup>3</sup> —Continued																
Furniture and appliance stores.....	\$86.24	\$85.86	\$84.63	\$84.42	\$83.81	\$83.62	\$83.42	\$83.81	\$87.15	\$84.66	\$83.22	\$83.64	\$82.62	\$80.75		
Other retail trade.....	81.32	81.51	80.73	80.34	79.32	78.72	78.31	78.31	78.85	79.10	78.69	78.25	78.25	75.76		
Motor vehicle dealers.....	100.53	101.87	102.31	101.43	99.44	97.90	95.48	94.83	96.58	98.76	97.45	93.74	96.58	93.08		
Other vehicle and accessory dealers.....	87.02	88.80	86.88	84.58	84.10	83.47	83.03	84.78	84.55	82.16	82.16	82.78	82.53	80.08		
Drug stores.....	61.75	61.59	60.06	59.79	59.26	59.26	60.12	59.95	60.02	59.53	58.32	59.29	58.93	57.41		
Finance, insurance, and real estate:																
Banking.....	75.75	76.50	75.89	76.26	75.92	76.09	77.08	76.70	76.13	75.35	74.97	75.14	74.97	71.80		
Security dealers and exchanges <sup>6</sup> .....	120.11	118.64	118.30	122.50	122.94	121.23	123.41	121.82	127.42	128.13	126.92	121.55	121.53	116.95		
Insurance carriers <sup>6</sup> .....	92.25	92.03	91.90	92.04	91.63	91.55	92.14	91.36	97.67	96.86	96.79	96.72	96.28	93.46		
Life insurance <sup>6</sup> .....	92.83	92.63	92.69	93.09	92.06	92.13	92.65	92.53	103.38	102.14	102.14	102.15	101.59	99.08		
Accident and health insurance.....	80.91	80.24	80.02	80.86	80.84	81.41	80.56	81.21	83.37	82.69	82.92	82.56	82.10	78.33		
Fire, marine, and casualty insurance <sup>6</sup> .....	94.19	94.07	93.94	93.34	93.56	93.24	94.46	92.74	92.89	92.66	92.40	92.18	91.95	88.61		
Services and miscellaneous:																
Hotels and lodging places:																
Hotels, tourist courts, and motels <sup>7</sup> .....	47.40	47.95	47.62	49.02	48.89	47.97	47.70	47.72	47.86	47.72	48.09	48.22	47.58	46.14		
Personal services:																
Laundries, cleaning and dyeing plants <sup>8</sup> .....	55.87	55.73	56.16	56.59	55.63	54.81	54.00	53.58	52.13	51.99	51.87	52.00	51.87	50.57		
Motion pictures:																
Motion picture filming and distributing.....	140.08	134.64	135.95	130.48	130.89	128.85	128.93	129.48	134.43	133.25	139.96	132.89	129.68	122.27		
Average weekly hours																
Wholesale and retail trade <sup>3</sup> —Continued																
Retail trade <sup>3</sup> —Continued																
Furniture and appliance stores.....	40.3	40.5	40.3	40.2	40.1	40.2	40.3	40.1	41.5	40.7	40.4	40.6	40.7	41.2		
Other retail trade.....	41.7	41.8	41.4	41.2	41.1	41.0	41.0	41.0	41.5	41.2	41.2	41.4	41.4	41.4		
Motor vehicle dealers.....	43.9	44.1	44.1	44.1	44.0	43.9	43.6	43.7	43.7	43.7	43.7	43.4	43.7	43.7		
Other vehicle and accessory dealers.....	44.4	44.4	44.1	43.6	43.8	43.7	43.7	43.7	44.5	43.6	43.7	43.8	43.9	44.0		
Drug stores.....	37.2	37.1	36.4	35.8	35.7	35.7	36.0	35.9	36.6	36.3	36.0	36.6	36.6	36.8		
Finance, insurance, and real estate:																
Banking.....	37.5	37.5	37.2	37.2	37.4	37.3	37.6	37.6	37.5	37.3	37.3	37.2	37.3	37.2		
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 <sup>8</sup> .....	39.5	39.3	38.4	38.6	38.8	39.0	39.1	38.8	38.6	38.8	39.1	39.2	39.0	39.1		
Personal services:																
Laundries, cleaning and dyeing plants <sup>8</sup> .....	38.8	38.7	39.0	39.3	38.9	38.6	38.3	38.0	38.9	38.8	39.0	39.1	39.0	38.9		
Motion pictures:																
Motion picture filming and distributing.....																
Average hourly earnings																
Wholesale and retail trade <sup>3</sup> —Continued																
Retail trade <sup>3</sup> —Continued																
Furniture and appliance stores.....	\$2.14	\$2.12	\$2.10	\$2.10	\$2.09	\$2.08	\$2.07	\$2.09	\$2.10	\$2.08	\$2.06	\$2.06	\$2.03	\$1.96		
Other retail trade.....	1.95	1.95	1.95	1.95	1.93	1.92	1.91	1.91	1.90	1.92	1.91	1.89	1.89	1.83		
Motor vehicle dealers.....	2.29	2.31	2.32	2.30	2.26	2.23	2.19	2.17	2.21	2.26	2.23	2.16	2.21	2.13		
Other vehicle and accessory dealers.....	1.96	2.00	1.97	1.94	1.92	1.91	1.90	1.94	1.90	1.88	1.88	1.89	1.88	1.82		
Drug stores.....	1.66	1.66	1.65	1.67	1.66	1.66	1.67	1.67	1.64	1.64	1.62	1.62	1.61	1.56		
Finance, insurance, and real estate:																
Banking.....	2.02	2.04	2.04	2.05	2.03	2.04	2.05	2.04	2.03	2.02	2.01	2.02	2.01	1.93		
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 <sup>7</sup> .....	1.20	1.22	1.24	1.27	1.26	1.23	1.22	1.23	1.24	1.23	1.23	1.23	1.22	1.18		
Personal services:																
Laundries, cleaning and dyeing plants <sup>8</sup> .....	1.44	1.44	1.44	1.44	1.43	1.42	1.41	1.41	1.34	1.34	1.33	1.33	1.33	1.38		
Motion pictures:																
Motion picture filming and distributing.....																

<sup>1</sup> 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. <sup>2</sup> Preliminary.

<sup>3</sup> 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 I).

<sup>4</sup> Data relate to nonsupervisory employees except messengers.

<sup>5</sup> Excludes eating and drinking places.

<sup>6</sup> Beginning January 1964, data exclude earnings of nonoffice salesmen and are not necessarily comparable with series for prior years.

<sup>7</sup> Money payments only, additional value of board, room, uniforms, and tips not included.

<sup>8</sup> Beginning January 1964, data relate to nonsupervisory workers and are not comparable with the production worker levels of prior years.

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 industries<sup>1</sup>

Revised series; see box, p. 1342.

Industry division and group	1964									1963			
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.
Mining.....	41.0	41.5	41.6	41.8	42.0	41.8	41.6	42.0	41.6	41.5	41.4	41.8	41.8
Contract construction.....	35.2	37.0	36.9	37.5	37.4	37.3	37.6	37.4	35.6	36.6	36.9	37.6	37.3
Manufacturing.....	40.6	40.7	40.6	40.6	40.7	40.7	40.7	40.6	40.1	40.5	40.5	40.6	40.7
Durable goods.....	41.6	41.5	41.4	41.4	41.4	41.4	41.2	41.3	40.8	41.5	41.1	41.2	41.3
Ordinance and accessories.....	40.9	40.4	40.3	40.7	40.1	40.4	40.0	40.3	40.6	41.0	40.6	41.2	41.4
Lumber and wood products, except furniture.....	39.3	40.3	40.3	40.0	40.1	40.2	40.3	40.3	39.2	40.7	40.1	40.3	40.2
Furniture and fixtures.....	40.6	41.2	41.2	41.1	41.2	41.4	41.2	41.4	40.1	41.0	41.0	40.7	40.7
Stone, clay, and glass products.....	40.9	41.4	41.6	41.5	41.8	41.8	41.6	41.7	40.7	41.0	41.3	41.6	41.3
Primary metal industries.....	43.1	41.9	41.6	41.5	41.8	41.4	41.2	41.1	41.0	41.1	40.9	40.6	40.7
Fabricated metal products.....	41.3	41.6	41.6	41.4	41.7	41.8	41.6	41.8	41.3	41.8	41.5	41.6	41.4
Machinery.....	42.1	42.4	42.4	42.5	42.4	42.3	42.3	42.4	41.9	42.4	42.1	41.9	42.1
Electrical equipment and supplies.....	40.3	40.7	40.7	40.3	40.5	40.7	40.4	40.4	40.0	40.3	40.2	40.3	40.3
Transportation equipment.....	42.6	42.3	41.7	42.4	41.7	42.0	41.5	41.8	42.0	42.3	42.3	42.3	42.0
Instruments and related products.....	40.9	41.0	40.9	40.8	40.8	40.7	40.6	40.8	39.8	40.7	40.7	41.0	41.1
Miscellaneous manufacturing industries.....	39.5	39.8	39.8	39.5	39.5	39.8	39.8	39.8	38.8	39.5	39.4	39.7	39.8
Nondurable goods.....	39.1	39.7	39.5	39.7	39.8	39.8	39.9	39.9	39.1	39.6	39.5	39.8	39.7
Food and kindred products.....	40.1	40.7	40.5	40.8	40.9	41.0	40.8	41.0	40.7	41.0	40.9	41.0	40.9
Tobacco manufactures.....	37.1	38.1	39.5	39.2	39.6	40.5	39.7	36.5	37.6	38.2	39.2	38.1	37.2
Textile mill products.....	39.5	41.1	40.8	40.8	41.1	41.1	41.2	40.4	41.1	40.8	41.0	40.7	40.7
Apparel and related products.....	35.1	35.9	36.0	35.9	35.9	36.4	36.3	36.4	34.7	36.0	35.7	36.4	36.6
Paper and allied products.....	42.5	42.9	42.8	42.7	42.8	42.8	42.7	43.0	42.5	43.0	42.8	43.0	42.8
Printing, publishing, and allied industries.....	38.6	38.6	38.4	38.4	38.5	38.7	38.5	38.5	38.1	38.4	38.1	38.4	38.4
Chemicals and allied products.....	41.9	41.5	41.5	41.4	41.6	41.4	41.8	41.5	41.2	41.7	41.4	41.5	41.5
Petroleum refining and related industries.....	42.5	42.0	41.6	41.7	42.0	41.4	42.0	42.2	41.4	41.9	41.5	41.6	41.5
Rubber and miscellaneous plastic products.....	41.5	41.8	40.5	41.0	41.3	41.5	41.2	41.1	40.7	41.5	40.9	41.0	41.2
Leather and leather products.....	38.1	38.1	37.6	37.9	38.3	37.8	37.7	37.9	36.5	38.2	37.4	38.9	38.3
Wholesale and retail trade <sup>3</sup> .....		38.5	38.6	38.5	38.5	38.4	38.4	38.5	38.3	38.6	38.6	38.5	38.6
Wholesale trade.....		40.6	40.6	40.7	40.7	40.7	40.7	40.6	40.3	40.7	40.5	40.6	40.5
Retail trade <sup>3</sup> .....		37.5	37.7	37.6	37.5	37.4	37.4	37.5	37.3	37.8	37.7	37.8	37.7

<sup>1</sup> For employees covered, see footnote 1, table A-3.<sup>2</sup> Preliminary.<sup>3</sup> Excludes eating and drinking places.NOTE: The seasonal adjustment method used is described in "New Seasonal Adjustment Factors for Labor Force Components," *Monthly Labor Review*, August 1960, pp. 822-827.TABLE C-3. Average hourly earnings excluding overtime of production workers in manufacturing, by major industry group<sup>1</sup>

Revised series; see box, p. 1342

Major industry group	1964									1963				Annual average	
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1963	1962
Manufacturing.....	\$2.46	\$2.42	\$2.44	\$2.44	\$2.44	\$2.44	\$2.43	\$2.42	\$2.43	\$2.42	\$2.40	\$2.38	\$2.38	\$2.37	\$2.31
Durable goods.....	2.63	2.60	2.61	2.60	2.61	2.61	2.60	2.59	2.60	2.58	2.57	2.55	2.55	2.54	2.48
Ordinance and accessories.....		2.96	2.94	2.93	2.93	2.91	2.92	2.91	2.90	2.88	2.88	2.85	2.84	2.82	2.75
Lumber and wood products, except furniture.....		2.09	2.07	2.06	2.05	2.03	1.99	2.00	2.00	2.00	2.00	2.01	2.03	1.96	1.91
Furniture and fixtures.....		1.96	1.96	1.95	1.95	1.97	1.96	1.96	1.95	1.94	1.94	1.94	1.94	1.92	1.88
Stone, clay, and glass products.....		2.44	2.43	2.43	2.42	2.42	2.41	2.41	2.41	2.40	2.39	2.39	2.39	2.37	2.31
Primary metal industries.....		2.99	2.99	2.99	2.99	2.99	2.98	2.97	2.96	2.96	2.95	2.94	2.94	2.95	2.90
Fabricated metal products.....		2.57	2.57	2.58	2.58	2.58	2.57	2.57	2.56	2.55	2.54	2.52	2.52	2.52	2.47
Machinery.....		2.75	2.75	2.75	2.75	2.74	2.73	2.73	2.72	2.72	2.71	2.70	2.69	2.68	2.61
Electrical equipment and supplies.....		2.45	2.46	2.46	2.46	2.46	2.45	2.45	2.44	2.44	2.42	2.41	2.40	2.40	2.34
Transportation equipment.....		2.98	2.96	2.96	2.96	2.95	2.95	2.95	2.95	2.95	2.95	2.93	2.92	2.89	2.80
Instruments and related products.....		2.45	2.47	2.46	2.45	2.45	2.45	2.44	2.44	2.44	2.43	2.42	2.42	2.42	2.37
Miscellaneous manufacturing industries.....		2.01	2.02	2.02	2.02	2.02	2.03	2.03	2.03	2.01	1.98	1.97	1.96	1.97	1.92
Nondurable goods.....	2.22	2.20	2.21	2.20	2.20	2.20	2.20	2.19	2.20	2.19	2.17	2.16	2.16	2.15	2.09
Food and kindred products.....		2.26	2.27	2.29	2.29	2.30	2.30	2.29	2.29	2.26	2.24	2.20	2.20	2.22	2.15
Tobacco manufactures.....		1.91	2.00	1.99	1.99	1.98	1.96	1.92	1.95	1.87	1.85	1.78	1.77	1.88	1.83
Textile mill products.....		1.70	1.70	1.69	1.70	1.70	1.69	1.69	1.69	1.69	1.68	1.65	1.65	1.65	1.62
Apparel and related products.....		1.76	1.74	1.73	1.74	1.74	1.75	1.75	1.75	1.74	1.73	1.74	1.73	1.69	1.65
Paper and allied products.....		2.43	2.43	2.42	2.41	2.41	2.40	2.40	2.40	2.39	2.38	2.37	2.37	2.35	2.29
Printing, publishing, and allied industries.....		(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)
Chemicals and allied products.....		2.73	2.72	2.71	2.68	2.66	2.66	2.68	2.69	2.69	2.67	2.67	2.66	2.64	2.57
Petroleum refining and related industries.....		3.08	3.06	3.07	3.08	3.09	3.10	3.11	3.12	3.13	3.11	3.07	3.08	3.07	2.97
Rubber and miscellaneous plastic products.....		2.44	2.44	2.43	2.42	2.42	2.41	2.41	2.42	2.42	2.41	2.38	2.38	2.39	2.30
Leather and leather products.....		1.78	1.77	1.79	1.79	1.79	1.78	1.76	1.75	1.75	1.75	1.75	1.75	1.73	1.69

<sup>1</sup> 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.<sup>2</sup> Preliminary.<sup>3</sup> 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 weekly overtime hours of production workers in manufacturing, by industry <sup>1</sup>  
 Revised series; see box, p. 1342.

Industry	1964									1963				Annual average	
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1963	1962
Manufacturing.....	3.3	3.3	3.0	3.2	3.0	2.9	2.8	2.7	2.7	3.1	3.0	3.1	3.1	2.8	2.8
Durable goods.....	3.5	3.4	3.1	3.4	3.1	3.1	2.9	2.8	2.9	3.3	3.2	3.2	3.2	2.9	2.8
Nondurable goods.....	3.0	3.1	2.9	2.9	2.8	2.7	2.6	2.6	2.5	2.8	2.8	2.9	3.0	2.7	2.7
<i>Durable goods</i>															
Ordnance and accessories.....		1.7	1.6	2.0	1.7	1.7	1.5	1.6	1.9	2.5	2.2	2.5	2.6	2.3	2.2
Ammunition, except for small arms.....		1.5	1.6	1.7	1.5	1.7	1.4	1.6	2.2	2.8	2.6	2.9	2.7	2.5	1.9
Sighting and fire control equipment.....		1.7	1.6	2.2	.9	.9	1.1	1.3	1.1	1.7	1.2	1.1	2.3	1.6	3.0
Other ordnance and accessories.....		2.1	1.6	2.4	2.2	1.9	1.7	1.7	1.5	2.3	1.8	2.2	2.5	2.3	2.5
Lumber and wood products, except furniture.....		3.9	3.4	3.5	3.5	3.2	3.2	3.1	2.9	3.2	3.3	3.6	3.8	3.4	3.2
Sawmills and planing mills.....		3.8	3.5	3.5	3.4	3.1	3.1	3.0	2.7	3.2	3.3	3.5	3.6	3.3	3.1
Millwork, plywood, and related products.....		3.9	3.3	3.9	3.9	3.6	3.8	3.7	3.2	3.6	3.6	3.5	3.9	3.5	3.3
Wooden containers.....		3.2	3.3	3.3	3.1	2.8	2.3	2.1	2.1	2.6	2.6	3.0	3.2	3.0	2.9
Miscellaneous wood products.....		3.9	3.2	3.4	3.2	3.1	2.8	2.7	2.6	2.8	3.0	3.1	3.3	2.9	2.9
Furniture and fixtures.....		3.7	3.0	3.2	2.7	2.9	2.9	2.8	2.5	3.6	3.4	3.5	3.7	3.0	2.9
Household furniture.....		3.7	3.1	3.3	2.9	3.1	3.1	3.0	2.8	4.0	3.6	3.7	3.8	3.2	3.0
Office furniture.....		3.1	2.5	2.4	2.0	1.7	1.9	2.1	1.7	2.5	1.9	2.6	2.8	2.2	2.1
Partitions; office and store fixtures.....		3.6	3.0	2.8	1.4	1.9	2.0	1.5	1.3	1.8	2.2	2.7	3.2	2.2	3.0
Other furniture and fixtures.....		3.8	3.2	3.0	2.9	2.4	2.4	2.3	2.1	3.0	3.2	3.0	3.9	2.8	2.6
Stone, clay, and glass products.....		4.3	4.1	4.1	4.0	3.6	3.3	3.2	3.0	3.3	3.8	4.1	4.0	3.6	3.4
Flat glass.....		3.5	2.9	3.2	3.4	2.5	2.7	3.4	3.4	3.4	4.5	3.2	2.6	2.4	1.7
Glass and glassware, pressed or blown.....		3.8	3.8	3.3	3.5	3.4	3.5	3.4	3.4	3.1	3.2	3.5	3.4	3.4	3.5
Cement, hydraulic.....		2.4	2.3	2.3	2.1	1.9	2.0	1.7	1.9	1.8	1.8	2.0	2.2	2.1	1.8
Structural clay products.....		3.5	3.6	3.6	3.5	3.4	3.0	2.7	2.4	2.8	3.4	3.5	3.3	3.1	2.8
Pottery and related products.....		1.8	2.1	2.1	2.2	1.9	1.8	1.7	1.6	2.3	2.2	2.2	2.4	2.0	1.8
Concrete, gypsum, and plaster products.....		6.7	6.4	6.4	6.2	5.3	4.4	4.1	3.5	4.3	5.6	6.6	6.2	5.6	5.4
Other stone and mineral products.....		3.6	3.2	3.4	3.6	3.2	3.0	2.9	2.8	3.0	3.0	3.4	3.4	3.0	2.7
Primary metal industries.....		3.3	3.0	3.2	3.0	2.8	2.8	2.6	2.9	2.8	2.5	2.4	2.7	2.7	2.3
Blast furnace and basic steel products.....		2.5	2.3	2.2	2.0	1.8	1.7	1.6	1.7	1.4	1.2	1.2	1.8	1.9	1.4
Iron and steel foundries.....		4.5	4.4	5.1	4.7	4.7	4.6	4.5	4.7	4.7	4.2	3.8	3.8	3.7	2.9
Nonferrous smelting and refining.....		3.4	3.0	3.1	2.9	2.6	2.9	2.8	3.2	2.9	2.7	3.1	3.4	3.0	2.7
Nonferrous rolling, drawing, and extruding.....		4.2	3.7	4.2	3.9	3.6	3.7	3.5	4.0	4.2	3.9	3.7	3.8	3.7	3.6
Nonferrous foundries.....		3.3	3.0	3.2	3.1	3.2	3.0	3.0	3.1	3.4	3.1	3.1	2.9	3.0	2.9
Miscellaneous primary metal industries.....		4.1	3.4	4.1	3.8	4.0	3.7	3.4	3.6	3.8	3.5	3.5	3.8	3.3	3.2
Fabricated metal products.....		3.8	3.4	3.5	3.3	3.1	2.9	2.8	2.9	3.3	3.2	3.4	3.5	3.0	2.9
Metal cans.....		5.3	4.8	4.2	3.6	3.5	3.0	3.3	4.1	3.0	3.4	2.9	4.1	3.4	3.5
Cutlery, hand tools, and general hardware.....		3.7	2.9	3.0	3.3	3.2	2.6	2.7	3.0	3.4	3.5	2.9	2.8	2.7	2.5
Heating equipment and plumbing fixtures.....		2.5	2.5	2.4	2.2	1.8	1.8	1.7	1.8	2.1	2.2	2.6	2.4	2.1	1.9
Fabricated structural metal products.....		3.5	3.3	3.2	2.7	2.6	2.5	2.3	2.2	3.0	2.8	3.1	3.5	2.8	2.5
Screw machine products, bolts, etc.....		4.1	3.9	4.2	3.9	4.0	4.1	4.1	3.9	3.6	3.4	3.5	4.0	3.6	4.0
Metal stampings.....		4.9	4.1	4.4	4.4	4.2	3.5	3.6	3.9	4.4	4.1	4.5	4.2	3.7	3.5
Coating, engraving, and allied services.....		3.8	3.3	3.7	3.4	3.1	3.5	3.1	3.5	3.6	3.8	4.1	4.2	3.4	3.3
Miscellaneous fabricated wire products.....		3.4	3.0	3.1	3.0	2.8	2.8	2.7	2.6	3.1	3.3	3.3	3.3	2.9	3.0
Miscellaneous fabricated metal products.....		2.9	2.5	2.7	2.6	2.5	2.3	2.3	2.2	2.7	2.5	2.8	3.0	2.6	2.6
Machinery.....		3.8	3.8	4.2	4.0	3.9	3.9	3.7	3.5	3.8	3.4	3.2	3.3	3.2	3.1
Engines and turbines.....		3.1	3.8	3.5	3.3	2.6	2.4	2.7	2.4	3.2	2.7	2.0	3.0	2.5	2.2
Farm machinery and equipment.....		2.4	2.3	2.7	2.4	2.6	3.0	3.2	2.8	2.5	1.8	2.1	2.2	2.2	2.1
Construction and related machinery.....		3.5	3.4	3.9	3.7	4.0	3.6	3.1	3.2	3.1	3.0	2.8	3.0	2.7	2.6
Metalworking machinery and equipment.....		5.2	5.7	6.3	6.4	6.4	6.4	6.3	5.7	5.6	5.0	4.6	4.4	4.8	4.7
Special industry machinery.....		4.1	3.9	4.2	4.0	3.7	3.8	3.6	3.5	4.2	3.6	3.4	3.6	3.5	3.5
General industrial machinery.....		3.6	3.4	3.6	3.4	3.3	3.1	3.1	2.9	3.5	3.1	3.1	3.3	2.8	2.8
Office, computing, and accounting machines.....		1.9	1.9	1.9	1.4	1.3	1.4	1.5	1.2	1.9	2.2	2.1	2.2	1.7	1.5
Service industry machines.....		2.5	2.6	2.7	2.3	2.2	2.1	2.0	1.9	2.1	1.8	1.8	2.2	2.1	2.0
Miscellaneous machinery.....		4.9	4.5	5.0	4.8	4.7	4.5	4.3	4.4	4.7	4.3	4.3	4.0	4.1	4.1
Electrical equipment and supplies.....		2.5	2.1	2.2	2.0	2.0	1.9	1.9	2.0	2.3	2.1	2.2	2.3	2.0	2.2
Electric distribution equipment.....		2.8	2.9	2.9	2.2	1.9	1.7	2.1	1.9	2.9	2.4	2.4	2.7	2.2	2.0
Electrical industrial apparatus.....		3.1	3.0	2.9	2.9	2.7	2.8	2.4	2.7	2.7	2.4	2.4	2.7	2.4	2.2
Household appliances.....		2.2	2.0	2.0	1.9	2.0	1.8	1.4	1.4	2.3	2.1	2.2	2.6	2.1	1.9
Electric lighting and wiring equipment.....		2.7	1.8	2.0	1.9	1.8	1.7	1.9	2.0	2.4	2.2	2.1	2.5	2.0	1.9
Radio and TV receiving sets.....		2.1	1.9	1.2	1.3	1.2	1.2	1.3	1.5	1.7	1.6	2.1	2.1	1.7	1.9
Communication equipment.....		2.4	1.6	2.3	1.9	1.8	1.7	1.6	1.8	2.0	1.8	1.8	2.0	1.8	2.5
Electronic components and accessories.....		2.2	1.8	1.9	1.8	2.0	1.8	1.8	2.0	1.7	2.1	2.0	1.9	1.8	2.0
Miscellaneous electrical equipment and supplies.....		2.2	1.9	2.2	2.3	2.4	2.0	2.6	3.2	3.6	2.8	3.0	2.5	2.6	3.2
Transportation equipment.....		3.8	3.5	4.0	3.6	3.5	3.0	3.2	3.6	4.6	4.5	4.2	3.7	3.6	3.5
Motor vehicles and equipment.....		5.2	4.4	5.3	4.6	4.4	3.3	3.8	4.6	6.3	6.1	5.4	4.2	4.4	4.1
Aircraft and parts.....		2.4	2.4	2.3	2.1	2.2	2.2	2.4	2.5	2.7	2.6	2.8	2.9	2.6	2.9
Ship and boat building and repairing.....		3.0	2.9	3.0	3.1	3.2	3.6	3.0	2.7	3.0	3.5	3.2	3.6	3.2	2.8
Railroad equipment.....		2.8	2.6	3.0	2.9	3.0	2.5	2.3	1.9	2.1	2.0	1.8	2.4	2.1	2.0
Other transportation equipment.....		3.4	2.8	3.8	3.8	3.1	2.9	2.4	2.4	3.0	2.5	3.2	4.0	3.1	2.5
Instruments and related products.....		2.5	2.2	2.4	2.3	2.3	2.1	2.1	2.1	2.5	2.5	2.7	2.7	2.3	2.4
Engineering and scientific instruments.....		2.6	2.2	2.5	2.1	2.1	2.0	2.0	2.5	3.0	2.9	2.6	2.8	2.5	2.6
Mechanical measuring and control devices.....		2.5	2.2	2.4	2.3	2.3	2.3	2.3	2.0	2.3	2.7	2.7	2.6	2.3	2.2
Optical and ophthalmic goods.....		2.2	1.9	2.5	2.5	2.3	2.2	2.2	2.0	2.7	2.5	2.8	2.7	2.4	2.2
Surgical, medical, and dental equipment.....		2.1	1.7	2.0	1.9	2.0	1.7	1.7	1.6	2.0	2.1	2.1	2.3	2.0	2.3
Photographic equipment and supplies.....		3.2	3.2	2.9	3.0	3.1	2.5	2.6	2.6	2.8	2.9	3.2	3.1	2.7	2.9
Watches and clocks.....		1.7	1.2	1.4	1.5	1.0	1.2	1.1	1.5	2.2	1.7	2.2	2.3	1.9	1.9

See footnotes at end of table.

TABLE C-4. Average weekly overtime hours of production workers in manufacturing, by industry<sup>1</sup>—Continued

Revised series; see box, p. 1342.

Industry	1964									1963				Annual average	
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1963	1962
Manufacturing—Continued															
<i>Durable goods—Continued</i>															
Miscellaneous manufacturing industries.....		2.5	2.0	2.3	2.2	2.4	2.3	2.2	1.9	2.4	2.5	2.7	2.6	2.2	2.3
Jewelry, silverware, and plated ware.....		3.1	2.3	3.1	3.1	3.2	3.0	2.7	2.1	4.4	4.1	4.0	3.4	3.1	3.0
Toys, amusement and sporting goods.....		2.2	1.5	1.8	1.9	1.8	1.8	1.7	1.3	1.3	2.0	2.4	2.3	1.8	1.9
Pens, pencils, office and art materials.....		2.3	1.6	1.7	1.5	1.6	1.3	1.6	1.5	2.6	2.0	2.5	2.6	2.1	2.0
Costume jewelry, buttons, and notions.....		2.4	1.9	2.4	2.5	2.5	2.7	2.8	2.1	2.6	2.5	2.8	2.6	2.3	2.2
Other manufacturing industries.....		2.6	2.4	2.4	2.2	2.6	2.4	2.3	2.2	2.4	2.6	2.7	2.6	2.3	2.5
<i>Nondurable goods</i>															
Food and kindred products.....		3.7	3.8	3.8	3.6	3.2	3.1	3.2	3.3	3.4	3.5	3.5	3.8	3.4	3.4
Meat products.....		4.4	3.8	4.5	4.0	3.7	3.5	3.0	3.9	4.9	4.9	4.0	4.5	3.8	3.6
Dairy products.....		3.4	3.9	3.7	3.7	3.3	3.3	3.3	2.9	2.7	2.5	2.7	3.2	3.1	3.4
Canned and preserved food, except meats.....		2.7	2.9	2.4	2.3	2.0	1.9	2.3	2.1	2.0	1.7	2.4	3.2	2.4	2.6
Grain mill products.....		6.9	6.9	7.4	6.4	5.3	5.0	5.3	6.2	5.5	6.2	7.5	7.2	6.3	6.3
Bakery products.....		3.3	3.4	3.5	3.2	2.9	2.8	3.1	2.8	2.9	2.9	3.0	3.3	3.0	3.1
Sugar.....		3.5	3.3	2.7	2.7	2.2	2.7	3.0	4.1	3.0	3.3	4.4	3.9	3.6	3.7
Confectionery and related products.....		2.3	1.7	1.7	1.8	1.8	1.8	2.3	2.0	2.6	2.7	2.9	3.4	2.5	2.5
Beverages.....		3.8	4.3	3.8	3.3	3.2	3.0	2.8	2.3	2.6	2.9	3.1	3.3	3.1	2.8
Miscellaneous food and kindred products.....		3.8	3.7	3.7	4.0	3.8	3.7	4.3	4.2	3.9	4.2	4.1	4.0	3.9	3.9
Tobacco manufactures.....		1.8	2.3	2.2	1.8	2.1	1.3	1.2	.8	1.3	1.4	1.1	1.4	1.1	1.0
Cigarettes.....		2.5	3.3	2.4	1.4	1.8	.5	.7	.5	1.2	1.6	.8	1.6	1.2	.9
Cigars.....		2.3	1.6	2.5	2.7	3.1	2.6	2.1	1.1	1.5	1.7	1.8	1.4	1.1	.9
Textile mill products.....		3.6	3.3	3.7	3.5	3.3	3.3	3.3	3.2	3.5	3.7	3.6	3.3	3.2	3.2
Cotton broad woven fabrics.....		4.1	3.6	4.2	4.3	3.8	3.7	4.0	4.0	4.0	4.3	4.0	3.4	3.4	3.2
Silk and synthetic broad woven fabrics.....		5.2	4.4	4.7	4.8	4.5	4.6	4.6	4.6	4.9	5.2	4.7	4.4	4.3	4.3
Weaving and finishing broad woollens.....		3.5	4.0	4.0	3.6	3.2	2.6	2.8	3.1	3.1	2.4	2.9	3.4	3.4	4.2
Narrow fabrics and smallwares.....		3.5	2.8	2.9	2.9	3.0	2.9	2.9	2.8	3.2	3.4	3.3	2.7	3.1	3.3
Knitting.....		2.5	2.2	2.2	2.0	2.0	2.0	1.8	1.4	1.7	2.2	2.4	2.3	2.0	2.2
Finishing textiles, except wool and knit.....		3.6	3.7	4.6	4.1	4.2	4.5	4.4	3.6	4.6	4.7	4.3	3.9	4.1	4.2
Floor covering.....		4.1	4.0	3.5	3.1	3.5	4.5	3.8	3.6	5.0	5.0	5.1	5.4	4.4	4.1
Yarn and thread.....		3.7	3.4	3.7	3.5	3.1	3.1	3.1	3.0	3.2	3.6	3.4	3.0	3.1	3.2
Miscellaneous textile goods.....		3.8	3.8	4.3	3.7	3.1	3.1	3.0	3.3	3.9	3.9	4.0	3.3	3.5	3.5
Apparel and related products.....		1.5	1.2	1.3	1.2	1.3	1.4	1.3	1.0	1.2	1.3	1.4	1.4	1.3	1.3
Men's and boys' suits and coats.....		1.1	.5	1.0	1.0	1.0	1.1	1.1	1.0	.9	.9	1.0	1.0	1.0	1.2
Men's and boys' furnishings.....		1.4	1.1	1.1	1.0	1.2	1.1	.9	.7	1.0	.9	1.0	1.3	1.1	1.2
Women's, misses', juniors' outerwear.....		1.5	1.3	1.2	1.2	1.4	1.6	1.5	1.1	1.0	1.1	1.3	1.3	1.3	1.4
Women's and children's undergarments.....		1.7	1.3	1.2	1.2	1.2	1.3	1.2	.9	1.4	1.8	2.0	2.0	1.4	1.3
Hats, caps, and millinery.....		1.3	1.5	.9	1.0	1.3	2.1	2.2	1.1	1.2	1.0	1.4	1.6	1.4	1.5
Girls' and children's outerwear.....		1.3	1.6	1.6	1.2	1.0	1.3	1.5	1.2	.9	1.1	1.2	1.2	1.2	1.2
Fur goods and miscellaneous apparel.....		1.1	.8	.9	.8	.8	1.0	1.0	.7	1.2	1.6	1.6	1.2	1.1	1.2
Miscellaneous fabricated textile products.....		2.2	1.7	1.9	1.9	1.8	1.5	1.3	1.6	2.2	2.1	2.1	2.2	1.8	1.7
Paper and allied products.....		5.0	4.9	4.7	4.4	4.3	4.3	4.3	4.3	4.5	4.6	4.8	5.0	4.5	4.4
Paper and pulp.....		5.8	6.0	5.6	5.4	5.5	5.4	5.5	5.5	5.3	5.5	5.5	5.8	5.4	5.2
Paperboard.....		6.8	6.9	6.1	5.9	5.5	5.9	5.8	5.9	5.9	5.9	6.2	6.3	5.9	5.9
Converted paper and paperboard products.....		3.6	3.4	3.3	3.1	3.0	3.0	3.0	3.1	3.6	3.3	3.4	3.8	3.2	3.0
Paperboard containers and boxes.....		4.6	4.0	4.2	3.8	3.6	3.4	3.3	3.2	3.7	3.9	4.4	4.5	3.7	3.9
Printing, publishing, and allied industries.....		3.1	2.7	2.8	2.9	2.9	2.8	2.5	2.5	3.2	2.7	2.9	3.1	2.7	2.8
Newspaper publishing and printing.....		2.5	2.3	2.5	2.7	2.4	2.2	2.0	1.8	3.2	2.4	2.6	2.4	2.3	2.5
Periodical publishing and printing.....		4.9	3.7	3.5	3.0	4.0	3.9	3.6	3.2	3.3	3.7	4.1	3.9	3.3	3.1
Books.....		4.6	3.5	4.2	4.1	4.3	3.7	3.2	3.4	3.6	2.7	3.3	4.4	3.5	3.4
Commercial printing.....		3.2	2.8	2.6	3.0	3.0	3.1	2.7	2.8	3.3	2.9	3.1	3.5	3.0	3.0
Bookbinding and related industries.....		2.5	2.3	2.5	2.5	2.5	2.6	2.1	2.3	2.5	2.4	2.3	2.4	2.2	2.4
Other publishing and printing industries.....		2.8	2.6	2.7	2.6	2.7	2.5	2.5	2.5	3.0	2.4	2.5	2.9	2.5	2.6
Chemicals and allied products.....		2.7	2.6	2.6	2.8	2.8	2.7	2.4	2.4	2.4	2.4	2.5	2.6	2.5	2.5
Industrial chemicals.....		2.6	2.6	2.6	2.5	2.4	2.4	2.4	2.4	2.4	2.4	2.5	2.4	2.4	2.5
Plastics and synthetics, except glass.....		2.8	2.7	2.9	2.4	2.5	2.4	2.2	2.1	2.2	2.1	2.2	2.3	2.3	2.3
Drugs.....		1.9	1.6	1.5	1.8	2.1	2.0	2.1	1.9	1.9	2.0	2.2	1.9	2.2	2.4
Soap, cleaners, and toilet goods.....		2.7	2.2	2.6	2.2	2.0	2.2	2.2	2.2	2.6	2.5	2.7	3.0	2.5	2.7
Paints, varnishes, and allied products.....		2.7	3.1	2.7	2.7	2.8	2.4	2.2	1.7	1.9	1.9	2.4	2.4	2.3	2.1
Agricultural chemicals.....		3.3	3.2	3.4	7.6	6.9	7.1	4.3	3.9	3.7	3.5	3.8	3.8	4.7	4.1
Other chemical products.....		3.2	2.9	3.0	2.9	2.8	2.6	2.6	2.9	2.8	2.8	2.8	3.0	2.7	2.6
Petroleum refining and related industries.....		2.7	2.9	2.8	2.5	2.0	2.0	2.0	1.9	2.1	2.3	2.5	2.7	2.3	2.3
Petroleum refining.....		1.7	1.9	1.8	1.7	1.5	1.6	1.6	1.7	1.8	1.9	1.7	2.0	1.8	1.6
Other petroleum and coal products.....		6.1	6.4	6.3	5.6	4.2	3.6	3.6	2.9	3.3	3.6	5.4	5.2	4.5	4.8
Rubber, miscellaneous plastic products.....		4.2	3.1	3.6	3.6	2.9	2.7	2.6	2.8	3.2	3.2	3.3	3.5	3.0	3.1
Tires and inner tubes.....		5.9	3.7	4.8	4.6	2.7	3.0	2.0	2.2	3.6	3.7	3.5	3.7	3.0	3.3
Other rubber products.....		3.3	2.5	2.8	2.6	2.3	2.2	2.4	2.7	2.8	2.8	2.9	3.0	2.6	2.9
Miscellaneous plastic products.....		4.1	3.5	3.7	4.0	3.6	3.1	3.1	3.2	3.4	3.3	3.5	3.8	3.3	3.2
Leather and leather products.....		2.0	1.9	1.7	1.4	1.2	1.5	1.8	1.6	1.8	1.4	1.7	1.6	1.4	1.4
Leather tanning and finishing.....		3.0	2.9	3.3	3.1	2.8	2.4	2.6	2.7	3.2	2.9	3.2	3.0	2.8	2.6
Footwear, except rubber.....		1.8	1.9	1.5	1.2	1.0	1.4	1.6	1.6	1.6	1.1	1.2	1.3	1.2	1.1
Other leather products.....		2.0	1.5	1.7	1.4	1.3	1.6	1.9	1.3	1.9	1.8	2.4	1.9	1.6	1.8

<sup>1</sup> 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.

<sup>2</sup> Preliminary.



TABLE C-5. Indexes of aggregate weekly man-hours and payrolls in industrial and construction activities<sup>1</sup>

[1957-59=100]

Revised series; see box p. 1342.

Activity	1964									1963				Annual average	
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1963	1962
Man-hours															
Total	108.0	108.6	106.4	106.8	103.8	101.2	98.9	97.8	95.5	101.2	103.0	106.5	106.7	101.3	99.8
Mining	83.2	84.6	84.1	85.7	82.5	80.2	77.4	77.9	78.1	81.5	81.7	83.8	84.3	82.1	83.6
Contract construction	117.9	128.9	125.3	120.8	112.4	101.5	91.5	87.0	80.8	95.0	107.8	121.8	121.7	104.8	99.3
Manufacturing	107.5	106.1	104.0	105.3	103.3	102.2	101.4	100.7	99.0	103.3	103.2	104.9	105.0	101.6	100.6
Durable goods	109.7	106.2	105.9	107.9	105.9	105.0	103.3	102.3	101.2	105.0	104.5	105.3	104.9	102.4	100.3
Ordnance and accessories	128.0	126.7	128.1	132.1	133.7	137.3	138.3	140.1	147.1	150.5	148.5	150.8	150.2	149.2	150.3
Lumber and wood products, except furniture	98.1	102.1	100.7	100.8	96.1	92.1	89.5	89.1	86.5	93.0	94.6	98.9	100.4	93.7	93.3
Furniture and fixtures	115.9	116.2	110.3	111.3	106.8	107.9	107.1	106.3	102.6	111.1	110.2	111.6	111.6	106.6	104.8
Stone, clay, and glass products	111.4	113.5	112.4	112.2	109.0	105.2	100.3	97.8	95.0	100.8	106.4	108.5	109.1	103.4	100.3
Primary metal industries	111.3	106.0	105.2	106.4	104.7	103.2	101.4	99.9	98.5	98.4	95.6	95.2	97.2	97.9	95.3
Fabricated metal products	113.7	111.1	107.1	109.9	107.7	106.6	104.9	104.2	103.3	107.2	106.7	108.1	107.9	103.6	100.6
Machinery	111.7	110.9	111.3	113.6	112.3	111.6	110.5	107.9	106.7	107.8	104.4	104.3	104.4	103.8	101.9
Electrical equipment and supplies	118.7	115.8	113.5	114.1	112.3	112.4	112.1	112.5	112.9	116.7	115.6	117.1	116.8	114.7	115.8
Transportation equipment	98.3	85.6	93.4	97.6	97.5	97.5	95.5	95.4	95.6	100.2	99.2	98.2	94.3	93.7	88.7
Instruments and related products	110.0	108.6	106.4	107.6	105.3	105.2	105.2	105.1	103.6	107.8	108.0	108.1	108.2	105.9	103.2
Miscellaneous manufacturing industries	112.0	110.4	102.9	107.0	103.1	101.8	100.2	98.2	92.4	101.8	109.4	112.1	111.2	102.3	102.1
Nondurable goods	104.6	106.0	101.5	102.0	99.9	98.5	98.9	98.6	96.3	101.1	101.6	104.4	105.1	100.6	101.1
Food and kindred products	101.8	101.9	94.8	90.9	87.4	84.8	84.0	84.6	86.3	91.7	94.8	101.8	105.8	93.5	95.3
Tobacco manufactures	112.0	95.9	78.0	80.4	79.3	80.3	80.9	79.5	85.9	100.1	103.4	113.5	114.7	90.9	93.2
Textile mill products	94.6	98.8	95.8	98.7	97.2	96.0	95.9	96.1	93.2	96.9	97.9	98.1	96.3	95.6	97.4
Apparel and related products	111.4	117.1	109.6	112.1	109.4	109.3	112.5	111.7	101.1	108.1	109.0	112.4	112.2	109.1	106.9
Paper and allied products	110.5	110.3	108.0	109.4	106.8	105.9	105.0	104.7	104.1	107.8	107.4	108.6	109.1	106.4	105.5
Printing, publishing, and allied industries	107.7	107.1	105.6	106.5	106.3	106.0	105.9	104.2	103.1	107.6	105.1	105.8	105.9	104.0	104.7
Chemicals and allied products	107.7	106.3	106.0	107.0	107.3	106.8	105.8	103.7	102.8	104.7	104.3	105.0	105.4	104.9	103.5
Petroleum refining and related industries	82.2	80.9	81.6	81.6	80.1	77.7	78.1	78.1	77.7	79.1	80.8	82.6	84.5	82.2	86.1
Rubber and miscellaneous plastic products	121.3	120.6	113.9	117.1	116.2	113.6	113.5	112.5	111.6	115.7	114.9	114.5	114.6	113.1	131.4
Leather and leather products	95.6	100.7	98.8	98.5	93.6	90.3	94.6	96.3	93.1	98.1	94.1	95.6	95.4	94.8	98.1
Payrolls															
Mining		95.9	94.4	96.2	92.5	89.4	85.9	86.9	87.8	91.4	90.5	92.8	94.0	90.6	90.5
Contract construction		162.1	157.1	149.8	139.7	127.1	114.1	109.2	102.4	119.2	131.5	149.7	149.5	127.0	116.4
Manufacturing	130.1	126.6	124.4	126.1	123.6	122.0	123.4	119.4	117.7	122.4	121.5	122.6	122.6	118.0	113.7

<sup>1</sup> 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.

<sup>2</sup> Preliminary.

TABLE C-6. Gross and spendable average weekly earnings of production workers in manufacturing<sup>1</sup>[In current and 1957-59 dollars]<sup>1</sup>

Revised series; see box p. 1342.

Item	1964									1963				Annual average	
	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1963	1962
<i>Manufacturing</i>															
Gross average weekly earnings:															
Current dollars	\$103.07	\$102.97	\$103.48	\$102.97	\$102.06	\$101.40	\$101.15	\$99.90	\$102.41	\$100.85	\$100.53	\$100.53	\$98.42	\$99.38	\$96.56
1957-59 dollars	95.26	95.08	95.81	95.52	94.68	94.15	94.01	92.76	95.18	93.90	93.78	93.87	91.90	93.14	91.61
Spendable average weekly earnings:															
Worker with no dependents:															
Current dollars	84.48	84.40	84.80	84.40	83.68	83.16	82.97	81.98	81.95	80.75	80.51	80.51	78.89	79.63	77.86
1957-59 dollars	78.08	77.93	78.52	78.29	77.63	77.21	77.11	76.12	76.16	75.19	75.10	75.17	73.66	74.63	73.87
Worker with 3 dependents:															
Current dollars	92.26	92.18	92.60	92.18	91.43	90.89	90.68	89.65	89.86	88.58	88.31	88.31	86.58	87.37	85.53
1957-59 dollars	85.27	85.12	85.74	85.51	84.81	84.39	84.28	83.24	83.51	82.48	82.38	82.46	80.84	81.88	81.15

<sup>1</sup> 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.

<sup>2</sup> Preliminary.

NOTE: These series are described in "The Calculation and Uses of the Spendable Earnings Series," *Monthly Labor Review*, January 1959, pp. 50-54.

## D.—Consumer and Wholesale Prices

TABLE D-1. Consumer Price Index<sup>1</sup>—U.S. city average for urban wage earners and clerical workers (including single workers) all items, groups, subgroups, and special groups of items

[1957-59=100 unless otherwise specified]

Group	1964: New series <sup>2</sup>										1963				Annual average	
	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1963	1962	
All items.....	108.4	108.3	108.3	108.0	107.8	107.8	107.7	107.6	107.7	107.6	107.4	107.2	107.1	106.7	105.4	
All items (1947-49=100).....	133.0	132.8	132.9	132.5	132.3	132.3	132.1	132.0	132.1	132.0	131.8	131.5	131.4	131.0	129.3	
<b>Food</b> .....	107.2	106.9	107.2	106.2	105.5	105.7	105.7	106.0	105.8	105.4	105.1	104.9	105.4	105.1	103.6	
Food at home.....	105.6	105.3	105.7	104.4	103.7	103.9	104.0	104.4	104.2	103.7	103.4	103.2	103.8	103.5	102.2	
Cereals and bakery products.....	109.9	109.6	109.2	109.2	108.9	108.8	108.8	109.0	109.1	109.0	109.1	109.1	109.1	109.1	107.6	
Meats, poultry, and fish.....	101.4	99.2	98.9	96.8	96.6	97.0	97.2	98.3	98.3	99.2	100.0	101.5	100.2	101.7		
Dairy products.....	104.6	104.4	104.3	104.0	103.9	104.1	104.5	104.8	105.0	105.0	104.8	104.6	104.3	103.8		
Fruits and vegetables.....	112.2	117.3	122.3	120.2	115.7	115.7	115.1	113.9	112.4	109.8	108.2	106.3	108.1	111.0		
Other foods at home <sup>3</sup> .....	103.5	101.9	101.0	100.3	100.5	101.1	100.9	101.7	101.8	100.2	99.5	99.6	99.5	97.8		
Food away from home.....	115.5	115.3	115.2	115.1	115.0	114.9	114.7	114.4	114.3	114.0	114.0	113.6	113.2	110.7		
<b>Housing</b> .....	107.4	107.2	107.1	107.1	106.9	107.0	107.1	106.9	106.9	106.9	106.6	106.3	106.2	106.0	104.8	
Shelter <sup>4</sup> .....	109.0	108.8	108.6	108.4	108.2	108.2	108.4	108.3	108.1	108.0	107.7	107.3	107.1	106.9		
Rent.....	107.9	107.9	107.8	107.8	107.7	107.7	107.5	107.5	107.3	107.3	107.2	107.1	107.0	106.8		
Homeownership <sup>5</sup> .....	109.5	109.2	108.9	108.7	108.4	108.6	108.9	108.8	108.5	108.4	108.0	107.4	107.2	107.0		
Fuel and utilities <sup>6</sup> .....	107.2	107.1	107.0	107.1	107.2	107.4	107.3	106.8	106.8	107.7	107.6	107.5	107.3	107.0		
Fuel oil and coal <sup>7</sup> .....	101.5	100.9	100.9	101.4	102.1	103.3	106.1	106.6	106.6	105.8	105.4	104.5	103.7	104.0		
Gas and electricity.....	108.2	108.2	107.9	108.1	108.0	108.0	107.1	106.2	108.1	108.1	108.0	108.1	108.0	107.9		
Household furnishings and operation <sup>8</sup> .....	102.8	102.6	102.8	102.9	102.9	102.9	102.8	102.7	102.7	102.9	102.7	102.6	102.7	102.4		
<b>Apparel and upkeep</b> <sup>9</sup> .....	105.9	105.3	105.5	105.7	105.5	105.5	105.3	105.1	105.0	106.1	106.1	105.9	105.4	104.8		
Men's and boys' <sup>10</sup> .....	106.6	106.0	106.0	106.3	106.2	105.9	105.2	105.0	105.2	106.2	106.1	105.7	105.2	104.7		
Women's and girls' <sup>11</sup> .....	102.4	101.3	101.9	102.2	102.3	102.2	101.8	101.4	103.3	103.5	103.5	103.5	102.5	101.7		
Footwear.....	110.9	110.8	110.8	111.0	111.0	110.9	110.7	110.7	110.9	111.2	111.1	110.9	110.7	110.5		
<b>Transportation</b> .....	108.9	109.3	109.4	109.2	109.1	109.0	108.9	108.6	109.1	108.9	109.1	109.0	107.9	107.8		
Private.....	107.4	107.9	107.9	107.8	107.7	107.6	107.4	107.2	108.0	107.5	107.8	107.7	106.5	105.9		
Public.....	119.3	119.1	119.0	118.9	118.6	118.4	118.3	118.4	118.3	117.6	117.6	117.1	116.9	115.4		
<b>Health and recreation</b> .....	113.9	113.8	113.7	113.5	113.5	113.4	113.1	112.9	112.7	112.7	112.4	112.3	112.1	111.4		
Medical care.....	119.7	119.8	119.5	119.3	119.1	119.0	118.7	118.5	118.2	117.9	117.9	117.7	117.5	117.0		
Personal care.....	109.5	109.4	109.3	109.1	108.9	108.7	108.7	108.4	108.5	108.8	108.4	108.4	108.2	107.9		
Reading and recreation.....	114.3	114.2	114.1	114.0	114.1	114.0	113.6	113.3	113.1	113.1	112.8	112.7	112.3	111.5		
Other goods and services <sup>10</sup> .....	109.0	108.9	108.9	108.7	108.7	108.6	108.5	108.4	108.3	108.3	108.3	108.2	108.0	107.1		
<b>Special groups:</b>																
All items less shelter.....	108.2	108.1	108.2	107.9	107.7	107.7	107.5	107.5	107.6	107.5	107.4	107.2	107.1	106.7		
All items less food.....	109.0	108.9	108.8	108.8	108.7	108.6	108.6	108.4	108.4	108.5	108.4	108.1	107.8	107.4		
<b>Commodities</b> <sup>11</sup> .....	105.4	105.2	105.3	105.0	104.8	104.9	104.8	104.8	104.9	104.9	104.7	104.5	104.4	104.1		
Nondurables <sup>12</sup> .....	106.4	106.1	106.3	105.8	105.5	105.6	105.6	105.6	105.7	105.6	105.4	105.2	105.3	104.9		
Durables <sup>11 13</sup> .....	102.8	102.8	102.9	102.9	102.8	102.9	102.9	102.9	102.9	103.0	103.1	102.7	102.2	102.1		
Services <sup>11 14 15</sup> .....	115.5	115.4	115.3	115.1	114.9	114.8	114.5	114.3	114.2	114.1	113.9	113.7	113.5	113.0		
<b>Commodities less food</b> <sup>11</sup> .....	104.3	104.2	104.3	104.3	104.3	104.3	104.3	104.1	104.3	104.5	104.2	103.7	103.5	102.8		
Nondurables less food.....	105.8	105.6	105.6	105.6	105.7	105.6	105.6	105.3	105.6	105.9	105.8	105.6	105.2	104.8		
Apparel commodities.....	105.1	104.4	104.7	104.9	104.9	104.7	104.5	104.2	104.2	105.4	105.4	105.3	104.6	104.0		
Apparel less footwear.....	103.9	103.1	103.4	103.7	103.7	103.5	103.2	102.9	102.8	104.2	104.3	104.2	104.3	102.8		
Nondurables less food and apparel.....	106.2	106.3	106.1	106.0	106.1	106.1	106.2	106.0	106.5	106.2	106.0	105.8	105.5	105.3		
New cars.....	98.7	99.9	100.6	100.8	101.2	101.6	101.8	102.2	102.3	102.1	103.2	103.1	99.8	101.5		
Used cars.....	121.9	122.2	122.7	122.7	121.6	120.9	119.6	119.0	119.6	120.3	121.0	120.0	120.1	116.6		
Household durables <sup>16</sup> .....	98.2	98.1	98.3	98.5	98.7	98.7	98.7	98.6	98.7	98.9	98.8	98.7	98.6	98.5		
Housefurnishings.....	98.3	98.1	98.4	98.6	98.7	98.7	98.6	98.4	98.5	98.8	98.8	98.7	98.6	98.5		
<b>Services less rent</b> <sup>11 14</sup> .....	117.4	117.2	117.0	116.8	116.6	116.5	116.3	116.0	116.0	115.8	115.5	115.3	115.1	114.5		
Household services less rent <sup>11</sup> .....	115.3	115.0	114.8	114.7	114.4	114.4	114.3	113.9	114.1	114.0	113.8	113.5	113.4	113.0		
Transportation services.....	115.1	115.0	114.9	114.7	114.6	114.4	114.1	114.2	114.1	113.7	113.3	113.1	112.9	112.4		
Medical care services.....	123.7	123.7	123.4	123.1	122.9	122.7	122.3	122.1	121.7	121.3	121.3	121.1	120.9	120.3		
Other services <sup>11 17</sup> .....	119.0	118.8	118.6	118.4	118.3	118.2	117.7	117.4	117.1	117.1	116.6	116.5	116.2	115.3		

<sup>1</sup> The CPI measures the average change in prices of goods and services purchased by urban wage-earner and clerical-worker families.

<sup>2</sup> Beginning January 1964, the Consumer Price Index structure has been revised to reflect buying patterns of wage earners and clerical workers in the 1960's. The "new series" indexes shown here are based on expenditures of all urban wage-earner and clerical-worker consumers, including single workers living alone, as well as families of two or more persons. Separate indexes for families only (excluding single persons) for the U.S. city average are available on request. The "old series" indexes were discontinued after June 1964.

<sup>3</sup> Includes eggs, fats and oils, sugar and sweets, nonalcoholic beverages, and prepared and partially prepared foods.

<sup>4</sup> Also includes hotel and motel room rates not shown separately.

<sup>5</sup> Includes home purchase, mortgage interest, taxes, insurance, and maintenance and repairs.

<sup>6</sup> Also includes telephone, water, and sewerage service not shown separately.

<sup>7</sup> Called "Solid and petroleum fuels" prior to 1964.

<sup>8</sup> Includes housefurnishings and housekeeping supplies and services.

<sup>9</sup> Includes dry cleaning and laundry of apparel, infants' wear, sewing materials, jewelry, and miscellaneous apparel, not shown separately.

<sup>10</sup> Includes tobacco, alcoholic beverages, and funeral, legal, and bank service charges.

<sup>11</sup> Recalculated group—indexes prior to January 1964 have been recomputed.

<sup>12</sup> Includes foods, paint, furnace filters, shrubbery, fuel oil, coal, household

textiles, housekeeping supplies, apparel, gasoline and motor oil, drugs and pharmaceuticals, toilet goods, nondurable recreational goods, newspapers, magazines, books, tobacco, and alcoholic beverages.

<sup>13</sup> Includes home purchase, which was classified under services prior to 1964, building materials, furniture and bedding, floor coverings, household appliances, dinnerware, tableware, cleaning equipment, power tools, lamps, venetian blinds, hardware, automobiles, tires, radios, television sets, tape recorders, durable toys, and sports equipment.

<sup>14</sup> Excludes home purchase costs which were classified under this heading prior to 1964.

<sup>15</sup> Includes rent, mortgage interest, taxes and insurance on real property, home maintenance and repair services, gas, electricity, telephone, water, sewerage service, household help, postage, laundry and dry cleaning, furniture and apparel repair and upkeep, moving, auto repairs, auto insurance, registration and license fees, parking and garage rent, local transit, taxicab, airplane, train, and bus fares, professional medical services, hospital services, health insurance, barber and beauty shop services, movies, fees for sports, television repairs, and funeral, bank, and legal services.

<sup>16</sup> Called "Durables less cars" prior to 1964. Does not include auto parts, durable toys, and sports equipment.

<sup>17</sup> Includes the services components of apparel, personal care, reading and recreation, and other goods and services. Not comparable with series published prior to 1964.

TABLE D-2. Consumer Price Index—U.S. and selected areas for urban wage earners and clerical workers (including single workers) <sup>1</sup>

[1957-59=100 unless otherwise specified]

Area <sup>2</sup>	1964: New series <sup>3</sup> (except as noted)									1963				Annual average		1947-49=100
	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1963	1962	Sept. 1964
	All Items															
U.S. city average <sup>4</sup>	108.4	108.2	108.3	108.0	107.8	107.8	107.7	107.6	107.7	107.6	107.4	107.2	107.1	106.7	105.4	133.0
Atlanta, Ga.	107.2	( <sup>5</sup> )	( <sup>5</sup> )	106.3	( <sup>5</sup> )	( <sup>5</sup> )	106.6	( <sup>5</sup> )	( <sup>5</sup> )	105.8	( <sup>5</sup> )	( <sup>5</sup> )	105.2	105.1	104.1	132.7
Baltimore, Md.	107.9	( <sup>5</sup> )	( <sup>5</sup> )	108.0	( <sup>5</sup> )	( <sup>5</sup> )	107.5	( <sup>5</sup> )	( <sup>5</sup> )	107.5	( <sup>5</sup> )	( <sup>5</sup> )	107.1	106.8	105.2	133.9
Boston, Mass.	( <sup>5</sup> )	( <sup>5</sup> )	111.2	( <sup>5</sup> )	( <sup>5</sup> )	110.6	( <sup>5</sup> )	( <sup>5</sup> )	110.1	( <sup>5</sup> )	( <sup>5</sup> )	110.0	( <sup>5</sup> )	109.5	107.4	( <sup>5</sup> )
Buffalo, N.Y. (Nov. 1963=100)	( <sup>5</sup> )	101.3	( <sup>5</sup> )	( <sup>5</sup> )	100.7	( <sup>5</sup> )	( <sup>5</sup> )	100.1	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )
Chicago, Ill.-Northwestern Ind.	106.3	106.3	106.6	106.2	105.9	105.7	105.7	105.7	105.8	106.1	105.8	106.0	106.0	105.3	104.6	134.0
Cincinnati, Ohio-Kentucky <sup>6</sup>	107.0	( <sup>5</sup> )	( <sup>5</sup> )	106.1	( <sup>5</sup> )	( <sup>5</sup> )	105.6	( <sup>5</sup> )	( <sup>5</sup> )	105.1	( <sup>5</sup> )	106.0	105.1	104.7	103.6	150.2
Cleveland, Ohio	( <sup>5</sup> )	105.2	( <sup>5</sup> )	( <sup>5</sup> )	104.5	( <sup>5</sup> )	( <sup>5</sup> )	105.2	( <sup>5</sup> )	( <sup>5</sup> )	105.0	( <sup>5</sup> )	( <sup>5</sup> )	104.7	103.5	( <sup>5</sup> )
Dallas, Tex. (Nov. 1963=100)	( <sup>5</sup> )	99.9	( <sup>5</sup> )	( <sup>5</sup> )	100.3	( <sup>5</sup> )	( <sup>5</sup> )	99.7	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )
Detroit, Mich.	104.6	104.3	104.2	103.6	103.2	103.8	103.6	103.1	103.7	103.6	103.7	103.5	103.3	103.2	102.2	129.0
Honolulu, Hawaii (Dec. 1963=100)	100.5	( <sup>5</sup> )	( <sup>5</sup> )	99.9	( <sup>5</sup> )	( <sup>5</sup> )	100.5	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )
Houston, Tex. <sup>6</sup>	( <sup>5</sup> )	107.3	( <sup>5</sup> )	( <sup>5</sup> )	106.9	( <sup>5</sup> )	( <sup>5</sup> )	107.2	( <sup>5</sup> )	( <sup>5</sup> )	106.7	( <sup>5</sup> )	( <sup>5</sup> )	105.7	104.6	( <sup>5</sup> )
Kansas City, Mo.-Kansas <sup>6</sup>	( <sup>5</sup> )	( <sup>5</sup> )	109.5	( <sup>5</sup> )	( <sup>5</sup> )	109.0	( <sup>5</sup> )	( <sup>5</sup> )	108.5	( <sup>5</sup> )	( <sup>5</sup> )	108.7	( <sup>5</sup> )	107.2	106.1	( <sup>5</sup> )
Los Angeles-Long Beach, Calif.	110.0	110.2	109.9	110.0	109.9	109.9	109.7	109.0	109.6	108.7	109.3	109.1	108.6	108.2	106.6	137.2
Milwaukee, Wis. <sup>7</sup>	( <sup>5</sup> )	106.3	( <sup>5</sup> )	( <sup>5</sup> )	105.6	( <sup>5</sup> )	( <sup>5</sup> )	105.2	( <sup>5</sup> )	( <sup>5</sup> )	105.2	( <sup>5</sup> )	( <sup>5</sup> )	104.9	103.9	( <sup>5</sup> )
Minneapolis-St. Paul, Minn. <sup>6</sup>	( <sup>5</sup> )	( <sup>5</sup> )	108.1	( <sup>5</sup> )	( <sup>5</sup> )	107.3	( <sup>5</sup> )	( <sup>5</sup> )	107.5	( <sup>5</sup> )	( <sup>5</sup> )	107.4	( <sup>5</sup> )	107.0	105.5	( <sup>5</sup> )
New York, N.Y.-Northeastern N.J.	110.9	110.5	110.2	110.2	110.2	110.1	110.0	110.1	109.7	109.9	109.7	109.4	109.3	108.7	106.4	133.6
Philadelphia, Pa.-N.J.	109.0	108.6	108.8	108.5	108.4	108.4	108.4	108.7	108.6	108.5	108.3	108.2	107.6	107.2	105.2	133.9
Pittsburgh, Pa.	( <sup>5</sup> )	( <sup>5</sup> )	108.8	( <sup>5</sup> )	( <sup>5</sup> )	108.1	( <sup>5</sup> )	( <sup>5</sup> )	107.7	( <sup>5</sup> )	( <sup>5</sup> )	107.4	( <sup>5</sup> )	107.1	105.9	( <sup>5</sup> )
Portland, Oreg.-Wash. <sup>8</sup>	( <sup>5</sup> )	( <sup>5</sup> )	109.1	( <sup>5</sup> )	( <sup>5</sup> )	108.6	( <sup>5</sup> )	( <sup>5</sup> )	107.6	( <sup>5</sup> )	( <sup>5</sup> )	107.1	( <sup>5</sup> )	106.6	104.6	( <sup>5</sup> )
St. Louis, Mo.-Ill.	108.7	( <sup>5</sup> )	( <sup>5</sup> )	107.7	( <sup>5</sup> )	( <sup>5</sup> )	107.5	( <sup>5</sup> )	( <sup>5</sup> )	107.3	( <sup>5</sup> )	( <sup>5</sup> )	106.5	106.2	105.1	134.9
San Francisco-Oakland, Calif.	111.0	( <sup>5</sup> )	( <sup>5</sup> )	110.6	( <sup>5</sup> )	( <sup>5</sup> )	109.9	( <sup>5</sup> )	( <sup>5</sup> )	109.9	( <sup>5</sup> )	( <sup>5</sup> )	109.2	108.9	107.4	140.9
Scranton, Pa. <sup>9</sup>	( <sup>5</sup> )	110.0	( <sup>5</sup> )	( <sup>5</sup> )	108.7	( <sup>5</sup> )	( <sup>5</sup> )	108.8	( <sup>5</sup> )	( <sup>5</sup> )	107.9	( <sup>5</sup> )	( <sup>5</sup> )	107.3	105.9	( <sup>5</sup> )
Seattle, Wash.	( <sup>5</sup> )	110.3	( <sup>5</sup> )	( <sup>5</sup> )	109.1	( <sup>5</sup> )	( <sup>5</sup> )	109.4	( <sup>5</sup> )	( <sup>5</sup> )	109.3	( <sup>5</sup> )	( <sup>5</sup> )	108.2	106.5	( <sup>5</sup> )
Washington, D.C.-Md.-Va.	( <sup>5</sup> )	108.7	( <sup>5</sup> )	( <sup>5</sup> )	107.5	( <sup>5</sup> )	( <sup>5</sup> )	107.3	( <sup>5</sup> )	( <sup>5</sup> )	107.1	( <sup>5</sup> )	( <sup>5</sup> )	106.4	104.6	( <sup>5</sup> )
	Food															
U.S. city average <sup>4</sup>	107.2	106.9	107.2	106.2	105.5	105.7	105.7	106.0	105.8	105.4	105.1	104.9	105.4	105.1	103.6	-----
Atlanta, Ga.	106.1	105.4	104.9	103.9	103.9	103.9	104.0	104.0	104.4	103.8	103.7	104.0	104.1	103.8	103.0	-----
Baltimore, Md.	107.1	106.6	107.1	( <sup>9</sup> )	( <sup>9</sup> )	106.1	106.2	106.3	105.9	105.7	104.4	104.7	105.4	104.7	103.3	-----
Boston, Mass.	110.8	111.1	111.0	109.2	109.1	108.5	108.8	108.5	108.4	108.4	108.0	108.1	108.1	107.4	104.6	-----
Buffalo, N.Y. (Nov. 1963=100)	102.4	102.2	102.6	101.9	100.9	101.1	101.1	100.8	100.4	( <sup>9</sup> )	( <sup>9</sup> )	( <sup>9</sup> )	( <sup>9</sup> )	( <sup>9</sup> )	( <sup>9</sup> )	( <sup>9</sup> )
Chicago, Ill.-Northwestern Ind.	107.0	106.3	106.8	105.7	104.8	105.1	105.1	105.7	105.8	106.1	105.8	106.0	106.0	105.7	104.6	-----
Cincinnati, Ohio-Kentucky <sup>6</sup>	106.2	105.5	105.7	105.1	103.9	103.3	103.4	103.2	103.9	102.7	102.5	102.6	103.2	102.9	101.9	-----
Cleveland, Ohio	103.0	102.5	102.3	101.3	101.0	101.5	101.5	102.1	102.3	101.9	101.6	101.7	102.2	101.8	101.0	-----
Dallas, Tex. (Nov. 1963=100)	101.0	100.9	100.5	100.0	99.5	100.1	99.7	100.1	100.0	( <sup>9</sup> )	( <sup>9</sup> )	( <sup>9</sup> )	( <sup>9</sup> )	( <sup>9</sup> )	( <sup>9</sup> )	( <sup>9</sup> )
Detroit, Mich.	102.4	102.4	103.0	101.8	101.0	101.4	101.1	101.4	101.4	100.8	100.9	100.7	101.3	101.5	101.1	-----
Honolulu, Hawaii (Dec. 1963=100)	100.8	101.1	100.8	100.7	100.6	100.8	100.5	100.3	99.8	( <sup>9</sup> )	( <sup>9</sup> )	( <sup>9</sup> )	( <sup>9</sup> )	( <sup>9</sup> )	( <sup>9</sup> )	( <sup>9</sup> )
Houston, Tex. <sup>6</sup>	105.8	105.8	105.8	104.9	104.6	105.2	105.1	105.5	105.6	105.5	105.0	104.8	105.3	103.8	102.9	-----
Kansas City, Mo.-Kansas <sup>6</sup>	108.2	108.4	108.2	106.6	106.3	106.5	106.7	106.0	105.9	105.3	105.2	105.1	105.0	104.3	103.3	-----
Los Angeles-Long Beach, Calif.	108.3	108.1	108.3	107.6	107.4	107.9	107.3	108.0	108.1	107.8	107.6	107.5	107.0	107.1	105.5	-----
Milwaukee, Wis. <sup>7</sup>	105.6	105.6	( <sup>9</sup> )	( <sup>9</sup> )	104.9	( <sup>9</sup> )	( <sup>9</sup> )	104.3	( <sup>9</sup> )	( <sup>9</sup> )	104.8	( <sup>9</sup> )	( <sup>9</sup> )	104.9	104.2	-----
Minneapolis-St. Paul, Minn. <sup>6</sup>	105.7	104.6	105.7	104.7	104.2	103.7	103.3	103.8	104.0	103.4	103.0	103.2	102.9	102.5	101.8	-----
New York, N.Y.-Northeastern N.J.	109.6	108.9	109.2	108.0	107.5	107.5	107.5	108.1	108.1	107.8	107.4	106.9	107.4	107.1	104.9	-----
Philadelphia, Pa.-N.J.	105.9	105.4	105.8	104.9	104.5	104.5	104.3	105.5	105.2	104.3	103.9	104.3	104.3	104.2	103.1	-----
Pittsburgh, Pa.	106.2	105.5	105.9	104.3	103.5	104.1	104.8	104.3	103.8	103.3	102.9	102.9	103.6	103.6	102.4	-----
Portland, Oreg.-Wash. <sup>8</sup>	108.1	107.7	108.1	106.9	106.4	106.8	106.0	106.5	106.2	105.6	105.4	105.2	105.5	105.2	103.6	-----
St. Louis, Mo.-Ill.	109.1	108.7	108.5	107.6	106.6	106.7	106.1	106.1	106.1	105.9	105.1	105.1	105.3	104.9	103.0	-----
San Francisco-Oakland, Calif.	107.6	107.3	108.3	107.2	107.0	107.7	108.0	108.0	107.3	106.5	107.0	106.6	107.2	106.8	105.4	-----
Scranton, Pa. <sup>9</sup>	106.8	106.8	107.4	105.2	104.7	104.5	104.7	105.0	104.9	104.7	103.8	104.4	104.8	104.1	103.1	-----
Seattle, Wash.	109.3	109.1	109.2	108.5	107.9	108.7	108.4	108.7	108.2	107.9	107.4	107.4	107.6	107.3	105.7	-----
Washington, D.C.-Md.-Va.	108.0	107.5	107.5	105.3	104.9	105.2	105.0	104.9	104.6	103.9	104.0	104.6	105.0	104.2	102.0	-----

<sup>1</sup> See footnote 1, table D-1. Indexes measure time-to-time changes in prices. They do not indicate whether it costs more to live in one area than in another.

<sup>2</sup> The areas listed include, for the new series, not only the central city but the entire urban portion of the Standard Metropolitan Statistical Area, as defined for the 1960 Census of Population; except that the Standard Consolidated Area is used for New York and Chicago. For the old series "area" refers to the "urbanized area."

<sup>3</sup> See footnote 2, table D-1.

<sup>4</sup> Average of 50 "cities" (metropolitan areas and nonmetropolitan urban places).

<sup>5</sup> All items indexes are computed monthly for 5 areas and once every 3 months on a rotating cycle for other areas.

<sup>6</sup> Old series. Indexes for Cincinnati, Houston, Kansas City, and Minneapolis will be published on the old series basis through 1964 and the first part of 1965, and will be added to the new series national index in 1966.

<sup>7</sup> Old series. The present index for Milwaukee, calculated by special arrangement with the City of Milwaukee, is now published on the old series basis, and will also be added to the new series national index in 1966.

<sup>8</sup> Old series. Contrary to original plans, indexes for Portland and Scranton will be published on the old series basis temporarily.

<sup>9</sup> Insufficient data due to work stoppage in food stores.

TABLE D-3. Indexes of wholesale prices,<sup>1</sup> by group and subgroup of commodities[1957-59=100, unless otherwise specified]<sup>2</sup>

Commodity group	1964									1963				Annual average	
	Sept. <sup>3</sup>	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1963	1962
All commodities.....	100.7	100.3	100.4	100.0	100.1	100.3	100.4	100.5	101.0	100.3	100.7	100.5	100.3	100.3	100.6
Farm products and processed foods.....	99.3	97.7	98.1	97.1	96.8	97.8	98.2	98.1	99.7	97.2	99.7	99.1	98.5	98.7	99.6
Farm products.....	95.6	93.6	94.1	93.2	93.7	94.4	95.2	94.5	96.3	93.3	96.2	95.1	95.5	95.7	97.7
Fresh and dried fruits and vegetables.....	101.1	97.9	108.9	113.1	107.4	105.9	104.9	97.9	95.9	94.8	96.1	89.1	88.0	96.1	97.7
Grains.....	90.2	85.7	85.7	89.8	103.2	103.3	99.1	102.0	103.9	101.8	100.3	101.8	102.9	101.9	98.8
Livestock and live poultry.....	90.9	88.4	87.7	82.3	81.2	82.4	83.8	82.8	84.7	79.9	87.9	88.0	88.6	88.8	96.2
Plant and animal fibers.....	94.4	96.0	99.4	101.2	101.3	102.1	102.1	101.7	101.5	101.4	99.8	99.4	99.4	100.6	98.4
Fluid milk.....	103.6	101.8	100.5	98.8	98.4	99.6	101.2	102.3	102.8	103.4	103.2	102.6	101.8	100.6	101.2
Eggs.....	96.9	98.6	87.3	88.7	76.9	79.5	90.5	89.7	106.3	99.8	102.4	97.9	107.8	94.0	95.2
Hay, hayseeds, and oilseeds.....	108.8	105.8	105.6	105.1	104.9	107.4	110.7	113.9	115.5	114.6	111.5	114.1	110.5	113.0	105.4
Other farm products.....	96.8	98.5	98.3	98.7	99.4	99.5	100.7	96.4	99.0	90.6	90.7	90.4	89.0	89.3	91.8
Processed foods.....	102.2	101.0	101.2	100.2	99.4	100.4	100.5	100.9	102.5	100.4	102.5	102.2	100.9	101.1	101.2
Cereal and bakery products.....	108.1	108.3	108.6	107.9	107.5	107.8	106.8	107.4	107.0	106.9	107.3	107.7	107.0	107.3	107.6
Meats, poultry, and fish.....	96.0	93.3	93.3	90.2	86.9	88.3	88.7	88.9	91.8	87.7	91.7	93.2	94.2	93.3	99.1
Dairy products and ice cream.....	108.7	107.3	107.0	107.1	106.6	107.1	107.3	107.5	108.0	108.1	107.9	107.4	108.0	107.5	106.9
Canned and frozen fruits and vegetables.....	102.4	102.3	105.3	106.1	106.3	107.3	107.5	107.4	107.2	106.8	106.4	105.8	105.3	103.9	98.0
Sugar and confectionery.....	105.1	106.4	106.6	108.0	111.9	115.5	117.3	122.9	130.3	124.9	131.2	125.4	112.5	118.4	102.2
Packaged beverage materials.....	98.2	98.2	98.4	98.3	98.3	98.1	98.1	94.6	90.6	85.7	84.1	81.8	80.9	81.2	81.7
Animal fats and oils.....	97.3	93.5	90.8	90.7	89.2	90.0	89.3	91.0	88.2	88.4	93.5	90.2	84.1	83.9	88.4
Crude vegetable oils.....	87.7	82.3	80.4	78.5	79.0	75.1	75.1	73.7	74.4	76.7	84.0	84.8	78.6	82.0	84.5
Refined vegetable oils.....	84.0	79.4	79.2	76.5	77.0	77.1	75.9	74.8	74.8	77.4	84.1	82.3	80.8	84.2	93.1
Vegetable oil end products.....	88.3	87.7	87.7	87.3	87.3	87.5	87.6	88.1	87.9	87.9	87.4	86.0	86.2	88.0	97.3
Miscellaneous processed foods.....	109.3	108.9	108.8	108.4	108.9	110.0	107.7	106.6	107.4	107.4	107.8	108.7	106.5	104.3	101.8
All commodities except farm products.....	101.3	101.1	101.1	100.9	100.8	101.0	101.0	101.2	101.5	101.1	101.2	101.2	100.8	100.8	100.9
All commodities except farm and foods.....	101.1	101.1	101.1	100.9	101.1	101.1	101.1	101.2	101.3	101.2	100.9	100.9	100.7	100.7	100.8
Textile products and apparel.....	101.2	101.2	101.1	101.0	101.2	101.1	101.2	101.2	101.2	101.2	101.1	100.7	100.5	100.5	100.6
Cotton products.....	98.9	98.6	98.3	98.7	99.6	100.5	101.1	101.2	101.3	101.5	101.3	100.2	99.9	100.3	101.7
Wool products.....	102.9	103.0	102.6	102.8	102.8	103.2	103.3	103.3	103.2	102.8	101.6	100.6	100.6	100.9	99.1
Manmade fiber textile products.....	95.6	95.8	96.2	96.2	96.0	95.5	95.5	95.1	94.7	94.6	94.4	94.2	94.0	93.9	93.9
Silk products.....	117.0	117.0	117.0	117.0	116.4	116.4	116.6	116.8	121.6	126.3	130.5	126.1	130.1	139.9	125.9
Apparel.....	103.3	103.3	103.3	102.8	102.7	102.3	102.3	102.3	102.3	102.3	102.3	102.2	102.2	101.9	101.5
Miscellaneous textile products.....	120.7	119.8	117.2	117.3	116.2	115.8	115.8	116.7	117.6	115.3	118.3	116.3	116.2	117.1	122.4
Hides, skins, leather, and leather products.....	105.5	105.6	105.4	104.8	104.7	104.5	102.5	102.5	102.7	103.0	103.5	103.4	103.1	104.2	107.4
Hides and skins.....	95.5	96.0	92.6	90.3	85.7	88.1	75.7	74.0	76.1	76.3	82.7	80.5	77.3	84.0	106.2
Leather.....	104.0	104.5	104.7	103.3	104.5	102.0	99.6	99.7	99.5	99.5	99.7	99.5	99.5	101.9	108.5
Footwear.....	108.4	108.3	108.3	108.3	108.3	108.3	108.2	108.2	108.3	108.2	108.2	108.4	108.4	108.3	108.6
Other leather products.....	103.8	103.7	103.9	103.2	103.4	103.8	101.4	101.9	101.9	103.3	103.2	103.4	103.4	104.0	104.3
Fuel and related products, and power.....	95.5	96.4	96.7	96.3	96.4	96.1	97.0	99.0	99.5	99.3	97.9	98.8	99.0	99.8	100.2
Coal.....	97.2	96.6	96.1	95.3	95.1	95.0	97.1	98.1	98.3	98.3	98.3	97.7	97.2	96.9	96.8
Coke.....	107.3	107.3	107.3	107.3	107.3	106.1	103.6	103.6	103.6	103.6	103.6	103.6	103.6	103.6	103.6
Gas fuels.....	121.4	121.2	120.2	116.0	116.6	120.4	123.2	126.8	124.8	124.8	122.3	122.0	121.7	122.8	119.2
Electric power.....	101.5	101.4	100.6	100.9	101.3	101.3	99.4	101.3	101.3	101.3	101.3	101.4	101.8	102.0	102.8
Petroleum products, refined.....	89.5	91.4	92.5	92.3	92.2	91.1	92.9	95.3	96.6	96.1	93.8	95.6	95.9	97.2	98.2
Chemicals and allied products.....	96.6	96.5	96.6	96.5	96.7	96.6	96.5	96.4	96.3	96.2	96.3	96.2	96.0	96.3	97.5
Industrial chemicals.....	93.9	93.9	94.3	94.3	94.5	94.4	94.4	94.2	94.3	94.3	94.2	94.2	94.5	94.8	96.3
Prepared paint.....	104.8	104.8	104.1	103.9	104.8	104.8	104.8	104.6	105.1	105.1	104.9	103.9	103.9	103.8	103.8
Paint materials.....	89.9	89.8	90.7	90.8	91.8	91.6	91.8	91.5	91.2	91.0	91.1	90.8	89.2	91.1	95.6
Drugs and pharmaceuticals.....	94.6	94.7	94.8	94.6	95.5	95.4	95.2	95.3	95.4	95.0	95.0	94.9	94.9	95.1	96.0
Fats and oils inedible.....	106.2	101.3	95.9	93.2	88.6	87.3	85.8	83.2	83.1	85.0	90.2	88.5	81.3	80.3	76.3
Mixed fertilizer.....	104.4	103.4	103.5	103.6	103.6	103.9	103.8	103.8	103.6	103.5	103.7	103.8	103.8	103.6	103.8
Fertilizer materials.....	99.1	100.2	101.1	100.2	100.2	100.2	100.2	100.2	99.4	98.4	98.4	97.1	97.2	99.9	101.9
Other chemicals and allied products.....	99.6	99.6	99.6	99.5	99.4	99.3	99.1	99.1	99.2	99.1	99.0	99.0	99.0	99.0	99.4
Rubber and rubber products.....	91.9	91.8	91.8	91.6	92.6	93.1	93.9	93.6	93.7	93.8	94.2	94.2	93.4	93.8	93.3
Crude rubber.....	90.4	89.9	90.0	90.6	90.7	91.3	91.2	89.5	89.4	89.9	91.6	91.5	88.9	91.9	93.6
Tires and tubes.....	88.0	88.0	88.0	88.0	88.0	88.0	88.0	91.3	91.3	91.4	91.7	91.7	91.7	90.1	87.1
Miscellaneous rubber products.....	96.4	96.4	96.4	95.7	97.9	97.8	97.7	97.6	97.9	97.9	97.9	97.9	97.9	98.3	99.4
Lumber and wood products.....	100.6	100.9	101.2	101.4	101.8	101.8	101.0	101.0	99.9	99.0	99.1	99.2	99.2	99.9	96.5
Lumber.....	100.7	101.1	101.5	101.8	102.2	102.0	101.4	100.3	99.2	99.2	99.3	99.3	100.7	98.9	96.5
Millwork.....	109.1	109.1	109.1	109.0	108.9	108.8	107.4	106.9	106.7	106.3	106.2	106.2	105.6	104.0	101.8
Plywood.....	91.7	91.8	92.3	92.6	94.2	94.9	94.6	92.2	91.1	92.4	92.5	92.4	92.6	93.5	92.4
Pulp, paper, and allied products.....	98.7	98.7	98.7	98.7	98.7	99.1	99.3	99.9	99.8	99.4	99.4	99.4	99.5	99.1	99.2
Woodpulp.....	95.5	95.5	95.5	95.5	95.5	96.2	96.1	96.1	96.1	96.1	96.1	96.1	96.1	96.1	96.1
Wastepaper.....	92.2	93.3	93.4	93.5	90.8	90.2	91.9	91.1	91.1	90.8	91.0	90.7	90.9	92.2	97.5
Paper.....	103.7	103.7	103.7	103.7	103.7	103.6	103.5	103.1	103.1	102.9	102.9	102.8	102.2	102.4	102.6
Paperboard.....	96.4	96.4	96.5	96.5	96.5	96.5	96.5	96.5	96.5	96.5	96.6	96.6	94.1	94.7	
Converted paper and paperboard products.....	97.6	97.6	97.5	97.6	97.6	98.6	98.9	100.1	100.0	99.5	99.4	99.4	99.8	99.7	101.0
Building paper and board.....	94.3	93.9	94.2	94.4	94.4	93.5	93.7	95.0	95.2	95.2	95.1	96.9	97.6	96.2	97.2

See footnotes at end of table.

TABLE D-3. Indexes of wholesale prices,<sup>1</sup> by group and subgroup of commodities—Continued[1957-59=100, unless otherwise specified]<sup>2</sup>

Commodity group	1964									1963				Annual average	
	Sept. <sup>3</sup>	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1963	1962
All commodities except farm and foods—Continued															
Metals and metal products.....	103.0	<sup>4</sup> 103.0	102.5	102.3	102.1	102.2	102.0	101.8	101.7	101.3	101.0	100.9	100.3	100.1	100.0
Iron and steel.....	100.5	101.2	100.7	100.4	100.3	100.2	100.2	100.2	100.2	100.0	99.9	99.9	99.1	99.1	99.3
Nonferrous metals.....	107.0	<sup>4</sup> 105.8	104.4	104.0	103.9	104.0	102.8	101.7	101.4	101.0	100.2	99.9	99.6	99.1	99.2
Metal containers.....	105.6	105.6	105.6	105.6	105.6	105.6	105.6	105.6	104.6	104.6	104.6	104.6	104.7	104.7	103.7
Hardware.....	104.9	<sup>4</sup> 104.9	104.9	104.8	104.8	104.8	104.8	104.6	104.6	104.3	104.4	104.4	104.4	104.1	104.0
Plumbing fixtures and brass fittings.....	103.0	<sup>4</sup> 102.9	101.3	100.5	100.5	100.3	100.3	100.4	100.5	100.6	100.6	100.6	100.6	100.5	100.1
Heating equipment.....	91.7	<sup>4</sup> 91.7	92.1	92.4	92.0	92.1	92.1	91.8	92.0	92.7	92.8	93.1	93.1	92.9	93.2
Fabricated structural metal products.....	99.6	99.4	99.3	99.2	98.7	98.9	98.7	99.1	99.0	98.8	98.8	98.7	98.6	98.2	98.2
Fabricated nonstructural metal products.....	108.1	108.0	108.0	108.4	108.2	108.9	109.0	109.4	109.3	108.2	107.1	107.0	105.0	105.1	103.9
Machinery and motive products.....	102.9	<sup>4</sup> 102.9	103.1	103.0	103.3	102.9	102.7	102.5	102.5	102.6	102.5	102.3	102.2	102.2	102.3
Agricultural machinery and equipment.....	112.9	113.1	112.9	112.7	112.7	112.7	112.6	112.5	112.1	111.9	111.4	111.2	110.9	111.1	109.5
Construction machinery and equipment.....	112.4	112.3	112.3	112.3	112.3	112.2	112.0	111.8	111.8	111.2	110.9	110.4	110.1	109.6	107.8
Metalworking machinery and equipment.....	113.3	113.3	113.3	112.4	111.8	111.4	111.2	111.0	110.8	110.8	110.5	110.3	110.2	109.8	109.3
General purpose machinery and equipment.....	104.0	<sup>4</sup> 103.9	104.4	<sup>4</sup> 104.5	104.8	104.7	104.8	104.6	104.6	104.6	104.4	104.2	104.1	103.8	103.3
Miscellaneous machinery.....	104.6	104.7	104.7	104.5	104.4	104.4	104.4	104.3	104.1	103.7	103.7	103.5	103.5	103.5	103.2
Special industry machinery and equipment <sup>6</sup> .....	106.0	106.0	106.0	105.9	105.8	105.8	105.8	105.2	105.2	105.0	104.7	104.8	104.6	104.0	101.9
Electrical machinery and equipment.....	96.6	96.6	96.5	96.5	97.7	97.7	97.0	96.9	96.9	97.7	97.5	97.4	97.2	97.4	98.4
Motor vehicles.....	100.5	<sup>4</sup> 100.7	<sup>4</sup> 100.9	<sup>4</sup> 100.9	101.2	99.9	99.9	99.8	99.8	99.9	99.9	99.9	99.3	100.0	100.8
Transportation equipment railroad rolling stock <sup>6</sup> .....	100.6	100.6	100.6	100.1	100.1	100.1	100.5	100.5	100.5	100.5	100.5	100.5	100.5	100.5	100.5
Furniture and other household durables.....	98.6	98.6	98.6	98.5	98.6	98.6	98.5	98.5	98.5	98.0	98.1	98.1	98.1	98.1	98.8
Household furniture.....	105.6	<sup>4</sup> 105.6	105.4	105.3	105.3	105.2	105.0	105.0	105.0	104.7	104.8	104.8	104.8	104.6	103.8
Commercial furniture.....	103.2	103.2	103.2	103.2	103.1	103.1	103.1	103.1	103.1	103.1	103.1	103.1	103.2	102.7	102.3
Floor coverings.....	99.0	99.0	99.0	98.6	99.8	100.1	100.1	100.1	100.1	98.0	97.9	97.4	96.8	96.6	97.0
Household appliances.....	91.3	91.3	91.2	91.2	91.6	91.6	91.7	91.8	91.5	91.1	91.2	91.2	91.4	91.8	94.0
Television, radio receivers, and phonographs.....	87.3	87.3	87.3	87.3	87.3	87.3	87.2	87.2	87.2	87.3	87.8	87.8	87.8	88.6	91.1
Other household durable goods.....	104.4	104.4	104.4	104.4	104.3	104.1	103.7	103.7	103.6	103.3	103.4	103.4	103.5	103.2	103.1
Nonmetallic mineral products.....	101.7	<sup>4</sup> 101.7	101.5	101.4	101.3	101.3	101.1	101.2	101.1	101.3	101.2	101.3	101.1	101.3	101.8
Flat glass.....	103.1	<sup>4</sup> 103.1	102.4	102.4	102.4	102.8	101.7	101.0	101.0	101.0	101.0	101.6	100.0	98.3	97.0
Concrete ingredients.....	102.8	<sup>4</sup> 102.8	102.7	102.8	102.7	102.8	102.7	102.7	102.7	103.1	102.9	102.9	103.0	103.0	103.2
Concrete products.....	100.9	100.8	100.9	100.8	100.6	100.6	100.7	101.0	101.2	101.4	101.4	101.3	101.3	101.7	102.6
Structural clay products.....	104.6	104.5	104.4	104.5	104.5	104.5	103.9	103.8	103.5	103.5	103.5	103.4	103.4	103.6	103.5
Gypsum products.....	108.6	108.6	108.6	108.6	108.6	108.6	108.6	108.6	106.1	106.1	106.1	106.1	106.1	105.4	105.0
Prepared asphalt roofing.....	91.2	91.2	88.9	86.4	86.4	86.4	86.4	87.4	87.4	87.4	87.4	87.4	88.2	90.0	94.8
Other nonmetallic minerals.....	101.5	101.8	101.8	101.7	101.3	101.3	101.3	101.3	101.3	101.4	101.4	101.4	100.9	101.4	102.2
Tobacco products and bottled beverages.....	107.5	107.5	107.3	107.4	107.3	107.1	107.1	107.1	107.6	107.5	107.5	107.5	107.5	106.1	104.1
Tobacco products.....	106.1	106.0	106.0	106.0	106.0	106.0	106.0	105.9	105.9	105.9	105.9	105.9	105.7	104.5	102.1
Alcoholic beverages.....	100.8	100.8	100.3	100.3	100.5	100.7	100.7	101.0	101.0	101.0	100.9	100.9	101.0	101.0	101.0
Nonalcoholic beverages.....	127.3	127.4	127.4	127.4	126.6	125.3	125.3	125.3	127.7	127.7	127.7	127.7	127.7	122.6	116.9
Miscellaneous products.....	109.2	<sup>4</sup> 107.3	107.5	106.7	107.2	109.5	109.8	110.9	112.6	112.2	110.9	111.2	111.8	110.4	107.3
Toys, sporting goods, small arms, ammunition.....	101.2	101.0	101.0	100.9	100.8	100.8	101.1	100.9	100.9	101.1	101.0	101.1	101.1	101.0	100.8
Manufactured animal feeds.....	113.7	<sup>4</sup> 110.2	110.7	109.6	110.5	114.8	115.3	117.4	120.4	119.7	117.2	117.9	119.0	116.4	110.6
Notions and accessories.....	99.1	99.1	99.1	99.1	99.1	99.1	99.1	99.1	99.1	99.1	99.1	99.1	99.1	98.8	98.7
Jewelry, watches, and photographic equipment.....	103.8	103.9	103.9	102.9	103.2	103.2	103.2	103.3	103.6	103.6	103.6	103.5	103.4	103.7	104.2
Other miscellaneous products.....	103.1	102.5	102.5	102.4	102.4	102.4	102.4	101.7	101.7	101.4	101.4	101.1	101.1	101.4	101.3

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> Preliminary.

<sup>4</sup> Revised.

<sup>5</sup> January 1958=100.

<sup>6</sup> January 1961=100.

TABLE D-4. Indexes of wholesale prices for special commodity groupings<sup>1</sup>[1957-59=100, unless otherwise specified]<sup>2</sup>

Commodity group	1964									1963				Annual average	
	Sept. <sup>3</sup>	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1963	1962
All foods.....	101.9	100.7	101.3	100.8	99.2	100.1	100.5	100.3	102.1	99.9	101.9	101.0	100.2	100.4	100.6
All fish.....	108.5	105.4	106.6	105.6	105.4	103.1	104.1	109.0	109.8	107.5	106.1	106.8	107.1	112.0	119.2
All commodities except farm products.....	101.3	101.1	101.1	100.9	100.8	101.0	101.0	101.2	101.5	101.1	101.2	101.2	100.8	100.8	100.9
Textile products, excluding hard fiber products.....	98.4	98.3	98.3	98.5	98.9	99.2	99.5	99.4	99.4	99.1	98.3	98.1	98.3	98.3	98.8
Bituminous coal—domestic sizes.....	97.6	95.4	93.9	92.4	92.0	92.1	97.9	100.6	101.1	101.0	100.9	100.6	99.0	98.4	98.3
Refined petroleum products.....	89.5	91.4	92.5	92.2	92.2	91.1	92.9	95.3	96.6	96.1	93.8	95.6	95.9	97.2	98.2
East Coast markets.....	91.8	91.8	91.8	91.8	92.3	93.4	95.1	97.8	97.8	97.8	95.1	93.4	93.4	96.7	99.4
Midcontinent markets.....	81.7	83.1	90.2	88.8	90.2	84.5	88.5	89.7	94.5	93.0	85.4	96.8	99.7	96.6	98.2
Gulf Coast markets.....	91.3	94.3	94.3	94.3	94.3	94.3	95.4	96.5	96.7	96.1	96.1	95.4	95.4	97.6	98.6
Pacific Coast markets.....	88.2	89.7	88.2	88.2	84.1	84.1	84.1	87.7	87.7	89.2	89.2	89.2	89.7	89.7	90.9
Midwest markets <sup>4</sup> .....	84.6	85.8	85.8	85.8	86.4	84.5	88.3	93.7	95.5	94.6	90.8	92.1	90.9	94.2	94.2
Soaps.....	107.6	106.8	106.8	106.5	106.5	106.0	105.4	105.4	105.4	105.4	105.4	105.4	105.4	104.3	102.6
Synthetic detergents.....	99.8	99.8	99.8	99.8	99.4	99.4	99.4	99.4	99.4	99.4	99.4	99.4	99.6	99.6	99.7
Pharmaceutical preparations.....	96.7	96.8	96.8	96.6	97.7	97.5	97.4	97.5	97.5	97.1	96.9	96.7	96.7	96.8	97.3
Ethical preparations <sup>5</sup> .....	94.7	94.8	94.8	94.8	96.2	96.2	96.2	96.2	96.2	95.8	95.8	95.5	95.5	95.7	96.9
Anti-infectives <sup>5</sup> .....	83.4	83.4	83.4	83.4	88.2	88.2	88.2	88.2	88.2	88.2	88.2	88.2	88.2	88.4	93.1
Anti-arthritics <sup>5</sup> .....	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	100.6
Sedatives and hypnotics <sup>5</sup> .....	113.2	113.2	113.2	113.2	113.2	113.4	113.2	113.2	113.2	113.2	113.2	113.2	113.2	113.0	112.5
Ataractics <sup>5</sup> .....	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 <sup>5</sup> .....	100.2	100.2	100.2	100.2	100.2	100.2	100.2	100.2	100.2	100.2	100.2	100.2	100.0	100.1	100.0
Cardiovasculars and anti-hypertensives <sup>5</sup> .....	97.6	97.6	97.6	97.6	97.6	97.6	97.6	97.6	97.6	97.6	97.6	97.6	97.6	99.9	100.5
Diabetics <sup>5</sup> .....	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	103.8	104.0
Hormones <sup>5</sup> .....	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	100.1	99.6
Diuretics <sup>5</sup> .....	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 <sup>5</sup> .....	108.7	108.7	108.7	108.7	108.7	108.7	108.7	108.7	108.7	108.7	108.7	108.7	108.7	108.3	100.7
Hematitics <sup>5</sup> .....	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	108.8	108.5
Analgics <sup>5</sup> .....	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	101.8
Anti-obesity preparations <sup>5</sup> .....	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 <sup>5</sup> .....	100.6	104.0	104.0	104.0	104.0	104.0	104.0	104.0	104.0	96.8	96.8	96.8	97.0	99.3	100.0
Vitamins <sup>5</sup> .....	87.7	87.7	87.7	87.7	87.7	87.7	87.7	87.7	87.7	87.7	87.7	87.7	87.7	87.9	88.1
Proprietary preparations <sup>5</sup> .....	103.4	103.4	103.5	102.7	103.4	102.7	102.2	102.7	102.6	102.1	101.6	101.6	101.5	101.5	100.5
Vitamins <sup>5</sup> .....	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	100.3	100.1
Cough and cold preparations <sup>5</sup> .....	100.9	100.9	101.5	101.5	100.5	100.5	100.5	99.9	99.2	99.2	99.2	99.2	98.6	99.6	100.0
Laxatives and elimination aids <sup>5</sup> .....	105.4	105.4	105.4	105.4	105.0	105.0	104.7	104.7	104.4	103.8	103.8	103.8	103.8	103.5	101.1
Internal analgesics <sup>5</sup> .....	102.1	102.1	102.1	102.1	102.1	102.1	102.1	102.1	102.1	101.9	101.9	101.9	101.9	101.8	101.2
Tonics and alteratives <sup>5</sup> .....	100.2	100.2	100.2	100.2	100.2	100.2	100.2	100.2	100.2	100.0	100.0	100.0	100.0	100.0	100.0
External analgesics <sup>5</sup> .....	103.3	103.3	102.8	102.8	102.8	102.8	102.8	102.8	102.8	102.3	102.3	102.3	102.3	102.3	100.8
Antiseptics <sup>5</sup> .....	110.6	110.6	110.6	105.2	110.6	106.8	103.5	106.8	106.8	104.9	104.9	104.9	104.9	103.5	100.4
Antacids <sup>5</sup> .....	103.0	103.0	103.0	103.0	103.0	103.0	103.0	103.0	103.0	98.9	98.9	98.9	98.9	99.7	99.6
Lumber and wood products (excluding millwork).....	98.7	99.1	99.4	99.8	100.4	100.4	99.8	98.5	97.4	97.6	97.8	98.9	98.9	97.7	95.6
Softwood lumber.....	99.1	99.7	100.1	100.6	101.1	100.9	100.4	99.2	97.7	97.8	97.9	98.1	99.9	98.0	95.9
Pulp, paper, and allied products (excluding building paper and board).....	98.9	98.9	98.9	98.9	98.8	99.4	99.6	100.1	100.0	99.6	99.6	99.6	99.2	99.3	100.1
Special metals and metal products <sup>6</sup> .....	102.8	102.8	102.5	102.4	102.3	102.0	101.9	101.7	101.6	101.4	101.1	101.1	100.5	100.5	100.5
Steel mill products.....	102.3	102.9	102.9	103.0	103.1	103.1	103.2	103.2	103.1	103.1	103.1	103.0	102.0	102.0	101.4
Machinery and equipment.....	103.8	103.8	103.8	103.7	104.1	104.1	103.8	103.6	103.5	103.7	103.5	103.3	103.2	103.1	102.9
Agricultural machinery (including tractors).....	114.3	114.5	114.3	114.1	114.1	114.0	113.9	113.8	113.4	113.2	112.6	112.4	112.1	112.2	110.5
Metalworking machinery.....	113.1	113.1	113.1	112.5	111.9	111.4	111.4	111.1	110.8	110.8	110.4	110.1	109.9	109.4	108.8
All tractors.....	114.3	114.3	114.1	114.1	114.0	114.0	113.9	113.9	113.2	112.6	111.9	111.3	111.3	111.3	109.4
Industrial valves.....	107.3	107.2	107.9	107.9	107.9	107.9	107.9	107.9	107.6	107.8	107.8	107.8	107.2	107.5	107.4
Industrial fittings.....	93.0	93.0	93.5	92.4	94.8	94.8	94.8	94.8	96.5	96.5	96.5	96.5	95.7	93.0	93.0
Antifriction bearings and components.....	86.8	86.7	89.2	90.6	91.8	91.3	91.3	90.8	90.8	90.8	90.8	90.8	90.8	90.8	90.8
Abrasive grinding wheels.....	95.5	96.2	96.2	96.2	96.2	96.2	96.8	96.8	96.5	96.5	96.3	96.3	96.3	96.7	98.5
Construction materials.....	99.7	99.7	99.7	99.7	99.7	99.7	99.4	99.1	98.8	98.8	98.8	99.0	98.5	98.3	98.3

<sup>1</sup> See footnote 1, table D-3.<sup>2</sup> See footnote 2, table D-3.<sup>3</sup> Preliminary.<sup>4</sup> Revised.<sup>5</sup> New series. January 1961=100.<sup>6</sup> Metals and metal products, agricultural machinery and equipment, and motor vehicles.

TABLE D-5. Indexes of wholesale prices,<sup>1</sup> by stage of processing and durability of product[1957-59=100]<sup>2</sup>

Commodity group	1964										1963				Annual average	
	Sept. <sup>3</sup>	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1963	1962	
All commodities.....	100.7	100.3	100.4	100.0	100.1	100.3	100.4	100.5	101.0	100.3	100.7	100.5	100.3	100.3	100.6	
<i>Stage of processing</i>																
Crude materials for further processing.....	95.7	94.1	93.8	92.4	93.5	94.2	94.3	94.0	95.1	92.6	95.1	94.8	94.8	95.0	97.1	
Crude foodstuffs and feedstuffs.....	94.4	91.7	91.5	89.6	91.3	92.1	92.5	92.2	94.0	90.1	94.2	93.8	94.0	94.0	96.8	
Crude nonfood materials except fuel.....	97.7	97.9	97.5	97.5	97.3	97.9	97.1	96.6	96.6	96.3	96.1	96.1	95.6	96.2	97.4	
Crude nonfood materials, except fuel, for manufacturing.....	97.2	97.5	97.1	97.1	96.9	97.6	96.6	96.1	96.1	95.7	95.5	95.5	94.9	95.6	96.9	
Crude nonfood materials, except fuel, for construction.....	102.8	102.8	102.8	102.8	102.8	102.8	102.7	102.7	102.7	103.1	103.0	102.9	103.0	103.0	103.2	
Crude fuel.....	102.8	102.3	101.7	99.8	99.9	101.0	103.2	105.1	104.5	104.6	103.7	103.3	102.9	103.0	101.8	
Crude fuel for manufacturing.....	102.7	102.2	101.6	99.8	99.8	101.0	103.1	104.9	104.4	104.4	103.6	103.3	102.8	103.0	101.8	
Crude fuel for nonmanufacturing.....	103.0	102.6	101.9	100.0	100.0	101.3	103.6	105.5	104.9	104.9	104.1	103.6	103.1	103.3	102.0	
Intermediate materials, supplies, and components.....	100.6	100.4	100.5	100.3	100.6	100.9	100.9	101.2	101.3	101.1	101.0	100.9	100.5	100.5	100.2	
Intermediate materials and components for manufacturing.....	100.2	100.1	100.0	100.0	100.2	100.4	100.4	100.4	100.6	100.2	100.4	100.1	99.1	99.4	99.2	
Intermediate materials for food manufacturing.....	103.8	103.1	103.1	102.7	103.6	105.3	105.5	107.2	110.2	107.1	110.6	108.8	103.7	105.5	100.5	
Intermediate materials for nondurable manufacturing.....	97.6	97.5	97.6	97.6	97.8	97.8	97.8	97.6	97.6	97.5	97.4	97.2	96.6	97.1	98.0	
Intermediate materials for durable manufacturing.....	102.5	102.5	102.4	102.3	102.3	102.4	102.3	101.9	101.8	101.6	101.4	101.3	100.8	100.5	100.4	
Components for manufacturing.....	99.4	99.3	99.3	99.4	99.9	99.9	99.7	99.6	99.5	99.6	99.4	99.2	99.0	98.8	98.8	
Materials and components for construction.....	100.6	100.6	100.6	100.6	100.7	100.7	100.4	100.3	100.1	100.1	100.0	100.0	99.8	99.6	99.3	
Processed fuels and lubricants.....	96.7	97.8	98.0	97.8	97.8	97.1	97.4	99.3	99.8	99.7	98.3	99.4	99.9	100.3	101.2	
Processed fuels and lubricants for manufacturing.....	98.8	99.6	99.6	99.4	99.5	99.1	99.1	100.9	101.2	101.1	100.0	100.8	101.2	101.7	102.3	
Processed fuels and lubricants for nonmanufacturing.....	93.2	94.7	95.3	95.1	95.1	93.9	94.6	96.7	97.3	97.3	95.5	97.1	97.6	98.1	99.4	
Containers, nonreturnable.....	98.7	98.7	98.4	98.3	98.3	99.0	99.1	99.9	99.6	100.4	100.6	100.6	100.9	101.0	102.2	
Supplies.....	104.6	103.6	103.8	103.4	104.2	105.6	105.6	106.6	107.4	107.0	106.3	106.5	106.6	106.1	104.5	
Supplies for manufacturing.....	105.7	105.7	105.8	105.0	105.6	105.7	105.2	105.4	105.3	105.3	105.4	105.4	105.1	105.4	105.7	
Supplies for nonmanufacturing.....	103.7	102.2	102.4	102.2	103.0	105.0	105.1	106.5	107.7	107.1	106.0	106.3	106.6	105.8	103.5	
Manufactured animal feeds.....	107.2	103.9	104.3	103.3	104.1	108.2	108.6	110.8	113.6	112.9	110.6	111.2	112.2	109.7	104.1	
Other supplies.....	99.7	99.4	99.4	99.7	100.5	101.1	101.1	102.0	102.1	101.6	101.4	101.4	101.3	101.4	101.3	
Finished goods (goods to users, including raw foods and fuels).....	102.1	101.9	102.1	101.7	101.3	101.3	101.5	101.6	102.1	101.4	101.8	101.6	101.5	101.4	101.7	
Consumer finished goods.....	101.3	100.9	101.2	100.8	100.2	100.3	100.7	100.8	101.5	100.6	101.1	100.9	100.8	100.7	101.2	
Consumer crude foods.....	102.2	100.9	101.4	100.7	98.9	99.7	100.2	99.9	101.4	99.4	101.0	100.4	100.3	100.1	101.3	
Consumer processed foods.....	100.7	99.1	101.3	102.8	96.9	97.1	100.1	97.5	100.9	98.8	100.2	95.4	97.1	97.0	98.6	
Consumer other nondurable goods.....	102.4	101.2	101.4	100.3	99.2	100.1	100.2	100.2	101.5	99.4	101.2	101.2	100.8	100.6	101.7	
Consumer durable goods.....	101.1	101.4	101.5	101.2	101.3	101.1	101.5	102.1	102.4	102.2	101.7	102.0	101.9	101.9	101.6	
Producer finished goods.....	100.0	99.9	100.1	100.0	100.1	99.7	99.6	99.6	99.5	99.5	99.6	99.6	99.4	99.5	100.0	
Producer finished goods for manufacturing.....	104.1	104.3	104.3	104.1	104.3	103.9	103.8	103.7	103.5	103.6	103.4	103.2	103.0	103.1	102.9	
Producer finished goods for nonmanufacturing.....	106.3	106.4	106.4	106.2	106.2	106.0	105.9	105.7	105.6	105.6	105.5	105.3	105.1	105.0	104.4	
.....	102.0	102.2	102.2	102.1	102.3	101.8	101.6	101.7	101.5	101.5	101.3	101.1	100.9	101.2	101.4	
<i>Durability of product</i>																
Total durable goods.....	102.4	102.5	102.4	102.3	102.4	102.2	102.0	101.8	101.7	101.6	101.5	101.4	101.1	101.0	101.0	
Total nondurable goods.....	99.4	98.7	98.9	98.4	98.4	98.9	99.2	99.5	100.3	99.2	100.0	99.8	99.5	99.6	100.1	
Total manufactures.....	101.2	101.0	101.1	100.8	100.8	100.9	100.9	101.1	101.3	100.9	100.9	100.9	100.7	100.6	100.8	
Durable manufactures.....	102.5	102.5	102.5	102.4	102.6	102.4	102.2	102.1	101.9	101.9	101.8	101.7	101.4	101.3	101.3	
Nondurable manufactures.....	99.8	99.5	99.7	99.1	99.0	99.4	99.6	100.0	100.5	99.9	100.1	100.2	99.9	99.8	100.1	
Total raw or slightly processed goods.....	98.4	97.1	97.0	96.4	96.6	97.5	97.9	97.8	99.4	97.1	99.2	98.4	98.0	98.5	99.5	
Durable raw or slightly processed goods.....	100.7	101.1	96.8	95.6	95.1	96.2	93.1	92.1	92.1	91.2	90.5	90.7	90.5	89.6	89.2	
Nondurable raw or slightly processed goods.....	98.3	96.9	97.0	96.4	96.7	97.6	98.2	98.2	99.8	97.4	99.7	98.8	98.5	99.1	100.1	

<sup>1</sup> See footnote 1, table D-3.<sup>2</sup> See footnote 2, table D-3.<sup>3</sup> Preliminary.<sup>4</sup> 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 <sup>1</sup>

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
1963.....	3,362	-----	941,000	-----	16,100,000	.13
1963: September.....	287	500	81,400	155,000	985,000	.10
October.....	346	574	95,700	153,000	1,420,000	.13
November.....	223	467	79,900	152,000	1,410,000	.15
December.....	132	336	27,300	82,400	977,000	.10
1964: January <sup>2</sup> .....	210	370	60,000	100,000	1,010,000	.10
February <sup>2</sup> .....	225	375	80,000	125,000	1,130,000	.12
March <sup>2</sup> .....	220	360	65,000	100,000	800,000	.08
April <sup>2</sup> .....	300	450	122,000	163,000	1,100,000	.10
May <sup>2</sup> .....	410	570	176,000	218,000	2,180,000	.21
June <sup>2</sup> .....	360	585	134,000	227,000	1,930,000	.18
July <sup>2</sup> .....	420	660	133,000	194,000	1,710,000	.15
August <sup>2</sup> .....	340	595	83,000	147,000	1,350,000	.13
September <sup>2</sup> .....	275	515	342,000	409,000	2,320,000	.22

<sup>1</sup> 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 shortages.

<sup>2</sup> Preliminary.







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