

# Monthly Labor Review

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10

Budgets of Urban and Rural Families

The Musicians' Union and the Law

Why the Unemployed Sought Work

Wage Developments in 1964

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 . . .

URBAN FAMILIES' annual after-tax money incomes averaged a fourth higher than those of rural non-farm families and a third more than those of the rural farm group, according to Kathryn R. Murphy's analysis of *Spending and Saving in Urban and Rural Areas* (p. 1169). While urban and rural nonfarm families used 91 percent of their after-tax income for current living expenses, farm families spent only 81 percent of their income. In addition to the comparison of the spending patterns of the three residential segments, the author compares changes and trends over time and reports that, "The net effect of the shifts since 1941 was a greater uniformity in the shares each population group allocated to food, housing, clothing, and other types of living expenses."

DURING 1964, decisions on wage adjustments in manufacturing firms affected 6.4 million production workers. About three-fourths of the workers were in plants where wages were increased, and the median increase was 6.6 cents an hour. The comparisons given in *Wage Developments in Manufacturing* (p. 1182) by Ruth W. Benny show that general wage changes in both union and nonunion settlements were smaller than in 1963. A companion study of general wage and benefit changes, *Developments Under Major Bargaining Agreements, 1964* (p. 1189) by George Ruben covered a different group of workers and included some in selected nonmanufacturing industries. The general wage increase in this study was 3.2 percent of straight-time average hourly earnings and general wage increases averaged 9 cents an hour.

IN AN ATTEMPT to distinguish between the unemployment caused by involuntary separation from jobs and that caused by inflexibility in the labor force, questions designed to determine why job-seekers started looking for work were included in the monthly labor force surveys for June and December 1964. Responses to the surveys indicated that of the persons looking for work, less than half had lost or quit a job; the majority were new entrants or returnees to the labor force. Curtis L. Smith, Jr., reporting on the surveys in *The Unemployed: Why They Started Looking for Work*

(p. 1196), says that the unemployment rate for nonwhites was almost double that for whites and the rate of job loss was 2½ times higher. Young adults were also reported to be less likely than older workers to be unemployed because they had lost a job.

Following are some recent key statistics from continuing BLS series. See *Current Labor Statistics*, pp. 1249-1288.

	September	1965	1964
Total civilian labor force (in thousands).....	75,321	74,122	
Employment.....	72,446	70,805	
Unemployment.....	2,875	3,317	
Unemployment rate (seasonally adjusted) (percent).....	4.4	5.1	
Earnings of production workers in manufacturing (preliminary):			
Average hourly earnings.....	\$2.63	\$2.57	
Average weekly hours.....	41.1	40.7	
Average overtime hours.....	3.7	3.5	
August			
Index of average hourly earnings of production workers in manufacturing (excluding overtime and interindustry shifts) (1957-59=100).....	120.9	118.1	
Consumer Price Index (including single workers) (1957-59=100).....	110.0	108.2	

IN JUNE 1964, the proportion of Negroes working for the Federal Government was larger than the proportion of Negroes in either the entire population or the civilian nonagricultural labor force; within each of the Government's three major pay systems, Negroes were employed predominately in the low-skill occupations. These and other findings are included in Bernard Anderson's *Employment of Negroes in the Federal Government*—based on a study of the President's Committee on Equal Employment Opportunity (p. 1222).

JOSEPH COCCO describes the current distribution of wages and work schedules in the Nation's manufacturing industries and analyzes the changes that have occurred in this distribution during the 1958-64 period in *The Earnings and Weekly Hours of Factory Workers* (p. 1206). Earnings for the estimated 14.6 million nonsupervisory employees ranged widely; the largest concentration at any 5-cent wage interval was the group of 900,000 employees who earned between \$1.25 and \$1.30 an hour, just above the Federal minimum wage. A comparison of straight-time hourly earnings revealed that employees who worked exactly 40 hours had a higher pay level than those who worked a longer or a shorter week.

# The Labor Month in Review

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## Of Ships, Subsidies, and Seamen

THE 78-DAY Atlantic-Gulf Coast maritime strike, involving three licensed officers' unions, was played out against the backdrop of a declining industry with decreasing job opportunities. The U.S. merchant marine currently carries only 8 percent of the Nation's ocean trade, down from 24 percent 10 years ago. Since 1954, the active fleet of privately owned oceangoing vessels of 1,000 gross tons and over has decreased from 1,103 to 885 or 19.8 percent; the number of jobs aboard them from 56,000 to 48,000, a decline of 14.3 percent.

The basic issues confronting the maritime industry, including ship construction and operating subsidy problems, cargo preference, and transfers of registry to foreign flags, are under study by the President's Maritime Advisory Committee, established by Executive order of June 17, 1964. To date, two of the subcommittees appointed by Secretary of Commerce John T. Connor, chairman of the Committee, have made their reports.

On June 7, 1965, a subcommittee headed by Theodore W. Kheel submitted proposals for the expansion of bulk carrier tonnage, which accounts for 85 percent of U.S. foreign trade, although U.S. contract carriers (tramps) bear only 5 percent of it. Government aid to contract carriers takes the form of cargo preference, which reserves a stated percentage of Government-sponsored cargo (as in the grain shipment, and foreign aid programs) for this segment of the fleet. Operating and construction subsidies do not apply.

The subcommittee set a goal for U.S. bulk carriers of one-third of foreign trade cargoes (30 to 35 percent for dry bulk cargoes; 30 percent of oil imports), to be achieved principally by replacing superannuated ships by vessels of increased productivity and efficiency. Government construction

and operating subsidies would be extended to dry bulk carriers, and import quotas would be set for tankers.

The subcommittee recommended that the question of manning mechanized ships be settled by agreement, prior to construction, ". . . under a system of free collective bargaining and voluntary arbitration. . . ." Savings resulting from increased productivity would be used to build additional vessels and ". . . to provide in part on a negotiated basis for interim relief to displaced seamen for job loss or job dislocation. The costs of such negotiated relief should be deemed qualified for subsidy reimbursement."

ON JULY 16, 1965, a second subcommittee, headed by Deane W. Malott, reported on the expansion of the subsidized segment of the liner fleet to include presently unsubsidized liner operators. In view of the relative age and competitive disadvantage of these vessels, the subcommittee recommended a construction program ". . . to replace them at the fastest possible rate in order to pay operating subsidy only on the most efficient tonnage available."

The Secretary of Commerce has appointed an interdepartmental task force, chaired by Under Secretary of Commerce for Transportation Alan S. Boyd, to review various aspects of maritime policy, including the recommendations made by the several subcommittees.

THE MOST IMPORTANT element in Government aid to the maritime industry is the operating differential subsidy, which accounted, in 1964, for 72 cents out of every dollar of wages received by seamen holding some 21,000 jobs on subsidized ships.

On July 23, 1965, the Secretary of Commerce prescribed a new procedure for reviewing collective bargaining agreements for subsidy purposes: Within specified time limits, the Maritime Administration is to refer collective bargaining agreements and relevant information ". . . to a maritime wage review panel consisting of members from appropriate informed groups and persons adequately representing the public interest."

Following its review of such agreements,

. . . this wage review panel . . . [will] make recommendations to the Maritime Subsidy Board concerning the issues with regard to subsidy reimbursement.

Upon receipt of the findings and recommendations from the panel, . . . it will be the responsibility of the Maritime Subsidy Board to make an official determination on the matter in accordance with applicable statutes . . . . Further, the final decision of the Maritime Subsidy Board will be subject to review in accordance with applicable departmental procedures.

In announcing this procedure, the Secretary reversed that part of the Maritime Subsidy Board's decisions of July 13 which had disallowed subsidy reimbursement for certain wage and benefit increases negotiated in three collective bargaining agreements. The Board had held that the wage increases exceeded the Presidential wage guidelines, and that pensions were considerably higher than those received in other industries.

In his reversal, the Secretary stated:

Over the past several years, . . . the Maritime Subsidy Board and its predecessor agencies have been disposed to accept, for subsidy reimbursement purposes, the results of collective bargaining agreements signed by the subsidized operators and the various maritime unions, as . . . meeting the "fair and reasonable and in the public interest" standard required by the applicable statutory law, [the Merchant Marine Act of 1936] . . . [T]o a very considerable extent, collective bargaining agreements have, for purposes of payment of Government subsidy, been rubber-stamped. . . . It has become increasingly evident during recent years that the Government . . . cannot continue, in good conscience, to give routine and automatic approval of substantial wage and employee benefit increases after the collective bargaining agreements have been signed.

Nevertheless, the Secretary said, he had reversed the Board's disapproval of reimbursement for ". . . two major reasons . . . first, the length of time that has elapsed since the agreements were executed; second, the statutory standard of 'fair and reasonable' is not met by limiting consideration to the Presidential guidelines to the extent the Board appears to have done."

In explaining the new procedure, Secretary Connor disclaimed any intention of interfering in the collective bargaining process:

. . . I must observe that the Department of Commerce should not endeavor to tell the parties during negotiations what specific terms they should write into a collective bargaining agreement. And the Department of Commerce will not negotiate with the parties or attempt to persuade the parties to agree to a specific wage or employee benefits with the understanding that [it] is later binding on the U.S. Government.

THE NEW SUBSIDY reimbursement procedure, like the recommendations of the Maritime Advisory subcommittees, affects the interests of deep-sea mariners represented in two big unions of unlicensed and licensed seamen, and a number of smaller unions acting for licensed officers alone.

The National Maritime Union, at last count, had contracts covering nearly 20,000 jobs on ocean-going vessels, and the Seafarers' International Union had contracts covering over 14,000 ocean-going jobs.

The SIU's principal deep-sea affiliates of unlicensed seamen are the Sailors' Union of the Pacific with contracts covering 2,100 jobs, the Marine Cooks and Stewards with coverage of 3,300, and the Marine Firemen's Association with contracts covering 1,800. SIU licensed officer affiliates are the Marine Staff Officers (Pacific Coast) with contracts covering 164, and the Staff Officers Association (Atlantic and Gulf Coasts), with contracts covering 286, both representing personnel in the purser's department.

The NMU licensed officer affiliate is the Brotherhood of Marine Officers, with contracts covering 558 jobs, in the deck and engine departments.

The present-day alinement of other officers' unions with the NMU and SIU are reflected in AFL-CIO affiliations. Associated with the AFL-CIO Maritime Trades Department, headed by SIU President Paul Hall, are the Marine Engineers Beneficial Association, with contracts covering 4,310, and the Radio Officers Union (an affiliate of the Commercial Telegraphers' Union) with contracts covering 420 jobs.

The American Radio Association, with contracts covering 565, is affiliated with the AFL-CIO Maritime Committee, whose presiding officer is Joseph Curran of the NMU. The Masters, Mates and Pilots, whose contracts cover 3,480 deck officers' jobs, are usually associated with the NMU, although they are not members of the Maritime Committee.

Both the NMU and SIU have advocated the strengthening of cargo preference laws and the elimination of transfers of U.S.-owned vessels to foreign registry. Through participation in international labor bodies, they have attempted to raise labor standards for foreign seamen, and they have used a variety of methods to increase job opportunities for their members.

# Spending and Saving in Urban and Rural Areas

KATHRYN R. MURPHY\*

URBAN AND RURAL FAMILIES had distinctive spending and saving habits in the early 1960's even at similar income levels. Those living on farms had lower incomes, yet they saved more than other families, on the average. However, this characteristic income-savings relationship is associated with the high rate of self-employment among the farm group rather than with where they lived. The Survey of Consumer Expenditures in 1960-61

\*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. The family was defined as a group of people usually living together who pooled their incomes and drew from a common fund for their major items of expense or as a person living alone or in a household with others, but who was financially independent.

<sup>2</sup>For additional detail on the 1960-61 survey, conducted jointly by the U.S. Departments of Labor and Agriculture, see sources cited in table 1. The 1960-61 sample was designed to be a representative cross section of all families residing in urban and rural areas in the 50 States. The survey was conducted in 2 years—in 1961, covering family expenditures and income in urban places in the calendar year 1960, and in 1962, providing 1961 data on urban, rural nonfarm, and rural farm families, as defined in footnote 2, table 1. The U.S. and regional data have been obtained by applying population weights to the averages for the sample families. They represent the estimated universe of 55,306,000 consumer units in the United States, excluding those living in institutions or on military posts.

Data for 1941 are from *Family Spending and Saving in Wartime* (BLS Bulletin 822, 1945); and *Rural Family Spending and Saving in Wartime* (U.S. Department of Agriculture Miscellaneous Publication 520, 1943).

The Bureau of Labor Statistics conducted a comprehensive survey of consumer expenditures in the urban United States in 1950 and the U.S. Department of Agriculture conducted a survey among farm operators for 1955, but comparable information for rural nonfarm families was not collected between 1941 and 1961.

<sup>3</sup>For definition, see footnote 10, table 1.

makes possible the first nationwide comparison of family<sup>1</sup> income and expenditures since 1941.<sup>2</sup> In the two decades between surveys, the proportion of the Nation's families living on farms dropped from 16 to 6 percent; the urban fraction showed a corresponding increase from 62 percent in 1941 to 73 percent in 1960-61, and the proportion living in rural nonfarm areas remained at about 21 percent. Contrasts in patterns of income, spending, and saving were still evident for the three segments—urban, rural farm, rural nonfarm—of the Nation's population in 1960-61, although a variety of economic and social developments accompanying the population movements had diminished the differences and encouraged greater uniformity in urban and rural living.

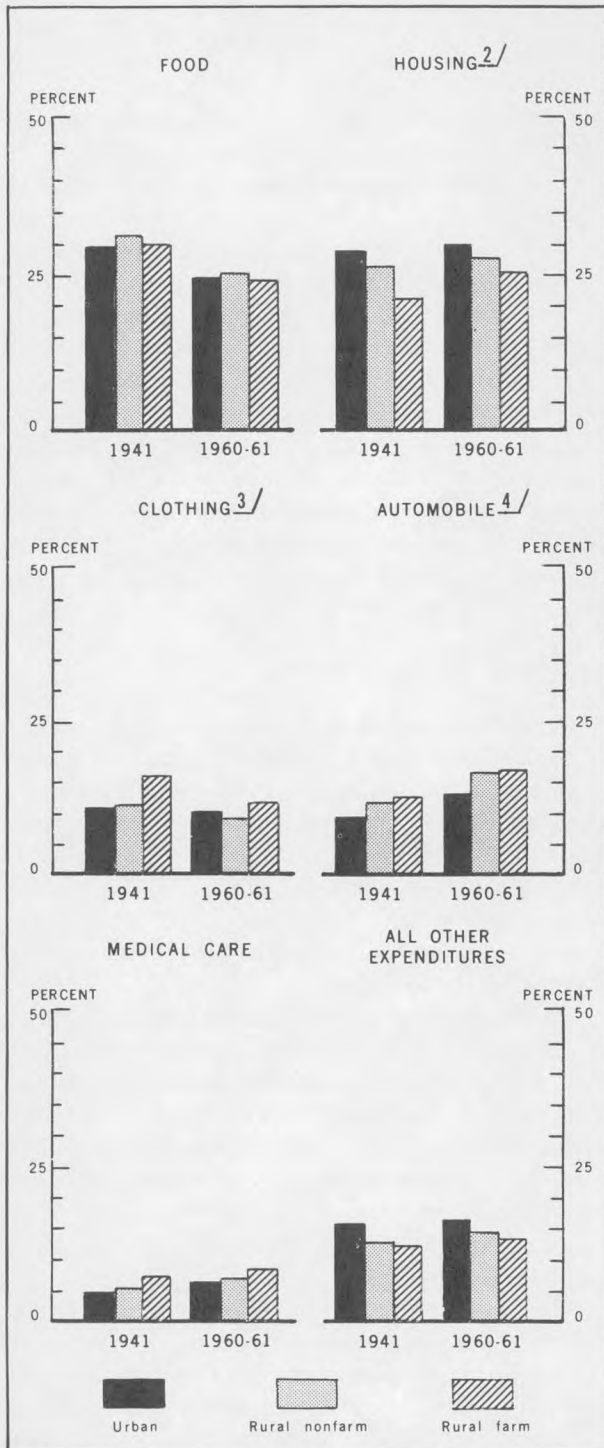
## Levels of Living, 1960-61

Urban families' annual after-tax money income in 1960-61 averaged \$5,906, or a fourth higher than the \$4,700 for rural nonfarm families and a third more than the \$4,424 reported by the rural farm group (table 1). Both urban and rural nonfarm families used 91 percent of their after-tax income for current living expenses,<sup>3</sup> while farm family spending amounted to only 81 percent of income, on the average.

Variations were more notable in spending than in income levels of the three groups. Total current consumption expenditures were half again as high for urban (\$5,390) as farm families (\$3,594). Urban families not only spent more than farm families for each major category of expenditures but also showed substantial differences in the proportions of total spending allotted to various kinds of goods and services.

The most significant contrast was in shelter and fuel expenditures, representing only 15 percent of the total living expenses of farm families, but more than 18 percent of the expenses of urban residents. Several factors help to explain this divergence. First, homeownership is more customary among farm than among urban families, and the survey showed that the proportions of total living ex-

### Allocation of Average Annual Expenditures of Urban and Rural Families, 1941 and 1960-61<sup>1</sup>



<sup>1</sup> Data for rural nonfarm and farm families are for 1961 only.

<sup>2</sup> Includes shelter; fuel, light, refrigeration, water; household operations; and household furnishings and equipment.

<sup>3</sup> Includes clothing and clothing materials and services.

<sup>4</sup> Includes automobile purchase and operation.

penses for shelter,<sup>4</sup> fuel, and utilities were lower for homeowners than for renters, whether they lived in urban or rural areas. Second, about 45 percent of the farm families lived in the South, where the percentage spent for shelter and fuel was below national averages—for urban<sup>5</sup> as well as rural families. Furthermore, farm homes were older, had fewer conveniences, and were generally of lower quality than urban housing, as measured by Census of Housing criteria.<sup>6</sup>

Farm families counterbalanced their relatively low shelter costs by using a larger share of their expenditures for automobiles—16.4 percent compared with 13 percent for urban families. Car ownership was less prevalent among city families, because they had easier access to local public transportation and for them auto ownership entailed the greater expense and added problems of obtaining garage and parking facilities.

Families in all three residential segments used about a quarter of their total living expenses for food. However, farm families supplemented their purchased food with home-produced food which had an estimated retail value of \$436 a family. Rural nonfarm families reported an average of \$60 of home-produced food and urban families only \$6.

About 1 in 4 rural nonfarm families lived in Standard Metropolitan Statistical Areas (SMSA). Their levels of income and expenditures matched those of urban metropolitan families, except in the

<sup>4</sup> For urban and rural nonfarm homeowners, shelter includes taxes, insurance, interest, repairs, and other current operation expenditures for principal nonfarm residence and vacation homes. Expenditures for farm dwellings represent the respondent's estimate of the proportion of total taxes, interest, and insurance chargeable to the dwelling rather than the farm business. Expenditures for all homeowners exclude payments on mortgage principal and home improvements which are counted as changes in assets and liabilities.

For renters, shelter includes: Net family expense for contract rent (i.e., the rent agreed upon regardless of any furnishings, utilities, or services that may be included), after adjustment for receipts from subletting the entire dwelling; the respondent's estimate of the value of rent as pay or value of the dwelling when it was included in rent of a farm; and expenses for repairs not reimbursed by the landlord, and special fees paid to realtors or agents to obtain possession of the dwelling.

Family expenditures for owned or rented shelter were adjusted to exclude the amount chargeable to business use.

For comparisons of expenditures of homeowners and renters for the various urbanizations, see table 5 of reports cited in "Source" for table 1.

<sup>5</sup> See "Contrasts in Spending by Urban Families: Variations in 1960-61," *Monthly Labor Review*, December 1964, p. 1415.

<sup>6</sup> See *Census of Housing: 1960, Final Report HC (1)-1, United States Summary* (U.S. Bureau of the Census), pp. XLII-XLIII.



categories of shelter and auto expenses, thereby reflecting the higher frequency of home and auto ownership among the nonfarm group. The 3 out of 4 rural nonfarm families living outside SMSA's had more elderly and retired members and substantially lower incomes and expenditures than the nonfarm segment inside SMSA's whose mode of living was influenced by their proximity to a major city.

<sup>7</sup> Money income does not provide a strictly comparable measure of the level of living of farm and nonfarm families. For example, farm families generally supplement their cash income with substantial noncash items such as home-produced food, as shown at the bottom of tables 1 and 2. In recent years, however, the trend toward fringe benefits has increased the noncash income of wage and salary workers, the majority of whom live in nonfarm areas.

### Spending at Different Income Levels

Are the overall variations observed in urban and rural spending patterns the result primarily of the higher urban incomes? Or do they express basic urban-rural consumption preferences that remain after allowance is made for differences in income? To explore these alternatives, the urban, rural nonfarm, and farm families in each of three broad money income<sup>7</sup> classes are compared in table 2.

Nationwide, a fourth of the families had after-tax money incomes below \$3,000 a year in 1960-61, but the proportion in this range was about twice as high for farm families as for urban families. Regardless of their place of residence, these low-income families generally spent more than they

TABLE 1. FAMILY EXPENDITURES, INCOME, AND SAVINGS, ALL FAMILIES<sup>1</sup> IN UNITED STATES, BY URBANIZATION<sup>2</sup> AND LOCATION INSIDE AND OUTSIDE METROPOLITAN AREAS, 1960-61<sup>3</sup>

Item	Total United States				Inside SMSA's <sup>4</sup>				Outside SMSA's <sup>4</sup>			
	Total urban and rural	Urban	Rural non-farm	Rural farm	Total	Urban	Rural non-farm	Rural farm	Total	Urban	Rural non-farm	Rural farm
Estimated number of families (in thousands).....	55,306	40,131	11,663	3,512	35,237	31,804	3,095	339	20,069	8,327	8,569	3,173
Percent of estimated number of families.....	100.0	72.6	21.1	6.3	63.7	57.5	5.6	.6	36.3	15.1	15.5	5.7
Number of families in sample.....	13,728	9,476	2,285	1,967	8,476	7,679	608	189	5,252	1,797	1,677	1,778
FAMILY CHARACTERISTICS												
Family size (number of persons).....	3.2	3.1	3.5	3.8	3.1	3.1	3.6	3.7	3.3	3.1	3.4	3.8
Money income before taxes <sup>5</sup> .....	\$6,246	\$6,691	\$5,168	\$4,732	\$6,997	\$7,009	\$6,973	\$6,162	\$4,926	\$5,479	\$4,516	\$4,579
Net change in assets and liabilities <sup>6</sup> .....	+\$199	+\$177	+\$176	+\$519	+\$194	+\$189	+\$220	+\$426	+\$208	+\$134	+\$161	+\$529
Number of full-time earners <sup>7</sup> .....	.8	.8	.7	1.1	.8	.8	.9	1.2	.8	.8	.6	1.1
Age of head (years).....	48	47	50	51	47	47	46	52	50	49	51	51
Education of head (years of school completed).....	10	11	9	9	11	11	10	9	9	10	9	9
Number of children under 18 years.....	1.2	1.2	1.4	1.5	1.2	1.1	1.6	1.4	1.3	1.2	1.4	1.5
Percent of families												
Homeowners, all year.....	57	53	67	71	54	52	71	70	63	57	65	71
Auto owners, end of year.....	76	73	82	91	74	72	89	98	79	73	80	90
Nonwhite.....	11	12	6	8	12	13	5	3	8	9	7	8
With children under 18 years.....	51	50	55	55	51	50	63	49	51	49	51	55
With persons 65 years and over.....	24	23	27	25	21	22	19	25	28	26	30	25
FINANCIAL CHARACTERISTICS												
Receipts, total.....	\$7,397	\$7,747	\$6,414	\$6,665	\$8,209	\$8,113	\$9,111	\$8,972	\$5,971	\$6,349	\$5,438	\$6,420
Money income after taxes.....	5,557	5,906	4,700	4,424	6,164	6,165	6,220	5,516	4,493	4,917	4,150	4,309
Other money receipts.....	81	82	76	98	86	86	86	54	73	63	72	103
Decrease in assets.....	947	897	831	1,896	1,014	956	1,380	3,168	828	673	633	1,760
Increase in liabilities.....	812	862	807	247	945	906	1,425	234	577	696	583	248
Account balancing difference <sup>8</sup> .....	-186	-207	-158	-10	-221	-224	-231	+126	-127	-156	-136	-25
Disbursements, total.....	7,583	7,954	6,572	6,675	8,430	8,337	9,342	8,846	6,098	6,505	5,574	6,445
Increase in assets.....	1,470	1,423	1,334	2,468	1,593	1,515	2,179	3,583	1,254	1,070	1,028	2,349
Decrease in liabilities.....	487	514	480	193	560	536	846	245	358	432	348	187
Personal insurance <sup>9</sup> .....	299	324	241	200	339	338	360	284	228	273	199	191
Gifts and contributions.....	280	303	221	220	315	316	300	325	219	250	193	209
Expenditures for current consumption, <sup>10</sup> total.....	5,047	5,390	4,296	3,594	5,623	5,632	5,657	4,409	4,039	4,480	3,806	3,509
DISTRIBUTION OF EXPENDITURES												
Food, total.....	1,235	1,311	1,083	866	1,362	1,366	1,349	1,052	1,011	1,110	986	846
Food prepared at home.....	989	1,036	905	728	1,070	1,069	1,095	879	847	910	836	712
Food away from home.....	246	275	178	138	292	297	254	173	164	190	150	134
Tobacco.....	91	95	85	64	98	98	100	63	78	82	80	65
Alcoholic beverages.....	78	90	50	27	98	100	80	38	43	54	40	26
Housing, total.....	1,461	1,588	1,189	917	1,661	1,666	1,694	1,192	1,112	1,118	1,018	887
Shelter.....	658	748	453	310	792	803	710	465	424	541	359	293
Rented dwelling.....	269	325	127	100	334	353	154	153	155	218	117	95
Owned dwelling.....	354	385	300	178	419	410	528	278	240	291	217	167
Other shelter.....	35	38	26	32	39	40	28	34	29	32	25	31
Fuel, light, refrigeration, water.....	249	244	274	231	249	241	329	299	250	255	254	224
Household operations.....	288	319	222	156	331	335	308	195	213	260	191	152
Housefurnishings and equipment.....	266	277	240	220	289	287	313	233	225	238	214	218

See footnotes at end of table.

TABLE 1. FAMILY EXPENDITURES, INCOME, AND SAVINGS, ALL FAMILIES<sup>1</sup> IN UNITED STATES, BY URBANIZATION<sup>2</sup> AND LOCATION INSIDE AND OUTSIDE METROPOLITAN AREAS, 1960-61<sup>3</sup>—Continued

Item	Total United States				Inside SMSA's <sup>4</sup>				Outside SMSA's <sup>4</sup>			
	Total urban and rural	Urban	Rural non-farm	Rural farm	Total	Urban	Rural non-farm	Rural farm	Total	Urban	Rural non-farm	Rural farm
DISTRIBUTION OF EXPENDITURES—CONTINUED												
Housing, total—Continued												
Clothing, clothing materials, services	518	558	408	427	580	585	547	452	410	458	358	424
Personal care	145	155	123	106	160	160	158	127	120	135	111	104
Medical care	340	355	297	310	368	366	384	430	291	315	266	297
Recreation	200	217	165	123	227	227	231	132	154	179	141	123
Reading	45	49	35	25	51	52	46	31	33	38	30	25
Education	53	60	33	39	63	65	49	36	36	43	28	39
Transportation	770	793	737	613	830	822	920	736	665	683	671	600
Automobile	693	700	700	588	731	718	858	720	626	629	643	574
Other travel and transportation	77	93	37	25	99	104	62	16	39	54	28	26
Other expenditures	111	119	91	77	125	125	133	120	86	99	77	73
PERCENT DISTRIBUTION												
Expenditures for current consumption	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Food, total	24.5	24.3	25.2	24.1	24.2	24.2	23.8	23.9	25.0	24.6	25.9	24.1
Food prepared at home	19.6	19.2	21.1	20.3	19.0	19.0	19.3	19.9	21.0	20.3	22.0	20.3
Food away from home	4.9	5.1	4.1	3.8	5.2	5.3	4.5	3.9	4.1	4.2	3.9	3.8
Tobacco	1.8	1.8	2.0	1.8	1.7	1.7	1.8	1.4	1.9	1.8	2.1	1.9
Alcoholic beverages	1.5	1.7	1.2	.8	1.7	1.8	1.4	.9	1.1	1.2	1.1	.7
Housing, total	28.9	29.5	27.7	25.5	29.5	29.6	29.3	27.0	27.5	28.9	26.7	25.3
Shelter	13.0	13.9	10.5	8.6	14.1	14.3	12.5	10.5	10.5	12.1	9.4	8.3
Rented dwelling	5.3	6.0	3.0	2.8	5.9	6.3	2.7	3.5	3.8	4.9	3.1	2.7
Owned dwelling	7.0	7.1	7.0	5.0	7.4	7.3	9.3	6.3	5.9	6.5	5.7	4.8
Other shelter	.7	.7	.6	.9	.7	.7	.5	.8	.7	.7	.7	.9
Fuel, light, refrigeration, water	4.9	4.5	6.4	6.4	4.4	4.3	5.8	6.8	6.2	5.7	6.7	6.4
Household operations	5.7	5.9	5.2	4.3	5.9	5.9	5.4	4.4	5.3	5.8	5.0	4.3
Housefurnishings and equipment	5.3	5.1	5.6	6.1	5.1	5.1	5.5	5.3	5.6	5.3	5.6	6.2
Clothing, clothing materials, services	10.3	10.4	9.5	11.9	10.3	10.4	9.7	10.3	10.1	10.2	9.4	12.1
Personal care	2.9	2.9	2.9	2.9	2.8	2.8	2.8	2.9	3.0	3.0	2.9	3.0
Medical care	6.7	6.6	6.9	8.6	6.5	6.5	6.8	9.8	7.2	7.0	7.0	8.5
Recreation	4.0	4.0	3.8	3.4	4.0	4.0	4.1	3.0	3.8	4.0	3.7	3.5
Reading	.9	.9	.8	.7	.9	.9	.8	.7	.8	.8	.8	.7
Education	1.0	1.1	.8	1.1	1.1	1.2	.9	.8	.9	1.0	.7	1.1
Transportation	15.3	14.7	17.1	17.1	14.8	14.6	16.3	16.7	16.5	15.2	17.6	17.1
Automobile	13.7	13.0	16.3	16.4	13.0	12.7	15.2	16.3	15.5	14.0	16.9	16.4
Other travel and transportation	1.5	1.7	.9	.7	1.8	1.8	1.1	.4	1.0	1.2	.7	.7
Other expenditures	2.2	2.2	2.1	2.1	2.2	2.2	2.4	2.7	2.1	2.2	2.0	2.1
Value of items received without expense, total	195	202	192	134	213	212	220	125	167	165	182	135
Food	15	14	19	13	15	14	17	5	16	14	20	14
Shelter	12	11	19	11	11	11	13	30	15	11	21	9
Other	168	177	154	110	187	187	190	90	136	140	141	112
Value of home-produced food	45	6	60	436		4	43			10	67	

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

<sup>2</sup> The CES classification by urbanization of place of residence follows the definitions adopted for the 1960 Census of Population. The urban segment comprises all persons living in incorporated or unincorporated places of 2,500 population or more and in the densely settled (urbanized) areas immediately adjacent to cities of 50,000 population or more. The rural population, located outside these urban areas, is subdivided into the rural-farm population, which comprises all rural residents living on farms, and the rural-non-farm population, which comprises the remaining rural population. A farm, according to the 1960 census, is a place of 10 acres or more from which the sale of crops, livestock products, etc. (and/or government farm program payments) amounted to \$50 or more; or a place of less than 10 acres with sales (and/or payments) of \$250 or more. A dwelling is not considered to be on a farm if rent is paid for the dwelling alone (i.e., if the dwelling is rented separately from the farm).

<sup>3</sup> Data for rural nonfarm and farm families are for 1961 only. See text footnote 2.

<sup>4</sup> Each family was classified according to the location of its residence inside or outside Standard Metropolitan Statistical Areas (SMSA's), as used by the Bureau of the Census.

<sup>5</sup> Total money income during the survey year of all family members from wages and salaries (including tips and bonuses) after deductions for such occupational expenses as tools, special required equipment, and union dues; net income from self-employment (including farming); and income other than earnings such as net rents, interest, dividends, social security benefits, pensions, disability insurance, trust funds, small gifts of cash, regular contributions for support, public assistance, or other governmental payments. The value of two nonmoney items—food and housing received as pay—was counted as money income and as expenditures. Farm income was adjusted for change in inventory of crops and livestock. The value of home-produced food did not enter into the computation of income.

<sup>6</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>7</sup> In general, the average was based on a count of family members who were employed 48 weeks or more in the survey year, and for 35 hours or more per week in wage and salary occupations. The minimum hours requirement did not apply to self-employed workers in a profession or an unincorporated business (including a farm), and all farm operators were counted as full-time earners if they operated the farm throughout the year.

<sup>8</sup> A statistical measure of the net reporting discrepancy of the receipts and disbursements accounts. If reported receipts are less than disbursements, the balancing difference is negative (−).

<sup>9</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>10</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 operation, 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 as reductions in liabilities, i.e., saving in the current year. Mortgage and installment debts incurred in the year are considered as dissaving.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate data not available.

SOURCE: Survey of Consumer Expenditures, 1960-61: Consumer Expenditures and Income, Urban United States, 1960-61 (BLS Report 237-38, 1964); the same, Rural Nonfarm Areas in the United States, 1961 (BLS Report 237-88, 1964); the same, Total United States, Urban and Rural, 1960-61 (BLS Report 237-93, 1965); and Consumer Expenditures and Income, Rural Farm Population, United States, 1961 (U.S. Department of Agriculture, Agricultural Research Service, 1965, Consumer Expenditure Survey Report 5).

made. They went into debt or drew on past savings to maintain a higher level of living than their current income permitted.

The preponderance of farm families with after-tax incomes below \$3,000 owned homes and automobiles. Like farm families in the higher income ranges, they used a smaller share of current living expenses for housing and a larger share for automobiles than either urban or rural nonfarm families. The farm families at the bottom of the income scale departed from the general urban-rural spending and saving relationship observed earlier. Not only were their total current consumption expenditures higher, but they also made larger gifts and contributions and allocated more to personal insurance than the urban and rural nonfarm families with incomes below \$3,000. Instead of saving more, as higher income farm families did, these farm families showed a deficit of \$738—almost three times the urban deficit. The availability of these reserves suggests that many of the lower income farm families were below their normal in-

come position in 1961 and drew upon their savings to maintain their customary level of living. In contrast, the low-income families in nonfarm areas included higher proportions of elderly persons, relatively few of whom had full-time employment.<sup>8</sup> They tended to use their assets to supplement social security, pension, and similar regular income payments.

Close to half the families in each of the three groups were in the \$3,000 to \$7,499 income range. In terms of such family characteristics as number of full-time earners, car and home ownership, family size, and age of members, farm and nonfarm families were more homogeneous in the middle-income class than in the group below \$3,000. On the average, urban families had higher living expenses, gifts and contributions, and personal insurance than the rural nonfarm or farm families. Both of the latter, however, reported that

<sup>8</sup> The consistently higher average number of full-time earners shown for farm than urban and rural nonfarm families in the accompanying tables may be explained partly by differences in definition (see footnote 7, table 1.)

TABLE 2. FAMILY EXPENDITURES, INCOME, AND SAVINGS, ALL FAMILIES<sup>1</sup> IN UNITED STATES, IN SELECTED INCOME CLASSES, BY URBANIZATION,<sup>2</sup> 1960-61

Item	Money income after taxes											
	Under \$3,000				\$3,000 to \$7,499				\$7,500 and over			
	Total urban and rural	Urban	Rural non-farm	Rural farm	Total urban and rural	Urban	Rural non-farm	Rural farm	Total urban and rural	Urban	Rural non-farm	Rural farm
Estimated number of families (in thousands).....	13,794	8,445	3,941	1,407	29,231	21,658	5,953	1,621	12,281	10,029	1,769	485
Percent of families.....	25.0	21.0	33.8	40.0	52.9	54.0	51.0	46.2	22.2	25.0	15.2	13.8
FAMILY CHARACTERISTICS												
Family size (number of persons).....	2.2	1.9	2.6	3.1	3.4	3.2	3.8	4.1	4.0	3.9	4.3	4.7
Money income before taxes.....	\$1,878	\$1,953	\$1,794	\$1,654	\$5,665	\$5,755	\$5,460	\$5,168	\$12,525	\$12,717	\$11,764	\$12,227
Net change in assets and liabilities.....	-\$269	-\$250	-\$161	-\$738	+\$32	-\$25	-\$108	+\$511	+\$1,118	+\$976	+\$1,174	+\$4,211
Number of full-time earners.....	.3	.2	.2	1.0	.9	.9	.8	1.2	1.3	1.3	1.2	1.4
Age of head (years).....	59	58	60	56	44	44	44	48	46	46	45	47
Education of head (years of school completed).....	7	8	7	7	10	11	10	9	12	12	12	10
Number of children under 18 years.....	.6	.5	.9	1.0	1.4	1.3	1.7	1.8	1.5	1.5	1.8	2.0
Percent of families:												
Homeowners, all year.....	47	37	61	67	55	50	67	72	75	74	82	78
Auto owners, end of year.....	41	28	54	81	84	80	95	97	96	95	99	99
Nonwhite.....	19	23	13	14	10	12	3	4	3	4	1	0
With children under 18 years.....	24	20	29	38	58	55	67	65	65	64	69	70
With persons 65 years and over.....	49	50	52	36	15	16	14	18	14	14	15	16
FINANCIAL CHARACTERISTICS												
Receipts, total.....	\$2,690	\$2,609	\$2,561	\$3,468	\$6,842	\$6,861	\$6,773	\$6,796	\$13,996	\$14,000	\$13,854	\$15,530
Money income after taxes.....	1,813	1,884	1,748	1,556	5,149	5,202	5,026	4,858	10,729	10,822	10,223	11,313
Other money receipts.....	71	60	80	80	83	84	77	91	89	95	60	169
Decrease in assets.....	641	493	570	1,690	755	707	707	1,541	1,647	1,647	1,848	3,694
Increase in liabilities.....	166	172	163	142	855	865	963	305	1,434	1,437	1,723	355
Account balancing difference.....	-102	-108	-113	-21	-227	-248	-207	-48	-183	-216	-102	+137
Disbursements, total.....												
Increase in assets.....	2,792	2,717	2,674	3,489	7,069	7,109	6,980	6,844	14,179	14,216	13,956	15,393
Decrease in liabilities.....	442	322	475	998	1,171	1,071	1,267	2,139	3,332	3,116	3,506	7,865
Personal insurance.....	95	94	95	95	471	479	511	218	964	945	1,239	395
Gifts and contributions.....	60	62	50	85	276	282	267	225	620	637	585	445
Expenditures for current consumption, total.....	2,101	2,144	1,969	2,203	4,914	5,036	4,705	4,046	8,673	8,907	8,130	6,123

See footnotes at end of table.

TABLE 2. FAMILY EXPENDITURES, INCOME, AND SAVINGS, ALL FAMILIES<sup>1</sup> IN UNITED STATES, IN SELECTED INCOME CLASSES, BY URBANIZATION,<sup>2</sup> 1960-61—Continued

Item	Money income after taxes											
	Under \$3,000				\$3,000 to \$7,499				\$7,500 and over			
	Total urban and rural	Urban	Rural non-farm	Rural farm	Total urban and rural	Urban	Rural non-farm	Rural farm	Total urban and rural	Urban	Rural non-farm	Rural farm
DISTRIBUTION OF EXPENDITURES												
Food, total	607	618	584	600	1,228	1,225	1,203	965	1,954	2,016	1,794	1,315
Food prepared at home	514	511	516	526	1,007	1,019	1,020	804	1,479	1,516	1,390	1,061
Food away from home	92	107	68	74	221	236	183	161	476	501	404	254
Tobacco	45	42	48	48	99	1,100	101	73	125	128	117	83
Alcoholic beverages	21	25	13	17	75	83	57	31	149	162	113	42
Housing, total	700	777	580	572	1,426	1,498	1,270	1,028	2,403	2,471	2,273	1,546
Shelter	338	428	201	188	647	716	480	343	1,043	1,090	921	553
Rented dwelling	217	303	86	71	303	358	154	122	245	272	126	114
Owned dwelling	114	118	108	107	319	332	304	194	708	726	718	328
Other shelter	7	7	7	10	25	25	23	27	91	92	77	111
Fuel, light, refrigeration, water	154	138	183	168	249	236	295	254	358	350	408	337
Household operations	119	131	101	95	268	285	233	173	527	554	455	276
Housefurnishings and equipment	88	80	95	121	262	262	262	257	474	478	489	380
Clothing, clothing materials, services	159	155	139	233	484	497	435	481	1,005	1,031	921	809
Personal care	64	67	57	67	145	149	138	121	237	243	224	173
Medical care	180	175	176	214	329	332	316	342	546	557	504	476
Recreation	52	53	46	60	186	190	180	141	402	414	379	246
Reading	18	21	13	16	43	46	38	24	78	81	72	46
Education	9	11	4	12	37	38	34	41	142	151	98	109
Transportation	200	155	259	304	773	756	847	723	1,403	1,413	1,432	1,136
Automobile	167	111	243	293	710	681	816	696	1,243	1,237	1,325	1,082
Other travel and transportation	32	44	16	12	63	75	31	28	160	176	107	54
Other expenditures	48	45	49	60	91	93	87	73	229	239	204	143
PERCENT DISTRIBUTION												
Expenditures for current consumption	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Food, total	28.9	28.8	29.7	27.2	25.0	24.9	25.6	23.9	22.5	22.6	22.1	21.5
Food prepared at home	24.5	23.8	26.2	23.9	20.5	20.2	21.7	19.9	17.1	17.0	17.1	17.3
Food away from home	4.4	5.0	3.5	3.4	4.5	4.7	3.9	4.0	5.5	5.6	5.0	4.1
Tobacco	2.1	2.0	2.4	2.2	2.0	2.0	2.1	1.8	1.4	1.4	1.4	1.4
Alcoholic beverages	1.0	1.2	.7	.8	1.5	1.6	1.2	.8	1.7	1.8	1.4	.7
Housing, total	33.3	36.2	29.5	26.0	29.0	29.7	27.0	25.4	27.7	27.7	28.0	25.2
Shelter	16.1	20.0	10.2	8.5	13.2	14.2	10.2	8.5	12.0	12.2	11.3	9.0
Rented dwelling	10.3	14.1	4.4	3.2	6.2	7.1	3.3	3.0	2.8	3.1	1.5	1.9
Owned dwelling	5.4	5.5	5.5	4.9	6.5	6.6	6.5	4.8	8.2	8.2	8.8	5.4
Other shelter	.3	.3	.4	.5	.5	.5	.7	1.0	1.0	1.0	.9	1.8
Fuel, light, refrigeration, water	7.3	6.4	9.3	7.6	5.1	4.7	6.3	6.3	4.1	3.9	5.0	5.5
Household operations	5.7	6.1	5.1	4.3	5.5	5.7	5.0	4.3	6.1	6.2	5.6	4.5
Housefurnishings and equipment	4.2	3.7	4.8	5.5	5.3	5.2	5.6	6.4	5.5	5.4	6.0	6.2
Clothing, clothing materials, services	7.6	7.2	7.1	10.6	9.8	9.9	9.2	11.9	11.6	11.6	11.3	13.2
Personal care	3.0	3.1	2.9	3.0	3.0	3.0	2.9	3.0	2.7	2.7	2.8	2.8
Medical care	8.6	8.2	8.9	9.7	6.7	6.6	6.7	8.5	6.3	6.3	6.2	7.8
Recreation	2.5	2.5	2.3	2.7	3.8	3.8	3.8	3.5	4.6	4.6	4.7	4.0
Reading	.9	1.0	.7	.7	.9	.9	.8	.6	.9	.9	.9	.8
Education	.4	.5	.2	.5	.8	.8	.7	1.0	1.6	1.7	1.2	1.8
Transportation	9.5	7.2	13.2	13.8	15.7	15.0	18.0	17.9	16.2	15.9	17.6	18.6
Automobile	7.9	5.2	12.3	13.3	14.4	13.5	17.3	17.2	14.3	13.9	16.3	17.7
Other travel and transportation	1.5	2.1	.8	.5	1.3	1.5	.7	.7	1.8	2.0	1.3	.9
Other expenditures	2.3	2.1	2.5	2.7	1.8	1.8	1.8	1.8	2.6	2.7	2.5	2.3
Value of items received without expense, total	168	170	178	132	191	197	186	135	239	242	245	144
Food	25	23	31	18	12	12	13	11	11	12	11	7
Shelter	23	23	25	14	11	9	17	8	6	4	8	16
Other	121	124	121	99	168	176	155	116	222	226	226	121
Value of home-produced food	60	5	72	361	42	6	57	478	31	5	46	510

<sup>1</sup> For definition, see text footnote 1.<sup>2</sup> See footnotes 2 and 3, table 1.

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

SOURCE: See sources cited on table 1.

they were able to save part of their income while city and suburban families did not quite break even and showed an average net decrease in assets and liabilities of \$25. Previously noted differences in the relative importance of shelter and fuel, clothing, and automobiles in the living expenses of urban and rural families also were apparent in this middle-income range.

The proportion of families with after-tax incomes of \$7,500 or more was about twice as high in urban as in rural areas. Differences in the characteristics of urban and rural families in the lower income groups had narrowed and had virtually disappeared for such characteristics as car and homeownership. At the upper end of the scale, after-tax incomes averaged about \$11,000

for families in each of the three residential groups, but savings of farm families (\$4,211) were approximately four times those of urban and rural nonfarm families. As observed in the middle-income category, current living expenses were lower for farm than nonfarm families, and the farm group spent relatively less for shelter and fuel and more for automobile transportation, clothing, and medical care.

In brief, farm and nonfarm families exhibit contrasting spending patterns irrespective of income level. The degree of dependence on automobile transportation, differences in residential real estate values and housing quality (attributable partly to municipal housing codes), and similar considerations are apparently more influential than variations in income in forming buying habits that distinguish farm from other families.

### Postwar Changes

After-tax income and consumption expenditures of American families trebled in the 1941-61 period. Gains were substantial even after allowance for rising consumer prices. "Real" after-tax income rose 40 percent, while expenditures advanced 49

<sup>9</sup> Adjusted on the basis of the Consumer Price Index (CPI). The CPI is basically a measure of changes in prices of the goods and services bought by urban "wage-earner and clerical-worker families." From its inception in 1913 through 1963, the CPI applied only to families of 2 persons or more; in 1960-61, it represented three-fifths of all persons living in urban places and about two-fifths of the total U.S. population. (Since January 1964, the CPI has included wage and clerical workers living alone, i.e., 1-person families.) The CPI was used in the adjustment for all families because price indexes have not been developed for the entire population. Neither did the available data permit adjustment for the fact that the CPI is strictly applicable to consumer expenditures for goods and services, whereas the family income data include savings and other outlays.

<sup>10</sup> Though generally upward, the movement in farm income in the intervening years was irregular. In 1961, realized net farm income was the highest since 1953. The per capita personal income of the farm population was estimated at 58.6 percent of the nonfarm average in 1961, compared with 40 percent in 1941. Except for 1951 and 1948, the 1961 percentage was the highest for any year since the beginning of the series in 1934. See *Farm Income Situation* (U.S. Department of Agriculture, Economic Research Service, 1962), FIS-187, pp. 1, 6, 43.

<sup>11</sup> The U.S. Department of Agriculture index of farm output per man-hour (1957-59=100) climbed from 39 in 1941 to 106 in 1961. See *Economic Report of the President Transmitted to the Congress, January 1965. Together With the Annual Report of the Council of Economic Advisers*, p. 280.

<sup>12</sup> Income from farm sources, which accounted for 68.5 percent of the total per capita income of farm residents in 1941 and 78 percent in 1946, had declined to 65.4 percent in 1961. See *Farm Income Situation*, FIS-187.

<sup>13</sup> "Multiple Jobholders in May 1965," *Monthly Labor Review*, March 1965, pp. 269-270.

<sup>14</sup> Based on tabulations to be published by the USDA.

percent.<sup>9</sup> These upsurges were accompanied by a significant narrowing of the gap between urban and rural incomes and spending. After-tax incomes of urban families, which were more than double the farm average in 1941 (\$2,385 compared with \$1,134), had only a 34-percent advantage (\$5,906 versus \$4,424) two decades later.<sup>10</sup>

Continuing waves of mechanization in agriculture caused millions to drift from the farm into the nonfarm labor force, and increased the productivity<sup>11</sup> and incomes of those who remained on farms. This rural-urban exodus was uneven, the heaviest emigration being from the low-income southern region, and thereby caused a more than proportional increase in income.

The higher incomes of farm families in recent years have come increasingly from nonfarm sources, such as wages and salaries from nonfarm employment, dividends, interest, unemployment compensation, and social security payments.<sup>12</sup> A recent survey of "moonlighters" showed that "self-employed farmers and paid agricultural workers continued to have a substantially higher multiple jobholding rate than workers in most nonagricultural industries."<sup>13</sup>

The tendency noted earlier for rural families to save more than nonfarm families out of substantially smaller incomes was evident in 1941 as well as 1961. Because farm families reinvested the greater part of their savings in their own farm or other businesses in 1961,<sup>14</sup> the savings of the self-employed in farm and nonfarm areas are compared in the following tabulation:

	Total urban and rural	Urban	Rural non-farm	Rural farm
<i>Self-employed</i>				
Income after taxes.....	\$6,515	\$8,477	\$6,181	\$4,579
Savings (net change in assets and liabilities).....	653	681	623	636
Self-employed as percent of total families.....	11.0	6.4	9.3	68.7
<i>Total families</i>				
Income after taxes.....	\$5,557	\$5,906	\$4,700	\$4,424
Savings (net change in assets and liabilities).....	199	177	176	519

The tabulation shows that the savings of independent business or professional people averaged between \$600 and \$700 a family in each of the three residential segments. In rural farm areas, the self-employed were predominant but they headed only a minor fraction of the nonfarm families. In brief, the apparently greater frugality of the rural population seems to be associated with their

Rural and urban comparisons are hard to make because of the different environment in which the two budgets are placed. Nevertheless, this one thing seems certain: The major ideals as to improved living among the upper classes in urban life and the farmers are essentially the same . . .

—Carle C. Zimmerman, *Consumption and Standards of Living*.

entrepreneurial status<sup>15</sup> rather than with where they lived.

Farm families achieved an impressive savings record in 1961, but they saved much less in proportion to their incomes in 1961 than in 1941. They increased their allotments to personal insurance by substantial amounts, about two-fifths of which was paid into social security and other public pension and retirement funds. To the degree that they earned wages and salaries from nonfarm occupations, the expanding social security and other insurance of farm families followed the pattern of urban workers.<sup>16</sup> In addition, amendments to the Social Security Act extended coverage under the old-age, survivors, and disability insurance (OASDI) program to self-employed farm operators in 1955.<sup>17</sup>

Farm families enlarged their gifts and contributions and stepped up their current living ex-

penses relatively more than either urban or rural nonfarm families over the two decades. The increased importance of housing in the average farm family's spending pattern is particularly notable; their reported average expenditures for shelter (including fuel, light, refrigeration, and water) were more than seven times as high in 1961 as in 1941. Other significant increases were in expenditures for restaurant and other meals away from home, personal and medical care, and automobiles. Although the average farm family's level of expenditures for each major category of living expenses remained below the urban and—with few exceptions—the rural nonfarm levels, the differences had shrunk significantly by 1961. The net effect of the shifts since 1941 was a greater uniformity in the shares each population group allocated to food, housing, clothing, and other types of living expenses.

<sup>15</sup> See Carle C. Zimmerman, *Consumption and Standards of Living* (New York, D. Van Nostrand Co., Inc., 1936), p. 328.

See also papers on "Who Saves" and "Entrepreneurial Saving," in Irwin Friend and Robert Jones, eds., in *Study of Consumer Expenditures, Income, and Savings*, Vol. II (Philadelphia, University of Pennsylvania, 1960).

<sup>16</sup> See "Contrasts in Spending by Urban Families: Trends Since 1950," *Monthly Labor Review*, November 1964, p. 1250. Also reprinted in BLS Report 238-8.

<sup>17</sup> George H. Trafton, *Employment and Earnings of Self-Employed Workers Under Social Security* (U.S. Department of Health, Education, and Welfare, Social Security Administration, Research Report No. 5, 1964), p. 4.

# Unions, Legislation, and the Courts

LEON E. LUNDEN\*

LEGISLATIVE ACTIVITIES of unions and labor litigation that finds its way to the U.S. Supreme Court bring dramatically to public attention a contemporary aspect of trade unionism in the United States that seems to be far removed from the traditional "pure and simple unionism." That these activities are now a significant part of the day-to-day business of many unions is indicated, rather obviously, by the number of labor representatives visiting Capitol Hill and the regular employment of attorneys. In 1963, the Bureau of Labor Statistics reported that 99 of 181 national and international unions had designated an attorney, who was not a union official, to handle the legal affairs of the organization. Subordinate bodies, of course, retained counsel of their own.

The American Federation of Musicians (AFM), for example, has increased its legislative activities to attain objectives that eluded the union at the bargaining table. A Federation spokesman said:

... the Federation has no choice. Just as it has been forced in late years to spend much of its time and resources in defending itself in the courts, it now is compelled to plead its cause before a jury of 100 Senators and all members of the House, and a host of Federal agencies. [We] have many problems that can find solution only in the Congress.<sup>1</sup>

According to the reports at the union's recent convention in Minneapolis, 1965 was the year in which a good segment of the federation's legislative and litigatory action converged into a string of favorable court decisions and new legislation benefiting musicians.

## Legislation

The impact of events upon the union over several decades has directed its resources toward legislative action. The Federation has been the object

of special restrictive Federal legislation—namely, the Lea Act. In addition, the AFM has turned to Congress to improve the economic condition of its members.

**The Lea Act.** The public law known as the Lea Act<sup>2</sup> came in response to a succession of the AFM's efforts to stem the loss of employment opportunities in radio broadcasting. Increased programming of records had reduced the need for staff orchestras, representing another link in the chain of events, starting with the introduction of sound motion pictures, which had curtailed the demand for musicians. The union therefore moved in several directions to safeguard job opportunities, including the establishment in radio stations of minimum quotas for staff orchestras and the employment of standby musicians. It also barred broadcasting by amateur groups over commercial stations as competitive with professional musicians. The public protests made by the Interlochen (Michigan) Music Camp, a training institution for young musicians, brought much notoriety for the AFM and was instrumental in bringing about a congressional investigation that culminated in the enactment.

The Lea Act made it unlawful for the union to use coercion (i.e., to use or to threaten to use force, violence, intimidation, duress, or "any other means") to win observance of its rules by radio stations or persons connected with radio stations. The law also extended this bar to any compulsion of persons to exact payment for the use of recordings, or to restrict the manufacture and use of

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

<sup>1</sup> Statement at the AFM Symphony Orchestra Symposium, New York City, Oct. 24, 1962.

<sup>2</sup> Signed into law Apr. 16, 1946 (U.S. Code 1958, Title 47, Sec. 506).

recordings, or to exact payments for using transcriptions of programs previously broadcast and paid for. Thus, it struck a blow at the Federation's basic policy. Recently, retiring treasurer George Clancy reported the AFM's decision not to seek repeal of the Lea Act, on grounds that such activity would be "fruitless and nonrewarding so long as the repressive provisions of the Taft-Hartley and Landrum-Griffin Acts remain intact."<sup>3</sup>

**Copyright Law.** The AFM has never objected to the private use of phonograph records since such use represented no threat to job opportunities. However, the production of phonograph records and their commercial use on radio and in juke boxes did present such a threat. The federation's insistence upon a royalty from the sales of records derived from an original performance was resolved through collective bargaining when the record manufacturing industry agreed to pay a royalty into a fund.<sup>4</sup> But the repeated use of a single record for profitmaking purposes by radio stations and by juke box operators represented a longstanding problem with which the union had wrestled to no avail.

The problem in part was one of a declining demand for live music and a rising use of recordings. Today discotheques, for example, are the successors to the "record hops" of some years ago, except that in some discotheques live musicians spell, and occasionally play along with the records. Radio programs in 1963, to cite another example were preponderantly musical, filling 75 to 90 percent of total air time, and approximately 80 percent of radio broadcast time consisted of recorded rather than live music. The AFM saw the commercial use of phonograph records as a menace to

the musicians' work opportunities and sought means of protecting the craft.

The union's answer has been legislative action. It views the copyright laws of the United States as outmoded, most of them drafted (in 1909) before the phonograph record's commercial impact was evident. Therefore, for more than 30 years, the Musicians endeavored to have the copyright laws amended so as to protect all performers, particularly the instrumentalists, by requiring royalty payments for the use of their recorded performances. In late June 1965, AFM Secretary-Treasurer Stanley Ballard appeared before the Congress to oppose a bill calling for a general copyright revision, because the change would provide no benefits or protection to the musician.

An amendment to the act has since been introduced to protect songwriters, to which the AFM hopes to add its own proposal that would require royalty payments to musicians.

**Cabaret Tax.** Adopted during World War I, the cabaret tax was continued into World War II (when it was first raised to 30 percent and then reduced to 20 percent) and kept after the war. The AFM held it directly responsible for decline in the demand for live music, hence for the decline in work opportunities for musicians. It spent approximately a quarter of a million dollars for two surveys of musicians' employment opportunities, which it said verified its conviction. The results of the first survey, made in 1955, impelled the AFM to spearhead a drive for the elimination of the cabaret tax. This first report concluded that if the full 20 percent tax were removed, there would be a 68-percent increase in the man-hours of employment available to musicians in establishments subject to the tax. After campaigning for 4 years, in May 1960, the union gained half its loaf. Congress reduced the levy from 20 percent to 10 percent. As the Federation claimed in reporting on its second survey, the tax increased man-hours of live music in cabarets, nightclubs, restaurants, and similar places by half the predicted 68 percent.<sup>5</sup>

The union's campaign continued into 1965, when the last 10 percent of the tax was finally eliminated, effective December 31, 1965, as part of the administration's program to remove or reduce selected excise taxes.<sup>6</sup> However, the vacuum created when the Federal Government vacated this area of taxa-

<sup>3</sup> Report of the Treasurer to the 68th Annual Convention of the AFM, June 1965, Minneapolis, Minn., pp. 166-167.

<sup>4</sup> The AFM-administered Record and Transcription Fund, which distributed the money to local unions for live-music performances by their members. The fund fell under the Labor Management Relations Act's ban on payments of money to union officials. The Federation's subsequent agreement with the recording industry established the present Music Performance Trust Fund, essentially identical with its predecessor except that the control passed from the union to an independent trustee. At the AFM's 1965 convention, the union's president reported that, since inception, the two funds had distributed over \$75 million for free live-music performances.

<sup>5</sup> *Tax Relief = Job Gains*, AFM pamphlet, 1963, p. 2.

<sup>6</sup> Public Law 89-44.



tion has proved a tempting source of revenue to the States. Nevada has already set its own cabaret tax and others are considering similar levies. As a consequence, AFM President Herman D. Kenin tempered the delegates' elation at the 1965 convention with the warning to remain alert to "States seeking added 'nuisance' revenues."

**Aid to Performing Arts.** The American Federation of Musicians has experienced much frustration in its efforts to improve wages and working conditions in major symphony orchestras. Bargaining for professional wage levels and year-round employment has fallen far short of union goals, with some exceptions,<sup>7</sup> mainly because the union must negotiate with nonprofit, musical organizations. On the average, symphony orchestras derive only 52 percent of their total budgets from ticket sales,<sup>8</sup> the remainder coming from private and public contributions.

In seeking subsidy legislation, however, the Federation's basic premise has been that the Federal Government has a responsibility to support the performing arts, especially music, regardless of whether or not symphony associations are in financial need, since the Nation's music makes an important contribution to its cultural fabric.

To some degree, although indirectly, the Federal Government already has been involved in the affairs of the performing arts. It has removed the Federal admission tax (a 20-percent levy, the elimination of which was absorbed by symphony orchestra associations to offset growing deficits); it has provided some incentives to prospective donors in the income tax and inheritance tax laws (although not as much as those connected with symphony orchestras desired); and it has designated symphony orchestra associations in 1951 as nonprofit institutions, thus making them immune from

Federal tax levies. Furthermore, the Government has sponsored a limited number of overseas tours, arranged under the State Department's cultural exchange program, absorbing any deficits that designated orchestras might incur.<sup>9</sup>

The 1958 congressional authorization providing land for the establishment of a national cultural center in Washington, D.C.,<sup>10</sup> represented the first breakthrough toward subsidy. It was a limited measure, however, in that construction and operating costs were to be paid from private funds. The AFM commented, "It is a beginning."<sup>11</sup>

The union, joined other interested groups, in supporting the formation of a Federal advisory council on the arts, as its next step toward Federal support legislation. At first, progress was painfully slow, but by 1962, the movement began to accelerate. The House held hearings on the economic condition of the performing arts, which, for the first time, brought together much data and authoritative testimony on the problems faced by both performing arts organizations and by performing artists. Although no bill passed the Congress, the hearings nonetheless marked a turning point, in that growing administration support could now be supplemented by growing congressional support.

The next year, President John F. Kennedy established a National Council on the Arts by administrative action and introduced a bill to ratify his action by legislative enactment. The bill would have also created a National Arts Foundation with a budget of \$5 million the first year and \$10 million annually thereafter to be allocated as subsidies. The Senate supported the measure, but the House took no action until September 1964, when it rejected the proposed subsidies but enacted that portion of the bill establishing the Council.<sup>12</sup> Disappointed, the Musicians nevertheless termed the statute a "threshold psychological victory" and declared efforts were now to be concentrated directly on Federal support legislation.

The time appeared propitious for the passage of Federal support legislation. Congress evidently was favorably inclined, to judge by the deluge of 100 bills introduced to establish a foundation on the arts or on both the arts and the humanities. Congressional hearings in February and March were chaired by legislators known to favor Federal support of the arts—Senator Clairborne Pell of

<sup>7</sup> Only the New York Philharmonic, Boston Symphony, Philadelphia Orchestra, Cleveland Orchestra, and Chicago Symphony have wages in the neighborhood of \$200 a week or seasons near 52 weeks, or both.

<sup>8</sup> *The Performing Arts: Problems and Prospects* (Rockefeller Panel Report, McGraw-Hill, New York, 1965), p. 57. The range runs from 29 to 75 percent.

<sup>9</sup> Similarly, State, county, and municipal support represents a growing area of orchestra income. The form varies and includes outright grants, the purchase of symphony services, the reduction of property taxes, low or moderate rental of halls, and the donation of land to build new halls.

<sup>10</sup> Public Law 85-874.

<sup>11</sup> *Subsidy Makes Sense*, AFM pamphlet, p. 23.

<sup>12</sup> Public Law 88-579.

Rhode Island and Representative Frank Thompson of New Jersey; the Rockefeller Brothers Fund issued its panel report on the problems and prospects of the performing arts, which helped focus public attention on the plight of performers and cultural institutions; and more favorable votes apparently could be counted on because of the inclusion of the humanities in the proposed foundation.

Finally, the administration announced its support for a bill combining both arts and humanities in one foundation. In making this legislation part of the administration's program, President Johnson stated:

This Congress will consider many programs which will leave an enduring mark on American life. But it may well be that passage of this legislation, modest as it is, will help secure for this Congress a sure and honored place in the story of the advance of our civilization.<sup>13</sup>

After lengthy debate, the House passed the bill on September 16, 1965. The next day, the Senate adopted the House version in lieu of its own, and on September 29, 1965, President Johnson signed the legislation.<sup>14</sup>

### Litigation

For the fiscal year ending March 31, 1965, the Musicians disbursed almost \$186,000 in legal fees. About \$98,000 of this represented the normal legal services of the general counsel and his associates, but almost \$88,000 constituted the special costs involved in litigation between the union and certain orchestra leader members. These special litigation costs represented a \$31,000 increase over the previous fiscal year and, significantly, accounted for almost one-third of the fiscal year's deficit.

The union felt the full impact of Federal laws in these cases: not only the Taft-Hartley and the Landrum-Griffin Acts, but also the antitrust laws were involved. Yet to the AFM, these actions were a continuation of a variety of internal conflicts spilling over into the courts. Some 7 years earlier, for instance, dissident musicians in Los Angeles formed an independent union and had brought court action in a dispute over royalty payments to the Music Performance Trust Fund. Similarly, symphony orchestra musicians in Cleveland, unhappy with their new contract, brought several suits.

The most recent cases involved certain orchestra leaders who sought to settle their differences with the union through court proceedings. In one case,<sup>15</sup> certain leaders invoked the Labor-Management Reporting and Disclosure Act of 1959 to challenge the weighted voting procedures that the union uses at its annual conventions. At issue was the close vote in the 1963 Miami convention which had increased both annual local membership dues and initiation fees. In taking the vote, each local was allocated a number of votes commensurate with its reported membership. There was a maximum number of votes that could be allocated to each local.

The orchestra leaders alleged that the voting violated that section of the LMRDA which required that union dues could not be increased except by majority vote of the delegates voting at a regular convention. The Court concluded that weighted voting was—

... a well-known system of voting embodied in many union constitutions (which) well serves (the purpose of the statute) to guarantee a member's right to participate in deciding upon the rate of dues, initiation fees and assessments . . . (The law requires) participation by all members, either directly or indirectly or through their elected representatives, on certain union matters thought to be of special importance. We find nothing to indicate that Congress thought this objective would be better fulfilled by allowing a delegate to cast one vote, regardless of the size of his constituency, than by permitting him to cast a vote equal to the number of members he represents . . . (The) pervading premise . . . is that there should be full and active participation by the rank and file in the affairs of the union. We think our decision today that the vote of an elected delegate may reflect the size of his constituency is wholly consistent with that purpose.

<sup>13</sup> As quoted in Senate Report 300, "Establishing a National Foundation on the Arts and Humanities," 89th Cong., 1st sess., June 7, 1965, p. 13.

<sup>14</sup> Briefly, the act establishes a National Foundation on the Arts and Humanities in the executive branch of the Federal Government, with two separate national endowments—one for the arts and one for the humanities. The activities of the endowments are to be coordinated by an advisory Federal Council on the Arts and Humanities. The present National Council on the Arts is to be absorbed into the Arts Endowment and will serve as advisor to the Endowment's chairman, in addition to reviewing applications for financial assistance. Both endowments will carry out programs of grants-in-aid to States.

According to Hal Leyshon, AFM Legislative Director, the AFM is disappointed that the funds available for support are not larger than they are, but the union is also sufficiently realistic to realize that the door is now open and that future appropriations could result in a much broader support program.

<sup>15</sup> *American Federation of Musicians v. Wittstein*, 376 U.S. 942; see also *Monthly Labor Review*, February 1965, p. 192.

In a second case,<sup>16</sup> the orchestra leaders resorted to both the LMRDA and Labor Management Relations Act to challenge the right of a local union to impose local union work dues equivalents on traveling orchestras, and to require the orchestra leaders to file reports with those local unions within whose jurisdiction they were going to play an engagement. The orchestra leaders argued that work dues equivalents violated LMRDA since traveling orchestra members did not vote to impose them. The district court concluded, in denying a preliminary injunction:

. . . To extend the right of franchise to nonlocal members of the international organization is to disregard the plain language of the statute . . . . [Work dues equivalents] are an obligation on traveling members as a condition of their Federation membership out of consideration for the service, protection, and accommodations furnished to traveling members by the locals within whose jurisdiction they perform . . . .

The District court also rejected the leaders' argument, that, as employers, they could not, under LMRA, deliver or pay money or anything of value to union officers. Work dues equivalents and the filing of reports, they alleged, fell within this ban. However, the court decided that work dues equivalents "are levied upon [the orchestra leader] not in his capacity as an employer but rather as a Federation member . . . . So long as the levy applies to employer and employee-members alike, in practice as well as in theory, section 302 [of the LMRA] is wholly inapplicable."

On filing reports, the court, decided:

. . . There is no merit in the plaintiff's claim . . . it would be a perversion of congressional purpose to construe the phrase any . . . thing of value to include the requested information.

<sup>16</sup> *S. Zentner v. The American Federation of Musicians and Local 802*, 237 Fed. Supp. 457. The Federal appeals court in New York City upheld the decision on Apr. 8, 1965.

<sup>17</sup> *Carroll v. American Federation of Musicians and Local 802*, 241 Fed. Supp. 865.

<sup>18</sup> An instrument filed with the union that helps it in the enforcement of union standards.

<sup>19</sup> *United Mine Workers v. Pennington* (U.S. Sup. Ct., June 7, 1965); see also *Monthly Labor Review*, September 1965, pp. 1106-1107.

<sup>20</sup> *Republic Productions v. American Federation of Musicians* (U.S. D. Ct., N.Y., July 15, 1965); see also p. 1232 of this issue.

<sup>21</sup> *Ralph Guaraccia v. Herman D. Kenin*; and *Al Gurton v. Max L. Arons and Al Manuti*, 234 Fed. Supp. 429.

The U.S. Court of Appeals upheld the District Court decision.

In a third case,<sup>17</sup> band leaders submitted a host of trade union activities to the test of antitrust legislation. Among those activities were: The employer status of orchestra leaders in the television and recording fields, the right of the union to establish minimum scales and employment quotas, the use of the Form B contract,<sup>18</sup> union membership of orchestra leaders, regulation of traveling and transfer members, regulation of booking agents and caterers, and a number of other activities. A Federal district court found none of these activities violative either of the Federal antitrust laws or of the common law on restraint of trade.

The union also won an antitrust suit from Republic Productions, Inc., whereby the company sought to invalidate agreement provisions regulating the use of music sound tracks of theatrical motion pictures produced by AFM members. Republic, along with other producers, had agreed in 1951 to make certain payments to the Music Performance Trust Fund, and the AFM consented to TV use of Republic's music sound track. In 1957, the company reversed its position and filed suit alleging violation of the antitrust laws and requesting treble damages amounting to \$6 million.

In view of the recent Supreme Court decision in the Pennington case,<sup>19</sup> the union's general counsel said at the recent AFM convention that he looked forward to the decision with "trepidation." On July 15, 1965, the Federal District Court for the Southern District of New York proved his fears unfounded. It ruled that there was no conspiracy or illegal behavior, and that the AFM, in fact, acted in good faith in what it believed to be the best interests of its members.<sup>20</sup>

Despite these recent decisions, particularly one urging restraint in using the LMRDA,<sup>21</sup> the AFM officials doubt that the workload of the union's legal staff will soon be eased. The cases cited here constituted only a part of the 14 decisions successfully concluded since the 1964 AFM convention. During that same period there were 45 law suits filed against the union; most of them are still pending, and many are described by the union as "drab run-of-the-mill" cases, but all are challenging basic union rules. The dissenting union leaders have recently entered a new suit, this one with Stan Kenton as plaintiff.

# Wage Developments in 1964

## Changes in Wages and Benefits In Manufacturing and Under Large Bargaining Agreements

EDITOR'S NOTE.—*These two articles summarize wage developments in 1964. The first analyzes changes in wages and related benefits in manufacturing, not only under major collective bargaining agreements but also in nonunion and smaller union situations. The second article deals with changes negotiated in agreements covering 1,000 workers or more in both manufacturing and selected nonmanufacturing industries.*

### Wage Developments in Manufacturing

RUTH W. BENNY\*

WAGE DECISIONS reached during the year resulted in increases in 1964 for about 4.9 million production and related workers in manufacturing. Increases for another 2.9 million workers were deferred or cost-of-living changes resulting from decisions reached in earlier years. The 7.8 million affected workers represented about 70 percent of the 11 million employees in factories that have a policy of adjusting pay by means of general wage changes.<sup>1</sup> The proportion of workers receiving increases in 1964 was lower than in 1963 (71 and 76 percent, respectively), but a little higher than in 1962 (68 percent).

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<sup>1</sup> General wage changes are defined as those affecting 10 percent or more of the production and related workers within an establishment or a group of establishments that bargain as a unit. They usually affect all or a majority of those within the establishment. An additional 1.7 million production workers are employed in manufacturing establishments that normally do not make general wage changes.

<sup>2</sup> For a study of developments in large establishments, see the following article in this issue.

In manufacturing establishments where wage decisions were reached in 1964, about 3 out of 4 production workers received wage increases. Among union establishments, there was an increase in the proportion to about 89 percent, from about 77 percent in 1963; but in the nonunion segment the percentage decreased to 56 percent from 69 percent. General wage changes were smaller than in 1963 in both union and nonunion establishments.

### Measures of Wage Change

This summary is limited to manufacturing establishments that have a policy of making general wage changes and excludes those in which wage adjustments are made on an individual basis only. It includes not only establishments covered by collective bargaining agreements affecting 1,000 workers or more,<sup>2</sup> but also nonunion and smaller union situations. Table 1 summarizes the 1964 wage changes under two basic measures.

**Total Effective Wage Changes.** This measure (the first two columns) covers all establishments that have a policy of making general wage changes. It shows the extent of all general wage adjustments, whether they were decided in 1964 or resulted from decisions reached in earlier years. Establishments in which wages were not changed during the year are also included.

**Wage Decisions.** The second group of two columns reflects the effect of economic and other conditions on wage actions during the year. This measure is limited to those establishments in which there were decisions on wages in 1964, either through collective bargaining or unilateral employer actions. Changes are limited to those decided on in 1964 and going into effect within 12

months of the contract date; cost-of-living escalator adjustments are excluded. All nonunion establishments are included (there is no objective way of determining whether a change in wages was considered in such plants, and it is assumed that decisions are made each year).

The tabulation of wage decisions is supplemented by the last group of columns; they include the effects of any automatic cost-of-living adjustments and any previously negotiated deferred increases in the establishments in which there were wage decisions during 1964.

The types of situations included in these measures are shown in the following examples. In 1964, there was no bargaining in most major aerospace companies, but deferred and cost-of-living escalator increases went into effect. These changes are included under the heading "Total effective wage changes" but omitted from the other columns. On the other hand, in the wage settlements reached during the year in the major automobile companies, the wage changes negotiated in these settlements that were effective within 12 months of the settlement are included under "Wage decisions." Cost-of-living escalator increases in the auto industry are excluded from the "Wage decisions" column. The total effect of the cost-of-living increase, as well as the negotiated increase effective within the first contract year, in these automobile plants is shown under "Total wage changes effective where decisions were reached" (and both are, of course, included under "Total effective wage changes").

### Effective Wage Changes

The 3.1 million workers whose pay was not increased during 1964 (table 1) included 313,000 covered by collective bargaining agreements negotiated in 1964 that did not provide for wage changes during the first contract year, 1.5 million who were under agreements not subject to negotiation or where it was decided not to reopen in 1964, 202,000 in establishments where negotiations were still in progress at the end of the year,<sup>3</sup> and

<sup>3</sup> The preceding totals do not include small numbers of workers who received cost-of-living increases (98,000, 35,000, and 96,000 workers, respectively).

<sup>4</sup> Increases of this magnitude were more common than those of any other size in the tobacco, furniture, small primary metal, and miscellaneous manufacturing establishments.

1.1 million in nonunion factories that did not change wages.

About 3 out of 10 workers were in establishments where wages did not change during the year. In union firms, the proportion was 24 percent; in nonunion, 44 percent. (See table 2.)

***Increases in Cents Per Hour.*** Although the median raise was 7 cents, the most frequent increases, effective where 13 percent (1.5 million) of the workers were employed, averaged 5 but less than 6 cents.<sup>4</sup> Decisions to increase wages accounted for only 635,000 of these workers; of these, 336,000 were in small union establishments, 204,000 in nonunion establishments. More than 400,000 workers in the automobile and farm equipment industries received inequity adjustments plus cost-of-living increases for a total of 5 but less than 6 cents. Negotiations in these industries deferred any across-the-board wage increase other than cost-of-living adjustments until 1965.

Next most frequent for all manufacturing—and most common in paper, chemicals, cement, fabricated metal, machinery, and professional and scientific instrument manufacturing—were increases of 7 but less than 8 cents. In the paper industry, most of these raises resulted from negotiations concluded during the year; in the cement industry, they consisted of previously negotiated deferred increases. In the other industries, some increases of this size were negotiated during the year and others resulted from contracts agreed to earlier.

***Increases in Percent Terms.*** As a percent of average hourly earnings (excluding premium pay for overtime), the median increase was 2.7 percent, with more than a third of the workers employed where increases averaged 2 but less than 3½ percent. Increases of this magnitude were the most common in a number of industries—food, lumber, furniture, paper, printing, chemicals, petroleum, rubber, cement, primary and fabricated metals, machinery, and miscellaneous manufacturing. Most prevalent was 2 but less than 2½ percent (1.4 million), followed by 3 but less than 3½ percent (1.3 million), and 2½ but less than 3 percent (1.2 million). These decisions affected some meatpacking employees under major collective bargaining agreements, as well as both union and nonunion workers in the petroleum refining industry, where

a 2-percent wage increase was part of a settlement that included vacation and pension changes. The increases in the cement, rubber, and Pacific Coast lumber industries were deferred changes negotiated in 1963.

TABLE 1. SUMMARY OF GENERAL WAGE CHANGES IN MANUFACTURING, 1964

[Numbers in thousands]

Type and amount of wage action	Total effective wage changes <sup>1</sup>		Wage decisions <sup>2</sup>		Total wage changes effective where decisions were reached <sup>3</sup>	
	Production and related workers					
	Approximate number	Percent	Approximate number	Percent	Approximate number	Percent
Total <sup>4</sup> .....	10,944	100.0	6,389	100.0	6,389	100.0
No wage changes .....	3,128	28.6	1,529	23.9	1,412	22.1
Decreases in wages .....	4	( <sup>6</sup> )	4	.1	4	.1
Increases in wages .....	7,813	71.4	4,856	76.0	4,973	77.8
IN CENTS PER HOUR						
Under 3 .....	326	3.0	839	13.1	220	3.4
3 and under 4 .....	420	3.8	119	1.9	174	2.7
4 and under 5 .....	584	5.3	274	4.3	358	5.6
5 and under 6 .....	1,466	13.4	635	9.9	1,048	16.4
6 and under 7 .....	1,070	9.8	667	10.4	544	8.5
7 and under 8 .....	1,128	10.3	705	11.0	754	11.8
8 and under 9 .....	843	7.7	558	8.7	633	9.9
9 and under 10 .....	439	4.0	216	3.4	246	3.9
10 and under 11 .....	782	7.1	357	5.6	481	7.5
11 and under 12 .....	277	2.5	157	2.5	171	2.7
12 and under 13 .....	133	1.2	99	1.6	102	1.6
13 and under 15 .....	136	1.2	118	1.8	114	1.8
15 and under 17 .....	93	.9	29	.4	42	.7
17 and under 19 .....	20	.2	17	.3	18	.3
19 and over .....	69	.6	41	.6	42	.7
Not specified or not computed <sup>7</sup> .....	25	.2	25	.4	25	.4
IN PERCENT						
Under 1 .....	244	2.2	769	12.0	156	2.4
1 and under 1½ .....	566	5.2	187	2.9	329	5.2
1½ and under 2 .....	1,049	9.6	323	5.1	727	11.4
2 and under 2½ .....	1,351	12.3	698	10.9	664	10.4
2½ and under 3 .....	1,151	10.5	644	10.1	665	10.4
3 and under 3½ .....	1,318	12.0	718	11.2	807	12.6
3½ and under 4 .....	816	7.5	448	7.0	507	7.9
4 and under 4½ .....	425	3.9	327	5.1	367	5.7
4½ and under 5 .....	174	1.6	142	2.2	144	2.2
5 and under 5½ .....	439	4.0	381	6.0	383	6.0
5½ and under 6 .....	91	.8	65	1.0	70	1.1
6 and under 7 .....	69	.6	51	.8	51	.8
7 and under 8 .....	61	.6	44	.7	44	.7
8 and under 9 .....	18	.2	18	.3	18	.3
9 and under 10 .....	4	( <sup>6</sup> )	4	.1	4	.1
10 and over .....	11	.1	11	.2	11	.2
Not specified or not computed <sup>7</sup> .....	25	.2	25	.4	25	.4

<sup>1</sup> Changes in wage rates negotiated or decided upon during 1964 plus increases effective in 1964 but decided upon in earlier years and cost-of-living escalator adjustments effective during the year.

<sup>2</sup> Excludes changes decided upon in earlier years and cost-of-living escalator adjustments.

<sup>3</sup> Changes in wage rates negotiated or decided upon during the year plus cost-of-living escalator adjustments and increases effective in 1964 but decided upon in earlier years in these same establishments.

<sup>4</sup> Excludes about 1.7 million workers in establishments reporting that they never make general wage changes as well as 139,000 in establishments in which action on wages in 1964 was not known.

<sup>5</sup> Includes 1,652,000 workers in union establishments in which there was either no bargaining on wages in 1964 or bargaining was not concluded.

<sup>6</sup> Less than 0.05 percent.

<sup>7</sup> Insufficient information to compute amount of increase.

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

## Wage Decisions

During 1964, decisions on wage adjustments in manufacturing firms affected 6.4 million production workers: about three-fourths (4.9 million) of them in plants where wages were increased, almost a fourth (1.5 million) in plants where wages were not changed, and only 4,000 where wages were reduced.

Of the 1.5 million workers affected by decisions not to change wages, 1.1 million were in nonunion plants; about 200,000, or fewer than a fifth of these, were employed where changes in supplementary practices were made. On the other hand, of the 411,000 employees covered by collective bargaining agreements who were affected by decisions not to change wages, about 70 percent were affected by improvements in supplementary practices. Among these were employees of Bendix Corp., Allis Chalmers, and Deere & Co., firms with major agreements with the Auto Workers which generally followed the auto pattern but did not provide for inequity adjustments. Those firms changing neither wages nor fringes in negotiations during the year included the American Can Co. and the Continental Can Co., where contracts with the Steelworkers were extended with no change for 5 months beyond the September 30 expiration date; however, provision was made for retroactivity to October 1, 1964, of benefit changes negotiated later. Decisions not to change wages were less common than in 1963, when more than a fifth of the union employees did not receive wage adjustments. Most of these were in the basic steel, aluminum, and related industries where settlements left wages unchanged but improved fringe benefits.

Almost 70,000 workers in automobile parts and farm equipment companies were covered by settlements that did not provide for inequity adjustments during the first contract year. Workers in the automobile and related industries were covered by settlements that provided for inequity adjustments, but deferred any across-the-board improvement factor increase until the second year. Most automobile parts and farm equipment settlements made substantial changes in supplementary benefits, although some made fewer changes than did the major automobile contracts.

**Cents.** The median increase resulting from wage decisions was 6.6 cents an hour. Two-fifths of the

TABLE 2. TOTAL EFFECTIVE GENERAL WAGE CHANGES<sup>1</sup> IN ALL MANUFACTURING, UNION, AND OTHER ESTABLISHMENTS, 1960-64

Type and amount of wage action	Percent of production and related workers by type of establishment															
	1964			1963			1962			1961			1960			
	All	Union <sup>2</sup>	Other	All	Union <sup>2</sup>	Other	All	Union <sup>2</sup>	Other	All	Union <sup>2</sup>	Other	All	Union <sup>2</sup>	Other	
Manufacturing establishments with general wage change policies <sup>1</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	
No wage changes <sup>3</sup> .....	28.6	23.9	43.8	24.1	22.0	30.2	31.7	27.1	47.1	23.7	16.6	45.6	19.8	12.8	41.0	
Decreases in wages.....	(4)	.1	.....	.2	.2	.2	.1	.1	.....	.2	.1	.4	.1	.1	.....	
Increases in wages <sup>4</sup> .....	71.4	76.1	56.2	75.8	77.8	69.6	72.8	68.1	52.9	76.1	83.3	54.0	80.1	87.1	59.0	
IN CENTS PER HOUR																
Under 3.....	3.0	2.9	3.2	2.1	2.2	1.9	2.0	2.1	1.8	5.3	5.4	5.1	2.6	2.1	3.9	
3 and under 5.....	9.2	10.8	3.8	7.0	7.8	4.4	5.9	6.2	5.0	6.8	7.6	4.5	5.6	6.0	4.4	
5 and under 7.....	23.2	25.2	16.8	18.4	17.6	20.8	21.0	21.0	21.4	22.5	24.4	16.3	15.0	13.8	18.8	
7 and under 9.....	18.0	17.7	18.9	19.5	19.0	21.1	17.8	19.4	12.5	15.9	16.9	12.8	20.4	22.3	15.0	
9 and under 11.....	11.2	11.6	9.6	18.3	20.8	10.7	15.3	17.7	7.4	15.0	17.5	7.1	24.8	30.0	8.9	
11 and under 13.....	3.7	4.3	1.9	2.7	2.6	2.9	2.5	2.7	1.9	4.8	5.8	1.7	4.8	5.6	2.4	
13 and under 15.....	1.2	1.5	.6	1.9	1.3	3.8	1.3	1.3	1.3	2.3	2.6	1.6	2.6	2.5	2.8	
15 and under 17.....	.9	1.0	.3	2.0	1.8	2.4	1.4	1.4	1.0	2.1	1.5	3.8	1.8	1.8	1.7	
17 and under 19.....	.2	.2	.....	2.5	3.3	.1	.2	.3	.1	.4	.4	.5	1.6	2.1	.2	
19 and over.....	.6	.6	.6	1.3	1.3	1.5	.5	.5	.6	.4	.5	.2	.8	.8	.8	
Not specified or not computed <sup>6</sup> .....	.2	.1	.6	.....	.....	.....	.1	.2	.....	.6	.7	.4	.1	.1	.....	
IN PERCENT																
Under 1.....	2.2	2.2	2.3	1.3	1.5	.9	1.3	1.4	.7	3.7	3.8	3.6	1.4	1.1	2.3	
1 and under 2.....	14.8	18.3	3.4	7.2	8.4	3.4	6.9	7.3	5.6	7.1	8.1	3.5	5.6	6.4	3.4	
2 and under 3.....	22.9	25.7	13.7	24.7	27.2	17.3	24.6	27.0	16.5	22.9	27.0	10.4	12.4	13.5	8.8	
3 and under 4.....	19.5	20.1	17.6	23.1	25.2	16.7	24.6	27.5	15.2	25.2	27.9	17.2	29.6	33.5	17.9	
4 and under 5.....	5.5	4.4	9.0	6.0	5.2	8.2	5.8	5.1	8.2	7.7	8.2	5.9	18.4	21.3	9.7	
5 and under 6.....	4.8	3.9	7.9	5.9	3.9	12.2	2.9	2.6	4.1	5.2	5.3	4.3	7.3	5.8	11.8	
6 and under 7.....	.6	.6	.6	3.0	2.8	3.6	1.0	.9	1.3	1.4	1.4	1.4	1.8	1.7	2.3	
7 and under 8.....	.6	.4	1.0	1.2	.9	2.1	.4	.5	.4	.3	.7	.7	1.0	1.1	.8	
8 and under 9.....	.2	.2	.1	1.0	.4	3.0	.1	.2	.1	.3	.2	.7	.7	.6	1.1	
9 and under 10.....	(4)	(4)	.....	1.7	2.1	.3	(4)	.1	.....	1.1	.2	.1	.2	.3	.....	
10 and over.....	.1	.1	.2	.7	.3	2.0	.2	(4)	.8	1.6	.3	5.7	1.6	1.9	.8	
Not specified or not computed <sup>6</sup> .....	.2	.1	.6	.....	.....	.....	.1	.2	.....	.6	.7	.4	.1	.1	.....	
Total number of workers (in thousands).....	10,944	8,361	2,584	10,941	8,212	2,729	10,902	8,352	2,549	10,512	7,945	2,567	11,355	8,537	2,818	

<sup>1</sup> Includes all establishments that have a policy of making general wage changes, including those in which the only general wage changes put into effect during the year were cost-of-living escalator adjustments or increases decided upon in earlier years—for example, deferred or improvement factor increases—as well as union establishments in which there was either no bargaining on wages in any or all of the 5 years or bargaining was not concluded. More than a million workers in establishments reporting that they never make general wage changes are excluded from this total.

<sup>2</sup> Establishments in which a majority of the production and related workers were covered by union agreements.

<sup>3</sup> Data on which percentages are based include workers in union establishments in which there was no bargaining on wages or bargaining was not con-

cluded, as follows: 1,652,000 in 1964; 961,000 in 1963; 1,200,000 in 1962; 948,000 in 1961; and 911,000 in 1960.

<sup>4</sup> Less than 0.05 percent.

<sup>5</sup> In the case of union establishments, includes negotiated increases scheduled to go into effect during the 12-month period following the effective date of the agreement and other adjustments (deferred and cost-of-living escalator adjustments) effective during the calendar year. In other establishments, includes increases effective in the calendar year.

<sup>6</sup> Insufficient information to compute amount of increase.

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

workers affected by decisions were in plants where increases averaged 5 but less than 9 cents. The proportion did not vary substantially between union and nonunion situations; 42 percent of the workers in union plants and 37 percent in nonunion plants were affected by wage increases of this size.

Included were about 400,000 workers employed in textile mills in the South and in New England. For workers in the southern mills (most of which were unorganized), the increases were the second in less than a year—pay was raised in late 1963 and again in August or September 1964; increases had also been put into effect in 1962. The New Eng-

land textile workers' increases in May or June 1964 were the first since 1962; their contracts were not reopened in 1963.

Within this 4-cent spread, increases for nonunion establishments were concentrated at 7 but less than 8 cents. Increases in union firms were more evenly distributed, with the greatest number receiving 6 but less than 7 cents. In this category were employees of chemical, paper, petroleum, and metalworking firms in addition to those in meatpacking, where the Armour and Co. and Swift & Co. settlements in September with the Meat Cutters, Packerhouse Workers, and Packerhouse and Dairy Workers set the pattern for the industry.<sup>5</sup> By the end of the year, about 100,000 workers in meatpacking were affected by the 6-

<sup>5</sup> See *Monthly Labor Review*, October 1964, p. 1191, and November 1964, pp. 1309-1310.

TABLE 3. CHANGES IN SUPPLEMENTARY PRACTICES IN MANUFACTURING, 1964

[Numbers in thousands]

Supplementary practices	Production and related workers by type of establishment					
	All		Union <sup>1</sup>		Other	
	Ap- prox- imate num- ber	Per- cent	Ap- prox- imate num- ber	Per- cent	Ap- prox- imate num- ber	Per- cent
Total <sup>2</sup> .....	11,083	100.0	8,431	100.0	2,652	100.0
Not changing supplement- ary practices.....	7,054	63.6	5,083	60.3	1,971	74.3
Reducing supplementary practices.....	11	.1	5	.1	6	.2
Liberalizing or establishing 1 or more supplementary practice <sup>3</sup> .....	4,018	36.3	3,343	39.7	674	25.4
Premium pay.....	773	7.0	745	8.8	28	1.1
Shift differentials.....	460	4.1	419	5.0	40	1.5
Paid holidays.....	1,920	17.3	1,744	20.7	176	6.6
Paid vacations.....	2,094	18.9	1,874	22.2	219	8.3
Pensions <sup>4</sup> .....	1,996	18.0	1,888	22.4	108	4.1
Health and welfare plans <sup>4</sup> .....	2,868	25.9	2,484	29.5	384	14.5
Severance pay <sup>5</sup> .....	903	8.1	886	10.5	17	.6
Supplemental unem- ployment benefits <sup>4</sup> .....	774	7.0	762	9.0	11	.4
Jury duty pay.....	807	7.3	796	9.4	12	.4
Paid funeral leave.....	895	8.1	881	10.5	14	.5
Paid sick leave.....	64	.6	63	.7	1	( <sup>6</sup> )
Other practices <sup>7</sup> .....	1,084	9.8	1,023	12.1	61	2.3

<sup>1</sup> Establishments in which a majority of the production and related workers were covered by union agreements.

<sup>2</sup> Unlike the totals in tables 1 and 2, these totals include employment in all establishments that have a policy of making general wage changes, including those in which the only general wage changes put into effect during the year were cost-of-living escalator adjustments or increases decided upon in earlier years, as well as union establishments in which there was no bargaining on wages in 1964 or bargaining was not concluded. Also included are 139,000 workers in establishments in which action on wages or supplementary practices was not known. Both tables exclude all workers in establishments in which general wage changes are normally not made.

<sup>3</sup> These totals are smaller than the sum of individual items since some actions affect more than 1 item. Includes 10,000 workers in union and 19,000 in nonunion establishments in which some supplementary practices were liberalized and others were reduced.

<sup>4</sup> Includes actions in which contributions were increased to maintain existing benefits, and excludes actions increasing benefits without increased employer contributions.

<sup>5</sup> Includes 18,000 workers in establishments in which extended layoff allowances were introduced.

<sup>6</sup> Less than 0.05 percent.

<sup>7</sup> Includes 24,000 workers in establishments in which extended vacation plans were introduced and 7,000 in establishments in which they were improved.

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

cent general increase, and most of these were also covered by changes in supplementary practices similar to those provided under agreements with Armour and Swift.

Almost one-fifth of the workers affected by decisions to increase wages received less than 5 cents. The automobile and farm equipment settlements accounted for a majority of these workers; their immediate wage increases consisted only of inequity adjustments.

**Percentages.** The median increase resulting from wage decisions amounted to 2.7 percent. One worker out of eight, generally the same workers as

those receiving less than 3 cents, were employed where increases averaged less than 1 percent. Nearly as many were employed where increases averaged 3 but less than 3½ percent; the proportion was about the same for union and nonunion establishments considered separately. Among these were employees of California Processors and Growers and some Western Electric Co. employees, but increases of this size were not heavily concentrated in any industry. Increases for about 1 out of 10 workers averaged 2 but less than 2½ percent, and about the same proportion were employed where decisions provided increases of 2½ but less than 3 percent.

On the whole, wage increases resulting from decisions were smaller than in 1963, when 1 worker in 5 was employed where increases averaged at least 10 cents, compared with 1 in 8 in 1964.

**Total Changes.** About 116,400 workers, employed where decisions were made not to change basic rates during the year, did receive cost-of-living increases; another 848,000 received 1 to 5 cents in escalator raises in addition to changes in the wages structure decided on in 1964. Addition of these cost-of-living increases to those resulting exclusively from wage decisions during 1964 resulted in concentrations at 5 and under 6 cents and at 3 and under 3½ percent of "straight-time" average hourly earnings (16.4 and 12.6 percent of the workers, respectively). Of the workers receiving escalator changes in addition to changes decided on in 1964, the vast majority were in the union segment, where escalator provisions are far more prevalent.

### Supplementary Practices

About 36 percent of all production and related workers in manufacturing were employed where supplementary practices were introduced or improved (table 3). Included were 60 percent of the workers employed where wage decisions were reached in 1964. The proportions in 1962 and 1963 were 53 and 57 percent, respectively. Where wages were left unchanged, liberalization in fringes affected a third of the workers, compared with 55 percent in 1963.

Changes in health and welfare plans affected far more workers than did changes in any other benefit. As in 1963 and 1961, these improvements



were effective where 1 worker in 4 was employed; 1 out of 5 was affected by such liberalizations in 1962.

Company assumption of full payment of all insurance premiums was common, and benefit increases were widespread—hospitalization was extended to a full year in a good many instances; major medical plans were instituted or improved; life insurance was increased; and weekly sick and accident payments were raised, together with increases in the length of the period covered, as in the auto settlements where benefits would continue up to a full year rather than to 6 months as in the past.

An interesting new development was the introduction of long-term disability benefit plans in a few major settlements. Other benefits, concentrated chiefly in the food industry on the Pacific Coast, included dental care plans, similar to those negotiated several years ago in a large settlement in Southern California covering major grocery chains. Prescription drug and eye care plans were also introduced on the West Coast during 1964.

In many instances, more than one type of health and welfare benefit was improved as the following tabulation indicates.

Benefits introduced or improved	Production and related workers (in thousands), by types of establishment					
	Total		Union		Other	
	1964	1963	1964	1963	1964	1963
Life insurance and/or sickness and accident benefits only.....	301.7	365.2	211.8	324.6	89.8	40.6
Hospitalization, surgical, and/or medical only.....	883.1	582.4	723.4	439.1	159.7	143.3
Both life insurance and hospitalization and related benefits.....	1,558.4	1,728.7	1,424.0	1,513.7	134.5	215.0

Improvements in vacations (effective where nearly 1 out of 5 workers was employed) ranked second to improved health and welfare plans, and almost as many were affected by improved pensions. A second week of paid vacation was featured in contracts covering about 200,000 workers in women's and children's apparel manufacturing plants. The traditional method of financing vacations from health and welfare funds was continued, with the companies' contributions increased by 2 percent of gross payroll to provide the second week of vacation.

<sup>6</sup> See *Monthly Labor Review*, November 1964, pp. 1306-1308, and December 1964, p. 1435.

During the year, provisions for a fourth week of leave or liberalization of eligibility requirements for existing 4-week vacations were prevalent in both large and small firms; in many instances, changes were not made for short-service employees. The auto and most farm equipment settlements provided an additional week to all employees with a year of service—bringing the top vacation leave or pay to a fourth week after 15 years.

The trend toward a fifth week was more noticeable than in former years and, as in the past, breweries led in length of annual vacations.

Pension improvements included liberalization of early retirement and vesting provisions as well as substantial increases in normal benefits. In the fall of the year, pension negotiations between the automobile and farm equipment companies and the Auto Workers received wide publicity, particularly the liberalized early retirement provisions.<sup>6</sup>

Liberalization of paid holiday provisions affected nearly as many workers as did changes in vacations and pensions—again reflecting effects of the auto settlements, where 2 additional paid holidays brought the total to 9.

### Comparison With Earlier Years

General wage increases in manufacturing were lower in 1964 than in any other year since 1959 (the first year for which such data are available). This is true both for average changes limited to those workers whose rates of pay were changed and for averages that apply to all workers, including those whose rates were not changed during the year. The picture is the same whether attention is focused on total changes effective during the year or on wage decisions alone.

Adjustment <sup>2</sup>	Average (median) percentage wage change <sup>1</sup>					
	1964	1963	1962	1961	1960	1959
Total effective wage changes.....	2.1	2.7	2.5	2.5	3.2	3.5
Wage decisions.....	2.2	2.6	2.4	2.4	3.1	3.5
Wage increase <sup>3</sup>						
Total effective wage changes.....	2.7	3.1	3.0	3.0	3.6	3.8
Wage decisions.....	2.7	3.0	2.9	2.8	3.4	3.8

<sup>1</sup> Computed from a distribution in which all workers were allocated to the average change within an establishment.

<sup>2</sup> Includes all establishments within which wages were increased, decreased, or left unchanged.

<sup>3</sup> Limited to establishments in which wage rates were increased.

Of the workers affected by decisions, about the same proportion did not receive general wage increases in 1964 as in 1963 and 1961—nearly a

fourth. The corresponding proportion was about a third in 1962, a fifth in 1960, and less than a sixth in 1959.

### Union and Nonunion Comparisons

About 45 percent of the production and related workers in manufacturing establishments where wages are changed by general rather than individual adjustments were covered by major collective bargaining agreements.<sup>7</sup> Thirty percent were in smaller union plants, and 25 percent were in unorganized establishments. Median wage adjustments which include all establishments whether or not they changed wages during the year were somewhat lower in nonunion firms than in those under collective bargaining agreements, as shown below:

	Average (median) wage change in 1964			
	Adjustment <sup>1</sup>		Increase <sup>2</sup>	
	Cents	Percent	Cents	Percent
All manufacturing.....	5.5	2.1	7.0	2.7
All union.....	5.5	2.2	6.9	2.6
Major union.....	5.5	2.0	7.0	2.6
Nonunion.....	4.6	2.0	7.1	3.2

### Average (median) wage change in 1964

	Adjustment <sup>1</sup>		Increase <sup>2</sup>	
	Cents	Percent	Cents	Percent
	Wage decision			
All manufacturing.....	5.0	2.2	6.6	2.7
All union.....	6.0	2.3	6.2	2.5
Major union.....	5.7	2.0	6.0	2.2
Nonunion.....	4.5	2.0	7.1	3.2

<sup>1</sup> Includes employees in establishments in which wage rates were not changed or were reduced.

<sup>2</sup> Limited to employees in establishments in which wage rates were increased.

There was little difference in cents-per-hour changes in a comparison of all establishments in which wages were increased, but percentage increases in pay in nonunion plants were larger than in union establishments. Where decisions were made to increase wages, the raises in nonunion plants averaged well above those in union plants. Generally, nonunion establishments make less frequent but proportionately larger general wage increases than do organized plants.

<sup>7</sup> Situations affecting 1,000 workers or more.

[In America] people do not inquire concerning a stranger, What is he? but, What can he do? If he has any useful art he is welcome; and if he exercises it and behaves well, he will be respected by all that know him; . . . . The husbandman is in honor there, and even the mechanic, because their employments are useful. The people have a saying that God Almighty is himself a mechanic, the greatest in the universe; and He is respected and admired more for the variety, ingenuity and utility of His handiworks than for the antiquity of his family . . . . In short, America is the land of labor.

—Benjamin Franklin, *Information to Those Who Would Remove to America.*

## Developments Under Major Bargaining Agreements, 1964

GEORGE RUBEN\*

WITH NEW CONTRACTS negotiated in the automobile, farm equipment, railroad, trucking, and coal mining industries, 1964 was a more active bargaining year than 1963;<sup>1</sup> approximately 4.3 million workers were affected by 1964 settlements, compared with about 3.37 million in 1963.<sup>2</sup>

The automobile settlements deferred any annual improvement factor adjustments to the second year of the new contracts and provided only for wage inequity adjustments during the first year. Partly because of this, general wage changes in major collective bargaining situations in manufacturing (both those negotiated during the year and those effective during the year) were proportionately lower on the average during 1964 than in any year since 1954—the first year for which there is a record of such changes. The decline in the average adjustment in wage rates effective during the year was caused, in part, by the substantial number of workers covered by agreements negotiated in earlier years, and not subject to renegotiation during 1964, that provided for no change in wage rates during the year. Wage changes negotiated during 1964 were also relatively small in the nonmanufacturing industries studied, although they were higher than those negotiated in 1963 or 1960.<sup>3</sup>

Though wage changes lagged in 1964, this was not generally true of changes in supplementary

benefits. The proportion of major collective bargaining situations, and the proportion of workers covered by these situations, in which supplementary benefits were liberalized or introduced was greater than in most earlier years, and the number of benefits changed by the average settlement was higher.

Settlements in two industries dealt with issues that had been in dispute for a number of years. In longshoring, the issue of manning was settled for 24,000 New York City longshoremen<sup>4</sup> by a provision for reduction in 20-man work gangs to

<sup>2</sup> In 1963, workers in the automobile and related industries and in trucking received deferred wage increases under contracts negotiated earlier. Coal miners and railroad employees received no wage increase. The following tabulation shows the years in which wage settlements were reached under most major agreements in specified industries or industry groups:

Industry	1964	1963	1962	1961	1960	1959	1958	1957
Meatpacking.....	+	---	---	+	---	+	---	---
Cotton textiles.....	+	+	+	---	+	+	---	---
Apparel:								
Women's dresses.....	+	---	---	+	---	---	+	---
Women's coats and suits.....	+	---	---	+	---	+	---	---
Men's coats and suits.....	---	+	---	---	+	---	---	---
Men's shirts.....	---	---	+	○	---	+	○	---
Paper and pulp:								
West Coast.....	+	+	+	+	+	+	+	+
International Paper.....	---	+	+	+	---	+	+	---
Petroleum refining.....	+	+	<sup>1</sup> +	+	+	+	---	+
Rubber.....	+	+	---	+	+	+	+	+
Cement.....	---	+	---	+	---	+	+	+
Basic steel and related industries.....	---	○	○	---	+	---	---	---
Aluminum.....	---	○	○	---	<sup>2</sup> +	+	---	---
Farm and construction equipment.....	○	---	---	+	---	---	+	---
Automobiles.....	○	---	---	+	---	---	+	---
Aerospace.....	---	---	+	---	+	---	+	---
Longshoring:								
Atlantic and Gulf Coast.....	<sup>3</sup> +	+	---	---	---	+	+	+
Pacific Coast.....	---	---	+	+	+	+	+	+
Trucking.....	+	---	---	+	---	---	+	---
Communications.....	+	+	+	+	+	+	+	+
Bituminous coal mining.....	+	---	---	---	---	---	+	---
Railroads.....	+	---	<sup>4</sup> +	---	+	---	---	+

<sup>1</sup> Some settlements in late 1962.

<sup>2</sup> Some settlements in early 1960.

<sup>3</sup> New York Port only.

<sup>4</sup> Nonoperating employees.

NOTE: "+" indicates that settlements provided wage increases in the first contract year for all employees in the bargaining unit; "○" indicates they did not.

<sup>3</sup> A high proportion of the nonmanufacturing workers covered by this summary are under a relatively small number of long-term agreements, some of which settle one year while others settle in a different year. This fact contributes to year-to-year variations.

<sup>4</sup> By the end of the year, negotiations were not concluded for 30,000 other longshoremen on the Atlantic and Gulf Coasts. The New York agreement also increased wage rates, pension benefits, employer contributions for health and welfare benefits, and vacation and holiday provisions. See *Monthly Labor Review*, February 1965, p. 196.

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<sup>1</sup> This summary describes general wage changes and changes in supplementary benefits negotiated under bargaining agreements affecting 1,000 workers or more in all manufacturing and nonmanufacturing industries except construction, the service trades, finance, and government. A general wage change is defined as one affecting 10 percent or more of the workers in a situation and is presented in the tabulations as the mean for all workers covered by the agreement, including any who did not receive changes. In reporting the number of workers affected by a change in supplementary benefits, all workers in the situation are counted, even though some changes, such as additional vacations for long-service employees, might not immediately affect all workers.

A distinction is made between changes negotiated in the year and those agreed upon earlier, to become effective in 1964. In reporting on negotiated changes, only those effective within the first contract year—i.e., within 12 months of the settlement—are reported. If a settlement provides wage changes in the second or later contract years (deferred wage changes), they are tabulated in the calendar year in which such contract years begin.

Information on changes in union scales in the construction industry, based on the Bureau's quarterly survey of 7 trades in 100 cities, is presented separately on p. 1195.

18 effective April 1, 1966, and to 17 effective October 1, 1967. In return, union members working at least 700 hours from April 1, 1965, to March 31, 1966, were to be guaranteed 1,600 hours of work or pay in the following year.

TABLE 1. GENERAL WAGE CHANGES IN MAJOR COLLECTIVE BARGAINING SITUATIONS, BY TYPE AND AMOUNT OF WAGE ACTION, 1964

[Numbers in thousands]

Type and amount of wage action	Total effective changes <sup>1</sup>		Wage decisions <sup>2</sup>		Total wage changes effective where decisions were reached <sup>3</sup>	
	Production and related workers					
	Approximate number	Percent	Approximate number	Percent	Approximate number	Percent
Total <sup>4</sup> .....	7,830	100.0	4,305	100.0	4,305	100.0
No wage changes <sup>5</sup> .....	1,774	22.7	217	5.0	138	3.2
Decreases in wages.....	4	(.6)	4	.1	4	.1
Increases in wages.....	6,053	77.3	4,084	94.9	4,163	96.7
IN CENTS PER HOUR						
Under 3.....	109	1.4	710	16.5	52	1.2
3 and under 4.....	161	2.1	16	.4	64	1.5
4 and under 5.....	295	3.8	110	2.6	184	4.3
5 and under 6.....	793	10.1	174	4.0	628	14.6
6 and under 7.....	508	6.5	314	7.3	224	5.2
7 and under 8.....	624	8.0	311	7.2	381	8.8
8 and under 9.....	644	8.2	379	8.8	452	10.5
9 and under 10.....	804	10.3	601	14.0	601	14.0
10 and under 11.....	821	10.5	502	11.7	542	12.6
11 and under 12.....	401	5.1	269	6.3	284	6.6
12 and under 13.....	160	2.0	124	2.9	135	3.1
13 and under 15.....	217	2.8	180	4.2	149	3.5
15 and under 17.....	109	1.4	37	.8	80	1.9
17 and under 19.....	56	.7	52	1.2	53	1.2
19 and over.....	341	4.3	296	6.9	325	7.5
Not specified or not computed <sup>7</sup> .....	10	.1	9	.2	9	.2
IN PERCENT						
Under 1.....	130	1.7	708	16.4	61	1.4
1 and under 1½.....	315	4.0	85	2.0	217	5.0
1½ and under 2.....	670	8.6	108	2.5	542	12.6
2 and under 2½.....	662	8.5	349	8.1	336	7.8
2½ and under 3.....	720	9.2	368	8.5	390	9.1
3 and under 3½.....	1,269	16.2	737	17.1	811	18.8
3½ and under 4.....	1,132	14.5	823	19.1	839	19.5
4 and under 4½.....	342	4.4	219	5.1	249	5.8
4½ and under 5.....	103	1.3	123	2.8	82	1.9
5 and under 5½.....	174	2.2	148	3.4	150	3.5
5½ and under 6.....	137	1.7	72	1.7	112	2.6
6 and under 7.....	44	.6	23	.5	38	.9
7 and under 8.....	44	.6	20	.5	29	.7
8 and under 9.....	114	1.4	111	2.6	113	2.6
9 and under 10.....	138	1.8	138	3.2	138	3.2
10 and over.....	49	.6	44	1.0	46	1.1
Not specified or not computed <sup>7</sup> .....	10	.1	9	.2	9	.2

<sup>1</sup> Changes in wage rates negotiated during 1964 plus increases decided upon in earlier years and cost-of-living escalator adjustments effective during the year.

<sup>2</sup> Excludes changes negotiated in earlier years and cost-of-living escalator adjustments.

<sup>3</sup> Changes in wage rates negotiated during the year plus deferred and cost-of-living escalator adjustments effective during the year in these same establishments.

<sup>4</sup> Excludes 71,000 workers in situations in which action on wages in 1964 was not known.

<sup>5</sup> Includes workers in establishments in which there was no bargaining on wages in 1964 or bargaining was not concluded, but where contracts did not specify wage changes to go into effect during the year.

<sup>6</sup> Less than 0.05 percent.

<sup>7</sup> Insufficient information to compute amount of increase.

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

The 4½-yearlong work rules dispute between the Nation's railroads and the operating brotherhoods <sup>5</sup> was resolved by a settlement in April. The basic unit of road service pay was maintained at 100 miles (150 miles for passenger train service), with the proviso that until January 1968 any wage increase would be added to the daily rates of workers paid on this basis and would not increase mileage rates proportionately. Yard service employees received wage inequity adjustments. Other terms dealt with lodging allowances, paid holidays, and changes in the types of work that could be performed by road crews. In the same month, the constitutionality of the arbitration law and award on the issue of firemen and train crew size was upheld by the Supreme Court, and in May the carriers began exercising their right to reduce the number of firemen. Later in the year, wage increases were negotiated for most operating and nonoperating brotherhood employees.

The 1964 settlement in the trucking industry brought nearly 350,000 employees under a single "national" master freight contract. <sup>6</sup>

### Negotiated Wage Changes

Of the 4.3 million workers affected by 1964 wage settlements, all but 5 percent were employed where wages were increased in the first contract year. Wage rates of 217,000 workers remained unchanged and those of 4,000 workers were reduced (tables 1 and 2).

The proportion whose rates were not changed was about the same as in the years from 1956 through 1961 (table 3), but represented a distinct decline from 1962 and 1963 (in these years, steel and related settlements provided for no wage increase and, consequently, the proportion of workers affected by settlements where wages were not changed exceeded 20 percent).

**In Percent.** The average (median) general wage increase negotiated during the year was 3.2 percent of straight-time average hourly earnings

<sup>5</sup> The Locomotive Engineers (Ind.), the Firemen and Engine-men, the Railroad Trainmen, the Railway Conductors and Brake-men (Ind.), and the Switchmen. See *Monthly Labor Review*, June 1964, p. 692.

<sup>6</sup> Previously, all economic matters were negotiated on a regional or area basis, although the main economic terms were similar in all agreements. See *Monthly Labor Review*, March 1964, pp. 321-322.

(table 4). The automobile settlements, which provided only for inequity wage adjustments, reduced the average for manufacturing to 2.2 percent, if only settlements in which wages were increased are considered, and to 2 percent if settlements in which wages were left unchanged are included. In the nonmanufacturing industries studied, where practically all workers covered by settlements received increases, the median change was 3.6 percent.

Over one-third of the workers were covered by agreements that provided wage-rate increases of 3 but less than 4 percent. Another sixth were employed where wages were increased 2 but less than 3 percent, and the same proportion where they were increased less than 1 percent; these latter changes were concentrated in automobile and related industries. More than 4 out of 5 workers in the nonmanufacturing industries studied were affected by settlements that raised wages 2 but less than 5 percent. Over half of the nonmanufacturing employees were covered by settlements providing increases of 3 but less than 4 percent; these were primarily in trucking and railroads.<sup>7</sup>

**In Cents.** General wage changes for all industries studied amounted to 9 cents on the average in those settlements in which wages were increased and to

<sup>7</sup> Also falling within this interval were 24,000 New York City longshoremen who received a 10-cent increase (about 3.1 percent).

<sup>8</sup> UAW settlements in these industries were not identical for all companies, especially in the automotive parts and farm and construction equipment industries. Terms of the settlements were modified to meet local conditions. Even the settlements with the major automobile companies varied somewhat. The American Motors contract made no provision for wage inequity adjustments, and inequity adjustments varied among the other companies, with the highest average being 2.5 cents at General Motors. A Christmas bonus, to be financed from SUB funds, was established at General Motors, Ford, and American Motors, but not at Chrysler, where the SUB fund was not expected to reach its maximum during the life of the contract. At American Motors, the progress sharing plan, not in existence at other companies, was modified. The 25,000 employees at General Motors represented by the Electrical Workers (IUE) received, in addition to 2½-cent inequity adjustments, a 2-cent across-the-board increase. (Under the previous contract, these workers had received 2 cents less than those represented by the UAW, in return for the company's assuming the full cost of insurance.) Most of the farm equipment and automobile parts settlements, like the major auto settlements, provided wage increases of 2½ percent, with a minimum of 6 cents an hour in 1965, and 2.8 percent, with a minimum of 7 cents, in 1966, but there were modifications of this pattern as well as greater modifications in supplementary benefit provisions. All settlements greatly improved pensions including normal benefits and in most cases disability and special early retirement benefits. They also improved insurance, with the company assuming the full cost of life and sickness benefits, increased jury duty pay, and established paid funeral leave. Details of these settlements are presented in *Current Wage Developments* reports, beginning with No. 202.

TABLE 2. GENERAL WAGE CHANGES IN MAJOR COLLECTIVE BARGAINING SITUATIONS IN MANUFACTURING AND SELECTED NONMANUFACTURING INDUSTRIES,<sup>1</sup> BY TYPE AND AMOUNT OF WAGE ACTION, 1964

Type and amount of wage action	Percent of production and related workers in—					
	All industries studied		Manufacturing		Selected non-manufacturing industries	
	Total effective wage changes <sup>2</sup>	Wage decisions <sup>3</sup>	Total effective wage changes <sup>2</sup>	Wage decisions <sup>3</sup>	Total effective wage changes <sup>2</sup>	Wage decisions <sup>3</sup>
All wage actions..	100.0	100.0	100.0	100.0	100.0	100.0
No wage change.....	22.7	5.0	28.4	-9.3	12.8	0.3
Decreases in wages.....	(4)	.1	.1	.2	-----	-----
Increases in wages.....	77.3	94.9	71.6	90.5	87.2	99.7
IN CENTS PER HOUR						
Under 3.....	1.4	16.5	1.7	29.8	.9	1.8
3 and under 4.....	2.1	4	3.2	.7	.1	-----
4 and under 5.....	3.8	2.6	5.9	4.9	.1	-----
5 and under 6.....	10.1	4.0	13.8	5.7	3.8	2.3
6 and under 7.....	6.5	7.3	9.1	12.2	2.0	1.8
7 and under 8.....	8.0	7.2	9.2	9.0	5.9	5.2
8 and under 9.....	8.2	8.8	8.7	10.4	7.5	7.0
9 and under 10.....	10.3	14.0	4.5	2.8	20.1	26.3
10 and under 11.....	10.5	11.7	7.3	3.6	16.0	20.6
11 and under 13.....	7.2	9.1	5.3	7.0	10.3	11.5
13 and under 15.....	2.8	4.2	1.5	2.9	4.9	5.7
15 and under 17.....	1.4	.8	.6	.4	2.7	1.3
17 and under 19.....	.7	1.2	.2	.3	1.7	2.2
19 and over.....	4.3	6.9	.6	.6	10.8	13.9
Not specified or not computed <sup>5</sup>	.1	.2	.1	.3	.1	.1
IN PERCENT <sup>6</sup>						
Under 1.....	1.7	16.4	2.1	29.7	.9	1.8
1 and under 1½.....	4.0	2.0	6.3	3.8	.1	-----
1½ and under 2.....	8.6	2.5	12.2	4.0	2.2	.9
2 and under 2½.....	8.5	8.1	11.4	12.6	3.3	3.1
2½ and under 3.....	9.2	8.5	9.5	8.7	8.6	8.3
3 and under 3½.....	16.2	17.1	13.3	9.9	21.3	25.1
3½ and under 4.....	14.5	19.1	8.7	8.6	24.4	30.8
4 and under 4½.....	4.4	5.1	2.5	3.5	7.6	6.9
4½ and under 5.....	1.3	2.8	.6	1.0	2.5	4.9
5 and under 6.....	4.0	5.1	3.9	7.2	4.1	2.8
6 and under 7.....	.6	.5	.1	.1	1.3	1.1
7 and under 8.....	.6	.5	.4	.5	.9	.5
8 and under 9.....	1.4	2.6	.2	.5	3.5	4.8
9 and under 10.....	1.8	3.2	.1	.1	4.7	6.6
10 and over.....	.6	1.0	(4)	.1	1.7	2.1
Not specified or not computed <sup>5</sup>	.1	.2	.1	.3	.1	.1
Total number of workers (in thousands).....	7,830	4,305	4,952	2,261	2,879	2,044

<sup>1</sup> See footnote 1, table 1.

<sup>3</sup> See footnote 3, table 1.

<sup>2</sup> See footnote 2, table 1.

<sup>4</sup> Less than 0.05 percent.

<sup>5</sup> Insufficient information to compute amount of increase.

<sup>6</sup> Percent of estimated straight-time average hourly earnings.

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

8.4 cents for all settlements reached during the period. In nonmanufacturing industries, the 9-cent increases negotiated for many railroad workers and the 10-cent changes for most trucking employees were reflected in the 10-cent median increase and the concentration of almost half the workers at 9 but less than 11 cents.

Contracts in the automobile, automotive parts, and farm and construction equipment industries, hereafter referred to as the "automobile pattern," accounted for most of the workers who received increases of less than 3 cents.<sup>8</sup>

## Total Changes

Some of the workers covered by 1964 settlements received cost-of-living escalator adjustments, and a few received deferred wage increases in addition to the changes specifically provided by their 1964 settlements. Cost-of-living escalator clauses are more prevalent in manufacturing than in non-manufacturing industries; hence, addition of the escalator increases to negotiated changes substantially reduced the disparity in wage-rate changes between the two groups of industries. The differ-

ence between negotiated wage increases and total wage changes effective in situations in which negotiations took place was relatively great in 1964, since the automobile patterns settlements provided negotiated wage increases of less than 3 cents, but most of these workers received an additional 3 cents in escalator adjustments.<sup>9</sup>

<sup>9</sup> Employees at Chrysler Corp. also received a 5-cent increase effective June 29, 1964, as provided by their 1961 agreement (which expired Aug. 31, 1964); this amount had been temporarily diverted to the SUB reserve fund from the 1961, 1962, and 1963 wage increases.

TABLE 3. CHANGES IN WAGE RATES NEGOTIATED IN SELECTED MAJOR COLLECTIVE BARGAINING SETTLEMENTS CONCLUDED IN THE YEAR, 1956-64

Industry division, type, and amount of wage action	Percent of production and related workers in—								
	1964	1963	1962	1961	1960	1959	1958	1957	1956
<b>ALL INDUSTRIES STUDIED</b>									
All wage actions.....	100	100	100	100	100	100	100	100	100
No wage changes.....	5	25	22	8	4	3	7	7	1
Decreases in wages.....	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Increases in wages.....	95	75	78	92	96	97	93	93	99
Under 5.....	19	4	4	21	6	4	7	1	(1)
5 and under 7.....	11	13	22	25	25	13	13	10	7
7 and under 9.....	16	23	18	15	20	33	30	19	11
9 and under 11.....	26	13	21	14	26	18	14	21	44
11 and under 13.....	9	5	6	10	5	12	5	9	18
13 and under 15.....	4	3	2	4	4	9	3	8	5
15 and under 17.....	1	3	1	2	2	3	6	10	4
17 and under 19.....	1	6	1	2	4	1	2	1	3
19 and over.....	7	5	3	1	3	3	9	10	5
Not specified or not computed <sup>2</sup> .....	(1)	(1)	(1)	1	(1)	1	3	5	3
<b>MANUFACTURING</b>									
All wage actions.....	100	100	100	100	100	100	100	100	100
No wage changes.....	9	29	34	10	7	5	8	13	1
Decreases in wages.....	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Increases in wages.....	91	71	65	89	93	95	92	87	99
Under 5.....	35	6	6	30	8	7	6	2	(1)
5 and under 7.....	18	16	29	19	12	13	15	8	8
7 and under 9.....	20	23	16	15	28	37	43	16	11
9 and under 11.....	6	8	7	9	31	19	9	24	40
11 and under 13.....	7	3	3	7	3	6	3	8	23
13 and under 15.....	3	3	2	6	2	9	1	10	6
15 and under 17.....	(1)	2	2	1	3	2	6	14	5
17 and under 19.....	(1)	9	(1)	(1)	5	1	3	1	2
19 and over.....	1	2	(1)	1	1	1	5	2	1
Not specified or not computed <sup>2</sup> .....	(1)	(1)	(1)	2	(1)	1	2	3	2
<b>SELECTED NONMANUFACTURING INDUSTRIES</b>									
All wage actions.....	100	100	100	100	100	100	100	100	100
No wage changes.....	(1)	18	3	2	1	1	5	(1)	(1)
Decreases in wages.....	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Increases in wages.....	100	82	97	97	99	99	95	100	100
Under 5.....	2	1	1	4	4	1	9	(1)	(1)
5 and under 7.....	4	8	12	26	44	14	9	12	4
7 and under 9.....	12	24	20	15	10	27	6	22	11
9 and under 11.....	47	22	41	24	20	16	24	17	50
11 and under 13.....	12	9	10	16	8	21	10	11	10
13 and under 15.....	6	4	3	2	5	8	6	5	3
15 and under 17.....	1	3	(1)	4	1	5	6	5	2
17 and under 19.....	2	1	2	4	2	(1)	(1)	1	4
19 and over.....	14	9	7	3	6	7	18	19	11
Not specified or not computed <sup>2</sup> .....	(1)	1	(1)	(1)	(1)	1	5	7	5
Approximate number of workers affected by wage decisions (in thousands):									
All industries.....	4,305	3,370	4,037	4,035	4,508	3,343	4,109	2,961	5,708
Manufacturing.....	2,261	2,192	2,362	2,601	2,601	2,121	2,709	1,567	3,406
Selected nonmanufacturing industries.....	2,044	1,180	1,676	1,435	1,907	1,223	1,400	1,394	2,303
Average (median) adjustment.....	8.4	7.4	7.0	6.9	8.5	8.8	8.6	10.1	10.7
Average (median) increase.....	9.0	8.5	8.0	7.0	8.7	8.8	8.8	10.4	10.7

<sup>1</sup> Less than 0.5 percent.

<sup>2</sup> Insufficient information to compute amount of increase.

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

TABLE 4. AVERAGE (MEDIAN) GENERAL WAGE CHANGES IN MAJOR COLLECTIVE BARGAINING SITUATIONS, 1954-64

Year	All industries studied				Manufacturing				Selected nonmanufacturing industries			
	Median adjustment		Median increase		Median adjustment		Median increase		Median adjustment		Median increase	
	Cents	Percent	Cents	Percent	Cents	Percent	Cents	Percent	Cents	Percent	Cents	Percent
Negotiated in year												
1954.....	5.6	(1)	5.7	(1)	5.6	(1)	5.7	(1)	5.6	(1)	3.6	(1)
1955.....	10.1	(1)	10.3	(1)	9.4	(1)	9.5	(1)	13.3	(1)	13.9	(1)
1956.....	10.7	(1)	10.7	(1)	10.7	(1)	10.7	(1)	10.5	(1)	10.6	(1)
1957.....	10.1	(1)	10.4	(1)	9.9	(1)	10.4	(1)	10.4	(1)	10.4	(1)
1958.....	8.6	(1)	8.8	(1)	7.1	(1)	7.2	(1)	9.7	(1)	9.8	(1)
1959.....	8.8	3.9	8.8	3.9	7.3	3.5	7.4	3.7	8.8	4.0	8.9	4.0
1960.....	8.5	3.2	8.7	3.2	8.7	3.2	8.9	3.2	7.4	3.3	7.5	3.3
1961.....	6.9	2.8	7.0	2.9	6.0	2.4	6.5	2.5	9.0	3.6	10.0	3.6
1962.....	7.0	2.9	8.0	3.6	5.0	2.4	6.8	2.9	10.2	4.0	10.2	4.1
1963.....	7.4	3.0	8.5	3.4	6.8	2.5	8.0	3.0	8.5	3.4	9.5	3.5
1964.....	8.4	3.2	9.0	3.2	5.7	2.0	6.0	2.2	10.0	3.6	10.0	3.6
Effective in year												
1954.....	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
1955.....	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
1956.....	(1)	(1)	10.8	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
1957.....	(1)	(1)	12.7	(1)	(1)	(1)	11.5	(1)	(1)	(1)	14.0	(1)
1958.....	12.5	(1)	12.6	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
1959.....	7.8	3.5	8.8	3.6	8.4	3.5	9.1	3.7	7.0	3.1	7.6	3.4
1960.....	8.5	3.3	9.4	3.6	9.0	3.2	9.4	3.7	7.0	3.2	8.5	3.7
1961.....	6.2	2.7	8.0	3.1	6.9	2.7	8.0	3.0	5.7	2.6	9.0	3.6
1962.....	7.3	2.8	9.0	3.4	6.5	2.6	8.0	3.0	10.0	3.5	10.2	3.8
1963.....	7.5	2.9	9.4	3.4	7.5	2.7	9.0	3.2	7.4	3.2	10.0	3.7
1964.....	7.1	2.7	8.5	3.2	5.5	2.0	7.0	2.6	9.2	3.5	10.0	3.6

<sup>1</sup> Not available.

NOTE: Adjustments include these types of wage actions: No wage changes, decreases in wages, and increases in wages. Increases include only those situations where wages were raised.

**Changes Effective in 1964.** In addition to the 4.1 million workers who received wage increases as a result of negotiations concluded during 1964, the pay of approximately 2 million rose as a result of contracts that were negotiated in earlier years. Almost all of these received deferred increases (1.5 million workers) or deferred plus cost-of-living escalator adjustments (362,000), but a small number received escalator increases only. Most of the workers covered by deferred increases were in aerospace, rubber (where 5-year pension contracts were renegotiated), paper, shipbuilding, glass, West Coast lumber, utilities, and trade. Altogether, the workers who received increases during the year either as a result of current negotiations or earlier settlements accounted for 6.1 million (77 percent) of the 7.8 million workers under all major collective bargaining agreements.

Of the 1.8 million workers whose wages were not raised, a majority—1.3 million, including more than 500,000 in basic steel and 185,000 in the electrical equipment industry—were covered by agreements negotiated prior to and extending beyond

1964 that did not provide increases during the year. Another 200,000 were affected by 1964 settlements that did not change wages, and 290,000 were employed where wage bargaining was not completed by the end of the year.

Because of the substantial number of workers who received no wage increase during the year, the average increase in wage rates effective during the period, including those whose rates were unchanged, was 2.7 percent. For those workers whose wages were increased, the average increase effective during the period was 3.2 percent.

### Cost-of-Living Escalation

At the end of 1964, as a year earlier, the wages of 2 million workers under major collective bargaining agreements were subject to automatic escalation with changes in the BLS Consumer Price Index. Relatively few escalator clauses were established or discontinued,<sup>10</sup> and most settlements—including the automobile pattern, meat-packing, and trucking—continued escalation, with revised formulas related to the new index. The trucking settlements postponed the first an-

<sup>10</sup> Settlements discontinued escalation for 10,000 workers and established it for 13,000.

nual review under the new contracts until February 1966.

Of the 2 million workers subject to escalation, 1.3 million were under contract clauses calling for quarterly reviews (including automobile pattern settlements, aerospace, and other industries), 150,000 had provisions for semiannual reviews, 4,000 for monthly adjustments, and 80,000 for annual adjustments. The remaining 475,000, in trucking mainly, were under contracts that postponed the first review until 1965 or later.

The most common escalator increases effective in 1964 were 3 cents, the same as in 1963. In automobiles, automotive parts, and farm and construction equipment, adjustments were 3 cents in each year; in aerospace, 3 cents in 1964, but 3 or 4 cents in 1963; and in meatpacking 4 cents, compared with 3 cents in 1963.

### Supplementary Benefits

Of the 4.3 million workers affected by 1964 wage settlements, 3.7 million (86 percent) were employed where at least one supplementary benefit was improved or established (table 5).<sup>11</sup> This was about the same proportion as in 1963. Most frequently improved or established were paid vacations, pensions, holidays, and job security provisions.

TABLE 5. CHANGES IN SUPPLEMENTARY PRACTICES NEGOTIATED IN SELECTED MAJOR COLLECTIVE BARGAINING SETTLEMENTS, 1959-64

Supplementary benefit	Percent of production and related workers in—					
	1964	1963	1962	1961	1960	1959
Total establishing or liberalizing one supplementary benefit or more.....	85.7	87.4	62.5	76.7	85.5	81.0
Shift differentials.....	9.1	5.9	6.6	6.4	5.0	9.5
Paid vacations.....	67.8	43.4	38.1	39.6	40.2	43.8
Paid holidays.....	44.9	14.7	10.9	16.8	30.1	29.9
Premium pay.....	16.2	2.9	2.9	4.1	6.3	8.7
Pensions.....	67.8	37.2	34.9	48.1	40.8	42.0
Health and welfare plans.....	62.1	72.8	35.1	58.4	70.7	42.1
Supplemental unemployment benefits.....	17.8	4.2	17.3	18.8	.3	3.4
Severance pay.....	25.4	8.4	5.3	21.5	10.8	6.2
Jury duty.....	18.1	3.5	4.3	19.3	2.8	6.8
Paid funeral leave.....	20.7	8.7	7.4	5.8	2.6	5.9
Paid sick leave.....	3.6	3.4	4.2	3.3	2.7	3.3
Other practices.....	21.3	27.8	25.8	34.0	10.1	12.7
Total not changing any supplementary practice.....	14.3	12.4	37.5	23.2	14.5	18.7
Reducing supplementary practices.....	(1)	.2	-----	(1)	-----	.3
All workers in situations in which bargaining over wage rates was concluded during year:						
Percent.....	100.0	100.0	100.0	100.0	100.0	100.0
Number (in thousands).....	4,305	3,370	4,037	4,035	4,508	3,343

<sup>1</sup> Less than 0.1 of 1 percent.

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

TABLE 6. CHANGES IN UNION SCALES IN SEVEN CONSTRUCTION TRADES IN MAJOR CITIES, 1957-64<sup>1</sup>

Type and amount of change in hourly rate	Percent of scales in—							
	1964	1963	1962	1961	1960	1959	1958	1957
All scales.....	100	100	100	100	100	100	100	100
No scale change.....	12	15	14	16	15	12	13	12
Increases in scales.....	88	85	86	84	85	88	87	89
Under 5 cents.....	1	1	2	1	1	1	1	1
5 and under 10 cents.....	9	10	9	9	11	8	8	7
5 cents.....	4	5	5	4	4	3	2	2
7.5 cents.....	2	3	2	2	2	2	3	2
10 and under 15 cents.....	32	31	38	34	33	33	33	30
10 cents.....	20	18	23	19	20	22	19	17
12.5 cents.....	8	7	11	9	9	8	9	10
15 and under 20 cents.....	24	25	21	26	24	27	24	26
15 cents.....	19	20	18	21	18	19	20	18
20 and under 25 cents.....	12	11	9	8	10	9	11	12
20 cents.....	10	9	7	6	7	7	9	8
25 cents and over.....	11	8	7	7	6	10	12	13
25 cents.....	6	4	3	4	4	6	7	10
Adjustment in average (mean) hourly scales:								
In cents per hour.....	15.4	13.6	14.2	14.2	14.8	15.6	14.5	15.0
In percent.....	3.8	3.5	3.8	3.9	4.2	4.7	4.5	4.9

<sup>1</sup> Bricklayers, carpenters, electricians, painters, plasterers, plumbers, and building laborers in 100 cities. Includes changes effective in the year, regardless of when negotiated.

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

Most frequent changes in paid vacations were establishment of a fourth week for long-service employees (715,000 workers, including 580,000 in railroads and 24,000 in the New York City long-shore industry); reduction in the service required for 4 weeks (at least 650,000, including 400,000 in trucking, where 16 instead of 18 years of service will be required); addition of a week's leave for all eligible employees, which affected 650,000 workers under the automobile pattern; reduction in eligibility for 3 weeks (270,000); establishment of a fifth week or more (140,000, including 65,000 in petroleum refining, where most settlements established a fifth week after 20 or 25 years and improved the schedule for shorter service workers); and miscellaneous vacation changes (500,000 workers).

Changes in paid holidays included addition of an eighth holiday—550,000 workers (including nearly 400,000 represented by eight nonoperating railroad brotherhoods); eighth and ninth holidays—600,000 workers affected by the automobile pattern; a ninth holiday—330,000 workers; a seventh holiday—120,000 workers; or a half holi-

<sup>11</sup> In addition, benefits were improved or established for 110,000 workers employed where there was no provision for wage bargaining during the year, where workers received deferred increases, or where wage bargaining was not completed by the end of the year.



day—70,000 workers. Another 50,000 workers were affected by liberalized eligibility for holidays, 32,000 by increased pay for work on holidays, and 120,000 by a variety of other changes.

Health and welfare benefits were changed most frequently by improving hospital or surgical benefits or both (2.1 million workers, including the automobile pattern; life insurance (915,000, including meatpacking); sickness and accident benefits (825,000); and major medical benefits (575,000). Major medical coverage was established for 100,000; life insurance for 70,000 (including 63,000 railroad employees); sickness and accident benefits for 25,000; and hospital or surgical benefits, or both, for 7,000. Assumption of an increased proportion of the premiums for hospital and/or medical-surgical or for life and/or weekly sickness and accident benefits affected 1.2 million, including those under automobile-type settlements.

Wage settlement for 1.3 million also established or improved one or more job or income security benefits: Supplemental unemployment benefits were established for 40,000 workers and improved for 725,000, including those covered by automobile and related settlements; severance benefits were inaugurated for 63,000 workers and were improved for 1.1 million, including automobile workers and some in railroads; moving allowances were established for 3,000 workers and improved for 285,000, mostly railroad employees; retraining provisions were established for 2,000 workers and improved for 4,000; and automation funds were established for 6,000 workers.

### Union Scales in Construction Trades

During 1964, the estimated increase in average (mean) union scales for construction workers in 100 cities was 3.8 percent—higher than the comparable increase in previous years. In cents-per-hour terms, the rise was 15.4 cents.

Because the information on construction is based on wage changes occurring in 1964 regardless of when they were negotiated, it reflects more than 1964 economic conditions in the industry. The construction information presented in table 6 is more nearly comparable with that on total effective wage changes (in the other industries studied) than with that on wage decisions or negotiations.

### “Package Estimates”

The information presented in this article does not include the value of changes in supplementary benefits. The actual cost of various benefit changes depends on a variety of factors—for example, age and length of service of the workers affected and decisions of workers as to when they will retire. The best estimates of changes in total hourly labor costs can only be approximations. However, rough estimates were prepared of the cost of about 20 key collective bargaining settlements concluded during 1964 (including all settlements affecting 50,000 workers or more) which set the pattern for approximately  $2\frac{1}{4}$  million workers. These indicate that of the workers affected by this group of key settlements, about 12 percent were employed where settlements are expected to advance hourly labor costs at an annual rate of less than 3 percent, almost 60 percent where contracts will probably increase such expenditures at an annual rate of 3 but less than 4 percent, and about 30 percent where the packages were estimated to cost 4 percent or more a year.<sup>12</sup>

<sup>12</sup> These estimates, in contrast to the general wage changes referred to in the rest of the article, include all wage increases scheduled to go into effect during the life of the contract rather than during the first contract year, as well as the cost of supplementary benefits. They were computed by estimating the increase in costs by the end of the contract period and then reducing this figure to an annual rate. Possible increases in wages resulting from cost-of-living escalator adjustments provided in some agreements were omitted. The estimates, of course, do not indicate what will happen to costs per unit of output, which will be affected by changes in output per man-hour.

# Special Labor Force Report

## The Unemployed: Why They Started Looking for Work

CURTIS L. SMITH, Jr.\*

THE TRADITIONAL PICTURE of an unemployed person is that of a worker involuntarily separated from his job. Although partially correct, this image ignores the mobility of the American worker and the flexibility of the American labor force.

In June 1964, persons seeking employment because they had lost or quit a job constituted less than half the unemployed (2.9 percent of the labor force); the remainder of the unemployed (3.2 percent of the labor force) were persons who were entering or reentering the job market. In December of that year, persons separated from jobs again made up 2.9 percent of the labor force, while unemployed labor force entrants accounted for 1.8 percent.

To gain insight into this aspect of unemployment, questions to determine why jobseekers started looking for work were included in the monthly labor force surveys for June and December 1964.<sup>1</sup> Answers to these questions made it possible to classify the unemployed into three groups. The first includes all persons looking for work since they were involuntarily separated from (lost) their jobs. Included in this group are workers on temporary or indefinite layoff. The second group comprises all persons seeking

employment since they voluntarily left (quit) their last jobs. The third includes new workers who began to look for work for the first time, and persons with previous work experience whose job-seeking activity began after a period outside the labor force. In this article, the first two groups, job losers and job leavers, are called the disemployed; the last group is termed labor force entrants.

Because the data cover 2 months which have markedly different seasonal patterns, no conclusions can be drawn as to trends in different types of unemployment. Instead, a comparison is made of seasonal differences in the composition of the unemployed, and the personal and economic characteristics of jobseekers are examined in relation to their reasons for looking for work.

### Unemployment in June and December

Unemployment typically reaches its yearly high in June with the influx of summer jobseekers, particularly students, into the labor force. In June 1964, there were 4.7 million unemployed. As the following tabulation indicates, over half of these were labor force entrants, who were about equally divided between experienced workers and persons who had never held a full-time job. Most of the inexperienced jobseekers were persons under 18 years of age.

Reason for looking for work	June 1964		December 1964	
	Number	Percent	Number	Percent
(Numbers in thousands)				
Total, 14 years and over	4,692	100.0	3,466	100.0
Disemployed	2,261	48.2	2,153	62.1
Lost job	1,714	36.5	1,703	49.1
Temporarily laid off <sup>1</sup>	90	1.9	103	3.0
All others <sup>2</sup>	1,624	34.6	1,600	46.1
Left job <sup>3</sup>	547	11.7	450	13.0
Labor force entrants	2,431	51.8	1,314	37.9
Reentered <sup>4</sup>	1,178	25.1	749	21.6
Never worked <sup>5</sup>	1,253	26.7	565	16.3

<sup>1</sup> Persons on layoff who were told to report back to their jobs within 30 days of the date they were laid off.

<sup>2</sup> Persons who lost their jobs permanently and those on indefinite layoff.

<sup>3</sup> Persons who started to look for work directly after quitting their jobs.

<sup>4</sup> Persons with previous full-time work experience who were out of the labor force just prior to looking for work.

<sup>5</sup> Persons without previous full-time work experience who were out of the labor force just prior to looking for work.

\*Of the Division of Employment and Unemployment Analysis, Bureau of Labor Statistics. Reprints of this article, with additional tabular material, are available while the supply lasts upon request to the Bureau or any of its regional offices.

<sup>1</sup> The questions were: "You told me—started looking for work—weeks ago. Why did he start looking for work? Was it because he lost or quit a job, or was there some other reason?" These questions were asked about all unemployed persons except those on temporary layoff and those with no prior work experience whose status had been determined earlier in the interview.

In December 1964, unemployment was 1.2 million below the June level, with a reduction in the number of labor force entrants accounting for almost the entire decrease. Only 1 in 6 of the December unemployed had no previous full-time work experience. Except for the much smaller number of labor force entrants, the composition of unemployment in the 2 months was remarkably similar. In each month, slightly more than 2 million persons were disemployed. In each, approximately 1 in 5 of the disemployed had quit his job, and about 1 in 20 was on temporary lay-off. The remaining disemployed either had permanently lost a job or were on indefinite layoff.

### Age and Sex

The reasons for unemployment varied considerably by age and sex (table 1). These variations reflected the increase in labor force attachment and the decrease in frequent or casual job shifting, that come with increasing age and work experience. The older the age group of unemployed persons, the lower was the proportion of labor force entrants in the group. At one extreme, entrants constituted the overwhelming majority of unemployed teenagers. At the other, they ac-

counted for less than a fifth of unemployed men in the 45 to 64 age group, and a third of the women in that bracket.

There was little difference in the reasons for unemployment among teenage boys and girls. For both sexes, the prime reason for jobseeking was their entrance into the labor force. Loss of job was more prevalent among the older than the younger group of teenagers, since more 18 to 19 year-olds were out of school and participating full time in the labor force.

Movement into the labor force was also a major reason for unemployment among persons in the 20- to 24-year-old group, but was less important for this group than for teenagers. While job loss was more common among men than women in their early twenties, young women were more likely than young men to have quit a job. Young adults of both sexes were less likely than older workers to be unemployed because they had lost a job.

Among adult workers, there was considerably more difference between men and women in the reasons for unemployment. For men age 25 to 64, whose earnings are normally the primary means of support for their families, loss of job was the major cause of unemployment. While loss of job was also the most important reason for unemployment

TABLE 1. UNEMPLOYED PERSONS, BY REASON FOR LOOKING FOR WORK, AGE, AND SEX, JUNE AND DECEMBER, 1964  
[Percent distribution]

Age and sex	June					December				
	Number (in thou- sands)	Total	Disemployed		Labor force entrants <sup>3</sup>	Number (in thou- sands)	Total	Disemployed		Labor force entrants <sup>3</sup>
			Lost job <sup>1</sup>	Left job <sup>2</sup>				Lost job <sup>1</sup>	Left job <sup>2</sup>	
Total, 14 years and over <sup>4</sup> .....	4,692	100.0	36.5	11.7	51.8	3,466	100.0	49.1	13.0	37.9
Male, 14 years and over <sup>4</sup> .....	2,631	100.0	42.9	11.0	46.2	2,140	100.0	57.6	10.5	31.9
14 to 19 years.....	1,021	100.0	10.3	5.3	84.4	464	100.0	26.7	7.5	65.7
14 to 17 years.....	701	100.0	6.0	3.3	90.7	250	100.0	17.2	6.4	76.4
18 and 19 years.....	320	100.0	19.7	9.7	70.6	214	100.0	37.9	8.9	53.3
20 years and over <sup>4</sup> .....	1,608	100.0	63.5	14.6	21.9	1,677	100.0	66.2	11.3	22.4
20 to 24 years.....	440	100.0	41.6	10.9	47.5	351	100.0	53.6	10.3	36.2
25 to 44 years.....	572	100.0	69.1	16.1	14.9	708	100.0	70.8	13.4	15.8
45 to 64 years.....	514	100.0	75.1	18.1	6.8	558	100.0	70.8	9.7	19.5
Female, 14 years and over <sup>4</sup> .....	2,063	100.0	28.5	12.5	59.0	1,326	100.0	35.5	16.9	47.6
14 to 19 years.....	864	100.0	8.5	4.8	86.6	361	100.0	17.7	7.2	75.1
14 to 17 years.....	510	100.0	6.3	3.1	90.6	168	100.0	11.3	5.4	83.3
18 and 19 years.....	354	100.0	11.8	7.3	80.8	193	100.0	23.3	8.8	67.9
20 years and over <sup>4</sup> .....	1,199	100.0	43.0	18.0	39.0	965	100.0	42.2	20.5	37.3
20 to 24 years.....	324	100.0	19.8	24.1	56.0	210	100.0	25.7	28.1	46.2
25 to 44 years.....	501	100.0	43.9	20.8	35.3	482	100.0	41.3	21.0	37.8
45 to 64 years.....	338	100.0	57.4	13.3	29.3	254	100.0	55.5	15.0	29.5

<sup>1</sup> Persons who lost their jobs permanently and those on layoff.

<sup>2</sup> Persons who started to look for work after quitting their jobs.

<sup>3</sup> Both persons with and persons without previous full-time work experience, who were out of the labor force just prior to looking for work.

<sup>4</sup> Persons age 65 and over, not shown separately.

TABLE 2. UNEMPLOYMENT AND OTHER SELECTED RATES, BY AGE AND SEX, JUNE AND DECEMBER, 1964  
[Rates as a percent of total labor force]

Age and sex	June				December			
	Unemployment rate <sup>1</sup>	Disemployed		Entrant rate <sup>4</sup>	Unemployment rate <sup>1</sup>	Disemployed		Entrant rate <sup>4</sup>
		Job-loser rate <sup>2</sup>	Job-leaver rate <sup>3</sup>			Job-loser rate <sup>2</sup>	Job-leaver rate <sup>3</sup>	
Total, 14 years and over <sup>5</sup> .....	6.1	2.2	0.7	3.2	4.7	2.3	0.6	1.8
Male, 14 years and over <sup>5</sup> .....	5.2	2.2	0.6	2.4	4.5	2.6	0.5	1.4
14 to 19 years.....	19.8	2.0	1.0	16.8	14.1	3.8	1.1	9.2
14 to 17 years.....	21.1	1.3	.7	19.1	14.3	2.5	.9	10.9
18 and 19 years.....	17.4	3.4	1.7	12.3	13.9	5.3	1.2	7.4
20 years and over <sup>5</sup> .....	3.6	2.3	.5	.8	3.8	2.5	.4	.9
20 to 24 years.....	8.8	3.7	1.0	4.1	7.3	3.9	.8	2.6
25 to 44 years.....	2.7	1.9	.4	.4	3.4	2.4	.5	.5
45 to 64 years.....	3.1	2.3	.6	.2	3.3	2.3	.4	.6
Female, 14 years and over <sup>5</sup> .....	7.8	2.2	1.0	4.6	5.1	1.8	.9	2.4
14 to 19 years.....	25.5	2.2	1.2	22.1	13.3	2.4	1.0	9.9
14 to 17 years.....	27.0	1.7	.8	24.5	12.9	1.5	.7	10.7
18 and 19 years.....	23.5	2.8	1.7	19.0	13.6	3.2	1.2	9.2
20 years and over <sup>5</sup> .....	5.2	2.2	.9	2.1	4.1	1.7	.8	1.6
20 to 24 years.....	10.1	2.0	2.4	5.7	6.4	1.6	1.8	3.0
25 to 44 years.....	5.1	2.2	1.1	1.8	4.9	2.0	1.0	1.9
45 to 64 years.....	3.7	2.1	.5	1.1	2.8	1.6	.4	.8

<sup>1</sup> Not seasonally adjusted.

<sup>2</sup> See footnote 1, table 1.

<sup>3</sup> See footnote 2, table 1.

<sup>4</sup> See footnote 3, table 1.

<sup>5</sup> See footnote 4, table 1.

among women 25 to 64 years old, it was reported by slightly less than half of the unemployed.

The major difference between men and women in the prime working years was in the proportions looking for a job after a period of absence from the labor force. Labor force reentrants accounted for about a third of the adult women during both months, but only a ninth of the men in June and a sixth in December. Many of the unemployed men in the prime working years who said they had reentered the labor force were seasonal workers. Illness, discharge from the Armed Forces, and movement from one locale to another were other major reasons for reentry among these men.

Data on reasons for jobseeking now make it possible to determine how much each particular reason contributes to overall unemployment. It is therefore possible to examine age-sex differentials not only in total unemployment rates, but also in the rates for the various components of the unemployed.

In June of 1964, the unemployment rate was 6.1 percent; in December, 4.7 percent. In both months, the proportion of the labor force looking for work after losing a job or going on layoff was only slightly above 2 percent (table 2). In both months, the proportion of the labor force looking for work after quitting a job was a shade

above one-half of 1 percent. In June, however, slightly more than 3 percent of the labor force had entered the job market to look for work, while less than 2 percent of the labor force in December were unemployed persons who had entered the job market to look for work.<sup>2</sup>

The age-sex differentials in the extent of unemployment resulting from job loss and job leaving were considerably smaller than the differentials in the total unemployment rates. While there was a wide gap between teenage and adult overall unemployment rates, for example, most of the difference was accounted for by the appreciably higher labor force mobility of teenagers. It appears that once a teenage boy or girl has a job he is not much more likely than his adult counterpart to become unemployed because he lost or left it. The relatively low rates of job loss and leaving for teenagers probably underestimates their total job turnover, however, since many young people who are separated from their work undoubtedly drop out of the labor force for a time before they begin to look for other employment.

<sup>2</sup> The rate for each group—job losers, job leavers, and labor force entrants—has been calculated as a percent of the labor force; therefore, the sum of the rates for the 3 groups equals the total unemployment rate. These rates pertain only to job losers, job leavers, and labor force entrants who were unemployed at the time the surveys were taken.

The higher unemployment rates for adult women compared with adult men also appear to be a function of their greater labor force mobility. In fact, in December, adult women were less likely than adult men to be unemployed because of the loss of a job. In the 20-44 age bracket, women were more likely than men to be unemployed because they quit a job and looked for another. Even for women, however, the specific rates for job leavers in these age groups were quite low.

## Color

For many years, the unemployment rates for nonwhite workers have been about double the rates for whites. An examination of the rate of job loss among nonwhite workers reveals that their condition in comparison with whites is even worse than reflected in the overall rates (table 3). In June and December of 1964, the unemployment rate for nonwhites was almost exactly double that for whites. The rate of job loss, however, was 2½ times higher for nonwhites in both months.

This imbalance was especially pronounced among adult males. In both months, the rate of

job loss for nonwhite men over 20 years of age was close to three times the rate for white males. The higher rate for nonwhite men is attributable, for the most part, to their concentration in semi-skilled and unskilled jobs in industries where seasonal and economic cutbacks in employment are common. The unemployment rates for adult men who quit jobs or entered the labor force to look for work were about the same for whites and nonwhites.

Among teenagers and adult women, unemployment because of quitting and because of labor force entrance, as well as that caused by job loss, was significantly higher among nonwhites. These higher rates reflected the more limited job opportunities available to nonwhite teenagers and women, as well as their employment in seasonal and unsteady work.

## Full-Time and Part-Time Jobs

The majority of unemployed persons seeking full-time employment had been looking for work steadily since they lost or left their last jobs. A much larger majority of those seeking part-time

TABLE 3. UNEMPLOYED PERSONS, BY REASON FOR LOOKING FOR WORK, COLOR, AGE, AND SEX, JUNE AND DECEMBER, 1964

Color, age, and sex	Number (in thousands)	Percent distribution				As percent of total labor force			
		Total	Disemployed		Labor force en- trants <sup>3</sup>	Unem- ployment rate <sup>4</sup>	Disemployed		Entrant rate <sup>3</sup>
			Lost job <sup>1</sup>	Left job <sup>2</sup>			Job- loser rate <sup>1</sup>	Job- leaver rate <sup>2</sup>	
JUNE									
Total, 14 years and over.....	4,692	100.0	36.5	11.7	51.8	6.1	2.2	0.7	3.2
White, total.....	3,753	100.0	34.6	11.7	53.7	5.5	1.9	0.6	3.0
Both sexes, 14 to 19 years.....	1,544	100.0	8.3	4.9	86.8	20.5	1.7	1.0	17.8
Male, 20 years and over.....	1,297	100.0	60.9	15.2	23.9	3.2	1.9	.5	.8
Female, 20 years and over.....	911	100.0	41.9	18.1	40.0	4.6	1.9	.8	1.9
Nonwhite, total.....	939	100.0	44.3	11.5	44.2	10.8	4.8	1.2	4.8
Both sexes, 14 to 19 years.....	341	100.0	15.2	5.8	78.9	33.2	5.1	1.9	26.2
Male, 20 years and over.....	312	100.0	74.4	12.2	13.5	7.0	5.2	.9	.9
Female, 20 years and over.....	286	100.0	46.3	17.5	36.1	8.9	4.1	1.6	3.2
DECEMBER									
Total, 14 years and over.....	3,466	100.0	49.1	13.0	37.9	4.7	2.3	.6	1.8
White, total.....	2,750	100.0	47.6	12.9	39.6	4.2	2.0	0.5	1.7
Both sexes, 14 to 19 years.....	684	100.0	22.1	6.6	71.3	12.7	2.8	0.8	9.1
Male, 20 years and over.....	1,344	100.0	62.6	12.6	24.8	3.4	2.1	.4	.9
Female, 20 years and over.....	720	100.0	43.6	19.4	36.9	3.6	1.6	.7	1.3
Nonwhite, total.....	716	100.0	55.6	13.0	31.4	8.8	4.9	1.1	2.8
Both sexes, 14 to 19 years.....	140	100.0	27.1	10.0	62.9	23.2	6.3	2.3	14.6
Male, 20 years and over.....	331	100.0	80.7	6.3	13.0	7.5	6.1	.5	.9
Female, 20 years and over.....	245	100.0	38.0	23.7	38.4	7.8	3.0	1.8	3.0

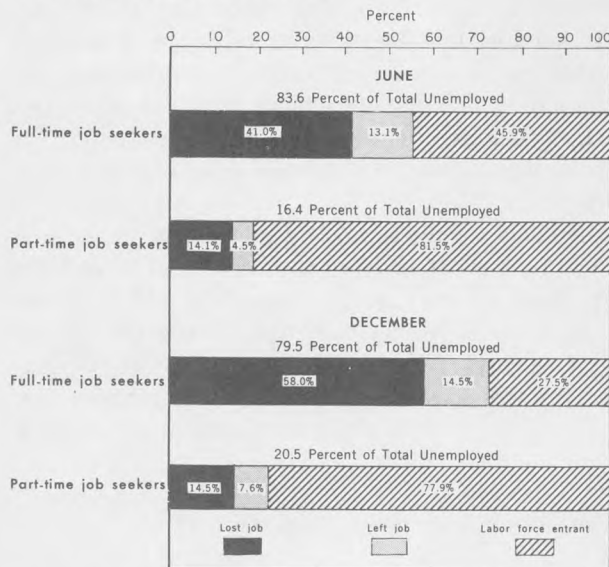
<sup>1</sup> See footnote 1, table 1.

<sup>2</sup> See footnote 2, table 1.

<sup>3</sup> See footnote 3, table 1.

<sup>4</sup> Not seasonally adjusted.

Chart 1. Reasons for Looking for Work Given by Persons Seeking Full-Time and Part-Time Jobs, June and December 1964



jobs were labor force entrants—principally, housewives or students who wanted or were available for, part-time work (chart 1). As the following tabulation indicates, entrant rates were high among persons looking for part-time work—6.9 percent in June and 5.8 percent in December. The job-loser rate for this group, on the other hand, was low, about 1 percent in each month.

	June 1964	December 1964
Total, 14 years and over	6.1	4.7
Looking for full-time work	5.8	4.3
Looking for part-time work	8.5	7.4

	Unemployment rate	Job-loser rate	Job-leaver rate	Entrant rate
Total, 14 years and over	6.1	2.2	0.7	3.2
Looking for full-time work	5.8	2.4	.8	2.6
Looking for part-time work	8.5	1.2	.4	6.9

While the majority of those looking for part-time work were teenagers, a sizable minority (2 out of 5) were adults. About 9 out of 10 teenagers and more than 3 out of 5 adults looking for part-time work were labor force entrants. Most of the teenage entrants had no prior full-time work experience; the majority of the adults had worked at full-time jobs in the past.

The rate of job loss (2.5 percent in both months) was appreciably higher among those seeking full-time jobs than among those looking for part-time work. Adults age 20 and over predominated among those looking for full-time employment.

Three out of five of these adults were men, most of whom were disemployed. Practically all of the disemployed men had lost their jobs; relatively few of these, about 1 in 6, had quit. Disemployment was also the major cause of unemployment among women who were looking for full-time work. Like men, most of these disemployed women had lost their jobs, but proportionately more of them than men (about 1 in 3) had quit their jobs.

### Duration of Unemployment

In June, but not in December, reasons for unemployment appeared to be associated with markedly different patterns in duration of unemployment. In June, for example, about three-fourths of those who reported that they had entered the labor force to look for work had been unemployed for less than 5 weeks compared with half of those who had left jobs and 40 percent who had lost jobs. This situation must be attributed to the recently ended school year, since in December, the comparative advantage of labor force entrants had disappeared. Job leavers in June also appeared to hold a slight edge over job losers in terms of duration of unemployment, but by December, this was no longer the case, as indicated in the following tabulation:

Reason for looking for work	Duration of unemployment [Percent distribution]				
	Total	Long-term			
		Short-term (less than 5 weeks)	Total	15 to 26 weeks	27 weeks and over
<i>June 1964</i>					
Total, 14 years and over	100.0	59.3	21.5	10.3	11.1
Lost job	100.0	40.7	34.0	17.0	17.0
Left job	100.0	51.6	24.2	12.0	12.2
Labor force entrant	100.0	73.4	11.2	5.5	5.8
<i>December 1964</i>					
Total, 14 years and over	100.0	47.0	23.2	12.0	11.2
Lost job	100.0	47.1	21.3	10.6	10.7
Left job	100.0	39.2	25.7	13.5	12.2
Labor force entrant	100.0	49.2	24.4	13.9	10.5

Since December is a more representative month than June, it is interesting to find the duration patterns for job losers, job leavers, and labor force entrants so similar in the 2 months. In each group, about 1 in 4 had been unemployed more than 15 weeks, and in each group, roughly 1 in 9 had been jobless for more than half a year.

While in each month about the same number of persons gave loss of job as their reason for looking for work, a third of those who had lost their jobs reported in June that they had been looking for work for 15 weeks or more, while in December only a fifth said they had been job hunting for this long a period. The higher level of long-term unemployment in June is surprising in view of the seasonal expansion in employment which occurs each spring in construction, agriculture, and other outdoor activities. Two factors probably accounted for the difference: One, the strength of the current economic expansion which undoubtedly reduced extended unemployment among job losers during the 6-month interval between June and December; and two, the fact that many outdoor workers who lost or were laid off from their jobs in late fall had not been out of work long enough by mid-December to be classified in the long-term category.

**Characteristics of Last Job**

Traditionally, unemployment rates for industries and occupations have been carefully observed barometers of economic change. These rates are subject to several limitations, however, which impair their use as economic indicators.

One of these is that the occupation and industry reported for an unemployed worker describe his

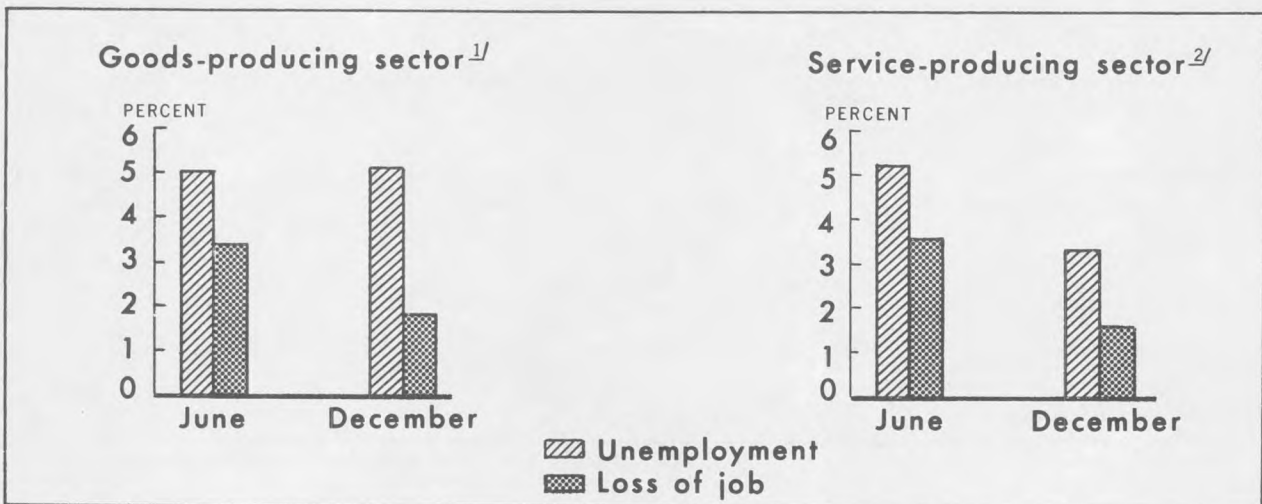
last job.<sup>3</sup> They therefore provide, at best, a good guess at the type of job he is currently seeking. Another, more serious, limitation is that unemployment rates by occupation and industry include persons who are looking for work after a period of absence from the labor force. Their joblessness may have little or no relationship to the current state of affairs in the occupation and the industry in which they worked at some time in the past. For example, labor force entrant rates in December were highest for agricultural and construction workers. It is unlikely that these December entrants were looking for farm or construction jobs even though their last job, probably in the previous summer, had been of that type.

Data on job loss overcome both of these difficulties to some extent. On the one hand, they reflect the amount of unemployment resulting from recent employment changes in industries and occupations. On the other, a person who begins seeking work immediately after losing his job is more likely to have a strong attachment to an occupation or an industry than someone whose last job was followed by a period of withdrawal from the labor force.

The information obtained from the June and December 1964 surveys points up significant dif-

<sup>3</sup> This discussion excludes unemployed persons with no previous full-time work experience.

Chart 2. Rates of Unemployment and Loss of Job of Experienced Unemployed Persons, June and December 1964



<sup>1</sup> Includes mining, forestry, fisheries, construction, manufacturing, transportation, and public utilities.

<sup>2</sup> Includes wholesale and retail trade, finance, insurance, and real estate, service, and public administration.

ferences between the unemployment and job-loser rates. In June, the unemployment rate for experienced nonagricultural wage and salary workers was 5 percent; in December, it was 4.2 percent. In both months the job-loser rate was 2.5 percent.

The differences between unemployment and job-loser rates by industry were considerably larger in June than in December, because of the large numbers of experienced workers who reentered the labor force to look for jobs over the summer months. The extent of unemployment because of quitting was very low in both months, less than 1 percentage point in almost all industries.

In both June and December, the gap between the job-loser rate and the total unemployment rate was proportionately much larger for service-producing industries than for nonfarm goods-producing industries (chart 2). In both months, the job-loser rate in goods-producing industries was about double that in the service-producing sector. Taken together, these points illustrate a basic difference in the work force in these two sectors of the nonfarm economy.

Expanding employment opportunities in services have attracted many young workers and adult women, partly because these jobs are often part time or temporary. The demand for labor in services is met in large part by these secondary workers entering the labor force to take jobs. In June

1964, for example, the job-loser rate was less than half the unemployment rate in each of the service-producing industries (table 4). At the same time, seasonal or other contractions in the need for workers in service industries are accompanied by the withdrawal of many women and teenagers from the labor force. Relatively few persons are added to the unemployed because of job loss. In the goods-producing industries, on the other hand, the work force is more stable, and cutbacks in employment are more likely to be translated into a rise in unemployment.

An examination of the differences in the total unemployment rate and the job-loser rate for occupations reveals a pattern similar to that among industries. The job-loser rate is a less significant component of the total unemployment rate in white-collar and service occupations than in blue-collar occupations. In both June and December, the rate of job loss accounted for half or less of the unemployment rate in each white-collar and service occupation. In fact, in June the rate of job loss was no more than a third of the total unemployment rate in each white-collar occupation. Since the white-collar and service occupations are expanding sectors, it is not surprising to find the same gap between unemployment and job-loser rates and to find it accentuated in June.

Despite the substantial difference between the unemployment and the job-loser rates in a number

TABLE 4. UNEMPLOYMENT AND JOB-LOSER RATES, BY INDUSTRY AND BY OCCUPATION OF LAST JOB, JUNE AND DECEMBER, 1964

[Rates as a percent of total experienced labor force]

Industry and occupation	June		December		Industry and occupation	June		December	
	Unemployment rate <sup>1</sup>	Job-loser rate <sup>2</sup>	Unemployment rate <sup>1</sup>	Job-loser rate <sup>2</sup>		Unemployment rate <sup>1</sup>	Job-loser rate <sup>2</sup>	Unemployment rate <sup>1</sup>	Job-loser rate <sup>2</sup>
Total, all industries .....	4.5	2.3	3.9	2.3	Total, all occupations .....	4.5	2.3	3.9	2.3
Experienced wage and salary workers .....	5.2	2.6	4.4	2.6	White-collar workers .....	3.2	1.0	1.9	0.8
Agriculture .....	8.8	4.2	13.2	7.8	Professional and technical workers .....	3.0	1.0	1.0	.4
Nonagriculture .....	5.0	2.5	4.2	2.5	Managers, officials, and proprietors .....	1.3	.4	1.3	.5
Mining, forestry, and fisheries .....	8.3	7.2	6.3	3.7	Clerical workers .....	4.3	1.2	3.0	1.3
Construction .....	7.8	5.7	12.7	10.2	Sales workers .....	3.7	1.2	2.4	1.1
Manufacturing .....	4.8	3.2	4.2	2.8	Blue-collar workers .....	5.8	3.9	6.0	4.2
Durable goods .....	4.5	2.9	4.0	2.6	Craftsmen and foremen .....	3.2	2.4	4.7	3.5
Nondurable goods .....	5.3	3.6	4.6	3.2	Operatives .....	6.2	4.1	5.6	3.8
Transportation and public utilities .....	2.8	1.6	2.4	1.4	Nonfarm laborers .....	9.9	6.2	10.7	7.5
Wholesale and retail trade .....	6.1	2.3	4.5	2.4	Service workers .....	6.4	2.3	4.8	2.1
Finance, insurance, and real estate .....	3.4	.6	1.7	1.0	Private household workers .....	5.9	2.2	3.1	1.0
Miscellaneous service industries .....	5.2	1.9	3.2	1.4	Other service workers .....	6.5	2.3	5.3	2.5
Public administration .....	2.4	.8	2.1	.9	Farm workers .....	2.8	1.4	4.4	2.3
Self-employed and unpaid family workers .....	.8	.3	1.1	.1					

<sup>1</sup> Not seasonally adjusted.

<sup>2</sup> Includes all persons on temporary or indefinite layoff as well as those who lost their jobs permanently.



of occupations and industries, there is a positive relationship between the two: the occupations and industries with highest unemployment rates also had the greatest proportion of job losers. The effect of the other two components of the unemployment rate—job leaving and labor force entry—is to obscure the great variation that appears among occupations and industries in the incidence of job loss.

### Summary

The examination of the composition of unemployment by occupations, industries, and demographic groups raises many challenging questions about their relationship during the course of a year and the course of the business cycle. These questions cannot, of course, be adequately explored on the basis of two monthly observations. But the information collected in June and December of 1964 has demonstrated that the total unemployment rate is analytically less significant than the sum of its parts examined separately. Major findings were:

► More than half of the 4.7 million unemployed in June were labor force entrants. Entrants

accounted for two-fifths of the 3.5 million jobless workers in December.

- The majority of the disemployed in both months were adults age 20 and over, most of them men.
- The majority of unemployed teenagers were labor force entrants, most of whom had never held a full-time job.
- Most unemployed persons in the prime working years cited loss of job as their reason for looking for work.
- Differentials among the various age-sex groups were much less pronounced for the unemployed who had lost their jobs than in the total unemployment rates; in contrast, differentials among occupations and industries were considerably larger in the job-loser rates than in the total unemployment rates.
- The job-loser rate for nonwhites was 2½ times as high as the comparable rate for white persons; the gap between white and nonwhite men was even wider.
- In June, patterns in duration of unemployment varied somewhat among job losers, job leavers, and labor force entrants; differences were relatively slight in December.

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No one will question that every man is entitled to the opportunity to provide for himself and his family. That is a fundamental right and society cannot consider itself successfully organized until every man is assured of the opportunity to preserve himself and his family from suffering and want. . . .

And it may as well be remembered that society is going to solve this problem, is going to provide an opportunity for man to sustain himself, or is going to sustain man. Society is going to provide an opportunity for man to pay his own way or is going to pay for him. Society may as well make every effort to do the job constructively, because no society can be strong in which its members are encouraged or forced to adopt the position and the place of those seeking charity, and secondly, because when society pays the bill through charity or through the cost of crime, the payments offer little possibility of any advance for mankind.

—“Report of Senate Committee on Causes and Relief of Unemployment,” *Monthly Labor Review*, May 1929.

# The 49th Convention of the Federation of Teachers

JACK F. STRICKLAND\*

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"ALL MEN DIG RUTS for their own comfort but some ruts are bigger than others and the administration of the public schools is the biggest and deepest rut of all." But, to judge by the activity at the American Federation of Teachers' August convention in Los Angeles, teachers appear to want to drag themselves, their administrators, their schools, and their towns out of familiar comforts and into unworn roadways.

Some 800 delegates there attended briskly to pressing business matters, taxing themselves a substantial 25-cent increase in per capita, endorsing a moderate increase in an already extensive organizing effort, then polished off 14 constitutional amendments and 103 resolutions. Between sessions, they conducted lively panel workshops and caucuses, and nevertheless made time to get up to the chambers of the Los Angeles Board of Education to support the local union's program for meeting the school problems trailing in the wake of the Watts uprising.

The lack of any major union election in this odd-year meeting helped open up time to consolidate administration, support the detailed program presented by the officers, and attend to union housekeeping. But some of the enthusiasm for new ventures and responsibilities came from the possibilities presented by the Elementary and Secondary Education Act of 1965, and from the expectations created by the veering of civil rights activities into northern metropolitan centers. The teachers were ready to respond to calls like that of California's Board of Education President Thomas Braden, quoted above, and exhortations by the union's president, Charles Cogen, and

others. The determination to form themselves into a kind of cadre for community leadership was expressed often and in a variety of ways; it may have overshadowed the importance of other durable decisions which will affect the union's future course within the trade union movement and in its continuing competition with the National Education Association (NEA).

## Community Activity

In his report to the convention on the White House Conference on Education, President Charles Cogen said:

All the representatives of the old educational establishment were there—but most of them might just as well have been meeting in Death Valley. The old establishment has outlived its usefulness; teachers have not yet reached their majority, but education cannot wait, and into the vacuum has rushed a new establishment; a fraternity of foundation executives, leading lights from the schools of education, and freelance reformers. I like the new educational establishment infinitely better than the old, because it is critical, flexible, ready for innovations, and not tied to the apron strings of the hidebound NEA. But the new establishment is peculiarly devoid of teachers, just as the old one was.

In his summary of the union's legislative efforts, past AFT president Carl J. Megel, who is now the union's Washington legislative representative, also urged the delegates to engage themselves fully in the educational planning process: "Members of the teacher's union must insist that teachers participate in all facets of programing and implementation [of the aid to education law]. They must make sure local people become involved and that teachers and citizens ask searching questions . . ."

These arguments for greater teacher participation in educational councils were accompanied by a budget doubling the union's expenditures for research, providing for research grants to professors and graduate students, and establishing a professional journal. But the emphasis was best indicated by the union's establishment of special union groups to work out compensatory educational plans to enable slum communities to qualify for Federal aid.

These interests in community action programs appeared inextricably linked with the union's dem-

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

onstrated interests in civil rights activities. For example, in 1965, 55 union volunteers had staffed 23 schools in Mississippi, Alabama, and Georgia. Members had contributed \$20,000 to projects that had helped an estimated 4,000 Negro children in the South.

To further dramatize the depth of the AFT's concern in the civil rights effort, the convention had extended major speaking invitations to CORE Executive Director James Farmer and to Ben Segal, Special Assistant, President's Council on Equal Opportunity. Both urged the strengthening of educational programs in Negro ghettos as an integral part of the attempt to break the tensions that led to riot in Watts.

The convention itself furnished an example of such an attempt. Before the convention, the Los Angeles local had presented the city's Board of Education a program that called for the use of teachers to make home visits in advance of school opening, a cut in class size to 20 or 22 students, and other changes which followed closely the recommendations of the union's National Council for More Effective Schools. The delegates unanimously adopted a resolution supporting the program and recessed the convention to permit the delegates to appear at the Board meeting on its behalf.

### The State of the Union

The AFT appears to be sustaining its momentum in organizing and negotiating new agreements, and several convention actions were designed to assure that the momentum will continue. Its experiment with an unusual form of organizing effort—the so-called Co-Org Plan—which began last year was continued.

The 22 staff organizers who had been authorized at the 1964 convention worked under the direction of local leadership for about 6 months of the present year. With their assistance, the union gained 10,500 new members and chartered 83 new local unions—including some composed of graduate students (at Berkeley), teachers overseas, and instructors in State colleges. Locals obtained bargaining rights in elections in eight cities (Philadelphia; Taylor, Mich.; Minot, N. Dak.; Menasha and Ashland, Wis.; Yonkers and Mastic, N.Y.; and—for school secretaries—New York City).

Delegates accepted proposals for a 4-person increase in the organizing staff, appointment of a coordinator for the various State Teacher federations, and persistence of existing organizational efforts.

The AFT has been inclined to accept elections wherever it can get a school board to agree to one, regardless of the amount of interest the union has been able to demonstrate. Although it has achieved upset victories in New York, Philadelphia, and elsewhere, this readiness to poll has doubtless cost the AFT some contests with the NEA, and Director of Organization James Mundy urged delegates to look situations over closely before consenting to an election. Cogen deplored the NEA's unwillingness to agree on standardized election ground rules, but his April proposal for such negotiations<sup>1</sup> appears to have been stillborn, and the convention decided to continue its quest for Federal election standards. Until then, tests of strength between the AFT and the NEA will take place on shifting ground as the two organizations adapt to wide variations in State laws and local conditions.

<sup>1</sup> See *Monthly Labor Review*, June 1965, p. 697.

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The most important kind of safety education, and perhaps the most important kind of education in general, is education to the effect that the world as I see it, the world as I talk about it, is not the world—it is only the world as I see it.

—S. I. Hayakawa, at The President's Conference on Occupational Safety, June 1964.

# The Earnings and Weekly Hours of Factory Workers

JOSEPH COCCO\*

NONSUPERVISORY EMPLOYEES of the Nation's manufacturing industries earned an average of \$2.33 an hour at straight-time rates and worked an average of 40 hours a week in March 1964. This information was developed from a survey of employee earnings and hours in manufacturing conducted by the Bureau of Labor Statistics at that time.<sup>1</sup> Half of the 14.6 million employees included in the study earned at least \$2.28 an hour and the middle 50 percent earned between \$1.69 and \$2.83 an hour.<sup>2</sup> More than two-fifths of the employees worked exactly 40 hours a week while nearly three-tenths worked more than 40 hours and about an eighth worked less than 35 hours a week.

## Characteristics of Manufacturing

Manufacturing includes the mechanical or chemical transformation of inorganic or organic substances into new products and the assembly of component parts of products. These activities, carried on in plants, factories, or mills, characteristically use power-driven machines and material handling equipment, although many products are completely or partially made by hand.<sup>3</sup> Manufacturing is divided into 21 major industry groups which cover a wide range of activity, from food processing and apparel manufacture to the manufacture of heavy machinery and space vehicles.

While the Nation's manufacturing industries are sometimes viewed as a single entity, there are numerous factors, such as specific industry, geographical location, skill requirements, profit levels, and degree of mechanization, which exert different influences on the overall level and distribution of employee earnings and hours in manufacturing.

Using data derived from the Bureau's survey, this article examines some of these factors and presents a comparison between current data and those obtained in a 1958 survey<sup>4</sup> in manufacturing.

## Average Hourly Earnings

Earnings for the estimated 14.6 million nonsupervisory employees in the manufacturing industries in the United States were broadly distributed; 6 of every 7 employees earned between \$1.30 and \$3.50 an hour, and 1 out of 2 earned between \$1.69 and \$2.83 (table 1). Forming the largest concentration at any 5-cent wage interval were the more than 900,000 employees who received between \$1.25 (the Federal minimum wage) and \$1.30 an hour.<sup>5</sup> On the other hand, nearly 1.1 million employees earned at least \$3.50 an hour.

More than seven-tenths of the employees surveyed worked in the Nation's metropolitan areas,

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<sup>1</sup>The survey was conducted for the Department of Labor's Wage and Hour and Public Contracts Divisions as part of a continuing program for an annual evaluation and appraisal of the Fair Labor Standards Act. It relates to all establishments having one or more paid employees engaged in manufacturing as defined in the 1957 edition of the *Standard Industrial Classification Manual*, prepared by the Bureau of the Budget. Also included are auxiliary units affiliated with and primarily engaged in serving the various establishments (e.g., warehouses and central offices). The survey, conducted on a sample basis, was designed to yield national and regional estimates for all manufacturing and for selected manufacturing industries.

The data reflect earnings and hours of work of nonsupervisory employees (except outside salespeople) for 1 week in March 1964, in the 50 States and the District of Columbia.

The average straight-time hourly earnings presented in this article may differ somewhat from those published in the Bureau's monthly employment and earnings series. The difference between the earnings estimates is largely attributable to differences in the components and method of computation of the average. Premium pay for overtime and for work on weekends, holidays, and late shifts is excluded from this report but included in the monthly series. Group average hourly earnings in this report were derived by totaling individual hourly earnings and dividing the sum by the number of employees in the group; those in the monthly series are derived by dividing the aggregate weekly payrolls by the aggregate number of weekly hours.

<sup>2</sup>The limits of the interquartile range and the median were determined by interpolation within the 5- or 10-cent wage intervals shown in table 1.

<sup>3</sup>Included in manufacturing are establishments which are part of a manufacturing company but are not directly involved in the manufacturing process. Such establishments include central offices, research laboratories, and warehouses, which service 1 or more manufacturing plants of the company.

<sup>4</sup>*Factory Workers' Earnings, May 1958* (BLS Bulletin 1252, 1959).

<sup>5</sup>For ease of reading in this and subsequent discussions of tabulations, the limits of the class intervals are designated as from \$1.25 to \$1.30, or between 35 and 40 hours, instead of using the more precise terminology of "\$1.25 and under \$1.30," or "35 and under 40 hours."

TABLE 1. CUMULATIVE PERCENT DISTRIBUTION OF NONSUPERVISORY EMPLOYEES, BY AVERAGE HOURLY EARNINGS,<sup>1</sup> MANUFACTURING INDUSTRIES, UNITED STATES, METROPOLITAN<sup>2</sup> AND NONMETROPOLITAN AREAS, AND REGIONS,<sup>3</sup> MARCH 1964

Average hourly earnings <sup>1</sup>	United States			Regions <sup>3</sup>			
	Total	Metropolitan <sup>2</sup> areas	Nonmetropolitan areas	Northeast	South	North Central	West
Under \$1.25.....	0.7	0.4	1.3	0.3	1.8	0.5	0.2
Under \$1.30.....	6.9	4.3	13.8	4.7	17.7	3.8	1.7
Under \$1.35.....	9.4	6.0	18.3	6.9	23.1	5.0	2.6
Under \$1.40.....	12.0	7.9	22.7	9.4	28.4	6.5	3.3
Under \$1.45.....	14.5	9.8	26.8	11.9	32.8	8.3	4.2
Under \$1.50.....	16.4	11.1	30.2	13.7	36.5	9.5	4.9
Under \$1.55.....	19.4	13.8	34.3	17.3	40.9	11.6	6.4
Under \$1.60.....	21.3	15.4	37.2	19.2	44.1	13.0	7.2
Under \$1.65.....	23.6	17.3	40.2	21.6	47.1	15.0	8.2
Under \$1.70.....	25.4	18.8	42.6	23.5	49.7	16.6	9.0
Under \$1.75.....	27.5	20.7	45.3	25.9	52.2	18.4	10.2
Under \$1.80.....	29.7	22.8	47.9	28.4	54.8	20.3	11.7
Under \$1.85.....	31.8	24.7	50.4	30.6	57.1	22.3	13.2
Under \$1.90.....	33.9	26.8	52.7	33.3	59.2	24.3	14.6
Under \$1.95.....	35.8	28.6	54.8	35.4	60.9	26.1	16.0
Under \$2.00.....	37.6	30.4	56.8	37.4	62.6	28.0	17.4
Under \$2.10.....	42.4	35.1	61.7	42.8	66.7	32.8	21.3
Under \$2.20.....	46.7	39.4	65.9	47.7	70.0	37.2	25.4
Under \$2.30.....	51.1	43.9	70.1	52.8	73.0	41.9	29.6
Under \$2.40.....	55.5	48.3	74.3	57.5	76.0	46.6	34.8
Under \$2.50.....	59.8	52.9	78.0	62.0	78.5	51.5	40.5
Under \$2.60.....	64.5	58.0	81.6	66.8	81.4	57.0	46.4
Under \$2.70.....	68.9	63.0	84.4	70.8	83.6	62.6	52.2
Under \$2.80.....	73.8	68.8	86.8	75.0	86.0	69.6	58.1
Under \$2.90.....	77.9	73.6	89.2	78.7	87.9	75.3	63.2
Under \$3.00.....	81.2	77.4	91.4	81.8	89.8	79.4	68.2
Under \$3.10.....	84.2	80.8	93.2	84.9	91.6	82.5	72.4
Under \$3.20.....	86.8	83.9	94.6	87.6	93.3	85.3	76.5
Under \$3.30.....	89.1	86.6	95.8	89.7	94.9	87.5	81.0
Under \$3.40.....	91.1	89.0	96.7	91.4	96.1	89.6	84.7
Under \$3.50.....	92.8	91.0	97.4	92.9	97.0	91.6	87.7
Number of employees (in thousands).....	14,590.4	10,577.9	4,012.5	4,922.6	3,229.0	4,806.2	1,632.7
Average hourly earnings <sup>1</sup> .....	\$2.33	\$2.45	\$1.98	\$2.33	\$1.93	\$2.46	\$2.68

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>2</sup> Metropolitan areas as used in this report refer to those city and county areas defined as Standard Metropolitan Statistical Areas (SMSA) by the Bureau of the Budget. The SMSA must include at least 1 central city of at least 50,000 population, its county, and any contiguous counties which are metropolitan in character, and are economically and socially integrated with the county containing the central city.

<sup>3</sup> Regions used in this study include the following States: 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.

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

TABLE 2. NUMBER, AVERAGE STRAIGHT-TIME HOURLY EARNINGS,<sup>1</sup> AND PERCENT OF NONSUPERVISORY EMPLOYEES IN SELECTED MAJOR MANUFACTURING INDUSTRY GROUPS<sup>2</sup> EARNING LESS THAN SPECIFIED AMOUNTS OF PAY, UNITED STATES, MARCH 1964

Industry group <sup>2</sup>	Number of employees (in thousands)	Average hourly earnings <sup>1</sup>	Percent of nonsupervisory employees earning less than—								
			\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.75	\$2.00	\$2.50	\$3.00
Food and kindred products.....	1,292.5	\$2.21	11.7	14.4	17.3	19.9	21.8	32.1	42.2	64.9	83.3
Tobacco manufactures.....	86.3	2.06	10.2	14.4	16.8	19.2	22.3	37.5	48.7	81.4	91.3
Textile mill products.....	849.1	1.66	10.2	16.6	23.9	32.1	38.9	66.2	83.9	96.6	98.9
Apparel and other finished products made from fabrics and similar materials.....	1,242.5	1.76	21.0	27.1	33.5	40.5	44.4	65.2	76.0	88.4	94.4
Lumber and wood products except furniture.....	535.7	1.94	24.2	29.3	33.3	36.5	39.2	50.7	57.6	78.2	91.6
Furniture and fixtures.....	356.6	1.90	12.1	18.1	23.7	28.4	32.4	51.7	64.4	83.1	92.8
Paper and allied products.....	542.4	2.31	1.6	2.5	3.5	4.4	5.5	13.2	26.9	68.6	89.1
Printing, publishing, and allied industries.....	837.4	2.61	7.0	9.0	11.0	12.9	14.3	26.3	36.0	53.9	65.7
Leather and leather products.....	325.6	1.78	16.9	24.0	31.0	36.7	41.4	60.1	72.6	88.6	95.2
Stone, clay, and glass products.....	527.5	2.31	5.2	6.6	9.1	10.8	12.0	21.4	33.2	63.5	85.9
Fabricated metal products, except ordnance, machinery, and transportation equipment.....	1,033.7	2.36	3.2	4.7	6.3	8.2	9.8	22.0	34.4	59.9	82.6
Machinery, except electrical.....	1,323.5	2.60	1.5	2.3	3.2	4.0	4.8	11.2	19.8	44.4	73.7
Professional, scientific, and controlling instruments; photographic and optical goods; watches and clocks.....	308.5	2.42	2.5	4.2	5.9	7.5	8.7	18.4	30.5	57.6	79.0
Miscellaneous manufacturing industries.....	338.7	2.03	9.6	14.5	19.5	23.0	25.9	42.4	57.2	77.4	90.1

<sup>1</sup> See footnote 1, table 1.

<sup>2</sup> The industry groups shown are defined in the Standard Industrial Classification Manual (1957 edition), prepared by the Bureau of the Budget.

and these employees averaged \$2.45 an hour, 47 cents an hour more than those in nonmetropolitan areas. Earnings for the middle half of the employees ranged from \$1.86 to \$2.94 an hour in metropolitan areas and from \$1.43 to \$2.42 an hour in nonmetropolitan areas. Earnings of less than \$1.30 an hour were received by more than an eighth of the employees in the smaller population areas (accounting for more than half the employees with such earnings) compared with fewer than a twentieth in the larger areas. Nearly a fourth of the metropolitan area employees earned at least \$3 an hour (accounting for seven-eighths of all employees with such earnings) compared with fewer than a tenth in nonmetropolitan areas.

The geographical distribution of manufacturing employees showed a wide range; the Northeast and North Central regions each accounted for about a third, while the South claimed slightly more than a fifth and the West a tenth. Average hourly earnings varied from \$1.93 in the South to \$2.68 in the West; in the Northeast, hourly earnings averaged \$2.33 and in the North Central region, \$2.46. The marked difference between the average in the South and those in the other regions reflects differences among the earnings distributions. For example, nearly 1 out of 5 employees in the South earned less than \$1.30 an hour compared with fewer than 1 out of 20 in each of the other regions. The South accounted for nearly three-fifths of all

factory employees earning less than \$1.30 an hour. Differences also existed between the South and the other regions at higher pay levels: only about a fifth of the employees in the South earned \$2.50 or more an hour, but among the other regions the proportions with such earnings ranged from close to two-fifths in the Northeast to three-fifths in the West.

Among the selected major manufacturing industries for which data are shown, average pay levels extended from \$1.66 an hour in textile mill products to \$2.61 an hour in printing, publishing, and allied industries (table 2). Other lower paying industries were apparel and leather and leather products with averages of \$1.76 and \$1.78 an hour, respectively. Of the remaining industries, four had average levels of pay between \$1.90 and \$2.06 an hour, five were between \$2.21 and \$2.42 an hour, and one, \$2.60.

Part of the wide variation in wage levels among the industries may be attributed to differences among them in the distribution of the skill levels of the work force. The average wage in an industry that requires a high proportion of skilled employees will be above that of an industry with minimum skill requirements, even if the wages for equal skills were equal. Other factors such as productivity, value of the product per hour of labor input, managerial skill, unionization, supply of labor, availability of capital, degree of automation, regional wage patterns, and Federal and

TABLE 3. NUMBER, AVERAGE STRAIGHT-TIME HOURLY EARNINGS,<sup>1</sup> AND PERCENT OF NONSUPERVISORY EMPLOYEES IN SELECTED MANUFACTURING INDUSTRY GROUPS<sup>2</sup> EARNING LESS THAN SPECIFIED AMOUNTS OF PAY, UNITED STATES, MARCH 1964

Industry group	Number of employees (in thousands)	Average hourly earnings	Percent of nonsupervisory employees earning less than—								
			\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.75	\$2.00	\$2.50	\$3.00
Grain mill products.....	107.9	\$2.21	11.4	13.4	15.3	16.8	18.6	27.7	36.7	64.4	90.1
Confectionery and related products.....	65.9	1.90	11.2	15.7	18.6	22.7	25.9	43.5	60.4	87.1	95.9
Cigars.....	24.2	1.55	16.6	24.6	31.6	38.7	48.3	81.6	92.0	98.5	99.6
Narrow fabrics and other smallwares mills: Cotton, wool, silk, and manmade fiber.....	25.9	1.71	11.4	21.0	31.2	38.0	42.5	65.6	78.7	91.5	97.7
Knitting mills.....	200.6	1.62	20.0	27.8	35.3	43.2	49.2	73.0	85.1	95.5	98.5
Yarn and thread mills.....	104.1	1.51	15.1	25.9	36.8	47.3	56.1	86.1	99.2	99.2	99.6
Men's, youths', and boys' furnishings, work clothing, and allied garments.....	313.6	1.53	34.4	42.5	50.9	57.6	62.4	80.2	89.0	96.3	99.0
Women's, misses', children's and infants' undergarments.....	112.0	1.63	22.2	28.6	34.9	43.7	48.9	75.0	85.6	94.7	97.9
Girls', children's, and infants' outerwear.....	74.0	1.59	24.7	33.5	40.0	46.3	50.3	78.5	86.9	94.6	97.9
Miscellaneous apparel and accessories.....	63.3	1.80	17.9	22.2	29.0	36.7	41.3	62.6	74.7	87.9	93.9
Miscellaneous fabricated textile products.....	143.4	1.66	19.7	29.6	37.7	43.5	48.2	69.8	81.0	93.5	97.3
Miscellaneous wood products.....	59.9	1.73	24.2	30.4	36.1	40.3	44.0	61.6	72.8	89.8	97.4
Paperboard mills.....	58.3	2.43	.9	1.1	1.5	1.8	2.0	4.7	11.6	64.5	84.6
Footwear, except rubber.....	222.3	1.78	18.8	25.5	32.4	38.3	43.3	61.9	73.7	88.1	94.4
Handbags and other personal leather goods.....	30.9	1.64	16.5	28.1	38.9	47.1	53.3	74.6	83.6	93.6	97.3
Glass and glassware, pressed or blown.....	105.2	2.27	.6	1.0	1.7	2.4	2.9	8.4	32.0	72.7	89.3
Metalworking machinery and equipment.....	251.0	2.69	2.0	3.3	4.0	4.8	5.3	9.9	16.8	39.0	67.8
Toys, amusement, sporting and athletic goods.....	85.1	1.77	11.9	20.9	28.8	34.3	38.2	59.6	74.5	89.1	96.0
Costume jewelry, costume novelties, buttons, and miscellaneous notions, except precious metals.....	51.1	1.77	18.4	25.0	34.0	38.2	42.3	60.4	72.1	87.6	95.1

<sup>1</sup> See footnote 1, table 1.

<sup>2</sup> See footnote 2, table 2.

TABLE 4. PERCENT DISTRIBUTION OF NONSUPERVISORY EMPLOYEES BY WEEKLY HOURS OF WORK, MANUFACTURING INDUSTRIES, UNITED STATES, METROPOLITAN<sup>1</sup> AND NONMETROPOLITAN AREAS, AND REGIONS,<sup>2</sup> MARCH 1964

Weekly hours	United States			Regions <sup>2</sup>			
	Total	Metropolitan areas <sup>1</sup>	Nonmetropolitan areas	Northeast	South	North Central	West
Under 35.....	12.7	11.8	15.1	13.2	14.3	11.0	13.0
35 and under 40.....	12.1	13.0	9.6	16.8	8.9	10.1	10.0
40.....	41.8	42.6	39.6	40.6	39.8	41.1	51.3
Over 40 and under 44.....	6.8	6.6	7.3	6.4	8.5	6.3	6.2
44.....	1.7	1.6	1.7	1.5	2.0	1.7	1.3
Over 44 and under 48.....	6.1	5.7	7.1	6.2	6.3	6.6	4.1
48 and over.....	14.4	13.2	17.7	12.0	18.3	15.2	11.5
Not reported.....	4.5	5.5	1.8	3.3	2.0	8.0	2.6
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands).....	14,590.4	10,577.9	4,012.5	4,922.6	3,229.0	4,806.2	1,632.7
Average weekly hours.....	40.0	40.0	40.2	39.5	40.4	40.6	39.4

<sup>1</sup> See footnote 2, table 1.<sup>2</sup> See footnote 3, table 1.

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

State minimum wage legislation also influence the level and distribution of hourly earnings in an industry. These factors are interrelated, and the pressures they exert, either individually or collectively, have not been measured in this survey.

The wide range of pay levels among the selected major industry groups reflects again the marked differences among earnings distributions. The proportion of factory employees with average earnings below \$1.30 an hour, for example, ranged from 2 percent in nonelectrical machinery (where earnings averaged \$2.60 an hour) to 24 percent in lumber and wood products (with an average of \$1.94 an hour). Among those industry groups with averages under \$2 an hour as many as 44 percent of the employees earned below \$1.50 an hour, whereas among those with averages of \$2 or more an hour no more than 26 percent of the employees had such earnings.

Viewing a major industry group on a nationwide basis may obscure sharp differences among regions. For example, in the apparel industry, two-fifths of the employees in the South earned less than \$1.30 and fewer than a tenth earned as much as \$2 an hour. In the Northeast, on the other hand, only slightly more than a tenth of the employees earned less than \$1.30 and a third earned at least \$2 an hour. Pay levels for the industry were \$1.46 in the South and \$1.93 in the Northeast.

Data for a major industry group may also conceal sharp differences among the pay levels of the industries within that group (table 3). For example, the tobacco manufactures major group with average earnings of \$2.06 an hour includes

cigar manufactures with an average of \$1.55 an hour. Similarly, the average pay level in the food and kindred products major group was \$2.21 an hour while earnings in confectionery and related products—a part of that major group—were only \$1.90 an hour. Earnings for the various selected manufacturing industry groups for which data are presented separately ranged from \$1.51 an hour in yarn and thread mills to \$2.69 in metalworking machinery and equipment.

### Weekly Hours of Work

At the time of the survey, the Nation's non-supervisory factory employees (for whom hours of work were reported) worked an average of 40 hours a week (table 4). Forty hours is the commonly accepted work schedule in manufacturing, although only about two-fifths of the employees worked such hours. Nearly three-tenths of the employees, however, worked more than 40 hours a week, and a fourth of them worked less than 40 hours, about half of these working less than 35 hours a week.

Among the regions, average hours worked ranged from 39.4 in the West to 40.6 in the North Central region. In each region exactly 40 hours was most prevalent. Approximately two-fifths of the employees worked such hours in each region except the West, where somewhat more than half worked exactly 40 hours a week. The proportion working longer hours ranged from fewer than a fourth in the West to somewhat more than a third in the South. The greatest proportion, one-sixth, of employees working at least 35 but less than 40

TABLE 5. PERCENT DISTRIBUTION OF NONSUPERVISORY EMPLOYEES, BY WEEKLY HOURS OF WORK, SELECTED MAJOR MANUFACTURING INDUSTRY GROUPS,<sup>1</sup> UNITED STATES, MARCH 1964

Industry group	Number of employees (in thousands)	Average weekly hours	Percent of nonsupervisory employees working—							
			Under 35 hours	35 and under 40 hours	40 hours	Over 40 and under 44 hours	44 hours	Over 44 and under 48 hours	48 hours and over	Not reported
			Food and kindred products.....	1,292.5	40.4	14.3	10.8	32.7	10.5	2.0
Tobacco manufactures.....	86.3	37.7	18.6	21.7	40.6	5.4	.6	5.3	7.2	.7
Textile mill products.....	849.1	40.5	17.6	8.4	35.7	4.7	1.8	7.0	24.7	.1
Apparel and other finished products made from fabrics and similar materials.....	1,242.5	36.3	26.9	28.0	27.4	6.3	1.6	5.2	4.6	.1
Lumber and wood products, except furniture.....	535.7	39.3	20.7	8.4	34.4	7.5	2.3	8.2	17.8	.8
Furniture and fixtures.....	356.6	40.8	13.6	9.2	39.6	7.0	2.6	9.9	18.1	.....
Paper and allied products.....	542.6	41.9	9.2	8.5	41.0	7.7	1.9	8.8	22.4	.5
Printing, publishing, and allied industries.....	837.4	37.2	15.4	39.7	24.3	6.6	1.2	4.9	7.9	.....
Leather and leather products.....	325.6	37.6	23.3	23.8	27.8	9.6	1.6	6.8	7.0	(?)
Stone, clay, and glass products.....	527.5	40.0	14.4	7.4	43.4	7.6	2.6	6.7	15.9	2.0
Fabricated metal products, except ordnance, machinery, and transportation equipment.....	1,033.7	41.0	10.7	7.3	49.1	6.6	2.1	7.7	16.4	(?)
Machinery, except electrical.....	1,323.5	42.2	7.3	6.5	46.0	4.2	1.5	8.3	21.1	5.1
Professional, scientific, and controlling instruments; photographic and optical goods; watches and clocks.....	308.5	40.4	8.0	10.1	56.1	7.4	1.9	6.7	9.8	(?)
Miscellaneous manufacturing industries.....	338.7	39.4	14.3	12.4	47.9	5.8	2.1	5.9	11.7	.....

<sup>1</sup> See footnote 2, table 2.<sup>2</sup> Less than 0.05 percent.

hours a week was found in the Northeast. About a tenth of the employees in each of the other regions worked such hours. Differences among the regions in the proportion of employees working less than 35 hours a week were small.

Among the selected major manufacturing industry groups, the average hours worked ranged from 36.3 hours for employees in apparel to 42.2 hours for those in nonelectrical machinery (table 5). In 8 of the 14 major groups, the average was within 1 hour of 40 hours. The professional, scientific, and controlling instruments industry had the largest proportion of employees who worked exactly 40 hours (56 percent), while the printing

and publishing industry had the smallest (24 percent). In six other groups, from a third to two-fifths of the employees worked exactly 40 hours. The proportions of employees working longer than 40 hours ranged from about a sixth in the apparel industry to slightly more than two-fifths in the paper and allied products industry. More than a fifth of the employees in the nonelectrical machinery and paper industries, and a fourth of those in textile mills, worked at least 48 hours; in five groups, however, fewer than a tenth of the employees worked such long hours. Shorter hours were commonplace in some industries. For example, 55 percent of the employees in apparel

TABLE 6. PERCENT DISTRIBUTION OF NONSUPERVISORY EMPLOYEES, BY WEEKLY HOURS OF WORK, SELECTED MANUFACTURING INDUSTRY GROUPS,<sup>1</sup> UNITED STATES, MARCH 1964

Industry group	Number of employees (in thousands)	Average weekly hours	Percent of nonsupervisory employees working—							
			Under 35 hours	35 and under 40 hours	40 hours	Over 40 and under 44 hours	44 hours	Over 44 and under 48 hours	48 hours and over	Not reported
			Grain mill products.....	107.9	42.3	9.9	10.1	37.5	8.3	2.9
Confectionery and related products.....	65.9	39.2	18.0	10.4	45.3	8.0	1.0	6.7	10.7	.....
Cigars.....	24.2	39.6	17.7	10.3	34.1	6.2	.9	12.2	16.0	2.6
Narrow fabrics and other smallwares mills: Cotton, wool, silk, and manmade fiber.....	25.9	39.5	17.2	9.7	43.7	4.5	1.1	9.4	14.5	.....
Knitting mills.....	200.6	38.2	23.2	16.6	34.7	6.3	1.6	6.2	11.5	(?)
Yarn and thread mills.....	104.1	40.0	20.1	5.6	37.8	3.0	1.3	7.1	24.5	.6
Men's, youths', and boys' furnishings, work clothing, and allied garments.....	313.6	37.2	25.7	19.4	36.9	6.1	2.0	5.1	4.7	(?)
Women's, misses', children's and infants' undergarments.....	112.0	35.7	30.5	27.2	27.2	5.7	1.0	4.3	4.2	.....
Girls', children's and infants' outerwear.....	74.0	35.8	29.1	20.8	34.5	4.8	1.7	4.2	5.0	.....
Miscellaneous apparel and accessories.....	63.3	35.1	29.8	30.4	26.2	3.8	2.1	4.2	3.0	.5
Miscellaneous fabricated textile products.....	143.4	38.8	16.8	20.2	36.9	6.8	1.9	7.5	9.3	.5
Miscellaneous wood products.....	59.9	39.3	16.6	11.3	39.1	8.3	3.0	9.8	12.0	.....
Paperboard mills.....	58.3	43.7	5.6	2.9	42.5	7.4	1.6	4.4	33.9	1.6
Footwear, except rubber.....	222.3	37.3	26.0	25.2	23.3	10.4	1.6	7.2	6.3	.....
Handbags and other personal leather goods.....	30.9	37.8	16.5	31.0	33.0	7.0	2.0	6.2	4.2	.....
Glass and glassware, pressed or blown.....	105.2	40.3	13.0	8.2	38.0	4.9	5.2	4.3	16.8	9.5
Metalworking machinery and equipment.....	251.0	44.0	8.2	6.2	37.0	4.4	1.2	9.3	33.7	.....
Toys, amusement, sporting and athletic goods.....	85.1	39.3	15.3	13.1	49.7	3.6	1.3	5.5	11.6	.....
Costume jewelry, costume novelties, buttons, and miscellaneous notions, except precious metals.....	51.1	38.5	16.2	14.2	50.7	5.2	1.0	5.6	7.1	.....

<sup>1</sup> See footnote 2, table 2.<sup>2</sup> See footnote 2, table 5.



and in printing worked less than 40 hours, and more than a fourth of those in apparel worked less than 35 hours a week, the largest proportion working these hours among the selected industries. The printing industry had the largest proportion of employees working between 35 and 40 hours, two-fifths. These hours were also common in the apparel, leather, and tobacco industries.

Average hours showed greater variation among the selected industry groups than among the selected major industry groups, ranging from 35.1 hours in miscellaneous apparel and accessories to 44 hours in metalworking machinery and equipment (table 6). In 12 of the 19 groups the average workweek differed by more than 1 hour from the 40-hour average for all manufacturing. In 16 groups, from a third to half the employees worked exactly 40 hours. In the three remaining groups, about a fourth of the employees worked 40 hours, but in these groups from a fourth to three-tenths worked 35 to 40 hours and similar proportions worked less than 35 hours. Wide variation existed in the proportion of employees working in excess of 40 hours, from fewer than an eighth in miscellaneous apparel and accessories to nearly half in metalworking machinery and paperboard mills. In the last two industries, a third of the employees worked at least 48 hours.

### Relationships of Earnings to Weekly Hours

Straight-time earnings were compared among nonsupervisory employees who worked less than 40 hours, those who worked exactly 40 hours, and those who worked more than 40 hours.<sup>6</sup> This comparison as shown in the following tabulation revealed that employees who worked exactly 40 hours had the highest pay level among the three groups, \$2.38 an hour, while those who worked under 40 hours had the lowest, \$2.18 an hour.

Average hourly earnings	Percent of employees with weekly hours of—		
	Under 40	40	Over 40
Under \$1.30-----	12	6	5
\$1.30 and under \$1.50-----	13	8	10
\$1.50 and under \$2.00-----	25	20	23
\$2.00 and under \$2.50-----	20	24	23
\$2.50 and under \$3.00-----	13	23	20
\$3.00 and under \$3.50-----	8	12	11
\$3.50 and over-----	9	7	6
Total <sup>1</sup> -----	100	100	100
Average hourly earnings..	\$2.18	\$2.38	\$2.29

<sup>1</sup> Because of rounding, sums of individual items may not equal 100.

The distribution by average hourly earnings of employees who worked over 40 hours a week was similar to that for employees who worked exactly 40 hours. As shown in the preceding tabulation, however, there were marked variations between these two groups and the group who worked less than 40 hours a week. For example, about two-fifths of both the employees who worked exactly 40 hours and those who worked over 40 hours earned at least \$2.50 an hour, whereas only three-tenths of those who worked less than 40 hours had comparable earnings. On the other hand, a fourth of the employees who worked less than 40 hours earned under \$1.50 an hour, compared with slightly more than an eighth of the employees in each of the other two groups. Although the employees who worked less than 40 hours a week had the lowest level of pay, they had the greatest proportion earning at least \$3.50 an hour. More than two-fifths of the employees in this group with such earnings were in printing and publishing.

When employees were grouped by average hourly earnings and their weekly hours of work compared, it was generally found that as average hourly earnings increased, the proportion of employees working under 40 hours decreased and the proportion working exactly 40 hours increased (as shown in the following tabulation).

Percent of employees with average hourly earnings of—	Weekly hours of work			
	Under 40	40	Over 40	Total <sup>1</sup>
Under \$1.30-----	44	33	23	100
\$1.30 and under \$1.50---	34	35	32	100
\$1.50 and under \$2.00---	29	40	31	100
\$2.00 and under \$2.50---	23	46	31	100
\$2.50 and under \$3.00---	18	50	32	100
\$3.00 and under \$3.50---	18	51	31	100
\$3.50 and over-----	31	42	27	100

<sup>1</sup> Because of rounding, sums of individual items may not equal 100.

The proportion working over 40 hours changed only at the lowest and highest earnings intervals. For example, somewhat more than two-fifths of the employees earning less than \$1.30 an hour worked under 40 hours compared with fewer than a fifth of those who earned between \$3 and \$3.50. Forty hours were worked by a third of the employees earning less than \$1.30 but by half of those earn-

<sup>6</sup> Total employment in the 3 groups was approximately 13.9 million. The difference between the number of employees in these groups and the number included in the survey is accounted for by those employees for whom weekly hours of work were not reported.

TABLE 7. PERCENT OF PRODUCTION EMPLOYEES EARNING LESS THAN SPECIFIED AMOUNTS,<sup>1</sup> MANUFACTURING INDUSTRIES, UNITED STATES, REGIONS,<sup>2</sup> AND METROPOLITAN<sup>3</sup> AND NONMETROPOLITAN AREAS, MAY 1958-MARCH 1964

Average hourly earnings	United States		Northeast		South		North Central		West		Metropolitan areas		Nonmetropolitan areas	
	1958	1964	1958	1964	1958	1964	1958	1964	1958	1964	1958	1964	1958	1964
Less than \$1.25.....	15.6	0.7	13.6	0.3	37.2	1.8	7.2	0.5	3.9	0.1	10.3	0.4	27.8	1.3
Less than \$1.30.....	18.6	7.5	17.1	5.1	42.1	18.8	8.8	3.8	5.2	1.8	12.7	4.7	31.9	14.4
Less than \$1.50.....	27.0	17.6	27.5	14.9	53.3	38.5	14.7	9.5	8.8	5.4	19.9	12.0	43.0	31.4
Less than \$2.00.....	51.8	38.7	56.2	38.7	73.4	64.4	39.8	27.2	28.8	18.1	44.1	30.9	69.2	57.8
Less than \$2.50.....	80.1	60.4	81.8	63.1	87.7	79.7	76.4	50.4	69.2	41.1	75.5	52.8	90.1	79.0
Less than \$3.00.....	94.3	82.1	94.7	83.1	96.7	90.5	93.0	79.7	91.4	68.2	92.6	78.0	97.8	92.2
Number of employees (in thousands)	11,245	12,576	3,994	4,169	2,422	2,913	3,772	4,154	1,056	1,340	7,821	8,942	3,424	3,634
Average hourly earnings.....	\$1.97	\$2.30	\$1.94	\$2.29	\$1.63	\$1.90	\$2.13	\$2.47	\$2.26	\$2.67	\$2.08	\$2.44	\$1.70	\$1.96

<sup>1</sup> See footnote 1, table 1.<sup>2</sup> See footnote 3, table 1.<sup>3</sup> See footnote 2, table 1.

ing between \$3 and \$3.50. A notable exception to the above pattern occurred among the group of employees who earned at least \$3.50 an hour, of whom three-tenths worked under 40 hours and about two-fifths worked exactly 40 hours. The exception is due to the earnings and hours relationship noted above in printing and publishing.

### Wage Changes, 1958-64

The Bureau's previous survey of employee earnings in manufacturing, conducted in May 1958, makes possible a measurement of the change in employee pay levels and distributions between surveys. Since the 1958 survey included only production employees (that is, it excluded nonsupervisory employees such as those in office, clerical, and sales jobs), the comparison is limited to that group, which accounted for 86 percent of the employees included in the 1964 survey.<sup>7</sup>

Average hourly earnings for production employees in manufacturing increased from \$1.97 to \$2.30 between 1958 and 1964. This 33-cent advance in the hourly pay level was accompanied by significant changes in the earnings distribution. In 1958, a fourth of the production employees earned less than \$1.45 an hour and another fourth earned at least \$2.39. By 1964, the middle half of the work force was earning between \$1.66 and \$2.81 an hour. Thus, the earnings differential separating the lowest from the highest paid fourth of the employees increased by 21 cents, reflecting the greater changes in the distribution of employees at the higher than at the lower end of the pay scale.

Regional pay levels advanced by from 27 cents an hour in the South to 41 cents an hour in the

West. Relatively, however, earnings increased by about a sixth in each region. Absolute and relative differences in pay levels widened among the regions except between the Northeastern and North Central regions. The pay differential between the South, the lowest paying region, and the West, the highest paying, increased from 63 cents to 77 cents an hour. Changes in the earnings distribution in the South and Northeast were most pronounced around the lower and middle portions of the pay scale while in the other regions changes were sharpest in the upper reaches of the pay scale.

Average hourly earnings of production employees in metropolitan areas advanced by 36 cents to \$2.44, compared with a 26-cent increase to \$1.96 in nonmetropolitan areas. (See table 7.)

In metropolitan areas, the sharpest changes in the distribution of earnings occurred at the higher pay levels. For example, the proportion of employees earning less than \$1.50 decreased from a fifth to an eighth, whereas the proportion earning at least \$2.50 an hour increased from a fourth to nearly half.

In nonmetropolitan areas, by contrast, the most marked change in the distribution occurred in the proportion earning less than \$1.25 an hour, which fell from 28 percent to 1 percent. Other changes were small, by comparison. For instance, in 1958 somewhat more than two-fifths of the employees earned less than \$1.50 and a tenth earned \$2.50 or more. By 1964, these proportions were approximately three-tenths and a fifth, respectively.

<sup>7</sup> There are some basic differences between the 1958 and 1964 data, but they do not materially affect their overall comparability. For example, data for Alaska and Hawaii are included for 1964 but not for 1958. Similarly, there was an increase in the number of metropolitan areas during the 6-year period.

# Employment Experience of Discharged Defense Workers

ROBERT BRANDWEIN\*

CHALLENGING the prevalent view that defense workers are so specialized that they can work only for defense contractors, a Washington (State) Employment Security Department study revealed that laid-off defense workers found new jobs in a variety of nondefense occupations. Laid off by Boeing Co. of Seattle because of the cancellation of the Dyna-Soar manned spacecraft program, workers found new jobs in transportation and wholesale and retail trade as well as government, real estate, finance, and nondefense manufacturing.

The reemployed worker reported<sup>1</sup> that his own direct application was the most successful method of obtaining a new position, indicating<sup>2</sup> a serious deficiency in the operation of institutional job-seeking arrangements. Public and private employment agencies, unions, and professional organizations played only a minor role in finding jobs. Eight months after the bulk of the terminations had occurred, 30 percent of the surveyed employees were still unemployed.

## Finding Employment

On December 9, 1963, the Department of Defense announced the cancellation of the Dyna-Soar project, and 5,229 employees at the prime contractor, Boeing, were identified by company officials as being subject to layoff because of the termination. The State Employment Security Department undertook to study the employees who were affected, their post-layoff experience, their approach to seeking reemployment, and the assistance they received in their search.

As of May 15, 1964, 36.7 percent of the men and 69.1 percent of the women surveyed were unemployed. By August, the situation had improved,

but 22 percent of the men and 59.4 percent of the women were still out of work; the average length of unemployment was 14.3 weeks for men and 23.4 weeks for women. Different groups and occupations had varying degrees of unemployment: professionals averaged 12.3 weeks of unemployment, men over 55 years of age averaged 21 weeks. The younger the worker and the more education attained, the shorter the period of unemployment.

A large number of workers (73 percent) indicated a willingness to acquire new skills or to take refresher courses other than entry training. The number and distribution of persons in training by type of program is shown below:

	Male		Female	
	Num-ber	Percent	Num-ber	Percent
Total.....	373	100.0	94	100.0
To acquire new skills.....	112	30.0	35	37.2
To reacquire old skills.....	69	18.4	32	34.0
To complete high school.....	9	2.4	2	2.1
To complete college.....	101	27.0	21	22.3
To obtain advanced degree..	67	18.0	1	1.1
Other.....	15	4.0	3	3.2

In looking for a job, the method most used by male jobseekers was direct application. The professional group utilized the interviews arranged by Boeing with other companies. Those who were not high school graduates, those in clerical, service, semiskilled, and unskilled occupations at Boeing, and those with 7 or more weeks of unemployment relied upon the State Employment Service as their primary source of contact with job opportunities.

Implications of a serious deficiency in the effectiveness of the employment agencies were substantiated by the fact that in August the discharged workers had an unemployment rate almost six times greater than the Seattle area rate and five times greater than the U.S. average. This differ-

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<sup>1</sup>On May 15, 1964, questionnaires were sent to 5,229 employees identified as subject to layoff because of the Dyna-Soar termination. The 2,854 men and 904 women (72 percent of the mailing) responding to the questionnaire were polled on Aug. 15, 1964, about their labor force status at that time. The response rate was 77 percent for the August form. The tabulation and interpretation of the questionnaires were performed by the State of Washington Employment Security Department under a contract sponsored by the Department of Defense and the U.S. Arms Control and Disarmament Agency.

<sup>2</sup>Conclusions in this article are tentative statements based on information obtained from only one survey of displaced defense workers. Similar studies are underway in the Long Island and Denver areas and it is anticipated that greater statistical detail and analysis of the manpower policy implications of these three comparable studies will be published at a later date.

entiation existed even though the Boeing respondents had wage demands that were realistic in relation to area rates and previous wage levels and were younger (median age 33 years), better educated (1 out of 4 men a college graduate), and more mobile (60 percent indicated a willingness to move from the area) than the average worker.

Further indications of the inadequacies of private and public agencies stem from the responses of the unskilled and service workers, who had relied upon the agencies as a primary source of contacts for jobs, that they were hindered in finding employment by a lack of job knowledge. Public and private employment agencies, unions, and professional organizations accounted for a total of only 17 percent of the jobs found:

Source of jobs (males only)	Percent of reemployed workers	
	Prior to May 15	May 15 to August 15
Direct application.....	32.5	33.8
Friends or relatives.....	22.0	22.6
Boeing company interviews.....	11.6	11.5
Advertisements.....	10.7	8.0
State employment service.....	7.0	7.4
Commercial employment agencies.....	5.6	4.8
Labor union.....	3.9	4.6
Professional organization.....	.7	.3
Other.....	6.1	6.8

### Industry of Reemployment

There was a great deal of redistribution of occupations, of industry, of employment, of wages, and of geographic location for the people who found employment. By mid-August, 29.9 percent of the employed workers were no longer in the Seattle area; of those who moved, however, more than half were in a Pacific Coast State. Of the male respondents who were working in August in an industry that could be identified, less than one-third were employed in defense industry,<sup>3</sup> and of the employed male respondents, 55 percent were in manufacturing—over half of them in the aerospace industry. (Most of the workers in the aerospace industry—450 of 583—were still in the Seattle area, and, Boeing being the principal aerospace employer, probably were Boeing recalls.)

Moving into nondefense manufacturing, trade, and services, the workers under 24 years of age showed the greatest movement out of the defense area. Older workers (men over 45 years of age)

INDUSTRY OF EMPLOYMENT OF RESPONDENTS REEMPLOYED AT TIME OF SECOND QUESTIONNAIRE <sup>1</sup>

Industry	Number employed		
	Total	Male	Female
All employed respondents.....	2,465	2,140	325
On defense contracts.....	774	678	96
Manufacturing.....	1,167	1,032	135
On defense contracts.....	679	583	96
Construction.....	63	60	3
Transportation, utilities, and communication.....	109	98	11
Wholesale and retail trade.....	184	166	18
Finance, insurance, and real estate.....	103	88	15
Service.....	229	192	37
Government.....	238	198	40
On defense contracts.....	49	49	0

<sup>1</sup> For description of questionnaires, see text footnote 1.

left the defense field for finance, insurance, and real estate. Government, wholesale and retail trade, and services employed the majority of workers in nonmanufacturing. (See table.)

### Salaries

Among the men working at mid-May, 33.5 percent were earning less than they earned while at Boeing and 26.1 percent were earning more than their Boeing pay level. The median monthly salary of the working men was \$25 lower than they had earned at Boeing; for employed women, the median was \$325, or \$63 a month lower. Of these working women, 60.5 percent were in a lower pay interval and only 4.5 percent were at higher rates. By mid-August, salary gaps had narrowed; the median monthly pay for men and women respectively was \$499 and \$375, compared with a median at Boeing of \$513 for men and \$406 for women working and providing earnings data.

Though no clear patterns emerged when levels of educational attainment were compared with median pay, patterns did emerge when occupational characteristics and median pay were compared. Male workers in the professional classifications were averaging, in May and August respectively, \$12 and \$50 a month more than they had averaged while at Boeing. Semiprofessional and unskilled workers were also getting higher pay. In all other occupation groups, average pay was less in May and had dropped still further by August.

<sup>3</sup> Includes aerospace, research and government defense agencies. Defense employment is understated to the extent that shipyards and other nonaerospace industries with defense contracts are excluded.

# Summaries of Studies and Reports

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## Changes in Negotiated Pension Plans, 1961-64

BETWEEN THE SPRING OF 1961 and the winter of 1964, 81 of 100 pension plans regularly summarized by the Bureau of Labor Statistics<sup>1</sup> were significantly revised as a result of collective bargaining. The most important changes raised benefit levels, lowered normal retirement ages, and liberalized early retirement and disability retirement provisions.

This article discusses those aspects of pension plan features that received the most attention from labor and management during the interval between Bureau digests. Most of the plans cover large numbers of workers or illustrate important approaches to pension planning. Coverage ranged from 1,000 to over 375,000 active workers, in a wide variety of manufacturing and nonmanufacturing industries, with total coverage of 3,508,000. Although these plans were not selected as representative of all plans under collective bargaining, their changes probably do roughly reflect the trend of collective bargaining developments during this period.

### Normal Retirement

Nearly all plans making changes liberalized one or more aspects of the normal retirement formula (table 1). Three out of four plans with formulas based entirely on length of service made increases in their monthly benefits ranging from 10 cents to \$3.50 for each year of service.

For example, the plans negotiated by the Auto Workers with major car and truck manufacturers in the fall of 1964 increased the monthly benefit from \$2.80 to \$4.25 for each year of service. An exception to the usual Auto Workers plan was one with the Caterpillar Tractor Co. Like the major automobile plans, it provides a monthly benefit of \$4.25 for each year of service, but for workers retiring after September 30, 1965, it provides \$6 for

each year of service instead of the supplemental allowance for early retirement described below.

The monthly benefit was increased from \$2.50 to \$3.25 for each year of service in plans negotiated by the Rubber Workers with the Big Four rubber companies. The increases made in 19 other plans with basic formulas based solely on service mostly ranged between 75 cents and \$1.25 for each year of service.

Chiefly owing to the absence of important changes since 1960 in most of the pension agreements in steel and other primary and fabricated metals industries, only four plans with benefits based on both earnings and service liberalized their formulas. The percentage of earnings used to compute the benefits was raised 0.1 points by one plan and 0.25 points by two plans.

Benefits were also increased by 12 plans that provided a uniform benefit to all retirees who complete a specified amount of service. Nine made increases ranging from \$2.50 up to \$33 a month (\$15 was most common). Another three plans made larger increases: The Teamsters-Milk Dealers of Chicago program raised benefits by \$50 a month; the Sheet Metal Workers plan of the New York metropolitan area plan raised them \$75; and the Master, Mates and Pilots Atlanta and Gulf Coast plan doubled benefits from \$150 to \$300 a month. Effective January 1, 1965, the United Mine Workers bituminous coal industry plan raised its monthly benefits from \$75 to \$85—still somewhat short of the \$100 paid from 1946 to 1961, lowered the age requirement for an unreduced normal benefit from age 60 to 55, and liberalized the service requirements.

The Bell Telephone System plans (represented in the digest by the Southern Bell Telephone and

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<sup>1</sup> See *Digest of One-Hundred Selected Pension Plans Under Collective Bargaining, Late 1964* (BLS Bulletin 1435, 1965) and *Digest of One-Hundred Selected Pension Plans Under Collective Bargaining, Spring 1961* (BLS Bulletin 1307, 1962). This article is based on the changes in these 100 plans.

For a report on changes between 1958 and 1961, see "Recent Changes in Negotiated Pension Plans," *Monthly Labor Review*, May 1962, pp. 528-532.

Telegraph Co. plan) raised pensions by reducing the amount of social security offset from one-half to one-third of the worker's social security benefit. The General Telephone Co. plans (represented in the digest by the General Telephone Company of California) are eliminating the offset over a 10-year period by reducing it 5 percentage points a year.

Recent changes in age requirements for retirement and improvements in benefit formulas have made retirement prior to eligibility for full social security benefits both feasible and attractive. Of the 100 plans studied, most still considered 65 the normal retirement age, but 16 plans have been changed to permit retirement before age 65 with unreduced normal benefits. With this increase, approximately one-fifth of the plans now permit early retirement with full pay.

Service requirements were reduced by nine plans. Thus, 23 plans liberalized either their age or service requirements, or, in one case, both (table 2).

The normal retirement age was lowered to 62 in 11 plans, including the major automobile and farm equipment plans.<sup>2</sup> It was reduced to 55 in the United Mine Workers bituminous coal industry plan, to 57 in the Teamsters-Central States, Southeast, and Southwest areas plan, and to 60 in the Retail Clerks plan covering workers in the retail food industry in southern California. The

Masters, Mates and Pilots and National Maritime Union plans eliminated the age requirement for workers that met specified service requirements.

Furthermore, some plans made provision for the payment of a supplemental benefit until the worker was eligible for a full social security benefit. For example, most plans negotiated by the Auto Workers provided a supplemental allowance that will give the employees a total monthly benefit of \$400 to age 65. This is subject to a maximum of 70 percent of the base monthly wages while actually employed. The \$400 is reduced proportionately if his years of service are less than 30 or his age is less than 60. To make comparisons between plans, normal retirement benefits were computed for men retiring at age 65 after 30 years of future service with average annual earnings of \$4,200, \$4,800 and \$5,400.

As thus computed, 47 plans raised benefits levels (table 3). The increases ranged from less than 10 percent in eight plans to 100 percent and over in four plans; most frequently, however, the increases were between 30 and 50 percent. Among the plans with the largest percentage increases in benefits were those negotiated by the Masters, Mates and Pilots with Atlantic and

<sup>2</sup> For technical reasons related to other benefits, some plans continued to style age 65 as the "normal retirement age" even though full, unreduced benefits were payable to all eligible workers retiring at age 62.

TABLE 1. MAJOR CHANGES IN 100 SELECTED PENSION PLANS UNDER COLLECTIVE BARGAINING, SPRING 1961 TO WINTER 1964

[Workers in thousands]

Benefit or provision	Total with benefit or provision in 1961		Unchanged between 1961 and 1964		Revised between 1961 and 1964				Added benefit or provision between 1961 and 1964		Total with benefit or provision in 1964 <sup>1</sup>	
	Plans	Workers	Plans	Workers	Changed		Eliminated		Plans	Workers	Plans	Workers
					Plans	Workers	Plans	Workers				
<b>Benefit formulas:</b>												
Normal retirement, basic.....	100	3,508.5	47	1,338.3	53	2,170.2					100	3,508.5
Normal retirement, minimum.....	35	770.4	22	498.2	10	219.1	3	53.1	4	123.2	36	840.5
Early retirement.....	69	2,385.8	51	1,519.4	18	866.4			12	857.1	81	3,242.9
Special early retirement.....	17	1,047.9	11	375.7	6	672.2			1	21.9	18	1,069.8
Disability retirement.....	75	3,029.6	42	1,055.5	32	1,943.1	1	31.0	7	28.3	81	3,026.9
Vested benefit.....	58	2,164.9	48	1,479.6	10	685.3			7	295.0	65	2,459.9
<b>Social security integration:</b>												
Normal retirement, basic.....	14	467.1	9	321.7	3	117.2	2	28.2			12	438.9
Normal retirement, minimum.....	9	213.3	6	96.1	3	117.2					9	213.3
<b>Involuntary retirement:<sup>2</sup></b>												
Compulsory.....	54	2,147.7	53	2,137.7	1	10.0					55	2,152.2
Automatic.....	20	840.2	20	840.2					2	32.1	22	872.3
Optional forms of payment:	49	1,220.8	44	1,161.5	5	59.3			16	1,035.4	65	2,256.2
<b>Death benefits:</b>												
Before retirement.....	22	820.2	19	802.0	1	3.2	2	15.0	8	810.6	28	1,615.8
After retirement.....	32	1,176.4	27	810.3	4	352.0	1	14.1	8	311.2	39	1,473.5

<sup>1</sup> Sum of plans with benefit or provision in 1961, plus plans which added benefit or provision between 1961 and 1964, minus plans which eliminated benefit or provision between 1961 and 1964.

<sup>2</sup> The compulsory retirement age is the age at which the worker loses the privilege of deciding whether he should retire, which he has the right to do,

or to continue working. Automatic retirement age is the age at which the worker must cease his employment, the plan having irrevocably established this age as a maximum.

NOTE: Dashes indicate no data reported.

Gulf Coast ship operators, by the Sheet Metal Workers with the construction industry in the New York City area, and by the Auto Workers with the Caterpillar Tractor Co.

Benefit amounts remained unchanged in 53 plans.<sup>3</sup> However, other significant aspects of normal retirement provisions were revised in 30 of these plans. These included changes in the early retirement, disability retirement, involuntary retirement, and vesting provisions, as well as death before and after retirement.

Among the 100 plans studied, average monthly plan benefits payable to hypothetical retirees with 30 years of service under formulas for current service in 1961 and 1964 increased, as shown in the following tabulation:

Annual earnings	Social security benefits	Average monthly plan benefits <sup>1</sup>		Total benefits	
		1961	1964	1961	1964
\$4,200.....	\$116.00	\$83.72	\$96.30	\$199.72	\$212.30
\$4,800.....	127.00	88.29	100.93	215.29	227.93
\$5,400.....	127.00	93.60	106.31	220.60	233.31

<sup>1</sup> Average of the 100 plans studied weighted by number of workers covered.

### Early Retirement

Most plans that increased their normal retirement benefits also indirectly increased regular early retirement benefits because the latter are usually a specified percentage of the former. In addition, most plans with separate early retirement formulas also liberalized them.

Regular early retirement benefits for both men and women were added by 11 plans; another plan added early retirement for women only, and two plans that had limited early retirement benefits to women made them available to men. Special early retirement provisions designed to protect a worker compelled to retire early or who retires under "mutually satisfactory" conditions did not spread beyond the companies with such provisions in 1961.

Sixteen plans relaxed age and service requirements; 6 plans reduced the age at which the worker could retire and receive a reduced benefit; another 6 lowered both age and service requirements; and 4 plans reduced only the service requirements.

<sup>3</sup> Changes not affecting the amounts payable to workers with the assumed service and earnings are not considered. Such changes might include raising the minimum or maximum benefits for workers in other service or earnings groups.

TABLE 2. CHANGES IN AGE AND SERVICE REQUIREMENTS, BY TYPES OF BENEFITS, SPRING 1961 TO WINTER 1964

Benefit type	With benefit 1961		Requirements changed since 1961	
	Plans	Workers (thousands)	Plans	Workers (thousands)
Normal retirement.....	100	3,508.5	23	1,235.8
Early retirement.....	69	2,385.8	16	328.6
Special early retirement.....	17	1,047.9	9	899.8
Disability retirement.....	75	3,029.6	23	1,200.0
Vested benefit.....	58	2,164.9	10	693.3

The Auto Workers negotiated revisions in the special and regular retirement provisions of plans with the major car and truck manufacturers, lowering the age requirement from 60 to 55 and increasing sharply the previous benefits of \$2.80 and \$5.60 a month for each year of service under the regular and special formulas, respectively. The reduction in the age requirement did not affect the 10-year service requirement except for workers retiring voluntarily before age 60, whose age and service must total at least 85.

These plans pay workers retiring after the summer of 1965 under either the regular or special early retirement provisions a benefit of \$400 a month until age 65 if they have 30 years of credited service, have attained age 60, and have been earning \$3.30 or more per hour. Benefits are reduced proportionately for workers not meeting these requirements. However, those retiring under the special early retirement provision are guaranteed a minimum monthly benefit of \$9.45 for each year of service up to 25, and \$4.25 for

TABLE 3. INCREASES IN PRIVATE PENSION PLAN BENEFITS UNDER NORMAL RETIREMENT FORMULA FOR WORKERS RETIRING AT AGE 65 WITH AVERAGE ANNUAL EARNINGS OF \$4,200 AND 30 YEARS OF CREDITED FUTURE SERVICE IN 100 SELECTED PLANS UNDER COLLECTIVE BARGAINING, SPRING 1961 TO WINTER 1964

Percent change	Plans	Workers (thousands)
Total plans studied.....	100	3,508.5
Benefits increased.....	47	2,065.6
50 percent and over <sup>1</sup> .....	17	895.6
40 to 49.9 percent.....	21	1.3
30 to 39.9 percent.....	6	113.8
20 to 29.9 percent.....	7	592.1
10 to 19.9 percent.....	8	106.8
0.1 to 9.9 percent.....	8	356.0
Benefits unchanged.....	53	1,442.9

<sup>1</sup> One plan, accounting for 36,891 workers and providing no benefits in 1961, is included in this group.

<sup>2</sup> Except for this plan, which increased its benefits by smaller amounts for workers with higher earnings, the distributions of increases were the same for workers earning \$4,800 and \$5,400 a year.

each additional year. For example if a worker with 30 years of service retires voluntarily at age 55, he would ordinarily receive \$200 a month until age 65; but if a worker with the same qualifications retires under the special early retirement provisions, he would receive \$257.50 a month. If both workers retired at age 60 instead of age 55 and both had an hourly rate of at least \$3.30, they would both receive \$400 a month until age 65.

Although the benefits payable before age 65 are the same under the regular and special early retirement provisions of the Auto Worker plans, they differ considerably after the retiree passes that age. The special early retiree receives the full normal retirement benefit of \$4.25 a month for each year of service while the voluntary retiree's benefit is reduced depending on his age at retirement.<sup>4</sup> Thus, a 30-year worker retiring voluntarily at 55 would receive \$73.82 a month after age 65 while a special early retiree with the same service would receive the full normal monthly benefit of \$127.50 regardless of his age at retirement.

Special early retirement provisions of the other plans in the digests remained unchanged except that the rubber companies' plans increased their special benefits as they did their normal benefits, from \$2.50 a month for each year of service to \$3.25.<sup>5</sup>

### Disability Retirement

Overall disability retirement provisions were liberalized in 38 of the 75 plans with such provisions in 1961 and were added by 7 plans. Six plans reduced age requirements, 14 trimmed service requirements, and 3 plans liberalized both age and service requirements. The largest improvement in disability provisions occurred in the plans negotiated by the Auto Workers where the new special early retirement benefit formula described above was also applied to disability retirement. Thirty-two other plans improved the benefit formula. One company, Radio Corp. of America, discontinued providing disability benefits under its pension plan after providing them under its group insurance program.

<sup>4</sup> The reductions range from 42.1 percent at age 55 to 6.7 percent at age 61.

<sup>5</sup> The special early retirement benefit provision of Armour and Co., B. F. Goodrich Co., and United States Rubber Co., were inadvertently omitted from the 1961 and 1964 digests, and Firestone Tire and Rubber Co.'s provision was omitted from the 1964 digest.

### Vesting

Benefits or requirements of vesting provisions, which guarantee the worker a right to benefits based on employer contributions made in his behalf, were improved by 15 of the 57 plans containing such provisions in 1961 and were added by 7 plans. Age and service requirements were liberalized in two of these plans and six plans—negotiated by the Auto Workers—dropped their age requirements. One other plan, the Pacific Gas and Electric Co., dropped its age requirement but increased the service requirement from 10 to 15 years. Benefit formulas were liberalized in 10 of the plans, generally to permit the worker to receive his vested benefit 5 or 10 years prior to the normal retirement age of 65. Only one plan, the Robert Gair Co., changed its requirements by calling for 15 instead of 10 years of service and by requiring for the first time that age 40 be attained.

### Other Provisions

Death benefits for the survivors of workers who die before retirement were added by eight plans. Benefits for survivors of deceased pensioners were added by eight plans. Only one plan revised its benefit for death prior to retirement and two plans eliminated it. Four plans changed their post-retirement death benefits: Two increased them from \$500 to \$1,000 and one increased them from \$500 to \$1,500 plus the difference between \$2,000 and pension benefits already paid. The fourth plan, which is representative of all telephone companies belonging to the Bell System, increased its benefit to 1 year's earnings, based on the rate of pay at the time of retirement.

Involuntary retirement provisions remained almost unchanged between 1961 and 1964. Only one plan added a compulsory retirement provision under which a worker could be compelled to retire solely because of his age, and two plans added an automatic retirement age for all workers. The Ford Motor Co. plan was amended by gradually reducing the automatic retirement age for workers with 25 years of service from age 68 to 65; for those with less service, it remains at age 68.

Methods of financing and administration were unchanged between digests.

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## Earnings in Fabricated Structural Steel, 1964

STRAIGHT-TIME EARNINGS of production workers in the fabricated structural steel industry averaged \$2.50 an hour in October–November 1964, according to a Bureau of Labor Statistics survey.<sup>1</sup> Individual earnings of almost all the 55,429 workers covered by the study (nearly all men) were within a range of \$1.25 to \$3.50 an hour, with the middle half earning between \$2.18 and \$2.89. Average earnings varied by location, community size, establishment size, union contract status, and occupation.

Paid holidays, paid vacations, and at least part of the cost of life, hospitalization, and surgical insurance were provided by establishments employing more than nine-tenths of the production workers.

### Earnings

Average earnings ranged from \$1.93 in the Southeast to \$3.11 in the Pacific region,<sup>2</sup> with the workers in the Great Lakes and Middle Atlantic regions (a total of slightly more than two-fifths of the employment) averaging \$2.69 and \$2.83, respectively. (See table.)

Six metropolitan areas, together accounting for a sixth of the workers, were studied separately. Average hourly earnings for workers in these areas ranged from \$1.87 in Houston to \$3.09 in Los Angeles–Long Beach, as shown below:

	Number of production workers	Average straight-time hourly earnings
Birmingham.....	1, 626	\$2. 46
Chicago.....	1, 385	2. 73
Cleveland.....	839	2. 59
Detroit.....	2, 612	2. 84
Houston.....	1, 011	1. 87
Los Angeles–Long Beach.....	1, 366	3. 09

All metropolitan areas accounted for about seven-eighths of the work force. Workers in metropolitan areas averaged 25 cents an hour more than those in smaller communities. In the Southeast, the only region permitting comparison, a similar wage advantage was recorded.

Accounting for nearly three-fourths of the work force, production workers in establishments em-

ploying 100 persons or more averaged \$2.53 an hour, compared with \$2.41 for those in smaller establishments. Approximately this relationship existed in most of the regions where comparisons were possible.

Establishments with collective bargaining agreements covering a majority of their production workers employed three-fourths of the work force. Where comparisons could be made, average earnings were higher in these establishments than in those without such contract coverage.

The exact impact on earnings of any of the characteristics mentioned above cannot be isolated and measured because of their interrelationship. To illustrate, establishments with labor-management contracts accounted for a greater proportion of the workers in larger than in smaller establishments in most of the regions.

Slightly more than nine-tenths of the production workers were paid time rates. Formal plans providing a single rate for a specific occupation applied to half the workers; ranges of rates, to a fourth; and informal plans with wages primarily determined according to the worker's qualifications, to about a sixth. The remaining workers were paid under incentive systems, usually individual or group bonuses.

About 7 percent of the production workers earned less than \$1.50 an hour; 2.6 percent earned \$3.50 or more. The distribution of workers in

<sup>1</sup> The survey covered establishments employing 20 workers or more, engaged primarily in manufacturing fabricated iron and steel or other metal for structural purposes, for bridges, and for buildings; and sections for ships, boats, and barges (industry 3441 as defined in the 1957 edition of the *Standard Industrial Classification Manual* and 1963 *Supplement*, U.S. Bureau of the Budget). For an account of an earlier study, see *Monthly Labor Review*, December 1957, pp. 1484–1488.

A more comprehensive account of the survey will be presented in a forthcoming BLS Bulletin. Separate releases, including information on earnings and supplementary benefits, were issued earlier for the New England region and 6 areas of industry concentration; copies are available upon request.

Earnings information developed by the study excludes premium pay for overtime and for work on weekends, holidays, and late shifts and, thus, is not comparable with the gross average hourly earnings published in the Bureau's monthly hours and earnings series.

The forthcoming bulletin will contain an explanation of the differences between the earnings and employment estimates provided by the study and those contained in the Bureau's monthly hours and earnings series.

The term "production workers" as used in this study, excludes workers of the covered establishments who were employed at a construction site away from the shop.

<sup>2</sup> For definitions of regions used in this article, see footnote 2 of the table.

the individual earnings array varied regionally. In the Southeast, for example, slightly more than a fifth of the workers (compared with fewer than 2 percent in most of the other regions) earned less than \$1.50 an hour, as indicated below:

	Percent of production workers earning less than—		
	\$1.50	\$1.40	\$1.50
United States.....	1.8	4.5	6.6
New England.....	.1	.2	.2
Middle Atlantic.....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
Border States.....	6.7	11.0	14.0
Southeast.....	6.7	16.3	22.5
Southwest.....	2.9	9.9	16.5
Great Lakes.....	.2	.2	.2
Middle West.....	( <sup>1</sup> )	.2	1.4
Mountain.....			
Pacific.....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )

<sup>1</sup> Less than 0.05 percent.

Data were tabulated separately for a number of occupational classifications, most of which are listed in the accompanying table. Nationwide, averages ranged from \$1.72 an hour for watchmen to \$2.96 for Class A inspectors and for template makers. Averages for most of these jobs exceeded \$2.50 an hour. Hand welders, numerically most important of the jobs studied separately, averaged \$2.62. Among the jobs for which comparisons cover all regions, averages usually were highest in the Pacific region and lowest in the Southeast. Differences between the respective highest and lowest regional averages for these jobs typically exceeded 40 percent.

Largely because of the predominance of time-rate pay systems, earnings of workers in a specific job and area tended to cluster. In many instances,

NUMBER AND AVERAGE STRAIGHT-TIME HOURLY EARNINGS<sup>1</sup> OF PRODUCTION WORKERS IN FABRICATED STRUCTURAL STEEL ESTABLISHMENTS, BY SELECTED CHARACTERISTICS AND REGIONS,<sup>2</sup> OCTOBER-NOVEMBER 1964

Characteristics	United States		New England		Middle Atlantic		Border States		Southeast	
	Number	Earnings <sup>1</sup>	Number	Earnings <sup>1</sup>	Number	Earnings <sup>1</sup>	Number	Earnings <sup>1</sup>	Number	Earnings <sup>1</sup>
All production workers <sup>3</sup> .....	55,429	\$2.50	1,530	\$2.56	11,794	\$2.83	2,805	\$2.16	8,099	\$1.93
SIZE OF COMMUNITY										
Metropolitan areas <sup>4</sup> .....	47,259	\$2.54	1,411	\$2.56	9,461	\$2.81	2,437	\$2.16	5,912	\$1.99
Nonmetropolitan areas.....	8,170	2.29							2,187	1.76
SIZE OF ESTABLISHMENT										
20-99 workers.....	15,135	2.41			2,951	2.81			2,938	1.85
100 workers or more.....	40,294	2.53			8,843	2.83			5,161	1.97
LABOR-MANAGEMENT CONTRACT STATUS										
Establishments with—										
Majority of workers covered.....	41,557	2.70	1,332	2.60	11,335	2.85			3,343	2.27
None or minority of workers covered.....	13,872	1.90							4,756	1.69
SELECTED OCCUPATIONS <sup>5</sup> —MEN										
Buckers-up, pneumatic.....	91	2.62			36	2.99	7	1.75	10	2.31
Crane operators, electric bridge.....	1,999	2.53	25	2.54	619	2.75	112	2.22	272	2.06
Electricians, maintenance.....	401	2.93			122	3.03	21	2.69	39	2.34
Fitters, structural.....	3,690	2.81	48	2.63	833	3.17	190	2.58	508	2.32
Flame-cutting-machine operators.....	1,372	2.64	21	2.67	360	2.87	73	2.38	185	2.14
Friction-sawing-machine operators.....	238	2.46	7	2.68	42	2.67	14	2.41	32	1.92
Helpers, general.....	3,197	2.33	147	2.38	1,128	2.54	78	2.16	254	1.52
Helpers, power-shear.....	527	2.13			99	2.77	27	2.06	128	1.62
Inspectors, class A.....	343	2.96			127	3.21			60	2.50
Janitors.....	479	1.91			90	2.26	35	1.51	99	1.56
Layout men, structural steel.....	2,380	2.87	185	2.92	549	3.27	159	2.65	377	2.25
Machinists, maintenance.....	390	2.87	8	2.85	128	3.04	11	2.85	30	2.63
Mechanics, general.....	1,857	2.76	254	2.60	512	3.19	26	2.07	181	1.95
Painters, rough, spray.....	1,299	2.32	56	2.46	171	2.70	66	1.99	258	1.66
Power-brake operators, structural steel.....	368	2.64			57	2.87	17	2.49	33	2.33
Power-shear operators.....	1,106	2.47	18	2.51	183	2.96	48	2.46	169	1.88
Punch-press operators, structural steel, class A.....	711	2.68	26	2.69	204	2.95	32	2.19	48	2.25
Punch-press operators, structural steel, class B.....	671	2.44	17	2.43	164	2.82	49	2.29	119	1.99
Riveters, pneumatic.....	139	2.79			65	3.06			12	2.52
Template makers.....	521	2.96			221	3.11	19	2.57	38	2.53
Truckdrivers.....	1,095	2.36	63	2.46	136	2.96	94	2.19	253	1.71
Truckers, power (forklift).....	255	2.64			39	2.71			25	2.27
Watchmen.....	161	1.72			54	2.06			31	1.41
Welders, hand.....	8,052	2.62	170	2.61	1,328	2.87	313	2.37	1,173	2.03
Welders, machine.....	1,119	2.72	72	2.62	265	2.95	93	2.42	109	2.07

See footnotes at end of table.

NUMBER AND AVERAGE STRAIGHT-TIME HOURLY EARNINGS<sup>1</sup> OF PRODUCTION WORKERS IN FABRICATED STRUCTURAL STEEL ESTABLISHMENTS, BY SELECTED CHARACTERISTICS AND REGIONS,<sup>2</sup> OCTOBER-NOVEMBER 1964—Continued

Characteristics	Southwest		Great Lakes		Middle West		Mountain		Pacific	
	Number	Earnings <sup>1</sup>	Number	Earnings <sup>1</sup>	Number	Earnings <sup>1</sup>	Number	Earnings <sup>1</sup>	Number	Earnings <sup>1</sup>
All production workers <sup>3</sup> .....	8,526	\$2.09	13,248	\$2.69	3,666	\$2.46	1,810	\$2.72	3,951	\$3.11
SIZE OF COMMUNITY										
Metropolitan areas <sup>4</sup> .....	6,806	\$2.09	12,494	\$2.71	3,027	\$2.50	1,760	\$2.72	3,951	\$3.11
Nonmetropolitan areas.....										
SIZE OF ESTABLISHMENT										
20-99 workers.....	1,446	1.80	3,446	2.57	981	2.26	615	2.72	890	3.25
100 workers or more.....	7,080	2.14	9,802	2.73	2,685	2.53	1,195	2.72	3,061	3.07
LABOR-MANAGEMENT CONTRACT STATUS										
Establishments with—										
Majority of workers covered.....	3,230	2.41	12,485	2.70	2,846	2.52	1,596	2.72	3,951	3.11
None or minority of workers covered.....	5,296	1.89			820	2.25				
SELECTED OCCUPATIONS <sup>5</sup> —MEN										
Buckers-up, pneumatic.....	7	2.27	25	2.61						
Crane operators, electric bridge.....	157	2.06	537	2.64	123	2.47	43	2.63	111	2.97
Electricians, maintenance.....	53	2.77	104	3.12	21	2.79	15	2.96	22	3.21
Fitters, structural.....	671	2.45	830	2.91	230	2.93	130	2.87	250	3.23
Flame-cutting-machine operators.....	159	2.39	298	2.76	124	2.58	52	2.68	100	3.06
Friction-sawing-machine operators.....	28	2.04	81	2.60	12	2.46	10	2.57	12	2.94
Helpers, general.....	394	2.02	551	2.26	40	1.93	247	2.35	358	2.72
Helpers, power-shear.....	74	1.58	104	2.40	51	2.10			39	2.64
Inspectors, class A.....	31	2.54	79	3.02	19	2.85	11	2.96	15	3.21
Janitors.....	68	1.48	111	2.18	40	1.98	9	2.17	25	2.42
Layout men, structural steel.....	263	2.37	473	3.00	93	2.78	80	2.94	201	3.42
Machinists, maintenance.....	93	2.59	55	2.98	28	2.91	24	2.96	13	3.21
Mechanics, general.....	130	2.36	299	2.71	109	2.26	136	2.71	210	3.26
Painters, rough, spray.....	188	1.95	344	2.60	75	2.42	61	2.61	80	3.06
Power-brake operators, structural steel.....	58	2.18	124	2.77	35	2.50	9	2.75	33	3.10
Power-shear operators.....	153	1.92	352	2.64	80	2.38	33	2.64	70	2.96
Punch-press operators, structural steel, class A.....	73	2.09	174	2.68	47	2.51	33	2.69	74	3.10
Punch-press operators, structural steel, class B.....	82	1.91	159	2.67	52	2.40	11	2.57	18	2.84
Riveters, pneumatic.....			39	2.64	8	2.61				
Template makers.....	30	2.18	133	3.04	34	2.88	6	2.81	36	3.20
Truckdrivers.....	163	1.78	198	2.89	77	2.48	51	2.64	60	3.29
Truckers, power (forklift).....	14	2.10	125	2.72			20	2.63	20	2.91
Watchmen.....	30	1.35	22	1.83	10	1.72				
Welders, hand.....	1,327	2.40	2,641	2.79	510	2.51	127	2.83	463	3.24
Welders, machine.....	53	2.15	113	2.74	79	2.68	205	2.78	130	3.19

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>2</sup> The regions in this study include: *New England*—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; *Middle Atlantic*—New Jersey, New York, and Pennsylvania; *Border States*—Delaware, District of Columbia, Kentucky, Maryland, Virginia, and West Virginia; *Southeast*—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee; *Southwest*—Arkansas, Louisiana, Oklahoma, and Texas; *Great Lakes*—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin; *Middle West*—Iowa, Kansas, Missouri, Nebraska, North Dakota,

and South Dakota; *Mountain*—Arizona, Colorado, Idaho, Montana, New Mexico, Utah, and Wyoming; and *Pacific*—California, Nevada, Oregon, and Washington. Alaska and Hawaii were not included in the study.

<sup>3</sup> Virtually all men.

<sup>4</sup> Standard Metropolitan Statistical Areas as defined by the U.S. Bureau of the Budget in 1961.

<sup>5</sup> The forthcoming BLS bulletin will provide earnings information for occupations in addition to those shown here.

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

within single establishments in the six areas studied separately, all workers in the same job received the same rate. When differences did exist, they usually were less than 10 percent.

### Establishment Practices

Work schedules of 40 hours a week applied to four-fifths of the production workers; shorter workweeks were not scheduled in any of the establishments visited. Forty-hour schedules were typical in each region, although longer schedules applied to significant proportions of the workers

in all but the Middle Atlantic, Mountain, and Pacific regions. Particularly noteworthy were schedules of 50 hours or more applying to a fourth of the workers in both the Southeast and Southwest.

About one-sixth of the workers were employed on second shifts; practically all received differential pay for such work, most commonly 8 cents an hour. Third or other late shifts accounted for less than 2 percent of the workers.

Nearly all establishments provided paid holidays. Regionally, the most common provisions were 9 days in New England, 6 or 7 days in the Border States, and 7 days in the other regions.

Paid vacations<sup>3</sup> after qualifying periods of service were available to virtually all of the production workers. Typical vacation pay provisions were 1 week after 1 year of service, 2 weeks after 3 years, and 3 weeks after 15 years. Provisions for 4 weeks' pay after 25 years of service, available to three-fifths of the workers in both the Great Lakes and Middle Atlantic regions, applied to three-tenths of the industry's work force.

Life, hospitalization, and surgical insurance, for which employers paid at least part of the cost, were available to more than nine-tenths of the production workers. Sickness and accident insurance applied to three-fourths of the workers; accidental death and dismemberment insurance and medical insurance, to about two-thirds; and catastrophe insurance, to about a fourth.

Pension plans providing regular payments (in addition to Federal social security benefits) for the remainder of the worker's life after retirement were provided by establishments employing approximately three-fifths of the production workers. Plans providing lump-sum payments at retirement were available to less than a tenth of the work force.

Information on the incidence of other supplementary wage provisions indicated that periodic cost-of-living pay adjustments were provided to a tenth of the workers.<sup>4</sup> Provisions for severance pay to employees permanently separated from the company through no fault of their own applied to a sixth of the employees; nonproduction bonuses and supplementary unemployment benefits, to a fifth each; funeral leave pay, to a fourth; and jury-duty pay, to one-half. The proportions of workers in establishments providing these benefits varied considerably among the regions.

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Division of Occupational Pay

<sup>3</sup> Includes basic plans only. Plans such as vacation-savings and those offering "extended" or "sabbatical" benefits beyond basic plans to workers with qualifying lengths of service are excluded.

<sup>4</sup> Unless periodic adjustments were currently provided for, establishments were considered as not having this provision, even though adjustments accrued earlier had not been incorporated in basic wage rates and continued to be paid as a supplement to such rates.

## Employment of Negroes in the Federal Government

THE CIVILIAN WORK FORCE of the Federal Government increased by 3.3 percent from June 1961 to June 1964, as the number of Negroes in that work force increased by 5.9 percent. This increase of 16,911 raised the total of Negro employees to 299,527, or 13.2 percent of all Federal workers.

Negroes were almost equally distributed among the Government's three major pay systems, but made up a larger proportion of the work force under the Wage Board and Postal Field Service pay systems than under the Classification Act. Within each pay system, Negroes were employed predominantly in lower paid jobs. However, the proportion of Negroes employed, and their grade and salary levels, varied substantially by agency and location. These and other findings of the 1964 Minority Group Study are discussed in this article.<sup>1</sup>

### Employment in June 1964

Negroes made up a larger proportion of the Federal Government's work force in June 1964 (13.2 percent) than they did of the Nation's population or of its civilian nonagricultural employed labor force (approximately 10 percent each).<sup>2</sup> This difference largely reflects the Government's hiring policy which has motivated large numbers of Negroes to seek Federal employment. Another factor contributing to this difference is the disproportionate concentration of Federal jobs in areas having a relatively large Negro population.

<sup>1</sup> The study, the fourth in an annual series conducted by the President's Committee on Equal Employment Opportunity, is based on tabulations prepared for PCEEEO by the U.S. Civil Service Commission. The study covered all Federal executive departments and agencies (except the National Security Agency and the Central Intelligence Agency), the General Accounting Office, and the Government Printing Office. Alaska, Hawaii, and Puerto Rico were excluded; however, U.S. citizens employed overseas were included.

Although not discussed in this report, the study provides separate information on the employment of other minority groups (American Indians, Mexican Americans, Orientals, and Puerto Ricans) in selected areas.

<sup>2</sup> Negroes made up 10.6 percent of the population and 9.2 percent of the civilian nonagricultural employed labor force in 1960. Although these proportions may have increased slightly by 1964, it seems certain that they have not approached 13 percent. See *Census of Population: 1960, Final State Reports, Detailed Characteristics*, Series PC(1)D (U.S. Bureau of the Census).

The six metropolitan areas having the largest number of Federal jobs accounted for 28.2 percent of the total Federal employment in the United States and 50.8 percent of the Negroes (chart 1). As indicated in the following tabulation, the ratio of Negroes in the total nonagricultural civilian employed labor force was higher, for the six areas as a whole, than for the remainder of the country:

Metropolitan areas having largest number of Federal jobs	Negroes in the nonagricultural civilian employed labor force, as a percent of the total, 1960
United States, total.....	9.2
Six areas, total.....	11.4
Washington, D.C.....	24.5
New York.....	11.5
Philadelphia.....	14.7
Chicago.....	11.9
San Francisco.....	7.1
Los Angeles.....	6.5
Remainder of United States.....	8.6

**By Pay Plan.** In June 1964, approximately one-third of the Negroes in the civilian work force of the Federal Government were employed under each of the three major pay systems.<sup>3</sup> Negroes, however, accounted for a substantially smaller proportion of the Government's white-collar employees, whose pay is determined by the Classification Act, than of its blue-collar workers, whose pay is generally determined by Wage Board action or of the workers in the Postal Field Service. In each of the major pay systems, Negroes held a much larger proportion of the lower paid jobs than of those in the higher pay categories, as the following tabulation indicates:

Pay system and grade or salary group	Negroes employed by the Federal Government, June 1964	
	Number	As percent of all Federal employees
Classification Act (or similar pay plans).....	102,697	9.3
GS-1 to GS-4.....	63,911	19.0
GS-5 to GS-8.....	28,304	9.1
GS-9 to GS-11.....	8,145	3.1
GS-12 to GS-18.....	2,337	1.1
Wage Board.....	102,918	19.3
Less than \$4,500.....	33,486	47.2
\$4,500 to \$6,499.....	57,841	22.1
\$6,500 to \$7,999.....	10,967	6.9
\$8,000 or more.....	624	1.5
Postal Field Service.....	90,078	15.5
PFS 1 to PFS 4 <sup>1</sup> .....	83,650	16.8
PFS 5 to PFS 8.....	6,165	9.1
PFS 9 to PFS 11.....	223	1.7
PFS 12 to PFS 20.....	40	1.1

<sup>1</sup> Includes Fourth Class Postmasters and Rural Carriers.

**By Grade and Salary Level.** In all three pay systems, the proportion of workers whose jobs were in the lower pay categories was greater among Negroes than among other employees. This pattern primarily reflects the concentration of Negro Federal employees in jobs requiring limited skills and responsibilities.<sup>4</sup> The following tabulation illustrates this occupational disparity:

Pay system and grade or salary group	Percent distribution of Federal employees, June 1964	
	Negroes	All other
Classification Act (or similar pay plan).....	100.0	100.0
GS-1 to GS-4.....	62.2	27.1
GS-5 to GS-8.....	27.6	27.9
GS-9 to GS-11.....	7.9	24.9
GS-12 to GS-18.....	2.3	20.0
Wage Board.....	100.0	100.0
Less than \$4,500.....	32.5	8.7
\$4,500 to \$6,499.....	56.2	47.4
\$6,500 to \$7,999.....	10.7	34.6
\$8,000 or more.....	.6	9.3
Postal Field Service.....	100.0	100.0
PFS 1 to PFS 4.....	92.9	84.1
PFS 5 to PFS 8.....	6.8	12.6
PFS 9 to PFS 11.....	.2	2.6
PFS 12 to PFS 20.....	( <sup>2</sup> )	.7

<sup>1</sup> Includes Fourth Class Postmasters and Rural Carriers.

<sup>2</sup> Less than 0.05 percent.

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

About 3 of every 5 Negroes under the Classification Act were in the four lowest grades, where the bulk of clerical jobs are found. In contrast, less than 3 of every 10 other employees held these grades. Almost an equal proportion of Negro and other employees were in the middle range GS-5 through GS-8, which covers upper level clerical and entry level professional, technical, and administrative jobs. Only about 10 percent of the Negroes, compared with nearly 45 percent of all other employees, were in jobs classified GS-9 or above.

The Wage Board system also displayed a similar gap. Almost 1 of every 3 Negro workers earned less than \$4,500 per year, compared with only 1

<sup>3</sup> These 3 major pay systems accounted for all but 2.1 percent of the total and 1.3 percent of the Negro full-time civilian employees in the 1964 Minority Group Study.

<sup>4</sup> Information on job content is not available in the Minority Group Study. However, Federal pay levels generally correspond to the degree of skill and nature of responsibility involved in the performance of Federal jobs. For this reason, the grade and salary level distribution of Federal employees may be considered a guide to their relative occupational status within each of the Government's pay systems.

of every 12 other employees. Again, while only 11.3 percent of the Negroes held jobs paying \$6,500 or more a year, 43.9 percent of all other Wage Board workers were so employed.<sup>5</sup>

**By Agency.** In June 1964, almost all the 2.3 million workers included in the Minority Group Study were employed in the 19 Federal departments and agencies shown in table 1. The three largest agencies—Department of Defense, Post Office Department, and Veterans Administration—accounted for almost three-fourths of the total (73 percent), and for slightly more than the same proportion of Negro employees (77.3 percent).

Negro employment ratios varied widely among Federal agencies. These wide variations reflect to some extent differences in the location and occupational staffing requirements of the agencies. For example, the Government Printing Office,

<sup>5</sup> The relative pay level of Wage Board employees may not indicate corresponding differences in job characteristics, since wage rates are set in line with prevailing rates for similar jobs in local areas, and thus employees in the same job classification may fall into different pay categories depending upon the geographic area in which they work. Nonetheless, within the overall pay system, there is a general relationship between broad skill requirements and levels of pay.

Chart 1. Proportion of Federal Employees Located in Six Metropolitan Areas Having Largest Number of Federal Jobs, June 1964

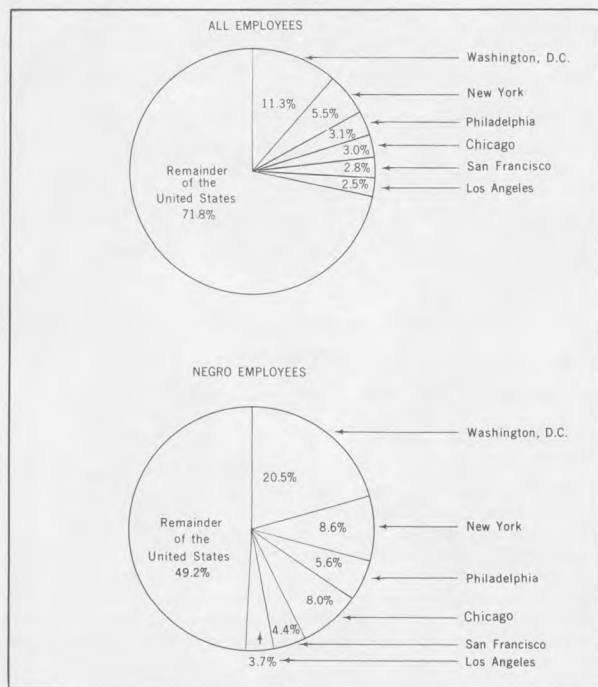
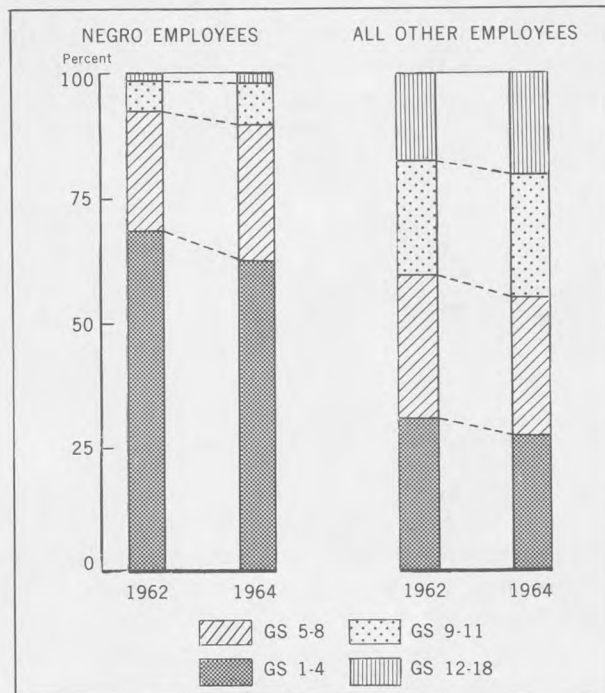


Chart 2. Percent Distribution of Classification Act Employees by Grade Level, June 1962 and June 1964



with a large proportion of Negroes among its employees, was almost entirely concentrated in Washington, D.C., where Negroes represent almost one-fourth of the civilian nonagricultural labor force. The Department of Agriculture, an agency with a much smaller proportion of Negroes, had employees widely scattered throughout the Nation in many areas with a relatively small Negro work force.

The proportions of employees working under the different pay systems—and in the various grade and salary levels within those systems—may indicate differences in the occupational structure of the agencies and in agency requirements for professional, clerical, and other skills, which in turn may influence the proportion of Negroes employed. The following tabulation shows the percentages in five agencies:

	GPO	VA	HEW	FAA	NASA
Percent of all employees—					
Working under—					
Classification Act.....	18.1	74.9	85.2	92.9	77.5
Wage Board.....	77.7	23.2	8.1	7.0	20.9
In lowest pay category of—					
Classification Act (GS 1-4) ..	59.2	47.0	37.1	6.8	15.1
Wage Board (less than \$4,500) ..	32.3	53.3	44.2	3.7	4.8
Negro employees as a percent of all employees in agency.....	39.8	24.2	19.7	2.9	2.9

Other factors contribute to agency variations in Negro employment. These include differences in the growth of the agencies, the degree of implementation of the Government's equal employment opportunity policy, and the extent to which Negroes meet the educational requirements for many professional and scientific jobs in the Federal service.

**By Location.** Almost all Negro Federal employees worked in the United States;<sup>6</sup> approximately one-fifth were employed in the Washington, D.C., metropolitan area and another fifth in the Chicago civil service region.<sup>7</sup> Almost a sixth of the Negroes holding Federal jobs were in the Philadelphia region. The Atlanta, New York, and San Francisco regions each had about a tenth. No other region had as much as 6 percent of the Government's Negro employment.

There was considerable variation among these locations in their contribution to Negro employ-

<sup>6</sup> Less than 0.5 percent of the Negroes and 2 percent of all other employees worked in overseas installations.

<sup>7</sup> See footnote 2, table 2, for definition of the 10 civil service regions; the Washington, D.C., metropolitan area is not included in any of these regions.

ment in the three pay systems. As illustrated in the following tabulation, the Washington area accounted for a third of the Negroes in the Classification Act, compared with a fifth of the Negro Wage Board employees and less than a tenth of those in the Postal Field Service. These proportions were notably higher than those for all employees, among whom 18 percent of Classification Act employees, 7 percent of Wage Board employees, and 2 percent of those in the Postal Field Service were in the Washington area.

*Location of employment of Negroes employed by the Federal Government, by pay system, in selected locations, June 1964*

Selected civil service regions	Classification Act (or similar pay plans) <sup>1</sup>			
	Wage Board	Postal Field Service		
United States, total <sup>2</sup> .....	100.0	100.0	100.0	100.0
Washington, D.C., metropolitan area.....	20.5	33.5	19.7	6.8
Atlanta.....	10.3	4.5	18.7	7.0
Chicago.....	19.1	18.3	9.3	32.2
New York.....	11.4	10.1	6.8	18.6
Philadelphia.....	15.6	14.3	20.0	11.6
San Francisco.....	10.6	8.1	12.9	11.1

<sup>1</sup> Includes data for Federal pay plans in addition to those shown separately.

<sup>2</sup> Includes data for civil service regions in addition to those shown separately; excludes Alaska and Hawaii.

TABLE 1. TOTAL AND NEGRO EMPLOYMENT IN THE FEDERAL GOVERNMENT,<sup>1</sup> BY PAY PLAN, JUNE 1964

Selected agencies	All pay plans			Classification Act (or similar pay plans)			Wage Board			Other pay plans (including Postal Field Service <sup>2</sup> )		
	All employees	Negro		All employees	Negro		All employees	Negro		All employees	Negro	
		Number	Percent		Number	Percent		Number	Percent		Number	Percent
All agencies <sup>3</sup> .....	2,271,599	299,527	13.2	1,109,647	102,697	9.3	531,971	102,918	19.3	629,981	93,912	14.9
Department of Defense.....	923,838	105,039	11.4	509,475	37,810	7.4	410,185	65,921	16.1	4,178	1,308	31.3
Office of the Secretary of Defense.....	33,329	6,372	19.1	24,703	3,221	13.0	6,954	2,138	30.7	1,672	1,013	60.6
Army.....	322,043	37,320	11.6	204,494	17,454	8.5	117,373	19,861	16.9	176	5	2.8
Navy.....	302,424	41,459	13.7	127,453	9,695	7.6	173,741	31,747	18.3	1,230	17	1.4
Air Force.....	266,042	19,888	7.5	152,825	7,440	4.9	112,117	12,175	10.9	1,100	273	24.8
Post Office Department.....	584,560	90,312	15.4	1,611	213	13.2	37	21	56.8	582,902	90,078	15.5
Veterans Administration.....	149,551	36,242	24.2	111,986	21,970	19.6	34,735	13,666	39.3	2,830	606	21.4
Department of Agriculture.....	91,457	3,057	3.3	79,716	2,287	2.9	10,069	759	7.5	1,672	11	.7
Department of the Treasury.....	85,054	10,903	12.8	77,228	8,231	10.7	6,389	2,640	41.3	1,437	32	2.2
Department of Health, Education, and Welfare.....	80,047	15,765	19.7	68,186	12,013	17.6	6,491	3,524	54.3	5,370	228	4.2
Department of the Interior.....	62,557	2,281	3.6	48,855	1,325	2.7	13,136	926	7.0	566	30	5.3
Federal Aviation Agency.....	41,904	11,225	2.9	38,941	940	2.4	2,932	285	9.7	31		
General Services Administration.....	34,347	12,259	35.7	16,787	2,939	17.5	17,531	9,295	53.0	29	25	86.2
National Aeronautics and Space Administration.....	32,299	931	2.9	25,024	571	2.3	6,748	358	5.3	527	2	.4
Department of Justice.....	31,855	1,486	4.7	29,591	1,336	4.5	1,476	95	6.4	788	55	7.0
Department of Commerce.....	29,981	3,867	12.9	26,567	3,054	11.5	2,258	759	33.6	1,156	54	4.7
Department of State <sup>4</sup> .....	21,486	2,341	10.9	7,663	1,849	24.1	397	186	46.9	13,426	306	2.3
Tennessee Valley Authority.....	17,177	1,138	6.6				10,426	777	7.5	6,751	361	5.3
Housing and Home Finance Agency.....	13,429	1,674	12.5	13,294	1,582	11.9	129	91	70.5	6	1	16.7
Department of Labor.....	8,805	1,740	19.8	8,688	1,648	19.0	101	85	84.2	16	7	43.8
Atomic Energy Commission.....	7,172	209	2.9	6,945	176	2.5	50	22	44.0	177	11	6.2
Government Printing Office.....	6,965	2,772	39.8	1,264	466	36.9	5,410	2,301	42.5	291	5	1.7
Selective Service System.....	5,123	250	4.9	912	47	5.2	17	15	88.2	4,194	188	4.5

<sup>1</sup> Includes full-time employees in all executive departments and agencies (except the National Security Council and the Central Intelligence Agency), the General Accounting Office, and the Government Printing Office. Agencies with 5,000 employees or more in June 1964 are listed separately. Agencies not listed separately employed 11,644 (0.5 percent of all employees).

<sup>2</sup> The Post Office Department is the only agency using the Postal Field Service pay plan.

<sup>3</sup> Includes agencies not listed separately.

<sup>4</sup> Includes Agency for International Development, Peace Corps, and the International Boundary and Water Commission.

NOTE: Data exclude employment in Alaska, Hawaii, and Puerto Rico.

As indicated in table 2, the proportion of Negro employees to all Federal employees varied widely among the different sections of the country, ranging from nearly a fourth in the Washington metropolitan area to less than 5 percent in the Boston, Denver, and Seattle civil service regions. These variations were due largely to regional differences in the proportions of Negroes in the labor force. In most of the regions, the proportion (of Negro employees to all employees) in the Federal Government was greater than the proportion of Negroes in the nonagricultural civilian labor force. As indicated below, however, this relationship did not hold in the Atlanta and Dallas regions:

Civil service region	Percent of Negroes—	
	Among Federal employees, June 1964	In the nonagricultural civilian labor force, 1960
United States.....	13.4	9.2
Washington, D.C., metropolitan area.....	24.3	24.5
Atlanta.....	11.1	21.6
Boston.....	3.4	2.1
Chicago.....	18.8	7.3
Dallas.....	8.5	14.3
Denver.....	2.9	1.9
New York.....	15.0	8.5
Philadelphia.....	17.7	10.5
St. Louis.....	7.7	4.6
San Francisco.....	12.6	5.1
Seattle.....	2.3	1.0

In Washington, D.C., and in each of the civil service regions, Negroes accounted for a much larger proportion of Wage Board and Postal Field Service employees than of those under the Classification Act.

A substantial part of the 1964 Federal employment was located in Standard Metropolitan Statistical Areas (SMSA). The 41 areas for which separate data were collected<sup>8</sup> accounted for one-half of all employees (49.9 percent) and almost four-fifths of the Negro employees (78.0 percent).

Metropolitan areas, like civil service regions, displayed wide variations in the proportion of Negro employees to all employees (table 2). The proportion of Negro employees was higher in most metropolitan areas than in the regions or in the Government at large.

A notable characteristic of metropolitan area employment was the high proportion of Negroes in Wage Board and Postal Field Service jobs, compared with the proportion in Classification Act jobs. This pattern is illustrated in the following tabulation of 10 metropolitan areas, each having 5,000 Negro Federal employees or more.

Together, these areas accounted for 32.2 percent of the total employment, and 60 percent of the Negro employment, included in the study.

SMSA's with 5,000 Negro Federal employees or more	Negro employees as a percent of all employees, June 1964			
	All pay plans	Classification Act	Wage Board	Postal Field Service
Baltimore.....	25.6	17.2	46.0	35.1
Chicago.....	35.7	22.1	37.3	48.5
Cleveland.....	28.5	17.9	24.6	42.7
Detroit.....	29.6	24.5	35.7	34.7
Los Angeles.....	19.7	13.7	26.1	23.3
New York.....	20.7	17.0	23.2	22.7
Norfolk.....	25.7	6.9	33.5	42.3
Philadelphia.....	24.1	19.3	25.0	30.5
San Francisco.....	21.4	12.7	28.7	28.8
Washington, D.C.....	24.3	17.5	55.5	52.5

In each of these areas, except New York, Negroes held one-fourth or more of all Wage Board jobs, and one-fifth or more of all those in the Postal Field Service. But Negroes held less than one-fifth of all Classification Act jobs in each area except Chicago and Detroit. In each of the areas except Norfolk, however, Negroes held a higher proportion of Classification Act jobs than they did in the total survey.

### Trends in Negro Employment

During the 3-year period, there was a slight change in the distribution of employees among the three pay systems. The proportion of employees under the Wage Board system declined, largely as a result of Defense Department economies, while increased requirements for professional and technical personnel in many Federal agencies raised the proportion of all employees working under the Classification Act. The employment of Negroes followed this general pattern as indicated in the following tabulation:

	Percent distribution by pay plan			
	All employees		Negro employees	
	1961	1964	1961	1964
All pay plans <sup>1</sup> .....	100.0	100.0	100.0	100.0
Classification Act (or similar pay plan)....	46.1	48.9	31.8	34.3
Wage Board.....	25.9	23.4	37.8	34.3
Postal Field Service.....	25.5	25.6	29.4	30.3

<sup>1</sup> Includes data for pay plans in addition to those shown separately.

An examination of changes in grade and salary levels shows the relative progress of Negroes in the Federal Government, compared with other Federal employees.<sup>9</sup> As the Government's require-

<sup>8</sup> Data for 29 of these 41 SMSA's are provided in table 2.

<sup>9</sup> This comparison is limited to the Classification Act and Postal Field Service pay systems. Because of changes in the reporting system between 1961 and 1962, comparisons are limited to the years 1962 and 1964.



TABLE 2. TOTAL AND NEGRO EMPLOYMENT IN THE FEDERAL GOVERNMENT,<sup>1</sup> BY SELECTED PAY PLANS IN CIVIL SERVICE REGIONS<sup>2</sup> AND IN SELECTED STANDARD METROPOLITAN STATISTICAL AREAS<sup>3</sup> WITHIN THOSE REGIONS, JUNE 1964

Region and area	All pay plans <sup>4</sup>			Classification Act (or similar pay plans)			Wage Board			Postal Field Service		
	All employees	Negro		All employees	Negro		All employees	Negro		All employees	Negro	
		Number	Percent		Number	Percent		Number	Percent		Number	Percent
Total Federal employment <sup>5</sup>	2,271,599	299,527	13.2	1,109,647	102,697	9.3	531,971	102,918	19.3	597,544	90,871	15.2
All regions	2,230,261	298,073	13.4	1,089,751	102,233	9.4	525,237	102,780	19.6	582,836	90,019	15.4
Atlanta Region	278,268	30,762	11.1	124,179	4,637	3.7	83,715	19,270	23.0	61,482	6,262	10.2
Atlanta	20,586	3,021	14.7	12,849	524	4.1	3,020	1,108	36.7	4,449	1,386	31.2
Charleston	11,472	1,886	16.4	4,041	75	1.9	6,973	1,717	24.6	439	94	21.4
Huntsville	17,743	414	2.3	13,619	145	1.1	3,591	269	7.2	365	8	2.2
Macon	16,266	1,773	10.9	7,320	117	1.6	8,561	1,577	18.4	344	74	21.5
Mobile	14,769	2,041	13.8	6,947	255	3.7	7,196	1,575	21.9	599	211	35.2
Boston Region	109,719	3,763	3.4	39,369	1,171	3.0	28,944	1,169	4.0	40,476	1,407	3.5
Boston	43,882	1,895	4.3	18,126	684	3.8	11,342	565	5.0	13,995	638	4.6
Chicago Region	304,338	57,099	18.8	130,286	18,664	14.3	47,486	9,519	20.0	123,434	28,642	23.2
Chicago	66,559	23,764	35.7	28,682	6,345	22.1	7,126	2,660	37.3	30,165	14,622	48.5
Cincinnati	10,854	2,228	20.5	4,915	607	12.3	576	244	42.4	5,127	1,371	26.7
Cleveland	19,898	5,666	28.5	9,322	1,672	17.9	2,550	627	24.6	7,812	3,339	42.7
Detroit	25,369	7,513	29.6	12,283	3,006	24.5	2,236	799	35.7	10,631	3,689	34.7
Indianapolis	14,463	3,806	26.3	8,405	1,896	22.6	2,548	596	23.4	3,434	1,304	38.0
Dallas Region	198,536	16,839	8.5	98,185	3,852	3.9	55,146	7,812	14.2	43,328	5,020	11.6
Dallas	10,115	1,073	10.6	5,492	222	4.0	654	260	39.8	3,802	580	15.3
Houston	11,892	2,775	23.3	6,584	556	8.4	1,080	448	41.5	4,083	1,742	42.7
New Orleans	11,567	2,580	22.3	7,102	522	7.4	1,758	752	42.8	2,409	1,255	52.1
San Antonio	30,957	2,148	6.9	15,299	527	3.4	13,967	1,459	10.4	1,633	161	9.9
Denver Region	116,762	3,436	2.9	67,631	1,600	2.4	32,910	1,202	3.7	15,345	616	4.0
Denver	21,531	1,879	8.7	14,441	844	5.8	3,177	543	17.1	3,763	488	13.0
New York Region	227,146	33,965	15.0	85,758	10,299	12.0	40,122	6,946	17.3	99,533	16,527	16.6
Newark	18,702	2,773	14.8	9,428	1,118	11.9	3,102	442	14.2	6,067	1,187	19.6
New York	123,148	25,529	20.7	42,109	7,154	17.0	19,504	4,526	23.2	60,427	13,714	22.7
Philadelphia Region	262,750	46,611	17.7	125,717	14,616	11.6	77,183	20,569	26.6	56,264	10,330	18.4
Baltimore	29,116	7,465	25.6	17,938	3,092	17.2	5,497	2,527	46.0	5,221	1,835	35.1
Philadelphia	69,693	16,792	24.1	35,525	6,850	19.3	17,555	4,395	25.0	14,781	4,612	30.5
Pittsburgh	16,113	2,549	15.8	5,609	671	12.0	1,442	379	26.3	8,912	1,480	16.6
Newport News	13,571	2,645	19.5	7,599	622	8.2	5,398	1,750	32.4	479	263	54.9
Norfolk-Portsmouth	29,793	7,661	25.7	8,890	609	6.9	19,159	6,411	33.5	1,509	639	42.3
St. Louis Region	142,404	11,015	7.7	65,577	4,275	6.5	15,861	1,956	12.3	59,702	4,758	8.0
Kansas City	16,841	2,818	16.7	9,703	879	9.1	971	335	34.5	6,016	1,602	26.6
St. Louis	27,990	5,621	20.1	16,000	2,395	15.0	3,785	1,025	27.1	8,019	2,184	27.2
San Francisco Region	250,832	31,577	12.6	111,593	8,318	7.5	82,678	13,224	16.0	54,722	9,848	18.0
Los Angeles-Long Beach	56,019	11,039	19.7	23,113	3,178	13.7	8,350	2,178	26.1	24,037	5,601	23.3
San Francisco-Oakland	61,873	13,252	21.4	27,551	3,498	12.7	21,952	6,306	28.7	11,939	3,424	28.7
Seattle Region	88,317	2,012	2.3	45,476	593	1.3	24,668	838	3.4	17,040	569	3.3
Washington, D.C.	251,189	60,994	24.3	195,980	34,208	17.5	36,524	20,275	55.5	11,510	6,040	52.5

<sup>1</sup> See footnote 1, table 1.<sup>2</sup> Civil service regions are defined as follows: *Atlanta*—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee; *Boston*—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; *Chicago*—Illinois, Indiana, Kentucky, Michigan, Ohio, and Wisconsin; *Dallas*—Arkansas, Louisiana, Oklahoma, and Texas; *Denver*—Arizona, Colorado, New Mexico, Utah, and Wyoming; *New York*—New Jersey and New York; *Philadelphia*—Delaware, Maryland, except Montgomery and Prince Georges counties, Pennsylvania, Virginia, except Alexandria and Falls Church cities and Arlington and Fairfax counties, and West Virginia; *St. Louis*—Iowa, Kansas, Minnesota, Missouri, Nebraska,North Dakota, and South Dakota; *San Francisco*—California and Nevada; *Seattle*—Idaho, Montana, Oregon, and Washington.<sup>3</sup> Standard Metropolitan Statistical Areas, as defined by the U.S. Bureau of the Budget in 1961.<sup>4</sup> Includes 32,437 employees (of whom 3,041 or 9.4 percent were Negroes) under pay plans other than the Classification Act (or similar pay plans), Wage Board, and Postal Field Service.<sup>5</sup> Includes Federal employment outside of the United States.

NOTE: Data exclude employment in Alaska, Hawaii, and Puerto Rico.

ments for relatively unskilled workers declined, there has been a notable shift of employment from the lower to the middle and upper grades of the Classification Act system.<sup>10</sup> This shift has been more pronounced for Negroes than for all other employees. In 1964, however, as shown in chart 2, more than three-fifths of the Negroes were still in the lower grades. A little more than a tenth of the jobs held by Negroes in 1964 were in grades 9 and above (an increase of 2.6 percent from

1962); close to half of all other employees were in these grades (an increase of 4.7 percent).

In the Postal Field Service, employment increased by 12,334 from 1962 to 1964. Negroes accounted for nearly two-thirds of this increase. Compared with the Classification Act employment, the distribution of Postal Field Service employment among the various grade level groupings remained about the same during the 2-year period.

—BERNARD E. ANDERSON

Office of Wages and Industrial Relations

<sup>10</sup> Grade level groupings are defined as follows: Lower (GS-1 to GS-4), middle (GS-5 to GS-11), and upper (GS-12 to GS-18).

*She was a good cook, as  
cooks go; and as cooks go, she went.*

—SAKI (H. H. MUNRO)

## Regular Jobs for Household Help

AMONG THE SIGNS of the times, few are better known than "Help Wanted—Domestic" and "Situation Wanted—Domestic." Metropolitan area commuters see each day an early-morning stream of household help into residential areas and the return flow at night.

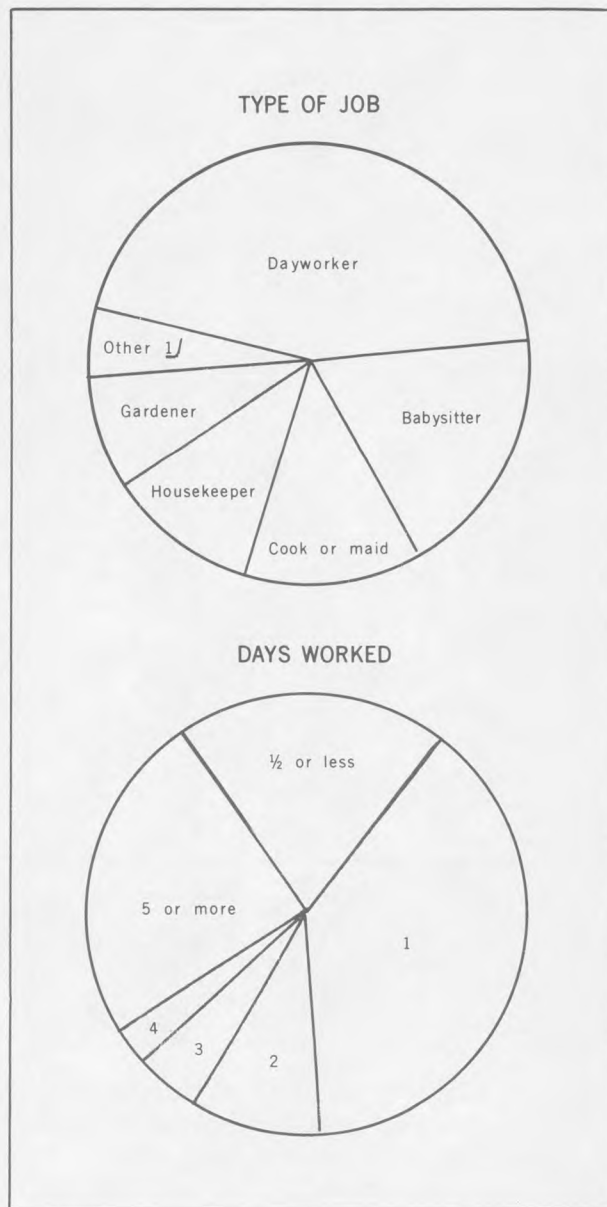
In January 1965, only 1 out of 12 households in the United States regularly employed household help.<sup>1</sup> These 4.8 million households had 5.2 million household jobs on a regular basis.<sup>2</sup> Few of the households employed more than one household worker; 92 percent reported the regular use of only one. The number of regular jobs was about twice as large as the estimated number of persons who worked as household help in that month (2.4 million), indicating that several jobs were filled by the same worker. The 2.4 million figure includes both those who had regular jobs and those who worked for one or more employers on a nonrepetitive basis.

Households where both the husband and the wife were in the labor force were more likely to have household help (12 percent) than were those where only the husband was in the labor force or where a woman was the head and in the labor force

<sup>1</sup> Until recently, there has been no reliable information on the number of households employing domestic workers or the number of regular jobs, although data have been available on the number of private household workers. Since many of them regularly work in two households or more during a week, the number of jobs was known to be considerably higher than the number of persons in the occupation. Information on the number and type of regular household jobs and the number of employer households has now been obtained by the Bureau of Labor Statistics, in connection with a pilot survey of job vacancies in private households, taken in January 1965, as a supplement to the regular Monthly Survey of the Labor Force conducted by the Bureau of the Census through its Current Population Survey. All respondents were asked whether any household help worked for them on a regular basis. For purposes of this survey, "household help" included anyone working for wages in or about a private residence who was employed by a member of the household occupying that residence, and covered the standard Bureau of the Census occupational group "private household workers" plus practical nurses, chauffeurs, gardeners, and odd-job men.

<sup>2</sup> In this discussion, "regular" denotes a work pattern such as daily or weekly, but no less than once every 2 weeks.

## Types of Household Jobs, and Days Worked. January 1965



<sup>1</sup> Includes odd-job men, practical nurses, butlers, chauffeurs, etc.

(7 percent each)—probably because of both the greater need for household help and the availability of extra income.

Almost all the jobs were in nonfarm households (97 percent), with about two-thirds in metropolitan areas, equally divided between the central city and the surrounding satellite cities and suburbs.

About nine-tenths of the jobs called for inside work, in the type of jobs usually filled by women. Almost half the jobs were for dayworkers and a fifth for babysitters (44 and 19 percent, respectively). (See chart.) The fact that the survey was taken in a winter month may have affected the number reported for gardeners.

About half the housekeeper and babysitter jobs were for a full workweek of 5 days or more. Most of the gardener and dayworker jobs (96 and 82 percent, respectively) were for a day or less. Overall, as shown in the chart, about three-fifths of the jobs offered only a day or less of work each week; only a fourth of the jobs were for a full week.

<sup>3</sup> All households in the survey were asked if any steps had been taken the previous week to find household help to work on a regular basis, either full time or part time. If someone was not hired for the job during the week, the job was counted as a vacancy.

Approximately 175,000 vacancies for regular household jobs were reported at the time of the survey,<sup>3</sup> or about 3 percent of the total number of household jobs. Most of them were for dayworkers and housekeepers. In the same month, 84,000 private household workers were reported as unemployed. Obviously, since one person could fill two or more jobs, the number of workers required would be considerably smaller than the number of job vacancies.

Information was also collected on wages offered and hours worked in the vacant jobs, but reliable estimates of these characteristics cannot be developed because of the small number of vacancies reported and the extreme sampling variability of the data.

—SAMUEL SABEN

Division of Population and Labor Force Studies

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During the past year ordinary domestic servants have been demanding in Montana as high as \$40 and even \$50 and \$60 per month. That many of these girls hired for domestic duties are careless, indolent, and incompetent is doubtless a fact. With the work considered degrading and the stamp of inferiority placed upon the word servant, this is but a natural consequence. It is not to be wondered at that the more intelligent and ambitious girls are driven into other pursuits. This leaves the demand so great that the few who condescend to perform the work have a perfect monopoly on this branch of the labor market, and can therefore afford to be independent.

—From the Fourth Biennial Report of the Montana Department of Labor and Industry, 1919-1920, summarized in *Monthly Labor Review*, September 1921.

# Significant Decisions in Labor Cases\*

## Labor Relations

**Protected Activities.** A Federal court of appeals affirmed<sup>1</sup> a National Labor Relations Board decision that the protection of the Labor Management Relations Act extends to employees making a concerted effort to secure racially integrated working conditions. The court agreed with the Board that the meaning of "labor dispute" may be interpreted to include a protest over an employer's discriminatory hiring practices.

A taxicab company discharged one of its employees after he had requested that the company hire Negroes. The alleged reason for discharge was the worker's involvement in two traffic accidents. When another employee, along with some members of a civil rights group, joined the first employee in picketing the company, he was immediately informed of being fired; the following day, however, he was reinstated.

The court agreed with the Board that the employees had been discharged for their civil rights activities. It also agreed that while not every concerted activity in furtherance of a labor dispute is protected, the discharged employee's action to secure racially integrated working conditions was sanctioned by the act since hiring policies seriously affect terms and conditions of employ-

ment. The Board had dealt only with this issue and ordered the employee reinstated.

The court, however, raised an issue that had not been considered by the Board. The question was: can an employer discharge employees who, without acting through their collective bargaining representative, protest against racial discrimination in hiring? On this issue, the court remanded the case back to the Board for consideration.

The court noted that, for collective bargaining purposes, the act gives the chosen representative of the employees a preferred status. While the law also protects the right of individual employees to present grievances independently of the union, the court was wary of having "grievances" become a guise for what in fact is continuous collective bargaining. The court thus asked the Board to make a finding as to whether the stability of contract relations, which the act encourages, might not be jeopardized by permitting the employees' direct action without the union's support to be classified as protected activity.

**Union Discipline.** The NLRB ruled<sup>2</sup> that a union did not violate the LMRA by fining and suspending a union member for filing a decertification petition with the Board. The union had a right to defend itself from "conduct which seeks to undermine its very existence," the Board said.

A union member filed a petition with the Board seeking decertification of the Steelworkers as the local's representative. The union's trial committee found him guilty of violating a section of the union constitution which prohibited "advocating or attempting to bring about the withdrawal from the international union of any local union or any member or group of members . . ." The penalty imposed upon the member, as approved by the international, was suspension from membership and exclusion from union meetings for 5 years.

The General Counsel contended, in line with the Board's decision in the *Skura* case,<sup>3</sup> that the union's disciplinary action was an attempt to restrain and coerce the member from exercising his statutory rights and, as such, was in violation of section 8(a)(1) of the LMRA. In *Skura*, the Board held a union had unlawfully fined a member for filing unfair labor charges against it without first exhausting internal remedies, and that

\*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> *NLRB v. Tanner Motor Livery, Ltd.* (C.A. 9, June 29, 1965); see also *Monthly Labor Review*, December 1964, p. 1431.

<sup>2</sup> *United Steelworkers of America and Price*, 154 NLRB No. 54 (Aug. 29, 1965).

<sup>3</sup> *Local 138, Operating Engineers (Charles S. Skura)*, 148 NLRB No. 74 (1964).

the union's statutory right to "prescribe its own rules with respect to membership" had to yield to the "overriding public interest involved in preserving the right of an employee to file."

In the instant case, the Board rejected the General Counsel's argument and, relying on one of its previous decisions,<sup>4</sup> distinguished between union discipline against filing unfair labor practice charges and that applied to members who had petitioned for decertification. The later situation had not involved the infringement of statutory rights because the disciplinary action there had neither affected job interests nor constituted interference with the election process, the Board concluded. Rather, the Board pointed out, such action is permissible as a means of preserving the union's very existence.

**Jurisdictional Dispute.** The NLRB decided<sup>5</sup> to give the new AFL-CIO Joint Board for the Settlement of Jurisdictional Disputes an opportunity to settle a long-standing dispute between Iron Workers and Carpenters locals, and rejected a plea to expand to future controversies enforcement of a settlement agreement reached on a particular project.

The millwrights, represented by the Carpenters, and the riggers, represented by the Iron Workers, had fought for more than 20 years over the right to perform certain work which a cartage company assigned at a General Motors job. Picketing by the millwrights gave way to a settlement agreement reached by that union, the Carpenters council of which it was a member, and the Board's

regional officer. The agreement provided that the millwrights would no longer request assignment of the disputed work at the particular project. The riggers and the companies involved were not party to the settlement and asked the Board for a broader ruling which would apply to future disputes over similar work assignments at other projects.

The Board rejected the idea of such an award. In so doing, it laid great stress upon the new procedures adopted by the Building and Construction Trades Department of the AFL-CIO to settle just such disputes.<sup>6</sup>

The Board noted that both unions involved are bound by the procedures of the new Joint Board, though the employer in this case was not. Even so, the Board said, "we believe that the new Joint Board should be given the opportunity to resolve this dispute on a voluntary basis." The Board speculated that the employer may, upon studying the new procedures, submit the dispute to the Joint Board. If ultimately the NLRB must make the award, it continued, guidance may well be derived from an award given by the Joint Board.

The Board justified exercising its discretion in not making a broader award in this case by stating that it best effectuates the "public policy to encourage voluntary settlements of jurisdictional disputes." The Board had no desire to undercut the "new Joint Board at the very beginning of its operation and lessening its chances of success."

Member Jenkins, dissenting, would not have approved the settlement agreement. He pointed out that neither the riggers nor the employer nor other parties had participated in forging its terms. He further noted that at the original hearing in the case, all the parties agreed to have a broad award covering similar work in the area. Finally, he said that the LMRA requires the Board to make a determination as to which of the competing employee groups should have the work. The settlement agreement did not, in his judgment, stand in the place of a determination which would settle a dispute that had continued for decades and may be expected to continue and to "vex parties and lead to wasteful work stoppages." Member Jenkins also expressed his hope that the new Joint Board would be successful for determining future submissions to it, but he thought the present controversy was "ripe" for the Board's decision that would carry out its statutory duty, especially since

<sup>4</sup> *Tawas Tube Products, Inc.*, 151 NLRB No. 9 (1965).

<sup>5</sup> *Millwrights Local Union 1102 and Don Cartage Co.*, 154 NLRB No. 45 (Aug. 20, 1965).

<sup>6</sup> The major changes included the following, as quoted from a joint release of the new agreement by labor and management on February 2, 1965:

1. Establishment of a new Appeals Board, headed by an impartial umpire, to render final decisions. In the past, any appeal from a decision of the National Joint Board could be taken only to the same tribunal.

2. Protection of the interests of the consumer in the settlement of jurisdictional disputes, with due regard given to such factors as efficiency and economy of operation.

3. Definition of the criteria to be used by the Joint Board in making decisions. These include decisions and agreements of record as set forth in the "Green Book," valid agreements between affected international unions attested by the chairman of the Joint Board, established trade practice and prevailing practice in the locality.

4. Consultation with appropriate management groups in the negotiation of jurisdictional agreements between international unions.

all the parties had not agreed upon a voluntary method of adjustment.

### Antitrust Laws

**Application to Unions.** A U.S. district court held<sup>7</sup> that the Musicians Union had not violated the Federal antitrust laws by entering into agreements which either restricted the sale of movies for television, or required payments to a trust fund as a condition of such exhibition. After scrutinizing the U.S. Supreme Court rulings on applicability of the laws to labor organizations, the court found the musicians' agreements to be within the "labor exemptions."

There were two types of contracts involved. The first, negotiated in 1946, had the effect of prohibiting the motion picture producers from selling their pictures for television without the union's consent. This was agreed to only after the union threatened to strike. The second contract, negotiated in 1950, covered films designed expressly for television; it was later extended to films designed for theaters, which the producers wanted to sell for television. This contract required the producers to make payments into a trust fund administered for the benefit of musicians. The complaint lodged by the employers alleged that the union unlawfully conspired to and did monopolize and restrain interstate commerce in the distribution of the films.

The district court ruled that the union had not violated the antitrust laws. In the course of its reasoning, the court distinguished the present situation from an unlawful one where the union conspires with a group of businessmen to injure another group.<sup>8</sup> The court further observed that, had the Musicians actually struck to obtain the agreements, which it believed to be in the best interests of its members, it would have been immune from antitrust prosecution.<sup>9</sup> Thus, in the court's view, the issue was "whether the result here

should be any different because no strike was necessary."

The court went on to cite a suggestion in the Supreme Court's recent decision in *United Mine Workers v. Pennington*<sup>10</sup> that acceptance of the agreement without a strike may make a difference as to the union's immunity. As the court read that decision, the majority of the High Court had held there that the agreement involved was not immune from antitrust prosecution if the union combined with large employers to impose a high wage scale upon smaller employers, who could not afford it, for the purpose of putting the smaller employers out of business. The district court found no such combination in the circumstances surrounding the Musicians agreement and held the agreement to be within the labor exemptions to the Clayton and Norris-La Guardia Acts.

Finally, the district court discussed the decision in *Meat Cutters Local v. Jewel Tea*<sup>11</sup> (decided the same day as *Pennington*), in which the Supreme Court held that an agreement (regarding store hours) was sufficiently related to wages, hours, and working conditions to fall within the protection of national labor policy and, thus, within the exemption from the antitrust laws. In line with that case, the district court concluded that the Musicians agreement was also sufficiently within the union's—i.e., the members' "self-interest" to qualify for antitrust immunity. The clauses related to "the economic welfare of union members, to their job opportunities, and to the wages which they would eventually receive," the court said

<sup>7</sup> *Republic Productions v. American Federation of Musicians* (U.S. Dis. Ct., N.Y., July 15, 1965).

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

<sup>9</sup> *United States v. American Federation of Musicians*, 47 F. Supp. 304 (1942), affirmed, 318 U.S. 741 (1943).

<sup>10</sup> 33 U.S. Law Week 4520 (June 7, 1965); see also *Monthly Labor Review*, September 1965, p. 1106.

<sup>11</sup> 33 U.S. Law Week 4525 (June 7, 1965); see also *Monthly Labor Review*, September 1965, pp. 1107-1108.

# Chronology of Recent Labor Events

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## September 1, 1965

PROVIDING FOR a 3.2-percent increase in economic benefits, elimination of contract inequalities between the various seagoing unions, and the establishment of greater job security and pension benefits, similar 4-year contracts ended 78-day strikes by the Masters, Mates and Pilots and the Radio Association against the American Merchant Marine Institute. The Marine Engineers had reached agreement with the Institute on August 19.

## September 2

TRUSTEES of the Welfare and Retirement Fund of the Mine Workers voted to increase pensions for the Nation's 69,000 retired soft-coal miners to \$100 from \$85, effective October 1. The increase followed an annual rise in the balance of the fund from \$114 million to \$140 million.

## September 3

AS THE LAST STEP of the wage adjustment process under the 1961 amendments to the Fair Labor Standards Act, the minimum wage for the 3.6 million workers first covered by the act in 1961 was increased to \$1.25 and a ceiling on the straight-time workweek was set at 40 hours. An estimated 810,000 workers, mostly in large retail stores and service trades, received pay raises of up to 10 cents an hour in order to bring them to the higher wage level.

REPRESENTATIVES of 350,000 Steelworkers and of the Nation's 10 major basic steel producers signed a 35-month agreement. Providing for an immediate pay increase ranging from 10 to 19 cents an hour, depending upon job classification, and for additional increases of 6 to 12 cents to be effective on August 1, 1967, the pact also spells out increases in vacations, medical benefits, life insurance coverage, and relocation pay as well as changes in pensions. Though the previous contract expired on May 1, 1965, negotiations continued under two interim extensions.

## September 9

THE CANCELED 1965-66 SEASON of the Chicago Symphony orchestra was reinstated as orchestra members ratified a 5-year contract. The pact provides increases in the minimum weekly wage from \$211 in the first year to \$220, \$225, \$235, and \$245 in succeeding years. Guaranteed employment is to increase from 50 weeks in each of the first 2 years to 51 weeks in the third and 52 weeks in the fourth and fifth years of the contract.

## September 10

THE Board of Education of New York City and the United Federation of Teachers agreed to a new 2-year contract that gives the city's 50,000 teachers an average increase of about \$800 a year in salary and welfare benefits. In addition to financial benefits, the pact also provides a reduction in class size and special periods for work preparation.

PHILADELPHIA TEACHERS ratified their first contract with the Philadelphia Board of Education and obtained annual wage increases averaging \$850 for 11,500 school employees. A reduction in class size and a "classroom betterment" payment were among the 225 separate items included in the agreement.

## September 11

THE American Motors Corp. and the Auto Workers reached agreement ending a 20-day strike by 17,000 workers at the company's Kenosha and Milwaukee, Wis., plants. The company agreed to rehire a union steward fired for allegedly setting off an unauthorized strike. Other issues involved were production standards, employee discipline, and work schedules.

UNDER an annual wage reopener, the Communications Workers signed a contract with the Ohio Bell Telephone Co. that will raise wages and fringe benefits an average of 14 cents an hour for 16,500 hourly paid employees. In addition to wage increases, the number of wage zones was narrowed from six to four, and 14 cities and towns were upgraded to higher wage zones. Company payment for basic health care increased to 50 percent from 25.

## September 21

THE SENATE CONFIRMED the nomination of Arthur M. Ross of Berkeley, Calif., to be commissioner of the Department of Labor's Bureau of Labor Statistics. Mr. Ross succeeds Ewan Clague who is retiring after serving as commissioner for 19 years.

## September 25

THREE WEEKS of wildcat strikes by nearly 10,000 miners in Ohio, West Virginia, and Pennsylvania ended as Mine Workers officials pledged complete support to the strikers in handling the discharge grievance that caused the walk-outs. The strikes stemmed from a dispute over the firing of six miners at the Moundsville, W. Va., mine of the Hanna Coal Co.

## September 27

MORE THAN 4,000 employees of six plants of the Worthington Corp. returned to work after a 6-week strike. Three-year contracts providing pay raises averaging 8 cents an hour in each year, increased pension and insurance benefits, and an additional paid holiday were signed by the company and locals of the Machinists, the Steelworkers, and the Office Employees.

# Developments in Industrial Relations\*

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## Wages and Collective Bargaining

August and early September were highlighted by conclusion of agreements in the basic steel and maritime industries. The steel agreement was negotiated in Washington after the President of the United States intervened to secure extension of the contract scheduled to expire at the end of August, and thus averted a strike. The maritime agreements ended a work stoppage that had begun on June 16. Other industries in which settlements were reached during the month included the paper, shirt, pajama, and raincoat industries.

**Basic Steel.** A 35-month agreement between the 10 major basic steel companies and the Steelworkers was approved in Pittsburgh on September 5 by the union's Wage Policy Committee and, after contract language was spelled out, by participating companies on the following evening.

On August 28, when a strike on September 1 appeared likely, the President sent Senator Wayne Morse and Under Secretary of Commerce Leroy Collins to Pittsburgh as a special mediation and factfinding commission. After receiving their report on August 30, the President requested that negotiations be moved to Washington, where the Secretary of Labor W. Willard Wirtz and Secretary of Commerce John Connor acted as mediators, and Gardner Ackley, Chairman of the Council of Economic Advisers, acted as statistical umpire. On August 30, as the deadlock continued, the interim agreement scheduled to expire the next day was extended for 8 days.

Wage provisions of the approved contract included an increase averaging 12.1 cents an hour effective September 1, 1965, and ranging from 10 cents for the lowest labor grade to 19 cents for the top labor grade; additional increases to skilled maintenance and other craft workers effective January 1, 1966, amounting to 2 cents an hour

when averaged over all employees in the bargaining unit; and an average 7.4-cent-an-hour wage increase (ranging from 6 to 12 cents an hour) effective August 1, 1967. The increases for the skilled crafts and trades (who do not participate in incentive earnings programs) added an average 14.6 cents an hour to the pay of these workers and resulted from upgrading each worker in these occupations by two job classes. Wage-rate increases were to be added to total hourly earnings, not to base rates, and hence would not result in proportionate increases in incentive pay. The existing cost-of-living allowance was incorporated into hourly rates.

Pensions were liberalized effective August 1, 1966; minimum pensions were to be raised to \$5 a month for each year of service up to 35, from the previous \$2.50 for service before January 1, 1960, and \$2.60 for subsequent years of service. Benefits were further liberalized by changing the deduction for social security to \$60 from \$80, and pensions of those already retired or retiring before July 31, 1966, were to increase by \$15 a month. Workers with 30 years' service would receive full rather than actuarially reduced pensions for each year of service regardless of age. A supplement of \$75 a month was to be added for workers retired early because of plant closings, for disabled workers, or for those laid off for 2 years. Deferred vested pensions were extended to employees 40 years of age with 15 years of service whose service was broken by disability, and employees eligible for deferred vested pensions on or after July 31, 1966, were given the option of an actuarially reduced pension at age 60 instead of 65. Severance payments were no longer to be deducted from deferred pensions.

Weekly sickness and accident benefits for workers with 2 or more years' service were to be increased, beginning on August 1, 1967, to an average of \$80 a week, from the previous average of \$67.50, and the maximum duration of such benefits was to be extended to 52 weeks, from 26 weeks. Duration of hospital benefits for employees with 10 or more years' service was to be increased to 2 years from 1 year, and medical insurance was to pro-

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



vide full rather than partial reimbursement for in-hospital doctors' fees, surgical fees, and maternity benefits. Life insurance (the amount of which varies by company) was to be increased by \$500 for workers retiring on or after August 1, 1967. Insurance coverage was extended to 52 weeks, from 26 weeks, for laid-off or disabled employees with 10 or more years' service, and hospital and surgical benefits were extended to dependent children regardless of age if they are disabled and until age 25 for regular full-time students.

Provisions for transfer of workers to other plants were liberalized: eligibility to transfer was extended to workers with 5 rather than 10 years' service, and relocation allowances were increased by \$75 for single workers and \$200 for married workers.

Vacation provisions were revised to permit the company to offer the option of pay in lieu of time off for regular vacations in excess of 2 weeks a year or for up to 3 weeks of the extended 13-week sabbatical vacation. Workers can also split extended vacations to cover a shutdown period.

The escrow fund established under the interim agreement signed April 28, which had been accumulating at the rate of 11.5 cents an hour worked, was to be distributed to the workers in lump sums.

Seniority provisions were revised to provide greater job protection. It was agreed to work out a definition of emergency conditions under which supervisors could perform work regularly assigned to members of the bargaining unit.

**Transportation and Utilities.** The 11-week strike in the maritime industry on the Atlantic and Gulf Coasts ended in early September as members of the Masters, Mates and Pilots and the Radio Association ratified 4-year contracts with the American Merchant Marine Institute (AMMI). Representing eight federally subsidized shipping companies, the AMMI had previously signed a 4-year contract with the Marine Engineers, who had precipitated the strike on June 16.<sup>1</sup>

All three agreements provided that 3.2 percent of total hourly employment costs (except payroll

taxes), for the groups affected, be set aside each year, with its use to be decided upon by the respective union.

The Engineers agreement, signed on August 19, authorized Secretary of Labor W. Willard Wirtz and AFL-CIO President George Meany and a 3-man panel to work out "long-range overall machinery" for settling the problems of manning automated and retrofitted (semi-automated) ships, the major issue in the dispute. Ships currently in service were to continue existing manning for at least 6 months. Inequities, the chief issues in the Masters, Mates and Pilots and ARA disputes, were eliminated under the new agreements. Both mates and radio officers won 60 days' vacation each year for all of their members; previously, they had received 60 days if they worked for one company but 30 days if they worked for two companies or more. Another change was the leveling of pay of all mates with that of their counterparts in the engineering department. For example, on a Class B ship, the monthly pay scale below master or chief engineer had been:

Mates (MMP)		Engineers (MEBA)		Difference
Chief.....	\$769.25	First assistant.....	\$772.32	\$3.07
Second.....	671.74	Second assistant.....	681.73	9.99
Third.....	615.02	Third assistant.....	629.39	14.37
Fourth.....	559.04	Licensed junior.....	577.05	18.01

This difference had resulted from a decrease in basic pay scales accepted by MMP in order to finance increased pension benefits that went into effect in January 1964.

Negotiations continued between the Seafarers and the American Maritime Association on the Atlantic and Gulf Coasts; on the Pacific Coast, the Seafarers and the Marine Engineers bargained with the Pacific Maritime Association.<sup>2</sup>

A 2-year contract affecting 1,800 pilots and copilots signed by American Airlines, Inc., and the Allied Pilots Association (Ind.) on August 7 provided a 21½- to 81½-percent increase in pay, depending on the type of equipment flown, retroactive to July 9, 1965. A second increase ranging from 3 to 4¼ percent was to be effective on September 1, 1966. Beginning on September 1, 1965, and continuing for 1 year, the company was to be free to schedule a pilot for one extra tour of duty each month which would not be charged against the maximum hours he is allowed to fly (75 hours on jets and 80 hours on piston equipment). As compensation, each pilot was to receive the

<sup>1</sup> In June, the unions had reached agreement with the American Maritime Association, bargaining agent for nonsubsidized shipping companies. See *Monthly Labor Review*, August 1965, p. 989.

<sup>2</sup> See pp. III and IV of this issue.

hourly pay plus a bonus of 3 percent of his full monthly earnings.

A wage increase averaging 11½ cents an hour was agreed to under the final reopening of a 3-year contract between the Communications Workers, representing some 20,000 telephone switchboard and equipment installers, and the Western Electric Co., the manufacturing division of the Bell Telephone System. The increase was retroactive to July 28, after having been ratified by a nationwide mail referendum on August 27. Increases were to be at least 12 cents for 12,000 employees; increases for equipment installers were to range from 6 to 20 cents and average 9.9 cents, and the average increase for clerks was \$4.79 a week. Twenty-four towns were classified into higher wage brackets. In addition, employees in New York City were put on a higher wage schedule, which amounted to an additional 5-cent-an-hour increase. Per diem expenses on temporary transfers were increased to \$8 a day on short hauls, from \$7, and to \$11.50 on long hauls, from \$11; the allowance given permanently transferred workers was increased to \$250, from \$200.

Stoppages of about a month at operations of two mid-western gas companies were concluded by settlements reached in July and August. On July 19, a 2-year agreement between the East Ohio Gas Co. and the Building Service Employees ended a 34-day strike and on August 12, Laclede Gas Co. of St. Louis, Mo., and the Oil, Chemical and Atomic Workers agreed to a 2-year contract, ending a 32-day strike which had been marked by vandalism and service interruptions. The Ohio settlement provided an average wage increase of 10.06 cents an hour to 2,400 workers, with an additional increase averaging 10.39 cents to become effective in 1966. Other benefits, valued by the company at 2.27 cents an hour, included a 25-percent increase in the company payment of hospitalization premiums, while the maximum hospital benefit coverage was increased to \$15,000, from \$10,000. The Laclede Gas Co. contract provided that workers' average hourly earnings would increase 21 cents an hour over the 2-year period. In addition, about 70 laborers were reclassified, 4 weeks' vacation was provided after 18 instead of 20 years, and a fifth week after 25 years was established. Improved pension benefits included early retirement at age 62 and an improved formula for calculating benefits. Travel allowances for about

100 meter readers were increased to 80 cents a day, from 60 cents, and the company agreed to provide uniforms for all working foremen and mechanics in the transportation department.

**Trade.** On August 4, the Great Atlantic and Pacific Tea Co. and the Meat Cutters, representing some 18,000 employees in the greater metropolitan New York area announced conclusion of a 3-year agreement. Wages for meat department managers and butchers were increased by \$5 a week in the first year, \$4 in 1966, and \$5 in 1967; full-time grocery clerks received increases of \$4, \$3, and \$3.50 a week on the same dates. The maximum hourly rate for part-time workers was increased to \$2.31, from \$2.15. Dental and optical plans were established, though final details were to be worked out later. An additional paid holiday, the employee's birthday, was provided, and hospital insurance coverage was improved.

**Construction.** The Bay Area Painters and Decorators Joint Committee, Inc., and the Painters signed a 3-year contract which provided a \$1.50 package increase for 9,500 workers in the San Francisco Bay area. Concluded in mid-August, the contract ended a 1½-month strike. Provisions were made for the journeyman wage scale to increase 25 cents July 1 of 1965, 1966, and 1967, to a total of \$5.22 an hour in 1967. Contractor payments for benefits, currently 54½ cents an hour, were also to rise 25 cents an hour each year, becoming \$1.29½ by the contract termination date.

**Apparel.** A 10-cent-an-hour general wage increase, effective September 7, was included in 1-year contracts signed August 19 by several major shirt and pajama manufacturers and the Clothing Workers. More than 35,000 employees were affected by the settlement, which is expected to set the pattern for an additional 100,000 workers in the cotton garment, outerwear, and single pants industries. Other provisions of the contract were a third week of paid vacation after 1 year's service (to be taken during the Christmas holidays), and an increase of one-half of 1 percent of hourly pay in employer contributions to the Cotton Garment Welfare and Retirement Funds; both provisions were to be effective January 1966. Following a joint committee's study of possible improvements, details of improved pension and welfare benefits

were to be released. The total package increase was estimated by an industry spokesman at 16 cents an hour.

On July 22, members of the New York Raincoat Manufacturers Association and the Association of Rain Apparel Contractors ratified a 3-year agreement with the Ladies' Garment Workers. Covering some 5,000 workers in the New York City area, the contract deferred a 10-cent-an-hour wage increase until January 1, 1966, and a 35-hour standard workweek was made effective for all employees (resulting in an additional 7-percent increase in hourly pay for a small number of shipping clerks previously on a 37½-hour week). Provisions were made for a wage reopener after the second year. Other improvements included higher craft minimums, a second week's paid vacation (2 percent of annual earnings, with a \$100 maximum), election day as a full paid holiday rather than a half holiday (a total of 6 guaranteed holidays), a \$2 increase in holiday pay, an increase in employer payments to the health and welfare fund (from 5 percent to 5½ percent of payroll), effective September 1965, with resulting increases in hospitalization (from \$10 a day with a 30-day maximum, to \$20 a day with a 60-day maximum), surgical benefits (from \$100 to \$250), and maternity benefits (from \$75 to \$100), with coverage extended to employees' wives. Free medical prescriptions up to \$25 a year and eyeglass allowances were also provided. The last previous pay increase for these workers had been effective January 1, 1963.

**Paper.** Agreement on a 2-year contract between the northern division of International Paper Co. and three unions<sup>3</sup> was announced July 28, after a majority of the 15 locals ratified the settlement reached July 1. Approximately 4,100 employees of six plants in Chisholm, Maine, and Niagara Falls, North Tonawanda, Ticonderoga, and Corinth, N.Y., and York Haven, Pa., were to receive a 10-cent-an-hour wage increase in 1965 and 9 cents in 1966. Four weeks' vacation after 15 years' service (instead of 20), and effective June 1, 1966, a fifth and sixth week of vacation after 25 and 30 years, respectively, were provided. Pension improvements, including full retirement benefits at age 62, a 15-percent increase in pension benefits

<sup>3</sup> United Papermakers and Paperworkers, the Pulp, Sulphite and Paper Mill Workers, and the Firemen and Oilers.

based on the employee's earnings prior to January 1, 1965, and a 16⅔-percent increase in benefits based on the first \$3,000 of the employee's earnings thereafter were also provided by the contract, which was retroactive to June 1.

The Papermakers reached agreement in August with the two divisions of KVP-Sutherland Paper Co. in Kalamazoo and Parchment, Mich. On August 2, 1,200 employees of the KVP Division in Parchment ratified a 1-year contract providing a 3½-percent wage increase (ranging from 8 cents to 11 cents an hour), 3 days' paid funeral leave for death of grandparents, and other benefits. The 2,100 members of the Sutherland Division's three plants in Kalamazoo also ratified a 1-year contract on August 16. A 9-cent package increase, including 6 cents an hour in wages, was provided. Union locals at both divisions had struck on July 24 after existing contracts expired.

**Glass.** The Glass Container Manufacturers' Institute, representing 23 member companies, and the Flint Glass Workers on August 12 reached agreement on a 3-year settlement for 3,000 mold-making department employees. The pact provided a 5-percent wage increase immediately, 2 percent on September 1, 1966, and 4 percent the following year. Other benefits, generally following the Glass Bottle Blowers agreement for production and maintenance employees negotiated in March 1965, included \$3 instead of \$2.50 monthly pension benefits for each year of service, establishment of a fourth week of vacation after 20 years, an eighth paid holiday, and an additional 1½ cents a man-hour for insurance benefits.

**Furniture.** An immediate general wage increase and an additional 3-percent increase after a year were provided for 2,000 workers in a contract between the Hamilton Manufacturing Co. of Two Rivers, Wis., manufacturer of professional and office furniture, and the Carpenters. The 3-year agreement also improved insurance benefits and other provisions.

**Metalworking.** A 3-year agreement between the Pacific Coast Shipbuilders and the Pacific Coast Metal Trades Council, consisting of nine unions representing about 10,000 workers, was ratified by a mail referendum the last week of July. A pre-

vious tentative agreement had been rejected because the workers wanted larger increases in fringe benefits.

The new contract included a 10-cent increase in wages each year. Company payments both to health and welfare and to pension funds were increased to 14 cents from the former 10 cents. There was a 1-percent increase (equivalent to 3.4 cents) for vacations and the payment for holidays was raised to 10 cents, from 9 cents, for each hour worked during the year. The 25-cent differential for leadmen was increased to 35 cents an hour.

The strike of the Machinists against the association continued as the Machinists rejected the latest offer of the association on September 1, but in Seattle and Portland, the MTC craftsmen began crossing Machinists picket lines to return to work. The Marine Carpenters, who had negotiated separately, returned to work August 16. A few independent shipyards in the San Francisco Bay area had settled in early July.

The Goodyear Aerospace Corp. of Akron, Ohio, reached agreement with the Auto Workers and ended a strike by 2,800 workers that began July 23. The 2-year contract, ratified August 8, was similar to the rubber industry settlements reached earlier in the year and provided a 7½-cent-an-hour increase the first year, with an additional 9 cents effective the second year. Inequity adjustments averaging 5 cents an hour were also provided. Other provisions included a ninth paid holiday; 4 weeks' vacation after 15 years' service (instead of 25), and a fifth week after 25 years; and an additional 5 cents an hour company contribution to the SUB fund.

### Other Developments

On September 3, the last step of the 1961 amendment<sup>4</sup> to the Fair Labor Standards Act became effective. The minimum hourly wage for the 3.6 million workers brought under coverage by the amendment was raised to \$1.25 (from \$1.15) and time and one-half pay was required for any hours they worked in excess of 40 (instead of 42) a week. These workers were brought to the current standards for others covered by the act. Of the 3.6 million workers (including 2.2 million in retail trade and 1 million in construction), an estimated 810,000 were earning less than \$1.25 prior to September 3.

On August 24, The New York Post announced it was giving up its attempt to use a typesetting computer because it was unable to agree with Local 6 of the Typographers on how the machine would be used. Mrs. Dorothy Schiff, publisher of the Post, said the computer was removed because the union wanted to exact "an enormous tribute" for permitting its use in the composing room. Negotiations were continuing on the use of "outside tape" (perforated tape prepared by wire services to set type for material such as stock exchange quotations).

A call for greater cooperation between the printing trades unions was the central theme of the 107th annual convention of the Typographers, held in Washington, D.C., beginning August 14. In his annual report, President Elmer Brown said "We are optimistic that an eventual merger of printing and kindred trades will be consummated in spite of many problems remaining." He told delegates that discussions to improve bargaining and jurisdictional cooperation had been held with officials of the Printing Pressmen and the Newspaper Guild and additional discussions would be undertaken with other trades.

Alvin F. Grospron defeated W. J. Forresten by a 75,633 to 72,910 vote to become president of the Oil, Chemical and Atomic Workers. Mr. Grospron succeeds O. A. Knight, who had announced in May that he would not seek reelection.<sup>5</sup> The vote was held during the union's biennial convention in Bal Harbour, Fla., August 16-21. B. J. Fisher, a vice president, was elected to succeed Grospron as secretary-treasurer.

U.S. Commissioner of Education Francis Kappel, speaking at the 49th annual convention of the Teachers union, said, "Educators and teachers have a special responsibility to our society, and strikes should be the point of very last resort." He also cautioned against use of sanctions and boycotts, the principal bargaining weapons of the rival National Education Association. Delegates to the August 23-27 Los Angeles meeting of the Teachers raised dues to 90 cents a month in 1966, from 75 cents, and to \$1 in 1967. (See p. 1204 of this issue.)

<sup>4</sup> See *Monthly Labor Review*, July 1961, p. 770.

<sup>5</sup> See *Monthly Labor Review*, July 1965, p. 872.

# Book Reviews and Notes

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## Tactics for Accommodation

*A Behavioral Theory of Labor Negotiations: An Analysis of a Social Interaction System.* By Richard E. Walton and Robert B. McKersie. New York, McGraw-Hill Book Co., 1965. 437 pp., bibliography. \$8.95.

Professors McKersie and Walton's book is an important contribution to knowledge about the behavioral aspect of collective bargaining, in the manner of Carl Stevens, Ann Douglas, T. Schelling, and Edward Peters. Some scholars have postulated simple behavioral models to describe the bargaining process; others have used illustrative case material to develop theoretical models. But McKersie and Walton go much further in their development of a behavioral model of labor negotiations.

The most significant aspect of this book focuses on attitude structuring, 1 of the 4 postulated subprocesses comprising the negotiating process. Can the fundamental conflict inherent in early phases of negotiating be altered to one of accommodation—or even cooperation? The authors feel that it can, and they explore various tactics that may be used to change the nature of the bargaining relationship. They interweave behavioral science research findings and abstracts from actual negotiations with their model in illuminating fashion. In addition, the effect of a negotiator's personality, his social belief system, and his prior bargaining experience on the character of the bargaining relationship are examined.

Moreover, their discussion of integrative bargaining (another subprocess—characterized by both sides gaining from problem resolution in contrast to the I win-you lose nature of the fixed sum

game) is also based on small group research and sensitivity training and is part and parcel of the analysis of attitude structuring.

Their treatment of these two subprocesses will hasten our understanding of conflict resolution. The analysis of attitude structuring is relevant not only to labor negotiations and social relations, but also to less dramatic forms of interpersonal or interdepartmental conflict stemming from competing interests within a single plant.

My chief criticism is that the book's significant discussion of attitude structuring and integrative bargaining is obscured to some extent by the detailed and lengthy analyses of bargaining as a fixed sum game (the distributive bargaining subprocess) and the effect of home organization conflict (the intraorganizational bargaining subprocess) on the negotiator's role. For example, when discussing distributive bargaining, factors affecting the upper and lower wage limits as well as the findings of others are unnecessarily detailed. There are other instances when it may have been more fruitful to make the point, citing pertinent research, and go on to the book's major purpose of building a behavioral model.

Consequently, it seems as if the emphasis on analysis is partially at the expense of an organized effort to synthesize the various subprocesses. Integrative statements exist, but they are scattered throughout the book and it is hard for the reader to pull them together into a comprehensive model of the negotiating process.

Nonetheless, McKersie and Walton's work constitutes a big step forward in examining bargaining from a behavioral point of view and generates many research hypotheses. It will be particularly useful to students of industrial relations and behavioral sciences who have not had actual bargaining experience. It also will benefit negotiators and those researchers interested in public policy questions such as the one raised by the recent General Electric case.

—JOHN E. DROTNING

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State University of New York at Buffalo

## Protective Isolationism

*The Professions in America.* Edited by Kenneth S. Lynn and the Editors of *Daedalus*. Boston, Houghton Mifflin Co., 1965. 273 pp. \$5.

*The Market for College Teachers: An Economic Analysis of Career Patterns Among Southeastern Social Scientists.* By David G. Brown. Chapel Hill, University of North Carolina, 1965. 301 pp. (Studies in Economics and Business Administration, 5.) \$7.50, University of North Carolina Press, Chapel Hill.

At the height of their success, prestige, and power, America's professions are in trouble. Kenneth S. Lynn, Professor of English at Harvard University states, ". . . in the mid-1960's the 'problem of the professions' is nothing less than the 'problem of America.'"

Among the conditions Professor Lynn seeks to correct are the dearth of systematic knowledge of the professions and the prevalence of a sanguine attitude concerning the existence of a professional problem. The book by David G. Brown, Associate Professor of Economics at the University of North Carolina, makes a significant contribution toward meeting these needs. As if in partial response to Lynn's concern, he subjects to highly systematic study the academic labor market for social scientists in the southeastern United States.

The most visible part of the problem of the professions is of course the manpower aspect: the rising shortages which testify to the geometrically increasing professional needs of a profession-led society as against finite if expandable sources of supply. An awareness of the staggering quantitative challenge is reflected frequently throughout the 15 essays of the *Daedalus* volume. Their primary concern is qualitative although their focus is on the professions as related organically to the greater community.

Several of the essays discuss problems in the structure and regulation of the professions. Lynn points particularly to the loss by the American professions of their precious historic fluidity and the rise of protective isolationism and "club rules" seriously compromising the moral charter implied in the freedom which society accords the professions.

Complicating the condition of the professions is a growing body of occupations claiming professional status. Everett C. Hughes and Bernard Barber examine professional functions, behavior, and attitudes—the former author dealing more with the professions' structural context in our society and the latter with topics ranging from university professional schools to the relation between professionals and politics. Barber's observations on the imitative behavior of emerging and marginal professional groups are particularly trenchant, and only his scholarly approach avoids a satirical effect.

This reviewer shares Professor Lynn's uneasiness over the magnitude of the responsibilities facing the presently constituted professions. The issues raised in the volume are ripe for discussion, and the writers admirably accomplish the purposes of exploring and awakening.

Professor Brown regards his study as an economic analysis and devotes several chapters to a technical treatment of the professorial market in the hope that it "may serve as a prototype of a professional labor market." A reviewer not particularly at home with the economist's quantitative tools will perhaps be excused for finding Brown's well-synthesized clinical observations and interpretations more engaging than the methodological pump-priming which, though technically necessary in extending a sophisticated discipline to subject matter of uncertain consistency, may take some time to produce a meaningful flow. The author has distilled from 150 extensive questionnaires and interviews a great deal of understanding about job market behavior of career scholars and academic employers. Although the results may contain few surprises for readers familiar with academia, they provide many of us with an assured framework on which to hang personal observations.

In addition to contributing to our knowledge of the professions, Professor Brown's succinct findings afford a useful how-to handbook for both department chairmen and jobseekers. His concluding proposals for improving communications in the academic labor market deserve attention.

—CHARLES P. DENNISON  
Bureau of Higher Education  
U.S. Office of Education

## Dramatic Irony

*Lockout: The Story of the Homestead Strike of 1872.* By Leon Wolff. New York, Harper & Row, Publishers, 1965. 297 pp. \$5.95.

Homestead's scar across American labor history epitomizes nearly everything that could have gone wrong in the accommodation of the new capitalism to its worker's needs. Marked by steel management's determination to escape the obligation of bargaining with the Amalgamated Union, premeditated use of the Pinkerton force to quell any recalcitrance, and by the furious response of the company's work force, the outcome of the episode was to help create a public conscience determined to find a better method. So Homestead's story can stand retelling as reminder and milepost.

Aside from utility, the lockout was intrinsically dramatic. But the author who sets out to exploit dramatic veins in labor's chronicles is almost sure to encounter two tough writing problems, and he may as well recognize them at the outset. The issues were never cleanly and totally resolved at Homestead, and this fact militates against dramatic resolution. Then, even at a distance of 75 years it is difficult to achieve the detachment from the underlying context needed to accept the story's ironies. Yet Wolff brings off his dramatic treatment successfully, and brings it off without arousing the reader's unwilling suspension of belief—a nice accomplishment.

He achieves his purpose by handling Homestead as a kind of low tragedy going on onstage while the author beavers in the pit, sorting facts and opinions that explain the prosaic historical questions at the bottom of the tale. Skillfully enough, he awakens the cast of characters from their beds of newspaper clippings and gets them up to strut and fret. In the addled anarchist Berkman, Wolff finds everybody's fool, who muffs not only Frick's assassination but his own—and that twice. Here are the Pinkertons again (always), playing a whole army in motley. There's Sheriff McCleary agonizing, procrastinating, making his public utterances sound like soliloquies. So the personae run, through Carnegie, a spider-king, and Frick himself, a villain who comes within a callus' width of being the hero of the piece, displayed as a swashbuckling miser, determined to draw himself in some daring, egregious

posture—and ready to pay hell to do it. All the portraits succeed, and the narrative comes off as drama, even though it diffuses at the end into pathos and anticlimax.

But Wolff goes beyond that. He conscientiously sifts a roomful of sources, and comes up with one telling fact after another to bring perspective and grounds for judgment. He does a patient research job, and puts some of his findings to use in stunning fashion, without inflicting extraneous detail on the reader. He shows the plain people off the stage caught up unwillingly and painfully in a history they wanted no part of. He shows the pathetic Pinkertons trapped in a day-long fusillade, and only wanting out. He shows them not as cowards but as sensible men who were reluctant to die on behalf of such a wretched cause because they were unprepared to die for any; men who felt the lack of fitness in the battle. He also draws perceptive portraits of the sober strike leaders, O'Donnell and McLuckie. His assessment of the wool-headed William Wiehe, president of the Amalgamated, is no more cruel than the man earned.

For a footnote on the uses of time in gaining a wider viewpoint, read the contemporary assessment of two of the principals quoted on page 178. It concludes, "Say what you will of Frick, he is a brave man. Say what you will of Carnegie, he is a coward." Nothing in the book allows any improvement on that just judgment.

—JACK F. STRICKLAND  
Division of Publications  
Bureau of Labor Statistics

## The State Scene in Union History

*Organized Labor in Minnesota.* By Joseph S. Smolen. St. Paul, Minn., Minnesota AFL-CIO Federation of Labor, 1965. 32 pp., bibliography.

*Organized Labor in New Jersey.* By Leo Troy. Princeton, N.J., D. Van Nostrand Co., Inc., 1965. 237 pp. \$5.95.

The past decade or so has seen a revival of interest in the history and development of organized labor in particular geographic areas. Barbara Newell's *Chicago and the Labor Movement*, for example, represents the scholarly treatment of a metropolitan area.

Professor Smolen's pamphlet notes, on the back cover, "printed and distributed courtesy" of the State Federation, but no other information is given as to the genesis of the work or its purpose. Many State and local bodies have, of course, printed their "histories" on anniversary occasions or simply to uncritically laud their leaders. The Smolen piece is not of this genre. Necessarily sketchy in presenting the story of the origin and growth of unionism in the State (from the sole viewpoint of the unions) in only 30 pages, it eschews personalities, and though lacking in critical evaluation it does not lack candor in certain respects. Thus, it is frank in reporting the AFL opposition to unemployment insurance prior to its 1932 convention.

In brief, it is a handy compendium of the main events of Minnesota's union history—probably useful for union members and those with a beginner's interest in the field.

Professor Troy's book is one of the supplementary volumes of the New Jersey Historical Series which was spawned by the State's tercentenary celebration. It is not a work which bears open evidence of its scholarship via footnotes, for there are few of these, but the content and presentation attest its excellence on this score.

It has been said that the middle ground is the most difficult to cultivate, and this volume bears some evidence along this line. For the specialist, there is no need for detailed material on particular local conflicts which attracted national attention, or for much of the material on the national union and economic scene amid which the New Jersey unions moved toward more effective organization. For the layman, perhaps more is needed for full understanding.

Within these limitations, Professor Troy tells his story smoothly and effectively—starting with labor in the colonial era, moving forward chronologically to 1964, then to the three subjects of law and labor relations, civil rights and politics, and the future of unionism in New Jersey. There are details with which one can easily quarrel, and some generalizations which can be questioned, but none of great consequence. The course of the New Jersey unions sometimes varied from the national picture and from that in States of comparable industrial development, but by and large it was not much different from the other States of the north-eastern region.

Of interest in recent history is the split in the labor movement between the old AFL and the old CIO adherents. Merged by a virtual shotgun wedding in 1961, the combined State federation has been the first to burst assunder. In 1964, the New Jersey State Industrial Union Council was formed by the old CIO adherents, and though formally the breach was healed early in 1965, the Council continues to exist and function. How this happened is well-detailed, but why it did is explained only in the terms of the original AFL versus CIO conflict. Other States have outgrown the original conflict, at least on the surface—clearly New Jersey never has.

Professor Troy closes this valuable contribution to labor history with a gloomy prognosis—not a union eclipse, he says, but clearly a passing from the crest of their development.

—HERBERT J. LAHNE

Labor-Management Services Administration  
U.S. Department of Labor

## Grudge Fight

*Corrupt Decisions on Unemployment Insurance.*

By Leon R. Powell. New York, Vantage Press, 1965. 201 pp. \$4.95.

Here is an unusual book, with an unusual and startling title. With no table of contents and no obvious pattern of organization, the reader must rely on the publisher's jacket for an overview.

The author, a machinist and student of the law, was denied unemployment benefits in 1961, whereupon he assembled a collection of court decisions, appended brief commentaries, and sandwiched the result between an "Introduction" and "Salutation." His general thesis is that the courts in a number of States have unfairly substituted wages for unemployment insurance, denying benefits, for example, when severance pay is offered. Although he suggests changing the statutes, major onus is placed on the courts which he charges with "intentional deceit."

There's doubtless much room for improvement, both in the laws and their interpretation. But a heavyhanded, intemperate, disorganized approach seems unlikely to win friends, especially among legislators and jurists.

—WILLIAM PAPIER

Director of Research and Statistics  
Ohio Bureau of Unemployment Compensation



## Ethos Missing

*The Common Market: Economic Integration in Europe.* By Finn B. Jensen and Ingo Walter. Philadelphia, J. B. Lippincott Co., 1965. 278 pp., bibliography. \$4.95.

Add another strong entry to the growing list of book-length treatments of the uniquely attractive phenomenon of European unification. Here, without fuss and feathers, the authors have served up a crisp, textbook-style exposition of an incredibly complex subject. They have barely flinched before some of the most intricate and many-faceted problems encountered by the Six.

Especially strong in describing the workings of the institutions of the trailblazing if somewhat beleaguered European Economic Community, this book should be a valuable text for the upper level college student or the serious nonspecialist. It is hardly a layman's guide, however, and the reader seeking a simple key to a detailed understanding of the Common Market will not find it here. Jensen and Walter have composed a tight, fact-filled little study, but the terrain covered is vast, and the reader is advised to proceed slowly and with care.

As a practitioner in this field, the reviewer is bemused by the heavy stress on institutions and the general lack of atmospheric or analytical scene-setting. For the Europe of the Six is quintessentially a spirit. It is only secondarily a set of working institutions and common policies. This spirit is an incontestably political one, soundly based and heading Europe into new and crucially important sectors of political experience. It both feeds and draws from the Common Market. It places the substantive content of the EEC in its proper focus: the tangible manifestation in economic terms of Europe's political and psychological will to unite.

Here is the Jensen-Walter shortcoming. They have skillfully reduced this dramatic tale to its factual essentials. But in so doing, they have left the reader questioning larger motivations, long-term possibilities, and ultimate meanings. Precedents are being shattered and prejudices destroyed in the common drive to unite. Economic union, whether it comes about in 1967 or 1970, is held by the overwhelming majority of Europeans to be but a way-station. Of this, the book has too little. But there is no dearth of interpretations seeking to illuminate this European dynamism and our

positive response to it which do not explain, as Jensen and Walter have done, exactly how the thing works. For this as well as for the quality of their explanation they deserve high marks.

—GEORGE R. KAPLAN

Officer-in-Charge, European Integration Affairs  
U.S. Department of State

## Distaff

*American Women: The Report of the President's Commission on the Status of Women and Other Publications of the Commission.* Edited by Margaret Mead and Frances Balgley Kaplan, with an introduction and epilogue by Margaret Mead. New York, Charles Scribner's Sons, 1965. 274 pp. \$6.95.

*Careers for Women After Marriage and Children.* By Barbara Powell O'Neill. New York, Macmillan Co., 1965. 401 pp. \$5.95.

For over 2 years, the Commission's report has been available from the Superintendent of Documents. Now, we have the same report, with an introduction and an epilogue by Margaret Mead.

Miss Mead traces women's progress toward political, educational, and economic freedom, noting that with the Commission's report the Federal task, except for some cleaning-up work, is done. Progress now depends on the States, and even more on women themselves. Miss Mead assails the common American assumptions—and the Commission's acceptance of them—that all women wish to marry and have children and that only paid work is accorded human dignity. There is nothing new here, nor in her rather questionable assumptions that the economy will require smaller numbers of workers in the future and that the American style of living (i.e., "early marriage, an isolated house, and children born close together") results primarily from fear of the bomb.

One of Miss Mead's proposals, "marriage and motherhood for young women and an independent career when the children are grown," was favored by the Commission. For women who choose this alternative, as more and more women are doing, Mrs. O'Neill offers practical suggestions for selecting an occupation, educating oneself for it, and getting a job.

—MARTHA F. RICHE

Division of Publications  
Bureau of Labor Statistics

## Quotations From Recent Books

*Writing for Business.* By Mary C. Bromage. Ann Arbor, University of Michigan Press, 1965. 178 pp. \$4.40, cloth; \$1.95, paperback.

Any writer needs to be aware of all he is actually imparting by his words. Justice Oliver Wendell Holmes went further than most persons, but he had a point when he wrote: "I rarely look at a dictionary, which after all is merely somebody's estimate of polite usage, a matter on which one can form one's own opinion." Titles in government, in education, in business are constantly being upgraded. People become deputies instead of assistants, directors general instead of directors. To give status is one semantic possibility. To give a noninvidious impression is another, which explains why "underdeveloped" or "emerging" countries have become "developing" countries. "Nonproductive" labor has become, in some plants, "indirect" labor as distinct from "productive" or "direct." Though "nondestructive" engineers have not yet objected to that terminology as it is applied to them, how long before they will?

*Economics: Theory and Practice.* By Mellville J. Ulmer. Boston, Houghton Mifflin Co., 1965. 757 pp. 2d ed. \$7.95.

Have unions raised wages? In the opinion of almost all labor leaders and businessmen, yes. . . . Yet some economists are not so sure. They are troubled by the fact that it has not yet been possible to prove, statistically, that unions have increased wages more than they might have advanced without unions. . . . Studies of the trend in the share of the national income going to labor are weakened by the fact that it has not been possible to demonstrate what the trend would have been in the absence of unions. . . .

*International Economic Integration.* By Jan Tinbergen. New York, American Elsevier Publishing Co., 1965. 142 pp. 2d rev. ed. \$5.

If it is true that a certain consensus of opinion prevails with regard to the general aims formulated above, it cannot be denied that the big dif-

ferences in economic policies between the non-Communist and the Communist countries can only partly be explained in this way. It is true that inequalities in the latter countries were larger than in many western countries and it is true that the disturbances created by the First World War in Russia and by the Second World War in the present Communist countries were large indeed. But there are other countries where this also applies and these countries are not—or, shall we say, not yet—Communist. . . .

*International Economics.* By Walter Krause. Boston, Houghton Mifflin Co., 1965. 672 pp. \$8.75.

Thus, the Soviet Union (and the Communist Bloc in general) has been growing richer and the planning emphasis is on growing even richer. This process of enrichment has important implications within a cold-war context. First, with heightened economic capacity, it becomes possible to support a greater Communist trade-and-aid effort. Second, a dramatic performance record is likely to enhance the appeal of a Communist economic system, especially for underdeveloped countries desirous of development and not yet firmly committed to an ideology.

*Economic Development in Nigeria—Its Problems, Challenges, and Prospects.* By Victor P. Diejomaoh. Princeton, N.J., Princeton University, Industrial Relations Section, 1965. 134 pp. \$3, paperback.

Because of lack of proper counseling, some youths, who could probably find jobs in rural areas, do not know exactly what they want and so drift aimlessly to the cities, believing that something good is waiting for them there. There is thus a need for improvement in counseling services at school, at home, and by labor exchange officers. It should be stressed, though, that the labor exchange problem, hiring practices of employers, and lack of adequate counseling are not at the heart of the unemployment problem. If these adverse factors were eliminated, the employment situation would be ameliorated, but unemployment would remain. . . .

*The German Economy at War.* By Alan S. Milward. London, Athlone Press, 1965. 214 pp., bibliography. \$6, Oxford University Press, New York.

. . . The blanket generalization 'breakdown of the economy' does more to conceal fact than reveal it. The 'breakdown' did not occur at the same time everywhere. The economy did not snap, like an overstrained plank of wood, suddenly and irreparably. Each sector performed differently under the strain. Some branches of German production did not decline. Tank production targets were achieved almost until the bitter end. Munitions production, on the other hand, began to decline in September 1944, and in January 1945 sank to the level of November and December 1942. Even at this level it was more than twice as high as it had been throughout 1941. The production of weapons generally did not begin its overall decline until December. But its collapse was terribly sudden. . . .

*Business Data Processing.* By Elias M. Awad. Englewood Cliffs, N.J., Prentice-Hall, Inc., 1965. 310 pp., bibliography. \$10.

During the survey and evaluation stage, the employees should be informed of the possibility of introducing electronic data-processing equipment into the plant. Although the employees should not share in decisionmaking with regard to the installation itself, before any installation is considered seriously, the project team should investigate its effect upon them. . . .

*Equal Justice Under Law: The Supreme Court in American Life.* Washington, Foundation of the Federal Bar Association (with the cooperation of the National Geographic Society), 1965. 143 pp. \$2.75, cloth; \$1.25, paperback.

Virginia rose in wrath; her General Assembly declared that the Court had no jurisdiction. Her lawyers fought the Cohens' request for a hearing. They warned the Supreme Court against "exciting the hostility of the State governments," which would decide how long the Union should endure. For trouble had flared again as Congress debated Missouri's proposed constitution and States' rights in general. Now what had been a trivial criminal case took on political importance at a time of major crisis.

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## Other Recent Publications

### Education and Training

*Training Methods for Older Workers.* By R. M. Belbin. Paris, Organization for Economic Cooperation and Development, 1965. 72 pp. \$2, McGraw-Hill Book Co., OECD-Unit, New York.

*Accelerated Vocational Training for Adults.* By Victor Martin. Paris, Organization for Economic Cooperation and Development, 1965. 132 pp. \$2, McGraw-Hill Book Co., OECD-Unit, New York.

*Apprentice Training Programs and Racial Discrimination.* By Irving Kovarsky. (In *Iowa Law Review*, Iowa City, Spring 1965, pp. 755-776. \$2.)

*An Evaluation of the Concept of Trainee Camps for Unemployed Youth.* By Gertrude D. Peterson (for Office of Manpower, Automation and Training, U.S. Department of Labor). Menlo Park, Calif., Stanford Research Institute, 1965. 269 pp., bibliography.

### Employee Benefits

*Employer Expenditures for Selected Supplementary Compensation Practices for Production and Related Workers and Composition of Payroll Hours—Manufacturing Industries, 1962.* Washington, U.S. Department of Labor, Bureau of Labor Statistics, 1965. 126 pp. (Bulletin 1428.) \$1, Superintendent of Documents, Washington.

*Public Policy and Private Pension Plans.* Princeton, N.J., Princeton University, Industrial Relations Section, July 1965. 4 pp. (Selected References 124.) 40 cents.

### Health and Safety

*Health Education of Workers.* Washington, U.S. Department of Health, Education, and Welfare, Public Health Service, 1965. 93 pp. (PHS Publication 1279.) 35 cents, Superintendent of Documents, Washington.

*Occupational Health in Western Europe.* By Henry N. Doyle. (In *Journal of Occupational Medicine*, New York, August 1965, pp. 361-364, \$1.)

*Yrkesskador År 1961.* Stockholm, Sweden, Riksförsäkringsverket, 1965. 135 pp. (Contents and Summary in English.)

### Industrial Relations

*Labor-Management Cooperation in TVA.* By John E. Massey. (In *Public Personnel Review*, Chicago, July 1965, pp. 130-134. \$2.)

*Tests and "The Requirements of the Job."* By John H. Metzler and ElDean V. Kohrs. (*In Arbitration Journal*, New York, Vol. 20, No. 2, 1965, pp. 103-111. \$1.75.)

*Major Collective Bargaining Agreements: Supplemental Unemployment Benefit Plans and Wage-Employment Guarantees.* By Dorothy Kittner and Arne H. Anderson. Washington, U.S. Department of Labor, Bureau of Labor Statistics, 1965. 107 pp. (Bulletin 1425-3.) 70 cents, Superintendent of Documents, Washington.

*Collective Bargaining for Federal Employees.* By Ray C. Roberts, Jr. (*In Iowa Business Digest*, University of Iowa, Bureau of Business and Economic Research, Iowa City, July 1965, pp. 12-20.)

*The Future of Labor Arbitration.* By Paul R. Hays. (*In Yale Law Journal*, New Haven, Conn., May 1965, pp. 1019-1038. \$2.50.)

*Interplay Between the LMRA and Arbitration: Concurrent Unfair Labor Practices and Grievances.* By S. G. Clark, Jr. (*In Labor Law Journal*, Chicago, July 1965, pp. 412-422. \$1.35.)

*Work Stoppages in California, 1964.* San Francisco, State Department of Industrial Relations, Division of Labor Statistics and Research, 1965. 28 pp.

*Industrial and Labor Relations in Canada—A Selected Bibliography.* By A. F. Isbester, D. Coates, C. B. Williams. Ontario, Queen's University at Kingston, Industrial Relations Center, 1965. 120 pp. (Bibliography Series, 2.)

## Labor Force

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	Bulletin No.	Pages	Price (cents)
<i>Paterson-Clifton-Passaic, N.J., May 1965</i> .....	1430-71	21	25
<i>Chicago, Ill., April 1965</i> .....	1430-72	35	30
<i>Lubbock, Tex., June 1965</i> .....	1430-73	19	20
<i>Atlanta, Ga., May 1965</i> .....	1430-74	23	25
<i>Lawrence-Haverhill, Mass.—N.H., June 1965</i> .....	1430-75	19	20
<i>Worcester, Mass., June 1965</i> .....	1430-76	21	25
<i>Norfolk-Portsmouth and Newport News—Hampton, Va., June 1965</i> .....	1430-77	29	25
<i>Akron, Ohio, June 1965</i> .....	1430-78	21	25
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# 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	
	1965							1964							1964	1963
	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.			
Total, both sexes																
Total labor force.....	80,163	81,150	80,683	78,425	77,307	76,612	76,418	75,699	76,567	76,897	77,112	76,865	78,509	76,971	75,712	
Civilian labor force.....	77,470	78,457	78,003	75,741	74,621	73,909	73,714	72,992	73,841	74,166	74,375	74,122	75,758	74,233	72,975	
Unemployment.....	3,258	3,602	4,287	3,335	3,552	3,740	4,218	3,996	3,466	3,373	3,252	3,317	3,654	3,876	4,166	
Unemployment rate seasonally adjusted <sup>2</sup> .....	4.5	4.5	4.7	4.6	4.9	4.7	5.0	4.8	5.0	4.9	5.2	5.1	5.1	5.2	5.7	
Unemployed 4 weeks or less.....	1,612	1,888	2,696	1,688	1,620	1,511	1,671	1,863	1,630	1,658	1,623	1,701	1,691	1,787	1,847	
Unemployed 5-10 weeks.....	745	948	634	656	614	711	1,085	922	740	707	610	537	862	797	877	
Unemployed 11-14 weeks.....	287	180	196	187	268	499	412	366	294	248	238	315	312	319	354	
Unemployed 15-26 weeks.....	296	250	384	442	627	602	616	457	416	372	390	353	296	490	535	
Unemployed over 26 weeks.....	316	337	378	363	423	417	434	389	387	387	390	410	494	482	553	
Employment.....	74,212	74,854	73,716	72,407	71,070	70,169	69,496	68,996	70,375	70,793	71,123	70,805	72,104	70,357	68,809	
Nonagricultural.....	69,077	69,228	68,094	67,278	66,597	66,180	65,694	65,257	66,590	66,248	65,997	65,575	66,704	65,596	63,863	
Worked 35 hours or more.....	51,108	50,539	52,867	53,008	47,686	51,983	50,128	51,430	52,317	47,115	49,349	33,986	49,212	48,421	48,679	
Worked 15-34 hours.....	7,313	7,402	7,448	7,563	12,140	7,758	8,940	7,744	8,131	12,826	9,824	24,268	7,115	9,877	8,028	
Worked 1-14 hours.....	3,093	3,373	4,012	4,403	3,976	4,223	4,225	3,937	4,166	4,084	4,033	3,887	3,169	3,971	3,827	
With a job but not at work <sup>3</sup> .....	7,562	7,912	3,765	2,304	2,798	2,216	2,400	2,148	1,975	2,221	2,791	3,432	7,205	3,326	3,327	
Agricultural.....	5,136	5,626	5,622	5,128	4,473	3,989	3,803	3,739	3,785	4,545	5,126	5,230	5,400	4,761	4,946	
Worked 35 hours or more.....	3,617	3,933	3,866	3,475	2,907	2,427	2,160	2,187	2,220	3,011	3,366	3,577	3,716	3,079	3,216	
Worked 15-34 hours.....	955	1,168	1,243	1,162	1,007	921	936	985	993	1,044	1,231	1,181	1,085	1,101	1,124	
Worked 1-14 hours.....	394	404	402	394	350	420	457	355	357	361	399	346	440	409	432	
With a job but not at work <sup>3</sup> .....	169	119	108	97	147	221	250	213	218	129	133	128	160	169	174	
Males																
Total labor force.....	53,360	54,019	53,395	51,908	51,168	50,628	50,538	50,212	50,480	50,709	50,918	51,083	52,584	51,118	50,573	
Civilian labor force.....	50,697	51,356	50,746	49,255	48,513	47,957	47,866	47,537	47,784	48,008	48,211	48,370	49,864	48,410	47,867	
Unemployment.....	1,801	2,069	2,315	1,941	2,091	2,283	2,558	2,481	2,139	1,856	1,762	1,813	2,074	2,271	2,537	
Employment.....	48,896	49,287	48,431	47,314	46,422	45,675	45,307	45,056	45,645	46,152	46,448	46,557	47,791	46,139	45,330	
Nonagricultural.....	44,801	44,903	44,015	43,216	42,688	42,253	42,011	41,810	42,398	42,487	42,423	42,476	43,443	42,255	41,309	
Worked 35 hours or more.....	36,046	35,920	37,018	36,648	33,530	35,760	34,614	35,425	35,783	32,895	34,338	25,120	34,831	33,854	34,051	
Worked 15-34 hours.....	3,293	3,305	3,213	3,246	5,955	3,415	4,105	3,434	3,684	6,554	4,658	13,729	3,391	4,811	3,736	
Worked 1-14 hours.....	1,311	1,465	1,797	1,922	1,665	1,720	1,765	1,619	1,727	1,680	1,680	1,599	1,429	1,679	1,617	
With a job but not at work <sup>3</sup> .....	4,151	4,213	1,986	1,399	1,538	1,359	1,526	1,331	1,204	1,357	1,747	2,028	3,790	1,911	1,905	
Agricultural.....	4,095	4,384	4,416	4,098	3,738	3,422	3,296	3,246	3,247	3,666	4,026	4,081	4,548	3,884	4,021	
Worked 35 hours or more.....	3,092	3,357	3,321	3,022	2,611	2,202	1,959	1,998	2,008	2,597	2,912	3,035	3,243	2,705	2,826	
Worked 15-34 hours.....	553	652	710	690	711	661	712	731	738	673	727	708	657	709	707	
Worked 1-14 hours.....	300	275	298	299	288	365	397	316	305	273	274	252	314	323	333	
With a job but not at work <sup>3</sup> .....	153	101	87	87	125	194	230	201	200	122	113	106	135	147	154	
Females																
Total labor force.....	26,804	27,132	27,288	26,517	26,139	25,984	25,880	25,487	26,086	26,188	26,194	25,782	25,925	25,854	25,141	
Civilian labor force.....	26,773	27,101	27,257	26,486	26,108	25,952	25,848	25,455	26,056	26,158	26,164	25,752	25,894	25,823	25,109	
Unemployment.....	1,457	1,534	1,972	1,393	1,460	1,458	1,659	1,515	1,327	1,517	1,489	1,503	1,581	1,605	1,629	
Employment.....	25,316	25,567	25,284	25,093	24,648	24,494	24,189	23,940	24,730	24,641	24,674	24,248	24,313	24,218	23,479	
Nonagricultural.....	24,275	24,325	24,079	24,062	23,913	23,927	23,682	23,447	24,192	23,762	23,574	23,099	23,261	23,341	22,554	
Worked 35 hours or more.....	15,061	14,619	15,848	16,360	14,155	16,224	15,513	16,003	16,535	14,221	15,011	8,867	14,882	14,566	14,629	
Worked 15-34 hours.....	4,019	4,098	4,235	4,318	6,185	4,343	4,835	4,309	4,446	6,272	5,166	10,539	3,723	5,066	4,292	
Worked 1-14 hours.....	1,784	1,910	2,218	2,481	2,312	2,503	2,460	2,317	2,439	2,407	2,353	2,290	1,740	2,294	2,211	
With a job but not at work <sup>3</sup> .....	3,410	3,700	1,779	905	1,260	857	874	817	771	863	1,044	1,404	3,415	1,414	1,422	
Agricultural.....	1,041	1,242	1,206	1,031	735	567	506	492	538	879	1,100	1,149	1,052	877	925	
Worked 35 hours or more.....	528	576	544	453	295	226	203	187	213	414	454	541	471	378	388	
Worked 15-34 hours.....	403	516	533	473	356	259	225	255	255	371	502	473	428	391	416	
Worked 1-14 hours.....	95	130	105	95	61	55	60	39	50	88	123	112	126	87	99	
With a job but not at work <sup>3</sup> .....	16	18	21	10	22	27	19	13	18	7	20	22	25	21	20	

<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 containing the 12th 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. 1258.

Industry	1965								1964					Annual average	
	Aug. <sup>2</sup>	July <sup>2</sup>	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1964	1963
Total employees.....	61,070	60,736	60,884	60,058	59,545	58,847	58,398	58,271	59,938	59,441	59,164	59,258	58,680	58,188	56,643
<b>Mining</b> .....	645	644	642	632	623	615	616	619	635	643	644	645	647	635	635
Metal mining.....	86.0	86.6	85.2	84.8	83.9	83.5	84.1	84.0	84.0	84.7	83.9	79.8	77.7	81.8	80.5
Iron ores.....	28.6	29.2	29.1	28.3	27.8	27.2	27.2	26.7	26.7	27.4	28.0	28.2	27.7	26.9	24.7
Copper ores.....	29.8	30.4	29.6	29.4	29.3	29.2	29.2	29.2	29.2	28.9	27.9	23.5	21.5	27.0	27.7
Coal mining.....	136.3	138.6	139.2	140.7	139.9	142.8	143.5	145.7	145.2	144.7	144.0	142.8	142.8	144.4	148.1
Bituminous.....	125.1	128.5	129.2	130.7	130.1	132.6	132.8	134.7	134.0	133.6	132.8	131.5	131.5	133.3	136.9
Crude petroleum and natural gas.....	290.5	288.3	282.4	278.5	278.9	279.8	282.0	287.3	289.4	288.0	291.8	297.3	288.6	289.1	
Crude petroleum and natural gas fields.....	160.0	158.9	156.0	155.8	155.7	156.0	156.5	158.2	159.1	159.6	162.4	165.0	165.0	161.5	164.3
Oil and gas field services.....	130.5	129.4	126.4	122.7	123.2	123.8	125.5	129.1	130.3	128.4	129.4	132.3	127.1	124.8	
Quarrying and nonmetallic mining.....	131.2	128.3	124.7	119.0	112.1	109.4	109.2	117.6	124.0	127.1	129.1	129.1	129.1	120.0	117.7
<b>Contract construction</b> .....	3,606	3,499	3,429	3,245	3,020	2,865	2,756	2,837	3,053	3,273	3,376	3,391	3,482	3,106	2,983
General building contractors.....	1,103.3	1,078.5	1,010.2	944.2	908.0	875.2	913.6	979.0	1,043.6	1,056.9	1,058.3	1,095.3	1,095.3	974.8	921.9
Heavy construction.....	728.8	716.3	653.5	557.3	483.1	444.6	465.6	540.5	640.8	701.0	712.8	736.8	608.9	600.1	
Highway and street construction.....	396.6	387.5	347.1	276.8	223.0	197.1	210.2	260.6	334.1	381.8	394.0	411.0	317.3	315.0	
Other heavy construction.....	332.2	328.8	306.4	280.5	260.1	247.5	255.4	279.9	306.7	319.2	318.8	325.8	291.7	285.1	
Special trade contractors.....	1,666.4	1,634.2	1,581.1	1,518.8	1,473.7	1,436.2	1,457.9	1,533.7	1,588.5	1,617.8	1,619.4	1,649.5	1,622.4	1,461.3	
<b>Manufacturing</b> .....	18,299	18,096	18,109	17,826	17,732	17,643	17,538	17,456	17,601	17,638	17,428	17,792	17,498	17,303	17,005
Durable goods.....	10,449	10,481	10,503	10,339	10,272	10,162	10,101	10,045	10,093	10,071	9,806	10,105	9,836	9,848	9,625
Nondurable goods.....	7,850	7,615	7,606	7,487	7,460	7,481	7,437	7,411	7,508	7,567	7,622	7,687	7,662	7,455	7,380
Durable goods.....															
Ordnance and accessories.....	255.3	251.3	245.4	243.3	241.0	241.5	242.3	243.9	243.8	246.0	246.6	248.2	249.2	257.5	274.1
Ammunition, except for small arms.....	194.9	192.0	187.1	186.1	183.8	183.8	185.1	184.7	186.2	186.8	187.8	189.2	195.3	202.3	
Sighting and fire control equipment.....		11.4	11.2	11.1	11.2	11.5	11.7	11.8	11.8	12.1	12.2	12.4	12.5	13.1	19.2
Other ordnance and accessories.....	49.0	47.9	47.1	46.1	46.0	46.2	46.8	47.0	47.3	47.7	47.6	48.0	47.5	49.1	52.5
Lumber and wood products, except furniture.....	630.6	624.7	621.2	597.3	582.4	574.6	569.8	565.2	584.4	596.6	605.9	618.0	625.0	596.5	586.6
Logging camps and logging contractors.....	97.9	97.0	93.9	85.7	77.5	73.9	75.8	73.7	82.4	88.7	92.0	94.9	97.4	86.6	83.2
Sawmills and planing mills.....	265.8	264.4	263.7	255.7	250.4	247.8	244.6	250.0	254.2	257.3	262.1	263.1	265.6	255.5	254.3
Millwork, plywood, and related products.....	162.3	159.0	157.8	153.0	151.2	150.1	148.3	148.1	150.8	151.7	153.9	157.5	158.5	153.3	149.9
Wooden containers.....	36.4	37.2	38.3	36.9	36.2	35.7	35.2	35.1	35.8	36.5	36.4	36.9	36.8	36.3	36.1
Miscellaneous wood products.....	68.2	67.1	67.5	66.0	67.1	67.1	65.9	65.7	65.4	65.5	66.3	66.6	66.7	64.8	63.0
Furniture and fixtures.....	430.6	419.8	422.5	417.0	419.4	416.5	412.9	410.6	413.5	414.8	415.6	413.1	408.5	402.0	388.9
Household furniture.....	313.2	305.1	308.8	306.1	307.6	306.4	303.7	301.9	304.1	304.4	303.5	300.9	298.0	293.9	279.8
Office furniture.....		27.4	27.6	27.3	27.3	27.4	27.2	27.1	27.5	27.6	27.7	27.8	27.2	26.9	27.5
Partitions; office and store fixtures.....		41.1	40.0	38.9	39.6	38.5	38.1	37.5	37.3	37.9	39.0	39.1	39.1	37.4	39.2
Other furniture and fixtures.....	46.8	46.2	46.1	44.7	44.9	44.2	43.9	44.1	44.6	44.9	45.4	45.3	44.2	43.9	42.4
Stone, clay, and glass products.....	654.2	647.4	639.9	626.9	618.2	602.6	592.1	591.2	607.2	624.2	630.1	640.0	640.3	615.7	601.6
Flat glass.....		34.9	33.1	33.3	33.6	33.6	33.2	33.6	33.9	34.4	34.4	33.8	32.5	32.6	31.0
Glass and glassware, pressed or blown.....	121.3	119.0	119.5	117.6	116.5	115.2	114.1	112.5	112.8	114.4	115.5	117.4	117.3	113.7	110.7
Cement, hydraulic.....	39.9	39.8	39.5	38.7	38.3	36.9	36.2	36.3	38.7	38.9	39.6	40.5	40.6	38.7	38.9
Structural clay products.....	70.8	70.8	69.9	68.1	67.7	65.6	64.3	65.4	67.5	68.8	69.7	69.8	70.6	68.0	68.7
Pottery and related products.....		41.9	41.4	41.9	42.3	42.3	41.5	41.0	41.1	41.5	41.8	43.8	43.6	42.8	43.1
Concrete, gypsum, and plaster products.....	186.2	185.5	185.1	179.4	169.9	160.4	155.5	155.8	164.8	175.8	179.7	183.4	185.7	172.3	168.4
Other stone and mineral products.....	133.0	133.1	130.0	126.6	128.5	127.5	126.7	127.9	129.2	129.1	130.0	128.8	127.0	121.6	
<b>Primary metal industries</b> .....	1,312.7	1,314.0	1,317.0	1,294.7	1,294.2	1,284.1	1,277.2	1,266.7	1,262.1	1,255.5	1,244.1	1,258.8	1,241.2	1,226.5	1,171.7
Blast furnace and basic steel products.....	681.1	682.3	682.2	667.1	670.0	662.4	657.8	651.5	648.4	644.8	642.3	649.0	641.3	624.9	589.4
Iron and steel foundries.....	224.6	225.7	227.5	225.2	225.4	221.4	221.8	220.1	219.0	216.9	209.4	216.7	213.1	211.7	198.1
Nonferrous smelting and refining.....	74.1	74.1	73.4	72.8	72.6	72.0	71.5	71.7	71.5	71.4	71.1	68.9	69.6	70.3	68.8
Nonferrous, rolling, drawing, and extruding.....	191.5	191.9	193.5	191.0	188.4	189.9	188.0	186.8	187.0	186.9	186.2	188.2	184.5	186.0	184.8
Nonferrous foundries.....	78.8	76.8	77.3	76.1	75.7	76.2	76.3	75.3	75.4	74.9	74.9	75.7	74.0	74.1	71.8
Miscellaneous primary metal industries.....	62.6	63.2	63.1	62.5	62.1	62.2	61.8	61.3	60.8	60.6	60.2	60.3	58.7	59.5	58.9
<b>Fabricated metal products</b> .....	1,269.5	1,276.7	1,286.5	1,266.6	1,254.8	1,220.6	1,240.2	1,229.9	1,233.5	1,225.7	1,197.1	1,239.2	1,209.2	1,196.7	1,152.6
Metal cans.....	65.0	64.6	63.9	63.3	63.6	64.3	62.5	60.4	59.0	59.7	60.3	64.5	65.2	61.4	60.4
Cutlery, handtools, and general hardware.....	151.7	151.2	156.5	157.0	155.5	156.1	155.5	154.0	154.3	153.4	136.7	150.7	144.6	145.1	138.8
Heating equipment and plumbing fixtures.....	77.0	77.9	78.8	77.6	76.8	77.5	77.5	77.2	78.1	79.4	81.1	80.6	79.5	79.4	76.7
Fabricated structural metal products.....	387.8	385.1	380.0	367.8	359.6	358.4	354.4	362.7	362.7	365.2	366.3	365.5	365.9	353.6	339.3
Screw machine products, bolts, etc.....	98.1	96.9	97.1	95.9	95.3	95.0	94.2	93.0	92.6	93.0	92.2	91.9	90.9	91.2	89.3
Metal stampings.....	209.7	221.0	227.5	226.3	225.2	222.6	221.7	219.7	219.2	206.8	192.9	212.6	199.9	203.1	195.5
Coating, engraving, and allied services.....	78.2	77.7	78.5	77.7	78.7	78.5	78.1	75.3	74.7	75.5	77.5	77.7	75.7	74.5	70.8
Miscellaneous fabricated wire products.....	64.3	63.9	64.0	62.6	63.1	62.1	61.4	60.7	60.8	60.8	60.0	59.8	58.7	58.4	55.2
Miscellaneous fabricated metal products.....	137.7	138.4	140.2	138.4	137.0	136.1	134.9	133.2	132.1	131.9	130.1	132.9	128.8	130.0	126.5

See footnotes at end of table.

TABLE A-2. Employees in nonagricultural establishments, by industry <sup>1</sup>—Continued

[In thousands]

Revised series; see box, p. 1258.

Industry	1965								1964					Annual average	
	Aug. <sup>2</sup>	July <sup>2</sup>	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1964	1963
<b>Manufacturing—Continued</b>															
<i>Durable goods—Continued</i>															
Machinery.....	1,743.0	1,736.4	1,731.0	1,710.7	1,706.3	1,697.0	1,675.8	1,666.8	1,658.1	1,628.2	1,627.8	1,636.4	1,617.3	1,612.2	1,531.3
Engines and turbines.....	90.5	89.6	89.6	87.4	88.6	89.1	84.9	87.8	87.5	86.3	86.1	87.3	86.6	86.0	84.9
Farm machinery and equipment.....	-----	131.9	133.3	133.1	134.6	134.8	133.0	130.0	126.5	119.8	122.2	123.2	122.2	124.2	118.9
Construction and related machinery.....	249.8	249.3	246.3	244.0	242.8	242.7	240.6	240.1	239.5	233.4	235.4	237.3	235.0	231.0	216.9
Metalworking machinery and equipment.....	308.6	307.8	308.1	305.3	304.9	300.3	298.6	299.0	296.6	289.5	289.1	291.0	286.0	287.7	268.6
Special industry machinery.....	185.7	185.2	184.4	183.8	183.0	182.3	180.9	179.8	178.6	176.8	175.9	176.2	174.7	175.0	169.8
General industrial machinery.....	272.3	270.5	269.5	265.0	262.2	261.3	256.8	254.5	253.9	254.4	253.3	253.7	252.0	230.5	235.7
Office, computing, and accounting machines.....	188.4	184.5	181.7	178.9	179.0	177.1	175.1	173.5	172.6	171.2	169.8	168.2	167.3	166.5	161.3
Service industry machines.....	112.2	113.9	114.1	112.6	111.8	110.0	108.9	106.9	106.5	105.6	105.1	105.6	103.6	104.6	101.7
Miscellaneous machinery.....	205.0	203.7	204.0	200.6	199.4	199.4	197.0	195.2	193.4	191.2	190.9	193.9	189.9	187.2	173.5
Electrical equipment and supplies.....	1,671.2	1,657.9	1,658.8	1,632.6	1,621.8	1,613.3	1,603.9	1,598.7	1,602.3	1,594.4	1,582.4	1,576.8	1,544.7	1,549.1	1,556.6
Electric distribution equipment.....	186.1	184.7	182.6	180.1	177.8	176.3	176.8	176.7	176.8	176.2	176.1	174.3	173.7	172.4	168.1
Electrical industrial apparatus.....	205.3	205.1	203.3	199.8	197.7	195.5	193.7	192.9	192.0	189.2	187.2	188.4	185.9	184.7	178.5
Household appliances.....	158.5	160.2	162.1	163.8	164.6	164.9	162.7	161.0	162.0	162.0	160.3	159.6	155.9	158.1	154.8
Electric lighting and wiring equipment.....	162.9	163.9	165.4	162.8	163.1	162.4	160.0	160.2	160.6	160.3	159.5	157.9	154.7	154.8	148.7
Radio and TV receiving sets.....	133.0	128.5	129.7	122.0	119.0	119.2	119.8	120.3	122.4	125.8	127.7	125.4	120.8	114.6	111.4
Communication equipment.....	425.5	420.4	418.7	415.0	413.6	413.4	412.1	411.2	410.9	409.0	406.1	403.5	400.7	405.8	433.5
Electronic components and accessories.....	302.2	297.8	298.2	291.7	288.4	284.5	282.0	279.4	278.1	276.9	273.4	269.5	263.8	264.2	262.4
Miscellaneous electrical equipment and supplies.....	97.7	97.3	98.8	97.4	97.6	97.1	96.8	97.0	99.5	95.0	92.1	98.2	89.2	94.4	99.1
Transportation equipment.....	1,658.6	1,750.3	1,772.0	1,759.1	1,745.1	1,730.3	1,714.8	1,710.9	1,706.1	1,682.4	1,453.2	1,677.0	1,517.9	1,622.6	1,609.3
Motor vehicles and equipment.....	767.4	878.5	893.4	883.0	874.9	868.8	860.6	853.9	848.0	824.2	607.8	823.1	677.0	771.1	745.2
Aircraft and parts.....	623.2	617.0	604.7	603.7	599.9	596.8	590.9	598.0	598.5	598.6	596.6	599.7	592.5	605.5	635.1
Ship and boat building and repairing.....	153.2	141.9	160.3	160.4	161.0	156.4	156.1	155.3	152.9	152.4	148.7	147.3	143.3	143.8	141.9
Railroad equipment.....	58.2	58.7	58.1	57.2	57.6	57.4	57.6	57.6	56.5	56.0	48.3	54.8	53.8	53.0	45.0
Other transportation equipment.....	54.7	54.9	53.9	52.1	50.7	49.8	46.1	50.2	51.2	51.8	52.1	51.3	49.2	42.1	
Instruments and related products.....	390.4	388.7	384.6	375.8	377.2	376.4	374.6	372.8	374.5	374.1	370.4	372.2	370.8	369.0	364.7
Engineering and scientific instruments.....	-----	69.1	68.1	64.1	67.8	67.7	67.6	67.1	66.9	67.0	66.8	67.0	67.1	68.1	72.9
Mechanical, measuring, and control devices.....	100.3	100.2	99.7	98.6	97.9	98.1	97.8	97.8	98.0	97.6	95.4	97.1	96.7	96.1	94.4
Optical and ophthalmic goods.....	48.4	47.4	47.8	47.6	47.4	47.6	47.3	46.9	46.5	46.1	45.5	45.2	44.9	45.0	42.1
Surgical, medical, and dental equipment.....	57.3	57.7	57.6	56.8	56.7	56.3	56.0	55.8	55.9	55.7	54.8	55.3	55.3	54.6	52.7
Photographic equipment and supplies.....	84.9	84.3	81.7	79.5	78.7	78.0	77.5	76.7	78.3	78.4	78.0	78.2	78.9	76.5	73.3
Watches and clocks.....	30.0	29.7	29.2	28.7	28.7	28.7	28.5	28.9	29.3	29.9	29.4	27.9	28.6	29.3	
Miscellaneous manufacturing industries.....	433.1	414.0	423.9	415.4	411.3	405.1	397.8	388.0	407.1	429.2	432.6	424.8	411.9	400.1	387.4
Jewelry, silverware, and plated ware.....	45.7	43.1	46.0	46.3	46.2	46.0	45.5	45.2	46.8	47.0	46.9	46.6	45.3	44.9	41.8
Toys, amusement and sporting goods.....	-----	123.8	123.3	116.7	113.9	107.8	101.5	95.3	109.6	126.7	129.6	125.2	116.3	108.5	102.7
Pens, pencils, office and art materials.....	-----	33.3	32.8	32.7	32.1	32.3	32.0	31.8	32.5	33.6	33.6	32.9	32.1	31.8	31.5
Costume jewelry, buttons, and notions.....	-----	51.3	53.8	52.7	52.7	53.8	54.1	52.6	55.1	55.9	55.4	55.1	55.1	54.2	54.5
Other manufacturing industries.....	167.2	162.5	168.0	167.0	166.4	165.2	164.7	163.1	163.1	166.0	167.1	165.0	162.9	160.6	157.0
<i>Nondurable goods</i>															
Food and kindred products.....	1,850.6	1,756.4	1,705.8	1,657.8	1,635.1	1,640.3	1,638.9	1,663.5	1,716.8	1,753.4	1,810.6	1,861.9	1,858.7	1,730.3	1,743.7
Meat products.....	311.1	308.9	304.7	299.5	296.8	299.6	303.3	308.9	318.2	322.7	316.4	318.1	318.5	312.2	313.8
Dairy products.....	292.2	294.4	291.8	285.1	282.2	279.6	278.5	278.0	279.2	280.3	283.5	290.1	297.2	287.2	293.9
Canned and preserved food, except meats.....	-----	273.8	229.3	208.3	197.8	197.9	195.3	199.8	216.9	240.6	295.9	356.6	347.4	243.1	247.3
Grain mill products.....	128.3	125.8	127.1	123.4	122.1	122.6	122.3	123.8	123.3	123.7	128.0	129.9	130.0	127.0	130.0
Bakery products.....	284.1	286.0	285.0	281.7	280.3	281.3	281.8	282.4	288.7	290.1	290.3	289.8	291.3	288.3	288.9
Sugar.....	-----	30.5	30.8	30.9	31.0	31.8	33.2	42.6	49.3	50.9	50.7	34.4	33.2	39.0	37.0
Confectionery and related products.....	73.2	67.1	70.1	69.9	70.8	74.0	74.0	75.1	80.7	80.9	80.2	78.1	74.1	74.9	76.3
Beverages.....	227.7	229.0	227.4	221.2	215.7	214.0	211.1	212.8	217.0	218.9	220.8	222.3	226.5	217.2	213.6
Miscellaneous food and kindred products.....	139.7	140.9	139.6	137.8	138.4	139.2	139.4	140.1	143.5	145.3	144.8	142.6	140.5	141.4	143.0
Tobacco manufactures.....	86.1	72.9	73.3	72.8	73.7	76.5	81.4	84.9	91.6	96.9	107.6	102.6	93.6	87.5	87.9
Cigarettes.....	-----	37.9	38.2	37.6	37.6	37.8	37.3	37.6	37.9	37.9	37.8	38.3	38.3	37.6	38.0
Cigars.....	-----	21.5	22.5	22.1	22.4	22.6	23.3	22.7	25.0	25.4	25.7	25.4	25.0	24.7	22.7
Textile mill products.....	933.7	921.0	930.1	920.9	920.6	915.4	908.1	901.7	905.6	909.4	906.6	906.9	903.6	897.2	888.8
Cotton broad woven fabrics.....	233.7	233.4	233.6	232.1	232.0	231.6	231.4	231.7	231.6	231.9	231.2	230.0	229.4	229.5	229.1
Silk and synthetic broad woven fabrics.....	88.6	87.9	88.2	87.2	87.4	87.3	87.3	87.6	87.9	87.8	87.4	87.0	87.1	87.1	84.8
Weaving and finishing broad woolsens.....	45.7	45.9	46.6	46.3	46.0	45.7	45.6	44.7	44.7	45.0	45.4	46.8	46.3	47.1	50.4
Narrow fabrics and smallwares.....	31.1	29.5	30.8	30.5	30.5	30.3	30.0	30.0	29.8	29.8	29.4	29.2	29.0	28.9	27.8
Knitting.....	239.2	232.4	234.5	230.4	229.8	226.4	221.6	216.2	218.8	223.6	224.2	224.3	224.1	218.0	216.0
Finishing textiles, except wool and knit.....	76.1	76.0	77.9	78.2	78.5	78.5	77.9	77.4	77.6	77.2	76.9	77.1	77.3	76.7	75.2
Floor covering.....	-----	37.2	37.4	37.8	38.4	38.5	38.4	38.3	38.9	38.7	38.3	37.9	37.0	37.4	37.4
Yarn and thread.....	112.2	109.8	111.0	109.4	109.2	108.5	107.9	108.2	108.2	107.6	107.0	107.0	107.0	105.8	101.4
Miscellaneous textile goods.....	69.1	68.9	70.1	69.3	69.1	68.6	68.0	67.6	67.9	67.8	66.8	67.6	66.1	66.9	66.8

See footnotes at end of table.

TABLE A-2. Employees in nonagricultural establishments, by industry<sup>1</sup>—Continued

[In thousands]

Revised series; see box, p. 1258.

Industry	1965								1964					Annual average	
	Aug. <sup>2</sup>	July <sup>2</sup>	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1964	1963
<b>Manufacturing—Continued</b>															
<i>Nondurable goods—Continued</i>															
Apparel and related products.....	1,401.6	1,324.9	1,367.4	1,341.3	1,339.2	1,363.0	1,347.8	1,316.2	1,327.9	1,342.2	1,337.3	1,342.2	1,341.4	1,309.8	1,284.5
Men's and boys' suits and coats.....	119.0	110.3	118.7	117.3	115.4	116.5	116.1	115.5	116.0	114.5	114.0	114.1	114.3	112.8	114.5
Men's and boys' furnishings.....	368.7	355.2	363.8	358.5	355.0	351.1	347.1	342.6	343.0	344.0	341.9	342.9	343.8	335.6	326.4
Women's, misses', and juniors' outerwear.....	422.7	395.0	406.9	393.1	398.0	414.9	411.7	396.6	394.9	401.7	402.5	405.2	408.9	397.9	392.3
Women's and children's undergarments.....	123.8	116.4	121.3	120.2	120.4	121.1	119.2	117.5	122.0	125.1	125.2	124.0	122.2	119.5	116.7
Hats, caps, and millinery.....	80.3	78.6	82.0	79.3	75.9	81.2	80.6	78.3	76.5	76.8	77.5	77.3	79.1	77.8	76.7
Fur goods and miscellaneous apparel.....	76.7	78.8	76.7	76.3	76.4	76.4	75.0	72.3	77.2	79.1	79.7	78.6	76.7	74.9	73.3
Miscellaneous fabricated textile products.....	170.3	160.6	165.6	166.0	166.4	165.9	163.0	159.8	165.6	170.0	164.2	167.5	162.2	159.1	151.6
Paper and allied products.....	655.4	648.2	646.9	636.6	636.7	633.4	629.1	629.8	635.3	638.1	638.0	639.7	638.2	630.4	620.3
Paper and pulp.....	223.3	222.6	221.2	216.7	216.4	215.9	212.8	213.2	214.6	217.6	217.7	218.1	221.6	217.7	219.9
Paperboard.....	66.1	67.3	67.6	66.5	66.4	66.7	66.4	66.4	66.4	65.9	66.9	67.4	66.4	66.2	65.3
Converted paper and paperboard products.....	161.3	158.4	156.7	155.1	155.4	154.6	153.1	152.7	154.7	154.9	154.8	156.5	155.1	152.6	147.3
Paperboard containers and boxes.....	204.7	199.9	201.4	198.3	198.5	196.2	196.8	197.5	199.6	199.7	198.6	197.7	195.1	194.0	189.7
Printing, publishing, and allied industries.....	981.1	979.7	976.5	968.5	969.6	968.4	963.2	959.7	968.5	963.2	961.9	958.6	952.7	951.9	931.1
Newspaper publishing and printing.....	349.3	350.5	349.2	344.1	344.4	344.3	343.1	341.3	344.8	340.5	339.5	337.1	338.2	338.2	329.6
Periodical publishing and printing.....	67.6	67.3	66.8	67.4	67.5	67.4	67.4	67.7	68.6	69.0	68.9	68.3	67.2	67.8	68.0
Books.....	77.6	77.1	77.7	77.9	77.7	77.7	76.6	76.4	75.6	74.4	74.2	74.7	74.7	74.2	72.1
Commercial printing.....	311.0	310.2	310.5	310.2	310.4	310.3	308.3	307.6	311.3	310.3	310.4	309.6	304.6	305.4	297.7
Bookbinding and related industries.....	55.2	54.6	53.9	52.7	52.5	51.9	51.2	50.7	50.9	51.3	51.5	51.5	52.0	50.7	50.6
Other publishing and printing industries.....	119.3	119.2	118.5	117.0	117.0	116.7	116.6	116.0	117.3	117.7	117.4	117.4	116.5	115.1	113.0
Chemicals and allied products.....	918.5	913.7	903.6	899.7	900.9	891.5	881.6	878.1	879.5	878.1	875.9	884.3	886.4	877.3	865.2
Industrial chemicals.....	290.3	289.5	285.9	283.5	284.2	282.4	280.7	282.1	284.5	284.4	282.6	287.0	288.7	285.1	283.6
Plastics and synthetics, except glass.....	206.7	205.2	203.0	199.1	195.4	196.2	194.6	192.6	191.5	190.0	189.0	190.2	189.3	185.8	176.2
Drugs.....	118.8	118.5	112.9	110.7	113.6	112.7	112.3	112.4	112.2	111.8	110.6	111.6	113.0	112.0	112.4
Soap, cleaners, and toilet goods.....	102.0	100.9	100.5	99.0	98.9	98.3	97.1	97.2	98.4	99.3	99.9	99.8	99.9	97.4	97.0
Paints, varnishes, and allied products.....	68.6	68.2	67.7	66.0	66.1	65.6	65.1	64.5	64.3	64.4	64.8	65.9	66.9	64.9	63.2
Agricultural chemicals.....	48.8	49.4	52.3	61.5	63.0	56.8	52.3	50.2	48.6	47.8	48.8	48.8	47.8	52.0	51.0
Other chemical products.....	83.3	82.0	81.3	79.9	79.7	79.5	79.5	79.1	80.0	80.3	80.2	81.0	80.8	80.0	81.7
Petroleum refining and related industries.....	188.5	187.6	185.7	182.1	182.0	181.6	180.7	180.5	181.7	184.0	186.9	188.4	189.6	186.7	189.8
Petroleum refining.....	151.3	150.7	149.8	148.0	148.3	148.3	148.4	148.2	149.0	149.2	151.3	151.8	152.9	152.1	154.7
Other petroleum and coal products.....	37.2	36.9	35.9	34.1	33.7	33.3	32.3	31.8	32.7	34.8	35.6	36.6	36.7	34.6	35.1
Rubber and miscellaneous plastic products.....	467.7	453.0	457.0	452.7	451.7	449.4	446.2	441.1	440.7	442.3	440.8	443.9	435.3	430.2	417.7
Tires and inner tubes.....	102.8	99.3	99.4	99.7	99.7	99.5	99.1	99.3	99.4	99.3	96.8	100.4	99.3	98.4	97.3
Other rubber products.....	173.8	170.1	173.2	171.9	172.0	171.7	170.3	168.4	168.2	168.4	168.9	169.3	164.2	165.2	163.5
Miscellaneous plastic products.....	191.1	183.6	184.4	181.1	180.0	178.2	176.8	173.4	173.1	174.6	175.1	174.2	171.8	166.7	157.0
Leather and leather products.....	366.6	357.3	360.1	354.2	350.8	361.4	360.2	355.7	360.2	359.6	356.5	358.0	362.6	353.7	350.8
Leather tanning and finishing.....	32.3	31.6	31.8	31.3	31.8	31.6	31.6	32.1	32.2	32.0	32.0	32.3	32.3	31.8	31.3
Footwear, except rubber.....	243.4	240.6	240.5	237.7	236.7	241.9	241.5	239.7	239.9	236.5	233.9	236.2	241.0	236.0	233.2
Other leather products.....	90.9	85.1	87.8	85.2	82.3	87.9	87.1	83.9	88.1	91.1	90.6	89.5	89.3	85.9	86.3
<b>Transportation and public utilities.....</b>	<b>4,135</b>	<b>4,120</b>	<b>4,109</b>	<b>4,041</b>	<b>4,004</b>	<b>3,985</b>	<b>3,933</b>	<b>3,880</b>	<b>4,024</b>	<b>4,013</b>	<b>4,028</b>	<b>4,045</b>	<b>4,043</b>	<b>3,976</b>	<b>3,914</b>
Railroad transportation.....	749.9	748.2	741.2	736.4	730.3	726.1	728.5	748.2	747.1	754.8	761.4	770.2	757.6	771.9	771.9
Class I railroads <sup>3</sup> .....	652.5	650.8	643.6	637.9	632.4	630.0	630.0	649.6	653.5	661.1	667.5	677.1	665.2	679.3	679.3
Local and interurban passenger transit.....	254.6	271.7	280.4	279.5	280.4	280.9	282.7	281.5	279.8	279.9	276.6	260.2	275.0	272.0	272.0
Local and suburban transportation.....	85.7	86.3	86.5	86.0	86.1	86.1	86.1	85.9	86.1	86.2	86.7	86.6	85.9	86.4	88.9
Taxicabs.....	101.4	107.4	108.6	110.5	111.7	112.2	112.5	111.8	109.8	108.5	105.9	106.0	110.0	112.0	112.0
Intercity and rural buslines.....	44.6	42.6	41.3	40.8	40.1	40.1	42.3	41.6	42.4	41.6	44.9	45.4	42.6	41.4	41.4
Motor freight transportation and storage.....	1,027.7	1,018.5	976.6	957.1	950.4	936.0	938.7	974.6	980.2	983.9	991.3	977.2	949.1	912.1	912.1
Air transportation.....	232.6	229.0	226.4	223.9	222.1	220.4	220.0	219.7	218.3	217.0	216.7	215.7	212.2	201.4	201.4
Air transportation, common carriers.....	211.1	208.3	205.8	203.2	201.9	200.3	199.5	199.0	197.7	196.5	196.5	195.6	192.2	180.7	180.7
Pipeline transportation.....	20.2	20.1	19.5	19.4	19.4	19.4	19.4	19.6	19.7	19.7	19.9	20.4	20.8	20.2	20.8
Other transportation.....	308.1	315.1	313.8	309.5	313.4	286.5	228.6	317.0	305.3	311.1	306.9	313.6	305.4	302.9	302.9
Communication.....	898.2	881.4	872.2	868.2	861.7	857.0	854.3	854.5	854.0	851.5	854.8	860.3	843.9	823.4	823.4
Telephone communication.....	750.7	735.2	726.7	723.2	717.5	712.6	710.6	710.3	709.5	707.5	711.8	716.5	701.8	685.1	685.1
Telegraph communication.....	31.1	30.9	31.0	30.8	30.7	30.7	30.6	31.0	31.1	31.3	31.5	31.9	32.0	33.7	33.7
Radio and television broadcasting.....	111.5	110.4	109.6	109.3	108.6	108.7	108.2	108.3	108.5	107.8	106.6	107.0	105.2	99.7	99.7
Electric, gas, and sanitary services.....	629.0	624.7	611.2	610.2	607.4	607.0	607.0	608.2	608.9	616.9	624.9	612.1	609.9	609.9	609.9
Electric companies and systems.....	258.0	255.1	249.5	249.0	247.7	247.3	247.2	247.9	247.5	248.2	250.5	253.5	248.4	246.1	246.1
Gas companies and systems.....	151.9	154.3	150.3	150.2	150.0	150.0	150.2	150.8	150.9	152.6	154.9	152.2	153.3	153.3	153.3
Combined utility systems.....	179.9	176.6	173.5	173.2	172.7	172.4	173.1	173.1	172.5	173.2	176.0	177.6	174.0	174.2	174.2
Water, steam, and sanitary systems.....	39.2	38.7	37.9	37.8	37.8	37.0	37.2	36.9	37.1	37.3	37.6	37.8	38.9	37.5	36.3

See footnotes at end of table.

TABLE A-2. Employees in nonagricultural establishments, by industry<sup>1</sup>—Continued

Industry	1965										1964					Annual average	
	Aug. <sup>2</sup>	July <sup>2</sup>	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1964	1963		
<b>Wholesale and retail trade</b>	<b>12,681</b>	<b>12,655</b>	<b>12,665</b>	<b>12,528</b>	<b>12,517</b>	<b>12,262</b>	<b>12,209</b>	<b>12,275</b>	<b>13,166</b>	<b>12,518</b>	<b>12,341</b>	<b>12,243</b>	<b>12,201</b>	<b>12,188</b>	<b>11,903</b>		
Wholesale trade	3,402	3,373	3,335	3,286	3,272	3,260	3,252	3,254	3,298	3,272	3,269	3,258	3,266	3,220	3,119		
Motor vehicles and automotive equipment		251.7	250.0	247.4	246.8	245.7	245.5	244.9	245.7	246.4	244.8	245.8	246.2	242.6	235.5		
Drugs, chemicals, and allied products		196.7	195.6	194.4	193.9	193.5	192.9	193.8	193.8	193.5	192.8	192.6	191.1	191.5	188.5		
Dry goods and apparel		141.9	140.6	138.1	138.0	137.9	137.7	136.9	138.4	138.2	137.1	137.2	135.8	135.8	132.2		
Groceries and related products		539.5	531.2	515.9	512.7	512.3	511.0	511.0	518.0	516.0	520.0	522.0	520.4	510.8	493.6		
Electrical goods		257.0	252.8	248.9	248.4	245.5	243.6	240.5	240.9	239.7	238.7	239.2	241.7	238.0	232.6		
Hardware, plumbing, and heating goods		153.2	151.3	149.2	148.0	147.2	146.9	146.6	147.7	147.7	147.3	147.6	149.4	146.6	144.2		
Machinery, equipment, and supplies		593.8	590.1	584.8	578.8	573.9	567.5	565.7	566.0	564.8	565.1	566.1	566.6	559.3	530.4		
Retail trade	9,279	9,282	9,330	9,242	9,245	9,002	9,957	9,021	9,868	9,246	9,072	8,985	8,935	8,969	8,684		
General merchandise stores		1,785.5	1,801.2	1,790.0	1,804.0	1,722.8	1,711.3	1,783.3	2,323.7	1,929.4	1,804.0	1,741.2	1,697.9	1,764.1	1,684.9		
Department stores		1,103.4	1,112.5	1,104.0	1,108.1	1,059.5	1,056.8	1,105.9	1,465.3	1,196.2	1,107.2	1,060.9	1,035.2	1,083.4	1,021.5		
Limited price variety stores		285.9	297.4	302.6	312.3	295.4	286.7	296.5	391.3	322.5	307.0	301.5	291.5	306.2	310.6		
Food stores		1,466.7	1,472.2	1,460.6	1,469.6	1,462.3	1,463.5	1,451.1	1,472.6	1,450.5	1,434.9	1,414.3	1,407.8	1,420.9	1,383.4		
Grocery, meat, and vegetable stores		1,294.7	1,298.4	1,288.4	1,290.0	1,292.8	1,290.0	1,282.2	1,294.6	1,278.4	1,265.8	1,249.6	1,245.0	1,252.2	1,211.6		
Apparel and accessories stores		622.4	646.0	649.5	691.9	618.9	614.0	637.5	776.4	659.1	639.8	630.1	605.3	632.7	617.4		
Men's and boys' apparel stores		106.6	109.4	106.7	108.8	103.2	105.2	111.3	138.4	108.5	103.2	100.5	99.6	104.4	99.8		
Women's ready-to-wear stores		229.9	237.0	240.0	250.2	232.5	228.0	236.0	283.7	247.3	241.6	235.8	228.5	236.5	229.9		
Family clothing stores		97.4	100.9	99.7	104.4	97.7	98.7	103.8	132.5	104.8	100.5	98.4	93.7	100.1	95.7		
Shoe stores		116.7	120.3	124.6	142.2	113.2	111.3	114.7	135.1	119.9	117.2	123.1	115.5	118.1	120.8		
Furniture and appliance stores		413.9	412.0	409.0	407.5	406.9	407.1	407.1	421.9	408.8	402.5	395.8	396.3	398.8	390.3		
Eating and drinking places		1,906.0	1,911.1	1,879.6	1,841.7	1,807.3	1,783.8	1,770.7	1,808.8	1,819.9	1,830.5	1,842.9	1,857.1	1,808.9	1,747.9		
Other retail trade		3,087.9	3,087.5	3,053.3	3,030.6	2,984.1	2,977.5	2,971.6	3,064.8	2,978.3	2,960.4	2,960.3	2,970.3	2,943.5	2,861.0		
Motor vehicle dealers		739.9	735.3	728.6	725.4	724.1	717.4	713.0	709.0	703.2	704.1	703.1	704.1	698.2	672.3		
Other vehicle and accessory dealers		180.1	180.9	177.7	174.4	169.1	168.8	169.6	180.4	171.6	169.9	168.8	172.1	167.4	159.4		
Drug stores		407.6	406.8	402.4	402.7	400.8	397.9	398.7	413.6	394.8	392.0	392.2	390.4	389.1	378.1		
<b>Finance, insurance, and real estate</b>	<b>3,069</b>	<b>3,069</b>	<b>3,034</b>	<b>3,002</b>	<b>2,985</b>	<b>2,973</b>	<b>2,960</b>	<b>2,949</b>	<b>2,957</b>	<b>2,958</b>	<b>2,961</b>	<b>2,972</b>	<b>2,998</b>	<b>2,944</b>	<b>2,873</b>		
Banking		791.7	781.3	771.1	771.6	770.1	768.8	765.9	767.3	764.8	763.6	765.7	774.5	761.4	740.4		
Credit agencies other than banks		339.4	334.9	331.8	330.1	329.2	328.6	326.1	326.7	324.6	323.0	321.2	321.9	318.1	300.6		
Savings and loan associations		99.3	97.1	96.1	95.8	95.5	95.6	96.5	96.2	95.8	95.5	95.3	96.2	94.9	88.8		
Personal credit institutions		182.0	180.5	178.7	177.2	176.9	173.3	173.3	174.0	172.3	171.3	169.8	169.2	167.2	158.7		
Security dealers and exchanges		132.0	129.9	128.7	128.6	128.0	127.5	127.0	127.5	127.2	126.7	127.1	129.1	126.7	123.9		
Insurance carriers		902.6	892.4	887.1	888.4	887.7	886.1	884.7	885.4	886.5	886.8	889.8	895.8	884.7	870.2		
Life insurance		475.0	470.3	469.6	470.2	469.9	469.3	469.3	469.4	470.4	470.2	471.9	474.8	469.6	463.4		
Accident and health insurance		56.8	56.2	55.5	55.5	55.3	55.0	55.0	55.2	55.3	55.3	55.6	55.8	55.1	53.3		
Fire, marine, and casualty insurance		323.2	319.3	316.5	317.2	316.9	316.0	315.3	315.3	315.4	316.0	316.9	319.1	314.8	309.9		
Insurance agents, brokers, and services		235.6	232.5	230.6	230.1	229.5	229.3	227.0	227.4	227.0	226.3	227.2	229.0	225.2	218.6		
Real estate		586.0	582.4	572.6	555.9	548.4	542.2	538.7	543.6	549.8	555.7	562.3	568.0	549.8	540.7		
Operative builders		46.8	46.5	44.0	42.0	40.7	39.8	38.6	40.8	42.5	44.4	44.6	45.3	43.4	46.3		
Other finance, insurance, and real estate		81.2	80.6	79.7	80.4	80.1	79.7	79.4	79.2	78.5	79.1	79.1	79.3	78.5	78.4		
<b>Services and miscellaneous</b>	<b>9,013</b>	<b>9,029</b>	<b>8,964</b>	<b>8,859</b>	<b>8,754</b>	<b>8,623</b>	<b>8,564</b>	<b>8,515</b>	<b>8,585</b>	<b>8,608</b>	<b>8,676</b>	<b>8,661</b>	<b>8,676</b>	<b>8,533</b>	<b>8,230</b>		
Hotels and lodging places		764.7	689.4	649.8	622.2	601.6	596.5	585.9	588.7	596.0	625.2	647.0	735.4	627.8	605.4		
Hotels, tourist courts, and motels		650.1	624.3	594.3	571.6	555.4	551.0	540.5	541.5	548.0	574.2	584.2	618.9	565.4	543.1		
Personal services:		555.8	557.3	550.0	542.1	534.9	533.6	538.0	538.1	538.0	542.6	540.6	542.1	536.7	524.0		
Laundries, cleaning and dyeing plants		114.2	113.0	112.9	112.1	113.5	111.2	110.3	110.6	110.5	110.4	110.0	110.6	110.0	109.2		
Miscellaneous business services		193.6	185.4	176.5	171.9	167.0	164.3	160.2	170.6	171.5	178.0	181.1	188.5	174.1	175.4		
Motion pictures																	
Motion picture filming and distributing		51.4	46.3	42.4	40.6	44.2	44.1	48.2	47.3	45.5	46.1	44.3	46.1	43.0	41.1		
Motion picture theaters and services		142.2	139.1	134.1	131.3	122.8	120.2	121.0	123.3	126.0	131.9	136.8	142.4	131.1	134.3		
Medical services:		1,423.6	1,410.3	1,400.4	1,399.5	1,396.3	1,387.8	1,378.0	1,375.8	1,374.1	1,372.0	1,367.1	1,367.0	1,357.6	1,309.6		
Hospitals		9,622	9,624	9,932	9,925	9,910	9,881	9,822	9,740	9,917	9,790	9,710	9,509	9,135	9,502		
<b>Government</b>	<b>2,410</b>	<b>2,407</b>	<b>2,373</b>	<b>2,338</b>	<b>2,337</b>	<b>2,326</b>	<b>2,319</b>	<b>2,323</b>	<b>2,482</b>	<b>2,352</b>	<b>2,329</b>	<b>2,320</b>	<b>2,356</b>	<b>2,348</b>	<b>2,358</b>		
Federal Government <sup>4</sup>		2,375.1	2,341.6	2,307.6	2,305.9	2,294.8	2,288.7	2,293.3	2,452.1	2,321.7	2,298.8	2,289.9	2,325.5	2,317.5	2,328.1		
Executive		951.3	940.5	927.9	924.5	920.9	921.2	920.5	922.9	926.5	927.5	929.6	938.5	933.7	949.2		
Department of Defense		604.1	593.9	594.5	594.9	592.1	589.8	592.7	734.6	596.0	591.8	582.9	591.6	599.9	598.4		
Post Office Department		819.7	807.2	785.2	786.5	781.8	777.7	780.1	794.6	799.2	779.5	777.4	795.4	783.9	780.5		
Other agencies		26.4	25.9	25.0	25.0	24.9	24.7	24.3	24.5	24.8	24.6	24.7	25.0	24.5	24.1		
Legislative		5.8	5.9	5.8	5.9	5.8	5.8	5.8	5.8	5.8	5.8	5.8	5.7	5.8	5.7		
Judicial		7,217	7,217	7,559	7,587	7,573	7,555	7,503	7,417	7,435	7,438	7,381	7,189	6,779	7,155		
State and local government <sup>5</sup>		1,918.4	1,961.5	1,959.0	1,951.2	1,944.0	1,921.8	1,898.2	1,902.5	1,908.2	1,892.0	1,830.1	1,790.1	1,839.5	1,743.4		
State government		581.5	653.8	691.1	686.0	684.3	666.6	654.4	657.8	661.4	648.1	562.9	507.2	601.6	555.0		
Other State government		1,336.9	1,307.7	1,267.9	1,265.2	1,259.7	1,255.2	1,243.8	1,244.7	1,246.8	1,243.9	1,267.2	1,282.9	1,237.9	1,188.5		
Local government		5,298.5	5,597.4	5,628.2	5,621.4	5,610.5	5,518.3	5,532.4	5,530.0	5,489.2	5,358.6	4,988.4	5,315.3	5,097.3			
Local education		2,678.2	3,044.8	3,156.2	3,167.5	3,169.6	3,149.9	3,104.9	3,107.2	3,100.3	3,061.2	2,894.5	2,466.8	2,884.3	2,731.5		
Other local government		2,620.3	2,552.6	2,472.0	2,453.9	2,440.9	2,413.5	2,428.5	2,425.2	2,429.7	2,428.0	2,464.1	2,521.6	2,431.0	2,365.8		

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry<sup>1</sup>

[In thousands]

Revised series; see box, p. 1258.

Industry	1965								1964					Annual average	
	Aug. <sup>2</sup>	July <sup>2</sup>	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1964	1963
<b>Mining</b> .....		506	504	495	487	480	480	484	498	507	507	507	508	498	499
Metal mining.....		71.9	72.3	71.2	71.0	70.2	69.8	70.3	70.2	70.7	69.7	65.7	64.2	67.9	66.6
Iron ores.....		24.5	24.9	24.9	24.1	23.6	23.1	23.0	22.6	23.3	23.8	24.0	23.6	22.9	21.0
Copper ores.....		24.3	25.0	24.3	24.2	24.1	24.1	24.1	24.1	23.7	22.7	18.4	16.9	22.0	22.7
Coal mining.....		118.6	121.1	121.9	123.1	122.7	125.5	126.4	128.5	127.9	127.4	126.5	125.6	127.1	130.5
Bituminous.....		108.6	112.2	113.1	114.4	114.1	116.5	116.8	118.7	118.0	117.6	116.7	115.6	117.3	120.6
Crude petroleum and natural gas.....		204.9	203.0	197.8	194.0	195.0	195.6	197.8	202.4	204.4	202.9	206.2	210.4	203.1	204.4
Crude petroleum and natural gas fields.....		90.9	90.0	87.3	87.3	87.6	87.5	87.9	89.7	90.7	91.1	93.1	94.5	92.3	96.2
Oil and gas field services.....		114.0	113.0	110.5	106.7	107.4	108.1	109.9	112.7	113.7	111.8	113.1	115.9	110.8	108.1
Quarrying and nonmetallic mining.....		110.6	107.5	104.5	98.6	91.8	89.1	89.2	97.2	103.7	106.6	108.2	108.0	99.4	97.1
<b>Contract construction</b> .....		3,006	2,939	2,764	2,544	2,395	2,289	2,374	2,591	2,811	2,912	2,927	3,015	2,649	2,539
General building contractors.....		951.2	927.8	863.1	798.6	763.6	730.7	771.3	838.4	903.1	917.2	919.1	956.9	838.4	791.6
Heavy construction.....		645.9	632.4	571.5	476.6	404.8	366.8	387.2	461.1	562.2	619.3	630.1	653.0	528.0	523.1
Highway and street construction.....		360.7	350.7	311.9	241.8	189.2	163.6	177.6	226.5	300.0	347.2	358.4	375.7	283.0	282.3
Other heavy construction.....		285.2	281.7	259.6	234.8	215.6	203.2	209.6	234.6	262.2	272.1	271.7	277.3	245.1	240.7
Special trade contractors.....		1,409.0	1,378.7	1,329.5	1,269.2	1,227.0	1,191.9	1,215.2	1,291.3	1,345.6	1,375.0	1,377.3	1,405.2	1,282.3	1,224.5
<b>Manufacturing</b> .....		13,616	13,433	13,486	13,254	13,176	13,108	13,011	12,941	13,082	13,125	12,915	13,280	12,966	12,808
Durable goods.....		7,713	7,759	7,808	7,674	7,619	7,523	7,467	7,421	7,471	7,454	7,190	7,490	7,211	7,238
Nondurable goods.....		5,903	5,674	5,678	5,580	5,557	5,585	5,544	5,520	5,611	5,671	5,725	5,790	5,755	5,570
<i>Durable goods</i>															
Ordnance and accessories.....		105.8	103.3	101.5	99.9	99.1	99.8	100.6	101.2	101.6	103.0	102.7	104.3	102.6	106.6
Ammunition, except for small arms.....		68.5	66.8	65.8	65.1	64.3	64.8	64.7	65.1	65.4	66.1	65.7	66.8	65.7	68.2
Sighting and fire control equipment.....			4.5	4.4	4.4	4.5	4.6	4.8	4.9	4.9	5.1	5.1	5.2	5.2	5.5
Other ordnance and accessories.....		32.8	32.0	31.3	30.4	30.3	30.4	31.1	31.2	31.3	31.8	31.9	32.3	31.7	32.9
Lumber and wood products, except furniture.....		565.0	559.9	556.6	532.7	518.1	510.9	506.7	502.3	521.2	534.0	543.4	555.4	560.8	533.3
Logging camps and logging contractors.....		92.5	91.9	88.8	79.9	71.4	68.3	70.0	68.2	77.0	83.8	87.0	90.3	92.6	81.3
Sawmills and planing mills.....		242.6	242.7	241.9	234.1	229.0	226.4	223.5	221.2	228.4	232.7	235.5	240.0	243.5	233.4
Millwork, plywood, and related products.....		137.4	134.2	133.4	128.8	127.3	126.4	124.8	124.7	127.2	128.1	130.4	133.8	134.5	129.8
Wooden containers.....		32.8	33.6	34.4	33.1	32.4	31.9	31.4	31.4	32.1	32.7	32.8	33.3	33.2	32.8
Miscellaneous wood products.....		58.7	57.5	58.1	56.8	58.0	57.9	57.0	56.8	56.5	56.7	57.7	58.0	57.0	56.1
Furniture and fixtures.....		359.3	348.8	351.4	346.3	348.8	346.5	342.3	341.1	344.5	345.6	346.6	344.5	340.8	334.5
Household furniture.....		269.0	261.1	264.4	262.0	263.4	262.6	259.5	258.5	261.3	261.6	260.7	258.4	256.4	252.1
Office furniture.....			21.3	21.5	21.2	21.1	21.4	21.2	21.1	21.6	21.7	21.8	22.0	21.3	21.0
Partitions, office and store fixtures.....			30.7	29.9	28.8	29.6	28.5	28.0	27.5	27.2	27.7	28.9	29.3	29.2	27.6
Other furniture and fixtures.....			35.7	35.6	34.3	34.7	34.0	33.6	34.0	34.4	34.6	35.2	34.8	33.9	33.9
Stone, clay, and glass products.....		530.0	522.9	517.2	505.9	498.0	484.2	473.6	473.1	489.0	505.6	510.8	519.4	519.0	496.4
Flat glass.....			27.8	26.5	26.8	27.0	27.4	26.8	27.2	27.4	28.0	27.9	27.5	26.0	26.3
Glass and glassware, pressed or blown.....		106.1	103.8	104.6	102.8	101.9	100.5	99.4	98.0	97.3	100.0	100.9	102.8	102.7	99.2
Cement, hydraulic.....			31.2	31.1	30.8	30.1	29.7	28.4	27.8	30.1	30.4	31.0	31.9	32.1	30.3
Structural clay products.....		60.2	60.2	59.3	57.6	57.2	55.1	53.8	54.8	57.2	58.4	58.3	59.3	60.2	57.7
Pottery and related products.....			35.6	35.0	35.6	36.0	35.9	35.1	34.5	34.5	35.0	35.2	37.1	36.8	36.6
Concrete, gypsum, and plaster products.....		146.9	146.0	146.3	141.2	132.0	123.4	119.1	119.8	128.5	139.1	142.8	145.6	147.2	134.9
Other stone and mineral products.....		100.2	100.0	97.3	94.5	96.8	96.4	95.1	94.4	96.4	97.4	97.8	97.8	96.8	95.1
Primary metal industries.....		1,072.8	1,074.1	1,080.1	1,061.0	1,060.8	1,052.8	1,045.3	1,035.4	1,031.9	1,025.5	1,013.1	1,027.4	1,009.1	998.2
Blast furnace and basic steel products.....		559.7	561.0	562.8	549.4	552.5	546.3	542.0	535.8	533.9	530.4	526.8	533.7	526.3	512.0
Iron and steel foundries.....		192.1	193.3	195.3	193.5	194.0	190.3	190.6	189.0	188.2	186.4	178.9	186.2	182.1	181.5
Nonferrous smelting and refining.....		57.9	57.7	57.3	56.8	56.4	55.9	55.4	55.4	55.5	55.3	54.9	52.9	53.3	54.2
Nonferrous rolling, drawing, and extruding.....		146.3	146.8	148.6	147.0	144.3	145.9	144.0	143.0	142.7	142.4	141.8	143.4	139.4	141.5
Nonferrous foundries.....		66.4	64.4	65.1	63.8	63.5	64.2	63.7	63.0	62.7	62.3	62.4	63.0	61.6	61.6
Miscellaneous primary metal industries.....		50.4	50.9	51.0	50.5	50.1	50.2	49.6	49.2	48.9	48.7	48.3	48.2	46.4	47.5
Fabricated metal products.....		979.0	987.3	998.7	982.2	972.0	940.7	958.5	950.5	954.0	946.1	918.2	960.6	930.9	920.5
Metal cans.....		55.1	54.7	53.8	53.2	53.6	25.7	52.8	50.8	49.5	50.0	50.6	54.8	55.4	51.7
Cutlery, handtools, and general hardware.....		118.6	118.1	123.9	124.1	123.5	124.2	123.6	121.9	122.4	121.6	105.2	119.2	113.2	114.0
Heating equipment and plumbing fixtures.....		57.6	58.6	59.3	58.2	57.4	58.3	58.1	58.0	58.5	59.7	61.3	60.9	59.5	59.8
Fabricated structural metal products.....		283.6	281.8	276.5	265.6	257.8	256.5	252.5	254.7	260.0	262.4	263.6	265.8	252.2	240.8
Screw machine products, bolts, etc.....		77.5	76.0	76.7	75.9	75.3	75.1	74.2	73.2	72.7	73.2	72.5	72.2	71.3	71.5
Metal stampings.....		167.0	178.8	185.6	185.0	184.1	182.0	181.2	180.0	180.0	168.0	154.0	174.0	161.6	164.8
Coating, engraving, and allied services.....		65.2	64.1	65.6	65.9	66.4	66.2	65.3	63.0	63.1	63.4	65.5	65.8	63.8	62.7
Miscellaneous fabricated wire products.....		52.0	51.6	51.7	50.5	51.0	50.2	49.6	49.0	49.0	49.0	48.4	48.2	47.1	47.0
Miscellaneous fabricated metal products.....		102.4	103.6	105.6	103.8	102.9	102.5	101.2	99.9	98.8	98.8	97.1	99.7	96.8	94.1

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. 1258.

Industry	1965								1964					Annual average	
	Aug. <sup>2</sup>	July <sup>2</sup>	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1964	1963
<b>Manufacturing—Continued</b>															
<i>Durable goods—Continued</i>															
Machinery.....	1,215.8	1,211.2	1,213.0	1,199.0	1,196.9	1,190.7	1,172.8	1,164.3	1,159.3	1,130.5	1,131.8	1,141.8	1,117.8	1,121.4	1,058.7
Engines and turbines.....	61.5	60.8	60.8	58.9	60.1	60.8	57.4	59.7	59.1	57.9	57.7	59.5	58.0	57.6	56.1
Farm machinery and equipment.....	95.4	97.1	97.5	97.5	98.9	99.5	98.0	95.0	92.2	85.4	87.9	88.9	87.2	90.4	86.1
Construction and related machinery.....	171.6	171.2	168.9	167.9	166.9	167.4	165.5	164.9	164.5	158.7	160.8	162.9	160.5	157.1	144.8
Metalworking machinery and equipment.....	231.8	230.4	232.7	230.6	230.6	226.2	225.1	225.3	223.6	216.8	216.8	218.8	213.0	216.1	200.6
Special industry machinery.....	127.5	127.6	127.6	127.3	126.7	126.6	125.4	124.2	123.4	121.9	120.9	121.4	119.3	120.2	116.2
General industrial machinery.....	183.1	182.2	182.3	178.6	176.7	175.9	172.4	170.9	173.0	170.8	169.8	170.5	167.7	167.1	156.8
Office, computing, and accounting machines.....	108.3	105.3	104.7	103.3	103.8	102.3	100.6	99.2	99.6	98.6	97.9	96.8	95.1	96.1	95.1
Service industry machines.....	78.6	80.2	80.5	79.3	78.6	76.9	75.7	73.6	73.8	72.8	72.2	72.6	70.4	71.9	69.2
Miscellaneous machinery.....	159.2	158.1	158.4	155.6	154.6	155.1	152.7	151.5	150.1	147.6	147.8	150.4	146.6	144.9	133.9
Electrical equipment and supplies.....	1,141.8	1,131.9	1,136.8	1,115.0	1,107.7	1,099.5	1,091.9	1,087.8	1,091.9	1,085.7	1,074.7	1,068.3	1,037.2	1,040.1	1,036.6
Electric distribution equipment.....	125.5	124.4	123.2	121.2	120.1	118.3	118.9	119.2	119.3	118.8	118.8	116.9	116.2	115.1	111.1
Electrical industrial apparatus.....	143.5	143.9	142.5	139.5	137.6	136.6	134.9	134.4	133.6	130.7	129.1	130.5	128.1	127.2	122.1
Household appliances.....	123.5	125.1	126.9	128.6	128.8	129.0	127.1	125.7	126.3	126.5	124.6	124.1	120.2	122.1	118.7
Electric lighting and wiring equipment.....	126.2	127.0	128.8	126.4	127.0	126.6	124.8	125.0	125.7	125.9	124.9	123.7	120.3	120.8	115.9
Radio and TV receiving sets.....	105.3	101.7	102.5	94.9	92.6	92.6	93.4	93.6	96.4	99.8	101.2	99.1	94.8	88.6	84.0
Communication equipment.....	212.8	210.6	210.4	209.5	209.8	208.7	208.5	208.1	208.0	206.9	204.6	201.6	198.6	201.7	217.7
Electronic components and accessories.....	230.2	225.2	226.6	220.4	217.0	213.3	210.5	207.9	206.3	205.2	202.3	197.4	192.9	193.4	192.1
Miscellaneous electrical equipment and supplies.....	74.8	74.0	75.9	74.5	74.8	74.4	73.8	73.9	76.3	71.9	69.2	75.0	66.1	71.2	75.0
Transportation equipment.....	1,145.3	1,241.2	1,267.5	1,261.4	1,247.9	1,236.6	1,221.7	1,222.6	1,215.2	1,191.9	963.6	1,186.5	1,026.6	1,133.3	1,112.8
Motor vehicles and equipment.....	570.8	681.4	700.1	693.7	686.5	683.3	674.7	672.4	665.5	643.2	426.6	641.8	495.1	593.2	576.7
Aircraft and parts.....	352.7	351.2	341.2	342.7	339.3	335.6	330.0	336.3	336.5	335.2	333.8	336.0	327.5	338.4	348.4
Ship and boat building and repairing.....	129.4	117.9	134.9	134.9	134.7	131.1	131.4	127.8	127.4	124.2	122.8	119.8	119.8	130.1	119.3
Railroad equipment.....	45.3	46.1	45.7	44.8	44.5	45.2	45.2	45.4	44.2	43.8	36.1	42.6	41.5	41.1	34.0
Other transportation equipment.....	45.3	45.2	44.4	42.6	41.4	40.4	37.1	41.2	42.3	42.3	42.9	43.3	42.7	40.6	34.4
Instruments and related products.....	250.9	248.3	246.2	238.5	240.5	239.5	238.3	237.2	238.1	238.4	234.4	236.8	234.9	233.6	232.2
Engineering and scientific instruments.....	36.0	35.5	31.4	35.2	34.9	34.7	34.6	34.6	34.6	35.0	34.3	34.7	34.3	35.2	38.5
Mechanical measuring and control devices.....	65.9	65.5	65.3	64.5	63.9	64.3	64.0	64.3	64.3	64.2	61.9	63.8	63.5	62.8	61.4
Optical and ophthalmic goods.....	34.9	33.9	34.2	34.3	34.0	33.9	33.9	33.4	33.0	32.8	32.8	32.1	32.0	32.1	30.2
Surgical, medical, and dental equipment.....	40.2	39.8	39.9	39.2	39.2	38.9	38.8	38.6	38.6	38.4	37.6	38.1	38.3	37.7	36.8
Photographic equipment and supplies.....	49.4	48.8	47.4	45.7	45.2	44.5	44.1	43.7	44.6	44.6	44.2	44.4	44.7	43.0	41.5
Watches and clocks.....	24.3	23.9	23.4	23.0	23.0	22.8	22.6	23.0	23.4	24.0	23.7	22.1	22.8	23.8	23.8
Miscellaneous manufacturing industries.....	346.8	329.7	339.4	332.4	328.9	322.2	314.9	305.6	324.7	347.3	351.1	344.6	331.3	320.5	311.0
Jewelry, silverware, and plated ware.....	35.8	33.5	36.0	36.5	36.4	36.0	35.6	35.3	37.0	37.2	37.2	37.0	35.7	35.2	32.2
Toys, amusement, and sporting goods.....	103.3	102.7	97.2	94.6	88.3	82.0	76.0	90.3	107.4	110.7	106.9	97.6	90.1	85.6	85.6
Pens, pencils, office and art materials.....	24.6	24.3	24.1	23.5	23.8	23.6	23.4	24.1	25.1	25.1	24.5	23.8	23.6	23.7	23.7
Costume jewelry, buttons, and notions.....	42.1	44.4	43.6	43.5	44.6	44.8	43.4	45.7	46.7	46.2	46.0	46.0	44.9	44.9	45.1
Other manufacturing industries.....	129.9	126.2	132.0	131.0	130.9	129.5	128.9	127.5	127.6	130.9	131.9	130.2	128.2	126.6	124.3
<i>Nondurable goods</i>															
Food and kindred products.....	1,255.5	1,160.1	1,113.4	1,072.4	1,052.0	1,059.4	1,056.6	1,081.4	1,130.8	1,167.8	1,223.6	1,271.5	1,262.4	1,143.9	1,160.8
Meat products.....	247.9	245.3	241.4	236.4	233.6	236.3	240.0	245.2	255.1	259.4	253.4	255.6	255.6	249.8	252.4
Dairy products.....	139.9	141.6	140.2	135.3	133.0	131.8	130.0	130.3	131.6	132.3	134.0	139.0	144.4	138.0	144.5
Canned and preserved food, except meats.....	232.3	188.3	168.9	158.8	159.5	157.0	161.3	178.2	201.8	257.0	315.9	306.2	204.3	207.8	207.8
Grain mill products.....	89.4	87.2	88.9	85.2	84.0	84.3	84.2	85.2	85.8	85.9	90.1	92.0	91.7	88.7	91.0
Bakery products.....	166.2	166.7	165.7	163.6	161.9	161.8	161.5	162.0	165.8	168.2	168.2	168.4	168.4	165.7	166.9
Sugar.....	23.6	23.6	23.8	24.0	24.7	26.1	35.6	41.9	43.6	43.1	27.2	26.1	31.7	30.4	30.4
Confectionery and related products.....	59.0	52.9	56.1	56.0	56.0	56.2	59.7	61.1	65.4	65.9	65.5	63.5	59.8	60.3	60.9
Beverages.....	116.6	118.3	117.7	113.6	109.8	109.6	106.7	108.6	112.1	113.7	115.6	116.1	118.6	112.4	112.0
Miscellaneous food and kindred products.....	90.4	92.2	91.5	89.6	90.3	91.2	91.4	92.1	94.9	97.0	96.3	94.0	91.6	93.1	95.0
Tobacco manufactures.....	74.6	61.8	62.2	61.8	62.7	65.4	70.1	73.5	80.1	85.1	95.4	90.9	82.1	76.0	76.0
Cigarettes.....	31.6	31.7	31.2	31.2	31.4	31.4	31.0	31.3	31.6	31.5	31.4	32.0	31.9	31.4	31.6
Cigars.....	19.9	21.0	20.5	20.8	21.0	21.8	21.2	23.5	23.9	24.1	23.9	23.6	23.2	21.1	21.1
Textile mill products.....	833.3	821.1	830.8	821.9	822.2	817.7	811.3	805.1	809.2	812.8	811.1	811.4	808.1	802.5	796.4
Cotton broad woven fabrics.....	214.2	214.2	214.5	213.3	213.4	213.1	213.0	213.3	213.2	213.5	212.8	211.7	211.1	211.5	212.1
Silk and synthetic broad woven fabrics.....	80.0	79.3	79.6	78.5	78.9	78.8	78.8	79.0	79.2	79.2	78.8	78.5	78.4	78.6	76.5
Weaving and finishing broad woollens.....	40.1	40.3	41.0	40.6	40.3	40.0	39.9	39.1	39.0	39.2	39.7	41.0	40.6	41.2	44.4
Narrow fabrics and smallwares.....	27.7	26.2	27.4	27.1	27.2	26.9	26.6	26.5	26.5	26.4	26.1	25.8	25.6	25.5	24.4
Knitting.....	214.3	207.9	210.3	206.6	205.9	202.7	198.4	193.1	195.9	200.1	201.4	201.5	201.4	195.4	194.4
Finishing textiles, except wool and knit.....	64.8	64.6	66.1	66.0	66.4	66.9	66.6	66.2	66.6	66.3	66.0	66.1	66.4	65.9	64.2
Floor covering.....	30.3	30.7	31.0	31.7	31.7	31.9	31.8	31.7	32.3	32.2	31.8	31.4	30.4	30.9	31.0
Yarn and thread.....	104.0	101.3	102.9	101.3	101.0	100.5	99.9	100.2	100.1	99.7	99.0	99.0	99.4	97.8	93.3
Miscellaneous textile goods.....	57.3	57.0	58.3	57.5	57.4	56.9	56.3	56.0	56.4	56.2	55.5	56.4	54.8	55.7	56.1

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. 1258.

Industry	1965								1964					Annual average	
	Aug. <sup>2</sup>	July <sup>2</sup>	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1964	1963
<b>Manufacturing—Continued</b>															
<i>Nondurable goods—Continued</i>															
Apparel and related products.....	1,249.1	1,176.2	1,216.8	1,192.4	1,191.1	1,214.8	1,200.2	1,170.2	1,181.4	1,195.1	1,189.2	1,195.6	1,193.8	1,163.9	1,139.4
Men's and boys' suits and coats.....	107.0	98.5	106.6	105.5	103.6	104.3	104.0	103.4	103.6	102.3	102.0	102.1	102.2	100.9	102.3
Men's and boys' furnishings.....	335.0	321.6	330.9	325.7	322.8	319.3	314.9	310.7	311.1	312.3	309.8	311.6	312.2	304.5	296.5
Women's, misses', and juniors' outerwear.....	380.3	354.2	364.5	351.6	356.3	373.3	370.4	355.7	354.5	360.2	360.8	363.7	366.7	356.0	349.7
Women's and children's undergarments.....	109.3	102.3	107.2	106.0	106.1	106.7	105.0	103.4	107.5	110.8	111.1	109.9	108.2	105.8	103.4
Hats, caps, and millinery.....	---	28.7	26.8	26.6	28.0	32.0	31.4	29.9	29.2	27.4	28.6	28.9	30.4	28.5	29.0
Girls' and children's outerwear.....	71.7	70.5	73.7	71.1	67.7	72.6	72.3	70.0	68.1	68.6	69.3	69.0	70.8	69.6	68.5
Fur goods and miscellaneous apparel.....	---	66.3	68.2	66.4	66.2	66.2	65.0	62.7	67.4	69.0	69.8	68.8	67.0	65.2	63.4
Miscellaneous fabricated textile products.....	143.4	134.1	138.9	139.5	140.4	140.4	137.2	134.4	140.0	144.5	137.8	141.6	136.3	133.4	126.6
Paper and allied products.....	513.1	505.3	505.6	496.4	496.5	493.7	489.5	489.9	495.6	498.8	499.4	501.4	498.8	492.8	487.7
Paper and pulp.....	179.2	177.8	176.2	172.2	172.0	171.7	168.7	169.0	170.3	173.1	173.2	174.0	176.7	173.6	175.2
Paperboard.....	52.7	53.8	54.2	52.8	52.9	52.9	52.6	52.3	52.5	52.4	53.5	54.2	53.0	52.6	52.1
Converted paper and paperboard products.....	118.2	115.5	115.1	113.8	114.1	113.4	111.9	111.7	114.0	114.3	114.2	115.6	114.2	112.5	109.7
Paperboard containers and boxes.....	163.0	158.2	160.1	157.6	157.5	155.7	156.3	156.9	158.8	159.0	158.5	157.6	154.9	154.1	150.7
Printing, publishing, and allied industries.....	621.5	619.8	618.0	614.8	615.2	614.4	610.6	607.3	615.1	611.7	610.5	609.5	602.5	603.0	590.7
Newspaper publishing and printing.....	176.9	177.3	176.8	175.1	174.7	174.5	174.3	172.7	175.9	173.1	172.2	170.9	170.3	171.1	165.7
Periodical publishing and printing.....	---	23.8	23.7	24.1	24.5	24.9	24.5	24.8	25.4	25.8	26.2	26.0	25.1	25.7	27.0
Books.....	---	47.8	47.4	47.9	48.1	48.0	47.4	47.4	46.8	45.5	45.3	45.8	45.1	45.9	43.7
Commercial printing.....	243.0	242.0	242.7	242.6	242.9	243.0	241.0	240.3	243.6	243.1	243.2	242.6	237.8	238.7	233.5
Bookbinding and related industries.....	45.3	44.9	43.9	42.9	42.9	42.1	41.5	41.0	41.2	41.6	41.5	41.7	42.2	40.8	40.7
Other publishing and printing industries.....	84.2	84.0	83.5	82.2	82.1	81.9	81.9	81.1	82.2	82.6	82.1	82.5	82.0	80.8	80.2
Chemicals and allied products.....	551.6	548.0	544.2	544.6	546.5	540.4	532.0	528.8	528.4	526.6	524.8	532.3	532.0	528.7	525.4
Industrial chemicals.....	165.5	164.9	163.6	162.5	163.4	162.9	161.8	162.5	162.8	162.5	160.4	164.7	164.9	163.3	164.1
Plastics and synthetics, except glass.....	139.5	138.2	137.7	135.2	132.0	133.4	132.3	131.0	130.1	128.0	127.1	128.3	126.8	124.9	118.2
Drugs.....	62.5	62.5	58.1	56.5	58.4	59.2	58.6	58.9	59.2	59.0	57.9	58.7	59.6	59.5	60.6
Soap, cleaners, and toilet goods.....	62.6	61.6	61.4	60.4	60.2	60.1	59.2	58.9	59.8	60.7	61.8	61.7	61.5	59.5	59.2
Paints, varnishes, and allied products.....	38.7	38.6	38.3	36.8	37.0	36.6	36.2	35.7	35.6	35.8	36.4	37.3	38.3	36.7	36.0
Agricultural chemicals.....	30.3	30.9	33.9	43.3	44.9	38.9	34.6	32.7	31.0	30.5	31.4	31.4	30.4	34.6	34.4
Other chemical products.....	52.5	51.3	51.2	49.9	49.6	49.3	49.3	49.1	49.9	50.1	49.8	50.2	50.5	50.1	52.9
Petroleum refining and related industries.....	117.1	116.6	115.4	112.1	112.0	111.5	110.2	109.6	110.9	113.1	115.8	117.5	118.5	116.0	120.5
Petroleum refining.....	91.0	90.7	90.1	88.5	88.7	88.6	88.3	88.1	88.6	88.7	90.7	91.4	92.3	91.9	95.8
Other petroleum and coal products.....	26.1	25.9	25.3	23.6	23.3	22.9	21.9	21.5	22.3	24.4	25.1	26.1	26.2	24.1	24.8
Rubber and miscellaneous plastic products.....	364.0	350.9	354.6	351.7	351.0	349.7	346.9	341.7	342.0	343.3	342.2	344.9	336.7	332.1	322.1
Tires and inner tubes.....	73.7	70.7	70.6	71.2	71.3	71.2	70.9	71.4	71.7	71.5	69.1	72.5	71.0	70.5	69.8
Other rubber products.....	136.6	133.7	136.8	135.6	135.8	135.9	134.7	132.8	132.7	132.7	133.2	133.2	128.4	129.4	128.3
Miscellaneous plastic products.....	153.7	146.5	147.2	144.9	143.9	142.6	141.3	137.5	137.6	139.1	139.9	139.2	137.3	132.3	124.1
Leather and leather products.....	323.1	314.2	317.0	311.5	307.9	317.9	316.8	312.8	317.1	316.7	313.4	314.9	319.8	311.2	309.2
Leather tanning and finishing.....	28.2	27.6	27.7	27.3	27.7	27.5	27.4	28.0	28.1	27.9	28.0	28.2	28.2	27.8	27.4
Footwear, except rubber.....	216.7	214.2	214.1	211.6	210.5	215.2	214.9	213.4	213.4	210.0	207.4	209.7	214.5	209.7	207.7
Other leather products.....	78.2	72.4	75.2	72.6	69.7	75.2	74.5	71.4	75.6	78.8	78.0	77.0	77.1	73.8	74.1
<b>Transportation and public utilities:</b>															
Local and interurban passenger transit:															
Local and suburban transportation.....	---	81.2	81.6	81.9	81.6	81.8	81.7	81.6	81.9	82.0	82.2	82.3	81.6	82.1	84.7
Intercity and rural buslines.....	---	40.6	39.5	38.1	37.6	36.9	36.8	39.0	38.3	38.3	39.2	41.7	42.1	39.4	38.4
Motor freight transportation and storage.....	---	938.7	929.1	888.0	868.1	861.8	848.2	850.3	887.4	891.6	896.0	902.6	888.3	860.9	828.2
Pipeline transportation.....	---	17.0	16.9	16.3	16.2	16.3	16.3	16.5	16.6	16.6	16.8	17.2	17.5	17.1	17.8
Communication:															
Telephone communication.....	---	601.9	587.5	580.1	576.6	573.3	568.9	566.7	568.2	568.2	566.3	569.9	575.9	562.5	552.9
Telegraph communication <sup>3</sup> .....	---	21.3	21.5	21.5	21.5	21.5	21.6	21.6	21.8	21.9	22.0	22.4	22.5	22.4	24.0
Radio and television broadcasting.....	---	90.6	89.8	89.1	88.9	88.6	88.1	88.1	87.9	87.8	87.7	87.2	87.1	85.9	81.9
Electric, gas, and sanitary services:															
Electric companies and systems.....	---	549.4	545.3	532.2	531.4	528.8	528.4	528.9	531.0	530.2	530.2	530.7	547.7	533.6	532.7
Gas companies and systems.....	---	219.8	217.0	211.3	210.9	209.7	209.3	209.3	210.3	210.1	210.7	213.1	216.0	211.2	210.1
Combined utility systems.....	---	133.8	136.2	132.5	132.4	132.5	132.6	132.8	133.7	133.8	134.0	136.0	138.4	134.4	135.3
Water, steam, and sanitary systems.....	---	161.3	158.3	155.4	155.1	154.5	154.3	154.9	154.1	154.1	154.8	157.7	159.4	155.4	155.5
Water, steam, and sanitary systems.....	---	34.5	33.8	33.0	33.0	32.1	32.2	31.9	32.1	32.2	32.5	32.9	33.9	32.7	31.8

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	1965								1964					Annual average	
	Aug. <sup>2</sup>	July <sup>2</sup>	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1964	1963
<b>Wholesale and retail trade<sup>4</sup></b>		9,516	9,522	9,428	9,459	9,247	9,221	9,307	10,156	9,506	9,323	9,218	9,172	9,212	8,953
Wholesale trade	2,871	2,835	2,791	2,778	2,789	2,762	2,767	2,814	2,789	2,788	2,779	2,788	2,746	2,670	
Motor vehicles and automotive equipment		212.0	210.3	207.7	207.1	206.0	206.1	205.9	206.9	206.7	205.6	206.6	207.2	204.1	199.6
Drugs, chemicals, and allied products		163.3	161.9	160.9	160.3	160.0	159.8	159.8	161.3	160.9	160.2	159.8	158.6	158.7	156.5
Dry goods and apparel		115.7	114.7	112.4	112.5	112.4	112.4	111.9	113.7	113.5	112.8	112.9	114.1	112.0	109.3
Groceries and related products		475.4	468.7	454.5	450.6	450.3	449.5	449.5	457.2	455.4	458.9	460.9	459.4	451.0	435.7
Electrical goods		215.6	211.9	208.6	207.8	205.2	202.5	199.8	199.9	199.1	198.5	199.4	201.9	199.5	200.9
Hardware, plumbing, and heating goods		130.5	128.9	127.1	125.7	125.0	124.5	124.6	126.0	126.1	125.8	126.2	127.9	125.6	124.3
Machinery, equipment, and supplies		504.1	500.3	495.5	490.1	485.9	480.0	478.1	479.5	478.5	479.0	480.7	481.7	474.6	466.8
Retail trade <sup>4</sup>	6,645	6,687	6,637	6,681	6,478	6,459	6,540	7,342	6,717	6,535	6,349	6,384	6,466	6,283	
General merchandise stores	1,631.7	1,647.3	1,637.2	1,650.3	1,571.1	1,560.5	1,631.7	2,165.1	1,774.9	1,649.9	1,589.8	1,548.0	1,613.6	1,545.3	
Department stores	1,009.1	1,019.3	1,011.4	1,015.1	968.1	965.9	1,014.9	1,370.7	1,104.7	1,016.0	970.7	945.6	993.9	936.9	
Limited price variety stores	265.7	277.1	282.6	292.0	274.8	266.6	275.9	367.9	299.0	283.2	278.6	268.5	282.8	288.3	
Food stores	1,360.5	1,366.8	1,357.5	1,367.1	1,359.8	1,361.3	1,350.2	1,370.9	1,349.2	1,334.7	1,314.3	1,310.0	1,322.5	1,289.6	
Grocery, meat, and vegetable stores	1,198.3	1,202.6	1,195.1	1,197.0	1,199.6	1,197.2	1,190.4	1,187.1	1,187.1	1,175.3	1,155.4	1,162.7	1,126.3		
Apparel and accessories stores	558.4	582.1	584.5	626.7	554.4	550.5	574.1	711.3	595.6	577.7	568.7	544.6	571.5	559.3	
Men's and boys' apparel stores	95.6	98.5	95.9	97.9	92.5	94.6	100.3	127.2	98.1	93.2	91.0	89.9	94.4	90.5	
Women's ready-to-wear stores	207.5	215.0	217.4	227.5	209.7	205.9	214.0	261.4	224.9	219.9	214.3	206.8	215.2	209.3	
Family clothing stores	90.3	93.3	92.2	97.3	90.6	91.9	97.4	125.0	98.0	93.5	91.2	87.3	93.1	88.7	
Shoe stores	101.3	105.0	109.1	126.0	97.8	95.8	99.2	119.6	104.6	102.1	108.0	100.5	103.2	106.9	
Furniture and appliance stores	365.4	363.9	362.4	361.2	359.9	361.0	361.4	375.8	362.8	356.4	350.5	351.5	353.6	346.9	
Other retail trade	2,728.8	2,727.3	2,695.6	2,675.3	2,632.3	2,626.1	2,622.1	2,719.3	2,634.0	2,616.5	2,615.6	2,629.6	2,604.8	2,541.5	
Motor vehicle dealers	640.1	636.0	630.1	627.6	624.8	620.5	616.7	612.7	607.2	608.8	608.4	609.9	604.4	585.0	
Other vehicle and accessory dealers	157.3	157.7	154.5	151.5	146.3	146.4	146.8	158.3	149.0	146.9	145.6	149.3	144.6	136.1	
Drug stores	373.3	371.8	368.0	368.7	366.9	364.5	365.3	380.6	362.4	359.5	357.6	358.2	357.5	350.3	
<b>Finance, insurance, and real estate:</b>															
Banking	665.5	655.0	645.3	645.7	644.6	643.8	641.8	644.5	643.2	642.8	645.3	654.3	641.6	627.0	
Security dealers and exchanges <sup>5</sup>	116.7	114.6	113.5	113.5	113.0	112.6	112.1	112.6	112.2	111.7	112.7	114.6	112.3	113.8	
Insurance carriers <sup>5</sup>	637.6	629.3	625.3	627.1	627.0	626.4	626.3	629.6	631.4	632.7	636.8	642.7	634.0	779.7	
Life insurance <sup>5</sup>	273.1	270.2	269.9	270.8	270.9	271.3	272.2	274.2	276.3	276.8	279.0	281.9	278.7	418.5	
Accident and health insurance <sup>5</sup>	48.3	47.7	47.1	47.1	46.9	46.8	46.6	47.1	47.0	47.1	47.3	47.6	46.9	47.6	
Fire, marine, and casualty insurance <sup>5</sup>	275.8	271.9	269.8	270.7	270.6	269.7	269.3	269.8	269.8	270.5	271.8	274.0	270.1	276.3	
<b>Services and miscellaneous:</b>															
Hotels and lodging places:															
Hotels, tourist courts, and motels	609.8	584.6	556.0	533.4	516.9	514.0	503.2	505.4	512.7	538.0	547.3	581.5	529.2	511.3	
Personal services:															
Laundries, cleaning and dyeing plants <sup>6</sup>	499.7	500.1	493.0	485.3	478.4	477.2	481.3	480.7	480.4	484.0	482.8	483.3	477.8	384.2	
Motion pictures:															
Motion picture filming and distribution	31.7	29.2	26.4	25.1	27.8	27.1	29.6	29.3	27.9	28.5	27.8	29.5	27.2	25.7	

<sup>1</sup> For comparability of data with those published in issues prior to January 1965, 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 non-agricultural establishments should not be compared with those published in issues prior to January 1965. (See footnote 1, table A-2, and "BLS Establishment Employment Estimates Revised to March 1963 Benchmark Levels" appearing in the December 1964 issue of *Employment and Earnings*. 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, 1909-64* (BLS Bulletin 1312-2), 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. 1258.

Industry division and group	1965								1964				
	Aug. <sup>2</sup>	July <sup>2</sup>	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.
Total	60,711	60,589	60,382	60,110	59,913	59,992	59,676	59,334	59,206	58,878	58,382	58,458	58,301
Mining	632	637	630	629	629	633	635	633	637	639	638	634	634
Contract construction	3,214	3,175	3,220	3,207	3,186	3,304	3,281	3,235	3,244	3,162	3,106	3,080	3,103
Manufacturing	18,155	18,147	18,045	17,915	17,896	17,849	17,772	17,705	17,622	17,505	17,171	17,449	17,339
Durable goods	10,511	10,519	10,426	10,320	10,311	10,259	10,210	10,150	10,088	9,992	9,702	9,986	9,886
Ordnance and accessories	256	251	247	245	241	242	243	242	243	245	247	248	250
Lumber and wood products, except furniture	600	600	594	595	599	608	604	597	598	595	591	593	595
Furniture and fixtures	425	425	424	423	423	422	418	415	413	409	407	405	403
Stone, clay, and glass products	630	629	622	621	624	628	623	623	620	618	616	620	617
Primary metal industries	1,314	1,326	1,304	1,272	1,280	1,278	1,278	1,271	1,271	1,269	1,253	1,258	1,242
Fabricated metal products	1,269	1,286	1,276	1,266	1,265	1,237	1,260	1,242	1,232	1,213	1,179	1,223	1,208
Machinery	1,752	1,738	1,716	1,699	1,691	1,687	1,674	1,672	1,665	1,643	1,644	1,643	1,625
Electrical equipment and supplies	1,673	1,678	1,667	1,651	1,640	1,626	1,610	1,597	1,588	1,572	1,560	1,558	1,546
Transportation equipment	1,784	1,775	1,770	1,752	1,748	1,733	1,706	1,696	1,671	1,646	1,429	1,667	1,632
Instruments and related products	388	392	385	378	379	378	378	374	374	371	368	369	369
Miscellaneous manufacturing industries	420	419	421	418	421	420	417	414	414	411	408	402	399
Nondurable goods	7,644	7,628	7,619	7,595	7,585	7,590	7,562	7,555	7,534	7,513	7,469	7,463	7,453
Food and kindred products	1,719	1,710	1,708	1,720	1,712	1,735	1,734	1,741	1,743	1,737	1,717	1,716	1,726
Tobacco manufactures	77	86	85	85	85	85	84	86	88	92	90	82	83
Textile mill products	925	927	923	922	924	921	917	914	909	904	899	899	895
Apparel and related products	1,370	1,358	1,382	1,361	1,357	1,347	1,340	1,344	1,333	1,329	1,319	1,317	1,311
Paper and allied products	648	649	643	641	641	639	637	635	634	635	634	632	631
Printing, publishing, and allied industries	982	985	978	973	973	971	967	964	962	956	955	956	954
Chemicals and allied products	912	909	901	895	893	894	890	887	885	882	878	881	879
Petroleum refining and related industries	185	185	183	181	183	184	184	184	185	185	187	185	185
Rubber and miscellaneous plastic products	468	461	457	456	458	453	450	442	438	436	433	439	435
Leather and leather products	358	358	359	361	359	361	359	358	357	357	357	356	354
Transportation and public utilities	4,090	4,071	4,068	4,057	4,044	4,042	3,997	3,939	4,020	3,997	3,996	4,005	3,999
Wholesale and retail trade	12,712	12,707	12,673	12,636	12,563	12,622	12,532	12,447	12,362	12,311	12,278	12,229	12,231
Wholesale trade	3,358	3,360	3,352	3,329	3,318	3,303	3,288	3,270	3,259	3,246	3,233	3,226	3,224
Retail trade	9,354	9,347	9,321	9,307	9,245	9,319	9,244	9,177	9,103	9,065	9,045	9,003	9,007
Finance, insurance, and real estate	3,021	3,018	3,013	3,005	2,997	2,987	2,987	2,979	2,975	2,970	2,964	2,960	2,951
Service and miscellaneous	8,906	8,887	8,814	8,797	8,763	8,754	8,730	8,689	8,654	8,634	8,633	8,592	8,573
Government	9,981	9,947	9,919	9,864	9,835	9,791	9,742	9,707	9,692	9,680	9,596	9,509	9,471
Federal	2,381	2,374	2,352	2,345	2,344	2,340	2,335	2,342	2,352	2,354	2,331	2,320	2,328
State and local	7,600	7,573	7,567	7,519	7,491	7,451	7,407	7,365	7,340	7,306	7,265	7,189	7,143

<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. 1258.

Major industry group	1965								1964				
	Aug. <sup>2</sup>	July <sup>2</sup>	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.
Manufacturing	13,511	13,510	13,428	13,321	13,318	13,298	13,227	13,168	13,099	12,993	12,661	12,956	12,847
Durable goods	7,792	7,808	7,731	7,644	7,649	7,615	7,570	7,518	7,467	7,376	7,089	7,377	7,279
Ordnance and accessories	107	104	103	101	99	100	101	100	100	102	102	103	104
Lumber and wood products, except furniture	535	535	529	531	535	544	540	533	536	532	528	530	531
Furniture and fixtures	353	354	352	352	353	352	348	345	344	340	339	338	335
Stone, clay, and glass products	508	506	500	500	504	508	503	503	501	500	498	500	498
Primary metal industries	1,076	1,089	1,068	1,037	1,043	1,047	1,046	1,044	1,041	1,038	1,022	1,026	1,012
Fabricated metal products	980	987	987	981	982	967	979	964	951	933	901	945	932
Machinery	1,228	1,216	1,200	1,186	1,180	1,179	1,168	1,166	1,165	1,145	1,146	1,149	1,129
Electrical equipment and supplies	1,145	1,153	1,145	1,130	1,125	1,113	1,099	1,086	1,078	1,065	1,053	1,049	1,040
Transportation equipment	1,276	1,268	1,265	1,251	1,247	1,237	1,212	1,207	1,181	1,156	942	1,180	1,145
Instruments and related products	250	252	246	240	243	241	240	238	237	235	232	234	234
Miscellaneous manufacturing industries	334	334	336	335	338	337	334	332	333	330	326	323	319
Nondurable goods	5,719	5,702	5,697	5,677	5,669	5,683	5,657	5,650	5,632	5,617	5,572	5,579	5,568
Food and kindred products	1,137	1,123	1,121	1,131	1,124	1,147	1,144	1,150	1,154	1,151	1,132	1,133	1,142
Tobacco manufactures	66	74	73	73	73	72	73	74	76	80	78	71	72
Textile mill products	824	826	824	822	824	824	817	812	808	803	803	803	799
Apparel and related products	1,219	1,209	1,233	1,211	1,207	1,199	1,192	1,196	1,186	1,181	1,173	1,173	1,165
Paper and allied products	507	507	501	499	501	500	498	495	495	496	494	494	493
Printing, publishing, and allied industries	623	625	619	618	617	616	615	611	610	605	604	606	604
Chemicals and allied products	550	549	542	539	538	539	537	536	532	530	526	530	530
Petroleum refining and related industries	114	115	113	111	113	114	112	113	113	114	116	116	115
Rubber and miscellaneous plastic products	364	359	355	354	356	354	350	343	339	337	334	340	337
Leather and leather products	315	315	316	319	316	318	316	315	315	315	312	313	311

<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	1965							1964						
	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	
<b>Employment service: <sup>2</sup></b>														
New applications for work.....	945	1,410	890	857	894	897	958	772	853	846	854	816	896	
Nonfarm placements.....	554	610	573	555	491	421	418	433	508	579	639	554	549	
<b>State unemployment insurance programs:</b>														
Initial claims <sup>3 4</sup> .....	1,078	870	763	956	1,009	1,100	1,453	1,618	1,185	966	858	937	1,238	
Insured unemployment <sup>5</sup> (average weekly volume) <sup>6</sup> .....	1,132	1,059	1,179	1,470	1,718	1,932	1,996	1,675	1,293	1,138	1,125	1,261	1,343	
Rate of insured unemployment <sup>7</sup> .....	2.6	2.4	2.7	3.4	4.0	4.5	4.6	3.9	3.0	2.6	2.5	2.9	3.1	
Weeks of unemployment compensated.....	4,101	4,142	4,450	6,039	7,504	6,757	7,003	5,901	4,069	3,996	4,149	4,556	5,098	
Average weekly benefit amount for total unemployment.....	\$36.40	\$36.07	\$36.40	\$37.16	\$37.41	\$37.39	\$37.18	\$36.81	\$36.38	\$35.92	\$35.40	\$35.60	\$35.35	
Total benefits paid.....	\$149,495	\$156,276	\$165,717	\$224,897	\$273,372	\$245,731	\$252,098	\$211,446	\$146,974	\$143,165	\$148,423	\$164,510	\$180,519	
<b>Unemployment compensation for ex-service-men: <sup>8 9</sup></b>														
Initial claims <sup>3 6</sup> .....	26	22	17	21	26	25	30	32	27	25	25	26	32	
Insured unemployment <sup>5</sup> (average weekly volume).....	33	30	33	41	49	53	55	48	40	35	36	43	44	
Weeks of unemployment compensated.....	119	134	142	182	220	209	219	188	144	136	159	173	173	
Total benefits paid.....	\$4,461	\$5,241	\$5,339	\$6,752	\$7,984	\$7,618	\$7,971	\$6,867	\$5,380	\$5,043	\$5,888	\$6,285	\$6,172	
<b>Unemployment compensation for Federal civilian employees: <sup>9 10</sup></b>														
Initial claims <sup>3</sup> .....	12	10	8	10	10	11	16	13	12	12	10	10	15	
Insured unemployment <sup>5</sup> (average weekly volume).....	22	20	22	27	31	34	34	30	27	25	24	25	26	
Weeks of unemployment compensated.....	79	91	92	119	146	133	134	126	104	100	103	104	102	
Total benefits paid.....	\$3,182	\$4,008	\$3,919	\$4,815	\$5,548	\$5,058	\$5,086	\$4,797	\$4,119	\$3,966	\$4,178	\$4,212	\$3,993	
<b>Railroad unemployment insurance:</b>														
Applications <sup>11</sup> .....	30	19	5	5	6	6	16	12	11	11	12	12	38	
Insured unemployment (average weekly volume).....	24	21	26	33	39	45	47	40	37	33	32	29	31	
Number of payments <sup>12</sup> .....	48	53	62	81	101	92	98	91	72	74	69	67	66	
Average amount of benefit payment <sup>13</sup> .....	\$75.15	\$73.39	\$71.27	\$77.27	\$80.44	\$82.05	\$80.68	\$81.16	\$79.47	\$77.27	\$79.31	\$79.65	\$76.53	
Total benefits paid <sup>14</sup> .....	\$3,494	\$3,794	\$4,264	\$6,207	\$8,006	\$7,404	\$7,808	\$7,263	\$5,557	\$5,602	\$5,259	\$5,169	\$4,928	
<b>All programs: <sup>15</sup></b>														
Insured unemployment <sup>6</sup> .....	1,255	1,182	1,316	1,622	1,863	2,066	2,135	1,801	1,417	1,264	1,256	1,396	1,491	

<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 under State programs.

<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>

[Per 100 employees]

Revised series; see box, p. 1258.

Major industry group	1965							1964							Annual average	
	July <sup>2</sup>	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	1964	1963	
Accessions: Total																
Manufacturing:																
Actual.....	4.4	5.6	4.1	3.8	4.0	3.5	3.8	2.6	3.2	4.0	4.8	5.1	4.4	4.0	3.9	
Seasonally adjusted.....	4.0	4.5	4.0	3.9	4.3	4.1	4.0	4.1	4.1	4.0	3.8	4.0	4.0	4.0	4.0	
Durable goods.....	3.8	5.3	3.9	3.7	4.0	3.5	3.7	2.4	3.0	3.5	4.3	4.8	3.8	3.7	3.6	
Ordnance and accessories.....	2.7	3.9	2.6	2.2	2.5	1.9	1.8	1.5	1.6	1.8	2.3	2.0	2.1	1.9	2.4	
Lumber and wood products, except furniture.....	6.3	8.5	7.3	6.3	6.3	5.3	5.5	2.7	3.6	4.5	5.8	5.5	5.7	5.3	5.6	
Furniture and fixtures.....	5.1	5.8	5.1	4.8	5.5	4.6	4.6	3.0	3.7	4.9	6.2	6.6	5.8	4.8	4.4	
Stone, clay, and glass products.....	3.9	5.7	4.6	4.9	4.6	3.6	3.2	1.9	2.4	3.0	3.6	3.6	4.0	3.7	3.8	
Primary metal industries.....	2.5	4.5	2.8	2.6	3.0	2.8	2.7	1.9	2.3	2.4	3.3	3.0	2.9	3.0	3.0	
Fabricated metal products.....	4.3	5.9	4.3	4.2	4.5	3.8	4.2	2.8	3.8	4.0	5.0	5.4	4.8	4.3	4.0	
Machinery.....	3.0	4.6	3.0	2.8	3.2	2.9	3.2	2.3	2.6	2.8	3.3	3.1	3.0	3.0	2.9	
Electrical equipment and supplies.....	3.3	4.6	3.4	3.2	3.5	3.1	3.1	2.4	3.0	3.6	4.0	4.0	3.1	3.2	3.1	
Transportation equipment.....	3.9	5.3	4.0	3.7	4.0	3.8	4.0	2.7	3.4	4.0	5.0	8.0	3.8	4.1	4.0	
Instruments and related products.....	3.4	4.6	2.9	2.8	2.9	2.7	2.6	1.8	2.5	2.8	3.3	3.6	2.9	2.8	2.7	
Miscellaneous manufacturing industries.....	6.9	7.4	5.7	5.8	6.7	5.7	7.5	3.1	3.9	6.1	7.6	7.5	6.8	5.7	5.4	
Nondurable goods.....	5.1	6.0	4.4	3.9	4.0	3.6	3.9	2.7	3.4	4.5	5.4	5.4	5.2	4.3	4.2	
Food and kindred products.....	8.0	8.5	6.1	5.0	4.5	3.8	4.1	3.3	4.3	7.2	8.7	8.7	8.0	6.0	5.9	
Tobacco manufactures.....	6.2	4.4	3.4	1.9	1.9	2.4	4.7	7.1	1.8	6.1	14.8	18.1	7.9	6.5	6.6	
Textile mill products.....	4.2	5.0	4.4	4.2	4.5	3.8	3.8	2.5	3.4	3.8	4.5	4.5	4.4	3.8	3.6	
Apparel and related products.....	7.0	7.0	5.9	4.9	5.3	5.4	6.1	3.5	4.7	5.5	5.9	6.2	7.3	5.6	5.3	
Paper and allied products.....	3.0	5.3	3.0	2.8	3.0	2.4	2.4	1.9	2.1	2.6	3.2	3.0	2.9	2.8	2.6	
Printing, publishing, and allied industries.....	3.0	4.5	2.9	2.8	3.0	2.7	2.8	2.3	2.6	3.1	3.8	3.4	3.1	3.1	2.9	
Chemicals and allied products.....	2.3	4.0	2.4	2.5	2.6	2.3	2.0	1.4	1.6	1.9	2.4	2.0	2.1	2.1	2.1	
Petroleum refining and related industries.....	1.9	3.6	1.9	1.8	1.7	1.4	1.2	.9	1.1	1.3	1.7	1.5	1.7	1.6	1.5	
Rubber and miscellaneous plastic products.....	4.5	5.6	4.1	3.7	4.3	3.8	3.9	2.4	3.2	3.8	4.8	4.9	4.9	3.9	3.6	
Leather and leather products.....	6.6	6.3	5.4	4.6	4.7	4.7	5.5	3.9	4.4	4.9	4.9	5.5	6.1	5.1	5.0	
Nonmanufacturing:																
Metal mining.....	2.7	5.7	3.3	4.0	2.5	2.1	2.8	2.3	2.8	2.8	2.9	3.2	2.7	3.2	3.1	
Coal mining.....	2.1	2.1	1.9	1.6	2.1	1.3	1.5	1.2	1.5	1.9	2.0	2.2	1.8	1.7	2.0	
Accessions: New hires																
Manufacturing:																
Actual.....	3.1	4.3	2.9	2.6	2.8	2.4	2.4	1.6	2.2	2.8	3.5	3.4	2.9	2.6	2.4	
Seasonally adjusted.....	2.7	3.1	2.8	2.8	3.3	3.1	2.9	2.9	2.8	2.6	2.7	2.5	2.6	2.6	2.6	
Durable goods.....	2.8	4.2	2.8	2.6	2.8	2.4	2.3	1.6	2.1	2.5	3.3	3.1	2.5	2.4	2.1	
Ordnance and accessories.....	1.6	2.6	1.5	1.4	1.4	1.1	1.0	.7	.8	1.0	1.1	1.1	1.1	1.0	1.6	
Lumber and wood products, except furniture.....	5.2	7.4	5.7	4.7	4.5	3.4	3.2	2.0	2.9	3.8	5.1	4.7	4.7	4.1	4.3	
Furniture and fixtures.....	4.5	5.0	4.4	4.0	4.5	3.7	3.6	2.3	3.2	4.2	5.4	5.7	4.9	3.9	3.5	
Stone, clay, and glass products.....	3.0	4.5	3.3	2.9	2.4	1.9	1.7	1.0	1.6	2.1	2.7	2.6	2.9	2.4	2.3	
Primary metal industries.....	1.9	3.7	2.0	1.9	2.2	1.9	1.8	1.1	1.5	1.6	2.5	2.1	1.7	1.8	1.2	
Fabricated metal products.....	3.2	4.7	3.3	3.0	3.3	2.6	2.8	1.9	2.5	3.1	3.9	4.0	3.0	2.9	2.5	
Machinery.....	2.4	3.8	2.3	2.2	2.6	2.3	2.4	1.7	2.0	2.1	2.5	2.3	2.1	2.2	1.9	
Electrical equipment and supplies.....	2.5	3.5	2.4	2.3	2.5	2.1	2.1	1.6	2.1	2.5	2.8	2.6	1.9	2.0	1.9	
Transportation equipment.....	2.5	3.6	2.6	2.4	2.5	2.4	2.4	1.5	2.0	2.3	3.4	3.1	1.9	2.1	1.9	
Instruments and related products.....	2.7	3.9	2.2	2.1	2.2	2.0	1.8	1.2	1.7	2.0	2.3	2.1	2.2	1.9	1.9	
Miscellaneous manufacturing industries.....	4.4	5.4	4.0	4.0	4.0	3.3	3.3	2.1	3.1	5.0	6.1	5.7	4.4	3.8	3.4	
Nondurable goods.....	3.5	4.4	3.1	2.7	2.7	2.4	2.4	1.7	2.2	3.1	3.8	3.8	3.4	2.8	2.7	
Food and kindred products.....	5.6	5.8	4.0	2.9	2.5	2.1	2.2	2.0	2.7	4.6	5.8	5.7	5.5	3.8	3.6	
Tobacco manufactures.....	2.4	2.5	1.5	1.0	1.0	1.2	1.8	2.5	1.3	3.7	9.2	12.4	2.3	3.6	3.8	
Textile mill products.....	3.1	4.1	3.4	3.2	3.2	2.6	2.6	1.7	2.4	2.8	3.4	3.4	3.0	2.7	2.5	
Apparel and related products.....	4.0	4.3	3.7	3.3	3.8	3.5	3.6	1.9	2.8	3.6	3.9	4.1	3.9	3.3	3.3	
Paper and allied products.....	2.3	4.4	2.3	2.0	2.2	1.6	1.7	1.2	1.5	2.2	2.7	2.4	2.2	2.0	1.8	
Printing, publishing, and allied industries.....	2.4	3.6	2.2	2.2	2.3	2.0	2.1	1.7	2.0	2.5	3.0	2.7	2.4	2.4	2.2	
Chemicals and allied products.....	1.8	3.4	1.8	1.9	2.0	1.7	1.4	1.0	1.2	1.4	1.7	1.5	1.5	1.5	1.4	
Petroleum refining and related industries.....	1.6	3.0	1.5	1.2	1.1	.9	.7	.6	.9	1.0	1.3	1.2	1.3	1.1	1.1	
Rubber and miscellaneous plastic products.....	3.0	4.5	2.9	2.7	3.1	2.8	2.5	1.5	2.1	2.8	3.8	3.6	2.8	2.6	2.3	
Leather and leather products.....	4.3	4.8	3.8	3.1	3.2	3.0	3.3	2.6	3.0	3.5	3.6	4.2	4.2	3.4	3.2	
Nonmanufacturing:																
Metal mining.....	2.4	4.9	2.3	1.9	1.4	1.4	1.6	1.5	1.7	2.1	2.2	2.0	2.0	2.0	1.7	
Coal mining.....	.9	1.0	.8	.9	1.2	.7	.8	.6	.8	.9	1.1	.9	.8	.9	.8	

See footnotes at end of table.

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TABLE B-1. Labor turnover rates, by major industry group <sup>1</sup>—Continued

Major industry group	1965							1964							Annual average	
	July <sup>2</sup>	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	1964	1963	
	[Per 100 employees]															
	Separations: Total															
Manufacturing:																
Actual.....	3.9	3.6	3.6	3.7	3.4	3.1	3.7	3.7	3.6	4.2	5.1	4.3	4.4	3.9	3.9	
Seasonally adjusted.....	3.7	4.0	3.9	4.1	3.8	3.6	3.6	3.8	3.6	3.9	4.1	3.8	4.2	---	---	
Durable goods.....	3.5	3.3	3.2	3.3	3.2	2.9	3.4	3.3	3.1	3.6	4.4	4.0	4.3	3.6	3.6	
Ordnance and accessories.....	2.0	2.3	2.2	2.4	2.2	2.5	3.1	2.5	2.5	3.0	3.0	3.2	3.6	3.3	2.7	
Lumber and wood products, except furniture.....	5.5	5.3	5.1	5.5	5.8	4.7	6.8	6.3	5.2	5.6	7.4	6.2	5.2	5.6	5.5	
Furniture and fixtures.....	5.0	4.8	4.9	5.1	4.6	4.0	4.4	3.5	4.0	4.9	5.9	5.4	4.9	4.6	4.4	
Stone, clay, and glass products.....	3.2	3.5	3.5	3.3	3.0	3.3	4.2	4.6	3.7	3.8	4.8	3.9	3.5	3.7	3.8	
Primary metal industries.....	2.3	2.2	2.3	2.2	2.1	1.9	2.1	1.8	2.0	2.5	3.5	2.7	2.4	2.3	2.8	
Fabricated metal products.....	4.2	4.0	3.8	3.7	3.7	3.4	3.7	3.5	4.0	4.7	5.3	4.3	4.7	4.1	4.0	
Machinery.....	2.8	2.7	2.5	2.6	2.4	2.0	2.2	1.9	2.0	2.7	3.5	3.0	3.2	2.6	2.7	
Electrical equipment and supplies.....	3.2	3.0	2.9	3.0	3.0	2.6	2.9	2.8	2.8	2.8	3.8	3.1	3.2	3.2	3.4	
Transportation equipment.....	3.9	3.4	3.2	3.3	3.3	3.2	3.8	2.9	3.0	4.0	4.1	5.3	7.6	4.1	4.1	
Instruments and related products.....	2.9	2.5	2.4	2.6	2.5	2.4	2.4	2.2	2.2	3.1	3.6	3.0	2.7	2.7	2.7	
Miscellaneous manufacturing industries.....	5.5	5.3	5.2	5.0	4.5	4.0	5.1	12.5	6.4	5.5	5.9	4.9	5.8	5.7	5.5	
Nondurable goods.....	4.4	3.9	4.0	4.2	3.6	3.4	4.1	4.2	4.1	4.8	5.9	4.6	4.4	4.2	4.2	
Food and kindred products.....	5.4	4.9	4.9	4.8	4.5	4.8	5.5	6.4	6.3	7.7	9.7	6.4	5.5	5.9	6.0	
Tobacco manufactures.....	3.3	2.7	4.0	4.8	6.8	6.4	4.3	10.7	12.4	5.6	4.6	7.2	3.6	6.6	6.2	
Textile mill products.....	4.1	3.7	3.9	3.9	3.7	3.3	3.9	3.5	3.5	4.0	4.7	4.3	4.4	3.8	3.8	
Apparel and related products.....	6.9	5.3	5.9	6.9	4.7	4.2	5.3	5.4	5.0	5.8	6.2	5.5	7.4	5.6	5.5	
Paper and allied products.....	2.6	2.7	2.7	2.8	2.6	2.3	2.9	2.6	2.5	2.9	4.5	3.3	2.6	2.8	2.7	
Printing, publishing, and allied industries.....	2.5	3.0	2.7	2.8	2.6	2.4	3.2	2.8	2.5	3.0	4.2	3.4	2.7	3.0	2.9	
Chemicals and allied products.....	2.0	2.3	2.5	2.0	1.8	1.5	1.9	1.6	1.7	2.1	3.3	2.3	1.9	2.1	2.0	
Petroleum refining and related industries.....	1.6	1.6	1.3	1.6	1.6	1.6	1.7	2.2	1.8	2.0	3.0	2.2	1.6	1.8	2.0	
Rubber and miscellaneous plastic products.....	4.8	3.8	3.9	3.9	3.7	3.4	3.5	3.3	3.7	4.5	4.8	4.0	4.3	3.8	3.7	
Leather and leather products.....	6.4	4.5	4.8	5.6	4.7	3.9	5.1	4.9	4.4	5.1	6.0	5.4	4.9	5.0	5.0	
Nonmanufacturing:																
Metal mining.....	3.8	2.8	2.3	2.8	2.5	2.4	2.6	3.1	3.8	3.2	4.3	3.3	3.4	3.0	3.1	
Coal mining.....	1.6	1.6	2.3	2.0	2.3	2.5	1.7	1.6	1.2	1.6	2.0	1.3	1.7	1.8	2.1	
	Separations: Quits															
Manufacturing:																
Actual.....	1.7	1.7	1.7	1.7	1.5	1.3	1.3	1.0	1.2	1.7	2.7	2.1	1.5	1.5	1.4	
Seasonally adjusted.....	1.7	1.7	1.7	1.9	1.8	1.7	1.6	1.6	1.6	1.6	1.5	1.5	1.5	---	---	
Durable goods.....	1.6	1.6	1.6	1.5	1.4	1.1	1.2	.9	1.1	1.4	2.5	1.9	1.3	1.3	1.2	
Ordnance and accessories.....	.8	1.1	1.0	.9	.8	.8	.8	.6	.7	.9	1.4	1.2	1.0	.9	1.0	
Lumber and wood products, except furniture.....	3.5	3.4	3.5	3.3	2.9	2.1	2.0	1.7	2.2	3.0	5.1	3.8	3.1	2.8	2.7	
Furniture and fixtures.....	2.9	2.7	3.2	3.1	2.7	2.2	2.3	1.5	1.9	2.6	3.9	3.5	2.7	2.4	2.1	
Stone, clay, and glass products.....	1.6	1.6	1.6	1.4	1.2	1.0	1.0	.8	1.0	1.4	2.6	2.0	1.4	1.3	1.2	
Primary metal industries.....	1.0	1.0	1.1	1.0	.9	.7	.8	.5	.7	.8	2.2	1.3	.8	.8	.6	
Fabricated metal products.....	1.8	1.8	1.7	1.7	1.6	1.3	1.4	1.0	1.3	1.7	2.6	2.2	1.5	1.5	1.3	
Machinery.....	1.3	1.3	1.2	1.3	1.1	1.0	1.0	.8	.9	1.1	2.0	1.5	1.0	1.1	1.0	
Electrical equipment and supplies.....	1.4	1.5	1.4	1.3	1.3	1.1	1.2	1.0	1.1	1.3	2.1	1.6	1.2	1.2	1.3	
Transportation equipment.....	1.1	1.2	1.2	1.2	1.1	.9	1.0	.7	.8	1.1	1.8	1.4	.9	1.0	.9	
Instruments and related products.....	1.3	1.3	1.2	1.3	1.1	1.0	1.1	.8	.9	1.7	2.0	1.5	1.1	1.2	1.2	
Miscellaneous manufacturing industries.....	2.3	2.4	2.5	2.4	2.2	1.7	1.8	1.4	1.9	2.5	3.6	2.7	2.1	2.0	1.8	
Nondurable goods.....	2.0	1.9	1.9	1.8	1.6	1.4	1.6	1.2	1.4	1.9	3.1	2.4	1.8	1.7	1.6	
Food and kindred products.....	2.2	2.1	2.0	1.8	1.6	1.4	1.5	1.3	1.7	2.4	4.2	2.9	2.0	2.0	1.8	
Tobacco manufactures.....	1.1	1.1	1.2	1.2	1.2	1.1	.9	1.0	.9	1.8	2.3	1.8	1.1	1.3	.9	
Textile mill products.....	2.5	2.3	2.6	2.5	2.2	1.8	2.0	1.4	1.7	2.1	3.1	2.8	2.3	2.1	1.9	
Apparel and related products.....	2.8	2.4	2.5	2.4	2.2	2.1	2.1	1.5	1.9	2.5	3.1	2.9	2.6	2.2	2.2	
Paper and allied products.....	1.4	1.5	1.4	1.4	1.2	1.0	1.1	.8	1.0	1.3	2.9	2.0	1.2	1.3	1.1	
Printing, publishing, and allied industries.....	1.4	1.8	1.5	1.5	1.4	1.2	1.5	1.1	1.2	1.5	2.5	2.0	1.4	1.5	1.4	
Chemicals and allied products.....	.9	.9	.9	.9	.7	.6	.7	.5	.6	.8	2.0	1.2	.7	.8	.8	
Petroleum refining and related industries.....	.6	.6	.6	.6	.5	.5	.4	.3	.4	.7	1.5	1.0	.6	.6	.7	
Rubber and miscellaneous plastic products.....	2.0	1.9	2.0	1.9	1.7	1.4	1.5	1.0	1.3	1.7	2.8	2.2	1.4	1.5	1.4	
Leather and leather products.....	3.2	2.8	2.9	2.7	2.5	2.2	2.3	1.7	2.0	2.7	3.6	3.2	2.6	2.4	2.3	
Nonmanufacturing:																
Metal mining.....	1.6	1.5	1.5	1.5	1.2	1.0	1.2	.9	1.1	1.4	3.2	2.1	1.5	1.5	1.3	
Coal mining.....	.4	.5	.6	.5	.5	.6	.4	.3	.4	.6	.7	.6	.5	.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. 1258.

Major industry group	1965							1964							Annual average	
	July <sup>2</sup>	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	1964	1963	
	Separations: Layoffs															
Manufacturing:																
Actual.....	1.4	1.1	1.1	1.3	1.2	1.2	1.6	2.1	1.7	1.8	1.5	1.4	2.1	1.7	1.8	
Seasonally adjusted.....	1.3	1.4	1.4	1.5	1.3	1.3	1.4	1.6	1.5	1.7	1.5	1.4	2.0	1.7	1.8	
Durable goods.....	1.2	1.0	.9	.9	1.0	1.0	1.4	1.8	1.3	1.4	1.1	1.3	2.2	1.5	1.7	
Ordnance and accessories.....	.7	.6	.7	1.0	1.0	1.2	1.8	1.4	1.3	1.5	1.1	1.5	2.1	1.8	1.2	
Lumber and wood products, except furniture.....	1.1	.9	.8	1.3	2.0	1.9	4.0	3.9	2.3	1.8	1.4	1.4	1.2	1.9	2.0	
Furniture and fixtures.....	1.2	1.1	.8	1.0	.9	1.0	1.3	1.3	1.3	1.3	1.0	.9	1.4	1.3	1.6	
Stone, clay, and glass products.....	.9	.9	1.1	1.1	1.2	1.7	2.6	3.2	2.1	1.7	1.4	1.2	1.3	1.7	1.9	
Primary metal industries.....	.6	.5	.4	.4	.4	.4	.5	.7	.7	.9	.6	.6	.9	.8	1.5	
Fabricated metal products.....	1.7	1.3	1.2	1.1	1.2	1.3	1.6	1.8	2.0	2.1	1.6	1.2	2.3	1.8	2.0	
Machinery.....	.8	.6	.5	.5	.5	.4	.5	.5	.5	.9	.7	.9	1.4	.8	1.1	
Electrical equipment and supplies.....	1.1	.7	.7	.9	.9	.8	.9	1.1	.9	.8	.9	.8	1.4	1.2	1.4	
Transportation equipment.....	2.0	1.5	1.3	1.4	1.5	1.5	1.8	1.5	1.4	2.1	1.5	3.0	5.8	2.3	2.4	
Instruments and related products.....	1.0	.6	.5	.6	.7	.7	.7	.8	.7	.8	.7	.9	1.0	.9	.9	
Miscellaneous manufacturing industries.....	2.3	1.9	1.7	1.7	1.5	1.5	2.6	10.3	3.7	2.1	1.3	1.4	2.9	2.9	2.9	
Nondurable goods.....	1.7	1.3	1.4	1.7	1.3	1.4	1.8	2.5	2.1	2.2	2.1	1.5	2.0	1.9	2.0	
Food and kindred products.....	2.5	2.0	2.2	2.4	2.3	2.8	3.2	4.5	4.1	4.6	4.6	2.8	2.8	3.3	3.5	
Tobacco manufactures.....	1.8	1.0	2.4	3.0	5.1	4.9	2.7	9.2	10.8	3.3	1.8	4.7	1.8	4.7	4.9	
Textile mill products.....	1.0	.6	.6	.7	.8	.9	1.2	1.6	1.1	1.1	.9	.8	1.4	1.1	1.2	
Apparel and related products.....	3.2	2.2	2.5	3.6	1.7	1.4	2.4	3.3	2.4	2.5	2.3	1.8	3.9	2.6	2.6	
Paper and allied products.....	.7	.5	.6	.7	.8	.7	1.2	1.2	1.0	.9	.8	.7	.8	.9	1.0	
Printing, publishing, and allied industries.....	.7	.7	.8	.8	.8	.7	1.1	1.3	.9	1.0	1.1	.9	.8	1.0	1.0	
Chemicals and allied products.....	.6	.9	1.1	.6	.6	.5	.7	.7	.7	.8	.7	.6	.7	.8	.8	
Petroleum refining and related industries.....	.5	.5	.3	.5	.6	.5	.7	1.4	1.0	.9	.9	.6	.5	.7	.7	
Rubber and miscellaneous plastic products.....	2.0	1.1	1.1	1.1	1.1	1.0	1.2	1.6	1.6	1.9	1.1	1.0	2.1	1.5	1.6	
Leather and leather products.....	2.3	.9	1.2	2.2	1.4	1.0	2.1	2.5	1.7	1.6	1.6	1.2	1.5	1.8	2.0	
Nonmanufacturing:																
Metal mining.....	1.6	.5	.1	.6	.5	.6	.7	1.3	1.9	1.1	.4	.5	1.2	.7	1.1	
Coal mining.....	.7	.6	1.4	.9	1.3	1.4	.8	1.0	.5	.6	.9	.5	.8	.9	1.2	

<sup>1</sup> For comparability of data with those published in issues prior to January 1965, 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. 1258.

Industry	1965								1964					Annual average	
	Aug. <sup>2</sup>	July <sup>2</sup>	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1964	1963
Average weekly earnings															
Mining.....		\$123.22	\$124.82	\$124.95	\$121.18	\$120.47	\$119.72	\$120.89	\$121.09	\$121.38	\$122.11	\$118.53	\$119.56	\$118.01	\$114.54
Metal mining.....		128.90	127.26	127.87	125.63	124.38	123.79	124.68	127.80	124.38	124.38	125.40	121.95	122.72	118.66
Iron ores.....		133.03	128.13	131.04	127.98	125.29	123.01	124.97	127.80	125.06	124.49	130.92	129.37	125.83	120.04
Copper ores.....		135.91	133.61	134.42	132.25	134.11	133.80	133.36	137.02	134.54	133.92	132.01	124.44	130.42	124.56
Coal mining.....		133.04	142.68	138.40	134.50	134.41	135.88	135.83	135.20	134.34	133.72	124.50	131.01	126.88	119.98
Bituminous.....		136.02	146.08	141.40	137.46	137.36	138.85	138.80	138.17	136.62	136.35	126.67	133.27	129.10	121.43
Crude petroleum and natural gas.....		115.93	115.51	118.44	115.65	114.95	113.30	116.20	114.53	115.64	116.05	113.57	112.32	113.40	112.41
Crude petroleum and natural gas fields.....		123.11	120.80	123.73	122.21	120.80	121.30	124.23	122.40	123.82	121.66	123.37	120.66	120.95	120.42
Oil and gas field services.....		110.66	111.02	114.41	110.50	109.82	107.10	109.82	108.63	108.63	111.46	105.50	105.25	106.57	105.35
Quarrying and nonmetallic mining.....		122.76	121.83	119.86	112.46	110.42	107.44	107.53	109.82	114.75	118.42	116.36	119.25	113.54	109.03
Contract construction.....		140.12	138.70	139.80	132.12	133.59	131.01	131.41	133.22	131.36	138.62	131.03	136.64	132.06	127.19
General building contractors.....		127.62	127.02	128.76	123.18	124.59	122.15	121.78	123.87	122.11	127.67	121.79	125.46	122.06	117.36
Heavy construction.....		142.10	139.28	138.69	125.93	125.97	122.14	125.12	126.10	129.92	142.52	130.87	140.83	132.02	128.03
Highway and street construction.....		143.77	140.06	138.24	120.30	119.08	113.26	118.20	117.73	125.46	141.38	128.15	139.80	128.65	125.16
Other heavy construction.....		140.15	138.17	138.79	131.38	131.92	129.40	131.48	134.30	135.14	143.79	133.96	142.04	135.74	131.14
Special trade contractors.....		147.02	146.22	147.41	140.48	141.96	139.23	139.29	142.42	138.28	144.38	137.14	142.13	138.34	133.59
Manufacturing.....	\$106.60	107.01	108.21	107.53	105.82	107.12	105.93	105.93	106.81	104.70	102.97	104.60	103.07	102.97	99.63
Durable goods.....	115.65	116.06	118.16	117.88	115.65	117.04	115.51	115.51	117.17	113.57	111.51	114.13	112.47	112.19	108.50
Nondurable goods.....	94.71	94.64	94.24	94.00	92.20	93.60	92.73	92.50	93.26	92.17	92.00	91.87	91.83	90.91	87.91
Average weekly hours															
Mining.....		42.2	42.6	42.5	41.5	41.4	41.0	41.4	41.9	42.0	42.4	41.3	42.1	41.7	41.5
Metal mining.....		42.4	42.0	42.2	41.6	41.6	41.4	41.7	42.6	41.5	41.6	41.8	41.2	41.6	41.2
Iron ores.....		42.5	41.2	41.6	40.5	39.9	39.3	39.8	40.7	39.7	39.9	41.3	41.2	40.2	39.1
Copper ores.....		43.7	43.1	43.5	42.8	43.4	43.3	43.3	44.2	43.4	43.2	43.0	40.8	42.9	43.1
Coal mining.....			41.0	40.0	39.1	39.3	39.5	39.6	40.6	40.1	40.4	37.5	39.7	39.0	38.8
Bituminous.....			41.5	40.4	39.5	39.7	39.9	40.0	41.0	40.3	40.7	37.7	39.9	39.2	38.9
Crude petroleum and natural gas.....		41.7	41.7	42.3	41.6	41.8	41.2	42.1	41.8	41.9	42.2	41.6	41.6	42.0	42.1
Crude petroleum and natural gas fields.....		40.9	40.4	40.7	40.6	40.4	40.3	41.0	40.8	41.0	41.1	41.4	40.9	41.0	41.1
Oil and gas field services.....		42.4	42.7	43.5	42.5	42.9	42.0	42.9	42.6	42.6	43.2	41.7	42.1	42.8	43.0
Quarrying and nonmetallic mining.....		46.5	46.5	46.1	44.1	43.3	42.3	42.5	42.9	45.0	45.9	45.1	46.4	44.7	44.5
Contract construction.....		38.6	38.0	38.3	36.7	36.6	35.6	36.3	36.8	36.9	38.4	36.6	38.6	37.2	37.3
General building contractors.....		37.1	36.5	37.0	35.6	35.7	34.9	35.5	35.8	35.6	36.9	35.3	36.9	35.9	36.0
Heavy construction.....		42.8	41.7	41.9	39.6	39.0	36.9	39.1	38.8	40.6	42.8	39.9	43.2	41.0	41.3
Highway and street construction.....		44.1	42.7	42.8	40.1	39.3	36.3	39.4	38.1	41.0	43.5	40.3	44.1	41.5	42.0
Other heavy construction.....		41.1	40.4	40.7	39.1	38.8	37.4	38.9	39.5	40.1	41.8	39.4	41.9	40.4	40.6
Special trade contractors.....		37.6	37.3	37.7	36.3	36.4	35.7	35.9	36.8	36.2	37.5	35.9	37.6	36.5	36.5
Manufacturing.....	41.0	41.0	41.1	41.2	40.7	41.2	40.9	40.9	41.4	40.9	40.7	40.7	40.9	40.7	40.5
Durable goods.....	41.6	41.6	42.2	42.1	41.6	42.1	41.7	41.7	42.3	41.6	41.3	41.5	41.5	41.4	41.1
Nondurable goods.....	40.3	40.1	40.1	40.0	39.4	40.0	39.8	39.7	40.2	39.9	40.0	39.6	40.1	39.7	39.6
Average hourly earnings															
Mining.....		\$2.92	\$2.93	\$2.94	\$2.92	\$2.91	\$2.92	\$2.92	\$2.89	\$2.89	\$2.88	\$2.87	\$2.84	\$2.83	\$2.76
Metal mining.....		3.04	3.03	3.03	3.02	2.99	2.99	2.99	3.00	3.00	2.99	3.00	2.96	2.95	2.88
Iron ores.....		3.13	3.11	3.15	3.16	3.14	3.13	3.14	3.14	3.15	3.12	3.17	3.14	3.13	3.07
Copper ores.....		3.11	3.10	3.09	3.09	3.09	3.09	3.08	3.10	3.10	3.10	3.07	3.05	3.04	2.89
Coal mining.....			3.48	3.46	3.44	3.42	3.44	3.43	3.33	3.35	3.31	3.32	3.30	3.26	3.12
Bituminous.....			3.52	3.50	3.48	3.46	3.48	3.47	3.37	3.39	3.35	3.36	3.34	3.30	3.15
Crude petroleum and natural gas.....		2.78	2.77	2.80	2.78	2.75	2.75	2.76	2.74	2.76	2.75	2.73	2.70	2.70	2.67
Crude petroleum and natural gas fields.....		3.01	2.99	3.04	3.01	2.99	3.01	3.03	3.00	3.02	2.98	2.98	2.95	2.95	2.93
Oil and gas field services.....		2.61	2.60	2.63	2.60	2.56	2.56	2.56	2.55	2.55	2.58	2.53	2.50	2.49	2.45
Quarrying and nonmetallic mining.....		2.64	2.62	2.60	2.55	2.55	2.54	2.53	2.56	2.55	2.58	2.58	2.57	2.54	2.45
Contract construction.....		3.63	3.65	3.65	3.60	3.65	3.68	3.62	3.62	3.56	3.61	3.58	3.54	3.55	3.41
General building contractor.....		3.44	3.48	3.48	3.46	3.49	3.50	3.43	3.46	3.43	3.46	3.45	3.40	3.40	3.26
Heavy construction.....		3.32	3.34	3.31	3.18	3.23	3.31	3.20	3.25	3.20	3.33	3.28	3.26	3.22	3.10
Highway and street construction.....		3.26	3.28	3.23	3.00	3.03	3.12	3.00	3.09	3.06	3.25	3.18	3.17	3.10	2.98
Other heavy construction.....		3.41	3.42	3.41	3.36	3.40	3.46	3.38	3.40	3.37	3.44	3.48	3.39	3.36	3.23
Special trade contractors.....		3.91	3.92	3.91	3.87	3.90	3.90	3.88	3.87	3.82	3.85	3.82	3.78	3.79	3.66
Manufacturing.....	\$2.60	2.61	2.62	2.61	2.60	2.60	2.59	2.59	2.58	2.56	2.53	2.57	2.52	2.53	2.46
Durable goods.....	2.78	2.79	2.80	2.80	2.78	2.78	2.77	2.77	2.78	2.73	2.70	2.71	2.71	2.71	2.64
Nondurable goods.....	2.35	2.36	2.35	2.35	2.34	2.34	2.33	2.33	2.32	2.31	2.30	2.32	2.29	2.29	2.22

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. 1258.

Industry	1965								1964					Annual average	
	Aug. <sup>2</sup>	July <sup>2</sup>	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1964	1963
	Average weekly earnings														
Manufacturing—Continued															
<i>Durable goods</i>															
Ordnance and accessories.....	\$127.20	\$129.89	\$128.44	\$128.13	\$125.46	\$127.20	\$125.87	\$126.48	\$126.48	\$124.24	\$123.83	\$121.60	\$121.10	\$121.60	\$119.31
Ammunition, except for small arms.	130.56	134.72	133.14	132.19	129.05	130.19	129.47	130.41	129.68	127.17	127.17	122.93	123.38	123.41	120.25
Sighting and fire control equip- ment.....		126.77	129.34	125.37	125.11	125.64	124.71	123.91	126.14	126.67	129.27	128.74	130.51	129.34	125.36
Other ordnance and accessories.....	119.19	120.22	119.36	120.22	117.50	120.35	117.79	118.78	119.48	117.50	116.40	116.85	115.14	116.40	115.77
Lumber and wood products, except furniture.....	90.98	89.47	90.54	90.83	87.23	86.40	84.53	82.78	83.95	84.53	87.85	88.00	89.98	85.60	81.80
Sawmills and planing mills.....	84.67	82.21	82.21	82.61	79.19	80.00	77.80	78.40	77.81	78.20	80.40	80.40	81.80	78.60	75.20
Millwork, plywood, and related products.....	97.63	96.51	97.67	98.79	94.76	93.48	93.66	92.11	93.94	94.16	93.94	93.02	94.66	93.34	89.40
Wooden containers.....	72.22	72.22	73.81	73.04	71.86	70.75	69.48	69.60	70.88	69.95	70.53	67.79	70.30	69.25	67.87
Miscellaneous wood products.....	80.93	80.34	80.54	79.93	78.17	79.10	77.36	76.40	77.90	76.95	77.74	78.17	79.49	76.92	74.30
Furniture and fixtures.....	90.10	86.31	86.94	85.69	84.66	86.53	86.53	84.66	88.40	86.53	86.94	85.49	85.48	84.26	81.80
Household furniture.....	84.62	80.99	81.38	80.99	80.59	82.17	82.17	80.57	84.97	83.36	83.13	80.95	81.51	80.34	77.30
Office furniture.....		105.42	105.72	102.48	99.63	99.19	100.19	100.50	101.88	97.99	98.47	101.10	100.91	97.88	95.76
Partitions, office and store fixtures		113.52	112.02	111.64	108.00	110.70	108.68	107.73	107.98	107.18	109.45	108.92	108.21	105.85	103.42
Other furniture and fixtures.....	92.60	91.78	94.37	90.89	89.16	91.12	91.78	87.91	91.79	89.23	89.02	88.81	89.03	87.54	84.04
Average weekly hours															
Ordnance and accessories.....	40.9	41.9	41.7	41.6	41.0	41.3	41.0	41.2	41.2	40.6	40.6	40.0	40.1	40.4	41.0
Ammunition, except for small arms.	40.8	42.1	42.0	41.7	41.1	41.2	41.1	41.4	41.3	40.5	40.5	39.4	39.8	40.2	40.9
Sighting and fire control equip- ment.....		40.5	40.8	39.8	40.1	40.4	40.1	40.1	40.3	40.6	41.3	41.0	41.3	40.8	41.1
Other ordnance and accessories.....	41.1	41.6	41.3	41.6	40.8	41.5	40.9	41.1	41.2	40.8	40.7	41.0	40.4	40.7	41.2
Lumber and wood products, except furniture.....	40.8	40.3	40.6	41.1	40.2	40.0	39.5	39.8	39.6	39.5	40.3	40.0	40.9	40.0	40.1
Sawmills and planing mills.....	41.1	40.3	40.3	41.1	40.2	40.0	38.9	40.0	39.7	39.9	40.4	40.0	40.9	40.1	40.0
Millwork, plywood, and related products.....	41.9	41.6	42.1	42.4	41.2	41.0	40.9	40.4	41.2	41.3	41.2	40.8	41.7	41.3	41.2
Wooden containers.....	40.8	40.8	41.7	41.5	40.6	40.2	39.7	40.0	40.5	40.2	40.3	38.3	40.4	39.8	40.4
Miscellaneous wood products.....	41.5	41.2	41.3	41.2	40.5	41.2	40.5	40.0	41.0	40.5	40.7	40.5	41.4	40.7	40.6
Furniture and fixtures.....	42.3	41.1	41.4	41.0	40.7	41.4	41.4	40.9	42.5	41.8	42.0	41.3	41.9	41.1	40.9
Household furniture.....	42.1	40.7	41.1	40.7	40.7	41.3	41.5	40.9	42.7	42.1	42.2	41.3	41.8	41.2	40.9
Office furniture.....		42.0	42.8	42.0	41.0	41.5	41.4	41.7	42.1	41.0	41.2	42.3	42.4	41.3	41.1
Partitions, office and store fixtures		42.2	41.8	41.5	40.3	41.0	40.4	40.5	40.9	40.6	41.3	41.1	41.3	40.4	40.4
Other furniture and fixtures.....	41.9	42.1	42.7	41.5	40.9	41.8	42.1	40.7	42.3	41.5	41.6	41.5	42.6	41.1	40.6
Average hourly earnings															
Ordnance and accessories.....	\$3.11	\$3.10	\$3.08	\$3.08	\$3.06	\$3.08	\$3.07	\$3.07	\$3.07	\$3.06	\$3.05	\$3.04	\$3.02	\$3.01	\$2.91
Ammunition, except for small arms.	3.20	3.20	3.17	3.17	3.14	3.16	3.15	3.15	3.14	3.14	3.14	3.12	3.10	3.07	2.94
Sighting and fire control equip- ment.....		3.13	3.17	3.15	3.12	3.11	3.11	3.09	3.13	3.12	3.13	3.14	3.16	3.17	3.05
Other ordnance and accessories.....	2.90	2.89	2.89	2.89	2.88	2.90	2.88	2.89	2.90	2.88	2.86	2.85	2.85	2.86	2.81
Lumber and wood products, except furniture.....	2.23	2.22	2.23	2.21	2.17	2.16	2.14	2.08	2.12	2.14	2.18	2.20	2.20	2.14	2.04
Sawmills and planing mills.....	2.06	2.04	2.04	2.01	1.97	2.00	2.00	1.96	1.96	1.96	1.99	2.01	2.00	1.96	1.88
Millwork, plywood, and related products.....	2.33	2.32	2.32	2.33	2.30	2.28	2.29	2.28	2.28	2.28	2.28	2.28	2.27	2.26	2.17
Wooden containers.....	1.77	1.77	1.77	1.76	1.77	1.76	1.75	1.74	1.75	1.74	1.75	1.77	1.74	1.74	1.68
Miscellaneous wood products.....	1.95	1.95	1.95	1.94	1.93	1.92	1.91	1.91	1.90	1.90	1.91	1.93	1.92	1.89	1.83
Furniture and fixtures.....	2.13	2.10	2.10	2.09	2.08	2.09	2.09	2.07	2.08	2.07	2.07	2.07	2.04	2.05	2.00
Household furniture.....	2.01	1.99	1.98	1.99	1.98	1.99	1.98	1.97	1.99	1.98	1.97	1.96	1.95	1.95	1.89
Office furniture.....		2.51	2.47	2.44	2.43	2.39	2.42	2.41	2.42	2.39	2.39	2.39	2.38	2.37	2.33
Partitions, office and store fixtures		2.69	2.68	2.69	2.68	2.70	2.69	2.66	2.64	2.64	2.65	2.65	2.62	2.62	2.56
Other furniture and fixtures.....	2.21	2.18	2.21	2.19	2.18	2.18	2.18	2.16	2.17	2.15	2.14	2.14	2.09	2.13	2.07

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. 1258.

Industry	1965								1964					Annual average	
	Aug. <sup>2</sup>	July <sup>2</sup>	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1964	1963
	Average weekly earnings														
Manufacturing—Continued															
Durable goods—Continued															
Stone, clay, and glass products.....	\$111.51	\$110.99	\$110.99	\$110.83	\$107.27	\$106.19	\$104.60	\$104.19	\$106.14	\$107.33	\$108.62	\$107.33	\$107.78	\$105.83	\$102.42
Flat glass.....	147.63	149.29	147.98	160.58	150.66	144.63	147.13	146.46	151.28	146.78	151.98	144.06	144.14	135.20	
Glass and glassware, pressed or blown.....	106.39	106.52	105.59	106.11	104.15	101.65	104.60	104.19	104.70	103.94	102.36	101.49	102.36	102.21	99.75
Cement, hydraulic.....	123.71	123.90	122.25	121.54	124.09	119.54	119.54	118.96	119.72	123.85	122.13	127.26	123.14	121.30	116.60
Structural clay products.....	97.10	96.18	95.34	95.99	95.08	92.70	90.50	90.76	92.29	92.70	93.41	92.74	92.35	91.05	88.99
Pottery and related products.....	92.34	95.12	94.09	93.06	94.71	92.73	92.12	94.71	95.30	92.69	90.25	91.18	92.73	89.54	
Concrete, gypsum, and plaster products.....	118.35	117.19	116.77	117.11	107.36	104.90	101.56	101.09	104.24	108.63	114.04	110.08	114.62	108.28	105.90
Other stone and mineral products..	109.78	109.78	110.14	109.88	107.27	109.36	108.16	106.45	108.94	108.26	108.36	108.62	108.20	107.01	102.18
Primary metal industries.....	132.82	135.68	135.89	134.09	140.80	134.73	133.67	133.25	133.14	130.83	129.48	136.21	130.00	130.00	124.64
Blast furnace and basic steel prod- ucts.....	138.92	144.75	143.64	140.69	156.86	142.88	141.44	142.46	141.36	139.26	139.67	148.86	138.77	138.43	133.06
Iron and steel foundries.....	123.84	123.41	127.16	126.14	122.12	126.72	125.55	122.97	124.68	120.12	115.37	120.13	119.26	119.41	113.01
Nonferrous smelting and refining	124.50	124.98	124.02	123.06	125.21	121.47	120.77	121.18	122.22	121.47	121.47	127.54	120.18	120.64	118.14
Nonferrous rolling, drawing, and extruding.....	130.66	129.77	131.40	129.20	127.15	128.03	126.28	124.68	125.85	123.25	120.54	124.84	121.82	122.26	118.72
Nonferrous foundries.....	111.10	109.75	113.13	112.86	109.06	113.67	114.21	112.83	112.67	110.39	109.71	111.10	110.12	110.12	107.12
Miscellaneous primary metal ind- ustries.....	140.68	140.53	141.01	142.10	134.31	143.09	142.89	141.80	141.81	137.48	138.02	135.88	133.56	134.62	128.96
Average weekly hours															
Stone, clay, and glass products.....	42.4	42.2	42.2	42.3	41.1	41.0	40.7	40.7	41.3	41.6	42.1	41.6	42.1	41.5	41.3
Flat glass.....	42.3	42.9	42.4	42.9	42.8	41.8	42.4	42.7	43.1	43.1	42.3	43.3	42.0	41.9	40.0
Glass and glassware, pressed or blown.....	40.3	40.5	40.3	40.5	39.6	39.4	40.7	40.9	40.6	40.3	39.8	40.3	40.3	40.4	39.9
Cement, hydraulic.....	41.1	41.3	41.3	41.2	41.5	40.8	40.8	40.6	41.0	41.7	41.4	42.0	41.6	41.4	41.2
Structural clay products.....	42.4	42.0	42.0	42.1	41.7	41.2	40.4	40.7	41.2	41.2	41.7	41.4	41.6	41.2	41.2
Pottery and related products.....	38.8	39.8	39.7	39.6	40.3	39.8	39.2	40.3	40.9	40.3	38.9	39.3	39.8	39.1	
Concrete, gypsum, and plaster products.....	45.0	44.9	44.4	44.7	42.1	41.3	40.3	40.6	41.2	42.6	44.2	43.0	44.6	42.8	43.4
Other stone and mineral products..	41.9	41.9	42.2	42.1	41.1	41.9	41.6	41.1	41.9	41.8	42.0	42.1	42.1	41.8	41.2
Primary metal industries.....	41.9	42.4	42.6	42.3	44.0	42.5	42.3	42.4	41.8	41.5	42.7	41.8	41.8	41.8	41.0
Blast furnace and basic steel prod- ucts.....	41.1	42.2	42.0	41.5	45.6	41.9	41.6	41.9	41.7	41.2	41.2	42.9	41.3	41.2	40.2
Iron and steel foundries.....	43.0	43.0	44.0	43.8	42.7	44.0	43.9	43.3	43.9	42.9	41.8	42.6	42.9	42.8	41.7
Nonferrous smelting and refining	41.5	41.8	41.9	42.0	42.3	41.6	41.5	41.5	42.0	41.6	41.6	42.8	41.3	41.6	41.6
Nonferrous rolling, drawing, and extruding.....	43.7	43.4	43.8	43.5	43.1	43.4	43.1	42.7	43.1	42.5	42.0	42.9	42.3	42.6	42.4
Nonferrous foundries.....	41.3	40.8	41.9	41.8	41.0	42.1	42.3	42.1	42.2	41.5	41.4	41.3	41.4	41.4	41.2
Miscellaneous primary metal ind- ustries.....	42.5	42.2	42.6	42.8	41.2	43.1	43.3	43.1	43.5	42.3	42.6	42.2	42.0	42.2	41.6
Average hourly earnings															
Stone, clay, and glass products.....	\$2.63	\$2.63	\$2.63	\$2.62	\$2.61	\$2.59	\$2.57	\$2.56	\$2.57	\$2.58	\$2.58	\$2.58	\$2.56	\$2.55	\$2.48
Flat glass.....	3.49	3.48	3.49	3.51	3.52	3.46	3.47	3.43	3.51	3.47	3.51	3.43	3.44	3.38	
Glass and glassware, pressed or blown.....	2.64	2.63	2.62	2.62	2.63	2.58	2.57	2.56	2.56	2.56	2.54	2.55	2.54	2.53	2.50
Cement, hydraulic.....	3.01	3.00	2.96	2.95	2.99	2.93	2.93	2.92	2.97	2.95	3.03	2.96	2.93	2.83	
Structural clay products.....	2.29	2.29	2.27	2.28	2.28	2.25	2.24	2.23	2.24	2.25	2.24	2.24	2.22	2.21	2.16
Pottery and related products.....	2.38	2.39	2.37	2.35	2.35	2.33	2.35	2.35	2.33	2.30	2.32	2.32	2.32	2.33	2.29
Concrete, gypsum, and plaster products.....	2.63	2.61	2.63	2.62	2.55	2.54	2.52	2.49	2.53	2.55	2.58	2.56	2.57	2.53	2.44
Other stone and mineral products..	2.62	2.62	2.61	2.61	2.61	2.61	2.60	2.59	2.60	2.59	2.58	2.58	2.57	2.56	2.48
Primary metal industries.....	3.17	3.20	3.19	3.17	3.20	3.17	3.16	3.15	3.14	3.13	3.12	3.19	3.11	3.11	3.04
Blast furnace and basic steel prod- ucts.....	3.38	3.43	3.42	3.39	3.44	3.41	3.40	3.40	3.39	3.38	3.39	3.47	3.36	3.36	3.31
Iron and steel foundries.....	2.88	2.87	2.89	2.88	2.86	2.88	2.86	2.84	2.80	2.76	2.82	2.78	2.79	2.71	
Nonferrous smelting and refining	3.00	2.99	2.96	2.93	2.96	2.92	2.91	2.92	2.91	2.92	2.92	2.98	2.91	2.90	2.84
Nonferrous rolling, drawing, and extruding.....	2.99	2.99	3.00	2.97	2.95	2.95	2.93	2.92	2.92	2.90	2.87	2.91	2.88	2.87	2.80
Nonferrous foundries.....	2.69	2.69	2.70	2.70	2.66	2.70	2.70	2.68	2.67	2.66	2.65	2.69	2.66	2.66	2.60
Miscellaneous primary metal ind- ustries.....	3.31	3.33	3.31	3.32	3.26	3.32	3.30	3.29	3.26	3.25	3.24	3.22	3.18	3.19	3.10

See footnotes at end of table.



TABLE C-1. Gross hours and earnings of production workers,<sup>1</sup> by industry—Continued

Industry	1965												1964					Annual average	
	Aug. <sup>2</sup>	July <sup>2</sup>	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1964	1963				
	Average weekly earnings																		
Manufacturing—Continued																			
<i>Durable goods—Continued</i>																			
Fabricated metal products.....	\$116.20	\$114.95	\$117.02	\$116.75	\$113.44	\$115.48	\$114.39	\$113.42	\$116.03	\$112.98	\$110.24	\$112.86	\$112.98	\$111.76	\$108.05				
Metal cans.....	141.56	141.36	138.45	134.83	143.66	146.95	136.08	130.59	130.24	129.13	128.52	132.18	139.46	131.82	128.17				
Cutlery, handtools, and general hardware.....	107.57	106.92	108.65	110.12	108.24	111.72	110.92	109.71	110.35	107.38	101.18	109.52	109.36	106.97	103.32				
Heating equipment and plumbing fixtures.....	105.71	105.18	107.71	104.92	101.53	103.86	102.03	101.63	104.34	104.70	105.37	102.03	104.60	103.17	101.56				
Fabricated structural metal products.....	114.95	114.26	114.93	113.84	108.68	111.11	110.16	109.89	112.59	111.22	110.95	110.00	111.61	109.86	107.27				
Screw machine products, bolts, etc.	119.74	117.66	121.38	120.56	117.07	121.38	120.94	117.55	117.12	115.78	116.04	112.25	112.36	113.42	108.03				
Metal stampings.....	128.01	126.69	130.52	131.26	125.40	129.80	127.46	128.62	133.35	126.00	115.21	127.90	123.70	123.41	116.47				
Coating, engraving, and allied services.....	103.50	103.34	105.33	103.49	99.96	101.99	100.67	100.60	102.30	100.56	99.60	99.39	99.95	98.64	94.94				
Miscellaneous fabricated wire products.....	102.59	102.50	104.33	103.83	101.52	103.99	103.00	101.60	103.07	102.41	100.60	99.87	99.46	99.46	97.17				
Miscellaneous fabricated metal products.....	113.13	111.64	113.55	116.05	111.92	113.82	111.78	109.88	112.71	110.81	110.68	109.88	109.59	108.65	105.67				
Machinery.....																			
Engines and turbines.....	125.54	125.54	127.74	127.74	123.81	127.60	125.56	125.27	126.44	122.83	120.38	120.67	121.11	121.69	116.20				
Farm machinery and equipment.....	129.51	130.70	133.76	132.29	132.48	133.24	130.94	128.33	132.82	129.78	126.45	122.85	129.47	127.30	123.73				
Construction and related machinery.....	124.32	125.67	126.56	124.82	122.22	125.09	120.64	121.93	121.51	117.96	119.36	118.78	119.52	118.40	111.93				
Metalworking machinery and equipment.....	140.18	141.57	145.46	146.56	141.88	146.60	143.78	142.38	143.18	135.83	134.33	131.89	132.68	137.51	129.33				
Special industry machinery.....	119.66	118.56	120.77	119.78	114.63	119.74	118.92	118.92	121.00	117.78	116.53	115.60	114.33	114.86	109.72				
General industrial machinery.....	126.42	124.82	127.74	126.42	121.64	125.99	124.84	123.68	125.85	123.11	122.11	120.38	120.96	120.83	114.12				
Office, computing, and accounting machines.....	126.90	126.72	126.60	125.28	122.07	126.18	124.56	124.98	123.85	122.66	122.36	122.13	120.42	119.66	116.81				
Service industry machines.....	111.24	110.56	115.06	113.82	109.34	111.51	110.29	109.75	110.00	108.12	107.45	107.71	107.94	107.16	103.12				
Miscellaneous machinery.....	119.54	119.51	120.93	122.48	116.72	120.89	119.63	119.90	121.00	116.10	116.10	114.09	115.29	115.83	111.51				
Average weekly hours																			
Fabricated metal products.....	42.1	41.8	42.4	42.3	41.4	42.3	41.9	41.7	42.5	42.0	41.6	41.8	42.0	41.7	41.4				
Metal cans.....	44.1	43.9	43.4	42.4	43.8	46.8	43.2	42.4	42.7	42.2	42.0	42.5	44.7	42.8	42.3				
Cutlery, handtools, and general hardware.....	40.9	40.5	41.0	41.4	41.0	42.0	41.7	41.4	41.8	41.3	40.8	41.8	41.9	41.3	41.0				
Heating equipment and plumbing fixtures.....	40.5	40.3	40.8	40.2	39.2	40.1	39.7	39.7	40.6	40.9	41.0	39.7	40.7	40.3	40.3				
Fabricated structural metal products.....	41.8	41.7	42.1	41.7	40.4	41.0	40.8	40.7	41.7	41.5	41.4	41.2	41.8	41.3	41.1				
Screw machine products, bolts, etc.	43.7	43.1	44.3	44.0	43.2	44.3	44.3	43.7	43.7	43.2	43.3	42.2	42.4	42.8	42.2				
Metal stampings.....	43.1	42.8	43.8	43.9	42.8	44.0	43.5	43.6	44.6	43.6	42.2	43.8	43.1	43.0	42.2				
Coating, engraving, and allied services.....	41.4	41.5	42.3	41.9	40.8	41.8	41.6	41.4	42.1	41.9	41.5	40.9	41.3	41.1	41.1				
Miscellaneous fabricated wire products.....	41.2	41.0	41.9	41.7	41.1	42.1	41.7	41.3	41.9	41.8	41.4	41.1	41.1	41.1	41.0				
Miscellaneous fabricated metal products.....	41.9	41.5	41.9	42.2	41.3	42.0	41.4	41.0	41.9	41.5	41.3	41.0	41.2	41.0	40.8				
Machinery.....																			
Engines and turbines.....	42.7	42.7	43.3	43.3	42.4	43.4	43.0	42.9	43.3	42.5	41.8	41.9	42.2	42.4	41.8				
Farm machinery and equipment.....	40.6	41.1	41.8	41.6	41.4	41.9	41.7	41.0	41.9	41.2	40.4	39.5	41.1	40.8	40.7				
Construction and related machinery.....	42.0	42.6	42.9	42.6	42.0	42.8	42.2	42.2	42.4	42.2	37.9	41.9	42.0	41.9	41.5				
Metalworking machinery and equipment.....	44.5	44.8	45.6	45.8	44.9	46.1	45.5	45.2	45.6	44.1	43.9	43.1	43.5	44.5	43.4				
Special industry machinery.....	43.2	42.8	43.6	43.4	42.3	43.7	43.4	43.4	44.0	43.3	43.9	42.5	42.5	42.7	42.2				
General industrial machinery.....	43.0	42.6	43.3	43.0	41.8	43.0	42.9	42.5	43.1	42.6	42.4	41.8	42.0	42.1	41.2				
Office, computing, and accounting machines.....	42.3	42.1	42.2	41.9	41.1	42.2	41.8	41.8	41.7	41.3	41.2	41.4	41.1	40.7	40.7				
Service industry machines.....	41.2	41.1	42.3	42.0	40.8	41.3	41.0	40.8	41.2	40.8	40.7	40.8	41.2	40.9	40.6				
Miscellaneous machinery.....	43.0	43.3	43.5	43.9	42.6	43.8	43.5	43.6	44.0	43.0	43.0	42.1	42.7	42.9	42.4				
Average hourly earnings																			
Fabricated metal products.....	\$2.76	\$2.75	\$2.76	\$2.76	\$2.74	\$2.73	\$2.73	\$2.72	\$2.73	\$2.69	\$2.65	\$2.70	\$2.69	\$2.68	\$2.61				
Metal cans.....	3.21	3.22	3.19	3.18	3.28	3.14	3.15	3.08	3.05	3.06	3.06	3.11	3.12	3.08	3.03				
Cutlery, handtools, and general hardware.....	2.63	2.64	2.65	2.66	2.64	2.66	2.66	2.65	2.64	2.60	2.48	2.62	2.61	2.59	2.52				
Heating equipment and plumbing fixtures.....	2.61	2.61	2.64	2.61	2.59	2.59	2.57	2.56	2.57	2.56	2.57	2.57	2.57	2.56	2.52				
Fabricated structural metal products.....	2.75	2.74	2.73	2.73	2.69	2.71	2.70	2.70	2.70	2.68	2.68	2.67	2.67	2.66	2.61				
Screw machine products, bolts, etc.	2.74	2.73	2.74	2.74	2.71	2.74	2.73	2.69	2.68	2.68	2.68	2.66	2.65	2.65	2.56				
Metal stampings.....	2.97	2.96	2.98	2.99	2.93	2.95	2.93	2.95	2.99	2.89	2.73	2.92	2.87	2.87	2.76				
Coating, engraving, and allied services.....	2.50	2.49	2.49	2.47	2.45	2.44	2.42	2.43	2.43	2.40	2.40	2.43	2.42	2.40	2.31				
Miscellaneous fabricated wire products.....	2.49	2.50	2.49	2.49	2.47	2.47	2.47	2.46	2.46	2.45	2.43	2.43	2.42	2.42	2.37				
Miscellaneous fabricated metal products.....	2.70	2.69	2.71	2.75	2.71	2.71	2.70	2.68	2.69	2.67	2.68	2.68	2.66	2.65	2.59				
Machinery.....																			
Engines and turbines.....	2.94	2.94	2.95	2.95	2.92	2.94	2.92	2.92	2.92	2.89	2.88	2.88	2.87	2.87	2.78				
Farm machinery and equipment.....	3.19	3.18	3.20	3.18	3.20	3.18	3.14	3.13	3.17	3.15	3.13	3.11	3.15	3.12	3.04				
Construction and related machinery.....	2.96	2.95	2.95	2.90	2.86	2.90	2.90	2.91	2.90	2.87	2.89	2.89	2.88	2.86	2.75				
Metalworking machinery and equipment.....	3.15	3.16	3.19	3.20	3.18	3.18	3.16	3.15	3.14	3.08	3.06	3.06	3.05	3.09	2.98				
Special industry machinery.....	2.77	2.77	2.77	2.76	2.71	2.74	2.74	2.74	2.75	2.72	2.71	2.72	2.69	2.69	2.60				
General industrial machinery.....	2.94	2.93	2.95	2.94	2.91	2.93	2.91	2.91	2.92	2.89	2.88	2.88	2.88	2.87	2.77				
Office, computing, and accounting machines.....	3.00	3.01	3.00	2.99	2.97	2.99	2.98	2.99	2.97	2.97	2.97	2.95	2.93	2.94	2.87				
Service industry machines.....	2.70	2.69	2.72	2.71	2.68	2.70	2.69	2.69	2.67	2.65	2.64	2.64	2.62	2.62	2.54				
Miscellaneous machinery.....	2.78	2.76	2.78	2.79	2.74	2.76	2.75	2.75	2.75	2.70	2.70	2.71	2.70	2.70	2.63				

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. 1258.

Industry	1965								1964					Annual average	
	Aug. <sup>2</sup>	July <sup>2</sup>	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1964	1963
Average weekly earnings															
Manufacturing—Continued															
Durable goods—Continued															
Electrical equipment and supplies .....	\$105.01	\$104.23	\$106.45	\$106.19	\$103.31	\$105.63	\$104.96	\$104.70	\$106.50	\$103.73	\$103.48	\$102.72	\$102.31	\$102.31	\$99.14
Electric distribution equipment .....	114.13	115.09	114.82	113.99	111.11	113.02	111.79	110.16	115.21	112.86	113.55	112.19	113.55	111.51	107.04
Electrical industrial apparatus .....	112.47	113.70	115.48	115.48	112.19	112.86	112.44	110.54	114.06	112.14	110.92	109.67	109.82	109.56	104.70
Household appliances .....	111.88	112.00	115.21	113.55	112.74	113.71	113.44	114.12	114.13	113.02	110.83	109.21	108.14	108.95	107.71
Electric lighting and wiring equipment .....	99.23	98.98	100.12	100.45	97.04	98.81	97.92	97.68	97.27	96.80	95.68	96.24	97.92	95.68	93.26
Radio and TV receiving sets .....	91.43	90.35	89.89	89.60	88.01	90.29	89.21	88.82	91.30	88.75	89.02	87.64	87.96	87.86	85.85
Communication equipment .....	117.29	113.65	117.99	116.31	111.48	115.92	115.23	114.81	116.90	115.23	115.51	113.71	112.20	112.07	107.33
Electronic components and accessories .....	86.94	85.89	89.98	89.57	86.94	89.35	88.29	88.07	88.97	87.89	86.83	86.40	85.57	86.00	82.76
Miscellaneous electrical equipment and supplies .....	113.15	111.76	114.52	113.02	112.03	116.76	116.06	117.74	119.26	104.15	107.71	110.43	103.49	108.81	107.01
Transportation equipment .....	130.70	133.56	137.60	137.92	134.20	138.24	135.79	137.49	140.80	132.82	125.15	133.67	129.38	130.20	126.72
Motor vehicles and equipment .....	135.63	141.24	147.74	148.07	144.32	150.18	146.52	149.28	153.72	139.21	128.23	143.99	137.70	138.03	132.68
Aircraft and parts .....	131.15	130.10	130.10	129.90	126.17	128.44	127.10	128.44	129.07	127.62	127.00	125.56	125.15	125.36	122.43
Ship and boat building and repairing .....	120.80	120.50	121.00	123.19	120.88	119.10	119.70	118.40	123.52	124.53	121.71	119.08	121.60	121.80	121.06
Railroad equipment .....	126.32	130.33	137.92	124.02	129.74	131.29	128.88	133.12	134.18	134.18	119.74	122.98	125.02	127.08	121.71
Other transportation equipment .....	90.35	94.58	92.75	89.38	87.98	86.18	90.35	92.34	92.52	97.44	93.79	95.04	93.48	91.84	
Average weekly hours															
Electrical equipment and supplies .....	40.7	40.4	41.1	41.0	40.2	41.1	41.0	40.9	41.6	41.0	40.9	40.6	40.6	40.6	40.3
Electric distribution equipment .....	41.5	41.4	41.6	41.3	40.7	41.4	41.1	40.8	42.2	41.8	41.9	41.4	41.9	41.3	40.7
Electrical industrial apparatus .....	41.5	41.8	42.3	42.3	41.4	41.8	41.8	41.4	42.4	42.0	41.7	41.7	41.6	41.5	40.9
Household appliances .....	40.1	40.0	41.0	40.7	40.7	41.2	41.1	41.2	41.5	41.4	41.2	40.6	40.5	40.5	40.8
Electric lighting and wiring equipment .....	40.5	40.4	40.7	41.0	40.1	41.0	40.8	40.7	40.7	40.5	40.2	40.1	40.8	40.2	40.2
Radio and TV receiving sets .....	40.1	39.8	39.6	39.3	38.6	39.6	39.3	39.3	40.4	39.8	40.1	39.3	39.8	39.4	39.2
Communication equipment .....	41.3	40.3	41.4	41.1	40.1	41.4	41.3	41.3	41.9	41.6	41.4	41.2	40.8	40.9	40.5
Electronic components and accessories .....	39.7	39.4	40.9	40.9	39.7	40.8	40.5	40.4	41.0	40.5	40.2	40.0	39.8	40.0	39.6
Miscellaneous electrical equipment and supplies .....	40.7	40.2	40.9	40.8	40.3	41.7	41.6	41.9	42.9	39.6	40.8	40.9	39.5	40.6	41.0
Transportation equipment .....	41.1	42.0	43.0	43.1	42.2	43.2	42.7	43.1	44.0	42.3	40.9	42.3	41.6	42.0	42.1
Motor vehicles and equipment .....	41.1	42.8	44.5	44.6	43.6	45.1	44.4	45.1	46.3	43.1	41.1	43.9	42.5	43.0	42.8
Aircraft and parts .....	41.9	41.7	41.7	41.5	40.7	41.3	41.0	41.3	41.5	41.3	41.1	40.9	40.9	41.1	41.5
Ship and boat building and repairing .....	40.0	40.3	40.2	41.2	40.7	40.1	39.9	39.6	40.9	41.1	40.3	39.3	40.4	40.6	40.9
Railroad equipment .....	39.6	40.6	40.1	39.0	40.8	40.9	40.4	40.4	41.6	41.8	38.5	39.8	40.2	40.6	40.3
Other transportation equipment .....	39.8	41.3	40.5	39.2	39.1	38.3	39.8	40.5	40.4	42.0	40.6	41.5	41.0	41.0	41.0
Average hourly earnings															
Electrical equipment and supplies .....	\$2.58	\$2.58	\$2.59	\$2.59	\$2.57	\$2.57	\$2.56	\$2.56	\$2.56	\$2.53	\$2.53	\$2.53	\$2.52	\$2.52	\$2.46
Electric distribution equipment .....	2.75	2.78	2.76	2.76	2.73	2.73	2.72	2.70	2.73	2.70	2.71	2.71	2.71	2.70	2.63
Electrical industrial apparatus .....	2.71	2.72	2.73	2.73	2.71	2.70	2.69	2.67	2.69	2.67	2.66	2.63	2.64	2.64	2.56
Household appliances .....	2.79	2.80	2.81	2.79	2.77	2.76	2.76	2.77	2.75	2.73	2.69	2.69	2.67	2.69	2.64
Electric lighting and wiring equipment .....	2.45	2.45	2.46	2.45	2.42	2.41	2.40	2.40	2.39	2.39	2.38	2.40	2.40	2.38	2.32
Radio and TV receiving sets .....	2.28	2.27	2.27	2.28	2.28	2.28	2.27	2.26	2.26	2.23	2.22	2.23	2.21	2.23	2.19
Communication equipment .....	2.84	2.82	2.85	2.83	2.78	2.80	2.79	2.78	2.79	2.77	2.79	2.76	2.75	2.74	2.65
Electronic components and accessories .....	2.19	2.18	2.20	2.19	2.19	2.19	2.18	2.18	2.17	2.17	2.16	2.16	2.15	2.15	2.09
Miscellaneous electrical equipment and supplies .....	2.78	2.78	2.80	2.77	2.78	2.80	2.79	2.81	2.78	2.63	2.64	2.70	2.62	2.68	2.61
Transportation equipment .....	3.18	3.18	3.20	3.20	3.18	3.20	3.18	3.19	3.20	3.14	3.06	3.16	3.11	3.10	3.01
Motor vehicles and equipment .....	3.30	3.30	3.32	3.32	3.31	3.33	3.30	3.31	3.32	3.23	3.12	3.28	3.24	3.21	3.10
Aircraft and parts .....	3.13	3.12	3.12	3.13	3.10	3.11	3.10	3.11	3.11	3.09	3.09	3.07	3.06	3.05	2.95
Ship and boat building and repairing .....	3.02	2.99	3.01	2.99	2.97	2.97	3.00	2.99	3.02	3.03	3.02	3.03	3.01	3.00	2.96
Railroad equipment .....	3.19	3.21	3.19	3.18	3.18	3.21	3.19	3.20	3.20	3.21	3.11	3.09	3.11	3.13	3.02
Other transportation equipment .....	2.27	2.29	2.29	2.28	2.25	2.25	2.27	2.28	2.29	2.32	2.31	2.29	2.28	2.24	

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. 1258.

Industry	1965								1964					Annual average	
	Aug. <sup>2</sup>	July <sup>2</sup>	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1964	1963
	Average weekly earnings														
Manufacturing—Continued															
Durable goods—Continued															
Instruments and related products.....	\$108.32	\$107.53	\$109.25	\$108.16	\$104.38	\$107.38	\$107.12	\$106.45	\$107.74	\$106.40	\$105.22	\$104.81	\$103.98	\$103.63	\$101.59
Engineering and scientific instruments.....	-----	123.60	127.32	124.49	114.37	125.28	124.56	123.55	123.61	121.60	121.18	121.60	120.93	119.19	118.24
Mechanical measuring and control devices.....	109.67	109.82	110.09	108.88	104.52	107.42	106.49	106.08	108.99	106.97	103.94	104.45	103.79	104.19	102.16
Optical and ophthalmic goods.....	99.41	98.41	98.41	96.70	95.82	97.16	96.98	96.46	97.81	96.93	96.23	95.87	94.53	94.39	93.86
Surgical, medical, and dental equipment.....	89.78	86.75	90.68	90.63	87.86	89.42	88.98	89.20	90.72	89.47	88.62	89.28	88.48	87.82	85.63
Photographic equipment and supplies.....	128.01	126.39	128.30	130.33	128.47	128.83	128.05	124.62	126.42	124.98	124.39	121.25	120.56	121.09	115.77
Watches and clocks.....	-----	86.83	87.60	87.85	85.28	87.67	86.62	87.64	86.55	87.67	87.45	86.55	84.53	84.50	83.13
Miscellaneous manufacturing industries.....	86.03	84.10	85.17	84.56	83.10	85.20	84.77	84.54	85.44	83.20	83.41	81.35	82.80	82.37	80.39
Jewelry, silverware, and plated ware.....	93.79	90.74	93.56	93.32	92.92	93.25	90.27	89.78	98.90	97.29	95.72	89.02	89.65	90.94	88.70
Toys, amusement, and sporting goods.....	-----	75.65	76.64	75.85	73.73	75.85	75.66	75.66	74.30	74.47	75.22	73.53	75.22	74.11	72.76
Pens, pencils, office and art materials.....	-----	82.14	83.63	82.41	81.19	80.99	81.40	78.38	82.82	80.80	80.00	79.99	80.40	78.80	78.00
Costume jewelry, buttons, and notions.....	-----	77.82	78.41	80.20	78.21	80.60	79.99	77.42	78.00	76.62	76.42	74.69	75.46	76.22	73.84
Other manufacturing industries.....	93.32	91.94	91.83	90.52	89.04	91.66	91.03	91.20	91.94	90.00	90.23	88.70	89.24	88.98	86.58
Average weekly hours															
Instruments and related products.....	41.5	41.2	41.7	41.6	40.3	41.3	41.2	41.1	41.6	41.4	41.1	41.1	41.1	40.8	40.8
Engineering and scientific instruments.....	-----	41.2	42.3	42.2	38.9	41.9	41.8	41.6	41.9	41.5	41.5	41.5	41.7	41.1	41.2
Mechanical measuring and control devices.....	41.7	41.6	41.7	41.4	40.2	41.0	40.8	40.8	41.6	41.3	40.6	40.8	40.7	40.7	40.7
Optical and ophthalmic goods.....	42.3	41.7	41.7	41.5	41.3	41.7	41.8	41.4	41.8	41.3	41.3	41.5	41.1	41.4	41.9
Surgical, medical, and dental equipment.....	39.9	38.9	40.3	40.1	39.4	40.1	39.9	40.0	40.5	40.3	40.1	40.4	40.4	40.1	40.2
Photographic equipment and supplies.....	43.1	42.7	43.2	43.3	42.4	42.8	42.4	42.1	43.0	42.8	42.6	42.1	42.3	41.9	41.2
Watches and clocks.....	-----	40.2	40.0	40.3	39.3	40.4	40.1	40.2	39.7	40.4	40.3	39.7	39.5	39.3	39.4
Miscellaneous manufacturing industries.....	40.2	39.3	39.8	39.7	39.2	40.0	39.8	39.5	40.3	40.0	40.1	39.3	40.0	39.6	39.6
Jewelry, silverware, and plated ware.....	40.6	39.8	40.5	40.4	40.4	40.9	40.3	39.9	43.0	42.3	41.8	40.1	40.2	40.6	40.5
Toys, amusement, and sporting goods.....	-----	38.4	39.1	39.1	38.2	39.1	38.6	38.6	38.9	39.4	39.8	38.7	39.8	38.8	38.7
Pens, pencils, office and art materials.....	-----	39.3	40.4	40.2	39.8	39.7	39.9	38.8	40.4	40.2	40.0	39.6	40.2	39.4	40.0
Costume jewelry, buttons, and notions.....	-----	39.5	39.6	40.3	39.5	40.5	40.4	39.3	40.0	39.7	39.8	38.9	39.3	39.7	39.7
Other manufacturing industries.....	40.4	39.8	40.1	39.7	39.4	40.2	40.1	40.0	40.5	40.0	40.1	39.6	40.2	39.9	39.9
Average hourly earnings															
Instruments and related products.....	\$2.61	\$2.61	\$2.62	\$2.60	\$2.59	\$2.60	\$2.60	\$2.59	\$2.59	\$2.57	\$2.56	\$2.55	\$2.53	\$2.54	\$2.49
Engineering and scientific instruments.....	-----	3.00	3.01	2.95	2.94	2.99	2.98	2.97	2.95	2.93	2.92	2.93	2.90	2.90	2.87
Mechanical measuring and control devices.....	2.63	2.64	2.64	2.63	2.60	2.62	2.61	2.60	2.62	2.59	2.56	2.56	2.55	2.56	2.51
Optical and ophthalmic goods.....	2.35	2.36	2.36	2.33	2.32	2.33	2.32	2.33	2.34	2.33	2.33	2.31	2.30	2.28	2.24
Surgical, medical, and dental equipment.....	2.25	2.23	2.25	2.26	2.23	2.23	2.23	2.23	2.24	2.22	2.21	2.21	2.19	2.19	2.13
Photographic equipment and supplies.....	2.97	2.96	2.97	3.01	3.03	3.01	3.02	2.96	2.94	2.92	2.92	2.88	2.85	2.89	2.81
Watches and clocks.....	-----	2.16	2.19	2.18	2.17	2.17	2.16	2.18	2.18	2.17	2.17	2.18	2.14	2.15	2.11
Miscellaneous manufacturing industries.....	2.14	2.14	2.14	2.13	2.12	2.13	2.13	2.14	2.12	2.08	2.08	2.07	2.07	2.08	2.03
Jewelry, silverware, and plated ware.....	2.31	2.28	2.31	2.31	2.30	2.28	2.24	2.25	2.30	2.30	2.29	2.22	2.23	2.24	2.19
Toys, amusement, and sporting goods.....	-----	1.97	1.96	1.94	1.93	1.94	1.96	1.96	1.91	1.89	1.89	1.90	1.89	1.91	1.88
Pens, pencils, office and art materials.....	-----	2.09	2.07	2.05	2.04	2.04	2.04	2.02	2.05	2.01	2.00	2.02	2.00	2.00	1.95
Costume jewelry, buttons, and notions.....	-----	1.97	1.98	1.99	1.98	1.99	1.98	1.97	1.95	1.93	1.92	1.92	1.92	1.92	1.86
Other manufacturing industries.....	2.31	2.31	2.29	2.28	2.26	2.28	2.27	2.28	2.27	2.25	2.25	2.24	2.22	2.23	2.17

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. 1258.

Table with columns for Industry, 1965 (Aug. to Jan.), 1964 (Dec. to Aug.), and Annual average (1964, 1963). Rows include Manufacturing—Continued, Nondurable goods, Food and kindred products, Meat products, Dairy products, etc., with sub-rows for average weekly earnings, average weekly hours, and average hourly earnings.

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. 1258.

Industry	1965								1964					Annual average	
	Aug. <sup>2</sup>	July <sup>2</sup>	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1964	1963
	Average weekly earnings														
<b>Manufacturing—Continued</b>															
<i>Nondurable goods—Continued</i>															
Apparel and related products.....	\$68.26	\$66.43	\$66.61	\$65.70	\$63.72	\$67.52	\$66.61	\$65.16	\$65.16	\$65.70	\$64.98	\$63.00	\$66.06	\$64.26	\$62.45
Men's and boys' suits and coats.....	83.88	81.86	84.32	81.37	78.28	80.18	79.76	79.71	78.49	77.59	75.33	74.55	77.28	76.23	74.87
Men's and boys' furnishings.....	58.75	57.38	58.75	58.21	57.13	58.75	58.06	57.60	57.60	58.13	57.29	55.90	57.46	56.61	54.31
Women's, misses', and juniors' outerwear.....	71.75	69.83	68.06	66.84	65.86	71.36	69.95	67.20	66.33	67.40	67.54	64.52	69.95	67.12	65.66
Women's and children's undergarments.....	61.29	58.97	59.82	59.70	57.05	61.22	59.37	58.35	59.82	61.83	61.66	59.17	59.89	58.97	57.04
Hats, caps, and millinery.....	70.25	68.08	67.13	66.72	74.07	72.35	70.79	71.22	66.01	68.57	66.43	71.99	69.33	69.33	65.33
Girls' and children's outerwear.....	61.29	61.25	62.12	60.76	57.56	62.70	61.99	59.76	58.25	59.24	59.07	55.10	58.84	58.00	55.96
Fur goods and miscellaneous apparel.....	-----	69.16	70.25	69.14	65.99	67.52	65.62	66.77	69.73	70.87	71.24	66.40	67.16	66.61	64.80
Miscellaneous fabricated textile products.....	75.03	73.34	74.11	73.54	70.88	74.11	73.15	71.82	73.30	72.17	69.27	72.00	72.15	70.47	67.61
Paper and allied products.....	114.48	114.38	114.05	112.40	109.46	111.97	111.19	111.19	112.32	109.82	111.89	112.06	111.71	109.57	105.90
Paper and pulp.....	127.74	129.34	127.27	126.54	123.23	124.52	124.24	124.24	124.80	121.54	123.64	125.65	123.60	121.88	117.75
Paperboard.....	131.40	131.85	129.94	130.34	125.12	128.13	129.44	128.41	127.97	120.41	127.62	128.86	126.78	124.32	118.90
Converted paper and paperboard products.....	99.42	98.29	100.14	97.88	97.00	99.07	98.12	98.36	99.36	96.88	97.39	97.58	97.44	96.28	93.79
Paperboard containers and boxes.....	105.47	102.34	104.30	102.41	98.25	101.57	100.36	99.95	103.52	102.61	104.00	102.55	102.85	100.14	96.51
Printing, publishing, and allied industries.....	118.12	116.43	117.43	117.04	115.67	116.96	115.67	114.60	117.39	114.82	116.10	116.10	114.55	114.35	110.69
Newspaper publishing and printing.....	119.82	118.47	119.82	120.15	116.71	116.38	115.70	114.99	121.32	117.98	118.95	120.01	117.12	116.84	112.58
Periodical publishing and printing.....	-----	125.91	125.02	122.70	121.27	127.72	130.42	127.10	127.41	124.14	128.03	128.24	124.94	122.41	115.02
Books.....	-----	111.90	110.84	110.12	108.09	110.09	104.94	105.32	107.33	106.80	108.14	109.33	109.41	106.90	104.49
Commercial printing.....	121.66	119.65	119.56	119.47	118.78	121.48	118.99	117.69	119.40	117.21	118.70	118.50	117.11	116.42	112.61
Bookbinding and related industries.....	91.65	89.55	92.98	92.28	90.48	92.04	90.86	90.86	91.42	89.94	90.40	88.70	88.46	89.40	88.01
Other publishing and printing industries.....	121.76	118.81	119.50	119.20	119.66	121.21	120.12	119.12	119.17	115.89	114.90	115.58	116.52	116.49	113.96
Average weekly hours															
Apparel and related products.....	37.1	36.5	36.6	36.5	35.6	37.1	36.6	36.0	36.2	36.3	36.1	35.0	36.7	35.9	36.1
Men's and boys' suits and coats.....	38.3	37.9	38.5	38.2	37.1	38.0	37.8	37.6	37.2	36.6	35.7	35.5	36.8	36.3	36.7
Men's and boys' furnishings.....	37.9	37.5	37.9	37.8	37.1	37.9	37.7	37.4	37.4	37.5	37.2	36.3	37.8	37.0	37.2
Women's, misses', and juniors' outerwear.....	35.0	34.4	34.2	34.1	33.6	35.5	34.8	33.6	33.5	33.7	33.6	32.1	34.8	33.9	34.2
Women's and children's undergarments.....	37.6	36.4	36.7	36.4	35.0	37.1	36.2	35.8	36.7	37.7	37.6	36.3	37.2	36.4	36.8
Hats, caps, and millinery.....	-----	36.4	36.6	35.9	35.3	37.6	37.1	36.3	36.9	35.3	35.9	34.6	37.3	36.3	35.7
Girls' and children's outerwear.....	36.7	36.9	37.2	36.6	35.1	37.1	36.9	36.0	35.3	35.9	35.8	33.6	36.1	35.8	36.1
Fur goods and miscellaneous apparel.....	-----	36.4	36.4	36.2	35.1	36.3	36.0	35.9	36.7	37.3	37.3	35.7	36.9	36.2	36.0
Miscellaneous fabricated textile products.....	39.7	38.6	38.4	38.3	37.5	38.8	38.3	37.8	39.2	38.8	38.7	38.3	39.0	38.3	38.2
Paper and allied products.....	43.2	43.0	43.2	42.9	42.1	42.9	42.6	42.6	43.2	42.4	43.2	43.1	43.3	42.8	42.7
Paper and pulp.....	44.2	44.6	44.5	44.4	43.7	44.0	43.9	43.9	44.1	43.1	44.0	44.4	44.3	44.0	44.1
Paperboard.....	45.0	45.0	44.5	45.1	43.9	44.8	45.1	44.9	44.9	42.7	44.9	44.9	44.8	44.4	44.2
Converted paper and paperboard products.....	41.6	41.3	41.9	41.3	41.1	41.8	41.4	41.5	42.1	41.4	41.8	41.7	42.0	41.5	41.5
Paperboard containers and boxes.....	42.7	41.6	42.4	41.8	40.6	41.8	41.3	41.3	42.6	42.4	42.8	42.2	42.5	41.9	41.6
Printing, publishing, and allied industries.....	38.6	38.3	38.5	38.5	38.3	38.6	38.3	38.2	39.0	38.4	38.7	38.7	38.7	38.5	38.3
Newspaper publishing and printing.....	36.2	35.9	36.2	36.3	35.8	35.7	35.6	35.7	37.1	36.3	36.6	36.7	36.6	36.4	36.2
Periodical publishing and printing.....	-----	40.1	40.2	39.2	39.5	41.2	41.8	41.0	41.1	40.7	41.3	41.5	41.1	40.4	39.8
Books.....	-----	41.6	40.9	41.4	41.1	41.7	39.9	40.2	40.5	40.3	40.5	41.1	41.6	40.8	40.5
Commercial printing.....	39.5	39.1	39.2	39.3	39.2	39.7	39.4	39.1	39.8	39.2	39.7	39.5	39.3	39.2	39.1
Bookbinding and related industries.....	39.0	38.6	39.4	39.1	38.5	39.0	38.5	38.5	38.9	38.6	38.8	38.4	38.8	38.7	38.6
Other publishing and printing industries.....	38.9	38.7	38.8	38.7	38.6	39.1	39.0	38.8	39.2	38.5	38.3	38.4	39.1	38.7	38.5
Average hourly earnings															
Apparel and related products.....	\$1.84	\$1.82	\$1.82	\$1.80	\$1.79	\$1.82	\$1.82	\$1.81	\$1.80	\$1.81	\$1.80	\$1.80	\$1.80	\$1.79	\$1.73
Men's and boys' suits and coats.....	2.19	2.16	2.19	2.13	2.11	2.11	2.11	2.12	2.11	2.12	2.11	2.10	2.10	2.10	2.04
Men's and boys' furnishings.....	1.55	1.53	1.55	1.54	1.54	1.55	1.54	1.54	1.54	1.55	1.54	1.54	1.52	1.53	1.46
Women's, misses', and juniors' outerwear.....	2.05	2.03	1.99	1.96	1.96	2.01	2.01	2.00	1.98	2.00	2.01	2.01	2.01	1.98	1.92
Women's and children's undergarments.....	1.63	1.62	1.63	1.64	1.63	1.65	1.64	1.63	1.63	1.64	1.64	1.63	1.61	1.62	1.55
Hats, caps, and millinery.....	-----	1.93	1.86	1.87	1.89	1.97	1.95	1.95	1.93	1.87	1.91	1.92	1.93	1.91	1.83
Girls' and children's outerwear.....	1.67	1.66	1.67	1.66	1.64	1.69	1.68	1.66	1.65	1.65	1.65	1.64	1.63	1.62	1.55
Fur goods and miscellaneous apparel.....	-----	1.90	1.93	1.91	1.88	1.86	1.82	1.86	1.90	1.90	1.91	1.86	1.82	1.84	1.80
Miscellaneous fabricated textile products.....	1.89	1.90	1.93	1.92	1.89	1.91	1.91	1.90	1.87	1.86	1.79	1.88	1.85	1.84	1.77
Paper and allied products.....	2.65	2.66	2.64	2.62	2.60	2.61	2.61	2.60	2.60	2.59	2.59	2.60	2.58	2.56	2.48
Paper and pulp.....	2.89	2.90	2.86	2.85	2.82	2.83	2.83	2.83	2.83	2.82	2.81	2.83	2.79	2.77	2.67
Paperboard.....	2.92	2.93	2.92	2.89	2.85	2.86	2.87	2.86	2.85	2.82	2.84	2.87	2.83	2.80	2.69
Converted paper and paperboard products.....	2.39	2.38	2.39	2.37	2.36	2.37	2.37	2.37	2.36	2.34	2.33	2.34	2.32	2.32	2.26
Paperboard containers and boxes.....	2.47	2.46	2.46	2.45	2.42	2.43	2.43	2.42	2.43	2.42	2.43	2.43	2.42	2.39	2.32
Printing, publishing, and allied industries.....	3.06	3.04	3.05	3.04	3.02	3.03	3.02	3.00	3.01	2.99	3.00	3.00	2.96	2.97	2.89
Newspaper publishing and printing.....	3.31	3.30	3.31	3.31	3.26	3.26	3.25	3.23	3.27	3.25	3.25	3.27	3.20	3.21	3.11
Periodical publishing and printing.....	-----	3.14	3.11	3.13	3.07	3.10	3.12	3.10	3.10	3.05	3.10	3.09	3.04	3.03	2.89
Books.....	-----	2.69	2.71	2.66	2.63	2.64	2.63	2.62	2.65	2.65	2.67	2.66	2.63	2.62	2.58
Commercial printing.....	3.08	3.06	3.05	3.04	3.03	3.06	3.02	3.01	3.00	2.99	2.99	3.00	2.98	2.97	2.88
Bookbinding and related industries.....	2.35	2.32	2.36	2.36	2.35	2.36	2.36	2.36	2.35	2.33	2.33	2.31	2.28	2.31	2.28
Other publishing and printing industries.....	3.13	3.07	3.08	3.08	3.10	3.10	3.08	3.07	3.04	3.01	3.00	3.01	2.98	3.01	2.96

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. 1258.

Industry	1965								1964					Annual average	
	Aug. <sup>2</sup>	July <sup>2</sup>	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1964	1963
Average weekly earnings															
Manufacturing—Continued															
<i>Nondurable goods—Continued</i>															
Chemicals and allied products.....	\$119.94	\$119.94	\$120.54	\$120.27	\$120.42	\$118.29	\$118.14	\$117.86	\$118.71	\$118.01	\$117.45	\$120.41	\$116.47	\$116.48	\$112.88
Industrial chemicals.....	135.34	135.53	135.66	135.24	138.88	133.12	133.44	133.02	135.14	133.34	132.39	136.95	130.73	131.04	128.02
Plastics and synthetics, except glass.....	120.12	120.98	121.98	120.84	122.11	119.28	118.72	118.16	118.72	118.30	117.74	121.95	117.74	117.17	113.01
Drugs.....	103.88	105.99	106.86	106.19	103.72	106.08	106.60	106.34	105.01	104.49	103.83	103.83	101.63	102.77	100.53
Soap, cleaners, and toilet goods.....	110.28	110.00	112.07	109.89	108.00	109.21	109.07	108.40	109.08	108.54	108.40	110.03	108.00	107.87	106.08
Paints, varnishes, and allied products.....	112.32	112.59	114.51	115.06	111.24	112.32	110.29	109.08	110.42	108.12	108.65	110.54	108.50	109.03	105.22
Agricultural chemicals.....	98.33	96.56	95.57	104.19	102.86	97.90	96.53	96.67	97.33	95.34	95.11	96.60	94.66	95.90	93.53
Other chemical products.....	117.32	117.32	116.75	115.78	115.23	114.95	113.71	113.30	114.63	115.33	114.24	115.06	112.44	112.29	108.00
Petroleum refining and related industries.....	138.02	138.78	137.80	137.80	139.07	134.46	131.78	133.81	135.53	134.69	133.86	140.51	133.88	133.76	131.77
Petroleum refining.....	142.61	144.21	143.52	143.72	147.05	140.15	137.97	140.42	141.86	141.52	138.24	146.63	138.77	139.52	137.45
Other petroleum and coal products.....	121.56	119.54	117.33	115.88	108.52	112.32	107.23	107.23	109.46	109.98	117.48	118.88	116.10	112.49	108.28
Rubber and miscellaneous plastic products.....	109.20	108.84	109.46	107.33	104.45	108.78	108.52	108.52	109.04	105.73	106.50	108.26	107.26	104.90	100.78
Tires and inner tubes.....	158.42	161.91	155.05	148.43	145.86	153.56	154.35	153.91	152.77	147.20	151.20	154.50	152.60	142.54	131.30
Other rubber products.....	104.92	101.75	104.83	102.75	99.54	102.42	102.59	101.68	103.34	99.88	100.37	101.93	101.11	99.96	97.27
Miscellaneous plastic products.....	89.79	90.20	92.18	91.30	88.51	91.74	90.89	91.30	91.74	90.47	89.64	90.49	89.66	89.64	87.56
Leather and leather products.....	72.20	71.80	71.62	71.25	69.54	71.43	71.42	71.24	71.76	69.37	69.00	68.45	70.46	68.98	66.00
Leather tanning and finishing.....	96.96	95.36	98.47	99.42	96.93	96.29	95.88	94.77	96.59	95.65	94.77	95.76	95.30	94.19	91.13
Footwear, except rubber.....	68.98	69.48	69.16	68.25	66.61	69.16	69.50	69.14	69.63	66.23	65.15	65.87	68.17	66.55	63.44
Other leather products.....	71.81	70.09	69.52	68.80	66.98	68.24	68.06	67.86	69.12	69.09	69.45	64.94	67.58	66.53	64.30
Average weekly hours															
Chemicals and allied products.....	41.5	41.5	42.0	42.2	42.4	41.8	41.6	41.5	41.8	41.7	41.5	42.1	41.3	41.6	41.5
Industrial chemicals.....	41.9	41.7	42.0	42.0	42.6	41.6	41.7	41.7	42.1	41.8	41.5	42.4	41.5	41.6	41.7
Plastics and synthetics, except glass.....	42.0	42.3	42.8	42.7	43.3	42.6	42.4	42.2	42.4	42.4	42.2	43.4	42.2	42.3	41.7
Drugs.....	39.8	40.3	41.1	41.0	40.2	40.8	41.0	40.9	40.7	40.5	40.4	40.4	39.7	40.3	40.7
Soap, cleaners, and toilet goods.....	40.1	40.0	40.9	40.4	40.0	40.3	40.1	40.0	40.4	40.5	40.6	40.6	40.3	40.4	40.8
Paints, varnishes, and allied products.....	41.6	41.7	42.1	42.3	41.2	41.6	41.0	40.7	41.2	40.8	41.0	41.4	41.1	41.3	41.1
Agricultural chemicals.....	42.2	41.8	42.1	45.9	47.4	44.1	42.9	42.4	42.5	42.0	41.9	42.0	41.7	43.2	43.5
Other chemical products.....	41.9	41.9	42.3	42.1	41.9	41.8	41.5	41.5	42.3	42.4	42.0	42.3	41.8	41.9	41.7
Petroleum refining and related industries.....	42.6	42.7	42.4	42.4	42.4	41.5	40.8	41.3	41.7	41.7	41.7	43.1	42.1	41.8	41.7
Petroleum refining.....	41.7	41.8	41.6	41.9	42.5	41.1	40.7	41.3	41.6	41.5	40.9	42.5	41.3	41.4	41.4
Other petroleum and coal products.....	45.7	45.8	45.3	44.4	41.9	43.2	41.4	41.4	42.1	42.3	44.5	45.2	45.0	43.6	42.8
Rubber and miscellaneous plastic products.....	42.0	41.7	42.1	41.6	40.8	42.0	41.9	41.9	42.1	41.3	41.6	41.8	41.9	41.3	40.8
Tires and inner tubes.....	44.5	45.1	43.8	42.9	42.4	44.0	44.1	44.1	43.9	42.3	43.2	43.4	43.6	41.8	40.4
Other rubber products.....	41.8	40.7	41.6	41.1	40.3	41.3	41.2	41.0	41.5	40.6	40.8	41.1	41.1	40.8	40.7
Miscellaneous plastic products.....	41.0	41.0	41.9	41.5	40.6	41.7	41.5	41.5	41.7	41.5	41.5	41.7	41.7	41.1	41.3
Leather and leather products.....	38.2	38.6	38.3	37.9	37.0	38.2	38.4	38.3	39.0	37.7	37.5	37.2	38.5	37.9	37.5
Leather tanning and finishing.....	40.4	39.9	41.2	41.6	40.9	40.8	40.8	40.5	41.1	40.7	40.5	41.1	40.9	40.6	40.5
Footwear, except rubber.....	37.9	38.6	38.0	37.5	36.6	38.0	38.4	38.2	38.9	37.0	36.6	36.8	38.3	37.6	37.1
Other leather products.....	38.4	38.3	38.2	37.8	36.6	37.7	37.6	37.7	38.4	38.6	38.8	36.9	38.4	37.8	37.6
Average hourly earnings															
Chemicals and allied products.....	\$2.89	\$2.89	\$2.87	\$2.85	\$2.84	\$2.83	\$2.84	\$2.84	\$2.84	\$2.83	\$2.83	\$2.86	\$2.82	\$2.80	\$2.72
Industrial chemicals.....	3.23	3.25	3.23	3.22	3.26	3.20	3.20	3.19	3.21	3.19	3.19	3.23	3.15	3.15	3.07
Plastics and synthetics, except glass.....	2.86	2.86	2.85	2.83	2.82	2.80	2.80	2.80	2.79	2.79	2.81	2.79	2.77	2.77	2.71
Drugs.....	2.61	2.63	2.60	2.59	2.58	2.60	2.60	2.58	2.58	2.57	2.57	2.57	2.56	2.55	2.47
Soap, cleaners, and toilet goods.....	2.75	2.75	2.74	2.72	2.70	2.71	2.72	2.71	2.70	2.68	2.67	2.71	2.68	2.67	2.60
Paints, varnishes, and allied products.....	2.70	2.70	2.72	2.72	2.70	2.70	2.69	2.68	2.68	2.65	2.65	2.67	2.64	2.64	2.56
Agricultural chemicals.....	2.33	2.31	2.27	2.27	2.17	2.22	2.25	2.28	2.29	2.27	2.27	2.30	2.27	2.22	2.15
Other chemical products.....	2.80	2.80	2.76	2.75	2.75	2.75	2.74	2.73	2.71	2.72	2.72	2.72	2.69	2.68	2.59
Petroleum refining and related industries.....	3.24	3.25	3.25	3.25	3.28	3.24	3.23	3.24	3.25	3.23	3.21	3.26	3.18	3.20	3.16
Petroleum refining.....	3.42	3.45	3.45	3.43	3.46	3.41	3.39	3.40	3.41	3.41	3.38	3.45	3.36	3.37	3.32
Other petroleum and coal products.....	2.66	2.61	2.59	2.61	2.59	2.60	2.59	2.59	2.60	2.60	2.64	2.63	2.58	2.58	2.53
Rubber and miscellaneous plastic products.....	2.60	2.61	2.60	2.58	2.56	2.59	2.59	2.59	2.59	2.56	2.56	2.59	2.56	2.54	2.47
Tires and inner tubes.....	3.56	3.59	3.54	3.46	3.44	3.49	3.50	3.49	3.48	3.48	3.50	3.56	3.50	3.41	3.25
Other rubber products.....	2.51	2.50	2.52	2.50	2.47	2.48	2.49	2.48	2.49	2.46	2.46	2.48	2.46	2.45	2.39
Miscellaneous plastic products.....	2.19	2.20	2.20	2.20	2.18	2.20	2.19	2.20	2.20	2.18	2.16	2.17	2.15	2.16	2.12
Leather and leather products.....	1.89	1.86	1.87	1.88	1.88	1.87	1.86	1.86	1.84	1.84	1.84	1.84	1.83	1.82	1.76
Leather tanning and finishing.....	2.40	2.39	2.39	2.37	2.37	2.36	2.35	2.34	2.35	2.35	2.34	2.33	2.33	2.32	2.25
Footwear, except rubber.....	1.82	1.80	1.82	1.82	1.82	1.82	1.81	1.81	1.79	1.79	1.78	1.79	1.78	1.77	1.71
Other leather products.....	1.87	1.83	1.82	1.82	1.83	1.81	1.81	1.80	1.80	1.79	1.79	1.76	1.76	1.76	1.71

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. 1258.

Industry	1965								1964					Annual average	
	Aug. <sup>2</sup>	July <sup>2</sup>	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1964	1963
Average weekly earnings															
Transportation and public utilities:															
Railroad transportation:															
Class I railroads <sup>2</sup>					\$129.93	\$130.09	\$133.62	\$127.08	\$128.03	\$121.70	\$121.24	\$123.08	\$118.86	\$121.80	\$118.40
Local and interurban passenger transit:															
Local and suburban transportation	\$110.08	\$109.48	\$109.23	106.91	105.16	104.74	104.49	104.83	105.59	105.42	104.92	105.50	104.58	101.88	
Intercity and rural buslines	144.96	136.47	134.03	132.19	127.87	129.73	132.14	121.47	127.37	129.90	134.55	135.00	129.63	126.29	
Motor freight transportation and storage	126.78	127.50	126.65	123.60	125.22	123.49	121.25	125.76	122.72	124.36	124.07	124.79	122.18	117.31	
Pipeline transportation	143.85	141.29	148.45	146.37	142.33	143.72	144.73	143.44	147.68	145.31	143.44	143.03	142.55	138.38	
Communication:															
Telephone communication	108.67	107.33	107.87	106.66	105.20	107.07	106.53	108.68	109.86	108.12	109.10	104.52	105.06	102.40	
Telegraph communication <sup>4</sup>	125.28	124.42	122.24	120.53	117.32	118.30	117.04	116.34	116.34	118.43	121.72	118.30	116.05	110.92	
Radio and television broadcasting	144.18	147.94	146.52	145.78	147.26	144.57	144.20	143.05	144.97	143.75	144.40	141.37	140.66	133.96	
Electric, gas, and sanitary services:															
Electric companies and systems	130.51	129.24	130.51	130.10	128.33	129.78	129.27	129.58	128.54	128.96	126.90	125.05	125.66	121.54	
Gas companies and systems	133.95	132.99	133.22	132.07	129.56	131.43	129.88	131.24	129.88	129.68	129.90	128.03	127.62	122.36	
Combined utility systems	118.48	117.01	118.89	117.68	116.76	118.37	120.30	119.89	120.30	121.64	118.08	116.40	116.85	113.57	
Water, steam, and sanitary systems	141.10	140.35	142.54	142.54	141.52	143.72	142.12	141.78	138.43	140.03	136.53	133.17	135.55	131.65	
	105.92	103.57	104.00	103.50	102.09	102.75	102.67	102.34	102.51	101.02	102.17	100.67	100.60	98.29	
Average weekly hours															
Transportation and public utilities:															
Railroad transportation:															
Class I railroads <sup>2</sup>					43.6	43.8	44.1	42.5	44.3	42.7	43.3	43.8	42.3	43.5	42.9
Local and interurban passenger transit:															
Local and suburban transportation	42.5	42.6	42.5	41.6	41.4	41.4	41.3	41.6	41.9	42.0	41.8	42.2	42.0	42.1	
Intercity and rural buslines	45.3	43.6	43.8	43.2	42.2	43.1	43.9	40.9	42.6	43.3	44.1	42.4	42.2	41.7	
Motor freight transportation and storage	42.4	42.5	41.8	41.2	41.6	41.3	41.1	42.2	41.6	42.3	42.2	42.3	41.7	41.6	
Pipeline transportation	41.1	40.6	41.7	41.7	40.9	40.6	41.0	41.1	41.6	41.4	41.1	41.1	41.2	40.7	
Communication:															
Telephone communication	40.7	39.9	40.1	39.8	39.4	40.1	39.9	40.4	41.3	40.8	41.8	40.2	40.1	40.0	
Telegraph communication <sup>4</sup>	43.5	43.2	43.5	43.2	42.2	42.4	42.1	42.0	42.0	42.6	44.1	42.4	42.2	41.7	
Radio and television broadcasting	39.5	40.2	39.6	39.4	39.8	39.5	39.4	39.3	39.5	39.6	40.0	39.6	39.4	39.4	
Electric, gas, and sanitary services:															
Electric companies and systems	41.3	40.9	41.3	41.3	41.0	41.2	41.3	41.4	41.2	41.6	41.2	41.0	41.2	41.2	
Gas companies and systems	41.6	41.3	41.5	41.4	41.0	41.2	41.1	41.4	41.1	41.4	41.5	41.3	41.3	41.2	
Combined utility systems	40.3	39.8	40.3	40.3	40.4	40.4	41.2	41.2	41.2	41.8	41.0	40.7	41.0	41.0	
Water, steam, and sanitary systems	41.5	41.4	41.8	41.8	41.5	41.9	41.8	41.7	41.2	41.8	41.0	40.6	41.2	41.4	
	41.7	41.1	41.6	41.4	41.0	41.1	41.4	41.6	41.5	41.4	41.7	41.6	41.4	41.3	
Average hourly earnings															
Transportation and public utilities:															
Railroad transportation:															
Class I railroads <sup>2</sup>					\$2.98	\$2.97	\$3.03	\$2.99	\$2.89	\$2.85	\$2.80	\$2.81	\$2.81	\$2.80	\$2.76
Local and interurban passenger transit:															
Local and suburban transportation	\$2.59	\$2.57	\$2.57	2.57	2.54	2.53	2.53	2.52	2.51	2.51	2.51	2.50	2.49	2.42	
Intercity and rural buslines	3.20	3.13	3.06	3.06	3.03	3.01	3.01	2.97	2.99	3.00	3.01	3.00	2.98	2.89	
Motor freight transportation and storage	2.99	3.00	3.03	3.00	3.01	2.99	2.95	2.98	2.95	2.94	2.94	2.95	2.93	2.82	
Pipeline transportation	3.50	3.48	3.56	3.51	3.48	3.54	3.53	3.49	3.55	3.51	3.49	3.48	3.46	3.40	
Communication:															
Telephone communication	2.67	2.69	2.69	2.68	2.67	2.67	2.67	2.69	2.66	2.65	2.61	2.60	2.62	2.56	
Telegraph communication <sup>4</sup>	2.88	2.88	2.81	2.79	2.78	2.79	2.78	2.77	2.77	2.78	2.76	2.79	2.75	2.66	
Radio and television broadcasting	3.65	3.68	3.70	3.70	3.70	3.66	3.66	3.64	3.67	3.63	3.61	3.57	3.57	3.40	
Electric, gas, and sanitary services:															
Electric companies and systems	3.16	3.16	3.16	3.15	3.13	3.15	3.13	3.13	3.12	3.10	3.08	3.05	3.05	2.95	
Gas companies and systems	3.22	3.22	3.21	3.19	3.16	3.19	3.16	3.17	3.16	3.13	3.13	3.10	3.09	2.97	
Combined utility systems	2.94	2.94	2.95	2.92	2.89	2.93	2.92	2.91	2.92	2.91	2.88	2.86	2.85	2.77	
Water, steam, and sanitary systems	3.40	3.39	3.41	3.41	3.41	3.43	3.40	3.40	3.36	3.35	3.33	3.28	3.29	3.18	
	2.54	2.52	2.50	2.50	2.49	2.50	2.48	2.46	2.47	2.44	2.45	2.42	2.43	2.38	

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. 1258.

Industry	1965								1964					Annual average	
	Aug. <sup>2</sup>	July <sup>2</sup>	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1964	1963
Average weekly earnings															
Wholesale and retail trade <sup>5</sup> .....	\$83.81	\$82.56	\$82.30	\$81.15	\$80.94	\$80.94	\$80.56	\$79.90	\$79.80	\$80.22	\$80.43	\$81.12	\$79.87	\$77.59	
Wholesale trade.....	106.34	106.34	106.75	104.75	105.01	104.09	103.94	104.81	104.70	103.38	103.12	102.82	102.56	99.47	
Motor vehicles and automotive equipment.....	99.96	99.30	99.48	98.65	98.94	98.28	98.09	98.75	97.86	97.63	97.44	96.83	96.79	94.66	
Drugs, chemicals, and allied products.....	108.27	107.60	108.00	107.33	107.46	107.87	106.66	106.49	107.18	107.45	106.23	106.75	105.04	101.05	
Dry goods and apparel.....	98.51	97.88	99.91	98.63	99.53	99.41	96.51	96.52	97.64	97.27	97.54	97.02	95.63	91.99	
Groceries and related products.....	100.74	99.84	98.47	97.34	96.40	96.46	97.41	98.51	97.29	96.17	98.59	97.76	96.70	93.38	
Electrical goods.....	119.00	122.55	123.55	117.03	120.13	118.58	118.16	119.71	118.72	114.81	111.50	111.11	111.79	103.83	
Hardware, plumbing, and heating goods.....	101.09	101.50	101.66	100.60	99.54	98.74	98.82	98.66	99.38	99.47	98.74	99.06	98.01	95.41	
Machinery, equipment, and supplies.....	115.09	113.99	116.05	113.44	113.71	113.57	113.03	113.99	114.12	113.03	112.34	111.79	111.11	108.24	
Retail trade <sup>5</sup> .....	74.28	72.74	71.96	71.60	70.66	70.85	70.85	70.31	69.74	70.31	70.50	71.43	69.94	68.04	
General merchandise stores.....	60.55	59.33	58.46	58.14	57.29	57.12	56.78	58.58	56.28	56.95	57.63	58.10	56.94	54.48	
Department stores.....	64.83	63.69	62.79	62.35	61.46	61.27	60.76	61.60	60.21	61.12	62.35	63.14	61.18	58.65	
Limited price variety stores.....	45.40	43.61	42.67	43.84	42.33	42.43	42.16	43.36	42.08	42.21	42.08	42.51	41.53	39.98	
Food stores.....	72.42	70.79	68.95	68.88	68.07	68.28	68.14	68.06	68.54	68.06	69.60	69.97	68.16	66.15	
Grocery, meat, and vegetable stores.....	74.05	72.38	70.51	70.59	69.42	69.63	69.70	69.43	70.11	69.29	70.85	71.60	69.55	67.74	
Apparel and accessories stores.....	58.65	57.63	56.77	56.95	55.11	55.44	56.62	57.77	55.28	55.95	55.94	56.54	55.26	54.70	
Men's and boys' apparel stores.....	72.83	71.12	70.59	69.89	67.12	68.95	69.50	69.56	67.32	68.43	67.71	69.54	67.90	66.59	
Women's ready-to-wear stores.....	52.63	51.44	50.67	51.07	49.83	50.01	50.49	52.10	49.83	49.98	49.62	49.88	49.73	48.62	
Family clothing stores.....	57.97	55.77	55.61	55.28	52.47	52.96	55.60	55.06	53.46	54.78	54.62	55.27	54.27	53.94	
Shoe stores.....	57.42	56.99	54.47	57.06	53.91	54.06	54.04	57.73	53.35	55.16	57.10	56.78	54.89	55.58	
Average weekly hours															
Wholesale and retail trade <sup>5</sup> .....	38.8	38.4	38.1	38.1	38.0	38.0	38.0	38.6	38.0	38.2	38.3	39.0	38.4	38.6	
Wholesale trade.....	40.9	40.9	40.9	40.6	40.7	40.5	40.6	41.1	40.9	40.7	40.6	40.8	40.7	40.6	
Motor vehicles and automotive equipment.....	42.0	41.9	41.8	41.8	42.1	42.0	42.1	42.2	42.0	41.9	42.0	42.1	41.9	41.7	
Drugs, chemicals, and allied products.....	40.4	40.3	40.3	40.2	40.4	40.4	40.4	40.8	40.6	40.7	40.7	40.9	40.4	40.1	
Dry goods and apparel.....	37.6	37.5	37.7	37.5	37.7	37.8	37.7	38.0	37.7	38.1	37.9	37.9	37.8	37.7	
Groceries and related products.....	41.8	41.6	41.2	40.9	40.7	40.7	41.1	42.1	41.4	41.1	41.6	41.6	41.5	41.5	
Electrical goods.....	41.9	43.0	43.2	41.5	42.6	41.9	41.9	42.6	42.4	41.3	40.4	40.7	41.1	40.4	
Hardware, plumbing, and heating goods.....	40.6	40.6	40.5	40.4	40.3	40.3	40.5	40.6	40.4	40.6	40.3	40.6	40.5	40.6	
Machinery, equipment, and supplies.....	41.4	41.3	41.3	41.1	41.2	41.0	41.1	41.3	41.2	41.1	41.0	41.1	41.0	41.0	
Retail trade <sup>5</sup> .....	37.9	37.3	36.9	37.1	36.8	36.9	36.9	37.6	36.9	37.2	37.3	38.2	37.4	37.8	
General merchandise stores.....	34.6	34.1	33.6	34.0	33.7	33.6	33.6	35.5	33.5	33.9	34.1	35.0	34.3	34.7	
Department stores.....	34.3	33.7	33.4	33.7	33.4	33.3	33.2	34.8	32.9	33.4	33.7	34.5	33.8	34.1	
Limited price variety stores.....	32.2	31.6	30.7	32.0	30.9	31.2	31.0	33.1	31.4	31.5	31.4	32.7	31.7	32.5	
Food stores.....	35.5	34.7	33.8	34.1	33.7	33.8	33.9	34.2	34.1	34.2	34.8	35.7	34.6	35.0	
Grocery, meat, and vegetable stores.....	35.6	34.8	33.9	34.1	33.7	33.8	34.0	34.2	34.2	34.3	34.9	35.8	34.6	35.1	
Apparel and accessories stores.....	34.5	33.7	33.2	33.7	33.4	33.4	33.5	34.8	33.3	33.5	33.7	34.9	33.9	34.4	
Men's and boys' apparel stores.....	36.6	36.1	36.2	36.4	35.7	36.1	36.2	37.0	36.0	36.4	36.8	38.0	36.7	37.2	
Women's ready-to-wear stores.....	34.4	33.4	32.9	33.6	33.0	32.9	33.0	34.5	33.0	33.1	33.3	34.4	33.6	34.0	
Family clothing stores.....	34.1	33.0	33.3	33.5	33.0	33.1	32.9	34.2	32.8	33.2	33.1	33.7	33.5	34.8	
Shoe stores.....	33.0	32.2	30.6	31.7	31.9	31.8	31.6	32.8	31.2	31.7	31.9	34.0	32.1	32.5	
Average hourly earnings															
Wholesale and retail trade <sup>5</sup> .....	\$2.16	\$2.15	\$2.16	\$2.13	\$2.13	\$2.13	\$2.12	\$2.07	\$2.10	\$2.10	\$2.10	\$2.08	\$2.08	\$2.01	
Wholesale trade.....	2.60	2.60	2.61	2.58	2.58	2.57	2.56	2.55	2.56	2.54	2.54	2.52	2.52	2.45	
Motor vehicles and automotive equipment.....	2.38	2.37	2.38	2.36	2.35	2.34	2.33	2.34	2.33	2.33	2.32	2.30	2.31	2.27	
Drugs, chemicals, and allied products.....	2.68	2.67	2.68	2.67	2.66	2.67	2.64	2.61	2.64	2.64	2.61	2.61	2.60	2.52	
Dry goods and apparel.....	2.62	2.61	2.65	2.63	2.64	2.63	2.56	2.54	2.59	2.58	2.56	2.56	2.53	2.44	
Groceries and related products.....	2.41	2.40	2.39	2.38	2.37	2.37	2.37	2.34	2.35	2.34	2.37	2.35	2.33	2.25	
Electrical goods.....	2.84	2.85	2.86	2.82	2.82	2.83	2.82	2.81	2.80	2.78	2.76	2.73	2.72	2.57	
Hardware, plumbing, and heating goods.....	2.49	2.50	2.51	2.49	2.47	2.45	2.44	2.43	2.46	2.45	2.45	2.44	2.42	2.35	
Machinery, equipment, and supplies.....	2.78	2.76	2.81	2.76	2.76	2.77	2.75	2.76	2.77	2.75	2.74	2.72	2.71	2.64	
Retail trade <sup>5</sup> .....	1.96	1.95	1.95	1.93	1.92	1.92	1.92	1.87	1.89	1.89	1.89	1.87	1.87	1.80	
General merchandise stores.....	1.75	1.74	1.74	1.71	1.70	1.70	1.69	1.65	1.68	1.68	1.69	1.66	1.66	1.57	
Department stores.....	1.89	1.89	1.88	1.85	1.84	1.84	1.83	1.77	1.83	1.83	1.85	1.83	1.81	1.72	
Limited price variety stores.....	1.41	1.38	1.39	1.37	1.37	1.36	1.36	1.31	1.34	1.34	1.34	1.30	1.31	1.23	
Food stores.....	2.04	2.04	2.04	2.02	2.02	2.02	2.01	1.99	2.01	1.99	2.00	1.96	1.97	1.89	
Grocery, meat, and vegetable stores.....	2.08	2.08	2.08	2.07	2.06	2.06	2.05	2.03	2.05	2.02	2.03	2.00	2.01	1.93	
Apparel and accessories stores.....	1.70	1.71	1.71	1.69	1.65	1.66	1.69	1.66	1.66	1.67	1.66	1.62	1.63	1.59	
Men's and boys' apparel stores.....	1.99	1.97	1.95	1.92	1.88	1.91	1.92	1.88	1.87	1.88	1.84	1.83	1.85	1.79	
Women's ready-to-wear stores.....	1.53	1.54	1.54	1.52	1.51	1.52	1.53	1.51	1.51	1.51	1.49	1.45	1.48	1.43	
Family clothing stores.....	1.70	1.69	1.67	1.65	1.59	1.60	1.69	1.61	1.63	1.65	1.65	1.64	1.62	1.55	
Shoe stores.....	1.74	1.77	1.78	1.80	1.69	1.70	1.71	1.76	1.71	1.74	1.79	1.67	1.71	1.71	

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. 1258.

Industry	1965								1964					Annual average	
	Aug. <sup>2</sup>	July <sup>2</sup>	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1964	1963
Average weekly earnings															
Wholesale and retail trade <sup>4</sup> —Continued															
Retail trade <sup>4</sup> —Continued															
Furniture and appliance stores.....	\$88.40	\$87.42	\$86.76	\$86.58	\$85.79	\$85.75	\$87.16	\$89.98	\$87.42	\$86.62	\$86.00	\$86.46	\$85.44	\$82.62	
Other retail trade.....	84.66	83.23	82.62	82.21	81.40	80.99	81.39	81.77	80.38	80.97	80.36	81.32	80.34	78.25	
Motor vehicle dealers.....	106.43	106.24	105.56	104.92	102.26	101.38	100.97	101.20	98.10	99.43	98.10	100.97	99.65	97.01	
Other vehicle and accessory dealers.....	87.36	86.80	86.17	84.63	83.81	84.44	85.22	86.68	85.30	85.02	84.97	86.83	85.41	82.53	
Drug stores.....	63.34	60.71	60.02	60.89	60.36	60.72	60.72	60.98	60.69	60.14	61.35	61.75	60.45	58.93	
Finance, insurance, and real estate:															
Banking.....	79.61	78.44	78.86	79.24	78.70	79.08	78.54	77.58	77.58	77.21	76.43	76.50	76.67	74.97	
Security dealers and exchanges <sup>6</sup> .....	124.39	125.92	128.54	131.77	128.19	124.80	122.85	120.78	121.76	122.12	116.72	119.04	120.76	121.53	
Insurance carriers <sup>6</sup> .....	95.42	94.84	95.39	95.08	94.18	94.73	94.27	93.04	93.23	92.60	92.15	92.15	92.12	96.21	
Life insurance <sup>6</sup> .....	96.18	95.80	95.67	95.86	94.36	95.52	95.21	93.22	93.10	92.72	92.61	92.68	92.68	101.59	
Accident and health insurance <sup>6</sup> .....	83.23	83.46	84.20	83.72	83.24	82.69	82.25	81.91	81.94	81.87	80.63	81.03	81.14	82.24	
Fire, marine, and casualty insurance <sup>6</sup> .....	97.59	96.58	97.54	97.03	96.64	96.74	96.14	95.36	95.96	94.92	94.23	94.15	94.13	91.92	
Services and miscellaneous:															
Hotels and lodging places:															
Hotels, tourist courts, and motels <sup>7</sup> .....	49.92	48.47	50.09	48.99	49.76	49.52	49.76	50.14	49.26	49.53	48.26	47.67	48.64	47.58	
Personal services:															
Laundries, cleaning and dyeing plants <sup>8</sup> .....	58.89	59.58	60.04	59.10	56.98	56.30	56.60	57.18	56.36	57.48	56.21	55.73	55.73	51.87	
Motion pictures:															
Motion picture filming and distributing.....	157.73	150.00	145.08	137.89	138.13	142.18	145.41	142.66	139.57	140.35	130.79	142.85	136.12	131.55	
Average weekly hours															
Wholesale and retail trade <sup>4</sup> —Continued															
Retail trade <sup>4</sup> —Continued															
Furniture and appliance stores.....	40.0	40.1	39.8	39.9	39.9	39.7	39.8	40.9	40.1	40.1	40.0	40.4	40.3	40.7	
Other retail trade.....	41.5	41.0	40.9	40.9	40.7	40.7	40.9	41.3	40.8	41.1	41.0	41.7	41.2	41.4	
Motor vehicle dealers.....	43.8	43.9	43.8	43.9	43.7	43.7	43.9	44.0	43.6	43.8	43.6	43.9	43.9	43.7	
Other vehicle and accessory dealers.....	43.9	43.4	43.3	43.4	43.2	43.3	43.7	44.0	43.3	43.6	43.8	44.3	43.8	43.9	
Drug stores.....	36.4	35.5	35.1	35.4	35.3	35.3	35.3	36.3	35.7	35.8	36.3	37.2	36.2	36.6	
Finance, insurance, and real estate:															
Banking.....	37.2	37.0	37.2	37.2	37.3	37.3	37.4	37.3	37.3	37.3	37.1	37.5	37.4	37.3	
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> .....	39.0	37.0	37.1	37.4	37.7	37.8	37.7	37.7	37.6	38.1	38.0	39.4	38.6	39.0	
Personal services:															
Laundries, cleaning and dyeing plants <sup>8</sup> .....	39.0	39.2	39.5	39.4	38.5	38.3	38.5	38.9	38.6	39.1	38.5	38.7	38.7	39.0	
Motion pictures:															
Motion picture filming and distributing.....															
Average hourly earnings															
Wholesale and retail trade <sup>4</sup> —Continued															
Retail trade <sup>4</sup> —Continued															
Furniture and appliance stores.....	\$2.21	\$2.18	\$2.18	2.17	\$2.15	\$2.16	\$2.19	\$2.20	\$2.18	\$2.16	\$2.15	\$2.14	\$2.12	\$2.03	
Other retail trade.....	2.04	2.03	2.02	2.01	2.00	1.99	1.99	1.98	1.97	1.97	1.96	1.95	1.95	1.89	
Motor vehicle dealers.....	2.43	2.42	2.41	2.39	2.34	2.32	2.30	2.30	2.25	2.27	2.25	2.30	2.27	2.22	
Other vehicle and accessory dealers.....	1.99	2.00	1.99	1.95	1.94	1.95	1.95	1.97	1.97	1.95	1.94	1.96	1.95	1.88	
Drug stores.....	1.74	1.71	1.71	1.72	1.71	1.72	1.72	1.68	1.70	1.68	1.69	1.66	1.67	1.61	
Finance, insurance, and real estate:															
Banking.....	2.14	2.12	2.12	2.13	2.11	2.12	2.10	2.08	2.08	2.07	2.06	2.04	2.05	2.01	
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> .....	1.28	1.31	1.35	1.31	1.32	1.31	1.32	1.33	1.31	1.30	1.27	1.21	1.26	1.22	
Personal services:															
Laundries, cleaning and dyeing plants <sup>8</sup> .....	1.51	1.52	1.52	1.50	1.48	1.47	1.47	1.47	1.46	1.47	1.46	1.44	1.44	1.33	
Motion pictures:															
Motion picture filming and distributing.....															

<sup>1</sup> For comparability of data with those published in issues prior to January 1965, 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. 1258.

Industry division and group	1965								1964				
	Aug. <sup>2</sup>	July <sup>2</sup>	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.
Mining.....	42.3	42.3	41.9	42.2	41.8	42.1	41.4	41.8	42.2	42.2	41.9	41.0	41.6
Contract construction.....	37.3	37.3	37.1	37.7	36.9	37.5	37.4	37.5	39.0	37.7	37.1	35.6	37.0
Manufacturing.....	40.9	40.9	41.0	41.1	40.9	41.4	41.3	41.4	41.2	40.9	40.5	40.5	40.8
Durable goods.....	41.6	41.6	41.9	41.9	41.7	42.3	42.0	42.2	42.0	41.6	41.2	41.4	41.5
Ordnance and accessories.....	41.2	42.5	41.8	41.7	41.0	41.4	41.0	41.0	40.6	40.4	40.6	40.0	40.4
Lumber and wood products, except furniture.....	40.3	40.1	39.7	40.8	40.5	40.7	40.1	40.3	40.2	39.9	39.7	39.4	40.4
Furniture and fixtures.....	41.6	41.3	41.4	41.7	41.2	42.0	42.0	41.6	41.8	41.5	41.2	40.5	41.2
Stone, clay, and glass products.....	41.6	41.6	41.5	41.8	41.2	41.7	41.7	41.7	42.2	41.5	41.5	41.1	41.3
Primary metal industries.....	42.3	42.3	42.1	42.0	43.6	42.5	42.4	42.4	42.2	42.2	41.9	42.8	42.2
Fabricated metal products.....	41.8	41.8	41.9	42.2	41.6	42.7	42.5	42.3	42.3	42.0	41.4	41.3	41.7
Machinery.....	43.0	42.8	42.9	43.0	42.1	43.4	43.1	43.0	43.1	42.8	42.0	42.0	42.5
Electrical equipment and supplies.....	40.7	40.7	40.9	41.1	40.4	41.3	41.2	41.1	41.1	40.9	40.7	40.3	40.6
Transportation equipment.....	42.1	42.1	43.0	42.9	42.3	43.6	43.3	43.5	42.9	41.5	40.5	42.3	42.6
Instruments and related products.....	41.4	41.4	41.5	41.7	40.5	41.6	41.5	41.3	41.3	41.1	40.9	40.9	41.0
Miscellaneous manufacturing industries.....	40.2	39.8	39.6	39.8	39.4	40.0	39.9	39.9	40.0	39.7	39.7	39.1	40.0
Nondurable goods.....	39.9	39.8	39.8	40.0	39.8	40.2	40.2	40.1	40.0	40.0	39.9	39.4	39.7
Food and kindred products.....	40.9	41.1	40.9	40.9	40.8	41.0	41.0	41.3	41.3	41.0	41.0	40.7	40.8
Tobacco manufactures.....	37.2	38.3	37.2	37.6	35.9	38.8	39.3	38.4	39.6	38.5	39.3	37.0	38.4
Textile mill products.....	41.7	41.3	41.4	41.5	41.3	42.0	42.0	42.2	41.8	41.5	41.4	40.0	41.2
Apparel and related products.....	36.3	36.2	36.4	36.6	35.8	36.8	36.7	36.8	36.5	36.4	36.2	34.9	35.9
Paper and allied products.....	42.9	42.9	42.9	43.1	42.4	43.2	43.0	43.1	42.9	42.4	42.9	42.7	43.0
Printing, publishing, and allied industries.....	38.5	38.4	38.5	38.5	38.5	38.5	38.5	38.5	38.6	38.4	38.6	38.5	38.6
Chemicals and allied products.....	41.5	41.4	41.7	42.0	42.4	41.8	41.9	41.8	41.6	41.7	41.6	42.1	41.3
Petroleum refining and related industries.....	42.6	42.0	41.9	42.3	42.7	42.2	41.7	41.3	42.0	41.7	41.6	42.5	42.1
Rubber and miscellaneous plastic products.....	41.9	41.6	41.7	41.6	41.1	42.4	42.4	42.3	41.6	41.3	41.6	41.3	41.8
Leather and leather products.....	37.6	37.9	37.7	38.4	38.3	38.3	38.1	37.5	38.2	38.1	38.5	37.7	37.9
Wholesale and retail trade <sup>3</sup> .....		38.3	38.1	38.2	38.3	38.3	38.3	38.3	38.4	38.3	38.4	38.2	38.5
Wholesale trade.....		40.7	40.8	40.9	40.7	40.9	40.8	40.8	40.9	40.9	40.6	40.5	40.7
Retail trade <sup>3</sup> .....		37.3	37.1	37.1	37.3	37.1	37.2	37.1	37.3	37.3	37.5	37.3	37.5

<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. 1258.

Major industry group	1965								1964					Annual average	
	Aug. <sup>2</sup>	July <sup>2</sup>	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1964	1963
Manufacturing.....	\$2.49	\$2.51	\$2.51	\$2.50	\$2.51	\$2.49	\$2.49	\$2.49	\$2.48	\$2.46	\$2.43	\$2.46	\$2.43	\$2.44	\$2.37
Durable goods.....	2.66	2.67	2.67	2.67	2.67	2.66	2.66	2.66	2.64	2.62	2.59	2.63	2.60	2.61	2.54
Ordnance and accessories.....		3.00	2.99	3.00	2.99	3.00	2.99	2.99	2.99	2.99	2.98	2.96	2.96	2.94	2.82
Lumber and wood products, except furniture.....	2.13	2.13	2.11	2.08	2.07	2.05	2.00	2.04	2.05	2.09	2.11	2.09	2.05	1.96	
Furniture and fixtures.....	2.03	2.01	2.02	2.01	2.01	2.01	1.99	1.99	1.98	1.98	1.98	1.96	1.97	1.93	
Stone, clay, and glass products.....	2.50	2.50	2.49	2.50	2.48	2.47	2.47	2.47	2.46	2.45	2.46	2.44	2.43	2.37	
Primary metal industries.....	2.63	2.63	2.64	2.63	2.61	2.61	2.61	2.62	2.58	2.54	2.59	2.57	2.59	2.51	
Fabricated metal products.....	2.80	2.80	2.80	2.79	2.79	2.78	2.79	2.78	2.76	2.75	2.76	2.74	2.75	2.68	
Machinery.....	2.51	2.51	2.51	2.50	2.49	2.49	2.48	2.47	2.45	2.45	2.45	2.44	2.45	2.40	
Electrical equipment and supplies.....	3.03	3.03	3.03	3.03	3.02	3.02	3.02	3.00	2.99	2.94	2.99	2.97	2.97	2.89	
Transportation equipment.....	2.53	2.53	2.51	2.52	2.52	2.52	2.51	2.50	2.48	2.47	2.47	2.46	2.46	2.42	
Instruments and related products.....															
Miscellaneous manufacturing industries.....	2.08	2.07	2.07	2.06	2.06	2.06	2.07	2.04	2.01	2.01	2.01	2.01	2.00	1.98	
Nondurable goods.....	2.26	2.27	2.26	2.26	2.25	2.25	2.25	2.24	2.23	2.22	2.23	2.20	2.21	2.15	
Food and kindred products.....		2.32	2.35	2.36	2.37	2.36	2.35	2.34	2.31	2.29	2.27	2.26	2.25	2.28	
Tobacco manufactures.....		2.18	2.18	2.16	2.18	2.11	2.06	2.02	1.99	1.91	1.78	1.82	1.89	1.93	
Textile mill products.....		1.79	1.76	1.75	1.75	1.75	1.75	1.74	1.74	1.74	1.72	1.70	1.71	1.65	
Apparel and related products.....		1.78	1.78	1.77	1.77	1.78	1.78	1.78	1.77	1.77	1.77	1.76	1.76	1.70	
Paper and allied products.....		2.51	2.50	2.49	2.48	2.47	2.47	2.47	2.46	2.44	2.44	2.45	2.43	2.36	
Printing, publishing, and allied industries.....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	
Chemicals and allied products.....		2.79	2.77	2.75	2.74	2.74	2.75	2.76	2.75	2.74	2.74	2.75	2.73	2.71	
Petroleum refining and related industries.....		3.13	3.12	3.14	3.18	3.15	3.16	3.16	3.16	3.14	3.12	3.14	3.08	3.10	
Rubber and miscellaneous plastic products.....		2.50	2.48	2.47	2.46	2.47	2.47	2.48	2.47	2.46	2.44	2.47	2.44	2.38	
Leather and leather products.....		1.82	1.83	1.84	1.85	1.82	1.81	1.81	1.80	1.80	1.79	1.80	1.78	1.73	

<sup>1</sup> For comparability of data with those published in issues prior to January 1965, 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. 1258.

Industry	1965								1964					Annual average	
	Aug. <sup>2</sup>	July <sup>2</sup>	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1964	1963
Manufacturing.....	3.5	3.4	3.6	3.5	3.1	3.5	3.3	3.3	3.6	3.3	3.3	3.5	3.3	3.1	2.8
Durable goods.....	3.7	3.7	4.0	3.9	3.4	3.8	3.7	3.6	4.0	3.5	3.4	3.7	3.5	3.3	2.9
Nondurable goods.....	3.2	3.1	3.1	3.1	2.7	3.0	2.9	2.8	3.1	3.0	3.1	3.2	3.1	2.9	2.7
<i>Durable goods</i>															
Ordnance and accessories.....		2.9	2.7	2.4	1.9	2.2	2.0	2.3	2.0	2.0	2.0	2.0	1.8	1.8	2.4
Ammunition, except for small arms.....		3.1	2.9	2.5	2.2	2.3	2.2	2.6	2.0	1.9	2.0	1.7	1.6	1.7	2.5
Sighting and fire control equipment.....		1.2	1.4	.6	.7	.8	.7	.5	1.2	1.0	1.2	1.2	1.7	1.3	1.6
Other ordnance and accessories.....		2.8	2.5	2.3	1.5	2.2	1.7	1.9	2.2	2.2	2.0	2.6	2.1	2.0	2.3
Lumber and wood products, except furniture.....		3.7	3.8	4.0	3.3	3.4	3.2	3.3	3.3	3.3	3.5	3.4	4.0	3.4	3.4
Sawmills and planing mills.....		3.7	3.6	4.0	3.3	3.3	3.2	3.3	3.1	3.3	3.5	3.3	3.8	3.3	3.4
Millwork, plywood, and related products.....		4.0	4.2	4.2	3.6	3.6	3.3	3.4	3.5	3.7	3.6	3.5	4.0	3.6	3.5
Wooden containers.....		3.4	3.7	3.7	3.1	3.0	2.8	2.8	3.1	2.8	3.0	2.4	3.3	2.8	3.0
Miscellaneous wood products.....		3.4	3.6	3.6	3.3	3.8	3.3	3.1	3.4	3.3	3.3	3.3	3.8	3.2	2.9
Furniture and fixtures.....		3.1	3.5	3.2	2.9	3.3	3.3	3.2	4.2	3.7	3.8	3.5	3.6	3.2	3.0
Household furniture.....		2.9	3.4	3.1	3.0	3.4	3.4	3.3	4.5	4.0	4.0	3.5	3.6	3.4	3.2
Office furniture.....		3.9	3.9	3.4	2.6	2.6	2.5	2.7	3.4	3.0	2.8	3.2	3.3	2.5	2.2
Partitions; office and store fixtures.....		3.5	3.6	3.1	1.9	2.7	2.5	2.4	2.6	2.6	3.5	3.0	3.2	2.4	2.2
Other furniture and fixtures.....		3.6	4.4	3.3	2.8	3.4	3.6	2.9	3.8	3.4	3.8	4.0	4.2	3.1	2.8
Stone, clay, and glass products.....		4.4	4.3	4.3	3.6	3.5	3.3	3.2	3.5	4.0	4.2	4.1	4.3	3.8	3.6
Flat glass.....		3.7	3.7	3.3	4.1	3.9	3.6	4.4	4.0	5.7	4.0	5.2	3.4	3.7	2.4
Glass and glassware, pressed or blown.....		3.9	3.9	3.8	3.6	3.5	3.5	3.5	3.7	3.6	3.9	4.0	3.9	3.6	3.3
Cement, hydraulic.....		2.6	2.2	2.3	2.2	1.9	2.0	1.8	1.7	2.1	2.2	2.4	2.4	2.1	2.0
Structural clay products.....		3.9	3.7	3.8	3.4	3.1	2.8	2.8	3.1	3.3	3.5	3.7	3.5	3.3	3.2
Pottery and related products.....		1.8	2.2	2.0	2.0	2.3	2.1	1.7	2.1	2.3	2.5	1.9	2.0	2.0	2.0
Concrete, gypsum, and plaster products.....		6.8	6.6	6.6	5.0	4.4	4.3	4.2	4.4	5.6	6.4	5.5	6.7	5.5	5.6
Other stone and mineral products.....		3.6	3.6	3.7	2.9	3.4	3.2	2.7	3.2	3.2	3.3	3.6	3.7	3.3	3.0
Primary metal industries.....		3.9	4.1	3.9	4.4	4.0	3.9	3.6	3.6	3.5	3.4	4.3	3.3	3.2	2.7
Blast furnace and basic steel products.....		3.1	3.2	2.9	4.6	3.1	3.1	2.8	2.7	2.9	3.0	4.1	2.5	2.4	1.9
Iron and steel foundries.....		5.4	5.9	5.8	5.0	5.9	5.6	5.2	5.4	4.7	4.3	4.9	4.7	4.7	3.7
Nonferrous smelting and refining.....		3.4	3.6	3.5	3.3	3.2	3.2	3.3	3.3	3.2	3.4	4.0	3.2	3.1	3.0
Nonferrous rolling, drawing, and extruding.....		4.9	5.4	4.9	4.3	4.6	4.5	4.3	4.2	4.2	3.6	4.5	4.1	3.9	3.7
Nonferrous foundries.....		3.2	3.8	3.5	3.5	4.2	4.4	4.1	3.7	3.2	3.3	3.4	3.2	3.2	3.0
Miscellaneous primary metal industries.....		5.0	4.8	4.7	3.4	5.0	4.9	4.6	4.8	4.6	4.4	4.1	4.0	4.0	3.3
Fabricated metal products.....		3.8	4.1	4.0	3.4	4.0	3.8	3.5	3.9	3.7	3.5	3.8	3.8	3.4	3.0
Metal cans.....		4.9	4.6	4.2	5.8	8.6	4.6	3.7	3.0	3.2	3.3	4.1	5.2	3.8	3.4
Cutlery, handtools, and general hardware.....		2.7	3.0	3.5	3.1	3.7	3.6	3.4	3.5	2.9	2.9	3.7	3.7	3.1	2.7
Heating equipment and plumbing fixtures.....		2.5	2.7	2.0	1.5	1.8	1.7	1.6	2.3	2.4	2.8	2.3	2.7	2.2	2.1
Fabricated structural metal products.....		3.7	3.8	3.4	2.6	2.8	2.8	2.8	3.3	3.3	3.4	3.5	3.5	3.0	2.8
Screw machine products, bolts, etc.....		4.9	5.4	5.2	4.6	5.7	5.6	4.8	4.9	4.9	4.8	4.0	4.2	4.2	3.6
Metal stampings.....		5.1	5.3	5.6	4.5	5.6	5.2	5.2	5.9	5.0	4.2	5.5	4.9	4.5	3.7
Coating, engraving, and allied services.....		3.9	4.5	4.3	3.5	4.3	4.0	3.9	4.1	4.1	4.0	3.8	3.9	3.6	3.4
Miscellaneous fabricated wire products.....		3.4	4.0	3.6	3.0	3.7	3.5	3.3	3.4	3.5	3.4	3.1	3.4	3.1	3.0
Miscellaneous fabricated metal products.....		3.0	3.6	3.7	2.9	3.5	3.3	2.6	3.1	2.9	3.0	2.9	2.9	2.7	2.6
Machinery.....		4.4	4.9	4.7	4.0	4.7	4.4	4.2	4.5	3.9	3.8	3.8	3.8	3.9	3.2
Engines and turbines.....		3.6	4.0	3.7	3.8	4.2	4.1	3.2	4.1	3.5	2.5	3.1	3.2	3.1	2.5
Farm machinery and equipment.....		2.6	2.8	2.8	2.4	3.3	3.1	2.9	2.7	2.3	2.5	2.5	2.5	2.6	2.2
Construction and related machinery.....		4.3	4.4	4.2	3.6	4.0	3.9	3.6	3.8	3.5	3.4	3.5	3.5	3.5	2.7
Metalworking machinery and equipment.....		6.3	6.9	7.0	6.2	7.1	6.7	6.3	6.7	5.5	5.5	5.1	5.3	5.9	4.8
Special industry machinery.....		4.3	5.0	4.7	3.8	4.9	4.6	4.5	5.0	4.5	4.4	4.1	4.0	4.1	3.6
General industrial machinery.....		4.3	4.7	4.5	3.3	4.1	4.1	3.9	4.1	3.7	3.7	3.7	3.8	3.5	2.7
Office, computing, and accounting machines.....		3.2	3.7	2.6	2.5	2.9	2.5	2.7	2.8	2.6	2.5	2.4	1.9	1.9	1.7
Service industry machines.....		2.9	3.7	3.1	2.5	2.8	2.4	2.4	2.4	2.1	2.4	2.6	2.5	2.3	2.1
Miscellaneous machinery.....		5.3	5.5	5.5	4.7	5.4	5.1	5.2	5.5	4.7	4.6	4.4	4.9	4.7	4.1
Electrical equipment and supplies.....		2.3	2.8	2.6	2.1	2.6	2.5	2.5	3.0	2.7	2.7	2.6	2.5	2.3	2.0
Electric distribution equipment.....		3.0	3.2	2.8	2.3	2.6	2.4	2.2	3.3	3.0	3.2	3.0	3.0	2.6	2.2
Electrical industrial apparatus.....		3.4	3.9	3.8	3.5	3.5	3.3	3.0	3.8	3.5	3.2	3.0	3.0	3.0	2.3
Household appliances.....		3.1	2.7	2.5	2.4	2.6	2.6	2.6	2.9	2.9	2.8	2.5	2.1	2.2	2.1
Electric lighting and wiring equipment.....		2.4	2.6	2.6	2.0	2.7	2.7	2.4	2.4	2.3	2.1	2.5	2.6	2.1	2.0
Radio and TV receiving sets.....		1.9	2.4	1.9	1.5	1.8	1.6	1.5	2.5	1.8	2.2	2.0	2.1	1.7	1.7
Communication equipment.....		1.8	2.7	2.2	1.4	2.4	2.5	2.5	3.0	2.9	2.9	2.7	2.3	2.2	1.9
Electronic components and accessories.....		2.1	2.6	2.2	1.8	2.1	2.1	2.3	2.6	2.4	2.3	2.3	2.4	2.1	1.8
Miscellaneous electrical equipment and supplies.....		2.2	2.9	2.7	2.7	3.5	3.6	3.9	4.3	1.9	2.7	3.3	2.2	2.6	2.6
Transportation equipment.....		4.2	4.8	4.8	4.1	5.0	4.6	5.0	5.7	4.1	3.4	4.8	4.1	3.9	3.6
Motor vehicles and equipment.....		5.2	6.1	6.4	5.6	7.0	6.4	6.9	7.8	5.1	4.4	6.4	5.5	5.0	4.4
Aircraft and parts.....		3.2	2.9	2.7	1.9	2.4	2.2	2.7	2.9	2.7	2.6	2.6	2.5	2.5	2.6
Ship and boat building and repairing.....		3.1	3.6	3.6	3.1	3.1	2.8	2.8	3.6	3.6	2.9	2.9	3.0	3.1	3.1
Railroad equipment.....		1.9	2.6	2.4	2.2	2.9	3.1	2.7	3.6	3.9	2.0	2.5	2.3	2.7	2.1
Other transportation equipment.....		3.1	3.7	3.1	2.3	1.5	1.9	2.2	2.7	2.4	3.9	3.5	3.5	3.1	3.1
Instruments and related products.....		2.8	3.0	3.0	2.3	2.7	2.7	2.6	3.0	2.9	2.9	2.7	2.6	2.5	2.4
Engineering and scientific instruments.....		3.7	3.6	3.5	2.4	3.0	3.3	3.2	3.0	3.1	3.0	3.1	3.2	2.6	2.5
Mechanical measuring and control devices.....		2.8	2.9	2.9	2.3	2.6	2.5	2.4	3.3	2.9	2.9	2.5	2.5	2.5	2.3
Optical and ophthalmic goods.....		2.6	2.7	2.7	2.4	2.8	2.7	2.6	2.7	2.7	2.7	2.6	2.2	2.4	2.4
Surgical, medical, and dental equipment.....		1.6	2.2	2.0	1.4	1.9	1.9	1.8	2.4	2.1	2.0	2.3	2.1	2.0	2.1
Photographic equipment and supplies.....		3.3	3.9	4.2	3.7	3.8	3.9	3.5	4.2	4.1	3.9	3.4	3.3	3.3	2.8
Watches and clocks.....		2.6	2.1	2.4	1.4	2.0	1.8	1.8	1.6	2.0	2.3	2.5	1.6	1.6	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. 1258.

Industry	1965								1964					Annual average	
	Aug. <sup>2</sup>	July <sup>2</sup>	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1964	1963
Manufacturing—Continued															
<i>Durable goods—Continued</i>															
Miscellaneous manufacturing industries.....	2.1	2.6	2.4	2.3	2.7	2.6	2.3	2.9	2.8	2.9	2.4	2.5	2.4	2.4	2.3
Jewelry, silverware, and plated ware.....	2.2	3.2	3.3	3.3	3.5	2.8	2.8	5.1	4.3	4.5	2.6	3.0	3.3	3.0	3.0
Toys, amusement and sporting goods.....	2.0	2.6	2.3	2.2	2.3	2.3	1.9	2.5	2.7	2.8	2.4	2.3	2.1	1.8	
Pens, pencils, office and art materials.....	1.8	1.8	1.9	1.8	1.7	1.8	1.5	2.5	2.0	2.0	2.1	2.2	1.8	2.1	
Costume jewelry, buttons, and notions.....	2.1	2.8	2.8	2.6	3.0	3.2	2.5	2.7	2.7	2.6	2.1	2.4	2.5	2.3	
Other manufacturing industries.....	2.2	2.5	2.3	2.0	2.8	2.7	2.6	2.8	2.7	2.8	2.6	2.6	2.5	2.3	
<i>Nondurable goods</i>															
Food and kindred products.....	4.0	3.9	3.7	3.3	3.3	3.3	3.6	3.7	3.8	3.8	4.2	3.8	3.6	3.4	
Meat products.....	4.4	4.1	4.1	3.6	3.5	3.5	4.9	5.2	5.5	5.1	4.4	4.4	4.3	3.8	
Dairy products.....	3.8	4.0	3.8	3.4	3.3	3.2	3.2	3.2	3.2	3.3	4.0	3.5	3.5	3.1	
Canned and preserved food, except meats.....	2.7	2.9	3.0	2.1	2.4	2.9	3.0	2.7	2.4	2.8	3.7	3.0	2.7	2.4	
Grain mill products.....	8.0	6.4	5.9	5.7	5.3	5.3	5.5	5.5	5.8	7.1	7.7	7.1	6.3	6.3	
Bakery products.....	3.6	3.6	3.3	3.0	2.9	2.9	2.8	2.8	3.0	3.1	3.7	3.3	3.1	3.0	
Sugar.....	4.4	3.7	3.6	2.6	3.6	4.0	3.8	4.0	4.8	3.7	4.7	3.5	3.7	3.6	
Confectionery and related products.....	1.9	1.8	2.0	1.5	2.2	2.1	2.3	2.4	2.5	2.6	2.7	2.3	2.2	2.5	
Beverages.....	4.3	4.0	3.7	3.1	2.6	2.4	2.6	2.6	2.5	2.8	3.6	3.5	3.2	3.1	
Miscellaneous food and kindred products.....	4.2	4.1	4.1	3.8	4.1	4.2	3.9	4.0	4.3	4.4	4.3	4.0	4.0	3.9	
Tobacco manufactures.....	1.0	.9	.9	.6	1.2	1.1	.9	1.8	1.1	1.6	1.7	1.9	1.6	1.1	
Cigarettes.....	1.1	.6	.8	.4	1.4	1.2	.7	2.2	.8	1.7	1.2	2.5	1.6	1.2	
Cigars.....	1.0	1.3	1.1	.9	1.2	1.1	1.2	1.7	1.7	1.6	1.8	2.3	2.1	1.1	
Textile mill products.....	3.8	4.1	4.0	3.6	4.1	4.1	3.7	4.1	4.2	4.1	3.9	3.7	3.6	3.2	
Cotton broad woven fabrics.....	4.1	4.6	4.8	4.3	4.7	4.7	4.7	5.0	5.0	4.6	5.1	4.1	4.3	3.4	
Silk and synthetic broad woven fabrics.....	5.0	5.4	5.4	4.6	5.4	5.3	4.7	5.6	5.6	5.4	6.0	5.1	5.0	4.3	
Weaving and finishing broad woollens.....	4.7	4.7	4.6	4.0	4.5	4.4	3.5	3.5	3.3	3.5	3.3	3.5	3.4	3.4	
Narrow fabrics and smallwares.....	3.2	3.5	3.6	2.8	3.6	3.7	3.3	3.5	3.5	3.7	2.7	3.4	3.1	3.1	
Knitting.....	2.6	2.5	2.3	1.9	2.4	2.3	2.0	2.3	2.5	2.7	2.0	2.5	2.2	2.0	
Finishing textiles, except wool and knit.....	3.8	4.9	4.7	3.6	4.6	4.6	4.2	4.6	5.0	4.3	3.9	3.8	4.2	4.1	
Floor covering.....	4.6	4.9	3.9	4.1	5.0	4.5	4.1	5.3	5.9	5.7	5.3	4.3	4.4	4.4	
Yarn and thread.....	4.5	4.5	4.4	4.5	4.6	4.4	3.9	4.2	4.1	4.1	3.9	3.7	3.6	3.1	
Miscellaneous textile goods.....	3.4	4.4	3.9	3.2	4.1	4.3	4.0	3.9	3.7	4.2	3.5	3.9	3.6	3.5	
Apparel and related products.....	1.4	1.4	1.3	1.1	1.6	1.4	1.1	1.3	1.4	1.4	1.2	1.5	1.3	1.3	
Men's and boys' suits and coats.....	1.2	1.5	1.5	1.2	1.5	1.4	1.3	1.1	1.0	1.1	.9	1.1	1.0	1.0	
Men's and boys' furnishings.....	1.2	1.4	1.3	1.0	1.3	1.2	.9	1.1	1.2	1.2	1.0	1.3	1.1	1.1	
Women's, misses', juniors' outerwear.....	1.4	1.2	1.3	1.1	1.7	1.5	1.0	1.2	1.2	1.2	.9	1.4	1.3	1.3	
Women's and children's undergarments.....	1.2	1.4	1.1	1.0	1.6	1.2	1.0	1.4	2.0	1.9	1.9	1.7	1.4	1.4	
Hats, caps, and millinery.....	1.3	1.1	1.1	1.2	2.1	1.8	1.3	1.4	1.0	1.3	1.1	1.6	1.4	1.4	
Girls' and children's outerwear.....	1.6	1.7	1.3	.9	1.7	1.5	1.1	1.0	1.3	1.2	.8	1.4	1.3	1.2	
Fur goods and miscellaneous apparel.....	1.0	1.2	1.0	.7	1.1	.9	.8	1.5	1.8	1.7	1.0	1.1	1.1	1.1	
Miscellaneous fabricated textile products.....	2.2	2.0	2.0	1.5	2.2	2.0	1.8	2.2	2.1	2.1	2.3	2.2	1.9	1.8	
Paper and allied products.....	4.9	5.0	4.7	4.0	4.6	4.6	4.7	5.0	4.9	5.1	5.3	5.0	4.7	4.5	
Paper and pulp.....	6.0	5.8	5.8	5.0	5.6	5.7	5.9	5.8	5.8	5.8	6.3	5.8	5.7	5.4	
Paperboard.....	7.2	6.7	6.5	5.5	6.0	6.4	6.6	6.6	6.4	6.6	7.4	6.8	6.3	5.9	
Converted paper and paperboard products.....	3.4	3.5	3.1	3.0	3.3	3.2	3.3	3.6	3.3	3.6	3.6	3.6	3.3	3.2	
Paperboard containers and boxes.....	4.1	4.6	4.1	3.3	4.1	3.8	3.6	4.5	4.6	5.0	4.8	4.6	4.1	3.8	
Printing, publishing, and allied industries.....	2.8	2.9	3.0	2.8	3.1	2.8	2.6	3.3	2.9	3.2	3.2	3.0	2.9	2.7	
Newspaper publishing and printing.....	2.3	2.5	2.6	2.2	2.1	1.9	1.8	3.1	2.5	2.7	2.5	2.4	2.4	2.3	
Periodical publishing and printing.....	3.2	2.8	3.4	3.2	4.5	5.6	4.4	4.3	4.0	5.3	5.3	4.8	4.0	3.2	
Books.....	4.0	4.0	4.4	4.2	4.3	3.1	3.2	3.4	3.1	3.6	4.3	4.6	3.8	3.5	
Commercial printing.....	3.0	3.0	3.2	3.1	3.6	3.2	3.9	3.6	3.1	3.5	3.6	3.2	3.1	3.0	
Bookbinding and related industries.....	2.1	2.6	2.7	2.2	2.6	2.1	2.4	2.5	2.2	2.5	2.4	2.5	2.4	2.2	
Other publishing and printing industries.....	2.8	2.7	2.7	2.8	3.0	3.2	2.8	3.2	2.6	2.6	2.8	2.8	2.7	2.5	
Chemicals and allied products.....	2.8	2.9	3.1	3.2	2.9	2.8	2.6	2.7	2.7	2.7	3.2	2.7	2.7	2.5	
Industrial chemicals.....	2.9	2.9	2.8	2.9	2.6	2.8	2.6	2.8	2.7	2.7	3.3	2.7	2.6	2.4	
Plastics and synthetics, except glass.....	2.9	3.1	2.8	3.1	2.8	2.7	2.6	2.8	2.8	2.9	3.4	2.8	2.7	2.3	
Drugs.....	2.4	2.5	2.5	2.0	2.5	2.5	2.5	2.3	2.2	2.2	2.1	1.9	2.0	2.2	
Soap, cleaners, and toilet goods.....	2.1	2.4	2.0	1.6	2.1	2.2	1.5	2.4	2.7	2.7	3.2	2.7	2.4	2.5	
Paints, varnishes, and allied products.....	3.0	3.2	3.3	2.3	2.8	2.4	2.0	2.2	1.8	2.4	2.9	2.8	2.5	2.3	
Agricultural chemicals.....	3.1	3.7	8.0	9.4	5.9	4.4	3.6	3.4	3.4	3.2	3.4	3.2	4.6	4.7	
Other chemical products.....	3.2	3.2	3.1	2.6	2.7	2.9	2.8	3.1	3.1	3.2	3.6	3.2	3.0	2.7	
Petroleum refining and related industries.....	3.2	3.4	3.0	2.7	2.3	1.8	2.0	2.3	2.4	2.5	3.3	2.7	2.4	2.3	
Petroleum refining.....	2.1	2.5	2.2	2.3	1.7	1.4	1.6	2.0	1.9	1.5	2.4	1.7	1.8	1.8	
Other petroleum and coal products.....	7.1	6.6	5.8	4.3	4.8	3.4	3.7	3.5	4.4	6.1	6.4	6.0	5.0	4.6	
Rubber, miscellaneous plastic products.....	3.7	4.1	3.7	3.1	4.0	4.0	3.8	3.9	3.5	4.0	4.2	4.2	3.4	3.0	
Tires and inner tubes.....	6.4	5.9	4.7	4.7	6.0	6.0	5.7	5.4	4.8	5.8	6.1	5.9	4.3	3.0	
Other rubber products.....	2.6	3.4	3.1	2.4	3.0	3.1	2.8	3.1	2.6	3.0	3.3	3.3	2.7	2.6	
Miscellaneous plastic products.....	3.5	3.9	3.9	3.1	4.0	3.8	3.7	4.0	3.6	4.0	4.1	4.1	3.7	3.3	
Leather and leather products.....	1.7	1.8	1.6	1.2	1.9	1.9	1.8	2.0	1.7	1.8	1.7	2.0	1.7	1.4	
Leather tanning and finishing.....	2.8	3.6	3.5	3.1	3.0	3.0	2.9	3.3	3.2	3.1	2.9	3.1	2.9	2.8	
Footwear, except rubber.....	1.6	1.5	1.3	1.0	1.7	1.8	1.7	1.8	1.2	1.4	1.5	1.8	1.5	1.2	
Other leather products.....	1.7	1.8	1.6	1.2	1.9	1.9	1.5	2.2	2.4	2.3	1.8	2.0	1.8	1.6	

<sup>1</sup> For comparability of data with those published in issues prior to January 1965, 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 which includes the 12th 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. 1258.

Activity	1965								1964					Annual average	
	Aug. <sup>2</sup>	July <sup>2</sup>	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1964	1963
<b>Man-hours</b>															
Total.....	113.5	111.3	111.7	108.9	105.1	104.8	102.5	102.8	106.5	107.0	106.7	108.1	108.1	103.6	100.9
Mining.....	85.9	84.8	85.2	83.6	80.2	78.8	78.1	79.6	82.7	84.6	85.4	83.2	84.9	82.3	82.1
Contract construction.....	131.8	126.2	121.5	115.3	101.7	95.5	88.8	93.8	103.8	112.9	121.7	116.5	126.6	107.2	103.2
Manufacturing.....	111.5	109.9	111.3	109.0	107.0	107.8	106.3	105.6	108.2	107.1	105.0	107.8	105.9	104.0	101.4
Durable goods.....	113.3	114.0	116.2	114.1	111.9	111.7	110.0	109.3	111.5	109.5	104.8	109.8	105.7	105.8	102.0
Ordinance and accessories.....	132.0	131.9	129.3	126.8	123.8	125.6	125.8	127.3	127.8	127.5	127.2	127.2	125.4	131.3	145.0
Lumber and wood products, except furniture.....	102.8	100.7	100.9	97.7	92.9	91.2	89.3	89.1	92.1	94.0	97.8	99.2 <sup>2</sup>	102.4	95.2	93.8
Furniture and fixtures.....	122.4	115.2	117.1	114.1	114.2	115.3	114.1	112.2	117.7	116.3	117.2	114.5	114.8	110.7	106.3
Stone, clay, and glass products.....	114.9	112.8	111.7	109.4	104.7	101.5	98.7	98.5	103.2	107.7	109.9	110.6	111.8	105.5	102.3
Primary metal industries.....	113.9	115.4	116.6	113.7	118.4	113.4	112.1	111.0	110.9	108.7	106.6	111.2	106.8	105.6	98.4
Fabricated metal products.....	116.7	117.0	120.0	117.7	114.0	112.7	113.9	112.3	114.8	112.6	108.3	113.6	113.6	110.9	108.7
Machinery.....	122.4	122.1	124.0	122.4	119.6	122.0	119.1	117.9	118.4	113.4	111.6	112.9	111.3	112.1	104.4
Electrical equipment and supplies.....	124.9	122.9	125.8	123.0	119.8	121.6	120.3	119.5	122.1	119.7	118.3	116.8	113.4	113.5	112.5
Transportation equipment.....	94.3	104.5	109.2	108.9	105.5	107.0	104.4	105.5	107.1	100.8	79.0	100.5	85.6	95.4	93.7
Instruments and related products.....	114.2	112.1	112.4	108.7	106.3	108.5	107.5	106.7	108.5	108.1	105.6	106.6	105.7	104.6	103.9
Miscellaneous manufacturing industries.....	113.8	105.8	110.3	107.8	105.4	105.2	102.3	98.5	106.8	113.5	115.1	110.5	108.1	103.7	100.7
Nondurable goods.....	109.2	104.6	104.8	102.5	100.5	102.7	101.4	100.7	103.8	104.0	105.2	105.3	106.1	101.7	100.7
Food and kindred products.....	102.7	95.9	90.5	86.8	83.5	84.7	84.3	87.4	92.7	95.1	100.0	104.2	102.9	92.7	94.1
Tobacco manufactures.....	85.7	70.8	71.6	70.2	68.0	74.3	79.6	84.1	99.2	99.3	118.6	108.8	97.3	89.9	89.5
Textile mill products.....	102.9	100.1	102.9	100.9	99.6	101.0	100.0	98.6	100.6	100.5	99.8	95.6	98.6	97.3	95.5
Apparel and related products.....	121.6	112.6	116.9	114.1	111.3	118.1	115.2	110.4	112.1	113.8	112.6	109.6	114.9	109.7	108.0
Paper and allied products.....	113.1	110.8	111.5	108.7	106.8	108.1	106.5	106.6	109.4	108.1	110.1	110.4	110.2	107.6	106.3
Printing, publishing, and allied industries.....	110.4	109.2	109.2	108.8	108.2	109.1	107.6	106.5	110.2	108.0	108.6	108.4	107.2	106.6	104.0
Chemicals and allied products.....	110.2	109.6	110.1	110.7	111.7	108.8	106.7	105.7	106.4	105.6	104.8	107.9	106.0	105.9	105.1
Petroleum refining and related industries.....	82.4	82.2	80.8	78.6	78.4	76.5	74.3	74.8	76.4	77.8	79.7	83.6	82.4	80.1	82.9
Rubber and miscellaneous plastic products.....	134.5	128.8	131.4	128.8	126.0	129.2	127.9	125.8	126.5	124.7	125.2	126.9	124.1	120.6	115.7
Leather and leather products.....	101.1	99.4	99.5	96.7	93.2	99.3	99.6	98.0	101.1	97.7	96.1	95.9	100.9	96.5	94.9
<b>Payrolls</b>															
Mining.....	99.5	100.2	98.6	93.9	91.9	91.5	93.1	96.0	97.9	98.6	95.6	96.7	93.5	90.9	
Contract construction.....	162.3	157.2	149.0	129.8	123.5	115.6	120.2	133.3	142.6	155.6	147.8	158.8	134.7	124.6	
Manufacturing.....	137.0	135.9	137.7	134.7	131.7	132.5	130.2	129.3	132.1	129.4	125.4	130.9	126.4	117.9	

<sup>1</sup> For comparability of data with those published in issues prior to January 1965, 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. 1258.

Item	1965								1964					Annual average	
	July <sup>2</sup>	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	1964	1963
<b>Manufacturing</b>															
Gross average weekly earnings:															
Current dollars.....	\$107.01	\$108.21	\$107.53	\$105.82	\$107.12	\$105.93	\$105.93	\$106.81	\$104.70	\$102.97	\$104.60	\$103.07	\$102.97	\$102.97	\$99.63
1957-59 dollars.....	97.11	98.28	98.11	96.82	98.28	97.27	97.27	98.17	96.32	94.90	96.49	95.26	95.08	95.25	93.37
Spendable average weekly earnings:															
Worker with no dependents:															
Current dollars.....	88.66	89.62	89.08	87.71	88.75	87.80	87.80	87.43	85.77	84.40	85.69	84.48	84.40	84.40	79.82
1957-59 dollars.....	80.45	81.40	81.28	80.25	81.42	80.62	80.62	80.36	78.91	77.79	79.05	78.08	77.93	78.08	74.81
Worker with 3 dependents:															
Current dollars.....	96.34	97.35	96.78	95.34	96.43	95.43	95.43	95.35	93.61	92.18	93.53	92.26	92.18	92.18	87.58
1957-59 dollars.....	87.42	88.42	88.30	87.23	88.47	87.63	87.63	87.64	86.12	84.96	86.28	85.27	85.12	85.27	82.08

<sup>1</sup> For comparability of data with those published in issues prior to January 1965, 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	New series <sup>2</sup>												Annual average		
	1965						1964						1964	1963	
	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.			Aug.
All items	110.0	110.2	110.1	109.6	109.3	109.0	108.9	108.9	108.8	108.8	108.7	108.4	108.2	108.1	106.7
All items (1947-49=100)	135.0	135.2	135.1	134.5	134.1	133.7	133.6	133.6	133.5	133.4	133.1	133.0	132.8	132.6	131.0
Food	110.1	110.9	110.1	107.9	107.3	106.9	106.6	106.6	106.9	106.8	106.9	107.2	106.9	106.4	105.1
Food at home	108.6	109.7	108.8	106.2	105.5	105.0	104.8	104.8	105.1	105.1	105.3	105.6	105.3	104.7	103.5
Cereals and bakery products	111.1	111.1	111.0	110.8	111.0	110.9	111.0	111.1	111.0	110.7	110.4	109.9	109.6	109.6	109.1
Meats, poultry, and fish	109.8	109.2	106.4	100.3	99.8	99.6	99.5	99.2	99.0	99.5	100.6	101.4	99.2	98.6	100.2
Dairy products	105.0	104.3	104.0	104.2	104.5	105.0	105.2	105.6	105.6	105.3	105.3	104.6	104.4	104.7	103.8
Fruits and vegetables	114.6	124.3	125.9	121.4	117.6	115.3	113.3	112.4	114.5	113.0	111.7	112.2	117.3	115.3	111.0
Other foods at home	101.9	101.2	100.5	100.8	101.1	100.3	100.9	101.6	101.9	102.3	102.7	103.5	101.9	101.6	97.8
Food away from home	118.2	117.6	117.2	116.9	116.8	116.5	116.3	116.1	116.0	115.9	115.7	115.5	115.3	115.2	113.2
Housing	108.2	108.3	108.2	108.2	108.2	108.2	108.2	108.1	107.8	107.7	107.6	107.4	107.2	107.2	106.0
Shelter <sup>5</sup>	110.7	110.6	110.3	110.2	110.1	110.1	110.2	109.9	109.5	109.3	109.2	109.0	108.8	108.7	106.9
Rent	109.0	108.9	108.8	108.8	108.8	108.7	108.5	108.4	108.4	108.3	108.2	107.9	107.9	107.8	106.8
Homeownership <sup>6</sup>	111.4	111.2	111.0	110.8	110.8	110.8	110.9	110.6	110.6	110.0	109.8	109.6	109.5	109.2	107.0
Fuel and utilities <sup>7</sup>	105.3	106.6	106.9	107.1	107.2	107.4	107.4	107.9	107.9	107.5	107.4	107.2	107.1	107.3	107.0
Fuel oil and coal <sup>8</sup>	103.5	103.2	103.4	104.6	105.4	106.5	106.7	106.5	106.5	103.7	102.9	101.5	100.9	103.5	104.0
Gas and electricity	107.7	106.9	107.8	107.7	107.7	107.7	107.8	108.0	108.3	108.1	108.2	108.2	108.2	107.9	107.9
Household furnishings and operation <sup>9</sup>	102.9	102.9	103.1	103.1	103.1	102.8	102.8	102.8	102.9	102.9	102.8	102.8	102.8	102.8	102.4
Apparel and upkeep <sup>10</sup>	106.4	106.1	106.9	106.8	106.3	106.0	105.8	105.6	106.6	106.4	106.2	105.9	105.3	105.7	104.8
Men's and boys'	107.2	106.8	107.1	107.0	106.6	106.3	106.2	106.2	107.1	107.0	106.7	106.6	106.0	106.1	104.7
Women's and girls'	102.6	102.5	103.5	103.4	102.5	102.1	101.9	101.4	103.3	103.2	102.9	102.4	101.3	102.3	101.7
Footwear	112.7	112.0	112.3	112.2	112.0	111.7	111.6	111.5	111.7	111.6	111.4	110.9	110.8	111.0	110.5
Transportation	111.0	111.5	111.2	111.4	111.0	110.6	110.6	111.1	110.5	110.0	109.4	108.9	109.3	109.3	107.8
Private	109.5	110.0	109.7	110.0	109.5	109.0	109.1	109.7	109.0	108.6	108.0	107.4	107.9	107.9	106.4
Public	121.5	121.4	121.3	121.3	121.3	121.3	121.2	120.6	120.3	119.5	119.3	119.3	119.1	119.0	116.9
Health and recreation	115.6	115.3	115.7	115.6	115.4	114.9	114.7	114.5	114.3	114.2	114.0	113.9	113.8	113.6	111.4
Medical care	122.8	122.7	122.2	121.8	121.6	121.4	121.0	120.6	120.3	120.2	119.9	119.7	119.8	119.4	117.0
Personal care	109.0	108.7	111.0	111.0	110.7	110.4	110.1	110.0	110.0	109.7	109.7	109.5	109.4	109.2	107.9
Reading and recreation	114.3	114.6	115.7	115.9	115.9	115.4	115.2	115.0	114.9	114.9	114.5	114.3	114.2	114.1	111.5
Other goods and services <sup>11</sup>	112.6	111.5	111.0	110.6	110.3	109.5	109.4	109.3	109.2	109.1	109.1	109.0	108.9	108.8	107.1
Special groups:															
All items less shelter	109.8	110.1	110.0	109.4	109.1	108.7	108.6	108.6	108.6	108.5	108.3	108.2	108.1	108.0	106.7
All items less food	110.2	110.2	110.3	110.3	110.1	109.9	109.8	109.8	109.6	109.5	109.2	109.0	108.9	108.9	107.4
Commodities <sup>12</sup>	106.6	106.9	106.9	106.2	105.9	105.6	105.5	105.6	105.7	105.6	105.5	105.4	105.2	105.2	104.1
Nondurables <sup>13</sup>	108.5	108.7	108.6	107.5	107.0	106.4	106.3	106.3	106.5	106.4	106.4	106.4	106.1	106.0	104.9
Durables <sup>12 14</sup>	101.8	102.3	102.6	102.9	103.0	103.2	103.3	103.6	103.4	103.5	103.1	102.8	102.8	103.0	102.1
Services <sup>12 15 16</sup>	117.9	117.8	117.6	117.5	117.3	117.0	116.9	116.6	116.2	116.0	115.7	115.5	115.4	115.2	113.0
Commodities less food <sup>12</sup>	104.7	104.7	105.1	105.2	105.0	104.8	104.7	104.9	104.9	104.8	104.6	104.3	104.2	104.4	103.5
Nondurables less food	107.1	106.9	107.3	107.2	106.8	106.2	106.1	106.1	106.3	106.1	106.0	105.8	105.6	105.7	104.8
Apparel commodities	105.3	105.0	106.0	105.9	105.3	105.0	104.9	104.7	105.8	105.7	105.4	105.1	104.4	104.9	104.0
Apparel less footwear	103.8	103.6	104.7	104.6	104.0	103.7	103.5	103.3	104.6	104.5	104.2	103.9	103.1	103.6	102.8
Nondurables less food and apparel	108.2	108.0	108.1	108.0	107.6	106.9	106.8	106.9	106.7	106.3	106.3	106.2	106.3	106.2	105.3
New cars	97.1	97.2	97.4	100.2	100.7	100.8	101.0	101.5	101.6	102.5	101.3	98.7	99.9	101.2	101.5
Used cars	120.3	123.0	122.7	121.1	120.6	121.7	121.7	123.7	123.7	122.9	121.9	121.9	122.2	121.6	116.6
Household durables <sup>17</sup>	95.8	96.3	97.3	97.8	97.9	98.0	97.8	97.8	97.9	98.0	98.0	98.2	98.1	98.4	98.5
Household furnishings	97.3	97.6	98.2	98.3	98.5	98.4	98.1	98.0	98.2	98.3	98.2	98.3	98.1	98.4	98.5
Services less rent <sup>12 15</sup>	120.0	120.0	119.7	119.5	119.3	119.1	118.9	118.6	118.2	117.9	117.6	117.4	117.2	117.0	114.5
Household services less rent <sup>12</sup>	116.6	116.9	116.8	116.5	116.3	116.2	116.2	116.0	115.6	115.5	115.4	115.3	115.0	114.8	113.0
Transportation services	119.6	119.1	118.6	118.7	118.5	118.4	118.2	117.7	116.8	116.2	115.3	115.1	115.0	115.0	112.4
Medical care services	127.7	127.5	127.0	126.5	126.2	125.9	125.5	125.0	124.5	124.4	124.0	123.7	123.7	123.2	120.3
Other services <sup>12 18</sup>	122.1	121.9	121.7	121.6	121.3	120.7	120.4	120.1	119.8	119.6	119.3	119.0	118.8	118.5	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. The "old series" indexes were discontinued after June 1964.

<sup>3</sup> Corrected index.

<sup>4</sup> Includes eggs, fats and oils, sugar and sweets, nonalcoholic beverages, and prepared and partially prepared foods.

<sup>5</sup> Also includes hotel and motel room rates not shown separately.

<sup>6</sup> Includes home purchase, mortgage interest, taxes, insurance, and maintenance and repairs.

<sup>7</sup> Also includes telephone, water, and sewerage service not shown separately.

<sup>8</sup> Called "Solid and petroleum fuels" prior to 1964.

<sup>9</sup> Includes housefurnishings and housekeeping supplies and services.

<sup>10</sup> Includes dry cleaning and laundry of apparel, infants' wear, sewing materials, jewelry, and miscellaneous apparel, not shown separately.

<sup>11</sup> Includes tobacco, alcoholic beverages, and funeral, legal, and bank service charges.

<sup>12</sup> Recalculated group—indexes prior to January 1964 have been recomputed.

<sup>13</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>14</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>15</sup> Excludes home purchase costs which were classified under this heading prior to 1964.

<sup>16</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>17</sup> Called "Durable less cars" prior to 1964. Does not include auto parts, durable toys, and sports equipment.

<sup>18</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>	New series <sup>3</sup> (except as noted)													Annual average		1947-49=100
	1965							1964						1964	1963	Aug. 1965
	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.			
All items																
U.S. city average <sup>4</sup>	110.0	110.2	110.1	109.6	109.3	109.0	108.9	108.9	108.8	108.7	108.5	108.4	108.2	108.1	106.7	135.0
Atlanta, Ga.	(5)	(5)	107.9	(5)	(5)	107.6	(5)	(5)	107.4	(5)	(5)	107.2	(5)	106.7	105.1	(5)
Baltimore, Md.	(5)	(5)	110.0	(5)	(5)	108.3	(5)	(5)	108.6	(5)	(5)	107.9	(5)	107.9	106.8	(5)
Boston, Mass.	(5)	113.5	(5)	(5)	112.9	(5)	(5)	112.3	(5)	(5)	111.6	(5)	(5)	111.1	109.5	(5)
Buffalo, N.Y. (Nov. 1963=100)	104.0	(5)	(5)	103.0	(5)	(5)	102.4	(5)	(5)	102.1	(5)	(5)	101.3	101.1	(5)	
Chicago, Ill.—Northwestern Ind.	107.7	107.7	107.9	107.2	106.9	106.7	106.6	106.4	106.5	106.6	106.4	106.3	106.3	106.1	105.7	135.8
Cincinnati, Ohio—Kentucky <sup>6</sup>	(5)	(5)	107.5	(5)	(5)	106.8	(5)	(5)	106.9	(5)	(5)	107.0	(5)	106.3	104.7	(5)
Cleveland, Ohio	107.1	(5)	(5)	106.8	(5)	(5)	106.0	(5)	(5)	105.9	(5)	(5)	105.2	105.2	104.7	133.0
Dallas, Tex. (Nov. 1963=100)	101.7	(5)	(5)	101.1	(5)	(5)	100.0	(5)	(5)	100.7	(5)	(5)	99.9	100.1	(5)	
Detroit, Mich.	106.8	106.9	107.0	106.1	105.6	104.8	104.6	105.0	104.8	104.6	104.9	104.6	104.3	104.0	103.2	131.7
Honolulu, Hawaii (Dec. 1963=100)	(5)	(5)	101.7	(5)	(5)	101.5	(5)	(5)	101.0	(5)	(5)	100.2	(5)	100.3	(5)	
Houston, Tex. <sup>6</sup>	(5)	108.5	(5)	(5)	107.9	(5)	107.4	(5)	(5)	107.3	(5)	(5)	107.3	107.2	105.6	(5)
Kansas City, Mo.—Kansas <sup>6</sup>	(5)	(5)	113.9	(5)	112.1	(5)	(5)	111.4	(5)	(5)	110.7	(5)	(5)	109.8	107.2	(5)
Los Angeles—Long Beach, Calif.	111.5	112.7	112.9	112.6	112.5	112.2	112.0	111.6	111.4	111.3	111.0	110.0	110.2	110.2	108.2	139.0
Milwaukee, Wis. <sup>6</sup>	108.9	(5)	(5)	108.2	(5)	(5)	107.0	(5)	106.8	(5)	(5)	106.3	(5)	106.0	104.9	137.3
Minneapolis—St. Paul, Minn. <sup>6</sup>	(5)	109.7	(5)	(5)	108.9	(5)	(5)	108.7	(5)	(5)	108.6	(5)	(5)	108.0	107.0	(5)
New York, N.Y.—Northeastern N.J.	112.6	112.4	112.2	111.8	111.6	111.2	111.1	110.9	111.1	111.0	110.9	110.9	110.5	110.4	108.7	135.7
Philadelphia, Pa.—N.J.	110.6	111.0	110.7	110.1	109.7	109.9	109.9	109.7	109.6	109.5	109.3	109.0	108.6	108.8	107.2	135.8
Pittsburgh, Pa. <sup>7</sup>	(5)	110.8	(5)	(5)	109.8	(5)	(5)	109.0	(5)	(5)	108.9	(5)	(5)	108.5	107.1	(5)
Portland, Oreg.—Wash. <sup>7</sup>	(5)	112.2	(5)	(5)	110.9	(5)	(5)	109.8	(5)	(5)	109.5	(5)	(5)	108.9	106.6	(5)
St. Louis, Mo.—Ill.	(5)	(5)	110.2	(5)	(5)	109.0	(5)	(5)	109.0	(5)	(5)	108.7	(5)	108.1	106.2	(5)
San Diego, Calif. <sup>6</sup> (Feb. 1965=100)	99.6	(5)	(5)	100.5	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)
San Francisco—Oakland, Calif.	(5)	(5)	113.0	(5)	(5)	112.2	(5)	(5)	111.6	(5)	(5)	111.0	(5)	110.6	108.9	(5)
Scranton, Pa. <sup>7</sup>	111.6	(5)	(5)	110.5	(5)	(5)	110.0	(5)	(5)	109.9	(5)	(5)	110.0	109.3	107.3	133.1
Seattle, Wash.	111.5	(5)	(5)	110.8	(5)	(5)	109.8	(5)	(5)	110.1	(5)	(5)	110.3	109.7	108.2	140.2
Washington, D.C.—Md.—Va.	109.6	(5)	(5)	109.5	(5)	(5)	108.8	(5)	(5)	108.9	(5)	(5)	108.7	108.1	106.4	132.0
Food																
U.S. city average <sup>4</sup>	110.1	110.9	110.1	107.9	107.3	106.9	106.6	106.6	106.9	106.8	106.9	107.2	106.9	106.4	105.1	-----
Atlanta, Ga.	108.1	108.8	108.4	105.5	105.7	106.1	105.4	105.5	105.6	105.6	105.7	106.1	105.4	104.8	103.8	-----
Baltimore, Md.	111.2	111.9	110.8	108.3	107.5	106.6	106.2	106.2	106.5	106.8	107.0	107.1	106.6	106.6	104.7	-----
Boston, Mass.	114.5	114.9	113.0	111.7	111.4	111.5	111.3	110.9	110.7	111.0	110.8	111.1	111.1	109.8	107.4	-----
Buffalo, N.Y. (Nov. 1963=100)	105.3	106.9	105.9	103.9	102.5	102.4	101.8	101.4	101.6	101.7	101.8	102.4	102.2	101.5	-----	
Chicago, Ill.—Northwestern Ind.	110.3	110.6	110.1	107.3	106.7	106.6	106.6	105.8	106.5	106.9	106.9	107.0	106.3	106.1	105.7	-----
Cincinnati, Ohio—Kentucky <sup>6</sup>	107.0	108.5	108.1	105.7	104.9	104.3	104.4	103.8	104.9	104.5	105.4	106.2	105.5	104.5	102.9	-----
Cleveland, Ohio	106.6	106.8	106.0	103.1	102.5	102.3	102.2	102.4	102.8	102.2	102.4	103.0	102.5	102.1	101.8	-----
Dallas, Tex. (Nov. 1963=100)	105.5	105.3	104.2	102.8	102.1	101.7	101.4	101.3	101.2	101.3	101.1	101.0	100.9	100.5	-----	
Detroit, Mich.	106.6	108.0	106.8	103.5	103.0	102.1	101.5	101.9	102.0	102.2	102.5	102.4	102.4	101.9	101.5	-----
Honolulu, Hawaii (Dec. 1963=100)	103.2	103.9	103.7	102.4	102.9	102.9	102.7	102.0	101.7	101.3	101.1	100.8	101.1	100.8	-----	
Houston, Tex. <sup>6</sup>	111.1	110.4	109.7	107.7	106.8	106.8	106.9	106.4	106.9	106.1	106.8	105.8	105.8	105.7	103.8	-----
Kansas City, Mo.—Kansas <sup>6</sup>	112.6	112.2	111.6	109.3	109.3	108.2	108.2	108.8	108.3	108.0	108.2	108.2	108.4	107.2	104.3	-----
Los Angeles—Long Beach, Calif.	111.7	111.8	111.5	109.9	109.9	109.1	109.1	109.5	109.1	108.8	109.6	108.3	108.1	108.2	107.1	-----
Milwaukee, Wis. <sup>6</sup>	109.6	(5)	(5)	106.2	(5)	(5)	105.5	(5)	104.9	(5)	(5)	(5)	105.6	105.0	104.9	-----
Minneapolis—St. Paul, Minn. <sup>6</sup>	108.4	108.9	107.9	106.6	106.3	105.5	106.1	105.7	105.5	105.0	105.2	105.7	104.6	104.6	102.5	-----
New York, N.Y.—Northeastern N.J.	110.8	111.6	110.9	108.9	108.5	107.9	108.0	108.0	108.6	109.0	109.2	109.6	108.9	108.4	107.1	-----
Philadelphia, Pa.—N.J.	107.9	109.6	108.0	106.1	105.6	105.8	105.1	104.9	105.1	105.5	105.7	105.9	105.4	105.2	104.2	-----
Pittsburgh, Pa.	108.2	110.5	109.3	106.8	105.9	105.1	105.1	104.6	104.8	104.9	105.1	106.2	105.5	104.8	103.6	-----
Portland, Oreg.—Wash. <sup>7</sup>	110.5	110.8	110.6	109.2	107.7	108.0	108.0	107.9	108.1	107.5	108.1	107.5	107.7	107.1	105.2	-----
St. Louis, Mo.—Ill.	112.8	113.4	112.5	110.7	109.9	109.1	109.3	108.6	108.6	108.5	108.9	109.1	108.7	107.6	104.9	-----
San Diego, Calif. <sup>6</sup> (Feb. 1965=100)	104.7	(5)	(5)	101.5	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)
San Francisco—Oakland, Calif.	111.2	112.0	111.1	109.4	108.9	108.4	108.0	108.2	107.9	107.8	107.8	107.6	107.3	107.7	106.8	-----
Scranton, Pa. <sup>7</sup>	108.2	110.5	109.6	106.8	106.1	106.1	106.4	105.3	105.9	105.6	105.8	106.8	106.8	105.6	104.1	-----
Seattle, Wash.	111.1	111.9	112.0	110.5	109.6	109.1	108.6	109.3	108.7	108.7	109.3	109.1	108.7	108.7	107.3	-----
Washington, D.C.—Md.—Va.	109.3	110.5	109.4	107.4	106.7	106.6	106.1	106.2	106.1	106.3	106.7	108.0	107.5	106.0	104.2	-----

<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> Not included in United States average.

<sup>7</sup> Old series. Contrary to original plans, Portland and Scranton will be published on the old series basis indefinitely.

<sup>8</sup> 10-month average.

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	1965								1964					Annual average	
	Aug. <sup>3</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1964	1963
	102.9	102.9	102.8	102.1	101.7	101.3	101.2	101.0	100.7	100.7	100.8	100.7	100.3	100.5	100.3
All commodities.....	102.9	102.9	102.8	102.1	101.7	101.3	101.2	101.0	100.7	100.7	100.8	100.7	100.3	100.5	100.3
Farm products and processed foods.....	103.3	103.7	103.5	101.1	100.2	99.0	98.7	98.1	97.2	97.8	98.2	99.3	97.7	98.0	98.7
Farm products.....	99.1	100.0	100.3	98.4	97.6	95.4	94.5	93.0	92.7	94.0	93.8	95.7	93.6	94.3	95.7
Fresh and dried fruits and vegetables.....	85.4	103.9	109.0	118.5	117.7	107.8	102.5	98.5	98.9	108.0	98.2	101.5	97.9	103.2	96.1
Grains.....	88.3	88.4	89.6	91.0	91.2	90.6	90.5	90.4	90.1	88.0	88.9	90.2	85.7	94.1	101.9
Livestock and live poultry.....	106.4	105.0	104.6	96.2	91.4	89.8	88.4	85.5	83.1	83.6	85.8	90.9	88.4	84.7	88.8
Plant and animal fibers.....	90.5	91.8	92.0	91.8	91.6	91.6	91.8	92.4	92.6	93.9	93.8	94.4	96.0	98.3	100.6
Fluid milk.....	103.9	102.4	100.7	100.2	101.2	100.1	103.5	104.1	105.0	105.4	104.5	103.6	101.8	102.0	100.6
Eggs.....	100.0	84.7	82.0	79.0	91.2	86.9	76.7	78.9	85.3	91.6	97.7	96.9	98.6	90.8	94.0
Hay, hayseeds, and oilseeds.....	106.6	113.8	114.7	115.4	119.4	119.2	120.6	119.0	116.7	115.6	111.0	108.8	105.8	110.1	113.0
Other farm products.....	98.3	95.4	95.6	94.8	95.6	95.2	97.2	95.3	98.3	98.4	99.3	96.8	98.5	98.6	89.3
Processed foods.....	106.7	106.6	106.1	103.3	102.3	101.8	102.1	102.2	100.8	100.9	101.7	102.2	101.0	101.0	101.1
Cereal and bakery products.....	109.1	109.3	108.5	108.3	108.3	108.1	107.9	108.2	108.2	108.3	108.2	108.1	108.3	107.8	107.3
Meats, poultry, and fish.....	106.3	106.3	105.5	97.7	93.6	92.4	92.1	91.9	88.8	89.8	93.2	96.1	93.3	90.8	93.3
Dairy products and ice cream.....	108.5	107.8	107.1	106.8	107.5	107.5	107.8	108.3	108.9	109.5	108.9	108.7	107.3	107.8	107.5
Canned and frozen fruits and vegetables.....	100.4	101.8	101.5	100.4	100.9	100.7	100.3	101.9	101.9	102.3	102.7	102.2	102.1	104.8	103.9
Sugar and confectionery.....	109.2	109.1	109.2	108.7	108.0	108.1	110.0	110.0	107.1	104.7	105.8	105.1	106.4	111.8	118.4
Packaged beverage materials.....	93.4	93.5	94.2	94.2	94.0	94.0	96.7	97.2	98.2	98.2	98.2	98.2	98.2	97.3	81.2
Animal fats and oils.....	113.7	115.9	108.4	107.4	116.7	110.0	107.6	106.4	107.7	107.3	108.8	97.7	93.5	95.4	83.9
Crude vegetable oils.....	93.2	91.3	94.4	96.9	109.3	109.7	109.1	104.6	105.9	106.2	96.1	87.7	82.3	84.5	82.0
Refined vegetable oils.....	90.0	89.4	89.2	93.7	103.7	102.6	99.9	96.1	98.0	99.0	91.2	84.0	79.4	82.2	84.2
Vegetable oil end products.....	101.2	101.2	101.2	102.3	102.3	102.3	101.9	100.6	100.1	94.4	90.4	88.6	87.9	89.7	88.2
Miscellaneous processed foods.....	114.8	113.4	112.7	112.2	111.7	112.4	114.4	114.5	111.2	110.3	109.1	109.3	108.9	108.9	104.3
All commodities except farm products.....	103.3	103.2	103.1	102.5	102.2	102.0	102.0	102.0	101.7	101.5	101.6	101.3	101.1	101.2	100.8
All commodities except farm and foods.....	102.6	102.5	102.5	102.3	102.1	102.0	101.9	101.9	101.8	101.6	101.5	101.1	101.1	101.2	100.7
Textile products and apparel.....	102.0	101.9	101.9	101.6	101.5	101.5	101.5	101.5	101.4	101.4	101.4	101.2	101.2	101.2	100.5
Cotton products.....	100.4	100.3	100.2	99.9	99.7	99.6	99.6	99.5	99.5	99.1	99.0	98.9	98.6	99.6	100.3
Wool products.....	105.1	104.4	104.0	103.8	103.1	103.1	103.3	103.4	102.8	103.3	103.1	102.9	103.0	103.0	100.9
Manmade fiber textile products.....	94.8	95.7	95.9	96.0	96.1	96.4	96.3	96.9	96.8	96.5	96.1	95.7	95.8	95.8	93.9
Silk products.....	132.8	127.6	132.2	135.1	134.5	131.4	135.5	121.6	117.4	117.8	116.6	117.0	117.0	117.3	139.9
Apparel.....	103.9	103.8	103.6	103.2	103.1	103.1	103.1	103.1	103.1	103.2	103.3	103.3	103.3	102.8	101.9
Miscellaneous textile products.....	122.8	120.7	123.3	121.7	118.5	119.2	118.6	118.8	117.8	118.7	120.7	120.7	119.8	117.9	117.1
Hides, skins, leather, and leather products.....	111.1	108.8	107.7	107.4	106.3	105.7	105.1	104.9	105.4	105.5	106.0	105.4	105.6	104.6	104.2
Hides and skins.....	133.4	117.4	103.1	105.9	96.3	92.1	90.2	86.5	90.2	90.7	95.4	95.6	96.0	87.5	84.0
Leather.....	106.5	105.9	107.6	104.2	103.6	105.7	103.2	104.2	103.9	103.9	104.8	104.0	104.5	102.9	101.9
Footwear.....	110.2	110.0	109.8	109.7	109.7	109.1	109.1	109.1	109.0	109.0	109.1	108.4	108.3	108.5	108.3
Other leather products.....	108.5	105.2	104.7	104.9	104.3	102.9	102.8	102.5	104.0	103.9	103.6	103.3	103.7	103.1	104.0
Fuel and related products, and power.....	99.0	98.7	98.7	98.4	97.6	97.9	97.9	98.5	98.5	97.6	96.7	95.2	96.4	97.1	99.8
Coal.....	95.7	95.2	94.7	94.6	94.6	97.3	98.3	98.3	98.2	98.0	97.7	97.3	96.6	96.9	96.9
Coke.....	107.3	107.3	107.3	107.3	107.3	107.3	107.3	107.3	107.3	107.3	107.3	107.3	107.3	106.3	103.6
Gas fuels.....	123.5	122.5	122.7	122.2	122.5	124.1	124.1	124.1	124.0	123.1	120.4	118.4	121.2	121.3	122.8
Electric power.....	100.8	100.7	100.8	100.8	100.8	100.8	100.8	100.8	101.1	101.3	101.4	101.5	101.4	101.1	102.0
Petroleum products, refined.....	96.4	96.0	96.0	95.4	94.1	94.0	93.9	95.2	94.0	93.3	91.9	89.5	91.4	92.7	97.2
Chemicals and allied products.....	97.2	97.4	97.4	97.6	97.6	97.5	97.5	97.3	97.2	97.1	96.9	96.6	96.5	96.7	96.3
Industrial chemicals.....	95.0	95.0	94.8	94.8	94.8	94.5	94.7	94.6	94.2	94.1	94.3	93.9	93.9	94.2	94.8
Prepared paint.....	105.7	105.7	105.7	105.7	104.4	104.4	105.2	104.8	104.8	104.9	104.8	104.8	104.8	104.7	103.8
Paint materials.....	89.2	89.6	89.3	90.1	90.4	90.3	90.4	91.3	91.2	91.3	90.5	89.9	89.8	91.0	91.1
Drugs and pharmaceuticals.....	94.7	94.7	94.7	95.0	94.8	94.6	94.6	94.4	94.7	94.7	94.6	94.6	94.7	95.0	95.1
Fats and oils inedible.....	103.7	110.3	114.0	116.7	121.2	118.7	118.3	113.4	116.8	112.6	107.7	106.2	101.3	96.8	80.3
Mixed fertilizer.....	105.5	104.6	104.8	104.9	104.9	105.0	104.8	104.2	104.7	104.5	104.3	104.4	103.4	103.9	103.6
Fertilizer materials.....	102.1	103.3	104.3	104.3	104.3	104.3	103.8	102.3	100.7	100.7	99.3	98.8	100.2	100.1	99.9
Other chemicals and allied products.....	99.8	99.8	99.8	99.8	99.8	99.8	99.7	99.5	99.4	99.4	99.6	99.6	99.6	99.4	99.0
Rubber and rubber products.....	93.0	92.7	92.8	92.9	92.3	92.2	92.2	92.3	92.2	92.2	92.1	91.9	91.8	92.5	93.8
Crude rubber.....	88.8	89.1	90.1	91.8	91.6	90.6	90.7	90.7	90.3	92.1	91.3	90.4	89.9	90.6	91.9
Tires and tubes.....	91.1	90.2	90.2	89.7	88.5	88.5	88.5	88.8	88.8	88.0	88.0	88.0	88.0	89.0	90.1
Miscellaneous rubber products.....	96.8	96.8	96.6	96.8	96.5	96.5	96.5	96.6	96.4	96.5	96.5	96.4	96.4	96.9	98.3
Lumber and wood products.....	101.7	100.5	100.3	100.4	100.5	100.7	100.8	100.8	99.4	99.6	100.3	100.6	100.9	100.6	98.6
Lumber.....	102.5	101.2	101.1	101.0	101.0	101.3	101.4	100.8	99.1	99.2	100.4	100.7	101.1	100.7	98.9
Millwork.....	107.8	107.8	107.8	107.9	107.6	107.5	107.5	107.5	109.0	109.0	109.0	109.1	109.1	108.5	104.0
Plywood.....	94.2	91.0	90.5	91.3	91.9	92.2	93.0	94.5	90.3	90.9	91.2	91.8	91.8	92.3	93.5
Pulp, paper, and allied products.....	99.9	99.9	100.0	100.0	99.8	99.5	99.0	99.0	98.9	98.9	99.1	98.7	98.7	99.0	99.2
Woodpulp.....	98.1	98.1	98.1	98.1	98.1	98.1	98.1	98.1	98.1	98.1	98.1	98.1	98.1	96.1	91.7
Wastepaper.....	97.5	98.3	98.0	100.3	97.3	96.2	96.0	96.1	95.9	92.5	92.2	92.2	93.3	92.4	92.2
Paper.....	104.1	104.1	104.1	104.0	103.9	103.8	103.8	103.7	103.7	104.0	104.0	103.7	103.7	103.6	102.4
Paperboard.....	96.3	96.3	96.3	96.3	96.3	96.3	96.4	96.4	96.4	96.4	96.4	96.4	96.4	96.4	94.7
Converted paper and paperboard products.....	99.3	99.3	99.5	99.5	99.3	98.8	98.0	97.9	97.9	97.9	98.1	97.6	97.6	98.3	99.7
Building paper and board.....	93.5	93.5	92.7	92.7	92.3	92.2									



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	1965								1964					Annual average	
	Aug. <sup>3</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1964	1963
All commodities except farm and foods—Continued															
Metals and metal products.....	106.2	105.8	105.9	105.7	105.2	104.8	104.6	104.5	104.7	104.3	103.8	103.0	103.0	102.8	100.1
Iron and steel.....	101.4	101.5	101.3	101.5	101.4	101.3	101.2	101.4	101.1	100.9	100.7	100.5	101.2	100.5	99.1
Nonferrous metals.....	116.5	115.5	116.2	115.2	113.4	112.3	111.8	111.5	113.0	112.0	110.4	107.0	105.8	105.9	99.1
Metal containers.....	108.3	108.3	108.3	108.3	105.7	105.7	105.7	105.7	105.6	105.6	105.6	105.6	105.6	105.5	104.7
Hardware.....	106.2	106.1	105.9	105.8	105.4	105.4	104.8	104.8	104.8	104.8	104.8	103.9	104.9	104.8	104.1
Plumbing fixtures and brass fittings.....	104.3	104.3	104.3	104.2	104.2	104.2	104.2	104.1	104.1	104.1	103.9	103.0	102.9	101.8	100.5
Heating equipment.....	91.8	91.7	92.0	91.6	91.9	91.6	91.4	91.3	92.2	91.9	91.8	91.7	91.7	92.0	92.9
Fabricated structural metal products.....	101.6	101.4	101.2	101.2	100.8	100.3	100.2	100.3	100.0	99.9	99.6	99.6	99.4	99.3	98.2
Fabricated nonstructural metal products.....	110.0	109.1	109.2	109.2	109.2	109.1	109.0	108.3	108.3	108.2	108.2	108.2	108.0	108.5	105.1
Machinery and motive products.....	103.7	103.7	103.8	103.7	103.7	103.5	103.5	103.3	103.1	103.2	103.0	102.9	102.9	102.9	102.2
Agricultural machinery and equipment.....	114.9	114.9	114.7	114.7	114.6	114.6	114.4	114.3	114.2	113.8	112.9	113.0	113.1	112.9	111.1
Construction machinery and equipment.....	115.6	115.3	115.2	115.1	115.0	114.5	114.3	113.8	113.7	113.4	112.4	112.4	112.3	112.4	109.6
Metalworking machinery and equipment.....	116.9	116.5	116.4	116.2	115.7	115.6	115.6	115.3	114.2	114.1	114.0	113.6	113.3	112.6	109.8
General purpose machinery and equipment.....	105.1	104.7	104.7	104.7	104.5	104.4	104.4	104.3	105.0	104.9	104.8	103.8	103.7	104.5	103.8
Miscellaneous machinery.....	105.3	105.2	105.5	105.4	105.3	105.1	105.1	105.1	104.1	105.1	105.1	104.9	104.7	104.6	103.5
Special industry machinery and equipment.....	108.0	107.9	107.9	107.8	107.8	107.8	107.3	107.3	106.6	106.4	106.0	106.0	106.0	105.9	104.0
Electrical machinery and equipment.....	96.8	97.0	97.1	97.1	97.0	96.8	96.8	96.3	96.3	96.5	96.3	96.4	96.6	96.8	97.4
Motor vehicles.....	100.7	100.7	100.7	100.8	100.8	100.8	100.9	100.8	100.8	100.7	100.7	100.5	100.7	100.5	100.0
Transportation equipment, railroad rolling stock.....	101.0	101.0	101.0	100.6	100.6	100.6	100.6	100.6	100.6	100.6	100.6	100.6	100.6	100.5	100.5
Furniture and other household durables.....	97.7	97.8	98.0	98.0	98.0	98.3	98.2	98.3	98.4	98.5	98.5	98.6	98.6	98.5	98.1
Household furniture.....	106.1	105.9	105.9	106.0	106.0	106.0	106.0	106.1	105.7	105.6	105.5	105.3	105.3	105.3	104.6
Commercial furniture.....	103.7	103.7	103.7	103.7	103.6	103.6	103.6	103.3	103.3	103.2	103.2	103.2	103.2	103.2	102.7
Floor coverings.....	97.5	97.7	97.7	97.7	97.7	97.9	98.0	98.0	99.0	99.0	99.0	99.0	99.0	99.4	96.6
Household appliances.....	89.0	89.2	89.4	89.2	89.4	90.0	90.0	90.2	90.6	90.7	91.2	91.1	91.3	91.3	91.8
Television, radio receivers, and phonographs.....	83.9	84.6	85.9	85.9	85.9	85.9	85.9	86.4	86.6	87.2	87.3	87.3	87.3	87.2	88.6
Other household durable goods.....	104.9	104.9	104.9	104.9	104.8	104.8	104.8	104.7	104.4	104.3	104.3	104.4	104.4	104.2	103.2
Nonmetallic mineral products.....	101.9	101.9	102.0	101.9	101.9	101.9	101.8	101.7	101.6	101.8	101.8	101.8	101.7	101.5	101.3
Flat glass.....	100.2	100.2	101.7	101.7	101.6	101.6	101.6	102.1	102.1	103.1	103.1	103.1	103.1	102.4	98.3
Concrete ingredients.....	103.1	103.1	103.1	103.2	103.2	103.2	103.2	103.2	102.9	102.9	102.8	102.8	102.8	102.8	103.0
Concrete products.....	101.5	101.7	101.6	101.3	101.3	101.2	101.2	101.3	101.1	101.1	101.1	101.1	101.1	100.8	101.7
Structural clay products.....	105.5	105.1	105.1	105.1	105.1	105.1	105.1	105.0	105.0	104.9	104.8	104.6	104.5	104.4	103.6
Gypsum products.....	107.5	107.5	107.5	108.1	108.1	108.4	107.7	106.6	106.6	108.6	108.6	108.6	108.6	108.2	105.4
Asphalt roofing.....	92.1	92.1	92.1	92.1	92.1	91.7	91.2	91.2	91.2	91.2	91.2	91.2	91.2	88.8	90.0
Other nonmetallic minerals.....	101.7	101.7	101.6	101.6	101.6	101.6	101.3	101.0	101.2	101.5	101.5	101.5	101.5	101.5	101.4
Tobacco products and bottled beverages.....	107.6	107.6	107.6	108.1	107.8	107.5	107.6	107.5	107.5	107.5	107.6	107.5	107.5	107.4	106.1
Tobacco products.....	106.1	106.1	106.1	107.4	106.7	106.1	106.1	106.1	106.1	106.1	106.1	106.1	106.1	106.0	104.5
Alcoholic beverages.....	100.7	100.7	100.7	100.8	100.7	100.6	100.9	100.5	100.5	100.5	100.8	100.8	100.8	100.7	101.0
Nonalcoholic beverages.....	128.1	128.1	128.1	128.1	128.1	128.1	128.1	128.1	128.1	128.1	128.1	127.3	127.4	127.0	122.6
Miscellaneous products.....	111.5	112.6	111.0	108.9	110.3	109.5	109.6	110.0	110.7	108.5	110.1	109.2	107.3	109.2	110.4
Toys, sporting goods, small arms, ammunition.....	102.9	102.9	102.5	102.5	102.4	102.2	102.2	102.1	101.3	101.2	101.1	101.2	101.0	101.0	101.0
Manufactured animal feeds.....	116.7	118.8	116.6	112.9	115.5	114.2	114.3	115.1	116.4	112.4	115.3	113.7	110.2	113.9	116.4
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	99.1	98.8
Jewelry, watches, and photographic equipment.....	105.1	105.1	104.3	103.8	103.8	103.5	103.6	103.6	103.9	103.9	103.9	103.6	103.9	103.5	103.7
Other miscellaneous products.....	104.4	104.6	102.9	102.8	102.8	102.8	102.8	102.6	103.0	103.2	103.1	103.1	102.5	102.5	101.4

<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.

<sup>7</sup> Formerly titled "prepared asphalt roofing."

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	1965							1964					Annual average		
	Aug. <sup>3</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1964	1963
All foods.....	104.8	105.6	105.5	103.6	103.1	101.8	101.2	101.1	100.1	101.1	101.3	101.9	100.7	100.8	100.4
All fish.....	114.3	109.8	108.9	109.2	108.8	108.3	109.7	112.1	109.5	108.9	111.6	109.7	105.4	107.4	112.0
All commodities except farm products.....	103.3	103.2	103.1	102.5	102.2	102.0	102.0	102.0	101.7	101.5	101.6	101.3	101.1	101.2	100.8
Textile products, excluding hard and bast fiber products <sup>4</sup> .....	99.2	99.4	99.4	99.2	99.1	99.1	99.1	99.3	99.1	98.8	98.7	98.4	98.3	98.9	98.3
Bituminous coal—domestic sizes.....	95.0	93.6	93.0	92.4	92.6	96.9	99.8	99.8	99.5	99.0	98.3	97.7	95.4	96.7	98.4
Refined petroleum products.....	96.4	96.0	96.0	95.4	94.1	94.0	93.9	95.2	94.0	93.3	91.9	89.5	91.4	92.7	97.2
East Coast markets.....	93.8	93.8	93.8	93.8	93.8	96.2	96.2	96.2	95.1	92.9	91.8	91.8	91.8	93.6	96.7
Midcontinent markets.....	97.3	96.7	96.6	97.1	97.1	96.2	98.8	98.8	97.6	96.2	91.0	81.7	83.1	89.7	96.6
Gulf Coast markets.....	96.5	95.9	95.9	94.4	91.2	91.9	90.4	93.4	92.5	91.8	91.8	91.3	94.3	94.0	97.6
Pacific Coast markets.....	91.5	91.5	91.5	91.5	91.5	91.5	91.5	91.5	89.2	89.2	88.2	88.2	89.7	87.4	89.7
Midwest markets <sup>5</sup> .....	91.6	91.6	91.6	91.6	91.6	89.5	90.1	90.1	88.9	88.9	87.7	84.6	85.8	88.0	94.2
Soaps.....	112.3	112.3	112.3	112.3	112.3	112.3	111.7	111.6	109.8	109.7	109.4	107.6	106.8	107.1	104.3
Synthetic detergents.....	100.6	100.6	100.6	100.6	100.6	100.6	100.6	100.2	99.8	99.8	99.8	99.8	99.8	99.6	99.5
Pharmaceutical preparations.....	96.9	96.9	96.9	96.8	96.8	96.8	96.6	96.6	96.9	96.9	96.7	96.7	96.8	97.1	96.8
Ethical preparations <sup>6</sup> .....	94.7	94.7	94.6	94.6	94.6	94.6	94.6	94.5	94.8	94.8	94.7	94.7	94.8	95.4	95.7
Anti-infectives <sup>6</sup> .....	81.9	81.9	81.9	81.9	81.9	81.9	81.9	81.9	83.4	83.4	83.4	83.4	83.4	85.4	88.4
Anti-arthritis <sup>6</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>6</sup> .....	113.2	113.2	113.2	113.2	113.2	113.2	113.2	113.2	113.2	113.2	113.2	113.2	113.2	113.3	113.0
Ataractics <sup>6</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>6</sup> .....	102.3	102.3	102.3	102.3	102.3	102.3	102.3	102.3	100.2	100.2	100.2	100.2	100.2	100.2	100.1
Cardiovasculars and anti-hypertensives <sup>6</sup> .....	94.9	94.9	94.9	94.9	94.9	94.9	94.9	94.9	97.6	97.6	97.6	97.6	97.6	97.6	99.9
Diabetics <sup>6</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	103.8
Hormones <sup>6</sup> .....	104.1	104.1	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
Diuretics <sup>6</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>6</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	108.7	103.3
Hematinics <sup>6</sup> .....	109.7	109.7	109.7	109.7	109.7	109.7	109.7	109.7	108.8	108.8	108.8	108.8	108.8	108.8	108.8
Analgesics <sup>6</sup> .....	105.8	105.8	105.8	105.8	105.8	105.8	105.8	101.8	101.8	101.8	101.8	101.8	101.8	101.8	101.8
Anti-obesity preparations <sup>6</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>6</sup> .....	104.4	104.4	104.4	104.4	104.4	101.1	101.1	104.4	104.3	104.3	100.6	100.6	104.0	103.5	99.3
Vitamins <sup>6</sup> .....	88.1	88.1	88.1	88.1	88.1	88.1	88.1	88.1	87.7	87.7	87.7	87.7	87.7	87.7	87.9
Proprietary preparations <sup>6</sup> .....	103.9	104.1	104.2	104.2	104.1	104.1	103.9	103.6	103.7	103.7	103.5	103.4	103.4	103.1	101.5
Vitamins <sup>6</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	100.3
Cough and cold preparations <sup>6</sup> .....	102.6	103.2	103.2	102.9	102.8	102.6	101.5	100.9	101.5	101.5	101.5	100.9	100.9	101.0	99.6
Laxatives and elimination aids <sup>6</sup> .....	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	105.4	105.4	105.4	103.5
Internal analgesics <sup>6</sup> .....	102.1	102.1	102.5	102.5	102.5	102.5	102.5	102.3	102.3	102.3	102.3	102.3	102.1	102.2	101.8
Tonics and alteratives <sup>6</sup> .....	97.4	100.2	100.2	100.2	100.2	100.2	100.2	100.2	100.2	100.2	100.2	100.2	100.2	100.2	100.0
External analgesics <sup>6</sup> .....	106.2	106.6	106.6	106.6	105.6	105.6	105.6	104.0	104.0	103.3	103.3	103.3	103.3	103.1	102.3
Antiseptics <sup>6</sup> .....	110.6	110.6	110.6	110.6	110.6	110.6	110.6	110.6	110.6	110.6	110.6	110.6	110.6	108.6	103.5
Antacids <sup>6</sup> .....	103.0	103.0	103.0	103.0	103.0	103.0	103.0	103.0	103.0	103.0	103.0	103.0	103.0	103.0	99.7
Lumber and wood products (excluding millwork).....	100.7	99.0	98.7	98.9	99.0	99.3	99.5	99.3	97.1	97.3	98.4	98.7	99.1	98.9	97.7
Softwood lumber.....	99.7	98.4	98.4	98.6	98.7	99.2	99.5	99.0	96.9	97.2	98.7	99.1	99.7	99.3	98.0
Pulp, paper, and allied products (excluding building paper and board).....	100.2	100.2	100.3	100.3	100.1	99.8	99.3	99.2	99.1	99.2	99.3	98.9	98.9	99.3	99.3
Special metals and metal products <sup>7</sup> .....	105.1	104.8	104.9	104.8	104.4	104.1	104.0	103.9	104.1	103.7	103.4	102.8	102.8	102.6	100.5
Steel mill products.....	103.5	103.4	103.2	103.2	103.0	103.0	102.9	102.9	102.7	102.4	102.4	102.3	102.9	102.8	102.0
Machinery and equipment.....	105.0	104.9	105.0	104.9	104.8	104.5	104.5	104.4	104.0	104.2	103.9	103.8	103.8	103.8	103.1
Agricultural machinery (including tractors).....	116.5	116.5	116.2	116.2	116.1	116.3	116.0	115.9	115.8	115.4	114.3	114.5	114.5	114.3	112.2
Metalworking machinery.....	117.5	117.0	116.8	116.6	116.0	115.9	115.9	115.6	114.0	113.9	113.9	113.5	113.1	112.6	109.4
All tractors.....	116.8	116.8	116.4	116.4	116.3	116.4	116.2	116.0	116.2	115.9	114.3	114.3	114.3	114.4	111.3
Industrial valves.....	105.2	105.2	105.3	105.4	104.8	103.0	103.1	103.2	107.0	106.8	106.0	106.0	106.0	107.2	107.5
Industrial fittings.....	89.3	89.3	91.0	91.0	91.7	95.1	95.1	92.7	92.7	92.7	92.7	92.7	92.7	93.6	93.7
Anti-friction bearings and components.....	83.7	83.7	83.9	83.9	83.9	84.1	85.1	86.3	86.3	86.3	88.5	85.4	85.4	89.0	90.8
Abrasive grinding wheels.....	93.9	93.9	94.0	94.0	94.0	95.5	95.5	95.5	95.5	95.5	95.5	95.5	96.2	96.1	96.7
Construction materials.....	101.2	100.8	100.7	100.7	100.3	100.2	100.3	100.2	99.7	99.7	99.8	99.7	99.7	99.6	98.5

<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> Formerly titled "textile products, excluding hard fiber products."  
<sup>6</sup> New series. January 1961=100.<sup>7</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	1965								1964					Annual average	
	Aug. <sup>3</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1964	1963
All commodities.....	102.9	102.9	102.8	102.1	101.7	101.3	101.2	101.0	100.7	100.7	100.8	100.7	100.3	100.5	100.3
<i>Stage of processing</i>															
Crude materials for further processing.....	100.7	100.5	100.6	98.3	96.9	95.8	95.5	94.2	94.0	94.0	94.3	95.7	94.1	94.1	95.0
Crude foodstuffs and feedstuffs.....	101.1	100.9	101.0	97.3	95.4	93.9	93.5	91.8	90.6	91.0	91.8	94.4	91.7	91.9	94.0
Crude nonfood materials except fuel.....	100.0	99.6	99.8	100.2	99.7	99.0	98.7	98.3	99.6	99.1	98.5	97.7	97.9	97.8	96.2
Crude nonfood materials, except fuel, for manufacturing.....	99.8	99.3	99.6	100.0	99.4	98.6	98.3	97.9	99.3	98.8	98.2	97.2	97.5	97.4	95.6
Crude nonfood materials, except fuel, for construction.....	103.1	103.1	103.1	103.2	103.2	103.2	103.2	103.2	102.9	102.9	102.8	102.8	102.8	102.8	103.0
Crude fuel.....	102.5	101.9	101.7	101.5	101.5	103.6	104.3	103.5	104.2	103.8	102.7	101.9	102.3	102.5	103.0
Crude fuel for manufacturing.....	102.5	101.8	101.6	101.4	101.5	103.5	104.2	103.3	104.1	103.7	102.7	101.8	102.2	102.4	103.0
Crude fuel for nonmanufacturing.....	102.8	102.1	101.9	101.6	101.7	104.0	104.7	103.7	104.5	104.1	103.0	102.1	102.6	102.8	103.3
Intermediate materials, supplies, and components.....	102.4	102.3	102.2	101.9	101.8	101.6	101.6	101.6	101.4	101.1	101.1	100.6	100.4	100.9	100.5
Intermediate materials and components for manufacturing.....	102.0	102.0	101.9	101.7	101.6	101.5	101.4	101.5	101.0	101.0	100.8	100.2	100.1	100.4	99.4
Intermediate materials for food manufacturing.....	106.6	106.2	105.9	104.9	105.8	105.6	106.3	106.3	105.0	104.3	103.8	102.8	102.1	104.0	105.5
Intermediate materials for nondurable manufacturing.....	98.6	98.7	98.7	98.7	98.6	98.5	98.5	98.5	98.3	98.2	98.0	97.6	97.5	97.8	97.1
Intermediate materials for durable manufacturing.....	105.0	104.8	104.8	104.6	104.2	104.0	103.9	103.7	103.4	103.3	103.2	102.5	102.5	102.5	100.5
Components for manufacturing.....	101.5	101.4	101.4	101.2	100.7	100.5	100.5	100.4	100.3	100.3	100.0	99.4	99.3	99.7	98.8
Materials and components for construction.....	101.7	101.3	101.2	101.2	101.0	100.9	100.9	100.9	100.7	100.7	100.7	100.6	100.6	100.6	99.6
Processed fuels and lubricants.....	99.9	99.7	99.8	99.4	98.6	98.5	98.3	99.0	98.9	98.7	97.9	96.6	97.8	98.1	100.3
Processed fuels and lubricants for manufacturing.....	101.2	101.0	101.1	100.8	100.2	100.2	100.1	100.6	100.5	100.4	99.7	98.6	99.6	99.8	101.6
Processed fuels and lubricants for nonmanufacturing.....	97.6	97.5	97.5	96.9	95.9	95.5	95.3	96.4	96.1	95.9	94.9	93.1	94.7	95.2	98.1
Containers, nonreturnable.....	102.4	102.2	102.4	102.2	101.1	100.8	100.3	100.2	100.1	100.1	100.3	100.0	100.0	100.2	101.0
Supplies.....	106.1	106.5	106.1	105.1	105.7	105.2	105.1	105.2	105.5	104.4	105.2	104.6	103.6	105.0	106.1
Supplies for manufacturing.....	106.1	106.0	105.7	105.8	105.7	105.7	105.6	105.6	105.5	105.6	105.7	105.6	105.7	105.5	105.4
Supplies for nonmanufacturing.....	105.5	106.1	105.5	104.2	105.2	104.5	104.3	104.5	104.9	103.4	104.4	103.7	102.2	104.2	105.8
Manufactured animal feeds.....	110.0	111.9	109.9	106.4	109.0	107.8	107.9	108.7	109.9	106.0	108.7	107.2	103.9	107.4	109.7
Other supplies.....	100.8	100.7	100.9	101.0	100.9	100.6	100.2	100.1	100.0	99.9	100.0	99.7	99.4	100.4	101.4
Finished goods (goods to users, including raw foods and fuels).....	103.8	104.0	103.9	103.2	102.8	102.4	102.3	102.3	101.9	102.1	102.1	102.1	101.9	101.8	101.4
Consumer finished goods.....	103.2	103.4	103.2	102.3	101.9	101.4	101.2	101.2	100.8	101.1	101.2	101.3	100.9	100.9	100.7
Consumer foods.....	105.3	106.0	105.6	103.5	102.6	101.3	100.9	100.8	99.9	100.9	101.4	102.2	100.9	100.6	100.1
Consumer crude foods.....	94.3	98.3	99.6	103.3	106.4	100.2	96.4	95.4	97.2	103.1	100.2	101.1	99.1	99.8	97.0
Consumer processed foods.....	107.1	107.1	106.6	103.5	102.0	101.5	101.6	101.6	100.4	100.5	101.5	102.4	101.2	100.7	100.6
Consumer other nondurable goods.....	102.9	102.7	102.6	102.5	102.2	102.2	102.2	102.3	102.1	101.9	101.6	101.0	101.4	101.6	101.9
Consumer durable goods.....	99.5	99.6	99.7	99.6	99.7	99.7	99.7	99.8	99.9	99.9	100.0	99.9	99.9	99.9	99.5
Producer finished goods.....	105.4	105.4	105.4	105.3	105.3	105.1	105.0	104.9	104.5	104.6	104.3	104.2	104.3	104.1	103.1
Producer finished goods for manufacturing.....	108.0	107.9	107.8	107.7	107.6	107.5	107.4	107.3	106.8	106.8	106.6	106.3	106.4	106.2	105.0
Producer finished goods for nonmanufacturing.....	102.9	102.9	103.0	103.0	102.9	102.8	102.8	102.7	102.3	102.4	102.1	102.0	102.2	102.0	101.2
<i>Durability of product</i>															
Total durable goods.....	103.9	103.7	103.7	103.6	103.4	103.3	103.2	103.1	103.0	102.9	102.8	102.4	102.5	102.4	101.0
Total nondurable goods.....	102.0	102.2	102.0	100.8	100.4	99.8	99.6	99.5	99.0	99.1	99.2	99.4	98.7	99.1	99.6
Total manufactures.....	103.2	103.1	103.0	102.4	102.1	101.8	101.8	101.8	101.5	101.4	101.4	101.2	101.0	101.1	100.6
Durable manufactures.....	103.9	103.7	103.7	103.6	103.4	103.3	103.3	103.2	102.9	102.9	102.8	102.5	102.5	102.5	101.3
Nondurable manufactures.....	102.4	102.5	102.3	101.1	100.7	100.4	100.3	100.5	100.0	99.8	100.0	99.8	99.5	99.7	99.8
Total raw or slightly processed goods.....	101.3	101.5	101.6	100.5	99.9	98.6	98.1	97.1	97.1	97.6	97.5	98.4	97.1	97.5	98.5
Durable raw or slightly processed goods.....	105.7	103.6	105.4	106.1	105.1	103.5	102.5	102.2	106.5	104.2	102.6	100.7	101.1	98.0	89.6
Nondurable raw or slightly processed goods.....	101.1	101.4	101.4	100.2	99.6	98.3	97.9	96.8	96.5	97.2	97.2	98.3	96.9	97.5	99.1

<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
1964.....	3,655		1,640,000		22,900,000	.18
1964: January.....	211	375	53,300	91,400	898,000	.09
February.....	233	375	80,600	116,000	1,040,000	.11
March.....	241	399	79,300	123,000	816,000	.08
April.....	364	529	140,000	187,000	1,170,000	.11
May.....	442	651	192,000	249,000	2,400,000	.24
June.....	376	586	124,000	222,000	1,900,000	.18
July.....	416	639	126,000	195,000	1,740,000	.15
August.....	306	556	73,100	133,000	1,200,000	.12
September.....	336	574	374,000	432,000	2,390,000	.23
October.....	346	584	214,000	549,000	6,590,000	.61
November.....	238	469	141,000	274,000	1,730,000	.17
December.....	146	346	42,000	149,000	1,060,000	.10
1965: January <sup>2</sup> .....	260	390	107,000	188,000	1,790,000	.18
February <sup>2</sup> .....	200	340	53,000	153,000	1,450,000	.15
March <sup>2</sup> .....	350	500	191,000	234,000	1,760,000	.16
April <sup>2</sup> .....	340	500	128,000	175,000	1,630,000	.15
May <sup>2</sup> .....	420	580	111,000	174,000	1,770,000	.18
June <sup>2</sup> .....	450	670	262,000	332,000	2,520,000	.23
July <sup>2</sup> .....	380	620	138,000	303,000	3,630,000	.34
August <sup>2</sup> .....	380	630	92,000	222,000	2,290,000	.20

<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.

## F.—Work Injuries

TABLE F-1. Injury-frequency rates<sup>1</sup> for selected manufacturing industries<sup>2</sup>

Industry	1965 <sup>3</sup>				1964 <sup>3</sup>				1963 <sup>3</sup>				Annual average <sup>3</sup>		
	Second quarter				1st quarter	4th quarter	3d quarter	2d quarter	1st quarter	4th quarter	3d quarter	2d quarter	1st quarter	1964	1963
	Apr.	May	June	Quarter											
Manufacturing.....	12.4	12.9	12.7	12.6	12.2	12.2	13.2	12.6	11.9	11.9	13.0	11.9	11.6	12.7	12.1
Ordnance and accessories.....	2.3	2.4	2.7	2.4	2.0	1.7	1.9	1.9	2.5	2.2	2.2	2.3	2.8	2.0	2.3
Ammunition, except for small arms.....	1.1	1.5	2.0	1.5	1.6	1.6	1.7	1.7	2.3	1.9	2.0	2.3	2.8	1.9	2.2
Sighting and fire control equipment.....					2.2	1.8	1.9	2.4	3.5	2.1	1.9	2.0	2.5	2.4	2.2
Small arms.....					8.7	4.8	3.7	6.6	8.5	6.6	6.5	6.9	6.5	10.2	6.3
Small arms ammunition.....									2.5	3.6	1.6	3.1	1.7	1.5	2.6
Food and kindred products.....	21.8	23.1	23.5	22.8	22.3	22.2	25.1	23.5	22.6	21.1	24.6	21.2	21.1	21.7	22.1
Meat products.....	38.2	35.7	36.7	36.8	34.6	35.7	38.6	36.9	37.3	31.6	36.1	30.8	29.7	37.3	32.0
Dairy products.....	21.9	17.4	24.1	21.1	20.4	26.1	26.5	26.6	23.5	23.1	27.9	26.6	25.3	26.0	25.7
Canned and preserved foods, except meats.....	14.5	21.6	22.2	19.5	18.9	22.0	27.3	20.7	19.8	20.9	27.0	20.3	19.8	24.4	22.7
Grain mill products.....	15.2	21.3	19.4	18.6	18.3	15.9	17.4	16.6	14.9	15.3	17.3	16.7	14.6	16.2	16.0
Bakery products.....	15.6	15.6	15.3	15.5	15.3	13.6	14.7	18.2	14.1	13.9	15.2	14.3	16.0	15.2	14.9
Sugar.....	19.8	19.5	20.3	19.9	24.3	20.9	25.3	27.2	25.5	24.4	26.3	17.7	15.4	24.6	21.3
Confectionery and related products.....	16.5	21.0	17.1	18.2	17.1	16.8	14.2	10.9	14.0	14.0	14.7	12.3	11.6	14.5	13.2
Beverages.....	16.6	21.4	21.6	19.9	21.0	16.9	24.9	21.8	20.4	20.1	26.2	22.9	21.9	21.7	22.8
Miscellaneous food and kindred products.....	26.1	21.5	24.1	24.0	22.3	23.5	25.8	21.7	23.9	22.1	22.9	19.9	24.2	24.0	22.3
Textile mill products.....	10.1	10.4	9.2	9.9	8.7	8.3	9.1	8.5	8.3	8.6	9.9	8.6	8.4	8.6	8.9
Cotton broad woven fabrics.....	5.4	6.9	5.6	5.9	6.2	5.5	6.1	5.8	5.6	5.2	6.6	5.5	4.8	5.7	5.4
Silk and synthetic broad woven fabrics.....	7.9	7.1	7.4	7.5	8.5	7.4	6.5	6.9	8.8	9.3	6.4	7.8	7.5	7.6	7.8
Weaving, dyeing, and finishing broad woollens.....	19.9	19.2	16.3	18.5	19.8	17.7	15.2	11.9	12.4	11.8	13.1	12.7	11.4	14.3	12.2
Narrow fabrics and smallwares.....	12.0	11.6	14.3	12.7	12.1	11.7	11.9	10.6	12.0	13.4	11.8	11.4	11.9	11.7	12.1
Knitting mills.....	9.7	10.1	6.5	8.7	5.9	6.5	9.0	8.1	6.8	5.4	8.8	7.8	8.3	7.6	7.6
Dyeing and finishing textiles, except wool and knit.....	14.0	14.6	14.7	14.4	12.8	15.4	14.0	11.9	9.7	15.1	17.8	13.2	12.9	12.6	14.7
Yarn and thread mills.....	14.2	13.0	12.4	13.2	9.6	9.2	11.1	10.9	8.9	12.3	12.7	9.5	9.4	10.1	11.0
Miscellaneous textile goods.....	16.2	14.0	15.8	15.3	9.1	12.5	14.8	12.0	16.6	16.0	19.4	16.3	18.3	14.2	17.4
Apparel and related products.....	6.0	7.3	6.9	6.7	7.4	6.9	7.4	7.3	7.4	7.2	7.9	6.5	6.1	7.3	6.9
Men's and boys' suits and coats.....	8.1	9.3	8.9	8.8	10.9	6.7	7.2	7.7	8.3	7.7	8.8	7.1	6.8	7.4	7.5
Men's and boys' furnishings.....	6.2	7.3	6.8	6.8	7.2	6.8	7.3	7.9	7.7	7.3	5.7	6.3	7.4	7.9	6.7
Women's, misses', and juniors' outerwear.....	4.5	6.9	7.2	6.3	4.6	4.1	4.6	4.6	5.0	4.1	4.9	3.9	3.3	4.4	4.0
Women's and children's undergarments.....	4.5	6.3	4.7	5.2	6.7	5.4	5.5	5.8	6.4	6.8	5.3	7.8	2.9	5.8	5.4
Girls' and children's outerwear.....	5.8	6.1	4.0	5.7	8.6	7.1	8.1	5.6	4.0	6.7	8.5	4.9	8.6	6.6	7.2
Miscellaneous apparel and accessories.....							9.3	11.6	11.6	9.9	6.1	13.1	7.4	7.3	11.0
Miscellaneous fabricated textile products.....	6.7	6.7	7.9	7.1	8.0	12.6	11.5	8.7	8.5	10.6	11.1	6.8	7.0	10.3	8.9
Lumber and wood products, except furniture.....	35.7	36.3	35.9	35.9	34.9	33.1	38.1	35.3	32.5	37.0	37.8	35.7	34.2	35.1	36.2
Logging camps and logging contractors.....	38.7	55.9	54.5	50.2	51.4	44.8	49.7	50.9	47.5	60.5	53.7	49.4	49.7	49.7	53.4
Sawmills and planing mills.....	30.7	36.3	35.1	34.0	34.8	34.6	39.7	39.0	35.2	41.3	42.5	41.4	37.5	37.0	40.7
Millwork, plywood, and related products.....	32.6	24.8	24.2	27.2	25.7	27.3	28.3	23.9	24.0	25.6	26.9	25.7	27.0	25.8	26.3
Wooden containers.....	39.8	42.4	42.2	41.5	35.2	27.9	39.5	36.7	30.2	31.4	37.2	31.0	27.4	34.5	31.8
Miscellaneous wood products.....	39.2	38.6	41.0	39.6	37.8	28.9	35.9	31.8	29.5	29.0	25.8	29.3	25.6	32.5	27.5
Furniture and fixtures.....	19.6	19.0	16.2	18.2	19.2	19.7	20.8	18.6	19.3	19.5	21.9	17.8	17.8	17.8	19.7
Household furniture.....	19.3	16.8	14.7												19.0
Office furniture.....				18.0	25.7	19.0	20.1	19.6	20.0	19.1	20.3	17.7	18.7	19.7	19.0
Public building and related furniture.....				22.6	18.9	24.9	17.1	14.7	15.3	18.1	24.3	17.4	12.0	16.3	17.8
Partitions; office and store fixtures.....	20.0	24.9	23.2	22.6	19.6	24.9	24.9	17.3	16.8	20.5	27.6	12.7	17.0	21.3	19.6
Paper and allied products.....	11.5	11.3	11.6	11.5	11.5	12.0	12.2	13.1	12.9	12.3	12.9	12.4	12.6	12.7	12.6
Pulp mills.....					10.0	15.6									15.7
Paper mills, except building paper.....	8.5	8.3	9.3	8.8	8.9	9.0	9.1	9.2	9.3	9.2	9.5	9.3	9.5	9.2	9.4
Paperboard mills.....	13.7	11.8	12.1	12.6	12.3	12.7	10.8	11.1	12.9	13.2	12.7	11.4	11.9	12.4	12.2
Converted paper and paperboard products.....	9.8	10.9	10.1	10.2	9.6	11.9	15.4	15.9	14.8	12.4	13.9	14.7	14.0	14.6	13.8
Paperboard containers and boxes.....	15.0	13.6	14.3	14.3	15.2	12.9	13.7	15.9	14.7	13.4	15.1	13.4	14.7	13.7	14.2
Building paper and building board mills.....	12.3	15.0	10.2	12.6	8.4	11.4	12.2	17.5	15.1	11.4	11.3	11.8	10.5	14.0	11.3
Printing, publishing, and allied industries.....	10.9	10.3	9.6	10.2	9.0	10.1	8.8	9.2	10.4	8.9	10.0	9.6	11.3	9.4	10.0
Newspapers: publishing and printing.....	10.2	12.1	8.1	10.1	8.2	7.3	6.8	8.9	10.2	9.4	7.4	9.3	11.7	8.2	9.4
Periodicals: publishing and printing.....	13.4	7.5	5.9	8.9	4.3	9.5	4.8	4.9	9.3	6.2	7.2	5.6	9.4	5.9	7.1
Books.....	8.8	9.2	11.3	9.8	7.3	7.9	8.9	13.2	8.9	7.6	8.1	7.5	8.5	9.2	7.9
Miscellaneous publishing.....														8.1	7.2
Commercial printing.....	12.0	11.6	12.3	11.9	11.2	13.1	10.9	9.3	11.6	9.9	13.2	11.6	13.4	11.5	12.0
Manifold business forms.....				7.9	12.7	8.2	11.3	12.7	10.2	8.9	11.9	8.4	9.8	10.7	9.8
Greeting cards.....							11.4	9.2	8.3	11.4	14.8	11.0	13.9	9.2	12.7
Chemicals and allied products.....	6.6	8.1	6.8	7.2	7.1	7.6	7.7	7.9	7.1	7.6	8.2	8.0	8.4	7.6	8.0
Industrial chemicals.....	4.0	4.8	4.5	4.4	4.8	5.9	4.6	4.5	4.5	4.6	5.2	4.8	5.5	4.9	5.0
Plastics and synthetic materials.....	3.8	4.4	2.8	3.7	2.8	3.9	4.4	4.8	4.6	4.4	4.9	6.1	4.8	4.6	5.1
Drugs.....	7.2	7.8	6.5	7.2	7.8	6.6	5.7	6.3	5.1	5.9	7.6	6.5	5.9	5.9	6.5
Soap, cleaners, and toilet goods.....	6.7	11.7	9.1	9.5	11.8	8.5	12.5	11.4	14.0	14.7	13.8	13.4	15.1	11.9	14.3
Paints, varnishes, and allied products.....	6.5	9.1	7.0												12.7
Agricultural chemicals.....	23.7	22.3	18.2	21.7	10.4	16.3	21.0	24.7	12.4	13.2	10.2	17.8	12.7	17.5	13.8
Miscellaneous chemical products.....	10.7	18.3	17.9	15.7	14.8	11.2	16.0	10.4	10.8	13.4	10.5	9.2	12.6	11.8	11.4
Petroleum refining and related industries.....															
Paving and roofing materials.....														20.4	15.3
Rubber and miscellaneous plastics products.....	13.3	12.6	11.5	12.5	12.5	10.5	12.1	11.0	9.7	10.3	11.9	9.9	9.6	11.0	10.3
Tires and inner tubes.....	7.4	6.1	5.2	6.2	5.3	6.5	6.8	5.7	5.8	5.1	7.3	5.4	5.1	6.1	5.7
Rubber footwear.....	3.2	4.2	4.7	4.0	3.2	2.0	2.6	4.8	2.3	2.9	5.4	3.1	5.2	2.9	4.2
Fabricated rubber products, not elsewhere classified.....	12.3	11.6	10.7	11.5	13.1	9.5	13.1	11.2	10.3	10.3	10.9	9.7	9.5	11.3	10.0
Miscellaneous plastics products.....	16.0	17.9	15.3	16.3	17.7	17.9	16.2	17.6	13.2	16.8	16.6	16.3	14.7	17.0	16.2

See footnotes at end of table.

TABLE F-1. Injury-frequency rates<sup>1</sup> for selected manufacturing industries<sup>2</sup>—Continued

Industry	1965				1964 <sup>3</sup>					1963 <sup>3</sup>				Annual average <sup>3</sup>	
	Second quarter				1st quarter	4th quarter	3d quarter	2d quarter	1st quarter	4th quarter	3d quarter	2d quarter	1st quarter	1964	1963
	Apr.	May	June	Quarter											
Leather and leather products	14.2	13.6	13.7	13.8	13.2	14.1	14.8	13.9	14.6	11.4	13.3	13.0	13.3	14.4	12.7
Leather tanning and finishing	31.1	27.9	34.3	31.0	30.6	33.0	30.4	32.4	32.2	25.3	31.2	29.7	30.8	32.2	29.2
Footwear, except rubber	11.7	10.7	10.3	10.9	10.0	9.6	11.7	10.0	11.4	8.6	9.6	9.0	10.0	10.7	9.3
Stone, clay, and glass products	16.9	19.7	19.7	18.7	17.1	15.7	17.5	18.3	14.6	16.8	19.4	16.2	15.7	16.5	16.9
Flat glass	10.5	9.4	11.9	10.6	5.0	8.7	9.3	11.6	5.8	8.8	9.1	8.9	7.2	7.8	8.5
Glass and glassware, pressed or blown	5.9	10.2	6.8	7.5	10.7	7.6	7.8	7.1	6.3	8.5	8.1	6.9	8.5	7.3	8.0
Glass products, made of purchased glass	10.0	17.9	13.9	13.9	9.3	8.3	8.8	4.0	4.1	6.9	6.8	6.9	7.1	6.4	6.9
Structural clay products	28.7	36.4	34.3	33.1	28.0	24.5	27.5	31.6	25.1	29.0	32.4	26.2	23.2	26.9	27.7
Pottery and related products	25.7	23.0	16.9	21.9	15.8	15.9	19.9	23.3	18.4	17.8	21.6	15.5	17.3	19.4	18.0
Concrete, gypsum, and plaster products	22.6	23.0	31.7	26.0	26.7	29.8	31.2	29.9	29.4	27.7	36.3	26.9	29.4	30.0	30.2
Miscellaneous nonmetallic mineral products	10.5	11.3	12.0	11.3	11.8	10.7	11.9	11.6	10.2	10.6	12.9	11.3	11.3	11.1	11.5
Primary metal industries	11.4	12.9	12.7	12.4	11.8	11.7	11.9	12.0	11.2	11.0	11.5	10.6	10.6	11.9	10.9
Blast furnaces, steel works, basic steel products	4.7	5.5	4.8	4.9	4.7	4.2	4.3	4.5	4.0	4.2	4.3	4.0	4.3	4.3	4.2
Iron and steel foundries	22.7	25.3	25.8	24.6	25.6	32.0	29.6	28.9	24.1	25.9	27.4	26.2	23.7	28.9	25.8
Nonferrous rolling, drawing, and extruding	13.6	13.3	15.4	14.2	11.8	11.6	13.6	13.2	12.2	12.0	12.2	11.7	10.2	12.7	11.5
Nonferrous foundries	17.5	24.0	21.8	21.0	21.4	21.7	25.5	23.6	24.4	17.8	21.1	19.2	19.6	24.1	19.4
Miscellaneous primary metal industries	25.1	28.0	26.0	26.3	23.9	24.7	21.5	20.1	19.7	17.9	20.0	20.3	20.9	22.0	19.8
Fabricated metal products	17.7	18.4	18.3	18.0	17.8	18.0	19.3	17.1	16.1	16.1	17.7	16.0	14.9	18.0	16.1
Metal cans	8.1	8.4	10.1	8.9	6.8	6.8	7.6	7.9	6.6	6.6	6.0	6.1	5.4	7.3	6.0
Cutlery, handtools, and general hardware	12.4	16.8	11.8	13.6	13.6	16.4	14.8	14.5	13.4	13.4	13.4	12.2	10.9	15.0	12.4
Heating apparatus and plumbing fixtures	17.9	16.1	18.8	17.7	18.2	19.6	21.6	16.9	16.2	19.9	18.3	17.2	14.3	18.8	17.5
Fabricated structural metal products	25.0	24.3	26.6	25.4	24.2	24.2	28.4	24.6	22.8	21.2	23.3	22.7	20.4	25.4	22.0
Screw machine products, bolts, etc.	15.8	18.6	16.4	16.9	15.1	17.6	15.2	16.0	14.6	12.2	16.6	11.3	13.4	15.8	13.3
Metal stampings	9.9	9.9	10.9	10.2	10.3	9.1	10.5	9.1	8.8	10.3	11.2	10.1	9.7	9.7	10.3
Coating, engraving, and allied services	18.6	15.5	17.0	17.1	19.3	14.9	19.1	19.7	23.5	17.1	21.4	19.0	18.5	22.6	19.0
Miscellaneous fabricated wire products	12.3	12.0	12.2	12.2	12.5	12.1	12.6	12.1	11.7	11.4	11.5	11.2	10.6	12.3	11.2
Machinery, except electrical	7.3	5.6	5.3	6.0	6.1	8.0	6.3	6.3	6.3	6.7	6.5	6.7	5.5	7.0	6.3
Engines and turbines	9.5	10.5	10.2	10.0	10.7	10.0	8.9	10.5	10.2	10.9	11.1	12.3	11.3	10.0	11.4
Farm machinery and equipment	15.0	14.9	16.0	15.3	14.7	16.0	16.3	14.7	14.6	13.0	13.8	13.8	13.4	15.4	13.4
Construction, mining, materials-handling machinery	12.0	10.0	9.1	10.3	11.0	10.7	11.7	11.8	10.2	10.6	9.9	9.6	9.7	11.2	10.0
Metalworking machinery and equipment	18.3	16.3	18.4	17.7	16.8	14.1	14.6	15.3	14.7	14.7	15.3	14.2	12.4	14.8	14.1
Special industry machinery	9.6	10.9	12.7	11.1	12.5	11.7	13.1	11.1	12.3	10.9	12.1	10.3	9.4	11.9	10.7
General industrial machinery and equipment	4.4	4.3	3.9	4.2	3.8	3.0	3.6	3.5	3.0	2.6	2.5	2.6	3.3	3.4	2.7
Office, computing, and accounting machines	12.6	14.6	14.7	13.9	13.1	12.8	12.3	11.6	10.6	13.6	13.9	13.9	11.8	12.1	13.3
Service industry machines	18.2	17.0	15.2	16.8	18.3	17.2	19.9	18.5	17.1	18.9	16.6	16.7	19.2	18.2	17.8
Miscellaneous machinery, except electrical	5.3	5.8	5.5	5.5	5.5	5.2	5.4	5.6	5.2	5.3	5.7	5.2	5.2	5.4	5.3
Electrical machinery, equipment, and supplies	5.3	6.2	5.8	5.8	5.8	6.0	5.6	7.8	5.9	4.5	4.8	5.6	6.0	6.2	5.3
Electric transmission and distribution equipment	8.0	7.2	6.3	7.2	7.3	6.0	5.7	5.8	5.9	5.8	5.5	5.3	6.3	6.0	5.8
Electrical industrial apparatus	6.2	7.6	8.2	7.3	6.7	6.5	6.9	8.1	7.7	7.2	8.8	8.6	7.8	7.4	8.1
Household appliances	8.1	10.2	10.8	9.7	9.7	9.5	13.3	8.5	9.5	8.4	10.3	8.9	8.1	10.6	8.9
Electric lighting and wiring equipment	6.1	7.7	5.3	6.3	5.6	3.8	4.1	4.8	3.8	4.1	5.2	2.6	2.7	4.2	3.7
Radios and television receiving sets	2.0	2.4	2.3	2.2	2.4	2.4	2.3	2.3	2.2	2.5	2.7	2.7	2.8	2.3	2.7
Communication equipment	6.0	6.5	5.8	6.2	6.2	5.9	6.9	6.5	6.1	5.6	6.3	5.7	5.6	6.4	5.7
Electronic components and accessories	6.1	5.0	6.6	6.0	6.7	9.7	9.4	9.9	9.2	12.0	10.8	7.6	7.4	9.6	9.5
Miscellaneous electrical equipment and supplies	6.7	6.4	6.6	6.5	5.9	7.1	7.9	7.9	7.1	7.2	7.6	7.9	7.4	7.8	7.5
Transportation equipment	4.6	4.0	4.5	4.4	4.2	3.9	4.1	3.9	3.7	4.0	4.6	4.4	4.2	4.0	4.3
Motor vehicles and equipment	3.9	3.7	3.2	3.6	3.3	3.5	3.5	3.5	3.6	3.8	3.4	3.4	3.2	3.5	3.4
Aircraft and parts	24.1	23.0	24.7	23.9	25.6	25.0	29.4	34.4	27.9	24.7	26.4	28.0	27.1	28.3	26.6
Ship and boat building and repairing	7.7	10.7	11.6	10.0	9.9	12.1	12.5	13.6	12.2	13.0	10.9	11.4	9.0	12.7	11.2
Railroad equipment	5.6	6.2	7.7	6.5	5.9	5.4	5.9	5.3	5.4	5.4	5.4	6.3	6.4	5.6	5.9
Instruments and related products	2.3	2.9	2.8	2.6	3.5	3.4	3.7	3.3	4.2	4.0	5.3	6.7	7.7	3.7	5.9
Engineering and scientific instruments	8.6	7.4	11.1	9.1	8.4	7.8	9.6	9.1	8.9	7.6	7.8	7.9	8.6	8.9	7.9
Mechanical measuring and control devices	4.4	7.7	7.3	6.5	8.3	4.5	5.2	4.1	6.3	6.3	5.7	7.6	6.3	5.2	6.5
Surgical, medical, and dental equipment				5.1	2.6	1.6	2.8	4.3	3.4	3.0	4.4	2.0	5.9	3.4	3.8
Ophthalmic goods	5.3	6.6	8.3	6.8	4.9	6.0	5.1	3.8	3.3	4.3	3.7	4.9	3.2	4.7	4.0
Photographic equipment and supplies				5.3	6.8	2.9	4.5	4.7	3.6	6.7	5.1	3.5	6.1	3.8	5.4
Watches and clocks	12.5	13.2	13.8	13.2	11.0	13.1	13.1	13.2	12.9	13.8	15.8	13.4	10.6	13.2	13.4
Miscellaneous manufacturing industries	6.4	7.9	7.7	7.3	6.0	10.4	6.1	7.5	10.5	7.7	8.7	8.8	9.7	8.6	8.7
Jewelry, silverware, and plated ware				12.9	14.0		10.6	14.2	8.2	13.0	10.1	12.9	12.9	12.1	12.1
Musical instruments and parts	14.1	18.3	14.4	15.5	12.6	13.8	15.7	14.0	16.5	16.8	17.9	15.0	10.5	15.0	15.2
Toys, amusement, and sporting goods				12.5	14.3	13.7	13.5	19.9	10.7	19.2	21.5	13.5	8.8	14.4	15.8
Pens, pencils, office and art materials	13.6	10.9	15.5	13.3	8.9	10.6	14.6	11.8	12.5	11.2	15.1	12.4	10.2	12.3	12.1
Costume jewelry, buttons, and notions	11.4	10.2	11.4	11.0	10.7	10.0	7.4	10.4	8.6	7.8	11.5	10.3	8.7	9.6	9.6
Other miscellaneous manufacturing industries															

<sup>1</sup> The injury-frequency rate is the average number of disabling work injuries for each million employee-hours worked. A disabling work injury is any injury occurring in the course of and arising out of employment, which (a) results in death or permanent physical impairment, or (b) makes the injured worker unable to perform the duties of any regularly established job which is open and available to him throughout the hours corresponding to his regular shift on any 1 or more days after the day of injury (including Sundays, days off, or plant shutdowns). The term "injury" includes occupational diseases.

<sup>2</sup> Beginning with the first quarter of 1963, the revised injury data reflect both changes in industry definitions and reclassification of individual reports on the basis of improved classification information. A detailed explanation

of the changes in industry definitions is available upon request. Comparisons to the series prior to 1963 should be made with caution. Industries classified according to the *Standard Industrial Classification Manual 1957 Edition*, Bureau of the Budget. Industry group totals include data for industries not shown separately.

<sup>3</sup> Rates are preliminary and subject to revision when final annual data become available.

NOTES: These data were compiled according to the *American Standard Method of Recording and Measuring Work-Injury Experience*, approved by the American Standards Association, 1954.

Dashes indicate data not available or insufficient to warrant presentation of average.

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