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Health Insurance for Laid-Off Workers

Union Referendum Elections

The ILO Conference

Collective Negotiations for Teachers

UNITED STATES DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS



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Monthly Labor Review

UNITED STATES DEPARTMENT OF LABOR • BUREAU OF LABOR STATISTICS

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

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This Issue in Brief...

THE WORKER who loses his job or is put on extended layoff may also lose his group health insurance coverage. This fringe detriment affects a large number of workers: probably not more than a tenth of employed workers who have such insurance would retain coverage in the event of extended layoff. The extension of coverage to layoff periods has increased significantly in recent years, according to Walter W. Kolodrubetz, although it has not usually been a major union goal. In *Health Insurance Coverage for Workers on Layoff* (p. 851), he examines the limited data available on the prevalence, the effectiveness, and the cost of continuing benefits during layoff periods.

ADJUSTMENT of selected items in the Consumer Price Index to eliminate the effects of seasonal patterns of price change provides an economic tool particularly important in periods of rapidly changing prices. In a Technical Note on *Seasonally Adjusted CPI Components* (p. 887), Harriet J. Harper and Carlyle P. Stallings describe the methods used to derive these indexes.

TWO YEARS after a sampling of out-of-school youth were surveyed in February 1963, followup interviews showed that about one-fifth of these young men had undertaken some formal job training, most of it in special schools or in company training programs. The second survey is reported by Vera G. Perrella and Elizabeth Waldman in *Out-of-School Youth—Two Years Later* (p. 860). They found that all but 5 percent of the follow-up group were in the labor force. Unemployment rates for both graduates and dropouts were much lower than in 1963, but—as usual—the unemployment rate of the dropouts far exceeded that of the graduate.

THE REFERENDUM PROCEDURE for electing national union officers has been declining in use in recent years. Of the 74 national union constitutions studied by the Office of Labor-Management Policy Development, only 17 now provide for election by this method. In *Referendum Elections of National Union Officers* (p. 856), Donnie L. Everette describes referendum provisions found in these 17 constitutions. The referendum process, he points out, necessarily requires a greater amount of time (and, usually, money) than does an election by convention delegates.

Following are some recent key statistics from continuing BLS series. See *Current Labor Statistics*, pp. 912-952.

	July	1966	1965
Total civilian labor force (in thousands).....	79,636	78,457	
Employment.....	76,411	74,854	
Unemployment.....	3,225	3,602	
Unemployment rate (seasonally adjusted) (percent).....	3.9	4.5	
Earnings of production workers in manufacturing (preliminary):			
Average hourly earnings.....	\$2.70	\$2.61	
Average weekly hours.....	41.2	41.0	
Average overtime hours.....	3.7	3.4	

June

Index of average hourly earnings of production workers in manufacturing (excluding overtime and interindustry shifts) (1957-59=100).....	124.7	120.8
Consumer Price Index (including single workers) (1957-59=100).....	112.9	110.1

HEADLINES on the “walkout” of the U.S. worker delegation to the ILO conference tended to obscure the substantial accomplishments of this 50th international meeting. H. M. Douty reports these accomplishments in *The International Labor Conference of 1966* (p. 841).

WHATEVER decisionmaking process is finally developed in the public schools, the school administration will lose its right to make unilateral decisions on wages and conditions of employment. This became apparent early in the sessions of a recent Institute on Collective Negotiations in Public Education, at the University of Pennsylvania. In *A Summer School Short Course in Teacher Negotiations*, (p. 847), Georgena R. Potts discusses the Institute’s many-sided approach to the techniques and ethics of the situation.

The Labor Month in Review

Labor Disputes of Merging Newspapers

WHEN THIS CENTURY BEGAN, there were 16 general circulation English-language newspapers in Manhattan; now there are The Times, The News, the Post, and The World Journal, the latter a recent combination of three papers.

Profit and Loss. Losses estimated at \$110 million in the last 10 years induced the merger of three New York dailies. For nearly a year the publishers had discussed ways to cut their losses and begin to make money.

Metropolitan dailies elsewhere have confronted the same set of economic facts and have reached a variety of resolutions. All compete for advertising with radio and television and with the growing and numerous profitable papers that serve the burgeoning suburban markets. Wages increase. Paper and other operating costs continue to rise.

Consolidation of operations has been one formula favored by those who have not outright gone out of business. In about 20 cities, two or more papers are published under a joint arrangement for sharing facilities, costs, and profits.

To test the legality of a plan whereby competing papers share advertising, circulation, and mechanical operations, a Federal suit came to trial on April 5 in Tucson, where two papers have operated under a common business arrangement since 1940. The court has not yet announced its decision in the suit, which charged that the newspapers had an agreement for fixing of advertising and circulation prices in violation of antitrust laws.

Many publishers are diversifying into other media. About 15 percent of the cable TV stations are newspaper or publisher-affiliated. About 13 percent of the AM and FM radio stations and 29 percent of commercial TV stations are owned by newspapers or magazines.

While the publishers have been introducing more efficient equipment to lower costs, some have had to resort, in addition, to mergers to make their operations profitable. One large shift occurred less than a year ago in San Francisco, when three dailies became two, and two Sundays one.

On March 21, the publishers of The Herald Tribune, The World Telegram & Sun, and The Journal American announced their merger plan: Beginning April 25, The Herald Tribune would continue on weekday mornings; The Journal American and The World Telegram & Sun would produce one afternoon paper, The World Journal; the three would produce a single Sunday paper, The World Journal Tribune. The estimated saving would be roughly \$15 million a year. A combination of frazzled labor relations and economics congealed into a strike against the new firm.

Discordant Labor Relations. As a whole, industrial relations in the newspaper industry have been characterized by self-discipline and restraint. But signs of serious erosion have been appearing with increasing frequency. In New York, as in other large cities, the chronic financial debility of the many metropolitan newspapers has abraded labor-management relations in recent years. Industrial relations conflicts, complicated by the divided interests of the various publishers and by the fragmented union structure, have in turn enfeebled the industry. The 1962-63 newspaper strike helped to push The Mirror into oblivion, and the 25-day walkout last fall hastened the current merger.

Suggestions for improving relations were plentiful after the two recent strikes, and joint labor-management committees were founded to escape the stress of contract termination deadlines. However, interunion rivalries, whetted by technical change and mutual suspicion appear to have inhibited progress under this device.

Nothing seems to have been capable of preventing the parties' polarization of positions. In the latest dispute the Newspaper Guild rejected a last minute plea from Governor Nelson A. Rockefeller, Senators Robert F. Kennedy and Jacob Javits, and Mayor John V. Lindsay that the

union send those members acceptable to management to work on the new papers while a fact-finding panel tried to work out at least a temporary settlement.

Addressing himself to the other side, Mayor Lindsay received comfort just as chill: He suggested that the three papers keep publishing under their accustomed mastheads until their union problems were ironed out, but the publishers notified the Mayor that their decision to end their separate existences on April 25 was "irrevocable."

The 1966 Strike. The crux of this dispute was the treatment of 4,540 union members on the three papers to be merged. Under the conditions of the merger proposed by the employers, almost half of the union members would lose their jobs.

The Guild, which represents the business office employees in all three papers, as well as the editorial department, struck on April 24, having chosen to work without a contract for a year so as to have a free hand in the event of a merger. The other nine unions had 11 months to go until their agreements expired, but they held that such contracts could not automatically be transferred to the new corporation, and refused to work for the new firm. Maintaining the old contracts provided for merger and were therefore still valid, the publishers filed suit.

The Guild, the hardest hit in terms of job losses, with 900 of 1,800 jobs gone, asked that dismissals be handled on the basis of seniority established under the previous contracts. The publishers sought exceptions to seniority that would permit them to put together the staff they wanted. The Guild also wanted 2 weeks of severance pay for each year of service for those whose jobs were abolished; under the previous contracts such pay was limited to a maximum of 60 weeks, except at The Tribune.

Confronted by the strike, the publishers tried to settle first with the Printers, hoping that an agreement with that union would open the way to agreements with the other nine. In addition to a strategy that took account of the rivalry for first place among the unions, the publishers' priority in attention was warranted by the hard fact that

400 of the 900 Printers were slated to lose their jobs.

Settlements. Three weeks after the strike began the Printers reached agreement with The World Journal Tribune. The contract provided 8 weeks of severance pay—3 required under the previous contract plus 5 for a fund for unemployed members. There was also a contribution to the pension and welfare fund and trade-off payments for relaxation of restrictions on automation. The new agreement expires March 30, 1967; the cost was estimated by the union at \$1.1 million—\$913,000 more than required under the old contracts.

In the ensuing weeks, the Paperhandlers, Stereotypers, Electricians, Mailers, Drivers, and Machinists settled on much the same basis.

A Guild settlement ratified early in July retained about 1,000 jobs, almost all on the basis of seniority. There was no maximum on severance pay for those whose jobs were abolished or for the 400-odd employees who resigned voluntarily.

By mid-August the Pressmen's Union was the only one that had not settled with the new publishing firm. The major stumbling block was the union's demand for a 6½-hour shift on Saturday night—a tour that is 8 hours at the New York Times and The Daily News.

A Fragmented Future. Stating that the new firm had not called for a citywide shutdown, the Publishers Association abandoned its all-for-one policy during the strike, and The Times and The Daily News continued to publish, as did The Post which had dropped out of the Association in 1964.

The Association and the unions have had a long history of multiemployer bargaining, although at times various publishers have made separate agreements. However, on July 27, the U.S. Court of Appeals upheld a ruling of the National Labor Relations Board that the Publishers' Association must bargain individually with the Printers union. In the spring of 1964, the Printers had asked for individual negotiations, and upon being refused, had filed an unfair labor practice charge. Multiemployer bargaining now appears to have been shot down from several directions as a mechanism for successful industrial relations.

The International Labor Conference of 1966

H. M. DOUTY*

AN EXCEPTIONALLY CLOSE CONTEST for the presidency marked the opening of the 50th Session of the International Labor Conference, Geneva, June 1-23, at which 106 countries were represented. In addition to a vigorous debate on the Report of the Director-General of the International Labor Organization, the Conference acted upon a number of resolutions; considered the application by member States of ILO conventions and recommendations, giving particular attention to labor inspection; and took either preliminary or final action on international instruments dealing with cooperatives, commercial fishermen, social security, grievance procedures, and labor-management communications within the enterprise.

The United States was represented at the Conference by a strong tripartite delegation.¹ However, its worker group, in protest against the outcome of the election for the presidency, refrained from participating in the activities of the Conference. This development is described below. The U.S. Government and Employer delegations, on the other hand, played an active role in the many facets of Conference work.

Officers of the Conference

Two candidates were nominated for the presidency: G. M. J. Veldkamp, Minister of Social Affairs and Public Health, The Netherlands, and Leon Chajn, Member of Parliament, Poland. Mr. Chajn's name was advanced by a representative of the U.S.S.R.; Mr. Veldkamp was nominated by one of the Government delegates from Ireland.

Of the 367 valid votes,² cast by secret ballot, 184 were for Mr. Chajn and 183 for Mr. Veldkamp.

Various factors—political, ideological, personal—influenced the outcome, and the result should not be taken to reflect an approximately even ideological division within the Conference. This was demonstrably not the case. For example, in seconding the nomination of Mr. Chajn, the Government delegate of Burundi, speaking on behalf of the African Government group, emphasized that his action should not “be interpreted as alignment with any specific ideological bloc.” In the view of the Government delegate from Iran, who also made a seconding speech, the election of Mr. Chajn would “lead to the growth of a spirit of peaceful coexistence between countries with different economic systems.”

Three vice presidents were elected unanimously: Roberto A. Billingham, Government delegate of Argentina; Felix Martinez-Espino, Employers' delegate of Venezuela; and Mahmoud ben Ezzedine, Workers' delegate of Tunisia.

Action of U.S. Workers' Delegation

Under the leadership of Rudolph Faupl, the U.S. Workers' delegation, in protest against the election of Mr. Chajn, boycotted the Conference. This action reflected the deep-seated opposition of the American trade union movement to the absence of genuine tripartitism in communist (or fascist) countries, where autonomous organiza-

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¹Members of the delegation were: *Government*: Delegates—George L. P. Weaver, Assistant Secretary of Labor for International Affairs, and George P. Delaney, Special Assistant to the Secretary of State and Coordinator of International Labor Affairs; Substitute Delegate—John F. Skillman, Special Assistant to the Secretary of Commerce; Congressional Advisers—Senators Gaylord Nelson and Paul J. Fannin, and Representatives David T. Martin, Adam C. Powell, Jr., Frank Thompson, Jr., and William H. Ayres; Advisers—Thomas D. Bowie, Harry M. Douty, John T. Fishburn, John E. Lawyer, Robert J. Myers, Norman O. Nilsen, Margaret Pallansch, Edward B. Persons, Howard Robinson, Gordon Roth, William Steen, Walter Stolting, and William Yoffee. *Employers*: Delegate—Edwin P. Neilan, Chairman of the Board and President, Bank of Delaware; Advisers—Richard Anton, Howard Jensen, Robert S. Lane, Thomas A. Norris, George J. Pantos, and Charles H. Smith, Jr. *Workers*: Delegate—Rudolph Faupl, International Representative, International Association of Machinists and Aerospace Workers; Advisers—Walter J. Bierwagen, Matthew Guinan, Edward J. Hickey, Jr., Dale E. Reed, Bertram Seidman, and Austin P. Skinner.

²There were, in addition, 3 spoiled ballots and 6 abstentions.

tions of workers and employers do not exist. In the U.S. Workers' view, the absence of free trade union movements in communist countries made the outcome of the election peculiarly inappropriate. Mr. Faupl's action was upheld by President Meany of the AFL-CIO.

There were prompt repercussions within the AFL-CIO. On June 9, Walter P. Reuther, president of the United Automobile Workers, sent a strongly worded letter of protest on the boycott to President Meany. As a result, a special meeting of the AFL-CIO Executive Council was held on June 16 to consider the issue. After a vigorous debate, the following resolution was passed by a vote of 18 to 6:

The AFL-CIO Executive Council fully supports and endorses the position of the President of the AFL-CIO and the recent action of the United States Workers' Delegate to the International Labor Conference and his advisers. Through their demonstration of protest—which was not a withdrawal from the ILO—they used the most effective means available to indicate the reaction of the free workers of America to the election as President of the Conference of a representative of a totalitarian regime whose record and practices are a standing denial of everything that the International Labor Organization stands for and was created to achieve.

The resolution emphasizes the fact that the boycott does not constitute a withdrawal from the ILO. Withdrawal would represent a major policy decision for the trade union movement. In fact, Mr. Faupl was reelected for a 3-year term to the Governing Body of the ILO, which meets four times a year, and attended the meeting that followed the conclusion of the Conference.

Director-General's Report

The ILO Director-General, David A. Morse, presented the Conference with a report on many of the critical aspects of industrialization and labor policy.³ His report was aimed at the developing countries, and was marked by a strong sense of realism. It points out that "the road to industrialization is a long and arduous one" and that "immense obstacles and difficulties have yet to be overcome before a dynamic, self-sustaining modern industrial sector can become firmly rooted in the economies and societies of the developing countries."

The report begins with a general discussion of the role of industrialization in economic growth, of recent rates of growth in various parts of the underdeveloped world, and of the social changes associated with the rise of industrial enterprise. A long chapter is devoted to human resources policy, including supply problems of nonsupervisory workers with the disciplines and skills required for sustained industrial growth, and of professional, technical, and managerial personnel as well. Consideration is then given to a variety of questions, such as wage policy, hours of work, and labor relations, that must be given practical application within the general framework of development policy. Finally, the nature of the ILO's contribution to the solution of labor problems in developing countries is discussed.

More than 200 speakers participated in the debate on the Director-General's report. Although by no means all of the comment was relevant to the subject of the report, students of industrial development will find much of interest in the discussion. For the U.S. Government, George L-P Weaver pointed to the extensive postwar efforts by the United States to promote economic and social progress in Europe and in the underdeveloped world. He then observed that this country "can never do more than supplement the efforts of the developing countries themselves. They must supply most of the capital, the know-how, and, most important, the will to progress. If they do, we can and will continue to help, but if they do not, nothing that we or anyone else can supply will substitute for this determination of their own—the will to progress." Edwin P. Neilan, for the U.S. Employers, pointed out that "agricultural development is basic to industrialization, which can never grow and expand on the empty bellies of semi-starved workers." Citing the Director-General's report, he showed that "free market economies have achieved the highest degree of success in improving industrial output."

³ Report of the Director-General to the 50th Session of the International Labor Conference, Geneva, 1966, Part I: *Industrialization and Labor* (Geneva, International Labor Office, 1966). Part II of the Director-General's Report, entitled *Activities of the ILO, 1965*, should be consulted by those who want a detailed account of the far-ranging current activities of the organization, and a sense of the directions toward which its programs are evolving.

Resolutions

The Resolutions Committee, consisting of 129 members, had before it 10 resolutions for consideration.⁴ Unlike the situation in some prior years, none of the resolutions was markedly political in content. The Committee unanimously adopted six of the proposed resolutions, as revised on the basis of extensive discussion within the Committee. These resolutions were subsequently adopted by the Conference. Four resolutions, for which time did not permit proper examination, were withdrawn.

Major attention was given to the resolution on the role of the ILO in the industrialization of developing countries. In addition to giving strong support to the maintenance and expansion of ILO programs of vocational training in such countries, the resolution urges that member States be consulted on work programs which they consider appropriate for the ILO to undertake in cooperation and coordination with the United Nations Organization for Industrial Development, and that plans for action resulting from such consultation be reported to the 51st Session of the Conference (1967). The resolution specifies four broad areas to which particular attention should be given in terms of ILO activity.

The Conference also adopted a resolution, introduced by the U.S. Government delegates, on the importance of strong labor departments in terms of economic and social development, and another, sponsored by the United States and the United Kingdom, on the question of special youth training and employment programs. Other resolutions dealt with the development of human resources; the contribution of the ILO to the International Human Rights Year in 1968; and the question of workers' participation in decisionmaking within undertakings. This latter resolution invites the Governing Body of the ILO to request the Director-General to undertake a study of methods

⁴ Actually, 11 resolutions were submitted, but 2 of these, each relating to the industrialization of developing countries, were consolidated.

⁵ Final action on an international instrument, whether a Convention or a Recommendation, is typically taken only after the subject is discussed at two conferences. Occasionally, final action is taken, as was the case with one item on the agenda for the 50th Session, after the matter has been considered by a preparatory technical conference.

currently used throughout the world "to enable workers to participate in decisions within the undertakings;" to consider holding seminars on this question; and to consider placing the question on the agenda of a future session of the Conference.

Technical Committees

The basic work of the ILO consists in the development, after intensive exploration, of international instruments for the protection and advancement of working and living standards. These instruments may take the form of Conventions or Recommendations. A Convention, when ratified by a member State, imposes a binding treaty obligation and may require the enactment of implementing legislation. A Recommendation, as the term suggests, is intended to provide a guide to Governments, and to employer and worker organizations, in the development of standards in the subject-matter area concerned.

The 50th Session of the Conference had four substantive items on its agenda. These are discussed briefly below.

Cooperatives. The role of cooperatives in the economic and social growth of developing countries was before the Conference for a second discussion.⁵ The Committee on Cooperatives, consisting of 142 members, held 13 sittings, and also established a working party to expedite its deliberations. There appeared to be no basic disagreement within the tripartite committee on the potentially important role that cooperatives of all types could play in the process of economic development. Many amendments were considered, however, to the text of the proposed Recommendation on the subject.

The Recommendation, as it emerged from the Committee, is a comprehensive statement of policy objectives in the promotion of cooperative enterprises, methods of implementing policy through legislation, education, and training; financial and administrative aid in the development of cooperatives; appropriate supervision of cooperative enterprises by competent public authorities or cooperative federations; and the desirability and nature of international collaboration in promoting the growth of cooperatives. An Annex to the Recommendation provides examples of the role

that various forms of cooperatives may play in improving economic conditions in developing countries.

The Conference adopted the Recommendation by 317 votes to 0, with 6 abstentions.

Commercial Fishermen. The Committee on Fishermen, consisting of 65 members, had before it proposed texts of three international instruments developed by a Preparatory Technical Conference on Fishermen's Questions, Geneva, October 1965. A Convention was proposed on the question of accommodation on board fishing vessels; a Recommendation on the training of fishermen; and a Convention concerning fishermen's certificates of competency.

As it emerged from the Committee, which held 18 sittings, the Convention on accommodation (applying to vessels of 75 tons or more or, alternatively, to vessels of 80 feet or more in length) contained highly detailed provisions relating to crew accommodations that cannot be adequately summarized in a brief article. The Recommendation on vocational training for fishermen was similarly detailed, and dealt with training programs, standards, methods, financing, and international collaboration in the promotion of training. The Convention on certificates of competency related to standards of qualification for skippers, mates, or engineers employed on vessels of 25 gross tons or more engaged in salt water fishing.⁶ It included provisions on minimum age, professional experience, technical examinations, and the operation of an efficient inspection system to ensure observance of the competency requirements.

The Conference adopted the Convention on accommodation by 303 votes to 0, with 16 abstentions. The Recommendation on vocational training was adopted by 330 votes to 0, with 6 abstentions. The vote on the Convention on certificates of competency was 284 to 0, with 14 abstentions. The U.S. Government and Employer delegates abstained on the votes on the two Conventions. In the case of accommodation, the standards proposed would have created difficulties at the present time in the design and construction of certain American fishing vessels. The Convention on certificates of competency would have been difficult to apply on a reasonable basis in view of the great variation in American fishing craft and operation.

Social Security. The Committee on Social Security was established to consider revision of Conventions Nos. 35, 36, 37, 38, 39 and 40 concerning old-age, invalidity and survivors' pensions, which had been adopted prior to World War II.⁷ Two meetings of a Committee of Experts on Social Security (1959 and 1962) had recommended revision of the social security Conventions to the Governing Body, and had also expressed detailed views concerning the standards to be incorporated in the new instrument (or instruments). It had suggested that particular account be taken of the Social Security (Minimum Standards) Convention (1952) and of recent trends in national social security provisions.

The Committee on Social Security consisted of 138 members. Despite the fact that this was a first discussion, the Committee held no less than 20 sittings. The subject matter was highly technical and of great importance to countries throughout the world. The Committee decided to propose a Convention supplemented by a Recommendation. The Convention, in brief, provides that member States may accept international social security obligations separately for invalidity, old-age, and survivors' pensions, and for agricultural and nonagricultural sectors of employment. It defines the persons to be protected by social security arrangements, the contingencies covered, qualifying conditions, benefit standards, and the conditions under which benefits may be suspended. It deals, finally, with legal, administrative, and financial safeguards to social security systems. The accompanying Recommendation, in general, covers additional aspects of social security protection that member States may want to incorporate into their legislation.

The U.S. Government representative on the Committee, when the subject came before the Conference, offered his congratulations on "the tremendous task [the Committee] has performed at this Conference." He observed, however, that "the new Convention should not contain some of the worthy but less important details that have prevented many countries with advanced systems from

⁶ Excluded, in addition to ships of less than 25 gross tons, were boats engaged in whaling, sport fishing, or fishery research or protection.

⁷ The first stage in the revision of ILO social security instruments was the adoption by the Conference of the Employment Injury Benefits Convention at its 48th Session in 1964.

ratifying previous social security Conventions." The U.S. Employer representative expressed opposition to the draft instruments on a number of grounds, including the economic feasibility, except perhaps for the most advanced countries, of the coverage and benefit standards proposed. After adopting the report of the Committee, the Conference approved the proposed Convention by 242 votes to 0, with 47 abstentions, and the proposed Recommendation by 253 votes to 37, with 11 abstentions. A resolution to place the question on the agenda of the next session of the Conference for a second discussion was approved unanimously.

Grievances and Communications. The Committee on Grievances and Communications was the largest in the Conference, consisting of 158 members. The Committee held 15 sittings for a first discussion of two separate but related subjects: (1) grievance procedures and (2) labor-management communications within the enterprise. Each of these subjects is of vital interest to labor and management.

The Committee adopted two instruments, each in the form of a draft Recommendation. The first related to grievance procedures. Grievances were defined as disputes over existing terms and conditions of employment. Claims for general changes in wages, benefits, or working conditions, are not included within the scope of the draft instrument. In broad summary, the proposed Recommendation on this subject asserts the right of any worker to submit a grievance without prejudice, to have his grievance examined through an appropriate mechanism within the undertaking, and to be assisted by his trade union or other (e.g., works' council) representative. If all efforts at settlement within the undertaking fail, the possibility should exist for final settlement of the grievance through such means as voluntary arbitration, conciliation or arbitration by the competent public authorities, or the decision of a labor court or other judicial body.

The proposed Recommendation on communications within the enterprise points to the great importance, partly in terms of minimizing grievances, of good labor-management communications on all matters affecting the welfare of workers, and of the need to associate workers' representatives with the development of communications policy and procedure. Rather detailed guidelines are

suggested on the elements of communications policy, and on the subjects on which information should be provided.

The Conference adopted the Committee's report and the proposed Recommendations with one recorded abstention. The resolution to place the two questions on the agenda of the next session of the Conference for a second discussion was adopted by 283 votes to 0, with 1 abstention.

Application of ILO Instruments

A most important aspect of the work of the ILO involves continuous review of the effect given by member States to Conventions⁸ and Recommendations. Machinery for this purpose was first established 40 years ago, and has subsequently been modified as need developed. Detailed examination of reports from member States is now made by a Committee of Experts, which also undertakes special studies. A committee is set up at each annual Conference to consider the report of these experts on the effect given to ILO instruments.

At the 50th Session, the Committee on the Application of Conventions and Recommendations, consisting of 101 members, held 17 sittings. The Committee devoted a considerable part of its discussion to a special study of the Committee of Experts on a Convention and two Recommendations (1927) relating to labor inspection. The study by the experts covered the application of these instruments in 102 member States and 36 nonmetropolitan territories. The Committee expressed particular concern that the instruments did not cover agriculture, and urged that the question of labor inspection in agriculture be placed on the agenda of an early session of the Conference. Among other matters, the Committee considered the functions of labor inspection services, problems of staffing and budgetary support, and the question of the extent to which workers' organizations should be associated with inspection activities.

The Committee examined various other questions and problems relating to the application of ILO instruments. There was a particularly detailed discussion of the application of the Abolition of Forced Labor Convention (1957) in the

⁸ More than 120 Conventions have been adopted by the ILO and almost 3,200 ratifications have been recorded.

African territories of Portugal. An ILO Commission of Inquiry had presented a report on this matter in early 1962, containing recommendations for changes in Portuguese legislation and practice. The Committee of Experts was requested by the Governing Body to make a special examination at its 1966 session of the information supplied by the Portuguese Government on this matter. On the grounds that this report was inconclusive, and in view of the fact that a majority of the Committee on the Application of Conventions and Recommendations was unwilling, in effect, to censure Portugal, the African members of the Committee withdrew until the discussion of Portugal was concluded.

There was also a withdrawal of some delegations (African and other) when the Committee's report came before the Conference for discussion. The United States delegation did not withdraw. George L-P Weaver, speaking for the U.S. Government, disavowed any support whatever for colonialism, but observed that "we do consider the Committee on the Application of Conventions and Recommendations of such importance to the life of this Organization that the integrity, the procedures, the law and practice of this Committee demand and are worthy of the support of this Conference upon the completion of its work." In the absence of a quorum, the conference took note of the Committee's report.

[As the] result of a new load-line agreement signed in London early this month by 60 maritime nations, . . . the Plimsoll mark will be raised by 10 to 20 percent on tankers, ore carriers, and bulk carriers of more than 328 feet.

Ships that carry dry cargo also will benefit by an increase of about 10 percent, if they are fitted with watertight hatch covers. . . .

The Plimsoll mark or line is named for Samuel Plimsoll, an Englishman who was born in 1824 and died in 1898. Plimsoll was a reformer with a great interest in the welfare of sailors. He was especially concerned with the loss of crewmembers' lives on ships sunk at sea as a result of overloading, a practice which many British shipowners persisted in because if their vessels were lost at sea they profited handsomely from the insurance. As a member of Parliament from Derby from 1868 to 1880, Plimsoll fought vigorously and successfully for the enactment of a law limiting the loading of ships. As a result a loadline was required to be marked on the hulls of all British vessels showing the depth to which the law allowed them to be submerged through loading. Other maritime nations followed suit and the Plimsoll mark became international law. Plimsoll, incidentally, was the author of a book entitled "Our Seamen," published in England in 1872.

—*Seafarers Log*, April 15, 1966.

A Summer School Short Course in Teacher Negotiations

GEORGENA R. POTTS*

TACTICS AND THEORY came together at the National Institute on Collective Negotiation in Public Education, held at the University of Pennsylvania June 19-24, 1966.¹ Collective negotiation is an amalgam of the National Education Association's term, "professional negotiation," and the more usual trade union phrase, "collective bargaining." Whatever the semantic differences, the term was used throughout the Institute to describe a participative method of arriving at decisions on conditions of employment. At its root is the palpable loss to the administrator of the right to make unilateral decisions in the negotiable areas.

The labor relations practitioners in the session—professional unionists and teacher representatives, negotiators, arbitrators, and grievance specialists—concentrated their discussion on the tools and devices of collective negotiation. Listening intently were school superintendents, principals, and board members, some of them dragged reluctantly into collective bargaining, others approaching it willingly but warily, uncertain of its meaning and its machinery.

The Institute was more than a workshop in the techniques of collective negotiation, however. Speaker after speaker called for appraisal of the effect of collective negotiation on the educational system and on the individuals within that system. The need for a change in the educational curriculum was declared repeatedly.

As the week went on, there was growing acceptance of the proposition that there could be no meaningful collective negotiation in public employment without the right to strike. At this point, the philosophic argument began to appear. There were those who accepted the "inevitability"

of collective bargaining in public education—however reluctantly—and took it as axiom that collective bargaining could not exist without the right to strike. There were others who believed that education does not have to recapitulate the stages of private industry.

Legal Aspects

Professor Lee O. Garber of the Graduate School of Education, University of Pennsylvania, summarized the legal principles based on court rulings in the field: In the absence of any statute on the subject, it appears that a board may engage in collective bargaining. But membership in professional associations or unions does not give teachers the right to demand that the board do so, particularly where such demands are coupled with the threat to strike.

School districts are generally considered quasi-municipal, involuntary corporations. Their powers are very limited; they consist only of those expressly stated by law or those necessary to carry out expressly stated duties. Lacking specific authorization or prohibition, a school board is generally the sole judge of what it shall do (so long as it does not violate statutory law), and the legality of its action can be determined only by litigation.

Exclusive Recognition

Most union and association representatives, and most of the schoolmen who had become experienced in collective negotiation, agreed that exclusive recognition is the more workable system. (Under this type of agreement, the school board cannot negotiate with any other organization or with any individual teacher.) Exclusive recognition encourages stability in the relationship between the administrator and the organization. It has the added advantage that conflicts between different groups within the union are resolved by the organization itself before it comes to the bargaining table; the school board is thus relieved of some of the pressure of assigning priorities to the many competing voices.

*Of the Office of Publications, Bureau of Labor Statistics.

¹The Institute was sponsored by Phi Delta Kappa and the University of Pennsylvania's Graduate School of Education and Wharton School of Finance and Commerce.

School districts sometimes prefer to operate under what they consider the more democratic methods of joint or proportional representation, and some of the new State laws are expressly designed for these systems.² Most of the national organizations have stated that they favor exclusive recognition. In practice, however, a local affiliate will often deviate from the stated policy, choosing that kind of arrangement which gives it the advantage in the particular situation.³

To some extent, the choice depends on the unit definition. Exclusive recognition does not necessarily mean that a school administration will have only one adversary in bargaining, since it is possible to have several different negotiating units within a system, each with exclusive recognition. For example, different units may be established for custodial workers, for bus drivers, for cafeteria workers, as well as for classroom teachers; or the classroom group may be divided into elementary and secondary teachers.

Some of the recent State laws specify a State agency to make the unit determination; in some the statute actually prescribes the unit to be used. Determination by statute is cumbersome and inflexible, and may result in unrealistic units, in the view of Myron Lieberman, Director of Educational Research and Development, Rhode Island College. Much of this statutory determination, he predicted, will be modified by experience.

The NEA holds that, generally speaking, all certificated personnel should be in a single unit, but that the determining factor should be "the desires of the professional personnel." A 1964 policy statement by the Executive Committee of the American Federation of Teachers says the unit should include all certified personnel on the classroom teacher salary guide. This leaves in doubt the status of administrators, principals, or non-teaching personnel whose salaries are pegged to the teacher salary scale. Both policies thus suffer from some imprecision and ambiguity—perhaps intentional, since in this as in other respects local groups often go against national policy to seek a unit determination most advantageous to their own fortunes.

Dr. Lieberman proposed three criteria to evaluate unit determinations: effective teacher representation; effective school administration; and stability in the school board-teacher relationship. The emerging pattern is to include all teachers in

the same unit. More troublesome questions arise over the inclusion in this unit of (a) nonprofessional employees; (b) special professional groups, such as social workers or nurses; (c) all teachers regardless of grade level, subject, length of service, and tenure; and (d) principals, department heads, and supervisory teachers. This last category is probably the real thorn in determining the makeup of the negotiating unit.

Edward B. Shils, Associate Professor of Industry, University of Pennsylvania, and Consultant on Teacher Negotiations to the Philadelphia Board of Public Education, commented that from a personnel standpoint, the situation of all employees of a school district is much the same. Job evaluation, position description, induction and separation procedures, wage and salary administration, holiday and vacation pay, pension systems—all are necessary mechanisms for principals and teachers as well as for custodial and clerical staff.

He observed, however, that many school boards find themselves dealing simultaneously with long-experienced unions who represent the service and clerical workers, and with comparative amateurs who make up the teacher negotiating corps. Questions then arise as to whether the board can vary its treatment of different types of employees depending on the effectiveness of their representation, and whether the concessions made in one settlement will set a precedent for dealing with other groups.

Representation Election

Organization membership is not a good criterion for selection of a bargaining representative, according to Michael H. Moskow, Assistant Professor of Management at Drexel Institute of Tech-

² Collective negotiation statutes have been enacted in eight States: California, Connecticut, Massachusetts, Michigan, Oregon, Rhode Island, Washington, and Wisconsin. In these eight States are 25 percent of the Nation's public school teachers. The laws vary considerably. Wisconsin was the only State to establish a separate agency specifically to administer its law, which covers all public employees (during the Institute, Commissioner Arvid Anderson discussed some of the early decisions of the Wisconsin Employment Relations Board). In Massachusetts the law is to be administered by the State Labor Commissioner, in Michigan by the State Board of Mediation, and in Rhode Island by the State Labor Relations Board. The Connecticut law vests the State Board of Education with authority limited to the impasse procedure (mediation and advisory arbitration). None of the three Pacific Coast States provided any agency for administration of their new laws.

³ See "Representation Among Teachers," *Monthly Labor Review*, July 1966, pp. 728-732.

nology. Membership in an organization may be for reasons other than representation, and dual membership—in a union and in a professional organization—is not uncommon. A secret ballot election has some disadvantages—notably the bitterness that may linger from a closely fought campaign—but overall it appears to be the best way of insuring that teachers choose the representative they want.

A frequent point of argument is the location of the polling place. The NEA generally favors voting in each school. The AFT generally favors a point outside the school, fearing an “ambiance of coercion” within the school building. One of the more novel arrangements was worked out for the 1965 elections in Philadelphia, where voting was done in school buses.

Negotiation Techniques

To Albert Shanker, president of New York City’s United Federation of Teachers, power is the central factor in negotiation. Differing sharply from those who suggested that collective negotiation can exist as a sort of mutual and non-partisan factfinding, the UFT president believes that factfinding moves to decision only because of the power in the situation. Reason prevails only when power is imminent.

The task of the union leader, as Mr. Shanker sees it, is to create this power and direct it toward useful ends, then to be forced by that very power to achieve those ends. Most members, he has found, “would just as soon be let alone.” The union leader must convince them of the justice of their cause, and that they must fight to secure their rights. Through every possible device he must increase their involvement in the situation until he has built up their aspirations and hopes to a point where he cannot control the pressure of the membership; he has no choice but to come back with a satisfactory agreement.

To maintain this pressure up to the point of settlement, union demands must be kept high (“even unreasonable,” Mr. Shanker confessed), and all major items must be held for simultaneous settlement.

The red meat of this traditionalist approach to negotiation appeared to shock some of the board members and administrators, to whom bargaining had so far been only a theoretical exercise. It also

brought a request from Herbert R. Northrup, Professor and Chairman, Department of Industry, Wharton School of Finance and Commerce, that the group consider these questions: Is it consistent with professional ethics to participate in the tactics of a union? Is it consistent with professional ethics for an administration to lie to teachers—and to the public—by telling them there is no more money available (and then, after more pressure is applied, find that there is more money after all)? Can professionalism be maintained in the face of these less desirable aspects of collective negotiation?

Agreeing with the UFT leader that it is the interplay of power that brings reason to decision-making, Dr. Northrup observed that the institution of collective bargaining may not be viable absent the right to strike. Factfinding may have an arthritic effect, because, knowing that issues will go to a board, the parties are bound by common sense not to be prematurely reasonable.

NEA negotiations advisor Donald Wollett agreed that factfinding and mediation are not catalytic forces. The requirement to mediate is not effective, he said, unless the parties have more anxiety and uncertainty about the result of mediation than about the result of two-party negotiation.

Dr. Northrup cautioned that the seemingly ready transfer of private sector techniques into the public sector may not be based on any sound consideration of its desirability, but rather on inertia and acceptance of outmoded shibboleths.

Grievances

The first year’s operation of a grievance system may be cluttered with a great many cases which reflect a teacher’s “subjective sensibilities” or a general feeling of wrong and oppression, explained Ida Klaus, Director of Staff Relations for the New York City School System. A grievance system must be limited to those rights and benefits specified in the agreement.

Especially in the early months of a grievance system, Miss Klaus said, formality of proceedings lends authenticity to the equity and seriousness of handling. Later, when both parties are more at ease within the system, hearings may develop along more informal lines. Advisory arbitration, or review by a third party at some point, is most useful, Miss Klaus suggested, if done at the level

just below the head of the agency. In this way, the administrator benefits from an outside look at the situation before he puts his reputation on the line by making the decision.

Changing Roles

Underlying much of the discussion on techniques and ethics was concern over the effect collective negotiation would have on key personnel in school administration: the principal, the superintendent, and the school board.

If a principal is included as part of the management team, teachers may come to regard him as "an adversary, or some kind of impediment to their collective will," said Benjamin Epstein, principal of Newark's Wequahic High School. On the other hand, unless the expertise of the principal is involved at some stage of the negotiation, the settlement may be unworkable. He foresees that more formality may develop in the relationship between principal and teacher, as the pendulum swings from administrative rule to collective decisionmaking. Teachers now courting freedom from capricious rulings by the administration may find that individuality and creativity in teaching is still more circumscribed by detailed written agreements.

It is not only the role of the principal that is changing, according to C. Taylor Whittier, superintendent of the Philadelphia public schools. Whether one views the school as a reflection of society, or as the force that forms society, it is obvious that we are in a time of changing roles in both structures. For persons engaged in education, change is not new, countered Fred M. Hedinger, vice president of the Pennsylvania School Boards Association; it is a way of life. Mr. Hedinger suggested that the education profession may have let itself become too involved in a frenzied drive toward participative decisionmaking within the school. He asked that teachers and administrators devote the same degree of energy and creative imagination to the advancing technology and its application to teaching; the growing involvement of the Federal Government at all levels of the education process; and, perhaps most significant, the prospect of large industrial combines entering "both the hardware and software ends" of education, as indicated by the Office of Education's recent announcement that it would now contract directly with private corporations. The implications for the public school, he said, of this involvement with profitmaking enterprises far outshadow the processes of decisionmaking.

Good moral character, and a thorough knowledge of the common branches, formerly were considered as indispensable qualifications in an instructor. The instructors were chiefly selected from the most respectable families in town. But for 15 or 20 years, these things have not been so much regarded. They have indeed been deemed desirable; but the most common method now seems to be to ascertain, as near as possible, the dividend for that season from the public treasury, and then fix upon a teacher who will take charge of the school, 3 or 4 months, for this money. He must indeed be able to obtain a license from the Board of Visitors, but this has become nearly a matter of course, provided he can spell, read, and write. . . .

Instructors have usually boarded in the families of the pupils. Their compensation has varied from 7 to 11 dollars a month for males; and from 62½ cents to 1 dollar a week for females. Within the past 10 years, however, the price of instruction has rarely been less than 9 dollars in the former case, and 75 cents in the latter.

—"A New England School of 1810," in *Background Readings in American Education*, selected and edited for use at The White House Conference on Education, July 1965.

Health Insurance Coverage for Workers on Layoff

WALTER W. KOLODRUBETZ*

SINCE voluntary group health insurance plans are designed to protect employed workers and their families, coverage is usually terminated when a worker loses his job or is put on an extended layoff. Probably not more than a tenth of employed workers with such insurance, financed in whole or in part by their employers, would retain coverage in the event of an extended layoff; but even for them, the duration of extended benefits may not cover the entire layoff period. Such uncertainties surrounding health insurance protection add another facet to worker fears of long layoffs or loss of job.¹

There is usually little incentive for an employer to extend group health insurance to workers on layoff except when there is a reasonable expectation that the workers will be recalled in a short time. There may also be a good reason for caution toward what may turn out to be a costly step. Administrative convenience, on the other hand, encourages continuation for a short period, such as to the end of the month of layoff. Employers also respond to the social welfare considerations inherent in the practice.

Although not usually a major union goal, the extension of coverage to layoff periods has increased significantly in recent years, chiefly in response to union concern with employment security. Significant changes in the duration and financing of the extended benefits have also been negotiated.

Pressure for the introduction of extended benefit coverage or improvement in such coverage is a function of the employment situation. As long as unemployment is at a low level, it is likely that

little action on this front can be expected from private plans, particularly since insurers have little incentive to promote such coverage. If the economy takes a reverse turn, however, interest may be expected to increase.

Although comprehensive information on the direct cost of continuing benefits during layoff periods is not available, fragmentary data suggest that the increase in cost is relatively small in relation to the cost of the entire plan. The costs due to higher utilization and to adverse selection are even more difficult to ascertain, although existing evidence indicates that they are not prohibitively high. In the long run, the growth and improvement of continuation provisions will depend, to some degree, on costs attributed to them. As the cost of medical care rises, more attention will be given by employers and insurers to potential costs involved in providing benefits during layoffs. On the other hand, the higher the cost of medical care the greater will be the workers' and unions' appreciation and desire for the protection of continued coverage.

Coverage

Provisions extending benefits to layoff periods have been incorporated into many health insurance plans in recent years, mainly in collectively bargained plans in manufacturing industries such as primary metals, transportation equipment, rubber products, food products, and electrical equipment. In addition, the operating and nonoperating railroad employees' national plans have such provisions. Extension is found chiefly in plans for production workers, although sometimes it is also offered to clerical employees. Estimates of group health insurance coverage by industry indicate

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

¹Information upon which this article is based was obtained from a broader study of manpower-mobility implications of the extension of health benefits to laid-off workers. As part of this study, Bureau representatives interviewed officials of major insurance companies to assess and evaluate the practice. The views of unions, management, and workers were obtained through a series of case studies of manufacturing plants which extended coverage to laid-off workers and which had a recent layoff. The study, specifically required by section 102(2) of the Manpower Development and Training Act, was undertaken by the Bureau at the request of, and with funds provided by the Department's Office of Manpower, Automation, and Training (now the Office of Manpower Policy, Evaluation, and Research).

that extended protection during layoff is guaranteed to no more than a tenth of the approximately 50 million workers covered by group health insurance plans.²

The extended coverage is usually continued on the same basis as that for active employees, and under the same financing arrangements. Typically, it provides hospital, surgical, and medical care protection to the eligible worker and his dependents for a specified period of time after layoff, usually 2 or 3 months.

Exceptionally long periods of protection are provided in motor vehicle and farm equipment manufacturing industries, where the United Automobile Workers have negotiated plans tied to supplemental unemployment benefit (SUB) entitlement. They currently provide employer-financed health insurance benefits to laid-off employees for a maximum of 13 months after the month in which the layoff began.³ Liberal provisions are also found in the primary metals, rubber products, food products, and electrical machinery manufacturing industries.

Effectiveness of Protection

The number of laid-off workers covered by voluntary group health insurance at any given time is unknown. Neither commercial insurers nor Blue Cross-Blue Shield plans can provide pertinent data because their regular recordkeeping does not readily identify the workers on layoff. A few special studies, however, have yielded some information on the extent and nature of protection afforded.

One study, made for a union,⁴ covered the experience of hundreds of companies (including basic steel and aluminum companies) that have contracts with the Steelworkers. The plans in question provided continuation of group hospital and surgical coverage for 6 months at company cost for employees with at least 2 years of service, and to the end of the month of layoff for those with less service. Life insurance was extended for all employees for up to 6 months at company expense, and for an additional 18 months at a cost to the employee of 60 cents per \$1,000 of insurance. These companies reported that, in December 1963, 36,000 employees on layoff were covered by hospital and surgical insurance and 51,000 had life

insurance coverage. The report indicated that a 6-month extension of health insurance coverage was not long enough to provide adequate protection. It concluded that "the difference between the numbers of laid-off employees covered for life insurance and for hospital and surgical benefits, as well as the general record of employment in the industry since 1960, show that many employees continued on layoff after their 6-month period [of continued] coverage has expired."

Another study, conducted by the University of Michigan, stressed the ineffectiveness of health coverage continuation and pointed out weaknesses in employer-employee communication regarding rights to convert to individual coverage. It revealed that most workers dropped coverage even when offered a chance to continue at group rates.⁵ Under the plan studied, health insurance coverage was continued for 2 months after layoff at no cost to the worker. The worker could continue coverage for as long as an additional 12 months by paying the group rate each month. Continued coverage after that period was available at individual rates. A third of the workers did not continue coverage after the 2-month "free" period elapsed, and another fourth dropped coverage later. The remainder continued coverage, returned to employment in the group, or joined other groups.

² Excludes brief extensions of coverage, such as to end of month of layoff and end of month following month of layoff. The estimate of 50 million was derived from the information in Alfred M. Skolnik, "Ten Years of Employee-Benefit Plans," *Social Security Bulletin*, April 1966, p. 6.

³ Benefit coverage is continued for all employees for a month after the month in which the layoff began. Thereafter, employer-financed health benefits are extended on the basis of 1 month's benefits for each 4 weeks of supplemental unemployment benefits to which the employee is entitled. The employee may then continue his health insurance for 12 months beyond the period of company financing by paying the group rate premium.

⁴ *A Special Report on Your Union's Programs of Employment and Income Security*, Twelfth Constitutional Convention, United Steelworkers of America, Atlantic City, N.J., September 1964.

⁵ Walter J. McNerney and study staff, University of Michigan, *Hospital and Medical Economics*, vol. 2 (Chicago, Hospital Research and Educational Trust, 1962), p. 1121.

The results of the University of Michigan study are borne out by limited data obtained from case studies conducted by the Bureau. For example, in one firm where coverage after layoff was contingent upon the employee's contribution, the vast majority of workers lost coverage because they did not make the small payment required. Then, upon the union's request, the firm agreed to deduct the amount from the final paycheck of workers not specifically requesting that their coverage be discontinued. Before introduction of the new procedure, approximately 3 out of 4 workers lost or dropped coverage. After the change, about 3 out of 4 workers maintained coverage.

Insurance Considerations

The practice of continuing health insurance coverage during periods of layoff has largely developed during the past 15 years. Although this growth can be attributed, in large part, to union efforts to protect workers during layoffs, it may also be traced to the general easing of underwriting rules for eligibility for group coverage by prepayment plans, such as Blue Cross and Blue Shield, and by commercial insurance carriers. Requirements for size of group, dependents' coverage, definition of group, age limits, and continuation of coverage during retirement and unemployment have undergone change stemming from a variety of social and economic pressures, especially collective bargaining. However, continuation of group health insurance coverage during layoff involves participation in a group by persons for whom an active employer-employee relationship—the heart of group insurance underwriting—no longer exists. For this reason, among others, the insurers have not been inclined to encourage lengthy periods of layoff coverage.

Most commercial insurers now consider the extension of coverage for limited periods during temporary layoffs as a feasible underwriting practice. Their reluctance to extend such periods stems from the belief that claims experience during layoff is higher than during active employment because of "saved-up medical care" (especially elective surgery) and adverse selection. The latter is especially important in plans requiring employee contributions, because self-selection usually results in adverse selection. Thus, employees who anticipate they will have health care expenses for themselves or their dependents continue their coverage more often than those who, because of better health, the absence of postponed surgery, and so forth, expect they will not have such expenses. However, despite these reservations, major insurers have standard policy provisions for continuation of coverage

to the end of the month following the month of layoff.⁶ At the employer's request, these general limits may be, and often are, substantially liberalized.

Cost. When laid-off workers are continued under group insurance plans, a direct cost to the employer obviously accrues. Since there is no outflow of workers from the group until their continuation of coverage ceases, additional premiums are incurred. Moreover, if the laid-off worker group, as mentioned above, is a high risk group owing to adverse selection and higher utilization, average premiums per covered worker may also increase.

Comprehensive information on the direct costs of extending coverage during layoffs is not available. Fragmentary data suggest that, in the long run, the increased cost attributable to extension would be relatively small in relation to the cost of the entire group insurance plan.

In one case brought to the attention of the Bureau, a major insurer reported that, during a 4-year period, the claims for workers on layoff accounted for less than 1 percent of the total claims each year. Under this plan, liberal group insurance benefits, financed by the employer, were continued for 3 months after layoff. Only 1 employer out of the 10 included in the Bureau's case studies was in a position to estimate the increased cost owing to extended benefit provisions. For this plan, group life and health insurance was extended for 6 months at employer cost. According to the company, about 6 percent of the average premium cost of group insurance could be attributed to extended benefits, but this figure included coverage for workers on leave of absence, on sick leave, and absent from work for other reasons.

Some idea of the direct cost involved when layoffs are especially prevalent can be derived from the already cited report to the 1964 convention of the Steelworkers. The union and the basic steel companies agreed in 1960 that the companies would be reimbursed for increases in the monthly cost of the group insurance program over a base figure (\$20.16) per employee. The additional payment was to be met from the cost-of-living adjustment, which otherwise would have been payable in wage increases. According to the report, a total of 4.5 cents of the maximum 6 cents

⁶ According to insurance company officials, this limited continuation makes sense for several reasons. The temporary layoff may necessitate, in absence of continuation, burdensome administrative expenses of terminating and subsequently reinstating a worker's coverage in the group plan. If the worker has been contributing to the cost of coverage, it would usually be necessary to reimburse him if he is not covered until the end of the month. From the public relations viewpoint, it would also create a problem in discriminating between workers laid off at the beginning of the month and those laid off later in the month.

of cost-of-living adjustment over the 3-year period, marked by considerable layoffs in the steel industry, was retained by the companies as reimbursement for increases in insurance costs. The report stated, "A major factor in this increased cost was the new provision negotiated with the major basic steel companies in January 1960 to continue insurance coverage for laid-off employees."⁷

Utilization. Information on utilization rates (i.e., frequency of claims) for workers on layoff is not available, primarily because it is not collected. One insurer said, on the basis of limited studies, that "while no one study can be conclusive, a pattern of increased claims costs seems to be characteristic of each one." This comment would seem to summarize the attitude of insurance officials that, in general, utilization of medical care services—hospital, surgical, and medical benefits—is greater for workers on layoff than for those in active service.

The intensive study by the University of Michigan of the utilization rates of workers covered by health insurance during layoff supports this view. The summary of the report reads, in part:

"Admission rates, average lengths of stay, and utilization rates were markedly higher during the layoff period than during the year prior to layoff, or during comparable months in the prior year. This was especially true in the months following layoff, when group coverage and loss-of-income coverage, both prepaid, were still in effect. For example, the annual utilization rates during the layoff period ranged from 1.5 to 7.9 times those for comparable months in the previous year (for the same subscribers) depending upon the subgroup considered. Looking only at March 1958 (the month following the layoff), the utilization rates, depending upon the subgroup involved, were from 6 to 14 times those for the 1957 control period."⁸

Employer and Union Attitudes

Although continuation of benefits during layoff has been usually initiated by the union, only rarely was the issue among the major union demands or employer offers during negotiations. Typically, according to union officials, the issue was brought to the bargaining table as part of a health insurance

package demand, with little attention being given to its effects and costs. On occasions when costs were discussed, the unions had very little information and consequently minimized the costs. They recognized, of course, that an expense was involved, but as one union official put it, "We tell the company that there wouldn't be any cost if they had no layoffs." All of the union officials interviewed felt that benefit continuation served a very important social welfare purpose in "protecting workers who can least afford to be hit by medical costs."

Since all of the plants studied had layoffs in the past year, the union officials seemed well informed about recent experience of the plans. They commented that the maximum duration of coverage provided during layoff was negotiated in part on the basis of past layoff history and in part "pulled from the hat." One official commented that "the practice [stemmed from] the seasonal nature of the business." The officials said that this issue was not given too much attention during negotiation, unless a very long continuation period was involved. In most cases, the union felt that, in the light of past experience, the duration of coverage was ample. Extension periods of 2 or 3 months covered the typical situation. In programs with longer extension periods (e.g., 6 to 12 months), the union officials said that this was sufficient to cover any of their layoffs. However, this did not mean there was no room for improvement, since "who knows what can happen in the future." Despite this, according to the officials interviewed, liberalization of the extension provision was not contemplated for the next negotiation.

Interviews with management officials revealed mixed opinions as to the reasons for the development of the extension practice. An official of one company indicated that extended benefits had been provided as early as the 1930's because the company felt that "workers on layoff needed this protection as much as active workers." He believed that employee benefits, such as insurance and pensions, should be jointly financed so that workers would have a greater appreciation of company efforts to "help the workers help themselves." As a result, the official said, a high proportion of workers would elect to join the plan, and a large number would continue membership after layoff.

⁷ United Steelworkers of America, *op. cit.*, p. 11.

⁸ McNerney, *op. cit.*, pp. 1127-1128.

This point was also expressed in another plant in which health benefits were financed by joint contributions. In both instances, the company officials admitted that while the provisions for continuation of benefits were subject to negotiation, the offer to liberalize the provision was usually initiated by the company and was acceptable to the unions. Officials in both firms said there was a need for the provision since they did experience layoffs with some regularity because of business requirements.

In the remaining cases, the practice of continuing benefits, according to company officials, originated with the union. The officials readily admitted that the advent of a layoff, which in many cases was regularly enough to be expected by workers with low seniority, was something the workers should accept as a condition of employment. In one case, where benefits were continued for 2 months after employment, severe fluctuation in employment at frequent intervals was the normal outlook. The officials of this firm had a good idea of the cost of the extended benefit and were not too ready to consider its liberalization.

A personnel manager of a single plant firm with less than 1,000 workers indicated that, from the company's viewpoint, there was little reason to continue benefits during layoff. But since it was part of the union demand for a health and insurance package, the company accepted the obligation, he said.

Worker Attitudes

Some insights into worker understanding of the value of extended coverage were revealed by personal interviews. Despite a general lack of understanding of health insurance provisions and policies, most workers demonstrated an awareness of their benefits and an appreciation of their value. Reflecting the wide diversity in status of the workers interviewed, the degree of understanding differed greatly among establishments and among workers in the same establishment.

Employer practices with regard to notifying workers of their health insurance benefit rights on layoff appeared to affect, at least in some measure, workers' awareness of the value of extended coverage. In some cases, the employees were notified

by their immediate supervisor of their layoff and the steps to be taken. In others, formal exit interviews were conducted at which the details of rights and benefits were explained to each employee. Some companies called group meetings to explain layoff procedure and other details.

Typical of the more formal procedures was the technique followed by one firm. Although there was no formal exit interview, workers were given a form explaining their rights and benefits at layoff. The company officials felt that workers were well informed as to their rights and benefits. Significantly, almost all workers (roughly 90 percent in the last layoff) continued their contribution for group insurance during layoff, and almost all the workers affected (95 percent) returned to work when recalled.

Another type of communication on layoff was that of a firm which did not conduct a personal interview with each worker affected, but did provide information by a form notice at a group meeting. In this case, the union was also active in relaying full information to workers through meetings and by mail. As one union official commented, however, these meetings were not well attended.

Typical of an informal procedure was one where the working foreman delivered the "pink slip" and the laid-off workers were then left to their own devices. The only communication on benefit rights at layoff had been made when a worker was originally hired. As might be expected, worker knowledge of benefit coverage, as revealed by interviews, was extremely poor.

In general, management officials felt that the communication to employees of their rights upon layoff, as well as during their employment, was sufficient and that most workers were well informed. On the other hand, a surprisingly large number of workers interviewed had no idea of what their benefit rights were on layoff, even if they were aware of benefits available during employment. Typically, these were young workers with low seniority and little family responsibility, and mostly engaged in relatively unskilled work. The lack of understanding and knowledge must be attributed in part to the workers involved but, in many instances, management and unions did little to inform the workers.

Referendum Elections of National Union Officers

DONNIE L. EVERETTE*

THE INTEREST of the Department of Labor in national union elections stems not only from the Department's general interest in the labor movement, but also from its role in administering the Labor-Management Reporting and Disclosure Act of 1959. Title IV of that act sets certain minimum standards for union officer elections, including provisions relating to campaign activities. The LMRDA states that national union officers are to be elected at a convention of delegates chosen by secret ballot, or by a secret ballot among the members. This article will concentrate on the latter method—the referendum. Looking at national union constitutions, how common is the referendum? how is it conducted? how are nominations made? and how are the campaigns of the candidates facilitated or restricted by the constitutions?

The basic source materials are the constitutions of all national unions having one or more local affiliates filing under the LMRDA and having 40,000 members or more according to Bureau of Labor Statistics data at the time of the study.¹ There are 74 such unions, and their membership accounts for almost 90 percent of the total membership of all national unions. The constitutions analyzed are those in effect on January 1, 1965.

Election Procedures

The referendum procedure for electing national union officers, never the predominant method, has been declining in use. During the past 10 years, two important unions (the Carpenters and the Operating Engineers) abandoned the referendum.² At present, only 17 of the 74 unions studied use it.³ Summary data for these unions are shown in the accompanying table.

These 17 unions represent many adaptations of the referendum election. Two of them—District 50—UMW and the Electrical Workers—IUE—use the referendum for the election of principal national officers; other officers are elected by delegate vote at the convention.

In 15 of the 17 unions, the balloting is under the supervision of the local unions, with the ballots prepared and mailed to the locals by the national office. The locals supervise the balloting at local polling places and transmit the results to the national union. The two remaining unions employ the mail ballot referendum. The Electrical Workers—IUE international secretary-treasurer mails a ballot directly to every qualified member, with instructions to return the ballot within a specified time. The Maritime Union uses a hybrid of balloting methods in which the Port Offices distribute ballots to eligible voters, who subsequently mark the ballots and mail them to a safety vault designated by the national office. The ballots are taken from the safety vault and tallied by an independent party who announces the results.

In the majority of these unions, 11 of the 17, a plurality vote elects a candidate to office. Six of the 17 elect by a majority vote. The Typographical Union requires a majority for principal national offices, but only a plurality is required for the lesser offices. Of the six unions which require a majority, three provide for a runoff between the two highest candidates when none receives a majority in the original election. The other three meet the majority requirement by limiting the number of candidates to the two receiving the greatest support in the nomination procedure.

Necessarily, the referendum process requires a greater amount of time than election by convention delegates. Where the local supervises the

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¹ *Directory of National and International Labor Unions in the United States, 1963* (BLS Bulletin 1395, May 1964).

² "Election and Tenure of International Union Officers," *Monthly Labor Review*, November 1958, pp. 1221-1229. The study reported 25 out of 111 unions using the referendum. Two of these, as noted above, have changed their election procedures.

³ The Upholsterers normally elect at convention, but when conventions are not held before the terms of office expire, officers are elected by membership referendum. The Painters' constitution provides that officers be elected at convention, but contains a phrase: ". . . when elections are held by referendum . . ." The constitution does not specify under what circumstances such a referendum shall be held. These 2 unions are not included in the 17.

balloting, the results are usually required to be reported to national headquarters within a few days, but when the mail ballot is used the balloting period may span a month or even two. This greater expenditure of time and, perhaps, funds may explain the small number of national unions which use the membership referendum to elect national officers.

Nomination Procedures

Of the 17 national unions using the membership referendum, 6 nominate the candidates at convention. The Longshoremens and Warehousemen and the Woodworkers conduct a primary election among the convention delegates, and the two candidates for each office who receive the highest number of votes are submitted to a membership referendum. The Clothing Workers and the Electrical Workers-IUE require that candidates obtain a minimum number of delegate endorsements in order to be nominated. The Lithographers and Photoengravers and the Mine, Mill and Smelter Workers do not limit the number of candidates or specify a minimum number of delegate endorsements.

In the other 11 national unions electing officers by membership referendum, nominations are made at the local union level. All but the Glass and Ceramic Workers require prospective candidates to obtain a minimum number of local union endorsements, or members in the case of the Maritime Union. Four of these limit the number of candidates for each office by selecting, for example, the five candidates who receive the greatest number of local endorsements when more than five nominees receive the required minimum number of endorsements. The constitutions of the remaining seven unions do not specify such a limit on the number of candidates for an office.

The constitutional provisions for local union nominations usually provide that such nominations shall be by vote of the local membership at a meeting held during a particular calendar month. It is not clear that any of these unions require a secret ballot in the nomination procedure. Two of them, the Retail Clerks and the Typographical Union, require a ballot, but do not specify that it shall be secret. The Glass and Ceramic Workers require that "all balloting for officers and candi-

dates shall be by secret ballot." A reasonable conclusion would be that "candidates" refers to the nomination procedure.

The Maritime Union has an unusual nominating procedure. The candidate must appear before a Port Verification Committee and present a petition signed by at least 100 members in good standing, along with a written acceptance, an affidavit that the candidate is not a communist and has not been convicted of specified crimes, a recent photo, and written evidences of sailing experience and union activity. This committee, consisting of an elected officer and four members in good standing, makes a preliminary verification of those documents. If the committee's findings are favorable, the candidate is allowed to file the documents with the national secretary-treasurer. If the national office finds the documents to be in good order and the candidate otherwise eligible, he is declared nominated.

The requirements for nominating principal officers is sometimes differentiated from the requirements for lesser offices, such as tellers and auditors. For example, the Bookbinders require 10 local union endorsements for principal national officers and 7 local endorsements for other national officers.

In summary, 2 of the 6 unions which nominate at conventions, and 10 of the 11 unions which have direct nominations by the locals or members, require prospective candidates to obtain a minimum number of endorsements in order to appear on the ballot. Among the unions requiring local union endorsements, the Steelworkers require the largest number of local endorsements. The minimum number of local nominations in this union is "five plus one for each 10,000 members (or majority fraction thereof) in good standing . . ." On the basis of membership data in the *1963 BLS Directory*, this would require 93 local nominations and represents 3 percent of the Steelworkers' locals. This is a less stringent requirement than that imposed by the Printing Pressmen, which is 10 percent of the locals. The Shoe Workers' endorsement requirement of five local nominations is probably the least stringent.

In the unions using the referendum for officer elections, the nominations usually occur several months before the election. In unions which nominate at convention, the period between nomination and election is usually shorter than the period

specified by unions which nominate by locals. The longest period between the nomination and election is approximately 5 months in four unions which nominate at the local level. The Woodworkers, who nominate at convention, provide: "The referendum ballot . . . shall be submitted to the membership within ten days after the conclusion of the International Convention." This provision allows the least time between nomination and election. The period between nomination and election is important because all candidates require a reasonable period of time to inform the rank and file members of the issues and their programs.

Campaign Rights and Restrictions

The constitution of these 17 unions were also examined for provisions pertaining to a candidate's campaign rights and restrictions, that is, provisions which might assist a prospective candidate in making his aspirations for national office known to the rank and file membership or prohibit

certain actions that would be inimical to democratic elections. Such provisions seem basic to the maintenance of unions as democratic institutions.

Campaign provisions may apply to the period preceding the nomination, as well as to the pre-election period. The prenomination period is important because of the opportunity it provides to secure support among the rank and file especially in those unions that require a minimum number of local endorsements. Only two of the unions requiring local union endorsements specify prenomination campaign rights. The Bookbinders and the Typographical Union allows members desiring to be candidates to announce their intentions in an issue of the union's journal, prior to the local union nominations.

Preelection campaign rights are more frequently provided. Three unions that use the membership referendum—the Bookbinders, the Maritime Union, and the Typographical Union—grant nominees space in the unions' journals to

PROCEDURES SPECIFIED IN NATIONAL UNION CONSTITUTIONS FOR REFERENDUM ELECTION OF PRINCIPAL NATIONAL UNION OFFICERS

National union ¹	Nomination procedures			Approximate period between nomination and election	Election procedures		
	Local union	Convention delegates	Endorsements required		Local union polling place	Mail ballot	Proportion of votes required
Total.....	10	6			15	2	
Bookbinders.....	x		10 locals: 5 candidates with most endorsements.	5 months..	x		Plurality.
Clothing Workers.....		x	20 delegates.....	4 months..	x		Plurality.
District 50-UMW (Ind.).....	x		50 locals.....	5 months..	x		Plurality.
Electrical Workers-IUE.....		x	10 delegates from different locals from 3 districts or more having 15 percent of total per capita convention representation.	40 days....		x	Plurality.
Glass and Ceramic Workers.....	x		No minimum.....	3 months..	x		Majority.
Lithographers and Photoengravers.....		² x	No minimum.....	3 months..	x		Plurality.
Longshoremen and Warehousemen (Ind.).....		x	2 nominees for each office elected in convention primary.	50 days....	x		Majority.
Machinists.....	x		10 locals: 2 candidates with most endorsements.	3 months..	x		Majority.
Maritime.....	Petition	Petition	100 members must sign petition of candidacy....	1 month....		x	Plurality.
Mine, Mill and Smelter Workers (Ind.).....		x	No minimum.....	2 months..	x		Plurality.
Mine Workers, United (Ind.).....	x		50 locals.....	5 months..	x		Plurality.
Printing Pressmen.....	x		10 percent of locals from 15 States or provinces. 5 candidates with most endorsements.	2 months..	x		Majority.
Retail Clerks.....	x		25 locals.....	5 months..	x		Plurality.
Shoe Workers.....	x		5 locals.....	2 months..	x		Plurality.
Steelworkers.....	x		5 locals plus 1 local for each 10,000 members....	3 months..	x		Plurality.
Typographical.....	x		50 locals: 5 candidates with most endorsements.	3 months..	x		Majority.
Woodworkers.....		x	2 nominees for each office elected in convention primary.	10 days....	x		Majority.

¹ All national unions not identified as Independent (Ind.) are affiliated with the AFL-CIO.

² Local unions may also nominate candidates for national office.

present their side of the issues, but require that these articles be true and nondefamatory. The Electrical Workers-IUE publishes a list of all nominees, and also allows candidates to publish statements in the union journal, without any regulation of the content of these statements. The Glass and Ceramic Workers, the Machinists, and the Printing Pressmen provide that a list of all nominees be printed in an issue of their respective journals prior to nomination; there is no provision for a statement by each candidate.

The Maritime Union's constitution states that personal columns in the *Pilot* shall not be used for electioneering purposes, and the Glass and Ceramic Workers' constitution obligates the union's international executive board to see that the *Glass Worker News* is not misused to further the interest of any member for union office. The Mine, Mill and Smelter Workers specifically prohibits the use of defamatory statements to "influence the election" in the union's journal or in any literature using the union's seal. This union provides that an international officer violating the prohibition shall be removed from office by direction of the general executive board and a new election including the remaining nominees be held. Several constitutions contain the LMRDA prohibition against the use of the organization's funds to promote the candidacy of any person.

The Typographical Union specifically allows the establishment of parties to support a nominee for office, and the constitution has many provisions which make the candidate responsible for actions of his supporters. The union requires that candidates and members file complete financial statements regarding moneys collected and spent during the campaign period; only union members may contribute to these campaign funds.

The Glass and Ceramic Workers is the only union which specifically allows any member in good standing to attend any local meeting, thereby giving the candidates the opportunity to reach the members before the nominations and elections. Such visitors have voice but no vote.

Though not a campaign right, knowledge of the time at which nominations are to be made is also helpful in reaching members prior to nomination. None of the constitutions specify a date on which local endorsements would be voted. The provisions on the time of nomination are usually general, stating that nominations shall occur at a regular meeting in a special month or not later than a certain period prior to the election (for example, no later than 4 months before the election). Although the Glass and Ceramic Workers does not have a minimum number of local endorsements, each local is required to notify the international union of the scheduled date for nominations. This information is published in the union's journal.

Knowledge of the date of the elections is also important to the candidate in planning his campaign. Nine of the 17 unions schedule elections for a specific day of a particular month, such as the second Tuesday in April of election years. Two other unions specify only that elections will be held at the first regular meeting in a particular month, without giving a specific date. Five unions specify that elections will be held within a certain period, such as 40 days, after the convention nomination. The Maritime Union, which nominates by membership petition, schedules a mail-ballot election for the period April 1-May 31. In this union, and in the nine unions which schedule elections for a specific day of the month, a candidate has an exact target for planning his campaign.

Out-of-School Youth—Two Years Later

A 1965 Resurvey of Young Men in a 1963 Study of Early Work Experience Assesses the Relative Progress of Graduates and Dropouts

VERA C. PERRELLA AND ELIZABETH WALDMAN*

The WORK PROGRESS of young men with less schooling is not as great as that made by their contemporaries who have finished high school or had some college. This lag occurs even in a period of expanding employment and incipient labor shortages. Whatever measure is used—unemployment rate, earnings, steadiness of employment, and so on—the men with more education made greater advances over the 2-year period which elapsed between two surveys.¹

The men with more education also made more effort toward self-improvement, as indicated by the greater proportion taking additional education or formal job training. The young men who left school before finishing high school not only may not have had the minimal education required to learn more specialized skills but probably had less motivation and adaptability, which slowed their progress.

A group of young men who had been interviewed in a nationwide sample study of the early work experience of out-of-school youth were resurveyed in February 1965 to assess the relative progress of the dropouts and graduates. At the time of the first survey in February 1963, the men were 16 to 21 years old and were no longer enrolled in regular school. The group included school dropouts and high school graduates, but excluded those who were college graduates.

The discussion which follows relates to 2.4 million of the 2.7 million young men who were covered by the first survey in February 1963. About 240,000 of the original number were in the Armed Forces as of February 1965 and were not included in the followup survey.

The 2.4 million civilian men in the followup survey were about equally divided between drop-

outs and graduates.² One-half of the men were 22 and 23 years old as of February 1965 and a majority in these ages were graduates; the 20 and 21 year olds were about equally divided between graduates and dropouts, and nearly all of the small number of those age 18 and 19 were dropouts:

Age	Percent distribution		
	All men	Dropouts	Graduates
Total: Number.....	12,428	1,206	1,212
Percent.....	100.0	100.0	100.0
18 and 19 years old.....	9.1	17.3	0.6
20 and 21 years old.....	40.1	41.3	39.3
22 and 23 years old.....	50.8	41.4	60.1

¹ Includes some men for whom data on educational attainment were not known.

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² See Special Labor Force Reports Nos. 46 and 47, "Out-of-School Youth, February 1963," Parts I and II, for findings of the first survey. The present article is based primarily on information from questionnaires sent in February 1965 to the men covered by the February 1963 survey. The original and followup surveys were conducted for the Bureau of Labor Statistics by the Bureau of the Census. In this report, data relate to persons 18 to 23 years old in the civilian noninstitutional population in the calendar week ending Feb. 13, 1965, and pertain only to the men who were not in the Armed Forces as of the resurvey date. Men who were serving in the Armed Forces or were inmates of institutions as of the first survey date in February 1963 were excluded from both the first survey and the followup.

Since estimates resulting from this survey are based on a sample, they may differ from the figures that would have been obtained from a complete census. The sampling variability may be relatively large in cases where the numbers are small. Because of the comparatively small size of the group covered in this survey, the number of sample cases that could be used was small, and statistically reliable data by color could not be obtained. Numbers under 200,000 and percents based on them should be used with caution.

² The classification of the men by educational attainment is as of their February 1963 status, without reference to any subsequent schooling. Accordingly, references to graduates and dropouts are to years of school completed as of the first survey period in February 1963. The term "dropouts" refers to the men who left school before graduating from high school; the term "graduates" refers to the men who had graduated from high school, and includes men who had spent some time in college but were not college graduates.

TABLE 1. JOB TRAINING TAKEN SINCE FEBRUARY 1963

Item	Percent
Percent taking training by educational attainment:	
Total	19.1
Dropouts	12.9
Graduates	25.4
Percent distribution of persons taking training by—	
Completion of training:	
Total	100.0
Training completed	40.1
Still taking training	40.6
Training dropped before completion	19.2
Place of training:	
Total	100.0
Special schools	38.6
Company training programs	38.4
Apprenticeships	9.6
Other	13.4
Kind of training:	
Total	100.0
Professional, technical, and kindred ¹	20.9
Mechanics, auto	12.0
Mechanics, except auto	13.0
Construction craftsmen	9.2
Operatives ²	8.0
Other	36.9

¹ Except teachers and medical and other health workers.
² Except drivers and deliverymen.

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

About half the men were unmarried as of February 1965 with a larger proportion of dropouts than graduates in this marital category. Since they were younger, a higher proportion of the dropouts were still single after 2 years.

Back to School

Of each year's group of school leavers some return to school after a short time. Some high school graduates who do not go to college immediately upon graduation do go at a later time. Others who leave school before graduating from high school or college sometime also return to school. Experience in the job market convinces some that more education would help them. About 13 percent of the young men in the followup group returned to school at some time during the 2 years following February 1963. Only about 1 out of 20 of the dropouts returned compared with 1 out of 5 of the graduates (chart 1). The very small proportion of dropouts returning to school is probably related to the reasons they gave in 1963 for dropping out of school. Nearly one-half of those who had quit school had reported in 1963 that they were not interested in school, had poor grades or had had difficulties with school authorities.

³ Job training in this report includes only formal training taken in special schools such as trade, business and beauty schools, correspondence schools, company schools, Armed Forces schools, and apprenticeships; it does not include any vocational or other training received in the regular schools.

Almost two-thirds of the men returning to school were still in school as of February 1965—about evenly divided between full- and part-time students. About 8 out of 10 of those who were still attending school were in college, reflecting the high proportion of all school returnees who were high school graduates as of the February 1963 survey date.

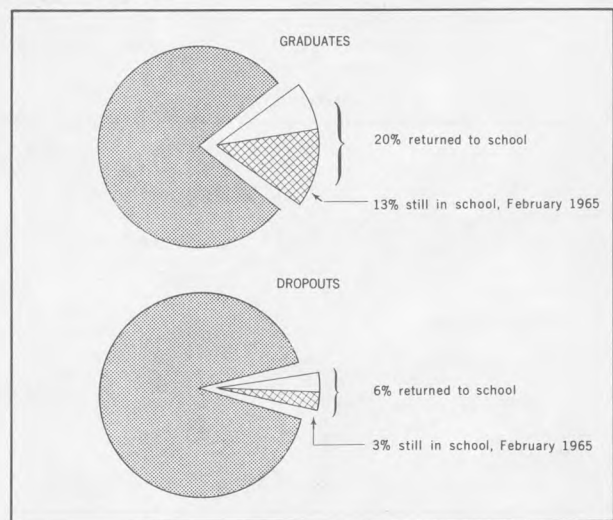
Job Training

Young men often take job training after leaving regular school to qualify for the better jobs. In the 2 years between surveys, about one-fifth of the men had taken some formal job training.³ Graduates were twice as likely as dropouts to have done so (table 1).

Most of the men had taken their training in special schools or company training programs; only 10 percent had been in apprenticeship programs. Of those who had started a formal job training program, 20 percent had dropped out before completing it, 40 percent had completed the training, and 40 percent were still in the programs.

The occupations for which the young men trained covered a wide spectrum, ranging from accounting, embalming, and computer programing

Chart 1. Percent of Graduates and Dropouts Who Returned to School Between February 1963 and February 1965



Relatively 3½ times as many graduates as dropouts returned to school.

to appliance servicing, plumbing, tool and die-making, and barbering. A fifth of the men who had taken job training had trained for occupations in professional, technical, and related fields (other than medical and health work and teaching); and approximately one-fourth took training as mechanics, equally divided between auto mechanics and all other types of mechanics.

Increase in Labor Force

Only 5 percent of the men were not in the labor force in February 1965, a smaller proportion than 2 years earlier (table 2). While the proportion of the graduates out of the labor force was not significantly different as of the two dates, the proportion for the dropouts declined by over half to 5 percent in February 1965, the same rate as for graduates. This increase in labor force participation by the dropouts is primarily because of their age; nearly all of the boys who were 16 or 17 years old at the time of the 1963 survey had dropped out of school. Only a small proportion of the men who had been in the labor force in February 1963 were out of it 2 years later, and only one-fourth who were out of the labor force at the earlier date were also out in February 1965.

In view of the concern about young men who are no longer in school and are not in the labor force, it is noteworthy that only 5 percent of the young men in the followup group were outside the labor force in February 1965. Of this group, 4 of 10 said they were not working because they were

going to school, and most of the rest were waiting to join the Armed Forces or were ill or unable to work because of physical or mental disabilities.

A Decrease in Unemployment

Economic expansion between February 1963 and February 1965 resulted in a decrease in unemployment rates for the young men surveyed, as it did for all men in the labor force. The 10 percent rate was about double that for all men in the labor force. But both dropouts and graduates had much lower unemployment rates in February 1965 than 2 years earlier.⁴ In 1965, the unemployment rate for dropouts was considerably greater than that for graduates, 17.7 percent compared with 3.2 percent. The difference in the rates may not be as great as the indicated 5 to 1 ratio, however, because the rates are based on small numbers and are therefore subject to considerable sampling variability.

One-fourth of the young men who had been unemployed in February 1963 were also jobless 2 years later; only 6 percent of those employed at the earlier date were jobless in February 1965. Of the men unemployed in February 1963, greater proportions of dropouts than graduates were also jobless in February 1965 (30 percent and 11 percent, respectively).

In addition to a decrease in unemployment rates between the two survey dates, there was also a sharp decrease (to 14 from 28 percent) in the proportion of jobless young men who had been unemployed 15 weeks or more.

The Young Men's Jobs

Nearly all the employed young men no longer in school, both dropouts and graduates, worked at full-time jobs; only 6 percent usually worked part time—a proportion approximating that for all men 25 to 64 years of age.

Among the employed young men, 1 out of 4 of the dropouts but only 1 out of 6 of the graduates had been working for less than 6 months on the jobs they had in February 1965 (table 3). On the other hand, the same proportions of the employed dropouts and graduates had been working at their jobs for more than 2 years. The greater propor-

TABLE 2. EMPLOYMENT STATUS IN FEBRUARY 1963 AND FEBRUARY 1965

[Percent distribution]

Employment status	All men ¹		Dropouts		Graduates	
	1965	1963	1965	1963	1965	1963
Total.....	100.0	100.0	100.0	100.0	100.0	100.0
In labor force.....	95.1	90.6	95.3	88.0	95.3	93.6
Not in labor force.....	4.9	9.4	4.7	12.0	4.7	6.4
IN LABOR FORCE						
Total.....	100.0	100.0	100.0	100.0	100.0	100.0
Employed.....	89.6	81.2	82.3	74.0	96.8	87.9
Full time.....	84.6	(2)	77.0	(2)	92.0	(2)
Part time.....	5.0	(2)	5.3	(2)	4.9	(2)
Unemployed.....	10.4	18.8	17.7	26.0	3.2	12.1
1 to 4 weeks.....	3.5	7.5	6.6	9.9	.4	5.2
5 to 14 weeks.....	5.5	6.0	8.7	8.2	2.3	4.1
15 weeks or more.....	1.4	5.3	2.4	7.9	.4	2.8

¹ Includes some men for whom data on educational attainment were not available.

² Not available.

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

⁴ The unemployment rate for all out-of-school men 18 to 23 years old who were in the civilian labor force in February 1965 was also 1 out of every 10.

TABLE 3. LENGTH OF TIME ON JOB HELD IN FEBRUARY 1965, BY OCCUPATION GROUP
[Percent distribution]

Occupation group and educational attainment	Total	Length of time on job				
		Total	Less than 6 months	6 to 11 months	1 to 2 years	More than 2 years
All men.....	100.0	100.0	20.4	15.0	23.6	41.0
DROPOUTS						
Total.....	100.0	100.0	25.3	12.8	23.5	38.4
Craftsmen, foremen, and kindred workers.....	23.6	100.0	28.4	9.6	15.4	46.6
Operatives and kindred workers.....	35.1	100.0	25.7	12.5	29.6	32.2
Laborers, except farm and mine.....	16.7	100.0	21.1	19.0	26.5	33.3
All other.....	24.6	100.0	23.3	13.9	18.3	44.6
GRADUATES						
Total.....	100.0	100.0	16.5	16.7	23.6	43.2
Professional, technical, and managerial workers.....	10.4	100.0	18.8	17.9	14.3	49.1
Clerical and kindred workers.....	12.5	100.0	11.9	8.1	34.1	45.9
Craftsmen, foremen, and kindred workers.....	18.0	100.0	13.7	18.4	16.3	51.6
Operatives and kindred workers.....	30.5	100.0	17.6	19.1	28.5	34.8
Laborers, except farm and mine.....	10.8	100.0	23.1	14.5	18.8	43.6
All other.....	17.8	100.0	10.9	19.2	25.4	44.6

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

tion of dropouts than graduates with less than 6 months on the job results both from their higher unemployment rate and their relatively younger age. Younger men, who are more likely to be single, feel freer to shift voluntarily from one job to another than do men who have family responsibilities.

The occupation groups in which the dropouts and graduates were employed in February 1965 mirrored to some degree the differences in extent of their education. Over one-fourth of the graduates—but only 11 percent of the dropouts—held white-collar jobs. Undoubtedly, the small proportion of graduates who had 1 year or more of college accounts for part of this difference. As with the male labor force, the largest proportions of both dropouts and graduates were employed as operatives and craftsmen (table 4). Approximately equal proportions of dropouts and graduates worked in service occupations or as farm workers.

A considerable amount of shifting from job to job, voluntary and involuntary, takes place in the first years after a young person enters the labor force; these years serve as a time for feeling out the job market, gaining experience, adapting

to the discipline of work, and trying to get and hold jobs. Between 1963 and 1965, an impressive amount of occupation change took place among the dropouts and graduates: Half of the number who were employed as of both periods were no longer in the same occupation group in 1965. Graduates and dropouts were equally likely to have changed their occupations. Since each of the major occupation groups includes a wide range of occupations, the number of men who were employed at quite dissimilar kinds of work, even though they remained in the same occupation group, was undoubtedly even larger. The major occupation group, operatives, for example, includes such diverse work as assembler, truck driver, and meatcutter.

A larger proportion of the young men stayed in blue-collar than in white-collar occupations. Some white-collar jobs in the clerical and sales fields, particularly at the outset, pay less than some of the blue-collar jobs. Another factor limiting the direction of movement is that men who are qualified to work in white-collar jobs may more easily qualify for certain types of blue-collar jobs than may blue-collar workers for white-collar occupations. Within the blue-collar occupations, there was more movement from operatives to craftsmen than to any other occupation.

Among the men who were craftsmen in 1963, about 6 out of 10 remained craftsmen, but 3 out of 10 moved to white-collar occupations. Among those who had been white-collar workers in 1963, 6 of 10 were still doing the same general kind of work in 1965; nearly all the others were blue-collar workers, primarily operatives. In this sur-

TABLE 4. OCCUPATION GROUP IN FEBRUARY 1963 AND FEBRUARY 1965 FOR MEN EMPLOYED AT BOTH TIMES
[Percent distribution]

Occupation group	All men ¹		Dropouts		Graduates	
	1965	1963	1965	1963	1965	1963
Total.....	100.0	100.0	100.0	100.0	100.0	100.0
Professional, technical, and managerial workers.....	7.3	3.6	3.9	.8	9.8	5.6
Clerical and kindred workers.....	9.7	11.6	4.5	5.6	13.5	16.0
Sales workers.....	4.4	3.3	3.0	2.9	4.9	3.0
Craftsmen, foremen, and kindred workers.....	21.2	11.5	23.2	10.5	20.0	12.2
Operatives and kindred workers.....	31.0	35.2	34.0	36.1	28.9	34.7
Service workers.....	6.4	5.5	6.8	5.0	6.2	5.9
Farmers and farm laborers.....	6.9	11.1	7.7	16.2	6.4	7.5
Laborers, except farm and mine.....	13.1	18.4	17.0	23.0	10.4	15.1

¹ Includes some men for whom data on educational attainment were not available.

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

vey (selected to exclude college graduates) the young men in white-collar jobs in both 1963 and 1965 showed less progression from relatively low skill occupation groups to higher skill ones than did the men who were blue-collar workers in both periods.

Notwithstanding the individual occupational changes over the 2-year period, the overall occupational distribution of the dropouts and graduates in February 1965 differed only slightly from that in February 1963. Some upward shift of the distribution is apparent: the proportion of dropouts employed as craftsmen had doubled between 1963 and 1965, but the proportion of farmers and farm laborers decreased by about half. A small rise over the period in the proportion of graduates who were in professional and managerial occupations may reflect the fact that some of them had obtained additional schooling between the two survey periods.

Weekly Earnings

Dropouts reported lower weekly earnings on the job at which they were employed in February 1965 than did graduates (table 5). Half of the graduates but only three-tenths of the dropouts had weekly earnings of \$100 or more. The proportion of dropouts earning less than \$60 a week was three times as large as the proportion of graduates. The dropouts were somewhat younger, had worked a shorter length of time on the 1965 job, were more likely to hold an unskilled job, and even within the same occupation group may have

TABLE 5. USUAL WEEKLY EARNINGS REPORTED IN FEBRUARY 1963 AND FEBRUARY 1965 FOR MEN EMPLOYED AS OF BOTH DATES

Date and educational attainment	Weekly earnings						Median earnings
	Total	Less than \$50	\$50 to \$59	\$60 to \$79	\$80 to \$99	\$100 and over	
ALL MEN ¹							
1965.....	100.0	8.0	7.7	21.4	22.0	40.9	\$91.77
1963.....	100.0	23.3	15.1	33.4	17.8	10.4	\$60.70
DROPOUTS							
1965.....	100.0	14.8	10.7	26.0	18.0	30.5	\$61.88
1963.....	100.0	37.5	14.8	26.6	13.7	7.4	\$50.84
GRADUATES							
1965.....	100.0	3.4	5.6	18.5	24.2	48.2	\$98.54
1963.....	100.0	13.9	15.3	38.3	20.1	12.4	\$61.09

¹ Includes some men for whom data on educational attainment were not available.

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

TABLE 6. EXTENT OF LABOR FORCE EXPERIENCE IN 1964
[Percent distribution]

Labor force experience	Total	Dropouts	Graduates
All men, total: Number.....	12,428	1,206	1,212
Percent.....	100.0	100.0	100.0
Not in labor force.....	2.7	2.9	2.2
In labor force.....	97.3	97.1	97.8
In labor force.....	100.0	100.0	100.0
Worked during year:.....	99.0	97.9	100.0
By number of weeks:			
1 to 26 weeks.....	15.9	20.7	11.7
27 to 49 weeks.....	25.8	32.6	19.8
50 to 52 weeks.....	57.2	44.5	68.5
By extent of unemployment:			
With no unemployment.....	70.4	60.9	79.0
With unemployment.....	28.6	36.8	21.0
Unemployed 1 to 14 weeks.....	18.3	22.2	14.7
Unemployed 15 weeks or more.....	10.3	14.6	6.3
Did not work, but looked for work.....	1.0	2.1	-----

¹ Includes some men for whom data on educational attainment were not available.

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

been paid less. Moreover, the graduates include some men with 1 year or more of college whose higher earnings would raise the average for the graduates to some extent.

Among youths who were employed in both February 1963 and February 1965, graduates, as expected, made more progress in earnings than did dropouts. The relative progress of the graduates and dropouts is even more apparent if the number in a given earnings group in the earlier period are distributed according to their earnings in 1965. A third of the dropouts, but only 6 percent of the graduates who were earning less than \$50 a week in 1963, were still earning that little in their 1965 jobs.

A Year's Work Experience

During the year 1964, the extent of employment and unemployment and the annual earnings of the young men demonstrated that graduates were better off than dropouts. A larger proportion of graduates had worked the entire year, relatively fewer had some unemployment, and their annual earnings were higher. The graduates were also in jobs generally less vulnerable to seasonal and other layoffs.

Nearly all of the young men had been in the labor force at some time during 1964. There was, however, a substantial difference in the proportions of graduates and dropouts who were year-round (50 to 52 weeks) labor force participants—8 of 10 graduates, but only 2 of 3 dropouts. Fewer

than 10 percent of the young men had been in the labor force for 6 months or less. Some of the men who had not been in the labor force the entire year may have been ill, in the Armed Forces, or going to school. Others may have decided that they did not want to work for several weeks or months, or may have become temporarily discouraged by unsuccessful jobseeking.

Fewer than half the dropouts, but two-thirds of the graduates, in the labor force had worked all year, reflecting the smaller proportion of dropouts who were in the labor force the entire year and also their higher incidence of unemployment (table 6).

Long-term unemployment in 1964 (a total of 15 weeks or more regardless of the number of times the men were jobless) was several times more com-

⁵ Self-employed persons were included among men who had only one employer.

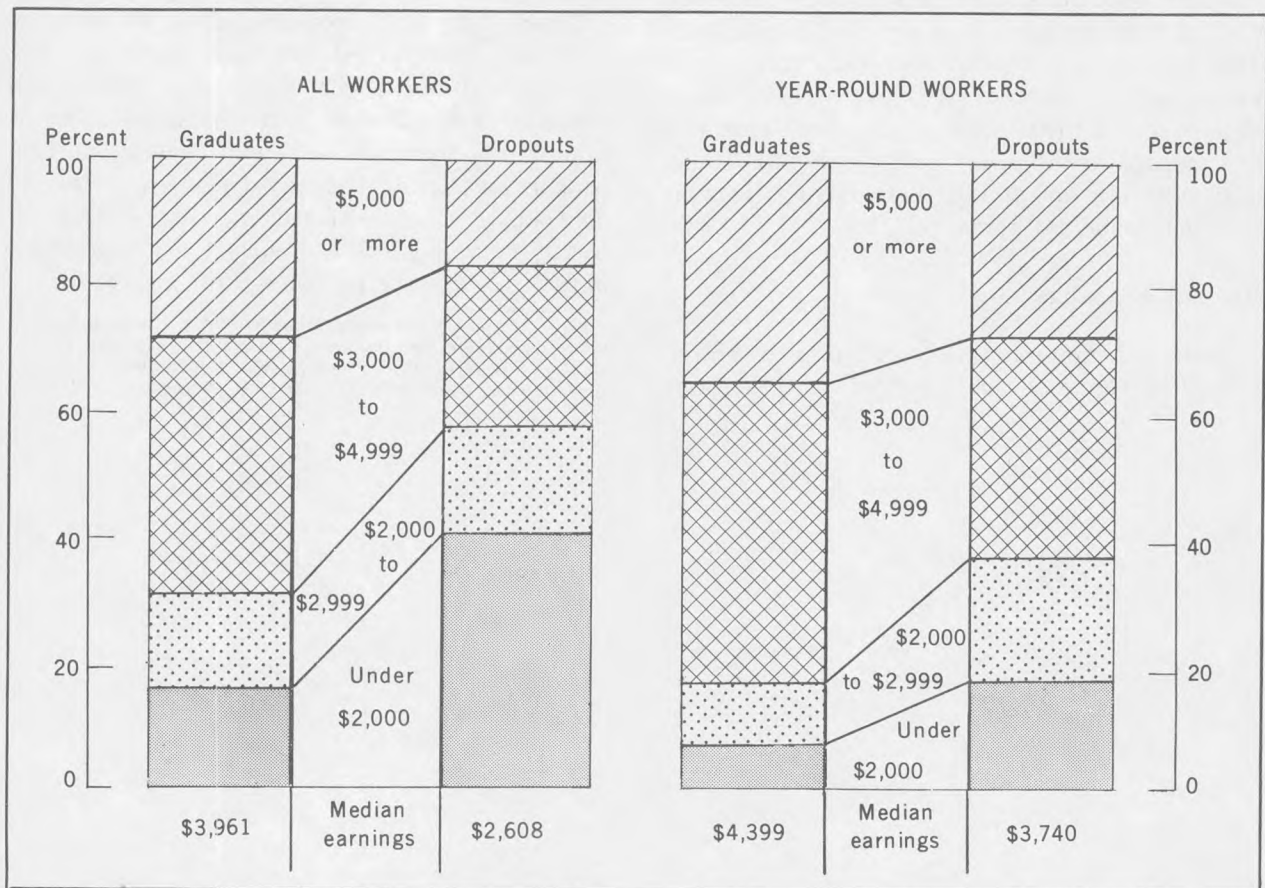
mon among the dropouts, even though they tended to be in the labor force fewer weeks than the graduates. About 1 out of 6 dropouts, but only 1 out of 16 graduates, had been jobless a total of 15 weeks or more during 1964.

Job Changing

Men change jobs for many reasons—layoffs, slack work, employers going out of business, the desire to improve their status, as well as other personal reasons. Of the dropouts and graduates who had worked at some time during 1964, 4 of 10 reported changing jobs at least once during the year.⁵

Among year-round workers, approximately 2 of 10 dropouts and 3 of 10 graduates reported they had worked for more than one employer. The higher job mobility among graduates may reflect

Chart 2. Percent Distribution of 1964 Annual Earnings of Graduates and Dropouts



Median annual earnings in 1964 for men with work experience were 50 percent greater for graduates than for dropouts. For those who worked year round, the difference was considerably lower.

One of 20 of the dropouts and 1 of 5 of the graduates had returned to school between February 1963 and February 1965.

One-fifth of the men had taken formal job training since leaving school in February 1963 or were still taking it. Graduates were twice as likely as dropouts to have done so.

A smaller proportion of the men were unemployed in February 1965 than 2 years earlier, reflecting the improved economic conditions over the period.

A greater proportion of the graduates than dropouts who were employed both in February 1963 and February 1965 were earning \$100 or more a week in their February 1965 jobs.

Two-thirds of the graduates but fewer than half of the dropouts who worked in 1964 were employed all year (50 weeks or more).

better knowledge of the job market and greater opportunities for better qualified workers to obtain different jobs. However, among both dropouts and graduates, over half of those who had worked less than a full year reported having more than one employer. The wide difference in the proportions of full- and part-year workers reflects in part the fact that some of the young men who had worked less than 50 weeks during 1964 may have been laid off at least once during the year and then found a different job.

Annual Earnings

Median earnings for the young men in the followup survey who had worked in 1964 were

\$3,412—considerably lower than the \$5,191 median for all men 14 years old and over with work experience during the year. Since many of the young men were at the beginning of their career in 1964, they could not command the higher wages of more experienced workers. Also, a greater proportion of adult men (25 to 64 years) than of the youth work all year and therefore are able to earn more.

The graduates' median earnings of nearly \$4,000 were about 50 percent greater than the \$2,600 for dropouts⁶ (chart 2). Differences in pay resulting from differences in occupational distribution and in the number of weeks worked by dropouts and graduates undoubtedly affect the annual figures. A greater proportion of the graduates than dropouts worked all year, and this too contributed to the larger annual earnings of graduates. Among those who worked all year, graduates had higher average earnings than dropouts, \$4,000 and \$3,740, respectively, a difference of 18 percent.

Nearly 6 out of 10 dropouts, but only 3 out of 10 graduates, had earned less than \$3,000 in 1964, again a result of the occupational distributions and weeks worked. For all men who had worked 50 to 52 weeks, there was some improvement in these proportions, but differences between graduates and dropouts persisted—37 percent of the dropouts with year-round jobs had earned less than \$3,000 in 1964, double the percentage for graduates.

⁶ Data from other sources indicate that earnings differences between graduates and dropouts persist over a lifetime. For example, see Herman Miller, "Education: An Advantage for a Lifetime," *Occupational Outlook Quarterly*, December 1963, p. 5.

Summaries of Studies and Reports

Labor and the Spanish Syndical System

EDITOR'S NOTE.—*This article is based upon a recent volume by the author, who is Professor of Economics, Indiana University. Research for the study, Labor Policy and Practices in Spain: A Study of Employer-Employee Relations Under the Franco Regime (New York, Frederick A. Praeger, Inc., 1965), was conducted during a 6-month residence in Spain.*

ONE OF THE FIRST ACTS of the Franco Government after the termination of the Spanish Civil War was to abolish the free Spanish labor movement¹ and to create the Spanish Syndical Organization, the only legal "trade union" movement in the nation. Employers as well as employees are compelled to belong to this organization and pay dues to finance its operation; no other employer and employee organization is permitted to deal with labor relations.

The syndical system is an important feature of the national-syndical type of state created by the Franco regime. Spain's economy is divided into 28 broad categories of activity (e.g., chemicals; construction; radio, TV, and the press; metal). A national syndical organization is established for each activity, and each organization must belong to the Spanish Syndical Organization. Organs of the syndical system are present in each of Spain's 50 provinces and exist in the smaller geographical units as well as in many of the production facilities. Regardless of the level of operation, each syndicate is divided into employer and employee sections, which represent employer and employee interests, respectively.

The Spanish Syndical Organization and its component parts are in effect institutions of the Spanish Government and are required to conform to

and carry out the policies of the State. The law creating the organization stated that it "assures the subordination of the syndical organization to the Party [*Falange*, the only lawful political party in Spain] and only this party can establish the discipline, the unity and the spirit necessary to serve national policy."² As the *Falange* is dedicated to furthering the interests of the Spanish State, it follows that the syndicate system is likewise an instrument of the Spanish Government.³

Though Spanish workers and employers may elect some syndical representatives, the important posts carrying policymaking functions are filled by government appointments. The fact that the elected representatives are far more numerous than the appointed representatives is irrelevant in this connection.

Perhaps the best evidence of the dependence of the syndicate comes from the establishment of compulsory wage control policy announced by the Spanish Government in November 1964 in an effort to control the serious inflation then in force in Spain.⁴ The Spanish Government announced a compulsory policy of wage control designed to equate wage increases to productivity increases. This policy was put into force despite declarations by high-ranking government and syndical leaders that wages were not the cause of the Spanish inflation. In October 1964, the Minister of Labor had stated that he was "absolutely against any

¹ *Ley de Unidad Sindical* (Law of Syndical Unity), Jan. 26, 1940.

² *La Ley de Bases de La Organización Sindical* (Law for the bases of Syndical Organization) Dec. 6, 1940.

³ There is additional evidence in the declaration in the *Fuero de Trabajo* (Rights of Labor) which was forged during the Spanish Civil War, promulgated by the *Falange* on Mar. 9, 1938, and elevated to the status of a fundamental law of Spain in 1947. It states: "the vertical [including employers and employees] syndical system is an instrument to the Service of the State, through which [the State] shall realize, principally, its economic policy."

⁴ From January 1963 until September 1964, Spain's Consumer Price Index increased by 12.7 percent. From January 1964 until September 1964, it increased by 7.2 percent, *Indicadores Economicos*, Instituto Nacional de Estadística, Madrid, Oct. 30, 1964.

position which serves to block wage increases.”⁵ The Secretary General of the Spanish Syndical Organization said that he disagreed “absolutely that the collective bargaining agreements are the cause for the increase of prices.”⁶ Despite these declarations, the Minister of Labor 1 month later implemented the compulsory wage control program, and the Syndical Organization lodged no official protest when the wage control program was announced.

Strike Activity

Though unlawful, strikes still occur in Spain. It is estimated that from 80,000 to 100,000 Spanish workers were involved in strikes in 1962. In 1963, the figure was somewhat lower, and in the spring of 1964, strike activity included only 40,000 workers. The Asturias coal-mining area was the major location of the strikes. Asturias' striking miners were demanding higher wages, improved working conditions, the right to strike, and independent unions. The strike was terminated only after the Spanish Government, through the Ministry of Labor, bypassed the official worker representatives and dealt with ad hoc representatives chosen by the strikers.

Upon several occasions, charges have been filed with the International Labor Organization against the Spanish Government for its treatment of strikers.⁷ These charges have involved the imprisonment and brutal treatment of strikers, forced deportation of strikers from the scene of a strike to other locations in Spain, and penalties against employers who had hired workers participating in the strikes.

In defense, the Spanish Government contended that the strikers were Communist inspired and had sought to overthrow the regime, and that these activities did not therefore constitute normal trade union objectives. It did not deny its arrest of the strikers or its compulsory residence orders; it did deny torturing imprisoned strikers. Attempting to determine the factual basis for the arrest of the strikers, the ILO requested the judgment of the courts which had sentenced them; groups within Spain requested that an international commission investigate the imprisonment and the treatment of strikers. The ILO request was denied and the Spanish Government refused to agree to the inter-

national investigation. The Spanish groups then asked that the situation be investigated by a commission composed only of Spanish attorneys and judges. This request was similarly denied.

Minimum Labor Standards

When the Franco Government forbade free labor unions and abrogated the right to strike, the State imposed minimum labor standards. The system of standards, or *reglamentaciones*, is promulgated by the Ministry of Labor and binds most employers. These codes regulate almost every feature of working conditions in detail (employers may provide employees with better conditions of employment than those specified in these minimum codes). Each of the 200 separate *reglamentaciones* covers a particular segment of a major branch of an industry which is enclosed within one syndicate. Applied across the board, the labor standards may not reflect the economic realities of a particular situation. Herein is the basic defect of the system. Within the strait-jacket of the *reglamentaciones* system, both employers and employees are denied the opportunity for optimum utilization of their resources in the terms of economic progress.

Collective Bargaining

Partly because of the defects of the system of minimum labor standards, the Spanish Government authorized the negotiation of collective agreements between employers and employees.⁸ Before that time, collective bargaining in any form had been forbidden. Initially hesitant, Spanish employers and employees have since made widespread use of their new freedom. As of September 30, 1964, a total of 4,532 collective bargaining agreements covering 5,338,777 workers and applying to 1,620,346 firms had been negotiated—the total Spanish labor force amounted to about 13

⁵ *ABC*, Oct. 15, 1964. (*ABC* is a leading Madrid daily newspaper.)

⁶ *Solidaridad Nacional* (Barcelona), Oct. 4, 1964. See discussion of the collective bargaining system.

⁷ See *Official Bulletin*, International Labor Office, July 1964, Vol. 47, No. 31, Supp. 11, pp. 58-65.

⁸ *Ley de Convenios Colectivos Sindicales* (Law of Syndical Collective Agreements) Apr. 24, 1958.

million of whom about 10 million were considered possible participants in collective agreements.⁹

Although authorization of collective bargaining reflects a more liberal attitude on the part of the Spanish Government in industrial relations, the collective bargaining system remains under the direction of the Government. Contracts must be negotiated within the framework of the Spanish Syndical Organization, and approval of the Ministry of Labor is necessary before an agreement becomes effective. Though agreed to by employer-employee representatives, entire contracts or specific provisions may be vetoed by the Minister of Labor or his subordinates.

The advent of collective bargaining within Spain did not, of course, legalize the strike. Disputes involving the interpretation or application of labor agreements are resolved by compulsory arbitration, with Government officials serving as arbitrators. Through the Ministry of Labor the State is empowered to break any impasse by compulsory arbitration. Recent trends indicate that a growing number of agreements are being put into force by decrees of the Ministry of Labor. For the years 1959 through 1962, the Spanish Syndical Organization reported a total of 115 instances in which the employer-employee representatives were unable to reach an agreement at the bargaining table. From 1963 through the first 9 months of 1964, however, the number of compulsory arbitration awards totaled 227. Though Spanish wages are low in comparison with other European nations, they are higher than in former years, and employers are accordingly assuming a stiffer attitude at the bargaining table.

Price Increase Disclaimer

As a defense against wage-induced inflation, the Spanish collective bargaining law is designed to discourage agreements that could result in price increases. After a contract has been agreed to by the employer and employee representatives, it must be decided whether or not the contract will result

in a price increase. If employer and employee representatives decide no price increase will result, the law requires their statement to that effect in the agreement. With this price increase disclaimer, the contract may be put into effect (if the Ministry of Labor subsequently approves the agreement). On the other hand, if either or both parties believe that the contract will increase prices, the contemplated price increase must be approved by the Spanish Commission on Economic Affairs. Without such approval, the contract may not be put into effect.

Although the parties rarely indicate that their agreements will increase prices, employers have discovered several ways of increasing prices, in spite of this provision in the law, even without apparent economic justification. For example, some Spanish employers increase prices prior to or during negotiations as a hedge against any wage increase that subsequently may be agreed to by the parties. Loopholes exist in such abundance that this experiment has proved nearly worthless as an anti-inflationary measure.

Though this stabilizing device has proved ineffective, studies conducted by the Spanish Syndical Organization demonstrate that wages negotiated under the Spanish collective bargaining system are higher than those established by the State-imposed *reglamentaciones*. Since the 1958 law, there has been some improvement in the workers' relative position in the Spanish economy. Real wages increased by about 30 percent during the period 1960-63. Yet in 1964, an agency of the Spanish Government, commenting upon the distribution of national income, stated: "Per capita income is not very high in our country [as of 1964, per capita income was about \$385]. The disparities in its distribution determine the imperious necessity to improve living conditions of the people of Spain. As regards functional distribution, it is noteworthy that among wage earners 39.3 percent receive 60.9 percent of the national income" ¹⁰

Another discernible advantage of the collective bargaining system has been its contribution to increased productivity. Output per man-hour increased in Spain by about 28 percent during the years 1960 through 1963.¹¹ The World Bank reports ". . . a recent development in the direction of greater flexibility is the widespread usage of col-

⁹ "Estadística General de Los Convenios Sindicales Desde La Promulgación de La Ley (1958) Hasta El 30 de Junio de 1964," Vicesecretaría Nacional de Ordenación Social, Organización Sindical Española, p. 1.

¹⁰ *Summary of the Spanish Economic and Social Development Plan, 1964-1967* (Madrid, Commission of the Government Development Plan, Office of Public Relations, 1964), p. 17.

¹¹ *Indicadores Económicos*, op. cit., July-August, 1964.

lective bargaining agreements. These make it increasingly possible to relate wages to productivity at the plant level."¹²

Other objective measures of the success of the collective bargaining system in improving the lot of the Spanish workers are difficult to construct, and variations in evaluation persist. Some Spanish authorities believe that the improvements that Spanish workers have experienced in recent years are not necessarily a result of the system of collective bargaining, but may be attributable to other factors. Thus, one Spanish authority observed in 1964 that ". . . we do not say that the agreement as a method to resolve the labor

¹² *The Economic Development of Spain*, International Bank for Reconstruction and Development (Baltimore, Johns Hopkins Press, 1963), p. 345.

¹³ Julian Ariza Ricoi, *op. cit.*, p. 9.

problem is worthless but the experience of the last several years shows that the situation has not improved very much since 1958."¹³

Though the system of collective bargaining has introduced a measure of self-determination within the Spanish labor relations system, when judged on the basis of democratic standards the Spanish system adds up to one of State domination. Shifts of power between government agencies, procedural changes in the area of collective bargaining, and alterations in the structure of the Spanish Syndical Organization have occurred. However, these modifications have not resulted in the creation of independent labor unions, employer associations, and the right to strike or lockout.

—FRED WITNEY

In Western Europe there are as many different types of labor courts as there are countries, some dealing with individual employment disputes, such as dismissals and the like, others with collective labor relations, others with both. The issue cannot be settled by picking a readymade package off some fashionable foreign shelf, though such experience is of course worth noting, especially in order to remind ourselves that the obvious solution may not be the right one. . . . It is legitimate to pose the question whether the desire to sweep all types of labor dispute before one unified system of labor courts in order to "systematize" industrial relations is little more than the unhelpful approach of an unduly tidy mind.

—K. W. Wedderburn, *New Society*, December 9, 1965.

Wage Developments in Manufacturing, 1965

ABOUT 85 PERCENT of the 11.4 million production and related workers employed in factories where general wage changes¹ are customary received wage increases in 1965. This proportion exceeded the previous high—83 percent—attained in 1959, the earliest year for which information is available. The 9.7 million workers affected included 5.8 million of those whose wages were changed by decisions during the year and 3.9 million who received deferred wage increases resulting from decisions in earlier years or cost-of-living escalator increases, or both.

Wage increases were generally larger than in the preceding 4 years. Considering only those work-

ers employed where wages were increased, for example, the median was 3.3 percent (of average straight-time hourly earnings), the highest since the 3.6 percent of 1960. Percentages for intervening years ranged from 2.7 to 3.1.

At least one supplementary benefit was established or improved for 71 percent of the workers employed where wage decisions were made during the year—a proportion larger than that for any year for which information is available.²

Wage Changes

About 9.7 million workers were employed in establishments where wage rates were increased during the year; they comprised 85 percent of those employed where general wage changes are customary. Of the 1.76 million who did not receive increases, 617,000 were employed by non-

¹ General wage changes are defined as changes affecting 10 percent or more of the production and related workers in an establishment or group of establishments that bargain as a unit. In addition to the 11.4 million workers employed in factories that typically change wages by means of general wage changes, 1.8 million were employed where general wage changes are not customary. These establishments typically change pay by making adjustments for individual workers. The 11.4 million also excludes establishments (about 160,000 workers) for which information on wage actions during 1965 was not available.

² This study is limited to manufacturing establishments where general wage changes are customary, either through collective bargaining or, in the case of nonunion firms, through unilateral management decisions. A nonunion establishment is defined as one where fewer than 50 percent of the production and related workers are represented by unions.

This article is based on information for almost all union and nonunion establishments having 1,000 or more production and related workers, and on a sample of smaller union and nonunion establishments. The data on situations involving 1,000 or more workers were obtained primarily from secondary sources, and those on smaller establishments, by questionnaires mailed to co-operating firms. For procedural details, see the forthcoming *BLS Handbook of Methods for Surveys and Studies*. See also "Major Wage Developments, 1965," *Monthly Labor Review*, April 1966, pp. 372-376.

All production and related employees in any establishment or group of establishments were tabulated according to the mean wage change for these workers. The percentage changes that are presented here are expressed as a percentage of average earnings adjusted to exclude the effect of premium pay for overtime work. Changes in wage structure (as opposed to changes in individual employee rates) were treated as general wage changes, provided more than 10 percent of the workers were affected. Changes in fringe benefits were tabulated as affecting all workers in a given situation, even though the change, such as a reduction in the service required for an additional week of paid vacation, may not have affected all these workers immediately. Benefit changes are tabulated for the year in which they were decided on, even though the change may not actually become effective until later years.

This article does not include data on the "package cost" of settlements or management decisions—i.e., it does not present data on the cost of changes in wages and fringe benefits. In the mail questionnaire, the participants were asked only whether

each type of benefit had been established, improved, or discontinued, rather than about the nature of the change in benefits. For example, an establishment was asked to indicate only whether it had improved vacations, not what kind of improvements had been made. For settlements affecting large numbers of employees, information is available on the type of change in benefits but the cost of these changes is usually not known.

Three concepts of wage changes were used in this study. As shown in table 1, they were:

Total Effective Wage Changes. This measure (first two columns) includes all establishments that customarily make general wage changes, and shows all changes actually effective during the year. It shows the combined effect of wage changes resulting from 1965 decisions, changes in 1965 resulting from earlier decisions, and cost-of-living escalator adjustments. If, for example, workers received a 6-cent-an-hour wage increase in 1965 resulting from a 1964 decision (a deferred increase), the number of workers in the unit were tabulated in the 6- to 7-cent interval. If they also received 2 cents in escalator adjustments during 1965, they were put in the 8-and-under-9-cent interval. In both cases, they were entered in the percent portion of the table at the equivalent amount, based on the average hourly earnings in the establishment.

Wage Decisions. This measure (third and fourth columns) is intended to show the effect of current economic conditions on wage actions during the year. It is limited to establishments where there were wage decisions during 1965, either through collective bargaining or through unilateral management action. Changes are limited to those decided on in 1965 and becoming effective within 1 year from the beginning of the contract; cost-of-living escalator adjustments and wage changes in 1965 resulting from earlier decisions are excluded. All nonunion establishments are included since it is not possible to determine objectively if a wage change was considered during the year.

Total Wage Changes Effective Where Decisions Were Made. This measure (last two columns) supplements the tabulation of wage decisions by including the effects of all cost-of-living adjustments and any deferred increases effective in 1965 and resulting from earlier settlements in those establishments where 1965 wage decisions were made. For example, if workers in an establishment received an immediate 6-cent increase resulting from a 1965 settlement plus 3 cents in escalation during the year, they were tabulated in the 6-and-under-7-cent interval for wage decisions, and on the 9-and-under-10-cent line in the last two columns.

TABLE 1. GENERAL WAGE CHANGES FOR PRODUCTION AND RELATED WORKERS IN MANUFACTURING, 1965

Type and amount of wage action	[Workers in thousands]					
	Total effective wage changes ¹		Wage decisions ²		Total wage changes effective where decisions were reached ³	
	Workers	Per cent	Workers	Per cent	Workers	Per cent
Total ⁴	11,422	100.0	6,745	100.0	6,745	100.0
No wage changes.....	1,758	15.4	932	13.8	853	12.6
Decreases in wages.....	3	(⁶)	3	.1	3	.1
Increases in wages.....	9,661	84.6	5,810	86.1	5,889	87.3
IN CENTS PER HOUR						
Under 2.....						
2 and under 3.....	201	1.8	87	1.3	97	1.4
3 and under 4.....	268	2.4	176	2.6	173	2.6
4 and under 5.....	363	3.2	149	2.2	184	2.7
5 and under 6.....	1,188	10.4	646	9.6	632	9.4
6 and under 7.....	1,069	9.4	482	7.1	461	6.8
7 and under 8.....	1,108	9.7	650	9.6	608	9.0
8 and under 9.....	951	8.3	760	11.3	659	9.8
9 and under 10.....	437	3.8	374	5.5	309	4.6
10 and under 11.....	1,195	10.5	745	11.1	780	11.6
11 and under 12.....	1,050	9.2	267	4.0	288	4.3
12 and under 13.....	532	4.7	386	5.7	502	7.4
13 and under 15.....	780	6.8	627	9.3	719	10.7
15 and under 17.....	208	1.8	189	2.8	197	2.9
17 and under 19.....	89	.8	81	1.2	89	1.3
19 and over.....	221	1.9	190	2.8	189	2.8
Not specified or not computed ⁷						
IN PERCENT						
Under 1.....	139	1.2	59	.9	70	1.0
1 and under 1½.....	311	2.7	154	2.3	182	2.7
1½ and under 2.....	524	4.6	223	3.3	223	3.3
2 and under 2½.....	1,415	12.4	639	9.5	562	8.3
2½ and under 3.....	1,461	12.8	840	12.5	723	10.7
3 and under 3½.....	1,304	11.4	721	10.7	746	11.1
3½ and under 4.....	1,477	12.9	459	6.8	534	7.9
4 and under 4½.....	996	8.7	902	13.4	944	14.0
4½ and under 5.....	589	5.2	494	7.3	528	7.8
5 and under 5½.....	587	5.1	520	7.7	559	8.3
5½ and under 6.....	247	2.2	223	3.3	234	3.5
6 and under 7.....	265	2.3	243	3.6	251	3.7
7 and under 8.....	109	1.0	98	1.5	98	1.5
8 and under 9.....	78	.7	76	1.1	76	1.1
9 and under 10.....	35	.3	34	.5	34	.5
10 and over.....	111	1.0	111	1.6	111	1.6
Not specified or not computed ⁷	13	.1	13	.2	13	.2

¹ Includes changes in wage rates negotiated or decided upon, and effective, during 1965; increases effective in 1965 but decided upon in earlier years; and cost-of-living escalator adjustments effective during the year.

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

³ Changes in wage rates negotiated or decided upon during the year plus cost-of-living escalator adjustments and increases effective in 1965 but decided upon in earlier years in these same establishments.

⁴ Excludes about 1.8 million workers in establishments reporting that they never make general wage changes, and 160,000 in establishments in which action on wages in 1965 was not known.

⁵ Includes 875,000 workers in union establishments in which there was either no bargaining on wages or bargaining was not concluded in 1965.

⁶ Less than 0.05 percent.

⁷ Insufficient information to compute amount of increase.

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

union firms that did not raise wages, 315,000 by firms where the 1965 settlements did not provide wage increases during the first contract year, about 675,000 where there was no provision for wage bargaining during the year, and 150,000 where bargaining was not completed by the end of 1965.

Wages were increased for 87 percent of the workers in all union establishments; comparable proportions in the previous 4 years ranged from 73 to 83 percent (table 2). Considering only those establishments where wages were increased, the median was 8.7 cents an hour or 3.2 percent of average hourly earnings excluding premium pay for overtime. Again, both averages exceeded earlier years.

Workers in major bargaining units (of at least 1,000 workers employed by one firm or a group of firms) received median increases of 10 cents or 3.7 percent, compared with 7 cents or 2.8 percent for the smaller units. This continued the pattern of earlier years. Major bargaining situations are more prevalent in industries with relatively high levels of wages, such as steel, automobiles, and aerospace, while smaller union establishments are more important in industries with lower levels, such as some food processing, leather products, and furniture.

Considering nonunion establishments that raised wages, the median hourly increase was 8 cents or 4 percent, compared with ranges of 6.6 to 7.5 cents and 3.2 to 3.7 percent for the previous 4 years. The cents-per-hour increase was less than in union establishments, but the percent increase was higher; average hourly earnings in nonunion establishments are usually lower, hence a given cents-per-hour increase will be proportionately greater.

Of the 6.75 million workers affected by 1965 wage decisions, 5.8 million (86 percent) received increases, 932,000 (13.8 percent) remained at existing wage rates, and 3,000 had their wages reduced.

The proportion not receiving increases was substantially lower than in earlier years. An important reason for this was the reduction in the proportion of nonunion workers who did not receive increases (25 percent in 1965, compared with the previous years' range of 31 to 47 percent). In addition, a larger proportion of workers affected by collective bargaining agreements received increases in 1965 than in earlier years. In 1965, 7 percent of the workers affected by wage settlements did not receive increases. The range for 1960 through 1964 was 20 to 33 percent. The high proportions in 1962 and 1963 can be partly attributed to the no-wage-increase settlements in the steel, aluminum, and can industries.

The median increase resulting from the 1965 decisions was 8.8 cents—higher than the figures for

the years 1961-64. About 54 percent of all workers affected by decisions were employed where increases averaged between 5 and 11 cents an hour.

In major collective bargaining situations, first-year wage changes resulting from the 1965 decisions included average hourly increases of 14.1 cents in basic steel; 10 cents for 125,000 employees in the shirt, pajama, cotton garment, and outerwear industries; 15 cents for cement workers; 12 cents for employees of Milwaukee breweries; 12½ cents for employees in the men's and boys' coat and suit industry; and 13½ cents in the aluminum industry. In the aerospace industry, almost all of the agreements provided first-year increases of 8 cents an hour, and in the paper industry most settlements provided 12 or 10 cents an hour. In the rubber industry, increases in most tire plants averaged 7 cents and in most nontire plants, 6 to 7 cents.

The median negotiated increase was 3.7 percent—4 percent in nonunion establishments, 3.6 percent in all union firms, and 4.1 percent in major union firms considered separately. All of these were higher than comparable figures in previous years. About 43 percent of all workers affected by wage decisions received increases averaging between 2½ and 4½ percent. In 1964, only 33 percent received increases of this size and 31 percent received less than 2½ percent (compared with only 16 percent in 1965).

Among the 1965 increases was a raise of about 5 percent in southern textiles (largely unorganized) and in New England textiles (organized); an average of nearly 3 percent at most of the large aerospace companies; increases averaging more than 4 percent in basic steel; 5 percent in the shirt, pajama, cotton garment, and outerwear industries;

TABLE 2. TOTAL EFFECTIVE GENERAL WAGE CHANGES¹ FOR PRODUCTION AND RELATED WORKERS BY TYPE OF ESTABLISHMENT, 1961-65

Type and amount of wage action	1965			1964			1963			1962			1961		
	Percent of workers by type of establishment														
	All	Un-ion ²	Other	All	Un-ion ²	Other	All	Un-ion ²	Other	All	Un-ion ²	Other	All	Un-ion ²	Other
Manufacturing establishments with general wage change policies ¹	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 ³	15.4	12.7	24.6	28.6	23.9	43.8	24.1	22.0	30.2	31.7	27.1	47.1	23.7	16.6	45.6
Decreases in wages.....	(.4)	(.4)		(.4)	.1		.2	.2	.2	.1	.1		.2	.1	.4
Increases in wages ⁴	84.6	87.3	75.4	71.4	76.1	56.2	75.8	77.8	69.6	68.1	72.8	52.9	76.1	83.3	54.0
IN CENTS PER HOUR															
Under 3.....	1.8	1.8	1.6	3.0	2.9	3.2	2.1	2.2	1.9	2.0	2.1	1.8	5.3	5.4	5.1
3 and under 5.....	5.5	6.0	4.0	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 and under 7.....	19.8	18.7	23.4	23.2	25.2	16.8	18.4	17.6	20.8	21.0	21.0	21.4	22.5	24.4	16.3
7 and under 9.....	18.0	17.6	19.6	18.0	17.7	18.9	18.4	19.0	21.1	17.8	19.4	12.5	15.9	16.9	12.8
9 and under 11.....	14.3	15.2	11.1	11.2	11.6	9.6	18.3	20.8	10.7	15.3	17.7	7.4	15.0	17.5	7.1
11 and under 13.....	13.9	16.2	5.8	3.7	4.3	1.9	2.7	2.6	2.9	2.5	2.7	1.9	4.8	5.8	1.7
13 and under 15.....	6.8	7.9	3.2	1.2	1.5	.6	1.9	1.3	3.8	1.3	1.3	1.3	2.3	2.6	1.6
15 and under 17.....	1.8	1.9	1.7	.9	1.0	.3	2.0	1.8	2.4	1.4	1.4	1.0	2.1	1.5	3.8
17 and under 19.....	.8	.7	1.0	.2	.2		2.5	3.3	.1	.2	.3	.1	.4	.4	.5
19 and over.....	1.9	1.3	4.0	.6	.6	.6	1.3	1.3	1.5	.5	.5	.6	.4	.5	.2
Not specified or not computed ⁶.....				.2	.1	.6				.1	.2		.6	.7	.4
IN PERCENT															
Under 1.....	1.2	1.4	.7	2.2	2.2	2.3	1.3	1.5	.9	1.3	1.4	.7	3.7	3.8	3.6
1 and under 2.....	7.3	8.2	4.1	14.8	18.3	3.4	7.2	8.4	3.4	6.9	7.3	5.6	7.1	8.1	3.5
2 and under 3.....	25.2	28.2	14.8	22.9	25.7	13.7	24.7	27.2	17.3	24.6	27.0	16.5	22.9	27.0	10.4
3 and under 4.....	24.3	26.2	17.8	19.5	20.1	17.6	23.1	25.2	16.7	24.6	27.5	15.2	25.2	27.9	17.2
4 and under 5.....	13.9	13.9	13.9	5.5	4.4	9.0	6.0	5.2	8.2	5.8	5.1	8.2	7.7	8.2	5.9
5 and under 6.....	7.3	5.1	14.7	4.8	3.9	7.9	5.9	3.9	12.2	2.9	2.6	4.1	5.2	5.3	4.3
6 and under 7.....	2.3	2.2	2.6	.6	.6	.6	3.0	2.8	3.6	1.0	.9	1.3	1.4	1.4	1.4
7 and under 8.....	1.0	.7	1.8	.6	.4	1.0	1.2	.9	2.1	.4	.5	.4	.4	.3	.7
8 and under 9.....	.7	.5	1.3	.2	.2	.1	1.0	.4	3.0	.1	.2	.1	.3	.2	.7
9 and under 10.....	.3	.2	.7	(.4)	(.4)		1.7	2.1	.3	(.4)	.1		.1	.2	.1
10 and over.....	1.0	.5	2.7	.1	.1	.2	.7	.3	2.0	.2	(.4)	.8	1.6	.3	5.7
Not specified or not computed ⁶.....	.1	.1	.1	.2	.1	.6				.1	.2		.6	.7	.4
Total number of workers (in thousands).....	11,422	8,844	2,578	10,944	8,361	2,584	10,941	8,212	2,729	10,902	8,352	2,549	10,512	7,945	2,567

¹ 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, as well as union establishments in which there was either no bargaining on wages in any of the 5 years or bargaining was not concluded. Workers in establishments reporting that they never make general wage changes are excluded from this total. The numbers excluded, in millions, were 1.8 in 1965, 1.7 in 1964, 1.6 in both 1963 and 1962, and 1.2 in 1961.

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

³ Data on which percentages are based include workers in union establishments in which there was no bargaining on wages or bargaining was not

concluded, as follows: 875,000 in 1965; 1,652,000 in 1964; 961,000 in 1963; 1,200,000 in 1962; and 948,000 in 1961.

⁴ Less than 0.05 percent.

⁵ 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.

⁶ Insufficient information to compute amount of increase.

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

and 4.5 percent for both union and nonunion employees in petroleum refining.

About 79,000 workers whose wages were not changed by the 1965 settlements did receive cost-of-living escalator increases, as did 390,000 of those whose wages were raised as a result of the 1965 wage decisions. These escalator increases ranged from 1 to 5 cents an hour. In major aerospace companies, for example, the typical 4-cent adjustment, added to the 8-cent negotiated increase, resulted in a 12-cent hourly increase in wages during the year.

Nonuniform Wage Adjustments. Of those receiving increases in 1965, 3.9 million, or 40 percent, were employed where skilled workers received larger cents-per-hour increases than those with lower skills. This number included 2.8 million workers who received percentage or bracket in-

creases. Thus, automobile, automotive parts, and farm and construction machinery workers received annual improvement factor increases of 2.5 percent, with a minimum increase of 6 cents an hour. Petroleum workers received 4.5 percent negotiated increases; and most southern and New England textile workers received 5-percent adjustments. In steel, all workers were granted 10 cents an hour plus a 0.3-cent addition to the increment between each of the 31 labor grades; the resultant overall increase ranged from 10 cents for the lowest rated employees to 19 cents for the highest rated. At the major producers, this averaged 12.1 cents. In addition, some skilled workers were raised two grades, resulting in an additional 14.6-cent increase for those affected, or about 2 cents if averaged over all workers. The overall average change was 14.1 cents (12.1 cents plus 2 cents).

About 288,000 workers were employed in plants where skilled workers received increases in addition to uniform cents-per-hour adjustments. About 1.6 million workers were in factories where other nonuniform wage increases were put into effect. About 42,000 workers, all but 8,000 of them in union establishments, were employed where wage adjustments were made to eliminate or reduce differentials between plants or areas, or between men and women.

Cost-of-Living Adjustments. At the end of 1965, wages of about 1.75 million workers (about as many as a year earlier) were subject to automatic adjustment based on price indexes. About 93 percent of these workers were in union establishments.

More than 80 percent of those under wage escalation were covered by provisions for reviews every 3 months. The next most frequent interval was twice a year, affecting more than 150,000 workers (more than half of them in meatpacking). The rest of the workers were employed where reviews were made at other intervals, such as monthly or annual, or where the first adjustment under the clause was to be made in future years. Absolute limits on the amount of escalator increases were in effect in establishments employing about 100,000 workers. Some aerospace agreements, for example, limit the yearly increase to 3 cents an hour.

Most escalator adjustments during the year were 4 cents, compared with 3 or 4 cents in 1964.

TABLE 3. CHANGES IN SUPPLEMENTARY BENEFIT PRACTICES FOR PRODUCTION AND RELATED WORKERS IN MANUFACTURING BY TYPE OF ESTABLISHMENT, 1965

[Workers in thousands]

Supplementary benefits	All establishments		Union establishments ¹		Other establishments	
	Workers	Percent	Workers	Percent	Workers	Percent
Total ²	11,582	100.0	8,951	100.0	2,631	100.0
Not changing supplementary benefits.....	6,633	57.3	5,244	58.6	1,389	52.8
Reducing supplementary benefits.....	3	(³)	-----	-----	3	.1
Liberalizing or establishing at least 1 supplementary benefit ⁴	4,945	42.7	3,707	41.4	1,238	47.1
Premium pay.....	376	3.2	311	3.5	64	2.4
Shift differentials.....	507	4.4	429	4.8	78	3.0
Paid holidays.....	2,093	18.1	1,673	18.7	420	16.0
Paid vacations.....	2,773	23.9	2,393	26.7	380	14.4
Pensions ⁵	2,595	22.4	2,244	25.1	351	13.3
Health and welfare plans ⁶	3,576	30.9	2,923	32.7	653	24.8
Severance pay ⁶	437	3.8	399	4.5	39	1.5
Supplementary unemployment benefits ⁵	300	2.6	298	3.3	2	.1
Jury duty pay.....	503	4.3	474	5.3	29	1.1
Paid funeral leave.....	484	4.2	469	5.2	14	.5
Paid sick leave.....	271	2.3	262	2.9	9	.4
Other benefits.....	863	7.5	792	8.8	71	2.7

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

² Includes employment only in 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 either no bargaining on wages or bargaining was not concluded in 1965. Included also are 160,000 workers in establishments in which action on wages or supplementary practices was not known.

³ Less than 0.05 percent.

⁴ The totals in this group are smaller than the sums of individual items since some actions affected more items than 1. Includes 27,000 workers in union and 6,000 in nonunion establishments in which some supplementary benefits were liberalized and others were reduced.

⁵ Includes actions in which contributions were increased to maintain existing benefits and excludes actions increasing benefits without raising employer contributions.

⁶ Includes 109,000 aerospace workers employed where extended layoff benefit plans were improved and savings investment plans were established.

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

Supplementary Benefits

About two-fifths of the factory production workers were employed where at least one supplementary benefit was established or improved (table 3).³ In earlier years, the corresponding proportion was about 35 percent. For the first time, supplementary benefit changes were more frequent in nonunion than in union establishments (47 and 41 percent). One of the causes of this shift was the fact that the southern textile industry, largely nonunion, liberalized fringe benefits in addition to increasing wages. In most years, southern textile mills changed wage rates but did not increase benefits. Another reason was that many of the key collective bargaining contracts were not negotiated during the year; although the workers covered by these agreements received deferred wage increases, there were no negotiations to liberalize supplementary benefits.

As in each of the previous 3 years, the most frequently improved benefits were health and welfare, vacations, pensions, and holidays. Almost all of the aerospace settlements made some improvements in health and welfare benefits, most frequently in life insurance, followed by improvements in hospi-

tal or surgical benefits, or both, in sickness and accident benefits or combinations of the foregoing. Companies frequently also assumed an increased proportion of the cost of insurance benefits.

Changes in health and welfare benefits affected about 3 out of 10 workers—in each of the years 1962 through 1964, the proportion was 1 out of 4 (table 3). Health and welfare benefits were improved in a number of important industries.⁴ In the steel, aluminum, and can industries, improvements typically included extension of hospitalization coverage to 2 years for workers laid off after 10 years' service. (It remained at 1 year for employees with shorter service.) Surgical, anesthetic, and obstetrical charges were also converted from a set fee schedule to a prevailing fee basis.

In both the aluminum and steel industries, the duration of sickness and accident benefits was increased to 2 years for workers with 2 years' service (remaining at 1 year for those with shorter service), and the weekly payment was increased to

70 percent (from 60 percent) of gross earnings in aluminum and to an average \$80 in steel, from \$67.50. The can industry settlements merged the existing sickness and accident insurance and supplemental unemployment benefits (SUB) plans to provide a "job and income security program." In addition to improvements in sickness and accident benefits similar to those in the aluminum industry, the new plan increased SUB plus State unemployment compensation benefits to 70 percent (from 60 percent) of weekly earnings. It also increased

TABLE 4. PERCENTAGE OF PRODUCTION AND RELATED WORKERS AFFECTED BY GENERAL WAGE INCREASES, AND MEDIAN WAGE CHANGES, 1959-65

[In percent]

Item	Establishments making wage decisions in—							Establishments where wage changes were effective ¹ in—						
	1965	1964	1963	1962	1961	1960	1959	1965	1964	1963	1962	1961	1960	1959
Workers receiving wage increases:														
All manufacturing.....	86.1	76.0	74.0	66.8	76.0	79.6	84.0	84.6	71.4	75.8	68.1	76.1	80.1	82.7
All union firms.....	92.5	89.3	77.3	74.4	89.5	93.1	93.7	87.3	76.1	77.8	72.8	83.3	87.1	87.0
Major union firms ²	94.2	94.9	70.7	65.4	89.5	93.0	95.1	99.8	71.6	74.4	68.2	83.0	86.2	87.6
Nonunion firms.....	75.3	55.5	69.2	53.2	52.8	56.8	66.5	75.4	56.2	69.6	52.9	54.0	59.0	68.6
Median adjustments: ³														
All manufacturing.....	3.3	2.2	2.6	2.4	2.4	3.1	3.5	3.0	2.1	2.7	2.5	2.5	3.2	3.5
All union firms.....	3.4	2.3	2.6	2.5	2.5	3.4	3.4	2.9	2.2	2.6	2.6	2.7	3.4	3.4
Major union firms ²	4.0	2.0	2.5	2.4	2.4	3.2	3.5	3.4	2.0	2.7	2.6	2.7	3.2	3.5
Nonunion firms.....	3.2	2.0	2.8	1.6	1.2	2.2	3.2	3.2	2.0	2.8	1.6	1.0	2.5	3.3
Median increases: ⁴														
All manufacturing.....	3.7	2.7	3.0	2.9	2.8	3.4	3.8	3.3	2.7	3.1	3.0	3.0	3.6	3.8
All union firms.....	3.6	2.5	2.9	2.9	2.5	3.5	3.7	3.2	2.6	3.0	3.0	3.0	3.6	3.6
Major union firms ²	4.1	2.2	3.0	2.9	2.5	3.2	3.7	3.7	2.6	3.2	3.0	3.0	3.7	3.7
Nonunion firms.....	4.0	3.2	3.6	3.2	3.4	3.8	4.4	4.0	3.2	3.7	3.2	3.3	3.8	4.3

¹ Includes cost-of-living escalator increases and deferred wage changes resulting from decisions reached in earlier years, as well as changes decided on in the current year.

² Agreements affecting 1,000 workers or more.

³ Includes employees in establishments in which wage rates were not changed or were reduced.

⁴ Limited to employees in establishments in which wage rates were increased.

the payment duration to 2 years for employees with 2 years' service and to 5 years for those with 10 years' service. The previous 1-year duration continued for employees with shorter service.

Settlements in the aerospace industry also made improvements in health and welfare benefits. The most frequent changes included increasing the duration (usually to 365 days, from 120) and daily payment for hospital confinements, increased major medical coverage, and company assumption of a larger share of insurance costs. At some companies, employees represented by the United Automobile Workers benefited from the establishment of bridge and transition benefits⁵ similar to those the union negotiated in 1964 with the major automobile producers. Some settlements provided for the integration of insurance benefits with the Federal Medicare benefits that went into effect July 1, 1966.

Settlements for 125,000 employees of shirt and pajama, cotton garment, and outerwear firms increased hospital daily room allowances and miscellaneous hospital expenses for employees and dependents. The improvements were financed by a 1/2-percent increase in company contributions to the health and welfare and retirement funds. (Part of the rise was to be used to finance pension improvements.)

Paid vacations were improved in establishments employing 1 out of 4 manufacturing workers, compared with 1 out of 5 in 1964. Most aerospace settlements added a fourth week of vacation after 20 years' service or lowered the service requirement for 4 weeks to 20 years, from 25. Some of these settlements also reduced the service required for shorter vacations. In the glass industry, settlements for 50,000 workers added a fourth week after 20 years. In rubber, a fifth week was added for 25-year employees and the service requirement for 4 weeks was lowered to 15 years, from 22. In

Milwaukee, employees of three large breweries gained a seventh week of vacation after 25 years and an eleventh holiday.

Pensions were improved in factories employing 22 percent of all the workers covered by the study, compared with 18 percent in 1964. In the steel industry, the minimum normal monthly pension for each year of credited service was increased to \$5, from \$2.50 and \$2.60, beginning July 1, 1966; pensions of those retired prior to that date were to be increased \$15 a month. Provision was made for retirement at an unreduced rate after 30 years' service, and a \$75-a-month supplement was added for workers terminated because of plant shutdowns, extended layoffs, or disability, payable until the terminated employee becomes eligible for unreduced social security benefits. The settlement in the shirt, pajama, cotton garment, and outerwear industries increased the normal monthly pension to \$55 (from \$50).

Paid holidays were improved for 18 percent of all production and related workers in manufacturing—almost the same proportion as in 1964. Among the industries where holidays were added were rubber (a ninth), aerospace (a ninth or an eighth and a ninth), glass (an eighth), and the cement industry (a ninth). In the southern textile industry, several large nonunion firms established 2 paid holidays (previously they had none). Some other union and nonunion textile firms added a holiday, resulting in schedules ranging from 2 to 9 days a year.

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⁵ Bridge benefits, usually \$100 a month, are paid to eligible widows of deceased employees until they remarry or become eligible for social security benefits. Transition benefits, also \$100 a month, are paid for 24 months to survivors of employees and of some disabled retirees who died while covered by life insurance.

*Retail Trade—II***Wages and Hours,
1962 and 1965**

THE BUREAU'S JUNE 1965 SURVEY¹ of the earnings and hours of work of nonsupervisory personnel in retail trade revealed that earnings had increased while hours of work had declined since the previous study in June 1962. A comparative analysis of the studies provides greater detail on these changes.

Wage Improvements

Average hourly earnings of retail trade employees had increased 18 cents from the \$1.67 average of June 1962, advancing at the average rate of 3.5 percent a year (table 1). During the 3 years between surveys the number of nonsupervisory employees increased by more than 560,000.

Employees throughout the wage distribution enjoyed increases in earnings, although changes, except at the lowest pay levels, were greater at the lower than at the upper end of the pay scale. The proportion of employees earning less than \$1 an hour declined from close to a tenth to about a twentieth, but an even more significant change took place immediately above this earnings level. Nearly an eighth of the employees earned between \$1 and \$1.05 in 1962, whereas fewer than a twentieth had such earnings in 1965. Much of the concentration at the \$1 to \$1.05 level in 1962 was attributable to the Federal minimum wage of \$1 an hour which applied to most employees in large retail enterprises. In 1965, however, when the Federal minimum for such employees was \$1.15 an hour, there was no great concentration of employees at this pay level. There were, however, nearly an eighth of the employees clustered at or just above \$1.25 an hour, which in September 1965 was to be the new Federal minimum wage applicable to retail trade employees covered by the Fair Labor Standards Act. The decline in the proportion of employees earning less than \$1.25 an hour from more than a third to less than a fifth was the most notable change in the distribution during the 3-year period. Other changes of note were the 11-cent-an-hour increase (from \$1.43 to

\$1.54) in median earnings and the increase (from a fourth to three-tenths) in the proportion of workers earning \$2 an hour or more.

The average hourly pay level advanced by 15 cents in the Northeast, 16 cents in the South, and 18 cents in the North Central region and in the West. In absolute terms, the interregional pay differential was thus widened. Changes in the earnings distributions were most apparent in the portion of the wage scale between \$1 and \$1.30, but employees at all pay levels experienced increases in average hourly earnings during the period between the surveys.

Employees in enterprises with \$1 million or more in annual sales had a 19-cent-an-hour increase in average hourly earnings, from \$1.80 in 1962.² This served to increase their earnings advantage over those in smaller enterprises whose pay level advanced by only 16 cents, from \$1.55. In the enterprise group with higher sales volume, changes in the level and distribution of earnings primarily reflected changes in establishments with \$250,000 or more in annual sales, where about nine-tenths of the enterprise employees worked. Except for those at automobile and farm equipment dealers and in food service occupations, employees in these establishments were generally within the purview of the Fair Labor Standards Act. While a fifth of the employees in these establishments earned less than \$1.15 an hour in June 1962, almost all earned at least that amount in June 1965, when it was the minimum wage applied to covered retail establishments. The decline in the proportion of employees paid less than \$1.25 an hour was even more noticeable in these establishments—from almost three-tenths to fewer than an eighth—and the proportion earning between \$1.25 and \$1.30 doubled from a twentieth to a tenth. Earnings of higher paid employees also advanced, but not nearly as much as those of lower paid employees. Overall, average earnings for employees in these establishments increased by 19 cents an hour.

Factors other than the Federal minimum wage legislation were bringing about changes in the

¹ The findings of the survey were reported in the July issue, pp. 754-759.

² In 1962, data were tabulated separately for enterprises with annual sales of \$1 million or more and those with less than \$1 million and, in each enterprise, for establishments with \$250,000 or more and less than \$250,000 in sales. The analysis of change is therefore limited to these groups.

wage structure of retail trade during the 1962-65 period. This is evident from the changes which took place in the level and distribution of earnings of employees who, for the most part, were not within the scope of the Fair Labor Standards Act. Advances of 8 to 18 cents in average hourly earnings were registered for employees of each of the three remaining enterprise and establishment sales-size classes that generally were not covered by the Fair Labor Standards Act. Reduction in the proportions of employees earning less than \$1.15 and less than \$1.25 an hour was substantial, although not as great as for employees in establishments generally subject to the act. Increases in the proportions of employees in the higher

reaches of the pay scale were roughly the same in both establishment groups which were part of the low volume enterprise class as in establishments with \$250,000 or more in sales which were part of the \$1-million-or-more enterprise group. In establishments with less than \$250,000 in sales which were part of \$1 million or more enterprises there was almost no change in the proportion of higher paid employees.

Increases in average hourly earnings for employees of each major industry group ranged from 13 cents for those in miscellaneous stores to 25 cents for those at automotive dealers and gasoline service stations. The pay level in four major groups increased by 18 to 20 cents an hour.

TABLE 1. AVERAGE HOURLY EARNINGS AND PERCENT OF NONSUPERVISORY EMPLOYEES IN RETAIL TRADE¹ WITH SPECIFIED AVERAGE HOURLY EARNINGS, SELECTED CHARACTERISTICS, JUNE 1962 AND JUNE 1965

Characteristics	Average hourly earnings ²		Percent of employees earning—													
	June 1962	June 1965	Less than \$1.15		\$1.15 and less than \$1.20		Less than \$1.25		\$1.25 and less than \$1.30		Less than \$1.50		Less than \$2		\$3 or more	
			1962	1965	1962	1965	1962	1965	1962	1965	1962	1965	1962	1965	1962	1965
United States.....	\$1.67	\$1.85	27.2	12.1	4.6	5.3	34.4	19.3	7.5	11.6	53.0	44.4	75.2	69.8	5.6	9.3
Northeast ³	1.80	1.95	15.6	4.6	5.9	2.6	24.5	8.3	7.8	14.9	44.9	38.1	71.2	66.3	5.5	9.0
South ³	1.38	1.54	45.3	24.4	5.0	10.0	53.1	37.6	6.3	11.9	70.1	62.4	86.9	82.4	2.9	4.4
North Central ³	1.67	1.85	27.9	12.1	3.8	5.4	34.6	19.8	7.9	11.5	53.6	44.9	75.9	70.6	5.1	8.3
West ³	2.04	2.22	11.3	3.7	2.9	1.8	15.6	6.0	8.3	6.0	33.3	24.1	58.6	53.6	11.9	19.1
Enterprises with \$1 million or more in annual sales ⁴	1.80	1.99	21.6	4.0	5.2	7.5	29.9	13.8	5.8	10.5	48.1	40.3	71.0	65.4	6.3	11.4
Establishments with \$250,000 or more in annual sales ⁴	1.83	2.02	19.6	2.3	5.2	7.5	28.0	12.1	5.7	10.4	46.4	38.5	69.8	64.0	6.6	12.0
Establishments with less than \$250,000 in annual sales ⁴	1.47	1.55	41.8	24.7	5.0	7.7	49.9	35.4	6.7	12.1	66.2	64.3	82.8	83.6	3.1	3.6
Enterprises with less than \$1 million in annual sales ⁴	1.55	1.71	32.9	20.5	3.9	3.0	38.9	25.0	9.2	12.6	57.9	48.5	79.4	74.3	4.9	7.2
Establishments with \$250,000 or more in annual sales ⁴	1.73	1.91	22.5	11.8	4.1	3.6	28.9	16.8	7.2	10.5	47.4	39.0	72.2	65.6	7.0	10.7
Establishments with less than \$250,000 in annual sales ⁴	1.44	1.58	38.9	25.9	3.8	2.6	44.7	30.1	10.4	13.9	64.0	54.4	83.7	79.6	3.7	5.0
MAJOR INDUSTRY GROUPS																
Building materials, hardware, and farm equipment dealers.....	1.79	1.98	15.1	6.8	3.8	1.8	21.4	9.7	7.0	10.0	39.4	30.4	67.9	59.6	7.5	12.9
General merchandise stores.....	1.49	1.63	33.8	9.4	7.3	9.8	45.3	22.6	7.3	13.5	66.8	57.0	85.8	82.3	3.0	4.1
Food stores.....	1.73	1.91	26.0	12.5	2.9	5.6	30.9	19.8	5.8	10.7	45.8	41.3	67.7	63.0	4.9	11.6
Automotive dealers and gasoline service stations.....	1.77	2.02	23.4	13.7	3.0	1.5	28.4	16.2	8.0	9.0	46.7	35.6	70.7	62.2	8.4	13.7
Apparel and accessory stores.....	1.51	1.70	32.5	12.6	5.2	7.7	41.3	22.2	9.3	13.0	63.1	50.3	83.9	77.2	3.0	4.6
Furniture, home furnishings, and household appliance stores.....	1.90	2.10	16.1	7.9	3.0	1.8	20.7	10.7	7.2	9.4	37.8	29.4	64.3	57.9	10.2	14.8
Miscellaneous retail stores.....	1.62	1.75	30.4	18.3	5.1	3.5	37.4	23.6	8.6	13.5	55.8	47.7	76.9	73.2	6.0	8.1
SELECTED INDUSTRY GROUPS																
Department stores.....	1.61	1.75	22.0	2.0	7.5	8.3	34.2	12.8	7.8	14.7	59.3	49.9	82.8	78.4	3.9	5.2
Limited price variety stores.....	1.13	1.31	65.2	21.5	8.2	17.5	77.4	47.4	6.3	15.4	91.4	83.0	97.9	95.2	0.2	0.5
Grocery stores.....	1.75	1.93	25.1	10.9	2.6	6.1	29.6	18.7	5.2	9.8	44.1	39.2	66.8	61.0	4.5	12.0
Motor vehicle dealers.....	2.13	2.40	13.3	8.0	1.9	1.0	16.9	9.9	4.1	5.0	30.1	22.5	55.2	45.5	15.1	23.4
Gasoline service stations.....	1.34	1.52	38.0	23.4	3.3	2.1	43.4	26.6	13.6	13.7	68.0	54.5	88.6	83.4	1.7	2.5
Men's and boys' clothing and furnishings stores.....	1.75	1.92	21.7	8.4	3.4	4.2	27.0	13.9	9.6	12.0	45.7	36.2	70.7	64.7	5.8	8.8
Women's ready-to-wear stores.....	1.35	1.55	37.6	15.6	6.2	10.4	47.1	28.7	9.6	13.3	72.6	58.7	92.1	84.5	1.0	2.7
Shoe stores.....	1.74	1.84	24.8	11.4	3.8	5.5	31.6	19.1	6.9	9.2	48.7	42.5	71.4	69.5	5.3	5.8
Furniture, home furnishings, and equipment stores.....	1.91	2.10	16.7	8.0	3.0	2.2	21.1	11.3	7.0	10.0	38.3	30.6	64.4	58.9	11.8	16.1
Household appliance stores.....	1.83	2.09	16.7	7.1	2.6	1.4	21.3	9.2	7.4	8.9	38.6	26.6	67.0	54.7	7.4	13.2
Drug and proprietary stores.....	1.45	1.56	46.9	28.9	4.5	6.1	53.6	37.6	8.4	15.0	69.8	63.1	82.7	81.6	7.4	7.4

¹ Excludes eating and drinking places.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

³ The regions used in this study include: *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.

⁴ Excludes excise taxes at the retail level.

TABLE 2. AVERAGE WEEKLY HOURS AND PERCENT OF NONSUPERVISORY EMPLOYEES IN RETAIL TRADE¹ WORKING SPECIFIED WEEKLY HOURS, SELECTED CHARACTERISTICS, JUNE 1962 AND JUNE 1965

Characteristics	Average weekly hours		Percent of employees working—							
			Under 35 hours		40 hours		Over 40 and under 48 hours		48 hours and over	
	1962	1965	1962	1965	1962	1965	1962	1965	1962	1965
United States.....	37.8	36.9	27.1	29.9	24.9	24.9	17.0	16.3	21.9	18.9
Northeast ²	35.6	34.4	31.7	36.1	25.7	24.6	15.7	13.7	13.9	12.5
South ²	40.5	39.6	20.9	22.6	21.2	21.4	20.4	20.3	30.0	26.7
North Central ²	37.5	36.3	29.0	33.0	23.6	22.9	16.7	16.5	22.0	17.9
West ²	37.2	37.0	27.0	27.8	32.8	33.8	13.5	13.4	19.8	17.8
Enterprises with \$1 million or more in annual sales ³	36.3	35.7	28.3	30.9	30.7	28.3	17.1	16.0	12.4	11.6
Establishments with \$250,000 or more in annual sales ³	36.3	35.8	27.8	30.4	32.0	28.9	17.1	16.3	11.3	10.9
Establishments with less than \$250,000 in annual sales ³	35.9	35.1	33.8	37.0	17.2	21.2	17.6	12.5	23.4	20.3
Enterprises with less than \$1 million in annual sales ³	39.4	38.0	25.9	29.0	19.0	21.3	17.1	16.5	31.3	26.5
Establishments with \$250,000 or more in annual sales ³	40.8	39.6	19.5	22.3	19.2	23.7	22.7	20.8	31.2	26.3
Establishments with less than \$250,000 in annual sales ³	38.5	37.1	29.6	33.1	18.9	19.8	13.7	13.9	31.4	26.6
MAJOR INDUSTRY GROUPS										
Building materials, hardware, and farm equipment dealers.....	43.1	42.3	13.7	14.6	18.9	23.2	25.5	24.2	37.6	33.5
General merchandise stores.....	34.5	34.0	32.4	34.4	33.0	30.0	11.9	10.6	6.8	6.3
Food stores.....	35.3	34.3	36.2	40.4	27.0	25.0	13.9	13.0	16.4	15.0
Automotive dealers and gasoline service stations.....	44.1	42.8	15.2	17.0	13.4	15.6	23.1	24.9	44.9	38.5
Apparel and accessory stores.....	34.8	33.8	32.2	35.8	25.5	25.7	15.7	13.2	12.0	9.7
Furniture, home furnishings, and household appliance stores.....	40.1	38.9	16.2	19.3	29.4	31.2	21.9	21.9	24.4	20.2
Miscellaneous retail stores.....	37.1	35.9	28.9	32.7	24.3	25.8	17.1	15.0	21.6	18.1
SELECTED INDUSTRY GROUPS										
Department stores.....	34.4	33.6	31.4	34.5	38.1	33.6	10.6	9.6	3.7	2.9
Limited price variety stores.....	32.3	31.7	40.3	42.4	25.2	22.1	8.1	9.7	5.9	3.7
Grocery stores.....	35.4	34.3	36.0	40.7	27.1	24.8	14.5	13.9	16.2	14.2
Motor vehicle dealers.....	44.8	43.7	6.1	7.8	15.5	17.5	38.4	39.0	36.4	31.9
Gasoline service stations.....	43.3	41.6	26.8	30.0	9.8	11.3	6.7	7.9	54.0	46.7
Men's and boys' clothing and furnishings stores.....	37.4	36.7	25.9	28.6	22.7	24.7	20.0	18.6	22.0	20.0
Women's ready-to-wear stores.....	34.0	32.6	33.6	39.5	26.8	25.6	14.9	10.2	4.9	3.9
Shoe stores.....	34.3	33.8	35.0	36.5	21.7	21.0	17.0	17.9	19.7	16.5
Furniture, home furnishings, and equipment stores.....	40.1	39.0	16.3	18.7	32.1	30.3	21.0	22.7	23.6	19.7
Household appliance stores.....	40.7	39.8	16.2	17.4	21.5	33.1	25.4	22.8	28.3	23.0
Drug and proprietary stores.....	34.6	33.4	37.9	41.8	21.3	21.7	14.5	13.7	17.8	13.8

¹ See footnote 1, table 1.² See footnote 3, table 1.³ See footnote 4, table 1.

Among the 11 industry groups selected for study, employee average hourly earnings increased from 10 cents in shoe stores to 27 cents at motor vehicle dealers. Among six groups, the increase in the pay level was within 2 cents an hour of the all retail trade increase. Decreases in the proportions of employees paid less than \$1.15 took place in each group, and in some (notably limited price variety stores, and to a lesser extent women's ready-to-wear stores and department stores) this decrease was substantial. Similarly, rather sharp declines in the proportion of employees paid less than \$1.25 an hour occurred in each group, although generally these declines were smaller than those noted below \$1.15. In each group, the proportion of employees paid \$1.50 or more an hour increased, but the changes at this and higher pay levels were usually smaller than at low pay levels.

Shorter Hours

Retail trade employees worked nearly 1 hour a week less in 1965 than in 1962: during the 3-year period, the length of the average workweek declined from 37.8 hours to 36.9 (table 2). This decrease reflects a slight but noticeable trend away from long workweeks (48 hours or more) and an increase in part-time employment (less than 35 hours a week). In 1962, 22 percent (3 percentage points more than in 1965) of the employees worked at least 48 hours a week, while part-time work accounted for 27 percent of the work force as opposed to 30 percent 3 years later. Changes at other points along the hours continuum were still smaller.

The average number of hours worked weekly declined in each region—by 1.2 hours in the North-

east and the North Central region, by 0.9 hour in the South, and by only 0.2 hour in the West. As a result, the hours differential between the Northeast and South, the regions with, respectively, the shortest and longest average workweek, increased from 4.9 to 5.2 hours. In each region, long hours accounted for a smaller and part-time work for a greater proportion of the retail trade work force in 1965 than in 1962.

A somewhat different pattern of hours changes emerged when employees were grouped by the sales-size of the enterprise and establishment in which they worked. In enterprises with \$1 million or more in annual sales, the average number of hours worked per week declined from 36.3 to 35.7. However, in enterprises with a lower sales volume the decline was more than twice as great—1.4 hours from the 1962 level of 39.4 hours a week. Unlike the pattern followed nationally and regionally, there was no change in the proportion of employees working 48 hours or more a week in enterprises with \$1 million or more in annual sales. There was, however, a 3-point decline in the proportion of those working more than 42 and less than 48 hours a week. The proportion working exactly 40 hours dropped from 31 to 28 percent, while part-time employees increased from 28 to 31 percent.

Changes in the distribution of employees by weekly hours of work in establishments with \$250,000 or more in sales which were parts of \$1 million enterprises generally followed the pattern for the entire enterprise group. The vast majority of the employees in this sales-size class were subject to the maximum hours standard applied to large retail establishments by the 1961 amendments to the Fair Labor Standards Act. A 44-hour maximum standard workweek was established for these employees in September of 1963, and lowered to 42 hours a year later. Employees covered by the act and working longer than the

established standard workweek would generally have to be paid 1½ times their regular rate for all time worked beyond the maximum standard. Despite the legislated change in the standard, the proportion of employees working longer than 42 hours a week declined by only 2 percentage points, from 24 percent in 1962, a decrease of only 8 percent.

It is interesting that in every other sales-size category, there was a greater decline, both absolute and relative, in the proportion of employees working longer than 42 hours a week—ranging from 4 to 8 percentage points or from 10 to 22 percent. There was also a decline in the proportion of those working 48 hours and over, and increases in the proportions working 40 hours and less than 35 hours. The magnitude of the changes at these latter levels was rather small, never exceeding 5 percentage points.

A decline in the length of the average workweek occurred in each major industry group. The largest, 1.3 hours, took place in motor vehicle dealerships and gasoline service stations, while the smallest, 0.5 hours, was found in general merchandise stores. This last group and the building materials and hardware group (in which the average workweek dropped by 0.8 hours) were the only ones where the decline in the average workweek was less than the 0.9-hour drop noted for all retail trade.

The shortening of the workweek persisted in each of the selected retail lines. Employees of shoe stores worked 0.5 hours less in 1965 than in 1962, the smallest change among the lines, while employees of gasoline service stations experienced the largest decline in the average workweek, 1.7 hours. In each line, the proportion of employees working 48 hours or more decreased while the proportion of part-time employees increased.

—ALVIN BAUMAN

Division of National Wage and Salary Income

Erratum

The New York City price (in dollars) of 1.1 pounds of white bread is 0.273 rather than 0.546 as reported in table 2 on page 773 of the July 1966 issue of the *Review*.

Wages in Paint, Candy, and Southern Sawmill Industries

THE FOLLOWING ARTICLE summarizes surveys of wages and related benefits conducted by the Bureau of Labor Statistics in three industries, late in 1965. Each survey developed information on the average and distribution of straight-time earnings paid to all production and related workers and separate data for workers in selected occupations, as well as information on such establishment practices as paid holidays, paid vacations, health, insurance, and pension plans.¹ Data were tabulated by location, establishment size, and other factors which influence wages and working conditions.

Paint and Varnish Manufacturing

Straight-time hourly earnings of production and related workers in paint and varnish manufacturing establishments² averaged \$2.56 in November 1965—15 percent above the average recorded in May 1961 when the Bureau conducted a similar survey.³ Averages among the regions ranged from \$1.97 an hour in the Southeast to \$2.97 in the Pacific region.⁴

¹ Earnings information developed by these studies excludes premium pay for overtime and for work on weekends, holidays, and late shifts, and, thus, it is not comparable with the gross average hourly earnings published in the Bureau's monthly hours and earnings series. More comprehensive accounts of the surveys will be presented in forthcoming BLS bulletins. These bulletins will contain an explanation of the differences between the earnings and employment estimates provided by the two series.

² The survey covered establishments employing eight workers or more and classified in industry 2851 as defined in the 1957 edition and the 1963 supplement of the *Standard Industrial Classification Manual*, U.S. Bureau of the Budget. This summary was prepared by Charles M. O'Connor of the Division of Occupational Pay.

³ For an account of the earlier survey, see *Monthly Labor Review*, January 1962, pp. 42-43. Earnings data for workers in the allied products branch of the industry (excluded from the 1961 survey) tend to lower the average for all production workers in the current survey by about 1 cent an hour. Thus, the percent of increase since the 1961 survey is 14.8 percent if these data are included and 15.2 percent if they are excluded.

⁴ For definition of regions, see footnote 2 of table 1. Average earnings in the other five regions studied separately but not in the table were: Middle West, \$2.63; New England, \$2.32; Southwest, \$2.18; Border States, \$2.13; and Southeast, \$1.97.

⁵ Standard Metropolitan Statistical Areas as defined by the U.S. Bureau of the Budget through March 1965.

⁶ Individual releases for each area were issued earlier and are available upon request.

Men accounted for 95 percent of the 31,147 workers covered by the survey and averaged \$2.58 an hour; women averaged \$2.09 and were most commonly employed as labelers and packers.

Slightly more than nine-tenths of the workers were employed in metropolitan areas.⁵ As indicated in the following tabulation, average hourly earnings in the 18 areas studied separately ranged from \$2.02 in Baltimore to \$3.16 in San Francisco-Oakland.⁶

Area	Number of production workers	Average straight-time hourly earnings
Atlanta.....	407	\$2.22
Baltimore.....	920	2.02
Boston.....	632	2.43
Chicago.....	4,453	2.60
Cleveland.....	1,581	2.60
Dallas.....	641	2.41
Detroit.....	1,481	2.88
Houston.....	432	2.21
Kansas City.....	628	2.71
Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove.....	1,747	2.90
Louisville.....	686	2.48
Newark and Jersey City.....	2,092	2.71
New York.....	1,474	2.34
Paterson-Clifton-Passaic.....	379	2.42
Philadelphia.....	1,943	2.60
Pittsburgh.....	469	2.66
St. Louis.....	637	2.64
San Francisco-Oakland.....	1,093	3.16

In each region, average hourly earnings were higher in the larger establishments than in the smaller ones. Averages were also higher in establishments with labor-management contracts covering a majority of their production workers than in those without such contract coverage. (Establishments with collective bargaining agreements accounted for two-thirds of the work force.) In the Southeast, however, averages in union and nonunion establishments were identical. Because of the interrelationship of these and other factors, the exact influence on earnings of any one characteristic could not be determined in this study.

Earnings of 94 percent of the workers were within a range of \$1.50 to \$3.50 an hour; about 3 percent earned less than \$1.50 and 3 percent earned \$3.50 or more. The middle half of the workers earned between \$2.24 and \$2.92.

The occupational classifications for which data are presented in table 1 accounted for nearly three-fifths of the workers covered by the survey.

Average hourly earnings for these occupations ranged from \$2.26 for labelers and packers to \$2.98 for varnish makers. Numerically the most important job studied separately, fillers averaged \$2.43. Averages for most of the jobs in the Middle Atlantic, Great Lakes, Middle West, and Pacific regions exceeded the national averages; in the New England, Border States, Southeast, and Southwest regions, occupational averages were generally below national averages. Earnings of individual workers were widely distributed within the same job and geographic area.

Work schedules of 40 hours a week were predominant in establishments employing 94 percent of the production workers in November 1965. About 8 percent of the workers were employed on second shifts at the time of the study. Shift differentials paid to these workers varied widely, but most commonly amounted to 10 cents an hour above day-shift rates. Third-shift operations accounted for approximately 2 percent of the work force.

Virtually all of the establishments provided paid holidays. Provisions for 6, 7, 8, or 9 days annually, with additional half days in several instances, applied to slightly more than four fifths of the workers. Provisions for 10 days or more applied to a seventh of the workers and were common only in the New England and Middle Atlantic regions.

All establishments provided paid vacations to production workers with qualifying periods of service. Typical vacation provisions were 1 week of pay after 1 year of service, 2 weeks after 2 years, and 3 weeks after 15 years. Provisions for at least 4 weeks after 25 years of service covered half of the workers.

Life, hospitalization, and surgical insurance were available to more than nine-tenths of the production workers in the industry; medical insurance applied to nearly four-fifths; accidental death and dismemberment insurance and sickness and accident insurance to approximately three-fifths; sick leave plans (mostly full pay, no wait-

TABLE 1. NUMBER AND AVERAGE STRAIGHT-TIME HOURLY EARNINGS¹ OF PRODUCTION WORKERS IN PAINT AND VARNISH MANUFACTURING ESTABLISHMENTS, BY SELECTED CHARACTERISTICS AND SELECTED REGIONS,² NOVEMBER 1965

Item	United States ³		Middle Atlantic		Great Lakes		Pacific	
	Number	Earnings ¹	Number	Earnings ¹	Number	Earnings ¹	Number	Earnings ¹
All production workers.....	31,147	\$2.56	8,275	\$2.60	11,363	\$2.65	3,213	\$2.97
Men.....	29,684	\$2.58	7,929	\$2.62	10,713	\$2.68	3,077	\$3.00
Women.....	1,463	2.09	346	2.07	650	2.09	136	2.30
SIZE OF ESTABLISHMENT								
8-99 workers.....	14,915	2.35	4,162	2.37	3,867	2.45	1,540	2.87
100 workers or more.....	16,232	2.75	4,113	2.83	7,496	2.75	1,673	3.07
LABOR-MANAGEMENT CONTRACT STATUS								
Establishments with—								
Majority of workers covered.....	19,883	2.69	6,654	2.65	7,700	2.68	2,527	3.07
None or minority of workers covered.....	11,264	2.33	1,621	2.39	3,663	2.58	686	2.63
SELECTED OCCUPATIONS								
Fillers, hand or machine (3,066 men, 150 women).....	3,216	2.43	770	2.49	1,166	2.50	390	2.86
Janitors (705 men, 32 women).....	737	2.34	167	2.44	367	2.43	29	2.68
Labelers and packers (1,554 men, 578 women).....	2,132	2.26	510	2.33	736	2.33	234	2.64
Laborers, material handling (all men).....	1,350	2.34	254	2.39	485	2.46	142	2.92
Maintenance men, general utility (all men).....	911	2.86	221	2.90	339	2.95	65	3.47
Millers-grinders (all men).....	1,829	2.61	379	2.60	806	2.70	135	3.06
Mixers (all men).....	2,524	2.57	735	2.61	767	2.67	276	2.96
Receiving clerks (all men).....	162	2.64	32	2.60	49	2.62	20	3.14
Shipping clerks (all men).....	289	2.77	67	2.82	80	2.81	64	3.23
Shipping and receiving clerks (all men).....	292	2.64	81	2.67	86	2.74	19	3.37
Technicians (865 men, 30 women).....	895	2.85	231	2.90	324	2.89	90	2.98
Testers, product (795 men, 50 women).....	845	2.59	203	2.67	308	2.61	94	3.04
Tinters (1,418 men, 1 woman).....	1,419	2.92	350	2.95	536	2.99	166	3.33
Truckdrivers (all men).....	759	2.59	188	2.77	147	2.81	140	3.12
Varnish makers (all men).....	690	2.98	184	3.05	281	3.01	80	3.29

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

² The regions shown include: *Middle Atlantic*—New Jersey, New York, and Pennsylvania; *Great Lakes*—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin; and *Pacific*—California, Nevada, Oregon, and Washington.

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

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

ing period) to slightly more than half; and catastrophe insurance to about two-fifths.

Pension plans, providing regular payments for the remainder of the retiree's life (in addition to Federal social security benefits), were in effect in establishments employing seven-tenths of the production workers. Plans providing lump-sum payments at retirement covered 5 percent of the work force.

These health, insurance, and pension benefits relate to plans financed at least in part by the employer; employers, however, typically paid the total costs.

Candy Manufacturing

Straight-time hourly earnings of production and related workers in plants manufacturing candy and other confectionery products averaged \$1.87 in September 1965.⁷ (See table 2.) All but 4 percent of the 49,736 workers covered by the survey had earnings within a range of \$1.25 to \$3 an hour; the middle 50 percent earned between \$1.51 and \$2.14. Accounting for nearly three-fifths of the workers, women averaged \$1.69 an hour; men averaged \$2.11.

The September 1965 average was 19 percent above the average in November–December 1960, when the Bureau conducted a similar survey.⁸ The industry was most heavily concentrated in the Great Lakes and Middle Atlantic regions⁹ where earnings averaged \$1.95 and \$1.88 an hour,

respectively. Workers averaged \$2.22 an hour in the Pacific region, \$1.79 in New England, and \$1.50 in the Southeast. Information was developed separately for six metropolitan areas which together accounted for nearly one-half of the industry's employment. As indicated in the following tabulation, average earnings of production workers in these areas ranged from \$1.79 in Boston to \$2.28 in San Francisco–Oakland.¹⁰

Metropolitan area	Number of production workers	Average straight-time hourly earnings
Boston.....	4, 160	\$1. 79
New York.....	3, 845	1. 86
Philadelphia.....	2, 588	1. 93
Chicago.....	9, 976	2. 09
Los Angeles–Long Beach.....	1, 422	2. 11
San Francisco–Oakland.....	1, 572	2. 28

Men averaged more than women in each region, with the differences ranging from 51 cents in the Great Lakes to 12 cents in the Southeast. Differences in average pay levels for men and women may be the result of several factors, including variation in the distribution of the sexes among establishments and jobs with disparate pay levels.

Nationwide, workers in metropolitan areas averaged 21 cents an hour more than those in nonmetropolitan areas. Earnings of workers in establishments with 250 employees or more averaged \$1.95 an hour; in establishments with 100 but less than 250 employees, \$1.85; in establishments with 20 but less than 100 employees, \$1.66.

Production workers in establishments with union contracts accounted for one-half of the work force. These workers averaged \$1.93 an hour, compared with \$1.80 for those in establishments without such contracts. In the Pacific region, averages in union establishments were 25 cents an hour more than those in nonunion establishments; however, in the Middle Atlantic and Great Lakes regions, earnings averaged about the same for the two groups of establishments. Regionally, establishments having collective bargaining agreements accounted for slightly more than eight-tenths of the workers in the Pacific region, seven-tenths in the Middle Atlantic, four-tenths in the Great Lakes region, nearly two-tenths in New England, and slightly more than one-tenth in the Southeast.

Nearly 8 percent of the workers covered by the survey earned less than \$1.30 an hour, 16 percent earned less than \$1.40, and 23 percent earned

⁷ This survey covered establishments that employed 20 workers or more and were classified in industry 2071 as defined in the 1957 edition and 1963 supplement of the *Standard Industrial Classification Manual*, U.S. Bureau of the Budget. Establishments primarily manufacturing solid chocolate bars (SIC 2072), those primarily manufacturing chewing gum (SIC 2073), those primarily making confectionery for direct sale on the premises, and those primarily engaged in shelling and roasting nuts (these are classified in trade industries) were excluded. Also excluded from the study were separate auxiliary units such as central offices. This summary was prepared by Charles E. Scott, Jr., of the Division of Occupational Pay.

⁸ For results of the earlier survey, see "Wages in Candy Manufacturing, November–December 1960," *Monthly Labor Review*, July 1961, pp. 737–742.

⁹ The regions in this study are: *New England*—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; *Middle Atlantic*—New Jersey, New York, and Pennsylvania; *Southeast*—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee; *Great Lakes*—Illinois, Indiana, Michigan, Minnesota, Ohio, Wisconsin; and *Pacific*—California, Nevada, Oregon, and Washington.

¹⁰ Separate releases, providing information on earnings and supplementary benefits for these six areas of industry concentration, were issued earlier and are available upon request to the Bureau.

less than \$1.50. Regionally, the proportions earning less than \$1.50 an hour were: About two-thirds in the Southeast, one-fourth in New England, slightly more than one-fifth in the Great Lakes, one-seventh in the Middle Atlantic, and less than 5 percent in the Pacific region.

Data were tabulated separately for a number of selected occupations. Numerically the most important job surveyed separately, fancy hand packers (mostly women) averaged \$1.67 an hour. Men maintenance machinists had the highest average earnings—\$3.05 an hour. In jobs where comparisons for all regions were made, average hourly earnings were highest in the Pacific region and lowest in the Southeast. Earnings of individual workers varied considerably within the same job and general geographic location. In some instances, hourly earnings of the highest paid workers exceeded those of the lowest paid in the same job and the same area by \$1 or more.

Weekly work schedules of 40 hours applied to four-fifths of the workers nationally and more than nine-tenths in all but one of the regions studied separately. In the Great Lakes region (principally Chicago), schedules of 48 hours or more applied to two-fifths of the workers. Nationally, nearly a fifth of the production workers were employed on second shifts at the time of the study; most of the workers were paid shift differentials, the single most common amount was 5 cents an hour above first-shift rates. Third-shift operations accounted for about 3 percent of the workers.

Nearly all workers were provided paid holidays. The most common provisions were 6 or 7 days annually, with additional half days in some instances. Holiday provisions varied considerably among the regions. For example, a third of the workers in the Middle Atlantic region received 11 paid holidays, while the maximum number provided in the Southeast was 6.

TABLE 2. NUMBER AND AVERAGE STRAIGHT-TIME HOURLY EARNINGS¹ OF PRODUCTION WORKERS IN CANDY AND OTHER CONFECTIONERY MANUFACTURING ESTABLISHMENTS, BY SELECTED CHARACTERISTICS AND REGIONS,² SEPTEMBER 1965

Characteristics	United States ³		New England		Middle Atlantic		Southeast		Great Lakes		Pacific	
	Number	Earnings ¹	Number	Earnings ¹	Number	Earnings ¹	Number	Earnings ¹	Number	Earnings ¹	Number	Earnings ¹
All production workers.....	49,736	\$1.87	5,339	\$1.79	13,863	\$1.88	3,628	\$1.50	15,997	\$1.95	4,329	\$2.22
Men.....	20,872	2.11	1,960	2.07	5,542	2.15	1,782	1.56	7,367	2.23	1,660	2.49
Women.....	28,864	1.69	3,379	1.62	8,321	1.71	1,846	1.44	8,630	1.72	2,669	2.05
SIZE OF COMMUNITY												
Metropolitan areas ⁴	44,001	1.89	5,104	1.79	13,514	1.88	3,074	1.53	13,380	1.99	4,180	2.21
Nonmetropolitan areas.....	5,735	1.68							2,617	1.78		
SIZE OF ESTABLISHMENT												
20-99 workers.....	10,473	1.66			2,853	1.64			2,963	1.56	1,610	2.12
100-249 workers.....	11,500	1.85	489	1.85	2,724	1.77	1,419	1.43	2,702	1.86	2,103	2.30
250 workers or more.....	27,763	1.95	4,120	1.77	8,286	2.00	1,404	1.64	10,332	2.09		
LABOR-MANAGEMENT CONTRACT STATUS												
Establishments with—												
Majority of workers covered.....	24,844	1.93			10,037	1.89			6,574	1.94	3,590	2.26
None or minority of workers covered.....	24,892	1.80	4,384	1.78	3,826	1.88	3,216	1.49	9,423	1.96	739	2.01
SELECTED OCCUPATIONS ⁵												
Candy makers, class A (all men).....	773	2.55	131	2.45	132	2.53	52	1.91	246	2.66	107	2.83
Candy makers, class B (1,684 men, 96 women).....	1,780	2.14	105	2.25	607	2.18	253	1.51	456	2.31	194	2.55
Candy makers' helpers (2,397 men, 174 women).....	2,571	1.89	170	1.81	486	1.79	341	1.45	1,071	2.13	147	2.30
Enrobing-machine operators (378 men, 85 women).....	463	2.28	54	2.12	103	2.24	28	1.62	161	2.47	55	2.62
Enrobing-machine operators' helpers (1,789 women, 141 men).....	1,930	1.69	89	1.62	484	1.69	126	1.35	593	1.60	347	2.06
Inspectors, candy (419 women, 13 men).....	432	1.78	20	1.85	128	1.80	94	1.38	157	1.99		
Laborers, material handling (1,936 men, 18 women).....	1,954	1.91	237	1.75	356	1.91	136	1.45	867	2.02	96	2.57
Machinists, maintenance (all men).....	262	3.05	29	2.89	60	2.92	12	2.15	135	3.19		
Packers, hand, bulk (3,318 women, 57 men).....	3,375	1.58	521	1.39	1,195	1.61	176	1.34	795	1.74	218	1.88
Packers, hand, candy bars (1,362 women, 30 men).....	1,392	1.74			414	2.10	105	1.30	553	1.55	104	2.05
Packers, hand, fancy (5,636 women, 2 men).....	5,638	1.67	636	1.72	2,213	1.63	245	1.37	1,258	1.71	543	2.05
Wrapping-machine operators (3,407 women, 157 men).....	3,564	1.85	302	2.03	673	1.88	401	1.52	1,457	1.95	223	2.13

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

² For definition of regions, see text footnote 9.

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

⁴ Standard Metropolitan Statistical Areas as defined by the U.S. Bureau of the Budget through March 1965.

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

Virtually all workers were employed in establishments providing paid vacations after qualifying periods of service—usually 1 week of vacation pay after 1 year of service, 2 weeks after 3 years, and 3 weeks after 15 years. Slightly more than a third were eligible for 4 weeks after 25 years. Regional variations in provisions were more pronounced for the longer periods of service: The proportions of production workers employed in establishments providing 1 week after 1 year ranged from 75 percent in the Southeast to 97 percent in the Pacific region; after 15 years of service, 22 percent of the workers in the Southeast were eligible for 3 weeks, compared with 89 percent in the Pacific region.

Life, hospitalization, and surgical insurance were available to approximately seven-eighths of the workers. Sickness and accident insurance applied to three-fifths; medical insurance, to seven-tenths; and accidental death and dismemberment insurance, to slightly more than half of the workers. These benefits relate to plans financed at least in part by the employer; employers typically paid the total costs, although this practice varied by region. For example, in New England 95 percent of the workers were in establishments providing life insurance but only 26 percent were covered under plans wholly financed by the employer. In the Middle Atlantic region, however, 83 percent were covered by employer-financed plans and only 3 percent by jointly financed plans.

Retirement pension plans (other than Federal social security benefits) were provided by establishments employing three-fifths of the workers. Regionally, the proportions ranged from 45 percent in the Great Lakes region to 87 percent in the Pacific region. Most of these workers were covered by employer-financed plans.

Formal provisions for nonproduction bonuses, usually Christmas or yearend, were in effect in plants accounting for one-fourth of the workers nationally, two-fifths in the Great Lakes region, a third in New England, and a fifth or less in the remaining regions.

¹¹ This survey covered establishments employing eight workers or more and classified in industry group 242 as defined by the 1957 edition of the *Standard Industrial Classification Manual* and supplements, U.S. Bureau of the Budget. The following summary was prepared by Joseph C. Bush of the Division of Occupational Pay.

¹² For results of the earlier survey, see "Wages in Southern Sawmills and Planing Mills, June 1962," *Monthly Labor Review*, February 1963, pp. 151-153.

Southern Sawmills and Planing Mills

The 100,184 production workers covered by the survey¹¹ averaged \$1.39 an hour in October 1965. (See table 3.) All but 3 percent were paid on a time-rate basis; 1 out of 8 workers were in mills with union agreements.

The \$1.39 average was 11 percent above the earnings level in June 1962 (\$1.25) when the Bureau conducted a similar survey.¹² Most of this increase appears to have been due to a change in the Federal minimum wage from \$1.15 to \$1.25, effective September 3, 1963. During both survey periods, more than half the workers had hourly earnings at or within a few cents of the Federal minimum wage.

Earnings in the Southeast region, accounting for about three-fifths of the work force, averaged \$1.37 an hour, compared with \$1.42 in the Southwest and Border States. Among the States tabulated separately, hourly averages ranged from \$1.33 in Georgia to \$1.45 in West Virginia. Average earnings in the seven Southeastern States were between \$1.33 and \$1.43, with averages of \$1.39 to \$1.45 in the three Border States and the three Southwestern States. The proportion of workers earning between \$1.25 and \$1.30 was about three-fifths in the Southeast, compared with two-fifths in the other two regions.

Many establishments operated logging camps in conjunction with their milling operations. Accounting for nine-tenths of the production workers, mill workers earned a few cents an hour more than logging workers in the Border and Southeast regions, but 1 cent less in the Southwest. Differences in average hourly earnings among other characteristics (type of wood, size of mill, etc.) usually amounted to only a few cents.

Among the occupational classifications studied separately, averages ranged from \$2.70 an hour for head-saw operators on band saws to between \$1.28 and \$1.31 for most unskilled jobs. Lumber stackers and machine offbearers, the two numerically most important occupations, each averaged \$1.29 an hour. Regionally, occupational averages were almost always lowest in the Southeast, with those in the Border States and the Southwest averaging a few cents an hour more.

Work schedules of 40 hours a week were in effect in mills employing slightly more than three-

TABLE 3. NUMBER AND AVERAGE STRAIGHT-TIME HOURLY EARNINGS¹ OF PRODUCTION WORKERS IN SAWMILLS AND PLANING MILLS, BY SELECTED CHARACTERISTICS, SOUTH AND REGIONS,² OCTOBER 1965

Characteristics	Total South		Border States		Southeast		Southwest	
	Number	Earnings ¹	Number	Earnings ¹	Number	Earnings ¹	Number	Earnings ¹
All production workers.....	100,184	\$1.39	16,301	\$1.42	56,883	\$1.37	27,000	\$1.42
Mill workers.....	90,825	\$1.39	13,774	\$1.43	52,059	\$1.37	24,992	\$1.42
Logging workers.....	9,359	1.37	2,527	1.40	4,824	1.33	2,008	1.43
SIZE OF MILL								
8-99 workers.....	67,004	1.37	13,839	1.41	40,791	1.35	12,374	1.39
100 workers or more.....	33,180	1.43	2,462	1.49	16,092	1.41	14,626	1.45
PREDOMINANT TYPE OF WOOD								
Hardwood.....	49,058	1.42	11,990	1.44	25,861	1.40	11,207	1.43
Softwood.....	51,126	1.36			31,022	1.34	15,793	1.41
SELECTED OCCUPATIONS ³								
<i>Sawmills and planing mills</i>								
Block setters.....	802	1.38	160	1.39	498	1.36	144	1.42
Cut-off-saw operators.....	1,951	1.34	415	1.35	986	1.34	550	1.35
Edger men.....	3,141	1.37	702	1.39	1,865	1.35	574	1.42
Firemen, stationary boiler.....	2,179	1.30	205	1.33	1,409	1.28	565	1.33
Graders, planed lumber.....	1,109	1.48	102	1.60	577	1.43	430	1.52
Head-saw operators, band saw.....	470	2.70	53	2.87	213	2.65	204	2.71
Head-saw operators, circular saw.....	2,408	1.95	635	2.00	1,490	1.89	283	2.18
Loaders, car and truck.....	2,529	1.29	443	1.31	1,155	1.27	931	1.30
Log deckmen.....	1,981	1.30	494	1.32	1,220	1.29	267	1.28
Lumber stackers, air drying or storage.....	5,657	1.29	1,362	1.30	3,636	1.28	659	1.38
Off-bearers, machine ⁴	7,838	1.29	1,330	1.30	5,134	1.28	1,374	1.31
Sawmilling operations.....	4,834	1.28	994	1.30	3,120	1.27	720	1.30
Planing operations.....	2,300	1.28	327	1.30	1,476	1.27	497	1.32
Planer operators (feed only).....	1,500	1.31	153	1.30	877	1.29	470	1.34
Planer operators (set up and operate).....	1,093	1.78	142	1.73	675	1.71	276	1.96
Sorters, green chain.....	2,748	1.28	271	1.33	1,652	1.26	825	1.29
Trimmermen.....	2,402	1.31	385	1.34	1,484	1.29	533	1.34
Truckdrivers.....	3,267	1.37	787	1.43	2,043	1.35	437	1.33
Truckdrivers, power (forklift).....	3,770	1.36	600	1.41	2,290	1.35	880	1.37
<i>Logging</i>								
Cat drivers, skidding.....	1,191	1.44	361	1.51	526	1.39	304	1.43
Fallers and buckers, power.....	2,033	1.37	731	1.39	1,154	1.34	148	1.51
Teamsters, logging.....	920	1.30	299	1.34	570	1.28	51	1.36
Truckdrivers, logging.....	1,600	1.34	350	1.39	884	1.30	366	1.40

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

² The regions used in this study are: *Border States*—Kentucky, Virginia, and West Virginia; *Southeast*—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee; and *Southwest*—Arkansas, Louisiana, Oklahoma, and Texas.

³ The forthcoming BLS bulletin will include earnings information for occupations in addition to those shown here.

⁴ Includes workers in addition to those shown separately.

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

fourths of the production workers. Most of the remaining workers were scheduled to work 45 hours or more a week. Less than 5 percent of the workers were employed on late shifts at the time of the survey.

About one-fourth of the workers were provided paid holidays, ranging from 1 to 7 days a year. Paid vacations after qualifying periods of service were provided by mills employing almost three-tenths of the workers in the Border States and Southeast regions and slightly more than two-fifths in the Southwest. In each region, the most common provision after 1 year of service was 1 week of vacation pay.

Life, hospitalization, and surgical insurance benefits, for which the employer paid at least part of the cost, were provided by establishments accounting for two-fifths of the workers. Accidental death and dismemberment, sickness and accident, and medical insurance benefits were provided by establishments employing between a fifth and a fourth of these workers. When these benefits were provided, the employees usually shared in the cost.

Retirement pension plans, providing regular payments for the remainder of the retiree's life (in addition to social security benefits), were in effect in only a few mills.

Technical Note

Seasonally Adjusted CPI Components

HARRIETT J. HARPER AND
CARLYLE P. STALLINGS*

AN INCREASING AWARENESS of the importance of seasonal influences in period-to-period statistical comparisons has resulted in a need for either seasonally adjusted price indexes, or factors which can be used to adjust or interpret indexes previously published only on an unadjusted basis.

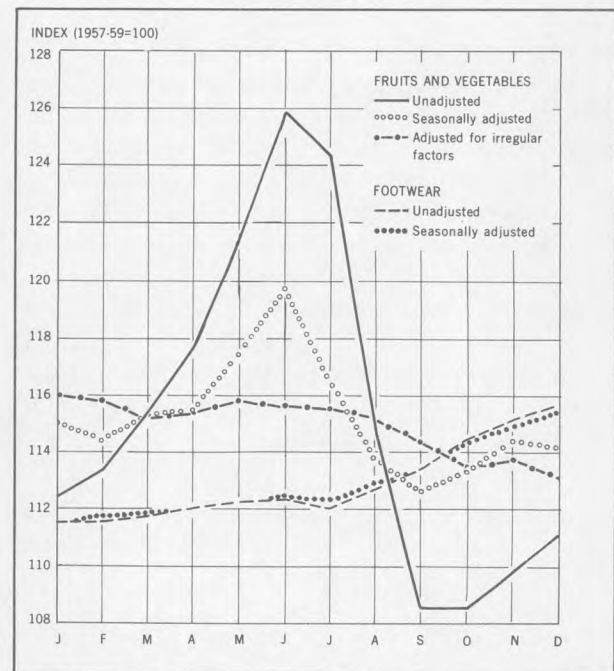
Elimination of seasonality is particularly important in periods of rapidly changing prices. Seasonally adjusted indexes reflect price changes after elimination of the effects of annually recurring events: weather conditions, crop-growing cycles, special sales, holiday seasons, and industry model changeover periods. An index showing only the long-run movement and irregular influences caused by unusual events, but undisturbed by the usual seasonal price patterns, enables analysts to isolate factors requiring necessary decisions by policymakers which affect long-run policies and objectives. Businesses have needed price indexes and other economic data adjusted for seasonality in order to plan optimum use of plant, equipment, and labor. Changes in the patterns of production and marketing have been brought about by the use of such information.

Seasonal adjustment factors for various CPI components were published in 1963.¹ Because of the relatively minor seasonal fluctuations in the index for all items which results from offsetting movements in its various components, the Bureau did not publish seasonally adjusted indexes. Also considered were problems which might result from publication of the index on both a seasonally ad-

justed and an unadjusted basis, especially in months when the two indexes show opposite changes. The need for these indexes as analytical tools, however, outweighs any problems which might result from their publication, particularly since the overall index—all items—will not be seasonally adjusted.

Seasonally adjusted indexes for selected components of the CPI, in which there are significant

Seasonal Variation in Selected Consumer Price Index
Components, 1965



The above chart shows unadjusted and seasonally adjusted 1965 indexes for the extremes of seasonal variation among the components for which these indexes are available. Fruit and vegetable prices experienced the greatest seasonal movement and footwear the least. After seasonal adjustment the index of fruit and vegetable prices still showed erratic movements which are caused by the so-called "irregular" factors. After adjustment for these irregular factors, the dot-dash line shows a slight downward movement during the year. Extremely unfavorable weather conditions in major producing areas, which drastically curtailed supplies, account for most of the irregular influences.

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

¹ See *Seasonal Factors, Consumer Price Index: Selected Series, June 1953-May 1961* (BLS Bulletin 1366, 1963).

TABLE 1. SEASONAL FACTORS¹ FOR ADJUSTING COMPONENTS OF THE CONSUMER PRICE INDEX, 1966

[Year Average=100]

Components	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
Food.....	99.8	100.0	99.7	99.7	99.6	99.9	101.0	100.3	100.3	100.0	99.7	99.8
Food at home.....	99.8	100.0	99.7	99.6	99.5	99.9	101.3	100.4	100.3	100.0	99.6	99.7
Meats, poultry, and fish.....	100.0	100.0	99.3	98.7	98.2	98.5	100.2	101.4	102.1	101.2	100.4	99.8
Dairy products.....	100.7	100.3	100.1	99.5	99.2	99.0	99.5	99.9	100.2	100.6	100.6	100.7
Fruits and vegetables.....	97.7	99.0	100.0	101.8	103.4	105.1	106.7	100.7	96.4	95.8	96.1	97.3
Other food at home.....	100.8	100.2	99.3	99.1	98.8	98.4	99.2	99.8	101.4	101.8	100.8	100.5
Fuel and utilities.....	100.4	100.2	100.3	100.1	99.7	99.6	99.5	99.5	99.8	100.0	100.2	100.4
Fuel oil and coal.....	102.2	102.3	101.9	100.7	98.6	98.0	97.9	98.0	98.7	99.8	100.6	101.2
Apparel and upkeep.....	99.5	99.6	99.7	99.9	99.9	99.9	99.6	99.6	100.2	100.6	100.6	100.5
Men's and boys'.....	99.6	99.6	99.6	99.9	100.0	99.9	99.7	99.7	100.2	100.4	100.6	100.5
Women's and girls'.....	99.0	99.3	99.5	99.7	99.6	99.7	99.5	99.3	100.5	101.4	101.2	101.0
Footwear.....	100.0	99.9	99.9	100.0	100.0	99.9	99.7	99.8	100.0	100.1	100.2	100.2
Transportation.....	100.4	99.7	99.6	99.7	100.0	99.9	100.1	100.0	99.8	100.4	100.5	100.3
Private.....	100.4	99.6	99.5	99.7	100.0	99.9	100.1	100.0	99.8	100.5	100.6	100.3
Commodities.....	99.9	99.9	99.8	99.8	99.8	100.1	100.2	100.0	100.1	100.2	100.1	100.0
Nondurables.....	99.8	99.9	99.7	99.8	99.7	100.0	100.4	100.1	100.1	100.2	100.0	99.9
Durables.....	100.0	99.9	99.9	100.0	100.0	100.0	99.9	99.8	99.8	100.2	100.4	100.2
Commodities less food.....	99.9	99.8	99.9	100.0	99.9	99.9	99.9	99.7	100.0	100.3	100.4	100.3
Nondurables less food.....	99.9	99.7	99.8	99.9	99.9	99.9	99.8	99.8	100.2	100.4	100.3	100.3
Apparel commodities.....	99.4	99.5	99.7	99.8	99.9	99.9	99.8	99.5	100.2	100.9	100.8	100.7
Apparel less footwear.....	99.4	99.4	99.6	99.7	99.8	99.8	99.7	99.5	100.3	100.9	100.9	100.7
New cars.....	100.8	100.4	100.2	100.0	99.6	99.4	98.8	98.7	98.1	100.9	101.9	101.1
Used cars.....	98.5	97.2	98.1	99.3	99.9	101.2	101.4	101.1	101.2	101.2	101.1	99.8
Household furnishings.....	99.7	99.9	100.2	100.3	100.1	100.2	99.9	99.7	100.0	100.0	100.1	100.0

¹ Seasonal factors are for all index series which are currently being seasonally adjusted. These factors were derived by the BLS seasonal factor method

using data for 1956-65, and will be updated at the end of each calendar year for use in adjusting indexes for the subsequent year.

seasonal patterns of price change, were first published in early 1966.² These components and their factors for 1966 are shown in table 1. These factors are scheduled to be updated annually. The seasonally adjusted indexes are calculated only at the national level and are published simultaneously with the original or unadjusted indexes. Computation procedures for the unadjusted series are not altered in any way by seasonal adjustments. The additional calculation merely adjusts the original indexes by the derived seasonal factors. At this time, there are no plans to publish seasonally adjusted indexes by city.

The seasonal factors used in deriving the adjusted indexes were developed from the BLS seasonal factor method, using data for 1956-65. This is an adaptation of the ratio-to-moving-average method,³ with allowances for changing seasonal patterns. Seasonal factors are obtained by eliminating the underlying trend-cycle movement of the series and the irregular fluctuation from the

² See CPI release, January 1966 and *Monthly Labor Review*, April 1966, pp. 405-409.

³ A brief description of the method of seasonal adjustment for the Consumer Price Index is available upon request from the Bureau of Labor Statistics, U.S. Department of Labor, Washington, D.C. 20212.

TABLE 2. EFFECT OF SEASONAL VARIATIONS¹ ON THE CONSUMER PRICE INDEX, BY COMPONENTS, 1965

[Based on 1965 seasonal adjustment factors and component weights]

Components	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
All items.....	-0.012	-0.078	-0.123	-0.096	-0.139	-0.094	0.199	-0.005	0.040	0.128	0.077	0.049
Food at home.....	-0.036	0	-0.054	-0.072	-0.090	-0.118	0.239	0.073	0.055	0	-0.073	-0.056
Food away from home.....	0	-0.004	0	0	-0.005	-0.005	-0.005	0	0.005	0.005	0	0
Shelter.....	0.020	0.020	0.020	0	-0.020	-0.020	0	-0.020	-0.020	0	0	0
Fuel and utilities.....	0.021	0.010	0.015	0.005	-0.015	-0.021	-0.026	-0.025	-0.010	0	0.010	0.021
Household furnishings and operation.....	-0.008	0	0.008	0.008	0	0	0	-0.015	0	0	0	0
Men's and boys' apparel.....	-0.011	-0.011	-0.011	-0.011	-0.011	-0.011	-0.011	-0.011	0.006	0.011	0.017	0.014
Women's and girls' apparel.....	-0.040	-0.028	-0.020	-0.012	-0.016	-0.012	-0.020	-0.028	0.020	0.056	0.048	0.040
Footwear.....	0	-0.002	-0.002	0	0	0	-0.002	-0.003	0	0.002	0.003	0.003
Other apparel and upkeep.....	0.002	0.002	0.002	0.002	0.002	0.002	-0.004	-0.002	-0.002	-0.004	-0.002	0
Private transportation.....	0.050	-0.051	-0.063	-0.038	0	-0.013	0	-0.013	0	-0.025	0.063	0.038
Public transportation.....	0.001	0.004	0.001	0.002	0	0	-0.001	0	-0.001	-0.001	-0.004	0.001
Medical care.....	-0.006	0	0	0.006	0.006	0.012	0.012	0.006	-0.006	-0.006	-0.006	-0.012
Personal care.....	0	-0.003	0	0.003	0.003	-0.003	0	-0.003	-0.003	-0.003	0	0.005
Reading and recreation.....	0	0	0	0.018	0.006	-0.006	-0.006	0.006	0.006	0	0.006	0
Other goods and services.....	-0.005	-0.015	-0.015	-0.015	-0.010	-0.005	-0.010	0.015	0.015	0.005	0.005	-0.005

¹ Relative effects were computed by multiplying the relative weight of each component by its seasonal adjustment factor minus 100. For example,

the computation for food at home in January 1965 was: $18.18 \times (99.8 - 100.0) = -0.036$ percent.

NOTE: Because of rounding, monthly variations may not equal zero.

original data. When the seasonal factor has been applied to the original data, it removes the annually repetitive pattern which makes prices in certain months consistently higher or lower than in others.

The all-items index is affected only slightly by seasonal factors because of offsetting movements among the various components; this index will therefore not be published on a seasonally adjusted basis. Illustrating these offsetting movements, table 2 shows the relative effects of seasonal variation of the index components on the total index

in 1965. Most of the seasonal variation in the index occurs in prices of food at home, women's and girls' apparel, and private transportation. In the first half of the year, these groups generally move downward seasonally, resulting in a slight net seasonal decline in the total index. With few exceptions, this trend is reversed in the latter half, resulting in a net seasonal advance. However, the net seasonal is less than one-tenth of 1 percent emigration of top scientists and other highly cent—the July figure.

During the early years of the struggle with Napoleon, the Board of Agriculture tried to get crop statistics—but unsystematically. From the potato famine spring the start in 1847 of Irish agricultural statistics—successfully collected by, of all people, the police. Unwillingly, the Boards of Guardians tried to do the same in England in the 1950's; a more successful Scottish attempt foundered on cost. The Inland Revenue, after the cattle plague, got the agricultural returns going to 1866, largely through the post office; and tried to do the same in England in the 1850's; a more successful Scottish grumbling from farmers and some pretty rum returns, one can be sure. The questions seem few and simple by today's standards, but it is remarkable that in those pen-pushing days the results, including full county details, were got out in a matter of months.

—“Counting Sheep,” *The Economist*, June 18, 1966.

Foreign Labor Briefs*

Belgium—Equal Pay

The first strike ever staged by women workers in Belgium ran from February 16 to May 5. Striking for pay equal to that of their male co-workers, 3,000 women employed by the national weapons plant near Liège accepted management's offer, which amounted to almost 70 percent of the demanded full-wage parity. Belgium is a party to the 1951 Equal Remuneration Convention of the ILO and to the equal pay provisions of the 1957 Rome Treaty establishing the Common Market; the Labor Ministry, however, estimates only a 70-percent compliance with the obligation for elimination of wage differentials because of sex.

Brazil—Manpower Deployment

A sampling of the enterprises in Rio de Janeiro that employ a paid work force indicated that the average enterprise had 14 permanent employees. Approximately half of the industrial and business enterprises employed no wage and salary earners, but were composed solely of owners, partners, and occasional collaborators. (The 1960 industrial and commercial censuses had revealed averages of 27 employed persons in each firm in industry and 5 in commerce.) The first of its kind to be undertaken by the Statistical Service of the Ministry of Labor and Social Welfare, the sampling of forms submitted annually by employers indicated that 47.2 percent of the wage and salary earners were employed in industry, 39.1 percent in commerce or credit institutions, 8.5 in transportation and communications, and the remaining 5.2 percent in services. The study also revealed that 94 percent of the wage and salary employees are Brazilians, whereas Brazilian legislation requires only that 67 percent be Brazilian (i.e., born, naturalized, or having children born in Brazil).

Italy—Wage Rise Tied to Prices

Approximately 50 percent of the labor force recently benefited from automatic wage increments

*Prepared in the Office of Foreign Labor and Trade, Bureau of Labor Statistics, on the basis of material available in early July.

that were based on increases in the cost of living. Thus, about 9 million wage earners in industry, commerce, and agriculture received an automatic wage increment on May 1, because of a 1-point rise in the special consumer price index of the National Institute of Statistics (ISTAT) during the quarter January 16–April 15. An additional 2 million Government workers, retirees, and their survivors will receive a similar increment when cumulative changes in the special price index for the whole year are calculated. The country's annual wage bill (including the resulting increased social security charges paid by employers) will subsequently rise by approximately 54 billion lire (US\$86 million). Of this amount, US\$75 million will be paid to industrial workers.

Japan—Technical Assistance

Since 1960, the Japanese Government has been training Southeast Asians in Japan to serve as vocational instructors in their own countries in electricity, mechanics, woodworking, and other trades; sending experts to those countries, upon request; and assisting in the establishment and operation of technical training centers. New aspects of the program, as announced by the Labor Minister at a recent conference on Southeast Asian Economic Development in Tokyo, include stationing Japanese vocational training experts in these countries and sending mobile vocational training seminars into the region.

New Zealand—Labor Shortage

The labor shortage in New Zealand is worse now than at any time since 1961. According to the Department of Labor, there were 8,984 job vacancies but only 336 registered unemployed on December 30, 1965. The shortage is particularly acute in the manufacturing sector, which accounts for over one-quarter of the employed labor force. The emigration of top scientists and other highly trained personnel is also cause for concern.

Portugal—*Emigration*

A decree-law aimed at accomplices rather than emigrants themselves was the latest attempt by the Government to prevent manpower losses through illegal emigration. Adopted on April 5, the decree provided for prison terms ranging from 2 to 8 years at hard labor for persons who (a) entice individuals to leave the country without proper documentation, (b) participate in the acquisition of passports for tourism which in reality are intended to be used for emigration, or (c) assist illegal emigrants in any way. Although strongly endorsing the harsh new penalties as a step in the right direction, the independent newspaper *O Século* commented that the problem of illegal emigration could not be solved without improving the living conditions of the Portuguese workers.

Sweden—*Labor Peace*

An impasse in negotiation of a new basic national agreement between the Swedish Trade Union Confederation (LO) and the Swedish Employers' Federation (SAF) threatened the most serious labor conflict since 1945. The LO had placed a ban on all overtime work, and the SAF had countered with a call for a general lock-out to idle more than 800,000 workers. On April 1, however, contract provisions proposed by the Government-appointed mediation commission were accepted: A shorter workweek (42½ hours); higher severance pay; and an increase in wages of 4 percent in 1966, 3.4 percent in 1967, and 2 percent in 1968. The new agreement is the first to take account of the wage drift, i.e., the tendency of wages actually paid in many industries to exceed the officially negotiated rates; it guarantees a wage drift increase of 27 öre (US\$0.05) per hour in the second and third years of the contract.

Syria—*Economic Crimes*

The first Economic Sanction Law or Economic Penal Code to be enacted in the Arab world was issued in Syria in May 1966. The 39 articles of Legislative Decree No. 37 define and specify punishment of workers for numerous economic crimes

of commission and omission. Under the code, workers' acts of negligence or carelessness, such as harming public property or wasting materials, are punishable by imprisonment of 6 to 24 months; specified, deliberate acts or omissions, such as damage to goods and equipment or drawing up "bad plans" for public economic projects, may lead to 15 years at hard labor.

United Kingdom—*Payroll Tax*

Trying to redeploy labor from the service and construction industries to manufacturing, the Government issued a law requiring employers to pay a novel payroll tax beginning September 5, 1966. The "Selective Employment Tax" is designed to stimulate investment in manufacturing. After paying the tax, manufacturing employers will be returned both the full amount paid and a special premium of about 30 percent of the tax. Agricultural employers, local governments, nationalized industries, and transport enterprises will also receive a full refund of the tax, but they will receive no premium. Employers in the service industries (retail and wholesale trades, banking, insurance, and finance) and construction will receive neither a refund nor a premium.

U.S.S.R.—*Farm Wages*

Collective farmers will henceforth receive guaranteed wages in money as well as in kind. A joint decree of the Government and the Communist Party authorized the new system for general application in July 1966. The wage rates are to be based on rates already established for workers on State farms.

The decree provides that the guaranteed wage in money—and in kind where stored grain, fodder, and other farm products are available—will be paid at least once a month. If the collective farm runs short of money, the State Bank is obliged to grant credits for a period of up to 5 years. The Soviet press did not report how many collective farmers were involved, but a Moscow radio broadcast announced that some 16 million families of collective farmers on about 38,000 collective farms will be affected.

Significant Decisions in Labor Cases*

Non-Communist Affidavits. The U.S. Supreme Court held¹ that filing of false non-Communist affidavits by union officials under section 9(h) of Labor Management Relations Act was not justified by the officials' belief that the law was constitutionally invalid. Without ruling on the constitutionality of the now repealed provision, the Court found that the officials had been in a conspiracy to defraud the U.S. Government, a type of action that is criminal even when the law involved is not valid. The Court, however, remanded the case for a new trial because the trial court had disallowed examination of the Government witnesses' preindictment testimony before a grand jury.

Section 9(h) of the LMRA provided that a labor union could not secure certain services of the NLRB unless each of its officers and each of its parent organization's officers filed affidavits attesting that he is not a member of the Communist Party or "affiliated with such party, and that he does not believe in, and is not a member of, or support any organization that believes in or teaches, the overthrow of the U.S. Government by force or by any illegal or unconstitutional methods."

The prosecution contended that, in order to retain the Communist Party's control over a union (the Mine, Mill and Smelter Workers) and yet to secure the much needed services of the Board, the union (petitioners) and the Communist Party decided that the union's leaders should nominally resign from the party and file affidavits pursuant to section 9(h). Three of the officers filed such affidavits at different dates in subsequent years, although their party affiliations remained unaffected. The union then proceeded to utilize the services of the Board. Subsequently the six petitioners were prosecuted and convicted for conspiring to defraud the NLRB by impairing, obstructing, or defeating its lawful function.

During the trial the Court denied the petitioners' request to inspect grand jury testimony of

Government witnesses which was alleged to be inconsistent with the trial testimony. The Court held that the petitioners showed no "particularized need" for such inspection. The appeals court conceded the trial court's error in denying the petitioners' motions, but held it was not a reversible error because the witnesses were thoroughly and competently cross-examined without manifest inconsistency.

The Supreme Court rejected the petitioners' contention that their conduct was not fraudulent because section 9(h) merely required the Board to certify any officer who filed, without regard to the truthfulness of his statements. The Court held that Congress' unmistakable intent was the filing of truthful affidavits, the act even providing that criminal laws be used against violators.

In asking that their convictions be set aside, the petitioners' main contention was that section 9(h) was unconstitutional. In 1959, they said, it was replaced by another provision—section 504 of the Labor-Management Reporting and Disclosure Act—later declared by the Court² to be a bill of attainder. But the Court refused to rule on the question, holding that the petitioners were in no position to attack the constitutionality of the law. The Court relied upon its ruling in *Kay v. United States*,³ where it held, without passing upon the validity of the act involved, held that "when one undertakes to cheat the Government or to mislead its officers, or those acting under its authority, by false statements, he has no standing to assert that the operations of the Government in which the effort to cheat or mislead is made are without constitutional sanction."

The Court said that a claim of unconstitutionality will not be permitted to excuse a deliberate, voluntary, and calculated action of fraud and deceit, and that one who elects such a method of self-help may not escape the consequences by at-

*Prepared in the U.S. Department of Labor, Office of the Solicitor. The cases covered in this article represent a selection of the significant decisions believed to be of special interest. No attempt has been made to reflect all recent judicial and administrative developments in the field of labor law or to indicate the effect of particular decisions in jurisdictions in which contrary results may be reached based upon local statutory provisions, the existence of local precedents, or a different approach by the courts to the issue presented.

¹ *Dennis v. United States* (U.S. Sup. Ct., June 20, 1966).

² *United States v. Brown*, 381 U.S. 437; see also *Monthly Labor Review*, September 1964, pp. 1063-1064.

³ 303 U.S. 1.

tacking the constitutionality of the law he sought to evade.

The Supreme Court, however, held that the petitioners had the right to examine during the trial Government witnesses' testimony given before the grand jury. The Court said it recognized the "long established policy that maintains the secrecy of the grand jury proceedings in the Federal courts," but in this situation a review of the testimony was called for. The Court pointed out that since the grand jury testimony was taken 15 years earlier, was uncorroborated, and was given by four witnesses—two of them accomplices, one a paid informer, and one a former member of the union—there was evidence of room for error and a good reason for hostility toward the petitioners. In short, there was a "particularized need" for the examination of the grand jury testimony to determine the validity of the witnesses' testimony at the trial.

In his vigorous dissent, Justice Black, joined by Justice Douglas, argued, first, that "if the provisions of section 9(h) requiring non-Communist affidavits constitute a bill of attainder⁴ then . . . the filing of [such affidavits under the section], whether true or false, cannot be said to have interfered with any lawful or legitimate function of the [NLRB]." Second, he condemned what he called "a novel doctrine" established by the majority decision that "unconstitutionality of a law which forms the very nucleus of a criminal charge cannot be a defense to that charge."

Illegal Strike. A Federal court of appeals upheld⁵ as substantially supported an NLRB finding that it was unlawful for a union to call a strike in protest against the employer's alleged violation of a preferential hiring agreement by an attempt to employ nonunion men, because the agreement contained a provision which, in effect, accepted the union's standards of qualifications and competence and thus gave its members priority in hiring.

A plumbing and heating company for New York City, had a bargaining agreement with a local union of plumbers which read in part:

The Association agrees that its members will give priority in employment opportunity to qualified and competent men based upon their length of employment in the geographical areas of the union as contrasted and compared with men who have worked mainly in other geo-

graphical areas. The previous hiring practices in all respects shall continue, including practice as to qualifications and competency, and furthermore, members of the union may be hired as in the past without regard to prior length of service.

When the company needed additional men, the City's Commission on Human Rights, acting in pursuance of an antidiscrimination law, referred to it four nonunion, nonwhite, allegedly qualified applicants for employment. The Commission advised the company that the applicants were qualified and that its city contract might be canceled unless it changed its hiring practices. Thereupon, the employer notified the union that the applicants would be hired. The union requested arbitration, contending it did not discriminate against the applicants because they were Puerto Rican or Negro, but that such hiring was a violation of the "priority of employment" provision of the agreement.

The applicants reported for work, but the union called a strike, ostensibly on the ground of a 2-week-old sanitation controversy. The new men were told there would be no work that day, even though the controversy was settled at 10 o'clock that same morning. The applicants reported for work each day, but the union refused to call off the strike since the new workers could not prove union membership. The union steward told them, "We don't work with nonunion people." The union refused to provide competent workers until the dispute had been arbitrated. Near the end of the second week of the strike, the Mayor suggested an examination for the applicants. Three of them took it, and failed. The president of the local himself said the test was highly technical, presupposed preparatory study, and was given under poor conditions. Two of the applicants filed unfair labor practice charges.

The NLRB trial examiner's finding, approved by the Board, was that the union had struck because the company threatened to hire nonunion men and not because of a sanitary dispute, and that the strike was continued to prevent the hiring of nonunion men and not because they did not qualify under the agreement's provisions for "priority of employment," as the union contended.

⁴ In light of the decision in the *Brown* case.

⁵ *NLRB v. Local 2, Plumbers* (C.A. 2, May 12, 1966).

The court held there was ample evidence that the strike was called, and was continued, to prevent the hiring of the new men.

The court further rejected the union's contention that the strike was justified by the employer's alleged violation of the preferential hiring agreement, holding that some of the provisions of the agreement were invalid under the LMRA. The provisions for hiring "qualified and competent" workers with seniority of employment in the geographical area was valid, the court held, overruling a contrary opinion of the NLRB. But the remainder of the agreement was invalid under section 8(a)(3) and (f)(4) of the act: when read in the light of the union constitution's requirement that the members should not work with nonmembers, it in effect gave the union a power to dictate standards of competence and qualification, and it provided for possible hiring of the members "without regard to their length of service."

In rejecting the union's argument that the Mayor's intervention and the result of the examination given to the applicants should have been

treated as a settlement of the strike, the court held that, "Since neither the Board, nor any of the four men—nor, indeed," [the company]—"participated in the settlement, since it did not profess to end or to redress the unfair labor practices, and since it appeared to assume the validity of the union's insistence that the four men had to qualify by union standards, the Board rightly concluded that the settlement, if such it was, could not displace the remedial procedures of the act."

Regarding the Board's order for backpay, the court said, "The right to backpay is not a punitive award for having been the victim of an unfair labor practice; it rests on the right to have had work and presupposes the ability to do it. To award a man wages which he could not have earned would not be remedial but punitive. [Hence,] the Board's order must be modified to permit inquiry in the compliance proceeding into the length of time for which, but for the union's activities, the four men, on the basis of their ability and other factors, would have been kept at work . . .," the court said.

The life of the law has not been logic: it has been experience. The felt necessities of the time, the prevalent moral and political theories, intuitions of public policy, avowed or unconscious, even the prejudices which judges share with their fellowmen, have had a good deal more to do than the syllogism in determining the rules by which man should be governed. The law embodies the story of a nation's development through many centuries, and it cannot be dealt with as if it contained only axioms and corollaries of a book of mathematics.

—Oliver Wendell Holmes, Jr., *The Common Law*.

Chronology of Recent Labor Events

July 5, 1966

THE PACIFIC MARITIME ASSOCIATION and the Longshoremen and Warehousemen announced agreement on a 5-year contract which provides total wage increases of 90 cents an hour. The 15,000 members of the union will receive 50 cents an hour the first year (retroactive to July 1). The Mechanization and Modernization Agreement was also renewed.

July 8

THE TEAMSTERS ended their convention in Miami Beach, Fla., after voting to create a position of general vice president, to be filled by Frank E. Fitzsimmons, who "shall assume such duties as may be delegated to him by the general president." (See MLR, July 1966, pp. III-IV.)

July 13

A PROPOSAL to end a dispute between New Jersey contractors and the Operating Engineers was offered by Secretary of Labor W. Willard Wirtz and New Jersey Labor Commissioner, Raymond Male. It includes a guarantee of 1,600 hours of work and pay for seasonal employees, total wage increases of 50 cents an hour, and provision for the establishment of a Development Authority to pay workers whose earnings opportunities had not totaled 1,600 hours.

July 15

UNITED MINE WORKERS and large coal producers did not violate Federal antitrust laws by entering into an industry-wide collective bargaining contract at terms smaller coal companies could not meet. A Federal district court in eastern Tennessee decided, in *Pennington v. United Mine Workers of America*, that this is not sufficient proof that the parties had engaged in restraint of trade under the Sherman Antitrust Act. "It also must be shown that there was a 'predatory intent' on the part of union and large producers to drive such other employers out of business." (See MLR, September 1965, pp. 1105-1108.)

July 16

EMPLOYEES at Westinghouse Electric Corp. in Columbus, Ohio, ratified a contract which will provide wage increases of between 19 and 27 cents an hour. A strike preceding

the agreement was begun June 30 by Electrical Workers (IUE), and involved 5,300 employees in a dispute over the elimination of incentive pay for production-line workers. The new agreement calls for a change to straight hourly pay for all employees, but workers formerly receiving incentive pay will receive a "plus rate" addition to their wages through July 5, 1971.

July 18

AMERICAN BAKERY AND CONFECTIONERY WORKERS ended their 2-week-old strike at 10 Nabisco plants throughout the country by accepting minimum pay increases of 17.5 cents an hour. Some workers will receive additional 5- to 15-cent increases after classification adjustments. The strike began when employees of the National Biscuit Co., in Buena Park, Calif. rejected a new contract offer.

AGREEMENT with five voluntary hospitals and their affiliates was reached by the Drug and Hospital Employees Union Local 1199 of New York City. The 9,000 members of the Retail, Wholesale and Department Store Union affiliate will receive a 10-percent wage increase retroactive to July 4, 1966, and a 7½-percent increase in July 1967. A minimum wage of \$1.90 an hour and corresponding increases for employees higher up the ladder will be effective January 1, 1968. The settlement ended a week-long series of work stoppages in the 19 hospitals affected.

PRESIDENT JOHNSON signed a bill increasing wages and fringe benefits for 1.8 million Federal classified and postal employees. Included in the law, effective the pay period beginning July 3, are pay raises of 2.9 percent, full retirement at age 55 for employees with 30 years' service, increased Government contributions to health insurance, and liberalized overtime benefits.

July 19

A BILL, H.R. 2035, which would have automatically increased the costs of Star Route postal contracts whenever the Consumer Price Index rose by at least 1 percent a year, was vetoed by President Johnson. In his message to the House of Representatives, the President stated that approval of this measure would result in "automatic, and often unjustified, wage increases [that] would fuel the fires of inflation."

July 27

AN EMERGENCY BOARD was created under the Railway Labor Act to avert a strike by the Transport Workers against American Airlines. This action delayed the strike for at least 60 days. The union represents the same groups of workers at American Airlines as does the Machinists Union on the five struck airlines. (See MLR, April 1966, p. 535.)

Developments in Industrial Relations*

West Coast Lumber

Nearly 60,000 workers were covered by the 3-year collective bargaining agreements reached in the first week of June in the Pacific Northwest fir, lumber, and plywood industry. The "Big Five"—Weyerhaeuser Corp., U.S. Plywood Corp., Crown Zellerbach Corp., International Paper Co., and Rayonier, Inc. bargaining together as the Northwest Forest Products Association—settled with the Lumber and Sawmill Workers (an affiliate of the Carpenters) and the Woodworkers (IWA) on a package reportedly worth 55 cents an hour. Some 23,000 employees were affected by the settlement. The Timber Operators Council (TOC), representing some 200 firms with 27,000 workers, agreed to a similar package with the two unions, as did the Georgia-Pacific Corp. (7,500 employees) and the St. Regis Paper Co. (2,500 employees). These agreements were expected to set a pattern for an additional 20,000 workers in the industry.¹

While all the settlements provided the same total package, they differed slightly in the amounts applied to wages and to supplementary benefits. The "Big Five" contract provided wage increases of 20 cents an hour effective in June 1966, 12 cents in June 1967, and 10 cents in June 1968; inequity adjustments averaging 2 cents an hour in June 1966 and 1 cent in June 1968 were also included. A shift differential increase of 4 cents, and a 7th paid holiday, the Friday after Thanksgiving, were to be effective in 1968. The companies agreed to a 4-cent-an-hour increase in contributions to the Health and Welfare Fund in the second year of the contract, and a 1-cent-an-hour increase in pension contributions the third year. In 1967, 11½ cents an hour will be allocated for travel time for loggers.

The TOC agreement was similar to the "Big Five" but it provided a 2½-cent inequity adjust-

ment effective in 1968 and made no provision regarding travel time for loggers. The Georgia-Pacific and St. Regis agreements also provided wage increases of 20 cents the first year, 12 cents in 1967, and 10 cents in 1968. Other terms were generally similar to the above settlements.

Dairies

In early June, the Teamsters and fluid milk companies in the San Francisco Bay area reached agreement on a 2-year contract. Some 4,000 employees were provided with wage increases of 15 cents an hour retroactive to April 1, and an additional 12½ cents effective in April 1967. Double time pay was provided after 9½ hours in any 1 day, haulers, however, were to receive double time only after 47½ hours in any 1 week. (Previously, time and one-half had been paid for all hours worked over 8 in any 1 day and to haulers for all hours over 40 in 1 week.) A production premium which stemmed from improved output in automated plants afforded an additional \$1.80 a day for inside employees of plants owned or controlled by retail outlets; a premium of 80 cents a day was provided plant workers in wholesale operations where the volume of liquid dairy products exceeded an average of 5,000 gallons daily. Company payments to the pension fund were increased to 25 cents an hour, from 20 cents, beginning in April 1967. (The minimum contribution was to be \$2 a day and the maximum \$43.25 a month.) A major medical plan was also established.

Some 1,750 dairy workers represented by the Teamsters were to receive wage increases of \$13 a week over a 3-year period, under the terms of contracts with seven major dairies in the Washington, D.C. area. Weekly increases of \$5 became effective in June, with additional \$4-a-week increases becoming effective in June of both 1967 and 1968; route foremen received additional wage adjustments. Ratified on June 5, the agreements afforded improvements in both overtime and holiday pay; the companies' payments to the pension and social insurance funds were also increased.

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

¹ See "Bargaining in the Western Lumber Industry," *Monthly Labor Review*, August 1965, pp. 925-931.

Other Manufacturing

Some 3,500 workers at the New York Shipbuilding Corp.'s shipyard in Camden, N.J., received a 15-cent-an-hour wage and fringe increase. Ratified on June 24 by the Boilermakers, the 1-year contract provided an 8-cent-an-hour wage increase, a ninth paid holiday, improved health and welfare benefits, and other supplementary benefits. The new basic hourly rates for production workers include \$3.29 for first-class mechanics and \$2.66 for helpers.

Cutler-Hammer, Inc., reached agreement with the Machinists on a 2-year contract covering 2,300 workers in Milwaukee, Wis. An immediate 3-percent wage increase was provided, with an additional 3 percent effective March 20, 1967. Pension benefits were increased to \$3.50 (from \$3) a month for each year of credited service. The settlement ended a 6-week strike that began May 4. The company is a leading producer of electrical control devices.

The Pratt and Whitney Aircraft Division of United Aircraft Corp. at North Haven, Conn.² and the Auto Workers, representing 5,300 production and maintenance workers, agreed on a new 3-year contract early in June. The agreement included an immediate 8-cent-an-hour wage increase and 8 to 14 cents an hour increases in both 1967 and 1968. Other provisions included a 10-percent second shift differential instead of the previous flat 15 cents; Friday after Thanksgiving as a ninth paid holiday; 3 weeks of vacation after 10 instead of 12 years and a fourth week after 20 years; company payment of an increased proportion of insurance premiums; and establishment of up to 5 days' sick leave annually for those with a year's service. The previous contract which expired May 15 was extended on a day-to-day basis after a 1-day work stoppage on May 16.

A strike by 10,000 members of the Electrical Workers (IUE) that had idled some 13,000 workers since early June at General Electric's Lynn and Everett, Mass., plants ended on June 30. The dispute began when the company raised the pay of engine testers one step or 12½ cents an hour.

² See *Monthly Labor Review*, May 1966, p. 540, February 1966, pp. 191-192, and July 1966, p. 785, for earlier United Aircraft Corp. settlements.

³ See *Monthly Labor Review*, June 1966, p. 667.

After demands from component testers for similar increases were denied, 130 of them walked out in late May. By June 7, most workers at the plants were on strike. The ratified agreement provided for the transfer of workers who test controls and accessories to the higher rated engine-testing jobs. Negotiations on pay for component testers will continue.

The IUE also struck Westinghouse's major appliance plant in Columbus, Ohio. Some 5,500 members of Local 746 went out on June 6. A union spokesman said the issues included grievances, incentives, overtime wages, and employee furloughs.

New York's newspaper strike was slowly drawing to a close in early July as members of the striking Newspaper Guild ratified their contract with the World Journal Tribune and negotiations with the Pressmen and the Mailers were close to conclusion. During May and June, seven other craft unions had completed negotiations with the merged paper on additional severance pay for laid off employees, and additional moneys to prevent depletion of the unions' pension and health and welfare funds.

The only union officially on strike,³ the Newspaper Guild, settled its dispute with the newspaper on June 28. The paper had originally proposed severing one-half of the 1,800 Guild members at the three papers and selecting employees to be retained, in many instances without regard to seniority. Under the terms of the settlement, the paper will retain about 1,000 employees. (A Guild canvass of its membership revealed more than 400 offers to resign.) The new agreement also provided the \$12 package increase which had been negotiated last year by the Guild and the other nine craft unions with other publishers.

Transportation and Utilities

The Western Division of Greyhound Lines and the Transit Union ended a month-and-a-half long strike by 5,000 bus drivers and maintenance and clerical employees on June 24. The strike had affected some 100,000 passengers a day in 11 western States.

Ratified by a 3,014 to 1,215 vote, the agreement provided increases of 10 cents an hour for hourly employees and 4 mills a mile for drivers during the first year, but no general increase the second

year. Maintenance workers were to receive an additional 10 cents the first year and 5 cents the second year. In the second year, the company was to pick up the employee's 4-percent contribution to the pension fund, add a paid holiday, improve vacation provisions, increase spread- and standby-time pay, and provide a dental program for office employees.

A 5-year contract for West Coast Longshoremen was negotiated over the Independence Day weekend against a background of a slight decline in labor cost per ton loaded. In addition to increasing wages and benefits, the contract provided for the lump-sum distribution to Class A longshoremen of part of the Mechanization and Modernization Fund accumulated under the previous contract. The 15,000 Longshoremen are to receive a \$4.50-a-day pay increase in the first year of the contract with the Pacific Maritime Association. The increase averaged $56\frac{1}{4}$ cents an hour—50 cents an hour for the first 6 hours and time and one-half (75 cents an hour) for the last 2 hours of a guaranteed 8-hour day. Over the term of the contract, the straight-time rate of Longshoremen was to rise 90 cents; the average rate for the 8-hour day was to rise to $\$1.01\frac{1}{4}$ an hour, an increase of 26.6 percent. The Mechanization and Modernization Fund was renewed and employers agreed to increase their contribution to \$6.9 million a year (from the previously \$5 million).

Other terms included 45 instead of 40 hours of straight-time pay for each week of vacation; monthly pension benefits of \$235 instead of \$165; retirement at age 65 instead of 63; payment of one-half the normal pension to widows of men who at death were age 60 with 25 years of service and had not retired; and improvement of hospital benefits. Under the original Mechanization and Modernization agreement of June 1959, employers contributed \$1.5 million to a jointly administered fund designed to give the fully registered work force a share in the savings resulting from the introduction of laborsaving devices. In October 1961, the fund was improved and provisions were made for supplemental wage, death and disability, and vesting benefits; employer contributions were increased to \$27.5 million over a $5\frac{1}{2}$ -year period. The settlement in July 1966 provided an employer contribution of \$34.5 million over 5 years to be added to the \$2 million unexpended portion of the 1961-66 fund.

Approximately \$14 million of the \$29 million negotiated in 1959 and 1961 was paid out to Longshoremen, \$13 million was set aside in a wage guarantee fund, and the final \$2 million was unexpended. Some 10,500 Class A Longshoremen are covered by the new fund agreement, and will receive a lump-sum payment of \$1,200 each from the unused \$13 million set aside in the guaranteed wage fund.

During the period since the fund was established, tonnage on the Pacific Coast increased more than 40 percent and tons loaded per hour also increased 40 percent. Therefore, despite a 34-percent increase in hourly compensation, labor costs excluding payroll taxes per ton of loaded cargo decreased 3.6 percent—from \$6.39 in 1959 to \$6.16 in 1965.

During June, 2-year agreements were concluded by Western Union with two unions—the CWA representing 4,000 workers in the metropolitan New York City area, and the Commercial Telegraphers representing 20,000 workers in other areas. The latter agreement was reached after intermittent strikes.⁴

The agreement with the Communications Workers of America was reached on June 1. It provided wage increases of $4\frac{1}{2}$ percent in June of both 1966 and 1967, except for messengers, who received a 4-cent hourly increase in the first year, if they have had at least 2 years of service; no wage increases were provided to messengers with shorter service. Additional inequity adjustments were afforded most plant department employees. Three weeks' vacation was provided after 10 years of service, instead of 15, and Washington's Birthday was made a seventh paid holiday. Effective June 1, 1968, the social security offset to pensions for present retirees will be reduced to $33\frac{1}{3}$ percent, from 45 percent; it will be further reduced to 13 percent in 1969. For active employees the reduction will go to 13 percent, from 25 percent, also effective in 1969. In June 1970, the offsets for both groups will be completely eliminated. The company begins to pay 25 percent of dependents' hospital-medical-surgical insurance this year, and will increase the payment to 50 percent in June 1967. (The CWA had defeated the American Communications Association (Ind.) in a representational election in April 1966.)

⁴ A 4-hour strike took place on June 1 and another of 40 hours began on June 8.

The contract reached on June 10 with the Commercial Telegraphers also increased wages 4½ percent in June of both 1966 and 1967 for all employees, except walking, bicycle, and teletype messengers, who received a 5-cent hourly increase in June 1966, provided they had at least 2 years of service; no wage increases were provided messengers with shorter service. Skilled employees in the higher technical jobs in the plant department, reportedly numbering between 2,000 and 3,000, received additional wage adjustments. Starting in January 1967, 3 weeks of vacation were provided after 10 years, instead of 15, and 4 weeks after 15 years, instead of 20. The pension plan was revised to reduce the social security offset from 33⅓ percent to 29 percent in 1968, to 13 percent in 1969, and to eliminate the offset completely by June 1, 1970.

In both settlements, the mandatory retirement age was to be lowered in stages from age 70 to 67 over the next 4 years. A job security program provided that employees with 5 years of service would be offered comparable jobs without a reduction in pay if their jobs were eliminated. A supplemental medicare plan was also established.

Wages of some 2,200 employees represented by the Utility Workers increased 10 to 14 cents an hour, retroactive to May 1, after members ratified a 2-year contract with the Cleveland Electric Illuminating Co. on May 24. Benefits included a fifth week of vacation after 30 years and an eighth paid holiday. The company also increased its payment for hospital-surgical insurance to \$10.50 a month, from \$8.50. The union has the option of diverting this increase to improve the sick pay plan. Provision was also made for a wage reopener in 1967.

Insurance

In early June, agreement was reached between the Metropolitan Life Insurance Co. and the Insurance Workers Union on a 2-year agreement estimated at a \$7.11-a-week package. Covering 8,500 insurance agents throughout the United States, the agreement culminated many attempts by the Insurance Workers to attain a national agreement. Previously, only Pennsylvania, Missouri, New York and New Jersey were organized. The national agreement added coverage of 2,400 workers in 33 new units.

Commission rate increases totaling \$2.61 a week and security benefits valued at \$4.50 a week over 2 years were provided in the pact. A provision for a supplemental pension benefit of \$40 to \$80 a month until age 65 for employees retiring between the ages of 55 and 60 was extended to newly covered employees. Group life insurance benefits were also to be improved. Other terms for retirees include elimination of their \$9.50 a month contribution to health and welfare, and the integration of Medicare with company paid supplemental medical benefits.

A 3-year agreement between the Title Guarantee Co. in New York City and District 65 of the Retail, Wholesale, and Department Store Union ended a 1-day strike by 350 white-collar employees of the insurance firm. Terms included wage increases ranging from \$14 to \$26 a week over the 3-year duration, and improved pension and welfare benefits. The union was unsuccessful, however, in its demand for a union shop.

The Fidelity Bankers Life Insurance Co. of Richmond, Va. announced plans to outfit its 118 employees with complete summer and winter office wardrobes costing \$200 each. The company disclosed that it had arranged for employees to buy replacement clothing at a 45 percent discount—with the purchase cost and laundry bills deductible for income tax purposes. The uniforms consist of blazers, slacks or skirts, ties for the men, and white blouses for women employees. Shirts, handbags, socks or stockings, and shoes are also supplied.

A supplementary benefit designed specifically for working mothers was negotiated by the Office and Professional Employees with the American Income Life Insurance Company in Waco, Tex. Any mother required to work Saturdays, Sundays, and holidays, or more than 1 hour overtime during the regular workweek, will receive a 75-cent an hour "supplemental child care allowance" to help defray the cost of additional babysitting expenses.

Services and Minimum Wage

On May 10, agreement was reached on a 3-year contract between the Associated Laundries, Inc. in the Portland, Oreg. metropolitan area and the Laundry, Dry Cleaning and Dye House Workers' Union. Affecting more than 1,200 workers in about 40 dry cleaning plants, the pact provided a

24-cent-an-hour package increase retroactive to May 1, and established a pension plan.

In Los Angeles County, a 4-year agreement was reached between the Barbers Union and some 1,000 barbershops. Haircut price increases, as stated by one union spokesman,⁵ were ". . . made necessary by a new health, welfare and pension program, that for the first time will provide barbers with the same kind of protection other workers enjoy." Prices will rise to \$2.15 from the previous \$2 on July 1, with further increases to \$2.25 on July 1, 1967, \$2.35 on July 1, 1968, and \$2.50 on July 1, 1969. Most barbers receive 70 percent of the haircut prices, and the union estimates that the average barber gives 86 haircuts a week. Based on these figures, the typical barber's equivalent weekly earnings should increase from \$120.50 to \$129.50 on July 1, 1966; to \$135.50 on July 1, 1967; to \$141.50 on July 1, 1968; and to \$150.50 on July 1, 1969. The average \$30 weekly increase over the life of the agreement would in part presumably finance some of the new benefits.

On June 2, the New York State legislature passed a minimum wage bill which increases the minimum wage (effective January 1, 1967) to \$1.50, from the present \$1.25 an hour. Expected to affect between 600,000 and 750,000 workers, the measure would increase the minimum to \$1.60 an hour when the Federal minimum is increased.

Government

Wisconsin's 22,000 State Civil Service employees received a wage increase on July 1 averaging about \$15 a month and totaling \$4.2 million a year, under a measure approved by the State legislature's joint finance committee. The increase, and a \$5-a-month cost-of-living increase, and a merit pay increase approved earlier for about 80 percent of the employees, were expected to cost about \$7.7 million a year.

Louisiana State employees received an average salary increase of approximately 10 percent on July 1. The average monthly salary for State employees increased to \$382 from \$347.

On May 18, a 2½-year agreement was reached between the New York State Nurses Association and 21 municipal hospitals in New York City. The agreement provides increases in annual salaries ranging from \$900 to \$3,000 the first year and

\$350 to \$800 the second year. Mayor John V. Lindsay had assigned a mediator to settle the wage dispute which had caused some 1,400 of the 3,300 nurses to threaten to resign.

Terms included an increase in per diem rates for part-time nurses to \$26 a day, from \$23, and education increment increases of \$200 a year for nurses with a B.S. degree and \$350 for those with an M.S.; an increase in differentials for work on second and third shifts of \$300 a year; a \$600-a-year special services differential for nurses engaged in direct patient care at the Department of Correction; an increase in the uniform allowance to \$100 a year, from \$60, along with the extension of coverage to men; and a \$150-a-year maximum educational assistance and professional development provision after 1 year of service.

New York City hospitals have had a large number of vacancies in nursing positions, reportedly because all nurses had to start at the entrance rate, regardless of experience. The new agreement contained an overscale appointment provision stipulating starting salaries one step above the minimum for 2 years outside experience in the last 10 years, two steps for 4 years, and three steps for 5 years.

After a threatened strike, an arbitration decision by Arthur Stark⁶ guaranteed the right of 100,000 New York City workers to continue summer hours of 9 a.m. to 4 p.m. from mid-June to mid-September—a tradition inaugurated in 1957. The municipal government had unilaterally sought to confine the schedule to July and August, the practice before 1957. Mr. Stark ruled that the government could not alter the summer schedule without negotiating with the 8 unions representing the workers.

In Massachusetts, reestablishment of a single classification schedule under new legislation effective July 1 resulted in an increase in pay for 36,000 nonprofessional employees of the State, at a cost of \$15 million a year. The dual pay schedule had been in effect since 1961, when professional employees received a 20 percent salary increase and nonprofessional workers received 10 percent.

⁵ Q. H. Carter, Secretary-Treasurer of Local 1000 of the Barbers Union.

⁶ Impartial chairman of the Labor Management Committee of the New York City Department of Welfare.

Agriculture

Some 2 months after being recognized as bargaining agent for 450 vineyard workers,⁷ the independent National Farm Workers Association signed a 1-year contract with Schenley Industries, Inc. Signed on June 21, the agreement provided vineyard workers in the Delano, Calif., area, with a \$1.75-an-hour minimum pay scale. Other terms included a 35-cent-an-hour across-the-board wage increase, and elimination of any inequities among Schenley vineyard workers with respect to vacation and medical and hospital benefits.

Meantime, a nationwide boycott sponsored by the AFL-CIO against Di Giorgio Corp. continued. The firm, the largest grower in the area, had agreed to hold a union recognition election, but Cesar Chavez, director of the Farm Workers, claimed his union could not accept the company's ground rules. Though the Teamsters had won recognition elections at two Di Giorgio Corp. farms, the AFL-CIO and the Farm Workers filed suit to void the vote. Ronald W. Haughton, a Michigan industrial relations expert, was appointed to investigate the disputed representation election.

In late May, Teamster International vice-president George Mock announced that the union had signed up 2,000 California farm workers and had negotiated contracts with 8 major growers during May. He added that the Teamsters, operating as an industrial union, were organizing tractor and truck drivers, packing shed workers, and all skilled and semiskilled workers at individual ranches in addition to field workers.

Construction

Construction settlements affecting more than 80,000 workers were reported in June. Among these were:

Rhode Island Carpenters. Building contractors in all of the State, except Newport County, agreed to a 3-year \$1.15-an-hour contract with the Carpenters Union for 1,400 workers, providing wage increases amounting to 15 cents beginning June 1, 15 cents due December 1, 1966, 20 cents in both June and December of 1967, 22½ cents in June 1968, and 22½ cents in December 1968. The increase totaled 27.2 percent, or 8.4 percent annually.

New York City Carpenters. The Carpenters Union representing 30,000 to 35,000 workers in the New York City area agreed to a 3-year agreement with area construction contractors. The new pact provided wage increases of 15 cents an hour on July 1, 1966; 10 cents effective January 1, 1967, July 1, 1967, and January 1, 1968; and 15 cents on July 1, 1968; as well as 8 cents an hour on July 1 to an annuity fund with additional increases of 10 cents on January 1, 1968 and 17 cents on July 1, 1968. The employers agreed to an immediate 2 cent-an-hour payment to an apprenticeship fund. There was also a change in holiday arrangements. The agreement was reportedly worth \$1.06 an hour or 5.3 percent annually—slightly less than the 5.4 percent yearly package negotiated 3 years earlier.

Miami Laborers. Some 1,800 construction laborers were to receive a 52.1-percent package increase over a 3-year period, an annual rate of 15 percent. The pact with the Associated General Contractors and the Homebuilders of South Florida gave the laborers a \$1.25-an-hour package increase; 30 cents on June 1, 1966; 15 cents on October 1, 1966; 30 cents in April 1967; 15 cents in October 1967; 20 cents in April 1968; and a final 15 cents in October 1968. Previous scale was \$2.25 plus fund contributions of 10 cents for health and welfare and 5 cents for industry advancement. The union could divert part of the increases to benefits.

South Central States Boilermakers. The National Constructors Association and the Boilermakers in five South Central States (Texas, Louisiana, Arkansas, Oklahoma, and New Mexico) signed a 3-year 80-cent-an-hour agreement for 10,000 construction boilermakers. It was reported that these workers received a pay raise of 20 cents an hour in May 1966 and 20 cents again in May 1967 and May 1968. The agreement also provided a 10-cent-an-hour increase in the pension fund, to begin immediately, and 10 cents an hour to the health and welfare fund, effective November 10, 1966.

Dayton, Ohio. Four trades settled in late May with the Associated General Contractors in Dayton after a 3-week strike that idled 12,000 construction workers. The Carpenters, Laborers, Iron Workers, and Cement Masons, totaling 5,500 workers, received increases ranging from 60 cents to 85 cents an hour over 2 years. The annual rate of increase ranged from 7.5 to 8.6 percent for these settlements.

Chicago Teamsters. Building material and ready-mix cement companies and Teamster Locals 782, 786, and 801 signed a 3-year pact, reportedly worth 68 to 70 cents an hour, in early June. The 2,500 drivers were granted a 20-cent-an-hour wage increase retroactive to May 1, 1966, a 13-cent-an-hour increase May 1, 1967 and 15 cents again in May 1968. Some classification adjustments were also made. The agreement guaranteed 8 hours daily pay Monday through Friday. A fourth week of vacation after 18 years of service was added (the maximum had been 3 weeks after 12 years). The contract also included

⁷ See *Monthly Labor Review*, June 1966, pp. 667-668.

provisions to increase the health and welfare contribution by employers.

Three Wisconsin Unions. The Wisconsin Road Builders Association agreed to 4-year contracts with three unions in early May.

An agreement with the Operating Engineers provided a \$1.15 to \$1.35-an-hour package increase for 3,000 operators. Operating Engineers in the Milwaukee metropolitan area received a \$1.15-an-hour package with wage increases of 30 cents an hour in 1966, 20 cents in 1967, 20 cents in 1968, and 25 cents in 1969. Included in the pact was a 5-cent increment to health and welfare contributions for the first 40 hours a week during 1966 and to welfare contributions for all hours worked after 1967, as well as payment of 15 cents to a pension plan for each hour worked beginning in 1968.

In other parts of the State, wages and benefits were to increase by \$1.35 an hour over the 4-year period, thus eliminating a 20-cent differential outside the six-county Milwaukee area. The pact stipulated a 35-cent-an-hour wage increase in 1966, 25 cents in 1967, 20 cents in 1968, and 25 cents in 1969. The employers agreed to contribute 15 cents an hour to a health and welfare fund for all hours worked effective in 1967 and 15 cents in 1968 to a pension fund.

The Teamsters' agreement for 2,000 drivers in the area provided a \$1.20-an-hour package increase in the Milwaukee area and up to \$1.625 in other areas of the State, thus narrowing the differential to 18 cents by the end of the contract term. The first year's wage increase was to be 20 cents an hour in the Milwaukee area and range from 28 to 32 cents in the rest of the State. Contributions for holidays were raised 5 cents and the vacation fund contribution went to 20 cents an hour, from 10 cents. A pension plan was to be established in the third year of the contract.

The Laborers' agreement for 3,400 also narrowed the Milwaukee-upstate differential by increasing wages in the Milwaukee area by 80 cents and those in the lowest paid areas by \$1.24. The pay scale differential was to be narrowed to 18 cents an hour in the fourth year when the scale will range from \$4.15 to \$4.33. Reportedly, the contractors agreed to pay 15 cents to establish a pension plan, and in Milwaukee payments to the vacation and health and welfare funds were each to go to 15 cents from 10 cents.

Minneapolis-St. Paul, Minnesota. In the Minneapolis-St. Paul area, the Associated General Contractors signed 3-year agreements with the Carpenters and the Iron Workers, while the Association of Plumbing Contractors and the Mechanical Contractors Association signed with the Plumbers. The pact for 6,000 Carpenters provided a 95-cent-an-hour package increase. Hourly scales were increased 10 cents effective May 16; 15 cents on September 1, 1966; 25 cents in May 1967; and 30 cents in May 1968. Employer contributions were advanced 5 cents an hour effective May 1, 1967, to the health and welfare fund, 5 cents May 1, 1968, to the pension fund, and 5 cents May 1, 1968 to the vacation fund. The previous scale was \$4.03

an hour plus 40 cents in benefit contributions. The increases totaled 21.4 percent, or 6.7 percent annually.

The \$1.05-an-hour settlement for 1,000 Iron Workers ended a 5-day strike. Wages were increased 18 cents an hour effective June 1, with additional raises of 17 cents effective October 1, 1966, and 35 cents in both May 1967 and May 1968. The increase totaled 23.1 percent, or 7.2 percent annually.

The 3-year 96-cent-an-hour agreement with the Plumbers and Pipefitters provided 1,600 workers in Minneapolis with a 15-cent-an-hour increase in wages effective May 1, 1966, 10 cents in October 1966, 10 cents in January 1967, 30 cents in May 1967, and 30 cents in May 1968. Provisions also included a 1-cent-an-hour employer contribution effective July 1, 1966, to establish an apprenticeship training fund.

Idaho Operating Engineers. In mid-June, Local 370 accepted a 5-year contract to end a 15-day strike against the Idaho Chapter of the Associated General Contractors. The agreement provided 1,500 workers with wage increases ranging from \$1.47 an hour for oilers to \$1.79 for large crane operators over a 5-year span. The package increase for crane operators totaled 41.29 percent, or 7.2 percent annually.

Nevada Plumbers. Early in May, the Associated Plumbing and Air Conditioning Contractors in Southern Nevada and the Plumbers and Pipefitters Local 525 signed a 3-year \$1.20-an-hour package agreement—54 days before the old contract expired. The agreement, covering 1,100 workers, provided a 23-cent-an-hour scale increase July 1, 1966 and 10 cents on January 1, 1967. Fringe benefit costs were to increase 12 cents on July 1, 1966. Additional increases of 40 cents effective July 1967 and 35 cents effective July 1968 were to be distributed between fringes and wages as designated by the members.

San Francisco Plumbers. The final terms of a contract for construction plumbers in four Bay Area counties, including San Francisco, were announced in early June. By 1972, the 6-year contract will provide nearly \$20,000 in wages and fringe benefits for a full year of work. In the first year, the package increase is 58 cents with the Plumbers getting a 24-cent-an-hour wage increase, and hourly fringe contributions going up 34 cents—14½ cents for pensions, 12 cents for health and welfare, 1½ cents for holidays, 1 cent for vacations, and 5 cents to establish an education and cultural trust fund.

Journeyman were guaranteed a raise of at least 50 cents an hour on April 1 of each of the remaining 5 years. "If, however, the average increase in collective bargaining agreements of the other Bay Area United Association Locals, except locals which get no increase or those which have not concluded negotiations by September 1 is greater than 50 cents an hour, the excess over 50 cents will be added to wages and fringe benefits."

In the second year of the contract, the wage increase will be 30 cents with the balance going to fringe benefits. The amount of the wage increases for the remaining 4 years was to be determined later. Part of each year's in-

crease will be allocated to pensions, so that by 1972 the monthly pension for workers with 25 years of service will be \$500 a month, as contrasted with \$150 under the previous contract. The \$2,000 death benefit will be increased to \$5,000, and hospital room and board payments increased to \$30 from \$18 a day. The maximum payment for surgical expenses will be raised from \$300 to \$1,000. Other benefits were dental care for members' families, liberalized vacations, an increase to 12 from 10 paid holidays each year, and financing of homes for retirees at the union's lake resort.

For plumbers currently working a 7-hour day, the minimum increase above the previous scale of \$7.64½ an hour, including benefits, totaled 40.3 percent or 5.8 percent on an annual basis.

Los Angeles Electricians. The Electrical Contractors in Los Angeles and IBEW Local 11 signed a 3-year 84.6-cent-an-hour pact for 6,500 electricians. Scales were increased 12 cents an hour in June and December 1966, 10 cents in December 1967, 15 cents in June 1968 and December 1968. The employers agreed to increase benefit contributions by 20 cents an hour beginning July 1, 1967. The trigger for reducing the length of the workweek was reduced to a 10-percent unemployment rate in the local industry, from 13 percent.

Other Developments

In a keynote address to the union's 28th annual convention in St. Louis, Mo., June 20-22, Joseph A. Beirne, President of the Communications Workers, stated that his union would not be bound by the Administration's 3.2 percent wage guideposts in 1966 negotiations with the Bell System and Western Electric.

Mr. Beirne added that the union had gained 30,000 members in the past year, an increase of about 10 percent.

President William Pollock, keynoting the 14th biennial convention of the Textile Workers Union in Montreal, Canada, called for the elimination of the wage differential between the textile and other manufacturing industries. He stated that the textile industry was no longer "depressed" and could afford to provide wages and fringes comparable with other industries. In a related development, a resolution was adopted making the abolition of the U.S.-Canadian wage differential in the industry a major bargaining goal of the union.

Delegates to the quadrennial convention of the Conductors and Brakemen in Cedar Rapids, Iowa, endorsed in principle a merger with two other railroad operating unions, the Firemen and the Switchmen. The heads of the three unions had already indicated their support of the three-union federation, following a year-long study. The combined organization would have a membership of about 92,000. Clyde F. Lane, former senior vice-president of the Conductors and Brakemen, defeated incumbent George H. Harris and George P. Lechner, a district vice-president, for presidency of the Conductors and Brakemen. Mr. Harris had been appointed to the presidency by the union's board of directors in May 1964, succeeding Leon J. Wagner, who had retired.

On June 16, delegates to a special session of the AFL-CIO Executive Council voted 18 to 6 to support the walkout of AFL-CIO delegates from the International Labor Conference in Geneva on June 1.⁸ Rudolph Faupl of the Machinists, who headed the American delegation, led the walkout against the election of Poland's Leon Chajn to the presidency of the conference. Mr. Faupl later explained that he could not in good conscience participate in a meeting presided over by a Communist. George Meany, president of the AFL-CIO, supported the boycott, but Walter Reuther, president of the Auto Workers, called the walkout "unwise, undemocratic, contrary to AFL-CIO policy, and unauthorized." He added it was in direct conflict with Administration policy of "building bridges" to the Communist nations of Eastern Europe. The Executive Council also approved holding a 3- or 4-day special session in the fall to discuss the federation's foreign policy.

Strike idleness during the first half of 1966 amounted to about 10.5 million man days,⁹ compared with 11.2 million in 1965 and 8.2 million in 1964. Several large stoppages in nonmanufacturing, including the bituminous coal strike, the New York City transit strike, the Firemen's strike in the railroad industry, and construction industry strikes accounted for a large portion of the idleness. Some 2,015 stoppages, involving 992,000 workers, began in the first half of 1966. This compared with 861,000 workers in the corresponding period of 1965 and 670,000 in 1964. During the period, strike idleness amounted to 0.16 percent of the total estimated working time, as opposed to 0.18 percent in 1965 and 0.13 in 1964.

⁸ See "The International Labor Conference of 1966," pp. 841-846 of this issue.

⁹ 1966 figures represent preliminary estimates.

Book Reviews and Notes

Bias Study

Legal Restraints on Racial Discrimination in Employment. By Michael I. Sovern. New York, The Twentieth Century Fund, 1966. 270 pp., bibliography. \$6.

The title of Professor Sovern's book will probably lead most readers to expect a good deal of legalistic jargon, but this is not the case. Mr. Sovern's book is clearly written and extremely readable.

The problem is well-stated. Negroes are handicapped in employment and occupational status because of (1) employer and union discrimination and (2) inadequate formal and informal (apprenticeship) education. Moreover, discrimination in housing in urban areas compounds the problem.

After defining the problem, the author goes on to analyze the situation and suggest substantive and procedural improvements in civil rights legislation. His discussion includes State legislation, recent Federal civil rights legislation, and the role of the executive branch of government and its administrative agencies. The examination of State fair employment practices legislation emphasizes New York State's Ives-Quinn law. Case material aptly illustrates its adequate content but inadequate procedures—what the law says means little if there is no way to enforce it.

A Negro finds it extremely difficult to convince a State fair employment commission of discrimination, and generally accepts a lower paying job rather than bring charges. Mr. Sovern suggests that administrative agencies in the civil rights field might "search out" discriminating employers on their own initiative. But this raises some questions: How would this help the Negroes? How would a job applicant learn about these employers? And if he knew, would he apply for a job with such an employer? Another suggestion is to upgrade the quality of commission personnel and to provide the staffs with larger budgets.

Mr. Sovern then turns to Congress and the Civil Rights Acts of 1964. The limitations of title VII are highlighted. For example, since the Civil Rights Act does not render State laws inoperative, Federal and State agencies may operate at cross purposes. The Federal Commission can take a case even though a State has disposed of it; and if the State agency cannot dispose of it within 60 days, the Federal Commission can move in. Moreover, the Attorney General's nexus with a State is independent of the Federal Commission's arrangements.

The executive branch of government is also involved in civil rights activity and Mr. Sovern traces the implementation of executive orders from the New Deal era to the present. He argues that Franklin Roosevelt's wartime executive order was inadequately enforced and made it necessary for "concerned" States to take over in situations involving racial discrimination.

The important role played by the National Labor Relations Act and the Railway Labor Act in preventing discrimination by both unions and employers is discussed in chapter 6. Some of this discussion is difficult to follow, particularly the section on the role of the NLRB vis-a-vis the courts.

Finally, the "effectiveness" of redress available to a jobseeker who has been discriminated against under (1) New York State law, (2) title VII of the Civil Rights Act, (3) the Secretary of Labor, and (4) the NLRA is discussed, using the New York State case of Lefkowitz versus Farrell as an example. Professor Sovern also comments on the overall weaknesses of statutory and administrative restraints on racial discrimination in employment.

The appendices are very complete, and include title VII, the current executive order, and regulations on nondiscrimination in apprenticeship. A minor irritant is that footnotes are not at the bottom of the pages, but in a separate booklet.

This is an important study for all concerned people, and it should serve as an example to be followed by other lawyers interested in finding audiences outside their profession.

—JOHN E. DROTNING

Associate Professor of Industrial Relations
State University of New York at Buffalo

Long Journey

Radicalism in America. By Sidney Lens. New York, Thomas Y. Crowell Co. 1966. 372 pp. \$8.95.

It has been said that a journey of a thousand miles begins with but a single step. Sidney Lens has written a book about people in America, radicals who took such first steps, sometimes strong, firm, successful steps, sometimes blundering and floundering steps. In some cases the ensuing journey led to disappointment of utopias sought but never gained. But in other cases the journey was successful, and social change and new forms of social living took place that are still with us today.

As Mr. Lens explains, radicals are those people who act as an antidote to privilege. They lead, plan, or participate in social upheavals to replace unjust societies with equitable ones. Today, the labels "radical" and "communist" are synonymous to the uninformed and overexcitable. But as Mr. Lens points out, radicals are not all communists, but instead operate under innumerable philosophical flags in dozens of different ways. The chapters in this book about rebels of colonial times and the American Revolution show that some of the patriotic, venerated, and certainly noncommunist figures of those periods can also quite legitimately be called radicals. These radicals helped break the ties with Britain, and helped make America what it is today.

History books can often be dull, but this is not true here. The subjects discussed are likely in and of themselves, but Mr. Lens adds his own amazing scholarship, his ability to gather and organize thousands of events, names, dates, and places to provide an even more vivid account of radicalism in America from the early colonial period to the present.

Though his descriptions are excellent, the author can be taken to task for failing to provide a very penetrating analysis. The facts presented do not really help us to better understand why social movements arise when they do, why some men become radicals and others do not, or how the processes through which such movements are conceived develop.

A discussion on effects of social conditions in making radicalism would have been interesting. For example, would Marx, if he were an American

today, still write the *Manifesto*? Or would he have become a leader of the civil rights movement, or a staunch unionist, or a young "hood," or maybe a beatnik, or even a conservative business executive? These are difficult issues and questions with more possibility for conjecture than for firm answers. Nevertheless, a chapter at the end of the book that attempted to tie together generalizations and some of the data presented in earlier chapters would have been a welcome addition. But to be fair, had Lens delved very deeply into these issues he would have been writing a sociological study rather than a historical one. That history was chosen over sociology detracts only somewhat from this work which is in any case a first-class book.

—HARRY COHEN

Associate Professor of Sociology
Iowa State University

Indian Agreement

Collective Bargaining: A Comparative Study of Developments in India and Other Countries.

By Mary Sur. New York, Asia Publishing House, 1965. vii, 192 pp. \$7.75.

The title of this book is quite misleading. The first third of the text (56 pages) is devoted to a sketchy, rather simplified description of collective bargaining in Britain, the United States, and other countries, but the book is mainly concerned with the development and problems of collective bargaining in India with only a few comparative observations.

According to the publisher's blurb, Mary Sur is a Cambridge-educated Englishwoman who married an Indian, went to India after World War II, and became deeply involved in Indian labor relations. She has been Labour Welfare Officer with a Calcutta Company, one of the founders of the Indian Institute of Personnel Management, and a contributor to various economic and industrial relations journals in India.

Mrs. Sur has put together in this small volume a brief history of the rise of Indian unionism, collective bargaining, and government labor policies; a concise description of major collective bargaining agreements and practices based on available Indian literature and her own observations; a set of four "case studies" which she apparently

personally gathered by interview; and an assessment of current problems and trends in the development of unionism in India. Her main point of discussion centers on the fact that the initial Indian reliance on compulsory adjudication of labor disputes by government tribunals is gradually giving way to emphasis on negotiation and voluntary agreement—a course which she strongly approves.

This book contains a good deal of interesting information and thinking about Indian labor relations. It is written simply and clearly in a style which practitioners will appreciate. It is not a technical research study. On the other hand, it takes for granted a considerable knowledge on the part of the reader about Indian political and social life. A reader who is not familiar with India's federal system, for example, or with the major events leading to and immediately following independence would be advised to do some prior background reading. The book should give pause to those who believe that American labor relations practices can be readily transplanted in foreign soil.

—MILTON DERBER

Institute of Labor and Industrial Relations
University of Illinois

Organizing in the Orient

An Introduction to Japanese Trade Unionism.

By Alice H. Cook. Ithaca, New York, Cornell University, 1966. 216 pp. \$5.

The structure and functioning of Japanese trade unions is the topic of the book and Miss Cook investigates it thoroughly. She includes enough information about how the labor movement in Japan operates to satisfy all but the most demanding expert.

The book begins with a brief review of the important differences between the labor climate in the Western world and in Japan. For instance, the Japanese culture pattern of subordinating the individual to the community gave rise to the idea that the unity of labor and management should make conflicts unnecessary. For this reason, the strike—usually short and scheduled in advance—has developed as “a tactic of harassment and of publicity; it is not meant to interfere seriously with production.”

Miss Cook concentrates a great deal of her attention on the three basic levels of the Japanese trade union structure: the enterprise union, the national union, and the national center. Although this array may ostensibly parallel the American case, the locus of power is completely different. As other interested observers of the Japanese labor movement have pointed out before, the enterprise union is by far the strongest component and the national union the weakest. Yet Miss Cook, comparing the work of earlier writers to the information garnered from over one hundred interviews, makes some new interpretations. Most writers on Japanese unions, for example, attribute a primarily political function to the national unions. Miss Cook says that “it is difficult to find much evidence . . . to substantiate this analysis The national unions initiate little political activity. They have . . . little power or money for carrying out these or any other programs. It is their function to act as middlemen between the planners (the center), and the doers (the enterprise union).”

The goal of the national unions is industrial unionism similar to that found in the United States. The move toward this goal has been slow, however, and Miss Cook identifies some factors that might speed the development of industrial unionism in Japan: increasing international competition, technological development, and a growing, industrializing economy. These factors would seem to direct employers to increase productivity by scrapping the system wherein a worker's income is determined by age and his job security is never threatened—he remains with the same employer for life. The enterprise loyalty which lifetime employment generates centralizes power in the enterprise union, and Miss Cook anticipates that the “strong vested interests both of the companies and of the enterprise union leaders in the structure represented by the enterprise union” will keep changes from being made quickly.

The biggest push toward change should come from young workers. Youths who have known only postwar Japan see no need to wait until they reach their thirties before they can receive a good wage. The average age of workers in Japan's large industries is under 30, and a high proportion of workers are under 25. The effects of population control and the trend toward longer years of schooling will aggravate already existing labor

scarcities, placing young workers in a position to get the jobs and wages they want, possibly at the expense of older workers. Miss Cook sees trouble for the unions—"the generational cleavage between young and mature workers will be widened and . . . the union . . . may be driven to contradictory programs if they endeavor to meet the demands of both groups, rather than merely responding to the more rebellious and insistent importunities of youth."

—MARTHA F. RICHE

Office of Publications
Bureau of Labor Statistics

Push or Pull?

Urban Migration and Economic Development in Chile. By Bruce H. Herrick. Cambridge, Mass., The M.I.T. Press, 1965. 120 pp., bibliography. \$5.

This slim volume contains an impressive amount of information that should interest labor economists, development economists, and regional scientists. Even that elusive creature, the intelligent layman, will find much of interest in this book which combines skillful analysis with facility of exposition.

The author prefaces his study by stating concisely the problems of economic development, and outlining several theories of migration. Throughout the study he considers a variety of hypotheses, and indicates whether or not they are supported by the empirical evidence.

Chile lies about midway in the spectrum of economic development. In 1960, only 27 percent of its population were in the agricultural sector; its per capita income lies in the \$300-\$400 range. Like most other Latin American countries, industrial production has been increasing, although recent growth rates have been disappointing.

Chile has fewer people per square kilometer than the United States. Each cultivable square kilometer in Chile must support 1.5 times as many persons as the same amount of land in this country. Only the central provinces—which account for less than one-third of Chile's land area—are comfortably habitable, and more than 90 percent of its people live in this region.

As elsewhere in Latin America, there is an extremely high degree of centralization. The capital

city of Santiago contains almost 25 percent of Chile's population. And about one-third of the capital's residents in 1960 had been born in another province. In Herrick's view, this concentration is the result of a two-stage process. First, there is migration from the farm to a town or small city, then further migration to a larger city, such as Santiago. By and large, migrants do fairly well in terms of employment. It is evident, however, that many of them, particularly women, move into relatively low-paying service occupations.

Among others, Herrick considers the "push" and "pull" hypotheses of migration. He feels that the pull of the city is most important for the heavily populated central provinces. But in the less hospitable northern and southern provinces, the bleak economic outlook pushes migrants to the cities, especially Santiago.

These brief comments cannot adequately portray the rich detail of a book which is notable for an absence of verbiage. Professor Herrick has skillfully extracted the maximum meaning from a rather skimpy supply of data, and has presented the results in a scholarly, lucid, and useful manner.

—WILLIAM H. MIERNYK

Director
Regional Research Institute, West Virginia University

Summaries of Recent Books

The Soviet Worker. By Arvid Broderson. New York, Random House, 1966. 273 pp., bibliography. \$2.45.

Beginning with the October Revolution of 1917, Mr. Broderson discusses the role of the worker in Soviet society, including sections on formation of the labor force, working conditions, labor productivity, and labor policy. He explains Marxist-Leninist theory and the new course for labor since Stalin's death. In the last section, the author discusses the successes and failures of Soviet planning so far and analyzes what is needed to achieve their final goal of communism. The combination of historical outline and ideological analysis provides a good introduction not only to the role of the Soviet worker, but to the composition of the entire Soviet system as well.

The Psychology of Vocational Choice. By John L. Holland. Waltham, Mass., Blaisdell Publishing Co., 1966. 132 pp. \$1.95, paperback.

The author feels that theories of vocational behavior are most important, or else "we will continue to wander aimlessly through our data and the correlates of our favorite tests." The theory Mr. Holland develops in this book is that there are six basic types of personalities and six types of environments and vocations. People look for vocations that will permit them to use their own values and attitudes. Holland thus sees interests and vocational preferences as expressions of personality development.

Faces of Poverty. By Arthur R. Simon. St. Louis, Mo., Concordia Publishing House, 1966. 133 pp. \$3.75.

This depiction of urban poverty in America attempts to make people see poverty "not as a massive problem but as human suffering." The first section of the book gives profiles of individuals, their backgrounds, and what they are doing or not being able to do to combat their poverty. The author maintains that yesterday poverty was a starting point for better things, but today it is the dead end. Education is inferior in poor sections of cities, children of the poor continue to have poor-paying or no jobs, and housing conditions remain substandard. Mr. Simon suggests that the kind of "make-work" jobs now being offered to the upper and middle classes should also be given to the poor as an answer to the unemployment problem.

The Young Negro in America. By Samuel D. Proctor. New York, Association Press, 1966. 160 pp. \$3.95.

Dr. Proctor's discussion begins with 1960, stating that it was in that year that the Negro made a "vigorous bid for emancipation." From here he goes on to conjecture where the Negro will be by 1980. Property, education, job opportunities, and segregation are discussed; Dr. Proctor then goes on to analyze how the Negro stereotype will change once these problems have been solved.

The author has had work experience in the Office of Economic Opportunity, Peace Corps, and National Urban League, and the knowledge gained in these jobs provide more than sufficient background for his book.

Other Recent Publications

Education and Training

Volunteers for Learning: A Study of the Educational Pursuits of American Adults. By John W. C. Johnstone and Ramon J. Rivera. Chicago, National Opinion Research Center, 1965. 624 pp. (Monograph in Social Research, 4.) \$12.50, Aldine Publishing Co., Chicago.

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Tripartite Commissions in Public Interest Labor Disputes Under the Minnesota Labor Relations Act. By Joseph Lazar, George Seltzer, Vincent Lombardi. (In *Labor Law Journal*, Chicago, May 1966, pp. 297-309. \$1.35.)

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Current Labor Statistics

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

NOTE: With the exceptions noted, the statistical series here from the Bureau of Labor Statistics are described in *Techniques of Preparing Major BLS Statistical Series* (BLS Bulletin 1168, 1954), and cover the United States without Alaska and Hawaii.

A.—Employment

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

[In thousands]

Employment status	Estimated number of persons 14 years of age and over ¹													Annual average	
	1966						1965						1964	1965	
	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July			June
	Total, both sexes														
Total labor force.....	82,700	79,751	78,914	78,034	77,632	77,409	78,477	78,598	78,713	78,044	80,163	81,150	80,683	76,971	78,357
Civilian labor force.....	79,601	76,706	75,906	75,060	74,708	74,519	75,636	75,803	75,953	75,321	77,470	78,457	78,003	74,233	75,635
Unemployment.....	3,870	2,942	2,802	3,037	3,158	3,290	2,888	2,966	2,757	2,875	3,258	3,602	4,287	3,876	3,456
Unemployment rate seasonally adjusted ²	4.0	4.0	3.7	3.8	3.7	4.0	4.1	4.2	4.3	4.4	4.5	4.5	4.7	5.2	4.6
Unemployed 4 weeks or less.....	2,738	1,651	1,448	1,339	1,425	1,701	1,442	1,620	1,407	1,599	1,612	1,888	2,696	1,787	1,718
Unemployed 5-10 weeks.....	521	552	364	611	792	673	614	589	571	405	745	948	634	797	707
Unemployed 11-14 weeks.....	145	137	209	339	256	238	233	226	191	262	287	180	196	319	276
Unemployed 15-26 weeks.....	231	307	482	438	404	383	334	257	286	295	296	250	384	490	404
Unemployed over 26 weeks.....	236	295	297	310	281	296	266	274	302	314	316	337	378	482	351
Employment.....	75,731	73,764	73,105	72,023	71,551	71,229	72,749	72,837	73,196	72,446	74,212	74,854	73,716	70,357	72,179
Nonagricultural.....	70,543	69,472	68,900	68,244	67,939	67,652	69,103	68,709	68,242	67,668	69,077	69,228	68,094	65,596	67,594
Worked 35 hours or more.....	54,914	54,391	53,189	53,831	53,079	52,976	54,807	54,347	52,746	53,666	51,108	50,539	52,867	48,421	51,611
Worked 15-34 hours.....	7,906	8,409	8,576	7,880	8,219	8,137	8,114	12,657	8,726	7,281	7,313	7,402	7,448	9,877	8,590
Worked 1-14 hours.....	3,514	4,363	4,249	4,276	4,336	4,271	4,330	4,538	4,326	3,876	3,093	3,373	4,012	3,971	4,027
With a job but not at work ³	4,210	2,310	2,887	2,258	2,304	2,268	1,850	2,167	2,444	2,843	7,562	7,912	3,765	3,326	3,368
Agricultural.....	5,187	4,292	4,204	3,780	3,612	3,577	3,645	4,128	4,954	4,778	5,136	5,626	5,622	4,761	4,585
Worked 35 hours or more.....	3,657	2,806	2,809	2,486	2,128	2,105	2,353	2,773	3,376	3,233	3,617	3,933	3,866	3,079	3,027
Worked 15-34 hours.....	1,056	995	925	908	802	866	779	859	1,087	963	955	1,168	1,243	1,101	1,011
Worked 1-14 hours.....	404	387	369	336	429	407	342	352	389	436	394	404	402	409	391
With a job but not at work ³	71	105	102	129	253	200	170	145	102	145	169	119	108	169	157
	Males														
Total labor force.....	54,405	52,135	51,748	51,180	50,911	50,778	51,148	51,200	51,481	51,398	53,360	54,019	53,395	51,118	51,705
Civilian labor force.....	51,340	49,123	48,773	48,240	48,021	47,922	48,340	48,438	48,753	48,706	50,697	51,356	50,746	48,410	49,014
Unemployment.....	2,010	1,537	1,556	1,847	1,909	1,963	1,726	1,528	1,462	1,507	1,801	2,069	2,315	2,271	1,980
Employment.....	49,330	47,586	47,217	46,393	46,112	45,959	46,615	46,910	47,290	47,199	48,896	49,287	48,431	46,139	47,034
Nonagricultural.....	45,282	44,090	43,684	43,168	43,014	42,890	43,509	43,559	43,456	43,436	44,801	44,903	44,015	42,255	43,304
Worked 35 hours or more.....	38,081	37,042	36,497	36,730	36,159	36,137	37,153	34,122	36,441	37,044	36,046	35,920	37,018	33,854	35,808
Worked 15-34 hours.....	3,560	3,721	3,718	3,333	3,605	3,653	3,373	6,280	3,727	3,085	3,293	3,305	3,213	4,811	3,870
Worked 1-14 hours.....	1,473	1,932	1,789	1,764	1,826	1,693	1,802	1,807	1,788	1,571	1,311	1,465	1,797	1,679	1,686
With a job but not at work ³	2,168	1,395	1,680	1,341	1,424	1,406	1,181	1,350	1,500	1,735	4,151	4,213	1,986	1,911	1,939
Agricultural.....	4,048	3,496	3,533	3,225	3,098	3,069	3,106	3,351	3,835	3,763	4,095	4,384	4,416	3,884	3,729
Worked 35 hours or more.....	3,116	2,448	2,513	2,167	1,879	1,883	2,114	2,428	2,841	2,712	3,092	3,357	3,321	2,705	2,638
Worked 15-34 hours.....	577	672	637	666	602	656	550	522	638	594	553	652	710	709	643
Worked 1-14 hours.....	294	279	287	276	373	348	280	272	259	325	300	275	298	323	306
With a job but not at work ³	62	94	95	115	242	182	162	128	97	130	153	101	87	147	141
	Females														
Total labor force.....	28,295	27,617	27,166	26,855	26,721	26,631	27,329	27,398	27,231	26,646	26,804	27,132	27,288	25,854	26,653
Civilian labor force.....	28,261	27,584	27,133	26,821	26,687	26,597	27,296	27,365	27,200	26,615	26,773	27,101	27,257	25,823	26,621
Unemployment.....	1,860	1,405	1,245	1,190	1,249	1,327	1,162	1,438	1,295	1,368	1,457	1,534	1,972	1,605	1,476
Employment.....	26,401	26,179	25,888	25,630	25,438	25,271	26,134	25,926	25,905	25,246	25,316	25,567	25,284	24,218	25,145
Nonagricultural.....	25,262	25,382	25,216	25,075	24,924	24,762	25,595	25,149	24,786	24,232	24,275	24,325	24,079	23,341	24,289
Worked 35 hours or more.....	16,832	17,348	16,691	17,100	16,920	16,837	17,653	15,227	16,306	16,620	15,061	14,619	15,848	14,566	15,798
Worked 15-34 hours.....	4,345	4,689	4,858	4,546	4,614	4,485	4,741	6,377	4,998	4,195	4,019	4,098	4,235	5,066	4,721
Worked 1-14 hours.....	2,041	2,431	2,461	2,513	2,510	2,578	2,531	2,731	2,538	2,307	1,784	1,910	2,218	2,294	2,341
With a job but not at work ³	2,043	915	1,207	917	880	863	669	817	944	1,108	3,410	3,700	1,779	1,414	1,428
Agricultural.....	1,139	797	671	555	514	508	539	777	1,119	1,015	1,041	1,242	1,206	877	856
Worked 35 hours or more.....	541	354	293	240	246	223	240	344	536	519	528	576	544	378	388
Worked 15-34 hours.....	478	323	288	242	199	208	229	337	450	369	403	516	533	391	367
Worked 1-14 hours.....	110	107	82	60	56	60	62	80	130	111	95	130	105	87	85
With a job but not at work ³	9	12	8	14	11	18	8	17	5	16	16	18	21	21	16

¹ 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.

² Because of rounding, sums of individual items do not necessarily equal totals.

³ Unemployment as a percent of labor force.

⁴ Includes persons who had a job or business but who did not work during the survey week because of illness, bad weather, vacation, or labor dispute. Prior to January 1957, also included were persons on layoff with definite instructions to return to work within 30 days of layoff and persons who had

new jobs to which they were scheduled to report within 30 days. Most of the persons in these groups have, since that time, been classified as unemployed.

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

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

TABLE A-2. Employees in nonagricultural establishments, by industry¹

[In thousands]

Revised series; see box, p. 922.

Industry	1966						1965						Annual average		
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1965	1964
Total employees.....	63,966	63,028	62,500	61,826	61,212	61,041	62,660	62,029	61,786	61,515	60,960	60,694	60,848	60,444	58,156
Mining	644	626	585	615	613	617	628	631	629	627	640	641	640	628	633
Metal mining.....		85.2	84.1	83.5	83.8	83.4	83.9	84.3	82.9	83.6	85.2	84.3	84.3	83.3	79.4
Iron ores.....		26.3	25.0	24.3	24.7	24.7	25.4	26.2	26.4	26.5	26.7	26.7	26.9	26.1	24.7
Copper ores.....		31.7	31.7	31.7	31.5	31.2	31.1	30.9	29.3	29.4	30.8	30.1	30.4	29.9	27.1
Coal mining.....		142.8	104.8	141.8	142.9	143.0	143.9	144.6	143.4	136.0	139.7	138.7	141.6	142.4	147.5
Bituminous.....		133.8	95.7	132.1	132.8	132.8	133.3	133.8	132.7	125.4	129.4	127.5	131.1	131.9	136.0
Crude petroleum and natural gas.....		274.0	274.5	275.3	275.3	277.3	280.9	279.0	278.2	281.1	287.8	290.5	288.4	282.4	289.4
Crude petroleum and natural gas fields.....		149.1	149.7	149.8	149.8	150.3	151.5	151.4	151.9	154.6	158.0	158.2	156.8	154.4	159.6
Oil and gas field services.....		124.9	124.8	125.5	125.5	127.0	129.4	127.6	126.3	126.5	129.8	132.3	131.6	128.1	129.8
Quarrying and nonmetallic mining.....		124.3	121.9	114.2	110.6	113.2	119.2	123.1	124.5	126.6	127.4	127.1	125.3	119.8	116.7
Crushed and broken stone.....		43.8	42.7	38.9	36.9	38.8	41.8	43.4	44.4	44.7	45.1	45.4	44.1	42.1	40.8
Sand and gravel.....		40.9	39.8	36.3	34.9	35.8	38.7	41.0	42.3	43.1	43.3	43.1	42.8	39.8	39.5
Contract construction	3,559	3,311	3,191	3,015	2,851	2,974	3,203	3,375	3,465	3,495	3,575	3,476	3,412	3,211	3,056
General building contractors.....	1,073.5	1,044.5	993.9	940.0	988.1	1,058.7	1,068.1	1,098.6	1,111.5	1,140.3	1,105.3	1,081.2	1,024.9	956.6	910.5
Heavy construction.....	669.3	608.9	513.7	467.9	500.6	582.0	681.2	730.9	740.9	768.8	737.8	724.7	634.1	610.5	510.5
Highway and street construction.....	340.0	292.9	221.5	197.3	217.4	271.8	349.1	390.4	393.1	414.2	396.4	385.1	319.7	312.4	244.4
Other heavy construction.....	329.3	316.0	292.2	270.6	283.2	310.2	332.1	340.5	347.8	354.6	341.4	334.9	314.4	298.1	215.6
Special trade contractors.....	1,568.2	1,537.4	1,507.6	1,443.0	1,485.7	1,562.3	1,610.7	1,635.5	1,642.7	1,665.5	1,633.1	1,606.3	1,552.3	1,488.4	1,388.4
Plumbing, heating, and air conditioning.....		374.2	370.1	367.1	360.2	369.5	377.9	381.7	385.7	382.9	387.8	383.4	375.0	371.5	355.8
Painting, paperhanging, and decorating.....		133.7	127.2	121.6	116.3	117.6	132.3	142.9	151.8	157.3	161.0	151.4	150.1	139.2	139.3
Electrical work.....		248.4	246.0	241.5	237.6	239.1	246.1	246.8	245.4	247.6	251.9	247.5	239.5	239.4	220.6
Masonry, plastering, stone, and tile work.....		240.6	237.5	237.0	214.1	215.1	234.1	244.2	252.3	257.2	255.9	253.4	250.6	241.4	241.6
Roofing and sheet metal work.....		108.7	108.2	106.0	98.5	106.6	116.2	118.5	120.1	117.9	120.2	116.8	114.9	111.8	108.0
Manufacturing	19,135	18,843	18,709	18,588	18,457	18,274	18,415	18,443	18,412	18,428	18,211	18,016	18,027	17,984	17,259
Durable goods.....	11,276	11,121	11,027	10,910	10,812	10,697	10,718	10,686	10,623	10,608	10,410	10,416	10,437	10,379	9,813
Nondurable goods.....	7,859	7,722	7,682	7,678	7,645	7,577	7,697	7,757	7,789	7,820	7,801	7,600	7,590	7,604	7,446
Durable goods.....															
Ordnance and accessories.....	268.7	265.5	260.3	257.4	255.1	250.8	244.8	246.4	243.8	241.7	237.4	235.4	232.1	236.1	247.1
Ammunition, except for small arms.....	199.0	197.1	195.0	193.1	191.9	189.3	187.6	186.3	183.9	181.7	179.2	178.3	175.9	178.8	186.9
Sighting and fire control equipment.....	13.8	13.8	13.7	13.4	13.2	13.0	12.8	12.8	12.7	12.6	12.4	12.3	12.1	12.5	14.2
Other ordnance and accessories.....	55.7	54.6	51.6	50.9	50.0	48.5	44.4	47.3	47.2	47.4	45.8	44.8	44.1	44.9	46.0
Lumber and wood products, except furniture.....	643.8	620.7	611.8	604.1	597.4	597.7	608.5	614.8	617.8	624.5	633.3	628.6	627.6	606.1	602.5
Logging camps and logging contractors.....	98.6	90.6	83.7	82.7	81.9	80.6	86.7	89.9	91.0	92.9	94.1	94.1	91.3	85.6	86.8
Sawmills and planing mills.....	259.3	251.3	251.4	248.9	244.7	247.4	250.3	252.8	253.4	256.9	260.4	258.8	260.8	251.0	253.3
Millwork, plywood, and related products.....	170.1	164.9	164.1	161.4	160.6	160.4	161.6	162.3	163.4	164.2	167.5	165.4	163.9	160.4	157.4
Wooden containers.....	36.7	36.0	35.1	34.2	33.8	33.9	34.1	33.7	34.2	34.7	35.2	35.0	36.3	34.5	34.9
Miscellaneous wood products.....	79.1	77.9	77.5	76.9	76.4	75.4	75.8	76.1	75.8	75.8	76.1	75.3	75.3	74.7	70.1
Furniture and fixtures.....	456.4	449.0	446.7	447.3	443.3	442.0	443.2	441.4	439.8	437.6	432.8	425.6	427.6	429.1	405.9
Household furniture.....	331.1	326.8	327.7	326.8	325.1	322.1	323.3	321.6	319.0	315.9	312.3	306.0	309.0	312.1	293.1
Office furniture.....		30.9	28.6	30.3	30.1	29.9	29.6	29.3	29.3	29.4	29.1	28.4	28.6	28.8	27.8
Partitions; office and store fixtures.....		45.4	45.0	44.8	43.1	44.9	44.9	44.8	45.4	45.6	45.4	44.3	43.2	43.5	40.3
Other furniture and fixtures.....	47.6	45.9	45.4	45.4	45.0	45.1	45.4	45.7	46.1	46.7	45.1	46.9	46.8	45.7	44.8
Stone, clay, and glass products.....	653.4	640.4	633.9	618.6	609.6	611.7	622.6	631.4	635.5	642.9	641.6	636.0	629.6	620.9	611.8
Flat glass.....		33.1	33.0	32.8	32.7	33.0	33.2	33.6	33.2	33.2	33.2	32.5	30.9	32.2	30.8
Glass and glassware, pressed or blown.....	121.8	120.2	117.3	115.7	115.0	113.6	113.8	114.7	115.4	115.8	115.9	114.6	115.1	113.5	111.5
Cement, hydraulic.....	39.4	38.3	37.6	36.1	35.9	36.5	37.9	38.9	38.9	39.4	39.6	39.7	39.5	38.3	38.7
Structural clay products.....	75.0	73.3	71.9	69.8	69.2	70.1	71.2	72.0	72.5	73.3	72.8	73.5	72.5	70.8	69.7
Pottory and related products.....		42.3	42.7	43.0	42.0	41.4	42.3	43.3	44.1	44.3	43.0	41.2	41.4	42.4	42.8
Concrete, gypsum, and plaster products.....	185.5	179.4	176.6	168.4	163.5	166.2	172.5	177.0	179.9	182.5	184.3	181.9	181.2	174.2	172.1
Other stone and mineral products.....	132.7	131.2	132.3	130.4	129.0	128.9	129.6	129.7	129.6	132.6	132.2	131.7	128.8	128.8	126.4
Primary metal industries.....	1,344.9	1,325.6	1,317.1	1,299.2	1,286.9	1,272.7	1,263.7	1,255.1	1,270.2	1,308.7	1,317.1	1,319.8	1,322.6	1,291.7	1,231.2
Blast furnace and basic steel products.....	673.1	660.2	652.6	638.4	626.8	618.9	615.1	613.4	631.2	666.9	686.3	687.4	687.5	660.2	629.4
Iron and steel foundries.....	237.9	235.2	234.8	232.7	233.2	231.5	230.7	225.1	225.2	228.3	224.8	225.8	227.9	225.3	212.0
Nonferrous smelting and refining.....	76.2	74.9	74.4	73.9	74.1	73.8	73.7	72.6	72.3	73.3	73.5	73.0	72.0	72.1	69.2
Nonferrous rolling, drawing, and extruding.....	203.6	202.7	202.8	202.1	201.2	198.9	195.8	196.5	195.9	195.0	191.2	191.5	192.8	191.6	185.2
Nonferrous foundries.....	83.8	83.3	83.3	82.8	82.6	81.2	81.3	80.4	79.2	79.0	77.9	76.8	77.4	77.8	74.3
Miscellaneous primary metal industries.....	70.3	69.3	69.2	69.3	69.0	68.4	67.1	66.4	66.2	63.4	65.3	65.0	64.8	61.0	61.0
Fabricated metal products.....	1,350.8	1,330.5	1,326.6	1,317.0	1,310.1	1,301.2	1,304.3	1,304.3	1,292.2	1,285.8	1,266.9	1,261.2	1,270.4	1,260.5	1,187.3
Metal cans.....	66.1	64.4	62.9	62.2	61.5	60.5	60.4	62.0	61.5	65.8	65.8	65.3	64.9	61.2	62.4
Cutlery, hand tools, and general hardware.....	162.4	160.2	163.0	163.0	161.2	160.6	158.5	159.3	156.3	155.1	152.6	150.0	155.2	154.9	143.9
Heating equipment and plumbing fixtures.....	82.3	81.0	80.0	80.8	80.6	79.7	80.3	80.7	79.6	80.6	78.8	79.2	79.9	79.3	80.4
Fabricated structural metal products.....	405.9	395.1	391.0	385.7	385.2	385.5	389.9	391.3	388.9	388.8	389.5	386.6	380.7	376.4	354.8
Screw machine products, bolts, etc.....	101.4	99.5	99.0	99.0	97.7	96.8	96.4	95.3	94.5	94.4	93.5	92.9	93.3	93.1	89.0
Metal stampings.....	236.2	236.4	237.1	237.5	236.2	234.8	235.6	234.1	231.2	225.5	211.6	214.1	220.8	221.4	198.5
Coating, engraving, and allied services.....	80.3	78.0	77.7	78.2	77.6	75.6	76.2	75.8	75.5	74.1	73.1	72.1	72.7	73.5	70.6
Miscellaneous fabricated wire products.....	66.6	65.8	65.8	65.7	65.0	64.7	64.8	64.1	63.2	62.7					

TABLE A-2. Employees in nonagricultural establishments, by industry¹—Continued

[In thousands]

Revised series; see box, p. 922.

Industry	1966						1965						Annual average		
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1965	1964
Manufacturing—Continued															
<i>Durable goods—Continued</i>															
Machinery.....	1,863.9	1,837.3	1,824.6	1,812.8	1,798.1	1,778.7	1,766.3	1,749.4	1,730.9	1,730.6	1,719.7	1,727.5	1,722.4	1,713.9	1,606.1
Engines and turbines.....	98.2	96.6	95.5	94.8	94.0	93.5	93.4	92.8	91.8	91.1	90.7	90.9	90.6	90.4	87.0
Farm machinery and equipment.....	147.5	147.8	147.8	147.9	145.8	142.1	138.9	135.0	131.9	134.0	133.1	134.3	135.8	135.1	126.5
Construction and related machinery.....	269.4	265.3	262.3	260.3	257.7	253.6	253.3	253.8	251.9	253.2	249.3	253.4	250.1	249.5	234.7
Metalworking machinery and equipment.....	325.8	321.7	320.4	317.8	316.0	310.8	309.0	304.1	300.6	301.4	298.4	299.7	300.6	298.9	281.4
Special industry machinery.....	201.5	198.5	196.9	197.9	197.2	197.2	195.5	194.1	192.8	192.9	192.0	191.6	191.0	190.9	180.9
General industrial machinery.....	278.0	273.8	271.8	271.5	269.6	267.5	266.4	263.1	261.7	259.3	262.2	260.0	260.5	257.7	243.0
Office, computing, and accounting machines.....	223.1	220.3	218.4	215.8	212.9	211.2	210.3	208.9	205.2	202.5	200.7	197.0	194.1	196.6	174.6
Service industry machines.....	117.1	114.7	113.3	110.4	110.8	110.7	109.2	108.4	108.9	109.2	109.2	109.2	115.8	111.1	105.9
Miscellaneous machinery.....	202.3	198.9	198.2	196.4	194.1	191.8	191.3	189.2	186.1	187.0	184.1	183.8	184.1	183.7	172.2
Electrical equipment and supplies.....	1,918.8	1,881.3	1,862.5	1,829.7	1,818.8	1,796.2	1,786.6	1,762.4	1,740.8	1,714.3	1,679.5	1,660.6	1,658.2	1,672.3	1,548.4
Electric distribution equipment.....	195.1	190.6	188.0	186.2	184.3	183.5	181.7	180.1	178.1	176.7	175.3	173.5	171.1	172.6	162.4
Electrical industrial apparatus.....	214.6	207.4	209.3	207.2	204.8	202.7	201.2	197.4	196.6	195.0	194.3	194.9	193.7	192.5	178.1
Household appliances.....	184.0	185.0	182.6	169.3	178.9	173.8	174.4	170.6	168.8	166.9	161.0	165.2	166.6	167.4	161.1
Electric lighting and wiring equipment.....	186.4	183.4	181.6	179.8	177.8	175.4	175.1	173.9	171.6	170.4	165.3	164.3	166.2	166.7	156.4
Radio and TV receiving sets.....	170.4	161.9	159.7	158.9	158.4	158.6	159.9	157.6	155.2	151.4	145.5	138.1	137.3	139.9	120.0
Communication equipment.....	483.6	476.0	470.8	465.3	458.9	455.1	450.6	444.6	439.1	433.9	428.4	425.4	423.7	428.0	411.6
Electronic components and accessories.....	378.0	371.0	366.0	359.4	353.3	344.9	338.5	332.6	325.0	315.0	308.1	301.1	299.8	304.4	264.9
Miscellaneous electrical equipment and supplies.....	106.7	106.0	104.5	103.6	102.4	102.2	105.2	105.6	106.4	105.0	101.6	98.1	99.8	100.9	94.0
Transportation equipment.....	1,901.4	1,910.1	1,896.0	1,887.6	1,868.9	1,840.4	1,839.0	1,823.9	1,795.3	1,777.6	1,650.7	1,721.1	1,741.9	1,739.7	1,604.8
Motor vehicles and equipment.....	727.3	725.5	717.7	706.7	694.1	680.5	666.8	651.8	637.0	632.2	622.9	615.7	603.3	617.8	603.7
Aircraft and parts.....	170.7	172.5	173.7	177.5	177.1	173.3	165.0	163.3	163.4	160.0	156.1	143.1	161.5	159.0	145.1
Ship and boat building and repairing.....	59.0	58.5	57.2	57.2	56.5	57.0	56.7	56.6	53.9	56.2	54.6	54.9	55.4	55.0	50.1
Railroad equipment.....	57.9	57.2	54.1	53.0	53.0	50.8	54.0	55.7	56.3	56.3	57.3	56.4	56.4	54.3	50.6
Other transportation equipment.....	425.6	418.9	414.3	411.8	407.6	402.5	400.0	397.2	394.0	392.8	389.8	387.1	384.2	385.0	369.3
Instruments and related products.....	425.6	418.9	414.3	411.8	407.6	402.5	400.0	397.2	394.0	392.8	389.8	387.1	384.2	385.0	369.3
Engineering and scientific instruments.....	72.3	71.4	71.8	71.6	70.8	70.6	69.9	70.4	70.0	69.8	69.4	69.0	69.2	69.6	69.6
Mechanical measuring and control devices.....	106.6	104.9	104.4	103.2	102.3	101.4	101.0	100.5	99.0	100.2	99.9	100.3	100.1	99.4	96.4
Optical and ophthalmic goods.....	48.9	49.2	49.4	48.9	48.5	47.7	47.6	47.3	47.0	46.7	45.5	45.4	45.9	46.1	43.5
Ophthalmic goods.....	33.9	34.2	33.9	33.6	32.9	32.9	32.7	32.5	32.2	31.2	31.2	31.7	31.7	29.5	29.5
Surgical, medical, and dental equipment.....	64.9	64.2	63.5	62.8	61.9	60.8	60.2	59.8	58.9	58.4	57.8	57.5	57.6	57.6	54.6
Photographic equipment and supplies.....	92.3	90.9	89.8	88.7	87.3	86.2	85.6	85.1	84.3	84.8	83.7	81.0	81.0	81.5	75.9
Watches and clocks.....	36.0	34.7	35.3	34.6	34.5	34.4	34.1	33.6	33.2	32.0	30.8	30.6	31.4	29.4	29.4
Miscellaneous manufacturing industries.....	448.0	441.6	432.7	424.7	416.6	403.0	438.9	459.7	462.2	451.2	440.7	412.8	420.3	424.1	398.5
Jewelry, silverware, and plated ware.....	47.5	47.2	46.8	46.8	46.2	44.8	46.2	46.2	46.2	45.6	44.8	41.8	44.2	44.6	43.4
Toys, amusement, and sporting goods.....	126.3	118.8	112.9	108.1	102.4	128.4	146.1	149.0	141.5	134.9	122.5	120.8	122.4	106.5	106.5
Pens, pencils, office and art materials.....	35.2	35.2	35.0	34.4	32.9	35.4	35.5	34.8	34.3	34.0	32.0	32.8	33.4	31.9	31.9
Costume jewelry, buttons, and notions.....	55.3	54.8	54.6	54.0	51.4	55.1	56.3	56.1	54.8	55.0	51.4	53.5	53.9	54.8	54.8
Other manufacturing industries.....	179.8	177.6	176.7	175.4	173.9	171.5	175.6	176.1	175.0	172.0	164.1	169.0	169.8	161.9	161.9
Musical instruments and parts.....	26.8	26.6	26.7	26.4	26.4	26.4	26.2	25.8	25.3	24.7	24.1	24.4	24.7	21.9	21.9
<i>Nondurable goods</i>															
Food and kindred products.....	1,712.5	1,663.0	1,658.0	1,656.8	1,654.8	1,670.1	1,721.9	1,779.8	1,822.6	1,859.1	1,854.4	1,776.5	1,722.5	1,737.2	1,745.8
Meat products.....	304.3	299.3	295.8	296.2	298.3	299.7	311.3	316.1	315.7	312.9	313.4	309.9	306.0	308.3	313.6
Dairy products.....	285.1	278.0	276.6	274.3	273.6	274.0	277.1	277.9	281.3	287.1	294.5	295.4	293.3	284.7	288.6
Canned and preserved food, except meats.....	227.9	231.4	224.5	226.1	229.2	242.1	279.6	315.7	371.4	360.7	289.2	241.3	262.4	254.1	254.1
Grain mill products.....	125.1	120.8	120.3	121.3	121.2	120.9	121.7	122.7	126.4	126.6	126.9	126.5	127.8	124.6	127.4
Bakery products.....	279.6	275.9	276.0	277.2	276.0	277.2	279.2	282.2	283.2	282.9	284.8	288.1	286.5	283.6	289.9
Sugar.....	30.3	30.7	31.8	33.3	41.0	47.4	51.1	48.8	30.8	30.2	29.5	29.7	29.7	35.9	37.6
Confectionery and related products.....	72.3	71.0	70.3	76.1	75.9	76.0	82.6	83.9	83.3	81.1	77.1	69.9	72.5	77.3	77.4
Beverages.....	233.4	223.9	220.6	217.3	211.5	212.4	218.1	222.1	224.6	225.2	228.0	226.1	220.1	220.1	216.1
Miscellaneous food and kindred products.....	137.4	135.9	136.3	138.1	138.9	139.7	142.4	144.2	143.6	141.1	139.6	140.0	139.3	140.2	141.0
Tobacco manufactures.....	72.8	71.4	73.3	75.8	79.2	81.6	88.1	86.7	98.2	97.8	89.3	73.9	74.4	83.7	89.1
Cigarettes.....	37.8	37.7	37.4	37.2	36.8	37.8	37.8	37.9	38.6	38.4	37.6	37.9	37.7	37.3	37.3
Cigars.....	21.7	21.7	21.5	21.8	21.8	21.5	23.5	23.8	23.8	23.4	23.0	22.3	23.3	23.3	25.3
Textile mill products.....	960.2	949.5	945.3	941.1	933.9	927.0	933.5	937.6	935.0	931.8	929.3	914.4	924.2	919.5	891.1
Cotton broad woven fabrics.....	240.3	237.5	236.7	236.4	235.8	235.5	235.3	233.5	232.0	231.0	231.1	230.4	230.8	230.7	226.8
Silk and synthetic broad woven fabrics.....	94.5	93.5	93.4	93.5	92.9	92.6	92.7	92.3	91.6	90.9	90.8	89.7	90.4	90.6	90.1
Weaving and finishing broad woolsens.....	44.8	44.3	44.0	44.1	43.7	43.3	43.1	43.0	43.1	43.8	43.9	43.5	44.3	43.5	44.8
Narrow fabrics and smallwares.....	31.0	30.8	30.6	30.4	30.2	29.8	29.8	29.5	29.6	29.6	29.3	27.9	29.2	29.1	27.8
Knitting.....	242.0	239.4	237.2	232.9	228.1	223.5	230.0	238.5	240.4	239.6	239.1	231.7	233.9	230.1	215.1
Finishing textiles, except wool and knit.....	76.4	75.9	75.5	75.1	74.8	74.5	74.9	74.3	74.2	74.4	74.7	74.5	76.3	75.6	76.1
Floor covering.....	41.0	41.0	41.2	41.5	41.5	41.7	42.1	42.0	41.7	41.2	40.2	39.3	39.5	40.6	38.5
Yarn and thread.....	116.6	114.7	114.0	113.6	113.6	113.4	113.2	112.1	111.0	110.3	110.0	108.1	109.2	109.1	104.6
Miscellaneous textile goods.....	73.2	72.4	72.9	73.5	73.3	72.7	72.4	72.4	71.4	71.0	70.2	69.3	70.6	70.2	67.4

See footnotes at end of table.

TABLE A-2. Employees in nonagricultural establishments, by industry¹—Continued

[In thousands]

Revised series; see box, p. 922.

Industry	1966						1965						Annual average		
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1965	1964
Manufacturing—Continued															
<i>Non-durable goods—Continued</i>															
Apparel and related products.....	1,419.5	1,395.5	1,376.9	1,398.0	1,388.6	1,329.4	1,371.1	1,380.5	1,380.3	1,380.3	1,374.1	1,311.6	1,355.9	1,351.2	1,302.0
Men's and boys' suits and coats.....	122.4	121.6	120.4	121.2	120.8	119.7	121.2	119.5	118.0	120.5	120.1	112.3	120.7	118.6	114.7
Men's and boys' furnishings.....	374.6	369.2	365.4	364.3	360.9	357.0	357.7	359.5	359.3	358.6	358.6	347.8	354.8	350.7	327.7
Women's, misses', and juniors' outerwear.....	429.0	422.4	412.3	428.5	428.8	396.7	416.5	414.8	415.6	419.1	420.9	399.3	413.4	412.3	404.3
Women's and children's undergarments.....	130.4	128.8	128.6	128.3	126.8	121.7	127.0	129.6	129.2	128.3	127.0	118.5	124.0	124.5	121.4
Hats, caps, and millinery.....	26.1	27.1	32.0	32.0	32.2	28.9	29.6	28.9	29.7	30.7	31.4	30.0	28.0	30.3	30.1
Girls' and children's outerwear.....	85.2	80.8	78.8	81.6	81.8	77.2	75.9	78.3	79.4	79.0	80.0	78.7	81.9	79.0	77.8
Fur goods and miscellaneous apparel.....	77.1	76.7	75.7	75.7	73.8	68.9	75.2	79.2	79.3	79.1	77.5	72.8	75.4	75.0	72.1
Miscellaneous fabricated textile products.....	169.0	169.5	167.6	166.4	163.5	159.3	168.0	170.7	169.8	165.0	158.6	152.2	157.7	160.9	154.0
Paper and allied products.....	671.9	656.8	654.9	651.5	649.0	647.6	651.3	649.1	647.0	646.9	644.4	640.6	639.0	637.5	625.2
Paper and pulp.....	218.4	212.4	211.7	210.8	210.2	210.1	211.0	210.1	210.3	211.9	215.1	215.2	213.9	211.0	213.0
Paperboard.....	69.7	68.7	68.2	68.7	68.8	68.5	68.0	67.9	68.2	68.6	66.5	67.9	68.1	67.5	66.6
Converted paper and paperboard products.....	168.3	164.6	165.0	163.2	162.0	161.1	161.6	160.9	159.8	160.0	160.2	157.3	155.8	156.8	151.7
Paperboard containers and boxes.....	215.5	211.1	210.0	208.8	208.0	207.8	210.7	210.2	208.7	206.4	202.6	200.2	201.2	202.2	193.9
Printing, publishing and allied industries.....	1,022.7	1,010.8	1,009.6	1,001.2	999.4	993.0	999.1	995.4	989.6	984.1	981.4	978.8	975.3	977.3	950.5
Newspaper publishing and printing.....	354.3	351.1	352.5	347.0	350.6	349.2	352.6	350.9	350.6	347.6	347.6	348.7	346.7	345.9	336.0
Periodical publishing and printing.....	71.2	70.7	70.9	70.9	70.9	70.2	70.5	70.5	70.0	70.1	69.6	68.5	68.2	69.0	68.3
Books.....	85.0	84.7	84.2	82.9	81.6	81.0	81.0	80.1	79.6	79.7	80.2	79.6	79.1	79.6	76.6
Commercial printing.....	325.7	322.4	320.9	320.1	316.1	315.1	317.0	315.8	313.2	311.5	307.5	306.5	307.1	309.0	301.9
Bookbinding and related industries.....	55.5	53.6	53.8	53.4	52.4	51.8	52.3	52.2	51.4	51.6	53.2	52.7	52.1	51.3	49.1
Other publishing and printing industries.....	129.0	127.5	127.0	125.6	126.5	125.1	125.7	125.9	124.8	123.6	123.3	122.8	122.1	122.4	118.6
Chemicals and allied products.....	947.5	941.6	937.6	929.8	918.9	912.7	912.3	909.4	907.2	912.5	918.0	913.9	903.5	902.3	877.4
Industrial chemicals.....	298.6	295.2	294.8	293.5	292.0	290.2	291.8	289.8	288.7	290.1	293.6	292.6	288.8	288.6	288.0
Plastics materials and synthetics.....	214.0	211.1	210.3	209.7	207.8	206.7	206.0	205.1	203.4	204.7	204.5	202.3	199.9	199.1	183.1
Drugs.....	122.7	120.5	119.8	119.7	119.2	118.6	118.8	118.0	117.4	117.6	118.6	118.2	112.8	115.3	112.1
Soap, cleaners, and toilet goods.....	107.5	105.3	101.8	101.0	102.5	103.0	103.0	104.5	105.6	106.2	106.3	105.1	105.0	104.0	101.1
Paints, varnishes, and allied products.....	67.3	66.1	65.4	65.0	64.4	63.8	64.3	64.8	64.8	65.9	67.3	67.2	66.7	65.3	64.0
Agricultural chemicals.....	49.0	57.7	61.3	57.6	52.1	50.1	48.9	48.2	48.5	48.8	48.4	48.4	51.1	51.5	51.0
Other chemical products.....	88.4	85.7	84.2	83.3	80.9	80.3	79.5	79.0	78.8	79.2	79.4	80.1	79.2	78.6	78.1
Petroleum refining and related industries.....	181.6	177.6	175.3	173.3	173.0	172.8	174.7	176.6	178.4	180.6	182.5	182.4	180.0	178.0	182.7
Petroleum refining.....	143.1	140.9	140.2	139.9	139.9	139.8	140.8	141.3	141.4	143.1	144.7	145.1	144.4	143.2	148.4
Other petroleum and coal products.....	38.5	36.7	35.1	33.4	33.1	33.0	33.9	35.3	37.0	37.5	37.8	37.3	35.6	34.9	34.4
Rubber and miscellaneous plastic products.....	505.4	495.6	492.1	487.9	484.3	484.3	485.0	482.6	476.4	471.7	466.7	456.8	461.9	463.7	433.6
Tires and inner tubes.....	110.0	107.3	105.4	105.1	104.8	106.0	106.1	106.0	104.9	103.9	103.3	100.0	100.1	102.1	99.0
Other rubber products.....	181.3	179.1	177.4	177.5	177.1	177.8	177.9	176.3	174.5	176.2	176.3	168.7	171.8	171.6	163.7
Miscellaneous plastic products.....	214.1	209.2	209.3	205.3	202.4	200.5	201.0	200.3	197.0	195.2	193.1	188.1	190.0	190.0	170.9
Leather and leather products.....	365.2	360.6	359.0	362.8	363.7	358.1	360.0	359.3	354.2	355.5	360.7	351.2	353.4	353.8	348.4
Leather tanning and finishing.....	32.0	31.7	31.7	32.0	32.1	32.4	32.6	32.4	32.1	32.1	31.7	31.2	31.4	31.7	31.4
Footwear, except rubber.....	240.0	237.0	235.3	238.7	240.3	237.6	236.6	234.0	230.1	231.6	237.0	233.0	233.5	233.3	230.5
Other leather products.....	93.2	91.9	92.0	92.1	91.3	88.1	90.8	92.9	92.0	91.8	92.0	87.0	88.5	88.8	86.5
Handbags and personal leather goods.....	37.5	38.0	39.3	38.7	36.5	37.6	39.5	39.1	38.8	38.5	35.4	36.3	37.4	37.8	
Transportation and public utilities.....	4,165	4,111	4,075	4,054	4,034	4,025	4,087	4,091	4,104	4,112	4,098	4,083	4,070	4,031	3,947
Railroad transportation.....	718.1	714.3	710.7	710.5	710.5	717.6	732.6	730.5	738.0	741.3	749.6	749.3	747.0	737.0	756.1
Class I railroads ²	623.6	619.6	615.3	614.6	614.6	623.7	632.4	633.6	640.2	643.6	652.2	652.5	650.8	639.8	665.0
Local and interurban passenger transit.....	267.2	268.4	271.9	272.4	272.4	273.0	272.8	270.0	270.9	269.7	251.6	247.9	263.1	266.8	266.8
Local and suburban transportation.....	81.4	81.9	82.7	82.6	82.7	83.0	83.2	83.2	83.7	82.8	82.9	83.4	83.2	83.9	
Taxicabs.....	104.2	107.6	109.6	110.7	110.4	110.1	107.8	107.3	106.5	105.1	100.7	106.6	108.0	109.2	
Intercity and rural bus lines.....	41.9	41.4	40.9	40.7	41.4	41.7	41.1	42.0	43.3	43.7	43.6	42.5	41.8	42.0	
Motor freight transportation and storage.....	991.2	974.6	970.5	961.7	954.1	992.7	1,000.7	1,005.4	1,000.6	984.8	986.1	977.7	964.6	919.8	
Public warehousing.....	76.9	75.7	78.0	77.6	78.8	84.5	89.3	87.8	81.6	76.2	77.6	77.7	80.5	82.2	
Air transportation.....	255.0	251.8	247.6	246.3	242.1	243.2	240.5	237.6	236.0	234.4	233.0	229.3	230.7	212.7	
Air transportation, common carriers.....	228.3	225.2	221.4	220.5	216.2	216.6	214.8	212.7	211.4	210.5	209.4	206.6	207.1	190.8	
Pipeline transportation.....	18.6	18.6	18.6	18.7	18.8	18.9	18.9	19.0	19.5	19.9	20.0	20.0	19.4	20.0	
Other transportation.....	325.9	317.4	314.3	311.4	308.3	312.5	320.8	321.1	322.1	316.1	311.8	320.5	309.8	310.4	
Communication.....	912.9	908.8	901.4	895.9	891.6	893.6	891.8	889.9	892.8	892.8	901.2	884.5	882.2	848.0	
Telephone communication.....	762.9	759.3	753.0	747.9	744.6	745.0	743.6	741.7	744.5	755.9	755.0	739.9	736.6	706.1	
Telegraph communication.....	32.6	32.1	31.9	31.8	31.2	31.6	31.2	31.0	31.0	31.1	31.3	31.3	31.2	32.4	
Radio and television broadcasting.....	111.0	111.0	110.1	109.8	109.4	110.6	110.6	110.8	110.9	109.5	108.5	106.9	108.1	103.1	
Electric, gas, and sanitary services.....	622.5	621.3	619.0	617.5	619.1	620.6	617.9	621.6	629.8	638.7	637.7	627.4	620.5	613.6	
Electric companies and systems.....	253.6	253.0	251.9	251.1	251.4	251.9	248.8	251.8	255.2	258.4	258.2	255.3	251.8	248.6	
Gas companies and systems.....	154.9	155.1	154.9	154.6	154.9	155.6	155.6	155.6	157.9	160.8	156.8	156.8	155.1	153.2	
Combined utility systems.....	175.6	175.0	174.6	174.4	175.0	175.3	175.6	176.1	178.4	180.8	179.8	178.8	175.7	174.1	
Water, steam, and sanitary systems.....	38.4	38.2	37.6	37.4	37.4	37.8	37.8	37.9	37.9	38.3	38.7	38.5	37.8	37.7	

See footnotes at end of table.

TABLE A-2. Employees in nonagricultural establishments, by industry¹—Continued

[In thousands]

Revised series; see box, p. 922.

Industry	1966						1965						Annual average		
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1965	1964
Wholesale and retail trade	13,076	12,918	12,883	12,700	12,617	12,716	13,638	12,960	12,736	12,639	12,574	12,583	12,596	12,588	12,132
Wholesale trade.....	3,381	3,321	3,314	3,305	3,299	3,303	3,345	3,326	3,321	3,307	3,312	3,301	3,269	3,263	3,173
Motor vehicles and automotive equip- ment.....	255.3	254.4	254.1	253.2	254.2	254.2	254.6	253.6	252.5	252.7	254.0	253.2	251.5	250.8	244.2
Drugs, chemicals, and allied products.....	200.4	200.1	199.8	199.0	198.8	201.9	199.6	198.3	197.6	197.6	196.4	195.5	195.5	196.1	191.4
Dry goods and apparel.....	143.6	142.8	143.2	142.3	142.0	142.1	141.8	141.2	140.1	141.1	139.8	138.5	138.5	138.5	133.8
Groceries and related products.....	485.3	482.4	483.1	482.5	490.1	502.5	504.5	506.6	502.6	494.8	509.7	507.7	494.6	492.5	492.5
Electrical goods.....	271.0	269.9	267.8	266.2	263.1	265.7	262.2	260.4	261.9	264.0	261.8	257.9	257.2	242.7	
Hardware, plumbing, and heating goods.....	154.8	154.7	154.2	154.1	153.2	153.9	153.6	152.5	152.1	152.7	152.3	150.6	150.2	145.9	
Machinery, equipment, and supplies.....	593.2	591.6	586.6	581.9	578.7	577.1	574.5	573.4	573.8	574.2	573.9	568.4	565.6	544.9	
Miscellaneous wholesalers.....	1,141.0	1,139.5	1,135.2	1,132.9	1,128.7	1,142.9	1,137.9	1,135.6	1,131.0	1,136.2	1,128.1	1,118.0	1,117.7	1,076.6	
Retail trade.....	9,597	9,569	9,395	9,318	9,413	10,293	9,634	9,415	9,332	9,262	9,282	9,327	9,325	8,959	
General merchandise stores.....	1,879.5	1,879.6	1,838.7	1,817.1	1,908.0	2,483.2	2,060.4	1,905.0	1,838.3	1,786.4	1,778.8	1,793.9	1,869.2	1,761.5	
Department stores.....	1,184.1	1,177.1	1,152.7	1,138.5	1,200.1	1,579.7	1,289.5	1,186.3	1,139.7	1,110.2	1,108.3	1,115.5	1,164.9	1,086.2	
Mail order houses.....	112.4	114.4	116.0	118.4	130.1	162.9	148.5	129.7	118.3	112.0	109.4	108.5	119.5	108.3	
Limited price variety stores.....	312.1	318.2	308.8	300.3	313.5	413.4	341.2	314.1	306.9	296.0	293.9	300.3	314.5	309.2	
Food stores.....	1,542.2	1,532.9	1,533.5	1,527.1	1,518.0	1,537.9	1,509.6	1,492.6	1,469.7	1,450.1	1,464.7	1,468.4	1,473.4	1,419.9	
Grocery, meat, and vegetable stores.....	1,371.4	1,360.9	1,364.1	1,356.6	1,351.8	1,359.4	1,338.5	1,324.9	1,302.8	1,285.6	1,297.3	1,297.8	1,303.9	1,251.7	
Apparel and accessories stores.....	634.2	652.2	616.1	607.7	628.6	762.4	648.9	629.9	621.7	598.7	595.2	620.9	630.9	614.3	
Men's and boys' apparel stores.....	108.0	109.1	106.3	109.3	114.0	140.4	110.6	105.4	103.5	101.3	101.6	104.2	106.5	100.1	
Women's ready-to-wear stores.....	229.8	229.5	222.6	218.5	226.2	271.0	236.3	231.1	226.5	220.9	217.0	225.0	229.8	228.3	
Family clothing stores.....	100.2	100.3	98.3	98.2	102.2	131.4	105.5	100.8	99.3	96.6	97.4	102.7	104.2	103.2	
Shoe stores.....	123.8	139.8	118.0	113.4	117.3	138.3	121.6	119.8	122.5	115.0	115.0	118.7	120.7	116.5	
Furniture and appliance stores.....	418.8	418.0	418.5	417.9	418.3	437.3	423.0	417.3	411.8	409.5	407.4	405.8	410.0	394.4	
Furniture and home furnishings.....	270.8	270.1	269.5	269.3	270.0	289.8	273.9	270.0	266.7	265.6	263.9	264.4	266.0	255.1	
Eating and drinking places.....	1,985.2	1,949.7	1,899.8	1,871.5	1,858.2	1,898.5	1,900.2	1,910.8	1,938.3	1,955.3	1,964.7	1,966.9	1,898.4	1,836.7	
Other retail trade.....	3,137.1	3,136.2	3,088.7	3,076.7	3,081.5	3,173.5	3,091.4	3,059.2	3,052.5	3,062.1	3,071.0	3,070.8	3,042.6	2,932.6	
Building materials and hardware.....	553.2	549.6	537.5	528.4	533.4	548.1	548.8	547.0	551.2	562.0	562.3	553.7	541.0	532.7	
Auto dealers and service stations.....	1,456.6	1,450.2	1,441.4	1,439.1	1,443.5	1,451.6	1,442.6	1,433.5	1,432.7	1,437.2	1,442.6	1,440.7	1,424.0	1,366.0	
Motor vehicle dealers.....	744.2	745.9	746.2	744.0	743.0	741.0	738.2	734.9	730.1	731.3	733.3	728.8	725.6	692.0	
Other vehicle and accessory dealers.....	185.7	182.3	176.7	175.0	178.3	189.0	184.1	178.4	175.4	178.6	179.2	180.3	176.8	166.8	
Gasoline service stations.....	526.7	522.0	518.5	520.2	522.2	521.6	520.3	520.2	527.2	527.3	530.1	531.6	521.6	507.1	
Miscellaneous retail stores.....	1,127.3	1,136.4	1,119.8	1,109.2	1,104.6	1,173.8	1,100.0	1,078.7	1,068.6	1,062.9	1,066.1	1,076.4	1,077.6	1,033.9	
Drug stores.....	419.2	419.2	415.3	414.9	417.3	437.7	416.3	409.6	404.6	401.6	404.0	404.3	406.0	389.3	
Farm and garden supply stores.....	105.8	108.9	102.3	96.7	93.5	92.6	93.2	95.8	93.0	92.8	94.1	98.2	93.7	93.5	
Fuel and ice dealers.....	104.8	108.6	113.5	117.5	118.9	115.5	110.8	107.8	103.1	101.5	101.3	102.6	108.3	108.3	
Finance, insurance, and real estate	3,137	3,102	3,089	3,075	3,054	3,049	3,064	3,062	3,066	3,073	3,102	3,098	3,062	3,044	2,964
Banking.....	799.5	798.4	795.8	792.3	790.2	791.6	788.8	787.5	788.9	798.0	794.6	794.6	784.5	783.1	764.4
Credit agencies other than banks.....	334.9	335.5	336.2	334.7	336.3	336.4	334.7	334.3	333.2	335.0	335.2	330.8	330.5	316.0	
Savings and loan associations.....	92.0	93.7	93.8	93.9	95.0	94.5	94.0	94.6	94.4	95.6	96.8	94.8	94.6	93.8	
Personal credit institutions.....	186.3	185.4	185.6	184.0	184.6	184.5	183.2	182.8	182.0	182.4	181.4	179.7	179.4	166.6	
Security dealers and exchanges.....	139.2	137.9	136.7	133.8	131.0	131.0	129.8	129.6	128.6	130.5	131.1	129.0	128.7	125.8	
Insurance carriers.....	921.7	921.3	920.5	918.5	917.1	919.0	919.3	918.7	921.6	927.9	923.6	912.5	913.6	895.2	
Life insurance.....	481.6	483.0	482.7	483.2	483.6	484.1	485.1	485.0	486.4	489.2	486.5	481.3	482.8	475.1	
Accident and health insurance.....	60.8	59.7	59.3	58.2	57.9	57.6	57.2	57.1	57.4	57.8	57.6	57.1	56.8	55.9	
Fire, marine, and casualty insurance.....	334.1	333.3	333.0	331.6	329.9	330.9	330.7	330.2	330.9	333.6	332.4	327.8	328.0	319.4	
Insurance agents, brokers, and services.....	238.7	238.1	237.1	235.3	233.7	234.8	234.2	234.2	234.3	236.5	236.0	232.9	232.7	225.6	
Real estate.....	584.9	574.6	566.2	557.5	559.0	568.8	573.5	580.3	584.1	592.1	595.7	591.2	573.9	557.8	
Operative builders.....	45.6	45.8	44.9	43.1	43.5	45.7	46.4	48.1	50.1	50.8	50.7	50.1	46.9	46.2	
Other finance, insurance, and real estate.....	82.9	82.8	82.5	82.0	81.6	81.9	81.5	81.6	81.8	82.1	82.1	81.4	81.4	79.4	
Services and miscellaneous	9,461	9,348	9,242	9,112	9,030	8,959	9,046	9,054	9,073	9,039	9,062	9,081	9,008	8,907	8,569
Hotels and lodging places.....	714.8	684.2	657.2	651.1	636.9	645.2	648.4	666.7	708.6	799.9	793.3	712.2	678.0	639.9	
Hotels, tourist courts, and motels.....	657.0	631.5	608.9	603.6	589.5	595.9	598.1	613.3	643.3	679.4	674.6	644.4	613.1	575.0	
Personal services.....	984.7	978.4	971.7	966.4	967.6	973.1	976.1	977.2	973.3	973.0	977.9	978.8	968.3	947.1	
Laundries, cleaning and dyeing plants.....	546.8	541.3	535.7	531.4	534.1	538.3	541.2	543.4	542.1	543.3	549.9	551.3	539.9	531.0	
Miscellaneous business services.....	1,156.6	1,146.1	1,138.1	1,128.4	1,113.1	1,127.9	1,110.4	1,105.3	1,097.5	1,090.0	1,084.9	1,076.6	1,074.9	1,001.6	
Advertising.....	114.1	114.6	114.5	114.4	113.7	113.6	113.9	114.2	114.0	113.9	115.2	114.1	113.7	110.9	
Credit reporting and collecting agencies.....	67.7	67.1	67.1	66.6	66.2	67.7	67.1	66.7	66.2	66.3	66.1	65.5	65.4	63.0	
Motion pictures.....	180.2	179.7	173.4	171.6	178.3	183.8	181.4	185.5	192.3	198.3	198.4	189.2	183.0	177.4	
Motion picture filming and distrib- uting.....	46.7	48.0	47.9	50.2	53.8	57.9	52.5	51.7	51.0	52.5	52.0	46.0	48.5	42.7	
Motion picture theaters and services.....	133.5	131.7	125.5	121.4	124.5	125.9	128.9	133.8	141.3	145.8	146.4	143.2	134.5	134.6	
Medical and other health services.....	2,251.9	2,248.9	2,237.0	2,225.3	2,210.5	2,203.9	2,202.3	2,192.9	2,184.2	2,188.4	2,189.0	2,165.4	2,163.5	2,061.4	
Hospitals.....	1,494.5	1,491.7	1,488.7	1,480.4	1,471.2	1,469.1	1,470.2	1,466.5	1,460.1	1,461.1	1,463.9	1,450.0	1,449.9	1,395.0	
Legal services.....	184.1	184.0	184.5	182.9	181.7	184.5	182.4	182.4	183.6	188.0	188.0	181.7	180.6	173.8	
Educational services.....	1,042.4	1,039.4	1,044.4	1,034.5	1,022.2	1,023.8	1,026.1	1,005.9	919.7	825.3	840.5	911.7	942.5	892.3	
Elementary and secondary schools.....	346.8	345.9	346.0	345.0	343.8	344.3	344.0	337.0	318.8	273.0	275.0	312.7	319.3	301.6	
Higher educational institutions.....	624.4	621.6	626.8	618.3	609.8	610.8	612.6	599.8	535.6	489.1	501.1	533.9	556.9	527.9	
Miscellaneous services.....	475														

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

Industry	1966						1965						Annual average		
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1965	1964
	Government	10,789	10,769	10,726	10,667	10,556	10,427	10,579	10,413	10,301	10,102	9,698	9,716	10,033	10,051	-9,595
Federal Government ⁴	2,566	2,513	2,493	2,460	2,431	2,406	2,543	2,402	2,384	2,377	2,408	2,407	2,374	2,378	2,348
Executive.....	2,481.5	2,461.5	2,428.8	2,399.7	2,375.4	2,311.8	2,370.4	2,352.7	2,345.2	2,376.1	2,375.1	2,341.9	2,347.0	2,317.5	2,317.5
Department of Defense.....	1,001.5	991.9	980.0	964.8	956.2	951.6	955.7	949.4	947.3	954.9	951.3	940.8	938.8	933.7	933.7
Post Office Department.....	660.2	652.8	639.5	632.4	624.4	771.5	617.8	608.0	602.8	608.5	604.1	593.9	614.2	599.9	599.9
Other agencies.....	819.8	816.8	809.3	802.5	794.8	788.7	796.9	795.3	795.1	812.7	819.7	807.2	793.9	783.9	783.9
Legislative.....	25.4	25.4	25.4	25.2	24.9	25.0	25.6	25.6	25.8	26.2	26.4	25.9	25.4	24.5	24.5
Judicial.....	6.0	6.0	6.0	6.0	5.9	5.9	5.9	5.9	5.9	5.8	5.8	5.9	5.9	5.9	5.8
State and local government ⁵	8,223	8,256	8,233	8,207	8,125	8,021	8,036	8,011	7,917	7,725	7,290	7,309	7,659	7,673	7,248
State government.....	2,124.7	2,111.9	2,109.6	2,092.9	2,064.6	2,066.2	2,065.9	2,045.9	1,990.5	1,932.8	1,935.4	1,979.3	1,981.5	1,855.6	1,855.6
State education.....	798.0	794.0	793.2	779.5	761.9	764.0	765.9	745.3	662.5	582.8	590.5	661.9	683.1	608.9	608.9
Other state government.....	1,326.7	1,317.9	1,316.4	1,313.4	1,302.7	1,302.2	1,300.0	1,300.6	1,328.0	1,350.0	1,344.9	1,317.4	1,298.5	1,246.7	1,246.7
Local government.....	6,131.7	6,120.8	6,097.8	6,032.3	5,956.7	5,969.8	5,944.6	5,871.2	5,734.3	5,357.0	5,373.9	5,679.2	5,690.8	5,391.8	5,391.8
Local education.....	3,513.6	3,517.5	3,504.7	3,451.0	3,388.6	3,394.9	3,369.7	3,301.1	3,124.7	2,681.1	2,694.7	3,068.5	3,125.5	2,906.5	2,906.5
Other local government.....	2,618.1	2,603.3	2,593.1	2,581.3	2,568.1	2,574.9	2,574.9	2,570.1	2,609.6	2,675.9	2,679.2	2,610.7	2,565.3	2,485.3	2,485.3

¹ Beginning with the January 1966 issue, figures differ from those previously published. The industry series have been adjusted to March 1964 benchmarks (comprehensive counts of employment). For comparable back data, see *Employment and Earnings Statistics for the United States, 1909-65* (BLS Bulletin 1312-3). Statistics from April 1964 forward are subject to further revision when new benchmarks become available.

These series are based upon establishment reports which cover all full- and part-time employees in nonagricultural establishments who worked during, or received pay for any part of the pay period which includes the 12th of the month. Therefore, persons who worked in more than 1 establishment during the reporting period are counted more than once. Proprietors, self-employed persons, unpaid family workers, and domestic servants are excluded.

² Preliminary.

³ Beginning January 1965, data relate to railroads with operating revenues of \$5,000,000 or more.

⁴ Data relate to civilian employees who worked on, or received pay for the last day of the month.

⁵ State and local government data exclude, as nominal employees, elected officials of small local units and paid volunteer firemen.

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

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry¹

[In thousands]

Revised series; see box, p. 922.

Industry	1966						1965						Annual average		
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1965	1964
Mining	505	490	449	479	476	482	491	495	494	490	501	502	502	492	496
Metal mining.....	70.8	69.8	69.3	69.5	69.5	69.3	69.7	70.2	68.9	69.4	70.8	69.9	70.1	69.3	65.8
Iron ores.....	22.2	20.9	20.3	20.7	20.6	21.3	22.1	22.3	22.4	22.6	22.7	22.9	22.1	21.1	
Copper ores.....	26.1	26.1	26.1	26.0	25.8	25.6	25.4	24.0	24.2	25.3	24.6	25.0	24.6	22.0	
Coal mining.....	124.8	87.3	124.0	125.1	125.1	126.1	126.6	125.5	118.3	121.7	120.7	123.7	124.6	129.9	
Bituminous.....	116.8	79.2	115.4	116.0	115.9	116.5	116.9	115.9	108.8	112.6	110.7	114.5	115.2	119.7	
Crude petroleum and natural gas.....	191.0	190.8	191.7	191.7	194.3	197.2	195.7	195.2	196.9	202.3	205.1	203.7	198.4	204.2	
Crude petroleum and natural gas fields.....	83.0	83.0	83.4	83.5	84.2	85.0	84.9	85.4	87.1	89.9	90.0	89.2	87.1	91.5	
Oil and gas field services.....	108.0	107.8	108.3	108.2	110.1	112.2	110.8	109.8	109.8	112.4	115.1	114.5	111.3	112.7	
Quarrying and nonmetallic mining.....	103.2	101.1	93.5	90.1	92.8	98.4	102.5	103.9	105.8	106.6	106.3	104.5	99.4	96.3	
Crushed and broken stone.....	37.2	36.2	32.6	30.6	32.5	35.5	37.1	38.1	38.3	38.8	39.0	37.7	35.8	34.5	
Contract construction	3,057	2,813	2,700	2,525	2,365	2,489	2,717	2,884	2,975	3,008	3,085	2,987	2,927	2,731	2,602
General building contractors.....	923.7	895.8	846.3	793.7	841.7	912.6	936.6	952.5	965.1	992.4	957.3	935.4	880.6	823.9	
Heavy construction.....	580.6	521.5	426.9	382.5	415.6	495.7	593.8	642.3	652.2	679.5	650.0	636.3	547.6	526.5	
Highway and street construction.....	304.1	256.7	186.8	163.2	183.7	237.0	314.0	354.6	358.3	378.3	361.2	349.6	285.1	278.4	
Other heavy construction.....	276.5	264.8	240.1	219.3	231.9	258.7	279.8	287.7	293.9	301.2	288.8	286.7	262.5	248.1	
Special trade contractors.....	1,308.4	1,282.5	1,252.2	1,188.5	1,231.6	1,308.4	1,353.4	1,380.3	1,391.1	1,412.9	1,379.9	1,354.8	1,302.9	1,251.2	
Plumbing, heating, and air conditioning.....	300.2	299.1	296.3	289.3	298.9	307.5	311.4	314.9	313.5	317.2	312.9	305.1	301.9	287.3	
Painting, paperhanging, and decorating.....	119.4	113.5	107.1	101.4	102.7	117.4	128.0	137.3	143.3	146.7	137.5	135.5	125.0	125.6	
Electrical work.....	198.6	196.2	191.9	187.9	189.8	197.1	198.2	197.1	199.9	203.9	198.6	191.6	191.7	175.6	
Masonry, plastering, stone and tile work.....	219.1	215.8	215.4	192.8	193.8	212.9	222.6	230.7	235.6	234.5	231.6	228.5	220.0	220.7	
Roofing and sheet metal work.....	87.6	87.0	84.9	77.5	85.5	95.1	97.2	99.0	96.6	98.9	95.2	93.4	90.9	87.5	
Manufacturing	14,263	14,030	13,917	13,828	13,727	13,571	13,724	13,770	13,754	13,773	13,540	13,361	13,412	13,376	12,769
Durable goods.....	8,386	8,267	8,191	8,098	8,024	7,929	7,968	7,949	7,900	7,887	7,683	7,701	7,750	7,693	7,209
Nondurable goods.....	5,877	5,763	5,726	5,730	5,703	5,642	5,756	5,821	5,854	5,886	5,857	5,660	5,662	5,684	5,560
<i>Durable goods</i>															
Ordnance and accessories.....	128.0	126.4	121.7	120.2	117.8	114.3	108.0	109.9	108.2	106.4	102.3	100.5	98.8	102.2	106.1
Ammunition, except for small arms.....	82.9	82.1	80.3	79.2	77.7	75.6	72.3	70.7	69.0	66.5	65.8	64.8	67.2	69.3	
Sighting and fire control equipment.....	39.2	38.5	35.7	35.4	34.6	33.4	29.2	32.3	32.4	30.9	29.9	29.3	30.0	30.9	
Other ordnance and accessories.....															
Lumber and wood products, except furniture.....	565.2	543.5	534.5	527.4	521.9	521.6	533.1	540.0	543.1	549.5	558.1	553.4	552.6	532.2	530.2
Sawmills and planing mills.....	237.4	229.7	229.7	227.2	222.7	225.4	228.7	231.1	231.9	235.4	238.6	236.7	238.8	229.5	231.0
Millwork, plywood, and related products.....	143.4	138.8	137.7	135.2	134.9	134.4	136.0	136.9	137.8	138.7	141.7	139.9	138.5	135.2	133.4
Wooden containers.....	32.9	32.4	31.5	30.6	30.5	30.6	30.6	30.4	30.8	31.2	31.8	31.6	32.8	31.1	31.7
Miscellaneous wood products.....	67.8	66.9	66.5	65.9	65.6	64.4	64.8	65.3	65.0	64.7	65.2	64.0	64.3	63.9	60.2
Furniture and fixtures.....	378.5	372.0	370.6	370.8	366.9	366.2	368.5	367.2	366.0	364.0	359.9	353.1	355.3	356.3	337.1
Household furniture.....	283.2	279.5	280.1	279.7	275.0	275.6	277.4	276.2	273.5	270.7	268.5	261.6	264.6	266.5	251.1
Office furniture.....	24.0	22.5	23.6	23.4	23.3	23.1	22.8	23.0	23.1	22.7	22.1	22.3	22.2	21.7	
Partitions; office and store fixtures.....	33.3	33.2	32.9	31.2	32.9	33.1	33.1	34.0	34.3	34.1	33.2	32.2	32.3	29.7	
Other furniture and fixtures.....	36.8	35.2	34.8	34.6	34.3	34.4	34.9	35.1	35.5	35.9	34.6	36.2	36.2	35.1	34.5
Stone, clay, and glass products.....	526.0	515.2	509.7	495.7	487.7	489.2	499.6	507.8	511.3	518.9	516.4	511.7	506.9	498.7	492.2
Flat glass.....	26.4	26.4	26.1	26.1	26.1	26.4	26.8	27.0	26.9	26.8	26.3	25.9	24.8	25.9	24.8
Glass and glassware, pressed or blown.....	106.2	104.9	102.4	100.8	100.2	98.8	99.1	99.9	99.9	101.1	101.3	100.0	100.8	99.0	97.2
Cement, hydraulic.....	30.7	29.7	29.0	27.6	27.4	28.0	29.2	30.0	30.2	30.7	30.9	31.0	30.8	29.7	30.3
Structural clay products.....	63.9	62.3	61.0	58.8	58.1	59.2	60.0	61.0	61.5	62.3	61.7	62.6	61.5	59.9	59.2
Pottery and related products.....	100.7	99.1	100.0	98.1	96.8	96.7	97.2	97.1	97.5	100.0	99.5	98.9	96.7	96.7	94.8
Other stone and mineral products.....	143.2	138.0	135.7	128.9	124.7	126.6	132.6	137.2	139.5	141.9	142.9	141.1	140.8	134.3	133.4
Primary metal industries.....	1,100.1	1,082.2	1,076.7	1,060.3	1,049.2	1,035.3	1,025.9	1,017.3	1,031.6	1,068.9	1,075.8	1,079.6	1,084.7	1,055.0	1,001.9
Blast furnace and basic steel products.....	552.5	540.3	533.8	520.6	509.6	501.3	496.7	494.4	511.0	545.3	563.6	565.4	567.1	540.8	515.8
Iron and steel foundries.....	204.0	200.8	201.2	199.1	200.0	198.9	197.7	192.3	192.5	195.6	192.1	193.4	195.6	193.2	181.7
Nonferrous smelting and refining.....	58.7	58.1	57.7	57.4	57.7	57.4	57.4	56.3	56.2	57.5	57.1	56.9	56.4	56.1	53.3
Nonferrous rolling, drawing, and extruding.....	157.5	156.9	157.4	156.9	156.2	153.8	151.1	152.1	151.6	150.6	146.5	146.8	148.1	147.4	140.9
Nonferrous foundries.....	70.6	70.1	70.5	70.1	69.8	68.4	68.6	67.9	66.7	66.5	65.5	64.5	65.0	65.3	61.7
Miscellaneous primary metal industries.....	56.8	56.0	56.1	56.2	55.9	55.5	54.4	54.3	53.6	53.4	51.0	52.6	52.5	52.2	48.5
Fabricated metal products.....	1,054.0	1,037.8	1,033.1	1,023.4	1,018.5	1,011.5	1,016.3	1,016.7	1,004.5	998.8	978.6	973.5	984.3	976.0	912.5
Metal cans.....	56.3	54.8	53.4	52.6	51.8	50.9	50.8	52.3	51.8	55.9	56.0	55.2	54.6	51.4	52.6
Cutlery, hand tools, and general hardware.....	128.7	127.1	129.9	129.4	128.1	127.7	125.7	126.8	123.8	122.6	119.7	117.6	122.8	122.6	113.1
Heating equipment and plumbing fixtures.....	62.5	61.6	60.7	61.2	61.0	60.2	60.6	60.9	60.0	60.8	59.4	59.5	60.2	59.7	60.6
Fabricated structural metal products.....	297.7	288.7	284.0	279.1	279.2	279.9	284.2	286.0	282.8	283.3	283.9	281.1	275.9	271.9	252.7
Screw machine products, bolts, etc.....	80.5	78.8	78.6	78.2	77.3	76.7	76.4	75.5	74.8	74.7	73.6	72.8	73.4	73.4	69.6
Metal stampings.....	192.9	193.1	193.6	194.2	193.3	192.4	193.8	192.3	190.0	184.0	170.3	173.4	180.2	180.9	161.1
Coating, engraving, and allied services.....	67.8	65.7	65.5	65.9	65.2	63.3	64.3	63.9	63.3	62.4	61.0	59.9	61.1	61.7	59.5
Miscellaneous fabricated wire products.....	54.1	53.4	53.4	53.3	52.7	52.5	52.8	52.2	51.2	50.8	50.3	50.2	50.4	50.2	46.3
Miscellaneous fabricated metal products.....	113.5	114.6	114.0	109.5	109.9	107.9	107.7	106.8	106.8	104.3	104.4	103.8	105.7	104.2	97.0

See footnotes at end of table.

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry¹—Continued

[In thousands]

Revised series; see box, p. 922.

Industry	1966						1965						Annual average		
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1965	1964
Manufacturing—Continued															
<i>Durable goods—Continued</i>															
Machinery.....	1,312.1	1,295.5	1,285.3	1,276.8	1,266.3	1,250.5	1,242.1	1,226.0	1,211.5	1,211.5	1,195.6	1,203.6	1,205.5	1,199.2	1,117.8
Engines and turbines.....	68.6	67.1	66.2	65.7	65.0	64.6	64.4	63.8	63.0	62.0	61.4	61.7	61.6	61.6	58.4
Farm machinery and equipment.....	109.9	110.1	110.4	110.4	108.7	105.1	102.0	98.2	95.7	97.3	95.8	97.2	99.0	98.6	92.0
Construction and related machinery.....	185.9	183.4	181.1	178.9	177.4	173.9	172.9	174.6	172.8	173.6	170.4	173.8	171.3	171.2	159.5
Metalworking machinery and equipment.....	245.6	244.2	243.3	241.1	240.3	235.9	234.3	229.4	226.8	227.5	223.3	224.6	226.9	225.3	211.4
Special industry machinery.....	140.0	137.4	136.0	137.2	136.4	137.0	135.6	134.6	133.4	133.5	132.0	131.8	132.2	132.1	124.2
General industrial machinery.....	188.3	185.2	183.9	184.4	182.5	181.0	180.5	177.6	176.6	175.3	176.6	176.1	176.2	173.9	163.1
Office, computing, and accounting machines.....	132.0	131.1	128.9	127.8	126.2	125.9	126.2	124.9	122.6	120.9	117.8	114.5	113.7	116.0	103.0
Service industry machines.....	82.3	80.6	79.5	76.6	77.0	76.1	75.7	74.8	75.2	75.5	75.3	81.3	81.5	77.4	72.8
Miscellaneous machinery.....	159.4	156.6	156.3	154.7	152.8	151.0	150.5	148.1	145.4	145.9	143.0	142.6	143.1	143.1	133.4
Electrical equipment and supplies.....	1,330.1	1,303.6	1,289.6	1,265.3	1,261.2	1,244.7	1,240.6	1,221.3	1,202.9	1,180.2	1,147.8	1,131.9	1,135.5	1,146.1	1,038.5
Electric distribution equipment.....	134.3	130.9	129.3	127.9	126.2	125.7	125.0	123.7	121.9	120.9	119.4	117.5	116.2	117.5	109.0
Electrical industrial apparatus.....	153.4	148.4	149.2	147.6	145.6	144.1	142.6	139.4	138.2	136.7	136.2	136.7	135.8	134.8	122.7
Household appliances.....	144.9	146.0	144.5	143.7	141.7	137.3	137.6	134.1	132.6	131.0	124.6	129.0	130.5	131.3	124.7
Electric lighting and wiring equipment.....	146.8	144.6	142.8	140.8	139.3	137.0	137.1	136.3	134.1	133.2	128.1	127.3	129.5	130.0	121.9
Radio and TV receiving sets.....	135.7	127.4	125.6	126.1	126.4	127.4	129.2	127.6	125.1	121.5	116.2	109.6	108.5	110.9	92.7
Communication equipment.....	243.9	240.6	237.3	235.1	232.0	229.7	228.1	224.0	220.2	216.6	212.7	210.2	210.8	214.1	202.8
Electronic components and accessories.....	288.7	283.8	280.3	276.1	271.4	264.7	259.7	254.1	248.0	238.7	232.4	226.9	227.8	230.0	193.8
Miscellaneous electrical equipment and supplies.....	82.4	81.9	80.6	80.0	78.6	78.8	81.3	82.1	82.8	81.6	78.2	74.7	76.4	77.5	70.9
Transportation equipment.....	1,358.8	1,367.7	1,357.3	1,354.6	1,340.5	1,318.4	1,323.8	1,313.8	1,290.6	1,270.2	1,144.0	1,217.9	1,244.4	1,241.0	1,120.3
Motor vehicles and equipment.....	700.3	694.7	698.8	696.1	687.5	670.6	676.0	666.6	651.6	627.7	659.5	678.0	667.3	667.3	581.1
Aircraft and parts.....	430.6	429.7	424.7	417.2	408.4	400.2	391.4	381.2	369.0	364.4	355.6	350.1	340.6	352.9	337.7
Ship and boat building and repairing.....	141.2	143.1	144.3	149.3	148.3	145.1	137.4	135.6	133.8	130.9	118.8	136.0	133.1	131.1	121.1
Railroad equipment.....	46.5	46.1	44.9	44.3	44.3	44.3	44.7	44.5	41.9	44.1	42.4	42.8	43.5	43.1	38.7
Other transportation equipment.....	48.1	47.5	44.4	44.4	43.4	41.3	44.3	46.1	46.5	46.3	47.4	46.7	46.3	44.6	41.7
Instruments and related products.....	274.3	270.0	266.5	266.0	263.2	259.6	258.2	256.5	254.3	254.1	249.5	247.2	245.4	246.4	233.8
Engineering and scientific instruments.....	37.4	36.9	37.5	37.4	37.0	37.0	36.8	36.6	36.9	36.6	35.7	35.8	35.7	35.6	35.9
Mechanical measuring and control devices.....	70.0	69.0	68.5	67.9	67.2	66.6	66.4	65.9	64.5	66.0	65.1	65.6	65.5	65.1	63.1
Optical and ophthalmic goods.....	35.1	35.8	35.8	35.5	35.2	34.4	34.5	34.3	34.0	33.7	32.7	32.6	32.7	33.1	31.0
Ophthalmic goods.....	26.2	26.3	26.1	25.9	25.1	25.2	25.1	24.9	24.6	23.7	23.6	23.9	24.1	22.4	22.4
Surgical, medical, and dental equipment.....	45.1	44.6	44.1	44.0	43.3	42.4	41.9	41.4	40.8	40.6	40.2	39.6	39.8	39.9	37.5
Photographic equipment and supplies.....	53.8	53.1	52.3	51.9	51.1	50.6	50.3	50.3	49.8	49.8	48.8	48.8	47.1	47.4	42.8
Watches and clocks.....	29.4	28.1	28.8	28.2	28.2	28.0	28.0	28.0	27.8	27.4	26.0	24.8	24.6	25.4	23.4
Miscellaneous manufacturing industries.....	358.4	353.1	345.5	337.8	330.3	317.6	352.0	372.7	375.5	364.9	354.7	328.6	336.1	339.5	318.7
Jewelry, silverware, and plated ware.....	37.3	37.1	37.0	36.7	36.3	35.1	36.4	36.3	36.4	35.9	35.2	32.5	34.8	35.0	34.1
Toys, amusement, and sporting goods.....	105.9	98.8	92.8	88.4	82.8	82.8	107.5	125.0	127.9	121.1	114.4	102.4	100.5	102.4	88.3
Pens, pencils, office and art materials.....	25.9	26.0	25.9	25.3	23.9	26.3	26.4	25.8	25.5	25.2	24.3	24.3	24.7	24.7	23.6
Costume jewelry, buttons, and notions.....	45.7	45.3	45.1	44.3	42.1	45.6	46.7	46.5	45.3	45.4	42.1	43.9	44.3	45.1	45.1
Other manufacturing industries.....	140.7	138.5	138.4	137.3	136.0	133.7	136.2	138.3	138.9	137.1	134.5	127.3	132.6	133.0	127.6
Musical instruments and parts.....	22.2	22.2	22.3	22.1	22.1	21.9	22.1	22.1	21.5	21.1	20.5	19.9	20.4	20.6	18.2
<i>Nondurable goods</i>															
Food and kindred products.....	1,121.8	1,080.0	1,074.7	1,075.3	1,073.6	1,088.3	1,135.9	1,193.9	1,232.5	1,265.9	1,255.7	1,175.2	1,124.2	1,146.4	1,154.3
Meat products.....	242.1	237.4	233.8	234.4	236.3	237.4	248.7	253.5	252.9	249.7	249.6	245.7	241.8	244.6	250.4
Dairy products.....	133.4	127.8	126.2	124.4	123.3	122.7	125.1	125.7	127.5	131.6	137.1	138.3	137.0	130.7	134.7
Canned and preserved food, except meats.....	186.5	189.8	182.9	184.4	188.0	200.8	238.6	273.8	329.3	318.8	247.0	199.6	221.8	215.1	215.1
Grain mill products.....	88.0	84.0	82.9	84.5	84.3	84.1	85.1	85.9	89.8	89.9	89.9	89.2	90.6	87.7	90.3
Bakery products.....	162.8	159.4	159.5	160.4	159.3	160.1	162.1	165.3	165.4	165.1	166.5	167.8	166.5	164.5	166.5
Sugar.....	23.6	23.9	25.0	26.6	34.4	40.6	44.2	41.7	24.1	23.4	22.6	22.9	29.1	30.6	30.6
Confectionery and related products.....	58.7	57.5	56.8	62.5	62.5	62.7	67.7	68.8	68.3	66.3	62.3	55.3	57.9	62.5	62.2
Beverages.....	121.8	116.0	113.4	110.9	105.9	107.1	111.3	115.5	117.2	116.5	116.8	117.5	116.8	113.1	111.7
Miscellaneous food and kindred products.....	89.3	87.8	88.4	90.3	91.0	91.8	94.5	96.4	95.9	93.4	91.3	91.8	91.1	92.3	92.8
Tobacco manufactures.....	61.0	59.8	61.6	64.0	67.2	69.7	76.1	74.8	86.0	85.7	77.6	62.8	63.1	72.1	77.4
Cigarettes.....	30.9	30.8	30.5	30.5	30.5	30.2	31.4	31.4	31.5	32.2	32.0	31.4	31.5	31.4	31.1
Cigars.....	20.1	20.1	19.9	20.2	20.2	19.9	21.8	22.1	22.1	21.7	21.4	20.7	21.7	21.7	23.7
Textile mill products.....	857.3	847.6	843.9	840.0	833.5	827.6	833.9	837.8	835.3	832.0	830.1	816.0	826.3	821.4	797.5
Cotton broad woven fabrics.....	220.8	218.4	217.3	217.2	216.4	216.3	216.2	214.2	212.8	211.5	211.9	211.4	211.9	211.9	209.0
Silk and synthetic broad woven fabrics.....	85.4	84.3	84.3	84.4	83.9	83.7	83.8	83.6	82.8	82.1	82.0	80.8	81.5	81.8	81.3
Weaving and finishing broad woolens.....	39.3	38.9	38.6	38.7	38.4	37.9	37.8	37.6	37.7	38.4	38.5	38.2	38.9	38.1	39.2
Narrow fabrics and smallwares.....	27.6	27.4	27.3	27.1	26.8	26.5	26.6	26.3	26.4	26.4	26.0	24.8	26.1	25.9	24.6
Knitting.....	217.5	214.8	212.7	208.5	204.0	199.8	205.7	214.3	216.4	215.7	215.4	208.3	210.7	206.8	193.4
Finishing textiles, except wool and knit.....	64.6	64.1	64.0	63.6	63.4	63.4	63.6	63.1	63.0	63.2	63.6	63.3	64.8	64.2	65.3
Floor covering.....	33.3	33.4	33.6	34.2	34.2	34.4	34.8	34.3	34.3	33.8	32.7	32.0	32.3	33.3	31.9
Yarn and thread.....	108.2	106.6	105.9	105.9	105.6	105.2	105.2	103.9	102.7	102.2	102.0	99.9	101.3	101.1	96.8
Miscellaneous textile goods.....	60.2	59.8	60.4	61.0	60.8	60.4	60.2	60.2	59.2	58.7	58.0	57.3	58.8	58.2	56.1

See footnotes at end of table.

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry¹—Continued

[In thousands]

Revised series; see box, p. 922.

Industry	1966						1966						Annual average		
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1965	1964
Manufacturing—Continued															
<i>Nondurable goods—Continued</i>															
Apparel and related products.....	1,263.8	1,240.7	1,223.0	1,244.1	1,236.2	1,178.6	1,219.5	1,228.4	1,229.3	1,229.4	1,223.6	1,164.9	1,207.8	1,202.9	1,157.8
Men's and boys' suits and coats.....	109.4	108.6	107.5	108.4	108.2	107.0	108.7	107.2	105.8	108.3	108.0	100.3	108.5	106.4	102.6
Men's and boys' furnishings.....	338.9	334.0	330.6	329.4	326.4	322.9	323.6	325.3	325.5	325.2	325.6	315.1	322.8	318.2	297.3
Women's, misses', and juniors' outerwear.....	384.6	378.1	367.7	384.0	384.7	353.8	373.2	371.8	372.2	375.7	377.2	357.5	370.3	369.6	361.5
Women's and children's undergarments.....	115.2	114.0	113.8	113.4	111.9	107.1	111.9	114.5	114.1	113.3	111.9	104.0	109.4	109.8	107.5
Hats, caps, and millinery.....	23.0	24.0	28.6	28.6	28.9	25.7	26.5	25.6	26.4	27.4	28.1	26.9	24.8	26.9	26.7
Girls' and children's outerwear.....	76.7	72.6	70.7	73.5	73.7	69.1	67.8	70.0	71.3	70.6	71.7	70.5	73.7	70.7	69.5
Fur goods and miscellaneous apparel.....	66.9	66.6	65.6	63.7	63.7	58.6	64.8	68.7	69.1	68.9	67.3	62.8	65.2	65.0	62.7
Miscellaneous fabricated textile products.....	143.0	143.5	142.1	141.2	138.7	134.4	143.0	145.3	144.9	140.0	133.8	127.8	133.1	136.4	129.9
Paper and allied products.....	525.3	512.4	510.9	506.9	504.3	504.4	508.6	507.1	504.7	506.1	502.9	498.6	499.0	497.2	488.7
Paper and pulp.....	173.5	168.1	167.6	166.7	166.2	166.6	167.4	166.4	166.7	168.8	171.5	171.2	169.9	167.5	169.8
Paperboard.....	55.2	54.1	53.8	53.5	53.5	53.7	53.9	54.0	53.8	54.7	52.5	54.2	54.6	53.6	53.0
Converted paper and paperboard products.....	124.2	121.6	121.8	120.3	118.8	118.2	119.1	118.7	117.5	117.7	117.7	114.7	114.7	115.2	111.9
Paperboard containers and boxes.....	172.4	168.6	167.7	166.4	165.8	165.9	168.2	168.0	166.7	164.9	161.2	158.5	160.1	161.0	154.0
Printing, publishing, and allied industries.....	651.4	643.6	642.0	637.6	635.3	630.4	635.3	634.0	630.4	625.7	621.7	617.9	616.4	619.6	601.4
Newspaper publishing and printing.....	178.4	178.3	179.0	175.7	177.7	176.9	179.8	179.3	179.9	177.6	176.3	176.4	175.5	175.8	169.9
Periodical publishing and printing.....	25.1	25.1	25.5	25.6	25.2	25.2	25.4	25.6	25.3	25.4	25.0	24.1	24.1	24.9	25.9
Books.....	55.2	53.5	52.9	53.0	52.0	50.8	49.9	49.2	48.9	49.0	49.1	48.7	48.6	49.1	47.1
Commercial printing.....	255.1	253.0	251.7	251.6	248.0	247.3	248.8	248.1	245.7	244.1	240.3	238.9	239.9	241.8	235.8
Bookbinding and related industries.....	46.1	44.3	44.4	44.0	42.9	42.3	42.8	42.7	42.2	42.1	43.7	43.2	42.4	41.9	39.6
Other publishing and printing industries.....	91.8	89.4	88.9	87.8	89.1	87.9	88.6	98.1	88.4	87.5	87.3	86.6	85.9	86.2	83.2
Chemicals and allied products.....	567.9	565.9	563.5	556.5	548.9	544.3	543.4	542.9	542.6	546.8	550.8	548.3	544.4	542.4	528.6
Industrial chemicals.....	168.2	166.4	166.6	166.2	165.3	164.4	165.2	164.2	163.6	164.8	167.5	167.1	165.6	165.0	165.1
Plastics materials and synthetics.....	142.6	141.1	140.5	139.4	138.6	138.4	137.7	137.7	136.1	138.1	137.6	136.2	135.7	134.5	123.1
Drugs.....	65.3	63.5	63.1	63.0	62.6	62.2	62.2	61.8	61.4	61.4	61.9	62.1	61.9	60.1	59.4
Soap, cleaners, and toilet goods.....	66.0	64.5	60.8	60.4	62.1	61.7	61.9	63.4	65.1	65.2	65.5	64.6	64.5	63.6	62.1
Paints, varnishes, and allied products.....	38.0	36.8	36.3	36.1	35.8	35.4	35.8	36.2	36.2	36.9	38.1	38.0	37.8	36.6	36.2
Agricultural chemicals.....	31.7	38.8	42.6	38.5	33.7	31.9	30.8	30.1	30.7	30.6	30.3	30.0	33.0	33.5	33.7
Other chemical products.....	56.1	54.8	53.6	52.9	50.8	50.3	49.8	49.5	49.5	49.8	49.9	50.3	50.0	49.2	49.0
Petroleum refining and related industries.....	114.5	110.9	108.8	107.2	106.7	106.7	108.0	109.3	111.0	112.8	113.6	113.6	111.8	110.0	113.6
Petroleum refining.....	86.5	84.8	84.2	84.1	84.1	84.0	84.6	84.9	84.9	85.9	86.6	87.1	86.8	85.7	89.6
Other petroleum and coal products.....	28.0	26.1	24.6	23.1	22.6	22.7	23.4	24.4	26.1	26.9	27.0	26.5	25.0	24.3	24.0
Rubber and miscellaneous plastic products.....	393.8	386.4	383.3	380.3	377.3	378.0	379.8	377.5	371.9	368.7	363.0	354.0	358.2	360.9	334.7
Tires and inner tubes.....	78.7	76.3	74.4	74.3	74.1	75.2	75.7	74.7	74.4	73.7	71.3	71.1	72.9	70.9	70.9
Other rubber products.....	143.8	142.1	140.8	141.1	140.8	141.7	141.8	140.7	138.5	136.9	134.2	132.9	135.7	135.8	128.3
Miscellaneous plastic products.....	171.3	168.0	168.1	164.9	162.4	161.1	162.3	161.3	158.7	157.4	155.1	149.8	151.4	152.1	135.4
Leather and leather products.....	320.3	315.9	314.2	318.5	319.6	313.8	315.9	315.5	310.7	312.4	317.9	308.3	310.4	310.8	306.3
Leather tanning and finishing.....	27.9	27.6	27.6	27.9	28.1	28.3	28.5	28.1	27.9	28.0	27.6	27.2	27.4	27.6	27.5
Footwear, except rubber.....	213.2	210.4	208.8	212.5	214.0	211.1	210.6	208.1	204.6	206.1	211.6	207.4	207.8	207.7	204.8
Other leather products.....	79.2	77.9	77.8	78.1	77.5	74.4	76.8	79.3	78.2	78.3	78.7	73.7	75.2	75.5	74.0
Handbags and personal leather goods.....	32.5	32.5	32.9	34.2	33.6	31.6	32.5	34.4	34.1	33.8	33.5	30.5	31.3	32.5	32.8
Transportation and public utilities:															
Local and interurban passenger transit:															
Local and suburban transportation.....	77.0	77.6	78.2	78.2	78.3	78.6	78.8	78.9	79.2	78.3	78.5	78.9	78.9	78.9	79.7
Intercity and rural bus lines.....	38.6	37.8	37.2	37.1	37.9	38.2	37.8	38.7	40.0	40.4	40.3	39.2	38.4	38.7	38.7
Motor freight transportation and storage.....	903.0	886.9	883.0	874.8	866.3	863.0	863.0	863.0	863.0	863.0	863.0	863.0	863.0	863.0	863.0
Public warehousing.....	67.0	66.1	66.1	67.8	69.0	74.6	79.2	77.9	71.7	66.5	67.8	68.1	70.6	72.4	72.4
Pipeline transportation.....	15.5	15.5	15.5	15.6	15.7	15.8	15.8	15.8	15.9	16.3	16.8	16.8	16.8	16.3	16.9
Communication.....	722.9	718.0	712.4	707.3	704.1	707.4	705.4	704.9	704.9	707.5	718.1	716.7	702.1	699.6	674.5
Telephone communication.....	608.6	604.2	599.7	595.0	592.4	594.2	592.8	591.7	594.0	605.8	605.2	591.3	588.2	565.9	565.9
Radio and television broadcasting.....	22.5	22.1	22.0	21.9	21.7	21.9	21.6	21.6	21.7	21.6	21.8	21.8	21.8	21.8	22.7
Electric, gas, and sanitary services.....	89.6	89.6	88.6	88.3	87.9	89.2	88.9	89.6	89.8	89.8	87.7	87.7	87.0	87.6	84.1
Electric companies and systems.....	540.1	539.7	537.4	535.8	536.9	539.0	536.3	540.5	549.1	558.5	552.7	546.7	539.9	534.2	534.2
Gas companies and systems.....	215.5	215.1	213.8	212.9	212.9	213.4	210.4	213.5	217.0	219.9	219.9	217.1	213.6	211.4	211.4
Combined utility systems.....	133.7	134.1	134.0	134.1	134.6	135.5	135.7	136.1	138.3	142.0	137.4	137.5	135.8	134.5	134.5
Water, steam, and sanitary systems.....	157.4	157.2	156.6	156.2	156.4	157.0	157.1	157.9	160.3	162.6	161.3	158.4	157.5	155.5	155.5
Wholesale and retail trade ⁴	33.5	33.3	33.0	32.6	33.0	33.1	33.1	33.0	33.5	34.0	34.1	33.7	33.0	32.8	32.8
Wholesale and retail trade⁴:															
Wholesale trade.....	11,669	11,514	11,476	11,306	11,231	11,325	12,251	11,580	11,364	11,220	11,227	11,246	11,240	10,845	10,845
Motor vehicles and automotive equipment.....	2,864	2,808	2,802	2,795	2,793	2,797	2,841	2,825	2,821	2,809	2,818	2,807	2,778	2,771	2,705
Drugs, chemicals, and allied products.....	214.6	213.7	213.3	212.6	213.5	214.2	213.5	212.5	212.2	214.2	213.1	211.4	210.9	210.5	205.5
Dry goods and apparel.....	165.8	165.2	165.4	164.9	164.9	168.1	165.8	164.6	163.8	163.5	162.8	161.8	162.6	158.6	158.6
Groceries and related products.....	116.7	115.6	116.5	115.5	113.0	114.9	115.0	114.1	113.3	114.3	113.3	112.1	112.2	109.7	109.7
Electrical goods.....	425.0	422.2	422.9	423.2	432.0	443.8	445.4	447.6	443.5	446.4	449.0	448.9	435.7	435.0	435.0
Hardware, plumbing, and heating goods.....	223.2	223.3	221.8	220.8	218.6	219.5	216.5	214.9	217.1	220.8	219.3	216.3	214.1	203.5	203.5
Machinery, equipment, and supplies.....	131.2	131.1	130.6	130.6	130.2	131.0	130.8	129.9	129.6	130.2	129.7	128.3	127.8	125.1	125.1
Miscellaneous wholesalers.....	501.9	500.6	495.9	491.7	488.2	487.4	485.9	485.0	486.2	487.5	487.4	481.8	479.0	462.4	462.4
See footnotes at end of table.	966.3	965.0	961.3	959.8	956.4	971.0	967.0	964.2	960.6	966.5	959.5	949.3	949.8	918.3	918.3

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry¹—Continued

Industry	1966						1965						Annual average		
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1965	1964
	[In thousands]														
Wholesale and retail trade—Continued															
Retail trade ⁴	8,805	8,706	8,674	8,511	8,438	8,528	9,410	8,755	8,543	8,469	8,402	8,420	8,468	8,468	8,140
General merchandise stores.....	1,721.1	1,721.6	1,683.0	1,663.0	1,751.1	2,321.6	1,901.0	1,749.8	1,683.0	1,634.4	1,626.0	1,641.3	1,715.6	1,611.6	
Department stores.....	1,084.3	1,077.6	1,055.3	1,042.1	1,102.4	1,478.9	1,189.2	1,089.3	1,042.2	1,016.0	1,013.3	1,021.9	1,070.0	996.5	
Mail order houses.....	105.0	106.9	108.7	110.9	122.7	155.5	140.9	122.5	111.0	105.0	102.1	101.4	112.2	101.3	
Limited price variety stores.....	290.6	297.3	287.8	279.6	291.8	391.7	320.5	293.7	286.8	275.7	273.5	279.7	293.9	285.4	
Food stores.....	1,431.3	1,423.8	1,424.4	1,417.5	1,409.1	1,431.0	1,400.5	1,385.7	1,362.3	1,343.8	1,359.3	1,362.9	1,368.5	1,321.4	
Grocery, meat, and vegetable stores.....	1,271.9	1,263.5	1,266.4	1,257.2	1,253.0	1,262.7	1,239.9	1,227.9	1,205.4	1,189.1	1,201.4	1,201.9	1,208.7	1,162.1	
Apparel and accessories stores.....	569.9	587.7	551.5	543.7	565.1	697.7	584.9	566.9	559.3	537.6	534.3	559.1	568.7	555.2	
Men's and boys' apparel stores.....	97.4	97.8	95.7	98.7	103.3	129.1	99.6	94.7	93.1	91.0	91.2	93.7	95.9	90.5	
Women's ready-to-wear stores.....	208.4	208.3	201.4	197.2	204.7	248.9	214.2	209.8	205.3	200.1	196.0	203.8	208.5	207.6	
Family clothing stores.....	92.6	92.9	90.4	90.5	95.1	124.5	98.3	93.8	91.9	89.4	90.3	95.2	97.0	96.1	
Shoe stores.....	107.9	124.2	102.0	97.7	101.6	122.3	106.2	104.1	107.3	100.0	100.0	103.6	105.4	101.8	
Furniture and appliance stores.....	368.0	367.0	367.6	366.9	368.2	387.1	373.3	367.7	363.5	360.9	359.5	358.8	362.6	349.8	
Furniture and home furnishings.....	237.4	236.6	236.5	236.1	237.3	251.3	241.6	237.4	235.4	233.8	232.8	233.6	234.9	226.0	
Eating and drinking places.....	1,856.8	1,820.9	1,772.8	1,744.6	1,728.3	1,765.8	1,768.1	1,777.5	1,809.7	1,824.4	1,830.2	1,835.8	1,769.0	1,711.3	
Other retail trade.....	2,758.9	2,753.2	2,712.0	2,702.1	2,706.1	2,806.7	2,727.2	2,695.8	2,691.5	2,701.0	2,711.0	2,709.6	2,684.0	2,590.6	
Building materials and hardware.....	476.3	473.2	461.0	452.1	457.5	472.3	473.2	471.7	474.9	486.5	486.8	478.7	466.4	460.2	
Motor vehicle dealers.....	635.8	637.9	638.9	637.5	637.4	637.0	634.6	631.8	628.4	630.7	632.7	628.5	625.2	596.3	
Other vehicle and accessory dealers.....	161.3	158.3	152.8	151.0	154.3	164.9	160.4	154.7	151.2	155.5	156.5	157.1	153.6	144.1	
Drug stores.....	381.2	380.5	377.3	376.5	379.4	400.2	379.8	373.2	369.6	365.6	369.0	368.4	370.7	356.1	
Fuel and ice dealers.....	90.7	94.6	99.4	103.7	103.4	101.8	97.4	94.4	90.1	89.0	88.6	89.9	95.4	95.5	
Finance, insurance, real estate⁵	2,504	2,471	2,458	2,448	2,429	2,425	2,446	2,445	2,451	2,457	2,490	2,488	2,456	2,437	2,390
Banking.....	664.9	664.5	662.3	659.5	658.6	662.1	660.0	658.9	660.9	669.6	668.0	657.7	656.0	644.2	
Credit agencies other than banks.....	266.9	267.5	268.5	267.6	269.2	269.8	268.3	268.6	267.6	269.7	270.5	266.8	266.1	255.0	
Savings and loan associations.....	74.4	75.9	76.0	76.2	77.3	77.2	76.8	77.4	77.2	78.5	79.7	77.8	77.6	77.6	
Security dealers and exchanges.....	123.0	121.4	120.4	117.7	115.0	115.6	114.6	113.8	113.3	115.1	115.9	113.8	113.6	111.6	
Insurance carriers.....	645.3	645.0	645.5	643.0	642.0	645.8	645.3	645.5	649.0	656.7	652.2	643.3	644.2	641.5	
Life insurance.....	274.4	275.4	275.4	275.2	275.1	277.0	276.7	277.3	278.4	279.4	279.4	276.5	277.6	282.0	
Accident and health insurance.....	51.7	50.8	50.2	49.4	48.9	48.8	48.5	48.5	48.8	49.2	49.0	48.4	48.2	47.5	
Fire, marine, and casualty insurance.....	281.5	281.1	282.2	280.5	279.9	281.1	281.3	280.8	281.9	284.9	283.8	279.2	279.6	274.1	
Services and miscellaneous:															
Hotels and lodging places:															
Hotels, tourist courts, and motels.....	615.0	590.6	568.5	564.2	550.5	556.2	558.7	574.4	602.7	637.7	632.5	604.0	573.8	539.1	
Personal services:															
Laundries, cleaning and dyeing plants ⁶	493.8	488.2	483.0	478.7	480.7	484.2	486.8	488.7	486.7	488.1	494.4	494.8	484.4	472.7	
Motion pictures:															
Motion picture filming and distribution.....	28.2	28.0	29.0	29.2	31.7	34.6	31.8	31.7	31.4	32.1	32.0	29.1	29.8	27.0	

¹ For comparability of data with those published in issues prior to January 1966, 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 leadmen and trainees) engaged in fabricating, processing, assembling, inspection, receiving, storage, handling, packing, warehousing, shipping, maintenance, repair, janitorial, and watchmen services, product development, auxiliary production for plant's own use (e.g., powerplant), and recordkeeping and other services closely associated with the above production operations.

Construction workers include working foremen, journeymen, mechanics, apprentices, laborers, etc., engaged in new work, alterations, demolition,

repair, and maintenance, etc., at the site of construction or working in shop or yards at jobs (such as precutting and preassembling) ordinarily performed by members of the construction trades.

Nonsupervisory workers include employees (not above the working supervisory level) such as office and clerical workers, repairmen, salespersons, operators, drivers, attendants, service employees, linemen, laborers, janitors, watchmen, and similar occupational levels, and other employees whose services are closely associated with those of the employees listed.

² Preliminary.

³ Data relate to nonsupervisory employees except messengers.

⁴ Beginning January 1964, data include eating and drinking places.

⁵ Beginning January 1964, nonoffice salesmen excluded from nonsupervisory count for all series in this division.

⁶ 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 1966. (See footnote 1, table A-2, and "BLS Establishment Employment Estimates Revised to March 1964 Benchmark Levels" appearing in the December 1965 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, 1909-65* (BLS Bulletin 1312-3), which is available at depository libraries or which may be purchased from the Superintendent of Documents for \$4.25 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 ¹

[In thousands]

Revised series; see box, p. 922.

Industry division and group	1966						1965						
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June
Total.....	63,384	63,060	62,935	62,918	62,501	62,148	61,884	61,472	61,001	60,756	60,621	60,501	60,290
Mining.....	630	624	591	632	631	632	630	627	622	617	627	633	626
Contract construction.....	3,332	3,275	3,370	3,462	3,374	3,383	3,386	3,267	3,202	3,186	3,189	3,154	3,195
Manufacturing.....	19,047	18,939	18,860	18,780	18,691	18,522	18,429	18,321	18,163	18,098	18,072	18,032	17,943
Durable goods.....	11,180	11,109	11,056	10,996	10,919	10,805	10,707	10,615	10,523	10,494	10,476	10,424	10,345
Ordnance and accessories.....	271	267	261	257	255	250	243	244	243	242	239	236	234
Lumber and wood products, except furniture.....	616	619	628	636	630	633	623	613	605	601	603	602	601
Furniture and fixtures.....	456	456	451	451	448	447	442	435	432	430	427	430	428
Stone, clay, and glass products.....	635	634	640	643	640	644	636	627	624	622	618	618	612
Primary metal industries.....	1,328	1,310	1,303	1,294	1,288	1,283	1,274	1,269	1,284	1,308	1,318	1,317	1,306
Fabricated metal products.....	1,339	1,331	1,335	1,334	1,327	1,314	1,300	1,294	1,274	1,269	1,263	1,269	1,259
Machinery.....	1,847	1,826	1,809	1,800	1,798	1,783	1,771	1,768	1,745	1,736	1,728	1,728	1,707
Electrical equipment and supplies.....	1,927	1,898	1,880	1,843	1,826	1,794	1,769	1,741	1,722	1,697	1,683	1,677	1,665
Transportation equipment.....	1,893	1,900	1,890	1,884	1,860	1,822	1,805	1,790	1,767	1,771	1,781	1,740	1,735
Instruments and related products.....	425	422	416	414	410	405	398	394	392	390	388	389	383
Miscellaneous manufacturing industries.....	443	446	443	440	437	430	446	440	435	428	428	418	415
Nondurable goods.....	7,867	7,830	7,804	7,784	7,772	7,717	7,722	7,706	7,640	7,604	7,596	7,608	7,598
Food and kindred products.....	1,718	1,727	1,738	1,748	1,749	1,743	1,745	1,761	1,733	1,717	1,723	1,733	1,728
Tobacco manufactures.....	85	83	84	84	82	83	84	81	81	79	80	87	86
Textile mill products.....	951	950	947	946	943	939	937	933	928	924	921	921	916
Apparel and related products.....	1,431	1,412	1,392	1,384	1,383	1,355	1,377	1,369	1,362	1,356	1,345	1,343	1,367
Paper and allied products.....	667	661	659	659	658	654	650	646	643	640	637	641	634
Printing, publishing, and allied industries.....	1,023	1,015	1,013	1,003	1,004	998	992	990	984	980	981	981	975
Chemicals and allied products.....	944	937	931	931	927	922	918	914	909	910	911	908	900
Petroleum refining and related industries.....	179	178	176	175	176	177	178	178	177	179	179	179	177
Rubber and miscellaneous plastic products.....	506	499	496	491	487	485	483	477	469	465	466	464	463
Leather and leather products.....	363	368	368	363	363	361	358	357	354	354	353	351	352
Transportation and public utilities.....	4,128	4,123	4,112	4,107	4,104	4,090	4,079	4,079	4,071	4,067	4,049	4,031	4,034
Wholesale and retail trade.....	13,060	13,016	13,004	13,015	12,942	12,909	12,822	12,754	12,684	12,641	12,600	12,619	12,580
Wholesale trade.....	3,384	3,361	3,358	3,349	3,336	3,323	3,309	3,300	3,288	3,281	3,273	3,281	3,272
Retail trade.....	9,676	9,655	9,646	9,666	9,606	9,586	9,513	9,454	9,396	9,360	9,327	9,338	9,308
Finance, insurance, and real estate.....	3,115	3,105	3,101	3,100	3,082	3,080	3,082	3,074	3,069	3,061	3,053	3,049	3,041
Service and miscellaneous.....	9,303	9,283	9,261	9,251	9,205	9,142	9,128	9,081	9,019	8,967	8,946	8,929	8,857
Government.....	10,769	10,695	10,636	10,571	10,472	10,390	10,328	10,269	10,171	10,119	10,085	10,054	10,014
Federal.....	2,646	2,521	2,501	2,477	2,451	2,425	2,395	2,400	2,386	2,379	2,379	2,376	2,355
State and local.....	8,223	8,174	8,135	8,094	8,021	7,965	7,933	7,869	7,785	7,740	7,706	7,678	7,659

¹ For coverage of the series, see footnote 1, table A-2.² Preliminary.NOTE: The seasonal adjustment method used is described in "New Seasonal Adjustment Factors for Labor Force Components," *Monthly Labor Review*, August 1960, pp. 822-827.TABLE A-5. Production workers in manufacturing industries, by major industry group, seasonally adjusted ¹

[In thousands]

Revised series; see box, p. 922.

Major industry group	1966						1965						
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June
Manufacturing.....	14,187	14,105	14,054	14,003	13,937	13,801	13,731	13,647	13,507	13,457	13,440	13,405	13,340
Durable goods.....	8,294	8,247	8,214	8,177	8,122	8,027	7,955	7,878	7,798	7,781	7,769	7,721	7,662
Ordnance and accessories.....	129	127	123	121	118	113	107	108	107	105	104	102	100
Lumber and wood products, except furniture.....	539	542	550	558	553	556	547	538	530	527	530	528	527
Furniture and fixtures.....	379	379	374	375	373	370	368	362	358	357	354	357	356
Stone, clay, and glass products.....	509	509	516	518	516	520	512	503	500	500	495	495	490
Primary metal industries.....	1,083	1,066	1,062	1,055	1,050	1,045	1,035	1,031	1,046	1,068	1,079	1,077	1,068
Fabricated metal products.....	1,042	1,038	1,041	1,040	1,036	1,024	1,012	1,006	987	983	977	983	973
Machinery.....	1,298	1,283	1,270	1,264	1,262	1,252	1,244	1,242	1,224	1,218	1,208	1,208	1,192
Electrical equipment and supplies.....	1,338	1,320	1,306	1,278	1,263	1,244	1,225	1,199	1,182	1,163	1,152	1,149	1,142
Transportation equipment.....	1,351	1,354	1,348	1,348	1,330	1,297	1,290	1,282	1,263	1,267	1,280	1,238	1,237
Instruments and related products.....	273	272	269	267	265	261	256	254	252	251	248	250	245
Miscellaneous manufacturing industries.....	353	357	355	353	350	345	359	353	349	342	342	334	332
Nondurable goods.....	5,893	5,858	5,840	5,826	5,815	5,774	5,776	5,769	5,709	5,676	5,671	5,684	5,678
Food and kindred products.....	1,132	1,140	1,150	1,161	1,161	1,155	1,156	1,174	1,144	1,129	1,135	1,141	1,134
Tobacco manufactures.....	72	71	72	72	70	71	72	69	70	68	68	75	75
Textile mill products.....	849	848	846	844	842	840	837	834	828	825	823	822	818
Apparel and related products.....	1,278	1,256	1,238	1,229	1,229	1,203	1,225	1,216	1,212	1,205	1,195	1,196	1,221
Paper and allied products.....	520	515	515	513	512	510	507	503	500	499	497	500	494
Printing, publishing, and allied industries.....	651	646	643	640	639	637	629	630	625	621	622	622	616
Chemicals and allied products.....	565	560	556	556	554	551	548	547	544	546	548	548	542
Petroleum refining and related industries.....	113	111	110	109	110	110	110	110	110	111	110	111	110
Rubber and miscellaneous plastic products.....	395	388	387	383	379	380	378	372	365	362	363	361	359
Leather and leather products.....	318	323	323	319	319	317	314	314	311	310	310	308	309

¹ For definition of production workers, see footnote 1, table A-3.² Preliminary.NOTE: The seasonal adjustment method used is described in "New Seasonal Adjustment Factors for Labor Force Components," *Monthly Labor Review*, August 1960, pp. 822-827.

TABLE A-6. Unemployment insurance and employment service program operations ¹

[All items except average benefit amounts are in thousands]

Item	1966					1965							
	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May
Employment service: ²													
New applications for work.....	906	806	850	852	905	707	795	806	857	883	945	1,410	890
Nonfarm placements.....	568	533	547	460	452	462	531	611	644	603	554	610	573
State unemployment insurance programs:													
Initial claims ^{3, 4}	665	693	769	985	1,399	1,285	1,004	791	760	976	1,078	870	763
Insured unemployment ⁵ (average weekly volume) ⁶	862	1,044	1,301	1,590	1,644	1,307	1,033	916	959	1,102	1,132	1,059	1,179
Rate of insured unemployment ⁷	1.9	2.3	2.9	3.6	3.7	3.0	2.3	2.0	2.2	2.5	2.6	2.4	2.7
Weeks of unemployment compensated.....	3,385	4,098	5,852	5,653	5,587	4,555	3,495	3,129	3,669	3,965	4,101	4,142	4,450
Average weekly benefit amount for total unemployment.....	\$38.86	\$39.38	\$39.83	\$39.66	\$39.36	\$38.81	\$38.08	\$37.32	\$37.23	\$36.58	\$36.40	\$36.07	\$36.40
Total benefits paid.....	\$126,149	\$155,494	\$225,472	\$217,171	\$212,659	\$172,110	\$132,158	\$117,784	\$138,580	\$148,021	\$149,495	\$156,276	\$165,717
Unemployment compensation for ex-service-men: ^{8, 9}													
Initial claims ^{3, 4}	12	13	17	18	20	20	18	16	19	25	26	22	17
Insured unemployment ⁵ (average weekly volume).....	18	22	27	31	32	29	25	24	28	33	33	30	33
Weeks of unemployment compensated.....	76	92	121	120	126	111	94	95	120	135	119	134	142
Total benefits paid.....	\$2,936	\$3,558	\$4,620	\$4,572	\$4,816	\$4,278	\$3,654	\$3,712	\$4,637	\$5,197	\$4,461	\$5,241	\$5,339
Unemployment compensation for Federal civilian employees: ^{9, 10}													
Initial claims ³	7	7	8	11	19	12	10	10	9	9	12	10	8
Insured unemployment ⁵ (average weekly volume).....	18	21	26	29	29	23	21	20	19	21	22	20	22
Weeks of unemployment compensated.....	78	92	118	109	100	94	82	74	79	87	79	91	92
Total benefits paid.....	\$3,217	\$3,718	\$4,717	\$4,319	\$3,973	\$3,740	\$3,336	\$3,141	\$3,338	\$3,691	\$3,182	\$4,008	\$3,919
Railroad unemployment insurance:													
Applications ¹¹	42	6	5	4	11	14	9	7	11	10	30	19	5
Insured unemployment (average weekly volume).....	18	23	26	28	30	28	25	22	24	22	24	21	26
Number of payments ¹²	77	53	69	54	68	66	52	50	52	52	48	53	62
Average amount of benefit payment ¹³	\$50.55	\$69.79	\$77.68	\$79.10	\$77.32	\$71.04	\$75.89	\$74.20	\$74.03	\$76.09	\$75.15	\$73.39	\$71.27
Total benefits paid ¹⁴	\$3,750	\$3,606	\$5,154	\$4,148	\$5,092	\$4,587	\$3,840	\$3,550	\$3,746	\$3,793	\$3,494	\$3,794	\$4,264
All programs: ¹⁵													
Insured unemployment ⁶	916	1,112	1,381	1,679	1,739	1,394	1,123	1,013	1,067	1,218	1,255	1,182	1,316

¹ Includes data for Puerto Rico beginning January 1961 when the Commonwealth's program became part of the Federal-State UI system.

² Includes Guam and the Virgin Islands.

³ Initial claims are notices filed by workers to indicate they are starting periods of unemployment. Excludes transitions claims under State programs.

⁴ Includes interstate claims for the Virgin Islands.

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

⁶ Initial claims and State insured unemployment include data under the program for Puerto Rican sugarcane workers.

⁷ The rate is the number of insured unemployed expressed as a percent of the average covered employment in a 12-month period.

⁸ Excludes data on claims and payments made jointly with other programs.

⁹ Includes the Virgin Islands.

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

¹¹ An application for benefits is filed by a railroad worker at the beginning of his first period of unemployment in a benefit year; no application is required for subsequent periods in the same year.

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

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

¹⁴ Adjusted for recovery of overpayments and settlement of underpayments.

¹⁵ Represents an unduplicated count of insured unemployment under the State, Ex-service men and UCFE programs and the Railroad Unemployment Insurance Act.

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

B.—Labor Turnover

TABLE B-1. Labor turnover rates, by major industry group ¹

[Per 100 employees]

Revised series; see box, p. 922.

Major industry group	1966					1965								Annual average	
	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	1965	1964
Accessions: Total															
Manufacturing:															
Actual.....	5.0	4.6	4.9	4.2	4.6	3.1	3.9	4.5	5.5	5.4	4.5	5.6	4.1	4.3	4.0
Seasonally adjusted.....	4.9	4.8	5.2	4.8	4.9	4.9	5.0	4.5	4.5	4.2	4.1	4.5	4.1	4.3	4.0
Durable goods.....	4.7	4.6	4.9	4.2	4.7	3.1	3.9	4.2	5.3	5.1	4.0	5.3	3.9	4.1	3.7
Ordnance and accessories.....	3.7	3.7	3.9	3.5	3.5	2.1	2.9	3.5	3.7	4.2	3.6	4.1	2.8	3.0	2.0
Lumber and wood products, except furniture.....	8.5	8.8	7.2	5.9	6.0	3.7	4.8	5.4	6.7	6.1	5.9	8.4	7.2	6.0	5.3
Furniture and fixtures.....	6.8	6.3	6.5	5.6	5.7	3.7	5.3	6.2	6.9	7.3	5.5	5.8	5.1	5.4	4.8
Stone, clay, and glass products.....	5.1	5.5	5.7	3.8	4.0	2.4	2.8	3.4	4.2	3.9	4.1	5.7	4.6	4.0	3.8
Primary metal industries.....	3.7	3.4	3.9	3.5	4.0	2.7	3.0	2.5	2.9	3.0	2.7	4.5	2.8	2.9	3.0
Fabricated metal products.....	5.4	5.0	5.2	4.6	5.0	3.2	4.3	4.9	6.0	5.7	4.4	5.9	4.3	4.6	4.2
Machinery.....	3.8	3.6	3.8	3.5	3.9	2.7	3.4	3.3	3.8	3.5	3.1	4.6	3.0	3.3	3.0
Electrical equipment and supplies.....	4.6	4.3	4.7	4.2	4.6	3.4	4.2	4.6	5.1	4.8	3.4	4.6	3.4	3.9	3.3
Transportation equipment.....	4.1	4.2	5.4	4.3	5.4	3.5	4.1	4.7	7.9	7.2	4.2	5.3	4.0	4.7	4.1
Instruments and related products.....	4.0	3.4	3.8	3.5	3.6	2.5	2.9	3.2	3.8	4.1	3.5	4.6	2.9	3.2	2.8
Miscellaneous manufacturing industries.....	6.5	6.9	6.9	6.5	6.9	3.3	4.7	6.3	8.1	8.5	7.7	7.3	5.7	6.4	5.7
Nondurable goods.....	5.3	4.7	4.8	4.2	4.4	3.0	4.0	4.8	5.8	5.9	5.4	6.1	4.4	4.6	4.3
Food and kindred products.....	6.7	5.7	5.5	4.6	4.4	3.4	5.1	6.8	9.0	9.4	8.1	8.6	6.1	6.2	6.1
Tobacco manufactures.....	3.8	3.0	4.2	4.4	4.9	7.4	4.1	4.7	9.1	18.1	7.9	4.4	3.5	5.9	6.7
Textile mill products.....	5.5	5.5	5.3	4.4	4.6	3.1	4.0	4.6	5.3	5.2	4.4	5.0	4.4	4.4	3.8
Apparel and related products.....	6.8	5.6	5.8	5.8	6.4	3.7	4.9	5.7	6.1	6.6	7.5	7.0	5.9	5.8	5.5
Paper and allied products.....	4.3	3.7	3.9	3.2	3.2	2.3	2.9	3.4	4.0	3.7	3.1	5.3	3.0	3.2	2.8
Printing, publishing, and allied industries.....	3.8	3.4	3.5	3.2	3.2	2.5	3.0	3.4	4.2	3.5	3.2	4.5	2.9	3.2	3.1
Chemicals and allied products.....	3.0	2.8	3.4	2.6	2.5	1.7	2.0	2.1	2.6	2.3	2.2	4.0	2.4	2.4	2.1
Petroleum refining and related industries.....	2.5	2.4	1.9	1.5	1.9	1.3	1.3	1.6	1.9	1.8	1.9	3.7	1.9	1.8	1.6
Rubber and miscellaneous plastic products.....	5.5	4.9	5.2	4.4	4.7	3.1	4.4	4.9	5.4	5.2	4.6	5.6	4.1	4.4	3.9
Leather and leather products.....	6.1	5.5	6.0	6.1	7.1	4.4	5.5	5.5	5.7	6.0	6.7	6.4	5.4	5.4	5.1
Nonmanufacturing:															
Metal mining.....	3.6	3.4	2.9	2.9	3.4	2.5	2.8	2.6	3.2	4.0	3.1	5.8	3.3	3.2	3.2
Coal mining.....	1.7	1.7	1.7	1.4	1.8	1.1	1.5	1.8	1.8	2.1	2.3	2.0	1.8	1.7	1.7
Accessions: New hires															
Manufacturing:															
Actual.....	4.0	3.6	3.7	3.1	3.2	2.2	2.9	3.5	4.0	3.9	3.2	4.3	3.0	3.1	2.6
Seasonally adjusted.....	3.9	3.9	4.3	3.9	3.9	4.0	3.7	3.3	3.1	2.9	2.8	3.1	2.9	3.1	2.6
Durable goods.....	3.9	3.7	3.8	3.2	3.3	2.2	2.9	3.4	3.8	3.5	2.8	4.2	2.9	3.0	2.4
Ordnance and accessories.....	2.7	2.9	3.0	2.8	2.8	1.3	1.8	2.1	2.3	2.8	2.8	2.7	1.6	1.8	1.1
Lumber and wood products, except furniture.....	7.4	7.0	6.0	4.5	4.4	3.0	4.2	4.8	5.9	5.4	4.9	7.3	5.6	4.7	4.1
Furniture and fixtures.....	6.2	5.6	5.8	4.9	4.9	3.3	4.6	5.4	6.3	6.5	4.7	5.0	4.4	4.7	3.9
Stone, clay, and glass products.....	4.2	4.1	3.8	2.6	2.5	1.5	2.1	2.8	3.4	3.1	3.1	4.5	3.3	2.7	2.4
Primary metal industries.....	3.1	2.7	2.7	2.1	2.0	1.3	1.6	1.6	2.0	2.0	1.9	3.7	2.0	2.0	1.8
Fabricated metal products.....	4.7	4.1	4.2	3.6	3.7	2.4	3.4	4.0	4.7	4.1	3.2	4.7	3.3	3.5	2.9
Machinery.....	3.4	3.1	3.2	3.0	3.3	2.1	2.6	2.7	3.0	2.6	2.2	3.8	2.3	2.6	2.2
Electrical equipment and supplies.....	3.9	3.5	3.9	3.4	3.6	2.7	3.3	3.7	3.8	3.5	2.5	3.5	2.4	2.9	2.1
Transportation equipment.....	2.8	3.0	3.3	3.0	3.2	2.2	2.8	3.5	3.9	3.0	2.6	3.6	2.6	2.8	2.2
Instruments and related products.....	3.6	3.1	3.3	3.0	3.1	2.1	2.5	2.8	3.2	3.3	2.6	3.9	2.2	2.6	1.9
Miscellaneous manufacturing industries.....	5.0	5.3	5.0	4.3	4.1	2.5	3.9	5.3	6.8	7.0	4.5	5.3	4.0	4.5	3.8
Nondurable goods.....	4.1	3.6	3.6	3.0	3.0	2.1	2.9	3.6	4.3	4.4	3.6	4.4	3.1	3.2	2.8
Food and kindred products.....	4.8	3.9	3.4	2.8	2.7	2.1	3.3	4.8	6.2	7.0	5.6	5.9	4.1	4.1	3.8
Tobacco manufactures.....	2.3	1.8	1.9	1.8	1.9	4.3	1.2	3.1	5.4	11.9	3.1	2.5	1.6	3.2	3.7
Textile mill products.....	4.6	4.5	4.2	3.4	3.4	2.4	3.2	3.8	4.3	4.1	3.2	4.1	3.5	3.4	2.7
Apparel and related products.....	4.6	4.1	4.4	3.7	4.0	2.2	3.3	4.0	4.4	4.5	4.1	4.3	3.7	3.7	3.3
Paper and allied products.....	3.8	3.2	3.3	2.6	2.6	1.8	2.5	3.0	3.4	3.1	2.4	4.4	2.3	2.5	2.0
Printing, publishing, and allied industries.....	3.2	2.9	2.8	2.6	2.5	1.9	2.4	2.9	3.6	2.9	2.6	3.6	2.2	2.6	2.4
Chemicals and allied products.....	2.5	2.4	2.7	2.0	1.9	1.2	1.5	1.7	2.1	1.8	1.7	3.4	1.8	1.9	1.6
Petroleum refining and related industries.....	2.0	1.7	1.5	1.2	1.2	.8	1.1	1.4	1.5	1.5	1.7	3.1	1.5	1.4	1.1
Rubber and miscellaneous plastic products.....	4.7	4.0	4.2	3.5	3.5	2.4	3.6	4.0	4.4	3.8	3.1	4.5	2.9	3.3	2.6
Leather and leather products.....	4.7	4.3	4.7	4.4	5.1	3.3	4.2	4.3	4.4	4.6	4.3	4.8	3.8	3.9	3.4
Nonmanufacturing:															
Metal mining.....	2.4	2.1	2.1	2.0	1.9	1.8	1.9	2.0	2.6	2.2	2.4	4.9	2.3	2.2	2.1
Coal mining.....	1.1	1.0	1.1	.9	1.0	.7	.9	1.1	1.0	1.0	.9	1.1	.8	.9	.9

See footnotes at end of table.

TABLE B-1. Labor turnover rates, by major industry group¹—Continued

[Per 100 employees]

Revised series; see box, p. 922.

Major industry group	1966					1965								Annual average	
	May ²	Apr. ²	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	1965	1964
Separations: Total															
Manufacturing:															
Actual.....	4.1	4.3	4.1	3.6	4.0	4.0	3.9	4.4	5.7	5.1	4.3	3.6	3.6	4.0	3.9
Seasonally adjusted.....	4.4	4.7	4.6	4.3	4.0	4.1	3.9	4.1	4.4	4.7	4.0	4.0	3.9	-----	-----
Durable goods.....	3.9	3.9	3.8	3.5	3.7	3.6	3.6	4.1	5.2	5.1	4.1	3.3	3.2	3.8	3.6
Ordnance and accessories.....	2.5	2.8	2.4	2.1	2.1	1.6	2.1	2.4	3.3	2.8	2.7	2.4	2.3	2.5	3.3
Lumber and wood products, except furniture.....	6.7	7.1	7.2	5.3	6.2	6.6	6.2	6.1	8.4	6.7	5.5	5.2	5.1	6.0	5.5
Furniture and fixtures.....	6.2	6.2	6.1	5.2	5.0	4.3	4.7	5.6	6.9	6.2	5.6	4.7	4.9	5.1	4.6
Stone, clay, and glass products.....	4.1	4.1	3.7	3.7	4.5	4.3	4.0	4.1	5.4	4.2	3.5	3.5	3.5	3.9	3.7
Primary metal industries.....	2.7	2.6	2.6	2.3	2.6	2.9	3.5	4.8	5.5	3.7	2.6	2.3	2.3	3.0	2.3
Fabricated metal products.....	4.6	4.7	4.5	4.1	4.2	3.9	3.9	4.8	5.8	5.5	4.5	4.0	3.8	4.2	4.1
Machinery.....	3.1	3.3	3.1	2.6	2.9	2.3	2.5	3.0	4.3	3.6	3.0	2.7	2.4	2.8	2.6
Electrical equipment and supplies.....	3.4	3.4	3.5	3.0	3.2	2.9	2.8	3.2	4.3	3.6	3.3	3.0	2.9	3.1	3.2
Transportation equipment.....	3.9	3.9	3.8	4.2	3.9	3.2	3.4	4.0	4.8	8.8	6.2	3.4	3.2	4.2	4.1
Instruments and related products.....	3.0	3.0	2.8	2.5	2.7	2.2	2.2	3.1	3.6	3.2	3.0	2.5	2.4	2.7	2.7
Miscellaneous manufacturing industries.....	5.7	5.4	5.0	4.7	5.6	11.3	7.0	5.7	7.0	5.9	5.9	5.2	5.2	6.0	5.7
Nondurable goods.....	4.5	4.7	4.4	3.8	4.5	4.6	4.4	4.9	6.3	5.1	4.7	3.9	4.0	4.4	4.3
Food and kindred products.....	5.5	5.7	5.6	5.1	5.9	6.9	6.9	7.9	9.9	6.7	5.4	4.9	4.9	6.1	6.0
Tobacco manufactures.....	4.0	6.6	6.0	5.4	9.1	6.9	10.6	8.1	5.5	8.4	5.6	2.7	4.1	6.2	6.8
Textile mill products.....	5.0	5.0	4.7	3.9	4.4	4.0	3.8	4.2	5.2	4.8	4.4	3.7	3.9	4.1	3.8
Apparel and related products.....	5.6	6.7	5.6	4.5	5.7	5.8	5.2	5.5	6.2	6.1	7.9	5.3	5.9	5.8	5.6
Paper and allied products.....	3.5	3.5	3.3	2.9	3.3	3.1	2.9	3.2	5.3	4.1	2.8	2.7	2.7	3.1	2.8
Printing, publishing, and allied industries.....	3.0	3.2	2.9	2.8	3.3	3.1	2.9	3.2	4.3	3.7	2.7	3.1	2.8	3.1	3.0
Chemicals and allied products.....	2.6	2.4	2.3	1.8	2.1	1.9	1.8	2.2	3.6	2.6	1.9	2.3	2.5	2.2	2.0
Petroleum refining and related industries.....	1.9	1.9	1.7	1.5	1.8	2.0	2.0	2.1	3.2	2.4	1.7	1.6	1.3	1.9	1.8
Rubber and miscellaneous plastic products.....	4.7	4.7	4.6	3.9	4.0	3.9	4.1	4.5	5.9	4.8	4.8	3.9	4.0	4.2	3.8
Leather and leather products.....	5.6	6.3	6.2	5.1	6.1	5.6	4.6	5.2	6.9	6.2	6.5	4.6	4.8	5.3	5.0
Nonmanufacturing:															
Metal mining.....	2.7	3.1	3.2	2.4	2.4	3.3	3.2	3.1	5.3	3.6	3.7	2.8	2.3	3.1	2.9
Coal mining.....	1.9	2.2	1.9	1.5	1.7	1.7	1.9	1.7	1.8	1.9	1.7	1.6	2.3	1.9	1.8
Separations: Quits															
Manufacturing:															
Actual.....	2.4	2.5	2.3	1.8	1.9	1.4	1.7	2.2	3.5	2.6	1.8	1.7	1.7	1.9	1.5
Seasonally adjusted.....	2.4	2.7	2.7	2.4	2.4	2.2	2.2	2.0	2.0	1.8	1.8	1.7	1.7	-----	-----
Durable goods.....	2.3	2.3	2.2	1.7	1.7	1.3	1.5	2.0	3.2	2.4	1.5	1.6	1.6	1.7	1.3
Ordnance and accessories.....	1.2	1.4	1.4	1.2	1.2	.8	1.0	1.2	1.9	1.5	1.0	1.1	1.0	1.1	.9
Lumber and wood products, except furniture.....	5.0	5.2	4.3	3.2	2.8	2.5	3.1	3.9	6.3	4.5	3.4	3.3	3.4	3.4	2.8
Furniture and fixtures.....	4.5	4.5	4.3	3.3	3.1	2.4	3.0	3.6	5.0	4.3	3.0	2.7	3.1	3.1	2.4
Stone, clay, and glass products.....	2.3	2.4	2.0	1.6	1.6	1.2	1.5	1.9	3.3	2.4	1.6	1.6	1.6	1.6	1.3
Primary metal industries.....	1.5	1.5	1.4	1.1	1.1	.8	.9	1.2	2.9	1.9	1.0	1.0	1.1	1.2	.9
Fabricated metal products.....	2.8	2.7	2.5	2.0	2.0	1.5	1.8	2.3	3.5	2.8	1.8	1.8	1.7	1.9	1.5
Machinery.....	1.9	2.0	1.8	1.4	1.6	1.1	1.2	1.5	2.6	1.9	1.2	1.3	1.2	1.4	1.1
Electrical equipment and supplies.....	2.1	2.1	2.1	1.7	1.8	1.4	1.5	1.8	2.8	2.0	1.4	1.5	1.4	1.6	1.2
Transportation equipment.....	1.6	1.7	1.7	1.4	1.4	1.0	1.1	1.5	2.4	1.7	1.2	1.2	1.2	1.3	1.0
Instruments and related products.....	2.0	1.9	1.8	1.5	1.5	1.2	1.3	2.0	2.5	1.9	1.2	1.3	1.2	1.4	1.2
Miscellaneous manufacturing industries.....	3.3	3.2	3.1	2.5	2.5	2.0	2.5	3.3	4.9	3.7	2.4	2.4	2.5	2.7	2.0
Nondurable goods.....	2.6	2.7	2.4	2.0	2.1	1.6	1.9	2.5	3.9	2.9	2.0	1.9	1.9	2.1	1.7
Food and kindred products.....	2.9	2.7	2.4	2.0	2.0	1.7	2.2	3.2	5.4	3.6	2.3	2.1	2.0	2.4	2.0
Tobacco manufactures.....	1.7	1.6	1.7	1.3	1.5	1.0	1.3	1.6	2.6	2.8	1.2	1.1	1.2	1.5	1.3
Textile mill products.....	3.7	3.7	3.3	2.6	2.7	2.0	2.4	2.9	3.9	3.4	2.5	2.3	2.6	2.5	2.1
Apparel and related products.....	3.2	3.2	2.9	2.5	2.8	2.0	2.4	2.9	3.6	3.5	2.9	2.4	2.5	2.6	2.2
Paper and allied products.....	2.2	2.2	2.1	1.6	1.7	1.3	1.5	1.9	3.8	2.4	1.4	1.5	1.4	1.7	1.3
Printing, publishing, and allied industries.....	1.9	2.0	1.8	1.7	1.8	1.4	1.5	1.8	2.9	2.3	1.5	1.8	1.5	1.7	1.5
Chemicals and allied products.....	1.3	1.3	1.2	.9	1.0	.7	.8	1.0	2.5	1.5	.9	.9	.9	1.0	.8
Petroleum refining and related industries.....	.8	.9	.7	.5	.5	.5	.5	.9	1.8	1.3	.7	.6	.6	.7	.6
Rubber and miscellaneous plastic products.....	3.0	2.9	2.7	2.2	2.1	1.7	2.2	2.5	3.6	2.7	1.9	1.9	2.0	2.1	1.5
Leather and leather products.....	3.8	4.0	3.9	3.2	3.3	2.7	2.9	3.5	4.6	4.0	3.2	2.8	2.9	3.0	2.4
Nonmanufacturing:															
Metal mining.....	1.6	2.0	1.6	1.3	1.2	1.2	1.3	1.5	4.2	2.3	1.6	1.5	1.6	1.7	1.5
Coal mining.....	.7	.8	.8	.6	.5	.4	.6	.7	.8	.6	.6	.5	.6	.6	.5

See footnotes at end of table.

TABLE B-1. Labor turnover rates, by major industry group¹—Continued

[Per 100 employees]

Revised series; see box, p. 922.

Major industry group	1966					1965								Annual average	
	May. ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	1965	1964
	Separations: Layoffs														
Manufacturing:															
Actual.....	0.8	1.0	1.0	1.0	1.3	1.8	1.5	1.4	1.3	1.6	1.8	1.1	1.1	1.4	1.7
Seasonally adjusted.....	1.0	1.2	1.1	1.1	1.1	1.3	1.3	1.3	1.3	1.7	1.6	1.4	1.4	1.4	1.7
Durable goods.....	.7	.7	.7	.9	1.1	1.5	1.2	1.2	1.0	1.8	1.8	1.0	.9	1.2	1.5
Ordnance and accessories.....	.7	.6	.4	.3	.4	.3	.5	.6	0.4	.6	.8	.7	.8	.8	1.8
Lumber and wood products, except furniture.....	.7	.8	1.8	1.3	2.5	3.3	2.1	1.2	1.0	1.0	1.2	.8	.8	1.7	1.9
Furniture and fixtures.....	.5	.6	.6	.8	.9	1.0	.7	.9	.7	.7	1.7	1.1	.8	1.0	1.3
Stone, clay, and glass products.....	.8	.8	.8	1.4	2.1	2.4	1.8	1.4	1.2	.9	1.1	.9	1.1	1.5	1.7
Primary metal industries.....	.3	.3	.4	.4	.7	1.3	1.8	2.6	1.7	.9	.8	.5	.4	1.0	.8
Fabricated metal products.....	.8	1.0	1.1	1.1	1.3	1.5	1.2	1.4	1.2	1.8	1.9	1.3	1.2	1.4	1.8
Machinery.....	.3	.4	.4	.3	.4	.4	.5	.7	.8	1.0	1.1	.6	.5	.6	.8
Electrical equipment and supplies.....	.4	.4	.4	.4	.5	.6	.5	.4	.6	.7	1.2	.7	.7	.8	1.2
Transportation equipment.....	1.4	1.3	1.2	2.0	1.6	1.4	1.4	1.4	1.3	6.1	4.2	1.5	1.3	2.1	2.3
Instruments and related products.....	.3	.4	.4	.3	.4	.3	.3	.4	.4	.6	1.2	.6	.5	.6	.9
Miscellaneous manufacturing industries.....	1.4	1.2	.9	1.3	3.0	8.5	3.3	1.2	.9	1.1	2.6	1.9	1.7	2.4	2.9
Nondurable goods.....	1.1	1.4	1.3	1.1	1.7	2.3	1.8	1.7	1.6	1.3	1.9	1.3	1.5	1.6	1.9
Food and kindred products.....	1.9	2.2	2.5	2.4	3.1	4.5	3.9	3.9	3.5	2.3	2.5	2.1	2.2	3.0	3.4
Tobacco manufactures.....	1.7	4.4	3.8	3.6	7.0	5.5	8.9	6.0	2.3	4.8	3.9	1.0	2.5	4.3	4.9
Textile mill products.....	.5	.4	.5	.6	.9	1.3	.8	.5	.5	.6	1.1	.6	.6	.8	1.1
Apparel and related products.....	1.7	2.6	2.0	1.3	2.1	3.3	2.1	1.9	1.8	1.7	4.1	2.2	2.6	2.4	2.6
Paper and allied products.....	.4	.5	.5	.5	.8	1.0	.7	.6	.7	.9	.8	.5	.6	.8	.9
Printing, publishing, and allied industries.....	.5	.6	.6	.6	.9	1.3	.9	.8	.8	.9	.7	.7	.8	.9	1.0
Chemicals and allied products.....	.8	.5	.6	.4	.6	.7	.6	.6	.5	.5	.6	.9	1.0	.7	.8
Petroleum refining and related industries.....	.5	.4	.5	.5	.8	1.0	1.0	.7	.8	.5	.5	.5	.3	.6	.7
Rubber and miscellaneous plastic products.....	.7	.7	.7	.8	.9	1.3	1.0	1.0	1.1	1.1	1.9	1.1	1.1	1.2	1.5
Leather and leather products.....	1.0	1.4	1.3	.9	1.9	2.2	.9	1.0	1.4	1.3	2.5	1.0	1.3	1.5	1.8
Nonmanufacturing:															
Metal mining.....	.5	.3	.9	.4	.5	1.3	1.2	.8	.2	.5	1.4	.5	.1	.7	.7
Coal mining.....	.8	1.1	.6	.6	.4	.8	1.0	.5	.4	.9	.6	.6	1.4	.9	.9

¹ For comparability of data with those published in issues prior to January 1966, see footnote 1, table A-2.

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

during the calendar month, while the employment series measures changes from midmonth to midmonth and (2) the turnover series excludes personnel changes caused by strikes, but the employment series reflects the influence of such stoppages.

² Preliminary.

C.—Earnings and Hours

TABLE C-1. Gross hours and earnings of production workers,¹ by industry

Revised series; see box, p. 922.

Industry	1966						1965						Annual average		
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1965	1964
	Average weekly earnings														
Mining.....	\$130.66	\$131.27	\$121.72	\$127.37	\$126.30	\$126.18	\$127.12	\$123.73	\$126.26	\$124.66	\$126.14	\$122.96	\$123.97	\$123.52	\$117.74
Metal mining.....	132.82	133.88	129.79	130.94	132.19	131.67	128.96	130.31	131.57	127.71	128.21	126.77	127.71	122.54	
Iron ores.....	137.90	139.63	133.74	133.74	136.36	133.50	129.52	129.36	133.54	130.71	133.22	128.13	129.24	125.83	
Copper ores.....	136.20	138.97	135.99	137.49	139.64	140.60	139.64	143.11	143.44	136.32	134.90	133.61	136.71	130.42	
Coal mining.....	152.35	111.52	143.44	142.45	142.04	142.96	129.78	143.24	135.29	141.98	134.46	142.27	137.38	128.82	
Bituminous.....	155.17	112.85	146.08	144.79	144.73	146.02	131.98	146.30	137.90	144.67	137.11	145.67	140.23	128.91	
Crude petroleum and natural gas.....	121.98	122.41	121.69	120.13	121.27	119.69	117.87	115.92	116.47	117.12	116.03	113.97	115.90	113.05	
Crude petroleum and natural gas fields.....	127.08	129.15	126.36	127.39	128.84	127.20	127.10	123.42	125.55	123.41	123.71	120.80	123.62	120.95	
Oil and gas field services.....	117.48	117.13	118.09	115.10	115.28	114.11	110.93	109.91	109.65	112.33	110.06	108.61	110.91	106.19	
Quarrying and nonmetallic mining.....	121.83	120.31	116.22	113.70	112.05	117.78	123.02	123.87	122.62	122.25	119.97	120.02	117.45	111.85	
Crushed and broken stone.....	120.49	119.20	114.29	109.03	107.65	117.00	121.64	124.71	122.98	123.50	123.25	119.56	116.58	110.62	
Contract construction.....	146.69	141.72	140.22	142.88	138.30	137.97	139.50	136.14	144.01	138.75	143.15	140.50	139.08	138.01	
General building contractors.....	131.73	131.74	134.32	129.93	129.23	132.13	126.71	132.49	128.52	131.33	129.15	127.78	128.16	122.79	
Heavy construction.....	137.02	137.54	138.65	130.68	132.44	131.87	135.83	149.45	138.63	148.43	143.38	140.53	137.50	131.78	
Highway and street construction.....	133.33	134.64	133.95	123.00	126.96	125.06	133.87	151.70	138.84	149.52	145.86	140.68	136.36	129.58	
Other heavy construction.....	139.94	140.26	142.61	136.04	137.28	138.38	137.32	146.01	139.12	147.00	140.90	140.01	138.45	133.93	
Special trade contractors.....	150.55	147.42	149.92	146.65	145.89	148.00	142.52	150.00	145.27	148.96	147.04	145.86	144.65	138.35	
Plumbing, heating, and air conditioning.....	158.69	155.07	155.96	154.77	154.79	156.00	150.07	156.01	151.26	153.27	152.10	151.32	151.31	144.02	
Painting, paperhanging, and decorating.....	139.20	135.84	134.82	132.83	131.67	135.10	132.59	140.54	138.52	137.56	135.42	136.88	133.52	128.16	
Electrical work.....	176.22	171.97	173.38	171.38	173.16	174.49	166.94	174.39	164.93	171.39	168.44	169.22	168.68	165.17	
Masonry, plastering, stone, and tile work.....	140.30	139.04	142.40	134.52	125.58	136.11	130.26	137.11	134.98	140.50	138.22	137.03	133.21	127.31	
Roofing and sheet metal work.....	117.95	116.90	122.50	119.06	118.41	118.19	113.19	127.41	122.50	122.30	123.65	120.01	117.30	112.49	
	Average weekly hours														
Mining.....	42.7	42.9	41.4	42.6	42.1	42.2	42.8	41.8	42.8	42.4	43.2	42.4	42.6	42.3	
Metal mining.....	42.3	42.5	41.6	41.7	42.1	41.8	41.2	41.5	41.9	41.6	41.9	41.7	41.6	41.4	
Iron ores.....	42.3	42.7	40.9	40.9	41.7	40.7	40.1	40.3	41.6	42.3	42.7	41.2	40.9	40.2	
Copper ores.....	43.1	43.7	42.9	43.1	43.5	43.8	43.5	43.9	44.0	42.6	43.1	43.1	43.4	42.9	
Coal mining.....	41.4	32.8	41.1	40.7	40.7	41.2	37.4	41.4	39.1	40.8	-----	41.0	39.9	39.0	
Bituminous.....	41.6	32.9	41.5	40.9	41.0	41.6	37.6	41.8	39.4	41.9	-----	41.5	40.2	39.2	
Crude petroleum and natural gas.....	42.5	42.8	43.0	42.3	42.7	42.9	42.4	42.0	42.2	42.9	42.5	41.9	42.3	42.5	
Crude petroleum and natural gas fields.....	40.6	41.0	40.5	40.7	40.9	41.0	41.0	41.3	41.0	41.1	40.4	40.8	41.0		
Oil and gas field services.....	44.0	44.2	44.9	43.6	44.0	44.4	43.5	43.1	43.0	44.4	43.5	43.1	43.6	43.7	
Quarrying and nonmetallic mining.....	45.8	45.4	44.7	43.9	43.6	45.3	46.6	47.1	46.8	47.2	46.5	46.7	45.7	45.1	
Crushed and broken stone.....	46.7	46.2	45.9	44.9	44.3	46.8	47.7	49.1	46.8	49.6	49.3	48.6	47.2	45.9	
Contract construction.....	38.4	37.1	36.9	37.7	36.3	36.5	37.1	36.4	38.3	37.1	38.9	38.6	38.0	37.4	
General building contractors.....	35.7	35.8	36.8	35.5	35.6	36.4	35.1	36.6	35.6	37.1	36.9	36.3	36.1	35.8	
Heavy construction.....	39.6	40.1	40.9	38.1	39.3	38.9	39.6	42.7	40.3	43.4	42.8	41.7	40.8	40.8	
Highway and street construction.....	39.8	40.8	41.6	38.2	39.8	38.6	40.2	44.1	41.2	44.5	44.2	42.5	41.7	41.4	
Other heavy construction.....	39.2	39.4	40.4	38.0	39.0	39.2	38.9	40.9	39.3	42.0	41.2	40.7	39.9	40.1	
Special trade contractors.....	36.9	36.4	37.2	36.3	36.2	37.0	35.9	37.5	36.5	38.0	37.8	37.4	36.9	36.6	
Plumbing, heating, and air conditioning.....	38.8	38.1	38.7	38.5	38.6	39.0	37.8	39.1	38.1	39.1	39.0	38.9	38.6	38.1	
Painting, paperhanging and decorating.....	35.6	35.1	35.2	34.5	34.2	35.0	34.8	36.6	35.7	36.2	36.9	36.5	35.7	35.7	
Electrical work.....	38.9	38.3	38.7	38.6	39.0	39.3	37.6	39.1	37.4	39.4	38.9	38.9	38.6	38.5	
Masonry, plastering, stone, and tile work.....	34.9	34.5	35.6	33.8	32.2	34.9	33.4	34.8	34.7	36.4	35.9	35.5	34.6	34.5	
Roofing and sheet metal work.....	33.7	33.4	34.9	32.8	32.8	33.2	33.0	36.3	35.1	36.4	36.8	35.4	34.6	34.4	
	Average hourly earnings														
Mining.....	\$3.06	\$3.06	\$2.94	\$2.99	\$3.00	\$2.99	\$2.97	\$2.96	\$2.95	\$2.94	\$2.92	\$2.90	\$2.91	\$2.92	
Metal mining.....	3.14	3.15	3.12	3.14	3.14	3.14	3.15	3.13	3.14	3.14	3.07	3.06	3.04	3.07	
Iron ores.....	3.26	3.27	3.27	3.27	3.27	3.27	3.28	3.23	3.21	3.21	3.09	3.12	3.11	3.16	
Copper ores.....	3.16	3.18	3.17	3.19	3.21	3.21	3.21	3.26	3.26	3.20	3.13	3.10	3.15	3.04	
Coal mining.....	3.68	3.40	3.49	3.50	3.49	3.47	3.47	3.46	3.46	3.48	-----	3.47	3.45	3.26	
Bituminous.....	3.73	3.43	3.52	3.54	3.53	3.51	3.51	3.50	3.50	3.52	-----	3.51	3.49	3.30	
Crude petroleum and natural gas.....	2.87	2.86	2.83	2.84	2.84	2.84	2.79	2.78	2.76	2.76	2.73	2.72	2.74	2.66	
Crude petroleum and natural gas fields.....	3.13	3.15	3.12	3.13	3.15	3.11	3.10	3.04	3.04	3.01	3.01	2.99	3.03	2.95	
Oil and gas field services.....	2.67	2.65	2.63	2.64	2.62	2.57	2.55	2.55	2.55	2.53	2.53	2.52	2.53	2.43	
Quarrying and nonmetallic mining.....	2.66	2.65	2.60	2.59	2.57	2.60	2.64	2.63	2.62	2.59	2.58	2.57	2.57	2.48	
Crushed and broken stone.....	2.58	2.58	2.49	2.45	2.43	2.50	2.55	2.54	2.52	2.49	2.50	2.46	2.47	2.41	
Contract construction.....	3.82	3.82	3.80	3.79	3.81	3.78	3.76	3.74	3.76	3.74	3.68	3.64	3.66	3.69	
General building contractors.....	3.69	3.68	3.65	3.66	3.63	3.63	3.61	3.62	3.61	3.54	3.50	3.52	3.55	3.43	
Heavy construction.....	3.46	3.43	3.39	3.43	3.37	3.39	3.43	3.50	3.44	3.42	3.35	3.37	3.37	3.23	
Highway and street construction.....	3.35	3.30	3.22	3.22	3.19	3.24	3.33	3.44	3.37	3.36	3.30	3.31	3.27	3.13	
Other heavy construction.....	3.57	3.56	3.53	3.58	3.52	3.53	3.53	3.57	3.54	3.50	3.42	3.44	3.47	3.34	
Special trade contractors.....	4.08	4.05	4.03	4.04	4.03	4.00	3.97	4.00	3.98	3.92	3.89	3.90	3.92	3.78	
Plumbing, heating, and air conditioning.....	4.09	4.07	4.03	4.02	4.01	4.00	3.97	3.99	3.97	3.92	3.90	3.89	3.92	3.78	
Painting, paperhanging and decorating.....	3.91	3.87	3.83	3.85	3.85	3.86	3.81	3.84	3.88	3.80	3.67	3.75	3.74	3.59	
Electrical work.....	4.53	4.49	4.48	4.44	4.44	4.44	4.44	4.46	4.41	4.35	4.33	4.35	4.37	4.29	
Masonry, plastering, stone, and tile work.....	4.02	4.03	4.00	3.98	3.90	3.90	3.90	3.94	3.89	3.86	3.85	3.86	3.85	3.69	
Roofing and sheet metal work.....	3.50	3.50	3.51	3.63	3.61	3.61	3.56	3.43	3.51	3.49	3.36	3.36	3.39	3.40	

See footnotes at end of table.

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

Revised series; see box, p. 922.

Industry	1966						1965						Annual average		
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1965	1964
	Average weekly earnings														
Manufacturing.....	\$112.05	\$112.05	\$111.24	\$110.95	\$110.27	\$110.00	\$110.92	\$109.71	\$108.62	\$107.83	\$106.45	\$107.01	\$107.79	\$107.53	\$102.97
Durable goods.....	121.82	121.82	121.54	120.69	120.41	119.99	120.98	119.43	118.72	117.18	115.51	116.06	117.74	117.18	112.19
Nondurable goods.....	98.58	97.93	96.96	96.88	96.48	95.52	96.96	96.32	95.68	95.68	95.11	94.87	94.47	94.64	90.91
Ordnance and accessories.....	135.79	133.35	132.62	131.67	132.93	135.36	136.85	133.56	133.56	131.15	131.15	131.66	129.58	130.73	122.31
Ammunition, except for small arms.....	136.18	133.40	132.99	132.75	135.43	138.88	139.40	138.22	138.13	134.27	136.21	136.53	134.30	134.50	124.43
Sighting and fire control equipment.....	-----	132.93	130.42	134.51	136.20	135.79	137.78	127.39	124.40	126.36	127.89	126.05	129.34	127.08	129.34
Other ordnance and accessories.....	-----	133.18	132.00	129.03	127.58	126.98	130.82	123.97	124.10	125.24	120.77	121.51	119.36	121.93	116.40
Lumber and wood products, except furniture.....	93.30	94.24	92.06	88.51	88.48	88.75	89.40	89.76	91.49	90.61	91.08	88.94	88.73	88.54	85.24
Sawmills and planing mills.....	85.26	86.94	84.86	82.62	81.59	81.81	82.42	82.42	84.26	84.25	84.46	82.22	81.80	81.81	79.60
Millwork, plywood, and related products.....	100.98	102.18	99.66	97.47	97.06	97.76	98.28	98.23	98.47	97.94	98.94	97.16	97.90	96.51	93.11
Wooden containers.....	77.90	77.71	76.08	73.98	73.62	72.98	75.36	74.46	73.44	73.93	73.10	73.57	72.92	72.92	68.63
Miscellaneous wood products.....	87.34	87.57	87.35	87.14	85.90	85.90	86.11	86.32	86.32	86.53	86.32	85.90	85.91	84.67	81.79
Furniture and fixtures.....	91.76	91.10	88.75	89.64	88.58	88.15	92.02	90.30	90.73	89.24	89.04	86.51	86.94	87.98	84.46
Household furniture.....	86.32	85.28	83.84	84.67	83.64	82.82	87.96	86.10	85.88	84.25	83.42	80.60	81.38	82.80	79.93
Office furniture.....	-----	111.46	108.20	108.97	109.62	108.54	108.11	106.68	106.75	107.63	108.50	105.50	105.90	104.48	97.88
Partitions; office and store fixtures.....	-----	117.30	113.58	113.02	110.83	110.43	114.36	113.42	115.87	115.75	120.22	113.79	112.02	112.86	105.85
Other furniture and fixtures.....	98.67	97.48	94.39	94.43	92.06	91.43	95.85	94.08	93.68	92.35	91.38	91.56	94.37	92.18	87.54
Average weekly hours															
Manufacturing.....	41.5	41.5	41.2	41.4	41.3	41.2	41.7	41.4	41.3	41.0	41.1	41.0	41.3	41.2	40.7
Durable goods.....	42.3	42.3	42.2	42.2	42.1	42.1	42.6	42.2	42.1	41.7	41.7	41.6	42.2	42.0	41.4
Nondurable goods.....	40.4	40.3	39.9	40.2	40.2	39.8	40.4	40.3	40.2	40.2	40.3	40.2	40.2	40.1	39.7
Ordnance and accessories.....	42.7	42.2	42.1	41.8	42.2	42.7	42.9	42.4	42.4	41.9	41.9	42.2	41.8	41.9	40.5
Ammunition, except for small arms.....	41.9	41.3	41.3	41.1	41.8	42.6	42.5	42.4	42.5	41.7	42.3	42.4	42.1	41.9	40.4
Sighting and fire control equipment.....	-----	42.2	41.8	42.7	43.1	42.7	43.6	40.7	40.0	40.5	40.6	40.4	40.8	40.6	40.8
Other ordnance and accessories.....	-----	44.1	44.0	43.3	43.1	42.9	43.9	42.6	42.5	42.6	41.5	41.9	41.3	41.9	40.7
Lumber and wood products, except furniture.....	41.1	41.7	41.1	40.6	40.4	40.9	41.2	40.8	41.4	41.0	41.4	40.8	40.7	40.8	40.4
Sawmills and planing mills.....	40.6	41.4	40.8	40.5	39.8	40.5	40.8	40.4	41.1	40.9	41.2	40.5	40.1	40.5	40.2
Millwork, plywood, and related products.....	41.9	42.4	41.7	41.3	41.3	41.6	42.0	41.8	41.9	41.5	42.1	41.7	42.2	41.6	41.2
Wooden containers.....	42.8	42.7	41.8	41.1	40.9	41.0	42.1	41.6	42.2	40.8	41.3	41.3	41.8	41.2	39.9
Miscellaneous wood products.....	41.2	41.5	41.4	41.3	41.1	41.1	41.6	41.5	41.7	41.4	41.5	41.3	41.5	41.3	41.1
Furniture and fixtures.....	41.9	41.6	40.9	41.5	41.2	41.0	42.6	42.0	42.2	41.7	42.0	41.0	41.4	41.5	41.2
Household furniture.....	41.7	41.2	40.7	41.3	41.0	40.8	42.7	42.0	42.1	41.5	41.5	40.5	41.1	41.4	41.2
Office furniture.....	-----	43.2	42.6	42.9	43.5	42.9	42.9	42.5	42.7	43.4	43.4	42.2	42.7	42.3	41.3
Partitions; office and store fixtures.....	-----	42.5	41.3	41.4	41.2	40.9	42.2	41.7	42.6	42.4	44.2	42.3	41.8	41.8	40.4
Other furniture and fixtures.....	42.9	42.2	41.4	41.6	41.1	41.0	42.6	42.0	42.2	41.6	42.5	42.0	42.7	41.9	41.1
Average hourly earnings															
Manufacturing.....	\$2.70	\$2.70	\$2.70	\$2.68	\$2.67	\$2.67	\$2.66	\$2.65	\$2.63	\$2.63	\$2.59	\$2.61	\$2.61	\$2.61	\$2.53
Durable goods.....	2.88	2.88	2.88	2.86	2.86	2.85	2.84	2.83	2.82	2.81	2.77	2.79	2.79	2.79	2.71
Nondurable goods.....	2.44	2.43	2.43	2.41	2.40	2.40	2.40	2.39	2.38	2.38	2.36	2.36	2.35	2.36	2.29
Ordnance and accessories.....	3.18	3.16	3.15	3.15	3.15	3.17	3.19	3.15	3.15	3.13	3.13	3.12	3.10	3.12	3.02
Ammunition, except for small arms.....	3.25	3.23	3.22	3.23	3.24	3.26	3.28	3.26	3.25	3.22	3.22	3.22	3.19	3.21	3.08
Sighting and fire control equipment.....	-----	3.15	3.12	3.15	3.16	3.18	3.16	3.13	3.11	3.12	3.15	3.12	3.17	3.13	3.17
Other ordnance and accessories.....	-----	3.02	3.00	2.98	2.96	2.96	2.98	2.91	2.92	2.94	2.91	2.90	2.89	2.91	2.86
Lumber and wood products, except furniture.....	2.27	2.26	2.24	2.18	2.19	2.17	2.17	2.20	2.21	2.21	2.20	2.18	2.18	2.17	2.11
Sawmills and planing mills.....	2.10	2.10	2.08	2.04	2.05	2.02	2.02	2.04	2.05	2.06	2.05	2.03	2.04	2.02	1.98
Millwork, plywood, and related products.....	2.41	2.41	2.39	2.36	2.35	2.35	2.34	2.35	2.35	2.36	2.35	2.33	2.32	2.32	2.26
Wooden containers.....	1.82	1.82	1.82	1.80	1.80	1.78	1.79	1.79	1.80	1.80	1.79	1.77	1.76	1.77	1.72
Miscellaneous wood products.....	2.12	2.11	2.11	2.11	2.09	2.09	2.07	2.08	2.07	2.09	2.08	2.08	2.07	2.05	1.99
Furniture and fixtures.....	2.19	2.19	2.17	2.16	2.15	2.15	2.16	2.15	2.15	2.14	2.12	2.11	2.10	2.12	2.05
Household furniture.....	2.07	2.07	2.06	2.05	2.04	2.03	2.06	2.05	2.04	2.03	2.01	1.99	1.98	2.00	1.94
Office furniture.....	-----	2.58	2.54	2.54	2.52	2.53	2.52	2.51	2.50	2.48	2.50	2.50	2.48	2.47	2.37
Partitions; office and store fixtures.....	-----	2.76	2.75	2.73	2.69	2.70	2.71	2.72	2.72	2.73	2.72	2.69	2.68	2.70	2.62
Other furniture and fixtures.....	2.30	2.31	2.28	2.27	2.24	2.23	2.25	2.24	2.22	2.22	2.15	2.18	2.21	2.20	2.13

See footnotes at end of table.

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

Revised series; see box, p. 922.

Industry	1966						1965						Annual average		
	June	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1965	1964
	Average weekly earnings														
Manufacturing—Continued															
Durable goods—Continued															
Stone, clay, and glass products.....	\$115.87	\$115.06	\$114.09	\$112.56	\$110.54	\$110.66	\$112.25	\$112.94	\$112.94	\$112.10	\$111.78	\$110.83	\$110.40	\$109.78	\$105.50
Flat glass.....	150.84	155.86	154.51	152.08	151.30	146.91	155.88	152.76	154.66	145.39	147.63	149.29	149.60	144.14	
Glass and glassware, pressed or blown.....	113.71	112.75	109.34	111.92	110.70	111.37	111.78	109.61	108.00	106.13	106.13	106.25	105.99	106.25	102.21
Cement, hydraulic.....	132.61	132.51	132.51	130.94	126.98	129.79	127.82	131.67	126.79	132.29	123.52	123.90	122.25	124.42	121.30
Structural clay products.....	98.00	97.76	98.00	95.87	93.61	93.66	94.62	95.08	95.72	95.72	95.60	95.34	94.92	94.02	89.82
Pottery and related products.....	95.80	98.00	96.87	96.62	97.11	97.69	96.48	96.32	95.36	94.16	91.96	95.76	94.72	93.13	
Concrete, gypsum and, plaster products.....	122.04	118.99	117.13	114.06	109.04	110.50	114.06	115.72	118.46	117.11	119.28	118.04	116.22	113.26	108.32
Other stone and mineral products.....	115.90	116.18	115.63	113.82	113.55	111.22	113.63	113.25	113.10	111.19	111.14	109.52	110.56	110.20	107.01
Primary metal industries.....	140.15	139.07	138.74	137.25	136.08	135.34	132.48	129.83	130.06	133.44	132.51	135.68	135.89	133.88	130.00
Blast furnace and basic steel products.....	148.75	147.33	146.56	143.56	141.69	140.24	134.21	130.64	132.01	138.29	139.67	144.40	143.64	140.90	138.43
Iron and steel foundries.....	127.74	127.15	128.46	128.60	128.03	126.28	128.63	125.85	125.86	126.15	121.13	123.27	127.16	124.99	119.41
Nonferrous smelting and refining.....	129.74	129.44	129.32	126.96	125.93	125.82	126.00	125.70	125.58	128.78	124.27	124.68	124.02	124.44	120.22
Nonferrous rolling, drawing, and extruding.....	135.39	135.83	134.47	134.20	134.81	135.86	134.98	131.67	131.67	133.32	130.20	129.47	131.10	130.07	112.26
Nonferrous foundries.....	118.30	118.44	117.74	117.17	116.75	118.15	118.40	115.50	115.08	112.47	111.64	110.02	113.13	113.55	110.12
Miscellaneous primary metal industries.....	148.26	150.42	146.46	150.23	150.82	148.24	150.48	149.60	148.72	144.86	138.60	141.53	140.58	143.09	133.77
Average weekly hours															
Stone, clay, and glass products.....	42.6	42.3	42.1	42.0	41.4	41.6	42.2	42.3	42.3	42.3	42.5	42.3	42.3	41.9	41.7
Flat glass.....	41.9	42.7	42.8	42.6	42.5	41.5	43.3	42.2	43.2	41.9	42.3	42.9	42.5	41.9	
Glass and glassware, pressed or blown.....	41.5	41.3	40.2	41.3	41.0	41.4	40.9	40.6	40.2	40.2	40.4	40.3	40.4	40.4	
Cement, hydraulic.....	41.7	41.8	41.8	41.7	40.7	41.6	41.1	41.8	40.9	42.4	40.9	41.3	41.3	41.2	41.4
Structural clay products.....	41.7	41.6	41.7	41.5	40.7	40.9	41.5	41.7	41.8	41.8	42.3	42.0	42.0	41.6	41.2
Pottery and related products.....	40.0	40.0	39.7	39.6	39.8	40.2	40.2	40.3	39.9	39.9	38.8	39.9	39.8	39.8	39.8
Concrete, gypsum, and plaster products.....	45.2	44.4	44.2	43.7	42.1	42.5	43.7	44.0	44.7	44.7	45.7	45.4	44.7	43.9	43.5
Other stone and mineral products.....	42.3	42.4	42.2	42.0	41.9	41.5	42.4	42.1	42.2	41.8	42.1	41.8	42.2	41.9	41.8
Primary metal industries.....	42.6	42.4	42.3	42.1	42.0	41.9	41.4	40.7	40.9	41.7	41.8	42.4	42.6	42.1	41.8
Blast furnace and basic steel products.....	41.9	41.5	41.4	40.9	40.6	40.3	38.9	38.2	38.6	40.2	41.2	42.1	42.0	41.2	41.2
Iron and steel foundries.....	43.3	43.1	43.4	43.3	43.4	43.1	43.9	43.1	43.4	43.5	42.5	43.1	44.0	43.4	42.8
Nonferrous smelting and refining.....	42.4	42.3	42.4	41.9	41.7	41.8	42.0	41.9	42.0	42.5	41.7	41.7	41.9	41.9	41.6
Nonferrous rolling, drawing, and extruding.....	44.1	44.1	43.8	44.0	44.2	44.4	44.4	43.6	43.6	44.0	43.4	43.3	43.7	43.5	42.6
Nonferrous foundries.....	42.1	42.3	42.2	42.3	42.3	42.5	42.9	42.0	42.0	41.5	41.5	40.9	41.9	41.9	41.4
Miscellaneous primary metal industries.....	43.1	43.6	42.7	43.8	44.1	43.6	44.0	44.0	44.0	43.5	42.0	42.5	42.6	43.1	42.2
Average hourly earnings															
Stone, clay, and glass products.....	\$2.72	\$2.72	\$2.71	\$2.68	\$2.67	\$2.66	\$2.66	\$2.67	\$2.67	\$2.65	\$2.63	\$2.62	\$2.61	\$2.62	\$2.53
Flat glass.....	3.60	3.65	3.61	3.57	3.56	3.54	3.60	3.62	3.58	3.47	3.49	3.48	3.52	3.44	
Glass and glassware, pressed or blown.....	2.74	2.73	2.72	2.71	2.70	2.69	2.70	2.68	2.66	2.64	2.63	2.63	2.63	2.53	
Cement, hydraulic.....	3.18	3.17	3.17	3.14	3.12	3.12	3.11	3.15	3.10	3.12	3.02	3.00	2.96	3.02	2.93
Structural clay products.....	2.35	2.35	2.35	2.31	2.30	2.29	2.28	2.28	2.29	2.29	2.26	2.27	2.26	2.26	2.18
Pottery and related products.....	2.47	2.45	2.44	2.44	2.44	2.43	2.40	2.39	2.39	2.36	2.37	2.40	2.38	2.34	
Concrete, gypsum, and plaster products.....	2.70	2.68	2.65	2.61	2.59	2.60	2.61	2.63	2.65	2.62	2.61	2.60	2.60	2.58	2.49
Other stone and mineral products.....	2.74	2.74	2.74	2.71	2.71	2.68	2.68	2.69	2.68	2.66	2.64	2.62	2.62	2.63	2.56
Primary metal industries.....	3.29	3.28	3.28	3.26	3.24	3.23	3.20	3.19	3.18	3.20	3.17	3.20	3.19	3.18	3.11
Blast furnace and basic steel products.....	3.55	3.55	3.54	3.51	3.49	3.48	3.45	3.42	3.42	3.44	3.39	3.43	3.42	3.42	3.36
Iron and steel foundries.....	2.95	2.95	2.96	2.97	2.95	2.93	2.93	2.92	2.90	2.90	2.85	2.86	2.89	2.88	2.79
Nonferrous smelting and refining.....	3.06	3.06	3.05	3.03	3.02	3.01	3.00	3.00	2.99	3.03	2.98	2.99	2.96	2.97	2.89
Nonferrous rolling, drawing, and extruding.....	3.07	3.08	3.07	3.05	3.05	3.06	3.04	3.02	3.02	3.03	3.00	2.99	3.00	2.99	2.87
Nonferrous foundries.....	2.81	2.80	2.79	2.77	2.76	2.78	2.76	2.75	2.74	2.71	2.69	2.69	2.70	2.71	2.66
Miscellaneous primary metal industries.....	3.44	3.45	3.43	3.43	3.42	3.40	3.42	3.40	3.38	3.33	3.30	3.33	3.30	3.32	3.17

See footnotes at end of table.

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

Revised series; see box, p. 922.

Industry	1966						1965						Annual average		
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1965	1964
	Average weekly earnings														
Manufacturing—Continued															
Durable goods—Continued															
Fabricated metal products.....	\$120.70	\$121.84	\$119.99	\$119.85	\$119.00	\$118.02	\$119.71	\$118.72	\$118.30	\$116.48	\$115.08	\$114.68	\$117.02	\$116.20	\$111.84
Metal cans.....	141.38	142.46	138.14	135.36	135.14	133.66	135.68	136.32	134.40	133.22	140.92	141.36	138.45	137.49	131.82
Cutlery, hand tools, and general hardware.....	113.15	114.39	113.16	113.57	113.15	112.47	114.51	114.93	112.71	111.22	108.09	107.33	108.92	110.81	107.23
Heating equipment and plumbing fixtures.....	111.11	110.98	108.67	108.00	108.27	105.60	109.08	108.40	109.59	106.53	105.06	104.66	106.78	105.06	102.91
Fabricated structural metal products.....	120.98	120.27	117.73	117.03	116.76	116.48	118.30	116.62	117.45	116.06	115.90	113.98	115.21	114.26	110.27
Screw machine products, bolts, etc.....	128.70	128.99	127.11	128.82	127.63	126.62	126.34	124.32	123.20	121.21	120.01	117.39	121.55	121.16	113.85
Metal stampings.....	128.65	133.24	132.75	131.89	129.99	129.68	132.41	132.41	130.20	125.38	122.96	125.38	130.09	128.60	123.41
Coating, engraving, and allied services.....	107.44	107.10	104.58	105.42	104.25	102.18	103.49	103.00	102.58	102.51	99.46	98.98	101.22	100.02	95.58
Miscellaneous fabricated wire products.....	110.83	111.25	108.58	108.52	109.56	107.01	108.80	108.54	106.85	105.75	104.00	102.50	104.75	104.92	99.46
Miscellaneous fabricated metal products.....	118.16	119.43	117.46	117.87	116.06	114.95	114.95	114.26	115.23	113.42	113.15	111.37	113.55	113.15	108.65
Machinery.....	135.52	135.83	134.03	134.51	133.76	132.41	133.48	130.20	129.47	127.12	124.95	125.83	128.03	127.15	121.69
Engines and turbines.....	143.52	145.73	144.86	141.57	138.32	135.85	140.71	135.76	136.08	135.43	132.57	131.43	133.76	133.44	127.30
Farm machinery and equipment.....	134.72	131.94	131.52	132.62	130.11	128.59	127.14	125.22	123.79	122.30	117.56	118.26	120.18	121.30	118.82
Construction and related machinery.....	134.72	133.24	132.50	133.42	131.94	129.73	131.24	128.40	130.33	126.65	124.66	125.97	126.56	125.97	120.25
Metalworking machinery and equipment.....	154.58	155.90	153.12	153.64	152.06	150.29	151.45	146.19	144.00	140.75	139.10	141.75	145.33	144.05	137.06
Special industry machinery.....	127.58	126.72	124.55	125.24	124.80	124.24	126.05	122.64	121.62	120.37	117.85	118.28	120.77	120.22	114.86
General industrial machinery.....	135.39	134.64	132.24	132.54	132.71	131.67	132.88	129.60	129.17	127.41	125.83	124.82	127.74	126.56	120.83
Office, computing and accounting machines.....	131.44	131.02	128.52	132.13	132.62	133.06	133.24	130.42	129.38	126.60	123.85	126.95	126.35	126.78	120.60
Service industry machines.....	116.20	115.93	115.79	115.92	115.51	113.44	113.30	114.93	112.61	109.62	110.15	111.78	115.06	112.19	107.16
Miscellaneous machinery.....	127.87	128.32	127.30	127.87	127.43	125.97	126.66	124.36	123.36	119.56	119.11	119.66	120.93	120.93	115.83
Average weekly hours															
Fabricated metal products.....	42.5	42.6	42.1	42.2	42.2	42.0	42.6	42.4	42.4	41.9	42.0	41.7	42.4	42.1	41.7
Metal cans.....	43.5	43.7	42.9	42.3	42.1	41.9	42.8	42.6	42.0	41.5	43.9	43.9	43.4	43.1	42.8
Cutlery, hand tools, and general hardware.....	41.6	41.9	41.3	41.6	41.6	41.5	42.1	42.1	41.9	41.5	41.1	40.5	41.1	41.5	41.4
Heating equipment and plumbing fixtures.....	40.7	40.8	40.1	40.0	40.1	39.7	40.7	40.6	41.2	40.2	40.1	40.1	40.6	40.1	40.2
Fabricated structural metal products.....	42.6	42.2	41.6	41.5	41.7	41.6	42.4	42.1	42.4	41.9	42.3	41.6	42.2	41.7	41.3
Screw machine products, bolts, etc.....	45.0	45.1	44.6	45.2	45.1	44.9	44.8	44.4	44.0	43.6	43.8	43.0	44.2	43.9	42.8
Metal stampings.....	42.6	43.4	43.1	43.1	42.9	42.8	43.7	43.7	43.4	42.5	42.4	42.5	43.8	43.3	43.0
Coating, engraving, and allied services.....	42.3	42.0	41.5	42.0	41.7	41.2	41.9	41.7	41.7	41.5	41.4	40.9	42.0	41.5	41.2
Miscellaneous fabricated wire products.....	42.3	42.3	41.6	41.9	42.3	41.8	42.5	42.4	41.9	41.8	41.6	41.0	41.9	41.8	41.1
Miscellaneous fabricated metal products.....	42.2	42.5	42.1	42.4	41.9	41.8	41.8	41.7	41.9	41.7	41.6	41.4	41.9	41.6	41.0
Machinery.....	44.0	44.1	43.8	44.1	44.0	43.7	44.2	43.4	43.3	42.8	42.5	42.8	43.4	43.1	42.4
Engines and turbines.....	43.1	43.5	43.5	42.9	42.3	41.8	42.9	41.9	42.0	41.8	41.3	41.2	41.8	41.7	40.8
Farm machinery and equipment.....	42.7	42.7	43.2	42.8	42.3	42.1	41.6	41.4	41.6	40.4	40.5	41.3	41.4	41.4	41.4
Construction and related machinery.....	43.6	43.4	43.3	43.6	43.4	43.1	43.6	42.8	43.3	42.5	42.4	42.7	42.9	42.7	41.9
Metalworking machinery and equipment.....	46.7	47.1	46.4	46.7	46.5	46.1	46.6	45.4	45.0	44.4	44.3	45.0	45.7	45.3	44.5
Special industry machinery.....	44.3	44.0	43.7	44.1	44.1	43.9	44.7	43.8	43.4	43.3	42.7	42.7	43.6	43.4	42.7
General industrial machinery.....	44.1	44.0	43.5	43.6	43.8	43.6	44.0	43.2	43.2	42.9	42.8	42.6	43.3	42.9	42.1
Office, computing and accounting machines.....	42.4	42.4	42.0	42.9	43.2	43.2	43.4	42.9	42.7	42.2	41.7	42.6	42.4	42.4	41.3
Service industry machines.....	41.8	41.7	41.8	42.0	41.7	41.4	42.1	41.5	41.4	40.6	41.1	41.4	42.3	41.4	40.9
Miscellaneous machinery.....	44.4	44.4	44.2	44.4	44.4	44.2	44.6	44.1	43.9	42.7	43.0	43.2	43.5	43.5	42.9
Average hourly earnings															
Fabricated metal products.....	\$2.84	\$2.86	\$2.85	\$2.84	\$2.82	\$2.81	\$2.81	\$2.80	\$2.79	\$2.78	\$2.75	\$2.76	\$2.76	\$2.76	\$2.67
Metal cans.....	3.25	3.26	3.22	3.20	3.21	3.19	3.17	3.20	3.20	3.21	3.22	3.18	3.19	3.19	3.08
Cutlery, hand tools, and general hardware.....	2.72	2.73	2.74	2.73	2.72	2.71	2.72	2.73	2.69	2.68	2.63	2.65	2.67	2.67	2.59
Heating equipment and plumbing fixtures.....	2.73	2.72	2.71	2.70	2.70	2.66	2.68	2.67	2.66	2.65	2.62	2.61	2.61	2.62	2.56
Fabricated structural metal products.....	2.84	2.85	2.83	2.82	2.80	2.80	2.79	2.77	2.77	2.77	2.74	2.74	2.73	2.74	2.67
Screw machine products, bolts, etc.....	2.86	2.86	2.85	2.85	2.83	2.82	2.82	2.80	2.80	2.78	2.74	2.73	2.75	2.76	2.66
Metal stampings.....	3.02	3.07	3.08	3.06	3.03	3.03	3.03	3.03	3.00	2.95	2.90	2.95	2.99	2.97	2.87
Coating, engraving, and allied services.....	2.54	2.55	2.52	2.51	2.50	2.48	2.47	2.47	2.46	2.47	2.42	2.42	2.39	2.41	2.32
Miscellaneous fabricated wire products.....	2.62	2.63	2.61	2.59	2.59	2.56	2.56	2.56	2.55	2.53	2.50	2.50	2.50	2.51	2.42
Miscellaneous fabricated metal products.....	2.80	2.81	2.79	2.78	2.77	2.75	2.75	2.74	2.75	2.72	2.72	2.69	2.70	2.72	2.65
Machinery.....	3.08	3.08	3.06	3.05	3.04	3.03	3.02	3.00	2.99	2.97	2.94	2.94	2.95	2.95	2.87
Engines and turbines.....	3.33	3.35	3.33	3.30	3.27	3.25	3.28	3.24	3.24	3.24	3.21	3.19	3.18	3.20	3.12
Farm machinery and equipment.....	3.09	3.08	3.08	3.07	3.04	3.04	3.02	3.01	2.99	2.94	2.91	2.92	2.91	2.93	2.87
Construction and related machinery.....	3.09	3.07	3.06	3.06	3.04	3.01	3.01	3.00	3.01	2.98	2.94	2.95	2.93	2.95	2.87
Metalworking machinery and equipment.....	3.31	3.31	3.30	3.29	3.27	3.26	3.25	3.22	3.20	3.17	3.14	3.15	3.19	3.18	3.08
Special industry machinery.....	2.88	2.88	2.85	2.84	2.83	2.83	2.82	2.80	2.80	2.78	2.76	2.77	2.77	2.77	2.69
General industrial machinery.....	3.07	3.06	3.04	3.04	3.03	3.02	3.02	3.00	2.99	2.97	2.94	2.93	2.93	2.95	2.87
Office, computing and accounting machines.....	3.10	3.09	3.06	3.08	3.07	3.08	3.07	3.04	3.03	3.00	2.97	2.98	2.97	2.99	2.92
Service industry machines.....	2.78	2.78	2.77	2.76	2.77	2.74	2.73	2.73	2.72	2.70	2.68	2.70	2.71	2.71	2.62
Miscellaneous machinery.....	2.88	2.89	2.88	2.88	2.87	2.85	2.84	2.82	2.81	2.80	2.77	2.77	2.79	2.78	2.70

See footnotes at end of table.

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

Revised series; see box, p. 922.

Industry	1966						1955						Annual average		
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1965	1964
Average weekly earnings															
Manufacturing—Continued															
<i>Durable goods—Continued</i>															
Electrical equipment and supplies.....	\$108.62	\$108.62	\$108.09	\$107.79	\$108.47	\$108.21	\$110.04	\$108.32	\$107.12	\$106.08	\$104.60	\$103.97	\$106.04	\$105.78	\$101.66
Electric distribution equipment.....	115.35	115.35	113.98	115.50	113.57	113.98	116.75	115.23	114.68	113.58	113.44	113.85	113.71	113.02	110.83
Electrical industrial apparatus.....	117.73	118.28	118.15	118.71	118.00	115.78	117.58	114.81	114.68	113.98	112.19	113.70	115.48	113.70	109.56
Household appliances.....	119.39	120.10	119.39	114.77	118.69	119.83	123.26	119.70	119.28	115.34	113.83	111.60	113.98	114.95	107.33
Electric lighting and wiring equipment.....	102.66	102.50	101.09	101.43	100.78	100.28	102.42	101.68	101.27	100.37	98.01	97.93	99.31	99.14	95.04
Radio and TV receiving sets.....	92.23	89.93	91.80	91.87	93.43	92.66	95.24	93.50	93.03	92.50	91.43	89.67	89.27	90.91	87.47
Communication equipment.....	119.81	121.22	119.23	120.67	121.67	121.54	122.98	120.25	119.26	118.53	117.29	113.65	117.58	116.88	112.07
Electronic components and accessories.....	92.80	92.84	91.98	92.43	92.25	92.03	92.51	91.21	89.91	88.62	87.34	86.24	91.02	89.28	86.18
Miscellaneous electrical equipment and supplies.....	117.67	117.67	117.62	117.10	119.81	118.12	120.98	119.28	116.06	112.74	111.38	110.95	113.70	114.95	108.67
Transportation equipment.....	138.42	138.74	141.47	140.06	141.14	142.46	145.53	144.87	141.48	135.01	130.82	133.46	137.49	137.71	130.09
Motor vehicles and equipment.....	141.54	149.02	144.57	146.45	148.58	155.38	156.18	151.53	142.13	136.45	141.14	147.74	147.63	138.03	125.03
Aircraft and parts.....	143.12	142.68	139.43	141.48	142.14	143.00	141.15	138.85	134.51	130.73	130.52	130.31	131.04	131.88	125.03
Ship and boat building and repairing.....	131.88	129.17	128.75	130.10	130.00	129.27	126.07	123.22	125.86	123.32	120.50	119.50	120.60	121.91	121.10
Railroad equipment.....	137.20	138.20	132.44	133.82	135.71	135.96	133.32	129.03	130.25	125.19	126.72	130.33	129.44	127.39	127.39
Other transportation equipment.....	97.36	95.60	95.60	91.80	89.86	94.87	94.13	97.11	97.58	96.05	90.68	95.63	93.09	93.89	93.89
Average weekly hours															
Electrical equipment and supplies.....	41.3	41.3	41.1	41.3	41.4	41.3	42.0	41.5	41.2	40.8	40.7	40.3	41.1	41.0	40.5
Electric distribution equipment.....	42.1	42.1	41.6	42.0	41.6	41.6	42.3	41.9	41.7	41.3	41.4	41.4	41.5	41.4	41.2
Electrical industrial apparatus.....	42.5	42.7	42.5	42.7	42.6	42.1	42.6	41.9	41.7	41.6	41.4	41.8	42.3	41.8	41.5
Household appliances.....	41.6	41.7	41.6	40.7	41.5	41.9	42.8	42.0	42.0	40.9	40.8	40.0	41.0	41.2	40.5
Electric lighting and wiring equipment.....	40.9	41.0	40.6	40.9	40.8	40.6	41.3	41.0	41.0	40.8	40.5	40.3	40.7	40.8	40.1
Radio and TV receiving sets.....	40.1	39.1	39.4	39.6	40.1	39.6	40.7	40.3	40.1	39.7	40.1	39.5	39.5	39.7	39.4
Communication equipment.....	41.6	41.8	41.4	41.9	42.1	42.2	42.7	41.9	41.7	41.3	41.3	40.3	41.4	41.3	40.9
Electronic components and accessories.....	40.7	40.9	40.7	40.9	41.0	40.9	41.3	40.9	40.5	40.1	39.7	39.2	41.0	40.4	39.9
Miscellaneous electrical equipment and supplies.....	41.0	41.0	40.7	40.8	41.6	41.3	42.3	42.0	41.6	40.7	40.5	40.2	40.9	41.2	40.7
Transportation equipment.....	42.2	42.3	43.0	42.7	42.9	43.3	44.1	43.9	43.4	41.8	41.4	42.1	43.1	42.9	42.1
Motor vehicles and equipment.....	42.0	43.7	42.9	43.2	43.7	43.3	45.3	45.4	44.7	42.3	41.6	42.9	44.5	44.2	43.0
Aircraft and parts.....	43.5	43.5	42.9	43.4	43.6	44.0	43.7	43.1	42.3	41.5	41.7	41.9	42.0	42.0	41.4
Ship and boat building and repairing.....	42.0	41.4	41.4	41.7	41.4	41.3	40.8	40.4	41.4	40.7	40.3	40.1	40.2	40.5	40.5
Railroad equipment.....	41.2	41.5	40.5	40.8	41.0	41.2	40.4	40.4	39.7	40.2	39.0	39.6	40.6	40.2	40.7
Other transportation equipment.....	40.4	40.0	40.0	38.9	38.9	40.2	40.4	41.5	41.7	41.4	39.6	41.4	40.3	41.0	41.0
Average hourly earnings															
Electrical equipment and supplies.....	\$2.63	\$2.63	\$2.63	\$2.61	\$2.62	\$2.62	\$2.62	\$2.61	\$2.60	\$2.60	\$2.57	\$2.58	\$2.58	\$2.58	\$2.51
Electric distribution equipment.....	2.74	2.74	2.74	2.75	2.73	2.74	2.76	2.75	2.75	2.75	2.74	2.75	2.74	2.73	2.69
Electrical industrial apparatus.....	2.77	2.77	2.78	2.78	2.77	2.75	2.76	2.74	2.75	2.74	2.71	2.72	2.73	2.72	2.64
Household appliances.....	2.87	2.88	2.87	2.82	2.86	2.86	2.88	2.85	2.84	2.82	2.79	2.79	2.78	2.79	2.65
Electric lighting and wiring equipment.....	2.51	2.50	2.49	2.48	2.47	2.47	2.48	2.48	2.47	2.46	2.42	2.43	2.44	2.43	2.37
Radio and TV receiving sets.....	2.30	2.30	2.33	2.32	2.33	2.34	2.34	2.32	2.32	2.33	2.28	2.27	2.26	2.29	2.22
Communication equipment.....	2.88	2.90	2.88	2.88	2.89	2.88	2.88	2.87	2.86	2.87	2.84	2.82	2.84	2.83	2.74
Electronic components and accessories.....	2.28	2.27	2.26	2.26	2.25	2.25	2.24	2.23	2.22	2.21	2.20	2.20	2.22	2.21	2.16
Miscellaneous electrical equipment and supplies.....	2.87	2.87	2.89	2.87	2.88	2.86	2.86	2.84	2.79	2.77	2.75	2.76	2.78	2.79	2.67
Transportation equipment.....	3.28	3.28	3.29	3.28	3.29	3.29	3.30	3.30	3.26	3.23	3.16	3.17	3.19	3.21	3.09
Motor vehicles and equipment.....	3.37	3.41	3.37	3.39	3.40	3.43	3.44	3.39	3.36	3.28	3.29	3.32	3.34	3.34	3.21
Aircraft and parts.....	3.29	3.28	3.25	3.26	3.26	3.25	3.23	3.21	3.18	3.15	3.13	3.11	3.12	3.14	3.02
Ship and boat building and repairing.....	3.14	3.12	3.11	3.12	3.14	3.13	3.09	3.05	3.04	3.03	2.99	2.98	3.00	3.01	2.99
Railroad equipment.....	3.33	3.33	3.27	3.28	3.31	3.30	3.30	3.25	3.24	3.21	3.20	3.21	3.22	3.22	3.13
Other transportation equipment.....	2.41	2.39	2.39	2.36	2.31	2.36	2.33	2.34	2.34	2.32	2.29	2.31	2.31	2.31	2.29

See footnotes at end of table.

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

Revised series; see box, p. 922.

Industry	1966						1965						Annual average		
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1965	1964
Average weekly earnings															
Manufacturing—Continued															
Durable goods—Continued															
Instruments and related products.....	\$114.21	\$114.06	\$112.02	\$112.67	\$112.25	\$111.72	\$111.30	\$110.88	\$109.78	\$108.58	\$108.05	\$107.53	\$108.99	\$108.05	\$103.63
Engineering and scientific instruments.....	130.78	129.55	133.18	131.70	132.25	133.80	129.13	124.80	125.10	125.63	124.42	127.26	124.92	119.66	
Mechanical measuring and control devices.....	116.84	116.57	114.36	113.79	114.06	114.06	109.06	111.34	110.92	109.93	109.15	109.41	109.41	108.62	103.79
Optical and ophthalmic goods.....	104.37	102.12	96.87	101.46	100.38	99.42	100.44	99.83	98.70	99.12	97.86	98.88	98.41	98.23	94.81
Ophthalmic goods.....	92.51	88.26	91.24	91.05	89.35	90.23	89.84	89.40	89.84	87.76	89.60	88.56	88.99	85.67	
Surgical, medical, and dental equipment.....	97.11	95.58	93.79	93.89	92.57	93.20	94.30	93.43	91.94	90.80	89.95	87.58	91.30	90.63	88.22
Photographic equipment and supplies.....	134.20	134.60	131.63	133.29	130.29	131.97	129.63	131.26	127.87	125.24	124.95	127.87	128.14	120.38	
Watches and clocks.....	89.91	90.50	91.62	91.02	89.35	91.27	89.76	88.94	86.94	87.23	86.62	87.60	87.85	84.50	
Miscellaneous manufacturing industries.....	88.40	88.40	87.74	88.88	88.44	87.12	87.48	86.46	86.46	85.20	84.80	83.71	84.96	84.99	82.37
Jewelry, silverware, and plated ware.....	100.94	100.28	100.21	100.60	97.68	96.63	103.39	102.67	100.14	97.06	94.53	90.91	94.19	95.53	91.58
Toys, amusement, and sporting goods.....	78.20	78.20	78.99	78.00	77.00	76.05	76.62	77.39	76.24	75.85	75.66	76.64	76.05	74.30	
Pens, pencils, office and art materials.....	86.05	84.42	85.44	84.80	82.29	85.70	85.49	85.49	84.46	83.84	81.16	83.63	82.82	78.80	
Costume jewelry, buttons, and notions.....	81.80	79.97	82.42	82.21	80.38	80.80	78.01	77.03	77.62	77.81	75.85	76.44	77.62	73.90	
Other manufacturing industries.....	94.64	95.51	94.56	95.47	95.47	94.24	94.60	94.19	94.60	92.23	92.69	91.94	91.83	88.98	
Musical instruments and parts.....	99.14	98.25	99.53	102.18	96.80	99.77	101.22	101.22	99.29	97.58	93.85	95.99	97.34	94.66	
Average weekly hours															
Instruments and related products.....	42.3	42.4	41.8	42.2	42.2	42.0	42.0	42.0	41.9	41.6	41.4	41.2	41.6	41.4	40.8
Engineering and scientific instruments.....	42.6	42.2	43.1	42.9	42.8	43.3	42.2	41.6	41.7	41.6	41.2	42.0	41.5	40.7	
Mechanical measuring and control devices.....	42.8	42.7	42.2	42.3	42.4	41.0	41.7	41.7	41.8	41.5	41.6	41.6	41.3	40.7	
Optical and ophthalmic goods.....	42.6	42.2	40.7	42.1	42.0	41.6	42.2	42.3	42.0	42.0	41.9	41.7	41.8	41.4	
Ophthalmic goods.....	41.3	40.3	41.1	41.2	40.8	41.2	41.4	41.2	41.4	41.2	41.1	41.0	41.2	40.6	
Surgical, medical, and dental equipment.....	41.5	41.2	40.6	41.0	40.6	40.7	41.0	40.8	40.5	40.0	39.8	39.1	40.4	40.1	
Photographic equipment and supplies.....	44.0	43.7	43.3	43.7	43.0	43.7	43.5	43.9	43.2	42.6	42.5	43.2	43.0	41.8	
Watches and clocks.....	40.5	40.4	40.9	41.0	40.8	41.3	40.8	40.8	39.7	40.2	40.1	40.0	40.3	39.3	
Miscellaneous manufacturing industries.....	40.0	40.0	39.7	40.4	40.2	39.6	40.5	40.4	40.4	40.0	40.0	39.3	39.7	39.9	
Jewelry, silverware, and plated ware.....	41.2	41.1	40.9	41.4	40.7	40.6	42.9	42.6	41.9	41.3	41.1	39.7	40.6	41.0	
Toys, amusement, and sporting goods.....	39.1	39.1	39.3	39.0	38.5	39.2	39.7	40.1	39.5	39.3	38.6	39.1	39.2	38.9	
Pens, pencils, office and art materials.....	40.4	40.2	40.3	40.0	39.0	41.6	41.3	41.3	40.8	40.7	39.4	40.4	40.4	39.4	
Costume jewelry, buttons, and notions.....	40.1	39.2	40.4	40.3	39.4	40.4	39.6	39.3	39.6	39.9	39.3	39.0	39.6	39.1	
Other manufacturing industries.....	40.1	40.3	39.9	40.8	40.8	40.1	40.6	40.6	40.1	40.3	39.8	40.1	40.1	39.9	
Musical instruments and parts.....	40.8	40.6	41.3	42.4	40.5	41.4	42.0	42.0	41.2	41.0	39.6	40.5	40.9	40.8	
Average hourly earnings															
Instruments and related products.....	\$2.70	\$2.69	\$2.68	\$2.67	\$2.66	\$2.66	\$2.65	\$2.64	\$2.62	\$2.61	\$2.61	\$2.61	\$2.62	\$2.61	\$2.54
Engineering and scientific instruments.....	3.07	3.07	3.09	3.07	3.09	3.09	3.06	3.00	3.00	3.02	3.02	3.03	3.01	2.94	
Mechanical measuring and control devices.....	2.73	2.73	2.71	2.69	2.69	2.69	2.66	2.67	2.66	2.63	2.63	2.63	2.63	2.55	
Optical and ophthalmic goods.....	2.45	2.42	2.38	2.41	2.39	2.39	2.38	2.36	2.35	2.36	2.33	2.36	2.35	2.29	
Ophthalmic goods.....	2.24	2.19	2.22	2.21	2.19	2.19	2.17	2.17	2.17	2.13	2.18	2.16	2.16	2.11	
Surgical, medical, and dental equipment.....	2.34	2.32	2.31	2.29	2.28	2.29	2.30	2.29	2.27	2.27	2.26	2.24	2.26	2.20	
Photographic equipment and supplies.....	3.05	3.08	3.04	3.05	3.03	3.02	2.98	2.99	2.96	2.94	2.94	2.96	2.98	2.88	
Watches and clocks.....	2.22	2.24	2.24	2.22	2.19	2.21	2.20	2.18	2.19	2.17	2.16	2.19	2.18	2.15	
Miscellaneous manufacturing industries.....	2.21	2.21	2.21	2.20	2.20	2.20	2.16	2.14	2.14	2.13	2.12	2.13	2.14	2.13	
Jewelry, silverware, and plated ware.....	2.45	2.44	2.45	2.43	2.40	2.38	2.41	2.41	2.39	2.35	2.30	2.29	2.32	2.33	
Toys, amusement, and sporting goods.....	2.00	2.00	2.01	2.00	2.00	2.00	1.94	1.93	1.93	1.93	1.93	1.96	1.96	1.91	
Pens, pencils, office and art materials.....	2.13	2.10	2.12	2.12	2.11	2.06	2.07	2.07	2.07	2.06	2.06	2.07	2.05	2.00	
Costume jewelry, buttons, and notions.....	2.04	2.04	2.04	2.04	2.04	2.04	2.00	1.97	1.96	1.96	1.95	1.93	1.96	1.89	
Other manufacturing industries.....	2.36	2.37	2.37	2.34	2.34	2.35	2.33	2.32	2.33	2.30	2.30	2.31	2.29	2.23	
Musical instruments and parts.....	2.43	2.42	2.41	2.41	2.39	2.41	2.41	2.41	2.41	2.38	2.37	2.37	2.38	2.32	

See footnotes at end of table.

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

Revised series; see box, p. 922.

Industry	1966						1965						Annual average		
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1965	1964
Average weekly earnings															
Manufacturing—Continued															
<i>Nondurable goods</i>															
Food and kindred products.....	\$105.16	\$103.48	\$102.21	\$101.25	\$101.59	\$100.94	\$101.84	\$100.77	\$100.19	\$100.19	\$99.19	\$100.98	\$100.53	\$99.87	\$97.17
Meat products.....	111.22	108.40	106.27	105.73	106.00	108.94	109.03	109.82	108.05	110.46	105.63	108.94	107.38	107.27	105.98
Dairy products.....	110.00	107.94	107.52	106.85	106.59	106.59	106.68	105.59	105.59	106.60	104.48	106.70	105.90	105.08	102.12
Canned and preserved food, except meats.....		84.28	83.33	81.30	82.80	79.36	79.58	77.42	80.20	80.59	81.41	79.37	77.00	79.00	75.86
Grain mill products.....	117.26	115.00	113.97	114.84	115.88	115.54	119.21	116.15	117.76	118.78	116.46	115.82	112.75	113.85	109.07
Bakery products.....	105.67	104.09	102.26	101.35	101.85	101.20	102.36	102.77	104.39	102.06	101.50	102.00	102.66	101.00	97.12
Sugar.....		121.54	117.83	119.97	117.07	105.73	109.04	106.00	97.14	120.28	121.24	122.54	116.89	110.50	106.32
Confectionery and related products.....	90.27	87.25	84.75	86.18	84.89	84.50	84.80	83.53	85.20	87.74	87.08	82.78	83.03	83.53	80.38
Beverages.....	120.83	116.93	117.33	114.97	113.60	112.75	116.28	116.52	114.62	114.09	114.12	116.90	116.34	113.68	109.89
Miscellaneous food and kindred products.....	102.97	101.64	100.08	99.54	101.44	99.17	100.42	101.12	99.56	99.92	98.75	98.75	98.09	98.37	96.25
Tobacco manufactures.....	89.86	87.32	86.87	84.80	88.31	82.30	83.07	80.35	77.62	78.41	78.07	82.72	83.16	79.59	76.05
Cigarettes.....		103.45	105.57	102.80	111.25	101.38	103.09	100.73	97.99	96.10	97.38	98.02	98.80	97.27	93.45
Cigars.....		66.33	65.28	66.15	66.15	64.05	64.90	67.30	66.13	65.11	65.32	63.92	64.60	63.95	64.24
Textile mill products.....	82.94	81.45	79.90	81.22	81.22	79.84	80.79	80.79	79.99	78.62	79.19	77.64	77.52	77.98	73.39
Cotton broad woven fabrics.....	86.00	83.57	82.64	84.15	84.97	84.39	83.57	83.96	83.18	81.60	81.60	79.80	78.38	80.28	74.34
Silk and synthetic broad woven fabrics.....	87.67	87.71	85.14	86.68	86.24	84.83	86.63	86.24	85.22	85.06	85.61	83.76	83.00	83.00	79.24
Weaving and finishing broad woolsens.....	91.12	89.96	87.03	87.23	87.44	85.80	85.80	83.38	83.78	84.58	85.34	83.54	84.00	83.69	76.86
Narrow fabrics and smallwares.....	80.64	79.07	78.47	79.52	79.10	77.38	79.48	77.56	77.19	75.85	75.85	74.48	74.80	75.99	73.03
Knitting.....	83.08	82.31	80.63	79.08	69.69	68.02	68.71	70.53	70.81	69.42	69.92	68.29	69.17	68.29	65.45
Finishing textiles, except wool and knit.....	92.02	91.33	91.54	91.94	90.87	87.96	90.25	89.63	87.74	85.68	86.09	84.04	86.60	85.85	81.90
Floor covering.....		82.32	79.95	81.60	82.22	81.25	85.58	85.31	83.96	84.78	86.14	80.60	80.75	81.51	76.44
Yarn and thread.....	78.14	76.50	76.50	76.79	76.72	76.72	76.46	76.46	76.11	74.87	75.68	74.12	72.42	73.70	66.99
Miscellaneous textile goods.....	95.03	93.96	91.16	91.38	92.02	90.74	93.52	91.59	90.95	89.25	87.36	85.90	88.83	88.20	83.63
Average weekly hours															
Food and kindred products.....	41.4	40.9	40.4	40.5	40.8	40.7	41.4	41.3	41.4	41.4	41.5	41.9	41.2	41.1	41.0
Meat products.....	41.5	40.6	40.1	39.6	40.0	40.8	41.3	41.6	41.4	42.0	41.1	41.9	41.3	41.1	41.4
Dairy products.....	42.8	42.0	42.0	41.9	41.8	41.8	42.0	41.9	41.9	42.3	42.3	43.2	42.7	42.2	42.2
Canned and preserved food, except meats.....		39.2	38.4	38.9	40.0	38.9	39.2	39.7	40.3	39.7	40.5	40.7	38.5	39.5	38.9
Grain mill products.....	45.1	44.4	43.5	44.0	44.4	44.1	45.5	44.5	46.0	46.4	46.4	46.7	45.1	45.0	44.7
Bakery products.....	40.8	40.5	40.1	39.9	40.1	40.0	40.3	40.3	41.1	40.5	40.6	40.8	40.9	40.4	40.3
Sugar.....		42.2	41.2	43.0	43.2	41.3	46.4	45.3	38.7	42.5	43.3	43.3	42.2	42.5	42.7
Confectionery and related products.....	40.3	39.3	38.7	39.9	39.3	39.3	40.0	39.4	40.0	41.0	40.5	38.5	38.8	39.4	39.4
Beverages.....	42.1	40.6	40.6	40.2	40.0	39.7	40.8	40.6	40.5	40.6	41.2	41.9	41.7	40.6	40.4
Miscellaneous food and kindred products.....	42.2	42.0	41.7	42.0	42.8	42.2	43.1	43.4	43.1	42.7	42.2	42.2	42.1	42.4	42.4
Tobacco manufactures.....	38.9	38.3	38.1	38.2	39.6	38.1	39.0	37.9	39.2	39.4	37.9	37.6	37.8	37.9	38.8
Cigarettes.....		38.6	39.1	38.5	40.9	38.4	38.9	38.3	37.4	36.4	37.6	37.7	38.0	37.7	39.1
Cigars.....		37.9	37.3	37.8	37.8	36.6	37.3	38.9	38.3	38.2	37.6	38.0	37.4	38.7	
Textile mill products.....	42.1	42.2	41.4	42.3	42.3	41.8	42.3	42.3	42.1	41.6	41.9	41.3	41.9	41.7	41.0
Cotton broad woven fabrics.....	43.0	43.3	42.6	43.6	43.8	43.5	43.3	43.5	43.1	42.5	42.5	42.0	42.6	42.7	42.0
Silk and synthetic broad woven fabrics.....	43.4	44.3	43.0	44.0	44.0	43.5	44.2	44.0	43.7	43.4	43.9	43.4	44.0	43.7	43.3
Weaving and finishing broad woolsens.....	43.6	44.1	43.3	43.4	43.5	42.9	42.9	41.9	42.7	42.5	43.1	43.1	43.3	42.7	41.1
Narrow fabrics and small wares.....	42.0	41.4	41.3	42.3	42.3	41.6	42.5	41.7	41.5	41.0	41.0	40.7	41.1	41.3	40.8
Knitting.....	39.5	39.3	37.5	39.0	38.5	38.0	38.6	39.4	39.5	39.0	39.5	38.8	39.3	38.8	38.5
Finishing textiles, except wool and knit.....	43.2	43.7	43.8	44.2	43.9	42.7	43.6	43.3	42.8	42.0	42.2	41.4	43.3	42.5	42.0
Floor covering.....		42.0	41.0	42.5	42.6	42.1	44.4	44.2	43.5	43.7	44.4	42.2	42.5	42.9	42.0
Yarn and thread.....	42.7	42.5	42.5	42.9	43.1	43.1	43.2	43.2	43.0	42.3	43.0	42.6	42.6	42.6	41.1
Miscellaneous textile goods.....	43.0	43.3	42.6	42.9	43.0	42.6	43.7	43.0	42.9	42.3	41.8	41.1	42.5	42.2	41.4
Average hourly earnings															
Food and kindred products.....	\$2.54	\$2.53	\$2.53	\$2.50	\$2.49	\$2.48	\$2.46	\$2.44	\$2.42	\$2.42	\$2.39	\$2.41	\$2.44	\$2.43	\$2.37
Meat products.....	2.68	2.67	2.65	2.67	2.65	2.67	2.64	2.64	2.61	2.63	2.57	2.60	2.60	2.61	2.56
Dairy products.....	2.57	2.57	2.56	2.55	2.55	2.55	2.54	2.52	2.52	2.52	2.47	2.47	2.48	2.49	2.42
Canned and preserved food, except meats.....		2.15	2.17	2.09	2.07	2.04	2.03	1.95	1.99	2.03	2.01	1.95	2.00	2.00	1.95
Grain mill products.....	2.60	2.59	2.62	2.61	2.61	2.62	2.62	2.61	2.56	2.56	2.51	2.48	2.50	2.53	2.44
Bakery products.....	2.59	2.57	2.55	2.54	2.54	2.53	2.54	2.55	2.54	2.52	2.50	2.50	2.51	2.50	2.41
Sugar.....		2.88	2.86	2.79	2.71	2.56	2.35	2.34	2.51	2.83	2.80	2.83	2.77	2.60	2.49
Confectionery and related products.....	2.24	2.22	2.19	2.16	2.16	2.15	2.12	2.12	2.13	2.14	2.15	2.15	2.14	2.12	2.04
Beverages.....	2.87	2.88	2.89	2.86	2.84	2.84	2.85	2.87	2.83	2.81	2.77	2.79	2.79	2.80	2.72
Miscellaneous food and kindred products.....	2.44	2.42	2.40	2.37	2.37	2.35	2.33	2.31	2.34	2.34	2.34	2.33	2.33	2.32	2.27
Tobacco manufactures.....	2.31	2.28	2.28	2.22	2.23	2.16	2.13	2.12	1.98	1.99	2.06	2.20	2.20	2.10	1.96
Cigarettes.....		2.68	2.70	2.67	2.72	2.64	2.65	2.63	2.62	2.64	2.59	2.60	2.60	2.58	2.39
Cigars.....		1.75	1.75	1.75	1.75	1.75	1.74	1.73	1.70	1.70	1.71	1.70	1.70	1.71	1.66
Textile mill products.....	1.97	1.93	1.93	1.92	1.92	1.91	1.91	1.91	1.90	1.89	1.89	1.88	1.85	1.87	1.79
Cotton broad woven fabrics.....	2.00	1.93	1.94	1.93	1.94	1.94	1.93	1.93	1.92	1.92	1.90	1.84	1.84	1.88	1.77
Silk and synthetic broad woven fabrics.....	2.02	1.98	1.98	1.97	1.96	1.95	1.96	1.96	1.95	1.96	1.95	1.93	1.90	1.92	1.83
Weaving and finishing broad woolsens.....	2.09	2.04	2.01	2.01	2.01	2.00	2.00	1.99	1.99	1.99	1.98	1.98	1.94	1.96	1.87
Narrow fabrics and small wares.....	1.92	1.91	1.90	1.88	1.87	1.86	1.87	1.86	1.86	1.85	1.85	1.83	1.82	1.84	1.79
Knitting.....	1.85	1.84	1.83	1.82	1.81	1.79	1.78	1.79	1.78	1.78	1.77	1.76	1.76	1.76	1.70
Finishing textiles, except wool and knit.....	2.13	2.09	2.09	2.08	2.07	2.06	2.07	2.07	2.05	2.04	2.04	2.03	2.02	2.02	1.95
Floor covering.....		1.96	1.95	1.92	1.93	1.93	1.95	1.93	1.94	1.94	1.91	1.90	1.90	1.90	1.82
Yarn and thread.....	1.83	1.80	1.80	1.79	1.78	1.78	1.77	1.77	1.77	1.77	1.76	1.74	1.70	1.73	1.63
Miscellaneous textile goods.....	2.21	2.17	2.14	2.13	2.14	2.13	2.14	2.13	2.12	2.11	2.09	2.09	2.09	2.09	2.02

See footnotes at end of table.

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

Revised series; see box, p. 922.

Industry	1966						1965						Annual average		
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1965	1964
Average weekly earnings															
Manufacturing—Continued															
<i>Nondurable goods—Continued</i>															
Apparel and related products.....	\$68.82	\$68.26	\$67.15	\$69.37	\$68.81	\$66.05	\$67.33	\$67.70	\$67.52	\$67.33	\$67.53	\$66.43	\$66.61	\$66.61	\$64.26
Men's and boys' suits and coats.....	85.31	85.47	83.64	85.25	85.69	83.76	84.20	83.98	84.36	83.54	83.44	82.08	84.32	81.86	76.23
Men's and boys' furnishings.....	59.41	58.46	57.67	59.09	59.31	58.46	58.56	59.03	58.81	58.66	58.14	57.00	58.37	58.28	56.09
Women's, misses', and juniors' outerwear.....	71.89	71.55	70.99	73.28	72.38	66.73	68.68	68.21	68.27	69.14	70.79	69.83	67.72	68.54	66.78
Women's and children's undergarments.....	63.07	62.93	61.39	63.07	62.73	59.45	60.96	62.33	62.29	61.92	61.50	59.13	59.45	60.56	58.97
Hats, caps, and millinery.....	67.71	66.40	73.66	74.05	68.42	69.36	66.19	68.95	71.57	72.76	72.83	67.89	70.08	69.33	69.33
Girls' and children's outerwear.....	65.30	63.51	62.47	64.38	64.94	61.40	60.16	61.01	61.01	60.16	61.96	62.53	62.12	61.15	58.19
Fur goods and miscellaneous apparel.....	74.17	71.91	71.57	72.50	70.76	72.60	73.57	75.68	73.60	73.30	71.20	71.37	71.18	67.87	67.87
Miscellaneous fabricated textile products.....	73.33	73.91	73.71	73.92	73.34	72.35	75.08	77.42	75.66	74.31	71.25	73.15	74.11	73.73	70.47
Paper and allied products.....	119.19	119.03	117.50	116.91	115.94	115.13	117.82	116.58	117.12	116.48	115.18	114.65	114.31	114.22	109.57
Paper and pulp.....	135.00	134.55	132.76	131.72	131.28	130.69	131.87	131.12	131.56	132.16	129.20	130.08	127.84	128.16	121.88
Paperboard.....	137.56	139.08	141.22	136.96	133.95	136.05	138.16	136.80	136.64	134.85	134.52	134.06	129.94	132.14	124.32
Converted paper and paperboard products.....	104.58	103.32	102.34	101.99	101.09	100.85	102.55	100.91	100.74	99.77	98.95	98.53	100.14	99.42	96.28
Paperboard containers and boxes.....	108.20	108.20	105.59	107.10	105.50	103.58	108.07	107.57	107.32	106.75	105.72	102.58	104.30	103.81	100.56
Printing, publishing and allied industries.....	121.83	122.22	120.51	121.06	119.74	117.73	121.60	118.97	119.66	120.28	118.81	117.12	117.43	118.12	114.35
Newspaper publishing and printing.....	124.85	124.87	122.40	119.60	119.26	118.22	125.06	122.33	122.33	121.94	119.13	118.80	120.15	119.49	116.84
Periodical publishing and printing.....	125.76	124.74	126.00	125.22	124.50	121.06	122.15	128.47	131.14	129.60	126.63	124.71	126.23	122.01	122.01
Books.....	116.84	112.59	114.36	111.22	111.22	114.51	111.11	111.51	114.93	115.18	111.64	110.84	110.68	106.90	106.90
Commercial printing.....	125.45	125.45	124.03	125.77	124.03	120.59	124.80	122.14	122.14	123.07	121.75	120.04	119.95	120.96	116.42
Bookbinding and related industries.....	93.27	95.01	94.14	94.95	94.17	90.58	93.93	91.48	92.11	92.19	90.40	89.32	92.59	91.57	89.40
Other publishing and printing industries.....	122.68	122.82	123.13	125.05	124.41	122.92	124.82	120.51	121.99	121.60	121.29	118.42	119.12	120.51	116.10
Average weekly hours															
Apparel and related products.....	36.8	36.5	36.1	36.9	36.6	35.7	36.2	36.4	36.3	36.2	36.9	36.5	36.6	36.4	35.9
Men's and boys' suits and coats.....	38.6	38.5	37.8	38.4	38.6	37.9	38.1	38.0	38.0	37.8	38.1	38.0	38.5	37.9	36.3
Men's and boys' furnishings.....	37.6	37.0	36.5	37.4	37.3	37.0	37.3	37.6	37.7	37.6	38.0	37.5	37.9	37.6	36.9
Women's, misses', and juniors' outerwear.....	34.9	34.9	34.8	35.4	34.8	33.2	33.5	33.6	33.3	33.4	34.7	34.4	34.2	34.1	33.9
Women's and children's undergarments.....	37.1	36.8	35.9	37.1	36.9	35.6	36.5	37.1	37.3	37.3	37.5	36.5	36.7	36.7	36.4
Hats, caps, and millinery.....	36.6	36.5	37.2	37.4	36.2	36.7	35.2	36.1	36.7	37.7	36.6	36.5	36.5	36.5	36.3
Girls' and children's outerwear.....	37.1	36.5	35.9	37.0	36.9	35.7	35.6	36.1	36.1	35.6	37.1	37.0	37.2	36.4	35.7
Fur goods and miscellaneous apparel.....	36.9	36.5	36.7	36.8	36.1	36.3	36.6	37.1	36.8	37.4	36.7	36.2	36.6	36.5	36.1
Miscellaneous fabricated textile products.....	37.8	37.9	37.8	38.3	38.0	37.1	38.7	39.1	39.0	38.5	37.9	38.5	38.4	38.4	38.3
Paper and allied products.....	43.5	43.6	43.2	43.3	43.1	42.8	43.8	43.5	43.7	43.3	43.3	43.1	43.3	43.1	42.8
Paper and pulp.....	45.0	45.0	44.7	44.5	44.5	44.3	44.7	44.6	44.9	44.8	44.4	44.7	44.7	44.5	44.0
Paperboard.....	45.4	45.9	46.3	45.5	44.5	45.2	45.9	45.6	45.7	44.8	45.6	45.6	44.5	45.1	44.4
Converted paper and paperboard products.....	42.0	42.0	41.6	41.8	41.6	41.5	42.2	41.7	41.8	41.4	41.4	41.4	41.9	41.6	41.5
Paperboard containers and boxes.....	42.6	42.6	41.9	42.5	42.2	41.6	43.4	43.2	43.1	42.7	42.8	41.7	42.4	42.2	41.9
Printing, publishing and allied industries.....	38.8	38.8	38.5	38.8	38.5	38.1	39.1	38.5	38.6	38.8	38.7	38.4	38.5	38.6	38.5
Newspaper publishing and printing.....	36.4	36.3	36.0	35.7	35.6	35.5	37.0	36.3	36.3	36.4	36.1	36.0	36.3	36.1	36.4
Periodical publishing and printing.....	39.3	39.6	40.0	39.5	39.4	38.8	38.9	40.4	40.6	40.5	40.2	40.1	40.2	40.4	40.4
Books.....	42.8	41.7	42.2	41.5	41.5	42.1	41.0	41.3	42.1	42.5	41.5	40.9	41.3	40.8	40.8
Commercial printing.....	39.7	39.7	39.5	39.8	39.5	38.9	40.0	39.4	39.4	39.7	39.4	39.1	39.2	39.4	39.2
Bookbinding and related industries.....	38.7	39.1	38.9	39.4	39.4	37.9	39.3	38.6	38.7	38.9	38.8	38.5	39.4	38.8	38.7
Other publishing and printing industries.....	38.7	38.5	38.6	39.2	39.0	38.9	39.5	39.0	39.1	39.1	39.0	38.7	38.8	39.0	38.7
Average hourly earnings															
Apparel and related products.....	\$1.87	\$1.87	\$1.86	\$1.88	\$1.88	\$1.85	\$1.86	\$1.86	\$1.86	\$1.86	\$1.83	\$1.82	\$1.82	\$1.83	\$1.79
Men's and boys' suits and coats.....	2.21	2.22	2.21	2.22	2.22	2.21	2.21	2.21	2.22	2.21	2.19	2.16	2.19	2.16	2.10
Men's and boys' furnishings.....	1.58	1.58	1.58	1.58	1.59	1.58	1.57	1.57	1.56	1.56	1.53	1.52	1.54	1.55	1.52
Women's, misses', and juniors' outerwear.....	2.06	2.05	2.04	2.07	2.08	2.01	2.05	2.03	2.05	2.07	2.04	2.03	1.98	2.01	1.97
Women's and children's undergarments.....	1.70	1.71	1.71	1.70	1.70	1.67	1.67	1.68	1.67	1.66	1.64	1.62	1.62	1.65	1.62
Hats, caps, and millinery.....	1.85	1.86	1.98	1.98	1.89	1.89	1.88	1.91	1.95	1.93	1.99	1.86	1.92	1.91	1.91
Girls' and children's outerwear.....	1.76	1.74	1.74	1.74	1.76	1.72	1.69	1.69	1.69	1.69	1.67	1.69	1.67	1.68	1.63
Fur goods and miscellaneous apparel.....	2.01	1.97	1.95	1.97	1.96	2.00	2.01	2.04	2.00	1.96	1.94	1.95	1.95	1.88	1.88
Miscellaneous fabricated textile products.....	1.94	1.95	1.95	1.93	1.93	1.95	1.94	1.98	1.94	1.93	1.88	1.90	1.93	1.92	1.84
Paper and allied products.....	2.74	2.73	2.72	2.70	2.69	2.69	2.68	2.68	2.69	2.66	2.66	2.64	2.65	2.65	2.56
Paper and pulp.....	3.00	2.99	2.97	2.96	2.95	2.95	2.94	2.93	2.95	2.91	2.91	2.86	2.88	2.77	2.77
Paperboard.....	3.03	3.03	3.05	3.01	3.01	3.01	3.01	3.00	2.99	3.01	2.95	2.94	2.92	2.93	2.80
Converted paper and paperboard products.....	2.49	2.46	2.46	2.44	2.43	2.43	2.43	2.42	2.41	2.41	2.39	2.38	2.39	2.39	2.32
Paperboard containers and boxes.....	2.54	2.54	2.52	2.52	2.50	2.49	2.49	2.49	2.49	2.50	2.47	2.46	2.46	2.46	2.40
Printing, publishing and allied industries.....	3.14	3.15	3.13	3.12	3.11	3.09	3.11	3.09	3.10	3.10	3.07	3.05	3.05	3.06	2.97
Newspaper publishing and printing.....	3.43	3.44	3.40	3.35	3.35	3.33	3.38	3.37	3.37	3.35	3.30	3.30	3.31	3.31	3.21
Periodical publishing and printing.....	3.20	3.15	3.15	3.17	3.16	3.12	3.14	3.18	3.23	3.20	3.15	3.11	3.14	3.02	3.02
Books.....	2.73	2.70	2.71	2.68	2.68	2.72	2.71	2.70	2.73	2.71	2.69	2.71	2.68	2.62	2.62
Commercial printing.....	3.16	3.16	3.14	3.16	3.14	3.10	3.12	3.10	3.10	3.10	3.09	3.07	3.06	3.07	2.97
Bookbinding and related industries.....	2.41	2.43	2.42	2.41	2.39	2.39	2.39	2.37	2.38	2.37	2.33	2.32	2.35	2.36	2.31
Other publishing and printing industries.....	3.17	3.19	3.19	3.19	3.19	3.16	3.16	3.09	3.12	3.11	3.11	3.06	3.07	3.09	3.00

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued
Revised series; see box, 922.

Industry	1966						1965						Annual average		
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1965	1964
Average weekly earnings															
Manufacturing—Continued															
<i>Nondurable goods—Continued</i>															
Chemicals and allied products.....	\$126.35	\$124.49	\$124.66	\$122.64	\$123.19	\$122.18	\$123.35	\$123.06	\$122.06	\$123.65	\$121.35	\$120.22	\$120.96	\$121.09	\$116.48
Industrial chemicals.....	142.19	139.26	139.68	137.76	137.34	136.27	138.32	138.65	137.34	140.15	136.18	135.43	135.66	136.08	131.04
Plastics materials and synthetics.....	126.56	125.40	125.99	122.09	123.54	121.25	122.98	122.40	120.69	123.69	121.11	120.69	121.27	120.70	116.89
Drugs.....	112.75	112.20	112.34	111.93	111.79	111.79	110.56	110.15	109.20	107.59	105.73	105.99	106.86	107.30	102.77
Soap, cleaners, and toilet goods.....	117.71	116.47	116.20	115.90	115.62	117.18	115.92	115.49	116.20	113.96	111.63	113.16	112.74	108.27	112.87
Paints, varnishes, and allied products.....	118.58	120.13	118.02	115.23	113.99	112.75	113.85	113.30	113.44	114.26	113.82	113.13	114.51	112.88	109.03
Agricultural chemicals.....	102.10	106.39	108.35	106.48	103.49	102.53	102.67	100.44	100.01	101.76	99.72	100.06	97.25	100.69	97.63
Other chemical products.....	120.56	119.28	118.43	115.62	116.72	117.03	116.90	118.86	118.86	118.72	117.74	117.46	117.17	116.48	112.56
Petroleum refining and related industries.....	146.63	145.95	145.69	141.62	140.95	140.87	140.53	142.97	141.10	142.68	138.35	139.10	137.38	138.42	133.66
Petroleum refining.....	153.91	154.94	154.21	149.58	148.10	148.39	148.87	150.78	147.49	148.94	143.03	144.21	143.52	145.05	139.52
Other petroleum and coal products.....	124.65	117.12	115.87	111.87	113.13	113.82	110.77	114.65	119.97	123.66	123.47	122.43	117.59	115.90	112.75
Rubber and miscellaneous plastic products.....	111.72	111.57	110.35	110.46	110.88	111.14	113.42	111.94	112.10	110.46	109.88	109.25	109.46	109.62	104.90
Tires and inner tubes.....	163.02	163.44	162.79	159.56	161.01	162.62	167.17	161.73	165.62	162.62	163.08	161.19	155.05	158.06	142.54
Other rubber products.....	105.37	105.83	104.65	105.57	105.83	106.08	108.03	106.59	104.39	102.82	102.75	101.75	104.83	103.41	99.96
Miscellaneous plastic products.....	93.83	93.15	92.48	92.96	93.15	91.91	93.02	92.80	93.44	92.35	91.08	90.61	92.60	91.72	89.64
Leather and leather products.....	75.85	74.88	72.95	73.92	75.26	74.11	74.87	72.58	71.82	71.82	72.19	71.80	72.19	71.82	68.98
Leather tanning and finishing.....	103.25	103.00	102.09	101.52	100.61	99.31	101.02	101.50	101.02	98.40	97.75	94.96	98.47	97.99	94.19
Footwear, except rubber.....	73.51	71.81	69.94	71.05	72.34	71.39	71.94	68.82	67.53	68.63	69.34	69.30	69.16	68.80	66.55
Other leather products.....	72.77	72.96	71.63	72.77	73.33	71.44	74.11	72.93	72.56	70.68	70.67	70.09	70.47	70.49	66.73
Handbags and personal leather goods.....	68.44	68.44	67.89	69.91	70.09	65.88	68.22	71.34	70.80	67.69	68.04	69.45	67.84	67.86	64.88
Average weekly hours															
Chemicals and allied products.....	42.4	42.2	42.4	42.0	41.9	41.7	42.1	42.0	41.8	42.2	41.7	41.6	42.0	41.9	41.6
Industrial chemicals.....	42.7	42.2	42.2	42.0	42.0	41.8	42.3	42.4	42.0	42.6	41.9	41.8	42.0	42.0	41.6
Plastics materials and synthetics.....	42.9	42.8	43.0	42.1	42.6	42.1	42.7	42.5	42.2	42.8	42.2	42.2	42.7	42.5	42.2
Drugs.....	41.0	40.8	41.0	41.0	41.1	41.1	41.1	41.1	40.9	40.6	40.2	40.3	41.1	40.8	40.3
Soap, cleaners, and toilet goods.....	41.3	41.3	41.3	41.5	41.1	41.0	41.7	41.4	41.1	41.5	40.7	40.3	41.0	40.7	40.4
Paints, varnishes, and allied products.....	42.2	42.6	42.0	41.6	41.3	41.0	41.4	41.2	41.4	41.7	42.0	41.9	42.1	41.5	41.3
Agricultural chemicals.....	42.9	44.7	46.5	45.7	43.3	42.9	42.6	42.2	42.2	42.4	41.9	42.4	42.1	43.4	43.2
Other chemical products.....	42.3	42.0	41.7	41.0	41.1	41.5	41.6	42.0	42.0	42.1	42.2	42.1	42.3	41.9	42.0
Petroleum refining and related industries.....	43.0	42.8	42.6	41.9	41.7	41.8	41.7	42.3	42.5	43.5	42.7	42.8	42.4	42.2	41.9
Petroleum refining.....	42.4	42.8	42.6	41.9	41.6	41.8	41.7	42.0	41.9	42.8	41.7	41.8	41.6	41.8	41.4
Other petroleum and coal products.....	45.0	42.9	42.6	41.9	41.9	42.0	41.8	43.1	44.6	45.8	45.9	46.2	45.4	43.9	43.7
Rubber and miscellaneous plastic products.....	42.0	42.1	41.8	42.0	42.0	42.1	42.8	42.4	42.3	42.0	42.1	41.7	42.1	42.0	41.3
Tires and inner tubes.....	44.3	44.9	44.6	44.2	44.6	44.8	45.8	44.8	45.5	44.8	45.3	44.9	43.8	44.4	41.8
Other rubber products.....	41.0	41.5	41.2	41.4	41.5	41.6	42.2	41.8	41.1	40.8	41.1	40.7	41.6	41.2	40.8
Miscellaneous plastic products.....	41.7	41.4	41.1	41.5	41.4	41.4	41.9	41.8	41.9	41.6	41.4	41.0	41.9	41.5	41.5
Leather and leather products.....	39.1	38.6	37.8	38.5	39.2	38.8	39.2	38.2	37.8	37.8	38.4	38.6	38.4	38.2	37.9
Leather tanning and finishing.....	41.3	41.2	41.0	41.1	40.9	40.7	41.4	41.6	41.4	41.0	40.9	39.9	41.2	41.0	40.6
Footwear, except rubber.....	39.1	38.4	37.4	38.2	39.1	38.8	39.1	37.4	36.9	37.3	38.1	38.5	38.0	37.8	37.6
Other leather products.....	38.5	38.4	37.9	38.5	38.8	38.0	38.8	39.0	38.8	38.0	38.2	38.3	38.3	38.1	37.7
Handbags and personal leather goods.....	37.4	37.1	37.1	38.2	38.3	36.6	37.9	39.2	38.9	37.4	37.8	38.8	37.9	37.7	37.5
Average hourly earnings															
Chemicals and allied products.....	\$2.98	\$2.95	\$2.94	\$2.92	\$2.94	\$2.93	\$2.93	\$2.93	\$2.92	\$2.93	\$2.91	\$2.89	\$2.88	\$2.89	\$2.80
Industrial chemicals.....	3.33	3.30	3.31	3.28	3.27	3.26	3.27	3.27	3.27	3.29	3.25	3.24	3.23	3.24	3.15
Plastics materials and synthetics.....	2.95	2.93	2.93	2.90	2.90	2.88	2.88	2.88	2.86	2.89	2.87	2.86	2.84	2.84	2.77
Drugs.....	2.75	2.75	2.74	2.73	2.72	2.72	2.69	2.68	2.67	2.65	2.63	2.63	2.60	2.63	2.55
Soap, cleaners, and toilet goods.....	2.85	2.85	2.82	2.80	2.82	2.82	2.81	2.80	2.81	2.80	2.80	2.77	2.76	2.77	2.68
Paints, varnishes, and allied products.....	2.81	2.82	2.81	2.77	2.76	2.75	2.75	2.75	2.74	2.74	2.71	2.70	2.72	2.72	2.64
Agricultural chemicals.....	2.38	2.38	2.33	2.33	2.39	2.39	2.41	2.38	2.37	2.40	2.38	2.36	2.31	2.32	2.26
Other chemical products.....	2.85	2.84	2.84	2.82	2.84	2.82	2.81	2.83	2.83	2.82	2.79	2.79	2.77	2.78	2.68
Petroleum refining and related industries.....	3.41	3.41	3.42	3.38	3.38	3.37	3.37	3.38	3.32	3.28	3.24	3.25	3.24	3.28	3.19
Petroleum refining.....	3.63	3.62	3.62	3.57	3.56	3.55	3.57	3.59	3.52	3.48	3.43	3.45	3.45	3.47	3.37
Other petroleum and coal products.....	2.77	2.73	2.72	2.67	2.70	2.71	2.65	2.66	2.69	2.70	2.69	2.65	2.59	2.64	2.58
Rubber and miscellaneous plastic products.....	2.66	2.65	2.64	2.63	2.64	2.64	2.65	2.64	2.65	2.63	2.61	2.62	2.60	2.61	2.54
Tires and inner tubes.....	3.68	3.64	3.65	3.61	3.61	3.63	3.65	3.61	3.64	3.63	3.60	3.59	3.54	3.56	3.41
Other rubber products.....	2.57	2.55	2.54	2.55	2.55	2.55	2.56	2.55	2.54	2.52	2.50	2.50	2.52	2.51	2.45
Miscellaneous plastic products.....	2.25	2.25	2.25	2.24	2.25	2.22	2.22	2.22	2.23	2.22	2.20	2.21	2.21	2.21	2.16
Leather and leather products.....	1.94	1.94	1.93	1.92	1.92	1.91	1.91	1.90	1.90	1.90	1.88	1.86	1.88	1.88	1.82
Leather tanning and finishing.....	2.50	2.50	2.49	2.47	2.46	2.44	2.44	2.44	2.44	2.40	2.39	2.38	2.39	2.39	2.32
Footwear, except rubber.....	1.88	1.87	1.87	1.86	1.85	1.84	1.84	1.84	1.83	1.84	1.82	1.80	1.82	1.82	1.77
Other leather products.....	1.89	1.90	1.89	1.89	1.89	1.88	1.91	1.87	1.87	1.86	1.85	1.83	1.84	1.85	1.77
Handbags and personal leather goods.....	1.83	1.83	1.83	1.83	1.83	1.80	1.80	1.82	1.82	1.81	1.80	1.79	1.79	1.80	1.73

See footnotes at end of table.

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

Revised series; see box, p. 922.

Industry	1966						1965						Annual average		
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1965	1964
	Average weekly earnings														
Transportation and public utilities:															
Railroad transportation:															
Class I railroads ³							\$132.76	\$133.04	\$128.23	\$131.54	\$129.77	\$131.10	\$132.16	\$130.80	\$121.80
Local and interurban passenger transit:															
Local and suburban transportation	\$113.09	\$111.41	\$109.62	\$109.10	\$108.00	108.88	109.04	110.08	109.56	110.17	108.97	109.06	107.78	104.16	
Intercity and rural bus lines	143.10	144.05	131.77	138.60	141.32	135.72	137.02	135.91	139.29	143.04	140.67	132.32	133.42	125.83	
Motor freight transportation and storage:	132.72	131.36	131.88	132.40	128.54	132.37	131.44	133.18	133.92	132.62	131.27	131.27	130.48	124.02	
Public warehousing	95.44	92.82	92.98	95.34	93.26	94.13	94.76	93.06	94.58	96.46	94.87	94.16	93.26	91.53	
Pipeline transportation	151.37	153.18	150.75	151.00	150.32	148.88	149.19	147.50	147.84	145.73	144.55	141.29	145.85	142.55	
Communication:	116.47	116.29	116.47	117.74	115.20	117.45	119.97	116.97	118.12	113.52	113.27	112.80	114.62	110.15	
Telephone communication	111.63	111.08	111.63	112.87	110.12	112.59	115.50	111.66	112.75	108.27	108.40	107.33	109.08	105.32	
Telegraph communication ⁴	127.17	124.99	124.26	123.54	123.97	124.99	126.44	124.56	126.15	126.00	125.43	124.42	122.55	116.05	
Radio and television broadcasting	148.13	148.92	148.45	150.42	148.45	150.75	149.60	151.93	153.03	146.43	144.54	147.94	147.63	140.66	
Electric, gas, and sanitary services:	135.14	134.40	133.25	135.62	135.20	134.05	135.43	134.69	133.86	130.60	130.51	129.47	131.24	125.25	
Electric companies and systems	137.78	136.29	136.29	136.54	137.03	135.38	134.96	134.96	136.69	133.31	133.31	132.57	133.31	127.62	
Gas companies and systems	123.53	122.61	121.58	124.92	124.31	123.30	124.50	125.62	123.07	119.36	119.43	118.26	120.83	116.03	
Combined utility systems	147.38	146.26	144.89	149.29	148.19	147.42	150.88	147.77	145.05	141.59	140.76	140.35	143.79	135.55	
Water, steam, and sanitary systems	108.26	110.42	107.83	110.51	108.99	106.55	107.90	106.50	107.43	106.85	106.34	103.98	105.16	101.19	
	Average weekly hours														
Transportation and public utilities:															
Railroad transportation:															
Class I railroads ³							44.4	44.2	42.6	43.7	43.4	43.7	44.2	43.6	43.5
Local and interurban passenger transit:															
Local and suburban transportation	43.0	42.2	42.0	41.8	41.7	42.2	42.1	42.5	42.3	42.7	42.4	42.6	42.1	42.0	
Intercity and rural bus lines	45.0	45.3	42.1	44.0	44.3	43.5	44.2	43.7	44.5	45.7	44.8	43.1	43.6	42.8	
Motor freight transportation and storage:	42.0	41.7	42.0	42.3	41.6	42.7	42.4	43.1	43.2	43.2	42.9	42.9	42.5	41.9	
Public warehousing	39.6	39.0	39.4	40.4	40.2	40.4	41.2	42.3	41.3	40.7	40.2	39.9	40.2	40.5	
Pipeline transportation	40.8	41.4	41.3	40.7	40.3	40.9	41.1	41.2	42.0	41.4	41.3	40.6	41.2	41.2	
Communication:	40.3	40.1	40.3	40.6	40.0	40.5	41.8	40.9	41.3	40.4	40.6	40.0	40.5	40.2	
Telephone communication	40.3	40.1	40.3	40.6	39.9	40.5	42.0	40.9	41.3	40.4	40.6	39.9	40.4	40.2	
Telegraph communication ⁴	43.7	43.1	42.7	42.6	42.6	43.1	43.3	43.1	43.5	43.6	43.4	43.2	43.0	42.2	
Radio and television broadcasting	39.5	39.5	39.8	39.9	39.8	40.2	40.0	40.3	40.7	39.9	39.6	40.2	39.9	39.4	
Electric, gas, and sanitary services:	41.2	41.1	41.0	41.6	41.6	41.5	41.8	41.7	41.7	41.2	41.3	41.1	41.4	41.2	
Electric companies and systems	41.5	41.3	41.3	41.5	41.4	41.4	41.4	41.4	41.8	41.4	41.4	41.4	41.3	41.3	
Gas companies and systems	40.5	40.6	40.8	41.5	41.3	41.1	41.5	41.7	41.3	40.6	40.9	40.5	41.1	41.0	
Combined utility systems	41.4	41.2	40.7	41.7	42.1	42.0	42.5	42.1	41.8	41.4	41.4	41.4	41.8	41.2	
Water, steam, and sanitary systems	40.7	41.2	41.0	41.7	41.6	41.3	41.5	41.6	41.8	41.9	41.7	41.1	41.4	41.3	
	Average hourly earnings														
Transportation and public utilities:															
Railroad transportation:															
Class I railroads ³							\$2.99	\$3.01	\$3.01	\$3.01	\$2.99	\$3.00	\$2.99	\$3.00	\$2.80
Local and interurban passenger transit:															
Local and suburban transportation	\$2.63	\$2.64	\$2.61	\$2.61	\$2.59	2.58	2.59	2.59	2.59	2.58	2.57	2.56	2.56	2.48	
Intercity and rural bus lines	3.18	3.18	3.13	3.15	3.19	3.12	3.10	3.11	3.13	3.13	3.14	3.07	3.06	2.94	
Motor freight transportation and storage:	3.16	3.15	3.14	3.13	3.09	3.10	3.10	3.09	3.10	3.07	3.06	3.06	3.07	2.94	
Public warehousing	2.41	2.38	2.36	2.36	2.32	2.33	2.30	2.20	2.29	2.37	2.36	2.36	2.32	2.26	
Pipeline transportation	3.71	3.70	3.65	3.71	3.73	3.64	3.63	3.58	3.52	3.52	3.50	3.48	3.54	3.46	
Communication:	2.89	2.90	2.89	2.90	2.88	2.90	2.87	2.86	2.86	2.81	2.79	2.82	2.83	2.74	
Telephone communication	2.77	2.77	2.77	2.78	2.76	2.78	2.75	2.73	2.73	2.68	2.67	2.69	2.70	2.62	
Telegraph communication ⁴	2.91	2.90	2.91	2.90	2.91	2.90	2.92	2.89	2.90	2.89	2.89	2.88	2.85	2.75	
Radio and television broadcasting	3.75	3.77	3.73	3.77	3.73	3.75	3.74	3.77	3.76	3.67	3.65	3.68	3.70	3.57	
Electric, gas, and sanitary services:	3.28	3.27	3.25	3.26	3.25	3.23	3.24	3.23	3.21	3.17	3.16	3.15	3.17	3.04	
Electric companies and systems	3.32	3.30	3.30	3.29	3.31	3.27	3.26	3.26	3.27	3.22	3.22	3.21	3.22	3.09	
Gas companies and systems	3.05	3.02	2.98	3.01	3.01	3.00	3.00	3.01	2.98	2.94	2.92	2.92	2.94	2.83	
Combined utility systems	3.56	3.55	3.56	3.58	3.52	3.51	3.55	3.51	3.47	3.42	3.40	3.39	3.44	3.29	
Water, steam, and sanitary systems	2.66	2.68	2.63	2.65	2.62	2.58	2.60	2.56	2.57	2.55	2.55	2.53	2.54	2.49	

See footnotes at end of table.

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

Industry	1966						1965						Annual average		
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1965	1964
	Average weekly earnings														
Wholesale and retail trade ⁵	\$79.66	\$78.60	\$78.23	\$77.49	\$77.70	\$77.54	\$77.29	\$76.80	\$77.42	\$77.25	\$77.75	\$77.95	\$76.56	\$76.53	\$74.28
Wholesale trade.....	110.98	111.11	110.43	109.48	109.08	108.94	109.59	108.12	107.57	106.90	106.60	106.60	105.93	106.49	102.56
Motor vehicles and automotive equipment.....	103.66	103.00	102.66	101.33	101.09	101.09	102.06	101.82	100.91	101.40	99.54	100.20	99.72	99.72	96.79
Drugs, chemicals, and allied products.....	113.88	113.88	112.00	111.08	112.44	112.44	112.06	111.24	110.84	110.16	108.27	108.54	107.33	108.68	105.04
Dry goods and apparel.....	107.54	105.75	105.08	105.18	103.32	105.26	104.98	105.46	105.46	104.23	104.23	101.79	101.14	103.19	99.94
Groceries and related products.....	101.34	100.04	99.72	99.31	98.33	98.77	96.80	97.10	98.16	98.53	98.70	97.11	97.00	94.16	91.94
Electrical goods.....	126.85	126.85	125.85	126.58	124.84	130.24	128.63	127.02	123.55	121.41	120.27	122.55	122.84	111.79	
Hardware, plumbing, and heating goods.....	106.60	106.49	105.67	106.37	105.41	105.67	104.04	104.19	103.53	103.32	101.91	101.50	101.91	98.01	
Machinery, equipment, and supplies.....	120.01	120.01	117.96	117.55	117.01	117.01	117.99	116.88	116.75	115.23	115.92	113.99	115.23	111.62	
Miscellaneous wholesalers.....	110.68	110.28	109.07	109.34	109.89	111.11	108.81	107.74	107.33	107.06	107.06	106.80	107.20	104.38	
Retail trade ⁵	69.33	68.19	67.47	67.47	67.30	67.49	67.90	67.13	67.33	67.53	68.07	68.25	67.16	66.61	64.75
General merchandise stores.....	60.57	59.73	59.40	59.22	58.53	60.55	58.74	59.79	60.16	60.19	60.72	59.33	58.81	56.77	
Department stores.....	64.55	63.69	63.17	62.98	62.08	63.30	61.88	63.69	64.51	64.22	64.98	63.69	62.98	61.18	
Mail order houses.....	70.85	68.61	68.94	67.40	66.78	68.61	68.61	69.81	72.67	70.56	71.08	72.67	71.00	70.12	
Limited price variety stores.....	45.14	44.97	44.82	44.53	44.53	44.53	46.53	44.64	44.62	44.47	44.98	45.30	43.92	44.10	41.33
Food stores.....	71.14	70.26	70.26	70.56	70.56	70.56	71.19	70.51	71.76	72.78	72.42	71.14	70.32	68.61	
Grocery, meat, and vegetable stores.....	72.36	71.26	71.26	71.69	71.57	71.57	71.53	72.21	71.87	73.01	74.05	74.05	72.38	71.69	69.55
Apparel and accessories stores.....	57.85	58.35	56.90	57.55	58.38	58.38	60.38	57.23	57.93	57.78	57.97	58.82	57.29	57.46	55.26
Men's and boys' apparel stores.....	69.80	69.65	68.56	69.40	71.20	70.42	69.05	69.89	69.06	70.64	72.67	70.76	69.84	67.53	
Women's ready-to-wear stores.....	52.33	52.33	51.36	51.04	52.49	54.54	51.52	51.99	51.65	51.10	52.48	51.10	51.46	49.73	
Family clothing stores.....	57.88	57.73	57.40	56.57	58.71	60.53	56.90	57.61	56.95	58.31	59.00	55.77	56.45	54.27	
Shoe stores.....	55.54	59.67	55.67	56.52	56.65	59.40	56.03	57.33	59.33	58.65	57.75	56.99	56.64	55.21	
Average weekly hours															
Wholesale and retail trade ⁵	37.4	36.9	36.9	36.9	37.0	37.1	37.7	37.1	37.4	37.5	38.3	38.4	37.9	37.7	37.9
Wholesale trade.....	40.8	40.7	40.6	40.7	40.7	40.8	41.2	40.8	40.9	40.8	41.0	41.0	40.9	40.8	40.7
Motor vehicles and automotive equipment.....	41.8	41.7	41.9	41.7	41.6	42.0	41.9	41.7	41.9	42.0	42.1	41.9	41.9	41.9	41.9
Drugs, chemicals, and allied products.....	40.1	40.1	40.0	40.1	40.3	40.6	40.6	40.6	40.5	40.4	40.5	40.2	40.4	40.4	40.4
Dry goods and apparel.....	38.0	37.5	37.8	37.7	37.3	38.0	37.9	37.8	37.9	37.7	37.7	37.6	37.8	38.0	38.0
Groceries and related products.....	40.7	40.5	40.7	40.7	40.8	41.5	40.5	40.8	40.9	41.4	42.0	41.5	41.1	41.3	41.1
Electrical goods.....	43.0	43.0	43.1	43.2	42.9	44.3	43.9	43.5	42.9	42.6	42.2	43.0	42.8	41.1	41.1
Hardware, plumbing, and heating goods.....	41.0	40.8	40.8	40.6	40.7	40.8	40.8	40.7	40.6	41.0	40.6	40.6	40.6	40.6	40.5
Machinery, equipment, and supplies.....	41.1	41.1	41.1	41.1	41.2	41.4	41.3	41.4	41.3	41.6	41.4	41.3	41.3	41.0	41.0
Miscellaneous wholesalers.....	40.1	40.1	40.1	40.2	40.4	40.7	40.3	40.2	40.2	40.4	40.4	40.3	40.3	40.3	40.3
Retail trade ⁵	36.3	35.7	35.7	35.8	35.9	36.7	35.9	36.2	36.5	37.4	37.5	36.9	36.6	37.0	37.0
General merchandise stores.....	33.1	33.0	33.0	32.9	32.7	35.0	33.0	33.4	33.8	34.2	34.5	33.9	33.8	34.2	34.2
Department stores.....	33.1	33.0	32.9	32.8	32.5	34.4	32.4	33.0	33.6	33.8	34.2	33.7	33.5	33.8	33.8
Mail order houses.....	34.9	33.8	34.3	33.7	33.9	42.0	36.3	35.8	36.7	36.0	35.9	36.7	36.6	37.7	37.7
Limited price variety stores.....	30.5	30.8	30.7	30.5	30.5	33.0	31.0	31.2	31.1	31.9	31.9	31.6	31.5	31.7	31.7
Food stores.....	33.4	33.3	33.3	33.6	33.6	33.9	33.9	33.9	34.5	35.5	35.5	34.7	34.3	34.6	34.6
Grocery, meat, and vegetable stores.....	33.5	33.3	33.3	33.5	33.6	33.9	33.9	33.9	34.6	35.6	35.6	34.8	34.3	34.6	34.6
Apparel and accessories stores.....	32.5	32.6	32.7	32.7	32.8	34.5	32.7	33.1	33.4	34.3	34.6	33.7	33.6	33.9	33.9
Men's and boys' apparel stores.....	34.9	35.0	34.8	34.7	34.9	36.3	34.7	35.3	35.6	36.6	36.7	36.1	36.0	36.7	36.7
Women's ready-to-wear stores.....	32.3	32.5	32.3	32.1	32.4	34.3	32.4	32.7	32.9	33.4	34.3	33.4	33.2	33.6	33.6
Family clothing stores.....	32.7	32.8	32.8	32.7	32.8	34.2	32.7	33.3	33.5	34.3	34.5	33.0	33.4	33.5	33.5
Shoe stores.....	29.7	30.6	31.1	31.4	31.3	33.0	31.3	31.5	31.9	34.1	33.0	32.2	32.0	32.1	32.1
Average hourly earnings															
Wholesale and retail trade ⁵	\$2.13	\$2.13	\$2.12	\$2.10	\$2.10	\$2.09	\$2.05	\$2.07	\$2.07	\$2.06	\$2.03	\$2.03	\$2.02	\$2.03	\$1.96
Wholesale trade.....	2.72	2.73	2.72	2.69	2.68	2.67	2.66	2.65	2.63	2.62	2.60	2.60	2.59	2.61	2.52
Motor vehicles and automotive equipment.....	2.48	2.47	2.45	2.43	2.43	2.43	2.43	2.42	2.42	2.37	2.38	2.38	2.38	2.31	2.31
Drugs, chemicals, and allied products.....	2.84	2.84	2.80	2.77	2.79	2.76	2.74	2.73	2.72	2.68	2.68	2.67	2.69	2.60	2.60
Dry goods and apparel.....	2.83	2.82	2.78	2.79	2.77	2.77	2.77	2.79	2.75	2.75	2.70	2.69	2.73	2.63	2.63
Groceries and related products.....	2.49	2.47	2.45	2.44	2.41	2.38	2.39	2.38	2.40	2.38	2.35	2.34	2.36	2.28	2.28
Electrical goods.....	2.95	2.95	2.92	2.93	2.91	2.94	2.93	2.92	2.88	2.85	2.85	2.85	2.87	2.72	2.72
Hardware, plumbing, and heating goods.....	2.60	2.61	2.59	2.62	2.59	2.59	2.55	2.56	2.55	2.52	2.51	2.50	2.51	2.42	2.42
Machinery, equipment, and supplies.....	2.92	2.92	2.87	2.86	2.84	2.85	2.83	2.82	2.79	2.79	2.80	2.76	2.79	2.72	2.72
Miscellaneous wholesalers.....	2.76	2.75	2.72	2.72	2.72	2.73	2.70	2.68	2.67	2.65	2.65	2.65	2.66	2.59	2.59
Retail trade ⁵	1.91	1.89	1.89	1.88	1.88	1.85	1.87	1.86	1.85	1.82	1.82	1.82	1.82	1.75	1.75
General merchandise stores.....	1.83	1.81	1.80	1.80	1.79	1.73	1.78	1.79	1.78	1.76	1.76	1.75	1.74	1.66	1.66
Department stores.....	1.95	1.93	1.92	1.92	1.91	1.84	1.91	1.93	1.92	1.90	1.90	1.89	1.88	1.81	1.81
Mail order houses.....	2.03	2.03	2.01	2.00	1.97	1.90	1.89	1.95	1.98	1.96	1.98	1.97	1.94	1.86	1.86
Limited price variety stores.....	1.48	1.46	1.46	1.46	1.46	1.41	1.44	1.43	1.43	1.41	1.42	1.39	1.40	1.31	1.31
Food stores.....	2.13	2.11	2.11	2.10	2.10	2.07	2.10	2.08	2.08	2.05	2.04	2.05	2.05	1.98	1.98
Grocery, meat, and vegetable stores.....	2.16	2.14	2.14	2.14	2.13	2.11	2.13	2.12	2.11	2.08	2.08	2.08	2.09	2.01	2.01
Apparel and accessories stores.....	1.78	1.79	1.74	1.76	1.78	1.75	1.75	1.75	1.73	1.69	1.70	1.70	1.71	1.63	1.63
Men's and boys' apparel stores.....	2.00	1.99	1.97	2.00	2.04	1.94	1.99	1.98	1.94	1.93	1.98	1.96	1.94	1.84	1.84
Women's ready-to-wear stores.....	1.62	1.61	1.59	1.59	1.62	1.59	1.59	1.59	1.57	1.53	1.53	1.53	1.55	1.48	1.48
Family clothing stores.....	1.77	1.76	1.75	1.73	1.79	1.77	1.74	1.73	1.70	1.70	1.71	1.69	1.69	1.62	1.62
Shoe stores.....	1.87	1.95	1.79	1.80	1.81	1.80	1.80	1.79	1.82	1.86	1.72	1.75	1.77	1.77	1.77

See footnotes at end of table.

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

Revised series; see box, p. 922.

Industry	1966						1965								Annual average	
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1965	1964	
Average weekly earnings																
Wholesale and retail trade—Continued																
Retail trade—Continued																
Furniture and appliance stores.....	\$88.82	\$87.81	\$88.09	\$87.47	\$88.82	\$92.75	\$89.10	\$89.15	\$88.75	\$88.80	\$89.02	\$87.42	\$88.18	\$85.44		
Furniture and home furnishings.....	88.88	87.47	87.30	86.24	88.03	91.98	88.13	88.18	87.56	87.78	87.82	86.00	86.58	83.82		
Eating and drinking places ⁶	46.51	46.31	46.31	46.38	46.17	46.23	45.49	46.02	45.46	46.70	46.70	45.67	45.76	44.38		
Other retail trade.....	84.80	84.61	84.00	83.41	83.82	84.46	84.03	83.84	83.03	84.46	85.08	83.44	83.23	80.34		
Building materials and hardware.....	90.91	90.49	88.81	88.38	89.02	90.10	89.25	90.52	89.89	89.67	90.73	89.25	88.41	85.46		
Motor vehicle dealers.....	107.86	107.86	106.64	104.49	104.54	106.09	106.33	105.22	102.62	104.88	107.31	106.92	104.88	100.76		
Other vehicle and accessory dealers.....	88.94	87.03	86.76	86.76	87.16	86.24	85.93	86.17	85.41	88.20	87.16	86.60	85.89	85.41		
Drug stores.....	61.88	61.54	61.02	61.58	61.23	63.55	61.93	61.94	62.65	63.53	62.80	60.88	61.42	59.76		
Fuel and ice dealers.....	98.83	98.83	99.54	102.58	104.40	101.05	99.49	98.21	94.47	92.77	93.02	93.02	96.05	93.09		
Finance, insurance, and real estate ⁷	\$92.13	92.63	92.50	91.76	92.00	91.63	90.88	90.27	89.65	89.04	88.91	89.01	88.30	85.79		
Banking.....	82.21	82.21	81.84	81.47	82.28	80.35	80.35	80.35	79.18	79.24	79.24	78.44	79.24	76.67		
Credit agencies other than banks.....	86.56	86.03	85.50	86.26	87.32	85.28	84.67	84.67	84.52	84.52	85.50	84.36	82.88	80.89		
Savings and loan associations.....	86.58	86.54	85.56	86.16	87.70	84.67	84.22	84.82	84.44	85.27	85.96	83.48	84.67	82.72		
Security dealers and exchanges.....	148.95	148.93	145.16	144.02	139.13	138.28	135.72	131.89	124.21	120.11	123.33	124.88	127.43	120.99		
Insurance carriers.....	97.94	98.10	98.47	98.74	97.73	96.87	96.49	95.86	95.86	95.86	95.74	94.74	95.12	92.01		
Life insurance.....	97.55	96.99	97.72	97.99	97.15	96.05	95.31	94.79	94.54	94.79	94.79	94.90	94.90	91.62		
Accident and health insurance.....	87.82	87.45	87.22	87.32	85.41	85.38	85.24	84.50	83.68	84.64	84.41	84.18	84.41	81.70		
Fire, marine, and casualty insurance.....	100.55	100.81	100.70	101.08	100.17	100.20	99.44	99.18	99.06	99.06	98.94	96.77	97.92	94.75		
Average weekly hours																
Wholesale and retail trade—Continued																
Retail trade—Continued																
Furniture and appliance stores.....	39.3	39.2	39.5	39.4	39.3	40.5	39.6	39.8	39.8	40.0	40.1	40.1	39.9	40.3		
Furniture and home furnishings.....	39.5	39.4	39.5	39.2	39.3	40.7	39.7	39.9	39.8	39.9	40.1	40.0	39.9	40.3		
Eating and drinking places ⁶	33.7	33.8	33.8	34.1	34.2	34.5	34.2	34.6	34.7	36.2	36.2	35.4	35.2	35.5		
Other retail trade.....	40.0	40.1	40.0	40.1	40.3	40.8	40.4	40.5	40.5	41.4	41.5	40.9	40.8	41.2		
Building materials and hardware.....	41.7	41.7	41.5	41.3	41.6	42.3	41.9	42.3	42.2	42.7	43.0	42.5	42.1	42.1		
Motor vehicle dealers.....	42.8	42.8	43.0	43.0	43.2	43.3	43.4	43.3	43.3	43.7	43.8	44.0	43.7	44.0		
Other vehicle and accessory dealers.....	43.6	43.3	43.6	43.6	43.8	44.0	43.4	43.3	43.8	44.1	43.8	43.3	43.6	43.8		
Drug stores.....	34.0	34.0	33.9	34.4	34.4	35.7	34.6	34.8	35.0	36.3	36.3	35.6	35.3	36.0		
Fuel and ice dealers.....	41.7	41.7	42.0	43.1	43.5	43.0	42.7	42.7	41.8	41.6	41.9	42.5	42.9	42.9		
Finance, insurance, and real estate ⁷	37.3	37.2	37.3	37.4	37.4	37.4	37.3	37.2	37.1	37.2	37.4	37.1	37.3	37.3		
Banking.....	37.2	37.2	37.2	37.2	37.4	37.2	37.2	37.2	37.0	37.2	37.2	37.0	37.2	37.4		
Credit agencies other than banks.....	37.8	37.9	38.0	38.0	38.3	37.9	37.8	37.9	38.0	38.0	38.0	37.5	37.8	37.8		
Savings and loan associations.....	37.0	37.3	37.2	37.3	37.8	37.3	37.1	37.2	37.2	37.4	37.7	37.1	37.3	37.6		
Security dealers and exchanges.....	37.9	37.8	38.0	37.8	37.1	38.2	37.7	37.9	37.3	37.3	37.6	37.5	37.7	37.0		
Insurance carriers.....	37.1	37.3	37.3	37.4	37.3	37.4	37.4	37.3	37.3	37.3	37.4	37.3	37.3	37.1		
Life insurance.....	36.4	36.6	36.6	36.7	36.8	36.8	36.8	36.6	36.5	36.6	36.6	36.5	36.6	36.5		
Accident and health insurance.....	36.9	36.9	36.8	37.0	36.5	36.8	36.9	36.9	36.7	36.8	36.7	36.6	36.7	36.8		
Fire, marine, and casualty insurance.....	37.8	37.9	38.0	38.0	37.8	38.1	38.1	38.0	38.1	38.1	38.2	38.1	38.1	37.9		
Average hourly earnings																
Wholesale and retail trade—Continued																
Retail trade—Continued																
Furniture and appliance stores.....	\$2.26	\$2.24	\$2.23	\$2.22	\$2.26	\$2.29	\$2.25	\$2.24	\$2.23	\$2.22	\$2.22	\$2.18	\$2.21	\$2.12		
Furniture and home furnishings.....	2.25	2.22	2.21	2.20	2.24	2.26	2.22	2.21	2.20	2.20	2.19	2.15	2.17	2.08		
Eating and drinking places ⁶	1.38	1.37	1.37	1.36	1.35	1.34	1.33	1.33	1.31	1.29	1.29	1.29	1.30	1.25		
Other retail trade.....	2.12	2.11	2.10	2.08	2.08	2.07	2.08	2.07	2.05	2.04	2.05	2.04	2.04	1.95		
Building materials and hardware.....	2.18	2.17	2.14	2.14	2.14	2.13	2.13	2.14	2.13	2.10	2.11	2.10	2.10	2.03		
Motor vehicle dealers.....	2.52	2.52	2.48	2.43	2.42	2.45	2.45	2.43	2.37	2.40	2.45	2.43	2.40	2.29		
Other vehicle and accessory dealers.....	2.04	2.01	1.99	1.99	1.99	1.96	1.98	1.99	1.95	2.00	1.99	2.00	1.97	1.95		
Drug stores.....	1.82	1.81	1.80	1.79	1.78	1.78	1.79	1.78	1.79	1.75	1.73	1.71	1.74	1.66		
Fuel and ice dealers.....	2.37	2.37	2.37	2.38	2.40	2.35	2.33	2.30	2.26	2.23	2.22	2.22	2.26	2.17		
Finance, insurance, and real estate ⁷	\$2.47	2.49	2.48	2.46	2.46	2.43	2.42	2.41	2.40	2.39	2.38	2.38	2.38	2.30		
Banking.....	2.21	2.21	2.20	2.19	2.20	2.16	2.16	2.16	2.14	2.13	2.13	2.12	2.13	2.05		
Credit agencies other than banks.....	2.29	2.27	2.25	2.27	2.28	2.25	2.24	2.24	2.23	2.25	2.22	2.21	2.23	2.14		
Savings and loan associations.....	2.34	2.32	2.30	2.31	2.32	2.27	2.27	2.28	2.27	2.28	2.28	2.25	2.27	2.20		
Security dealers and exchanges.....	3.93	3.94	3.82	3.81	3.75	3.62	3.60	3.48	3.33	3.22	3.28	3.33	3.38	3.27		
Insurance carriers.....	2.64	2.63	2.64	2.64	2.62	2.59	2.58	2.57	2.57	2.57	2.56	2.54	2.55	2.48		
Life insurance.....	2.68	2.65	2.67	2.67	2.64	2.61	2.59	2.59	2.59	2.59	2.59	2.60	2.59	2.51		
Accident and health insurance.....	2.38	2.37	2.37	2.36	2.34	2.32	2.31	2.29	2.28	2.30	2.30	2.30	2.30	2.22		
Fire, marine, and casualty insurance.....	2.66	2.66	2.65	2.66	2.65	2.63	2.61	2.61	2.60	2.60	2.59	2.54	2.57	2.50		

See footnotes at end of table.

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

Revised series; see box, p. 922.

Industry	1966						1965						Annual average		
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1965	1964
	Average weekly earnings														
Services and miscellaneous:															
Hotels and lodging places:															
Hotels, tourist courts, and motels ⁴		\$52.97	\$52.36	\$51.99	\$52.08	\$51.99	\$52.36	\$51.99	\$52.30	\$51.65	\$51.74	\$52.13	\$50.90	\$51.17	\$49.54
Personal services:															
Laundries, cleaning and dyeing plants ⁵		61.06	60.04	59.82	59.06	59.44	59.68	58.83	60.14	59.06	58.67	59.28	59.58	58.98	55.73
Motion pictures:															
Motion picture filming and distributing.....		152.69	151.60	150.00	152.74	157.56	160.37	155.63	161.18	152.88	157.58	157.12	152.36	151.64	136.97
	Average weekly hours														
Services and miscellaneous:															
Hotels and lodging places:															
Hotels, tourist courts, and motels ⁴		37.3	37.4	37.4	37.2	37.4	37.4	37.4	37.9	37.7	38.9	38.9	37.7	37.9	38.4
Personal services:															
Laundries, cleaning and dyeing plants ⁵		38.4	38.0	38.1	38.1	38.1	38.5	38.2	38.8	38.6	38.6	39.0	39.2	38.8	38.7
Motion pictures:															
Motion picture filming and distributing.....		40.5	40.0	40.0	40.3	40.4	40.6	39.4	40.6	39.2	40.2	40.6	40.2	39.8	39.7
	Average hourly earnings														
Services and miscellaneous:															
Hotels and lodging places:															
Hotels, tourist courts, and motels ⁴		\$1.42	\$1.40	\$1.39	\$1.40	\$1.39	\$1.40	\$1.39	\$1.38	\$1.37	\$1.33	\$1.34	\$1.35	\$1.35	\$1.29
Personal services:															
Laundries, cleaning and dyeing plants ⁵		1.59	1.58	1.57	1.55	1.56	1.55	1.54	1.55	1.53	1.52	1.52	1.52	1.52	1.44
Motion pictures:															
Motion picture filming and distributing.....		3.77	3.79	3.75	3.79	3.90	3.95	3.95	3.97	3.90	3.92	3.87	3.79	3.81	3.45

¹ For comparability of data with those published in issues prior to January 1966, see footnote 1, table A-2. For employees covered, see footnote 1, table A-3.

² Preliminary.

³ Based upon monthly data summarized in the M-300 report by the Interstate Commerce Commission, which relate to all employees who received pay during the month, except executives, officials, and staff assistants (ICC Group I). Beginning January 1965, data relate to railroads with operating revenues of \$5,000,000 or more.

⁴ Data relate to nonsupervisory employees except messengers.

⁵ Beginning January 1964, data include eating and drinking places.

⁶ Money payments only, tips not included.

⁷ Beginning January 1964, data on non-office salesmen excluded from all series in this division.

⁸ Beginning January 1964, data relate to nonsupervisory workers and are not comparable with production worker levels of prior years.

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

TABLE C-2. Average weekly hours, seasonally adjusted, of production workers in selected industries¹

Revised series; see box, p. 922.

Industry division and group	1966						1965						
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June
Mining.....	42.0	42.6	41.7	43.2	42.7	42.5	43.0	41.9	42.2	42.2	42.7	42.6	41.9
Contract construction.....	37.5	36.2	37.2	38.5	38.2	37.8	39.2	37.1	37.0	36.2	37.3	37.4	37.1
Manufacturing.....	41.2	41.4	41.5	41.5	41.6	41.5	41.4	41.4	41.2	40.9	41.0	41.0	41.0
Durable goods.....	41.9	42.2	42.4	42.3	42.4	42.4	42.2	42.2	42.0	41.6	41.7	41.7	41.8
Ordnance and accessories.....	42.7	42.3	42.3	41.9	42.3	42.4	42.4	42.2	42.3	41.9	42.1	42.7	41.8
Lumber and wood products, except furniture.....	40.3	41.3	41.3	41.1	41.1	41.5	41.8	41.3	41.1	40.5	40.7	40.5	39.9
Furniture and fixtures.....	41.9	42.3	41.6	42.0	41.7	41.7	41.8	41.7	41.5	40.9	41.3	41.3	41.4
Stone, clay, and glass products.....	41.9	41.8	42.1	42.7	42.4	42.7	43.0	42.2	41.8	41.9	41.8	41.7	41.6
Primary metal industries.....	42.1	42.2	41.9	41.9	42.0	41.9	41.2	41.1	41.4	41.8	42.1	42.4	42.1
Fabricated metal products.....	42.1	42.4	42.4	42.5	42.6	42.6	42.3	42.4	42.3	41.6	41.7	41.8	42.0
Machinery.....	43.6	43.8	43.7	43.9	44.0	43.9	43.9	43.7	43.5	43.0	42.7	42.9	43.0
Electrical equipment and supplies.....	41.2	41.4	41.4	41.4	41.6	41.5	41.5	41.3	41.0	40.5	40.8	40.6	41.0
Transportation equipment.....	42.0	42.1	43.4	42.9	43.4	43.5	42.9	43.4	43.0	41.8	42.2	42.3	42.9
Instruments and related products.....	42.1	42.5	42.1	42.5	42.5	42.2	41.7	41.7	41.7	41.5	41.3	41.3	41.4
Miscellaneous manufacturing industries.....	39.9	40.1	40.0	40.3	40.3	40.0	40.2	40.2	40.0	39.8	40.0	39.7	39.6
Nondurable goods.....	40.1	40.3	40.4	40.4	40.6	40.2	40.2	40.3	40.1	40.1	40.0	40.0	39.9
Food and kindred products.....	41.2	40.9	41.1	41.1	41.6	41.2	41.2	41.1	41.0	40.7	41.1	41.4	41.0
Tobacco manufactures.....	38.3	38.5	39.2	39.3	41.4	39.1	37.7	38.0	37.7	37.8	37.4	38.1	37.2
Textile mill products.....	41.6	42.1	41.9	42.4	42.5	42.4	42.0	41.9	41.8	41.7	41.8	41.4	41.4
Apparel and related products.....	36.7	36.5	36.5	36.5	36.6	36.3	36.5	36.5	36.4	36.0	36.2	36.3	36.5
Paper and allied products.....	43.2	43.7	43.7	43.5	43.5	43.2	43.6	43.6	43.4	43.0	42.9	42.9	43.0
Printing, publishing, and allied industries.....	38.8	38.8	38.7	38.7	38.7	38.5	38.7	38.6	38.4	38.6	38.6	38.6	38.5
Chemicals and allied products.....	42.1	42.0	42.2	42.1	42.2	42.0	42.0	42.0	41.9	42.2	41.8	41.6	41.7
Petroleum refining and related industries.....	42.5	42.6	42.6	42.5	42.8	42.0	42.0	42.4	42.5	42.7	42.7	42.1	41.9
Rubber and miscellaneous plastic products.....	41.7	42.1	42.1	42.2	42.3	42.4	42.3	42.5	42.3	41.6	41.9	41.8	41.8
Leather and leather products.....	38.5	39.0	39.1	38.5	38.9	38.2	38.4	38.6	38.6	38.4	37.9	37.9	37.8
Wholesale and retail trade ³	37.2	37.1	37.1	37.2	37.3	37.4	37.5	37.4	37.5	37.5	37.8	37.8	37.7
Wholesale trade.....	40.7	40.7	40.7	40.9	41.0	40.9	40.9	40.8	40.9	40.8	41.0	40.7	40.8
Retail trade ³	36.0	36.0	35.9	36.0	36.1	36.2	36.4	36.3	36.4	36.5	36.7	36.8	36.6

¹ For employees covered, see footnote 1, table A-3.² Preliminary.³ Beginning January 1964, data include eating and drinking places.NOTE: The seasonal adjustment method used is described in "New Seasonal Adjustment Factors for Labor Force Components," *Monthly Labor Review*, August 1960, pp. 822-827.TABLE C-3. Average hourly earnings excluding overtime of production workers in manufacturing, by major industry group¹

Revised series; see box, p. 922.

Major industry group	1966						1965						Annual average		
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1965	1964
Manufacturing.....	\$2.58	\$2.58	\$2.56	\$2.56	\$2.56	\$2.56	\$2.54	\$2.53	\$2.52	\$2.51	\$2.49	\$2.50	\$2.50	\$2.50	\$2.44
Durable goods.....	2.74	2.74	2.72	2.72	2.72	2.72	2.70	2.69	2.68	2.68	2.65	2.67	2.67	2.67	2.60
Ordnance and accessories.....	3.03	3.03	3.02	3.03	3.02	3.03	3.05	3.02	3.02	3.00	3.01	3.01	3.00	3.01	2.95
Lumber and wood products, except furniture.....	2.15	2.12	2.08	2.09	2.07	2.08	2.10	2.10	2.11	2.10	2.09	2.09	2.07	2.03	
Furniture and fixtures.....	2.09	2.08	2.07	2.06	2.06	2.05	2.05	2.05	2.05	2.03	2.03	2.02	2.03	1.97	
Stone, clay, and glass products.....	2.57	2.57	2.55	2.55	2.54	2.54	2.54	2.53	2.51	2.49	2.49	2.49	2.49	2.42	
Primary metal industries.....	3.13	3.13	3.11	3.09	3.10	3.08	3.06	3.06	3.06	3.03	3.05	3.04	3.04	2.99	
Fabricated metal products.....	2.71	2.71	2.70	2.68	2.68	2.67	2.66	2.65	2.64	2.62	2.63	2.63	2.63	2.57	
Machinery.....	2.89	2.88	2.87	2.86	2.86	2.84	2.84	2.83	2.82	2.79	2.79	2.79	2.80	2.75	
Electrical equipment and supplies.....	2.52	2.53	2.51	2.52	2.52	2.51	2.51	2.50	2.50	2.49	2.50	2.50	2.50	2.44	
Transportation equipment.....	3.12	3.11	3.11	3.11	3.11	3.10	3.09	3.07	3.07	3.01	3.02	3.03	3.04	2.96	
Instruments and related products.....	2.57	2.58	2.56	2.55	2.55	2.54	2.53	2.52	2.51	2.52	2.52	2.53	2.52	2.47	
Miscellaneous manufacturing industries.....	2.13	2.13	2.12	2.13	2.13	2.08	2.06	2.05	2.05	2.05	2.08	2.07	2.06	2.02	
Nondurable goods.....	2.34	2.33	2.31	2.31	2.31	2.30	2.29	2.28	2.28	2.26	2.27	2.26	2.27	2.21	
Food and kindred products.....	2.42	2.42	2.40	2.38	2.38	2.36	2.33	2.31	2.31	2.29	2.30	2.33	2.32	2.27	
Tobacco manufactures.....	2.24	2.24	2.19	2.17	2.14	2.09	2.09	1.95	1.95	2.03	2.17	2.07	1.92		
Textile mill products.....	1.83	1.83	1.82	1.82	1.82	1.81	1.81	1.80	1.80	1.80	1.79	1.76	1.78	1.71	
Apparel and related products.....	1.83	1.83	1.84	1.84	1.82	1.82	1.82	1.82	1.82	1.79	1.79	1.78	1.79	1.76	
Paper and allied products.....	2.56	2.56	2.55	2.54	2.54	2.53	2.52	2.51	2.52	2.51	2.51	2.49	2.50	2.43	
Printing, publishing, and allied industries.....	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	
Chemicals and allied products.....	2.84	2.82	2.81	2.83	2.83	2.83	2.83	2.82	2.82	2.80	2.80	2.78	2.79	2.72	
Petroleum refining and related industries.....	3.28	3.29	3.27	3.28	3.28	3.27	3.27	3.20	3.16	3.12	3.13	3.12	3.17	3.10	
Rubber and miscellaneous plastic products.....	2.52	2.52	2.51	2.51	2.51	2.51	2.50	2.51	2.50	2.49	2.51	2.48	2.49	2.44	
Leather and leather products.....	1.89	1.89	1.87	1.86	1.86	1.86	1.85	1.85	1.85	1.83	1.82	1.84	1.84	1.78	

¹ For comparability of data with those published in issues prior to January 1966, see footnote 1, table A-2. For employees covered, see footnote 1, table A-3. Average hourly earnings excluding overtime are derived by assuming that overtime hours are paid for at the rate of time and one-half.² Preliminary.³ Not available because average overtime rates are significantly above time and one-half. Inclusion of data for the group in the nondurable goods total has little effect.

TABLE C-4. Average weekly overtime hours of production workers in manufacturing, by industry¹
 Revised series; see box, p. 922.

Industry	1966						1965							Annual average	
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1965	1964
Manufacturing.....	4.0	4.0	3.9	3.8	3.8	3.7	4.0	3.9	3.9	3.8	3.5	3.4	3.6	3.6	3.1
Durable goods.....	4.3	4.3	4.3	4.2	4.2	4.1	4.4	4.3	4.2	4.0	3.8	3.7	4.0	3.9	3.3
Nondurable goods.....	3.5	3.4	3.3	3.3	3.3	3.1	3.4	3.4	3.4	3.5	3.2	3.1	3.1	3.1	2.9
<i>Durable goods</i>															
Ordnance and accessories.....		3.7	3.6	3.3	3.5	3.8	4.0	3.7	3.7	3.4	3.3	3.3	2.8	2.9	1.8
Ammunition, except for small arms.....		3.0	3.0	2.8	3.2	3.8	3.8	3.7	3.6	3.3	3.5	3.5	3.0	3.0	1.8
Sighting and fire control equipment.....		3.0	3.5	3.4	3.7	3.4	4.0	2.6	2.5	1.8	2.0	1.1	1.4	1.6	1.3
Other ordnance and accessories.....		5.2	5.2	4.5	4.4	4.0	4.4	3.9	4.1	3.9	3.1	3.2	2.5	2.9	2.0
Lumber and wood products, except furniture.....		4.3	4.3	4.0	3.7	3.8	3.9	3.9	4.1	4.0	4.2	3.8	3.8	3.8	3.4
Sawmills and planing mills.....		4.4	4.4	4.0	3.7	3.8	3.8	3.7	4.0	4.0	4.2	3.8	3.8	3.7	3.4
Millwork, plywood, and related products.....		4.7	4.4	4.1	3.9	3.9	4.2	4.4	4.3	4.1	4.6	4.1	4.2	4.0	3.6
Wooden containers.....		4.8	4.2	3.5	3.6	3.6	4.2	3.8	4.5	3.7	3.7	3.7	3.8	3.6	2.8
Miscellaneous wood products.....		3.9	3.9	3.8	3.6	3.6	3.7	3.8	3.9	3.9	3.7	3.3	3.5	3.6	3.4
Furniture and fixtures.....		3.9	3.4	3.7	3.5	3.4	4.4	4.1	4.2	3.9	3.8	3.0	3.6	3.6	3.2
Household furniture.....		3.8	3.3	3.6	3.4	3.3	4.4	4.1	4.2	3.7	3.5	2.7	3.5	3.6	3.4
Office furniture.....		4.6	4.5	4.4	4.5	4.1	4.2	3.7	4.0	4.2	4.6	4.1	3.9	3.6	2.5
Partitions; office and store fixtures.....		4.5	3.6	4.0	3.6	3.5	4.7	4.5	4.9	4.8	5.4	3.9	3.6	3.7	2.4
Other furniture and fixtures.....		4.2	3.4	3.4	3.2	3.0	4.2	3.7	3.9	3.9	4.3	3.6	4.4	3.7	3.1
Stone, clay, and glass products.....		4.8	4.6	4.4	4.0	3.9	4.2	4.5	4.6	4.6	4.7	4.5	4.3	4.2	3.9
Flat glass.....		4.1	4.8	4.4	4.3	4.3	3.4	5.6	4.9	5.0	3.3	3.5	3.7	4.1	3.7
Glass and glassware, pressed or blown.....		5.0	4.0	4.4	4.3	4.0	4.2	4.4	4.2	4.6	4.1	4.1	4.0	4.0	3.6
Cement, hydraulic.....		2.9	2.7	2.7	2.3	2.5	1.9	2.2	1.9	2.9	2.4	2.5	2.2	2.2	2.1
Structural clay products.....		4.1	3.7	3.6	3.1	3.3	3.6	3.7	3.8	4.2	4.0	3.9	3.8	3.6	3.3
Pottery and related products.....		2.6	2.5	2.3	2.4	2.3	2.4	2.6	2.6	2.7	2.2	1.9	2.3	2.2	2.0
Concrete, gypsum, and plaster products.....		6.7	6.8	6.3	5.0	5.3	6.0	6.3	6.8	6.3	7.4	7.0	6.6	6.2	5.9
Other stone and mineral products.....		4.3	4.3	4.0	4.0	3.4	3.8	3.9	4.0	3.7	3.8	3.6	3.6	3.5	3.3
Primary metal industries.....		4.1	4.1	3.9	3.9	3.6	3.5	3.4	3.4	3.8	3.7	3.9	4.1	3.8	3.2
Blast furnace and basic steel products.....		2.9	2.8	2.4	2.3	1.8	1.5	1.4	1.6	2.5	2.8	3.2	3.2	2.7	2.4
Iron and steel foundries.....		5.1	5.6	5.6	5.6	5.1	5.5	5.6	5.7	5.7	5.1	5.2	5.9	5.5	4.7
Nonferrous smelting and refining.....		4.2	3.9	3.6	3.5	3.2	3.5	3.6	3.5	4.1	3.3	3.3	3.6	3.5	3.1
Nonferrous rolling, drawing, and extruding.....		6.0	6.0	5.8	5.9	6.0	5.9	5.4	5.4	5.8	5.1	4.8	5.4	5.0	3.9
Nonferrous foundries.....		4.5	4.6	4.5	4.5	4.7	4.7	4.2	4.0	3.4	3.5	3.2	3.8	3.9	3.2
Miscellaneous primary metal industries.....		6.0	5.4	6.2	6.3	6.2	6.1	6.1	6.0	5.6	4.9	5.3	4.8	5.2	4.0
Fabricated metal products.....		4.6	4.3	4.2	4.2	4.1	4.4	4.4	4.5	4.2	4.0	3.8	4.1	4.0	3.4
Metal cans.....		4.9	4.4	3.8	4.0	3.4	2.9	3.5	3.6	4.3	5.0	5.0	4.6	4.5	3.8
Cutlery, handtools, and general hardware.....		3.7	3.6	3.4	3.3	3.4	3.8	4.0	3.8	3.3	3.0	2.8	3.0	3.4	3.1
Heating equipment and plumbing fixtures.....		3.1	2.6	2.4	2.5	2.1	2.7	2.7	3.2	2.9	2.5	2.4	2.8	2.3	2.2
Fabricated structural metal products.....		4.1	3.6	3.5	3.4	3.4	4.0	4.0	4.4	4.1	4.0	3.7	3.9	3.6	3.0
Screw machine products, bolts, etc.....		6.9	6.7	6.8	6.9	6.6	6.8	6.1	5.9	5.4	5.1	4.8	5.4	5.4	4.3
Metal stampings.....		5.5	5.3	5.3	5.1	5.3	5.6	5.8	5.5	5.0	4.7	4.9	5.3	5.2	4.5
Coating, engraving, and allied services.....		5.0	4.8	4.8	4.7	4.3	4.8	4.7	4.7	4.6	4.0	3.8	4.2	4.3	3.8
Miscellaneous fabricated wire products.....		4.6	4.0	4.1	4.4	4.0	4.1	4.4	4.4	3.7	3.9	3.4	3.9	3.8	3.1
Miscellaneous fabricated metal products.....		4.5	3.9	4.3	4.1	3.7	3.8	3.8	3.8	3.7	3.4	3.0	3.6	3.4	2.7
Machinery.....		5.7	5.6	5.7	5.6	5.3	5.5	5.0	4.9	4.5	4.4	4.5	4.8	4.6	3.9
Engines and turbines.....		5.7	5.8	5.4	4.4	3.9	4.9	4.0	4.4	4.5	4.1	4.0	4.0	4.1	3.1
Farm machinery and equipment.....		4.3	4.4	4.3	4.0	3.7	3.7	2.8	2.9	3.0	2.5	2.6	2.8	2.9	2.6
Construction and related machinery.....		5.3	5.1	5.1	5.0	4.5	4.7	4.4	4.7	4.2	4.1	4.4	4.4	4.2	3.5
Metalworking machinery and equipment.....		8.4	8.0	8.2	8.0	7.6	7.6	7.0	6.4	6.1	6.0	6.3	6.9	6.7	5.9
Special industry machinery.....		5.5	5.3	5.6	5.6	5.4	5.8	5.3	5.1	4.8	4.4	4.3	5.0	4.8	4.1
General industrial machinery.....		5.6	5.1	5.2	5.3	5.1	5.4	5.0	4.8	4.7	4.4	4.2	4.7	4.4	3.5
Office, computing, and accounting machines.....		3.9	3.7	4.2	4.6	4.9	5.0	4.3	4.0	3.6	2.9	3.5	3.7	3.4	2.3
Service industry machines.....		3.4	3.2	3.5	3.3	3.0	3.2	3.0	3.2	2.9	3.0	3.0	3.7	2.9	2.3
Miscellaneous machinery.....		6.3	6.3	6.3	6.2	6.1	6.1	5.8	5.6	4.8	5.2	5.2	5.5	5.3	4.7
Electrical equipment and supplies.....		3.5	3.3	3.3	3.4	3.2	3.6	3.4	3.2	3.1	2.7	2.3	2.8	2.8	2.3
Electric distribution equipment.....		3.9	3.5	3.7	3.4	3.3	3.8	3.4	3.5	3.1	2.8	3.1	3.2	3.0	2.6
Electrical industrial apparatus.....		4.7	4.5	4.4	4.3	4.1	4.2	3.7	3.5	3.6	3.1	3.4	3.9	3.5	3.0
Household appliances.....		3.8	3.7	2.9	3.6	3.3	4.4	3.8	3.9	3.2	2.6	2.2	2.8	3.0	2.2
Electric lighting and wiring equipment.....		3.1	2.8	2.7	2.9	2.8	3.1	3.2	3.1	2.9	2.6	2.2	2.6	2.7	2.1
Radio and TV receiving sets.....		2.0	2.4	2.3	2.3	2.3	3.0	3.0	3.1	3.1	2.6	1.9	2.3	2.3	1.7
Communication equipment.....		3.3	3.0	3.3	3.4	3.6	3.9	3.4	3.3	3.3	2.9	1.9	2.7	2.7	2.2
Electronic components and accessories.....		3.5	3.3	3.4	3.5	2.9	3.1	3.0	2.6	2.8	2.3	1.9	2.6	2.4	2.1
Miscellaneous electrical equipment and supplies.....		3.0	3.0	3.0	3.5	3.2	4.1	4.0	3.6	2.9	2.6	2.3	2.9	3.2	2.6
Transportation equipment.....		4.3	5.1	4.7	4.8	5.1	5.7	6.0	5.4	4.4	4.1	4.2	4.8	4.8	3.9
Motor vehicles and equipment.....		4.0	5.8	4.7	5.3	5.5	6.9	7.4	6.6	5.0	4.8	5.3	6.1	6.2	5.0
Aircraft and parts.....		5.0	4.6	5.1	5.0	5.6	4.9	4.9	4.0	3.7	3.6	3.2	2.9	3.3	2.5
Ship and boat building and repairing.....		4.0	4.2	4.4	3.8	3.8	3.6	3.8	4.1	3.9	3.0	2.9	3.6	3.4	3.1
Railroad equipment.....		3.6	3.7	3.0	2.9	3.0	3.2	2.5	2.2	2.6	2.4	1.9	2.6	2.6	2.8
Other transportation equipment.....		3.0	2.9	2.8	2.0	2.0	2.6	2.9	3.7	3.8	3.5	3.1	3.7	2.9	3.2
Instruments and related products.....		3.8	3.5	3.6	3.7	3.5	3.6	3.5	3.5	3.4	2.9	2.8	2.9	3.0	2.4
Engineering and scientific instruments.....		4.2	3.7	3.9	4.2	3.9	4.5	4.0	3.8	3.9	3.2	3.3	3.3	3.3	2.3
Mechanical measuring and control devices.....		4.3	4.0	3.7	4.0	4.0	3.3	3.4	3.5	3.4	3.1	3.0	2.9	2.9	2.5
Optical and ophthalmic goods.....		3.2	2.2	3.3	3.2	2.8	2.9	2.8	2.9	2.9	2.3	2.5	2.8	2.7	2.4
Ophthalmic goods.....		2.9	2.1	2.9	2.7	2.5	2.5	2.5	2.4	2.6	1.8	2.2	2.4	2.4	2.1
Surgical, medical, and dental equipment.....		2.8	2.7	2.7	2.4	2.5	3.0	2.7	2.5	2.3	2.2	1.7	2.1	2.1	2.0
Photographic equipment and supplies.....		4.9	4.9	4.7	5.0	4.3	4.6	4.8	4.8	4.5	3.5	3.4	3.9	4.0	3.2
Watches and clocks.....		2.4	2.5	2.8	2.6	2.5	3.2	3.1	3.0	2.7	2.9	2.4	2.1	2.4	1.6

See footnotes at end of table.

TABLE C-4. Average weekly overtime hours of production workers in manufacturing, by industry¹—Continued

Revised series; see box, p. 922.

Industry	1966						1965						Annual average		
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1965	1964
Manufacturing—Continued															
Durable goods—Continued															
Miscellaneous manufacturing industries.....	2.9	2.8	3.1	2.8	2.7	3.1	3.2	3.3	3.0	2.7	2.1	2.6	2.7	2.4	
Jewelry, silverware, and plated ware.....	4.1	4.1	4.3	3.7	3.6	5.2	4.8	4.9	3.8	3.4	2.2	3.2	3.6	3.3	
Toys, amusement and sporting goods.....	2.6	2.6	2.7	2.5	2.4	2.8	3.0	3.3	3.1	2.6	2.0	2.6	2.6	2.1	
Pens, pencils, office and art materials.....	2.2	2.0	2.4	2.1	1.8	3.2	3.1	3.0	2.8	2.7	1.7	1.8	2.3	1.8	
Costume jewelry, buttons, and notions.....	3.1	2.7	3.0	3.0	2.7	2.9	2.9	2.7	2.4	2.6	2.1	2.5	2.5	2.0	
Other manufacturing industries.....	2.9	2.8	3.1	2.9	2.8	2.9	3.1	3.1	2.9	2.7	2.2	2.5	2.7	2.5	
Musical instruments and parts.....	3.1	2.8	3.2	3.5	2.6	3.5	4.2	4.0	3.2	2.7	2.2	2.9	3.0	3.1	
Nondurable goods															
Food and kindred products.....	3.7	3.4	3.4	3.6	3.5	3.8	3.9	4.0	4.2	3.8	4.1	3.9	3.8	3.6	
Meat products.....	3.8	3.5	3.4	3.5	4.2	4.3	4.9	4.4	5.0	4.1	4.4	4.0	4.2	4.2	
Dairy products.....	3.7	3.4	3.4	3.4	3.2	3.3	3.3	3.5	3.9	3.6	4.1	4.1	3.6	3.5	
Canned and preserved food, except meats.....	3.0	2.8	2.8	3.4	2.6	2.7	2.8	2.9	3.2	3.0	2.9	3.1	2.9	2.8	
Grain mill products.....	6.2	5.5	5.6	6.3	6.0	6.9	6.2	7.5	8.0	7.5	8.1	6.3	6.5	6.3	
Bakery products.....	3.6	3.3	3.1	3.2	3.1	3.3	3.4	4.0	3.6	3.4	3.6	3.6	3.3	3.1	
Sugar.....	4.0	3.5	4.6	4.5	3.4	3.7	4.1	4.0	5.2	4.6	4.5	3.8	4.0	3.7	
Confectionery and related products.....	2.2	2.0	2.6	2.4	2.5	2.7	2.7	3.0	3.4	2.9	1.9	1.8	2.4	2.2	
Beverages.....	3.4	3.6	3.1	2.8	2.7	3.2	3.3	3.5	3.4	3.6	4.3	4.0	3.3	3.1	
Miscellaneous food and kindred products.....	4.1	3.8	3.9	4.4	4.0	4.5	4.9	4.7	4.5	4.2	4.2	4.1	4.3	4.0	
Tobacco manufactures.....	1.2	1.3	1.0	1.9	.9	1.3	1.1	1.3	1.5	1.2	1.1	.9	1.1	1.6	
Cigarettes.....	1.2	1.6	.9	2.9	.6	.9	.6	1.0	.7	.7	1.1	.6	.8	1.6	
Cigars.....	1.3	1.1	1.1	1.2	1.2	1.2	2.0	1.7	1.3	1.4	1.1	1.3	1.3	2.1	
Textile mill products.....	4.7	4.5	4.6	4.6	4.3	4.6	4.6	4.5	4.5	4.3	3.8	4.2	4.2	3.6	
Cotton broad woven fabrics.....	5.4	5.3	5.5	5.6	5.4	5.3	5.4	5.0	5.3	4.7	4.1	4.6	4.8	4.3	
Silk and synthetic broad woven fabrics.....	6.0	5.5	5.7	5.5	4.8	5.5	5.5	5.3	5.7	5.4	5.0	5.4	5.3	5.0	
Weaving and finishing broad woolsens.....	5.5	5.3	5.1	5.2	4.7	4.6	4.1	4.7	4.5	4.7	4.7	4.4	4.4	3.4	
Narrow fabrics and smallwares.....	3.9	3.9	4.4	4.5	4.1	4.2	4.1	4.1	3.5	3.4	3.2	3.5	3.6	3.1	
Knitting.....	2.9	2.2	2.5	2.3	2.1	2.4	2.7	3.0	2.9	2.8	2.5	2.6	2.5	2.1	
Finishing textiles, except wool and knit.....	5.5	5.7	5.8	5.5	5.1	5.6	5.4	4.8	4.5	4.5	3.9	4.9	4.6	4.2	
Floor covering.....	4.4	4.2	4.4	4.7	4.0	6.3	6.2	5.6	5.7	6.3	4.4	4.9	5.1	4.4	
Yarn and thread.....	5.0	5.2	5.2	4.9	5.2	5.1	5.2	5.0	4.9	5.0	4.6	4.5	4.7	3.6	
Miscellaneous textile goods.....	5.2	5.0	4.8	4.9	4.8	5.3	5.1	5.1	4.8	4.1	3.4	4.4	4.3	3.6	
Apparel and related products.....	1.5	1.4	1.6	1.5	1.3	1.4	1.7	1.6	1.5	1.5	1.4	1.4	1.4	1.3	
Men's and boys' suits and coats.....	1.7	1.4	1.6	1.8	1.5	1.6	1.7	1.7	1.7	1.6	1.2	1.5	1.5	1.0	
Men's and boys' furnishings.....	1.3	1.2	1.3	1.2	1.1	1.2	1.4	1.5	1.3	1.4	1.2	1.3	1.2	1.0	
Women's, misses', juniors' outerwear.....	1.5	1.4	1.8	1.5	1.2	1.2	1.3	1.3	1.2	1.4	1.4	1.2	1.3	1.3	
Women's and children's undergarments.....	1.5	1.3	1.7	1.6	1.1	1.4	1.9	1.9	1.6	1.2	1.2	1.4	1.4	1.4	
Hats, caps, and millinery.....	1.0	1.0	1.9	1.9	1.3	1.1	.8	1.3	1.2	1.7	1.2	1.1	1.3	1.4	
Girls' and children's outerwear.....	1.6	1.4	1.5	1.8	1.4	1.1	1.6	1.4	1.3	1.8	1.7	1.8	1.4	1.3	
Fur goods and miscellaneous apparel.....	1.6	1.2	1.3	1.3	1.2	1.6	2.0	1.9	1.7	1.5	1.2	1.2	1.4	1.2	
Miscellaneous fabricated textile products.....	2.0	1.9	2.0	1.8	1.7	2.2	2.9	2.6	2.1	1.6	2.1	1.9	2.1	1.9	
Paper and allied products.....	5.6	5.3	5.3	5.1	5.0	5.5	5.6	5.7	5.7	5.2	5.0	5.0	5.0	4.7	
Paper and pulp.....	6.7	6.2	6.2	6.2	6.1	6.2	6.3	6.4	6.6	5.9	6.0	5.9	6.0	5.7	
Paperboard.....	7.9	8.2	7.5	7.0	7.5	7.7	7.6	7.9	8.4	7.7	7.2	6.7	7.0	6.3	
Converted paper and paperboard products.....	3.9	3.8	3.9	3.7	3.5	4.0	4.0	4.0	3.7	3.6	3.5	3.5	3.5	3.3	
Paperboard containers and boxes.....	4.9	4.5	4.8	4.5	4.2	5.2	5.4	5.6	5.2	4.8	4.2	4.6	4.5	4.1	
Printing, publishing, and allied industries.....	3.4	3.8	3.5	3.0	2.8	3.6	3.2	3.4	3.4	3.2	2.8	2.9	3.1	2.9	
Newspaper publishing and printing.....	2.9	2.6	2.3	2.0	1.9	3.2	2.7	2.8	2.6	2.3	2.3	2.5	2.4	2.4	
Periodical publishing and printing.....	3.5	3.7	4.1	3.7	3.4	3.1	3.4	4.4	4.8	3.4	3.2	2.7	3.8	4.0	
Books.....	5.5	5.1	5.1	4.4	4.3	4.6	4.2	4.3	4.9	5.6	3.9	4.0	4.2	3.8	
Commercial printing.....	3.7	3.6	3.9	3.5	3.1	3.9	3.5	3.6	3.8	3.3	3.1	3.0	3.4	3.1	
Bookbinding and related industries.....	3.0	2.8	3.0	2.4	2.2	2.5	2.5	2.6	2.6	2.5	2.2	2.6	2.5	2.4	
Other publishing and printing industries.....	2.6	2.8	3.6	3.1	3.0	3.5	2.9	3.4	3.4	3.5	2.7	2.7	3.0	2.7	
Chemicals and allied products.....	3.5	3.7	3.3	3.1	2.9	3.0	3.0	3.0	3.4	3.0	2.9	3.0	3.0	2.7	
Industrial chemicals.....	3.2	3.4	3.2	3.0	2.9	3.0	3.0	3.1	3.6	3.1	3.1	2.9	3.0	2.6	
Plastics materials and synthetics.....	3.3	3.6	3.0	3.2	2.8	2.9	2.9	2.9	3.6	3.1	2.9	3.0	2.9	2.7	
Drugs.....	3.0	2.8	2.9	3.1	3.2	3.2	2.9	2.8	2.5	2.4	2.4	2.6	2.6	2.0	
Soap, cleaners, and toilet goods.....	2.9	3.0	3.0	2.9	2.8	3.2	3.1	2.9	3.0	2.8	2.3	2.5	2.5	2.5	
Paints, varnishes, and allied products.....	3.9	3.4	2.6	2.5	2.2	2.3	2.4	2.6	3.1	3.2	3.0	3.2	2.7	2.5	
Agricultural chemicals.....	6.6	8.8	7.3	4.7	4.1	4.1	3.5	3.6	3.8	3.5	3.6	3.7	4.9	4.6	
Other chemical products.....	3.5	3.1	2.8	3.0	2.9	2.9	3.2	2.9	3.3	3.1	3.3	3.2	3.0	3.0	
Petroleum refining and related industries.....	3.5	3.4	2.6	2.4	2.4	2.6	2.9	3.1	3.4	3.2	3.3	3.4	2.8	2.5	
Petroleum refining.....	3.0	3.0	2.3	2.0	1.9	2.2	2.2	2.2	2.4	2.1	2.1	2.5	2.1	1.8	
Other petroleum and coal products.....	5.1	4.6	3.9	3.8	4.2	4.0	5.2	6.1	6.7	6.9	7.3	6.5	5.5	5.0	
Rubber, miscellaneous plastic products.....	4.4	4.2	4.2	4.4	4.4	4.7	4.6	4.8	4.3	4.1	3.7	4.1	4.1	3.4	
Tires and inner tubes.....	6.8	6.6	5.8	6.7	6.8	6.7	6.5	7.4	6.6	6.3	6.2	5.9	6.1	4.3	
Other rubber products.....	3.5	3.4	3.5	3.6	3.7	4.1	4.0	3.8	3.2	3.2	2.7	3.3	3.2	2.7	
Miscellaneous plastic products.....	4.0	3.8	4.1	3.9	3.9	4.3	4.2	4.4	4.2	3.9	3.4	4.0	3.9	3.7	
Leather and leather products.....	2.1	1.9	2.1	2.4	2.1	2.3	2.1	1.9	1.9	1.9	1.8	1.8	1.8	1.7	
Leather tanning and finishing.....	4.1	3.5	3.5	3.5	3.3	3.6	4.0	3.5	3.2	3.0	2.8	3.5	3.3	2.9	
Footwear, except rubber.....	1.8	1.6	1.9	2.2	1.9	2.0	1.6	1.5	1.7	1.7	1.6	1.5	1.6	1.5	
Other leather products.....	2.1	2.1	2.2	2.4	2.2	2.5	2.7	2.4	2.1	2.0	1.9	1.8	2.0	1.7	
Handbags and personal leather goods.....	2.0	1.9	2.5	2.4	1.7	1.8	2.8	2.6	1.9	2.0	2.0	1.8	1.9	2.0	

¹ For comparability of data with those published in issues prior to January 1966, 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.

² Preliminary.

TABLE C-5. Indexes of aggregate weekly man-hours and payrolls in industrial and construction activities¹

[1957-59=100]

Revised series; see box, p. 922.

Activity	1966						1965						Annual average		
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1965	1964
Man-hours															
Total.....	118.3	114.4	111.9	111.3	109.0	108.4	112.3	112.5	113.8	112.9	112.9	110.8	111.2	109.0	103.1
Mining.....	85.6	83.4	73.8	81.0	79.6	80.8	83.5	82.2	83.9	82.6	85.9	84.6	85.0	82.5	82.6
Contract construction.....	127.6	113.5	108.5	103.5	93.6	98.9	109.8	114.2	124.1	121.4	130.5	125.5	121.0	111.3	105.4
Manufacturing.....	118.2	116.2	114.5	114.2	113.3	111.5	114.2	113.7	113.5	112.8	111.0	109.4	110.7	109.9	103.8
Durable goods.....															
Ordnance and accessories.....	125.1	123.5	121.9	120.6	119.4	117.9	119.8	118.4	117.5	116.0	112.9	113.2	115.4	114.0	105.5
Lumber and wood products, except furniture.....	153.8	150.0	144.2	141.5	140.0	137.2	130.5	131.0	129.1	125.5	120.7	119.2	116.2	120.4	120.9
Furniture and fixtures.....	103.5	101.2	98.0	95.6	94.0	95.2	98.0	98.3	100.3	100.5	103.1	100.7	100.5	97.0	95.5
Stone, clay, and glass products.....	127.7	124.4	122.0	123.7	121.6	120.7	126.4	124.0	124.2	122.1	121.6	116.3	118.4	119.0	111.6
Primary metal industries.....	114.6	111.6	109.7	106.6	103.3	104.1	107.7	109.7	110.7	112.1	112.3	110.7	109.6	107.0	105.0
Fabricated metal products.....	118.7	116.3	115.4	113.1	111.7	109.8	107.6	105.0	106.9	113.0	114.0	115.8	117.1	112.5	106.0
Machinery.....	126.9	125.3	123.2	122.3	121.6	120.2	122.7	122.1	120.8	118.6	116.5	115.0	118.2	116.4	107.8
Electrical equipment and supplies.....	136.4	134.8	132.9	132.9	131.4	129.0	129.5	125.5	123.8	122.3	120.0	121.6	123.3	122.0	111.9
Transportation equipment.....	147.7	144.8	142.5	140.4	140.5	138.3	140.0	136.2	133.4	129.5	125.5	122.6	125.6	126.3	113.2
Instruments and related products.....	115.3	116.4	117.4	116.5	115.7	114.9	117.4	115.9	112.7	106.9	95.2	103.2	107.9	107.1	94.9
Miscellaneous manufacturing industries.....	127.1	125.4	122.2	123.0	121.8	119.5	119.0	118.0	116.7	115.7	113.2	111.6	112.0	111.8	104.4
Nondurable goods.....															
Food and kindred products.....	109.2	106.7	104.9	105.8	105.3	103.2	106.9	107.7	108.2	108.7	108.5	104.5	104.6	104.6	101.5
Tobacco manufactures.....	91.9	87.5	86.0	86.2	86.8	87.6	93.1	97.7	101.0	103.9	103.2	97.5	91.7	93.4	93.8
Textile mill products.....	72.3	69.8	71.6	74.6	81.1	80.9	90.4	86.4	102.8	103.0	89.8	72.1	72.7	83.3	91.6
Apparel and related products.....	106.6	105.8	103.1	105.0	104.1	102.3	104.1	104.7	103.8	102.2	102.8	99.5	102.3	101.3	96.7
Paper and allied products.....	121.8	118.9	115.9	120.4	118.7	110.3	115.6	117.2	117.2	116.8	118.2	111.6	116.0	114.8	109.1
Printing, publishing, and allied industries.....	116.7	114.0	112.6	112.1	110.9	110.3	113.7	112.7	112.5	111.8	111.2	109.7	110.2	109.5	106.7
Chemicals and allied products.....	116.1	114.7	113.7	113.7	112.5	110.4	114.3	112.3	111.9	111.7	110.5	108.9	109.0	109.8	106.4
Petroleum refining and related industries.....	116.0	115.1	115.2	112.5	110.7	109.3	110.1	109.9	109.2	111.1	110.6	109.9	110.1	109.5	105.9
Rubber and miscellaneous plastic products.....	81.4	78.4	76.5	74.2	73.4	73.7	74.4	76.3	78.0	81.1	80.1	80.3	78.4	76.7	78.5
Leather and leather products.....	145.3	143.1	141.0	140.4	139.5	140.1	142.9	140.7	138.4	136.0	134.3	129.8	132.8	133.2	121.5
Miscellaneous manufacturing industries.....	102.6	99.9	97.3	100.4	102.5	99.6	101.4	98.6	96.0	96.7	99.8	97.3	97.4	97.1	94.9
Payrolls															
Mining.....	105.0	102.4	86.9	97.1	95.9	96.9	99.4	97.4	99.4	97.2	100.5	98.3	99.1	96.5	93.0
Contract construction.....	172.5	153.5	146.2	139.0	126.4	132.5	146.5	151.2	165.3	160.7	170.2	162.0	156.8	145.3	132.5
Manufacturing.....	151.2	148.4	146.1	144.7	143.2	140.8	143.8	142.4	141.4	140.3	136.1	135.1	136.7	135.9	124.2

¹ For comparability of data with those published in issues prior to January 1966, see footnote 1, table A-2.
For mining and manufacturing, data refer to production and related

workers and for contract construction, to construction workers, as defined in footnote 1, table A-3.
² Preliminary.

TABLE C-6. Gross and spendable average weekly earnings of production workers in manufacturing¹[In current and 1957-59 dollars]¹

Revised series; see box, p. 922.

Item	1966					1965								Annual average	
	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	1965	1964
<i>Manufacturing</i>															
Gross average weekly earnings:															
Current dollars.....	\$112.05	\$111.24	\$110.95	\$110.27	\$110.00	\$110.92	\$109.71	\$108.62	\$107.83	\$106.45	\$107.01	\$107.79	\$107.53	\$107.53	\$102.97
1957-59 dollars.....	99.51	98.88	99.06	98.81	99.10	99.93	99.20	98.39	97.85	96.77	97.11	97.90	98.11	97.84	95.25
Spendable average weekly earnings:															
Worker with no dependents:															
Current dollars.....	91.35	90.73	90.51	90.00	89.79	91.80	90.83	89.95	89.32	88.21	88.66	89.29	89.08	89.08	84.40
1957-59 dollars.....	81.13	80.65	80.81	80.65	80.89	82.70	82.12	81.48	81.05	80.19	80.45	81.10	81.28	81.06	78.08
Worker with 3 dependents:															
Current dollars.....	99.22	98.57	98.34	97.80	97.58	99.62	98.61	97.69	97.03	95.87	96.34	96.99	96.78	96.78	92.18
1957-59 dollars.....	88.12	87.62	87.80	87.63	87.91	89.75	89.16	88.49	88.05	87.15	87.42	88.09	88.30	88.06	85.27

¹ For comparability of data with those published in issues prior to January 1966, see footnote 1, table A-2. For employees covered, see footnote 1, table A-3.

Spendable average weekly earnings are based on gross average weekly earnings as published in table C-1 less the estimated amount of the workers' Federal social security and income tax liability. Since the amount of tax liability depends on the number of dependents supported by the worker as well as on the level of his gross income, spendable earnings have been com-

puted for 2 types of income receivers: (1) A worker with no dependents, and (2) a worker with 3 dependents.

The earnings expressed in 1957-59 dollars have been adjusted for changes in purchasing power as measured by the Bureau's Consumer Price Index.
² Preliminary.

NOTE: These series are described in "The Calculation and Uses of the Spendable Earnings Series," *Monthly Labor Review*, April 1966, pp. 406-410.

D.—Consumer and Wholesale Prices

TABLE D-1. Consumer Price Index¹—U.S. city average for urban wage earners and clerical workers all items, groups, subgroups, and special groups of items

[1957-59=100 unless otherwise specified]

Group	1966						1965						Annual average		
	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1965	1964
All items	112.9	112.6	112.5	112.0	111.6	111.0	111.0	110.6	110.4	110.2	110.0	110.2	110.1	109.9	108.1
All items (1947-49=100)	138.5	138.2	138.0	137.4	136.9	136.2	136.2	135.7	135.5	135.2	135.0	135.2	135.1	134.8	132.6
Food	113.9	113.5	114.0	113.9	113.1	111.4	110.6	109.7	109.7	109.7	110.1	110.9	110.1	108.8	106.4
Food at home	112.3	112.0	112.7	112.6	111.8	109.8	108.9	107.8	107.8	108.0	108.6	109.7	108.8	107.2	104.7
Cereals and bakery products	114.7	114.3	114.1	113.6	113.2	113.0	112.2	111.4	111.3	111.3	111.1	111.1	111.0	111.2	109.6
Meats, poultry, and fish	114.2	113.9	115.6	116.9	115.7	112.9	110.1	108.5	108.9	109.8	109.8	109.2	106.4	105.1	98.6
Dairy products	109.6	109.3	108.9	108.1	107.0	106.6	106.1	105.8	105.5	105.3	105.0	104.3	104.0	105.0	104.7
Fruits and vegetables	121.7	119.2	119.8	117.4	116.5	111.3	111.0	109.9	108.5	108.5	114.6	124.3	125.9	115.2	115.3
Other foods at home ²	101.3	102.8	103.6	103.7	103.5	102.9	103.8	102.9	103.5	103.0	101.9	101.2	100.5	101.8	101.6
Food away from home	122.8	122.2	121.6	121.2	120.8	120.4	119.9	119.6	119.2	118.8	118.2	117.6	117.2	117.8	115.2
Housing	111.1	110.7	110.3	109.6	109.4	109.2	109.4	109.2	109.0	108.6	108.2	108.3	108.2	108.5	107.2
Shelter ³	114.1	113.5	113.0	112.3	112.1	112.0	111.8	111.5	111.2	110.8	110.7	110.6	110.6	110.3	110.6
Rent	110.2	110.2	110.1	109.9	109.8	109.7	109.5	109.3	109.2	109.1	109.0	108.9	108.8	108.9	107.8
Homeownership ⁴	115.8	115.0	114.3	113.5	113.3	113.1	112.9	112.5	112.1	111.6	111.4	111.2	111.0	111.4	109.1
Fuel and utilities ⁵	108.0	108.2	108.3	106.6	106.5	106.4	108.1	107.9	107.7	107.4	105.3	106.6	106.9	107.2	107.3
Fuel oil and coal ⁶	107.0	108.0	108.5	108.9	109.0	108.9	108.6	107.2	106.9	104.3	103.5	103.2	103.4	105.6	103.5
Gas and electricity	108.1	108.2	108.3	108.2	108.2	107.9	108.0	108.0	107.9	107.9	107.7	106.9	107.8	107.8	107.9
Household furnishings and operation ⁷	104.8	104.6	104.4	104.0	103.8	103.6	103.6	103.3	103.3	103.1	102.9	102.9	103.1	103.1	102.8
Apparel and upkeep ⁸	109.4	109.3	108.7	108.2	107.6	107.3	108.1	108.1	107.8	107.2	106.4	106.1	106.9	106.8	105.7
Men's and boys'	110.1	109.9	109.6	109.0	108.6	108.6	109.3	109.2	108.7	107.9	107.2	106.8	107.1	107.4	106.1
Women's and girls'	104.7	105.0	104.2	103.9	103.1	102.6	104.3	104.6	104.3	103.8	102.6	102.5	103.5	103.1	102.3
Footwear	119.8	119.0	118.1	116.9	116.2	115.6	115.6	115.1	114.4	113.4	112.7	112.0	112.3	112.9	111.0
Transportation	112.2	112.0	112.0	111.4	111.1	111.2	111.6	111.5	111.2	111.0	111.0	111.5	111.2	111.1	109.3
Private	110.7	110.5	110.5	109.9	109.6	109.6	110.1	110.1	109.7	109.5	109.5	110.0	109.7	109.7	107.9
Public	122.8	122.1	122.1	122.1	122.0	122.0	122.0	121.6	121.6	121.6	121.5	121.4	121.3	121.4	119.0
Health and recreation	118.7	118.4	118.1	117.6	117.1	116.9	116.6	116.4	116.2	115.8	115.6	115.3	115.7	115.6	113.6
Medical care	127.0	126.3	125.8	125.3	124.5	124.2	123.7	123.4	123.0	122.8	122.8	122.7	122.2	122.3	119.4
Personal care	112.2	112.0	111.6	111.0	110.8	110.4	110.0	109.6	109.2	109.2	109.0	108.7	111.0	109.9	109.2
Reading and recreation	117.0	116.8	116.8	116.6	115.9	115.7	115.4	115.4	115.2	114.8	114.3	114.6	115.7	115.2	114.1
Other goods and services ⁹	114.9	114.7	114.3	113.8	113.6	113.4	113.4	113.3	113.3	112.7	112.6	111.5	111.0	111.4	108.8
Special groups:															
All items less shelter	112.6	112.4	112.4	111.9	111.4	110.8	110.8	110.4	110.2	110.0	109.8	110.1	110.0	109.6	108.0
All items less food	112.8	112.5	112.2	111.6	111.3	111.1	111.3	111.2	110.9	110.6	110.2	110.2	110.3	110.4	108.9
Commodities ¹⁰	109.0	108.8	108.8	108.4	108.0	107.4	107.4	107.1	106.9	106.6	106.6	106.9	106.9	106.4	105.2
Nondurables ¹¹	111.5	111.3	111.4	111.0	110.6	109.6	109.4	108.9	108.7	108.6	108.5	108.7	108.6	107.9	106.0
Durables ^{10 12}	102.6	102.5	102.3	102.0	101.8	101.9	102.4	102.4	102.1	101.7	101.8	102.3	102.6	102.6	103.0
Services ^{10 13 14}	122.0	121.5	121.1	120.1	119.7	119.5	119.0	118.7	118.5	118.5	117.9	117.8	117.6	117.8	115.2
Commodities less food ¹⁰	106.4	106.3	106.0	105.6	105.4	105.3	105.7	105.6	105.3	104.9	104.7	104.7	105.1	105.1	104.4
Nondurables less food	109.5	109.3	109.0	108.6	108.3	108.0	108.4	108.3	108.0	107.7	107.1	106.9	107.3	107.2	105.7
Apparel commodities	108.3	108.3	107.6	107.1	106.5	106.2	107.2	106.9	106.2	105.3	105.0	106.0	106.0	105.8	104.9
Apparel commodities less footwear	106.0	106.1	105.6	105.2	104.6	104.3	105.5	105.7	105.4	104.8	103.8	103.6	104.7	104.4	103.6
Nondurables less food and apparel	110.1	110.0	109.8	109.4	109.3	109.1	109.1	108.9	108.7	108.5	108.2	108.0	108.1	108.0	106.2
New cars	96.8	97.0	97.4	97.1	97.2	97.4	98.7	98.7	97.7	96.5	97.1	97.2	97.4	99.0	101.2
Used cars	118.2	117.5	117.4	115.4	114.0	114.8	118.2	118.7	119.4	118.9	120.3	123.0	122.7	120.8	121.6
Household durables ¹⁵	96.7	96.7	96.4	96.2	96.1	96.1	96.1	96.0	96.0	96.0	95.8	96.3	97.3	96.9	98.4
Household furnishings	98.6	98.5	98.3	98.0	97.8	97.6	97.6	97.6	97.6	97.5	97.3	97.6	98.2	97.9	98.4
Services less rent ^{10 13}	124.8	124.1	123.6	122.5	122.0	121.8	121.6	121.3	121.0	120.7	120.0	120.0	119.7	120.0	117.0
Household services less rent ¹⁰	121.7	120.9	120.2	118.5	118.1	117.9	118.4	118.1	117.9	117.6	116.6	116.9	116.8	117.0	114.8
Transportation services	123.2	123.0	123.0	122.6	122.6	122.5	121.3	121.0	120.7	120.2	119.6	119.1	118.6	119.3	115.0
Medical care services	133.0	132.1	131.4	130.8	129.9	129.5	128.9	128.5	128.1	127.8	127.7	127.5	127.0	127.1	123.2
Other services ^{10 16}	126.4	125.9	125.5	125.0	124.1	123.8	123.2	123.0	122.8	122.6	122.1	121.9	121.7	121.8	118.5

¹ The CPI measures the average change in prices of goods and services purchased by urban wage-earner and clerical-worker families. Beginning January 1964, the index structure has been revised to reflect buying patterns of wage earners and clerical workers in the 1960's. The 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.

² Includes eggs, fats and oils, sugar and sweets, nonalcoholic beverages, and prepared and partially prepared foods.

³ Also includes hotel and motel room rates not shown separately.

⁴ Includes home purchase, mortgage interest, taxes, insurance, and maintenance and repairs.

⁵ Also includes telephone, water, and sewerage service not shown separately.

⁶ Called "Solid and petroleum fuels" prior to 1964.

⁷ Includes household furnishings and housekeeping supplies and services.

⁸ Includes dry cleaning and laundry of apparel, infants' wear, sewing materials, jewelry, and miscellaneous apparel, not shown separately.

⁹ Includes tobacco, alcoholic beverages, and funeral, legal, and bank service charges.

¹⁰ Recalculated group—indexes prior to January 1964 have been recomputed.

¹¹ Includes foods, paint, furnace filters, shrunken, 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.

¹² 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.

¹³ Excludes home purchase costs which were classified under this heading prior to 1964.

¹⁴ 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.

¹⁵ Called "Durables less cars" prior to 1964. Does not include auto parts, durable toys, and sports equipment.

¹⁶ 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 Index¹—U.S. city average for urban wage earners and clerical workers, selected groups, subgroups, and special groups of items, seasonally adjusted²

[1957-59=100 unless otherwise specified]

Group	1966						1965						
	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June
Food.....	114.0	114.0	114.3	114.2	113.1	111.6	110.8	110.0	109.7	109.4	109.8	109.8	110.2
Food at home.....	112.4	112.6	113.2	112.9	111.8	110.0	109.2	108.2	107.8	107.7	108.2	108.3	108.9
Meats, poultry, and fish.....	115.9	116.0	117.1	117.7	115.7	112.9	110.3	108.1	107.6	107.5	108.3	109.0	108.0
Dairy products.....	110.7	110.2	109.4	108.0	106.7	105.9	105.4	105.2	104.9	105.1	105.1	104.8	105.1
Fruits and vegetables.....	115.8	115.3	117.7	117.4	117.7	113.9	114.1	114.4	113.3	112.6	113.8	116.5	119.8
Other foods at home.....	102.9	104.0	104.5	104.4	103.3	102.1	103.3	102.1	101.7	101.6	102.1	102.0	102.1
Fuel and utilities ³	108.4	108.5	108.2	106.3	106.3	106.0	107.7	107.7	107.7	107.6	105.8	107.1	107.3
Fuel oil and coal ⁴	109.2	109.5	107.7	106.9	106.5	106.6	107.3	106.6	107.1	105.7	105.6	105.4	105.5
Apparel and upkeep ⁵	109.5	109.4	108.8	108.5	108.0	107.8	107.6	107.5	107.2	107.0	106.8	106.5	107.0
Men's and boys'.....	110.2	109.9	109.7	109.4	109.0	109.0	108.8	108.5	108.3	107.7	107.5	107.1	107.2
Women's and girls'.....	105.0	105.4	104.5	104.4	103.8	103.6	103.3	103.4	102.9	103.3	103.3	103.0	103.8
Footwear.....	119.9	119.0	118.1	117.0	116.3	115.6	115.4	114.9	114.3	113.4	112.9	112.3	112.4
Transportation.....	112.3	112.0	112.3	111.8	111.4	110.8	111.3	110.9	110.8	111.2	111.0	111.4	111.3
Private.....	110.8	110.5	110.8	110.5	110.0	109.2	109.8	109.4	109.2	109.7	109.5	109.9	109.8
Special groups:													
Commodities ⁶	108.9	109.0	109.0	108.6	108.1	107.5	107.4	107.0	106.7	106.5	106.6	106.7	106.8
Nondurables.....	111.5	111.6	111.6	111.4	110.7	109.8	109.5	108.9	108.5	108.5	108.4	108.3	108.6
Durables ^{6,7}	102.6	102.5	102.3	102.1	101.9	101.9	102.2	102.0	101.9	101.9	102.0	102.4	102.6
Commodities less food ⁶	106.5	106.4	106.0	105.7	105.6	105.4	105.4	105.2	105.0	104.9	105.0	104.8	105.2
Nondurables less food.....	109.6	109.4	109.1	108.8	108.6	108.1	108.1	108.0	107.6	107.5	107.3	107.1	107.4
Apparel commodities.....	108.4	108.4	107.8	107.4	107.0	106.8	106.5	106.3	105.9	106.0	105.8	105.2	106.1
Apparel commodities less footwear.....	106.2	106.3	105.9	105.6	105.2	104.9	104.8	104.8	104.5	104.5	104.3	103.9	104.9
New cars.....	97.4	97.4	97.4	96.9	96.8	96.6	97.6	96.9	96.8	98.4	98.4	98.4	98.0
Used cars.....	116.8	117.6	118.2	117.6	117.3	116.5	118.4	117.4	118.0	117.5	119.0	121.3	121.2
Housefurnishings.....	98.4	98.4	98.0	97.8	97.9	97.9	97.8	97.5	97.6	97.5	97.6	97.7	98.0

¹ See footnote 1, table D-1.² Beginning January 1966, seasonally adjusted national indexes were computed for selected groups, subgroups, and special groups where there is a significant seasonal pattern of price change. Previously published indexes for the year 1965 have been adjusted. No seasonally adjusted indexes will be shown for any of the individual metropolitan areas for which separate indexes are published. Previously, the Bureau of Labor Statistics has made available only seasonal factors, rather than seasonally adjusted indexes (e.g., Department of Labor Bulletin 1366, *Seasonal Factors, Consumer Price Index: Selected Series*). The factors currently used were derived by the BLS

Seasonal Factor Method using data for 1956-65. These factors will be updated at the end of each calendar year, but the revised factors will be used only for future seasonal adjustments and not for revision of previously published indexes. A detailed description of the BLS Seasonal Factor Method is available upon request.

³ See footnote 5, table D-1.⁴ See footnote 6, table D-1.⁵ See footnote 8, table D-1.⁶ See footnote 10, table D-1.⁷ See footnote 12, table D-1.

TABLE D-3. Consumer Price Index—U.S. and selected areas for urban wage earners and clerical workers¹

[1957-59=100 unless otherwise specified]

Area ²	1966						1965						Annual average		1947-49=100	
	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1965	1964	June 1966
All items																
U.S. city average ³	112.9	112.6	112.5	112.0	111.6	111.0	111.0	110.6	110.4	110.2	110.0	110.2	110.1	109.9	108.1	138.5
Atlanta, Ga.	111.1	(4)	(4)	110.3	(4)	(4)	109.2	(4)	(4)	108.2	(4)	(4)	107.9	108.1	106.7	137.5
Baltimore, Md.	113.4	(4)	(4)	112.5	(4)	(4)	110.9	(4)	(4)	110.0	(4)	(4)	110.0	109.6	107.9	140.7
Boston, Mass.	(4)	(4)	116.8	(4)	(4)	113.9	(4)	(4)	113.6	(4)	(4)	113.5	(4)	113.2	111.1	(4)
Buffalo, N.Y. (Nov. 1963=100)	(4)	106.6	(4)	(4)	105.8	(4)	(4)	104.6	(4)	104.0	(4)	104.0	(4)	103.5	101.1	(4)
Chicago, Ill.—Northwestern Ind.	110.6	110.2	109.9	109.9	109.3	108.6	108.8	108.4	108.3	108.0	107.7	107.7	107.9	107.6	106.1	139.5
Cincinnati, Ohio—Kentucky	110.2	(4)	(4)	109.1	(4)	(4)	107.9	(4)	(4)	107.1	(4)	(4)	107.5	107.2	106.9	134.1
Cleveland, Ohio	(4)	109.7	(4)	(4)	108.1	(4)	(4)	107.8	(4)	(4)	107.1	(4)	(4)	106.9	105.2	(4)
Dallas, Tex. (Nov. 1963=100)	(4)	104.6	(4)	(4)	103.4	(4)	(4)	102.7	(4)	101.7	(4)	(4)	101.4	101.4	100.1	(4)
Detroit, Mich.	111.0	110.4	110.0	109.4	108.8	108.4	108.0	107.6	107.4	106.9	106.8	106.9	107.0	106.4	104.0	136.9
Honolulu, Hawaii (Dec. 1963=100)	104.6	(4)	(4)	104.4	(4)	(4)	103.9	(4)	(4)	102.3	(4)	(4)	101.7	102.1	100.3	(4)
Houston, Tex.	(4)	(4)	110.9	(4)	(4)	110.0	(4)	(4)	109.3	(4)	(4)	108.5	(4)	108.5	107.2	(4)
Kansas City, Mo.—Kansas	116.5	(4)	(4)	115.3	(4)	(4)	114.6	(4)	(4)	114.3	(4)	(4)	113.9	113.3	109.8	144.1
Los Angeles—Long Beach, Calif.	114.5	114.2	114.3	113.7	113.4	112.8	113.2	112.8	112.7	112.8	111.5	112.7	112.9	112.5	110.2	142.8
Milwaukee, Wis.	(4)	110.1	(4)	(4)	109.5	(4)	(4)	108.7	(4)	(4)	108.9	(4)	(4)	108.2	106.0	(4)
Minneapolis—St. Paul, Minn.	(4)	(4)	111.8	(4)	(4)	110.5	(4)	(4)	110.1	(4)	(4)	109.7	(4)	109.5	108.0	(4)
New York, N.Y.—Northeastern N.J.	115.3	115.2	115.2	114.8	114.2	113.4	113.5	113.2	113.0	112.9	112.6	112.4	112.2	112.2	110.4	138.9
Philadelphia, Pa.—N.J.	113.4	113.1	113.2	112.7	112.4	111.6	111.8	111.4	111.1	110.8	110.6	111.0	110.7	110.6	108.8	139.3
Pittsburgh, Pa.	(4)	(4)	113.0	(4)	(4)	111.0	(4)	(4)	110.7	(4)	(4)	110.8	(4)	110.2	108.5	(4)
Portland, Oreg.—Wash. ⁵	(4)	(4)	114.7	(4)	(4)	112.9	(4)	(4)	112.9	(4)	(4)	112.4	(4)	111.8	109.0	(4)
St. Louis, Mo.—Ill.	113.6	(4)	(4)	112.1	(4)	(4)	111.5	(4)	(4)	109.9	(4)	(4)	110.2	109.9	108.1	141.0
San Diego, Calif. (Feb. 1965=100)	(4)	101.6	(4)	(4)	101.2	(4)	(4)	100.3	(4)	(4)	99.6	(4)	(4)	100.1	(4)	(4)
San Francisco—Oakland, Calif.	115.2	(4)	(4)	114.9	(4)	(4)	113.6	(4)	(4)	112.7	(4)	(4)	113.0	112.7	110.6	146.2
Scranton, Pa. ⁶	(4)	114.1	(4)	(4)	113.9	(4)	(4)	111.7	(4)	(4)	111.6	(4)	(4)	111.0	109.3	(4)
Seattle, Wash.	(4)	113.7	(4)	(4)	112.6	(4)	(4)	111.8	(4)	(4)	111.5	(4)	(4)	111.0	109.7	(4)
Washington, D.C.—Md.—Va.	(4)	112.8	(4)	(4)	111.9	(4)	(4)	110.5	(4)	(4)	109.6	(4)	(4)	109.6	108.1	(4)
Food																
U.S. city average ³	113.9	113.5	114.0	113.9	113.1	111.4	110.6	109.7	109.7	109.7	110.1	110.9	110.1	108.8	106.4	-----
Atlanta, Ga.	112.4	112.0	112.8	112.4	111.9	110.5	109.8	108.4	108.8	108.4	108.1	108.8	108.4	107.4	104.8	-----
Baltimore, Md.	115.9	115.3	116.3	115.5	115.5	112.7	111.5	110.0	110.7	110.8	111.2	111.9	110.8	109.3	106.6	-----
Boston, Mass.	115.7	115.3	116.6	116.0	115.4	113.6	112.5	112.6	112.8	113.2	114.5	114.9	113.0	112.5	109.8	-----
Buffalo, N.Y. (Nov. 1963=100)	108.5	108.0	109.2	108.0	108.2	106.0	105.2	104.8	104.2	104.5	105.3	106.9	105.9	104.1	101.5	-----
Chicago, Ill.—Northwestern Ind.	114.3	113.6	114.2	115.1	114.2	112.0	111.2	110.4	110.0	109.8	110.3	110.6	110.1	108.8	106.1	-----
Cincinnati, Ohio—Kentucky	111.6	110.7	111.2	110.9	110.9	108.9	107.8	106.8	106.9	106.6	107.0	108.5	108.1	106.2	104.5	-----
Cleveland, Ohio	111.1	110.0	110.3	110.1	109.8	106.9	107.2	106.7	106.8	106.2	106.6	106.8	106.0	104.8	102.1	-----
Dallas, Tex. (Nov. 1963=100)	109.4	109.4	110.2	109.0	108.6	107.6	106.2	105.5	105.1	105.1	105.5	105.3	104.2	103.9	100.5	-----
Detroit, Mich.	112.0	111.5	111.6	111.3	110.0	108.9	107.9	106.5	106.2	105.8	106.6	108.0	106.8	105.0	101.9	-----
Honolulu, Hawaii (Dec. 1963=100)	106.6	106.2	106.6	106.7	106.4	106.2	105.9	104.6	103.9	103.3	103.2	103.9	103.7	103.5	100.8	-----
Houston, Tex.	114.4	114.1	114.8	114.3	113.6	113.2	112.4	110.5	111.0	111.1	111.1	110.4	109.7	109.2	105.7	-----
Kansas City, Mo.—Kansas	116.9	116.0	116.5	116.7	116.4	115.3	114.4	114.3	113.0	112.6	112.6	112.2	111.6	111.3	107.2	-----
Los Angeles—Long Beach, Calif.	112.4	113.0	113.5	113.4	112.9	112.1	111.1	110.4	112.2	111.7	111.7	111.8	111.5	110.7	108.2	-----
Milwaukee, Wis.	-----	113.5	-----	-----	112.6	-----	109.3	-----	-----	109.6	-----	-----	-----	107.7	105.0	-----
Minneapolis—St. Paul, Minn.	111.6	111.7	112.4	112.7	111.3	110.3	109.3	108.3	108.2	108.0	108.4	108.9	107.9	107.1	104.6	-----
New York, N.Y.—Northeastern N.J.	114.5	114.4	115.0	115.1	114.2	112.1	111.5	110.5	110.0	110.8	110.8	111.6	110.9	109.8	108.4	-----
Philadelphia, Pa.—N.J.	112.9	112.5	113.4	112.8	111.9	109.5	109.5	108.1	107.9	108.2	107.9	109.6	108.0	107.2	105.2	-----
Pittsburgh, Pa.	111.4	111.5	112.8	111.9	111.7	109.7	109.3	108.5	108.2	108.2	108.2	110.5	109.3	107.5	104.8	-----
Portland, Oreg.—Wash. ⁵	115.5	114.7	114.0	113.4	113.0	111.8	111.2	109.9	110.5	110.2	110.5	110.8	110.6	109.5	107.1	-----
St. Louis, Mo.—Ill.	117.2	117.0	117.1	116.7	116.3	114.4	114.0	112.7	112.4	112.0	112.8	113.4	112.5	111.5	107.6	-----
San Diego, Calif. (Feb. 1965=100)	-----	106.3	-----	-----	106.6	-----	103.7	-----	-----	104.7	-----	-----	-----	102.7	-----	
San Francisco—Oakland, Calif.	113.6	113.9	114.7	114.6	113.8	112.9	111.8	110.7	111.4	111.1	111.2	112.0	111.1	110.2	107.7	-----
Scranton, Pa. ⁶	112.5	112.1	113.1	112.8	112.1	110.8	109.5	107.7	108.3	108.2	108.2	110.5	109.6	107.7	105.6	-----
Seattle, Wash.	114.3	114.4	114.0	113.7	112.9	111.5	110.3	109.2	111.0	111.1	111.1	111.9	112.0	110.3	108.7	-----
Washington, D.C.—Md.—Va.	114.1	113.6	114.2	113.8	113.2	110.6	110.4	109.3	109.3	109.5	109.3	110.5	109.4	108.4	106.0	-----

¹ 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.

² The areas listed include 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.

³ Average of 56 "cities" (metropolitan areas and nonmetropolitan urban places) beginning January 1966.

⁴ All items indexes are computed monthly for 5 areas and once every 3 months on a rotating cycle for other areas.

⁵ Old series.

⁶ 10-month average.

TABLE D-4. Indexes of wholesale prices,¹ by group and subgroup of commodities[1957-59=100, unless otherwise specified]²

Commodity group	1966						1965						Annual average		
	June ³	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1965	1964
All commodities.....	105.7	105.6	105.5	105.4	105.4	104.6	104.1	103.5	103.1	103.0	102.9	102.9	102.8	102.5	100.5
Farm products and processed foods.....	107.7	107.9	108.7	109.4	109.8	107.7	106.5	104.3	103.6	103.5	103.3	103.7	103.5	102.1	98.0
Farm products.....	104.1	104.5	106.4	106.8	107.4	104.5	103.0	100.3	99.4	99.5	99.1	100.0	100.3	98.4	94.3
Fresh and dried fruits and vegetables.....	99.7	103.3	111.0	101.7	98.0	97.5	92.2	94.2	95.6	96.1	85.5	103.9	109.0	101.8	103.2
Grains.....	94.9	93.6	91.2	90.8	92.9	92.4	90.1	87.4	88.6	89.3	88.3	88.4	89.6	89.6	94.1
Livestock and live poultry.....	108.5	110.4	112.4	114.2	116.7	112.6	109.0	104.0	103.2	102.6	106.4	105.0	104.6	98.9	84.7
Plant and animal fibers.....	90.3	90.3	89.9	89.7	89.5	89.6	89.6	89.8	89.9	90.0	90.5	91.8	92.0	91.1	98.3
Fluid milk.....	111.8	111.0	111.9	113.3	111.5	108.4	108.0	107.3	105.9	104.8	103.9	102.4	100.7	103.5	102.0
Eggs.....	90.9	86.9	101.8	118.5	116.3	99.8	118.2	114.0	105.1	105.9	100.0	84.7	82.0	93.5	90.8
Hay, hayseeds, and oilseeds.....	122.6	120.2	116.9	115.6	116.6	113.5	110.8	107.2	102.6	105.4	106.6	113.8	114.7	112.9	110.1
Other farm products.....	101.1	101.4	102.5	102.1	102.3	102.5	103.5	99.9	100.1	100.8	98.3	95.4	95.6	97.6	98.6
Processed foods.....	110.5	110.5	110.6	111.5	111.8	110.3	109.4	107.6	106.9	106.7	106.7	106.6	106.1	105.1	101.0
Cereal and bakery products.....	113.9	113.0	112.6	112.2	112.1	111.8	111.2	110.6	109.4	109.1	108.8	109.3	108.5	109.0	107.8
Meats, poultry, and fish.....	109.9	110.9	110.9	113.3	114.9	112.7	110.5	105.5	104.9	105.3	106.3	106.3	105.5	101.0	90.8
Dairy products and ice cream.....	117.0	114.9	114.8	115.0	113.0	110.9	111.3	110.4	109.4	109.3	108.5	107.8	107.1	108.5	107.8
Canned and frozen fruits and vegetables.....	104.8	105.4	104.8	104.8	105.2	104.7	105.1	105.4	104.7	101.8	100.4	101.8	101.5	102.1	104.8
Sugar and confectionery.....	109.4	109.3	109.3	109.7	110.1	109.4	108.8	109.2	109.4	108.8	108.9	109.1	109.2	109.0	111.8
Packaged beverage materials.....	93.5	93.5	93.5	93.5	93.5	93.5	93.4	93.4	93.4	93.4	93.4	93.5	93.5	93.8	96.9
Animal fats and oils.....	105.5	107.7	115.2	121.8	126.2	125.8	116.4	115.8	122.1	119.7	114.1	115.9	108.4	113.4	95.4
Crude vegetable oils.....	105.6	105.6	106.7	104.3	107.6	106.5	100.3	100.9	101.3	103.0	93.2	91.3	94.4	100.9	84.5
Refined vegetable oils.....	104.7	108.5	111.3	112.0	116.0	116.1	109.1	105.0	94.6	91.0	90.0	89.4	89.2	97.0	82.2
Vegetable oil end products.....	101.9	101.9	102.5	103.0	102.5	99.5	98.4	101.2	101.2	101.2	101.2	101.2	101.2	101.2	89.7
Miscellaneous processed foods.....	112.5	113.1	114.0	114.4	114.1	114.0	114.1	114.2	114.1	114.3	114.8	113.4	112.7	113.6	108.9
All commodities except farm products.....	105.8	105.7	105.3	105.2	105.1	104.6	104.2	103.9	103.5	103.4	103.3	103.2	103.1	102.9	101.2
All commodities except farm and foods.....	104.9	104.7	104.3	104.0	103.8	103.5	103.2	103.2	102.8	102.7	102.7	102.5	102.5	102.5	101.2
Textile products and apparel.....	102.2	102.2	102.2	102.1	102.0	101.9	102.0	101.9	102.0	102.1	101.9	101.9	101.9	101.9	101.2
Cotton products.....	102.8	102.6	102.3	101.8	101.5	101.0	101.2	101.0	100.8	100.6	100.4	100.3	100.2	100.2	99.6
Wool products.....	106.5	106.4	106.3	106.0	105.8	105.9	105.4	105.4	105.4	105.2	105.0	104.4	104.0	104.3	103.0
Manmade fiber textile products.....	89.9	89.9	90.5	90.8	91.0	91.3	91.9	92.5	93.3	94.2	94.7	95.7	95.9	95.0	95.8
Silk products.....	143.8	140.9	151.6	151.4	155.3	147.6	143.6	142.2	140.3	134.9	132.8	127.6	132.2	134.3	117.3
Apparel.....	104.8	104.9	104.7	104.7	104.7	104.6	104.3	104.2	104.3	104.2	104.1	103.8	103.6	103.7	102.8
Miscellaneous textile products.....	124.1	124.7	125.1	126.3	124.2	124.7	130.0	127.0	127.1	127.7	122.8	120.7	123.3	123.0	117.9
Hides, skins, leather, and leather products.....	123.1	122.9	120.8	118.7	117.8	116.0	114.6	113.6	113.3	111.3	112.2	108.8	107.7	109.2	104.6
Hides and skins.....	161.0	163.0	148.8	147.8	152.8	140.0	132.3	126.5	125.6	124.9	133.4	117.4	103.1	111.2	87.5
Leather.....	126.3	125.1	122.4	123.3	118.0	116.6	114.2	113.3	111.9	110.9	112.5	105.9	107.6	108.1	102.9
Footwear.....	119.1	119.1	118.4	115.3	114.9	114.4	113.8	113.7	113.6	111.0	110.2	110.0	109.8	110.7	108.5
Other leather products.....	116.0	115.4	114.4	112.5	111.6	110.3	110.2	109.0	109.0	109.3	108.8	105.2	104.7	106.1	103.1
Fuel and related products, and power.....	101.5	100.4	100.0	99.9	100.3	100.5	100.6	100.3	99.4	99.2	99.0	98.7	98.7	98.9	97.1
Coal.....	97.0	96.9	94.9	97.5	98.2	98.1	97.6	97.5	97.3	96.6	95.8	95.2	94.7	96.5	96.9
Coke.....	109.4	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
Gas fuels.....	128.3	128.3	128.2	128.2	128.9	128.2	128.6	126.8	125.8	125.3	123.9	122.5	122.7	124.1	121.3
Electric power.....	100.2	100.2	100.3	100.4	100.4	100.4	100.7	100.8	100.8	100.8	100.8	100.7	100.8	100.8	101.1
Petroleum products, refined.....	100.2	98.4	97.7	97.2	97.8	98.3	98.4	98.1	96.6	96.4	96.0	96.0	96.0	95.9	92.7
Chemicals and allied products.....	97.7	97.7	97.6	97.6	97.6	97.6	97.6	97.5	97.6	97.2	97.1	97.4	97.4	97.4	96.7
Industrial chemicals.....	95.8	96.0	95.6	95.2	95.2	95.1	95.5	95.5	95.4	95.0	95.0	95.0	94.8	95.0	94.2
Prepared paint.....	106.8	106.2	106.2	105.9	105.9	105.9	105.9	105.9	105.9	105.7	105.7	105.7	105.7	105.4	104.7
Paint materials.....	89.9	90.2	90.4	89.8	89.5	89.5	89.0	89.0	89.7	89.2	89.2	89.6	89.3	89.8	91.0
Drugs and pharmaceuticals.....	94.5	94.1	94.1	94.4	94.5	94.4	94.6	94.7	94.1	93.9	93.9	94.0	93.9	94.4	95.0
Fats and oils inedible.....	101.2	102.5	104.0	106.4	110.0	113.1	110.1	106.7	110.1	108.4	104.4	110.3	114.0	112.7	96.8
Mixed fertilizer.....	105.5	105.5	105.8	105.4	105.3	105.4	105.5	105.2	105.9	105.9	105.7	104.8	104.8	105.1	103.9
Fertilizer materials.....	104.8	106.6	105.5	104.7	104.7	103.8	103.8	103.8	103.4	102.5	102.1	103.3	104.3	103.5	100.1
Other chemicals and allied products.....	100.0	100.0	100.0	100.2	100.2	100.2	99.8	100.1	100.0	99.9	99.8	99.8	99.8	99.8	99.4
Rubber and rubber products.....	95.4	95.4	95.4	94.3	94.1	93.7	93.5	93.5	93.4	93.3	93.2	93.0	93.1	92.9	92.5
Crude rubber.....	89.5	90.0	90.0	91.2	91.0	90.0	89.6	89.3	89.0	88.7	88.6	89.1	90.1	90.0	90.6
Tires and tubes.....	94.4	94.4	94.4	91.1	91.1	91.1	91.1	91.1	91.1	91.1	91.1	90.2	90.2	90.0	89.0
Miscellaneous rubber products.....	98.9	98.7	98.7	98.7	98.5	97.9	97.7	97.7	97.6	97.5	97.4	97.4	97.2	97.1	96.9
Lumber and wood products.....	108.0	109.6	108.4	105.6	103.7	102.8	101.9	101.6	101.6	102.0	101.8	100.5	100.3	101.1	100.6
Lumber.....	112.1	113.1	110.9	107.4	105.6	104.3	103.4	103.0	103.0	103.1	102.5	101.2	101.1	101.9	100.7
Millwork.....	110.6	110.4	109.6	109.3	108.4	107.9	107.9	107.8	107.8	107.8	107.8	107.8	107.8	107.7	108.5
Plywood.....	93.8	100.3	102.4	97.7	94.0	93.9	92.1	91.7	91.6	93.3	94.6	91.0	90.5	92.3	92.3
Pulp, paper, and allied products.....	103.0	102.7	102.3	101.8	101.3	101.2	100.9	100.8	100.5	100.0	99.9	99.9	100.0	99.9	99.0
Woodpulp.....	98.0	98.0	98.0	98.0	98.0	98.0	98.1	98.1	98.1	98.1	98.1	98.1	98.1	98.1	96.1
Wastepaper.....	112.7	112.0	110.3	108.7	105.5	105.0	104.6	107.0	104.5	97.3	97.5	98.3	98.0	99.4	92.4
Paper.....	108.0	107.1	106.0	105.4	105.4	105.2	104.9	104.8	104.5	104.1	104.1	104.1	104.1	104.1	103.6
Paperboard.....	97.2	97.2	97.1	97.0	96.7	96.7	96.5	96.5	96.5	96.4	96.3	96.3	96.3	96.4	96.4
Converted paper and paperboard products.....	102.4	102.2	102.2	101.6	100.9	100.8	100.4	100.1	99.8	99.6	99.4	99.3	99.5	99.3	98.3
Building paper and board.....	92.6	92.6	92.6	92.7	92.7	92.7	92.7	93.3	93.8	93.4					

TABLE D-4. Indexes of wholesale prices,¹ by group and subgroup of commodities—Continued[1957-59=100, unless otherwise specified]²

Commodity group	1966						1965						Annual average		
	June ³	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1965	1964
All commodities except farm and foods—Continued															
Metals and metal products.....	108.7	108.4	108.2	108.0	107.5	107.0	106.6	106.7	106.3	106.2	106.2	105.8	105.9	105.7	102.8
Iron and steel.....	102.0	101.8	102.0	102.3	102.2	102.0	101.7	101.3	101.2	101.2	101.4	101.5	101.3	101.4	100.5
Nonferrous metals.....	123.2	122.5	122.1	120.8	119.5	118.3	117.2	118.7	117.4	117.0	116.5	115.5	116.2	115.2	105.9
Metal containers.....	110.1	110.1	110.0	109.8	109.8	109.8	109.8	108.3	108.3	108.3	108.3	108.3	108.3	107.6	105.5
Hardware.....	109.8	109.6	108.4	108.3	107.4	107.3	107.2	107.0	106.7	106.5	106.4	106.1	105.9	106.0	104.8
Plumbing fixtures and brass fittings.....	108.5	107.9	107.1	105.7	104.9	104.8	104.9	103.6	103.4	103.4	103.5	102.6	102.5	103.1	100.9
Heating equipment.....	92.5	92.1	92.1	91.8	91.7	91.5	91.6	91.6	91.9	91.9	91.9	91.7	92.0	91.7	92.0
Fabricated structural metal products.....	103.9	103.8	103.4	103.1	102.6	102.3	102.0	102.0	101.8	101.8	101.7	101.4	101.2	101.2	99.3
Fabricated nonstructural metal products.....	111.2	110.9	110.9	110.9	110.5	110.0	109.7	109.8	109.8	109.9	109.9	109.1	109.2	109.4	108.5
Machinery and motive products.....	105.9	105.8	105.2	105.0	104.7	104.4	104.2	104.1	103.9	103.8	103.8	103.7	103.8	103.7	102.9
Agricultural machinery and equipment.....	118.3	118.2	118.1	118.0	117.8	117.3	117.0	116.8	114.9	115.0	114.8	114.9	114.7	115.1	112.9
Construction machinery and equipment.....	118.9	118.9	118.5	117.9	117.5	116.9	116.5	116.4	115.8	115.6	115.6	115.3	115.2	115.3	112.4
Metalworking machinery and equipment.....	123.5	122.5	121.2	121.1	121.0	119.8	118.9	118.6	118.3	117.9	117.4	116.5	116.4	116.9	112.6
General purpose machinery and equipment.....	109.8	109.3	108.5	107.3	106.8	106.8	106.5	106.5	106.3	105.7	105.3	104.7	104.7	105.1	104.4
Miscellaneous machinery.....	106.0	105.9	105.7	105.8	105.6	105.4	105.4	105.3	105.1	104.9	105.1	105.2	105.5	105.2	104.5
Special industry machinery and equipment ⁶	111.7	110.8	110.0	109.9	109.4	109.1	109.0	108.9	108.2	108.2	108.0	107.9	107.9	108.0	105.9
Electrical machinery and equipment.....	98.7	98.7	98.4	98.2	97.8	97.0	96.6	96.5	96.6	96.6	96.7	97.0	96.9	96.8	96.8
Motor vehicles.....	100.7	100.9	100.2	100.3	100.4	100.5	100.5	100.5	100.5	100.5	100.7	100.7	100.7	100.7	100.5
Transportation equipment, railroad rolling stock ⁶	101.0	101.0	101.0	101.0	101.0	101.0	101.0	101.0	101.0	101.0	101.0	101.0	101.0	100.9	100.5
Furniture and other household durables.....	98.9	98.9	98.6	98.4	98.4	98.3	98.2	98.0	97.8	97.7	97.7	97.8	98.0	98.0	98.5
Household furniture.....	108.9	108.9	108.3	107.2	107.2	107.0	106.7	106.6	106.4	106.2	106.1	105.9	105.9	106.2	105.3
Commercial furniture.....	105.3	105.3	104.1	104.1	104.1	104.1	104.0	104.0	103.7	103.7	103.7	103.7	103.7	103.7	103.2
Floor coverings.....	97.1	97.5	97.5	97.5	97.7	97.7	97.5	97.4	97.3	97.5	97.5	97.7	97.7	97.7	99.4
Household appliances.....	89.4	89.4	89.3	89.1	89.0	89.0	88.8	88.6	88.6	88.6	88.6	89.2	89.4	89.2	91.3
Television, radio receivers, and phonographs.....	83.5	83.5	83.5	83.5	83.8	83.9	84.5	84.5	84.5	84.4	84.4	84.6	85.9	85.2	87.2
Other household durable goods.....	106.7	106.7	106.7	106.9	107.1	106.8	106.2	106.2	105.5	105.4	105.3	105.2	105.2	105.4	104.2
Nonmetallic mineral products.....	102.4	102.4	102.3	102.1	102.1	102.0	101.6	101.6	101.6	101.6	101.6	101.7	102.0	101.7	101.5
Flat glass.....	100.2	100.2	99.5	99.2	99.9	99.9	99.9	99.9	99.9	99.9	100.2	100.2	101.7	100.9	102.4
Concrete ingredients.....	103.6	103.7	103.8	103.8	103.7	103.6	103.4	103.4	103.4	103.2	103.2	103.1	103.1	103.2	102.8
Concrete products.....	102.9	102.7	102.7	102.2	102.1	102.0	101.8	101.8	101.6	101.6	101.5	101.7	101.6	101.5	100.9
Structural clay products.....	106.5	106.3	106.0	105.9	105.8	105.6	105.6	105.4	105.4	105.4	105.3	104.9	104.9	105.1	104.2
Gypsum products.....	102.2	102.2	101.4	101.4	101.4	101.4	97.4	98.6	99.1	99.9	100.6	105.7	107.5	104.0	108.2
Asphalt roofing ⁷	94.4	94.4	94.8	94.8	94.8	94.6	94.6	94.6	94.6	95.0	92.1	92.1	92.1	92.8	88.8
Other nonmetallic minerals.....	101.8	102.2	102.0	102.1	101.7	101.8	100.9	101.0	101.1	101.3	101.4	101.4	101.6	101.3	101.5
Tobacco products and bottled beverages.....	109.8	109.4	109.4	109.2	108.0	108.1	107.9	107.7	107.7	107.7	107.6	107.6	107.6	107.7	107.4
Tobacco products.....	110.3	110.3	110.2	109.8	106.6	106.6	106.0	106.1	106.1	106.1	106.1	106.1	106.1	106.2	106.0
Alcoholic beverages.....	101.0	101.0	101.0	101.0	101.0	101.1	101.3	100.9	100.9	100.9	100.7	100.7	100.7	100.8	100.7
Nonalcoholic beverages.....	130.9	128.5	128.5	128.5	128.5	128.5	128.5	128.5	128.5	128.5	128.5	128.1	128.1	128.3	127.0
Miscellaneous products.....	116.0	115.1	113.0	113.1	116.0	114.3	112.5	113.2	111.2	111.5	111.5	112.6	111.0	111.0	109.2
Toys, sporting goods, small arms, ammunition.....	103.7	103.7	103.7	103.3	103.3	103.2	103.1	103.0	103.1	103.2	102.7	102.9	102.5	102.7	101.0
Manufactured animal feeds.....	124.6	123.1	119.2	119.6	124.8	121.8	118.6	119.9	116.2	116.8	116.9	118.8	116.6	116.3	113.9
Notions and accessories.....	101.1	100.6	99.8	99.8	99.8	99.1	99.1	99.1	99.1	99.1	99.1	99.1	99.1	99.1	99.1
Jewelry, watches, and photographic equipment.....	105.2	105.1	105.1	105.1	105.1	105.0	105.1	105.1	105.1	105.1	105.1	105.1	104.3	104.4	103.5
Other miscellaneous products.....	105.2	105.2	105.0	104.7	104.9	105.0	104.9	104.7	104.0	104.6	104.4	104.6	102.9	103.7	102.5

¹ As of January 1961, new weights reflecting 1958 values were introduced into the index. See "Weight Revisions in the Wholesale Price Index 1890-1960," *Monthly Labor Review*, February 1962, pp. 175-182.

² As of January 1962, the indexes were converted from the former base of 1947-49=100 to the new base of 1957-59=100. Technical details and earlier data on the 1957-59 base furnished upon request to the Bureau.

³ Preliminary.

⁴ Revised.

⁵ January 1958=100.

⁶ January 1961=100.

⁷ Formerly titled "prepared asphalt roofing."

TABLE D-5. Indexes of wholesale prices for special commodity groupings¹[1957-59=100, unless otherwise specified]²

Commodity group	1966						1965						Annual average		
	June ³	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1965	1964
All foods.....	109.0	109.1	110.2	110.9	110.8	108.9	108.3	106.7	106.0	105.8	104.8	105.6	105.5	104.5	100.8
All fish.....	127.2	126.9	126.5	126.7	123.2	124.5	119.3	119.4	118.0	116.2	114.3	109.8	108.9	112.8	107.4
All commodities except farm products.....	105.8	105.7	105.3	105.2	105.1	104.6	104.2	103.9	103.5	103.4	103.3	103.2	103.1	102.9	101.2
Textile products, excluding hard and bast fiber products ⁴	98.8	98.7	98.8	98.6	98.5	98.3	98.6	98.7	98.9	99.1	99.1	99.4	99.4	99.1	98.9
Bituminous coal—domestic sizes.....	94.0	93.6	92.9	92.7	100.0	100.0	99.7	99.5	98.9	97.7	95.6	93.6	93.0	96.6	96.7
Refined petroleum products.....	100.2	98.4	97.7	97.2	97.8	98.3	98.4	98.1	96.6	96.4	96.4	96.0	96.0	95.9	92.7
East Coast markets.....	96.3	96.3	96.3	98.2	98.2	98.2	98.2	96.6	96.6	95.2	93.8	93.8	93.8	95.3	93.6
Midcontinent markets.....	100.2	97.1	97.7	97.7	98.9	98.5	98.6	98.6	98.0	97.9	97.3	96.7	96.6	97.6	89.7
Gulf Coast markets.....	104.1	100.7	100.2	98.6	98.6	99.7	99.5	96.5	96.5	96.5	96.5	95.9	95.9	95.1	94.0
Pacific Coast markets.....	87.8	89.4	89.4	89.4	86.8	88.3	88.3	89.0	89.0	89.0	91.5	91.5	91.5	90.6	87.4
Midwest markets ⁵	93.3	92.0	89.0	93.3	93.9	93.8	93.8	93.2	92.8	92.2	91.6	91.6	91.6	91.7	88.0
Soaps.....	113.7	113.7	113.7	113.7	113.7	113.7	113.1	113.1	112.4	112.3	112.3	112.3	112.3	112.3	107.1
Synthetic detergents.....	99.3	99.3	99.3	99.7	99.7	99.7	99.7	100.8	100.8	100.8	100.6	100.6	100.6	100.5	99.6
Pharmaceutical preparations.....	96.6	96.2	96.2	96.5	96.5	96.5	96.8	97.0	96.3	95.9	95.9	96.0	96.0	96.5	97.1
Ethical preparations ⁶	97.8	94.1	94.1	95.0	95.0	94.9	95.0	94.8	94.7	94.7	94.7	94.7	94.7	94.6	94.4
Anti-infectives ⁶	73.2	78.3	78.3	82.3	82.3	82.3	82.3	82.3	82.3	81.8	81.8	81.9	81.9	82.0	85.4
Anti-arthritis ⁶	100.6	100.6	100.6	100.6	100.6	100.6	100.6	100.6	100.6	100.6	100.6	100.6	100.6	100.6	100.6
Sedatives and hypnotics ⁶	118.3	118.3	118.3	118.3	118.3	118.3	118.3	118.3	118.3	118.3	118.3	113.2	113.2	115.3	113.3
Ataractics ⁶	101.4	101.4	101.4	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Anti-spasmodics and anti-cholinergics ⁶	102.3	102.3	102.3	102.3	102.3	102.3	102.3	102.3	102.3	102.3	102.3	102.3	102.3	102.3	100.2
Cardiovasculars and anti-hypertensives ⁶	94.9	94.9	94.9	94.9	94.9	94.9	94.9	94.9	94.9	94.9	94.9	94.9	94.9	94.9	97.6
Diabetics ⁶	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Hormones ⁶	104.1	104.1	104.1	104.1	104.1	104.1	104.1	104.1	104.1	104.1	104.1	104.1	104.1	104.6	100.6
Diuretics ⁶	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Dermatologicals ⁶	108.7	108.7	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
Hematinics ⁶	110.6	110.6	110.6	110.6	110.6	110.6	110.6	110.6	110.6	109.7	109.7	109.7	109.7	110.0	108.8
Analgesics ⁶	105.8	105.8	105.8	105.8	105.8	105.8	105.8	105.8	105.8	105.8	105.8	105.8	105.8	105.5	101.8
Anti-obesity preparations ⁶	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Cough and cold preparations ⁶	104.9	104.9	104.9	104.4	104.4	102.1	104.4	104.4	100.7	100.7	104.4	104.4	104.4	102.9	103.5
Vitamins ⁶	88.1	88.1	88.1	88.1	88.1	88.1	88.1	88.1	88.1	88.1	88.1	88.1	88.1	88.1	87.7
Proprietary preparations ⁶	105.2	103.0	103.0	102.2	102.1	102.1	103.0	103.7	101.6	100.9	100.9	101.1	101.2	102.7	103.1
Vitamins ⁶	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 ⁶	103.9	101.2	101.2	100.5	99.9	99.9	102.4	100.0	98.6	98.6	99.2	99.2	99.2	100.9	101.0
Laxatives and elimination aids ⁶	108.0	107.0	107.0	107.0	107.0	107.0	107.0	106.9	106.9	104.9	104.9	104.9	104.9	106.0	105.4
Internal analgesics ⁶	104.4	104.4	104.4	104.4	102.1	102.1	102.1	102.1	102.1	102.1	102.1	102.1	102.1	102.5	102.3
Tonics and alteratives ⁶	100.2	92.8	92.8	92.8	92.8	92.8	92.8	98.2	89.2	87.3	87.3	89.4	89.4	95.0	100.2
External analgesics ⁶	107.9	105.8	105.8	105.8	105.8	105.8	107.3	107.3	105.4	103.4	103.4	103.8	103.8	105.2	103.1
Antiseptics ⁶	111.0	101.8	101.8	96.4	101.8	101.8	102.9	103.3	100.1	98.7	98.7	98.7	98.7	104.9	108.6
Antacids ⁶	103.0	103.0	103.0	102.8	102.8	102.8	102.8	102.8	102.8	102.8	103.0	103.0	103.0	102.9	103.0
Lumber and wood products (excluding millwork).....	108.1	110.3	109.0	105.3	103.0	102.8	102.8	100.9	100.5	100.9	100.8	99.0	98.7	99.8	98.9
Softwood lumber.....	107.6	109.0	106.7	102.8	100.9	99.9	99.1	99.1	99.8	100.0	99.7	98.4	98.4	99.1	99.3
Pulp, paper, and allied products (excluding building paper and board).....	103.4	103.1	102.7	102.2	101.7	101.5	101.1	100.8	100.3	100.2	100.2	100.3	100.2	100.2	98.3
Special metals and metal products ⁷	106.9	106.8	106.5	106.3	106.0	105.7	105.4	105.4	105.1	105.1	104.8	104.9	104.9	104.7	102.6
Steel mill products.....	104.5	104.3	104.3	104.3	104.2	104.1	103.9	103.6	103.7	103.5	103.4	103.2	103.2	103.3	102.8
Machinery and equipment.....	108.1	107.8	107.2	106.9	106.5	106.0	105.7	105.5	105.2	105.1	105.0	104.9	105.0	105.0	103.8
Agricultural machinery (including tractors).....	120.0	119.9	119.9	119.8	119.6	119.1	118.7	118.5	116.4	116.5	116.4	116.5	116.2	116.6	114.3
Metalworking machinery.....	124.3	122.8	121.1	120.9	120.7	120.0	119.5	119.3	119.1	118.8	118.2	117.0	116.8	117.4	112.6
All tractors.....	119.8	119.8	119.4	119.4	119.1	118.8	118.6	118.4	116.9	116.8	116.8	116.8	116.4	116.8	114.4
Industrial valves.....	116.7	115.7	114.0	110.5	109.4	109.3	108.9	109.4	108.6	106.6	105.1	105.2	105.6	105.7	107.2
Industrial fittings.....	93.9	93.9	92.9	92.9	92.9	91.9	91.9	91.9	91.9	91.4	91.4	89.3	88.3	90.8	92.7
Anti-friction bearings and components.....	83.1	83.0	83.0	83.0	83.0	84.0	83.7	83.7	83.7	83.7	83.7	83.7	83.9	84.1	89.0
Abrasive grinding wheels.....	93.3	93.3	93.3	93.3	93.3	93.3	93.3	93.4	93.4	93.9	93.9	93.9	94.0	94.2	96.1
Construction materials.....	104.8	105.1	104.3	103.2	102.4	101.9	101.4	101.2	101.2	101.2	100.8	100.7	100.8	100.8	99.6

¹ See footnote 1, table D-4.² See footnote 2, table D-4.³ Preliminary.⁴ Revised.⁵ Formerly titled "textile products, excluding hard fiber products."⁶ New series. January 1961=100.⁷ Metals and metal products, agricultural machinery and equipment, and motor vehicles.

TABLE D-6. Indexes of wholesale prices,¹ by stage of processing and durability of product[1957-59=100]²

Commodity group	1966						1965						Annual average		
	June ³	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1965	1964
All commodities.....	105.7	105.6	105.5	105.4	105.4	104.6	104.1	103.5	103.1	103.0	102.9	102.9	102.8	102.5	100.5
<i>Stage of processing</i>															
Crude materials for further processing.....	105.5	105.7	106.3	106.9	107.5	105.2	103.2	100.8	100.1	100.0	100.8	100.5	100.6	98.9	94.1
Crude foodstuffs and feedstuffs.....	105.9	106.5	107.5	108.3	109.6	106.8	104.1	100.7	100.1	100.0	101.1	100.9	101.0	98.3	91.9
Crude nonfood materials except fuel.....	105.1	104.5	104.5	104.6	103.8	102.2	101.3	100.7	100.1	99.9	100.0	99.6	99.8	99.8	97.8
Crude nonfood materials, except fuel, for manufacturing.....	105.4	104.7	104.7	104.8	104.0	102.2	101.2	100.6	99.8	99.7	99.8	99.3	99.6	99.5	97.4
Crude nonfood materials, except fuel, for construction.....	103.6	103.7	103.9	103.8	103.8	103.6	103.4	103.4	103.2	103.2	103.2	103.1	103.1	103.2	102.8
Crude fuel.....	105.1	105.0	104.0	105.2	105.9	105.6	105.4	104.8	104.3	103.7	102.7	101.9	101.7	103.3	102.5
Crude fuel for manufacturing.....	105.1	105.0	103.9	105.1	105.8	105.5	105.3	104.7	104.3	103.7	102.7	101.8	101.6	103.2	102.4
Crude fuel for nonmanufacturing.....	105.3	105.2	104.2	105.5	106.2	105.9	105.7	105.0	104.6	103.9	103.0	102.1	101.9	103.5	102.8
Intermediate materials, supplies, and components.....	104.9	104.8	104.3	103.9	103.8	103.4	103.0	103.0	102.6	102.5	102.4	102.3	102.2	102.2	100.9
Intermediate materials and components for manufacturing.....	104.2	104.1	103.7	103.4	103.2	102.8	102.6	102.5	102.4	102.2	102.1	102.0	101.9	102.0	100.4
Intermediate materials for food manufacturing.....	109.9	109.8	110.1	110.8	111.1	109.7	108.8	108.1	107.5	106.9	106.5	106.2	105.9	106.6	104.0
Intermediate materials for nondurable manufacturing.....	100.0	99.7	99.4	99.2	99.0	98.9	98.9	98.8	98.9	98.7	98.7	98.7	98.7	98.7	97.8
Intermediate materials for durable manufacturing.....	106.7	106.8	106.6	106.1	105.8	105.5	105.2	105.3	105.1	105.1	105.0	104.8	104.8	104.6	102.5
Components for manufacturing.....	105.0	104.8	104.1	103.3	102.9	102.5	102.3	102.2	101.9	101.6	101.6	101.4	101.4	101.3	99.7
Materials and components for construction.....	104.5	104.8	104.3	103.4	102.7	102.3	101.9	101.8	101.7	101.7	101.7	101.3	101.2	101.4	100.6
Processed fuels and lubricants.....	101.8	100.7	100.3	99.8	100.2	100.7	100.9	100.8	99.9	99.8	99.9	99.9	99.8	99.8	98.1
Processed fuels and lubricants for manufacturing.....	102.8	101.9	101.7	101.2	101.5	101.9	102.1	102.0	101.3	101.2	101.2	101.0	101.1	101.0	99.8
Processed fuels and lubricants for nonmanufacturing.....	100.2	98.7	97.9	97.4	97.9	98.7	98.8	98.7	97.5	97.5	97.6	97.5	97.5	97.1	95.2
Containers, nonreturnable.....	105.1	105.1	105.1	104.8	104.3	104.2	104.1	103.3	102.9	102.8	102.4	102.2	102.4	102.1	100.2
Supplies.....	110.2	109.5	108.3	108.0	109.3	108.2	107.0	107.2	106.3	106.3	106.2	106.5	106.1	106.0	105.0
Supplies for manufacturing.....	109.2	108.9	108.3	108.0	107.7	107.3	106.6	106.5	106.6	106.4	106.3	106.2	105.9	106.1	105.5
Supplies for nonmanufacturing.....	109.9	109.2	107.6	107.4	109.3	108.0	106.6	106.9	105.5	105.6	105.5	106.1	105.5	105.4	104.2
Manufactured animal feeds.....	117.4	116.0	112.4	112.7	117.7	114.8	111.7	113.1	109.6	110.1	110.1	111.9	109.9	109.7	107.4
Other supplies.....	103.4	103.0	102.8	102.3	102.1	101.9	101.6	101.2	101.1	101.0	100.8	100.7	100.9	100.9	100.4
Finished goods (goods to users, including raw foods and fuels).....	106.4	106.2	106.3	106.4	106.3	105.6	105.3	104.7	104.3	104.1	103.8	104.0	103.9	103.6	101.8
Consumer finished goods.....	105.7	105.6	105.9	106.1	106.0	105.2	104.9	104.2	103.7	103.5	103.1	103.4	103.2	102.8	100.9
Consumer goods.....	109.5	109.6	110.7	111.5	111.5	109.5	108.9	107.2	106.3	106.1	105.3	106.0	105.6	104.5	100.6
Consumer crude foods.....	99.3	99.9	107.8	107.6	105.6	101.0	102.6	102.7	101.0	101.2	94.4	98.8	99.6	100.2	99.8
Consumer processed foods.....	111.1	111.1	111.2	112.1	112.4	110.8	109.9	107.8	107.1	106.9	107.0	107.1	106.6	105.2	100.7
Consumer other nondurable goods.....	104.9	104.5	104.3	104.1	104.0	103.9	103.7	103.6	103.3	103.0	102.8	102.7	102.6	102.8	101.6
Consumer durable goods.....	100.1	100.2	99.8	99.7	99.7	99.7	99.6	99.6	99.5	99.5	99.5	99.6	99.7	99.6	99.9
Producer finished goods.....	107.9	107.6	107.0	106.8	106.6	106.2	106.0	105.9	105.6	105.5	105.5	105.4	105.4	105.4	104.1
Producer finished goods for manufacturing.....	111.2	110.8	110.0	109.8	109.6	109.1	108.8	108.7	108.4	108.3	108.1	107.9	107.8	108.0	106.2
Producer finished goods for nonmanufacturing.....	104.5	104.4	103.8	103.7	103.5	103.3	103.2	103.1	102.8	102.8	102.8	102.9	103.0	102.9	102.0
<i>Durability of product</i>															
Total durable goods.....	106.2	106.1	105.7	105.3	104.9	104.6	104.2	104.2	104.0	103.9	103.9	103.7	103.7	103.7	102.4
Total nondurable goods.....	105.2	105.0	105.1	105.3	105.5	104.5	103.9	102.9	102.4	102.2	102.0	102.2	102.0	101.5	99.1
Total manufactures.....	105.6	105.5	105.1	105.0	104.9	104.4	104.1	103.7	103.4	103.2	103.2	103.1	103.0	102.8	101.1
Durable manufactures.....	106.1	106.1	105.6	105.1	104.8	104.5	104.2	104.2	104.0	103.9	103.9	103.7	103.7	103.7	102.5
Nondurable manufactures.....	105.1	104.8	104.6	104.7	104.8	104.3	103.8	103.2	102.7	102.5	102.4	102.5	102.3	101.9	99.7
Total raw or slightly processed goods.....	105.7	105.8	107.0	107.3	107.5	105.3	104.0	102.4	101.7	101.6	101.3	101.5	101.6	100.7	97.5
Durable raw or slightly processed goods.....	112.4	110.1	113.9	114.7	111.4	108.2	105.4	106.5	105.3	104.6	105.7	103.6	105.4	104.7	98.0
Nondurable raw or slightly processed goods.....	105.3	105.6	106.6	106.9	107.3	105.1	104.0	102.2	101.5	101.4	101.1	101.4	101.4	100.5	97.5

¹ See footnote 1, table D-4.² See footnote 2, table D-4.³ Preliminary.⁴ Revised.NOTE: For description of the series by stage of processing, see "New BLS Economic Sector Indexes of Wholesale Prices," *Monthly Labor Review*, December 1955, pp. 1448-1453; and by durability of product and data beginning with 1947, see *Wholesale Prices and Price Indexes, 1957* (BLS Bulletin 1235, 1958).

E.—Work Stoppages

TABLE E-1. Work stoppages resulting from labor-management disputes ¹

Month and year	Number of stoppages		Workers involved in stoppages		Man-days idle during month or year	
	Beginning in month or year	In effect during month	Beginning in month or year	In effect during month	Number	Percent of estimated working time
1935-39 (average).....	2,862	-----	1,130,000	-----	16,900,000	0.27
1947-49 (average).....	3,573	-----	2,380,000	-----	39,700,000	.46
1945.....	4,750	-----	3,470,000	-----	38,000,000	.47
1946.....	4,985	-----	4,600,000	-----	116,000,000	1.43
1946.....	3,693	-----	2,170,000	-----	34,600,000	.41
1947.....	3,419	-----	1,960,000	-----	34,100,000	.37
1948.....	3,606	-----	3,030,000	-----	50,500,000	.59
1949.....	4,843	-----	2,410,000	-----	38,800,000	.44
1950.....	4,737	-----	2,220,000	-----	22,900,000	.23
1951.....	5,117	-----	3,540,000	-----	59,100,000	.57
1952.....	5,091	-----	2,400,000	-----	28,300,000	.26
1953.....	3,468	-----	1,530,000	-----	22,600,000	.21
1954.....	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
January.....	211	375	53,500	91,400	898,000	.09
February.....	233	375	80,500	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.....	366	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.....	244	404	98,800	183,000	1,740,000	.18
February.....	208	393	45,100	149,000	1,440,000	.15
March.....	329	511	180,000	274,000	1,770,000	.16
April.....	390	603	141,000	194,000	1,840,000	.17
May.....	450	669	127,000	201,000	1,850,000	.19
June.....	425	677	268,000	354,000	2,590,000	.23
July.....	416	702	156,000	334,000	3,670,000	.34
August.....	388	685	109,000	229,000	2,230,000	.20
September.....	345	631	155,000	250,000	2,110,000	.20
October.....	321	570	101,000	209,000	1,770,000	.16
November.....	289	505	140,000	192,000	1,380,000	.13
December.....	158	371	24,300	75,800	907,000	.08
1966: January ²	205	335	101,000	127,000	1,000,000	.09
February ²	240	380	107,000	142,000	865,000	.09
March ²	310	450	198,000	236,000	1,350,000	.11
April ²	350	500	228,000	379,000	2,450,000	.23
May ²	480	640	208,000	294,000	2,870,000	.26
June ²	430	660	150,000	243,000	1,950,000	.17

¹ The data include all known strikes or lockouts involving 6 workers or more and lasting a full day or shift or longer. Figures on workers involved and man-days idle cover all workers made idle for as long as 1 shift in establishments directly involved in a stoppage. They do not measure the indirect

or secondary effect on other establishments or industries whose employees are made idle as a result of material or service shortages.

² Preliminary.

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