

# Monthly Labor Review

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6

The San Francisco Nurses

Living Costs and Wage Policy

Economic Effects of FLSA Changes

Terminations of Pension Plans

UNITED STATES DEPARTMENT OF LABOR

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# Monthly Labor Review

UNITED STATES DEPARTMENT OF LABOR • BUREAU OF LABOR STATISTICS

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

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## This Issue in Brief . . .

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NATIONAL WAGE POLICIES attempt to keep money wage increases on a level comparable to changes in productivity. In *Living Costs, Wages, and Wage Policy* (p. 1), H. M. Douty points out that "general movements in productivity or employment have little influence, for the most part, on particular wage decisions." Rising prices, however, act as a highly explicit factor. The decentralization of wage-determining decisions and the evidence on the behavior of wages in the postwar period indicate that ". . . wage (or income) lags will, other things being equal, help bring the present comparatively mild inflationary episode to an end."

DISCUSSING the levels of education acquired by members of the labor force in *Educational Attainment of Workers, March 1966*, p. 39, Harvey Hamel reports that only 32 percent of the women who had not completed high school were in the labor force compared with 52 percent of the college graduates and 68 percent of the women with advanced or professional degrees.

WOMEN who are engaged in paid employment work to keep their wage and salary levels at rates comparable with those of their male counterparts. In nursing, however, women outnumber men, and wage comparisons on the basis of sex cannot serve as useful guidelines. George L. Stelluto's report on *Earnings of Hospital Nurses, July 1966* (p. 55), quotes average weekly salaries for nurses ranging from \$154 for director of nursing to \$58 for nursing aids. Attempts by nurses of the San Francisco Bay area to improve their wages, caseloads, and general working conditions are chronicled by Max D. Kossoris in *The San Francisco Bay Area 1966 Nurses' Negotiations* (p. 8).

THE MAGNITUDE and direction of occupational mobility were determined and the role of demographic, social, and economic factors on this mobility were studied in *Occupational Mobility of Employed Workers*, by Samuel Saben. Age was

found to be the most pronounced demographic associated with occupational mobility. Men showed higher mobility rates than women and variations in mobility rates of men among occupations showed a marked direct relationship to occupational differences in unemployment rates.

A RELATIVE GROWTH in employment in some of the manufacturing industries which pay higher wages, an increase in the size of major settlements, widespread wage increases by nonunion firms, and an increase in social security taxes combined to make average hourly earnings and hourly labor costs increase more rapidly in 1966 than in other recent years. In reporting on *Wage Changes Under 1966 Major Agreements* (p. 13), Joseph E. Talbot Jr. indicates that the 1966 average wage increase was held down by the substantial number of contracts concluded in earlier years which contained no provisions for wage adjustments in 1966.

IN HIS REPORT ON *Terminations of Pension Plans: 11 Years' Experience* (p. 26), Emerson Beier summarizes a study conducted by the Bureau with the cooperation of the Internal Revenue Service. Of the qualified retirement plans terminated during the period, 53 percent were pension plans, and most of them were young and small in size. Not all accrued pension rights were lost; some rights were preserved by fund accumulations or transfers of accrued pension credits to other plans.

THE FINAL ARTICLE in the series dealing with the 1966 FLSA amendments considers the wage and employment changes expected to result from the operation of the recent changes in the Federal minimum wage. In *Economic Effects of the 1966 Changes in the FLSA* (p. 21), by Jack I. Karlin, studies of hospitals, nursing homes, laundries, and retail trade provide data for evaluating the effects of the amendments in specific industries, while a study of low-wage areas affords an opportunity to study the implications for other industries.

IN HIS SUMMARY REPORT ON *Wages and Supplementary Benefits in Metropolitan Areas* (p. 48), Kenneth R. Hoffman writes that wage increases were larger in 1965-66 than in either the 1963-64 or the 1964-65 period and that average pay levels in 1965-66 were highest in public utilities and manufacturing.

# The Labor Month in Review

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## Collective Bargaining on the Farm

IN THE MIDST of spring bargaining by railroad, trucking, meatpacking, and other seasoned labor and management negotiators, came the debut of two parties from a new quarter, agriculture. After months of negotiations followed by arbitration of some issues, the United Farm Workers Organizing Committee and Di Giorgio Fruit Corp. signed a contract that became effective on April 3. The agreement is expected to cover some 3,000 field workers, irrigators, and tractor drivers at the Sierra Vista and Borrego Springs ranches and all nonsupervisory workers at Di Giorgio Farms at the peak season.

The contract is strikingly similar to many agreements in industry with a longer history of collective bargaining. The union won a union shop; there is a no-strike-no-lockout clause, with its concomitant of arbitration; and there is a provision prohibiting discrimination on account of race, creed, color, religion, or national origin.

**Union Security.** The Di Giorgio contract features a hiring hall.

(a) Whenever employees are needed by the employer to perform any work covered by this agreement, the employer shall notify the union in writing stating the number of employees needed, the type of work to be performed, the starting date of the work, and the approximate duration of the job or jobs.

(b) Upon receipt of such notice, the union shall immediately use its best efforts to furnish the requested employees. If the union does not furnish such employees within 72 hours, or on the date of the beginning of the work (whichever date is later), the employer shall be free to procure needed employees not furnished by the union from any other source. The employer shall, in such event, notify the union in writing within 48 hours of the names and addresses of all employees so hired by the employer.

Other union security measures also reflect patterns originated in nonagricultural industries. On the union shop and dues deduction:

(a) Employees within the bargaining unit who are members of the union or who have authorized the union in writing to represent them shall maintain such membership during the term of this agreement. All employees hired after January 23, 1967, shall not later than the 10th day following commencement of their employment, become and remain members of the union in good standing.

(b) All employees within the bargaining unit who are not members of the union, shall as a condition of continued employment after January 23, 1967 pay to the union each month a service charge as a contribution toward the administration of this agreement. The service charge shall be in an amount equal to the union's regular initiation fee and monthly dues.

(c) The employer agrees to deduct said initiation fees, dues, and service charges and remit the moneys to the union not later than the 15th day of the following month. Vacation pay is subject to such deduction.

(d) The union shall provide the employer with written authorization forms authorizing the above deductions, and the employer shall use its best efforts, in cooperation with the union, to assure that employees within the bargaining unit execute such authorizations. Said authorizations shall be valid for the term of this agreement. The employer shall not be required to make any deductions from the wages of employees who have not executed authorizations, but deliberate refusal to execute such an authorization shall be reason for discharge, as above provided.

(e) The employer agrees to furnish the union in writing, the names of employees, addresses, social security numbers, and type of job classifications on a quarterly basis.

Within certain limits, the employer is permitted to subcontract.

(a) The parties understand and agree that the hazards of agriculture are such that subcontracting by the employer is necessary and proper, but also understand and agree that the employer should not subcontract to the detriment of union. They consequently agree that the employer shall have the right to subcontract as it has in the past, viz, for crop dusting, barley planting and harvesting, potato harvesting, plumbing, electrical work, and the like. The foregoing are examples only and are not intended as limitations on the employer's right to subcontract. On the other hand, the employer shall not utilize the services of any labor contractor to supply field or packing house personnel within the union jurisdic-

tion unless the employer first requests the union to supply such personnel and the union is unable to do so within 72 hours of such requests.

Section 11 proscribes boycotts, as well as strikes and lockouts, and requires any allegation of violations to be arbitrated. "Refusal to cross a legitimate and bona fide picket line shall not be deemed a violation of this agreement."

The grievance procedure is specific:

*Grievance Procedure.* (a) The parties to this agreement agree that as to all differences, misunderstandings, or disputes which arise between the employer and the union out of the interpretation or application of this agreement, including but not limited to discharges and wages, an earnest effort shall be made to settle same immediately, as follows:

(b) First step: Within 24 hours of notice from one party to the other, the matter shall be taken up between the immediate supervisor, representing the company, and the union steward, and they shall use their best good faith efforts to resolve the grievance.

(c) Second step: In the event they are unable to adjust the dispute within 1 workday, the matter shall then be taken up by an official of the union and the branch personnel manager of the employer.

(d) Third step: If there be no settlement between the above-mentioned parties within 2 workdays, the matter shall be taken up by the employer's district or local personnel manager and a district officer of the union.

(e) Fourth step: In the event that these parties cannot resolve the dispute within 5 working days, the matter shall be submitted to an impartial arbitrator for a decision which shall be final and binding on all parties.

\* \* \* \* \*

(h) Failure to file the grievance within 30 days from the date that such grievance came to the notice of the moving party shall constitute a waiver of said grievance, provided, however, that a grievance on a discharge shall be filed within 5 days from the date that it comes to the attention of the union, and failure to file such a grievance within 5 days shall constitute a waiver thereof.

(i) Union security or hiring disputes: Disputes arising between the union and the employer under recognition, union security, or hiring shall be taken up directly by the district personnel manager and the district union officer and shall proceed immediately to arbitration if said persons cannot resolve the dispute within 5 days.

Seniority protection is as follows:

(a) When filling vacancies or making promotions, transfers, reclassifications, or demotions, the employer will give preference to employees with the greatest length of continuous service, provided that qualifications and ability are equal.

(b) Seasonal layoffs shall not constitute a break in the continuity of service. Layoffs and reemployment after layoffs shall be on the basis of continuous service.

**Wages and Fringe Benefits.** The parties negotiated most of the contract but some issues had to be arbitrated—the hiring hall, new job classifications, vacations, holidays, unemployment insurance, and wages, among others.

Hourly employees received a 25-cent-an-hour wage increase effective April 3, 1967, and piece rates were adjusted to reflect the same increase. The basic minimum hourly rate is now \$1.65. Wages are to rise 5 cents an hour on April 3, 1968.

*Vacations.* (a) Employees who work a total of 1,600 hours in either the calendar year preceding the vacation or 12 months immediately preceding the vacation at Sierra Vista Ranch or Borrego Springs Ranch or Di Giorgio Farms or at all such locations, shall receive 1 week of paid vacation per year. Such vacation pay to be equal to 1/52 of the employee's earnings for the 12 months preceding the vacation.

(b) Employees who have worked such total of 1,600 hours at either Sierra Vista Ranch or Borrego Springs Ranch or Di Giorgio Farms or at all such locations in each year (calendar year or 12 months immediately preceding annual vacation) of 3 consecutive years shall receive 2 weeks' paid vacation, such vacation pay to be equal to 2/52 of the employee's earnings for the 12 months preceding the vacation.

*Holidays.* (a) Time worked on holidays hereinafter enumerated shall be at one and one-half times the regular rate of pay for work performed.

(b) The following days shall be the holidays referred to in (a) above:

New Year's Day  
Good Friday  
Fourth of July  
Labor Day  
Thanksgiving Day  
Christmas Day

Di Giorgio contracted to put \$25,000 into a jointly administered fund for health-welfare and pension benefits and agreed to pay 5 cents an hour per employee to the fund, retroactive to January 1, 1967.

The contract runs for 3 years, with a reopener on wages, hours, and certain other economic benefits after 2 years. Should no agreement be reached when the contract is reopened, unresolved economic issues must go to arbitration, a provision that is rarely found in collective bargaining contracts.

# Living Costs, Wages, and Wage Policy

Rising Prices, Income Lags,  
and the Problem  
of National Wage Policy

H. M. DOUTY\*

THIS ARTICLE discusses, at least in a preliminary way, some aspects of the question of wage adjustments during periods of rising prices in relation to national wage policy.

Present national wage policy in the United States, as defined at a later point, is the formal statement of one element in a strategy for the maintenance of price level stability. Stability in the price level is important in relation to social equity, notably with reference to groups in the population whose incomes are relatively inflexible. It is important also for the prevention of structural distortions in output and employment that may require subsequent correction, and for the maintenance or improvement of cost competitiveness in foreign markets. Price level stability, therefore, must rank high as an objective of national economic policy.

The problem of the compatibility of a stable price level with relatively full employment and economic growth—two other key economic objectives—has led to the elaboration of policies to restrain the growth of money incomes. Pressure on the price level can arise either from excess demand—the classic source of inflation—or from rising costs. On the cost side, the principal ingredients are wage or price determinations that reflect the exercise of market power by trade unions or business firms.

Concern with cost inflation developed after World War II.<sup>1</sup> The possibility of its development reflects a conjuncture of circumstances: The

Keynesian revolution in economic thought; an increasingly elaborate national effort, flowing in the United States from the Employment Act of 1946, to achieve and maintain high-level employment; the growth of strong unions in strategic sectors of the economy; and the existence of administered rather than competitive pricing in a number of important industries.<sup>2</sup>

## The Nature of Wage Policy

As applied to the United States, the term "national wage policy" is taken to mean an explicit effort, through means ranging from persuasion to administrative action, to confine money wage increases, on the average, to a level consistent with changes in output per man-hour in the national economy. The term "wage increases" should be

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<sup>1</sup> At the height of the steep rise of prices following World War I, an important symposium on inflation contained no reference whatever to wage behavior or to administered prices. See Henry Rogers Seager, editor, "Inflation and High Prices: Causes and Remedies," *Proceedings, Academy of Political Science*, June 1920. In a similar symposium after World War II, the late Professor Sumner H. Slichter, in a paper entitled "Wages and Prices," suggested that "the community may endeavor to make wages the subject of a national policy." See John A. Krout, editor, "Prices, Wages and Inflation," *Proceedings, Academy of Political Science*, April 1947. Martin Bronfenbrenner and F. D. Holzman, "Survey of Inflation Theory," *American Economic Review*, September 1963, pp. 593-661, have presented an excellent review of the various strands of thought about inflation, with emphasis upon the period since World War II.

<sup>2</sup> An earlier article attempted to describe the mechanism of cost inflation, the development of wage policy in the United States, and some factors affecting its implementation. See "Some Problems of Wage Policy," *Monthly Labor Review*, July 1962, pp. 733-741.

understood to include increased employer expenditures on fringe benefits, and hence to be equivalent to changes in labor compensation.

The central criterion for wage adjustment is thus the anticipated "sustainable" trend in productivity, to which past productivity experience over some relevant period in the economy as a whole provides a guide. Exceptions to the general policy (e.g., to take account of the labor force problems of particular firms or industries) may be recognized. This is the essence of the guideposts for noninflationary wage behavior stated in the annual reports of the Council of Economic Advisers for the years 1962-66,<sup>3</sup> and restated in the 1967 report in light of the rise in consumer prices that began in the second half of 1965.<sup>4</sup> In general, the same concept underlies the wage side of European "incomes policies," although these reflect many adaptations to national conditions and problems.<sup>5</sup>

National productivity is significant for wage policy (not, as we shall see, for the actual process of wage determination) in that it defines the limits within which money wages can advance, on the average, without increasing labor costs. If the annual rate of increase in output per man-hour is, say, 3 percent, then the level of wages can increase to that extent without exerting pressure on cost and price levels for the output of the economy as a whole. The prices of individual commodities or services will rise or decline, depending largely, insofar as costs are concerned, upon productivity

experience in individual industries, but the general level of prices will remain stable.<sup>6</sup>

If the level of consumer prices remains stable, an increase in the money wage level corresponding to the average gain in output per man-hour will be identical with an increase in the level of real wages. Moreover, the relative share of wages in national income will remain unchanged. On the other hand, if the price level is increasing, wage adjustments corresponding with national productivity gains will not be fully reflected in real wages; indeed, real wages may actually decline, depending upon the magnitude of the price advances. There will tend to be, in these circumstances, a shift toward profits in the distribution of income.

### Wage Determination

The process of wage determination in the United States is highly decentralized. The wages and salaries of more than two-thirds of the non-agricultural labor force are arrived at through employer personnel action. Moreover, collective bargaining within the unionized sector is itself relatively decentralized, as compared, for example, with Great Britain or Sweden.<sup>7</sup>

Particular attention does tend to focus on the outcome of collective bargaining negotiations. One reason is that these are usually more visible than the results of managerial wage decisions, especially in industries dominated by a few large firms or where bargaining takes place with employer associations representing significant segments of industry employment. A second reason is that most unions possess some measure of market power, which adds an extra dimension to the wage-setting process. Third, wage determinations arrived at through collective bargaining tend, to some extent, to set the tone for wage decisions more generally.

The change in the level of wages that occurs over a period of time, conventionally a year, reflects the outcome of tens of thousands of decisions reached unilaterally by management or through collective bargaining. In any dynamic economy, these decisions will vary considerably in magnitude.<sup>8</sup> Whether they average out to correspond with an average annual rate of productivity increase computed for some past period depends largely upon a complex of factors operating in the

<sup>3</sup> For example, see *Economic Report of the President and Annual Report of the Council of Economic Advisers*, January 1966, pp. 88-93, excerpted in *Monthly Labor Review*, March 1966, pp. 278-281.

<sup>4</sup> *Ibid.*, January 1967, pp. 119-132, excerpted in *Monthly Labor Review*, March 1967, pp. 47-49.

<sup>5</sup> For a thoughtful appraisal of wage-price or incomes policies in the United States and selected European countries, see David C. Smith, *Incomes Policies: Some Foreign Experiences and Their Relevance for Canada* (Ottawa, Queen's Printer, 1966).

<sup>6</sup> A critical assumption is that industries experiencing relatively high rates of productivity increase and declining unit labor costs will reduce prices. This is the basic postulate of the guideposts for noninflationary price behavior. In competitive industries, market forces will tend to produce this result; in administered price industries, at least in the short run, appropriate downward adjustments may not occur.

<sup>7</sup> For an analysis of bargaining units in the larger labor-management contract situations, see *Major Union Contracts in the United States* (BLS Bulletin 1353, 1961).

<sup>8</sup> This is true even for negotiated changes in periods of high economic activity. For example, see BLS release, "Major Collective Bargaining Agreements Negotiated During 1966" (February 3, 1967).

labor market or, more accurately, in the numerous submarkets where wage determination for most types of employees actually occurs.

Most wage decisions are not in fact related in any explicit way to the secular rate of productivity growth. What this rate tells us is the extent to which the consumption of goods and services or leisure, or some combination of these, can be increased. How productivity gains are actually distributed as between labor and property income, or among different groups of workers within the labor force, is a function of money wage and price determination. Productivity increase underlies some of the forces that are important in money wage decisions (e.g., it is an important source of expanding demand for labor, taking the economy as a whole), but other factors are also important. These include the condition of the labor market (as indicated, for example, by unemployment rates); price movements (as measured by appropriate indexes); levels and rates of change in profits (as indicative of the state of the product market); and institutional factors, of which trade unionism and employer organizations are most noteworthy.

Indeed, as Hildebrand strongly emphasizes, *general* movements in productivity or employment have little influence, for the most part, on particular wage decisions. "Because our system of collective bargaining is so decentralized," he writes, "it is much more responsive to economic factors local to the bargaining zone—profit prospects of the employers and employment-unemployment in the particular industry or trade. The exception here is overall movements of the cost of living, which, unlike the national unemployment rate or the trend advance in general labor productivity, have real and understandable significance to union members everywhere."<sup>9</sup>

Over extended periods of time, of course, change in the general level of *real wages* (including fringe benefits) will tend to conform to changes in output per man-hour in the economy. This will occur under quite diverse conditions. Thus, Long estimates that both money and real wages in manufacturing increased about 50 percent from 1860 to 1890.<sup>10</sup> This period, like our own, began with a war inflation, but then was marked, unlike the period after World War II, by a long secular decline in the level of prices. Within the period, the rise in real wages was very uneven.

The rise has also been uneven during the years since World War II. To use manufacturing again as an example: The level of real hourly earnings increased by about 51 percent between 1946 and 1966, or at an average annual rate (compounded) of 2.1 percent.<sup>11</sup> But as the accompanying table shows, the year-to-year variations were substantial. Real hourly earnings fell during the inflation that followed the end of the war, rose sharply in the recession of 1948–49, showed practically no gain during the Korean inflation, and forged ahead between 1951 and 1953 and again between 1954 and 1956. Thereafter, the only large year-to-year gain was registered between 1958 and 1959. Real hourly earnings increased moderately but consistently during the first half of the 1960's, but these gains were interrupted by the higher rate of change in the level of consumer prices beginning in the latter half of 1965. As a rough generalization, real hourly earnings during the postwar years have risen sharply in recession periods. These gains have been held and moderately extended during subsequent expansions.

The table also shows estimates of year-to-year percentage changes in money and real compensation per employee man-hour for the private nonfarm economy. These estimates relate to all classes of employees—not to wage earners alone—and include, in addition to money wages and salaries, employer contributions to social insurance and to private welfare and pension plans. They are affected, more than would be the case with a single sector, by shifts in the industrial and occupational composition of the labor force. Despite these and other differences, the year-to-year *changes* in compensation correspond, in a broad way, with the

<sup>9</sup> George H. Hildebrand, "Wage Policy and Business Activity," *Proceedings*, Industrial Relations Research Association, 1958, p. 176.

<sup>10</sup> Clarence D. Long, *Wages and Earnings in the United States, 1860–1890* (Princeton, N.J., Princeton University Press, 1960), pp. 61ff. Decennial estimates of output per man-hour for the private economy show an increase of 50.5 percent from 1860 to 1890. See J. Frederic Dewhurst and Associates, *America's Needs and Resources* (New York, Twentieth Century Fund, 1955), table 14.

<sup>11</sup> This is an understatement of the rise in real labor compensation in manufacturing during this period, since the rate of increase in fringe benefit expenditures was more rapid than the increase in money earnings. A rough estimate suggests that the average annual rise in real hourly labor compensation was in the neighborhood of 2.9 percent between 1946 and 1962. During the same period, output per man-hour in the private economy, using primarily establishment man-hour estimates, increased at an average annual rate of 3.2 percent; the rate of increase for the nonfarm sector was 2.6 percent.

changes in the average hourly earnings of factory workers.

### Living Costs and Wages

Although not strictly a cost-of-living index, the Consumer Price Index is highly serviceable and widely used for this purpose.<sup>12</sup> It measures the average change in the price of a comprehensive bundle of goods and services consumed by urban manual and clerical workers and their families, with weights derived from average annual expenditures per consumer unit.

Like any general index, the CPI is, in a sense, an abstraction. A change in costs for an equivalent level of living for any given family from one period to another will rarely correspond with the change in the index. There are three principal reasons. One is that consumption patterns differ substantially among family units, due to differences in composition, age, income, taste, and other characteristics. A second is that a given change (at least in part) may relate to index components (e.g., home financing charges) the prices of which are fixed over long periods for many families. The third is that substitution of goods or services yielding roughly equivalent satisfaction may be

possible for at least some of those that have changed in price.

These considerations suggest that the effect of small changes in the index (say a monthly increase of one-tenth of an index point) differs widely among consumer units and is not felt in a general way by the working population. If this is the case, little wage pressure will be generated, except where adjustments under escalator clauses are tied to small changes in the CPI.<sup>13</sup> The main sources of wage pressure, when price changes are small, must be sought in the behavior of other "explanatory variables," such as the unemployment rate and profits.

It is when the upward movement of prices quickens, and extends substantially throughout the whole range of consumer goods and services, that wages begin to respond directly to price movement. Recent experience is instructive. On the basis of annual averages, the CPI crept up at a rate of about 1.3 percent yearly between 1960 and 1965, with more than half of the increase, over the period as a whole, accounted for by services. Between 1965 and 1966, the increase in the index was almost 3 percent. Moreover, the advance extended to most of its components. The prices of food consumed at home, which are especially critical in terms of housewife reaction, rose by 5 percent. The rise in the prices of services, paced by medical care, financial services, and taxes, accelerated.

Rising prices as a highly explicit factor in wage determination were clearly evident by the middle of 1966. This was dramatized by the dispute involving five major airlines, where the final settlement in August provided for three 5-percent wage increases, the first retroactive to January 1, 1966. Other contract changes included provision for two semiannual cost-of-living adjustments, with a ceiling on each adjustment.<sup>14</sup> This was followed by settlements in the electrical manufacturing industry providing generally for wage increases of 4 percent for the first contract year and 3 percent in each of the second and third years, plus improvements in various fringe benefits and escalator clauses providing upper limits to adjustments.<sup>15</sup>

YEAR-TO-YEAR PERCENTAGE CHANGES IN AVERAGE HOURLY EARNINGS IN MANUFACTURING, AVERAGE COMPENSATION PER EMPLOYEE MAN-HOUR IN THE PRIVATE NONFARM ECONOMY, AND CONSUMER PRICES

| Period  | Average hourly earnings, manufacturing <sup>1</sup> |      | Average compensation per employee man-hour, private nonfarm economy <sup>2</sup> |      | Consumer Price Index |
|---------|-----------------------------------------------------|------|----------------------------------------------------------------------------------|------|----------------------|
|         | Money                                               | Real | Money                                                                            | Real |                      |
| 1945-46 | 5.9                                                 | -2.3 |                                                                                  |      | 8.5                  |
| 1946-47 | 13.0                                                | -1.2 | 12.7                                                                             | -1.5 | 14.4                 |
| 1947-48 | 9.0                                                 | 1.1  | 8.8                                                                              | 1.0  | 7.7                  |
| 1948-49 | 3.8                                                 | 4.8  | 3.1                                                                              | 4.1  | -1.0                 |
| 1949-50 | 4.3                                                 | 3.3  | 5.4                                                                              | 4.5  | 1.0                  |
| 1950-51 | 8.3                                                 | .4   | 8.9                                                                              | .8   | 8.0                  |
| 1951-52 | 5.8                                                 | 3.4  | 5.6                                                                              | 3.4  | 2.2                  |
| 1952-53 | 5.5                                                 | 4.8  | 5.5                                                                              | 4.6  | .8                   |
| 1953-54 | 2.3                                                 | 1.8  | 3.4                                                                              | 3.0  | -.4                  |
| 1954-55 | 4.5                                                 | 4.8  | 3.6                                                                              | 4.0  | -.3                  |
| 1955-56 | 4.8                                                 | 3.3  | 5.9                                                                              | 4.3  | 1.5                  |
| 1956-57 | 5.4                                                 | 1.6  | 5.8                                                                              | 2.3  | 3.5                  |
| 1957-58 | 2.9                                                 | .1   | 3.6                                                                              | .8   | 2.8                  |
| 1958-59 | 3.8                                                 | 3.0  | 4.4                                                                              | 3.6  | .8                   |
| 1959-60 | 3.2                                                 | 1.6  | 4.0                                                                              | 2.3  | 1.6                  |
| 1960-61 | 2.7                                                 | 1.5  | 3.0                                                                              | 2.0  | 1.1                  |
| 1961-62 | 3.0                                                 | 1.8  | 3.9                                                                              | 2.8  | 1.2                  |
| 1962-63 | 2.9                                                 | 1.7  | 3.4                                                                              | 2.2  | 1.2                  |
| 1963-64 | 2.8                                                 | 1.6  | 4.8                                                                              | 3.4  | 1.3                  |
| 1964-65 | 3.1                                                 | 1.4  | 3.2                                                                              | 1.5  | 1.7                  |
| 1965-66 | 3.8                                                 | .8   | 5.6                                                                              | 2.5  | 2.9                  |

<sup>1</sup> Includes premium payments for overtime and other unusual hours of work; excludes employer expenditures for welfare and pension benefits; since based on hours paid for, excludes effect (in terms of hours worked) of payments for vacations, holidays, and other paid leave.

<sup>2</sup> Based on employee compensation data from Office of Business Economics, U.S. Department of Commerce, and man-hours data from Bureau of Labor Statistics.

<sup>12</sup> *The Consumer Price Index: History and Techniques* (BLS Bulletin 1517, 1966).

<sup>13</sup> Small changes in the CPI, when cumulated over a period of time, undoubtedly play a role in the collective bargaining negotiations that occur at intervals of a year or longer.

<sup>14</sup> *Monthly Labor Review*, September 1966, pp. 1006-1007.

<sup>15</sup> *Ibid.*, November 1966, pp. 1276-1277; December 1966, pp. 1395-1396.

Agreements reached in a variety of key negotiations in 1966 provided a median package (wages plus benefits) increase of 4.1 percent, compared with 3.3 percent in 1965.<sup>16</sup>

The upsurge in prices reinforced other factors exerting pressure on the wage level. In particular, the labor market tightened as the national unemployment rate (seasonally adjusted) dipped below 4 percent in early 1966, and hovered at or slightly below that figure throughout the year. Profits, although not expanding during 1966, were at a high level. By the end of the year, what had begun as a demand-induced price rise, growing out of the Viet Nam war and a high level of domestic investment, appeared to be easing into a wage-price spiral.

### Living Costs and Wage Policy

For 1966, the Council of Economic Advisers had specifically recommended "that the general guidepost for wages of 3.2 percent a year be continued."<sup>17</sup> This figure reflected the long-term trend in productivity, independent of cyclical swings.<sup>18</sup> By the end of the year, it appeared clear that this figure could not be sustained in many bargaining situations. In its 1967 report, however, the Council did not suggest a higher figure. It observed that "the recent rise in living costs makes it unlikely that most collective bargaining settlements in 1967 will fully conform to the trend increase in productivity. But [the Council] sees no useful purpose to be served by suggesting some higher standard for wage increases, even on a temporary basis."<sup>19</sup>

The Council also stated that although "it can be expected that many wage settlements in 1967

will exceed the trend increase in productivity, it is obvious that if, on the average, they should exceed it by the amount of the recent increase in living costs, price stability could never be restored." It urged wage restraint, which it defined to mean "wage advances which are substantially less than the productivity trend plus the recent rise in consumer prices."

As suggested in the preceding section, the 1966 rise in prices was of sufficient magnitude in itself to generate strong wage pressures. Wherever possible, labor will attempt to secure, *in real terms*, the annual gain in living standards which conforms to the expectations that have been built up during the postwar period. One ingredient in these expectations, indeed, has been the formulation of a productivity-based wage policy, which has logic only on the assumption of a stable, or at most, gently rising price level. If one could contemplate employment and growth policy within the framework of a falling price level, the prescription for wage policy would obviously be quite different.

As a practical matter, convergence of a wage-price spiral in a moderate demand inflation is likely to occur because of income lags that are, in a sense, built into the system. Groups on fixed (or relatively fixed) incomes may not participate actively in the inflationary process at all—e.g., social security annuitants whose annuities may be adjusted to reflect increased living costs, but typically only after a substantial lag. The larger the size of such groups, the smaller and slower will tend to be the price rise. Wage and salary lags are more important because of the income magnitudes involved. For organized workers, these lags occur because collective bargaining rarely takes place more often than once a year; for workers on long-term contracts, wage increases (in the absence of escalator or reopening clauses) are determined for 1 year or more in advance.<sup>20</sup> The wage lag usually—not always—is greater for the much larger number of unorganized workers in private industry and for the almost 11 million government employees, whose salaries typically depend upon legislative processes.<sup>21</sup> The existence of these lags surely helps to explain why real wages, on the average, failed to advance either during the inflationary years immediately following World War II or during the Korean emergency. They help to explain also why these inflationary episodes came to an end.

<sup>16</sup> See BLS release of February 3, 1967, cited in footnote 8. For nonunion manufacturing establishments, where data are available on general wage increases, the proportion of workers receiving such increases rose substantially during the first half of 1966 as compared with either 1964 or 1965. The size of the median increase also rose. See "Wage Developments in Manufacturing, First 6 Months, 1966," (BLS Summary Report, 1967).  
<sup>17</sup> Council of Economic Advisers, *Annual Report*, January 1966, p. 92.

<sup>18</sup> A specific trend productivity figure was first introduced into the Council's report in 1964. It was based upon the annual average percentage change in output per man-hour during the latest 5 years. This worked out to 3.2 percent. This method of calculation, with the same result, was used in the 1965 report. The method was changed in the 1966 report (see pp. 91-93) on both technical and policy grounds.

<sup>19</sup> *Annual Report*, January 1967, p. 128.

<sup>20</sup> At the beginning of 1967, an estimated 3 million workers were covered by formal cost-of-living escalator arrangements of one type or another.

<sup>21</sup> There may also be lags on the price side, particularly in administered price industries.

It is only in hyperinflations (e.g., Germany after World War I) that wage-change to price-change lags tend to disappear. In this sense, the Council of Economic Advisers is clearly correct in pointing out that "if all unions—and other groups in society—were to succeed in tying compensation to consumer prices, the arrangement would become a vast engine of inflation, which, once it began to roll, would continue to gain speed."<sup>22</sup> The existence of income lags provides an opportunity for inflationary price rises to slow down and come to a halt, through turns of the spiral of diminishing intensity. At the end, the level of costs and prices will be higher than at the beginning, and some distortions in the structure of output may have to be corrected. But a new price plateau will have been reached from which gains in real compensation can be resumed for broad segments of wage and salaried workers.

There is another aspect of the question that can be considered briefly. Even if the spiral is initiated from the side of demand, there are circumstances in which it may not be appropriate for workers to attempt fully to reflect the price rise in wages. The Council of Economic Advisers in its 1967 report (p. 129) pointed to one such circumstance; namely, the fact that a portion of the increase in consumer prices during 1966 (estimated at 0.2 percentage point) was caused by indirect taxes reflected in the CPI. This represented, in effect, a transfer of income to public use; the incidence of these taxes presumably should be borne by the community as a whole. Actually, one could argue that part of the recent rise in prices, to the extent that it reflects a method of financing the Viet Nam conflict, is in effect also a tax, diverting resources from civilian to military use. At a future time, some resources (manpower, capital equipment) now needed for military purposes will be released for civilian production, and will provide the basis for enhanced gains in real income.<sup>23</sup>

In a stimulating address before the National Industrial Conference Board on October 6, 1966, Gardner Ackley, chairman of the Council of Economic Advisers, pointed to another set of circumstances under which, he argued, price increases should not be fully escalated into wage increases. These circumstances involve income redistribu-

tion—in the case of the 1965–66 price rise, to farmers and relatively low-wage employees in service industries. Thus, Mr. Ackley observed, the "recent increases in food prices have swelled the incomes of farmers. But the achievement of higher farm incomes has long been an express goal of public policy. . . . Likewise, the rise in service prices has been associated with a relative gain in the incomes of our lowest paid workers—surely an objective of every group in our society."

It is difficult to know how far this argument should be carried in this instance. Not all farmers are poor. The service industries differ widely in terms of wage levels. Moreover, only about half of the rise in the services component of the CPI during 1966 was related to the output of labor-intensive industries. Wages in some manufacturing industries, and in trade, are relatively low. In any event, inflation is an uncertain and inefficient way of achieving policy goals in income distribution. Perhaps a better case could be made for the absorption by relatively high-wage workers or relatively high-profit industries of the price effects of deliberate efforts to alter the national wage structure (through, for example, minimum wage legislation or collective bargaining) to the advantage of low-paid workers.

## Conclusion

The relevance and effect of national wage (and price) policy as embodied in the guideposts remains a matter of debate.<sup>24</sup> It seems unlikely, however, that governmental concern with wage and price behavior, given the commitment to full employment, will diminish. On the wage side, with which this article is concerned, the aim of policy is to contain increases in labor compensation to levels that can be sustained within a framework of stable costs and prices. The problem is essentially control of the use of market power in wage determination. There is some reason to believe that the

<sup>22</sup> *Annual Report*, January 1967, p. 129.

<sup>23</sup> To cite another example that has more relevance for some countries than for the United States: An increase in the price level occasioned by an increase in the prices of imported raw materials should presumably be borne by the community as a whole.

<sup>24</sup> An excellent discussion from various points of view will be found in George P. Shultz and Robert Z. Aliber, editors, *Guidelines: Informal Controls and the Market Place* (Chicago; University of Chicago Press, 1966).

guideposts had a moderating effect on wage increases during 1962-65.<sup>25</sup>

Within limits, education and persuasion, which have been used basically in implementing the guideposts, can have an influence on economic behavior.<sup>26</sup> Chairman Ackley has testified:

But the understanding of the basic arithmetic of cost-price-productivity relationships has improved. Labor leaders may not set out to get guidepost settlements. But they are more aware than before of the fact that excessive wage increases can raise costs—and therefore prices—and thus hurt rather than help labor and the economy in the long run. Businessmen may not care for the particular guidepost rules. But many more of them recognize that there is a public interest in how they set prices, and that they have some responsibility for avoiding inflation. This has created a general reluctance to raise prices even when the market would take higher prices and when some element of costs may have increased.<sup>27</sup>

In the larger nonunion sector, where organized labor market power is absent, above-average wage advances in particular industries or employments presumably reflect bottlenecks to labor supply. These bottlenecks can be attacked through a variety of devices to channel additional workers to shortage employments.

When rising prices result from excess demand, however generated, a dilemma is presented for wage policy. For rising prices affect the real value of wage increases, and the price rise itself, if of

sufficient magnitude, becomes a powerful factor in wage determination. But wage advances that reflect the trend increase in productivity plus the increase in living costs have the effect of building higher prices permanently into the cost structure, and of giving a twist to the spiral. If one could visualize this process as general, and in a sense instantaneous, there would be no end to the price rise.

A major inhibiting factor is the immensely complex and highly decentralized process of wage determination in the United States, and particularly the lags that are built into the system. The behavior of wages in the immediate postwar years and during Korea, when demand-induced price rises were much sharper than during 1965-66, strongly suggests that wage (or income) lags will, other things being equal, help bring the present comparatively mild inflationary episode to an end. Then, for broad sections of the working population, the historic rise in real compensation can resume.

<sup>25</sup> See Robert M. Solow, "The Wage-Price Issue and the Guideposts," in Frederick H. Harbison and Joseph D. Mooney, editors, *Critical Issues in Employment Policy* (Princeton, N.J., Princeton University, 1966), pp. 57-73. Solow draws on the work of George L. Perry, *Unemployment Money Wage Rates, and Inflation* (Cambridge, Mass., M.I.T. Press, 1966).

<sup>26</sup> J. T. Romans, "Moral Suasion As An Instrument of Economic Policy," *American Economic Review*, December 1966, pp. 1220-1225.

<sup>27</sup> House of Representatives, Committee on Government Operations, Forty-First Report, *Strengthening Wage-Price Guideposts* (Washington, 1966), p. 4.

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In theory, economics and politics are perhaps not so far apart—both are concerned with human action, with the art of survival, with the pursuit of happiness; in fact, economics was long known as political economy. At the very least, this means that those in political life should keep in mind how we achieved our economic legacy, and those in economic life should keep in mind how we achieved our political legacy.

—Robert C. Tyson.

# The San Francisco Bay Area 1966 Nurses' Negotiations

MAX D. KOSSORIS\*

"FLORENCE NIGHTINGALE all of a sudden is sounding like Samuel Gompers," a reporter commented recently in describing the new militancy of hospital nurses in 1966. The comment is particularly apt for the San Francisco Bay Area, where nurses walked the picket lines, passed out hand bills protesting their salaries and working conditions, and—when that did not work—resorted to mass resignations. A conservative group of women decided that the techniques of trade unionism could achieve objectives beyond the reach of traditional professional behavior.

## Discontent on the Wards

Low salaries and poor working conditions were the main causes asserted for this unrest and sudden upheaval, although dissatisfaction had apparently been smoldering for years. In the Bay Area, the median monthly salary in early 1966 of over 3,000 registered nurses in 63 hospitals was \$505. The salary range of the middle 50 percent of the group was between \$476 and \$560.<sup>1</sup> For the same period (November 1965–February 1966) production workers in Bay Area factories averaged a little over \$125 a week, or over \$500 a month. Nurses in one of the area's hospitals were aware that while their salaries ranged from \$425 to \$485 a month, the hospital's gardener was paid \$572.

Low salaries, however, accounted for only part of the nurses' frustrations. They complained of being overloaded because hospitals were inadequately staffed and contended that a serious shortage of nurses caused inadequate patient care. Previous negotiations with the hospitals had established performance committees to permit

nurses to discuss grievances, problems, or suggestions with hospital administrators, but results had moved too slowly to satisfy their hopes. Standards of patient care had suffered under the strains of inadequate staffing. Only the basic essentials of patient care were possible in many instances, and nurses testified that frequently they were told to "forget the theory."

As result of the unrest, turnover of nurses in hospitals ran high. One Bay Area hospital sustained a turnover of over 60 percent in the course of 15 months—and its administrator claimed the situation in other hospitals was even worse. Data collected by the California Nurses Association (CNA) showed a weighted turnover rate for registered nurses in the Bay Area in 1961 as 59.8, rising to 65.6 in 1962, and dropping slowly to 55.4 in 1965. The turnover rate of nurses exceeded that of any of the other hospital occupational groups surveyed, but turnover in hospital occupations ran high generally.<sup>2</sup> The overall rate was 40.2 percent in 1961, reached a peak of 51.1 percent in 1963, and dropped to 43.3 percent in 1965.

Many nurses withdrew from the practice of nursing and efforts to rehire them were not successful. CNA estimated the number of registered nurses in California on June 30, 1965 to be nearly 119,000. But only 56,000 were in actual practice in the State. Of these, only 40,000 were working full time. An estimate by the Public Health Service placed the number of active RN's in California in 1962 at 52,151, with 34,175 inactive.<sup>3</sup>

## The Evolution of Bargaining

The nurses' swing to collective bargaining involved an attempt to think in economic terms; it also implied a substantial revision of their philosophy. Most young women who train for nursing are highly motivated when they enter

\*Director, Western Region, Bureau of Labor Statistics. This article is based on briefs and testimony submitted by the parties to a special factfinding panel, and on interviews with CNA and management spokesmen.

<sup>1</sup> *Basic Brief* (San Francisco, California Nurses Association, March 17, 1966). For the same period, nurses in private hospitals in the United States averaged about \$4,700 a year, or less than \$400 a month.

<sup>2</sup> *CNA Exhibit 73*. Eight hospitals cooperated in this survey. The other occupations surveyed included dietary, laundry, and housekeeping workers, and laboratory and X-ray technicians.

<sup>3</sup> "Nursing Personnel," *Health Manpower Source Book*, Section 2 (U.S. Department of Health, Education, and Welfare), January 1966.

training. They generally accept the ideal that financial rewards are secondary. They are proud of being "professionals." In the past, their duty to sick patients has prevented them from striking—whether for economic or any other goals.

CNA had followed for nearly two decades a course articulated in 1948 by the late Paul St. Sure, then the legal counsel for the Association. In discussing the meaning of an economic security program, he emphasized the need for collective bargaining by nurses. The members of the State association should authorize it to represent them. Then the association should find out what its members desired in a program of economic security. Next, the State association "should endeavor to bargain with the local hospital employers. Announce at the beginning that you do not intend to strike."

. . . Next, point out that the State association is the proper professional organization to represent graduate nurses. Having accomplished these preliminaries, ask whether they are willing to bargain with you. If they say yes, go to work with the bargaining process; if they say no, go to the public with your story.

. . . as a practical weapon above all, the State association has the power to say to a hospital management that has refused to bargain with it: We will not strike but, unless you are prepared to recognize and deal with us, we have no choice except to withdraw from the field as representative of the nurses. We shall go back to rugged individualism or it may be the nurses will turn to some other type of organization—perhaps an organization that will believe in striking. The hospitals do not desire these other types of representation and you do not desire them.<sup>4</sup>

By the summer of 1966, the CNA had endorsed informational picketing by the nurses at some of the Bay Area hospitals. It had also encouraged nurses to resign en masse if CNA's collective bargaining demands were not met. Finally it took an unprecedented step and repealed its no strike pledge.

<sup>4</sup> *The American Journal of Nursing*, Vol. 48, Nov. 11, 1948, pp. 692-3.

<sup>5</sup> By August 1966, CNA had 12 contracts covering 31 facilities. At present, CNA has 20 contracts covering 66 facilities.

<sup>6</sup> *Economic Report of the President Transmitted to the Congress, January 1966*, together with the *Annual Report of the Council of Economic Advisors*, p. 102.

Despite this display of militancy, CNA apparently accepted its role reluctantly. It appears to have been forced into its position by a militant rank and file. Giving up a long-held philosophy of the proper behavior for a professional organization came hard, and the leadership was by no means certain that the new point of view represented the thinking of a majority of its membership, particularly that of older nurses.

Before the middle 1940's CNA had only recommended rates for general hospital nurses. In 1946, it entered the field of collective bargaining at the urging of several hospitals because a trade union had organized some hospitals in the Oakland area. By 1956, CNA had obtained 10 contracts with 27 hospitals in the Bay Area.

In 1956, CNA's direction was modified. It concentrated on establishing amicable relations with hospitals.<sup>5</sup> One result was a series of joint statements to clarify the confusion about nurses' rates of pay. Another was to reestablish liaison with the Hospital Council of Southern California. A liaison committee was established 4 years ago, and has discussed such items as patient care and salaries, but it has not engaged in collective bargaining. This southern hospital group depends on a management consultant firm to review and recommend salaries and fringe benefits.

Until mid-1966, CNA tried hard to live up to its concept of what a professional organization should be. But it had not reckoned on the significant changes that had taken place among its members over the last 10 years. About 10 percent of today's younger nurses are products of college programs which combine a liberal education with nurse training, and the proportion of such nurses is steadily increasing. Furthermore, substantial changes in medical practice and procedures have forced physicians to depend more on the independent thinking of the nurse. She needs to know much more than she did even as little as 10 years ago. These changes unquestionably have influenced the nurses' readiness to assert their professional maturity.

Medicare and Medicaid are increasing the level of health expectation in the country, as is our rising standard of living. The cost of illness for all health and medical care services has risen from \$13 billion in 1950 to \$40 billion in 1965.<sup>6</sup>

## The 1966 Negotiations

The nurses first asserted their militancy in January 1966, when CNA submitted for approval to its members in East Bay hospitals a contract negotiated with the Associated Hospitals group. The salary increase amounted to between \$20 and \$30 a month—one of the largest increases in years. In earlier years CNA-negotiated contracts usually had been accepted without much furor, but this time the contract passed with the slightest possible majority—126 to 124. Nurses at a San Francisco hospital accepted the same contract almost as reluctantly.

At about the same time, a group of nurses in a hospital in Vallejo, unhappy with the failure of CNA to resolve its difficulties, called on the business agent of a local teamster's union for help.

Whether the nurses' group really intended to tie up with the teamsters local or whether it intended to push CNA into more militant action is a moot question. The nurses did make clear that if CNA could not resolve their problems and also get a substantial salary increase, they would try some other way.

The management of the Vallejo hospital had offered a 3-year contract and the same \$20 to \$30 increase which nurses in other East Bay hospitals had accepted. The nurses then asked CNA's support for informational picketing to advise the public of their grievances. Although this request meant a substantial deviation from its earlier attitude toward collective bargaining techniques, CNA endorsed the move. The unusual tactics resulted in widespread publicity in the press and on radio and television and received considerable editorial endorsement.

Informational picketing soon spread to other hospitals. There is some evidence that, at this point, the nurses might have settled for a monthly increase of \$50. But the hospital management stood its ground.

Dissatisfaction spread quickly to nurses in other hospitals. Meetings attended by hundreds of nurses enthusiastically endorsed revised salary proposals prepared jointly by CNA and the chairmen of the professional performance committees of various hospitals. At one hospital after another, nurses threatened mass resignations, and in a number of them such resignations were turned in.

Despite this turmoil, the East Bay Associated Hospitals group did not meet with CNA for nearly 6 months. CNA presented 36 proposals covering salaries, fringe benefits, and working conditions. Then the San Francisco Affiliated Hospitals group agreed to negotiate.

On July 6, a representative of the California State Conciliation Service brought together for the first time the representatives of all Bay Area hospitals and the CNA representatives for negotiations. The hospitals confined their talk to salaries and not in specific terms. When CNA negotiators submitted an ultimatum: To decide the salary issue immediately or face mass resignations, the employers terminated the discussion.

In the meantime, one hospital, faced with a mass walkout, offered salary increases ranging from \$100 to \$180 a month. This broke the ice. Another hospital followed with the same terms. Nurses who had already walked out returned to work on the promise that their hospital would meet anything better resulting from the Bay Area wide negotiations.

The next negotiating session on July 15 got nowhere. On July 20, the nurses decided that they would turn in resignations at about 33 hospitals and clinics in the Bay Area.

In the meantime, the hospitals unilaterally put into effect a \$500-\$570 salary scale, up from about \$430-\$500.

On August 2, the negotiators agreed on a fact-finding panel. The Secretaries of Labor and Health, Education, and Welfare would each be asked to name a member and the Governor of California would name a third. The panel was to make advisory recommendations before December 1, 1966 and the parties would advise the panel and each other of their decisions by December 15, 1966.

A stormy membership meeting followed on the very next day. Many of the nurses resented the factfinding technique. Reflecting the attitude of its membership, CNA took the unprecedented step of eliminating the "no strike" pledge from its policy.

There were no similar upheavals in southern California. Hospitals there unilaterally jumped their salaries from \$420-\$510 per month to \$550-\$650, from \$50 to \$80 above the new scale in the Bay Area.

## The Factfinding Panel

Public hearings were conducted by the factfinding panel<sup>7</sup> for 8 days beginning October 13, at San Francisco. The nurses were represented through CNA and the various hospital groups through their attorneys.<sup>8</sup>

In the earlier Memorandum of Understanding of August 2, the parties had listed the items to be evaluated by the panel.

Generally, the issues fell into three broad categories: (1) proposals for salary increases, including differentials, classification system, etc.; (2) fringe proposals which would give the nurses more time off; and (3) fringe proposals which would increase compensation. Twenty-six cost items included, to name the most important, the amount of retroactive salaries from July 17 to December 13, 1966 (during which the unilateral salary increase was in effect); salary increases on January 1, 1967 and again on January 1, 1968; differentials for supervisory staff; tenure; promotion; education premium; holidays and weekends worked; shift differentials; education and professional leaves; sick leave, holidays and vacations; and life and dental insurance.

Twelve "noncost" items were to be settled through local negotiations under each hospital contract or group contract, and were not to be submitted to the panel. The most important of these demands appeared to have been: Mandatory membership in CNA within 90 days after initial employment; monthly meetings of hospital management with a professional performance committee in each hospital to discuss improvements in patient care and professional performance; in-service training and evaluation programs; joint preparation of job descriptions, no dismissals except for just cause; retirement and health plans; and no discrimination.

A proposal accepted by both parties for immediate action requires hospitals to provide protection

<sup>7</sup> The factfinding panel was composed of the Reverend Leo C. Brown, S.J., Professor of Economics at St. Louis University, as Chairman; Professor Howard E. Durham, College of San Mateo and former regional director of the Federal Mediation and Conciliation Service; and Mr. Adolph M. Koven, attorney and arbitrator.

<sup>8</sup> The hospital group included Associated Hospitals for the East Bay, with 8 hospitals; Independent Hospitals of the East Bay, with 2 hospitals; Affiliated Hospitals of San Francisco, with 11 hospitals; Voluntary Hospitals of San Francisco, with 4 hospitals; and the Kaiser Medical Care Entities, with 9 hospitals and 15 clinics.

for evening and night nurses when leaving or entering hospital premises at shift changes.

The case for the nurses rested on unfavorable salary comparisons with other occupational groups in the Bay Area and on the testimony of nurse educators and physicians, all stressing the greatly stepped-up role in today's hospitals. The California Medical Association gave only lukewarm support, but the support of various County Medical Associations was strong.

## The Panel Findings

On October 21, the factfinding panel reported. On the question of salaries, the panel concluded that despite the interim adjustment in July 1966, another substantial increase was justified. The recommended monthly pay for the first year of duty was: \$525 a month retroactive to July 17, 1966; \$550 on November 24, 1966; \$575 on January 1, 1967; and \$600 on April 1, 1967. The top range in the last step is \$700. Finding itself not qualified to make specific recommendations on the classification system, the panel referred the issue back to the parties for negotiation.

The panel instructed the parties to inform it of their progress periodically. Negotiations on this subject are to conclude no later than October 1, 1967.

The panel recommended 8 paid annual holidays inasmuch as many of the hospitals already gave this many days, although most others provided 7. CNA had asked for 2 additional holidays. When nurses are required to work on one of the scheduled holidays pay is to be at time and a half, in addition to the customary compensatory day off at regular pay.

On shift differentials, the recommendation was an increase of 9 percent of the first year rate (i.e. \$600) after April 1, 1967 for the second, and 6 percent for the third (night) shift. The higher differential for the second shift was predicated on CNA's argument that the shift deprived the nurse of "the social hours."

The panel did not recommend automatic approval of leaves for professional activities but suggested that such leave be granted if the staffing needs of the hospital permitted.

The request for dental insurance, a costly new fringe benefit was denied—unless such benefits

were granted to the Hospital Institutional Workers Union through a collective agreement with Bay Area hospitals. In that case, hospitals would be obliged to discuss the matter with CNA prior to January 1, 1968.

The agreement between the parties was to be retroactive to July 17, 1966 and run through December 13, 1968, but with a basic salary reopening on January 1, 1968. The same date is to be effective for negotiated settlements of classification and related matters.

On all other CNA requests the panel was silent. Management accepted the panel's recommendations and the nurses ratified the new agreement on October 27, by a vote of 2,323 to 44.

### Related Developments

Closely associated with these significant changes in hospital salaries were a number of increases at about the same time in other areas.

The initial increase of better than \$100 a month for nurses in the Bay Area had been preceded by the \$130 raise in Los Angeles.<sup>9</sup> In Portland, Oreg., the raise came to \$75. The initial increase in Seattle was only \$15, but it was later upped to \$60. In Reno, Nev., the raise was 18 percent, and in Santa Cruz, Calif., it was 25 percent. (The Bay Area increase is estimated at about 40 percent.)

In late December, 10 major San Francisco hospitals granted raises from \$37 to \$100 a month to nonprofessional employees affiliated with the Building Service Employees Union—despite the fact that their contract did not expire until November 1, 1968. Soon after this, the Kaiser Foundation agreed to similar pay increases for about 2,000 workers (not RN's) in its Northern California hospitals.

Other hospital professional workers insisted on preserving "established differentials." The new agreement between the Associated Hospitals of the East Bay and the East Bay Association of X-Ray Technicians—which, incidentally, has voted to affiliate with the International Longshoremen's and Warehousemen's Union—calls for in-

creases up to \$160 a month. Senior technicians will receive pay increases in three installments, to reach \$680 by November 1, 1967.<sup>10</sup>

### Comments

I interviewed a number of outstanding Bay Area hospital administrators to determine (1) the reasons for earlier negotiating positions of hospitals and (2) what hospitals were doing or planned to do about better staff utilization to minimize costs and rates.

One of the touchy questions related to the reason for the nurses' low salary structure despite the nurse shortage. There was no clear answer. The best assessment the administrators could offer was that the treatment of nurses had remained traditional, despite substantial changes in the nursing function. As long as the nurses accepted that treatment, there was no pressure to change it.

Some of the hospital administrators interviewed were sympathetic to the nurses' demands. The reasons they had not taken any action themselves were that nurses were quiescent, and other matters demanded attention. Some of them blamed the nurses themselves for accepting the status quo for so long.

Another question applied to the utilization of the nurses' time. If nurses were in short supply, why not use those available strictly for nursing duties and leave the more menial tasks to lesser skilled and more abundantly available hands? Several surveys by a consulting group indicated that nonnursing duties took up as much as 45 percent of the nurses' time.<sup>11</sup> Some Bay Area hospitals already are moving in this direction, but the trend is slow. The likelihood is that the trend will not be accelerated unless the public reacts strongly to further increases in hospital rates.

<sup>9</sup> The Southern California hospitals voluntarily raised their salaries on April 1, 1967 to \$593-\$693.

<sup>10</sup> San Francisco city and county nurses voted to accept salaries ranging from \$690 to \$805 per month effective April 1, 1967.

<sup>11</sup> Data from a discussion with the Commission for Administrative Services in Hospitals.

# Wage Changes Under 1966 Major Agreements

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AVERAGE HOURLY EARNINGS and hourly labor costs both rose more rapidly in 1966 than during earlier years. A number of factors contributed; among them were: The increase in social security taxes, widespread increases by nonunion firms, and the relative growth in employment in some of the high-wage manufacturing industries, such as ordinance manufacture. One important cause for the acceleration is summarized in this article.<sup>1</sup> It was an increase in the size of major settlements.

## Size and Timing

Wage increases in the settlements concluded in 1966 were larger, on the average, than those in immediately preceding years. They were still well below those negotiated in the mid-1950's, when comparable levels of unemployment were last reported. (See chart.) Their effect was dampened by the fact that most major collective bargaining contracts did not expire in 1966 but rather provided for deferred wage increases, which went

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<sup>1</sup> This summary covers major collective bargaining agreements, defined as agreements affecting 1,000 workers or more. Included are not only agreements affecting plants that individually employ 1,000 workers or more, but multiplant or multifirm agreements affecting a total of at least 1,000 workers or more, even though each individual unit is smaller. There are approximately 10 million workers covered by such agreements (excluding government). Prior summaries excluded the service and finance industries and construction, in addition to government, and coverage was limited to slightly more than 8 million workers. Where the averages (medians) are not affected by addition of the new industries, comparisons are made between 1966 data for the new coverage and those for earlier years based on more restricted coverage.

<sup>2</sup> Two types of estimates of the cost of wage and benefit changes are presented. One disregards the actual timing of the changes and essentially measures the increase in costs by the end of the contract period. The second weighs the increases by the length of time during the contract period in which each change remains in effect. Both estimates reduce the changes to an annual rate.

into effect during the year. In contrast to 1966, contracts covering a relatively large proportion of all workers accounted for by major collective bargaining agreements will be subject to renegotiation or reopening in 1967. Among these are workers in the automobile, farm equipment, rubber, trucking, and meatpacking industries. In addition, some contracts in the telephone and railroad industries where the round of bargaining began in late 1966 are subject to renegotiation or reopening in 1967. Wage increases negotiated in 1966 accelerated less than the CPI. The rapid advance in prices, however, led to some increase in the prevalence of escalator clauses, and resulted in substantial increases in cost-of-living allowances for the minority of workers subject to escalation.

Price increases also led to decisions to concentrate a larger proportion of the total wage increase into the first year of the agreement; this emphasis on first-year changes was also evident in 1965. Benefit changes continued to be important, and the estimated cost of wage and benefit changes combined was slightly higher—in percentage terms—than was the increase in wages alone.

Contracts negotiated in earlier years, when settlements were smaller, covered more workers than were affected by the 1966 settlements. There was consequently less upsurge in the average size of all wage increases effective in the year in major situations than in negotiated increases. For all workers encompassed by major collective bargaining situations, the average change was essentially the same in 1965 and 1966, although the average in both years exceeded any year since 1960; the 1966 average was held down because a substantial number under contracts reached earlier, including most workers in basic steel, received no wage adjustment during the year.

## The Appraisal of Settlements

Several measures of changes in wages and benefits are presented here. They include three measures that directly reflect the current economic conditions (all of them are based on contracts negotiated in 1966): (1) Wage increases going into effect during the first year of the contract; (2) Wage increases going into effect at any time during the life of the contract, averaged over its life; (3) The estimated annual rate of change in wage and benefit costs over the life of the contract.<sup>2</sup> Although

all three measures are likely to change in the same direction, one may change at a different rate from the others, depending in part on the rapidity of changes in consumer prices and other factors affecting workers' take-home pay and the amount of unemployment. When prices are rising rapidly, there may be a shift in emphasis from benefits to wage increases and to relatively large first-year wage increases at the expense of increases in subsequent years. Clouding of the business outlook, relative price stability, or large amounts of overtime may reduce emphasis on immediate wage increases. When unemployment is high, bargaining is likely to emphasize income and job security.

Another measure includes all changes going into effect during the year, regardless of when they were negotiated. Still another measure shows only the total changes going into effect in those situations in which negotiations occurred during the year. It also takes into account any cost-of-living escalator or deferred increases effective in these same situations.

Each of these measures has its shortcomings and strengths in assessing collective bargaining activity, depending on the purpose to which the analysis is put.

Wage settlements were concluded during 1966 for 3.4 million workers—a third of all those covered by major collective bargaining agreements.

During much of the year, the size of wage and benefit increases did not differ markedly from those in 1965. During the fourth quarter, however, in part because of the rate of increase in the CPI during the year, a number of key settlements provided substantially larger increases than the 1965 pattern. The CPI increase during 1966 (3.3 percent) also led to adoption of escalator clauses in some agreements.

Changes in benefits were also widespread. Health and welfare plans, paid vacations, pensions, and holidays were the provisions most frequently changed.

During 1966, BLS estimated the package cost (wages and benefits combined) of settlements affecting 5,000 workers or more. These key contracts<sup>3</sup> affected approximately half of the workers accounted for by all major settlements.

Assuming equal spacing of changes over the life of the contract, the median annual package in-

crease for these workers was 4.1 percent a year. (Increases in wages resulting from possible cost-of-living escalator adjustments were omitted from these estimates, except for that part of the escalator increase guaranteed in the electrical industry contracts.) For the more limited number of key contracts that were priced in 1965, the average annual rate of increase in wages and benefits was 3.3 percent.<sup>4</sup>

Of the workers affected by these key settlements in 1966, a majority (over 60 percent) were employed where pacts were expected to increase the combined cost of wages and benefits by 3½ but less than 4½ percent (with about 35 percent between 4 and 4½ percent). An additional 20 percent were employed where wage and benefit expenditures were increased by more than 4½ percent and the remaining 20 percent were accounted for by increases of less than 3½ percent (with 15 percent between 3 and 3½ percent).

Separate estimates for the construction industry indicate that the package increases averaged 6.6 percent a year.<sup>5</sup> The package settlements in construction were the same on the average as those negotiated in 1965.

Many settlements, especially those concluded toward the end of the year, provided for relatively large increases in their early months. Consequently, the median annual rate of increase in wage and benefit costs was higher—4.5 percent—when actual timing was considered than it was when equal timing of changes was assumed.

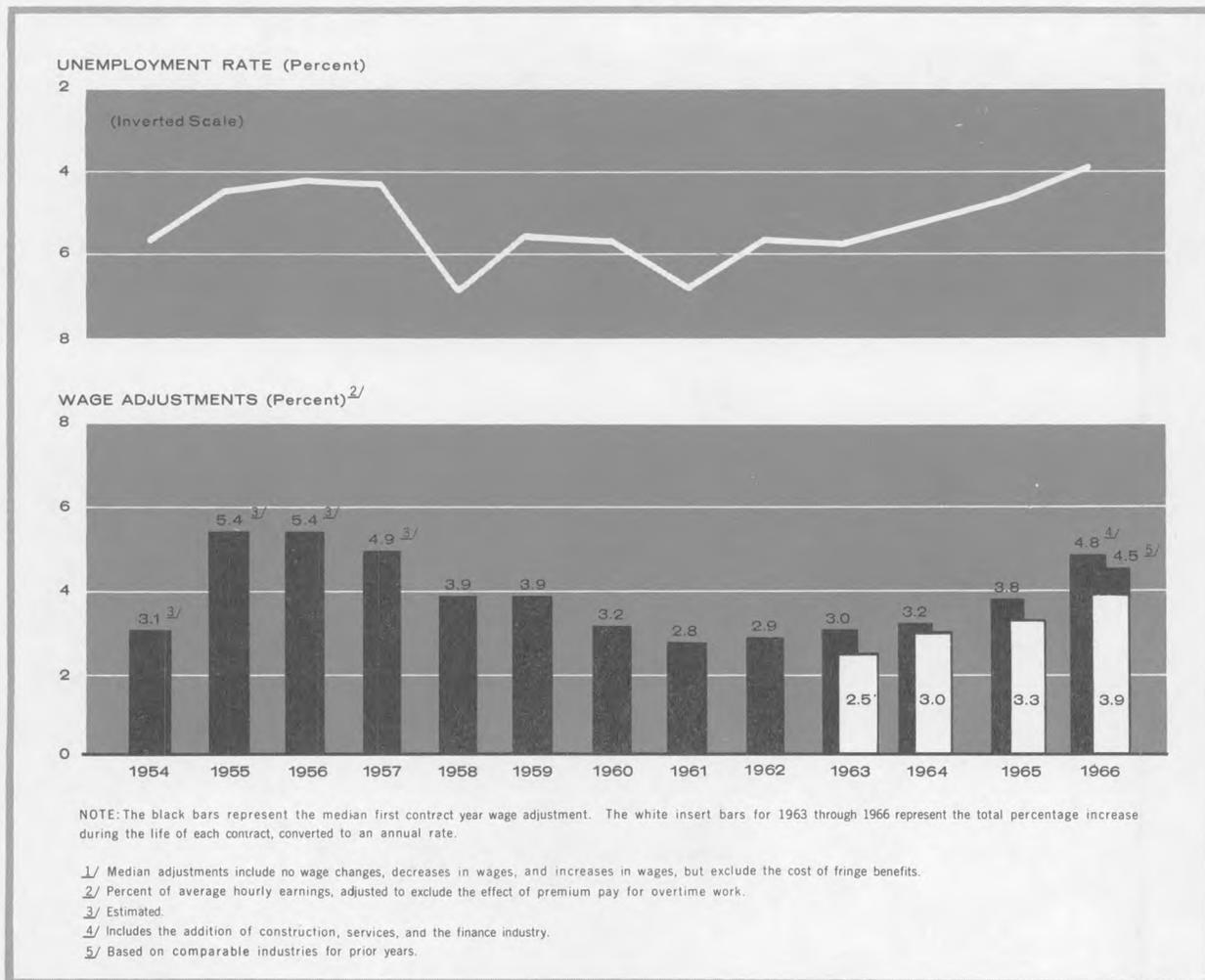
A higher proportion of the workers covered by 1966 settlements received wage increases effective in the first contract year than in any year since 1956. All but 31,000 of the 3.4 million workers—or slightly less than 1 percent—received first-year wage increases.

Since practically every settlement provided a first-year wage increase, the median change in wage rates was the same for all workers affected

<sup>3</sup> Excluding construction, finance, insurance, real estate, and government.

<sup>4</sup> The package estimates that were made in 1965 covered most of the settlements affecting 10,000 workers or more and covered about 40 percent of the workers affected by all major settlements concluded during the year.

<sup>5</sup> The median increase is the same for all industries, whether or not construction is included. Although the increases in construction were almost all larger than those in other industries this fact did not change the median, since the number of workers affected by construction settlements was relatively small.

Negotiated Wage Rate Adjustments<sup>1</sup> and the Unemployment Rate, 1954-66

by settlements as for those actually receiving increases—4.8 percent. First-year wage changes were substantially higher than those negotiated in 1965.<sup>6</sup> (See tables 1 and 2.)

Total increases in wage rates to go into effect over the life of the contracts negotiated in 1966 averaged 3.9 percent a year. Comparable increases in 1965 were 3.3 percent and in 1964 3.0 percent.

<sup>6</sup> The median wage increase in 1965 was 3.9 percent. For settlements in the same group of industries as were studied in 1965, the median was 4.5 percent in 1966. A slightly higher proportion of workers affected by settlements received no first-year wage increase in 1965 than in 1966. Consequently, the median adjustment—the average for all workers affected by settlements—was slightly less than the median increase.

Despite the emphasis on wage increases to keep up with prices, wages and benefits in key contracts advanced slightly faster than wages alone. (In 1965, wages and benefits in key contracts increased at about the same rate as wages alone.) In both years, union wage scale changes in the construction industry were smaller proportionately than wage and benefit changes combined.

### Key Settlements

The average first-year wage increase was substantially influenced by negotiations concluded in the fourth quarter of 1966. About 1 million work-

ers were affected by major settlements during these months. Settlements reached by a large part of the telephone industry, including Western Electric, with the Communications Workers, provided general wage increases ranging from \$3.50 to \$8 a week, reduced eligibility for 4 weeks' vacation, and increased the proportion of the companies' payment to both the pension and health and welfare funds. These 3-year agreements also provided for wage reopenings after 18 months.

Three-year contracts were also negotiated late in the year in the electrical equipment industry. General Electric Co. (GE) and Westinghouse Electric Corp. settled with various unions on contracts providing increases of 4 percent in the first

year, with additional 3-percent increases becoming effective in October of both 1967 and 1968; skilled trades also received additional wage adjustments ranging from 1 to 10 cents an hour. Cost-of-living clauses were reestablished at both GE and Westinghouse—previous escalator clauses had been discontinued in 1960. Other provisions included an additional paid holiday, a contributory savings and security program, improvements in vacation eligibility and in pension and health and welfare benefits.<sup>7</sup>

Another important settlement was incorporated in a 16½-month contract reached on November 2

<sup>7</sup> For full details of the settlement term, see *Monthly Labor Review*, November 1966, pp. 1276-77.

TABLE 1. FIRST-YEAR CHANGES IN WAGE RATES NEGOTIATED IN MAJOR COLLECTIVE BARGAINING SETTLEMENTS CONCLUDED DURING 1966<sup>1</sup>

| Type and amount of wage action                    | Percent of production and related workers in— |                                               |               |                  |                                                                 |
|---------------------------------------------------|-----------------------------------------------|-----------------------------------------------|---------------|------------------|-----------------------------------------------------------------|
|                                                   | All industries studied                        | Excluding newly added industries <sup>2</sup> | Manufacturing | Nonmanufacturing | Nonmanufacturing, excluding newly added industries <sup>2</sup> |
| Total.....                                        | 100                                           | 100                                           | 100           | 100              | 100                                                             |
| No change.....                                    | 1                                             | 1                                             | 1             | 1                | (*)                                                             |
| Decreases.....                                    |                                               |                                               |               |                  |                                                                 |
| Increases.....                                    | 99                                            | 99                                            | 99            | 99               | 100                                                             |
| <i>In percent<sup>4</sup></i>                     |                                               |                                               |               |                  |                                                                 |
| Under 1 percent.....                              | 2                                             | 2                                             | 1             | 3                | 3                                                               |
| 1 and under 2.....                                | 2                                             | 2                                             | 3             | 1                | (*)                                                             |
| 2 and under 3.....                                | 7                                             | 7                                             | 12            | 3                | 2                                                               |
| 3 and under 4.....                                | 21                                            | 23                                            | 23            | 19               | 24                                                              |
| 4 and under 5.....                                | 20                                            | 20                                            | 22            | 18               | 18                                                              |
| 5 and under 6.....                                | 30                                            | 34                                            | 24            | 34               | 46                                                              |
| 6 and under 7.....                                | 5                                             | 4                                             | 6             | 5                | 1                                                               |
| 7 and under 8.....                                | 5                                             | 3                                             | 4             | 6                | 2                                                               |
| 8 percent and over.....                           | 7                                             | 4                                             | 3             | 10               | 6                                                               |
| Not specified or not computed <sup>5</sup> .....  | (*)                                           |                                               |               | (*)              |                                                                 |
| <i>In cents</i>                                   |                                               |                                               |               |                  |                                                                 |
| Under 3 cents.....                                | 1                                             | 2                                             | 1             | 2                | 3                                                               |
| 3 and under 5.....                                | 1                                             | 1                                             | 2             | 1                | 1                                                               |
| 5 and under 7.....                                | 5                                             | 4                                             | 6             | 5                | 2                                                               |
| 7 and under 9.....                                | 8                                             | 10                                            | 14            | 4                | 6                                                               |
| 9 and under 11.....                               | 18                                            | 21                                            | 32            | 7                | 8                                                               |
| 11 and under 13.....                              | 17                                            | 19                                            | 21            | 14               | 18                                                              |
| 13 and under 15.....                              | 17                                            | 20                                            | 8             | 23               | 33                                                              |
| 15 and under 17.....                              | 8                                             | 9                                             | 6             | 9                | 11                                                              |
| 17 and under 19.....                              | 6                                             | 6                                             | 2             | 8                | 10                                                              |
| 19 cents and over.....                            | 18                                            | 8                                             | 8             | 26               | 8                                                               |
| Not specified or not computed <sup>5</sup> .....  | (*)                                           | (*)                                           |               | (*)              | (*)                                                             |
| Approximate number of workers (in thousands)..... | 3,391                                         | 2,664                                         | 1,396         | 1,994            | 1,268                                                           |
| Median adjustment: <sup>6</sup>                   |                                               |                                               |               |                  |                                                                 |
| In percent.....                                   | 4.8                                           | 4.5                                           | 4.2           | 5.0              | 5.0                                                             |
| In cents.....                                     | 12.7                                          | 12.4                                          | 10.2          | 14.5             | 13.9                                                            |
| Median increase: <sup>7</sup>                     |                                               |                                               |               |                  |                                                                 |
| In percent.....                                   | 4.8                                           | 4.5                                           | 4.2           | 5.0              | 5.0                                                             |
| In cents.....                                     | 12.8                                          | 12.4                                          | 10.3          | 14.6             | 13.9                                                            |

<sup>1</sup> This table presents changes in wage rates negotiated during 1966 and effective within 12 months from the time of negotiations. The changes were converted from cents into percentage terms or from percentage terms into cents on the basis of estimated average hourly earnings (excluding premium pay for overtime), and the amounts are the average change for all workers covered by settlements.

The table excludes: Wage changes decided upon in earlier years; cost-of-living escalator adjustments; wage changes scheduled to go into effect in future contract years; settlements in government; instances in which contract reopening privileges were not exercised; and the value of changes in supplementary benefits.

<sup>2</sup> Construction, services, finance, insurance and real estate.

<sup>3</sup> Less than 0.5 percent.

<sup>4</sup> Percent of estimated average hourly earnings, excluding overtime.

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

<sup>6</sup> Including workers affected by settlements that did not change wage rates.

<sup>7</sup> Limited to workers affected by settlements that increased wage rates.

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

TABLE 2. SUMMARY OF WAGE-RATE CHANGE IN MAJOR COLLECTIVE BARGAINING SITUATIONS, 1963-66

| Type of measure                                                                                                                | Average (median) in— |                   |      |      |      |
|--------------------------------------------------------------------------------------------------------------------------------|----------------------|-------------------|------|------|------|
|                                                                                                                                | 1966 <sup>1</sup>    | 1966 <sup>2</sup> | 1965 | 1964 | 1963 |
|                                                                                                                                | Percent              |                   |      |      |      |
| Wage rate changes negotiated during the year:                                                                                  |                      |                   |      |      |      |
| Adjustments effective in first contract year.....                                                                              | 4.8                  | 4.5               | 3.8  | 3.2  | 3.0  |
| All wage rate changes effective during entire life of contract, averaged over length of contract (per year) <sup>3</sup> ..... | 3.9                  | 3.9               | 3.3  | 3.0  | 2.5  |
| Increases effective during year regardless of date of negotiation.....                                                         | 4.0                  | 3.9               | 3.5  | 3.2  | 3.4  |

<sup>1</sup> Including construction, services, finance, insurance, and real estate.

<sup>2</sup> Excluding construction, services, finance, insurance, and real estate.

<sup>3</sup> Limited to contracts affecting 10,000 workers or more for years prior to

1966; 1966 information was based on all contracts affecting 1,000 workers or more.

by the Brotherhood of Railroad Trainmen with Class I railroads, which provided 96,000 members with a 5-percent wage increase retroactive to August 12. Vacations were improved to provide 3 weeks' after 10 instead of 15 years. Later in the month, the Brotherhood of Locomotive Firemen and Enginemen agreed to a similar settlement for 27,000 members.

West Coast lumber workers were to receive wage increases in each year of a 3-year contract; in addition, shift differentials and company payments to pension and health and welfare funds were increased and a seventh paid holiday was added. Under a reopening provision, the Pacific Coast Association of Pulp and Paper Manufacturers and the Association of Western Pulp and Paper Workers (Ind.) agreed to a wage increase as well as liberalized vacations and pensions. Wage increases ranging from 9 to 26½ cents in February 1966 and 13 to 31 cents in February 1967, as well as improvements in pensions, vacations, and holidays were provided in a 3-year agreement reached early in the year by Hawaiian sugar plantation companies and the International Longshoremen's and Warehousemen's Union (Ind.).

In the textile industry, settlements between New England textile mills and the Textile Workers Union provided wage increases in each year of the 3-year contract as well as benefit changes. Unilateral wage increases effective in 1966 were announced by southern textile mills, most of which do not have union agreements and, hence, are not included in this summary. A number of apparel settlements were reached during the year, with wage increases generally ranging between 2½ and 6½ percent.

## Transport, Mining, and Government

One of the most publicized settlements that occurred early in the year provided increases of 4 percent in January 1966 and again in January 1967 as well as a 7-percent increase on July 1, 1967, for employees of the New York City Transit Authority and the Manhattan and Bronx Surface Transit Operating Authority. The contracts, negotiated by the Transport Workers Union and the Amalgamated Transit Union, each added a paid holiday, while the Transit Authority settlement improved pensions, including the addition of a pension benefit for survivors of employees eligible for retirement who had elected to continue working. The Manhattan-Bronx settlement increased sickness and accident benefits.

A wage increase as well as a fourth week of paid vacation after 20 years' service, an eighth holiday, and improved health and welfare benefits were provided in a settlement between the Railway Express Agency and the Railway and Steamship Clerks. A 5-year agreement concluded in early July between the Pacific Maritime Association and the Longshoremen's and Warehousemen's Union (Ind.) provided wage increases in the first year averaging 56¼ cents an hour—50 cents for the first 6 hours and 75 cents for the last 2 hours of a guaranteed 8-hour day. Additional increases of 20 cents for each of the first 6 hours in the day and 30 cents for the last 2 hours were scheduled to go into effect in June of both 1969 and 1970. Vacation pay and pension and hospital benefits were improved, and employers agreed to increase their contributions to the Mechanization-Modernization Fund to \$6.9 million a year, from \$5 million.

On August 19, the Machinists ratified an agreement with five airlines,<sup>8</sup> ending a 43-day strike which had led Congress to consider passing legislation to send the strikers back to their jobs. Wages were increased 5 percent, retroactive to January 1, 1966, with additional 5-percent increases to become effective both January 1, 1967, and May 1, 1968. A cost-of-living escalator clause was established, with adjustments to be made on both January 1, 1968, and September 1, 1968. Other benefits that were improved included holidays and vacations, and the companies began to contribute 5 cents an hour for dependent insurance coverage.<sup>9</sup>

American Airlines and the Transport Workers, representing 10,000 ground service employees, agreed to a 32-month contract on September 29. It provided wage increases averaging 5 percent effective on May 1, 1966, May 1, 1967, and November 1, 1967, and a wage reopener on May 1, 1968. An eighth paid holiday was provided, and holiday premium pay was improved. Other important gains included improvements in vacations, pensions, and health and welfare benefits.

Settlements were reached by the United Mine Workers (Ind.) in both the bituminous and anthracite industries. In April, the union agreed with the Bituminous Coal Operators Association (BCOA) and then with the Southern Coal Producers Association on a \$1-a-day wage increase for all workers, with an additional 32 cents daily for continuous mining machine operators and inside electricians and mechanics, who make up about 12 percent of the work force. Some independent companies, including Peabody Coal Co., accepted the terms of the BCOA settlement after having agreed earlier to a contract which differed on wages and some other items. Shift differentials were raised, an eighth paid holiday was added, and holiday pay and computation of vacation pay were improved.

The settlement reached at the end of August with the Anthracite Operators' Wage Negotiating Committee was for 2½ years and provided an increase of 10 cents to hourly paid miners and 70 cents a day to contract miners effective September 1; a fourth and fifth holiday were added; and vacation pay was improved.

In addition to the settlements in the telephone industry which were reached during the final quarter of the year, agreements reached at the beginning of the year (ending the 1965-66 round

of wage reopeners) provided increases ranging in most cases from \$2 to \$5 a week, depending on location and job classification.

With bargaining in the construction industry largely on a local basis, there are a substantial number of major negotiations in the spring of every year. The median first-year wage increase negotiated in the construction industry in 1966 was 5 percent—higher than the 4.5 percent advance in 1965. In contrast to increases provided in contracts in most other industries, construction settlements tended to provide higher wage increases in subsequent years than in the first contract year.<sup>10</sup> Increases averaged over the life of the contract showed an annual median wage increase of 5.6 percent in 1966 and 5.2 percent in 1965. Expenditures on wages and benefits combined increased at a rate of 6.6 percent during both 1965 and 1966.

Although not within the scope of the survey, a major development during 1966 was legislation providing a 3.2-percent wage and fringe increase for 1.8 million Federal Classified and Postal employees. On July 13, President Johnson also signed a bill giving members of the Armed Forces a 3.2-percent pay raise. The bill for Classified and Postal Workers signed by the President on July 19, provided a 2.9-percent pay raise retroactive to the first July payroll except for employees in the highest three grades, whose increases averaged about 1.5 percent. Employees were given the option of retiring on full annuities at age 55 after 30 years of service, and at age 60 after 20 years. The maximum rate for white-collar workers' overtime was increased, and the Government's contributions to the high option health benefits program were increased. A 25-percent differential for Sunday work was established and uniform allowances were improved. The House also agreed to a Senate amendment giving a 10-percent increase to 330,000 widows and widowers of employees who retired before enactment of legislation in 1962.

<sup>8</sup> Eastern, National, Northwest, TWA, and United.

<sup>9</sup> Except at Eastern, which previously paid the full cost.

<sup>10</sup> The Bureau of Labor Statistics also collects quarterly information on approximately 700 wage scales in the building construction industry. This information indicated average scales increased 4.6 percent during the year. In contrast to the construction data summarized in this article, which covered only major collective bargaining situations in which wage provisions of contracts were reopened or renegotiated during the year, this information relates to all changes in union scales in seven major building trades in 100 cities, whether or not wages were renegotiated during the period.

## Supplementary Benefits

Extensive benefit changes were made during 1966; they were large enough that expenditures on wages and benefits combined increased at a slightly higher rate in key bargaining situations than did wages alone.

Supplementary benefits were liberalized (or established) in contracts covering four-fifths of the workers employed where wage settlements were concluded. As shown in table 3, health and welfare plans were most frequently improved, followed by vacations, pensions, and holidays, in that order.

Contracts for nearly 2.1 million workers changed at least one type of health and welfare benefit. Hospital or medical-surgical insurance, or both, were changed for 1.3 million workers; 1.2 million were affected by life insurance improvements; and sickness and accident benefit improvements affected nearly 280,000 workers. Major medical coverage was established or improved for about 315,000 workers. Employers assumed a greater proportion of the cost of hospital-medical-surgical benefits for 625,000 workers, and employers assumed more of the cost of life and sickness and accident insurance for 100,000 workers.

Pension plans were improved or established for more than 1.7 million workers. The most frequent changes were increased normal retirement benefits, affecting nearly 1.2 million workers; improvements or the introduction of early or disability retirement or both for 365,000; an increase in the

proportion of payments made by employers to a pension fund, in settlements affecting nearly 500,000 workers; and establishment or liberalization of vesting, in settlements for about 200,000 workers.

Paid vacations were liberalized by settlements affecting about 1.8 million workers. The agreement in the bituminous coal industry (covering about 80,000 workers) provided 2 weeks of annual vacation pay to be computed at 10 times the employee's daily rate, instead of the previous flat \$225 payment. A reduction in the number of years required for 4 weeks' vacation affected 575,000 workers, while a cut in the number of years required for 3 weeks' vacation applied to 300,000. A fifth week of vacation was established for nearly 150,000 workers, and a fourth week was initiated in contracts covering 180,000. A variety of other changes were also provided.

Holidays were improved for about 965,000 workers, with 275,000 receiving an eighth paid holiday; 385,000 workers at least a ninth paid holiday, and about 150,000 a seventh paid holiday. Increased premium pay for holiday work affected about 85,000 workers.

## Changes Effective in 1966

The pay of approximately 4.9 million workers rose as a result of contracts that were negotiated in earlier years. Almost all of these received deferred increases or deferred increases plus cost-of-living escalator adjustments. A small number

TABLE 3. CHANGES IN SUPPLEMENTARY PRACTICES NEGOTIATED IN MAJOR COLLECTIVE BARGAINING SETTLEMENTS, 1963-1966

| Supplementary benefit                                                                    | Percent of production and related workers in— |                   |       |       |       |
|------------------------------------------------------------------------------------------|-----------------------------------------------|-------------------|-------|-------|-------|
|                                                                                          | 1966 <sup>1</sup>                             | 1966 <sup>2</sup> | 1965  | 1964  | 1963  |
| Total establishing or liberalizing 1 supplementary benefit or more.....                  | 80.3                                          | 83.2              | 80.1  | 85.7  | 87.4  |
| Shift differentials.....                                                                 | 10.0                                          | 12.0              | 5.8   | 9.1   | 5.9   |
| Paid vacations.....                                                                      | 51.2                                          | 56.3              | 56.8  | 67.8  | 43.4  |
| Paid holidays.....                                                                       | 28.5                                          | 34.5              | 35.1  | 44.9  | 14.7  |
| Premium pay.....                                                                         | 3.5                                           | 3.6               | 6.5   | 16.2  | 2.9   |
| Pensions.....                                                                            | 50.5                                          | 54.5              | 57.0  | 67.8  | 37.2  |
| Health and welfare plans.....                                                            | 61.2                                          | 62.6              | 62.7  | 62.1  | 72.8  |
| Supplemental unemployment benefits.....                                                  | 1.2                                           | 1.1               | 7.3   | 17.8  | 4.2   |
| Severance pay.....                                                                       | 8.3                                           | 8.0               | 9.6   | 25.4  | 8.4   |
| Jury duty.....                                                                           | 9.8                                           | 12.0              | 13.1  | 18.1  | 3.5   |
| Paid funeral leave.....                                                                  | 11.2                                          | 13.7              | 12.2  | 20.7  | 8.7   |
| Paid sick leave.....                                                                     | 8.8                                           | 9.3               | 8.0   | 3.6   | 3.4   |
| Other practices.....                                                                     | 11.4                                          | 13.4              | 24.2  | 21.3  | 27.8  |
| Total not changing any supplementary practice.....                                       | 19.7                                          | 16.8              | 19.9  | 14.3  | 12.4  |
| Reducing supplementary practices.....                                                    |                                               |                   |       | (3)   | .2    |
| All workers in situations in which bargaining over wage rates was concluded during year— |                                               |                   |       |       |       |
| Percent.....                                                                             | 100.0                                         | 100.0             | 100.0 | 100.0 | 100.0 |
| Number (in thousands).....                                                               | 3,391                                         | 2,664             | 3,590 | 4,305 | 3,370 |

<sup>1</sup> Including construction, services, finance, insurance, and real estate.

<sup>2</sup> Excluding construction, services, finance, insurance, and real estate.

<sup>3</sup> Less than 0.1 of 1 percent.

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

received escalator increases only. Most deferred increases were in the automobile industry, or in automotive parts, aerospace, farm equipment, trucking, meatpacking, Atlantic-Gulf Coast longshore, railroads, rubber and construction. Altogether, the workers whose pay was raised during the year either as a result of current negotiations or earlier settlements accounted for 83 percent of the 10 million workers under all major collective bargaining agreements. Comparable figures were 89 percent in 1965 and 77 percent in 1964.

Of the 1.7 million workers whose wages were not raised, a majority—1,350,000, including more than 450,000 workers in basic steel—were covered by agreements negotiated before 1966 and extending beyond that year which did not provide increases during 1966. Another 31,000 workers were affected by 1966 settlements that did not change wages and 200,000 were employed where wage bargaining was not completed by the end of the year.

Because of these workers who did not receive a wage increase during the year, the median adjustment in wage rates effective during the period, was 3.6 percent. The larger number of workers who were covered by contracts negotiated earlier and who received no increase reduced the average adjustment for all workers effective in 1966 to 1965 levels. It was higher than the average effective in any year from 1961 to 1964.

### Cost-of-living Escalation

At the end of 1966, the wages of 2.2 million workers under major collective bargaining agreements were subject to automatic escalation with changes in the BLS Consumer Price Index. This was an increase of more than 200,000 over 1965.

Of those covered by provisions for escalation, 1.3 million workers were under contract clauses calling for quarterly revisions (including workers in the automobile, aerospace, and farm equipment industries); nearly 110,000 were under semi-annual review (including 80,000 meatpacking employees); contracts covering 500,000 had provisions for annual adjustments (including 425,000 employees in the trucking industry who diverted their 3-cent adjustment to health and welfare); 7,000 received monthly adjustments. Escalator clauses for approximately 250,000 employees provided for no adjustment until a subsequent year.

The most common 1966 escalator increases were 11 cents, applicable to most workers in the automobile, auto parts, and farm and construction equipment industries, compared with 4 cents for these workers in 1965. Aerospace escalator clauses provided 10-cent increases for most workers compared with 3- or 4-cent adjustments in 1965. Meatpacking workers gained 8 cents in 1966, compared with 4 cents a year earlier.

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The more advantageously the capital and labor of a country are applied, the greater must be the amount of production, and the more rapid must be the increase of capital. If it advances more rapidly than population, the demand for labor will always be such as to secure to the laborer nearly as large a share of the proceeds of it as if he worked on his own account; because, if he could obtain more by doing so, he would not fail to embrace the first opportunity. The division of produce is therefore regulated by the supply of labor in the market; and the quantity and quality of commodities assigned to the use of the whole body of laborers, will depend upon the relation which exists between the demand and the supply.

—H. C. Carey, "Essay on the Rate of Wages," 1835.

# Economic Effects of the 1966 Changes in the FLSA

JACK I. KARLIN\*

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EDITOR'S NOTE.—*The following article is the last of three dealing with the Fair Labor Standards Amendments of 1966. Earlier articles appeared in the March and April issues.*

THE Fair Labor Standards Amendments of 1966 come close to eliminating "labor conditions detrimental to the maintenance of the minimum standard of living necessary for health, efficiency, and general well-being of workers," declared to be the goal of the act in 1938. The amendments extend protection to an additional 9.1 million employees, bringing total coverage to 41.4 million—39 million in private industry and 2.4 million in government. Of equal importance, especially for the low-wage worker seeking an escape from poverty, was the enactment of a new wage floor of \$1.60 an hour.

The primary beneficiaries of the 1966 amendments are the estimated 4.7 million covered employees who were being paid less than the new statutory minimum wage rates and were required, effective February 1, 1967, to be given increases totaling \$1.1 billion a year. The \$1.40 minimum, the first of a two-step increase to raise the level to \$1.60 by 1968, was the basis for 80 percent of the raises. Almost 3.7 million employees—one-ninth of the 32.3 million covered prior to the 1966 amendments—were earning less than \$1.40 an hour. Income derived from raising their wages to \$1.40 an hour on February 1, 1967, amounts to \$800 million on an annual basis, an increase in the annual wage bill of 0.5 percent.

The 953,000 employees who were directly affected by the \$1 minimum for newly covered workers account for a tenth of the 9.1 million newly covered employees. Raising their earnings

to \$1 an hour injects \$304 million more into the annual income stream, adding 0.8 percent to the yearly payroll of all newly covered employees.

Of the 3.6 million employees newly covered by the 1961 amendments, nearly a fifth were earning less than the \$1 Federal minimum made applicable to them on the effective date. Additional annual income benefits for these workers totaled \$200 million and boosted their annual wage bill by 1.5 percent.

Studies recently made in hospitals, nursing homes, laundries, and retail trade provide information on the wage implications of the 1966 amendments for newly covered workers. These four industries employ almost half of the newly covered employees and about three-tenths of those earning less than \$1 an hour.

The study of retail trade also provides a measure for evaluating the impact of the \$1.40 an hour minimum for previously covered workers in this industry. Implications of the \$1.40 minimum for previously covered workers in industries other than retail trade can be examined in the study of low-wage areas. The significance of these data is delineated by comparison with findings in a series of studies designed to evaluate the effects of the 1961 amendments.<sup>1</sup>

## Hospitals

A comprehensive survey of private proprietary and nonprofit hospitals and hospitals operated by State and local (county and municipal) governments shows that the \$1 minimum wage will have little effect on the wages of nonsupervisory employees.<sup>2</sup> Nationwide, only 4 percent of the 1.8 million nonsupervisory employees (including nurses) were paid less than \$1 an hour in July 1966, the reference date for the survey. When registered nurses, who account for 14 percent of hospital employment, were excluded from the data only 5 percent of the remaining employees earned less than \$1 an hour. Small proportions of em-

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<sup>1</sup> *Minimum Wage and Maximum Hours Standards Under the Fair Labor Standards Act, The 1966 Amendments* (January 1967), and *Minimum Wage and Maximum Hours Standards Under the Fair Labor Standards Act, An Evaluation and Appraisal* (January 1966) (U.S. Department of Labor, Wage and Hour and Public Contracts Divisions).

<sup>2</sup> *Op. Cit., Minimum Wage and Maximum Hours Standards Under the Fair Labor Standards Act, The 1966 Amendments.*

ployees earning less than \$1 an hour were found in government and nongovernment hospitals.

Four-fifths of the 78,200 employees who earned less than \$1 an hour were located in the South, although such workers represented only 14 percent of the hospital nonsupervisory work force in the region. Hospitals located in nonmetropolitan areas of the United States employed 65 percent of the employees earning less than \$1 an hour. Nevertheless, they accounted for only 10 percent of hospital workers in nonmetropolitan areas.

Raising the wages of all hospital employees who earned less than \$1 an hour in July 1966 to the \$1 an hour statutory minimum required an estimated increase of 0.4 percent in the Nation's hourly wage bill. The increase in the South was 1.8 percent.

Focusing on the wage changes at the hospital level revealed that 72 percent of the work force were employed in hospitals in which all workers were earning at least \$1 an hour in July 1966. An additional 17 percent were in hospitals in which the required increase in the hourly wage bill was less than 1 percent. Two-thirds of the employees in the South were in hospitals in which the required wage bill increases fell below the 1-percent level. Nevertheless, southern hospitals in which the required hourly wage bill increases were 5 percent or more employed 1 out of every 6 hospital employees in the region.

| Hourly wage bill increase   | Percent of nonsupervisory employees |       |
|-----------------------------|-------------------------------------|-------|
|                             | United States                       | South |
| Total.....                  | 100                                 | 100   |
| None.....                   | 72                                  | 35    |
| Under 1 percent.....        | 17                                  | 32    |
| 1 and under 2 percent.....  | 3                                   | 6     |
| 2 and under 5 percent.....  | 3                                   | 11    |
| 5 and under 10 percent..... | 3                                   | 9     |
| 10 percent or more.....     | 2                                   | 7     |

### Nursing Homes

A nationwide study of nursing homes and related facilities revealed that almost three-tenths of the 227,000 nonsupervisory workers were earning less than \$1 an hour in April 1965.<sup>3</sup> Even allowing

<sup>3</sup> *Nursing Homes and Related Facilities, A Study to Evaluate the Feasibility of Extending Minimum Wage and Overtime Protection Under the Fair Labor Standards Act* (U.S. Department of Labor, Wage and Hour and Public Contracts Divisions, January 1966).

<sup>4</sup> *Laundry and Cleaning Services, A Study to Determine the Implications of Applying the Minimum Wage and Maximum Hours Standards of the Fair Labor Standards Act* (U.S. Department of Labor, Wage and Hour and Public Contracts Divisions, January 1967).

for an increase in earnings since the time of the survey, it is apparent that the \$1 minimum wage will substantially affect earnings of employees of nursing homes.

More than half of the 65,000 nursing home workers who earned less than \$1 an hour in April 1965 were in the South and three-eighths were in the North Central region. Workers paid such low earnings accounted for almost seven-tenths of the nursing home employment in the South and a third in the North Central region, but fewer than a tenth in the Northeast and West.

It is estimated that to raise the wages of workers who were paid less than \$1 in April 1965 to that level required an increase of 6 percent nationally in the industry's hourly wage bill. The required increase in the South was four times as high as the nationwide wage bill increase.

### Laundry and Cleaning Services

A nationwide study of the industry in the summer of 1966 indicated that, for the most part, the effects of the \$1 an hour minimum wage would be confined to the South.<sup>4</sup> Although 13 percent of the laundry workers in the United States were earning less than \$1 an hour, all but a tenth of these 52,000 workers were employed in the South. Almost all of the remaining workers with such earnings were in the North Central region.

A third of the southern workers received less than \$1 an hour, compared with fewer than 4 percent of the workers in any of the other regions. The proportion of southern employees in metropolitan areas who were paid less than \$1 an hour was substantial, although it was smaller than in nonmetropolitan areas, 29 and 44 percent, respectively.

The hourly wage bill increase required to raise the wages of all employees paid less than \$1 an hour to that amount was 1.9 percent. The comparable increase for southern laundries was estimated at 6.1 percent.

Despite the relatively large wage bill increase for southern laundries as a whole, almost three-fifths of the laundry workers in the South were employed in establishments in which the increase was estimated at less than 5 percent of the wage bill. Moreover, a third of the southern laundry workers were in establishments in which all employees earned at least \$1 an hour in the summer

of 1966. The relative ease of adjustment to the \$1 minimum wage on a nationwide basis is evidenced by the fact that 7 out of 10 laundry workers were in establishments in which all workers earned at least \$1 an hour, as indicated below.

| Hourly wage bill increase    | Percent of nonsupervisory employees |       |
|------------------------------|-------------------------------------|-------|
|                              | United States                       | South |
| Total.....                   | 100                                 | 100   |
| None.....                    | 70                                  | 32    |
| Under 2 percent.....         | 9                                   | 13    |
| 2 and under 5 percent.....   | 5                                   | 12    |
| 5 and under 10 percent.....  | 5                                   | 13    |
| 10 and under 20 percent..... | 7                                   | 18    |
| 20 percent or more.....      | 4                                   | 12    |

## Retail Trade

The \$1 minimum wage will have little effect on the earnings of the nearly 1 million workers in retail trade (excluding eating and drinking places) newly covered in 1967.<sup>5</sup> Only 2 percent of them earned less than \$1 an hour in June 1966.<sup>7</sup> Although 66 percent of the 21,200 employees who earned less than \$1 an hour were employed in the South, they accounted for only 5 percent of the southern work force. The proportion of workers earning less than \$1 an hour was 5 percent or less in all of the lines of business for which data were available separately. The proportions of employees paid less than the \$1 minimum in June 1966 who were in activities covered by the 1966 amendments were smaller than the proportions earning less than that amount in June 1961 in those categories of retail trade covered by the 1961 amendments. (See table 1.)

To raise the wages of employees in newly covered establishments to the \$1-an-hour level required an increase in the weekly wage bill of 0.2 percent. The corresponding wage bill increase in the South amounted to 0.5 percent. Nationwide, retail establishments which had no employees paid less than \$1 an hour employed 79 percent of all newly covered employees. As shown in the following tabulation, an additional 14 percent of retail em-

<sup>5</sup> *Retail Trade, A Study to Measure the Effects of the Minimum Wage and Maximum Hours Standards of the Fair Labor Standards Act* (U.S. Department of Labor, Wage and Hour and Public Contracts Divisions, January 1967).

<sup>6</sup> Includes establishments with annual sales of \$250,000 or more that are part of enterprises with annual sales of \$500,000 but less than \$1 million, as well as motor vehicle and farm equipment dealers with annual sales of \$1 million or more who were exempt prior to the 1966 amendments.

<sup>7</sup> Excludes food service workers in department, variety, and drug stores.

TABLE 1. COVERED NONSUPERVISORY EMPLOYEES IN RETAIL TRADE EARNING LESS THAN \$1 AN HOUR PRIOR TO THE EFFECTIVE DATES OF THE 1966 AND 1961 AMENDMENTS, BY REGION OR LINE OF BUSINESS

| Region or line of business                    | Percent earning less than \$1 an hour in June of— |                   |
|-----------------------------------------------|---------------------------------------------------|-------------------|
|                                               | 1966 <sup>1</sup>                                 | 1961 <sup>2</sup> |
| United States.....                            | 2                                                 | 9                 |
| Northeast.....                                | 1                                                 | 2                 |
| South.....                                    | 5                                                 | 21                |
| North Central.....                            | 2                                                 | 8                 |
| West.....                                     | 1                                                 | 2                 |
| General merchandise.....                      | 1                                                 | 11                |
| Department.....                               | ( <sup>3</sup> )                                  | 5                 |
| Limited-price variety.....                    | ( <sup>3</sup> )                                  | 37                |
| Food.....                                     | 5                                                 | 8                 |
| Gasoline service stations.....                | -----                                             | 6                 |
| Apparel and accessories.....                  | 2                                                 | 9                 |
| Furniture and appliance.....                  | 1                                                 | 5                 |
| Drug.....                                     | 3                                                 | 10                |
| Motor vehicle and farm equipment dealers..... | 2                                                 | -----             |
| Miscellaneous.....                            | 1                                                 | 2                 |

<sup>1</sup> Includes establishments with annual sales of \$250,000 or more that are part of enterprises with annual sales of \$500,000 but less than \$1 million, as well as motor vehicle and farm equipment dealers with annual sales of \$1 million or more who were exempt prior to the 1966 amendments. Excludes food service workers in department, variety and drug stores.

<sup>2</sup> Includes establishments with annual sales of \$250,000 or more that are part of enterprises with annual sales of \$1 million or more, and gasoline service stations with annual sales of \$250,000 or more. Excludes food service workers in department, variety and drug stores.

<sup>3</sup> Data not available.

NOTE: Dashes indicate no workers.

SOURCE: *Retail Trade, A Study to Measure the Effects of the Minimum Wage and Maximum Hours Standards of the Fair Labor Standards Act* (U.S. Department of Labor, Wage and Hour and Public Contracts Divisions, January 1967).

ployees were in establishments where the \$1 minimum required an increase of less than 1 percent.

| Weekly wage bill increase   | Percent of nonsupervisory employees |
|-----------------------------|-------------------------------------|
| Total.....                  | 100                                 |
| None.....                   | 79                                  |
| Under 1 percent.....        | 14                                  |
| 1 and under 2 percent.....  | 3                                   |
| 2 and under 5 percent.....  | 2                                   |
| 5 and under 10 percent..... | 1                                   |
| 10 percent or more.....     | ( <sup>1</sup> )                    |

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

Of the 81,400 newly covered food service workers employed in covered department, variety, and drug stores, 12 percent earned less than \$1 an hour in June 1966. Virtually all of these workers were employed in establishments where other workers have been covered since 1961 and have been required to be paid at least \$1.25 an hour since September 3, 1965.

In the larger retail enterprises where employees were brought under the minimum wage by the 1961 amendments, the 1966 amendments established a \$1.40 minimum. About one-fourth of the 3 million previously covered retail employees were

TABLE 2. PREVIOUSLY COVERED NONSUPERVISORY EMPLOYEES IN RETAIL TRADE<sup>1</sup> EARNING LESS THAN \$1.25 AN HOUR AND PERCENT CHANGE IN EMPLOYMENT, BY LINE OF BUSINESS, UNITED STATES AND SOUTH

| Line of business               | United States                            |           |                                            | South                                    |                  |                                            |
|--------------------------------|------------------------------------------|-----------|--------------------------------------------|------------------------------------------|------------------|--------------------------------------------|
|                                | Percent earning less than \$1.25 an hour |           | Percent change in employment, June 1961-66 | Percent earning less than \$1.25 an hour |                  | Percent change in employment, June 1961-66 |
|                                | June 1961                                | June 1965 |                                            | June 1961                                | June 1965        |                                            |
| All retail trade.....          | 31                                       | 12        | 23                                         | 49                                       | 25               | 25                                         |
| General merchandise.....       | 43                                       | 14        | 34                                         | 56                                       | 28               | 32                                         |
| Department.....                | 35                                       | 11        | 41                                         | 49                                       | 22               | 41                                         |
| Limited-price variety.....     | 78                                       | 35        | 3                                          | 89                                       | 55               | -8                                         |
| Food.....                      | 20                                       | 9         | 15                                         | 41                                       | 23               | 8                                          |
| Gasoline service stations..... | 34                                       | 12        | 67                                         | ( <sup>2</sup> )                         | ( <sup>2</sup> ) | ( <sup>2</sup> )                           |
| Apparel and accessories.....   | 34                                       | 16        | -1                                         | 63                                       | 36               | 9                                          |
| Furniture and appliance.....   | 18                                       | 4         | 11                                         | 38                                       | 10               | 7                                          |
| Drug.....                      | 38                                       | 20        | 32                                         | 59                                       | 31               | 60                                         |
| Miscellaneous.....             | 15                                       | 5         | 8                                          | 33                                       | 11               | 68                                         |

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

<sup>2</sup> Data not available.

SOURCE: *Retail Trade, A Study to Measure the Effects of the Minimum Wage and Maximum Hours Standards of the Fair Labor Standards Act* (U.S. Department of Labor, Wage and Hour and Public Contracts Divisions, January 1967).

earning less than \$1.40 an hour in June 1966 and half of them were concentrated at or just above the \$1.25 Federal minimum prevailing at the time of the survey. Variations in the proportions paid less than \$1.40 an hour were apparent: From 37 percent in nonmetropolitan areas to 24 percent in metropolitan areas of the United States; from 40 percent in the South to 11 percent in the West; and from 57 percent in limited-price variety stores to 17 percent in furniture stores.

On the basis of data for June 1966, a 1.4-percent increase in the weekly wage bill of previously covered retail trade was required to raise the earnings of employees to the \$1.40-an-hour standard. The overall figures, however, conceal the fact that nearly 3 out of 5 workers were employed in stores where the new \$1.40 minimum required an increase of less than 1 percent in the total wage bill. As indicated below, an increase of at least 5 percent in the wage bill was required by stores employing only 10 percent of the work force.

| Weekly wage bill increase   | Percent of nonsupervisory employees |
|-----------------------------|-------------------------------------|
| Total.....                  | 100                                 |
| None.....                   | 23                                  |
| Under 1 percent.....        | 34                                  |
| 1 and under 2 percent.....  | 14                                  |
| 2 and under 5 percent.....  | 19                                  |
| 5 and under 10 percent..... | 9                                   |
| 10 percent or more.....     | 1                                   |

Before coverage was extended to retail trade in 1961, 3 out of 10 workers in large retail enterprises earned less than \$1.25 an hour. Among the different lines of business, proportions of workers with such earnings ranged from 15 to 78 percent. (See table 2.) Three months prior to the effective date of the \$1.25 minimum (September 1965), the proportions were smaller—1 out of 8 in retail trade as a whole and about 1 out of 3 in variety stores.

Employment growth in the covered segment of retail trade over the 5-year period of adjustment to the standards established by the 1961 amendments provides information on the overall employment effects of minimum wage coverage. Employment in June 1966 was about a fourth greater than in 1961, with successive gains recorded after each increase in the minimum wage. In fact, the largest annual employment increase occurred during the period when \$1.25 became the minimum wage. Employment rose somewhat more in the South where the minimum wage impact was greater than in the rest of the country.

Although employment changes varied widely among the separate lines of business, the larger increases occurred in several lines where the wages of a substantial part of the work force had to be raised to bring them up to the statutory \$1.25 level. It should also be noted that the overall employment increase in the covered segment was more than twice that in the noncovered segment of retail trade between 1961 and 1966.

### Low-Wage Areas

Several areas of the South and the North Central region were selected for study because of the prevalence of relatively low wages. Data indicate that in June 1965 about one-third of the employees in previously covered industries<sup>8</sup> in nonmetropolitan areas of the South were earning less than \$1.40 an hour. Proportions with comparable earnings in the other low-wage areas were smaller—19 percent in small metropolitan areas of the South (with populations ranging between 100,000 and

<sup>8</sup> Includes those industries except retail trade, which generally were covered by the FLSA prior to the 1966 amendments (manufacturing, mining, communications, utilities, wholesale trade, finance and insurance, miscellaneous services and most of transportation).

150,000) and 15 percent in nonmetropolitan areas of the North Central region. When allowance is made for the timelag between the survey date and the effective date of the minimum, the magnitude of these proportions is not markedly different from those existing prior to the introduction of the \$1.15 minimum wage in September 1961.

ern nonmetropolitan areas, 14 percent in nonmetropolitan areas of the North Central region, and 16 percent in small southern metropolitan areas. In 25 of 34 individual areas where data were available separately employment went up; in another 5, employment declined by less than 3 percent.

Comprehensive studies of the effects of the 1961 amendments failed to disclose any adverse effects on the economy as a whole. These findings reinforced conclusions reached in earlier studies of the effects of raising the minimum wage standard. Industry readily adjusted to three previous increases in the minimum wage and there is every reason to believe that the current adjustment will be accomplished smoothly and successfully without any curtailment of employment opportunities.

| Area                                   | Percent earning less than         |                                |
|----------------------------------------|-----------------------------------|--------------------------------|
|                                        | \$1.15 an hour in<br>October 1960 | \$1.40 an hour in<br>June 1965 |
| Nonmetropolitan areas, South.....      | 30                                | 34                             |
| Nonmetropolitan areas, North Central.. | 11                                | 15                             |
| Small metropolitan areas, South.....   | 12                                | 19                             |

<sup>1</sup> Data relate to June 1961.

Comparisons of employment levels between 1960 and 1965 (the life span of the 1961 amendments) showed increases of 21 percent in south-

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As it is exchange or potentiality of exchange or relevance to exchange that makes things commodities, one would think that economists would be interested in knowledge itself as a commodity. It is certainly something which is bought and sold. It is a little hard to put a price on it because of the difficulties of measuring the quantity of the commodity itself. We can put prices on the printed page, the hour's lecture, the newspaper, the tip sheet, or the newsletter and even perhaps on the golf course or the cocktail hour. The absence of any unit of knowledge itself, however, and perhaps the intrinsic heterogeneity of its substance, makes it very difficult to think of a price of knowledge as such, and indeed has probably contributed to a certain resistance which we feel to thinking of knowledge as a commodity. One longs, indeed, for a unit of knowledge, which perhaps might be called a "wit," analogous to the "bit" as used in information theory; but up to now at any rate no such practical unit has emerged.

—Kenneth E. Boulding, *American Economic Review*,  
May 1966.

# Terminations of Pension Plans: 11 Years' Experience

EMERSON H. BEIER\*

ALTHOUGH PENSION PLANS are initiated as permanent programs, they are subject to discontinuance, as is the existence of the sponsoring company. The recent ending of a few large plans, coupled with a widespread assumption that terminations lead to a considerable loss of earned pensions, has kindled interest in data on terminations. With the cooperation of the Internal Revenue Service, the Bureau of Labor Statistics has studied the causes and effects of termination and the characteristics of plans closed out between 1955 and 1965.

Of 8,100 qualified retirement plans terminated during the years 1955-65, over half were pension plans,<sup>1</sup> as the following tabulation shows:

*Terminated qualified retirement plans,  
1955-65*

| <i>Type of plan</i> | <i>Plans terminated</i> |                | <i>Estimated number of<br/>plan participants<br/>(in thousands)</i> |                |
|---------------------|-------------------------|----------------|---------------------------------------------------------------------|----------------|
|                     | <i>Number</i>           | <i>Percent</i> | <i>Number</i>                                                       | <i>Percent</i> |
| Total.....          | 8,069                   | 100.0          | 475                                                                 | 100.0          |
| Pension.....        | 4,259                   | 52.7           | 225                                                                 | 47.4           |
| Profit-sharing..... | 3,655                   | 45.3           | 242                                                                 | 50.9           |
| Stock bonus.....    | 29                      | .4             | 4                                                                   | .8             |
| Thrift.....         | 126                     | 1.6            | 4                                                                   | 8              |

The remainder were profit-sharing, stock bonus, and thrift plans, and are not involved in the present inquiry.

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

<sup>1</sup>The number of terminations included in this study differs significantly from that reported in quarterly IRS releases. This study relied on IRS termination records (Form 517T); the quarterly releases report the number of determination letters issued.

<sup>2</sup>This estimate does not account for employees who lost their jobs and, unless vested, their pension rights in a business decline preceding termination.

Data abstracted from the termination record files of the Internal Revenue Service (IRS) show that terminating plans tended to be young and small in size. More than half were no more than 6 years old, and two-thirds covered fewer than 25 employees. Although a variety of circumstances may lead to termination, the most frequent reasons given were company and plan mergers, financial difficulties, and business dissolution.

These 4,300 plans covered approximately 225,000 employees at the time of termination. Thus, on the average, about 20,000 workers a year were affected—about one-tenth of 1 percent of total pension plan coverage.<sup>2</sup> All accrued pension rights were not lost, however. Some rights were undoubtedly preserved by fund accumulations or, in many instances, by the transfer of accrued pension credits to other plans. Only a continuance of coverage in another plan, however, assures participants of benefits for future employment.

## Frequency of Terminations

A marked upward trend in the frequency of pension plan terminations is evident from the data shown in the table. The increase is a reflection more of the spread of private pension plans than of any significant change in the rate of plan termination, which has consistently remained around 1 percent of active plans.

The rise in the number of terminations did not follow a smooth path—experience fluctuated in a manner that, in part, reflects the influence of changing business conditions. For example, the greatest rise in the number of pension terminations occurred in 1961, a year of relatively low economic activity; the number fell during the following year of general recovery. The relationship, however, is by no means perfect. In 1963, a relatively good business year, not only did terminations rise, but much of the increase was attributed to financial difficulties.

Although changes in general economic conditions and in the economic characteristics of firms with pension plans influence the rate of plan termination, there is little reason to expect a radical change in the rate in the coming decade. The termination rate, as previously mentioned, was largely unaffected by the moderate economic downturns of the 1955-65 period. Similar experience is

likely in the future, unless subsequent downturns are much more severe. Changes in the characteristics of firms with pension plans reflect divergent influences that, at least in part, are offsetting. As existing firms and plans mature, they become more stable, thus reducing the chance of termination. On the other hand, new plans are spreading into less stable industries and marginal firms where the chance of termination is greater. As new plans account for a declining proportion of the total, it is quite possible that the termination rate may decline.

**Age and Size Differences**

The median age of plans terminated during the 1955-65 period was 6 years. Three out of ten terminations involved plans that were no more than 3 years old. About a fourth were more than 10 years old. The older ones were, on the average, substantially larger than the newer terminating plans. Thus, half the participants were in plans that had been in existence for 9 years or longer.

Mortality among young plans is attributable both to a tendency for plans (and businesses) to be less stable during their early years, and to dif-

ferences between new and old plans that are not directly related to age. The spread of pension plans into industries and enterprises where higher mortality is to be expected may have already affected the termination rate.

Some terminated plans were large, but most of them covered relatively few employees. About 90 percent had fewer than 100 participants and 45 percent had fewer than 10. The median plan had only 13 members. Coverage of the median plan dropped from more than 15 employees during the late fifties to around 10 employees during the mid-sixties.

The high proportion of small plans among all pension plans largely accounts for their high proportion among terminating plans. Similarly, the decline in the median size of terminating plans may reflect simply a reduction in the average size of new plans. However, since a higher incidence of financial difficulty or organizational change—company merger, sale, or dissolution—is likely among small firms, a higher rate of pension plan termination might be expected. This is why multi-employer plans or any device to pool pension plans among small employers offer promise of stability to employees.

SELECTED CHARACTERISTICS OF TERMINATED QUALIFIED PENSION PLANS, 1955-65

| Characteristic                    | Plans  |         | Participants          |         | Characteristic                  | Plans  |         | Participants          |         |
|-----------------------------------|--------|---------|-----------------------|---------|---------------------------------|--------|---------|-----------------------|---------|
|                                   | Number | Percent | Number (in thousands) | Percent |                                 | Number | Percent | Number (in thousands) | Percent |
| <b>YEAR OF TERMINATION</b>        |        |         |                       |         | <b>NUMBER OF PARTICIPANTS</b>   |        |         |                       |         |
| All plans.....                    | 4,259  | 100.0   | 225                   | 100.0   | All plans.....                  | 4,259  | 100.0   | 225                   | 100.0   |
| 1955.....                         | 220    | 5.2     | 8                     | 3.6     | Under 10.....                   | 1,891  | 44.4    | 9                     | 4.0     |
| 1956.....                         | 231    | 5.4     | 10                    | 4.4     | 10-24.....                      | 1,093  | 25.7    | 17                    | 7.6     |
| 1957.....                         | 276    | 6.5     | 16                    | 7.1     | 25-49.....                      | 499    | 11.7    | 18                    | 8.0     |
| 1958.....                         | 329    | 7.7     | 27                    | 12.0    | 50-99.....                      | 367    | 8.6     | 26                    | 11.6    |
| 1959.....                         | 372    | 8.7     | 20                    | 8.9     | 100-249.....                    | 253    | 5.9     | 40                    | 17.8    |
| 1960.....                         | 351    | 8.2     | 18                    | 8.0     | 250-499.....                    | 90     | 2.1     | 31                    | 13.8    |
| 1961.....                         | 524    | 12.3    | 32                    | 14.2    | 500-999.....                    | 42     | 1.0     | 29                    | 12.9    |
| 1962.....                         | 484    | 11.4    | 21                    | 9.3     | 1,000 and over.....             | 24     | .6      | 55                    | 24.4    |
| 1963.....                         | 548    | 12.9    | 24                    | 10.7    |                                 |        |         |                       |         |
| 1964.....                         | 492    | 11.6    | 31                    | 13.8    | <b>REASON FOR TERMINATION</b>   |        |         |                       |         |
| 1965.....                         | 432    | 10.1    | 18                    | 8.0     | All plans.....                  | 4,259  | 100.0   | 225                   | 100.0   |
| <b>AGE OF PLAN AT TERMINATION</b> |        |         |                       |         | <b>Merger or sale.....</b>      |        |         |                       |         |
| All plans.....                    | 4,259  | 100.0   | 225                   | 100.0   |                                 | 1,276  | 30.0    | 73                    | 32.4    |
| 1 year or less.....               | 284    | 6.7     | 13                    | 5.8     | Coverage continued.....         | 511    | 12.0    | 34                    | 15.1    |
| 2 years.....                      | 468    | 11.0    | 12                    | 5.3     | Coverage not continued.....     | 406    | 9.5     | 19                    | 8.4     |
| 3 years.....                      | 495    | 11.6    | 19                    | 8.4     | Effect on coverage unknown..... | 359    | 8.4     | 20                    | 8.9     |
| 4 years.....                      | 380    | 8.9     | 8                     | 3.6     | Financial difficulties.....     | 1,087  | 25.5    | 38                    | 16.9    |
| 5 years.....                      | 339    | 8.0     | 13                    | 5.8     | Business dissolved.....         | 771    | 18.1    | 43                    | 19.1    |
| 6 years.....                      | 286    | 6.7     | 14                    | 6.2     | Change to profit sharing.....   | 214    | 5.0     | 14                    | 6.2     |
| 7 years.....                      | 278    | 6.5     | 16                    | 7.1     | By agreement with union.....    | 180    | 4.2     | 11                    | 4.9     |
| 8 years.....                      | 211    | 5.0     | 17                    | 7.6     | Employee lack of interest.....  | 125    | 2.9     | 8                     | 3.6     |
| 9 years.....                      | 168    | 3.9     | 16                    | 7.1     | Transfer to another plan.....   | 175    | 4.1     | 11                    | 4.9     |
| 10 years.....                     | 193    | 4.5     | 12                    | 5.3     | Few employees eligible.....     | 111    | 2.6     | 7                     | 3.1     |
| 11 years.....                     | 164    | 3.9     | 12                    | 5.3     | Other.....                      | 320    | 7.5     | 20                    | 8.9     |
| 12 years.....                     | 152    | 3.6     | 12                    | 5.3     |                                 |        |         |                       |         |
| 13 years.....                     | 126    | 3.0     | 10                    | 4.4     |                                 |        |         |                       |         |
| 14 years.....                     | 108    | 2.5     | 8                     | 3.6     |                                 |        |         |                       |         |
| 15 years and over.....            | 478    | 11.2    | 36                    | 16.0    |                                 |        |         |                       |         |
| Unknown.....                      | 129    | 3.0     | 7                     | 3.1     |                                 |        |         |                       |         |

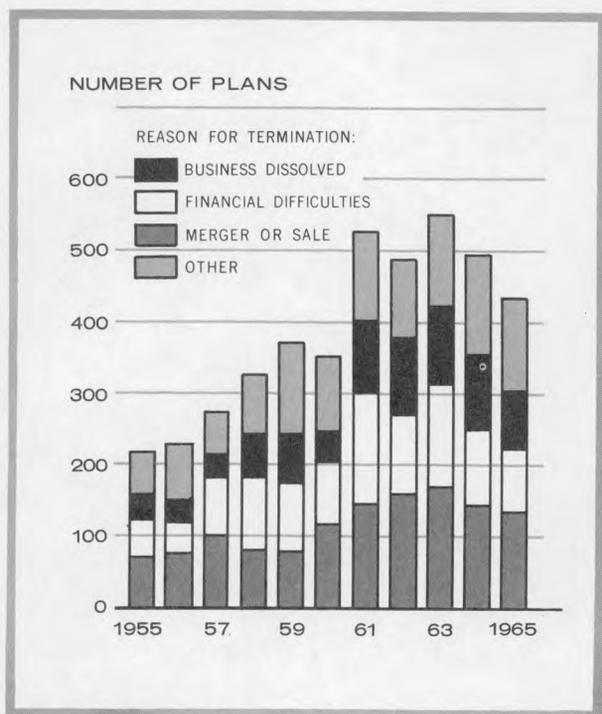
NOTE: Because of rounding, sums of individual items may not equal totals.

## Reasons for Termination

Financial difficulties were frequently cited as the primary reason for terminating a plan. Other reasons, such as company and plan mergers or the sale of individual plants, were also prevalent.<sup>3</sup> Financial difficulty was given as the reason for 1 out of 4 terminations, and business dissolution for 1 out of 5. Mergers and sales, which are difficult to separate, accounted for 3 out of 10. In at least a third of these terminations by merger or sale, pension coverage of employees was not continued.

The frequency of these several reasons for terminating a plan tends to vary from year to year (chart 1). Some reflect adverse business conditions, others may not. Financial difficulty and business dissolution accounted for a larger part of the annual totals when the level of general economic activity was relatively low and business conditions less favorable. It is interesting to note that the role played by business dissolution, the final step, conforms quite closely with that for financial difficulty if adjustment for a 1-year lag is made. Changes in the role of mergers and sales, on the other hand,

Chart 1. Pension Plan Terminations, by Reason, 1955-65



were not closely related to general business activity. Rather, experience followed a relatively consistent upward trend. In 1961, for example, merger or sale was cited more often than in the preceding year, but represented a smaller part of the total. The remaining reasons, which were far less prevalent, did not show either a definite upward trend or fluctuations related to general economic conditions.

The reasons for plan termination tend to differ significantly with plan size (chart 2), and to a lesser extent with age. Financial difficulty is most frequently cited in terminations involving small plans; organization change—business dissolution, sale or merger—are more prominent among the larger plans. Financial difficulty accounted for a third of the terminations affecting less than 50 employees, a fifth of those with 50 to 100 employees, and a lesser proportion among larger plans. Mergers and sales tended to increase with plan size, accounting for a fourth of the terminations involving fewer than 10 workers, and about a third among large plans. Business dissolution followed a similar pattern. Experience among the less prevalent reasons revealed either no pattern or one that is easily explained. Lack of interest and few eligible employees, for instance, were reasons offered mainly by small plans.

## Extent of Benefit Losses

Most pension plans do not, at any one point in time, have sufficient resources to fully discharge all of their liabilities. While benefits earned after the inception of a plan are funded as they accrue, a substantial unfunded liability usually is created when a plan is established by giving participants either full or partial credit for earlier service. Additional unfunded liability may, and usually does, arise because of subsequent, liberalizing plan amendments. Under both circumstances, immediate full funding of these liabilities is not practicable, not only because IRS rules discourage funding at the rapid rate that would be required, but also for reasons of prudent management of a company's financial resources. Although some em-

<sup>3</sup> On IRS forms, a single reason is cited for each termination. Since the various reasons are not necessarily mutually exclusive, some distortion of their relative importance is unavoidable. Financial difficulties, for example, may be a contributory factor leading to the sale, merger, or dissolution of a company.

employers choose to contribute only enough funds to pay interest on these liabilities, most employers systematically fund them over a period of years.

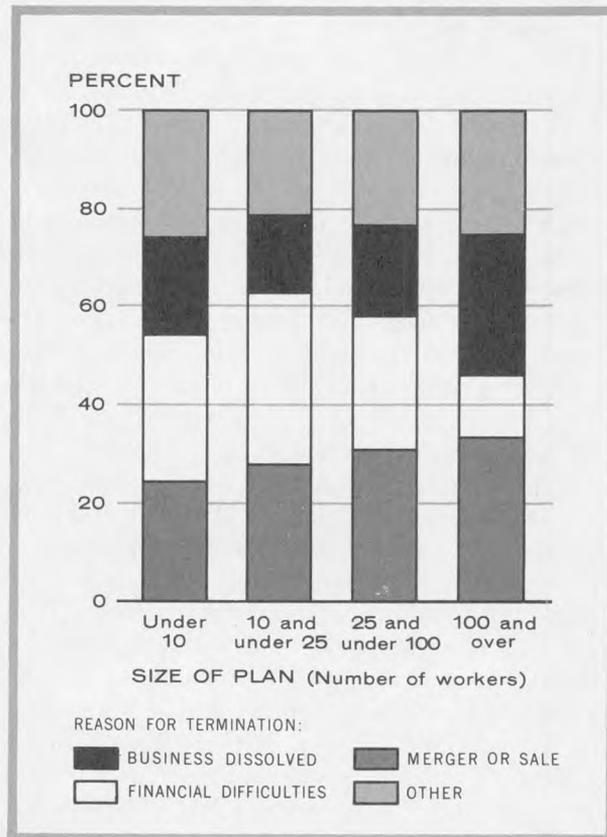
The assets of a terminating plan may also prove to be inadequate to satisfy all of its obligations because of investment losses, failure of the employer to make contributions, or adverse actuarial errors resulting from an overly optimistic projection of a plan's income or an understatement of its liabilities.

Pension plans, with few exceptions, limit an employer's financial obligations to the amount of his contributions, i.e., any deficit in the plan's finances is not chargeable against company assets in case of default. The participants, consequently, must assume the burden of any asset deficiency upon termination, unless their pension credits are transferred to another plan. Available resources are allocated among the participants as specified in the plan or as agreed to at the time of termination. Priority orders are frequently set up to favor the older and long-service members, although pro rata allocations are sometimes made to all participants.

A case in point is the Studebaker plan termination. When the Studebaker plant in South Bend, Ind., was closed and the pension plan terminated, workers with at least 10 years of service and age 60 or over—i.e., those retired or eligible to retire—lost no benefits. Workers with 10 years of service or more and between ages 40 and 59—those with vested rights to benefits—received 15 percent of the value of their accrued benefits. The rest of the participants—those without vested rights—received nothing.

Aside from such well-publicized cases, only the most fragmentary data are available on the extent of participant losses of expected benefits through plan terminations. IRS termination records do not contain the information needed to determine the frequency and magnitude of accrued benefit

Chart 2. Reasons for Pension Plan Terminations, by Size of Plan, 1955-65



losses. In an effort to obtain some information, reports filed under the Welfare and Pension Plans Disclosure Act were examined for a group of 99 terminated plans, each with 100 participants or more. Due to one deficiency or another, rough estimates of the extent of potential participant losses could be made for only 26 of the plans.

By comparing assets to liabilities, it was evident that in 10 of the 26 plans some participant losses were incurred. These 10 plans had slightly over 10,000 members, including 8,500 reported by Studebaker. The assets of these plans, as a group, averaged about one-half of their reported liabilities, but benefit losses probably averaged less than this fraction suggests.<sup>4</sup> Six other plans, with 2,400 members, also reported insufficient assets to fund their accrued liabilities; however, there were no apparent losses since the participants were transferred to other plans. The remaining 10 plans, with 2,300 members, appeared to be fully or almost fully funded; if any losses occurred in these in-

<sup>4</sup>Liabilities as reported under the Disclosure Act are generally greater than the value of accrued benefits and still greater than the value of vested benefits. Although reported liabilities are determined by a variety of actuarial methods, nearly all methods level out the sharply rising cost of promised benefits by estimating liabilities during a plan's early years at a level well above the average cost of providing those benefits. The difference is usually so great that it is only partly offset by the accrued liability owing to credits given for service before the introduction of the plan. See Frank L. Griffin, Jr., "Pension Security and Funding Regulation," *Proceedings, Conference of Actuaries in Public Practice, 1964-65*, p. 135.

stances they were probably nominal. These 26 plans may have been more thoroughly funded than the typical terminating plan because they were older and, consequently, had a longer opportunity to improve their funding positions.

The general lack of pertinent financial information frustrates any effort to determine the value of benefits lost through the plan terminations included in this study. Some reasonable inferences as to the magnitude of loss in typical cases can be drawn, however, by assuming hypothetical, but more or less traditional, funding patterns. Funding practices largely determine the relation between plan resources and accrued benefit obligations, especially during the early years in the life of a plan when asset appreciation usually is minor and liberalizing amendments are least likely.

Employers generally adopt one of several actuarial methods that eliminate abrupt fluctuations and sharp increases in the amount of yearly contributions.<sup>5</sup> The more customary methods will, on the average, fund between 20 and 40 percent of a plan's accrued benefit obligations by the end of its fifth year of operation.<sup>6</sup> Between 45 and 65 percent of the accrued benefits will be funded by the end of the 10th year, if there have been no major plan amendments or changes in asset values during the intervening years. Even if these occur, funding experience is likely to fall within this range because amendments and changes in asset

values tend to offset each other. Their net influence becomes less predictable with advancing age; hence, it is not practicable to suggest a meaningful range of ratios for older plans.

Translated into benefit losses, these funding patterns suggest that, unless coverage is continued through the transfer of credits to another plan, workers stand to lose between 60 and 80 percent of their total accrued benefits if their plan terminates in its fifth year. Most of this loss, however, is attributable to service prior to the inception of the plan. At 10 years, the total loss will range between 35 and 55 percent, assuming the net effect of plan amendments and changes in asset values is rather modest. (In all cases, a system of priority may allocate the loss among participants from none to 100 percent.)

Actuarial conjectures such as these may be of limited value for many purposes. Reasonably accurate estimates of the magnitude of benefit losses cannot be obtained from any government reporting system now in operation. Unless such reporting systems are changed, only a special survey program can produce more reliable data.

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<sup>5</sup> The system an employer selects may provide for substantially lower contributions once the liabilities for service before inception of the plan have been funded, e.g., 20 or 30 years. However, such reductions are seldom realized because of periodic plan amendments.

<sup>6</sup> Griffin, *ibid.*

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The objective of management is stewardship, including stewardship of human assets. The basic compensation objective is to maximize the long-run return on expenditure of wage and salary dollars. Not all wage and salary expenditures should be viewed as costs; some are investments in human capital. Human assets should not be priceless in economic terms; they should be placed on the balance sheet where they belong.

—H. G. Heneman, Jr.

# Two Special Labor Force Reports

## Occupational Mobility of Employed Workers

SAMUEL SABEN\*

THE EASE with which a person can move from one occupation to another is an important factor in finding solutions to such problems as unemployment, job training needs, and economic growth. Published studies of occupational mobility, however, have by and large been theoretical sociological or economic monographs. Only a few empirical studies—usually limited in geographic and occupational scope—have been published and only once before, in the year following the end of World War II, was an attempt made to study occupational shifts from data of a national sample.

A recent BLS study found that about 5½ million of the almost 70 million Americans employed in January 1966 were working in an occupation different from the one they were in January 1965 (table 1). Sixty percent of those who changed occupations were under 35 years of age, and, generally, the rates were higher for men than for women. Comparisons by color showed the mobility rates to be higher for Negro<sup>1</sup> men than for white men, but no significant difference between white and Negro women.

The survey data also showed that shifts from blue-collar to white-collar occupations were relatively uncommon. There was, however, considerable movement from blue-collar work to the service occupations. Most persons who changed occupations in 1965 also changed their employer or their industry, and often changed both.

Although there was no significant difference in the rate of occupational movement between full-time and part-time women workers, the rates for men varied considerably, with full-time workers changing occupations much less frequently than part-time workers.

The current report provides information on occupational mobility of persons 18 years of age and

over between January 1965 and January 1966, a period of improving employment opportunities with the unemployment rate dropping from 4.8 percent to 3.9 percent (seasonally adjusted). The report examines the extent of occupational mobility and the direction of the shifts, and assesses the role of demographic, social, and economic factors in this movement.

For this study, persons were classified as occupation changers if they were employed both at the time of the survey and a year earlier, but in different occupations.<sup>2</sup>

### Demographic Factors

Analysis of the data from the 1966 survey showed marked relationships between mobility rates and certain demographic and social factors.

**Age.** The outstanding demographic factor associated with occupational mobility is the age of the worker. As age increases, occupational mobility rates decline—regardless of sex or color (table 2).

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<sup>1</sup>The tables in this report refer to "the nonwhite" population, of whom 92 percent are Negroes. The data thus overwhelmingly pertain to Negroes and will be used in this article to describe the experience of Negroes.

<sup>2</sup>This study is based primarily on information derived from supplementary questions in the January 1966 monthly survey of the labor force conducted for the Bureau of Labor Statistics by the Bureau of the Census through its Current Population Survey. Data in this report relate to persons 18 years of age and over in the civilian noninstitutional population in the week of January 9-15, 1966.

All those who were employed in January 1966 were asked if they were "doing the same kind of work a year ago (in January 1965)." Persons who indicated they were working in January 1965 but were not doing the same kind of work were asked what kind of work they were doing and the business or industry in which they were employed. The occupations were classified according to the system of 296 occupation categories identified by 3-digit number or single letter codes in 1960 *Census of Population, Alphabetical Index of Occupations and Industries* (Washington, U.S. Bureau of the Census, 1960).

Because the period covered by the survey is from January 1965 to 1 year later, it may be considered tantamount to the calendar year 1965 and is so referred to in this article.

Since the estimates resulting from this survey are based on a sample, they may differ from the figure that would have been obtained from a complete census. The sampling variability may be relatively large in cases where the numbers are small. Therefore, small estimates or small differences between estimates or percents based upon them should be used and interpreted with caution.

TABLE 1. OCCUPATIONAL MOBILITY BETWEEN JANUARY 1965 AND JANUARY 1966 OF EMPLOYED PERSONS, BY AGE, SEX, AND COLOR, JANUARY 1966

[Percent distribution]

| Age and color                    | Men                            |         |                        |                      |             | Women                          |         |                        |                      |             |
|----------------------------------|--------------------------------|---------|------------------------|----------------------|-------------|--------------------------------|---------|------------------------|----------------------|-------------|
|                                  | Total employed in January 1966 |         | Status in January 1965 |                      |             | Total employed in January 1966 |         | Status in January 1965 |                      |             |
|                                  | Number                         | Percent | Same occupation        | Different occupation | Not working | Number                         | Percent | Same occupation        | Different occupation | Not working |
| Total, 18 years and over.....    | 44,357                         | 100.0   | 84.9                   | 9.3                  | 5.8         | 24,179                         | 100.0   | 77.9                   | 5.8                  | 16.4        |
| 18 and 19 years.....             | 1,618                          | 100.0   | 38.2                   | 17.7                 | 44.1        | 1,396                          | 100.0   | 31.7                   | 13.0                 | 55.3        |
| 20 to 24 years.....              | 4,393                          | 100.0   | 57.9                   | 23.1                 | 19.0        | 3,167                          | 100.0   | 62.6                   | 10.9                 | 26.5        |
| 25 to 34 years.....              | 9,484                          | 100.0   | 82.5                   | 13.2                 | 4.3         | 4,193                          | 100.0   | 73.8                   | 6.9                  | 19.3        |
| 35 to 44 years.....              | 10,721                         | 100.0   | 90.9                   | 7.3                  | 1.8         | 5,419                          | 100.0   | 80.8                   | 4.6                  | 14.6        |
| 45 to 54 years.....              | 9,778                          | 100.0   | 93.1                   | 5.1                  | 1.8         | 5,511                          | 100.0   | 86.5                   | 4.2                  | 9.3         |
| 55 to 64 years.....              | 6,453                          | 100.0   | 93.7                   | 3.7                  | 2.6         | 3,551                          | 100.0   | 92.5                   | 2.3                  | 5.2         |
| 65 years and over.....           | 1,910                          | 100.0   | 92.0                   | 2.6                  | 5.4         | 942                            | 100.0   | 91.4                   | 1.6                  | 7.0         |
| White, 18 years and over.....    | 40,054                         | 100.0   | 85.3                   | 9.1                  | 5.6         | 21,124                         | 100.0   | 77.7                   | 5.7                  | 16.6        |
| Nonwhite, 18 years and over..... | 4,303                          | 100.0   | 80.8                   | 11.4                 | 7.8         | 3,055                          | 100.0   | 79.4                   | 6.1                  | 14.5        |

About 60 percent of all persons who were in a different occupation in January 1966 than in January 1965 were under 35 years of age. This age group, however, made up only about 35 percent of the total of employed persons in January 1966 (chart 1). The inverse relationship between mobility and age is a familiar pattern in other studies.<sup>3</sup>

Much of the occupational change among younger workers is probably voluntary and fostered by such elements as "job-shopping," casual occupational attachment while in school, and tenuous hometown ties. Among older workers, mobility is impaired by such factors as strong occupational ties, job seniority rights, age discrimination in hiring, higher incomes that reduce incentives to move, and the fear of change, and the job shifts that do occur in this age group are largely involuntary.

**Sex and Marital Status.** Both the determination and the interpretation of sex differentials in occupational mobility have been vexing questions. Few surveys have been made of the occupational mobility of women, and in these it was difficult to ascertain to what extent differential rates were related to sex or to some other characteristic.<sup>4</sup> The bulk of the evidence, however, points to greater mobility for men. The data from the January 1966 survey, in agreement with most other studies, indicate that men, both white and nonwhite, changed occupations more frequently than did women (chart 2).

This report, as has been indicated, is limited to the occupational mobility of persons employed

both in January 1966 and January 1965. If persons who were not working a year earlier (either unemployed or not in the labor force) are included, then 22 percent of the women and 15 percent of the men had entered a different occupation during the year. Occupation changers accounted for nearly half the workers who were not employed at their January 1966 occupation a year earlier, as shown in the tabulation below:

| Persons who entered their January 1966 occupation during the preceding year | Percent    |       |       |
|-----------------------------------------------------------------------------|------------|-------|-------|
|                                                                             | Both sexes | Men   | Women |
| Total.....                                                                  | 100.0      | 100.0 | 100.0 |
| Occupation changers.....                                                    | 45.7       | 61.4  | 26.0  |
| Not working in January 1965.....                                            | 54.3       | 38.6  | 74.0  |

Among workers new to an occupation in January 1966, men more frequently were occupation changers while women more often had not been working a year earlier.

Marital status had a more marked relationship with occupational mobility rates of men than of women. Married men had lower rates than single men, but among women the rates varied little with marital status.

**Color.** The data from this survey indicate a higher occupational mobility rate for Negro men than

<sup>3</sup> "Geographic Mobility and Employment Status, March 1962-March 1963," *Monthly Labor Review*, August 1964, pp. 873-881. See also "Job Mobility in 1961," *Monthly Labor Review*, August 1963, pp. 897-906.

<sup>4</sup> See Herbert S. Parnes, *Research on Labor Mobility* (New York, Social Science Research Council, 1954), Bulletin No. 65, pp. 109-116, for a detailed discussion of the inconclusive evidence of earlier studies of differences by sex in mobility rates.

for white men, thus supporting Parnes' findings of a decade earlier.<sup>5</sup> The difference in the rates for white and Negro women is inconclusive.

**Educational Attainment.** Occupational change occurs least among persons who have completed 4 years or more of college.<sup>6</sup> The college graduate is likely to start his work career in an occupation for which he was trained; although he may gradually assume more responsibilities and additional duties, he nominally remains in the same occupation. As other studies have shown, although persons with considerable educational attainment are likely to have high geographic mobility rates, their occupational changes are few.

At the other end of the educational scale, persons with 8 years or less of education also have a low occupational mobility rate. This relationship can be explained by the fact that many poorly educated workers are also older persons, who are less likely than younger workers to shift occupations.

### Anatomy of Occupational Shifts

Workers change occupations for a variety of reasons. Many persons who lose one job obtain the next one in a different occupation. Others change because of a higher earnings potential, better working conditions, or a promotion. The extent to which workers changed occupations during 1965 varied widely by occupation for each sex (table 3). Occupational mobility rates, among men, were highest for nonfarm laborers, clerical workers, operatives, and service workers. For women, high rates were also found in clerical and service occupations, as well as in the sales classifications. These three groups employ the greatest number of women workers. The highest occupational mobility rate among women was for craftsmen, but relatively few women are in this occupation.

<sup>5</sup> Ibid., pp. 116-118.

<sup>6</sup> There are somewhat contradictory findings on the relationships between education and occupational mobility. See, for instance, Leonard P. Adams and Robert L. Aronson, *Workers and Industrial Change*, (Ithaca, N.Y., Cornell University, 1957), p. 134; Melvin M. Tumin and Arnold S. Feldman, "Theory and Measurement of Occupational Mobility," *American Sociological Review*, June 1957, pp. 281-288; and Lloyd G. Reynolds, *The Structure of Labor Markets* (New York, Harper, 1951), pp. 80-81.

**Age.** Although occupational mobility varied inversely with age among all occupational groups, the pattern varied from occupation to occupation. Reflecting the need for extensive educational preparation, movement into professional, technical, and kindred jobs was infrequent before the age of 20. It also dropped off sharply for older

Chart 1. Occupational Mobility and Age, January 1966

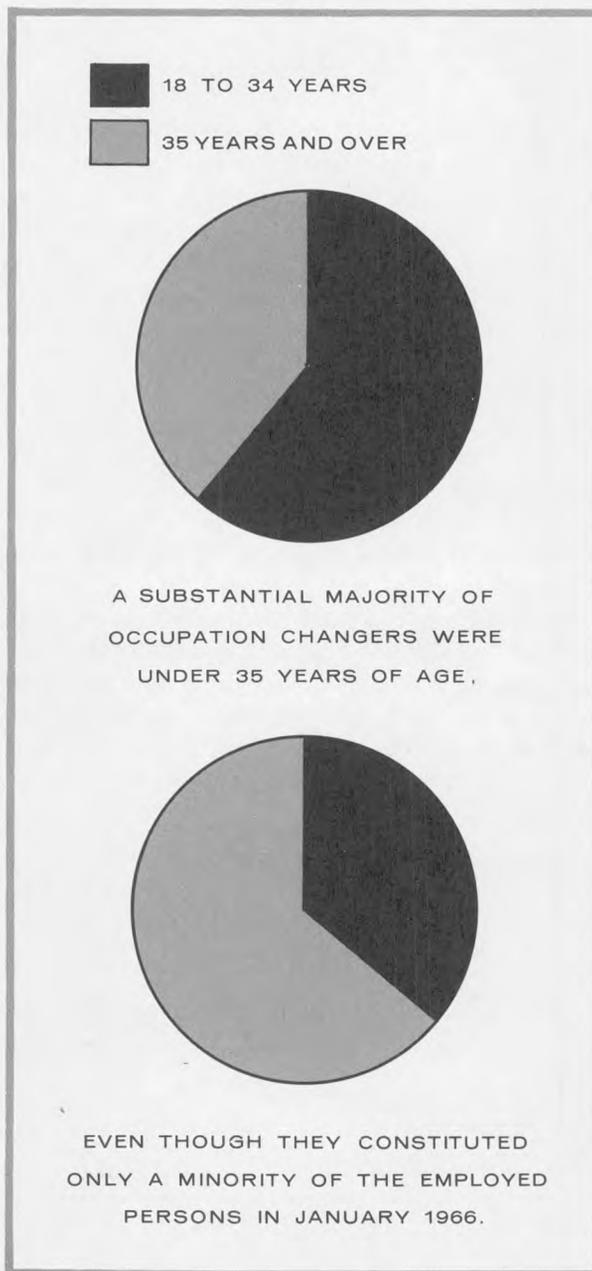


TABLE 2. OCCUPATIONAL MOBILITY RATES<sup>1</sup> BETWEEN JANUARY 1965 AND JANUARY 1966 OF EMPLOYED PERSONS BY AGE, SEX, AND COLOR, JANUARY 1966

| Age                      | All persons |       | White |       | Nonwhite         |                  |
|--------------------------|-------------|-------|-------|-------|------------------|------------------|
|                          | Men         | Women | Men   | Women | Men              | Women            |
| Total, 18 years and over | 9.9         | 6.9   | 9.6   | 6.8   | 12.4             | 7.1              |
| 18 and 19 years          | 31.7        | 29.0  | 31.8  | 28.3  | ( <sup>2</sup> ) | ( <sup>2</sup> ) |
| 20 to 24 years           | 28.5        | 14.9  | 28.4  | 14.4  | 29.2             | 19.0             |
| 25 to 34 years           | 13.8        | 8.5   | 13.5  | 8.3   | 16.8             | 9.7              |
| 35 to 44 years           | 7.4         | 5.3   | 7.2   | 5.5   | 9.5              | 4.3              |
| 45 to 54 years           | 5.2         | 4.7   | 5.1   | 4.8   | 6.6              | 3.8              |
| 55 to 64 years           | 3.8         | 2.4   | 3.8   | 2.6   | 3.7              | 1.2              |
| 65 years and over        | 2.7         | 1.8   | 2.7   | 1.6   | 3.5              | ( <sup>2</sup> ) |

<sup>1</sup> Proportion of persons employed in both January 1965 and January 1966 who had a different occupation in January 1966.

<sup>2</sup> Rate not shown where base is less than 100,000.

men (beginning at the age of 55). Entry by men and women into the nonfarm managerial, official, and proprietor field was heavy between the ages of 25 and 44 years, but rare before age 20 and infrequent between 20 and 25; these occupations, of course, require education, experience, and to some extent funds. Possibly because of demanding physical requirements, saleswork attracted relatively few persons after the age of 54. Older men and women often moved into service jobs, many of which have no great demand for skills and frequently are less arduous physically than other unskilled work. For many of these older workers the change may have been the beginning of semi-retirement.

Most of the occupational shifters in the clerical field were under 25 years of age. The proportion below this age was small among craftsmen, foremen, and kindred workers, since it requires several years to learn these skills. On the other hand, a large proportion of the occupational shifts among

TABLE 3. OCCUPATIONAL MOBILITY RATES<sup>1</sup> BETWEEN JANUARY 1965 AND JANUARY 1966 OF EMPLOYED PERSONS BY OCCUPATION AND SEX, JANUARY 1966

| Occupation in January 1966                        | Men              | Women            |
|---------------------------------------------------|------------------|------------------|
| Total, 18 years and over                          | 9.9              | 6.9              |
| Professional, technical, and kindred workers      | 6.4              | 3.6              |
| Farmers and farm managers                         | 1.9              | 1.7              |
| Managers, officials, and proprietors, except farm | 7.4              | 6.0              |
| Clerical and kindred workers                      | 14.0             | 8.4              |
| Sales workers                                     | 8.5              | 8.1              |
| Craftsmen, foremen, and kindred workers           | 8.7              | 10.8             |
| Operatives and kindred workers                    | 12.9             | 7.0              |
| Private household workers                         | ( <sup>2</sup> ) | 4.0              |
| Service workers <sup>3</sup>                      | 11.7             | 8.0              |
| Farm laborers and foremen                         | 8.6              | 4.5              |
| Laborers, except farm and mine                    | 17.3             | ( <sup>2</sup> ) |

<sup>1</sup> Proportion of persons employed in both January 1965 and January 1966 who had a different occupation in January 1966.

<sup>2</sup> Rate not shown where base is less than 100,000.

<sup>3</sup> Rate for men includes a few private household workers.

male operatives were made by young persons. Among nonfarm laborers, who have little if any skill, a high proportion of the shifters were teenagers.

**Sex.** Men and women who changed their occupations during 1965 moved into and within the various broad occupational groups with differing frequencies. For example, one-fourth of the men and one-sixth of the women who had changed occupations were operatives at the time of the survey. On the other hand, two-fifths of the women, but only one-tenth of the men, were in clerical jobs in January 1966. The distribution of occupation changers in their new jobs roughly parallels the January 1966 distribution of employment for men and women.

Nearly half the men and women who changed occupations in 1965 came from occupations requiring little or no skill (operatives, service workers, and farm and nonfarm laborers). Because of the basic differences in the occupational distribution of men and women, the sources of male and female occupation changers differed. More than 1 out of 4 of the men who changed their occupation in 1965 had been operatives at the beginning of the year (table 4). Furthermore, approximately one-third of the men who were nonfarm laborers, operatives, or craftsmen and about one-fourth of the service and clerical workers had been operatives in January 1965. In contrast, almost two-fifths of the women who changed occupations during 1965 had been clerical workers at the beginning of the year.

Many persons changed occupations within a broad occupational group—overall, about one-fourth of the men and half the women. The proportions were even greater in certain occupations. Among men who changed their occupation, one-third of the operatives and of the professional and technical workers had been in the same broad field in January 1965. Three-fifths of the women occupation changers in the clerical and service (including private household workers) groups had also been in the same occupation group a year before the survey.

There was comparatively little shifting from blue-collar (craftsmen, operatives, and nonfarm laborers) to white-collar (professional, managerial, clerical, and sales workers) occupations, but

men did so to a greater extent than women. About 12 percent of the men who changed occupations and held white-collar jobs in 1966 had been blue-collar workers a year earlier; for women the comparable proportion was 5 percent. Most of these changes were presumably voluntary, since they meant an improvement in status and probably in earnings, too.

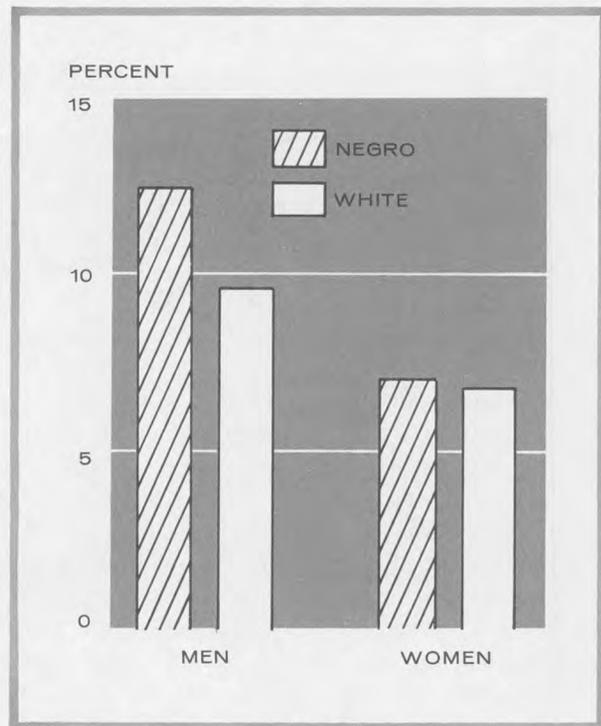
On the other hand, there was considerable movement among men from blue-collar work to the service field. Over half the male service workers who changed occupations had been blue-collar workers in January 1965. In many cases these changes may have been involuntary as a result of declining, or at best stable, employment opportunities within the occupation.

White-collar workers who changed occupations tended to come from the white-collar field. One-third of the professional and technical workers had been working in a different occupation, but in the same broad occupation group; the same proportion came from other white-collar jobs. About half of the managers and 40 percent of the sales workers who had changed occupations also had previously been employed in other white-collar occupations.

**Color.** As a result of the shifts that took place in 1965, some variations on the basis of color are evident in the occupational distribution of the occupation changers. The proportions of both white and Negro men in farm jobs showed a marked decline during the year, reflecting the decreasing importance of the agricultural sector as a source of employment. An increasing proportion of white men were in the higher paying white-collar classifications, and an increasing proportion of Negroes in blue-collar jobs—and there largely at the lowest level, as laborers. Among white women who changed their occupation, a greater percentage were in white-collar jobs and a smaller proportion in service jobs. Although there was a relative decrease in the number of Negro women in blue-collar (primarily operative) occupations, there was no increase in the number of white-collar workers.

<sup>7</sup> Lowell E. Gallaway, "Interindustry Labor Mobility Among Men, 1957-60," *Social Security Bulletin*, September 1966, pp. 10-22; "The Negroes in the United States—Their Economic and Social Situation," BLS Bulletin No. 1151, June 1966, pp. 25-29; and A. P. Garbin and John A. Ballweg, "Intra-Plant Mobility of Negro and White Workers," *The American Journal of Sociology*, November 1965, pp. 315-319.

Chart 2. Rates of Occupational Mobility, by Sex and Color, January 1965-January 1966



The findings of this survey would seem to substantiate the conclusions of other recent studies that many Negro occupational changes are aimless and involuntary. These studies show that (1) in intraplant occupational changes, few Negroes move upward in the skill-grouping of occupations; (2) when Negroes do move to higher paid occupations, they tend to enter in the least skilled categories at the lowest earnings levels; and (3) that there is even a tendency for mobile Negro workers to move to lower earnings levels, particularly Negro men 25 to 34 years old, when the propensity to change occupations is high.<sup>7</sup>

### Economic Factors

In addition to the analysis of social and demographic characteristics described above, certain elements of the work situation were studied to assess their relationship to occupational mobility.

**Change of Employers.** It is not surprising to find that a change of occupations generally occurs at the same time as a change of employers. Promotion opportunities within a firm are usually limited to

openings in the same or at least closely related occupations. The worker who seeks to change his occupation usually must seek elsewhere. Furthermore, the involuntarily mobile will frequently take any job available, regardless of occupation. Hence, 4 out of 5 of the workers who changed occupations in 1965 also changed employers (table 5). A further relationship, evident only among men, existed among employer changing, occupation shifting, and age. Almost all 18 and 19 year old men who changed occupations also switched employers; the proportion was lower—6 out of 7—for men in their early twenties, and declined even further for older groups.

The relationship between employer and occupational mobility varied considerably among the several occupational groups. Male occupation changers who were laborers or service workers in January 1966 had a relatively high rate of employer shift over the year. But men who remained in these occupations also changed employers to a greater extent than workers in other occupations. Professional, technical, and kindred workers had relatively low rates in both occupational mobility and employer changing. Men who had shifted to or within clerical work also had a relatively low rate of employer change, despite a high frequency of occupational mobility—often changing their occupation while with the same employer (getting a promotion such as from an operative to a clerical job). Women in service or clerical occupations had high occupational mobility rates, but the employer

mobility rates varied widely. The highest employer changing rate—97 percent—was found among women service workers, and the lowest among clerical workers.

The same demographic factors associated with occupational mobility were also related to employer changing. As previously indicated, Negro men had a higher occupational mobility rate than did white men. And about 90 percent of Negro men who changed occupations also changed employers during the year, compared with 80 percent of their white counterparts. Among young men (under 25) who changed occupations, 88 percent also changed their employers, compared with less than 80 percent of the men 25 or older.

Further indication of the association between employer changing and occupation changing is shown by the fact that only 10 percent of the men and 4 percent of the women who changed their occupation had been with their 1966 employer for more than 5 years. In contrast, three-fifths of the men and almost half the women who had not changed their occupations had worked for more than 5 years for their current employer.

**Full- and Part-Time Employment Status.** It would be expected that part-time workers would be more mobile occupationally, since this group includes a large percentage of younger workers, Negroes, and the less skilled. And a rather pronounced difference in occupational mobility did manifest itself, between those who at the time of

TABLE 4. MAJOR OCCUPATION GROUP IN JANUARY 1966 OF MEN WHO CHANGED THEIR OCCUPATIONS DURING 1965 BY MAJOR OCCUPATION GROUP IN JANUARY 1965

[Percent distribution]

| Occupation in January 1966                             | Occupation in January 1965 |                                              |                           |                                                   |                              |               |                                         |                                |                           |                                           |                           |                                |
|--------------------------------------------------------|----------------------------|----------------------------------------------|---------------------------|---------------------------------------------------|------------------------------|---------------|-----------------------------------------|--------------------------------|---------------------------|-------------------------------------------|---------------------------|--------------------------------|
|                                                        | Total employed             | Professional, technical, and kindred workers | Farmers and farm managers | Managers, officials, and proprietors, except farm | Clerical and kindred workers | Sales workers | Craftsmen, foremen, and kindred workers | Operatives and kindred workers | Private household workers | Service workers, except private-household | Farm laborers and foremen | Laborers, except farm and mine |
| Total, 18 years and over.....                          | 100.0                      | 6.8                                          | 2.9                       | 8.2                                               | 9.2                          | 7.0           | 16.8                                    | 27.9                           | 0.1                       | 7.6                                       | 2.9                       | 10.5                           |
| Professional, technical, and kindred workers.....      | 100.0                      | 32.8                                         | .6                        | 16.9                                              | 13.1                         | 3.8           | 14.0                                    | 8.7                            | -----                     | 4.9                                       | -----                     | 5.2                            |
| Farmers and farm managers.....                         | ( <sup>1</sup> )           | -----                                        | -----                     | -----                                             | -----                        | -----         | -----                                   | -----                          | -----                     | -----                                     | -----                     | -----                          |
| Managers, officials, and proprietors, except farm..... | 100.0                      | 13.9                                         | 3.2                       | 8.7                                               | 8.7                          | 25.1          | 18.7                                    | 13.9                           | -----                     | 5.3                                       | -----                     | 2.5                            |
| Clerical and kindred workers.....                      | 100.0                      | 9.2                                          | 1.2                       | 10.1                                              | 27.2                         | 8.9           | 9.2                                     | 23.8                           | -----                     | 5.0                                       | -----                     | 5.4                            |
| Sales workers.....                                     | 100.0                      | 9.8                                          | 3.4                       | 23.4                                              | 8.3                          | 13.2          | 13.2                                    | 14.6                           | -----                     | 7.3                                       | -----                     | 6.8                            |
| Craftsmen, foremen, and kindred workers.....           | 100.0                      | 2.8                                          | 2.1                       | 6.7                                               | 6.5                          | 4.3           | 24.6                                    | 33.8                           | .3                        | 5.2                                       | 1.8                       | 12.0                           |
| Operatives and kindred workers.....                    | 100.0                      | 1.1                                          | 2.8                       | 5.6                                               | 5.7                          | 4.0           | 17.4                                    | 35.9                           | -----                     | 8.3                                       | 2.9                       | 16.4                           |
| Service workers, including private household.....      | 100.0                      | 2.5                                          | 4.7                       | 5.6                                               | 6.9                          | 4.0           | 12.5                                    | 29.3                           | -----                     | 17.1                                      | 3.7                       | 13.7                           |
| Farm laborers and foremen.....                         | ( <sup>1</sup> )           | -----                                        | -----                     | -----                                             | -----                        | -----         | -----                                   | -----                          | -----                     | -----                                     | -----                     | -----                          |
| Laborers, except farm and mine.....                    | 100.0                      | 1.0                                          | 3.8                       | 3.3                                               | 5.7                          | 1.7           | 13.1                                    | 38.0                           | .7                        | 11.4                                      | 12.1                      | 9.3                            |

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

TABLE 5. EMPLOYER CHANGING RATES<sup>1</sup> BY WHETHER OCCUPATION WAS CHANGED BETWEEN JANUARY 1965 AND JANUARY 1966, BY SEX AND OCCUPATION, JANUARY 1966

| Occupation in January 1966                             | Different occupation than in January 1966 |                  | Same occupation as in January 1966 |                  |
|--------------------------------------------------------|-------------------------------------------|------------------|------------------------------------|------------------|
|                                                        | Men                                       | Women            | Men                                | Women            |
| Total, 18 years and over.....                          | 81.5                                      | 87.6             | 11.4                               | 12.2             |
| Professional, technical, and kindred workers.....      | 65.6                                      | ( <sup>2</sup> ) | 12.0                               | 12.5             |
| Farmers and farm managers.....                         | ( <sup>2</sup> )                          | ( <sup>2</sup> ) | 2.0                                | 1.8              |
| Managers, officials, and proprietors, except farm..... | 79.2                                      | ( <sup>2</sup> ) | 7.7                                | 5.2              |
| Clerical and kindred workers.....                      | 72.1                                      | 82.0             | 6.3                                | 11.5             |
| Sales workers.....                                     | 93.6                                      | ( <sup>2</sup> ) | 13.2                               | 10.2             |
| Craftsmen, foremen and kindred workers.....            | 78.3                                      | ( <sup>2</sup> ) | 12.3                               | 5.0              |
| Operatives and kindred workers.....                    | 84.3                                      | 88.4             | 12.5                               | 10.4             |
| Private household workers.....                         | ( <sup>2</sup> )                          | ( <sup>2</sup> ) | ( <sup>2</sup> )                   | 20.6             |
| Service workers, except private household.....         | 89.1                                      | 97.3             | 13.4                               | 16.7             |
| Farm laborers and foremen.....                         | ( <sup>2</sup> )                          | ( <sup>2</sup> ) | 27.8                               | 6.5              |
| Laborers, except farm and mine.....                    | 90.0                                      | ( <sup>2</sup> ) | 18.1                               | ( <sup>2</sup> ) |

<sup>1</sup> Proportion of persons employed in both January 1965 and January 1966 who worked for a different employer in January 1966.

<sup>2</sup> Rate not shown where base is less than 100,000.

the survey usually worked full time (35 or more hours a week) and those who worked part time. Men who usually worked part time had a higher occupational mobility rate (13 percent) than full-time workers (10 percent). For women, however, the occupational mobility rate was the same (7 percent) for both full-time and part-time workers, but this overall rate concealed considerable variation among occupations.

**Industry.** Most persons—7 out of 10 of the men and three-quarters of the women—who changed occupations between January 1965 and January 1966 also changed the industry<sup>8</sup> in which they were working (chart 3). Although the survey does not show whether the industrial and occupational changes were simultaneous, it may be inferred that they were associated.<sup>9</sup>

Furthermore, the more highly mobile an occupation, the more prevalent was interindustry changing. In general, white-collar occupation changers

<sup>8</sup> Industries are classified according to the system of 149 industry categories identified by 3-digit number or single letter codes in *1960 Census of Population, Alphabetical Index of Occupations and Industries*, op. cit.

<sup>9</sup> This inference is strengthened by the findings of various other studies. See, for instance, Parnes, op. cit., pp. 73-76 and 79-80, and Adams and Aronson, op. cit., pp. 147-149.

<sup>10</sup> *Industrial and Occupational Shifts of Employed Workers: August 1945 to August 1946, Current Population Reports, Labor Force*, Series P-50, No. 1 (U.S. Bureau of the Census, 1947).

<sup>11</sup> A coefficient of rank correlation of occupational mobility rates for men for 10 broad occupational groups of +.63 is significant at the 5 percent level. A coefficient of +.53 for women is not significant.

made industry shifts less frequently than did their blue-collar or service worker counterparts. And within the broad occupational groups, the greater the degree of skill, the less frequent was industry change.

### Mobility, 1946 and 1966

As pointed out at the beginning of this article, a previous survey of occupational mobility using a national sample was made two decades ago,<sup>10</sup> covering persons age 14 and over, employed in both August 1945 (just before V-J Day) and August 1946.

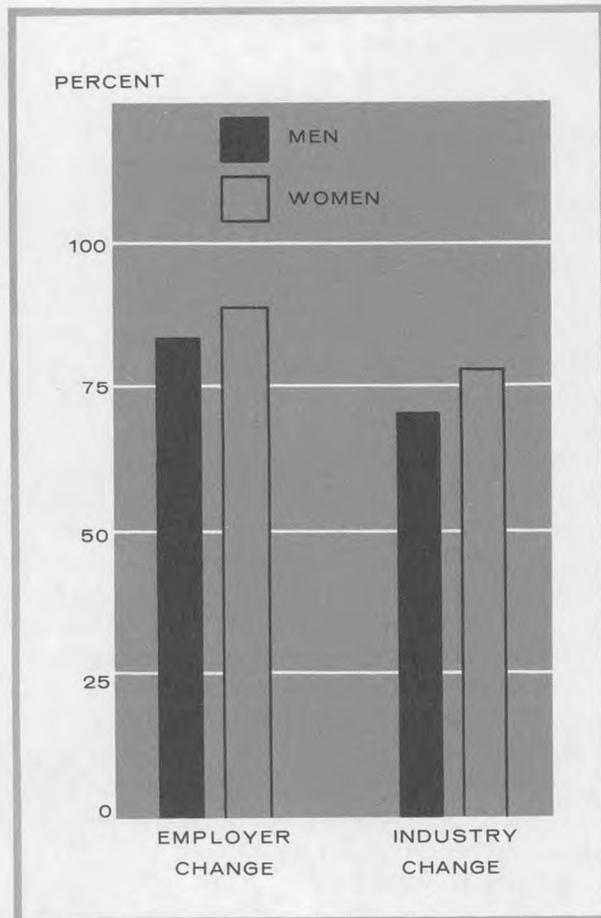
Occupational mobility rates for broad occupational groups by sex were developed as part of this study. The occupational composition of the groups differ slightly in concept from the current classifications, and age coverage starts at 14 rather than 18. Furthermore, unlike the present study, the rates applied only to movements from and to major groups; movements within a group, sizable in some instances judging by current data, were excluded. Despite these differences, it is possible to make some comparisons between the two surveys by computing 1965 mobility rates among broad occupational groups, i.e., excluding shifts to occupations in the same broad group.

The earlier survey occurred in a period of reconversion to a peacetime economy, and, as might be expected, occupational mobility rates were much higher—about 1½ times larger for men and twice as high for women. However, although the magnitudes varied, the relative ranking of the rates by occupation show some similarities, particularly for men.<sup>11</sup> In both periods, men who shifted to non-farm laboring jobs had the highest mobility rates, while the lowest rates prevailed for entry into farming and professional, technical, and kindred fields.

### Unemployment and Earnings

Simple linear correlation, multiple correlation, and partial correlation were used to examine the variation of occupational mobility rates for broad occupational groups of men for the period January 1965 to January 1966, with 1965 annual average unemployment rates and median annual earnings of all workers by occupation of longest job. Regardless of the measure of covariation used, the results

Chart 3. A Great Majority of Men and Women Who Changed Their Occupation Between January 1965 and 1966 Also Changed Either Their Employer or Their Industry, or Both



were similar (see below)—that is, occupational mobility rates varied directly and markedly with unemployment rates, and occupational mobility rates had little relationship to earnings.

Upon consideration, these results make sense. It must be remembered that the occupational mobility rates are entrance rates for men who changed occupations during the year, i.e., the base consisted of the number in the occupation in January 1966. At first glance, it seems strange

that occupations with high unemployment rates should have the most entrants from other occupations. These occupations, however, are those requiring the least in skills, training, and education and, furthermore, most of the occupation changers entering these occupations came from similar callings.

There are various reasons for the lack of relationship between earnings and occupational mobility. Occupations with the highest incomes require heavy investments in education (professional, technical, and kindred workers), money (managers and proprietors), or training (craftsmen, foremen, and kindred workers); relatively few persons working in other occupations can meet the requirements for these jobs. In those occupations where skills are more likely to be interchangeable, differences in earnings are not very great. And in those instances where skills and available jobs do not match, the skills are usually those requiring long training, so that even the lure of higher earnings is unlikely to quickly increase the number of applicants.

### The Important Aspects

In retrospect, two aspects of occupational mobility are of prime importance. First, in a growing economy with rapid technological developments and its concomitant changes in the demands for skills, there is a need for a smooth shift from declining occupations to expanding ones. Second, in a free society one of the measures of opportunity is the absence of barriers to upward mobility for qualified persons.

The first of the above aspects, it seems, is being solved with greater facility than the other. Certainly the volume of occupational movement helps satisfy changing requirements for skills. There is much movement within broad occupational groups and fairly high intergroup mobility in the lower levels of blue-collar workers. But the evidence indicates that the movement from blue- to white-collar occupations is still limited.

| Results of regression analysis                      |                     |                                                    |                                             |                            |
|-----------------------------------------------------|---------------------|----------------------------------------------------|---------------------------------------------|----------------------------|
| Variable                                            | Type of correlation | Least squares regression equation (mobility rate=) | Proportion of variation explained (percent) | Coefficient of correlation |
| Unemployment rate (U)                               | simple              | $4.75 + 1.44U$                                     | 64                                          | + .80                      |
| Median annual earnings (E)                          | simple              | $11.06 - .000285E$                                 | 2                                           | -.16                       |
| Unemployment rate and median annual earnings        | multiple            | $-0.95 + 1.91U + .00087E$                          | 76                                          | .87                        |
| Unemployment rate (earnings held constant)          | partial             |                                                    | 78                                          | +.88                       |
| Median annual earnings (unemployment held constant) | partial             |                                                    | 40                                          | +.63                       |

NOTE: Numbers in italics are statistically significant.

## Educational Attainment of Workers, March 1966

HARVEY R. HAMEL\*

THERE ARE MANY reasons for the continued emphasis on keeping young people in school for as long as possible and improving educational and training opportunities for poorly educated adult workers. One of them is to better prepare individuals to find and hold good jobs. Most of the new job opportunities that are being created in our economy are characterized by high educational and skill requirements. In addition, there is a rising demand in most existing occupations for workers with more education and training. Large numbers of comparatively well educated young people are entering the labor force, resulting in the continuation of the long-term trend of rising levels of education for the American worker.

In addition to a discussion of trends, this article analyzes the relationship between levels of schooling and unemployment, and the association of education with employment, occupation, and income. The data are based primarily on information from supplementary questions to the March 1966 monthly survey of the labor force, conducted for the Bureau of Labor Statistics by the Bureau of the Census through its Current Population Survey.<sup>1</sup>

### Education and Unemployment

One of the important findings of the latest survey on the educational attainment of the labor force is the substantial over-the-year decline in unemployment among high school dropouts (persons who have completed 1 to 3 years of high school). The sharp drop (to 5.3 from 7.4 percent) indicates a different pattern from the previous year's decline in unemployment (table 1).

Until March 1965, dropouts had not shared significantly in the general decline in unemployment from the high levels of 1961. Since that time, the appearance of labor shortages in selected areas and occupations could have been a factor resulting in greater employment opportunities for many poorly educated marginal workers.

Reductions in unemployment rates before 1965 had been concentrated among the least educated workers (those with 8 years or less of formal schooling) and among high school graduates. Workers at these levels of educational attainment continued to benefit from the current improvement in jobless levels,<sup>2</sup> but the high school dropouts also shared in the benefits. In the event of an economic downturn, however, the young, unskilled dropouts would be among the first to lose their jobs.

The 1965-66 decline in unemployment rates among 18 to 24 year-old high school dropouts (to 11.6 from 17.3 percent) was particularly noteworthy because these young men and women have had persistently high unemployment rates during the economic upturn in the past few years. Although the year-to-year pattern of decline in unemployment rates between March of 1962 and 1966 was markedly different among workers who had completed various levels of schooling, the overall 4-year decline was about the same (35 percent) for workers in each level of educational attainment.

The pattern of unemployment decline among Negro workers also changed in the year ended in March 1966.<sup>3</sup> Between 1962 and 1965, there was a greater reduction in unemployment rates among Negro than white workers at every level of educa-

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<sup>1</sup>The data relate to the civilian noninstitutional population 18 years old and over (unless otherwise specified) in the calendar week ending March 12, 1966. Data for 1959 and earlier years exclude Alaska and Hawaii. Previous survey findings were published in the *Monthly Labor Review*, February 1960, pp. 113-122, May 1963, pp. 504-515, May 1965, pp. 517-527, and March 1966, pp. 250-257. These reports were reprinted with additional tabular material and explanatory notes as Special Labor Force Reports Nos. 1, 30, 53, and 65. Reprints of all articles in the series are available while the supply lasts upon request to the Bureau or any of its regional offices.

The results of earlier surveys on this subject were published by the Bureau of the Census in its *Current Population Reports*, Series P-50, Nos. 14, 49, and 78. Data on the educational attainment of the population in 1959, 1962, 1964, 1965 and 1966 appeared in *Current Population Reports*, Series P-20, Nos. 99, 121, 138, and 158.

<sup>2</sup>Differential rates of decline in unemployment by educational level are the subject of an article by Professor Einar Hardin, "Labor Demand and Workers' Education" which appeared in the May 1967 issue of the *Monthly Labor Review*. Hardin's analysis suggests that a continued expansion in aggregate demand will bring about further reductions in the overall unemployment rate by continued substitution of less educated for more educated workers, provided of course that adequate training facilities and opportunities are made available.

<sup>3</sup>Data for nonwhites will be used to describe the experience of Negroes, who constituted about 92 percent of all nonwhites 18 years old and over, in the United States.

tion, except high school dropouts. Between March 1965 and 1966, however, the decline in the unemployment rate was as great among Negro dropouts as among white dropouts, although the reduction was less for Negroes than for whites in both the group with a grade school education and those who had graduated from high school (chart 1).

Despite the recent decrease, the unemployment rate for Negro high school dropouts was still higher than for those with only an elementary school education. Persons in the latter category tend to be mature workers who completed their formal education 10 years or more ago and have since acquired the skills and experience needed to obtain relatively stable jobs. Dropouts, on the other hand, tend to be young; they have recently entered the labor force and are searching for acceptable employment armed with few, if any, skills, and with little or no work experience. Even among Negro high school graduates, the unemployment rate was not significantly different from that of workers with only a grade school education.

Although white and Negro workers at each level of educational attainment shared in the overall improvement in unemployment rates, Negro workers' unemployment rates in March 1966 were at least

twice those of white workers at each level of schooling, with one exception—those with an elementary school education or less. Moreover, among men who had completed 4 years or more of high school the unemployment rate for Negro men was nearly three times that of white men (5.7 versus 2.0 percent).

### Education and the Worker

In addition to the close relationship between education and unemployment, there are also associations between educational attainment and participation in the work force, occupation, prevalence of part-time work, and length of unemployment.

Labor force participation rates generally tend to be higher for persons with more education. The only exceptions are men in the central working ages, who traditionally have high labor force participation rates regardless of level of school completed. In March 1966, only 32 percent of the women who had not completed their high school education were in the labor force, compared with 52 percent of the college graduates and 68 percent of those with advanced or professional degrees. College educated women are more likely to be in

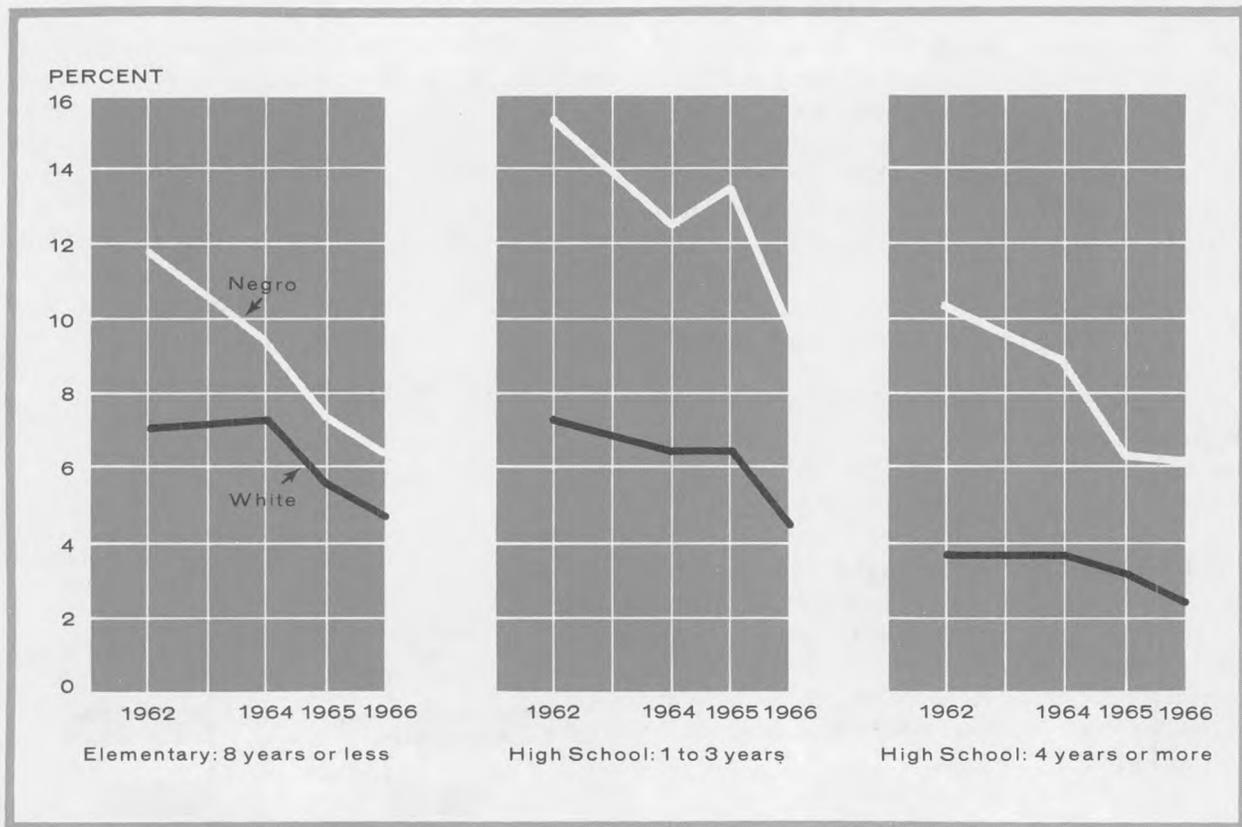
TABLE 1. UNEMPLOYMENT OF PERSONS 18 YEARS OLD AND OVER, BY COLOR AND YEARS OF SCHOOL COMPLETED, MARCH 1962, 1964, 1965, AND 1966

[Numbers in thousands]

| Years of school completed and color            | March 1966 |      | March 1965 |      | March 1964 |      | March 1962 |      | Percent change in number from— |              |              |
|------------------------------------------------|------------|------|------------|------|------------|------|------------|------|--------------------------------|--------------|--------------|
|                                                | Number     | Rate | Number     | Rate | Number     | Rate | Number     | Rate | 1965 to 1966                   | 1964 to 1965 | 1962 to 1964 |
| <b>ALL CLASSES</b>                             |            |      |            |      |            |      |            |      |                                |              |              |
| Total unemployed.....                          | 2,646      | 3.7  | 3,368      | 4.7  | 3,861      | 5.5  | 4,049      | 6.0  | -21.4                          | -12.8        | -4.6         |
| Elementary: 8 years or less <sup>1</sup> ..... | 793        | 5.0  | 980        | 5.9  | 1,305      | 7.6  | 1,462      | 8.0  | -19.1                          | -24.9        | -10.7        |
| High school: 1 to 3 years.....                 | 718        | 5.3  | 1,006      | 7.4  | 973        | 7.3  | 1,087      | 8.3  | -28.6                          | +3.4         | -10.5        |
| 4 years or more.....                           | 1,137      | 2.7  | 1,382      | 3.4  | 1,584      | 4.0  | 1,500      | 4.1  | -17.7                          | -12.8        | +5.6         |
| 4 years.....                                   | 812        | 3.1  | 1,024      | 4.1  | 1,147      | 4.8  | 1,122      | 5.1  | -20.7                          | -10.7        | +2.2         |
| College: 1 year or more.....                   | 325        | 2.0  | 358        | 2.3  | 437        | 2.9  | 378        | 2.6  | -9.2                           | -18.1        | +15.6        |
| <b>WHITE</b>                                   |            |      |            |      |            |      |            |      |                                |              |              |
| Total unemployed.....                          | 2,084      | 3.3  | 2,702      | 4.3  | 3,092      | 5.0  | 3,138      | 5.2  | -22.9                          | -12.6        | -1.5         |
| Elementary: 8 years or less <sup>1</sup> ..... | 603        | 4.7  | 761        | 5.6  | 1,010      | 7.2  | 1,063      | 7.1  | -20.8                          | -24.7        | -5.0         |
| High school: 1 to 3 years.....                 | 529        | 4.5  | 742        | 6.4  | 734        | 6.4  | 819        | 7.2  | -28.7                          | +1.1         | -10.4        |
| 4 years or more.....                           | 953        | 2.4  | 1,199      | 3.2  | 1,349      | 3.7  | 1,256      | 3.7  | -20.5                          | -11.1        | +7.4         |
| 4 years.....                                   | 673        | 2.8  | 866        | 3.7  | 974        | 4.3  | 926        | 4.6  | -22.3                          | -11.1        | +5.2         |
| College: 1 year or more.....                   | 280        | 1.8  | 333        | 2.3  | 375        | 2.6  | 330        | 2.4  | -15.9                          | -11.2        | +13.6        |
| <b>NONWHITE</b>                                |            |      |            |      |            |      |            |      |                                |              |              |
| Total unemployed.....                          | 562        | 7.0  | 666        | 8.5  | 769        | 10.0 | 911        | 12.1 | -15.6                          | -13.4        | -15.6        |
| Elementary: 8 years or less <sup>1</sup> ..... | 190        | 6.3  | 219        | 7.4  | 295        | 9.4  | 399        | 11.7 | -13.2                          | -25.8        | -26.1        |
| High school: 1 to 3 years.....                 | 189        | 9.7  | 264        | 13.5 | 239        | 12.5 | 268        | 15.3 | -28.4                          | +10.5        | -10.8        |
| 4 years or more.....                           | 184        | 6.1  | 183        | 6.2  | 235        | 8.8  | 244        | 10.3 | -1.5                           | -22.1        | -3.7         |
| 4 years.....                                   | 139        | 7.0  | 158        | 8.2  | 173        | 10.1 | 196        | 12.4 | -12.0                          | -8.7         | -11.7        |
| College: 1 year or more.....                   | 45         | 4.3  | 25         | 2.4  | 62         | 6.5  | 48         | 6.1  | +80.0                          | -59.7        | +29.2        |

<sup>1</sup> Includes persons reporting no school years completed.

Chart 1. Unemployment Rates of Persons 18 Years Old and Over, by Color and Years of School Completed, March 1962, 1964, 1965, and 1966<sup>1</sup>



<sup>1</sup> Data for 1963 are not available.

the labor force because there are more job opportunities open to them and they are presumably attracted by the better and more remunerative job openings. Also, women with college or advanced degrees are likely to want to apply their college training after the considerable investment in time and money spent to obtain it. This pattern of labor force participation for women generally prevailed regardless of age, color, or marital status. Educational attainment, however, is not the only determinant of labor force participation of women. Other factors include age, job opportunities, the presence and age of children, an individual's desire to work outside the home, and amount of husband's income.

Worker rates for women at most levels of education have continued to increase in the 1960's. For the younger women (under 35 years old), the steady decline in birth rates has contributed to the

increase, just as the increase has contributed to the decline in the birth rate.

At each level of educational attainment, greater proportions of Negro than white women were in the labor force. Sixty-two percent of the Negro but only 46 percent of the white women with at least a high school education were working or looking for work in March 1966. The Negro women are more likely to be heads of families, and married Negro women more often must work either to supplement the relatively low earnings of their husbands or to provide family income when the husband is unemployed.

About 96 percent of the men in the central age groups (25 to 54 years old) were in the labor force, and their participation rates varied little by educational attainment. Labor force participation rates for older men were consistently higher in the upper levels of schooling. The more important

findings for men in this age group, however, are recent changes in worker rates.

Labor force participation rates for men 65 years old and over have been declining steadily during the entire postwar period, with the exception of men with graduate or professional degrees. Until 1965, the decline in worker rates for men 55 to 64 years old was concentrated among the less educated; the most recent data, however, appear to indicate a similar decline among college-educated men. Apparently the proliferation of private pension plans, the liberalization of social security provisions, and other factors have been responsible for the declining worker rates of men 55 to 64 years old at all levels of education.

The labor force participation rates of white and Negro men are generally similar within the same age and education categories. The only deviation occurred among those with 8 years or less of schooling; the rate for Negroes in this group was about 10 percentage points higher than that for the whites. This results because a much larger proportion of white than Negro men with that much education are older and, hence, less likely to be in the labor force. There was little difference in worker rates between whites and Negroes in each age group.

### Education and Occupation

The long-term educational upgrading of employed persons in the 1950's and 1960's is evident in all major occupational groups:

|                                            | Percent of employed men who have completed 4 years or more of high school |            |                 |
|--------------------------------------------|---------------------------------------------------------------------------|------------|-----------------|
|                                            | October 1952 <sup>1</sup>                                                 | March 1966 | Change, 1952-66 |
| All occupations.....                       | 40.1                                                                      | 56.8       | 16.7            |
| Professional and managerial workers.....   | 71.1                                                                      | 84.1       | 13.0            |
| Clerical and sales workers.....            | 65.8                                                                      | 74.7       | 8.9             |
| Craftsmen, foremen and kindred workers.... | 34.0                                                                      | 48.7       | 14.7            |
| Operatives and kindred workers.....        | 24.3                                                                      | 39.5       | 15.2            |
| Service workers <sup>2</sup> .....         | 27.3                                                                      | 44.3       | 17.0            |
| Laborers, except farm and mine.....        | 16.6                                                                      | 28.4       | 11.8            |
| Farm workers.....                          | 20.7                                                                      | 29.2       | 8.5             |

<sup>1</sup> Excludes persons not reporting years of school completed.

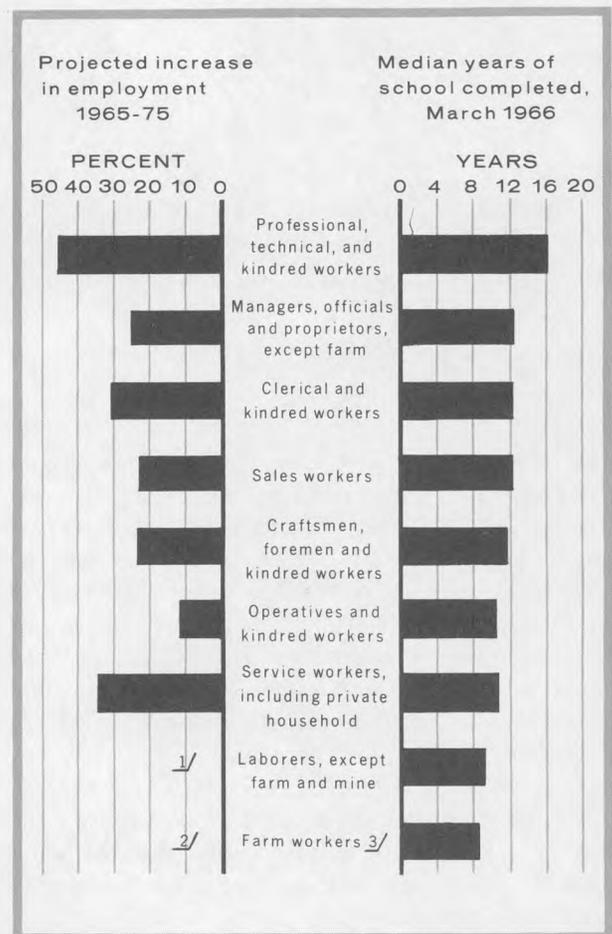
<sup>2</sup> Includes private household workers.

The rate of gain was highest among service and blue-collar workers—occupations in which average educational attainment is lowest. With the exception of service workers, employment levels in these occupations have risen only slightly since 1952. The other major occupation groups, in which

average levels of schooling are higher, have experienced rapid growth during this period.

These employment trends are expected to continue in the next decade. The most rapid increases in job opportunities will occur in occupations requiring the most schooling, e.g., professional and technical, while (with the exception of service workers) workers in occupations with the lowest levels of educational attainment will be competing for jobs which are increasing at a slower rate or even declining (chart 2). Increases between 1952 and 1966 in the proportions of high school graduates among women workers in each occupation group were not as sharp as among men.

Chart 2. Projected Increase in Employment, 1965-75, and Median Years of School Completed, March 1966, by Major Occupation Group



<sup>1</sup> A 3.0-percent decline in employment is projected for nonfarm laborers.

<sup>2</sup> An 18.9-percent decline in employment is projected for farm workers.

<sup>3</sup> Includes farmers and farm managers, farm laborers, and foremen.

The gain in educational attainment was greater for Negro than for white workers during the 1960's. In spite of the increase in March 1966, the

proportion of employed Negro men and women having only an elementary school education was twice the proportion for white men and women

TABLE 2. EMPLOYED PERSONS 18 YEARS OLD AND OVER, by SEX, COLOR, OCCUPATION GROUP, AND YEARS OF SCHOOL COMPLETED, MARCH 1959 AND 1966

[Percent distribution]

| Sex, color, and years of school completed       | Total employed |                   | White-collar occupations <sup>1</sup> |                   | Blue-collar occupations <sup>2</sup> |                   | Service occupations <sup>3</sup> |                   | Farm occupations <sup>4</sup> |                   |
|-------------------------------------------------|----------------|-------------------|---------------------------------------|-------------------|--------------------------------------|-------------------|----------------------------------|-------------------|-------------------------------|-------------------|
|                                                 | 1966           | 1959 <sup>5</sup> | 1966                                  | 1959 <sup>5</sup> | 1966                                 | 1959 <sup>5</sup> | 1966                             | 1959 <sup>5</sup> | 1966                          | 1959 <sup>5</sup> |
| <b>WHITE MEN</b>                                |                |                   |                                       |                   |                                      |                   |                                  |                   |                               |                   |
| Total: Number (in thousands).....               | 40,456         | 37,230            | 17,103                                | 14,793            | 18,523                               | 16,941            | 2,391                            | 2,034             | 2,439                         | 3,462             |
| Elementary: Percent.....                        | 100.0          | 100.0             | 100.0                                 | 100.0             | 100.0                                | 100.0             | 100.0                            | 100.0             | 100.0                         | 100.0             |
| High school: 8 years or less <sup>6</sup> ..... | 22.3           | 29.7              | 8.3                                   | 13.0              | 30.0                                 | 37.4              | 30.2                             | 50.3              | 53.5                          | 57.5              |
| 1 to 3 years.....                               | 18.5           | 19.9              | 10.3                                  | 12.4              | 26.1                                 | 26.9              | 22.7                             | 23.2              | 14.6                          | 15.8              |
| 4 years or more.....                            | 59.2           | 50.4              | 81.4                                  | 74.7              | 43.9                                 | 35.7              | 47.1                             | 36.4              | 31.9                          | 26.8              |
| <b>NONWHITE MEN</b>                             |                |                   |                                       |                   |                                      |                   |                                  |                   |                               |                   |
| Total: Number (in thousands).....               | 4,314          | 3,597             | 739                                   | 453               | 2,642                                | 2,150             | 645                              | 495               | 288                           | 499               |
| Elementary: Percent.....                        | 100.0          | 100.0             | 100.0                                 | 100.0             | 100.0                                | 100.0             | 100.0                            | 100.0             | 100.0                         | 100.0             |
| High school: 8 years or less <sup>6</sup> ..... | 42.2           | 58.3              | 12.0                                  | 19.9              | 46.7                                 | 64.3              | 39.8                             | 45.6              | 84.0                          | 79.7              |
| 1 to 3 years.....                               | 23.6           | 19.7              | 16.6                                  | 12.8              | 26.6                                 | 22.0              | 26.0                             | 23.8              | 9.0                           | 11.8              |
| 4 years or more.....                            | 34.1           | 22.1              | 71.3                                  | 67.3              | 26.7                                 | 13.8              | 34.1                             | 30.7              | 6.9                           | 8.4               |
| <b>WHITE WOMEN</b>                              |                |                   |                                       |                   |                                      |                   |                                  |                   |                               |                   |
| Total: Number (in thousands).....               | 21,425         | 17,539            | 13,511                                | 10,764            | 3,765                                | 3,004             | 3,718                            | 3,212             | 431                           | 559               |
| Elementary: Percent.....                        | 100.0          | 100.0             | 100.0                                 | 100.0             | 100.0                                | 100.0             | 100.0                            | 100.0             | 100.0                         | 100.0             |
| High school: 8 years or less <sup>6</sup> ..... | 15.4           | 21.2              | 4.9                                   | 7.9               | 35.4                                 | 41.5              | 30.8                             | 41.3              | 38.5                          | 52.6              |
| 1 to 3 years.....                               | 17.2           | 17.9              | 11.3                                  | 12.2              | 29.8                                 | 30.3              | 25.6                             | 25.6              | 19.5                          | 15.9              |
| 4 years or more.....                            | 67.4           | 60.9              | 83.8                                  | 79.8              | 34.8                                 | 28.2              | 43.6                             | 33.0              | 42.0                          | 31.6              |
| <b>NONWHITE WOMEN</b>                           |                |                   |                                       |                   |                                      |                   |                                  |                   |                               |                   |
| Total: Number (in thousands).....               | 3,132          | 2,426             | 793                                   | 431               | 535                                  | 358               | 1,750                            | 1,553             | 54                            | 84                |
| Elementary: Percent.....                        | 100.0          | 100.0             | 100.0                                 | 100.0             | 100.0                                | 100.0             | 100.0                            | 100.0             | (?)                           | (?)               |
| High school: 8 years or less <sup>6</sup> ..... | 32.6           | 47.3              | 3.3                                   | 13.2              | 31.2                                 | 44.7              | 45.1                             | 55.2              | -----                         | -----             |
| 1 to 3 years.....                               | 23.5           | 22.1              | 10.3                                  | 9.5               | 30.1                                 | 29.6              | 27.4                             | 24.5              | -----                         | -----             |
| 4 years or more.....                            | 43.9           | 30.6              | 86.4                                  | 77.2              | 38.7                                 | 25.7              | 27.4                             | 20.3              | -----                         | -----             |
| <b>March 1966</b>                               |                |                   |                                       |                   |                                      |                   |                                  |                   |                               |                   |
| Total.....                                      | 100.0          | 42.3              | 45.8                                  | 5.9               | 6.0                                  | 100.0             | 39.8                             | 45.4              | 5.5                           | 9.3               |
| Elementary: 8 years or less <sup>6</sup> .....  | 100.0          | 15.7              | 61.7                                  | 8.0               | 14.5                                 | 100.0             | 17.4                             | 57.1              | 7.5                           | 18.0              |
| High school: 1 to 3 years.....                  | 100.0          | 23.5              | 64.5                                  | 7.3               | 4.8                                  | 100.0             | 24.8                             | 61.4              | 6.4                           | 7.4               |
| 4 years or more.....                            | 100.0          | 58.1              | 33.9                                  | 4.7               | 3.2                                  | 100.0             | 58.9                             | 32.2              | 4.0                           | 4.9               |
| <b>NONWHITE MEN</b>                             |                |                   |                                       |                   |                                      |                   |                                  |                   |                               |                   |
| Total.....                                      | 100.0          | 17.1              | 61.2                                  | 15.0              | 6.7                                  | 100.0             | 12.5                             | 59.6              | 13.8                          | 14.2              |
| Elementary: 8 years or less <sup>6</sup> .....  | 100.0          | 4.9               | 67.7                                  | 14.1              | 13.3                                 | 100.0             | 4.2                              | 64.7              | 10.6                          | 20.5              |
| High school: 1 to 3 years.....                  | 100.0          | 12.1              | 68.9                                  | 16.5              | 2.6                                  | 100.0             | 8.3                              | 68.3              | 17.1                          | 6.4               |
| 4 years or more.....                            | 100.0          | 35.8              | 47.9                                  | 14.9              | 1.4                                  | 100.0             | 38.7                             | 37.9              | 19.6                          | 3.8               |
| <b>WHITE WOMEN</b>                              |                |                   |                                       |                   |                                      |                   |                                  |                   |                               |                   |
| Total.....                                      | 100.0          | 63.1              | 17.6                                  | 17.4              | 2.0                                  | 100.0             | 61.3                             | 17.1              | 18.4                          | 3.2               |
| Elementary: 8 years or less <sup>6</sup> .....  | 100.0          | 20.1              | 40.2                                  | 34.7              | 5.0                                  | 100.0             | 22.9                             | 33.5              | 35.7                          | 7.9               |
| High school: 1 to 3 years.....                  | 100.0          | 41.5              | 30.5                                  | 25.8              | 2.3                                  | 100.0             | 42.0                             | 29.0              | 26.2                          | 2.8               |
| 4 years or more.....                            | 100.0          | 78.4              | 9.1                                   | 11.2              | 1.3                                  | 100.0             | 80.5                             | 7.9               | 10.0                          | 1.6               |
| <b>NONWHITE WOMEN</b>                           |                |                   |                                       |                   |                                      |                   |                                  |                   |                               |                   |
| Total.....                                      | 100.0          | 25.3              | 17.1                                  | 55.9              | 1.7                                  | 100.0             | 17.7                             | 14.6              | 64.2                          | 3.5               |
| Elementary: 8 years or less <sup>6</sup> .....  | 100.0          | 2.5               | 16.4                                  | 77.4              | 3.6                                  | 100.0             | 5.0                              | 13.8              | 75.1                          | 6.1               |
| High school: 1 to 3 years.....                  | 100.0          | 11.1              | 21.8                                  | 65.1              | 1.9                                  | 100.0             | 7.6                              | 19.4              | 70.9                          | 2.0               |
| 4 years or more.....                            | 100.0          | 49.8              | 15.1                                  | 34.9              | .2                                   | 100.0             | 44.6                             | 12.3              | 42.6                          | .5                |

<sup>1</sup> Includes professional, technical, managerial, clerical, and sales workers.  
<sup>2</sup> Includes craftsmen, foremen, operatives, and laborers, except farm and mine.  
<sup>3</sup> Includes private household workers.

<sup>4</sup> Includes farmers and farm managers, foremen, and laborers.  
<sup>5</sup> Excludes persons not reporting years of school completed.  
<sup>6</sup> Includes persons reporting no school years completed.  
<sup>7</sup> Percent not shown where base is less than 100,000.

TABLE 3. MEDIAN INCOME OF PERSONS 14 YEARS OLD AND OVER, BY COLOR, SEX, AND EDUCATIONAL ATTAINMENT, 1958 AND 1965

| Color, sex, and year        | Years of school completed |         |                 |         |                               |
|-----------------------------|---------------------------|---------|-----------------|---------|-------------------------------|
|                             | Elementary school         |         | High school     |         | College—<br>1 year or<br>more |
|                             | Less than<br>8 years      | 8 years | 1 to 3<br>years | 4 years |                               |
| <b>MEN</b>                  |                           |         |                 |         |                               |
| Total: 1958.....            | \$1,905                   | \$3,214 | \$3,594         | \$4,548 | \$5,702                       |
| 1965.....                   | 2,381                     | 3,704   | 4,100           | 5,828   | 7,068                         |
| Percent change 1958-65..... | 25.0                      | 15.2    | 14.1            | 28.1    | 24.0                          |
| White: 1958.....            | \$2,076                   | \$3,276 | \$3,774         | \$4,654 | \$5,810                       |
| 1965.....                   | 2,571                     | 3,912   | 4,365           | 5,976   | 7,257                         |
| Percent change 1958-65..... | 23.8                      | 19.4    | 15.7            | 28.4    | 24.9                          |
| Nonwhite: 1958.....         | \$1,447                   | \$2,328 | \$2,224         | \$2,994 | \$3,679                       |
| 1965.....                   | 1,988                     | 2,619   | 2,804           | 3,784   | 4,892                         |
| Percent change 1958-65..... | 37.4                      | 12.5    | 26.1            | 26.4    | 33.0                          |
| <b>WOMEN</b>                |                           |         |                 |         |                               |
| Total: 1958.....            | \$711                     | \$909   | \$867           | \$2,036 | \$2,429                       |
| 1965.....                   | 908                       | 1,173   | 1,167           | 2,338   | 3,047                         |
| Percent change 1958-65..... | 27.7                      | 29.0    | 34.6            | 14.8    | 25.4                          |
| White: 1958.....            | \$765                     | \$924   | \$927           | \$2,095 | \$2,394                       |
| 1965.....                   | 909                       | 1,211   | 1,238           | 2,425   | 2,999                         |
| Percent change 1958-65..... | 18.8                      | 31.1    | 33.5            | 15.8    | 25.3                          |
| Nonwhite: 1958.....         | \$633                     | \$863   | \$839           | \$1,330 | \$2,365                       |
| 1965.....                   | 824                       | 1,252   | 1,018           | 1,944   | 3,530                         |
| Percent change 1958-65..... | 24.3                      | 45.1    | 21.3            | 46.2    | 49.3                          |

SOURCE: *Current Population Reports, Income of Families and Persons in the United States* (U.S. Bureau of the Census), Series P-60, No. 33 and unpublished Census data.

(table 2). Among white men the rise in the level of schooling since 1959 was fairly evenly distributed in all broad occupation groups, with a slightly higher gain among service workers. Blue-collar workers had the sharpest rise in educational attainment among employed Negro men.

The increase in the proportion of employed Negro women with 4 years or more of high school was about twice that for white women. Among white women, the increase was sharpest among farm workers (who represent only 2 percent of the employed) and service workers. For Negro women, significant increases in the proportion with a high school diploma occurred among all major occupation groups, with the largest rise among blue-collar employees.

Despite some improvement in the kinds of jobs held by the Negro worker there was still a wide disparity in the occupational distributions of employed Negroes and whites in 1966. Only 36 percent of the Negro versus 58 percent of the white men with at least a high school diploma worked at white-collar jobs (professional, managerial,

clerical and sales). A similar disparity prevailed even among the high school dropouts—59 percent of the Negro men but only 37 percent of the white men were semiskilled or unskilled workers. Occupational differences between white and Negro women workers were also large—of those with at least a high school education, 78 percent of the whites but only 50 percent of the Negroes were white-collar workers.

The very high unemployment rates of Negro men, even among the more educated, and the occupational differential between whites and Negroes combine to indicate that there are factors other than relatively low levels of educational attainment which contribute to the job hunting problems of Negro men. Continued increases in the educational levels of Negro workers are essential to keep pace with the economy's demand for more educated workers and to prevent a widening of the Negro-white differential. Such increases alone, however, will not improve the job situation of Negro workers relative to that of white workers. Educational upgrading for Negroes will be effective only when it is accompanied by the opening of job opportunities commensurate with each individual's level of education and ability.

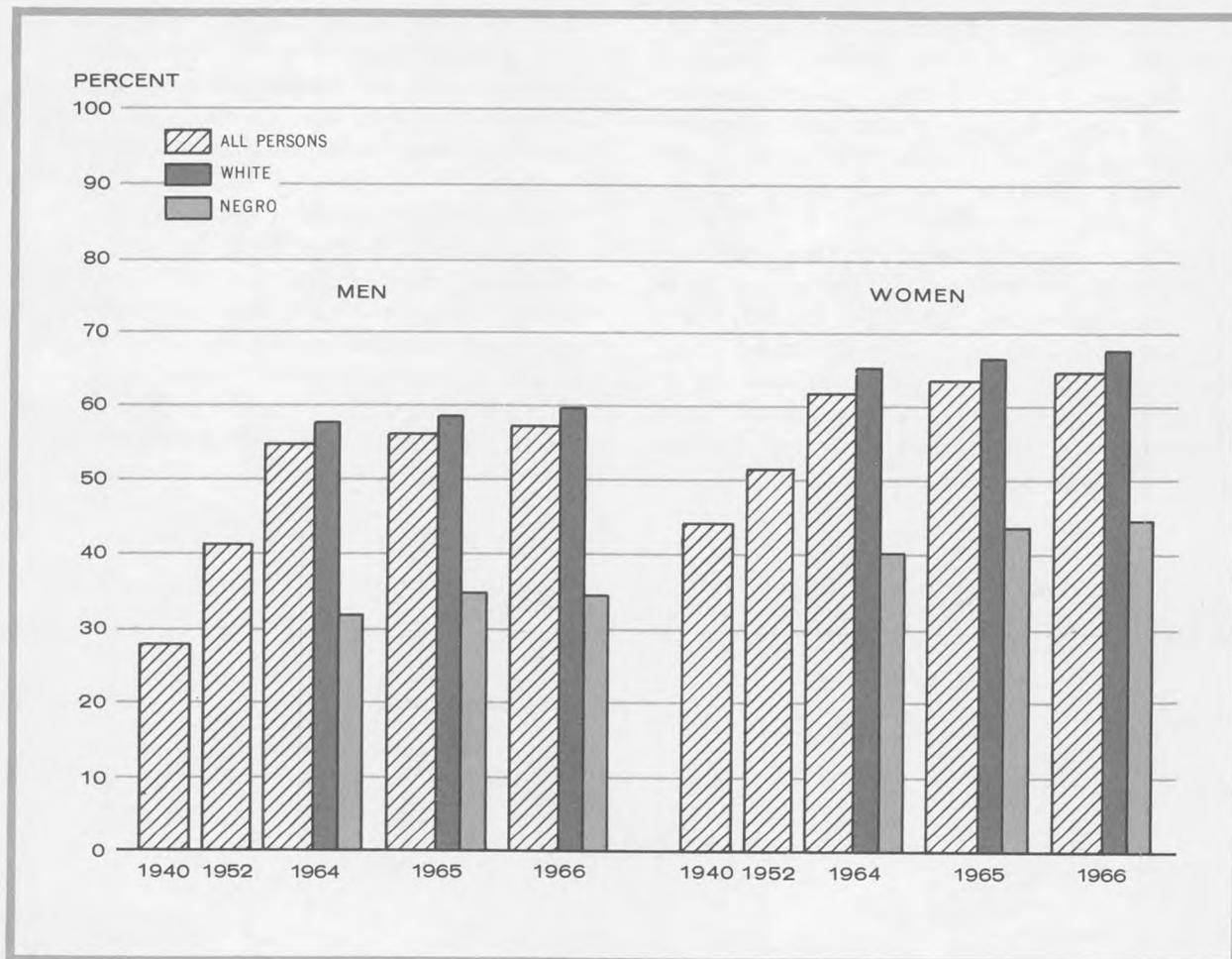
## Employment and Earnings

There appears to be a direct relationship between educational attainment and the utilization of workers, as evidenced by data on the incidence of part-time work and extended unemployment. Employed persons with full-time jobs had more years of schooling than those with part-time jobs, and the level of education was higher for workers unemployed for only a short period than for those with prolonged unemployment.

|                                              | Employed   | Median years of school<br>completed, March 1966 |
|----------------------------------------------|------------|-------------------------------------------------|
| Full time.....                               |            | 12.3                                            |
| Part time for economic reasons: <sup>1</sup> |            |                                                 |
| Usually work full time.....                  |            | 9.9                                             |
| Usually work part time.....                  |            | 10.0                                            |
|                                              | Unemployed |                                                 |
| 1 to 4 weeks.....                            |            | 11.7                                            |
| 5 to 14 weeks.....                           |            | 11.4                                            |
| 15 to 26 weeks.....                          |            | 10.4                                            |
| 27 weeks or more.....                        |            | 10.2                                            |

<sup>1</sup> Includes persons who worked less than 35 hours during the survey week because of slack work, material shortages, inability to find full-time work, and other similar reasons.

Chart 3. Proportion of Workers 18 to 64 Years Old Who Had Completed 4 Years of High School or More, by Sex and Color, Selected Years, 1940 to 1966



Reasons for these variations include the prevalence of part-time work among blue-collar workers whose educational attainment is lower than average; the large proportion of the short-term unemployed who are young persons changing jobs or looking for better positions; and the large proportion of these young workers who are high school graduates.

Workers with more schooling not only tend to hold jobs with higher status and to be employed more steadily than persons who do not have as

much schooling, but they also tend to have higher incomes. In 1965, the median income of men and women 14 years old and over who had attended college was three times as great as that for workers with less than an eighth grade education<sup>4</sup> (table 3). Moreover, for men, the rise in income between 1958 and 1965 was generally sharper among the better educated than the less educated workers. The median income of high school graduates and college trained men increased by at least twice the dollar amount as did the income of men with lesser amounts of education. The average income of men who had had some college training rose about \$1,400 between 1958 and 1965 compared with only \$500 for those who had not completed high school.

<sup>4</sup>The estimated lifetime earnings of men display a similar relationship with years of school completed. See Herman P. Miller, "Education: An Advantage for a Lifetime," *Occupational Outlook Quarterly*, December 1963, pp. 1-4. More recent data appear in *Statistical Abstract of the United States: 1966* (U.S. Bureau of the Census), p. 116, table 158.

Comparison of incomes of women is blurred by the fact that many of them do not work at all and of those who do, significant numbers work only part of the year or only part time. In spite of this limitation, women who had attended college not only had an average income much greater than that of women who did not have as much schooling, but the increase in their income over the 7-year period (\$600) was at least twice that for women with lesser amounts of education.

Negro men averaged less income than white men at each level of education, and the gap widened with additional years of schooling. In 1965, Negro men who had attended college (including those who were graduates) averaged \$4,892, about \$1,100 less than the average income of white men who were high school graduates. However, the average income of Negro men rose more sharply than that

of white men between 1958 and 1965 at most levels of education. White women had higher average incomes than Negro women at each level of education except for college-educated workers; in this group, greater proportions of Negro than white women probably are workers with earnings, and they may have worked more weeks at full-time jobs because they are more firmly attached to the labor force.

These data confirm the advantaged position of the more educated worker. He is more likely to be in the work force to begin with, more likely to be working in a desirable occupation earning a higher income, and he is less subject to loss of working time through unemployment or reduction in hours of work. This demand for more highly educated workers will grow as new, more complicated, and more specialized jobs appear in our economy.

TABLE 4. EDUCATIONAL ATTAINMENT OF THE CIVILIAN LABOR FORCE 18 YEARS OLD AND OVER, BY COLOR AND SEX, SELECTED YEARS, 1952-66

| Years of school completed and year                                                | Both sexes |       |          | Men   |       |          | Women |       |          |
|-----------------------------------------------------------------------------------|------------|-------|----------|-------|-------|----------|-------|-------|----------|
|                                                                                   | Total      | White | Nonwhite | Total | White | Nonwhite | Total | White | Nonwhite |
| Percent of civilian labor force completing specified years of school <sup>1</sup> |            |       |          |       |       |          |       |       |          |
| Elementary—8 years or less: <sup>2</sup>                                          |            |       |          |       |       |          |       |       |          |
| March 1966                                                                        | 22.2       | 20.2  | 37.9     | 24.6  | 22.6  | 42.2     | 17.8  | 15.6  | 31.8     |
| March 1965                                                                        | 23.3       | 21.6  | 37.6     | 25.7  | 23.9  | 41.8     | 19.0  | 17.1  | 31.6     |
| March 1964                                                                        | 24.5       | 22.6  | 40.8     | 26.9  | 24.8  | 44.7     | 20.2  | 18.1  | 35.1     |
| March 1962                                                                        | 27.0       | 24.7  | 45.2     | 29.6  | 27.2  | 50.5     | 21.8  | 19.5  | 37.6     |
| March 1959                                                                        | 30.5       | 27.7  | 53.8     | 33.2  | 30.4  | 58.1     | 24.9  | 21.7  | 47.1     |
| March 1957                                                                        | 33.4       | 30.5  | 57.6     |       |       |          |       |       |          |
| October 1952                                                                      | 37.9       | 34.9  | 66.5     | 41.2  | 38.7  | 69.5     | 31.0  | 26.5  | 62.3     |
| High school—4 years or more:                                                      |            |       |          |       |       |          |       |       |          |
| March 1966                                                                        | 58.9       | 61.5  | 37.8     | 56.1  | 58.7  | 33.5     | 63.9  | 66.9  | 43.8     |
| March 1965                                                                        | 57.5       | 60.0  | 37.5     | 54.9  | 57.3  | 33.8     | 62.3  | 65.2  | 42.7     |
| March 1964                                                                        | 56.2       | 58.9  | 34.6     | 53.7  | 56.2  | 30.8     | 61.0  | 64.2  | 39.7     |
| March 1962                                                                        | 53.8       | 56.6  | 31.5     | 50.8  | 53.5  | 27.3     | 59.4  | 62.7  | 37.6     |
| March 1959                                                                        | 49.8       | 52.6  | 25.0     | 46.6  | 49.4  | 21.7     | 55.9  | 59.8  | 29.9     |
| March 1957                                                                        | 47.3       | 50.1  | 22.7     |       |       |          |       |       |          |
| October 1952                                                                      | 43.3       | 46.1  | 17.4     | 39.9  | 42.1  | 15.1     | 50.6  | 55.1  | 20.4     |
| College—4 years or more:                                                          |            |       |          |       |       |          |       |       |          |
| March 1966                                                                        | 11.8       | 12.5  | 5.8      | 12.8  | 13.7  | 5.1      | 9.9   | 10.4  | 6.9      |
| March 1965                                                                        | 11.6       | 12.2  | 7.0      | 12.4  | 13.1  | 6.4      | 10.0  | 10.3  | 7.8      |
| March 1964                                                                        | 11.1       | 11.8  | 5.8      | 12.1  | 12.7  | 6.0      | 9.5   | 10.1  | 5.2      |
| March 1962                                                                        | 11.0       | 11.8  | 4.8      | 11.7  | 12.6  | 3.6      | 9.5   | 10.0  | 6.7      |
| March 1959                                                                        | 9.7        | 10.3  | 4.0      | 10.5  | 11.2  | 3.6      | 8.0   | 8.6   | 4.7      |
| March 1957                                                                        | 9.1        | 9.8   | 3.5      |       |       |          |       |       |          |
| October 1952                                                                      | 8.0        | 8.6   | 2.6      | 8.1   | 8.6   | 1.9      | 7.7   | 8.3   | 3.6      |
| Median years of school completed                                                  |            |       |          |       |       |          |       |       |          |
| March 1966                                                                        | 12.2       | 12.3  | 10.5     | 12.2  | 12.3  | 10.0     | 12.3  | 12.4  | 11.2     |
| March 1965                                                                        | 12.2       | 12.3  | 10.5     | 12.2  | 12.2  | 10.0     | 12.3  | 12.3  | 11.1     |
| March 1964                                                                        | 12.2       | 12.2  | 10.1     | 12.1  | 12.2  | 9.7      | 12.3  | 12.3  | 10.8     |
| March 1962                                                                        | 12.1       | 12.2  | 9.6      | 12.0  | 12.1  | 9.0      | 12.2  | 12.3  | 10.5     |
| March 1959                                                                        | 12.0       | 12.1  | 8.7      | 11.5  | 11.9  | 8.3      | 12.2  | 12.2  | 9.4      |
| March 1957                                                                        | 11.6       | 12.1  | 8.4      | 11.1  | 11.5  | 8.0      | 12.1  | 12.2  | 8.9      |
| October 1952                                                                      | 10.9       | 11.4  | 7.6      | 10.4  | 10.8  | 7.2      | 12.0  | 12.1  | 8.1      |

<sup>1</sup> Excludes persons completing 1 to 3 years of high school.

<sup>2</sup> Includes persons reporting no school years completed.

SOURCE: U.S. Bureau of the Census, "Current Population Reports," Series P-50, Nos. 49 and 78 for 1952 and 1957 data, respectively; Special Labor Force Reports Nos. 1, 30, 53, and 65 for 1959, 1962, 1964 and 1965 data, respectively.

**Trends**

The long-term improvement in the educational attainment of American workers since 1940 continued in 1966 for men and women in every age group. One of the most significant developments during this period was the doubling in the proportion of 18 to 64 year-old working men who had completed 4 years of high school or more (chart 3). The percentage increase was not nearly as high for women workers; however, the proportion of high school graduates in 1940 was already higher among women than men.

In March 1966, women workers still maintained a lead over working men (although it had sharply diminished since 1940) with respect to the proportion who had had at least a high school education. Until 1964, the educational gap between men and women workers had been undergoing a long-term narrowing, that is, the educational attainment of men was approaching that of women (table 4). Now, however, it appears that this trend has diminished significantly or even stopped. In three successive surveys, the difference between the proportions of women and men workers 18 years old and over with 4 years or more of high school has not decreased, but has leveled at 7 to 8 percentage points. Before 1964, greater numbers of less educated women than of college-educated women were coming into the labor force; in recent years this trend also seems to have slowed.

One indication of the change is the sharp increase in labor force participation rates of better educated young married women:

*Labor force participation rates of married women, husband present, 18 to 34 years old*  
March of—

|                      | 1959 | 1962 | 1966 |
|----------------------|------|------|------|
| Elementary:          |      |      |      |
| 8 years or less..... | 24.3 | 23.3 | 25.8 |
| High school:         |      |      |      |
| 1 to 3 years.....    | 26.7 | 28.0 | 28.5 |
| 4 years.....         | 30.8 | 30.4 | 35.8 |
| College:             |      |      |      |
| 1 to 3 years.....    | 29.3 | 30.9 | 36.5 |
| 4 years or more..... | 36.9 | 44.6 | 47.8 |

Although the worker rates for the less educated women did not change significantly, the recent surge of college-educated young women entering the labor force has enabled the educational gains of all women workers to keep pace with those of their male counterparts.

The proportion of the work force 18 years old and over that has attained a college or advanced degree also increased significantly, rising to 12 percent in March 1966 from 8 percent in October 1952. The percentage was higher and over the period the increase in the proportion was sharper for men than for women workers.

This article has shown that the educational attainment of American workers varies with age. The continuing trend toward a more highly educated work force results primarily from the entrance into the labor force of the better educated young persons and the exiting of older persons who averaged fewer years of school. In March 1966, twice the proportion of 18 to 24 year-old workers as of those over 64 years old had completed at least a high school education (74 and 37 percent, respectively). Yet it should be noted that since 1952 the proportion of the work force with that level of education increased as much for the older workers as for the younger—17 percentage points—reflecting the greater decline in labor force participation of older less educated workers. In spite of rapidly rising educational levels, there are still 8 million workers 18 years old and over who have completed less than 8 years of schooling.

Trends in educational attainment since 1952 indicate that there has been a sharper rise in the average level of schooling of Negro than white workers. Between 1952 and 1966, the average level of schooling of Negro women workers had risen 3 years compared with only 1.3 years for white women workers. The gain for Negro working men was double that for white men. But these gains for Negro workers should not obscure the fact that the average level of educational attainment of Negro men in 1966 was 1 year less than the level achieved by white men in 1952. Moreover, the proportion of Negro workers with limited amounts of schooling remained very large; 32 percent of the Negro women and 42 percent of the Negro men had not gone beyond elementary school. For white workers, the proportions were 16 and 23 percent, respectively.

The current survey shows that even among young men and women workers 20 to 24 years old, all of whom attended school in the recent years of rising school enrollment rates, 81 percent of the whites but only 58 percent of the Negroes had completed 4 years or more of high school.

## Wages and Supplementary Benefits in Metropolitan Areas

THE FIRST HALF of the 1960's was a period during which wage increases generally diminished in each successive year. However, according to the latest annual Bureau of Labor Statistics survey of nationwide occupational pay levels in metropolitan areas, wage increases between February 1965 and February 1966 were larger for each occupational group studied than they were during the previous 2 years.

Among the six industry divisions included in the survey, the highest average pay levels were found in public utilities, followed by those in manufacturing. Detroit reported the highest earnings for office workers and Manchester, N.H., the lowest. For all occupational groups studied, however, earnings were generally highest in the West and lowest in the South.

Almost all manufacturing plant and office workers received paid holidays, paid vacations, and some form of health, insurance, or pension plan. Changes over the years since 1959-60, the date of the Bureau's first nationwide study of supplemental benefits, usually took the form of more liberal benefits rather than the establishment of plans. Such liberalization usually involved the addition of paid holidays or longer vacations after shorter service. The most striking movement, however, continued to be the increased coverage of workers under catastrophe (extended medical) insurance.

### Scope of Survey

Areawide surveys were conducted in 84 Standard Metropolitan Statistical Areas between July 1965 and June 1966. Data collected in these areas were projected to represent all 221 metropolitan areas of the United States excluding Alaska and Hawaii, as defined by the Bureau of the Budget through March 1965.<sup>1</sup> February serves as the average month of reference for the period to which the individual area data pertain.

Approximately 12,800 establishments employing almost 9 million workers were included in the Bureau's sample to represent 69,500 establishments employing 19 million workers within scope of the study in all metropolitan areas. The survey covered establishments employing 50 workers or more,

except in 12 of the largest areas where the minimum establishment size was 100 employees in manufacturing, public utilities, and retail trade. The following tabulation presents the number of nonsupervisory plant and office workers within scope of the survey by industry division and economic region:

|                                                                   | Plant workers <sup>1</sup> | Office workers <sup>1</sup> |
|-------------------------------------------------------------------|----------------------------|-----------------------------|
| All industries and regions.....                                   | 11,997,500                 | 3,481,400                   |
| Industry division:                                                |                            |                             |
| Manufacturing.....                                                | 7,395,900                  | 1,307,200                   |
| Transportation, communication,<br>and other public utilities..... | 1,155,000                  | 434,600                     |
| Wholesale trade.....                                              | 542,100                    | 289,900                     |
| Retail trade.....                                                 | 2,067,700                  | 287,000                     |
| Finance, insurance, and real estate.....                          | <sup>2</sup> 64,800        | 946,300                     |
| Services.....                                                     | 772,000                    | 216,400                     |
| Region:                                                           |                            |                             |
| Northeast.....                                                    | 3,688,400                  | 1,187,500                   |
| South.....                                                        | 2,646,900                  | 636,700                     |
| North Central.....                                                | 3,990,200                  | 1,058,800                   |
| West.....                                                         | 1,672,000                  | 589,400                     |

<sup>1</sup> Plant workers include working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in nonoffice functions. Office workers include working supervisors and nonsupervisory workers performing clerical or related functions.

<sup>2</sup> Real estate only. A separate plant worker employment concept was not applicable to banks and insurance companies.

### Rising Trends in Wages

Average earnings of office and plant workers in the Nation's metropolitan areas rose more from February 1965 to February 1966 than in other recent years. The 3.2-percent increase in average salaries of office clerical workers was last exceeded during the year ending February 1962. (See table 1.)

The increases of 3.7 percent for skilled maintenance workers and 3.8 percent for industrial nurses, during the year ending February 1966, were the largest for these occupational groups since February 1961, when BLS began measuring occupational wage trends on a national basis. Average hourly earnings of unskilled plant workers rose 3.1 percent, a rate about equal to the average rise for this group over the preceding 4 years but higher than the 1964-65 increase.

Regionally,<sup>2</sup> comparisons to year-earlier rates of increase disclose a rather consistent pattern of

<sup>1</sup> A more comprehensive analysis of the study will be presented in a forthcoming BLS bulletin, *Wages and Related Benefits; Part II: Metropolitan Areas, United States and Regional Summaries, 1965-66*. The February 1965-February 1966 wage trend data were collected in 80 of these areas and were projected to represent 212 metropolitan areas of the United States, including Alaska and Hawaii, as defined by the Bureau of the Budget through 1961.

The areas surveyed in this study are those listed in table 3.

<sup>2</sup> For definition of regions used in this study, see footnote 3, table 1.

higher increases in the current year for all groups except unskilled plant workers.

An analysis of the divergence between the estimates for all industries combined and those for manufacturing<sup>3</sup> shows that, generally, the larger wage increases occurred in nonmanufacturing industries. Further analysis of published occupational averages by industry for February 1961 through February 1966 demonstrates that wages have risen most rapidly in the relatively low-paying services industry group.

Percent increases over the period of February 1961 to February 1966 are shown in the following tabulation:

| Industry and occupational group        | United States | North-east | South | North Central | West |
|----------------------------------------|---------------|------------|-------|---------------|------|
| <b>All industries:</b>                 |               |            |       |               |      |
| Office clerical (men and women).....   | 15.9          | 16.2       | 17.5  | 14.2          | 17.0 |
| Industrial nurses (men and women)..... | 17.2          | 18.2       | 15.1  | 16.2          | 19.6 |
| Skilled maintenance (men).....         | 15.5          | 15.8       | 15.7  | 14.9          | 16.4 |
| Unskilled plant (men).....             | 16.8          | 16.9       | 17.6  | 15.9          | 18.3 |
| <b>Manufacturing:</b>                  |               |            |       |               |      |
| Office clerical (men and women).....   | 15.0          | 15.2       | 15.2  | 13.9          | 17.1 |
| Industrial nurses (men and women)..... | 16.7          | 18.0       | 14.3  | 15.6          | 19.5 |
| Skilled maintenance (men).....         | 14.5          | 14.8       | 14.3  | 14.4          | 15.0 |
| Unskilled plant (men).....             | 15.4          | 15.3       | 17.6  | 14.7          | 15.7 |

Over the 5-year period, wages for 3 of the 4 occupational groups studied increased most in the West and least in the North Central region. The largest increase for office clerical workers and the smallest increase for industrial nurses were in the South.

### Occupational Wages

Average weekly salaries of office clerical workers ranged from \$121.50 for men class A tabulating-machine operators to \$61.50 for women class C file clerks (table 2). The highest paid women office workers were a relatively small number of class A tabulating-machine operators, averaging \$112.50, and the lowest average for men was the \$68.50 earned by office boys.

On a nationwide and regional basis, all-industry averages for men exceeded those for women in each of the office clerical jobs for which data were published. However, nationally within industry divisions, office girls employed in manufacturing and women tabulating-machine operators (class C) in wholesale trade earned salaries equal to or slightly higher than those of their male counterparts.

It should not be assumed that differences in average pay levels for men and women reflect differences in pay treatment of the sexes within individual establishments. Industries and establishments differ in pay levels and job staffing, and thus contribute differently to the estimates for each job (and sex). Differences may even occur within establishments because of varying lengths of service or differences in specific duties within the same generalized survey job description.

Average weekly earnings for men and women in the 19 most important office jobs combined in the major industry groups compared with averages for the combined industries as follows: Public utilities, 109 percent; manufacturing, 105 percent; wholesale trade, 101 percent; services, 99 percent; finance, 91 percent; and retail trade, 90 percent. Regional all-industries averages compared with averages for the United States provide the following relatives: West, 108 percent; North Central, 101 percent; Northeast, 99 percent; and South, 94 percent.

The arrays of industries and regions from highest to lowest have not changed since 1961, with changes in relatives amounting to 2 points or less. Among industries, relative wage levels have increased in public utilities, retail trade, and services, and decreased in manufacturing. Among regions, relative levels have increased in the South and West, and decreased in the North Central region.

Men class A draftsmen averaged \$159.50 in February 1966, the first period for which national estimates for the revised drafting job descriptions were available. Regional differences in averages were smaller for the more skilled than for the less skilled drafting occupations.

Nationally, women industrial nurses averaged \$113 weekly. Regional averages for the Northeast (\$111.50), South (\$109.50), and the North Central region (\$113) were substantially below the average for the West (\$122.50).

Among the skilled maintenance occupations studied, tool- and diemakers averaged the highest pay—\$3.61 an hour. Averages for electricians, machine-tool operators (toolroom), machinists, millwrights, pipefitters, and sheet-metal workers were all within a range of \$3.44 to \$3.47. Auto

<sup>3</sup> Employees of nonmanufacturing firms accounted for about three-fifths of the office clerical, nearly half of the unskilled plant, and about a fifth of the skilled maintenance workers included in this measurement of wage trends.

TABLE 1. PERCENT INCREASE IN AVERAGE EARNINGS<sup>1</sup> OF SELECTED OCCUPATIONAL GROUPS IN ALL METROPOLITAN AREAS,<sup>2</sup> FOR SELECTED PERIODS

| Period and region <sup>3</sup>              | All industries                  |                                   |                           |                       | Manufacturing                   |                                   |                           |                       |
|---------------------------------------------|---------------------------------|-----------------------------------|---------------------------|-----------------------|---------------------------------|-----------------------------------|---------------------------|-----------------------|
|                                             | Office clerical (men and women) | Industrial nurses (men and women) | Skilled maintenance (men) | Unskilled plant (men) | Office clerical (men and women) | Industrial nurses (men and women) | Skilled maintenance (men) | Unskilled plant (men) |
| FEBRUARY 1965 TO FEBRUARY 1966 <sup>4</sup> |                                 |                                   |                           |                       |                                 |                                   |                           |                       |
| United States.....                          | 3.2                             | 3.8                               | 3.7                       | 3.1                   | 3.0                             | 3.9                               | 3.6                       | 3.1                   |
| Northeast.....                              | 3.3                             | 4.2                               | 4.0                       | 2.7                   | 3.2                             | 4.4                               | 3.9                       | 2.9                   |
| South.....                                  | 3.7                             | 3.7                               | 3.8                       | 3.0                   | 3.1                             | 3.7                               | 3.5                       | 3.4                   |
| North Central.....                          | 2.9                             | 3.8                               | 3.5                       | 3.7                   | 2.8                             | 3.6                               | 3.6                       | 3.3                   |
| West.....                                   | 3.3                             | 3.2                               | 3.4                       | 2.8                   | 3.0                             | 3.2                               | 3.0                       | 1.7                   |
| FEBRUARY 1964 TO FEBRUARY 1965 <sup>4</sup> |                                 |                                   |                           |                       |                                 |                                   |                           |                       |
| United States.....                          | 2.8                             | 2.5                               | 2.4                       | 2.9                   | 2.5                             | 2.3                               | 2.2                       | 2.6                   |
| Northeast.....                              | 2.7                             | 2.8                               | 2.7                       | 3.5                   | 2.3                             | 2.7                               | 2.5                       | 2.8                   |
| South.....                                  | 3.2                             | 1.7                               | 2.6                       | 3.2                   | 3.1                             | 1.3                               | 2.4                       | 3.5                   |
| North Central.....                          | 2.4                             | 2.1                               | 2.1                       | 2.2                   | 2.1                             | 2.1                               | 2.0                       | 2.0                   |
| West.....                                   | 3.1                             | 3.7                               | 2.4                       | 3.6                   | 2.9                             | 3.3                               | 1.9                       | 3.8                   |
| FEBRUARY 1963 TO FEBRUARY 1964 <sup>4</sup> |                                 |                                   |                           |                       |                                 |                                   |                           |                       |
| United States.....                          | 2.8                             | 2.8                               | 2.7                       | 3.1                   | 2.7                             | 2.8                               | 2.6                       | 2.9                   |
| Northeast.....                              | 3.0                             | 2.5                               | 2.4                       | 3.1                   | 2.7                             | 2.3                               | 2.3                       | 2.9                   |
| South.....                                  | 2.9                             | 2.4                               | 2.3                       | 3.4                   | 2.0                             | 2.4                               | 2.2                       | 3.2                   |
| North Central.....                          | 2.5                             | 3.2                               | 2.8                       | 3.0                   | 2.6                             | 3.0                               | 2.7                       | 2.7                   |
| West.....                                   | 3.0                             | 3.3                               | 3.7                       | 3.2                   | 3.6                             | 3.8                               | 3.8                       | 3.7                   |
| FEBRUARY 1962 TO FEBRUARY 1963 <sup>4</sup> |                                 |                                   |                           |                       |                                 |                                   |                           |                       |
| United States.....                          | 2.9                             | 3.3                               | 2.7                       | 3.3                   | 2.8                             | 3.3                               | 2.5                       | 2.8                   |
| Northeast.....                              | 2.8                             | 3.6                               | 2.6                       | 3.6                   | 2.8                             | 3.6                               | 2.3                       | 2.7                   |
| South.....                                  | 3.2                             | 3.2                               | 2.6                       | 2.3                   | 2.9                             | 3.0                               | 2.4                       | 2.1                   |
| North Central.....                          | 2.5                             | 2.8                               | 2.7                       | 3.2                   | 2.5                             | 2.8                               | 2.6                       | 2.9                   |
| West.....                                   | 3.4                             | 4.4                               | 2.7                       | 4.1                   | 3.3                             | 4.5                               | 2.7                       | 3.3                   |
| FEBRUARY 1961 TO FEBRUARY 1962 <sup>4</sup> |                                 |                                   |                           |                       |                                 |                                   |                           |                       |
| United States.....                          | 3.3                             | 3.6                               | 3.1                       | 3.2                   | 3.2                             | 3.4                               | 2.9                       | 3.2                   |
| Northeast.....                              | 3.4                             | 4.0                               | 3.2                       | 3.1                   | 3.3                             | 3.8                               | 3.1                       | 3.2                   |
| South.....                                  | 3.4                             | 3.3                               | 3.4                       | 4.5                   | 3.2                             | 3.2                               | 3.1                       | 4.2                   |
| North Central.....                          | 3.1                             | 3.3                               | 2.9                       | 2.8                   | 3.1                             | 3.2                               | 2.8                       | 3.0                   |
| West.....                                   | 3.3                             | 3.6                               | 3.3                       | 3.3                   | 3.2                             | 3.3                               | 2.8                       | 2.6                   |

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

<sup>2</sup> Data for the February 1963 to February 1964 and succeeding increases relate to all 212 Standard Metropolitan Statistical Areas in the United States as established by the Bureau of the Budget through 1961. Data for earlier comparisons relate to 188 areas as established through 1959.

<sup>3</sup> The regions are defined as follows: *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. Data for the 188 areas exclude Alaska and Hawaii.

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

mechanics, carpenters, mechanics, and painters ranged from \$3.23 to \$3.27 an hour.

Skilled maintenance workers employed in eight representative trades received earnings that were above the national average by 5 percent in the West and 3 percent in the North Central region, and below the average by 4 percent in the South and 3 percent in the Northeast.

Among the custodial and material movement jobs, material handling laborers averaged \$2.44 an hour, with industry averages ranging from \$1.95 in services to \$2.89 in public utilities. By region, averages ranged from \$1.93 in the South to \$2.81 in the West. Men janitors, numerically the most important custodial occupation studied, averaged \$2.04, with industry averages ranging

from \$1.64 in retail trade to \$2.28 in manufacturing; regional averages ranged from \$1.60 in the South to \$2.24 in the West. Computing combined averages for these two occupations provided the following relative pay levels for unskilled labor:

Percent of national all-industries pay levels for unskilled labor

|                                    |     |
|------------------------------------|-----|
| By industry division: <sup>1</sup> |     |
| Manufacturing.....                 | 104 |
| Public utilities.....              | 115 |
| Wholesale trade.....               | 94  |
| Retail trade.....                  | 86  |
| Services.....                      | 83  |
| By region:                         |     |
| Northeast.....                     | 102 |
| South.....                         | 79  |
| North Central.....                 | 108 |
| West.....                          | 113 |

<sup>1</sup> Data for finance do not meet publication criteria for separate presentation. These data, however, are included in regional estimates.

TABLE 2. AVERAGE EARNINGS <sup>1</sup> FOR SELECTED OCCUPATIONS IN METROPOLITAN AREAS, BY INDUSTRY DIVISION AND REGION, <sup>2</sup> FEBRUARY 1966 <sup>3</sup>

| Sex and occupation                                  | All industries | Industry division |                       |                               |                 |              |                      |          | Region <sup>2</sup> |          |               |          |
|-----------------------------------------------------|----------------|-------------------|-----------------------|-------------------------------|-----------------|--------------|----------------------|----------|---------------------|----------|---------------|----------|
|                                                     |                | Manufacturing     | All non-manufacturing | Public utilities <sup>4</sup> | Wholesale trade | Retail trade | Finance <sup>5</sup> | Service  | North-east          | South    | North Central | West     |
| <b>OFFICE CLERICAL</b>                              |                |                   |                       |                               |                 |              |                      |          |                     |          |               |          |
| <i>Men</i>                                          |                |                   |                       |                               |                 |              |                      |          |                     |          |               |          |
| Clerks:                                             |                |                   |                       |                               |                 |              |                      |          |                     |          |               |          |
| Accounting, class A.....                            | \$120.00       | \$124.50          | \$115.50              | \$121.50                      | \$116.50        | \$108.00     | \$106.50             | \$115.50 | \$118.50            | \$117.00 | \$123.00      | \$120.50 |
| Accounting, class B.....                            | 97.00          | 100.00            | 95.00                 | 105.50                        | 98.00           | 81.00        | 82.50                | 83.00    | 95.00               | 94.50    | 99.50         | 102.50   |
| Order.....                                          | 108.50         | 114.50            | 105.00                | -----                         | 106.00          | 94.50        | -----                | -----    | 107.00              | 95.00    | 113.00        | 117.50   |
| Payroll.....                                        | 113.00         | 114.50            | -----                 | 113.50                        | 110.00          | -----        | -----                | 110.00   | 111.00              | 108.50   | 115.50        | 120.00   |
| Office boys.....                                    | 68.50          | 70.00             | 67.50                 | 78.00                         | 67.50           | 64.00        | 64.00                | 67.50    | 68.00               | 64.50    | 69.50         | 75.00    |
| Tabulating-machine operators:                       |                |                   |                       |                               |                 |              |                      |          |                     |          |               |          |
| Class A.....                                        | 121.50         | 125.00            | 117.50                | 129.50                        | 123.50          | 115.00       | 110.50               | 123.00   | 118.00              | 118.50   | 123.50        | 128.50   |
| Class B.....                                        | 103.00         | 106.50            | 100.50                | 110.50                        | 103.00          | 95.50        | 96.00                | 103.50   | 99.00               | 97.00    | 105.50        | 113.50   |
| Class C.....                                        | 83.00          | 89.50             | 80.00                 | 90.00                         | 81.00           | 78.00        | 77.00                | -----    | 79.00               | 79.50    | 86.50         | 97.00    |
| <i>Women</i>                                        |                |                   |                       |                               |                 |              |                      |          |                     |          |               |          |
| Bookkeeping-machine operators:                      |                |                   |                       |                               |                 |              |                      |          |                     |          |               |          |
| Class A.....                                        | 91.50          | 95.00             | 89.00                 | 97.50                         | 92.00           | 86.50        | 83.50                | 91.00    | 93.50               | 82.50    | 93.50         | 97.50    |
| Class B.....                                        | 74.50          | 80.50             | 72.00                 | 88.00                         | 76.50           | 70.50        | 68.00                | 82.00    | 76.00               | 69.00    | 75.00         | 80.00    |
| Clerks:                                             |                |                   |                       |                               |                 |              |                      |          |                     |          |               |          |
| Accounting, class A.....                            | 100.50         | 104.50            | 97.50                 | 105.00                        | 100.50          | 91.50        | 91.50                | 101.50   | 99.00               | 95.50    | 101.50        | 105.50   |
| Accounting, class B.....                            | 79.00          | 83.00             | 77.00                 | 84.50                         | 80.50           | 72.00        | 71.50                | 78.50    | 78.00               | 75.00    | 79.00         | 87.00    |
| File, class A.....                                  | 85.00          | 92.00             | 82.00                 | 100.00                        | 85.00           | 77.50        | 78.00                | 86.50    | 85.00               | 84.00    | 85.00         | 87.00    |
| File, class B.....                                  | 69.00          | 75.00             | 67.00                 | 83.00                         | 70.50           | 62.50        | 64.50                | 66.00    | 69.00               | 65.00    | 68.50         | 73.50    |
| File, class C.....                                  | 61.50          | 68.00             | 60.00                 | 70.50                         | 62.50           | 56.50        | 59.50                | 60.00    | 63.00               | 58.50    | 59.00         | 65.50    |
| Order.....                                          | 80.00          | 82.50             | 77.50                 | -----                         | 83.50           | 69.00        | -----                | 74.00    | 79.00               | 73.50    | 79.00         | 92.50    |
| Payroll.....                                        | 89.50          | 90.00             | 89.00                 | 98.00                         | 93.50           | 80.00        | 91.00                | 87.50    | 86.00               | 83.50    | 92.00         | 101.50   |
| Comptometer operators.....                          | 84.00          | 90.50             | 81.00                 | 100.00                        | 81.00           | 77.00        | 75.00                | 84.50    | 84.50               | 75.50    | 85.00         | 93.00    |
| Keypunch operators:                                 |                |                   |                       |                               |                 |              |                      |          |                     |          |               |          |
| Class A.....                                        | 90.50          | 92.50             | 89.00                 | 99.50                         | 91.00           | 85.00        | 82.50                | 92.00    | 88.50               | 86.00    | 90.00         | 99.00    |
| Class B.....                                        | 77.50          | 82.50             | 75.00                 | 83.00                         | 77.00           | 72.00        | 70.00                | 77.00    | 75.50               | 72.00    | 78.50         | 87.50    |
| Office Girls.....                                   | 65.50          | 71.00             | 64.00                 | 72.50                         | 65.00           | 62.00        | 60.50                | 67.00    | 66.00               | 61.00    | 65.00         | 71.00    |
| Stenographers, general.....                         | 83.50          | 87.00             | 81.00                 | 90.50                         | 81.50           | 74.50        | 74.50                | 84.00    | 83.00               | 79.50    | 84.00         | 90.50    |
| Stenographers, senior.....                          | 96.50          | 100.00            | 93.00                 | 101.00                        | 97.00           | 87.00        | 86.50                | 96.00    | 93.50               | 94.50    | 97.50         | 102.00   |
| Switchboard operators:                              |                |                   |                       |                               |                 |              |                      |          |                     |          |               |          |
| Class A.....                                        | 93.50          | 97.00             | 90.50                 | 99.50                         | 94.00           | 80.00        | 85.00                | 90.00    | 92.50               | 87.50    | 95.50         | 97.50    |
| Class B.....                                        | 74.00          | 87.50             | 72.00                 | 95.00                         | 83.00           | 66.00        | 76.00                | 63.00    | 79.00               | 63.00    | 73.50         | 79.00    |
| Tabulating-machine operators:                       |                |                   |                       |                               |                 |              |                      |          |                     |          |               |          |
| Class A.....                                        | 112.50         | 115.50            | 110.00                | -----                         | -----           | 105.00       | -----                | -----    | 110.00              | -----    | 117.00        | -----    |
| Class B.....                                        | 93.50          | 101.50            | 90.50                 | 90.50                         | 91.50           | 91.50        | 88.50                | -----    | 90.00               | 86.50    | 98.00         | 101.50   |
| Class C.....                                        | 78.00          | 85.50             | 76.00                 | 75.50                         | 81.00           | -----        | 73.50                | -----    | 77.50               | 75.00    | 79.00         | 83.00    |
| Typists:                                            |                |                   |                       |                               |                 |              |                      |          |                     |          |               |          |
| Class A.....                                        | 84.50          | 88.00             | 81.50                 | 87.50                         | 86.00           | 79.00        | 77.50                | 88.50    | 83.50               | 78.00    | 86.00         | 88.00    |
| Class B.....                                        | 70.50          | 75.50             | 68.50                 | 77.50                         | 71.50           | 68.50        | 65.50                | 71.00    | 70.50               | 64.50    | 70.50         | 78.00    |
| <b>PROFESSIONAL AND TECHNICAL</b>                   |                |                   |                       |                               |                 |              |                      |          |                     |          |               |          |
| <i>Men</i>                                          |                |                   |                       |                               |                 |              |                      |          |                     |          |               |          |
| Draftsmen:                                          |                |                   |                       |                               |                 |              |                      |          |                     |          |               |          |
| Class A.....                                        | 159.50         | 158.50            | 163.00                | 162.50                        | 176.00          | -----        | -----                | 162.50   | 159.50              | 157.50   | 160.50        | 158.50   |
| Class B.....                                        | 134.50         | 133.00            | 138.50                | 135.50                        | 123.50          | -----        | -----                | 141.00   | 135.50              | 128.00   | 134.50        | 138.50   |
| Class C.....                                        | 106.50         | 106.00            | 108.00                | 110.00                        | 97.50           | -----        | -----                | 108.50   | 107.50              | 100.00   | 107.50        | 110.50   |
| Draftsmen-tracers.....                              | 85.50          | 86.50             | 83.50                 | 89.00                         | -----           | -----        | -----                | 82.00    | 83.50               | 81.00    | 87.50         | 98.00    |
| <i>Women</i>                                        |                |                   |                       |                               |                 |              |                      |          |                     |          |               |          |
| Nurses, industrial (registered).....                | 113.00         | 113.00            | 111.50                | 119.00                        | -----           | 98.50        | 109.50               | -----    | 111.50              | 109.50   | 113.00        | 122.50   |
| <b>MAINTENANCE AND TOOLROOM <sup>6</sup></b>        |                |                   |                       |                               |                 |              |                      |          |                     |          |               |          |
| Carpenters.....                                     | 3.27           | 3.26              | 3.29                  | 3.03                          | -----           | 3.66         | 3.39                 | 3.14     | 3.16                | 3.18     | 3.39          | 3.41     |
| Electricians.....                                   | 3.47           | 3.45              | 3.58                  | 3.67                          | 3.24            | 3.53         | 3.50                 | 3.45     | 3.31                | 3.38     | 3.56          | 3.65     |
| Helpers, trades.....                                | 2.67           | 2.70              | 2.58                  | 2.65                          | 2.32            | 2.20         | 2.47                 | 2.39     | 2.63                | 2.59     | 2.74          | 2.81     |
| Machine tool operators (toolroom).....              | 3.45           | 3.45              | -----                 | -----                         | -----           | -----        | -----                | -----    | 3.24                | 3.25     | 3.54          | 3.53     |
| Machinists.....                                     | 3.45           | 3.45              | 3.51                  | 3.50                          | -----           | -----        | -----                | 3.61     | 3.36                | 3.37     | 3.54          | 3.60     |
| Mechanics, automotive.....                          | 3.23           | 3.18              | 3.26                  | 3.29                          | 3.17            | 3.07         | -----                | 3.07     | 3.21                | 2.93     | 3.33          | 3.58     |
| Mechanics.....                                      | 3.24           | 3.24              | 3.35                  | 3.69                          | 3.05            | 3.14         | -----                | 3.00     | 3.17                | 3.09     | 3.36          | 3.41     |
| Millwrights.....                                    | 3.44           | 3.43              | -----                 | -----                         | -----           | -----        | -----                | 3.37     | 3.37                | 3.40     | 3.46          | 3.54     |
| Painters.....                                       | 3.25           | 3.28              | 3.20                  | 3.23                          | -----           | 3.51         | 3.33                 | 2.91     | 3.07                | 3.17     | 3.44          | 3.42     |
| Pipefitters.....                                    | 3.47           | 3.47              | 3.51                  | 3.43                          | -----           | -----        | -----                | 3.70     | 3.29                | 3.58     | 3.51          | 3.56     |
| Sheet-metal workers.....                            | 3.44           | 3.45              | 3.24                  | -----                         | -----           | -----        | -----                | -----    | 3.34                | 3.44     | 3.49          | 3.50     |
| Tool- and die-makers.....                           | 3.61           | 3.61              | -----                 | -----                         | -----           | -----        | -----                | -----    | 3.41                | 3.40     | 3.73          | 3.73     |
| <b>CUSTODIAL AND MATERIAL MOVEMENT <sup>6</sup></b> |                |                   |                       |                               |                 |              |                      |          |                     |          |               |          |
| Guards and watchmen.....                            | 2.12           | 2.52              | 1.77                  | -----                         | -----           | -----        | -----                | -----    | 2.02                | 1.88     | 2.27          | 2.40     |
| Janitors.....                                       | 2.04           | 2.28              | 1.84                  | 2.26                          | 1.94            | 1.64         | 1.92                 | 1.78     | 2.08                | 1.60     | 2.22          | 2.24     |
| Janitors, women.....                                | 1.74           | 2.03              | 1.69                  | 1.91                          | 1.61            | 1.40         | 1.65                 | 1.74     | 1.85                | 1.33     | 1.77          | 1.97     |
| Laborers, material handling.....                    | 2.44           | 2.38              | 2.52                  | 2.89                          | 2.26            | 2.20         | -----                | 1.95     | 2.48                | 1.93     | 2.62          | 2.81     |
| Order fillers.....                                  | 2.48           | 2.51              | 2.47                  | 2.69                          | 2.44            | 2.53         | -----                | -----    | 2.51                | 1.98     | 2.66          | 2.80     |
| Truckdrivers.....                                   | 2.95           | 2.88              | 2.98                  | 3.19                          | 2.74            | 2.62         | -----                | 2.48     | 3.11                | 2.36     | 3.12          | 3.24     |
| Truckers, power (forklift).....                     | 2.69           | 2.68              | 2.76                  | 2.90                          | 2.66            | 2.77         | -----                | -----    | 2.70                | 2.26     | 2.80          | 2.97     |

<sup>1</sup> Earnings of office clerical, and professional and technical workers relate to regular straight-time salaries that are paid for standard workweeks. Earnings of maintenance and toolroom, and custodial and material movement workers relate to hourly earnings excluding premium pay for overtime and work on weekends, holidays, and late shifts.

<sup>2</sup> For definition of regions, see footnote 3, table 1.

<sup>3</sup> Average month of reference. Data were collected during the period July 1965 through June 1966.

<sup>4</sup> Transportation, communication, and other public utilities.

<sup>5</sup> Finance, insurance, and real estate.

<sup>6</sup> Data limited to men workers unless otherwise indicated.

## Area Differences in Wages

Wage levels differed widely among the 83 metropolitan areas surveyed,<sup>4</sup> with average rates for unskilled plant workers in the highest pay area being almost double those in the lowest pay area. The maximum interarea wage spread for office clerical workers and skilled maintenance workers amounted to 39 and 57 percent, respectively. (See table 3.)

Nearly all of the areas with above average pay levels had large numbers of workers in what are

generally considered high-wage industries. These include transportation equipment (automobiles or aircraft), petroleum refining, chemicals, steel, and rubber. On the other hand, areas with large concentrations of workers in textiles, apparel, footwear, or the lower wage food industries tended to record below average pay levels.

National pay levels for each of the three job groups were, for the most part, highest in large

<sup>4</sup> Excludes the Midland and Odessa areas, which were not surveyed early enough to be included in this analysis.

TABLE 3. RELATIVE PAY LEVELS IN 83 METROPOLITAN AREAS FOR SELECTED JOB GROUPS, MARCH 1965 THROUGH FEBRUARY 1966

[221-area pay levels for each occupational groups=100]

| Area                                                   | Office clerical | Skilled maintenance | Unskilled plant | Area                                                   | Office clerical | Skilled maintenance | Unskilled plant |
|--------------------------------------------------------|-----------------|---------------------|-----------------|--------------------------------------------------------|-----------------|---------------------|-----------------|
| All metropolitan areas.....                            | 100             | 100                 | 100             | NORTH CENTRAL                                          |                 |                     |                 |
| NORTHEAST                                              |                 |                     |                 | Areas with 1,000,000 or more population:               |                 |                     |                 |
| Areas with 1,000,000 population or more:               |                 |                     |                 | Chicago.....                                           | 105             | 108                 | 106             |
| Boston.....                                            | 95              | 95                  | 93              | Cincinnati.....                                        | 98              | 98                  | 103             |
| Buffalo.....                                           | 101             | 101                 | 110             | Cleveland.....                                         | 104             | 102                 | 109             |
| Newark and Jersey City.....                            | 101             | 102                 | 108             | Detroit.....                                           | 114             | 109                 | 118             |
| New York.....                                          | 104             | 102                 | 108             | Kansas City.....                                       | 98              | 104                 | 100             |
| Paterson-Clifton-Passaic.....                          | 101             | 98                  | 103             | Milwaukee.....                                         | 100             | 106                 | 109             |
| Philadelphia.....                                      | 96              | 99                  | 103             | Minneapolis-St. Paul.....                              | 93              | 103                 | 109             |
| Pittsburgh.....                                        | 103             | 102                 | 108             | St. Louis.....                                         | 98              | 104                 | 104             |
| Areas with 250,000 but less than 1,000,000 population: |                 |                     |                 | Areas with 250,000 but less than 1,000,000 population: |                 |                     |                 |
| Albany-Schenectady-Troy.....                           | 98              | 96                  | 94              | Akron.....                                             | 104             | 104                 | 126             |
| Allentown-Bethlehem-Easton.....                        | 105             | 92                  | 105             | Canton.....                                            | 96              | 95                  | 105             |
| New Haven.....                                         | 99              | 90                  | 91              | Columbus.....                                          | 95              | 100                 | 96              |
| Providence-Pawtucket.....                              | 86              | 86                  | 85              | Davenport-Rock Island-Moline.....                      | 103             | 106                 | 112             |
| Trenton.....                                           | 98              | 96                  | 98              | Dayton.....                                            | 104             | 103                 | 107             |
| Worcester.....                                         | 90              | 88                  | 96              | Des Moines.....                                        | 88              | 102                 | 102             |
| York.....                                              | 92              | 86                  | 88              | Indianapolis.....                                      | 97              | 103                 | 101             |
| Areas with less than 250,000 population:               |                 |                     |                 | Omaha.....                                             | 94              | 98                  | 99              |
| Lawrence-Haverhill.....                                | 91              | 88                  | 91              | South Bend.....                                        | 96              | 100                 | 113             |
| Manchester.....                                        | 82              | 82                  | 80              | Toledo.....                                            | 101             | 102                 | 109             |
| Portland.....                                          | 84              | 82                  | 86              | Wichita.....                                           | 98              | 94                  | 99              |
| Scranton.....                                          | 85              | 89                  | 93              | Youngstown-Warren.....                                 | 102             | 105                 | 110             |
| Waterbury.....                                         | 99              | 90                  | 97              | Areas with less than 250,000 population:               |                 |                     |                 |
| SOUTH                                                  |                 |                     |                 | Green Bay.....                                         |                 |                     | 108             |
| Areas with 1,000,000 population or more:               |                 |                     |                 | Muskegon-Muskegon Heights.....                         | 98              | 94                  | 110             |
| Atlanta.....                                           | 98              | 95                  | 78              | Rockford.....                                          | 93              | 91                  | 98              |
| Baltimore.....                                         | 97              | 98                  | 95              | Sioux Falls.....                                       |                 |                     | 99              |
| Dallas.....                                            | 93              | 91                  | 78              | Waterloo.....                                          | 106             | 103                 | 113             |
| Houston.....                                           | 98              | 99                  | 77              | WEST                                                   |                 |                     |                 |
| Washington.....                                        | 103             | 98                  | 86              | Areas with 1,000,000 population or more:               |                 |                     |                 |
| Areas with 250,000 but less than 1,000,000 population: |                 |                     |                 | Los Angeles-Long Beach.....                            | 111             | 106                 | 114             |
| Beaumont-Port Arthur.....                              | 112             | 103                 | 96              | San Diego.....                                         | 106             | 107                 | 116             |
| Birmingham.....                                        | 92              | 99                  | 80              | San Francisco-Oakland.....                             | 110             | 113                 | 125             |
| Charleston, W. Va.....                                 | 105             | 104                 | 104             | Seattle-Everett.....                                   | 105             |                     | 119             |
| Charlotte.....                                         | 89              |                     | 75              | Areas with 250,000 but less than 1,000,000 population: |                 |                     |                 |
| Chattanooga.....                                       | 87              | 86                  | 81              | Albuquerque.....                                       | 96              |                     | 98              |
| Fort Worth.....                                        | 92              | 95                  | 79              | Denver.....                                            | 98              | 99                  | 104             |
| Greenville.....                                        | 83              | 72                  | 66              | Phoenix.....                                           | 96              | 102                 | 96              |
| Jacksonville.....                                      | 89              | 87                  | 71              | Portland.....                                          | 100             | 104                 | 111             |
| Louisville.....                                        | 96              | 103                 | 99              | Salt Lake City.....                                    | 96              | 99                  | 93              |
| Memphis.....                                           | 88              | 92                  | 76              | San Bernardino-Riverside-Ontario.....                  | 107             | 103                 | 98              |
| Miami.....                                             | 92              | 87                  | 72              | San Jose.....                                          | 111             | 109                 | 114             |
| New Orleans.....                                       | 93              | 97                  | 72              | Spokane.....                                           | 98              | 106                 | 109             |
| Norfolk-Portsmouth and Newport News-Hampton.....       | 94              | 91                  | 80              | Areas with less than 250,000 population:               |                 |                     |                 |
| Oklahoma City.....                                     | 90              |                     | 79              | Boise City.....                                        | 91              |                     | 102             |
| Richmond.....                                          | 96              | 95                  | 78              |                                                        |                 |                     |                 |
| San Antonio.....                                       | 83              |                     | 64              |                                                        |                 |                     |                 |
| Areas with less than 250,000 population:               |                 |                     |                 |                                                        |                 |                     |                 |
| Jackson.....                                           | 86              |                     | 67              |                                                        |                 |                     |                 |
| Little Rock-North Little Rock.....                     | 83              | 83                  | 70              |                                                        |                 |                     |                 |
| Lubbock.....                                           | 85              |                     | 68              |                                                        |                 |                     |                 |
| Midland and Odessa.....                                | (1)             | (1)                 | (1)             |                                                        |                 |                     |                 |
| Raleigh.....                                           | 86              |                     | 67              |                                                        |                 |                     |                 |
| Savannah.....                                          | 98              | 98                  | 77              |                                                        |                 |                     |                 |

<sup>1</sup> Surveyed after February 1966.

metropolitan areas and lowest in small, as shown below.

*Percent of areas with pay relatives of 100 or more*

| Area population        | Office clerical | Skilled maintenance | Unskilled plant |
|------------------------|-----------------|---------------------|-----------------|
| 1,000,000 or more..... | 58              | 61                  | 75              |
| 250,000-999,999.....   | 26              | 44                  | 35              |
| Less than 250,000..... | 7               | 11                  | 25              |

In large areas, interregional comparisons of relatives revealed that pay levels were highest in the West and lowest in the South for each of the job groups. In the medium-size area group, the North Central region had the highest pay median for unskilled plant workers, and shared the highest position with the other nonsouthern regions for office clerical workers; for skilled maintenance workers, the West held a slight advantage over the North Central region. The South had the lowest pay levels for 2 of the 3 groups, and the Northeast had the lowest for skilled maintenance workers. Median relatives of areas with populations of less than one-quarter million were found to be highest in the North Central region and lowest in the Northeast and South.<sup>5</sup>

**Supplementary Benefits**

Almost all office workers and all but 5 percent of the plant workers in metropolitan areas were eligible for paid holidays. Of those receiving paid holidays, the average number of days was 8.0 for office workers and 7.3 for plant workers. The proportion of workers receiving paid holidays has not changed since 1960, the earliest period for which national estimates are available. However, as illustrated below, the average number of days received has generally increased, with plant workers receiving the larger increase.

|                       | <i>Plant workers</i> |      | <i>Office workers</i> |      |
|-----------------------|----------------------|------|-----------------------|------|
|                       | 1960                 | 1966 | 1960                  | 1966 |
| All areas.....        | 6.9                  | 7.3  | 7.8                   | 8.0  |
| Industry division     |                      |      |                       |      |
| Manufacturing.....    | 7.1                  | 7.6  | 7.4                   | 8.0  |
| Public utilities..... | 7.5                  | 7.9  | 7.8                   | 8.1  |
| Wholesale trade.....  | 7.1                  | 7.4  | 7.4                   | 7.6  |
| Retail trade.....     | 6.0                  | 6.3  | 6.6                   | 6.7  |
| Finance.....          |                      |      | 8.9                   | 8.7  |
| Services.....         | 5.9                  | 6.4  | 7.4                   | 7.4  |
| Region                |                      |      |                       |      |
| Northeast.....        | 7.6                  | 8.0  | 9.0                   | 9.3  |
| South.....            | 6.0                  | 6.3  | 6.7                   | 6.7  |
| North Central.....    | 6.7                  | 7.3  | 7.0                   | 7.4  |
| West.....             | 6.9                  | 7.4  | 7.5                   | 7.8  |

For plant workers, the industry and regional average increases ranged from three-tenths to six-

tenths of a day. For office workers, the largest increase was in manufacturing, where the average number of days increased from 7.4 to 8.0 days. The decline of two-tenths of a day in finance is attributable to sampling variability, and to some banks, at the time when other working conditions were improving, decreasing the number of paid holidays given.

Almost all employees in metropolitan areas were eligible for paid vacations in 1960. In the subsequent 6 years, changes in paid vacation provisions were generally in the form of shorter service requirements for specified vacation periods, or longer vacations after qualifying lengths of service. The following tabulation illustrates the trend observed in paid vacation provisions during this period:

| <i>Vacation pay and length of service</i> | <i>Plant workers</i> |      | <i>Office workers</i> |      |
|-------------------------------------------|----------------------|------|-----------------------|------|
|                                           | 1960                 | 1966 | 1960                  | 1966 |
| 1 week or more after:                     |                      |      |                       |      |
| 6 months.....                             | 17                   | 18   | 61                    | 61   |
| 1 year.....                               | 98                   | 98   | 99                    | 99   |
| 2 weeks or more after:                    |                      |      |                       |      |
| 6 months.....                             | 1                    | 1    | 6                     | 6    |
| 1 year.....                               | 21                   | 22   | 76                    | 78   |
| 2 years.....                              | 40                   | 45   | 90                    | 92   |
| 3 years.....                              | 60                   | 71   | 95                    | 98   |
| 5 years.....                              | 94                   | 94   | 99                    | 99   |
| 3 weeks or more after:                    |                      |      |                       |      |
| 10 years.....                             | 27                   | 52   | 38                    | 66   |
| 15 years.....                             | 74                   | 78   | 82                    | 87   |
| 20 years.....                             | 75                   | 81   | 84                    | 89   |
| 25 years.....                             | 76                   | 81   | 85                    | 89   |
| 4 weeks or more after:                    |                      |      |                       |      |
| 15 years.....                             | 2                    | 7    | 3                     | 9    |
| 20 years.....                             | 9                    | 31   | 13                    | 39   |
| 25 years.....                             | 22                   | 49   | 33                    | 61   |

There has been almost no change in the proportion of workers receiving 1 week of vacation or in the length-of-service requirement for that benefit. Little change has been noted in the proportion of workers receiving 2 weeks, although a significant proportion of the plant employees are eligible for this provision after shorter lengths of service.

Provisions for 4 weeks of vacation have advanced from the exception to the commonplace during the past 6 years. In 1960, only 22 percent of the plant and 33 percent of the office employees were eligible for 4 weeks of vacation after 25 years of service; by 1966, the coverage had increased to 49 percent for plant workers and 61 percent for office workers. Provisions for 4-week vacations have become so widespread that more workers were eligible for it after 20 years of service in 1966 than

<sup>5</sup> Data for skilled maintenance workers in the lone western area studied in this population-size group do not meet publication criteria, so the West was not included in this comparison.

were eligible for 4 weeks after 25 years in 1960. Concurrent with the increase in 4-week vacation plans has been an easing in the service requirements for 3 weeks of vacation. Twenty-seven percent of the plant and 38 percent of the office workers were eligible for 3 weeks after 10 years of service in 1960; the comparable estimates for 1966 were 52 and 66 percent.

In 1966, over 90 percent of the plant and office workers in scope of this survey were covered by life, hospitalization, and surgical insurance plans for which their employers paid at least part of the cost. (See table 4.)

Although there has been little change since 1960 in the proportion of workers covered by at least one health, insurance, or pension plan, the trend has been toward coverage of workers by more plans. In 1960, the probability of plant or office workers being covered by life, hospitalization, surgical, and medical insurance simultaneously was about 4 of 10; by 1966, that probability for plant workers had increased to 6 of 10, and for office workers, to almost 7 of 10. Had catastrophe (major medical) insurance<sup>6</sup> been included in this package, the relative increase in probability would have shown even greater gains, because coverage under catastrophe insurance had doubled for

<sup>6</sup> Designed to protect employees when sickness or injury involves expenses beyond the normal coverage of hospitalization, medical, and surgical plans.

<sup>7</sup> See *Monthly Labor Review*, February 1966, pp. 164-169.

TABLE 4. PERCENT OF PLANT AND OFFICE WORKERS IN ESTABLISHMENTS WITH HEALTH, INSURANCE, AND PENSION PLANS, BY TYPE OF PLAN, 1960 AND 1966

| Type of plan                                                              | Plant workers |      | Office workers |      |
|---------------------------------------------------------------------------|---------------|------|----------------|------|
|                                                                           | 1960          | 1966 | 1960           | 1966 |
| Insurance plans:                                                          |               |      |                |      |
| Life.....                                                                 | 89            | 92   | 92             | 96   |
| Accidental death and dismemberment.....                                   | 55            | 60   | 53             | 59   |
| Hospitalization.....                                                      | 86            | 93   | 83             | 93   |
| Surgical.....                                                             | 84            | 92   | 82             | 93   |
| Medical.....                                                              | 59            | 75   | 61             | 82   |
| Catastrophe.....                                                          | 20            | 40   | 42             | 73   |
| Sickness and accident insurance or sick leave, or both <sup>1</sup> ..... | 80            | 80   | 81             | 79   |
| Sickness and accident insurance.....                                      | 65            | 63   | 43             | 41   |
| Sick leave:                                                               |               |      |                |      |
| Full pay no waiting period.....                                           | 14            | 17   | 59             | 56   |
| Partial pay or waiting period.....                                        | 10            | 12   | 8              | 9    |
| Retirement pension plans.....                                             | 66            | 73   | 76             | 82   |
| No health, insurance, or pension plans...                                 | 4             | 3    | 1              | 1    |

<sup>1</sup> The apparent decline in the prevalence of sickness and accident insurance and sick leave can be attributed to sampling variability and, in the case of sick leave for office workers, to a reevaluation of policies in some establishments regarding the formality of the plans.

plant workers and increased about three-fourths for office workers over the 6-year period.

There have been only minor changes in the proportion of workers covered by paid sick leave since 1965, when a special study of such leave provisions was conducted.<sup>7</sup> Results of a current study of profit-sharing plans and their relationship to retirement pension plans will be presented in a forthcoming *Monthly Labor Review* article.

—KENNETH J. HOFFMANN  
Division of Occupational Pay

... At a rough estimate, half the families living in American cities today have moved there since the end of World War II. The qualitative impact of this migration is probably even more significant than the quantitative. Year by year, this migration increased the city's competence for unskilled work—and just as steadily diminished its attractions for skilled and professional workers.

—Stanley Lebergott.

## Earnings of Hospital Nurses, July 1966

AVERAGE STRAIGHT-TIME weekly salaries in July 1966 of full-time employees in seven selected nursing occupations in hospitals (other than Federal Government) ranged from \$154 for directors of nursing to \$58 for nursing aids, according to a Bureau of Labor Statistics survey.<sup>1</sup> Salaries of general duty registered nurses averaged \$100.50, compared with \$72.50 for licensed practical nurses. The combined employment of the seven occupations was about 620,000, or nearly three-tenths of the total employment in hospitals within scope of the survey. Seven-eighths of the nursing aids and virtually all of the employees in the other six occupations were women.

Salaries usually averaged highest in the West and lowest in the South and, within each region, higher in State and local government hospitals than in private (nongovernmental) hospitals. They also varied by type of hospital and among the 21 large metropolitan areas for which data are reported separately.

### Salaries in July 1966

Weekly salaries of general duty nurses averaged \$110.50 in the West, \$101 in the Northeast, \$100 in the North Central region, and \$90.50 in the South (table 1). Average salaries for each of the seven nursing occupations studied were lowest in the South and usually highest in the West. The extent of these differences, however, was proportionately greater for licensed practical nurses and nursing aids than for the registered professional nursing occupations. Salaries of general duty nurses, for example, averaged 22 percent more in the West than in the South, whereas the corresponding differences for licensed practical nurses and nursing aids were 33 percent and 47 percent, respectively.

Within each region, average salaries for most occupations were higher in government hospitals than in private hospitals. Pay differences favoring State and local government employees were greatest in the Northeast for licensed practical nurses and nursing aids (25 and 35 percent, respectively) and in the West for directors of nursing and nursing instructors (22 and 26 percent, respectively).

In the North Central region, government hospitals provided higher salaries, on the average, except for directors of nursing and general duty nurses. Southern averages by proprietorship group differed by 2 percent or less in 5 of the 7 jobs.

Within each hospital proprietorship group, occupational averages were generally higher in metropolitan areas with populations of 1 million or more than in less populous areas. As indicated below, this relationship also held when comparisons were directed to hospital employment-size categories:

*Average weekly earnings for women general duty nurses, July 1966*

|                                           | <i>Metropolitan areas with population of—</i> |                            | <i>Nonmetropolitan areas</i> |
|-------------------------------------------|-----------------------------------------------|----------------------------|------------------------------|
|                                           | <i>1 million or more</i>                      | <i>Less than 1 million</i> |                              |
| Private hospitals.....                    | \$107.00                                      | \$97.00                    | \$90.50                      |
| Less than 500 employees.....              | 106.00                                        | 95.50                      | 89.50                        |
| 500 employees or more.....                | 107.00                                        | 98.00                      | 95.00                        |
| State and local government hospitals..... | 116.50                                        | 103.00                     | 92.00                        |
| Less than 500 employees.....              | 112.00                                        | 99.00                      | 89.00                        |
| 500 employees or more.....                | 117.50                                        | 104.50                     | 105.50                       |

Short-term general hospitals<sup>2</sup> accounted for more than nine-tenths of the employees in private hospitals and for nearly seven-eighths of those in local government (city, county, city-county, etc.) hospitals. Nearly three-fourths of the workers in

<sup>1</sup> This article is based on a comprehensive survey of earnings and supplementary benefits in hospitals, conducted by the Bureau of Labor Statistics in July 1966. The survey covered both short- and long-term proprietary (operated for profit), nonprofit, and State and local government hospitals throughout the Nation (excluding Alaska and Hawaii). Excluded from the survey were: Federal Government hospitals; sanatoria, rest homes, convalescent homes, and curative baths or spas; and institutions which did not admit any persons for the expressed purpose of providing medical, psychiatric, or surgical care.

Earnings information excludes premium pay for overtime and for work on weekends, holidays, and late shifts, as well as the value of room, board, or other perquisites, if any, provided in addition to cash salaries.

A more comprehensive account of the survey will be presented in a forthcoming BLS bulletin, *Industry Wage Survey: Hospitals, July 1966*, which will provide earnings data for a number of occupations selected from four major employment categories (registered professional nurses, other professional and technical employees, office clerical, and other nonprofessional employees) and information on the incidence of certain establishment practices and supplementary wage benefits. The bulletin will also include a description of the various pay systems used in Federal Government hospitals.

Individual releases were issued earlier for 21 areas surveyed separately. Copies of these releases are available from the Bureau of Labor Statistics, Washington, D.C. 20212, or any of its regional offices.

<sup>2</sup> Those having an average patient stay of less than 30 days and providing a variety of hospital services rather than specializing in a particular field.

State government hospitals, on the other hand, were employed in long-term psychiatric institutions.

Among the 21 areas surveyed separately, occupational averages were usually lowest in Atlanta or Dallas and highest in San Francisco-Oakland and New York City (table 2).<sup>3</sup> There were some notable exceptions to this pattern. For example, general duty nurses in Philadelphia averaged about 5 percent less than those in Dallas, and the average for licensed practical nurses in Detroit was slightly

higher than those recorded in New York City and San Francisco-Oakland. The interarea spread in average earnings was proportionately greater for nursing aids than for the other occupations. Where comparison was possible, average earnings of employees in State and local government hospitals

<sup>3</sup> Interarea comparisons in average earnings, as well as the later discussion on increases in pay levels among regions and areas between the Bureau's mid-1963 and July 1966 hospital surveys, should be viewed in light of the substantial wage-change activity that took place after July 1966. These wage changes are briefly discussed at the end of the article.

TABLE 1. NUMBER AND AVERAGE STRAIGHT-TIME WEEKLY EARNINGS<sup>1</sup> OF EMPLOYEES IN SELECTED NURSING OCCUPATIONS IN PRIVATE AND STATE AND LOCAL GOVERNMENT HOSPITALS, UNITED STATES AND REGIONS,<sup>2</sup> JULY 1966

| Occupation <sup>3</sup> and hospital proprietorship        | United States <sup>4</sup> |                         | Northeast           |                         | South               |                         | North Central       |                         | West                |                         |
|------------------------------------------------------------|----------------------------|-------------------------|---------------------|-------------------------|---------------------|-------------------------|---------------------|-------------------------|---------------------|-------------------------|
|                                                            | Number of employees        | Average weekly earnings | Number of employees | Average weekly earnings | Number of employees | Average weekly earnings | Number of employees | Average weekly earnings | Number of employees | Average weekly earnings |
| <b>ALL HOSPITALS—ALL AREAS</b>                             |                            |                         |                     |                         |                     |                         |                     |                         |                     |                         |
| Directors of nursing.....                                  | 4,835                      | \$154.00                | 1,064               | \$171.00                | 1,561               | \$135.00                | 1,458               | \$153.00                | 752                 | \$171.00                |
| Private hospitals.....                                     | 3,122                      | 152.50                  | 824                 | 166.50                  | 893                 | 131.50                  | 853                 | 156.00                  | 552                 | 161.50                  |
| State and local government hospitals.....                  | 1,713                      | 156.50                  | 240                 | 187.50                  | 668                 | 140.50                  | 605                 | 149.00                  | 200                 | 196.50                  |
| Supervisors of nurses.....                                 | 17,166                     | 129.00                  | 6,559               | 135.00                  | 3,754               | 113.50                  | 4,133               | 127.00                  | 2,720               | 138.50                  |
| Private hospitals.....                                     | 10,213                     | 123.50                  | 3,893               | 126.00                  | 2,058               | 112.50                  | 2,509               | 124.00                  | 1,753               | 130.50                  |
| State and local government hospitals.....                  | 6,953                      | 136.50                  | 2,666               | 147.50                  | 1,696               | 115.00                  | 1,624               | 131.50                  | 967                 | 153.50                  |
| Head nurses.....                                           | 45,111                     | 113.50                  | 15,456              | 118.00                  | 11,842              | 100.00                  | 12,142              | 113.50                  | 6,171               | 126.50                  |
| Private hospitals.....                                     | 28,542                     | 110.00                  | 9,572               | 112.50                  | 6,960               | 98.00                   | 8,197               | 112.50                  | 3,813               | 121.50                  |
| State and local government hospitals.....                  | 16,569                     | 119.00                  | 5,884               | 126.50                  | 4,882               | 104.00                  | 3,945               | 115.50                  | 2,358               | 134.50                  |
| General duty nurses (registered).....                      | 145,841                    | 100.50                  | 41,668              | 101.00                  | 30,452              | 90.50                   | 42,642              | 100.00                  | 21,594              | 107.50                  |
| Private hospitals.....                                     | 109,400                    | 100.00                  | 35,803              | 99.50                   | 19,347              | 91.00                   | 32,656              | 99.00                   | 9,485               | 117.50                  |
| State and local government hospitals.....                  | 36,441                     | 102.50                  | 5,865               | 109.50                  | 11,105              | 90.00                   | 9,986               | 100.00                  | 7,555               | 135.50                  |
| Nursing instructors.....                                   | 9,600                      | 123.50                  | 3,672               | 128.50                  | 2,107               | 111.00                  | 3,066               | 123.00                  | 755                 | 128.50                  |
| Private hospitals.....                                     | 7,592                      | 122.00                  | 3,169               | 127.50                  | 1,423               | 110.00                  | 2,422               | 121.00                  | 578                 | 135.00                  |
| State and local government hospitals.....                  | 2,008                      | 128.50                  | 503                 | 136.00                  | 684                 | 112.00                  | 644                 | 131.50                  | 177                 | 161.50                  |
| Licensed practical nurses.....                             | 113,624                    | 72.50                   | 27,179              | 80.00                   | 40,963              | 61.50                   | 30,235              | 75.50                   | 15,247              | 81.50                   |
| Private hospitals.....                                     | 75,772                     | 71.00                   | 19,783              | 75.00                   | 22,887              | 62.00                   | 22,803              | 73.50                   | 10,299              | 79.00                   |
| State and local government hospitals.....                  | 37,852                     | 74.50                   | 7,396               | 93.50                   | 18,076              | 60.50                   | 7,432               | 82.50                   | 4,948               | 86.00                   |
| Nursing aids.....                                          | 283,123                    | 58.00                   | 64,604              | 65.50                   | 79,120              | 47.00                   | 95,394              | 57.00                   | 44,005              | 69.00                   |
| Private hospitals.....                                     | 195,915                    | 56.00                   | 47,601              | 60.00                   | 48,826              | 46.50                   | 71,283              | 56.00                   | 28,205              | 66.50                   |
| State and local government hospitals.....                  | 87,208                     | 62.50                   | 17,003              | 81.00                   | 30,294              | 47.00                   | 24,111              | 60.50                   | 15,800              | 76.00                   |
| <b>SHORT-TERM HOSPITALS—METROPOLITAN AREAS<sup>5</sup></b> |                            |                         |                     |                         |                     |                         |                     |                         |                     |                         |
| Directors of nursing.....                                  | 2,063                      | 168.50                  | 520                 | 183.00                  | 514                 | 143.50                  | 576                 | 169.00                  | 453                 | 178.50                  |
| Private hospitals.....                                     | 1,752                      | 165.00                  | 483                 | 182.00                  | 427                 | 138.50                  | 476                 | 166.50                  | 366                 | 171.50                  |
| State and local government hospitals.....                  | 311                        | 188.00                  | 37                  | 197.00                  | 87                  | 170.00                  | 100                 | 182.50                  | 87                  | 209.00                  |
| Supervisors of nurses.....                                 | 10,083                     | 132.50                  | 3,980               | 138.00                  | 2,167               | 118.00                  | 2,211               | 132.00                  | 1,725               | 137.50                  |
| Private hospitals.....                                     | 7,599                      | 129.00                  | 2,957               | 132.00                  | 1,516               | 116.00                  | 1,734               | 131.00                  | 1,392               | 134.00                  |
| State and local government hospitals.....                  | 2,484                      | 143.00                  | 1,023               | 156.00                  | 651                 | 122.50                  | 477                 | 137.00                  | 333                 | 153.50                  |
| Head nurses.....                                           | 27,623                     | 116.00                  | 9,343               | 120.50                  | 6,585               | 102.50                  | 7,401               | 117.00                  | 4,294               | 126.00                  |
| Private hospitals.....                                     | 21,897                     | 114.00                  | 7,500               | 116.50                  | 5,012               | 101.00                  | 6,143               | 116.00                  | 3,242               | 123.50                  |
| State and local government hospitals.....                  | 5,726                      | 124.50                  | 1,843               | 135.50                  | 1,573               | 108.00                  | 1,258               | 121.50                  | 1,052               | 133.50                  |
| General duty nurses (registered).....                      | 100,828                    | 103.50                  | 31,878              | 104.00                  | 18,394              | 93.50                   | 27,559              | 103.00                  | 22,997              | 110.50                  |
| Private hospitals.....                                     | 84,808                     | 102.50                  | 28,157              | 102.50                  | 14,339              | 93.50                   | 23,810              | 102.50                  | 18,502              | 108.50                  |
| State and local government hospitals.....                  | 16,020                     | 108.00                  | 3,721               | 114.50                  | 4,055               | 94.00                   | 3,749               | 106.00                  | 4,495               | 117.50                  |
| Nursing instructors.....                                   | 7,554                      | 123.00                  | 2,891               | 128.50                  | 1,592               | 111.00                  | 2,458               | 122.50                  | 613                 | 133.00                  |
| Private hospitals.....                                     | 6,765                      | 123.00                  | 2,750               | 128.50                  | 1,249               | 110.50                  | 2,220               | 121.50                  | 546                 | 128.00                  |
| State and local government hospitals.....                  | 789                        | 125.50                  | 141                 | 123.50                  | 343                 | 113.00                  | 238                 | 130.00                  | 67                  | 175.50                  |
| Licensed practical nurses.....                             | 73,267                     | 75.00                   | 19,917              | 80.50                   | 22,271              | 64.00                   | 19,849              | 76.00                   | 11,230              | 83.50                   |
| Private hospitals.....                                     | 57,250                     | 73.50                   | 15,928              | 77.00                   | 15,850              | 64.00                   | 16,903              | 75.00                   | 8,569               | 80.50                   |
| State and local government hospitals.....                  | 16,017                     | 79.50                   | 3,989               | 94.50                   | 6,421               | 64.00                   | 2,946               | 82.50                   | 2,661               | 91.50                   |
| Nursing aids.....                                          | 174,793                    | 61.00                   | 47,261              | 67.50                   | 42,514              | 49.00                   | 55,813              | 60.00                   | 29,205              | 71.00                   |
| Private hospitals.....                                     | 139,500                    | 58.50                   | 36,193              | 62.00                   | 32,515              | 48.50                   | 48,115              | 58.50                   | 22,677              | 68.50                   |
| State and local government hospitals.....                  | 35,293                     | 71.00                   | 11,068              | 87.00                   | 9,999               | 50.50                   | 7,698               | 68.00                   | 6,528               | 80.50                   |

<sup>1</sup> Weekly earnings relate to standard salaries paid for standard work schedules and exclude extra pay for work on late shifts, and the value of room, board, or other perquisites, if any, provided in addition to cash salaries. Average weekly earnings are rounded to the nearest half dollar. Average weekly hours corresponding to the average weekly earnings presented in this table were nearly always 39.5 or 40.0.

<sup>2</sup> The regions used in this survey were: *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*—Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

<sup>3</sup> Data are presented for full-time employees, i.e., those hired to work the regular schedule. All occupational information excludes part-time employees, members of religious orders, and students. Seven-eighths of the nursing aids and virtually all of the employees in the other occupations included in the table were women.

<sup>4</sup> Excludes Alaska and Hawaii.

<sup>5</sup> Short-term hospitals, for purposes of the survey, were those with an average patient stay of less than 30 days. Metropolitan areas refer to Standard Metropolitan Statistical Areas as defined by the U.S. Bureau of the Budget through March 1965.

TABLE 2. NUMBER AND AVERAGE STRAIGHT-TIME WEEKLY EARNINGS<sup>1</sup> OF WOMEN IN SELECTED NURSING OCCUPATIONS<sup>2</sup> IN PRIVATE AND STATE AND LOCAL GOVERNMENT HOSPITALS, 21 SELECTED AREAS,<sup>3</sup> JULY 1966

| Area <sup>3</sup>                                                     | Directors of nursing |                         | Supervisors of nurses |                         | Head nurses         |                         | General duty nurses (registered) |                         | Nursing instructors |                         | Licensed practical nurses |                         | Nursing aids        |                         |
|-----------------------------------------------------------------------|----------------------|-------------------------|-----------------------|-------------------------|---------------------|-------------------------|----------------------------------|-------------------------|---------------------|-------------------------|---------------------------|-------------------------|---------------------|-------------------------|
|                                                                       | Number of employees  | Average weekly earnings | Number of employees   | Average weekly earnings | Number of employees | Average weekly earnings | Number of employees              | Average weekly earnings | Number of employees | Average weekly earnings | Number of employees       | Average weekly earnings | Number of employees | Average weekly earnings |
| <b>ALL HOSPITALS</b>                                                  |                      |                         |                       |                         |                     |                         |                                  |                         |                     |                         |                           |                         |                     |                         |
| Atlanta, Ga.....                                                      | 14                   | \$163.50                | 74                    | \$114.50                | 180                 | \$103.00                | 698                              | \$94.00                 | 85                  | \$106.00                | 282                       | \$66.00                 | 1,053               | \$51.00                 |
| Baltimore, Md.....                                                    | 27                   | 169.00                  | 226                   | 138.00                  | 479                 | 118.50                  | 1,259                            | 100.50                  | 165                 | 126.50                  | 1,321                     | 80.50                   | 2,638               | 58.00                   |
| Boston, Mass.....                                                     | 75                   | 181.00                  | 483                   | 133.00                  | 1,198               | 118.00                  | 3,424                            | 105.50                  | 486                 | 129.50                  | 1,562                     | 85.00                   | 3,656               | 68.00                   |
| Buffalo, N.Y.....                                                     | 20                   | 179.00                  | 106                   | 147.00                  | 561                 | 127.50                  | 982                              | 104.50                  | 72                  | 133.50                  | 838                       | 80.50                   | 1,691               | 66.00                   |
| Chicago, Ill.....                                                     | 115                  | 181.00                  | 523                   | 140.00                  | 1,452               | 123.00                  | 5,435                            | 111.00                  | 472                 | 134.00                  | 2,692                     | 84.00                   | 9,093               | 64.00                   |
| Cincinnati, Ohio-Ky.-Ind.....                                         | 20                   | 170.50                  | 60                    | 133.00                  | 283                 | 116.00                  | 805                              | 102.00                  | 102                 | 119.00                  | 795                       | 79.50                   | 1,396               | 59.00                   |
| Cleveland, Ohio.....                                                  | 45                   | 171.50                  | 166                   | 139.50                  | 560                 | 122.50                  | 1,854                            | 106.50                  | 113                 | 132.50                  | 1,698                     | 77.00                   | 3,176               | 59.00                   |
| Dallas, Tex.....                                                      | 40                   | 135.50                  | 59                    | 117.00                  | 242                 | 102.50                  | 391                              | 99.50                   | 45                  | 111.50                  | 930                       | 65.00                   | 1,148               | 50.00                   |
| Denver, Colo.....                                                     | 28                   | 172.50                  | 87                    | 134.00                  | 397                 | 121.50                  | 1,844                            | 99.50                   | 129                 | 135.00                  | 494                       | 75.50                   | 1,709               | 65.00                   |
| Detroit, Mich.....                                                    | 70                   | 195.00                  | 324                   | 148.50                  | 889                 | 128.00                  | 2,317                            | 120.00                  | 107                 | 144.00                  | 2,989                     | 95.50                   | 6,421               | 62.50                   |
| Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove, Calif..... | 208                  | 180.50                  | 618                   | 142.00                  | 1,327               | 134.00                  | 6,520                            | 116.00                  | 130                 | 157.00                  | 3,463                     | 88.50                   | 10,904              | 75.50                   |
| Memphis, Tenn.-Ark.....                                               | 17                   | 157.00                  | 88                    | 123.50                  | 163                 | 105.00                  | 536                              | 97.00                   | 50                  | 109.00                  | 793                       | 67.00                   | 1,009               | 51.50                   |
| Miami, Fla.....                                                       | 17                   | 149.50                  | 82                    | 119.50                  | 386                 | 115.50                  | 963                              | 97.00                   | -----               | -----                   | 693                       | 70.00                   | 1,240               | 54.00                   |
| Minneapolis-St. Paul, Minn.....                                       | 28                   | 182.00                  | 133                   | 138.00                  | 494                 | 118.50                  | 2,221                            | 104.00                  | 121                 | 122.00                  | 1,076                     | 78.50                   | 2,136               | 72.50                   |
| New York City, New York.....                                          | 119                  | 210.00                  | 1,558                 | 159.50                  | 3,089               | 136.50                  | 7,817                            | 121.50                  | 350                 | 155.00                  | 6,987                     | 92.50                   | 14,792              | 78.50                   |
| Philadelphia, Pa.-N.J.....                                            | 94                   | 168.50                  | 476                   | 128.50                  | 1,178               | 109.50                  | 3,187                            | 94.50                   | 439                 | 127.50                  | 2,407                     | 71.00                   | 3,727               | 56.50                   |
| Portland, Oreg.-Wash.....                                             | 17                   | 163.00                  | 84                    | 122.00                  | 192                 | 113.50                  | 756                              | 104.50                  | 42                  | 124.00                  | 509                       | 78.50                   | 915                 | 69.50                   |
| St. Louis, Mo.-Ill.....                                               | 29                   | 167.00                  | 138                   | 130.00                  | 476                 | 113.50                  | 1,582                            | 101.00                  | 145                 | 116.50                  | 1,463                     | 73.50                   | 4,605               | 57.50                   |
| San Francisco-Oakland, Calif.....                                     | 36                   | 202.00                  | 283                   | 151.50                  | 690                 | 137.50                  | 3,900                            | 120.00                  | 108                 | 153.50                  | 2,059                     | 94.00                   | 2,938               | 85.00                   |
| Seattle-Everett, Wash.....                                            | 31                   | 179.50                  | 102                   | 136.00                  | 255                 | 125.00                  | 1,447                            | 109.50                  | -----               | -----                   | 739                       | 78.00                   | 646                 | 67.00                   |
| Washington, D.C.-Md.-Va.....                                          | 21                   | 197.00                  | 163                   | 134.00                  | 322                 | 122.00                  | 1,973                            | 103.50                  | 67                  | 129.50                  | 882                       | 83.50                   | 1,743               | 61.00                   |
| <b>SHORT-TERM HOSPITALS<sup>4</sup></b>                               |                      |                         |                       |                         |                     |                         |                                  |                         |                     |                         |                           |                         |                     |                         |
| Baltimore, Md.....                                                    | 13                   | 180.50                  | 173                   | 136.50                  | 377                 | 117.00                  | 1,133                            | 100.50                  | 139                 | 125.50                  | 927                       | 76.50                   | 2,195               | 58.50                   |
| Boston, Mass.....                                                     | 58                   | 174.00                  | 363                   | 131.50                  | 854                 | 120.00                  | 3,282                            | 105.00                  | 455                 | 129.50                  | 1,167                     | 82.00                   | 2,910               | 66.50                   |
| Buffalo, N.Y.....                                                     | 15                   | 163.00                  | 64                    | 139.50                  | 316                 | 120.00                  | 805                              | 102.00                  | 58                  | 126.00                  | 709                       | 76.50                   | 1,587               | 64.50                   |
| Chicago, Ill.....                                                     | 103                  | 180.00                  | 466                   | 139.00                  | 1,327               | 123.00                  | 5,088                            | 110.50                  | 458                 | 134.00                  | 2,174                     | 83.00                   | 8,436               | 63.50                   |
| Cincinnati, Ohio-Ky.-Ind.....                                         | 12                   | 174.00                  | 52                    | 136.00                  | 222                 | 119.00                  | 805                              | 102.00                  | 102                 | 119.00                  | 756                       | 79.50                   | 1,282               | 58.50                   |
| Cleveland, Ohio.....                                                  | 37                   | 175.50                  | 148                   | 139.50                  | 526                 | 123.00                  | 1,800                            | 106.50                  | 105                 | 131.50                  | 1,462                     | 77.00                   | 2,890               | 59.00                   |
| Denver, Colo.....                                                     | 13                   | 168.50                  | 81                    | 135.00                  | 219                 | 119.00                  | 1,216                            | 99.50                   | 69                  | 122.50                  | 448                       | 76.00                   | 1,241               | 62.00                   |
| Detroit, Mich.....                                                    | 59                   | 197.00                  | 256                   | 149.50                  | 779                 | 126.50                  | 2,177                            | 119.50                  | 103                 | 143.50                  | 2,522                     | 93.00                   | 6,143               | 62.00                   |
| Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove, Calif..... | 171                  | 182.00                  | 531                   | 137.50                  | 1,065               | 130.50                  | 5,862                            | 114.50                  | 123                 | 155.00                  | 3,106                     | 88.50                   | 8,054               | 73.50                   |
| New York City, N.Y.....                                               | 107                  | 210.00                  | 1,424                 | 160.00                  | 2,951               | 136.50                  | 7,490                            | 121.50                  | 336                 | 155.00                  | 6,844                     | 93.00                   | 14,300              | 79.00                   |
| Philadelphia, Pa.-N.J.....                                            | 74                   | 170.50                  | 313                   | 127.50                  | 969                 | 110.00                  | 3,018                            | 94.50                   | 415                 | 126.50                  | 2,217                     | 71.00                   | 3,540               | 56.00                   |
| St. Louis, Mo.-Ill.....                                               | 21                   | 168.50                  | 100                   | 128.50                  | 417                 | 112.00                  | 1,511                            | 101.00                  | 132                 | 116.00                  | 1,244                     | 73.00                   | 4,025               | 57.50                   |
| San Francisco-Oakland, Calif.....                                     | 30                   | 201.00                  | 216                   | 151.50                  | 612                 | 137.00                  | 3,589                            | 119.50                  | 105                 | 153.00                  | 1,622                     | 92.50                   | 2,209               | 85.00                   |
| Seattle-Everett, Wash.....                                            | 29                   | 178.00                  | 86                    | 134.00                  | 235                 | 125.00                  | 1,379                            | 109.50                  | -----               | -----                   | 659                       | 77.50                   | 638                 | 67.00                   |

<sup>1</sup> Earnings relate to standard salaries that are paid for standard work schedules and exclude extra pay for work on late shifts, as well as the value of room, board, or other perquisites, if any, provided in addition to cash payments. Average weekly earnings are rounded to the nearest half dollar.

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

<sup>3</sup> Standard Metropolitan Statistical Areas as defined by the U.S. Bureau of the Budget through March 1965, except New York City (the five boroughs).

<sup>4</sup> See footnote 5, table 1. Short-term hospitals accounted for all or nearly all of the hospital employees in Atlanta, Dallas, Memphis, Miami, Minneapolis-St. Paul, Portland, and Washington, D.C.

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

were usually higher than those of employees in private hospitals in the same occupation and area.

Earnings of individual employees in the same occupation, hospital proprietorship group, and area were often widely dispersed, even when extremes in the earnings arrays are disregarded. Hospital pay rate systems quite generally provided a range of salaries, with a series of salary

steps, and length-of-service or merit review on a periodic basis usually provided the basis for individual advancement within ranges. Thus, even where hospitals had the same rate ranges for a specified occupation, dispersion would be noted in individual rates for incumbents.

### Changes Since 1963

Comparison of information developed by the Bureau's mid-1963 survey of short-term hospitals in metropolitan areas<sup>4</sup> with data for a similar group of hospitals in July 1966 survey indicates that during the 3-year period increases in average salaries amounted to 20 percent for general duty

<sup>4</sup> For an account of the Bureau's 1963 survey of occupational earnings in hospitals, see *Monthly Labor Review*, May 1964, pp. 552-555. The 1963 survey was limited to short-term private and State and local government hospitals with 100 employees or more and located in metropolitan areas. Increases in average earnings were computed without eliminating data for hospitals with fewer than 100 employees from the current survey estimates, since these hospitals accounted for only about 3 percent of the employment in both private and government hospitals.

nurses, 16 percent for licensed practical nurses, and 14 percent for nursing aids. As indicated in the following tabulation, the increases were proportionately greater in the Northeast and the South than in the other two regions and within each region varied by occupation and hospital proprietorship group:

Percent increase in average weekly salaries between 1963 and 1966

|                                           | General<br>duty<br>nurses | Licensed<br>practical<br>nurses | Nursing<br>aids |
|-------------------------------------------|---------------------------|---------------------------------|-----------------|
| United States.....                        | 20                        | 16                              | 14              |
| Private hospitals.....                    | 20                        | 17                              | 15              |
| State and local government hospitals..... | 19                        | 15                              | 14              |
| Northeast.....                            | 22                        | 18                              | 15              |
| Private hospitals.....                    | 21                        | 19                              | 18              |
| State and local government hospitals..... | 24                        | 14                              | 14              |
| South.....                                | 21                        | 19                              | 21              |
| Private hospitals.....                    | 21                        | 17                              | 20              |
| State and local government hospitals..... | 21                        | 20                              | 23              |
| North Central.....                        | 16                        | 14                              | 12              |
| Private hospitals.....                    | 16                        | 16                              | 11              |
| State and local government hospitals..... | 13                        | 11                              | 7               |
| West.....                                 | 18                        | 14                              | 12              |
| Private hospitals.....                    | 18                        | 15                              | 13              |
| State and local government hospitals..... | 19                        | 14                              | 14              |

The increase between 1963 and 1966 for general duty nurses was double those recorded for industrial nurses and for employees in entry and development professional levels, including engineering, chemistry, legal, and accounting work.<sup>5</sup>

Increases in occupational pay levels varied substantially among the 15 areas surveyed separately in both 1963 and 1966,<sup>6</sup> ranging from about 10 to 30 percent for women general duty nurses and licensed practical nurses and from 10 to 40 percent for women nursing aids. Median-city increases for the three jobs were 20, 18, and 16 percent, respectively. Largest increases in average salaries for the three jobs were recorded in Atlanta and Memphis, two of the comparatively low-paid areas.

<sup>5</sup> Summary Release: Wage Trends for Occupational Groups in Metropolitan Areas, 1965-66, U.S. Bureau of Labor Statistics, September 1966; and *National Survey of Professional, Administrative, Technical, and Clerical Pay*, February-March 1966, (BLS Bulletin 1535, 1966).

<sup>6</sup> Separate information was not developed in 1963 for Denver, Detroit, Miami, St. Louis, Seattle, and Washington, D.C.

<sup>7</sup> Release dated Sunday, November 13, 1966, U.S. Department of Health, Education and Welfare, Public Health Service.

<sup>8</sup> *Occupational Outlook Quarterly*, February 1967, p. 5.

The percentage rise amounted to about 30 percent for general duty nurses and licensed practical nurses in both areas; increases for nursing aids were 34 percent in Atlanta and 39 percent in Memphis. Buffalo recorded the lowest increases in average weekly salaries between 1963 and 1966. Average weekly hours in the area, however, were down by about 2 hours for general duty nurses and licensed practical nurses and 1 hour for nursing aids.

Many hospitals throughout the country granted general wage increases during the last half of 1966 that are not reflected in the survey data. Such increases were reported by a majority of the hospitals in 11 of the 21 selected areas; the exceptions were Atlanta, Baltimore, Buffalo, Cincinnati, Cleveland, Dallas, Denver, Memphis, Philadelphia, and Washington, D.C. The extent of these increases varied considerably by area, individual hospitals within areas, and occupations. In several instances, however, the amount of the increase during the last half of 1966 exceeded the entire increase between mid-1963 and July 1966.

This unusual wage-change activity undoubtedly results, at least in part, from the acute shortage of trained nursing personnel. A comprehensive study of health manpower supply and needs in the Nation's hospitals conducted by the U.S. Department of Health, Education and Welfare during the spring of 1966<sup>7</sup> revealed significant shortages in all categories of professional and technical personnel. Registered professional nurses were highest on the urgently needed list, followed by nursing aids and licensed practical nurses. According to preliminary estimates, "Total needs to give optimum care" in 1966 would have required an additional 83,000 registered professional nurses, 49,000 nursing aids, and 43,000 licensed practical nurses. BLS estimates of manpower needs in selected health occupations,<sup>8</sup> throughout the economy, indicate that employment requirements for 1975 will exceed 1966 employment levels by approximately 40 percent for professional nurses, 55 percent for aids (orderlies and attendants), and 70 percent for licensed practical nurses.

—GEORGE L. STELLUTO  
Division of Occupational Pay

## Earnings in Wool Yarn and Broadwoven Fabric Mills, 1966

STRAIGHT-TIME EARNINGS of production and related workers in wool yarn and broadwoven fabric mills averaged \$1.90 an hour in November 1966, according to a survey conducted by the Bureau of Labor Statistics.<sup>1</sup> Approximately 2 percent of the 41,765 workers covered by the survey earned less than \$1.40 an hour<sup>2</sup> and about 16 percent earned less than \$1.60; 6 percent earned \$2.50 or more.

Earnings of workers varied by sex, location, size and type of mill, type of product, size of community, labor-management contract status, and occupation.

Paid vacations, as well as various types of health and insurance benefits, were provided by establishments employing nine-tenths of the workers or more. Mills having collective bargaining agreements covering a majority of their workers accounted for less than a tenth of the workers in the Southeast, about half in New England and the Great Lakes region, and nearly seven-tenths in the Middle Atlantic region. The major unions in the industry are the Textile Workers Union of America and the United Textile Workers of America.

### Earnings

Workers in the Southeast<sup>3</sup> accounted for slightly more than two-fifths of the industry's work

<sup>1</sup> The survey covered mills employing 20 workers or more, primarily engaged in manufacturing yarn and broadwoven fabrics (12 inches or more in width), wholly or chiefly by weight of wool, mohair, or similar animal fibers.

Earnings information developed by the survey excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

A more comprehensive account of the study will be presented in a forthcoming BLS bulletin. The bulletin will also include a summary of information on wages and selected supplementary practices in wool dyeing and finishing establishments (including shrinking and sponging plants) and in scouring and combing plants.

An advance release providing national and regional tabulations was issued early in February 1967. Separate releases were also issued for the Southeast region; Maine, Massachusetts, New Hampshire, North Carolina and Virginia, Rhode Island, and the Philadelphia-Camden area. These releases are available upon request to the Bureau or its regional offices.

<sup>2</sup> The Federal minimum wage for workers in manufacturing establishments engaged in interstate commerce was \$1.25 an hour at the time of the survey; it was raised to \$1.40, effective Feb. 1, 1967.

<sup>3</sup> For definitions of regions used in this study, see table footnote 2.

<sup>4</sup> For an account of the earlier survey, see *Monthly Labor Review*, May 1963, pp. 533-535.

force and averaged \$1.82 an hour; in comparison, nearly two-fifths of the workers were employed in New England where average hourly earnings were \$1.92. (See table.) Earnings in these two regions were, respectively, 21 and 12 percent more in November 1966 than in June 1962 when a similar survey was conducted.<sup>4</sup> Workers in the Middle Atlantic region averaged \$2.20 an hour and in the Great Lakes region, \$1.77 an hour. The number and average straight-time hourly earnings of workers in the several States and the Philadelphia-Camden area which were studied separately are provided below:

|                              | Number of<br>production<br>workers | Average<br>hourly<br>earnings |
|------------------------------|------------------------------------|-------------------------------|
| Maine.....                   | 4,037                              | \$1.74                        |
| Massachusetts.....           | 4,068                              | 2.02                          |
| New Hampshire.....           | 3,456                              | 1.93                          |
| North Carolina-Virginia..... | 7,297                              | 1.83                          |
| Rhode Island.....            | 3,561                              | 1.98                          |
| Philadelphia-Camden.....     | 1,502                              | 2.06                          |

Nationwide, workers in integrated mills (those having both spinning and weaving operations) averaged \$1.96 an hour, compared with \$1.91 for workers in weaving mills, and \$1.76 for those in yarn (spinning) mills. In New England, the only region where such comparisons can be made, the corresponding averages were \$1.95, \$1.92, and \$1.83. Although the lack of skilled weaving operations in yarn mills contributes to the relatively low earnings level for this type of mill, yarn mill workers also tended to have lower pay in comparisons at the occupational level.

Average earnings among fabric mills (weaving and integrated mills) varied by predominant class of fabric. In each of the regions permitting comparisons, earnings of workers in mills primarily engaged in manufacturing apparel and blanketing fabrics averaged less than those of workers in mills manufacturing other types of fabrics.

In the New England and Middle Atlantic regions, workers in metropolitan areas averaged somewhat more than workers in smaller communities; in the Southeast, however, averages were nearly identical and in the Great Lakes region, this relationship was reversed. Workers in establishments employing 250 workers or more averaged more than those in smaller mills—the differences amounting to 7 cents in New England, 14 cents in the Southeast, and 41 cents in the Middle Atlantic region.

NUMBER AND AVERAGE STRAIGHT-TIME HOURLY EARNINGS<sup>1</sup> OF PRODUCTION WORKERS IN WOOL YARN AND BROADWOVEN FABRIC MILLS BY SELECTED CHARACTERISTICS, UNITED STATES AND SELECTED REGIONS,<sup>2</sup> NOVEMBER 1966

| Characteristic                                                       | United States <sup>3</sup> |                       | New England |                       | Middle Atlantic |                       | Southeast <sup>4</sup> |                       | Great Lakes |                       |
|----------------------------------------------------------------------|----------------------------|-----------------------|-------------|-----------------------|-----------------|-----------------------|------------------------|-----------------------|-------------|-----------------------|
|                                                                      | Number                     | Earnings <sup>1</sup> | Number      | Earnings <sup>1</sup> | Number          | Earnings <sup>1</sup> | Number                 | Earnings <sup>1</sup> | Number      | Earnings <sup>1</sup> |
| ALL MILLS                                                            |                            |                       |             |                       |                 |                       |                        |                       |             |                       |
| All production workers.....                                          | 41,765                     | \$1.90                | 16,407      | \$1.92                | 3,664           | \$2.20                | 18,409                 | \$1.82                | 1,735       | \$1.77                |
| Men.....                                                             | 23,800                     | 1.97                  | 9,918       | 1.97                  | 2,332           | 2.30                  | 9,811                  | 1.88                  | 761         | 1.90                  |
| Women.....                                                           | 17,965                     | 1.81                  | 6,489       | 1.84                  | 1,332           | 2.04                  | 8,598                  | 1.75                  | 974         | 1.67                  |
| SIZE OF COMMUNITY                                                    |                            |                       |             |                       |                 |                       |                        |                       |             |                       |
| Metropolitan areas <sup>5</sup> .....                                | 13,161                     | 2.00                  | 5,316       | 1.97                  | 3,268           | 2.24                  | 2,747                  | 1.81                  | 889         | 1.72                  |
| Nonmetropolitan areas.....                                           | 28,604                     | 1.85                  | 11,091      | 1.90                  | 396             | 1.89                  | 15,662                 | 1.82                  | 846         | 1.82                  |
| SIZE OF ESTABLISHMENT                                                |                            |                       |             |                       |                 |                       |                        |                       |             |                       |
| 20-249 workers.....                                                  | 17,857                     | 1.86                  | 10,289      | 1.89                  | 1,939           | 2.01                  | 3,358                  | 1.70                  | 1,475       | 1.75                  |
| 250 workers or more.....                                             | 23,908                     | 1.93                  | 6,118       | 1.96                  | 1,725           | 2.42                  | 15,061                 | 1.84                  | -----       | -----                 |
| LABOR-MANAGEMENT CONTRACTS                                           |                            |                       |             |                       |                 |                       |                        |                       |             |                       |
| Mills with—                                                          |                            |                       |             |                       |                 |                       |                        |                       |             |                       |
| Majority of workers covered.....                                     | 13,223                     | 2.04                  | 7,446       | 2.00                  | 2,475           | 2.30                  | -----                  | -----                 | 873         | 1.89                  |
| None or minority of workers covered.....                             | 28,542                     | 1.83                  | 8,961       | 1.85                  | 1,189           | 2.01                  | 16,833                 | 1.81                  | 862         | 1.65                  |
| TYPE OF MILL AND PRODUCT                                             |                            |                       |             |                       |                 |                       |                        |                       |             |                       |
| Yarn mill.....                                                       | 12,984                     | 1.76                  | 3,749       | 1.83                  | 1,414           | 1.96                  | 7,020                  | 1.70                  | 801         | 1.71                  |
| Woolen yarn.....                                                     | 7,536                      | 1.81                  | 1,751       | 1.82                  | 1,227           | 2.00                  | 4,350                  | 1.75                  | -----       | -----                 |
| Worsted yarn.....                                                    | 5,448                      | 1.70                  | 1,998       | 1.83                  | -----           | -----                 | 2,670                  | 1.61                  | 593         | 1.65                  |
| Weaving mill.....                                                    | 2,661                      | 1.91                  | 2,322       | 1.92                  | -----           | -----                 | -----                  | -----                 | -----       | -----                 |
| Worsted fabrics.....                                                 | 2,012                      | 1.97                  | 1,673       | 1.99                  | -----           | -----                 | -----                  | -----                 | -----       | -----                 |
| Integrated mill.....                                                 | 26,120                     | 1.96                  | 10,336      | 1.95                  | 2,172           | 2.36                  | -----                  | -----                 | 934         | 1.82                  |
| Woolen fabrics.....                                                  | 18,704                     | 1.98                  | 9,700       | 1.95                  | 2,172           | 2.36                  | -----                  | -----                 | 934         | 1.82                  |
| PREDOMINANT CLASS OF FABRIC <sup>6</sup>                             |                            |                       |             |                       |                 |                       |                        |                       |             |                       |
| Apparel fabrics and blanketing.....                                  | 25,365                     | 1.92                  | 12,186      | 1.94                  | 550             | 2.07                  | -----                  | -----                 | 432         | 1.63                  |
| Other nonapparel fabrics.....                                        | 3,416                      | 2.24                  | 472         | 2.05                  | 1,700           | 2.45                  | -----                  | -----                 | 502         | 1.98                  |
| SELECTED OCCUPATIONS <sup>7</sup>                                    |                            |                       |             |                       |                 |                       |                        |                       |             |                       |
| Woolen occupations:                                                  |                            |                       |             |                       |                 |                       |                        |                       |             |                       |
| Card finishers (1,058 men and 118 women).....                        | 1,176                      | 1.85                  | 547         | 1.83                  | 182             | 2.09                  | 339                    | 1.79                  | 54          | 1.66                  |
| Card strippers (all men).....                                        | 499                        | 1.93                  | 259         | 1.99                  | 68              | 2.13                  | 126                    | 1.76                  | 29          | 1.75                  |
| Dofters, spinning frame (332 men and 29 women).....                  | 361                        | 1.74                  | 86          | 1.67                  | 38              | 1.99                  | 199                    | 1.74                  | 30          | 1.75                  |
| Fuller tenders (all men).....                                        | 346                        | 2.01                  | 139         | 1.87                  | 76              | 2.36                  | -----                  | -----                 | 25          | 2.01                  |
| Loom fixers (all men).....                                           | 557                        | 2.45                  | 302         | 2.43                  | 59              | 2.89                  | -----                  | -----                 | 25          | 2.40                  |
| Menders, cloth (11 men and 1,223 women).....                         | 1,234                      | 1.85                  | 594         | 1.81                  | 57              | 1.88                  | -----                  | -----                 | 97          | 1.72                  |
| Spinners, frame (591 men and 2,188 women).....                       | 2,779                      | 1.92                  | 1,240       | 1.99                  | 244             | 2.13                  | 1,052                  | 1.79                  | 129         | 1.77                  |
| Weavers (1,370 men and 539 women).....                               | 1,909                      | 2.32                  | 950         | 2.32                  | 209             | 2.69                  | -----                  | -----                 | 106         | 1.90                  |
| Winders <sup>8</sup> (116 men and 1,554 women).....                  | 1,670                      | 1.76                  | 594         | 1.76                  | 248             | 1.86                  | 600                    | 1.73                  | 147         | 1.64                  |
| Cone and tube, high speed, nonautomatic (18 men and 853 women).....  | 871                        | 1.73                  | 209         | 1.73                  | 164             | 1.81                  | 407                    | 1.71                  | 81          | 1.61                  |
| Filling, automatic (64 men and 445 women).....                       | 509                        | 1.78                  | 232         | 1.78                  | 34              | 1.89                  | 143                    | 1.69                  | 37          | 1.72                  |
| Worsted occupations:                                                 |                            |                       |             |                       |                 |                       |                        |                       |             |                       |
| Dofters, spinning frame (203 men and 124 women).....                 | 327                        | 1.77                  | 90          | 1.75                  | -----           | -----                 | 224                    | 1.80                  | -----       | -----                 |
| Loom fixers (all men).....                                           | 348                        | 2.50                  | 114         | 2.46                  | -----           | -----                 | -----                  | -----                 | -----       | -----                 |
| Menders, cloth (all women).....                                      | 1,084                      | 1.78                  | 334         | 1.84                  | -----           | -----                 | -----                  | -----                 | -----       | -----                 |
| Pin drafter operators (124 men and 273 women).....                   | 397                        | 1.74                  | 113         | 1.82                  | -----           | -----                 | 256                    | 1.74                  | -----       | -----                 |
| Spinners, frame (94 men and 1,110 women).....                        | 1,204                      | 1.77                  | 480         | 1.86                  | -----           | -----                 | 634                    | 1.73                  | -----       | -----                 |
| Weavers (633 men and 165 women).....                                 | 798                        | 2.25                  | 253         | 2.39                  | -----           | -----                 | -----                  | -----                 | -----       | -----                 |
| Winders <sup>8</sup> (16 men and 1,496 women).....                   | 1,512                      | 1.68                  | 460         | 1.74                  | -----           | -----                 | 955                    | 1.67                  | -----       | -----                 |
| Cone and tube, automatic (3 men and 341 women).....                  | 344                        | 1.80                  | 103         | 1.75                  | -----           | -----                 | -----                  | -----                 | -----       | -----                 |
| Cone and tube, high speed nonautomatic (3 men and 882 women).....    | 885                        | 1.64                  | 215         | 1.76                  | -----           | -----                 | 623                    | 1.60                  | -----       | -----                 |
| Woolen and worsted occupations:                                      |                            |                       |             |                       |                 |                       |                        |                       |             |                       |
| Battery hands (105 men and 173 women).....                           | 278                        | 1.71                  | 216         | 1.70                  | -----           | -----                 | -----                  | -----                 | -----       | -----                 |
| Janitors (256 men and 27 women).....                                 | 283                        | 1.63                  | 56          | 1.73                  | 26              | 1.88                  | 178                    | 1.55                  | 11          | 1.70                  |
| Machinists, maintenance (all men).....                               | 128                        | 2.43                  | 33          | 2.32                  | 13              | 2.96                  | 69                     | 2.35                  | -----       | -----                 |
| Truckers, hand (including bobbin boys) (1,025 men and 72 women)..... | 1,097                      | 1.70                  | 365         | 1.75                  | 74              | 2.00                  | 598                    | 1.62                  | -----       | -----                 |

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

<sup>2</sup> The regions used 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, Tennessee, and Virginia; *Great Lakes*—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin.

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

<sup>4</sup> Data are not presented separately for integrated mills and for occupations associated with weaving operations since information was obtained from too few of the large mills having such operations. Employment and earnings estimates for those occupations are, however, included in the data for all production workers.

<sup>5</sup> The term "metropolitan areas" as used in this study refers to the Standard Metropolitan Statistical Areas as defined by the U.S. Bureau of the Budget through March 1965.

<sup>6</sup> Includes data for weaving and integrated mills only.

<sup>7</sup> The forthcoming bulletin will provide information for occupations in addition to those shown above.

<sup>8</sup> Includes data for workers in classifications in addition to those shown separately.

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

The wage advantage of workers in mills with labor-management contracts over workers in mills not having such contracts amounted to 15 cents an hour in New England, 29 cents in the Middle Atlantic region, and 24 cents in the Great Lakes region. As previously indicated, less than one-tenth of the workers in the Southeast were in union mills.

Nearly three-fifths of the workers in wool yarn and broadwoven fabric mills were men; they averaged \$1.97 an hour, compared with \$1.81 for women. 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.

Earnings of almost all workers were between \$1.40 and \$3.00 an hour, with the middle half of the workers' earnings between \$1.67 and \$2.08. However, the distribution of workers within specified earnings classes varied considerably by region, as indicated below:

|                              | Percent of workers with specified straight-time hourly earnings in— |             |                 |            |             |
|------------------------------|---------------------------------------------------------------------|-------------|-----------------|------------|-------------|
|                              | United States <sup>1</sup>                                          | New England | Middle Atlantic | South-east | Great Lakes |
| \$1.25 and under \$1.40..... | 2.1                                                                 | 1.3         | .....           | 1.9        | 17.3        |
| \$1.40 and under \$1.50....  | 3.8                                                                 | 5.0         | 0.4             | 3.3        | 6.1         |
| \$1.50 and under \$1.60....  | 9.9                                                                 | 7.0         | 4.6             | 13.4       | 13.8        |
| \$1.60 and under \$1.80....  | 28.9                                                                | 25.4        | 11.5            | 37.5       | 22.5        |
| \$1.80 and under \$2.00....  | 24.5                                                                | 28.7        | 17.9            | 23.4       | 18.6        |
| \$2.00 and under \$2.20....  | 13.3                                                                | 14.1        | 24.3            | 9.1        | 11.0        |
| \$2.20 and under \$2.40....  | 8.4                                                                 | 9.1         | 12.2            | 7.2        | 4.5         |
| \$2.40 and under \$2.60....  | 5.1                                                                 | 5.7         | 10.2            | 3.2        | 3.3         |
| \$2.60 and over.....         | 3.9                                                                 | 3.6         | 19.0            | 1.0        | 3.1         |
| Total.....                   | 100.0                                                               | 100.0       | 100.0           | 100.0      | 100.0       |
| Number of workers.....       | 41,765                                                              | 16,407      | 3,664           | 18,409     | 1,735       |

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

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

The occupational classifications for which earnings data are presented in the accompanying table accounted for slightly more than two-fifths of the production workers within scope of the survey. Among these, average earnings ranged from \$1.63 an hour for janitors to \$2.45 for loom fixers in

woolen operations and \$2.50 in worsted operations. Two numerically important occupations in the production of woollens, frame spinners and weavers, averaged \$1.92 and \$2.32, respectively. In worsted operations, frame spinners averaged \$1.77 and weavers, \$2.25 an hour. Spinners and weavers were frequently paid on an incentive basis. Slightly more than one-fourth of all production workers were paid incentive rates, usually under individual piece rate systems.

### Establishment Practices

Work schedules of 40 hours a week were in effect in mills employing seven-tenths of the production workers in New England and the Great Lakes regions and about two-thirds in the Middle Atlantic region. In the Southeast, work schedules of 40 and 48 hours were equally prevalent and together accounted for nine-tenths of the workers. Nearly all mills in the scope of the survey had provisions for late-shift work, and about half of the production workers were employed on late shifts in November 1966. Most workers on the second shift in New England mills received premium pay—usually 4 cents above the day-shift rate; in the Southeast, about one-fourth of the second-shift workers received premium pay, usually 5 cents an hour. In both of these regions, most of the workers on third or other late shifts received premium pay, typically 7 cents an hour in New England and 5 cents in the Southeast.

Paid holidays were provided by establishments employing almost nine-tenths of the production workers. Typical provisions were 6 paid holidays in New England and 7 or 8 days in the Middle Atlantic region; in the Southeast, about half of the workers were in mills providing 2 days a year while provisions for 5 days or more applied to a fourth of the workers.

Paid vacations (after qualifying periods of service) were provided to production workers by nearly all of the mills studied. Vacation payments for slightly more than half of the production workers were based on a stipulated percentage of the employee's annual earnings.<sup>5</sup> Typical vacation provisions were 1 week's pay after 1 year of service and 2 weeks' after 5 years or more. Nearly

<sup>5</sup> For purposes of this study, percentage payments were converted to an equivalent time basis.

a fifth of the workers were in mills providing at least 3 weeks' after 15 years or more of service.

More than nine-tenths of the production workers were in establishments that paid at least part of the cost of life, hospitalization, and surgical insurance. Accidental death and dismemberment insurance, sickness and accident insurance, and medical insurance were provided to at least three-fifths and catastrophe insurance to a fifth of the workers. Except for catastrophe insurance, all plans were for the most part wholly financed by the employer.

Pension plans (other than social security) which afford regular payments to workers on retirement were provided by mills employing two-fifths of the production workers. Plans providing lump-sum payments upon retirement applied to less than a tenth.

Mills with provisions for severance pay<sup>6</sup> employed less than a tenth of the work force. Formal plans providing pay for funeral leave applied to a fifth of the workers, and provisions for jury duty pay applied to nearly three-tenths.

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<sup>6</sup> Pay to employees permanently separated from work through no fault of their own.

—EDWARD J. CARAMELA  
Division of Occupational Pay

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In science, good work habits, especially of the obsessional sort, are most desirable and necessary. These may be almost the opposite of the creative attitude. . . . I have even gone so far as to say that science is a social institution which makes it possible for uncreative people to create and discover and innovate, just as I could also say that science is a social institution which makes it possible for an unintelligent man to do intelligent things.

—A. H. Maslow, "The Need for Creative People."

# Foreign Labor Briefs\*

taining to the labor and social planning fields, publicize labor laws, and represent similar foreign organizations by acting as their correspondents in Guatemala.

## Israel—Unemployment

After many years of economic boom, Israel is experiencing a recession and heavy unemployment. The number of jobseekers registered at Government employment exchanges was reported as 38,000 in the last quarter of 1966 (including about 19,000 employed in relief work). According to the Manpower Survey of the Central Bureau of Statistics, however, the total number of unemployed was approximately 99,000, or 10.3 percent of the labor force. Unemployment was expected to increase by another 10,000 and to reach its peak in mid-1967, when the citrus-picking season and the school year end and large numbers of men are released from Army services. A major cause of the recession was a drop in immigration which reduced demand for housing and other goods and services. Other factors included further deterioration in the trade balance and completion of several large development projects.

The Government has announced unemployment relief payments to begin April 1, 1967, and public works projects, including expansion of Ashdod Harbor, to start in the fall of 1967. The budget for FY 1967-68 provides for unemployment relief and for stimulation of economic development and exports.

## Japan—Textile Workers

Textile goods imported from Korea have in some cases displaced Japanese production and employment, and the Japanese Federation of Textile Workers' Unions (Zensen Domei) and the Korean National Textile Workers' Union (KNTWU) are now considering ways of ameliorating the problem. They have agreed to regular union-to-union exchange of persons and information, and other appropriate actions designed "to promote orderly trade between the two countries on . . . the principle of reciprocity and equality of trade"; programs of research on working conditions, prices, and so forth, in the Japanese and Korean textile industries; cooperative financing of these measures, particularly the exchange of persons; and exploration of the possible conduct of training

## Argentina—Wage Policy

A new law to be effective until December 31, 1968, imposed a total wage freeze on Government employees whose adjusted wage agreements had been signed prior to December 31, 1966. Wage increase limitations for nongovernmental workers were tied to a scale based on the expiration date of collective agreements: 24 percent (expiration date, March 31, 1968), 22 percent (April-May), 17 percent (June-July), 12 percent (August-September), and 8 percent (October-November).

## Ceylon—Land Army

The Government is forming a semimilitary organization for educated youths. Recruits will be given basic military training and employed in land clearing, road building, and cultivation of food crops. They will receive food, shelter, uniforms, and 2 rupees (\$0.42) a day. The purpose of the "Land Army" is reportedly to cope with the political and economic problems of food shortages and 500,000 unemployed persons. The project is scheduled to begin with a pilot program of 5,000 and to reach a strength of 15,000 in its first year of operation. By mid-March 1967, the "Land Army" had received 125,000 applications.

## Guatemala—Labor Association

The first professional Guatemalan society in the labor and industrial relations field—the Guatemalan Association of Labor Law—has received Government recognition. Most of the association's present members are lawyers with experience in labor law. The objectives of the association are to maintain close relations with and provide any necessary cooperation on matters related to labor law with the Guatemalan Bar Association, strive for more uniform judicial interpretations of labor laws, cooperate with Government agencies and officials in the study of laws and regulations per-

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

classes by the KNTWU with support ("financial or otherwise") from international organizations.

### South Viet Nam—*Allowances*

The Ministry of Labor substantially increased family allowances for Vietnamese workers retroactive to February 1. Under the new regulations, a typical manual worker in the Saigon area who has a wife and four children will receive a total family allowance of 851.76 Vietnamese piasters (VNP) a month (the equivalent of \$7.22 in U.S. currency), an increase of VNP 266.76 (\$2.26).

The new regulations reduce to two the maximum amounts of basic wages on which the monthly family allowances are calculated—VNP 2,184 (\$18.58) in the Southern Region (including Saigon) and VNP 2,548 (\$21.60) in the Central Region. The new maximum will not be applied to supervisory personnel already benefiting from the older, higher maximum.

The percentages of the basic wage rate (up to the eligible maximum) received by a worker as a monthly family allowance remain the same as under previous regulations: 15 percent for the wife, 6 percent for each of the first five children, and 3 percent for all other children, normally up to age 16 and with some minor exceptions up to 21.

According to official statistics, 49,821 families receive family allowances. Many firms, however, do not file reports on the number of their workers receiving allowances, and it is estimated that perhaps as many as 100,000 families actually benefit.

### Switzerland—*Foreign Workers*

A further reduction of foreign labor quotas was decreed by the Federal Council on February 10, 1967, in pursuance of its policy, in force since 1963, to curtail the growth of the alien labor force. Swiss firms must reduce the number of their "controlled" foreign employees (aliens residing and working in the country on the basis of annual permits) by an additional 2 percent not later than July 31, 1967. The Federal Council reserves the right to decree a further reduction of the quota for the period from October 15, 1967, to January 31, 1968, if the annual August foreign labor census shows an unsatisfactory result.

Individual enterprises may raise their total foreign and domestic work force up to 110 percent

of its present level by hiring Swiss nationals, foreigners with permanent resident status (who are no longer subject to control), and border crossers. (The ceilings placed on the total—domestic and foreign—work force of firms will be lifted as of the end of 1967.) Enterprises are no longer required to reduce their employment of seasonal workers. Exceptions to the rules limiting employment of foreigners may be granted in less developed cantons (States of the Swiss confederation) to facilitate industrialization.

Swiss manufacturers had argued against any reduction in the foreign labor force for this year, maintaining that a breathing spell was needed after the 10-percent cut effected in the past 2 years. The trade unions, on the other hand, had suggested a reduction of from 3 to 5 percent.

### U.K.—*Prices and Income Policy*

A White Paper issued on March 22 set forth policy for the 12 months following the present period of "severe restraint" scheduled to end on June 30, 1967. The "nil norm" (guidepost) for wage increases, in force since the beginning of the wage standstill on July 20, 1966, would continue but the prestandstill criteria for increases in exceptional situations would be restored. Under these criteria, wage increases would be allowed where there are increases in productivity; where there is a need to keep workers or attract them to a particular industry in the "national interest"; where wages are too low to maintain a reasonable standard of living; and where it is necessary in the national interest to bring wages up to the level paid for comparable work elsewhere. At least a year must elapse between wage increases. Pay increases for added experience, increased responsibility, and special effort would be allowed in the new policy. Cost of living as a sole criterion for a wage rise was excluded.

The White Paper also spelled out the specific situations which would justify price increases but said that a rigid form of price control would be against the interests of economic efficiency. The importance of price reductions received greater emphasis than before, and the paper stated that any apparently excessive growth in profits and dividends would be referred to the Prices and Incomes Board.

# Significant Decisions in Labor Cases\*

## Labor Relations

**Work Preservation Agreement.** The Supreme Court held<sup>1</sup> that a carpenters' union did not violate the secondary boycott provisions of the Labor Management Relations Act by entering into and enforcing a collective bargaining agreement providing that its members will not handle prefabricated doors at a construction site, where the purpose was to preserve jobs traditionally performed by the jobsite carpenters.

A general contractor had agreed with the Carpenters' International to be bound by collective bargaining agreements of local unions in areas where he had jobs. The local contract in question provided (in rule 17) that no union member would handle doors that had been fitted before delivery to the jobsite. Fitting of doors in that area had traditionally been done by jobsite carpenters. When the general contractor purchased prefitted doors, the carpenters refused to install them and he was forced to revert to the customary procedure. The supplier and the National Woodwork Manufacturers Association filed unfair labor practice charges against the union, alleging that rule 17 violated the hot-cargo ban of the act's section 8(e), and that by enforcing it the union had violated section 8(b)(4)(B).

The National Labor Relations Board dismissed the charges, holding that the purpose of rule 17 was to protect the work customarily done by union members. The refusal to handle doors was a justified primary activity, it said. The circuit court reversed, finding that rule 17 was prohibited by section 8(e).

Upon a lengthy review of legislative history of sections 8(e) and 8(b)(4)(B), and of pertinent judicial decisions, Justice Brennan, writing for a majority of five, concluded that Congress only intended to proscribe actions aimed at secondary objectives, that is, designed to disrupt normal

relations between neutral and primary employers as a means of satisfying demands upon the latter. The Court rejected the Association's contention that a different conclusion was called for under the decision in the *Allen Bradley* case,<sup>2</sup> where a local union's attempt to force contractors by agreement to use only electrical equipment manufactured locally was found unlawful. The Court pointed out that in *Allen Bradley*, the boycott "was carried on not as a shield to preserve the jobs of the [local's] members . . . but as a sword, to reach out and monopolize all the manufacturing job tasks for [the union's] members," hence it was a secondary activity that was in violation of anti-trust laws. In the present instance, the Court said, the boycott was used as a shield "carried solely to preserve the members' jobs."

The Court pointed to the section 8(e) proviso, exempting construction and apparel industries from hot-cargo prohibition, as further evidence that "primary work preservation agreements were not to be within the ban of section 8(e)." The Court went on to say that silence of the sponsors of 8(e) on this issue was additional indication that Congress had no intent to prohibit agreements directed toward work preservation.

Citing *Fibreboard*,<sup>3</sup> where it held that the subcontracting of maintenance work was a mandatory subject of bargaining, the Court said that it had thus "implicitly recognized the legitimacy of work preservation clauses like that involved here." "It would be incongruous," it continued, "to interpret 8(e) to invalidate clauses over which the parties may be mandated to bargain and which have been successfully incorporated through collective bargaining in many of this Nation's major labor agreements."

The Court further reasoned that in view of the rights guaranteed unions under sections 7 and 13 of the LMRA (the rights to bargain collectively

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

<sup>1</sup> *National Woodwork Manufacturers Association v. NLRB* (U.S. Sup. Ct., Apr. 17, 1967).

<sup>2</sup> *Allen Bradley v. Local 3, Electrical Workers*, 325 U.S. 797.

<sup>3</sup> *Fibreboard Paper Products Corp. v. Labor Board*, 379 U.S. 203; see *Monthly Labor Review*, February 1965, p. 191.

and to strike), the pressures brought by employees on their employer for the purpose of bettering their terms or conditions of employment should be upheld, unless there is a clear congressional intent to the contrary.

As for the Association's contention that contractual "will not handle" clauses were invalid for economic and technological reasons, the Court held that such arguments should be directed to Congress, not to the courts. Congress alone must decide whether "reevaluation of the basic content of collective bargaining" is in order, the Court held.

In conclusion, the Court ruled that, with regard to will not handle contractual clauses, such as rule 17 here involved, "[t]he touchstone is whether the agreement or its maintenance is addressed to the labor relations of the contracting employer vis-à-vis his own employees." In this case it was, the Court held.

Justice Stewart, writing for the four dissenting members of the Court, fully disagreed with the majority's reading of the legislative history of sections 8(e) and 8(b)(4)(B). He said: "The Court undertakes a protracted review of legislative and decisional history . . . to show that the clear words of the statute should be disregarded in these cases. But . . . the relevant history fully confirms that Congress meant what it said. . . ."

He also thought that the majority "created the sword and shield distinction out of thin air," as in *Allen Bradley* the union was not trying to extend its reach to capture new jobs but to recover those lost during the depression. He also took issue with the majority's interpretation of the *Fibreboard* decision, stressing the distinction between the subcontracting of maintenance work and the purchase of a product by a company, a decision that "has traditionally been regarded as one within management's discretion. . . . [T]he Court is simply substituting its own concepts of desirable labor policy for the scheme enacted by Congress," he concluded.

**Arbitration.** A Federal district court ruled<sup>4</sup> that a company failed to receive a fair hearing when an arbitrator, who had not informed the parties that he intended to enforce evidentiary rules, refused to hear relevant evidence because it was offered as rebuttal when it properly should have been presented as part of the company's principal case.

The company discharged an employee because she had allegedly been involved in a rock throwing incident at the plant during a strike. The case proceeded to arbitration, where the company attempted to prove the employee's involvement in the incident through the testimony of a police officer who claimed to have witnessed the misdeed. However, the company presented this offer of proof as part of its rebuttal rather than during the presentation of its principal case. In the interest of an orderly proceeding, the arbitrator sustained the union's objection on the basis that the evidence should have been introduced when the company was presenting its case, not in rebuttal. The company asked the court to vacate the award.

The court admitted that, traditionally arbitration proceedings are quite informal and the arbitrators are not bound by either the rules of judicial procedure or those established by the American Arbitration Association (AAA), although the parties should be so informed if any rules are to be observed. Of concern to the court, however, were "the rights of the respective parties who are presenting their sides, not the niceties of the rule of evidence with respect to rebuttal. . . . This, the court believes, should be true particularly where there was no announcement that the rules of evidence . . . would apply."

"Findings of the arbitrator," the court continued, "as to the facts or his interpretation of the law are not to be questioned by the court, and obvious error in either is not grounds for vacating the award if there has not been refusal to hear pertinent and material evidence and the hearing has been fair."<sup>5</sup> The court noted that in this case no rules of evidence were announced by the arbitrator prior to the hearing, nor were any set forth in the collective bargaining agreement; and that not only is "conformity to legal rules of evidence not necessary" but the "arbitrator [should be] interested in getting all the relevant facts he can; his principal objective is to render a viable decision, and any information that adds to his knowledge of the total situation will almost always be admitted." The failure to consider the testimony

<sup>4</sup> *Harvey Aluminum, Inc. v. United Steelworkers* (DCCD California, Jan. 3, 1967).

<sup>5</sup> See the Supreme Court rulings in the *United Steelworkers* trilogy, *Monthly Labor Review*, August 1960, pp. 853-856.

of the company's witness "appears to have denied to the petitioner a fair "hearing," the court said.

The court also raised an important issue in labor-management relations, namely, the question of confidence that employers and unions must have in arbitral proceedings if they are to conclude agreements providing for arbitration. Although the AAA rules are not binding, the court noted, they do establish what the parties concluding such an agreement expect—and have the right to assume—in the way of an opportunity "of presenting all of their material evidence, and that an arbitrator, before closing the hearing, will inquire of all parties whether they have any further proof to offer or witnesses to be heard," something the arbitrator in this case failed to do.

The court concluded that the company had not received a fair hearing and vacated the award.

### Racial Discrimination

A Federal district court ruled<sup>6</sup> that an employee does not have to exhaust remedies of a collective bargaining agreement before bringing a suit for alleged discrimination in employment under Title VII of the Civil Rights Act of 1964, but that the action must follow conciliation efforts by the Equal Employment Opportunity Commission (EEOC).

A railroad employee sued the union and the railroad, under Title VII of the act, charging racial discrimination in terms and conditions of his employment. The railroad and the union sought to have the court dismiss the case because the employee had not pursued the remedies available under the collective bargaining agreement or before the National Railroad Adjustment Board (NRAB), failed to institute his suit within 90 days of the filing of his charge with the EEOC as provided by Title VII, and took the court action prior to any conciliation efforts by the EEOC.

The court denied the railroad's and union's first two claims. It held that an employee may bring action under Title VII without first exhausting the remedies of the collective bargaining agreement or before the NRAB. As for the timeliness of

the suit, the court pointed out that Title VII provides 60 days for conciliation by the EEOC and an additional 30-day period for filing the suit if such is necessary. However, the court held that the 60-day requirement should be viewed as "directory rather than . . . mandatory," hence not absolutely binding the Commission to complete its efforts within that period. The suit is timely, the court said, if filed within 30 days after the EEOC has concluded its conciliation efforts, even if those efforts took more than 60 days.

The court, however, dismissed the case on the third ground. Reasoning from the legislative history of Title VII, it determined that "Congress intended that conciliation be preferred to coercion and that the conciliation step would be a prerequisite" to the institution of a private suit. The employee's argument that EEOC's heavy caseload often made it extremely difficult for it to undertake conciliation efforts within a reasonable time did not dissuade the court. Rather, the court held, "[T]he view that a statutory requirement may be disregarded because of the caseload of an administrative agency" is unacceptable.

In another case of racial significance—a suit by Negro physicians who complained of discriminatory denial of staff privileges at a federally assisted hospital because of their race—a U.S. court of appeals reversed a district court's holding that the physicians must prove they were denied the privileges for reasons of race alone. The appeals court held<sup>7</sup> that where there is a history of racial discrimination and the physicians demonstrate that they meet all objective qualifications, the hospital must produce evidence to show that the denial of privileges is for a just cause and to dispel the reasonable inference of racial discrimination. Vindication of the applicant's constitutional rights must not depend upon searching examination of his "life and professional competence" under conditions of secrecy and waiver of immunity to all concerned, the court held.

A Negro physician's application for staff privileges at a hospital with segregated facilities and services for white and Negro patients was rejected despite the fact that, as the court found and the hospital did not deny, the physician had met all the objective qualifications. The hospital contended that the denial "was for just and good cause" but offered no substantiating reasons. In fact, the de-

<sup>6</sup> *Dent v. St. Louis-San Francisco Railway Co.* (DC-ND Alabama, Mar. 10, 1967).

<sup>7</sup> *George C. Cypress v. Newport News Hospital Association* (C.A. 4, Mar. 9, 1967).

nial was based on a secret ballot vote of the all white membership of the hospital staff.

In ordering the hospital to cease its racially discriminatory practices, the court cited related facts as the basis of the order. It noted that there were no Negro physicians on the staff of the hospital; that two Negro physicians possessing "outstanding qualification" were denied privileges by the secret ballot vote of an all white medical staff; and that the hospital pursued other discriminatory practices, such as assigning patients to rooms on a basis of race. Under these circumstances, the court concluded, the hospital must come forward and prove that its denial of privileges was made on valid nonracial grounds.

To the district court's contention that, if the Negro physician "seeks to attack the integrity" of

the hospital staff by claiming that he was rejected because of his race, his "life and professional competence must become an 'open book,'" the appeals court responded by citing the conditions under which the lower court had permitted the Negro to request another hearing. These included a release of immunity in favor of all concerned as to statements made or investigations conducted in this case, and the conditions that there be no sworn testimony, and that hearings be conducted behind closed doors without the assistance of attorneys. Branding these requirements a "procedure lacking even the rudiments of due process," the court of appeals said, "We unequivocally reject the notion that Negro applicants are to be subjected to such procedure before their Fourteenth Amendment rights can be vindicated."

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We can be satisfied if men and women get a chance at good careers, depending only on their achievements. To me this means very simply that somebody decides to give them that chance. Whether the administrator is prejudiced or not in other matters will not be of much moment, as long as he makes decisions about people which have the effect of basing promotion, pay, jobs, assignments, and other economic opportunities on what a person does, not on who he is.

—Charles A. Dailey, "Prejudice and Decision-Making."  
*Personnel Administration*, September 1966.

# Chronology of Recent Labor Events

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## April 1, 1967

THE United Farm Workers Organizing Committee won a 1½-year battle for its biggest farm labor representation in California when the Di Giorgio Fruit Corp. accepted the terms of a 3-year contract for its 2,600 to 3,000 employees at three different properties. (See pp. III-IV of this issue.)

## April 5

THE EXECUTIVE BOARD of the United Auto Workers proposed a 7-year, \$87-million organizing drive to be conducted by the AFL-CIO and directed primarily at agricultural workers, the "working poor," and white-collar workers. The program is the first of a series of "policy recommendations" to the federation by the UAW, promised in the wake of Walter Reuther's recent resignation from the AFL-CIO Executive Council in disagreement over matters of policy and leadership. (See MLR, April 1967, pp. 69-70.) Later in the month, a special UAW convention in Detroit authorized Mr. Reuther to withdraw the union from membership if he found it necessary.

## April 10

A 13-DAY STRIKE of newscasters and announcers against three major television and radio networks—ABC, NBC, and CBS—came to an end when the National Board of the Television and Radio Artists approved, subject to membership ratification, an agreement guaranteeing a \$300 minimum weekly salary, retroactive to last November 16, plus 25 percent of the "appearance fee" (100 percent after the weekly guarantee is reached). (See p. 77 this issue.)

## April 11

FIVE BIG RUBBER COMPANIES—Goodyear, Firestone, Uniroyal (formerly U.S. Rubber Co.), Goodrich, and General Tire currently engaged in, or soon to commence, contract negotiations with the United Rubber Workers—disclosed a mutual aid agreement to provide financial assistance to any of them should it be hit by a strike. The pact allows each company to negotiate separately. Ten days later, Firestone, Goodrich, and Uniroyal were struck as the union's contract expired.

## April 12

THE PRESIDENT signed a Congressional resolution to delay until May 3 a threatened nationwide strike by six railroad shop craft unions deadlocked in contract negotiations. He also appointed a special panel to help the parties to reach a settlement within that time, but subsequent attempts to reach a settlement failed. The unions had previously rejected the terms proposed by an emergency board. (See p. 73 this issue.)

## April 17

THE U.S. SUPREME COURT upheld construction carpenters' refusal to handle prefabricated doors where the refusal was intended to protect jobs that were traditionally done by on-site carpenters. Despite the statutory prohibitions on hot-cargo and secondary boycott actions, the court agreed with the National Labor Relations Board's holding that the actions of the unions involved were defensive in character. The case was *National Woodwork Manufacturers Association v. N.L.R.B.* (See p. 65 this issue.)

## April 21

GOVERNOR NELSON A. ROCKEFELLER of New York signed into law a new act prohibiting strikes by public employees. Unlike the Condon-Wadlin Act it replaced, the law does not require automatic dismissal of strikers from employment, but it calls for stiff monetary fines and other penalties for striking unions and certain types of punishment (ranging from a reprimand to outright dismissal) for individual workers. The statute, to become effective next September 1, also extends the organization and bargaining right to all public employees, and establishes a Public Employment Relations Board to resolve representation disputes and assist in collective bargaining. (See p. 79 this issue.)

## April 24

GOVERNOR RICHARD J. HUGHES of New Jersey signed into a law a measure to raise unemployment compensation benefits from \$50 to a maximum of \$62 a week and, for the first time, to provide benefits for workers who had been on strike for at least 6 weeks. The law goes into effect next January 1.

## April 26

PUBLIC SCHOOL TEACHERS of Washington, D.C., elected the Washington Teachers Union, a local of the American Federation of Teachers, as their representative in contract negotiations with the Board of Education. The result was 3,540 votes for the AFT local and 2,119 for the District of Columbia Education Association (plus 74 votes for no affiliation). Nearly 85 percent of the eligible teachers cast their ballots.

# Major Agreements Expiring in June and July

EDITOR'S NOTE.—As a service to its readers, the Monthly Labor Review will publish each month a list of collective bargaining agreements ending during the following month. (To adjust to this schedule, listing for 2 months are carried in this issue.) The listing will include almost all agreements covering 1,000 workers or more.

Copies of Major Collective Bargaining Agreement Expirations, covering the entire year, are available upon request to the Bureau of Labor Statistics, U.S. Department of Labor, Washington, D.C., or to any of the Bureau's regional offices.

| Company and location                                                                                     | Industry                          | Union <sup>1</sup>                                                 | Number of workers |
|----------------------------------------------------------------------------------------------------------|-----------------------------------|--------------------------------------------------------------------|-------------------|
| (June 1967)                                                                                              |                                   |                                                                    |                   |
| Allied Building Metal Industries (Greater New York area).....                                            | Fabricated metal products.        | Iron Workers.....                                                  | 1,700             |
| Allied Chemical Corp., Solvay Process Division (Solvay and Tully, N.Y.).....                             | Chemicals.....                    | Mine Workers, District 50 (Ind.).....                              | 1,550             |
| Allied Chemical Corp., National Aniline Division (Buffalo, N.Y.).....                                    | Chemicals.....                    | Mine Workers, District 50 (Ind.).....                              | 1,150             |
| American Metal Climax, Inc., U.S. Metals Refining Co. (Carteret, N.J.).....                              | Primary metals.....               | Steelworkers. <sup>2</sup> .....                                   | 1,400             |
| American Seating Co. (Grand Rapids, Mich.).....                                                          | Furniture.....                    | Auto Workers.....                                                  | 1,100             |
| American Smelting and Refining Co. (Perth Amboy, N.J.).....                                              | Primary metals.....               | Steelworkers. <sup>2</sup> .....                                   | 1,100             |
| Anaconda Co. (Butte, Mont.).....                                                                         | Mining.....                       | Steelworkers. <sup>2</sup> .....                                   | 1,900             |
| Anaconda Co. (Great Falls, Mont.).....                                                                   | Primary metals.....               | Steelworkers. <sup>2</sup> .....                                   | 1,000             |
| Anaconda Co. (Anaconda, Butte, and Great Falls, Mont.).....                                              | Primary metals.....               | Craft Unions Joint Negotiating Committee.....                      | 1,000             |
| Armstrong Rubber Co. (Interstate).....                                                                   | Rubber.....                       | Rubber Workers.....                                                | 3,000             |
| Associated Brewers (Baltimore, Md.).....                                                                 | Food products.....                | Brewery Workers.....                                               | 1,500             |
| Associated General Contractors of America, Inc. (Atlanta, Ga., area).....                                | Construction.....                 | Laborers.....                                                      | 3,000             |
| Associated General Contractors of (Northern) New Jersey.....                                             | Construction.....                 | Iron Workers.....                                                  | 1,200             |
| Associated Hospitals of East Bay, Inc. (California).....                                                 | Hospitals.....                    | Building Service Employees.....                                    | 1,200             |
| Building Trades Employers Association of Central New York, Inc. (Onondaga County, N.Y.).....             | Construction.....                 | Laborers.....                                                      | 1,000             |
| Building Trades Employers Association of Central New York, Inc. (Onondaga County, N.Y.).....             | Construction.....                 | Carpenters.....                                                    | 1,250             |
| Boeing Co., Military Airplane Division (Wichita, Kans.).....                                             | Transportation equipment.....     | Wichita Engineering Association (Ind.).....                        | 1,000             |
| Boeing Co. (Utah and Washington).....                                                                    | Transportation equipment.....     | Seattle Professional Engineering Employees Association (Ind.)..... | 10,150            |
| Cessna Aircraft Co. (Wichita, Kans.).....                                                                | Transportation equipment.....     | Machinists.....                                                    | 2,850             |
| Container Corp. of America (Interstate).....                                                             | Paper.....                        | Papermakers and Paperworkers; and Operating Engineers.....         | 2,500             |
| Contractors' Assn. of Westchester County, Inc. (Westchester and Putnam Counties, N.Y.).....              | Construction.....                 | Laborers.....                                                      | 1,600             |
| East Ohio Gas Co. (Ohio).....                                                                            | Utilities.....                    | Building Service Employees.....                                    | 2,650             |
| Farrel Co., Inc. (Ansonia and Derby, Conn.).....                                                         | Machinery, except electrical..... | Steelworkers.....                                                  | 1,000             |
| Marshall Field & Co. (Chicago, Ill.).....                                                                | Retail trade.....                 | Building Service Employees.....                                    | 1,000             |
| Franklin Association of Chicago (Chicago, Ill.).....                                                     | Printing and publishing.....      | Bookbinders.....                                                   | 1,000             |
| Franklin Association of Chicago (Chicago, Ill.).....                                                     | Printing and publishing.....      | Typographical Union.....                                           | 2,600             |
| General Electric Co., Atomic Products Division, Hanford Atomic Products Operation (Richland, Wash.)..... | Chemicals.....                    | Hanford Atomic Metal Trades Council.....                           | 3,500             |
| General Tire & Rubber Co., Industrial Products Division (Wabash, Ind.).....                              | Rubber.....                       | Rubber Workers.....                                                | 1,100             |
| Great Atlantic & Pacific Tea Co. (New York, N.Y., area).....                                             | Retail trade.....                 | Teamsters (Ind.).....                                              | 1,100             |
| Great Northern Paper Co. (Millinocket, Maine).....                                                       | Paper.....                        | Papermakers and Paperworkers; and 5 other AFL-CIO unions.....      | 2,000             |
| Honeywell, Inc., Brown Instrument Division (Philadelphia, Pa.).....                                      | Controlling instruments.....      | Electrical Workers (IUE).....                                      | 1,850             |
| Hudson Pulp and Paper Corp. <sup>3</sup> (Augusta, Maine).....                                           | Paper.....                        | Pulp and Sulphite Workers.....                                     | 1,300             |
| I-A <sup>4</sup> Chevrolet dealers (Chicago, Ill.).....                                                  | Retail trade.....                 | Machinists.....                                                    | 1,000             |
| I-A <sup>4</sup> General sales agreement (Los Angeles, Calif.).....                                      | Retail trade.....                 | Retail Clerks.....                                                 | 1,700             |
| I-A <sup>4</sup> Independent manufacturers of dolls and stuffed toys (New York, N.Y.).....               | Toys.....                         | Toy Workers.....                                                   | 2,000             |
| Inspiration Consolidated Copper Co. (Inspiration, Ariz.).....                                            | Mining.....                       | Steelworkers <sup>2</sup> .....                                    | 1,050             |
| Kelly-Springfield Tire Co. (Cumberland, Md.).....                                                        | Rubber.....                       | Rubber Workers.....                                                | 1,800             |
| Kennecott Copper Corp. (Arthur and Magna, Utah).....                                                     | Primary metals.....               | Steelworkers <sup>2</sup> .....                                    | 1,300             |
| Kennecott Copper Corp. (Garfield, Utah).....                                                             | Primary metals.....               | Steelworkers.....                                                  | 1,000             |
| Kennecott Copper Corp. (Bingham Canyon, Utah).....                                                       | Mining.....                       | Steelworkers <sup>2</sup> .....                                    | 1,000             |
| Kimberly-Clark Corp. (Niagara Falls, N.Y.).....                                                          | Paper.....                        | Mine Workers, District 50 (Ind.).....                              | 1,400             |
| Labor Negotiating Committees of the Chicago Area Employers.....                                          | Fabricated metal products.....    | Boilermakers.....                                                  | 1,650             |
| Loblaw, Inc. (Upstate New York).....                                                                     | Retail trade.....                 | Meatcutters.....                                                   | 1,800             |
| Long Island Lighting Co.....                                                                             | Utilities.....                    | Electrical Workers (IBEW).....                                     | 2,800             |
| Long Island Lighting Co., clerical employees.....                                                        | Utilities.....                    | Electrical Workers (IBEW).....                                     | 1,500             |
| Lumber and Mill Employers Association (Alameda, Calif.).....                                             | Retail trade.....                 | Teamsters (Ind.).....                                              | 1,000             |
| Manufacturing Woodworkers Association (New York, N.Y.).....                                              | Lumber.....                       | Carpenters.....                                                    | 2,000             |
| Michigan Consolidated Gas Co. (Michigan).....                                                            | Utilities.....                    | Building Service Employees.....                                    | 2,000             |
| Midland Ross Corp., Industrial Rayon Division (Paynesville, Ohio).....                                   | Textiles.....                     | Textile Workers Union.....                                         | 1,800             |

See footnotes at end of table.

| Company and location                                                                                                                                                                                                    | Industry                 | Union <sup>1</sup>                                 | Number of workers |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|----------------------------------------------------|-------------------|
| <i>(June 1967)</i>                                                                                                                                                                                                      |                          |                                                    |                   |
| National Assn. of Doll Manufacturers, Inc. (New York, N.Y.)                                                                                                                                                             | Toys                     | Toy Workers                                        | 10,000            |
| National Electrical Contractors Association, Inc., Puget Sound Chapter (Seattle, Wash., area)                                                                                                                           | Construction             | Electrical Workers (IBEW)                          | 1,300             |
| National Tea Co. (Interstate)                                                                                                                                                                                           | Retail trade             | Teamsters (Ind.)                                   | 1,300             |
| New York Shipbuilding Corp. (Camden, N.J.)                                                                                                                                                                              | Transportation equipment | Boilermakers                                       | 3,100             |
| New York State Electric & Gas Corp. (New York)                                                                                                                                                                          | Utilities                | Electrical Workers (IBEW)                          | 3,400             |
| Phelps Dodge Corp. (Arizona)                                                                                                                                                                                            | Primary metals           | Steelworkers <sup>2</sup>                          | 1,700             |
| Public Service Electric and Gas Co. (New Jersey)                                                                                                                                                                        | Utilities                | Plumbers and Pipefitters                           | 1,700             |
| Radio Corp. of America (Interstate)                                                                                                                                                                                     | Electrical products      | Electrical Workers (IBEW)                          | 17,550            |
| Radio Corp. of America, RCA Victor Home Instruments Division (Monticello, Ind.)                                                                                                                                         | Electrical products      | Carpenters                                         | 1,000             |
| Radio Corp. of America (Harrison and Woodbridge, N.J.)                                                                                                                                                                  | Electrical products      | Radio Communications Assemblers Union, Inc. (Ind.) | 4,500             |
| Rawls Bros. Contractors, Inc., Jacksonville Shipyards (Jacksonville, Fla.)                                                                                                                                              | Transportation equipment | Independent Workers Union of Florida (Ind.)        | 3,000             |
| Sherwin-Williams Co. (Chicago, Ill)                                                                                                                                                                                     | Chemicals                | Oil, Chemical and Atomic Workers                   | 1,050             |
| Sperry Rand Corp., Sperry Gyroscope Division (Great Neck, N.Y.)                                                                                                                                                         | Controlling instruments  | Electrical Workers (IUE)                           | 4,600             |
| Sperry Rand Corp., Sperry Gyroscope Division, professional, technical, and salaried workers (Great Neck, N.Y.)                                                                                                          | Controlling instruments  | Electrical Workers (UE)                            | 1,000             |
| Sterling Drug, Inc., Winthrop Laboratories (Rensselaer, N.Y.)                                                                                                                                                           | Chemicals                | Chemical Workers                                   | 1,100             |
| Stockham Valves & Fittings, Inc. (Birmingham, Ala.)                                                                                                                                                                     | Primary metals           | Steelworkers                                       | 1,000             |
| Stuffed Toy Manufacturers Association, Inc. (New York, N.Y.)                                                                                                                                                            | Toys                     | Toy Workers                                        | 2,000             |
| Jno. H. Swisher & Son, Inc. (Jacksonville, Fla.)                                                                                                                                                                        | Tobacco manufactures     | Cigar Makers                                       | 1,250             |
| Union Electric Co. (Missouri, Illinois, and Iowa)                                                                                                                                                                       | Utilities                | Electrical Workers (IBEW)                          | 2,300             |
| Union Electric Co., office, clerical, sales, and technical job classifications (Missouri, Illinois, and Iowa)                                                                                                           | Utilities                | Electrical Workers (IBEW)                          | 1,100             |
| Union Electric Co., power plant employees (Missouri, Illinois, and Iowa)                                                                                                                                                | Utilities                | Operating Engineers                                | 1,200             |
| United Parcel Service (Northern California)                                                                                                                                                                             | Trucking                 | Teamsters (Ind.)                                   | 1,000             |
| Wholesale Bakers Group (California)                                                                                                                                                                                     | Food products            | Teamsters (Ind.)                                   | 2,000             |
| Wisconsin Electric Power Co. (Wisconsin)                                                                                                                                                                                | Utilities                | Electrical Workers (IBEW)                          | 1,000             |
| <i>July 1967</i>                                                                                                                                                                                                        |                          |                                                    |                   |
| Anaconda American Brass Co. (Kenosha, Wis.)                                                                                                                                                                             | Primary metals           | Steelworkers                                       | 1,000             |
| Anaconda Co. (Anaconda, Mont.)                                                                                                                                                                                          | Primary metals           | Steelworkers                                       | 1,500             |
| Association of Knitted Fabrics Manufacturers, Inc. (New York, N.Y.)                                                                                                                                                     | Textiles                 | Ladies' Garment Workers                            | 1,350             |
| Belle City Malleable Iron Co. and Racine Steel Castings Co. (Racine, Wis.)                                                                                                                                              | Primary metals           | Auto Workers                                       | 1,000             |
| Crown Zellerbach Corp. (Bogalusa, La.)                                                                                                                                                                                  | Paper                    | Papermakers and Paperworkers                       | 1,300             |
| Diamond Alkali Co. (Painesville, Ohio)                                                                                                                                                                                  | Chemicals                | Mine Workers, District 50 (Ind.)                   | 1,650             |
| Eaton Yale & Towne, Inc., Axle Division (Cleveland, Ohio)                                                                                                                                                               | Transportation equipment | Mechanics Educational Society                      | 1,950             |
| Fairchild Hiller Corp. (Farmingdale, N.Y.)                                                                                                                                                                              | Transportation equipment | Machinists                                         | 1,900             |
| Floor Covering Association of Southern Calif., Inc.; Floor Covering Contractors Association, Inc.; Harbor Floor Covering Institute, Inc.; and San Gabriel Valley Floor Covering Association, Inc. (Southern California) | Construction             | Painters and Paperhangers                          | 2,800             |
| Formica Corp. (Cincinnati and Evandale, Ohio)                                                                                                                                                                           | Miscellaneous plastics   | Electrical Workers (IUE)                           | 1,750             |
| Graphic Arts Association of Michigan, Inc. (Detroit, Mich., area)                                                                                                                                                       | Printing and publishing  | Bookbinders                                        | 1,200             |
| 1-A <sup>4</sup> Bedding Industry Agreement (Los Angeles, Calif)                                                                                                                                                        | Furniture                | Upholsterers                                       | 1,200             |
| 1-A <sup>4</sup> Commercial Job Printing Employers (Los Angeles, Calif.)                                                                                                                                                | Printing and publishing  | Typographical Union                                | 1,100             |
| 1-A <sup>4</sup> Major shoe chain stores (New York)                                                                                                                                                                     | Retail trade             | Retail, Wholesale and Department Store Union       | 1,200             |
| 1-A <sup>4</sup> Milk Tank Haul Agreement, Zone 3 (Interstate)                                                                                                                                                          | Trucking                 | Teamsters (Ind.)                                   | 2,500             |
| 1-A <sup>4</sup> Milk Tank Haul Agreement, Zone 2 (New York and New Jersey)                                                                                                                                             | Trucking                 | Teamsters (Ind.)                                   | 6,500             |
| 1-A <sup>4</sup> Missouri River Basin Employers (Interstate)                                                                                                                                                            | Construction             | Boilermakers                                       | 2,000             |
| Knitted Accessories Group, Inc. (New York, N.Y.)                                                                                                                                                                        | Textiles                 | Ladies' Garment Workers                            | 1,000             |
| Laclede Gas Co. (St. Louis, Mo.)                                                                                                                                                                                        | Utilities                | Oil, Chemical and Atomic Workers                   | 1,450             |
| Montgomery Ward & Co., Inc. (9 agreements in various locations)                                                                                                                                                         | Retail trade             | Teamsters (Ind.)                                   | 16,100            |
| Penn Fruit Co., store operations (Philadelphia, Pa.)                                                                                                                                                                    | Retail trade             | Teamsters (Ind.)                                   | 2,150             |
| Philadelphia Food Store Employers Labor Council (Pennsylvania, New Jersey, and Delaware)                                                                                                                                | Retail trade             | Retail Clerks                                      | 15,000            |
| Tung-Sol Electric, Inc. (Weatherly and Hazleton, Pa.)                                                                                                                                                                   | Electrical products      | Electrical Workers (IBEW)                          | 1,450             |
| Union Carbide Corp., Chemicals Division (South Charleston, W. Va.)                                                                                                                                                      | Chemicals                | Machinists                                         | 2,200             |
| United Knitwear Manufacturers League, Inc. (New York, N.Y., area)                                                                                                                                                       | Textiles                 | Ladies' Garment Workers                            | 10,000            |
| Utah-Idaho Sugar Co. (Idaho, Utah, and South Dakota)                                                                                                                                                                    | Food products            | Grain Millers                                      | 1,600             |

<sup>1</sup> Unions affiliated with AFL-CIO except where noted as independent (Ind.).

<sup>3</sup> Information is from newspaper account of settlement.

<sup>2</sup> Formerly Mine, Mill and Smelter Workers (Ind.).

<sup>4</sup> Industry area (group of companies signing same contract).

# Developments in Industrial Relations\*

LOCKOUTS, STRIKES, STRIKE THREATS, and government intervention highlighted labor developments in April. A 3-day national trucking tieup, the first on such a scale, ended on April 12, with tentative agreement on a 3-year contract and the cessation of a lockout of Teamsters by the 1,500-member Trucking Employers, Inc. (TEI). After 137,000 members of six shopcraft unions voted to strike against the major railroads on April 12, Congress acted on a request by President Johnson to add 20 days to the 60-day strike moratorium imposed by the Railway Labor Act. Meanwhile, 18,000 Conductors and Brakemen reached an agreement with 66 railroads on health and welfare issues, while negotiations on wages continued. A 10-day restraining order issued by a Federal Judge had barred a strike prior to the settlement.

Intervention under the Taft-Hartley Act halted a brief strike by nearly 5,000 Auto Workers at Avco Corporation's Lycoming Division in Stratford, Conn. Acting on President Johnson's request, a Federal Judge issued an injunction providing for an 80-day "cooling-off" period in the dispute.

The 18,000-member American Federation of Television and Radio Artists (AFTRA) struck the Nation's major television and radio networks for 2 weeks in April. The walkout involved demands by about 100 newsmen for improvements in base pay and related provisions.

Another strike involved 50,000 Rubber Workers and 3 major tire and rubber manufacturers,<sup>1</sup> following expiration of the previous 2-year contracts.

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

<sup>1</sup> Firestone Tire and Rubber Co., B. F. Goodrich Co., and Uniroyal, Inc. The Rubber Workers' agreement with the General Tire and Rubber Co. was scheduled to expire on May 15, while the agreement with Goodyear Tire and Rubber Co. was extended on a day-to-day basis.

<sup>2</sup> 1966 and 1967 data are preliminary. See table E, p. 132 of this issue for further details.

<sup>3</sup> These carriers employ about half of the 450,000 Teamsters subject to the national agreement.

The strike began on April 21 and was still in progress at the end of the month.

In California, a 3-year agreement capped efforts by the AFL-CIO's United Farm Workers' Organizing Committee to win a contract at the Di Giorgio Corp. The agreement was the largest to date in the State's grape-producing industry.

New York State replaced its Condon-Wadlin Act with a new law governing State employees—a legislative development that could influence other States' handling of public-employee disputes.

Idleness caused by strikes in March amounted to 1,490,000 man days or 0.12 percent of the estimated total working time, compared with 0.11 percent in March 1966 and 0.16 percent in March 1965.<sup>2</sup>

## Transportation

A tentative 3-year national master freight agreement was reached on April 12 by the International Brotherhood of Teamsters and Trucking Employers, Inc. (TEI), representing 1,500 of the Nation's trucking companies.<sup>3</sup> The settlement was preceded by a nationwide lockout—the first in the industry—by carriers employing 200,000 Teamsters. TEI had initiated the "defensive shutdown" on April 8, after scattered strikes.

Terms of the settlement were valued in the press at approximately 60½ cents an hour over 3 years—48 cents in wages and over 12 cents to improve such supplementary benefits as holidays, vacations, pensions, and health and welfare. The wage increase included an 11-cent cost-of-living adjustment due on the last day of the previous contract. The cost-of-living escalator clause with two annual reviews was continued, but with maximum increases of 5 cents in each review. The wage increases were 23 cents in the first year, 12 cents in the second, and 13 cents in the third year of the contract.

On April 27, the 80-man executive policy committee of TEI gave its final approval to the accord. Teamster members voted on the pact, but an official announcement of the outcome had not been made by the end of the month. Press reports, however, forecast acceptance by a narrow margin.

The outcome was clouded by separate negotiations between employers and Chicago area Teamsters and members of an independent

Chicago truckdrivers union who were holding out for terms more favorable than those specified in the national agreement. Scattered strikes by the Chicago drivers had led to a lockout by the city's trucking employers, which was still in progress at the end of April. The Teamsters claimed that the national settlement included an oral understanding that superior terms achieved in Chicago would be incorporated in the national agreement. The union further maintained that its membership ratification vote was predicated on the inclusion of this "most-favored-Nation" agreement. TEL, however, denied the existence of this understanding.

After expiration of the Railway Labor Act's 60-day cooling off period,<sup>4</sup> a congressional resolution banned for 20 days, a nationwide strike set for April 12 by 137,000 members of the six railroad shop craft unions.<sup>5</sup> On January 28, President Johnson had appointed a 3-man presidential emergency board<sup>6</sup> to avert a strike originally set for February 13. Recommendations of the Board for a 2-year contract with a 5-percent wage increase in the first year and a wage reopener in the second plus an escrow fund to reduce job inequities were accepted by the railroads but rejected by the unions. The unions wanted a 2-year contract with wage increases of 7 percent in the first year and 5 percent in the second, plus 15 cents an hour in each year for skilled journeymen.

Another nationwide rail strike was averted when 66 railroads agreed to continue paying premiums for health and welfare insurance for 18,000 members of the independent Order of Railway Conductors and Brakemen. While the parties were negotiating on wages, the railroads notified the union that health and welfare contributions of \$23

a month<sup>7</sup> would cease at midnight on March 31 if the wage and vacation offer was not accepted. The railroads had offered a 16½-month contract with a 5-percent wage increase retroactive to August 12, 1966, and 3 weeks of vacation after 10 instead of 15 years of service. The union then threatened to strike when the payments stopped.

At the request of the Alabama, Tennessee, and Northern Railroad Co. and on behalf of the Carriers, Judge Richard B. Austin of Chicago issued a temporary restraining order on March 30 against the strike; the injunction was to last until April 11. On April 3, however, the carriers agreed to resume the health and welfare payments "for such benefits as may be obtained for that amount." The union then agreed to continue bargaining, and the parties asked Judge Austin to dissolve the restraining order. Negotiations on health and welfare continued separately from wage talks.

Agreement was reached in late March, between the Switchmen's Union and 26 Class I Railroads, and the 16½-month contract covering 8,000 workers was ratified in early April. The pact provided a 5-percent wage increase retroactive to August 12, 1966. Other terms included improved vacations and increased carrier contributions for health and welfare, as well as the establishment of \$2,000 life insurance for switchmen retiring after April 1.

About 3,200 full- and part-time taxicab drivers in Philadelphia were affected by a 2-year contract negotiated in mid-April between Teamster Local 156 and the Yellow Cab Co. The contract, which provided no wage increases,<sup>8</sup> improved supplementary benefits. Normal pensions (at age 65 after 20 years of service) were increased to \$100 a month (from \$90) and were made available at age 62 to employees with 25 years of service or at age 65 to 20-year employees retiring between the ages 60 and 65. The years of service required for disability pensions were reduced to 20, from 30. Vacation bonuses were increased \$25 for all employees with 1 year of service, resulting in payments ranging from \$45 to \$105.

The Standard Oil Co. of California reached agreement with the Seafarers International on April 3. The 2-year contract covered 3,200 employees, primarily field employees engaged in laying and maintaining pipelines. Wages were increased by 14 cents an hour retroactive to February 1, and by 4 percent in 1968. Other terms in-

<sup>4</sup>The 60-day moratorium ended on March 28, but the parties had agreed to extend it another 15 days to April 12.

<sup>5</sup>The unions were Machinists; Sheet Metal Workers; Firemen and Oilers; Boilermakers; Electrical Workers (IBEW); and the Railway Carmen.

<sup>6</sup>Members of the board were David Ginsburg, Washington, D.C., attorney; John W. McConnell, president of the University of New Hampshire; and Frank J. Dugan, dean of the Graduate School of Law, Georgetown University.

<sup>7</sup>The Travelers Insurance Company, which has the health and welfare policy on railroad employees, had stated that the \$23 a month premium was not enough to pay for the benefits. Reportedly, if the railroads did not raise the premium by an additional \$4.90 a month by March 31, the insurance coverage for employees would have been ended by the insurance company.

<sup>8</sup>The union had sought to increase pay for all drivers to 50 percent of fares, rather than 45 percent during the first 6 months of employment and 48 percent thereafter.

cluded wage inequity adjustments; increased shift differentials; increased company contributions to medical-hospital insurance for dependents; provisions for reopening negotiations 30 days after contract acceptance on hospital-medical-dental benefits; and the establishment of a program to train employees for higher paying jobs.

The Electrical Workers (IBEW) and the Bell Telephone Co., of Pennsylvania, reached a 3-year agreement, on March 23. The contract provided wage increases ranging from \$3.50 to \$5.50 a week for 7,800 traffic department employees throughout the State and followed the Bell System pattern on vacations, pensions, life insurance, health insurance, and provision for wage bargaining after 18 months. The settlement was preceded by a 1-week strike.

### Metalworking

At a hearing on April 25, Judge William H. Timbers issued an injunction under the Taft-Hartley Act barring a strike by 4,800 Auto Workers at Avco Corp's Lycoming Division in Stratford, Conn. A temporary 10-day restraining order previously issued by Judge Timbers halted a 2-day strike at the plant. President Johnson had asked for the injunction to provide for an 80-day cooling off period under the Act "to remove a peril to the national safety." The struck plant produces helicopter engines needed in Viet Nam. The walk-out was sparked by failure to reach agreement on a new contract to replace the one that expired on April 15. Among the issues in dispute were wages, a cost-of-living escalator clause, pensions, and SUB benefits. The company denied a union charge that it was planning to move its Stratford facility to Charleston, S.C.

On April 10, agreement on 3-year contracts ended a 2-month strike by 4,000 Auto Workers and 200 Machinists at Fafnir Bearing Co.'s plant in New Britain and Newington, Conn. The contracts provided immediate wage increases of 10 and 13 cents for incentive and nonincentive employees, respectively, increases of 11 and 16 cents in 1968, and 12 and 16 cents in 1969, revisions in seniority rights (one of the chief issues in the strike), and improvements in pensions and other benefits. The company makes commercial and precision ball bearings.

A strike which had lasted nearly 5 months ended in late March when the Auto Workers agreed with Allis Chalmers on a 4-year contract for 1,300 workers in Pittsburgh, Pa., and 175 in Gadsden, Ala. The agreement provided wage increases of 4 percent in the first year, and 3 percent in each of the last 3 years. Skilled workers received an additional 5-cent adjustment and a cost-of-living escalator clause was added, with 5-cent limits on increases during the first 3 years and a 6-cent limit for the fourth year. Other terms included 2 additional holidays (bringing the total to 9) and improvements in sick leave and vacation provisions, including a \$25 a week bonus for each week of paid vacation. Insurance benefits were liberalized and a provision was included to incorporate any improvements in pensions and SUB benefits negotiated at Allis Chalmers' farm implement and construction equipment plants.

Workers who had been steadily employed at the plants between November 1964 and November 1966 would receive "special" payments of \$500, with prorated payments to those who were employed for only part of the period. The payments were reimbursements for the 2-year wage freeze the union had agreed to in order to aid plant modernization efforts. The Pittsburgh plant produces electrical transformers while the Gadsden plant manufactures regulators. The union had sought a 1-year agreement whose expiration would coincide with other Allis-Chalmers locations, while the company had offered a 3-year contract expiring at the same time as those of the major electrical manufacturers. The 4-year agreement was expected to bring a common expiration date for all Allis-Chalmers contracts by 1970.

Some 1,500 foundry workers in Northern California were affected by a 3-year contract between the California Metal Trades Association and the Molders. A 14-cent-an-hour wage increase was effective March 1, with 11- to 15-cent-an-hour wage increases in both the second and third years. The Friday after Thanksgiving was added as a ninth paid holiday, and the employers agreed to increase their insurance contributions by 3 cents an hour.

A 17-day strike ended on March 19 when 2,500 Marine and Shipbuilding Workers accepted a 3-year contract with the Alabama Drydock and Shipbuilding Co. in Mobile, Ala. The contract provided a 7-cent hourly-wage increase retroactive

to March 2, 9 cents in March 1968, and 10 cents in March 1969. Pay for work on holidays was increased; 2½ instead of 2 weeks of paid vacation were provided after 10 years of service, and the vacation was increased to 4 from 3½ weeks after 25 years. The company's pension contribution was raised to 8 cents (from 5 cents) an hour; its share of medical costs was increased to 60 percent (from 50); and the duration of sickness and accident benefits (\$50 a week) was increased to 26 weeks, from 13.

Another shipbuilding strike by the Boilermakers against three facilities of Norfolk Shipbuilding & Drydock Co. of Norfolk, Va., ended after 11 days with agreement on a 3-year contract on March 27. Covering 1,500 of a total of 2,000 workers, the agreement provided an immediate 6½-percent wage increase and 3-percent increases in both the second and third years. The local union president said that the wage increases plus improvements in supplementary benefits, including an additional paid holiday and improved insurance provisions, would total about 48 cents.

Bargaining under a reopening provision, Wagner Electric Corp.<sup>9</sup> of St. Louis and the Electrical Workers (IUE) on April 2, agreed to a 3-year contract that replaced one scheduled to expire April 1, 1969. Wages were increased 38 to 47 cents over the 3 years, with average increases of 17½ cents effective April 3 and 12 cents effective in both 1968 and 1969. Details of the improvements in supplementary benefits were not reported. Holidays, vacations and pensions were not subject to bargaining as they were covered by a separate 4-year contract negotiated in 1965.

### Agriculture and Food

In the California farming industry, a 1½-year dispute was ended on April 1 when the Di Giorgio Corp. and the AFL-CIO's United Farm Workers Organizing Committee agreed to a 3-year contract covering more than 2,700 workers. A result of both negotiation and arbitration, the agreement was the largest with a major winegrower since the AFL-CIO began its attempt to organize California farm

workers in September 1965. (The Teamsters are also currently seeking bargaining rights among the 380,000 workers.)<sup>10</sup> Terms included increases in wages and minimum rates, paid vacations, the establishment of a company-financed health and welfare plan, and other benefits.

The arbitrators denied a "successor clause" sought by the union. The clause would have bound purchasers of any Di Giorgio lands to terms of the contract and would have held Di Giorgio liable if successors did not comply. The company was reported to be selling some land to comply with acreage limitations of the Federal Irrigation Act.

A 3-year contract covering more than 40,000 cannery workers throughout California was negotiated by the Teamsters and the California Processors and Growers, Inc. Ratified in mid-April, the contract provided average hourly pay increases of 12.5 cents, 11 cents and 13 cents effective on March 1 of 1967, 1968, and 1969, respectively. The night shift differential was increased to 10 cents an hour from 5 cents and a 25-cent hourly premium was established for Saturday and Sunday work.

Other terms included 4 weeks of paid vacation after 15 instead of 20 years; a 25-cent (instead of 20) employer contribution to the pension fund, effective March 1, 1969; major medical coverage for regular employees; hospital-medical coverage for dependents of seasonal workers; and 1 year of health and welfare coverage for laid-off employees for each year of service up to 10.

More than 4,000 members of the Oil, Chemical and Atomic Workers employed at Corn Products Co. plants at Argo and Pekin, Ill.; North Kansas City, Mo.; and Corpus Christi, Tex., received an across-the-board wage increase of 13 cents an hour. Five cents of the increase was retroactive to January 29, 1967, with the other 8 cents to be effective July 2, 1967. There were also increases up to 15 cents an hour for employees in 9 classifications, and the average increase for all employees covered by the contract was 18.532 cents an hour.

Following the lead of Armour and Co. and Wilson & Co., Inc., Oscar Mayer & Co., signed a 3-year contract with the Meat Cutters on April 11. The agreement covered more than 4,000 employees at its Madison, Wis. and Davenport, Iowa plants. The old contract was to expire August 31, 1967.

<sup>9</sup> Wagner was in process of merging with Studebaker Corp., subject to final approval by stockholders at shareholders' meetings on May 10.

<sup>10</sup> See pages III and IV of this issue.

Terms of the new agreement, which was retroactive to March 13, were reportedly similar to the earlier settlements.<sup>11</sup>

### Apparel and Textiles

February settlements under contract reopening provisions resulted in 3-percent wage increases and higher minimums retroactive to February 1 for 9,000 apparel workers in Philadelphia and 2,000 in Southern New Jersey. Three-year agreements negotiated in January 1966 by the Ladies' Garment Workers with the Philadelphia Apparel Producers Association, the Fashion Apparel Manufacturers Association, and independent companies had provided for negotiations on wages and minimum rates if the cost of living increased and the Federal minimum wage was raised. New minimums ranged from \$1.60 (instead of \$1.50) an hour for floor workers to \$3.14 (instead of \$3) for cutters. Minimums were to be renegotiated in February 1968 when the Federal minimum wage was to increase, and a reopener on wages was provided if the cost of living increases above the December 1966 level. (One agreement stipulated that an automatic wage increase would be given if the cost of living increases by 2 percent.)

Two southern textile manufacturers announced general wage increases in March. About 1,000 employees of Opp and Micolis Mills in Opp, Ala. received a 10-cent-an-hour wage increase (averaging 5 percent) on February 1, and 300 employees of South Carolina Cotton Mills in Orangeburg, S.C. received a 5-percent increase retroactive to January 30. The latter firm also participated in the 1966 round of wage increases in the southern textile industry. Earlier in 1967, Alamo Industries, Inc., had announced a 5-percent general wage increase for 500 production workers in its Spartanburg, S.C., olefin fiber mill.<sup>12</sup>

### Other Manufacturing

Local 1 of the Amalgamated Lithographers representing 9,300 workers in New York City, announced on March 1 that a new contract had been negotiated 14 months prior to the April 30, 1968, expiration of their existing contract with the Metropolitan Lithographers Association. Scheduled to expire in May 1970, the new pact raised to \$8 a week the \$4 wage increase previously sched-

uled for May 1, 1967, and provided \$7 increases on May 1 of 1968 and 1969.

Edward Swayduck, president of the local, said that the parties had agreed to early bargaining because of the rise in the cost of living and because of new technological developments which have been accepted by the union.

In Denver, Colo., the Rubber Workers and the Samsonite Corp. signed a 3-year contract covering 3,000 workers on March 13. Retroactive to the March 1 termination date of the previous agreement, the contract provided general wage increases totaling 22 cents an hour, additional adjustments for cleanup and inventory work during the annual yearend shut down, and automatic wage progression increases every 6 months for all classifications.

Other terms included liberalized holiday and vacation benefits; improved jury and pregnancy leave; establishment of four hours reporting pay and 2 hours call-back pay; and revisions in the piece-work system, including a reduction in the rate trial period to 30 from 90 days and provision for earnings guarantees to workers when they are unable to perform incentive work.

The Xerox Corp. of Rochester, N.Y. and Local 14A of the Amalgamated Clothing Workers of America, representing some 2,800 employees, signed a 3-year agreement in March. The contract was retroactive to March 20, and provided an immediate 5-percent increase in wages and additional 5-percent increases in March of 1968 and 1969. Shift differentials were increased and some skilled tradesmen received further pay adjustments. Two additional paid holidays were provided, one effective in 1967 and the other in 1969. An extended disability plan and provisions for up to 6 days a year of paid occasional absence were established. Improvements were made in the vacation plan, sickness and accident coverage, hospitalization and major medical coverage, and the maximum life insurance was raised to \$25,000 from \$15,000.

The Bata Shoe Co. of Belcamp, Md., in mid-April announced a 15-cent pay increase for its 2,100 employees, with 5 cents effective immediately and the balance in two steps by January 1969. Hospitalization benefits were also improved effective April 10. The announcement was made shortly

<sup>11</sup> See *Monthly Labor Review*, May 1967, p. 61.

<sup>12</sup> See *Monthly Labor Review*, May 1967, p. 63.

after the United States Fourth Circuit Court of Appeals had overturned an NLRB certification of the United Shoenworkers as bargaining representative on the ground there were irregularities in an April 1965 representation election. The union was certified in July 1965, but the parties never negotiated a contract. A union spokesman said the court ruling would be appealed.

### Services and Trade

Agreement with three major broadcasting networks<sup>13</sup> on April 10 ended a 2-week strike by the American Federation of Television and Radio Artists. The dispute had involved about 100 local newscasters and announcers of network-owned stations in New York City, Chicago, and Los Angeles, and had idled about 18,000 AFTRA members as well as workers in related unions who backed the strike. The 3-year pact increased base weekly salaries of newscasters to \$300, from \$250, plus \$75 for each day worked in excess of 5 a week. Previously there was no overtime pay requirement. The newscasters also gained a "talent fee" provision under which they were to receive 25-percent of payments made by sponsors each time the newscaster's picture or voice was broadcast. After the "talent fee" payments to the newscaster exceed \$300, he was to receive the full amount of additional payments.<sup>14</sup>

Announcers, whose base weekly salary was \$195, received \$10 salary increases retroactive to November 16, 1966, \$5 in the second contract year, and \$10 in the third.

Members of the Hotel and Restaurant Employees ratified their first contract with the Horn and Hardart Baking Co. in Philadelphia, Pa., on April 5. In a March representation election, the union had gained bargaining rights for 2,700 employees of the company, which operates cafeterias, automats, and retail stores. The 3-year pact was valued by the union at 25 to 30 cents; it included an immediate 5-cent-an-hour wage increase for waitresses, along with 4 cents in October 1968. Seven-cent increases became effective for other classifications on the same dates. Other terms included sixth and seventh paid holidays; 3 weeks of paid vacation after 10 instead of 15 years and 4 weeks after 20 instead of 25 years; establishment of a pension plan providing monthly benefits after 25 years of service equal to 1 week's salary; life

insurance equivalent to the employee's annual salary; and a health and welfare plan providing hospital insurance, free eyeglasses, and sick benefits for up to 13 weeks.

### Construction

A 7-week walkout of 13,000 workers that had affected installation, repair, and maintenance of elevators throughout the Nation ended on March 23 when the International Union of Elevator Constructors reached agreement with the National Electrical Manufacturers Institute, Inc. Some firms had resumed operations earlier, after agreeing to interim 6-percent wage increases to be effective until the national settlement.

Under the 5-year agreement, wage rates and fringe benefits will be determined each year by averaging the rates and benefits for the four highest building trades and crafts in each city.

The Builders Association of Chicago on April 20 announced settlements with the Laborers and with the Cement Masons costing \$1.07 and \$1.05, respectively, over 3 years. A total of 16,500 workers were affected.

For the Laborers, wage scales were to be raised 30 cents an hour on June 1, 1967, 32½ cents on June 1, 1968, and 30 cents on June 1, 1969. In addition, the employers agreed to increase their pension fund contributions by 5 cents an hour on June 1, 1967, and by 5 cents on June 1, 1969. On June 1, 1968, another 4½ cents was to be allocated to pension or welfare funding.

The allocation of the Cement Masons package between wages and benefit funds was reportedly similar to that for the Laborers.

In the Eastern Massachusetts road building industry, the Operating Engineers and the New England Road Builders Association in mid-March agreed on a 3-year contract. Employees in some intermediate classifications and all those in the lowest rated jobs, such as oilers and apprentices, received 85 cents in wages—20 cents on March 1, 1967, 10 cents on September 1, 1967, 20 cents on March 1, 1968, 10 cents on September 1, 1968, and 25 cents on March 1, 1969. All other workers received \$1.20 in wage increases—20, 15, 25, 20, and 40 cents on the corresponding dates. Effective

<sup>13</sup> American Broadcasting Co., Columbia Broadcasting System, and the National Broadcasting Co.

<sup>14</sup> These payments are distinct from sponsor payments to the networks for the purchase of broadcast time.

March 1, 1969, employer payments into both the health and welfare and the pension funds were increased by 5 cents, bringing the total payments to 27.5 and 30 cents, respectively.

This settlement was similar to an earlier one the Operating Engineers had negotiated with the Building Trades Employer's Association for building construction in the same area. Together, the agreements cover a total of 4,000 workers.

In Wisconsin, the Carpenters and the Madison Employers Council signed a 3-year, \$1.10-an-hour package agreement for 2,400 workers. A 25-cent wage increase effective April 1, brought the scale to \$4.50. The March settlement also allocated part of the package for welfare and pension programs.

On April 3, the Associated General Contractors, Connecticut Chapter, and the New England Road Builders Association agreed to a 5-year, \$2.40-an-hour package settlement with the Operating Engineers, ending a 3-day strike. The contract covered 4,000 building and heavy-highway construction workers throughout the State. Wage scales were increased by 15 cents an hour effective immediately and by 15, 20, 25, 25, 25, 25, 20, 25 and 20 cents at succeeding 6-months intervals, with the last increase effective on October 1, 1971. The employer contribution to the health and welfare fund was increased to 20 cents (from 15); an additional 5 cents was to be contributed to either the pension fund or the health and welfare fund beginning April 1, 1968; and 15 cents an hour was allocated for establishing a SUB fund, beginning October 1, 1967.

About 2,000 commercial plumbers and steamfitters in the Baton Rouge, La., area were affected by an April settlement between the Plumbers Union and the Industrial Contractors Association and the Associated Mechanical Contractors. The 2-year agreement included wage increases of 40 cents an hour effective in April, 20 cents on October 1, 1967 and 20 cents on April 1, 1968. The 12½-cent employer contribution to the pension fund was increased to 17½ cents immediately, to 20 cents on April 1, 1968, and to 22½ cents on October 1, 1968. The package totaled 90 cents.

### Government

New York City policemen and firemen as well as clerical employees received pay increases. On

April 7, the policemen and firemen ratified 27-month contracts that provided a \$500-a-year salary increase retroactive to July 1, 1966 and a \$400-a-year increase effective July 1, 1967. The 24,000 policemen were represented by the Patrolmen's Benevolent Association and the 10,500 firemen by the Uniformed Firemen's Association. Among the reported terms were an extra \$100 annually in longevity pay after 10 years of service and an additional \$100 after 20 years; assumption of an increased portion of pension costs by the city, retroactive to January 1; and an additional day off a year, effective after termination of the contract. Prior to the settlement, base pay for employees with 3 years of service was \$8,483.

At the time of settlement policemen were preparing to picket City Hall and the firemen were taking a strike vote; they had already begun a slowdown by refusing to perform nonemergency duties.

In mid-March, Mayor John V. Lindsay approved a personnel order which implemented salary increases for city clerical workers resulting from a December 1966 settlement with the State, County, and Municipal Employees. Retroactive to July 1, 1966, annual salaries were increased by \$225 to \$375, with an additional \$150 or \$200 for employees with 1 year's service in their job and \$75 or \$100 for those with 6 months in their job. Matching general and length of service increases will become effective July 1, 1967. Employees with 1 year in a job on July 1, 1968, will receive \$175 to \$350 and those with 6 months will receive \$90 to \$175. For some jobs, the first and second increases were made effective 6 months earlier.

Members of the Fraternal Order of Police and the Cleveland Firefighters Union accepted a \$760-a-year salary increase offered by the city on March 2. Length of service increases were also provided, ranging from \$60 a year for men with 5 years of service to \$360 a year for 25-year men. About 3,300 workers were affected. The \$760 was equivalent to 10.7 percent of base salary for uniformed firemen and policemen.

On March 22, the West Virginia State Road Commission announced a 10-percent wage increase effective April 1 for its 3,850 hourly employees. Prior to the increase, hourly rates ranged from \$1.50 to \$2.20.

## State Legislation

On April 21, Governor Nelson A. Rockefeller signed into law a substitute for New York State's controversial 20-year-old Condon-Wadlin Act. The new law had been passed by the State legislature on April 2, with the revised penalties for strikes by public employees slated to go into effect on September 1, 1967. Emphasis under the new law was shifted from penalizing individual government employees for striking to penalizing the unions involved. The punishment for a strike by a public employee union would be a fine of \$10,000 or 1 week's dues, whichever is less, for every day the union stays on strike.

The Condon-Wadlin Act made any public employee violating the strike ban subject to dismissal. If rehired, he was to remain on probation for 5 years and was barred from pay increases for 3 years. This provision was replaced by a "flexible" system of nonmandatory penalties against individual strikers, ranging from reprimand to dis-

missal. Under the revised law, a striking public union can be deprived of its dues-checkoff privileges for a maximum of 18 months.

The new law also guaranteed union organizing and collective bargaining rights to all 600,000 employees in state, county, and municipal governments in New York.<sup>15</sup> It established a State Public Employment Relations Board to resolve representation disputes and provide mediation and factfinding assistance in disputes between public employers and their employees.<sup>16</sup>

Penalties under the new law were to be imposed by various procedures. The fines against unions would be determined by the courts following a successful suit by a State or local government, or a citizen, proving that the union was responsible for the strike. The courts or the new State Board would decide on the dues checkoff penalty, and the civil service board in the struck locality would hold hearings on penalties against individuals.

Nebraska's first minimum wage law was signed in early March by Governor Norbert Tiemann. The \$1 an hour minimum was expected to affect up to 28,000 workers not already covered by the Federal minimum.

<sup>15</sup> Rights previously enjoyed by New York City employees.

<sup>16</sup> New York City employees would be exempt from the Board's jurisdiction, since the city already had similar machinery.

# Book Reviews and Notes

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## Forward Look

*The American Economy to 1975.* By Clopper Almon, Jr. New York, Harper & Row, Publishers, Inc., 1966. 169 pp. \$9.50.

*Projections 1970.* Washington, U.S. Department of Labor, Bureau of Labor Statistics, 1966. 155 pp. (BLS Bulletin 1536.) \$1, Superintendent of Documents, Washington.

It would be difficult to exaggerate the importance of the two volumes under review. They represent the culmination of years of effort to provide highly detailed long-range forecasts of the American economy. The results will be of interest not only to economists and public officials; they can be used by those who must regularly cope with the uncertainties of the market place.

To put the matter succinctly, Almon's book is superb. Almon earlier demonstrated his ability to write abstruse papers for only the *cognoscenti* of econometrics. The lucid prose of the present volume, therefore, is all the more impressive. The book was not written exclusively for professional economists. Anyone familiar with the fundamentals of elementary statistics can follow Almon's presentation, and occasional use of mathematics can be skipped without loss of continuity. "It would have been easy," Almon notes, "to have embedded the whole discussion in a fearful array of formulas designed to make it look 'sophisticated.' But the subject is too serious for such play."

In the opening chapter Almon defines consistent forecasting, discusses its uses in business planning, and describes the steps involved in making a consistent forecast. Later chapters cover consumer demand, capital investment, exports and imports. One chapter is devoted to the input-output model and the projection of technical coefficients. Another deals with projections of the labor force, productivity, and employment. There is a brief mathematical appendix which describes how the forecasts are generated. The forecasts themselves

are given in an 18-page master table. For those who like capsule summaries, an excellent one is provided.

The forecasts are obtained from a dynamic model by the iterative solution of a system of equations. Projected output is determined by a matrix of technical coefficients, a matrix of capital requirements per unit of output, and a vector of final demands. Labor productivity in each sector is projected independently, and future employment is derived from the projections of output and productivity. Almon has calculated output-employment elasticities which can be used to adjust output patterns if the projected level of employment is raised or lowered slightly.

Like any forecast, this one is based on a set of assumptions. One of these is that by 1975 there will be a relaxation of world tensions and a reduction in defense spending. If this does not happen, the forecasts will not be fully realized. But if there is reason to change this assumption, new projections can be made quite easily. The time-consuming labor of setting up the model will not have to be repeated. It will only be necessary to change the "bill of goods," and new projections can be derived in a matter of minutes. Similarly, if there are compelling reasons for changing certain coefficients, the necessary adjustments can be made with a minimum of effort.

It is impossible to summarize the projections in the brief space allotted for a review. In general, however, Almon's forecast should be reassuring to the business community and to public policymakers. Although employment is expected to decline in a number of industries, because of continued gains in productivity, total output and employment will rise substantially. Output is expected to drop in only two sectors—ordnance and aircraft—and this follows from the *détente* assumption.

Almon does not pretend that he has said the last word about consistent forecasting. In a short final chapter he discusses deficiencies in existing data, and possible modifications in the model. There is a particular need, in his view, for improved projections of investment and capital coefficients which play a critical role in dynamic models.

The second publication under review, *Projections 1970*, is the first major report of the Interagency Growth Study Project which involves the

Departments of Labor and Commerce, the Bureau of the Budget, and the Council of Economic Advisers. Although other matters are discussed—including some methodological issues—the report consists primarily of (1) a highly detailed discussion of the components of final demand, and the projection of these components to 1970, followed by (2) projections of direct and indirect employment per billion dollars of delivery to final demand, and a set of total civilian employment projections by interindustry sector.

In the final demand section there are four sets of projections. Two are “basic” projections, one assuming 3-percent and the other 4-percent unemployment in 1970. Two additional variants of the 4-percent unemployment projections are given. A set of “high durables” projections assume continuation of above-average spending on consumer durables and fixed (nonresidential) investment. And a set of “high services” projections assume below-average spending on consumer durables and fixed investment with offsetting increases in private, State, and local spending on medical and educational services. Altering the assumptions has an uneven impact on the sectoral projections. Some industries will be significantly affected by the realization of one or the other of the alternatives. In other cases, it will matter relatively little whether we have a high durables or a high services economy in 1970.

There is one set of projected interindustry employment relationships associated with the final demand projections of the basic 4-percent unemployment model. The complete details are given for 82 sectors, and there is a condensed table which shows the distribution of indirect employment per billion dollars of delivery to final demand by nine major industry groups. In the latter, manufacturing is further subdivided into durables and non-durables. There is also a set of projections of total civilian employment by interindustry sector with separate projections for each of the final demand models.

It is conventional for reviewers, when favorably impressed, to conclude with a list of superlatives. Readers of such reviews are frequently justified in applying at least a modest discount rate to the praise. In the present case, however, it is true that the volumes reviewed represent major contributions to the literature of economics. They report the results of pioneering analytical efforts. And

they provide a badly needed bridge between academic and government research centers, and the board rooms or offices where business decisions are made.

—WILLIAM H. MIERNYK

Director, Regional Research Institute  
West Virginia University

### Scholars Against the Establishment

*Challenges to Collective Bargaining—The American Assembly.* Edited by Lloyd Ulman. Englewood Cliffs, N.J., Prentice-Hall, Inc., 1967. 192 pp. \$4.95.

The American Assembly has faithfully adhered to its purposes of presenting a topic intended “to support discussion. . . and to evoke consideration by the general public.” The supporting series of papers, all prepared by recognized authorities in the field of labor-management relations, illustrates that scholarship when employed against the complacency toward and the acceptance of established doctrines or institutions can be very stimulating reading.

Arnold R. Weber grapples with the problem of accommodating local needs in collective bargaining without undermining its essential market and power components; Jack Steiber indicates how bargaining structure must be changed in the public sector and discusses the impact of these changes on private sector bargaining. These writers are succeeded by Ray Marshall who, in his topic of minority group training and employment, emphasizes that such pressure-packed issues of preferential treatment, testing, and seniority cannot be faced solely within the traditional bargaining structure but must be faced up to by outside organizations. Robert Tilove further expands the influence of bargaining subjects by tracing the impact of pension, health, and welfare programs on the cost and organization of medical care, in which both employers and unions jointly act as an organizing force for all consumers of these services.

Benjamin Aaron chides the lawmakers for superimposing upon a national labor policy of “free” collective bargaining such a comprehensive and bewildering array of restrictive legislation. He goes on to chart the inconsistencies, overlaps, and gaps in our present labor laws. Melvin Rothbaum concludes that our wage and price policy should emphasize order rather than absolute price stabil-

ity and argues convincingly for greater participation by interested groups in the development of such a program.

A. H. Raskin foresees an expansionist role for government in labor-management relations, grounded in increasing public irritation over crippling strikes and inflationary settlements. John Dunlop counters that much of the criticism of collective bargaining stems, in part, from a public misconception of its purposes and from the new purposes and new standards of performance which are presently demanded from a process not originally instituted for their attainment.

The papers have been skillfully edited by Lloyd Ulman, who in a scholarly introduction has critically analyzed these issues in their historical context.

—JOHN R. ABERSOLD

Professor of Industrial Relations  
Wharton School of Finance and Commerce

## History Lesson

*The First New Deal.* By Raymond Moley with Eliot A. Rosen. New York, Harcourt, Brace & World, Inc. 1966. 577 pp. \$12.50.

All of a sudden the "New Economics" was with us in the mid-1960's. This new awareness came about because of the public myth that the country was operating under a free enterprise system. Ray Moley was an important individual at that significant point in time 30 years ago when the fundamental nature of the economy began to be changed. He was basic to the new policy determination and implementation.

In the preface Moley emphasizes that he intends to present his "story," rather than a comprehensive history of the 1933-35 period. By page 89, however, the author and his associate clearly have given in to their instincts by referring to themselves as historians and offering historical analysis. Here is one of the major failings of the book—straight reporting—of happenings begins to be mixed with analysis. This is done many times, by rushing to conclusions, arriving at fallacious conclusions, or arguing against another author's viewpoint for no apparent reason.

The only time Professor Moley is totally correct is in perceiving of and reacting to F.D.R.'s change of course in 1935 and 1936. Roosevelt's 1932 campaign philosophically was quite similar to the Hoover administration. There was a difference,

though, and it was enough to boost Roosevelt into the presidency. His relatively conservative position continued until the next campaign. As Moley sees it, the basic 1933 objective was to raise the confidence of the people. He obviously missed the point that confidence was raised through the activities of the government. And, as he saw the activities of the government continuing into other fields, he held to his convictions and got out. His book shows this to have happened at a time when John Keynes was becoming influential, as Moley himself saw.

Moley is credited with forming and leading F.D.R.'s original "Brain Trust," a group of talented individuals who acted as an advisory team to the President. For all this accreditation, *The First New Deal* reveals serious flaws in judgment of individual situations. For example, he says, "Men of stature realize that membership in the Cabinet is a transitory and empty honor, if prominence in the press can be called honor." It is difficult to accept this statement as a generality without even considering the numerous individuals who have taken stature into Cabinet jobs and emerged with even more stature.

The heavy documentation and extensive research which went into the book relied on Mr. Moley's diaries and files along with research findings from other collections, files, libraries, and so on.

The section dealing with the London Economic Conference is well done and helps elucidate that infamous episode. Other sections, too, are commendable, but these are mostly restricted to Moley's presentation of situations and not analysis.

—EDWARD D. UNGER

Economic Development Administration

## Summaries of Recent Books

*The Front-Line Manager's Problem-Solver.* By James Menzies Black and Virginia Todd Black. New York, McGraw-Hill Book Co., 1967. 292 pp. \$7.95.

This is a companion volume to the authors' *Front-Line Management* and, like that manual, offers a direct, low-key approach to human relations and industrial relations problems. Each "How To" chapter sets up one specific problem often faced by a supervisor and offers concrete, down-to-earth suggestions for coping with the situation. The difficulties discussed cover every

variety of managerial headache, from choosing subordinates, eliminating backbiting, helping the alcoholic employee, organizing for plant fire protection, handling grievances, and cutting overtime costs, to preparing and delivering a speech. Each chapter ends with a checklist of recommended actions and attitudes.

*Proceedings of New York University Nineteenth Annual Conference on Labor.* Edited by Thomas G. S. Christensen. Washington, Bureau of National Affairs, 1967. xii, 444 pp. \$14.50.

As in previous years, the choice of topics for the annual conference of New York University Institute of Labor Relations was based upon issues with present and future implications which would lend themselves to multilateral consideration.

One session was devoted to questions which have assumed new importance and are concerned basically with the duty to bargain collectively. Among papers in this group were "The Duty to Bargain in the absence of Certification" and "Mandatory Bargaining Issues and Demands for Information."

The timely subject of labor relations in public and nonprofit employment was discussed. Attention was centered on school and municipal employment, Federal Employment, and hospitals and other nonprofit organizations. Recent and proposed legislation has brought new problems to the field of labor and personnel relations. Some of the vital areas involved were treated by papers on Medicare and its effect on privately bargained plans, pension plan funding, the first year of Title VII of the Civil Rights Act, and the Equal Pay Act.

The conference also probed measures to expedite and improve grievance and arbitration procedures and examined varied and complex problems of collective bargaining in business reorganizations.

*Politics, Economics, and the Public: Policy Outcomes in the American States.* By Thomas R. Dye. Chicago, Rand McNally & Co., 1966. (American Politics Research Series.) 314 pp.

State political systems vary in their expenditures on education, welfare, highways, taxation, and the regulation of public morality. In this study, these variations and the factors causing the

variations are positioned in a model for analyzing policy outcomes. Relationships between socioeconomic variables, characteristics of the political system, and policy outcomes in the 50 States are studied in an attempt to determine whether political systems affect policy outcomes when socioeconomic variables are controlled. Variations in expenditures on education are found to be closely related to differences in wealth, and level of economic development is more directly associated with welfare benefits than with health care benefits. The study ends with a qualification of the findings and some reflections on policy research.

*Democratic Socialism—A Short Survey.* By Giles Radice. New York, Frederick A. Praeger, Inc., 1966. 164 pp., bibliography. (American edition.) \$4.

Mr. Radice's treatise on modern socialism is but a very brief survey of a very broad subject—the origin and development of socialism in the 19th century, its differentiation into revolutionary and evolutionary movements, its participation in government, and its goals and means. But the book is more than a mere historical review: It is an argument for the principles of present-day socialism, democratic and independent of Marxian ties, a statement of position as well as of tasks ahead of the movement.

Democracy is emphasized in this work as a pillar of modern society, and revolution is rejected in favor of lawful action as a means toward the end. "A Socialist," says the author, "is a person who believes in equality and freedom, and in the conscious, directed organization of political, economic, and social machinery to change society in accordance with these ideals."

Control of the economy (but not State ownership), social services and redistributive taxation, democratic government, the role of trade unions and cooperatives in society—these and other issues provide the basic components of the program of democratic socialism discussed by Mr. Radice. The problems engendered by affluence and technological progress of Western countries, the difficulties of international relations particularly the questions of peace and disarmament), and the building of new societies in the underdeveloped parts of the world receive the author's full attention as the areas of challenge to socialism today.

## Other Recent Publications

### Education and Training

*Higher Education Amendments of 1966 (P.L. 89-752).* (In Health, Education, and Welfare Indicators, U.S. Department of Health, Education, and Welfare, Washington, February 1967, pp. 7-14. 45 cents, Superintendent of Documents, Washington.)

*A Look Ahead in Education.* By Felix Morley. (In Nation's Business, Washington, April 1967, pp. 27-28.)

*Computers in Higher Education.* Report of the President's Science Advisory Committee. Washington, 1967. vi, 79 pp. 30 cents, Superintendent of Documents, Washington.

*Vocational Agriculture Enrollment and Farm Employment Opportunities.* By James D. Cowhig and Calvin L. Beale. (In Southwestern Social Science Quarterly, Austin, Tex., March 1967, pp. 413-423.)

*What Do Employers Think About On-the-Job Training?* By Edward Koziara and Karen Koziara. (In Management of Personnel Quarterly, University of Michigan, Bureau of Industrial Relations, Ann Arbor, Winter 1967, pp. 22-25.)

*Video-Sonic Instructional Techniques for Training Personnel.* By Walton N. Hershfield. (In Personnel Journal, Swarthmore, Pa., February 1967, pp. 109-111. 75 cents.)

*Careers, Counseling, and the Curriculum.* By Harold L. Wilensky. (In Journal of Human Resources: Education, Manpower, and Welfare Policies, University of Wisconsin Press, Madison, Wis., Winter 1967, pp. 19-40. \$2.)

### Health and Safety

*Selected Family Characteristics and Health Measures Reported in the Health Interview Survey.* Washington, U.S. Department of Health, Education, and Welfare, Public Health Service, 1967. 26 pp. (Vital and Health Statistics Analytical Studies; PHS Publication No. 1000-Series 3, No. 7.) 25 cents, Superintendent of Documents, Washington.

*Community Health Impact of the Space Industry.* By H. A. Tyroler, M.D. (In Archives of Environmental Health, Chicago, February 1967, pp. 246-257. \$1.25.)

*The Effect of Health and Safety Legislation on Occupational Medicine.* By Irving R. Tabershaw, M.D. (In Journal of Occupational Medicine, New York, March 1967, pp. 111-114. \$1.50, Harper & Row, Publishers, Inc., Hoeber Medical Division, New York.)

*Management's Role in Mental Health: A Program for Mental Illness in Industry.* By S. C. Franco, M.D. (In Journal of Occupational Medicine, New York, March 1967, pp. 91-95. \$1.50, Harper & Row, Publishers, Inc., Hoeber Medical Division, New York.)

*The Effect of Medicare on Retiree Health Insurance.* By David A. Weeks. (In Conference Board Record, National Industrial Conference Board, New York, January 1967, pp. 13-24.)

### Industrial Relations

*Preemption, Predictability and Progress in Labor Law.* By Clarence M. Updegraff. Iowa City, University of Iowa, College of Business Administration, Center for Labor and Management, 1967. 46 pp. (Monograph Series, 5.)

*The Idea of Industrial Democracy in America, 1915-1935.* By Milton Derber. (In Labor History, Tamiment Institute, New York, Winter 1967, pp. 3-29. \$2.)

*Bargaining Gains: Review and Preview.* By Rudolph Oswald and Ralph D. Scott. (In American Federationist, AFL-CIO, Washington, March 1967, pp. 12-17.)

*Symposium on Productivity Bargaining.* (In British Journal of Industrial Relations, London School of Economics and Political Science, London, March 1967, pp. 1-62. \$2.80.)

*The Application of "Pre-Activity" in the Avoidance of Crisis Bargaining.* By Matthew A. Kelly. (In Labor Law Journal, Chicago, January 1967, pp. 47-56. \$1.35.)

- Collective Bargaining in an Altered Environment.* (In *Labor Gazette*, Canada Department of Labor, Ottawa, March 1967, pp. 171-172, 182. 50 cents, Queen's Printer, Ottawa.)
- Rumbles From the Rank and File.* By A. H. Raskin. (In *Challenge: The Magazine of Economic Affairs*, New York, March-April 1967, pp. 28-30, 46. \$1.)
- Outstanding Books on Industrial Relations, 1966.* Princeton, N.J., Princeton University, Industrial Relations Section, March 1967. 4 pp. (Selected References 134.) 40 cents.
- Some Problems with Section 10(j).* By Paul A. Brinker. (In *Labor Law Journal*, Chicago, March 1967, pp. 145-148. \$1.35.)
- Labor Relations Legislation in 1966 [Canada].* (In *Labor Gazette*, Canada Department of Labor, Ottawa, February 1967, pp. 99-109. 50 cents, Queen's Printer, Ottawa.)
- The Strike Insurance Plan of the Railroad Industry.* By Vernon M. Briggs, Jr. (In *Industrial Relations: A Journal of Economy & Society*, University of California, Institute of Industrial Relations, Berkeley, February 1967, pp. 205-212. \$1.50.)
- New Perspectives on Management's Reserved Rights.* By Paul Prasow and Edward Peters. (In *Labor Law Journal*, Chicago, January 1967, pp. 3-14. \$1.35.)
- Labor Force**
- Making Sense of Federal Manpower Policy.* By Sar A. Levitan and Garth L. Mangum. Joint publication of the Institute of Labor and Industrial Relations, University of Michigan—Wayne State University and the National Manpower Policy Task Force, 1967. 42 pp. (Policy Papers in Human Resources and Industrial Relations, 2.) \$1.25, Publications Office, Institute of Labor and Industrial Relations, Ann Arbor, Mich.
- Study of Migratory Labor.* Report of the Committee on Rules and Administration to accompany S. Res. 44. Washington, U.S. Senate, 1967. 7 pp. (S. Rept. 51, 90th Cong., 1st sess.)
- The Migratory Farm Labor Problem in the United States.* 1967 report of the Committee on Labor and Public Welfare, U.S. Senate, prepared by Subcommittee on Migratory Labor pursuant to S. Res. 188. Washington, 1967. 73 pp. (S. Rept. 71, 90th Cong., 1st sess.)
- Geographic Labor Mobility in the United States: Recent Findings.* (In *Social Security Bulletin*, U.S. Department of Health, Education, and Welfare, Social Security Administration, Washington, March 1967, pp. 14-20, 55. 25 cents, Superintendent of Documents, Washington.)
- Employment for the Handicapped: A Guide for the Disabled, Their Families, and Their Counselors.* By Julietta K. Arthur. Nashville, Tenn., Abingdon Press, 1967. 272 pp. \$5.95.
- Freedom of Employment and Maintenance of Public Services: A Study of Obligatory Service for Dentists in Norway.* By Jon Rud. (In *International Labor Review*, Geneva, January-February 1967, pp. 78-95. 60 cents. Distributed in United States by Washington Branch of ILO.)
- A Study of the Re-employment and Unemployment Experiences of Scientists and Engineers Laid Off From 62 Aerospace and Electronics Firms in the San Francisco Bay Area During 1963-65.* By R. P. Loomba (for Office of Manpower Policy, Evaluation, and Research, U.S. Department of Labor). San Jose, Calif., San Jose State College, Center for Interdisciplinary Studies, 1967. 137 pp., bibliography.
- Scientists in Organizations: Productive Climates for Research and Development.* By Donald C. Pelz and Frank M. Andrews. New York, John Wiley and Sons, Inc., 1966. 318 pp., bibliography. \$10.
- The Service Economy.* (In *OECD Observer*, Organization for Economic Cooperation and Development, Paris, February 1967, pp. 3-5. 50 cents. Distributed in United States by OECD Publications Center, Washington.)
- Farm Labor: Shortage or Surplus?* By Lamar B. Jones. (In *Southwestern Social Science Quarterly*, Austin, Tex., March 1967, pp. 401-412.)

*The New Nonprofessional.* By Frank Riessman and others. (In *American Child*, New York, Winter 1967, entire issue. 50 cents.)

*The Health Manpower Gap: A High Hurdle.* By Neal H. Rosenthal. (In *Occupational Outlook Quarterly*, U.S. Department of Labor, Bureau of Labor Statistics, Washington, February 1967, pp. 1-5. 35 cents, Superintendent of Documents, Washington.)

*Job Enlargement—In the Shop; In the Management Function.* By Paul A. Stewart. Iowa City, University of Iowa, College of Business Administration, Center for Labor and Management, 1967. 64 pp., bibliography. (Monograph Series, 3.)

### Labor Organizations

*Organizational Problems of Government Employee Unions.* By Harry A. Donoian. (In *Labor Law Journal*, Chicago, March 1967, pp. 137-144. \$1.35.)

*Attitude of Retail Workers Toward Union Organization.* By Irving Brotslaw. (In *Labor Law Journal*, Chicago, March 1967, pp. 149-171. \$1.35.)

*Union Discipline and Public Review.* By Steven Wechsler. (In *Industrial and Labor Relations Forum*, Cornell University, New York State School of Industrial and Labor Relations, Ithaca, N.Y., February 1967, pp. 229-251, bibliography.)

*Responsible Self-Government in British Trade Unions.* By R. W. Rideout. (In *British Journal of Industrial Relations*, London School of Economics and Political Science, London, March 1967, pp. 74-86. \$2.80.)

### Personnel Administration

*Performance Appraisal—A New Look.* By Edgar F. Huse. (In *Personnel Administration*, Washington, March-April 1967, pp. 3-5, 16-18. \$1.25.)

*Changing Patterns of Leadership.* By John Paul Jones. (In *Personnel*, American Management

Association, New York, March-April 1967, pp. 8-15. \$1.75; \$1.25 to AMA members.)

*The Supervisor's Role in Counseling.* By M. E. Knowles. (In *Training and Development Journal*, American Society for Training and Development, Madison, Wis., April 1967, pp. 50-54. \$1.75.)

*Ten Ways to Beat the Executive Shortage.* (In *Business Management*, Greenwich, Conn., February 1967, pp. 32-42. \$1.)

### Productivity and Technological Change

*The Future of Automatic Data Processing.* By Isaac D. Nehama. (In *Perspectives in Defense Management*, Industrial College of the Armed Forces, Washington, February 1967, pp. 19-25.)

*Automation and the Personnel Manager.* By Julius Rezler. (In *Advanced Management Journal*, Society for Advancement of Management, New York, January 1967, pp. 76-81. \$2.50; \$2 to Society members.)

*Computers Serving You.* By Alan Adams. (In *IUD Agenda*, Industrial Union Department, AFL-CIO, Washington, March 1967, pp. 25-30. 35 cents.)

*The Computer: Engine of the Eighties.* By James H. Binger. (In *Advanced Management Journal*, Society for Advancement of Management, New York, January 1967, pp. 21-27. \$2.50; \$2 to Society members.)

*A Systems Approach to Adjustments of Technical Change.* By Solomon Barkin. (In *Labor Law Journal*, Chicago, January 1967, pp. 29-38. \$1.35.)

### Social Security

*The Statutory Language of Labor Dispute Disqualification in State Employment Security Laws.* By Williard A. Lewis. (In *Political Science Quarterly*, Academy of Political Science, New York, March 1967, pp. 72-87. \$2.)

*The Two Functions of Public Welfare: Income Maintenance and Social Services.* By Davis McEntire and Joanne Haworth. (In *Social*

Work, Albany, N.Y., January 1967, pp. 22-31. \$1.75.)

*A Symposium: Negative Income Tax Proposals.* By Christopher Green and Robert Lampman, George Hildebrand, Earl Rolph. (*In Industrial Relations: A Journal of Economy & Society*, University of California, Institute of Industrial Relations, Berkeley, February 1967, pp. 121-165. \$1.50.)

*The Guaranteed Minimum Income: Social Work's Challenge and Opportunity.* By Alan D. Wade. (*In Social Work*, Albany, N.Y., January 1967, pp. 94-101. \$1.75.)

*The Goal of Full Employment.* By Robert Theobald. (*In The New Republic*, Washington, March 11, 1967, pp. 15-18. 35 cents.)

*Guaranteed Annual Incomes.* By Leon H. Keyserling. (*In The New Republic*, Washington, March 18, 1967, pp. 20-23. 35 cents.)

*Benefits Under the RUIA in 1965-66—Parts I and II.* (*In Monthly Review*, U.S. Railroad Retirement Board, Chicago, January 1967, pp. 2-5, 9 and February 1967, pp. 6-9.)

*Unemployment Insurance Coverage for Farmworkers.* By Robert C. Goodwin. (*In Unemployment Insurance Review*, U.S. Department of Labor, Bureau of Employment Security, Washington, January 1967, pp. 1-10. 30 cents, Superintendent of Documents, Washington.)

## Wages and Hours

*Differentials in Hourly Earnings by Region and City Size, 1959.* By Victor R. Fuchs. New York, National Bureau of Economic Research, 1967. 50 pp. (Occasional Paper 101.) \$1, Columbia University Press, New York.

*Wage Inequity and Job Performance: An Experimental Study.* By I. R. Andrews. (*In Journal of Applied Psychology*, Washington, February 1967, pp. 39-45. \$2.)

*Guideposts and Norms: Contrasts in U.S. and U.K. Wage Policy.* By D. J. Robertson. Berkeley, University of California, Institute of In-

dustrial Relations, 1967. 29 pp. (Reprint 294; from *Three Banks Review*, December 1966.)

*A Fair Day's Pay.* By Billy E. Goetz. (*In Advanced Management Journal*, Society for Advancement of Management, New York, January 1967, pp. 46-50. \$2.50; \$2 to Society members.)

*Wage Chronology: Firestone Tire and Rubber Co. and B. F. Goodrich Co. (Akron Plants), 1937-66.* Washington, U.S. Department of Labor, Bureau of Labor Statistics, 1967. 36 pp. (Bulletin 1484.) 30 cents, Superintendent of Documents, Washington.

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# Current Labor Statistics

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<sup>1</sup> Tables A-7 and A-8 appear quarterly in the February, May, August, and November issues of the *Review*.

NOTE: With the exceptions noted, the statistical series here from the Bureau of Labor Statistics are described in *BLS Handbook of Methods for Surveys and Studies* (BLS Bulletin 1458, 1966).

# A Technical Note on Current Statistical Series

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## Hours and Earnings for Nonagricultural Industries

IN RECENT YEARS, the Bureau of Labor Statistics has expanded its monthly payroll survey to provide a more inclusive measure of hours and earnings. Estimates of hours and earnings are now available for all production or non-supervisory workers in private nonagricultural establishments. (See table C-1.) The new data cover more than 44 million workers and relate to the hours and earnings of production or nonsupervisory workers in mining, construction, manufacturing, trade, finance, insurance, and real estate (separate estimates for these industries have been published for many years) and transportation and public utilities, and services. Data for the Government division are excluded from the estimates.

Hours and earnings series for some of the industries within the transportation and public utilities and services divisions have been published for a number of years. In early 1964, collection of payroll and man-hour data began for most of the remaining unpublished industries. Increases in sample coverage were gradually effected in those segments where the need was greatest. There are currently two industry groups in the service division for which payroll and man-hour information are not collected and one group which provides payroll data only. These groups are made up of the nonprofit institutions and organizations, which include private hospitals, private schools, and churches as the largest components. Secondary sources were used to derive hours and earnings for these industries. The most generally used sources were *Employment and Wages*, published by the Bureau of Employment Security, and *County Business Patterns*, by the Bureau of the Census. The *Hospital Guide*, Part II, a publication of the American Hospital Association, provided a basis for the trend of earnings in hospitals, while special studies by the National Council of Churches afforded a base for estimating earnings for certain categories of employees in churches. Comparisons with similar types of activities in other industries supplied an additional check for reasonableness of the averages derived. As a result, the estimates of hours and earnings in this group of industries are reliable both as to level and trend. Except for these three industries, which account for only 10 percent of the total being estimated, the seven division hours and earnings series have been developed from data collected monthly from a sample of establishments in all nonagricultural activities throughout the country. At present this sample includes approximately 150,000 reporting units.

Current estimates of hours and earnings of production or nonsupervisory workers on private nonagricultural payrolls will be shown each month in table C-1 of this report. A detailed description of the series appears in the May issue of *Employment and Earnings*.

## A.—Labor Force and Employment

TABLE A-1. Summary employment and unemployment estimates, by age and sex, seasonally adjusted

[In thousands]

| Employment status, age, and sex | 1967   |        |        |        |        | 1966   |        |        |        |        |        |        |        | Annual average |        |        |
|---------------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|----------------|--------|--------|
|                                 | Apr.   | Mar.   | Feb.   | Jan.   | Dec.   | Nov.   | Oct.   | Sept.  | Aug.   | July   | June   | May    | Apr.   | Mar.           | 1966   | 1965   |
| <b>TOTAL</b>                    |        |        |        |        |        |        |        |        |        |        |        |        |        |                |        |        |
| Total labor force.....          | 80,189 | 79,959 | 80,443 | 80,473 | 80,154 | 79,934 | 79,360 | 79,268 | 79,247 | 78,905 | 78,767 | 78,194 | 78,349 | 78,091         | 78,893 | 77,178 |
| Civilian labor force.....       | 76,740 | 76,523 | 77,025 | 77,087 | 76,764 | 76,612 | 76,081 | 76,039 | 76,069 | 75,770 | 75,668 | 75,149 | 75,341 | 75,117         | 75,770 | 74,455 |
| Employed.....                   | 73,910 | 73,747 | 74,137 | 74,255 | 73,893 | 73,897 | 73,199 | 73,195 | 73,141 | 72,846 | 72,730 | 72,253 | 72,542 | 72,266         | 72,895 | 71,088 |
| Agriculture.....                | 3,890  | 3,855  | 3,890  | 4,015  | 4,011  | 3,892  | 3,779  | 3,886  | 3,935  | 3,926  | 3,981  | 3,902  | 4,199  | 4,113          | 3,979  | 4,361  |
| Nonagricultural industries..    | 70,020 | 69,892 | 70,247 | 70,240 | 69,882 | 70,005 | 69,420 | 69,309 | 69,206 | 68,920 | 68,749 | 68,351 | 68,343 | 68,153         | 68,915 | 66,726 |
| Unemployed.....                 | 2,830  | 2,776  | 2,888  | 2,832  | 2,871  | 2,715  | 2,882  | 2,844  | 2,928  | 2,924  | 2,938  | 2,896  | 2,799  | 2,851          | 2,875  | 3,366  |
| <b>MEN, 20 YEARS AND OVER</b>   |        |        |        |        |        |        |        |        |        |        |        |        |        |                |        |        |
| Total labor force.....          | 48,033 | 47,921 | 48,081 | 48,591 | 47,842 | 47,604 | 47,493 | 47,465 | 47,506 | 47,370 | 47,376 | 47,278 | 47,404 | 47,297         | 47,437 | 47,115 |
| Civilian labor force.....       | 45,140 | 45,047 | 45,222 | 45,239 | 44,987 | 44,797 | 44,723 | 44,736 | 44,822 | 44,723 | 44,759 | 44,707 | 44,811 | 44,769         | 44,787 | 44,857 |
| Employed.....                   | 44,092 | 44,010 | 44,236 | 44,227 | 43,898 | 43,711 | 43,654 | 43,655 | 43,688 | 43,577 | 43,615 | 43,624 | 43,731 | 43,617         | 43,667 | 43,422 |
| Agriculture.....                | 2,870  | 2,795  | 2,875  | 2,861  | 2,884  | 2,807  | 2,800  | 2,875  | 2,852  | 2,846  | 2,854  | 2,888  | 3,035  | 2,974          | 2,894  | 3,174  |
| Nonagricultural industries..    | 41,222 | 41,215 | 41,361 | 41,366 | 41,014 | 40,904 | 40,854 | 40,780 | 40,836 | 40,731 | 40,761 | 40,736 | 40,696 | 40,643         | 40,773 | 40,246 |
| Unemployed.....                 | 1,048  | 1,037  | 986    | 1,012  | 1,089  | 1,086  | 1,089  | 1,081  | 1,134  | 1,146  | 1,144  | 1,083  | 1,080  | 1,152          | 1,119  | 1,435  |
| <b>WOMEN, 20 YEARS AND OVER</b> |        |        |        |        |        |        |        |        |        |        |        |        |        |                |        |        |
| Civilian labor force.....       | 25,023 | 24,862 | 25,071 | 25,221 | 25,139 | 25,145 | 24,884 | 24,938 | 24,504 | 24,321 | 24,193 | 24,081 | 24,019 | 23,942         | 24,427 | 23,687 |
| Employed.....                   | 24,002 | 23,834 | 24,057 | 24,128 | 24,167 | 24,278 | 23,891 | 23,994 | 23,556 | 23,422 | 23,271 | 23,142 | 23,139 | 23,070         | 23,507 | 22,630 |
| Agriculture.....                | 625    | 628    | 636    | 702    | 729    | 663    | 593    | 645    | 652    | 684    | 690    | 631    | 712    | 735            | 675    | 748    |
| Nonagricultural industries..    | 23,377 | 23,206 | 23,421 | 23,426 | 23,438 | 23,615 | 23,298 | 23,349 | 22,904 | 22,738 | 22,581 | 22,511 | 22,427 | 22,335         | 22,832 | 21,882 |
| Unemployed.....                 | 1,021  | 1,028  | 1,014  | 1,093  | 972    | 867    | 993    | 944    | 948    | 899    | 922    | 939    | 880    | 872            | 919    | 1,056  |
| <b>BOTH SEXES, 16-19 YEARS</b>  |        |        |        |        |        |        |        |        |        |        |        |        |        |                |        |        |
| Civilian labor force.....       | 6,577  | 6,614  | 6,732  | 6,627  | 6,638  | 6,670  | 6,474  | 6,365  | 6,743  | 6,726  | 6,716  | 6,361  | 6,511  | 6,406          | 6,557  | 5,910  |
| Employed.....                   | 5,816  | 5,903  | 5,844  | 5,900  | 5,828  | 5,908  | 5,654  | 5,546  | 5,897  | 5,847  | 5,844  | 5,487  | 5,672  | 5,579          | 5,721  | 5,036  |
| Agriculture.....                | 395    | 432    | 379    | 452    | 398    | 422    | 386    | 366    | 431    | 396    | 437    | 383    | 452    | 404            | 410    | 439    |
| Nonagricultural industries..    | 5,421  | 5,471  | 5,465  | 5,448  | 5,430  | 5,486  | 5,268  | 5,180  | 5,466  | 5,451  | 5,407  | 5,104  | 5,220  | 5,175          | 5,310  | 4,598  |
| Unemployed.....                 | 761    | 711    | 888    | 727    | 810    | 762    | 820    | 819    | 846    | 879    | 872    | 874    | 839    | 827            | 836    | 874    |

TABLE A-2. Seasonally adjusted rates of unemployment

[In thousands]

| Selected unemployment rates              | 1967 |      |      |      |      | 1966 |      |       |      |      |      |      |      | Annual average |      |      |
|------------------------------------------|------|------|------|------|------|------|------|-------|------|------|------|------|------|----------------|------|------|
|                                          | Apr. | Mar. | Feb. | Jan. | Dec. | Nov. | Oct. | Sept. | Aug. | July | June | May  | Apr. | Mar.           | 1966 | 1965 |
| Total (all civilian workers).....        | 3.7  | 3.6  | 3.7  | 3.7  | 3.7  | 3.5  | 3.8  | 3.7   | 3.8  | 3.9  | 3.9  | 3.9  | 3.7  | 3.8            | 3.8  | 4.5  |
| Men, 20 years and over.....              | 2.3  | 2.3  | 2.2  | 2.2  | 2.4  | 2.4  | 2.4  | 2.4   | 2.5  | 2.6  | 2.6  | 2.4  | 2.4  | 2.6            | 2.5  | 3.2  |
| Women, 20 years and over.....            | 4.1  | 4.1  | 4.0  | 4.3  | 3.9  | 3.4  | 4.0  | 3.8   | 3.9  | 3.7  | 3.8  | 3.9  | 3.7  | 3.6            | 3.8  | 4.5  |
| Both sexes, 16-19 years.....             | 11.6 | 10.7 | 13.2 | 11.0 | 12.2 | 11.4 | 12.7 | 12.9  | 12.5 | 13.1 | 13.0 | 13.7 | 12.9 | 12.9           | 12.7 | 14.8 |
| White workers.....                       | 3.3  | 3.1  | 3.3  | 3.3  | 3.3  | 3.1  | 3.4  | 3.2   | 3.3  | 3.4  | 3.4  | 3.5  | 3.3  | 3.3            | 3.3  | 4.1  |
| Nonwhite workers.....                    | 7.3  | 7.4  | 7.1  | 6.6  | 7.6  | 6.9  | 7.4  | 7.2   | 8.0  | 7.5  | 7.5  | 7.4  | 7.1  | 7.3            | 7.3  | 8.1  |
| Married men.....                         | 1.9  | 1.7  | 1.6  | 1.7  | 1.7  | 1.7  | 1.9  | 1.9   | 2.0  | 2.0  | 1.9  | 1.8  | 1.8  | 1.9            | 1.9  | 2.4  |
| Full-time workers.....                   | 3.3  | 3.1  | 3.0  | 3.1  | 3.3  | 3.4  | 3.4  | 3.4   | 3.4  | 3.4  | 3.7  | 3.4  | 3.3  | 3.3            | 3.4  | 3.5  |
| Blue-collar workers.....                 | 4.6  | 4.2  | 4.1  | 4.2  | 4.3  | 4.3  | 4.1  | 4.1   | 4.5  | 4.5  | 4.3  | 4.3  | 4.1  | 4.2            | 4.3  | 5.3  |
| Experienced wage and salary workers..    | 3.4  | 3.4  | 3.4  | 3.5  | 3.5  | 3.4  | 3.5  | 3.6   | 3.7  | 3.5  | 3.7  | 3.7  | 3.4  | 3.5            | 3.5  | 4.3  |
| Labor force time lost <sup>1</sup> ..... | 4.0  | 4.1  | 4.0  | 4.1  | 4.1  | 3.8  | 4.1  | 4.2   | 4.2  | 4.5  | 4.7  | 4.3  | 4.1  | 4.1            | 4.2  | 5.0  |

<sup>1</sup> Man-hours lost by the unemployed and persons on part time for economic reasons as a percent of potentially available labor force man-hours.

Beginning in the March issue, the 1965 and 1966 statistics on the labor force were revised to take account of the lower age limit change from 14 to 16 years of age. The 1967 data reflect all the definitional changes which became effective in January 1967. (See the February 1967 *Employment and Earnings and Monthly Report on the Labor Force*, Vol. 13, No. 8.) Although these data are not strictly comparable with those published prior to January 1967, they may be treated by most users as continuing the previous series.

TABLE A-3. Rates of unemployment, by age and sex, seasonally adjusted

[In thousands]

| Age and sex                     | 1967 |      |      |      | 1966 |      |      |       |      |      |      |      |      |      | Annual average |      |
|---------------------------------|------|------|------|------|------|------|------|-------|------|------|------|------|------|------|----------------|------|
|                                 | Apr. | Mar. | Feb. | Jan. | Dec. | Nov. | Oct. | Sept. | Aug. | July | June | May  | Apr. | Mar. | 1966           | 1965 |
| Total, 16 years and over.....   | 3.7  | 3.6  | 3.7  | 3.7  | 3.7  | 3.5  | 3.8  | 3.7   | 3.8  | 3.9  | 3.9  | 3.9  | 3.7  | 3.8  | 3.8            | 4.5  |
| 16 to 19 years.....             | 11.6 | 10.7 | 13.2 | 11.0 | 12.2 | 11.4 | 12.7 | 12.9  | 12.5 | 13.1 | 13.0 | 13.7 | 12.9 | 12.9 | 12.7           | 14.8 |
| 16 and 17 years.....            | 14.8 | 12.0 | 16.4 | 13.1 | 13.8 | 12.9 | 14.7 | 14.8  | 14.2 | 14.9 | 15.0 | 16.8 | 15.2 | 15.9 | 14.8           | 16.5 |
| 18 and 19 years.....            | 10.9 | 9.8  | 11.0 | 9.5  | 10.8 | 10.6 | 11.4 | 11.2  | 11.3 | 11.9 | 11.9 | 11.8 | 11.5 | 10.8 | 11.3           | 13.5 |
| 20 to 24 years.....             | 5.1  | 5.4  | 5.2  | 5.6  | 5.6  | 5.0  | 5.4  | 5.2   | 5.4  | 4.7  | 5.6  | 5.4  | 5.2  | 5.3  | 5.3            | 6.7  |
| 25 years and over.....          | 2.6  | 2.6  | 2.5  | 2.6  | 2.6  | 2.5  | 2.6  | 2.6   | 2.7  | 2.8  | 2.6  | 2.5  | 2.5  | 2.6  | 2.6            | 3.2  |
| 25 to 54 years.....             | 2.7  | 2.6  | 2.6  | 2.6  | 2.5  | 2.5  | 2.7  | 2.6   | 2.7  | 2.7  | 2.7  | 2.6  | 2.5  | 2.6  | 2.6            | 3.2  |
| 55 years and over.....          | 2.5  | 2.5  | 2.2  | 2.9  | 2.5  | 2.4  | 2.5  | 2.5   | 2.6  | 2.7  | 2.5  | 3.0  | 2.5  | 2.7  | 2.6            | 3.2  |
| Males, 16 years and over.....   | 3.0  | 2.9  | 3.0  | 2.9  | 3.2  | 3.0  | 3.1  | 3.1   | 3.2  | 3.3  | 3.3  | 3.2  | 3.1  | 3.3  | 3.2            | 4.0  |
| 16 to 19 years.....             | 11.8 | 10.1 | 12.6 | 11.1 | 12.2 | 10.5 | 11.7 | 12.3  | 10.9 | 11.7 | 11.8 | 12.6 | 11.3 | 12.0 | 11.7           | 14.1 |
| 16 and 17 years.....            | 16.8 | 11.3 | 14.8 | 13.9 | 13.8 | 11.5 | 14.1 | 14.1  | 12.5 | 13.3 | 13.5 | 15.8 | 13.0 | 14.7 | 13.7           | 16.1 |
| 18 and 19 years.....            | 10.8 | 9.0  | 10.3 | 8.8  | 10.8 | 9.7  | 9.9  | 10.2  | 9.7  | 10.5 | 10.9 | 10.6 | 10.1 | 9.9  | 10.2           | 12.4 |
| 20 to 24 years.....             | 4.0  | 4.2  | 3.6  | 4.2  | 5.3  | 4.9  | 4.3  | 4.3   | 4.7  | 3.7  | 4.8  | 4.8  | 4.4  | 5.0  | 4.6            | 6.3  |
| 25 years and over.....          | 2.1  | 2.1  | 2.0  | 2.0  | 2.1  | 2.2  | 2.1  | 2.2   | 2.3  | 2.5  | 2.3  | 2.1  | 2.2  | 2.3  | 2.2            | 2.8  |
| 25 to 54 years.....             | 2.0  | 2.0  | 1.9  | 1.8  | 2.0  | 2.1  | 2.1  | 2.1   | 2.2  | 2.2  | 2.2  | 1.9  | 2.0  | 2.1  | 2.1            | 2.7  |
| 55 years and over.....          | 2.6  | 2.4  | 2.2  | 2.8  | 2.3  | 2.4  | 2.1  | 2.6   | 2.7  | 3.0  | 2.8  | 3.3  | 2.8  | 2.8  | 2.7            | 3.3  |
| Females, 16 years and over..... | 4.9  | 4.9  | 5.1  | 5.0  | 4.7  | 4.4  | 5.0  | 4.8   | 5.0  | 4.9  | 5.0  | 5.1  | 4.8  | 4.7  | 4.8            | 5.5  |
| 16 to 19 years.....             | 11.3 | 11.6 | 13.9 | 10.8 | 12.2 | 12.6 | 13.9 | 13.6  | 14.6 | 14.9 | 14.5 | 15.2 | 14.9 | 14.1 | 14.1           | 15.7 |
| 16 and 17 years.....            | 12.0 | 13.1 | 18.7 | 11.9 | 13.7 | 14.9 | 15.7 | 15.8  | 16.8 | 17.3 | 17.2 | 18.3 | 18.7 | 17.9 | 16.6           | 17.2 |
| 18 and 19 years.....            | 11.0 | 10.7 | 11.7 | 10.2 | 10.7 | 11.5 | 13.0 | 12.2  | 13.0 | 13.5 | 13.0 | 13.1 | 13.1 | 11.7 | 12.6           | 14.8 |
| 20 to 24 years.....             | 6.6  | 6.9  | 7.3  | 7.4  | 6.1  | 5.2  | 6.9  | 6.5   | 6.4  | 6.1  | 6.5  | 6.3  | 6.3  | 5.8  | 6.3            | 7.3  |
| 25 years and over.....          | 3.6  | 3.6  | 3.5  | 3.8  | 3.5  | 3.1  | 3.5  | 3.3   | 3.4  | 3.3  | 3.3  | 3.4  | 3.2  | 3.3  | 3.3            | 4.0  |
| 25 to 54 years.....             | 3.9  | 3.9  | 3.7  | 4.0  | 3.6  | 3.4  | 3.8  | 3.6   | 3.7  | 3.6  | 3.6  | 3.9  | 3.5  | 3.5  | 3.6            | 4.3  |
| 55 years and over.....          | 2.4  | 2.8  | 2.1  | 3.3  | 3.0  | 2.3  | 3.1  | 2.3   | 2.3  | 2.3  | 2.1  | 2.5  | 2.0  | 2.4  | 2.4            | 2.8  |

TABLE A-4. Employed persons, by age and sex, seasonally adjusted

[In thousands]

| Age and sex            | 1967   |        |        |        | 1966   |        |        |        |        |        |        |        |        |        | Annual average |        |
|------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|----------------|--------|
|                        | Apr.   | Mar.   | Feb.   | Jan.   | Dec.   | Nov.   | Oct.   | Sept.  | Aug.   | July   | June   | May    | Apr.   | Mar.   | 1966           | 1965   |
| TOTAL                  |        |        |        |        |        |        |        |        |        |        |        |        |        |        |                |        |
| 16 years and over..... | 73,910 | 73,747 | 74,137 | 74,255 | 73,893 | 73,897 | 73,199 | 73,195 | 73,141 | 72,846 | 72,730 | 72,253 | 72,542 | 72,266 | 72,895         | 71,088 |
| 16 to 19 years.....    | 5,816  | 5,903  | 5,844  | 5,900  | 5,828  | 5,908  | 5,654  | 5,546  | 5,897  | 5,847  | 5,844  | 5,487  | 5,672  | 5,570  | 5,721          | 5,036  |
| 16 and 17 years.....   | 2,346  | 2,478  | 2,399  | 2,389  | 2,427  | 2,362  | 2,233  | 2,229  | 2,311  | 2,277  | 2,264  | 2,135  | 2,230  | 2,204  | 2,269          | 2,074  |
| 18 and 19 years.....   | 3,470  | 3,465  | 3,495  | 3,516  | 3,487  | 3,537  | 3,386  | 3,304  | 3,587  | 3,568  | 3,543  | 3,319  | 3,440  | 3,409  | 3,452          | 2,962  |
| 20 to 24 years.....    | 8,418  | 8,348  | 8,355  | 8,228  | 8,126  | 8,062  | 7,977  | 7,916  | 7,937  | 7,937  | 7,993  | 7,994  | 7,971  | 7,907  | 7,963          | 7,702  |
| 25 years and over..... | 59,650 | 59,516 | 60,000 | 60,125 | 59,886 | 59,925 | 59,593 | 59,761 | 59,294 | 59,056 | 58,875 | 58,789 | 58,870 | 58,797 | 59,212         | 58,351 |
| 25 to 54 years.....    | 46,295 | 46,391 | 46,616 | 46,742 | 46,541 | 46,399 | 46,146 | 46,119 | 45,845 | 45,739 | 45,698 | 45,719 | 45,713 | 45,721 | 45,944         | 45,318 |
| 55 years and over..... | 13,360 | 13,224 | 13,450 | 13,468 | 13,405 | 13,544 | 13,332 | 13,417 | 13,394 | 13,243 | 13,249 | 13,079 | 13,144 | 13,132 | 13,268         | 13,033 |
| MALE                   |        |        |        |        |        |        |        |        |        |        |        |        |        |        |                |        |
| 16 years and over..... | 47,273 | 47,358 | 47,475 | 47,533 | 47,116 | 47,011 | 46,824 | 46,769 | 47,036 | 46,917 | 46,960 | 46,736 | 47,016 | 46,859 | 46,919         | 46,340 |
| 16 to 19 years.....    | 3,176  | 3,348  | 3,239  | 3,306  | 3,218  | 3,300  | 3,170  | 3,114  | 3,348  | 3,340  | 3,345  | 3,112  | 3,285  | 3,242  | 3,252          | 2,918  |
| 16 and 17 years.....   | 1,351  | 1,512  | 1,444  | 1,453  | 1,463  | 1,451  | 1,369  | 1,347  | 1,405  | 1,399  | 1,406  | 1,288  | 1,389  | 1,367  | 1,390          | 1,284  |
| 18 and 19 years.....   | 1,825  | 1,854  | 1,852  | 1,867  | 1,802  | 1,858  | 1,790  | 1,778  | 1,934  | 1,930  | 1,910  | 1,789  | 1,891  | 1,883  | 1,862          | 1,634  |
| 20 to 24 years.....    | 4,771  | 4,762  | 4,812  | 4,721  | 4,588  | 4,594  | 4,586  | 4,570  | 4,592  | 4,575  | 4,607  | 4,599  | 4,615  | 4,640  | 4,599          | 4,583  |
| 25 years and over..... | 39,306 | 39,276 | 39,474 | 39,493 | 39,259 | 39,098 | 39,085 | 39,090 | 39,087 | 39,062 | 39,005 | 39,025 | 39,099 | 39,004 | 39,069         | 38,839 |
| 25 to 54 years.....    | 30,558 | 30,645 | 30,697 | 30,776 | 30,519 | 30,331 | 30,313 | 30,302 | 30,311 | 30,264 | 30,313 | 30,309 | 30,426 | 30,417 | 30,378         | 30,240 |
| 55 years and over..... | 8,717  | 8,670  | 8,777  | 8,758  | 8,767  | 8,805  | 8,741  | 8,748  | 8,738  | 8,715  | 8,731  | 8,605  | 8,639  | 8,618  | 8,691          | 8,599  |
| FEMALE                 |        |        |        |        |        |        |        |        |        |        |        |        |        |        |                |        |
| 16 years and over..... | 26,637 | 26,389 | 26,662 | 26,722 | 26,777 | 26,886 | 26,375 | 26,426 | 26,105 | 25,929 | 25,770 | 25,517 | 25,526 | 25,407 | 25,976         | 24,748 |
| 16 to 19 years.....    | 2,640  | 2,555  | 2,605  | 2,594  | 2,610  | 2,608  | 2,484  | 2,432  | 2,549  | 2,507  | 2,499  | 2,375  | 2,387  | 2,337  | 2,469          | 2,118  |
| 16 and 17 years.....   | 995    | 966    | 955    | 936    | 964    | 911    | 864    | 832    | 906    | 878    | 858    | 847    | 841    | 837    | 879            | 790    |
| 18 and 19 years.....   | 1,645  | 1,611  | 1,643  | 1,649  | 1,685  | 1,679  | 1,596  | 1,526  | 1,653  | 1,638  | 1,633  | 1,530  | 1,549  | 1,526  | 1,590          | 1,328  |
| 20 to 24 years.....    | 3,647  | 3,586  | 3,543  | 3,507  | 3,538  | 3,468  | 3,391  | 3,346  | 3,345  | 3,362  | 3,386  | 3,395  | 3,356  | 3,267  | 3,364          | 3,119  |
| 25 years and over..... | 20,344 | 20,240 | 20,526 | 20,632 | 20,627 | 20,827 | 20,508 | 20,671 | 20,207 | 20,054 | 19,870 | 19,764 | 19,771 | 19,793 | 20,143         | 19,512 |
| 25 to 54 years.....    | 15,737 | 15,746 | 15,919 | 15,966 | 16,022 | 16,068 | 15,833 | 15,817 | 15,534 | 15,475 | 15,385 | 15,329 | 15,287 | 15,304 | 15,566         | 15,078 |
| 55 years and over..... | 4,643  | 4,554  | 4,673  | 4,710  | 4,638  | 4,739  | 4,591  | 4,669  | 4,656  | 4,528  | 4,518  | 4,474  | 4,505  | 4,514  | 4,577          | 4,434  |

TABLE A-5. Unemployed persons, by duration of unemployment, seasonally adjusted

[In thousands]

| Duration of unemployment                                    | 1967  |       |       |       | 1966  |       |       |       |       |       |       |       |       |       | Annual average |       |
|-------------------------------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|----------------|-------|
|                                                             | Apr.  | Mar.  | Feb.  | Jan.  | Dec.  | Nov.  | Oct.  | Sept. | Aug.  | July  | June  | May   | Apr.  | Mar.  | 1966           | 1965  |
| Less than 5 weeks.....                                      | 1,468 | 1,408 | 1,678 | 1,542 | 1,562 | 1,397 | 1,493 | 1,523 | 1,576 | 1,592 | 1,653 | 1,604 | 1,536 | 1,494 | 1,535          | 1,628 |
| 5 to 14 weeks.....                                          | 900   | 986   | 771   | 787   | 760   | 789   | 900   | 831   | 891   | 882   | 816   | 854   | 667   | 796   | 804            | 983   |
| 15 weeks and over.....                                      | 436   | 560   | 439   | 485   | 496   | 484   | 517   | 493   | 462   | 446   | 486   | 538   | 590   | 583   | 536            | 755   |
| 15 to 26 weeks.....                                         | 251   | 354   | 249   | 282   | 269   | 287   | 293   | 291   | 254   | 228   | 263   | 262   | 333   | 316   | 245            | 404   |
| 27 weeks and over.....                                      | 185   | 206   | 190   | 203   | 227   | 197   | 224   | 202   | 208   | 218   | 223   | 276   | 257   | 267   | 241            | 351   |
| 15 weeks and over as a percent of civilian labor force..... | .6    | .6    | .6    | .6    | .6    | .6    | .7    | .6    | .6    | .6    | .6    | .7    | .8    | .8    | .7             | 1.0   |

TABLE A-6. Full- and part-time status of the civilian labor force, not seasonally adjusted

[In thousands]

| Full- and part-time employment status             | 1967   |        |          |         | 1966     |          |         | Annual average |        |
|---------------------------------------------------|--------|--------|----------|---------|----------|----------|---------|----------------|--------|
|                                                   | April  | March  | February | January | December | November | October | 1966           | 1965   |
| <b>FULL TIME</b>                                  |        |        |          |         |          |          |         |                |        |
| Civilian labor force.....                         | 65,640 | 65,425 | 65,445   | 65,610  | 66,205   | 66,312   | 66,400  | 66,943         | 66,145 |
| Employed:                                         |        |        |          |         |          |          |         |                |        |
| Full-time schedules <sup>1</sup> .....            | 61,447 | 60,916 | 60,793   | 60,953  | 62,285   | 62,713   | 62,878  | 62,734         | 61,144 |
| Part time for economic reasons.....               | 2,079  | 2,209  | 2,283    | 2,195   | 1,875    | 1,632    | 1,638   | 1,894          | 2,209  |
| Unemployed, looking for full-time work.....       | 2,114  | 2,300  | 2,369    | 2,462   | 2,045    | 1,967    | 1,884   | 2,315          | 2,792  |
| Unemployment rate.....                            | 3.2    | 3.5    | 3.6      | 3.8     | 3.1      | 3.0      | 2.8     | 3.5            | 4.2    |
| <b>PART TIME</b>                                  |        |        |          |         |          |          |         |                |        |
| Civilian labor force.....                         | 10,471 | 10,088 | 10,246   | 9,710   | 10,047   | 10,261   | 9,809   | 8,830          | 8,310  |
| Employed (voluntary part time) <sup>1</sup> ..... | 9,920  | 9,433  | 9,432    | 9,013   | 9,439    | 9,650    | 9,228   | 8,270          | 7,735  |
| Unemployed, looking for part-time work.....       | 551    | 655    | 814      | 697     | 608      | 611      | 581     | 560            | 575    |
| Unemployment rate.....                            | 5.3    | 6.5    | 7.9      | 7.2     | 6.1      | 6.0      | 5.9     | 6.3            | 6.9    |

<sup>1</sup> Employed persons with a job but not at work are distributed proportionately among the full- and part-time employed categories.

TABLE A-9. Employees in nonagricultural establishments, by industry<sup>1</sup>

[In thousands]

| Industry                                        | 1967          |                   |               |               | 1966          |               |               |               |               |               |               |               | Annual average |               |               |
|-------------------------------------------------|---------------|-------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|---------------|---------------|
|                                                 | Apr.          | Mar. <sup>2</sup> | Feb.          | Jan.          | Dec.          | Nov.          | Oct.          | Sept.         | Aug.          | July          | June          | May           | Apr.           | 1966          | 1965          |
| Total employees.....                            | 65,028        | 64,604            | 64,286        | 64,334        | 65,904        | 65,389        | 65,190        | 64,867        | 64,484        | 64,274        | 64,563        | 63,465        | 62,928         | 63,864        | 60,770        |
| <b>Mining.....</b>                              | <b>620</b>    | <b>609</b>        | <b>609</b>    | <b>614</b>    | <b>625</b>    | <b>628</b>    | <b>631</b>    | <b>637</b>    | <b>649</b>    | <b>645</b>    | <b>645</b>    | <b>630</b>    | <b>590</b>     | <b>628</b>    | <b>632</b>    |
| Metal mining.....                               | 87.5          | 86.7              | 85.5          | 85.9          | 86.1          | 85.7          | 87.3          | 88.6          | 87.7          | 87.8          | 85.3          | 84.4          | 85.9           | 85.9          | 83.6          |
| Iron ores.....                                  | 26.5          | 26.1              | 25.3          | 25.8          | 26.0          | 26.0          | 26.4          | 26.4          | 26.4          | 25.8          | 26.4          | 25.7          | 24.6           | 25.5          | 25.7          |
| Copper ores.....                                | 33.2          | 33.0              | 32.7          | 32.4          | 32.6          | 32.2          | 32.7          | 33.2          | 33.0          | 32.8          | 31.9          | 31.9          | 31.9           | 32.3          | 30.1          |
| Coal mining.....                                | 141.3         | 142.7             | 142.8         | 143.3         | 142.9         | 143.7         | 142.7         | 142.5         | 143.5         | 139.5         | 142.2         | 140.7         | 104.3          | 139.0         | 141.8         |
| Bituminous.....                                 | 133.4         | 134.5             | 134.9         | 135.3         | 134.9         | 135.7         | 134.7         | 134.7         | 134.3         | 131.9         | 134.1         | 132.2         | 95.8           | 130.6         | 132.0         |
| Crude petroleum and natural gas.....            | 268.5         | 269.4             | 274.6         | 278.6         | 276.9         | 277.4         | 281.0         | 289.7         | 289.6         | 288.1         | 281.0         | 281.2         | 281.2          | 282.6         | 288.1         |
| Crude petroleum and natural gas fields.....     | 148.5         | 148.5             | 148.6         | 148.9         | 149.6         | 150.2         | 153.3         | 156.6         | 156.9         | 155.1         | 151.7         | 151.9         | 151.9          | 152.6         | 156.0         |
| Oil and gas field services.....                 | 120.0         | 120.9             | 126.0         | 129.7         | 127.3         | 127.2         | 127.7         | 133.1         | 132.7         | 133.0         | 129.3         | 129.3         | 129.3          | 130.0         | 131.4         |
| Quarrying and nonmetallic mining.....           | 112.1         | 110.0             | 111.3         | 117.6         | 121.7         | 123.9         | 126.2         | 127.8         | 127.8         | 126.9         | 122.5         | 119.9         | 119.9          | 120.6         | 118.3         |
| Crushed and broken stone.....                   | 38.2          | 37.0              | 37.5          | 40.7          | 42.0          | 42.8          | 43.8          | 44.4          | 44.3          | 43.8          | 42.3          | 41.2          | 41.2           | 41.4          | 41.0          |
| Sand and gravel.....                            | 34.5          | 33.7              | 34.3          | 37.0          | 39.8          | 41.2          | 41.9          | 42.5          | 42.4          | 42.2          | 40.5          | 39.3          | 39.3           | 39.4          | 39.4          |
| <b>Contract construction.....</b>               | <b>3,105</b>  | <b>2,895</b>      | <b>2,841</b>  | <b>2,925</b>  | <b>3,128</b>  | <b>3,310</b>  | <b>3,449</b>  | <b>3,525</b>  | <b>3,641</b>  | <b>3,623</b>  | <b>3,521</b>  | <b>3,277</b>  | <b>3,156</b>   | <b>3,281</b>  | <b>3,181</b>  |
| General building contractors.....               | 950.6         | 940.0             | 971.8         | 1,038.5       | 1,078.0       | 1,107.3       | 1,125.2       | 1,165.3       | 1,153.3       | 1,121.1       | 1,037.1       | 1,014.6       | 1,057.1        | 1,057.1       | 997.6         |
| Heavy construction.....                         | 521.7         | 499.7             | 511.9         | 572.7         | 673.9         | 740.6         | 758.8         | 781.5         | 782.2         | 756.8         | 680.1         | 618.0         | 655.7          | 643.2         | 643.2         |
| Highway and street construction.....            | 224.4         | 209.4             | 214.1         | 259.2         | 335.5         | 386.9         | 401.1         | 411.9         | 411.7         | 397.8         | 345.3         | 296.4         | 324.2          | 323.6         | 323.6         |
| Other heavy construction.....                   | 297.3         | 290.3             | 297.8         | 313.5         | 338.4         | 353.7         | 357.7         | 369.6         | 370.5         | 359.0         | 334.8         | 321.6         | 331.5          | 319.6         | 319.6         |
| Special trade contractors.....                  | 1,423.1       | 1,401.5           | 1,441.3       | 1,516.5       | 1,558.1       | 1,601.3       | 1,641.0       | 1,694.0       | 1,687.8       | 1,643.1       | 1,559.4       | 1,523.7       | 1,568.0        | 1,540.6       | 1,540.6       |
| Plumbing, heating, and air conditioning.....    | 355.7         | 358.6             | 364.4         | 369.2         | 374.8         | 377.8         | 380.3         | 384.6         | 384.6         | 376.7         | 366.3         | 363.8         | 371.2          | 365.5         | 365.5         |
| Painting, paperhanging, and decorating.....     | 111.6         | 105.9             | 107.5         | 124.5         | 134.9         | 147.1         | 153.0         | 161.0         | 157.7         | 148.5         | 137.3         | 130.3         | 138.1          | 142.3         | 142.3         |
| Electrical work.....                            | 239.2         | 240.2             | 243.8         | 248.1         | 249.4         | 249.8         | 255.0         | 259.7         | 255.2         | 248.5         | 238.6         | 235.6         | 244.0          | 231.8         | 231.8         |
| Masonry, plastering, stone, and tile work.....  | 200.2         | 190.2             | 194.0         | 207.0         | 215.7         | 228.9         | 238.2         | 255.7         | 253.4         | 248.9         | 236.6         | 231.0         | 230.4          | 237.6         | 237.6         |
| Roofing and sheet metal work.....               | 101.9         | 97.9              | 105.2         | 112.4         | 116.5         | 117.7         | 117.1         | 118.7         | 117.8         | 115.1         | 107.6         | 106.8         | 111.4          | 110.0         | 110.0         |
| <b>Manufacturing.....</b>                       | <b>19,088</b> | <b>19,159</b>     | <b>19,196</b> | <b>19,233</b> | <b>19,430</b> | <b>19,522</b> | <b>19,538</b> | <b>19,533</b> | <b>19,391</b> | <b>19,123</b> | <b>19,258</b> | <b>18,906</b> | <b>18,774</b>  | <b>19,081</b> | <b>18,032</b> |
| Durable goods.....                              | 11,250        | 11,291            | 11,320        | 11,347        | 11,446        | 11,480        | 11,470        | 11,434        | 11,249        | 11,213        | 11,319        | 11,130        | 11,039         | 11,186        | 10,386        |
| Nondurable goods.....                           | 7,838         | 7,868             | 7,876         | 7,886         | 7,984         | 8,042         | 8,068         | 8,099         | 8,142         | 7,910         | 7,939         | 7,776         | 7,735          | 7,896         | 7,645         |
| <i>Durable goods</i>                            |               |                   |               |               |               |               |               |               |               |               |               |               |                |               |               |
| Ordnance and accessories.....                   | 285.2         | 283.0             | 281.4         | 277.5         | 271.3         | 270.6         | 266.4         | 263.0         | 259.1         | 256.4         | 254.9         | 251.8         | 247.8          | 255.8         | 226.0         |
| Ammunition, except for small arms.....          | 210.2         | 209.0             | 207.8         | 204.4         | 198.6         | 199.6         | 196.8         | 195.0         | 191.7         | 189.5         | 189.2         | 188.3         | 187.3          | 190.7         | 172.7         |
| Sighting and fire control equipment.....        | 15.8          | 15.4              | 15.0          | 15.0          | 14.8          | 14.8          | 14.7          | 14.7          | 14.6          | 14.1          | 13.7          | 13.5          | 14.1           | 12.4          | 12.4          |
| Other ordnance and accessories.....             | 59.0          | 58.2              | 58.2          | 58.1          | 57.7          | 56.2          | 54.8          | 53.3          | 52.7          | 52.3          | 51.6          | 49.8          | 47.0           | 51.0          | 40.9          |
| Lumber and wood products, except furniture..... | 591.4         | 587.5             | 585.2         | 585.9         | 593.2         | 608.9         | 618.5         | 630.6         | 649.9         | 648.5         | 653.5         | 626.4         | 617.6          | 621.8         | 610.1         |
| Logging camps and logging contractors.....      | 89.9          | 89.9              | 92.1          | 92.8          | 93.9          | 100.9         | 102.6         | 103.6         | 106.7         | 106.2         | 106.6         | 94.8          | 88.5           | 96.0          | 89.0          |
| Sawmills and planing mills.....                 | 237.3         | 235.3             | 234.6         | 234.4         | 236.1         | 240.7         | 244.4         | 250.5         | 257.4         | 256.5         | 259.0         | 251.3         | 251.3          | 249.0         | 250.8         |
| Millwork, plywood, and related products.....    | 150.2         | 149.4             | 147.4         | 147.7         | 151.8         | 155.3         | 159.8         | 164.5         | 171.4         | 172.5         | 173.1         | 167.6         | 166.5          | 164.3         | 162.7         |
| Wooden containers.....                          | 35.7          | 35.6              | 35.6          | 35.8          | 35.3          | 35.0          | 35.0          | 35.1          | 36.5          | 36.1          | 36.9          | 36.3          | 35.4           | 35.4          | 34.4          |
| Miscellaneous wood products.....                | 77.3          | 77.3              | 75.5          | 75.2          | 76.1          | 77.0          | 76.7          | 76.9          | 77.9          | 77.2          | 77.9          | 76.4          | 75.9           | 76.3          | 73.2          |
| Furniture and fixtures.....                     | 446.6         | 450.8             | 453.8         | 456.4         | 465.7         | 468.3         | 467.0         | 465.6         | 466.5         | 451.9         | 458.4         | 450.5         | 447.2          | 456.2         | 429.1         |
| Household furniture.....                        | 319.4         | 321.7             | 324.7         | 326.1         | 334.1         | 336.7         | 336.0         | 335.2         | 335.1         | 325.9         | 330.3         | 326.2         | 326.0          | 329.5         | 309.7         |
| Office furniture.....                           | 35.1          | 35.2              | 35.3          | 35.2          | 34.8          | 34.2          | 33.8          | 33.7          | 33.5          | 32.2          | 32.2          | 29.9          | 32.8           | 29.6          | 29.6          |
| Partitions; office and store fixtures.....      | 46.4          | 46.4              | 46.3          | 46.9          | 47.1          | 47.3          | 47.0          | 47.3          | 48.6          | 47.2          | 45.1          | 44.8          | 46.1           | 43.2          | 43.2          |
| Other furniture and fixtures.....               | 46.4          | 47.6              | 47.6          | 48.1          | 49.3          | 49.5          | 49.8          | 49.3          | 49.1          | 46.0          | 48.7          | 47.0          | 46.5           | 47.8          | 46.6          |
| Stone, clay, and glass products.....            | 621.0         | 613.4             | 608.5         | 612.7         | 625.8         | 639.3         | 644.3         | 653.4         | 661.3         | 661.6         | 658.4         | 647.8         | 641.7          | 641.3         | 627.4         |
| Flat glass.....                                 | 32.4          | 31.9              | 31.9          | 32.6          | 32.8          | 32.8          | 32.4          | 32.2          | 32.3          | 32.4          | 32.9          | 33.1          | 33.2           | 32.8          | 32.3          |
| Glass and glassware, pressed or blown.....      | 122.9         | 121.8             | 121.6         | 122.3         | 124.8         | 124.3         | 125.9         | 126.3         | 125.2         | 125.6         | 123.1         | 120.3         | 122.6          | 115.4         | 115.4         |
| Cement, hydraulic.....                          | 36.6          | 35.2              | 34.6          | 35.1          | 36.2          | 37.8          | 38.3          | 39.0          | 39.7          | 39.6          | 39.4          | 37.7          | 37.1           | 37.6          | 38.0          |
| Structural clay products.....                   | 64.2          | 62.9              | 61.8          | 62.0          | 64.9          | 66.6          | 67.9          | 69.5          | 71.5          | 72.7          | 72.5          | 71.1          | 69.8           | 69.1          | 69.2          |
| Pottery and related products.....               | 42.3          | 42.6              | 42.6          | 42.3          | 42.8          | 43.9          | 44.0          | 44.2          | 43.5          | 42.2          | 43.7          | 43.3          | 43.8           | 43.4          | 43.4          |
| Concrete, gypsum, and plaster products.....     | 170.7         | 165.4             | 162.3         | 164.4         | 170.3         | 176.5         | 180.2         | 184.2         | 187.7         | 189.4         | 188.4         | 183.1         | 180.5          | 179.1         | 177.9         |
| Other stone and mineral products.....           | 128.9         | 130.1             | 129.9         | 129.6         | 130.9         | 132.2         | 132.9         | 134.1         | 136.3         | 136.3         | 132.1         | 132.1         | 132.7          | 132.5         | 129.2         |
| Primary metal industries.....                   | 1,298.0       | 1,308.8           | 1,317.5       | 1,327.6       | 1,326.7       | 1,328.6       | 1,332.2       | 1,344.9       | 1,351.8       | 1,353.4       | 1,355.7       | 1,329.6       | 1,321.7        | 1,326.4       | 1,295.6       |
| Blast furnace and basic steel products.....     | 629.0         | 633.3             | 633.5         | 637.6         | 638.0         | 643.3         | 649.4         | 659.7         | 669.8         | 676.9         | 673.4         | 656.4         | 649.1          | 649.2         | 656.8         |
| Iron and steel foundries.....                   | 226.9         | 229.2             | 234.8         | 239.0         | 236.7         | 236.7         | 236.4         | 236.6         | 237.8         | 236.7         | 239.1         | 235.8         | 235.9          | 236.0         | 226.2         |
| Nonferrous smelting and refining.....           | 81.4          | 80.6              | 80.2          | 80.1          | 79.6          | 78.5          | 77.9          | 78.5          | 78.6          | 79.2          | 78.6          | 76.8          | 76.2           | 77.6          | 73.8          |
| Nonferrous rolling, drawing, and extruding..... | 205.1         | 208.1             | 209.9         | 211.0         | 212.1         | 211.3         | 211.4         | 212.0         | 209.2         | 206.5         | 207.0         | 205.9         | 205.8          | 207.7         | 194.4         |
| Nonferrous foundries.....                       | 85.2          | 87.0              | 88.2          | 88.6          | 89.0          | 87.8          | 87.4          | 88.5          | 87.9          | 85.7          | 88.0          | 86.3          | 86.3           | 86.8          | 80.5          |
| Miscellaneous primary metal industries.....     | 70.4          | 70.6              | 70.9          | 71.3          | 71.3          | 70.7          | 69.7          | 69.6          | 68.5          | 68.4          | 69.6          | 68.4          | 68.4           | 69.1          | 64.0          |
| Fabricated metal products.....                  | 1,352.6       | 1,355.1           | 1,362.0       | 1,367.9       | 1,382.8       | 1,387.5       | 1,379.7       | 1,372.5       | 1,360.9       | 1,339.2       | 1,360.8       | 1,340.7       | 1,337.0        | 1,351.5       | 1,268.3       |
| Metal cans.....                                 | 63.6          | 62.9              | 61.8          | 60.9          | 61.5          | 61.8          | 62.0          | 64.0          | 65.9          | 66.0          | 65.2          | 63.5          | 62.1           | 62.8          | 60.4          |
| Cutlery, hand tools, and general hardware.....  | 158.3         | 159.4             | 163.3         | 164.8         | 166.6         | 166.5         | 165.7         | 164.4         | 160.3         | 155.3         | 161.2         | 160.7         | 163.4          | 162.5         | 155.3         |
| Heating equipment and plumbing fixtures.....    | 76.7          | 76.9              | 76.6          | 77.6          | 78.7          | 79.3          | 79.6          | 79.9          | 80.1          | 78.1          | 79.9          | 80.2          | 79.4           | 79.5          | 78.7          |
| Fabricated structural metal products.....       | 396.1         | 393.4             | 394.4         | 395.6         | 401.6         | 404.5         | 405.5         | 408.9         | 411.2         | 406.6         | 394.4         | 390.4         | 390.0          | 399.0         | 375.5         |
| Screw machine products, bolts, etc.....         | 113.6         | 115.1             | 115.2         | 114.9         | 114.5         | 112.7         | 110.8         | 109.3         | 108.1         | 107.2         | 108.0         | 105.9         | 105.6          | 107.8         | 97.8          |
| Metal stampings.....                            | 239.4         | 240.4             | 244.4         | 247.3         | 251.2         | 252.1         | 249.0         | 241.9         | 231.1         | 221.5         | 234.5         | 235.9         | 236.8          | 238.4         | 221.3         |
| Coating, engraving, and allied services.....    |               |                   |               |               |               |               |               |               |               |               |               |               |                |               |               |

TABLE A-9. Employees in nonagricultural establishments, by industry<sup>1</sup>—Continued

[In thousands]

| Industry                                             | 1967              |                   |         |         |         | 1966    |         |         |         |         |         |         |         | Annual average |         |
|------------------------------------------------------|-------------------|-------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|----------------|---------|
|                                                      | Apr. <sup>2</sup> | Mar. <sup>2</sup> | Feb.    | Jan.    | Dec.    | Nov.    | Oct.    | Sept.   | Aug.    | July    | June    | May     | Apr.    | 1966           | 1965    |
| <b>Manufacturing—Continued</b>                       |                   |                   |         |         |         |         |         |         |         |         |         |         |         |                |         |
| <i>Durable goods—Continued</i>                       |                   |                   |         |         |         |         |         |         |         |         |         |         |         |                |         |
| Machinery.....                                       | 1,941.8           | 1,943.9           | 1,939.0 | 1,936.7 | 1,926.9 | 1,899.9 | 1,897.1 | 1,895.3 | 1,891.1 | 1,887.5 | 1,882.0 | 1,855.2 | 1,841.7 | 1,867.7        | 1,725.8 |
| Engines and turbines.....                            | 101.2             | 101.4             | 100.1   | 101.2   | 94.5    | 88.4    | 98.6    | 99.7    | 99.1    | 98.4    | 94.7    | 96.3    | 95.2    | 95.5           | 90.1    |
| Farm machinery and equipment.....                    | 156.6             | 154.5             | 152.4   | 149.8   | 145.6   | 143.8   | 143.9   | 143.9   | 143.9   | 145.2   | 148.2   | 147.5   | 147.9   | 146.0          | 135.2   |
| Construction and related machinery.....              | 276.1             | 276.1             | 275.9   | 277.3   | 279.0   | 277.3   | 277.5   | 279.2   | 279.2   | 281.4   | 279.2   | 274.2   | 270.8   | 274.4          | 255.3   |
| Metalworking machinery and equipment.....            | 347.4             | 347.9             | 347.2   | 346.0   | 343.9   | 340.0   | 337.4   | 338.8   | 334.5   | 334.8   | 335.1   | 329.2   | 327.8   | 332.2          | 304.5   |
| Special industry machinery.....                      | 203.5             | 204.6             | 204.9   | 205.1   | 205.0   | 203.9   | 203.7   | 204.0   | 203.3   | 203.0   | 202.9   | 199.5   | 198.1   | 201.6          | 192.1   |
| General industrial machinery.....                    | 286.6             | 283.7             | 284.4   | 287.8   | 287.2   | 284.5   | 282.3   | 281.0   | 280.8   | 280.5   | 279.6   | 275.0   | 273.1   | 278.0          | 259.0   |
| Office, computing, and accounting machines.....      | 228.4             | 230.1             | 229.1   | 227.4   | 226.3   | 223.7   | 220.7   | 218.6   | 217.3   | 214.8   | 213.1   | 210.2   | 208.4   | 213.8          | 189.5   |
| Service industry machines.....                       | 118.7             | 119.1             | 118.3   | 117.9   | 118.8   | 117.0   | 115.8   | 115.6   | 118.7   | 117.0   | 118.0   | 116.4   | 115.0   | 115.7          | 112.7   |
| Miscellaneous machinery.....                         | 224.2             | 224.4             | 223.8   | 221.6   | 222.4   | 219.5   | 217.3   | 214.5   | 214.3   | 212.4   | 211.2   | 206.9   | 205.4   | 210.4          | 187.5   |
| Electrical equipment and supplies.....               | 1,921.5           | 1,945.7           | 1,960.9 | 1,969.8 | 1,978.9 | 1,980.9 | 1,981.5 | 1,958.0 | 1,939.6 | 1,887.8 | 1,898.4 | 1,858.1 | 1,842.8 | 1,892.9        | 1,658.1 |
| Electric distribution equipment.....                 | 197.2             | 199.0             | 198.6   | 198.8   | 198.8   | 197.2   | 198.9   | 198.0   | 198.2   | 195.0   | 193.4   | 187.1   | 185.6   | 191.6          | 170.5   |
| Electric industrial apparatus.....                   | 221.2             | 223.3             | 224.7   | 225.3   | 219.9   | 216.9   | 220.6   | 218.7   | 219.8   | 216.6   | 215.8   | 206.9   | 208.8   | 213.1          | 191.9   |
| Household appliances.....                            | 175.4             | 179.5             | 182.6   | 185.6   | 192.9   | 190.1   | 192.9   | 187.5   | 184.1   | 173.4   | 181.6   | 184.1   | 181.7   | 182.3          | 166.6   |
| Electric lighting and wiring equipment.....          | 190.2             | 189.2             | 191.7   | 193.9   | 194.6   | 193.6   | 195.4   | 194.7   | 192.8   | 190.1   | 193.4   | 190.6   | 188.7   | 190.6          | 172.3   |
| Radio and TV receiving sets.....                     | 177.5             | 181.8             | 188.7   | 192.5   | 195.4   | 191.5   | 185.1   | 187.1   | 177.1   | 163.4   | 162.9   | 154.6   | 153.2   | 169.4          | 135.1   |
| Communication equipment.....                         | 494.4             | 494.9             | 491.4   | 478.8   | 477.0   | 485.5   | 480.9   | 478.3   | 476.6   | 468.4   | 465.8   | 458.3   | 454.2   | 464.9          | 416.8   |
| Electronic components and accessories.....           | 366.9             | 372.9             | 379.5   | 386.4   | 389.0   | 388.9   | 389.1   | 384.9   | 384.4   | 376.4   | 379.8   | 371.1   | 366.6   | 374.2          | 304.9   |
| Miscellaneous electrical equipment and supplies..... | 110.1             | 109.4             | 110.6   | 112.3   | 114.2   | 113.3   | 112.2   | 110.8   | 106.6   | 104.5   | 105.7   | 105.4   | 104.0   | 106.9          | 100.1   |
| Transportation equipment.....                        | 1,912.2           | 1,930.2           | 1,942.7 | 1,947.6 | 1,991.0 | 1,989.2 | 1,974.4 | 1,953.2 | 1,777.9 | 1,865.3 | 1,921.1 | 1,910.2 | 1,894.7 | 1,905.8        | 1,737.9 |
| Motor vehicles and equipment.....                    | 813.0             | 836.9             | 849.1   | 858.5   | 891.6   | 898.1   | 891.4   | 881.9   | 712.1   | 807.7   | 881.2   | 884.3   | 877.8   | 862.7          | 843.4   |
| Aircraft and parts.....                              | 815.1             | 814.9             | 810.8   | 810.8   | 815.5   | 808.6   | 794.6   | 786.6   | 776.2   | 767.2   | 748.6   | 735.6   | 726.6   | 755.6          | 625.2   |
| Ship and boat building and repairing.....            | 168.7             | 165.7             | 170.7   | 169.9   | 170.6   | 165.7   | 170.8   | 166.7   | 171.3   | 173.1   | 170.9   | 171.9   | 173.2   | 171.7          | 158.8   |
| Railroad equipment.....                              | 57.2              | 58.8              | 60.2    | 61.7    | 61.6    | 61.6    | 60.8    | 61.0    | 60.3    | 59.1    | 60.0    | 59.7    | 59.2    | 59.7           | 55.7    |
| Other transportation equipment.....                  | 55.5              | 53.3              | 48.2    | 51.6    | 55.2    | 56.8    | 56.8    | 58.0    | 58.0    | 58.2    | 60.4    | 58.7    | 57.9    | 56.1           | 54.9    |
| Instruments and related products.....                | 446.4             | 447.2             | 446.1   | 444.7   | 445.4   | 440.9   | 439.5   | 434.6   | 434.0   | 429.3   | 428.8   | 421.4   | 416.0   | 426.5          | 386.8   |
| Engineering and scientific instruments.....          | 77.8              | 77.6              | 76.9    | 76.6    | 76.6    | 76.0    | 75.2    | 73.8    | 74.1    | 73.4    | 73.0    | 73.1    | 71.9    | 73.6           | 69.8    |
| Mechanical measuring and control devices.....        | 105.6             | 106.0             | 106.2   | 107.3   | 108.0   | 107.8   | 107.6   | 107.4   | 107.3   | 107.1   | 106.6   | 103.9   | 103.3   | 105.2          | 98.4    |
| Optical and ophthalmic goods.....                    | 50.5              | 50.9              | 50.6    | 50.6    | 50.6    | 50.7    | 50.0    | 49.6    | 49.1    | 47.6    | 48.6    | 48.8    | 48.7    | 48.9           | 45.4    |
| Ophthalmic goods.....                                | 34.1              | 34.0              | 33.8    | 33.8    | 33.8    | 34.1    | 33.6    | 33.3    | 33.3    | 32.5    | 33.4    | 33.4    | 33.5    | 33.3           | 31.0    |
| Surgical, medical, and dental equipment.....         | 69.9              | 69.4              | 68.5    | 67.9    | 68.1    | 67.5    | 66.9    | 66.2    | 65.4    | 65.4    | 65.1    | 63.8    | 63.1    | 64.7           | 57.2    |
| Photographic equipment and supplies.....             | 101.6             | 101.7             | 101.3   | 102.0   | 101.4   | 100.8   | 99.1    | 100.2   | 99.0    | 97.9    | 95.2    | 93.8    | 97.0    | 84.1           | 81.1    |
| Watches and clocks.....                              | 41.5              | 41.5              | 40.7    | 40.1    | 37.5    | 39.0    | 38.5    | 37.9    | 36.8    | 37.6    | 36.6    | 35.2    | 37.1    | 31.9           | 31.9    |
| Miscellaneous manufacturing industries.....          | 432.9             | 425.0             | 422.8   | 420.0   | 438.7   | 466.3   | 469.8   | 463.2   | 456.6   | 431.9   | 447.2   | 438.5   | 430.9   | 440.2          | 421.2   |
| Jewelry, silverware, and plated ware.....            | 50.4              | 50.6              | 50.1    | 50.1    | 50.6    | 50.7    | 50.1    | 48.9    | 48.7    | 45.3    | 48.6    | 48.4    | 48.5    | 48.4           | 45.5    |
| Toys, amusement, and sporting goods.....             | 107.7             | 104.4             | 102.0   | 115.5   | 138.0   | 141.4   | 138.6   | 132.2   | 121.5   | 125.7   | 123.3   | 114.9   | 121.8   | 118.0          | 118.0   |
| Pens, pencils, office and art materials.....         | 35.9              | 36.0              | 35.7    | 36.2    | 36.4    | 36.4    | 36.4    | 36.5    | 36.1    | 36.2    | 35.5    | 35.4    | 35.7    | 35.7           | 33.6    |
| Costume jewelry, buttons, and notions.....           | 56.0              | 56.7              | 56.0    | 57.8    | 59.6    | 59.7    | 58.7    | 58.7    | 59.6    | 54.8    | 58.6    | 57.5    | 57.0    | 57.5           | 56.0    |
| Other manufacturing industries.....                  | 174.7             | 174.8             | 175.6   | 176.2   | 178.6   | 181.6   | 182.2   | 180.6   | 179.6   | 174.2   | 178.1   | 175.8   | 175.1   | 176.8          | 168.1   |
| Musical instruments and parts.....                   | 26.6              | 27.4              | 27.1    | 27.9    | 27.8    | 27.8    | 27.8    | 27.2    | 27.2    | 26.8    | 26.6    | 26.6    | 26.5    | 27.0           | 24.6    |
| <i>Nondurable goods</i>                              |                   |                   |         |         |         |         |         |         |         |         |         |         |         |                |         |
| Food and kindred products.....                       | 1,690.4           | 1,692.6           | 1,689.5 | 1,706.9 | 1,760.8 | 1,801.9 | 1,838.0 | 1,881.0 | 1,897.1 | 1,806.8 | 1,751.4 | 1,683.5 | 1,676.0 | 1,760.8        | 1,752.0 |
| Meat products.....                                   | 314.5             | 318.2             | 318.6   | 321.4   | 329.2   | 330.9   | 330.0   | 327.9   | 329.7   | 326.8   | 319.9   | 311.3   | 307.3   | 320.0          | 317.3   |
| Dairy products.....                                  | 273.1             | 270.4             | 269.0   | 269.7   | 271.3   | 272.2   | 275.2   | 279.8   | 289.0   | 291.1   | 288.1   | 279.8   | 278.1   | 279.3          | 286.3   |
| Canned and preserved food, except meats.....         | 232.4             | 229.9             | 234.9   | 254.5   | 285.2   | 323.9   | 380.5   | 381.9   | 304.9   | 256.1   | 227.4   | 230.4   | 276.7   | 260.6          | 260.6   |
| Grain mill products.....                             | 123.1             | 123.1             | 122.5   | 122.8   | 123.1   | 121.7   | 124.4   | 125.5   | 127.1   | 128.0   | 127.0   | 122.5   | 120.9   | 123.8          | 125.6   |
| Bakery products.....                                 | 282.9             | 284.6             | 283.8   | 282.7   | 284.4   | 285.2   | 282.3   | 281.9   | 285.3   | 275.5   | 279.1   | 278.9   | 281.4   | 286.4          | 286.4   |
| Sugar.....                                           | 30.2              | 33.3              | 39.9    | 45.6    | 52.0    | 49.2    | 33.8    | 30.6    | 30.4    | 30.0    | 30.6    | 30.9    | 36.7    | 36.3           | 36.3    |
| Confectionery and related products.....              | 71.3              | 72.4              | 73.9    | 75.1    | 84.7    | 84.0    | 80.2    | 77.8    | 75.5    | 69.5    | 71.2    | 70.0    | 69.6    | 75.7           | 76.5    |
| Beverages.....                                       | 226.8             | 223.7             | 220.7   | 221.7   | 226.0   | 228.3   | 230.8   | 233.6   | 238.7   | 241.2   | 234.8   | 225.1   | 221.7   | 227.0          | 220.9   |
| Miscellaneous food and kindred products.....         | 137.6             | 137.6             | 137.8   | 138.7   | 142.0   | 142.4   | 142.0   | 140.2   | 139.3   | 139.4   | 139.1   | 137.7   | 138.2   | 140.2          | 142.1   |
| Tobacco manufactures.....                            | 75.3              | 77.1              | 81.4    | 88.3    | 92.1    | 91.5    | 94.8    | 94.8    | 88.2    | 73.8    | 74.8    | 73.8    | 75.6    | 83.7           | 86.6    |
| Cigarettes.....                                      | 39.9              | 39.7              | 39.8    | 39.8    | 39.8    | 39.7    | 39.5    | 39.8    | 40.0    | 39.7    | 39.4    | 38.7    | 38.6    | 39.1           | 38.6    |
| Cigars.....                                          | 22.1              | 22.2              | 21.9    | 22.2    | 22.2    | 22.3    | 22.4    | 22.2    | 22.0    | 21.0    | 22.7    | 22.7    | 22.6    | 22.3           | 24.3    |
| Textile mill products.....                           | 933.0             | 935.8             | 933.7   | 939.2   | 948.3   | 955.3   | 958.1   | 959.7   | 965.4   | 947.5   | 964.9   | 951.8   | 947.6   | 950.7          | 921.3   |
| Cotton broad woven fabrics.....                      | 236.4             | 237.9             | 237.3   | 240.1   | 240.6   | 240.1   | 238.9   | 238.3   | 238.5   | 238.3   | 239.3   | 235.8   | 235.0   | 237.3          | 229.2   |
| Silk and synthetic broad woven fabrics.....          | 93.2              | 93.7              | 94.4    | 95.2    | 95.9    | 95.7    | 95.8    | 96.2    | 96.7    | 95.9    | 96.2    | 94.9    | 94.8    | 95.4           | 91.9    |
| Weaving and finishing broad woolens.....             | 43.3              | 43.0              | 43.0    | 42.7    | 42.1    | 42.0    | 42.6    | 43.8    | 45.0    | 45.4    | 45.5    | 45.2    | 44.8    | 44.2           | 44.2    |
| Narrow fabrics and smallwares.....                   | 32.0              | 32.1              | 32.3    | 32.5    | 32.7    | 32.6    | 32.3    | 32.0    | 31.8    | 30.6    | 31.8    | 31.4    | 31.3    | 31.6           | 29.4    |
| Knitting.....                                        | 226.3             | 224.5             | 220.8   | 219.8   | 226.1   | 233.8   | 237.6   | 238.8   | 241.7   | 234.1   | 241.8   | 235.1   | 235.8   | 234.2          | 228.9   |
| Finishing textiles, except wool and knit.....        | 75.4              | 76.0              | 75.8    | 76.1    | 76.7    | 76.5    | 75.8    | 75.9    | 76.4    | 75.9    | 77.0    | 76.2    | 75.9    | 76.0           | 75.9    |
| Floor covering.....                                  | 112.1             | 112.6             | 113.5   | 114.9   | 115.5   | 115.5   | 116.1   | 116.5   | 117.9   | 114.4   | 116.7   | 114.6   | 113.8   | 115.1          | 109.0   |
| Yarn and thread.....                                 | 73.0              | 74.1              | 74.2    | 75.0    | 75.4    | 75.7    | 75.5    | 75.1    | 74.8    | 73.1    | 75.3    | 74.2    | 74.8    | 74.9           | 71.9    |
| Miscellaneous textile goods.....                     | 73.0              | 74.1              | 74.2    | 75.0    | 75.4    | 75.7    | 75.5    | 75.1    | 74.8    | 73.1    | 75.3    | 74.2    | 74.8    | 74.9           | 71.9    |

See footnotes at end of table.

TABLE A-9. Employees in nonagricultural establishments, by industry<sup>1</sup>—Continued

[In thousands]

| Industry                                        | 1967              |                   |         |         | 1966    |         |         |         |         |         |         |         | Annual average |         |         |
|-------------------------------------------------|-------------------|-------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|----------------|---------|---------|
|                                                 | Apr. <sup>2</sup> | Mar. <sup>2</sup> | Feb.    | Jan.    | Dec.    | Nov.    | Oct.    | Sept.   | Aug.    | July    | June    | May     | Apr.           | 1966    | 1965    |
| <b>Manufacturing—Continued</b>                  |                   |                   |         |         |         |         |         |         |         |         |         |         |                |         |         |
| <i>Nondurable goods—Continued</i>               |                   |                   |         |         |         |         |         |         |         |         |         |         |                |         |         |
| Apparel and related products.....               | 1,367.6           | 1,393.0           | 1,405.8 | 1,389.8 | 1,402.1 | 1,418.9 | 1,420.7 | 1,414.2 | 1,422.2 | 1,353.1 | 1,414.4 | 1,396.9 | 1,380.4        | 1,395.6 | 1,353.6 |
| Men's and boys' suits and coats.....            | 119.4             | 120.1             | 120.6   | 120.9   | 121.9   | 120.6   | 120.0   | 120.7   | 120.7   | 115.3   | 123.5   | 122.4   | 120.4          | 120.6   | 118.6   |
| Men's and boys' furnishings.....                | 362.7             | 362.8             | 363.3   | 364.6   | 365.5   | 367.5   | 369.2   | 370.4   | 373.1   | 360.5   | 373.2   | 368.4   | 365.4          | 366.3   | 350.7   |
| Women's, misses', and juniors' outerwear.....   | 413.5             | 432.8             | 439.5   | 426.2   | 425.2   | 430.2   | 430.6   | 428.9   | 434.6   | 412.9   | 431.0   | 428.3   | 419.8          | 426.3   | 418.8   |
| Women's and children's undergarments.....       | 127.2             | 127.9             | 128.4   | 127.1   | 129.7   | 132.1   | 131.7   | 130.0   | 128.8   | 120.4   | 126.9   | 124.9   | 124.8          | 126.3   | 121.0   |
| Hats, caps, and millinery.....                  | 27.8              | 27.8              | 29.2    | 28.9    | 28.3    | 27.2    | 28.2    | 28.4    | 29.2    | 27.0    | 27.2    | 24.9    | 26.1           | 28.0    | 29.0    |
| Girls' and children's outerwear.....            | 79.2              | 77.7              | 81.0    | 79.5    | 78.5    | 80.4    | 80.4    | 80.3    | 82.3    | 81.5    | 83.6    | 80.5    | 78.1           | 80.4    | 78.4    |
| Fur goods and miscellaneous apparel.....        | 76.2              | 76.2              | 76.5    | 74.8    | 78.8    | 82.6    | 83.7    | 82.0    | 82.4    | 76.8    | 79.8    | 77.9    | 77.9           | 78.6    | 76.0    |
| Miscellaneous fabricated textile products.....  | 166.6             | 167.7             | 167.3   | 167.8   | 174.2   | 178.3   | 176.9   | 173.5   | 171.1   | 158.7   | 169.2   | 169.6   | 167.9          | 169.2   | 161.2   |
| Paper and allied products.....                  | 680.4             | 680.7             | 678.3   | 678.2   | 684.2   | 684.6   | 679.5   | 677.1   | 683.8   | 678.2   | 679.0   | 661.4   | 659.4          | 670.7   | 640.0   |
| Paper and pulp.....                             | 220.5             | 219.9             | 219.4   | 215.9   | 220.3   | 220.0   | 218.9   | 219.7   | 223.5   | 225.1   | 223.2   | 216.8   | 215.7          | 218.8   | 213.0   |
| Paperboard.....                                 | 70.8              | 71.3              | 71.3    | 71.5    | 71.0    | 70.3    | 69.5    | 69.7    | 70.3    | 69.5    | 69.4    | 68.4    | 68.0           | 69.3    | 67.3    |
| Converted paper and paperboard products.....    | 175.6             | 175.7             | 174.4   | 173.8   | 175.7   | 176.0   | 175.0   | 173.7   | 175.3   | 171.4   | 172.3   | 167.0   | 167.6          | 170.7   | 159.3   |
| Paperboard containers and boxes.....            | 213.5             | 213.8             | 213.2   | 214.0   | 217.2   | 218.3   | 216.1   | 214.0   | 214.7   | 212.2   | 214.1   | 209.2   | 208.1          | 211.9   | 200.4   |
| Printing, publishing and allied industries..... | 1,063.0           | 1,064.1           | 1,057.0 | 1,051.2 | 1,054.8 | 1,047.9 | 1,044.0 | 1,038.2 | 1,035.1 | 1,030.4 | 1,026.8 | 1,015.3 | 1,014.6        | 1,026.2 | 981.0   |
| Newspaper publishing and printing.....          | 362.8             | 361.6             | 359.9   | 358.3   | 361.2   | 359.5   | 358.4   | 356.8   | 353.3   | 354.1   | 353.7   | 350.7   | 352.3          | 358.8   | 345.6   |
| Periodical publishing and printing.....         | 75.4              | 75.0              | 74.6    | 74.6    | 74.2    | 74.0    | 73.5    | 73.9    | 73.3    | 72.6    | 72.2    | 71.9    | 71.9           | 70.1    | 70.1    |
| Books.....                                      | 96.5              | 95.2              | 93.4    | 92.1    | 90.1    | 89.8    | 89.1    | 90.8    | 89.9    | 88.8    | 87.4    | 87.1    | 87.1           | 88.4    | 81.1    |
| Commercial printing.....                        | 336.3             | 338.8             | 335.3   | 334.9   | 335.2   | 333.3   | 332.6   | 330.5   | 327.3   | 325.5   | 326.7   | 323.9   | 322.5          | 324.2   | 310.5   |
| Bookbinding and related industries.....         | 56.3              | 56.9              | 56.1    | 55.8    | 56.3    | 56.2    | 55.9    | 56.5    | 57.9    | 56.5    | 55.5    | 53.5    | 53.6           | 56.9    | 51.2    |
| Other publishing and printing industries.....   | 134.8             | 134.9             | 135.5   | 134.2   | 135.4   | 134.6   | 133.3   | 131.8   | 131.9   | 131.1   | 129.5   | 127.6   | 127.2          | 130.0   | 122.6   |
| Chemicals and allied products.....              | 983.7             | 976.7             | 973.0   | 970.6   | 969.1   | 968.0   | 965.4   | 968.2   | 976.9   | 970.3   | 964.5   | 948.6   | 944.0          | 954.4   | 906.4   |
| Industrial chemicals.....                       | 307.1             | 306.3             | 305.5   | 304.9   | 304.0   | 303.6   | 301.2   | 304.5   | 307.2   | 305.5   | 302.8   | 296.7   | 296.1          | 300.1   | 289.7   |
| Plastics materials and synthetics.....          | 203.7             | 202.9             | 206.5   | 208.6   | 210.1   | 209.9   | 209.8   | 212.2   | 215.1   | 214.1   | 210.8   | 205.8   | 205.2          | 208.5   | 194.5   |
| Drugs.....                                      | 132.5             | 132.2             | 131.5   | 131.8   | 130.5   | 129.8   | 128.9   | 128.5   | 130.8   | 130.1   | 127.5   | 124.6   | 123.8          | 126.9   | 118.1   |
| Soap, cleaners, and toilet goods.....           | 108.9             | 108.9             | 107.9   | 108.2   | 110.4   | 111.0   | 112.2   | 111.5   | 111.2   | 109.0   | 109.5   | 107.1   | 107.2          | 107.8   | 105.0   |
| Paints, varnishes, and allied products.....     | 67.0              | 66.8              | 66.4    | 66.1    | 66.0    | 66.5    | 66.6    | 67.2    | 68.9    | 68.6    | 68.2    | 66.7    | 66.0           | 66.0    | 66.0    |
| Agricultural chemicals.....                     | 64.3              | 61.0              | 57.2    | 54.5    | 52.7    | 52.2    | 52.5    | 50.7    | 50.7    | 50.6    | 55.1    | 60.3    | 64.1           | 54.6    | 53.2    |
| Other chemical products.....                    | 100.2             | 98.6              | 98.0    | 96.5    | 95.4    | 95.0    | 94.2    | 93.6    | 93.0    | 92.4    | 90.6    | 87.4    | 86.1           | 89.8    | 80.0    |
| Petroleum refining and related industries.....  | 181.1             | 179.2             | 178.8   | 178.4   | 180.3   | 182.0   | 182.8   | 185.4   | 188.2   | 190.1   | 186.4   | 182.9   | 180.6          | 182.8   | 182.0   |
| Petroleum refining.....                         | 146.7             | 146.2             | 146.0   | 145.8   | 146.6   | 146.8   | 146.8   | 148.1   | 149.8   | 151.6   | 148.5   | 146.6   | 145.8          | 147.2   | 147.5   |
| Other petroleum and coal products.....          | 34.4              | 33.0              | 32.8    | 32.6    | 33.7    | 35.2    | 35.9    | 37.3    | 38.4    | 38.5    | 37.9    | 36.5    | 34.8           | 35.6    | 34.5    |
| Rubber and miscellaneous plastic products.....  | 522.9             | 523.8             | 527.2   | 532.3   | 536.6   | 534.7   | 529.3   | 523.2   | 520.5   | 509.6   | 514.2   | 505.4   | 502.0          | 513.4   | 471.5   |
| Tires and inner tubes.....                      | 109.9             | 110.1             | 109.7   | 109.9   | 110.4   | 110.2   | 109.2   | 108.8   | 109.3   | 109.1   | 107.9   | 106.6   | 105.1          | 107.6   | 101.8   |
| Other rubber products.....                      | 178.9             | 180.3             | 184.1   | 187.6   | 187.5   | 185.2   | 183.5   | 182.7   | 180.9   | 177.9   | 180.9   | 179.7   | 177.9          | 180.9   | 172.4   |
| Miscellaneous plastic products.....             | 234.1             | 233.4             | 233.4   | 234.8   | 238.7   | 239.3   | 236.6   | 231.7   | 230.3   | 222.6   | 225.4   | 219.1   | 219.0          | 224.9   | 197.4   |
| Leather and leather products.....               | 340.4             | 345.0             | 351.2   | 350.8   | 355.5   | 357.2   | 355.1   | 356.9   | 364.8   | 350.3   | 362.2   | 356.4   | 354.9          | 357.2   | 350.9   |
| Leather tanning and finishing.....              | 30.1              | 30.3              | 30.6    | 30.9    | 31.4    | 31.0    | 30.8    | 31.2    | 31.9    | 31.2    | 31.8    | 31.5    | 31.6           | 31.6    | 31.6    |
| Footwear, except rubber.....                    | 223.0             | 226.1             | 231.2   | 231.9   | 235.4   | 234.9   | 233.3   | 235.7   | 242.0   | 234.6   | 240.7   | 237.0   | 235.4          | 237.2   | 233.4   |
| Other leather products.....                     | 87.3              | 88.6              | 89.4    | 88.0    | 88.7    | 91.3    | 91.0    | 90.0    | 90.9    | 84.5    | 89.7    | 87.9    | 87.9           | 88.5    | 85.9    |
| Handbags and personal leather goods.....        | 35.1              | 36.3              | 36.3    | 35.6    | 36.1    | 37.8    | 37.7    | 36.7    | 37.0    | 33.3    | 36.0    | 34.6    | 35.0           | 35.9    | 35.4    |
| Transportation and public utilities.....        | 4,153             | 4,166             | 4,153   | 4,162   | 4,200   | 4,208   | 4,198   | 4,218   | 4,154   | 4,171   | 4,180   | 4,115   | 4,077          | 4,137   | 4,033   |
| Railroad transportation.....                    | 692.8             | 694.5             | 697.9   | 714.6   | 712.3   | 715.6   | 728.3   | 728.3   | 730.4   | 727.6   | 715.3   | 711.9   | 717.4          | 734.8   | 734.8   |
| Class I railroads <sup>3</sup> .....            | 602.2             | 603.7             | 607.8   | 619.5   | 620.5   | 623.7   | 628.4   | 636.2   | 638.4   | 635.2   | 623.6   | 619.6   | 624.9          | 640.1   | 640.1   |
| Local and interurban passenger transit.....     | 271.6             | 271.0             | 271.7   | 270.9   | 268.0   | 267.5   | 264.3   | 246.3   | 246.8   | 246.8   | 255.0   | 267.5   | 269.3          | 264.6   | 267.5   |
| Local and suburban transportation.....          | 80.8              | 80.8              | 80.9    | 80.9    | 80.5    | 81.4    | 81.0    | 79.6    | 79.9    | 79.9    | 80.4    | 80.8    | 80.7           | 82.1    | 82.1    |
| Taxicabs.....                                   | 110.4             | 110.4             | 110.4   | 109.6   | 107.3   | 105.8   | 104.5   | 104.0   | 104.5   | 105.6   | 105.4   | 108.8   | 107.5          | 109.1   | 109.1   |
| Intercity and rural bus lines.....              | 42.3              | 41.9              | 42.7    | 42.7    | 42.5    | 43.0    | 43.9    | 44.7    | 44.1    | 39.5    | 42.3    | 41.7    | 42.4           | 42.0    | 42.0    |
| Motor freight transportation and storage.....   | 999.3             | 994.3             | 999.5   | 1,030.8 | 1,045.4 | 1,045.5 | 1,045.7 | 1,030.8 | 1,030.7 | 1,025.5 | 989.9   | 973.8   | 1,008.5        | 963.2   | 963.2   |
| Public warehousing.....                         | 80.1              | 82.7              | 83.6    | 87.7    | 91.3    | 88.9    | 82.8    | 81.5    | 79.5    | 79.8    | 77.1    | 75.8    | 81.6           | 80.5    | 80.5    |
| Air transportation.....                         | 282.2             | 277.5             | 274.1   | 269.3   | 266.1   | 264.5   | 261.6   | 201.7   | 215.6   | 259.9   | 254.2   | 250.8   | 248.1          | 229.7   | 229.7   |
| Air transportation, common carriers.....        | 252.2             | 248.4             | 245.1   | 240.4   | 237.4   | 236.2   | 233.6   | 174.1   | 187.7   | 232.1   | 227.0   | 223.8   | 220.5          | 205.8   | 205.8   |
| Pipeline transportation.....                    | 18.2              | 18.1              | 18.2    | 18.3    | 18.4    | 18.5    | 18.9    | 19.4    | 19.4    | 19.3    | 18.7    | 18.6    | 18.8           | 18.9    | 19.5    |
| Other transportation.....                       | 313.6             | 314.3             | 321.5   | 319.2   | 322.6   | 315.5   | 326.7   | 325.5   | 330.9   | 320.4   | 329.9   | 319.3   | 320.5          | 312.7   | 312.7   |
| Communication.....                              | 953.8             | 950.0             | 946.2   | 943.6   | 942.8   | 937.3   | 938.8   | 949.0   | 944.9   | 928.7   | 911.4   | 906.6   | 923.8          | 880.4   | 880.4   |
| Telephone communication.....                    | 800.3             | 796.8             | 793.4   | 790.6   | 790.4   | 784.9   | 786.5   | 796.3   | 792.2   | 777.7   | 761.6   | 757.7   | 773.2          | 735.2   | 735.2   |
| Telegraph communication.....                    | 33.5              | 33.6              | 33.3    | 33.3    | 33.3    | 33.3    | 33.2    | 33.1    | 33.5    | 33.6    | 33.2    | 33.2    | 32.7           | 33.0    | 31.8    |
| Radio and television broadcasting.....          | 113.7             | 113.3             | 113.2   | 113.1   | 112.8   | 112.9   | 112.9   | 112.9   | 112.8   | 111.5   | 110.3   | 109.9   | 111.3          | 107.1   | 107.1   |
| Electric, gas, and sanitary services.....       | 634.6             | 632.9             | 632.8   | 632.9   | 632.0   | 633.2   | 641.4   | 652.7   | 652.4   | 643.6   | 627.7   | 624.6   | 634.6          | 625.3   | 625.3   |
| Electric companies and systems.....             | 258.5             | 257.9             | 257.9   | 257.4   | 257.4   | 257.6   | 260.3   | 264.6   | 263.9   | 261.0   | 254.8   | 254.6   | 257.6          | 253.4   | 253.4   |
| Gas companies and systems.....                  | 155.5             | 155.1             | 155.2   | 155.9   | 155.9   | 156.1   | 158.6   | 161.7   | 162.0   | 159.6   | 154.6   | 154.9   | 157.0          | 155.0   | 155.0   |
| Combined utility systems.....                   | 177.4             | 177.1             | 176.9   | 177.1   | 176.9   | 177.1   | 179.7   | 182.8   | 182.8   | 180.1   | 176.2   | 175.8   | 177.9          | 176.5   | 176.5   |
| Water, steam, and sanitary systems.....         | 43.2              | 42.8              | 42.8    | 42.5    | 41.8    | 42.4    | 42.8    | 43.6    | 43.7    | 42.9    | 42.1    | 41.8    | 42.2           | 40.5    | 40.5    |

See footnotes at end of table.

TABLE A-9. Employees in nonagricultural establishments, by industry<sup>1</sup>—Continued

| Industry                                         | 1967                                    |                   |                |                |                | 1966           |                |                |                |                |                |                | Annual average |                |                |
|--------------------------------------------------|-----------------------------------------|-------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
|                                                  | Apr. <sup>2</sup>                       | Mar. <sup>2</sup> | Feb.           | Jan.           | Dec.           | Nov.           | Oct.           | Sept.          | Aug.           | July           | June           | May            | Apr.           | 1966           | 1965           |
|                                                  | <b>Wholesale and retail trade</b> ..... | <b>13,382</b>     | <b>13,308</b>  | <b>13,205</b>  | <b>13,322</b>  | <b>14,241</b>  | <b>13,599</b>  | <b>13,285</b>  | <b>13,253</b>  | <b>13,224</b>  | <b>13,225</b>  | <b>13,239</b>  | <b>13,061</b>  | <b>13,015</b>  | <b>13,220</b>  |
| Wholesale trade.....                             | 3,503                                   | 3,502             | 3,496          | 3,509          | 3,554          | 3,533          | 3,521          | 3,498          | 3,521          | 3,511          | 3,473          | 3,400          | 3,386          | 3,459          | 3,317          |
| Motor vehicles and automotive equipment.....     | 266.4                                   | 267.0             | 265.6          | 266.4          | 266.1          | 263.2          | 263.9          | 277.5          | 277.5          | 266.5          | 264.6          | 261.7          | 260.7          | 263.2          | 256.0          |
| Drugs, chemicals, and allied products.....       | 210.7                                   | 209.3             | 209.9          | 211.9          | 210.2          | 210.5          | 208.9          | 210.6          | 209.0          | 209.0          | 207.8          | 204.2          | 203.2          | 207.1          | 198.2          |
| Dry goods and apparel.....                       | 154.5                                   | 152.9             | 152.6          | 151.9          | 152.7          | 151.2          | 150.5          | 150.1          | 148.6          | 148.6          | 148.3          | 146.2          | 145.4          | 143.2          | 141.0          |
| Groceries and related products.....              | 501.0                                   | 499.9             | 506.4          | 525.4          | 523.8          | 529.5          | 515.1          | 517.4          | 532.1          | 530.2          | 530.2          | 506.4          | 499.0          | 515.3          | 500.2          |
| Electrical goods.....                            | 287.5                                   | 285.8             | 284.1          | 284.0          | 281.8          | 279.1          | 279.0          | 284.0          | 282.4          | 276.0          | 272.0          | 271.0          | 271.0          | 275.7          | 257.1          |
| Hardware, plumbing, and heating goods.....       | 157.8                                   | 157.4             | 157.8          | 158.7          | 158.9          | 158.9          | 158.4          | 160.1          | 159.3          | 158.2          | 158.2          | 155.8          | 155.6          | 157.4          | 151.0          |
| Machinery, equipment, and supplies.....          | 640.3                                   | 638.5             | 642.6          | 640.3          | 636.3          | 633.3          | 632.7          | 637.8          | 635.5          | 635.5          | 625.5          | 614.2          | 611.8          | 622.6          | 579.3          |
| Miscellaneous wholesalers.....                   | 1,197.0                                 | 1,191.8           | 1,190.9        | 1,205.4        | 1,198.6        | 1,192.8        | 1,187.9        | 1,194.5        | 1,188.1        | 1,174.9        | 1,154.2        | 1,152.4        | 1,152.4        | 1,173.5        | 1,124.8        |
| <b>Retail trade</b> .....                        | <b>9,879</b>                            | <b>9,806</b>      | <b>9,709</b>   | <b>9,813</b>   | <b>10,887</b>  | <b>10,066</b>  | <b>9,864</b>   | <b>9,755</b>   | <b>9,703</b>   | <b>9,714</b>   | <b>9,707</b>   | <b>9,661</b>   | <b>9,629</b>   | <b>9,761</b>   | <b>9,366</b>   |
| General merchandise stores.....                  | 1,925.1                                 | 1,893.5           | 1,990.4        | 2,539.3        | 2,160.8        | 2,009.0        | 1,938.9        | 1,892.3        | 1,885.5        | 1,907.2        | 1,890.9        | 1,888.0        | 1,888.0        | 1,975.0        | 1,875.1        |
| Department stores.....                           | 1,210.7                                 | 1,193.5           | 1,261.6        | 1,642.5        | 1,373.3        | 1,267.8        | 1,215.1        | 1,185.6        | 1,185.1        | 1,201.8        | 1,189.7        | 1,183.6        | 1,183.6        | 1,246.3        | 1,171.3        |
| Mail order houses.....                           | 113.7                                   | 117.7             | 129.5          | 154.4          | 146.0          | 129.9          | 119.8          | 116.1          | 114.5          | 114.0          | 112.5          | 114.2          | 123.8          | 119.3          | 119.3          |
| Limited price variety stores.....                | 327.1                                   | 314.7             | 324.3          | 413.4          | 350.9          | 330.4          | 322.4          | 307.6          | 304.2          | 309.7          | 313.8          | 317.6          | 324.2          | 324.2          | 314.0          |
| <b>Food stores</b> .....                         | <b>1,592.3</b>                          | <b>1,592.2</b>    | <b>1,585.8</b> | <b>1,615.2</b> | <b>1,685.2</b> | <b>1,577.0</b> | <b>1,555.5</b> | <b>1,542.2</b> | <b>1,548.9</b> | <b>1,549.8</b> | <b>1,543.7</b> | <b>1,534.9</b> | <b>1,553.0</b> | <b>1,553.0</b> | <b>1,473.5</b> |
| Grocery, meat, and vegetable stores.....         | 1,406.5                                 | 1,406.3           | 1,406.5        | 1,426.2        | 1,404.7        | 1,398.6        | 1,378.5        | 1,368.4        | 1,374.9        | 1,372.6        | 1,366.6        | 1,356.6        | 1,356.6        | 1,375.0        | 1,299.6        |
| Apparel and accessories stores.....              | 678.7                                   | 644.2             | 669.5          | 798.8          | 688.1          | 665.8          | 654.6          | 632.7          | 632.6          | 652.0          | 644.9          | 661.7          | 659.0          | 638.1          | 638.1          |
| Men's and boys' apparel stores.....              | 111.7                                   | 111.0             | 117.8          | 143.0          | 114.7          | 110.3          | 108.3          | 106.3          | 106.7          | 109.3          | 106.0          | 106.5          | 111.2          | 105.0          | 105.0          |
| Women's ready-to-wear stores.....                | 239.2                                   | 229.0             | 237.6          | 284.2          | 249.4          | 244.0          | 236.4          | 234.0          | 230.8          | 238.0          | 238.0          | 237.5          | 240.1          | 235.6          | 235.6          |
| Family clothing stores.....                      | 108.6                                   | 104.6             | 110.2          | 136.7          | 109.4          | 103.5          | 102.6          | 97.9           | 100.4          | 102.2          | 98.3           | 98.4           | 103.6          | 102.4          | 102.4          |
| Shoe stores.....                                 | 139.3                                   | 125.6             | 129.1          | 148.3          | 139.7          | 129.8          | 131.3          | 123.3          | 124.1          | 127.8          | 127.9          | 143.6          | 129.0          | 123.9          | 123.9          |
| Furniture and appliance stores.....              | 433.3                                   | 433.3             | 432.7          | 448.2          | 438.0          | 431.6          | 427.1          | 426.7          | 426.4          | 425.3          | 421.2          | 420.4          | 427.6          | 411.2          | 411.2          |
| Furniture and home furnishings.....              | 275.7                                   | 274.6             | 275.2          | 285.8          | 282.0          | 275.2          | 273.3          | 272.8          | 274.7          | 274.3          | 270.4          | 269.5          | 272.6          | 265.4          | 265.4          |
| Eating and drinking places.....                  | 2,025.9                                 | 1,999.2           | 1,982.8        | 2,023.8        | 2,032.2        | 2,046.7        | 2,055.8        | 2,067.8        | 2,069.5        | 2,074.4        | 2,034.9        | 2,001.6        | 2,015.0        | 1,938.7        | 1,938.7        |
| Other retail trade.....                          | 3,149.6                                 | 3,146.4           | 3,152.1        | 3,261.2        | 3,161.8        | 3,133.6        | 3,122.7        | 3,141.0        | 3,151.5        | 3,157.5        | 3,125.1        | 3,122.0        | 3,131.8        | 3,029.5        | 3,029.5        |
| Building materials and hardware.....             | 520.2                                   | 516.7             | 519.1          | 536.8          | 537.6          | 544.5          | 549.6          | 563.0          | 568.5          | 568.8          | 553.5          | 550.4          | 547.8          | 541.8          | 541.8          |
| Auto dealers and service stations.....           | 1,484.7                                 | 1,479.6           | 1,486.6        | 1,499.5        | 1,489.1        | 1,477.0        | 1,477.6        | 1,485.4        | 1,490.6        | 1,479.6        | 1,463.0        | 1,454.3        | 1,470.8        | 1,425.5        | 1,425.5        |
| Motor vehicle dealers.....                       | 749.8                                   | 750.0             | 752.0          | 754.9          | 752.5          | 747.3          | 745.3          | 747.5          | 751.5          | 749.3          | 745.1          | 746.4          | 747.9          | 726.1          | 726.1          |
| Other vehicle and accessory dealers.....         | 188.0                                   | 185.9             | 188.9          | 199.5          | 195.0          | 191.9          | 191.7          | 194.7          | 193.5          | 191.1          | 187.4          | 183.9          | 188.6          | 178.3          | 178.3          |
| Gasoline service stations.....                   | 546.9                                   | 543.7             | 545.7          | 545.1          | 540.6          | 538.3          | 540.6          | 543.2          | 545.6          | 539.2          | 530.5          | 524.0          | 534.3          | 521.1          | 521.1          |
| Miscellaneous retail stores.....                 | 1,144.7                                 | 1,150.1           | 1,146.4        | 1,224.9        | 1,136.7        | 1,111.6        | 1,095.5        | 1,092.6        | 1,092.4        | 1,109.1        | 1,108.6        | 1,117.3        | 1,113.1        | 1,062.2        | 1,062.2        |
| Drug stores.....                                 | 436.8                                   | 440.8             | 443.0          | 464.2          | 430.4          | 425.6          | 418.4          | 415.1          | 414.3          | 416.5          | 413.1          | 413.9          | 420.2          | 401.0          | 401.0          |
| Farm and garden supply stores.....               | 109.4                                   | 105.7             | 102.9          | 102.7          | 101.7          | 102.5          | 100.5          | 100.7          | 101.1          | 106.5          | 111.3          | 113.9          | 103.9          | 97.4           | 97.4           |
| Fuel and ice dealers.....                        | 114.4                                   | 116.9             | 117.7          | 116.9          | 113.5          | 109.7          | 104.3          | 102.9          | 102.9          | 104.0          | 105.6          | 109.2          | 110.0          | 108.9          | 108.9          |
| <b>Finance, insurance, and real estate</b> ..... | <b>3,162</b>                            | <b>3,136</b>      | <b>3,114</b>   | <b>3,095</b>   | <b>3,105</b>   | <b>3,098</b>   | <b>3,099</b>   | <b>3,109</b>   | <b>3,146</b>   | <b>3,148</b>   | <b>3,112</b>   | <b>3,070</b>   | <b>3,056</b>   | <b>3,086</b>   | <b>3,019</b>   |
| Banking.....                                     | 842.9                                   | 840.4             | 835.0          | 835.1          | 833.3          | 830.1          | 830.6          | 839.2          | 835.4          | 821.6          | 807.7          | 806.5          | 806.5          | 820.1          | 790.9          |
| Credit agencies other than banks.....            | 337.9                                   | 335.5             | 334.7          | 334.8          | 333.2          | 333.0          | 333.6          | 337.5          | 337.3          | 334.4          | 332.5          | 332.6          | 333.9          | 326.8          | 326.8          |
| Savings and loan associations.....               | 94.9                                    | 94.0              | 95.0           | 93.8           | 93.5           | 94.2           | 93.8           | 95.8           | 96.9           | 95.8           | 96.0           | 97.2           | 95.8           | 97.1           | 97.1           |
| Personal credit institutions.....                | 185.2                                   | 184.1             | 182.5          | 183.3          | 182.2          | 181.2          | 181.9          | 182.9          | 181.3          | 180.0          | 178.1          | 177.4          | 179.9          | 171.8          | 171.8          |
| Security dealers and exchanges.....              | 145.4                                   | 142.8             | 140.8          | 141.6          | 141.2          | 141.6          | 144.0          | 144.7          | 144.2          | 139.4          | 139.4          | 138.1          | 139.7          | 128.9          | 128.9          |
| Insurance carriers.....                          | 927.4                                   | 922.9             | 914.4          | 914.3          | 909.1          | 907.3          | 908.3          | 915.1          | 911.2          | 899.4          | 891.4          | 890.9          | 901.2          | 890.8          | 890.8          |
| Life insurance.....                              | 485.9                                   | 483.4             | 481.1          | 481.8          | 479.2          | 479.6          | 480.8          | 484.0          | 482.5          | 476.1          | 474.1          | 475.3          | 474.4          | 478.7          | 478.7          |
| Accident and health insurance.....               | 72.2                                    | 70.8              | 68.1           | 67.0           | 66.0           | 65.0           | 63.7           | 64.0           | 62.7           | 60.4           | 58.2           | 57.2           | 61.0           | 54.5           | 54.5           |
| Fire, marine, and casualty insurance.....        | 332.2                                   | 331.3             | 327.6          | 327.4          | 325.8          | 324.0          | 324.7          | 327.1          | 325.2          | 322.0          | 318.3          | 317.7          | 321.8          | 315.7          | 315.7          |
| Insurance agents, brokers, and services.....     | 244.6                                   | 243.6             | 240.8          | 243.4          | 242.2          | 240.7          | 241.4          | 244.2          | 243.7          | 242.2          | 239.2          | 238.6          | 240.3          | 233.1          | 233.1          |
| Real estate.....                                 | 556.2                                   | 547.6             | 547.6          | 554.6          | 558.0          | 565.1          | 571.6          | 583.4          | 593.4          | 590.2          | 577.9          | 572.0          | 569.1          | 569.0          | 569.0          |
| Operative builders.....                          | 36.3                                    | 34.6              | 34.4           | 35.5           | 36.7           | 39.1           | 40.1           | 43.2           | 44.2           | 45.5           | 45.8           | 45.9           | 42.3           | 46.9           | 46.9           |
| Other finance, insurance, and real estate.....   | 81.9                                    | 80.7              | 81.2           | 81.5           | 81.7           | 81.5           | 81.9           | 82.6           | 82.5           | 81.7           | 81.6           | 81.3           | 81.5           | 79.7           | 79.7           |
| <b>Services and miscellaneous</b> .....          | <b>9,974</b>                            | <b>9,837</b>      | <b>9,750</b>   | <b>9,672</b>   | <b>9,733</b>   | <b>9,739</b>   | <b>9,751</b>   | <b>9,707</b>   | <b>9,772</b>   | <b>9,782</b>   | <b>9,702</b>   | <b>9,572</b>   | <b>9,465</b>   | <b>9,582</b>   | <b>9,098</b>   |
| Hotels and lodging places.....                   | 621.2                                   | 614.1             | 605.1          | 609.5          | 620.8          | 645.1          | 687.9          | 789.5          | 789.5          | 702.7          | 661.7          | 640.4          | 665.1          | 653.8          | 653.8          |
| Hotels, tourist courts, and motels.....          | 565.0                                   | 558.8             | 549.9          | 552.2          | 562.4          | 583.0          | 612.2          | 650.9          | 653.1          | 624.4          | 594.9          | 579.4          | 589.9          | 578.8          | 578.8          |
| Personal services.....                           | 1,007.9                                 | 1,002.4           | 1,001.8        | 1,008.3        | 1,013.8        | 1,015.1        | 1,008.1        | 1,013.7        | 1,016.8        | 1,014.7        | 1,001.6        | 995.3          | 1,003.5        | 982.2          | 982.2          |
| Laundries, cleaning and dyeing plants.....       | 545.4                                   | 541.8             | 543.3          | 548.5          | 552.2          | 555.6          | 552.7          | 561.1          | 565.6          | 565.2          | 553.5          | 548.1          | 552.0          | 546.5          | 546.5          |
| Miscellaneous business services.....             | 1,268.7                                 | 1,257.1           | 1,254.2        | 1,257.2        | 1,246.5        | 1,239.9        | 1,227.5        | 1,232.0        | 1,225.6        | 1,214.1        | 1,189.7        | 1,178.3        | 1,207.1        | 1,102.2        | 1,102.2        |
| Advertising.....                                 | 114.3                                   | 113.4             | 112.9          | 112.8          | 113.2          | 114.1          | 114.7          | 116.3          | 114.8          | 113.5          | 111.9          | 112.4          | 113.3          | 111.6          | 111.6          |
| Credit reporting and collecting agencies.....    | 68.5                                    | 68.1              | 67.9           | 68.9           | 68.9           | 68.6           | 67.7           | 68.2           | 68.2           | 68.5           | 67.9           | 67.4           | 68.0           | 65.6           | 65.6           |
| Motion pictures.....                             | 168.3                                   | 172.6             | 175.5          | 183.4          | 185.0          | 187.3          | 190.7          | 199.8          | 202.1          | 202.1          | 192.7          | 180.9          | 179.8          | 185.4          | 183.3          |
| Motion picture filming and distributing.....     | 46.5                                    | 51.9              | 54.2           | 58.5           | 57.6           | 55.6           | 52.8           | 55.9           | 58.5           | 52.3           | 46.6           | 47.8           | 53.0           | 48.2           | 48.2           |
| Motion picture theaters and services.....        | 121.8                                   | 120.7             | 121.3          | 124.9          | 127.4          | 131.7          | 137.9          | 143.9          | 143.6          | 140.4          | 134.3          | 132.0          | 132.4          | 135.1          | 135.1          |
| Medical and other health services.....           | 2,390.4                                 | 2,367.6           | 2,336.9        | 2,315.6        | 2,304.3        | 2,286.5        | 2,268.7        | 2,266.3        | 2,260.1        | 2,232.7        | 2,197.4        | 2,192.2        | 2,234.5        | 2,087.8        | 2,087.8        |
| Hospitals.....                                   | 1,534.8                                 | 1,521.5           | 1,503.3        | 1,492.7        | 1,488.1        | 1,477.3        | 1,464.1        | 1,463.3        | 1,460.1        | 1,440.9        | 1,421.7        | 1,417.4        | 1,444.7        | 1,364.5        | 1,364.5        |
| Legal services.....                              | 199.1                                   | 198.5             |                |                |                |                |                |                |                |                |                |                |                |                |                |

TABLE A-9. Employees in nonagricultural establishments, by industry <sup>1</sup>—Continued

(In thousands)

| Industry                                      | 1967                    |                   |         |         | 1966    |         |         |         |         |         |         |         |         | Annual average |         |
|-----------------------------------------------|-------------------------|-------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|----------------|---------|
|                                               | Apr. <sup>2</sup>       | Mar. <sup>2</sup> | Feb.    | Jan.    | Dec.    | Nov.    | Oct.    | Sept.   | Aug.    | July    | June    | May     | Apr.    | 1966           | 1965    |
|                                               | <b>Government</b> ..... | 11,544            | 11,494  | 11,418  | 11,311  | 11,442  | 11,285  | 11,139  | 10,885  | 10,507  | 10,557  | 10,906  | 10,834  | 10,795         | 10,850  |
| Federal Government <sup>4</sup> .....         | 2,701                   | 2,669             | 2,652   | 2,644   | 2,769   | 2,641   | 2,612   | 2,589   | 2,641   | 2,637   | 2,592   | 2,513   | 2,496   | 2,565          | 2,378   |
| Executive.....                                | 2,635.7                 | 2,619.7           | 2,609.7 | 2,609.7 | 2,736.4 | 2,608.2 | 2,579.3 | 2,556.4 | 2,608.0 | 2,604.2 | 2,559.8 | 2,481.5 | 2,461.5 | 2,533.3        | 2,346.7 |
| Department of Defense.....                    | 1,098.1                 | 1,092.7           | 1,084.7 | 1,084.7 | 1,076.3 | 1,071.7 | 1,057.4 | 1,042.8 | 1,055.4 | 1,050.7 | 1,034.8 | 1,001.5 | 991.9   | 1,023.6        | 938.5   |
| Post Office Department.....                   | 693.1                   | 689.4             | 697.7   | 697.7   | 837.8   | 706.3   | 689.6   | 682.0   | 689.4   | 683.1   | 673.6   | 660.2   | 652.8   | 680.9          | 614.2   |
| Other agencies.....                           | 844.5                   | 837.6             | 827.8   | 827.8   | 822.3   | 830.2   | 832.3   | 831.6   | 863.2   | 870.4   | 851.4   | 819.8   | 816.8   | 828.7          | 793.9   |
| Legislative.....                              | 26.5                    | 26.4              | 27.0    | 27.0    | 26.0    | 26.4    | 26.2    | 26.5    | 27.1    | 27.0    | 26.6    | 25.4    | 25.4    | 26.0           | 25.4    |
| Judicial.....                                 | 6.3                     | 6.2               | 6.2     | 6.2     | 6.1     | 6.2     | 6.1     | 6.1     | 5.9     | 5.9     | 5.9     | 6.0     | 6.0     | 6.0            | 5.9     |
| State and local government <sup>5</sup> ..... | 8,843                   | 8,825             | 8,766   | 8,668   | 8,673   | 8,644   | 8,527   | 8,296   | 7,866   | 7,920   | 8,314   | 8,321   | 8,302   | 8,284          | 7,713   |
| State government.....                         | 2,300.3                 | 2,280.5           | 2,257.3 | 2,249.7 | 2,249.7 | 2,247.4 | 2,219.0 | 2,147.6 | 2,091.4 | 2,112.4 | 2,156.7 | 2,139.1 | 2,132.2 | 2,152.0        | 1,995.9 |
| State education.....                          | 894.5                   | 881.8             | 867.5   | 867.5   | 867.6   | 869.3   | 843.2   | 736.4   | 656.2   | 679.6   | 756.7   | 786.7   | 787.4   | 774.9          | 679.1   |
| Other state government.....                   | 1,405.8                 | 1,398.7           | 1,389.8 | 1,382.1 | 1,382.1 | 1,378.1 | 1,375.8 | 1,411.2 | 1,435.2 | 1,432.8 | 1,400.0 | 1,352.4 | 1,344.8 | 1,377.1        | 1,316.8 |
| Local government.....                         | 6,524.6                 | 6,485.5           | 6,410.7 | 6,423.4 | 6,396.2 | 6,308.4 | 6,148.7 | 5,774.9 | 5,807.4 | 6,156.8 | 6,182.0 | 6,170.0 | 6,132.4 | 6,132.4        | 5,717.4 |
| Local education.....                          | 3,757.0                 | 3,733.5           | 3,679.8 | 3,690.5 | 3,673.0 | 3,599.4 | 3,391.2 | 2,926.1 | 2,959.6 | 3,387.2 | 3,504.1 | 3,507.6 | 3,412.9 | 3,412.9        | 3,119.9 |
| Other local government.....                   | 2,767.6                 | 2,752.0           | 2,730.9 | 2,732.9 | 2,723.2 | 2,709.0 | 2,757.5 | 2,848.8 | 2,847.8 | 2,769.6 | 2,677.9 | 2,662.4 | 2,719.6 | 2,597.5        |         |

<sup>1</sup> Beginning with the October 1966 issue, figures differ from those previously published. The industry series have been adjusted to March 1965 benchmarks (comprehensive counts of employment). For comparable back data, see *Employment and Earnings Statistics for the United States, 1909-66* (BLS Bulletin 1312-4). Statistics from April 1965 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.

<sup>2</sup> Preliminary.

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

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

<sup>5</sup> 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-10. Production or nonsupervisory workers in nonagricultural establishments, by industry<sup>1</sup>

[In thousands]

| Industry                                        | 1967              |                   |         |         |         | 1966    |         |         |         |         |         |         |         | Annual average |         |
|-------------------------------------------------|-------------------|-------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|----------------|---------|
|                                                 | Apr. <sup>2</sup> | Mar. <sup>2</sup> | Feb.    | Jan.    | Dec.    | Nov.    | Oct.    | Sept.   | Aug.    | July    | June    | May     | Apr.    | 1966           | 1965    |
| Total private.....                              | 44,342            | 44,003            | 43,786  | 43,977  | 45,423  | 45,081  | 45,083  | 45,011  | 44,997  | 44,757  | 44,775  | 43,864  | 43,406  | 44,163         | 42,248  |
| <b>Mining</b> .....                             | 477               | 468               | 467     | 474     | 485     | 487     | 490     | 496     | 506     | 502     | 504     | 491     | 452     | 488            | 494     |
| Metal mining.....                               |                   | 72.6              | 71.9    | 70.8    | 71.2    | 71.2    | 70.9    | 72.5    | 73.5    | 72.8    | 73.3    | 70.8    | 70.1    | 71.3           | 69.5    |
| Iron ores.....                                  |                   | 22.2              | 21.8    | 21.1    | 21.6    | 21.8    | 21.8    | 22.3    | 22.2    | 21.7    | 22.4    | 21.7    | 20.6    | 21.4           | 21.8    |
| Copper ores.....                                |                   | 27.3              | 27.2    | 27.0    | 26.7    | 26.2    | 26.5    | 26.9    | 27.3    | 27.0    | 27.0    | 26.2    | 26.3    | 26.6           | 24.8    |
| Coal mining.....                                |                   | 122.9             | 124.3   | 124.4   | 124.9   | 124.5   | 124.5   | 124.2   | 124.0   | 121.0   | 123.8   | 122.5   | 86.8    | 120.7          | 124.1   |
| Bituminous.....                                 |                   | 115.9             | 117.1   | 117.4   | 117.8   | 117.4   | 117.4   | 117.0   | 116.8   | 114.3   | 116.5   | 114.8   | 79.3    | 113.2          | 115.3   |
| Crude petroleum and natural gas.....            |                   | 181.4             | 182.1   | 188.1   | 192.4   | 190.6   | 191.3   | 193.9   | 201.9   | 202.1   | 201.7   | 195.9   | 195.6   | 196.5          | 202.6   |
| Crude petroleum and natural gas fields.....     |                   | 80.5              | 80.4    | 80.7    | 81.2    | 81.4    | 82.0    | 84.4    | 87.0    | 87.3    | 86.9    | 84.2    | 84.3    | 84.5           | 88.4    |
| Oil and gas field services.....                 |                   | 100.9             | 101.7   | 107.4   | 111.2   | 109.2   | 109.3   | 109.5   | 114.9   | 114.8   | 114.8   | 111.7   | 111.3   | 112.0          | 114.2   |
| Quarrying and nonmetallic mining.....           |                   | 91.2              | 88.9    | 90.2    | 96.5    | 100.7   | 103.0   | 105.2   | 106.4   | 106.5   | 105.4   | 101.7   | 99.3    | 99.7           | 98.0    |
| Crushed and broken stone.....                   |                   | 31.8              | 30.6    | 31.0    | 34.1    | 35.5    | 36.7    | 37.5    | 38.0    | 37.9    | 37.5    | 36.0    | 35.0    | 35.1           | 34.9    |
| <b>Contract construction</b> .....              | 2,600             | 2,401             | 2,348   | 2,431   | 2,631   | 2,812   | 2,950   | 3,026   | 3,141   | 3,122   | 3,026   | 2,788   | 2,673   | 2,789          | 2,707   |
| General building contractors.....               |                   | 803.4             | 792.3   | 825.3   | 890.6   | 930.7   | 959.3   | 977.3   | 1,017.3 | 1,004.4 | 975.0   | 891.6   | 869.7   | 911.0          | 856.2   |
| Heavy construction.....                         |                   | 434.4             | 412.8   | 424.7   | 485.3   | 584.1   | 648.4   | 667.9   | 689.9   | 690.5   | 665.7   | 590.7   | 529.7   | 566.2          | 555.8   |
| Highway and street construction.....            |                   | 188.3             | 174.1   | 178.6   | 223.4   | 299.0   | 348.8   | 364.3   | 374.9   | 374.4   | 360.2   | 308.6   | 259.6   | 287.7          | 288.5   |
| Other heavy construction.....                   |                   | 246.1             | 238.7   | 246.1   | 261.9   | 285.1   | 299.6   | 303.6   | 315.0   | 316.1   | 305.5   | 282.1   | 270.1   | 278.5          | 267.3   |
| Special trade contractors.....                  |                   | 1,163.2           | 1,143.1 | 1,181.3 | 1,255.3 | 1,297.3 | 1,342.2 | 1,380.7 | 1,433.8 | 1,427.3 | 1,385.5 | 1,305.5 | 1,273.3 | 1,311.8        | 1,294.5 |
| Plumbing, heating, air conditioning.....        |                   | 283.7             | 286.1   | 292.1   | 297.2   | 302.2   | 306.1   | 309.6   | 312.1   | 312.9   | 306.0   | 294.4   | 300.6   | 297.3          | 294.5   |
| Painting, paperhanging, decorating.....         |                   | 97.2              | 91.6    | 92.9    | 109.5   | 119.9   | 131.9   | 137.5   | 145.3   | 141.8   | 133.3   | 122.6   | 116.0   | 122.9          | 127.6   |
| Electrical work.....                            |                   | 189.0             | 190.1   | 194.1   | 197.2   | 199.8   | 201.2   | 206.4   | 211.1   | 206.4   | 200.2   | 191.1   | 188.5   | 195.8          | 186.0   |
| Masonry, plastering, stone and tile work.....   |                   | 178.8             | 168.7   | 172.7   | 185.8   | 194.4   | 208.2   | 217.4   | 234.3   | 231.8   | 227.7   | 215.4   | 209.9   | 209.4          | 216.5   |
| Roofing and sheet metal work.....               |                   | 80.8              | 77.1    | 83.4    | 91.3    | 94.9    | 96.1    | 95.5    | 97.1    | 96.2    | 93.9    | 86.6    | 85.9    | 90.1           | 89.5    |
| <b>Manufacturing</b> .....                      | 14,058            | 14,134            | 14,180  | 14,233  | 14,440  | 14,548  | 14,581  | 14,582  | 14,417  | 14,159  | 14,351  | 14,074  | 13,969  | 14,199         | 13,413  |
| Durable goods.....                              | 8,258             | 8,299             | 8,333   | 8,372   | 8,482   | 8,527   | 8,530   | 8,501   | 8,304   | 8,277   | 8,419   | 8,277   | 8,207   | 8,301          | 7,702   |
| Nondurable goods.....                           | 5,800             | 5,835             | 5,847   | 5,861   | 5,958   | 6,021   | 6,051   | 6,081   | 6,113   | 5,882   | 5,932   | 5,797   | 5,762   | 5,898          | 5,711   |
| Durable goods.....                              |                   |                   |         |         |         |         |         |         |         |         |         |         |         |                |         |
| Ordnance and accessories.....                   | 144.0             | 142.5             | 141.4   | 138.4   | 135.1   | 132.6   | 129.3   | 126.6   | 122.8   | 120.2   | 119.1   | 117.0   | 113.4   | 120.4          | 96.0    |
| Ammunition, except for small arms.....          | 94.5              | 93.8              | 92.8    | 90.2    | 87.0    | 86.0    | 83.9    | 82.6    | 79.4    | 77.2    | 76.7    | 76.1    | 75.2    | 78.5           | 63.6    |
| Sighting and fire control equipment.....        |                   | 6.8               | 6.5     | 6.3     | 6.4     | 6.3     | 6.3     | 6.2     | 6.2     | 6.2     | 6.0     | 5.8     | 5.7     | 5.9            | 5.0     |
| Other ordnance and accessories.....             | 42.5              | 41.9              | 42.1    | 41.9    | 41.7    | 40.3    | 39.1    | 37.8    | 37.2    | 36.8    | 36.4    | 35.1    | 32.5    | 35.9           | 27.4    |
| Lumber and wood products, except furniture..... | 513.7             | 510.9             | 508.6   | 509.4   | 516.5   | 532.1   | 541.0   | 552.6   | 570.0   | 568.5   | 573.9   | 548.1   | 539.1   | 543.8          | 535.4   |
| Sawmills and planing mills.....                 | 215.4             | 213.6             | 213.1   | 212.7   | 214.6   | 219.6   | 222.6   | 228.9   | 235.2   | 234.6   | 237.0   | 229.5   | 229.4   | 227.2          | 229.3   |
| Millwork, plywood, related products.....        | 124.8             | 124.5             | 122.4   | 122.8   | 126.2   | 129.6   | 134.0   | 138.1   | 144.3   | 145.6   | 146.0   | 140.9   | 139.5   | 137.9          | 137.0   |
| Wooden containers.....                          | 31.9              | 32.0              | 32.0    | 32.1    | 31.7    | 31.4    | 31.4    | 31.5    | 32.8    | 32.2    | 33.3    | 32.6    | 31.8    | 31.7           | 31.0    |
| Miscellaneous wood products.....                | 66.0              | 66.0              | 64.5    | 64.2    | 65.1    | 66.0    | 65.6    | 66.0    | 66.9    | 66.2    | 66.9    | 65.6    | 65.2    | 65.5           | 62.6    |
| Furniture and fixtures.....                     | 366.9             | 371.6             | 374.4   | 377.0   | 386.4   | 389.5   | 387.9   | 386.9   | 387.6   | 374.4   | 380.5   | 373.2   | 370.6   | 378.4          | 356.2   |
| Household furniture.....                        | 270.4             | 272.5             | 275.3   | 276.8   | 284.5   | 287.4   | 286.7   | 286.2   | 286.6   | 278.4   | 282.5   | 278.9   | 278.5   | 281.5          | 265.0   |
| Office furniture.....                           |                   | 27.4              | 27.5    | 27.5    | 27.6    | 27.5    | 26.8    | 26.5    | 26.2    | 26.3    | 24.9    | 25.1    | 23.5    | 25.6           | 23.1    |
| Partitions; office and store fixtures.....      |                   | 34.7              | 34.6    | 35.3    | 35.5    | 35.4    | 35.1    | 35.3    | 36.3    | 34.4    | 35.3    | 33.2    | 33.0    | 34.2           | 32.2    |
| Other furniture and fixtures.....               | 35.0              | 37.0              | 37.0    | 37.4    | 38.8    | 39.2    | 39.3    | 38.9    | 38.5    | 35.3    | 37.8    | 36.0    | 35.6    | 37.1           | 35.9    |
| Stone, clay, and glass products.....            | 492.0             | 486.7             | 481.0   | 486.2   | 499.6   | 512.2   | 517.4   | 525.7   | 533.2   | 532.7   | 529.7   | 521.3   | 515.6   | 514.8          | 503.9   |
| Flat glass.....                                 |                   | 25.3              | 24.8    | 25.6    | 26.0    | 26.0    | 25.6    | 25.3    | 25.2    | 25.4    | 25.9    | 26.4    | 26.5    | 25.9           | 26.1    |
| Glass and glassware, pressed or blown.....      | 106.4             | 105.6             | 105.3   | 106.1   | 107.1   | 108.6   | 108.2   | 110.1   | 110.2   | 109.4   | 109.9   | 107.7   | 105.0   | 106.9          | 100.6   |
| Cement, hydraulic.....                          | 28.0              | 26.7              | 25.7    | 26.5    | 27.5    | 29.0    | 29.5    | 29.9    | 30.9    | 30.9    | 30.3    | 29.2    | 28.6    | 29.0           | 29.4    |
| Structural clay products.....                   | 52.9              | 51.9              | 50.4    | 50.9    | 53.9    | 55.8    | 57.0    | 58.9    | 60.6    | 61.9    | 61.6    | 60.2    | 59.1    | 58.4           | 58.7    |
| Pottery and related products.....               |                   | 35.9              | 35.9    | 35.6    | 36.4    | 37.2    | 37.4    | 37.6    | 37.0    | 35.4    | 37.2    | 36.9    | 37.3    | 37.0           | 37.0    |
| Concrete, gypsum, plaster products.....         | 129.7             | 125.3             | 122.6   | 124.5   | 130.0   | 135.5   | 139.2   | 142.8   | 146.1   | 146.9   | 145.6   | 141.0   | 138.6   | 137.9          | 137.2   |
| Other stone and mineral products.....           | 96.1              | 97.0              | 96.8    | 97.1    | 98.7    | 99.9    | 100.6   | 101.2   | 103.5   | 103.4   | 99.8    | 99.8    | 100.3   | 100.0          | 97.0    |
| Primary metal industries.....                   | 1,049.9           | 1,056.4           | 1,068.5 | 1,077.1 | 1,076.8 | 1,079.6 | 1,083.4 | 1,095.0 | 1,100.2 | 1,102.2 | 1,108.3 | 1,085.3 | 1,080.0 | 1,080.5        | 1,057.8 |
| Blast furnace and basic steel products.....     | 508.5             | 509.6             | 512.6   | 515.7   | 515.8   | 521.7   | 527.6   | 537.2   | 545.8   | 553.6   | 551.8   | 537.1   | 530.9   | 528.7          | 538.0   |
| Iron and steel foundries.....                   | 192.5             | 194.4             | 199.7   | 203.7   | 202.0   | 201.9   | 201.7   | 202.0   | 202.8   | 201.4   | 204.5   | 201.3   | 202.1   | 201.7          | 193.9   |
| Nonferrous smelting and refining.....           | 63.0              | 62.2              | 62.3    | 62.0    | 61.6    | 60.8    | 60.1    | 60.3    | 60.2    | 61.3    | 60.7    | 59.4    | 58.9    | 60.0           | 57.3    |
| Nonferrous rolling, drawing, and extruding..... | 157.6             | 160.0             | 162.3   | 163.2   | 164.4   | 164.0   | 164.1   | 164.4   | 162.0   | 158.7   | 160.4   | 159.5   | 159.6   | 160.9          | 149.4   |
| Nonferrous foundries.....                       | 71.7              | 73.2              | 74.3    | 74.8    | 75.3    | 74.1    | 73.7    | 75.1    | 74.4    | 72.0    | 74.4    | 72.7    | 73.1    | 73.4           | 67.5    |
| Miscellaneous primary metal industries.....     | 56.6              | 57.0              | 57.3    | 57.7    | 57.7    | 57.1    | 56.2    | 56.0    | 55.0    | 55.2    | 56.5    | 55.3    | 55.4    | 55.8           | 51.6    |
| Fabricated metal products.....                  | 1,046.0           | 1,049.1           | 1,056.6 | 1,063.4 | 1,078.7 | 1,084.0 | 1,077.3 | 1,071.1 | 1,057.9 | 1,035.2 | 1,060.9 | 1,045.7 | 1,041.6 | 1,052.4        | 982.4   |
| Metal cans.....                                 | 54.6              | 53.5              | 52.4    | 51.7    | 52.2    | 52.3    | 52.6    | 54.6    | 56.2    | 56.2    | 55.4    | 54.1    | 52.7    | 53.3           | 50.7    |
| Cutlery, hand tools, general hardware.....      | 125.2             | 125.9             | 129.6   | 130.9   | 132.6   | 132.5   | 132.0   | 131.1   | 126.8   | 121.1   | 127.7   | 127.2   | 130.1   | 128.9          | 122.8   |
| Heating equipment and plumbing fixtures.....    | 56.9              | 57.4              | 56.9    | 58.0    | 59.2    | 59.9    | 60.3    | 60.2    | 60.3    | 58.6    | 60.2    | 60.9    | 60.1    | 60.5           | 59.1    |
| Fabricated structural metal products.....       | 285.6             | 283.3             | 284.1   | 285.7   | 291.0   | 293.7   | 295.2   | 299.0   | 301.1   | 300.5   | 297.7   | 287.7   | 283.6   | 290.5          | 271.3   |
| Screw machine products, bolts, etc.....         | 90.6              | 92.1              | 92.3    | 92.1    | 91.8    | 90.2    | 88.2    | 86.8    | 85.5    | 84.7    | 86.0    | 84.2    | 83.9    | 85.7           | 77.4    |
| Metal stampings.....                            | 194.0             | 194.9             | 199.0   | 201.8   | 206.5   | 207.5   | 204.6   | 197.9   | 186.8   | 176.8   | 190.7   | 192.7   | 193.2   | 194.6          | 180.8   |
| Coating, engraving, and allied services.....    | 69.1              | 69.7              | 69.5    | 69.4    | 70.8    | 72.1    | 72.0    | 70.8    | 71.0    | 68.5    | 71.9    | 69.4    | 69.1    | 70.0           | 64.4    |
| Miscellaneous fabricated wire products.....     | 55.0              | 56.3              | 56.4    | 56.6    | 56.9    | 57.0    | 56.0    | 55.3    | 55.3    | 55.1    | 55.0    | 53.6    | 53.6    | 54.7           | 50.4    |
| Miscellaneous fabricated metal products.....    | 115.0             | 116.0             | 116.4   | 117.2   | 117.7   | 118.8   | 116.4   | 115.4   | 114.9   | 113.7   | 116.3   | 115.9   | 115.3   | 114.6          | 105.5   |

See footnotes at end of table.

TABLE A-10. Production or nonsupervisory workers in nonagricultural establishments, by industry<sup>1</sup>—Continued

[In thousands]

| Industry                                             | 1967              |                   |         |         | 1966    |         |         |         |         |         |         |         | Annual average |         |         |
|------------------------------------------------------|-------------------|-------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|----------------|---------|---------|
|                                                      | Apr. <sup>2</sup> | Mar. <sup>2</sup> | Feb.    | Jan.    | Dec.    | Nov.    | Oct.    | Sept.   | Aug.    | July    | June    | May     | Apr.           | 1966    | 1965    |
| <b>Manufacturing—Continued</b>                       |                   |                   |         |         |         |         |         |         |         |         |         |         |                |         |         |
| <i>Durable goods—Continued</i>                       |                   |                   |         |         |         |         |         |         |         |         |         |         |                |         |         |
| Machinery.....                                       | 1,360.2           | 1,365.1           | 1,361.8 | 1,362.8 | 1,356.9 | 1,333.3 | 1,333.4 | 1,332.3 | 1,325.3 | 1,323.7 | 1,325.7 | 1,308.9 | 1,298.9        | 1,314.0 | 1,208.3 |
| Engines and turbines.....                            | 69.9              | 70.2              | 69.7    | 69.9    | 64.0    | 58.2    | 67.9    | 69.0    | 68.5    | 67.5    | 65.3    | 66.9    | 66.0           | 65.7    | 61.4    |
| Farm machinery and equipment.....                    | 117.1             | 115.6             | 113.7   | 111.8   | 111.8   | 107.7   | 105.9   | 106.0   | 104.5   | 106.7   | 110.1   | 109.6   | 110.1          | 108.0   | 98.6    |
| Construction and related machinery.....              | 185.6             | 186.5             | 186.7   | 188.1   | 189.7   | 189.3   | 189.7   | 191.4   | 190.7   | 192.9   | 192.5   | 189.2   | 186.9          | 188.2   | 175.1   |
| Metalworking machinery and equipment.....            | 263.7             | 264.8             | 264.0   | 263.1   | 262.0   | 258.0   | 255.7   | 255.6   | 253.0   | 252.7   | 253.8   | 250.2   | 249.0          | 252.0   | 229.6   |
| Special industry machinery.....                      | 139.7             | 140.4             | 140.9   | 141.2   | 141.5   | 140.8   | 141.0   | 141.2   | 140.7   | 139.9   | 140.5   | 138.1   | 136.9          | 139.5   | 132.9   |
| General industrial machinery.....                    | 190.7             | 188.4             | 189.2   | 193.4   | 193.2   | 191.1   | 189.4   | 188.3   | 186.8   | 187.2   | 188.2   | 185.5   | 184.3          | 187.0   | 174.5   |
| Office, computing, and accounting machines.....      | 134.3             | 136.0             | 135.3   | 135.1   | 134.2   | 132.3   | 131.0   | 130.2   | 129.1   | 127.1   | 125.6   | 124.6   | 123.0          | 126.7   | 111.7   |
| Service industry machines.....                       | 84.0              | 84.5              | 83.5    | 83.3    | 84.3    | 82.4    | 81.2    | 81.1    | 83.7    | 82.1    | 83.2    | 81.9    | 80.6           | 81.1    | 78.5    |
| Miscellaneous machinery.....                         | 176.3             | 177.2             | 176.9   | 175.1   | 176.2   | 173.5   | 171.6   | 169.5   | 168.3   | 167.6   | 166.5   | 162.9   | 162.1          | 166.0   | 146.0   |
| Electrical equipment and supplies.....               | 1,308.6           | 1,331.5           | 1,346.9 | 1,360.7 | 1,373.6 | 1,380.1 | 1,385.3 | 1,365.6 | 1,345.4 | 1,302.2 | 1,322.4 | 1,291.1 | 1,281.0        | 1,316.0 | 1,139.8 |
| Electric distribution equipment.....                 | 135.9             | 137.7             | 137.0   | 137.4   | 137.5   | 136.2   | 138.3   | 137.2   | 136.8   | 134.2   | 133.7   | 128.6   | 127.5          | 132.1   | 116.0   |
| Electrical industrial apparatus.....                 | 156.8             | 159.3             | 160.8   | 161.9   | 156.6   | 154.6   | 157.9   | 156.0   | 157.8   | 155.0   | 154.8   | 147.5   | 149.3          | 152.2   | 134.7   |
| Household appliances.....                            | 137.0             | 140.6             | 143.7   | 146.6   | 153.5   | 150.0   | 153.5   | 148.6   | 144.4   | 134.1   | 143.0   | 145.6   | 143.9          | 143.8   | 130.6   |
| Electric lighting and wiring equipment.....          | 146.5             | 145.4             | 147.9   | 150.8   | 151.8   | 151.2   | 153.5   | 152.6   | 150.7   | 148.3   | 152.1   | 149.7   | 148.1          | 149.2   | 134.0   |
| Radio and TV receiving sets.....                     | 139.4             | 141.2             | 149.2   | 154.8   | 154.8   | 158.1   | 154.2   | 148.8   | 141.2   | 128.6   | 128.8   | 121.6   | 120.5          | 135.1   | 107.1   |
| Communication equipment.....                         | 245.5             | 247.2             | 246.2   | 235.4   | 234.4   | 244.5   | 241.9   | 240.3   | 236.8   | 233.0   | 234.9   | 232.3   | 229.7          | 233.6   | 209.0   |
| Electronic components and accessories.....           | 271.4             | 277.4             | 284.4   | 291.9   | 295.7   | 297.0   | 298.0   | 295.8   | 295.9   | 289.3   | 293.5   | 284.2   | 281.5          | 287.3   | 231.1   |
| Miscellaneous electrical equipment and supplies..... | 85.0              | 84.5              | 85.7    | 87.5    | 89.3    | 88.5    | 88.0    | 86.3    | 81.8    | 79.7    | 81.6    | 81.6    | 80.5           | 82.8    | 77.3    |
| Transportation equipment.....                        | 1,349.4           | 1,365.1           | 1,376.1 | 1,382.0 | 1,425.1 | 1,424.1 | 1,413.6 | 1,392.9 | 1,215.4 | 1,299.2 | 1,362.9 | 1,364.9 | 1,354.9        | 1,354.9 | 1,238.1 |
| Motor vehicles and equipment.....                    | 626.7             | 647.0             | 659.0   | 668.6   | 702.4   | 708.1   | 701.5   | 692.0   | 519.1   | 608.9   | 685.6   | 691.5   | 686.5          | 671.1   | 616.0   |
| Aircraft and parts.....                              | 491.2             | 492.7             | 488.4   | 488.1   | 492.4   | 486.4   | 475.9   | 468.0   | 458.2   | 451.7   | 438.1   | 434.7   | 429.8          | 448.0   | 357.0   |
| Ship and boat building and repairing.....            | 139.2             | 135.7             | 139.5   | 139.6   | 139.7   | 135.6   | 141.5   | 137.8   | 142.5   | 144.1   | 141.5   | 142.8   | 143.8          | 142.6   | 133.0   |
| Railroad equipment.....                              | 44.6              | 46.0              | 47.3    | 48.9    | 48.8    | 48.0    | 48.3    | 47.4    | 46.1    | 47.2    | 47.1    | 46.7    | 46.7           | 47.0    | 43.6    |
| Other transportation equipment.....                  | 45.1              | 43.2              | 38.4    | 41.7    | 45.2    | 46.7    | 46.8    | 48.2    | 48.4    | 50.5    | 48.8    | 48.1    | 46.3           | 45.0    |         |
| Instruments and related products.....                | 285.3             | 286.1             | 285.3   | 285.5   | 285.8   | 283.7   | 282.4   | 279.8   | 279.4   | 274.9   | 277.4   | 271.2   | 267.9          | 274.5   | 247.3   |
| Engineering and scientific instruments.....          | 41.2              | 40.9              | 40.8    | 40.5    | 40.2    | 40.0    | 39.0    | 38.9    | 38.1    | 38.3    | 37.6    | 37.3    | 38.5           | 35.9    |         |
| Mechanical measuring and control devices.....        | 68.7              | 69.1              | 69.1    | 70.3    | 70.8    | 70.9    | 70.6    | 70.6    | 70.4    | 70.0    | 70.3    | 68.1    | 67.8           | 69.1    | 64.5    |
| Optical and ophthalmic goods.....                    | 36.5              | 36.8              | 36.3    | 36.4    | 36.1    | 36.5    | 35.7    | 35.6    | 35.1    | 34.0    | 35.0    | 35.4    | 35.3           | 35.2    | 32.6    |
| Ophthalmic goods.....                                | 26.2              | 25.9              | 25.8    | 25.6    | 26.0    | 25.6    | 25.4    | 25.5    | 24.8    | 25.6    | 25.7    | 25.7    | 25.4           | 23.6    |         |
| Surgical, medical, and dental equipment.....         | 48.4              | 48.1              | 47.4    | 47.0    | 47.2    | 47.0    | 46.7    | 46.2    | 46.4    | 45.6    | 44.4    | 44.6    | 43.9           | 45.2    | 39.7    |
| Photographic equipment and supplies.....             | 56.8              | 57.5              | 57.5    | 58.3    | 58.3    | 57.4    | 56.8    | 57.6    | 57.3    | 57.7    | 55.7    | 55.7    | 55.0           | 56.2    | 49.0    |
| Watches and clocks.....                              | 34.1              | 34.1              | 33.5    | 32.9    | 30.8    | 32.0    | 31.6    | 31.0    | 29.9    | 30.7    | 29.8    | 28.6    | 30.3           | 25.8    |         |
| Miscellaneous manufacturing industries.....          | 341.8             | 334.2             | 332.7   | 329.7   | 347.8   | 376.2   | 378.5   | 372.0   | 366.7   | 343.6   | 358.3   | 350.6   | 343.6          | 351.6   | 336.9   |
| Jewelry, silverware, and plated ware.....            | 39.1              | 39.1              | 39.0    | 38.7    | 39.7    | 39.8    | 38.8    | 37.9    | 38.0    | 34.9    | 38.1    | 38.1    | 38.0           | 37.8    | 35.8    |
| Toys, amusement, and sporting goods.....             | 87.3              | 84.2              | 81.9    | 94.3    | 117.3   | 120.2   | 117.3   | 111.5   | 101.2   | 105.3   | 101.5   | 95.3    | 101.6          | 98.4    |         |
| Pens, pencils, office and art materials.....         | 26.4              | 26.4              | 26.2    | 26.6    | 26.7    | 26.7    | 26.9    | 26.9    | 26.7    | 26.8    | 26.1    | 26.2    | 26.3           | 24.9    |         |
| Costume jewelry, buttons, and notions.....           | 45.7              | 46.5              | 45.8    | 47.7    | 49.6    | 49.7    | 48.5    | 49.6    | 45.4    | 48.5    | 47.7    | 47.2    | 47.6           | 46.1    |         |
| Other manufacturing industries.....                  | 134.8             | 135.7             | 136.6   | 137.1   | 139.5   | 142.8   | 143.1   | 141.4   | 140.7   | 135.4   | 139.6   | 137.2   | 136.9          | 138.3   | 131.6   |
| Musical instruments and parts.....                   | 21.6              | 22.3              | 22.2    | 23.1    | 22.8    | 22.9    | 22.6    | 22.6    | 22.2    | 22.0    | 22.1    | 22.0    | 22.4           | 20.5    |         |
| <i>Nondurable goods</i>                              |                   |                   |         |         |         |         |         |         |         |         |         |         |                |         |         |
| Food and kindred products.....                       | 1,096.7           | 1,101.6           | 1,098.5 | 1,117.0 | 1,166.4 | 1,209.0 | 1,243.9 | 1,283.8 | 1,291.0 | 1,200.4 | 1,151.8 | 1,093.2 | 1,086.4        | 1,166.3 | 1,155.1 |
| Meat products.....                                   | 249.6             | 253.2             | 253.3   | 256.6   | 264.0   | 265.5   | 265.6   | 262.9   | 263.5   | 261.1   | 254.9   | 246.7   | 243.0          | 255.1   | 251.8   |
| Dairy products.....                                  | 124.3             | 122.1             | 120.5   | 120.8   | 122.0   | 122.0   | 123.8   | 127.2   | 133.4   | 135.6   | 133.7   | 128.3   | 126.6          | 127.0   | 131.0   |
| Canned and preserved food, except meats.....         | 190.0             | 187.3             | 192.0   | 211.8   | 242.7   | 280.1   | 335.8   | 336.2   | 260.9   | 213.7   | 186.0   | 189.1   | 234.0          | 220.1   |         |
| Grain mill products.....                             | 86.6              | 86.6              | 85.8    | 86.7    | 86.8    | 85.3    | 87.9    | 88.9    | 90.3    | 90.5    | 89.7    | 85.3    | 83.5           | 86.9    | 88.2    |
| Bakery products.....                                 | 162.6             | 164.1             | 163.2   | 162.8   | 164.2   | 166.1   | 164.0   | 164.6   | 167.3   | 157.1   | 166.6   | 161.2   | 160.7          | 163.0   | 165.8   |
| Sugar.....                                           | 23.0              | 26.1              | 32.7    | 38.4    | 44.6    | 41.7    | 26.6    | 23.5    | 23.3    | 22.9    | 23.8    | 24.1    | 29.7           | 29.4    |         |
| Confectionery and related products.....              | 57.9              | 59.2              | 60.7    | 62.0    | 69.1    | 69.8    | 66.9    | 64.5    | 62.1    | 56.1    | 57.7    | 56.7    | 56.2           | 62.1    | 61.9    |
| Beverages.....                                       | 115.5             | 113.7             | 111.1   | 112.3   | 116.3   | 118.8   | 120.6   | 121.7   | 124.2   | 126.6   | 122.7   | 116.2   | 113.7          | 117.1   | 113.3   |
| Miscellaneous food and kindred products.....         | 89.4              | 89.7              | 90.5    | 91.1    | 93.8    | 94.2    | 93.3    | 91.7    | 90.5    | 89.8    | 89.9    | 89.0    | 89.5           | 91.5    | 93.4    |
| Tobacco manufactures.....                            | 63.5              | 65.1              | 69.4    | 76.0    | 79.5    | 79.1    | 82.2    | 82.1    | 75.5    | 61.7    | 62.6    | 61.7    | 63.6           | 71.2    | 74.6    |
| Cigarettes.....                                      | 32.7              | 32.7              | 32.8    | 32.8    | 32.7    | 32.7    | 32.4    | 32.7    | 32.8    | 32.5    | 32.2    | 31.6    | 31.5           | 32.1    | 32.1    |
| Cigars.....                                          | 20.6              | 20.7              | 20.5    | 20.8    | 20.8    | 20.9    | 20.6    | 20.4    | 19.5    | 21.0    | 21.0    | 21.0    | 20.7           | 22.6    |         |
| Textile mill products.....                           | 828.1             | 830.8             | 830.0   | 835.0   | 845.0   | 851.4   | 854.0   | 855.5   | 862.5   | 843.7   | 861.6   | 849.7   | 845.6          | 848.0   | 823.1   |
| Cotton broad woven fabrics.....                      | 217.1             | 218.4             | 218.3   | 220.5   | 221.4   | 220.9   | 219.6   | 218.7   | 219.4   | 219.3   | 220.0   | 216.8   | 215.8          | 218.1   | 210.5   |
| Silk and synthetic broad woven fabrics.....          | 83.7              | 84.3              | 85.0    | 85.7    | 86.5    | 86.4    | 86.5    | 86.9    | 87.4    | 86.3    | 86.8    | 85.5    | 85.5           | 86.1    | 82.9    |
| Weaving and finishing broad woolsens.....            | 37.6              | 37.2              | 37.2    | 37.0    | 36.5    | 36.4    | 36.9    | 38.2    | 39.3    | 39.1    | 39.9    | 39.6    | 39.3           | 38.5    | 38.8    |
| Narrow fabrics and smallwares.....                   | 28.5              | 28.6              | 28.7    | 29.0    | 29.1    | 29.0    | 28.8    | 28.5    | 28.3    | 27.1    | 28.3    | 28.0    | 27.9           | 28.1    | 26.2    |
| Knitting.....                                        | 201.4             | 199.5             | 195.9   | 195.3   | 201.4   | 208.9   | 212.8   | 214.0   | 217.2   | 209.5   | 213.7   | 213.7   | 211.4          | 209.7   | 205.8   |
| Finishing textiles, except wool and knit.....        | 63.2              | 63.8              | 64.0    | 64.2    | 65.0    | 64.4    | 63.8    | 63.9    | 64.4    | 63.9    | 65.0    | 64.4    | 64.3           | 64.2    | 64.5    |
| Floor covering.....                                  | 33.9              | 34.6              | 35.0    | 35.7    | 35.7    | 35.7    | 35.3    | 34.9    | 34.9    | 32.2    | 33.6    | 33.7    | 33.8           | 34.5    | 33.7    |
| Yarn and thread.....                                 | 103.3             | 104.0             | 105.0   | 106.4   | 107.0   | 107.1   | 107.6   | 108.0   | 109.6   | 106.1   | 108.5   | 106.5   | 105.7          | 106.9   | 101.0   |
| Miscellaneous textile goods.....                     | 60.0              | 61.1              | 61.3    | 61.9    | 62.4    | 62.6    | 62.3    | 62.0    | 62.0    | 60.0    | 62.2    | 61.5    | 61.9           | 62.0    | 59.7    |

See footnotes at end of table.

TABLE A-10. Production or nonsupervisory workers in nonagricultural establishments, by industry<sup>1</sup>—Continued

[In thousands]

| Industry                                         | 1967              |                   |         |         |         | 1966    |         |         |         |         |         |         |         | Annual average |         |
|--------------------------------------------------|-------------------|-------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|----------------|---------|
|                                                  | Apr. <sup>2</sup> | Mar. <sup>2</sup> | Feb.    | Jan.    | Dec.    | Nov.    | Oct.    | Sept.   | Aug.    | July    | June    | May     | Apr.    | 1966           | 1965    |
| <b>Manufacturing—Continued</b>                   |                   |                   |         |         |         |         |         |         |         |         |         |         |         |                |         |
| <i>Nondurable goods—Continued</i>                |                   |                   |         |         |         |         |         |         |         |         |         |         |         |                |         |
| Apparel and related products.....                | 1,211.2           | 1,236.7           | 1,249.1 | 1,233.3 | 1,244.6 | 1,260.5 | 1,263.4 | 1,257.3 | 1,264.7 | 1,198.5 | 1,257.9 | 1,241.6 | 1,225.6 | 1,240.0        | 1,205.1 |
| Men's and boys' suits and coats.....             | 105.9             | 106.4             | 107.2   | 107.8   | 108.4   | 107.6   | 107.1   | 107.9   | 107.7   | 102.7   | 110.7   | 109.3   | 107.5   | 107.7          | 106.4   |
| Men's and boys' furnishings.....                 | 326.8             | 327.6             | 328.0   | 329.2   | 330.0   | 331.7   | 333.4   | 334.9   | 337.3   | 325.0   | 337.7   | 333.4   | 330.4   | 331.1          | 318.2   |
| Women's, misses', and juniors' outerwear.....    | 367.2             | 386.7             | 392.7   | 380.2   | 379.1   | 383.8   | 385.2   | 383.3   | 389.0   | 368.6   | 385.3   | 383.1   | 374.2   | 381.0          | 375.1   |
| Women's and children's undergarments.....        | 112.4             | 113.0             | 113.2   | 111.9   | 114.4   | 116.9   | 116.5   | 115.1   | 114.5   | 106.1   | 112.4   | 110.6   | 110.5   | 111.7          | 106.8   |
| Hats, caps, and millinery.....                   | 24.9              | 26.4              | 26.1    | 25.4    | 24.3    | 25.1    | 25.3    | 26.0    | 24.0    | 24.1    | 21.9    | 21.9    | 23.0    | 24.9           | 25.9    |
| Girls' and children's outerwear.....             | 71.1              | 69.6              | 73.0    | 71.3    | 70.2    | 71.7    | 71.6    | 71.5    | 73.5    | 72.7    | 74.9    | 72.2    | 70.0    | 71.9           | 70.2    |
| Fur goods and miscellaneous apparel.....         | 66.3              | 66.5              | 64.7    | 68.6    | 72.0    | 73.0    | 71.4    | 71.7    | 66.5    | 69.4    | 67.5    | 67.7    | 68.2    | 65.9           |         |
| Miscellaneous fabricated textile products.....   | 141.3             | 142.2             | 142.1   | 142.1   | 148.5   | 152.5   | 151.5   | 147.9   | 145.0   | 132.9   | 143.4   | 143.6   | 142.3   | 143.6          | 136.7   |
| Paper and allied products.....                   | 527.8             | 527.7             | 525.9   | 526.4   | 532.1   | 533.5   | 528.7   | 526.5   | 533.5   | 527.8   | 529.8   | 515.0   | 514.0   | 521.9          | 498.5   |
| Paper and pulp.....                              | 172.8             | 172.7             | 172.5   | 172.0   | 173.5   | 173.4   | 172.0   | 173.2   | 176.5   | 178.0   | 171.5   | 170.8   | 172.8   | 172.8          | 169.1   |
| Paperboard.....                                  | 55.8              | 55.7              | 55.6    | 55.7    | 55.4    | 55.3    | 54.6    | 54.9    | 55.2    | 54.9    | 54.9    | 53.7    | 53.7    | 54.4           | 53.4    |
| Converted paper and paperboard products.....     | 129.5             | 129.2             | 128.3   | 127.7   | 129.1   | 129.5   | 128.8   | 127.3   | 128.8   | 125.7   | 126.5   | 122.8   | 123.5   | 125.3          | 116.6   |
| Paperboard containers and boxes.....             | 169.7             | 170.1             | 169.5   | 171.0   | 174.1   | 175.3   | 173.3   | 171.1   | 172.0   | 169.2   | 171.4   | 167.0   | 166.0   | 169.4          | 159.3   |
| Printing, publishing, and allied industries..... | 673.8             | 675.4             | 670.0   | 665.8   | 670.9   | 666.2   | 664.0   | 661.4   | 657.8   | 653.2   | 653.0   | 645.6   | 645.2   | 652.4          | 621.8   |
| Newspaper publishing and printing.....           | 181.8             | 181.5             | 180.3   | 179.4   | 182.9   | 181.7   | 181.3   | 181.2   | 177.7   | 178.0   | 178.2   | 178.7   | 178.7   | 178.9          | 175.6   |
| Periodical publishing and printing.....          | 26.6              | 26.3              | 26.1    | 26.3    | 26.1    | 25.9    | 25.8    | 25.7    | 25.2    | 25.4    | 25.5    | 25.7    | 25.8    | 25.4           |         |
| Books.....                                       | 59.7              | 58.5              | 57.3    | 56.3    | 55.0    | 54.7    | 54.7    | 56.5    | 55.9    | 55.3    | 54.6    | 54.4    | 54.8    | 49.9           |         |
| Commercial printing.....                         | 263.9             | 265.9             | 262.8   | 262.3   | 263.3   | 261.7   | 261.4   | 259.6   | 256.5   | 254.8   | 256.2   | 254.1   | 253.0   | 255.9          | 242.8   |
| Bookbinding and related industries.....          | 46.4              | 47.0              | 46.5    | 46.1    | 46.5    | 46.5    | 46.3    | 47.0    | 48.3    | 46.9    | 46.3    | 44.0    | 44.2    | 45.4           | 41.8    |
| Other publishing and printing industries.....    | 94.6              | 94.7              | 95.6    | 94.6    | 95.6    | 95.2    | 94.4    | 93.1    | 93.1    | 92.4    | 91.6    | 89.6    | 89.2    | 91.6           | 86.3    |
| Chemicals and allied products.....               | 585.7             | 580.8             | 578.0   | 576.6   | 576.4   | 576.4   | 575.2   | 576.6   | 583.5   | 577.8   | 579.8   | 570.4   | 567.7   | 570.5          | 545.3   |
| Industrial chemicals.....                        | 172.5             | 172.3             | 172.2   | 172.0   | 171.2   | 170.9   | 168.8   | 171.4   | 172.9   | 171.8   | 171.8   | 168.2   | 168.1   | 169.6          | 166.4   |
| Plastics materials and synthetics.....           | 132.1             | 131.5             | 134.8   | 136.7   | 138.6   | 138.9   | 138.8   | 139.9   | 142.1   | 141.2   | 140.5   | 137.2   | 137.0   | 138.4          | 131.3   |
| Drugs.....                                       | 68.8              | 69.1              | 68.7    | 68.9    | 68.3    | 67.9    | 67.3    | 67.3    | 69.2    | 68.7    | 68.0    | 65.6    | 65.1    | 66.8           | 61.7    |
| Soap, cleaners, and toilet goods.....            | 65.7              | 65.6              | 64.8    | 65.2    | 67.1    | 68.0    | 69.6    | 68.7    | 68.6    | 66.3    | 67.5    | 65.6    | 61.4    | 65.7           | 64.4    |
| Paints, varnishes, and allied products.....      | 36.5              | 36.7              | 36.3    | 36.3    | 36.4    | 36.7    | 36.9    | 37.4    | 39.0    | 38.7    | 38.5    | 37.2    | 36.7    | 37.2           | 36.9    |
| Agricultural chemicals.....                      | 44.9              | 42.0              | 37.9    | 35.4    | 33.7    | 33.1    | 33.6    | 31.8    | 31.6    | 31.5    | 35.7    | 40.7    | 44.5    | 35.4           | 34.6    |
| Other chemical products.....                     | 65.2              | 63.6              | 63.3    | 62.1    | 61.1    | 60.9    | 60.2    | 60.1    | 60.1    | 59.6    | 57.9    | 55.9    | 54.9    | 57.3           | 50.0    |
| Petroleum refining and related industries.....   | 113.2             | 111.6             | 111.3   | 111.0   | 112.9   | 114.2   | 114.7   | 116.2   | 118.2   | 118.2   | 117.0   | 113.7   | 111.9   | 113.9          | 112.4   |
| Petroleum refining.....                          | 89.1              | 88.9              | 88.7    | 88.6    | 89.3    | 89.2    | 88.8    | 89.3    | 90.4    | 90.3    | 89.6    | 87.6    | 87.6    | 88.7           | 88.3    |
| Other petroleum and coal products.....           | 24.1              | 22.7              | 22.6    | 22.4    | 23.6    | 25.0    | 25.9    | 26.9    | 27.8    | 27.9    | 27.4    | 25.8    | 24.3    | 25.2           | 24.1    |
| Rubber and miscellaneous plastic products.....   | 404.8             | 406.0             | 410.3   | 415.5   | 420.0   | 419.1   | 414.7   | 409.2   | 406.1   | 395.1   | 400.5   | 393.4   | 390.8   | 400.5          | 366.6   |
| Tires and inner tubes.....                       | 77.9              | 78.1              | 77.8    | 78.1    | 78.5    | 78.3    | 77.4    | 77.2    | 77.4    | 77.3    | 76.6    | 75.5    | 74.2    | 76.3           | 72.7    |
| Other rubber products.....                       | 140.6             | 141.7             | 145.7   | 149.1   | 149.0   | 147.2   | 146.0   | 145.0   | 143.0   | 140.0   | 143.2   | 142.4   | 141.0   | 143.5          | 136.4   |
| Miscellaneous plastic products.....              | 186.3             | 186.2             | 186.8   | 188.3   | 192.5   | 193.6   | 191.3   | 187.0   | 185.7   | 177.8   | 180.7   | 175.5   | 175.6   | 180.8          | 157.5   |
| Leather and leather products.....                | 294.7             | 298.8             | 304.4   | 304.7   | 310.2   | 312.0   | 310.3   | 312.4   | 319.9   | 306.0   | 317.9   | 312.4   | 310.7   | 312.9          | 308.3   |
| Leather tanning and finishing.....               | 26.1              | 26.3              | 26.7    | 26.9    | 27.4    | 27.1    | 26.9    | 27.2    | 27.9    | 27.2    | 27.8    | 27.5    | 27.5    | 27.6           | 27.5    |
| Footwear, except rubber.....                     | 195.9             | 198.7             | 203.3   | 204.3   | 208.0   | 207.4   | 206.3   | 208.8   | 214.9   | 207.8   | 213.7   | 210.3   | 208.9   | 210.3          | 207.8   |
| Other leather products.....                      | 72.7              | 73.8              | 74.4    | 73.5    | 74.8    | 77.5    | 77.1    | 76.4    | 77.1    | 71.0    | 76.4    | 74.6    | 74.3    | 75.0           | 73.0    |
| Handbags and personal leather goods.....         | 30.2              | 31.5              | 30.9    | 31.4    | 33.2    | 33.1    | 32.2    | 32.5    | 29.0    | 31.5    | 29.9    | 30.3    | 31.3    | 30.7           |         |
| <b>Transportation and public utilities:</b>      |                   |                   |         |         |         |         |         |         |         |         |         |         |         |                |         |
| Local and interurban passenger transit:          |                   |                   |         |         |         |         |         |         |         |         |         |         |         |                |         |
| Local and suburban transportation.....           | 76.6              | 76.6              | 76.8    | 76.6    | 76.4    | 76.9    | 76.7    | 75.2    | 75.5    | 75.7    | 76.0    | 76.5    | 76.4    | 77.8           |         |
| Intercity and rural bus lines.....               | 38.6              | 38.3              | 39.1    | 39.1    | 39.0    | 39.4    | 40.4    | 41.2    | 40.6    | 36.3    | 38.7    | 38.0    | 38.8    | 38.7           |         |
| Motor freight transportation and storage:        | 904.0             | 900.8             | 905.9   | 938.0   | 953.7   | 955.1   | 956.0   | 942.0   | 942.4   | 935.7   | 901.5   | 886.3   | 919.4   | 878.2          |         |
| Public warehousing.....                          | 69.3              | 72.2              | 73.1    | 77.2    | 80.8    | 78.5    | 72.8    | 71.6    | 69.7    | 69.9    | 67.2    | 66.1    | 71.5    | 70.7           |         |
| Pipeline transportation.....                     | 15.1              | 15.1              | 15.1    | 15.2    | 15.3    | 15.4    | 15.8    | 16.3    | 16.3    | 16.3    | 15.6    | 15.6    | 15.7    | 16.3           |         |
| Communication.....                               | 753.7             | 750.1             | 746.9   | 746.2   | 745.6   | 741.1   | 742.9   | 754.7   | 750.4   | 735.0   | 720.2   | 716.4   | 730.9   | 698.1          |         |
| Telephone communication.....                     | 636.7             | 634.1             | 631.1   | 630.0   | 629.5   | 624.8   | 626.9   | 638.2   | 634.0   | 619.9   | 606.7   | 603.0   | 616.4   | 587.2          |         |
| Telegraph communication.....                     | 23.0              | 22.9              | 22.8    | 23.0    | 23.0    | 23.1    | 23.0    | 23.1    | 23.1    | 22.8    | 22.7    | 22.5    | 22.8    | 22.2           |         |
| Radio and television broadcasting.....           | 91.9              | 91.0              | 90.9    | 91.1    | 91.0    | 91.1    | 91.0    | 91.3    | 91.2    | 90.2    | 88.7    | 88.8    | 89.7    | 86.8           |         |
| Electric, gas, and sanitary services.....        | 547.0             | 546.0             | 546.1   | 546.8   | 545.9   | 547.5   | 556.7   | 567.5   | 567.1   | 559.7   | 545.1   | 544.7   | 550.5   | 544.0          |         |
| Electric companies and systems.....              | 220.0             | 219.3             | 219.3   | 219.0   | 219.0   | 219.3   | 222.0   | 226.1   | 225.3   | 222.5   | 216.6   | 216.3   | 219.1   | 214.8          |         |
| Gas companies and systems.....                   | 133.5             | 133.4             | 133.5   | 134.2   | 134.1   | 134.4   | 137.1   | 140.2   | 140.4   | 138.5   | 133.7   | 134.0   | 135.8   | 135.7          |         |
| Combined utility systems.....                    | 155.8             | 156.0             | 156.0   | 156.5   | 156.3   | 156.8   | 160.0   | 162.9   | 163.1   | 161.0   | 157.9   | 157.9   | 158.6   | 158.1          |         |
| Water, steam, and sanitary systems.....          | 37.7              | 37.3              | 37.3    | 37.1    | 36.5    | 37.0    | 37.6    | 38.3    | 38.3    | 37.7    | 36.9    | 36.5    | 37.0    | 35.3           |         |
| <b>Wholesale and retail trade:</b>               |                   |                   |         |         |         |         |         |         |         |         |         |         |         |                |         |
| Wholesale trade.....                             | 11,829            | 11,733            | 11,858  | 12,767  | 12,767  | 12,139  | 11,936  | 11,802  | 11,787  | 11,798  | 11,815  | 11,643  | 11,595  | 11,789         | 11,326  |
| Motor vehicles and automotive equipment.....     | 2,954             | 2,953             | 2,949   | 2,961   | 3,009   | 2,992   | 2,982   | 2,960   | 2,984   | 2,977   | 2,945   | 2,875   | 2,864   | 2,929          | 2,818   |
| Drugs, chemicals, and allied products.....       | 223.1             | 223.8             | 222.8   | 223.8   | 223.5   | 220.3   | 221.1   | 223.7   | 223.0   | 221.8   | 219.7   | 218.6   | 220.8   | 214.9          |         |
| Dry goods and apparel.....                       | 174.6             | 173.0             | 173.4   | 175.6   | 176.1   | 174.4   | 172.6   | 174.1   | 172.7   | 171.5   | 168.3   | 167.8   | 171.3   | 164.2          |         |
| Groceries and related products.....              | 126.0             | 124.7             | 124.2   | 123.4   | 124.0   | 122.8   | 122.5   | 122.1   | 120.7   | 120.9   | 118.9   | 117.7   | 120.4   | 114.2          |         |
| Electrical goods.....                            | 435.9             | 435.6             | 442.0   | 461.2   | 460.7   | 465.2   | 465.2   | 452.4   | 454.6   | 468.6   | 467.1   | 443.8   | 436.5   | 449.0          |         |
| Hardware, plumbing, and heating goods.....       | 235.9             | 234.9             | 232.9   | 232.8   | 231.7   | 228.9   | 227.3   | 233.1   | 232.3   | 226.9   | 224.8   | 224.2   | 227.0   | 214.0          |         |
| Machinery, equipment, and supplies.....          | 133.8             | 133.6             | 133.9   | 134.7   | 135.1   | 135.6   | 134.7   | 136.4   | 135.6   | 134.3   | 132.2   | 131.9   | 133.7   | 128.5          |         |
| Miscellaneous wholesalers.....                   | 542.4             | 541.0             | 544.4   | 543.6   | 539.7   | 536.7   | 537.2   | 542.9   | 541.1   | 531.4   | 519.6   | 517.7   | 527.8   | 490.6          |         |
| See footnotes at end of table.                   | 1,008.6           | 1,003.9           | 1,002.6 | 1,019.6 | 1,013.4 | 1,009.7 | 1,005.1 | 1,011.9 | 1,009.2 | 996.9   | 977.7   | 976.4   | 994.1   | 956.2          |         |

TABLE A-10. Production or nonsupervisory workers in nonagricultural establishments, by industry<sup>1</sup>—Continued

| Industry                                               | 1967              |                   |         |         | 1966    |         |         |         |         |         |         |         | Annual average |         |         |
|--------------------------------------------------------|-------------------|-------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|----------------|---------|---------|
|                                                        | Apr. <sup>2</sup> | Mar. <sup>2</sup> | Feb.    | Jan.    | Dec.    | Nov.    | Oct.    | Sept.   | Aug.    | July    | June    | May     | Apr.           | 1966    | 1965    |
| <b>Wholesale and retail trade—Continued</b>            |                   |                   |         |         |         |         |         |         |         |         |         |         |                |         |         |
| Retail trade                                           | 8,944             | 8,876             | 8,784   | 8,897   | 9,758   | 9,147   | 8,954   | 8,842   | 8,803   | 8,821   | 8,870   | 8,768   | 8,731          | 8,860   | 8,508   |
| General merchandise stores                             | 1,765.1           | 1,734.2           | 1,831.4 | 2,371.6 | 1,998.1 | 1,848.8 | 1,779.6 | 1,734.8 | 1,731.7 | 1,750.1 | 1,732.7 | 1,729.2 | 1,816.2        | 1,721.2 | 1,721.2 |
| Department stores                                      | 1,108.9           | 1,091.6           | 1,160.0 | 1,534.1 | 1,270.3 | 1,165.0 | 1,113.2 | 1,084.6 | 1,087.5 | 1,100.8 | 1,089.4 | 1,083.6 | 1,145.5        | 1,076.0 | 1,076.0 |
| Mail order houses                                      | 106.0             | 110.4             | 121.9   | 146.8   | 138.0   | 122.2   | 112.2   | 108.7   | 107.0   | 106.6   | 105.1   | 106.7   | 116.3          | 112.1   | 112.1   |
| Limited price variety stores                           | 306.5             | 294.1             | 303.7   | 392.1   | 330.3   | 309.9   | 301.3   | 287.1   | 283.7   | 289.3   | 292.9   | 296.8   | 303.4          | 293.4   | 293.4   |
| Food stores                                            | 1,476.9           | 1,477.4           | 1,471.8 | 1,501.7 | 1,472.3 | 1,466.9 | 1,443.8 | 1,431.4 | 1,438.9 | 1,440.0 | 1,433.0 | 1,425.6 | 1,442.4        | 1,368.7 | 1,368.7 |
| Grocery, meat, and vegetable stores                    | 1,302.6           | 1,303.1           | 1,303.9 | 1,324.5 | 1,303.4 | 1,299.9 | 1,278.6 | 1,269.1 | 1,276.8 | 1,274.5 | 1,267.8 | 1,259.2 | 1,276.5        | 1,204.8 | 1,204.8 |
| Apparel and accessories stores                         | 609.7             | 576.2             | 601.5   | 729.9   | 629.3   | 598.5   | 586.6   | 567.0   | 567.7   | 585.7   | 579.6   | 596.0   | 592.8          | 575.0   | 575.0   |
| Men's and boys' apparel stores                         | 99.7              | 99.2              | 106.8   | 132.1   | 104.3   | 100.1   | 97.7    | 96.2    | 96.7    | 98.9    | 95.5    | 95.7    | 100.8          | 94.6    | 94.6    |
| Women's ready-to-wear stores                           | 215.9             | 206.2             | 215.0   | 261.3   | 226.6   | 221.4   | 213.6   | 211.7   | 209.2   | 215.9   | 216.0   | 215.3   | 217.8          | 213.7   | 213.7   |
| Family clothing stores                                 | 100.9             | 97.2              | 102.0   | 128.8   | 101.6   | 95.9    | 94.6    | 90.6    | 93.2    | 94.8    | 90.6    | 91.1    | 96.0           | 91.1    | 91.1    |
| Shoe stores                                            | 123.0             | 109.2             | 112.3   | 131.0   | 116.7   | 112.8   | 114.1   | 106.1   | 107.0   | 110.4   | 111.9   | 127.5   | 112.3          | 108.1   | 108.1   |
| Furniture and appliance stores                         | 380.6             | 381.2             | 381.0   | 395.8   | 385.6   | 379.6   | 375.5   | 375.3   | 375.1   | 373.6   | 370.3   | 369.4   | 375.8          | 363.6   | 363.6   |
| Furniture and home furnishings                         | 241.8             | 240.9             | 241.8   | 252.4   | 246.8   | 242.1   | 240.3   | 239.5   | 241.5   | 240.5   | 237.4   | 236.1   | 240.4          | 234.4   | 234.4   |
| Eating and drinking places                             | 1,891.0           | 1,865.1           | 1,848.9 | 1,886.0 | 1,893.2 | 1,912.2 | 1,918.0 | 1,932.4 | 1,934.8 | 1,940.2 | 1,903.9 | 1,869.4 | 1,880.9        | 1,806.7 | 1,806.7 |
| Other retail trade                                     | 2,752.4           | 2,750.0           | 2,762.9 | 2,873.0 | 2,777.1 | 2,748.1 | 2,738.8 | 2,762.0 | 2,772.5 | 2,780.0 | 2,748.7 | 2,741.2 | 2,752.2        | 2,672.8 | 2,672.8 |
| Building materials and hardware                        | 443.8             | 438.1             | 441.6   | 459.5   | 461.4   | 467.7   | 473.0   | 486.7   | 492.3   | 490.9   | 476.6   | 473.7   | 471.2          | 467.1   | 467.1   |
| Motor vehicle dealers                                  | 635.1             | 636.0             | 639.7   | 643.0   | 641.1   | 636.7   | 634.5   | 638.9   | 642.0   | 640.8   | 636.9   | 639.0   | 639.1          | 626.0   | 626.0   |
| Other vehicle and accessory dealers                    | 160.8             | 159.3             | 162.4   | 173.6   | 169.0   | 165.9   | 165.8   | 169.0   | 168.1   | 166.3   | 162.9   | 159.6   | 163.6          | 154.9   | 154.9   |
| Drug stores                                            | 398.8             | 403.3             | 406.0   | 426.7   | 394.1   | 388.1   | 381.2   | 377.9   | 376.5   | 379.1   | 375.7   | 375.8   | 382.9          | 366.2   | 366.2   |
| Fuel and ice dealers                                   | 99.8              | 102.3             | 103.1   | 102.3   | 98.9    | 95.0    | 90.1    | 88.9    | 88.8    | 89.7    | 91.6    | 95.2    | 95.7           | 95.9    | 95.9    |
| <b>Finance, insurance, and real estate<sup>4</sup></b> | 2,513             | 2,492             | 2,473   | 2,458   | 2,476   | 2,472   | 2,473   | 2,485   | 2,522   | 2,526   | 2,493   | 2,454   | 2,441          | 2,244   | 2,425   |
| Banking                                                | 699.5             | 697.7             | 693.8   | 696.1   | 694.1   | 691.6   | 692.8   | 701.9   | 698.3   | 685.1   | 671.9   | 671.3   | 683.6          | 662.6   | 662.6   |
| Credit agencies other than banks                       | 267.6             | 265.7             | 265.1   | 265.9   | 264.5   | 264.4   | 265.3   | 269.5   | 269.7   | 266.9   | 265.2   | 265.5   | 266.3          | 263.3   | 263.3   |
| Savings and loan associations                          | 75.5              | 74.8              | 75.9    | 75.1    | 74.8    | 75.5    | 75.4    | 77.4    | 78.4    | 77.5    | 77.6    | 78.8    | 77.3           | 79.7    | 79.7    |
| Security dealers and exchanges                         | 126.7             | 124.6             | 122.6   | 124.2   | 124.1   | 124.8   | 124.5   | 126.5   | 127.7   | 125.5   | 123.2   | 121.7   | 123.0          | 113.8   | 113.8   |
| Insurance carriers                                     | 652.7             | 649.9             | 643.3   | 645.2   | 640.5   | 638.7   | 641.2   | 647.5   | 645.4   | 635.5   | 628.2   | 628.5   | 636.1          | 632.7   | 632.7   |
| Life insurance                                         | 280.8             | 279.4             | 278.7   | 280.0   | 278.3   | 278.1   | 279.8   | 282.6   | 282.2   | 277.8   | 276.0   | 277.4   | 278.7          | 281.7   | 281.7   |
| Accident and health insurance                          | 62.9              | 61.7              | 59.1    | 58.5    | 57.4    | 56.4    | 55.4    | 55.5    | 54.4    | 52.1    | 49.9    | 49.0    | 52.6           | 46.5    | 46.5    |
| Fire, marine, and casualty insurance                   | 278.5             | 278.1             | 274.5   | 275.1   | 273.3   | 272.0   | 273.3   | 275.9   | 274.5   | 271.4   | 268.2   | 268.0   | 271.3          | 269.1   | 269.1   |
| <b>Services and miscellaneous:</b>                     |                   |                   |         |         |         |         |         |         |         |         |         |         |                |         |         |
| Hotels and lodging places:                             |                   |                   |         |         |         |         |         |         |         |         |         |         |                |         |         |
| Hotels, tourist courts, and motels                     | 525.5             | 520.6             | 512.9   | 515.7   | 526.7   | 545.9   | 573.0   | 610.5   | 612.9   | 585.7   | 556.5   | 541.9   | 552.2          | 541.8   | 541.8   |
| Personal services:                                     |                   |                   |         |         |         |         |         |         |         |         |         |         |                |         |         |
| Laundries, cleaning and dyeing plants                  | 493.2             | 490.4             | 491.5   | 496.5   | 499.8   | 502.9   | 499.7   | 508.2   | 512.0   | 511.5   | 499.7   | 494.3   | 498.8          | 490.3   | 490.3   |
| Motion pictures:                                       |                   |                   |         |         |         |         |         |         |         |         |         |         |                |         |         |
| Motion picture filming and distribution                | 30.6              | 31.1              | 33.4    | 36.6    | 35.8    | 34.8    | 33.8    | 35.9    | 36.6    | 32.9    | 28.8    | 28.6    | 32.9           | 30.3    | 30.3    |

<sup>1</sup> For comparability of data with those published in issues prior to October 1966, and coverage of these series, see footnote 1, table A-9.

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. Transportation and public utilities, and services are included in total private but are not shown separately in this table.

<sup>2</sup> 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.

<sup>3</sup> 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.

<sup>4</sup> Nonsupervisory workers include employees (not above the working supervisory level) such as office and clerical workers, repairmen, salespersons, operators, drivers, attendants, service employees, linemen, laborers, janitors, watchmen, and similar occupational levels, and other employees whose services are closely associated with those of the employees listed.

<sup>5</sup> Preliminary.

<sup>6</sup> Data relate to nonsupervisory employees except messengers.

<sup>7</sup> Nonoffice salesmen excluded from nonsupervisory count for all series in this division.

TABLE A-11. Employees in nonagricultural establishments, by industry division and selected groups, seasonally adjusted<sup>1</sup>

[In thousands]

| Industry division and group                      | 1967              |                   |        |        |        | 1966   |        |        |        |        |        |        |        |
|--------------------------------------------------|-------------------|-------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|                                                  | Apr. <sup>2</sup> | Mar. <sup>2</sup> | Feb.   | Jan.   | Dec.   | Nov.   | Oct.   | Sept.  | Aug.   | July   | June   | May    | Apr.   |
| Total.....                                       | 65,611            | 65,513            | 65,497 | 65,381 | 65,076 | 64,823 | 64,466 | 64,168 | 64,199 | 64,072 | 63,983 | 63,517 | 63,350 |
| Mining.....                                      | 626               | 626               | 626    | 228    | 626    | 624    | 625    | 628    | 636    | 636    | 632    | 628    | 595    |
| Contract construction.....                       | 3,279             | 3,320             | 3,350  | 3,301  | 3,293  | 3,204  | 3,202  | 3,228  | 3,251  | 3,297  | 3,300  | 3,238  | 3,333  |
| Manufacturing.....                               | 19,234            | 19,351            | 19,402 | 19,468 | 19,445 | 19,415 | 19,312 | 19,204 | 19,262 | 19,128 | 19,167 | 19,002 | 18,923 |
| Durable goods.....                               | 11,275            | 11,376            | 11,408 | 11,445 | 11,439 | 11,424 | 11,387 | 11,322 | 11,324 | 11,210 | 11,220 | 11,122 | 11,065 |
| Ordnance and accessories.....                    | 286               | 283               | 281    | 276    | 269    | 265    | 262    | 260    | 257    | 257    | 257    | 253    | 249    |
| Lumber and wood products, except furniture.....  | 606               | 619               | 614    | 620    | 605    | 607    | 607    | 609    | 621    | 622    | 628    | 623    | 633    |
| Furniture and fixtures.....                      | 451               | 455               | 459    | 460    | 465    | 463    | 460    | 459    | 462    | 462    | 456    | 458    | 451    |
| Stone, clay, and glass products.....             | 626               | 636               | 638    | 642    | 638    | 636    | 633    | 633    | 637    | 643    | 641    | 643    | 647    |
| Primary metal industries.....                    | 1,284             | 1,305             | 1,322  | 1,341  | 1,343  | 1,351  | 1,341  | 1,351  | 1,351  | 1,338  | 1,333  | 1,315  | 1,307  |
| Fabricated metal products.....                   | 1,361             | 1,373             | 1,374  | 1,380  | 1,379  | 1,378  | 1,365  | 1,357  | 1,360  | 1,346  | 1,348  | 1,341  | 1,345  |
| Machinery.....                                   | 1,927             | 1,932             | 1,935  | 1,941  | 1,933  | 1,917  | 1,912  | 1,903  | 1,901  | 1,888  | 1,865  | 1,846  | 1,827  |
| Electrical equipment and supplies.....           | 1,939             | 1,960             | 1,967  | 1,964  | 1,959  | 1,959  | 1,962  | 1,941  | 1,948  | 1,903  | 1,904  | 1,877  | 1,860  |
| Transportation equipment.....                    | 1,904             | 1,924             | 1,928  | 1,927  | 1,958  | 1,960  | 1,951  | 1,945  | 1,910  | 1,888  | 1,915  | 1,901  | 1,887  |
| Instruments and related products.....            | 448               | 449               | 448    | 446    | 444    | 439    | 439    | 432    | 431    | 430    | 428    | 424    | 418    |
| Miscellaneous manufacturing industries.....      | 443               | 440               | 442    | 448    | 446    | 445    | 442    | 440    | 443    | 439    | 443    | 443    | 441    |
| Nondurable goods.....                            | 7,959             | 7,975             | 7,994  | 8,023  | 8,006  | 7,991  | 7,925  | 7,882  | 7,938  | 7,918  | 7,947  | 7,880  | 7,858  |
| Food and kindred products.....                   | 1,771             | 1,786             | 1,781  | 1,780  | 1,781  | 1,781  | 1,750  | 1,737  | 1,765  | 1,763  | 1,760  | 1,748  | 1,757  |
| Tobacco manufactures.....                        | 86                | 85                | 84     | 89     | 86     | 87     | 78     | 79     | 80     | 85     | 86     | 85     | 86     |
| Textile mill products.....                       | 935               | 941               | 942    | 951    | 951    | 950    | 950    | 952    | 957    | 955    | 957    | 952    | 950    |
| Apparel and related products.....                | 1,383             | 1,378             | 1,399  | 1,415  | 1,409  | 1,406  | 1,403  | 1,390  | 1,395  | 1,388  | 1,424  | 1,412  | 1,396  |
| Paper and allied products.....                   | 685               | 688               | 686    | 683    | 683    | 682    | 676    | 670    | 677    | 679    | 674    | 665    | 664    |
| Printing, publishing, and allied industries..... | 1,065             | 1,067             | 1,060  | 1,056  | 1,049  | 1,044  | 1,039  | 1,035  | 1,031  | 1,031  | 1,026  | 1,018  | 1,017  |
| Chemicals and allied products.....               | 977               | 978               | 981    | 981    | 976    | 974    | 969    | 965    | 968    | 963    | 961    | 945    | 937    |
| Petroleum refining and related industries.....   | 182               | 181               | 182    | 182    | 183    | 183    | 182    | 182    | 184    | 186    | 183    | 183    | 187    |
| Rubber and miscellaneous plastic products.....   | 527               | 527               | 530    | 533    | 534    | 529    | 523    | 517    | 520    | 518    | 515    | 508    | 506    |
| Leather and leather products.....                | 348               | 344               | 349    | 353    | 354    | 355    | 355    | 355    | 357    | 350    | 361    | 364    | 363    |
| Transportation and public utilities.....         | 4,191             | 4,221             | 4,225  | 4,230  | 4,196  | 4,195  | 4,165  | 4,168  | 4,105  | 4,122  | 4,143  | 4,132  | 4,114  |
| Wholesale and retail trade.....                  | 13,665            | 13,477            | 13,524 | 13,503 | 13,392 | 13,393 | 13,340 | 13,268 | 13,264 | 13,256 | 13,217 | 13,164 | 13,128 |
| Wholesale trade.....                             | 3,553             | 3,552             | 3,535  | 3,530  | 3,515  | 3,505  | 3,486  | 3,474  | 3,483  | 3,483  | 3,470  | 3,445  | 3,434  |
| Retail trade.....                                | 10,112            | 9,925             | 9,989  | 9,973  | 9,877  | 9,888  | 9,854  | 9,794  | 9,781  | 9,773  | 9,747  | 9,719  | 9,694  |
| Finance, insurance, and real estate.....         | 3,175             | 3,158             | 3,142  | 3,129  | 3,121  | 3,110  | 3,102  | 3,100  | 3,100  | 3,095  | 3,090  | 3,076  | 3,068  |
| Service and miscellaneous.....                   | 9,994             | 9,977             | 9,919  | 9,869  | 9,821  | 9,778  | 9,712  | 9,649  | 9,647  | 9,609  | 9,549  | 9,515  | 9,484  |
| Government.....                                  | 11,447            | 11,383            | 11,309 | 11,253 | 11,182 | 11,104 | 11,008 | 10,923 | 10,934 | 10,929 | 10,885 | 10,762 | 10,705 |
| Federal.....                                     | 2,709             | 2,688             | 2,673  | 2,662  | 2,629  | 2,621  | 2,615  | 2,594  | 2,601  | 2,601  | 2,571  | 2,523  | 2,501  |
| State and local.....                             | 8,738             | 8,695             | 8,636  | 8,591  | 8,553  | 8,483  | 8,393  | 8,329  | 8,324  | 8,328  | 8,314  | 8,239  | 8,204  |

<sup>1</sup> For coverage of the series, see footnote 1, table A-9.<sup>2</sup> Preliminary.NOTE: The seasonal adjustment method used is described in appendix A, *BLS Handbook of Methods for Surveys and Studies* (BLS Bulletin 1458, 1966).TABLE A-12. Production workers in manufacturing industries, by major industry group, seasonally adjusted<sup>1</sup>

[In thousands]

| Major industry group                             | 1967              |                   |        |        |        | 1966   |        |        |        |        |        |        |        |
|--------------------------------------------------|-------------------|-------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|                                                  | Apr. <sup>2</sup> | Mar. <sup>2</sup> | Feb.   | Jan.   | Dec.   | Nov.   | Oct.   | Sept.  | Aug.   | July   | June   | May    | Apr.   |
| Manufacturing.....                               | 14,189            | 14,304            | 14,370 | 14,453 | 14,446 | 14,436 | 14,350 | 14,268 | 14,330 | 14,201 | 14,281 | 14,154 | 14,100 |
| Durable goods.....                               | 8,275             | 8,375             | 8,417  | 8,462  | 8,471  | 8,467  | 8,442  | 8,395  | 8,395  | 8,293  | 8,328  | 8,261  | 8,226  |
| Ordnance and accessories.....                    | 145               | 144               | 141    | 136    | 133    | 131    | 128    | 126    | 124    | 122    | 120    | 118    | 114    |
| Lumber and wood products, except furniture.....  | 528               | 540               | 537    | 539    | 529    | 530    | 529    | 531    | 542    | 543    | 550    | 546    | 554    |
| Furniture and fixtures.....                      | 370               | 376               | 379    | 381    | 384    | 385    | 381    | 380    | 382    | 378    | 381    | 379    | 374    |
| Primary metal industries.....                    | 497               | 509               | 507    | 515    | 511    | 507    | 507    | 507    | 512    | 515    | 515    | 516    | 521    |
| Fabricated metal products.....                   | 1,037             | 1,051             | 1,071  | 1,090  | 1,092  | 1,103  | 1,102  | 1,092  | 1,100  | 1,090  | 1,086  | 1,070  | 1,066  |
| Machinery.....                                   | 1,053             | 1,065             | 1,070  | 1,074  | 1,075  | 1,074  | 1,062  | 1,055  | 1,060  | 1,043  | 1,048  | 1,046  | 1,049  |
| Electrical equipment and supplies.....           | 1,344             | 1,353             | 1,357  | 1,363  | 1,360  | 1,348  | 1,346  | 1,339  | 1,338  | 1,331  | 1,312  | 1,299  | 1,284  |
| Transportation equipment.....                    | 1,325             | 1,344             | 1,355  | 1,357  | 1,355  | 1,358  | 1,363  | 1,350  | 1,353  | 1,320  | 1,327  | 1,308  | 1,297  |
| Instruments and related products.....            | 1,338             | 1,357             | 1,361  | 1,362  | 1,392  | 1,395  | 1,392  | 1,389  | 1,353  | 1,324  | 1,358  | 1,351  | 1,344  |
| Miscellaneous manufacturing industries.....      | 287               | 288               | 287    | 287    | 285    | 281    | 280    | 277    | 278    | 277    | 276    | 273    | 270    |
| Miscellaneous manufacturing industries.....      | 351               | 348               | 352    | 358    | 355    | 355    | 352    | 349    | 353    | 350    | 355    | 355    | 353    |
| Nondurable goods.....                            | 5,914             | 5,929             | 5,953  | 5,991  | 5,975  | 5,969  | 5,908  | 5,873  | 5,935  | 5,908  | 5,953  | 5,893  | 5,874  |
| Food and kindred products.....                   | 1,175             | 1,190             | 1,184  | 1,183  | 1,184  | 1,186  | 1,156  | 1,145  | 1,170  | 1,165  | 1,166  | 1,154  | 1,163  |
| Tobacco manufactures.....                        | 74                | 72                | 72     | 77     | 74     | 74     | 66     | 67     | 68     | 73     | 74     | 73     | 74     |
| Textile mill products.....                       | 830               | 835               | 838    | 847    | 848    | 847    | 848    | 856    | 850    | 854    | 850    | 847    | 847    |
| Apparel and related products.....                | 1,224             | 1,221             | 1,242  | 1,257  | 1,251  | 1,240  | 1,246  | 1,234  | 1,239  | 1,232  | 1,238  | 1,257  | 1,239  |
| Paper and allied products.....                   | 532               | 534               | 533    | 531    | 530    | 531    | 525    | 520    | 528    | 530    | 525    | 519    | 518    |
| Printing, publishing, and allied industries..... | 676               | 677               | 673    | 673    | 666    | 662    | 659    | 657    | 659    | 656    | 654    | 648    | 647    |
| Chemicals and allied products.....               | 577               | 580               | 583    | 584    | 582    | 581    | 576    | 575    | 582    | 577    | 578    | 564    | 559    |
| Petroleum refining and related industries.....   | 114               | 114               | 114    | 115    | 115    | 115    | 114    | 114    | 115    | 115    | 115    | 113    | 113    |
| Rubber and miscellaneous plastic products.....   | 409               | 408               | 412    | 417    | 417    | 413    | 409    | 403    | 406    | 403    | 403    | 396    | 395    |
| Leather and leather products.....                | 303               | 298               | 302    | 307    | 308    | 310    | 310    | 310    | 312    | 307    | 316    | 319    | 319    |

<sup>1</sup> For definition of production workers, see footnote 1, table A-10.<sup>2</sup> Preliminary.NOTE: The seasonal adjustment method used is described in appendix A, *BLS Handbook of Methods for Surveys and Studies* (BLS Bulletin 1458, 1966).

TABLE A-13. Unemployment insurance and employment service program operations <sup>1</sup>

[All items except average benefit amounts are in thousands]

| Item                                                                             | 1967      |           |           | 1966      |           |          |           |           |           |           |           |           |           |
|----------------------------------------------------------------------------------|-----------|-----------|-----------|-----------|-----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
|                                                                                  | Mar.      | Feb.      | Jan.      | Dec.      | Nov.      | Oct.     | Sept.     | Aug.      | July      | June      | May       | Apr.      | Mar.      |
| <b>Employment service: <sup>2</sup></b>                                          |           |           |           |           |           |          |           |           |           |           |           |           |           |
| New applications for work.....                                                   | 887       | 853       | 966       | 721       | 794       | 819      | 801       | 869       | 896       | 1,314     | 906       | 806       | 850       |
| Nonfarm placements.....                                                          | 460       | 407       | 440       | 420       | 513       | 592      | 619       | 619       | 549       | 622       | 568       | 533       | 547       |
| <b>State unemployment insurance programs:</b>                                    |           |           |           |           |           |          |           |           |           |           |           |           |           |
| Initial claims <sup>3,4</sup> .....                                              | 1,061     | 1,087     | 1,346     | 1,280     | 915       | 709      | 626       | 826       | 1,019     | 690       | 665       | 693       | 769       |
| Insured unemployment <sup>5</sup> (average weekly volume) <sup>6</sup> .....     | 1,532     | 1,582     | 1,558     | 1,254     | 903       | 753      | 755       | 928       | 947       | 793       | 802       | 1,044     | 1,301     |
| Rate of insured unemployment <sup>7</sup> .....                                  | 3.3       | 3.4       | 3.3       | 2.7       | 1.9       | 1.6      | 1.6       | 2.0       | 2.1       | 1.8       | 1.9       | 2.3       | 2.9       |
| Weeks of unemployment compensated.....                                           | 6,323     | 5,398     | 5,615     | 3,971     | 2,960     | 2,476    | 2,817     | 3,639     | 3,022     | 3,087     | 3,385     | 4,098     | 5,852     |
| Average weekly benefit amount for total unemployment.....                        | \$42.07   | \$41.97   | \$41.73   | \$41.39   | \$40.57   | \$39.84  | \$39.68   | \$40.65   | \$39.05   | \$38.72   | \$38.86   | \$39.38   | \$39.83   |
| Total benefits paid.....                                                         | \$257,488 | \$219,480 | \$224,787 | \$157,566 | \$114,814 | \$93,697 | \$106,548 | \$143,058 | \$113,812 | \$114,358 | \$126,149 | \$155,494 | \$225,472 |
| <b>Unemployment compensation for ex-servicemen: <sup>8,9</sup></b>               |           |           |           |           |           |          |           |           |           |           |           |           |           |
| Initial claims <sup>3,6</sup> .....                                              | 16        | 15        | 19        | 17        | 15        | 13       | 12        | 16        | 17        | 14        | 12        | 13        | 17        |
| Insured unemployment <sup>5</sup> (average weekly volume).....                   | 24        | 25        | 25        | 21        | 16        | 14       | 15        | 19        | 19        | 17        | 18        | 22        | 27        |
| Weeks of unemployment compensated.....                                           | 101       | 93        | 96        | 75        | 59        | 51       | 63        | 81        | 63        | 72        | 76        | 92        | 121       |
| Total benefits paid.....                                                         | \$4,199   | \$3,878   | \$3,963   | \$2,973   | \$2,450   | \$2,117  | \$2,561   | \$3,204   | \$2,443   | \$2,872   | \$2,936   | \$3,558   | \$4,620   |
| <b>Unemployment compensation for Federal civilian employees: <sup>9,10</sup></b> |           |           |           |           |           |          |           |           |           |           |           |           |           |
| Initial claims <sup>3</sup> .....                                                | 8         | 9         | 15        | 10        | 9         | 9        | 7         | 8         | 11        | 9         | 7         | 7         | 8         |
| Insured unemployment <sup>5</sup> (average weekly volume).....                   | 22        | 24        | 23        | 20        | 17        | 16       | 16        | 18        | 19        | 18        | 18        | 21        | 26        |
| Weeks of unemployment compensated.....                                           | 103       | 91        | 87        | 75        | 67        | 60       | 67        | 79        | 65        | 79        | 78        | 92        | 118       |
| Total benefits paid.....                                                         | \$4,192   | \$3,728   | \$3,581   | \$3,045   | \$2,752   | \$2,466  | \$2,731   | \$3,239   | \$2,645   | \$3,255   | \$3,217   | \$3,718   | \$4,717   |
| <b>Railroad unemployment insurance:</b>                                          |           |           |           |           |           |          |           |           |           |           |           |           |           |
| Applications <sup>11</sup> .....                                                 | 5         | 6         | 11        | 7         | 6         | 6        | 7         | 8         | 18        | 25        | 42        | 6         | 5         |
| Insured unemployment (average weekly volume).....                                | 23        | 24        | 25        | 19        | 18        | 16       | 16        | 15        | 16        | 15        | 18        | 23        | 26        |
| Number of payments <sup>12</sup> .....                                           | 57        | 53        | 48        | 40        | 38        | 34       | 36        | 35        | 31        | 54        | 77        | 53        | 69        |
| Average amount of benefit payment <sup>13</sup> .....                            | \$77.16   | \$75.54   | \$72.95   | \$76.70   | \$73.80   | \$71.99  | \$72.07   | \$74.96   | \$72.16   | \$60.07   | \$50.55   | \$69.79   | \$77.68   |
| Total benefits paid <sup>14</sup> .....                                          | \$4,233   | \$3,784   | \$3,499   | \$2,858   | \$2,550   | \$2,126  | \$2,422   | \$2,499   | \$2,138   | \$2,913   | \$3,750   | \$3,606   | \$5,154   |
| <b>All programs: <sup>15</sup></b>                                               |           |           |           |           |           |          |           |           |           |           |           |           |           |
| Insured unemployment <sup>6</sup> .....                                          | 1,603     | 1,654     | 1,631     | 1,313     | 955       | 799      | 802       | 980       | 1,001     | 841       | 916       | 1,112     | 1,381     |

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

<sup>2</sup> Includes Guam and the Virgin Islands.

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

<sup>4</sup> Includes interstate claims for the Virgin Islands.

<sup>5</sup> Number of workers reporting the completion of at least 1 week of unemployment.

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

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

<sup>8</sup> Excludes data on claims and payments made jointly with other programs.

<sup>9</sup> Includes the Virgin Islands.

<sup>10</sup> Excludes data on claims and payments made jointly with State programs.

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

<sup>12</sup> Payments are for unemployment in 14-day registration periods.

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

<sup>14</sup> Adjusted for recovery of overpayments and settlement of underpayments.

<sup>15</sup> Represents an unduplicated count of insured unemployment under the State, Ex-servicemen and UCFE programs and the Railroad Unemployment Insurance Act.

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

## B.—Labor Turnover

TABLE B-1. Labor turnover rates, by major industry group <sup>1</sup>

[Per 100 employees]

| Major industry group                             | 1967                  |      |      | 1966 |      |      |       |      |      |      |     |      |      | Annual average |      |
|--------------------------------------------------|-----------------------|------|------|------|------|------|-------|------|------|------|-----|------|------|----------------|------|
|                                                  | Mar. <sup>2</sup>     | Feb. | Jan. | Dec. | Nov. | Oct. | Sept. | Aug. | July | June | May | Apr. | Mar. | 1966           | 1965 |
|                                                  | Accessions: Total     |      |      |      |      |      |       |      |      |      |     |      |      |                |      |
| Manufacturing:                                   |                       |      |      |      |      |      |       |      |      |      |     |      |      |                |      |
| Actual.....                                      | 3.8                   | 3.6  | 4.3  | 2.9  | 3.9  | 5.1  | 6.1   | 6.4  | 5.1  | 6.7  | 5.1 | 4.6  | 4.9  | 5.0            | 4.3  |
| Seasonally adjusted.....                         | 4.1                   | 4.2  | 4.6  | 4.5  | 4.9  | 5.1  | 5.0   | 5.1  | 4.6  | 5.3  | 5.1 | 4.8  | 5.2  |                |      |
| Durable goods.....                               | 3.6                   | 3.4  | 4.1  | 2.7  | 3.8  | 4.8  | 5.9   | 6.2  | 4.5  | 6.5  | 4.9 | 4.6  | 4.9  | 4.8            | 4.1  |
| Ordnance and accessories.....                    | 2.6                   | 2.9  | 3.6  | 2.2  | 3.6  | 4.5  | 4.3   | 4.2  | 3.8  | 4.8  | 3.6 | 3.6  | 3.7  | 3.8            | 2.9  |
| Lumber and wood products, except furniture.....  | 6.1                   | 5.5  | 6.6  | 3.7  | 4.5  | 5.9  | 6.9   | 7.0  | 6.4  | 10.2 | 8.6 | 8.8  | 7.3  | 6.8            | 6.0  |
| Furniture and fixtures.....                      | 4.7                   | 4.5  | 5.3  | 3.4  | 5.6  | 7.4  | 8.5   | 8.9  | 6.8  | 7.8  | 6.8 | 6.3  | 6.5  | 6.6            | 5.5  |
| Stone, clay, and glass products.....             | 4.4                   | 3.7  | 3.6  | 2.3  | 3.1  | 3.9  | 4.5   | 5.0  | 4.6  | 6.7  | 5.3 | 5.5  | 5.7  | 4.5            | 4.0  |
| Primary metal industries.....                    | 2.6                   | 2.6  | 3.2  | 2.3  | 2.8  | 3.3  | 3.8   | 4.4  | 3.0  | 5.6  | 3.8 | 3.4  | 3.9  | 3.7            | 2.9  |
| Fabricated metal products.....                   | 4.1                   | 4.0  | 4.7  | 3.2  | 4.4  | 5.4  | 6.2   | 7.1  | 5.2  | 6.9  | 5.5 | 5.0  | 5.2  | 5.3            | 4.6  |
| Machinery.....                                   | 3.0                   | 3.0  | 3.5  | 2.6  | 3.2  | 3.9  | 4.2   | 4.4  | 3.8  | 5.7  | 3.9 | 3.6  | 3.8  | 3.9            | 3.3  |
| Electrical equipment and supplies.....           | 3.0                   | 3.1  | 3.8  | 2.6  | 3.7  | 5.1  | 5.5   | 5.9  | 4.3  | 6.2  | 4.6 | 4.3  | 4.7  | 4.7            | 3.9  |
| Transportation equipment.....                    | 3.5                   | 3.2  | 4.0  | 2.5  | 3.8  | 5.1  | 8.4   | 9.0  | 4.5  | 6.2  | 4.8 | 4.2  | 5.4  | 5.3            | 4.7  |
| Instruments and related products.....            | 3.3                   | 2.9  | 3.5  | 2.4  | 3.0  | 3.9  | 4.2   | 4.3  | 4.1  | 5.9  | 3.9 | 3.4  | 3.8  | 3.8            | 3.2  |
| Miscellaneous manufacturing industries.....      | 5.9                   | 5.1  | 6.2  | 3.0  | 5.5  | 8.3  | 9.2   | 8.3  | 7.7  | 7.8  | 7.0 | 6.8  | 6.9  | 7.0            | 6.3  |
| Nondurable goods.....                            | 4.2                   | 3.8  | 4.5  | 3.1  | 4.2  | 5.4  | 6.3   | 6.7  | 6.0  | 7.1  | 5.3 | 4.7  | 4.8  | 5.2            | 4.6  |
| Food and kindred products.....                   | 5.0                   | 4.3  | 5.0  | 4.1  | 5.4  | 7.6  | 9.2   | 10.3 | 9.2  | 10.2 | 6.7 | 5.7  | 5.5  | 6.9            | 6.1  |
| Tobacco manufactures.....                        | 2.6                   | 3.2  | 3.6  | 6.7  | 5.8  | 6.1  | 7.1   | 15.9 | 9.0  | 4.8  | 3.7 | 3.0  | 4.2  | 6.3            | 6.0  |
| Textile mill products.....                       | 4.7                   | 4.1  | 4.7  | 2.9  | 4.2  | 5.2  | 5.9   | 6.3  | 5.3  | 6.3  | 5.5 | 5.5  | 5.3  | 5.1            | 4.3  |
| Apparel and related products.....                | 4.9                   | 5.0  | 6.3  | 3.4  | 4.9  | 5.8  | 6.7   | 7.5  | 7.4  | 7.0  | 6.8 | 5.6  | 5.8  | 6.1            | 5.8  |
| Paper and allied products.....                   | 3.2                   | 2.9  | 3.4  | 2.5  | 3.4  | 4.4  | 4.8   | 4.4  | 3.9  | 6.8  | 4.3 | 3.7  | 3.8  | 4.0            | 3.2  |
| Printing, publishing, and allied industries..... | 3.4                   | 3.3  | 3.7  | 2.7  | 3.3  | 4.1  | 4.9   | 4.4  | 3.7  | 5.5  | 3.8 | 3.4  | 3.5  | 3.8            | 3.2  |
| Chemicals and allied products.....               | 2.9                   | 2.4  | 2.4  | 1.8  | 2.2  | 2.7  | 3.0   | 2.8  | 2.6  | 5.1  | 3.1 | 2.8  | 3.4  | 2.9            | 2.4  |
| Petroleum refining and related industries.....   | 1.9                   | 1.6  | 1.5  | 1.1  | 1.4  | 1.9  | 2.0   | 2.0  | 2.2  | 4.5  | 2.3 | 2.3  | 1.9  | 2.1            | 1.8  |
| Rubber and miscellaneous plastic products.....   | 4.3                   | 4.1  | 4.6  | 3.2  | 4.9  | 6.0  | 6.9   | 7.1  | 5.9  | 7.3  | 5.4 | 4.9  | 5.3  | 5.5            | 4.4  |
| Leather and leather products.....                | 4.7                   | 4.7  | 7.0  | 4.1  | 5.3  | 6.2  | 6.6   | 7.3  | 7.5  | 7.4  | 6.5 | 5.5  | 6.0  | 6.3            | 5.4  |
| Nonmanufacturing:                                |                       |      |      |      |      |      |       |      |      |      |     |      |      |                |      |
| Metal mining.....                                | 3.1                   | 3.0  | 4.6  | 3.0  | 2.8  | 3.0  | 3.0   | 3.6  | 3.2  | 6.4  | 3.9 | 3.4  | 2.9  | 3.5            | 3.2  |
| Coal mining.....                                 | 1.5                   | 1.5  | 2.2  | 1.4  | 1.7  | 2.0  | 1.8   | 2.2  | 1.6  | 1.8  | 1.7 | 1.7  | 1.7  | 1.7            | 1.7  |
|                                                  | Accessions: New hires |      |      |      |      |      |       |      |      |      |     |      |      |                |      |
| Manufacturing:                                   |                       |      |      |      |      |      |       |      |      |      |     |      |      |                |      |
| Actual.....                                      | 2.8                   | 2.7  | 3.0  | 2.1  | 3.1  | 4.1  | 4.7   | 4.8  | 3.9  | 5.6  | 4.1 | 3.6  | 3.7  | 3.8            | 3.1  |
| Seasonally adjusted.....                         | 3.3                   | 3.4  | 3.6  | 3.7  | 3.8  | 3.9  | 3.6   | 3.7  | 3.5  | 4.0  | 4.0 | 3.9  | 4.3  |                |      |
| Durable goods.....                               | 2.6                   | 2.5  | 2.9  | 2.1  | 3.1  | 4.1  | 4.5   | 4.5  | 3.5  | 5.5  | 4.0 | 3.7  | 3.8  | 3.8            | 3.0  |
| Ordnance and accessories.....                    | 2.1                   | 2.4  | 3.0  | 1.8  | 3.0  | 4.0  | 3.7   | 3.4  | 3.1  | 4.1  | 3.0 | 2.8  | 2.9  | 3.1            | 1.8  |
| Lumber and wood products, except furniture.....  | 4.5                   | 3.9  | 4.3  | 2.9  | 3.8  | 5.3  | 6.1   | 6.3  | 5.8  | 9.2  | 7.4 | 7.0  | 6.0  | 5.7            | 4.8  |
| Furniture and fixtures.....                      | 4.0                   | 3.8  | 4.5  | 3.0  | 5.1  | 6.7  | 7.6   | 7.9  | 6.0  | 7.1  | 6.2 | 5.6  | 5.9  | 5.9            | 4.7  |
| Stone, clay, and glass products.....             | 2.9                   | 2.2  | 2.3  | 1.6  | 2.5  | 3.3  | 3.8   | 4.1  | 3.7  | 5.7  | 4.3 | 4.1  | 3.8  | 3.5            | 2.7  |
| Primary metal industries.....                    | 1.6                   | 1.7  | 2.0  | 1.5  | 2.1  | 2.6  | 3.2   | 3.1  | 2.3  | 4.7  | 3.1 | 2.7  | 2.7  | 2.7            | 2.0  |
| Fabricated metal products.....                   | 3.1                   | 3.1  | 3.5  | 2.5  | 3.7  | 4.6  | 5.4   | 5.4  | 4.0  | 5.9  | 4.6 | 4.1  | 4.2  | 4.3            | 3.5  |
| Machinery.....                                   | 2.6                   | 2.5  | 3.0  | 2.1  | 2.7  | 3.3  | 3.7   | 3.5  | 2.9  | 4.9  | 3.3 | 3.1  | 3.2  | 3.2            | 2.6  |
| Electrical equipment and supplies.....           | 2.2                   | 2.3  | 2.8  | 2.0  | 3.1  | 4.3  | 4.7   | 4.6  | 3.4  | 5.3  | 3.9 | 3.6  | 3.9  | 3.8            | 2.9  |
| Transportation equipment.....                    | 2.2                   | 2.0  | 2.1  | 1.7  | 2.8  | 3.9  | 4.1   | 4.0  | 3.1  | 4.7  | 3.4 | 3.0  | 3.3  | 3.4            | 2.8  |
| Instruments and related products.....            | 2.9                   | 2.6  | 3.0  | 2.0  | 2.7  | 3.5  | 3.8   | 3.8  | 3.3  | 5.4  | 3.4 | 3.1  | 3.3  | 3.4            | 2.6  |
| Miscellaneous manufacturing industries.....      | 4.3                   | 3.8  | 4.0  | 2.5  | 4.9  | 7.5  | 8.2   | 7.2  | 5.4  | 6.3  | 5.4 | 5.2  | 5.0  | 5.5            | 4.5  |
| Nondurable goods.....                            | 3.0                   | 2.8  | 3.2  | 2.3  | 3.2  | 4.2  | 5.0   | 5.2  | 4.4  | 5.7  | 4.1 | 3.6  | 3.6  | 3.9            | 3.2  |
| Food and kindred products.....                   | 3.2                   | 2.9  | 3.4  | 2.8  | 3.9  | 5.5  | 7.0   | 7.9  | 7.0  | 7.6  | 4.8 | 3.8  | 3.4  | 4.9            | 4.1  |
| Tobacco manufactures.....                        | 1.5                   | 2.3  | 2.6  | 3.2  | 4.5  | 4.3  | 4.8   | 10.0 | 4.0  | 3.2  | 2.3 | 1.8  | 2.0  | 3.7            | 3.3  |
| Textile mill products.....                       | 3.4                   | 3.1  | 3.5  | 2.2  | 3.3  | 4.1  | 4.9   | 5.2  | 4.0  | 5.3  | 4.6 | 4.5  | 4.2  | 4.1            | 3.3  |
| Apparel and related products.....                | 3.6                   | 3.4  | 4.0  | 2.1  | 3.5  | 4.3  | 5.0   | 5.4  | 4.5  | 5.2  | 4.6 | 4.1  | 4.4  | 4.2            | 3.7  |
| Paper and allied products.....                   | 2.7                   | 2.4  | 2.9  | 2.1  | 3.1  | 4.0  | 4.4   | 3.9  | 3.4  | 6.0  | 3.8 | 3.2  | 3.2  | 3.5            | 2.5  |
| Printing, publishing, and allied industries..... | 2.6                   | 2.7  | 3.0  | 2.2  | 2.8  | 3.5  | 4.1   | 3.7  | 3.1  | 4.6  | 3.2 | 2.9  | 2.8  | 3.2            | 2.6  |
| Chemicals and allied products.....               | 2.3                   | 1.9  | 1.9  | 1.4  | 1.8  | 2.3  | 2.6   | 2.4  | 2.1  | 4.5  | 2.6 | 2.4  | 2.8  | 2.4            | 1.9  |
| Petroleum refining and related industries.....   | 1.4                   | 1.3  | 1.1  | .9   | 1.2  | 1.7  | 1.8   | 1.7  | 2.0  | 3.8  | 1.9 | 1.7  | 1.5  | 1.7            | 1.4  |
| Rubber and miscellaneous plastic products.....   | 3.3                   | 3.2  | 3.5  | 2.6  | 4.1  | 5.3  | 6.1   | 5.7  | 4.4  | 6.4  | 4.6 | 4.1  | 4.3  | 4.6            | 3.4  |
| Leather and leather products.....                | 3.2                   | 3.3  | 4.8  | 3.1  | 4.1  | 4.8  | .3    | 5.6  | 5.3  | 6.4  | 5.1 | 4.3  | 4.7  | 4.8            | 3.9  |
| Nonmanufacturing:                                |                       |      |      |      |      |      |       |      |      |      |     |      |      |                |      |
| Metal mining.....                                | 2.2                   | 2.1  | 2.7  | 2.0  | .0   | 2.4  | 2.5   | 2.7  | 2.7  | 5.2  | 2.6 | 2.1  | 2.0  | 2.5            | 2.2  |
| Coal mining.....                                 | .9                    | 1.0  | 1.2  | 1.0  | 1.1  | 1.3  | 1.2   | 1.4  | 1.1  | 1.1  | 1.1 | 1.0  | 1.1  | 1.1            | .9   |

See footnotes at end of table.

TABLE B-1. Labor turnover rates, by major industry group<sup>1</sup>—Continued

[Per 100 employees]

| Major industry group                             | 1967              |      |      | 1966 |      |      |       |      |      |      |     |      |      | Annual average |      |
|--------------------------------------------------|-------------------|------|------|------|------|------|-------|------|------|------|-----|------|------|----------------|------|
|                                                  | Mar. <sup>2</sup> | Feb. | Jan. | Dec. | Nov. | Oct. | Sept. | Aug. | July | June | May | Apr. | Mar. | 1966           | 1965 |
| Separations: Total                               |                   |      |      |      |      |      |       |      |      |      |     |      |      |                |      |
| Manufacturing:                                   |                   |      |      |      |      |      |       |      |      |      |     |      |      |                |      |
| Actual.....                                      | 4.5               | 4.0  | 4.5  | 4.2  | 4.3  | 4.8  | 6.6   | 5.8  | 5.3  | 4.4  | 4.3 | 4.3  | 4.1  | 4.6            | 4.1  |
| Seasonally adjusted.....                         | 5.1               | 4.8  | 4.6  | 4.4  | 4.5  | 4.5  | 5.1   | 4.8  | 5.0  | 4.9  | 4.7 | 4.7  | 4.6  | 4.1            | 4.1  |
| Durable goods.....                               | 4.4               | 4.0  | 4.4  | 3.9  | 4.0  | 4.5  | 6.1   | 5.5  | 5.4  | 4.2  | 4.1 | 3.9  | 3.8  | 4.4            | 3.8  |
| Ordinance and accessories.....                   | 2.5               | 2.4  | 2.6  | 1.6  | 2.1  | 2.8  | 4.0   | 3.1  | 3.0  | 2.5  | 2.7 | 2.7  | 2.4  | 2.6            | 2.5  |
| Lumber and wood products, except furniture.....  | 6.9               | 5.4  | 6.4  | 6.5  | 7.5  | 7.5  | 9.4   | 8.6  | 6.6  | 6.7  | 7.0 | 7.1  | 7.3  | 7.2            | 6.1  |
| Furniture and fixtures.....                      | 6.3               | 5.2  | 6.2  | 4.9  | 5.7  | 6.8  | 8.3   | 8.4  | 6.4  | 6.0  | 6.1 | 6.2  | 6.1  | 6.3            | 5.1  |
| Stone, clay, and glass products.....             | 4.1               | 4.2  | 5.2  | 4.8  | 4.5  | 4.7  | 6.8   | 5.9  | 4.5  | 4.2  | 4.2 | 4.1  | 3.7  | 4.6            | 3.9  |
| Primary metal industries.....                    | 3.4               | 3.0  | 3.5  | 2.9  | 3.1  | 3.6  | 5.6   | 4.3  | 3.6  | 2.8  | 2.9 | 2.6  | 2.6  | 3.2            | 3.0  |
| Fabricated metal products.....                   | 5.0               | 4.9  | 4.9  | 4.3  | 4.7  | 5.3  | 7.0   | 6.3  | 5.4  | 5.0  | 5.1 | 4.7  | 4.5  | 5.1            | 4.2  |
| Machinery.....                                   | 3.5               | 2.8  | 3.1  | 2.5  | 2.6  | 3.2  | 5.1   | 4.5  | 3.8  | 3.3  | 3.2 | 3.3  | 3.1  | 3.4            | 2.8  |
| Electrical equipment and supplies.....           | 4.6               | 4.0  | 4.2  | 3.2  | 3.4  | 4.0  | 5.8   | 4.5  | 4.0  | 3.8  | 3.6 | 3.4  | 3.5  | 3.8            | 3.1  |
| Transportation equipment.....                    | 4.7               | 4.5  | 5.1  | 3.7  | 3.6  | 4.3  | 5.3   | 6.4  | 9.8  | 4.8  | 4.1 | 3.9  | 3.8  | 4.8            | 4.3  |
| Instruments and related products.....            | 3.1               | 2.7  | 2.9  | 2.4  | 2.5  | 3.6  | 4.9   | 3.7  | 3.3  | 3.0  | 2.8 | 2.9  | 2.8  | 3.1            | 2.7  |
| Miscellaneous manufacturing industries.....      | 5.7               | 5.0  | 5.7  | 12.0 | 8.6  | 6.8  | 8.6   | 7.2  | 6.6  | 5.4  | 5.7 | 5.4  | 5.0  | 6.9            | 5.9  |
| Nondurable goods.....                            | 4.7               | 4.1  | 4.8  | 4.6  | 4.7  | 5.4  | 7.3   | 6.1  | 5.3  | 4.6  | 4.5 | 4.7  | 4.4  | 5.0            | 4.4  |
| Food and kindred products.....                   | 5.3               | 5.0  | 6.0  | 7.1  | 7.2  | 8.4  | 11.0  | 7.9  | 6.2  | 5.6  | 5.5 | 5.6  | 5.6  | 6.8            | 6.1  |
| Tobacco manufactures.....                        | 7.0               | 7.0  | 8.0  | 5.7  | 6.3  | 4.9  | 5.6   | 8.3  | 5.5  | 3.4  | 4.0 | 6.7  | 6.1  | 5.9            | 6.4  |
| Textile mill products.....                       | 5.1               | 4.6  | 5.2  | 4.2  | 4.8  | 5.3  | 6.7   | 6.5  | 5.5  | 4.7  | 5.0 | 5.0  | 4.7  | 5.1            | 4.1  |
| Apparel and related products.....                | 6.5               | 5.0  | 5.7  | 5.5  | 5.4  | 5.8  | 7.2   | 7.2  | 7.9  | 6.0  | 5.9 | 6.6  | 5.6  | 6.1            | 5.8  |
| Paper and allied products.....                   | 3.5               | 3.0  | 3.5  | 3.0  | 3.5  | 4.1  | 6.6   | 5.1  | 3.5  | 3.6  | 3.4 | 3.5  | 3.3  | 3.8            | 3.1  |
| Printing, publishing, and allied industries..... | 3.3               | 3.0  | 3.5  | 3.0  | 3.0  | 3.5  | 5.1   | 4.6  | 3.3  | 3.5  | 3.1 | 3.2  | 2.9  | 3.4            | 3.1  |
| Chemicals and allied products.....               | 2.4               | 2.1  | 2.4  | 2.0  | 2.0  | 2.5  | 4.6   | 3.0  | 2.2  | 2.6  | 2.6 | 2.4  | 2.3  | 2.5            | 2.2  |
| Petroleum refining and related industries.....   | 1.6               | 1.5  | 2.0  | 1.8  | 1.9  | 2.1  | 3.9   | 2.6  | 2.1  | 2.0  | 1.8 | 1.9  | 1.6  | 2.1            | 1.9  |
| Rubber and miscellaneous plastic products.....   | 4.9               | 5.1  | 5.3  | 4.2  | 4.5  | 5.5  | 7.2   | 6.2  | 5.7  | 4.8  | 4.8 | 4.7  | 4.6  | 5.0            | 4.2  |
| Leather and leather products.....                | 6.3               | 5.6  | 6.2  | 6.3  | 5.1  | 5.9  | 8.4   | 7.8  | 8.1  | 5.7  | 5.6 | 6.3  | 6.2  | 6.4            | 5.3  |
| Nonmanufacturing:                                |                   |      |      |      |      |      |       |      |      |      |     |      |      |                |      |
| Metal mining.....                                | 3.1               | 2.9  | 3.8  | 3.3  | 3.4  | 4.0  | 6.0   | 3.8  | 3.7  | 2.9  | 3.1 | 3.2  | 3.2  | 3.5            | 3.1  |
| Coal mining.....                                 | 2.3               | 1.6  | 2.4  | 1.4  | 1.6  | 1.8  | 1.9   | 1.5  | 2.5  | 1.3  | 1.8 | 2.2  | 1.8  | 1.8            | 1.9  |
| Separations: Quits                               |                   |      |      |      |      |      |       |      |      |      |     |      |      |                |      |
| Manufacturing:                                   |                   |      |      |      |      |      |       |      |      |      |     |      |      |                |      |
| Actual.....                                      | 2.1               | 1.9  | 2.1  | 1.7  | 2.1  | 2.8  | 4.5   | 3.6  | 2.5  | 2.5  | 2.5 | 2.5  | 2.3  | 2.6            | 1.9  |
| Seasonally adjusted.....                         | 2.5               | 2.5  | 2.5  | 2.7  | 2.7  | 2.6  | 2.6   | 2.5  | 2.5  | 2.5  | 2.5 | 2.7  | 2.7  | 2.4            | 1.7  |
| Durable goods.....                               | 2.0               | 1.7  | 1.9  | 1.5  | 2.0  | 2.6  | 4.2   | 3.4  | 2.3  | 2.3  | 2.3 | 2.3  | 2.2  | 2.4            | 1.7  |
| Ordinance and accessories.....                   | 1.3               | 1.2  | 1.2  | .9   | 1.1  | 1.6  | 2.6   | 1.9  | 1.5  | 1.5  | 1.4 | 1.4  | 1.3  | 1.5            | 1.1  |
| Lumber and wood products, except furniture.....  | 3.5               | 2.9  | 3.2  | 2.6  | 3.4  | 4.7  | 6.9   | 6.1  | 4.6  | 5.0  | 5.3 | 5.2  | 4.3  | 4.5            | 3.4  |
| Furniture and fixtures.....                      | 3.8               | 3.1  | 3.5  | 2.7  | 3.7  | 4.8  | 6.5   | 6.2  | 4.2  | 4.0  | 4.4 | 4.4  | 4.3  | 4.3            | 3.1  |
| Stone, clay, and glass products.....             | 1.9               | 1.6  | 1.8  | 1.4  | 1.9  | 2.6  | 4.4   | 3.6  | 2.5  | 2.5  | 2.4 | 2.4  | 2.0  | 2.4            | 1.6  |
| Primary metal industries.....                    | 1.3               | 1.1  | 1.3  | 1.1  | 1.3  | 1.8  | 3.8   | 2.7  | 1.5  | 1.5  | 1.5 | 1.5  | 1.4  | 1.7            | 1.2  |
| Fabricated metal products.....                   | 2.2               | 2.1  | 2.3  | 1.8  | 2.4  | 3.0  | 4.8   | 4.0  | 2.6  | 2.7  | 2.7 | 2.8  | 2.5  | 2.8            | 1.9  |
| Machinery.....                                   | 1.9               | 1.5  | 1.7  | 1.3  | 1.5  | 1.9  | 3.5   | 2.7  | 1.9  | 1.9  | 1.9 | 2.0  | 1.8  | 1.9            | 1.4  |
| Electrical equipment and supplies.....           | 2.0               | 1.8  | 2.0  | 1.7  | 1.9  | 2.5  | 4.2   | 3.1  | 2.0  | 2.3  | 2.1 | 2.1  | 2.1  | 2.3            | 1.6  |
| Transportation equipment.....                    | 1.6               | 1.4  | 1.5  | 1.1  | 1.5  | 2.0  | 3.1   | 2.5  | 1.8  | 1.8  | 1.8 | 1.7  | 1.7  | 1.8            | 1.3  |
| Instruments and related products.....            | 1.8               | 1.6  | 1.7  | 1.3  | 1.5  | 2.4  | 3.7   | 2.6  | 1.8  | 1.9  | 1.7 | 1.9  | 1.8  | 2.0            | 1.4  |
| Miscellaneous manufacturing industries.....      | 2.9               | 2.5  | 2.7  | 2.6  | 3.9  | 4.6  | 6.5   | 4.9  | 3.3  | 3.2  | 3.4 | 3.2  | 3.1  | 3.6            | 2.6  |
| Nondurable goods.....                            | 2.3               | 2.1  | 2.4  | 1.9  | 2.4  | 3.1  | 5.0   | 4.0  | 2.8  | 2.7  | 2.7 | 2.7  | 2.4  | 2.8            | 2.1  |
| Food and kindred products.....                   | 2.4               | 2.2  | 2.5  | 2.2  | 2.9  | 3.9  | 6.7   | 4.7  | 3.1  | 3.0  | 2.8 | 2.7  | 2.4  | 3.2            | 2.4  |
| Tobacco manufactures.....                        | 1.5               | 1.7  | 1.8  | 1.6  | 1.7  | 2.3  | 3.4   | 2.8  | 1.7  | 1.4  | 1.7 | 1.7  | 1.7  | 1.9            | 1.5  |
| Textile mill products.....                       | 3.3               | 2.8  | 3.1  | 2.3  | 2.9  | 3.6  | 5.1   | 4.9  | 3.5  | 3.4  | 3.6 | 3.7  | 3.3  | 3.5            | 2.5  |
| Apparel and related products.....                | 2.8               | 2.5  | 2.9  | 2.1  | 2.8  | 3.4  | 4.7   | 4.6  | 3.7  | 3.2  | 3.3 | 3.2  | 2.9  | 3.3            | 2.6  |
| Paper and allied products.....                   | 2.0               | 1.7  | 2.0  | 1.6  | 2.1  | 2.7  | 5.1   | 3.5  | 2.2  | 2.3  | 2.2 | 2.2  | 2.1  | 2.4            | 1.7  |
| Printing, publishing, and allied industries..... | 1.9               | 1.8  | 2.0  | 1.7  | 1.8  | 2.2  | 3.7   | 3.1  | 2.1  | 2.3  | 2.0 | 2.0  | 1.8  | 2.2            | 1.7  |
| Chemicals and allied products.....               | 1.2               | 1.0  | 1.1  | .9   | 1.0  | 1.4  | 3.3   | 2.1  | 1.1  | 1.3  | 1.3 | 1.3  | 1.2  | 1.4            | 1.0  |
| Petroleum refining and related industries.....   | .6                | .6   | .7   | .6   | .6   | .9   | 2.3   | 1.4  | .9   | 1.0  | .9  | .9   | .7   | .9             | .7   |
| Rubber and miscellaneous plastic products.....   | 2.5               | 2.4  | 2.5  | 2.1  | 2.7  | 3.5  | 5.3   | 4.3  | 2.8  | 2.9  | 2.9 | 3.0  | 2.8  | 3.1            | 2.1  |
| Leather and leather products.....                | 3.2               | 3.0  | 3.6  | 2.9  | 3.4  | 4.3  | 6.3   | 5.9  | 4.4  | 4.2  | 3.9 | 4.0  | 3.9  | 4.1            | 3.0  |
| Nonmanufacturing:                                |                   |      |      |      |      |      |       |      |      |      |     |      |      |                |      |
| Metal mining.....                                | 1.5               | 1.4  | 1.7  | 1.1  | 1.3  | 1.7  | 4.8   | 2.7  | 2.0  | 1.8  | 2.0 | 2.0  | 1.6  | 2.0            | 1.7  |
| Coal mining.....                                 | .8                | .7   | .6   | .6   | .6   | .8   | 1.1   | .9   | .9   | .6   | .7  | .8   | .8   | .7             | .6   |

See footnotes at end of table.

TABLE B-1. Labor turnover rates, by major industry group<sup>1</sup>—Continued

[Per 100 employees]

| Major industry group                             | 1967                 |      |      | 1966 |      |      |       |      |      |      |     |      |      | Annual average |      |
|--------------------------------------------------|----------------------|------|------|------|------|------|-------|------|------|------|-----|------|------|----------------|------|
|                                                  | Mar. <sup>2</sup>    | Feb. | Jan. | Dec. | Nov. | Oct. | Sept. | Aug. | July | June | May | Apr. | Mar. | 1966           | 1965 |
|                                                  | Separations: Layoffs |      |      |      |      |      |       |      |      |      |     |      |      |                |      |
| Manufacturing:                                   |                      |      |      |      |      |      |       |      |      |      |     |      |      |                |      |
| Actual.....                                      | 1.5                  | 1.3  | 1.5  | 1.8  | 1.3  | 1.1  | 1.0   | 1.1  | 2.0  | 1.0  | 0.9 | 1.0  | .7   | 1.2            | 1.4  |
| Seasonally adjusted.....                         | 1.7                  | 1.5  | 1.4  | 1.3  | 1.1  | 1.0  | 1.1   | 1.0  | 1.7  | 1.3  | 1.1 | 1.2  | .4   | 1.2            | 1.4  |
| Durable goods.....                               | 1.5                  | 1.4  | 1.5  | 1.5  | 1.1  | .8   | .8    | 1.1  | 2.2  | .9   | .8  | .7   | 1.9  | 1.1            | 1.2  |
| Ordnance and accessories.....                    | .5                   | .5   | .5   | .2   | .4   | .5   | .4    | .4   | .6   | .3   | .5  | .6   | .6   | .4             | .8   |
| Lumber and wood products, except furniture.....  | 2.3                  | 1.7  | 2.3  | 3.3  | 3.1  | 1.7  | 1.3   | 1.4  | .9   | .7   | .6  | .8   | .4   | 1.6            | 1.7  |
| Furniture and fixtures.....                      | 1.4                  | 1.1  | 1.5  | 1.2  | 1.0  | .7   | .5    | .7   | 1.1  | .9   | .5  | .6   | 1.0  | .8             | 1.0  |
| Stone, clay, and glass products.....             | 1.4                  | 1.7  | 2.6  | 2.7  | 1.8  | 1.1  | 1.1   | 1.0  | 1.1  | .8   | .9  | .8   | 1.2  | 1.3            | 1.5  |
| Primary metal industries.....                    | 1.2                  | 1.0  | 1.0  | 1.0  | .8   | .7   | .6    | .5   | 1.1  | .4   | .4  | .3   | .6   | 1.0            | 1.0  |
| Fabricated metal products.....                   | 1.8                  | 1.9  | 1.6  | 1.5  | 1.3  | 1.1  | 1.0   | 1.0  | 1.7  | 1.3  | 1.3 | 1.0  | 1.1  | 1.2            | 1.4  |
| Machinery.....                                   | .7                   | .5   | .5   | .5   | .4   | .4   | .6    | .8   | 1.0  | .4   | .4  | .4   | .4   | .5             | .6   |
| Electrical equipment and supplies.....           | 1.7                  | 1.2  | 1.2  | .7   | .5   | .4   | .4    | .3   | 1.0  | .5   | .4  | .4   | .4   | .5             | .8   |
| Transportation equipment.....                    | 2.4                  | 2.4  | 2.7  | 1.8  | 1.2  | 1.3  | 1.2   | 2.8  | 7.1  | 2.0  | 1.3 | 1.3  | 1.2  | 2.1            | 2.1  |
| Instruments and related products.....            | .5                   | .5   | .5   | .4   | .3   | .4   | .4    | .3   | .8   | .3   | .3  | .4   | .3   | .4             | .6   |
| Miscellaneous manufacturing industries.....      | 1.7                  | 1.6  | 2.0  | 8.5  | 3.5  | .8   | .8    | 1.1  | 2.3  | 1.1  | 1.3 | 1.1  | .9   | 2.1            | 2.3  |
| Nondurable goods.....                            | 1.5                  | 1.3  | 1.6  | 2.1  | 1.6  | 1.5  | 1.4   | 1.3  | 1.7  | 1.1  | 1.1 | 1.3  | 1.3  | 1.4            | 1.6  |
| Food and kindred products.....                   | 2.2                  | 2.1  | 2.7  | 4.2  | 3.5  | 3.6  | 3.3   | 2.3  | 2.3  | 1.9  | 2.1 | 2.2  | 2.5  | 2.8            | 2.9  |
| Tobacco manufactures.....                        | 4.7                  | 4.7  | 5.4  | 3.4  | 3.9  | 1.7  | 1.5   | 4.8  | 3.2  | 1.4  | 1.7 | 4.5  | 3.8  | 3.4            | 4.4  |
| Textile mill products.....                       | .9                   | .9   | 1.2  | 1.2  | 1.1  | .8   | .6    | .6   | 1.1  | .5   | .4  | .4   | .5   | .7             | .8   |
| Apparel and related products.....                | 3.0                  | 1.7  | 1.9  | 2.8  | 1.9  | 1.6  | 1.6   | 1.8  | 3.2  | 2.0  | 1.9 | 2.6  | 2.0  | 2.1            | 2.4  |
| Paper and allied products.....                   | .7                   | .5   | .7   | .7   | .6   | .4   | .5    | .5   | .5   | .4   | .4  | .5   | .5   | .5             | .8   |
| Printing, publishing, and allied industries..... | .8                   | .6   | .8   | .9   | .6   | .6   | .7    | .8   | .6   | .6   | .6  | .6   | .6   | .7             | .9   |
| Chemicals and allied products.....               | .5                   | .5   | .6   | .7   | .5   | .5   | .6    | .3   | .5   | .7   | .7  | .5   | .6   | .6             | .7   |
| Petroleum refining and related industries.....   | .4                   | .4   | .7   | .8   | .7   | .6   | .9    | .6   | .6   | .3   | .4  | .4   | .5   | .6             | .6   |
| Rubber and miscellaneous plastic products.....   | 1.2                  | 1.7  | 1.5  | 1.3  | .7   | .7   | .6    | .6   | 1.8  | .7   | .8  | .7   | .7   | .9             | 1.2  |
| Leather and leather products.....                | 2.1                  | 1.7  | 1.7  | 2.6  | 1.0  | .8   | 1.1   | .9   | 2.7  | .7   | .9  | 1.4  | 1.2  | 1.3            | 1.5  |
| Nonmanufacturing:                                |                      |      |      |      |      |      |       |      |      |      |     |      |      |                |      |
| Metal mining.....                                | .7                   | .7   | 1.1  | 1.0  | 1.5  | 1.2  | .2    | .2   | .8   | .3   | .3  | .3   | .9   | .7             | .7   |
| Coal mining.....                                 | .9                   | .5   | .8   | .5   | .5   | .3   | .2    | .2   | 1.2  | .4   | .7  | 1.1  | .6   | .6             | .9   |

<sup>1</sup> For comparability of data with those published in issues prior to October 1966, see footnote 1, table A-9.

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

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

<sup>2</sup> Preliminary.

## C.—Earnings and Hours

TABLE C-1. Gross hours and earnings of production workers,<sup>1</sup> by industry

| Industry                               | 1967                    |                   |         |         |         | 1966    |          |          |         |         |         |         |         | Annual average |         |
|----------------------------------------|-------------------------|-------------------|---------|---------|---------|---------|----------|----------|---------|---------|---------|---------|---------|----------------|---------|
|                                        | Apr. <sup>2</sup>       | Mar. <sup>2</sup> | Feb.    | Jan.    | Dec.    | Nov.    | Oct.     | Sept.    | Aug.    | July    | June    | May     | Apr.    | 1966           | 1965    |
|                                        | Average weekly earnings |                   |         |         |         |         |          |          |         |         |         |         |         |                |         |
| Total private                          | \$99.68                 | \$99.18           | \$98.66 | \$99.70 | \$99.97 | \$99.46 | \$100.62 | \$100.23 | \$99.45 | \$99.84 | \$99.20 | \$98.04 | \$97.41 | \$98.69        | \$95.06 |
| Mining                                 | 134.83                  | 131.77            | 131.04  | 133.67  | 133.45  | 131.66  | 134.78   | 133.73   | 131.58  | 131.46  | 132.80  | 130.85  | 121.72  | 130.24         | 123.52  |
| Metal mining                           | 137.92                  | 136.00            | 136.32  | 136.53  | 135.24  | 135.14  | 136.64   | 134.62   | 135.79  | 134.93  | 132.51  | 133.88  | 133.77  | 127.30         | 127.30  |
| Iron ores                              | 141.04                  | 136.31            | 138.65  | 136.86  | 136.29  | 136.29  | 142.23   | 138.32   | 143.99  | 142.35  | 136.27  | 139.63  | 138.09  | 129.24         | 129.24  |
| Copper ores                            | 143.23                  | 142.46            | 142.79  | 144.21  | 143.11  | 142.46  | 140.62   | 140.51   | 139.64  | 138.13  | 137.26  | 138.97  | 140.07  | 136.71         | 136.71  |
| Coal mining                            | 143.91                  | 145.73            | 153.88  | 155.91  | 146.20  | 156.98  | 151.00   | 149.33   | 145.70  | 153.41  | 152.31  | 111.52  | 145.86  | 137.45         | 137.45  |
| Bituminous                             | 146.57                  | 148.40            | 155.77  | 158.30  | 148.13  | 159.80  | 154.09   | 152.44   | 148.03  | 156.98  | 155.12  | 112.85  | 148.45  | 140.23         | 140.23  |
| Crude petroleum and natural gas fields | 127.14                  | 126.42            | 127.08  | 124.49  | 124.53  | 123.68  | 123.68   | 121.84   | 123.70  | 121.70  | 121.84  | 122.41  | 122.26  | 116.18         | 116.18  |
| Crude petroleum and natural gas fields | 130.80                  | 133.42            | 136.03  | 129.34  | 129.74  | 129.74  | 129.34   | 125.96   | 129.68  | 126.98  | 127.30  | 129.15  | 128.11  | 123.62         | 123.62  |
| Oil and gas field services             | 123.67                  | 120.83            | 120.25  | 120.96  | 120.89  | 118.86  | 118.86   | 118.46   | 119.26  | 118.28  | 117.75  | 117.13  | 118.36  | 110.31         | 110.31  |
| Quarrying and nonmetallic mining       | 118.59                  | 116.30            | 118.86  | 120.22  | 124.03  | 129.44  | 129.44   | 129.44   | 128.46  | 127.64  | 126.90  | 122.29  | 120.31  | 122.93         | 117.45  |
| Crushed and broken stone               | 115.65                  | 110.16            | 115.14  | 120.19  | 125.76  | 130.95  | 131.49   | 131.14   | 130.9   | 128.87  | 121.47  | 119.20  | 123.19  | 116.68         | 116.68  |
| Contract construction                  | 147.26                  | 146.46            | 142.84  | 148.77  | 148.06  | 143.39  | 152.08   | 151.67   | 149.38  | 150.15  | 146.69  | 141.71  | 140.59  | 145.61         | 138.01  |
| General building contractors           | 138.19                  | 135.10            | 140.48  | 140.84  | 136.26  | 141.70  | 140.56   | 138.00   | 137.27  | 135.05  | 132.09  | 131.74  | 135.76  | 128.16         | 128.16  |
| Heavy construction                     | 140.40                  | 138.87            | 142.16  | 141.29  | 138.16  | 155.55  | 156.09   | 152.34   | 154.07  | 150.45  | 137.07  | 137.94  | 145.14  | 137.90         | 137.90  |
| Highway and street construction        | 129.28                  | 127.86            | 131.14  | 130.54  | 131.58  | 154.86  | 157.04   | 153.47   | 155.46  | 151.64  | 134.06  | 135.05  | 143.30  | 136.45         | 136.45  |
| Other heavy construction               | 148.88                  | 147.06            | 150.08  | 150.82  | 145.51  | 156.91  | 155.04   | 151.44   | 152.21  | 148.42  | 140.76  | 141.05  | 147.17  | 139.60         | 139.60  |
| Special trade contractors              | 153.85                  | 150.38            | 156.77  | 155.72  | 151.20  | 157.96  | 157.88   | 155.70   | 156.59  | 153.38  | 150.88  | 148.15  | 152.44  | 144.99         | 144.99  |
| Plumbing, heating, air conditioning    | 163.16                  | 161.88            | 165.75  | 164.97  | 158.76  | 165.85  | 166.21   | 163.90   | 163.12  | 161.39  | 160.27  | 156.21  | 160.63  | 152.08         | 152.08  |
| Painting, paperhanging, and decorating | 140.85                  | 140.24            | 141.40  | 141.91  | 142.26  | 144.68  | 145.16   | 143.08   | 145.04  | 141.21  | 140.30  | 137.28  | 140.66  | 134.97         | 134.97  |
| Electrical work                        | 183.14                  | 181.16            | 185.02  | 185.65  | 178.89  | 185.26  | 183.46   | 180.45   | 180.12  | 177.45  | 177.00  | 173.57  | 178.62  | 169.89         | 169.89  |
| Masonry, plastering, stone, tile work  | 139.67                  | 128.03            | 139.10  | 140.90  | 135.38  | 144.79  | 142.90   | 143.72   | 144.63  | 140.65  | 139.15  | 138.98  | 139.78  | 133.56         | 133.56  |
| Roofing and sheet metal work           | 118.61                  | 117.24            | 125.54  | 126.21  | 121.84  | 132.46  | 129.17   | 128.16   | 129.23  | 123.90  | 118.61  | 117.57  | 124.18  | 117.65         | 117.65  |
|                                        | Average weekly hours    |                   |         |         |         |         |          |          |         |         |         |         |         |                |         |
| Total private                          | 37.9                    | 38.0              | 37.8    | 38.2    | 38.6    | 38.4    | 38.7     | 38.7     | 39.0    | 39.0    | 38.9    | 38.6    | 38.7    | 38.8           | 38.8    |
| Mining                                 | 42.4                    | 41.7              | 41.6    | 42.3    | 42.5    | 42.2    | 43.2     | 43.0     | 43.0    | 43.1    | 43.4    | 42.9    | 41.4    | 42.7           | 42.3    |
| Metal mining                           | 42.7                    | 42.5              | 42.6    | 42.4    | 42.0    | 42.1    | 42.7     | 42.2     | 42.7    | 42.7    | 42.2    | 42.2    | 42.5    | 42.2           | 41.6    |
| Iron ores                              | 43.0                    | 42.2              | 42.4    | 41.6    | 41.3    | 41.3    | 43.1     | 42.3     | 43.5    | 43.4    | 41.8    | 42.7    | 42.1    | 41.9           | 41.9    |
| Copper ores                            | 43.8                    | 43.7              | 43.8    | 44.1    | 43.9    | 43.7    | 43.4     | 43.1     | 43.5    | 43.3    | 43.3    | 43.7    | 43.5    | 43.4           | 43.4    |
| Coal mining                            | 39.0                    | 39.6              | 40.9    | 41.8    | 39.3    | 42.2    | 40.7     | 40.8     | -----   | 41.8    | 41.5    | 32.8    | 40.3    | 39.9           | 39.9    |
| Bituminous                             | 39.4                    | 40.0              | 41.1    | 42.1    | 39.5    | 42.5    | 41.2     | 41.2     | -----   | 42.2    | 41.7    | 32.9    | 40.6    | 40.2           | 40.2    |
| Crude petroleum and natural gas fields | 42.1                    | 42.0              | 42.5    | 42.2    | 42.5    | 42.5    | 42.5     | 42.6     | 43.1    | 42.7    | 42.6    | 42.8    | 42.6    | 42.4           | 42.4    |
| Crude petroleum and natural gas fields | 40.0                    | 40.8              | 41.6    | 40.8    | 40.8    | 40.8    | 40.8     | 40.8     | 41.3    | 40.7    | 40.8    | 41.0    | 40.8    | 40.8           | 40.8    |
| Oil and gas field services             | 43.7                    | 43.0              | 43.1    | 43.2    | 43.8    | 43.7    | 43.7     | 44.2     | 44.5    | 44.3    | 44.1    | 44.2    | 44.0    | 43.6           | 43.6    |
| Quarrying and nonmetallic mining       | 43.6                    | 42.6              | 43.7    | 44.2    | 45.1    | 46.9    | 46.9     | 47.2     | 47.1    | 47.0    | 45.8    | 45.4    | 45.7    | 45.7           | 45.7    |
| Crushed and broken stone               | 45.0                    | 43.2              | 44.8    | 45.7    | 47.1    | 48.5    | 48.7     | 49.3     | 49.4    | 49.0    | 46.9    | 46.2    | 47.2    | 47.2           | 47.2    |
| Contract construction                  | 37.0                    | 36.8              | 35.8    | 37.1    | 37.2    | 36.3    | 38.5     | 38.3     | 38.4    | 39.0    | 38.3    | 37.0    | 36.9    | 37.6           | 37.4    |
| General building contractors           | 35.8                    | 35.0              | 36.3    | 36.3    | 35.3    | 36.9    | 36.7     | 36.8     | 37.1    | 36.6    | 35.7    | 35.8    | 36.3    | 36.1           | 36.1    |
| Heavy construction                     | 40.0                    | 38.9              | 39.6    | 39.8    | 38.7    | 42.5    | 42.3     | 42.2     | 43.4    | 42.5    | 39.5    | 40.1    | 41.0    | 40.8           | 40.8    |
| Highway and street construction        | 40.4                    | 39.1              | 39.5    | 39.8    | 38.7    | 43.5    | 43.5     | 43.6     | 44.8    | 43.7    | 39.9    | 40.8    | 41.9    | 41.0           | 41.0    |
| Other heavy construction               | 39.7                    | 38.7              | 39.6    | 39.9    | 38.7    | 41.4    | 40.8     | 40.6     | 41.7    | 41.0    | 39.1    | 39.4    | 40.1    | 40.6           | 40.6    |
| Special trade contractors              | 36.2                    | 35.3              | 36.8    | 36.9    | 36.0    | 37.7    | 37.5     | 37.7     | 38.1    | 37.5    | 36.8    | 36.4    | 37.0    | 36.8           | 36.8    |
| Plumbing, heating, air conditioning    | 38.3                    | 38.0              | 39.0    | 39.0    | 37.8    | 39.3    | 39.2     | 39.4     | 39.4    | 39.1    | 38.9    | 38.1    | 38.8    | 38.6           | 38.6    |
| Painting, paperhanging, and decorating | 35.3                    | 34.8              | 35.0    | 35.3    | 35.3    | 35.9    | 36.2     | 36.5     | 37.0    | 36.3    | 35.7    | 35.2    | 35.7    | 35.8           | 35.8    |
| Electrical work                        | 38.8                    | 38.3              | 39.2    | 39.5    | 37.9    | 39.5    | 39.2     | 39.4     | 39.5    | 39.0    | 38.9    | 38.4    | 39.0    | 38.7           | 38.7    |
| Masonry, plastering, stone, tile work  | 33.9                    | 31.0              | 33.6    | 34.2    | 33.1    | 35.4    | 34.6     | 35.4     | 35.8    | 34.9    | 34.7    | 34.4    | 34.6    | 34.6           | 34.6    |
| Roofing and sheet metal work           | 31.8                    | 31.6              | 33.3    | 33.3    | 33.2    | 35.8    | 35.1     | 35.6     | 36.2    | 35.2    | 33.6    | 33.4    | 34.4    | 34.5           | 34.5    |
|                                        | Average hourly earnings |                   |         |         |         |         |          |          |         |         |         |         |         |                |         |
| Total private                          | \$2.63                  | \$2.61            | \$2.61  | \$2.61  | \$2.59  | \$2.59  | \$2.60   | \$2.59   | \$2.55  | \$2.56  | \$2.55  | \$2.54  | \$2.53  | \$2.55         | \$2.45  |
| Mining                                 | 3.18                    | 3.16              | 3.15    | 3.16    | 3.14    | 3.12    | 3.12     | 3.11     | 3.06    | 3.05    | 3.06    | 3.05    | 2.94    | 3.05           | 2.92    |
| Metal mining                           | 3.23                    | 3.20              | 3.20    | 3.22    | 3.22    | 3.21    | 3.20     | 3.19     | 3.18    | 3.16    | 3.14    | 3.15    | 3.17    | 3.06           | 3.06    |
| Iron ores                              | 3.28                    | 3.23              | 3.27    | 3.29    | 3.30    | 3.30    | 3.30     | 3.27     | 3.31    | 3.28    | 3.26    | 3.27    | 3.28    | 3.16           | 3.16    |
| Copper ores                            | 3.27                    | 3.26              | 3.26    | 3.27    | 3.26    | 3.26    | 3.24     | 3.26     | 3.21    | 3.19    | 3.17    | 3.18    | 3.22    | 3.15           | 3.15    |
| Coal mining                            | 3.69                    | 3.68              | 3.75    | 3.73    | 3.72    | 3.72    | 3.71     | 3.66     | -----   | 3.67    | 3.67    | 3.40    | 3.61    | 3.45           | 3.45    |
| Bituminous                             | 3.72                    | 3.71              | 3.79    | 3.76    | 3.75    | 3.76    | 3.74     | 3.70     | -----   | 3.72    | 3.72    | 3.43    | 3.65    | 3.49           | 3.49    |
| Crude petroleum and natural gas fields | 3.02                    | 3.01              | 2.99    | 2.95    | 2.93    | 2.91    | 2.91     | 2.86     | 2.87    | 2.85    | 2.86    | 2.86    | 2.87    | 2.74           | 2.74    |
| Crude petroleum and natural gas fields | 3.27                    | 3.27              | 3.27    | 3.17    | 3.18    | 3.18    | 3.17     | 3.11     | 3.14    | 3.12    | 3.12    | 3.15    | 3.14    | 3.03           | 3.03    |
| Oil and gas field services             | 2.83                    | 2.81              | 2.79    | 2.80    | 2.76    | 2.72    | 2.72     | 2.68     | 2.68    | 2.67    | 2.67    | 2.65    | 2.69    | 2.53           | 2.53    |
| Quarrying and nonmetallic mining       | 2.72                    | 2.73              | 2.72    | 2.72    | 2.75    | 2.76    | 2.76     | 2.73     | 2.71    | 2.70    | 2.67    | 2.65    | 2.69    | 2.57           | 2.57    |
| Crushed and broken stone               | 2.67                    | 2.55              | 2.57    | 2.63    | 2.67    | 2.70    | 2.70     | 2.66     | 2.65    | 2.63    | 2.59    | 2.58    | 2.61    | 2.47           | 2.47    |
| Contract construction                  | 3.98                    | 3.96              | 3.99    | 4.01    | 3.98    | 3.95    | 3.95     | 3.89     | 3.85    | 3.83    | 3.83    | 3.81    | 3.87    | 3.69           | 3.69    |
| General building contractors           | 3.86                    | 3.86              | 3.87    | 3.88    | 3.86    | 3.84    | 3.83     | 3.75     | 3.70    | 3.69    | 3.70    | 3.68    | 3.74    | 3.55           | 3.55    |
| Heavy construction                     | 3.61                    | 3.57              | 3.59    | 3.55    | 3.57    | 3.66    | 3.69     | 3.61     | 3.55    | 3.54    | 3.47    | 3.44    | 3.54    | 3.38           | 3.38    |
| Highway and street construction        | 3.20                    | 3.27              | 3.32    | 3.28    | 3.40    | 3.56    | 3.60     | 3.52     | 3.47    | 3.47    | 3.36    | 3.31    | 3.42    | 3.28           | 3.28    |
| Other heavy construction               | 3.75                    | 3.80              | 3.79    | 3.78    | 3.76    | 3.79    | 3.81     | 3.73     | 3.65    | 3.62    | 3.60    | 3.58    | 3.67    | 3.49           | 3.49    |
| Special trade contractors              | 4.25                    | 4.26              | 4.26    | 4.22    | 4.20    | 4.19    | 4.21     | 4.13     | 4.11    | 4.09    | 4.10    | 4.07    | 4.12    | 3.94           | 3.94    |
| Plumbing, heating, air conditioning    | 4.26                    | 4.26              | 4.25    | 4.23    | 4.20    | 4.22    | 4.24     | 4.16     | 4.14    | 4.12    | 4.12    | 4.10    | 4.14    | 3.94           | 3.94    |
| Painting, paperhanging, and decorating | 3.99                    | 4.03              | 4.04    | 4.02    | 4.03    | 4.03    | 4.01     | 3.92     | 3.92    | 3.89    | 3.93    | 3.90    | 3.94    | 3.77           | 3.77    |
| Electrical work                        | 4.72                    | 4.73              | 4.72    | 4.70    | 4.72    | 4.69    | 4.68     |          |         |         |         |         |         |                |         |

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

| Industry                                        | 1967     |          |          |          | 1966     |          |          |          |          |          |          |          | Annual average |          |          |
|-------------------------------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------------|----------|----------|
|                                                 | Apr. 2   | Mar. 2   | Feb.     | Jan.     | Dec.     | Nov.     | Oct.     | Sept.    | Aug.     | July     | June     | May      | Apr.           | 1966     | 1965     |
| Average weekly earnings                         |          |          |          |          |          |          |          |          |          |          |          |          |                |          |          |
| Manufacturing.....                              | \$112.56 | \$112.44 | \$111.48 | \$113.42 | \$114.40 | \$113.99 | \$113.85 | \$113.71 | \$111.78 | \$111.11 | \$112.74 | \$112.05 | \$111.24       | \$111.92 | \$107.53 |
| Durable goods.....                              | 121.18   | 121.36   | 120.47   | 122.43   | 124.20   | 123.77   | 124.07   | 123.94   | 120.54   | 119.81   | 121.82   | 121.82   | 121.54         | 121.67   | 117.18   |
| Nondurable goods.....                           | 100.47   | 100.08   | 99.18    | 99.40    | 100.25   | 100.10   | 99.94    | 99.54    | 99.23    | 99.14    | 99.23    | 98.33    | 96.96          | 98.49    | 94.64    |
| Ordnance and accessories.....                   | 133.63   | 133.95   | 134.05   | 137.80   | 138.78   | 137.92   | 136.63   | 136.95   | 134.82   | 133.88   | 134.20   | 134.51   | 133.46         | 135.36   | 131.57   |
| Ammunition, except for small arms.....          | 133.74   | 135.46   | 135.46   | 136.95   | 136.95   | 136.45   | 135.55   | 135.88   | 135.88   | 134.23   | 134.31   | 136.03   | 134.55         | 136.12   | 136.08   |
| Sighting and fire control equipment.....        | -----    | 137.60   | 137.70   | 139.43   | 135.46   | 133.35   | 121.60   | 128.96   | 125.66   | 127.62   | 133.65   | 131.55   | 130.42         | 130.83   | 127.08   |
| Other ordnance and accessories.....             | 132.60   | 130.20   | 129.58   | 138.03   | 143.28   | 141.48   | 141.48   | 139.02   | 133.72   | 133.90   | 134.98   | 132.44   | 132.00         | 135.25   | 121.93   |
| Lumber and wood products, except furniture..... | 95.18    | 93.50    | 91.64    | 91.37    | 90.97    | 92.00    | 94.83    | 94.83    | 94.07    | 93.66    | 93.94    | 94.66    | 92.48          | 92.62    | 88.54    |
| Sawmills and planing mills.....                 | 88.66    | 88.26    | 85.63    | 85.14    | 84.14    | 84.77    | 86.67    | 87.26    | 87.72    | 86.90    | 86.92    | 86.94    | 85.48          | 85.46    | 82.01    |
| Millwork, plywood, and related products.....    | 102.66   | 101.34   | 99.70    | 98.98    | 99.06    | 97.60    | 100.12   | 100.61   | 100.12   | 99.63    | 100.91   | 102.61   | 100.08         | 99.29    | 96.93    |
| Wooden containers.....                          | 78.94    | 77.97    | 76.21    | 75.67    | 76.59    | 76.04    | 75.44    | 76.78    | 76.91    | 75.95    | 76.91    | 77.71    | 76.31          | 75.95    | 72.75    |
| Miscellaneous wood products.....                | 89.54    | 88.75    | 86.83    | 86.88    | 88.37    | 88.78    | 88.58    | 88.38    | 87.77    | 87.12    | 87.56    | 88.19    | 87.35          | 87.34    | 84.67    |
| Furniture and fixtures.....                     | 89.38    | 90.35    | 89.72    | 90.63    | 93.79    | 92.74    | 93.86    | 93.21    | 93.26    | 89.13    | 91.96    | 90.67    | 88.75          | 91.08    | 87.98    |
| Household furniture.....                        | 83.38    | 84.71    | 83.89    | 84.35    | 87.76    | 87.13    | 88.19    | 87.14    | 87.15    | 82.61    | 85.70    | 84.87    | 83.84          | 85.49    | 83.21    |
| Office furniture.....                           | -----    | 110.09   | 110.51   | 114.01   | 115.88   | 114.65   | 115.01   | 114.58   | 115.02   | 110.50   | 112.41   | 111.02   | 107.78         | 111.89   | 104.06   |
| Partitions; office and store fixtures.....      | -----    | 113.00   | 113.55   | 114.95   | 117.04   | 114.81   | 117.74   | 118.83   | 119.63   | 115.93   | 119.54   | 116.60   | 113.58         | 115.92   | 112.86   |
| Other furniture and fixtures.....               | 98.81    | 97.75    | 96.70    | 95.75    | 100.44   | 98.94    | 100.91   | 101.48   | 99.36    | 97.75    | 98.41    | 97.02    | 94.58          | 97.25    | 92.18    |
| Average weekly hours                            |          |          |          |          |          |          |          |          |          |          |          |          |                |          |          |
| Manufacturing.....                              | 40.2     | 40.3     | 40.1     | 40.8     | 41.3     | 41.3     | 41.4     | 41.5     | 41.4     | 41.0     | 41.6     | 41.5     | 41.2           | 41.3     | 41.2     |
| Durable goods.....                              | 40.8     | 41.0     | 40.7     | 41.5     | 42.1     | 42.1     | 42.2     | 42.3     | 42.0     | 41.6     | 42.3     | 42.3     | 42.2           | 42.1     | 42.0     |
| Nondurable goods.....                           | 39.4     | 39.4     | 39.2     | 39.6     | 40.1     | 40.2     | 40.3     | 40.3     | 40.5     | 40.3     | 40.5     | 40.3     | 39.9           | 40.2     | 40.1     |
| Ordnance and accessories.....                   | 41.5     | 41.6     | 41.5     | 42.4     | 42.7     | 42.7     | 42.3     | 42.4     | 42.0     | 42.1     | 42.2     | 42.3     | 42.1           | 42.3     | 41.9     |
| Ammunition, except for small arms.....          | 40.9     | 41.3     | 41.3     | 41.5     | 41.5     | 41.6     | 41.2     | 41.3     | 41.3     | 41.3     | 41.2     | 41.6     | 41.4           | 41.5     | 42.0     |
| Sighting and fire control equipment.....        | -----    | 42.6     | 42.5     | 42.9     | 42.2     | 42.2     | 39.1     | 41.6     | 40.8     | 41.3     | 42.7     | 42.3     | 41.8           | 41.8     | 40.6     |
| Other ordnance and accessories.....             | 42.5     | 42.0     | 41.8     | 44.1     | 45.2     | 45.2     | 45.2     | 44.7     | 43.7     | 43.9     | 44.4     | 44.0     | 44.0           | 44.2     | 41.9     |
| Lumber and wood products, except furniture..... | 40.5     | 40.3     | 39.5     | 39.9     | 39.9     | 40.0     | 40.7     | 40.7     | 40.9     | 40.9     | 41.2     | 41.7     | 41.1           | 40.8     | 40.8     |
| Sawmills and planing mills.....                 | 40.3     | 40.3     | 39.1     | 39.6     | 39.5     | 39.8     | 40.5     | 40.4     | 40.8     | 40.8     | 41.0     | 41.4     | 40.9           | 40.5     | 40.6     |
| Millwork, plywood, and related products.....    | 40.9     | 40.7     | 40.2     | 40.4     | 40.6     | 40.0     | 40.7     | 40.9     | 41.2     | 41.0     | 41.7     | 42.4     | 41.7           | 41.2     | 41.6     |
| Wooden containers.....                          | 40.9     | 40.4     | 39.9     | 40.9     | 41.4     | 41.1     | 41.0     | 41.5     | 41.8     | 41.5     | 41.8     | 42.7     | 41.7           | 41.5     | 41.1     |
| Miscellaneous wood products.....                | 40.7     | 40.9     | 40.2     | 40.6     | 41.1     | 41.1     | 41.2     | 41.3     | 41.4     | 40.9     | 41.3     | 41.6     | 41.4           | 41.2     | 41.3     |
| Furniture and fixtures.....                     | 39.2     | 39.8     | 39.7     | 40.1     | 41.5     | 41.4     | 41.9     | 41.8     | 42.2     | 40.7     | 41.8     | 41.4     | 40.9           | 41.4     | 41.5     |
| Household furniture.....                        | 38.6     | 39.4     | 39.2     | 39.6     | 41.2     | 41.1     | 41.6     | 41.3     | 41.7     | 40.1     | 41.4     | 41.0     | 40.7           | 41.1     | 41.4     |
| Office furniture.....                           | -----    | 41.7     | 41.7     | 42.7     | 43.4     | 43.1     | 43.4     | 43.4     | 43.9     | 42.5     | 43.4     | 43.2     | 42.6           | 43.2     | 42.3     |
| Partitions; office and store fixtures.....      | -----    | 40.5     | 40.7     | 41.2     | 41.8     | 41.3     | 42.2     | 42.9     | 43.5     | 41.7     | 43.0     | 42.4     | 41.3           | 42.0     | 41.8     |
| Other furniture and fixtures.....               | 41.0     | 40.9     | 40.8     | 40.4     | 42.2     | 42.1     | 42.4     | 43.0     | 43.2     | 42.5     | 42.6     | 42.0     | 41.3           | 42.1     | 41.9     |
| Average hourly earnings                         |          |          |          |          |          |          |          |          |          |          |          |          |                |          |          |
| Manufacturing.....                              | \$2.80   | \$2.79   | \$2.78   | \$2.78   | \$2.77   | \$2.76   | \$2.75   | \$2.74   | \$2.70   | \$2.71   | \$2.71   | \$2.70   | \$2.70         | \$2.71   | \$2.61   |
| Durable goods.....                              | 2.97     | 2.96     | 2.96     | 2.95     | 2.95     | 2.94     | 2.94     | 2.93     | 2.87     | 2.88     | 2.88     | 2.88     | 2.88           | 2.89     | 2.79     |
| Nondurable goods.....                           | 2.55     | 2.54     | 2.53     | 2.51     | 2.50     | 2.49     | 2.48     | 2.47     | 2.45     | 2.46     | 2.45     | 2.44     | 2.43           | 2.45     | 2.36     |
| Ordnance and accessories.....                   | 3.22     | 3.22     | 3.23     | 3.25     | 3.25     | 3.23     | 3.23     | 3.23     | 3.21     | 3.18     | 3.18     | 3.18     | 3.17           | 3.20     | 3.14     |
| Ammunition, except for small arms.....          | 3.27     | 3.28     | 3.28     | 3.30     | 3.30     | 3.28     | 3.29     | 3.29     | 3.29     | 3.25     | 3.26     | 3.27     | 3.25           | 3.28     | 3.24     |
| Sighting and fire control equipment.....        | -----    | 3.23     | 3.24     | 3.25     | 3.21     | 3.16     | 3.11     | 3.10     | 3.08     | 3.09     | 3.13     | 3.11     | 3.12           | 3.13     | 3.13     |
| Other ordnance and accessories.....             | 3.12     | 3.10     | 3.10     | 3.13     | 3.17     | 3.13     | 3.13     | 3.11     | 3.06     | 3.05     | 3.04     | 3.01     | 3.00           | 3.06     | 2.91     |
| Lumber and wood products, except furniture..... | 2.35     | 2.32     | 2.32     | 2.29     | 2.28     | 2.30     | 2.33     | 2.33     | 2.30     | 2.29     | 2.28     | 2.27     | 2.25           | 2.27     | 2.17     |
| Sawmills and planing mills.....                 | 2.20     | 2.19     | 2.19     | 2.15     | 2.13     | 2.13     | 2.14     | 2.16     | 2.15     | 2.13     | 2.12     | 2.10     | 2.09           | 2.11     | 2.02     |
| Millwork, plywood, and related products.....    | 2.51     | 2.49     | 2.48     | 2.45     | 2.44     | 2.44     | 2.46     | 2.46     | 2.43     | 2.43     | 2.42     | 2.42     | 2.40           | 2.41     | 2.33     |
| Wooden containers.....                          | 1.93     | 1.93     | 1.91     | 1.85     | 1.85     | 1.85     | 1.84     | 1.85     | 1.84     | 1.83     | 1.84     | 1.82     | 1.83           | 1.83     | 1.77     |
| Miscellaneous wood products.....                | 2.20     | 2.17     | 2.16     | 2.14     | 2.15     | 2.16     | 2.15     | 2.14     | 2.12     | 2.13     | 2.12     | 2.12     | 2.11           | 2.12     | 2.05     |
| Furniture and fixtures.....                     | 2.28     | 2.27     | 2.26     | 2.26     | 2.26     | 2.24     | 2.24     | 2.23     | 2.21     | 2.19     | 2.20     | 2.19     | 2.17           | 2.20     | 2.12     |
| Household furniture.....                        | 2.16     | 2.15     | 2.14     | 2.13     | 2.13     | 2.12     | 2.12     | 2.11     | 2.09     | 2.06     | 2.07     | 2.07     | 2.06           | 2.08     | 2.01     |
| Office furniture.....                           | -----    | 2.64     | 2.65     | 2.67     | 2.67     | 2.66     | 2.65     | 2.64     | 2.62     | 2.60     | 2.59     | 2.57     | 2.53           | 2.59     | 2.46     |
| Partitions; office and store fixtures.....      | -----    | 2.79     | 2.79     | 2.79     | 2.80     | 2.78     | 2.79     | 2.77     | 2.75     | 2.78     | 2.78     | 2.75     | 2.75           | 2.76     | 2.70     |
| Other furniture and fixtures.....               | 2.41     | 2.39     | 2.37     | 2.37     | 2.38     | 2.35     | 2.38     | 2.36     | 2.30     | 2.30     | 2.31     | 2.31     | 2.29           | 2.31     | 2.20     |

See footnotes at end of table.

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

| Industry                                        | 1967              |                   |          |          | 1966     |          |          |          |          |          |          |          |          |          | Annual average |  |
|-------------------------------------------------|-------------------|-------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------------|--|
|                                                 | Apr. <sup>2</sup> | Mar. <sup>2</sup> | Feb.     | Jan.     | Dec.     | Nov.     | Oct.     | Sept.    | Aug.     | July     | June     | May      | Apr.     | 1966     | 1965           |  |
| Average weekly earnings                         |                   |                   |          |          |          |          |          |          |          |          |          |          |          |          |                |  |
| Manufacturing—Continued                         |                   |                   |          |          |          |          |          |          |          |          |          |          |          |          |                |  |
| <i>Durable goods—Continued</i>                  |                   |                   |          |          |          |          |          |          |          |          |          |          |          |          |                |  |
| Stone, clay, and glass products.....            | \$115.08          | \$113.98          | \$112.19 | \$113.71 | \$115.23 | \$115.79 | \$116.47 | \$116.05 | \$115.75 | \$113.82 | \$115.60 | \$114.63 | \$114.09 | \$114.24 | \$110.04       |  |
| Flat glass.....                                 | 148.51            | 150.28            | 152.64   | 155.06   | 160.60   | 159.87   | 153.99   | 152.44   | 141.60   | 151.01   | 152.34   | 155.86   | 153.36   | 149.60   |                |  |
| Glass and glassware, pressed or blown.....      | 115.83            | 114.93            | 112.31   | 113.99   | 114.68   | 114.12   | 111.38   | 111.38   | 110.30   | 109.76   | 111.79   | 111.79   | 109.34   | 111.52   | 106.25         |  |
| Cement, hydraulic.....                          | 130.88            | 128.39            | 128.70   | 130.79   | 131.65   | 138.22   | 132.39   | 133.76   | 132.61   | 134.82   | 131.87   | 132.19   | 132.51   | 132.61   | 124.42         |  |
| Structural clay products.....                   | 99.31             | 97.77             | 96.07    | 95.68    | 96.48    | 97.20    | 98.16    | 97.99    | 98.12    | 97.94    | 97.94    | 97.29    | 98.00    | 97.00    | 94.02          |  |
| Pottery and related products.....               | 100.74            | 100.22            | 101.52   | 102.14   | 102.36   | 100.15   | 100.44   | 98.50    | 95.94    | 99.00    | 98.95    | 98.95    | 98.80    | 98.85    | 95.12          |  |
| Concrete, gypsum, and plaster products.....     | 116.57            | 113.25            | 111.38   | 112.44   | 114.48   | 116.42   | 121.38   | 121.76   | 122.94   | 120.87   | 120.87   | 118.10   | 116.95   | 117.21   | 113.08         |  |
| Other stone and mineral products.....           | 116.31            | 115.90            | 113.24   | 115.36   | 116.76   | 116.20   | 118.86   | 117.32   | 115.79   | 114.68   | 116.47   | 116.60   | 115.63   | 115.64   | 110.62         |  |
| Primary metal industries.....                   | 134.06            | 135.38            | 134.97   | 138.36   | 137.28   | 138.69   | 139.02   | 140.77   | 138.09   | 136.86   | 139.50   | 139.07   | 138.74   | 138.09   | 133.88         |  |
| Blast furnace and basic steel products.....     | 140.58            | 142.31            | 140.80   | 144.43   | 140.45   | 143.37   | 144.84   | 147.80   | 145.85   | 147.03   | 147.68   | 146.97   | 146.56   | 144.73   | 140.90         |  |
| Iron and steel foundries.....                   | 122.81            | 124.73            | 125.03   | 129.20   | 131.63   | 130.42   | 130.90   | 129.73   | 126.69   | 121.13   | 128.01   | 127.58   | 128.90   | 128.14   | 125.72         |  |
| Nonferrous smelting and refining.....           | 131.88            | 131.15            | 130.21   | 132.60   | 132.18   | 132.91   | 132.91   | 132.71   | 130.62   | 130.09   | 128.83   | 128.83   | 129.32   | 129.98   | 124.44         |  |
| Nonferrous rolling, drawing, and extruding..... | 130.20            | 130.82            | 133.65   | 136.66   | 138.35   | 138.97   | 136.47   | 138.22   | 135.83   | 133.55   | 137.20   | 136.14   | 134.90   | 136.27   | 130.07         |  |
| Nonferrous foundries.....                       | 116.40            | 116.87            | 118.15   | 120.60   | 123.06   | 122.22   | 121.67   | 123.26   | 118.02   | 114.80   | 119.29   | 118.86   | 118.16   | 119.43   | 113.55         |  |
| Miscellaneous primary metal industries.....     | 145.81            | 147.28            | 147.70   | 150.23   | 152.06   | 154.70   | 153.12   | 153.91   | 146.89   | 141.86   | 147.74   | 149.64   | 146.03   | 149.82   | 143.09         |  |
| Average weekly hours                            |                   |                   |          |          |          |          |          |          |          |          |          |          |          |          |                |  |
| Stone, clay, and glass products.....            | 41.1              | 41.0              | 40.5     | 41.2     | 41.6     | 41.8     | 42.2     | 42.2     | 42.4     | 42.0     | 42.5     | 42.3     | 42.1     | 42.0     | 42.0           |  |
| Flat glass.....                                 | 40.8              | 41.4              | 42.4     | 42.6     | 44.0     | 43.8     | 43.5     | 42.7     | 40.0     | 42.3     | 42.2     | 42.7     | 42.6     | 42.6     | 42.5           |  |
| Glass and glassware, pressed or blown.....      | 40.5              | 40.9              | 40.4     | 41.3     | 41.4     | 41.2     | 40.8     | 40.8     | 40.7     | 40.5     | 41.1     | 41.1     | 40.2     | 41.0     | 40.4           |  |
| Cement, hydraulic.....                          | 40.9              | 40.5              | 40.6     | 41.0     | 41.4     | 42.4     | 41.5     | 41.8     | 41.7     | 42.0     | 41.6     | 41.7     | 41.8     | 41.7     | 41.2           |  |
| Structural clay products.....                   | 40.7              | 40.4              | 39.7     | 39.7     | 40.2     | 40.5     | 40.9     | 41.0     | 41.4     | 41.5     | 41.4     | 41.4     | 41.7     | 41.1     | 41.6           |  |
| Pottery and related products.....               | 39.2              | 39.3              | 39.5     | 39.9     | 40.3     | 39.9     | 39.7     | 39.4     | 39.0     | 39.6     | 39.9     | 39.9     | 40.0     | 39.7     | 39.8           |  |
| Concrete, gypsum, and plaster products.....     | 42.7              | 42.1              | 41.1     | 41.8     | 42.4     | 42.8     | 44.3     | 44.6     | 45.2     | 45.1     | 45.1     | 44.4     | 44.3     | 43.9     | 44.0           |  |
| Other stone and mineral products.....           | 41.1              | 41.1              | 40.3     | 41.2     | 41.7     | 41.5     | 42.3     | 41.9     | 41.8     | 41.7     | 42.2     | 42.4     | 42.2     | 41.9     | 41.9           |  |
| Primary metal industries.....                   | 40.5              | 40.9              | 40.9     | 41.8     | 41.6     | 41.9     | 42.0     | 42.4     | 42.1     | 41.6     | 42.4     | 42.4     | 42.3     | 42.1     | 42.1           |  |
| Blast furnace and basic steel products.....     | 39.6              | 40.2              | 40.0     | 40.8     | 39.9     | 40.5     | 40.8     | 41.4     | 41.2     | 41.3     | 41.6     | 41.4     | 41.4     | 41.0     | 41.2           |  |
| Iron and steel foundries.....                   | 40.8              | 41.3              | 41.4     | 42.5     | 43.3     | 42.9     | 43.2     | 43.1     | 42.8     | 41.2     | 43.1     | 43.1     | 43.4     | 43.0     | 43.5           |  |
| Nonferrous smelting and refining.....           | 42.0              | 41.9              | 41.6     | 42.5     | 42.5     | 42.6     | 42.6     | 42.4     | 42.0     | 42.1     | 42.1     | 42.1     | 42.4     | 42.2     | 41.9           |  |
| Nonferrous rolling, drawing, and extruding..... | 42.0              | 42.2              | 42.7     | 43.8     | 44.2     | 44.4     | 43.6     | 44.3     | 44.1     | 43.5     | 44.4     | 44.2     | 43.8     | 44.1     | 43.5           |  |
| Nonferrous foundries.....                       | 40.0              | 40.3              | 40.6     | 41.3     | 42.0     | 42.0     | 42.1     | 42.8     | 42.0     | 41.0     | 42.3     | 42.3     | 42.2     | 42.2     | 41.9           |  |
| Miscellaneous primary metal industries.....     | 41.9              | 42.2              | 42.2     | 42.8     | 43.2     | 43.7     | 43.5     | 43.6     | 42.7     | 41.6     | 43.2     | 43.5     | 42.7     | 43.3     | 43.1           |  |
| Average hourly earnings                         |                   |                   |          |          |          |          |          |          |          |          |          |          |          |          |                |  |
| Stone, clay, and glass products.....            | \$2.80            | \$2.78            | \$2.77   | \$2.76   | \$2.77   | \$2.77   | \$2.76   | \$2.75   | \$2.73   | \$2.71   | \$2.72   | \$2.71   | \$2.71   | \$2.72   | \$2.62         |  |
| Flat glass.....                                 | 3.64              | 3.63              | 3.60     | 3.64     | 3.65     | 3.65     | 3.54     | 3.57     | 3.54     | 3.57     | 3.61     | 3.65     | 3.60     | 3.52     |                |  |
| Glass and glassware, pressed or blown.....      | 2.86              | 2.81              | 2.78     | 2.76     | 2.77     | 2.77     | 2.73     | 2.73     | 2.71     | 2.71     | 2.72     | 2.72     | 2.72     | 2.72     | 2.63           |  |
| Cement, hydraulic.....                          | 3.20              | 3.17              | 3.17     | 3.19     | 3.18     | 3.26     | 3.19     | 3.20     | 3.18     | 3.21     | 3.17     | 3.17     | 3.17     | 3.18     | 3.02           |  |
| Structural clay products.....                   | 2.44              | 2.42              | 2.42     | 2.41     | 2.40     | 2.40     | 2.40     | 2.39     | 2.37     | 2.36     | 2.36     | 2.35     | 2.35     | 2.36     | 2.26           |  |
| Pottery and related products.....               | 2.57              | 2.55              | 2.57     | 2.56     | 2.54     | 2.51     | 2.53     | 2.50     | 2.46     | 2.50     | 2.48     | 2.47     | 2.49     | 2.39     |                |  |
| Concrete, gypsum, and plaster products.....     | 2.73              | 2.69              | 2.71     | 2.69     | 2.70     | 2.72     | 2.74     | 2.73     | 2.72     | 2.68     | 2.68     | 2.66     | 2.64     | 2.67     | 2.57           |  |
| Other stone and mineral products.....           | 2.83              | 2.82              | 2.81     | 2.80     | 2.80     | 2.80     | 2.81     | 2.80     | 2.77     | 2.75     | 2.76     | 2.75     | 2.74     | 2.76     | 2.64           |  |
| Primary metal industries.....                   | 3.31              | 3.31              | 3.30     | 3.31     | 3.30     | 3.31     | 3.31     | 3.32     | 3.28     | 3.29     | 3.28     | 3.28     | 3.28     | 3.28     | 3.18           |  |
| Blast furnace and basic steel products.....     | 3.55              | 3.54              | 3.52     | 3.54     | 3.52     | 3.54     | 3.55     | 3.57     | 3.54     | 3.56     | 3.55     | 3.55     | 3.54     | 3.53     | 3.42           |  |
| Iron and steel foundries.....                   | 3.01              | 3.02              | 3.02     | 3.04     | 3.04     | 3.04     | 3.03     | 3.01     | 2.96     | 2.94     | 2.97     | 2.96     | 2.97     | 2.98     | 2.89           |  |
| Nonferrous smelting and refining.....           | 3.14              | 3.13              | 3.13     | 3.12     | 3.11     | 3.12     | 3.12     | 3.13     | 3.11     | 3.09     | 3.06     | 3.06     | 3.05     | 3.08     | 2.97           |  |
| Nonferrous rolling, drawing, and extruding..... | 3.10              | 3.10              | 3.13     | 3.12     | 3.13     | 3.13     | 3.13     | 3.12     | 3.08     | 3.07     | 3.09     | 3.08     | 3.08     | 3.09     | 2.99           |  |
| Nonferrous foundries.....                       | 2.91              | 2.90              | 2.91     | 2.92     | 2.93     | 2.91     | 2.89     | 2.88     | 2.81     | 2.80     | 2.82     | 2.81     | 2.80     | 2.83     | 2.71           |  |
| Miscellaneous primary metal industries.....     | 3.48              | 3.49              | 3.50     | 3.51     | 3.52     | 3.54     | 3.52     | 3.53     | 3.44     | 3.41     | 3.42     | 3.44     | 3.42     | 3.46     | 3.32           |  |

See footnotes at end of table.

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

| Industry                                       | 1967              |                   |          |          | 1966     |          |          |          |          |          |          |          |          | Annual average |          |
|------------------------------------------------|-------------------|-------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------------|----------|
|                                                | Apr. <sup>2</sup> | Mar. <sup>2</sup> | Feb.     | Jan.     | Dec.     | Nov.     | Oct.     | Sept.    | Aug.     | July     | June     | May      | Apr.     | 1966           | 1965     |
| Manufacturing—Continued                        |                   |                   |          |          |          |          |          |          |          |          |          |          |          |                |          |
| <i>Durable goods—Continued</i>                 |                   |                   |          |          |          |          |          |          |          |          |          |          |          |                |          |
| Average weekly earnings                        |                   |                   |          |          |          |          |          |          |          |          |          |          |          |                |          |
| Fabricated metal products.....                 | \$120.25          | \$121.01          | \$120.42 | \$122.47 | \$124.53 | \$123.09 | \$124.26 | \$124.84 | \$121.26 | \$119.42 | \$121.70 | \$121.84 | \$119.99 | \$121.69       | \$116.20 |
| Metal cans.....                                | 139.53            | 142.86            | 137.12   | 137.85   | 139.40   | 136.92   | 136.73   | 143.66   | 148.40   | 151.52   | 142.68   | 142.03   | 138.14   | 140.40         | 137.49   |
| Cutlery, hand tools, and general hardware..... | 114.21            | 115.06            | 113.93   | 116.18   | 116.62   | 116.20   | 116.06   | 116.34   | 113.15   | 109.76   | 113.15   | 114.81   | 113.85   | 114.13         | 111.22   |
| Heating equipment and plumbing fixtures.....   | 110.37            | 109.53            | 108.31   | 108.74   | 111.35   | 110.95   | 113.30   | 114.40   | 112.06   | 106.13   | 110.70   | 110.70   | 108.40   | 110.16         | 105.06   |
| Fabricated structural metal products..         | 120.25            | 121.72            | 121.42   | 123.31   | 125.83   | 123.09   | 123.54   | 123.83   | 121.11   | 118.56   | 121.13   | 120.27   | 117.73   | 120.41         | 114.26   |
| Screw machine products, bolts, etc....         | 125.11            | 127.60            | 129.95   | 131.26   | 133.18   | 132.44   | 130.79   | 130.92   | 125.24   | 121.67   | 128.25   | 128.25   | 126.66   | 128.13         | 120.73   |
| Metal stampings.....                           | 128.43            | 125.96            | 126.67   | 130.83   | 133.34   | 134.78   | 137.34   | 138.85   | 131.70   | 129.74   | 131.58   | 133.36   | 132.75   | 133.18         | 128.60   |
| Coating, engraving, and allied services.       | 108.00            | 108.79            | 106.92   | 107.79   | 108.94   | 107.49   | 108.10   | 110.59   | 108.29   | 105.73   | 107.19   | 106.85   | 105.00   | 106.85         | 100.43   |
| Miscellaneous fabricated wire products.        | 107.47            | 109.08            | 108.27   | 110.68   | 112.71   | 112.98   | 112.44   | 113.10   | 110.20   | 110.04   | 111.25   | 111.51   | 108.58   | 110.46         | 104.92   |
| Miscellaneous fabricated metal products.....   | 117.62            | 119.94            | 118.08   | 120.80   | 120.25   | 119.42   | 120.56   | 121.13   | 118.58   | 117.03   | 120.56   | 120.56   | 117.88   | 118.72         | 113.42   |
| Machinery.....                                 | 134.19            | 135.88            | 135.88   | 137.03   | 138.60   | 136.87   | 136.34   | 136.53   | 133.55   | 131.89   | 135.83   | 135.83   | 134.03   | 134.90         | 127.58   |
| Engines and turbines.....                      | 143.37            | 146.12            | 143.72   | 143.48   | 155.31   | 144.33   | 138.69   | 143.81   | 143.72   | 141.53   | 142.76   | 146.06   | 144.86   | 142.95         | 133.44   |
| Farm machinery and equipment.....              | -----             | 134.92            | 136.31   | 136.83   | 132.70   | 128.30   | 130.29   | 131.57   | 127.31   | 124.85   | 130.82   | 131.63   | 131.94   | 130.31         | 121.72   |
| Construction and related machinery..           | 131.88            | 131.57            | 131.15   | 131.35   | 134.08   | 135.45   | 135.14   | 135.33   | 132.99   | 132.25   | 134.85   | 133.67   | 132.50   | 133.18         | 126.89   |
| Metalworking machinery and equipment.....      | 154.93            | 155.50            | 155.72   | 157.08   | 156.71   | 154.90   | 152.97   | 153.05   | 148.46   | 149.70   | 155.04   | 156.37   | 153.45   | 153.25         | 144.87   |
| Special industry machinery.....                | 127.71            | 128.60            | 127.41   | 129.65   | 132.61   | 129.65   | 128.92   | 129.80   | 126.14   | 122.41   | 127.74   | 126.28   | 124.55   | 126.72         | 120.22   |
| General industrial machinery.....              | 131.66            | 133.34            | 131.66   | 138.92   | 138.92   | 136.66   | 137.46   | 138.40   | 135.39   | 131.46   | 135.69   | 134.64   | 132.24   | 134.77         | 126.56   |
| Office, computing and accounting machines..... | 128.96            | 129.89            | 129.16   | 131.33   | 133.42   | 131.75   | 132.06   | 131.02   | 127.80   | 129.36   | 131.44   | 130.59   | 128.94   | 131.33         | 127.20   |
| Service industry machines.....                 | 115.30            | 117.55            | 115.71   | 114.86   | 118.98   | 118.85   | 118.14   | 115.64   | 115.37   | 114.12   | 117.74   | 115.23   | 115.79   | 116.06         | 112.19   |
| Miscellaneous machinery.....                   | 127.54            | 129.03            | 130.80   | 133.20   | 132.91   | 132.76   | 132.02   | 130.83   | 127.16   | 124.85   | 128.32   | 128.32   | 127.30   | 128.91         | 120.93   |
| Average weekly hours                           |                   |                   |          |          |          |          |          |          |          |          |          |          |          |                |          |
| Fabricated metal products.....                 | 40.9              | 41.3              | 41.1     | 41.8     | 42.5     | 42.3     | 42.7     | 42.9     | 42.4     | 41.9     | 42.7     | 42.6     | 42.1     | 42.4           | 42.1     |
| Metal cans.....                                | 41.9              | 42.9              | 41.3     | 41.9     | 42.5     | 42.0     | 42.2     | 43.8     | 44.7     | 45.5     | 43.9     | 43.7     | 42.9     | 43.2           | 43.1     |
| Cutlery, hand tools, and general hardware..... | 40.5              | 40.8              | 40.4     | 41.2     | 41.5     | 41.5     | 41.6     | 41.7     | 41.6     | 40.5     | 41.6     | 41.9     | 41.4     | 41.5           | 41.5     |
| Heating equipment and plumbing fixtures.....   | 39.7              | 39.4              | 39.1     | 39.4     | 40.2     | 40.2     | 41.2     | 41.3     | 41.2     | 39.9     | 41.0     | 40.7     | 40.0     | 40.5           | 40.1     |
| Fabricated structural metal products..         | 40.9              | 41.4              | 41.3     | 41.8     | 42.8     | 42.3     | 42.6     | 42.7     | 42.2     | 41.6     | 42.5     | 42.2     | 41.6     | 42.1           | 41.7     |
| Screw machine products, bolts, etc....         | 42.7              | 43.7              | 44.2     | 44.8     | 45.3     | 45.2     | 45.1     | 45.3     | 44.1     | 43.3     | 45.0     | 45.0     | 44.6     | 44.8           | 43.9     |
| Metal stampings.....                           | 40.9              | 40.5              | 40.6     | 41.8     | 42.6     | 43.2     | 43.6     | 43.8     | 42.9     | 42.4     | 43.0     | 43.3     | 43.1     | 43.1           | 43.3     |
| Coating, engraving, and allied services.       | 40.6              | 40.9              | 40.5     | 41.3     | 41.9     | 41.5     | 41.9     | 42.7     | 42.3     | 41.3     | 42.2     | 41.9     | 41.5     | 41.9           | 41.5     |
| Miscellaneous fabricated wire products.        | 40.1              | 40.7              | 40.4     | 41.3     | 41.9     | 42.0     | 41.8     | 42.2     | 41.9     | 42.0     | 42.3     | 42.4     | 41.6     | 42.0           | 41.8     |
| Miscellaneous fabricated metal products.       | 40.7              | 41.5              | 41.0     | 41.8     | 41.9     | 41.9     | 42.3     | 42.5     | 42.2     | 41.5     | 42.6     | 42.6     | 42.1     | 42.1           | 41.7     |
| Machinery.....                                 | 42.6              | 43.0              | 43.0     | 43.5     | 44.0     | 43.7     | 43.7     | 43.9     | 43.5     | 43.1     | 44.1     | 44.1     | 43.8     | 43.8           | 43.1     |
| Engines and turbines.....                      | 41.8              | 42.6              | 41.9     | 42.2     | 44.5     | 42.7     | 41.4     | 42.8     | 42.9     | 42.5     | 43.0     | 43.6     | 43.5     | 42.8           | 41.7     |
| Farm machinery and equipment.....              | -----             | 41.9              | 42.2     | 42.1     | 41.6     | 40.6     | 41.1     | 41.9     | 41.2     | 40.8     | 42.2     | 42.6     | 42.7     | 41.9           | 41.4     |
| Construction and related machinery..           | 42.0              | 41.9              | 41.9     | 42.1     | 42.7     | 43.0     | 42.9     | 43.1     | 42.9     | 42.8     | 43.5     | 43.4     | 43.3     | 43.1           | 42.7     |
| Metalworking machinery and equipment.....      | 45.3              | 45.6              | 45.8     | 46.2     | 46.5     | 46.1     | 45.8     | 46.1     | 45.4     | 45.5     | 46.7     | 47.1     | 46.5     | 46.3           | 45.4     |
| Special industry machinery.....                | 43.0              | 43.3              | 42.9     | 43.8     | 44.8     | 44.1     | 44.0     | 44.3     | 43.8     | 42.8     | 44.2     | 44.0     | 43.7     | 44.0           | 43.4     |
| General industrial machinery.....              | 42.2              | 42.6              | 42.2     | 43.5     | 44.1     | 43.8     | 44.2     | 44.5     | 44.1     | 43.1     | 44.2     | 44.0     | 43.5     | 43.9           | 42.9     |
| Office, computing and accounting machines..... | 41.6              | 41.9              | 41.8     | 42.5     | 42.9     | 42.5     | 42.6     | 42.4     | 41.9     | 42.0     | 42.4     | 42.4     | 42.0     | 42.5           | 42.4     |
| Service industry machines.....                 | 40.6              | 41.1              | 40.6     | 40.3     | 41.6     | 41.7     | 41.6     | 41.3     | 41.5     | 41.2     | 42.2     | 41.6     | 41.8     | 41.6           | 41.4     |
| Miscellaneous machinery.....                   | 42.8              | 43.3              | 43.6     | 44.4     | 44.6     | 44.7     | 44.6     | 44.5     | 44.0     | 43.5     | 44.4     | 44.4     | 44.2     | 44.3           | 43.5     |
| Average hourly earnings                        |                   |                   |          |          |          |          |          |          |          |          |          |          |          |                |          |
| Fabricated metal products.....                 | \$2.94            | \$2.93            | \$2.93   | \$2.93   | \$2.93   | \$2.91   | \$2.91   | \$2.91   | \$2.86   | \$2.85   | \$2.85   | \$2.86   | \$2.85   | \$2.87         | \$2.76   |
| Metal cans.....                                | 3.33              | 3.33              | 3.32     | 3.29     | 3.28     | 3.26     | 3.24     | 3.28     | 3.32     | 3.33     | 3.25     | 3.25     | 3.22     | 3.25           | 3.19     |
| Cutlery, hand tools, and general hardware..... | 2.82              | 2.82              | 2.82     | 2.82     | 2.81     | 2.80     | 2.79     | 2.79     | 2.72     | 2.71     | 2.72     | 2.74     | 2.75     | 2.75           | 2.68     |
| Heating equipment and plumbing fixtures.....   | 2.78              | 2.78              | 2.77     | 2.76     | 2.77     | 2.76     | 2.75     | 2.77     | 2.72     | 2.66     | 2.70     | 2.72     | 2.71     | 2.72           | 2.62     |
| Fabricated structural metal products..         | 2.94              | 2.94              | 2.94     | 2.95     | 2.94     | 2.91     | 2.90     | 2.90     | 2.87     | 2.85     | 2.85     | 2.85     | 2.83     | 2.86           | 2.74     |
| Screw machine products, bolts, etc....         | 2.93              | 2.92              | 2.94     | 2.93     | 2.94     | 2.93     | 2.90     | 2.89     | 2.84     | 2.81     | 2.85     | 2.85     | 2.84     | 2.86           | 2.75     |
| Metal stampings.....                           | 3.14              | 3.11              | 3.12     | 3.13     | 3.13     | 3.12     | 3.15     | 3.17     | 3.07     | 3.06     | 3.06     | 3.08     | 3.08     | 3.09           | 2.97     |
| Coating, engraving, and allied services.       | 2.66              | 2.66              | 2.64     | 2.61     | 2.60     | 2.59     | 2.58     | 2.59     | 2.56     | 2.56     | 2.54     | 2.55     | 2.53     | 2.55           | 2.42     |
| Miscellaneous fabricated wire products.        | 2.68              | 2.68              | 2.68     | 2.68     | 2.69     | 2.69     | 2.68     | 2.68     | 2.63     | 2.62     | 2.63     | 2.63     | 2.61     | 2.63           | 2.51     |
| Miscellaneous fabricated metal products.       | 2.89              | 2.89              | 2.88     | 2.89     | 2.87     | 2.85     | 2.85     | 2.85     | 2.81     | 2.82     | 2.83     | 2.83     | 2.80     | 2.82           | 2.72     |
| Machinery.....                                 | 3.15              | 3.16              | 3.16     | 3.15     | 3.15     | 3.13     | 3.12     | 3.11     | 3.07     | 3.06     | 3.08     | 3.08     | 3.06     | 3.08           | 2.96     |
| Engines and turbines.....                      | 3.43              | 3.43              | 3.43     | 3.40     | 3.49     | 3.38     | 3.35     | 3.36     | 3.35     | 3.33     | 3.32     | 3.35     | 3.33     | 3.34           | 3.20     |
| Farm machinery and equipment.....              | -----             | 3.22              | 3.23     | 3.25     | 3.19     | 3.16     | 3.17     | 3.14     | 3.09     | 3.06     | 3.10     | 3.09     | 3.09     | 3.11           | 2.94     |
| Construction and related machinery..           | 3.14              | 3.14              | 3.13     | 3.12     | 3.14     | 3.15     | 3.15     | 3.14     | 3.10     | 3.09     | 3.10     | 3.08     | 3.06     | 3.09           | 2.96     |
| Metalworking machinery and equipment.....      | 3.42              | 3.41              | 3.40     | 3.40     | 3.37     | 3.36     | 3.34     | 3.32     | 3.27     | 3.29     | 3.32     | 3.32     | 3.30     | 3.31           | 3.18     |
| Special industry machinery.....                | 2.97              | 2.97              | 2.96     | 2.96     | 2.96     | 2.94     | 2.93     | 2.93     | 2.88     | 2.86     | 2.89     | 2.87     | 2.85     | 2.88           | 2.77     |
| General industrial machinery.....              | 3.12              | 3.13              | 3.12     | 3.13     | 3.15     | 3.12     | 3.11     | 3.11     | 3.07     | 3.05     | 3.07     | 3.06     | 3.04     | 3.07           | 2.95     |
| Office, computing and accounting machines..... | 3.10              | 3.10              | 3.09     | 3.09     | 3.11     | 3.10     | 3.10     | 3.09     | 3.05     | 3.08     | 3.10     | 3.08     | 3.07     | 3.09           | 3.00     |
| Service industry machines.....                 | 2.84              | 2.86              | 2.85     | 2.85     | 2.86     | 2.85     | 2.84     | 2.80     | 2.78     | 2.77     | 2.79     | 2.77     | 2.77     | 2.79           | 2.71     |
| Miscellaneous machinery.....                   | 2.98              | 2.98              | 3.00     | 3.00     | 2.98     | 2.97     | 2.96     | 2.94     | 2.89     | 2.87     | 2.89     | 2.89     | 2.88     | 2.91           | 2.78     |

See footnotes at end of table.

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

| Industry                                             | 1967              |          |          |          | 1966     |          |          |          |          |          |          |          | Annual average |          |          |
|------------------------------------------------------|-------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------------|----------|----------|
|                                                      | Apr. <sup>2</sup> | Mar.     | Feb.     | Jan.     | Dec.     | Nov.     | Oct.     | Sept.    | Aug.     | July     | June     | May      | Apr.           | 1966     | 1965     |
| Average weekly earnings                              |                   |          |          |          |          |          |          |          |          |          |          |          |                |          |          |
| Manufacturing—Continued                              |                   |          |          |          |          |          |          |          |          |          |          |          |                |          |          |
| <i>Durable goods—Continued</i>                       |                   |          |          |          |          |          |          |          |          |          |          |          |                |          |          |
| Electrical equipment and supplies.....               | \$107.17          | \$108.40 | \$107.86 | \$109.21 | \$110.42 | \$109.74 | \$109.86 | \$110.12 | \$107.68 | \$106.11 | \$108.62 | \$108.62 | \$107.68       | \$108.77 | \$105.78 |
| Electric distribution equipment.....                 | 118.66            | 120.38   | 118.40   | 118.71   | 123.40   | 120.27   | 117.32   | 119.99   | 115.64   | 117.46   | 117.73   | 116.05   | 113.98         | 117.04   | 113.02   |
| Electrical industrial apparatus.....                 | 116.69            | 116.44   | 116.03   | 118.01   | 118.86   | 117.18   | 117.60   | 119.57   | 117.74   | 118.15   | 117.17   | 118.13   | 117.73         | 117.87   | 113.28   |
| Household appliances.....                            | -----             | 115.74   | 114.76   | 115.63   | 117.38   | 121.01   | 119.94   | 122.51   | 119.42   | 116.28   | 118.28   | 119.97   | 118.69         | 118.82   | 114.54   |
| Electric lighting and wiring equipment.....          | 102.03            | 102.17   | 99.72    | 103.97   | 104.70   | 103.79   | 103.73   | 103.82   | 101.93   | 99.20    | 101.59   | 101.84   | 101.09         | 102.00   | 99.14    |
| Radio and TV receiving sets.....                     | -----             | 88.39    | 89.62    | 91.87    | 93.20    | 94.30    | 98.41    | 94.07    | 93.96    | 91.57    | 91.87    | 89.17    | 91.80          | 93.20    | 91.31    |
| Communication equipment.....                         | 122.31            | 123.41   | 123.82   | 124.15   | 125.21   | 122.60   | 122.18   | 122.22   | 118.37   | 117.33   | 119.81   | 120.51   | 118.82         | 120.93   | 116.47   |
| Electronic components and accessories.....           | 89.86             | 91.26    | 90.17    | 91.64    | 92.46    | 91.60    | 92.00    | 91.66    | 91.03    | 89.27    | 93.02    | 92.21    | 91.35          | 91.71    | 88.88    |
| Miscellaneous electrical equipment and supplies..... | 115.84            | 116.82   | 115.94   | 121.58   | 125.40   | 127.02   | 124.62   | 122.43   | 115.14   | 114.34   | 117.79   | 117.79   | 118.03         | 120.30   | 115.36   |
| Transportation equipment.....                        | 139.33            | 136.49   | 136.21   | 141.44   | 144.93   | 145.52   | 146.63   | 144.84   | 139.35   | 137.94   | 140.25   | 139.07   | 141.47         | 141.86   | 137.71   |
| Motor vehicles and equipment.....                    | 139.20            | 134.21   | 135.63   | 143.50   | 150.73   | 151.71   | 154.43   | 151.87   | 142.27   | 140.42   | 143.40   | 141.54   | 149.02         | 147.23   | 147.63   |
| Aircraft and parts.....                              | 145.09            | 144.75   | 142.64   | 143.90   | 144.14   | 145.92   | 144.05   | 143.52   | 144.09   | 142.23   | 143.22   | 143.44   | 139.43         | 142.89   | 131.88   |
| Ship and boat building and repairing.....            | 134.81            | 132.28   | 127.98   | 134.37   | 136.63   | 131.02   | 134.18   | 129.60   | 129.34   | 130.29   | 132.40   | 128.75   | 128.65         | 130.82   | 121.50   |
| Railroad equipment.....                              | -----             | 136.00   | 139.19   | 141.66   | 142.27   | 141.80   | 141.04   | 136.15   | 135.74   | 136.68   | 133.32   | 137.94   | 138.20         | 137.09   | 129.44   |
| Other transportation equipment.....                  | -----             | 99.00    | 94.12    | 92.69    | 94.53    | 94.62    | 97.20    | 99.14    | 97.27    | 93.30    | 96.87    | 96.96    | 95.20          | 95.12    | 92.69    |
| Average weekly hours                                 |                   |          |          |          |          |          |          |          |          |          |          |          |                |          |          |
| Electrical equipment and supplies.....               | 39.4              | 40.0     | 39.8     | 40.6     | 41.2     | 41.1     | 41.3     | 41.4     | 41.1     | 40.5     | 41.3     | 41.3     | 41.1           | 41.2     | 41.0     |
| Electric distribution equipment.....                 | 41.2              | 41.8     | 41.4     | 41.8     | 42.7     | 42.2     | 41.9     | 42.7     | 41.9     | 42.1     | 42.5     | 42.2     | 41.6           | 42.1     | 41.4     |
| Electrical industrial apparatus.....                 | 40.8              | 41.0     | 41.0     | 41.7     | 42.3     | 42.0     | 42.0     | 42.4     | 42.2     | 42.3     | 42.8     | 42.5     | 42.4           | 42.4     | 41.8     |
| Household appliances.....                            | -----             | 39.5     | 39.3     | 39.6     | 40.2     | 41.3     | 41.5     | 42.1     | 41.9     | 40.8     | 41.5     | 41.8     | 41.5           | 41.4     | 41.2     |
| Electric lighting and wiring equipment.....          | 39.7              | 39.6     | 38.8     | 40.3     | 40.9     | 40.7     | 41.0     | 41.2     | 41.1     | 40.0     | 40.8     | 40.9     | 40.6           | 40.8     | 40.8     |
| Radio and TV receiving sets.....                     | -----             | 38.1     | 38.3     | 39.6     | 40.0     | 40.3     | 41.7     | 40.2     | 40.5     | 39.3     | 39.6     | 38.6     | 39.4           | 40.0     | 39.7     |
| Communication equipment.....                         | 40.5              | 41.0     | 41.0     | 41.8     | 42.3     | 41.7     | 41.7     | 42.0     | 41.1     | 40.6     | 41.6     | 41.7     | 41.4           | 41.7     | 41.3     |
| Electronic components and accessories.....           | 38.4              | 39.0     | 38.7     | 39.5     | 40.2     | 40.0     | 40.0     | 40.2     | 40.1     | 39.5     | 40.8     | 40.8     | 40.6           | 40.4     | 40.4     |
| Miscellaneous electrical equipment and supplies..... | 39.4              | 39.6     | 39.3     | 40.8     | 41.8     | 42.2     | 42.1     | 41.5     | 40.4     | 39.7     | 40.9     | 40.9     | 40.7           | 41.2     | 41.2     |
| Transportation equipment.....                        | 41.1              | 40.5     | 40.3     | 41.6     | 42.5     | 42.8     | 43.0     | 42.6     | 42.1     | 41.8     | 42.5     | 42.4     | 43.0           | 42.6     | 42.9     |
| Motor vehicles and equipment.....                    | 40.0              | 38.9     | 39.2     | 41.0     | 42.7     | 43.1     | 43.5     | 42.9     | 41.6     | 41.3     | 42.3     | 42.0     | 43.7           | 42.8     | 44.2     |
| Aircraft and parts.....                              | 42.8              | 42.7     | 42.2     | 42.7     | 42.9     | 43.3     | 43.0     | 43.1     | 43.4     | 43.1     | 43.4     | 43.6     | 42.9           | 43.3     | 42.0     |
| Ship and boat building and repairing.....            | 41.1              | 40.7     | 39.5     | 41.6     | 42.3     | 41.2     | 41.8     | 40.5     | 40.8     | 41.1     | 41.9     | 41.4     | 41.5           | 41.4     | 40.5     |
| Railroad equipment.....                              | -----             | 40.0     | 40.7     | 41.3     | 41.0     | 41.1     | 41.0     | 40.4     | 40.4     | 40.8     | 40.4     | 41.3     | 41.5           | 40.8     | 40.2     |
| Other transportation equipment.....                  | -----             | 39.6     | 37.8     | 38.3     | 38.9     | 39.1     | 40.0     | 40.8     | 40.7     | 39.2     | 40.7     | 40.4     | 40.0           | 39.8     | 40.3     |
| Average hourly earnings                              |                   |          |          |          |          |          |          |          |          |          |          |          |                |          |          |
| Electrical equipment and supplies.....               | \$2.72            | \$2.71   | \$2.71   | \$2.69   | \$2.68   | \$2.67   | \$2.66   | \$2.66   | \$2.62   | \$2.62   | \$2.63   | \$2.62   | \$2.61         | \$2.64   | \$2.58   |
| Electric distribution equipment.....                 | 2.88              | 2.88     | 2.86     | 2.84     | 2.89     | 2.85     | 2.80     | 2.81     | 2.79     | 2.77     | 2.75     | 2.74     | 2.75           | 2.78     | 2.73     |
| Electrical industrial apparatus.....                 | 2.86              | 2.84     | 2.83     | 2.83     | 2.81     | 2.79     | 2.80     | 2.82     | 2.78     | 2.77     | 2.76     | 2.77     | 2.77           | 2.78     | 2.71     |
| Household appliances.....                            | -----             | 2.93     | 2.92     | 2.92     | 2.92     | 2.93     | 2.89     | 2.91     | 2.85     | 2.85     | 2.87     | 2.86     | 2.80           | 2.87     | 2.78     |
| Electric lighting and wiring equipment.....          | 2.57              | 2.58     | 2.57     | 2.58     | 2.56     | 2.55     | 2.53     | 2.52     | 2.48     | 2.49     | 2.49     | 2.49     | 2.48           | 2.50     | 2.43     |
| Radio and TV receiving sets.....                     | -----             | 2.32     | 2.34     | 2.32     | 2.33     | 2.34     | 2.36     | 2.34     | 2.33     | 2.32     | 2.31     | 2.33     | 2.33           | 2.33     | 2.30     |
| Communication equipment.....                         | 3.02              | 3.01     | 3.02     | 2.97     | 2.96     | 2.94     | 2.93     | 2.91     | 2.89     | 2.88     | 2.89     | 2.87     | 2.87           | 2.90     | 2.82     |
| Electronic components and accessories.....           | 2.34              | 2.34     | 2.33     | 2.32     | 2.30     | 2.29     | 2.30     | 2.28     | 2.26     | 2.28     | 2.28     | 2.25     | 2.25           | 2.27     | 2.20     |
| Miscellaneous electrical equipment and supplies..... | 2.94              | 2.95     | 2.95     | 2.98     | 3.00     | 3.01     | 2.96     | 2.95     | 2.88     | 2.88     | 2.88     | 2.90     | 2.88           | 2.92     | 2.80     |
| Transportation equipment.....                        | 3.39              | 3.37     | 3.38     | 3.40     | 3.41     | 3.40     | 3.41     | 3.40     | 3.30     | 3.30     | 3.28     | 3.29     | 3.28           | 3.33     | 3.21     |
| Motor vehicles and equipment.....                    | 3.48              | 3.45     | 3.46     | 3.50     | 3.53     | 3.52     | 3.55     | 3.54     | 3.40     | 3.39     | 3.37     | 3.41     | 3.37           | 3.44     | 3.34     |
| Aircraft and parts.....                              | 3.39              | 3.39     | 3.38     | 3.37     | 3.36     | 3.37     | 3.35     | 3.33     | 3.30     | 3.30     | 3.29     | 3.25     | 3.26           | 3.30     | 3.14     |
| Ship and boat building and repairing.....            | 3.28              | 3.25     | 3.24     | 3.23     | 3.23     | 3.18     | 3.21     | 3.20     | 3.17     | 3.16     | 3.11     | 3.10     | 3.12           | 3.16     | 3.00     |
| Railroad equipment.....                              | -----             | 3.40     | 3.42     | 3.43     | 3.43     | 3.45     | 3.44     | 3.37     | 3.35     | 3.30     | 3.34     | 3.33     | 3.27           | 3.36     | 3.22     |
| Other transportation equipment.....                  | -----             | 2.50     | 2.49     | 2.42     | 2.42     | 2.42     | 2.43     | 2.43     | 2.38     | 2.38     | 2.40     | 2.38     | 2.38           | 2.39     | 2.30     |

See footnotes at end of table.

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

| Industry                                      | 1967              |                   |          |          | 1966     |          |          |          |          |          |          |          | Annual average |          |          |
|-----------------------------------------------|-------------------|-------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------------|----------|----------|
|                                               | Apr. <sup>2</sup> | Mar. <sup>2</sup> | Feb.     | Jan.     | Dec.     | Nov.     | Oct.     | Sept.    | Aug.     | July     | June     | May      | Apr.           | 1966     | 1965     |
| Average weekly earnings                       |                   |                   |          |          |          |          |          |          |          |          |          |          |                |          |          |
| Manufacturing—Continued                       |                   |                   |          |          |          |          |          |          |          |          |          |          |                |          |          |
| Durable goods—Continued                       |                   |                   |          |          |          |          |          |          |          |          |          |          |                |          |          |
| Instruments and related products.....         | \$113.44          | \$113.71          | \$113.02 | \$114.13 | \$115.78 | \$114.66 | \$114.93 | \$114.78 | \$112.17 | \$111.90 | \$113.94 | \$113.79 | \$112.71       | \$113.40 | \$108.47 |
| Engineering and scientific instruments.....   | 133.73            | 132.91            | 132.44   | 136.22   | 133.49   | 133.18   | 133.06   | 128.59   | 131.89   | 131.82   | 131.40   | 130.28   | 132.44         | 125.33   |          |
| Mechanical measuring and control devices..... | 110.83            | 111.91            | 109.85   | 115.23   | 116.62   | 115.92   | 116.20   | 115.08   | 112.74   | 112.19   | 115.60   | 115.75   | 114.63         | 114.93   | 108.62   |
| Optical and ophthalmic goods.....             | 102.62            | 102.72            | 102.21   | 103.32   | 105.08   | 103.91   | 102.26   | 103.83   | 101.26   | 101.92   | 102.66   | 102.48   | 97.68          | 101.92   | 98.65    |
| Ophthalmic goods.....                         | 92.66             | 92.20             | 92.57    | 93.61    | 94.19    | 92.57    | 94.07    | 91.58    | 93.25    | 93.30    | 92.48    | 88.44    | 92.21          | 89.40    |          |
| Surgical, medical, and dental equipment.....  | 96.32             | 96.24             | 96.64    | 95.60    | 96.87    | 96.46    | 96.12    | 95.71    | 93.50    | 91.94    | 95.30    | 94.89    | 93.38          | 94.42    | 90.23    |
| Photographic equipment and supplies.....      | 136.64            | 135.68            | 135.04   | 135.84   | 133.73   | 133.78   | 136.03   | 132.25   | 131.58   | 133.67   | 133.90   | 134.29   | 133.67         | 127.84   |          |
| Watches and clocks.....                       | 91.43             | 90.23             | 92.06    | 92.11    | 91.69    | 91.65    | 92.48    | 92.70    | 91.35    | 91.17    | 89.91    | 90.50    | 91.39          | 87.85    |          |
| Miscellaneous manufacturing industries..      | 91.34             | 92.20             | 90.17    | 91.87    | 91.20    | 90.45    | 90.09    | 89.20    | 88.22    | 86.24    | 88.62    | 88.62    | 87.74          | 88.80    | 85.39    |
| Jewelry, silverware, and plated ware....      | 104.64            | 100.73            | 103.38   | 108.03   | 109.48   | 108.63   | 105.42   | 102.51   | 95.35    | 100.94   | 100.28   | 100.04   | 102.26         | 95.53    |          |
| Toys, amusement, and sporting goods....       | 83.32             | 81.58             | 82.32    | 79.17    | 79.60    | 79.60    | 78.41    | 79.00    | 77.60    | 78.80    | 78.40    | 78.40    | 78.80          | 76.44    |          |
| Pens, pencils, office and art materials....   | 89.67             | 87.58             | 88.31    | 90.17    | 90.45    | 89.58    | 88.07    | 86.43    | 84.02    | 87.48    | 86.05    | 84.42    | 86.65          | 82.82    |          |
| Costume jewelry, buttons, and notions....     | 83.03             | 80.94             | 82.26    | 81.74    | 79.54    | 80.98    | 81.18    | 80.00    | 78.56    | 82.42    | 81.20    | 79.37    | 80.78          | 77.62    |          |
| Other manufacturing industries.....           | 97.25             | 97.71             | 96.08    | 97.66    | 97.84    | 97.84    | 97.28    | 96.40    | 95.04    | 93.62    | 95.04    | 95.75    | 94.56          | 95.68    | 92.46    |
| Musical instruments and parts.....            | 99.94             | 98.89             | 101.34   | 104.16   | 104.75   | 103.42   | 99.39    | 99.63    | 97.28    | 100.45   | 99.39    | 98.42    | 100.53         | 97.75    |          |
| Average weekly hours                          |                   |                   |          |          |          |          |          |          |          |          |          |          |                |          |          |
| Instruments and related products.....         | 41.1              | 41.2              | 40.8     | 41.5     | 42.1     | 42.0     | 42.1     | 42.2     | 41.7     | 41.6     | 42.2     | 42.3     | 41.9           | 42.0     | 41.4     |
| Engineering and scientific instruments.....   | 43.0              | 42.6              | 43.0     | 43.8     | 43.2     | 43.1     | 43.2     | 42.3     | 43.1     | 42.8     | 42.8     | 42.3     | 43.0           | 41.5     |          |
| Mechanical measuring and control devices..... | 40.3              | 40.4              | 39.8     | 41.6     | 42.1     | 42.0     | 42.1     | 42.0     | 41.6     | 41.4     | 42.5     | 42.4     | 42.3           | 42.1     | 41.3     |
| Optical and ophthalmic goods.....             | 40.4              | 40.6              | 40.4     | 41.0     | 41.7     | 41.4     | 41.4     | 41.7     | 41.5     | 41.6     | 41.9     | 42.0     | 40.7           | 41.6     | 41.8     |
| Ophthalmic goods.....                         | 39.6              | 39.4              | 39.9     | 40.7     | 40.6     | 40.6     | 40.9     | 40.7     | 40.9     | 41.1     | 41.1     | 41.1     | 40.2           | 40.8     | 41.2     |
| Surgical, medical, and dental equipment.....  | 40.3              | 40.1              | 40.1     | 40.0     | 40.7     | 40.7     | 40.9     | 40.9     | 40.3     | 39.8     | 40.9     | 40.9     | 40.6           | 40.7     | 40.1     |
| Photographic equipment and supplies.....      | 42.7              | 42.4              | 42.6     | 43.4     | 43.0     | 43.7     | 43.6     | 42.8     | 43.0     | 43.4     | 43.9     | 43.6     | 43.4           | 42.9     |          |
| Watches and clocks.....                       | 40.1              | 39.4              | 40.2     | 40.4     | 41.3     | 41.1     | 41.1     | 41.2     | 40.6     | 40.7     | 40.5     | 40.4     | 40.8           | 40.3     |          |
| Miscellaneous manufacturing industries..      | 39.2              | 39.4              | 38.7     | 39.6     | 40.0     | 40.2     | 40.4     | 40.0     | 40.1     | 39.2     | 40.1     | 40.1     | 39.7           | 40.0     | 39.9     |
| Jewelry, silverware, and plated ware....      | 40.4              | 40.2              | 39.5     | 40.7     | 42.2     | 42.6     | 42.0     | 41.5     | 39.4     | 41.2     | 41.1     | 41.0     | 41.4           | 41.0     |          |
| Toys, amusement, and sporting goods....       | 39.3              | 38.3              | 39.2     | 39.0     | 40.0     | 40.0     | 39.4     | 39.7     | 38.8     | 39.4     | 39.2     | 39.2     | 39.4           | 39.2     |          |
| Pens, pencils, office and art materials....   | 39.5              | 39.1              | 39.6     | 40.8     | 41.3     | 41.0     | 40.4     | 40.2     | 38.9     | 40.5     | 40.4     | 40.2     | 40.3           | 40.4     |          |
| Costume jewelry, buttons, and notions....     | 38.8              | 38.0              | 38.8     | 39.3     | 38.8     | 39.5     | 39.6     | 39.8     | 38.7     | 40.4     | 40.2     | 39.1     | 39.6           | 39.6     |          |
| Other manufacturing industries.....           | 38.9              | 39.4              | 38.9     | 39.7     | 40.1     | 40.1     | 40.2     | 40.0     | 40.1     | 39.5     | 40.1     | 40.4     | 39.9           | 40.2     | 40.2     |
| Musical instruments and parts.....            | 39.5              | 39.4              | 40.7     | 42.0     | 41.9     | 41.7     | 40.9     | 41.0     | 40.2     | 41.0     | 40.9     | 40.5     | 41.2           | 40.9     |          |
| Average hourly earnings                       |                   |                   |          |          |          |          |          |          |          |          |          |          |                |          |          |
| Instruments and related products.....         | \$2.76            | \$2.76            | \$2.77   | \$2.75   | \$2.75   | \$2.73   | \$2.73   | \$2.72   | \$2.69   | \$2.69   | \$2.70   | \$2.69   | \$2.69         | \$2.70   | \$2.62   |
| Engineering and scientific instruments.....   | 3.11              | 3.12              | 3.08     | 3.11     | 3.09     | 3.09     | 3.09     | 3.08     | 3.04     | 3.06     | 3.08     | 3.07     | 3.08           | 3.08     | 3.02     |
| Mechanical measuring and control devices..... | 2.75              | 2.77              | 2.76     | 2.77     | 2.77     | 2.76     | 2.76     | 2.74     | 2.71     | 2.71     | 2.72     | 2.73     | 2.71           | 2.73     | 2.63     |
| Optical and ophthalmic goods.....             | 2.54              | 2.53              | 2.53     | 2.52     | 2.52     | 2.51     | 2.47     | 2.49     | 2.44     | 2.45     | 2.45     | 2.44     | 2.40           | 2.45     | 2.36     |
| Ophthalmic goods.....                         | 2.34              | 2.34              | 2.32     | 2.30     | 2.32     | 2.28     | 2.30     | 2.25     | 2.28     | 2.27     | 2.25     | 2.20     | 2.26           | 2.17     |          |
| Surgical, medical, and dental equipment.....  | 2.39              | 2.40              | 2.41     | 2.39     | 2.38     | 2.37     | 2.35     | 2.34     | 2.32     | 2.31     | 2.33     | 2.32     | 2.30           | 2.32     | 2.25     |
| Photographic equipment and supplies.....      | 3.20              | 3.20              | 3.17     | 3.13     | 3.11     | 3.13     | 3.12     | 3.09     | 3.06     | 3.08     | 3.05     | 3.08     | 3.08           | 3.08     | 2.98     |
| Watches and clocks.....                       | 2.28              | 2.29              | 2.29     | 2.28     | 2.22     | 2.23     | 2.25     | 2.25     | 2.25     | 2.25     | 2.24     | 2.22     | 2.24           | 2.24     | 2.18     |
| Miscellaneous manufacturing industries..      | 2.33              | 2.34              | 2.33     | 2.32     | 2.28     | 2.25     | 2.23     | 2.20     | 2.20     | 2.21     | 2.21     | 2.21     | 2.22           | 2.22     | 2.14     |
| Jewelry, silverware, and plated ware....      | 2.59              | 2.60              | 2.55     | 2.54     | 2.56     | 2.57     | 2.55     | 2.51     | 2.47     | 2.42     | 2.45     | 2.44     | 2.44           | 2.47     | 2.33     |
| Toys, amusement, and sporting goods....       | 2.12              | 2.13              | 2.10     | 2.03     | 1.99     | 1.99     | 1.99     | 1.99     | 2.00     | 2.00     | 2.00     | 2.00     | 2.00           | 2.00     | 1.95     |
| Pens, pencils, office and art materials....   | 2.27              | 2.24              | 2.23     | 2.21     | 2.19     | 2.18     | 2.18     | 2.15     | 2.16     | 2.16     | 2.13     | 2.10     | 2.15           | 2.05     |          |
| Costume jewelry, buttons, and notions....     | 2.14              | 2.13              | 2.12     | 2.08     | 2.05     | 2.05     | 2.05     | 2.01     | 2.03     | 2.04     | 2.02     | 2.03     | 2.04           | 1.96     |          |
| Other manufacturing industries.....           | 2.48              | 2.47              | 2.46     | 2.44     | 2.42     | 2.42     | 2.41     | 2.37     | 2.37     | 2.37     | 2.37     | 2.37     | 2.37           | 2.38     | 2.30     |
| Musical instruments and parts.....            | 2.50              | 2.53              | 2.51     | 2.49     | 2.48     | 2.50     | 2.48     | 2.43     | 2.43     | 2.42     | 2.45     | 2.43     | 2.43           | 2.44     | 2.39     |

See footnotes at end of table.

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

| Industry                                      | 1967              |                   |          |          | 1966     |          |          |          |          |          |          |          | Annual average |          |         |
|-----------------------------------------------|-------------------|-------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------------|----------|---------|
|                                               | Apr. <sup>2</sup> | Mar. <sup>2</sup> | Feb.     | Jan.     | Dec.     | Nov.     | Oct.     | Sept.    | Aug.     | July     | June     | May      | Apr.           | 1966     | 1965    |
| Average weekly earnings                       |                   |                   |          |          |          |          |          |          |          |          |          |          |                |          |         |
| Manufacturing—Continued                       |                   |                   |          |          |          |          |          |          |          |          |          |          |                |          |         |
| <i>Nondurable goods</i>                       |                   |                   |          |          |          |          |          |          |          |          |          |          |                |          |         |
| Food and kindred products.....                | \$106.80          | \$106.52          | \$105.18 | \$106.08 | \$106.14 | \$104.90 | \$104.08 | \$104.92 | \$103.34 | \$105.59 | \$104.24 | \$103.89 | \$102.21       | \$103.82 | \$99.87 |
| Meat products.....                            | 115.34            | 113.12            | 111.56   | 116.75   | 116.89   | 115.35   | 113.28   | 114.78   | 108.79   | 109.74   | 109.86   | 108.53   | 106.27         | 110.56   | 107.27  |
| Dairy products.....                           | 111.45            | 111.04            | 111.30   | 110.88   | 110.99   | 111.14   | 110.30   | 110.93   | 109.23   | 112.92   | 110.68   | 108.20   | 107.52         | 109.13   | 105.08  |
| Canned and preserved food, except meats.....  | 84.04             | 83.11             | 82.82    | 81.87    | 79.93    | 82.39    | 86.93    | 86.71    | 82.58    | 80.89    | 84.50    | 83.11    | 82.95          | 83.11    | 78.60   |
| Grain mill products.....                      | 118.80            | 120.01            | 119.14   | 122.30   | 123.12   | 122.94   | 124.47   | 124.55   | 118.42   | 120.38   | 118.22   | 114.04   | 113.36         | 118.61   | 113.40  |
| Bakery products.....                          | 104.94            | 104.28            | 104.28   | 103.10   | 104.01   | 104.54   | 105.99   | 106.11   | 106.08   | 106.71   | 106.34   | 104.23   | 102.66         | 104.38   | 101.40  |
| Sugar.....                                    | 126.88            | 115.31            | 110.55   | 111.02   | 110.50   | 101.12   | 119.23   | 121.54   | 127.75   | 121.84   | 120.41   | 117.42   | 114.48         | 110.33   | 110.33  |
| Confectionery and related products.....       | 89.15             | 90.80             | 89.60    | 88.18    | 87.45    | 87.60    | 88.44    | 89.06    | 89.06    | 87.36    | 87.91    | 87.02    | 84.75          | 86.94    | 83.53   |
| Beverages.....                                | 124.12            | 122.31            | 118.80   | 117.49   | 122.36   | 121.58   | 119.66   | 118.73   | 119.97   | 130.23   | 121.67   | 117.33   | 117.74         | 119.19   | 114.09  |
| Miscellaneous food and kindred products.....  | 106.01            | 105.67            | 104.00   | 103.74   | 105.35   | 104.92   | 104.25   | 104.55   | 102.41   | 101.50   | 102.24   | 101.64   | 99.84          | 102.37   | 98.79   |
| Tobacco manufactures.....                     | 88.92             | 87.89             | 82.08    | 83.16    | 88.29    | 81.24    | 81.93    | 83.41    | 82.68    | 87.23    | 88.55    | 86.94    | 86.49          | 84.97    | 79.21   |
| Cigarettes.....                               | 105.71            | 98.19             | 103.95   | 112.47   | 100.77   | 105.72   | 106.23   | 106.11   | 104.72   | 106.92   | 103.45   | 105.57   | 105.45         | 105.45   | 97.27   |
| Cigars.....                                   | 64.97             | 64.78             | 64.98    | 68.02    | 68.24    | 66.41    | 64.61    | 64.25    | 63.71    | 65.12    | 66.33    | 65.28    | 65.84          | 63.95    | 63.95   |
| Textile mill products.....                    | 81.20             | 80.80             | 80.60    | 81.61    | 82.20    | 83.21    | 83.20    | 83.38    | 83.36    | 81.76    | 84.35    | 81.45    | 79.90          | 82.12    | 78.17   |
| Cotton broad woven fabrics.....               | 84.23             | 84.64             | 85.04    | 86.28    | 87.29    | 87.29    | 86.46    | 87.06    | 86.23    | 85.63    | 89.85    | 83.38    | 82.64          | 85.54    | 80.28   |
| Silk and synthetic broad woven fabrics.....   | 84.25             | 82.82             | 82.62    | 83.84    | 84.84    | 87.11    | 86.70    | 87.31    | 89.35    | 89.85    | 87.87    | 87.71    | 85.14          | 87.03    | 83.90   |
| Weaving and finishing broad woolsens.....     | 87.14             | 86.73             | 86.11    | 87.57    | 87.78    | 85.68    | 86.53    | 87.78    | 88.60    | 88.39    | 90.90    | 89.76    | 87.03          | 87.54    | 83.69   |
| Narrow fabrics and small wares.....           | 79.40             | 78.41             | 77.82    | 80.15    | 81.34    | 81.16    | 82.15    | 81.90    | 81.25    | 80.48    | 81.64    | 79.27    | 78.47          | 80.26    | 75.99   |
| Knitting.....                                 | 72.36             | 72.18             | 71.80    | 70.68    | 71.88    | 73.71    | 72.93    | 74.24    | 70.27    | 72.31    | 72.31    | 68.63    | 71.60          | 68.29    | 68.29   |
| Finishing textiles, except wool and knit..... | 91.98             | 92.00             | 90.91    | 90.27    | 93.31    | 92.66    | 92.66    | 91.59    | 90.74    | 89.03    | 94.17    | 91.54    | 91.54          | 91.58    | 85.85   |
| Floor covering.....                           | 73.10             | 82.62             | 78.99    | 81.61    | 84.02    | 86.88    | 86.25    | 86.05    | 85.43    | 80.39    | 83.18    | 80.93    | 80.15          | 83.36    | 81.51   |
| Yarn and thread.....                          | 92.70             | 72.73             | 72.73    | 74.37    | 75.48    | 77.42    | 78.17    | 79.05    | 79.00    | 78.07    | 78.94    | 76.68    | 76.50          | 77.59    | 73.70   |
| Miscellaneous textile goods.....              | 92.70             | 91.65             | 90.58    | 93.44    | 93.24    | 96.10    | 96.11    | 95.90    | 93.95    | 92.65    | 95.25    | 94.61    | 91.59          | 93.95    | 88.20   |
| Average weekly hours                          |                   |                   |          |          |          |          |          |          |          |          |          |          |                |          |         |
| Food and kindred products.....                | 40.3              | 40.5              | 40.3     | 40.8     | 41.3     | 41.3     | 41.3     | 41.8     | 41.5     | 41.9     | 41.2     | 40.9     | 40.4           | 41.2     | 41.1    |
| Meat products.....                            | 40.9              | 40.4              | 39.7     | 41.4     | 42.2     | 42.1     | 41.8     | 42.2     | 40.9     | 41.1     | 41.3     | 40.8     | 40.1           | 41.1     | 41.1    |
| Dairy products.....                           | 41.9              | 41.9              | 42.0     | 42.0     | 42.2     | 42.1     | 42.1     | 42.5     | 42.5     | 43.6     | 42.9     | 42.1     | 42.0           | 42.3     | 42.2    |
| Canned and preserved food, except meats.....  | 38.2              | 38.3              | 38.3     | 38.7     | 38.8     | 38.8     | 39.8     | 41.2     | 40.9     | 39.7     | 37.8     | 39.3     | 38.3           | 39.5     | 39.3    |
| Grain mill products.....                      | 43.2              | 43.8              | 43.8     | 44.8     | 45.1     | 45.2     | 46.1     | 46.3     | 45.2     | 46.3     | 46.0     | 44.2     | 43.6           | 45.1     | 45.0    |
| Bakery products.....                          | 39.9              | 39.8              | 39.8     | 39.5     | 39.7     | 39.9     | 40.3     | 40.5     | 40.8     | 41.2     | 40.9     | 40.4     | 40.1           | 40.3     | 40.4    |
| Sugar.....                                    | 41.1              | 41.6              | 39.9     | 40.2     | 43.2     | 45.1     | 39.5     | 41.4     | 42.2     | 43.6     | 42.9     | 42.1     | 41.2           | 42.4     | 42.6    |
| Confectionery and related products.....       | 39.1              | 40.0              | 40.0     | 39.9     | 40.3     | 40.0     | 40.2     | 40.3     | 40.3     | 39.0     | 39.6     | 39.2     | 38.7           | 39.7     | 39.4    |
| Beverages.....                                | 41.1              | 40.5              | 40.0     | 40.1     | 41.2     | 40.7     | 40.7     | 40.8     | 41.8     | 44.6     | 42.1     | 40.6     | 40.6           | 41.1     | 40.6    |
| Miscellaneous food and kindred products.....  | 41.9              | 42.1              | 41.6     | 42.0     | 43.0     | 43.0     | 42.9     | 42.5     | 41.8     | 41.6     | 41.9     | 42.0     | 41.6           | 42.3     | 42.4    |
| Tobacco manufactures.....                     | 38.0              | 37.4              | 36.0     | 37.8     | 40.5     | 38.5     | 39.2     | 40.1     | 38.1     | 37.6     | 38.5     | 38.3     | 38.1           | 38.8     | 37.9    |
| Cigarettes.....                               | 38.3              | 38.3              | 36.1     | 38.5     | 41.5     | 37.6     | 39.3     | 39.2     | 39.3     | 38.5     | 39.6     | 38.6     | 39.1           | 39.2     | 37.7    |
| Cigars.....                                   | 35.7              | 35.4              | 35.9     | 38.0     | 37.7     | 37.1     | 36.5     | 36.3     | 36.2     | 37.0     | 37.9     | 37.3     | 37.2           | 37.4     | 37.4    |
| Textile mill products.....                    | 40.2              | 40.2              | 40.1     | 40.6     | 41.1     | 41.4     | 41.6     | 41.9     | 42.1     | 41.5     | 42.6     | 42.2     | 41.4           | 41.9     | 41.8    |
| Cotton broad woven fabrics.....               | 41.7              | 41.9              | 42.1     | 42.5     | 43.0     | 43.0     | 42.8     | 43.1     | 42.9     | 42.6     | 44.7     | 43.2     | 42.6           | 43.2     | 42.7    |
| Silk and synthetic broad woven fabrics.....   | 41.3              | 40.8              | 40.7     | 41.3     | 42.0     | 42.7     | 42.5     | 42.8     | 43.8     | 43.8     | 43.5     | 44.3     | 43.0           | 43.3     | 43.7    |
| Weaving and finishing broad woolsens.....     | 41.3              | 41.3              | 41.2     | 41.7     | 42.0     | 40.8     | 41.4     | 42.0     | 42.8     | 42.7     | 43.7     | 44.0     | 43.3           | 42.7     | 42.7    |
| Narrow fabrics and small wares.....           | 40.1              | 39.6              | 39.5     | 41.1     | 41.5     | 41.2     | 41.7     | 42.0     | 42.1     | 41.7     | 42.3     | 41.5     | 41.3           | 41.8     | 41.3    |
| Knitting.....                                 | 37.3              | 37.4              | 37.2     | 37.2     | 37.7     | 38.4     | 39.0     | 39.0     | 39.7     | 38.4     | 39.3     | 39.3     | 37.5           | 38.7     | 38.8    |
| Finishing textiles, except wool and knit..... | 42.0              | 42.2              | 41.7     | 41.6     | 43.0     | 42.7     | 42.9     | 42.8     | 42.6     | 41.8     | 43.8     | 43.8     | 43.8           | 43.2     | 42.5    |
| Floor covering.....                           | 39.3              | 40.5              | 39.3     | 40.4     | 41.8     | 42.8     | 42.7     | 42.6     | 42.5     | 40.6     | 41.8     | 41.5     | 41.1           | 42.1     | 42.9    |
| Yarn and thread.....                          | 39.3              | 39.1              | 39.1     | 40.2     | 40.8     | 41.4     | 41.8     | 42.5     | 42.7     | 42.2     | 42.9     | 42.6     | 42.5           | 42.4     | 42.6    |
| Miscellaneous textile goods.....              | 41.2              | 41.1              | 40.8     | 41.9     | 42.0     | 42.9     | 43.1     | 43.2     | 42.9     | 42.5     | 43.1     | 43.5     | 42.6           | 42.9     | 42.2    |
| Average hourly earnings                       |                   |                   |          |          |          |          |          |          |          |          |          |          |                |          |         |
| Food and kindred products.....                | \$2.65            | \$2.63            | \$2.61   | \$2.60   | \$2.57   | \$2.54   | \$2.52   | \$2.51   | \$2.49   | \$2.52   | \$2.53   | \$2.54   | \$2.53         | \$2.52   | \$2.43  |
| Meat products.....                            | 2.82              | 2.80              | 2.81     | 2.82     | 2.77     | 2.74     | 2.71     | 2.72     | 2.66     | 2.67     | 2.66     | 2.66     | 2.65           | 2.69     | 2.61    |
| Dairy products.....                           | 2.66              | 2.65              | 2.65     | 2.64     | 2.63     | 2.62     | 2.62     | 2.61     | 2.57     | 2.59     | 2.58     | 2.57     | 2.56           | 2.58     | 2.49    |
| Canned and preserved food, except meats.....  | 2.20              | 2.17              | 2.14     | 2.11     | 2.06     | 2.07     | 2.11     | 2.12     | 2.08     | 2.14     | 2.15     | 2.17     | 2.10           | 2.00     | 2.00    |
| Grain mill products.....                      | 2.75              | 2.74              | 2.72     | 2.73     | 2.73     | 2.72     | 2.70     | 2.69     | 2.62     | 2.60     | 2.57     | 2.58     | 2.60           | 2.63     | 2.52    |
| Bakery products.....                          | 2.63              | 2.62              | 2.62     | 2.61     | 2.62     | 2.62     | 2.63     | 2.62     | 2.60     | 2.59     | 2.60     | 2.58     | 2.56           | 2.59     | 2.51    |
| Sugar.....                                    | 3.05              | 2.89              | 2.75     | 2.57     | 2.45     | 2.56     | 2.88     | 2.88     | 2.93     | 2.84     | 2.86     | 2.85     | 2.70           | 2.59     | 2.59    |
| Confectionery and related products.....       | 2.28              | 2.27              | 2.24     | 2.21     | 2.17     | 2.19     | 2.20     | 2.21     | 2.21     | 2.24     | 2.22     | 2.22     | 2.19           | 2.19     | 2.12    |
| Beverages.....                                | 3.02              | 3.02              | 2.97     | 2.93     | 2.97     | 2.98     | 2.94     | 2.91     | 2.87     | 2.92     | 2.89     | 2.89     | 2.90           | 2.90     | 2.81    |
| Miscellaneous food and kindred products.....  | 2.53              | 2.51              | 2.50     | 2.47     | 2.45     | 2.44     | 2.43     | 2.46     | 2.45     | 2.44     | 2.44     | 2.42     | 2.40           | 2.42     | 2.33    |
| Tobacco manufactures.....                     | 2.34              | 2.35              | 2.28     | 2.20     | 2.18     | 2.11     | 2.09     | 2.08     | 2.17     | 2.32     | 2.30     | 2.27     | 2.27           | 2.19     | 2.09    |
| Cigarettes.....                               | 2.76              | 2.72              | 2.70     | 2.71     | 2.68     | 2.69     | 2.71     | 2.70     | 2.72     | 2.70     | 2.68     | 2.70     | 2.69           | 2.58     | 2.58    |
| Cigars.....                                   | 1.82              | 1.83              | 1.81     | 1.79     | 1.81     | 1.79     | 1.77     | 1.77     | 1.76     | 1.76     | 1.75     | 1.75     | 1.77           | 1.71     | 1.71    |
| Textile mill products.....                    | 2.02              | 2.01              | 2.01     | 2.01     | 2.00     | 2.01     | 2.00     | 1.99     | 1.98     | 1.97     | 1.98     | 1.93     | 1.93           | 1.96     | 1.87    |
| Cotton broad woven fabrics.....               | 2.02              | 2.02              | 2.02     | 2.03     | 2.03     | 2.03     | 2.02     | 2.02     | 2.01     | 2.01     | 2.01     | 1.93     | 1.94           | 1.98     | 1.88    |
| Silk and synthetic broad woven fabrics.....   | 2.04              | 2.03              | 2.03     | 2.03     | 2.02     | 2.04     | 2.04     | 2.04     | 2.04     | 2.04     | 2.02     | 1.98     | 1.98           | 2.01     | 1.92    |
| Weaving and finishing broad woolsens.....     | 2.11              | 2.10              | 2.09     | 2.10     | 2.09     | 2.10     | 2.09     | 2.09     | 2.07     | 2.07     | 2.08     | 2.04     | 2.01           | 2.05     | 1.96    |
| Narrow fabrics and small wares.....           | 1.98              | 1.98              | 1.97     | 1.95     | 1.96     | 1.97     | 1.97     | 1.95     | 1.93     | 1.93     | 1.91     | 1.91     | 1.90           | 1.92     | 1.84    |
| Knitting.....                                 | 1.94              | 1.93              | 1.93     | 1.90     | 1.88     | 1.89     | 1.87     | 1.87     | 1.87     | 1.83     | 1.84     | 1.84     | 1.83           | 1.85     | 1.76    |
| Finishing textiles, except wool and knit..... | 2.19              | 2.18              | 2.18     | 2.17     | 2.17     | 2.17     | 2.16     | 2.14     | 2.13     | 2.13     | 2.15     | 2.09     | 2.09           | 2.12     | 2.02    |
| Floor covering.....                           | 2.04              | 2.01              | 2.02     | 2.01     | 2.03     | 2.02     | 2.02     | 2.01     | 1.98     | 1.99     | 1.95     | 1.95     | 1.95           | 1.98     | 1.90    |
| Yarn and thread.....                          | 1.86              | 1.86              | 1.86     | 1.85     | 1.85     | 1.87     | 1.87     | 1.86     | 1.85     | 1.85     | 1.84     | 1.80     | 1.80           | 1.83     | 1.73</  |

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

| Industry                                        | 1967              |                   |         |         | 1966    |         |         |         |         |         |         |         | Annual average |         |         |
|-------------------------------------------------|-------------------|-------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|----------------|---------|---------|
|                                                 | Apr. <sup>2</sup> | Mar. <sup>2</sup> | Feb.    | Jan.    | Dec.    | Nov.    | Oct.    | Sept.   | Aug.    | July    | June    | May     | Apr.           | 1966    | 1965    |
| Average weekly earnings                         |                   |                   |         |         |         |         |         |         |         |         |         |         |                |         |         |
| Manufacturing—Continued                         |                   |                   |         |         |         |         |         |         |         |         |         |         |                |         |         |
| <i>Nondurable goods—Continued</i>               |                   |                   |         |         |         |         |         |         |         |         |         |         |                |         |         |
| Apparel and related products.....               | \$71.80           | \$71.80           | \$71.04 | \$70.40 | \$69.87 | \$70.25 | \$70.64 | \$67.83 | \$70.11 | \$67.88 | \$68.63 | \$68.26 | \$67.51        | \$68.80 | \$66.61 |
| Men's and boys' suits and coats.....            | 88.77             | 87.46             | 85.70   | 88.09   | 87.78   | 86.94   | 87.17   | 84.83   | 87.19   | 85.03   | 85.86   | 85.69   | 83.54          | 85.79   | 81.86   |
| Men's and boys' furnishings.....                | 62.80             | 62.63             | 63.15   | 61.42   | 61.34   | 60.64   | 59.84   | 59.36   | 60.10   | 58.56   | 59.78   | 58.30   | 57.67          | 59.15   | 57.90   |
| Women's, misses', and juniors' outerwear.....   | 75.86             | 75.77             | 74.00   | 72.42   | 71.36   | 71.44   | 72.21   | 68.67   | 73.56   | 71.90   | 71.34   | 71.34   | 71.34          | 71.14   | 68.68   |
| Women's and children's undergarments.....       | 65.70             | 65.70             | 64.80   | 63.71   | 63.53   | 65.98   | 66.12   | 64.18   | 63.92   | 61.99   | 62.53   | 62.59   | 61.39          | 63.10   | 60.19   |
| Hats, caps, and millinery.....                  | 71.89             | 75.54             | 74.01   | 72.27   | 70.81   | 72.69   | 67.86   | 75.38   | 71.28   | 70.36   | 67.71   | 66.40   | 67.18          | 70.08   | 70.08   |
| Girls' and children's outerwear.....            | 65.64             | 64.58             | 65.32   | 64.62   | 62.66   | 62.48   | 62.48   | 59.86   | 63.86   | 64.01   | 63.15   | 62.47   | 62.99          | 60.79   | 60.79   |
| Fur goods and miscellaneous apparel.....        | 75.18             | 74.82             | 73.85   | 75.24   | 76.80   | 77.46   | 72.04   | 74.23   | 73.43   | 74.54   | 74.17   | 71.54   | 73.60          | 70.81   | 70.81   |
| Miscellaneous fabricated textile products.....  | 76.06             | 76.70             | 75.28   | 76.70   | 78.17   | 78.95   | 80.96   | 76.58   | 76.23   | 69.92   | 74.10   | 74.30   | 73.71          | 75.06   | 73.73   |
| Paper and allied products.....                  | 119.57            | 119.43            | 118.44  | 119.84  | 120.81  | 121.37  | 121.37  | 121.92  | 120.77  | 120.50  | 120.18  | 119.03  | 117.50         | 119.35  | 114.22  |
| Paper and pulp.....                             | 137.02            | 136.58            | 136.75  | 137.20  | 138.12  | 139.05  | 138.43  | 138.29  | 137.39  | 137.56  | 135.45  | 134.25  | 132.76         | 135.30  | 128.16  |
| Paperboard.....                                 | 139.29            | 140.09            | 137.90  | 138.08  | 138.57  | 140.43  | 139.05  | 138.91  | 138.12  | 139.38  | 138.78  | 139.54  | 141.22         | 138.62  | 132.14  |
| Converted paper and paperboard products.....    | 103.38            | 104.55            | 104.14  | 105.66  | 105.84  | 105.84  | 104.75  | 105.75  | 104.23  | 103.91  | 104.66  | 103.57  | 102.34         | 103.91  | 99.42   |
| Paperboard containers and boxes.....            | 107.27            | 106.71            | 105.41  | 107.07  | 109.65  | 109.91  | 110.68  | 111.89  | 109.82  | 108.54  | 110.08  | 108.89  | 106.01         | 108.38  | 104.23  |
| Printing, publishing and allied industries..... | 123.97            | 124.68            | 123.33  | 123.59  | 125.51  | 124.87  | 125.51  | 125.12  | 122.85  | 121.83  | 122.54  | 122.22  | 120.82         | 122.61  | 118.12  |
| Newspaper publishing and printing.....          | 126.36            | 125.64            | 125.64  | 124.24  | 131.32  | 129.17  | 127.73  | 127.39  | 125.17  | 124.17  | 125.58  | 125.24  | 122.40         | 124.87  | 119.85  |
| Periodical publishing and printing.....         | 130.87            | 129.09            | 128.90  | 131.14  | 133.39  | 136.04  | 139.03  | 132.93  | 132.76  | 129.44  | 125.58  | 124.74  | 129.92         | 125.83  | 125.83  |
| Books.....                                      | 116.06            | 113.71            | 115.09  | 114.54  | 115.08  | 115.93  | 117.04  | 115.78  | 114.11  | 117.43  | 116.84  | 112.59  | 114.53         | 110.68  | 110.68  |
| Commercial printing.....                        | 128.12            | 129.49            | 126.36  | 127.26  | 128.08  | 127.76  | 129.52  | 129.04  | 127.20  | 126.25  | 125.37  | 125.45  | 124.03         | 126.17  | 120.96  |
| Bookbinding and related industries.....         | 97.39             | 96.11             | 93.86   | 95.73   | 96.08   | 95.94   | 96.29   | 94.92   | 93.60   | 92.19   | 93.65   | 95.01   | 94.14          | 94.38   | 91.57   |
| Other publishing and printing industries.....   | 127.32            | 128.04            | 128.58  | 126.36  | 124.94  | 125.71  | 126.81  | 124.16  | 123.00  | 122.43  | 122.88  | 123.13  | 124.16         | 120.90  | 120.90  |
| Average weekly hours                            |                   |                   |         |         |         |         |         |         |         |         |         |         |                |         |         |
| Apparel and related products.....               | 35.9              | 35.9              | 35.7    | 36.1    | 36.2    | 36.4    | 36.6    | 35.7    | 36.9    | 36.3    | 36.7    | 36.5    | 36.1           | 36.4    | 36.4    |
| Men's and boys' suits and coats.....            | 38.1              | 37.7              | 37.1    | 38.3    | 38.5    | 38.3    | 38.4    | 37.7    | 39.1    | 38.3    | 38.5    | 38.6    | 37.8           | 38.3    | 37.9    |
| Men's and boys' furnishings.....                | 36.3              | 36.2              | 36.5    | 37.0    | 37.4    | 37.2    | 37.4    | 37.1    | 37.8    | 37.3    | 37.6    | 36.9    | 36.5           | 37.2    | 37.6    |
| Women's, misses', and juniors' outerwear.....   | 34.8              | 34.6              | 34.1    | 34.0    | 33.5    | 33.7    | 33.9    | 32.7    | 34.7    | 34.4    | 34.8    | 34.8    | 34.8           | 34.2    | 34.0    |
| Women's and children's undergarments.....       | 35.9              | 36.1              | 35.8    | 36.2    | 36.3    | 37.7    | 38.0    | 37.1    | 37.6    | 36.9    | 37.0    | 36.6    | 35.9           | 36.9    | 36.7    |
| Hats, caps, and millinery.....                  | 34.9              | 35.8              | 36.1    | 36.5    | 36.5    | 36.9    | 34.8    | 37.5    | 36.0    | 37.0    | 36.6    | 35.7    | 36.5           | 36.5    | 36.5    |
| Girls' and children's outerwear.....            | 35.1              | 35.1              | 35.5    | 36.1    | 35.4    | 35.7    | 35.7    | 34.4    | 36.7    | 36.7    | 37.0    | 36.5    | 35.9           | 36.2    | 36.4    |
| Fur goods and miscellaneous apparel.....        | 35.8              | 35.8              | 36.2    | 36.7    | 37.1    | 37.6    | 36.2    | 37.3    | 36.9    | 36.9    | 36.9    | 36.5    | 36.8           | 36.5    | 36.5    |
| Miscellaneous fabricated textile products.....  | 37.1              | 37.6              | 36.9    | 37.6    | 38.7    | 38.7    | 39.3    | 38.1    | 38.5    | 36.8    | 38.0    | 38.1    | 37.8           | 38.1    | 38.4    |
| Paper and allied products.....                  | 42.4              | 42.5              | 42.3    | 42.8    | 43.3    | 43.5    | 43.5    | 43.7    | 43.6    | 43.5    | 43.7    | 43.6    | 43.2           | 43.4    | 43.1    |
| Paper and pulp.....                             | 44.2              | 44.2              | 44.4    | 44.4    | 44.7    | 45.0    | 44.8    | 44.9    | 44.9    | 45.1    | 45.0    | 44.9    | 44.7           | 44.8    | 44.5    |
| Paperboard.....                                 | 44.5              | 44.9              | 44.2    | 44.4    | 44.7    | 45.3    | 45.0    | 45.1    | 44.7    | 45.4    | 45.5    | 45.9    | 46.3           | 45.3    | 45.1    |
| Converted paper and paperboard products.....    | 40.7              | 41.0              | 41.0    | 41.6    | 42.0    | 42.0    | 41.9    | 42.3    | 42.2    | 41.9    | 42.2    | 42.1    | 41.6           | 41.9    | 41.6    |
| Paperboard containers and boxes.....            | 41.1              | 41.2              | 40.7    | 41.5    | 42.5    | 42.6    | 42.9    | 43.2    | 42.9    | 42.4    | 43.0    | 42.7    | 41.9           | 42.5    | 42.2    |
| Printing, publishing and allied industries..... | 38.5              | 38.6              | 38.3    | 38.5    | 39.1    | 38.9    | 39.1    | 39.1    | 39.0    | 38.8    | 38.9    | 38.8    | 38.6           | 38.8    | 38.6    |
| Newspaper publishing and printing.....          | 36.0              | 36.0              | 36.0    | 35.7    | 37.2    | 36.8    | 36.6    | 36.5    | 36.6    | 36.2    | 36.4    | 36.3    | 36.0           | 36.3    | 36.1    |
| Periodical publishing and printing.....         | 39.3              | 39.3              | 39.0    | 39.3    | 39.5    | 40.3    | 41.1    | 41.5    | 40.9    | 40.6    | 40.2    | 39.0    | 39.6           | 40.1    | 40.2    |
| Books.....                                      | 41.9              | 41.2              | 41.4    | 41.2    | 41.1    | 41.7    | 41.8    | 42.1    | 41.8    | 42.7    | 42.8    | 41.7    | 41.8           | 41.3    | 41.3    |
| Commercial printing.....                        | 39.3              | 39.6              | 39.0    | 39.4    | 39.9    | 39.8    | 40.1    | 40.2    | 40.0    | 39.7    | 39.8    | 39.7    | 39.5           | 39.8    | 39.4    |
| Bookbinding and related industries.....         | 38.8              | 38.6              | 38.0    | 38.6    | 38.9    | 39.0    | 39.3    | 38.9    | 39.0    | 38.9    | 38.7    | 39.1    | 38.9           | 39.0    | 38.8    |
| Other publishing and printing industries.....   | 38.7              | 38.8              | 39.2    | 39.0    | 38.8    | 38.8    | 38.9    | 38.8    | 38.8    | 38.5    | 38.4    | 38.6    | 38.8           | 39.0    | 39.0    |
| Average hourly earnings                         |                   |                   |         |         |         |         |         |         |         |         |         |         |                |         |         |
| Apparel and related products.....               | \$2.00            | \$2.00            | \$1.99  | \$1.95  | \$1.93  | \$1.93  | \$1.90  | \$1.90  | \$1.87  | \$1.87  | \$1.87  | \$1.87  | \$1.89         | \$1.83  | \$1.83  |
| Men's and boys' suits and coats.....            | 2.33              | 2.32              | 2.31    | 2.30    | 2.28    | 2.27    | 2.25    | 2.23    | 2.22    | 2.23    | 2.22    | 2.22    | 2.21           | 2.24    | 2.16    |
| Men's and boys' furnishings.....                | 1.73              | 1.73              | 1.73    | 1.66    | 1.64    | 1.63    | 1.60    | 1.60    | 1.59    | 1.57    | 1.59    | 1.58    | 1.58           | 1.59    | 1.54    |
| Women's, misses', and juniors' outerwear.....   | 2.18              | 2.19              | 2.17    | 2.13    | 2.13    | 2.12    | 2.13    | 2.10    | 2.12    | 2.09    | 2.05    | 2.05    | 2.05           | 2.08    | 2.02    |
| Women's and children's undergarments.....       | 1.83              | 1.82              | 1.81    | 1.76    | 1.75    | 1.75    | 1.74    | 1.73    | 1.70    | 1.68    | 1.69    | 1.71    | 1.71           | 1.71    | 1.64    |
| Hats, caps, and millinery.....                  | 2.06              | 2.11              | 2.05    | 1.98    | 1.94    | 1.97    | 1.95    | 2.01    | 1.98    | 1.90    | 1.85    | 1.86    | 1.95           | 1.92    |         |
| Girls' and children's outerwear.....            | 1.87              | 1.84              | 1.84    | 1.79    | 1.77    | 1.75    | 1.75    | 1.74    | 1.74    | 1.73    | 1.73    | 1.73    | 1.74           | 1.74    |         |
| Fur goods and miscellaneous apparel.....        | 2.10              | 2.09              | 2.04    | 2.05    | 2.07    | 2.06    | 2.06    | 1.99    | 1.99    | 1.99    | 2.02    | 2.01    | 1.96           | 2.00    |         |
| Miscellaneous fabricated textile products.....  | 2.05              | 2.04              | 2.04    | 2.04    | 2.02    | 2.04    | 2.06    | 2.01    | 1.98    | 1.90    | 1.95    | 1.95    | 1.95           | 1.97    |         |
| Paper and allied products.....                  | 2.82              | 2.81              | 2.80    | 2.80    | 2.79    | 2.79    | 2.79    | 2.79    | 2.77    | 2.77    | 2.75    | 2.73    | 2.72           | 2.75    |         |
| Paper and pulp.....                             | 3.10              | 3.09              | 3.08    | 3.09    | 3.09    | 3.09    | 3.08    | 3.08    | 3.06    | 3.05    | 3.01    | 2.99    | 2.97           | 3.02    |         |
| Paperboard.....                                 | 3.13              | 3.12              | 3.12    | 3.11    | 3.10    | 3.10    | 3.09    | 3.08    | 3.09    | 3.07    | 3.05    | 3.04    | 3.05           | 2.93    |         |
| Converted paper and paperboard products.....    | 2.54              | 2.55              | 2.54    | 2.54    | 2.52    | 2.52    | 2.50    | 2.50    | 2.47    | 2.48    | 2.48    | 2.46    | 2.46           | 2.39    |         |
| Paperboard containers and boxes.....            | 2.61              | 2.59              | 2.59    | 2.58    | 2.58    | 2.58    | 2.58    | 2.59    | 2.56    | 2.56    | 2.56    | 2.55    | 2.53           | 2.48    |         |
| Printing, publishing and allied industries..... | 3.22              | 3.23              | 3.22    | 3.21    | 3.21    | 3.21    | 3.21    | 3.20    | 3.15    | 3.14    | 3.15    | 3.15    | 3.13           | 3.16    |         |
| Newspaper publishing and printing.....          | 3.51              | 3.49              | 3.49    | 3.48    | 3.53    | 3.51    | 3.49    | 3.49    | 3.42    | 3.43    | 3.45    | 3.45    | 3.40           | 3.44    |         |
| Periodical publishing and printing.....         | 3.33              | 3.31              | 3.28    | 3.32    | 3.31    | 3.31    | 3.35    | 3.25    | 3.27    | 3.22    | 3.22    | 3.15    | 3.24           | 3.32    |         |
| Books.....                                      | 2.77              | 2.76              | 2.78    | 2.78    | 2.80    | 2.78    | 2.80    | 2.75    | 2.73    | 2.75    | 2.73    | 2.70    | 2.74           | 2.68    |         |
| Commercial printing.....                        | 3.26              | 3.27              | 3.24    | 3.23    | 3.21    | 3.21    | 3.23    | 3.21    | 3.18    | 3.18    | 3.15    | 3.16    | 3.14           | 3.17    |         |
| Bookbinding and related industries.....         | 2.51              | 2.49              | 2.47    | 2.48    | 2.47    | 2.46    | 2.45    | 2.44    | 2.40    | 2.37    | 2.42    | 2.43    | 2.42           | 2.36    |         |
| Other publishing and printing industries.....   | 3.29              | 3.30              | 3.28    | 3.24    | 3.22    | 3.24    | 3.26    | 3.20    | 3.17    | 3.18    | 3.20    | 3.19    | 3.20           | 3.10    |         |

See footnotes at end of table.

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

| Industry                                       | 1967              |                   |          |          | 1966     |          |          |          |          |          |          |          | Annual average |          |          |
|------------------------------------------------|-------------------|-------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------------|----------|----------|
|                                                | Apr. <sup>2</sup> | Mar. <sup>2</sup> | Feb.     | Jan.     | Dec.     | Nov.     | Oct.     | Sept.    | Aug.     | July     | June     | May      | Apr.           | 1966     | 1965     |
| Average weekly earnings                        |                   |                   |          |          |          |          |          |          |          |          |          |          |                |          |          |
| Manufacturing—Continued                        |                   |                   |          |          |          |          |          |          |          |          |          |          |                |          |          |
| <i>Nondurable goods—Continued</i>              |                   |                   |          |          |          |          |          |          |          |          |          |          |                |          |          |
| Chemicals and allied products.....             | \$127.80          | \$127.19          | \$125.25 | \$126.16 | \$127.98 | \$128.29 | \$127.56 | \$127.14 | \$125.70 | \$126.00 | \$125.76 | \$124.49 | \$124.66       | \$125.46 | \$121.09 |
| Industrial chemicals.....                      | 142.12            | 142.04            | 140.19   | 141.20   | 143.65   | 145.43   | 143.99   | 142.04   | 140.53   | 141.53   | 140.77   | 139.26   | 139.26         | 140.44   | 136.08   |
| Plastics materials and synthetics.....         | 125.22            | 125.22            | 123.19   | 123.37   | 126.78   | 126.05   | 125.88   | 125.33   | 125.50   | 126.52   | 125.97   | 124.98   | 125.99         | 125.08   | 120.70   |
| Drugs.....                                     | 118.37            | 117.83            | 117.96   | 117.14   | 117.01   | 116.18   | 115.77   | 114.24   | 111.23   | 110.68   | 111.78   | 111.93   | 111.66         | 113.02   | 106.90   |
| Soap, cleaners, and toilet goods.....          | 125.86            | 122.91            | 122.10   | 122.70   | 120.83   | 122.06   | 122.77   | 122.93   | 121.42   | 121.93   | 118.12   | 117.29   | 119.94         | 119.94   | 113.15   |
| Paints, varnishes, and allied products.....    | 117.62            | 117.50            | 115.66   | 116.81   | 117.83   | 117.99   | 117.83   | 118.58   | 118.01   | 119.99   | 120.70   | 118.72   | 117.59         | 113.15   |          |
| Agricultural chemicals.....                    | 114.19            | 109.11            | 105.22   | 107.32   | 105.90   | 104.23   | 106.27   | 105.15   | 103.39   | 104.23   | 102.48   | 105.94   | 107.88         | 104.84   | 100.69   |
| Other chemical products.....                   | 123.26            | 121.54            | 119.95   | 120.30   | 124.20   | 122.89   | 122.64   | 123.97   | 121.51   | 120.38   | 121.55   | 119.00   | 118.43         | 120.38   | 116.90   |
| Petroleum refining and related industries..... | 153.87            | 151.30            | 147.97   | 144.90   | 145.67   | 146.70   | 145.43   | 146.80   | 142.72   | 147.06   | 145.95   | 145.61   | 145.69         | 144.58   | 138.42   |
| Petroleum refining.....                        | 161.68            | 160.13            | 156.19   | 151.94   | 152.82   | 154.34   | 150.12   | 152.04   | 148.57   | 153.91   | 152.40   | 154.15   | 154.21         | 151.56   | 145.05   |
| Other petroleum and coal products.....         | 124.70            | 118.16            | 114.90   | 116.05   | 118.02   | 119.71   | 128.29   | 130.87   | 123.48   | 125.27   | 124.37   | 116.42   | 115.87         | 120.22   | 115.90   |
| Rubber and miscellaneous plastic products..... | 110.57            | 110.16            | 108.95   | 111.51   | 112.71   | 112.98   | 113.52   | 114.21   | 111.04   | 110.27   | 111.30   | 111.57   | 110.62         | 111.72   | 109.62   |
| Tires and inner tubes.....                     | 152.88            | 155.13            | 154.03   | 161.62   | 165.10   | 165.17   | 166.66   | 165.99   | 163.02   | 162.94   | 161.55   | 163.44   | 162.79         | 163.39   | 158.06   |
| Other rubber products.....                     | 107.59            | 106.52            | 105.73   | 108.09   | 109.67   | 110.20   | 110.20   | 110.72   | 106.91   | 104.34   | 107.33   | 106.24   | 105.06         | 107.74   | 103.82   |
| Miscellaneous plastic products.....            | 95.58             | 93.90             | 93.03    | 93.96    | 93.89    | 93.94    | 94.81    | 95.04    | 93.11    | 92.21    | 93.38    | 93.56    | 93.11          | 93.75    | 92.35    |
| Leather and leather products.....              | 74.57             | 75.85             | 76.13    | 77.79    | 76.82    | 76.03    | 74.68    | 74.09    | 75.85    | 74.49    | 76.05    | 74.88    | 73.33          | 74.88    | 71.82    |
| Leather tanning and finishing.....             | 104.78            | 102.80            | 101.65   | 102.66   | 104.19   | 103.83   | 103.53   | 101.45   | 100.19   | 100.19   | 102.66   | 103.16   | 102.09         | 101.75   | 97.99    |
| Footwear, except rubber.....                   | 71.00             | 72.64             | 73.68    | 75.08    | 73.92    | 72.39    | 70.88    | 71.25    | 73.32    | 72.71    | 73.88    | 71.62    | 69.94          | 71.81    | 68.80    |
| Other leather products.....                    | 73.73             | 75.14             | 74.00    | 75.24    | 75.25    | 76.05    | 75.66    | 72.18    | 73.71    | 70.88    | 72.77    | 72.96    | 71.63          | 73.34    | 70.49    |
| Handbags and personal leather goods.....       | -----             | 69.78             | 70.59    | 71.05    | 69.19    | 72.20    | 71.82    | 66.22    | 70.49    | 68.63    | 68.60    | 68.63    | 67.89          | 69.38    | 67.86    |
| Average weekly hours                           |                   |                   |          |          |          |          |          |          |          |          |          |          |                |          |          |
| Chemicals and allied products.....             | 41.9              | 41.7              | 41.2     | 41.5     | 42.1     | 42.2     | 42.1     | 42.1     | 41.9     | 42.0     | 42.2     | 42.2     | 42.4           | 42.1     | 41.9     |
| Industrial chemicals.....                      | 41.8              | 41.9              | 41.6     | 41.9     | 42.5     | 42.9     | 42.6     | 42.4     | 42.2     | 42.5     | 42.4     | 42.2     | 42.2           | 42.3     | 42.0     |
| Plastics materials and synthetics.....         | 41.6              | 41.6              | 41.2     | 41.4     | 42.4     | 42.3     | 42.1     | 42.2     | 42.4     | 42.6     | 42.7     | 42.8     | 43.0           | 42.4     | 42.5     |
| Drugs.....                                     | 41.1              | 41.2              | 41.1     | 41.1     | 41.2     | 41.2     | 41.2     | 40.8     | 40.3     | 40.1     | 40.5     | 40.7     | 40.9           | 40.8     | 40.8     |
| Soap, cleaners, and toilet goods.....          | 41.4              | 40.7              | 40.7     | 40.9     | 41.1     | 41.8     | 41.8     | 41.9     | 42.1     | 41.3     | 41.9     | 41.3     | 41.3           | 41.5     | 40.7     |
| Paints, varnishes, and allied products.....    | 40.7              | 40.8              | 40.3     | 40.7     | 41.2     | 41.4     | 41.2     | 41.9     | 41.9     | 41.7     | 42.4     | 42.5     | 42.1           | 41.7     | 41.6     |
| Agricultural chemicals.....                    | 46.8              | 44.9              | 42.6     | 43.1     | 42.7     | 42.2     | 43.2     | 42.4     | 42.2     | 42.2     | 42.7     | 44.7     | 46.5           | 43.5     | 43.4     |
| Other chemical products.....                   | 41.5              | 41.2              | 40.8     | 41.2     | 42.1     | 41.8     | 42.0     | 42.6     | 41.9     | 41.8     | 42.5     | 41.9     | 41.7           | 41.8     | 41.9     |
| Petroleum refining and related industries..... | 43.1              | 42.5              | 41.8     | 41.4     | 42.1     | 42.4     | 42.4     | 42.8     | 42.1     | 43.0     | 42.8     | 42.7     | 42.6           | 42.4     | 42.2     |
| Petroleum refining.....                        | 43.0              | 42.7              | 42.1     | 41.4     | 42.1     | 42.4     | 41.7     | 42.0     | 41.5     | 42.4     | 42.1     | 42.7     | 42.6           | 42.1     | 41.8     |
| Other petroleum and coal products.....         | 43.3              | 41.9              | 40.6     | 41.3     | 42.0     | 42.6     | 44.7     | 45.6     | 44.1     | 44.9     | 44.9     | 42.8     | 42.6           | 43.4     | 43.9     |
| Rubber and miscellaneous plastic products..... | 40.8              | 40.8              | 40.5     | 41.3     | 41.9     | 42.0     | 42.2     | 42.3     | 41.9     | 41.3     | 42.0     | 42.1     | 41.9           | 42.0     | 42.0     |
| Tires and inner tubes.....                     | 42.0              | 42.5              | 42.2     | 43.8     | 44.5     | 44.4     | 44.8     | 44.5     | 44.3     | 43.8     | 43.9     | 44.9     | 44.6           | 44.4     | 44.4     |
| Other rubber products.....                     | 40.6              | 40.5              | 40.2     | 41.1     | 41.7     | 41.9     | 41.9     | 42.1     | 41.6     | 40.6     | 41.6     | 41.5     | 41.2           | 41.6     | 41.2     |
| Miscellaneous plastic products.....            | 40.5              | 40.3              | 40.1     | 40.5     | 41.0     | 41.2     | 41.4     | 41.5     | 41.2     | 40.8     | 41.5     | 41.4     | 41.2           | 41.3     | 41.6     |
| Leather and leather products.....              | 36.2              | 37.0              | 37.5     | 38.7     | 38.8     | 38.4     | 38.1     | 37.8     | 39.1     | 39.0     | 39.2     | 38.6     | 37.8           | 38.6     | 38.2     |
| Leather tanning and finishing.....             | 40.3              | 40.0              | 39.4     | 40.1     | 40.7     | 40.4     | 40.6     | 40.1     | 40.4     | 40.4     | 40.9     | 41.1     | 41.0           | 40.7     | 41.0     |
| Footwear, except rubber.....                   | 35.5              | 36.5              | 37.4     | 38.7     | 38.7     | 37.9     | 37.5     | 37.7     | 39.0     | 39.3     | 39.3     | 38.3     | 37.4           | 38.4     | 37.8     |
| Other leather products.....                    | 36.5              | 37.2              | 37.0     | 38.0     | 38.2     | 39.0     | 38.8     | 37.4     | 39.0     | 37.7     | 38.5     | 38.4     | 37.9           | 38.4     | 38.1     |
| Handbags and personal leather goods.....       | -----             | 35.6              | 36.2     | 37.2     | 37.0     | 38.0     | 37.8     | 35.6     | 38.1     | 37.3     | 37.9     | 37.5     | 37.1           | 37.5     | 37.7     |
| Average hourly earnings                        |                   |                   |          |          |          |          |          |          |          |          |          |          |                |          |          |
| Chemicals and allied products.....             | \$3.05            | \$3.05            | \$3.04   | \$3.04   | \$3.04   | \$3.03   | \$3.03   | \$3.00   | \$3.00   | \$2.98   | \$2.95   | \$2.94   | \$2.98         | \$2.98   | \$2.89   |
| Industrial chemicals.....                      | 3.40              | 3.39              | 3.37     | 3.37     | 3.38     | 3.39     | 3.38     | 3.35     | 3.33     | 3.33     | 3.32     | 3.30     | 3.30           | 3.32     | 3.24     |
| Plastics materials and synthetics.....         | 3.01              | 3.01              | 2.99     | 2.98     | 2.99     | 2.98     | 2.99     | 2.97     | 2.96     | 2.97     | 2.95     | 2.92     | 2.93           | 2.95     | 2.84     |
| Drugs.....                                     | 2.88              | 2.86              | 2.87     | 2.85     | 2.84     | 2.82     | 2.81     | 2.80     | 2.76     | 2.76     | 2.76     | 2.75     | 2.73           | 2.77     | 2.62     |
| Soap, cleaners, and toilet goods.....          | 3.04              | 3.02              | 3.00     | 3.00     | 2.94     | 2.92     | 2.92     | 2.93     | 2.92     | 2.94     | 2.91     | 2.86     | 2.84           | 2.89     | 2.78     |
| Paints, varnishes, and allied products.....    | 2.89              | 2.88              | 2.87     | 2.87     | 2.86     | 2.85     | 2.86     | 2.86     | 2.83     | 2.83     | 2.83     | 2.84     | 2.82           | 2.82     | 2.72     |
| Agricultural chemicals.....                    | 2.44              | 2.43              | 2.47     | 2.49     | 2.48     | 2.47     | 2.46     | 2.48     | 2.45     | 2.47     | 2.40     | 2.37     | 2.32           | 2.41     | 2.32     |
| Other chemical products.....                   | 2.97              | 2.95              | 2.94     | 2.92     | 2.95     | 2.94     | 2.92     | 2.91     | 2.90     | 2.88     | 2.86     | 2.84     | 2.84           | 2.88     | 2.79     |
| Petroleum refining and related industries..... | 3.57              | 3.56              | 3.54     | 3.50     | 3.46     | 3.46     | 3.43     | 3.43     | 3.39     | 3.42     | 3.41     | 3.41     | 3.42           | 3.41     | 3.28     |
| Petroleum refining.....                        | 3.76              | 3.75              | 3.71     | 3.67     | 3.63     | 3.64     | 3.60     | 3.62     | 3.58     | 3.63     | 3.62     | 3.61     | 3.62           | 3.60     | 3.47     |
| Other petroleum and coal products.....         | 2.88              | 2.82              | 2.83     | 2.81     | 2.81     | 2.81     | 2.87     | 2.87     | 2.80     | 2.79     | 2.77     | 2.72     | 2.72           | 2.77     | 2.64     |
| Rubber and miscellaneous plastic products..... | 2.71              | 2.70              | 2.69     | 2.70     | 2.69     | 2.69     | 2.70     | 2.65     | 2.67     | 2.65     | 2.65     | 2.64     | 2.64           | 2.66     | 2.61     |
| Tires and inner tubes.....                     | 3.64              | 3.65              | 3.65     | 3.69     | 3.71     | 3.72     | 3.72     | 3.73     | 3.68     | 3.72     | 3.68     | 3.64     | 3.65           | 3.68     | 3.56     |
| Other rubber products.....                     | 2.65              | 2.63              | 2.63     | 2.63     | 2.63     | 2.63     | 2.63     | 2.63     | 2.57     | 2.57     | 2.58     | 2.56     | 2.55           | 2.59     | 2.52     |
| Miscellaneous plastic products.....            | 2.36              | 2.33              | 2.32     | 2.32     | 2.29     | 2.28     | 2.29     | 2.29     | 2.26     | 2.26     | 2.25     | 2.26     | 2.26           | 2.27     | 2.22     |
| Leather and leather products.....              | 2.06              | 2.05              | 2.03     | 2.01     | 1.98     | 1.98     | 1.96     | 1.96     | 1.94     | 1.91     | 1.94     | 1.94     | 1.94           | 1.94     | 1.88     |
| Leather tanning and finishing.....             | 2.60              | 2.57              | 2.58     | 2.56     | 2.56     | 2.57     | 2.55     | 2.53     | 2.48     | 2.48     | 2.51     | 2.51     | 2.49           | 2.50     | 2.39     |
| Footwear, except rubber.....                   | 2.00              | 1.99              | 1.97     | 1.94     | 1.91     | 1.91     | 1.89     | 1.89     | 1.88     | 1.85     | 1.88     | 1.87     | 1.87           | 1.87     | 1.82     |
| Other leather products.....                    | 2.02              | 2.02              | 2.00     | 1.98     | 1.97     | 1.95     | 1.95     | 1.93     | 1.89     | 1.88     | 1.89     | 1.90     | 1.89           | 1.91     | 1.85     |
| Handbags and personal leather goods.....       | -----             | 1.96              | 1.95     | 1.91     | 1.87     | 1.90     | 1.90     | 1.86     | 1.85     | 1.84     | 1.81     | 1.83     | 1.83           | 1.85     | 1.80     |

See footnotes at end of table.

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

| Industry                                   | 1967              |                   |          |          | 1966     |          |          |          |          |          |          |          | Annual average |          |          |
|--------------------------------------------|-------------------|-------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------------|----------|----------|
|                                            | Apr. <sup>2</sup> | Mar. <sup>2</sup> | Feb.     | Jan.     | Dec.     | Nov.     | Oct.     | Sept.    | Aug.     | July     | June     | May      | Apr.           | 1966     | 1965     |
| Average weekly earnings                    |                   |                   |          |          |          |          |          |          |          |          |          |          |                |          |          |
| Transportation and public utilities:       |                   |                   |          |          |          |          |          |          |          |          |          |          |                |          |          |
| Railroad transportation:                   |                   |                   |          |          |          |          |          |          |          |          |          |          |                |          |          |
| Class I railroads <sup>3</sup> .....       |                   |                   |          |          | \$137.22 | \$137.90 | \$132.99 | \$135.96 | \$136.34 | \$134.11 | \$137.54 | \$135.83 | \$132.75       | \$135.65 | \$130.80 |
| Local and interurban passenger transit:    |                   |                   |          |          |          |          |          |          |          |          |          |          |                |          |          |
| Local and suburban transportation.....     | \$114.81          | \$113.71          | \$112.88 | \$113.28 | \$114.75 | \$115.56 | \$112.83 | 113.63   | 114.59   | 113.52   | 113.52   | 111.83   | 112.52         | 108.20   |          |
| Intercity and rural bus lines.....         | 135.38            | 141.01            | 143.76   | 142.02   | 143.99   | 141.37   | 149.57   | 158.84   | 148.60   | 141.24   | 142.46   | 143.60   | 143.74         | 133.72   |          |
| Motor freight transportation and storage:  |                   |                   |          |          |          |          |          |          |          |          |          |          |                |          |          |
| Public warehousing.....                    | 97.07             | 98.00             | 96.80    | 98.71    | 97.76    | 96.64    | 98.16    | 98.29    | 98.33    | 95.92    | 95.04    | 92.43    | 95.99          | 93.09    |          |
| Pipeline transportation.....               | 154.60            | 157.38            | 161.66   | 154.34   | 152.31   | 152.25   | 152.77   | 148.37   | 150.38   | 148.96   | 151.00   | 153.18   | 151.29         | 145.85   |          |
| Communication.....                         | 118.20            | 120.10            | 118.01   | 120.40   | 122.54   | 119.54   | 119.43   | 117.62   | 119.19   | 118.44   | 116.47   | 116.29   | 118.55         | 114.62   |          |
| Telephone communication.....               | 112.79            | 114.62            | 112.97   | 115.31   | 117.03   | 114.24   | 114.11   | 112.33   | 114.12   | 113.15   | 111.63   | 111.08   | 113.27         | 109.08   |          |
| Telegraph communication <sup>4</sup> ..... | 127.75            | 131.07            | 128.35   | 128.53   | 127.62   | 130.16   | 131.94   | 131.37   | 131.07   | 131.50   | 127.17   | 124.99   | 128.01         | 122.55   |          |
| Radio and television broadcasting.....     | 154.04            | 154.42            | 152.05   | 154.41   | 158.36   | 154.77   | 152.82   | 149.27   | 152.05   | 150.86   | 148.13   | 148.92   | 151.24         | 147.63   |          |
| Electric, gas, and sanitary services:      |                   |                   |          |          |          |          |          |          |          |          |          |          |                |          |          |
| Electric companies and systems.....        | 139.67            | 141.44            | 139.18   | 140.11   | 140.53   | 141.20   | 137.86   | 136.54   | 139.35   | 134.72   | 135.14   | 133.99   | 136.95         | 131.24   |          |
| Gas companies and systems.....             | 143.24            | 143.87            | 141.17   | 142.20   | 142.96   | 142.12   | 139.93   | 139.61   | 143.90   | 137.78   | 137.78   | 136.29   | 139.70         | 133.31   |          |
| Combined utility systems.....              | 128.02            | 128.52            | 130.19   | 128.33   | 129.90   | 131.36   | 128.03   | 124.64   | 124.64   | 122.72   | 124.14   | 122.61   | 125.77         | 120.83   |          |
| Water, steam, and sanitary systems.....    | 151.89            | 156.14            | 150.75   | 154.28   | 152.52   | 154.40   | 149.82   | 148.93   | 152.70   | 147.33   | 147.03   | 146.26   | 149.70         | 143.79   |          |
| .....                                      | 111.91            | 113.42            | 112.06   | 111.79   | 112.89   | 111.79   | 111.24   | 109.74   | 112.17   | 108.39   | 108.53   | 110.00   | 110.42         | 105.41   |          |
| Average weekly hours                       |                   |                   |          |          |          |          |          |          |          |          |          |          |                |          |          |
| Transportation and public utilities:       |                   |                   |          |          |          |          |          |          |          |          |          |          |                |          |          |
| Railroad transportation:                   |                   |                   |          |          |          |          |          |          |          |          |          |          |                |          |          |
| Class I railroads <sup>3</sup> .....       |                   |                   |          |          | 43.7     | 44.2     | 42.9     | 44.0     | 44.7     | 43.4     | 44.8     | 44.1     | 43.1           | 43.9     | 43.6     |
| Local and interurban passenger transit:    |                   |                   |          |          |          |          |          |          |          |          |          |          |                |          |          |
| Local and suburban transportation.....     | 41.9              | 41.5              | 41.5     | 41.8     | 42.5     | 42.8     | 42.1     | 42.4     | 42.6     | 43.0     | 43.0     | 42.2     | 42.3           | 42.1     |          |
| Intercity and rural bus lines.....         | 40.9              | 42.6              | 43.3     | 43.3     | 43.9     | 43.1     | 45.6     | 47.7     | 45.0     | 44.0     | 44.8     | 45.3     | 44.5           | 43.7     |          |
| Motor freight transportation and storage:  |                   |                   |          |          |          |          |          |          |          |          |          |          |                |          |          |
| Public warehousing.....                    | 41.7              | 41.8              | 41.5     | 42.8     | 42.5     | 42.9     | 43.1     | 43.1     | 42.9     | 43.1     | 42.0     | 41.7     | 42.5           | 42.5     |          |
| Pipeline transportation.....               | 39.3              | 40.0              | 40.5     | 41.3     | 41.6     | 41.3     | 40.9     | 41.3     | 40.8     | 39.8     | 39.6     | 39.0     | 40.5           | 40.3     |          |
| Communication.....                         | 40.9              | 41.2              | 42.1     | 41.6     | 41.5     | 40.6     | 41.4     | 41.1     | 41.2     | 40.7     | 40.7     | 41.4     | 41.0           | 41.2     |          |
| Telephone communication.....               | 39.4              | 39.9              | 39.6     | 40.0     | 41.4     | 40.8     | 40.9     | 40.7     | 41.1     | 40.7     | 40.3     | 40.1     | 40.6           | 40.5     |          |
| Telegraph communication <sup>4</sup> ..... | 39.3              | 39.8              | 39.5     | 39.9     | 41.5     | 40.8     | 40.9     | 40.7     | 41.2     | 40.7     | 40.3     | 40.1     | 40.6           | 40.4     |          |
| Radio and television broadcasting.....     | 42.3              | 43.4              | 42.5     | 42.7     | 42.4     | 43.1     | 43.4     | 43.5     | 43.4     | 43.4     | 43.7     | 43.1     | 43.1           | 43.0     |          |
| Electric, gas, and sanitary services:      |                   |                   |          |          |          |          |          |          |          |          |          |          |                |          |          |
| Electric companies and systems.....        | 39.7              | 39.8              | 39.7     | 39.9     | 40.5     | 40.2     | 39.9     | 39.7     | 39.7     | 39.7     | 39.5     | 39.5     | 39.8           | 39.9     |          |
| Gas companies and systems.....             | 41.2              | 41.6              | 41.3     | 41.7     | 41.7     | 41.9     | 41.4     | 41.5     | 42.1     | 41.2     | 41.2     | 41.1     | 41.5           | 41.4     |          |
| Combined utility systems.....              | 41.4              | 41.7              | 41.4     | 41.7     | 41.8     | 41.8     | 41.4     | 41.8     | 42.7     | 41.5     | 41.5     | 41.3     | 41.7           | 41.4     |          |
| Water, steam, and sanitary systems.....    | 40.9              | 40.8              | 41.2     | 41.0     | 41.5     | 41.7     | 41.3     | 41.0     | 41.0     | 40.5     | 40.7     | 40.6     | 41.1           | 41.1     |          |
| .....                                      | 41.5              | 42.2              | 41.3     | 42.5     | 41.9     | 42.3     | 41.5     | 41.6     | 42.3     | 41.5     | 41.3     | 41.2     | 41.7           | 41.8     |          |
| .....                                      | 40.4              | 40.8              | 40.6     | 40.8     | 41.2     | 41.1     | 41.2     | 41.1     | 41.7     | 40.9     | 40.8     | 41.2     | 41.2           | 41.5     |          |
| Average hourly earnings                    |                   |                   |          |          |          |          |          |          |          |          |          |          |                |          |          |
| Transportation and public utilities:       |                   |                   |          |          |          |          |          |          |          |          |          |          |                |          |          |
| Railroad transportation:                   |                   |                   |          |          |          |          |          |          |          |          |          |          |                |          |          |
| Class I railroads <sup>3</sup> .....       |                   |                   |          |          | \$3.14   | \$3.12   | \$3.10   | \$3.09   | \$3.05   | \$3.09   | \$3.07   | \$3.08   | \$3.08         | \$3.09   | \$3.00   |
| Local and interurban passenger transit:    |                   |                   |          |          |          |          |          |          |          |          |          |          |                |          |          |
| Local and suburban transportation.....     | \$2.74            | \$2.74            | \$2.72   | \$2.71   | \$2.70   | \$2.68   | 2.68     | 2.69     | 2.64     | 2.64     | 2.65     | 2.66     | 2.67           | 2.57     |          |
| Intercity and rural bus lines.....         | 3.31              | 3.31              | 3.32     | 3.28     | 3.28     | 3.28     | 3.33     | 3.30     | 3.21     | 3.18     | 3.17     | 3.23     | 3.23           | 3.06     |          |
| Motor freight transportation and storage:  |                   |                   |          |          |          |          |          |          |          |          |          |          |                |          |          |
| Public warehousing.....                    | 3.23              | 3.22              | 3.20     | 3.22     | 3.21     | 3.22     | 3.17     | 3.18     | 3.18     | 3.17     | 3.15     | 3.18     | 3.27           | 3.07     |          |
| Pipeline transportation.....               | 2.47              | 2.45              | 2.39     | 2.39     | 2.35     | 2.34     | 2.40     | 2.38     | 2.41     | 2.41     | 2.40     | 2.37     | 2.37           | 2.31     |          |
| Communication.....                         | 3.78              | 3.82              | 3.84     | 3.71     | 3.67     | 3.75     | 3.69     | 3.61     | 3.65     | 3.66     | 3.71     | 3.70     | 3.69           | 3.54     |          |
| Telephone communication.....               | 3.00              | 3.01              | 2.98     | 3.01     | 2.96     | 2.93     | 2.92     | 2.89     | 2.90     | 2.91     | 2.89     | 2.90     | 2.92           | 2.83     |          |
| Telegraph communication <sup>4</sup> ..... | 3.02              | 3.02              | 3.02     | 3.01     | 3.01     | 3.02     | 3.04     | 3.02     | 3.02     | 3.03     | 2.91     | 2.90     | 2.79           | 2.70     |          |
| Radio and television broadcasting.....     | 3.88              | 3.88              | 3.83     | 3.87     | 3.91     | 3.85     | 3.83     | 3.76     | 3.83     | 3.80     | 3.75     | 3.77     | 3.80           | 3.70     |          |
| Electric, gas, and sanitary services:      |                   |                   |          |          |          |          |          |          |          |          |          |          |                |          |          |
| Electric companies and systems.....        | 3.39              | 3.40              | 3.37     | 3.36     | 3.37     | 3.37     | 3.33     | 3.29     | 3.31     | 3.27     | 3.28     | 3.26     | 3.30           | 3.17     |          |
| Gas companies and systems.....             | 3.46              | 3.45              | 3.41     | 3.41     | 3.42     | 3.40     | 3.38     | 3.34     | 3.37     | 3.32     | 3.32     | 3.30     | 3.35           | 3.22     |          |
| Combined utility systems.....              | 3.13              | 3.15              | 3.16     | 3.13     | 3.13     | 3.15     | 3.10     | 3.04     | 3.04     | 3.03     | 3.05     | 3.02     | 3.06           | 2.94     |          |
| Water, steam, and sanitary systems.....    | 3.66              | 3.70              | 3.65     | 3.63     | 3.64     | 3.65     | 3.61     | 3.58     | 3.61     | 3.55     | 3.56     | 3.55     | 3.59           | 3.44     |          |
| .....                                      | 2.77              | 2.78              | 2.76     | 2.74     | 2.74     | 2.72     | 2.70     | 2.67     | 2.69     | 2.65     | 2.66     | 2.67     | 2.68           | 2.54     |          |

See footnotes at end of table.

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

| Industry                                     | 1967              |                   |         |         | 1966    |         |         |         |         |         |         |         |         |         | Annual average |  |
|----------------------------------------------|-------------------|-------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|----------------|--|
|                                              | Apr. <sup>2</sup> | Mar. <sup>2</sup> | Feb.    | Jan.    | Dec.    | Nov.    | Oct.    | Sept.   | Aug.    | July    | June    | May     | Apr.    | 1966    | 1965           |  |
| Average weekly earnings                      |                   |                   |         |         |         |         |         |         |         |         |         |         |         |         |                |  |
| Wholesale and retail trade.....              | \$80.95           | \$80.81           | \$80.59 | \$80.30 | \$80.14 | \$79.79 | \$79.86 | \$79.92 | \$80.73 | \$80.94 | \$79.45 | \$78.60 | \$78.23 | \$79.02 | \$76.53        |  |
| Wholesale trade.....                         | 115.83            | 114.74            | 114.05  | 114.09  | 114.52  | 112.87  | 112.74  | 111.93  | 111.38  | 112.20  | 110.70  | 111.11  | 110.43  | 111.11  | 106.49         |  |
| Motor vehicles and automotive equipment..... |                   | 105.32            | 104.65  | 105.16  | 106.17  | 105.41  | 105.41  | 106.26  | 103.42  | 105.58  | 104.08  | 103.83  | 103.42  | 104.08  | 100.14         |  |
| Drugs, chemicals, and allied products.....   |                   | 117.91            | 118.50  | 117.89  | 117.27  | 115.60  | 115.49  | 115.66  | 113.08  | 114.33  | 113.36  | 114.29  | 113.88  | 114.17  | 109.08         |  |
| Dry goods and apparel.....                   |                   | 111.05            | 110.58  | 109.53  | 109.16  | 109.15  | 110.78  | 108.95  | 109.16  | 107.82  | 106.96  | 107.54  | 105.75  | 107.26  | 103.19         |  |
| Groceries and related products.....          |                   | 105.99            | 105.59  | 105.26  | 104.14  | 103.79  | 103.07  | 103.89  | 103.66  | 105.75  | 101.34  | 100.85  | 99.54   | 101.84  | 96.76          |  |
| Electrical goods.....                        |                   | 133.29            | 130.85  | 132.98  | 136.95  | 126.65  | 128.87  | 127.97  | 123.65  | 123.48  | 125.24  | 127.15  | 126.85  | 126.98  | 122.84         |  |
| Hardware, plumbing, and heating goods.....   |                   | 108.14            | 108.14  | 108.68  | 108.81  | 108.00  | 108.95  | 108.12  | 106.90  | 106.34  | 106.86  | 106.34  | 106.49  | 107.30  | 101.91         |  |
| Machinery, equipment, and supplies.....      |                   | 126.17            | 125.05  | 123.83  | 125.56  | 125.05  | 124.84  | 122.18  | 123.49  | 123.37  | 121.66  | 120.83  | 120.01  | 121.66  | 115.23         |  |
| Miscellaneous wholesalers.....               |                   | 113.20            | 112.92  | 113.08  | 113.65  | 112.40  | 111.60  | 111.35  | 110.83  | 111.10  | 110.83  | 110.28  | 110.28  | 110.95  | 107.20         |  |
| Retail trade.....                            | 69.45             | 69.30             | 69.10   | 69.15   | 69.65   | 68.64   | 68.87   | 69.09   | 70.11   | 70.48   | 69.14   | 67.64   | 67.47   | 68.57   | 66.61          |  |
| General merchandise stores.....              |                   | 62.27             | 61.18   | 61.05   | 62.24   | 60.26   | 61.01   | 61.38   | 62.24   | 62.93   | 61.49   | 59.88   | 59.73   | 60.94   | 58.81          |  |
| Department stores.....                       |                   | 65.45             | 64.20   | 64.92   | 64.70   | 63.36   | 64.94   | 65.54   | 66.50   | 67.18   | 65.52   | 63.83   | 63.69   | 64.55   | 62.98          |  |
| Mail order houses.....                       |                   | 75.18             | 72.24   | 69.42   | 83.83   | 73.08   | 70.04   | 71.25   | 71.66   | 71.55   | 71.96   | 70.64   | 68.61   | 71.51   | 71.00          |  |
| Limited price variety stores.....            |                   | 48.34             | 47.70   | 46.35   | 48.77   | 47.12   | 46.66   | 46.66   | 48.00   | 47.23   | 46.03   | 44.54   | 44.97   | 46.19   | 44.10          |  |
| Food stores.....                             |                   | 72.27             | 71.94   | 71.94   | 71.81   | 72.59   | 71.81   | 72.76   | 74.84   | 75.05   | 73.49   | 70.81   | 70.76   | 72.21   | 70.32          |  |
| Grocery, meat, and vegetable stores.....     |                   | 73.47             | 73.14   | 73.15   | 72.81   | 73.48   | 72.70   | 74.00   | 75.90   | 76.33   | 74.74   | 71.81   | 71.26   | 73.22   | 71.69          |  |
| Apparel and accessories stores.....          |                   | 59.52             | 60.21   | 60.54   | 61.15   | 58.24   | 58.97   | 59.01   | 59.84   | 60.52   | 58.92   | 58.03   | 58.18   | 58.89   | 57.46          |  |
| Men's and boys' apparel stores.....          |                   | 71.66             | 72.91   | 75.15   | 73.78   | 72.12   | 71.69   | 71.48   | 73.64   | 74.78   | 73.44   | 70.90   | 69.65   | 71.96   | 69.84          |  |
| Women's ready-to-wear stores.....            |                   | 55.21             | 54.70   | 54.89   | 55.61   | 52.95   | 52.97   | 52.98   | 52.63   | 54.26   | 52.81   | 52.49   | 52.33   | 52.81   | 51.46          |  |
| Family clothing stores.....                  |                   | 58.19             | 57.92   | 57.41   | 59.27   | 57.32   | 58.86   | 57.32   | 59.99   | 60.12   | 57.67   | 57.38   | 57.55   | 58.38   | 56.45          |  |
| Shoe stores.....                             |                   | 57.83             | 58.53   | 58.72   | 60.03   | 56.36   | 58.02   | 60.41   | 60.52   | 59.88   | 57.66   | 56.36   | 59.67   | 58.09   | 56.64          |  |
| Average weekly hours                         |                   |                   |         |         |         |         |         |         |         |         |         |         |         |         |                |  |
| Wholesale and retail trade.....              | 36.3              | 36.4              | 36.3    | 36.5    | 37.1    | 36.6    | 36.8    | 37.0    | 37.9    | 38.0    | 37.3    | 36.9    | 36.9    | 37.1    | 37.7           |  |
| Wholesale trade.....                         | 40.5              | 40.4              | 40.3    | 40.6    | 40.9    | 40.6    | 40.7    | 40.7    | 40.8    | 41.1    | 40.7    | 40.7    | 40.6    | 40.7    | 40.8           |  |
| Motor vehicles and automotive equipment..... |                   | 41.3              | 41.2    | 41.4    | 41.8    | 41.5    | 41.5    | 42.0    | 41.7    | 42.4    | 41.8    | 41.7    | 41.7    | 41.8    | 41.9           |  |
| Drugs, chemicals, and allied products.....   |                   | 39.7              | 39.9    | 40.1    | 40.3    | 40.0    | 40.1    | 40.3    | 40.1    | 40.4    | 40.2    | 40.1    | 40.1    | 40.2    | 40.4           |  |
| Dry goods and apparel.....                   |                   | 37.9              | 38.0    | 37.9    | 38.3    | 37.9    | 38.2    | 37.7    | 38.3    | 38.1    | 38.2    | 38.0    | 37.5    | 37.9    | 37.8           |  |
| Groceries and related products.....          |                   | 40.3              | 40.3    | 40.8    | 41.0    | 40.7    | 40.9    | 40.9    | 41.3    | 42.3    | 40.7    | 40.5    | 40.3    | 40.9    | 41.0           |  |
| Electrical goods.....                        |                   | 43.7              | 42.9    | 43.6    | 44.9    | 42.5    | 43.1    | 42.8    | 42.2    | 42.0    | 42.6    | 43.1    | 43.0    | 42.9    | 42.8           |  |
| Hardware, plumbing, and heating goods.....   |                   | 40.2              | 40.2    | 40.4    | 40.6    | 40.6    | 40.5    | 40.8    | 40.8    | 40.9    | 41.1    | 40.9    | 40.8    | 40.8    | 40.6           |  |
| Machinery, equipment, and supplies.....      |                   | 40.7              | 40.6    | 40.6    | 40.9    | 41.0    | 41.2    | 41.0    | 41.3    | 41.4    | 41.1    | 41.1    | 41.1    | 41.1    | 41.3           |  |
| Miscellaneous wholesalers.....               |                   | 40.0              | 39.9    | 40.1    | 40.3    | 40.0    | 40.0    | 40.2    | 40.3    | 40.4    | 40.3    | 40.1    | 40.1    | 40.2    | 40.3           |  |
| Retail trade.....                            | 34.9              | 35.0              | 34.9    | 35.1    | 35.9    | 35.2    | 35.5    | 35.8    | 36.9    | 36.9    | 36.2    | 35.6    | 35.7    | 35.9    | 36.6           |  |
| General merchandise stores.....              |                   | 32.6              | 32.2    | 32.3    | 34.2    | 32.4    | 32.8    | 33.0    | 34.2    | 34.2    | 33.6    | 32.9    | 33.0    | 33.3    | 33.8           |  |
| Department stores.....                       |                   | 32.4              | 32.1    | 32.3    | 33.7    | 32.0    | 32.8    | 33.1    | 34.1    | 34.1    | 33.6    | 32.9    | 33.0    | 33.1    | 33.5           |  |
| Mail order houses.....                       |                   | 35.8              | 34.4    | 33.7    | 41.5    | 36.0    | 34.5    | 35.1    | 35.3    | 34.9    | 35.1    | 34.8    | 33.8    | 35.4    | 36.6           |  |
| Limited price variety stores.....            |                   | 30.4              | 30.0    | 30.1    | 32.3    | 31.0    | 30.7    | 30.7    | 32.0    | 31.7    | 31.1    | 30.3    | 30.3    | 31.0    | 31.5           |  |
| Food stores.....                             |                   | 32.7              | 32.7    | 33.0    | 33.4    | 33.3    | 33.4    | 34.0    | 35.3    | 35.4    | 34.5    | 33.4    | 33.3    | 33.9    | 34.3           |  |
| Grocery, meat, and vegetable stores.....     |                   | 32.8              | 32.8    | 33.1    | 33.4    | 33.3    | 33.5    | 34.1    | 35.3    | 35.5    | 34.6    | 33.4    | 33.3    | 33.9    | 34.3           |  |
| Apparel and accessories stores.....          |                   | 32.0              | 32.2    | 32.2    | 33.6    | 32.0    | 32.4    | 32.6    | 34.0    | 34.0    | 33.1    | 32.6    | 32.5    | 32.9    | 33.6           |  |
| Men's and boys' apparel stores.....          |                   | 33.8              | 33.6    | 33.7    | 35.3    | 33.7    | 34.3    | 34.7    | 36.1    | 36.3    | 36.0    | 35.1    | 35.0    | 35.1    | 36.0           |  |
| Women's ready-to-wear stores.....            |                   | 32.1              | 31.8    | 32.1    | 33.5    | 31.9    | 32.1    | 32.5    | 33.1    | 33.7    | 32.8    | 32.4    | 32.5    | 32.6    | 33.2           |  |
| Family clothing stores.....                  |                   | 31.8              | 32.0    | 31.2    | 33.3    | 32.2    | 32.6    | 32.2    | 33.7    | 33.4    | 32.4    | 32.6    | 32.7    | 32.8    | 33.4           |  |
| Shoe stores.....                             |                   | 30.6              | 31.3    | 31.4    | 32.1    | 30.3    | 30.7    | 31.3    | 34.0    | 32.9    | 31.0    | 30.3    | 30.6    | 31.4    | 32.0           |  |
| Average hourly earnings                      |                   |                   |         |         |         |         |         |         |         |         |         |         |         |         |                |  |
| Wholesale and retail trade.....              | \$2.23            | \$2.22            | \$2.22  | \$2.20  | \$2.16  | \$2.18  | \$2.17  | \$2.16  | \$2.13  | \$2.13  | \$2.13  | \$2.13  | \$2.12  | \$2.13  | \$2.03         |  |
| Wholesale trade.....                         | 2.86              | 2.84              | 2.83    | 2.81    | 2.80    | 2.78    | 2.77    | 2.75    | 2.73    | 2.73    | 2.72    | 2.73    | 2.72    | 2.73    | 2.61           |  |
| Motor vehicles and automotive equipment..... |                   | 2.55              | 2.54    | 2.54    | 2.54    | 2.54    | 2.54    | 2.53    | 2.48    | 2.49    | 2.49    | 2.49    | 2.48    | 2.49    | 2.39           |  |
| Drugs, chemicals, and allied products.....   |                   | 2.97              | 2.97    | 2.94    | 2.91    | 2.89    | 2.88    | 2.87    | 2.82    | 2.83    | 2.82    | 2.85    | 2.84    | 2.84    | 2.70           |  |
| Dry goods and apparel.....                   |                   | 2.93              | 2.91    | 2.89    | 2.85    | 2.88    | 2.90    | 2.89    | 2.85    | 2.83    | 2.80    | 2.83    | 2.82    | 2.83    | 2.73           |  |
| Groceries and related products.....          |                   | 2.63              | 2.62    | 2.58    | 2.54    | 2.55    | 2.52    | 2.54    | 2.51    | 2.50    | 2.49    | 2.49    | 2.47    | 2.49    | 2.36           |  |
| Electrical goods.....                        |                   | 3.05              | 3.05    | 3.05    | 3.05    | 2.98    | 2.99    | 2.99    | 2.93    | 2.94    | 2.94    | 2.95    | 2.95    | 2.96    | 2.87           |  |
| Hardware, plumbing, and heating goods.....   |                   | 2.69              | 2.69    | 2.69    | 2.68    | 2.66    | 2.69    | 2.65    | 2.62    | 2.60    | 2.60    | 2.60    | 2.61    | 2.63    | 2.51           |  |
| Machinery, equipment, and supplies.....      |                   | 3.10              | 3.08    | 3.05    | 3.07    | 3.05    | 3.03    | 2.98    | 2.99    | 2.98    | 2.96    | 2.94    | 2.92    | 2.96    | 2.79           |  |
| Miscellaneous wholesalers.....               |                   | 2.83              | 2.83    | 2.82    | 2.82    | 2.81    | 2.79    | 2.77    | 2.75    | 2.75    | 2.75    | 2.76    | 2.75    | 2.76    | 2.66           |  |
| Retail trade.....                            | 1.99              | 1.98              | 1.98    | 1.94    | 1.95    | 1.94    | 1.93    | 1.90    | 1.91    | 1.91    | 1.90    | 1.89    | 1.91    | 1.82    |                |  |
| General merchandise stores.....              |                   | 1.91              | 1.90    | 1.89    | 1.82    | 1.86    | 1.86    | 1.86    | 1.82    | 1.84    | 1.83    | 1.82    | 1.81    | 1.83    | 1.74           |  |
| Department stores.....                       |                   | 2.02              | 2.00    | 2.01    | 1.92    | 1.98    | 1.98    | 1.98    | 1.95    | 1.97    | 1.95    | 1.94    | 1.93    | 1.95    | 1.88           |  |
| Mail order houses.....                       |                   | 2.10              | 2.10    | 2.06    | 2.02    | 2.03    | 2.03    | 2.03    | 2.03    | 2.05    | 2.05    | 2.03    | 2.03    | 2.02    | 1.94           |  |
| Limited price variety stores.....            |                   | 1.59              | 1.59    | 1.54    | 1.51    | 1.52    | 1.52    | 1.52    | 1.50    | 1.49    | 1.48    | 1.47    | 1.46    | 1.49    | 1.40           |  |
| Food stores.....                             |                   | 2.21              | 2.20    | 2.18    | 2.15    | 2.18    | 2.15    | 2.14    | 2.12    | 2.12    | 2.13    | 2.12    | 2.11    | 2.13    | 2.05           |  |
| Grocery, meat, and vegetable stores.....     |                   | 2.24              | 2.23    | 2.21    | 2.18    | 2.20    | 2.17    | 2.17    | 2.15    | 2.15    | 2.16    | 2.15    | 2.14    | 2.16    | 2.09           |  |
| Apparel and accessories stores.....          |                   | 1.86              | 1.87    | 1.88    | 1.82    | 1.82    | 1.82    | 1.81    | 1.76    | 1.78    | 1.78    | 1.78    | 1.79    | 1.79    | 1.71           |  |
| Men's and boys' apparel stores.....          |                   | 2.12              | 2.17    | 2.23    | 2.09    | 2.14    | 2.09    | 2.06    | 2.04    | 2.06    | 2.04    | 2.02    | 1.99    | 2.05    | 1.94           |  |
| Women's ready-to-wear stores.....            |                   | 1.72              | 1.72    | 1.71    | 1.66    | 1.66    | 1.65    | 1.63    | 1.59    | 1.61    | 1.61    | 1.62    | 1.61    | 1.62    | 1.55           |  |
| Family clothing stores.....                  |                   | 1.83              | 1.81    | 1.84    | 1.78    | 1.78    | 1.80    | 1.78    | 1.78    | 1.80    | 1.78    | 1.76    | 1.76    | 1.78    | 1.69           |  |
| Shoe stores.....                             |                   | 1.89              | 1.87    | 1.87    | 1.87    | 1.86    | 1.89    | 1.93    | 1.78    | 1.82    | 1.86    | 1.86    | 1.85    | 1.85    | 1.77           |  |

See footnotes at end of table.

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

| Industry                                               | 1967                    |                   |         |         | 1966    |         |         |         |         |         |         |         | Annual average |         |      |
|--------------------------------------------------------|-------------------------|-------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|----------------|---------|------|
|                                                        | Apr. <sup>2</sup>       | Mar. <sup>2</sup> | Feb.    | Jan.    | Dec.    | Nov.    | Oct.    | Sept.   | Aug.    | July    | June    | May     | Apr.           | 1966    | 1965 |
|                                                        | Average weekly earnings |                   |         |         |         |         |         |         |         |         |         |         |                |         |      |
| Wholesale and retail trade—Continued                   |                         |                   |         |         |         |         |         |         |         |         |         |         |                |         |      |
| Retail trade—Continued                                 |                         |                   |         |         |         |         |         |         |         |         |         |         |                |         |      |
| Furniture and appliance stores.....                    | \$90.30                 | \$89.68           | \$91.33 | \$95.28 | \$91.65 | \$91.34 | \$91.64 | \$91.37 | \$91.77 | \$89.89 | \$88.59 | \$87.81 | \$90.23        | \$88.18 |      |
| Furniture and home furnishings.....                    | 89.01                   | 89.24             | 89.63   | 93.60   | 90.32   | 90.39   | 90.46   | 91.20   | 90.12   | 89.89   | 88.65   | 87.47   | 89.67          | 86.98   |      |
| Eating and drinking places <sup>3</sup> .....          | 48.33                   | 48.18             | 48.62   | 48.72   | 47.95   | 47.91   | 48.00   | 48.93   | 48.79   | 47.40   | 46.51   | 46.31   | 47.60          | 45.76   |      |
| Other retail trade.....                                | 85.67                   | 85.67             | 86.33   | 86.62   | 86.37   | 86.80   | 85.81   | 86.90   | 87.53   | 86.46   | 84.99   | 85.01   | 85.63          | 83.44   |      |
| Building materials and hardware.....                   | 92.70                   | 92.03             | 92.10   | 92.77   | 92.32   | 93.41   | 93.21   | 93.28   | 93.51   | 92.64   | 90.91   | 90.49   | 91.54          | 88.41   |      |
| Motor vehicle dealers.....                             | 107.87                  | 106.17            | 107.70  | 109.74  | 110.33  | 109.91  | 106.50  | 108.97  | 110.77  | 110.25  | 108.46  | 108.28  | 108.54         | 105.32  |      |
| Other vehicle and accessory dealers.....               | 91.59                   | 91.37             | 90.48   | 90.05   | 90.29   | 90.48   | 89.20   | 91.54   | 92.82   | 89.38   | 88.54   | 87.03   | 89.38          | 85.89   |      |
| Drug stores.....                                       | 62.37                   | 62.89             | 62.60   | 63.83   | 62.68   | 63.39   | 63.46   | 64.60   | 65.15   | 63.50   | 61.70   | 61.72   | 62.95          | 61.60   |      |
| Fuel and ice dealers.....                              | 104.08                  | 111.28            | 107.00  | 105.65  | 104.73  | 102.61  | 99.25   | 97.29   | 98.33   | 97.11   | 98.18   | 98.41   | 100.86         | 96.05   |      |
| Finance, insurance, and real estate <sup>6</sup> ..... | \$95.72                 | 95.35             | 94.98   | 94.23   | 93.62   | 93.00   | 93.25   | 92.01   | 92.13   | 92.75   | 91.88   | 92.63   | 92.50          | 88.91   |      |
| Banking.....                                           | 85.04                   | 85.19             | 85.04   | 83.78   | 82.73   | 82.81   | 82.14   | 82.21   | 82.43   | 81.18   | 82.21   | 82.21   | 82.21          | 79.24   |      |
| Credit agencies other than banks.....                  | 88.50                   | 88.60             | 89.44   | 87.00   | 86.02   | 86.71   | 85.27   | 85.96   | 86.41   | 84.75   | 86.56   | 86.18   | 85.96          | 84.29   |      |
| Savings and loan associations.....                     | 88.30                   | 89.89             | 91.96   | 87.08   | 86.85   | 87.32   | 86.25   | 87.05   | 89.07   | 85.38   | 86.81   | 86.54   | 87.05          | 84.67   |      |
| Security dealers and exchanges.....                    | 142.13                  | 138.76            | 137.63  | 132.47  | 131.73  | 131.72  | 133.20  | 132.82  | 135.42  | 139.13  | 149.71  | 148.93  | 138.38         | 127.43  |      |
| Insurance carriers.....                                | 102.49                  | 102.67            | 100.74  | 101.08  | 100.81  | 100.44  | 99.70   | 99.32   | 99.80   | 99.06   | 98.69   | 98.85   | 99.32          | 95.86   |      |
| Life insurance.....                                    | 103.58                  | 103.49            | 100.44  | 101.02  | 100.56  | 100.56  | 99.82   | 99.82   | 99.65   | 98.92   | 98.64   | 98.19   | 99.55          | 95.63   |      |
| Accident and health insurance.....                     | 90.41                   | 90.02             | 89.89   | 90.13   | 90.27   | 88.93   | 90.27   | 89.65   | 88.91   | 89.17   | 88.56   | 88.43   | 89.04          | 85.38   |      |
| Fire, marine, and casualty insurance.....              | 103.32                  | 104.71            | 103.57  | 103.47  | 103.19  | 102.71  | 101.52  | 101.41  | 101.90  | 101.41  | 100.93  | 100.81  | 101.68         | 97.92   |      |
|                                                        | Average weekly hours    |                   |         |         |         |         |         |         |         |         |         |         |                |         |      |
| Wholesale and retail trade—Continued                   |                         |                   |         |         |         |         |         |         |         |         |         |         |                |         |      |
| Retail trade—Continued                                 |                         |                   |         |         |         |         |         |         |         |         |         |         |                |         |      |
| Furniture and appliance stores.....                    | 38.1                    | 38.0              | 38.7    | 39.7    | 39.0    | 39.2    | 39.5    | 39.9    | 39.9    | 39.6    | 39.2    | 39.2    | 39.4           | 39.9    |      |
| Furniture and home furnishings.....                    | 38.2                    | 38.3              | 38.8    | 40.0    | 39.1    | 39.3    | 39.5    | 40.0    | 39.7    | 39.6    | 39.4    | 39.4    | 39.5           | 39.9    |      |
| Eating and drinking places <sup>3</sup> .....          | 33.1                    | 33.0              | 33.3    | 33.6    | 33.3    | 33.5    | 33.8    | 35.2    | 35.1    | 34.1    | 33.7    | 33.8    | 34.0           | 35.2    |      |
| Other retail trade.....                                | 39.3                    | 39.3              | 39.6    | 40.1    | 39.8    | 40.0    | 40.1    | 40.8    | 40.9    | 40.4    | 39.9    | 40.1    | 40.2           | 40.9    |      |
| Building materials and hardware.....                   | 41.2                    | 40.9              | 41.3    | 41.6    | 41.4    | 41.7    | 41.8    | 42.4    | 42.7    | 42.3    | 41.7    | 41.7    | 41.8           | 42.1    |      |
| Motor vehicle dealers.....                             | 42.3                    | 42.3              | 42.4    | 42.7    | 42.6    | 42.6    | 42.6    | 42.9    | 43.1    | 42.9    | 42.7    | 42.8    | 42.9           | 43.7    |      |
| Other vehicle and accessory dealers.....               | 43.0                    | 43.1              | 43.5    | 43.5    | 43.2    | 43.5    | 43.8    | 44.2    | 43.6    | 43.4    | 43.3    | 43.6    | 43.6           | 43.6    |      |
| Drug stores.....                                       | 33.0                    | 33.1              | 33.3    | 34.5    | 33.7    | 33.9    | 34.3    | 35.3    | 35.6    | 34.7    | 33.9    | 34.1    | 34.4           | 35.4    |      |
| Fuel and ice dealers.....                              | 41.3                    | 43.3              | 42.8    | 42.6    | 42.4    | 42.4    | 41.7    | 41.4    | 42.2    | 41.5    | 41.6    | 41.7    | 42.2           | 42.5    |      |
| Finance, insurance, and real estate <sup>6</sup> ..... | 37.1                    | 37.1              | 37.1    | 37.3    | 37.2    | 37.3    | 37.1    | 37.3    | 37.4    | 37.2    | 37.2    | 37.3    | 37.3           | 37.2    |      |
| Banking.....                                           | 37.3                    | 37.2              | 37.3    | 37.4    | 37.1    | 37.3    | 37.0    | 37.2    | 37.3    | 36.9    | 37.2    | 37.2    | 37.2           | 37.2    |      |
| Credit agencies other than banks.....                  | 37.5                    | 37.7              | 37.9    | 37.5    | 37.4    | 37.7    | 37.4    | 37.7    | 37.9    | 37.5    | 37.8    | 37.8    | 37.7           | 37.8    |      |
| Savings and loan associations.....                     | 37.1                    | 37.3              | 38.0    | 36.9    | 36.8    | 37.0    | 36.7    | 37.2    | 37.9    | 36.8    | 37.1    | 37.3    | 37.2           | 37.3    |      |
| Security dealers and exchanges.....                    | 37.8                    | 37.3              | 36.8    | 36.9    | 36.9    | 37.0    | 37.0    | 37.1    | 37.1    | 37.5    | 37.9    | 37.8    | 37.3           | 37.7    |      |
| Insurance carriers.....                                | 37.0                    | 37.2              | 36.9    | 37.3    | 37.2    | 37.2    | 37.2    | 37.2    | 37.1    | 37.1    | 37.1    | 37.3    | 37.2           | 37.3    |      |
| Life insurance.....                                    | 36.6                    | 36.7              | 36.0    | 36.6    | 36.7    | 36.7    | 36.7    | 36.7    | 36.5    | 36.5    | 36.4    | 36.5    | 36.6           | 36.5    |      |
| Accident and health insurance.....                     | 36.9                    | 37.2              | 37.3    | 37.4    | 37.3    | 36.9    | 37.3    | 37.2    | 37.2    | 37.0    | 36.9    | 37.0    | 37.1           | 36.8    |      |
| Fire, marine, and casualty insurance.....              | 37.3                    | 37.8              | 37.8    | 37.9    | 37.8    | 37.9    | 37.6    | 37.7    | 37.6    | 37.7    | 37.8    | 37.9    | 37.8           | 38.1    |      |
|                                                        | Average hourly earnings |                   |         |         |         |         |         |         |         |         |         |         |                |         |      |
| Wholesale and retail trade—Continued                   |                         |                   |         |         |         |         |         |         |         |         |         |         |                |         |      |
| Retail trade—Continued                                 |                         |                   |         |         |         |         |         |         |         |         |         |         |                |         |      |
| Furniture and appliance stores.....                    | \$2.37                  | 2.36              | \$2.36  | \$2.40  | \$2.35  | \$2.33  | \$2.32  | \$2.29  | \$2.30  | \$2.27  | \$2.26  | \$2.24  | \$2.29         | \$2.21  |      |
| Furniture and home furnishings.....                    | 2.33                    | 2.33              | 2.31    | 2.34    | 2.31    | 2.30    | 2.29    | 2.28    | 2.27    | 2.27    | 2.25    | 2.22    | 2.27           | 2.18    |      |
| Eating and drinking places <sup>3</sup> .....          | 1.46                    | 1.46              | 1.46    | 1.45    | 1.44    | 1.43    | 1.42    | 1.39    | 1.39    | 1.39    | 1.38    | 1.37    | 1.40           | 1.30    |      |
| Other retail trade.....                                | 2.18                    | 2.18              | 2.18    | 2.16    | 2.17    | 2.17    | 2.14    | 2.13    | 2.14    | 2.14    | 2.13    | 2.12    | 2.13           | 2.04    |      |
| Building materials and hardware.....                   | 2.25                    | 2.25              | 2.23    | 2.23    | 2.23    | 2.24    | 2.23    | 2.20    | 2.19    | 2.19    | 2.18    | 2.17    | 2.19           | 2.10    |      |
| Motor vehicle dealers.....                             | 2.55                    | 2.51              | 2.54    | 2.57    | 2.59    | 2.58    | 2.50    | 2.54    | 2.57    | 2.57    | 2.54    | 2.53    | 2.53           | 2.41    |      |
| Other vehicle and accessory dealers.....               | 2.13                    | 2.12              | 2.08    | 2.07    | 2.09    | 2.08    | 2.06    | 2.09    | 2.10    | 2.05    | 2.04    | 2.01    | 2.05           | 1.97    |      |
| Drug stores.....                                       | 1.89                    | 1.90              | 1.88    | 1.85    | 1.86    | 1.87    | 1.85    | 1.83    | 1.83    | 1.83    | 1.82    | 1.81    | 1.83           | 1.74    |      |
| Fuel and ice dealers.....                              | 2.52                    | 2.57              | 2.50    | 2.48    | 2.47    | 2.42    | 2.38    | 2.35    | 2.33    | 2.34    | 2.36    | 2.36    | 2.39           | 2.26    |      |
| Finance, insurance, and real estate <sup>6</sup> ..... | \$2.58                  | 2.57              | 2.56    | 2.54    | 2.51    | 2.50    | 2.48    | 2.47    | 2.48    | 2.47    | 2.49    | 2.48    | 2.48           | 2.39    |      |
| Banking.....                                           | 2.28                    | 2.29              | 2.28    | 2.24    | 2.23    | 2.22    | 2.21    | 2.21    | 2.21    | 2.20    | 2.21    | 2.21    | 2.21           | 2.13    |      |
| Credit agencies other than banks.....                  | 2.36                    | 2.35              | 2.36    | 2.32    | 2.30    | 2.30    | 2.28    | 2.28    | 2.28    | 2.26    | 2.29    | 2.28    | 2.28           | 2.23    |      |
| Savings and loan associations.....                     | 2.38                    | 2.41              | 2.42    | 2.36    | 2.36    | 2.36    | 2.35    | 2.34    | 2.35    | 2.32    | 2.34    | 2.32    | 2.34           | 2.27    |      |
| Security dealers and exchanges.....                    | 3.76                    | 3.72              | 3.74    | 3.59    | 3.57    | 3.56    | 3.60    | 3.58    | 3.65    | 3.71    | 3.95    | 3.94    | 3.71           | 3.38    |      |
| Insurance carriers.....                                | 2.77                    | 2.76              | 2.73    | 2.71    | 2.71    | 2.70    | 2.68    | 2.67    | 2.69    | 2.67    | 2.66    | 2.65    | 2.67           | 2.57    |      |
| Life insurance.....                                    | 2.83                    | 2.82              | 2.79    | 2.76    | 2.74    | 2.74    | 2.72    | 2.72    | 2.73    | 2.71    | 2.71    | 2.69    | 2.72           | 2.62    |      |
| Accident and health insurance.....                     | 2.45                    | 2.42              | 2.41    | 2.41    | 2.42    | 2.41    | 2.42    | 2.41    | 2.39    | 2.41    | 2.40    | 2.39    | 2.40           | 2.32    |      |
| Fire, marine, and casualty insurance.....              | 2.77                    | 2.77              | 2.74    | 2.73    | 2.73    | 2.71    | 2.70    | 2.69    | 2.71    | 2.69    | 2.67    | 2.66    | 2.69           | 2.57    |      |

See footnotes at end of table.

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

| Industry                                              | 1967              |                   |        |         | 1966    |         |         |         |         |         |         |         |         | Annual average |         |
|-------------------------------------------------------|-------------------|-------------------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|----------------|---------|
|                                                       | Apr. <sup>2</sup> | Mar. <sup>2</sup> | Feb.   | Jan.    | Dec.    | Nov.    | Oct.    | Sept.   | Aug.    | July    | June    | May     | Apr.    | 1966           | 1965    |
| Average weekly earnings                               |                   |                   |        |         |         |         |         |         |         |         |         |         |         |                |         |
| Services and miscellaneous:                           |                   |                   |        |         |         |         |         |         |         |         |         |         |         |                |         |
| Hotels and lodging places:                            |                   |                   |        |         |         |         |         |         |         |         |         |         |         |                |         |
| Hotels, tourist courts, and motels <sup>3</sup> ..... |                   | 56.09             | 55.63  | \$55.05 | \$55.35 | \$54.83 | \$55.06 | \$53.73 | \$53.58 | \$53.72 | \$52.68 | \$52.97 | \$52.36 | \$53.34        | \$51.17 |
| Personal services:                                    |                   |                   |        |         |         |         |         |         |         |         |         |         |         |                |         |
| Laundries, cleaning and dyeing plants ..              |                   | 63.24             | 62.02  | 62.79   | 62.87   | 61.99   | 62.65   | 61.88   | 60.74   | 61.76   | 62.15   | 61.44   | 60.04   | 61.12          | 58.98   |
| Motion pictures:                                      |                   |                   |        |         |         |         |         |         |         |         |         |         |         |                |         |
| Motion picture filming and distributing.....          |                   | 150.91            | 160.24 | 162.47  | 166.96  | 159.42  | 164.55  | 159.29  | 162.51  | 165.68  | 160.19  | 148.71  | 147.66  | 157.77         | 148.08  |
| Average weekly hours                                  |                   |                   |        |         |         |         |         |         |         |         |         |         |         |                |         |
| Services and miscellaneous:                           |                   |                   |        |         |         |         |         |         |         |         |         |         |         |                |         |
| Hotels and lodging places:                            |                   |                   |        |         |         |         |         |         |         |         |         |         |         |                |         |
| Hotels, tourist courts, and motels <sup>3</sup> ..... |                   | 36.9              | 36.6   | 36.7    | 36.9    | 36.8    | 37.2    | 36.8    | 38.0    | 38.1    | 37.1    | 37.3    | 37.4    | 37.3           | 37.9    |
| Personal services:                                    |                   |                   |        |         |         |         |         |         |         |         |         |         |         |                |         |
| Laundries, cleaning and dyeing plants ..              |                   | 37.2              | 36.7   | 37.6    | 38.1    | 37.8    | 38.2    | 38.2    | 38.2    | 38.6    | 38.6    | 38.4    | 38.0    | 38.2           | 38.8    |
| Motion pictures:                                      |                   |                   |        |         |         |         |         |         |         |         |         |         |         |                |         |
| Motion picture filming and distributing.....          |                   | 39.3              | 41.3   | 42.2    | 42.7    | 41.3    | 42.3    | 41.7    | 42.1    | 42.7    | 41.5    | 40.3    | 39.8    | 41.3           | 39.7    |
| Average hourly earnings                               |                   |                   |        |         |         |         |         |         |         |         |         |         |         |                |         |
| Services and miscellaneous:                           |                   |                   |        |         |         |         |         |         |         |         |         |         |         |                |         |
| Hotels and lodging places:                            |                   |                   |        |         |         |         |         |         |         |         |         |         |         |                |         |
| Hotels, tourist courts, and motels <sup>3</sup> ..... |                   | 1.52              | 1.52   | \$1.50  | \$1.50  | \$1.49  | \$1.48  | \$1.46  | \$1.41  | \$1.41  | \$1.42  | \$1.42  | \$1.40  | \$1.43         | \$1.35  |
| Personal services:                                    |                   |                   |        |         |         |         |         |         |         |         |         |         |         |                |         |
| Laundries, cleaning and dyeing plants ..              |                   | 1.70              | 1.69   | 1.67    | 1.65    | 1.64    | 1.64    | 1.62    | 1.59    | 1.60    | 1.61    | 1.60    | 1.58    | 1.60           | 1.52    |
| Motion pictures:                                      |                   |                   |        |         |         |         |         |         |         |         |         |         |         |                |         |
| Motion picture filming and distributing.....          |                   | 3.84              | 3.88   | 3.85    | 3.91    | 3.86    | 3.89    | 3.82    | 3.86    | 3.86    | 3.86    | 3.69    | 3.71    | 3.82           | 3.73    |

<sup>1</sup> For comparability of data with those published in issues prior to October 1966, see footnote 1, table A-9. For employees covered, see footnote 1, table A-10.

<sup>2</sup> Preliminary.

<sup>3</sup> Based upon monthly data summarized in the M-300 report by the Interstate Commerce Commission, which relate to all employees who received pay during the month, except executives, officials, and staff assistants (ICC Group I). Beginning January 1965, data relate to railroads with operating revenues of \$5,000,000 or more.

<sup>4</sup> Data relate to nonsupervisory employees except messengers.

<sup>5</sup> Money payments only, tips not included.

<sup>6</sup> Data for nonoffice salesmen excluded from all series in this division.

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. Gross and spendable average weekly earnings of production, or nonproduction workers on private nonagricultural payrolls in current and 1957-59 dollars<sup>1</sup>

| Item                               | 1967              |         |         |         | 1966    |          |          |         |         |         |         |         |         | Annual average |         |
|------------------------------------|-------------------|---------|---------|---------|---------|----------|----------|---------|---------|---------|---------|---------|---------|----------------|---------|
|                                    | Mar. <sup>2</sup> | Feb.    | Jan.    | Dec.    | Nov.    | Oct.     | Sept.    | Aug.    | July    | June    | May     | Apr.    | Mar.    | 1966           | 1965    |
| <i>Total Private</i>               |                   |         |         |         |         |          |          |         |         |         |         |         |         |                |         |
| Gross average weekly earnings:     |                   |         |         |         |         |          |          |         |         |         |         |         |         |                |         |
| Current dollars.....               | \$99.18           | \$98.66 | \$99.70 | \$99.97 | \$99.46 | \$100.62 | \$100.23 | \$99.45 | \$99.84 | \$99.20 | \$98.04 | \$97.41 | \$97.14 | \$98.69        | \$95.06 |
| 1957-59 dollars.....               | 86.24             | 85.94   | 86.92   | 87.16   | 86.79   | 87.88    | 87.84    | 87.39   | 88.12   | 87.87   | 87.07   | 86.59   | 86.73   | 87.26          | 86.50   |
| Spendable average weekly earnings: |                   |         |         |         |         |          |          |         |         |         |         |         |         |                |         |
| Worker with no dependents:         |                   |         |         |         |         |          |          |         |         |         |         |         |         |                |         |
| Current dollars.....               | 81.37             | 80.97   | 81.76   | 82.17   | 81.78   | 82.66    | 82.36    | 81.77   | 82.07   | 81.58   | 80.70   | 80.20   | 79.99   | 81.19          | 78.99   |
| 1957-59 dollars.....               | 70.76             | 70.53   | 71.28   | 71.64   | 71.36   | 72.19    | 72.18    | 71.85   | 72.44   | 72.26   | 71.67   | 71.29   | 71.42   | 71.79          | 71.87   |
| Worker with 3 dependents:          |                   |         |         |         |         |          |          |         |         |         |         |         |         |                |         |
| Current dollars.....               | 88.75             | 88.33   | 89.16   | 89.58   | 89.17   | 90.09    | 89.78    | 89.16   | 89.47   | 88.96   | 88.04   | 87.53   | 87.32   | 88.55          | 86.30   |
| 1957-59 dollars.....               | 77.17             | 76.94   | 77.73   | 78.10   | 77.81   | 78.68    | 78.69    | 78.35   | 78.97   | 78.80   | 78.19   | 77.80   | 77.96   | 78.29          | 78.53   |
| <i>Manufacturing</i>               |                   |         |         |         |         |          |          |         |         |         |         |         |         |                |         |
| Gross average weekly earnings:     |                   |         |         |         |         |          |          |         |         |         |         |         |         |                |         |
| Current dollars.....               | 112.44            | 111.48  | 113.42  | 114.40  | 113.99  | 113.85   | 113.71   | 111.78  | 111.11  | 112.74  | 112.05  | 111.24  | 110.95  | 111.92         | 107.53  |
| 1957-59 dollars.....               | 99.77             | 97.11   | 98.88   | 99.74   | 99.47   | 99.43    | 99.66    | 98.22   | 98.07   | 99.86   | 99.51   | 98.88   | 99.06   | 98.96          | 97.84   |
| Spendable average weekly earnings: |                   |         |         |         |         |          |          |         |         |         |         |         |         |                |         |
| Worker with no dependents:         |                   |         |         |         |         |          |          |         |         |         |         |         |         |                |         |
| Current dollars.....               | 91.42             | 90.69   | 92.16   | 93.13   | 92.82   | 92.72    | 92.61    | 91.14   | 90.63   | 91.87   | 91.35   | 90.73   | 90.51   | 91.25          | 89.08   |
| 1957-59 dollars.....               | 79.50             | 79.00   | 80.35   | 81.19   | 80.99   | 80.98    | 81.17    | 80.09   | 79.99   | 81.37   | 81.13   | 80.65   | 80.81   | 80.68          | 81.06   |
| Worker with 3 dependents:          |                   |         |         |         |         |          |          |         |         |         |         |         |         |                |         |
| Current dollars.....               | 99.30             | 98.54   | 100.08  | 101.09  | 100.76  | 100.65   | 100.54   | 99.00   | 98.47   | 99.77   | 99.22   | 98.57   | 98.34   | 99.11          | 96.78   |
| 1957-59 dollars.....               | 86.35             | 85.84   | 87.25   | 88.13   | 87.92   | 87.00    | 88.12    | 86.99   | 86.91   | 88.37   | 88.12   | 87.62   | 87.80   | 87.63          | 88.06   |

<sup>1</sup> For comparability of data with those published in issues prior to October 1966, see footnote 1, table A-9. For employees covered, see footnote 1, table A-10.

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 married worker with 3 dependents.

The earnings expressed in 1957-59 dollars have been adjusted for changes in purchasing power as measured by the Bureau's Consumer Price Index.

<sup>2</sup> Preliminary.

NOTE: These series are described in "The Calculation and Uses of Spendable Earnings Series," *Monthly Labor Review*, April 1966, pp. 406-410.

TABLE C-3. Average weekly hours, seasonally adjusted, of production workers in selected industries<sup>1</sup>

| Industry division and group                      | 1967              |                   |      |      | 1966 |      |      |       |      |      |      |      |      |
|--------------------------------------------------|-------------------|-------------------|------|------|------|------|------|-------|------|------|------|------|------|
|                                                  | Apr. <sup>2</sup> | Mar. <sup>2</sup> | Feb. | Jan. | Dec. | Nov. | Oct. | Sept. | Aug. | July | June | May  | Apr. |
| Mining.....                                      | 42.7              | 42.2              | 42.1 | 4.26 | 42.5 | 42.5 | 42.6 | 42.9  | 42.4 | 43.2 | 42.9 | 42.6 | 41.7 |
| Contract construction.....                       | 37.3              | 37.6              | 37.5 | 3.84 | 38.8 | 37.1 | 37.3 | 37.7  | 36.9 | 37.8 | 37.4 | 36.1 | 37.2 |
| Manufacturing.....                               | 40.5              | 40.4              | 40.3 | 4.10 | 40.9 | 41.3 | 41.3 | 41.5  | 41.4 | 41.0 | 41.3 | 41.5 | 41.5 |
| Durable goods.....                               | 40.9              | 41.1              | 40.9 | 4.18 | 41.7 | 42.1 | 42.2 | 42.3  | 42.1 | 41.8 | 42.0 | 42.2 | 42.3 |
| Ordinance and accessories.....                   | 41.6              | 41.7              | 41.5 | 4.21 | 42.1 | 42.7 | 42.2 | 42.5  | 42.1 | 42.7 | 42.1 | 42.4 | 42.2 |
| Lumber and wood products, except furniture.....  | 40.7              | 40.8              | 40.3 | 4.03 | 40.2 | 40.4 | 40.4 | 40.3  | 40.3 | 40.6 | 40.5 | 41.4 | 41.3 |
| Furniture and fixtures.....                      | 39.9              | 40.2              | 40.1 | 4.08 | 40.5 | 41.1 | 41.2 | 41.2  | 41.6 | 41.0 | 41.8 | 42.0 | 41.6 |
| Stone, clay, and glass products.....             | 41.1              | 41.7              | 41.5 | 4.21 | 42.4 | 41.7 | 41.8 | 41.9  | 41.8 | 41.5 | 41.9 | 41.8 | 42.1 |
| Primary metal industries.....                    | 40.0              | 40.7              | 40.8 | 4.18 | 41.5 | 42.5 | 42.7 | 42.5  | 42.4 | 41.6 | 42.0 | 42.2 | 41.8 |
| Fabricated metal products.....                   | 41.1              | 41.5              | 41.4 | 4.23 | 42.2 | 42.2 | 42.4 | 42.7  | 42.2 | 42.2 | 42.3 | 42.4 | 42.4 |
| Machinery.....                                   | 42.5              | 42.9              | 42.9 | 4.36 | 43.6 | 44.0 | 43.9 | 44.3  | 43.8 | 43.3 | 43.8 | 43.8 | 43.7 |
| Electrical equipment and supplies.....           | 39.7              | 40.1              | 39.9 | 4.08 | 40.6 | 40.9 | 41.1 | 41.3  | 41.2 | 40.9 | 41.2 | 41.3 | 41.4 |
| Transportation equipment.....                    | 41.5              | 40.7              | 40.7 | 4.17 | 41.5 | 42.0 | 42.4 | 42.9  | 43.2 | 42.1 | 42.3 | 42.2 | 43.4 |
| Instruments and related products.....            | 41.2              | 41.4              | 40.9 | 4.17 | 41.8 | 41.7 | 42.0 | 42.2  | 41.7 | 41.7 | 42.0 | 42.4 | 42.0 |
| Miscellaneous manufacturing industries.....      | 39.5              | 39.3              | 38.7 | 4.00 | 39.7 | 40.0 | 40.0 | 39.9  | 40.0 | 39.7 | 40.1 | 40.3 | 40.0 |
| Nondurable goods.....                            | 39.8              | 39.6              | 39.5 | 4.00 | 39.9 | 40.2 | 40.2 | 40.2  | 40.2 | 40.1 | 40.3 | 40.3 | 40.3 |
| Food and kindred products.....                   | 41.0              | 41.1              | 41.0 | 4.12 | 41.0 | 41.1 | 41.0 | 41.2  | 41.1 | 41.3 | 41.0 | 40.9 | 41.1 |
| Tobacco manufactures.....                        | 39.1              | 38.5              | 37.5 | 3.86 | 39.2 | 38.5 | 37.7 | 38.7  | 37.8 | 37.9 | 38.0 | 38.5 | 39.2 |
| Textile mill products.....                       | 40.6              | 40.3              | 40.1 | 4.10 | 40.8 | 41.0 | 41.3 | 42.1  | 42.0 | 41.7 | 42.2 | 42.2 | 41.9 |
| Apparel and related products.....                | 36.2              | 35.5              | 35.6 | 3.67 | 36.5 | 36.5 | 36.7 | 35.6  | 36.3 | 36.2 | 36.5 | 36.5 | 36.4 |
| Paper and allied products.....                   | 42.9              | 42.7              | 42.7 | 4.32 | 43.0 | 43.6 | 43.1 | 43.4  | 43.3 | 43.4 | 43.4 | 43.7 | 43.7 |
| Printing, publishing, and allied industries..... | 38.8              | 38.5              | 38.5 | 3.89 | 38.6 | 39.0 | 39.0 | 38.9  | 38.9 | 39.0 | 39.0 | 38.7 | 38.9 |
| Chemicals and allied products.....               | 41.8              | 41.7              | 41.4 | 4.18 | 42.0 | 42.2 | 42.2 | 42.0  | 42.0 | 42.0 | 42.0 | 41.9 | 42.3 |
| Petroleum refining and related industries.....   | 43.1              | 43.2              | 42.8 | 4.18 | 42.4 | 42.6 | 42.4 | 41.8  | 41.9 | 42.4 | 42.5 | 42.5 | 42.6 |
| Rubber and miscellaneous plastic products.....   | 41.3              | 41.0              | 40.7 | 4.14 | 41.4 | 42.0 | 42.1 | 42.0  | 41.8 | 41.5 | 41.7 | 42.1 | 42.4 |
| Leather and leather products.....                | 37.4              | 37.0              | 37.1 | 3.84 | 38.0 | 38.8 | 38.8 | 38.3  | 38.6 | 38.3 | 38.7 | 39.0 | 39.0 |
| Wholesale and retail trade.....                  | 36.5              | 36.6              | 36.6 | 3.68 | 36.8 | 36.9 | 36.9 | 37.0  | 37.3 | 37.3 | 37.2 | 37.0 | 37.1 |
| Wholesale trade.....                             | 40.6              | 40.5              | 40.5 | 4.08 | 40.6 | 40.6 | 40.7 | 40.7  | 40.8 | 40.9 | 40.6 | 40.7 | 40.7 |
| Retail trade.....                                | 35.1              | 35.3              | 35.2 | 3.54 | 35.6 | 35.6 | 35.7 | 35.8  | 36.1 | 36.1 | 36.0 | 35.9 | 35.9 |

<sup>1</sup> For employees covered, see footnote 1, table A-10.<sup>2</sup> Preliminary.NOTE: The seasonal adjustment method used is described in appendix A, *BLS Handbook of Methods for Surveys and Studies* (BLS Bulletin 1458, 1966).TABLE C-4. Average hourly earnings excluding overtime of production workers in manufacturing, by major industry group<sup>1</sup>

| Major industry group                             | 1967              |                   |                  |                  | 1966             |                  |                  |                  |                  |                  |                  |                  | Annual average   |                  |                  |
|--------------------------------------------------|-------------------|-------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
|                                                  | Apr. <sup>2</sup> | Mar. <sup>2</sup> | Feb.             | Jan.             | Dec.             | Nov.             | Oct.             | Sept.            | Aug.             | July             | June             | May              | Apr.             | 1966             | 1965             |
| Manufacturing.....                               | \$2.70            | \$2.68            | \$2.68           | \$2.67           | \$2.65           | \$2.63           | \$2.62           | \$2.61           | \$2.57           | \$2.59           | \$2.58           | \$2.58           | \$2.58           | \$2.59           | \$2.50           |
| Durable goods.....                               | 2.86              | 2.84              | 2.84             | 2.83             | 2.82             | 2.80             | 2.79             | 2.78             | 2.73             | 2.74             | 2.74             | 2.74             | 2.74             | 2.75             | 2.67             |
| Ordinance and accessories.....                   | 3.09              | 3.09              | 3.09             | 3.10             | 3.10             | 3.07             | 3.08             | 3.07             | 3.06             | 3.04             | 3.04             | 3.05             | 3.04             | 3.06             | 3.03             |
| Lumber and wood products, except furniture.....  | 2.23              | 2.23              | 2.23             | 2.20             | 2.19             | 2.20             | 2.22             | 2.22             | 2.19             | 2.18             | 2.17             | 2.16             | 2.13             | 2.16             | 2.08             |
| Furniture and fixtures.....                      | 2.20              | 2.19              | 2.19             | 2.18             | 2.16             | 2.14             | 2.13             | 2.12             | 2.11             | 2.10             | 2.10             | 2.10             | 2.09             | 2.11             | 2.03             |
| Stone, clay, and glass products.....             | 2.66              | 2.66              | 2.65             | 2.64             | 2.64             | 2.62             | 2.61             | 2.59             | 2.57             | 2.57             | 2.57             | 2.57             | 2.57             | 2.58             | 2.49             |
| Primary metal industries.....                    | 3.18              | 3.16              | 3.16             | 3.15             | 3.16             | 3.15             | 3.15             | 3.13             | 3.15             | 3.14             | 3.13             | 3.13             | 3.13             | 3.13             | 3.04             |
| Fabricated metal products.....                   | 2.81              | 2.80              | 2.80             | 2.78             | 2.76             | 2.75             | 2.75             | 2.71             | 2.71             | 2.70             | 2.71             | 2.71             | 2.71             | 2.72             | 2.63             |
| Machinery.....                                   | 2.99              | 2.98              | 2.98             | 2.96             | 2.95             | 2.94             | 2.92             | 2.89             | 2.89             | 2.89             | 2.89             | 2.89             | 2.88             | 2.90             | 2.81             |
| Electrical equipment and supplies.....           | 2.63              | 2.62              | 2.60             | 2.58             | 2.57             | 2.55             | 2.54             | 2.52             | 2.52             | 2.52             | 2.52             | 2.52             | 2.52             | 2.53             | 2.49             |
| Transportation equipment.....                    | 3.26              | 3.25              | 3.26             | 3.25             | 3.22             | 3.22             | 3.21             | 3.13             | 3.13             | 3.13             | 3.12             | 3.11             | 3.16             | 3.04             | 2.81             |
| Instruments and related products.....            | 2.66              | 2.67              | 2.65             | 2.63             | 2.62             | 2.60             | 2.60             | 2.58             | 2.58             | 2.59             | 2.57             | 2.57             | 2.59             | 2.52             | 2.52             |
| Miscellaneous manufacturing industries.....      | 2.26              | 2.26              | 2.24             | 2.20             | 2.16             | 2.14             | 2.14             | 2.12             | 2.14             | 2.14             | 2.14             | 2.13             | 2.14             | 2.14             | 2.07             |
| Nondurable goods.....                            | 2.46              | 2.45              | 2.44             | 2.42             | 2.40             | 2.39             | 2.37             | 2.36             | 2.34             | 2.35             | 2.34             | 2.34             | 2.33             | 2.35             | 2.27             |
| Food and kindred products.....                   | 2.52              | 2.50              | 2.48             | 2.45             | 2.42             | 2.40             | 2.39             | 2.37             | 2.39             | 2.41             | 2.42             | 2.43             | 2.40             | 2.33             | 2.33             |
| Tobacco manufactures.....                        | 2.30              | 2.25              | 2.17             | 2.13             | 2.08             | 2.05             | 2.04             | 2.12             | 2.27             | 2.26             | 2.24             | 2.24             | 2.15             | 2.06             | 2.06             |
| Textile mill products.....                       | 1.93              | 1.93              | 1.92             | 1.91             | 1.91             | 1.90             | 1.89             | 1.88             | 1.88             | 1.88             | 1.83             | 1.83             | 1.86             | 1.78             | 1.78             |
| Apparel and related products.....                | 1.96              | 1.96              | 1.91             | 1.90             | 1.89             | 1.88             | 1.86             | 1.85             | 1.84             | 1.83             | 1.83             | 1.83             | 1.85             | 1.80             | 1.80             |
| Paper and allied products.....                   | 2.66              | 2.65              | 2.65             | 2.63             | 2.63             | 2.62             | 2.61             | 2.60             | 2.60             | 2.58             | 2.57             | 2.57             | 2.59             | 2.50             | 2.50             |
| Printing, publishing, and allied industries..... | ( <sup>3</sup> )  | ( <sup>3</sup> )  | ( <sup>3</sup> ) | ( <sup>3</sup> ) | ( <sup>3</sup> ) | ( <sup>3</sup> ) | ( <sup>3</sup> ) | ( <sup>3</sup> ) | ( <sup>3</sup> ) | ( <sup>3</sup> ) | ( <sup>3</sup> ) | ( <sup>3</sup> ) | ( <sup>3</sup> ) | ( <sup>3</sup> ) | ( <sup>3</sup> ) |
| Chemicals and allied products.....               | 2.94              | 2.94              | 2.94             | 2.93             | 2.92             | 2.91             | 2.90             | 2.88             | 2.89             | 2.87             | 2.87             | 2.84             | 2.82             | 2.87             | 2.79             |
| Petroleum refining and related industries.....   | 3.43              | 3.41              | 3.38             | 3.34             | 3.33             | 3.30             | 3.29             | 3.27             | 3.28             | 3.28             | 3.27             | 3.27             | 3.30             | 3.29             | 3.18             |
| Rubber and miscellaneous plastic products.....   | 2.59              | 2.59              | 2.58             | 2.56             | 2.55             | 2.55             | 2.55             | 2.55             | 2.52             | 2.55             | 2.52             | 2.52             | 2.52             | 2.53             | 2.49             |
| Leather and leather products.....                | 2.01              | 1.99              | 1.95             | 1.93             | 1.93             | 1.91             | 1.91             | 1.88             | 1.86             | 1.88             | 1.88             | 1.88             | 1.89             | 1.89             | 1.84             |

<sup>1</sup> For comparability of data with those published in issues prior to October 1966, see footnote 1, table A-9. For employees covered, see footnote 1, table A-10. Average hourly earnings excluding overtime are derived by assuming that overtime hours are paid for at the rate of time and one-half.<sup>2</sup> Preliminary.<sup>3</sup> Not available because average overtime rates are significantly above time and one-half. Inclusion of data for the group in the nondurable goods total has little effect.

TABLE C-5. Average weekly overtime hours of production workers in manufacturing, by industry<sup>1</sup>

| Industry                                             | 1967              |                   |      |      | 1966 |      |      |       |      |      |      |     | Annual average |      |      |
|------------------------------------------------------|-------------------|-------------------|------|------|------|------|------|-------|------|------|------|-----|----------------|------|------|
|                                                      | Apr. <sup>2</sup> | Mar. <sup>2</sup> | Feb. | Jan. | Dec. | Nov. | Oct. | Sept. | Aug. | July | June | May | Apr.           | 1966 | 1965 |
| Manufacturing.....                                   | 3.0               | 3.2               | 3.2  | 3.4  | 3.7  | 3.9  | 4.1  | 4.2   | 4.0  | 3.8  | 4.0  | 4.0 | 3.9            | 3.9  | 3.6  |
| Durable goods.....                                   | 3.1               | 3.3               | 3.4  | 3.7  | 4.1  | 4.2  | 4.5  | 4.6   | 4.3  | 4.1  | 4.4  | 4.4 | 4.3            | 4.3  | 3.9  |
| Nondurable goods.....                                | 3.9               | 3.0               | 2.9  | 3.0  | 3.3  | 3.4  | 3.6  | 3.7   | 3.5  | 3.5  | 3.5  | 3.4 | 3.3            | 3.4  | 3.2  |
| <i>Durable goods</i>                                 |                   |                   |      |      |      |      |      |       |      |      |      |     |                |      |      |
| Ordnance and accessories.....                        |                   | 3.5               | 3.6  | 4.0  | 4.3  | 4.3  | 4.1  | 4.2   | 4.1  | 3.7  | 3.9  | 3.7 | 3.6            | 3.9  | 3.0  |
| Ammunition, except for small arms.....               |                   | 3.3               | 3.4  | 3.3  | 3.4  | 3.3  | 3.3  | 3.5   | 3.5  | 3.0  | 3.1  | 3.1 | 3.0            | 3.3  | 3.1  |
| Sighting and fire control equipment.....             |                   | 4.3               | 4.6  | 4.5  | 3.0  | 3.9  | 2.2  | 3.4   | 3.0  | 3.4  | 4.1  | 3.6 | 3.5            | 3.4  | 1.6  |
| Other ordnance and accessories.....                  |                   | 3.7               | 3.7  | 5.4  | 6.3  | 6.3  | 6.2  | 6.0   | 5.6  | 5.4  | 5.6  | 5.0 | 5.2            | 5.4  | 2.9  |
| Lumber and wood products, except furniture.....      |                   | 3.4               | 3.2  | 3.3  | 3.3  | 3.4  | 3.9  | 4.0   | 4.1  | 4.1  | 4.2  | 4.4 | 4.3            | 4.0  | 3.8  |
| Sawmills and planing mills.....                      |                   | 3.3               | 3.2  | 3.3  | 3.3  | 3.3  | 3.9  | 3.9   | 4.1  | 4.1  | 4.3  | 4.5 | 4.4            | 4.0  | 3.7  |
| Millwork, plywood, and related products.....         |                   | 3.2               | 3.1  | 3.0  | 3.2  | 3.3  | 3.7  | 3.8   | 3.9  | 3.9  | 4.2  | 4.7 | 4.4            | 3.9  | 4.0  |
| Wooden containers.....                               |                   | 3.2               | 3.1  | 3.6  | 3.8  | 3.7  | 3.7  | 4.0   | 4.6  | 4.5  | 4.4  | 4.7 | 4.2            | 4.0  | 3.5  |
| Miscellaneous wood products.....                     |                   | 3.3               | 3.3  | 3.5  | 3.5  | 3.8  | 4.0  | 4.2   | 4.1  | 4.0  | 3.9  | 3.9 | 3.9            | 3.9  | 3.6  |
| Furniture and fixtures.....                          |                   | 2.6               | 2.7  | 2.8  | 3.8  | 3.8  | 4.3  | 4.3   | 4.2  | 3.3  | 4.0  | 3.8 | 3.4            | 3.8  | 3.6  |
| Household furniture.....                             |                   | 2.4               | 2.4  | 2.6  | 3.6  | 3.7  | 4.1  | 4.0   | 3.9  | 2.9  | 3.7  | 3.6 | 3.3            | 3.6  | 3.6  |
| Office furniture.....                                |                   | 3.4               | 4.2  | 4.4  | 5.1  | 4.9  | 5.0  | 4.9   | 5.2  | 4.7  | 4.7  | 4.6 | 4.5            | 4.7  | 3.5  |
| Partitions; office and store fixtures.....           |                   | 3.0               | 3.2  | 2.7  | 3.6  | 3.5  | 4.7  | 5.5   | 5.4  | 4.1  | 4.9  | 4.3 | 3.6            | 4.2  | 3.7  |
| Other furniture and fixtures.....                    |                   | 3.3               | 3.3  | 3.2  | 4.2  | 4.2  | 4.5  | 5.1   | 5.0  | 4.6  | 4.5  | 4.1 | 3.4            | 4.1  | 3.7  |
| Stone, clay, and glass products.....                 |                   | 3.7               | 3.5  | 3.5  | 3.8  | 4.3  | 4.6  | 4.7   | 4.8  | 4.7  | 4.9  | 4.8 | 4.6            | 4.5  | 4.2  |
| Flat glass.....                                      |                   | 3.2               | 3.1  | 3.8  | 3.7  | 5.9  | 4.8  | 3.8   | 4.0  | 4.2  | 3.6  | 4.1 | 4.8            | 4.3  | 4.1  |
| Glass and glassware, pressed or blown.....           |                   | 4.0               | 3.7  | 3.5  | 4.0  | 4.1  | 4.0  | 4.1   | 4.1  | 4.1  | 4.6  | 4.5 | 4.0            | 4.2  | 4.0  |
| Cement, hydraulic.....                               |                   | 2.1               | 2.0  | 2.3  | 2.3  | 3.0  | 2.8  | 3.0   | 3.0  | 3.3  | 2.7  | 2.8 | 2.7            | 2.8  | 2.2  |
| Structural clay products.....                        |                   | 3.1               | 2.6  | 2.6  | 2.8  | 3.4  | 3.7  | 3.7   | 3.7  | 3.9  | 4.0  | 3.9 | 3.8            | 3.6  | 3.6  |
| Pottery and related products.....                    |                   | 2.3               | 2.2  | 2.3  | 2.6  | 3.1  | 2.8  | 3.0   | 2.7  | 2.0  | 2.6  | 2.2 | 2.5            | 2.5  | 2.2  |
| Concrete, gypsum, and plaster products.....          |                   | 5.0               | 4.9  | 4.6  | 4.9  | 5.3  | 6.6  | 7.0   | 7.3  | 7.2  | 7.1  | 7.0 | 6.8            | 6.4  | 6.2  |
| Other stone and mineral products.....                |                   | 3.2               | 3.0  | 3.1  | 3.7  | 3.8  | 4.3  | 4.2   | 4.2  | 4.0  | 4.4  | 4.3 | 4.3            | 4.1  | 3.5  |
| Primary metal industries.....                        |                   | 3.3               | 3.4  | 3.7  | 3.8  | 4.0  | 4.2  | 4.5   | 4.1  | 3.9  | 4.2  | 4.0 | 4.1            | 4.0  | 3.8  |
| Blast furnace and basic steel products.....          |                   | 2.3               | 2.2  | 2.4  | 2.1  | 2.4  | 2.8  | 3.3   | 3.0  | 3.1  | 2.9  | 2.8 | 2.8            | 2.6  | 2.8  |
| Iron and steel foundries.....                        |                   | 4.0               | 4.4  | 4.9  | 5.4  | 5.4  | 5.4  | 5.3   | 5.1  | 4.5  | 5.4  | 5.1 | 5.6            | 5.3  | 5.5  |
| Nonferrous smelting and refining.....                |                   | 3.9               | 3.9  | 4.1  | 4.0  | 4.2  | 4.4  | 4.3   | 4.2  | 3.8  | 4.0  | 3.8 | 3.9            | 3.9  | 3.5  |
| Nonferrous rolling, drawing, and extruding.....      |                   | 4.6               | 5.2  | 5.4  | 5.8  | 6.2  | 6.3  | 6.3   | 6.0  | 5.5  | 6.5  | 6.2 | 5.9            | 6.0  | 5.0  |
| Nonferrous foundries.....                            |                   | 3.2               | 3.6  | 4.2  | 4.7  | 4.8  | 4.8  | 5.2   | 4.4  | 3.7  | 4.7  | 4.5 | 4.6            | 4.6  | 3.9  |
| Miscellaneous primary metal industries.....          |                   | 5.1               | 5.3  | 5.4  | 5.5  | 6.5  | 6.5  | 6.5   | 5.4  | 4.8  | 5.7  | 6.0 | 5.4            | 5.9  | 5.2  |
| Fabricated metal products.....                       |                   | 3.6               | 3.7  | 3.9  | 4.3  | 4.6  | 4.8  | 5.0   | 4.7  | 4.3  | 4.6  | 4.6 | 4.3            | 4.5  | 4.0  |
| Metal cans.....                                      |                   | 4.0               | 3.5  | 3.2  | 3.1  | 3.7  | 3.6  | 5.1   | 5.6  | 6.9  | 4.6  | 4.8 | 4.4            | 4.4  | 4.5  |
| Cutlery, handtools, and general hardware.....        |                   | 3.1               | 3.1  | 3.2  | 3.4  | 3.5  | 3.6  | 3.8   | 3.5  | 3.1  | 3.6  | 3.7 | 3.6            | 3.5  | 3.4  |
| Heating equipment and plumbing fixtures.....         |                   | 2.1               | 2.0  | 2.1  | 2.6  | 2.6  | 3.3  | 3.2   | 3.0  | 2.3  | 3.1  | 3.0 | 2.6            | 2.7  | 2.3  |
| Fabricated structural metal products.....            |                   | 3.5               | 3.6  | 3.8  | 4.5  | 4.4  | 4.5  | 4.7   | 4.4  | 4.1  | 4.3  | 4.1 | 3.6            | 4.1  | 3.6  |
| Screw machine products, bolts, etc.....              |                   | 5.7               | 6.5  | 6.7  | 7.2  | 7.2  | 7.2  | 7.3   | 6.5  | 5.9  | 7.0  | 6.9 | 6.7            | 6.9  | 5.4  |
| Metal stampings.....                                 |                   | 3.4               | 3.6  | 3.9  | 4.4  | 5.4  | 5.8  | 6.0   | 5.4  | 5.1  | 5.1  | 5.3 | 5.3            | 5.3  | 5.2  |
| Coating, engraving, and allied services.....         |                   | 4.1               | 4.0  | 4.4  | 4.9  | 4.7  | 5.0  | 5.7   | 5.1  | 4.4  | 5.0  | 5.1 | 4.8            | 4.9  | 4.3  |
| Miscellaneous fabricated wire products.....          |                   | 3.6               | 3.6  | 3.9  | 4.0  | 4.5  | 4.5  | 4.5   | 4.4  | 4.4  | 4.5  | 4.6 | 4.0            | 4.3  | 3.8  |
| Miscellaneous fabricated metal products.....         |                   | 3.6               | 3.6  | 3.7  | 3.9  | 4.0  | 4.2  | 4.4   | 4.3  | 3.8  | 4.9  | 4.6 | 4.0            | 4.2  | 3.4  |
| Machinery.....                                       |                   | 4.8               | 5.0  | 5.2  | 5.6  | 5.4  | 5.6  | 5.7   | 5.4  | 5.2  | 5.8  | 5.8 | 5.6            | 5.5  | 4.6  |
| Engines and turbines.....                            |                   | 5.5               | 4.7  | 4.5  | 6.8  | 4.9  | 4.9  | 5.8   | 6.0  | 5.8  | 5.7  | 6.0 | 5.8            | 5.5  | 4.1  |
| Farm machinery and equipment.....                    |                   | 4.0               | 4.5  | 4.2  | 3.6  | 3.1  | 3.7  | 4.0   | 3.4  | 3.2  | 3.7  | 4.2 | 4.4            | 3.8  | 2.9  |
| Construction and related machinery.....              |                   | 3.4               | 3.6  | 3.6  | 4.1  | 4.7  | 4.9  | 4.9   | 4.9  | 5.2  | 5.3  | 5.3 | 5.1            | 4.9  | 4.2  |
| Metalworking machinery and equipment.....            |                   | 7.2               | 7.6  | 7.7  | 7.9  | 7.6  | 7.5  | 7.6   | 7.1  | 7.4  | 8.2  | 8.3 | 8.0            | 7.8  | 6.7  |
| Special industry machinery.....                      |                   | 5.0               | 5.2  | 5.4  | 6.0  | 5.8  | 5.7  | 6.1   | 5.4  | 4.7  | 5.8  | 5.5 | 5.3            | 5.6  | 4.8  |
| General industrial machinery.....                    |                   | 4.4               | 4.6  | 5.1  | 5.6  | 5.4  | 5.8  | 6.0   | 5.6  | 5.0  | 5.8  | 5.7 | 5.1            | 5.5  | 4.4  |
| Office, computing, and accounting machines.....      |                   | 3.2               | 3.2  | 3.6  | 3.9  | 3.8  | 4.1  | 3.9   | 3.5  | 3.2  | 4.0  | 4.0 | 3.7            | 4.0  | 3.4  |
| Service industry machines.....                       |                   | 2.9               | 2.9  | 2.5  | 3.4  | 3.5  | 3.5  | 3.7   | 3.4  | 3.7  | 3.3  | 3.3 | 3.4            | 3.4  | 2.9  |
| Miscellaneous machinery.....                         |                   | 5.4               | 6.0  | 6.4  | 6.3  | 6.5  | 6.6  | 6.6   | 6.3  | 5.9  | 6.3  | 6.3 | 6.3            | 6.3  | 5.4  |
| Electrical equipment and supplies.....               |                   | 2.3               | 2.5  | 2.8  | 3.3  | 3.3  | 3.5  | 3.6   | 3.2  | 3.2  | 3.4  | 3.4 | 3.3            | 3.3  | 2.8  |
| Electric distribution equipment.....                 |                   | 3.6               | 3.4  | 3.5  | 4.2  | 3.9  | 3.8  | 4.4   | 3.7  | 3.9  | 4.1  | 3.9 | 3.5            | 3.8  | 2.9  |
| Electrical industrial apparatus.....                 |                   | 3.3               | 3.5  | 3.7  | 4.0  | 4.0  | 4.2  | 4.7   | 4.3  | 4.3  | 4.5  | 4.7 | 4.5            | 4.3  | 3.5  |
| Household appliances.....                            |                   | 1.8               | 1.8  | 1.9  | 2.5  | 3.3  | 3.7  | 4.1   | 3.8  | 3.6  | 3.6  | 3.8 | 3.6            | 3.5  | 3.0  |
| Electric lighting and wiring equipment.....          |                   | 2.2               | 2.3  | 2.7  | 2.9  | 3.1  | 3.4  | 3.3   | 3.2  | 2.8  | 3.1  | 3.1 | 2.8            | 3.0  | 2.7  |
| Radio and TV receiving sets.....                     |                   | .6                | 1.2  | 1.8  | 2.7  | 3.0  | 3.7  | 3.3   | 2.9  | 2.7  | 2.5  | 1.9 | 2.4            | 2.7  | 2.4  |
| Communication equipment.....                         |                   | 2.9               | 3.1  | 3.2  | 3.7  | 3.3  | 3.4  | 3.6   | 2.9  | 2.7  | 3.2  | 3.4 | 3.0            | 3.3  | 2.7  |
| Electronic components and accessories.....           |                   | 1.9               | 2.3  | 2.6  | 2.9  | 2.7  | 2.7  | 2.9   | 2.7  | 2.9  | 3.3  | 3.4 | 3.3            | 3.0  | 2.4  |
| Miscellaneous electrical equipment and supplies..... |                   | 2.2               | 2.0  | 3.0  | 3.8  | 4.1  | 3.8  | 3.5   | 3.1  | 2.5  | 2.8  | 3.0 | 2.9            | 3.3  | 3.2  |
| Transportation equipment.....                        |                   | 2.9               | 3.1  | 3.5  | 4.2  | 4.8  | 5.2  | 4.9   | 4.8  | 4.5  | 4.4  | 4.4 | 5.1            | 4.7  | 4.8  |
| Motor vehicles and equipment.....                    |                   | 1.8               | 2.2  | 2.9  | 4.1  | 5.0  | 5.9  | 5.2   | 5.0  | 4.4  | 4.2  | 4.1 | 3.8            | 4.9  | 6.2  |
| Aircraft and parts.....                              |                   | 4.4               | 4.4  | 4.4  | 4.5  | 5.1  | 4.9  | 5.1   | 5.2  | 5.0  | 5.1  | 5.2 | 4.6            | 5.0  | 3.3  |
| Ship and boat building and repairing.....            |                   | 3.6               | 3.2  | 3.9  | 4.2  | 4.0  | 4.5  | 3.7   | 3.9  | 4.1  | 4.2  | 4.0 | 4.2            | 4.1  | 3.4  |
| Railroad equipment.....                              |                   | 2.3               | 3.7  | 3.7  | 3.7  | 3.4  | 3.2  | 3.0   | 3.5  | 3.9  | 3.1  | 3.6 | 3.7            | 3.3  | 2.6  |
| Other transportation equipment.....                  |                   | 2.4               | 1.8  | 1.6  | 1.9  | 2.1  | 2.8  | 3.4   | 3.1  | 2.6  | 3.2  | 3.3 | 2.9            | 2.7  | 2.9  |
| Instruments and related products.....                |                   | 3.1               | 3.1  | 3.2  | 3.7  | 3.7  | 4.0  | 4.0   | 3.5  | 3.4  | 3.8  | 3.8 | 3.5            | 3.7  | 3.0  |
| Engineering and scientific instruments.....          |                   | 4.2               | 4.3  | 4.1  | 4.7  | 4.3  | 4.7  | 4.5   | 3.9  | 4.0  | 4.5  | 4.5 | 3.7            | 4.2  | 3.4  |
| Mechanical measuring and control devices.....        |                   | 3.0               | 2.6  | 3.4  | 4.1  | 4.1  | 4.4  | 4.4   | 3.8  | 3.9  | 4.1  | 4.3 | 4.0            | 4.1  | 2.9  |
| Optical and ophthalmic goods.....                    |                   | 2.8               | 2.8  | 2.8  | 3.0  | 3.0  | 3.3  | 3.5   | 3.1  | 3.0  | 3.3  | 3.2 | 2.2            | 3.1  | 2.7  |
| Ophthalmic goods.....                                |                   | 2.1               | 2.2  | 2.1  | 2.4  | 2.6  | 2.8  | 2.9   | 2.5  | 2.8  | 2.8  | 2.8 | 2.1            | 2.7  | 2.4  |
| Surgical, medical, and dental equipment.....         |                   | 2.1               | 2.3  | 2.5  | 2.5  | 2.7  | 2.8  | 2.9   | 2.7  | 2.6  | 2.8  | 2.9 | 2.6            | 2.7  | 2.1  |
| Photographic equipment and supplies.....             |                   | 4.0               | 4.0  | 4.0  | 4.4  | 4.5  | 5.1  | 5.1   | 4.1  | 3.9  | 4.6  | 4.8 | 4.9            | 4.6  | 4.0  |
| Watches and clocks.....                              |                   | 2.3               | 2.2  | 2.5  | 2.8  | 2.8  | 2.9  | 2.8   | 2.6  | 2.3  | 2.4  | 2.4 | 2.5            | 2.6  | 2.4  |

See footnotes at end of table.

TABLE C-5. Average weekly overtime hours of production workers in manufacturing, by industry<sup>1</sup>—Continued

| Industry                                    | 1967              |                   |      |      | 1966 |      |      |       |      |      |      |     |      | Annual average |      |
|---------------------------------------------|-------------------|-------------------|------|------|------|------|------|-------|------|------|------|-----|------|----------------|------|
|                                             | Apr. <sup>2</sup> | Mar. <sup>2</sup> | Feb. | Jan. | Dec. | Nov. | Oct. | Sept. | Aug. | July | June | May | Apr. | 1966           | 1965 |
| Manufacturing—Continued                     |                   |                   |      |      |      |      |      |       |      |      |      |     |      |                |      |
| Durable goods—Continued                     |                   |                   |      |      |      |      |      |       |      |      |      |     |      |                |      |
| Miscellaneous manufacturing industries      |                   | 2.5               | 2.5  | 2.5  | 2.9  | 3.1  | 3.4  | 3.3   | 3.1  | 2.3  | 2.8  | 2.9 | 2.8  | 2.9            | 2.7  |
| Jewelry, silverware, and plated ware        |                   | 3.6               | 3.2  | 3.4  | 4.8  | 4.9  | 5.3  | 4.9   | 4.6  | 2.2  | 4.2  | 4.1 | 4.1  | 4.3            | 3.6  |
| Toys, amusement and sporting goods          |                   | 2.4               | 2.4  | 2.3  | 2.4  | 2.8  | 3.2  | 3.3   | 3.1  | 2.3  | 2.3  | 2.6 | 2.6  | 2.7            | 2.6  |
| Pens, pencils, office and art materials     |                   | 2.2               | 2.2  | 2.2  | 3.1  | 3.2  | 2.8  | 2.7   | 2.4  | 2.0  | 2.8  | 2.2 | 2.0  | 2.5            | 2.3  |
| Costume jewelry, buttons, and notions       |                   | 2.0               | 2.4  | 2.4  | 2.7  | 2.8  | 3.1  | 2.9   | 2.9  | 2.2  | 3.4  | 3.0 | 2.6  | 2.9            | 2.4  |
| Other manufacturing industries              |                   | 2.6               | 2.3  | 2.5  | 2.7  | 2.9  | 3.2  | 3.2   | 2.9  | 2.3  | 2.7  | 2.9 | 2.8  | 2.9            | 2.7  |
| Musical instruments and parts               |                   | 2.5               | 2.2  | 2.3  | 3.6  | 3.9  | 3.7  | 3.5   | 2.9  | 2.3  | 3.1  | 3.2 | 2.8  | 3.2            | 3.0  |
| Nondurable goods                            |                   |                   |      |      |      |      |      |       |      |      |      |     |      |                |      |
| Food and kindred products                   |                   | 3.6               | 3.6  | 3.8  | 4.0  | 4.0  | 4.2  | 4.4   | 4.0  | 4.7  | 4.2  | 3.8 | 3.4  | 4.0            | 3.8  |
| Meat products                               |                   | 3.8               | 3.7  | 4.8  | 5.1  | 5.1  | 4.8  | 5.1   | 4.2  | 4.5  | 4.3  | 3.9 | 3.5  | 4.3            | 4.2  |
| Dairy products                              |                   | 3.7               | 3.7  | 3.4  | 3.7  | 3.5  | 3.6  | 4.0   | 3.9  | 4.6  | 4.3  | 3.7 | 3.5  | 3.7            | 3.6  |
| Canned and preserved food, except meats     |                   | 2.7               | 2.8  | 2.9  | 2.9  | 2.9  | 3.2  | 3.5   | 3.4  | 3.6  | 3.1  | 3.1 | 2.8  | 3.1            | 2.9  |
| Grain mill products                         |                   | 6.0               | 5.9  | 6.9  | 6.6  | 6.6  | 7.7  | 8.5   | 7.0  | 7.9  | 7.3  | 6.4 | 5.6  | 6.8            | 6.6  |
| Bakery products                             |                   | 3.2               | 3.2  | 2.9  | 3.2  | 3.3  | 3.7  | 3.8   | 3.8  | 4.3  | 3.9  | 3.5 | 3.3  | 3.5            | 3.3  |
| Sugar                                       |                   | 3.7               | 3.0  | 3.0  | 3.0  | 3.8  | 3.8  | 4.4   | 4.0  | 4.8  | 4.0  | 3.7 | 3.5  | 3.9            | 3.9  |
| Confectionery and related products          |                   | 2.6               | 3.0  | 2.6  | 3.2  | 3.1  | 3.1  | 3.1   | 2.9  | 2.3  | 2.5  | 2.3 | 1.9  | 2.7            | 2.4  |
| Beverages                                   |                   | 3.6               | 3.1  | 3.1  | 3.5  | 3.6  | 3.8  | 4.0   | 4.2  | 6.7  | 4.4  | 3.5 | 3.6  | 3.9            | 3.3  |
| Miscellaneous food and kindred products     |                   | 4.5               | 4.3  | 4.2  | 4.7  | 4.9  | 4.8  | 5.0   | 4.2  | 4.4  | 4.2  | 4.1 | 3.8  | 4.4            | 4.3  |
| Tobacco manufactures                        |                   | 1.3               | .9   | 1.1  | 1.9  | 1.2  | 1.4  | 1.5   | 1.7  | 1.7  | 1.5  | 1.2 | 1.3  | 1.4            | 1.1  |
| Cigarettes                                  |                   | 1.8               | 1.0  | 1.1  | 2.2  | 1.2  | 1.7  | 1.8   | 2.2  | 2.5  | 1.9  | 1.2 | 1.6  | 1.7            | .8   |
| Cigars                                      |                   | .8                | .7   | .6   | 1.0  | 1.2  | 1.1  | .9    | 1.2  | .8   | 1.0  | 1.3 | 1.1  | 1.1            | 1.3  |
| Textile mill products                       |                   | 3.3               | 3.3  | 3.5  | 3.8  | 4.2  | 4.2  | 4.4   | 4.4  | 4.4  | 4.6  | 4.6 | 4.5  | 4.4            | 4.2  |
| Cotton broad woven fabrics                  |                   | 4.4               | 4.6  | 4.6  | 5.0  | 5.3  | 5.0  | 5.2   | 5.1  | 5.5  | 5.3  | 5.3 | 5.3  | 5.3            | 4.8  |
| Silk and synthetic broad woven fabrics      |                   | 3.2               | 3.2  | 3.5  | 3.9  | 4.5  | 4.3  | 4.7   | 5.2  | 5.6  | 4.9  | 6.0 | 5.5  | 5.0            | 5.3  |
| Weaving and finishing broad woolens         |                   | 3.6               | 3.6  | 4.0  | 3.9  | 3.9  | 3.9  | 4.3   | 4.3  | 5.0  | 5.2  | 5.5 | 5.3  | 4.7            | 4.4  |
| Narrow fabrics and smallwares               |                   | 2.8               | 2.9  | 3.5  | 3.9  | 4.1  | 4.1  | 4.3   | 3.9  | 3.7  | 4.4  | 4.0 | 3.9  | 4.1            | 3.6  |
| Knitting                                    |                   | 2.0               | 1.8  | 1.8  | 1.9  | 2.3  | 2.5  | 2.7   | 3.1  | 2.6  | 2.8  | 2.8 | 2.2  | 2.5            | 2.5  |
| Finishing textiles, except wool and knit    |                   | 4.7               | 4.6  | 4.4  | 5.1  | 5.2  | 5.1  | 4.9   | 4.8  | 4.5  | 5.9  | 5.6 | 5.7  | 5.3            | 4.6  |
| Floor covering                              |                   | 3.3               | 2.9  | 3.5  | 4.3  | 5.0  | 5.3  | 5.4   | 4.9  | 3.5  | 4.5  | 4.1 | 4.2  | 4.5            | 5.1  |
| Yarn and thread                             |                   | 2.9               | 2.8  | 3.3  | 3.5  | 4.0  | 4.4  | 5.0   | 4.9  | 4.7  | 5.1  | 5.0 | 5.2  | 4.8            | 4.7  |
| Miscellaneous textile goods                 |                   | 3.4               | 3.6  | 4.2  | 4.2  | 4.9  | 5.2  | 5.2   | 4.7  | 4.2  | 5.1  | 5.2 | 5.0  | 4.8            | 4.3  |
| Apparel and related products                |                   | 1.3               | 1.2  | 1.3  | 1.4  | 1.5  | 1.7  | 1.5   | 1.7  | 1.3  | 1.5  | 1.5 | 1.4  | 1.5            | 1.4  |
| Men's and boys' suits and coats             |                   | 1.5               | 1.5  | 1.6  | 1.5  | 1.7  | 2.0  | 1.7   | 1.8  | 1.3  | 1.7  | 1.7 | 1.4  | 1.6            | 1.5  |
| Men's and boys' furnishings                 |                   | .9                | 1.0  | 1.1  | 1.1  | 1.3  | 1.4  | 1.3   | 1.5  | 1.1  | 1.4  | 1.3 | 1.2  | 1.3            | 1.2  |
| Women's, misses', juniors' outerwear        |                   | 1.5               | 1.3  | 1.3  | 1.2  | 1.3  | 1.3  | 1.2   | 1.4  | 1.3  | 1.5  | 1.5 | 1.4  | 1.4            | 1.3  |
| Women's and children's undergarments        |                   | 1.2               | 1.2  | 1.1  | 1.3  | 1.9  | 2.2  | 1.9   | 1.9  | 1.5  | 1.5  | 1.5 | 1.3  | 1.6            | 1.4  |
| Hats, caps, and millinery                   |                   | 1.3               | 1.5  | 1.5  | 1.1  | 1.2  | 1.3  | 1.2   | 1.7  | 1.3  | 1.3  | 1.0 | 1.0  | 1.4            | 1.4  |
| Girls' and children's outerwear             |                   | 1.2               | 1.2  | 1.3  | 1.2  | 1.4  | 1.4  | 1.5   | 1.8  | 1.7  | 1.9  | 1.6 | 1.4  | 1.6            | 1.4  |
| Fur goods and miscellaneous apparel         |                   | 1.1               | 1.0  | 1.0  | 1.5  | 1.8  | 2.1  | 1.5   | 1.6  | 1.1  | 1.6  | 1.6 | 1.2  | 1.5            | 1.4  |
| Miscellaneous fabricated textile products   |                   | 1.8               | 1.4  | 1.5  | 2.2  | 2.5  | 3.0  | 2.4   | 2.4  | 1.6  | 1.9  | 1.9 | 1.9  | 2.1            | 2.1  |
| Paper and allied products                   |                   | 4.8               | 4.8  | 5.0  | 5.2  | 5.5  | 5.7  | 5.8   | 5.6  | 5.5  | 5.7  | 5.6 | 5.3  | 5.4            | 5.0  |
| Paper and pulp                              |                   | 6.0               | 6.1  | 6.0  | 6.1  | 6.3  | 6.6  | 6.5   | 6.4  | 6.3  | 6.5  | 6.7 | 6.2  | 6.3            | 6.0  |
| Paperboard                                  |                   | 7.1               | 6.8  | 7.0  | 7.0  | 7.5  | 7.2  | 7.4   | 7.4  | 7.6  | 7.7  | 7.8 | 8.2  | 7.5            | 7.0  |
| Converted paper and paperboard products     |                   | 3.6               | 3.7  | 3.9  | 3.9  | 4.3  | 4.3  | 4.5   | 4.3  | 4.3  | 4.3  | 3.9 | 3.7  | 4.1            | 3.5  |
| Paperboard containers and boxes             |                   | 3.7               | 3.8  | 4.0  | 4.6  | 5.0  | 5.5  | 5.7   | 5.0  | 4.9  | 5.2  | 5.0 | 4.5  | 4.9            | 4.5  |
| Printing, publishing, and allied industries |                   | 3.4               | 3.0  | 3.1  | 3.7  | 3.6  | 3.9  | 4.0   | 3.7  | 3.4  | 3.5  | 3.5 | 3.3  | 3.5            | 3.1  |
| Newspaper publishing and printing           |                   | 2.5               | 2.1  | 2.0  | 3.4  | 3.2  | 3.1  | 3.0   | 2.7  | 2.6  | 3.0  | 3.0 | 2.6  | 2.7            | 2.4  |
| Periodical publishing and printing          |                   | 3.9               | 3.4  | 3.6  | 3.3  | 4.4  | 5.6  | 5.8   | 4.6  | 3.9  | 3.3  | 3.4 | 3.7  | 4.1            | 3.8  |
| Books                                       |                   | 5.0               | 4.3  | 4.5  | 4.4  | 4.1  | 4.8  | 5.2   | 5.4  | 4.9  | 5.4  | 5.4 | 5.1  | 4.9            | 4.2  |
| Commercial printing                         |                   | 3.8               | 3.4  | 3.5  | 4.0  | 3.9  | 4.3  | 4.4   | 4.1  | 3.8  | 3.7  | 3.8 | 3.6  | 3.8            | 3.4  |
| Bookbinding and related industries          |                   | 2.4               | 2.3  | 2.7  | 2.6  | 2.7  | 3.2  | 3.3   | 3.1  | 2.8  | 2.8  | 3.0 | 2.8  | 2.8            | 2.5  |
| Other publishing and printing industries    |                   | 3.2               | 3.3  | 3.3  | 3.5  | 3.5  | 3.6  | 3.9   | 3.5  | 3.2  | 3.0  | 2.6 | 2.9  | 3.3            | 3.1  |
| Chemicals and allied products               |                   | 3.1               | 2.9  | 2.9  | 3.1  | 3.3  | 3.5  | 3.5   | 3.4  | 3.3  | 3.4  | 3.4 | 3.7  | 3.3            | 3.0  |
| Industrial chemicals                        |                   | 3.0               | 3.0  | 3.2  | 3.4  | 3.7  | 3.7  | 3.5   | 3.4  | 3.5  | 3.4  | 3.2 | 3.4  | 3.4            | 3.0  |
| Plastics materials and synthetics           |                   | 2.4               | 2.3  | 2.3  | 2.9  | 3.0  | 3.2  | 3.2   | 3.5  | 3.5  | 3.4  | 3.3 | 3.6  | 3.2            | 2.9  |
| Drugs                                       |                   | 2.7               | 2.9  | 3.2  | 3.1  | 2.8  | 2.9  | 3.1   | 2.6  | 2.3  | 2.5  | 2.8 | 2.8  | 2.8            | 2.6  |
| Soap, cleaners, and toilet goods            |                   | 3.1               | 2.9  | 2.7  | 2.8  | 3.6  | 3.9  | 3.9   | 3.8  | 3.2  | 3.4  | 2.9 | 3.0  | 3.3            | 2.5  |
| Paints, varnishes, and allied products      |                   | 2.6               | 2.0  | 2.1  | 2.4  | 2.7  | 2.9  | 3.4   | 3.3  | 3.0  | 3.7  | 3.8 | 3.4  | 3.0            | 2.7  |
| Agricultural chemicals                      |                   | 6.8               | 4.9  | 4.7  | 4.2  | 3.9  | 4.6  | 4.2   | 3.7  | 3.8  | 4.3  | 6.5 | 8.9  | 5.2            | 4.9  |
| Other chemical products                     |                   | 2.9               | 2.9  | 2.8  | 3.3  | 3.3  | 3.6  | 3.8   | 3.3  | 3.3  | 3.6  | 3.4 | 3.1  | 3.3            | 3.0  |
| Petroleum refining and related industries   |                   | 3.2               | 3.0  | 2.7  | 3.0  | 3.3  | 3.3  | 3.7   | 3.1  | 3.7  | 3.6  | 3.5 | 3.4  | 3.2            | 2.8  |
| Petroleum refining                          |                   | 2.9               | 2.8  | 2.5  | 2.6  | 2.9  | 2.3  | 2.6   | 2.2  | 2.7  | 2.6  | 3.1 | 3.0  | 2.5            | 2.1  |
| Other petroleum and coal products           |                   | 4.3               | 3.7  | 3.7  | 4.4  | 4.9  | 6.7  | 7.4   | 5.8  | 6.8  | 6.7  | 5.0 | 4.6  | 5.4            | 5.5  |
| Rubber, miscellaneous plastic products      |                   | 3.4               | 3.4  | 3.9  | 4.2  | 4.5  | 4.7  | 4.7   | 4.3  | 3.9  | 4.3  | 4.4 | 4.2  | 4.4            | 4.1  |
| Tires and inner tubes                       |                   | 4.2               | 4.2  | 6.1  | 6.6  | 6.4  | 6.4  | 6.1   | 5.7  | 5.8  | 5.4  | 6.5 | 6.6  | 6.2            | 6.1  |
| Other rubber products                       |                   | 3.0               | 3.0  | 3.3  | 3.6  | 4.1  | 4.2  | 4.4   | 4.0  | 3.3  | 3.8  | 3.7 | 3.5  | 3.8            | 3.3  |
| Miscellaneous plastic products              |                   | 3.4               | 3.3  | 3.3  | 3.6  | 4.0  | 4.4  | 4.5   | 4.0  | 3.5  | 4.2  | 4.1 | 3.9  | 4.0            | 4.0  |
| Leather and leather products                |                   | 1.7               | 1.8  | 2.0  | 2.1  | 2.1  | 2.1  | 2.0   | 2.2  | 2.2  | 2.3  | 2.1 | 1.9  | 2.1            | 1.8  |
| Leather tanning and finishing               |                   | 3.0               | 3.1  | 3.0  | 3.6  | 3.5  | 3.5  | 3.4   | 3.3  | 3.4  | 3.8  | 4.0 | 3.5  | 3.5            | 3.3  |
| Footwear, except rubber                     |                   | 1.5               | 1.7  | 2.0  | 1.9  | 1.6  | 1.6  | 1.7   | 2.0  | 2.1  | 2.1  | 1.9 | 1.6  | 1.9            | 1.6  |
| Other leather products                      |                   | 1.7               | 1.6  | 1.7  | 2.1  | 2.8  | 2.8  | 2.5   | 2.5  | 1.8  | 2.3  | 2.1 | 2.1  | 2.3            | 2.0  |
| Handbags and personal leather goods         |                   | 1.6               | 1.7  | 1.6  | 1.7  | 2.9  | 2.8  | 2.2   | 2.7  | 1.8  | 2.0  | 2.0 | 1.9  | 2.2            | 1.9  |

<sup>1</sup> For comparability of data with those published in issues prior to October 1966, see footnote 1, table A-9. For employees covered, see footnote 1, table A-10.

These series cover premium overtime hours of production and related workers during the pay period which includes the 12th of the month. Overtime hours are those paid for at premium rates because (1) they exceeded

either the straight-time workday or workweek or (2) they occurred on week ends or holidays or outside regularly scheduled hours. Hours for which only shift differential, hazard, incentive, or other similar types of premiums were paid are excluded.

<sup>2</sup> Preliminary.

TABLE C-6. Indexes of aggregate weekly man-hours and payrolls in industrial and construction activities<sup>1</sup>

[1957-59=100]

| Activity                                         | 1967              |                   |       |       | 1966  |       |       |       |       |       |       |       |       | Annual average |       |
|--------------------------------------------------|-------------------|-------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|----------------|-------|
|                                                  | Apr. <sup>2</sup> | Mar. <sup>2</sup> | Feb.  | Jan.  | Dec.  | Nov.  | Oct.  | Sept. | Aug.  | July  | June  | May   | Apr.  | 1966           | 1965  |
| Man-hours                                        |                   |                   |       |       |       |       |       |       |       |       |       |       |       |                |       |
| Total.....                                       | 110.3             | 109.7             | 108.8 | 111.7 | 115.6 | 117.1 | 119.6 | 120.0 | 119.6 | 117.2 | 118.8 | 114.6 | 112.2 | 115.3          | 109.1 |
| Mining.....                                      | 80.3              | 77.4              | 77.1  | 79.5  | 81.9  | 81.5  | 84.1  | 84.7  | 86.5  | 85.9  | 86.9  | 83.7  | 74.3  | 82.7           | 82.9  |
| Contract construction.....                       | 104.7             | 96.1              | 91.6  | 98.2  | 106.7 | 111.2 | 123.6 | 126.1 | 131.4 | 132.4 | 126.1 | 112.4 | 107.4 | 114.2          | 110.2 |
| Manufacturing.....                               | 112.9             | 113.8             | 113.5 | 115.8 | 119.0 | 119.9 | 120.6 | 120.7 | 119.1 | 116.0 | 119.1 | 116.5 | 114.9 | 117.2          | 110.2 |
| Durable goods.....                               | 118.9             | 120.0             | 119.8 | 122.7 | 125.9 | 126.6 | 127.2 | 126.9 | 123.2 | 121.5 | 125.8 | 123.6 | 122.1 | 123.5          | 114.1 |
| Ordnance and accessories.....                    | 168.0             | 166.8             | 165.3 | 165.0 | 162.3 | 159.3 | 154.0 | 150.9 | 145.2 | 142.5 | 141.5 | 139.3 | 134.4 | 143.4          | 113.1 |
| Lumber and wood products, except furniture.....  | 92.9              | 91.9              | 89.7  | 90.6  | 91.9  | 95.0  | 98.1  | 100.2 | 104.1 | 103.7 | 105.6 | 102.0 | 98.9  | 98.9           | 97.5  |
| Furniture and fixtures.....                      | 115.6             | 118.9             | 119.6 | 121.5 | 128.9 | 129.6 | 130.7 | 130.0 | 131.6 | 122.5 | 128.1 | 124.3 | 122.0 | 126.2          | 119.0 |
| Stone, clay, and glass products.....             | 103.5             | 102.1             | 99.6  | 102.4 | 106.3 | 109.5 | 111.7 | 113.5 | 115.4 | 114.5 | 115.2 | 112.8 | 110.9 | 110.6          | 108.1 |
| Primary metal industries.....                    | 107.7             | 109.5             | 110.8 | 114.2 | 113.6 | 114.7 | 115.3 | 117.7 | 117.3 | 116.3 | 119.2 | 116.5 | 115.8 | 115.2          | 112.9 |
| Fabricated metal products.....                   | 121.3             | 122.6             | 122.9 | 125.9 | 129.7 | 130.0 | 130.1 | 130.2 | 127.2 | 122.7 | 128.2 | 126.2 | 124.3 | 126.3          | 117.2 |
| Machinery.....                                   | 136.6             | 138.6             | 138.0 | 139.9 | 141.0 | 137.6 | 137.3 | 138.0 | 135.9 | 134.5 | 137.9 | 136.3 | 134.3 | 135.8          | 123.0 |
| Electrical equipment and supplies.....           | 138.8             | 143.1             | 144.1 | 148.5 | 152.3 | 152.7 | 153.9 | 152.1 | 148.6 | 141.9 | 146.7 | 143.3 | 141.5 | 145.8          | 125.6 |
| Transportation equipment.....                    | 111.7             | 111.2             | 111.6 | 115.7 | 122.0 | 122.6 | 122.2 | 119.4 | 103.0 | 109.3 | 116.5 | 116.4 | 117.2 | 116.2          | 106.8 |
| Instruments and related products.....            | 128.4             | 129.1             | 127.6 | 129.8 | 131.9 | 130.6 | 130.4 | 129.3 | 127.7 | 125.5 | 128.2 | 125.6 | 122.9 | 126.5          | 112.3 |
| Miscellaneous manufacturing industries.....      | 109.4             | 107.5             | 105.2 | 106.5 | 113.6 | 123.6 | 124.7 | 121.5 | 120.1 | 109.9 | 117.3 | 114.8 | 111.5 | 114.9          | 109.8 |
| Nondurable goods.....                            | 105.0             | 105.7             | 105.3 | 106.8 | 109.9 | 111.2 | 112.0 | 112.6 | 113.7 | 108.9 | 110.4 | 107.3 | 105.6 | 109.0          | 105.2 |
| Food and kindred products.....                   | 87.6              | 88.4              | 87.6  | 90.2  | 95.4  | 98.9  | 101.7 | 106.3 | 106.1 | 99.5  | 94.0  | 88.6  | 86.9  | 95.0           | 94.0  |
| Tobacco manufactures.....                        | 73.7              | 74.2              | 76.1  | 87.6  | 98.3  | 92.8  | 98.3  | 100.4 | 87.7  | 70.8  | 73.4  | 72.1  | 73.9  | 84.4           | 86.2  |
| Textile mill products.....                       | 98.2              | 98.5              | 98.2  | 100.1 | 102.7 | 104.2 | 105.0 | 105.8 | 107.2 | 103.4 | 108.4 | 106.0 | 103.4 | 104.9          | 101.5 |
| Apparel and related products.....                | 114.1             | 116.3             | 116.9 | 116.7 | 118.2 | 120.2 | 121.3 | 117.7 | 122.5 | 114.2 | 121.1 | 118.8 | 116.2 | 118.4          | 115.0 |
| Paper and allied products.....                   | 114.2             | 114.5             | 113.7 | 114.9 | 117.6 | 118.5 | 117.3 | 117.5 | 118.4 | 117.2 | 118.2 | 114.7 | 113.4 | 115.7          | 109.8 |
| Printing, publishing, and allied industries..... | 119.3             | 119.9             | 117.9 | 117.7 | 120.4 | 119.1 | 119.2 | 118.7 | 118.0 | 116.4 | 116.7 | 115.1 | 114.3 | 116.3          | 110.2 |
| Chemicals and allied products.....               | 118.2             | 116.6             | 114.8 | 115.2 | 116.7 | 117.1 | 116.6 | 116.9 | 117.9 | 116.8 | 117.9 | 116.0 | 116.1 | 115.6          | 110.1 |
| Petroleum refining and related industries.....   | 80.5              | 78.4              | 76.8  | 75.9  | 78.5  | 80.0  | 80.3  | 82.2  | 82.2  | 83.9  | 82.6  | 80.2  | 78.7  | 79.7           | 78.3  |
| Rubber and miscellaneous plastic products.....   | 145.3             | 145.6             | 146.2 | 151.0 | 154.7 | 154.9 | 153.9 | 152.1 | 149.7 | 143.6 | 147.9 | 145.8 | 143.8 | 147.9          | 135.4 |
| Leather and leather products.....                | 87.2              | 90.4              | 93.3  | 96.4  | 98.4  | 98.0  | 96.7  | 96.7  | 102.4 | 97.7  | 102.1 | 98.6  | 96.2  | 98.9           | 96.3  |
| Payrolls                                         |                   |                   |       |       |       |       |       |       |       |       |       |       |       |                |       |
| Mining.....                                      | 102.5             | 98.0              | 97.6  | 100.9 | 103.1 | 102.0 | 105.2 | 105.6 | 105.4 | 105.2 | 106.5 | 102.5 | 87.4  | 101.3          | 97.0  |
| Contract construction.....                       | 147.8             | 135.3             | 129.6 | 139.5 | 150.3 | 155.7 | 173.0 | 173.2 | 177.0 | 180.3 | 171.1 | 152.6 | 145.1 | 156.7          | 144.3 |
| Manufacturing.....                               | 149.4             | 150.1             | 149.4 | 152.1 | 155.8 | 156.4 | 156.9 | 156.9 | 156.7 | 148.6 | 152.5 | 149.0 | 146.8 | 150.4          | 136.3 |

<sup>1</sup> For comparability of data with those published in issues prior to October 1966, see footnote 1, table A-9.  
 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-10.

<sup>2</sup> Preliminary.

## D.—Consumer and Wholesale Prices

TABLE D-1. Consumer Price Index<sup>1</sup>—U.S. city average for urban wage earners and clerical workers, all items, groups, subgroups, and special groups of items

[1957-59=100 unless otherwise specified]

| Group                                            | 1967  |       |       |       | 1966  |       |       |       |       |       |       |       | Annual average |       |       |
|--------------------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|----------------|-------|-------|
|                                                  | Apr.  | Mar.  | Feb.  | Jan.  | Dec.  | Nov.  | Oct.  | Sept. | Aug.  | July  | June  | May   | Apr.           | 1966  | 1965  |
| All items                                        | 115.3 | 115.0 | 114.8 | 114.7 | 114.7 | 114.6 | 114.5 | 114.1 | 113.8 | 113.3 | 112.9 | 112.6 | 112.5          | 113.1 | 109.9 |
| All items (1947-49=100)                          | 141.5 | 141.1 | 140.9 | 140.7 | 140.7 | 140.6 | 140.5 | 140.0 | 139.6 | 139.0 | 138.5 | 138.2 | 138.0          | 138.8 | 134.8 |
| Food                                             | 113.7 | 114.2 | 114.2 | 114.7 | 114.8 | 114.8 | 115.6 | 115.6 | 115.8 | 114.3 | 113.9 | 113.5 | 114.0          | 114.2 | 108.8 |
| Food at home                                     | 110.8 | 111.5 | 111.7 | 112.3 | 112.6 | 112.8 | 113.8 | 114.0 | 114.4 | 112.7 | 112.3 | 112.0 | 112.7          | 112.6 | 107.2 |
| Cereals and bakery products                      | 118.5 | 118.6 | 118.5 | 118.8 | 118.8 | 118.8 | 118.6 | 118.3 | 118.4 | 117.3 | 114.8 | 114.7 | 114.3          | 114.1 | 115.8 |
| Meats, poultry, and fish                         | 109.0 | 110.0 | 110.7 | 110.3 | 110.9 | 111.8 | 113.8 | 114.8 | 114.5 | 114.3 | 114.2 | 113.9 | 115.6          | 114.1 | 105.1 |
| Dairy products                                   | 115.7 | 115.7 | 116.1 | 116.4 | 116.5 | 116.7 | 117.1 | 116.0 | 114.8 | 111.0 | 109.6 | 109.3 | 108.9          | 111.8 | 105.0 |
| Fruits and vegetables                            | 114.2 | 115.2 | 114.2 | 115.3 | 114.3 | 114.9 | 115.3 | 116.6 | 122.3 | 121.5 | 121.7 | 119.2 | 119.8          | 117.6 | 115.2 |
| Other foods at home <sup>2</sup>                 | 101.4 | 102.3 | 102.5 | 104.9 | 105.7 | 104.8 | 106.0 | 105.3 | 104.9 | 102.1 | 101.3 | 102.8 | 103.6          | 103.9 | 101.8 |
| Food away from home                              | 128.3 | 127.7 | 127.4 | 127.0 | 126.3 | 125.7 | 125.2 | 124.6 | 124.0 | 123.5 | 122.8 | 122.2 | 121.6          | 123.2 | 117.8 |
| Housing                                          | 113.6 | 113.3 | 113.3 | 113.0 | 113.0 | 112.6 | 112.2 | 111.8 | 111.5 | 111.3 | 111.1 | 110.7 | 110.3          | 111.1 | 108.5 |
| Shelter <sup>3</sup>                             | 116.9 | 116.6 | 116.8 | 116.5 | 116.4 | 115.8 | 115.5 | 115.0 | 114.6 | 114.4 | 114.1 | 113.5 | 113.0          | 114.1 | 110.6 |
| Rent                                             | 111.9 | 111.8 | 111.7 | 111.4 | 111.3 | 111.2 | 111.0 | 110.7 | 110.6 | 110.3 | 110.2 | 110.2 | 110.1          | 110.4 | 108.9 |
| Homeownership <sup>4</sup>                       | 119.0 | 118.6 | 118.9 | 118.7 | 118.6 | 117.8 | 117.4 | 116.8 | 116.4 | 116.2 | 115.8 | 115.0 | 114.3          | 115.7 | 111.4 |
| Fuel and utilities <sup>5</sup>                  | 108.8 | 108.7 | 108.7 | 108.6 | 108.4 | 108.3 | 108.1 | 108.0 | 107.9 | 107.9 | 108.0 | 108.2 | 108.3          | 107.7 | 107.2 |
| Fuel oil and coal <sup>6</sup>                   | 111.0 | 111.1 | 111.1 | 110.5 | 110.2 | 108.9 | 108.3 | 107.4 | 107.0 | 107.0 | 107.0 | 108.0 | 108.5          | 108.3 | 105.6 |
| Gas and electricity                              | 108.4 | 108.3 | 108.3 | 108.3 | 107.9 | 108.1 | 108.0 | 108.1 | 108.1 | 108.1 | 108.1 | 108.2 | 108.3          | 108.1 | 107.8 |
| Household furnishings and operation <sup>7</sup> | 107.7 | 107.3 | 107.0 | 106.7 | 106.1 | 106.5 | 106.1 | 105.7 | 105.2 | 105.1 | 104.8 | 104.6 | 104.4          | 105.0 | 103.1 |
| Apparel and upkeep <sup>8</sup>                  | 113.0 | 112.6 | 111.9 | 111.3 | 112.3 | 112.0 | 111.5 | 110.7 | 109.2 | 109.2 | 109.4 | 109.3 | 108.7          | 109.6 | 106.8 |
| Men's and boys'                                  | 113.5 | 112.7 | 111.8 | 111.6 | 112.6 | 112.4 | 111.5 | 111.2 | 109.9 | 109.6 | 110.1 | 109.9 | 109.6          | 110.3 | 107.4 |
| Women's and girls'                               | 108.4 | 108.2 | 107.3 | 106.4 | 108.1 | 107.8 | 107.5 | 106.3 | 103.8 | 104.6 | 104.7 | 105.0 | 104.2          | 105.1 | 103.1 |
| Footwear                                         | 124.9 | 124.2 | 123.4 | 122.9 | 122.9 | 122.8 | 122.2 | 121.3 | 120.4 | 119.8 | 119.8 | 119.0 | 118.1          | 119.6 | 112.9 |
| Transportation                                   | 115.1 | 114.2 | 113.8 | 113.4 | 113.8 | 114.5 | 114.3 | 113.3 | 113.5 | 113.5 | 112.2 | 112.0 | 112.0          | 112.7 | 111.1 |
| Private                                          | 113.2 | 112.2 | 111.8 | 111.4 | 111.7 | 112.6 | 112.3 | 111.3 | 111.6 | 111.5 | 110.7 | 110.5 | 110.5          | 111.0 | 109.7 |
| Public                                           | 130.6 | 130.5 | 130.0 | 129.8 | 129.8 | 129.6 | 129.6 | 129.5 | 129.2 | 129.1 | 122.8 | 122.1 | 122.1          | 125.8 | 121.4 |
| Health and recreation                            | 122.6 | 122.2 | 121.8 | 121.4 | 121.0 | 120.8 | 120.4 | 119.9 | 119.5 | 119.1 | 118.7 | 118.4 | 118.1          | 119.0 | 115.6 |
| Medical care                                     | 135.1 | 134.6 | 133.6 | 132.9 | 131.9 | 131.3 | 130.4 | 129.4 | 128.4 | 127.7 | 127.0 | 126.3 | 125.8          | 127.7 | 122.3 |
| Personal care                                    | 114.9 | 114.4 | 114.1 | 113.8 | 113.7 | 113.4 | 113.3 | 113.0 | 112.7 | 112.5 | 112.2 | 112.0 | 111.6          | 112.2 | 109.9 |
| Reading and recreation                           | 119.4 | 118.9 | 118.6 | 118.5 | 118.4 | 118.3 | 118.0 | 117.5 | 117.4 | 117.2 | 117.0 | 116.8 | 116.8          | 117.1 | 115.2 |
| Other goods and services <sup>9</sup>            | 116.6 | 116.4 | 116.3 | 116.2 | 115.9 | 116.0 | 115.9 | 115.7 | 115.5 | 115.3 | 114.9 | 114.7 | 114.3          | 114.9 | 111.4 |
| Special groups:                                  |       |       |       |       |       |       |       |       |       |       |       |       |                |       |       |
| All items less shelter                           | 114.8 | 114.6 | 114.3 | 114.2 | 114.3 | 114.4 | 114.3 | 113.9 | 113.6 | 113.1 | 112.6 | 112.4 | 112.4          | 112.9 | 109.6 |
| All items less food                              | 115.9 | 115.4 | 115.2 | 114.8 | 114.9 | 114.8 | 114.4 | 113.8 | 113.4 | 113.2 | 112.8 | 112.5 | 112.2          | 113.0 | 110.4 |
| Commodities <sup>10</sup>                        | 110.2 | 110.0 | 109.9 | 109.9 | 110.1 | 110.2 | 110.3 | 110.0 | 109.8 | 109.3 | 109.0 | 108.8 | 108.8          | 109.2 | 106.4 |
| Nondurables <sup>11</sup>                        | 113.0 | 112.9 | 112.7 | 112.7 | 113.0 | 112.9 | 113.1 | 112.9 | 112.5 | 111.8 | 111.5 | 111.3 | 111.4          | 111.8 | 107.9 |
| Durables <sup>10,12</sup>                        | 103.4 | 102.9 | 102.8 | 102.7 | 103.1 | 103.5 | 103.5 | 102.7 | 103.0 | 103.0 | 102.6 | 102.5 | 102.3          | 102.7 | 102.6 |
| Services <sup>10,13,14</sup>                     | 126.6 | 126.3 | 125.9 | 125.5 | 125.2 | 124.7 | 124.1 | 123.5 | 123.0 | 122.6 | 122.0 | 121.5 | 121.1          | 122.3 | 117.8 |
| Commodities less food <sup>10</sup>              | 108.4 | 107.8 | 107.6 | 107.3 | 107.7 | 107.8 | 107.6 | 107.0 | 106.6 | 106.7 | 106.4 | 106.3 | 106.0          | 106.5 | 105.1 |
| Nondurables less food                            | 112.4 | 111.8 | 111.5 | 111.0 | 111.4 | 111.3 | 110.9 | 110.5 | 109.6 | 109.7 | 109.5 | 109.3 | 109.0          | 109.7 | 107.2 |
| Apparel commodities                              | 111.9 | 111.5 | 110.7 | 110.1 | 111.2 | 110.9 | 110.4 | 109.7 | 107.9 | 108.1 | 108.3 | 108.3 | 107.6          | 108.5 | 105.8 |
| Apparel commodities less footwear                | 109.4 | 109.0 | 108.2 | 107.6 | 108.8 | 108.6 | 108.1 | 107.4 | 105.5 | 105.8 | 106.0 | 106.1 | 105.6          | 106.3 | 104.4 |
| Nondurables less food and apparel                | 112.7 | 112.0 | 111.9 | 111.6 | 111.6 | 111.5 | 111.2 | 111.0 | 110.5 | 110.6 | 110.1 | 110.0 | 109.8          | 110.3 | 108.0 |
| New cars                                         | 97.0  | 97.2  | 97.3  | 97.6  | 98.6  | 99.3  | 98.4  | 94.4  | 95.8  | 96.7  | 96.8  | 97.0  | 97.4           | 97.2  | 99.0  |
| Used cars                                        | 118.8 | 115.9 | 114.0 | 113.0 | 114.2 | 119.3 | 120.8 | 120.1 | 122.1 | 120.3 | 118.2 | 117.5 | 117.4          | 117.8 | 120.8 |
| Household durables <sup>15</sup>                 | 98.0  | 97.8  | 97.7  | 97.6  | 97.7  | 97.6  | 97.4  | 97.3  | 97.0  | 96.9  | 96.7  | 96.7  | 96.4           | 96.8  | 96.9  |
| Housefurnishings                                 | 100.6 | 100.3 | 100.0 | 99.7  | 100.0 | 99.9  | 99.5  | 99.3  | 98.9  | 98.8  | 98.6  | 98.5  | 98.3           | 98.8  | 97.9  |
| Services less rent <sup>10,13</sup>              | 130.0 | 129.5 | 129.2 | 128.8 | 128.3 | 127.7 | 127.1 | 126.5 | 125.9 | 125.5 | 124.8 | 124.1 | 123.6          | 125.0 | 120.0 |
| Household services less rent <sup>10</sup>       | 126.0 | 125.6 | 125.5 | 125.1 | 124.9 | 124.2 | 123.5 | 123.0 | 122.4 | 122.1 | 121.7 | 120.9 | 120.2          | 121.5 | 117.0 |
| Transportation services                          | 127.6 | 127.4 | 127.2 | 126.9 | 126.5 | 126.1 | 125.9 | 125.5 | 125.3 | 125.0 | 123.2 | 123.0 | 123.0          | 124.3 | 119.3 |
| Medical care services                            | 143.6 | 142.9 | 141.6 | 140.6 | 139.4 | 138.6 | 137.4 | 136.2 | 134.7 | 133.9 | 133.0 | 132.1 | 131.4          | 133.9 | 127.1 |
| Other services <sup>10,16</sup>                  | 130.3 | 129.7 | 129.4 | 129.1 | 128.9 | 128.5 | 128.2 | 127.5 | 127.1 | 126.7 | 126.4 | 125.9 | 125.5          | 126.5 | 121.8 |

<sup>1</sup> 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 was 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.

<sup>2</sup> Includes eggs, fats and oils, sugar and sweets, nonalcoholic beverages, and prepared and partially prepared foods.

<sup>3</sup> Also includes hotel and motel room rates not shown separately.

<sup>4</sup> Includes home purchase, mortgage interest, taxes, insurance, and maintenance and repairs.

<sup>5</sup> Also includes telephone, water, and sewerage service not shown separately.

<sup>6</sup> Called "Solid and petroleum fuels" prior to 1964.

<sup>7</sup> Includes housefurnishings and housekeeping supplies and services.

<sup>8</sup> Includes dry cleaning and laundry of apparel, infants' wear, sewing materials, jewelry, and miscellaneous apparel, not shown separately.

<sup>9</sup> Includes tobacco, alcoholic beverages, and funeral, legal, and bank service charges.

<sup>10</sup> Recalculated group—indexes prior to January 1964 have been recomputed.

<sup>11</sup> Includes foods, paint, furnace filters, shrubbery, fuel oil, coal, household textiles, housekeeping supplies, apparel, gasoline and motor oil, drugs and

pharmaceuticals, toilet goods, nondurable recreational goods, newspapers, magazines, books, tobacco, and alcoholic beverages.

<sup>12</sup> Includes home purchase, which was classified under services prior to 1964, building materials, furniture and bedding, floor coverings, household appliances, dinnerware, tableware, cleaning equipment, power tools, lamps, venetian blinds, hardware, automobiles, tires, radios, television sets, tape recorders, durable toys, and sports equipment.

<sup>13</sup> Excludes home purchase costs which were classified under this heading prior to 1964.

<sup>14</sup> Includes rent, mortgage interest, taxes and insurance on real property, home maintenance and repair services, gas, electricity, telephone, water, sewerage service, household help, postage, laundry and dry cleaning, furniture and apparel repair and upkeep, moving, auto repairs, auto insurance, registration and license fees, parking and garage rent, local transit, taxicab, airplane, train, and bus fares, professional medical services, hospital services, health insurance, barber and beauty shop services, movies, fees for sports, television repairs, and funeral, bank, and legal services.

<sup>15</sup> Called "Durable less cars" prior to 1964. Does not include auto parts, durable toys, and sports equipment.

<sup>16</sup> Includes the services components of apparel, personal care, reading and recreation, and other goods and services. Not comparable with series published prior to 1964.

TABLE D-2. Consumer Price Index<sup>1</sup>—U.S. city average for urban wage earners and clerical workers, selected groups, subgroups, and special groups of items, seasonally adjusted<sup>2</sup>

[1957-59=100 unless otherwise specified]

| Group                                    | 1967  |       |       |       | 1966  |       |       |       |       |       |       |       |       |  |
|------------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--|
|                                          | Apr.  | Mar.  | Feb.  | Jan.  | Dec.  | Nov.  | Oct.  | Sept. | Aug.  | July  | June  | May   | Apr.  |  |
| Food.....                                | 113.9 | 114.3 | 114.0 | 114.9 | 115.3 | 115.3 | 115.8 | 115.3 | 115.5 | 113.2 | 114.0 | 114.0 | 114.3 |  |
| Food at home.....                        | 110.9 | 111.6 | 111.4 | 112.5 | 113.1 | 113.4 | 114.0 | 113.7 | 113.9 | 111.3 | 112.4 | 112.6 | 113.2 |  |
| Meats, poultry, and fish.....            | 110.0 | 110.4 | 110.4 | 110.4 | 111.3 | 111.5 | 112.8 | 112.4 | 112.9 | 114.1 | 115.9 | 116.0 | 117.1 |  |
| Dairy products.....                      | 116.3 | 115.6 | 115.9 | 115.8 | 115.9 | 116.1 | 116.5 | 115.8 | 114.9 | 111.6 | 110.7 | 110.2 | 109.4 |  |
| Fruits and vegetables.....               | 112.1 | 114.7 | 114.4 | 118.5 | 117.6 | 119.6 | 120.9 | 121.0 | 121.4 | 113.9 | 115.8 | 115.3 | 117.7 |  |
| Other foods at home.....                 | 101.9 | 102.8 | 102.3 | 104.4 | 104.9 | 104.1 | 104.5 | 103.8 | 105.1 | 102.9 | 102.9 | 104.0 | 104.5 |  |
| Fuel and utilities <sup>3</sup> .....    | 108.7 | 108.4 | 108.7 | 108.2 | 108.0 | 108.1 | 108.0 | 108.2 | 108.4 | 108.4 | 108.4 | 108.5 | 108.2 |  |
| Fuel oil and coal <sup>4</sup> .....     | 110.3 | 109.4 | 108.9 | 108.3 | 108.3 | 108.3 | 108.5 | 108.8 | 109.2 | 109.3 | 109.2 | 109.5 | 107.7 |  |
| Apparel and upkeep <sup>5</sup> .....    | 113.1 | 112.9 | 112.3 | 111.9 | 111.7 | 111.3 | 110.8 | 110.5 | 109.6 | 109.6 | 109.5 | 109.4 | 108.8 |  |
| Men's and boys'.....                     | 113.6 | 113.2 | 112.2 | 111.9 | 111.9 | 111.7 | 111.1 | 111.0 | 110.2 | 109.9 | 110.2 | 109.9 | 109.7 |  |
| Women's and girls'.....                  | 108.7 | 108.6 | 107.9 | 107.5 | 107.1 | 107.5 | 106.3 | 105.8 | 104.5 | 105.1 | 105.0 | 105.4 | 104.5 |  |
| Footwear.....                            | 124.8 | 124.3 | 123.5 | 123.0 | 122.5 | 122.3 | 122.0 | 121.3 | 120.6 | 120.2 | 119.9 | 119.0 | 118.1 |  |
| Transportation.....                      | 115.3 | 114.5 | 114.3 | 113.2 | 113.3 | 114.0 | 114.1 | 113.5 | 113.5 | 113.4 | 112.3 | 112.0 | 112.3 |  |
| Private.....                             | 113.4 | 112.7 | 112.2 | 111.3 | 111.4 | 112.0 | 112.0 | 111.5 | 111.6 | 111.4 | 110.8 | 110.5 | 110.8 |  |
| Special groups:                          |       |       |       |       |       |       |       |       |       |       |       |       |       |  |
| Commodities <sup>6</sup> .....           | 110.3 | 110.1 | 110.0 | 110.1 | 110.1 | 110.1 | 110.2 | 109.9 | 109.8 | 109.1 | 108.9 | 109.0 | 109.0 |  |
| Nondurables.....                         | 113.1 | 113.0 | 112.7 | 112.9 | 113.1 | 112.9 | 113.0 | 112.8 | 112.4 | 111.4 | 111.5 | 111.6 | 111.6 |  |
| Durables <sup>7</sup> .....              | 103.4 | 103.0 | 103.0 | 102.7 | 102.9 | 103.1 | 103.3 | 102.9 | 103.2 | 103.1 | 102.6 | 102.5 | 102.3 |  |
| Commodities less food <sup>6</sup> ..... | 108.4 | 108.0 | 107.9 | 107.4 | 107.4 | 107.4 | 107.3 | 107.0 | 106.9 | 106.8 | 106.5 | 106.4 | 106.0 |  |
| Nondurables less food.....               | 112.5 | 112.0 | 111.8 | 111.1 | 111.1 | 111.0 | 110.6 | 110.3 | 109.8 | 109.9 | 109.6 | 109.4 | 109.1 |  |
| Apparel commodities.....                 | 112.1 | 111.9 | 111.3 | 110.8 | 110.5 | 110.0 | 109.5 | 109.5 | 108.4 | 108.3 | 108.4 | 108.4 | 107.8 |  |
| Apparel commodities less footwear.....   | 109.6 | 109.4 | 108.9 | 108.4 | 108.0 | 107.6 | 107.2 | 107.1 | 106.0 | 106.1 | 106.2 | 106.3 | 105.9 |  |
| New cars.....                            | 96.8  | 97.1  | 96.9  | 96.9  | 97.5  | 97.4  | 97.9  | 96.2  | 97.1  | 97.9  | 97.4  | 97.4  | 97.4  |  |
| Used cars.....                           | 119.4 | 117.9 | 117.2 | 115.1 | 114.0 | 118.0 | 119.6 | 118.7 | 120.8 | 118.6 | 116.8 | 117.6 | 118.2 |  |
| Housefurnishings.....                    | 100.4 | 100.2 | 100.2 | 100.0 | 100.0 | 99.8  | 99.5  | 99.3  | 99.2  | 98.9  | 98.4  | 98.4  | 98.0  |  |

<sup>1</sup> See footnote 1, table D-1.<sup>2</sup> 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 BLSSeasonal Factor Method using data for 1956-66. These factors will be updated at the end of each calendar year. A detailed description of the BLS Seasonal Factor Method is provided in appendix A, *BLS Handbook of Methods for Surveys and Studies* (BLS Bulletin 1458, 1966).<sup>3</sup> See footnote 5, table D-1.<sup>4</sup> See footnote 6, table D-1.<sup>5</sup> See footnote 8, table D-1.<sup>6</sup> See footnote 10, table D-1.<sup>7</sup> See footnote 12, table D-1.

TABLE D-3. Consumer Price Index—U.S. and selected areas for urban wage earners and clerical workers <sup>1</sup>

[1957-59=100 unless otherwise specified]

| Area <sup>2</sup>                      | 1967             |                  |                  |                  | 1966             |                  |                  |                  |                  |                  |                  |                  | Annual average   |       | 1947-49=100 |                  |
|----------------------------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|-------|-------------|------------------|
|                                        | Apr.             | Mar.             | Feb.             | Jan.             | Dec.             | Nov.             | Oct.             | Sept.            | Aug.             | July             | June             | May              | Apr.             | 1966  | 1965        | Apr. 1967        |
|                                        | All items        |                  |                  |                  |                  |                  |                  |                  |                  |                  |                  |                  |                  |       |             |                  |
| U.S. city average <sup>3</sup> .....   | 115.3            | 115.0            | 114.8            | 114.7            | 114.7            | 114.6            | 114.5            | 114.1            | 113.8            | 113.3            | 112.9            | 112.6            | 112.5            | 113.1 | 109.9       | 141.5            |
| Atlanta, Ga.....                       | 118.8            | 114.0            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 113.3            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 112.8            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 111.1            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 111.5 | 108.1       | ( <sup>4</sup> ) |
| Baltimore, Md.....                     | ( <sup>4</sup> ) | 114.8            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 114.5            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 114.3            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 113.4            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 113.4 | 109.6       | ( <sup>4</sup> ) |
| Boston, Mass.....                      | ( <sup>4</sup> ) | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 118.6            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 118.5            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 117.1            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 116.8            | 117.0 | 113.2       | 147.2            |
| Buffalo, N.Y. (Nov. 1963=100).....     | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 108.5            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 108.0            | ( <sup>4</sup> ) | 107.7            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 106.6            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 107.0 | 103.5       | -----            |
| Chicago, Ill.—Northwestern Ind.....    | 112.2            | 112.3            | 112.2            | 111.8            | 112.2            | 111.9            | 112.0            | 111.9            | 111.4            | 110.5            | 110.6            | 110.2            | 109.9            | 110.7 | 107.6       | 141.5            |
| Cincinnati, Ohio—Kentucky.....         | ( <sup>4</sup> ) | 111.6            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 111.2            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 111.7            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 110.2            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 110.3 | 107.2       | ( <sup>4</sup> ) |
| Cleveland, Ohio.....                   | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 111.5            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 110.9            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 110.2            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 109.7            | ( <sup>4</sup> ) | 109.7 | 106.9       | ( <sup>4</sup> ) |
| Dallas, Tex. (Nov. 1963=100).....      | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 107.0            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 106.5            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 105.6            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 104.6            | ( <sup>4</sup> ) | 105.0 | 101.4       | -----            |
| Detroit, Mich.....                     | 114.6            | 114.3            | 113.5            | 113.3            | 113.3            | 112.7            | 112.6            | 112.1            | 111.9            | 111.3            | 111.2            | 110.6            | 110.2            | 111.1 | 106.4       | 141.3            |
| Honolulu, Hawaii (Dec. 1963=100).....  | ( <sup>4</sup> ) | 106.7            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 106.6            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 105.6            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 104.6            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 105.1 | 102.1       | -----            |
| Houston, Tex.....                      | 113.6            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 113.0            | ( <sup>4</sup> ) | 112.4            | ( <sup>4</sup> ) | 111.6            | ( <sup>4</sup> ) | 111.6            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 110.9            | 111.5 | 108.5       | 140.0            |
| Kansas City, Mo.—Kansas.....           | ( <sup>4</sup> ) | 117.9            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 117.3            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 117.1            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 116.5            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 116.3 | 113.3       | ( <sup>4</sup> ) |
| Los Angeles—Long Beach, Calif.....     | 116.3            | 115.4            | 115.7            | 115.8            | 116.3            | 116.3            | 115.9            | 115.7            | 114.6            | 115.0            | 114.5            | 114.2            | 114.3            | 114.7 | 112.5       | 145.0            |
| Milwaukee, Wis.....                    | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 111.4            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 111.6            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 111.5            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 110.1            | ( <sup>4</sup> ) | 110.6 | 108.2       | ( <sup>4</sup> ) |
| Minneapolis—St. Paul, Minn.....        | 114.2            | ( <sup>4</sup> ) | 113.4            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 113.4            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 112.0            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 111.8            | 112.2 | 109.5       | 141.3            |
| New York, N.Y.—Northeastern N.J.....   | 118.2            | 118.2            | 118.0            | 117.5            | 117.6            | 117.7            | 117.8            | 117.3            | 116.7            | 116.3            | 115.3            | 115.2            | 115.2            | 116.0 | 112.2       | 142.4            |
| Philadelphia, Pa.—N.J.....             | 115.8            | 115.5            | 115.3            | 115.0            | 115.3            | 115.0            | 114.7            | 114.5            | 113.7            | 113.4            | 113.4            | 113.1            | 113.2            | 113.7 | 110.6       | 142.2            |
| Pittsburgh, Pa.....                    | 114.2            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 114.0            | ( <sup>4</sup> ) | 114.1            | ( <sup>4</sup> ) | 112.8            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 113.0            | 113.0 | 110.2       | 140.7            |
| Portland, Oreg.—Wash.....              | 117.4            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 117.1            | ( <sup>4</sup> ) | 116.6            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 115.5            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 114.7            | 115.3 | 111.8       | 145.5            |
| St. Louis, Mo.—Ill.....                | ( <sup>4</sup> ) | 115.5            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 114.9            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 114.7            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 113.6            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 113.5 | 109.9       | ( <sup>4</sup> ) |
| San Diego, Calif. (Feb. 1965=100)..... | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 103.7            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 103.5            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 102.0            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 101.6            | ( <sup>4</sup> ) | 102.1 | 100.1       | ( <sup>4</sup> ) |
| San Francisco—Oakland, Calif.....      | ( <sup>4</sup> ) | 117.1            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 117.2            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 116.4            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 115.2            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 115.6 | 112.7       | ( <sup>4</sup> ) |
| Scranton, Pa. <sup>5</sup> .....       | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 116.2            | ( <sup>4</sup> ) | 116.2            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 115.5            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 114.1            | ( <sup>4</sup> ) | 114.9 | 111.0       | ( <sup>4</sup> ) |
| Seattle, Wash.....                     | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 115.9            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 115.6            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 114.5            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 113.7            | ( <sup>4</sup> ) | 114.1 | 111.0       | ( <sup>4</sup> ) |
| Washington, D.C.—Md.—Va.....           | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 115.1            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 114.6            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 114.0            | ( <sup>4</sup> ) | ( <sup>4</sup> ) | 112.8            | ( <sup>4</sup> ) | 113.3 | 109.6       | ( <sup>4</sup> ) |
|                                        | Food             |                  |                  |                  |                  |                  |                  |                  |                  |                  |                  |                  |                  |       |             |                  |
| U.S. city average <sup>3</sup> .....   | 113.7            | 114.2            | 114.2            | 114.7            | 114.8            | 114.8            | 115.6            | 115.6            | 115.8            | 114.3            | 113.9            | 113.5            | 114.0            | 114.2 | 108.8       | -----            |
| Atlanta, Ga.....                       | 112.9            | 113.6            | 113.5            | 114.1            | 113.8            | 114.0            | 114.7            | 114.2            | 114.0            | 112.5            | 112.4            | 112.0            | 112.8            | 112.9 | 107.4       | -----            |
| Baltimore, Md.....                     | 114.8            | 114.9            | 115.2            | 115.3            | 116.0            | 115.9            | 116.7            | 117.9            | 117.4            | 116.2            | 115.9            | 115.3            | 116.3            | 115.9 | 109.3       | -----            |
| Boston, Mass.....                      | 117.7            | 118.4            | 118.2            | 119.0            | 118.8            | 118.5            | 119.3            | 119.3            | 118.9            | 117.0            | 115.7            | 115.3            | 116.6            | 117.0 | 112.5       | -----            |
| Buffalo, N.Y. (Nov. 1963=100).....     | 108.9            | 109.4            | 109.3            | 109.7            | 109.3            | 109.7            | 109.7            | 109.9            | 110.5            | 108.8            | 108.5            | 108.0            | 109.2            | 108.8 | 104.1       | -----            |
| Chicago, Ill.—Northwestern Ind.....    | 113.1            | 114.1            | 114.7            | 114.1            | 114.7            | 114.7            | 115.4            | 116.3            | 116.8            | 114.1            | 114.3            | 113.6            | 114.2            | 114.6 | 108.8       | -----            |
| Cincinnati, Ohio—Kentucky.....         | 111.3            | 111.4            | 111.2            | 111.5            | 111.7            | 112.4            | 113.6            | 113.4            | 113.9            | 112.1            | 111.6            | 110.7            | 111.2            | 111.8 | 106.2       | -----            |
| Cleveland, Ohio.....                   | 109.6            | 110.3            | 110.0            | 110.9            | 111.5            | 111.8            | 112.1            | 112.4            | 113.1            | 111.1            | 111.1            | 110.0            | 110.3            | 110.9 | 104.8       | -----            |
| Dallas, Tex. (Nov. 1963=100).....      | 107.9            | 108.9            | 109.8            | 110.5            | 110.9            | 111.0            | 111.1            | 111.6            | 110.1            | 109.4            | 109.4            | 110.2            | 110.0            | 103.9 | -----       |                  |
| Detroit, Mich.....                     | 112.6            | 113.2            | 112.7            | 113.0            | 113.1            | 113.1            | 113.5            | 113.7            | 114.4            | 112.8            | 112.0            | 111.5            | 111.6            | 112.2 | 105.0       | -----            |
| Honolulu, Hawaii (Dec. 1963=100).....  | 108.0            | 108.3            | 107.7            | 108.1            | 108.0            | 108.7            | 108.4            | 107.3            | 106.6            | 106.5            | 106.6            | 106.2            | 106.6            | 107.0 | 103.5       | -----            |
| Houston, Tex.....                      | 115.5            | 115.7            | 116.0            | 116.6            | 116.9            | 116.6            | 117.0            | 117.0            | 117.0            | 115.8            | 114.4            | 114.1            | 114.8            | 115.4 | 109.2       | -----            |
| Kansas City, Mo.—Kansas.....           | 116.0            | 116.6            | 117.2            | 118.0            | 117.8            | 117.5            | 118.7            | 119.0            | 118.1            | 117.1            | 116.9            | 116.0            | 116.5            | 117.2 | 111.3       | -----            |
| Los Angeles—Long Beach, Calif.....     | 112.4            | 112.5            | 112.8            | 113.7            | 114.0            | 113.7            | 114.2            | 113.7            | 113.8            | 112.8            | 112.4            | 113.0            | 113.5            | 113.3 | 110.7       | -----            |
| Milwaukee, Wis.....                    | -----            | -----            | 112.8            | -----            | -----            | 114.3            | -----            | -----            | 116.2            | -----            | -----            | 113.5            | -----            | 114.0 | 107.7       | -----            |
| Minneapolis—St. Paul, Minn.....        | 112.2            | 112.5            | 112.5            | 113.0            | 112.9            | 112.6            | 114.2            | 113.4            | 113.3            | 112.3            | 111.6            | 111.7            | 112.4            | 112.4 | 107.1       | -----            |
| New York, N.Y.—Northeastern N.J.....   | 114.4            | 114.9            | 115.0            | 115.5            | 115.3            | 115.7            | 116.5            | 116.3            | 116.4            | 115.1            | 114.5            | 114.4            | 115.0            | 115.1 | 109.8       | -----            |
| Philadelphia, Pa.—N.J.....             | 113.0            | 113.1            | 113.6            | 113.7            | 114.0            | 113.5            | 114.5            | 114.9            | 113.2            | 112.9            | 112.5            | 113.4            | 113.1            | 113.1 | 107.2       | -----            |
| Pittsburgh, Pa.....                    | 109.5            | 109.7            | 110.2            | 111.3            | 111.2            | 111.4            | 112.8            | 112.8            | 112.8            | 111.6            | 111.4            | 111.5            | 112.8            | 111.8 | 107.5       | -----            |
| Portland, Oreg.—Wash.....              | 114.1            | -----            | 116.0            | 115.7            | 115.6            | 116.0            | 115.6            | 116.1            | 115.6            | 114.7            | 115.5            | 114.7            | 114.0            | 114.7 | 109.5       | -----            |
| St. Louis, Mo.—Ill.....                | 117.2            | 118.1            | 118.5            | 119.3            | 119.2            | 118.6            | 119.7            | 119.4            | 119.8            | 118.1            | 117.2            | 117.0            | 117.1            | 117.8 | 111.5       | -----            |
| San Diego, Calif. (Feb. 1965=100)..... | -----            | -----            | 105.9            | -----            | -----            | 106.6            | -----            | -----            | 106.8            | -----            | -----            | 106.3            | -----            | 106.5 | 102.7       | -----            |
| San Francisco—Oakland, Calif.....      | 113.0            | 113.2            | 113.3            | 114.4            | 114.4            | 115.1            | 115.0            | 114.7            | 114.2            | 113.6            | 113.6            | 113.9            | 114.7            | 114.2 | 110.2       | -----            |
| Scranton, Pa. <sup>5</sup> .....       | -----            | -----            | 112.1            | 112.6            | 113.1            | 113.2            | 113.8            | 113.7            | 113.7            | 112.6            | 112.5            | 112.1            | 113.1            | 112.8 | 107.7       | -----            |
| Seattle, Wash.....                     | 113.1            | 113.3            | 113.5            | 114.0            | 114.3            | 114.7            | 115.1            | 115.2            | 114.9            | 114.1            | 114.3            | 114.4            | 114.0            | 114.1 | 110.3       | -----            |
| Washington, D.C.—Md.—Va.....           | 114.8            | 115.3            | 114.7            | 114.7            | 114.7            | 113.5            | 115.1            | 115.6            | 115.8            | 114.3            | 114.1            | 113.6            | 114.2            | 114.0 | 108.4       | -----            |

<sup>1</sup> See footnote 1, table D-1. Indexes measure time-to-time changes in prices. They do not indicate whether it costs more to live in one area than in another.

<sup>2</sup> The areas listed include 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.

<sup>3</sup> Average of 56 "cities" (metropolitan areas and nonmetropolitan urban places) beginning January 1966.

<sup>4</sup> All items indexes are computed monthly for 5 areas and once every 3 months on a rotating cycle for other areas.

<sup>5</sup> Old series.

TABLE D-4. Indexes of wholesale prices,<sup>1</sup> by group and subgroup of commodities[1957-59=100, unless otherwise specified]<sup>2</sup>

| Commodity group                              | 1967  |       |       |       |       | 1966  |       |       |       |       |       |       | Annual average |       |       |
|----------------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|----------------|-------|-------|
|                                              | Apr.  | Mar.  | Feb.  | Jan.  | Dec.  | Nov.  | Oct.  | Sept. | Aug.  | July  | June  | May   | Apr.           | 1966  | 1965  |
| All commodities                              | 105.3 | 105.7 | 106.0 | 106.2 | 105.9 | 105.9 | 106.2 | 106.8 | 106.8 | 106.4 | 105.7 | 105.6 | 105.5          | 105.9 | 102.5 |
| Farm products and processed foods and feeds  | 103.4 | 104.6 | 105.7 | 107.0 | 106.7 | 107.1 | 108.8 | 111.5 | 111.3 | 109.9 | 107.7 | 107.9 | 108.7          | 108.9 | 102.1 |
| Farm products                                | 97.6  | 99.6  | 101.0 | 102.6 | 101.8 | 102.5 | 104.4 | 108.7 | 108.1 | 107.8 | 104.2 | 104.5 | 106.4          | 105.6 | 98.4  |
| Fresh and dried fruits and vegetables        | 99.6  | 98.4  | 104.5 | 101.8 | 101.3 | 104.2 | 97.9  | 110.4 | 97.7  | 107.0 | 99.7  | 103.3 | 111.0          | 102.5 | 101.8 |
| Grains                                       | 98.3  | 99.9  | 95.8  | 100.7 | 101.5 | 98.0  | 98.9  | 104.6 | 105.6 | 103.1 | 94.9  | 93.6  | 91.2           | 97.3  | 89.6  |
| Livestock                                    | 94.0  | 97.4  | 99.5  | 101.4 | 97.9  | 98.4  | 106.5 | 109.2 | 112.0 | 108.7 | 110.1 | 111.5 | 114.7          | 110.0 | 100.5 |
| Live poultry                                 | 89.0  | 90.8  | 97.1  | 88.1  | 77.2  | 85.1  | 83.1  | 87.5  | 89.8  | 94.2  | 95.6  | 101.3 | 95.1           | 91.4  | 87.2  |
| Plant and animal fibers                      | 69.9  | 70.3  | 70.2  | 70.8  | 71.0  | 70.9  | 71.4  | 71.7  | 72.3  | 90.5  | 90.3  | 90.3  | 89.9           | 82.3  | 91.1  |
| Fluid milk                                   | 119.1 | 119.0 | 122.9 | 123.4 | 124.0 | 124.4 | 125.8 | 125.4 | 124.1 | 119.3 | 112.6 | 111.0 | 111.9          | 117.6 | 103.5 |
| Eggs                                         | 77.0  | 90.8  | 84.0  | 100.0 | 109.0 | 121.8 | 114.7 | 128.0 | 108.6 | 98.5  | 90.9  | 86.9  | 101.8          | 107.9 | 93.5  |
| Hay, hayseeds, and oilseeds                  | 118.4 | 120.5 | 120.3 | 123.5 | 124.5 | 122.9 | 121.5 | 126.3 | 139.2 | 135.2 | 122.6 | 120.2 | 116.9          | 122.9 | 112.9 |
| Other farm products                          | 99.2  | 99.5  | 100.5 | 99.6  | 100.5 | 98.7  | 100.8 | 102.3 | 102.5 | 101.3 | 101.1 | 101.4 | 102.5          | 101.5 | 97.6  |
| Processed foods and feeds                    | 110.0 | 110.6 | 111.7 | 112.8 | 112.8 | 112.6 | 113.9 | 115.5 | 115.7 | 113.8 | 112.0 | 111.8 | 111.5          | 113.0 | 106.7 |
| Cereal and bakery products                   | 117.2 | 117.5 | 117.3 | 117.6 | 118.0 | 118.7 | 118.7 | 118.9 | 118.9 | 115.5 | 114.0 | 113.0 | 112.6          | 115.4 | 109.0 |
| Meats, poultry, and fish                     | 100.6 | 101.7 | 104.7 | 105.4 | 104.4 | 104.2 | 108.1 | 112.2 | 111.1 | 110.0 | 109.9 | 110.9 | 110.9          | 112.0 | 101.0 |
| Dairy products                               | 120.1 | 120.7 | 121.2 | 121.8 | 122.3 | 122.6 | 124.5 | 124.2 | 124.0 | 119.8 | 116.5 | 114.9 | 114.8          | 118.5 | 108.5 |
| Processed fruits and vegetables              | 104.3 | 104.2 | 104.3 | 105.8 | 105.8 | 105.9 | 105.7 | 103.7 | 102.3 | 104.5 | 104.9 | 105.4 | 104.8          | 104.8 | 102.1 |
| Sugar and confectionery                      | 111.8 | 112.5 | 112.6 | 113.0 | 112.6 | 112.1 | 111.6 | 111.4 | 110.9 | 109.8 | 109.4 | 109.3 | 109.3          | 110.5 | 109.0 |
| Beverages and beverage materials             | 105.9 | 105.6 | 105.9 | 105.8 | 105.6 | 105.6 | 105.6 | 105.6 | 106.4 | 106.3 | 106.1 | 105.7 | 105.7          | 105.8 | 105.7 |
| Animal fats and oils                         | 91.5  | 89.6  | 92.0  | 94.9  | 97.5  | 105.6 | 108.9 | 115.9 | 120.9 | 106.3 | 105.8 | 107.7 | 115.2          | 113.1 | 113.4 |
| Crude vegetable oils                         | 93.8  | 94.2  | 94.1  | 94.1  | 98.1  | 99.2  | 100.1 | 112.4 | 127.5 | 113.0 | 105.6 | 105.6 | 106.7          | 107.2 | 100.9 |
| Refined vegetable oils                       | 96.8  | 96.9  | 96.7  | 93.0  | 101.2 | 102.2 | 97.0  | 107.6 | 118.4 | 109.8 | 104.7 | 108.5 | 111.3          | 108.7 | 97.0  |
| Vegetable oil end products                   | 101.6 | 101.8 | 103.5 | 106.3 | 106.3 | 106.8 | 108.2 | 110.4 | 108.7 | 103.8 | 101.9 | 101.9 | 102.5          | 104.6 | 101.2 |
| Miscellaneous processed foods                | 112.9 | 112.0 | 111.5 | 112.6 | 113.7 | 114.6 | 115.1 | 114.2 | 114.1 | 114.0 | 112.5 | 113.1 | 114.0          | 114.0 | 113.6 |
| Manufactured animal feeds                    | 122.9 | 124.8 | 125.9 | 132.1 | 132.0 | 128.4 | 128.1 | 132.3 | 133.6 | 132.6 | 124.1 | 123.1 | 119.2          | 126.6 | 116.3 |
| All commodities except farm products         | 106.2 | 106.3 | 106.5 | 106.5 | 106.3 | 106.3 | 106.4 | 106.6 | 106.6 | 106.2 | 105.8 | 105.7 | 105.3          | 105.8 | 102.9 |
| Industrial commodities                       | 106.0 | 106.0 | 106.0 | 105.8 | 105.5 | 105.5 | 105.3 | 105.2 | 105.2 | 105.2 | 104.9 | 104.7 | 104.3          | 104.7 | 102.5 |
| Textile products and apparel                 | 101.8 | 101.8 | 102.0 | 102.0 | 101.8 | 102.1 | 102.2 | 102.2 | 102.4 | 102.4 | 102.2 | 102.2 | 102.2          | 102.1 | 101.8 |
| Cotton products                              | 100.8 | 101.3 | 101.8 | 102.5 | 102.7 | 103.0 | 103.3 | 103.1 | 103.3 | 103.0 | 102.8 | 102.6 | 102.3          | 102.5 | 100.2 |
| Wool products                                | 102.9 | 104.0 | 104.7 | 104.7 | 104.8 | 105.1 | 105.6 | 106.1 | 106.6 | 106.7 | 106.5 | 106.4 | 106.3          | 106.0 | 104.3 |
| Manmade fiber textile products               | 86.8  | 86.9  | 87.1  | 87.1  | 86.9  | 87.7  | 88.1  | 88.6  | 89.6  | 90.1  | 90.0  | 89.9  | 90.5           | 89.5  | 95.0  |
| Silk yarns                                   | 164.5 | 164.1 | 164.1 | 166.1 | 163.2 | 161.1 | 161.1 | 158.6 | 156.7 | 152.1 | 143.8 | 140.9 | 151.6          | 153.6 | 134.3 |
| Apparel                                      | 106.2 | 106.0 | 105.9 | 105.3 | 105.4 | 105.5 | 105.3 | 105.1 | 105.2 | 105.0 | 104.8 | 104.9 | 104.7          | 105.0 | 103.7 |
| Textile housefurnishings                     | 105.2 | 105.1 | 105.3 | 105.3 | 105.3 | 105.3 | 105.2 | 105.1 | 104.3 | 104.3 | 104.1 | 104.1 | 104.0          | 104.4 | 103.1 |
| Miscellaneous textile products               | 119.4 | 120.8 | 121.0 | 120.5 | 119.7 | 119.1 | 118.8 | 120.3 | 121.2 | 123.3 | 124.1 | 124.7 | 125.1          | 122.6 | 123.0 |
| Hides, skins, leather, and related products  | 116.0 | 117.0 | 118.0 | 117.9 | 117.3 | 117.5 | 118.7 | 119.9 | 121.2 | 122.7 | 122.2 | 122.8 | 120.6          | 119.7 | 109.2 |
| Hides and skins                              | 91.3  | 99.6  | 107.8 | 110.1 | 109.2 | 114.3 | 120.8 | 134.2 | 141.2 | 156.4 | 161.0 | 163.0 | 148.8          | 140.8 | 111.2 |
| Leather                                      | 112.9 | 114.6 | 116.3 | 116.9 | 116.2 | 114.1 | 117.5 | 121.8 | 124.9 | 126.0 | 126.6 | 125.1 | 122.4          | 121.1 | 108.1 |
| Footwear                                     | 121.5 | 121.7 | 121.6 | 120.9 | 120.3 | 120.1 | 120.1 | 119.1 | 119.1 | 119.0 | 118.9 | 118.9 | 118.2          | 118.2 | 110.7 |
| Other leather and related products           | 114.5 | 114.4 | 114.6 | 114.5 | 114.2 | 115.1 | 115.6 | 115.1 | 116.0 | 116.6 | 115.7 | 115.4 | 114.4          | 114.4 | 106.1 |
| Fuels and related products, and power        | 103.3 | 103.7 | 103.4 | 102.6 | 102.4 | 102.7 | 102.6 | 102.2 | 102.0 | 101.4 | 101.5 | 100.4 | 100.0          | 101.3 | 98.9  |
| Coal                                         | 102.7 | 102.2 | 102.3 | 102.3 | 102.4 | 101.9 | 100.6 | 99.6  | 98.5  | 97.6  | 97.2  | 96.9  | 94.9           | 98.6  | 96.5  |
| Coke                                         | 112.0 | 112.0 | 112.0 | 112.0 | 112.0 | 112.0 | 112.0 | 112.0 | 112.0 | 112.0 | 109.4 | 107.3 | 107.3          | 109.8 | 107.3 |
| Gas fuels (Jan. 1958=100)                    | 134.8 | 134.6 | 134.5 | 134.6 | 132.0 | 130.6 | 130.7 | 129.2 | 128.9 | 128.3 | 128.5 | 128.3 | 129.2          | 129.3 | 124.1 |
| Electric power (Jan. 1958=100)               | 100.6 | 100.6 | 100.6 | 100.6 | 100.6 | 100.3 | 100.2 | 100.3 | 100.3 | 100.3 | 100.2 | 100.2 | 100.3          | 100.3 | 100.8 |
| Crude petroleum                              | 98.3  | 98.3  | 98.2  | 98.2  | 98.1  | 98.1  | 98.1  | 97.7  | 97.7  | 97.5  | 97.4  | 97.2  | 97.0           | 97.5  | 96.8  |
| Petroleum products, refined                  | 101.7 | 102.4 | 101.9 | 100.3 | 100.2 | 101.3 | 101.3 | 101.0 | 100.7 | 99.9  | 100.2 | 98.4  | 97.7           | 99.5  | 95.9  |
| Chemicals and allied products                | 98.8  | 98.5  | 98.5  | 98.4  | 98.2  | 98.0  | 97.9  | 98.0  | 97.9  | 97.9  | 97.6  | 97.7  | 97.6           | 97.8  | 97.4  |
| Industrial chemicals                         | 97.6  | 97.0  | 96.9  | 96.6  | 96.4  | 96.0  | 95.9  | 95.8  | 95.8  | 95.8  | 95.8  | 96.0  | 95.6           | 95.7  | 95.0  |
| Prepared paint                               | 108.8 | 108.8 | 108.7 | 108.7 | 108.5 | 107.8 | 107.3 | 106.8 | 106.8 | 106.8 | 106.8 | 106.2 | 106.2          | 106.8 | 105.4 |
| Paint materials                              | 91.2  | 90.8  | 90.8  | 90.6  | 90.6  | 90.4  | 90.2  | 90.3  | 90.5  | 90.4  | 89.9  | 90.2  | 90.4           | 90.1  | 89.8  |
| Drugs and pharmaceuticals                    | 94.0  | 94.4  | 94.2  | 94.7  | 94.7  | 95.0  | 95.0  | 94.8  | 94.7  | 94.5  | 94.3  | 94.1  | 94.1           | 94.5  | 94.4  |
| Fats and oils, inedible                      | 85.3  | 81.5  | 89.1  | 92.3  | 95.1  | 91.6  | 94.5  | 103.8 | 105.5 | 105.3 | 101.6 | 102.5 | 104.0          | 102.8 | 112.7 |
| Agricultural chemicals and chemical products | 105.2 | 105.9 | 105.4 | 104.2 | 103.1 | 103.3 | 102.8 | 102.2 | 101.9 | 102.6 | 102.9 | 103.6 | 103.3          | 102.8 | 101.8 |
| Plastic resins and materials                 | 90.4  | 90.3  | 90.5  | 90.3  | 90.2  | 90.2  | 90.2  | 89.9  | 89.1  | 88.4  | 88.4  | 88.4  | 88.4           | 89.0  | 88.4  |
| Other chemicals and allied products          | 108.6 | 107.8 | 107.6 | 107.4 | 107.0 | 106.9 | 106.9 | 106.8 | 106.8 | 106.5 | 106.2 | 106.3 | 106.4          | 106.6 | 105.3 |
| Rubber and rubber products                   | 95.9  | 95.9  | 95.8  | 95.6  | 95.0  | 95.0  | 94.6  | 94.7  | 95.1  | 95.1  | 95.4  | 95.4  | 95.4           | 94.8  | 92.9  |
| Crude rubber                                 | 86.5  | 86.5  | 87.1  | 87.6  | 87.6  | 87.9  | 87.4  | 87.9  | 88.8  | 89.0  | 89.5  | 90.0  | 90.0           | 89.2  | 90.0  |
| Tires and tubes                              | 94.0  | 94.9  | 94.9  | 94.9  | 93.9  | 93.9  | 93.4  | 93.4  | 93.9  | 93.9  | 94.4  | 94.4  | 94.4           | 94.0  | 93.0  |
| Miscellaneous rubber products                | 101.5 | 100.9 | 100.4 | 99.7  | 99.3  | 99.2  | 98.9  | 99.0  | 99.0  | 99.0  | 98.9  | 98.7  | 98.7           | 98.8  | 97.1  |
| Lumber and wood products                     | 104.1 | 103.6 | 103.6 | 102.6 | 102.5 | 103.0 | 104.8 | 105.9 | 106.2 | 106.6 | 107.7 | 109.6 | 108.4          | 105.6 | 101.1 |
| Lumber                                       | 106.6 | 106.0 | 105.4 | 104.5 | 104.5 | 105.6 | 108.0 | 109.5 | 110.2 | 110.5 | 112.0 | 113.2 | 110.8          | 108.5 | 101.9 |
| Millwork                                     | 111.6 | 111.2 | 111.1 | 110.3 | 110.3 | 110.3 | 110.8 | 110.8 | 110.9 | 110.7 | 110.6 | 110.4 | 109.6          | 110.0 | 107.7 |
| Plywood                                      | 87.9  | 87.7  | 89.2  | 87.3  | 87.4  | 86.9  | 88.1  | 89.2  | 90.0  | 91.5  | 92.2  | 100.3 | 102.4          | 92.8  | 92.3  |
| Other wood products (Dec. 1966=100)          | 102.0 | 102.0 | 102.0 | 102.0 | 100.0 |       |       |       |       |       |       |       |                |       |       |

See footnotes at end of table.

TABLE D-4. Indexes of wholesale prices,<sup>1</sup> by group and subgroup of commodities—Continued[1957-59=100, unless otherwise specified]<sup>2</sup>

| Commodity group                                                    | 1967  |       |       |       | 1966  |       |       |       |       |       |       |       |       |       | Annual average |  |
|--------------------------------------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|----------------|--|
|                                                                    | Apr.  | Mar.  | Feb.  | Jan.  | Dec.  | Nov.  | Oct.  | Sept. | Aug.  | July  | June  | May   | Apr.  | 1966  | 1965           |  |
| Industrial Commodities—Continued                                   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |                |  |
| Pulp, paper, and allied products.....                              | 103.9 | 103.6 | 103.3 | 103.1 | 103.0 | 103.0 | 103.1 | 103.1 | 103.2 | 103.2 | 103.0 | 102.7 | 102.3 | 102.6 | 99.9           |  |
| Pulp, paper, and products, excluding building paper and board..... | 104.3 | 104.0 | 103.7 | 103.5 | 103.4 | 103.4 | 103.5 | 103.6 | 103.6 | 103.6 | 103.4 | 103.1 | 102.7 | 103.0 | 100.2          |  |
| Woodpulp.....                                                      | 98.0  | 98.0  | 98.0  | 98.0  | 98.0  | 98.0  | 98.0  | 98.0  | 98.0  | 98.0  | 98.0  | 98.0  | 98.0  | 98.0  | 98.1           |  |
| Wastepaper.....                                                    | 79.1  | 79.7  | 83.2  | 83.9  | 90.5  | 92.7  | 98.8  | 102.9 | 106.7 | 113.2 | 112.7 | 112.0 | 110.3 | 105.0 | 99.4           |  |
| Paper.....                                                         | 109.3 | 108.5 | 108.5 | 108.5 | 108.5 | 108.5 | 108.4 | 108.4 | 108.4 | 108.2 | 108.0 | 107.1 | 106.0 | 107.3 | 104.1          |  |
| Paperboard.....                                                    | 97.3  | 97.3  | 97.3  | 97.3  | 97.2  | 97.2  | 97.2  | 97.2  | 97.2  | 97.2  | 97.2  | 97.2  | 97.1  | 97.1  | 96.4           |  |
| Converted paper and paperboard products.....                       | 104.9 | 104.7 | 104.0 | 103.7 | 103.2 | 103.1 | 103.0 | 102.8 | 102.7 | 102.4 | 102.2 | 102.2 | 102.2 | 102.2 | 99.3           |  |
| Building paper and board.....                                      | 92.2  | 92.3  | 92.4  | 92.4  | 92.7  | 93.1  | 93.0  | 92.7  | 92.8  | 92.7  | 92.4  | 92.4  | 92.4  | 92.6  | 92.7           |  |
| Metals and metal products.....                                     | 109.1 | 109.4 | 109.6 | 109.4 | 109.0 | 109.0 | 108.6 | 108.4 | 108.5 | 108.8 | 108.7 | 108.4 | 108.2 | 108.3 | 105.7          |  |
| Iron and steel.....                                                | 103.2 | 103.3 | 103.2 | 103.0 | 102.9 | 102.8 | 102.5 | 102.7 | 102.2 | 102.0 | 101.8 | 102.0 | 102.0 | 102.3 | 101.4          |  |
| Nonferrous metals.....                                             | 120.0 | 121.1 | 122.3 | 121.8 | 120.5 | 121.0 | 120.3 | 119.9 | 120.4 | 122.9 | 123.2 | 122.5 | 122.1 | 120.9 | 115.2          |  |
| Metal containers.....                                              | 111.5 | 111.5 | 111.5 | 111.5 | 110.2 | 110.2 | 110.1 | 110.1 | 110.1 | 110.1 | 110.1 | 110.1 | 110.0 | 110.0 | 107.6          |  |
| Hardware.....                                                      | 112.8 | 112.4 | 112.0 | 111.9 | 111.9 | 111.9 | 111.5 | 110.9 | 110.3 | 110.1 | 109.8 | 109.8 | 109.6 | 108.4 | 109.6          |  |
| Plumbing fixtures and brass fittings.....                          | 110.5 | 110.5 | 110.5 | 110.5 | 110.5 | 110.5 | 110.6 | 110.6 | 110.0 | 110.0 | 108.5 | 107.9 | 107.1 | 108.4 | 103.1          |  |
| Heating equipment.....                                             | 92.0  | 92.2  | 92.3  | 92.6  | 93.4  | 93.4  | 93.3  | 92.9  | 92.5  | 92.5  | 92.5  | 92.1  | 92.1  | 92.5  | 91.7           |  |
| Fabricated structural metal products.....                          | 104.9 | 104.8 | 104.8 | 104.8 | 104.9 | 104.8 | 104.6 | 104.4 | 104.2 | 104.2 | 104.1 | 103.8 | 103.7 | 103.9 | 101.2          |  |
| Miscellaneous metal products.....                                  | 113.6 | 113.7 | 113.6 | 113.6 | 113.2 | 113.1 | 112.7 | 112.4 | 112.3 | 111.2 | 111.2 | 110.9 | 110.9 | 110.7 | 109.4          |  |
| Machinery and equipment.....                                       | 111.6 | 111.5 | 111.2 | 111.1 | 110.7 | 110.2 | 109.4 | 108.9 | 108.5 | 108.3 | 108.1 | 107.8 | 107.2 | 108.2 | 105.0          |  |
| Agricultural machinery and equipment.....                          | 121.8 | 121.9 | 121.7 | 121.5 | 120.8 | 120.4 | 118.5 | 118.2 | 118.3 | 118.5 | 118.4 | 118.2 | 118.1 | 118.5 | 115.1          |  |
| Construction machinery and equipment.....                          | 121.8 | 121.5 | 121.4 | 121.3 | 121.0 | 120.6 | 119.8 | 119.4 | 118.9 | 118.9 | 118.9 | 118.9 | 118.5 | 118.9 | 115.3          |  |
| Metalworking machinery and equipment.....                          | 122.9 | 122.6 | 122.2 | 121.9 | 121.8 | 121.5 | 121.1 | 120.5 | 119.5 | 119.0 | 119.0 | 118.0 | 116.8 | 118.8 | 113.6          |  |
| General purpose machinery and equipment.....                       | 113.0 | 113.0 | 113.0 | 112.8 | 112.4 | 112.2 | 111.8 | 111.1 | 110.6 | 110.0 | 109.8 | 109.3 | 108.5 | 109.7 | 105.1          |  |
| Special industry machinery and equipment (Jan. 1961=100).....      | 115.8 | 115.4 | 115.1 | 114.8 | 114.3 | 114.1 | 113.9 | 113.2 | 112.9 | 112.2 | 111.8 | 110.8 | 110.0 | 111.8 | 108.0          |  |
| Electrical machinery and equipment.....                            | 102.3 | 102.2 | 101.8 | 101.9 | 101.5 | 100.7 | 99.5  | 99.2  | 99.1  | 99.0  | 98.8  | 98.9  | 98.4  | 99.0  | 96.8           |  |
| Miscellaneous machinery.....                                       | 108.8 | 108.8 | 108.7 | 108.5 | 108.1 | 107.8 | 107.4 | 106.8 | 106.6 | 106.5 | 106.0 | 105.9 | 105.7 | 106.5 | 105.2          |  |
| Furniture and household durables.....                              | 100.6 | 100.6 | 100.4 | 100.4 | 100.4 | 100.3 | 99.7  | 99.2  | 99.1  | 99.0  | 98.9  | 98.9  | 98.6  | 99.1  | 98.0           |  |
| Household furniture.....                                           | 112.4 | 112.4 | 112.0 | 111.9 | 111.8 | 111.5 | 110.3 | 109.8 | 109.4 | 109.1 | 108.9 | 108.9 | 108.3 | 109.1 | 106.2          |  |
| Commercial furniture.....                                          | 109.3 | 109.3 | 109.3 | 108.7 | 108.7 | 108.0 | 107.3 | 106.0 | 105.8 | 105.8 | 105.3 | 105.3 | 104.1 | 105.7 | 103.7          |  |
| Floor coverings.....                                               | 93.1  | 93.8  | 93.9  | 94.1  | 96.2  | 96.6  | 96.6  | 96.6  | 96.6  | 96.8  | 97.1  | 97.5  | 97.5  | 97.0  | 97.7           |  |
| Household appliances.....                                          | 89.8  | 89.8  | 89.7  | 89.6  | 89.2  | 89.2  | 88.9  | 88.7  | 88.8  | 89.1  | 89.4  | 89.4  | 89.3  | 89.1  | 89.2           |  |
| Home electronic equipment.....                                     | 83.3  | 83.3  | 83.5  | 83.6  | 83.8  | 83.8  | 83.8  | 83.3  | 83.1  | 83.5  | 83.5  | 83.5  | 83.5  | 83.6  | 85.2           |  |
| Other household durable goods.....                                 | 115.7 | 115.2 | 114.8 | 114.8 | 114.0 | 113.8 | 113.6 | 112.6 | 112.1 | 112.1 | 110.4 | 110.4 | 110.3 | 111.6 | 108.9          |  |
| Nonmetallic mineral products.....                                  | 103.9 | 103.8 | 103.7 | 103.6 | 103.3 | 103.3 | 103.2 | 103.0 | 102.7 | 102.7 | 102.5 | 102.4 | 102.3 | 102.6 | 101.7          |  |
| Flat glass.....                                                    | 103.3 | 103.3 | 103.3 | 103.3 | 103.3 | 103.3 | 102.1 | 100.6 | 99.7  | 100.3 | 100.2 | 100.2 | 99.5  | 100.7 | 100.9          |  |
| Concrete ingredients.....                                          | 106.0 | 105.8 | 105.6 | 105.8 | 104.3 | 104.2 | 104.3 | 103.9 | 103.8 | 103.7 | 103.6 | 103.7 | 103.8 | 103.9 | 103.2          |  |
| Concrete products.....                                             | 104.6 | 104.5 | 104.4 | 103.9 | 103.9 | 103.5 | 103.5 | 103.6 | 103.3 | 103.1 | 103.0 | 102.7 | 102.7 | 103.0 | 101.5          |  |
| Structural clay products excluding refractories.....               | 109.4 | 109.3 | 109.3 | 109.3 | 109.1 | 109.3 | 108.8 | 108.7 | 108.7 | 108.5 | 108.4 | 108.1 | 108.1 | 108.4 | 106.6          |  |
| Refractories.....                                                  | 104.9 | 104.9 | 104.8 | 104.8 | 104.2 | 104.2 | 103.9 | 103.9 | 103.9 | 103.9 | 103.9 | 103.9 | 103.3 | 103.7 | 103.0          |  |
| Asphalt roofing.....                                               | 94.8  | 94.8  | 94.8  | 95.7  | 95.7  | 97.6  | 97.6  | 97.6  | 97.6  | 97.6  | 94.4  | 94.4  | 94.8  | 96.0  | 92.8           |  |
| Gypsum products.....                                               | 102.3 | 102.3 | 103.5 | 103.5 | 103.5 | 103.5 | 102.7 | 102.7 | 102.7 | 102.7 | 102.7 | 102.2 | 101.4 | 102.4 | 104.0          |  |
| Glass containers.....                                              | 101.0 | 101.0 | 101.0 | 101.0 | 101.1 | 101.1 | 101.1 | 99.2  | 99.2  | 99.2  | 99.2  | 99.2  | 99.2  | 99.9  | 98.1           |  |
| Other nonmetallic minerals.....                                    | 102.0 | 101.8 | 101.1 | 101.1 | 101.3 | 101.3 | 102.0 | 101.8 | 101.8 | 101.7 | 101.2 | 101.7 | 101.8 | 101.7 | 101.3          |  |
| Transportation equipment <sup>3</sup> .....                        | 101.6 | 101.6 | 101.6 | 101.6 | 101.7 | 101.7 | 101.7 | 100.1 | 100.5 | 100.7 | 100.7 | 100.9 | 100.2 | 100.8 | 100.7          |  |
| Motor vehicles and equipment.....                                  | 102.7 | 102.7 | 102.7 | 102.7 | 102.7 | 101.0 | 101.0 | 101.0 | 101.0 | 101.0 | 101.0 | 101.0 | 101.0 | 101.0 | 100.9          |  |
| Railroad equipment (Jan. 1961=100).....                            | 108.0 | 107.7 | 108.0 | 107.9 | 107.5 | 107.4 | 107.2 | 107.1 | 107.1 | 107.1 | 106.9 | 106.8 | 106.7 | 106.8 | 104.8          |  |
| Miscellaneous products.....                                        | 105.2 | 104.0 | 105.3 | 105.2 | 104.8 | 104.8 | 105.0 | 104.8 | 104.9 | 104.5 | 103.7 | 103.7 | 103.7 | 104.1 | 102.7          |  |
| Toys, sporting goods, small arms, ammunition.....                  | 110.3 | 110.3 | 110.3 | 110.3 | 110.3 | 110.2 | 110.3 | 110.3 | 110.3 | 110.3 | 110.3 | 110.3 | 110.3 | 110.2 | 109.6          |  |
| Tobacco products.....                                              | 100.8 | 100.8 | 100.8 | 100.8 | 100.8 | 100.8 | 100.8 | 100.8 | 100.8 | 100.8 | 101.8 | 100.8 | 99.8  | 100.5 | 99.1           |  |
| Notions.....                                                       | 110.2 | 110.1 | 110.3 | 110.1 | 109.9 | 109.8 | 108.4 | 108.4 | 108.6 | 108.8 | 108.7 | 108.7 | 108.7 | 108.9 | 109.2          |  |
| Photographic equipment and supplies.....                           | 107.4 | 107.3 | 107.2 | 107.2 | 106.1 | 106.0 | 105.6 | 105.5 | 105.5 | 105.5 | 105.4 | 105.1 | 105.0 | 104.9 | 103.8          |  |
| Other miscellaneous products.....                                  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |                |  |

<sup>1</sup> As of January 1967, the indexes incorporated a revised weighting structure reflecting 1963 values of shipments. Changes also were made in the classification structure, and titles and composition of some indexes were changed. Titles and indexes in this table conform with the revised classification structure, and may differ from data previously published. See *Wholesale Prices and Price Indexes*, January 1967 (final) and February 1967 (final) for a description of the changes.

<sup>2</sup> As of January 1962, the indexes were converted from the former base of 1947-49=100 to the new base of 1957-59=100. Technical details and earlier data on the 1957-59 base furnished upon request to the Bureau.

<sup>3</sup> Not available.

NOTE: For a description of the general method of computing the monthly Wholesale Price Index, see *BLS Handbook of Methods for Surveys and Studies* (BLS Bulletin 1458, October 1966), Chapter 11.

TABLE D-5. Indexes of wholesale prices for special commodity groupings<sup>1</sup>[1957-59=100, unless otherwise specified]<sup>2</sup>

| Commodity group                                                                        | 1967  |       |       |       | 1966  |       |       |       |       |       |       |       |       |       | Annual average |  |
|----------------------------------------------------------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|----------------|--|
|                                                                                        | Apr.  | Mar.  | Feb.  | Jan.  | Dec.  | Nov.  | Oct.  | Sept. | Aug.  | July  | June  | May   | Apr.  | 1966  | 1965           |  |
| All commodities—less farm products.....                                                | 106.2 | 106.3 | 106.5 | 106.5 | 106.3 | 106.3 | 106.4 | 106.6 | 106.6 | 106.2 | 105.8 | 105.7 | 105.3 | 105.8 | 102.9          |  |
| All foods.....                                                                         | 106.4 | 107.3 | 108.5 | 109.5 | 109.8 | 110.6 | 111.3 | 114.0 | 112.4 | 110.9 | 109.0 | 109.1 | 110.2 | 110.7 | 104.5          |  |
| Processed foods.....                                                                   | 108.2 | 108.8 | 109.9 | 110.6 | 110.6 | 110.7 | 112.4 | 113.8 | 113.8 | 111.7 | 110.6 | 110.5 | 110.6 | 111.5 | 105.1          |  |
| Textile products, excluding hard and bast fiber products.....                          | 96.7  | 97.0  | 97.3  | 97.5  | 97.5  | 98.0  | 98.4  | 98.6  | 99.0  | 99.1  | 98.8  | 98.7  | 98.8  | 98.5  | 99.1           |  |
| Hosiery.....                                                                           | 91.6  | 91.6  | 91.6  | 91.4  | 91.4  | 91.4  | 91.4  | 91.2  | 91.2  | 91.5  | 92.2  | 92.2  | 92.8  | 92.0  | 93.5           |  |
| Underwear and nightwear.....                                                           | 108.4 | 107.7 | 107.5 | 107.5 | 107.1 | 107.1 | 106.8 | 106.8 | 106.8 | 106.8 | 107.2 | 107.2 | 106.4 | 106.8 | 104.6          |  |
| Refined petroleum products.....                                                        | 101.7 | 102.4 | 101.9 | 100.3 | 100.2 | 101.3 | 101.3 | 101.0 | 100.7 | 99.9  | 100.2 | 98.4  | 97.7  | 99.5  | 95.9           |  |
| East Coast, refined.....                                                               | 101.6 | 101.6 | 101.6 | 99.9  | 99.9  | 98.1  | 98.1  | 98.1  | 96.4  | 96.4  | 96.3  | 96.3  | 96.3  | 97.5  | 95.3           |  |
| Mid-Continent, refined.....                                                            | 103.0 | 103.0 | 100.9 | 98.7  | 97.9  | 99.5  | 98.6  | 100.2 | 100.2 | 100.2 | 100.2 | 97.1  | 97.7  | 98.6  | 97.6           |  |
| Gulf Coast, refined.....                                                               | 102.5 | 104.1 | 104.1 | 102.5 | 102.5 | 105.1 | 105.1 | 104.9 | 104.5 | 102.4 | 104.1 | 100.7 | 100.2 | 102.2 | 95.1           |  |
| Pacific Coast, refined.....                                                            | 95.6  | 95.6  | 95.6  | 94.8  | 94.8  | 94.4  | 96.4  | 90.4  | 90.4  | 90.4  | 87.8  | 89.4  | 89.4  | 90.7  | 90.6           |  |
| Midwest, refined (Jan. 1961=100).....                                                  | 94.0  | 94.7  | 93.4  | 92.7  | 92.7  | 92.7  | 92.0  | 93.3  | 93.3  | 93.3  | 93.3  | 92.0  | 89.0  | 92.7  | 91.7           |  |
| Pharmaceutical preparations.....                                                       | 95.9  | 96.4  | 96.3  | 96.9  | 97.1  | 97.5  | 97.3  | 97.2  | 97.0  | 96.8  | 96.6  | 96.2  | 96.2  | 96.8  | 96.5           |  |
| Lumber and wood products excluding millwork and other wood products <sup>3</sup> ..... | 102.5 | 101.9 | 102.0 | 100.7 | 100.8 | 101.6 | 103.7 | 105.1 | 105.8 | 106.4 | 107.7 | 110.3 | 109.0 | 105.1 | 99.8           |  |
| Special metals and metal products <sup>4</sup> .....                                   | 107.6 | 107.7 | 107.9 | 107.8 | 107.5 | 107.5 | 107.2 | 106.6 | 106.8 | 107.0 | 106.9 | 106.8 | 106.5 | 106.7 | 104.7          |  |
| Machinery and motive products.....                                                     | 108.5 | 108.4 | 108.3 | 108.2 | 108.0 | 107.7 | 107.1 | 106.3 | 106.2 | 106.0 | 105.9 | 105.8 | 105.2 | 106.0 | 103.7          |  |
| Machinery and equipment, except electrical.....                                        | 117.3 | 117.2 | 117.0 | 116.8 | 116.4 | 116.1 | 115.5 | 114.9 | 114.5 | 114.1 | 113.9 | 113.5 | 112.8 | 114.0 | 110.1          |  |
| Agricultural machinery, including tractors.....                                        | 123.7 | 123.8 | 123.7 | 123.4 | 122.7 | 122.4 | 120.2 | 119.9 | 120.0 | 120.2 | 120.1 | 120.1 | 119.9 | 120.3 | 116.6          |  |
| Metalworking machinery.....                                                            | 129.5 | 129.2 | 128.4 | 128.1 | 128.2 | 127.8 | 127.2 | 126.4 | 125.2 | 124.4 | 124.5 | 122.8 | 121.1 | 124.1 | 117.4          |  |
| Total tractors.....                                                                    | 123.0 | 123.1 | 123.1 | 123.0 | 122.7 | 122.3 | 120.7 | 120.3 | 120.0 | 120.0 | 120.0 | 120.0 | 119.6 | 120.2 | 116.8          |  |
| Industrial valves.....                                                                 | 122.7 | 122.7 | 122.7 | 122.4 | 122.1 | 121.9 | 121.0 | 118.8 | 118.4 | 117.4 | 116.7 | 115.7 | 114.2 | 116.3 | 105.7          |  |
| Industrial fittings.....                                                               | 101.7 | 101.7 | 101.7 | 101.7 | 99.1  | 99.1  | 100.5 | 100.5 | 99.1  | 94.8  | 93.9  | 93.9  | 92.9  | 95.9  | 90.8           |  |
| Abrasive grinding wheels.....                                                          | 94.7  | 94.7  | 94.7  | 94.7  | 94.7  | 94.7  | 94.7  | 94.7  | 94.7  | 94.7  | 94.1  | 93.3  | 93.3  | 93.9  | 94.2           |  |
| Construction materials.....                                                            | 104.7 | 104.5 | 104.4 | 104.1 | 104.0 | 104.0 | 104.3 | 104.3 | 104.5 | 104.6 | 104.8 | 105.1 | 104.3 | 103.9 | 100.8          |  |

<sup>1</sup> See footnote 1, table D-4.<sup>2</sup> See footnote 2, table D-4.<sup>3</sup> Formerly titled "Lumber and wood products, excluding millwork."<sup>4</sup> Metals and metal products, agricultural machinery and equipment, and motor vehicles and equipment.

TABLE D-6. Indexes of wholesale prices,<sup>1</sup> by stage of processing and durability of product[1957-59=100]<sup>2</sup>

| Commodity group                                                        | 1967  |       |       |       | 1966  |       |       |       |       |       |       |       | Annual average |       |       |
|------------------------------------------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|----------------|-------|-------|
|                                                                        | Apr.  | Mar.  | Feb.  | Jan.  | Dec.  | Nov.  | Oct.  | Sept. | Aug.  | July  | June  | May   | Apr.           | 1966  | 1965  |
| All commodities.....                                                   | 105.3 | 105.7 | 106.0 | 106.2 | 105.9 | 105.9 | 106.2 | 106.8 | 106.8 | 106.4 | 105.7 | 105.6 | 105.5          | 105.9 | 102.5 |
| <i>Stage of processing</i>                                             |       |       |       |       |       |       |       |       |       |       |       |       |                |       |       |
| Crude materials for further processing.....                            | 98.0  | 99.7  | 100.8 | 101.9 | 100.8 | 101.1 | 103.6 | 106.1 | 107.4 | 107.8 | 105.6 | 105.7 | 106.3          | 105.3 | 98.9  |
| Crude foodstuffs and feedstuffs.....                                   | 99.2  | 101.3 | 102.7 | 104.2 | 102.3 | 102.5 | 106.2 | 109.9 | 111.2 | 109.1 | 106.0 | 106.5 | 107.5          | 107.2 | 98.3  |
| Crude nonfood materials except fuel.....                               | 94.6  | 95.7  | 96.5  | 97.0  | 97.4  | 97.6  | 98.2  | 98.9  | 100.2 | 105.7 | 105.1 | 104.5 | 104.5          | 101.9 | 99.8  |
| Crude nonfood materials, except fuel, for<br>manufacturing.....        | 93.6  | 94.9  | 95.8  | 96.3  | 96.8  | 97.0  | 97.7  | 98.5  | 100.0 | 106.1 | 105.4 | 104.7 | 104.7          | 101.8 | 99.5  |
| Crude nonfood materials, except fuel, for<br>construction.....         | 105.6 | 105.0 | 104.7 | 104.7 | 104.3 | 104.3 | 104.3 | 103.9 | 103.8 | 103.7 | 103.6 | 103.7 | 103.9          | 103.9 | 103.2 |
| Crude fuel.....                                                        | 110.2 | 109.4 | 109.3 | 109.4 | 109.7 | 108.9 | 108.1 | 107.0 | 106.2 | 105.5 | 105.3 | 105.0 | 104.0          | 106.4 | 103.3 |
| Crude fuel for manufacturing.....                                      | 109.9 | 109.3 | 109.2 | 109.3 | 109.6 | 108.9 | 108.1 | 107.0 | 106.2 | 105.5 | 105.3 | 105.0 | 103.9          | 106.3 | 103.2 |
| Crude fuel for nonmanufacturing.....                                   | 110.6 | 109.6 | 109.6 | 109.7 | 109.9 | 109.1 | 108.3 | 107.2 | 106.4 | 105.6 | 105.5 | 105.2 | 104.2          | 106.6 | 103.5 |
| Intermediate materials, supplies, and components.....                  | 105.5 | 105.5 | 105.5 | 105.6 | 105.4 | 105.3 | 105.3 | 105.6 | 105.8 | 105.4 | 104.9 | 104.8 | 104.3          | 104.8 | 102.2 |
| Intermediate materials and components for manu-<br>facturing.....      | 104.6 | 104.6 | 104.8 | 104.7 | 104.5 | 104.4 | 104.3 | 104.6 | 104.8 | 104.4 | 104.1 | 104.1 | 103.7          | 104.0 | 102.0 |
| Intermediate materials for food manufacturing.....                     | 108.1 | 108.7 | 109.0 | 110.1 | 110.9 | 111.2 | 111.6 | 113.6 | 114.8 | 111.9 | 110.0 | 109.8 | 110.1          | 111.3 | 106.6 |
| Intermediate materials for nondurable manu-<br>facturing.....          | 99.1  | 99.1  | 99.3  | 99.3  | 99.2  | 99.2  | 99.5  | 99.8  | 100.1 | 100.2 | 100.0 | 99.7  | 99.4           | 99.5  | 98.7  |
| Intermediate materials for durable manu-<br>facturing.....             | 107.7 | 107.7 | 107.9 | 107.6 | 107.1 | 107.0 | 106.8 | 106.8 | 106.9 | 106.6 | 106.7 | 106.8 | 106.6          | 106.6 | 104.6 |
| Components for manufacturing.....                                      | 107.9 | 107.9 | 107.6 | 107.5 | 107.1 | 106.6 | 105.9 | 105.5 | 105.4 | 105.1 | 105.0 | 104.8 | 104.1          | 104.9 | 101.3 |
| Materials and components for construction.....                         | 104.9 | 104.8 | 104.7 | 104.4 | 104.3 | 104.3 | 104.5 | 104.6 | 104.6 | 104.5 | 104.5 | 104.8 | 104.3          | 104.1 | 101.4 |
| Processed fuels and lubricants.....                                    | 102.5 | 102.7 | 102.5 | 102.3 | 101.9 | 102.5 | 102.6 | 102.1 | 102.1 | 101.7 | 101.8 | 100.7 | 100.3          | 101.4 | 99.5  |
| Processed fuels and lubricants for manufactur-<br>ing.....             | 103.6 | 103.7 | 103.7 | 103.6 | 103.2 | 103.4 | 103.5 | 103.1 | 103.1 | 102.8 | 102.8 | 101.9 | 101.7          | 102.5 | 101.0 |
| Processed fuels and lubricants for nonmanu-<br>facturing.....          | 100.6 | 101.1 | 100.6 | 100.3 | 99.8  | 100.8 | 100.9 | 100.5 | 100.4 | 99.9  | 100.2 | 98.7  | 97.9           | 99.4  | 97.1  |
| Containers.....                                                        | 106.6 | 106.4 | 106.0 | 105.9 | 105.3 | 105.2 | 105.1 | 104.9 | 104.9 | 105.1 | 105.1 | 105.1 | 105.1          | 104.9 | 102.1 |
| Supplies.....                                                          | 111.4 | 111.8 | 111.6 | 112.9 | 112.6 | 111.6 | 111.5 | 112.8 | 113.3 | 112.7 | 110.0 | 109.5 | 108.3          | 110.7 | 106.0 |
| Supplies for manufacturing.....                                        | 110.4 | 110.1 | 109.7 | 109.5 | 109.2 | 109.5 | 109.5 | 109.7 | 109.5 | 109.6 | 109.2 | 108.9 | 108.3          | 108.9 | 106.1 |
| Supplies for nonmanufacturing.....                                     | 111.1 | 111.7 | 111.7 | 113.6 | 113.3 | 111.8 | 111.6 | 113.4 | 114.1 | 113.3 | 109.7 | 109.2 | 107.6          | 110.7 | 105.4 |
| Manufactured animal feeds.....                                         | 115.9 | 117.8 | 118.8 | 124.9 | 124.8 | 121.2 | 120.9 | 125.0 | 126.3 | 125.0 | 116.9 | 116.0 | 112.4          | 119.5 | 109.7 |
| Other supplies.....                                                    | 105.2 | 105.3 | 104.8 | 104.5 | 104.2 | 104.0 | 103.9 | 104.3 | 104.6 | 104.1 | 103.4 | 103.0 | 102.8          | 103.4 | 100.9 |
| Finished goods (goods to users, including raw foods<br>and fuels)..... | 107.0 | 107.2 | 107.6 | 107.7 | 107.6 | 107.8 | 107.8 | 108.1 | 107.5 | 107.0 | 106.4 | 106.2 | 106.3          | 106.9 | 103.6 |
| Consumer finished goods.....                                           | 105.7 | 106.0 | 106.5 | 106.6 | 106.6 | 107.0 | 107.2 | 107.8 | 107.1 | 106.4 | 105.7 | 105.6 | 105.9          | 106.4 | 102.8 |
| Consumer foods.....                                                    | 106.9 | 107.9 | 109.3 | 110.3 | 110.5 | 111.3 | 112.2 | 114.5 | 112.8 | 111.2 | 109.5 | 109.6 | 110.7          | 111.2 | 104.5 |
| Consumer crude foods.....                                              | 97.8  | 100.5 | 103.1 | 106.0 | 108.0 | 112.7 | 108.1 | 116.6 | 105.3 | 106.0 | 99.3  | 99.9  | 107.8          | 106.5 | 100.2 |
| Consumer processed foods.....                                          | 108.6 | 109.2 | 110.4 | 111.0 | 110.9 | 111.0 | 112.8 | 114.2 | 114.0 | 112.0 | 111.1 | 111.1 | 111.2          | 112.0 | 105.2 |
| Consumer other nondurable goods.....                                   | 106.4 | 106.4 | 106.3 | 105.8 | 105.5 | 105.7 | 105.5 | 105.4 | 105.2 | 105.0 | 104.9 | 104.5 | 104.3          | 104.8 | 102.8 |
| Consumer durable goods.....                                            | 101.3 | 101.3 | 101.3 | 101.3 | 101.3 | 101.2 | 100.9 | 100.0 | 100.1 | 100.2 | 100.1 | 100.2 | 99.8           | 100.2 | 99.6  |
| Producer finished goods.....                                           | 110.8 | 110.7 | 110.6 | 110.5 | 110.2 | 109.8 | 109.1 | 108.4 | 108.3 | 108.1 | 107.9 | 107.6 | 107.0          | 108.0 | 105.4 |
| Producer finished goods for manufacturing.....                         | 114.7 | 114.5 | 114.3 | 114.0 | 113.7 | 113.4 | 112.7 | 112.0 | 111.7 | 111.4 | 111.2 | 110.8 | 110.0          | 111.3 | 108.0 |
| Producer finished goods for nonmanufacturing.....                      | 107.0 | 107.0 | 106.9 | 106.8 | 106.6 | 106.1 | 105.4 | 104.8 | 104.7 | 104.7 | 104.6 | 104.4 | 103.8          | 104.6 | 102.9 |
| <i>Durability of product</i>                                           |       |       |       |       |       |       |       |       |       |       |       |       |                |       |       |
| Total durable goods.....                                               | 107.6 | 107.6 | 107.6 | 107.4 | 107.1 | 106.9 | 106.6 | 106.2 | 106.2 | 106.2 | 106.2 | 106.1 | 105.7          | 106.0 | 103.7 |
| Total nondurable goods.....                                            | 103.7 | 104.2 | 104.7 | 105.2 | 104.9 | 105.1 | 105.8 | 107.1 | 107.0 | 106.4 | 105.2 | 105.0 | 105.1          | 105.6 | 101.5 |
| Total manufactures.....                                                | 106.2 | 106.3 | 106.4 | 106.4 | 106.2 | 106.2 | 106.3 | 106.4 | 106.4 | 106.0 | 105.6 | 105.5 | 105.1          | 105.7 | 102.8 |
| Durable manufactures.....                                              | 107.8 | 107.7 | 107.7 | 107.5 | 107.2 | 107.0 | 106.7 | 106.3 | 106.3 | 106.1 | 106.1 | 106.1 | 105.6          | 106.0 | 103.7 |
| Nondurable manufactures.....                                           | 104.6 | 104.8 | 105.1 | 105.3 | 105.2 | 105.3 | 105.8 | 106.5 | 106.5 | 105.8 | 105.1 | 104.8 | 104.6          | 105.3 | 101.9 |
| Total raw or slightly processed goods.....                             | 101.0 | 102.5 | 103.6 | 104.7 | 104.0 | 104.7 | 106.0 | 108.4 | 108.2 | 108.2 | 105.8 | 105.8 | 107.0          | 106.5 | 100.7 |
| Durable raw or slightly processed goods.....                           | 99.2  | 102.0 | 103.4 | 104.1 | 103.9 | 106.3 | 105.6 | 104.4 | 105.0 | 112.4 | 112.4 | 110.1 | 113.9          | 109.0 | 104.7 |
| Nondurable raw or slightly processed goods.....                        | 101.1 | 102.4 | 103.6 | 104.7 | 104.1 | 104.6 | 106.0 | 108.7 | 108.4 | 108.0 | 105.4 | 105.6 | 106.6          | 106.4 | 100.5 |

<sup>1</sup> See footnote 1, table D-4.<sup>2</sup> See footnote 2, table D-4.NOTE: For description of the series by stage of processing, see *Wholesale Prices and Price Indexes*, January 1967 (final) and February 1967 (final); and by durability of product and data beginning with 1947, see *Wholesale Prices and Price Indexes, 1957* (BLS Bulletin 1235, 1958).

## E.—Work Stoppages

TABLE E-1. Work stoppages resulting from labor-management disputes <sup>1</sup>

| Month and year             | Number of stoppages        |                        | Workers involved in stoppages |                        | Man-days idle during month or year |                                   |
|----------------------------|----------------------------|------------------------|-------------------------------|------------------------|------------------------------------|-----------------------------------|
|                            | Beginning in month or year | In effect during month | Beginning in month or year    | In effect during month | Number                             | Percent of estimated working time |
| 1935-39 (average)          | 2,862                      | -----                  | 1,130,000                     | -----                  | 16,900,000                         | 0.27                              |
| 1947-49 (average)          | 3,873                      | -----                  | 2,380,000                     | -----                  | 39,700,000                         | .46                               |
| 1945                       | 4,750                      | -----                  | 3,470,000                     | -----                  | 38,000,000                         | .47                               |
| 1946                       | 4,985                      | -----                  | 4,600,000                     | -----                  | 116,000,000                        | 1.43                              |
| 1947                       | 3,693                      | -----                  | 2,170,000                     | -----                  | 34,600,000                         | .41                               |
| 1948                       | 3,419                      | -----                  | 1,960,000                     | -----                  | 34,100,000                         | .37                               |
| 1949                       | 3,606                      | -----                  | 3,030,000                     | -----                  | 50,500,000                         | .59                               |
| 1950                       | 4,843                      | -----                  | 2,410,000                     | -----                  | 38,800,000                         | .44                               |
| 1951                       | 4,737                      | -----                  | 2,220,000                     | -----                  | 22,900,000                         | .23                               |
| 1952                       | 5,117                      | -----                  | 3,540,000                     | -----                  | 59,100,000                         | .57                               |
| 1953                       | 5,091                      | -----                  | 2,400,000                     | -----                  | 28,300,000                         | .26                               |
| 1954                       | 3,468                      | -----                  | 1,530,000                     | -----                  | 22,600,000                         | .21                               |
| 1955                       | 4,320                      | -----                  | 2,650,000                     | -----                  | 28,200,000                         | .26                               |
| 1956                       | 3,825                      | -----                  | 1,900,000                     | -----                  | 33,100,000                         | .29                               |
| 1957                       | 3,673                      | -----                  | 1,390,000                     | -----                  | 16,500,000                         | .14                               |
| 1958                       | 3,694                      | -----                  | 2,060,000                     | -----                  | 23,900,000                         | .22                               |
| 1959                       | 3,708                      | -----                  | 1,880,000                     | -----                  | 69,000,000                         | .61                               |
| 1960                       | 3,333                      | -----                  | 1,320,000                     | -----                  | 19,100,000                         | .17                               |
| 1961                       | 3,367                      | -----                  | 1,450,000                     | -----                  | 16,300,000                         | .14                               |
| 1962                       | 3,614                      | -----                  | 1,230,000                     | -----                  | 18,600,000                         | .16                               |
| 1963                       | 3,362                      | -----                  | 941,000                       | -----                  | 16,100,000                         | .13                               |
| 1964                       | 3,655                      | -----                  | 1,640,000                     | -----                  | 22,900,000                         | .18                               |
| 1965                       | 3,963                      | -----                  | 1,550,000                     | -----                  | 23,300,000                         | .18                               |
| 1964: January              | 211                        | 375                    | 53,300                        | 91,400                 | 898,000                            | .09                               |
| February                   | 233                        | 375                    | 80,600                        | 116,000                | 1,040,000                          | .11                               |
| March                      | 241                        | 399                    | 79,300                        | 123,000                | 816,000                            | .08                               |
| April                      | 364                        | 529                    | 140,000                       | 249,000                | 1,170,000                          | .11                               |
| May                        | 442                        | 651                    | 192,000                       | 249,000                | 2,400,000                          | .24                               |
| June                       | 376                        | 586                    | 124,000                       | 222,000                | 1,900,000                          | .18                               |
| July                       | 416                        | 639                    | 126,000                       | 195,000                | 1,740,000                          | .15                               |
| August                     | 306                        | 556                    | 73,100                        | 133,000                | 1,200,000                          | .12                               |
| September                  | 336                        | 574                    | 374,000                       | 432,000                | 2,390,000                          | .23                               |
| October                    | 346                        | 584                    | 214,000                       | 549,000                | 6,590,000                          | .61                               |
| November                   | 238                        | 469                    | 141,000                       | 274,000                | 1,730,000                          | .17                               |
| December                   | 146                        | 346                    | 42,000                        | 149,000                | 1,060,000                          | .10                               |
| 1965: January              | 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 <sup>2</sup> | 205                        | 335                    | 101,000                       | 127,000                | 1,000,000                          | .09                               |
| February <sup>2</sup>      | 240                        | 380                    | 107,000                       | 142,000                | 865,000                            | .09                               |
| March <sup>2</sup>         | 310                        | 450                    | 198,000                       | 236,000                | 1,350,000                          | .11                               |
| April <sup>2</sup>         | 350                        | 500                    | 228,000                       | 379,000                | 2,450,000                          | .23                               |
| May <sup>2</sup>           | 480                        | 640                    | 208,000                       | 294,000                | 2,870,000                          | .26                               |
| June <sup>2</sup>          | 430                        | 660                    | 150,000                       | 243,000                | 1,950,000                          | .17                               |
| July <sup>2</sup>          | 420                        | 660                    | 235,000                       | 299,000                | 2,980,000                          | .28                               |
| August <sup>2</sup>        | 440                        | 700                    | 108,000                       | 331,000                | 3,420,000                          | .28                               |
| September <sup>2</sup>     | 380                        | 620                    | 117,000                       | 221,000                | 1,950,000                          | .17                               |
| October <sup>2</sup>       | 390                        | 630                    | 193,000                       | 260,000                | 2,290,000                          | .20                               |
| November <sup>2</sup>      | 320                        | 550                    | 114,000                       | 221,000                | 2,170,000                          | .19                               |
| December <sup>2</sup>      | 150                        | 360                    | 32,700                        | 148,000                | 1,810,000                          | .16                               |
| 1967: January <sup>2</sup> | 275                        | 440                    | 98,000                        | 190,000                | 1,270,000                          | .11                               |
| February <sup>2</sup>      | 325                        | 465                    | 106,000                       | 151,000                | 1,280,000                          | .12                               |
| March <sup>2</sup>         | 430                        | 575                    | 141,000                       | 202,000                | 1,490,000                          | .12                               |

<sup>1</sup> The data include all known strikes or lockouts involving 6 workers or more and lasting a full day or shift or longer. Figures on workers involved and man-days idle cover all workers made idle for as long as 1 shift in establishments directly involved in a stoppage. They do not measure the indirect

or secondary effect on other establishments or industries whose employees are made idle as a result of material or service shortages.

<sup>2</sup> Preliminary.

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