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Lockout Disputes Under UI

Employment of School Age Youth

The U.S.S.R.'s New Workweek

Pension Benefits for Older Workers

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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This Issue in Brief. . .

THIS, THE FINAL ARTICLE in a series on State and local government activities, reports that increased employment in this sector accounted for one-third of the total civilian increase from 1962 to 1965. Because of its size and "because it is less vulnerable than other sectors to shortrun cyclical changes . . . the steady growth of State and local government expenditures has served to counterbalance employment declines in other parts of the economy." Joseph C. Wakefield uses an interindustry employment table to determine the *Employment Effect of State and Local Government Spending* (p. 15) in the private economy. He finds that State and local government purchases in 1965 "amounted to \$56.3 billion . . . nearly four times as large as the non-defense purchases of the Federal Government" and that "they have their largest single employment effect on the construction industry."

SCHOOL ENROLLMENT increased by about 80 percent in the 1960's for college-age men and women, more than double their increase in population. The number of students who work has also increased from 2 million in 1960 to 5.3 million in 1966, according to Vera C. Perrella in *Employment of School Age Youth, October 1966* (p. 20). The author attributes the increase in labor force rates among 14- to 24-year-olds to better economic conditions in 1966, Government programs to help create part-time jobs for college students, and the rise in college expenses.

ALTHOUGH the number of work stoppages increased in 1966, the proportion of long strikes decreased. Approximately 19 percent of the stoppages lasted 30 days or more, down from nearly 24 percent in 1965. In *A Review of Work Stoppages During 1966* (p. 39), Howard N. Fullerton examines the size and duration of strikes and the issues and locations involved. Among industries, construction experienced the greatest number of stoppages and man-days idle for the year.

There was also a significant increase in the number of work stoppages by public employees during the year, particularly by teachers. In 1966, 33 stoppages were recorded, whereas only 35 had been

recorded in the previous decade. In a companion article, Ronald W. Glass analyzes this increase of *Work Stoppages and Teachers: History and Prospect* (p. 43), and finds that the stoppages were usually brief "professional protests."

OVER THE PAST SEVERAL YEARS, students of labor law have been interested in the lockout concept in terms of whether it is an unfair labor practice or a valid bargaining weapon of the employer. In *Lockout—The Other Dimension* (p. 1), Willard A. Lewis says that the question of lockout under unemployment insurance law has been neglected. He cites a 1960 case in Montana between the Retail Clerks and the Employers' Council as an example of the problems that can arise when employees who have been locked out try to collect unemployment compensation, and concludes that "lockout as part of the employer arsenal of weapons leads a separate life of its own under unemployment insurance law . . ." and that ". . . to the extent that the employer lockout is becoming increasingly employed and legitimized under developing labor relations decisional law," its other dimension must expand.

In *Changes in Occupational Employment Over the Past Decade* (p. 27), Paul M. Ryscavage reviews employment trends and concludes that, by and large, unemployment represents a less serious hardship to white-collar workers than to blue-collar workers. The white-collar unemployment rate is less responsive to cyclical changes, and—because of their greater job mobility—white-collar workers appear better able to withstand temporary periods of labor force withdrawal.

CHANGES in the ratio of the employment of unskilled workers relative to the employment of skilled workers are often associated with movements in the business cycle. Malcolm S. Cohen and William H. Gruber study these changes in *Variability by Skill in Cyclical Unemployment* (p. 8). Their model considers three explanations of variability—labor hoarding, downgrading, and job dilution. These hypotheses were apparently refuted by the data, as the relative unemployment of unskilled to skilled fell from the peak to the trough. In light of this refutation, various deficiencies are analyzed.

The Labor Month in Review

Sex and Equal Employment Rights

AS THE NUMBER of working women has increased, along with the number of years they spend in the work force, women have become less willing to tolerate discrimination based on sex. Getting women covered by the equal employment opportunity provision of the Civil Rights Act of 1964 was a major achievement in eliminating such discrimination.

In the 2 years the Equal Employment Opportunity Commission has been operating, approximately a third of the complaints it has received have alleged discrimination on the basis of sex. While there are some similarities between the kinds of discrimination women are reporting today and practices prevalent 40 and 50 years ago, changes in employment conditions, jobs, and the work force have diminished the importance of some, increased the effect of others.

Types of Discrimination. The Commission's first annual report, issued in May, shows that few women are charging that they are not hired—or are fired—because they marry or because they have children. In earlier years, the view that woman's place was in the home and that family responsibilities would interfere with her work was widespread, and at some companies marriage or childbirth automatically terminated a woman's employment.

Less than 100 of the nearly 2,500 sex discrimination complaints filed (mostly, but not entirely, by women) charged discriminatory wage differentials. Most wage discrimination complaints naturally go to the Department of Labor's Wage and Hour and Public Contracts Divisions. Federal equal pay legislation, passed in 1963, gave the De-

partment power to investigate and enforce equal pay for men and women doing equal work. In 1966, the Department closed 309 cases of violation of the Equal Pay Act, involving 6,633 employees and over \$2 million in underpayments.

Most frequently, sex discrimination complainants alleged unequal benefits—primarily health and life insurance and pensions. These benefits account for a growing proportion of compensation; consequently, employees are paying them more attention. Different actuarial rates for men and women (accident insurance sometimes costs less for women, pensions more) make it difficult to determine, first, where this kind of discrimination begins, and, second, how to rectify it.

Discrimination in layoff, recall, and seniority—the second greatest source of sex discrimination complaints—probably has always existed. Women say they are laid off or recalled without regard to seniority, usually on the ground that since they are often secondary earners it is unfair to allow them to work while male family heads, even if they have less seniority, are laid off. Today most women work for economic reasons, however, and 1 out of 10 households is headed by a woman.

Discrimination in job classification or promotion is frequently alleged. Usually the women say that employers are continuing to reserve specific jobs, especially supervisory ones, for men. The complaints reflect women's growing awareness that they can challenge practices they had formerly accepted, such as not placing them in positions where they would supervise men.

State Legislation. One of the ironies of the drive to eliminate sex discrimination in employment is that some women are claiming that laws regulating their hours, occupations, and working conditions, passed for their benefit within the last half century, now are denying them equal employment opportunity or are used as an excuse for doing so. The effects of these laws are the third most frequent source of complaints of sex discrimination. Of the 291 complaints in this category, 262 charged that State laws limiting women's hours of work cost them jobs, work opportunities, or promotions.

The EEOC has declined to rule on these complaints, because it "does not believe that Congress intended to disturb . . . laws . . . protecting women against exploitation and hazard." How-

ever, the Commission "believes that some State laws and regulations with respect to the employment of women, although originally for valid protective reasons, have ceased to be relevant to our technology or to the expanding role of the woman worker in our economy." For example, weight-lifting restrictions should become less necessary as technology continues to eliminate jobs requiring great physical effort. Night work, prohibited to women in many States, is spreading in jobs some women hold, as employers add shifts to realize the full benefits of laborsaving equipment.

Most groups concerned about the effects of State protective laws oppose wholesale repeal. They prefer the approach recommended by the Citizen's Advisory Council on the Status of Women and transmitted to the EEOC by the Interdepartmental Committee on the Status of Women with its approval: That hours legislation "be maintained until such time as excessive hours for all workers are discouraged by adequate provision for premium pay." These groups, however, like the President's Commission on the Status of Women, urge that provisions be introduced permitting additional hours of work under proper safeguards where there is demonstrated need.

An increasing number of States have sought means to carry out these concepts. Pennsylvania law, for instance, now allows the Commissioner of Labor and Industry to authorize exemptions to the hours legislation as long as overtime is voluntary and compensated at time and one-half. Virginia law now exempts employers who meet the wage, hour, and recordkeeping requirements of the Fair Labor Standards Act, which also requires overtime pay of time and one-half. But in States where the law is inflexible, women must file suit challenging the law if they want overtime, and at least five such suits are pending.

The Hostess With . . . Nobody but an occasional humorist is considering substituting men for women, or vice versa, in jobs where one sex is necessary for authenticity or genuineness, as in the case of apparel models, actors or actresses, or most other jobs in the entertainment industry. Except in these obvious cases, however, the Commission has yet to find any legitimate reason for limiting jobs to one sex.

The most publicized dispute over sex as a bona fide qualification involves the job of airplane cabin

attendant. There are two questions here—whether attendants need to be women and whether they need to be young and unmarried.

The airlines' claim—that young women are necessary to meet the public's need of gracious care and the companies' of projecting an attractive image—has not yet been ruled upon. Meanwhile, stewardesses at several airlines have filed grievances when they were dismissed after marriage, in some cases citing the Civil Rights Act to show that public opinion and policy no longer favor requiring women to leave their jobs when they marry. Four recent cases concluded with three rulings for the stewardesses and one for the company.

The American Airlines decision should have little bearing on other cases, because it hinged on the interpretation of a provision in the company's new contract with the Transport Workers' Union. In the United case, the arbitrator found for the company, saying that his jurisdiction did not extend to evaluating the merits of the no-marriage policy or interpreting the Civil Rights Act.

The arbitrator in the Braniff case found for the grievant, being "impressed with the language of the Civil Rights Act" which expressed "the modern trend of thought concerning discrimination based upon sex." Three other cases in recent years restored married hostesses to their jobs, and union negotiation has softened the marriage bar on two other lines. As a result, the majority of stewardesses are no longer subject to dismissal when they marry. Airline hostesses are now turning their sights toward rules that force them to retire at 32 (35 in a few cases).

Great Boon. Eliminating sex discrimination requires a number of controversial and complicated adjustments in such areas as pensions and job vacancy listings, as well as a decision on whether different treatment is necessarily discriminatory treatment. There is little doubt, however, that Title VII has been a great boon to women. Much compliance has been voluntary: A Prentice-Hall survey showed that within a year after the act went into effect more than 3 out of 10 companies had made personnel policy changes to reduce or eliminate sex discrimination. And where employers do not make such changes voluntarily, women clearly are not reluctant to complain to the EEOC.

Lockout—The Other Dimension

A Look Into the Definition and Use of Lockouts Under the Unemployment Insurance Law

WILLARD A. LEWIS*

THE LOCKOUT, as an employer weapon of self-help against labor unions and organized employees, has been revisited with increasing frequency by scholars of industrial and labor relations law since the early 1950's.¹ A most interesting body of National Labor Relations Board decisional law and of conflicting Federal courts of appeal decisional law has evolved. The common law doctrine of the lockout as the counterpart to the workers' right to strike has been both challenged and sustained. Within the context of the National Labor Relations Act (as amended by the Labor Management Relations Act of 1947, as further amended by the Labor Management Reporting and Disclosure Act of 1959), lockout decisions have begun to cast "new shadows on an old terrain."

In 1957 the celebrated decision in the *Buffalo Linen* case² marked the entrance of the United States Supreme Court into the mainstream of developing case law. Thereafter, retaliatory lockout could no longer be held to be an employer unfair labor practice per se, or in the absence of specific proof of motivation. Such action, when employed by a nonstruck member of a validly established and recognized multiemployer appropriate collective bargaining unit against a strike directed at one or more other members of the employer association was deemed to be a defensive lockout, not violative of Sections 8(a)(1) or 8(a)(3) of the act.

The National Labor Relations Board had established a dichotomy between defensive and offensive

lockout conduct. The latter it ruled to be unlawful, based upon the employer intention of undermining or destroying the incumbent labor union as the duly designated collective bargaining representative of the employees, or of frustrating union organizational efforts to become such bargaining agent, or of refusing to bargain collectively within the meaning of Section 8(a)(5). On the other hand, an employer shutdown for the purpose of avoiding economic loss or business disruption "where there is reasonable ground for believing that a strike was threatened or imminent"³ constituted a legitimate protective measure. The lockout against the whipsaw strike as demonstrated in *Buffalo Linen* was a special case of defensive protected conduct.

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¹ Robert F. Koretz, "Legality of the Lockout," *Syracuse Law Review*, Spring 1953, pp. 251-273; and "The Lockout Revisited," *Syracuse Law Review*, Spring 1956, pp. 263-271; Bernard D. Meltzer, "Single and Multi-Employer Lockouts Under the Taft-Hartley Act," *University of Chicago Law Review*, Autumn 1956, pp. 70-98; and "Lockouts Under the LMRA: New Shadows on an Old Terrain," *University of Chicago Law Review*, Summer 1961, pp. 614-628; Milton C. Denbo, "Is the Lockout the Corollary of the Strike?", *Labor Law Journal*, May 1963, pp. 400-408; Bernard D. Meltzer, "Lockouts: Licit and Illicit," and Robert M. Segal, "Some Comments on Illicit Lockouts," *Proceedings of New York University Sixteenth Annual Conference on Labor* (Albany, N.Y., Matthew Bender and Co., Inc., 1963); Morris D. Forkosch, "Bargaining and Economic Pressure—The New Trilogy," *Labor Law Journal*, June 1965, pp. 323-351; Nelson G. Ross, "Lockouts: A New Dimension in Collective Bargaining," *Boston College Industrial and Commercial Law Review*, Summer 1966, pp. 847-868; "Note," 20 *Rutgers Law Review*, pp. 102-122, 1965.

² *NLRB v. Truck Drivers' Local 449*, 353 U.S. 87; *Monthly Labor Review*, June 1957, pp. 717-718.

³ *Quaker State Refining Corp.*, 12 NLRB 334, 337 (1958); *Monthly Labor Review*, October 1958, pp. 1149-1150.

A wholly different problem was presented when the employer used the lockout as a bargaining weapon. A purpose other than that of combating the presence of the union or of defending against the consequences of a strike appeared. It was that of enhancing the employer's position in collective bargaining negotiations by bringing economic pressure to bear against the union. By withholding work from employees represented by the union, the employer sought to compel modification or abandonment of contract demands and an acceptance of the employer's terms relating to wages, hours, or other conditions of employment. Despite the absence of proscribed motivation, or of anti-union animus, the Board assigned such employer conduct to the offensive lockout category. Using alternative reasoning to spell out unfair labor practices, the Board denied such use of lockout because it gave to the employer "too much power."⁴

A Second Trilogy

With the second of the United States Supreme Court trilogies in the present decade, handed down in March 1965,⁵ lockout questions assumed new vigor. Two of the three cases dealt with that subject: The *Brown* case involved the use of a lockout by nonstruck members of a multiemployer bargaining unit in response to a whipsaw strike; the *American Ship Building* case concerned a single employer's right to utilize the lockout to obtain a favorable settlement of a dispute over terms of a new collective bargaining agreement. A majority decision in *Brown* upheld the privileged nature of the retaliatory lockout by nonstruck members of the multiemployer group, including the correlative right of such employers to continue to operate their businesses with management personnel, relatives of such personnel, and temporary employee replacements. But it was the unanimous court acting in *American Ship Building* which opened up the use of the lockout as a "new dimension in collective bargaining."⁶ Answering the question of the legality of the bargaining lockout (left unanswered by the *Buffalo Linen* decision), the Supreme Court concluded that a temporary plant closedown and employee layoff for the sole purpose of exerting economic pressure in support of its legitimate bargaining position was not in contravention of the National Labor

Relations Act if it occurred after a bargaining impasse has been reached. Thus, contrary to Board decisional law, the bona fide bargaining impasse lockout is no longer per se illicit, where there is a duty to bargain and the subject matter is mandatory. There may even be validity to the employer's exercise of the lockout weapon to improve his negotiating position in the absence of an impasse.⁷ As has been recognized by labor relations practitioners, the potential significance of *American Ship Building* may well be of a high order, if, ultimately, the highest court passes affirmatively upon the issue of the right of the employer to hire permanent replacements for his locked out employees.

Neglected, however, in all of the above concern by the cited labor law authorities with the lockout concept is that other dimension of lockout—lockout under unemployment insurance law. Only one of the experts has specifically acknowledged this "other existence" of the lockout concept.⁸ In so doing, he commences by citing the writer's article published in the *Labor Law Journal*.⁹ Our 52 unemployment compensation statutes each includes the term "lockout." When viewed along with the sophisticated body of labor dispute disqualification jurisprudence that has developed under those statutes, this invites the attention of students of industrial and labor relations and suggests, for the general reader, an introduction to this "other dimension."

The Lockout Concepts Interlaced

An interesting nexus between labor relations law and unemployment insurance law in a labor

⁴ *American Ship Building Co. v. NLRB*, 380 U.S. 300, 317 (1965).

⁵ *NLRB v. Brown*, 380 U.S. 278; *American Ship Building Co.; Textile Workers Union v. Darlington Manufacturing Co.*, 380 U.S. 263; *Monthly Labor Review*, May 1965, pp. 566-569.

⁶ Ross, op. cit.

⁷ *Body & Tank Corp. v. NLRB*, 339 F. 2d 76 (2d Cir. 1964), rehearing 344 F. 2d 330 (1965); *Detroit Newspaper Publishers Association v. NLRB*, 346 F. 2d 527 (6th Cir. 1965), sub nom. *Newspapers Drivers Union v. Detroit Newspaper Publishers Association*, 382 U.S. 374 (1966); 166 NLRB No. 6, June 29, 1967. See particularly dissenting opinion of member Brown.

⁸ Segal, op. cit.; see also "Lockout: An Exception from the Labor Dispute Disqualification," *Unemployment Insurance Review*, September-October 1965, pp. 6-10.

⁹ "The Law of Unemployment Compensation in Labor Disputes," *Labor Law Journal*, February 1962, pp. 174-182. Also, by the same author, "Strikes and Unemployment Insurance," in *Preparing for Collective Bargaining—II*, Studies in Personnel Policy, No. 182 (New York, National Industrial Conference Board, 1961), chapter 6, p. 61; "Jobless Pay During Labor Disputes," *Management Record*, January 1961, p. 5.

dispute (lockout) situation is afforded by the 1960 case of *NLRB v. Great Falls Employers' Council, Inc.*¹⁰ Local 57, Retail Clerks International Association, rejected a final proposal from the Employers' Council on a new contract covering store clerks and other categories of workers, and struck one member of the employers' association on Saturday, April 13, in support of the terms of a new collective bargaining agreement that it was negotiating with the association. On the same day, the remaining employer members locked out their employees represented by the union in order "to preserve their interest in group bargaining, as guaranteed by law." On Monday, April 15, most of the locked-out employees, following prelockout instruction from their union, applied to the Montana Unemployment Compensation Commission for unemployment compensation benefits amounting to \$32 per week for each claimant. The respective employers protested to the Commission against the payment of any such benefits on the ground that the Montana Unemployment Insurance Law disqualified from benefits any claimant whose unemployment "is due to a stoppage of work which exists because of a labor dispute" at his place of last employment. However, a proviso to the labor dispute disqualification clause does allow benefits to be paid to an otherwise eligible claimant if the labor dispute is caused by "the failure or refusal of an employer to conform to provisions of State or Federal law pertaining to bargaining. . . ." ¹¹ Should the several employers' conduct constitute unfair labor practice violations of the NLRA, objections to the payment of unemployment compensation would fail.

Therefore, with the possibility of appeals contesting any drawing of benefits taking "from weeks to years," and mindful of prior determinations by the Montana Commission in related cases, the employers hit upon another strategy aimed at frustrating the "unprincipled use" of the State unemployment insurance fund as a "strike fund." Each of the nonstruck employers offered partial reemployment to its locked-out workers so as to render them ineligible under a different provision of the State unemployment insurance law. Thus, on Saturday, April 20, each employee was recalled to work at various staggered hours. As soon as

each had earned a total of \$16, he was released from employment. The claimants, who had been advised by their union to accept the employers' offers, became ineligible for unemployment benefits because they had earned at least \$15 during the week, and had worked in excess of 8 hours. In this way, they were unable to achieve the necessary precondition to entitlement to benefits: a week of "total unemployment" within the meaning of the act. As pointed out by the NLRB, the employers had presented the union and its members with a three-horned dilemma which would have the desired effect no matter which horn was grasped: If the employees accepted employment, they would be rendered ineligible for unemployment compensation benefits; if they refused the partial reemployment, they would be disqualified for refusing offered work (another and distinct basis for disqualification from benefits); and if they refused the offered employment at the request of the union, they would be strikers, and as such disqualified under the labor dispute disqualification provision of the State unemployment compensation law.

The Partial Lockout

Here then was an unfair labor practice issue presented to the NLRB in the form of a concerted defensive lockout instituted by nonstruck employer association members to protect a multi-employer bargaining unit from disintegration by a selective strike, followed by a partial lockout aimed at circumventing the award of unemployment compensation benefits. The employees were recalled for a minimum weekly amount of work and earnings which would make them ineligible for such payments. The Board had held in a 3 to 2 decision that the original lockout was justified under the *Buffalo Linen* case, but it refused to extend that case doctrine to cover partial lockout directed at frustrating the collection of unemployment compensation. The latter conduct was "not defensive in nature, but instead was patently in retaliation against the concerted, union-directed effort of these employees to procure unemployment insurance benefits pending settlement of the labor dispute." The United States Court of Appeals, Ninth Circuit, refused to enforce the Board's Order issued in support of its decision. To that

¹⁰ 277 F. 2d 772 (9th Cir.) (1960).

¹¹ Montana Unemployment Compensation Law, Title 87, Sec. 106(d).

court the ruling of the partial lockout as discriminatory and unlawful was erroneous; manipulating the lockout device so as to bar employees from drawing jobless pay revealed neither discriminatory treatment nor hostility towards the union. The anomaly of the situation lies in that fact that when the claims of the locked-out workers were ultimately determined by the Commission (1 month after the strike was over), benefits were denied on the ground that their unemployment was due to a stoppage of work that existed because of a labor dispute! In the words of the Federal court, "If the recall device was intended as an economic weapon, actually, to the extent of \$16 a week, it operated as an economic aid."

Thus adjudications under the labor relations law represent only one dimension in the disposition of employees' and employers' rights and remedies growing out of a labor dispute situation. The interlaced nature of the unemployment compensation claims and the unfair labor practice charges makes it clear that, whether or not employers engage in such refined labor relations strategy under unemployment insurance law, other chapters on the law of lockouts will be written in the records of contested unemployment compensation proceedings, both on the administrative and reviewing judicial levels. This is especially true where the applicable State employment security statute expressly precludes a lockout from acting as a disqualifying bar to a worker's entitlement to benefits.

Lockout Under UI Law

The lockout of workers as an industrial relations tactic has a separate and distinct dimension under unemployment insurance law. That dimension exists directly in the consequences to otherwise eligible employees who are idled as a result of such employer action. Locked-out workers and those laid off as a result of lockout may be denied the sums of money which constitutes weekly statutory unemployment compensation benefits. Indirectly, lockout provisions under State unemployment insurance laws may contribute to the ability of a labor union to withstand employer sanctions and so influence the duration of both strikes and lockouts. Payments of compensation benefits during a lockout also may affect an employer's rate of compulsory contribution into the State unem-

ployment insurance fund, most certainly to the extent that such benefits are chargeable to his unemployment fund account. Therefore, both employer and labor union strategy and decisionmaking in labor dispute circumstances may, for quite differing reasons, take into consideration the effect of this other dimension of the lockout.

Critical in properly assessing it, however, is knowledge of the applicable State provisions. The pertinent question is perhaps best put: Is a claimant's lockout-caused unemployment compensable under the labor dispute disqualification provision of the particular State unemployment compensation act? To try to locate the answer with the 52 laws is to realize that only perhaps 15 statutes actually include that key term within the wording of their respective disqualification clauses, and then with varying meanings.

Lockout As Labor Dispute

All States and the District of Columbia and Puerto Rico have provisions within their respective employment security laws which would deny unemployment compensation benefits to claimants who, in general terms, have become unemployed by reason of a labor dispute¹² or by reason of a labor dispute-caused "stoppage of work."¹³ In most jurisdictions, "escape" from such disqualification can be accomplished if the claimant can show that he did not participate in, finance, or have a direct interest in such dispute.¹⁴

Lockout is designated as a statutory ground for disqualifying unemployed workers in three States: Arizona, Massachusetts, and New York. The great majority of State laws, however, contain labor dispute disqualification provisions which are silent as to lockout. Rather, disqualification is linked to the broader concept of the existence of a "labor dispute," or, in one instance, in its phrase of origin: "trade dispute." Yet not only is "lockout" missing as a term, but, except for two of the jurisdictions, the definition of "labor dispute" is itself absent. Hence the issue has arisen from time to time as to whether locked-out employees are to be denied benefits.

¹² *Comparison of State Unemployment Insurance Laws*, BES No. U-141 (U.S. Department of Labor, Bureau of Employment Security, 1965), table ET-5, p. ET-13.

¹³ For this distinction, see Willard A. Lewis, "The Statutory Language of Labor Dispute Disqualification in State Employment Security Laws," *Political Science Quarterly*, March 1967, p. 72.

¹⁴ *Comparison of State Unemployment Insurance Laws*, op. cit.

To put it more precisely: Is a lockout a disqualifying labor dispute within the meaning of the particular unemployment insurance act? The answer rests upon the legal interpretations placed upon "labor dispute" by Commissioners, referees, appeals boards, and State lower and appellate courts. A corpus of such decisional law has developed based upon the statutory construction of the labor dispute concept.¹⁵ In searching for the intent of the State legislatures under particular employment security statutes, various State courts have adopted the proposition that a lockout does constitute just such a disqualifying labor dispute. The definitional thinking of the lockout as the employer counterpart to the employee weapon of the strike was formulated by a Federal circuit court in prelabor relations acts days and was later incorporated into a pioneer unemployment insurance case in 1942.¹⁶ Ever since, there has been a settled line of case law which has carried forward that early (1908) *Iron Moulders' Union*¹⁷ definition:

A strike is a cessation of work by employees in an effort to get for the employees more desirable terms.

A lockout is a cessation of the furnishing of work to employees in an effort to get for the employer more desirable terms.

More recently, a New Jersey court has declared that "it is now well established law in the State that lockouts as well as strikes are the two forms by which 'labor dispute' may be manifested. . . ." ¹⁸

As a more general rule, it may be observed that "labor dispute" or its substitute terms "trade dispute," "industrial controversy," have yielded to a broad and liberal interpretation. Under approximately two-thirds of the State laws, employees idled by reason of a lockout or a lockout-caused stoppage of work who cannot satisfy the requirements of the escape proviso, relating to their non-involvement in the labor dispute, will find themselves debarred from receiving unemployment compensation benefits so long as their unemployment remains so caused.

The Lockout Exclusion

Twelve States have express statutory language in their unemployment compensation laws which, in effect and in varying circumstances, excludes lockouts from the definition of disqualifying labor dispute: Arkansas, Colorado, Connecticut, Kentucky, Maryland, Michigan, Minnesota, Mis-

issippi, New Hampshire, Ohio, Pennsylvania, and West Virginia.¹⁹ There is a wide range in the particular phrasing employed. West Virginia, for example, speaks of an employer who "shuts down his plant or operation or dismisses his employees in order to force wage reduction, changes in hours or working conditions." In Michigan, the lockout exclusion is confined to such employer sanctions occurring only at the other establishment site of a multiestablishment employer, or only if initiated by a member of a multiemployer bargaining unit. In others of the "exclusionary" States, the lockout is exempted from the labor dispute disqualification only if "unjustified," or if resulting from the demands of the employer rather than from those of the employees. Additional complexities, such as whether the respective disqualification provision is anchored to the "stoppage of work" concept or to the "labor dispute in active progress" concept, suggest the difficulties common to all issues arising out of labor dispute disqualification jurisprudence in making meaningful comparisons.²⁰

Definition of Lockout

In order to establish, in a given unemployment compensation proceeding that there was no such lockout as could preclude a claimant from being disqualified, it is first necessary to determine whether a causative lockout existed. By way of contrast to the search, in an unfair labor practice hearing under the NLRA, for the licit or illicit character of such a lockout, there is the threshold problem of defining "lockout" itself. Under developing case law, the reviewing courts began to find that the earlier common law assignment of

¹⁵ Willard A. Lewis, "The Concept of 'Labor Dispute' in State Unemployment Insurance Law," *Boston College Industrial and Commercial Law Review*, Fall 1966, p. 29.

¹⁶ *In the Matter of North River Logging Co.* (Wash.), 130 P. 2d 64, 66 (1942).

¹⁷ *Iron Moulders' Union v. Allis-Chalmers Co.*, 166 F. 45, 52 (C.C.A. 7th 1908) (Concurring opinion).

¹⁸ *Basso v. News Syndicate Co.* (N.J.), 216 A. 2d 597, 607 (1966).

¹⁹ California and Utah also, by virtue of judicial construction of their respective labor dispute disqualification provisions, apply, in effect, the "employer fault" approach whereby claimants may qualify for unemployment compensation benefits where the causative labor dispute (or trade dispute) takes the form of a lockout. Effective Jan. 1, 1968, New Jersey will become the 13th State to expressly exclude lockout.

²⁰ See Willard A. Lewis, *Unemployment Compensation in Labor Disputes—Michigan Compared with Seven Selected States, 1936–1964* (Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1964).

meaning no longer offered a comfortable fit to the fact patterns that emerged. A lockout "may be present in varying factual situations, and no definition can comprehend all its manifestations."²¹ Defining the employer economic sanction as the act of refusing to furnish work to employees for the purpose of gaining more favorable terms and concessions from them was confounded by the non-striking member of an employers' association who shut down as a defensive measure, claiming that he did not seek "more favorable terms" but, rather, was willing to make wage concessions to the union. Indeed, one court opinion proposed a modification of that definition of lockout, softening the requirement that the employer must seek terms or concessions "more favorable than terms existing presently."²² Again, the classic quotation from the *Iron Moulders' Union* decision was held not to serve the purpose of the Ohio Unemployment Compensation Act, according to that State's highest court, where a public utility was the employer.²³ Only the Minnesota statute has sought to provide the clearest answer by incorporating into its labor dispute disqualification provision, the definition of labor dispute appearing in that State's Labor Relations Act, despite the clearly disparate purpose of the two laws.

The complexities in resolving lockout questions which confronted the courts arose in part out of the many "constructive" lockouts, where there was no physical closing of the plant nor was there any order by the employer to his workers not to re-

port for duty. Rather, the record revealed that employees refused to work, or refused to report to work, in concert, claiming that the employer had, by promulgating or unilaterally putting into effect new and undesirable terms and conditions of employment, in effect locked them out. Or there were fact patterns in which it was alleged that a strike authorized by the incumbent union against the employer, and carried out by the employees, was later "converted into a lockout" by some affirmative, or even negative, unilateral action of management. Moreover, the courts were driven by the differing character of the circumstances to recognize a distinction between employer self-help conduct under an existing labor agreement and such actions following upon the expiration or termination of that agreement.

Perhaps the most rewarding approach to a defining of the lockout concept under unemployment insurance law is by way of the tests that have evolved in the course of litigated claims on the appellate levels.

The Tests of Lockout

A sampling of rulings distilled from decided case law leads to the following propositions dealing with the lockout exclusion under unemployment insurance law—an exclusion which permits otherwise eligible claimants to draw weekly unemployment compensation benefits even though their unemployment is determined to be due to a labor dispute or to a labor dispute-caused stoppage of work:

(a) Where a collective bargaining agreement is in force, a strike does not become a lockout by reason of unilateral employer action ordering employees to work under certain physical conditions or to carry out directions which employees believe to be injurious, erroneous, or contrary to their rights, where there are other avenues open to remedy their objections such as the contractual grievance machinery or access to the courts or to appropriate State and Federal agencies.²⁴

(b) Where a collective bargaining agreement has expired, a lockout does exist if the employer refuses to permit his employees to return to work for a reasonable period of time under pre-existing conditions of employment pending further negotiations.²⁵

(c) To constitute a lockout, conditions of further work offered by the employer must be such that the

²¹ *Kendall Refining Co. v. Unemployment Compensation Board of Review* (Pa.), 122 A. 2d 749.

²² *Kentucky Unemployment Insurance Commission v. Louisville Builders Supply Co.* (Ky), 351 S.W. 2d 157, 161 (1961). In this decision, the court questioned the adequacy of the definitions of lockout appearing in prior Kentucky cases, and suggested that "It may be that the test should be . . . whether the purpose of the employer is to compel the employee 'to accept terms or make concessions favorable to the employer,' regardless of whether the terms or concessions are to be considered 'more' favorable than presently existing terms." Actually, in this case the court held that it could not be bound by the "presently existing" criterion because the lockout occurred well after the contract had expired and there were no "presently existing" terms.

²³ *Zanesville Rapid Transit Inc. v. Bailey* (Ohio), 155 N.E. 2d 202 (1958).

²⁴ *Crucible Steel Co. of America v. Unemployment Compensation Board of Review* (Pa.), 133 A. 2d 581 (1957); *Westinghouse Electric Corp. v. Unemployment Compensation Board of Review* (Hughes) (Pa.), 144 A. 2d 685 (1958).

²⁵ *P. McGraw Wool Co. v. Unemployment Compensation Board of Review* (Leto), (Pa.), 106 A. 2d 652 (1954); *Westinghouse Electric Co. v. Unemployment Compensation Board of Review* (Accurti) (Pa.), 144 A. 2d 673, 677 (1958).

employees could not be reasonably expected to accept them, and such conditions of further employment must be announced by the employer in a manner that will manifest a purpose on his part to coerce his employees into accepting them.²⁶

(d) Where employees of a nonstruck employer member of an employers' bargaining group were locked out during the pendency of a whipsaw strike against selected members of the employer group, it is not a defense to the payment of unemployment compensation benefits to argue that the claimants were unemployed because of a labor dispute that was "tantamount to a strike" and consequently disqualified from receiving benefits.²⁷

Embedded in the above decisions, and in the many others that have become part of the law of lockout under unemployment insurance statutes, are the tests to be applied to determine whether a particular employer's lockout conduct is such as will permit the employer to prevail against his employees' claims filed with the State unemployment compensation commission. It is the purpose of this article to heighten the awareness by students of labor-management relations and by labor relations practitioners of the richness and complexities that attach to that other dimension of the lockout—the unemployment insurance dimension. A study in depth of the lockout concept itself, its detailed statutory language, and its very special accretions of judicial interpretation will be

reserved for continuing analysis and future publication as a part of the larger body of labor dispute disqualification jurisprudence.

A Different Frame of Reference

Examination of the 52 unemployment compensation laws suggests an obvious linkage with the corpus of labor relations law that has grown under such enactments as the NLRA and the Norris-La-Guardia Anti-Injunction Act. But in applying such labor law term of art as "lockout," two different frames of reference are found to exist. Effectuating the purposes of a labor relations act in an unfair labor practice hearing contrasts sharply with the carrying out of the purposes of an employment security law in an unemployment compensation proceeding.²⁸ Even within the framework of the unemployment insurance law, adjudicating the lockout issue in those jurisdictions where "lockout" is but another manifestation of a labor dispute calls for a different order to proof from that required where the applicable State law contains an exclusionary (employer fault) lockout provision. In the former, the justification, or lack of it, for the employer's conduct—its reasonableness or unreasonableness—may not be examined into nor weighed. It must be concluded, therefore, that "lockout" as part of the employer arsenal of weapons leads a separate life of its own under unemployment insurance law, fraught with significant consequences for employees, employers, and labor unions alike. And, to the extent that the employer lockout is becoming increasingly employed and legitimized under developing labor relations decisional law, to that extent its unemployment insurance dimension must continue to expand and to attract increasing interest from students of the industrial and labor relations scene.

²⁶ *Almada v. Administrator, Unemployment Compensation Act* (Conn.), 77 A. 2d 765 (1951). This may be a special instance, since the Connecticut case from which this is derived reflects a statutory prescription that a lockout will not be exempt from disqualification unless it results from an effort on the part of the employer to deprive employees of some advantage they already possess. Other State laws do not contain such a provision.

²⁷ *Capra v. Carpenter Paper Co.* (Minn.), 104 N.W. 2d 532 (1960).

²⁸ See *Alden v. U.S. Chemicals Co.*, where the court rejected the defensive lockout theory approach borrowed from NLRB decisional law, Ohio Ct. of Com. Pleas, Ashtabula County, No. 52218, Oct. 7, 1965; affirmed 222 N.E. 2d 785, 9 O. App. 2d, 5 (1966).

Variability by Skill in Cyclical Unemployment

MALCOLM S. COHEN AND
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THE FOLLOWING STUDY demonstrates that the ratio of unskilled to skilled employment and unemployment varies from the peak to the trough of the business cycle. Because of expected differences in the response of particular industries to the business cycle, occupational employment data used in the study were disaggregated by industry classifications.

Three hypotheses have been proposed to explain cyclical variation in the ratio of the employment or unemployment of unskilled or skilled labor: labor hoarding, downgrading, and job dilution. These hypotheses are neither mutually exclusive nor exhaustive.

The labor hoarding hypothesis states that differential rehiring costs induce employers to lay off proportionately more unskilled labor than skilled labor when their total demand for labor slackens.¹ Since the cost of rehiring skilled workers is so much more than the cost of rehiring unskilled labor, employers are more likely to hoard skilled workers.

To illustrate the downgrading hypothesis, assume there are only two groups of workers, skilled and unskilled. Skilled workers can work at unskilled jobs, but unskilled workers cannot take skilled jobs. Assume a decline occurs in the demand for labor and the decrease applies proportionately to skilled and unskilled labor. If all skilled laborers are capable and willing to perform unskilled work, and if employers never lay off

skilled workers, then skilled workers will simply bump unskilled workers when demand slackens.

Finally, assume participation of both groups in the labor force is unaffected by the decline in demand. Under these assumptions, the employment of both skilled workers and unskilled workers falls, and hence the ratio of the unskilled to skilled employment is unchanged. Some workers previously in skilled occupations are, however, working at unskilled jobs. Because all the displaced skilled workers bump unskilled workers, the level of unemployment of skilled workers is unchanged. The level of unemployment of unskilled laborers, however, increases due to the decrease in the overall demand for labor and the displacement of unskilled by skilled workers.²

The job dilution hypothesis contends that as market conditions tighten and shortages of skilled labor appear, employers will lower their hiring requirements and accept less qualified applicants.³ When market conditions slacken, these less qualified applicants have the least seniority and are the first to be fired. The skill content of the job changes over the cycle in the job dilution hypothesis, although not in the downgrading hypothesis.

The first hypothesis suggests that the ratio of unskilled worker employment to skilled worker employment would fall as labor market conditions loosen. All three hypotheses suggest that the ratio of unskilled to skilled unemployment would rise as conditions loosened.⁴

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¹For a discussion of the hoarding hypothesis, see Edwin Kuh, "Cyclical and Secular Labor Productivity in United States Manufacturing," *Review of Economics and Statistics*, February 1965, p. 1; R. M. Solow, "Distribution in the Long and Short Run," paper prepared for a meeting of the International Economic Association, September 1964.

²The unemployment rate of skilled workers would rise in this example due to a decrease in the skilled labor force. However, this unemployment rate increase would be small relative to the much larger increase in the unskilled unemployment rate.

³For a discussion of job dilution as a possible adjustment of manpower demand to supply, see Arthur M. Ross, "Theory and Measurement of Labor Shortages," in F. H. Harbison and J. D. Mooney, eds., *Critical Issues in Employment Policy* (Princeton, N.J., Princeton University Press), 1966, p. 32.

⁴Changes in the composition of employment among industries are ignored for the time being, as are changes in the labor force participation differential of the skilled and unskilled. The first simplification is probably more serious than the second and is therefore discussed in the next few pages. There are conceptual difficulties in the definition of labor force participation of skilled and unskilled labor. Even apart from the imprecision of the words skilled and unskilled, it is difficult to measure participation of craftsmen and laborers as the population base of the two groups is not directly measurable.

Relative Unemployment

The data in the chart are inconsistent with the hypothesis that the relative unemployment of unskilled workers rises from peak to trough. The chart shows annual unemployment rates of craftsmen and nonfarm laborers and the ratio of the unemployment of laborers to craftsmen for each year since 1947. Craftsmen are skilled workers while laborers are unskilled workers; these are not the only possible definitions of skilled and unskilled workers, but they are probably good approximations for skilled and unskilled blue-collar workers. The peaks and troughs of the four post-war recessions identified in the chart are those defined by the National Bureau of Economic Research.⁵

Contrary to expectations, the relative unemployment of unskilled to skilled fell from the peak to

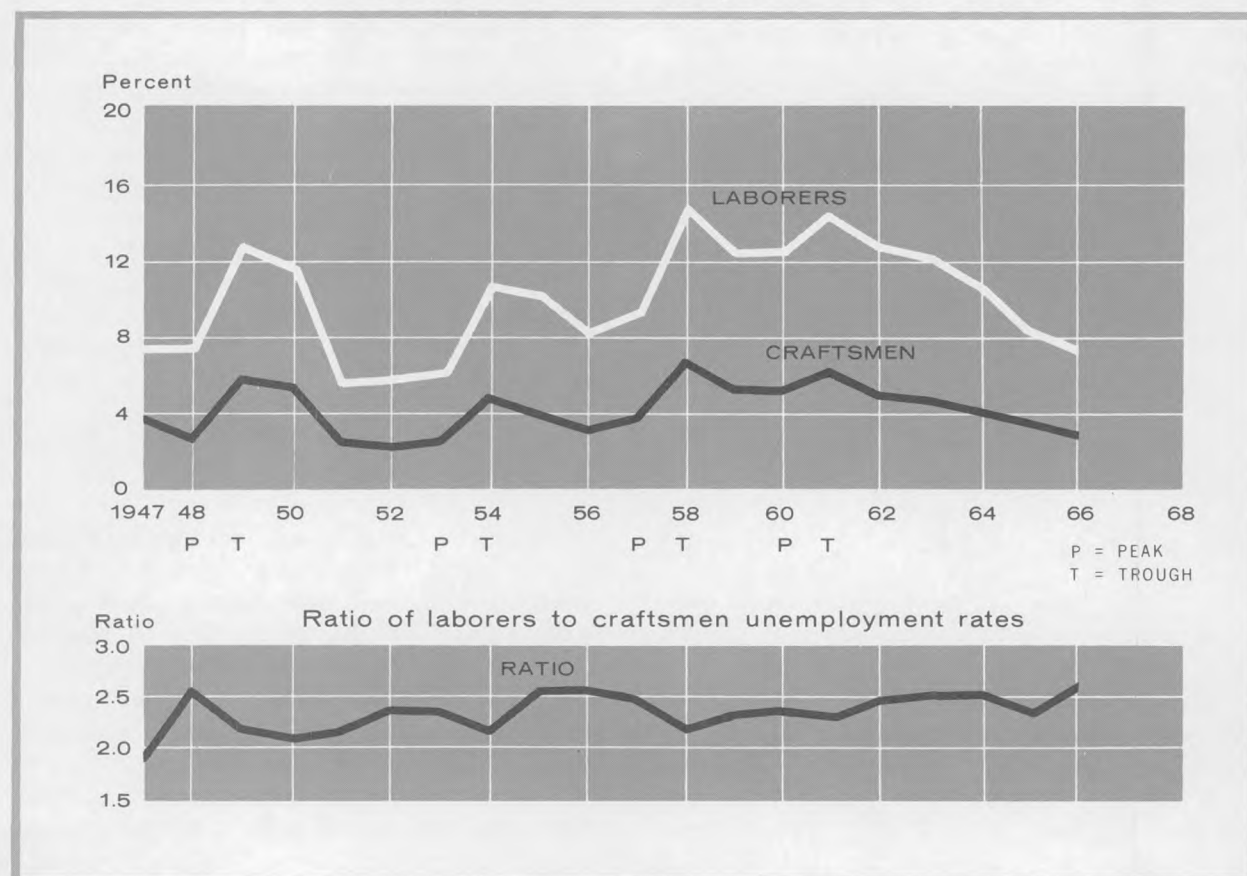
⁵ See *Business Cycle Developments*, February 1967, p. 65, for an identification of the precise month of the peak and trough.

the trough of the business cycle. There are several possible explanations for the apparent refutation of our theory: Our use of the linear assumption in the computation of relative unemployment, our use of annual instead of monthly peak-to-trough relatives, and finally our use of too aggregate a measure of unemployment.

The Use of Ratios. Do ratios provide the best test of the three relative employment hypotheses? If, for example, the unemployment rate of laborers increases by 2 points from 5 to 7 percent while the unemployment rate of craftsmen increases from 2 to 3 percent, then the ratio of the two unemployment rates indicates an improvement in the relative unemployment of laborers. The rate for craftsmen went up 50 percent while the rate for laborers increased only 40 percent, with a resultant decline in the laborer/craftsmen ratio from 2.5 to 2.3.

On the other hand, one might argue that the "relative" unemployment of laborers increased,

Unemployment Rates for Craftsmen and Laborers, 1947 to 1966 (14 and Over)



since the unemployment rate of laborers rose by 2 points while the unemployment rate of craftsmen increased by only 1 point. If we use magnitude of percentage point change rather than percentage change as our measure, the relative unemployment of laborers to craftsmen has worsened in all four recessions.

The remainder of the discussion will show that the paradoxical behavior of the ratio of unskilled to skilled unemployment can be explained in other ways.

Annual Averages. Month-to-month instead of year-to-year changes would be more sensitive indicators of peak-to-trough variations in relative unemployment. But monthly peak-to-trough changes in relative unemployment are only more suggestive of a departure between theory and fact. As shown in table 1, the seasonally adjusted relative unemployment of laborers to craftsmen fell by at least as much from peak-to-trough months as did the annual averages.

Aggregation. The relative unemployment hypothesis was formulated for all workers irrespective of the industry of their previous attachment. Therefore, the aggregate unemployment rates of craftsmen and laborers may be insufficient to test our theory because: (1) There are systematic industry differences in the causes of cyclical

TABLE 1. PEAK-TO-TRough¹ CHANGES IN UNEMPLOYMENT RELATIVES² FOR LABORERS/CRAFTSMEN, 16 AND OVER (SEASONALLY ADJUSTED)

Classification	Unemployment rates		Annual rates	
	Peak	Trough	Peak	Trough
	July 1957	April 1958	1957	1958
1958 RECESSION				
Craftsmen.....	3.7	7.1	3.8	6.
Laborers.....	9.9	16.0	10.2	15.2
Laborer/craftsmen relative.....	2.68	2.25	2.68	2.24
	May 1960	February 1961	1960	1961
1961 RECESSION				
Craftsmen.....	4.4	6.8	5.3	6.3
Laborers.....	11.0	14.3	12.7	14.9
Laborer/craftsmen relative.....	2.50	2.10	2.40	2.37

¹ Peaks and troughs are for the month or year of the National Bureau of Economic Research turning point.

² Data subject to considerable sampling error.

SOURCE: *Employment and Earnings and Monthly Report on the Labor Force*, March 1967, pp. 29-30.

TABLE 2. PEAK-TO-TRough¹ CHANGES IN EMPLOYMENT RELATIVES FOR LABORERS/CRAFTSMEN, 16 AND OVER²

Classification	Monthly employment (in thousands)		Annual employment (in thousands)	
	Peak	Trough	Peak	Trough
	July 1957	April 1958	1957	1958
1958 RECESSION				
Craftsmen.....	8,576	8,517	8,654	8,469
Laborers.....	3,419	3,454	3,512	3,496
Laborers/craftsmen ratio.....	.399	.406	.406	.413
	May 1960	February 1961	1960	1961
1961 RECESSION				
Craftsmen.....	8,464	8,471	8,560	8,623
Laborers.....	3,822	3,236	3,595	3,351
Laborers/craftsmen ratio.....	.452	.382	.420	.389

¹ See footnote 1, table 1.

² Monthly data, seasonally adjusted.

SOURCE: *Employment and Earnings and Monthly Report on the Labor Force*, March 1967.

variations in relative unemployment: Labor hoarding, job dilution, and bumping. (2) The amplitude of the output and employment cycles differs among industries. (3) The speed of response of employment to output changes differs among industries. (4) Craftsmen or laborers have different skill levels in different industries.

Disaggregation of the unemployment rates by occupation across industries is not possible since (1) problems of misclassification become more serious when unemployed workers are identified by occupation and industry of last attachment, and (2) the sample size of the Current Population Survey is too small to provide meaningful data to test the hypothesis that the ratio of unskilled to skilled unemployment will fall from the peak to the trough of the business cycle in different industries.

Relative Employment

Relative employment and unemployment may behave differently over the business cycle. Consequently, table 2 presents the relative employment analog of table 1. During the 1960-61 recession the behavior of relative employment was consistent with the original hypothesis and the changes from peak to trough in the 1957-58 recession were probably not statistically significant.

When we examine the relative employment of laborers to craftsmen in table 3, however, we ob-

serve a significant difference between the manufacturing and transportation industries and the construction industries. The decline in relative employment was much greater in manufacturing and transportation than in construction. In fact, relative employment even increased in the construction industry from the 1957 peak to the 1958 trough.

The difference in the cyclical behavior of relative employment in the construction and manufacturing industries can be explained. Skilled maintenance workers in manufacturing may be required for particular machines, and as long as any output from these machines is produced, the skilled workers will be retained. In construction, however, the number of skilled workers employed may depend not on machines to be operated, but on demand for total construction.

Also, construction and manufacturing had different cyclical variations in employment and output. During the past two cycles, fluctuations in payroll employment from the peak to the trough of the cycle have been greater in manufacturing than in construction. In 1957-58, employment de-

TABLE 3. RELATIVE EMPLOYMENT (LABORERS/CRAFTSMEN) DURING 2 POSTWAR RECESSIONS, BY INDUSTRY, ANNUAL AVERAGES, PEAK TO TROUGH¹

Classification	Manufacturing and transportation	Construction	Manufacturing	All
RECESSION				
1957 (peak).....	.389	.355	.353	.418
1958 (trough).....	.375	.381	.339	.425
1960 (peak).....	.382	.371	.371	.428
1961 (trough).....	.334	.350	.307	.403

¹ Data are for 14 and over and are not strictly comparable with tables 1 and 2 (16 and over). These variations in definition make little difference in our argument.

SOURCE: Calculated from unpublished BLS data on occupation by industry.

clined in manufacturing by 7.2 percent and in construction by 5.0 percent, while in 1960-61 the manufacturing decline was 2.8 percent compared with 2.4 percent in construction.

One would like to disaggregate more finely; for example, the category "manufacturing craftsmen" includes both skilled maintenance workers and skilled production workers. However, the finer the disaggregation, the larger the relative sampling error.

There is a tendency to suppose that the optimum position is where the number of unfilled jobs is equal to the number of unemployed workers. This assumes that an unmanned job is somehow the equivalent counterpart of a jobless man; but a jobless man is a human tragedy, while an unfilled job is merely an indication that output could be greater if more productive resources were available; i.e., that output is limited only by the availability of productive resources and not by an insufficiency of demand. This would call for congratulation rather than for complaint. The complaint, when contrasted with concern about jobless men, only reflects the fear that unfilled jobs lead to inflation. The real trade-off is between employment and inflation.

—Abba P. Lerner, *American Economic Review*, May 1967.

New Evidence on Problems of Reemployment

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IN THIS STUDY, various personal characteristics have been evaluated with respect to their effect upon the reemployability of unemployed workers. The method used determined the relative importance of interrelated variables in a more general context than has previously been reported, and results of the study substantiated some earlier findings, suggested new relationships, and raised some further questions. The individual's previous wage rate was found to be the most significant characteristic in determining reemployability, although its importance was greater when correlated with other variables than when by itself.

Design of the Study

Information on the personal characteristics of a large group of unemployment insurance recipients in California was obtained, and comparisons were made between individuals who found jobs before their unemployment insurance benefits expired and those who had exhausted their benefits.¹ The two groups were expected to differ from one another in a qualitative sense with respect to factors that are significant determinants of the ease of rehiring; conversely, the two groups ought to show no differences for those factors irrelevant to ease of reemployment.

In a quantitative sense, however, one can say even more, for the magnitude of the group difference is a measure of the strength of the factor's influence on the rehiring process. Z-statistics were used to measure the extent to which the groups

differed from one another. Because of multicollinearity, specific measures of importance for any one sample may be biased, but intergroup comparisons will not be affected. Thus, the more important a factor is as a barrier to reemployment mobility, the greater will be the difference between those workers who were reemployed within the maximum period of eligibility for unemployment insurance and those who were still unemployed after this time, as measured by the mean observation for each group. In this way, the relative effects of several interrelated variables were identified.

The benefit to which a California worker is eligible during any one period of unemployment is determined by his total earnings during a previous four-quarter "base period."² The rate of disbursement is determined by the Unemployment Insurance Code and is a function of his highest earnings during any one of the previous quarters. Weekly benefits in 1964 ranged from \$25 to \$55. In almost all cases, eligibility ran to the legal limit of 26 weeks. For workers who had not accumulated sufficient earnings during the base period, however, the duration of eligibility was less than 26 weeks.

The accompanying table presents a summary of the statistical findings of the research. The first two columns list the mean of the observations for each variable for the two groups. The third column lists the z-statistic, the statistical measure of the significance of the difference between these two means. The critical value of z for the 95-percent confidence levels for samples of this size is 1.645. In other words, a variation between means which

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¹ The California State Department of Employment furnished data on approximately 8,000 California workers who became unemployed between November 1963 and October 1964. The data was part of a study of unemployment insurance applicants in which 1 out of 10 applicants was given a questionnaire concerning his personal and family characteristics and employment history. This sample of respondents was reduced to include only urban area workers. The final data pool consisted of approximately 6,500 workers, of whom roughly 1,500 were still unemployed when their unemployment benefits became exhausted. Data on the length of eligibility was not provided, and only exhaustee-nonexhaustee breakdowns were available.

² The base period is defined as the four calendar-year quarters preceding the date unemployment commences. There is, however, a lag of from 4 to 6 months between the end of the base period and the month the unemployment insurance claim is filed. For example, for a claim filed between February and April 1965, the base period consists of the fourth quarter of 1963 plus the first three quarters of 1964.

A very small percentage of the workers were not eligible for the full 26 weeks of benefits, because of erratic base-period earnings. The data refers to exhaustees and nonexhaustees, and not to duration less than or greater than 26 weeks.

corresponds to a z-statistic exceeding this critical value implies that one can be 95 percent certain that the difference is, in fact, a true difference and not just a result of errors in measurement or chance. There is a statistically significant difference between the groups for each characteristic except work experience.

Variables Studied

The values for all of the variables except the average weekly wage, unemployment rate, industrial transferability, and work experience were taken directly from the sample questionnaire given to 1 in 10 California unemployment insurance claimants filing for compensation between November 1963 and October 1964. Information on the worker's usual occupation was used to determine both his one-digit occupational unemployment rate³ and his industrial transferability index.⁴

The wage refers to the average weekly wage during the worker's base period preceding his current period of unemployment. This wage data, therefore, covers a different period of time for dif-

ferent workers. Work experience was calculated from data on the individual's age and education.

"Skill" and Reemployment

Many findings of previous studies are confirmed by the study's results: on the average, exhausters were older (a large proportion were workers over 45 years of age), were less educated (a smaller percentage were high school or college graduates), and had been previously employed in occupations with high national unemployment rates. Women and Negroes accounted for a larger proportion of the exhauster group than of those who found employment.

Unlike previous studies, the effect of skill was found to be somewhat ambivalent. A typically observed relationship, with exceptions noted, has been that "The less skilled workers find fewer job opportunities after job displacement than the skilled workers."⁵

When skill is studied in relation to other variables, however, its importance is less than consistent. If a worker's skill is specialized, then skill may even work against his chances of being reemployed. In one context, then, skill may be found to be more influential than other variables, while in another context it may be less influential.

It is impossible to directly measure skill in a more precise way than the three-stage classification (skilled, semiskilled, unskilled), as there is no separate measure of skill than one might use. An alternate approach used in this study was to replace "skill" by a weighted function of the worker's education and work experience.⁶

A few of the variables were converted to logarithmic form to facilitate subsequent regression analysis.⁷ When treated logarithmically, the two components of skill—education and experience—separate from one another. The empirical findings for education are shown in the table; there are no deviations from predictions. The findings concerning work experience, however, appear to be contrary to our expectations: the work experience measure for workers who had exhausted their unemployment compensation was not significantly less than the measure for recipients who found jobs before benefits expired. It must be remembered, however, that although work experience may well be a positive factor in determining the ease of reemployment (as suggested by other studies), its

³ The ratio of insured unemployment to total unemployment for 1964 was obtained from the *Economic Report of the Governor, 1965* (Sacramento, Calif., California Department of Finance, 1965). The same report provided data on the total California civilian labor force in 1964 and, assuming that the proportion of covered workers is the same for the entire labor force as for the unemployed, the size of the covered labor force was estimated. Data on the level of unemployment by occupation was obtained by applying data on the occupational distribution of the unemployed (in percent terms) to the data on total insured unemployment. The occupational unemployment rate is, therefore, the ratio of the insured occupational unemployment level to the insured labor force.

⁴ This index measures the ease with which a worker may change the industry of his employment while retaining his original occupational attachment. It is defined as the minimum number of one-digit industries which hire 75 percent of his occupation's employment. The data are from *Census of Population: 1960*.

⁵ William Haber, Louis Ferman, and James R. Hudson, *The Impact of Technological Change* (Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1963), p. 17.

⁶ Work experience is assumed to be a tapering-off function of the proportion of one's potential years in the labor force which has been realized. Thus, $Ex = \sin((A-E-6) - (65-E-6))$ where Ex represents work experience; A , the worker's age; E , his years of formal education; and 6 and 65 the assumed school entrance and labor force retiring age, respectively.

⁷ Natural logs were used in this study, although common logs would have given the same results. The z-statistic is most valid when the variables used to construct it (the means of the samples) are distributed normally. If a variable happens to be skewed to the left (a higher concentration of respondents in the lower levels of the variable in question than in the higher levels), then a logarithmic transformation will improve the validity of the z-statistic. This is, in fact, the case for both the wage and the work experience variables, although its applicability to the transferability is questionable.

PERSONAL CHARACTERISTICS OF NONEXHAUSTEE-EXHAUSTEE GROUPS

Characteristic	Group mean		Z-standard normal statistic for group difference
	Non-exhaustees	Exhaustees	
Wage (in logs).....	4. 6573	4. 4764	13. 79
Unemployment rate (percent).....	5. 5093	6. 2416	10. 66
Race ¹	. 2247	. 2717	8. 78
Major support of dependent ²	. 3196	. 4659	7. 14
Transferability.....	1. 7540	1. 8448	5. 88
Age ³	. 3486	. 4100	4. 45
Education (years).....	10. 3145	10. 0123	4. 05
Sex ⁴	. 3732	. 4530	3. 76
Age (years).....	39. 3706	42. 1635	2. 62
College diploma ⁵	. 9341	. 0252	2. 51
High school diploma ⁵	. 4433	. 3884	1. 96
Work experience.....	— . 7283	— . 6032	1. 20

¹ Proportion of sample which is nonwhite.

² Proportion of sample without one dependent or more.

³ Proportion of group 45 years of age or older.

⁴ Proportion of sample which is female.

⁵ Proportion of group with diploma.

effect is cancelled by the negative effect of its chief determinant: Increasing age.

If one assumed the previous wage to be a measure of skill, the observation that the exhaustees had a significantly lower wage before unemployment than the reemployed workers is entirely consistent with previous findings. Moreover, exhaustees were less educated and did not have significantly greater work experience than the non-exhaustees to compensate for their lack of education.

Occupational Specialization

The last variable that was tested was occupational specialization: The more concentrated the worker's occupation with respect to industrial employment, the greater his ease of finding reemployment. This rather surprising finding may be the result of the nature of the unemployment situation at the time the study's sample was taken. If the workers were experiencing structural unemployment (unemployment affecting some industries more than others), then the number of alternate industries which would be available for potential reemployment would be relevant. If, however, unemployment were diffused among all industries (as in the case of insufficient aggregate demand), alternate channels of reemployment are not so readily available and, in fact, the best hope for

reemployment probably lies in the industry of previous employment, because of investment in training and experience. The relatively high levels of unemployment in California during the sample period, 6.0 percent,⁸ indicate that the latter was probably the case.

Relative Importance

This article is but a beginning step in the analysis of reemployment. Further research using larger samples, a longer time span, econometric techniques, and multivariate analysis will be necessary before concrete conclusions can be made. The data in this study do indicate some general tendencies and point to some tentative conclusions.

The most significant factor differentiating the two groups is the wage rate. This variable is, however, probably more significant as a correlate with other variables than by itself. The one-digit occupational unemployment rate, the next most important variable, indicates that perhaps the strongest single determinant of duration of unemployment is a factor exogenous to the worker himself: the state of excess supply in his occupational job market. The next most important characteristic in separating the exhaustees from the nonexhaustees is race, followed closely by the motivational factor considered in the study—the extent to which the members of each group provide the major support for one dependent or more. The strength of this factor could signify the importance of “necessity” in determining one's promptness in finding reemployment.

The lack of industrial specialization of the worker, measured by transferability, comes next, and then the proportion of workers susceptible to age discrimination. Education is a moderately strong differentiating variable when treated as a continuous variable, but is just barely significant if one considers only the diplomas one earns. Thus, discrimination against high school dropouts does not appear to be as significant a factor as generally thought in determining the ease of reemployment. Sex differences appear to be of relatively minor importance, as does the age of the workers.

⁸ *Economic Report of the Governor, 1965*, op. cit., p. 60.

Employment Effect of State and Local Government Spending

JOSEPH C. WAKEFIELD*

EDITOR'S NOTE.—*This is the last of a series of articles dealing with State and local government activities. The first dealt with the changes that may be anticipated in occupational employment in State and local governments as their programs change from 1965 to 1975, and the second described in detail the growth in State and local government purchases and employment anticipated to occur by 1970. The present article relates these purchases of goods and services to employment in the private economy, and combines this employment effect with direct employment to show the total effect of State and local activities.*

IN THE PAST, State and local governments have been a major source of increased employment in the Nation. Between 1958 and 1962, State and local governments, directly and indirectly,¹ accounted for nearly one-fourth of the increase in total civilian employment,² and from 1962 to 1965, for one-third of the increase. It is estimated that the proportion will continue to rise, so that between 1965 and 1970, State and local governments will account for over 36 percent of the increase in civilian employment.³

In 1965, State and local governments accounted for nearly 14 percent of all civilian employment in the Nation, either directly (their own employees) or indirectly through their purchases from

private industry. Because of its size, the State and local government sector is a major factor in the employment picture, and because it is less vulnerable than other sectors to shortrun cyclical changes, it can exert a stabilizing influence on the economy.

Some perspective on its importance can be gained by reviewing some of the major changes in overall employment since 1957, when the unemployment rate was a relatively low 4.3 percent of the civilian labor force. The years that followed saw a sharp slackening in the rate of economic growth and a rise in the rate of unemployment. In the 1957-63 period, total employment increased by only 0.7 percent a year, compared with an average annual rate of increase of 1.2 percent over the 1947-57 period.

Much of the increase from 1957 to 1963 was concentrated in two sectors: State and local governments (where direct employment increased by over 4 percent annually in this period) and personal, business, and professional services. Trade, domestic service, Federal Government, and finance, insurance, and real estate also showed above-average increases. Employment in other sectors of the economy either declined substantially or showed little or no increase.

However, between 1963 and 1965, real growth in the economy exceeded 5 percent a year, and resulted in an increase in employment of almost 3.5 million in 2 years, or 2.4 percent a year—more than twice the long term growth rate. Most of the employment increase occurred in 1965.

Direct employment by State and local governments increased by 6 percent a year between 1963 and 1965. Trade and personal, business, educational, and medical services also continued as major sources of increased employment. Agricultural employment continued its long term decline; mining stabilized at about the 1963 level; and employment in manufacturing increased significantly,

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¹ Direct employment is defined as the employment necessary to operate government programs, while indirect employment is that necessary to supply goods and services purchased by State and local governments.

² The employment estimates cover wage and salary workers on establishment payrolls, self-employed, unpaid family workers, and domestics. The estimates refer to number of jobs and are, therefore, higher than the number of persons employed as measured in labor force surveys. This is due to dual jobholding and statistical differences between the two series.

³ See "State and Local Government Manpower in 1975," *Monthly Labor Review*, April 1967, pp. 13-17, and "Expanding Functions of State and Local Governments, 1965-70," *Monthly Labor Review*, July 1967, pp. 9-14.

reversing the previous trend. Another significant increase was in construction employment, which—as explained in detail below—is strongly affected by State and local government expenditures.

From 1958 to 1965, total employment resulting from State and local government programs increased by nearly 4 percent a year, while total civilian employment was increasing by only 1.7 percent a year. State and local government programs have thus provided a substantial portion of the thrust in an expanding economy, and—when the pace was slackened somewhat in other sectors—the steady growth of State and local government expenditures has served to counterbalance employment declines in other parts of the economy.

The largest portion of the employment attributable to State and local government expenditures is the direct employment necessary to operate government programs. This direct employment has increased rapidly in recent years in response to population growth and increased demand for more and better public services, most particularly for education. Since 1958, the number of State and local government employees has increased by one-third, rising from 5.6 million to 7.7 million in 1965. State and local government employment has also accounted for an increasing proportion of total civilian employment since 1958. (See table 1.)

State and local government direct employment is projected to increase to about 10.2 million in 1970; an increase of nearly 6 percent a year from 1965 to 1970, compared with 5 percent a year in the 1960–65 period. The growth in total civilian employment is less rapid—1.5 percent annually between 1960 and 1965, and an estimated 2 percent a year from 1965 to 1970.

Effect on Other Sectors

In addition to this direct employment, State and local governments affect employment in private industries through the purchase of goods and services. In 1965, these purchases amounted to \$56.3 billion (table 2); this amount is nearly four times as large as the nondefense purchases of the Federal Government, and even exceeds defense purchases.

Excluding employee compensation, State and local government purchases have their largest single employment effect on the construction industry. In 1965, nearly 840,000 jobs (21 percent of all construction workers) were attributable to construction purchases by State and local governments (more than \$16 billion). Over 55 percent of these jobs were in the construction of highways and schools. By 1970, over 1 million construction

TABLE 1. TOTAL EMPLOYMENT ATTRIBUTABLE TO STATE AND LOCAL GOVERNMENT PURCHASES OF GOODS AND SERVICES, FOR SELECTED YEARS AND PROJECTED 1970

Item	Thousands of employees				Percent distribution			
	1958	1962	1965	1970	1958	1962	1965	1970
Percent of total employment								
Total employment.....	8,002	8,946	10,410	13,544	12.1	12.8	14.0	16.4
State and local government employment.....	5,648	6,550	7,713	10,159	8.5	9.3	10.4	12.3
Employment in private industry.....	2,354	2,396	2,697	3,385	3.5	3.4	3.6	4.1
BY MAJOR SECTOR								
Percent of sector employment								
Agriculture.....	58	59	66	61	.9	1.1	1.3	1.4
Mining.....	88	82	82	91	11.7	11.9	12.4	14.6
Nonmetallic mining and quarrying.....	41	44	43	51	34.2	35.8	34.4	34.7
Construction.....	697	717	837	1,026	19.8	19.4	21.0	22.2
Manufacturing.....	758	777	838	1,048	4.6	4.5	4.6	5.4
Furniture and fixtures.....	14	18	21	27	13.1	15.3	16.5	17.0
Stone and clay products.....	92	93	95	109	21.2	20.7	20.3	22.2
Heating, plumbing, and structural metal products.....	83	80	88	88	19.3	19.2	18.8	16.9
Electric lighting and wiring equipment.....	16	17	19	30	12.9	11.6	11.2	15.5
Services.....	708	709	809	1,072	2.4	2.3	2.4	2.8
Transportation and warehousing.....	155	151	151	195	5.7	5.7	5.5	7.0
Wholesale and retail trade.....	182	192	200	313	1.3	1.3	1.3	1.9
Business services.....	123	150	171	245	8.1	7.5	7.8	8.8
Other.....	45	52	65	85	4.5	4.7	5.3	6.3

jobs (over 22 percent of all construction employees) will be attributable to State and local government construction purchases, with somewhat more than 50 percent of them in highway and school construction. Thus, State and local government purchases are expected to account for about 30 percent of the increase between 1965 and 1970, in all construction employment.

The purchase of structures and the compensation of public employees make up the bulk of State and local expenditures (80 percent in 1965). Purchases of goods and services from all other sectors are relatively small (\$11 billion in 1965) and when distributed among the many industries have generally a minor effect on employment. This "all other" category of purchases has been increasing faster than the other types of purchases, however.

Moreover, there are individual manufacturing industries where employment is affected rather substantially by State and local government purchases. These include the manufacture of other furniture and fixtures; stone and clay products; heating, plumbing, and structural metal products; and electric lighting and wiring equipment. However, most of the employment effect in these industries is the indirect result of construction purchases.

The remaining major sectors—agriculture, mining, services, and "all other"—are little affected by State and local government purchases. In the mining sector, however, large purchases of stone and stone products for highway and other construction has a decided effect on the stone, sand, and gravel mining industry.

Method

An interindustry employment table is used to determine the amount of employment in the private economy attributable to State and local government purchases. The employment table is developed from an input-output table (showing

TABLE 2. STATE AND LOCAL GOVERNMENT PURCHASES OF GOODS AND SERVICES, FOR SELECTED YEARS AND PROJECTED 1970

Item	Billions of 1958 dollars			
	1958	1962	1965	1970
Total purchases.....	\$40.6	\$47.5	\$56.3	\$74.7
Compensation.....	21.5	25.1	29.2	36.5
Structures.....	12.2	13.5	16.1	21.5
All other.....	6.9	8.8	11.1	16.7

what each industry in the economy purchases from every other industry, as well as from itself, in order to produce its own output) which is converted to an interindustry employment table through industry employment-output relationships.⁴

The basic input-output table used in this analysis is for the year 1958 and was developed by the Office of Business Economics, U.S. Department of Commerce. To make the interindustry employment data as current as possible, the Bureau of Labor Statistics updated the 1958 input-output relationships to 1962 and projected 1970.⁵ Furthermore, the updated input-output relationships were converted to employment requirements based on the level of productivity in each industry in 1962, 1965, and 1970. Thus, the interindustry employment tables used—one for each year under consideration in this article—reflect that year's productivity levels and input-output relationships stated in 1958 dollars.

Certain limitations should be taken into account when interpreting the employment effects of State and local government purchases. First, the employment generated by the use of the interindustry employment table is based on the employment required to produce the average product mix of an industry and not necessarily any single product made by that industry for State and local governments.

Second, the employment results do not take into account the multiplier effects. The employment effects cover only that employment required to produce the products initially purchased; they do not cover the further effect of the respending of income for consumer goods, nor do they include that employment required for the production of capital goods used in the production of a given industry's product.

⁴ For a detailed description of the basic input-output table and the interindustry employment table, see "Interindustry Employment Requirements," *Monthly Labor Review*, July 1965, pp. 841-850. See also *Projections 1970: Interindustry Relationships, Potential Demand, and Employment* (BLS Bulletin 1536, 1966), chapter 5.

⁵ The employment table for 1965 is based on the input-output relationships for 1962, but does incorporate 1965 employment output relationships.

The New Five-Day Workweek in the Soviet Union

EDMUND NASH*

A MAJOR CHANGE in the Soviet workweek, providing for the transition of most wage and salary earners from a 6- to a 5-day workweek, was decreed by the U.S.S.R. last March.¹ The Soviet press estimates that about 82 percent or 66 million of the country's 80 million wage and salary earners will be on the 5-day workweek by November 7 (the 50th anniversary of the Soviet regime).²

The number of working hours per week, however, remains at 41, and many workers putting 8 hours or less a day will occasionally have to work a 6-day week. Under certain production and working conditions, the previous pattern of a 7-hour weekday and 6-hour Saturday will continue.

According to a joint Party-Government-Trade Union resolution issued with the decree, transition to the 5-day workweek generally will be on a geographic basis, and all enterprises in a given city or larger political area will introduce it at the same time.

Shortly after issuance of the decree, a trade union resolution³ instructed union bodies to: Prepare workers for the 5-day workweek; provide them with better service in transportation, restaurants, stores, and other facilities catering to consumers; supply them with better rest homes and additional recreation areas and equipment; and promote their participation in club and community center activities on extra leisure days.

Workweek History

In 1917, the new Soviet State was quick to establish an 8-hour workday and a 6-day workweek. Except for a short experimental period between 1929 and 1931,⁴ the 6-day week remained constant,

although the workday hours fluctuated between 7 and 8. Between 1929 and 1933, most workers went on a 7-hour day, but, under a defense measure during World War II, an 8-hour workday became effective on June 26, 1940. In 1956, Saturday work hours were reduced from 8 to 6, and in 1960 the 7-hour day was again reinstated. Exceptions to the 7-hour weekday pattern, however, include the following who usually work 6-hour days:⁵ Workers in certain arduous or hazardous occupations; youths, 16 to 18; teachers, doctors, and handicapped individuals. The 15-year-old trainees work 4-hour days.

The 5-day week, first introduced in March 1960 in a textile factory, gradually was extended to 14 industrial sectors. Thus, when the shortened workweek was officially decreed last March, about 1,500 enterprises and construction sites, employing around 2 million wage and salary earners, were already on such a schedule.

Length and Schedule of Workday

The joint Government-Trade Union resolution advised affected enterprises to choose 1 of 3 workday patterns: 7 hours 54 minutes; 8 hours; or 8 hours 12 minutes. Some establishments had already adopted 7-hour 50-minute and 7-hour 40-minute shifts instead.⁶ The 8-hour 12-minute workday in enterprises with only one shift presents no scheduling difficulty in meeting the 41-hour week requirement. For the 8-hour and the 7-hour 54-minute schedules, an occasional week of 6 successive workdays fulfills the 41-hour week. Workers on 8- and 7-hour schedules must work every eighth and seventh Saturday, respectively, to meet their 41-hour-a-week average.

In enterprises operating 7 days a week with day and night shifts averaging 7 hours 54 minutes, the

*Of the Office of Foreign Labor and Trade, Bureau of Labor Statistics. This is a summary of the first part of a report on the new workweek and current leave provisions in the U.S.S.R.

¹ *Pravda*, Mar. 15, 1967.

² *Pravda*, Mar. 29, 1967.

³ *Trud*, Mar. 31, 1967.

⁴ Protseviski, *Raboechee vremia i rabochii den* (Worktime and the Workday), Moscow, 1963, p. 56.

⁵ A detailed list of industrial occupations on the 6-hour-day basis is given in *Spravochnik profsoyuznogo rabotnika* (Handbook of the Trade Union Official), Moscow, 1956, pp. 259-269. Subsequent editions of this handbook do not contain this list, which was revised in December 1960 and September 1963. (*Sotsialisticheski Trud*, No. 4 (April), 1965, p. 132.)

⁶ *Trud*, Mar. 16, 1967, p. 2.

work force is divided into three shifts. Each group works a day shift one 5-day week then a night shift for 1 week. About twice a month, 1 day of night-shift work follows 5 daytime workdays.

Effects of New Workweek

According to the Soviet press, a drop in both the accident rate and the rate of sickness-caused absenteeism followed conversion to the 5-day week in the textile industry. Absenteeism dropped as much as 6 percent in some plants. A productivity increase in some enterprises already on the new workweek schedule has also been reported in the press.

The shorter workweek necessitates a certain number of adjustments in services used by factory workers such as transportation, dining facilities, and nursery care. And the longer weekend, allowing workers more time for educational, recreational, and cultural activities, has created the need for more consumer-service workers and additional facilities for such things as traveling, sports, and fishing.

To help enterprises prepare for the shorter workweek, local commissions composed of representatives of the city council, the party, trade unions, and economic authorities were created. Industries getting ready to inaugurate the 5-day week are directed to review their production practices to foster better use of production funds, equipment, and working time.

Overtime Work

Overtime work is not mentioned in the 5-day workweek decree, so presumably such work continues to be forbidden without the permission of trade union and public authorities. Sanctioned only in special or urgent circumstances as stipulated in the Labor Code,⁷ overtime is limited to 120 hours a year, or 4 hours within 2 consecutive days, except in seasonal work where the limit is 4 hours a day and 50 hours a month.⁸

Compensation for overtime work is at premium rates, usually time and a half for the 9th and 10th hours, double time for the 11th and subsequent hours. Pieceworkers receive a premium of one-half of their base pay rate for the first 2 hours of overtime, an extra full hourly base rate for each succeeding hour. Double time is paid on the 8 legal holidays and, under certain circumstances, for work on the weekly day off.

⁷ For a summary of such circumstances, see *Labor Law and Practice in the U.S.S.R.* (BLS Report 270, 1964), p. 44.

⁸ *Sotsialisticheskii Trud* (Socialist Labor, a monthly) Moscow, May 1961, p. 138.

. . . In the most highly developed regions of the world (Northern America, Northern Europe, Western Europe, and Australia and New Zealand), only 8 to 14 percent of the active populations are engaged in agriculture, against about 40 to 45 percent in industry. In contrast, in the least developed regions (Eastern Africa, Middle Africa, Western Africa, Northern Africa, East Asia Mainland, Middle South Asia, and South-East Asia) from 70 to 86 percent of the labor force is active in agriculture and only 5 to 14 percent in industry.

Services accounted for a majority of the labor force in only one region, Northern America (53 percent) and was the leading sector of activity for Australia and New Zealand (49 percent), Northern Europe (45 percent), Temperate South America (42 percent), and Japan (39 percent). In such regions as Western Africa, Eastern Africa, Middle Africa, and Melanesia, services accounted for less than 15 percent of the labor force. In only three of the 23 regions (Eastern Europe, Southern Europe and the U.S.S.R.) was services the smallest of the three sectors.

—Samuel Baum, "The World's Labor Force and Its Industrial Distribution, 1950 and 1960." *International Labor Review*, January–February 1967.

Employment of School Age Youth, October 1966

VERA C. PERRELLA*

THE NUMBER OF YOUNG PEOPLE who work while going to school has increased sharply in recent years. Some 5.3 million students 14 to 24 years old were in the labor force in October 1966,¹ nearly 2 million more than in 1960. Moreover, in the past 2 decades the proportion of students among all young workers has doubled. (See chart.) These developments resulted from the increases in population and in the proportion of youth enrolled in school, and also in the proportion of students who work, particularly among those 18 to 24 years old (table 1). School enrollment among these college-age men and women increased about 80 percent during the 1960's, more than double the increase in their population. For many of these students, continuation of school is contingent upon having a job.

The growth of the labor force 14 to 24 years old over the 1960-67 period has been matched by a growth of the same magnitude in employment—3.3 million—so that the number of unemployed was no greater in October of 1966 than in 1960.

	Em- ployed, October 1966 (in thou- sands)	Increase in employment (in thousands), October 1960 to October 1966		
		Total	Enrolled	Not enrolled
Total, 14 to 24 years.....	14,499	3,332	1,764	1,568
14 and 15 years.....	986	62	72	-10
16 and 17 years.....	2,183	497	658	-161
18 to 24 years.....	11,330	2,773	1,034	1,739
18 and 19 years.....	3,340	991	509	482
20 to 24 years.....	7,990	1,782	525	1,257
Male.....	8,175	1,565	1,038	527
Female.....	6,324	1,767	726	1,041

The additional number of employed persons in this age group was divided about equally between students and nonstudents, although relatively the increase was much greater for students.

Most of the rise in employment was in professional and technical occupations, in operative jobs for the men, and in clerical and service (except private household) occupations for the women. However, if the in- and out-of-school segments are compared, marked differences in occupational growth are apparent (table 2). Among men in school, the number of additional jobs in white- and blue-collar occupations was about the same, but a substantial rise occurred in the number of service workers; among men not in school, the increase was preponderantly in blue-collar occupations while the number in service jobs remained unchanged. Employment in white-collar occupations increased markedly among women, both those in school and those not in school. The number of women students employed as private household workers increased sharply between October of 1960 and 1966, while among women not in school employment rose in service occupations other than private household. The number of farm workers declined among men and women over the 7-year period, regardless of school status.

The educational attainment of student workers has an important effect on the occupational distribution of their age group as a whole; fully a third

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¹Data presented in this report relate to the civilian non-institutional population in the calendar week ending October 15, 1966. All members of the Armed Forces and inmates of institutions are excluded. The report is derived from supplemental questions to the October 1966 monthly survey of the labor force conducted by the Bureau of the Census for the Bureau of Labor Statistics. Previous survey findings were published in the *Monthly Labor Review* of July 1960, July 1961, June 1962, August 1963, July 1964, July 1965, and July 1966, and reprinted with additional tabular material as Special Labor Force Reports Nos. 6, 16, 22, 34, 42, 55, and 68, respectively. Reprints of all articles in the series are available upon request to the Bureau or to any of its regional offices.

of the employed students 20 to 24 years old, for example, were in professional, technical, and kindred occupations in October 1966.

The additional numbers of working students considerably enlarge the supply of part-time workers. In October 1966, 2 million men and 1½ million women among students were employed part time in nonagricultural industries. Indications point to an ever-rising need for jobs which can utilize part-time workers; students who want part-time work face keen competition from married women, older men who want post-retirement employment, moonlighters, and those who take part-time work because they cannot get full-time jobs.

The 3½ million students employed part time in October 1966 were, of course, preponderantly wage and salary workers in nonagricultural industries. Most of the men students worked in trade, service, and manufacturing, with two-thirds of them in the first two industries; among women students who worked part time, 2 out of 3 were in service occupations, and more than half of these were private household workers.

With respect to occupation, nearly 20 percent of the men students who worked part time were service workers and another 20 percent nonfarm laborers, while 30 percent were salesworkers and operatives. More than a third of the women students were private household workers, and sizable numbers were in other service occupations and in clerical jobs.

Youth in the Labor Force

The over-the-year net increase in the number of persons 14 to 24 years old in the labor force occurred among women: nearly 7 million women in this age group were in the labor force in October 1966, close to one-half million more than a year earlier. While the increase in the number of out-of-school women in the labor force was double that for the in-school group, the relative gains of each segment were about the same. In October 1966, as a year earlier, about 30 percent of the young women in the labor force were in school.

Some 8.7 million young men were in the civilian labor force at the time of the latest survey, the same number as in October 1965, and at both dates 4 out of 10 were also in school. The number of out-of-school men in the civilian population and labor force remained unchanged over the year, largely

because about 335,000 more men 18 to 24 years old were in the Armed Forces than a year before, most of whom would otherwise have been in the civilian labor force.

Labor force participation rates for both men and women, whether in or out of school, did not change significantly over the year. Since 1960, however, there has been a small increase in the proportion of men and women students who are in the labor force, whereas among nonstudents the rate has remained relatively stable for the men and increased substantially for the women, especially those 20 to 24 years old.

Looking for Work

Men fared somewhat better than women with respect to unemployment. The number of men looking for work in October 1966 was 100,000 lower than the preceding October's 500,000, and

Students as a Percent of the Civilian Labor Force,
1948-66

[Persons 14 to 24 years old]

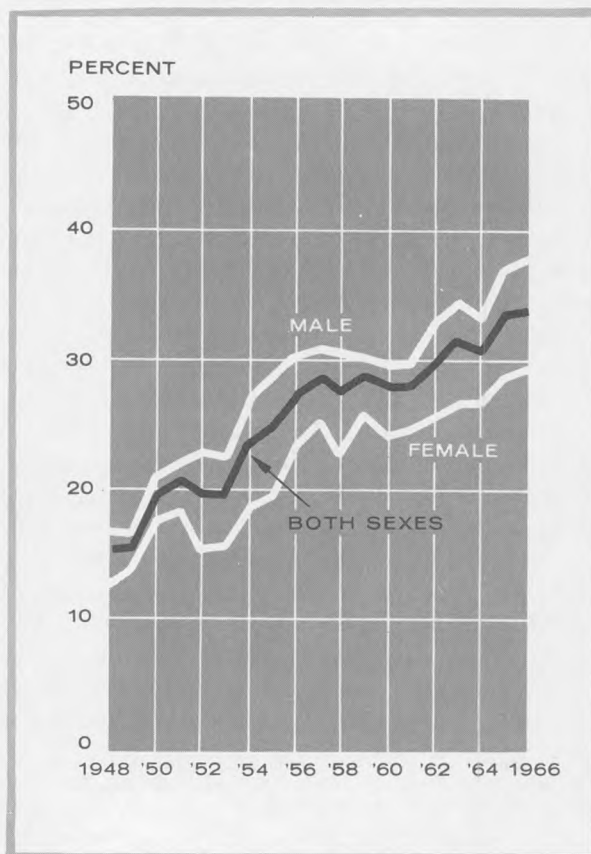


TABLE 1. PROPORTIONS OF THE POPULATION AND LABOR FORCE 14 TO 24 YEARS OLD ENROLLED IN SCHOOL, BY SEX AND AGE, OCTOBER 1960 AND 1966

[Percent enrolled in school]

Age and sex	Civilian non-institutional population		Civilian labor force	
	1966	1960	1966	1960
BOTH SEXES				
Total, 14 to 24 years.....	56.4	50.8	33.8	27.5
14 and 15 years.....	98.6	97.8	97.1	94.7
16 and 17 years.....	88.5	82.5	81.6	67.6
18 to 24 years.....	29.3	21.0	18.6	12.4
18 and 19 years.....	47.2	38.4	30.6	21.4
20 and 21 years.....	29.9	19.4	17.9	11.6
22 to 24 years.....	13.2	8.7	10.7	6.8
MALE				
Total, 14 to 24 years.....	64.0	57.2	37.7	29.8
14 and 15 years.....	98.7	97.9	97.1	95.6
16 and 17 years.....	89.9	84.5	82.4	69.4
18 to 24 years.....	39.5	28.8	22.2	14.2
18 and 19 years.....	57.8	47.9	36.7	25.7
20 and 21 years.....	41.4	27.1	22.6	13.1
22 to 24 years.....	21.3	15.0	13.3	8.3
FEMALE				
Total, 14 to 24 years.....	49.5	44.9	29.0	24.3
14 and 15 years.....	98.4	97.7	97.1	93.3
16 and 17 years.....	87.1	80.6	80.5	64.9
18 to 24 years.....	20.9	14.4	14.4	9.8
18 and 19 years.....	37.7	30.0	24.4	16.5
20 and 21 years.....	20.9	13.1	13.0	9.4
22 to 24 years.....	6.6	3.4	6.8	4.3

the unemployment rate decreased from 7.4 to 5.9 percent. Rates declined for both students and nonstudents.

Over the year, unemployment rates declined for men students and nonstudents (table 3). For the second, and consecutive October, the unemployment rate was higher for men in school than for those no longer in school (7.1 and 5.2 percent, respectively). From 1948 to 1964, October unemployment rates for men students had been either lower or not significantly different from those for nonstudents. Whether the current difference will be sustained or enlarged is difficult to know. There are several factors which may be important in contributing to the current relationship of the two rates, and which are relevant in any longrun considerations of the young labor force. Those who come out of school currently have more years of school than those in former years, and unemployment rates have always been lower for those with more education. (Approximately 63 percent of men 16 to 24 years old who were out of school and

in the civilian labor force in October 1966 had a high school diploma, compared with 55 percent in 1960.)

Another factor in the relationship of student and nonstudent employment rates is that students are preponderantly interested in part-time work that does not conflict with their school schedules, and that unemployment rates for part-time workers have been increasing. The demand for such jobs is outstripping the supply. Part-time jobs are frequently temporary or intermittent.² Job attachment is not as strong among students as among nonstudents for a variety of reasons, primarily because of conflicts with school schedules and, usually, absence of career interest in the job. A student's major concern is still the school portion of his dual role.

Among the women, there was no significant change in unemployment rate, either for students or nonstudents, and the rate for nonstudents (9.5 percent) continued higher than for students (6.9 percent). However, the number of employed women increased by 400,000, with the gain for the nonstudents twice that for the students, although the relative gains were the same for both groups.

Among nonwhite men and women, there was no significant difference in unemployment rates from October 1965, either for students or nonstudents. The rates of nonwhite persons in October 1966 continued to be substantially higher than those for whites:

	Unemployment rates for nonwhites 14 to 24 years old (Rate)	As percent of whites' unemployment rates (Percent)
Men:		
Students.....	15.2	238
Nonstudents.....	7.9	165
Women:		
Students.....	20.2	361
Nonstudents.....	19.8	251

The nonwhite persons constituted almost a fourth of all the unemployed youth, although they were only about 12 percent of the labor force in these ages.

Kinds of Work

Employment of persons 14 to 24 years old increased by almost 500,000 over the year ending in October 1966, with 4 out of 5 of the additional jobs gained by women, mostly those out of school.

² See Special Labor Force Report No. 45, "Unemployment Among Full-Time and Part-Time Workers," *Monthly Labor Review*, September 1964, pp. 1009-1013.

Overall, about one-third of all the employed youths were still in school in that month, compared with 28 percent as recently as 1960 and 16 percent in 1948.

The relative proportions of the out-of-school men in the various occupations have not varied greatly over the past 7 years, except for a decrease in the proportion in farm occupations, and an increase in the proportion in operatives jobs. Among the male students, the proportions in professional, technical, clerical, and service occupations have increased since 1960, and those in sales and farm occupations have decreased.

Over 60 percent of the out-of-school men were employed in blue-collar occupations (craftsmen, operatives, and nonfarm laborers), compared with 35 percent of the students. The occupation group in which the largest proportion of nonstudents was employed was operatives—34 percent, compared with 15 percent in the same occupation for the students. Generally, because of their youth and lesser experience compared with the rest of the civilian male labor force, the proportion of young men employed as operatives has been at

least twice that of craftsmen, whereas in the male labor force as a whole, the proportions of operatives and craftsmen are now about the same.

Among the male students, the proportions in white-collar and blue-collar occupations in October 1966 were roughly similar—37 and 35 percent, respectively. The proportion in service occupations, in which the opportunity for part-time work is greater than in operative and craftsmen occupations, is more than three times that among nonstudent men. The younger men have higher proportions in services and sales than those 20 to 24 years old; for example, 17 percent of boys age 14 to 17 years were in the sales group, which includes newsboys, and 19 percent were in the service group, which includes shoeshine boys, ushers, soda fountain workers, and busboys—much greater proportions than for youths no longer in their teens.

For both the in- and out-of-school boys 14 to 17 years old, the proportions in the farm laborer group are much higher than for the older men, probably because most of them are unpaid workers on family farms; most of the older students are

TABLE 2. MAJOR OCCUPATION GROUP OF EMPLOYED PERSONS 14 TO 24 YEARS OLD, OCTOBER 1966, AND INCREASE IN EMPLOYMENT FROM OCTOBER 1960, BY SCHOOL ENROLLMENT STATUS AND SEX

Occupation and sex	Total employed in 1966			Employed					
	Number	Percent distribution	Change in number from 1960	Enrolled in 1966			Not enrolled in 1966		
				Number	Percent distribution	Change in number from 1960	Number	Percent distribution	Change in number from 1960
MALE									
Total: Number (in thousands).....	8, 175	100. 0	1, 565	3, 044	100. 0	1, 038	5, 131	100. 0	527
White-collar workers.....	2, 487	30. 4	655	1, 120	36. 8	433	1, 367	26. 6	222
Professional, technical, and managerial.....	1, 058	12. 9	422	366	12. 0	200	692	13. 5	222
Clerical.....	783	9. 6	163	333	10. 9	156	450	8. 8	7
Sales.....	646	8. 0	70	421	13. 8	77	225	4. 4	-7
Blue-collar workers.....	4, 247	51. 8	1, 025	1, 053	34. 6	416	3, 194	62. 2	609
Craftsmen.....	922	11. 2	220	116	3. 8	54	806	15. 7	166
Operatives.....	2, 193	26. 7	580	457	15. 0	192	1, 736	33. 8	388
Laborers, except farm.....	1, 132	13. 9	225	480	15. 8	170	652	12. 7	55
Service workers, including private household.....	833	10. 3	255	551	18. 1	279	282	5. 5	-24
Farm workers.....	608	7. 5	-370	320	10. 5	-90	288	5. 6	-280
FEMALE									
Total: Number (in thousands).....	6, 324	100. 0	1, 767	1, 870	100. 0	726	4, 454	100. 0	1, 041
White-collar workers.....	3, 726	58. 8	980	867	46. 4	405	2, 859	64. 2	575
Professional, technical, and managerial.....	776	12. 3	242	202	10. 8	97	574	12. 9	145
Clerical.....	2, 565	40. 5	670	454	24. 3	232	2, 111	47. 4	438
Sales.....	385	6. 1	68	211	11. 3	76	174	3. 9	-8
Blue-collar workers.....	785	12. 4	341	63	3. 4	32	722	16. 2	309
Service workers.....	1, 678	26. 7	577	867	46. 4	339	811	18. 2	238
Private household.....	737	11. 8	179	577	30. 9	236	160	3. 6	-57
Other service, excluding private household.....	941	14. 9	398	290	15. 5	103	651	14. 6	295
Farm workers.....	135	2. 1	-131	73	3. 9	-49	62	1. 4	-81

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

TABLE 3. EMPLOYMENT STATUS OF STUDENTS AND NONSTUDENTS 14 TO 24 YEARS OLD, BY AGE AND SEX, OCTOBER 1960, 1962, 1964-66

[Numbers in thousands]

Enrollment status, sex, and employment status	14 to 24 years					14 to 19 years					20 to 24 years				
	1966	1965	1964	1962	1960	1966	1965	1964	1962	1960	1966	1965	1964	1962	1960
ENROLLED IN SCHOOL															
<i>Male</i>															
Civilian noninstitutional population.....	10,278	9,861	9,228	8,421	7,247	8,611	8,302	7,896	7,244	6,311	1,667	1,559	1,332	1,177	936
Civilian labor force.....	3,276	3,213	2,732	2,481	2,171	2,498	2,449	2,092	1,860	1,757	778	764	640	621	414
Labor force participation rate ¹	31.9	32.6	29.6	29.5	30.0	29.0	29.5	26.5	25.7	27.8	46.7	49.0	48.0	52.8	44.2
Employed.....	3,044	2,920	2,508	2,282	2,006	2,291	2,193	1,909	1,699	1,610	753	727	599	583	396
Unemployed.....	232	293	224	199	165	207	256	183	161	147	25	37	41	38	18
Unemployment rate ²	7.1	9.1	8.2	8.0	7.6	8.3	10.5	8.7	8.7	8.4	3.2	4.8	6.4	6.1	4.3
<i>Female</i>															
Civilian noninstitutional population.....	8,738	8,462	8,030	7,188	6,162	7,858	7,661	7,314	6,640	5,748	880	801	716	548	414
Civilian labor force.....	2,008	1,862	1,583	1,391	1,219	1,665	1,545	1,312	1,143	1,051	343	317	271	248	168
Labor force participation rate ¹	23.0	22.0	19.7	19.4	19.8	21.2	20.2	17.9	17.2	18.3	39.0	39.6	37.8	45.3	40.6
Employed.....	1,870	1,732	1,425	1,280	1,144	1,437	1,376	1,051	980	980	332	295	249	229	164
Unemployed.....	138	130	158	111	75	127	108	136	92	71	11	22	22	19	4
Unemployment rate ²	6.9	7.0	10.0	8.0	6.2	7.6	7.0	10.4	8.0	6.8	3.2	6.9	8.1	7.7	2.4
NOT ENROLLED IN SCHOOL															
<i>Male</i>															
Civilian noninstitutional population.....	5,781	5,887	5,857	5,409	5,428	1,744	1,806	1,593	1,563	1,654	4,037	4,081	4,264	3,846	3,774
Civilian labor force.....	5,414	5,518	5,490	5,071	5,124	1,468	1,588	1,373	1,369	1,458	3,946	3,930	4,117	3,702	3,666
Labor force participation rate ¹	93.7	93.7	93.7	93.8	94.4	84.2	87.9	86.2	87.6	88.1	97.7	96.3	96.6	96.3	97.1
Employed.....	5,131	5,169	5,006	4,616	4,604	1,317	1,404	1,188	1,185	1,210	3,814	3,765	3,818	3,431	3,394
Unemployed.....	283	349	484	455	520	151	184	185	184	248	132	165	299	271	272
Unemployment rate ²	5.2	6.3	8.8	9.0	10.1	10.3	11.6	13.5	13.4	17.0	3.3	4.2	7.3	7.3	7.4
<i>Female</i>															
Civilian noninstitutional population.....	8,907	8,548	8,306	7,895	7,567	2,702	2,544	2,451	2,442	2,361	6,205	6,004	5,855	5,453	5,206
Civilian labor force.....	4,919	4,613	4,402	4,078	3,789	1,593	1,502	1,368	1,365	1,357	3,326	3,111	3,034	2,713	2,432
Labor force participation rate ¹	55.2	54.0	53.0	51.7	50.1	59.0	55.8	55.9	55.9	57.5	53.6	51.8	51.8	49.8	46.7
Employed.....	4,454	4,190	3,924	3,659	3,413	1,363	1,278	1,135	1,184	1,159	3,091	2,912	2,789	2,475	2,254
Unemployed.....	465	423	478	419	376	230	224	233	181	198	235	199	245	238	178
Unemployment rate ²	9.5	9.2	10.9	10.3	9.9	14.4	14.9	17.0	13.3	14.6	7.1	6.4	8.1	8.8	7.3

¹ Percent of civilian noninstitutional population in the labor force.² Percent of civilian labor force who were unemployed.

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

in colleges, which tend to be located in nonfarm areas.

The proportion of women students in clerical occupations increased between 1960 and 1966. Their employment in farm occupations has decreased, particularly among the self-employed and unpaid family workers group. Among nonstudent women, the proportion employed in service occupations (except private household) has trended upward over that period.

The occupational distribution of the women shows a higher degree of concentration than the men's in both the in- and out-of-school segments. The reason for this is that 4 out of 10 broad groups into which occupations are classified comprehend the kind of work that is usually limited to men—farmers, farm workers, craftsmen, and nonfarm laborers. Furthermore, a large proportion of the women had taken high school courses which qualified them for secretarial and clerical jobs, for which the demand is high. Almost none of the

women students and nonstudents were employed in the four predominantly male occupations groups.

One-fourth of the enrolled women were in clerical occupations, compared with one-half of those out of school. In contrast, 30 percent of the students were in private household occupations (mostly babysitters and mothers' helpers among those 14 to 17 years old), compared with only 4 percent of the nonstudents. The ratio of nonstudents to students among operatives was 5 to 1, but the proportion in the occupation was much lower for women than for men.

Steady Patterns

Over the first 7 years of the 1960's, students and nonstudents have shown fairly steady patterns within their respective age groups with regard to weekly hours of work and the industry of employment. For those employed in nonagricultural in-

dustries, weekly hours worked were considerably lower for students than nonstudents, as indicated by the October 1966 averages:

	Average weekly hours, by age			
	Total	14 to 17 years	18 and 19 years	20 to 24 years
Enrolled in school, total.....	18	12	21	28
Men.....	20	13	23	29
Women.....	14	10	19	26
Not enrolled in school, total.....	40	34	39	41
Men.....	43	35	41	44
Women.....	38	33	37	38

The averages exhibit the differences to be expected from the student-nonstudent dichotomy of the group, with the preponderance of part-time work among the former and full-time among the latter. Within that dichotomy, however, the usual age and sex differentials are present—somewhat lower hours for the women, and ascending hours with ascending age for both men and women. As indicated by the average hours, the proportions of students and nonstudents in nonagricultural industries working full time and part time within their respective groups have also been fairly steady. About 7 out of 10 students were part-time workers; among nonstudents, roughly 9 out of 10 worked full time. The proportions of those who worked full time and part time, among men and women of both student and nonstudent segments, were inversely related to age.

With respect to industry of employment, as with occupation group, there has been a fairly regular pattern for the students and nonstudents, with very few exceptions. Employment in agriculture has declined (table 4), as it has in the entire labor force, even though the proportion of students employed on the farm has been roughly twice that of nonstudents over the last 7 years, both in total and by sex. The largest proportions in each were students 14 to 17 years old, many of whom are undoubtedly working without pay on family farms. In October 1966, 9 percent of the students worked in agriculture, compared with 4 percent of the nonstudents.

The proportions of men and women students employed in educational services have increased steadily as a result of the increasing proportions of college students and expanded opportunities for work in college-connected activities.

Relatively few of the students worked in manufacturing. Part-time jobs are infrequent in factories, and age restrictions often prevent youths under 18 from taking such jobs even if they are available. On the other hand, over 70 percent of the students but only 45 percent of the nonstudents worked in trade and service industries, where part-time jobs are numerous.

Among nonstudents, the proportion of men employed in the manufacture of durable goods has

TABLE 4. MAJOR INDUSTRY GROUP AND CLASS OF WORKER OF EMPLOYED PERSONS 14 TO 24 YEARS OLD, BY SCHOOL ENROLLMENT STATUS AND SEX, OCTOBER 1960 AND 1966

[Percent distribution]

Major industry group and class of worker	Men				Women			
	1966		1960		1966		1960	
	Enrolled	Not enrolled	Enrolled	Not enrolled	Enrolled	Not enrolled	Enrolled	Not enrolled
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
Total: Number (thousands).....	3,044	5,131	2,006	4,604	1,870	4,454	1,144	3,413
Percent.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Agriculture.....	11.6	6.5	21.6	13.3	4.2	1.7	10.8	4.4
Wage and salary workers.....	5.7	4.3	8.7	8.5	2.6	1.2	4.1	2.7
Self-employed and unpaid family workers.....	5.8	2.3	13.0	4.9	1.6	.5	6.7	1.6
Nonagricultural industries.....	88.4	93.5	78.4	86.7	95.8	98.3	89.2	95.6
Wage and salary workers ¹	84.1	91.5	72.6	84.4	94.1	96.2	86.8	93.9
Construction.....	2.6	8.8	2.9	10.8	.2	.8	.2	.8
Manufacturing.....	14.9	40.2	14.3	30.2	4.8	23.7	3.9	19.6
Durable goods.....	6.6	26.4	4.5	16.8	2.1	10.3	1.7	8.5
Nondurable goods.....	8.3	13.9	9.9	13.3	2.7	13.4	2.2	11.1
Transportation and public utilities.....	3.0	6.3	2.4	6.1	1.7	6.2	1.4	6.3
Wholesale and retail trade.....	35.2	18.7	31.1	20.9	24.8	16.7	25.9	17.9
Service and finance.....	27.0	13.5	20.9	12.6	60.7	43.8	54.4	45.7
Private households.....	3.3	.2	5.7	.5	30.9	3.5	29.8	6.5
Educational services.....	0.4	3.2	4.2	1.4	15.0	8.4	9.5	7.8
Other services and finance.....	14.4	10.1	11.0	10.7	14.8	31.8	15.0	31.5
Public administration.....	1.2	3.2	.9	2.9	1.4	4.7	1.0	3.3
Self-employed and unpaid family workers.....	4.3	1.9	5.8	2.3	1.7	2.2	2.4	1.7

¹ Includes a small number employed in forestry, fisheries, and mining.

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

increased, but among the women, there has been no marked change over the period.

The Way Through College

In October 1966, 4.9 million men and women 18 to 24 years old were enrolled in college, compared with 2.6 million in October 1960. The proportion of men in that number remained the same—6 out of 10. At both dates, about 87 percent each of the men and women were enrolled full time.

Overall, the labor force participation rate of college students increased 4 percentage points between the two dates. The increase was somewhat larger for the women than the men, although the latter continued to have a higher participation rate; in October 1966, the men's labor force participation rate was 41 percent compared with 36 percent for the women.

The increase in labor force rates for students undoubtedly reflects three factors. Economic conditions in 1966 were better than in 1960 and labor

force rates tended to rise as jobs became available; government programs have provided funds for the creation of part-time jobs for many college students who need them; and the rise in college expenses is undoubtedly forcing many students to seek part-time work. Between 1960 and 1966, the labor force rate for full-time students rose to 31.4 from 26.0 percent while for part-time students it remained relatively unchanged at 91 percent.

The unemployment rate for full-time college students was considerably lower than for elementary and high school students, 4.6 as against 8.2 percent, reflecting not only the age composition but also the difference in education.

About 12 percent of the students were married, and among the married ones 6 out of 10 were attending college full time. The labor force participation rate for married men was considerably higher than for unmarried men, whereas the participation rate of married women students was not significantly different from that of the unmarried ones.

Most persons who enter the labor force are prepared to occupy only jobs that are suitable for the amount of education they have received, and since higher levels of education are usually required for entry into higher status jobs, it is not surprising that there is a direct association between level of education and occupation. . . .

Educational levels of workers in various occupations do change, and they reflect the "supply" of persons as well as the occupational demand. How much of the change reflects increased skill requirements for specific occupations and how much is due to the availability of better educated persons for the same jobs is still a question, but the latter factor would seem to be much more important. . . .

—John K. Folger and Charles B. Nam, "Trends in Education in Relation to the Occupational Structure," *Sociology of Education*, Fall 1964.

Changes in Occupational Employment Over the Past Decade

PAUL M. RYSCAVAGE*

FROM 1956 to 1962, white-collar occupations, jobs in the service industries, and unskilled work generally held to the long-term trends established after the second World War. In the past 5 years, however, sustained economic expansion has produced some variations in the relative importance of each of these occupations in the Nation's work force. The product of a number of separate developments, these recent shifts may nevertheless be satisfactorily explained in terms of long-recognized relationships of the various occupations to underlying economic conditions. A review of occupational employment over the 11-year period shows, for example, that the number of professional workers has grown at a steady pace throughout several phases of the business cycle. Similarly, an examination of the reasons for unemployment supports the proposition that blue-collar workers have been most vulnerable to downswings in the cycle, even though their position has improved dramatically in the past few years. There are differences within the occupational groups in their responsiveness to the cycle, to technology, and to economic growth. As the following discussion shows, these differences are consistent with the general analysis indicated above.

Occupational Shifts

Over the post-World War II period, workers continued to shift toward white-collar and service occupations.¹ In 1946, white-collar and service workers accounted for 44 percent of all employed workers; by 1956 they constituted a majority; a decade later the proportion had risen to almost 60 percent (table 1).

The relative proportions of total employment in goods-producing and service-producing occupations shifted at about the same rate in the decade after the war as between 1956 and 1966.

Women have traditionally been concentrated in service-producing occupations and men in goods-

producing occupations. This distribution is no longer so pronounced. Throughout the postwar period, both men and women have entered white-collar and service occupations at a greater rate than goods-producing occupations. By 1966, 80 percent of all women and 46 percent of all men were in white-collar or service occupations.

The continuing realignment in occupations reflects the changing nature of factor endowments. Capital accumulation has been rapid in the postwar era, and capital has become more productive. As labor has become more plentiful, it has also become more highly skilled and educated. These well-known changes have resulted in a persistent trend toward greater proportionate employment in the service industries and occupations.

Over the past 10 years, the rate of employment growth among white-collar occupations (30 percent) and among blue-collar occupations (8 percent) diverged widely from the total nonfarm growth of 20 percent. Much of this divergence can be explained by differences in the effects of technological change and economic expansion on these groups. Greater emphasis on research and development swelled the ranks of scientific and engineering occupations, while rapid gains for teachers and health workers can be traced to a greater number of school-age youths and population growth. Clerical employment continued to grow rapidly as paperwork increased faster than the use of tabulating machines, computers, duplicating machines, and other labor-saving equipment (table 1).

When averaged over the entire postwar period, the slow growth rates in blue-collar occupations can be partly attributed to technological changes in production. New processes have adversely affected some skilled craft occupations (in construction, for example), but have increased opportunities for mechanics, repairmen, and others. Automatic machinery and an increasing array of instruments have enabled many processes to use fewer semiskilled operatives. Demand for unskilled laborers has been weakened by the increased use of mechanical lifting equipment.

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¹The employment statistics in this article are based on the monthly survey conducted by the Bureau of the Census for the Bureau of Labor Statistics. For years prior to 1958, annual averages are based on data for January, April, July, and October. For years 1958 to 1966, data are based on 12-month averages.

Growth and Trend

For both white- and blue-collar workers, rates of growth between 1956 and 1966 were strongly affected by general economic trends. The recessions of 1957-58 and 1960-61 and the sharp 1962-66 expansion each had significantly different effects on employment growth of the two groups, as an examination of the following tabulation will show:

	White-collar workers (in thousands)	Blue-collar workers (in thousands)
1957-58 trough.....	184	-1,497
1958-60 peak.....	1,635	1,489
1960-61 trough.....	818	-1,159
1961-66 peak.....	4,569	3,690

In the 1962-66 period, white-collar employment increased in line with its long-run growth trend. However, blue-collar employment departed sharply from its trend.

The recent surge in blue-collar employment growth is essentially the result of sustained prosperity. The permanence of these job gains and the direction of future trends depend to a great extent on the rate of future economic expansion. The net effect of the continuing redefinition of job content occasioned by the advance of technology will continue to be another important factor.

Most of the white-collar employment growth in the post-World War II period has been among professional and clerical workers. Accelerated economic activity in the 1960's has, however, affected

the growth rates of these two occupation groups differently.

During the present expansion, the growth rate of clerical employment accelerated to 4.1 percent per year. Employment rose by 1.7 million and the majority of these additional workers were women. Roughly one-third of all employed women are clerical workers, but 44 percent of the women who found jobs between 1962 and 1966 entered clerical occupations. The occupations of secretary, cashier, office-machine operator, and typist grew at faster or similar rates as total clerical employment.

Unlike clerical employment, professional employment rates showed no acceleration between 1962 and 1966. In fact, the annual rate of increase over these 4 years was less than the annual rate between 1946 and 1966 (4.8 percent). Although the 3.8-percent growth rate is dramatic, the lack of any acceleration during a period of rapid economic growth suggests that professional employment is less responsive to upswings in economic activity than is clerical employment. The demand for professional workers follows more closely such underlying factors as population growth, complexity of the production process, and scientific and technological trends than it does cyclical movements in either direction.

Accountants, elementary and secondary school teachers, and technicians all experienced greater rates of growth than total professional employment in the 1962 to 1966 period. Employment in these occupations totaled 3.2 million in 1966, or

TABLE 1. EMPLOYED PERSONS, BY MAJOR OCCUPATION GROUP

[Numbers in thousands]

Occupation group	1966		1956		1946	
	Number	Percent distribution	Number	Percent distribution	Number	Percent distribution
Total.....	74,065	100.0	64,928	100.0	55,002	100.0
White-collar workers.....	33,332	45.0	25,597	39.4	18,363	33.4
Professional, technical, and kindred workers.....	9,323	12.6	6,096	9.4	3,637	6.6
Managers, officials, and proprietors.....	7,404	10.0	6,552	10.1	5,040	9.2
Clerical workers.....	11,846	16.0	8,838	13.6	6,648	12.1
Sales workers.....	4,759	6.4	4,111	6.3	3,038	5.5
Blue-collar workers.....	27,167	36.7	25,179	38.8	22,492	40.9
Craftsmen, foremen, and kindred workers.....	9,598	13.0	8,693	13.4	7,757	14.1
Operative, and kindred workers.....	13,879	18.7	12,816	19.7	11,287	20.5
Laborers (excluding farm and mine).....	3,690	5.0	3,670	5.7	3,448	6.3
Service workers.....	9,689	13.1	7,609	11.7	5,878	10.7
Private household workers.....	2,249	3.0	2,124	3.3	1,610	2.9
Service workers (excluding private household).....	7,440	10.0	5,485	8.4	4,268	7.8
Farm workers.....	3,876	5.2	6,544	10.1	8,270	15.0
Farmers and farm managers.....	2,095	2.8	3,655	5.6	4,852	8.8
Farm laborers.....	1,781	2.4	2,889	4.5	3,418	6.2

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

TABLE 2. UNEMPLOYMENT RATES, BY MAJOR OCCUPATION GROUP

Occupation group	1966	1965	1964	1963	1962	1961	1960	1959	1958	1957	1956
Total.....	3.9	4.6	5.2	5.7	5.6	6.7	5.6	5.5	6.8	4.3	4.2
Experienced workers.....	3.2	3.8	4.4	4.9	4.9	5.9	5.0	4.9	6.2	3.9	3.8
White-collar workers.....	2.0	2.3	2.6	2.8	2.8	3.3	2.6	2.6	3.0	1.9	1.7
Professional and technical workers.....	1.3	1.5	1.7	1.8	1.7	2.0	1.7	1.7	2.0	1.2	1.0
Managers, officials, and proprietors.....	1.0	1.1	1.4	1.5	1.5	1.8	1.4	1.3	1.7	1.0	.8
Clerical workers.....	2.8	3.2	3.7	4.0	3.9	4.6	3.8	3.7	4.4	2.8	2.4
Sales workers.....	2.7	3.3	3.4	4.2	4.1	4.7	3.7	3.7	4.0	2.6	2.7
Blue-collar workers.....	4.2	5.3	6.3	7.2	7.4	9.2	7.8	7.6	10.1	6.0	5.1
Craftsmen and foremen (skilled).....	2.8	3.6	4.2	4.8	5.1	6.3	5.3	5.3	6.8	3.8	3.2
Operatives (semiskilled).....	4.3	5.5	6.5	7.4	7.5	9.6	8.0	7.6	10.9	6.3	5.4
Nonfarm laborers (unskilled).....	7.3	8.4	10.6	12.1	12.4	14.5	12.5	12.4	14.9	9.4	8.2

about one-third of the total. Medical and dental technicians grew at a rate nearly double that for all professional and technical workers. Engineers and professional nurses, who make up a fifth of total professional employment, each grew at lower annual rates.

Growth of the Operative Group

Of the 2.9-million gain in blue-collar employment between 1962 and 1966, roughly 1.8 million occurred among the semiskilled operatives. In contrast, between 1946 and 1966 semiskilled employment grew by only 2.6 million.

The upsurge during the last 5 years is closely related to the strong expansion in the durable-goods manufacturing industries where employment increased at an annual average rate of 6.5 percent. Production worker employment in fabricated metals, machinery, electrical equipment, and transportation equipment grew by a rate of 5.9 percent annually (or 1 million) over the same period. In the nondurable industries, semiskilled employment rose by an annual rate of 3.4 percent (or 500,000).

A corollary development has been the large gains among operatives on full-time job schedules. Ninety-seven percent of the 1.8-million increase between 1962 and 1966 occurred among operatives working 35 hours or longer. The number of workers in this occupation confined to part-time work for slack work, inability to find full-time jobs, and other economic reasons fell from 650,000 to 450,000 by 1966.

With manufacturing activity intensifying between 1962 and 1966, and the jobless rates for adult men low, employers sought more of their operatives among young workers. Teenage males and young men contributed one-third of the total gain.

Contrasts in Unemployment

Until 1964, the national unemployment rate exhibited a distinct upward pattern. After each recession the rate fell, but never to as low a level as the one existing prior to the downturn. This was a pervasive tendency, reaching all major occupation groups regardless of skill level. In 1964, however, this link was broken as the strong economic expansion in conjunction with manpower policies halted the long-term trends. (See table 2.)

Over the last 10 years, the unemployment rate for white-collar workers has never exceeded that for all experienced workers and except in 1961 never rose above the 3-percent level. In contrast, the blue-collar rate has always exceeded the experienced worker rate and only fell below 5 percent in 1966. A number of reasons account for this disparity. First, fluctuations in economic activity have a greater effect on blue-collar workers than white-collar workers, since the majority of the former are employed in the vulnerable goods-producing industries. Second, blue-collar workers are affected to a greater extent by seasonal developments such as bad weather, model change-over, and low-production periods. Because of their concentration in the service sector, white-collar workers are more likely to be assured steady employment. Finally, because technological innovations have been introduced most often in repetitive and labor-costly production processes, blue-collar workers are more susceptible to displacement by automatic machinery.

In 1966, rates of unemployment for all major white-collar occupations were at their lowest points since 1957. Professional and technical workers and managers, officials, and proprietors had the lowest unemployment rates of all nonfarm workers. In the last decade, their rates have not

TABLE 3. EXPERIENCED UNEMPLOYED PERSONS, BY REASON FOR LOOKING FOR WORK, JUNE 1966

Occupation group of last job	Number (in thou- sands)	Per- cent	Lost job ¹	Left job ²	Reen- tered labor force ³
White-collar workers.....	784	100.0	23.2	20.8	55.9
Professional and technical workers.....	195	100.0	11.3	15.9	72.8
Managers, officials, and proprietors.....	65	100.0	27.7	33.8	38.5
Clerical workers.....	367	100.0	25.1	22.4	52.5
Sales workers.....	157	100.0	31.8	17.8	50.3
Blue-collar workers.....	1,195	100.0	48.9	16.6	34.4
Craftsmen and foremen.....	229	100.0	59.4	15.7	24.9
Operatives.....	652	100.0	48.1	19.3	32.6
Nonfarm laborers.....	314	100.0	43.0	11.8	45.2

¹ Persons on layoff and those looking for work since they lost their last jobs.

² Persons who started to look for work immediately after quitting their jobs.

³ Persons with previous full-time work experience who were out of the civilian labor force just prior to looking for work.

exceeded 2 percent, demonstrating the insulation these workers have from unemployment. Clerical and sales workers experienced a somewhat greater amount of unemployment.

One of the most significant recent developments has been the sharp drop in jobless rates for blue-collar occupations. Blue-collar jobless rates dropped 50 percent or more from their peaks in 1961. The rate for craftsmen and foremen has paralleled the jobless rate for all experienced workers, but remained well below the rates for semiskilled and unskilled workers.

One of every five unemployed workers is semiskilled. In the past decade the semiskilled jobless rate has fluctuated widely with the movement in the business cycle, from a high of 10.9 percent in 1958 to a low of 4.3 percent in 1966. Between 1958 and 1963, the jobless rate for unskilled laborers remained stubbornly at 12 percent or above, leading some analysts to conclude that unskilled joblessness was an intractable economic incubus. Persistent growth and effective manpower programs, however, eventually produced a rate of 7.3 percent in 1966.

Data showing the reasons for job loss, by occupation, are available from the special supplements to monthly surveys of the labor force. In addition

to involuntary separation, which is perhaps the most pervasive factor causing unemployment, two other reasons are important. Many workers voluntarily leave their job in search of another and many reenter the labor force after an absence, especially when job prospects are favorable.

It is evident that the reasons for unemployment among blue-collar workers are far different from those of white-collar workers (table 3). In June 1966, for example, close to 50 percent of all unemployed blue-collar workers had lost jobs, compared with only 23 percent of the white-collar workers. About 55 percent of the white-collar workers were reentering the labor force, in contrast to only 34 percent of the blue-collar unemployed.

Although June is a particularly unrepresentative month due to the unusual amount of summertime jobseeking, the data from past surveys ² seem consistent with conclusions drawn from the most recent data.

Since blue-collar unemployment relative to white-collar workers is heavily made up of job losers, the rate is much more responsive to cyclical changes. Reentrance of workers into the labor force is much more pronounced among white-collar workers than among blue-collar workers. This finding indicates that unemployment among white-collar workers represents a less serious hardship, taken as a whole, than among blue-collar workers. The data on job leavers also points up the greater job mobility and flexibility of white-collar workers, many of whom appear better able to withstand temporary periods of withdrawal from the labor force. Large groups of teenagers and women in the white-collar occupations have much less need for jobs than do the adult men who form the largest segment of the blue-collar labor force.

² Reports of surveys on why the unemployed started looking for work appear in the *Monthly Labor Review*, October 1965, pp. 1196-1203, and in February 1967, pp. 32-38.

Wage Developments in Manufacturing, 1966

GENERAL WAGE INCREASES afforded the Nation's factory workers were larger in 1966 than in any of the 7 preceding years, and only in 1965 did a larger proportion of workers receive wage increases or changes in supplementary benefits.¹ Larger negotiated wage increases for small union establishments, greater wage increases in nonunion establishments, and relatively large escalator increases for some of the workers who also received deferred wage increases during the year led to the high level of wage-rate changes in 1966. Wage increases negotiated in major collective bargaining settlements in manufacturing (those involving 1,000 workers or more) were only slightly larger than in 1965, but they were substantially higher than in any other year for which information is available.²

Three different measures of wage change are presented here: Wage decisions reached during the year, that is, changes negotiated in union agreements and scheduled to go into effect within 12 months of the settlement date, or wage changes in nonunion establishments; wage changes effective during the year, including the results of the year's collective bargaining or unilateral employer decisions, changes negotiated earlier but scheduled to go into effect during the year, and cost-of-living escalator increases; and total increases going into effect in situations where wage decisions were made during the year—the sum of changes decided on during the year and any cost-of-living escalator adjustments effective in these same situations (table 1). Two averages are presented for each of these measures—a median limited to those establishments in which there were wage increases during the year and a median including all establishments.

Wage Decisions

Fewer workers were affected by wage decisions made in 1966 than in any of the preceding 7 years, but, of those workers for whom decisions were made, a record proportion received increases and the increases were the largest in any of the years for which statistics have been compiled.

Wage decisions were reached during the year³ for 6 million workers; the number had varied from 6.4 to 7.4 million in the preceding 7 years. The number of workers affected by collective bargaining settlements concluded during the year declined to 3.3 million (previously it had ranged from 3.9 to 4.6 million) because contracts for most unionized factory workers were not subject to re-opening or renegotiation during 1966.

Of the 5.9 million union and nonunion workers affected by 1966 decisions, 5.2 million, or 88 percent, received wage increases (table 2). Whether union and nonunion establishments are considered separately or in a group, a record proportion of workers received raises. About 78 percent of the nonunion employees (compared with 75 percent in 1965 and two-thirds or less in most earlier years) and 96 percent of the organized (compared with 77 to 93 percent earlier) received increases.

The median wage change for workers affected by 1966 decisions to increase wages was 4.2 percent, compared with 3.7 percent a year earlier. The changes averaged over all workers, including those for whom no increase was decided on, was 4 percent in 1966 and 3.3 percent in 1965.

The higher rates of advance in 1966 compared with 1965 reflect larger adjustments for workers whose rates were changed, as almost the same proportion—75 percent—of both nonunion and union

¹ Comparable data are not available for years prior to 1959. This summary is based on the 12 million production and related workers in manufacturing establishments where general wage changes are made. About 2.1 million workers in nonunion establishments were excluded from the study because their wages are usually changed only on an individual basis, and 107,000 workers in establishments for which information on 1966 wage actions was not available were also excluded.

Wage increases may result from decisions regarding wages reached during the year or from long term contracts negotiated in earlier years.

² For additional discussion of these settlements, see "Wage Changes Under 1966 Major Agreements," *Monthly Labor Review*, June 1967, pp. 13–20.

³ For the union sector, the data presented on wage decisions refer to changes scheduled to go into effect during the first 12 months after a settlement. If, for example, a September 1966 settlement provided for an immediate wage increase and for another on February 1967, they would be totaled and treated as a single increase.

In the absence of a reported wage change, there is no objective way to determine if there was a decision not to change wages or if the subject was not considered. Therefore, it is assumed that practically all nonunion establishments make annual wage decisions. Instances where nonunion employees receive deferred increases constitute the only exception. (For example, some electrical equipment manufacturers have announced multiyear programs of wage increases and improvements in supplementary benefits for nonunion employees. These programs were also offered in negotiations with the firms' unionized employees.)

workers received increases as a result of current decisions in 1966 and 1965. In earlier years, 50 to 60 percent of the nonunion workers received increases.

The average percentage increase for establishments that increased wages in 1966 was larger in nonunion (4.4 percent) than in union establishments (4.1 percent). However, proportionately fewer nonunion than union factories raised wages and, consequently, the increase averaged over all workers (average wage adjustment) was smaller in nonunion than in union factories.

Typically, nonunion plants do not increase wage rates as often as unionized plants, but when they do make adjustments they are often proportion-

ately higher than negotiated increases. Even in 1965 and 1966, when the percentage of workers in nonunion plants who received general wage increases was unusually high, it remained below the percentage of unionized workers whose new contracts raised wages.

Measured in terms of cents per hour, nonunion increases continued to be smaller than union increases. Hourly earnings are, on the average, lower in nonunion manufacturing establishments than in unionized plants, and a given cents-per-hour increase therefore amounts to a larger percentage of earnings.

Because relatively few of the unionized establishments where bargaining took place during

TABLE 1. SUMMARY OF GENERAL WAGE CHANGES IN MANUFACTURING, 1966

[Number in thousands]

Type and amount of wage action	Total effective wage changes ¹		Wage decisions ²		Total wage changes effective where decisions were reached ³	
	Production and related workers					
	Approximate number	Percent	Approximate number	Percent	Approximate number	Percent
Total ⁴	12, 016	100. 0	5, 889	100. 0	5, 889	100. 0
No wage changes ⁵	2, 376	19. 8	712	12. 1	682	11. 6
Decreases in wages.....						
Increases in wages.....	9, 640	80. 2	5, 177	87. 9	5, 206	88. 4
<i>In cents per hour</i>						
Under 3.....	140	1. 2	78	1. 3	80	1. 4
3 and under 4.....	132	1. 1	46	. 8	48	. 8
4 and under 5.....	327	2. 7	94	1. 6	95	1. 6
5 and under 6.....	724	6. 0	328	5. 6	306	5. 2
6 and under 7.....	777	6. 5	323	5. 5	298	5. 1
7 and under 8.....	755	6. 3	364	6. 2	348	5. 9
8 and under 9.....	903	7. 5	493	8. 4	479	8. 1
9 and under 10.....	719	6. 0	509	8. 6	430	7. 3
10 and under 11.....	1, 289	10. 7	1, 043	17. 7	1, 014	17. 2
11 and under 12.....	389	3. 2	255	4. 3	280	4. 7
12 and under 13.....	557	4. 6	401	6. 8	413	7. 0
13 and under 15.....	641	5. 3	394	6. 7	404	6. 8
15 and under 17.....	401	3. 3	226	3. 8	258	4. 4
17 and under 19.....	324	2. 7	94	1. 6	134	2. 3
19 and over.....	1, 401	11. 7	372	6. 3	466	7. 9
Not specified or not computed ⁶	160	1. 3	156	2. 6	156	2. 6
<i>In percent</i>						
Under 1.....	102	. 9	58	1. 0	64	1. 1
1 and under 1½.....	179	1. 5	43	. 7	38	. 6
1½ and under 2.....	470	3. 9	145	2. 5	131	2. 2
2 and under 2½.....	810	6. 7	211	3. 6	187	3. 2
2½ and under 3.....	1, 201	10. 0	522	8. 9	436	7. 4
3 and under 3½.....	1, 109	9. 2	599	10. 2	601	10. 2
3½ and under 4.....	875	7. 3	554	9. 4	534	9. 1
4 and under 4½.....	919	7. 7	700	11. 9	704	12. 0
4½ and under 5.....	603	5. 0	398	6. 8	393	6. 7
5 and under 5½.....	843	7. 0	645	10. 9	663	11. 3
5½ and under 6.....	540	4. 5	322	5. 5	371	6. 3
6 and under 7.....	1, 238	10. 3	364	6. 2	391	6. 6
7 and under 8.....	321	2. 7	245	4. 2	300	5. 1
8 and under 9.....	139	1. 2	115	2. 0	126	2. 1
9 and under 10.....	53	. 4	27	. 5	31	. 5
10 and over.....	75	. 6	72	1. 2	75	1. 3
Not specified or not computed ⁶	164	1. 4	159	2. 7	159	2. 7

¹ Changes in wage rates negotiated or decided upon during 1966 plus increases effective in 1966 but decided upon in earlier years and cost-of-living escalator adjustments effective during the year.

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

³ Changes in wage rates negotiated or decided upon during the year plus cost-of-living escalator adjustments and increases effective in 1966 but decided upon in earlier years in these same establishments.

⁴ Excludes about 2.1 million workers in establishments reporting that they never make general wage changes as well as 107,000 in establishments in which action on wages in 1966 was not known.

⁵ Includes 1,625,000 workers in union establishments in which there was either no bargaining on wages in 1966 or bargaining was not concluded.

⁶ Insufficient information to compute amount of increase.

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

TABLE 2. PERCENTAGE OF FACTORY PRODUCTION WORKERS AFFECTED BY GENERAL WAGE INCREASES AND AVERAGE (MEDIAN) WAGE CHANGES, 1960-66

Item	Establishments making wage decisions in—							Establishments where wage changes were effective ¹ in—						
	1966	1965	1964	1963	1962	1961	1960	1966	1965	1964	1963	1962	1961	1960
Percent of workers receiving wage increases:														
All manufacturing.....	87.9	86.1	76.0	74.0	66.8	76.0	79.6	80.2	84.6	71.4	75.8	68.1	76.1	80.1
All union.....	96.1	92.5	89.3	77.3	74.4	89.5	93.1	80.9	87.3	76.1	77.8	72.8	83.3	87.1
Major union ²	99.3	94.2	94.9	70.7	65.4	89.5	93.0	75.5	89.8	71.6	74.4	68.2	83.0	86.2
Nonunion.....	77.8	75.3	55.5	69.2	53.2	52.8	56.8	77.8	75.4	56.2	69.6	52.9	54.0	59.0
Median adjustments ³ (in percent):														
All manufacturing.....	4.0	3.3	2.2	2.6	2.4	2.4	3.1	3.3	3.0	2.1	2.7	2.5	2.5	3.2
All union.....	4.0	3.4	2.3	2.6	2.5	2.5	+3.4	3.2	2.9	2.2	2.6	2.6	2.7	+3.4
Major union ²	4.2	4.0	2.0	2.5	2.4	2.4	3.2	3.3	3.4	2.0	2.7	2.6	2.7	3.2
Nonunion.....	3.7	3.2	2.0	2.8	1.6	1.2	+2.2	3.9	3.2	2.0	2.8	1.6	1.0	+2.5
Median increases ³ (in percent):														
All manufacturing.....	4.2	3.7	2.7	3.0	2.9	2.8	3.4	3.9	3.3	2.7	3.1	3.0	3.0	3.6
All union.....	4.1	3.6	2.5	2.9	2.9	2.5	+3.5	3.8	3.2	2.6	3.0	3.0	3.0	+3.6
Major union ²	4.2	4.1	2.2	3.0	2.9	2.5	3.2	4.2	3.7	2.6	3.2	3.0	3.0	3.7
Nonunion.....	4.4	4.0	3.2	3.6	3.2	3.4	+3.8	4.5	4.0	3.2	3.7	3.2	3.3	+3.8
Median adjustments ³ (in cents):														
All manufacturing.....	9.7	8.0	5.0	6.2	5.0	5.0	+7.2	8.5	7.5	5.5	6.5	5.4	6.0	+7.6
All union.....	10.0	9.0	6.0	6.5	5.6	6.0	+8.1	8.7	8.0	5.5	7.0	6.0	5.8	+8.4
Major union ²	10.2	10.0	5.7	6.8	5.0	6.0	8.7	9.9	10.0	5.5	7.5	6.5	6.9	9.0
Nonunion.....	8.0	6.3	4.5	6.2	3.6	1.9	+4.8	8.0	6.3	4.6	6.0	3.0	2.0	+5.0
Median increases ³ (in cents):														
All manufacturing.....	10.0	8.8	6.6	7.4	6.6	6.5	+7.9	10.0	8.4	7.0	7.8	7.1	7.0	+8.6
All union.....	10.0	9.5	6.2	7.5	6.8	6.5	+8.3	10.0	8.7	6.9	7.9	7.5	7.0	+8.9
Major union ²	10.3	10.0	6.0	8.0	6.8	6.5	8.9	12.0	10.0	7.0	9.0	8.0	8.0	9.4
Nonunion.....	9.3	8.0	7.1	7.3	6.5	7.0	+7.1	9.6	8.0	7.0	7.5	6.6	7.0	+7.2

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

² Agreements affecting 1,000 workers or more.

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

⁴ Estimated.

⁵ Limited to employees in establishments in which wage rates were increased.

1966 had cost-of-living escalator provisions, there was little difference between the wage increases that resulted from decisions reached during the year and the total wage changes, including deferred or cost-of-living escalator adjustments, effective in these same plants. Of the 5.2 million workers who were affected by decisions to increase wages, 240,000 also received cost-of-living escalator adjustments.

Effective Wage Changes

The number of unionized workers receiving 1966 wage increases as a result of settlements reached in earlier years was larger than the number affected by bargaining during 1966. More than 4.4 million workers received deferred increases as a result of pre-1966 bargaining. An additional 3.1 million were affected by new settlements reached during the year, and 2.1 million nonunion factory workers received general wage increases, resulting in a total of 9.6 million factory production

workers who received general wage increases. This was about 80 percent of the 12 million production and related workers employed in factories where general wage changes are made (table 3). The comparable proportion was even higher in 1965—85 percent—although it had previously ranged from two-thirds to three-fourths.

Nearly 1.5 million of the 2.4 million workers whose wages were not changed were employed where there were no provisions for wage bargaining during the year. For example, the 1965 settlement in the steel industry provided general increases effective in September 1965 and in August 1967,⁴ and 3-year contracts negotiated in 1965 for aluminum workers provided two general increases, one effective immediately and the other in 1967. Other industries in which a substantial number of workers were covered by agreements that provided for no wage increase during 1966 were apparel and petroleum.

The other 900,000 workers who did not receive increases included 600,000 employees of nonunion establishments that did not raise wages during the year, 200,000 employed where bargaining was not completed by the end of the year, and 125,000 affected by 1966 settlements that did not increase wages during the first contract year.

⁴ This settlement did, however, provide for upgrading skilled crafts and trades workers by two job classes, effective January 1, 1966, resulting in 14.6-cent increases for the employees affected. Since these increases were effective during the first year of the contract negotiated in 1965, they were tabulated, as part of the 1965 wage increases.

The increases effective in 1966 were relatively high for two reasons: Wage decisions, especially in nonunion and small unionized factories, provided relatively large changes; and the deferred increases of some workers covered by contracts negotiated earlier were augmented by the largest cost-of-living escalator increases in 7 years.⁵

The deferred increases for most of the workers whose cost-of-living escalator adjustments are summarized in table 4 were smaller than the immediate cost-of-living escalator increases. The major automobile firms put into effect an average deferred increase of about 11 cents (2.8 percent, with a minimum of 7 cents an hour, plus 2 cents). Combined with the 11 cents in escalator increases, automobile workers received a total of about 22 cents during the year—about 6.5 percent of estimated straight-time hourly earnings. Workers at the au-

tomotive parts and farm and construction equipment firms typically received the same escalator adjustments but somewhat smaller deferred increases.

About 80,000 meatpacking workers received 14 cents during the year. This 14-cent increase included 8 cents in escalation and a 6-cent deferred increase.

Increases in the aerospace industry were less uniform, as some contracts limited escalator increases during a contract year. The 5- to 10-cent escalator increases, combined with the most common deferred increase—8 cents, resulted in total increases ranging from 13 to 18 cents.

⁵ The CPI rose 3.7 percent from October 1965 to October 1966, compared with 1.7 percent from October 1964 to October 1965. The last quarterly escalator adjustments in a calendar year, in December, were based on the October Index.

TABLE 3. TOTAL EFFECTIVE GENERAL WAGE CHANGES¹ IN ALL MANUFACTURING, UNION, AND OTHER ESTABLISHMENTS, 1962-66

Type and amount of wage action	1966			1965			1964			1963			1962		
	Percent of production and related workers by type of establishment														
	All	Union ²	Other	All	Union ²	Other	All	Union ²	Other	All	Union ²	Other	All	Union ²	Other
Manufacturing establishments with general wage change policies ¹	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
No wage changes ³	19.8	19.1	22.2	15.4	12.7	24.6	28.6	23.9	43.8	24.1	22.0	30.2	31.7	27.1	47.1
Decreases in wages				(4)	(4)		(4)	.1		.2	.2	.2	.1	.1	
Increase in wages ³	80.2	80.9	77.8	84.6	87.3	75.4	71.4	76.1	56.2	75.8	77.8	69.6	68.1	72.8	52.9
In cents per hour															
Under 3	1.2	1.0	1.6	1.8	1.8	1.6	3.0	2.9	3.2	2.1	2.2	1.9	2.0	2.1	1.8
3 and under 5	3.8	4.2	2.5	5.5	6.0	4.0	9.2	10.8	3.8	7.0	7.8	4.4	5.9	6.2	5.0
5 and under 7	12.5	12.4	12.7	19.8	18.7	23.4	23.2	25.2	16.8	18.4	17.6	20.8	21.0	21.0	21.4
7 and under 9	13.8	13.9	13.3	18.0	17.6	19.6	18.0	17.7	18.9	19.5	19.0	21.1	17.8	19.4	12.5
9 and under 11	16.7	14.8	23.2	14.3	15.2	11.1	11.2	11.6	9.6	18.3	20.8	10.7	15.3	17.7	7.4
11 and under 13	7.9	8.2	6.7	13.9	16.2	5.8	3.7	4.3	1.9	2.7	2.6	2.9	2.5	2.7	1.9
13 and under 15	5.3	5.4	5.0	6.8	7.9	3.2	1.2	1.5	.6	1.9	1.3	3.8	1.3	1.3	1.3
15 and under 17	3.3	3.7	2.2	1.8	1.9	1.7	.9	1.0	.3	2.0	1.8	2.4	1.4	1.4	1.0
17 and under 19	2.7	3.2	.8	.8	.7	1.0	.2	.2		2.5	3.3	.1	.2	.3	.1
19 and over	11.7	13.5	5.4	1.9	1.3	4.0	.6	.6	.6	1.3	1.3	1.5	.5	.5	.6
Not specified or not computed ⁴	1.3	.5	4.2				.2	.1	.6				.1	.2	
In percent															
Under 1	.9	.8	1.1	1.2	1.4	.7	2.2	2.2	2.3	1.3	1.5	.9	1.3	1.4	.7
1 and under 2	5.4	6.2	2.7	7.3	8.2	4.1	14.8	18.3	3.4	7.2	8.4	3.4	6.9	7.3	5.6
2 and under 3	16.7	19.4	7.8	25.2	28.2	14.8	22.9	25.7	13.7	24.7	27.2	17.3	24.6	27.0	16.5
3 and under 4	16.5	17.1	14.5	24.3	26.2	17.8	19.5	20.1	17.6	23.1	25.2	16.7	24.6	27.5	15.2
4 and under 5	12.7	11.7	16.0	13.9	13.9	13.9	5.5	4.4	9.0	6.0	5.2	8.2	5.8	5.1	8.2
5 and under 6	11.5	9.6	17.9	7.3	5.1	14.7	4.8	3.9	7.9	5.9	3.9	12.2	2.9	2.6	4.1
6 and under 7	10.3	11.5	6.1	2.3	2.2	2.6	.6	.6	.6	3.0	2.8	3.6	1.0	.9	1.3
7 and under 8	2.7	2.4	3.8	1.0	.7	1.8	.6	.4	1.0	1.2	.9	2.1	.4	.5	.4
8 and under 9	1.2	1.2	1.0	.7	.5	1.3	.2	.2	.1	1.0	.4	3.0	.1	.2	.1
9 and under 10	.4	.4	.6	.3	.2	.7	(4)	(4)		1.7	2.1	.3	(4)	.1	
10 and over	.6	.2	2.0	1.0	.5	2.7	.1	.1	.2	.7	.3	2.0	.2	(4)	.8
Not specified or not computed ⁴	1.4	.5	4.2	.1	.1	.1	.2	.1	.6				.1	.2	
Total number of workers (in thousands)	12,016	9,299	2,717	11,422	8,844	2,578	10,944	8,361	2,584	10,941	8,212	2,729	10,902	8,352	2,549

¹ Includes all establishments that have a policy of making general wage changes, including those in which the only general wage changes put into effect during the year were cost-of-living escalator adjustments or increases decided upon in earlier years—for example, deferred or improvement factor increases—as well as union establishments in which there was either no bargaining on wages or bargaining was not concluded. Workers in establishments reporting that they never make general wage changes are excluded from this total. The number excluded, in millions, was 2.1 in 1966, 1.8 in 1965, 1.7 in 1964, and 1.6 in both 1963 and 1962.

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

³ Data on which percentages are based include workers in union establish-

ments in which there was no bargaining on wages or bargaining was not concluded, as follows: 1,625,000 in 1966, 875,000 in 1965, 1,652,000 in 1964, 961,000 in 1963, and 1,200,000 in 1962.

⁴ Less than 0.05 percent.

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

⁶ Insufficient information to compute amount of increase.

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

TABLE 4. TYPICAL COST-OF-LIVING ESCALATOR INCREASES IN SELECTED MANUFACTURING INDUSTRIES, 1957-66¹

Industry	Cents-per-hour increases in—									
	1966	1965	1964	1963	1962	1961	1960	1959	1958	1957
Automobiles.....	11	4	3	3	3	² 1	4	3	6	6
Farm and construction equipment.....	11	4	3	³ 3 or 4	3	² 1 or 2	4	3	6	6
Aerospace.....	5-10	4	4	³ 3 or 4	3	3	³ 1 or 2	³ 2 or 3	⁴ 4 or 5	⁴ 8 or 9
Meatpacking.....	8	4	4	3	2	³ 3	3	3	8	5

¹ This tabulation was based on collective bargaining settlements affecting 1,000 workers or more.

² An additional 1 cent was diverted for pension improvements.

³ Varying by company.

⁴ The 1957 and 1958 increases apply to employees of only a few firms; escalator clauses were not established at some firms until 1958. By 1965, most major aerospace producers had escalator clauses, including all of the large firms on the West Coast.

⁵ Including 1 cent provided before it would actually have been payable.

Some workers received only deferred increases because their contracts did not provide for escalation. This was the case with rubber workers (9-cent increases), shoe workers (2 percent for most workers but 3 cents for some), and workers in the can manufacturing industry (7 to about 10½ cents, depending on the level of skill).

Among unionized factory workers, about 80 percent received a wage increase during 1966, compared with from 73 to 87 percent in earlier years. Of the 9.3 million factory workers covered by union agreements:

- 2,900,000 received only deferred increases
- 1,500,000 received deferred and cost-of-living escalator increases
- 3,250,000 received increases as a result of 1966 negotiations
- 1,500,000 were covered by contracts not subject to renegotiation during the year but providing no 1966 wage increase
- 200,000 were employed where 1966 bargaining was not completed during the year
- 125,000 were under 1966 agreements that provided no wage increase during the year.

The average raise for unionized workers who received increases was 3.8 percent—higher than in any earlier year. Spread over all unionized factory workers, the changes amounted to 3.2 percent—higher than in 1965 but lower than in 1960, when 87 percent received wage raises.

The pattern of change for major collective bargaining contracts was different from that for small union establishments. Workers in major union situations (bargaining units of 1,000 workers or more) received median increases of 4.2 percent, compared with 3.8 percent for all union establishments. This was the same pattern as in 1960, 1963, and 1965, when the increases were larger in major situations than in all union establishments; in no year were increases in major settlements lower than in smaller union agreements.

Averaged over all union workers, there was little difference in the size of increases in major settlements and all settlements in 1966, because proportionately more workers covered by major contracts than by all contracts received no pay increases. (This also has been true in most recent years.) Median wage increases in major unionized situations in manufacturing were actually slightly lower than in 1965.

Nonuniform Wage Changes

The proportion of workers whose wage changes were uniform in cents-per-hour terms was higher than in 1965. This increase apparently reflects the fact that in 1966 basic steel workers and workers in the aluminum industry, where adjustments presumably vary by skill level, received no wage increase, whereas in 1965 they received bracket increases plus an additional increase for skilled workers. In nonunion establishments there was little variation in the proportion of workers receiving uniform and nonuniform wage increases over the 3 years. In each year, uniform cents-per-hour increases were more common in unionized establishments than in nonunion plants. (See table 5.)

Generally, uniform cents-per-hour increases were more common than the nonuniform types of increases in meatpacking and some other food industries and in paper, printing, rubber, and chemicals.

Of those receiving wage increases in 1966, 3.3 million, or 34 percent, were employed where skilled workers received larger cents-per-hour increases than less skilled workers. About 2.6 million received percentage or bracket increases, i.e., increases that varied in cents-per-hour terms according to skill. For example, workers in the automobile industry received annual improvement fac-

TABLE 5. TYPE OF GENERAL WAGE ADJUSTMENT, BY TYPE OF ESTABLISHMENT, 1964-66

Types of general wage adjustments	All establishments			Union establishments			Other establishments		
	1966	1965	1964	1966	1965	1964	1966	1965	1964
All increases.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Uniform cents per hour.....	49.4	43.0	44.9	52.0	43.8	45.7	40.2	40.0	41.7
Nonuniform ¹	50.6	57.0	55.1	48.0	56.2	54.3	59.8	60.0	58.3
Additional increases to skilled employees.....	34.2	39.2	28.8	31.0	37.4	25.9	45.6	46.2	41.5
Additional classification or inequity adjustments.....	7.3	5.8	13.1	8.9	7.0	15.7	1.5	1.0	1.7
Other nonuniform increases.....	13.9	13.3	15.8	13.7	13.3	15.9	14.4	13.1	15.1

¹ Sums of subitems may not add to totals because some categories overlap—e.g., increases in some establishments included classification or inequity

adjustments, as well as additional increases to skilled employees.

tor increases (resulting from the 1964 settlement) of 2.8 percent (minimum 7 cents an hour), plus 2 cents, which resulted in increases ranging upward from a minimum of 9 cents an hour.

Other industries in which percentage or bracket increases were provided were in electrical equipment manufacturing; the Southern textile industry, where most workers received wage increases of about 5 percent or somewhat smaller wage increases plus improvements in fringes for a "package" of about 5 percent; and the apparel industry, where increases of 5 or 6 percent were common. Employees of several large can companies received deferred wage increases of 7 cents for all employees and, in addition, the increment between job classes was increased by 0.2 of a cent, resulting in overall increases ranging from 7 to nearly 11 cents an hour. The balance of the workers were employed in establishments where all workers received a flat cents-per-hour increase, and employees in the highest rated classifications received additional amounts. For example, Westinghouse Electric Corp. settlements with a number of unions provided immediate wage increases of 11½ cents an hour for all employees, with additional 1- to 10-cent adjustments to skilled employees.

About 700,000 workers were employed where wage inequities were reduced or eliminated. For example, the first-year wage increase resulting from major collective bargaining settlements in the Pacific Northwest lumber industry included 20 cents an hour for all employees, plus 2 cents an hour to be used for inequity adjustments.

Establishments employing about 1.4 million workers gave wage increases that varied in cents an hour among employees, but information was not sufficient to determine which groups of workers received additional increases.

Cost-of-Living Escalator Provisions

At the end of 1966, the wages of about 2.1 million production and related workers in manufacturing were subject to automatic adjustment based on movements in price indexes. During the period from 1962 to 1965, from 1.75 to 1.9 million were subject to such adjustments. The 2.1 million workers amounted to 18 percent of the workers studied, compared with 15 percent in 1965. In 1966, the wages of about 22 percent of the unionized employees and 4 percent of nonunion workers were subject to escalation.⁶

A majority of those affected by the establishment of cost-of-living provisions worked for Westinghouse and General Electric. (Both companies had discontinued escalation clauses in 1960.) The new clauses provided for adjustments in October of 1967 and 1968 based on the percentage change in the CPI during the 12 months preceding each date. Wages will be increased 0.5 percent if the index decreases, remains the same, or rises less than 2 percent during the period—ranging to a maximum of 1.75-percent increase if the rise is 3.5 percent or more.

About 75 percent of the workers with escalator protection were covered by provisions for quarterly reviews; they were concentrated in industries such as automobiles, automotive parts, farm and construction equipment, and aircraft and aerospace equipment. The wages of 175,000—more than half in meatpacking—were subject to reviews at 6-month intervals, and the remainder were employed where reviews were set for other intervals, such as monthly or annually, or where the first adjustment was to be made in a future

⁶ The 4 percent is an understatement because information on escalation is not as complete for nonunion employees as for those represented by unions.

year. Absolute limits on the amount of escalator increases were set for about 300,000 workers at General Electric and Westinghouse, and, in the aerospace industry, some contracts limited yearly increases, regardless of the rise in the CPI.

Supplementary Benefits

A third of the factory production workers were employed where at least one supplementary benefit was established or improved during 1966—somewhat fewer than in earlier years (table 6). The decline from 43 percent in 1965 resulted primarily from two factors: The number of workers affected by wage settlements in 1966 was low, and fringe changes for unionized workers are generally negotiated at the same time as wages, and Southern textile workers (largely unorganized) generally received both wage increases and fringe benefit improvements in 1965, but not all textile firms granted fringe improvements in 1966.

Benefit changes went into effect in establishments employing 40 percent of all nonunion factory workers and 30 percent of all unionized factory workers. The proportion of workers employed where bargaining actually took place during the year was higher. Of the 3.25 million workers em-

ployed where there was collective bargaining regarding wages, about 85 percent also were affected by the establishment or improvement of one benefit or more. As usual, health and welfare benefits were most frequently improved or established. They affected about a fifth of the manufacturing production workers, compared with 30 percent in 1965 and 22 to 26 percent annually from 1959 to 1964. Changes in vacations, holidays, and pensions each affected about a seventh of the workers.

Detailed information on changes in benefits is available only for bargaining units of 1,000 workers or more.

The most frequently improved health and welfare benefit was hospital insurance, which affected 700,000 workers. Next in importance were improvements in life insurance, accounting for 140,000; major-medical insurance for 215,000; and sickness and accident benefits for 180,000. Employers of 60,000 workers increased the proportion of life insurance or sickness and accident insurance premiums for which they paid, and plants with 130,000 production and related workers increased their contributions for hospital or major-medical benefits; among the latter were a number of Western Electric Co. plants, where settlements in the last quarter of the year increased the company

TABLE 6. CHANGES IN SUPPLEMENTARY PRACTICES IN MANUFACTURING, 1966

[Number in thousands]

Supplementary practices	Production and related workers by type of establishments					
	All		Union ¹		Other	
	Approximate number	Percent	Approximate number	Percent	Approximate number	Percent
Total ²	12, 122	100. 0	9, 389	100. 0	2, 733	100. 0
Not changing supplementary practices.....	8, 202	67. 7	6, 563	69. 9	1, 639	60. 0
Reducing supplementary practices.....	3, 920	32. 3	2, 826	30. 1	1, 094	40. 0
Liberalizing or establishing 1 supplementary practice or more ³	433	3. 6	267	2. 8	166	6. 1
Premium pay.....	893	7. 4	768	8. 2	125	4. 6
Shift differentials.....	1, 729	14. 3	1, 424	15. 2	305	11. 1
Paid holidays.....	1, 788	14. 7	1, 523	16. 2	264	9. 7
Paid vacations.....	1, 755	14. 5	1, 501	16. 0	254	9. 3
Pensions ⁴	2, 645	21. 8	2, 090	22. 3	555	20. 3
Health and welfare plans ⁴	340	2. 8	300	3. 2	40	1. 5
Severance pay.....	81	. 7	70	. 7	11	. 4
Supplemental unemployment benefits ⁴	251	2. 1	217	2. 3	34	1. 2
Jury duty pay.....	423	3. 5	396	4. 2	27	1. 0
Paid funeral leave.....	182	1. 5	160	1. 7	22	. 8
Paid sick leave.....	289	2. 4	206	2. 2	83	3. 0
Other practices.....						

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

² Unlike the totals in table 4, these totals include employment in all establishments that have a policy of making general wage changes, including those in which the only general wage changes put into effect during the year were cost-of-living escalator adjustments or increases decided upon in earlier years, as well as union establishments in which there was either no bargaining on wages in 1966 or bargaining was not concluded. Also included are 107,000 workers in establishments in which action on wages or supplementary practices was not known. Both tables exclude all workers in establishments

in which general wage changes are not normally made.

³ These totals are smaller than the sum of individual items since some actions affect more than 1 item. Includes 20,000 workers in union and 5,000 in nonunion establishments in which some supplementary practices were liberalized and others were reduced.

⁴ Includes actions in which contributions were increased to maintain existing benefits and excludes actions increasing benefits without increased employer contributions.

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

payment to 75, from 50 percent of the cost of basic hospital-medical coverage for employees and their dependents.

Many contracts were revised to integrate private insurance coverage with Medicare benefits, which became effective July 1, 1966. Settlements with a number of shoe manufacturers, for example, provided for integration of these benefits and for employer payment of the \$3 monthly charge for the voluntary portion of Medicare.

The most frequent vacation change—provided in settlements covering 175,000 workers—was a reduction in service required for 1 or 2 weeks off. Other changes included a reduction in service for 4 weeks (110,000), establishment of a fourth week (97,000), and establishment of a fifth week for long-service employees (after 25 years, for example, under a number of settlements in the paper-making industry, including one with the Pacific Coast Association of Pulp and Paper Manufacturers).

The most common change in paid holidays consisted of establishment of a seventh holiday a year; among the workers receiving a seventh day were more than 60,000 Northwest fir, lumber and plywood workers and some apparel employees. An agreement in the undergarment and negligee industry provided a seventh holiday for all 15,000 employees, except cutters, who already had

this number of days off. About 300,000 were employed where the total number of holidays was raised to at least nine, including 2,000 brewery workers in St. Louis, who received a 12th holiday, and General Electric and Westinghouse employees (a ninth).⁷ An eighth holiday was provided by settlements covering 80,000 workers.

Pension improvements were afforded in settlements for 875,000 workers. The most frequent improvement—affecting 750,000 workers—was an increase in benefits for normal retirement (usually at age 65). Some of the settlements that made such improvements (usually in conjunction with other pension improvements)⁸ were in the shoe industry—the pension rate was increased to \$2, from \$1.75, a month for each year of credited service for 25,000 workers; the shirt, pajama, and related cotton garment industries—the normal monthly pension was increased to \$70, from \$55; Western Electric plants—benefits were reduced by 25, instead of 33⅓, percent of social security payments; electrical equipment—the monthly benefit at General Electric was increased to 1 percent (instead of 0.8 percent) of annual earnings subject to social security taxes (\$6,600), plus 2.1 percent (instead of 2 percent) of additional earnings; and monthly benefits at Westinghouse were increased to \$3.70–\$6.40 a month (depending on the employee's wage or salary rate) for each year of credited service, instead of \$2.55–\$3.80.

Early and disability pensions were improved or established for 300,000 workers, vesting was improved or adopted for 200,000, and employers of 80,000 workers assumed an increased share of pension funding.

—GEORGE RUBEN

Division of Wage Economics

⁷ Some General Electric workers—those who had chosen larger wage increases rather than an additional paid holiday under options of the 1960 and 1963 settlements—gained an eighth holiday under the 1966 settlement. In addition, these workers were given the option of gaining a ninth day, which would equalize them with other company employees, in exchange for a reduction in one of the wage increases provided by the 1966 settlement.

⁸ Because of tabulating limitations, only the most important changes in each supplementary benefit, such as pensions, can be recorded.

A Review of Work Stoppages During 1966

IDLENESS IN 1966 remained well below the average levels for the postwar period despite the increase of all measures of strike activity over last year. As shown in the charts, 4,405 strikes directly affecting 1,960,000 workers began in 1966; idleness resulting from strikes in effect during the year totaled 25.4 million man-days, or 0.19 percent of the estimated total working time of the nonagricultural work force (exclusive of government). Strikes ending in the year averaged 22.2 calendar days in duration, compared with 25 days in 1965.¹

Twenty-six major stoppages (strikes involving 10,000 workers or more) began in 1966 and accounted for about a third of the year's worker and idleness totals. (See table 1.) Four of the major stoppages, including one against five trunkline airlines, were in effect in August when monthly idleness reached its peak for the year.

Three stoppages, all in defense production, were considered serious enough for the national emer-

gency provisions of the Taft-Hartley Act to be invoked. In the dispute between General Electric Co., Evendale, Ohio, and the Machinists and Auto Workers, and in the one involving Stellite Division of Union Carbide Corp., Kokomo, Ind., and the Steelworkers, injunctions were obtained in late 1966. During the term of the injunctions, agreements were reached and the injunctions dissolved. In the third dispute, affecting shipbuilding and repair yards on the West Coast, the provisions of the act were not invoked until 1967.

Size and Duration

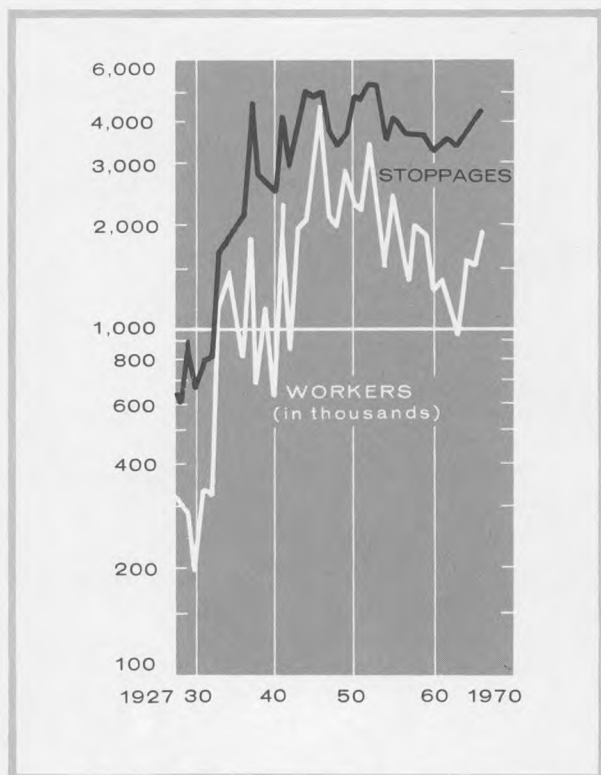
In 1966, half of the stoppages involved groups of 100 workers or more, a higher proportion than the average for recent years. The number of strikes involving 1,000 workers or more increased to 321, the highest level since 1958. These larger strikes accounted for two-thirds of the workers participating in stoppages and nearly the same proportion of the idleness. As in 1965, about three-fifths occurred during the renegotiation of contracts, and a third took place during the term of agreements.

Of the 26 strikes involving 10,000 workers or more, seven stoppages involved workers in several States, and some workers in all States were affected by at least one of them. Twelve of the major strikes were in the construction industry. The largest stoppage during the year was the brief walkout, called by the Locomotive Firemen and Engineers, of 116,000 workers against eight railroads. However, the 43-day strike by the Machinists against five trunkline airlines resulted in considerably more man-days of idleness. The longest of the major disputes was an 85-day stoppage, lasting into 1967, affecting the General Electric Co. plant in Schenectady. Among the other major disputes were those affecting the bituminous coal industry, New York City transit, and a 1-day "professional protest" of teachers in Kentucky.

Most strikes are short. About two-fifths of the disputes ending in 1966 lasted less than a week

Chart 1. Number of Work Stoppages and Workers Involved, 1927-65

[Semilog scale]



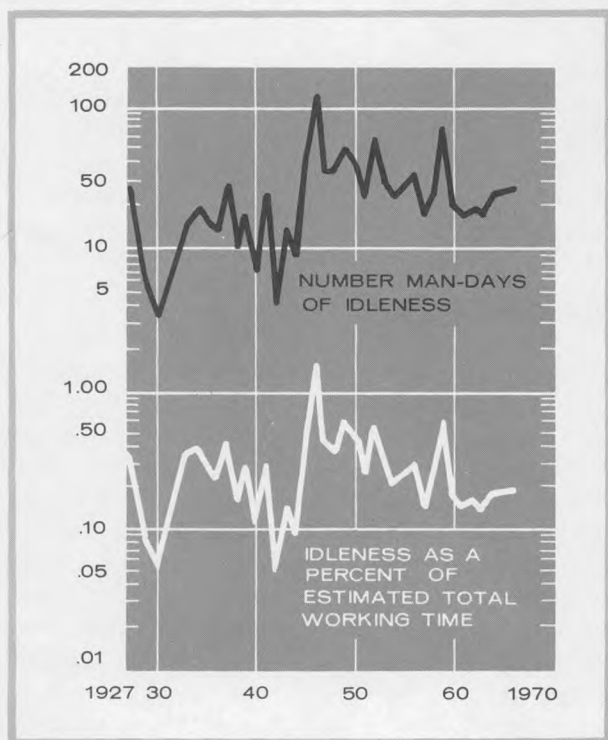
¹ These data include all work stoppages known to the Bureau of Labor Statistics and various cooperating agencies involving six workers or more and lasting a full day or shift or longer. Figures on workers involved and man-days idle include all workers made idle for as long as one shift in establishments directly involved in a stoppage; they do not measure the indirect or secondary effects on other establishments or industries whose employees are made idle as a result of material or service shortages.

A summary release, available on request, presents the basic tabulations on 1966 strikes. Additional data will be presented in the Bureau's annual bulletin, *Analysis of Work Stoppages*.

The terms "work stoppage" and "strike" are used interchangeably in this article and include lockouts.

Chart 2. Man-Days Idle in Work Stoppages, 1927-65

[Man-days in millions]



and three-fifths were settled in 2 weeks or less, the same as in 1965. The number and proportion of disputes lasting a month or longer declined slightly from the 1965 level, bringing the average duration (22.2 calendar days) to its lowest level since 1958.

Contract Status and Issues

Strikes occurring during renegotiating or re-opening contracts accounted for 44 percent of the total. These strikes affected three-fifths of the workers and resulted in four-fifths of the idleness in 1966. As has been typical of recent years, 7 out of 8 renegotiation strikes, including 19 of the major stoppages, were over demands for wage increases or supplementary benefits. Issues relating to job security or plant administration were dominant in 5 percent of the renegotiation disputes, but, because of the railroad strike, they affected 14 percent of the workers.

More than half of the stoppages occurred during the term of the agreement or during attempts to negotiate the initial contract. Walkouts during the term of an agreement generally are short; the

average duration in 1966 was 8 days. Thus, although they accounted for 37 percent of all strikes and about a third of the strikers, resulting idleness was only one-eighth of the total. Plant administration and job security disputes accounted for two-fifths of the stoppages, and interunion or intraunion disputes for another third. Forty percent of the disputes occurring during the term of the contract were in the construction industry.

Strikes occurring in the process of negotiating the initial contract or obtaining union recognition were typically longer, averaging 40.2 days. However, more than four-fifths involved fewer than 100 workers and only 10 as many as 1,000.

Major issues in work stoppages vary little from year to year in terms of the incidence of each issue among all stoppages. The effect of the larger stoppages on lost time attributable to the various

TABLE 1. SELECTED CHARACTERISTICS OF WORK STOPPAGES IN 1966

Item	Stoppages beginning in 1966		Man-days idle (thousands)
	Number	Workers involved (thousands)	
All stoppages.....	4,405	1,960	25,400
NUMBER OF WORKERS			
6 and under 20.....	682	8	143
20 and under 100.....	1,529	76	1,230
100 and under 250.....	971	153	2,270
250 and under 500.....	565	197	2,680
500 and under 1,000.....	337	227	3,060
1,000 and under 5,000.....	263	490	6,460
5,000 and under 10,000.....	32	210	2,250
10,000 workers and over.....	26	600	7,290
DURATION ¹			
1 day.....	525	201	201
2 to 3 days.....	693	244	487
4 to 6 days.....	671	347	1,070
7 to 14 days.....	936	368	2,400
15 to 29 days.....	647	323	4,240
30 to 59 days.....	491	301	7,660
60 to 89 days.....	223	95	3,920
90 days and over.....	210	38	4,750
CONTRACT STATUS			
Negotiation of first agreement.....	754	99	1,900
Renegotiation of agreement (expiration or re-opening).....	1,942	1,210	20,200
During term of agreement (negotiation of new agreement not involved).....	1,608	611	3,120
No contract or other contract status.....	86	41	90
No information on contract status.....	15	1	21
MAJOR ISSUES			
General wage changes or supplementary benefits.....	1,982	973	15,900
Wage adjustments.....	272	139	1,910
Union organization and security.....	596	130	3,160
Job security.....	180	201	1,500
Plant administration.....	684	362	1,850
Interunion or intraunion matters.....	518	80	447
Other.....	173	77	651

¹ Duration figures relate to stoppages ending during the year.

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

issues, however, does change from year to year. In 1966, demands for wage increases or supplementary benefits accounted for 70 percent of strike idleness, up from 54 percent in 1965. Idleness attributable to job security issues declined by a similar proportion.

Industries Involved

For the second year, idleness in manufacturing industries declined, while idleness in nonmanufacturing increased, from 9 million to 12 million man-days. Twenty of the 26 major stoppages occurred in nonmanufacturing industries.

The machinery industry experienced the highest volume of idleness (2.44 million man-days) among manufacturing industries, largely due to several long stoppages. Five major stoppages in manufacturing occurred in the electrical machinery industry, where the number of workers affected and man-days of idleness (2.4 million) were the highest since 1956.

Three other manufacturing industries had more than 1 million man-days of idleness: Primary metals, fabricated metal products, and transportation equipment. In the latter industry, however, idleness was less than half the 1965 level. Most of the decline was in the aircraft and parts industry and the shipbuilding and repair industry. Besides these five industries, the chemical, rubber, and stone, clay, and glass industries had time-lost ratios above the national average.

In the nonmanufacturing sector, substantial increases in idleness were recorded in construction, transportation and communication, mining, and government. As shown in table 2, the construction industry sustained the highest level of idleness of any industry in 1966; 12 major stoppages accounted for about half the construction idleness. The industry registered the highest level of workers involved and man-days of idleness since 1953, and the third highest level recorded in the industry. In the transportation and communication industry, which reached its highest volume of idleness since 1955, half the idleness and three-quarters of the workers involved were attributable to five major stoppages, particularly the 4-day railroad strike and the 43-day airline strike. The other three affected Western Union, New England Telephone and Telegraph, and the taxicab industry in New York City.

TABLE 2. INDUSTRIES, STATES, AND CITIES MOST AFFECTED BY WORK STOPPAGES IN 1966

Item	Stoppages beginning in 1966		Man-days idle (thousands)
	Number	Workers involved (thousands)	
LEADING INDUSTRIES ¹			
Contract construction	977	455	6, 140
Transportation, communications, electric, gas, and sanitary services	240	312	3, 390
Machinery, except electrical	301	136	2, 440
Electrical machinery, equipment, and supplies	189	168	2, 410
Primary metal industries	219	99	1, 540
Transportation equipment	162	150	1, 330
LEADING STATES ¹			
New York	470	236	3, 120
Ohio	431	184	2, 190
Illinois	278	134	1, 940
Michigan	275	143	1, 820
Pennsylvania	474	171	1, 710
Massachusetts	162	67	1, 120
LEADING METROPOLITAN AREAS ¹			
New York	287	147	1, 940
Chicago	88	71	1, 080
Detroit	120	85	993
Miami	26	43	958
St. Louis	82	43	780
Albany-Schenectady-Troy	39	33	762

¹ Industries, States and metropolitan areas data are listed in descending order of man-days of idleness.

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

The first general stoppage in the soft coal industry since 1952 occurred in 1966, although there were major strikes in the coal industry in 1964 and 1965. With the decline in the industry's work force, however, idleness was little more than three-quarters of a million man-days, compared with over 4 million in 1952.

Strike activity by government employees continued to increase. The 142 stoppages in 1966 are more than three times the 1965 figure,² and two of the major work stoppages were in the government sector, one by teachers in Kentucky and the other by transit workers in New York. The number of workers involved and the resulting idleness increased greatly (105,000 workers and 455,000 man-days of idleness).

States Affected

As in 1965, New York led all States in strike idleness and recorded its highest number (3.12 million man-days) since 1958. It was directly affected by 10 major stoppages (accounting for 46

² For a further discussion of strikes by public employees, see "Work Stoppages and Teachers: History and Prospect." *Monthly Labor Review*, this issue, pp. 43-46.

percent of the idleness). Ohio, which was affected by seven major stoppages, ranked second (2.19 million man-days). Six other States (California, Illinois, Massachusetts, Michigan, Missouri, and Pennsylvania) each experienced more than 1 million man-days of idleness in 1966; for all but California, this was higher than in 1965. Massachusetts and Missouri reached their highest volume of idleness since 1960.

Five States—West Virginia, Kentucky, Nevada, Vermont, and Washington—although not sustaining as much idleness as those noted above, experienced a percentage loss in total estimated working time that was substantially higher than the national average.

The States that led in strike idleness, New York and Ohio, also led in the number of workers involved. For New York, the number of workers (236,000) represented about a 25-percent increase over the previous year. In Ohio, the 184,000

strikers represented almost a twofold increase. Other States with large numbers of workers involved were Pennsylvania (171,000), Michigan (143,000), and Illinois (134,000). For all these States the figures represent increases over the previous year.

Fifteen States experienced 100 stoppages or more, with Pennsylvania and New York ranking first and second, respectively, in strike incidence. For Pennsylvania, the number of stoppages (474) represents the highest level since 1956; and for New York (470) the highest since 1959. Michigan, however, recorded the lowest level since 1958. The lowest incidence of strike activity occurred in Alaska, North Dakota, South Dakota, Vermont, and Wyoming, each of which experienced 10 stoppages or fewer in 1966.

—HOWARD N. FULLERTON

Division of Industrial and Labor Relations

According to data compiled by the U.S. Bureau of Labor Statistics from newspapers and other sources, the number of strikes and lockouts during the 4 months, July to October, inclusive, was 468.

The number of strikes during the months of July, August, September, and October is comparatively large, due to some extent to the method by which they have been called. . . . Ordinarily a trade in a given locality makes demands on all the shops in its jurisdiction collectively and orders one strike on all shops refusing to accede to the demands. In several trades during the past 4 months, however, the practice has been to make demands on individual shops one after the other and to order strikes in such cases as seemed advisable.

Next to the machinists' strikes the strike in the clothing industry in Chicago has been the most prominent. The building-trades strike, which started in May and involved upwards of 50,000 people, was adjusted by the end of July. The beginnings of unrest in the clothing industry in Chicago were apparent in August, when a short strike was successfully carried out in one shop. Mutterings of discontent continued to be heard, and after a month of parleying 25,000 garment workers were called out on strike September 27. This strike was accompanied by clashes between the police and strike sympathizers.

—"Strikes and Lockouts in the United States During July, August, September, and October 1915," *Monthly Labor Review*, December 1915.

Work Stoppages and Teachers: History and Prospect

RONALD W. GLASS*

TEACHERS' STRIKES prior to 1966 were sporadic and infrequent. During the 26 years beginning in 1940, a total of 129 such stoppages¹ occurred but only 35 of these were recorded in the decade immediately preceding 1966 (table 1). Relative to the number of teachers or to strikes by other types of workers, this record does not indicate a persistent labor relations problem. Rather, it demonstrates that some teachers had occasionally taken direct action to air their grievances, despite legal prohibitions against strikes by public employees.

The year of 1966 marked a sudden upswing in teachers' strikes. Thirty-three stoppages were recorded during that year, followed by an additional 11 in the first quarter of 1967. Still of limited significance as an indicator of teachers' problems, this increase in strike activity is symptomatic of a growing inclination among teachers and their organizations to take direct action. More broadly, it undoubtedly reflects a remarkable upsurge in the volume of collective bargaining or collective teacher demands, and the confrontations with public officials that ensue.

Strikes by other public employees also rose significantly, tripling from 1965 to 1966. A more aggressive attitude among employee organizations was part of a change that took place in 1966. Executive Order 10988, issued in 1962, had assured the right of employee organization and collective bargaining in the Federal service, and a number of States subsequently enacted legislation of a similarly comprehensive nature. These measures helped strengthen the principle that employee organization and collective bargaining are not incompatible with public administration. Public

employee organizations then increased their efforts to secure recognition and negotiation.

The Matter of Nomenclature

Teachers often refrain from using the term "strike" to describe their work stoppage, preferring instead to stress the protest aspect of their action by means of such substitutes as "professional protest" or "sick leave protest." This preference derives, in part, from the unpleasant connotation of "strike" and the general prohibition against strikes in public employment.

Beyond the matter of terminology, however, there is often an intent to distinguish between the work stoppages of teachers and the strikes of industrial workers. Industrial strikes typically arise from an impasse in negotiations; their purpose is to enforce employee demands, and unions usually hold out until such demands are met or satisfied through a compromise and a settlement is reached. In contrast, many teacher strikes take the form of protests "to" the public or the legislature rather than "against" the school authorities. They may not be preceded by negotiations, and they may not have a settlement as the immediate objective. The stoppage in Kentucky in 1966 illustrates the protest nature of some teacher strikes. In this instance, most of Kentucky's teachers observed a 1-day "professional study day" to protest the education budget passed by the State legislature. The Governor responded by establishing a special commission to make recommendations on additional means of financial help.

The protest nature of teacher work stoppages is reflected in their short durations. Of the 33 stoppages in 1966, 7 lasted 1 day and 2 ended after 2 days; 20 were over in 5 days or less. The average time lost per teacher amounted to 1.8 days, as contrasted with 14.1 days per employee for all strikes during the year. There are, of course, far more risks to the participants of protracted stoppages in public employment than in private industry, reflecting the difference between an illegal, unprotected and a legally protected activity, and the differing concepts of essentiality.

Public school teachers are exceptionally well organized. At the end of the first quarter of 1967,

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

¹Includes stoppages involving a minimum of 6 employees and lasting at least 1 full day or session.

the American Federation of Teachers, an affiliate of the AFL-CIO, had approximately 125,000 members. At the same time, the National Education Association, by far the largest organization of teachers, reported membership of approximately 1 million. Teachers were represented by one or the other of these organizations in 31 of the 33 strikes in 1966.

Affiliates of the National Education Association, which had not been involved in a single stoppage in the 12-year period, 1952-63, and none in 1965, participated in 11 in 1966 (table 2). These 11 stoppages accounted for more than 80 percent of all teachers involved in 1966 stoppages.

Major Issues

Salaries or hours of work, or both, were the major issues in half of the 1966 stoppages, conforming roughly to the pattern of relative importance of these issues in earlier years (table 3). On the whole, these economic issues played a slightly more important role in teachers' stoppages than among all strikes since 1940, which is not neces-

sarily a commentary on the disadvantaged position of teachers. One distinction of the teachers' activity is that, unlike workers in private industry, they often find themselves in a stoppage over salary levels without having previously achieved recognition or the right to negotiate, or even to discuss salaries collectively. Significantly, only 2 of the 33 stoppages in 1966 involved renegotiation of an agreement.

In most salary disputes in 1966, the school boards and the public were responsive to the teachers' requests and attempts were made to effect some type of satisfactory settlement. Settlements were reported in 14 of the 16 stoppages involving salary issues. In this context, a settlement means reaching some type of accord, including an agreement to negotiate; it does not mean that all of the demands of the teachers had been met prior to their return to the classroom.

Nine of the thirty-three stoppages in 1966 were attempts on the part of teachers to secure from school authorities some type of recognition of their right to speak collectively. In seven of the nine cases, such recognition was granted to the teachers, whether in the form of an agreement to negotiate,

TABLE 1. WORK STOPPAGES INVOLVING TEACHERS, 1940-66

Year	All schools			Public schools			Other schools		
	Stoppages beginning in year		Man-days idle during year	Stoppages beginning in year		Man-days idle during year	Stoppages beginning in year		Man-days idle during year
	Number	Workers involved ¹		Number	Workers involved ¹		Number	Workers involved ¹	
1940	2	100	900	2	100	900			
1941	1	120	120	1	120	120			
1942	2	170	2,090	2	170	2,090			
1943	2	100	330	2	100	330			
1944	4	1,710	7,960	4	1,710	7,960			
1945	1	20	160				1	20	160
1946	16	3,060	37,100	14	3,030	36,400	2	30	730
1947	20	4,720	21,100	20	4,720	21,100			
1948	12	4,210	60,300	10	4,140	59,800	2	80	490
1949	9	440	920	5	350	490	4	90	430
1950	4	90	860				4	90	860
1951	10	4,510	67,000	6	4,310	65,200	4	200	1,830
1952	7	1,570	7,540	7	1,570	7,540			
1953	1	170	510	1	170	510			
1954	2	600	1,910	2	600	1,910			
1955	1	220	14,900	1	220	14,900			
1956	5	640	1,500	5	640	1,500			
1957	2	870	4,730	2	870	4,730			
1958	1	50	110				1	50	110
1959	2	210	670	2	210	670			
1960	3	5,490	5,490	3	5,490	5,490			
1961	1	20	20	1	20	20			
1962	2	20,000	20,100	1	20,000	20,000	1	20	120
1963	3	2,210	2,630	2	2,200	2,590	1	10	40
1964	9	14,400	30,600	9	14,400	30,600			
1965	7	1,810	8,280	5	1,720	7,880	2	90	400
1966	33	37,400	68,000	30	37,300	58,500	3	100	9,490

¹ Includes all workers made idle for 1 day or longer in school systems directly involved in a stoppage. These figures represent the number idle on the day of peak or maximum idleness. Where idleness fluctuated during the strike,

the actual number of workers idle on varying dates was used in computing the man-days of idleness.

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

TABLE 2. WORK STOPPAGES INVOLVING TEACHERS, BY ORGANIZATION,¹ 1940-66

Year	AFL			CIO			AFL-CIO			Independent organization			Professional association			Unorganized		
	Number	Workers involved ¹	Man-days idle	Number	Workers involved ¹	Man-days idle	Number	Workers involved ¹	Man-days idle	Number	Workers involved ¹	Man-days idle	Number	Workers involved ¹	Man-days idle	Number	Workers involved ¹	Man-days idle
1940													2	100	900			
1941																		
1942	1	20	590										1	150	1,500	1	120	120
1943																		
1944	3	1,560	7,740							1	50	140	1	50	210	1	50	190
1945				1	20	160												
1946 ²	4	1,950	29,200	3	120	2,080							7	810	4,680	3	180	1,130
1947	6	1,230	5,500	1	20	200							8	3,390	15,200	5	80	200
1948 ²	4	3,550	58,200	4	610	1,840										5	60	180
1949	1	30	30	4	90	430										3	190	220
1950				1	10	110							1	120	240			
1951 ²	4	4,160	63,900							3	80	760						
1952	3	1,490	7,120							3	190	1,810	2	130	1,330	2	30	30
1953	1	170	510													4	90	420
1954	2	360	1,210															
1955										1	240	700						
1956							3	370	370							1	220	14,900
1957							1	500	4,000	1	370	730				2	270	1,130
1958																1	50	110
1959							2	210	670									
1960							3	5,490	5,490									
1961																		
1962							1	20,000	20,000							1	20	20
1963							2	2,200	2,590	1	10	40				1	20	120
1964 ²							6	2,220	8,200				4	12,100	22,300	1	30	150
1965							7	1,810	8,280									
1966							20	6,050	28,500	2	150	200	11	31,200	39,300			

¹ Includes organizations directly or actively involved in the dispute. The number of workers involved may include members of other organizations, or unorganized workers idled by the action.

² The count of strikes by affiliation exceeds the total number of strikes

(table 1) because 2 strikes in the year involved 2 organizations each. In these instances, the number of workers involved and man-days idled were allocated among the organizations on the basis of information contained in press reports.

to discuss problems, to hold elections, or in other forms.

The eight stoppages that involved other working conditions best illustrate the protest nature of some teacher work stoppages. In only two cases did teachers achieve an immediate resolution of their grievance; in the remaining cases teachers returned to the classrooms, willingly or not, without obtaining a settlement—if indeed a settlement was actually sought. In some cases, as in the Kentucky stoppage previously referred to, there were subsequent changes in protested policies, apparently in response to the stoppages.

Legislation and Stoppages

Of the 33 stoppages in 1966, 12 occurred in Michigan and the rest in 10 other States. The Michigan strikes came on the heels of the enactment of the State's Public Employment Relations Act in 1965. This law guaranteed the rights of organization and collective bargaining to all or most public employees, and provided machinery for unit determination, mediation, and resolution of impasses in bargaining. New York is the most recent State to pass such legislation, effective September 1, 1967.

One immediate return of the Michigan act, and one of the more advantageous features of similar measures in other States, was to open the area of

TABLE 3. NUMBER OF WORK STOPPAGES INVOLVING TEACHERS, BY MAJOR ISSUE, 1940-66

Year	Salaries or hours or both	Organization ¹	Other working conditions ²
1940			2
1941			
1942	1		2
1943	2		
1944	3		1
1945		1	
1946	11	4	1
1947	16	3	4
1948	4	3	5
1949	3	2	4
1950	2	2	
1951	4	1	5
1952	4		3
1953	1		
1954	1		1
1955			1
1956	4		1
1957	2		
1958			1
1959		2	
1960	2	1	
1961			1
1962	2		
1963	2	1	
1964	5	1	3
1965	3	2	2
1966	16	9	8

¹ Includes strikes to gain recognition of an organization, to strengthen the bargaining position, and to protest discrimination against union membership in or participation in activity of an organization. Wages and hours were also important issues in several of these strikes.

² Includes strikes over job security, physical and administrative school conditions and policies, and related problems.

public employee disputes to mediation. Thus, the participation of a mediator was reported in 9 of the 12 Michigan stoppages. In contrast, only 2 of the 21 stoppages in other States reported mediation.

Strikes of public employees have undoubtedly influenced passage of comprehensive State legislation. In the report of the Governor's Committee on Public Employee Relations in New York State, for example, it is noted that the committee was established in response to Governor Nelson A. Rockefeller's request "to make legislative proposals for protecting the public against the disruption of vital services by illegal strikes, while at the same time protecting the rights of public employees."

The relatively high incidence of teacher stoppages in Michigan seems to demonstrate that, when the effective right to representation and negotiation is granted to large numbers of employees for the first time, they respond vigorously. Unfortunately, this large-scale response, compounded by inexperience on both sides of the negotiating table, may result in more rather than fewer stoppages in the short run. Experience in the private economy after passage of the Wagner Act and the law's Supreme Court test bear out this thesis. Assuming the possibility that teacher stoppages in 1967 may exceed the high 1966 level, it would be shortsighted to focus exclusively on disruptive stoppages and ignore the far more significant process of development of the right to representation and collective negotiations.

There are, however, two differences between this device [mass resignation] and the standard strike which bear noting. The first is that device is less flexible and more cumbersome from the teachers' standpoint than the strike. The ultimate pressure of the device is postponed until the reopening of the schools, which means that this kind of "strike" must always occur in September, a poor timing in view of the budgetary deadlines of the prior spring and summer. Moreover, the delay in impact between the announcement of the threat and the actual work stoppage, conjoined with the questionable credibility of the threat, makes it a much less potent weapon at the bargaining table.

The second difference is that the mass-resignation device, because of its relative sophistication, is not as patently violative of antistrike laws. To this extent, it may present a better image of the profession to the public.

—Robert E. Doherty and Walter E. Oberer, *Teachers, School Boards, and Collective Bargaining: A Changing of the Guard*.

Private Pension Plan Coverage of Older Workers

ABOUT HALF of the men and a fourth of the women between the ages of 50 and 64 employed in private nonfarm jobs in January 1966 were covered by a pension plan. Most of these 4½ million employees will be eligible for a pension at age 65 or earlier, provided, of course, that they continue in employment or retain vested rights to accrued pensions in the event of loss of job. On the other hand, most of the workers in this age group who were not covered by a plan in January 1966 are not likely to attain coverage and to be eligible for a pension by the time they reach 65. Relatively few of these men and women carried vested rights to pensions from previous jobs.

These are the more significant conclusions drawn from a special survey of pension plan coverage of wage and salary workers age 50 to 64 years in private nonfarm jobs, made in January 1966 for the Bureau of Labor Statistics by the Census Bureau.¹

Even among older workers² who had been with their employer for 10 years or more, substantial numbers—about one-third of the men and half the women—were not covered by a private pension plan in their present jobs. A small fraction, however, had vested rights to pensions earned on previous jobs. A generous adjustment for that group still leaves without any private pension plan coverage over a fourth of the men and nearly half the women who had been with their present employer for 10 years or more.

Despite the rapid increase in recent years in the number of new plans, few older workers not currently belonging to a pension plan are likely to acquire coverage and become eligible for benefits before they retire. This prospect stems from the general immobility of older workers, from the common restriction of plan membership applied to workers hired after age 50 (found in plans covering 3 out of 5 workers),³ and from the requirement, in plans covering 2 out of 3 workers, that to be eligible for a pension a worker must complete 10, 15, 20, or more years of credited service.⁴ Moreover, almost all new plans cover only a small number of workers, and the larger new plans frequently supplement existing plans without adding much

new coverage. In 1966, when more retirement plans were approved by the Internal Revenue Service than in any previous year, new plans added very little to the total coverage of all retirement plans.⁵

Nearly all the older workers now covered by pension plans are likely to qualify for pensions because most have completed the required 10, 15, or 20 years of credited service. Over one-third of the workers surveyed said they had already acquired vested rights to pension benefits. Workers without vested rights usually had enough years of credited service to qualify for a pension under most plans or were young enough to earn that service before reaching retirement age. Thus, for example, almost half of the men age 55 to 64 without vested rights had completed at least 15 years of credited service; among those 50 to 54, 3 out of 5 had completed at least 10 years. Few workers of this age with this amount of service are separated from their jobs, even involuntarily, before retirement; nearly all are likely to qualify for pensions.

The proportion of workers covered is not much greater if coverage under plans in prior jobs is also included. Of those not covered in their present jobs, about 1 out of 16 men and 1 out of 50 women had a vested right to a pension from another plan, usually a private plan. About 100,000 were receiving pension checks from plans in prior jobs, chiefly from government plans.

In every occupation group, a larger proportion of men than of women belonged to pension plans. This was also the case in nearly every major industry, and stems from the men's lower rate of turnover as well as from differences in their industrial distribution.

The longer a worker had been employed, the more likely he was to have pension plan coverage (table 1). For workers with fewer than 5 years of

¹ All the data for private pension plans in the survey include data for deferred profit-sharing plans providing pensions. The survey included half the households in the Current Population Survey. A fuller description, including estimates of the reliability of data, will be included in a forthcoming BLS report on the survey.

² The term "older workers," in this report, refers to private nonfarm wage and salary workers between 50 and 64 years of age.

³ *The Older American Worker: Age Discrimination in Employment*, Report of the Secretary of Labor to the Congress Under Section 715 of the Civil Rights Act of 1964, Research Materials (U.S. Department of Labor, 1965), p. 37.

⁴ See *Private Pension Plan Benefits* (BLS Bulletin 1485, 1966), pp. 6, 7, 28, and 29.

⁵ Data on new retirement plans approved by the IRS in 1966 will be more fully described in a forthcoming article.

employment, the rate of coverage was low (pension plans covering 3 out of 10 workers required from 1 to 5 years of service before a worker was eligible for membership).⁶ For workers age 55 and over with 5 to 9 years of service, the rates were presumably held down by age barriers to pension plan participation. These age restrictions had little effect, however, on those age 50 to 54 with 5 to 9 years of service, because they had been hired before reaching 50. Their coverage rate was, therefore, about the same as that of workers in the same age group with 10 to 14 years of service.

Except for those affected by age restrictions, coverage rates should not be affected by length of employment, particularly after 10 years of service. Yet the survey showed that coverage rates con-

tinued to increase with service: 3 out of 5 older men covered by a plan had more than 15 years of service, while only 3 out of 10 not covered had that much service.

The reason for this can only be conjectured. Companies with pension plans have lower than average turnover rates, not only because of the existence of the plans, but also because the complex group of factors that create a "good job" are highly correlated with pension plans. The significant question, which the study cannot answer, is "Among older workers as a whole, does pension coverage vary with, and because of length of service, or does length of service vary with, and because of, the existence of pension plans?"

⁶ See *Private Pension Plan Benefits*, op. cit., pp. 5, 6, 27, and 28.

TABLE 1. PRIVATE PENSION PLAN COVERAGE RATES OF PRIVATE NONFARM WAGE AND SALARY WORKERS AGE 50-64, JANUARY 1966 ¹

Characteristic	Percent covered by a pension plan in present job			Percent distribution of workers covered by a pension plan in present job		
	Both sexes	Men	Women	Both sexes	Men	Women
AGE						
Total, 50-64 years.....	41	50	27	100	100	100
50-54 years.....	40	49	24	42	42	39
55-59 years.....	43	52	28	36	36	36
60-64 years.....	41	47	31	22	22	25
LENGTH OF TIME ON PRESENT JOB						
Total, all periods of time.....	41	50	27	100	100	100
Less than 5 years.....	17	22	10	13	13	15
5-9 years.....	31	42	20	11	10	15
10-14 years.....	51	58	37	16	15	18
15-19 years.....	59	62	52	17	16	21
20 years or more.....	66	68	58	42	46	31
INDUSTRY						
Total, all industries ²	41	50	27	100	100	100
Mining.....	64	63	(³)	2	3	(³)
Construction.....	27	25	(³)	3	4	(³)
Manufacturing.....	57	63	41	54	58	41
Durable goods.....	62	64	56	33	37	20
Metalworking.....	67	69	58	27	30	15
Nonmetalworking.....	47	47	48	6	7	5
Nondurable goods.....	51	62	32	21	21	21
Transportation and public utilities.....	56	54	74	12	16	8
Trade ⁴	27	29	24	14	11	23
Wholesale.....	42	46	29	4	5	3
Retail (except eating and drinking places).....	26	25	26	9	6	18
Finance, insurance, and real estate.....	55	60	49	7	6	11
Business and repair services.....	24	24	26	1	1	1
Other commercial services.....	15	25	7	2	2	2
Medical services.....	17	28	15	2	1	5
Education, welfare, and religion services.....	31	53	18	2	2	3
Other professional services.....	34	39	30	1	1	2
OCCUPATIONAL GROUP						
Total, all occupations ⁵	41	50	27	100	100	100
Professional and technical workers.....	48	69	16	8	9	4
Managers and officials.....	49	53	29	11	14	4
Clerical and kindred workers.....	50	65	43	17	9	44
Salesworkers.....	27	29	26	5	4	11
Craftsmen, foremen, and kindred workers.....	51	52	38	24	30	2
Operatives and kindred workers.....	44	53	30	25	25	24
Service workers, except private household.....	21	26	16	5	4	8
Laborers, except mine.....	36	35	(³)	4	5	(³)

¹ Includes coverage by profit-sharing plans providing retirement benefits.

² Includes private households and other industries for which data are not shown separately.

³ Insufficient data to show separately.

⁴ Includes eating and drinking places for which data are not shown separately.

⁵ Includes private household workers for whom data are not shown separately.

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

Industry

Coverage rates were, of course, higher among workers in industry divisions where pension plans are more prevalent, such as manufacturing, public utilities, and finance. In most industry divisions, rates were higher for men than for women, presumably because more have acquired the service needed to qualify for plan membership. Where the opposite is indicated, the differences either (1) are not statistically significant (i.e., the sampling errors are so large, especially for women, that it is not unlikely that a complete enumeration would show no important difference in coverage rates), or (2) reflect sharp differences between the industrial pattern of employment of men and women within a particular industry division. For example, the coverage rate was much greater for women than for men in transportation and public utilities, because 3 out of 4 women were engaged in telecommunications (in which most workers belong to private plans) while 4 out of 5 men were in transportation (in which most workers do not belong to plans, owing largely to the replacement of private plans on railroads by a public plan—the Railroad Retirement Act).

As a result of the patterns of employment and of pension plan prevalence, coverage was concentrated in a few industries. For example, because half of the older men employed in manufacturing and in transportation and public utilities (except railroad) were covered, about three-fourths of the plan members were employed in those industries. In fact, two-thirds of the men employed in manufacturing as a whole and at least half of those in each major industry (except for lumber, furniture, textiles, and apparel) were covered. Although over one-tenth of the covered men belonging to pension plans were in trade, only three-tenths of the men in that industry had coverage; in wholesale trade, however, nearly half the men had coverage.

The pattern of coverage differed for women, chiefly because of differences in their patterns of employment. As a result, about a fifth of the women belonging to private plans were engaged in durable goods manufacturing, another fifth in nondurable goods, and a fourth in trade. Slightly more than half the women in most durable goods industries (including those with large numbers of female production workers, such as fabricated

TABLE 2. VESTING RATES OF PRIVATE NONFARM WAGE AND SALARY WORKERS AGE 50-64 COVERED BY PENSION PLANS IN THEIR PRESENT JOBS, JANUARY 1966¹

Age and years of credited service	Percent of pension plan members with vested rights			Percent distribution, members with vested rights		
	Both sexes	Men	Women	Both sexes	Men	Women
AGE						
Total, 50-64 years.....	35	38	28	100	100	100
50-54 years.....	29	32	20	34	35	27
55-59 years.....	38	40	31	39	39	40
60-64 years.....	43	45	38	27	26	33
YEARS OF CREDITED SERVICE						
Total, all service periods.....	35	38	28	100	100	100
Less than 5 years.....	14	15	12	6	5	7
5-9 years.....	14	16	9	5	5	7
10-14 years.....	30	33	22	17	18	16
15-19 years.....	39	38	39	19	17	27
20 years and over.....	52	54	46	53	55	43

¹ Includes wage and salary earners covered by profit-sharing plans providing retirement benefits.

metals and the electrical and nonelectrical machinery industries) were covered. Coverage was relatively light in most nondurables—1 out of 3 workers, on the average. Largely because 1 out of 4 older women was engaged in trade, it accounted for more women than any other division except manufacturing. Most of the other women belonging to private plans were in finance, telecommunications, and hospitals—industries with high proportions of covered workers.

Occupation

Among men, professional and clerical workers had the highest coverage rates, followed by managers, craftsmen, and operatives. The lowest rates, apart from those for private household workers, were among service and sales people and laborers. Women's rates followed about the same pattern, except for those in the professions, but at a lower level. The low rate for professional women stems from their low coverage rates in private education, in private medical services (including hospitals), and in private welfare service agencies.

The differences in coverage rates reflect differences in the industrial distribution of occupations and differences in job tenure. The coverage rate for sales people, for example, tends to be low both because of their concentration in trade, where pension plans are not especially prevalent, and because of their high rate of turnover. The rate for male professionals, on the other hand, was high both

because over half are in manufacturing, where pension plans are prevalent, and because of their low rate of turnover. Another reason the rates among white-collar occupations tended to be high is that in certain industries, plans are often limited to salaried employees.

Vesting

About 3 out of 8 older men and 3 out of 10 older women covered by private pension plans had vested rights to the benefits they had earned. More precisely, they answered "yes" to the following question about the plan by which they were covered in their present job: "If you should now change to a job not covered by this plan, would you still be eligible to receive benefits from the plan when you reach retirement age?"⁷

Because vesting is restricted by the plans to workers with a specified amount of service under the plan—usually 10 to 20 years—the fraction with vested rights increased with service. For example, it rose from around 15 percent for men with under 10 years of credited service to over 50 percent for men with 20 years or more of credited service. (See table 2.) Since many plans do not admit workers to plan membership until after they have been working at a covered job for more than 1 to 5 years, total service often exceeded credited service.

The proportion of women with vested rights was smaller than the proportion of men because men generally had longer service. Even among workers with the same amount of service, the proportion of women with vested rights usually was somewhat smaller.

Vesting was more prevalent among workers 60 to 64 than among those 50 to 54. The rate of vesting increased with age for two reasons: The older workers had more credited service and, as noted

above, vesting rates increased with service; some plans limit vesting to workers who are over 55 or 60, particularly those that have no vesting provision, and, in effect, provide vesting solely through the early and normal retirement provisions.

The association of age with vesting is illustrated by the fact that for men with 15 to 19 years of credited service, the vesting rate rose from 35 percent for men between ages 50 and 54 to 45 percent for men between 60 and 64.

The prevalence of vesting varied widely from industry to industry. For men it ranged from about one-fourth the pension plan members in wholesale trade to two-thirds of those in professional service (medical, education and welfare services, religion, and so forth). In manufacturing, about 2 out of 5 covered workers in durable goods were vested, compared with 1 out of 3 in nondurable goods. For women, vesting was about as prevalent as for men in durable goods and half as prevalent in nondurables. Around 1 out of 3 women members were vested in finance, insurance, and real estate—about the same proportion as for men—and nearly 1 out of 4 in retail trade.

Most workers with vested benefit rights had 20 years or more of credited service. In fact, among those with less service there were more pension plan members without vested rights than with such rights. The rarity of vesting among those with 10 to 19 years of credited service is surprising in view of the fact that vesting provisions requiring 20 years or more of service covered less than 1 out of 6 workers in plans with vesting. Perhaps it is because many older workers vest under the early retirement provision, particularly those over age 55.⁸

Except for men with 20 years or more of credited service, in nearly all industries the number of men with a given amount of service with vested rights exceeded the number without such rights. However, in metalworking and retail trade, the number with vested rights exceeded the number without among men with 15 to 19 years of credited service as well as among those with 20 years or more. Vesting among women was so limited that in no industry except metalworking did the number with a given amount of service who had vested rights exceed the number without such rights.

⁷ This question was designed to include both those who were vested under an early or normal retirement provision as well as those vested under a vesting provision. The former are of unusual importance in the two oldest age groups, because many plans without vesting provisions do provide early retirement benefits before age 65. The question was also intended to include those whose rights were partially vested under a graded vesting provision.

⁸ This is also suggested by the fact that half the women belonging to plans in the telecommunications industry said they were vested, although no important plan in that industry has a vesting provision.

Previous Plans

Around 600,000 workers—about 5 percent of the nonfarm private wage and salary earners between 50 and 64—had vested rights to benefits in a pension plan through a previous job. Almost all (86 percent) were men, about 1 out of 6 was currently receiving a benefit from the plan, and 2 out of 5 had rights under a government plan.⁹

These workers added very little, however, to the unduplicated total number of workers covered by a pension plan, because about half of them were also covered by plans in their present jobs. In other words, 53 percent of the older men and 28 percent of the older women in private nonfarm jobs were

covered by a pension plan in their present job or had vested rights from some previous job. For men this was an increase of nearly 3½ percentage points over the coverage rate, excluding those solely with vested rights to benefits from previous plans; for women, 1½ points.

Vested rights to a pension earned in a previous job were more common among those who had held such jobs for a long period of time—usually longer than they had been in their present job. About one-tenth of the men who had held a previous job longer than their present job had vested rights in plans on previous jobs. About half the men in the group with such vested rights had held their longest job for 20 years or more.

—DONALD M. LANDAY

Division of Industrial and Labor Relations

⁹ This large proportion of government plans may reflect the inclusion of military disability pensions, despite instructions to the contrary.

As our economy has shifted from an agricultural to an urbanized industrial society, with the concomitant dissolution of the large, multigeneration family, new methods of providing economic security for nonproductive aged persons have developed. The need for finding such methods has been, and will continue to be, magnified by the increasing proportion of older persons in the population. At the same time relatively few aged persons are working, since employers do not always find it practical to retain older workers on the payroll. In this way a gap is created between total life expectancy and work life expectancy. The widening of this gap, coupled with public realization that many persons do not save enough to meet the financial needs of their later years, has led to the development of a variety of methods for meeting the economic needs of the aged.

—Arthur J. Deric, ed., *The Total Approach to Employee Benefits*.

Earnings in the Machinery Industries, Mid-1966

STRAIGHT-TIME EARNINGS of production and related workers in nonelectrical machinery manufacturing establishments averaged \$2.84 an hour in mid-1966, according to a recent BLS study. This was the Bureau's first nationwide survey of these industries in 20 years. Ninety-two percent of the more than 1,171,000 workers covered by the survey¹ were men; they averaged \$2.89 an hour, compared with \$2.27 for women.

Individual earnings were widely dispersed; in an earnings array, the middle half of the workers fell between \$2.40 and \$3.25 an hour. Earnings varied by occupation, size of establishment and community, industry, labor-management contract status, and location.

Data were tabulated separately for 21 large areas covered by the Bureau's machinery surveys during the past several years and whose combined employment accounted for two-fifths of the production workers within scope of the current survey. Earnings in these areas as a group averaged 3.9 percent higher in June-July 1966 than in April-June 1965.

Two-thirds of the workers were in establishments with labor-management contracts covering a majority of their production and related workers. Regionally, the proportions ranged from about four-fifths in the Middle West to three-tenths in the Southeast. The Auto Workers, Machinists, and Steel Workers were the major unions in the group of industries surveyed.

A large majority of the workers were in establishments providing paid holidays, paid vacations, at least part of the cost of various health and insurance benefits, and premium pay for work on late shifts.

Earnings in Mid-1966

Nationwide, workers in metropolitan areas averaged \$2.91 an hour, compared with \$2.58 for workers in the smaller communities. (See table 1.) This general relationship prevailed in each of the major regions; however, the difference was much greater in the Middle West than in the other regions for which comparisons could be made.²

Average hourly earnings of production and related workers in the 21 selected areas studied separately ranged from \$3.36 in Detroit to \$2.23 in Dallas.³

Earnings in establishments having labor-management agreements that covered a majority of their workers averaged \$2.96 an hour—38 cents more than in plants not having such agreements. Although this general wage relationship was consistent among the regions, the difference in favor of workers in union plants was considerably greater in the Great Lakes, Middle West, and Pacific regions than in the New England and Middle Atlantic regions. Earnings tended to be higher in large establishments than in small ones. These comparisons, of course, do not isolate the influence of each characteristic as a determinant of wages, for example, union plants accounted for 85 percent of the production workers in plants having 500 employees or more, for 63 percent in plants with 100 to 499 employees, and 29 percent in smaller plants, nor do they take into account differences in the types of products manufactured.

Average hourly earnings of production workers in the eight industry groups studied separately

¹ The survey covered establishments classified in industry group 35 as defined in the 1957 edition of the Standard Industrial Classification Manual and the 1963 supplement (U.S. Bureau of the Budget). Omitted from the survey were (1) establishments employing fewer than eight workers and primarily engaged in manufacturing special dies and tools, die sets, jigs, and fixtures, machine tool accessories, and measuring devices, and (2) other nonelectrical machinery establishments employing fewer than 20 workers.

A more comprehensive account of the survey will be presented in a forthcoming bulletin. Separate releases providing detailed information on wages and establishment practices for workers in the large areas studied separately, and a preliminary release providing national and regional data, are available upon request as long as the supply lasts.

Earnings information developed by this study excludes premium pay for overtime and for work on weekends, holidays, and late shifts, and, thus, is not comparable with the gross average hourly earnings published in the Bureau's monthly hours and earnings series. The forthcoming bulletin will contain an explanation of the differences between the earnings and employment estimates in this study and those in the monthly series.

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

³ Other areas studied separately were Baltimore (average hourly earnings, \$2.73), Boston (\$2.62), Buffalo (\$2.89), Chicago (\$2.86), Cleveland (\$3.05), Denver (\$2.64), Hartford (\$2.75), Houston (\$2.76), Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove (\$2.83), Milwaukee (\$3.08), Minneapolis-St. Paul (\$2.75), Newark and Jersey City (\$2.90), New York (\$2.70), Philadelphia (\$2.79), Pittsburgh (\$3.01), Portland, Oregon, and Washington (\$3.26), St. Louis (\$3.00), San Francisco-Oakland (\$3.32), and Worcester (\$2.74). The term "area" refers to Standard Metropolitan Statistical Area (SMSA) as defined by the U.S. Bureau of the Budget through March 1965, except Hartford (Hartford and New Britain SMSA's and Bristol), Newark and Jersey City and Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove (combination of 2 SMA's), and Worcester (Worcester SMSA, except Northbridge).

ranged from \$3.04 in establishments manufacturing engines and turbines to \$2.59 in plants producing service industry machines. The regional distribution of employment in the various industry groups varied substantially.

Individual earnings ranged from less than \$1.50 to more than \$4 an hour within each of the five regions and eight industry groups. Among the many factors contributing to this wage dispersion are the multiplicity of metalworking processes and occupations involved, geographic dispersion of employment in these industries, use of production incentives in some plants, and interplant differences in the role of collective bargaining in determination of pay rates.

Among the occupational categories studied separately, tool and diemakers generally had the highest average hourly earnings (table 2). Among workers producing or maintaining tools and dies used by the establishment in which they were employed (i.e., other than jobbing), average earnings ranged from \$3.83 an hour in plants manufac-

turing engines and turbines to \$3.34 in those producing special industry machines, and were \$3.50 or more in each of the other industry groups for which data are published. Averages for tool and diemakers producing tools and dies for sale were \$3.76 in the metalworking machinery industry group and \$3.38 in those manufacturing special industry machinery, the only industry groups for which averages could be presented for this job. Janitors, porters, and cleaners were generally the lowest paid. Their hourly earnings ranged from \$2.52 in plants primarily producing engines and turbines to \$2.05 in the special industry machinery group. Among the jobs for which data could be published in each industry group, occupational averages were usually highest in plants producing engines and turbines or farm machinery and equipment, and lowest in those manufacturing special or service industry machines. Earnings of individual workers in the same job, area, and industry were frequently widely dispersed. For example, earnings of class A grinding-machine op-

TABLE 1. NUMBER AND AVERAGE STRAIGHT-TIME HOURLY EARNINGS¹ OF PRODUCTION AND RELATED WORKERS IN NONELECTRICAL MACHINERY MANUFACTURING ESTABLISHMENTS, BY SELECTED CHARACTERISTICS AND INDUSTRY GROUP, UNITED STATES AND SELECTED REGIONS,² MID-1966

Characteristic	United States ³		New England		Middle Atlantic		Great Lakes		Middle West		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
ALL INDUSTRY GROUPS⁴												
All workers.....	1,171,278	\$2.84	116,021	\$2.69	215,425	\$2.80	564,428	\$2.98	67,449	\$2.84	62,849	\$2.97
Men.....	1,077,025	2.89	102,607	2.74	201,309	2.83	521,147	3.04	63,123	2.88	54,658	3.08
Women.....	94,253	2.27	13,414	2.27	14,116	2.26	43,281	2.37	4,326	2.26	8,191	2.23
Size of Community:												
Metropolitan areas ⁵	904,524	2.91	83,240	2.75	167,767	2.83	443,650	3.05	47,405	3.03	60,611	3.00
Nonmetropolitan areas.....	266,754	2.58	32,781	2.53	47,658	2.68	120,778	2.74	20,044	2.41	—	—
Size of establishment:												
Less than 100 workers.....	241,524	2.74	23,236	2.56	43,400	2.60	107,233	2.94	10,660	2.56	21,635	3.08
100-499 workers.....	312,990	2.65	25,178	2.57	53,072	2.66	144,955	2.78	20,778	2.42	22,999	2.95
500-999 workers.....	163,836	2.80	18,179	2.72	28,813	2.83	77,404	2.92	5,089	2.85	7,502	2.97
1,000 workers or more.....	452,928	3.03	49,428	2.80	90,140	2.96	234,836	3.16	30,922	3.23	10,713	2.82
Labor-management contract status:												
Establishments with—												
Majority covered.....	786,864	2.96	71,465	2.76	149,301	2.85	421,124	3.07	54,668	2.99	29,254	3.19
None or minority covered.....	384,414	2.58	44,556	2.58	66,124	2.66	143,304	2.72	12,781	2.22	33,595	2.79
SELECTED INDUSTRY GROUPS												
Engines and turbines.....	66,017	3.04	—	—	—	—	37,341	2.99	—	—	—	—
Farm machinery.....	100,259	2.97	—	—	—	—	51,204	3.09	29,889	3.04	—	—
Construction, mining, and materials handling machinery.....	193,725	2.87	—	—	21,908	2.78	107,170	2.99	9,304	2.75	12,042	3.23
Metalworking machinery.....	225,091	2.99	32,461	2.72	35,596	2.89	131,958	3.15	4,589	2.63	7,558	3.09
Special industry machinery.....	125,728	2.71	24,151	2.68	33,016	2.80	33,659	2.93	—	—	7,978	3.16
General industrial machinery.....	180,281	2.78	25,811	2.62	43,988	2.81	83,793	2.89	—	—	6,457	2.94
Office and computing machines.....	95,366	2.78	13,300	2.49	24,444	2.71	34,546	3.08	—	—	13,155	2.68
Service industry machines.....	82,060	2.59	—	—	—	—	33,801	2.73	6,112	2.73	—	—

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

² The regions used in this study include: *New England*—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; *Middle Atlantic*—New Jersey, New York, and Pennsylvania; *Border States*—Delaware, District of Columbia, Kentucky, Maryland, Virginia, and West Virginia; *Southwest*—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee; *Southwest*—Arkansas, Louisiana, Oklahoma, and Texas; *Great Lakes*—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin; *Middle West*—Iowa, Kansas, Missouri, Nebraska, North Dakota, and South Dakota; *Mountain*—Arizona, Colorado, Idaho, Montana, New Mexico, Utah, and Wyoming; and *Pacific*—California, Nevada, Oregon, and

Washington. Separate information for the Border States, Southeast, Southwest, and Mountain regions will be provided in the forthcoming report on this study. Alaska and Hawaii were not included in the study.

³ Includes data for the following regions in addition to those shown separately: Border States (average hourly earnings, \$2.69), Southeast (\$2.14), Southwest (\$2.43), and Mountain (\$2.61).

⁴ Includes data for establishments classified in the miscellaneous machinery (except electrical) manufacturing industry group, in addition to those shown separately.

⁵ See text footnote 3.

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

erators in Detroit plants manufacturing machine-tool accessories and measuring devices ranged from \$2.60 an hour to more than \$4.40. Most of these workers were paid on a time basis.

Wage Trends

Information on wage trends is based on occupational earnings data ⁴ in the 21 areas that have

been surveyed regularly since 1945. Average hourly earnings of production workers in all of these areas combined increased 3.9 percent between April-June 1965 and mid-1966. This increase was substantially larger than the increases in any of the 5 preceding years.

⁴ Ten men's jobs common to all areas were used in this computation. Appendix A of the forthcoming bulletin includes a description of the method of computation.

TABLE 2. AVERAGE STRAIGHT-TIME HOURLY EARNINGS ¹ OF MEN IN SELECTED OCCUPATIONS ² IN NONELECTRICAL MACHINERY MANUFACTURING ESTABLISHMENTS, UNITED STATES, SELECTED REGIONS, ³ AND INDUSTRY GROUPS, MID-1966

Region and industry group	Assemblers			Electricians maintenance	Laborers, material handling	Machine tool operators, production			Machinists, production	Punch press operators		Tool and diemakers		Welders, hand	
	Class A	Class B	Class C			Class A	Class B	Class C		Class A	Class B	Jobbing	Other than jobbing	Class A	Class B
ALL INDUSTRY GROUPS ⁴															
United States: ⁵															
Number of workers.....	39,535	44,120	25,451	5,786	22,893	110,084	74,886	41,538	9,337	5,596	9,014	22,845	12,465	29,719	18,226
Average hourly earnings ¹	\$3.10	\$2.78	\$2.44	\$3.28	\$2.37	\$3.22	\$2.86	\$2.44	\$3.28	\$2.95	\$2.47	\$3.74	\$3.59	\$3.12	\$2.65
New England.....	2.98	2.67	2.37	3.25	2.34	3.06	2.73	2.48	3.05	2.79	2.69	3.28	3.38	2.95	2.54
Middle Atlantic.....	3.04	2.64	2.22	3.22	2.35	3.10	2.82	2.31	3.17	2.49	2.38	3.53	3.50	3.10	2.78
Great Lakes.....	3.18	2.95	2.64	3.31	2.53	3.31	2.99	2.63	3.53	3.16	2.64	3.93	3.68	3.18	2.85
Middle West.....	3.27	2.75	2.52	3.54	2.43	3.49	2.78	2.22	3.49	3.17	2.30	3.70	3.68	3.17	2.44
Pacific.....	3.25	2.79	2.43	3.63	2.53	3.47	3.01	2.56	3.63	2.74	2.24	3.86	3.85	3.43	2.91
SELECTED INDUSTRY GROUPS															
Engines and turbines:															
United States ⁵	3.15	3.10	3.03	3.50	2.56	3.18	3.04	2.93	3.19	-----	3.54	-----	3.83	3.20	3.08
Great Lakes.....	3.19	3.15	2.98	3.45	2.47	3.16	3.06	2.87	-----	3.24	-----	-----	3.63	3.19	3.21
Farm machinery:															
United States ⁵	3.46	3.05	2.49	3.76	2.42	3.66	3.07	2.45	-----	3.24	2.54	-----	3.75	3.33	2.60
Great Lakes.....	3.69	3.19	2.61	3.76	2.45	3.55	3.21	2.74	-----	3.35	2.80	-----	3.77	3.38	3.03
Middle West.....	3.44	2.91	2.65	3.82	2.52	3.79	2.99	2.22	-----	3.23	2.17	-----	3.94	3.35	2.33
Construction, mining, and materials handling machinery:															
United States ⁵	3.05	2.75	2.41	3.36	2.41	3.14	2.86	2.40	3.26	2.82	2.43	-----	3.56	3.08	2.68
Middle Atlantic.....	2.94	2.70	2.16	3.25	2.42	2.94	2.76	2.31	-----	2.46	2.54	-----	3.51	2.87	2.63
Southwest.....	2.73	2.49	2.18	3.11	1.94	2.92	2.56	2.12	3.15	2.54	2.05	-----	3.30	2.86	2.48
Great Lakes.....	3.13	2.86	2.51	3.53	2.72	3.24	2.98	2.67	3.24	2.94	2.53	-----	3.66	3.17	2.85
Middle West.....	3.00	2.60	2.56	3.21	2.39	2.98	2.70	2.37	-----	2.92	2.47	-----	3.35	2.95	2.77
Pacific.....	3.31	3.04	2.75	3.43	2.78	3.39	3.03	2.74	3.55	-----	3.08	-----	3.79	3.41	3.13
Metalworking machinery:															
United States ⁵	3.32	2.94	2.51	3.34	2.44	3.33	2.84	2.43	3.33	2.69	2.22	3.76	3.56	3.28	2.80
New England.....	3.06	2.77	2.33	3.19	2.26	3.13	2.70	2.22	3.10	2.55	2.15	3.28	3.19	3.12	2.62
Middle Atlantic.....	3.27	2.96	2.66	3.19	2.28	3.22	2.80	2.35	2.97	2.20	1.75	3.55	3.42	3.11	2.76
Great Lakes.....	3.39	3.02	2.63	3.43	2.57	3.45	2.97	2.63	3.68	2.70	2.37	3.94	3.68	3.34	2.90
Middle West.....	-----	2.45	-----	-----	2.23	2.82	2.55	2.10	3.06	2.75	2.50	3.76	3.23	2.83	-----
Pacific.....	3.45	-----	2.52	-----	2.37	3.50	2.77	2.14	3.70	3.28	2.46	3.86	3.86	-----	2.98
Special industry machinery:															
United States ⁵	3.08	2.62	2.22	3.07	2.27	3.10	2.66	2.25	3.05	2.55	2.25	3.38	3.34	3.02	2.45
New England.....	3.02	2.77	2.19	3.07	2.32	3.00	2.68	2.57	2.95	2.97	2.55	-----	3.14	2.85	2.64
Middle Atlantic.....	3.10	2.62	2.42	3.10	2.44	3.10	2.69	2.32	2.95	2.29	2.25	3.35	3.32	3.06	2.41
Southeast.....	2.60	2.09	1.69	2.54	1.62	2.43	2.06	1.66	2.61	2.24	1.81	-----	2.83	2.58	2.13
Great Lakes.....	3.09	2.72	2.42	3.29	2.48	3.26	2.86	2.60	3.80	2.97	2.85	-----	3.54	3.10	2.66
Pacific.....	3.34	2.93	2.51	-----	-----	3.38	2.91	2.82	3.58	-----	-----	-----	3.75	3.48	3.05
General industrial machinery:															
United States ⁵	3.01	2.65	2.48	3.32	2.36	3.16	2.91	2.48	3.23	2.75	2.61	-----	3.50	3.14	2.73
New England.....	2.88	2.62	2.63	3.37	2.31	2.94	2.79	2.57	-----	2.67	2.71	-----	3.47	3.12	2.73
Middle Atlantic.....	3.11	2.73	2.42	3.26	2.39	3.07	2.98	2.48	3.36	2.65	2.70	-----	3.53	3.15	2.74
Great Lakes.....	2.99	2.67	2.57	3.39	2.45	3.24	2.98	2.65	3.34	2.81	2.57	-----	3.56	3.08	2.74
Pacific.....	3.25	2.65	2.49	3.50	2.82	3.44	2.85	2.20	3.51	-----	-----	-----	3.47	3.52	-----
Office and computing machines:															
United States ⁵	2.79	2.94	2.32	3.43	2.26	3.40	3.20	2.50	3.26	3.34	2.47	-----	3.79	3.25	2.78
New England.....	3.20	2.60	2.17	3.18	1.96	3.35	2.94	2.81	3.04	2.73	2.75	-----	3.23	-----	2.86
Middle Atlantic.....	2.87	2.38	2.15	3.06	2.18	3.11	2.69	2.25	3.24	2.87	2.10	-----	3.73	-----	2.59
Great Lakes.....	3.18	3.37	2.40	3.79	2.61	3.71	-----	2.49	-----	-----	2.82	-----	4.02	3.50	3.01
Pacific.....	2.73	2.33	-----	3.68	-----	3.38	2.72	-----	3.50	-----	-----	-----	4.10	3.50	-----
Service industry machines:															
United States ⁵	2.71	2.47	2.46	3.27	2.22	2.98	2.67	2.96	3.19	2.74	2.53	-----	3.50	3.13	2.65
Great Lakes.....	2.70	2.58	2.81	3.34	2.52	3.05	2.85	3.10	-----	3.12	2.68	-----	3.57	3.11	2.88
Middle West.....	-----	2.62	2.48	3.68	2.46	-----	2.84	2.51	-----	2.90	2.60	-----	3.83	3.40	2.64

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

² The forthcoming bulletin will contain wage information for workers classified in a number of occupations not shown above, including operators of individual production machine tools, and separate data for women in selected occupations. Occupational classification was based on a uniform set of job descriptions designed to take account of variations in duties that may occur among individual establishments. These descriptions are available on request as long as the supply lasts.

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

⁴ Includes data for establishments classified in the miscellaneous machinery (except electrical) manufacturing industry group in addition to those shown separately.

⁵ Includes data for regions in addition to those shown separately.

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

Increases between the 1965 and 1966 surveys were largest in Houston (5.9 percent), followed by Minneapolis-St. Paul (5.2) and by the Los Angeles, Milwaukee, and Worcester areas (5.0). The only areas in which the rate of increase was less than 3 percent were Buffalo, Chicago, Philadelphia, and Portland. General wage changes usually account for much of the year-to-year movement in wages, although other factors such as labor turnover, incentive earnings, and changes in employment within establishments with different pay levels also affect the trends.

The average for tool and diemakers (other than jobbing) in all areas combined increased 4.4 percent, or 16 cents an hour, between the 1965 and 1966 surveys; the corresponding increase for material-handling laborers was 3.2 percent, or 7 cents an hour.

Establishment Practices

Approximately one-sixth of the production workers in the industry were paid under a variety of incentive wage systems.⁵ As indicated below, the proportions of workers paid on an incentive basis varied by region and industry group:

<i>United States and regions</i>		<i>Percent of production workers paid under incentive wage systems</i>
United States.....		10-19
New England.....		25-29
Border States, Middle West.....		20-24
Middle Atlantic, Great Lakes, Southeast....		10-19
Southwest, Mountain, Pacific.....		Less than 5
<i>Selected industry groups</i>		
Farm machinery and equipment.....		30-34
Office computing and accounting machines..		25-29
Engines and turbines.....		20-24
General industrial machinery and equipment; service industry machines.....		15-19
Construction, mining, and materials handling machinery and equipment; metalworking machinery and equipment; special industry machinery except metalworking.....		10-14

Work schedules of 40 hours a week were in effect in establishments employing nearly three-fifths of the industry's production work force; almost all others were scheduled to work more than 40 hours a week. One-half of the workers in New England and the Great Lakes region were in

establishments having work schedules in excess of 40 hours a week; comparable proportions were a third in the Middle Atlantic region, a fourth in the Middle West, and a sixth in the Pacific.

Seven-eighths of the production workers were in establishments with formal provisions relating to pay for work on late shifts. Only about one-fourth, however, were actually employed on such shifts at the time of the study. All but a small proportion of those on late shifts received premium pay, usually uniform cents-per-hour above day shift rates.

Paid holidays, usually from 6 to 9 days annually, were provided by almost all establishments.

Provisions for paid vacations after qualifying periods of service were almost universal. The large majority of the workers were in establishments providing 1 week after 1 year of service, 2 weeks after 5 years, and 3 weeks or more after 15 years. One-half were in plants providing at least 4 weeks after 25 years of service.

Life, hospitalization, and surgical insurance, for which employers paid at least part of the cost, were available to nearly all production workers. Medical insurance was provided to slightly less than seven-eighths of the workers; accidental death and dismemberment insurance to three-fourths; and sickness and accident insurance to four-fifths. Catastrophe insurance was available to half, and retirement pensions to about three-fourths. These benefits were usually financed entirely by the employer.

Establishments having formal apprenticeship programs registered with the State or Federal Government accounted for slightly more than one-third of the production and related workers covered by the survey. The proportions ranged from nearly one-fifth in the Southeast and Southwest regions, to approximately two-fifths in the Border, Great Lakes, Middle West, and New England regions. Among the industry groups for which data were developed separately, the proportions of workers in establishments having formal apprenticeship programs ranged from about one-fourth in plants manufacturing special industry machinery to slightly more than one-half in those producing farm machinery and equipment.

⁵ A detailed analysis of the various types of piecework and production bonus incentive systems studied separately will be presented in the forthcoming bulletin.

—FREDERICK L. BAUER
Division of Occupational Pay

Foreign Labor Briefs*

THE FOREIGN LABOR SCENE was affected by three political developments of significance during May. Communist China used leftist trade unions in the British Crown Colony of Hong Kong to foment riots in support of the Maoist line, creating disruptions similar to those in the Portuguese possession of Macao, a month earlier. Following the coup d'état in Greece, the International Confederation of Free Trade Unions protested that the new military regime had deprived trade unions of the right to operate freely. In France, the major trade union federations mounted a 24-hour general strike as part of their protest against the Government's request for temporary emergency powers said to be needed for adapting the French economy to increasing competition from other Common Market countries.

Other notable developments affecting labor welfare in various parts of the world are recounted below.

Germany

Wages. As unemployment edged upward, reaching the level of 2.7 percent of the labor force in April (compared with 0.6 percent a year earlier), the unions became amenable to wage restraints and, generally, framed wage demands within unofficial limits suggested by the Government. But they continued to be wary of any attempt by the Government to impose formal wage guidelines that might become a regular feature of collective bargaining. Economics Minister Karl Schiller, a Social Democrat, assured union leaders that he had no such plans.

Wage increases obtained during the first quarter of 1967 averaged only 3.6 percent—well below last year's levels. Some research institutes are predicting a "negative wage drift" for 1967, with actual earnings lagging behind negotiated wage rates—a phenomenon that would be unique in postwar Germany.

Codetermination. The law on codetermination in the mining, iron, and steel industries was amended to extend codetermination in several major industrial combines where, as a result of company diversification, coal and steel accounted for less than the proportion of the total sales volume (one-half) required for statutory coverage of the enterprise. The amendment extended the period of continuance of codetermination in such circumstances from 2 consecutive business years to 5. The Government acted in response to complaints from the trade unions, which had been concerned for some time about the threatened watering-down of codetermination in coal and steel industries as a result of the 2-year provision.

Somali Republic—Scholarships

A number of countries have announced education grants to the Somali Republic for the academic year 1967–68. The U.S.S.R. has offered 50 scholarships, 43 of which are for employees of the Ministries of Information, Industry and Commerce, Communications and Transportation, and Education. Czechoslovakia is giving two scholarships in telecommunications and agriculture and Bulgaria one in civil engineering. The Italian Government is adding 30 new grants in the fields of engineering, veterinary medicine, chemistry, mathematics, and education and will renew 70 others.

Indonesia—Government Employment

Heads of Government departments and State enterprises were instructed to identify excess workers and either transfer them to departments or enterprises where they may be needed or seek jobs for them in the private sector. Those for whom jobs cannot be found are to be placed on inactive status with pay for periods ranging from 6 months to 2 years. Three groups—reemployed pensioners, employees 55 years of age and over, and chronic absentees—are to be discharged without benefit of inactive status. Employees discharged for age considerations will receive their full salary for 6 months plus any long-service leave payments to

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

which they may be entitled; chronic absentees will be paid for 3 months plus long-service leave payments.

This effort on the part of the Government to reduce the size of the bureaucracy is a significant step in combating the inflation that the country is experiencing.

Laos—Skill Development

The Working Committee on Manpower Requirements for the Nam Ngum Dam (a part of the Mekong River development project of the United Nations Economic Commission for Asia and the Far East) announced that the Lao Mekong National Committee¹ would receive from several sources assistance in developing skills needed for the construction of the dam. The International Labor Organization will provide a vocational training adviser and four expert instructors in various trades, as well as a labor adviser on wage and policy matters—the latter only if requested by the Laotian Government. The U.S. Agency for International Development mission will undertake to train operators of earthmoving machinery, and France will provide a training program for an unspecified number of mechanics, carpenters, electricians, masons, and other craftsmen. The West German Government also gave assurances that it would provide training assistance, the extent and nature of which are as yet undetermined.

Canada—Portable Pensions

Uniform standards for pension plans in private industries coming under Federal jurisdiction were established by the Federal Pension Benefits Standards Act of March 1967. The act covers such fields as shipping, rail and air transport, broadcasting, and banking. Supplementing similar uniform legislation in Alberta, Ontario, Quebec, and Saskatchewan, it requires private pension plans in the covered industries to be submitted for registration to the Superintendent of Insurance. To be registered, each plan must provide that any participant retiring at age 45 after at least 10 years of continuous service with the same employer is entitled to the same pension benefit, either immediate or deferred, that he would receive at his normal retire-

ment age. Moreover, the plan must provide for funding in accordance with special Federal regulations.

The Finance Minister may enter into reciprocal agreements with the Provinces concerned regarding joint or delegated administration of the pertinent Federal and Provincial laws, including the designation of a single agency to receive, hold, and disburse pension credits and benefits for employees who change jobs within the area covered by these laws. This provision enables such employees to retain acquired private pension rights within the whole area. It represents one more step in the Federal Government's efforts to improve labor mobility throughout Canada.

Guatemala—Workers' Recreation

A workers' recreation center was formally opened on May 16 by the Workers' Recreation Institute (IRTRA) that is financed exclusively by private employers of Guatemala. Under the terms of Legislative Decree 1528 of May 30, 1962, each employer contributes annually an amount equal to 1 day's pay for each person on his payroll for the operation of the center. The IRTRA's primary purpose is to provide recreation for workers (and their families) employed in private industry in Guatemala City. The new center which it has now opened is to be developed into an area in which workers can spend their annual vacations.

Colombia—Social Security

The Social Security Institute, under Decree 3041 of December 15, 1966, took various steps in the first half of 1967 to assume the administration of the system of disability, old age, and survivors' insurance formerly administered by employers. The Institute began payment of funeral expenses for covered workers in February 1967 and arranged to begin payment of disability and survivors' benefits in July 1967. It will take over from employers the payment of old age and retirement pensions in January 1969. Disability benefits and pensions were raised by Law 7 of February 21, 1967.

¹ A subsidiary body responsible for carrying out the Laotian phase of the Mekong River development project.

Significant Decisions in Labor Cases*

Union Discipline. In a 5-to-4 decision, the U.S. Supreme Court ruled¹ that a striking union did not commit an unfair labor practice, in violation of section 8(b)(1)(A) of the Labor Management Relations Act, when it imposed fines upon, and took court action to collect them from, some of its full-fledged members for crossing the picket line to work. By enacting this provision the Congress did not attempt to control the internal affairs of unions, "aside from barring [union] regulations to affect a member's employment status," wrote Justice Brennan for the majority.

After a strike was settled the union charged those of its members who had crossed the picket line to work with violating the union constitution and bylaws. Fines were imposed, but one of the punished members refused to pay and the union took court action to collect the fine. The employer charged the union with restraining and coercing its members in the exercise of their rights under section 7 of the act.

The court of appeals reversed the National Labor Relations Board's determination that the union's action was within its right "to prescribe its own rules with respect to the acquisition or retention of membership." In crossing the picket lines, the court held, the members were exercising their rights under section 7, and section 8(b)(1)(A) read literally did not authorize the union to fine them.

A cornerstone of the national labor policy, the Supreme Court majority emphasized, is that workers be able to combine to form a union in order to deal more effectively with their employer. In so doing, the individual gives up some of his autonomy in return for the greater benefits available through group action; and for the union to fully perform its function, it must be able to maintain reasonable discipline over its members. "The power to fine or expel strikebreakers is essential if the union is to be an effective bargaining agent," the Court said. It would be faulty reasoning, it

went on, to impute to Congress the intent of confining unions' disciplinary procedures to expulsion, for as the literal reading of section 8(b)(1)(A) implies, "where the union is strong and membership therefore valuable, to require expulsion of the members visits a far more severe penalty upon the member than a reasonable fine. Where the union is weak, the membership therefore of little value, the union faced with further depletion of its ranks may have no real choice except to condone the member's disobedience."

In the legislative history of section 8(b)(1)(A), the Court found no intent on the part of Congress to regulate the internal affairs of unions. It pointed out that in the debate, the proponents of the section and other participants merely voiced concern about possible abuses of power by labor leaders, particularly in their efforts to organize employees; but noninterference in union affairs was generally stressed, and proviso (A) was offered to make this intent explicit.

The majority also found that a distinction between expulsion and court enforcement of a fine would be "anomalous" as the relationship between union and member was thought of as contractual, and a court is the place to enforce violations of this relationship. Further, if Congress accepted expulsion as a means of discipline, it could not have intended to exclude fines which may be far less coercive. The Court also pointed to the Landrum-Griffin amendments of 1959 as the first comprehensive attempt to regulate internal union affairs—to insure the practice of democracy in the conduct of those affairs; but even there, Congress recognized the right of a union to fine, suspend, or expel a member, and only set procedural requirements for these actions.

Justice Black, writing for the four dissenters, found the language and guarantees of sections 7 and 8(b)(1)(A) perfectly clear and stated, "the real reason for the Court's decision is its policy judgment that unions, especially weak ones, need the power to impose fines on strikebreakers and to

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

¹ *NLRB v. Allis-Chalmers Manufacturing Co.* (U.S. Sup. Ct., June 12, 1967).

enforce those fines in court." To provide that is a job for Congress, not the Supreme Court, concluded Justice Black.

Motive in Employer Discrimination. In a case² involving an employer's discriminatory conduct under section 8(a) (3) of the LMRA, the Supreme Court reviewed several of its recent decisions concerning allocation of the burden of proof in cases of this nature, and in an effort to clarify these rulings, Chief Justice Warren distilled several governing principles. The one applicable here is that once discrimination affecting employee rights has been established, the employer must prove he was motivated by a legitimate business purpose.

Failing renegotiation of a contract that provided for paid vacations, the union called a strike but the company continued to operate with non-strikers, replacements, and strikers who had returned to work. When the time came for vacation benefits to be paid under the old contract and a number of the strikers requested payment, the company refused, on the ground that all contractual obligations had been terminated by the strike. Later, the company announced that, as a matter of new policy, it would grant vacation pay under the terms of the expired agreement, but only to the employees who had been at their jobs on a certain date.

Because the company refused to pay vacation benefits to strikers while paying them to those who had returned to work, the union filed unfair-labor-practice charges under sections 8(a) (3) and 8(a) (1) of the LMRA. The NLRB found the company's practice discriminatory in that it potentially discouraged union membership and unlawfully interfered with a protected activity. The court of appeals denied enforcement of the Board's order, finding that there had been "no affirmative showing of an unlawful [antiunion] motivation" on the part of the employer. Furthermore, even though the employer did not offer any evidence of legitimate business purpose, the court itself suggested what his considerations might have been.

Reviewing its recent decisions³ dealing with employer motivation in cases involving section 8(a) (3), the Supreme court "distilled" two principles: First, if the employer's discriminatory conduct is inherently destructive of "important rights," an unfair labor practice can be found to exist, even if the employer shows that he is motivated by a legitimate business purpose. Second, if the effect of the

discriminatory conduct on employees' rights is "comparatively slight," and the employer shows that he was motivated by a legitimate purpose, then antiunion animus must be proved. Thus, the Court said, "Once it has been proved that the employer engaged in discriminatory conduct which could have adversely affected employee rights to some extent, the burden is upon the employer to establish that it was motivated by legitimate objectives since proof of motivation is most accessible to him."⁴

Since the company did not come forward with any proof that it was motivated by a legitimate business purpose, when it extended vacation benefits to returning strikers but not to those who remained on strike, the Board's conclusions should have been upheld, the Court ruled.

Justice Harlan, joined in dissent by Justice Stewart, disagreed with the majority because, he held, it "misinterprets the recent decision in *NLRB v. C. & C. Plywood* [where the court held that a dispute of this kind could be subject of a suit under section 301] and has proposed a determining rule based on a distillation of prior opinions which is, in my view, substantially inaccurate"

The Justice also held the court of appeals to have correctly decided that the absence of antiunion animus made the employer's conduct lawful. He wrote, "Under today's formulation, the Board is required to find independent evidence of the employer's antiunion motive only when the em-

² *NLRB v. Great Dane Trailers, Inc.* (U.S. Sup. Ct., June 12, 1967).

³ *American Ship Building Co. v. NLRB*, 380 U.S. 300 (1965); *NLRB v. Brown*, 380 U.S. 278 (1965); and *Erie Resistor Corp. v. NLRB*, 373 U.S. 221, 233 (1963). These cases were reviewed in *Monthly Labor Review*, May 1965, pp. 567-569 (*American Ship Building and Brown*); and July 1963, pp. 824-825 (*Erie Resistor*).

⁴ In the court of appeals, the employer challenged the Board's jurisdiction on the ground that the case involved contract interpretation and application and, therefore, should be the subject of a court action under section 301 of the act. Although the company abandoned this argument in the Supreme Court, the Court nevertheless took note of it and made the following comment:

" . . . [W]e agree with the court of appeals that the complaint, alleging as it did a discrimination in regard to a term or condition of employment, stated an unfair labor practice charge. The fact that the conduct complained of might also have supported an action under section 301 did not deprive the Board of jurisdiction. (*Labor Board v. C & C Plywood Corp.*, 385 U.S. 421 (1967); and *Mastro Plastics Corp. v. Labor Board*, 350 U.S. 270 (1956). Cf. *Smith v. Evening News Assoc.*, 371 U.S. 195 (1962).) This, of course, is not to say that every breach of a collective bargaining agreement may be the subject of an unfair labor practice proceeding. But when the elements of an unfair labor practice are present in a breach of contract, the injured party is not automatically deprived by section 301 of his right to proceed before the Board where his remedy may be speedier and less expensive than a lawsuit."

ployer has overcome the presumption of unlawful motive which the court raises. This alteration of the burden in 8(a)(3) cases may either be a rule of convenience important to the resolution of this case alone or may, more unfortunately, portend an important shift in the manner of deciding employer unfair labor practice cases under 8(a)(3). In either event, I believe it is unwise."

Federal-versus-State Jurisdiction. A U.S. court of appeals, in a ruling⁵ contrary to another court's appellate decision⁶ on the same issue, held that a Federal district court had jurisdiction of action by an employer in interstate commerce seeking to enjoin a union from breaching a no-strike agreement, even though the Norris-LaGuardia Act forbids antistrike injunctions, and refused to remove the suit to a State court. Furthermore, the court ruled, the claims under such agreements arise under Federal law, and the national labor policy would bar also the State court from issuing the injunction if it were sought there.

Despite a no-strike agreement, the union conducted a series of nonviolent work stoppages resulting in a plantwide strike. The company sued the union in a State court and obtained a temporary injunction, but the union had the suit removed to a Federal court, claiming that the issue—violation of a collective bargaining agreement—was one over which Federal courts have original jurisdiction. After removal, the union's motion to dissolve the injunction was granted. The company then moved to remand the case to the State court but the district court denied this motion and was upheld by the court of appeals.

The company argued that the district court did not have the requisite original jurisdiction to support removal, claiming that the Norris-LaGuardia

Act stripped the Federal courts of power to issue injunctions in labor disputes. The appeals court did not accept this argument. Although it recognized that Federal courts did not have the power to issue the injunction sought by the company, it held that under the Federal Rules of Civil Procedure, any civil action such as this, involving claims under the U.S. Constitution, treaties, or laws was removable to Federal courts. Furthermore, the court pointed out that section 301 of the LMRA confers jurisdiction upon the district courts to enforce collective bargaining agreements in enterprises engaged in interstate commerce.

Secondary Boycotts. In a further statement on its ally doctrine, the Board placed⁷ an affirmative duty upon the ally⁸ to notify a picketing union that it is no longer doing work for the struck employer. If in the absence of such notice, the union is picketing in good faith but mistaken belief that the ally is still performing struck work, the ally cannot claim the protection of the LMRA, reasoned the Board.

While picketing a primary employer, the California Laundry, the union also picketed an ally laundry (Hollywood), which was doing the struck work, and two other establishments that utilized California's services. The union was unaware that Hollywood had ceased doing work for California before the picketing commenced, and withdrew the pickets immediately upon learning this. In reversing the trial examiner's decision that the protection of the act's section 8(b)(4)(B) automatically extended to the ally when it ceased doing business with the primary employer, and finding that the union neither knew nor could have determined this fact with ordinary diligence, the Board decided that the ally was "under an affirmative duty to notify the picketing union that struck work shall no longer be performed," as soon it ceased such work.

However, the Board did find that the union's picketing of a restaurant—which utilized the primary employer's product only in the kitchen—and a club, with broadly worded nonproduct signs, was a violation of the section because it "was not sufficiently identified with either a primary product or the primary employer to be considered as merely an attempt to persuade customers not to buy the struck product."

⁵ *Avco Corp. v. Aero Lodge No. 735, International Association of Machinists* (C.A. 6, May 2, 1967).

⁶ *American Dredging Co. v. Local 25, Marine Division, International Union of Operating Engineers*, 338 F. 2d 837 (C.A. 3, 1964). Facing an identical issue, the court here remanded the case to a State court for reconsideration, holding that the action had arisen under a State-created right and was not within Federal jurisdiction. (See *Monthly Labor Review*, January 1965, p. 69.)

⁷ *Local 259, Laundry, Dry Cleaning & Dye House Workers and Morrison's of San Diego, Inc.*, 164 NLRB No. 55 (May 12, 1967).

⁸ When a company knowingly performs work for a struck employer that ordinarily would be performed by the striking employees, it is an ally of the primary employer, not a neutral, and section 8(b)(4) will not protect it from being picketed. An earlier decision on this issue was *NLRB v. Business Machines and Office Appliance Mechanics, Local 459 (Royal Typewriter Co.)*, 228 F. 2d 533; see *Monthly Labor Review*, March 1965, p. 322.

Chronology of Recent Labor Events

June 5, 1967

FOR THE THIRD TIME in its 105-year history, the National Education Association (NEA) resorted to national sanctions against public schools—this time in Florida, in support of its Florida affiliate's goal of a \$500-million school appropriation and higher salaries for teachers. The country's educators were urged to boycott the State's "financially starved" public schools, with the warning that violators of the sanctions might be charged with unethical conduct. (See p. 71, this issue.)

June 12

THE U.S. SUPREME COURT ruled that a striking union was legally justified in fining its members for crossing a picket line to work and in seeking to collect the fines through a court action.

On the same day, the Court also found an employer guilty of discriminatory conduct for offering vacation benefits (under an expired contract) to strikers who returned to work, while withholding them from other strikers. In a conduct adversely affecting employees' rights, the Court held, the employer has the burden to prove legitimate business motivation.

The two cases were, respectively, *NLRB v. Allis-Chalmers Manufacturing Co.*, and *NLRB v. Great Dane Trailers, Inc.* (See pp. 58-59, this issue.)

June 13

A THREE-JUDGE FEDERAL DISTRICT COURT in Maryland ruled that Congress had power, under the commerce clause of the Constitution, to enact an amendment to the Fair Labor Standards Act in 1966 requiring States to pay minimum wages to certain public employees. The court, however, refused to extend this ruling to other provisions of the 1966 FLSA amendments. The case was *State of Maryland v. W. Willard Wirtz*.

A COUNTY COURT temporarily enjoined a picketing at the McDonnell Douglas Corp.'s main military manufacturing plant in St. Louis, thus removing a threat of a strike that might have idled the plant's 30,000 workers. The picketing was not union-authorized; the strike call had been issued by a former president of Machinists Local 837 (the IAM's largest—22,000 members), whose fight against the international's control over the local resulted in his recent

expulsion from the union. (He had also been fired for alleged "repeated violations of company rules.") The IAM international assumed legal supervision of the local last April, allegedly because of the local's "certain financial obligations" not permitted by the union's constitution.

June 19

NEW YORK CITY welfare workers, represented by the Social Service Employees Union, staged a "work-in": They reported for work, but refused to perform their tasks and, instead, held discussions on various subjects pertaining to their work and welfare problems. Said the city's Commissioner of Welfare, "It's not a work-in, it's a work stoppage. Those who do not [work] will not be paid." The workers' goal was a greater voice in welfare policies. By the end of the month the work-in was still going strong, aided by demonstrations at the City Hall, despite hundreds of suspensions and outbursts of near-violent protests from relief recipients. Some employees continued to perform their regular functions. (See p. 71, this issue.)

June 20

Detroit policemen who for several days had been calling in "sick" by the hundreds, in what was described as a "blue flu" epidemic triggered by their union's dispute with city officials over salary, accepted a truce and reported for duty after the city promised reinstatement of the more than 190 officers suspended during the dispute. At the peak of the "blue flu," as many as one-third of the 2,668 beat patrolmen were off the job. If continued negotiations do not produce an agreement in 10 days, a factfinding board will recommend a solution. (See p. 71, this issue.)

June 26

AFTER months of controversy and negotiation, the Eastman Kodak Co. and a civil rights organization in Rochester reached an agreement for a joint effort to find jobs and provide training for the city's unskilled Negroes.

June 28

MARKING ANOTHER PHASE of the celebrated litigation over the 1956 textile plant closure by the Darlington Manufacturing Co., in South Carolina (after a union won representation of its employees), the National Labor Relations Board again ruled against the company and ordered it to offer reemployment—with backpay—to the laid-off employees. The case was on remand from the U.S. Supreme Court, which had ruled (see *Monthly Labor Review*, May 1965, p. 556) that the firm had a right to close one of its plants unless it thus intended "to chill unionism" in the remaining plants. The Board now found that the company did have such purposes—"at least in part." The case was *Darlington Manufacturing Co. and Textile Workers Union*.

Major Agreements Expiring in September

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. The listing will include almost all agreements¹ 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. 20212, or to any of the Bureau's regional offices.

Company and location	Industry	Union ²	Number of workers
Ametek Inc., U.S. Gauge Division (Sellersville, Pa.).....	Controlling instruments.	Machinists.....	1,300
Associated General Contractors of America, New York State Chapter, Inc. (New York).	Construction.....	Operating Engineers.....	6,000
Associated Men's Wear Retailers of New York, Inc. (New York, N.Y.)...	Retail trade.....	Retail, Wholesale and Department Store Union.....	2,000
Borg-Warner Corp., Morse Chain Co. Division (Ithaca, N.Y.).....	Machinery, except electrical.	Machinists.....	1,100
Boston Gas Co. (Boston and Braintree, Mass.).....	Utilities.....	Mine Workers, District 50 (Ind.).....	1,200
Caterpillar Tractor Co. (Decatur, Ill.).....	Machinery, except electrical.	Auto Workers.....	2,800
Chrysler Corp., 5 agreements (Interstate).....	Transportation equipment.	Auto Workers.....	91,500
Clinton Engine Corp. (Maquoketa, Iowa).....	Machinery, except electrical.	Machinists.....	1,000
Colgate-Palmolive Co. (Jeffersonville, Ind.).....	Chemicals.....	Chemical Workers.....	1,100
Consolidated Gas Supply Co. (Clarksburg, W. Va.).....	Utilities.....	Allegheny Mountain Gas Workers' Union (Ind.).....	1,000
Crane Co. (Chicago, Ill.).....	Primary metals.	Steelworkers.....	1,900
Deere & Co. (Illinois and Iowa).....	Machinery, except electrical.	Auto Workers.....	19,900
Draper Corp. (Hopedale, Mass.).....	Machinery, except electrical.	Steelworkers.....	1,600
Food Employers Council, Inc., 3 agreements (Los Angeles, Calif. area).....	Wholesale trade.....	Teamsters (Ind.).....	4,100
Food Industry, Inc., meat markets (King and Kitsap Counties, Wash.).....	Retail trade.....	Meat Cutters.....	2,500
Ford Motor Co. (Interstate).....	Transportation equipment.	Auto Workers.....	141,000
General Motors Corp. (Interstate).....	Transportation equipment.	Auto Workers.....	360,000
General Motors Corp. (Interstate).....	Machinery, except electrical.	Electrical Workers (IUE).....	25,000
General Motors Corp., Inland Manufacturing Division (Dayton, Ohio)...	Rubber.....	Rubber Workers.....	5,700
General Telephone Co. of Florida (Florida).....	Communication.....	Electrical Workers (IBEW).....	3,900
Hercules, Inc., Sunflower Army Ammunition Plant (Lawrence, Kans.)...	Chemicals.....	Building and Construction Trades Council; and Teamsters (Ind.).....	2,800
Hupp Corp. (Cleveland, Ohio).....	Fabricated metal products.	Teamsters (Ind.).....	1,500
I-A ³ Corrugated box companies (New York, N.Y. area).....	Wholesale trade.....	Teamsters (Ind.).....	2,100
I-A ³ Northeastern States Boilermaker Employers (Interstate).....	Construction.....	Boilermakers.....	1,000
I-A ³ Security Agencies, waterfront agreement (California).....	Miscellaneous business services.	International Union of Guards and Watchmen (Ind.).....	1,600
International Harvester Co. (Milwaukee, Wis.).....	Machinery, except electrical.	Directly Affiliated Local Union.....	1,700
International Harvester Co., production and maintenance agreement and clerical and technical agreements, 2 agreements (Interstate).	Machinery, except electrical.	Auto Workers.....	37,650
International Harvester Co., Depot and Transfer Main Labor Contract (Interstate).	Wholesale trade.....	Auto Workers.....	1,100
International Telephone and Telegraph Corp., ITT Federal Laboratories (Clifton, N.J.).....	Electrical products.....	Electrical Workers (IUE).....	1,300
Kaiser Steel Corp. (Eagle Mountain, Calif.).....	Mining.....	Building and Construction Trades Council (includes Teamsters (Ind.)).	1,050
Kelsey-Hayes Co. (Detroit and Romulus, Mich.).....	Transportation equipment.	Auto Workers.....	2,700
Link-Belt Co. (Indianapolis, Ind.).....	Machinery, except electrical.	Steelworkers.....	3,200
Loblaw, Inc. and Star Retailers, Inc. (New York and Pennsylvania).....	Retail trade.....	Meat Cutters.....	1,850
Meat Packers, Inc. (Los Angeles, Calif. area).....	Food products.....	Meat Cutters.....	3,000
Michigan Pattern Manufacturers' Assn.; and Independent Pattern Manufacturers' Assn. (Detroit, Mich. area).	Machinery, except electrical.	Pattern Makers.....	1,000
Midland-Ross Corp., Frame Division (Cleveland, Ohio).....	Transportation equipment.	Auto Workers.....	1,400
Miles Laboratories, Inc. (Elkhart, Ind.).....	Chemicals.....	Mine Workers, District 50 (Ind.).....	1,050
National Acme Co. (Cleveland, Ohio).....	Machinery, except electrical.	Mechanics Educational Society.....	1,350

Company and location	Industry	Union ²	Number of workers
National Distillers and Chemical Corp., Bridgeport Brass Co. Division (Bridgeport, Conn.)	Primary metals	Directly Affiliated Local Union	1,500
National Electrical Contractors Assn., Inc. (Philadelphia, Pa.)	Construction	Electrical Workers (IBEW)	1,150
National Electrical Contractors Assn., Inc. (Southern Florida)	Construction	Electrical Workers (IBEW)	1,200
National Twist Drill & Tool Co. (Rochester, N.Y.)	Machinery, except electrical.	Auto Workers	1,500
Oliver Corp. (Charles City, Iowa)	Machinery, except electrical.	Auto Workers	1,600
Prudential Insurance Co. of America (Interstate)	Insurance carriers	Insurance Workers	17,400
Seiberling Tire & Rubber Co. (Barberton, Ohio)	Rubber	Rubber Workers	1,000
Southern California Shoe Manufacturers' Assn., Inc. (Los Angeles, Calif. area)	Leather	United Shoe Workers	1,600
Structural Steel and Ornamental Iron Assn. of N.J., Inc. (New Jersey)	Fabricated metal products.	Iron Workers	1,000
Sylvania Electric Products, Inc. Subsidiary of General Telephone & Electronics Corp. (Batavia, N.Y.)	Electrical products	Electrical Workers (IUE)	1,050
United States Envelope Co. (Interstate)	Paper	Papermakers and Paperworkers	1,100
United States Rubber Co. (Winnsboro, S.C.)	Textiles	United Textile Workers	1,150
White Motor Co. (Lansing, Mich.)	Transportation equipment.	Auto Workers	1,250

¹ Excludes government, airlines, and railroads.² Unions affiliated with AFL-CIO except where noted as independent (Ind.).³ Industry area (group of companies signing same contract).

Developments in Industrial Relations*

BARGAINING DEVELOPMENTS in June were highlighted by settlements which covered some 38,000 workers in the pulp and paper industry. About 22,000 workers in 44 mills were included in an agreement between the Pacific Coast Association of Pulp and Paper Manufacturers and the independent Association of Western Pulp and Paper Workers, while the International Paper Co. reached agreement with several unions on contracts covering 16,000 workers at the company's Northern and Southern divisions. Agreements by the Radio Corp. of America affecting 18,000 Electrical Workers (IUE) and 1,300 Technical Engineers featured a number of key settlements in metal-working.

A threatened crisis resulting from an impending strike of shop craft unions against the Nation's railroads was delayed again as unions postponed their strike deadline while Congress continued to deliberate a Presidential plan to avert the strike by 137,000 workers.¹ Meanwhile, the 38,000-member independent Brotherhood of Locomotive Engineers reached agreement in late May with Class I Railroads, while three unions representing 2,700 workers agreed to contracts with the Long Island Rail Road. Other noteworthy settlements reached during the period involved 27,000 Ladies' Garment Workers in the women's and children's sportswear and related industries in the New York City area. Another New York City settlement ended a strike by 20,000 Building Service Employees, and the accelerated pace of construction settlements con-

tinued. In public employee developments, unorthodox tactics used by several employee groups in New York City and other areas created wide publicity.

Strike idleness in May amounted to 3,900,000 man-days, compared with 2,870,000 in the previous May and 1,850,000 in May 1965. Idleness was 0.33 percent of the estimated working time, compared with 0.26 percent in May 1966 and 0.19 percent in May 1965.²

Paper

Contracts affecting 38,000 workers in the pulp and paper industry were negotiated in mid-June. Members of the independent Association of Western Pulp and Paper Workers (AWPPW) voted to accept a contract offer from 12 manufacturers represented by the Pacific Coast Association of Pulp and Paper Manufacturers, covering 22,000 employees in 44 mills in California, Washington, and Oregon. Union leaders had recommended rejection of the offer. The 2-year agreement, which was reportedly valued at 56 cents an hour, provided general wage increases of 16 cents an hour the first year and 5 percent the second; adjustments of 10 cents an hour each year for mechanics and 5 cents an hour each year on women's rates; and improvements in fringe benefits. The previous contract expired on March 14; however, bargaining was delayed by a March 28 NLRB representation election, in which the AWPPW defeated the Pulp, Sulphite and Paper Mill Workers and the United Papermakers and Paperworkers unions by a 14,488 to 2,609 vote.

On June 14, the ratification of 3-year agreements affecting 16,000 employees of the International Paper Company was announced. The settlement for the 4,000 workers in the company's Northern Division plants³ included wage increases of 15 cents, 5 percent, and 16 cents effective on June 1 of 1967, 1968, and 1969, respectively. The pact covering 12,000 workers in the Southern Kraft Division plants⁴ included wage increases of 16 cents, 5 percent, and 17 cents effective the same dates. Fringe benefits were improved under both contracts. In the Northern Division the unions involved were the Pulp, Sulphite and Paper Mill Workers, the United Papermakers and Paperworkers, and the Brotherhood of Firemen and

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

¹ See *Monthly Labor Review*, July 1967, p. 59.

² Figures for May 1967 are preliminary.

³ Located in Maine, New York, and Pennsylvania.

⁴ Located in South Carolina, Alabama, Florida, Mississippi, Arkansas, and Louisiana.

Oilers; in the Southern Kraft Division, the same two paper unions plus the Electrical Workers (IBEW) agreed to terms.

Apparel, Textiles, and Footwear

On May 25, 3-year agreements were announced between the Ladies' Garment Workers and associations of manufacturers in the women's blouse, skirt, and sportswear industry and the infants' and children's sportswear and outerwear industries.⁵ Some 17,000 workers in the manufacture of women's clothing and 10,000 in infants' and children's clothing in the New York City area were affected. Wages were increased by 7 percent effective in June, 5 percent on February 5, 1968, and 3 percent on June 2, 1969.

The women's-wear contract also provided higher minimum rates; 8 annual paid holidays (previously, workers received 6 full days each year, with pay for Election Day of a half day in odd-numbered years and a full day in even-numbered years); holiday pay of \$15, instead of \$13, a day for operators; overtime pay of \$1.20, instead of \$1.05, an hour above piecework earnings for all operators (previously, only Quality Group operators received \$1.20 an hour); and total employer payments of 10, instead of 9½, percent of gross payroll to the health and welfare, retirement, and supplemental unemployment-severance benefits funds.

Terms of the infants' and children's wear agreement were similar, including improved holidays and holiday pay provisions. Increases in craft minimums ranged from 16 to 25 percent over the 3 years, and provision was made for negotiation on wages if the cost of living rises.

The agreements were expected to set the pattern for negotiations involving 25,000 workers in the women's clothing industry in Pennsylvania and New Jersey and about 5,000 in the infants' and children's clothing industry outside the New York City area.

A guarantee of 6 months' full pay annually featured an agreement reached on May 25 between

the New York Fur Cleaners Association and the Meat Cutters. Retroactive to May 11, the 3-year contract also provided wage increases of \$18 a week over the 3 years, a 1½-percent increase in company contributions for health, welfare, and retirement benefits, and 3 days of sick leave annually. Approximately 125 workers in 11 shops in New York City were affected.

Negotiating nearly a year in advance of their contract expiration date, Munsingwear, Inc., and the Textile Workers (TWUA) in early May agreed on a 3-year pact that will expire February 28, 1970. About 1,300 workers in Minneapolis, Montgomery, and Little Falls, Minn., and Ashland, Wis., were affected. Wage increases of 6 percent to timeworkers and 4 percent to pieceworkers were effective May 1, 4 percent and 3½ percent in 1968, and 3½ and 3 percent effective February 24, 1969. Classification adjustments were also scheduled for 1968. Other provisions included 3 weeks and 2 days of paid vacation after 25 years, effective in 1969 (instead of a maximum of 3 weeks after 10 years); improved pensions, including a \$5 increase in monthly benefits, effective in 1969; improved sickness and accident, hospital room and board, and surgical benefits; and the establishment of 2 days of paid funeral leave.

A 2-year contract negotiated in late April between the J. F. McElwain Shoe Co. and the New Hampshire Shoe Workers' Union covered about 2,100 workers in Nashua and Manchester, N.H. Wages were increased 15 cents an hour retroactive to April 1; minimum rates were increased to \$1.50 also effective April 1, to \$1.60 on January 1, 1968, and to \$1.65 on July 1, 1968; Christmas bonuses were increased to \$60, from \$50, in 1968; medical benefits were improved; and hospital room benefits were increased to \$24 a day, from \$18.

Metalworking

The Radio Corp. of America and the Electrical Workers (IUE) in mid-June agreed on a 3-year contract for 18,000 workers at 14 plants in 10 cities. Under the settlement, wages were increased by 4 percent (minimum 10 cents an hour) effective immediately and by 4 percent in June of both 1968 and 1969. Skilled and semiskilled workers received an additional 0.5-percent immediate increase.

⁵ National Association of Blouse Manufacturers, Inc., National Skirt and Sportswear Association, Inc., Infants' and Children's Coat Association, Inc., Manufacturers of Snowsuits, Novelty Wear and Infants' Coats, Inc., and Infants' and Children's Novelty Association, Inc.

Other terms included a ninth paid holiday, beginning in 1968, and improvements in retirement and medical insurance plans. The settlement was negotiated under a reopening provision of a contract that was scheduled to expire June 1, 1968.

Later in June, RCA settled with the Technical Engineers on a contract for nearly 1,300 technicians at Philadelphia-area plants. This settlement, which was subject to ratification, was also negotiated under a reopening provision.

At the end of June, RCA negotiations were continuing with the Association of Scientists and Professional Engineering Personnel, representing about 1,500 professional employees in New Jersey plants, and with the Electrical Workers (IBEW), representing about 30,000 workers at 11 plants, where the IBEW began a strike on June 5.

TRW, Inc. (automotive and aircraft parts) in June granted its 7,300 hourly workers in the Cleveland area a 12- to 18-cent-an-hour wage increase as a down payment toward an eventual contract settlement. The increase, which amounted to 5 percent, was retroactive to June 1. The company also granted additional increases to 600 skilled workers, increased shift differentials by 8 cents an hour, agreed to continuation of the escalator clause, and committed itself to raising pensions to a minimum of \$135 a month at age 65 after 30 years of service, with pensions no longer linked to social security benefits.

The action was announced during a suspension of bargaining with the independent Aircraft Workers Alliance to replace a contract that expired June 1. Bargaining had been halted because of an objection filed by the Auto Workers to a May NLRB election in which the AWA retained representation rights. In making the announcement, the company said that both unions approved of the action.

In Milwaukee, an early May settlement between the Allen-Bradley Co. (electrical controls) and the Electrical Workers (UE) ended a 2-week strike by 5,700 workers. The 3-year contract provided a 7-percent wage increase the first year, 4 percent in the second, and 3½ percent in the third. A wage inequity fund was established, a ninth paid holiday was added, and pensions for early or disability retirement were increased. The contract also included a rate retention provision for employees, whose jobs are eliminated or downgraded.

After 30 years of unsuccessful attempts, the Steelworkers in May gained the right to represent workers at Mesta Machine Co.'s West Homestead, Pa., plant, which produces heavy equipment for the steel industry. The company agreed to the change after an arbitrator had certified that a majority of the 2,000 production and related workers had signed representation authorization cards. Within 24 hours the parties had agreed on a contract containing many provisions similar to those in the basic steel industry, including an August 1967 wage increase of 6 cents an hour, plus an 0.2-cent increase in the increments between job grades, and establishment of a Mutual Interest Committee comparable with steel's Human Relations Committee. The agreement can be terminated by Mesta or the union within 90 days after the next steel contract expires or on May 27, 1970, whichever is later.

The Torrington Co. of Torrington, Conn., and the Auto Workers agreed in mid-May to a new 3-year contract covering 2,300 workers in three plants. Retroactive to April 24, skilled workers received a 22-cent-an-hour wage increase and an average of 6⅔ cents in classification adjustments. Pieceworkers received a 7-cent add-on, dayworkers received 9-cent increases, and both groups were to receive identical increases on April 22, 1968, and April 21, 1969, while skilled workers were to receive 3-percent increases the latter dates. Other improvements included 15- and 20-cent-an-hour shift differentials, up from 10 and 15 cents; eighth and ninth paid holidays; \$2.75-a-month pension benefits for each year of credited service to 35, increasing to \$3 in 1968 (up from \$2.25 a month for each year to 30); a fourth week of vacation after 25 years; improved insurance, including life, sickness and accident, and hospital-surgical benefits; and the establishment of 3 days of paid funeral leave.

The Sperry Gyroscope Co. and Ford Instrument Co. divisions of the Sperry Rand Corp. in June negotiated 3-year contracts with five locals of the Electrical Workers (IUE), representing 4,000 workers at plants on Long Island. All of the agreements provided for immediate 3.6-percent wage increases and 4½-percent increases in both 1968 and 1969; discontinuance of escalation clauses; improved sickness and accident, hospitalization, and major medical insurance; and im-

proved pensions, including a \$5 minimum benefit rate for each year of service.

Some 2,200 Electrical Works (IUE) at Honeywell, Inc.'s Philadelphia division were covered by a 3-year agreement ratified on June 23. The pact provided an 11-cent-an-hour wage increase retroactive to June 7 and 10-cent increases in the second and third years. Skilled workers received an additional 3- to 14-cent wage adjustment. Benefit improvements included an additional half holiday, bringing the total to 10 days; 3 weeks' vacation after 9 years of service, instead of 10; a \$5, instead of \$2.85, pension benefit rate for each year of credited service; and liberalized hospitalization benefits. A stock option plan was added.

A 2-year contract reached in mid-May ended a month-long strike-lockout involving 2,000 Boilermakers employed by the California Metal Trades Association. Wages were increased 15 cents the first year and 14 cents the second, and a 5-cent-an-hour skill adjustment was provided. A 10th paid holiday was added by increasing the half holidays on Christmas Eve and New Year's Eve to full holidays. The health and welfare insurance plan (previously employer-administered) was converted to a joint trust with an initial employer contribution of 14 cents an hour, increasing to 24 cents over the term. About 40 shops in the San Francisco Bay area were covered by the agreement.

In Warwick, R.I., the Leesona Corp. (textile machinery) agreed May 8 on a 2-year contract covering 1,050 Machinists in five categories. Wage increases effective immediately and in the second year, respectively, were 22 and 23 cents for tool-makers, 12 cents in base rates (yielding about 20 cents each) in both years for incentive machine-shop workers, unspecified base rate increases yielding 17 cents and 20 cents for incentive production machinists, and 15 and 17 cents for stock handlers and forklift drivers. Other benefits included 3 instead of 2 weeks of vacation after 10 years of service; 2 paid half holidays, bringing the total to 10 days; a \$3 instead of \$2.50 pension rate for each year of credited service; and establishment of major medical coverage.

An 11-week strike by 1,100 Machinists at Emhart Corp. (builders' hardware) in New Britain, Conn., ended in late May after agreement on a 3-year contract. Wages were increased by 4 percent in both the first and second years and by 4½ percent in the third year. Skilled workers received an additional 25-cent adjustment in the first year. An automatic wage progression system was substituted for merit progression, the maximum paid vacation was increased to 4½ weeks after 25 years (from 4 weeks), and hospital insurance benefits were improved.

Food

In May and June, four more meatpacking companies signed contracts patterned after the Armour and Co. settlement.⁶ The Cudahy Packing Co. and the Packinghouse Workers signed an agreement covering 2,300 workers at five locations⁷ while another 3,500 workers at Waterloo, Iowa, were covered by an agreement between the Rath Co. and the same union. Earlier, John Morrell and Co. reached agreement with the Meat Cutters and the Packinghouse Workers on contracts covering 10,000 employees in 10 plants, and the Marhoefer Packing Co. and the Packinghouse Workers signed an agreement covering 800 workers in Muncie, Ind. All contracts were retroactive to March 13, 1967. The previous contracts were to expire on October 1, 1967, at Marhoefer and on August 31, 1967, at the other companies.

On May 8, the Dairy Industry Industrial Relations Association and various Teamster locals reached agreement on a 3-year contract covering 10,000 employees of milk processing and distributing firms throughout southern California. The settlement, which was reportedly valued at 53.5 cents an hour, included general wage increases totaling 40 cents an hour over the contract term, additional wage adjustments for plant workers, and improvements in fringe benefits.

In early June, Local 9 of the Brewery Workers negotiated a 2-year contract with Joseph Schlitz Brewing Co., Pabst Brewing Co., and Miller Brewing Co. covering 4,500 workers in Milwaukee, Wis. The agreement provided wage increases of 17 cents an hour each year, plus improvements in pensions and other benefits.

⁶ Previously, Wilson & Co. and Oscar Mayer & Co. followed the Armour pattern. See *Monthly Labor Review*, May 1967, pp. 61-62, and June 1967, pp. 75-76.

⁷ Omaha, Denver, Wichita, Salt Lake City, and Atlanta.

Stone, Clay, Glass

The Lehigh Portland Cement Co. and the Cement, Lime and Gypsum Workers in late May agreed on a 2-year contract providing a 45-cent package. Other firms in the Lehigh Valley had negotiated similar agreements with the union, and the settlement was reportedly in line with earlier settlements with six companies in California. Under the settlement, the company's 2,300 workers received wage increases averaging 16.3 cents immediately and 19.1 cents in 1968. In addition, normal pension benefits were raised to \$5 a month for each year of credited service, from \$3.75, and early retirement was made available with full pensions at age 55 after 30 years of service. Disability and survivor benefits were also increased and hospital, medical, and life insurance were improved.

Printing

The New York Publishers Association⁸ and the Newspaper Deliverers on June 2 agreed to a 3-year contract that, with some exceptions, was similar to earlier Typographer settlements.⁹ About 900 full-time and 1,100 part-time and substitute workers were involved. Among the exceptions was the diversion of about \$2.80 a week from the \$28.79 total wage increase to finance an additional week of vacation time.¹⁰ This was done to open jobs for workers displaced by the closing of the New York World Journal Tribune.

Later in the month two more unions settled, the Mailers on June 8 and the Printing Pressmen on June 16. Both settlements were also patterned after the Typographer contracts. Specific terms of the Printing Pressmen's contract included a new apprentice progression schedule ranging from 80 to 94 percent of the journeyman's rate, and increased rates for junior pressmen with 12 years of service (69 percent of the journeyman's rate during the first 2 contract years and 80 percent during the last year).

Transportation and Utilities

The independent Brotherhood of Locomotive Engineers in late May reached agreement with most Class I railroads on a 22½-month contract providing a 6-percent general wage increase retro-

active to August 12, 1966, for about 38,000 workers. In addition to the base wage increase, the pact reportedly provided "a substantial increase" in extra pay for engineers working without firemen, retroactive to January 1, 1967. Other terms included 3 weeks of paid vacation after 10 instead of 15 years.

In mid-June, three unions, representing a total of 2,400 workers, reached agreement with the Long Island Rail Road on 2-year contracts incorporating recommendations of a Presidential Emergency Board that were announced in April. The 1,500 Trainmen received two 5-percent wage increases—the first retroactive to October 1, 1966, and the second on October 1, 1967.¹¹ A fifth week of vacation was provided, along with improved employer contributions to the health and welfare fund.

The 625 Electrical Workers (IBEW) and 250 Machinists received fringe improvements similar to those for the Trainmen, and were also to receive wage increases resulting from adoption of a provision for wage comparability with similar jobs in the New York City transit and tunnel systems.

Also in mid-June, the Southern California Rapid Transit District and the Railroad Trainmen agreed on a 2-year contract for 2,500 drivers and related workers. The agreement provided pay raises totaling 44 cents an hour; a ninth paid holiday; vacation pay based on a 45- instead of a 40-hour workweek; \$22, instead of \$16, monthly contribution to the health and welfare plan by the operating authority; and improved pay guarantees for "extra" drivers (drivers with lower seniority who work split shifts).

The Cleveland Transit System and the Amalgamated Transit Union of America agreed on June 28 on a 3-year contract for 2,000 workers. The settlement included wage increases totaling 54 cents and provisions for incorporating 6 cents of the cost-of-living float into base rates and continuing cost-of-

⁸ Comprised of the New York Times, the Daily News, and the Long Island Press.

⁹ See *Monthly Labor Review*, July 1967, pp. 60-61, for details of the Typographer settlements with the Daily News and the New York Times.

¹⁰ All of the settlements provided an immediate 8-percent wage increase and 6-percent increases in both 1968 and 1969. For the Newspaper Deliverers, application of these percentages resulted in weekly increases of \$10.79, \$8.74, and \$9.26 on the respective dates.

¹¹ The initial 5-percent increase included a 3.2-percent interim increase negotiated in August 1966 and effective October 1 of that year.

living adjustments, with the first adjustment deferred until January 1969.

On June 26, an arbitrator ruled that 3,500 Atlantic and Gulf Coast deck officers represented by the Masters, Mates and Pilots (MMP) were entitled to wage parity with members of other seagoing unions. The ruling by Professor Walter Gellhorn, permanent arbitrator between the MMP and the three shipowner associations involved,¹² ended a dispute that began with the union's contention that earlier arbitration awards in the industry¹³ exceeded the 3.2-percent annual step-up in total employment costs provided under 4-year contracts negotiated in 1965. The MMP was able to reopen contract bargaining under the so-called "most favored union" or "me too" clauses prevalent in the industry. (These clauses provide that the unions may demand wage or benefit changes equivalent to any such changes gained by other maritime unions.)

The MMP had struck the three shipowner groups involved on June 14; the strike ended 8 days later, after a Federal district court issued a judgment that would have cost the union \$250,000 plus \$2,500 a ship for each day the walkout continued. Prior to the judgment, the union had refused Professor Gellhorn's order to return to work based on the contract's no-strike provision.

After the arbitrator's parity ruling, the parties agreed on a 10-percent increase in base pay, retroactive to June 16. In addition, nonwatchstanding allowances (paid in lieu of overtime pay to senior officers who are on full-time call rather than standing watches) were increased to a flat \$210 a month, from the previous \$174 to \$200 range. Union and management spokesmen said that the total cost of the wage and allowance increases would fall within the 3.2-percent annual increase in total compensation costs provided by the 1965 settlement. Captain Lloyd W. Sheldon, president of the union, said that additional improvements (which would raise the cost increase to more than 3.2 percent) would be announced later, after Professor Gellhorn de-

termined the amount by which the cost increase should exceed 3.2 percent to bring parity.

Salary increases ranging from \$115 to \$1,250 a year, to become effective July 2, were provided in agreements reached between the Tennessee Valley Authority and five unions¹⁴ representing 6,000 nonmanagement white-collar employees. TVA's contribution to the health insurance plan was increased to \$5.70 a month for individual coverage (from \$5.40) and to \$15 a month for family coverage (from \$14.20). The maximum base salary on which overtime work is paid at full time and one-half or double time rates was increased to \$9,000 a year, from \$8,500. Severance benefits were increased to 3½, instead of 3 days' pay for each year of service, to a maximum of 70 days' pay, instead of 60. Improvements were also made in starting salaries, and rates were increased for employees earning master's degrees or doctorates.

Services and Trade

Local 32-B of the Building Service Employees Union in New York City reached 3-year agreements with the Realty Advisory Board on Labor Relations, Inc. (RAB) and independent apartment building owners in May and early June. Covering 20,000 workers in 4,000 apartment buildings, the settlements provided wage increases of 20 cents an hour retroactive to April 21 and additional increases of 12½ cents on April 21 of both 1968 and 1969. Other terms of the contracts included improvements in premium pay for work on certain holidays, and improvements in vacations, health and welfare, sick pay, and severance pay benefits.

Many of the independent owners of rent-controlled buildings refused to sign agreements. On June 6, after a 9-day strike, the City Council approved an amendment to the rent-control law, permitting limited rent increases to enable the owners to meet the cost of the settlement.

In May, the Building Service Employees negotiated a memorandum of agreement with Los Angeles County hospitals covering about 5,500 nonprofessional workers. The settlement, the first between the parties, provided wage increases ranging from \$35 to \$90 a month for attendants,

¹² The Tankers Service Committee, the Maritime Service Committee, and the American Maritime Association.

¹³ See *Monthly Labor Review*, May 1967, pp. 63-64.

¹⁴ Office and Professional Employees International Union, Building Service Employees International Union, Public Safety Service Employees Union, TVA Engineers Association (Ind.), and TVA Association of Professional Chemists and Chemical Engineers (Ind.).

laboratory, kitchen, laundry, and custodial workers.

Food Employers, Inc., and independent retail grocers in the Portland, Ore., area reached agreement in early June on a 2-year contract with the Retail Clerks. The agreement, covering 4,000 employees and retroactive to April 30, provided increases of $7\frac{1}{2}$ to 15 cents to clerks, and an additional 5 to $12\frac{1}{2}$ cents effective April 28, 1968. Head clerks received $17\frac{1}{2}$ -cent and $12\frac{1}{2}$ -cent increases on the corresponding dates. Sunday pay was increased and provisions for night differentials were liberalized. The contract also provided a seventh paid holiday and improved vacations, health and welfare, dental care, pensions, sick leave, and rest periods.

Construction

Settlements in the construction industry included the following:

A settlement between 6 building trades unions and a number of employer associations provided 3-year packages ranging from \$1.20 to \$1.55 for an estimated 8,000 workers in Pittsburgh and western Pennsylvania.

A settlement between the Carpenters and the Associated General Contractors of America, Inc. (AGC), representing 450 contractors in six Ohio and six Kentucky counties, provided a 55-cent, 2-year package for 3,000 workers.

Settlements between the AGC and the Plumbers and Cement Finishers covering workers in northern Nevada deferred the effective date of the initial wage increase until 1968. The unions agreed to the delay to encourage building starts in the area. The Plumbers' package was about 75 cents over 2 years, the Cement Finishers' about \$1 over 3 years.

A settlement between the Painters and the Detroit and Wayne County chapters of the Painting and Decorating Contractors of America provided a \$1.50 package of wage increases over 2 years for 4,000 workers, plus additional increases for selected classifications and for foremen.

The AGC and Local 101 of the Operating Engineers agreed on a 2-year 60-cent package for about 4,000 workers, in Topeka, Kans.

The AGC of Jefferson County, Tex. (Beaumont-Port Arthur area) and the Carpenters agreed on a 3-year, \$1.025 package for 2,000 workers.

The Dubuque (Iowa) Contractors Association and the Laborers agreed on a 3-year, 75-cent package for 1,200 workers.

The Bricklayers and the Building Trades Employers Association in Rochester, N.Y., agreed on a \$1.05 package over 3 years for 1,100 workers.

A settlement between the Operating Engineers and the Ohio Contractors Association for 12,000 heavy and highway workers throughout the State provided a \$2.80 package over 5 years. The settlement, which was subject to ratification, was preceded by a 6-week strike.

The Pipe Fitters and the Detroit Association of Plumbing and Heating Contractors and the Mechanical Contractors Association reached agreement on a \$1.65, 2-year package.

A settlement between the Sheet Metal Workers and the Sheet Metal Employers Association, ending a 6-week strike, provided a 4-year package of \$3.275 in wages, plus benefit improvements, for 2,500 workers in Detroit.

In Chattanooga a settlement between the Carpenters and the AGC provided a 70-cent, 3-year package for 1,600 workers.

Government

On May 17, Governor Rhodes of Ohio signed a bill providing pay raises up to 20 percent over 13 months for 45,000 State employees.¹⁵ A 10-percent across-the-board increase was to be effective July 2, 1967, and an additional 5 percent effective July 1, 1968. Provision for general reclassification of employees on June 18, 1967, would result in additional increases for many employees. Salaries of the governor's cabinet were also boosted.

The Atlanta City Council on June 2 approved a 5.5-percent salary increase and pension improvements for policemen and firemen.

State Minimum Wage Legislation

In May and June, a number of States increased their minimum wage. In Oregon, a \$1.25 minimum was established that was expected to affect 5,000 to 10,000 workers not covered by the Federal mini-

¹⁵ The raises did not apply to employees of the State universities, Supreme Court justices, the governor's office, or the legislature.

mum. A \$1.10 minimum, enacted earlier, became effective on May 19 in North Carolina. In Maine, the minimum was increased from \$1.25 to \$1.40 effective October 15, 1967, and to \$1.50 a year later, with wages of employees of hospitals and nursing homes to arrive at the \$1.50 rate over a 3-year period. In Rhode Island, the minimum was increased from \$1.25 to \$1.40 on July 1 and to \$1.60 on July 1, 1968.

Other Developments

Sick calls, "work-ins," mass resignations, and "sanctions" highlighted public employee developments in June. Demands for higher wages by the Detroit Police Officers Association led to a "sick call" strike by the city's patrolmen. At its height, the sick calls affected about one-third of the city's 2,700 patrolmen—including 190 who were suspended for "feigning illness." A truce ended the "blue flu" epidemic after 5 days when the city promised to restore the suspended policemen to their jobs. Under the truce, a factfinding panel would make recommendations on the request for raises if negotiations failed to provide agreement in 10 days. The Association was asking for a \$10,000-a-year salary for patrolmen with 5 years of service (from \$8,335).

Meanwhile, in New York City, over 600 caseworkers were suspended by the Welfare Department as a result of a work-in conducted by the 6,500-member Social Service Employees Union, in which caseworkers reported to work as usual, but instead of performing their duties, held discussions on welfare problems. The current dispute was related to a 3-day strike in January,¹⁶ after which the city and union had agreed to submit the wage issue to factfinding; the union insisted that "all unresolved issues" be submitted to factfinding, leading to the June work-in.

Also in New York City, Albert Shanker, president of the United Federation of Teachers (AFT), told a rally that "over 20,000 resignations" of teachers had been received by the union,

to be used in case agreement was not reached on a contract to replace the one expiring June 30. The tactic of mass resignations was apparently devised to circumvent the new State law effective September 1, which provides severe penalties in public-employee strikes.¹⁷ Pay scales were among the principal issues in dispute, with the union demanding a salary range of \$6,500–\$15,000 to replace the present \$5,400–\$11,950 scale.

On June 5, in response to a request from the 50,000-member Florida Education Association (FEA), the National Education Association (NEA) invoked nationwide sanctions against the State of Florida. The NEA urged teachers from other States not to accept employment in Florida until substantial additional financial support for education is provided by the State, and warned that those "who accept employment in Florida schools will be subject to charges of violation of the Code of Ethics of the Education Profession." The FEA had earlier invoked Statewide sanctions in resisting proposed cuts in the State's education budget.

The New York City Council formally approved a municipal law authorizing the establishment of the Office of Collective Bargaining (OCB). The law had been formulated a year earlier in negotiations between Mayor Lindsay and unions representing a majority of the city's union employees. The city's OCB will begin operating in September 1967, coinciding with the effective date of a New York State law setting up similar machinery.¹⁸ The new office will oversee employee representation rights, grievance procedures, conduct factfinding, and make public recommendations in case of contract deadlocks, but will not deal with actual strikes, since public-employee strikes would be governed by the provisions of the new State Labor Law.

¹⁶ See *Monthly Labor Review*, March 1967, p. 60.

¹⁷ The new law replaces the Condon-Wadlin Law; see *Monthly Labor Review*, June 1967, p. 79. Despite the strike penalties, there was still some teacher sentiment favoring a strike in September.

¹⁸ See *Monthly Labor Review*, June 1967, p. 79.

Book Reviews and Notes

Impossible Dream?

Workers, Unions and the State. By Graham Wootton. New York, Schocken Books, Inc., 1967. 173 pp. \$6.

Dr. Wootton offers a fascinating but curiously unsatisfying modern study of one of the oldest questions of political philosophy, "Why ought the citizen obey the State?" In contemporary terms he asks, "How can the worker and union member learn to obey his government when it asks him to follow 'guidelines' or incomes policies in pursuing wage demands?"

Two-thirds of this short book, a model of the British gift for wide-ranging but tight inquiry, is devoted to examining the consequences for workers of life in the modern factory. Drawing upon impressive scholarship in the social sciences—economic analysis, political theory, psychology, and sociology—the author delineates and analyzes worker frustration and its causes. These frustrations are revealed, directly or indirectly, in restrictive practices, absenteeism, avoidable accidents, and strikes; and most particularly in the inability of the union and its leaders to respond to appeals from government for responsibility to the broader community. Wootton concludes that the conditions of modern industrial organization make it impossible for wage demands and earnings drift to be limited to amounts made available by productivity increases. In tracing these developments, he provides a brilliant review of most of the findings of several generations of industrial psychologists and sociologists.

But when Dr. Wootton turns from the causes of our discontents to what might be done to ameliorate them, his study becomes cursory and incomplete. Only two short chapters are devoted to his solutions. He recommends a return to the principles of the Guild Socialists and their dream of a self-governing enterprise. In this recommendation, however, the seminal work of the modern proponents of participative management—Ar-

gyris, Likert, and McGregor, for example—is barely mentioned.

Having thus boldly given his answer to the problems of industrial life, Wootton goes further to state that such developments must be reinforced and magnified by the creation of societal institutions that encourage direct-participation democracy. In this area, he selects the Greek city-states for his model. But here too, only minimal analysis is undertaken of what might be required in terms of wholesale changes in our education system, in the attitudes of community leaders, or of the costs involved. His dream may not be impossible of fulfillment, but without rigorous study and questioning it will remain Utopian.

—CHARLES M. REHMUS

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America Adjusts

Industrialization, Immigrants, and Americanizers: The View From Milwaukee, 1866-1921.

By Gerd Korman. Madison, Wis., State Historical Society of Wisconsin, 1967. 225 pp., bibliography. \$4.50, Society Press, Madison, Wis.

Although the book's subtitle suggests a locality interest, Professor Korman skillfully relates it to a broader horizon.

Before the turn of the century populations of Germans, Poles, Italians, and Swedes were deposited on the American labor market. The immigrants had been recruited by industrialists seeking manpower resources for expanding production. The new Americans were mostly non-English speaking (depending for the most part on foreign language periodicals for information), had old-world skills not easily transferable to the new technology, and did not quickly grasp the subtleties of the American social fabric.

To realize production capabilities it became necessary for firms to establish a variety of trade skill, literacy, and welfare programs. The process by which the new workers were phased into the labor force allowed for some of the most dynamic experimentation in the history of manpower development. Korman implies by his title that this industrialization procedure also served to Americanize the numbers who passed into these programs.

Significantly, in 1912, Charles W. Price of International Harvester was given the responsibility of launching Wisconsin's first industrial reform welfare and safety program. Price's credentials for this post were 4 years of on-the-job training as Harvester's general supervisor of employee welfare programs.

The influx of ethnic varieties saw the rise of stereotype images. The author writes, "Poles were generally considered thrifty and industrious. The Greeks were considered more unstable than the Italians or Hungarians." William Powell, emigration commissioner for the Chicago, Milwaukee and St. Paul Railroad, was said to have made a determination on a group of Bohemian Jews who were interested in farming on railroad land, by his recollection of the novels of Turgenev and Tolstoi, where Russian Jews were viewed to have no capacity for tilling the soil.

Over 60 years ago, the emergency measures of industry forestalled a labor famine. From that time little more has been developed to keep our national production centers manned. Industries' historical capacity to develop and maintain a skilled labor pool is the basis for many of today's Bureau of Apprenticeship and Training and Bureau of Work Programs training program components in the war on poverty.

—ARNOLD FALLEDER

Director of Special Projects
United Progress, Inc.

For Better or for Worse

Impact of Western Man: A Study of Europe's Role in the World Economy, 1750-1960. By William Woodruff. New York, St. Martin's Press, 1967. 375 pp., Bibliography. \$8.50.

The influence which Europe has exerted upon the rest of the world during more than two centuries is examined by Mr. Woodruff. While I am impressed by the astonishing scholarship of the author who has digested a veritable mountain of literature, I am doubtful whether the final product reflects the effort. This reader, at least, confesses to having been overwhelmed rather than instructed by the volume of the facts marshalled, to the point that in several places I lost track of the main line of the argument. To quote Goethe: "Less would have been more!"

There are one or two minor errors of fact that should be mentioned. The use of the terms "Europe" and "European" by the author is not always clear. At times, it seems that he is referring to the inhabitants of the small peninsula to the west of the Asian continent. At other times, he includes the United States of America and other countries populated by people of European origin. In a third usage, the author refers to the white man. While these three terms are closely related to one another, they are not identical and in some places the reader is left with the task of separating one meaning from another.

The European idea, according to Woodruff, is the expansion of man's control over his environment. This involves change, as opposed to the principle of stability basic to other civilizations. In pursuing mastery of his environment, the European has influenced the entire globe. His impact has "affected every branch of human behavior, including other people's art, religions, politics, methods of government, the organization of labor and capital, languages, literature, dress, marriage customs, and the civil and penal codes of law." The author elaborates this thesis successively by referring to the political expansion of European power ("The Course of Empire"), the migration of Europeans, the financial role of Europeans in the world, the spread of European technology, especially the means of transportation and communication developed by Western man, and the European role in international trade. The evidence is conclusive: Western man has reshaped the world.

Has he done so for better or worse? In an all-too-brief epilogue this question is raised, but hardly answered. Obviously, a good deal can be said on both sides of the question. It is, therefore, both logical and fitting that the author concludes his book with an appeal to the white man to "marshal all the faith, vitality, resourcefulness, wisdom, courage, sympathy, and compassion" to control the forces of change that he himself has unleashed upon the world. Whether other races would accept the value system underlying the author's presentation is doubtful. Yet, can any value system claim superiority over another? And how could history be written without a set of—necessarily value-charged—hypotheses on what is relevant for the course of mankind?

In any case, this work, of impressive scope and filled to the brim with statistical and historical

data, will prove of immense value to future students of the last two centuries and may provide material for theoretical schemes as well as a way of testing them.

—ADOLF STURMTHAL

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University of Illinois

Secret of Supergrowth

Europe's Postwar Growth—The Role of Labor Supply. By Charles P. Kindleberger. Cambridge, Mass., Harvard University Press, 1967. 270 pp. \$6.50.

Why did Europe grow so rapidly after World War II, and why has growth recently slackened? Explanations differ, but in this important book Professor Kindleberger identifies the permissive factor in "supergrowth" as elastic labor supply and attributes the recent falling off to growing inelasticity.

Lewis's growth model is the theoretical framework. Growing industry draws labor from overcrowded agriculture without causing wage increases or output decreases because the agricultural wage is conventionally held above marginal productivity which is zero. Northwestern Europe has drawn expellees from Indonesia, Poland, and Algeria and immigrants from Southern Italy, Greece, Spain, Portugal, and Turkey.

Professor Kindleberger concentrates on what sustains growth rather than on the impulse that initiates it. He shows how some countries avoided wage pressures by expanding their labor supply while others yielded to inflation or deflation.

The more usual explanations of supergrowth such as high investment ratios or the Solow-Denison "residual" (productivity change attributable to technological advance or improved labor quality) becomes secondary. Germany's growth rate fell after 1954 while the investment ratio increased. The residual is merely the statistical result of the increased proportion of labor in the high productivity sector. There is no evidence of marked improvement in education or skills of the European labor force, and the influx of workers illiterate even in their own language indicates that there may have been a decline in the quality of the work force. The success of German and French industry in using illiterate workers suggests that

American views on the need for education may be unduly demanding.

Both donor and host countries have grown more rapidly than those with stable work forces. The economic benefits are partly reinforced, partly offset, by social changes. Migration has contributed to tolerance and European unity; it has also brought problems caused by unattached young men, threatened delicate political balances (as in Switzerland), and caused brain and brawn drains (as in Greece). These problems have helped choke off the supply of labor that sustained supergrowth, and this has caused the recent slowdowns of the supergrowth countries.

According to the author the outlook for growth in Europe is not bright. Heretofore, growth was capital widening, and therefore easy. Henceforth, it must be capital deepening, and Europe can expect to face many of the problems that have characterized recent American experience.

—HUGH FOLK

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University of Illinois

Reasoning Together

Collective Negotiations for Teachers: An Approach to School Administration. By Myron Lieberman and Michael H. Moskow. Chicago, Rand McNally & Co., 1966. 722 pp. \$9.

When teachers start behaving like coal-miners, scholars take notice. The authors of this book have been watching the public education scene closely in recent years and have produced a most timely and comprehensive book on the subject of teacher bargaining.

It gives background on collective negotiations in education and in U.S. industry generally and then turns to the specifics of teacher bargaining: Recognition procedures, unit determination (including problems of administrative personnel), the scope and process of negotiations, impasse procedures, and collective agreements.

The policy positions of the teacher groups and the organizations of the school boards and administrators are clearly defined. The penultimate chapter deals with the impact of collective negotiations on school administration, a chapter which could well (and inevitably will) become a volume in itself because of its crucial importance.

A number of useful appendices are included, citing (*inter alia*) selected State legislation and judicial decisions, representation elections, unit determinations, and factfinding and arbitration cases.

The authors indulge initially in a futile attempt to establish a theoretical framework for collective bargaining in education, an effort that dissolves into eclecticism. But once they have abandoned this snark-hunt, the book marches staunchly into all the important issues.

In discussing "conditions of employment" versus "educational policies" (the counterpart in education of "management prerogatives" in private industry), they conclude that matters of public policy (curriculum, education priorities) are better left in the area of consultation with teachers rather than in the hard print of a negotiated agreement. Whether or not this will work may well depend on how genuine and thorough-going the consultation really is.

Surveying the current developments, the authors declare that "in the immediate future, school boards and school administrators are likely to have exaggerated fears of teacher encroachments and usurpation of administrative prerogatives."

However, they leave no doubt as to what they think the future will bring. "In the long run, school administrators will learn to live with collective negotiations. Current reactions, frequently based upon misinformation and fear, will eventually give away to more realistic views. Administrators who think of themselves as leading by reason and professional competence instead of by status may find themselves tested rather quickly as they negotiate with teacher organizations which have a legally protected role in educational decisionmaking."

To show the flow of events, they cite the fact that not one State authorized collective negotiations in public education by statute in 1960, yet by 1966 such legislation existed in one-third of the States, including most of the heavily populated ones.

An interesting section deals with possible conflicts between teacher negotiations and political action by teachers. While the former can determine the context in which negotiations take place (and some substantive matters such as pensions and tenure regulations), too much reliance on political

action (particularly on the local level) can actually undermine collective negotiations. If every collective bargaining "failure" is followed by a local campaign to achieve the same point by lobbying, how *can* collective bargaining flourish?

The book, while invaluable for students of the field, probably contains too much for those not yet involved in the process and not enough for those who are. This is not a serious criticism; it was not written as a how-to-do-it manual. Other, more narrowly focused studies will have to map out the terrain on a different scale.

Particularly, the collective bargaining process itself needs more illumination than the authors achieve; but rather than criticize the authors for a book they had no intention of writing, it is better to invite others to join the game. Those who join in without consulting Lieberman and Moskow do so at their own risk.

—RUSSELL ALLEN

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Summaries of Recent Books

Economic Systems. By Gregory Grossman. Englewood Cliffs, N.J., Prentice-Hall, Inc., 1967. 120 pp. \$4.95.

Intended as a college text, this volume would serve equally well for a self-taught course in comparative economics. It provides a foundation by defining systems, values, goals, and then, it builds on this basis by delineating means and methods, suggesting policies, and questioning alternatives. Capitalism and communism are the two systems studied in detail, and the Yugoslavian market economy and the increased importance of planning in capitalism are presented as examples of variations in these major systems. Though it is far more detailed than the "comparative" section of most textbooks, this volume is still only an introduction to the subject. Footnotes rich in references and a list of selected readings will help the interested reader in further study.

Essays in Mathematical Economics in Honor of Oskar Morgenstern. Edited by Martin Shubik. Princeton, N.J., Princeton University Press, 1967. 475 pp. \$12.50.

It takes 10 pages to list the published works of Oskar Morgenstern, and his friends and associates

take 475 more pages to indicate the scope of his interests and the number of studies that he has aided with his advice, guidance, and encouragement. Twenty-seven papers, each giving a complete treatment to a particular area of study, consider a variety of topics such as decision theory, programing, management, science, and international trade.

Mr. Morgenstern's work with John von Neumann led to the formulation of the "classical theory" of N-person games. Elaborations and refinements on this theory that are included in the book deal with solutions that exclude players, games that do not allow side payments, "fair division" games, and the implications of game theory upon pure competition models. Each elaboration is highly mathematical in presentation.

The Technocrats: Prophets of Automation. By Henry Elsner, Jr. Syracuse, N.Y. Syracuse, University Press, 1967. 252 pp., bibliography. \$7.

Following the development of the Technocratic movement from obscure roots in the writings of Edward Bellamy and informal seminars conducted by Thorstein Veblen to a brief flourishing period during the depression, this book examines the ideas and personalities which shaped the organization and appraises the causes of its failure. The author was given access to private papers which assist in recounting the shifting alignments and rifts within the group. Discussions of the Technical Alliance, the Continental Committee on Technology, and Technocracy, Inc., are included.

The Unions: Structure, Development, and Management. By Marten Estey. New York, Harcourt, Brace & World, Inc., 1967. 125 pp. \$2.45, paperback.

Professor Estey presents a crisp analysis "of what unions are, why they behave as they do, and how they are managed, . . ." The primary emphasis is on the nature of unions as organizations, and the similarities and differences between unions and the business organizations with which they deal.

Few of today's college students, however, or other young persons entering the world of work, have any direct knowledge of the problem of labor's civil rights since they were born after the

struggle of the labor movement took place. Recognizing this, the author has included a chapter tracing the historic development of law with respect to unions. An epilogue looks to "The Future of Unionism," in its search for a successful organizational model for white-collar workers.

Cases in Labor Relations: An Arbitration Experience. By John R. Abersold and Wayne E. Howard. Englewood Cliffs, N.J., Prentice-Hall, Inc., 1967. 223 pp. \$3.95, paperback.

Problems of Proof in Arbitration. Proceedings of the 19th Annual Meeting of the National Academy of Arbitrators, San Juan, P.R., January 24-27, 1966. Edited by Dallas L. Jones. Washington, Bureau of National Affairs, Inc., 1967. 416 pp. \$8.50.

In the first book, a series of arbitration cases in nine areas of employer-employee differences are included. They are: Arbitrability of grievances, discipline, wages, vacations and holidays, work assignment, seniority, distribution of overtime, subcontracting, and impact of technological change. For each subject there is a brief summary of problems and issues, 3 to 6 case studies with appropriate discussion questions, and a selected bibliography. By deliberate choice the authors did not include the actual decisions in the cases cited, leaving it to the reader or classroom discussion to seek out the best possible solution rather than to argue the merits of the particular ruling.

The discussions reported in the second volume deal in greater depth with one procedural aspect of arbitration: Problems of proof. Under a general agreement that the unique nature of the arbitration process militates against strict adherence to the rules of evidence and judicial procedure, the annual meeting of the National Academy was devoted to reports, followed by workshop discussions, from four regional tripartite committees which had explored such matters as exclusionary rules (hearsay, parol evidence, etc.), examination and cross-examination of witnesses, and the use of prehearing procedures.

The book also contains the presidential address of Russell A. Smith and consideration of special problems facing Puerto Rico, with particular attention to the use of tripartite industry committees in setting minimum wages in the Commonwealth.

International Relations Among Communists.

Edited by Robert H. McNeal. Englewood Cliffs, N.J., Prentice-Hall, Inc., 1967. 181 pp., bibliography. \$4.95, cloth; \$2.45, paperback.

International relations among Communists, says the editor, are distinguished by three major characteristics—ideological kinship, interrelationships of Communist parties, and a special historical background—all of which, backed by the heritage of three Communist Internationals, are presumed to preclude disagreements and foster harmony within the Communist world.

Upon closer scrutiny, however, Mr. McNeal finds that despite these apparent safeguards of harmony and solidarity, relations among Communist states and their parties are no more congenial than those among non-Communist countries and political parties. Differences of outlook and clash of national interests in the Communist camp do exist, and “. . . it is misleading to attempt to perceive the role of ideology as an alternative to considerations of power or national interests.”

The documents that fill the bulk of the volume represent landmark developments of Communist international relations. They are organized to cover three distinct periods since the early 1940's: Stalinism and the Decade of Unity, 1943–1953; Commonwealth and Confrontation, 1954–1960, a period marked by the rise of polycentrism; and Rift and Stalemate, 1961–1966, a part centering on the current Sino-Soviet conflict.

Other Recent Publications

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The Structure of Teaching. By Bruce R. Joyce and Berj Harootunian. Chicago, Science Research Associates, Inc., 1967. 258 pp.

Rankings of the States, 1967. Washington, National Education Association, 1967. 69 pp. (Research Report 1967–RI.) \$1.25.

Managing the Instructional Programming Effort. Edited by Geary A. Rummler, Joseph P. Yaney, Albert W. Schrader. Ann Arbor, Mich., University of Michigan, Bureau of Industrial Relations, 1967. 294 pp. \$6.

Remedies for Discrimination in Apprenticeship Programs. By F. Ray Marshall and Vernon M. Briggs, Jr. (In *Industrial Relations: A Journal of Economy*

& Society, University of California, Institute of Industrial Relations, Berkeley, May 1967, pp. 303–320. \$1.50.)

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Recent Developments in MDTA Training Allowances. By John Frank Kelley. (In *Unemployment Insurance Review*, U.S. Department of Labor, Bureau of Employment Security, Washington, March 1967, pp. 1–6. 30 cents, Superintendent of Documents, Washington.)

Career Guidance. A report of the Subcommittee on Career Guidance of the Committee on Specialized Personnel; prepared for U.S. Department of Labor. Washington, U.S. Department of Labor, Office of Manpower Policy, Evaluation, and Research, 1967. xi, 102 pp., bibliography.

Careers and Opportunities in Engineering. By Philip Pollack. New York, E. P. Dutton & Co., Inc., 1967. 224 pp., bibliography. Rev. ed. \$4.95.

Jobs in Computer Programming. By Penelope Orth. New York, Alumnae Advisory Center, 1967. 5 pp. (“College and Career” series, 289; reprinted from *Mademoiselle*.) 25 cents.

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Successful Labor Relations—An Employer's Guide. By Noel Arnold Levin. New York, Fairchild Publications, Inc., 1967. 328 pp. Rev. ed. \$12.

The Practice of Collective Bargaining. By Edwin F. Beal and Edward D. Wickersham. Homewood, Ill., Richard D. Irwin, Inc., 1967. 809 pp. (Irwin Series in Economics.) 3d ed. \$11.95.

Collective Bargaining in Non-Profit Hospitals. By Avri G. Marcus. (In *ILR Research*, Cornell University, New York State School of Industrial and Labor Relations, Ithaca, N.Y., May 1967, pp. 3–12.)

Employer-Employee Relations in the Public Schools. Edited and compiled by Robert E. Doherty. Ithaca, N.Y., Cornell University, New York State School of Industrial and Labor Relations, 1967. 145 pp. \$1; Single copies free to New York State residents.

Federal Mediation and Conciliation Service—Nineteenth Annual Report, Fiscal Year 1966. Washington, 1967. 68 pp. 30 cents, Superintendent of Documents, Washington.

The Arbitration of Disputes Over Reopened Wages. By Richard U. Miller. (In *Arbitration Journal*, New York, Vol. 22, No. 1, 1967, pp. 24-30. \$1.75.)

Examination of Grievances and Communications Within the Undertaking. Geneva, International Labor Office, 1967. 69 pp. (Report V(2) prepared for International Labor Conference, 51st session, 1967.) \$1. Distributed in United States by Washington Branch of ILO.

Preventive Medicine for Labor Disputes. By Stephen G. Harrison. (In *Personnel*, American Management Association, New York, May-June 1967, pp. 59-64. \$1.75; \$1.25 to AMA members.)

NLRB Remedies for Election Misconduct: An Analysis of Election Outcomes and Their Determinants. By John Drotning. (In *Journal of Business*, University of Chicago, Graduate School of Business, Chicago, April 1967, pp. 137-148. \$2.75, University of Chicago Press, Chicago.)

Labor Participation in Management: A Study of the National Coal Board. By George Graham. (In *Political Quarterly*, London, April-June 1967, pp. 184-199. 11s. 6d.)

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Report of the Director-General to the International Labor Conference, 51st Session, Geneva, 1967: Part I, Non-Manual Workers—Problems and Prospects. Geneva, International Labor Office, 1967. 132 pp. (Report I, Part I.) \$1.50. Distributed in United States by Washington Branch of ILO.

Teacher Aides in Large School Systems. Washington, National Education Association, American Association of School Administrators and Research Division, 1967. 60 pp. (Educational Research Service Circular No. 2.) \$1.50.

Consumer Communications—Working Wives: How Well Is Business Talking Their Language? A symposium. (In *Management Review*, American Management Association, New York, April 1967, pp. 4-21. \$1.25; \$1 to AMA members.)

Women at Work: Every Woman's Guide to Successful Employment. By Elmer L. Winter. New York, Simon and Schuster, 1967. 350 pp., bibliography. \$5.95.

New Dimensions of Public Health: Their Impact on the Evaluation and Selection of Health Personnel. A symposium. (In *American Journal of Public Health and the Nation's Health*, New York, April 1967, pp. 584-609. \$2.)

The Older Worker. A symposium. By Anna J. Metherd, Grace Kime, William C. Fitch. (In *Employment Serv-*

ice Review, U.S. Department of Labor, Bureau of Employment Security, Washington, May 1967, pp. 18-26. 40 cents, Superintendent of Documents, Washington.)

Conclusion of the Manpower and Social Affairs Committee on the Adjustment of Rural Workers to Non-Agricultural Employment and Urban Areas. Paris, Organization for Economic Cooperation and Development, 1967. 25 pp.

Measuring Job Vacancies. A feasibility study in the Rochester, N.Y. area. By John G. Myers and Daniel Creamer. New York, National Industrial Conference Board, Inc., 1967. 278 pp. (Studies in Business Economics, 97.) \$17.50; \$3.50 for NICB associates.

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Negro-White Differences in Geographic Mobility. (In *Social Security Bulletin*, U.S. Department of Health, Education, and Welfare, Social Security Administration, Washington, May 1967, pp. 8-19. 25 cents, Superintendent of Documents, Washington.)

Work Attitudes and Retirement Adjustment. By Jean E. Draper, Earl F. Lundgren, George B. Strother. Madison, University of Wisconsin, Bureau of Business Research and Service, 1967. 91 pp. (Wisconsin Commerce Reports, Vol. VIII, No. 1.)

Towards a Framework for Analyzing the Costs and Benefits of Labor Migration. By Norman Scott. (In *Bulletin of the International Institute for Labor Studies*, Geneva, February 1967, pp. 48-63.)

The Value of Occupation-Industry Data for Forecasting Purposes. By Abdelmegid M. Farrag. (In *International Labor Review*, Geneva, April 1967, pp. 327-353. 60 cents. Distributed in United States by Washington Branch of ILO.)

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The Local Union. By Leonard R. Sayles and George Strauss. New York, Harcourt, Brace & World, Inc., 1967. 174 pp. Rev. ed. \$2.95, paperbound.

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Current Labor Statistics

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¹ 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.—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	
	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1966	1965
TOTAL																		
Total labor force.....	80,681	79,645	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.....	77,237	76,189	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.....	74,147	73,289	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.....	3,727	3,652	3,890	3,855	3,890	4,011	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.....	70,420	69,637	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.....	3,090	2,900	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
MEN, 20 YEARS AND OVER																		
Total labor force.....	48,196	47,920	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.....	45,314	45,021	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.....	44,156	43,922	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.....	2,726	2,753	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.....	41,430	41,169	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.....	1,158	1,099	1,048	1,037	986	1,012	1,089	1,086	1,069	1,081	1,134	1,146	1,144	1,083	1,080	1,152	1,119	1,435
WOMEN, 20 YEARS AND OVER																		
Civilian labor force.....	25,177	24,730	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.....	24,094	23,773	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.....	581	537	625	628	636	702	729	663	593	645	652	684	690	631	712	735	675	748
Nonagricultural industries.....	23,513	23,236	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.....	1,083	957	1,021	1,028	1,014	1,093	972	867	993	944	948	899	922	939	880	872	919	1,056
BOTH SEXES, 16-19 YEARS																		
Civilian labor force.....	6,746	6,438	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.....	5,897	5,594	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.....	420	362	395	432	379	452	398	422	386	366	431	396	437	383	452	404	410	439
Nonagricultural industries.....	5,477	5,232	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.....	849	844	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 unem- ployment rates	1967						1966										Annual average	
	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1966	1965
Total (all civilian workers)	4.0	3.8	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.....	2.6	2.4	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.....	4.3	3.9	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.....	12.6	13.1	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.....	3.5	3.3	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.....	7.8	7.8	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.....	2.0	1.9	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.....	3.9	3.5	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.....	4.7	4.6	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.....	3.8	3.6	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 ¹	4.5	3.8	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

¹ 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	
	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1966	1965
TOTAL																		
16 years and over....	4.0	3.8	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.....	12.6	13.1	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....	14.0	13.7	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....	11.3	12.8	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.....	5.8	5.2	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....	2.8	2.6	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.....	2.9	2.7	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.....	2.3	2.7	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
MALE																		
16 years and over....	3.3	3.2	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.....	12.3	12.9	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....	14.2	14.5	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....	10.3	11.8	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.....	5.1	4.9	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....	2.2	2.1	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.....	2.1	2.0	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.....	2.5	2.8	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
FEMALE																		
16 years and over....	5.2	4.8	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.....	13.0	13.4	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....	13.8	12.4	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....	12.4	13.8	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.....	6.8	5.5	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....	3.9	3.4	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.....	4.5	4.0	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.....	1.7	2.6	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	
	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1966	1965
TOTAL																		
16 years and over....	74,147	73,289	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.....	5,897	5,694	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
16 and 17 years....	2,363	2,201	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....	3,491	3,358	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.....	8,571	8,420	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....	59,678	59,300	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.....	46,062	46,044	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.....	13,627	13,244	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....	47,448	47,050	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.....	3,292	3,128	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....	1,403	1,324	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....	1,856	1,766	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.....	4,881	4,750	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	4,646	4,599	4,583
25 years and over....	39,266	39,177	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.....	30,424	30,402	30,558	30,645	30,697	30,776	30,519	30,331	30,313	30,302	30,311	30,264	30,313	30,390	30,426	30,417	30,378	30,240
55 years and over.....	8,870	8,738	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....	26,699	26,239	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.....	2,605	2,466	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....	960	877	995	966	955	936	964	911	864	882	908	878	858	847	841	837	879	790
18 and 19 years....	1,635	1,592	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.....	3,690	3,670	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....	20,412	20,123	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.....	15,638	15,642	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.....	4,757	4,506	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	
	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1966	1965
Less than 5 weeks.....	1,649	1,371	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.....	919	877	900	986	771	787	760	789	900	831	891	882	816	854	667	796	804	983
15 weeks and over.....	444	414	436	560	439	485	496	484	517	493	462	446	486	538	590	583	536	755
15 to 26 weeks.....	298	271	251	354	249	282	269	287	293	291	254	228	263	262	333	316	245	404
27 weeks and over.....	146	143	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	.5	.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	
	June	May	April	March	February	January	December	November	October	1966	1965
FULL TIME											
Civilian labor force.....	70,195	65,538	65,640	65,425	65,445	65,610	66,205	66,312	66,400	66,943	66,145
Employed:											
Full-time schedules ¹	64,688	61,978	61,447	60,916	60,793	60,953	62,285	62,713	62,878	62,734	61,144
Part time for economic reasons.....	2,507	1,573	2,079	2,209	2,283	2,195	1,875	1,632	1,638	1,894	2,209
Unemployed, looking for full-time work.....	3,000	1,987	2,114	2,300	2,369	2,462	2,045	1,967	1,884	2,315	2,792
Unemployment rate.....	4.3	3.0	3.2	3.5	3.6	3.8	3.1	3.0	2.8	3.5	4.2
PART TIME											
Civilian labor force.....	8,825	10,557	10,471	10,088	10,246	9,710	10,047	10,261	9,809	8,830	8,310
Employed (voluntary part time).....	8,197	10,086	9,920	9,433	9,432	9,013	9,439	9,650	9,228	8,279	7,735
Unemployed, looking for part-time work.....	628	471	551	655	814	697	608	611	581	560	575
Unemployment rate.....	7.1	4.5	5.3	6.5	7.9	7.2	6.1	6.0	5.9	6.3	6.9

¹ Employed persons with a job but not at work are distributed proportionately among the full- and part-time employed categories.

TABLE A-7. Employment status, by color, sex, and age, seasonally adjusted

[In thousands]

Characteristics	Quarterly averages												Annual averages		
	1967		1966				1965				1964				
	2d	1st	4th	3d	2d	1st	4th	3d	2d	1st	4th	3d	2d	1966	1965
WHITE															
Civilian labor force.....	68,053	68,410	67,999	67,293	66,926	66,829	66,539	66,204	66,057	65,683	65,134	64,928	65,014	67,274	66,136
Men, 20 years and over.....	40,628	40,712	40,365	40,239	40,311	40,349	40,227	40,362	40,523	40,469	40,283	40,228	40,160	40,318	4,040.1
Women, 20 years and over.....	21,648	21,726	21,724	21,239	20,829	20,733	20,664	20,519	20,410	20,276	20,002	19,900	20,104	21,128	20,468
Both sexes, 16-19 years.....	5,777	5,972	5,911	5,814	5,785	5,747	5,648	5,524	5,124	4,939	4,850	4,800	4,751	5,828	5,265
Employed.....	65,751	66,190	65,794	65,058	64,650	64,570	63,599	63,240	62,841	62,232	62,055	61,963	65,019	65,445	63,445
Men, 20 years and over.....	39,722	39,897	39,512	39,347	39,419	39,405	39,208	39,241	39,273	39,218	38,967	38,883	38,772	39,417	39,232
Women, 20 years and over.....	20,852	20,924	21,011	20,540	20,119	20,043	19,903	19,729	19,572	19,405	19,146	19,035	19,174	20,426	19,652
Both sexes, 16-19 years.....	5,177	5,370	5,271	5,171	5,112	5,122	4,964	4,630	4,395	4,219	4,120	4,137	4,018	5,176	4,562
Unemployed.....	2,302	2,220	2,205	2,235	2,276	2,259	2,464	2,605	2,817	2,842	2,902	2,873	3,051	2,253	2,691
Men, 20 years and over.....	906	815	853	892	892	944	1,019	1,121	1,250	1,251	1,316	1,345	1,388	901	1,169
Women, 20 years and over.....	796	803	713	699	710	690	761	790	838	871	856	865	930	703	817
Both sexes, 16-19 years.....	600	602	640	644	673	624	684	694	729	720	730	663	733	651	703
Unemployment rate.....	3.4	3.2	3.2	3.3	3.4	3.4	3.7	3.9	4.3	4.3	4.5	4.4	4.7	3.3	4.1
Men, 20 years and over.....	2.2	2.0	2.1	2.2	2.2	2.3	2.5	2.8	3.1	3.1	3.3	3.3	3.5	2.2	2.9
Women, 20 years and over.....	3.7	3.7	3.3	3.3	3.4	3.3	3.7	3.9	4.1	4.3	4.3	4.3	4.6	3.3	4.0
Both sexes, 16-19 years.....	10.4	10.1	10.8	11.1	11.6	10.9	12.1	13.0	14.2	14.6	15.1	13.8	15.4	11.2	13.4
NONWHITE															
Civilian labor force.....	8,622	8,638	8,534	8,534	8,431	8,475	8,400	8,339	8,266	8,244	8,259	8,156	8,167	8,496	8,319
Men, 20 years and over.....	4,506	4,515	4,490	4,478	4,429	4,480	4,466	4,422	4,460	4,462	4,447	4,401	4,438	4,468	4,456
Women, 20 years and over.....	3,334	3,381	3,327	3,292	3,289	3,290	3,265	3,249	3,180	3,174	3,199	3,143	3,134	3,268	3,218
Both sexes, 16-19 years.....	782	741	717	765	713	706	668	668	626	606	613	612	594	729	644
Employed.....	7,962	8,030	7,911	7,885	7,812	7,885	7,775	7,669	7,603	7,514	7,505	7,363	7,373	7,875	7,643
Men, 20 years and over.....	4,304	4,314	4,264	4,260	4,213	4,265	4,247	4,164	4,203	4,148	4,127	4,083	4,094	4,249	4,190
Women, 20 years and over.....	3,104	3,150	3,098	3,055	3,080	3,096	3,040	3,003	2,937	2,930	2,925	2,847	2,853	3,082	2,979
Both sexes, 16-19 years.....	554	567	549	570	519	524	488	502	463	436	454	433	426	544	475
Unemployed.....	660	608	623	649	619	590	625	670	663	730	754	793	794	621	676
Men, 20 years and over.....	202	201	226	217	216	215	219	258	257	315	320	319	344	219	267
Women, 20 years and over.....	230	232	229	237	209	194	225	246	243	244	274	294	281	217	239
Both sexes, 16-19 years.....	228	175	168	195	194	181	180	166	163	170	159	180	168	185	169
Unemployment rate.....	7.6	7.0	7.3	7.6	7.3	7.0	7.4	8.0	8.0	8.9	9.1	9.7	9.7	7.3	8.1
Men, 20 years and over.....	4.5	4.5	5.0	4.8	4.9	4.8	4.9	5.8	5.8	7.1	7.2	7.2	7.8	4.9	6.0
Women, 20 years and over.....	6.9	6.9	6.9	7.2	7.4	5.9	6.9	7.6	7.6	7.7	8.6	9.4	9.0	6.6	7.4
Both sexes, 16-19 years.....	29.2	23.6	23.4	25.5	27.2	25.6	26.9	24.9	26.0	28.1	25.9	29.4	28.3	25.4	26.2

TABLE A-8. Total employment and unemployment rates, by occupation, seasonally adjusted¹

Characteristics	Quarterly averages												Annual averages		
	1967		1966				1965				1964				
	2d	1st	4th	3d	2d	1st	4th	3d	2d	1st	4th	3d	2d	1966	1965
EMPLOYED (in thousands)															
White-collar workers.....	33,945	33,534	33,751	33,435	32,785	32,307	32,136	32,007	31,857	31,391	31,200	30,860	30,762	33,065	31,849
Professional and technical.....	9,786	9,722	9,599	9,456	9,235	8,972	8,919	8,994	8,820	8,818	8,747	8,499	8,511	9,310	8,883
Managers, officials, and proprietors.....	7,458	7,189	7,427	7,547	7,382	7,246	7,157	7,369	7,530	7,293	7,428	7,452	7,461	7,403	7,340
Clerical workers.....	12,238	12,095	12,220	11,923	11,635	11,471	11,473	11,149	11,004	10,884	10,673	10,617	10,629	11,812	11,129
Sales workers.....	4,463	4,528	4,505	4,510	4,533	4,618	4,586	4,495	4,503	4,395	4,353	4,292	4,161	4,540	4,497
Blue-collar workers.....	27,102	27,384	26,914	26,964	26,944	27,015	26,628	26,278	25,953	26,166	25,575	25,359	25,308	26,952	26,246
Craftsmen and foremen.....	9,798	10,029	9,697	9,652	9,554	9,464	9,415	9,300	8,982	9,204	9,068	9,034	8,896	9,591	9,222
Operatives.....	13,764	13,870	13,804	13,742	13,884	13,901	13,525	13,336	13,309	13,189	13,001	12,927	12,859	13,829	13,366
Nonfarm laborers.....	3,539	3,486	3,413	3,570	3,506	3,650	3,687	3,642	3,662	3,773	3,506	3,399	3,553	3,532	3,688
Service workers.....	9,251	9,443	9,442	9,189	9,042	9,172	9,177	9,034	8,785	8,749	8,830	8,923	9,072	9,212	8,936
Farmers and farm laborers.....	3,459	3,650	3,589	3,592	3,720	3,818	3,892	4,017	4,220	4,106	4,167	4,280	4,193	3,667	4,057
UNEMPLOYMENT RATE															
White-collar workers.....	2.0	2.1	2.0	2.1	2.0	2.0	2.2	2.2	2.4	2.5	2.4	2.4	2.7	2.0	2.3
Professional and technical.....	1.4	1.3	1.3	1.5	1.2	1.3	1.4	1.3	1.5	1.7	1.4	1.8	1.8	1.3	1.5
Managers, officials, and proprietors.....	.9	.9	.9	1.0	1.1	1.1	1.1	1.1	1.1	1.2	1.3	1.4	1.2	1.0	1.1
Clerical workers.....	2.7	3.0	3.0	3.0	2.7	2.7	2.9	3.1	3.5	3.5	3.5	3.3	4.0	2.9	3.3
Sales workers.....	2.9	3.2	2.4	2.8	3.0	2.9	3.5	3.3	3.3	3.7	3.4	3.2	3.9	2.8	3.4
Blue-collar workers.....	4.6	4.1	4.2	4.3	4.2	4.2	4.6	5.2	5.6	5.6	6.0	6.2	6.3	4.2	5.3
Craftsmen and foremen.....	2.8	2.3	2.9	2.7	2.7	3.0	2.8	3.6	4.0	3.8	4.2	4.1	4.0	2.9	3.6
Operatives.....	5.0	4.7	4.2	4.5	4.4	4.3	4.9	5.4	5.9	5.7	6.1	6.3	6.5	4.3	5.5
Nonfarm laborers.....	7.9	7.0	7.6	7.8	7.5	7.0	7.7	8.3	8.4	9.5	10.0	10.7	10.7	7.5	8.7
Service workers.....	4.2	4.4	4.6	4.6	4.9	4.5	4.7	5.2	5.4	5.8	5.7	5.8	6.1	4.6	5.3
Farmers and farm managers.....	2.5	2.0	2.0	2.0	2.6	2.2	2.8	2.7	2.5	2.6	3.0	3.0	3.1	2.2	2.7

¹ The data in this table have been revised from those carried in earlier issues. Current data excludes 14- and 15-year olds.

TABLE A-9. Employees in nonagricultural establishments, by industry¹

[In thousands]

Industry	1967						1966								Annual average	
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1966	1965	
Total employees.....	66,141	65,354	64,987	64,628	64,286	64,334	65,904	65,389	65,190	64,867	64,484	64,274	64,563	63,864	60,770	
Mining	632	619	617	610	609	614	625	628	631	637	649	645	645	628	632	
Metal mining.....	87.5	87.2	87.4	86.7	85.5	85.5	85.9	86.1	85.7	87.3	88.6	87.7	87.8	85.9	83.6	
Iron ores.....	26.4	26.3	26.4	26.1	25.3	25.3	25.8	26.0	26.0	26.4	26.4	25.8	26.4	25.5	25.7	
Copper ores.....	33.3	33.1	33.2	33.0	32.7	32.7	32.6	32.6	32.2	32.7	33.2	33.0	32.8	32.3	30.1	
Coal mining.....	139.2	140.3	141.5	142.7	142.8	143.3	142.9	143.7	143.7	142.7	142.5	139.5	142.2	139.0	141.8	
Bituminous.....	131.4	132.5	133.6	134.5	134.9	135.3	134.9	135.7	134.7	134.7	134.3	131.9	134.1	130.6	132.0	
Crude petroleum and natural gas.....	270.0	271.6	268.5	269.4	274.6	278.6	276.9	277.4	281.0	289.7	289.6	288.1	282.6	288.1	288.1	
Crude petroleum and natural gas fields.....	148.6	148.8	148.8	148.5	148.6	148.9	149.6	150.2	153.3	156.6	156.9	155.1	152.6	156.0	156.0	
Oil and gas field services.....	121.4	122.8	119.7	120.9	126.0	129.7	127.3	127.2	127.7	133.1	132.7	133.0	130.0	131.4	131.4	
Quarrying and nonmetallic mining.....	122.0	118.3	112.3	110.0	111.3	117.6	121.7	123.9	126.2	127.8	127.8	126.9	120.6	118.3	118.3	
Crushed and broken stone.....	42.9	41.1	38.2	37.0	37.5	40.7	42.0	42.8	43.8	44.4	44.3	43.8	41.4	41.0	41.0	
Sand and gravel.....	39.6	37.4	34.6	33.7	34.3	37.0	39.8	41.2	41.9	42.5	42.4	42.2	39.3	39.4	39.4	
Contract construction	3,366	3,184	3,079	2,896	2,841	2,925	3,128	3,310	3,449	3,525	3,641	3,623	3,521	3,281	3,181	
General building contractors.....	1,016.1	989.3	950.7	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	1,057.1	997.6	997.6	
Heavy construction.....	641.1	592.2	517.8	499.7	511.9	572.7	673.9	740.6	758.8	781.5	782.2	756.8	655.7	643.2	643.2	
Highway and street construction.....	328.2	282.7	222.2	209.4	214.1	259.2	335.5	386.9	401.1	411.9	411.7	397.8	324.2	323.6	323.6	
Other heavy construction.....	312.9	309.5	295.6	290.3	297.8	313.5	338.4	353.7	357.7	369.6	370.5	359.0	331.5	319.6	319.6	
Special trade contractors.....	1,526.4	1,497.8	1,427.5	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	1,568.0	1,540.6	1,540.6	
Plumbing, heating, and air conditioning.....	356.5	356.1	355.7	358.6	364.4	369.2	374.8	377.8	380.3	383.6	384.6	376.7	371.2	365.5	365.5	
Painting, paperhanging, and decorating.....	131.0	122.4	111.5	105.9	107.5	124.5	134.9	147.1	153.0	161.0	157.7	148.5	138.1	142.3	142.3	
Electrical work.....	244.2	243.6	239.8	240.2	243.8	248.1	249.4	249.8	255.0	259.7	255.2	248.5	244.0	231.8	231.8	
Masonry, plastering, stone, and tile work.....	218.4	211.8	200.8	190.2	194.0	207.0	215.7	228.9	238.2	255.7	253.4	248.9	230.4	237.6	237.6	
Roofing and sheet metal work.....	111.8	110.0	102.2	97.9	105.2	112.4	116.5	117.7	117.1	118.7	117.8	115.1	111.4	110.0	110.0	
Manufacturing	19,239	19,028	19,077	19,161	19,196	19,233	19,430	19,522	19,538	19,533	19,391	19,123	19,258	19,081	18,032	
Durable goods.....	11,276	11,208	11,226	11,289	11,320	11,347	11,446	11,480	11,470	11,434	11,249	11,213	11,319	11,186	10,386	
Nondurable goods.....	7,963	7,820	7,851	7,872	7,876	7,886	7,984	8,042	8,068	8,099	8,142	7,910	7,939	7,896	7,645	
Durable goods.....																
Ordnance and accessories.....	285.9	282.9	283.6	283.2	281.4	277.5	271.3	270.6	266.4	263.0	259.1	256.4	254.9	255.8	226.0	
Ammunition, except for small arms.....	212.0	208.8	210.0	209.2	207.8	204.4	198.6	199.6	196.8	195.0	191.7	189.5	189.2	190.7	172.7	
Sighting and fire control equipment.....	57.3	57.7	57.5	58.2	58.2	58.1	57.7	56.2	54.8	53.3	52.7	52.3	51.6	51.0	40.9	
Other ordnance and accessories.....																
Lumber and wood products, except furniture.....	617.3	595.5	588.4	585.6	585.2	585.9	593.2	608.9	618.5	630.6	649.9	648.5	653.5	621.8	610.1	
Logging camps and logging contractors.....	105.8	96.1	90.3	89.3	92.1	92.8	93.9	100.9	102.6	103.6	106.7	106.2	106.6	96.8	89.0	
Sawmills and planing mills.....	245.8	238.3	235.7	235.5	234.6	234.4	236.1	240.7	244.4	250.5	257.4	256.5	259.0	249.0	250.8	
Millwork, plywood, and related products.....	157.2	152.3	151.7	149.6	147.4	147.7	151.8	155.3	159.8	164.5	171.4	172.5	173.1	164.3	162.7	
Wooden containers.....	36.1	35.8	35.4	35.5	35.6	35.8	35.3	35.0	35.0	35.1	36.5	36.1	36.9	35.4	34.4	
Miscellaneous wood products.....	72.4	73.0	75.3	75.7	75.5	75.2	76.1	77.0	76.7	76.9	77.9	77.2	77.9	76.3	73.2	
Furniture and fixtures.....	448.4	443.4	445.5	450.3	453.8	456.4	465.7	468.3	467.0	465.6	466.5	451.9	458.4	456.2	429.1	
Household furniture.....	316.8	315.4	318.3	321.3	324.7	326.1	334.1	336.7	336.0	335.2	335.1	325.9	330.3	329.5	309.7	
Office furniture.....	34.2	34.5	35.0	35.2	35.3	35.3	35.2	34.8	34.2	33.8	33.7	33.5	32.2	32.8	29.6	
Partitions, office and store fixtures.....	46.2	46.4	46.4	46.3	46.9	47.1	47.3	47.0	47.3	48.6	46.5	47.2	46.1	43.2	43.2	
Other furniture and fixtures.....	49.2	47.6	46.3	47.6	47.6	48.1	49.3	49.5	49.8	49.3	49.1	46.0	48.7	47.8	46.6	
Stone, clay, and glass products.....	635.5	623.6	620.3	613.7	608.5	612.7	625.8	639.3	644.3	653.4	661.3	661.6	658.4	641.3	627.4	
Flat glass.....	30.7	31.0	32.4	31.9	32.6	32.8	32.8	32.8	32.4	32.2	32.3	32.4	32.9	32.8	32.3	
Glass and glassware, pressed or blown.....	124.2	122.0	122.1	122.0	121.6	122.3	123.4	124.8	124.3	125.9	126.3	125.2	125.6	122.6	115.4	
Cement, hydraulic.....	38.0	36.5	36.2	35.1	34.6	35.1	36.2	37.8	38.3	39.0	39.7	39.6	39.4	37.6	38.0	
Structural clay products.....	67.2	65.5	64.4	62.9	61.8	62.0	64.9	66.6	67.9	69.5	71.5	72.7	72.5	69.1	69.2	
Pottery and related products.....	41.3	42.2	42.6	42.5	42.6	42.3	42.8	43.9	44.0	44.2	43.5	42.2	43.7	43.4	43.4	
Concrete, gypsum, and plaster products.....	178.9	175.8	171.9	165.5	162.3	164.4	170.3	176.5	180.2	184.2	187.7	189.4	188.4	179.1	177.9	
Other stone and mineral products.....	131.8	129.0	129.5	130.0	129.9	129.6	130.9	132.2	132.9	134.1	136.3	136.3	132.1	132.5	129.2	
Primary metal industries.....	12,932	1,289.2	1,293.7	1,310.4	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	1,326.4	1,295.6	
Blast furnace and basic steel products.....	627.3	625.7	627.9	633.9	633.5	637.6	638.0	643.3	649.4	659.7	669.8	676.9	673.4	649.2	656.8	
Iron and steel foundries.....	226.7	225.5	225.5	230.0	234.8	239.0	236.7	236.7	236.4	236.6	237.8	236.7	239.1	236.0	226.2	
Nonferrous smelting and refining.....	81.0	80.4	80.6	80.7	80.2	80.1	79.6	78.8	77.9	78.5	78.6	78.6	78.6	77.6	73.8	
Nonferrous rolling, drawing, and extruding.....	203.4	203.8	204.9	208.2	209.9	211.0	212.1	211.3	211.4	212.0	209.2	206.5	207.0	207.7	194.4	
Nonferrous foundries.....	85.4	84.6	85.0	87.0	88.2	88.6	89.0	87.8	87.4	88.5	87.9	85.7	88.0	86.8	80.5	
Miscellaneous primary metal industries.....	69.4	69.2	69.8	70.6	70.9	71.3	71.3	70.7	69.7	69.6	68.5	68.4	69.6	69.1	64.0	
Fabricated metal products.....	1,367.6	1,348.3	1,350.0	1,353.8	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	1,351.5	1,288.3	
Metal cans.....	66.1	64.3	64.0	62.9	61.8	60.9	61.5	61.8	62.0	64.0	65.9	66.0	65.2	62.8	60.4	
Cutlery, hand tools, and general hardware.....	158.9	157.7	158.6	160.0	163.3	164.8	166.6	166.5	165.7	164.4	160.3	155.3	161.2	162.5	155.3	
Heating equipment and plumbing fixtures.....	78.2	76.9	75.7	76.5	76.6	77.6	78.7	79.3	79.6	79.9	80.1	78.1	79.9	79.5	78.7	
Fabricated structural metal products.....	408.8	397.5	397.3	392.5	394.4	395.6	401.6	404.5	405.5	408.9	411.2	410.7	406.6	399.0	375.5	
Screw machine products, bolts, etc.....	113.5	112.5	113.5	115.2	115.2	114.9	114.5	112.7	110.8	109.3	108.1	107.2	108.0	107.8	97.8	
Metal stampings.....	239.9	239.6	238.0	240.6	244.4	247.3	251.2	252.1	249.0	241.9	231.1	221.5	234.5	238.4	221.3	
Coating, engraving, and allied services.....	82.8	81.5	82.5	83.5	83.0	82.7	84.0	85.0	84.8	83.7	84.0	81.6	84.9	83.0	76.7	
Miscellaneous fabricated wire products.....	67.1	67.1	68.3	69.5	69.7	69.7	70.0	69.8	68.7	67.9	68.0	67.9	67.5	67.3	62.3	
Miscellaneous fabricated metal products.....	152.3	151.2	152.1	153.1	153.6	154.4	154.7	155.8	153.6	152.5	152.2	150.9	153.0	151.2	140.3	

See footnotes at end of table.

TABLE A-9. Employees in nonagricultural establishments, by industry¹—Continued

[In thousands]

Industry	1967						1966								Annual average	
	June ¹	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1966	1965	
Manufacturing—Continued																
<i>Durable goods—Continued</i>																
Machinery.....	1,938.8	1,929.0	1,938.2	1,944.1	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	1,867.7	1,725.8	
Engines and turbines.....	100.4	99.7	100.8	101.4	100.1	101.2	94.5	88.4	98.6	99.7	99.1	98.4	94.7	95.5	90.1	
Farm machinery and equipment.....	274.6	273.5	274.6	276.0	275.9	277.3	279.0	277.3	277.5	279.2	279.2	281.4	279.2	274.4	255.3	
Metalworking machinery and equipment.....	344.7	344.7	346.8	347.7	347.2	346.0	343.9	340.0	337.4	338.8	334.5	334.8	335.1	332.2	304.5	
Special industry machinery.....	201.5	200.7	204.3	204.8	204.9	205.1	205.0	203.9	203.7	204.0	203.3	203.0	202.9	201.6	192.1	
General industrial machinery.....	287.7	285.0	286.8	283.7	284.4	287.8	287.2	284.5	282.3	281.0	280.8	280.5	279.6	278.0	259.0	
Office, computing, and accounting machines.....	234.6	231.5	228.1	230.3	229.1	227.4	226.3	223.7	220.7	218.6	217.3	214.8	213.1	213.8	189.5	
Service industry machines.....	120.2	119.1	118.9	119.2	118.3	117.9	118.8	117.0	115.8	115.6	118.7	117.0	118.0	115.7	112.7	
Miscellaneous machinery.....	223.9	222.3	222.7	224.5	223.8	221.6	222.4	219.5	217.3	214.5	214.3	212.4	211.2	210.4	187.5	
Electrical equipment and supplies.....	1,862.1	1,889.5	1,907.2	1,940.0	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	1,892.9	1,658.1	
Electric distribution equipment.....	201.4	200.0	200.6	199.1	198.6	198.8	198.8	197.2	198.9	198.0	198.2	195.0	193.4	191.6	170.5	
Electrical industrial apparatus.....	218.4	219.0	220.4	223.3	224.7	225.3	219.9	216.9	220.6	218.7	219.8	216.6	215.8	213.1	191.9	
Household appliances.....	177.8	176.5	175.9	179.7	182.6	185.6	192.9	190.1	192.9	187.5	184.1	173.4	181.6	182.3	166.6	
Electric lighting and wiring equipment.....	190.4	189.6	190.6	189.6	191.7	193.9	194.6	193.6	195.4	194.7	192.8	190.1	193.4	190.6	172.3	
Radio and TV receiving sets.....	129.4	151.4	155.9	172.8	181.8	188.7	192.5	195.4	191.5	185.1	177.1	163.4	162.9	169.4	135.1	
Communication equipment.....	498.5	497.0	496.7	494.3	491.4	478.8	477.0	485.5	480.9	478.3	476.6	468.4	465.8	464.9	416.8	
Electronic components and accessories.....	338.4	348.0	359.3	372.0	379.5	386.4	389.0	388.9	389.1	384.9	384.4	376.4	379.8	374.2	304.9	
Miscellaneous electrical equipment and supplies.....	107.8	108.0	107.8	109.2	110.6	112.3	114.2	113.3	112.2	110.8	106.6	104.5	105.7	106.9	100.1	
Transportation equipment.....	1,935.2	1,927.3	1,921.7	1,935.6	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	1,905.8	1,737.9	
Motor vehicles and equipment.....	829.7	816.9	816.9	840.6	849.1	858.5	891.6	898.1	891.4	881.9	872.1	807.7	881.2	862.7	843.4	
Aircraft and parts.....	820.3	815.1	818.3	815.6	810.8	810.8	815.5	808.6	794.6	786.8	776.2	767.2	748.6	755.6	625.2	
Ship and boat building and repairing.....	168.6	171.4	166.2	170.7	169.9	170.6	165.7	170.8	166.7	171.3	173.1	173.1	170.9	171.7	158.8	
Railroad equipment.....	55.4	57.1	57.4	58.8	60.2	61.7	61.6	60.8	61.0	60.3	59.1	60.0	59.7	57.5	55.7	
Other transportation equipment.....	58.8	58.0	55.8	53.3	48.2	51.6	51.6	55.2	56.8	56.8	58.0	58.2	60.4	56.1	54.9	
Instruments and related products.....	448.8	444.2	446.8	447.5	446.1	444.7	445.4	440.9	439.5	434.6	434.0	429.3	428.8	426.5	386.8	
Engineering and scientific instruments.....	78.1	78.2	78.1	77.8	77.6	76.9	76.6	76.0	75.2	73.8	74.1	73.4	73.0	73.6	69.8	
Mechanical measuring and control devices.....	105.0	104.1	105.4	106.2	106.2	107.3	108.0	107.8	107.6	107.4	107.3	107.1	106.6	105.2	98.4	
Optical and ophthalmic goods.....	50.1	50.2	50.6	50.9	50.6	50.6	50.6	50.7	50.0	49.6	49.1	47.6	48.6	48.9	45.4	
Ophthalmic goods.....	33.5	33.5	33.8	34.1	34.0	33.8	33.8	34.1	33.6	33.3	33.3	32.5	33.4	33.3	31.0	
Surgical, medical, and dental equipment.....	70.1	69.7	69.8	69.3	68.5	67.9	68.1	67.5	66.9	66.2	65.4	65.4	65.1	64.7	57.2	
Photographic equipment and supplies.....	101.0	101.7	101.8	101.7	101.3	101.3	102.0	101.4	100.8	99.1	100.2	99.0	97.9	97.0	84.1	
Watches and clocks.....	41.0	41.2	41.5	41.5	40.7	40.7	40.1	37.5	39.0	38.5	37.9	36.8	37.6	37.1	31.9	
Miscellaneous manufacturing industries.....	443.6	435.2	430.4	425.1	422.8	420.0	438.7	466.3	469.8	463.2	456.6	431.9	447.2	440.2	421.2	
Jewelry, silverware, and plated ware.....	51.1	50.5	50.7	50.5	50.1	50.1	50.6	50.7	50.1	48.9	48.7	45.3	48.6	48.4	45.5	
Toys, amusement, and sporting goods.....	119.3	113.8	107.6	104.4	102.0	115.5	138.0	141.4	138.6	132.2	121.5	125.7	121.8	121.8	118.0	
Pens, pencils, office and art materials.....	36.1	36.1	36.0	36.0	35.7	36.2	36.4	36.4	36.4	36.4	36.5	36.1	36.2	35.7	33.6	
Costume jewelry, buttons, and notions.....	56.6	56.0	56.0	56.7	56.0	57.8	59.6	59.7	58.7	58.7	59.6	54.8	58.6	57.5	56.0	
Other manufacturing industries.....	174.2	172.7	173.8	175.0	175.6	176.2	178.6	181.6	182.2	180.6	179.6	174.2	178.1	176.8	168.1	
Musical instruments and parts.....	26.3	25.6	26.7	27.4	27.1	27.9	27.9	27.8	27.8	27.4	27.2	26.8	26.6	27.0	24.6	
<i>Nondurable goods</i>																
Food and kindred products.....	1,775.2	1,712.3	1,694.0	1,693.6	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	1,760.8	1,752.0	
Meat products.....	327.1	318.1	314.2	317.5	318.6	321.4	329.2	330.9	330.0	327.9	329.7	326.8	319.9	320.0	317.3	
Dairy products.....	281.9	275.0	273.1	270.4	269.0	269.7	271.3	272.2	275.2	279.8	289.0	291.1	288.1	279.3	286.3	
Canned and preserved food, except meats.....	242.6	236.7	234.1	229.9	234.9	254.5	285.2	323.9	380.5	381.9	304.9	256.1	276.7	260.6		
Grain mill products.....	127.9	124.0	122.5	123.2	122.5	122.8	123.1	121.7	124.4	125.5	127.1	128.0	127.0	123.8	125.6	
Bakery products.....	291.3	285.6	283.3	284.7	283.8	282.7	284.4	285.2	282.3	281.9	285.3	275.5	285.2	281.4	286.4	
Sugar.....	70.1	30.8	28.2	30.0	33.3	39.9	45.6	52.0	49.2	33.8	30.6	30.4	30.0	36.7	36.3	
Confectionery and related products.....	70.1	69.9	69.9	72.2	73.9	75.1	84.7	84.0	80.2	77.8	75.5	69.5	71.2	75.7	76.5	
Beverages.....	239.7	229.5	228.1	223.8	220.7	221.7	226.0	228.3	230.8	233.6	238.7	241.2	234.8	227.0	220.9	
Miscellaneous food and kindred products.....	138.0	136.8	138.0	137.7	137.8	138.7	142.0	142.4	142.0	140.2	139.3	139.4	139.1	140.2	142.1	
Tobacco manufactures.....	75.5	74.8	75.4	77.1	81.4	88.3	92.1	91.5	94.8	94.8	88.2	73.8	74.8	83.7	86.6	
Cigarettes.....	40.1	40.1	39.9	39.7	39.8	39.8	39.8	39.7	39.5	39.8	40.0	39.7	39.4	39.1	38.6	
Cigars.....	21.5	21.9	22.2	22.2	21.9	22.2	22.2	22.3	22.4	22.2	22.0	21.0	22.7	22.3	24.3	
Textile mill products.....	944.4	929.6	932.5	936.3	933.7	939.2	948.3	955.3	958.1	959.7	965.4	947.5	964.9	950.7	921.3	
Cotton broad woven fabrics.....	237.3	235.9	236.5	238.2	237.3	240.1	240.6	240.1	238.9	238.3	238.5	238.3	239.3	237.3	229.2	
Silk and synthetic broad woven fabrics.....	93.6	92.9	92.8	93.6	94.4	95.2	95.9	95.7	95.8	96.2	96.7	95.9	96.2	95.4	91.9	
Weaving and finishing broad woolsens.....	44.6	43.1	43.2	43.0	43.0	42.7	42.1	42.0	42.6	43.8	45.0	45.4	45.5	44.2	44.2	
Narrow fabrics and smallwares.....	31.8	31.8	31.9	32.1	32.3	32.5	32.7	32.6	32.3	32.0	31.8	30.6	31.8	31.6	29.4	
Knitting.....	234.1	227.9	226.2	224.9	220.8	219.8	226.1	233.8	237.6	238.8	241.7	234.1	241.8	234.2	228.9	
Finishing textiles, except wool and knit.....	72.9	75.6	75.9	75.8	76.1	76.7	76.5	75.8	75.8	75.9	76.4	75.9	77.0	76.0	75.9	
Floor covering.....	76.8	42.0	41.8	42.0	42.4	42.9	43.3	43.4	43.5	43.1	42.6	39.8	41.3	42.1	40.9	
Yarn and thread.....	112.8	111.5	111.8	112.7	113.5	114.9	115.5	115.5	116.1	116.5	117.9	114.4	116.7	115.1	109.0	
Miscellaneous textile goods.....	70.9	71.6	72.7	73.9	74.2	75.0	75.4	75.7	75.5	75.1	74.8	73.1	75.3	74.9	71.9	

See footnotes at end of table.

TABLE A-9. Employees in nonagricultural establishments, by industry ¹—Continued

[In thousands]

Industry	1967						1966								Annual average	
	June ³	May ³	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1966	1965	
Manufacturing—Continued																
Nondurable goods—Continued																
Apparel and related products.....	1,391.9	1,379.0	1,374.2	1,394.7	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	1,395.6	1,353.6	
Men's and boys' suits and coats.....	121.3	120.4	118.8	120.5	120.6	120.9	121.9	120.6	120.0	120.7	120.7	115.3	123.5	120.6	118.6	
Men's and boys' furnishings.....	365.9	360.9	361.6	362.6	363.3	364.6	365.5	367.5	369.2	370.4	373.1	360.5	373.2	366.3	350.7	
Women's, misses', and juniors' outerwear.....	424.4	424.1	423.2	434.1	439.5	426.2	425.2	430.2	430.6	428.9	434.6	412.9	431.0	426.3	418.8	
Women's and children's undergarments.....	126.1	126.4	127.0	127.7	128.4	127.1	129.7	132.1	131.7	130.0	128.8	120.4	126.9	126.3	121.0	
Hats, caps, and millinery.....	22.9	22.6	22.6	27.7	29.2	28.9	28.3	27.2	28.2	28.4	29.2	27.0	27.2	28.0	29.0	
Girls' and children's outerwear.....	82.9	80.6	78.6	77.9	81.0	79.5	78.5	80.4	80.4	80.3	82.3	81.5	83.6	80.4	78.4	
Fur goods and miscellaneous apparel.....	75.5	75.6	76.3	76.3	76.5	74.8	78.8	82.6	83.7	82.0	82.4	76.8	79.8	78.6	76.0	
Miscellaneous fabricated textile products.....	169.2	168.2	166.8	167.9	167.3	167.8	174.2	178.3	176.9	173.5	171.1	158.7	169.2	169.2	161.2	
Paper and allied products.....	697.1	679.3	679.7	681.1	678.3	678.2	684.2	684.6	679.5	677.1	683.8	678.2	679.0	670.7	640.0	
Paper and pulp.....	226.4	219.9	220.5	219.9	219.4	218.9	220.3	220.0	218.9	219.7	223.5	225.1	223.2	218.8	213.0	
Paperboard.....	73.3	71.0	70.9	71.3	71.3	71.5	71.0	70.3	69.5	69.7	70.3	69.5	69.4	69.3	67.3	
Converted paper and paperboard products.....	179.6	175.2	176.1	175.7	174.4	173.8	175.7	176.0	175.0	173.7	175.3	171.4	172.3	170.7	159.3	
Paperboard containers and boxes.....	217.8	213.2	212.2	214.2	213.2	214.0	217.2	218.3	216.1	214.0	214.7	212.2	214.1	211.9	200.4	
Printing, publishing and allied industries.....	1,073.8	1,064.2	1,064.8	1,064.5	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	1,026.2	981.0	
Newspaper publishing and printing.....	366.1	364.4	362.4	361.8	359.9	358.3	361.2	359.5	358.4	356.8	353.3	354.1	353.7	353.8	345.6	
Periodical publishing and printing.....	75.5	76.0	75.3	75.0	74.6	74.6	74.2	74.0	73.5	73.9	73.3	72.6	73.0	70.1	70.1	
Books.....	95.9	96.5	96.3	95.2	93.4	92.1	90.1	89.8	89.1	90.8	89.9	88.8	88.4	81.1	81.1	
Commercial printing.....	339.9	336.3	338.2	339.4	335.3	334.9	335.2	333.3	332.6	330.5	327.3	325.5	326.7	326.2	310.5	
Bookbinding and related industries.....	57.6	57.0	56.9	56.7	56.1	55.8	56.3	56.2	55.9	56.5	57.9	56.5	55.5	54.9	51.2	
Other publishing and printing industries.....	137.3	135.1	134.8	135.0	135.5	134.2	135.4	134.6	133.3	131.8	131.9	131.1	129.5	130.0	122.6	
Chemicals and allied products.....	989.5	984.2	985.7	976.9	973.0	970.6	969.1	968.0	965.4	968.2	976.9	970.3	964.5	954.4	906.4	
Industrial chemicals.....	310.5	307.3	307.0	306.4	305.5	304.9	304.0	303.6	301.2	304.5	307.2	305.5	302.8	300.1	289.7	
Plastics materials and synthetics.....	207.0	204.2	205.1	202.8	206.5	208.6	210.1	209.9	209.8	212.2	215.1	214.1	210.8	208.5	194.5	
Drugs.....	134.3	134.3	133.4	132.1	131.5	131.8	130.5	129.8	128.9	128.5	130.8	130.1	127.5	126.9	118.1	
Soap, cleaners, and toilet goods.....	110.4	108.9	108.9	109.1	107.9	108.2	110.4	111.0	112.2	111.5	112.1	109.0	109.5	107.8	105.0	
Paints, varnishes, and allied products.....	69.2	67.5	67.1	66.9	66.4	66.1	66.0	66.5	66.6	67.2	68.9	68.6	68.2	66.7	66.0	
Agricultural chemicals.....	55.4	61.0	64.6	60.9	57.2	54.5	52.7	52.2	52.5	50.7	50.7	50.6	55.1	54.6	53.2	
Other chemical products.....	102.7	101.0	99.6	98.7	98.0	96.5	95.4	95.0	94.2	93.6	93.0	92.4	90.6	89.8	80.0	
Petroleum refining and related industries.....	184.8	182.3	181.2	178.5	178.8	178.4	180.3	182.0	182.8	185.4	188.2	190.1	186.4	182.8	182.0	
Petroleum refining.....	148.0	146.8	146.6	145.4	146.0	145.8	146.6	146.8	146.9	148.1	149.8	151.6	148.5	147.2	147.5	
Other petroleum and coal products.....	36.8	35.5	34.6	33.1	32.8	32.6	33.7	35.2	35.9	37.3	38.4	38.5	37.9	35.6	34.5	
Rubber and miscellaneous plastic products.....	484.3	475.1	523.3	524.5	527.2	532.3	536.6	534.7	529.3	523.2	520.5	509.6	514.2	513.4	471.5	
Tires and inner tubes.....	76.5	75.1	109.7	110.1	109.7	109.9	110.4	110.2	109.2	108.8	109.3	109.1	107.9	107.6	101.8	
Other rubber products.....	168.2	166.4	179.9	180.6	184.1	187.6	187.5	185.2	183.5	182.7	180.9	177.9	180.9	180.9	172.4	
Miscellaneous plastic products.....	239.6	233.6	233.7	233.8	233.4	234.8	238.7	239.3	236.6	231.7	230.3	222.6	225.4	224.9	197.4	
Leather and leather products.....	346.3	339.0	339.9	345.1	351.2	350.8	355.5	357.2	355.1	356.9	364.8	350.3	362.2	357.2	350.9	
Leather tanning and finishing.....	30.7	30.0	30.1	30.3	30.6	30.9	31.4	31.0	30.8	31.2	31.9	31.2	31.8	31.6	31.6	
Footwear, except rubber.....	225.9	222.5	222.8	226.2	231.2	231.9	235.4	234.9	233.3	235.7	242.0	234.6	240.7	237.2	233.4	
Other leather products.....	89.7	86.5	87.0	88.6	89.4	88.0	88.7	91.3	91.0	90.0	90.9	84.5	89.7	88.5	85.9	
Handbags and personal leather goods.....	33.2	34.1	35.1	36.3	35.6	36.1	37.8	37.7	36.7	37.0	33.3	36.0	35.9	35.4	35.4	
Transportation and public utilities																
Railroad transportation.....	4,274	4,221	4,148	4,168	4,153	4,162	4,200	4,208	4,198	4,218	4,154	4,171	4,180	4,137	4,033	
Class I railroads ²	695.8	694.0	692.3	694.5	697.9	714.6	712.3	715.6	720.6	728.3	730.4	727.6	717.4	734.8	734.8	
Class II railroads.....	605.4	603.6	602.2	603.7	607.8	619.5	620.5	623.7	628.4	636.2	638.4	635.2	624.9	640.1	640.1	
Local and interurban passenger transit.....	270.5	270.1	271.7	271.0	271.7	271.7	270.9	268.0	267.5	264.3	246.3	246.8	255.0	264.6	267.5	
Local and suburban transportation.....	79.3	79.3	80.9	80.8	80.9	80.9	80.5	81.4	81.0	79.6	79.9	79.9	80.7	82.1	82.1	
Taxis.....	109.0	109.7	110.4	110.4	110.4	109.6	107.3	105.8	104.5	104.0	104.5	105.6	107.5	109.1	109.1	
Intercity and rural bus lines.....	43.6	43.0	42.3	41.9	42.7	42.7	42.5	43.0	43.9	44.7	44.1	39.5	42.4	42.0	42.0	
Motor freight transportation and storage.....	1,022.8	960.0	1,000.4	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	1,008.5	963.2	963.2	
Public warehousing.....	82.2	76.9	80.3	82.7	83.6	87.7	91.3	88.9	82.8	81.5	79.5	79.8	81.6	80.5	80.5	
Air transportation.....	290.0	286.5	282.3	277.5	274.1	269.3	266.1	264.5	261.6	201.7	215.6	259.9	248.1	229.7	229.7	
Air transportation, common carriers.....	258.8	255.9	252.3	248.4	245.1	240.4	237.4	236.2	233.6	174.1	187.7	232.1	220.5	205.8	205.8	
Pipeline transportation.....	18.2	18.1	18.1	18.1	18.2	18.3	18.4	18.5	18.9	19.4	19.4	19.3	18.8	19.5	19.5	
Other transportation.....	329.5	328.8	314.9	314.3	321.5	319.2	322.6	315.5	326.7	325.5	330.9	320.4	320.5	312.7	312.7	
Communication.....	958.2	955.2	954.1	950.0	946.2	943.6	942.8	937.3	938.8	949.0	944.9	928.7	923.8	880.4	880.4	
Telephone communication.....	803.2	802.1	800.6	796.8	793.4	790.6	790.4	784.9	786.5	796.3	792.2	777.7	773.2	735.2	735.2	
Telegraph communication.....	33.9	33.6	33.5	33.3	33.6	33.3	33.6	33.3	33.2	33.1	33.5	33.6	33.2	33.0	31.8	
Radio and television broadcasting.....	114.8	113.2	113.7	113.3	113.2	113.1	112.8	112.9	112.9	112.9	112.9	112.8	111.5	111.3	107.1	
Electric, gas, and sanitary services.....	636.2	635.0	634.4	632.9	632.8	632.9	632.0	633.2	641.4	652.7	652.4	643.6	634.6	625.3	625.3	
Electric companies and systems.....	258.3	258.6	258.3	257.9	257.9	257.4	257.4	257.4	257.6	260.3	264.6	263.9	261.0	257.6	253.4	
Gas companies and systems.....	155.6	155.4	155.5	155.1	155.2	155.9	155.9	156.1	158.6	161.7	162.0	159.6	157.0	155.0	155.0	
Combined utility systems.....	178.1	177.4	177.4	177.1	176.9	177.1	176.9	177.1	179.7	182.8	182.8	180.1	177.9	177.9	176.5	
Water, steam, and sanitary systems.....	44.2	43.6	43.2	42.8	42.8	42.5	41.8	42.4	42.8	43.6	43.7	42.9	42.2	40.5	40.5	

See footnotes at end of table.

TABLE A-9. Employees in nonagricultural establishments, by industry¹—Continued

[In thousands]

Industry	1967						1966						Annual average		
	June ²	May ²	Apr. ²	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1966	1965
Wholesale and retail trade.....	13,620	13,480	13,394	13,317	13,205	13,322	14,241	13,599	13,285	13,253	13,224	13,225	13,239	13,220	12,683
Wholesale trade.....	3,569	3,519	3,517	3,504	3,496	3,509	3,554	3,533	3,521	3,498	3,521	3,511	3,473	3,459	3,317
Motor vehicles and automotive equip- ment.....		267.0	267.6	266.6	267.0	265.6	266.4	266.1	263.2	263.9	277.5	266.5	264.6	263.2	256.0
Drugs, chemicals, and allied products.....		210.9	210.9	210.7	209.3	209.9	211.9	212.2	210.5	208.9	208.9	209.0	207.8	207.1	198.2
Dry goods and apparel.....		153.1	153.5	154.7	152.9	152.6	151.9	152.7	151.2	150.5	150.1	148.6	148.3	148.2	141.1
Groceries and related products.....		507.1	503.9	501.7	499.9	506.4	525.4	523.8	529.5	515.1	517.4	532.1	530.2	515.3	509.5
Electrical goods.....		289.1	289.3	287.5	285.8	283.1	284.0	281.8	279.1	279.0	284.0	282.4	276.0	275.7	257.1
Hardware, plumbing, and heating goods.....		158.8	158.2	158.1	157.4	157.8	158.7	158.9	158.4	158.4	160.1	159.3	158.2	157.4	151.0
Machinery, equipment, and supplies.....		656.4	652.0	639.6	638.5	642.6	640.3	636.3	633.3	632.7	637.8	635.5	625.5	622.6	579.3
Miscellaneous wholesalers.....		1,196.0	1,197.2	1,197.5	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	1,173.5	1,124.8
Retail trade.....	10,051	9,961	9,877	9,813	9,709	9,813	10,687	10,066	9,864	9,755	9,703	9,714	9,766	9,761	9,366
General merchandise stores.....		1,950.5	1,929.1	1,931.0	1,893.5	1,990.4	2,339.3	2,160.8	2,009.0	1,938.9	1,892.3	1,885.5	1,907.2	1,975.0	1,875.1
Department stores.....		1,226.7	1,214.9	1,213.2	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	1,246.3	1,171.3
Mail order houses.....		111.7	112.7	114.3	117.7	129.5	154.4	146.0	129.9	119.8	116.1	114.5	114.0	123.8	119.3
Limited price variety stores.....		328.4	325.3	328.4	314.7	324.3	413.4	350.9	330.4	322.1	307.6	304.2	309.7	324.2	314.0
Food stores.....		1,597.0	1,592.5	1,592.3	1,592.2	1,585.8	1,615.2	1,585.2	1,577.0	1,555.5	1,542.2	1,548.9	1,549.8	1,553.0	1,473.5
Grocery, meat, and vegetable stores.....		1,407.6	1,408.0	1,405.8	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	1,375.6	1,299.6
Apparel and accessories stores.....		670.1	661.8	676.4	644.2	669.5	798.8	688.1	665.8	654.6	632.7	632.6	652.0	659.0	638.1
Men's and boys' apparel stores.....		111.6	110.9	111.8	111.0	117.8	143.0	114.7	110.3	108.3	106.3	106.7	109.3	111.2	105.0
Women's ready-to-wear stores.....		241.9	238.6	238.9	229.0	237.6	284.2	249.4	244.0	236.4	234.0	230.8	238.0	240.1	235.6
Family clothing stores.....		105.8	104.6	106.6	104.6	110.2	136.7	109.4	103.5	102.6	97.9	100.4	102.2	103.6	102.4
Shoe stores.....		133.8	132.6	139.8	125.6	129.1	148.3	133.7	129.8	131.3	123.3	124.1	127.8	129.0	123.9
Furniture and appliance stores.....		431.7	432.8	433.1	433.3	432.7	448.2	438.0	431.6	427.1	426.7	426.4	425.3	427.2	411.2
Furniture and home furnishings.....		274.0	273.9	274.8	274.6	275.2	285.8	280.2	275.2	273.3	272.8	274.7	274.3	273.6	265.4
Eating and drinking places.....		2,106.4	2,078.3	2,029.1	1,999.2	1,982.8	2,032.8	2,032.1	2,046.7	2,055.8	2,067.8	2,069.5	2,074.4	2,015.0	1,938.7
Other retail trade.....		3,205.0	3,182.5	3,151.2	3,146.4	3,152.3	3,261.2	3,161.8	3,133.6	3,122.7	3,141.0	3,151.5	3,157.5	3,131.8	3,029.5
Building materials and hardware.....		537.7	532.4	520.7	516.7	519.1	536.8	537.6	544.5	549.6	563.0	568.5	568.8	547.8	541.8
Auto dealers and service stations.....		1,505.1	1,502.1	1,485.0	1,479.6	1,486.6	1,499.5	1,488.1	1,477.5	1,477.6	1,485.4	1,490.6	1,479.6	1,470.8	1,425.5
Motor vehicle dealers.....		749.2	750.9	749.9	750.0	752.0	754.9	752.5	747.3	745.3	747.5	751.5	749.3	747.9	726.1
Other vehicle and accessory dealers.....		196.2	194.1	188.6	185.9	188.9	199.5	195.0	191.9	191.7	194.7	193.5	191.1	188.6	178.3
Gasoline service stations.....		559.7	557.1	546.5	543.7	545.7	545.1	540.6	538.3	540.6	543.2	545.6	539.2	534.3	521.1
Miscellaneous retail stores.....		1,162.2	1,148.0	1,145.5	1,150.1	1,146.4	1,224.9	1,136.1	1,111.6	1,095.5	1,092.6	1,092.4	1,109.1	1,113.1	1,062.2
Drug stores.....		438.0	437.8	437.0	440.8	443.0	464.2	430.4	425.6	418.4	415.1	414.3	416.5	420.2	401.0
Farm and garden supply stores.....		110.6	114.4	109.8	105.7	102.9	102.7	101.7	102.5	100.5	100.7	101.1	106.5	103.9	97.4
Fuel and ice dealers.....		105.9	108.5	114.3	116.9	117.7	116.9	113.5	109.7	104.3	102.9	102.9	104.0	110.0	108.9
Finance, insurance, and real estate.....	3,223	3,178	3,160	3,137	3,114	3,095	3,105	3,098	3,099	3,109	3,146	3,148	3,112	3,086	3,019
Banking.....		847.7	844.7	843.1	840.4	835.0	835.1	832.3	830.1	830.6	839.2	835.4	821.6	820.1	790.9
Credit agencies other than banks.....		340.1	338.9	337.9	335.5	334.7	334.8	333.2	333.0	333.6	337.5	337.3	334.4	333.9	326.8
Savings and loan associations.....		96.1	95.7	94.9	94.0	95.0	93.8	93.5	94.2	93.8	95.8	96.9	95.8	95.8	97.1
Personal credit institutions.....		185.5	184.8	185.1	184.1	182.5	183.3	182.2	181.2	181.9	182.9	181.3	180.0	179.9	171.8
Security dealers and exchanges.....		147.9	146.9	145.2	142.8	140.8	141.6	141.2	141.6	141.7	144.0	144.7	142.3	139.7	128.9
Insurance carriers.....		933.9	930.3	927.5	922.9	914.4	914.3	909.1	907.3	908.3	915.1	911.2	899.4	901.2	890.8
Life insurance.....		489.1	487.8	486.0	483.4	481.1	481.8	479.2	479.6	480.8	484.0	482.5	476.1	478.4	478.7
Accident and health insurance.....		73.2	72.9	72.4	70.8	68.1	67.0	66.0	65.0	63.7	64.0	62.7	60.4	61.0	54.5
Fire, marine, and casualty insurance.....		334.1	332.5	332.0	331.3	327.6	327.4	325.8	324.0	324.7	327.1	325.2	322.0	321.8	315.7
Insurance agents, brokers, and services.....		245.4	245.1	244.3	243.6	240.8	243.4	242.2	240.7	241.4	244.2	243.7	242.2	240.3	233.1
Real estate.....		580.8	572.0	557.1	547.6	547.6	554.6	558.0	565.1	571.6	583.4	593.4	590.2	569.1	569.0
Operative builders.....		40.0	38.4	36.6	34.6	34.4	35.5	36.7	39.1	40.1	43.2	44.2	45.5	42.3	46.9
Other finance, insurance, and real estate.....		82.3	82.0	81.9	80.7	81.2	81.5	81.7	81.5	81.9	82.6	82.5	81.7	81.5	79.7
Services and miscellaneous.....	10,201	10,085	9,985	9,841	9,750	9,672	9,733	9,739	9,751	9,707	9,772	9,782	9,702	9,582	9,098
Hotels and lodging places.....		661.2	645.8	621.5	614.1	605.1	609.5	620.8	645.1	687.9	789.5	789.5	702.7	665.1	653.8
Hotels, tourist courts, and motels.....		594.4	584.8	565.3	558.8	549.9	552.2	562.4	583.0	612.2	650.9	653.1	624.4	589.9	578.8
Personal services.....		1,014.7	1,012.6	1,008.0	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	1,003.5	982.2
Laundries, cleaning and dyeing plants.....		549.9	548.8	545.6	541.8	543.3	548.5	552.2	555.6	552.7	561.1	565.6	565.2	552.0	546.5
Miscellaneous business services.....		1,290.6	1,285.4	1,269.3	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	1,207.1	1,102.2
Advertising.....		114.3	113.9	114.3	113.4	112.9	112.8	113.2	114.1	114.7	116.3	114.8	113.5	113.3	111.6
Credit reporting and collecting agencies.....		69.7	69.2	68.6	68.1	67.9	68.9	68.9	68.6	67.7	68.2	68.7	68.5	68.0	65.6
Motion pictures.....		184.6	178.2	168.7	172.6	175.5	183.4	185.0	187.3	190.7	199.8	202.1	192.7	185.4	183.3
Motion picture filming and distrib- uting.....		48.4	46.5	46.5	51.9	54.2	58.5	57.6	55.6	52.8	55.9	58.5	52.3	53.0	48.2
Motion picture theaters and services.....		136.2	131.7	122.2	120.7	121.3	124.9	127.4	131.7	137.9	143.9	143.6	140.4	132.4	135.1
Medical and other health services.....		2,422.4	2,406.4	2,390.7	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	2,234.5	2,087.8
Hospitals.....		1,554.6	1,544.7	1,535.0	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	1,444.7	1,364.5
Legal services.....		199.2	199.3	199.0	198.5	197.8	200.6	199.4	198.8	198.6	201.0	202.3	196.0	194.4	182.7
Educational services.....		1,111.8	1,109.2	1,108.6	1,100.1	1,089.3	1,091.3	1,092.3	1,069.0	973.7	873.2	886.1	965.3	1,007.0	933.2
Elementary and secondary schools.....		355.3	354.4	353.7	353.1	352.4									

TABLE A-9. Employees in nonagricultural establishments, by industry ¹—Continued

[In thousands]

Industry	1967						1966						Annual average		
	June 2	May 2	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1966	1965
Government	11,586	11,559	11,527	11,498	11,418	11,311	11,442	11,285	11,139	10,885	10,507	10,557	10,906	10,850	10,091
Federal Government 4	2,752	2,690	2,683	2,669	2,652	2,643	2,769	2,641	2,612	2,589	2,641	2,637	2,592	2,565	2,378
Executive		2,657.2	2,650.4	2,635.7	2,619.7	2,609.3	2,736.4	2,608.2	2,579.3	2,556.4	2,608.0	2,604.2	2,559.8	2,533.3	2,346.7
Department of Defense		1,103.0	1,100.4	1,098.1	1,092.7	1,084.3	1,076.3	1,071.7	1,057.4	1,042.8	1,055.4	1,050.7	1,034.8	1,023.6	938.5
Post Office Department		697.8	696.9	693.1	689.4	697.2	837.8	706.3	689.6	682.0	689.4	683.1	673.6	680.9	614.2
Other agencies		856.4	853.1	844.5	837.6	827.8	822.3	830.2	832.3	831.6	863.2	870.4	851.4	828.7	793.9
Legislative		26.9	26.7	26.5	26.4	27.0	26.0	26.4	26.2	26.5	27.1	27.0	26.6	26.0	25.4
Judicial		6.3	6.3	6.3	6.2	6.2	6.1	6.2	6.1	6.1	5.9	5.9	5.9	6.0	5.9
State and local government 5	8,834	8,869	8,844	8,829	8,766	8,668	8,673	8,644	8,527	8,296	7,866	7,920	8,314	8,284	7,713
State government		2,312.0	2,307.2	2,300.0	2,280.5	2,257.3	2,249.7	2,247.4	2,219.0	2,147.6	2,091.4	2,112.4	2,156.7	2,152.0	1,995.9
State education		896.7	897.9	894.3	881.8	867.5	867.6	869.3	843.2	736.4	656.2	679.6	756.7	774.9	679.1
Other state government		1,415.3	1,409.3	1,405.7	1,398.7	1,389.8	1,382.1	1,378.1	1,375.8	1,411.2	1,435.2	1,432.8	1,400.0	1,377.1	1,316.8
Local government		6,556.6	6,536.9	6,528.5	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	6,132.4	5,717.4
Local education		3,755.9	3,756.6	3,760.8	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	3,412.9	3,119.9
Other local government		2,800.7	2,780.3	2,767.7	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	2,719.6	2,597.5

¹ 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.

² Preliminary.

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

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

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

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

TABLE A-10. Production or nonsupervisory workers in nonagricultural establishments, by industry¹

[In thousands]

Industry	1967							1966							Annual average	
	June ¹	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1966	1965	
Total private.....	45,304	44,653	44,314	44,020	43,786	43,977	45,423	45,081	45,083	45,011	44,997	44,757	44,775	44,163	42,248	
Mining.....	488	476	475	468	467	474	485	487	490	496	506	502	504	488	494	
Metal mining.....		72.3	72.10	72.3	71.9	70.8	71.2	71.2	70.9	72.5	73.5	72.8	73.3	71.3	69.5	
Iron ores.....		22.0	21.8	21.9	21.8	21.1	21.6	21.8	21.8	22.3	22.2	21.7	22.4	21.4	21.8	
Copper ores.....		27.3	27.3	27.4	27.2	27.0	26.7	26.2	26.5	26.9	27.3	27.0	27.0	26.6	24.8	
Coal mining.....		120.7	121.8	123.1	124.3	124.4	124.9	124.5	124.5	124.2	124.0	121.0	123.8	120.7	124.1	
Bituminous.....		113.8	114.9	116.1	117.1	117.4	117.8	117.4	117.4	117.0	116.8	114.3	116.5	113.2	115.3	
Crude petroleum and natural gas.....		182.6	184.2	181.1	182.1	188.1	192.4	190.6	191.3	193.9	201.9	202.1	201.7	196.5	202.6	
Crude petroleum and natural gas fields.....		80.3	80.5	80.5	80.4	80.7	81.2	81.4	82.0	84.4	87.0	87.3	86.9	84.5	88.4	
Oil and gas field services.....		102.3	103.7	100.6	101.7	107.4	111.2	109.2	109.3	109.5	114.9	114.8	114.8	112.0	114.2	
Quarrying and nonmetallic mining.....		100.5	96.7	91.3	88.9	90.2	96.5	100.7	103.0	105.2	106.4	106.5	105.4	99.7	98.0	
Crushed and broken stone.....		36.4	34.7	31.9	30.6	31.0	34.1	35.5	36.7	37.5	38.0	37.9	37.5	35.1	34.9	
Contract construction.....	2,858	2,684	2,579	2,402	2,348	2,431	2,631	2,812	2,950	3,026	3,141	3,122	3,026	2,789	2,707	
General building contractors.....		868.6	841.2	803.5	792.3	825.3	890.6	930.7	959.3	977.3	1,017.3	1,004.4	975.0	911.0	856.2	
Heavy construction.....		551.8	504.0	430.9	412.8	424.7	485.3	584.1	648.4	667.9	689.9	690.5	665.7	566.2	555.8	
Highway and street construction.....		290.2	245.4	186.1	174.1	178.6	223.4	299.0	348.8	364.3	374.9	374.4	360.2	287.7	288.5	
Other heavy construction.....		261.6	258.6	244.8	238.7	246.1	261.9	285.1	299.6	303.6	315.0	316.1	305.5	278.5	267.3	
Special trade contractors.....	1,263.4	1,234.1	1,167.9	1,143.1	1,181.3	1,255.3	1,297.3	1,297.3	1,342.2	1,380.7	1,433.8	1,427.3	1,385.5	1,311.8	1,294.5	
Plumbing, heating, air conditioning.....		284.7	283.9	283.5	286.1	292.1	297.2	302.2	306.1	309.6	312.1	312.9	306.0	300.6	297.3	
Painting, paperhanging, decorating.....		116.4	107.9	97.4	91.6	92.9	109.5	119.9	131.9	137.5	145.3	141.8	133.3	122.9	127.6	
Electrical work.....		193.5	193.1	189.6	190.1	194.1	197.2	199.8	201.2	206.4	211.1	206.4	200.2	195.8	186.0	
Masonry, plastering, stone and tile work.....		195.4	189.5	179.5	168.7	172.7	185.8	194.4	208.2	217.4	234.3	231.8	227.7	209.4	216.5	
Roofing and sheet metal work.....		90.1	88.1	80.9	77.1	83.4	91.3	94.9	96.1	95.5	97.1	96.2	93.9	90.1	89.5	
Manufacturing.....	14,159	13,991	14,039	14,128	14,180	14,233	14,440	14,548	14,581	14,582	14,417	14,159	14,351	14,199	13,413	
Durable goods.....	8,260	8,210	8,221	8,292	8,333	8,372	8,482	8,527	8,530	8,501	8,304	8,277	8,419	8,301	7,702	
Nondurable goods.....	5,899	5,781	5,809	5,836	5,847	5,861	5,958	6,021	6,051	6,081	6,113	5,882	5,932	5,898	5,711	
Durable goods.....																
Ordnance and accessories.....	145.6	142.6	142.4	142.6	141.4	138.4	135.1	132.6	129.3	126.6	122.8	120.2	119.1	120.4	96.0	
Ammunition, except for small arms.....	97.5	94.2	94.2	93.8	92.8	90.2	87.0	86.0	83.9	82.6	79.4	77.2	76.7	78.5	63.6	
Sighting and fire control equipment.....		7.1	7.0	6.8	6.5	6.3	6.4	6.3	6.3	6.2	6.2	6.2	6.0	5.9	5.0	
Other ordnance and accessories.....	40.9	41.3	41.2	42.0	42.1	41.9	41.7	40.3	39.1	37.8	37.2	36.8	36.4	35.9	27.4	
Lumber and wood products, except furniture.....	538.2	517.7	510.2	508.8	508.6	509.4	516.5	532.1	541.0	552.6	570.0	568.5	573.9	543.8	535.4	
Sawmills and planing mills.....	224.3	216.8	213.8	213.6	213.1	212.7	214.6	219.4	222.6	228.9	235.2	234.6	237.0	227.2	229.3	
Millwork, plywood, related products.....	131.1	127.0	126.4	124.7	122.4	122.8	126.2	129.6	134.0	138.1	144.3	145.6	146.4	137.9	137.0	
Wooden containers.....	32.2	32.1	31.6	31.9	32.0	32.1	31.7	31.4	31.4	31.5	32.8	32.2	33.3	31.7	31.0	
Miscellaneous wood products.....	61.2	62.1	64.1	64.7	64.5	64.2	65.1	66.0	65.6	66.0	66.9	66.2	66.9	65.5	62.6	
Furniture and fixtures.....	369.0	364.8	366.5	371.1	374.4	377.0	386.4	389.5	387.9	386.9	387.6	374.4	380.5	378.4	356.2	
Household furniture.....	267.8	266.4	268.8	272.2	275.3	276.8	284.5	287.4	286.7	286.2	286.6	278.4	282.5	281.5	265.0	
Office furniture.....		26.7	27.0	27.3	27.5	27.5	27.6	27.5	26.8	26.5	26.2	26.3	24.9	25.6	23.1	
Partitions; office and store fixtures.....		34.5	34.7	34.7	34.6	35.3	35.5	35.4	35.1	35.3	36.3	34.4	35.3	34.2	32.2	
Other furniture and fixtures.....	38.6	37.2	36.0	36.9	37.0	37.4	38.8	39.2	39.3	38.9	38.5	35.3	37.8	37.1	35.9	
Stone, clay, and glass products.....	505.7	494.8	491.9	486.6	481.0	486.2	499.6	512.2	517.4	525.7	533.2	532.7	529.7	514.8	503.9	
Flat glass.....		23.6	24.0	25.3	24.8	25.6	26.0	26.0	25.6	25.3	25.2	25.4	25.9	25.9	26.1	
Glass and glassware, pressed or blown.....	107.4	105.5	105.6	105.7	105.3	106.1	107.1	108.6	108.2	110.1	110.2	109.4	109.9	106.9	100.6	
Cement, hydraulic.....	29.4	27.9	27.8	26.6	25.7	26.5	27.5	29.0	29.5	29.9	30.9	30.9	30.3	29.0	29.4	
Structural clay products.....	56.1	54.2	53.2	51.8	50.4	50.9	53.9	55.8	57.0	58.9	60.6	61.9	61.6	58.4	58.7	
Pottery and related products.....		34.6	35.3	35.8	35.9	35.6	36.4	37.2	37.4	37.6	37.0	35.4	37.2	37.0	37.0	
Concrete, gypsum, plaster products.....	137.5	134.4	131.0	125.5	122.6	124.5	130.0	135.5	139.2	142.8	146.1	146.9	145.6	137.9	137.2	
Other stone and mineral products.....	98.2	96.0	96.3	96.9	96.8	97.1	98.7	99.9	100.6	101.2	103.5	103.4	99.8	100.0	97.0	
Primary metal industries.....	1,041.5	1,038.1	1,041.9	1,056.8	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	1,080.5	1,057.8	
Blast furnace and basic steel products.....	504.8	503.2	505.3	509.5	512.6	515.7	515.8	521.7	527.6	537.2	545.8	553.6	551.8	528.7	538.0	
Iron and steel foundries.....	192.0	191.0	190.7	195.0	199.7	203.7	202.0	201.9	201.7	202.0	202.8	201.4	204.5	201.7	193.9	
Nonferrous smelting and refining.....	62.1	61.9	62.0	62.2	62.3	62.0	61.6	60.8	60.1	60.3	60.2	61.3	60.7	60.0	57.3	
Nonferrous rolling, drawing, and extruding.....	155.4	155.8	156.7	160.0	162.3	163.2	164.4	164.0	164.1	164.4	162.0	158.7	160.4	160.9	149.4	
Nonferrous foundries.....	71.5	70.5	71.0	73.1	74.3	74.8	75.3	74.1	73.7	75.1	74.4	72.0	74.4	73.4	67.5	
Miscellaneous primary metal industries.....	55.7	55.7	56.2	57.0	57.3	57.7	57.7	57.1	56.2	56.0	55.0	55.2	56.5	55.8	51.6	
Fabricated metal products.....	1,058.4	1,041.9	1,043.3	1,047.5	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	1,052.4	982.4	
Metal cans.....	56.5	55.1	54.8	53.5	52.4	51.7	52.2	52.3	52.6	54.6	56.2	56.2	55.4	53.3	50.7	
Cutlery, hand tools, general hardware.....				126.2	129.6	130.9	132.6	132.5	132.0	131.1	126.8	121.1	127.7	128.9	122.8	
Heating equipment and plumbing fixtures.....	125.4	124.2	125.0	126.2	129.0	130.9	132.6	132.5	132.0	131.1	126.8	121.1	127.7	128.9	122.8	
Fabricated structural metal products.....	58.5	57.4	56.4	57.0	56.9	58.0	59.2	59.9	60.3	60.2	60.3	58.6	60.2	60.0	59.1	
Screw machine products, bolts, etc.....	295.9	286.1	285.9	282.4	284.1	285.7	291.0	293.7	295.2	299.0	301.1	300.5	297.7	290.5	271.3	
Screw machine products, bolts, etc.....	90.1	89.5	90.5	92.1	92.3	92.1	91.8	90.2	88.2	86.8	85.5	84.7	86.0	85.7	77.4	
Metal stampings.....	194.9	194.6	192.6	195.0	199.0	201.8	206.5	207.5	204.6	197.9	186.8	176.8	190.7	194.6	180.8	
Coating, engraving, and allied services.....	69.3	68.1	68.9	69.7	69.5	69.4	70.8	72.1	72.0	70.8	71.0	68.5	71.9	70.0	64.4	
Miscellaneous fabricated wire products.....	53.8	53.7	54.9	56.2	56.4	56.6	56.9	57.0	56.0	55.3	55.3	55.1	55.0	54.7	50.4	
Miscellaneous fabricated metal products.....	114.0	113.2	114.3	115.4	116.4	117.2	117.7	118.8	116.4	115.4	114.9	113.7	116.3	114.6	105.5	

See footnotes at end of table.

TABLE A-10. Production or nonsupervisory workers in nonagricultural establishments, by industry¹—Continued

[In thousands]

Industry	1967						1966								Annual average	
	June	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1966	1965	
Manufacturing—Continued																
Durable goods—Continued																
Machinery.....	1,348.4	1,346.6	1,356.0	1,363.9	1,361.8	1,362.6	1,356.9	1,333.3	1,333.4	1,332.3	1,325.3	1,323.7	1,325.7	1,314.0	1,208.3	
Engines and turbines.....	69.1	68.8	69.6	70.3	69.7	69.9	64.0	58.2	67.9	69.0	68.5	67.5	65.3	65.7	61.4	
Farm machinery and equipment.....	113.3	115.6	117.1	117.1	115.6	113.7	111.8	107.7	105.9	106.0	104.5	106.7	110.1	108.0	98.6	
Construction and related machinery.....	185.2	184.8	185.1	186.3	186.7	188.1	189.7	189.3	189.7	191.4	190.7	192.9	192.5	188.2	175.1	
Metalworking machinery and equipment.....	259.8	260.3	263.1	264.8	264.0	263.1	262.0	258.0	255.7	255.6	253.0	252.7	253.8	252.0	229.6	
Special industry machinery.....	137.1	137.1	139.9	140.4	140.9	141.2	141.5	140.8	141.0	141.2	140.7	139.9	140.5	139.5	132.9	
General industrial machinery.....	191.1	188.9	190.6	187.7	189.2	193.4	193.2	191.1	189.4	188.3	186.8	187.2	188.2	187.0	174.5	
Office, computing, and accounting machines.....	134.9	134.8	132.9	135.7	135.3	135.1	134.2	132.3	131.0	130.2	129.1	127.1	125.6	126.7	111.7	
Service industry machines.....	85.3	84.4	84.3	84.5	83.5	83.3	84.3	82.4	81.2	81.1	83.7	82.1	83.2	81.1	78.5	
Miscellaneous machinery.....	173.9	174.2	174.9	177.1	176.9	175.1	176.2	173.5	171.6	169.5	168.3	167.6	166.5	166.0	146.0	
Electrical equipment and supplies.....	1,246.1	1,271.7	1,290.2	1,324.4	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	1,316.0	1,139.8	
Electric distribution equipment.....	138.4	138.1	139.1	137.8	137.0	137.4	137.5	136.2	138.3	137.2	136.8	134.2	133.7	132.1	116.0	
Electrical industrial apparatus.....	154.8	154.9	156.2	159.2	160.8	161.9	156.6	154.6	157.9	156.0	157.8	155.0	154.8	152.2	134.7	
Household appliances.....	138.8	137.9	137.2	140.7	143.7	146.6	153.5	150.0	153.5	148.6	144.4	144.4	143.0	143.8	130.6	
Electric lighting and wiring equipment.....	146.1	145.6	146.9	145.7	147.9	150.8	151.8	151.2	153.5	152.6	150.7	148.3	152.1	149.2	134.0	
Radio and TV receiving sets.....	96.8	113.0	116.9	132.7	141.2	149.2	154.8	158.1	154.2	148.8	141.2	128.6	128.8	135.1	107.1	
Communication equipment.....	248.2	247.8	247.6	247.4	246.2	235.4	234.4	244.5	241.9	240.3	236.8	233.0	234.9	233.6	209.0	
Electronic components and accessories.....	240.5	251.1	263.5	276.4	284.4	291.9	295.7	297.0	298.0	295.8	295.9	289.3	293.5	287.3	231.1	
Miscellaneous electrical equipment and supplies.....	82.5	83.3	82.8	84.5	85.7	87.5	89.3	88.5	88.0	86.3	81.8	79.7	81.6	82.8	77.3	
Transportation equipment.....	1,370.4	1,365.6	1,354.2	1,369.8	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	1,354.9	1,238.1	
Motor vehicles and equipment.....	495.6	493.9	493.0	492.4	488.4	488.1	492.4	486.4	475.9	468.0	458.2	451.7	438.1	448.0	357.0	
Ship and boat building and repairing.....	137.9	140.6	136.1	139.5	139.6	139.7	135.6	141.5	137.8	142.5	144.1	141.5	141.5	142.6	133.0	
Railroad equipment.....	43.0	44.6	44.8	46.0	47.3	48.9	48.8	48.0	48.3	47.4	46.1	47.2	47.0	47.0	43.6	
Other transportation equipment.....	48.2	47.6	45.6	43.2	38.4	41.7	45.2	46.7	46.8	48.2	48.4	50.5	46.3	45.0		
Instruments and related products.....	285.3	282.3	284.6	286.1	285.3	285.5	285.8	283.7	282.4	279.8	279.4	274.9	277.4	274.5	247.3	
Engineering and scientific instruments.....	41.1	41.3	41.3	41.3	40.9	40.8	40.5	40.2	40.0	39.0	38.9	38.1	38.3	38.5	35.9	
Mechanical measuring and control devices.....	67.9	67.2	68.3	69.0	69.1	70.3	70.8	70.9	70.6	70.6	70.4	70.0	70.3	69.1	64.5	
Optical and ophthalmic goods.....	35.9	36.1	36.2	36.8	36.3	36.4	36.1	36.5	35.7	35.6	35.1	34.0	35.0	35.2	32.6	
Ophthalmic goods.....	25.5	25.6	26.2	25.9	25.8	25.6	25.6	26.0	25.6	25.4	25.5	24.8	25.6	25.4	23.6	
Surgical, medical, and dental equipment.....	48.1	47.9	48.1	47.9	47.4	47.0	47.2	47.0	46.7	46.2	46.4	45.6	45.4	45.2	39.7	
Photographic equipment and supplies.....	56.4	57.0	57.0	57.5	57.5	58.3	58.3	57.4	56.8	57.6	57.6	57.3	57.7	56.2	49.0	
Watches and clocks.....	33.6	33.7	34.1	34.1	34.1	33.5	32.9	30.8	32.0	31.6	31.0	29.9	30.7	30.3	25.8	
Miscellaneous manufacturing industries.....	351.8	344.3	339.9	334.6	332.7	329.7	347.8	376.2	378.5	372.0	366.7	343.6	358.3	351.6	336.9	
Jewelry, silverware, and plated ware.....	39.2	39.1	39.3	39.2	39.0	38.7	39.7	39.8	38.8	37.9	38.0	34.9	38.1	37.8	35.8	
Toys, amusement, and sporting goods.....	98.7	93.5	87.2	84.2	81.9	94.3	117.3	120.2	117.3	111.5	101.2	105.3	101.6	98.4		
Pens, pencils, office and art materials.....	26.5	26.6	26.5	26.4	26.2	26.6	26.6	26.7	26.9	26.9	26.9	26.7	26.8	26.3	24.9	
Costume jewelry, buttons, and notions.....	46.5	46.0	45.8	46.5	45.8	47.7	49.6	49.7	48.5	49.6	45.4	48.5	47.6	46.1		
Other manufacturing industries.....	135.0	133.5	134.5	135.9	136.6	137.1	139.5	142.8	143.1	141.4	140.7	135.4	139.6	138.3	131.6	
Musical instruments and parts.....	21.2	20.6	21.7	22.3	22.2	23.1	22.8	22.9	22.6	22.6	22.2	22.0	22.0	22.4	20.5	
Nondurable goods																
Food and kindred products.....	1,170.1	1,117.8	1,099.0	1,101.3	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	1,166.3	1,155.1	
Meat products.....	262.0	253.2	249.1	252.7	253.3	256.6	264.0	265.5	265.6	262.9	263.5	261.1	254.9	255.1	251.8	
Dairy products.....	132.0	126.3	124.2	122.1	120.5	120.8	122.0	123.8	123.8	127.2	133.4	135.6	133.7	127.0	131.0	
Canned and preserved food, except meats.....	199.4	192.8	190.5	187.3	192.0	211.8	242.7	280.1	335.8	336.2	260.9	213.7	234.0	220.1		
Grain mill products.....	90.3	87.2	86.1	86.6	85.8	86.7	86.8	85.3	87.9	88.8	90.3	90.5	89.7	86.9	88.2	
Bakery products.....	169.6	165.3	163.1	164.2	163.2	162.8	164.2	166.1	164.0	167.3	157.1	166.6	163.0	165.8		
Sugar.....	23.4	21.0	22.8	26.1	32.7	38.4	44.6	41.7	26.6	23.5	23.3	22.9	29.7	29.4		
Confectionery and related products.....	56.6	56.2	56.3	59.0	60.7	62.0	69.1	69.8	66.9	64.5	62.1	56.1	57.7	62.1	61.9	
Beverages.....	124.0	118.0	116.6	113.5	111.1	112.3	116.3	118.8	120.6	121.7	124.2	126.0	122.7	117.1	113.3	
Miscellaneous food and kindred products.....	88.6	88.8	89.8	89.9	90.5	91.1	93.8	94.2	93.3	91.7	90.5	89.8	89.9	91.5	93.4	
Tobacco manufactures.....	63.5	62.9	63.5	65.1	69.4	76.0	79.5	79.1	82.2	82.1	75.5	61.7	62.6	71.3	74.6	
Cigarettes.....	32.9	32.9	32.7	32.7	32.7	32.8	32.7	32.7	32.4	32.7	32.8	32.5	32.2	32.1	32.1	
Cigars.....	20.0	20.4	20.7	20.7	20.7	20.5	20.8	20.8	20.9	20.6	20.4	19.5	21.0	20.7	22.6	
Textile mill products.....	838.7	825.6	827.9	831.7	830.0	835.0	845.0	851.4	854.0	855.5	862.5	843.7	861.6	848.0	823.1	
Cotton broad woven fabrics.....	217.6	216.6	217.1	218.7	218.3	220.5	221.4	220.9	219.6	218.7	219.4	219.3	220.0	218.1	210.5	
Silk and synthetic broad woven fabrics.....	84.3	83.4	83.4	84.2	85.0	85.7	86.5	86.4	86.5	86.9	87.4	86.3	86.8	86.1	82.9	
Weaving and finishing broad woolsens.....	38.6	37.4	37.5	37.2	37.2	37.0	36.5	36.4	36.9	38.2	39.3	39.1	39.9	38.5	38.8	
Narrow fabrics and smallwares.....	28.4	28.4	28.5	28.6	28.7	29.0	29.1	29.0	28.8	28.5	28.3	27.1	28.3	28.1	26.2	
Knitting.....	208.9	203.2	201.2	200.0	195.9	195.3	201.4	208.9	212.8	214.0	217.2	209.5	217.3	209.7	205.8	
Finishing textiles, except wool and knit.....	64.5	61.2	63.4	63.8	64.0	64.2	65.0	64.4	63.8	63.9	64.4	63.9	65.0	64.2	64.5	
Floor covering.....	33.9	33.8	34.1	34.6	35.0	35.7	35.7	35.7	35.7	35.3	34.9	32.2	33.6	34.5	33.7	
Yarn and thread.....	104.1	102.7	103.2	104.0	105.0	106.4	107.0	107.1	107.6	108.0	109.6	106.1	108.5	106.9	101.0	
Miscellaneous textile goods.....	57.9	58.8	59.8	61.1	61.3	61.9	62.4	62.6	62.3	62.0	62.0	60.0	62.2	62.0	59.7	

See footnotes at end of table.

TABLE A-10. Production or nonsupervisory workers in nonagricultural establishments, by industry¹—Continued

[In thousands]

Industry	1967					1966										Annual average	
	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1966	1965		
Manufacturing—Continued																	
<i>Nondurable goods—Continued</i>																	
Apparel and related products.....	1,233.4	1,220.7	1,217.1	1,238.3	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	1,240.0	1,205.1		
Men's and boys' suits and coats.....	107.8	106.9	105.5	106.8	107.2	107.8	108.4	107.6	107.1	107.9	107.7	102.7	110.7	107.7	106.4		
Men's and boys' furnishings.....	330.0	325.4	325.4	327.3	328.0	329.2	330.0	331.7	333.4	334.9	337.3	325.0	337.7	331.1	318.2		
Women's, misses', and juniors' outerwear.....	376.9	376.5	376.5	387.8	392.7	380.2	379.1	383.8	385.2	383.3	389.0	368.6	385.3	381.0	375.1		
Women's and children's undergarments.....	110.9	111.1	112.0	112.8	113.2	111.9	114.4	116.9	116.5	115.1	114.5	106.1	112.4	111.7	106.8		
Hats, caps, and millinery.....	74.4	72.3	70.4	69.8	73.0	71.3	70.2	71.7	71.6	71.5	73.5	72.7	74.9	71.9	70.2		
Fur goods and miscellaneous apparel.....	65.8	65.9	66.4	66.5	64.7	68.6	72.0	73.0	71.4	71.7	66.5	69.4	68.2	65.9			
Miscellaneous fabricated textile products.....	143.8	142.4	141.4	142.5	142.1	142.1	148.5	152.5	151.5	147.9	145.0	132.9	143.4	143.6	136.7		
Paper and allied products.....	541.4	526.3	526.5	527.8	525.9	526.4	532.1	533.5	528.7	526.5	533.5	527.8	529.8	521.9	498.5		
Paper and pulp.....	178.8	172.4	173.0	172.7	172.5	172.0	173.5	173.4	172.0	173.2	176.5	178.0	177.0	172.8	169.1		
Paperboard.....	57.0	55.5	55.5	55.6	55.6	55.7	55.4	55.3	54.6	54.9	55.2	54.9	54.9	54.4	53.4		
Converted paper and paperboard products.....	131.8	128.8	129.5	129.2	128.3	127.7	129.1	129.5	128.8	127.3	128.8	125.7	126.5	125.3	116.6		
Paperboard containers and boxes.....	173.8	169.6	168.5	170.3	169.5	171.0	174.1	175.3	173.3	171.1	172.0	169.2	171.4	169.4	159.3		
Printing, publishing, and allied industries.....	679.4	673.3	674.6	675.2	670.0	665.8	670.9	666.2	664.0	661.4	657.8	653.2	653.0	652.4	621.8		
Newspaper publishing and printing.....	182.3	183.3	181.8	181.7	180.3	179.4	182.9	181.7	181.3	181.2	177.7	178.0	178.2	178.9	175.6		
Periodical publishing and printing.....	25.9	26.4	26.5	26.3	26.1	26.3	26.1	25.9	25.8	25.7	25.2	25.4	25.4	25.8	25.4		
Books.....	58.6	59.4	59.3	58.5	57.3	56.3	55.0	54.7	54.7	56.5	55.9	55.3	55.3	54.8	49.9		
Commercial printing.....	266.9	263.9	265.2	266.1	262.8	262.3	263.3	261.7	261.4	259.6	256.5	254.8	256.2	255.9	242.8		
Bookbinding and related industries.....	47.6	47.1	47.0	46.9	46.5	46.1	46.5	46.5	46.3	47.0	48.3	46.9	46.3	45.4	41.8		
Other publishing and printing industries.....	97.6	94.9	94.8	94.7	95.6	94.6	95.6	95.2	94.4	93.1	93.1	92.4	91.6	91.6	86.3		
Chemicals and allied products.....	584.4	583.9	588.2	579.8	578.0	576.6	576.4	576.4	575.2	576.6	583.5	577.8	579.8	570.5	545.3		
Industrial chemicals.....	172.7	171.5	173.0	172.2	172.2	172.0	171.2	170.9	168.8	171.4	172.9	171.8	171.7	169.6	166.4		
Plastics materials and synthetics.....	134.7	132.7	133.2	130.7	134.8	136.7	138.6	138.9	138.8	139.9	142.1	141.2	140.5	139.4	131.3		
Drugs.....	70.3	70.3	69.9	69.0	68.7	68.9	68.3	67.9	67.3	67.3	69.2	68.7	68.0	65.8	61.7		
Soap, cleaners, and toilet goods.....	66.3	65.4	65.3	65.7	64.8	65.2	67.1	68.0	69.6	68.7	68.6	66.3	67.5	65.7	64.4		
Paints, varnishes, and allied products.....	38.3	36.8	36.6	36.7	36.3	36.3	36.4	36.7	36.9	37.4	39.0	38.7	38.5	37.2	36.9		
Agricultural chemicals.....	35.4	41.5	45.3	41.9	37.9	35.4	33.7	33.1	33.6	31.8	31.6	31.5	35.7	35.4	34.6		
Other chemical products.....	66.7	65.7	64.9	63.6	63.3	62.1	61.1	60.9	60.2	60.1	60.1	59.6	57.9	57.3	50.0		
Petroleum refining and related industries.....	116.5	114.6	113.3	110.9	111.3	111.0	112.9	114.2	114.7	116.2	118.2	118.2	117.0	113.9	112.4		
Petroleum refining.....	90.2	89.4	89.0	88.1	88.7	88.6	89.3	89.2	88.8	89.3	90.4	90.3	89.6	88.7	88.3		
Other petroleum and coal products.....	26.3	25.2	24.3	22.8	22.6	22.4	23.6	25.0	25.9	26.9	27.8	27.9	27.4	25.2	24.1		
Rubber and miscellaneous plastic products.....	371.4	362.8	405.0	406.3	410.3	415.5	420.0	419.1	414.7	409.2	406.1	395.1	400.5	400.5	366.6		
Tire and inner tubes.....	49.5	48.3	77.5	77.9	77.7	78.1	78.5	78.3	77.4	77.2	77.4	77.3	76.6	76.3	72.7		
Other rubber products.....	130.7	129.0	141.3	142.0	145.7	149.1	149.0	147.2	146.0	145.0	143.0	140.0	143.2	143.5	136.4		
Miscellaneous plastic products.....	191.2	185.5	186.2	186.4	186.8	188.3	192.5	193.6	191.3	187.0	185.7	177.8	180.7	180.8	157.5		
Leather and leather products.....	299.8	292.6	293.6	299.1	304.4	304.7	310.2	312.0	310.3	312.4	319.9	306.0	317.9	312.9	308.3		
Leather tanning and finishing.....	26.7	26.0	26.1	26.4	26.7	26.9	27.4	27.1	26.9	27.2	27.9	27.2	27.8	27.6	27.5		
Footwear, except rubber.....	198.4	195.3	195.4	198.9	203.3	204.3	208.0	207.4	206.3	208.8	214.9	207.8	213.7	210.3	207.8		
Other leather products.....	74.7	71.3	72.1	73.8	74.4	73.5	74.8	77.5	77.1	76.4	77.1	71.0	76.4	75.0	73.0		
Handbags and personal leather goods.....	28.1	29.0	30.2	31.5	30.9	31.4	33.2	33.1	32.2	32.2	32.5	29.0	31.5	31.3	30.7		
Transportation and public utilities:																	
Local and interurban passenger transit:																	
Local and suburban transportation.....	75.1	75.2	76.8	76.6	76.8	76.6	76.6	76.4	76.9	76.7	75.2	75.5	75.7	76.4	77.8		
Intercity and rural bus lines.....	39.9	39.2	38.6	38.3	39.1	39.1	39.0	39.0	39.4	40.4	41.2	40.6	36.3	38.8	38.7		
Motor freight transportation and storage:	925.0	863.0	905.5	900.8	905.9	938.0	953.7	955.1	956.0	942.0	942.4	935.7	919.4	878.2			
Public warehousing.....	71.7	66.5	69.8	72.2	73.1	77.2	80.8	78.5	72.8	71.6	69.7	69.9	71.5	70.7			
Pipeline transportation.....	15.1	15.1	15.1	15.1	15.1	15.2	15.3	15.4	15.8	16.3	16.3	16.3	16.3	15.7	16.3		
Communication.....	757.4	754.2	753.9	750.1	746.9	746.2	745.6	741.1	742.9	754.7	750.4	735.0	730.9	698.1			
Telephone communication.....	639.4	637.9	637.1	634.1	631.1	630.0	629.5	624.8	626.9	638.2	634.0	619.9	616.4	587.2			
Telegraph communication.....	23.3	22.9	22.9	22.9	22.8	23.0	23.0	23.1	23.0	23.1	23.1	22.8	22.8	22.8			
Radio and television broadcasting.....	92.6	91.3	91.8	91.0	90.9	91.1	91.0	91.1	90.9	91.3	91.2	90.2	89.7	86.6			
Electric, gas, and sanitary services:	548.2	547.5	546.9	546.0	546.1	546.8	545.9	547.5	556.7	567.5	567.1	559.7	550.5	544.0			
Electric companies and systems.....	219.4	219.9	219.7	219.3	219.3	219.0	219.0	219.3	222.0	226.1	225.3	222.5	219.1	214.8			
Gas companies and systems.....	133.8	133.5	133.5	133.4	133.5	134.2	134.1	134.4	137.1	140.2	140.4	138.5	135.8	135.7			
Combined utility systems.....	156.3	156.1	156.1	156.0	156.0	156.5	156.3	156.8	160.0	162.9	163.1	161.0	158.6	158.1			
Water, steam, and sanitary systems.....	38.7	38.0	37.6	37.3	37.3	37.1	36.5	37.0	37.6	38.3	38.3	37.7	37.0	35.3			
Wholesale and retail trade:																	
Wholesale trade.....	12,130	11,991	11,915	11,838	11,733	11,858	12,767	12,139	11,936	11,802	11,787	11,798	11,815	11,789	11,326		
Wholesale trade.....	2,960	2,963	2,954	2,949	2,961	3,009	2,992	2,982	2,960	2,984	2,977	2,945	2,929	2,818			
Motor vehicles and automotive equipment.....	223.5	223.9	223.2	223.8	222.8	223.8	223.5	223.5	220.3	221.1	223.7	223.0	221.8	220.8	214.9		
Drugs, chemicals, and allied products.....	174.8	175.0	174.7	173.0	173.4	175.6	176.1	174.4	172.6	174.1	172.7	171.5	171.3	164.2			
Dry goods and apparel.....	123.7	125.0	126.3	124.7	124.2	123.4	124.0	122.8	122.5	122.1	120.7	120.9	120.4	114.2			
Groceries and related products.....	442.1	438.3	436.9	435.6	442.0	461.2	460.7	465.2	452.4	454.6	468.6	467.1	452.5	449.0			
Electrical goods.....	235.6	236.0	235.8	234.9	232.9	232.8	231.7	228.9	227.3	233.1	232.3	226.9	227.0	214.0			
Hardware, plumbing, and heating goods.....	134.6	134.1	134.2	133.6	133.9	134.7	135.1	135.6	134.7	136.4	135.6	134.7	133.7	128.5			
Machinery, equipment, and supplies.....	553.6	552.7	541.8	541.4	544.6	543.4	539.7	536.7	537.2	542.9	541.1	531.4	527.8	490.6			
Miscellaneous wholesalers.....	1,005.9	1,008.3	1,008.8	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	994.1	956.2			

See footnotes at end of table.

TABLE A-10. Production or nonsupervisory workers in nonagricultural establishments, by industry¹—Continued

[In thousands]

Industry	1967						1966								Annual average	
	June	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1966	1965	
Wholesale and retail trade—Continued																
Retail trade.....	9,122	9,031	8,952	8,885	8,784	8,897	9,758	9,147	8,954	8,842	8,803	8,821	8,870	8,860	8,508	
General merchandise stores.....	1,789.4	1,769.5	1,771.1	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	1,816.2	1,721.2		
Department stores.....	1,124.9	1,113.6	1,111.7	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	1,145.5	1,076.0		
Mail order houses.....	104.0	104.9	106.5	110.4	121.9	146.8	138.0	122.2	112.2	108.7	107.0	106.6	116.3	112.1		
Limited price variety stores.....	307.6	304.8	307.7	294.1	303.7	392.1	330.3	309.9	301.3	287.1	283.7	289.3	303.4	293.4		
Food stores.....	1,480.9	1,477.4	1,476.3	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	1,442.4	1,368.7		
Grocery, meat, and vegetable stores.....	1,303.7	1,304.9	1,301.5	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	1,276.5	1,204.8		
Apparel and accessories stores.....	601.4	592.1	607.4	576.2	601.5	729.9	620.3	598.5	586.6	567.0	567.7	585.7	592.8	575.0		
Men's and boys' apparel stores.....	99.9	99.0	99.5	99.2	106.8	132.1	104.3	100.1	97.7	96.2	96.7	98.9	100.8	94.6		
Women's ready-to-wear stores.....	218.5	214.9	215.9	206.2	215.0	261.3	226.6	221.4	213.6	211.7	209.2	215.9	217.8	213.7		
Family clothing stores.....	98.2	96.6	99.1	97.2	102.0	128.8	101.6	95.9	94.6	90.6	93.2	94.8	96.0	95.4		
Shoe stores.....	117.1	116.0	123.4	109.2	112.3	131.0	116.7	112.8	114.1	106.1	107.0	110.4	112.3	108.1		
Furniture and appliance stores.....	378.0	380.3	380.6	381.2	381.0	395.8	385.6	379.6	375.5	375.3	375.1	373.6	375.8	363.6		
Furniture and home furnishings.....	239.7	240.1	241.2	240.9	241.8	252.4	246.8	242.1	240.3	239.5	241.5	240.5	240.4	234.4		
Eating and drinking places.....	1,967.1	1,939.2	1,894.8	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	1,880.9	1,806.7		
Other retail trade.....	2,814.2	2,793.2	2,754.5	2,750.0	2,762.7	2,873.0	2,777.1	2,748.1	2,738.8	2,762.0	2,772.5	2,780.0	2,752.2	2,672.8		
Building materials and hardware.....	460.2	455.1	444.1	438.1	441.6	459.5	461.4	467.7	473.0	486.7	492.3	490.9	471.2	467.1		
Motor vehicle dealers.....	634.7	636.6	635.4	636.0	639.7	643.0	641.1	636.7	634.5	638.9	642.0	640.8	639.1	626.0		
Other vehicle and accessory dealers.....	168.5	166.3	161.2	159.3	162.4	173.6	169.0	165.9	165.8	169.0	168.1	166.3	163.6	154.9		
Drug stores.....	399.9	399.3	399.0	403.3	406.0	426.7	394.1	388.1	381.2	377.9	376.5	379.1	382.9	366.2		
Fuel and ice dealers.....	91.1	94.1	99.9	102.3	103.1	102.3	98.9	95.0	90.1	88.9	88.8	89.7	95.7	95.9		
Finance, insurance, and real estate ⁴	2,568	2,526	2,512	2,492	2,473	2,458	2,476	2,472	2,473	2,485	2,522	2,526	2,493	2,466	2,425	
Banking.....	703.7	701.2	699.8	697.7	693.8	696.1	694.1	691.6	692.8	701.9	698.3	685.1	683.6	662.6		
Credit agencies other than banks.....	270.1	268.7	267.5	265.7	265.1	265.9	264.5	264.4	265.3	269.5	269.7	266.9	266.3	263.3		
Savings and loan associations.....	76.7	76.4	75.5	74.8	75.9	75.1	74.8	75.5	75.4	77.4	78.4	77.5	77.3	79.7		
Security dealers and exchanges.....	128.9	128.1	126.8	124.6	122.6	124.2	124.1	124.8	124.5	126.5	127.7	125.5	123.0	113.8		
Insurance carriers.....	655.7	655.0	652.4	649.9	643.3	645.2	640.5	638.7	641.2	647.5	645.4	635.5	636.1	632.7		
Life insurance.....	282.0	282.6	380.7	279.4	278.7	280.0	278.3	278.1	279.8	282.6	282.2	277.8	278.7	281.7		
Accident and health insurance.....	63.9	63.7	63.1	61.7	59.1	58.5	57.4	56.4	55.4	55.5	54.4	52.1	52.6	46.5		
Fire, marine, and casualty insurance.....	279.0	278.1	278.1	278.1	274.5	275.1	273.3	272.0	273.3	275.9	274.5	271.4	271.3	269.1		
Services and miscellaneous:																
Hotels and lodging places:																
Hotels, tourist courts, and motels.....	554.9	545.5	526.0	520.6	512.9	515.7	526.7	545.9	573.0	610.5	612.9	585.7	552.2	541.8		
Personal services:																
Laundries, cleaning and dyeing plants.....	498.8	497.1	493.4	490.4	491.5	496.5	499.8	502.9	499.7	508.2	512.0	511.5	498.8	490.3		
Motion pictures:																
Motion picture filming and distribution.....	30.9	29.4	30.6	31.1	33.4	36.6	35.8	34.8	33.8	35.9	36.6	32.9	32.9	30.3		

¹ 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.

Production and related workers include working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in fabricating, processing, assembling, inspection, receiving, storage, handling, packing, warehousing, shipping, maintenance, repair, janitorial, and watchmen services, product development, auxiliary production for plant's own use (e.g., powerplant), and recordkeeping and other services closely associated with the above production operations.

Construction workers include working foremen, journeymen, mechanics' apprentices, laborers, etc., engaged in new work, alterations, demolition' repair, and maintenance, etc., at the site of construction or working in shop or yards at jobs (such as precutting and preassembling) ordinarily performed by members of the construction trades.

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

² Preliminary.

³ Data relate to nonsupervisory employees except messengers.

⁴ 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 ¹

[In thousands]

Industry division and group	1967						1966						
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June
Total.....	65,565	65,412	65,476	65,600	65,497	65,381	65,076	64,823	64,466	64,168	64,199	64,072	63,983
Mining.....	620	617	623	627	626	228	626	624	625	628	636	636	632
Contract construction.....	3,155	3,146	3,251	3,321	3,350	3,301	3,293	3,204	3,202	3,228	3,251	3,297	3,300
Manufacturing.....	19,153	19,124	19,224	19,355	19,402	19,468	19,445	19,415	19,312	19,204	19,262	19,128	19,167
Durable goods.....	11,180	11,200	11,250	11,375	11,408	11,445	11,439	11,424	11,387	11,322	11,324	11,210	11,220
Ordinance and accessories.....	288	285	285	283	281	276	269	269	265	262	260	257	257
Lumber and wood products, except furniture.....	592	593	602	617	614	620	605	607	607	609	621	622	628
Furniture and fixtures.....	448	449	450	454	459	460	465	463	460	459	462	456	458
Stone, clay, and glass products.....	620	619	625	637	638	642	638	636	633	633	637	643	641
Primary metal industries.....	1,271	1,275	1,280	1,306	1,322	1,341	1,343	1,351	1,351	1,341	1,351	1,338	1,333
Fabricated metal products.....	1,354	1,348	1,358	1,372	1,374	1,380	1,379	1,378	1,365	1,357	1,360	1,346	1,348
Machinery.....	1,922	1,919	1,923	1,932	1,935	1,941	1,933	1,917	1,912	1,903	1,901	1,888	1,865
Electrical equipment and supplies.....	1,868	1,909	1,924	1,954	1,967	1,964	1,959	1,959	1,962	1,941	1,941	1,903	1,904
Transportation equipment.....	1,929	1,917	1,914	1,930	1,928	1,927	1,958	1,960	1,951	1,945	1,910	1,888	1,915
Instruments and related products.....	448	447	449	450	448	446	444	439	439	432	431	430	428
Miscellaneous manufacturing industries.....	440	439	440	440	442	448	446	445	442	440	443	439	443
Nondurable goods.....	7,973	7,924	7,974	7,980	7,994	8,023	8,006	7,991	7,925	7,882	7,938	7,918	7,947
Food and kindred products.....	1,784	1,778	1,776	1,787	1,781	1,780	1,781	1,781	1,750	1,737	1,765	1,763	1,760
Tobacco manufactures.....	87	87	86	85	84	89	86	87	78	79	80	85	86
Textile mill products.....	937	930	935	941	942	951	951	950	950	952	957	955	957
Apparel and related products.....	1,402	1,394	1,389	1,380	1,399	1,415	1,409	1,406	1,403	1,390	1,395	1,388	1,424
Paper and allied products.....	692	683	685	688	686	683	683	682	676	670	677	679	674
Printing, publishing, and allied industries.....	1,073	1,067	1,067	1,068	10,060	1,056	1,049	1,044	1,039	1,035	1,035	1,031	1,026
Chemicals and allied products.....	986	980	979	978	981	981	976	974	969	965	968	963	961
Petroleum refining and related industries.....	182	182	182	181	182	182	183	183	182	182	184	186	183
Rubber and miscellaneous plastic products.....	485	477	527	528	530	533	534	529	523	517	520	518	515
Leather and leather products.....	345	346	348	344	349	353	354	355	355	355	357	350	361
Transportation and public utilities.....	4,236	4,238	4,186	4,223	4,225	4,230	4,196	4,195	4,165	4,168	4,105	4,122	4,143
Wholesale and retail trade.....	13,596	13,596	13,584	13,547	13,524	13,503	13,392	13,393	13,340	13,268	13,264	13,256	13,217
Wholesale trade.....	3,565	3,565	3,567	3,554	3,535	3,530	3,515	3,505	3,486	3,474	3,483	3,483	3,470
Retail trade.....	10,031	10,031	10,017	9,993	9,989	9,973	9,877	9,888	9,854	9,794	9,781	9,773	9,747
Finance, insurance, and real estate.....	3,201	3,184	3,173	3,159	3,142	3,129	3,121	3,110	3,102	3,100	3,100	3,095	3,090
Service and miscellaneous.....	10,040	10,025	10,005	9,981	9,919	9,869	9,821	9,778	9,712	9,649	9,647	9,609	9,549
Government.....	11,564	11,482	11,430	11,387	11,309	11,253	11,182	11,104	11,008	10,923	10,934	10,929	10,885
Federal.....	2,730	2,701	2,691	2,688	2,673	2,662	2,629	2,621	2,615	2,594	2,610	2,601	2,571
State and local.....	8,834	8,781	8,739	8,699	8,636	8,591	8,553	8,483	8,393	8,329	8,324	8,328	8,314

¹ For coverage of the series, see footnote 1, table A-9.² 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 ¹

[In thousands]

Major industry group	1967						1966						
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June
Manufacturing.....	14,090	14,076	14,162	14,297	14,370	14,453	14,446	14,436	14,350	14,268	14,330	14,201	14,281
Durable goods.....	8,172	8,197	8,238	8,369	8,417	8,462	8,471	8,467	8,442	8,395	8,395	8,293	8,328
Ordinance and accessories.....	148	145	143	144	141	136	133	131	128	126	124	122	120
Lumber and wood products, except furniture.....	515	516	524	538	537	539	529	530	529	531	542	543	550
Furniture and fixtures.....	369	371	370	375	379	381	384	385	381	380	382	378	381
Stone, clay, and glass products.....	491	490	497	509	507	515	511	507	507	507	512	515	515
Primary metal industries.....	1,022	1,024	1,029	1,052	1,071	1,090	1,092	1,103	1,102	1,092	1,100	1,090	1,086
Fabricated metal products.....	1,045	1,042	1,050	1,064	1,070	1,074	1,074	1,075	1,074	1,062	1,055	1,060	1,048
Machinery.....	1,333	1,336	1,340	1,352	1,357	1,363	1,360	1,348	1,346	1,339	1,338	1,331	1,312
Electrical equipment and supplies.....	1,251	1,289	1,306	1,336	1,355	1,357	1,355	1,355	1,363	1,350	1,353	1,320	1,327
Transportation equipment.....	1,365	1,352	1,343	1,362	1,361	1,362	1,392	1,395	1,392	1,389	1,353	1,324	1,358
Instruments and related products.....	284	284	287	288	287	287	285	281	280	277	278	277	276
Miscellaneous manufacturing industries.....	349	348	349	349	352	358	355	355	352	349	353	350	355
Nondurable goods.....	5,918	5,879	5,924	5,928	5,953	5,991	5,975	5,969	5,908	5,873	5,935	5,908	5,953
Food and kindred products.....	1,184	1,181	1,177	1,189	1,184	1,183	1,184	1,186	1,156	1,145	1,170	1,165	1,166
Tobacco manufactures.....	75	74	74	72	72	77	74	74	66	67	68	73	74
Textile mill products.....	832	826	830	836	838	847	848	847	848	848	856	850	854
Apparel and related products.....	1,243	1,236	1,231	1,222	1,242	1,257	1,251	1,250	1,246	1,234	1,239	1,232	1,288
Paper and allied products.....	536	530	531	534	533	531	530	531	525	520	528	530	525
Printing, publishing, and allied industries.....	680	676	677	677	673	673	666	662	659	657	659	656	654
Chemicals and allied products.....	582	578	579	579	583	584	582	581	576	575	582	577	578
Petroleum refining and related industries.....	115	114	114	113	114	115	115	115	114	114	115	115	115
Rubber and miscellaneous plastic products.....	372	365	409	408	412	417	417	413	409	403	406	403	403
Leather and leather products.....	299	299	302	298	302	307	308	310	310	310	312	307	316

¹ For definition of production workers, see footnote 1, table A-10.² 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 ¹

[All items except average benefit amounts are in thousands]

Item	1967					1966							
	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May
Employment service: ²													
New applications for work.....	974	859	887	853	966	721	794	819	801	869	896	1,314	906
Nonfarm placements.....	507	476	460	407	440	420	513	592	619	619	549	622	568
State unemployment insurance programs:													
Initial claims ^{3, 4}	848	1,005	1,061	1,087	1,346	1,280	915	709	626	826	1,019	690	665
Insured unemployment ⁵ (average weekly volume) ⁶	1,142	1,360	1,532	1,582	1,558	1,254	903	753	755	928	947	793	862
Rate of insured unemployment ⁷	2.4	2.9	3.3	3.4	3.3	2.7	1.9	1.6	1.6	2.0	2.1	1.8	1.9
Weeks of unemployment compensated.....	4,663	4,977	6,323	5,398	5,615	3,971	2,960	2,476	2,817	3,639	3,022	3,087	3,385
Average weekly benefit amount for total unemployment.....	\$40.99	\$41.81	\$42.07	\$41.97	\$41.73	\$41.39	\$40.57	\$39.84	\$39.68	\$40.65	\$39.05	\$38.72	\$38.86
Total benefits paid.....	\$183,645	\$200,588	\$257,488	\$219,480	\$224,787	\$157,566	\$114,814	\$93,697	\$106,548	\$143,058	\$113,812	\$114,358	\$126,149
Unemployment compensation for ex-servicemen: ^{8, 9}													
Initial claims ^{3, 6}	14	14	16	15	19	17	15	13	12	16	17	14	12
Insured unemployment ⁶ (average weekly volume).....	19	21	24	25	25	21	16	14	15	19	19	17	18
Weeks of unemployment compensated.....	81	85	101	93	96	75	59	51	63	81	63	72	76
Total benefits paid.....	\$3,404	\$3,576	\$4,199	\$3,878	\$3,963	\$2,973	\$2,450	\$2,117	\$2,561	\$3,204	\$2,443	\$2,872	\$2,936
Unemployment compensation for Federal civilian employees: ^{9, 10}													
Initial claims ³	9	8	8	9	15	10	9	9	7	8	11	9	7
Insured unemployment ⁶ (average weekly volume).....	18	19	22	24	23	20	17	16	16	18	19	18	18
Weeks of unemployment compensated.....	78	81	103	91	87	75	67	60	67	79	65	79	78
Total benefits paid.....	\$3,237	\$3,354	\$4,192	\$3,728	\$3,581	\$3,045	\$2,752	\$2,466	\$2,731	\$3,239	\$2,645	\$3,255	\$3,217
Railroad unemployment insurance:													
Applications ¹¹	3	4	5	6	11	7	6	6	7	8	18	25	42
Insured unemployment (average weekly volume).....	17	20	23	24	25	19	18	16	16	15	16	15	18
Number of payments ¹²	42	44	57	53	48	40	38	34	36	35	31	54	77
Average amount of benefit payment ¹³	\$71.29	\$74.10	\$77.16	\$75.54	\$72.95	\$76.70	\$73.80	\$71.99	\$72.07	\$74.96	\$72.16	\$60.07	\$50.55
Total benefits paid ¹⁴	\$2,812	\$3,013	\$4,233	\$3,784	\$3,499	\$2,858	\$2,550	\$2,126	\$2,422	\$2,499	\$2,138	\$2,913	\$3,750
All programs: ¹⁵													
Insured unemployment ⁴	1,197	1,423	1,603	1,654	1,631	1,313	955	799	802	980	1,001	841	916

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

² Includes Guam and the Virgin Islands.

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

⁴ Includes interstate claims for the Virgin Islands.

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

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

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

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

⁹ Includes the Virgin Islands.

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

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

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

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

¹⁴ Adjusted for recovery of overpayments and settlement of underpayments.

¹⁵ Represents an unduplicated count of insured unemployment under the State, Ex-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 ¹

[Per 100 employees]

Major industry group	1967					1966									Annual average	
	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	1966	1965	
	Accessions: Total															
Manufacturing:																
Actual.....	4.4	3.9	3.9	3.6	4.3	2.9	3.9	5.1	6.1	6.4	5.1	6.7	5.1	5.0	4.3	
Seasonally adjusted.....	4.4	4.1	4.2	4.2	4.6	4.5	4.9	5.1	5.0	5.1	4.6	5.3	5.1			
Durable goods.....	4.1	3.7	3.7	3.4	4.1	2.7	3.8	4.8	5.9	6.2	4.5	6.5	4.9	4.8	4.4	
Ordinance and accessories.....	3.0	2.7	2.7	2.9	3.6	2.2	3.6	4.5	4.3	4.2	3.8	4.8	3.6	3.8	2.9	
Lumber and wood products, except furniture.....	8.2	7.1														
Furniture and fixtures.....	5.0	4.5	6.6	5.5	6.6	3.7	4.5	5.9	6.9	7.0	6.4	10.2	8.6	6.8	6.0	
Stone, clay, and glass products.....	5.5	5.0	4.6	4.5	5.3	3.4	5.6	7.4	8.5	8.9	6.8	7.8	6.8	6.6	5.5	
Primary metal industries.....	2.9	2.6	2.6	3.7	3.6	2.3	3.1	3.9	4.5	5.0	4.6	6.7	5.3	4.5	4.0	
Fabricated metal products.....	4.6	4.5	2.6	2.6	3.2	2.3	2.8	3.3	3.8	4.4	3.0	5.6	3.8	3.7	2.9	
Machinery.....	2.9	2.7	4.4	4.0	4.7	3.2	4.4	5.4	6.2	7.1	5.2	6.9	5.5	5.3	4.6	
Electrical equipment and supplies.....	3.1	2.9	2.9	3.0	3.5	2.6	3.2	3.9	4.2	4.4	3.8	5.7	3.9	3.9	3.3	
Transportation equipment.....	4.5	3.7	3.0	3.1	3.8	2.6	3.7	5.1	5.5	5.9	4.3	6.2	4.6	4.7	3.9	
Instruments and related products.....	3.0	2.9	3.9	3.2	4.0	2.5	3.8	5.1	8.4	9.0	4.5	6.2	4.8	5.3	4.7	
Miscellaneous manufacturing industries.....	6.4	6.1	3.0	2.9	3.5	2.4	3.0	3.9	4.2	4.3	4.1	5.9	3.9	3.8	3.2	
6.4	6.1	5.8	5.1	6.2	3.0	5.5	8.3	9.2	8.3	7.7	7.8	7.0	7.0	6.3		
Nondurable goods.....	4.9	4.3														
Food and kindred products.....	6.6	5.6	4.2	3.8	4.5	3.1	4.2	5.4	6.3	6.7	6.0	7.1	5.3	5.2	4.6	
Tobacco manufactures.....	5.2	2.9	5.1	4.3	5.0	4.1	5.4	7.6	9.2	10.3	9.2	10.2	6.7	6.9	6.1	
Textile mill products.....	5.4	2.8	2.8	3.2	3.6	6.7	5.8	6.1	7.1	15.9	9.0	4.8	3.7	6.3	6.0	
Apparel and related products.....	5.7	4.8	4.7	4.1	4.7	2.9	4.2	5.2	5.9	6.3	5.3	6.3	5.5	5.1	4.3	
Paper and allied products.....	5.7	5.1	5.0	5.0	6.3	3.4	4.9	5.8	6.7	7.5	7.4	7.0	6.8	6.1	5.8	
Printing, publishing, and allied industries.....	3.7	3.3	3.4	2.9	3.4	2.5	3.4	4.4	4.8	4.4	3.9	6.8	4.3	4.0	3.2	
Chemicals and allied products.....	3.6	3.1	3.5	3.3	3.7	2.7	3.3	4.1	4.9	4.4	3.7	5.5	3.8	3.8	3.2	
Petroleum refining and related industries.....	2.5	2.5	2.7	2.4	2.4	1.8	2.2	2.7	3.0	2.8	2.6	5.1	3.1	2.9	2.4	
Rubber and miscellaneous plastic products.....	2.1	2.6	2.0	1.6	1.5	1.1	1.4	1.9	2.0	2.0	2.2	4.5	2.3	2.1	1.8	
Leather and leather products.....	5.2	4.4														
5.2	4.4	4.3	4.1	4.6	3.2	4.9	6.0	6.9	7.1	5.9	7.3	5.4	5.5	4.4		
5.9	5.0	4.8	4.7	7.0	4.1	5.3	6.2	6.6	7.3	7.5	7.4	6.5	6.3	5.4		
Nonmanufacturing:																
Metal mining.....	3.9	4.7	3.4	3.0	4.6	3.0	2.8	3.0	3.0	3.6	3.2	6.4	3.9	3.5	3.2	
Coal mining.....	1.6	1.8	1.4	1.5	2.2	1.4	1.7	2.0	1.8	2.2	1.6	1.8	1.7	1.7	1.7	
Accessions: New hires																
Manufacturing:																
Actual.....	3.2	2.8	2.8	2.7	3.0	2.1	3.1	4.1	4.7	4.8	3.9	5.6	4.1	3.8	3.1	
Seasonally adjusted.....	3.1	3.0	3.3	3.4	3.6	3.7	3.8	3.9	3.6	3.7	3.5	4.0	4.0			
Durable goods.....	2.9	2.6	2.7	2.5	2.9	2.1	3.1	4.1	4.5	4.5	3.5	5.5	4.0	3.8	3.0	
Ordinance and accessories.....	2.5	2.2	2.2	2.4	3.0	1.8	3.0	4.0	3.7	3.4	3.1	4.1	3.0	3.1	1.8	
Lumber and wood products, except furniture.....	6.4	5.5	4.8	3.9	4.3	2.9	3.8	5.3	6.1	6.3	5.8	9.2	7.4	5.7	4.8	
Furniture and fixtures.....	4.1	3.8	4.2	3.8	4.5	3.0	5.1	6.7	7.6	7.9	6.0	7.1	6.2	5.9	4.4	
Stone, clay, and glass products.....	3.8	3.3	2.9	2.2	2.3	1.6	2.5	3.3	3.8	4.1	3.7	5.7	4.3	3.5	2.7	
Primary metal industries.....	1.8	1.5	1.6	1.7	2.0	1.5	2.1	2.6	3.2	3.1	2.3	4.7	3.1	2.7	2.0	
Fabricated metal products.....	3.4	3.3	3.4	3.1	3.5	2.5	3.7	4.6	5.4	5.4	4.0	5.9	4.6	4.3	3.5	
Machinery.....	2.3	2.2	2.4	2.5	3.0	2.1	2.7	3.3	3.7	3.5	2.9	4.9	3.3	3.2	2.6	
Electrical equipment and supplies.....	2.1	1.9	2.2	2.3	2.8	2.0	3.1	4.3	4.7	4.6	3.4	5.3	3.9	3.8	2.9	
Transportation equipment.....	2.8	2.3	2.3	2.0	2.1	1.7	2.8	3.9	4.1	4.0	3.1	4.7	3.4	3.4	2.8	
Instruments and related products.....	2.4	2.4	2.6	2.6	3.0	2.0	2.7	3.5	3.8	3.8	3.3	5.4	3.4	3.4	2.6	
Miscellaneous manufacturing industries.....	4.6	4.1	4.0	3.8	4.0	2.5	4.9	7.5	8.2	7.2	5.4	6.3	5.4	5.5	4.5	
Nondurable goods.....	3.5	3.2														
Food and kindred products.....	4.9	3.9	3.1	2.8	3.2	2.3	3.2	4.2	5.0	5.2	4.4	5.7	4.1	3.9	3.2	
Tobacco manufactures.....	4.9	3.9	3.3	2.9	3.4	2.8	3.9	5.5	7.0	7.9	7.0	7.6	4.8	4.9	4.1	
Textile mill products.....	2.5	1.9	1.7	2.3	2.6	3.2	4.5	4.3	4.8	10.0	4.0	3.2	2.3	3.7	3.3	
Apparel and related products.....	4.2	3.7	3.5	3.1	3.5	2.2	3.3	4.1	4.9	5.2	4.0	5.3	4.6	4.1	3.3	
Paper and allied products.....	3.5	3.3	3.5	3.4	4.0	2.1	3.5	4.3	5.0	5.4	4.5	5.2	4.6	4.2	3.7	
Printing, publishing, and allied industries.....	3.1	2.8	2.8	2.4	2.9	2.1	3.1	4.0	4.4	3.9	3.4	6.0	3.8	3.5	2.5	
Chemicals and allied products.....	2.8	2.7	2.8	2.7	3.0	2.2	2.8	3.5	4.1	3.7	3.1	4.6	3.2	3.2	2.6	
Petroleum refining and related industries.....	2.0	2.1	2.1	1.9	1.9	1.4	1.8	2.3	2.6	2.4	2.1	4.5	2.6	2.4	1.9	
Rubber and miscellaneous plastic products.....	1.7	2.0	1.5	1.3	1.1	.9	1.2	1.7	1.8	1.7	2.0	3.8	1.9	1.7	1.4	
Leather and leather products.....	3.9	3.3	3.3	3.2	3.5	2.6	4.1	5.3	6.1	5.7	4.4	6.4	4.6	4.6	3.4	
3.8	3.2	3.3	3.3	4.8	3.1	4.1	4.8	.3	5.6	5.3	6.4	5.1	4.8	3.9		
Nonmanufacturing:																
Metal mining.....	2.6	2.4	2.3	2.1	2.7	2.0	.0	2.4	2.5	2.7	2.7	5.2	2.6	2.5	2.2	
Coal mining.....	1.1	1.1	.8	1.0	1.2	1.0	1.1	1.3	1.2	1.4	1.1	1.1	1.1	1.1	.9	

See footnotes at end of table.

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

[Per 100 employees]

Major industry group	1967					1966									Annual average	
	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	1966	1965	
	Separations: Total															
Manufacturing:																
Actual.....	4.1	4.3	4.6	4.0	4.5	4.2	4.3	4.8	6.6	5.8	5.3	4.4	4.3	4.6	4.1	
Seasonally adjusted.....	4.5	4.7	5.2	4.8	4.6	4.4	4.5	4.5	5.1	4.8	5.0	4.9	4.7			
Durable goods.....	3.9	4.1	4.5	4.0	4.4	3.9	4.0	4.5	6.1	5.5	5.4	4.2	4.1	4.4	3.8	
Ordinance and accessories.....	2.8	3.3	2.9	2.4	2.6	1.6	2.1	2.8	4.0	3.1	3.0	2.5	2.7	2.6	2.5	
Lumber and wood products, except furniture.....	6.3	6.5	7.1	5.4	6.4	6.5	7.5	7.5	9.4	8.6	6.6	6.7	7.0	7.2	6.1	
Furniture and fixtures.....	5.5	5.8	6.4	5.2	6.2	4.9	5.7	6.8	8.3	8.4	6.4	6.0	6.1	6.3	5.1	
Stone, clay, and glass products.....	4.2	4.2	4.5	4.2	5.2	4.8	4.5	4.7	6.8	5.9	4.5	4.2	4.2	4.6	3.9	
Primary metal industries.....	3.1	3.3	3.6	3.0	3.5	2.9	3.1	3.6	5.6	4.3	3.6	2.8	2.9	3.2	3.0	
Fabricated metal products.....	4.4	4.8	5.0	4.9	4.9	4.3	4.7	5.3	7.0	6.3	5.4	5.0	5.1	5.1	4.2	
Machinery.....	3.2	3.3	3.4	2.8	3.1	2.5	2.6	3.2	5.1	4.5	3.8	3.3	3.2	3.4	2.8	
Electrical equipment and supplies.....	3.8	4.3	4.9	4.0	4.2	3.2	3.4	4.0	5.8	4.5	4.0	3.8	3.6	3.8	3.1	
Transportation equipment.....	3.8	4.0	4.3	4.5	5.1	3.7	3.6	4.3	5.3	6.4	9.8	4.8	4.1	4.8	4.3	
Instruments and related products.....	3.0	3.0	3.0	2.7	2.9	2.4	2.5	3.6	4.9	3.7	3.3	3.0	2.8	3.1	2.7	
Miscellaneous manufacturing industries.....	5.4	5.1	5.4	5.0	5.7	12.0	8.6	6.8	8.6	7.2	6.6	5.4	5.7	6.9	5.9	
Nondurable goods.....	4.4	4.6	4.7	4.1	4.8	4.6	4.7	5.4	7.3	6.1	5.3	4.6	4.5	5.0	4.4	
Food and kindred products.....	5.4	5.5	5.5	5.0	6.0	7.1	7.2	8.4	11.0	7.9	6.2	5.6	5.5	6.8	6.1	
Tobacco manufactures.....	4.4	4.8	7.6	7.0	8.0	5.7	6.3	4.9	5.6	8.3	5.5	3.4	4.0	5.9	6.4	
Textile mill products.....	4.8	5.0	5.2	4.6	5.2	4.2	4.8	5.3	6.7	6.5	5.5	4.7	5.0	5.1	4.1	
Apparel and related products.....	5.5	6.2	6.4	5.0	5.7	5.5	5.4	5.8	7.2	7.2	7.9	6.0	5.9	6.1	5.8	
Paper and allied products.....	3.3	3.6	3.5	3.0	3.5	3.0	3.5	4.1	6.6	5.1	3.5	3.6	3.4	3.8	3.1	
Printing, publishing, and allied industries.....	3.4	3.1	3.3	3.0	3.5	3.0	3.0	3.5	5.1	4.6	3.3	3.5	3.1	3.4	3.1	
Chemicals and allied products.....	2.3	2.3	2.4	2.1	2.4	2.0	2.0	2.5	4.6	3.0	2.2	2.6	2.6	2.5	2.2	
Petroleum refining and related industries.....	1.4	1.8	1.7	1.5	2.0	1.8	1.9	2.1	3.9	2.6	2.1	2.0	1.8	2.1	1.9	
Rubber and miscellaneous plastic products.....	4.5	4.9	5.1	5.1	5.3	4.2	4.5	5.5	7.2	6.2	5.7	4.8	4.8	5.0	4.2	
Leather and leather products.....	5.5	6.1	6.2	5.6	6.2	6.3	5.1	5.9	8.4	7.8	8.1	5.7	5.6	6.4	5.3	
Nonmanufacturing:																
Metal mining.....	2.9	4.0	3.5	2.9	3.8	3.3	3.4	4.0	6.0	3.8	3.7	2.9	3.1	3.5	3.1	
Coal mining.....	2.1	2.2	2.2	1.6	2.4	1.4	1.6	1.8	1.9	1.5	2.5	1.3	1.8	1.8	1.9	
	Separations: Quits															
Manufacturing:																
Actual.....	2.1	2.2	2.1	1.9	2.1	1.7	2.1	2.8	4.5	3.6	2.5	2.5	2.5	2.6	1.9	
Seasonally adjusted.....	2.1	2.4	2.5	2.5	2.5	2.7	2.7	2.6	2.6	2.5	2.5	2.5	2.5			
Durable goods.....	1.9	2.0	2.0	1.7	1.9	1.5	2.0	2.6	4.2	3.4	2.3	2.3	2.3	2.4	1.7	
Ordinance and accessories.....	1.3	1.6	1.4	1.2	1.2	.9	1.1	1.6	2.6	1.9	1.5	1.5	1.4	1.5	1.1	
Lumber and wood products, except furniture.....	4.4	4.2	3.8	2.9	3.2	2.6	3.4	4.7	6.9	6.1	4.6	5.0	5.3	4.5	3.4	
Furniture and fixtures.....	3.3	3.7	3.8	3.1	3.5	2.7	3.7	4.8	6.5	6.2	4.2	4.0	4.4	4.3	3.1	
Stone, clay, and glass products.....	2.1	2.0	1.9	1.6	1.8	1.4	1.9	2.6	4.4	3.6	2.5	2.5	2.4	2.4	1.6	
Primary metal industries.....	1.3	1.3	1.3	1.1	1.3	1.1	1.3	1.8	3.8	2.7	1.5	1.5	1.5	1.7	1.2	
Fabricated metal products.....	2.2	2.4	2.3	2.1	2.3	1.8	2.4	3.0	4.8	4.0	2.6	2.7	2.7	2.8	1.9	
Machinery.....	1.7	1.7	1.7	1.5	1.7	1.3	1.5	1.9	3.5	2.7	1.9	1.9	1.9	1.9	1.4	
Electrical equipment and supplies.....	1.7	1.9	1.9	1.8	2.0	1.7	1.9	2.5	4.2	3.1	2.0	2.3	2.1	2.3	1.6	
Transportation equipment.....	1.5	1.5	1.6	1.4	1.5	1.1	1.5	2.0	3.1	2.5	1.8	1.8	1.8	1.8	1.3	
Instruments and related products.....	1.7	1.6	1.7	1.6	1.7	1.3	1.5	2.4	3.7	2.6	1.8	1.9	1.7	2.0	1.4	
Miscellaneous manufacturing industries.....	2.9	2.8	2.8	2.5	2.7	2.6	3.9	4.6	6.5	4.9	3.3	3.2	3.4	3.6	2.6	
Nondurable goods.....	2.4	2.4	2.4	2.1	2.4	1.9	2.4	3.1	5.0	4.0	2.8	2.7	2.7	2.8	2.1	
Food and kindred products.....	2.6	2.5	2.4	2.2	2.5	2.2	2.9	3.9	6.7	4.7	3.1	3.0	2.8	3.2	2.4	
Tobacco manufactures.....	1.5	1.7	1.7	1.7	1.8	1.6	1.7	2.3	3.4	2.8	1.7	1.4	1.7	1.9	1.5	
Textile mill products.....	3.4	3.5	3.3	2.8	3.1	2.3	2.9	3.6	5.1	4.9	3.5	3.4	3.6	3.5	2.5	
Apparel and related products.....	2.9	2.8	2.8	2.5	2.9	2.1	2.8	3.4	4.7	4.6	3.7	3.2	3.3	3.3	2.6	
Paper and allied products.....	2.0	2.1	2.1	1.7	2.0	1.6	2.1	2.7	5.1	3.5	2.2	2.3	2.2	2.4	1.7	
Printing, publishing, and allied industries.....	1.9	1.9	2.0	1.8	2.0	1.7	1.8	2.2	3.7	3.1	2.1	2.3	2.0	2.2	1.7	
Chemicals and allied products.....	1.2	1.2	1.2	1.0	1.1	.9	1.0	1.4	3.3	2.1	1.1	1.3	1.3	1.4	1.0	
Petroleum refining and related industries.....	.8	.8	.7	.6	.7	.6	.6	.9	2.3	1.4	.9	1.0	.9	.9	.7	
Rubber and miscellaneous plastic products.....	2.7	2.7	2.7	2.4	2.5	2.1	2.7	3.5	5.3	4.3	2.8	2.9	2.9	3.1	2.1	
Leather and leather products.....	3.3	3.3	3.2	3.0	3.6	2.9	3.4	4.3	6.3	5.9	4.4	4.2	3.9	4.1	3.0	
Nonmanufacturing:																
Metal mining.....	1.6	1.8	1.9	1.4	1.7	1.1	1.3	1.7	4.8	2.7	2.0	1.8	2.0	2.0	1.7	
Coal mining.....	.7	.6	.7	.7	.6	.6	.6	.8	1.1	.9	.9	.6	.7	.7	.6	

See footnotes at end of table.

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

[Per 100 employees]

Major industry group	1967					1966									Annual average	
	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	1966	1965	
	Separations: Layoffs															
Manufacturing:																
Actual.....	1.2	1.3	1.5	1.3	1.5	1.8	1.3	1.1	1.0	1.1	2.0	1.0	0.9	1.2	1.4	
Seasonally adjusted.....	1.5	1.5	1.7	1.5	1.4	1.3	1.1	1.0	1.1	1.0	1.7	1.3	1.1			
Durable goods.....	1.2	1.3	1.5	1.4	1.5	1.5	1.1	.8	.8	1.1	2.2	.9	.8	1.1	1.2	
Ordnance and accessories.....	.9	.9	.8	.5	.5	.2	.4	.5	.4	.4	.6	.3	.5	.4	.8	
Lumber and wood products, except furniture.....	1.1	1.4	2.3	1.7	2.3	3.3	3.1	1.7	1.3	1.4	.9	.7	.6	1.6	1.7	
Furniture and fixtures.....	1.2	1.1	1.4	1.1	1.5	1.2	1.0	.7	.5	.7	1.1	.9	.5	.8	1.0	
Stone, clay, and glass products.....	1.3	1.3	1.7	1.7	2.6	2.7	1.8	1.1	1.1	1.0	1.1	.8	.9	1.3	1.5	
Primary metal industries.....	1.1	1.2	1.3	1.0	1.0	1.0	.8	.7	.6	.5	1.1	.4	.4	.6	1.0	
Fabricated metal products.....	1.1	1.4	1.6	1.9	1.6	1.5	1.3	1.1	1.0	1.0	1.7	1.3	1.3	1.2	1.4	
Machinery.....	.8	.7	.8	.5	.5	.5	.4	.4	.6	.8	1.0	.4	.4	.5	.6	
Electrical equipment and supplies.....	1.4	1.4	2.0	1.2	1.2	.7	.5	.4	.4	.3	1.0	.5	.4	.5	.8	
Transportation equipment.....	1.5	1.8	1.9	2.4	2.7	1.8	1.2	1.3	1.2	2.8	7.1	2.0	1.3	2.1	2.1	
Instruments and related products.....	.5	.7	.5	.5	.5	.4	.3	.4	.4	.3	.8	.3	.3	.4	.6	
Miscellaneous manufacturing industries.....	1.5	1.3	1.5	1.6	2.0	8.5	3.5	.8	.8	1.1	2.3	1.1	1.3	2.1	2.3	
Nondurable goods.....	1.2	1.4	1.5	1.3	1.6	2.1	1.6	1.5	1.4	1.3	1.7	1.1	1.1	1.4	1.6	
Food and kindred products.....	2.0	2.3	2.3	2.1	2.7	4.2	3.5	3.6	3.3	2.3	2.3	1.9	2.1	2.8	2.9	
Tobacco manufactures.....	2.4	2.4	5.1	4.7	5.4	3.4	3.9	1.7	1.5	4.8	3.2	1.4	1.7	3.4	4.4	
Textile mill products.....	.6	.7	.9	.9	1.2	1.2	1.1	.8	.6	.6	1.1	.5	.4	.7	.8	
Apparel and related products.....	2.0	2.6	2.8	1.7	1.9	2.8	1.9	1.6	1.6	1.8	3.2	2.0	1.9	2.1	2.4	
Paper and allied products.....	.6	.7	.6	.5	.7	.7	.6	.4	.5	.5	.5	.4	.4	.5	.8	
Printing, publishing, and allied industries.....	.8	.6	.6	.6	.8	.9	.6	.6	.7	.8	.6	.6	.6	.7	.9	
Chemicals and allied products.....	.6	.5	.6	.5	.6	.7	.5	.5	.6	.3	.5	.7	.7	.6	.7	
Petroleum refining and related industries.....	.1	.5	.4	.4	.7	.8	.7	.6	.9	.6	.6	.3	.4	.6	.6	
Rubber and miscellaneous plastic products.....	.9	1.1	1.3	1.7	1.5	1.3	.7	.7	.6	.6	1.8	.7	.8	.9	1.2	
Leather and leather products.....	1.4	1.9	2.0	1.7	1.7	2.6	1.0	.8	1.1	.9	2.7	.7	.9	1.3	1.5	
Nonmanufacturing:																
Metal mining.....	.5	.9	.7	.7	1.1	1.0	1.5	1.2	.2	.2	.8	.3	.3	.7	.7	
Coal mining.....	1.0	1.9	.9	.5	.8	.5	.5	.3	.2	.2	1.2	.4	.7	.6	.9	

¹ 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.

² Preliminary.

C.—Earnings and Hours

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

Industry	1967						1966								Annual average	
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1966	1965	
	Average weekly earnings															
Total private	\$101.88	\$100.06	\$99.41	\$99.18	\$98.66	\$99.70	\$99.97	\$99.46	\$100.62	\$100.23	\$99.45	\$99.84	\$99.20	\$98.69	\$95.06	
Mining	134.30	133.35	134.51	132.09	131.04	133.67	133.45	131.66	134.78	133.73	131.58	131.46	132.80	130.24	123.52	
Metal mining	135.98	137.05	137.60	136.00	136.32	136.53	135.24	135.14	136.64	134.62	135.79	134.93	134.93	133.77	127.30	
Iron ores	133.40	137.67	139.40	136.31	138.65	136.86	136.29	136.29	142.23	138.32	143.99	142.35	138.09	129.24	129.24	
Copper ores	141.92	142.35	143.55	142.46	142.79	144.21	143.11	142.46	140.62	140.51	139.64	138.13	140.07	136.71	136.71	
Coal mining	146.12	148.45	145.39	145.73	153.38	155.91	146.20	156.98	151.00	149.33	145.70	153.41	145.86	137.45	137.45	
Bituminous	148.83	151.18	148.06	148.40	155.77	158.30	148.13	159.80	154.09	152.44	148.03	156.98	148.45	140.23	116.18	
Crude petroleum and natural gas	127.14	129.20	127.32	126.42	127.08	124.49	124.53	123.68	123.68	121.84	123.70	121.70	122.26	116.18	123.62	
Crude petroleum and natural gas fields	133.25	135.71	131.78	133.42	136.03	129.34	129.74	129.74	129.34	125.96	129.68	126.98	128.11	123.62	110.31	
Oil and gas field services	122.24	124.83	123.52	120.83	120.25	120.96	120.89	118.86	118.86	118.46	119.26	118.28	118.36	117.45	116.58	
Quarrying and nonmetallic mining	127.75	124.20	118.59	116.30	118.86	120.22	124.03	129.44	129.44	128.46	127.64	126.90	123.19	116.58	138.01	
Crushed and broken stone	126.83	122.89	115.84	110.16	115.14	120.19	125.76	130.95	131.49	131.14	130.91	128.87	123.19	116.58	138.01	
Contract construction	153.58	149.17	146.86	146.07	142.84	148.77	148.06	143.39	152.08	151.67	149.38	150.15	146.69	145.51	138.01	
General building contractors	140.76	138.60	138.55	135.10	140.48	140.84	136.26	141.70	140.56	138.00	137.27	135.05	135.76	128.16	137.90	
Heavy construction	143.16	139.08	138.50	138.87	142.16	141.29	138.16	155.55	156.09	152.34	154.07	151.64	143.30	136.45	139.60	
Highway and street construction	139.54	132.40	127.35	127.86	131.14	130.54	131.58	154.86	157.04	153.47	155.46	152.21	148.42	147.17	139.60	
Other heavy construction	147.75	145.88	147.34	147.06	150.08	150.82	145.51	156.91	155.04	151.44	152.21	148.42	147.17	139.60	144.99	
Special trade contractors	157.44	155.49	153.85	150.38	156.77	155.72	151.20	157.96	157.88	155.70	156.59	153.38	152.44	144.99	152.08	
Plumbing, heating, air conditioning	165.07	163.92	163.54	161.88	165.75	164.97	158.76	165.85	166.21	163.90	163.12	161.09	160.63	152.08	134.97	
Painting, paperhanging, and decorating	145.40	141.25	141.25	140.24	141.40	141.91	142.26	144.68	145.16	143.08	145.04	141.21	140.66	134.97	169.89	
Electrical work	185.85	183.26	183.14	181.16	185.02	185.65	178.89	185.26	183.46	180.45	180.12	177.45	178.62	169.89	133.56	
Masonry, plastering, stone, tile work	144.70	142.07	139.26	128.03	139.10	140.90	135.38	144.79	142.90	143.72	144.63	140.65	139.78	133.56	117.65	
Roofing and sheet metal work	127.50	123.17	118.99	117.24	125.54	126.21	121.84	132.46	129.17	128.16	129.23	123.90	124.18	117.65	117.65	
Average weekly hours																
Total private	38.3	37.9	37.8	38.0	37.8	38.2	38.6	38.4	38.7	38.7	38.9	38.6	38.5	38.7	38.8	
Mining	42.1	42.2	42.3	41.8	41.6	42.3	42.5	42.2	43.2	43.0	43.0	43.1	43.4	42.7	42.3	
Metal mining	42.1	42.3	42.6	42.5	42.6	42.4	42.4	42.0	42.1	42.7	42.2	42.7	42.7	42.2	41.6	
Iron ores	41.3	42.1	42.5	42.2	42.4	41.6	41.3	41.3	43.1	42.3	43.6	43.4	43.4	42.1	41.9	
Copper ores	43.4	43.4	43.9	43.7	43.8	44.1	43.9	43.7	43.4	43.1	43.5	43.3	43.5	43.4	43.4	
Coal mining	39.6	39.8	39.4	39.6	40.9	41.8	39.3	42.2	40.7	40.8	40.8	41.8	40.8	40.2	40.2	
Bituminous	39.9	40.1	39.8	40.0	41.1	42.1	39.5	42.5	41.2	41.2	41.2	41.8	40.6	40.6	40.6	
Crude petroleum and natural gas	42.1	42.5	42.3	42.0	42.5	42.2	42.5	42.5	42.5	42.6	43.1	42.7	42.6	42.4	42.4	
Crude petroleum and natural gas fields	40.5	41.0	40.3	40.8	41.6	40.8	40.8	40.8	40.8	40.8	41.3	40.7	40.8	40.8	40.8	
Oil and gas field services	43.5	43.8	43.8	43.0	43.1	43.2	43.8	43.7	43.7	44.2	44.5	44.3	44.0	43.6	43.6	
Quarrying and nonmetallic mining	45.3	45.0	43.6	42.6	43.7	44.2	45.1	46.9	46.9	47.2	47.1	47.0	45.7	45.7	47.2	
Crushed and broken stone	46.8	46.2	44.9	43.2	44.8	45.7	47.1	48.5	48.7	49.3	49.4	49.0	47.2	47.2	47.2	
Contract construction	38.3	37.2	36.9	36.7	35.8	37.1	37.2	36.3	38.5	38.3	38.4	39.0	38.3	37.6	37.4	
General building contractors	36.0	36.0	35.8	35.0	36.3	36.3	35.3	36.9	36.7	36.8	37.1	36.6	36.3	36.1	36.1	
Heavy construction	40.1	39.4	38.8	38.9	39.6	39.8	38.7	42.5	42.3	42.2	43.4	42.5	41.0	40.8	40.8	
Highway and street construction	40.8	40.0	40.3	39.1	39.5	39.8	38.7	43.5	43.5	43.6	44.8	43.7	41.9	41.9	41.9	
Other heavy construction	39.4	38.9	39.5	38.7	39.6	39.9	38.7	41.4	40.8	40.6	41.7	41.0	40.1	40.0	40.0	
Special trade contractors	36.7	36.5	36.2	35.3	36.8	36.9	36.0	37.7	37.5	37.7	38.1	37.5	37.0	36.8	36.8	
Plumbing, heating, air conditioning	38.3	38.3	38.3	38.0	39.0	39.0	37.8	39.3	39.2	39.4	39.4	39.1	38.8	35.8	35.8	
Painting, paperhanging, and decorating	35.9	35.4	35.4	34.8	35.0	35.3	35.3	35.9	36.2	36.5	37.0	36.3	35.7	35.8	35.8	
Electrical work	38.8	38.5	38.8	38.3	39.2	39.5	37.9	39.5	39.2	39.4	39.5	39.0	39.0	38.7	38.7	
Masonry, plastering, stone, tile work	34.7	34.4	33.8	31.0	33.6	34.2	33.1	35.4	34.6	35.4	35.8	34.9	34.6	34.6	34.6	
Roofing and sheet metal work	34.0	33.2	31.9	31.6	33.3	33.3	33.2	35.8	35.1	35.6	36.2	35.2	34.4	34.5	34.5	
Average hourly earnings																
Total private	\$2.66	2.64	2.63	\$2.61	\$2.61	\$2.61	\$2.59	\$2.59	\$2.60	\$2.59	\$2.55	\$2.56	\$2.55	\$2.55	\$2.45	
Mining	3.19	3.16	3.18	3.16	3.15	3.16	3.14	3.12	3.12	3.11	3.06	3.05	3.06	3.05	2.92	
Metal mining	3.23	3.24	3.23	3.20	3.20	3.22	3.22	3.21	3.20	3.19	3.18	3.16	3.17	3.17	3.06	
Iron ores	3.23	3.27	3.28	3.23	3.27	3.29	3.30	3.30	3.30	3.27	3.31	3.28	3.28	3.16	3.16	
Copper ores	3.27	3.28	3.27	3.26	3.26	3.27	3.26	3.26	3.24	3.26	3.21	3.19	3.22	3.15	3.15	
Coal mining	3.69	3.73	3.69	3.68	3.75	3.73	3.72	3.72	3.71	3.66	3.66	3.67	3.61	3.45	3.45	
Bituminous	3.73	3.77	3.72	3.71	3.79	3.76	3.75	3.76	3.74	3.70	3.66	3.72	3.65	3.49	3.49	
Crude petroleum and natural gas	3.02	3.04	3.01	3.01	2.99	2.95	2.93	2.91	2.91	2.86	2.87	2.85	2.87	2.74	2.74	
Crude petroleum and natural gas fields	3.29	3.31	3.27	3.27	3.27	3.17	3.18	3.18	3.17	3.11	3.14	3.12	3.14	3.03	3.03	
Oil and gas field services	2.81	2.85	2.82	2.81	2.79	2.80	2.76	2.72	2.72	2.68	2.68	2.67	2.69	2.53	2.53	
Quarrying and nonmetallic mining	2.82	2.76	2.72	2.73	2.72	2.72	2.75	2.76	2.76	2.73	2.71	2.70	2.69	2.57	2.57	
Crushed and broken stone	2.71	2.66	2.58	2.55	2.57	2.63	2.67	2.70	2.70	2.66	2.65	2.63	2.61	2.47	2.47	
Contract construction	4.01	3.98	3.98	3.99	4.01	3.98	3.95	3.95	3.96	3.89	3.85	3.83	3.87	3.69	3.69	
General building contractors	3.91	3.85	3.87	3.86	3.87	3.88	3.86	3.84	3.83	3.75	3.70	3.69	3.74	3.55	3.55	
Heavy construction	3.57	3.53	3.48	3.57	3.59	3.55	3.57	3.66	3.69	3.61	3.55	3.54	3.54	3.38	3.38	
Highway and street construction	3.42	3.31	3.16	3.27	3.32	3.28	3.40	3.56	3.61	3.52	3.47	3.47	3.42	3.28	3.28	
Other heavy construction	3.75	3.75	3.73	3.80	3.79	3.78	3.76	3.79	3.80	3.73	3.65	3.62	3.67	3.49	3.49	
Special trade contractors	4.29	4.26	4.25	4.26	4.26	4.22	4.20	4.19	4.21	4.13	4.11	4.09	4.12	3.94	3.94	
Plumbing, heating, air conditioning	4.31	4.28	4.27	4.26	4.25	4.23	4.20	4.22	4.24	4.16	4.14	4.12	4.14	3.94	3.94	
Painting, paperhanging, and decorating	4.05	3.99	3.99	4.03	4.04	4.02	4.03	4.03	4.01	3.92	3.92	3.89	3.94	3.77	3.77	
Electrical work	4.79	4.76	4.72	4.73	4.72	4.70	4.72	4.69	4.68	4.58	4.56	4.55	4.58	4.39	4.39	
Masonry, plastering, stone, tile work	4.17	4.13	4.12	4.13	4.14	4.12	4.09	4.09	4.13	4.06	4.04	4.03	4.04	3.86	3.86	
Roofing and sheet metal work	3.75	3.71	3.73	3.71	3.77	3.79	3.67	3.70	3.68	3.60						

See footnotes at end of table.

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

Industry	1967						1966								Annual average	
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1966	1965	
	Average weekly earnings															
Manufacturing.....	\$113.81	\$113.52	\$112.56	\$112.44	\$111.48	\$113.42	\$114.40	\$113.99	\$113.85	\$113.71	\$111.78	\$111.11	\$112.74	\$111.92	\$107.53	
Durable goods.....	122.89	122.48	121.18	121.06	120.47	122.43	124.20	123.77	124.07	123.94	120.54	119.81	121.82	121.67	117.18	
Nondurable goods.....	101.63	100.47	100.22	100.08	99.18	99.40	100.25	100.10	99.94	99.54	99.23	99.14	99.23	98.49	94.64	
Ordnance and accessories.....	135.01	134.92	133.31	133.95	134.05	137.80	138.78	137.92	136.63	136.95	134.82	133.88	134.20	135.36	131.57	
Ammunition, except for small arms.....	135.38	135.38	132.68	135.79	135.46	136.95	136.95	136.45	135.55	135.88	135.88	134.23	134.31	136.12	136.08	
Sighting and fire control equipment.....	-----	135.98	140.51	137.60	137.70	139.43	135.46	133.35	121.60	128.96	125.66	127.62	133.65	130.83	127.08	
Other ordnance and accessories.....	134.28	134.04	133.22	130.20	129.58	138.03	143.28	141.48	141.48	139.02	133.72	133.90	134.98	135.25	121.93	
Lumber and wood products, except furniture.....	98.33	95.99	94.94	93.03	91.64	91.37	90.97	92.00	94.83	94.83	94.07	93.66	93.94	92.62	88.54	
Sawmills and planing mills.....	91.30	89.24	88.44	87.82	85.63	85.14	84.14	84.77	86.67	87.26	87.72	86.90	86.92	85.46	82.01	
Millwork, plywood, and related products.....	102.66	102.25	103.00	101.09	99.70	98.98	99.06	97.60	100.12	100.61	100.12	99.63	100.91	99.29	96.93	
Wooden containers.....	82.57	80.56	79.56	77.97	76.21	75.67	76.59	76.04	75.44	76.78	76.91	75.95	76.91	75.95	72.75	
Miscellaneous wood products.....	90.83	89.79	89.35	88.56	86.83	86.88	88.37	88.78	88.58	88.38	87.77	87.12	87.56	87.34	84.67	
Furniture and fixtures.....	92.17	90.85	90.46	90.52	89.72	90.63	93.79	92.74	93.86	93.21	93.26	89.13	91.96	91.08	87.98	
Household furniture.....	86.29	84.41	84.02	84.50	83.89	84.35	87.76	87.13	88.19	87.14	87.15	82.61	85.70	85.49	83.21	
Office furniture.....	-----	109.71	110.09	109.82	110.51	114.01	115.88	114.65	115.01	114.58	115.02	110.50	112.41	111.89	104.06	
Partitions; office and store fixtures.....	-----	116.69	113.65	113.12	113.55	114.95	117.04	114.81	117.74	118.83	119.63	115.93	119.54	115.92	112.86	
Other furniture and fixtures.....	100.85	99.80	99.14	97.68	96.70	95.75	100.44	98.94	100.91	101.48	99.36	97.75	98.41	97.25	92.18	
	Average weekly hours															
Manufacturing.....	40.5	40.4	40.2	40.3	40.1	40.8	41.3	41.3	41.4	41.5	41.4	41.0	41.6	41.3	41.2	
Durable goods.....	41.1	41.1	40.8	40.9	40.7	41.5	42.1	42.1	42.2	42.3	42.0	41.6	42.3	42.1	42.0	
Nondurable goods.....	39.7	39.4	39.3	39.4	39.2	39.6	40.1	40.2	40.3	40.3	40.5	40.3	40.5	40.2	40.1	
Ordnance and accessories.....	41.8	41.9	41.4	41.6	41.5	42.4	42.7	42.7	42.3	42.4	42.0	42.1	42.2	42.3	41.9	
Ammunition, except for small arms.....	41.4	41.4	40.7	41.4	41.3	41.5	41.5	41.6	41.2	41.3	41.3	41.3	41.2	41.5	42.0	
Sighting and fire control equipment.....	-----	42.1	43.1	42.6	42.5	42.9	42.2	42.2	39.1	41.6	40.8	41.3	42.7	41.8	40.6	
Other ordnance and accessories.....	42.9	43.1	42.7	42.0	41.8	44.1	45.2	45.2	44.7	44.7	43.7	43.9	44.4	44.2	41.9	
Lumber and wood products, except furniture.....	40.8	40.5	40.4	40.1	39.5	39.9	39.9	40.0	40.7	40.7	40.9	40.9	41.2	40.8	40.8	
Sawmills and planing mills.....	40.4	40.2	40.2	40.1	39.1	39.6	39.5	39.8	40.5	40.4	40.8	40.8	41.0	40.5	40.6	
Millwork, plywood, and related products.....	40.9	40.9	41.2	40.6	40.2	40.4	40.6	40.0	40.7	40.9	41.2	41.0	41.7	41.2	41.6	
Wooden containers.....	41.7	41.1	40.8	40.4	39.9	40.9	41.4	41.1	41.0	41.5	41.8	41.5	41.8	41.5	41.1	
Miscellaneous wood products.....	41.1	41.0	40.8	41.0	40.2	40.6	41.1	41.1	41.2	41.3	41.4	40.9	41.3	41.2	41.3	
Furniture and fixtures.....	39.9	39.5	39.5	39.7	39.7	40.1	41.5	41.4	41.9	41.8	42.2	40.7	41.8	41.4	41.5	
Household furniture.....	39.4	38.9	38.9	39.3	39.2	39.6	41.2	41.1	41.6	41.3	41.7	40.1	41.4	41.1	41.4	
Office furniture.....	-----	41.4	41.7	41.6	41.7	42.7	43.4	43.1	43.4	43.4	43.9	42.5	43.4	43.2	42.3	
Partitions; office and store fixtures.....	-----	40.8	40.3	40.4	40.7	41.2	41.8	41.3	42.2	42.9	43.5	41.7	43.0	42.0	41.8	
Other furniture and fixtures.....	41.5	40.9	40.8	40.7	40.8	40.4	42.2	42.1	42.4	43.0	43.2	42.5	42.6	42.1	41.9	
	Average hourly earnings															
Manufacturing.....	\$2.81	\$2.81	\$2.80	\$2.79	\$2.78	\$2.78	\$2.77	\$2.76	\$2.75	\$2.74	\$2.70	\$2.71	\$2.71	\$2.71	\$2.61	
Durable goods.....	2.99	2.98	2.97	2.96	2.96	2.95	2.95	2.94	2.94	2.93	2.87	2.88	2.88	2.89	2.79	
Nondurable goods.....	2.56	2.55	2.55	2.54	2.53	2.51	2.50	2.49	2.48	2.47	2.45	2.46	2.45	2.45	2.36	
Ordnance and accessories.....	3.23	3.22	3.22	3.22	3.23	3.25	3.25	3.23	3.23	3.23	3.21	3.18	3.18	3.20	3.14	
Ammunition, except for small arms.....	3.27	3.27	3.26	3.28	3.28	3.30	3.30	3.28	3.29	3.29	3.29	3.25	3.26	3.28	3.24	
Sighting and fire control equipment.....	-----	3.23	3.26	3.23	3.24	3.25	3.21	3.16	3.11	3.10	3.08	3.09	3.13	3.13	3.13	
Other ordnance and accessories.....	3.13	3.11	3.12	3.10	3.10	3.13	3.17	3.13	3.13	3.11	3.06	3.05	3.04	3.06	2.91	
Lumber and wood products, except furniture.....	2.41	2.37	2.35	2.32	2.32	2.29	2.28	2.30	2.33	2.33	2.30	2.29	2.28	2.27	2.17	
Sawmills and planing mills.....	2.26	2.22	2.20	2.19	2.19	2.15	2.13	2.13	2.14	2.16	2.15	2.13	2.12	2.11	2.02	
Millwork, plywood, and related products.....	2.51	2.50	2.50	2.49	2.48	2.45	2.44	2.44	2.46	2.46	2.43	2.43	2.42	2.41	2.33	
Wooden containers.....	1.98	1.96	1.95	1.93	1.91	1.85	1.85	1.85	1.84	1.85	1.84	1.83	1.84	1.83	1.77	
Miscellaneous wood products.....	2.21	2.19	2.19	2.16	2.16	2.14	2.15	2.16	2.15	2.14	2.12	2.13	2.12	2.12	2.05	
Furniture and fixtures.....	2.31	2.30	2.29	2.28	2.26	2.26	2.26	2.24	2.24	2.23	2.21	2.19	2.20	2.20	2.12	
Household furniture.....	2.19	2.17	2.16	2.15	2.14	2.13	2.13	2.12	2.12	2.11	2.09	2.06	2.07	2.08	2.01	
Office furniture.....	-----	2.65	2.64	2.64	2.65	2.67	2.67	2.66	2.65	2.64	2.62	2.60	2.59	2.59	2.46	
Partitions; office and store fixtures.....	-----	2.86	2.82	2.80	2.79	2.79	2.80	2.78	2.79	2.77	2.75	2.78	2.78	2.76	2.70	
Other furniture and fixtures.....	2.43	2.44	2.43	2.40	2.37	2.37	2.38	2.35	2.38	2.36	2.30	2.30	2.31	2.31	2.20	

See footnotes at end of table.

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

Industry	1967						1966								Annual average	
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1966	1965	
	Average weekly earnings															
Manufacturing—Continued																
Durable goods—Continued																
Stone, clay, and glass products.....	\$117.59	\$116.62	\$115.23	\$113.70	\$112.19	\$113.71	\$115.23	\$115.79	\$116.47	\$116.05	\$115.75	\$113.82	\$115.60	\$114.24	\$110.04	
Flat glass.....	151.84	150.33	149.24	150.28	152.64	155.06	160.60	159.87	153.99	152.44	141.60	151.01	153.36	149.60		
Glass and glassware, pressed or blown.....	114.21	113.65	113.24	114.65	112.31	113.99	114.68	114.12	111.38	111.38	110.30	109.76	111.79	111.52	106.25	
Cement, hydraulic.....	131.20	130.10	132.70	129.02	128.70	130.79	131.65	138.22	132.39	133.76	132.61	134.82	131.87	132.61	124.42	
Structural clay products.....	100.86	99.72	99.55	97.77	96.07	95.68	96.48	97.20	98.16	97.99	98.12	97.94	97.94	97.00	94.02	
Pottery and related products.....	102.44	103.22	101.00	100.22	101.52	102.14	102.36	100.15	100.44	98.50	95.94	99.00	98.85	95.12		
Concrete, gypsum, and plaster products.....	123.76	121.21	116.57	112.98	111.38	112.44	114.48	116.42	121.38	121.76	122.94	120.87	120.87	117.21	113.08	
Other stone and mineral products.....	118.85	117.71	116.60	114.93	113.24	115.36	116.76	116.20	118.86	117.32	115.79	114.68	116.47	115.64	110.62	
Primary metal industries.....	135.38	134.64	133.25	135.38	134.97	138.36	137.28	138.69	139.02	140.77	138.09	136.86	139.50	138.09	133.88	
Blast furnace and basic steel products.....	140.85	140.85	139.35	142.31	140.80	144.43	140.45	143.37	144.84	147.80	145.85	147.03	147.68	144.73	140.90	
Iron and steel foundries.....	126.88	125.55	122.70	124.73	125.03	129.20	131.63	130.42	130.90	129.73	126.69	121.13	128.01	128.14	125.72	
Nonferrous smelting and refining.....	133.98	131.88	132.51	131.15	130.21	132.60	132.18	132.91	132.91	132.71	130.62	130.09	128.83	129.98	124.44	
Nonferrous rolling, drawing, and extruding.....	132.49	129.78	130.40	130.82	133.65	136.66	138.35	138.97	136.47	138.22	135.83	133.55	137.20	136.27	130.07	
Nonferrous foundries.....	120.42	119.84	116.98	116.98	118.15	120.60	123.06	122.22	121.67	123.26	118.02	114.80	119.29	119.43	113.55	
Miscellaneous primary metal industries.....	145.46	144.84	141.86	146.86	147.70	150.23	152.06	154.70	153.12	153.91	146.89	141.86	147.74	149.82	143.09	
	Average weekly hours															
Stone, clay, and glass products.....	41.7	41.5	41.3	40.9	40.5	41.2	41.6	41.8	42.2	42.2	42.4	42.0	42.5	42.0	42.0	
Flat glass.....	41.6	41.3	41.0	41.4	41.4	42.4	42.6	44.0	43.8	43.5	42.7	40.0	42.3	42.6	42.5	
Glass and glassware, pressed or blown.....	40.5	40.3	40.3	40.8	40.4	41.3	41.4	41.2	40.8	40.8	40.7	40.5	41.1	41.0	40.4	
Cement, hydraulic.....	41.0	41.3	41.6	40.7	40.6	41.0	41.4	42.4	41.5	41.8	41.7	42.0	41.6	41.7	41.2	
Structural clay products.....	41.0	40.7	40.8	40.4	39.7	39.7	40.2	40.5	40.9	41.0	41.4	41.5	41.5	41.1	41.6	
Pottery and related products.....	39.4	39.7	39.3	39.3	39.3	39.5	39.9	40.3	39.9	39.7	39.4	39.0	39.6	39.7	39.8	
Concrete, gypsum, and plaster products.....	44.2	43.6	42.7	42.0	41.1	41.8	42.4	42.8	44.3	44.6	45.2	45.1	45.1	43.9	44.0	
Other stone and mineral products.....	41.7	41.3	41.2	40.9	40.3	41.2	41.7	41.5	42.3	41.9	41.8	41.7	42.2	41.9	41.9	
Primary metal industries.....	40.9	40.8	40.5	40.9	40.9	41.8	41.6	41.9	42.0	42.4	42.1	41.6	42.4	42.1	42.1	
Blast furnace and basic steel products.....	39.9	39.9	39.7	40.2	40.0	40.8	39.9	40.5	40.8	41.4	41.2	41.3	41.6	41.0	41.2	
Iron and steel foundries.....	41.6	41.3	40.9	41.3	41.4	42.5	43.3	42.9	43.2	43.1	42.8	41.2	43.1	43.0	43.5	
Nonferrous smelting and refining.....	42.4	42.0	42.2	41.9	41.6	42.5	42.5	42.6	42.6	42.4	42.0	42.1	42.1	42.2	41.9	
Nonferrous rolling, drawing, and extruding.....	42.6	42.0	42.2	42.2	42.7	43.8	44.2	44.4	43.6	44.3	44.1	43.5	44.4	44.1	43.5	
Nonferrous foundries.....	41.1	40.9	40.2	40.2	40.6	41.3	42.0	42.0	42.1	42.8	42.0	41.0	42.3	42.2	41.9	
Miscellaneous primary metal industries.....	41.8	41.5	41.0	42.2	42.2	42.8	43.2	43.7	43.5	43.6	42.7	41.6	43.2	43.3	43.1	
	Average hourly earnings															
Stone, clay, and glass products.....	\$2.82	\$2.81	\$2.79	\$2.78	\$2.77	\$2.76	\$2.77	\$2.77	\$2.76	\$2.75	\$2.73	\$2.71	\$2.72	\$2.72	\$2.62	
Flat glass.....	3.65	3.64	3.64	3.63	3.63	3.60	3.64	3.65	3.65	3.54	3.57	3.54	3.57	3.60	3.52	
Glass and glassware, pressed or blown.....	2.82	2.82	2.81	2.81	2.78	2.76	2.77	2.77	2.73	2.73	2.71	2.71	2.72	2.72	2.63	
Cement, hydraulic.....	3.20	3.15	3.19	3.17	3.17	3.19	3.18	3.26	3.19	3.20	3.18	3.21	3.17	3.18	3.02	
Structural clay products.....	2.46	2.45	2.44	2.42	2.42	2.41	2.40	2.40	2.40	2.39	2.37	2.36	2.36	2.36	2.26	
Pottery and related products.....	2.60	2.60	2.57	2.55	2.55	2.57	2.56	2.54	2.51	2.53	2.50	2.46	2.50	2.49	2.39	
Concrete, gypsum, and plaster products.....	2.80	2.78	2.73	2.69	2.71	2.69	2.70	2.72	2.74	2.73	2.72	2.68	2.68	2.67	2.57	
Other stone and mineral products.....	2.85	2.85	2.83	2.81	2.81	2.80	2.80	2.80	2.81	2.80	2.77	2.75	2.76	2.76	2.64	
Primary metal industries.....	3.31	3.30	3.29	3.31	3.30	3.31	3.30	3.31	3.31	3.32	3.28	3.29	3.29	3.28	3.18	
Blast furnace and basic steel products.....	3.53	3.53	3.51	3.54	3.52	3.54	3.52	3.54	3.55	3.57	3.54	3.56	3.55	3.53	3.42	
Iron and steel foundries.....	3.05	3.04	3.00	3.02	3.02	3.04	3.04	3.04	3.03	3.01	2.96	2.94	2.97	2.98	2.89	
Nonferrous smelting and refining.....	3.16	3.14	3.14	3.13	3.13	3.12	3.11	3.12	3.12	3.13	3.11	3.09	3.06	3.08	2.97	
Nonferrous rolling, drawing, and extruding.....	3.11	3.09	3.09	3.10	3.13	3.12	3.13	3.13	3.13	3.12	3.08	3.07	3.09	3.09	2.99	
Nonferrous foundries.....	2.93	2.93	2.91	2.91	2.91	2.92	2.93	2.91	2.89	2.88	2.81	2.80	2.82	2.83	2.71	
Miscellaneous primary metal industries.....	3.48	3.49	3.46	3.48	3.50	3.51	3.52	3.54	3.52	3.53	3.44	3.41	3.42	3.46	3.32	

See footnotes at end of table.

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

Industry	1967						1966								Annual average	
	June ²	May. ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1966	1965	
Manufacturing—Continued	Average weekly earnings															
Durable goods—Continued																
Fabricated metal products.....	\$122.84	\$123.14	\$121.13	\$120.72	\$120.42	\$122.47	\$124.53	\$123.09	\$124.26	\$124.84	\$121.26	\$119.42	\$121.70	\$121.69	\$116.20	
Metal cans.....	145.73	148.72	143.38	142.86	137.12	137.85	139.40	136.92	136.73	143.66	148.40	151.52	142.68	140.40	137.49	
Cutlery, hand tools, and general hardware.....	115.46	115.75	114.49	115.06	113.93	116.18	116.62	116.20	116.06	116.34	113.15	109.76	113.15	114.13	111.22	
Heating equipment and plumbing fixtures.....	113.48	111.28	110.88	109.14	108.31	108.74	111.35	110.95	113.30	114.40	112.06	106.13	110.70	110.16	105.06	
Fabricated structural metal products.....	122.72	122.01	121.25	121.72	121.42	123.31	125.83	123.09	123.54	123.83	121.11	118.56	121.13	120.41	114.26	
Screw machine products, bolts, etc.....	126.13	126.13	125.27	128.04	129.95	131.26	133.18	132.44	130.79	130.92	125.24	121.67	128.25	128.13	120.73	
Metal stampings.....	133.44	136.21	130.19	124.62	126.67	130.83	133.34	134.78	137.34	138.85	131.70	129.74	131.58	133.18	128.60	
Coating, engraving, and allied services.....	108.92	107.86	107.57	108.39	106.92	107.79	108.94	107.49	108.10	110.59	108.29	105.73	107.19	106.85	100.43	
Miscellaneous fabricated wire products.....	111.65	110.03	108.54	109.34	108.27	110.68	112.71	112.98	112.44	113.10	110.20	110.04	111.25	110.46	104.92	
Miscellaneous fabricated metal products.....	118.78	119.65	118.37	119.94	118.08	120.80	120.25	119.42	120.56	121.13	118.58	117.03	120.56	118.72	113.42	
Machinery.....	134.73	134.30	134.82	136.20	135.88	137.03	138.60	136.87	136.34	136.53	133.55	131.89	135.83	134.90	127.58	
Engines and turbines.....	139.06	142.69	142.61	146.20	143.72	143.48	155.31	144.33	138.69	143.81	143.72	141.53	142.76	142.95	133.44	
Farm machinery and equipment.....	130.00	127.66	130.38	135.56	136.31	136.83	132.70	128.30	130.29	131.57	127.31	124.85	130.82	130.31	121.72	
Construction and related machinery.....	130.00	131.04	130.52	131.57	131.15	131.35	134.08	135.45	135.14	135.33	132.99	132.25	134.85	133.18	126.39	
Metalworking machinery and equipment.....	153.22	154.01	155.61	155.50	155.72	157.08	156.71	154.90	152.97	153.05	148.46	149.70	155.04	153.25	144.37	
Special industry machinery.....	126.18	127.08	128.14	128.30	127.41	129.65	132.61	129.65	128.92	129.80	126.14	122.41	127.74	126.72	120.22	
General industrial machinery.....	133.35	133.45	132.60	133.65	131.66	136.16	138.92	136.66	137.46	138.40	135.39	131.46	135.69	134.77	126.56	
Office, computing and accounting machines.....	129.07	127.62	129.78	130.09	129.16	131.33	133.42	131.75	132.06	131.02	127.80	129.36	131.44	131.33	127.20	
Service industry machines.....	118.53	117.83	115.02	117.42	115.71	114.86	118.98	118.85	118.14	115.64	115.37	114.12	117.74	116.06	112.19	
Miscellaneous machinery.....	132.68	129.60	129.60	129.47	130.80	133.20	132.91	132.76	132.02	130.83	127.16	124.85	128.32	128.91	120.93	
Average weekly hours																
Fabricated metal products.....	41.5	41.6	41.2	41.2	41.1	41.8	42.5	42.3	42.7	42.9	42.4	41.9	42.7	42.4	42.1	
Metal cans.....	43.5	44.0	42.8	42.9	41.3	41.9	42.5	42.0	42.2	43.8	44.7	45.5	43.9	43.2	43.1	
Cutlery, hand tools, and general hardware.....	40.8	40.9	40.6	40.8	40.4	41.2	41.5	41.5	41.6	41.7	41.6	40.5	41.6	41.5	41.5	
Heating equipment and plumbing fixtures.....	40.1	39.6	39.6	39.4	39.1	39.4	40.2	40.2	41.2	41.3	41.2	39.9	41.0	40.5	40.1	
Fabricated structural metal products.....	41.6	41.5	41.1	41.4	41.3	41.8	42.8	42.3	42.6	42.7	42.2	41.6	42.5	42.1	41.7	
Screw machine products, bolts, etc.....	42.9	42.9	42.9	43.7	44.2	44.8	45.3	45.2	45.1	45.3	44.1	43.3	45.0	44.8	43.9	
Metal stampings.....	41.7	42.3	41.2	40.2	40.6	41.8	42.6	43.2	43.6	43.8	42.9	42.4	43.0	43.1	43.3	
Coating, engraving, and allied services.....	41.1	40.7	40.9	40.9	40.5	41.3	41.9	41.5	41.9	42.7	42.3	41.3	42.2	41.9	41.5	
Miscellaneous fabricated wire products.....	41.2	40.6	40.5	40.8	40.4	41.3	41.9	42.0	41.8	42.2	41.9	42.0	42.3	42.0	41.8	
Miscellaneous fabricated metal products.....	41.1	41.4	41.1	41.5	41.0	41.8	41.9	41.9	42.3	42.5	42.2	41.5	42.6	42.1	41.7	
Machinery.....	42.5	42.5	42.8	43.1	43.0	43.5	44.0	43.7	43.7	43.9	43.5	43.1	44.1	43.8	43.1	
Engines and turbines.....	40.9	41.6	41.7	42.5	41.9	42.2	44.5	42.7	41.4	42.8	42.9	42.5	43.0	42.8	41.7	
Farm machinery and equipment.....	40.4	40.4	41.0	42.1	42.2	42.1	41.6	40.6	41.1	41.9	41.2	40.8	42.2	41.9	41.4	
Construction and related machinery.....	41.4	41.6	41.7	41.9	41.9	42.1	42.7	43.0	42.9	43.1	42.9	42.8	43.5	43.1	42.7	
Metalworking machinery and equipment.....	44.8	44.9	45.5	45.6	45.8	46.2	46.5	46.1	45.8	46.1	45.4	45.5	46.7	46.3	45.4	
Special industry machinery.....	42.2	42.5	43.0	43.2	42.9	43.8	44.8	44.1	44.0	44.3	43.8	42.8	44.2	44.0	43.4	
General industrial machinery.....	42.2	42.5	42.5	42.7	42.2	43.5	44.1	43.8	44.2	44.5	44.1	43.1	44.2	43.9	42.9	
Office, computing and accounting machines.....	41.5	41.3	42.0	42.1	41.8	42.5	42.9	42.5	42.6	42.4	41.9	42.0	42.4	42.5	42.4	
Service industry machines.....	41.3	41.2	40.5	41.2	40.6	40.3	41.6	41.7	41.6	41.3	41.5	41.2	42.2	41.6	41.4	
Miscellaneous machinery.....	43.5	43.2	43.2	43.3	43.6	44.4	44.6	44.7	44.6	44.5	44.0	43.5	44.4	44.3	43.5	
Average hourly earnings																
Fabricated metal products.....	\$2.96	\$2.96	\$2.94	\$2.93	\$2.93	\$2.93	\$2.93	\$2.91	\$2.91	\$2.91	\$2.86	\$2.85	\$2.85	\$2.87	\$2.76	
Metal cans.....	3.35	3.38	3.35	3.33	3.32	3.29	3.28	3.26	3.24	3.28	3.32	3.33	3.25	3.25	3.19	
Cutlery, hand tools, and general hardware.....	2.83	2.83	2.82	2.82	2.82	2.82	2.81	2.80	2.79	2.79	2.72	2.71	2.72	2.75	2.68	
Heating equipment and plumbing fixtures.....	2.83	2.81	2.80	2.77	2.77	2.76	2.77	2.76	2.75	2.77	2.72	2.66	2.70	2.72	2.62	
Fabricated structural metal products.....	2.95	2.94	2.95	2.94	2.94	2.95	2.94	2.91	2.90	2.90	2.87	2.85	2.85	2.86	2.74	
Screw machine products, bolts, etc.....	2.94	2.94	2.92	2.93	2.94	2.93	2.94	2.93	2.90	2.89	2.84	2.81	2.85	2.86	2.75	
Metal stampings.....	3.20	3.22	3.16	3.10	3.12	3.13	3.13	3.12	3.15	3.17	3.07	3.06	3.06	3.09	2.97	
Coating, engraving, and allied services.....	2.65	2.65	2.63	2.65	2.64	2.61	2.60	2.59	2.58	2.59	2.56	2.56	2.54	2.55	2.42	
Miscellaneous fabricated wire products.....	2.71	2.71	2.68	2.68	2.68	2.68	2.69	2.69	2.69	2.68	2.63	2.62	2.63	2.63	2.51	
Miscellaneous fabricated metal products.....	2.89	2.89	2.88	2.89	2.88	2.89	2.87	2.85	2.85	2.85	2.81	2.82	2.83	2.82	2.72	
Machinery.....	3.17	3.16	3.15	3.16	3.16	3.15	3.15	3.13	3.12	3.11	3.07	3.06	3.08	3.08	2.96	
Engines and turbines.....	3.40	3.43	3.42	3.44	3.43	3.40	3.49	3.38	3.35	3.36	3.35	3.33	3.32	3.34	3.20	
Farm machinery and equipment.....	3.16	3.16	3.18	3.14	3.13	3.12	3.14	3.15	3.15	3.14	3.10	3.09	3.10	3.09	2.94	
Construction and related machinery.....	3.14	3.15	3.13	3.41	3.40	3.40	3.37	3.36	3.34	3.32	3.27	3.29	3.32	3.31	3.18	
Metalworking machinery and equipment.....	3.42	3.43	3.42	3.42	3.42	3.42	3.42	3.42	3.42	3.42	3.42	3.42	3.42	3.42	3.42	
Special industry machinery.....	2.99	2.99	2.98	3.13	3.12	3.13	3.15	3.12	3.11	3.11	3.07	3.05	3.07	3.07	2.95	
General industrial machinery.....	3.16	3.14	3.12	3.12	3.12	3.12	3.12	3.12	3.12	3.12	3.12	3.12	3.12	3.12	3.12	
Office, computing and accounting machines.....	3.11	3.09	3.09	3.09	3.09	3.09	3.11	3.10	3.10	3.09	3.05	3.08	3.10	3.09	3.00	
Service industry machines.....	2.87	2.86	2.84	2.85	2.85	2.85	2.86	2.85	2.84	2.80	2.78	2.77	2.79	2.79	2.71	
Miscellaneous machinery.....	3.05	3.00	3.00	2.99	3.00	3.00	2.98	2.97	2.96	2.94	2.89	2.87	2.89	2.91	2.78	

See footnotes at end of table.

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

Industry	1967						1966								Annual average	
	Jun. ²	May. ²	Apr. ²	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1966	1965	
Average weekly earnings																
Manufacturing—Continued																
Durable goods—Continued																
Electrical equipment and supplies.....	\$110.80	\$109.73	\$107.84	\$108.13	\$107.86	\$109.21	\$110.42	\$109.74	\$109.86	\$110.12	\$107.68	\$106.11	\$108.62	\$108.77	\$105.78	
Electric distribution equipment.....	118.20	118.49	119.36	120.10	118.40	118.71	123.40	120.27	117.32	119.99	115.64	117.46	117.73	117.04	113.02	
Electrical industrial apparatus.....	115.83	115.54	116.52	116.44	116.03	118.01	118.86	117.18	117.60	119.57	117.74	118.15	117.17	117.87	113.28	
Household appliances.....	118.70	119.29	111.93	115.05	114.76	115.63	117.38	121.01	119.94	122.51	119.42	116.28	118.28	118.82	114.54	
Electric lighting and wiring equipment.....	104.00	103.60	100.74	102.17	99.72	103.97	104.70	103.79	103.73	103.82	101.93	99.20	101.59	102.00	99.14	
Radio and TV receiving sets.....	90.00	86.74	88.54	89.62	91.87	93.20	94.30	98.41	94.07	93.96	91.57	91.87	93.20	91.81	91.31	
Communication equipment.....	125.66	124.03	123.22	123.71	123.82	124.15	125.21	122.60	122.18	122.22	118.37	117.33	119.81	120.93	116.47	
Electronic components and accessories.....	91.72	92.19	91.10	91.03	90.17	91.64	92.46	91.60	92.00	91.66	91.03	89.27	93.02	91.71	88.88	
Miscellaneous electrical equipment and supplies.....	119.50	118.80	116.53	116.82	115.94	121.58	125.40	127.02	124.62	122.43	115.14	114.34	117.79	120.30	115.36	
Transportation equipment.....	141.25	141.86	137.30	136.49	136.21	141.44	144.93	145.52	146.63	144.84	139.35	137.94	140.25	141.86	137.71	
Motor vehicles and equipment.....	143.97	135.76	133.86	135.63	135.63	143.50	150.73	151.71	154.43	151.87	142.27	140.42	143.40	147.23	147.63	
Aircraft and parts.....	145.95	145.86	144.75	145.09	142.64	143.90	144.14	145.92	144.05	143.52	144.09	142.23	143.22	142.89	131.88	
Ship and boat building and repairing.....	131.63	132.93	132.60	127.98	134.37	136.63	131.02	134.18	129.60	129.34	130.29	132.40	130.82	130.82	121.50	
Railroad equipment.....	138.57	139.09	136.00	139.19	141.66	142.27	141.80	141.04	136.15	135.74	136.68	133.32	137.09	129.44	129.44	
Other transportation equipment.....	103.57	98.36	98.50	94.12	92.69	94.53	94.62	97.20	99.14	97.27	93.30	96.87	95.12	92.69		
Average weekly hours																
Electrical equipment and supplies.....	40.0	39.9	39.5	39.9	39.8	40.6	41.2	41.1	41.3	41.4	41.1	40.5	41.3	41.2	41.0	
Electric distribution equipment.....	40.9	41.0	41.3	41.7	41.4	41.8	42.7	42.2	41.9	42.7	41.9	42.1	42.5	42.1	41.4	
Electrical industrial apparatus.....	40.5	40.4	40.6	41.9	41.0	41.7	42.3	42.0	42.0	42.4	42.2	42.5	42.3	42.4	41.8	
Household appliances.....	40.1	40.3	38.2	39.4	39.3	39.6	40.2	41.3	41.5	42.1	41.9	40.8	41.5	41.4	41.2	
Electric lighting and wiring equipment.....	40.0	40.0	39.2	39.6	38.8	40.3	40.9	40.7	41.0	41.2	41.1	40.0	40.8	40.8	40.8	
Radio and TV receiving sets.....	37.5	36.6	38.0	38.3	39.6	40.0	40.3	41.7	40.2	40.5	39.3	39.6	40.0	39.7		
Communication equipment.....	41.2	40.8	40.8	41.1	41.0	41.8	42.3	41.7	41.7	42.0	41.1	40.6	41.6	41.7	41.3	
Electronic components and accessories.....	38.7	38.9	38.6	38.9	38.7	39.5	40.2	40.0	40.0	40.2	40.1	39.5	40.8	40.4	40.4	
Miscellaneous electrical equipment and supplies.....	40.1	40.0	39.5	39.6	39.3	40.8	41.8	42.2	42.1	41.5	40.4	39.7	40.9	41.2	41.2	
Transportation equipment.....	41.3	41.6	40.5	40.5	40.3	41.6	42.5	42.8	43.0	42.6	42.1	41.8	42.5	42.6	42.9	
Motor vehicles and equipment.....	40.9	38.9	38.8	39.2	41.0	42.7	43.1	43.5	42.9	41.6	41.3	42.3	42.8	44.2		
Aircraft and parts.....	42.8	42.9	42.7	43.8	42.2	42.7	42.9	43.3	43.0	43.1	43.4	43.1	43.4	43.3	42.0	
Ship and boat building and repairing.....	40.5	40.9	40.8	39.5	41.6	42.3	41.2	41.8	40.5	40.8	41.1	41.9	41.4	40.5		
Railroad equipment.....	40.4	40.2	40.0	40.7	41.3	41.0	41.1	41.0	40.4	40.4	40.8	40.4	40.8	40.4	40.2	
Other transportation equipment.....	41.1	39.5	39.4	37.8	38.3	38.9	39.1	40.0	40.8	40.7	39.2	40.7	39.8	40.3		
Average hourly earnings																
Electrical equipment and supplies.....	\$2.77	\$2.75	\$2.73	\$2.71	\$2.71	\$2.69	\$2.68	\$2.67	\$2.66	\$2.66	\$2.62	\$2.62	\$2.63	\$2.64	\$2.58	
Electric distribution equipment.....	2.89	2.89	2.89	2.88	2.86	2.84	2.89	2.85	2.80	2.81	2.76	2.79	2.77	2.78	2.73	
Electrical industrial apparatus.....	2.86	2.86	2.87	2.84	2.83	2.83	2.81	2.79	2.80	2.82	2.79	2.78	2.77	2.78	2.71	
Household appliances.....	2.96	2.96	2.93	2.92	2.92	2.92	2.92	2.93	2.89	2.91	2.85	2.85	2.85	2.87	2.78	
Electric lighting and wiring equipment.....	2.60	2.59	2.57	2.58	2.57	2.58	2.56	2.55	2.53	2.52	2.48	2.48	2.49	2.50	2.43	
Radio and TV receiving sets.....	2.40	2.37	2.33	2.34	2.32	2.33	2.34	2.36	2.34	2.34	2.32	2.33	2.32	2.33	2.30	
Communication equipment.....	3.05	3.04	3.02	3.01	3.02	2.97	2.96	2.94	2.93	2.91	2.88	2.89	2.88	2.90	2.82	
Electronic components and accessories.....	2.37	2.37	2.36	2.34	2.33	2.32	2.30	2.29	2.30	2.28	2.27	2.26	2.28	2.27	2.20	
Miscellaneous electrical equipment and supplies.....	2.98	2.97	2.95	2.95	2.95	2.98	3.00	3.01	2.96	2.95	2.85	2.88	2.88	2.92	2.80	
Transportation equipment.....	3.42	3.41	3.39	3.37	3.38	3.40	3.41	3.40	3.41	3.40	3.31	3.30	3.30	3.33	3.21	
Motor vehicles and equipment.....	3.52	3.49	3.45	3.46	3.50	3.53	3.52	3.55	3.54	3.42	3.40	3.39	3.44	3.44		
Aircraft and parts.....	3.41	3.40	3.39	3.39	3.38	3.37	3.36	3.37	3.35	3.33	3.32	3.30	3.30	3.30	3.14	
Ship and boat building and repairing.....	3.25	3.25	3.25	3.24	3.23	3.23	3.18	3.21	3.20	3.17	3.17	3.16	3.16	3.16	3.00	
Railroad equipment.....	3.43	3.46	3.40	3.42	3.43	3.43	3.45	3.44	3.37	3.36	3.35	3.30	3.30	3.36	3.22	
Other transportation equipment.....	2.52	2.49	2.50	2.49	2.42	2.42	2.42	2.43	2.43	2.39	2.38	2.38	2.38	2.39	2.30	

See footnotes at end of table.

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

Industry	1967						1966							Annual average	
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1966	1965
Average weekly earnings															
Manufacturing—Continued															
Durable goods—Continued															
Instruments and related products.....	\$115.08	\$114.80	\$114.26	\$114.40	\$113.02	\$114.13	\$115.78	\$114.66	\$114.93	\$114.78	\$112.17	\$111.90	\$113.94	\$113.40	\$108.47
Engineering and scientific instruments.....	136.40	138.41	137.09	132.91	132.44	136.22	133.49	133.18	133.06	128.59	131.89	131.82	132.44	125.33	
Mechanical measuring and control devices.....	111.76	112.31	110.68	111.91	109.85	115.23	116.62	115.92	116.20	115.08	112.74	112.19	115.60	114.93	108.62
Optical and ophthalmic goods.....	105.26	103.94	104.19	102.97	102.21	103.32	105.08	103.91	102.26	103.83	101.26	101.92	102.66	101.92	98.65
Ophthalmic goods.....	93.30	93.30	92.66	92.20	92.57	93.61	94.19	92.57	94.07	91.58	93.25	93.30	92.21	89.40	
Surgical, medical, and dental equipment.....	97.91	97.84	97.53	96.64	96.64	95.60	96.87	96.46	96.12	95.71	93.50	91.94	95.30	94.42	90.23
Photographic equipment and supplies.....	136.63	135.14	136.32	135.68	135.04	135.84	133.73	136.78	136.03	132.25	131.58	133.67	133.67	127.84	
Watches and clocks.....	90.87	91.77	91.43	90.23	92.06	92.11	91.69	91.65	92.48	92.70	91.35	91.17	91.39	87.85	
Miscellaneous manufacturing industries.....	92.04	91.41	91.57	91.96	90.17	91.87	91.20	90.45	90.09	89.20	88.22	86.24	88.62	88.80	85.39
Jewelry, silverware, and plated ware.....	104.14	105.44	105.18	104.52	100.73	103.38	108.03	109.48	108.63	105.42	102.51	95.35	100.94	102.26	95.53
Toys, amusement, and sporting goods.....	82.35	82.71	83.10	81.58	82.32	79.17	79.60	78.41	79.00	77.60	78.80	78.80	78.80	76.44	
Pens, pencils, office and art materials.....	89.21	89.33	89.04	87.58	88.31	90.17	90.45	89.38	88.07	86.43	84.02	87.48	86.65	82.82	
Costume jewelry, buttons, and notions.....	84.07	84.07	82.82	80.94	82.26	81.74	79.54	80.98	81.18	80.00	78.56	82.42	80.78	77.62	
Other manufacturing industries.....	97.71	97.22	96.58	97.71	96.08	97.66	97.84	97.28	96.40	95.04	93.62	95.04	95.68	92.46	
Musical instruments and parts.....	97.00	99.40	99.68	98.89	101.34	104.16	104.75	103.42	99.39	99.63	97.28	100.45	100.53	97.75	
Average weekly hours															
Instruments and related products.....	41.1	41.0	41.1	41.3	40.8	41.5	42.1	42.0	42.1	42.2	41.7	41.6	42.2	42.0	41.4
Engineering and scientific instruments.....	43.3	43.8	43.8	42.6	43.0	43.8	43.2	43.1	43.2	42.3	43.1	42.8	43.0	41.5	
Mechanical measuring and control devices.....	40.2	40.4	40.1	40.4	39.8	41.6	42.1	42.0	42.1	42.0	41.6	41.4	42.5	42.1	41.3
Optical and ophthalmic goods.....	40.8	40.6	40.7	40.4	41.0	41.7	41.4	41.4	41.7	41.5	41.6	41.9	41.6	41.8	
Ophthalmic goods.....	39.7	39.7	39.6	39.4	39.9	40.7	40.6	40.6	40.9	40.7	40.9	41.1	40.8	41.2	
Surgical, medical, and dental equipment.....	39.8	40.1	40.3	40.1	40.1	40.0	40.7	40.9	40.9	40.3	39.8	40.9	40.7	40.1	
Photographic equipment and supplies.....	42.3	42.1	42.6	42.4	42.6	43.4	43.0	43.7	43.6	42.8	43.0	43.4	43.4	42.9	
Watches and clocks.....	39.0	39.9	40.1	39.4	40.2	40.4	41.3	41.1	41.1	41.2	40.6	40.7	40.8	40.3	
Miscellaneous manufacturing industries.....	39.5	39.4	39.3	39.3	38.7	39.6	40.0	40.2	40.4	40.0	40.1	39.2	40.1	40.0	39.9
Jewelry, silverware, and plated ware.....	39.9	40.4	40.3	40.2	39.5	40.7	42.2	42.6	42.0	41.5	39.4	41.2	41.4	41.0	
Toys, amusement, and sporting goods.....	39.4	39.2	39.2	38.3	39.2	39.0	40.0	40.0	39.4	39.7	38.8	39.4	39.4	39.2	
Pens, pencils, office and art materials.....	39.3	39.7	39.4	39.1	39.6	40.8	41.3	41.0	40.4	40.2	38.9	40.5	40.3	40.4	
Costume jewelry, buttons, and notions.....	39.1	39.1	38.7	38.0	38.8	39.3	38.8	39.5	39.6	39.8	38.7	40.4	39.6	39.6	
Other manufacturing industries.....	39.2	39.1	39.4	38.9	39.7	40.1	40.1	40.2	40.0	40.1	39.5	40.1	40.2	40.2	
Musical instruments and parts.....	38.8	39.6	39.4	39.4	40.7	42.0	41.9	41.7	40.9	41.0	40.2	41.0	41.2	40.9	
Average hourly earnings															
Instruments and related products.....	\$2.80	\$2.80	\$2.78	\$2.77	\$2.77	\$2.75	\$2.75	\$2.73	\$2.73	\$2.72	\$2.69	\$2.69	\$2.70	\$2.70	\$2.62
Engineering and scientific instruments.....	3.15	3.16	3.13	3.12	3.08	3.11	3.09	3.09	3.08	3.04	3.06	3.08	3.08	3.02	
Mechanical measuring and control devices.....	2.78	2.78	2.76	2.77	2.76	2.77	2.76	2.76	2.74	2.71	2.71	2.72	2.73	2.63	
Optical and ophthalmic goods.....	2.58	2.56	2.56	2.53	2.52	2.52	2.51	2.47	2.49	2.44	2.45	2.45	2.45	2.36	
Ophthalmic goods.....	2.35	2.35	2.34	2.34	2.32	2.30	2.32	2.28	2.30	2.25	2.28	2.27	2.26	2.17	
Surgical, medical, and dental equipment.....	2.46	2.44	2.42	2.41	2.41	2.39	2.38	2.37	2.35	2.34	2.32	2.31	2.33	2.25	
Photographic equipment and supplies.....	3.23	3.21	3.20	3.20	3.17	3.13	3.11	3.13	3.12	3.09	3.06	3.08	3.08	2.98	
Watches and clocks.....	2.33	2.30	2.28	2.29	2.29	2.28	2.22	2.23	2.25	2.25	2.25	2.24	2.24	2.18	
Miscellaneous manufacturing industries.....	2.33	2.32	2.33	2.34	2.33	2.32	2.28	2.25	2.23	2.23	2.20	2.20	2.21	2.22	2.14
Jewelry, silverware, and plated ware.....	2.61	2.61	2.60	2.55	2.54	2.56	2.57	2.55	2.51	2.47	2.42	2.45	2.47	2.33	
Toys, amusement, and sporting goods.....	2.09	2.11	2.12	2.13	2.10	2.03	1.99	1.99	1.99	1.99	2.00	2.00	2.00	1.95	
Pens, pencils, office and art materials.....	2.27	2.25	2.26	2.24	2.23	2.21	2.19	2.18	2.18	2.15	2.16	2.16	2.15	2.05	
Costume jewelry, buttons, and notions.....	2.15	2.15	2.14	2.13	2.12	2.08	2.05	2.05	2.05	2.01	2.03	2.04	2.04	1.96	
Other manufacturing industries.....	2.48	2.48	2.47	2.48	2.46	2.44	2.44	2.42	2.41	2.37	2.37	2.37	2.38	2.30	
Musical instruments and parts.....	2.50	2.51	2.53	2.51	2.49	2.48	2.50	2.48	2.43	2.43	2.42	2.45	2.44	2.39	

See footnotes at end of table.

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

Industry	1967						1966								Annual average	
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1966	1965	
Average weekly earnings																
Manufacturing—Continued																
<i>Nondurable goods</i>																
Food and kindred products	\$108.50	\$107.18	\$106.27	\$106.52	\$105.18	\$106.08	\$106.14	\$104.90	\$104.08	\$104.92	\$103.34	\$105.59	\$104.24	\$103.82	\$99.87	
Meat products	115.64	114.52	114.77	112.56	111.56	116.75	116.89	115.35	113.28	114.78	108.79	109.74	109.86	110.56	107.27	
Dairy products	114.38	111.45	111.04	111.04	111.30	110.88	110.99	111.14	110.30	110.93	109.23	112.92	110.68	109.13	105.08	
Canned and preserved food, except meats		85.03	82.06	83.88	83.11	82.82	81.87	79.93	82.39	86.93	86.71	82.58	80.89	82.95	78.60	
Grain mill products	120.67	120.12	118.53	120.01	119.14	122.30	123.12	122.94	124.47	124.55	118.42	120.38	118.22	118.61	113.40	
Bakery products	107.47	105.87	103.89	104.67	104.28	103.10	104.01	104.54	105.99	106.11	106.08	106.71	106.34	104.38	101.40	
Sugar		125.03	126.28	127.49	115.31	110.55	111.02	110.50	101.12	119.23	121.54	127.75	121.84	114.48	110.33	
Confectionery and related products	92.40	91.31	87.40	91.03	89.60	88.18	87.45	87.60	88.44	89.06	89.06	87.36	87.91	86.94	83.53	
Beverages	126.42	121.50	123.52	122.51	118.80	117.49	122.36	121.29	119.66	118.73	119.97	130.23	121.67	119.19	114.09	
Miscellaneous food and kindred products		106.34	105.41	105.42	104.00	103.74	105.35	104.92	104.25	104.55	102.41	101.50	102.24	102.37	98.79	
Tobacco manufactures	94.25	90.06	91.10	87.52	82.08	83.16	88.29	81.24	81.93	83.41	82.68	87.23	88.55	84.97	79.21	
Cigarettes		107.48	110.25	105.71	98.19	103.95	112.47	100.77	105.72	106.23	106.11	104.72	106.92	105.45	97.27	
Cigars		67.89	66.97	64.80	64.78	64.98	68.02	68.24	66.41	64.61	64.25	63.71	65.12	65.84	63.95	
Textile mill products	82.42	81.81	81.20	80.80	80.60	81.61	82.20	83.21	83.20	83.38	83.36	81.76	84.35	82.12	78.17	
Cotton broad woven fabrics	83.21	84.03	84.23	84.64	85.04	86.28	87.29	87.29	86.46	87.06	86.23	85.63	89.85	85.54	80.28	
Silk and synthetic broad woven fabrics	82.82	84.66	83.43	82.62	82.62	83.84	84.84	87.11	86.70	87.31	89.35	89.35	87.87	87.03	83.90	
Weaving and finishing broad woolens	90.74	90.10	87.99	86.73	86.11	87.57	87.78	85.68	86.53	87.78	88.60	88.39	90.90	87.54	83.69	
Narrow fabrics and small wares	82.01	81.60	79.40	78.21	77.82	80.15	81.34	81.16	82.15	81.90	81.25	80.48	81.64	80.26	75.99	
Knitting	75.27	74.30	72.75	72.56	71.80	70.68	70.88	72.58	73.71	72.93	74.24	70.27	72.31	71.60	68.29	
Finishing textiles, except wool and knit	94.79	94.38	93.94	92.43	90.91	90.27	93.31	92.66	92.66	91.59	90.74	89.03	94.17	91.58	85.85	
Floor covering		86.11	83.03	82.22	78.99	81.61	84.02	86.88	86.25	86.05	85.43	80.39	83.18	83.36	81.51	
Yarn and thread	75.01	74.24	72.93	72.91	72.73	74.37	75.48	77.42	78.17	79.05	79.00	78.07	78.94	77.59	73.70	
Miscellaneous textile goods	94.89	92.21	92.48	91.65	90.58	93.44	93.24	96.10	96.11	95.90	93.95	92.65	95.25	93.95	88.20	
Average weekly hours																
Food and kindred products	41.1	40.6	40.1	40.5	40.3	40.8	41.3	41.3	41.3	41.8	41.5	41.9	41.2	41.2	41.1	
Meat products	41.3	40.9	40.7	40.2	39.7	41.4	42.2	42.1	41.8	42.2	40.9	41.1	41.3	41.1	41.1	
Dairy products	43.0	41.9	41.9	41.9	42.0	42.0	42.2	42.1	42.1	42.5	42.5	43.6	42.9	42.3	42.2	
Canned and preserved food, except meats		38.3	36.8	38.3	38.3	38.7	38.8	38.8	39.8	41.2	40.9	39.7	37.8	39.5	39.3	
Grain mill products	44.2	44.0	43.1	43.8	43.8	44.8	45.1	45.2	46.1	46.3	45.2	46.3	46.0	45.1	45.0	
Bakery products	40.1	39.8	39.5	39.8	39.8	39.5	39.7	39.9	40.3	40.5	40.8	41.2	40.9	40.3	40.4	
Sugar		41.4	41.0	41.8	39.9	40.2	43.2	45.1	39.5	41.4	42.2	43.6	42.9	42.4	42.6	
Confectionery and related products	40.0	39.7	38.5	40.1	40.0	39.9	40.3	40.0	40.2	40.3	39.0	39.6	39.7	39.4	39.4	
Beverages	42.0	40.5	40.9	40.7	40.0	40.1	41.2	40.7	40.7	40.8	41.8	44.6	42.1	41.1	40.6	
Miscellaneous food and kindred products		41.7	41.5	42.0	41.6	42.0	43.0	43.0	42.9	42.5	41.8	41.6	41.9	42.3	42.4	
Tobacco manufactures	39.6	38.0	38.6	37.4	36.0	37.8	40.5	38.5	39.2	40.1	38.1	37.6	38.5	38.8	37.9	
Cigarettes		38.8	39.8	38.3	36.1	38.5	41.5	37.6	39.3	39.2	39.3	38.5	39.6	39.2	37.7	
Cigars		37.1	37.0	35.8	35.4	35.9	38.0	37.7	37.1	36.5	36.3	36.2	37.0	37.2	37.4	
Textile mill products	40.6	40.5	40.2	40.2	40.1	40.6	41.1	41.4	41.6	41.9	42.1	41.5	42.6	41.9	41.8	
Cotton broad woven fabrics	41.4	41.6	41.7	41.9	42.1	42.5	43.0	43.0	42.8	43.1	42.9	42.6	44.7	43.2	42.7	
Silk and synthetic broad woven fabrics	40.8	41.5	41.1	40.7	40.7	41.3	42.0	42.7	42.5	42.8	43.8	43.8	43.5	43.3	43.7	
Weaving and finishing broad woolens	42.6	42.5	41.9	41.3	41.2	41.7	42.0	40.8	41.4	42.0	42.8	42.7	43.7	42.7	42.7	
Narrow fabrics and small wares	40.6	40.8	40.1	39.5	39.5	41.1	41.5	41.2	41.7	42.0	42.1	41.7	42.3	41.8	41.3	
Knitting	38.6	38.1	37.5	37.4	37.2	37.2	37.7	38.4	39.0	39.0	39.7	38.4	39.3	38.7	38.8	
Finishing textiles, except wool and knit	42.7	42.9	42.7	42.4	41.7	41.6	43.0	42.7	42.9	42.8	42.6	41.8	43.8	43.2	42.5	
Floor covering		41.4	40.5	40.5	39.3	40.4	41.8	42.8	42.7	42.6	42.5	40.6	41.8	42.1	42.9	
Yarn and thread	39.9	39.7	39.0	39.2	39.1	40.2	40.8	41.4	41.8	42.5	42.7	42.2	42.9	42.4	42.6	
Miscellaneous textile goods	41.8	40.8	41.1	41.1	40.8	41.9	42.0	42.9	43.1	43.2	42.9	42.5	43.1	42.9	42.2	
Average hourly earnings																
Food and kindred products	\$2.64	\$2.64	\$2.65	\$2.63	\$2.61	\$2.60	\$2.57	\$2.54	\$2.52	\$2.51	\$2.49	\$2.52	\$2.53	\$2.52	\$2.43	
Meat products	2.80	2.80	2.82	2.80	2.81	2.82	2.77	2.74	2.71	2.72	2.66	2.67	2.66	2.69	2.61	
Dairy products	2.66	2.66	2.65	2.65	2.65	2.64	2.63	2.64	2.62	2.61	2.57	2.59	2.58	2.58	2.49	
Canned and preserved food, except meats		2.22	2.23	2.19	2.17	2.14	2.11	2.06	2.07	2.11	2.12	2.08	2.14	2.10	2.00	
Grain mill products	2.73	2.73	2.75	2.74	2.72	2.73	2.73	2.72	2.70	2.69	2.62	2.60	2.57	2.63	2.52	
Bakery products	2.68	2.66	2.63	2.63	2.62	2.61	2.62	2.62	2.63	2.62	2.60	2.59	2.60	2.59	2.51	
Sugar		3.02	3.08	3.05	2.89	2.75	2.57	2.45	2.56	2.88	2.88	2.93	2.84	2.70	2.59	
Confectionery and related products	2.31	2.30	2.27	2.27	2.24	2.21	2.17	2.19	2.20	2.21	2.21	2.24	2.22	2.19	2.12	
Beverages	3.01	3.00	3.02	3.01	2.97	2.93	2.97	2.98	2.94	2.91	2.87	2.92	2.89	2.90	2.81	
Miscellaneous food and kindred products		2.55	2.54	2.51	2.50	2.47	2.45	2.44	2.43	2.46	2.45	2.44	2.44	2.42	2.33	
Tobacco manufactures	2.38	2.37	2.36	2.34	2.28	2.20	2.18	2.11	2.09	2.08	2.17	2.32	2.30	2.19	2.09	
Cigarettes		2.77	2.77	2.76	2.72	2.70	2.71	2.68	2.69	2.71	2.70	2.72	2.70	2.69	2.58	
Cigars		1.83	1.81	1.81	1.83	1.81	1.79	1.81	1.79	1.77	1.77	1.76	1.76	1.77	1.71	
Textile mill products	2.03	2.02	2.02	2.01	2.01	2.01	2.00	2.01	2.00	1.99	1.98	1.97	1.98	1.96	1.87	
Cotton broad woven fabrics	2.01	2.02	2.02	2.02	2.02	2.03	2.03	2.02	2.02	2.02	2.01	2.01	2.01	1.98	1.88	
Silk and synthetic broad woven fabrics	2.03	2.04	2.03	2.03	2.03	2.03	2.02	2.04	2.04	2.04	2.04	2.04	2.02	2.01	1.92	
Weaving and finishing broad woolens	2.13	2.12	2.10	2.10	2.09	2.10	2.09	2.10	2.09	2.09	2.07	2.07	2.08	2.05	1.96	
Narrow fabrics and smallwares	2.02	2.00	1.98	1.98	1.97	1.95	1.96	1.97	1.97	1.95	1.93	1.93	1.93	1.92	1.84	
Knitting	1.95	1.95	1.94	1.94	1.93	1.90	1.88	1.89	1.89	1.87	1.87	1.83	1.84	1.85	1.76	
Finishing textiles, except wool and knit	2.22	2.20	2.20	2.18	2.18	2.17	2.17	2.16	2.16	2.14	2.13	2.13	2.15	2.12	2.02	
Floor covering		2.08	2.05	2.03	2.01	2.02	2.01	2.03	2.02	2.02	2.01	1.98	1.99	1.98	1.90	
Yarn and thread	1.88	1.87	1.87	1.86	1.86	1.85	1.85	1.87	1.87	1.86	1.85	1.85	1.84	1.83	1.73	
Miscellaneous textile goods	2.27	2.26	2.25	2.23	2.22	2.23	2.22	2.24	2.23	2.22	2.19	2.18	2.21	2.19	2.09	

See footnotes at end of table.

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

Industry	1967						1966								Annual average	
	June	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1966	1965	
Average weekly earnings																
Manufacturing—Continued																
Nondurable goods—Continued																
Apparel and related products.....	\$72.11	\$71.80	\$72.16	\$71.80	\$71.04	\$70.40	\$69.87	\$70.25	\$70.64	\$67.83	\$70.11	\$67.88	\$68.63	\$68.80	\$66.61	
Men's and boys' suits and coats.....	89.73	88.22	87.75	87.00	85.70	88.09	87.78	86.94	87.17	84.83	87.19	85.03	85.86	85.79	81.86	
Men's and boys' furnishings.....	63.15	63.15	62.97	62.80	63.15	61.42	61.34	60.64	59.84	59.36	60.10	58.56	59.78	59.15	57.90	
Women's, misses', and juniors' outerwear.....	74.81	74.77	76.12	75.77	74.00	72.42	71.36	71.44	72.21	68.67	73.56	71.90	71.34	71.14	68.68	
Women's and children's undergarments.....	65.52	65.70	65.51	65.52	64.80	63.71	63.53	65.98	66.12	64.18	63.92	61.99	62.53	63.10	60.19	
Hats, caps, and millinery.....	67.47	69.54	69.58	71.75	75.54	74.01	72.27	70.81	72.69	67.86	75.38	71.28	70.30	71.18	70.08	
Girls' and children's outerwear.....	67.47	66.20	65.08	64.75	65.32	64.62	62.66	62.48	62.48	59.86	63.86	63.86	64.01	62.99	60.79	
Fur goods and miscellaneous apparel.....	76.80	76.89	76.23	75.03	74.82	73.85	75.24	76.80	77.46	72.04	74.23	73.43	74.54	73.60	70.81	
Miscellaneous fabricated textile products.....	76.80	78.62	76.47	76.88	75.28	76.70	78.17	78.95	80.96	76.58	76.23	69.92	74.10	75.06	73.73	
Paper and allied products.....	121.27	119.57	119.00	119.71	118.44	119.84	120.81	121.37	121.37	121.92	120.77	120.50	120.18	119.35	114.22	
Paper and pulp.....	138.22	135.83	136.40	136.89	136.75	137.20	138.12	139.05	138.43	138.29	137.39	137.56	135.45	135.30	128.16	
Paperboard.....	141.48	135.17	137.28	139.78	137.90	138.08	138.57	140.43	139.05	138.91	138.12	139.38	138.78	138.62	132.14	
Converted paper and paperboard products.....	105.37	104.45	103.38	104.81	104.14	105.66	105.84	105.84	104.75	105.75	104.23	103.91	104.66	103.91	99.42	
Paperboard containers and boxes.....	109.82	108.21	107.01	107.38	105.41	107.07	109.65	109.91	110.68	111.89	109.82	108.54	110.08	108.38	104.23	
Printing, publishing and allied industries.....	125.18	124.48	124.03	124.68	123.33	123.59	125.51	124.87	125.51	125.12	122.85	121.83	122.54	122.61	118.12	
Newspaper publishing and printing.....	129.58	129.23	127.08	126.35	125.64	124.24	131.32	129.17	127.73	127.39	125.17	124.17	125.58	124.87	119.85	
Periodical publishing and printing.....	129.31	129.63	130.14	129.09	128.90	128.90	131.14	133.39	136.04	139.03	132.93	132.76	129.44	129.92	125.83	
Books.....	115.93	114.26	115.51	113.71	115.09	114.54	115.08	115.93	117.04	115.78	114.11	117.43	114.53	114.53	110.68	
Commercial printing.....	128.58	126.88	127.47	129.17	126.36	127.26	128.08	127.76	129.52	129.04	127.20	126.25	125.37	126.17	120.96	
Bookbinding and related industries.....	97.27	97.78	97.39	96.36	93.86	95.73	96.08	95.94	96.29	94.92	93.60	92.19	93.65	94.38	91.57	
Other publishing and printing industries.....	123.83	125.18	124.80	126.94	128.04	128.58	126.36	124.94	125.71	126.81	124.16	123.00	122.43	124.16	120.90	
Average weekly hours																
Apparel and related products.....	35.7	35.9	35.9	35.9	35.7	36.1	36.2	36.4	36.6	35.7	36.9	36.3	36.7	36.4	36.4	
Men's and boys' suits and coats.....	37.7	37.7	37.5	37.5	37.1	38.3	38.5	38.3	38.4	37.7	39.1	38.3	38.5	38.3	37.9	
Men's and boys' furnishings.....	36.5	36.5	36.4	36.3	36.5	37.0	37.4	37.2	37.4	37.1	37.8	37.3	37.6	37.2	37.6	
Women's, misses', and juniors' outerwear.....	33.7	34.3	34.6	34.6	34.1	34.0	33.5	33.7	33.9	32.7	34.7	34.4	34.8	34.2	34.0	
Women's and children's undergarments.....	36.0	35.9	35.8	36.0	35.8	36.2	36.3	37.7	38.0	37.1	37.6	36.9	37.0	36.9	36.7	
Hats, caps, and millinery.....	35.3	35.3	35.5	35.0	35.8	36.1	36.5	36.5	36.9	34.8	37.5	36.0	37.0	36.5	36.5	
Girls' and children's outerwear.....	35.7	35.4	34.8	35.0	35.5	36.1	35.4	35.7	35.7	34.4	36.7	36.7	37.0	36.2	36.4	
Fur goods and miscellaneous apparel.....	36.1	36.3	35.9	35.8	36.2	36.7	37.1	37.6	36.2	37.3	36.9	36.9	36.9	36.8	36.5	
Miscellaneous fabricated textile products.....	37.1	37.8	37.3	37.5	36.9	37.6	38.7	38.7	39.3	38.1	38.5	36.8	38.0	38.1	38.4	
Paper and allied products.....	42.7	42.4	42.2	42.6	42.3	42.8	43.3	43.5	43.5	43.7	43.6	43.5	43.7	43.4	43.1	
Paper and pulp.....	44.3	44.1	44.0	44.3	44.4	44.4	44.7	45.0	44.8	44.9	44.9	45.1	45.0	44.8	44.5	
Paperboard.....	45.2	44.1	44.0	44.8	44.2	44.4	44.7	45.3	45.0	45.1	44.7	45.4	45.5	45.3	45.1	
Converted paper and paperboard products.....	41.0	40.8	40.7	41.1	41.0	41.6	42.0	42.0	41.9	42.3	42.2	41.9	42.2	41.9	41.6	
Paperboard containers and boxes.....	41.6	41.3	41.0	41.3	40.7	41.5	42.5	42.6	42.9	43.2	42.9	42.4	43.0	42.5	42.2	
Printing, publishing and allied industries.....	38.4	38.3	38.4	38.6	38.3	38.5	39.1	38.9	39.1	39.1	39.0	38.8	38.9	38.8	38.6	
Newspaper publishing and printing.....	36.4	36.3	36.0	36.1	36.0	35.7	37.2	36.8	36.6	36.5	36.6	36.2	36.4	36.3	36.1	
Periodical publishing and printing.....	38.6	39.4	39.2	39.0	39.3	39.5	40.3	41.1	41.5	40.9	40.6	40.2	40.1	40.2	40.2	
Books.....	41.7	41.4	41.7	41.2	41.4	41.4	41.2	41.1	41.7	41.8	42.1	41.8	42.7	41.8	41.3	
Commercial printing.....	39.2	38.8	39.1	39.5	39.0	39.4	39.9	39.8	40.1	40.2	40.0	39.7	39.8	39.8	39.4	
Bookbinding and related industries.....	38.6	38.8	38.8	38.7	38.0	38.6	38.9	39.0	39.3	38.9	39.0	38.9	38.7	39.0	38.8	
Other publishing and printing industries.....	38.1	38.4	38.4	38.7	38.8	39.2	39.0	38.8	38.8	38.9	38.8	38.8	38.5	38.8	39.0	
Average hourly earnings																
Apparel and related products.....	\$2.02	\$2.00	\$2.01	\$2.00	\$1.99	\$1.95	\$1.93	\$1.93	\$1.93	\$1.90	\$1.90	\$1.87	\$1.87	\$1.89	\$1.83	
Men's and boys' suits and coats.....	2.38	2.34	2.34	2.32	2.31	2.30	2.28	2.27	2.27	2.25	2.23	2.22	2.23	2.24	2.16	
Men's and boys' furnishings.....	1.73	1.73	1.73	1.73	1.73	1.66	1.64	1.63	1.60	1.60	1.59	1.57	1.59	1.59	1.54	
Women's, misses', and juniors' outerwear.....	2.22	2.18	2.20	2.19	2.17	2.13	2.13	2.12	2.13	2.10	2.12	2.09	2.05	2.08	2.02	
Women's and children's undergarments.....	1.82	1.83	1.83	1.82	1.81	1.76	1.75	1.75	1.74	1.73	1.70	1.68	1.69	1.71	1.64	
Hats, caps, and millinery.....	1.97	1.96	1.96	2.05	2.11	2.05	1.98	1.94	1.97	1.95	2.01	1.98	1.90	1.95	1.92	
Girls' and children's outerwear.....	1.89	1.87	1.87	1.85	1.84	1.79	1.77	1.75	1.75	1.74	1.74	1.74	1.73	1.74	1.67	
Fur goods and miscellaneous apparel.....	2.13	2.10	2.09	2.09	2.09	2.04	2.05	2.07	2.06	1.99	1.99	1.99	2.02	2.00	1.94	
Miscellaneous fabricated textile products.....	2.07	2.08	2.05	2.05	2.04	2.04	2.02	2.04	2.06	2.01	1.98	1.90	1.95	1.97	1.92	
Paper and allied products.....	2.84	2.82	2.82	2.81	2.80	2.80	2.79	2.79	2.79	2.79	2.77	2.77	2.75	2.75	2.65	
Paper and pulp.....	3.12	3.08	3.10	3.09	3.08	3.09	3.09	3.09	3.09	3.08	3.06	3.05	3.01	3.02	2.88	
Paperboard.....	3.13	3.11	3.12	3.12	3.12	3.11	3.10	3.10	3.09	3.08	3.09	3.07	3.05	3.06	2.93	
Converted paper and paperboard products.....	2.57	2.56	2.54	2.55	2.54	2.54	2.52	2.52	2.50	2.50	2.47	2.48	2.48	2.48	2.39	
Paperboard containers and boxes.....	2.64	2.62	2.61	2.60	2.59	2.58	2.58	2.58	2.58	2.59	2.56	2.56	2.55	2.55	2.47	
Printing, publishing and allied industries.....	3.26	3.25	3.23	3.23	3.22	3.21	3.21	3.21	3.21	3.20	3.15	3.14	3.15	3.16	3.06	
Newspaper publishing and printing.....	3.56	3.56	3.53	3.50	3.49	3.48	3.53	3.51	3.49	3.49	3.42	3.43	3.45	3.44	3.32	
Periodical publishing and printing.....	3.35	3.29	3.32	3.31	3.28	3.32	3.31	3.31	3.31	3.35	3.25	3.27	3.22	3.24	3.13	
Books.....	2.78	2.76	2.77	2.76	2.78	2.78	2.80	2.78	2.80	2.75	2.73	2.75	2.74	2.74	2.68	
Commercial printing.....	3.28	3.27	3.26	3.27	3.24	3.23	3.21	3.21	3.23	3.21	3.18	3.18	3.15	3.17	3.07	
Bookbinding and related industries.....	2.52	2.52	2.51	2.49	2.47	2.48	2.47	2.46	2.45	2.44	2.40	2.37	2.42	2.42	2.36	
Other publishing and printing industries.....	3.25	3.26	3.25	3.28	3.30	3.28	3.24	3.22	3.24	3.26	3.20	3.17	3.18	3.20	3.10	

See footnotes at end of table.

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

Industry	1967						1966								Annual average	
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1966	1965	
Average weekly earnings																
Manufacturing—Continued																
Nondurable goods—Continued																
Chemicals and allied products	\$128.85	\$126.99	\$127.49	\$127.19	\$125.25	\$126.16	\$127.98	\$128.29	\$127.56	\$127.14	\$125.70	\$126.00	\$125.76	\$125.46	\$121.09	
Industrial chemicals	144.75	142.12	142.80	142.04	140.19	141.20	143.65	145.43	143.99	142.04	140.53	141.53	140.77	140.44	136.08	
Plastics materials and synthetics	129.32	126.35	125.33	124.92	123.19	123.37	126.78	126.05	125.88	125.33	125.50	126.52	125.97	125.08	120.70	
Drugs	116.64	115.14	118.08	118.24	117.96	117.14	117.01	116.18	115.77	114.24	111.23	110.68	111.78	113.02	106.90	
Soap, cleaners, and toilet goods	127.10	125.05	123.32	122.61	122.10	122.70	120.83	122.06	122.06	122.77	122.93	121.42	121.93	119.94	113.15	
Paints, varnishes, and allied products	121.06	119.60	117.62	117.50	115.66	116.81	117.83	117.99	117.83	118.58	118.01	118.01	119.99	117.59	113.15	
Agricultural chemicals	102.75	104.98	112.24	109.31	105.22	107.32	105.90	104.23	106.27	105.15	103.39	104.23	102.48	104.84	100.69	
Other chemical products	122.36	121.54	122.13	121.54	119.95	120.30	124.20	122.89	122.64	123.97	121.51	120.38	121.55	120.38	116.90	
Petroleum refining and related industries	155.09	153.22	153.15	150.94	147.97	144.90	145.67	146.70	145.43	146.80	142.72	147.06	145.95	144.58	138.42	
Petroleum refining	162.64	161.03	161.36	159.38	156.19	151.94	152.82	154.34	150.12	152.04	148.57	153.91	152.40	151.56	145.05	
Other petroleum and coal products	128.61	125.42	123.41	117.46	114.90	116.05	118.02	119.71	128.29	130.87	123.48	125.27	124.37	120.22	115.90	
Rubber and miscellaneous plastic products	109.71	107.98	109.89	110.16	108.95	111.51	112.71	112.98	113.52	114.21	111.04	110.27	111.30	111.72	109.62	
Tires and inner tubes	167.77	163.10	154.45	154.76	154.03	161.62	165.10	165.17	166.66	165.99	163.02	162.94	161.55	163.39	158.06	
Other rubber products	108.24	105.59	106.25	106.11	105.73	108.09	109.67	110.20	110.20	110.72	106.91	104.34	107.33	107.74	103.82	
Miscellaneous plastic products	96.05	94.94	94.07	93.90	93.03	93.96	93.89	93.94	94.81	95.04	93.11	92.21	93.38	93.75	92.35	
Leather and leather products	78.66	77.21	75.40	75.65	76.13	77.79	76.82	76.03	74.68	74.09	75.85	74.49	76.05	74.88	71.82	
Leather tanning and finishing	107.30	107.30	104.66	103.20	101.65	102.66	104.19	103.83	103.53	101.45	100.19	100.19	102.66	101.75	97.99	
Footwear, except rubber	75.40	73.80	71.64	72.44	73.68	75.08	73.92	72.39	70.88	71.25	73.32	72.71	73.88	71.81	68.80	
Other leather products	76.15	75.14	73.97	75.35	74.00	75.24	75.25	76.05	75.66	72.18	73.71	70.88	72.77	73.34	70.49	
Handbags and personal leather goods	70.79	70.40	70.36	70.59	71.05	69.19	72.20	71.82	66.22	70.49	68.63	68.60	69.38	67.86	67.86	
Average weekly hours																
Chemicals and allied products	41.7	41.5	41.8	41.7	41.2	41.5	42.1	42.2	42.1	42.1	41.9	42.0	42.2	42.1	41.9	
Industrial chemicals	42.2	41.8	42.0	41.9	41.6	41.9	42.5	42.9	42.6	42.4	42.2	42.5	42.4	42.3	42.0	
Plastics materials and synthetics	42.4	41.7	41.5	41.5	41.2	41.4	42.4	42.3	42.1	42.2	42.4	42.6	42.7	42.4	42.5	
Drugs	40.5	40.4	41.0	41.2	41.1	41.1	41.2	41.2	41.2	40.8	40.3	40.1	40.5	40.8	40.8	
Soap, cleaners, and toilet goods	41.4	41.0	40.7	40.6	40.7	40.9	41.1	41.8	41.8	41.9	42.1	41.3	41.9	41.5	40.7	
Paints, varnishes, and allied products	41.6	41.1	40.7	40.8	40.3	40.7	41.2	41.4	41.2	41.9	41.9	41.7	42.4	41.7	41.6	
Agricultural chemicals	41.1	42.5	46.0	44.8	42.6	43.1	42.7	42.2	43.2	42.4	42.2	42.2	42.7	43.5	43.4	
Other chemical products	41.2	41.2	41.4	41.2	40.8	41.2	42.1	41.8	42.0	42.6	41.9	41.8	42.5	41.8	41.9	
Petroleum refining and related industries	43.2	42.8	42.9	42.4	41.8	41.4	42.1	42.4	42.4	42.8	42.1	43.0	42.8	42.4	42.2	
Petroleum refining	42.8	42.6	42.8	42.5	42.1	41.4	42.1	42.4	41.7	42.0	41.5	42.4	42.1	42.1	41.8	
Other petroleum and coal products	44.5	43.7	43.3	41.8	40.6	41.3	42.0	42.6	44.7	45.6	44.1	44.9	44.9	43.4	43.9	
Rubber and miscellaneous plastic products	41.4	40.9	40.7	40.8	40.5	41.3	41.9	42.0	42.2	42.3	41.9	41.3	42.0	42.0	42.0	
Tires and inner tubes	45.1	44.2	42.2	42.4	42.2	43.8	44.5	44.4	44.8	44.5	44.3	43.8	43.9	44.4	44.4	
Other rubber products	41.0	40.3	40.4	40.5	40.2	41.1	41.7	41.9	41.9	42.1	41.6	40.6	41.6	41.6	41.2	
Miscellaneous plastic products	40.7	40.4	40.2	40.3	40.1	40.5	41.0	41.2	41.4	41.5	41.2	40.8	41.5	41.3	41.6	
Leather and leather products	38.0	37.3	36.6	36.9	37.5	38.7	38.8	38.4	38.1	37.8	39.1	39.0	39.2	38.6	38.2	
Leather tanning and finishing	40.8	40.8	40.1	40.0	39.4	40.1	40.7	40.4	40.6	40.1	40.4	40.4	40.9	40.7	41.0	
Footwear, except rubber	37.7	36.9	36.0	36.4	37.4	38.7	38.7	37.9	37.5	37.7	39.0	39.3	39.3	38.4	37.8	
Other leather products	37.7	37.2	36.8	37.3	37.0	38.0	38.2	39.0	38.8	37.4	39.0	37.7	38.5	38.4	38.1	
Handbags and personal leather goods	36.3	36.3	36.1	35.9	36.2	37.2	37.0	38.0	37.8	35.6	38.1	37.3	37.9	37.5	37.7	
Average hourly earnings																
Chemicals and allied products	\$3.09	\$3.06	\$3.05	\$3.05	\$3.04	\$3.04	\$3.04	\$3.04	\$3.03	\$3.02	\$3.00	\$3.00	\$2.98	\$2.98	\$2.89	
Industrial chemicals	3.43	3.40	3.40	3.39	3.37	3.37	3.38	3.39	3.38	3.35	3.33	3.33	3.32	3.32	3.24	
Plastics materials and synthetics	3.05	3.03	3.02	3.01	2.99	2.98	2.99	2.98	2.99	2.97	2.96	2.97	2.95	2.95	2.84	
Drugs	2.88	2.85	2.88	2.88	2.87	2.85	2.84	2.82	2.81	2.80	2.76	2.76	2.76	2.77	2.62	
Soap, cleaners, and toilet goods	3.07	3.05	3.03	3.02	3.00	3.00	2.94	2.92	2.92	2.93	2.92	2.94	2.91	2.89	2.78	
Paints, varnishes, and allied products	2.91	2.91	2.89	2.88	2.87	2.87	2.86	2.85	2.86	2.86	2.83	2.83	2.83	2.82	2.72	
Agricultural chemicals	2.50	2.47	2.44	2.44	2.47	2.49	2.48	2.47	2.46	2.48	2.45	2.47	2.40	2.41	2.32	
Other chemical products	2.97	2.95	2.95	2.95	3.94	2.92	2.95	2.94	2.92	2.91	2.90	2.88	2.86	2.88	2.79	
Petroleum refining and related industries	3.59	3.58	3.57	3.56	3.54	3.50	3.46	3.46	3.43	3.43	3.39	3.42	3.41	3.41	3.28	
Petroleum refining	3.80	3.78	3.77	3.75	3.71	3.67	3.63	3.64	3.60	3.62	3.58	3.63	3.62	3.60	3.47	
Other petroleum and coal products	2.89	2.87	2.85	2.81	2.83	2.81	2.81	2.81	2.87	2.87	2.80	2.79	2.77	2.77	2.64	
Rubber and miscellaneous plastic products	2.65	2.64	2.70	2.70	2.69	2.70	2.69	2.69	2.69	2.70	2.65	2.67	2.65	2.66	2.61	
Tires and inner tubes	3.72	3.69	3.66	3.65	3.65	3.69	3.71	3.72	3.72	3.73	3.68	3.72	3.68	3.68	3.56	
Other rubber products	2.64	2.62	2.63	2.62	2.63	2.63	2.63	2.63	2.63	2.63	2.57	2.57	2.58	2.59	2.52	
Miscellaneous plastic products	2.36	2.35	2.34	2.33	2.32	2.32	2.29	2.28	2.29	2.29	2.26	2.26	2.25	2.27	2.22	
Leather and leather products	2.07	2.07	2.06	2.05	2.03	2.01	1.98	1.98	1.96	1.96	1.94	1.91	1.94	1.94	1.88	
Leather tanning and finishing	2.63	2.63	2.61	2.58	2.58	2.56	2.56	2.57	2.55	2.53	2.48	2.48	2.51	2.50	2.39	
Footwear, except rubber	2.00	2.00	1.99	1.99	1.97	1.94	1.91	1.91	1.89	1.89	1.88	1.85	1.88	1.87	1.82	
Other leather products	2.02	2.02	2.01	2.02	2.00	1.98	1.97	1.95	1.95	1.93	1.89	1.88	1.89	1.91	1.85	
Handbags and personal leather goods	1.95	1.95	1.95	1.96	1.95	1.91	1.87	1.90	1.90	1.86	1.85	1.84	1.81	1.85	1.80	

See footnotes at end of table.

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

Industry	1967					1966								Annual average	
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1966	1965
Average weekly earnings															
Transportation and public utilities:															
Railroad transportation:															
Class I railroads ³							\$137.22	\$137.90	\$132.99	\$135.96	\$136.34	\$134.11	\$137.54	\$135.65	\$130.80
Local and interurban passenger transit:															
Local and suburban transportation	\$117.45	\$114.53	\$114.26	\$113.71	\$112.88	\$113.28	\$114.75	\$115.56	\$112.83	\$113.63	\$114.59	\$113.52	\$112.52	\$112.52	\$108.20
Intercity and rural bus lines	142.97	142.71	134.64	141.01	143.76	142.02	143.99	141.37	149.57	158.84	148.50	141.24	143.74	133.72	
Motor freight transportation and storage	135.94	121.48	135.11	134.60	132.80	137.82	136.43	138.14	138.78	136.63	136.42	137.06	135.15	130.48	
Public warehousing	98.70	101.40	97.07	98.00	96.80	98.71	97.76	96.64	98.16	98.29	98.33	95.92	95.99	93.09	
Pipeline transportation	158.69	166.53	155.80	157.38	161.66	154.34	152.31	152.25	152.77	148.37	150.38	148.96	151.29	145.85	
Communication	117.60	117.90	117.00	120.10	118.01	120.40	122.54	119.54	119.43	117.62	119.19	118.44	118.55	114.62	
Telephone communication	111.93	112.22	111.36	114.62	112.97	115.31	117.03	114.24	114.11	112.33	114.12	113.15	113.27	109.08	
Telegraph communication ⁴	133.46	128.23	128.35	131.07	128.35	128.53	127.62	130.16	131.94	131.37	131.07	131.50	128.01	122.55	
Radio and television broadcasting	154.05	154.01	153.65	154.42	152.05	154.41	158.36	154.77	152.82	149.27	152.05	150.86	151.24	147.63	
Electric, gas, and sanitary services	139.74	140.42	139.59	141.44	139.18	140.11	140.53	141.20	137.86	136.54	139.35	134.72	136.95	131.24	
Electric companies and systems	143.66	143.59	142.90	143.87	141.17	142.20	142.96	142.12	139.93	139.61	143.90	137.78	139.70	133.31	
Gas companies and systems	129.34	129.20	128.43	128.52	130.19	128.33	129.90	131.36	128.03	124.64	124.64	122.72	125.77	120.83	
Combined utility systems	150.38	152.94	151.37	156.14	150.75	154.28	152.52	154.40	149.82	148.93	152.70	147.33	149.70	143.79	
Water, steam, and sanitary systems	113.12	113.27	111.50	113.42	112.06	111.79	112.89	111.79	111.24	109.74	112.17	108.39	110.42	105.41	
Average weekly hours															
Transportation and public utilities:															
Railroad transportation:							43.7	44.2	42.9	44.0	44.7	43.4	44.8	43.9	43.6
Class I railroads ³															
Local and interurban passenger transit:															
Local and suburban transportation	42.4	41.8	41.7	41.5	41.5	41.8	42.5	42.8	42.1	42.4	42.6	43.0	42.3	42.1	
Intercity and rural bus lines	42.3	42.6	40.8	42.6	43.3	43.3	43.9	43.1	45.6	47.7	45.0	44.0	44.5	43.7	
Motor freight transportation and storage	41.7	38.2	41.7	41.8	41.5	42.8	42.5	42.9	43.1	43.1	42.9	43.1	42.5	42.5	
Public warehousing	39.8	40.4	39.3	40.0	40.5	41.3	41.6	41.3	40.9	41.3	40.8	39.8	40.5	40.3	
Pipeline transportation	40.9	42.7	41.0	41.2	42.1	41.6	41.5	40.6	41.4	41.1	41.2	40.7	41.0	41.2	
Communication	39.2	39.3	39.0	39.9	39.6	40.0	41.4	40.8	40.9	40.7	41.1	40.7	40.6	40.5	
Telephone communication	39.0	39.1	38.8	39.8	39.5	39.9	41.5	40.8	40.9	40.7	41.2	40.7	40.6	40.4	
Telegraph communication ⁴	43.9	42.6	42.5	43.4	42.5	42.7	42.4	43.1	43.4	43.5	43.4	43.4	43.1	43.0	
Radio and television broadcasting	39.5	39.9	39.6	39.8	39.7	39.9	40.5	40.2	39.9	39.7	39.7	39.7	39.8	39.9	
Electric, gas, and sanitary services	41.1	41.3	41.3	41.6	41.3	41.7	41.7	41.9	41.4	41.5	42.1	41.2	41.5	41.4	
Electric companies and systems	41.4	41.5	41.3	41.7	41.4	41.7	41.8	41.8	41.4	41.8	42.7	41.5	41.7	41.4	
Gas companies and systems	40.8	40.5	40.9	40.8	41.2	41.0	41.5	41.7	41.3	41.0	41.0	40.5	41.1	41.1	
Combined utility systems	41.2	41.9	41.7	42.2	41.3	42.5	41.9	42.3	41.5	41.6	42.3	41.5	41.7	41.8	
Water, steam, and sanitary systems	40.4	40.6	40.4	40.8	40.6	40.8	41.2	41.1	41.2	41.1	41.7	40.9	41.2	41.5	
Average hourly earnings															
Transportation and public utilities:															
Railroad transportation:							\$3.14	\$3.12	\$3.10	\$3.09	\$3.05	\$3.09	\$3.07	\$3.09	\$3.00
Class I railroads ³															
Local and interurban passenger transit:															
Local and suburban transportation	\$2.77	\$2.74	\$2.74	\$2.74	\$2.72	\$2.71	\$2.70	\$2.70	\$2.68	2.68	2.69	2.64	2.66	2.57	
Intercity and rural bus lines	3.38	3.35	3.30	3.31	3.32	3.28	3.28	3.28	3.28	3.33	3.30	3.21	3.23	3.06	
Motor freight transportation and storage	3.26	3.18	3.24	3.22	3.20	3.22	3.21	3.22	3.22	3.17	3.18	3.18	3.18	3.07	
Public warehousing	2.48	2.51	2.47	2.45	2.39	2.39	2.35	2.34	2.40	2.38	2.41	2.41	2.37	2.31	
Pipeline transportation	3.88	3.90	3.80	3.82	3.84	3.71	3.67	3.75	3.69	3.61	3.65	3.66	3.69	3.54	
Communication	3.00	3.00	3.00	3.01	2.98	3.01	2.96	2.93	2.92	2.89	2.90	2.91	2.92	2.83	
Telephone communication	2.87	2.87	2.87	2.88	2.86	2.89	2.82	2.80	2.79	2.76	2.77	2.78	2.79	2.70	
Telegraph communication ⁴	3.04	3.01	3.02	3.02	3.02	3.01	3.01	3.02	3.04	3.02	3.02	3.03	2.97	2.85	
Radio and television broadcasting	3.90	3.86	3.88	3.88	3.83	3.87	3.91	3.85	3.83	3.76	3.83	3.80	3.80	3.70	
Electric, gas, and sanitary services	3.40	3.40	3.38	3.40	3.37	3.36	3.37	3.37	3.33	3.29	3.31	3.27	3.30	3.17	
Electric companies and systems	3.47	3.46	3.46	3.45	3.41	3.41	3.42	3.40	3.38	3.34	3.37	3.32	3.35	3.22	
Gas companies and systems	3.17	3.19	3.14	3.15	3.16	3.13	3.13	3.15	3.10	3.04	3.04	3.03	3.06	2.94	
Combined utility systems	3.65	3.65	3.63	3.70	3.65	3.63	3.64	3.65	3.61	3.58	3.61	3.55	3.59	3.44	
Water, steam, and sanitary systems	2.80	2.79	2.76	2.78	2.76	2.74	2.74	2.72	2.70	2.67	2.69	2.65	2.68	2.54	

See footnotes at end of table.

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

Industry	1967						1966								Annual average	
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1966	1965	
Average weekly earnings																
Wholesale and retail trade.....	\$82.66	\$81.09	\$81.09	\$80.59	\$80.59	\$80.30	\$80.14	\$79.79	\$79.86	\$79.92	\$80.73	\$80.94	\$79.45	\$79.02	\$76.53	
Wholesale trade.....	116.24	115.37	115.26	114.74	114.05	114.09	114.52	112.87	112.74	111.93	111.38	112.20	110.70	111.11	106.49	
Motor vehicles and automotive equipment.....		106.97	106.97	105.32	104.65	105.16	106.17	105.41	105.41	106.26	103.42	105.58	104.08	104.08	100.14	
Drugs, chemicals, and allied products.....		117.81	118.59	117.51	118.50	117.89	117.27	115.60	115.49	115.66	113.08	114.33	113.36	114.17	109.08	
Dry goods and apparel.....		111.97	112.48	111.81	110.58	109.53	109.16	109.15	110.78	108.95	109.16	107.82	106.96	107.26	103.19	
Groceries and related products.....		107.33	106.25	105.73	105.59	105.26	104.14	103.79	103.07	103.89	103.66	105.75	101.34	101.84	96.76	
Electrical goods.....		128.47	129.20	132.98	130.85	132.98	136.95	126.65	128.87	127.97	123.65	123.48	125.24	126.98	122.84	
Hardware, plumbing, and heating goods.....		109.75	109.34	108.27	108.14	108.68	108.81	108.00	108.95	108.12	106.90	106.34	106.86	107.30	101.91	
Machinery, equipment, and supplies.....		127.89	127.39	126.27	125.05	123.83	125.56	125.05	124.84	122.18	123.49	123.37	121.66	121.66	115.23	
Miscellaneous wholesalers.....		113.26	113.43	113.20	112.92	113.08	113.65	112.40	111.60	111.35	110.83	111.10	110.83	110.95	107.20	
Retail trade.....	71.76	69.80	69.80	69.30	69.10	69.15	69.65	68.64	68.87	69.09	70.11	70.48	69.14	68.57	66.61	
General merchandise stores.....		62.66	62.34	61.88	61.18	61.05	62.24	60.26	61.01	61.38	62.24	62.93	61.49	60.94	58.81	
Department stores.....		66.65	65.81	65.04	64.20	64.92	64.70	63.36	64.94	65.54	66.50	67.18	65.52	64.55	62.98	
Mail order houses.....		75.90	74.48	75.39	72.24	69.42	83.83	73.08	70.04	71.25	71.66	71.55	71.96	71.51	71.00	
Limited price variety stores.....		47.84	48.16	48.34	47.70	46.35	48.77	47.12	46.66	46.66	48.00	47.23	46.03	46.19	44.10	
Food stores.....		72.59	72.05	72.16	71.94	71.94	71.81	72.59	71.81	72.76	74.84	75.05	73.49	72.21	70.32	
Grocery, meat, and vegetable stores.....		73.47	73.25	73.14	73.14	73.15	72.81	73.48	72.70	74.00	75.90	76.33	74.74	73.22	71.69	
Apparel and accessories stores.....		60.80	60.86	59.71	60.21	60.54	61.15	58.24	58.97	59.01	59.84	60.52	58.92	58.89	57.46	
Men's and boys' apparel stores.....		73.10	73.22	71.66	72.91	75.15	73.78	72.12	71.69	71.48	73.64	74.78	73.44	71.96	69.84	
Women's ready-to-wear stores.....		55.51	55.53	55.21	54.70	54.89	55.61	52.95	52.97	52.98	52.63	54.26	52.81	52.81	51.46	
Family clothing stores.....		59.97	60.40	59.39	57.92	57.41	59.27	57.32	58.86	57.32	59.99	60.12	57.67	58.38	56.45	
Shoe stores.....		59.69	58.98	57.83	58.53	58.72	60.03	56.36	58.02	60.41	60.52	59.88	57.66	58.09	56.64	
Average weekly hours																
Wholesale and retail trade.....	36.9	36.2	36.2	36.3	36.3	36.5	37.1	36.6	36.8	37.0	37.9	38.0	37.3	37.1	37.7	
Wholesale trade.....	40.5	40.2	40.3	40.4	40.3	40.6	40.9	40.6	40.7	40.7	40.8	41.1	40.7	40.7	40.8	
Motor vehicles and automotive equipment.....		41.3	41.3	41.3	41.2	41.4	41.8	41.5	41.5	42.0	41.7	42.4	41.8	41.8	41.9	
Drugs, chemicals, and allied products.....		39.4	39.4	39.7	39.9	40.1	40.3	40.0	40.1	40.3	40.1	40.4	40.2	40.2	40.4	
Dry goods and apparel.....		37.7	38.0	37.9	38.0	37.9	38.3	37.9	38.2	37.7	38.3	38.1	38.2	37.9	37.8	
Groceries and related products.....		40.5	40.4	40.2	40.3	40.8	41.0	40.7	40.9	40.9	41.3	42.3	40.7	40.9	41.0	
Electrical goods.....		42.4	42.5	43.6	42.9	43.6	44.9	42.5	43.1	42.8	42.2	42.0	42.6	42.9	42.8	
Hardware, plumbing, and heating goods.....		40.2	40.2	40.1	40.2	40.4	40.6	40.6	40.5	40.8	40.8	40.9	41.1	40.8	40.6	
Machinery, equipment, and supplies.....		40.6	40.7	40.6	40.6	40.6	40.9	41.0	41.2	41.0	41.3	41.4	41.1	41.1	41.3	
Miscellaneous wholesalers.....		39.6	39.8	40.0	39.9	40.1	40.3	40.0	40.0	40.2	40.3	40.4	40.3	40.2	40.3	
Retail trade.....	35.7	34.9	34.9	35.0	34.9	35.1	35.9	35.2	35.5	35.8	36.9	36.9	36.2	35.9	36.6	
General merchandise stores.....		32.3	32.3	32.4	32.2	32.3	34.2	32.4	32.8	33.0	34.2	34.2	33.6	33.3	33.8	
Department stores.....		32.2	32.1	32.2	32.1	32.3	33.7	32.0	32.8	33.1	34.1	34.1	33.6	33.1	33.5	
Mail order houses.....		35.8	35.3	35.9	34.4	33.7	41.5	36.0	34.5	35.1	35.3	34.9	35.1	35.4	36.6	
Limited price variety stores.....		29.9	30.1	30.4	30.0	30.1	32.3	31.0	30.7	30.7	32.0	31.7	31.1	31.0	31.5	
Food stores.....		32.7	32.6	32.8	32.7	33.0	33.4	33.3	33.4	34.0	35.3	35.4	34.5	33.9	34.3	
Grocery, meat, and vegetable stores.....		32.8	32.7	32.8	32.8	33.1	33.4	33.4	33.5	34.1	35.3	35.5	34.6	33.9	34.3	
Apparel and accessories stores.....		32.0	32.2	32.1	32.2	32.2	33.6	32.0	32.4	32.6	34.0	34.0	33.1	32.9	33.6	
Men's and boys' apparel stores.....		34.0	33.9	33.8	33.6	33.7	35.3	33.7	34.3	34.7	36.1	36.3	36.0	35.1	36.0	
Women's ready-to-wear stores.....		31.9	32.1	32.1	31.8	32.1	33.5	31.9	32.1	32.5	33.1	33.7	32.8	32.6	33.2	
Family clothing stores.....		31.9	32.3	32.1	32.0	31.2	33.3	32.2	32.6	32.2	33.7	33.4	32.4	32.8	33.4	
Shoe stores.....		30.3	30.4	30.6	31.3	31.4	32.1	30.3	30.7	31.3	34.0	32.9	31.0	31.4	32.0	
Average hourly earnings																
Wholesale and retail trade.....	\$2.24	\$2.24	\$2.24	\$2.22	\$2.22	\$2.20	\$2.16	\$2.18	\$2.17	\$2.16	\$2.13	\$2.13	\$2.13	\$2.13	\$2.03	
Wholesale trade.....	2.87	2.87	2.86	2.84	2.83	2.81	2.80	2.78	2.77	2.75	2.73	2.73	2.72	2.73	2.61	
Motor vehicles and automotive equipment.....		2.59	2.59	2.55	2.54	2.54	2.54	2.54	2.54	2.53	2.48	2.49	2.49	2.49	2.39	
Drugs, chemicals, and allied products.....		2.99	3.01	2.96	2.97	2.94	2.91	2.89	2.88	2.87	2.82	2.83	2.82	2.84	2.70	
Dry goods and apparel.....		2.97	2.96	2.95	2.91	2.89	2.85	2.88	2.90	2.89	2.85	2.83	2.80	2.83	2.73	
Groceries and related products.....		2.65	2.63	2.63	2.62	2.58	2.54	2.55	2.52	2.54	2.51	2.50	2.49	2.49	2.36	
Electrical goods.....		3.03	3.04	3.05	3.05	3.05	3.05	2.98	2.99	2.99	2.93	2.94	2.94	2.96	2.87	
Hardware, plumbing, and heating goods.....		2.73	2.72	2.70	2.69	2.69	2.68	2.66	2.69	2.65	2.62	2.60	2.60	2.63	2.51	
Machinery, equipment, and supplies.....		3.15	3.13	3.11	3.08	3.05	3.07	3.05	3.03	2.98	2.99	2.98	2.96	2.96	2.79	
Miscellaneous wholesalers.....		2.86	2.85	2.83	2.83	2.82	2.82	2.81	2.79	2.77	2.75	2.75	2.75	2.76	2.66	
Retail trade.....	2.01	2.00	2.00	1.98	1.98	1.97	1.94	1.95	1.94	1.93	1.90	1.91	1.91	1.91	1.82	
General merchandise stores.....		1.94	1.93	1.91	1.90	1.89	1.82	1.86	1.86	1.86	1.82	1.84	1.83	1.83	1.74	
Department stores.....		2.07	2.05	2.02	2.00	2.01	1.92	1.98	1.98	1.98	1.95	1.97	1.95	1.95	1.88	
Mail order houses.....		2.12	2.11	2.10	2.10	2.06	2.02	2.03	2.03	2.03	2.03	2.05	2.05	2.02	1.94	
Limited price variety stores.....		1.60	1.60	1.59	1.59	1.54	1.51	1.52	1.52	1.52	1.50	1.49	1.48	1.49	1.40	
Food stores.....		2.22	2.21	2.20	2.20	2.18	2.15	2.18	2.15	2.14	2.12	2.12	2.13	2.13	2.05	
Grocery, meat, and vegetable stores.....		2.24	2.24	2.23	2.23	2.21	2.18	2.20	2.17	2.17	2.15	2.15	2.16	2.16	2.09	
Apparel and accessories stores.....		1.90	1.89	1.86	1.87	1.88	1.82	1.82	1.82	1.81	1.76	1.78	1.78	1.79	1.71	
Men's and boys' apparel stores.....		2.15	2.16	2.12	2.17	2.23	2.09	2.14	2.09	2.06	2.04	2.06	2.04	2.05	1.94	
Women's ready-to-wear stores.....		1.74	1.73	1.72	1.72	1.71	1.66	1.66	1.65	1.63	1.59	1.61	1.61	1.62	1.55	
Family clothing stores.....		1.88	1.87	1.85	1.81	1.84	1.78	1.78	1.80	1.78	1.78	1.80	1.78	1.78	1.69	
Shoe stores.....		1.97	1.94	1.89	1.87	1.87	1.87	1.86	1.89	1.93	1.78	1.82	1.86	1.85	1.77	

See footnotes at end of table.

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

Industry	1967						1966								Annual average	
	Jun ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1966	1965	
Average weekly earnings																
Wholesale and retail trade—Continued																
Retail trade—Continued																
Furniture and appliance stores		\$91.68	\$90.92	\$90.68	\$89.68	\$91.33	\$95.28	\$91.65	\$91.34	\$91.64	\$91.37	\$91.77	\$89.89	\$90.23	\$88.18	
Furniture and home furnishings		90.62	90.09	89.39	89.24	89.63	93.60	90.32	90.39	90.46	91.20	90.12	89.89	89.67	86.98	
Eating and drinking places ³		49.32	48.84	48.80	48.18	48.62	48.72	47.95	47.91	48.00	48.93	48.79	47.40	47.60	45.76	
Other retail trade		87.02	86.85	86.07	85.67	86.33	86.62	86.37	86.80	85.81	86.90	87.53	86.46	85.63	83.44	
Building materials and hardware		94.39	93.56	92.70	92.03	92.10	92.77	92.32	93.41	93.21	93.28	93.51	92.64	91.54	88.41	
Motor vehicle dealers		110.72	110.56	108.03	106.17	107.70	109.74	110.33	109.91	106.50	108.97	110.77	110.25	108.54	105.32	
Other vehicle and accessory dealers		92.87	92.66	92.44	91.37	90.48	90.05	90.29	90.48	89.20	91.54	92.82	89.38	89.38	85.89	
Drug stores		63.36	63.22	62.56	62.89	62.60	63.83	62.68	63.39	63.46	64.60	65.15	63.50	62.95	61.60	
Fuel and ice dealers		101.40	104.90	104.33	111.28	107.00	105.65	104.73	102.61	99.25	97.29	98.33	97.11	100.86	96.05	
Finance, insurance, and real estate ⁶	96.20	95.83	95.83	95.35	94.98	94.23	93.62	93.00	93.25	92.01	92.13	92.75	91.88	92.50	88.91	
Banking		85.10	85.56	84.82	85.19	85.04	83.78	82.73	82.81	82.14	82.21	82.43	81.18	82.21	79.24	
Credit agencies other than banks		88.26	89.25	88.50	88.60	89.44	87.00	86.02	86.71	85.27	85.96	86.41	84.75	85.96	84.29	
Savings and loan associations		88.91	90.38	88.30	89.89	91.96	87.08	86.85	87.32	86.25	87.05	89.07	85.38	87.05	84.67	
Security dealers and exchanges		148.18	148.58	143.64	138.76	137.63	132.47	131.73	131.72	133.20	132.82	135.42	139.13	138.38	127.43	
Insurance carriers		102.49	102.58	102.12	102.67	100.74	101.08	100.81	100.44	99.70	99.32	99.80	99.06	99.32	95.86	
Life insurance		103.66	103.09	103.58	103.49	100.44	101.02	100.56	100.56	99.82	99.82	99.65	98.92	99.55	95.63	
Accident and health insurance		88.81	89.67	90.65	90.02	89.89	90.13	90.27	88.93	90.27	89.65	88.91	89.17	89.04	85.38	
Fire, marine, and casualty insurance		104.15	104.63	103.22	104.71	103.57	103.47	103.19	102.71	101.52	101.41	101.90	101.41	101.68	97.92	
Average weekly hours																
Wholesale and retail trade—Continued																
Retail trade—Continued																
Furniture and appliance stores		38.2	38.2	38.1	38.0	38.7	39.7	39.0	39.2	39.5	39.9	39.9	39.6	39.4	39.9	
Furniture and home furnishings		38.4	38.5	38.2	38.3	38.8	40.0	39.1	39.3	39.5	40.0	39.7	39.6	39.5	39.9	
Eating and drinking places ³		33.1	33.0	33.2	33.0	33.3	33.6	33.3	33.5	33.8	35.2	35.1	34.1	34.0	35.2	
Other retail trade		39.2	39.3	39.3	39.3	39.6	40.1	39.8	40.0	40.1	40.8	40.9	40.4	40.2	40.9	
Building materials and hardware		41.4	41.4	41.2	40.9	41.3	41.6	41.4	41.7	41.8	42.4	42.7	42.3	41.8	42.1	
Motor vehicle dealers		42.1	42.2	42.2	42.3	42.4	42.7	42.6	42.6	42.6	42.9	43.1	42.9	42.9	43.7	
Other vehicle and accessory dealers		42.6	42.9	43.4	43.1	43.5	43.5	43.2	43.5	43.3	43.8	44.2	43.6	43.6	43.6	
Drug stores		33.0	33.1	33.1	33.1	33.3	34.5	33.7	33.9	34.3	35.3	35.6	34.7	34.4	35.4	
Fuel and ice dealers		40.4	41.3	41.4	43.3	42.8	42.6	42.4	42.4	41.7	41.4	42.2	41.5	42.2	42.5	
Finance, insurance, and real estate ⁶	37.0	37.0	37.0	37.1	37.1	37.1	37.3	37.2	37.3	37.1	37.3	37.4	37.2	37.3	37.2	
Banking		37.0	37.2	37.2	37.2	37.3	37.4	37.1	37.3	37.0	37.2	37.3	36.9	37.2	37.2	
Credit agencies other than banks		37.4	37.5	37.5	37.7	37.9	37.5	37.4	37.7	37.4	37.7	37.9	37.5	37.7	37.8	
Savings and loan associations		37.2	37.5	37.1	37.3	38.0	36.9	36.8	37.0	36.7	37.2	37.9	36.8	37.2	37.3	
Security dealers and exchanges		37.8	38.0	37.8	37.3	36.8	36.9	36.9	37.0	37.0	37.1	37.1	37.5	37.3	37.7	
Insurance carriers		37.0	36.9	37.0	37.2	36.9	37.3	37.2	37.2	37.2	37.2	37.1	37.1	37.2	37.3	
Life insurance		36.5	36.3	36.6	36.7	36.0	36.6	36.7	36.7	36.7	36.7	36.5	36.5	36.6	36.5	
Accident and health insurance		36.7	36.9	37.0	37.2	37.3	37.4	37.3	36.9	37.3	37.2	37.2	37.0	37.1	36.8	
Fire, marine, and casualty insurance		37.6	37.5	37.4	37.8	37.8	37.9	37.8	37.9	37.6	37.7	37.6	37.7	37.8	38.1	
Average hourly earnings																
Wholesale and retail trade—Continued																
Retail trade—Continued																
Furniture and appliance stores		\$2.40	\$2.38	\$2.38	\$2.36	\$2.36	\$2.40	\$2.35	\$2.33	\$2.32	\$2.29	\$2.30	\$2.27	\$2.27	\$2.21	
Furniture and home furnishings		2.36	2.34	2.34	2.33	2.31	2.34	2.31	2.30	2.29	2.28	2.27	2.27	2.27	2.18	
Eating and drinking places ³		1.49	1.48	1.47	1.46	1.46	1.45	1.44	1.43	1.42	1.39	1.39	1.39	1.40	1.30	
Other retail trade		2.22	2.21	2.19	2.18	2.18	2.16	2.17	2.17	2.14	2.13	2.14	2.14	2.13	2.04	
Building materials and hardware		2.28	2.26	2.25	2.25	2.23	2.23	2.23	2.24	2.23	2.20	2.19	2.19	2.19	2.10	
Motor vehicle dealers		2.63	2.62	2.56	2.51	2.54	2.57	2.59	2.58	2.50	2.54	2.57	2.57	2.53	2.41	
Other vehicle and accessory dealers		2.18	2.16	2.13	2.12	2.08	2.07	2.09	2.08	2.06	2.09	2.10	2.05	2.05	1.97	
Drug stores		1.92	1.91	1.89	1.90	1.88	1.85	1.86	1.87	1.85	1.83	1.83	1.83	1.83	1.74	
Fuel and ice dealers		2.51	2.54	2.52	2.57	2.50	2.48	2.47	2.42	2.38	2.35	2.33	2.34	2.39	2.26	
Finance, insurance, and real estate ⁶	2.60	2.59	2.59	2.57	2.56	2.54	2.51	2.50	2.50	2.48	2.47	2.48	2.47	2.48	2.39	
Banking		2.30	2.30	2.28	2.29	2.28	2.24	2.23	2.22	2.22	2.21	2.21	2.20	2.21	2.13	
Credit agencies other than banks		2.36	2.38	2.36	2.35	2.36	2.32	2.30	2.30	2.28	2.28	2.28	2.26	2.28	2.23	
Savings and loan associations		2.39	2.41	2.38	2.41	2.42	2.36	2.36	2.36	2.35	2.34	2.35	2.32	2.34	2.27	
Security dealers and exchanges		3.92	3.91	3.80	3.72	3.74	3.59	3.57	3.56	3.60	3.58	3.65	3.71	3.71	3.38	
Insurance carriers		2.77	2.78	2.76	2.76	2.73	2.71	2.71	2.70	2.68	2.67	2.69	2.67	2.67	2.57	
Life insurance		2.84	2.84	2.83	2.82	2.79	2.76	2.74	2.74	2.72	2.72	2.73	2.71	2.72	2.62	
Accident and health insurance		2.42	2.43	2.45	2.42	2.41	2.41	2.42	2.41	2.42	2.41	2.39	2.41	2.40	2.32	
Fire, marine, and casualty insurance		2.77	2.79	2.76	2.77	2.74	2.73	2.73	2.71	2.70	2.69	2.71	2.69	2.69	2.57	

See footnotes at end of table.

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

Industry	1967						1966								Annual average	
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1966	1965	
Services and miscellaneous: Hotels and lodging places: Hotels, tourist courts, and motels ³ Personal services: Laundries, cleaning and dyeing plants .. Motion pictures: Motion picture filming and distributing.....	Average weekly earnings															
		\$56.21	\$55.85	\$55.78	\$55.63	\$55.05	\$55.35	\$54.83	\$55.06	\$53.73	\$53.58	\$53.72	\$52.68	\$53.34	\$51.17	
		64.16	64.13	63.24	62.02	62.79	62.87	61.99	62.65	61.88	60.74	61.76	62.15	61.12	58.98	
		154.75	154.77	150.52	160.24	162.47	166.96	159.42	164.55	159.29	162.51	165.68	160.19	157.77	148.08	
	Average weekly hours															
		36.5	36.5	36.7	36.6	36.7	36.9	36.8	37.2	36.8	38.0	38.1	37.1	37.3	37.9	
		37.3	37.5	37.2	36.7	37.6	38.1	37.8	38.2	38.2	38.2	38.6	38.6	38.2	38.8	
		40.3	40.2	39.3	41.3	42.2	42.7	41.3	42.3	41.7	42.1	42.7	41.5	41.3	39.7	
	Average hourly earnings															
	\$1.54	\$1.53	\$1.52	1.52	\$1.50	\$1.50	\$1.49	\$1.48	\$1.46	\$1.41	\$1.41	\$1.42	\$1.43	\$1.35		
	1.72	1.71	1.70	1.69	1.67	1.65	1.64	1.64	1.62	1.59	1.60	1.61	1.60	1.52		
	3.84	3.85	3.83	3.88	3.85	3.91	3.86	3.89	3.82	3.86	3.88	3.86	3.82	3.73		

¹ 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.

² Preliminary.

³ Based upon monthly data summarized in the M-300 report by the Interstate Commerce Commission, which relate to all employees who received pay during the month, except executives, officials, and staff assistants (ICC Group I). Beginning January 1965, data relate to railroads with operating revenues of \$5,000,000 or more.

⁴ Data relate to nonsupervisory employees except messengers.

⁵ Money payments only, tips not included.

⁶ 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 nonsupervisory workers on private nonagricultural payrolls in current and 1957-59 dollars¹

Item	1967					1966									Annual average	
	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	1966	1965	
<i>Total private</i>																
Gross average weekly earnings:																
Current dollars.....	\$100.06	\$99.41	\$99.18	\$98.66	\$99.70	\$99.97	\$99.46	\$100.62	\$100.23	\$99.45	\$99.84	\$99.20	\$98.04	\$98.69	\$95.06	
1957-59 dollars.....	86.56	86.22	86.24	85.94	86.92	87.16	86.79	87.88	87.84	87.39	88.12	87.87	87.07	87.26	86.50	
Spendable average weekly earnings:																
Worker with no dependents:																
Current dollars.....	82.04	81.54	81.37	80.97	81.76	82.17	81.78	82.66	82.36	81.77	82.07	81.58	80.70	81.19	78.99	
1957-59 dollars.....	70.97	70.72	70.76	70.53	71.28	71.64	71.36	72.19	72.18	71.85	72.44	72.26	71.67	71.79	71.87	
Worker with 3 dependents:																
Current dollars.....	89.45	88.93	88.75	88.33	89.16	89.58	89.17	90.09	89.78	89.16	89.47	88.96	88.04	88.55	86.30	
1957-59 dollars.....	77.38	77.13	77.17	76.94	77.73	78.10	77.81	78.68	78.69	78.35	78.97	78.80	78.19	78.29	78.53	
<i>Manufacturing</i>																
Gross average weekly earnings:																
Current dollars.....	113.52	112.56	112.44	111.48	113.42	114.40	113.99	113.85	113.71	111.78	111.11	112.74	112.05	111.92	107.53	
1957-59 dollars.....	98.20	97.62	97.77	97.11	98.88	99.74	99.47	99.43	99.66	98.22	98.07	99.86	99.51	98.96	97.84	
Spendable average weekly earnings:																
Worker with no dependents:																
Current dollars.....	92.24	91.51	91.42	90.69	92.16	93.13	92.82	92.72	92.61	91.14	90.63	91.87	91.35	91.25	89.08	
1957-59 dollars.....	79.79	79.37	79.50	79.00	80.35	81.19	80.99	80.98	81.17	80.09	79.99	81.37	81.13	80.68	81.06	
Worker with 3 dependents:																
Current dollars.....	100.16	99.40	99.30	98.54	100.08	101.09	100.76	100.65	100.54	99.00	98.47	99.77	99.22	99.11	96.78	
1957-59 dollars.....	86.64	86.21	86.35	85.84	87.25	88.13	87.92	87.90	88.12	86.99	86.91	88.37	88.12	87.63	88.06	

¹ 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.

² 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 industries¹

Industry division and group	1967						1966						
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June
Mining.....	41.6	41.9	42.6	42.4	42.1	42.6	42.5	42.5	42.6	42.9	42.4	43.2	42.9
Contract construction.....	37.4	36.3	37.2	37.5	37.5	38.4	38.8	37.1	37.3	37.7	36.9	37.8	37.4
Manufacturing.....	40.2	40.4	40.5	40.4	40.3	41.0	40.9	41.3	41.3	41.5	41.4	41.0	41.3
Durable goods.....	40.8	41.0	40.9	41.0	40.9	41.8	41.7	42.1	42.2	42.3	42.1	41.8	42.0
Ordnance and accessories.....	41.7	42.0	41.5	41.7	41.5	42.1	42.1	42.7	42.2	42.5	42.1	42.7	42.1
Lumber and wood products, except furniture.....	40.1	40.2	40.6	40.6	40.3	40.3	40.2	40.4	40.4	40.3	40.3	40.6	40.5
Furniture and fixtures.....	39.9	40.1	40.2	40.1	40.1	40.8	40.5	41.1	41.2	41.2	41.6	41.0	41.8
Stone, clay, and glass products.....	41.1	41.0	41.3	41.6	41.5	42.1	42.4	41.7	41.8	41.9	41.8	41.5	41.9
Primary metal industries.....	40.5	40.6	40.0	40.7	40.8	41.8	41.5	42.5	42.7	42.5	42.4	41.6	42.0
Fabricated metal products.....	41.1	41.4	41.4	41.4	41.4	42.3	42.2	42.2	42.4	42.7	42.2	42.1	42.3
Machinery.....	42.2	42.2	42.7	43.0	42.9	43.6	43.6	44.0	43.9	44.3	43.8	43.3	43.8
Electrical equipment and supplies.....	39.9	39.9	39.8	40.0	39.9	40.8	40.6	40.9	41.1	41.3	41.2	40.9	41.2
Transportation equipment.....	41.1	41.4	40.9	40.7	40.7	41.7	41.5	42.0	42.4	42.9	43.2	42.1	42.3
Instruments and related products.....	40.9	41.1	41.2	41.5	40.9	41.7	41.8	41.7	42.0	42.2	41.7	41.7	42.0
Miscellaneous manufacturing industries.....	39.5	39.6	39.6	39.2	38.7	40.0	39.7	40.0	40.0	39.9	40.0	39.7	40.1
Nondurable goods.....	39.5	39.4	39.7	39.6	39.5	40.0	39.9	40.2	40.2	40.2	40.2	40.1	40.3
Food and kindred products.....	40.9	40.6	40.8	41.1	41.0	41.2	41.0	41.1	41.0	41.2	41.1	41.3	41.0
Tobacco manufactures.....	39.1	38.2	39.7	38.5	37.5	38.6	39.2	38.5	37.7	38.7	37.8	37.9	38.0
Textile mill products.....	40.2	40.5	40.6	40.3	40.1	41.0	40.8	41.0	41.3	42.1	42.0	41.7	42.2
Apparel and related products.....	35.5	35.9	36.2	35.5	35.6	36.7	36.5	36.5	36.7	35.6	36.3	36.2	36.5
Paper and allied products.....	42.4	42.5	42.7	42.8	42.7	43.2	43.0	43.6	43.1	43.4	43.3	43.4	43.4
Printing, publishing, and allied industries.....	38.5	38.2	38.7	38.5	38.5	38.9	38.6	39.0	39.0	38.9	38.9	39.0	39.0
Chemicals and allied products.....	41.5	41.3	41.7	41.7	41.4	41.8	42.0	42.2	42.2	42.0	42.0	42.0	42.0
Petroleum refining and related industries.....	42.9	42.6	42.9	43.1	42.8	41.8	42.4	42.6	42.4	41.8	41.9	42.4	42.5
Rubber and miscellaneous plastic products.....	41.1	40.9	41.2	41.0	40.7	41.4	41.4	42.0	42.1	42.0	41.8	41.5	41.7
Leather and leather products.....	37.5	37.7	37.8	36.9	37.1	38.4	38.0	38.8	38.8	38.3	38.6	38.3	38.7
Wholesale and retail trade.....	36.8	36.3	36.4	36.5	36.6	36.8	36.8	36.9	36.9	37.0	37.3	37.3	37.2
Wholesale trade.....	40.4	40.2	40.4	40.5	40.5	40.8	40.6	40.6	40.7	40.7	40.8	40.9	40.6
Retail trade.....	35.5	35.1	35.1	35.3	35.2	35.4	35.6	35.6	35.7	35.8	36.1	36.1	36.0

¹ For employees covered, see footnote 1, table A-10.² 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 group¹

Major industry group	1967						1966								Annual average	
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1966	1965	
Manufacturing.....	\$2.70	\$2.70	\$2.69	\$2.68	\$2.68	\$2.67	\$2.65	\$2.63	\$2.62	\$2.61	\$2.57	\$2.59	\$2.58	\$2.59	\$2.50	
Durable goods.....	2.87	2.87	2.85	2.84	2.84	2.83	2.82	2.80	2.79	2.78	2.73	2.74	2.74	2.75	2.67	
Ordnance and accessories.....	3.09	3.09	3.10	3.10	3.09	3.10	3.10	3.07	3.08	3.07	3.06	3.04	3.04	3.06	3.03	
Lumber and wood products, except furniture.....	2.27	2.25	2.22	2.22	2.23	2.20	2.19	2.20	2.22	2.22	2.19	2.18	2.17	2.16	2.08	
Furniture and fixtures.....	2.24	2.22	2.20	2.20	2.19	2.18	2.16	2.14	2.13	2.12	2.11	2.10	2.10	2.11	2.03	
Stone, clay, and glass products.....	2.68	2.66	2.66	2.66	2.66	2.65	2.64	2.64	2.62	2.61	2.59	2.57	2.57	2.58	2.49	
Primary metal industries.....	3.19	3.18	3.18	3.18	3.16	3.16	3.15	3.16	3.15	3.15	3.13	3.15	3.14	3.13	3.04	
Fabricated metal products.....	2.83	2.82	2.80	2.80	2.80	2.80	2.78	2.76	2.75	2.75	2.71	2.71	2.70	2.72	2.63	
Machinery.....	3.01	3.00	2.99	2.98	2.98	2.98	2.96	2.95	2.94	2.92	2.89	2.89	2.89	2.90	2.81	
Electrical equipment and supplies.....	2.68	2.66	2.63	2.62	2.62	2.60	2.58	2.57	2.55	2.54	2.52	2.52	2.52	2.53	2.49	
Transportation equipment.....	3.27	3.27	3.26	3.25	3.25	3.26	3.25	3.22	3.22	3.21	3.13	3.13	3.13	3.16	3.04	
Instruments and related products.....	2.70	2.68	2.66	2.67	2.65	2.65	2.63	2.62	2.60	2.60	2.58	2.58	2.59	2.59	2.52	
Miscellaneous manufacturing industries.....	2.25	2.26	2.26	2.26	2.24	2.24	2.20	2.16	2.14	2.14	2.12	2.14	2.14	2.14	2.07	
Nondurable goods.....	2.47	2.46	2.46	2.45	2.44	2.42	2.40	2.39	2.37	2.36	2.34	2.35	2.34	2.35	2.27	
Food and kindred products.....	2.52	2.53	2.52	2.50	2.48	2.45	2.42	2.40	2.39	2.37	2.34	2.35	2.34	2.35	2.27	
Tobacco manufactures.....	2.33	2.31	2.30	2.25	2.17	2.13	2.08	2.05	2.04	2.12	2.27	2.26	2.15	2.06	1.78	
Textile mill products.....	1.94	1.94	1.94	1.93	1.92	1.91	1.91	1.90	1.89	1.88	1.88	1.88	1.88	1.86	1.78	
Apparel and related products.....	1.97	1.97	1.97	1.96	1.91	1.90	1.89	1.89	1.88	1.86	1.85	1.84	1.83	1.85	1.80	
Paper and allied products.....	2.67	2.67	2.66	2.65	2.65	2.63	2.63	2.62	2.61	2.60	2.60	2.60	2.58	2.59	2.50	
Printing, publishing, and allied industries.....	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	
Chemicals and allied products.....	2.96	2.94	2.94	2.94	2.94	2.94	2.93	2.92	2.91	2.90	2.88	2.89	2.87	2.87	2.79	
Petroleum refining and related industries.....	3.44	3.43	3.43	3.41	3.38	3.34	3.33	3.30	3.29	3.27	3.28	3.28	3.28	3.29	3.18	
Rubber and miscellaneous plastic products.....	2.53	2.60	2.59	2.59	2.59	2.58	2.56	2.55	2.55	2.55	2.52	2.55	2.52	2.53	2.49	
Leather and leather products.....	2.02	2.02	2.01	1.99	1.95	1.93	1.93	1.91	1.91	1.91	1.88	1.86	1.88	1.89	1.84	

¹ 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.² Preliminary.³ Not available because average overtime rates are significantly above time and one-half. Inclusion of data for the group in the nondurable goods total has little effect.

TABLE C-5. Average weekly overtime hours of production workers in manufacturing, by industry¹

Industry	1967					1966								Annual average	
	June	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1966	1965
Manufacturing.....	3.3	3.1	3.1	3.2	3.2	3.4	3.7	3.9	4.1	4.2	4.0	3.8	4.0	3.9	3.6
Durable goods.....	3.5	3.3	3.2	3.3	3.4	3.7	4.1	4.2	4.5	4.6	4.3	4.1	4.4	4.3	3.9
Nondurable goods.....	3.1	2.9	2.9	2.9	2.9	3.0	3.3	3.4	3.6	3.7	3.5	3.5	3.5	3.4	3.2
Durable goods															
Ordnance and accessories.....	3.5	3.2	3.4	3.6	3.6	4.0	4.3	4.3	4.1	4.2	4.1	3.7	3.9	3.9	3.0
Ammunition, except for small arms.....	3.2	2.7	3.2	3.4	3.4	3.3	3.4	3.3	3.3	3.5	3.5	3.0	3.1	3.3	3.1
Sighting and fire control equipment.....	3.9	4.9	4.3	4.6	4.5	4.5	3.0	3.9	2.2	3.4	3.0	3.4	4.1	3.4	1.6
Other ordnance and accessories.....	4.2	4.1	3.7	3.7	5.4	6.3	6.3	6.2	6.0	6.0	5.6	5.4	5.6	5.4	2.9
Lumber and wood products, except furniture.....	3.5	3.5	3.3	3.2	3.3	3.3	3.3	3.4	3.9	3.9	4.0	4.1	4.2	4.0	3.8
Sawmills and planing mills.....	3.6	3.6	3.3	3.2	3.3	3.3	3.3	3.3	3.9	3.9	4.1	4.1	4.3	4.0	3.7
Millwork, plywood, and related products.....	3.3	3.4	3.2	3.1	3.0	3.2	3.3	3.7	3.8	3.9	3.9	3.9	4.2	3.9	4.0
Wooden containers.....	3.6	3.4	3.0	3.3	3.6	3.8	3.7	3.7	4.0	4.6	4.5	4.4	4.4	4.0	3.5
Miscellaneous wood products.....	3.6	3.5	3.4	3.3	3.5	3.5	3.8	4.0	4.2	4.1	4.0	3.9	3.9	3.9	3.6
Furniture and fixtures.....	2.4	2.5	2.6	2.7	2.8	3.8	3.8	4.3	4.3	4.2	4.2	3.3	4.0	3.8	3.6
Household furniture.....	2.1	2.2	2.4	2.4	2.6	3.6	3.7	4.1	4.0	3.9	2.9	2.9	3.7	3.6	3.6
Office furniture.....	3.1	3.4	3.3	4.2	4.4	5.1	4.9	5.0	4.9	5.2	4.7	4.7	4.7	4.7	3.5
Partitions; office and store fixtures.....	3.5	2.9	2.9	3.2	2.7	3.6	3.5	4.7	5.5	5.4	4.1	4.9	4.2	3.7	3.7
Other furniture and fixtures.....	3.2	3.1	3.2	3.3	3.2	4.2	4.2	4.5	5.1	5.0	4.6	4.5	4.1	3.7	3.7
Stone, clay, and glass products.....	4.1	3.9	3.6	3.5	3.5	3.8	4.3	4.6	4.7	4.8	4.7	4.9	4.5	4.5	4.2
Flat glass.....	2.9	3.2	3.2	3.1	3.8	3.7	5.9	4.8	3.8	4.0	4.2	3.6	4.3	4.1	4.1
Glass and glassware, pressed or blown.....	4.3	3.6	3.9	3.7	3.5	4.0	4.1	4.0	4.1	4.1	4.1	4.6	4.2	4.0	4.0
Cement, hydraulic.....	2.2	2.5	2.2	2.0	2.3	2.3	3.0	2.8	3.0	3.0	3.3	2.7	2.8	2.2	2.2
Structural clay products.....	3.3	3.3	3.0	2.6	2.6	2.8	3.4	3.7	3.7	3.7	3.9	4.0	3.6	3.6	3.6
Pottery and related products.....	2.1	2.3	2.2	2.2	2.3	2.6	3.1	2.8	3.0	2.7	2.0	2.6	2.5	2.2	2.2
Concrete, gypsum, and plaster products.....	6.2	5.8	5.1	4.9	4.6	4.9	5.3	6.6	7.0	7.3	7.2	7.1	6.4	6.2	6.2
Other stone and mineral products.....	3.3	3.3	3.2	3.0	3.1	3.7	3.8	4.3	4.2	4.2	4.0	4.4	4.1	3.5	3.5
Primary metal industries.....	2.8	2.8	3.3	3.4	3.7	3.8	4.0	4.2	4.5	4.1	3.9	4.2	4.0	3.8	3.8
Blast furnace and basic steel products.....	1.7	1.8	2.3	2.2	2.4	2.1	2.4	2.8	3.3	3.0	3.1	2.9	2.6	2.8	2.8
Iron and steel foundries.....	4.0	3.8	4.0	4.4	4.9	5.4	5.4	5.4	5.3	5.1	4.5	5.4	5.3	5.5	5.5
Nonferrous smelting and refining.....	4.0	3.9	3.9	3.9	4.1	4.0	4.2	4.4	4.3	4.2	3.8	4.0	3.9	3.5	3.5
Nonferrous rolling, drawing, and extruding.....	3.8	4.1	4.7	5.2	5.4	5.8	6.2	6.3	6.3	6.0	5.5	6.5	6.0	5.0	5.0
Nonferrous foundries.....	3.4	3.0	3.2	3.6	4.2	4.7	4.8	4.8	5.2	4.4	3.7	4.7	4.6	3.9	3.9
Miscellaneous primary metal industries.....	3.9	4.3	5.2	5.3	5.4	5.5	6.5	6.5	6.5	5.4	4.8	5.7	5.9	5.2	5.2
Fabricated metal products.....	3.8	3.5	3.7	3.7	3.9	4.3	4.6	4.8	5.0	4.7	4.3	4.6	4.5	4.0	4.0
Metal cans.....	5.0	4.9	4.1	3.5	3.2	3.1	3.7	3.6	5.1	5.6	6.9	4.6	4.4	4.5	4.5
Cutlery, handtools, and general hardware.....	2.9	2.8	3.2	3.1	3.2	3.4	3.5	3.6	3.8	3.5	3.1	3.6	3.5	3.4	3.4
Heating equipment and plumbing fixtures.....	2.0	2.0	2.2	2.0	2.1	2.6	2.6	3.3	3.2	3.0	2.3	3.1	2.7	2.3	2.3
Fabricated structural metal products.....	3.6	3.4	3.5	3.6	3.8	4.5	4.4	4.5	4.7	4.4	4.1	4.3	4.1	3.6	3.6
Screw machine products, bolts, etc.....	5.1	5.0	5.9	6.5	6.7	7.2	7.2	7.2	7.3	6.5	5.9	7.0	6.9	5.4	5.4
Metal stampings.....	4.6	3.8	3.4	3.6	3.9	4.4	5.4	5.8	6.0	5.4	5.1	5.1	5.3	5.2	5.2
Coating, engraving, and allied services.....	3.9	3.9	4.2	4.0	4.4	4.9	4.7	5.0	5.7	5.1	4.4	5.0	4.9	4.3	4.3
Miscellaneous fabricated wire products.....	3.1	3.2	3.6	3.6	3.9	4.0	4.5	4.5	4.5	4.4	4.4	4.5	4.3	3.8	3.8
Miscellaneous fabricated metal products.....	3.3	3.1	3.5	3.6	3.7	3.9	4.0	4.2	4.4	4.3	3.8	4.9	4.2	3.4	3.4
Machinery.....	4.3	4.5	4.8	5.0	5.2	5.6	5.4	5.6	5.7	5.4	5.2	5.8	5.5	4.6	4.6
Engines and turbines.....	4.1	4.0	5.2	4.7	4.5	6.8	4.9	4.9	5.8	6.0	5.8	5.7	5.5	4.1	4.1
Farm machinery and equipment.....	3.0	3.4	4.1	4.5	4.2	3.0	3.1	3.7	4.0	3.4	3.2	3.7	3.8	2.9	2.9
Construction and related machinery.....	3.2	3.2	3.4	3.6	3.6	4.1	4.7	4.9	4.9	4.9	5.2	5.3	4.9	4.2	4.2
Metalworking machinery and equipment.....	6.5	6.9	7.3	7.6	7.7	7.9	7.6	7.5	7.6	7.1	7.4	8.2	7.8	6.7	6.7
Special industry machinery.....	4.3	4.8	5.0	5.2	5.4	6.0	5.8	5.7	6.1	5.4	4.7	5.8	5.6	4.8	4.8
General industrial machinery.....	4.1	4.2	4.5	4.6	5.1	5.6	5.4	5.8	6.0	5.6	5.0	5.8	5.5	4.4	4.4
Office, computing, and accounting machines.....	2.2	2.8	3.2	3.2	3.6	3.9	3.8	4.1	3.9	3.5	3.2	4.0	4.0	3.4	3.4
Service industry machines.....	3.1	2.5	3.0	2.9	2.5	3.4	3.5	3.5	3.3	3.7	3.4	3.7	3.4	2.9	2.9
Miscellaneous machinery.....	5.4	5.3	5.4	6.0	6.4	6.3	6.5	6.6	6.6	6.3	5.9	6.3	6.3	5.4	5.4
Electrical equipment and supplies.....	2.2	2.2	2.4	2.5	2.8	3.3	3.3	3.5	3.6	3.2	3.2	3.4	3.3	2.8	2.8
Electric distribution equipment.....	2.9	3.2	3.6	3.4	3.5	4.2	3.9	3.8	4.4	3.7	3.9	4.1	3.8	2.9	2.9
Electrical industrial apparatus.....	2.8	3.0	3.3	3.5	3.7	4.0	4.0	4.2	4.7	4.3	4.3	4.5	4.3	3.5	3.5
Household appliances.....	2.3	1.7	1.8	1.8	1.9	2.5	3.3	3.7	4.1	3.8	3.6	3.6	3.5	3.0	3.0
Electric lighting and wiring equipment.....	2.1	2.1	2.2	2.3	2.7	2.9	3.1	3.4	3.3	3.2	2.8	3.1	3.0	2.7	2.7
Radio and TV receiving sets.....	1.2	1.2	1.3	1.2	1.8	2.7	3.0	3.7	3.3	2.9	2.7	2.5	2.7	2.4	2.4
Communication equipment.....	2.5	2.5	2.9	3.1	3.2	3.7	3.3	3.4	3.6	2.9	2.7	3.2	3.3	2.7	2.7
Electronic components and accessories.....	1.4	1.7	1.9	2.3	2.6	2.9	2.7	2.7	2.9	2.7	2.9	3.3	3.0	2.4	2.4
Miscellaneous electrical equipment and supplies.....	2.0	1.8	2.2	2.0	3.0	3.8	4.1	3.8	3.5	3.1	2.5	2.8	3.3	3.2	3.2
Transportation equipment.....	3.5	3.1	2.9	3.1	3.5	4.2	4.8	5.2	4.9	4.8	4.5	4.4	4.7	4.8	4.8
Motor vehicles and equipment.....	3.0	2.2	1.7	2.2	2.9	4.1	5.0	5.9	5.2	5.0	4.4	4.2	4.9	6.2	6.2
Aircraft and parts.....	4.2	4.2	4.4	4.4	4.4	4.5	5.1	4.9	5.1	5.2	5.0	5.1	5.0	3.3	3.3
Ship and boat building and repairing.....	3.6	3.6	3.2	3.9	4.2	4.0	4.5	3.7	3.9	4.1	4.2	4.1	3.4	3.4	3.4
Railroad equipment.....	2.3	2.1	2.3	3.7	3.7	3.7	3.4	3.2	3.0	3.5	3.9	3.1	3.3	2.6	2.6
Other transportation equipment.....	3.2	2.8	2.3	1.8	1.6	1.9	2.1	2.8	3.4	3.1	2.6	3.2	2.7	2.9	2.9
Instruments and related products.....	2.8	2.9	3.2	3.1	3.2	3.7	4.0	4.0	4.0	3.5	3.4	3.8	3.7	3.0	3.0
Engineering and scientific instruments.....	4.5	4.9	4.9	4.3	4.1	4.7	4.3	4.7	4.5	3.9	4.0	4.5	4.2	3.4	3.4
Mechanical measuring and control devices.....	2.6	2.3	2.9	2.6	3.4	4.1	4.1	4.4	4.4	3.8	3.9	4.1	4.1	2.9	2.9
Optical and ophthalmic goods.....	2.3	2.7	2.8	2.8	2.8	3.0	3.0	3.3	3.5	3.1	3.0	3.3	3.1	2.7	2.7
Ophthalmic goods.....	1.6	2.0	2.1	2.2	2.1	2.4	2.6	2.8	2.9	2.5	2.8	2.8	2.7	2.4	2.4
Surgical, medical, and dental equipment.....	2.2	2.3	2.2	2.3	2.5	2.5	2.7	2.8	2.9	2.7	2.6	2.8	2.7	2.1	2.1
Photographic equipment and supplies.....	3.4	3.7	3.9	4.0	4.0	4.4	4.5	5.1	5.1	4.1	3.9	4.6	4.6	4.0	4.0
Watches and clocks.....	1.6	1.6	2.3	2.2	2.5	2.8	2.8	2.9	2.8	2.6	2.3	2.4	2.6	2.4	2.4

See footnotes at end of table.

TABLE C-5. Average weekly overtime hours of production workers in manufacturing, by industry¹—Continued

Industry	1967						1966								Annual average	
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1966	1965	
Manufacturing—Continued																
Durable goods—Continued																
Miscellaneous manufacturing industries.....	2.5	2.4	2.6	2.5	2.5	2.9	3.1	3.4	3.3	3.1	2.3	2.8	2.9	2.7		
Jewelry, silverware, and plated ware.....	3.6	3.5	3.7	3.2	3.4	4.8	4.9	5.3	4.9	4.6	2.2	4.2	4.3	3.6		
Toys, amusement and sporting goods.....	2.4	2.4	2.5	2.4	2.3	2.4	2.8	3.2	3.3	3.1	2.3	2.3	2.7	2.6		
Pens, pencils, office and art materials.....	2.2	1.9	2.3	2.2	2.2	3.1	3.2	2.8	2.7	2.4	2.0	2.8	2.5	2.3		
Costume jewelry, buttons, and notions.....	2.5	2.3	2.1	2.4	2.4	2.7	2.8	3.1	2.9	2.9	2.2	3.4	2.9	2.4		
Other manufacturing industries.....	2.3	2.1	2.5	2.3	2.5	2.7	2.9	3.2	3.2	2.9	2.3	2.7	2.9	2.7		
Musical instruments and parts.....	1.8	1.7	2.5	2.2	2.3	3.6	3.9	3.7	3.5	2.9	2.3	3.1	3.2	3.0		
Nondurable goods																
Food and kindred products.....	3.8	3.6	3.6	3.6	3.8	4.0	4.0	4.2	4.4	4.0	4.7	4.2	4.0	3.8		
Meat products.....	4.1	4.0	3.7	3.7	4.8	5.1	5.1	4.8	5.1	4.2	4.5	4.3	4.3	4.2		
Dairy products.....	4.0	3.8	3.7	3.7	3.4	3.7	3.5	3.6	4.0	3.9	4.6	4.3	3.7	3.6		
Canned and preserved food, except meats.....	2.8	2.3	2.7	2.8	2.9	2.9	2.9	3.2	3.5	3.4	3.6	3.1	3.1	2.9		
Grain mill products.....	6.1	5.7	6.1	5.9	6.9	6.6	6.6	7.7	8.5	7.0	7.9	7.3	6.8	6.6		
Bakery products.....	3.5	3.0	3.2	3.2	2.9	3.2	3.3	3.7	3.8	3.8	4.3	3.9	3.5	3.3		
Sugar.....	3.4	3.5	3.8	3.0	3.0	3.0	3.8	3.8	4.4	4.0	4.8	4.0	3.9	3.9		
Confectionery and related products.....	2.6	2.1	2.7	3.0	2.6	3.2	3.1	3.1	3.1	2.9	2.3	2.5	2.7	2.4		
Beverages.....	3.5	3.8	3.6	3.1	3.1	3.5	3.6	3.8	4.0	4.2	6.7	4.4	3.9	3.3		
Miscellaneous food and kindred products.....	4.4	4.1	4.4	4.3	4.2	4.7	4.9	4.8	5.0	4.2	4.4	4.2	4.4	4.3		
Tobacco manufactures.....	1.4	1.7	1.4	.9	1.1	1.9	1.2	1.4	1.5	1.7	1.7	1.5	1.4	1.1		
Cigarettes.....	1.7	2.5	1.8	1.0	1.1	2.2	1.2	1.7	1.8	2.2	2.5	1.9	1.7	.8		
Cigars.....	1.1	.9	.9	.7	.6	1.0	1.2	1.1	.9	1.2	.8	1.0	1.1	1.3		
Textile mill products.....	3.5	3.4	3.3	3.3	3.5	3.8	4.2	4.2	4.4	4.4	4.6	4.4	4.4	4.2		
Cotton broad woven fabrics.....	4.1	4.4	4.4	4.6	4.6	5.0	5.3	5.0	5.2	5.1	5.5	5.3	5.3	4.8		
Silk and synthetic broad woven fabrics.....	3.6	3.4	3.2	3.2	3.5	3.9	4.5	4.3	4.7	5.2	5.6	4.9	5.0	5.3		
Weaving and finishing broad woollens.....	4.5	3.9	3.5	3.6	4.0	3.9	3.9	3.9	4.3	4.3	5.0	5.2	4.7	4.4		
Narrow fabrics and smallwares.....	3.2	2.8	2.8	2.9	3.5	3.9	4.1	4.1	4.3	3.9	3.7	4.4	4.1	3.6		
Knitting.....	2.1	1.9	1.9	1.8	1.8	1.9	2.3	2.5	2.7	3.1	2.6	2.8	2.5	2.5		
Finishing textiles, except wool and knit.....	5.1	5.0	4.7	4.6	4.4	5.1	5.2	5.1	4.9	4.8	4.5	5.9	5.3	4.6		
Floor covering.....	3.8	3.3	3.3	2.9	3.5	4.3	5.0	5.3	5.4	4.9	3.5	4.5	4.5	5.1		
Yarn and thread.....	3.2	3.0	2.8	2.8	3.3	3.5	4.0	4.4	5.0	4.9	4.7	5.1	4.8	4.7		
Miscellaneous textile goods.....	3.4	3.6	3.5	3.6	4.2	4.2	4.9	5.2	5.2	4.7	4.2	5.1	4.8	4.3		
Apparel and related products.....	1.2	1.2	1.3	1.2	1.3	1.4	1.5	1.7	1.5	1.7	1.3	1.5	1.5	1.4		
Men's and boys' suits and coats.....	1.6	1.4	1.5	1.5	1.6	1.5	1.7	2.0	1.7	1.8	1.3	1.7	1.6	1.5		
Men's and boys' furnishings.....	1.0	.9	.9	1.0	1.1	1.1	1.3	1.4	1.3	1.5	1.1	1.4	1.3	1.2		
Women's, misses', juniors' outerwear.....	1.2	1.3	1.4	1.3	1.3	1.2	1.3	1.3	1.2	1.4	1.3	1.5	1.4	1.3		
Women's and children's undergarments.....	.9	1.1	1.2	1.2	1.1	1.3	1.9	2.2	1.9	1.9	1.5	1.5	1.6	1.4		
Hats, caps, and millinery.....	.9	1.0	1.3	1.5	1.5	1.1	1.2	1.3	1.2	1.7	1.3	1.3	1.4	1.4		
Girls' and children's outerwear.....	1.1	1.1	1.2	1.2	1.3	1.2	1.4	1.4	1.5	1.8	1.7	1.9	1.6	1.4		
Fur goods and miscellaneous apparel.....	1.1	1.0	1.1	1.0	1.0	1.5	1.8	2.1	1.5	1.6	1.1	1.6	1.5	1.4		
Miscellaneous fabricated textile products.....	1.8	1.5	1.8	1.4	1.5	2.2	2.5	3.0	2.4	2.4	1.6	1.9	2.1	2.1		
Paper and allied products.....	4.6	4.6	4.8	4.8	5.0	5.2	5.5	5.7	5.8	5.6	5.5	5.7	5.4	5.0		
Paper and pulp.....	5.8	5.8	6.0	6.1	6.0	6.1	6.3	6.6	6.5	6.4	6.3	6.5	6.3	6.0		
Paperboard.....	6.4	6.6	6.9	6.8	7.0	7.0	7.5	7.2	7.4	7.4	7.6	7.7	7.5	7.0		
Converted paper and paperboard products.....	3.2	3.2	3.6	3.7	3.9	3.9	4.3	4.3	4.5	4.3	4.3	4.3	4.1	3.5		
Paperboard containers and boxes.....	3.9	3.7	3.8	3.8	4.0	4.6	5.0	5.5	5.7	5.0	4.9	5.2	4.9	4.5		
Printing, publishing, and allied industries.....	3.1	3.1	3.4	3.0	3.1	3.7	3.6	3.9	4.0	3.7	3.4	3.5	3.5	3.1		
Newspaper publishing and printing.....	3.0	2.6	2.6	2.1	2.0	3.4	3.2	3.1	3.0	2.7	2.6	3.0	2.7	2.4		
Periodical publishing and printing.....	2.9	3.4	3.7	3.4	3.6	3.3	4.4	5.6	5.8	4.6	3.9	3.3	4.1	3.8		
Books.....	4.5	4.6	4.9	4.3	4.5	4.4	4.1	4.8	5.2	5.4	4.9	5.4	4.9	4.2		
Commercial printing.....	3.2	3.4	3.7	3.4	3.5	4.0	3.9	4.3	4.4	4.1	3.8	3.7	3.8	3.4		
Bookbinding and related industries.....	2.5	2.5	2.5	2.3	2.7	2.6	2.7	3.2	3.3	3.1	2.8	2.8	2.8	2.5		
Other publishing and printing industries.....	2.6	2.9	3.1	3.3	3.3	3.5	3.5	3.6	3.9	3.5	3.2	3.0	3.3	3.1		
Chemicals and allied products.....	2.9	3.1	3.1	2.9	2.9	3.1	3.3	3.5	3.5	3.4	3.3	3.4	3.3	3.0		
Industrial chemicals.....	3.0	3.1	3.1	3.0	3.2	3.4	3.7	3.7	3.5	3.4	3.5	3.4	3.4	3.0		
Plastics materials and synthetics.....	2.7	2.3	2.4	2.3	2.3	2.9	3.0	3.2	3.2	3.5	3.5	3.4	3.2	2.9		
Drugs.....	2.2	2.6	2.7	2.9	3.2	3.1	2.8	2.9	3.1	2.6	2.3	2.5	2.8	2.6		
Soap, cleaners, and toilet goods.....	2.6	2.6	2.9	2.9	2.7	2.8	3.6	3.9	3.9	3.8	3.2	3.4	3.3	2.5		
Paints, varnishes, and allied products.....	3.2	2.4	2.5	2.0	2.1	2.4	2.7	2.9	3.4	3.3	3.0	3.7	3.0	2.7		
Agricultural chemicals.....	4.9	8.1	6.6	4.9	4.7	4.2	3.9	4.6	4.2	3.7	3.8	4.3	5.2	4.9		
Other chemical products.....	2.9	3.1	2.9	2.9	2.8	3.3	3.3	3.6	3.8	3.3	3.3	3.6	3.3	3.0		
Petroleum refining and related industries.....	3.4	3.5	3.1	3.0	2.7	3.0	3.3	3.3	3.7	3.1	3.7	3.6	3.2	2.8		
Petroleum refining.....	2.9	3.0	2.8	2.8	2.5	2.6	2.9	2.3	2.6	2.2	2.7	2.6	2.5	2.1		
Other petroleum and coal products.....	5.4	5.5	4.2	3.7	3.7	4.4	4.9	6.7	7.4	5.8	6.8	6.7	5.4	5.5		
Rubber, miscellaneous plastic products.....	3.4	3.2	3.4	3.4	3.9	4.2	4.5	4.7	4.7	4.3	3.9	4.3	4.4	4.1		
Tires and inner tubes.....	5.9	4.3	4.2	4.2	6.1	6.6	6.4	6.4	6.1	5.7	5.8	5.4	6.2	6.1		
Other rubber products.....	2.5	2.8	3.0	3.0	3.3	3.6	4.1	4.2	4.4	4.0	3.3	3.8	3.8	3.3		
Miscellaneous plastic products.....	3.3	2.9	3.3	3.3	3.3	3.6	4.0	4.4	4.5	4.0	3.5	4.2	.0	4.0		
Leather and leather products.....	1.6	1.4	1.7	1.8	2.0	2.1	2.1	2.1	2.0	2.2	2.2	2.3	2.1	1.8		
Leather tanning and finishing.....	3.6	3.5	3.1	3.1	3.0	3.6	3.5	3.5	3.4	3.3	3.4	3.8	3.5	3.3		
Footwear, except rubber.....	1.3	1.2	1.5	1.7	2.0	1.9	1.6	1.6	1.7	2.0	2.1	2.1	1.9	1.6		
Other leather products.....	1.5	1.4	1.7	1.6	1.7	2.1	2.8	2.8	2.5	2.5	1.8	2.3	2.3	2.4		
Handbags and personal leather goods.....	1.4	1.3	1.7	1.7	1.6	1.7	2.9	2.8	2.2	2.7	1.8	2.0	2.2	1.4		

¹ 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.

² Preliminary.

TABLE C-6. Indexes of aggregate weekly man-hours and payrolls in industrial and construction activities ¹

[1957-59=100]

Activity	1967						1966								Annual average	
	June ²	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1966	1965	
	Man-hours															
Total.....	113.9	110.9	109.9	109.6	108.8	111.7	115.6	117.1	119.6	120.0	119.6	117.2	118.8	115.3	109.1	
Mining.....	81.6	79.7	79.7	77.7	77.1	79.5	81.9	81.5	84.1	84.7	86.5	85.9	86.9	82.7	82.9	
Contract construction.....	119.2	108.6	103.5	96.0	91.6	98.2	106.7	111.2	123.6	126.1	131.4	132.4	126.1	114.2	110.2	
Manufacturing.....	114.5	112.9	112.5	113.7	113.5	115.8	119.0	119.9	120.6	120.7	119.1	116.0	119.1	117.2	110.2	
Durable goods.....	119.9	119.1	118.4	119.8	119.8	122.7	125.9	126.6	127.2	126.9	123.2	121.5	125.8	123.5	114.1	
Ordnance and accessories.....	171.4	168.3	166.0	167.1	165.3	165.0	162.3	159.3	154.0	150.9	145.2	142.5	141.5	143.4	113.1	
Lumber and wood products, except furniture.....	98.0	93.5	91.9	91.1	89.7	90.6	91.9	95.0	98.1	100.2	104.1	103.7	105.6	98.9	97.5	
Furniture and fixtures.....	118.5	115.8	116.3	118.6	119.6	121.5	128.9	129.6	130.7	130.0	131.6	122.5	128.1	126.2	119.0	
Stone, clay, and glass products.....	108.0	105.0	103.9	101.9	99.6	102.4	106.3	109.5	111.7	113.5	115.4	114.5	115.2	110.6	108.1	
Primary metal industries.....	108.0	107.3	107.0	109.6	110.8	114.2	113.6	114.7	115.3	117.7	117.3	116.3	119.2	115.2	112.9	
Fabricated metal products.....	124.5	122.8	121.7	122.3	122.9	125.9	129.7	130.0	130.1	130.2	127.2	122.7	128.2	126.3	117.2	
Machinery.....	135.1	135.0	136.8	138.6	138.0	139.9	141.0	137.6	137.3	138.0	135.9	134.5	137.9	135.8	123.0	
Electrical equipment and supplies.....	134.0	136.5	136.9	142.2	144.1	148.5	152.3	152.7	153.9	152.1	148.6	141.9	146.7	145.8	125.6	
Transportation equipment.....	113.8	114.2	110.5	111.6	111.6	115.7	122.0	122.6	122.2	119.4	103.0	109.3	116.5	116.2	106.8	
Instruments and related products.....	128.4	126.8	128.2	129.4	127.6	129.8	131.9	130.6	130.4	129.3	127.7	125.5	128.2	126.5	112.3	
Miscellaneous manufacturing industries.....	113.4	110.8	109.2	107.5	105.2	106.5	113.6	123.6	124.7	121.5	120.1	109.9	117.3	114.9	109.8	
Nondurable goods.....	107.6	104.8	105.0	105.7	105.3	106.8	109.9	111.2	112.0	112.6	113.7	108.9	110.4	109.0	105.2	
Food and kindred products.....	95.1	89.9	87.3	88.3	87.6	90.2	95.4	98.9	101.7	106.3	106.1	99.5	94.0	95.0	94.0	
Tobacco manufactures.....	76.6	72.9	74.8	74.3	76.1	87.6	98.3	92.8	98.3	100.4	87.7	70.8	73.4	84.4	86.2	
Textile mill products.....	100.6	98.8	98.4	98.7	98.2	100.1	102.7	104.2	105.0	105.8	107.2	103.4	108.4	104.9	101.5	
Apparel and related products.....	115.3	115.0	114.5	116.4	116.9	116.7	118.2	120.2	121.3	117.7	122.5	114.2	121.1	118.4	115.0	
Paper and allied products.....	118.0	113.9	113.5	114.7	113.7	114.9	117.6	118.5	117.3	117.5	118.4	117.2	118.2	115.7	109.8	
Printing, publishing, and allied industries.....	119.8	118.6	119.0	119.7	117.9	117.7	120.4	119.1	119.2	118.7	118.0	116.4	116.7	116.3	110.2	
Chemicals and allied products.....	117.5	116.6	118.4	116.3	114.8	115.2	116.7	117.1	116.6	116.9	117.9	116.8	117.9	115.6	110.1	
Petroleum refining and related industries.....	83.1	81.1	80.3	77.6	76.8	75.9	78.5	80.0	80.3	82.2	82.2	83.9	82.6	79.7	78.3	
Rubber and miscellaneous plastic products.....	135.2	130.4	144.9	145.7	146.2	151.0	154.7	154.9	153.9	152.1	149.7	143.6	147.9	147.9	135.4	
Leather and leather products.....	93.2	89.4	87.8	90.4	93.3	96.4	98.4	98.0	96.7	96.7	102.4	97.7	102.1	98.9	96.3	
	Payrolls															
Mining.....	104.3	101.1	101.6	98.3	97.6	100.9	103.1	102.0	105.2	105.6	105.4	105.2	106.5	101.3	97.0	
Contract construction.....	169.5	154.4	145.9	135.3	129.6	139.5	150.3	155.7	173.0	173.2	177.0	180.3	171.1	156.7	144.3	
Manufacturing.....	152.4	149.9	148.9	150.0	149.4	152.1	155.8	156.4	156.9	156.9	156.7	148.6	152.5	150.4	136.3	

¹ 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.

² Preliminary.

D.—Consumer and Wholesale Prices

TABLE D-1. Consumer Price Index¹—U.S. city average for urban wage earners and clerical workers¹ all items, groups, subgroups, and special groups of items

[1957-59=100 unless otherwise specified]

Group	1967						1966								Annual average	
	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1966	1965	
All items	116.0	115.6	115.3	115.0	114.8	114.7	114.7	114.6	114.5	114.1	113.8	113.3	112.9	113.1	109.9	
All items (1947-49=100)	142.3	141.8	141.5	141.1	140.9	140.7	140.7	140.6	140.5	140.0	139.6	139.0	138.5	138.8	134.8	
Food	115.1	113.9	113.7	114.2	114.2	114.7	114.8	114.8	115.6	115.6	115.8	114.3	113.9	114.2	108.8	
Food at home	112.3	110.9	110.8	111.5	111.7	112.3	112.6	112.8	113.8	114.0	114.4	112.7	112.3	112.6	107.2	
Cereals and bakery products	118.3	118.8	118.5	118.6	118.5	118.8	118.8	118.6	118.3	118.4	117.3	114.8	114.7	115.8	111.2	
Meats, poultry, and fish	111.6	108.5	109.0	110.0	110.7	110.3	110.9	111.8	113.8	114.8	114.5	114.3	114.2	114.1	105.1	
Dairy products	116.3	115.9	115.7	115.7	116.1	116.4	116.5	116.7	117.1	116.0	114.8	111.0	109.6	111.8	105.0	
Fruits and vegetables	119.9	116.4	114.2	115.2	114.2	115.3	114.3	114.9	115.3	116.6	122.3	121.5	121.7	117.6	115.2	
Other foods at home ²	100.0	100.7	101.4	102.3	102.5	104.9	105.7	104.8	106.0	105.3	104.9	102.1	101.3	103.9	101.8	
Food away from home	129.1	128.7	128.3	127.7	127.4	127.0	126.3	125.7	125.2	124.6	124.0	123.5	122.8	123.2	117.8	
Housing	114.1	113.9	113.6	113.3	113.3	113.1	113.0	112.6	112.2	111.8	111.5	111.3	111.1	111.1	108.5	
Shelter ³	117.7	117.5	116.9	116.6	116.8	116.5	116.4	115.8	115.5	115.0	114.6	114.4	114.1	114.1	110.6	
Rent	112.2	112.1	111.9	111.8	111.7	111.4	111.3	111.2	111.0	110.7	110.6	110.3	110.2	110.4	108.9	
Homeownership ⁴	119.9	119.7	119.0	118.6	118.9	118.7	118.6	117.8	117.4	116.8	116.4	116.2	115.8	115.7	111.4	
Fuel and utilities ⁵	108.6	108.7	108.8	108.7	108.7	108.6	108.4	108.3	108.1	108.0	107.9	107.9	108.0	107.7	107.2	
Fuel oil and coal ⁶	110.5	110.8	111.0	111.1	111.1	110.5	110.2	108.9	108.3	107.4	107.0	107.0	107.0	108.3	105.6	
Gas and electricity	108.2	108.3	108.4	108.3	108.3	108.3	107.9	108.1	108.0	108.1	108.1	108.1	108.1	108.1	107.8	
Household furnishings and operation ⁷	108.1	107.9	107.7	107.3	107.0	106.7	106.7	106.5	106.1	105.7	105.2	105.1	104.8	105.0	103.1	
Apparel and upkeep ⁸	113.9	113.8	113.0	112.6	111.9	111.3	112.3	112.0	111.5	110.7	109.2	109.2	109.4	109.6	106.8	
Men's and boys'	114.1	114.0	113.5	112.7	111.8	111.6	112.6	112.4	111.5	111.2	109.9	109.6	110.1	110.3	107.4	
Women's and girls'	109.7	109.6	108.4	108.2	107.3	106.4	108.1	107.8	107.5	106.3	103.8	104.6	104.7	105.1	103.1	
Footwear	125.4	125.2	124.9	124.2	123.4	122.9	122.9	122.8	122.2	121.3	120.4	119.8	119.8	119.6	112.9	
Transportation	115.7	115.5	115.1	114.2	113.8	113.4	113.8	114.5	114.3	113.3	113.5	113.5	112.2	112.7	111.1	
Private	113.7	113.6	113.2	112.2	111.8	111.4	111.7	112.6	112.3	111.3	111.6	111.5	110.7	111.0	109.7	
Public	132.2	130.9	130.6	130.5	130.0	129.8	129.8	129.6	129.6	129.5	129.2	129.1	122.8	125.8	121.4	
Health and recreation	123.2	122.8	122.6	122.2	121.8	121.4	121.0	120.8	120.4	119.9	119.5	119.1	118.7	119.0	115.6	
Medical care	136.3	135.7	135.1	134.6	133.6	132.9	131.9	131.3	130.4	129.4	128.4	127.7	127.0	127.7	122.3	
Personal care	115.3	115.0	114.9	114.4	114.1	113.8	113.7	113.4	113.3	113.0	112.7	112.5	112.2	112.2	109.9	
Reading and recreation	119.7	119.6	119.4	118.9	118.6	118.5	118.4	118.3	118.0	117.5	117.4	117.2	117.0	117.1	115.2	
Other goods and services ⁹	116.9	116.7	116.6	116.4	116.3	116.2	115.9	116.0	115.9	115.7	115.5	115.3	114.9	114.9	111.4	
Special groups:																
All items less shelter	115.6	115.1	114.8	114.6	114.3	114.2	114.3	114.4	114.3	113.9	113.6	113.1	112.6	112.9	109.6	
All items less food	116.5	116.3	115.9	115.4	115.2	114.8	114.9	114.8	114.4	113.8	113.4	113.2	112.8	113.0	110.4	
Commodities ¹⁰	111.0	110.5	110.2	110.0	109.9	109.9	110.1	110.2	110.3	110.0	109.8	109.3	109.0	109.2	106.4	
Nondurables ¹¹	113.8	113.2	113.0	112.9	112.7	112.7	113.0	112.9	113.1	112.9	112.5	111.8	111.5	111.8	107.9	
Durables ^{10 12}	104.1	103.9	103.4	102.9	102.8	102.7	103.1	103.5	103.5	103.2	102.7	103.0	102.6	102.7	102.6	
Services ^{10 13 14}	127.4	127.0	126.6	126.3	125.9	125.5	125.2	124.7	124.1	123.5	123.0	122.6	122.0	122.3	117.8	
Commodities less food ¹⁰	108.9	108.7	108.4	107.8	107.6	107.3	107.7	107.8	107.6	107.0	106.6	106.7	106.4	106.5	105.1	
Nondurables less food	112.7	112.7	112.4	111.8	111.5	111.0	111.4	111.3	110.9	110.5	109.6	109.7	109.5	109.7	107.2	
Apparel commodities	112.8	112.7	111.9	111.5	110.7	110.1	111.2	110.9	110.4	109.7	107.9	108.1	108.3	108.5	105.8	
Apparel commodities less footwear	110.3	110.2	109.4	109.0	108.2	107.6	108.8	108.6	108.1	107.4	105.5	105.8	106.0	106.3	104.4	
Nondurables less food and apparel	112.7	112.6	112.7	112.0	111.9	111.6	111.6	111.5	111.2	111.0	110.5	110.6	110.1	110.3	108.0	
New cars	96.8	96.9	97.0	97.2	97.3	97.6	98.6	99.3	98.4	94.4	95.8	96.7	96.8	97.2	99.0	
Used cars	122.4	121.4	118.8	115.9	114.0	113.0	114.2	119.3	120.8	120.1	122.1	120.3	118.2	117.8	120.8	
Household durables ¹⁵	98.0	98.1	98.0	97.8	97.7	97.6	97.7	97.6	97.4	97.3	97.0	96.9	96.7	96.8	96.9	
Household furnishings	100.7	100.6	100.6	100.3	100.0	99.7	100.0	99.9	99.5	99.3	98.9	98.8	98.6	98.8	97.9	
Services less rent ^{10 13}	130.8	130.4	130.0	129.5	129.2	128.8	128.3	127.7	127.1	126.5	125.9	125.5	124.8	125.0	120.0	
Household services less rent ¹⁰	126.7	126.5	126.0	125.6	125.5	125.1	124.9	124.2	123.5	123.0	122.4	122.1	121.7	121.5	117.0	
Transportation services	128.1	127.7	127.6	127.4	127.2	126.9	126.5	126.1	125.9	125.5	125.3	125.0	123.2	124.3	119.3	
Medical care services	145.2	144.4	143.6	142.9	141.6	140.6	139.4	138.6	137.4	136.2	134.7	133.9	133.0	133.9	127.1	
Other services ^{10 16}	131.3	130.8	130.3	129.7	129.4	129.1	128.9	128.5	128.2	127.5	127.1	126.7	126.4	126.5	121.8	

¹ The CPI measures the average change in prices of goods and services purchased by urban wage-earner and clerical-worker families. Beginning January 1964, the index structure 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.

² Includes eggs, fats and oils, sugar and sweets, nonalcoholic beverages, and prepared and partially prepared foods.

³ Also includes hotel and motel room rates not shown separately.

⁴ Includes home purchase, mortgage interest, taxes, insurance, and maintenance and repairs.

⁵ Also includes telephone, water, and sewerage service not shown separately.

⁶ Called "Solid and petroleum fuels" prior to 1964.

⁷ Includes housefurnishings and housekeeping supplies and services.

⁸ Includes dry cleaning and laundry of apparel, infants' wear, sewing materials, jewelry, and miscellaneous apparel, not shown separately.

⁹ Includes tobacco, alcoholic beverages, and funeral, legal, and bank service charges.

¹⁰ Recalculated group—indexes prior to January 1964 have been recomputed.

¹¹ Includes foods, paint, furnace filters, 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.

¹² Includes home purchase, which was classified under services prior to 1964, building materials, furniture and bedding, floor coverings, household appliances, dinnerware, tableware, cleaning equipment, power tools, lamps, venetian blinds, hardware, automobiles, tires, radios, television sets, tape recorders, durable toys, and sports equipment.

¹³ Excludes home purchase costs which were classified under this heading prior to 1964.

¹⁴ Includes rent, mortgage interest, taxes and insurance on real property, home maintenance and repair services, gas, electricity, telephone, water, sewerage service, household help, postage, laundry and dry cleaning, furniture and apparel repair and upkeep, moving, auto repairs, auto insurance, registration and license fees, parking and garage rent, local transit, taxicab, airplane, train, and bus fares, professional medical services, hospital services, health insurance, barber and beauty shop services, movies, fees for sports, television repairs, and funeral, bank, and legal services.

¹⁵ Called "Durables less cars" prior to 1964. Does not include auto parts, durable toys, and sports equipment.

¹⁶ Includes the services components of apparel, personal care, recreation and other goods and services. Not comparable with series published prior to 1964.

TABLE D-2. Consumer Price Index¹—U.S. city average for urban wage earners and clerical workers, selected groups, subgroups, and special groups of items, seasonally adjusted²

[1957-59=100 unless otherwise specified]

Group	1967						1966						
	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June
Food.....	115.3	114.5	113.9	114.3	114.0	114.9	115.3	115.3	115.8	115.3	115.5	113.2	114.0
Food at home.....	112.6	111.5	110.9	111.6	111.4	112.5	113.1	113.4	114.0	113.7	113.9	111.3	112.4
Meats, poultry, and fish.....	113.1	110.3	110.0	110.4	110.4	111.3	111.3	111.5	112.8	112.4	112.9	114.1	115.9
Dairy products.....	117.4	116.6	116.3	115.6	115.9	115.8	115.9	116.1	116.5	115.8	114.9	111.6	110.7
Fruits and vegetables.....	115.1	113.5	112.1	114.7	114.4	118.5	117.6	119.6	120.9	121.0	121.4	113.9	115.8
Other foods at home.....	101.6	101.7	101.9	102.8	102.3	104.4	104.9	104.1	104.5	103.8	105.1	102.9	102.9
Fuel and utilities ³	108.8	108.8	108.7	108.4	108.7	108.2	108.0	108.1	108.0	108.2	108.4	108.4	108.4
Fuel oil and coal ⁴	112.4	112.4	110.3	109.4	108.9	108.3	108.3	108.3	108.5	108.8	109.2	109.3	109.2
Apparel and upkeep ⁵	113.9	113.7	113.1	112.9	112.3	111.9	111.7	111.3	110.8	110.5	109.6	109.6	109.5
Men's and boys'.....	114.2	114.0	113.6	113.2	112.2	111.9	111.9	111.7	111.1	111.0	110.2	109.9	110.2
Women's and girls'.....	109.8	109.6	108.7	108.6	107.9	107.5	107.1	107.5	106.3	105.8	104.5	105.1	105.0
Footwear.....	125.3	125.2	124.8	124.3	123.5	123.0	122.5	122.3	122.0	121.3	120.6	120.2	119.9
Transportation.....	115.9	115.6	115.3	114.5	114.3	113.2	113.3	114.0	114.1	113.5	113.5	113.4	112.3
Private.....	113.8	113.7	113.4	112.7	112.2	111.3	111.4	112.0	112.0	111.5	111.6	111.4	110.8
Special groups:													
Commodities ⁶	111.1	110.6	110.3	110.1	110.0	110.1	110.1	110.1	110.2	109.9	109.8	109.1	108.9
Nondurables.....	113.9	113.4	113.1	113.0	112.7	112.9	113.1	112.9	113.0	112.8	112.4	111.4	111.5
Durables ⁷	104.1	103.9	103.4	103.0	103.0	102.7	102.9	103.1	103.3	102.9	103.2	103.1	102.6
Commodities less food ⁶	108.9	108.8	108.4	108.0	107.9	107.4	107.4	107.4	107.3	107.0	106.9	106.8	106.5
Nondurables less food.....	112.8	112.8	112.5	112.0	111.8	111.1	111.1	111.0	110.6	110.3	109.8	109.9	109.6
Apparel commodities.....	112.9	112.6	112.1	111.9	111.3	110.8	110.5	110.0	109.5	109.5	108.4	108.3	108.4
Apparel commodities less footwear.....	110.4	110.2	109.6	109.4	108.9	108.4	108.0	107.6	107.2	107.1	106.0	106.1	106.2
New cars.....	97.2	97.1	96.8	97.1	96.9	96.9	97.5	97.4	97.9	96.2	97.1	97.9	97.4
Used cars.....	120.9	121.9	119.4	117.9	117.2	115.1	114.0	118.0	119.6	118.7	120.8	118.6	116.8
Housefurnishings.....	100.6	100.5	100.4	100.2	100.2	100.0	100.0	99.8	99.5	99.3	99.2	98.9	98.4

¹ See footnote 1, table D-1.

² Beginning January 1966, seasonally adjusted national indexes were computed for selected groups, subgroups, and special groups where there is a significant seasonal pattern of price change. Previously published indexes for the year 1965 have been adjusted. No seasonally adjusted indexes will be shown for any of the individual metropolitan areas for which separate indexes are published. Previously, the Bureau of Labor Statistics has made available only seasonal factors, rather than seasonally adjusted indexes (e.g., Department of Labor Bulletin 1366, *Seasonal Factors, Consumer Price Index: Selected Series*). The factors currently used were derived by the BLS

Seasonal Factor Method using data for 1956-66. 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).

³ See footnote 5, table D-1.⁴ See footnote 6, table D-1.⁵ See footnote 8, table D-1.⁶ See footnote 10, table D-1.⁷ See footnote 12, table D-1.

TABLE D-3. Consumer Price Index—U.S. and selected areas for urban wage earners and clerical workers¹

[1957-59=100 unless otherwise specified]

Area ²	1967						1966								Annual average		1947-49=100
	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1966	1965	June 1967	
	All items																
U.S. city average ³	116.0	115.6	115.3	115.0	114.8	114.7	114.7	114.6	114.5	114.1	113.8	113.3	112.9	113.1	109.9	142.3	
Atlanta, Ga.	114.8	(4)	118.8	114.0	(4)	(4)	113.3	(4)	(4)	112.8	(4)	(4)	111.1	111.5	108.1	142.1	
Baltimore, Md.	115.7	(4)	(4)	114.8	(4)	(4)	114.5	(4)	(4)	114.3	(4)	(4)	113.4	113.4	109.6	143.6	
Boston, Mass.	(4)	(4)	(4)	(4)	(4)	118.6	(4)	(4)	118.5	(4)	(4)	117.1	(4)	117.0	113.2	(4)	
Buffalo, N.Y. (Nov. 1963=100)	(4)	109.5	(4)	(4)	108.5	(4)	108.0	(4)	(4)	107.7	(4)	(4)	107.0	103.5	(4)	(4)	
Chicago, Ill.-Northwestern Ind.	112.9	112.6	112.2	112.3	112.2	111.8	112.2	111.9	112.0	111.9	111.4	110.5	110.6	110.7	107.6	142.4	
Cincinnati, Ohio-Kentucky	113.1	(4)	(4)	111.6	(4)	(4)	111.2	(4)	(4)	111.7	(4)	(4)	110.2	110.3	107.2	137.6	
Cleveland, Ohio	(4)	111.8	(4)	(4)	111.5	(4)	(4)	110.9	(4)	(4)	110.2	(4)	(4)	109.7	106.9	(4)	
Dallas, Tex. (Nov. 1963=100)	(4)	107.5	(4)	(4)	107.0	(4)	(4)	106.5	(4)	(4)	105.6	(4)	(4)	105.0	101.4	(4)	
Detroit, Mich.	114.7	114.5	114.6	114.3	113.5	113.3	113.3	112.7	112.6	112.1	111.9	111.3	111.2	111.1	106.4	141.4	
Honolulu, Hawaii (Dec. 1963=100)	107.9	(4)	(4)	106.7	(4)	(4)	106.6	(4)	(4)	105.6	(4)	(4)	104.6	105.1	102.1	(4)	
Houston, Tex.	(4)	(4)	113.6	(4)	(4)	113.0	(4)	(4)	112.4	(4)	(4)	111.6	(4)	111.5	108.5	(4)	
Kansas City, Mo.-Kansas	117.4	(4)	(4)	117.9	(4)	(4)	117.3	(4)	(4)	117.1	(4)	(4)	116.5	116.3	113.3	145.2	
Los Angeles-Long Beach, Calif.	117.3	116.9	116.3	115.4	115.7	115.8	116.3	116.3	115.9	115.7	114.6	115.0	114.5	114.7	112.5	146.3	
Milwaukee, Wis.	(4)	112.2	(4)	(4)	111.4	(4)	(4)	111.6	(4)	(4)	111.5	(4)	(4)	110.6	108.2	(4)	
Minneapolis-St. Paul, Minn.	(4)	(4)	114.2	(4)	(4)	113.4	(4)	(4)	113.4	(4)	(4)	112.0	(4)	112.2	109.5	(4)	
New York, N.Y.-Northeastern N.J.	118.7	118.4	118.2	118.2	118.0	117.5	117.6	117.7	117.8	117.3	116.7	116.3	115.3	116.0	112.2	143.0	
Philadelphia, Pa.-N.J.	116.6	116.0	115.8	115.5	115.3	115.0	115.3	115.0	115.0	114.7	114.5	113.7	113.4	113.7	110.6	143.2	
Pittsburgh, Pa.	(4)	(4)	114.2	(4)	(4)	114.0	(4)	(4)	114.1	(4)	(4)	112.8	(4)	113.0	110.2	(4)	
Portland, Oreg.-Wash.	(4)	(4)	117.4	(4)	(4)	117.1	(4)	(4)	116.6	(4)	(4)	115.5	(4)	115.3	111.8	(4)	
St. Louis, Mo.-Ill.	116.5	(4)	(4)	115.5	(4)	(4)	114.9	(4)	(4)	114.7	(4)	(4)	113.6	113.5	109.9	144.6	
San Diego, Calif. (Feb. 1965=100)	(4)	104.1	(4)	(4)	103.7	(4)	(4)	103.5	(4)	(4)	102.0	(4)	(4)	102.1	100.1	(4)	
San Francisco-Oakland, Calif.	118.4	(4)	(4)	117.1	(4)	(4)	117.2	(4)	(4)	116.4	(4)	(4)	115.2	115.6	112.7	150.2	
Scranton, Pa. ⁵	(4)	117.1	(4)	(4)	116.3	(4)	(4)	116.2	(4)	(4)	115.5	(4)	(4)	114.9	111.0	(4)	
Seattle, Wash.	(4)	116.8	(4)	(4)	115.9	(4)	(4)	115.6	(4)	(4)	114.5	(4)	(4)	114.1	111.0	(4)	
Washington, D.C.-Md.-Va.	(4)	115.7	(4)	(4)	115.1	(4)	(4)	114.6	(4)	(4)	114.0	(4)	(4)	113.3	109.6	(4)	
	Food																
U.S. city average ³	115.1	113.9	113.7	114.2	114.2	114.7	114.8	114.8	115.6	115.6	115.8	114.3	113.9	114.2	108.8	-----	
Atlanta, Ga.	114.3	113.6	112.9	113.6	113.5	114.1	113.8	114.0	114.7	114.2	114.0	112.5	112.4	112.9	107.4	-----	
Baltimore, Md.	115.5	114.9	114.8	114.9	115.2	115.3	116.0	115.9	116.7	117.9	117.4	116.2	115.9	115.9	109.3	-----	
Boston, Mass.	119.0	118.3	117.7	118.4	118.2	119.0	118.8	118.5	119.3	119.3	118.9	117.0	115.7	117.0	112.5	-----	
Buffalo, N.Y. (Nov. 1963=100)	110.6	108.9	108.9	109.4	109.3	109.7	109.3	109.7	109.7	109.9	110.5	108.8	108.5	108.8	104.1	-----	
Chicago, Ill.-Northwestern Ind.	114.5	113.9	113.1	114.1	114.7	114.1	114.7	114.7	114.6	116.3	116.8	114.1	114.3	114.6	108.8	-----	
Cincinnati, Ohio-Kentucky	113.7	111.9	111.3	111.4	111.2	111.5	111.7	112.4	113.6	113.4	113.9	112.1	111.6	111.8	106.2	-----	
Cleveland, Ohio	111.5	109.9	109.6	110.3	110.0	110.9	111.5	111.8	112.1	112.4	113.1	111.1	111.1	110.9	104.8	-----	
Dallas, Tex. (Nov. 1963=100)	109.4	108.4	107.9	108.9	109.8	110.5	110.9	111.0	111.0	111.1	111.6	110.1	109.4	110.0	103.9	-----	
Detroit, Mich.	113.5	113.0	112.6	113.2	112.7	113.0	113.1	113.1	113.5	113.7	114.4	112.8	112.0	112.2	105.0	-----	
Honolulu, Hawaii (Dec. 1963=100)	109.5	108.4	108.0	108.3	107.7	108.1	108.0	108.7	108.4	107.3	106.6	106.5	106.6	107.0	103.5	-----	
Houston, Tex.	115.0	114.2	115.5	115.7	116.0	116.6	116.9	116.6	117.0	117.0	117.0	115.8	114.4	115.4	109.2	-----	
Kansas City, Mo.-Kansas	117.8	116.1	116.0	116.6	117.2	118.0	117.8	117.5	118.7	119.0	118.1	117.1	116.9	117.2	111.3	-----	
Los Angeles-Long Beach, Calif.	113.6	112.4	112.4	112.5	112.8	113.7	114.0	113.7	114.2	113.7	113.8	112.8	112.4	113.3	110.7	-----	
Milwaukee, Wis.	(4)	113.5	(4)	(4)	112.8	(4)	(4)	114.3	(4)	(4)	116.2	(4)	(4)	114.0	107.7	-----	
Minneapolis-St. Paul, Minn.	112.3	111.8	112.2	112.5	112.5	113.0	112.9	112.6	114.2	113.4	113.3	112.3	111.6	112.4	107.1	-----	
New York, N.Y.-Northeastern N.J.	115.5	114.3	114.4	114.9	115.0	115.5	115.3	115.7	116.5	116.3	116.4	115.1	114.5	115.1	109.8	-----	
Philadelphia, Pa.-N.J.	114.5	113.3	113.0	113.1	113.6	113.7	114.0	113.5	114.5	114.5	114.9	113.2	112.9	113.1	107.2	-----	
Pittsburgh, Pa.	111.6	109.1	109.5	109.7	110.2	111.3	111.2	111.4	112.8	112.8	112.8	111.6	111.4	111.8	107.5	-----	
Portland, Oreg.-Wash.	(4)	(4)	114.1	(4)	116.0	115.7	115.6	116.0	115.6	116.1	115.6	114.7	115.5	114.7	109.5	-----	
St. Louis, Mo.-Ill.	118.8	117.4	117.2	118.1	118.5	119.3	119.2	118.6	119.7	119.4	119.8	118.1	117.2	117.8	111.5	-----	
San Diego, Calif. (Feb. 1965=100)	(4)	106.2	(4)	(4)	105.9	(4)	(4)	106.6	(4)	(4)	106.8	(4)	(4)	106.5	102.7	-----	
San Francisco-Oakland, Calif.	114.4	112.8	113.0	113.2	113.3	114.4	114.4	115.1	115.0	114.7	114.2	113.6	113.6	114.2	110.2	-----	
Scranton, Pa. ⁵	(4)	112.0	(4)	(4)	112.1	112.6	113.1	113.2	113.8	113.7	113.7	112.6	112.5	112.8	107.7	-----	
Seattle, Wash.	114.4	113.6	113.1	113.3	113.5	114.0	114.3	114.7	115.1	115.2	114.9	114.1	114.3	114.1	110.3	-----	
Washington, D.C.-Md.-Va.	115.7	114.4	114.8	115.3	114.7	114.7	114.7	113.5	115.1	115.6	115.8	114.3	114.1	114.0	108.4	-----	

¹ See footnote 1, table D-1. Indexes measure time-to-time changes in prices. They do not indicate whether it costs more to live in one area than in another.

² The areas listed include not only the central city but the entire urban portion of the Standard Metropolitan Statistical Area, as defined for the 1960 Census of Population; except that the Standard Consolidated Area is used for New York and Chicago.

³ Average of 56 "cities" (metropolitan areas and nonmetropolitan urban places) beginning January 1966.

⁴ All items indexes are computed monthly for 5 areas and once every 3 months on a rotating cycle for other areas.

⁵ Old series.

TABLE D-4. Indexes of wholesale prices,¹ by group and subgroup of commodities[1957-59=100, unless otherwise specified]²

Commodity group	1967						1966							Annual average	
	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1966	1965
All commodities.....	106.3	105.8	105.3	105.7	106.0	106.2	105.9	105.9	106.2	106.8	106.8	106.4	105.7	105.9	102.5
Farm products and processed foods and feeds.....	106.8	105.0	103.4	104.6	105.7	107.0	106.7	107.1	108.8	111.5	111.3	109.9	107.7	108.9	102.1
Farm products.....	102.4	100.7	97.6	99.6	101.0	102.6	101.8	102.5	104.4	108.7	108.1	107.8	104.2	105.6	98.4
Fresh and dried fruits and vegetables.....	114.3	104.4	99.6	98.4	104.5	101.8	101.3	104.2	97.9	110.4	97.7	107.0	99.7	102.5	101.8
Grains.....	96.1	98.0	98.3	99.9	95.8	100.7	101.5	98.0	98.9	104.6	105.6	103.1	94.9	97.3	89.6
Livestock.....	104.9	102.6	94.0	97.4	99.5	101.4	97.9	98.4	106.5	109.2	112.0	108.7	110.1	110.0	100.5
Live poultry.....	85.7	85.6	89.0	90.8	97.1	88.1	77.2	85.1	83.1	87.5	89.8	94.2	95.6	91.4	87.2
Plant and animal fibers.....	70.9	69.9	69.9	70.3	70.2	70.8	71.0	70.9	71.4	71.7	72.3	90.5	90.3	82.3	91.1
Fluid milk.....	121.3	129.9	119.1	119.0	122.9	123.4	124.0	124.4	125.8	125.4	124.1	119.3	112.6	117.6	103.5
Eggs.....	76.0	74.5	77.0	90.8	84.0	100.0	109.0	121.8	114.7	128.0	108.6	98.5	90.9	107.9	93.5
Hay, hayseeds, and oilseeds.....	116.6	117.8	118.4	120.5	120.3	123.5	124.5	122.9	121.5	126.3	139.2	135.2	122.6	122.9	112.9
Other farm products.....	100.2	99.9	99.2	99.5	100.5	99.6	100.5	98.7	100.8	102.3	102.5	101.3	101.1	101.5	97.6
Processed foods and feeds.....	112.6	110.7	110.0	110.6	111.7	112.8	112.8	112.6	113.9	115.5	115.7	113.8	112.0	113.0	106.7
Cereal and bakery products.....	117.2	117.4	117.2	117.5	117.3	117.6	118.0	118.7	118.7	118.9	118.9	115.5	114.0	115.4	109.0
Meats, poultry, and fish.....	108.3	103.8	100.6	101.7	104.7	105.4	104.4	104.2	108.1	112.2	111.1	110.0	109.9	110.2	101.0
Dairy products.....	122.2	120.8	120.1	120.7	121.2	121.8	122.3	122.6	124.5	124.2	124.0	119.8	116.5	118.5	108.5
Processed fruits and vegetables.....	106.5	105.1	104.3	104.2	104.3	105.9	105.8	105.9	105.7	103.7	102.3	104.5	104.9	104.8	102.1
Sugar and confectionery.....	112.7	112.0	111.8	112.5	112.6	113.0	112.6	112.1	111.6	111.4	110.9	109.8	109.4	110.5	109.0
Beverages and beverage materials.....	106.3	106.0	105.9	105.6	105.9	105.8	105.8	105.6	105.6	105.6	106.4	106.3	106.1	105.8	105.7
Animal fats and oils.....	82.4	189.8	91.5	89.6	92.0	94.9	97.5	105.6	108.9	115.9	120.9	106.3	105.8	113.1	113.4
Crude vegetable oils.....	91.7	93.9	93.8	94.2	94.1	94.1	98.1	99.2	100.1	112.4	127.5	113.0	105.6	107.2	100.9
Refined vegetable oils.....	93.5	96.6	96.8	96.9	96.7	93.0	101.2	102.2	97.0	107.6	118.4	109.8	104.7	108.7	97.0
Vegetable oil end products.....	101.6	101.6	101.6	101.8	103.5	106.3	106.3	106.8	108.2	110.4	108.7	103.8	101.9	104.6	101.2
Miscellaneous processed foods.....	112.6	112.4	112.9	112.0	111.5	112.6	113.7	114.6	115.1	114.2	114.1	114.0	112.5	114.0	113.6
Manufactured animal feeds.....	122.4	118.7	122.9	124.8	125.9	132.1	132.0	128.4	128.1	132.3	133.6	132.6	124.1	126.6	116.3
All commodities except farm products.....	106.7	106.4	106.2	106.3	106.5	106.5	106.3	106.3	106.4	106.6	106.6	106.2	105.8	105.8	102.9
Industrial commodities.....	106.0	106.0	106.0	106.0	106.0	105.8	105.5	105.5	105.3	105.2	105.2	104.9	104.7	102.5	101.8
Textile products and apparel.....	101.6	101.6	101.8	101.8	102.0	102.0	101.8	102.1	102.2	102.2	102.2	102.4	102.4	102.1	101.8
Cotton products.....	99.7	100.3	100.8	101.3	101.8	102.5	102.7	103.0	103.3	103.1	103.3	103.0	102.8	102.5	100.2
Wool products.....	103.2	103.1	102.9	104.0	104.7	104.7	104.8	105.1	105.6	106.1	106.6	106.7	106.5	106.0	104.3
Manmade fiber textile products.....	85.8	86.3	86.8	86.9	87.1	87.1	86.9	87.7	88.1	88.6	89.6	90.1	90.0	89.5	95.0
Silk yarns.....	167.0	167.0	164.5	164.1	164.1	166.1	163.2	161.1	161.1	158.6	156.7	152.1	143.8	153.6	134.3
Apparel.....	106.7	106.3	106.2	106.0	105.9	105.7	105.4	105.5	105.3	105.1	105.2	105.0	104.8	105.0	103.7
Textile housefurnishings.....	105.3	105.5	105.2	105.1	105.3	105.3	105.3	105.3	105.2	105.1	104.3	104.1	104.1	104.4	103.1
Miscellaneous textile products.....	118.0	118.5	119.4	120.8	121.0	120.5	119.7	119.1	118.8	120.3	121.2	123.3	124.1	122.6	123.0
Hides, skins, leather, and related products.....	115.6	115.2	115.7	116.9	118.0	117.9	117.3	117.5	118.7	119.9	121.2	122.7	122.9	119.7	109.2
Hides and skins.....	95.8	87.2	88.3	98.9	107.8	110.1	109.2	114.3	120.8	134.2	141.2	156.4	161.0	140.8	111.2
Leather.....	110.2	110.9	112.9	114.6	116.3	116.9	116.2	114.1	117.5	121.8	124.9	126.0	126.6	121.1	108.1
Footwear.....	121.5	121.4	121.5	121.7	121.6	120.9	120.3	120.1	120.1	119.1	119.1	119.0	118.9	118.2	110.7
Other leather and related products.....	113.3	114.3	114.5	114.4	114.6	114.5	114.2	115.1	115.6	115.1	116.0	116.6	115.7	114.4	106.1
Fuels and related products, and power.....	104.0	104.4	103.3	103.7	103.4	102.6	102.4	102.7	102.6	102.2	102.0	101.4	101.5	101.3	98.9
Coal.....	102.4	102.6	102.7	102.2	102.3	102.3	102.4	101.9	100.6	99.6	98.5	97.6	97.2	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	112.0	112.0	109.8	109.8	107.3
Gas fuels (Jan. 1958=100).....	134.3	135.0	134.8	134.6	134.5	134.6	132.0	130.6	130.7	129.2	128.9	128.3	128.5	129.3	124.1
Electric power (Jan. 1958=100).....	100.5	100.6	100.6	100.6	100.6	100.6	100.8	100.3	100.2	100.3	100.3	100.3	100.2	100.3	100.8
Crude petroleum.....	98.3	98.3	98.3	98.3	98.2	98.2	98.1	98.1	98.1	97.7	97.7	97.5	97.4	97.5	96.8
Petroleum products, refined.....	103.1	103.7	101.7	102.4	101.9	100.3	100.2	101.3	101.3	101.0	100.7	99.9	100.2	99.5	95.9
Chemicals and allied products.....	98.5	98.8	98.8	98.5	98.5	98.4	98.2	98.0	97.9	98.0	97.9	97.9	97.6	97.8	97.4
Industrial chemicals.....	97.2	97.5	97.6	97.0	96.9	96.6	96.4	96.0	95.9	95.8	95.8	95.9	95.8	95.7	95.0
Prepared paint.....	108.8	108.8	108.8	108.8	108.7	108.7	108.5	107.8	107.3	106.8	106.8	106.8	106.8	106.8	105.4
Paint materials.....	91.0	91.0	91.2	90.8	90.8	90.6	90.6	90.4	90.2	90.3	90.5	90.4	89.9	90.1	89.8
Drugs and pharmaceuticals.....	94.1	94.1	94.0	94.4	94.2	94.7	94.7	95.0	95.0	94.8	94.7	94.5	94.3	94.5	94.4
Fats and oils, inedible.....	79.5	82.9	85.3	81.5	89.1	92.3	95.1	91.6	94.5	103.8	105.5	105.3	101.6	102.8	112.7
Agricultural chemicals and chemical products.....	105.1	105.2	105.2	105.9	105.4	104.2	103.1	103.3	102.8	102.2	101.9	102.6	102.9	102.8	101.8
Plastic resins and materials.....	90.3	90.7	90.4	90.3	90.5	90.3	90.2	90.2	90.2	89.9	89.1	88.4	88.4	89.0	88.4
Other chemicals and allied products.....	108.5	108.7	108.6	107.8	107.6	107.4	107.0	106.9	106.9	106.8	106.8	106.5	106.2	106.6	105.3
Rubber and rubber products.....	95.8	95.8	95.9	95.9	95.8	95.6	95.0	95.0	94.6	94.7	95.1	95.1	95.4	94.8	92.9
Crude rubber.....	86.2	85.9	86.5	86.5	87.1	87.6	87.6	87.9	87.4	87.9	88.8	89.0	89.5	89.2	90.0
Tires and tubes.....	94.0	94.0	94.0	94.9	94.9	94.9	94.9	93.9	93.4	93.4	93.9	93.9	94.4	93.3	90.0
Miscellaneous rubber products.....	101.5	101.5	101.5	100.9	100.4	99.7	99.3	99.2	98.9	99.0	99.0	99.0	98.9	98.8	97.1
Lumber and wood products.....	104.7	104.2	104.1	103.6	103.6	102.6	102.5	103.0	104.8	105.9	106.2	106.6	107.7	105.6	101.1
Lumber.....	108.0	107.0	106.6	106.0	105.4	104.5	104.5	105.6	108.0	109.5	110.2	110.5	112.0	108.5	101.9
Millwork.....	111.7	111.7	111.6	111.2	111.1	110.3	110.3	110.3	110.8	110.9	110.9	110.7	110.6	110.0	107.7
Plywood.....	87.6	187.5	87.9	87.7	89.2	87.3	87.4	86.9	88.1	89.2	90.0	91.5	92.2	92.8	92.3
Other wood products (Dec. 1966=100).....	102.0	102.0	102.0	102.0	102.0	102.0	100.0								

See footnotes at end of table.

TABLE D-4. Indexes of wholesale prices,¹ by group and subgroup of commodities—Continued[1957-59=100, unless otherwise specified]²

Commodity group	1967						1966								Annual average	
	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1966	1965	
Industrial Commodities—Continued																
Pulp, paper, and allied products.....	103.9	103.9	103.9	103.6	103.3	103.1	103.0	103.0	103.1	103.1	103.2	103.2	103.0	102.6	99.9	
Pulp, paper, and products, excluding building paper and board.....	104.3	104.3	104.3	104.0	103.7	103.5	103.4	103.4	103.5	103.6	103.6	103.6	103.4	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.....	76.7	77.5	79.1	79.7	83.2	83.9	90.5	92.7	98.8	102.9	106.7	113.2	112.7	105.0	99.4	
Paper.....	109.6	109.5	109.3	108.5	108.5	108.5	108.5	108.5	108.4	108.4	108.4	108.2	108.0	107.3	104.1	
Paperboard.....	97.3	97.3	97.3	97.3	97.3	97.3	97.2	97.2	97.2	97.2	97.2	97.2	97.2	97.1	96.4	
Converted paper and paperboard products.....	104.9	104.9	104.9	104.7	104.0	103.7	103.2	103.1	103.0	103.0	102.8	102.7	102.4	102.3	99.3	
Building paper and board.....	91.5	91.7	92.2	92.3	92.4	92.4	92.7	93.1	93.0	92.7	92.8	92.7	92.4	92.6	92.7	
Metals and metal products.....	108.9	108.9	109.1	109.4	109.6	109.4	109.0	109.0	108.6	108.4	108.5	108.8	108.7	108.3	105.7	
Iron and steel.....	103.3	103.2	103.2	103.3	103.2	103.0	102.9	102.8	102.5	102.5	102.7	102.2	102.0	102.3	101.4	
Steel mill products.....	105.7	105.7	105.6	105.6	105.6	105.4	105.3	105.2	105.1	105.1	105.0	104.5	104.5	104.7	103.3	
Nonferrous metals.....	118.7	118.9	120.0	121.1	122.3	121.8	120.5	121.0	120.3	119.9	120.4	122.9	123.2	120.9	115.2	
Metal containers.....	111.7	111.7	111.5	111.5	111.5	111.5	110.2	110.2	110.1	110.1	110.1	110.1	110.1	110.0	107.6	
Hardware.....	113.0	112.9	112.8	112.4	112.0	111.9	111.9	111.5	110.9	110.3	110.1	109.8	109.8	109.6	106.0	
Plumbing fixtures and brass fittings.....	110.8	110.7	110.5	110.5	110.5	110.5	110.5	110.5	110.6	110.6	110.0	110.0	108.5	108.4	103.1	
Heating equipment.....	92.5	92.0	92.0	92.2	92.3	92.6	93.4	93.4	93.3	92.9	92.5	92.9	92.5	92.5	91.7	
Fabricated structural metal products.....	104.9	105.1	104.9	104.8	104.8	104.8	104.9	104.8	104.6	104.4	104.2	104.2	104.1	103.9	101.2	
Miscellaneous metal products.....	113.7	113.7	113.6	113.7	113.6	113.6	113.2	113.1	112.7	112.4	112.3	111.2	111.2	111.6	109.4	
Machinery and equipment.....	111.6	111.6	111.6	111.6	111.2	111.1	110.7	110.2	109.4	108.9	108.5	108.3	108.1	108.2	105.0	
Agricultural machinery and equipment.....	121.8	121.8	121.8	121.9	121.7	121.5	120.8	120.4	118.5	118.2	118.3	118.5	118.4	118.5	115.1	
Construction machinery and equipment.....	121.9	121.9	121.8	121.5	121.4	121.3	121.0	120.6	119.8	119.4	118.9	118.9	118.9	118.9	115.3	
Metalworking machinery and equipment.....	123.6	123.6	122.9	122.6	122.2	121.9	121.8	121.5	121.1	120.5	119.5	119.0	119.0	118.8	113.6	
General purpose machinery and equipment.....	113.1	113.2	113.0	113.0	113.0	112.8	112.4	112.2	111.8	111.1	110.6	110.0	109.8	109.7	105.1	
Special industry machinery and equipment (Jan. 1961=100).....	116.1	116.1	115.8	115.4	115.1	114.8	114.3	114.1	113.9	113.2	112.9	112.2	111.8	111.8	108.0	
Electrical machinery and equipment.....	101.8	101.9	102.3	102.2	101.8	101.9	101.5	100.7	99.5	99.2	99.1	99.0	98.8	99.0	96.8	
Miscellaneous machinery.....	109.1	108.9	108.8	108.8	108.7	108.5	108.1	107.8	107.4	106.8	106.6	106.5	106.0	106.5	105.2	
Furniture and household durables.....	100.8	100.8	100.6	100.6	100.4	100.4	100.4	100.3	99.7	99.2	99.1	99.0	98.9	99.1	98.0	
Household furniture.....	112.4	112.4	112.4	112.4	112.0	111.9	111.8	111.5	110.3	109.8	109.4	109.1	108.9	109.1	106.2	
Commercial furniture.....	111.9	111.9	109.3	109.3	109.3	108.7	108.7	108.0	107.3	106.0	105.8	105.8	105.3	105.7	103.7	
Floor coverings.....	93.1	93.1	93.1	93.8	93.9	94.1	96.2	96.6	96.6	96.6	96.6	96.8	97.1	97.0	97.7	
Household appliances.....	90.0	89.7	89.8	89.8	89.7	89.6	89.2	89.2	88.9	88.7	88.8	89.1	89.4	89.1	89.2	
Home electronic equipment.....	82.0	82.9	83.3	83.3	83.5	83.6	83.8	83.8	83.8	83.3	83.1	83.5	83.5	83.6	85.2	
Other household durable goods.....	115.9	115.8	115.7	115.2	114.8	114.8	114.0	113.8	113.6	112.6	112.1	112.1	112.1	111.6	108.9	
Nonmetallic mineral products.....	103.9	103.8	103.9	103.8	103.7	103.6	103.3	103.3	103.2	103.0	102.7	102.7	102.5	102.6	101.7	
Flat glass.....	103.3	103.3	103.3	103.3	103.3	103.3	103.3	103.3	102.1	100.6	99.7	100.3	100.2	100.7	100.9	
Concrete ingredients.....	105.9	105.9	106.0	105.8	105.6	105.8	104.3	104.2	104.3	103.9	103.8	103.7	103.6	103.9	103.2	
Concrete products.....	105.7	105.2	104.6	104.5	104.4	103.9	103.9	103.5	103.5	103.6	103.3	103.1	103.0	103.0	101.5	
Structural clay products excluding refractories.....	109.7	109.7	109.4	109.3	109.3	109.3	109.1	109.3	108.8	108.7	108.7	108.5	108.4	108.4	106.6	
Refractories.....	104.9	104.9	104.9	104.9	104.8	104.8	104.2	104.2	104.2	103.9	103.9	103.9	103.9	103.7	103.0	
Asphalt roofing.....	88.3	88.3	84.8	84.8	84.8	85.7	95.7	97.6	97.6	97.6	97.6	97.6	94.4	96.0	92.8	
Gypsum products.....	100.1	102.3	102.3	102.3	103.5	103.5	103.5	103.5	102.7	102.7	102.7	102.7	102.7	102.4	104.0	
Glass containers.....	101.0	101.0	101.0	101.0	101.0	101.0	101.1	101.1	101.1	99.2	99.2	99.2	99.2	99.9	98.1	
Other nonmetallic minerals.....	102.2	102.1	102.0	101.8	101.1	101.1	101.3	101.3	102.0	101.8	101.8	101.7	101.7	101.7	101.3	
Transportation equipment ³																
Motor vehicles and equipment.....	101.4	101.6	101.6	101.6	101.6	101.6	101.7	101.7	101.7	100.1	100.5	100.7	100.7	100.8	100.7	
Railroad equipment (Jan. 1961=100).....	102.9	102.9	102.7	102.7	102.7	102.7	102.7	102.7	101.0	101.0	101.0	101.0	101.0	101.0	100.9	
Miscellaneous products.....	109.6	108.0	108.0	107.7	108.0	107.9	107.5	107.4	107.2	107.1	107.1	107.1	106.9	106.8	104.8	
Toys, sporting goods, small arms, ammunition.....	105.3	105.3	105.2	104.0	105.3	105.2	104.8	104.8	105.0	104.8	104.9	104.5	103.7	104.1	102.7	
Tobacco products.....	114.8	110.3	110.3	110.3	110.3	110.3	110.2	110.3	110.3	110.3	110.3	110.3	110.3	109.6	106.2	
Notions.....	100.8	100.8	100.8	100.8	100.8	100.8	100.8	100.8	100.8	100.8	100.8	100.8	101.8	100.5	99.1	
Photographic equipment and supplies.....	110.1	110.1	110.2	110.1	110.3	110.1	109.9	109.8	108.4	108.4	108.6	108.8	108.7	108.9	109.2	
Other miscellaneous products.....	108.0	107.4	107.4	107.3	107.2	107.2	106.1	106.0	105.6	105.5	105.5	105.4	105.1	105.3	103.8	

¹ 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.

² As of January 1962, the indexes were converted from the former base of 1947-49=100 to the new base of 1957-59=100. Technical details and earlier data on the 1957-59 base furnished upon request to the Bureau.

³ Not available.

⁴ Revised.

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 groupings¹[1957-59=100, unless otherwise specified]²

Commodity group	1967						1966								Annual average	
	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1966	1965	
All commodities—less farm products.....	106.7	106.4	106.2	106.3	106.5	106.5	106.3	106.3	106.4	106.6	106.6	106.2	105.8	105.8	102.9	
All foods.....	110.3	107.8	106.4	107.3	108.5	109.5	109.8	110.6	111.3	114.0	112.4	110.9	109.0	110.7	104.5	
Processed foods.....	111.4	109.6	108.2	108.8	109.9	110.6	110.6	110.7	112.4	113.8	113.8	111.7	110.6	111.5	105.1	
Textile products, excluding hard and bast fiber products.....	95.9	96.3	96.7	97.0	97.3	97.5	97.5	98.0	98.4	98.6	99.0	99.1	98.8	98.5	99.1	
Hosiery.....	91.3	91.7	91.6	91.6	91.6	91.4	91.4	91.4	91.4	91.2	91.2	91.5	92.2	92.0	93.5	
Underwear and nightwear.....	109.7	108.7	108.4	107.7	107.5	107.5	107.1	107.1	106.8	106.8	106.8	106.8	107.2	106.8	104.6	
Refined petroleum products.....	103.1	103.7	101.7	102.4	101.9	100.3	100.2	101.3	101.3	101.0	100.7	99.9	100.2	99.5	95.9	
East Coast, refined.....	101.6	101.6	101.6	101.6	101.6	99.9	99.9	98.1	98.1	98.1	96.4	96.4	96.3	97.5	95.3	
Mid-Continent, refined.....	103.0	103.0	103.0	103.0	100.9	98.7	97.9	99.5	98.6	100.2	100.2	100.2	100.2	98.6	97.6	
Gulf Coast, refined.....	107.0	107.2	102.5	104.1	104.1	102.5	105.1	105.1	104.9	104.5	104.5	102.4	104.1	102.2	95.1	
Pacific Coast, refined.....	92.1	95.6	95.6	95.6	95.6	94.8	94.8	94.4	96.4	90.4	90.4	90.4	87.8	90.7	90.6	
Midwest, refined (Jan. 1961=100).....	95.2	95.2	94.0	94.7	93.4	92.7	92.7	92.7	92.0	93.3	93.3	93.3	93.3	92.7	91.7	
Pharmaceutical preparations.....	96.1	96.2	95.9	96.4	96.3	96.9	97.1	97.5	97.3	97.2	97.0	96.8	96.6	96.8	96.5	
Lumber and wood products excluding millwork and other wood products ³	103.4	102.6	102.5	101.9	102.0	100.7	100.8	101.6	103.7	105.1	105.8	106.4	107.7	105.1	99.8	
Special metals and metal products ⁴	107.3	107.5	107.6	107.7	107.9	107.8	107.5	107.5	107.2	106.6	106.8	107.0	106.9	106.7	104.7	
Machinery and motive products.....	108.4	108.5	108.5	108.4	108.3	108.2	108.0	107.7	107.1	106.3	106.2	106.0	105.9	106.0	103.7	
Machinery and equipment, except electrical.....	117.6	117.6	117.3	117.2	117.0	116.8	116.4	116.1	115.5	114.9	114.5	114.1	113.9	114.0	110.1	
Agricultural machinery, including tractors.....	123.8	123.7	123.7	123.8	123.7	123.4	122.7	122.4	120.2	119.9	120.0	120.2	120.1	120.3	116.6	
Metalworking machinery.....	130.4	130.5	129.5	129.2	128.4	128.1	128.2	127.8	127.2	126.4	125.2	124.4	124.5	124.1	117.4	
Total tractors.....	123.3	123.3	123.0	123.1	123.1	123.0	122.7	122.3	120.7	120.3	120.0	120.0	120.0	120.2	116.8	
Industrial valves.....	121.5	122.7	122.7	122.7	122.7	122.4	122.1	121.9	121.0	118.8	118.4	117.4	116.7	116.3	105.7	
Industrial fittings.....	102.6	102.6	101.7	101.7	101.7	101.7	99.1	99.1	100.5	100.5	99.1	94.8	93.9	95.9	90.8	
Abrasive grinding wheels.....	94.6	94.7	94.7	94.7	94.7	94.7	94.7	94.7	94.7	94.7	94.7	94.7	94.1	93.3	94.2	
Construction materials.....	104.6	104.4	104.7	104.5	104.4	104.1	104.0	104.0	104.3	104.3	104.5	104.6	104.8	103.9	100.8	

¹ See footnote 1, table D-4.² See footnote 2, table D-4.³ Formerly titled "Lumber and wood products, excluding millwork."⁴ Metals and metal products, agricultural machinery and equipment, and motor vehicles and equipment.

TABLE D-6. Indexes of wholesale prices,¹ by stage of processing and durability of product[1957-59=100]²

Commodity group	1967						1966								Annual average	
	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	1966	1965	
All commodities.....	106.3	105.8	105.3	105.7	106.0	106.2	105.9	105.9	106.2	106.8	106.8	106.4	105.7	105.9	102.5	
Stage of processing																
Crude materials for further processing.....	101.4	100.6	98.0	99.7	100.8	101.9	100.8	101.1	103.6	106.1	107.4	107.8	105.6	105.3	98.9	
Crude foodstuffs and feedstuffs.....	104.2	103.1	99.2	101.3	102.7	104.2	102.3	102.5	106.2	109.9	111.2	109.1	106.0	107.2	98.3	
Crude nonfood materials except fuel.....	95.1	94.7	94.6	95.7	96.5	97.0	97.4	97.6	98.2	98.9	100.2	105.7	105.1	101.9	99.8	
Crude nonfood materials, except fuel, for manufacturing.....	94.2	93.7	93.6	94.9	95.8	96.3	96.8	97.0	97.7	98.5	100.0	106.1	105.4	101.8	99.5	
Crude nonfood materials, except fuel, for construction.....	105.7	105.7	105.6	105.0	104.7	104.7	104.3	104.3	104.3	103.9	103.8	103.7	103.6	103.9	103.2	
Crude fuel.....	109.8	110.3	110.2	109.4	109.3	109.4	109.7	108.9	108.1	107.0	106.2	105.5	105.3	106.4	103.3	
Crude fuel for manufacturing.....	109.5	110.1	109.9	109.3	109.2	109.3	109.6	108.9	108.1	107.0	106.2	105.5	105.3	106.3	103.2	
Crude fuel for nonmanufacturing.....	110.3	110.7	110.6	109.6	109.6	109.7	109.9	109.1	108.3	107.2	106.4	105.6	105.5	106.6	103.5	
Intermediate materials, supplies, and components.....	105.4	105.3	105.5	105.5	105.5	105.6	105.4	105.3	105.3	105.6	105.8	105.4	104.9	104.8	102.2	
Intermediate materials and components for manu- facturing.....	104.4	104.4	104.6	104.6	104.8	104.7	104.5	104.4	104.3	104.6	104.8	104.4	104.1	104.0	102.0	
Intermediate materials for food manufacturing.....	110.2	109.1	108.1	108.7	109.0	110.1	110.9	111.2	111.6	113.6	114.8	111.9	110.0	111.3	106.6	
Intermediate materials for nondurable manu- facturing.....	98.6	98.9	99.1	99.1	99.3	99.3	99.2	99.2	99.5	99.8	100.1	100.2	100.0	99.5	98.7	
Intermediate materials for durable manu- facturing.....	107.4	107.4	107.7	107.7	107.9	107.6	107.1	107.0	106.8	106.8	106.9	106.6	106.7	106.6	104.6	
Components for manufacturing.....	107.5	107.6	107.9	107.9	107.6	107.5	107.1	106.6	105.9	105.5	105.4	105.1	105.0	104.9	101.3	
Materials and components for construction.....	104.9	104.8	104.9	104.8	104.7	104.4	104.3	104.3	104.5	104.6	104.6	104.5	104.5	104.1	101.4	
Processed fuels and lubricants.....	102.7	103.2	102.5	102.7	102.5	102.3	101.9	102.5	102.6	102.1	102.1	101.7	101.8	101.4	99.5	
Processed fuels and lubricants for manu- facturing.....	103.5	103.7	103.6	103.7	103.7	103.6	103.2	103.4	103.5	103.1	103.1	102.8	102.8	102.5	101.0	
Processed fuels and lubricants for nonmanu- facturing.....	101.5	102.3	100.6	101.1	100.6	100.3	99.8	100.8	100.9	100.5	100.4	99.9	100.2	99.4	97.1	
Containers.....	106.5	106.6	106.6	106.4	106.0	105.9	105.3	105.2	105.1	104.9	104.9	105.1	105.1	104.9	102.1	
Supplies.....	111.3	110.4	111.4	111.8	111.6	112.9	112.6	111.6	111.5	112.8	113.3	112.7	110.0	110.7	106.0	
Supplies for manufacturing.....	110.6	110.4	110.4	110.1	109.7	109.5	109.2	109.5	109.5	109.7	109.5	109.6	109.2	108.9	106.1	
Supplies for nonmanufacturing.....	110.9	109.7	111.1	111.7	111.7	113.6	113.3	111.8	111.6	113.4	114.1	113.3	109.7	110.7	105.4	
Manufactured animal feeds.....	115.2	111.6	115.9	117.8	118.8	124.9	124.8	121.2	120.9	125.0	126.3	125.0	116.9	119.5	109.7	
Other supplies.....	105.3	105.2	105.2	105.3	104.8	104.5	104.2	104.0	103.9	104.3	104.6	104.1	103.4	103.4	100.9	
Finished goods (goods to users, including raw foods and fuels).....	108.4	107.6	107.0	107.2	107.6	107.7	107.6	107.8	107.8	108.1	107.5	107.0	106.4	106.9	103.6	
Consumer finished goods.....	107.4	106.4	105.7	106.0	106.5	106.6	106.6	107.0	107.2	107.8	107.1	106.4	105.7	106.4	102.8	
Consumer foods.....	110.9	108.5	106.9	107.9	109.3	110.3	110.5	111.3	112.2	114.5	112.8	111.2	109.5	111.2	104.5	
Consumer crude foods.....	104.4	99.9	97.8	100.5	103.1	106.0	108.0	112.7	108.1	116.6	105.3	106.0	99.3	106.5	100.2	
Consumer processed foods.....	112.1	110.0	108.6	109.2	110.4	111.0	110.9	111.0	112.8	114.2	114.0	112.0	111.1	112.0	105.2	
Consumer other nondurable goods.....	107.2	106.9	106.4	106.4	106.3	105.8	105.5	105.7	105.5	105.4	105.2	105.0	104.9	104.8	102.8	
Consumer durable goods.....	101.0	101.3	101.3	101.3	101.3	101.3	101.3	101.2	100.9	100.0	100.1	100.2	100.1	100.2	99.6	
Producer finished goods.....	111.2	111.1	110.8	110.7	110.6	110.5	110.2	109.8	109.1	108.4	108.3	108.1	107.9	108.0	105.4	
Producer finished goods for manufacturing.....	115.3	115.2	114.7	114.5	114.3	114.0	113.7	113.4	112.7	112.0	111.7	111.4	111.2	111.3	108.0	
Producer finished goods for nonmanufacturing.....	107.1	107.2	107.0	107.0	106.9	106.8	106.6	106.1	105.4	104.8	104.7	104.7	104.6	104.6	102.9	
Durability of product																
Total durable goods.....	107.5	107.5	107.6	107.6	107.6	107.4	107.1	106.9	106.6	106.2	106.2	106.2	106.2	106.0	103.7	
Total nondurable goods.....	105.4	104.6	103.7	104.2	104.7	105.2	104.9	105.1	105.8	107.1	107.0	106.4	105.2	105.6	101.5	
Total manufactures.....	106.6	106.3	106.2	106.3	106.4	106.4	106.2	106.2	106.3	106.4	106.4	106.0	105.6	105.7	102.8	
Durable manufactures.....	107.7	107.7	107.8	107.7	107.7	107.7	107.5	107.2	107.0	106.7	106.3	106.3	106.1	106.1	103.7	
Nondurable manufactures.....	105.6	105.0	104.6	104.8	105.1	105.3	105.2	105.3	105.8	106.5	106.5	106.5	105.1	105.3	101.9	
Total raw or slightly processed goods.....	104.4	103.1	101.0	102.5	103.6	104.7	104.0	104.7	106.0	108.4	108.2	108.2	105.8	106.5	100.7	
Durable raw or slightly processed goods.....	99.6	99.9	99.2	102.0	103.4	104.1	103.9	106.3	105.6	104.4	105.0	112.4	112.4	109.0	104.7	
Nondurable raw or slightly processed goods.....	104.7	103.3	101.1	102.4	103.6	104.7	104.1	104.6	106.0	108.7	108.4	108.0	105.4	106.4	100.5	

¹ See footnote 1, table D-4.² 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 ¹

Month and year	Number of stoppages		Workers involved in stoppages		Man-days idle during month or year	
	Beginning in month or year	In effect during month	Beginning in month or year	In effect during month	Number	Percent of estimated working time
1945	4,750		3,470,000		38,000,000	0.47
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
1966	4,405		1,960,000		25,400,000	.19
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	238	389	113,000	140,000	1,090,000	.10
February	252	421	101,000	138,000	928,000	.09
March	336	536	217,000	265,000	1,410,000	.12
April	403	614	227,000	392,000	2,600,000	.24
May	494	720	240,000	340,000	2,870,000	.26
June	499	759	161,000	265,000	2,220,000	.19
July	448	704	286,000	347,000	3,100,000	.29
August	442	718	117,000	310,000	3,370,000	.27
September	422	676	132,000	226,000	1,780,000	.16
October	410	651	191,000	255,000	2,190,000	.19
November	288	533	126,000	234,000	2,150,000	.19
December	173	389	49,000	158,000	1,670,000	.15
1967: January ²	275	440	98,000	190,000	1,270,000	.11
February ²	325	465	106,000	151,000	1,280,000	.12
March ²	430	575	141,000	202,000	1,490,000	.12
April ²	440	600	409,000	443,000	2,170,000	.20
May ²	535	695	255,000	402,000	3,900,000	.33

¹ The data include all known strikes or lockouts involving 6 workers or more and lasting a full day or shift or longer. Figures on workers involved and man-days idle cover all workers made idle for as long as 1 shift in establishments directly involved in a stoppage. They do not measure the indirect

or secondary effect on other establishments or industries whose employees are made idle as a result of material or service shortages.

² Preliminary.

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