

# Monthly Labor Review

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A New Family Budget

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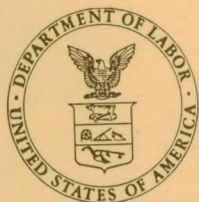
Railroad Unemployment Insurance

UNITED STATES DEPARTMENT OF LABOR

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# Monthly Labor Review

UNITED STATES DEPARTMENT OF LABOR • BUREAU OF LABOR STATISTICS

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

JACK F. STRICKLAND, *Executive Editor*

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## This Issue in Brief . . .

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THE 1966 REVISION of the city worker's family budget, which represents the cost of maintaining a moderate but adequate standard of living, recorded significant increases over the earlier budgets. The two greatest changes in the scope and content of the revised budget are the addition of nonmetropolitan areas and the inclusion of homeowner costs. Other changes, according to Phyllis Groom in *A New City Worker's Family Budget* (p. 1), reflect variations in the style of living between the 1950's and 1960's. In the fall of 1966 the cost of living at a moderate standard for a family of four averaged \$9,200 in U.S. urban areas compared with \$9,400 in metropolitan areas and \$8,400 in smaller cities. These averages include the costs associated with owning a home, commuting to work, and looking after the family's future security.

IN *The AFT in Caucus and Convention: New Style for 1967* (p. 19), Bernadette S. Julian reports on the American Federation of Teachers' 51st annual convention. Emphasized at the convention were the AFT's commitment to the improvement of education and its trade union orientation. The convention was livened by political realignments, especially the development of a new caucus.

IN RAILROAD UNEMPLOYMENT INSURANCE (p. 9), Martha F. Riche analyses three decades of experience under the only Federally administered UI system covering a single private industry, and compares the lot of railroad workers under RUI with that of persons drawing unemployment benefits under State-administered programs.

NEW SAMPLING TECHNIQUES and procedures were introduced into CPI calculations in December 1963. Marvin Wilkerson, in *Measurements of Sampling Error in the CPI* (p. 47), shows that the new system of replicated samples built into the revised

CPI yields a reasonable approximation to the sampling errors in the CPI. Included in the study is a table of average standard errors for the all-items CPI and its component groups.

DISMISSAL for off-the-job criminal behavior has long been the subject of arbitration. The majority of cases involving such dismissal do not fall into any clearly defined pattern. Consequently, the line between off-the-job employee behavior which is subject to an employer's disciplinary action and that which is not becomes extremely difficult to draw. Nevertheless, in *Dismissal for Off-the-Job Criminal Behavior* (p. 21), John W. Leonard focuses on the one broad criterion applied by arbitrators when judging the merits of disputes involving nonemployment criminal behavior. Arbitrators have held that "just cause" exists for dismissal when the criminal activity was tied to the employment relationship, either as injury done to the employer's business or as a disruption of the employer's relations with his employees.

THE DECADES OF CONFLICT in South Vietnam have altered the country's social structure. The labor force, in particular, has changed from a tradition of work based on Confucian principles to one more in line with occidental concepts. Michael B. Zuzik, in *The Vietnamese Labor Force in Transition* (p. 32), scans the impediments to this change. He notes that corruption in key waterfront areas, rivalries among nationality groups, and lack of effective government control in many parts of the country contribute to the slow development of the labor force.

THE MULTIPLICITY of meanings of "fair labor standards in international trade" allow for research (particularly in the area of national wage-cost standards) on their probable economic effects. In *Fair Labor Standards for World Trade* (p. 27), Robert B. Schwenger suggests possible avenues of research and recommends that complaints of unfair labor standards in foreign trade be subject to intergovernmental consultation and that international labor standards conform to the exporting country's existing stage of economic development and not to those of the more advanced partner in the trade deal.



# The Labor Month in Review

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## A Union in Trade: The Retail Clerks

PRELIMINARY FINDINGS of the Bureau of Labor Statistics most recent survey of union membership show that in the 2 years since the preceding survey, six unions made sizable membership gains. These unions were—in addition to the Teamsters, Auto Workers, and Steelworkers—the two general government employee unions and the Retail Clerks International Association (RCIA). The growing unionization of government employees has been widely discussed, but that a similar phenomenon might be taking place in retail trade has received less attention.

Other than in a few large cities, union activity in retail trade was negligible until the early 1950's. By then the industry had begun to grow and change, giving birth at the same time to a new set of working conditions. Chain stores, self-service, and jobs not yet blue collar but now often called gray, have created a new atmosphere in retail employment and unions—particularly the RCIA—are taking advantage of it. With rapid, steady growth, the RCIA has amassed over half a million members to become the sixth largest AFL-CIO affiliate.

**Catching the Brass Ring.** Referring to these changes in the industry at the Clerks' 25th quadrennial convention, held in July 1967, President James A. Suffridge commented that "even the youngest delegates in the hall have lived through at least one retail revolution—and some of us have experienced two or three." He announced that the union had increased its membership by nearly a third since the last convention, and doubled it over the last 10 years. (During the same decade,

the number of nonsupervisory employees in retail trade grew 22 percent to reach 10 million.)

Much of the Clerks' growth has come from the union's being ready and waiting in the right place at the right time. Samuel J. Meyers, first vice president of the union, estimated in a recent conversation that until the early sixties most of the Clerks' growth came from unit accretion—the establishment of new stores and expansion of old ones by companies with whom the union already had blanket representation rights. Most of these units are in chain stores, particularly groceries. Grocery stores are one of the largest components of retail trade and the only one that is substantially organized; at least half the RCIA members worked in food stores until recent years. The growth of these stores thus insured the growth of the union, and gave it the broader base and resources that allow it to concentrate now on other kinds of retail operations.

Organizing other types of stores has, in fact, accounted for most of the union's recent growth: although grocery employees are still the largest group in the union, they now make up only about 40 percent of its membership. The second largest group works in department stores, but the greatest organizing activity in the last few years has been in two other areas. Membership increases at military post exchanges probably reflect the growing union activity of nonprofessional government workers. The union has enrolled even more members at discount stores which, according to Mr. Meyers, are easy to organize because the employer-employee relationship is too new to have fostered loyalty to the employer. Indeed, Mr. Meyers attributed the union's success, and its hopes for its continuation, to changing circumstances such as these; he says the times are favorable.

**Beating the Bushes.** The union's organizing efforts run the gamut of retail operations—furniture stores, dime stores, automobile dealerships, and so on. Nevertheless, the right combination of favorable organizing elements is hard to find. For instance, although the union has members who are gas station attendants, it seldom aims campaigns especially at service stations even though they account for a large part of retail employment. Few stations employ more than a few workers, and over a third of those workers are part time.

Dime stores have even more part-time workers; they also have the highest proportion of women



workers in retail trade—80 percent. Women workers and part-time employees, who include many young people primarily occupied with school or leisure, often lack the commitment to work that might interest them in joining a union to seek higher wages and benefits. In addition, jobs in retail trade, whether full or part time, are often a moonlighter's second job; his primary interest is determined in another industry.

Perhaps these people form the majority of dime store employees precisely because workers who are more concerned with their economic welfare shun them—dime store employees have lower average earnings than workers in any other type of retail enterprise. Or perhaps it's the other way around and employers hire women, young people, part timers, and moonlighters because they tend to accept lower wages than a family head working full time would. The Clerks' success in San Francisco, where the union has contracts with all the major stores, shows that variety stores are organizable. Nevertheless, there is another reason for the union's relative failure to penetrate this part of the industry: large chains grew strong long before the union did and, because store-by-store organizing in retail trade has not had the same legal sanctions as plant-by-plant organizing in manufacturing, the chains have been able to resist organization of their workers.

The situation described for dime stores characterizes much of retail trade in general. To succeed in this environment, the RCIA has had to emphasize goals that would have little importance to workers in other industries. Benefits for part-time employees equivalent to those full-time workers get, for instance, is a frequent bargaining demand. One of the union's few prolonged strikes was over an issue that could arise only in an employment context like the Clerks': In 1964, the union struck Baltimore grocery chains for 3 months mainly to get an "available hours" clause—that is, one which would let part timers have first call on additional work before store managers could hire more part-time employees.

**Contract Improvements.** The RCIA has been able to win contract provisions such as group health and life insurance, pensions, and vacations, only by fitting its bargaining to the shape of the indus-

try. Such benefits become possible in an industry characterized by small establishments when a sizable number of locals and employers are included in a single contract. District Council 11, for example, representing nine locals in Pennsylvania, New Jersey, Delaware, and New York, recently negotiated one of the union's most comprehensive health and welfare plans with food employers in Philadelphia and surrounding cities.

For most retail employees, pensions became feasible only when employers agreed to contribute in groups to union-administered trust funds, thus avoiding the risks and difficulties inherent in too small a base. Now the union is pressing for pension portability to cushion the effects of frequent turnover and transfers. RCIA members working in food, drug, and discount stores in southern California have the most advanced program. After 5 continuous years of service in 1 of the 3 industries, they continue to accrue pension credits when they transfer jobs in any of them, subject to the different pension plans that prevail in each industry.

Funded portable vacation plans are also on the Clerks' agenda. Southern California already has a modified plan, and one is under study by employers and the union in northern California. Total service in the industry would determine the length of an employee's vacation.

**Beginning's End.** Over the past several years, the RCIA has brought big-time unionism to much of retail trade. But, considering the size of retail employment, the union has a long way to go before it can exert as great an influence in its industry as other unions of comparable size do in theirs.

According to speakers at the 1967 convention, the union estimates its potential membership at about 3 million, of which its current membership covers only about 15 percent. But the RCIA gives every sign of determination to organize the remainder. That the union now refers to "establishments" instead of "stores," "employees" instead of "clerks," and "distributive services" instead of "retail trade," may only illustrate a trend toward euphemism. But it is more likely to indicate the broad view the union takes of its prospects, as well as its intention to take continuing advantage of the changes occurring in the industry.



# A New City Worker's Family Budget

Homeowner Costs Contribute Significantly  
to Increases in the Family Budget  
in Metropolitan Areas and Smaller Cities

PHYLLIS GROOM\*

IT COST ABOUT \$9,200, in the fall of 1966, for a family of four to live at a moderate standard in urban areas of the United States. This estimate comes from the latest revision of the City Worker's Family Budget.<sup>1</sup> At almost every point, this budget, which grows out of the way people behave, throws light on American values. The swelling of the suburbs, the general increase in the level of income, the proliferation of the automobile, and "Let's eat out tonight," are all here.

The original (1946-47) City Worker's Family Budget was based on the manner of living and standards prevailing just before World War II and the interim (1959) budget on standards in the 1950's. The three together reveal the changes in our society since World War II.<sup>2</sup> The concept of the standard budget was described in the original budget as follows:

"The budget was designed to represent the estimated dollar cost required to maintain this family at a level of adequate living—to satisfy prevailing standards of what is necessary for health, efficiency, the nurture of children, and for participation in community activities. This is not a 'subsistence' budget, nor is it a 'luxury' budget; it is an attempt to describe and measure a modest but adequate standard of living."<sup>3</sup>

This City Worker's Family Budget continues to represent a moderate standard of living for a family of four, consisting of an employed man and his wife (who is not employed outside the home), a girl of 8, and a boy of 13. The quantities and qualities of goods and services required to meet this standard are based on standards of ade-

quacy defined by specialists, which have been translated into pricing lists that reflect the buying practices of families. For example, the present revision of the food plans used the National Research Council's recommended dietary allowances, 1963 U.S. Department of Agriculture nutritive values, and USDA's most recent estimates of food consumption patterns. Where such standards have not been developed, the quantity budget and pricing lists have been defined through analysis of consumption and expenditure data for families of the budget type—primarily data from the 1960-61 BLS Survey of Consumer Expenditures.

The two most significant changes in the scope and content of the budget are the addition of small towns and the inclusion of homeowner costs. The substantial increase in homeownership among city families at all income levels since prewar years has made it necessary to include homeowner costs. This change becomes particularly important with the addition of the smaller metropolitan and non-metropolitan areas to the budget. In 1960-61, 75 percent of budget-type families were homeowners. Homeowner shelter costs in the 1966 budget averaged 51 percent higher than the cost of rental housing for all urban areas.

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

<sup>1</sup> BLS Bulletin 1570 reports fully the costs of the budget, data sources, and estimating methods. It was prepared by Jean C. Brackett. (BLS Bulletin 1570-3, 1967), which includes the specifications and average prices for commodities and services other than food and shelter, will be published later this year.

<sup>2</sup> See *Workers' Budgets in the United States: City Families and Single Persons*, 1946 and 1947 (BLS Bulletin 927, 1948) and "The Interim City Worker's Family Budget," *Monthly Labor Review*, August 1960, pp. 785-808.

<sup>3</sup> "The City Worker's Family Budget," *Monthly Labor Review*, February 1948, p. 133.

The 1966 budget provides for mortgage principal and interest payments, taxes, insurance, and repair and replacement costs for a dwelling that meets the housing standard, with the assumption that the house was bought 6 to 8 years ago.

Other changes in the budget also mirror the changes in the style of living from the 1950's to the 1960's. The expansion of the budget to include homeowner maintenance costs and total budget costs in small cities has affected the kind and amount of transportation required to meet the budget standard. The revised budget allows for a higher proportion of families owning an automobile, reflecting in part the move to the suburbs.

For the first time the budget has been priced in medium size and small cities—making it possible to estimate the average U.S. urban budget cost and to compare metropolitan and nonmetropolitan areas.

The moderate level described by the budget standard does not show how an "average" family spends its money; neither does it show how a family should spend its money. The level of living represented by the budget is not "minimum" in the sense in which that term is used in relation to standards or goals for public assistance or welfare programs. On the other hand, the standard of living represented by the moderate budget is below that enjoyed by a majority of American families of this specific type. Most such families, comparing the items and quantities in detail with their own consumption, may regard them as inadequate with respect to some items.

In the BLS consumer expenditure survey for 1960-61, average income in the urban United States before taxes was \$9,095 for families of the general type specified for the budget. Increases in median incomes from 1959 to 1965 (the latest data available), as reported in the Current Population Surveys of the Bureau of the Census, ranged from 20 percent for all urban families of two or more persons, to 27 percent for urban families with two children. Applied to the 1960-61 average income for budget-type families, these trend data suggest that their 1966 average income before taxes amounted to at least \$11,000.

The level of the moderate standard, therefore, is at least 16, and more likely 20 percent, below the average level of living for families of this type. A similar analysis of the level of the Interim Budget in 1959 indicated that it was about 15-20 percent

below the estimated average 1959 income of budget-type families.

### Costs of the Budget

The cost of living at a moderate standard for a family of four persons—husband, wife, boy age 13, and girl of 8—averaged \$9,191 in urban areas of the United States, at autumn 1966 prices (table 1). The cost in metropolitan areas was \$9,376; in smaller cities it was \$8,366. These averages include allowances for food, housing, transportation, clothing, personal care, medical care, and other components of family consumption; and for gifts and contributions to others; and personal life insurance for the family's future security. They also include personal income taxes, social security deductions; and occupational expenses such as work clothes and union dues (table 2).

About 80 percent of the budget is allocated to family consumption items, which averaged \$7,329—with costs in metropolitan areas almost \$800 higher than in smaller cities. There was, however, considerable variation in the level of costs for family consumption among the metropolitan areas, even within the same region. For example, in the Northeast, they ranged from \$7,104 in Lancaster to \$8,086 in Hartford.

Of total family consumption cost, food amounted to 29 percent. The level of eating described by the moderate standard budget is probably not quite as good as that of the average family of this type, since the food costs of the budget-type family in the 1960-61 Survey of Consumer Expenditures were about 5 percent higher. Housing accounted for almost a third of consumption. It took a larger share of the total in metropolitan than in nonmetropolitan areas, but this was balanced by relatively higher costs for transportation in the smaller cities. With this exception, the distribution of costs for major components was similar in urban areas regardless of size (table 3).

Total budget costs were highest for homeowner families in metropolitan areas and lowest for renter families in smaller cities:

	Urban United States	Metro- politan areas	Nonmetro- politan areas	Cost difference by urban- ization
Total budget cost.....	\$9,191	\$9,376	\$8,366	\$1,010
Homeowner families...	9,390	9,588	8,506	1,082
Renter families.....	8,594	8,739	7,946	793
Cost difference by tenure...	796	849	560	289



TABLE 1. ANNUAL COSTS OF THE CITY WORKER'S FAMILY BUDGET<sup>1</sup> BY MAJOR COMPONENTS, URBAN UNITED STATES 39 METROPOLITAN AREAS AND NONMETROPOLITAN AREAS BY REGIONS, AUTUMN 1966

Area	Budget costs					Cost of family consumption							
	Total	Renter families	Homeowner families	Total	Food	Housing (shelter, housefurnishings, household operations)			Transportation <sup>7</sup>	Clothing and personal care	Medical care <sup>8</sup>	Other family consumption	
						Total	Shelter						
							Total <sup>4</sup>	Rental costs <sup>5</sup>					Homeowner costs <sup>6</sup>
Urban United States.....	\$9,191	\$8,594	\$9,390	\$7,329	\$2,143	\$2,214	\$1,733	\$1,255	\$1,893	\$815	\$970	\$468	\$719
Metropolitan areas <sup>2</sup> .....	9,376	8,739	9,588	7,474	2,173	2,286	1,808	1,298	1,978	815	985	481	734
Nonmetropolitan areas <sup>3</sup> .....	8,366	7,946	8,506	6,681	2,005	1,894	1,402	1,065	1,514	813	903	411	
NORTHEAST													
Boston, Mass.....	10,141	9,049	10,505	8,045	2,317	2,732	2,245	1,388	2,531	812	966	471	749
Buffalo, N.Y.....	9,724	8,943	9,985	7,657	2,209	2,378	1,891	1,279	2,095	878	1,009	461	722
Hartford, Conn.....	10,000	9,286	10,239	8,086	2,377	2,538	2,083	1,494	2,279	909	1,007	481	774
Lancaster, Pa.....	8,890	8,530	9,010	7,104	2,286	1,945	1,503	1,209	1,601	773	956	413	730
New York-Northeastern New Jersey.....	10,195	9,075	10,568	8,031	2,380	2,655	2,181	1,307	2,472	731	1,006	497	763
Philadelphia, Pa.-N.J.....	9,193	8,462	9,437	7,319	2,289	2,130	1,655	1,059	1,854	739	979	449	732
Pittsburgh, Pa.....	8,919	8,424	9,084	7,117	2,225	1,966	1,507	1,102	1,641	790	972	433	729
Portland, Maine.....	9,257	8,608	9,473	7,491	2,264	2,197	1,704	1,166	1,884	819	1,018	466	727
Nonmetropolitan areas <sup>3</sup> .....	8,985	8,214	9,242	7,166	2,179	2,131	1,653	1,033	1,860	820	923	440	672
NORTH CENTRAL													
Cedar Rapids, Iowa.....	9,421	8,926	9,586	7,446	2,078	2,337	1,824	1,428	1,956	842	1,004	435	748
Champaign-Urbana, Ill.....	9,350	9,034	9,455	7,568	2,113	2,480	2,002	1,740	2,089	794	975	480	726
Chicago, Ill.-Northwestern Indiana.....	9,506	8,797	9,743	7,685	2,153	2,549	2,075	1,488	2,271	770	999	484	729
Cincinnati, Ohio-Ky.-Ind.....	8,976	8,295	9,203	7,173	2,098	2,170	1,701	1,147	1,886	832	951	401	721
Cleveland, Ohio.....	9,297	8,409	9,593	7,525	2,091	2,466	1,988	1,252	2,234	822	996	429	719
Dayton, Ohio.....	8,711	8,411	8,811	7,016	2,063	2,405	1,585	1,338	1,667	819	962	402	726
Detroit, Mich.....	8,981	8,388	9,178	7,241	2,149	2,076	1,605	1,116	1,767	817	999	465	735
Green Bay, Wis.....	9,080	8,361	9,320	7,057	1,997	2,101	1,630	1,074	1,815	826	963	427	744
Indianapolis, Ind.....	9,394	8,754	9,608	7,503	2,099	2,336	1,844	1,326	2,016	887	1,003	431	747
Kansas City, Mo.-Kans.....	9,189	8,703	9,351	7,272	2,139	2,083	1,583	1,236	1,698	871	966	441	741
Milwaukee, Wis.....	9,740	8,803	10,052	7,547	2,064	2,508	2,039	1,318	2,279	829	971	443	732
Minneapolis-St. Paul, Minn.....	9,495	8,874	9,702	7,329	2,058	2,286	1,828	1,354	1,985	834	985	446	720
St. Louis, Mo.-Ill.....	9,241	8,645	9,440	7,376	2,199	2,202	1,709	1,226	1,870	839	982	443	710
Wichita, Kans.....	9,052	8,642	9,189	7,189	2,123	2,074	1,586	1,257	1,695	848	955	445	745
Nonmetropolitan areas <sup>3</sup> .....	8,535	8,109	8,677	6,819	1,994	2,064	1,565	1,222	1,680	790	930	398	642
SOUTH													
Atlanta, Ga.....	8,434	8,170	8,522	6,774	2,016	1,808	1,312	1,100	1,382	826	941	437	746
Austin, Tex.....	8,028	7,769	8,114	6,505	1,995	1,677	1,205	991	1,277	806	898	420	710
Baltimore, Md.....	8,798	8,624	8,856	6,924	2,026	1,976	1,491	1,353	1,573	810	933	450	709
Baton Rouge, La.....	8,538	8,056	8,699	6,863	2,028	1,882	1,431	1,038	1,561	896	907	426	723
Dallas, Tex.....	8,472	8,257	8,544	6,861	2,021	1,891	1,421	1,243	1,480	821	916	478	734
Durham, N.C.....	8,707	8,209	8,873	6,838	1,961	2,016	1,549	1,161	1,678	804	923	444	690
Houston, Tex.....	8,887	8,074	8,491	6,794	2,039	1,794	1,310	1,051	1,397	860	902	466	733
Nashville, Tenn.....	8,552	8,049	8,719	6,928	1,964	2,021	1,529	1,112	1,668	832	948	427	736
Orlando, Fla.....	8,416	8,097	8,523	6,820	1,988	1,961	1,477	1,212	1,566	827	895	433	716
Washington, D.C.-Md.-Va.....	9,381	8,770	9,585	7,419	2,135	2,325	1,833	1,349	1,995	823	954	464	718
Nonmetropolitan areas <sup>3</sup> .....	7,855	7,578	7,947	6,310	1,925	1,676	1,188	964	1,263	810	858	394	648
WEST													
Bakersfield, Calif.....	8,921	8,439	9,082	7,103	2,073	1,916	1,430	1,039	1,560	894	987	542	691
Denver, Colo.....	9,235	8,692	9,416	7,363	2,111	2,208	1,709	1,276	1,853	860	1,007	476	701
Honolulu, Hawaii.....	11,190	10,548	11,404	8,626	2,551	2,848	2,256	1,784	2,413	993	959	469	806
Los Angeles-Long Beach, Calif.....	9,445	9,072	9,569	7,514	2,100	2,164	1,698	1,396	1,799	873	1,026	626	725
San Diego, Calif.....	9,307	8,694	9,511	7,405	2,032	2,211	1,736	1,240	1,902	900	981	579	702
San Francisco-Oakland, Calif.....	9,886	9,496	10,017	7,860	2,188	2,408	1,919	1,603	2,024	896	1,072	550	745
Seattle-Everett, Wash.....	9,665	9,279	9,794	7,821	2,268	2,314	1,811	1,491	1,918	923	1,064	495	758
Nonmetropolitan areas <sup>3</sup> .....	8,925	8,508	9,065	7,008	2,037	2,023	1,508	1,182	1,616	847	991	441	669

<sup>1</sup> The family consists of an employed husband, age 38, a wife not employed full time outside the home, an 8-year-old girl, and a 13-year-old boy.

<sup>2</sup> For a detailed description, see the 1967 edition of the *Standard Metropolitan Statistical Areas*, prepared by the Bureau of the Budget.

<sup>3</sup> Places with population of 2,500 to 50,000.

<sup>4</sup> The average costs of shelter were weighted by the following proportions: 25 percent for families living in rented dwellings, 75 percent for families living in owned homes.

<sup>5</sup> Average contract rent plus the cost of required amounts of heating fuel, gas, electricity, water, specified equipment, and insurance on household contents.

<sup>6</sup> Interest and principal payments plus taxes; insurance on house and contents; water, refuse disposal, heating fuel, gas, electricity, and specified equipment; and home repair and maintenance costs.

<sup>7</sup> The average costs of automobile owners and nonowners were weighted by

the following proportions of families: Boston, Chicago, New York, and Philadelphia, 80 percent for automobile owners, 20 percent for nonowners; Baltimore, Cleveland, Detroit, Los Angeles, Pittsburgh, San Francisco, St. Louis, and Washington, D.C. with 1.4 million of population or more in 1960, 95 percent for automobile owners and 5 percent for nonowners; all other areas, 100 percent for automobile owners.

<sup>8</sup> The average costs of hospitalization and surgical insurance (as part of total medical care) were weighted by the following proportions: 30 percent for families paying full cost of insurance; 26 percent for families paying half cost; 44 percent for families covered by noncontributory insurance plans (paid for by employer).

NOTE: See appendix A for items and quantities included in each component, and appendix B for the population weights for each city. Because of rounding, sums of individual items may not equal totals.

These differences reflect not only the variation in costs and manner of living associated with renting or owning a home, but also the differences in transportation requirements and spending patterns for clothing, personal care, recreation, meals away from home, etc., between metropolitan areas and smaller cities.

Total budget costs for families buying their own homes averaged \$9,390. For families living in rented houses, costs were almost \$800 lower.<sup>4</sup>

### Variations Among Cities

Shelter costs accounted for half the difference in the cost of family consumption among the cities. Shelter costs for owners and renters combined were highest in Boston and lowest in Austin and the smaller cities in the South. Where the U.S. urban average cost was set at 100, shelter costs for renter families were 139 in Champaign-Urbana and 77 in the smaller Southern cities. The range in homeowner shelter costs was even wider, from 134 in Boston to 67 in small cities in the South.

The total annual cost of family consumption at autumn 1966 prices ranged from \$8,086 in Hartford to \$6,310 in the smaller cities in the South.<sup>5</sup> When personal taxes, social security and disability deductions, occupational expenses, gifts and contributions, and life insurance are added, the budget ranged from \$10,195 in New York to \$7,856 in the smaller Southern cities.<sup>6</sup> Relative costs of the total budget, with the U.S. urban average cost equal to 100, ranged from 85 in smaller cities in the South to 111 in New York and Boston. Climate is mainly responsible for intercity differences in budget estimates for shelter and clothing; variations in eating preferences account largely for the differences in the cost of the food component.

Food costs were highest in New York City, where they averaged \$2,380. In small cities in the South, a nutritionally comparable diet could be bought for \$1,925. The \$455 difference reflects price variance as well as regional food preference patterns. Budget food costs were almost \$200 higher, on the average, in cities in the Northeast than in the North Central region and the West, and costs in these two regions were about \$100 above costs for a nutritionally comparable food plan in the South.

The budget allowance for housing covers shelter, household operation costs, and an amount for replacement of housefurnishings, assuming the family had average inventories of these items at the beginning of the year. For U.S. urban homeowners the shelter budget, amounting to \$1,893 for principal and interest payments on a house purchased in 1960, plus insurance, taxes, fuel, utilities and repairs, was 51 percent above the budget cost of rental housing, which averaged \$1,255 for rent plus fuel, utilities, and insurance—where these are not included in the rent.<sup>7</sup> The differential was highest in metropolitan areas with over 1 million population, where owner costs were 57 percent above renter costs.

In Boston, Chicago, New York, and Philadelphia, 1 in 5 families was assumed to use public transportation exclusively. In Baltimore, Cleveland, Detroit, Los Angeles, Pittsburgh, San Francisco, St. Louis, and Washington, D.C., the same assumption was applied to 1 in 20 families. In other cities the transportation budget is based on the costs of automobile ownership and operation. This variation reflects differences in the availability of public transportation. It is a factor, together with price differences, in the intercity cost differential. Transportation costs ranged from \$923 in Seattle to \$731 in New York. Seattle's costs were 13 percent above, and New York's costs 10 percent below, the U.S. urban cost.

Clothing and personal care goods and services accounted for 10 and 3 percent, respectively, of the total cost for family consumption. These costs

<sup>4</sup> Since the majority of families of the budget-type are homeowners, their costs constitute 75 percent, and costs for renter families 25 percent, of the weighted average cost the urban United States and each area.

<sup>5</sup> In Honolulu the total cost of family consumption, averaging \$8,626, was 8 percentage points above the cost in Hartford, and the total cost of the budget, amounting to \$11,190, was 12 percentage points above the cost in the New York area. Honolulu costs were highest also for all separate budget components except homeowner's shelter, clothing, personal care, and medical care, reading, tobacco, and alcoholic beverages. The analysis in the text compares all areas except Honolulu.

<sup>6</sup> The allowances for life insurance, occupational expenses, and social security deductions were the same in all cities. The allowance for gifts and contributions, estimated as 3.2 percent of total family consumption less miscellaneous expenses, varies from city to city, as do the allowances for Federal, State, and local income and personal taxes.

<sup>7</sup> Payments on the principal constitute an element of "savings" not included in the budget for renter families. The additional income required to produce these "savings" also results in a higher allowance for personal taxes for homeowner families. When principal payments are excluded, homeowner shelter costs were 15 percent above renter costs.



were lowest in the South and in small cities in the Northeast and North Central regions. Annual costs varied by almost \$100, however, between Nashville and small towns in the South. Costs for clothing and personal care items were highest in three West Coast cities—San Francisco, Seattle, and Los Angeles. The overall range in costs was 23 percentage points.

The medical care budget includes the family's share of the premium for a group hospitalization and surgical insurance plan and out-of-pocket ex-

penses for other medical services and supplies. Costs were highest in the four California cities and lowest in Dayton, Cincinnati, and small cities in the North Central and South regions. With the U.S. urban average cost (\$468) equal to 100, costs in Los Angeles were 134, and in non-metropolitan areas in the South, 84.

Other family consumption, including reading, recreation, education, tobacco, alcoholic beverages, and miscellaneous expenditures, averaged \$719 and ranged from \$642 in small cities in the North Cen-

TABLE 2. INDEXES OF COMPARATIVE LIVING COSTS BASED ON THE CITY WORKER'S FAMILY BUDGET,<sup>1</sup> AUTUMN 1966  
[U.S. urban average cost=100]

Area	Total budget	Cost of family consumption									
		Total	Food	Housing (shelter, house-furnishings, household operations)				Transportation <sup>7</sup>	Clothing and personal care	Medical care <sup>8</sup>	Other family consumption
				Total	Shelter						
					Total <sup>4</sup>	Rental <sup>5</sup> cost	Home-owner costs <sup>6</sup>				
Urban United States.....	100	100	100	100	100	100	100	100	100	100	100
Metropolitan areas <sup>2</sup> .....	102	102	101	103	104	103	104	100	102	103	102
Nonmetropolitan areas <sup>3</sup> .....	91	91	94	86	81	85	80	100	93	88	91
NORTHEAST											
Boston, Mass.....	110	110	108	123	130	111	134	100	100	101	104
Buffalo, N.Y.....	106	104	103	107	109	102	111	108	104	99	100
Hartford, Conn.....	109	110	111	115	120	119	120	112	104	103	108
Lancaster, Pa.....	97	97	107	88	87	96	85	95	99	88	102
New York-Northeastern New Jersey.....	111	110	111	120	126	104	131	90	104	106	106
Philadelphia, Pa.-N.J.....	100	100	107	96	96	84	98	91	101	96	102
Pittsburgh, Pa.....	97	97	104	89	87	88	87	97	100	93	102
Portland, Maine.....	101	102	106	99	98	93	100	101	105	100	101
Nonmetropolitan areas <sup>3</sup> .....	98	98	102	96	95	83	98	101	95	94	93
NORTH CENTRAL											
Cedar Rapids, Iowa.....	103	102	97	106	105	114	103	103	104	93	104
Champaign-Urbana, Ill.....	102	103	99	112	116	139	110	97	101	103	101
Chicago-Northwestern Indiana.....	103	105	100	115	120	119	120	95	103	103	102
Cincinnati, Ohio-Ky.-Ind.....	98	98	98	98	98	91	100	102	98	86	100
Cleveland, Ohio.....	101	103	98	111	115	100	118	101	103	92	100
Dayton, Ohio.....	95	96	96	92	92	107	88	101	99	86	101
Detroit, Mich.....	98	99	100	94	93	89	93	100	103	99	102
Green Bay, Wis.....	99	96	93	95	94	86	96	101	99	91	103
Indianapolis, Ind.....	102	102	98	106	106	106	107	109	103	92	104
Kansas City, Mo.-Kans.....	100	99	100	94	91	99	90	107	103	94	103
Milwaukee, Wis.....	106	103	96	113	118	105	120	102	100	95	102
Minneapolis-St. Paul, Minn.....	103	100	96	103	105	108	105	102	102	95	100
St. Louis, Mo.-Ill.....	101	101	103	99	99	98	99	103	101	95	99
Wichita, Kans.....	98	98	99	94	92	100	90	104	98	95	104
Nonmetropolitan areas <sup>3</sup> .....	93	93	93	76	90	97	89	97	96	85	89
SOUTH											
Atlanta, Ga.....	92	92	94	82	76	88	73	101	97	93	104
Austin, Tex.....	87	89	93	76	70	79	68	99	93	90	99
Baltimore, Md.....	96	94	95	90	86	108	81	99	96	96	98
Baton Rouge, La.....	93	94	95	85	83	83	83	110	94	91	101
Dallas, Tex.....	92	94	94	85	82	99	78	101	94	102	92
Durham, N.C.....	95	93	92	91	89	93	89	99	95	95	96
Houston, Tex.....	91	93	95	81	76	84	74	106	93	100	102
Nashville, Tenn.....	93	95	92	91	88	89	88	102	98	91	102
Orlando, Fla.....	92	93	93	89	85	97	83	102	92	93	100
Washington, D.C.-Md.-Va.....	102	101	100	105	106	108	105	101	98	99	100
Nonmetropolitan areas <sup>3</sup> .....	85	86	90	76	69	77	67	99	88	84	90
WEST											
Bakersfield, Calif.....	97	97	97	87	83	83	82	110	102	116	96
Denver, Colo.....	100	100	99	100	99	102	98	106	104	102	97
Honolulu, Hawaii.....	122	118	119	129	130	142	128	122	99	100	112
Los Angeles-Long Beach, Calif.....	103	103	98	98	98	111	95	107	106	134	101
San Diego, Calif.....	101	101	95	100	100	99	101	110	101	124	98
San Francisco-Oakland, Calif.....	108	107	102	109	111	128	107	110	111	118	104
Seattle-Everett, Wash.....	105	107	106	104	105	119	101	113	110	106	105
Nonmetropolitan areas <sup>3</sup> .....	97	96	95	91	87	94	85	104	102	94	93

NOTE: See footnotes on table 1.

tral region to \$774 in Hartford. Education expenses, averaging \$60 and \$35 in metropolitan areas and small cities respectively, include costs incurred by the children in attending public school, as well as average allowances for parents, as reported in the 1960-61 survey of expenditures.

### Times Have Changed

The average cost of the budget for a renter family is 46 percent higher than the one priced in 1959 and more than double the prewar standard that was priced in 1951 in the 18 cities for which estimates are available in both periods. About 15 percent of the increase from 1959 to 1966 came from higher prices, leaving about 24 percent to represent the upgrading of the standard. Compared with 1951, the new standard reflects approximately a 40-percent rise in prices and a 50-percent increase in the standard. Hence, the rise in the moderate standard (after adjustment for price changes) averages about 3.5 to 4 percent a year. The increase in real after-tax income (also adjusted for price change) has been estimated at about 66 percent for families of the budget-type, or approximately 4.5 percent a year during this time.

Reflecting changes in the standard of living that accompany changes in the level of real income, the number of the wife's casual shoes tripled but the number of dress shoes declined. The husband's clothing budget includes fewer topcoats, heavy wool suits, and dress shirts but more wool jackets, lightweight suits, sports coats and slacks, and casual shoes. In personal care, the quantities of haircuts declined for the boy but increased for the man, woman, and girl.<sup>8</sup>

Food was one of the major sources of upgrading in the 1966 standard. In the 1959 budget, food costs were calculated from an average of the U.S. Department of Agriculture low- and moderate-cost plans, in 1966 solely from the latter. The cost of food at home in the 1966 standard is about 12 percent higher than it would have been if an average of the low- and moderate-cost plans (based on 1965 preference patterns) had been used. Although families can achieve nutritional adequacy from the low-cost food plan, it has been estimated

that only 23 percent of those who spend amounts equivalent to the cost of this plan actually have nutritionally adequate diets, since the plan requires skillful choices to assure good nutrition. (About half the families spending at the level of the moderate-cost plan achieve nutritionally adequate diets.)

Use of the 1965 regional food preference patterns increased the cost of the food standard for cities in the South; in other regions the change in preference patterns resulted in lower costs than would have been obtained had the 1955 patterns been followed. In Atlanta, Baltimore, and Houston, costs of food at home were from 4 to 7 percent higher when based on the 1965 rather than the 1955 average food choices of families in the South.

The new food standard allows for 261 and 310 meals away from home in metropolitan areas and small cities, respectively, compared with 212 in the 1959 budget and 189 in the original budget. As before, most of these meals are lunches at work or school. However, the number of times the family group might eat out in a restaurant increased from five times a year to about once a month (42 meals).

Accompanying the change in the housing pattern and the higher cost associated with it are the higher proportions of automobile owners. In the 1959 budget, New York, Philadelphia, and Boston were specified as low (48 percent) ownership cities. In the new budget for these cities, and also for Chicago, auto ownership was specified for 80 percent of the families.

The medical care component of the new budget provides fewer visits to physicians than the 1959 budget. Quantities for both budgets were based on rates derived from U.S. Public Health Service data, which reported a decline in home and office

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<sup>8</sup> These changes are detected by a method known as the expenditure-income elasticity technique. In this technique, the quantities of various items purchased at successive income levels are examined to determine the income level at which the rate of increase in quantities purchased begins to decline in relation to the rate of change in income, i.e., and the point of maximum elasticity. The average numbers and kinds of items purchased at these income levels are the quantities and qualities specified for the budget. This point has been described as the point on the income scale where families stop buying "more and more" and start buying either "better and better" or something else less essential to them. See BLS Bulletin 927, *op. cit.*, p. 13 for a detailed description of the method.



TABLE 3. DISTRIBUTION OF COSTS BY MAJOR COMPONENTS, AUTUMN 1966

Component	Total cost of budget			Cost of family consumption		
	Total urban	Metropolitan areas	Nonmetropolitan areas	Total urban	Metropolitan areas	Nonmetropolitan areas
Total cost.....	\$9, 191	\$9, 376	\$8, 366	\$7, 329	\$7, 474	\$6, 681
Percent distribution.....	100.0	100.0	100.0	100.0	100.0	100.0
Total family consumption.....	79.7	79.7	79.9	79.9	79.9	79.9
Food.....	23.3	23.2	24.0	29.3	29.1	30.0
Housing <sup>1</sup> .....	24.1	24.4	22.6	30.2	30.6	28.3
Transportation.....	8.9	8.7	9.7	11.1	10.9	12.2
Clothing and personal care.....	10.6	10.5	10.8	13.2	13.2	13.5
Medical care.....	5.1	5.1	4.9	6.4	6.4	6.2
Other family consumption.....	7.8	7.8	7.8	9.8	9.8	9.8
Other costs.....	4.5	4.5	4.7			
Gifts and contributions.....	2.8	2.8	2.8			
Personal life insurance.....	1.7	1.7	1.9			
Occupational expenses.....	.9	.9	1.0			
Social security and disability payments.....	3.1	3.1	3.3			
Personal taxes <sup>1</sup> .....	11.8	11.9	11.1			

<sup>1</sup> Weighted average cost for homeowner (75 percent) and renter (25 percent) families.

visits, from 15.7 to 13.7 annually, for age-sex groups in the budget family. The number of physician's visits to family members in the hospital increased; but the extension of insurance to include surgical services in the new budgets provides an alternative method of payment for physician's in-hospital services. As a result of these changes, physician's visits were relatively less costly in the new than in the interim standard, despite the increase in physician's fees between 1959 and 1966. The new budget provides a substantially higher standard for dental care than the previous budget, particularly for periodic examinations, straightening of teeth, gum treatment, and denture work.

### The Budget in Use

Estimates of family budget costs are essential for research that measures changes in the standard of living, evaluates the adequacy of family income, and measures differences in living costs from place to place or among different types of families. The 1963 Advisory Committee on Standard Budget Research report<sup>9</sup> considered the most important uses of standard budgets to be those that involve "interpretation of the cost of the budgets as representing the amount of money needed to obtain a defined standard of living. Using the estimated cost of the budgets as a benchmark, it is then possible to establish the number of persons whose incomes, benefits, or allowances are not sufficient to

buy or otherwise acquire the goods and services making up the defined standard."

Budgets are also extensively used in administrative determinations under laws that require estimates of the cost of various standards of living and are a factor in decisions of social agencies and courts. Eligibility for public housing, for example, is determined on the basis of need, as defined by standard budgets.

The budget is often used to measure the adequacy of income for various purposes. Because of its design, however, estimates of the cost can be compared directly only with the annual income of four-person families of similar type, residing in cities of the same size-class and economic characteristics. (It has been well established, for one thing, that the age of the family or stage in the family life cycle makes a great deal of difference in spending patterns, needs, and costs.) The budget should not be compared directly with general levels of industrial wages and wage rates or with annual income of all urban families.

### Current Budget Research

Budgets are needed for many more purposes than the moderate level four-person city worker family budget can serve. For instance, between 1963 and autumn 1965, when the budget revision began, the antipoverty program emphasized the need for budget of a lower standard that would be more appropriate for planning, administering, and evaluating public assistance and income maintenance programs.

<sup>9</sup> Bureau of Labor Statistics, U.S. Department of Labor, June 1963. The Committee's report furnished the general guidelines and priorities for the present standard budget revision program.

The present revision of the City Worker's Family Budget under Helen H. Lamale consists of three major segments—

Revision of the moderate but adequate budgets for the four-person family and the retired couple.<sup>10</sup>

Revision of the equivalence scale for estimating budget costs for families of the other sizes at the modest but adequate income level.<sup>11</sup>

Development of budgets for a lower and higher standard for the four-person family and the retired couple.<sup>12</sup>

Budgets for both low income and for those above the moderate income level will furnish a more balanced insight into the differences among the levels. The lower standard budget for each family type will represent a minimum of adequacy. Downward adjustments are being made in the content and/or manner of living of the moderate standard, where this is possible without compromising the family's health or self-respect. The lower standard budget will not conform, in certain respects, to prevailing customs and buying practices, i.e., to the collective judgments of families of these types con-

cerning what is necessary for a satisfactory standard of living. The lower standard budget is expected to approximate the standards frequently considered appropriate as goals for assistance and income-maintenance programs. The higher standard budget will describe the standard associated with the level and manner of living achieved by a majority of American families. It will approximate the "American standard of living" and will be more appropriate than the "modest-but-adequate" budgets for use in determining the ability of self-supporting families to pay for fee services, eligibility for scholarships, etc., and in certain general economic analysis.

In the future, estimates of the cost of the three standard budgets for the four-person family and for a retired couple will be made as of the spring of the year and published for the same metropolitan areas and regional classes of nonmetropolitan areas as those included in the present study.

<sup>10</sup> Autumn 1966 cost estimates for the retired couple's modest standard budget will be published later this year.

<sup>11</sup> To be published later this year.

<sup>12</sup> To be published in 1968.

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Man, nevertheless, being human, needs some external prosperity. His nature alone is not sufficient to support his thinking; it needs bodily health, food, and care of every kind. We must not however, suppose that, because one cannot be happy without some external goods, a great variety of such goods is necessary for happiness. For neither self-sufficiency nor moral action demands excess of such things. We can do noble deeds without being lords of land and sea, for moderate means will enable a person to act virtuously.

—Aristotle: *On Man in the Universe, Ethics* Book VII.



# Railroad Unemployment Insurance

Designed to Meet the Special Circumstances of  
Railroad Employment, the RUI System Provides Some  
Interesting Contrasts With the State Plans

MARTHA F. RICHE\*

THE LONG-TERM DECLINE in railroad employment, the amplification of cyclical swings when they hit railroads, the seasonal unemployment that is still common in the industry—all these have resulted in frequent resort to the Railroad Unemployment Insurance (RUI) system by railroad employees. "The end of unemployment insurance systems is to pay adequate benefits to unemployed persons entitled to them," said Murray W. Latimer, the first chairman of the Railroad Retirement Board. How well has the system met Mr. Latimer's test? Have most unemployed railroad workers been entitled to unemployment benefits? Have the benefits they received been adequate, both in relation to their lost income, and to the proportion of income maintained under other unemployment compensation programs? In sum, how important has the system been to railroad employees and how well has it treated them?

The RUI program has been aiding unemployed railroad workers since 1939, long enough to amass sufficient experience to hazard answers to these questions. Railroad workers were originally included in the Federal-State unemployment insurance system set up in 1935, but differences in State provisions created problems when jobs took railworkers across State lines. To ameliorate this situation, Congress created a separate national system for the railroads. The program is the only federally administered unemployment insurance system covering a single private industry, and comparisons between both its and the State programs' experience, although limited by their differences in extent and intent, can be a valuable tool

for evaluating changes contemplated in either of them.

The Railroad Unemployment Insurance Act became law on June 25, 1938, and payments began a year later. The system is financed by employers, who pay a tax on each worker's earnings up to a certain limit (currently \$400 a month). Benefits are graduated according to a schedule of daily rates; the rate a worker qualifies for—and whether he qualifies at all—depends on how much he earned during the base year, which is the previous calendar year (the benefit year is on a fiscal schedule).<sup>1</sup>

## Extent of Unemployment

There are two ways to appraise railroad unemployment: By using the unemployment rate reported by the Bureau of Labor Statistics, and by determining the beneficiary rate—the proportion of qualified railroad workers who become RUI beneficiaries during the benefit year. The second measure does not take into account workers whose employment in the industry is so casual as to disqualify them for benefits. (For the industry's employment, see table 1.) Since the program was designed to aid the permanent work force, however, the beneficiary ratio provides a more accurate

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

<sup>1</sup>The act was amended in 1954 to allow a worker's benefit rate to equal at least half his last daily rate of pay in the base year subject to the maximum rate, if that gave him a higher benefit. The same amendments limited benefit payments to the beneficiary's total earnings in the base year. In 1959, the guarantee was increased to 60 percent but the earnings limit remained the same.

evaluation of the importance of RUI to railroad workers.<sup>2</sup>

In benefit year 1940, 211,000 persons applied for benefits—16 percent of the employees who earned enough to meet the RUI qualification requirements. (See table 2.) During the war, there were relatively few benefit applications, but they quickly mounted to prewar levels when peace returned. The most extensive unemployment in the industry occurred in 1950, when 27 percent of qualified employees applied for benefits. The equivalent figure in 1955 was 22 percent of qualified employees and in 1958, 27 percent (of a much smaller labor force than that of 1950). In no year since 1946 have applications amounted to less than 10 percent of qualified employees, and in only 7 years have they been less than 15 percent.

The proportion of employees qualified for benefits who receive them—the beneficiary ratio—consistently runs 3 or 4 percentage points behind benefit applications. In all but 4 years since 1946, at least 10 percent of qualified employees have been beneficiaries; in all but 9 of these years, 15 percent or more were beneficiaries. Thus, the marked decline in railroad employment over the postwar years has contributed to a situation in which a growing proportion of the industry's work force has had recourse to RUI benefits. (See chart.)

**Permanent or Temporary?** When the railroad labor force decreased 10 percent, as between 1948 and 1949, or 15 percent, as between 1953 and 1954, many long-service workers must have lost their jobs permanently. But in recent years, when the number of railroad workers retiring on annuity has been greater than the year-to-year decline in the labor force, and the number of new entrants has been increasing, most layoffs in the industry have probably been temporary (except for workers affected by a permanent cutback who are unwilling or unable to go to a new location or company where their skills could be used<sup>3</sup>).

In benefit year 1958, for example, the number of beneficiaries who gave extra-board (part-time) work as the reason for their first unemployment claim was only 10 percent of the number who gave layoff as the reason; by 1966, this percentage had increased sixfold. Another indication that permanent job loss is no longer a serious possibility for workers with an attachment to the industry is

that the number of beneficiaries in the 1960's has been far greater than the number of employees separated during the year, even before deaths and retirements are accounted for. In earlier years the opposite was true. Except for recession years, many more employees left the industry than applied for benefits.

**Seasonality.** Employment in other industries varies with the time of year, as in mining; with the business cycle, as in steel; or with both, as in construction and automobile manufacturing. Railroad employment is influenced by both elements

<sup>2</sup> For various reasons, the unemployment rate inevitably is far below the beneficiary rate. For one, the unemployment rate is measured at a particular point in time; consequently, the number of unemployed workers it represents is generally only a third as large as all workers unemployed during that year. For another, the Railroad Retirement Board's definition of unemployment is slightly broader than the Bureau of Labor Statistics. (For instance, the BLS regards a worker as unemployed only if he did not work at all during the survey week, while the RRB counts all compensable days of unemployment.) But most of the difference between the two rates probably results from the Bureau's practice of assigning unemployed workers to the industry in which they last worked or in which they worked longest during the year.

<sup>3</sup> Workers who lose their jobs because of consolidation, merger, or transfer of work usually get severance pay or adjustment allowances; the allowances are generally reduced if the worker gets unemployment compensation too, but lump sum payments are not affected. (If the payments are wage continuations, the workers are not eligible for unemployment benefits.)

TABLE 1. TOTAL AND AVERAGE ANNUAL RAILROAD EMPLOYMENT, 1939-66

[Numbers in thousands]

Year	Total annual employment	Average annual employment	
		Number	As percent of total annual employment
1939	1,666	1,151	69.1
1940	1,708	1,195	70.0
1941	2,052	1,322	64.4
1942	2,587	1,470	56.8
1943	2,887	1,591	55.1
1944	2,903	1,670	57.5
1945	3,014	1,680	55.7
1946	2,658	1,622	61.0
1947	2,470	1,598	64.7
1948	2,339	1,558	66.6
1949	2,112	1,403	66.4
1950	2,073	1,421	68.5
1951	2,103	1,476	70.2
1952	2,045	1,429	69.9
1953	1,982	1,405	70.9
1954	1,690	1,250	74.0
1955	1,694	1,239	73.1
1956	1,647	1,220	74.1
1957	1,510	1,150	76.2
1958	1,321	984	74.5
1959	1,242	949	76.4
1960	1,177	909	77.2
1961	1,082	836	77.3
1962	1,037	815	78.6
1963	1,003	790	78.8
1964	982	775	78.9
1965	962	753	78.3
1966	944	741	78.5



TABLE 2. BENEFICIARIES AND BENEFIT APPLICATIONS UNDER THE RAILROAD UNEMPLOYMENT INSURANCE PROGRAM, BY BENEFIT (FISCAL) YEAR, 1940-67

(Numbers in thousands)

Year	Em- ployees qualified for bene- fit year	Applications for benefits		Beneficiaries	
		Number	As per- cent of qualified em- ployees	Number	As per- cent of qualified em- ployees (bene- ficiary rate) <sup>1</sup>
1940	1,284	211	16	163	13
1941	1,357	181	13	162	11
1942	1,403	90	6	75	5
1943	1,630	22	1	16	1
1944	1,953	7	( <sup>2</sup> )	5	( <sup>2</sup> )
1945	2,159	9	( <sup>2</sup> )	6	( <sup>2</sup> )
1946	2,284	201	9	163	7
1947	2,379	257	11	204	9
1948	2,270	267	12	199	9
1949	2,101	347	17	278	13
1950	2,046	562	27	470	23
1951	1,840	233	13	151	8
1952	1,857	220	12	168	9
1953	1,811	264	15	214	12
1954	1,769	316	18	262	15
1955	1,682	371	22	307	18
1956	1,482	177	12	138	9
1957	1,477	279	19	217	15
1958	1,452	391	27	308	21
1959	1,363	265	19	288	21
1960	1,172	254	22	224	19
1961	1,125	359	32	320	28
1962	1,071	231	22	211	19
1963	983	213	22	187	18
1964	953	172	18	152	15
1965	911	153	17	125	13
1966	865	175	20	151	17
1967	836	98	12	81	10

<sup>1</sup> Based on data for normal benefits, excluding extended benefit periods.

<sup>2</sup> Less than 0.5.

too, which, added to the long-term decline in the work force, have caused much rail employment to be short term.

A large part of railroad traffic—crops, livestock, products of seasonal industries such as canning and lumber—is seasonal. In addition, railroad construction and maintenance depend largely on the weather. Employers and unions have found some partial solutions for seasonal variations in some employment, such as delaying maintenance work that can be done indoors until winter. Nevertheless, even allowing for the tenuous attachment of many workers to the industry, there are some employees who are on and off the beneficiary rolls because of the lack of year-round full-time work. In 1939, average annual employment was 70 percent of total annual employment; by 1966, it was nearly 80 percent. Although the gap has narrowed,

<sup>4</sup> One of the largest categories, "all other employees" includes a wide variety of occupations ranging from janitor to chef, but it is composed mostly of low-paid unskilled workers, such as kitchen helpers, messengers, and office boys.

it is still large enough to make the continuation of the search for stabilization worthwhile.

As might be expected, employment usually peaks in the summer, although strikes or slow periods in the industry or in some of the key rail-using industries have placed peaks in other seasons—in January, for example, normally one of the slowest months. Not surprisingly, beneficiary figures show a similar seasonal pattern. January and June are the peak and low months in most years. The yearly cycle is more definite for beneficiaries than for employment since June is the end of the benefit year and by then many unemployed workers have exhausted their benefits.

Seasonal fluctuations in rail employment have also been reduced as a byproduct of technological change. Mechanization of maintenance-of-way work, which accounts for much seasonal employment, has reduced the number of casual employees needed (table 3); consequently, the average employment of the experienced workers still in the industry has lengthened. In 1940, for example, extra-gang men averaged 4.2 months of work a year, and section and other maintenance-of-way men averaged 7.1 months; in 1965, these two groups as a whole averaged 8.0 months of work.

**Skills and Seniority.** There are two interrelated keys to identifying employees most likely to become beneficiaries: The distribution of employment among rail skills, especially as it has been affected by changes in traffic and technology, and the strict seniority system that is characteristic of the industry.

Beneficiaries usually have substantially fewer years of service than employees in general. Maintenance employees (except craftsmen), station and platform workers, and the "all other employees" group<sup>4</sup> have the lowest proportions of long-service employees, although the lowest proportions of longservice beneficiaries are not necessarily found among these occupations. Rather, they occur among occupations such as station agents and telegraphers, clerks and other office employees, firemen, and brakemen, baggagemen, and switch-tenders, especially in recent years.

The disparity in the occupational distribution of long-service men between employees and beneficiaries results from the greater employment decline among maintenance, station and platform, and

"other" employees. After low-service men had been eliminated, unemployment inevitably came to the longer service employees.<sup>5</sup> In the occupations with the lowest proportion of long-service beneficiaries, employment did not decline significantly until recent years, so that despite the increase in the proportion of long-service employees, it is still the relative newcomers who are laid off.

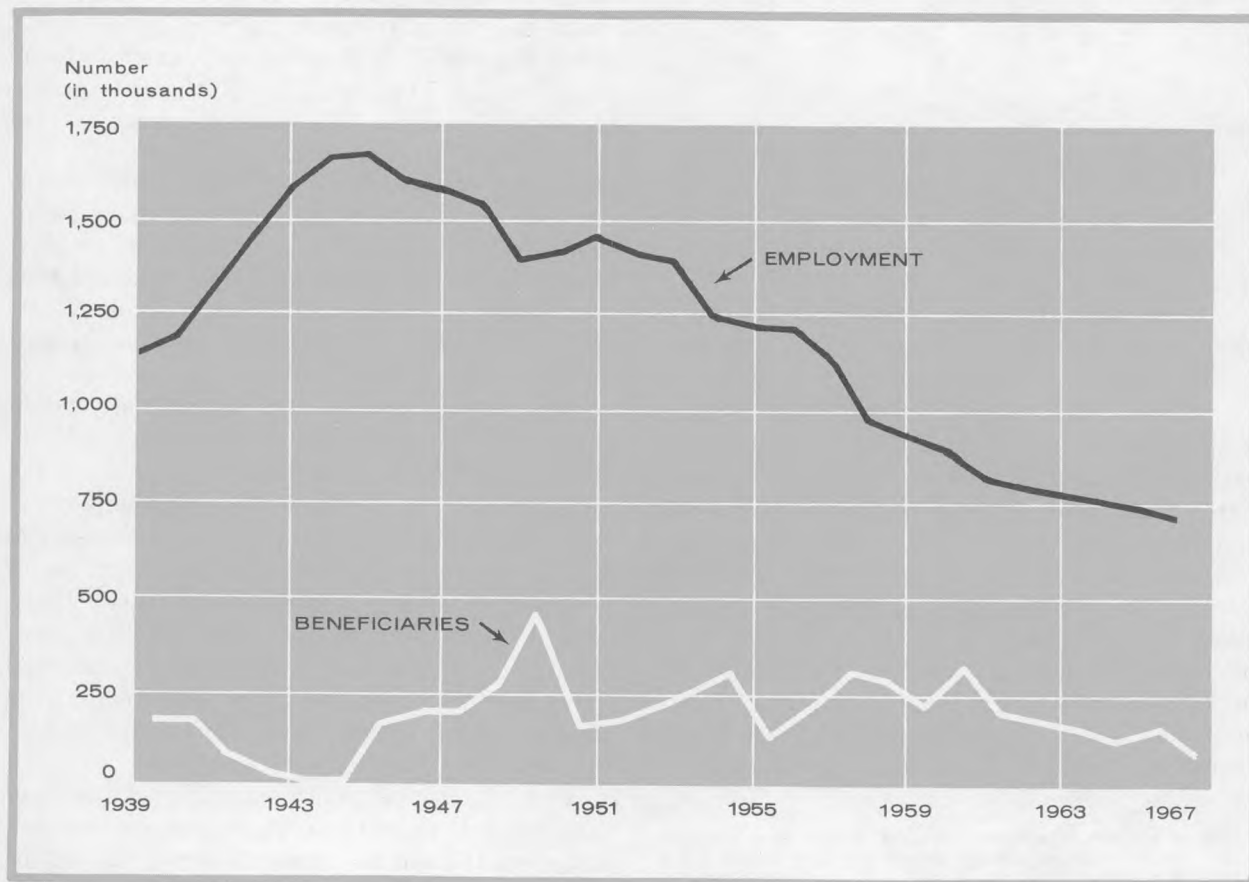
As might be expected, employees in the most skilled occupations are least likely to become unemployed. Most salaried employees—executives, supervisors, and professional people—have little experience as beneficiaries. Of the nonsalaried employees, engineers and gang foremen (jobs reached only after many years of railroad service) have consistently had the smallest proportions of beneficiaries. Other jobs with low unemployment are those held by conductors, station agents and telegraphers, and clerks and other office employees.

Unemployment is also low among white-collar employees, because white-collar jobs have not been eliminated in proportion to the decline in other railroad jobs and because they are not readily affected by fluctuations in rail traffic. For some train service occupations, unemployment is low because employees in higher skilled occupations retain seniority in the occupations from which they have been promoted. Thus engineers can bump firemen in time of layoff, and conductors can bump trainmen.

There have been some changes in the relative severity of unemployment in different rail occupations as adjustments in traffic and technology have altered the structure of rail employment. In benefit year 1949, station and platform employees had the

<sup>5</sup> For a discussion of changes in the railroad industry's occupational structure, see *Employment and Changing Occupational Patterns in the Railroad Industry* (BLS Bulletin 1344, 1963).

### Changes in Average Annual Railroad Employment and in Total Number of Beneficiaries, 1939-67<sup>1</sup>



<sup>1</sup> Employment figures are by calendar year, those for beneficiaries by benefit (fiscal) year.

highest ratio of beneficiaries to employees; by 1964, after many employees in this group had been laid off, five other occupational groups had larger ratios. Shop craftsmen had a high beneficiary ratio in 1949, when the effects of dieselization were still being felt, but the employment decline in this occupation has slowed in recent years.<sup>6</sup> The most marked change recently was the sudden increase in beneficiaries among firemen, switchmen, and brakemen. The National Arbitration Award of 1963 allowed separating short-service employees in these occupations (as well as abolishing jobs of long-service employees who left) on the grounds that technology had made their jobs obsolete.<sup>7</sup> (By benefit year 1966, most of the changes allowed by the law had taken place, and the number of beneficiaries in this occupation had decreased.)

Firemen and brakemen, baggagemen, and switchmen—operating occupations at entry level—have consistently been among the youngest beneficiaries. But beneficiaries in the unskilled occupations have frequently been older than employees in their occupational group as a whole. Beneficiaries among helpers and apprentices and among station and platform employees have been consistently older than the average worker employed in these groups. Since most of these workers are unskilled, their age distribution quite possibly does not correspond to their seniority distribution.

Occupational differences in the duration of benefit payments also reflect the effect of seniority rules and skill requirements on unemployment. Maintenance employees (except craftsmen) and station and platform employees—the same groups that suffer unemployment most frequently—have had the longest durations of unemployment benefits. And the groups seldom laid off, such as officials, station agents and telegraphers, engineers

and conductors, and gang foremen, have generally required benefits for shorter periods than the rest of the unemployed railroad workers.

**Repeating Unemployment.** Depending on the region, the company, and the job, spells of unemployment in this declining industry can still become long and frequent. It is then that RUI is particularly called upon to help the long-term employee who may have trouble finding secure employment elsewhere, especially at comparable wages or in a nearby location.

Benefit exhaustion rates that have fluctuated between 15 and 35 percent since 1953<sup>8</sup> show that many laid-off workers fail to find or don't look for jobs outside the rail industry. That these workers may maintain their attachment to the industry, hoping to be called back, was revealed by a Railroad Retirement Board study that found a high percent of beneficiaries to be repeaters.<sup>9</sup> Between 1948 and 1956, 71 to 88 percent of the beneficiaries in each year also received benefits in other years. Between 30 and 50 percent of the beneficiaries in each year received benefits in both earlier and later years.

In some cases repeaters are merely carrying benefits over from a preceding year. In other cases, they are subject to industry employment practices, such as making short layoffs of maintenance employees coincide with budgetary conditions, and adjusting extra-board employment in operating jobs according to fluctuations in traffic. Further instances of repeat beneficiaries are accounted for by seasonal conditions on certain northern roads and in small towns, where other winter employment is unavailable. Some of these factors are no longer as important as they once were. However, the 1959 amendments to the act, which permit a worker to receive benefits when he has missed as little as 1 or 2 days of work, may have made workers with a permanent attachment to the industry more likely to become beneficiaries, and in successive years.

Taking these factors into account, one may conclude that some railroad workers, whose circumstances (such as age, lack of transferable skills, or reluctance to move) make it difficult or even impossible to find other work when they are laid off from their rail jobs, can get along by spending part of each year on the benefit rolls. Since up to \$400 of each month's earnings are creditable un-

<sup>6</sup> Unemployment among shop craftsmen shot up in 1966, as this group was affected by strikes that year.

<sup>7</sup> For excerpts from the award, see *Monthly Labor Review*, January 1964, pp. 36-43.

<sup>8</sup> In 1966 the exhaustion rate for normal benefit accounts was 7 percent. However, unusual circumstances make it almost impossible to compare 1966 with other benefit years: a series of brief strikes accounted for over a third of the beneficiaries that year. These employees were on the rolls only a short time, and received less than 3 percent of the total benefits paid. The exhaustion rate in 1967 was 10 percent, reflecting the reduced number of qualified employees, the increasing importance of employment stabilization agreements, and the relatively tight general labor market.

<sup>9</sup> "Eighteen Years Under Railroad Unemployment Insurance Act" *The Monthly Review*, Pt. I, October 1958, pp. 3-7; Pt. II, November 1958, pp. 13-17.



TABLE 3. MAJOR RAILROAD OCCUPATIONAL GROUPS, SELECTED YEARS

Occupational group	1946		1951		1956		1961		1966	
	Em- ployees	Percent	Em- ployees	Percent	Em- ployees	Percent	Em- ployees	Percent	Em- ployees	Percent
Total employment.....	2,233,500	100.0	1,777,086	100.0	1,371,934	100.0	1,069,700	100.0	962,000	100.0
Office employees:										
Executives, officials, and staff assistants <sup>1</sup> .....	94,100	4.2	90,487	5.1	87,942	6.4	17,600	1.6	19,000	2.0
Supervisors and professionals.....							73,700	6.9	70,000	7.3
Station agents and telegraphers.....	58,100	2.6	54,795	3.1	49,851	3.6	38,700	3.6	33,000	3.4
Clerks and other office employees.....	206,400	9.2	172,575	9.7	159,799	11.6	139,800	13.1	127,000	13.2
Train and engine service employees:										
Engineers <sup>1</sup> .....	107,500	4.8	93,931	5.3	77,045	5.6	36,700	3.4	43,000	4.5
Conductors.....							40,900	3.8	48,000	5.0
Firemen and hostlers <sup>1</sup> .....	288,900	12.9	244,356	13.8	228,142	16.6	121,700	11.4	109,000	11.3
Brakemen, baggagemen, and switchtenders.....							61,500	5.7	38,000	4.0
Gang foremen.....	52,600	2.4	47,252	2.7	39,048	2.8	33,900	3.2	31,000	3.2
Maintenance employees:										
Way and structures craftsmen.....	46,800	2.1	46,684	2.6	42,049	3.1	33,500	3.1	34,000	3.5
Shop craftsmen.....	191,000	8.6	189,218	10.6	156,247	11.4	127,700	12.0	118,000	12.2
Way and structures helpers and apprentices <sup>1</sup> .....	180,200	8.1	151,076	8.5	91,411	6.7	9,100	.9	7,000	.7
Shop helpers and apprentices.....							36,200	3.4	25,000	2.6
Extra-gang men.....	197,200	8.8	146,555	8.2	76,136	5.5	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Other maintenance-of-way employees.....	301,800	13.5	214,767	12.1	135,102	9.8	94,100	8.8	83,000	8.6
Other shops and stores employees.....	159,700	7.1	122,656	6.9	74,903	5.5	44,800	4.2	35,000	3.6
Station and platform employees.....	210,600	9.4	104,282	5.9	75,949	5.5	70,000	6.5	66,000	6.9
All other employees.....	135,100	6.0	98,354	5.5	78,310	4.7	89,800	8.4	72,000	7.5

<sup>1</sup> Prior to 1961, this occupational group and the one following it were reported as one group.

<sup>2</sup> Extra-gang men are now included with other maintenance-of-way employees.

NOTE: Because of rounding and the inclusion of employees whose occupations were not reported, both numbers and percentages may not equal totals.

der RUI—in 1966, the average weekly earnings of employees of a Class I railroad (excluding executives, officials, and staff assistants) were \$135.65—a worker needs to work only 6 weeks before being laid off to accumulate the \$750 in creditable earnings that qualify him for benefits. (Just before the 1952 amendments, the first of a series that raised the earnings requirement, a worker earning the average weekly wage could qualify for benefits with little more than 2 weeks' work.) Except in recession years, this much employment is usually obtainable; the system does not, of course, pay benefits to workers who refuse available work.

Since it takes \$1,300 in credited annual earnings to qualify for the maximum benefit, a worker laid off after 3 months and a week of work is entitled to 26 weeks of normal benefits at the maximum rate—a total of another \$1,300. Since long-service employees are entitled to extended benefits, with no cutoff when their base year earnings are reached, a laid-off employee with 15 years of service who qualified for maximum benefits in his base year can draw benefits for the entire 52 weeks of the succeeding benefit year. He thus receives an annual income of nearly \$3,000. A jobless employee with 10 years' service can receive benefits for 39 weeks. Hence, long-service employees may not need to leave the industry when their employment becomes intermittent for they can always be sure of a modest income, even if they cannot get year-round work.

### The Scope of RUI

A railroad worker's unemployment compensation is no different whether he works in Alabama or Wyoming. This would not be true if he were covered by 1 of the 50 State unemployment compensation programs. State programs vary widely in coverage, benefit amount and duration, qualification requirements, and the proportion of weekly income replaced; but in almost all cases railroad workers, after some years at a disadvantage, have benefited more than they would have if covered by State plans.

**Eligibility.** In 1940, a railroad worker had to earn \$150 in the base year to qualify for unemployment benefits. In the same year,<sup>10</sup> State earnings requirements for minimum benefits ranged from \$60 in Alabama and Louisiana to \$225 in Illinois and \$300 in California. (Earnings required for maximum benefits ranged from \$195 in Pennsylvania to \$900 in Florida.) Most States' earnings requirements were slightly smaller than the RUI system's. Over the years, both State and RUI earnings requirements have risen: in 1966, the States' averaged \$450, as compared with the railroads' \$750.

<sup>10</sup> State benefit figures are for the calendar year; railroad figures are for the fiscal year.

**Coverage.** A far greater proportion of railroad workers qualify for RUI than of other workers for State UI. During the early years of the RUI program, many employees did not have enough employment or earnings in the base year to qualify for unemployment benefits; in 1941 about one-fifth were not qualified. During the war years, when manpower shortages made RUI largely irrelevant, an even smaller proportion qualified for benefits, as the demands of military service and production caused rapid employee turnover. In 1948, however, over 85 percent of all railroad employees qualified for RUI compensation; and this was still true nearly 20 years later.

State unemployment insurance programs have covered more of their labor forces over the years, but it is not likely that coverage under a general program like the Federal-State system can ever compare with that of a single industry program like the RUI. In 1939, 72 percent of employees on nonagricultural payrolls (excluding employees of Class I railroads) were covered by State UI; in 1966, 76 percent were. There are still large groups of workers, such as those who earn commissions, that are excluded from most State UI coverage.

**Other Provisions.** The railroad program is more liberal than the State programs in two other respects: Disqualification provisions, and compensation for intermittent days of unemployment.

Usually 5 to 10 percent of RUI beneficiaries are unemployed for reasons that would disqualify them for benefits under most State programs. Most States disqualify a worker outright or postpone paying benefits for definite periods if he was discharged or suspended from his last job (particularly for misconduct), or was on strike, but the railroad program does not.<sup>11</sup> Since 1951, the proportion of rail beneficiaries whose unemployment resulted from these causes has ranged from 3.2 percent in 1959 to 11.4 percent in 1955. Generally, these fluctuations are determined by the number of workers on strike, since in most years the number of workers discharged or suspended varies little.

<sup>11</sup> Strikers are disqualified if the strike violates the Railway Labor Act or the established rules and practices of their union.

<sup>12</sup> The Bureau of Labor Statistics earnings data represent gross earnings (of employees of Class I railroads, which account for most railroad employment), so measuring the average weekly benefit against average weekly earnings understates the proportion of income maintained.

Since RUI benefits are based on days of unemployment in a 14-day claim period, railroad workers qualify for benefits that they would not generally receive under a State program. Under most State laws, benefits are not payable for any week in which a worker has earned more than his weekly benefit amount. For example, claimants who earn enough to qualify for the maximum weekly benefit may disqualify themselves with only a few hours' work. All but 4 days of unemployment in a 14-day registration period are compensated under RUI, so benefits may be paid to workers who have worked as many as 8 or 9 days in a 2-week period, or as many as 4 days in each week of the claim period.

### Replacing Income

The sponsors of the RUI act intended the program to replace, for a limited period, half of a worker's income. Benefit ceilings, however, have generally kept the average beneficiary from receiving this much income protection, although average benefits have risen faster than average weekly earnings,<sup>12</sup> and benefits now cover a larger proportion of income than they did in earlier years. Average benefits did not amount to half of average weekly earnings until the 1959 amendments went into effect; but, since wages continue to rise while benefit limits remain unchanged, the proportion of income maintained has declined again.

**Benefit Limits.** In 1939, weekly unemployment benefit limits for railroad workers were about \$7 to \$12; in November 1940, new limits of \$8.75 and \$20 became effective. Since 1963, they have been \$25 and \$51. In 1940, no State had benefit limits as generous as those of the RUI, except California, where the minimum was \$10. The maximum in most States was \$15, the minimum about \$5. By 1954, a few States had established maximums higher than the railroads', but on the whole, the railroad benefits (minimum \$17.50, maximum \$42.50) were still more ample. Currently, the States are beginning to catch up, at least in regard to the maximum benefit. Only California has a minimum as high as the RUI's.

Despite the more generous limits under the railroad program, average weekly benefits paid railroad workers were less than workers under State plans received in almost every year until 1953. In

that year, the first effects of the 1952 increases in railroad benefits were felt and railroad unemployment was severe enough to reach higher paid workers. In benefit year 1939-40, for example, the average weekly benefit for railworkers was \$8.40, whereas for workers covered by State plans in 1939 it was \$10.66. All but 10 States (all in the South), paid higher average benefits than the railroads did. The method of payment prescribed by the original act, which resulted in skilled, higher paid workers being compensated at much lower rates than they would have received under most State laws, was the reason for the relatively low railroad benefits. This method was changed in 1940. Ten years later, the State benefit average was still slightly higher than the railroads'—\$20.48 as compared with \$19.20, even though by then railworkers had higher average weekly benefits than workers under the programs of 31 States. But by 1952, only Alaska paid a higher average benefit, but that included dependents' allowances and was based on a higher taxable wage.

In 1966, the average weekly benefit was \$50.50 under RUI and \$39.76 under the State programs. The State average is held down partly by the low maximums of some States, and partly by the lower proportion of workers the States pay at the maximum. In 1939, only 26 percent of the unemployment weeks compensated under State plans were paid at maximum rates; by 1966, 40 percent were so compensated. Railroad workers have been bumping up against the maximum; when it was last raised in 1959, 54 percent already qualified for it. In 1966, 97 percent of the railroad beneficiaries were compensated at the maximum rate. A greater disparity in wage rates, more severe qualification requirements, and possibly less unemployment among long-service, highly skilled workers probably accounts for the smaller proportion of workers receiving maximum State unemployment benefits.<sup>13</sup>

Since the maximum benefit is the same for beneficiaries in all railroad occupations, it particularly limits the benefits of those in higher paid jobs. Employees in the lowest paid jobs, especially maintenance employees other than craftsmen, station and platform employees, and "all other employees," have generally received the lowest daily benefits. In recent years, however, when almost all employees have qualified for the maximum benefit, all but the very lowest paid employees have re-

ceived daily benefit rates at or near the maximum. RUI supporters have always maintained that its relatively more generous treatment of low-paid employees is justified since the seniority system makes these people most vulnerable to layoffs.

**Benefits and Wages.** During World War II, RUI benefits amounted to about a third of average weekly earnings. After the war, the benefit-wage ratio declined until 1953, when the daily rate increases under the May 1952 amendments went into effect. In 1952, benefits averaged 24 percent of earnings, and in the next year, 38 percent. The effects of further amendments to the law became apparent in 1955, when the benefit-wage ratio reached 44 percent, and in 1961, when it hit 50 percent. However, after each rate increase the ratio declined again; in 1966 it was down to 38 percent, the lowest since 1954.

Undoubtedly, further extensions of the benefit maximums will be sought. The maximum daily benefit has been \$10.20 since 1959; in that year the average daily benefit was \$9.60. Last year the average was \$10.10—99 percent of the maximum, so far the highest for this relationship.

When the system was established, the taxable payroll—the amount of earnings subject to the RUI tax—was 98 percent of the total payroll. Despite changes in the law to adjust for growing wages, the taxable payroll in 1966 was only two-thirds the total payroll, by far the lowest proportion on record. Most employees now earn more than \$400 a month—the tax base for RUI purposes since 1959.

In consequence of its initially lower benefits, the railroad program lagged behind the States for many years in the proportion of weekly wages covered by benefits. In 1939-40, the railroads supplied the average beneficiary with 26.1 percent of his weekly wage, while in 1939 the average weekly benefit paid by the States represented 40.8 percent of average weekly earnings in covered employment. Every State covered a higher proportion of income than the railroads did. (The railroad program not only paid proportionately and absolutely lower benefits than the State programs did, but the workers it covered were higher paid. In 1939, when

<sup>13</sup> Many workers under State plans receive additional unemployment benefits through supplementary (SUB) plans negotiated with their employers. In 1963, over 2.25 million workers were covered by such plans. (See BLS Bulletin 1483, 1966.)



nonsupervisory railroad personnel earned an average of \$31.90 a week, production workers in manufacturing earned \$23.64 a week.)

Ten years later, railroad benefits replaced 30 percent of lost income, while the average State benefit was 36 percent of average covered wages. Only four States—Alaska, Florida, Illinois, and Texas—had a smaller proportion than the railroads did. By benefit year 1954–55, railroad benefit rates were increased and the situation changed entirely. Railroad benefits equaled 43.6 percent of the average weekly wage; State benefits in 1954 replaced only a third, as they did again in 1959 and in 1964.

**Benefit Duration.** By the end of 1940, a railroad worker could collect benefits for up to 20 weeks.<sup>14</sup> This limit was raised to 26 weeks just after World War II. (Extended benefits now enable long-service employees to collect up to 26 weeks longer.) There has been a considerable variation in benefit duration among the States, but in most cases the maximum duration has been shorter than under the railroad program.

On the average, unemployment compensated in 1966 was longer under State programs than under the railroads—11.2 weeks to 10.4 (including extended benefits). In that year, railroad unemployment, estimated by the BLS at 1.8 percent, was far lower than the total national unemployment rate of 3.9 percent. Nevertheless, railroad benefits lasted longer than those of 20 States. The duration of railroad benefits was much closer to the national average duration than its unemployment rate was to the national rate, probably because of the more liberal provisions of the railroad plan. Also, railroad unemployment, when caused by cutbacks due to loss of business or to technological change, can last a long time.

The effect of the railroads' more liberal maximum duration—and of the greater effect of a recession on railroads than on industry as a whole—could be seen in 1959. The average duration of compensated unemployment was 13.1 weeks for State plans and 17.8 weeks for the railroads.

<sup>14</sup> As the system was originally created, a worker could collect benefits for 80 days. Since only 7 days of unemployment were compensable in a 15-day benefit period, 80 days of benefits amounted to partial payment for about 21 weeks. In November 1940, however, amendments to the law went into effect that allowed payments for 10 days in every 14-day benefit period after the first one, thus paying fully for 20 weeks of unemployment.

**Benefit Exhaustions.** No statistics are available to measure the duration of a railroad worker's compensated unemployment against his total unemployment, but the trend of benefit exhaustions is a key measure of the adequacy of benefit duration. The International Labor Office has suggested that a 10-percent exhaustion rate would be a workable limit for normal times.

During the first 2 years of the act's operation, nearly 20 percent of the railroad beneficiaries exhausted their benefits. Wartime conditions naturally held exhaustions down, just as immediate postwar conditions, when returning servicemen claimed their old jobs and railroad traffic began to adjust to peacetime demands, caused the exhaustion rate to soar to 23 percent in 1947. Benefit exhaustions in the next 10 years settled back to 10 percent, except for rates that neared 25 percent in recession years 1955 and 1958.

In 1959, exhaustions hit a high point of 33 percent. Extended and accelerated benefits became available in the following benefit year, but exhaustions were still high, amounting to between one-fifth and one-fourth of the beneficiaries in the next 4 years. In 1963, they began to trend downward; the rate was 15 percent in benefit years 1964 and 1965. It was only 8 percent in 1966, when strikes resulted in a great number of short-term beneficiaries, and 10 percent in 1967, when workers were in great demand outside the industry.

By occupation, the proportion of beneficiaries exhausting benefits varies widely. In benefit year 1965, all of the train service occupations had lower exhaustion rates than the work force as a whole. The highest rates were for helpers and apprentices, other maintenance and shop and stores employees, and the group designated as all other employees: exhaustion rates for these occupations ranged from 21 to 25 percent. Seniority rules were again an important influence on rates for most of these occupations.

Exhaustees were older than the average beneficiary, probably because it was easier for younger beneficiaries to find jobs in other industries. Many of them were over 60, especially in white-collar occupations. Over a third had less than 10 years of service, but nearly half had 15 years or more. Most firemen exhaustees had less than 10 years of service; the Arbitration Award of 1963 that permitted railroads to furlough unneeded firemen with less than 10 years' service said nothing about unem-

ployment insurance, and a court denied an injunction sought by several railroads to keep the men from collecting jobless payments in addition to severance pay.

### RUI and Job Uncertainty

Setting aside such questions as the fairness of a special program for workers in the railroad industry, or the economic wisdom of imposing its cost on the railroads which finance it, one concludes that RUI has provided the railroad worker an income protection that mitigates much of his job uncertainty. Certainly, he is better off today than he would be if he were still covered by State plans. He is not subject to different laws when he crosses State lines. He receives compensation for long-term unemployment as well as for short-term layoffs. He is also better off in terms of the amount, duration, and ease of qualifying for benefits—not a bad thing in an industry where technological change is causing continuing dislocations in employment.

With a few exceptions (such as the maximum daily benefit and the maximum taxable wage which have limited the proportion of lost income replaced, especially for higher paid workers), the law has been revised frequently to keep in step with the changing pay and employment situation. (Few States have revised their UI programs as frequently as Congress has revised RUI.)

However, it must be remembered that making up half of a worker's wage loss is an arbitrary goal. "There is no record as to why this percentage was originally chosen, particularly as workmen's

compensation benefits were generally set at 66 $\frac{2}{3}$  percent of former earnings."<sup>15</sup> It is not clear whether half-pay is either adequate or desirable for the worker or for the community in which he lives, or for periods of temporary or long-term unemployment.<sup>16</sup>

One could fault the program for providing enough compensation to enable workers whose services may be needed less and less to remain in the industry. But railroad workers are generally older, often firmly attached to small towns with few nonrail opportunities, and without work experience that would qualify them for other types of work. Making it harder for them to get benefits might merely remove their income protection without their having a reasonable chance of replacing it elsewhere.

So far, the question of providing for these workers has been mostly one of supplying income. With the decline in rail employment expected to continue, more jobs will be lost and there is little purpose in training a 50-year-old laid-off switch-tender for a new job in the industry. But a more positive program could be devised—for example, one that would provide allowances for moving to rail or nonrail jobs in other localities. The Railroad Retirement Board has found beneficiaries jobs with other railroads, or other departments within individual railroads, thus retaining experienced men instead of hiring new ones. The report of the Presidential Railroad Commission offered several other recommendations, including broader seniority districts, a national hiring pool, and a gradually lowering mandatory retirement age, along with supplemental retirement benefits. Some steps are being taken in this direction within the industry, including discussing and bargaining for new provisions in union contracts, that may point the way for the rest of the industry to follow.

<sup>15</sup> William Haber and Merrill G. Murray, *Unemployment Insurance in the American Economy* (Homewood, Ill., Richard D. Irwin, Inc., 1966) p. 173.

<sup>16</sup> For further discussion of this point, see "Research in Unemployment Insurance," *Monthly Labor Review*, November 1966, p. 1231.

# The AFT in Caucus and Convention: New Style for 1967

BERNADETTE S. JULIAN\*

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THE AMERICAN FEDERATION OF TEACHERS (AFL-CIO), meeting in annual convention in Washington, D.C., in August, underscored its trade union orientation and also exhibited its professional concern in educational policy. President Charles Cogen consolidated his administration's control over union affairs, although a political realignment had created an issue-oriented bloc which had an effect on convention matters. Prospects that work stoppages would occur at the beginning of the school year, however, pervaded action at this, the AFT's 51st annual convention.

## Caucusing

Elected first in 1964 and again in 1966, AFT President Cogen consolidated his strength during the week-long conclave. His administration's support reached new heights, as Chicago Local 1, the second largest in the AFT, shifted from the National Caucus to Mr. Cogen's Progressive Caucus. This action crippled the fading National Caucus, which in previous elections had fielded opposition candidates to President Cogen. (Political alignments are usually temporary in the AFT, however.)

The Progressive Caucus found itself faced by a new challenge—this time from a group which had seceded to establish a separate entity. Called the "New Caucus," the dissidents issued a platform differing little from the Progressive's stand, except for the Vietnam and ghetto issues.

On Vietnam, the New Caucus supported a minority resolution of the convention's international relations committee, but it was defeated on the floor. The resolution had called for AFT advocacy

of both peace moves by the Johnson administration and a diversion of military funds from Vietnam to social welfare programs in the United States. It failed after heated debate, and the majority resolution, which took "no position on the Vietnam war," passed. While representing defeat for the New Caucus, the final resolution was nevertheless a shift for the AFT which previously had endorsed U.S. Government efforts in Vietnam.

Leaders of the New Caucus guided through to adoption of a resolution on Federal aid to ghettos after attempts to refer it to the AFT Executive Council without a vote had failed, and only after its language had been moderated. The altered resolution, nevertheless, reflected a mood in the AFT extending beyond the influence of the New Caucus. The convention clearly was affected by the big city riots and passed 19 civil rights resolutions covering a wide range of related issues.

## Structural Changes

The Cogen administration took steps at the convention to strengthen the union internally. As part of his program, Mr. Cogen recommended a constitutional change which would require local union membership in State federations of teachers. Anticipating that State federations could play a significant role in AFT affairs, Mr. Cogen had established a Department of State Federations charged with assisting State organizations and acting as an information clearinghouse. Under the new department's sponsorship, representatives of State federations met for a 2-day conference preceding the convention to map out services which they could offer to affiliated locals.

There was little doubt that the Cogen administration's compulsory membership amendment would pass, but those reluctant to join State federations engaged in a 2-hour floor debate. The crux of local union opposition was fear that they would not receive sufficient service in return for per capita payments. State organizations had not been particularly effective in the past, it was charged, and the right not to join was a weapon that locals could use to advance their interests with State bodies. The amendment carried, but a resolution was also adopted requiring the Executive Council to study State federation structure and service and

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



report to the 1968 convention. Since compulsory State federation membership will not become effective until September 1968, the next convention clearly can reopen the issue.

Earlier this year, the AFT, following the United Automobile Workers (AFL-CIO) and the Upholsterers International Union (AFL-CIO), became the third union to provide for a public review board. The convention served to inaugurate the Public Review Board (PRB) under the chairmanship of labor arbitrator, Theodore W. Kheel. Among the five-man board's members was Rabbi Jacob J. Weinstein, who sits in a similar capacity on the Auto Worker's board. Except for issues involving "duly enacted policy of the AFT," and disputes concerning the AFT and its employees, the PRB has broad jurisdiction over complaints submitted to it. However, the local, State, or national AFT unit involved must each grant authority to the PRB to hear complaints before the Board can act. Once it has authority, the Board's decision will be final.

The union announced that it was moving its headquarters to Washington, D.C. The move serves as a signal of the union's determination to ". . . demand our due place in the national educational policymaking process," explained President Cogen.

### More Effective Schools

The AFT's concern with the profession, especially with educational policy, was evident in the convention's theme: "Changing Education: The Teacher, the Schools, and the Government." Underlying this theme was the union sense of urgency stemming from urban riots occurring during the weeks preceding the convention.

In advocating policy, the union consistently leaned toward a national view. It called, for instance, for a national assessment of the society's needs and its educational shortcomings; it urged the adoption of a master plan for effective education which would be established by a national strategy conference and which would include the establishment of uniform countrywide standards "of decent education;" it announced plans to adopt a national standard of teacher licensing and certification by means of collective bargaining; and finally it called for the establishment of programs similar to New York's experimental More Effective Schools (MES) program in other areas of the country.

The MES program to provide smaller classes and specialized personnel in slum-area schools, has been of particular concern to the union. A panel discussion on MES occupied one full afternoon of the convention. In spite of a summary report issued by the New York City Board of Education which was critical of the program in some respects, panel speakers urged that MES be pushed nationally.

### Bargaining and New Members

In 1967, the AFT reported, more than 140,000 teachers were members of the union. This represented a gain of over 15,000 in 1 year, or 27 percent in 2 years. Membership increases were due mostly to representation victories in Washington and Baltimore and significant gains among college teachers. One hundred and three new locals had been chartered and more than 50 new contracts were negotiated.

The spirit of confidence which such a report might be expected to generate was overshadowed, however, by the prospects existing in late August of strikes in Detroit, New York, and several smaller school districts. President Cogen cautioned the AFT membership:

. . . We are irretrievably committed to militancy—responsible militancy—which takes many forms.

The ultimate weapon is the strike; it cannot too often be repeated, however, that we urge our locals to utilize this crucial device only as a last resort. Furthermore, the union must carefully consider whether certain preconditions exist, such as a good and significant strike issue, a courageous spirit among teachers, and the availability of funds and manpower to successfully implement this weapon.

As public employees, teachers saw "serious roadblocks" to their exercise of the right to strike, among them the increase in State laws prohibiting strikes by public employees and the rising frequency of fines and jail sentences levied in response to injunction violations. However, the AFT concluded that:

The right not to work under substandard conditions is a right we must insist upon. . . . Without this right, we have no collective bargaining and we have no freedom. . . .

Thus the AFT underscored its adherence to traditional union procedure and tactics by striking school districts in New York, Michigan, and Illinois less than 2 weeks after the close of the convention.

# Dismissal for Off-the-Job Criminal Behavior

JOHN W. LEONARD\*

MANAGEMENT'S RIGHT to discipline or discharge an employee for misconduct on company premises and on company time inevitably is upheld by arbitrators, granted that such managerial action squares with the implicit or explicit "just cause" provision of the agreement. Even under on-premises and on-duty circumstances, the "just cause" criterion, undefined and undelineated by the parties, is at best an elusive and mercurial measure of degree of employee culpability and propriety of managerial reaction thereto. Move the employee misconduct outside the plant and beyond working hours, color it with alleged violation of criminal law, and the "just cause" criterion begins to assume the characteristics of an inexplicable abstraction. For a new component is then added to the "just cause" criterion—the question of whether the criminal behavior comes within the area of the employer-employee relationship, as it does in most cases of on-premises, on-duty misconduct.

This new component has augmented arbitrators' tribulations in the interpretation of "just cause" in off-the-job criminal activity disputes. The majority of cases fall into a cloudy, gray area where the line between employee behavior which is within the bounds of the employment relationship and that which is not becomes an extremely difficult one to draw. "Just cause" in these cases cannot be interpreted in such a manner as to ignore the admonition that "Management has no authority to punish every act of immoral conduct in the community, merely because an employee is in-

volved. The police power of the State is vested in designated public officials."<sup>1</sup> By the same token, note must be taken of the warning that ". . . employees [cannot] take the position that what they do off the job and the manner in which they behave after working hours is extraneous to and of no concern to the company. The employee's obligation to his employers does not cease the moment he leaves the company premises."<sup>2</sup>

Over time, stroke by stroke, arbitrators have sought to outline a zone of reconciliation between the two positions cited above. In so doing, they have provided broad, and necessarily somewhat nebulous guidelines to acceptable grounds for proper disciplinary action in alleged criminal behavior cases. How these guidelines have been developed and applied in the interpretation of "just cause" in such cases is reflected in the published awards of arbitrators dealing with this problem under diverse circumstances and within the context of dissimilar facts.<sup>3</sup>

## Injury to Employer's Business

Management has frequently argued that continued employment of an employee who had allegedly, or actually, engaged in criminal activity would result in harm to the business of the employer. The adverse effect on the business could have its genesis in customers being repelled by the continuance of such an employee on the employer's payroll. It could also arise from potential

\*Director, Institute of Industrial and Labor Relations, College of Business and Public Administration, University of Arizona.

<sup>1</sup> *Babcock & Wilcox Co.*, Tubular Products Division, Beaver Falls Works, 64-3 ARB 8974, 1964 (CCH), p. 6362.

<sup>2</sup> *Albritton Engineering Corp.*, 66-2 ARB 8552, 1966 (CCH), p. 4895.

<sup>3</sup> This article is based on an analysis of 44 cases published in the Bureau of National Affairs' *Labor Arbitration Reports* and the Commerce Clearing House's *Labor Arbitration Awards* from 1946 and 1961, respectively, the initial years of publication, through 1966.

Criminal activity is just one among a number of categories of off-duty and off-premises behavior resulting in some form of disciplinary action. Some of the others include taking the Fifth Amendment before a congressional committee investigating communist activity, disloyalty to the employer or working for a competing employer, simple moonlighting, violation of various company rules while off duty, and various manifestations of financial irresponsibility (excluding subjection to garnishment). In addition, there is the issue of garnishment, which was reviewed by Robert W. Fisher, in "How Garnisheed Workers Fare Under Arbitration," *Monthly Labor Review*, May 1967, pp. 1-6. As a matter of fact, it was the latter article that prompted the undertaking of this article.

Needless to say, the published arbitration awards offer only a sample of all such awards and their representativeness cannot be established.

extended liability of the employer in the event that the employee, who had exhibited such a character defect, participated in similar criminal behavior while on duty. To the extent, the argument continues, that the employee's conduct so injures the employer's business, the activity is directly connected to the employer-employee relationship and is subject to disciplinary action including discharge.

When an employee's criminal activity was found, in fact, to be tied to the employment relationship through injury to the employer's business, arbitrators upheld the employee's discharge. One arbitrator stated the generally adopted principle this way:

The general rule is that an employee upon being employed by a company places himself under the jurisdiction of the employer so far as their relationship is concerned. While it is true that the employer does not thereby become the guardian of the employee's personal life and does not exercise parental control, it is equally true that in those areas having to do with the employer's business, the employer has the right to terminate the relationship if the employee's wrongful actions injuriously affect the business.<sup>4</sup>

A criminal conviction, extensive arrests, and a profile of habitually consorting with criminals and prostitutes, coupled with a job calling for the employee to work alone in customers' homes, added up to such potential harm to the employer that the arbitrator refused to put the worker back on the job despite an unblemished 10-year work record.<sup>5</sup> An employee convicted of contributing to the delinquency of his 14-year-old daughter, a conviction which received widespread publicity in the small community where the employer operated a highly competitive business, was properly discharged on the ground that his continued employment would adversely affect the employer's business.<sup>6</sup> Conviction of fornication justified discharge of an employee whose job required working closely with the employer's customers, although the arbitrator recommended that he be given an inside job as soon as one became available.<sup>7</sup>

One case in particular clearly points up the improbability of approaching unanimity of opinion, even among employers, on the issue of injury to the employer's business caused by an employee's criminal conduct. In *The Great Atlantic and Pacific Tea Co., Inc.*,<sup>8</sup> the arbitrator ruled that the fact that a competing employer knowingly

hired an employee who had entered a plea of nolo contendere to a charge of bootlegging did not alter the propriety of discharge by the primary employer. The arbitrator said:

The fact that Colonial Stores was willing to employ [the grievant] proves no more than that reasonable men might differ as to how much of a business risk they are willing to take in order to have the services of [an offender]. It cannot be called arbitrary or capricious for an employer in the retail trade to decide that it would be detrimental to his business to retain a clerk who had been given a 3-year suspended sentence on his own refusal to deny the charge against him.

Unquestionably, the kind of injury to an employer's business considered here may be extremely difficult to prove. In most of the decisions upholding discharge on this ground, arbitrators viewed the composite picture of the type of crime, the degree of publicity and its probable consequences, and the type of job held by the employee as constituting what might be called "obvious harm" to the employer's business.

However, discharge was struck down in a number of cases where the arbitrators could find no such "obvious harm" and where they found the evidence insufficient to support a contention of injury to the employer's business. In *Hyman-Michaels Co.*, the arbitrator explicitly recognized the problem of proof inherent in these cases and hinted that a crystal ball might be helpful in its resolution:

In some situations the impact upon the employer's affairs of the employee's misconduct off the premises may be immediate and/or obvious; short of this there is no objective standard by which it may be determined whether or not the misconduct will have any effect or impact and consequently any conclu-

<sup>4</sup> *Owens-Illinois Glass Co.*, 62-2 ARB 8685, 1962 (CCH), p. 5525.

<sup>5</sup> *The Gas Service Co.*, Kansas City, Mo., Division, 63-1 ARB 8128, 1962 (CCH).

<sup>6</sup> *Cashton Cooperative Creamery*, 61-1 ARB 8008, 1960 (CCH).

<sup>7</sup> *Consolidated Badger Cooperative*, 61-2 ARB 8493, 1961 (CCH). The arbitrator in this case considered the "double jeopardy" argument which unions sometimes offer in off-duty cases where the employee had been convicted and punished for a crime and then, because of the same crime, lost his job: "The real criterion, however, in double jeopardy argument is not the fact that two penalties may be assessed for the same cause but whether or not the act of said employee did in fact substantially affect his relationship with the employer as an employee and if such is found to be the case, any resultant discipline or even discharge which may follow therefrom is based upon his rights as derived from the contract. It must be remembered that without the contract the employer could discipline or discharge the employee at will." (*Ibid.*, p. 5334.)

<sup>8</sup> 65-2 ARB 8708, undated (CCH), p. 5607.



sion thereon lies wholly within the realm of prediction. . . . Where there is no evident immediate effect upon the affairs of the employer, the best that can be done is to seek an answer to the question: Does the employee's misconduct exhibit such a defect of character as makes it likely, in the light of human experience, either that others [customers] will be caused thereby to be unfavorably disposed toward the employer or that the same type of misconduct will recur with deleterious effect upon the affairs of the employer? As previously expressed, any answer lies in the area of prophecy; one is attempting to "determine" probabilities.<sup>9</sup>

Another arbitrator categorically refused to engage in such prophesying. He reinstated a discharged employee with 19 years of seniority who had shot his wife and had faced a charge of assault with intent to kill, saying, "If [the grievant] has lost his acceptability to customers that fact, too, will quickly appear and the company will have concrete evidence, rather than speculation, on which to base its decision."<sup>10</sup>

In two cases involving conviction on charges of contributing to the delinquency of a minor, the discharged employees were found not to have adversely affected the employers' businesses and were reinstated. In one of these cases, lack of publicity of the incident was a major, although not the only, consideration of the arbitrator,<sup>11</sup> while in the other,<sup>12</sup> the arbitrator accorded significant weight to the fact that the employee's work did not place him in contact with the public. Another employee was discharged upon conviction for possessing narcotics. A board of arbitration agreed there was the possibility of harm to the employer's business, but reinstated the employee on the ground that the court's sentence of 2 years' probation strongly indicated that the worker was not potentially dangerous to society, hence injury to the employer was unlikely.<sup>13</sup>

Throughout these decisions reinstating employees, the arbitrators looked toward the same relevant elements of injury to the employer as did the arbitrators who upheld discharges. However, the discharges were reversed primarily because of

strong mitigating circumstances or insufficient evidence to support the employer injury contention.

### Disruption of Relations

In some cases management argued that potential or realized disruption of its relations with employees, rather than—or in some instances in addition to—customer reaction, put the employee's criminal activity within the area of employment relationship. Under these circumstances, arbitrators tended to evaluate the misconduct in the light of the type of crime committed and its effect upon the day-to-day work environment.

The violence of the crimes in two cases persuaded the arbitrators that the convicted employees posed a threat to the safety of their fellow employees, and the discharges were upheld. The employee in *Central Packing Co.*<sup>14</sup> was convicted of attacking his wife and mother-in-law with a knife. He also had a record of 45 arrests and a number of convictions, all unrelated to his work. The arbitrator considered the fact that the employee worked in an area where he was practically surrounded by knives, cleavers, and other potential instruments of injury and death, and decided that it would be tempting fate to reinstate a worker with such a violent case history in a job that offered a sundry array of choice weapons. In *Bendix Aviation Corp.*<sup>15</sup> the employee was convicted of aggravated assault with intent to rob. The victim of the attack was a defenseless elderly man. Given these facts and circumstances, the arbitrator agreed with the company that such an employee was dangerous and not entitled to continued employment.

Although they had not indulged in any violence, employees in two other cases committed crimes that were found to have marked them as threats to their employers' untroubled labor relations. One employee pleaded guilty to a felony, attempting to obtain narcotic drugs through fraud and misrepresentation. The arbitrator upheld his discharge and stated:

. . . [The grievant's] craving for narcotics had reached the point where he would commit a felony to obtain a supply.

. . . The fact that the addiction had not yet reached the stage where it directly affected [the grievant's] ability to properly perform his work duties is not determinative. Degeneration of the addict could at any time reach the point where it would seriously endan-

<sup>9</sup> 62-1 ARB 8334, 1962 (CCH), p. 4274.

<sup>10</sup> *Martin Oil Co., Inc.*, 29 LA 54, 1957 (BNA), p. 56.

<sup>11</sup> *Babcock & Wilcox Co.*, Tubular Products Division, Beaver Falls Works, 64-3 ARB 8974, 1964 (CCH).

<sup>12</sup> *The Quaker Oats Co.*, 15 LA 42, 1950 (BNA).

<sup>13</sup> *Linde Co.*, Division of Union Carbide Co., 62-1 ARB 8163, 1962 (CCH).

<sup>14</sup> 24 LA 603, 1955 (BNA).

<sup>15</sup> 26 LA 480, 1956 (BNA).

ger the health and safety of fellow employees and company equipment."<sup>16</sup>

In *Robertshaw Controls Co.*,<sup>17</sup> the employee pleaded guilty to a morals charge involving young boys, committed while he was acting as scout master of a Boy Scout troop. The company was the largest employer in a small community and the worker's crime was well known throughout the town. In addition, a number of the employee's fellow workers were related to the young boys who had been victimized. The arbitrator found that the employer was justified in discharging the employee on the grounds that his continued employment would result in chaotic employee relations.

Employees in two other cases were reinstated for the lack of evidence that they would endanger the safety of other employees or in any way prejudice the company in its relations with employees. One worker had shot his wife and was convicted of assault with intent to kill, but the conviction was overturned on a technicality.<sup>18</sup> The arbitrator relied on the reversal of the conviction in putting the man back on the job. In *Certain-Teed Products Corp.*,<sup>19</sup> the employee was convicted of aggravated assault, sentenced to jail, served 10 weeks, and then was paroled. The arbitrator found that the good record compiled by this worker during 30 years of service heavily outweighed any potential danger to other employees which might be indicated by his conviction of one crime of violence.

### Status in Court

Without doubt, all of the issues discussed above have posed problems for the parties concerned, but one of the major sources of difficulty in criminal behavior cases is the relationship between the status of the accused employee before the court and the proper disciplinary action to be taken. For example, what managerial action is appropriate when the employee has been only arrested and charged, when he has been tried and acquitted, or when he has been convicted but the conviction is on appeal? When an employee has been suspended upon arrest and is ultimately acquitted, should he receive backpay for the period of suspension? A number of arbitrators have had to wrestle with these and related questions.

Suspension of an employee who has been arrested and charged with a crime but has neither been

indicted nor convicted, was adjudged proper by a consensus of arbitrators. In *Cities Service Oil Co.*<sup>20</sup> the arbitrator approved the company's procedure of suspending an employee at the time of arrest and discharging him upon conviction. However, when a grand jury failed to indict an employee who had been suspended when arrested, the ruling was that the company should have put him back to work immediately.<sup>21</sup> An employer who suspended a man at the time of his arrest, and discharged him 4 months later, but before his trial, was ordered to return the worker to suspension status until he was either convicted or acquitted by the court.<sup>22</sup> On the other hand, the arbitrator in *New York Shipbuilding Corp.*<sup>23</sup> ruled that an indefinite suspension to await a court decision was unreasonable. He held that the employer was entitled to continue the suspension for only 1 month, during which time the employer should have determined the guilt or innocence of the employee and acted accordingly. Another arbitrator found suspension following arrest appropriate, and refused to award backpay to the employee for the period of the suspension.<sup>24</sup> The decision in *Penn-Dixie Cement Corp.*<sup>25</sup> appears to be at least partially out of the mainstream in that the arbitrator there found suspension prior to conviction to be premature.

<sup>16</sup> *Chicago Pneumatic Tool Co.*, 62-2 ARB 8636, 1961 (CCH), p. 5355.

<sup>17</sup> 64-2 ARB 8748, 1964 (CCH).

<sup>18</sup> The employee was convicted and sentenced to 1 year in prison. After he had served 7 days of his sentence, it was discovered that one of the jurors had been convicted of a felony and on this ground the conviction was set aside.

<sup>19</sup> 24 LA 606, 1955 (BNA).

<sup>20</sup> 41 LA 1091, 1963 (BNA).

<sup>21</sup> *Wilson and Rogers*, 10 LA 244, 1948 (BNA).

<sup>22</sup> *Menzia Dairy Co.*, 45 LA 283, 1965 (BNA).

<sup>23</sup> 22 LA 851, 1954 (BNA).

<sup>24</sup> *Pfeiffer Brewing Co.*, 26 LA 570, 1956 (BNA).

<sup>25</sup> 29 LA 451, 1947 (BNA). There were mitigating circumstances in this case. The employer suspended the employee for an indefinite period upon his arrest. When the employee was convicted but put on probation for 3 years, the employer continued the indefinite suspension. The arbitrator found such a suspension tantamount to discharge, and discharge at the time of arrest, before the employee's guilt or innocence had been established, was unreasonable.

In *Bendix Aviation* (see footnote 15), the arbitrator promulgated an interesting position, which he stated as a *gratis dictum* rather than in support of the award. He said, "This is the risk management took on January 25 when it decided to suspend P. Q. As of that day P. Q. was still asserting his innocence and his expectation that he would be vindicated at his trial. If he had later been found not guilty, the company could have been required to reinstate him with full backpay because it could not prove 'proper' cause for its action. In arbitration it seems most unlikely that an arbitrator would conclude that unsupported police accusations would constitute cause to suspend an innocent man." (*Ibid.*, p. 482.)

Four arbitrators upset discharges of employees who had been arrested and charged with crimes but had not yet been convicted. In three of these cases, presumption of innocence was a controlling consideration. One arbitrator stated his position simply:

It is a fundamental principle of law that an employee is presumed to be innocent until he is found to be guilty. This employee has merely been charged with the crime and has not been found guilty.<sup>26</sup>

In *Republic Steel Corp., Truscon Steel Div.*,<sup>27</sup> the arbitrator refused to enter into a jurisdictional dispute with the court:

Although in cases involving industrial misconduct I will, and must, pass on the question of whether an aggrieved employee was guilty of the acts charged, I cannot here usurp the court's function by passing on that question, especially inasmuch as [the grievant] has pleaded not guilty. Nor do I believe that the return of an indictment against [the grievant] by the grand jury should deprive him of that presumption [of innocence].

The third arbitrator stated his subscription to the applicability of presumption of innocence in more detail:

It is not open to question that the mere fact that a person is charged by the police, or in a warrant sworn to by a private citizen, with the commission of a crime does not tend to establish his guilt. Under our system of criminal law he is protected by a presumption of innocence in the criminal proceedings until his guilt is proved by proof beyond a reasonable doubt under procedures which conform to the principle of due process of law. While it is true that this legal presumption does not apply in civil proceedings nor, necessarily, in determining the propriety of a discharge under a collective bargaining agreement, it is equally true that the charge itself cannot be used as a basis for inferring or presuming the guilt of the person charged or his violent character.<sup>28</sup>

In the fourth case an employer's policy of discharging any employee who is arrested for any reason whatever was found to be unreasonable.<sup>29</sup>

<sup>26</sup> *The Sherwin-Williams Co.*, 22 LA 1, 1954 (BNA), p. 3.

<sup>27</sup> 23 LA 808, 1955 (BNA).

<sup>28</sup> *Pan Beverage Corp., Bromo Mint Co., Inc.*, 35 LA 77, 1960 (BNA), p. 80.

<sup>29</sup> *Allied Maintenance Co., of Illinois, Inc.*, 39 LA 1242, 1962 (BNA).

<sup>30</sup> 66-2 ARB 8552, 1966 (CCH). Conceivably, the arbitrator simply overlooked these points in writing the decision.

<sup>31</sup> 64-1 ARB 8137, 1963 (CCH).

<sup>32</sup> 5 LA 704, 1945 (BNA). This is an interesting case. A number of months after his discharge the employee was acquitted of the charge, whereupon the union requested the arbitrator to reconsider the decision on the discharge. The arbitrator held that he could not require the company to reemploy a man whom it had justifiably discharged.

On the other side of the ledger, there were three cases where the mere allegation of criminal activity was sufficient for the arbitrators to uphold the discharge of the allegedly implicated employees. However, the decision in only one of these cases really represented a full dissent from the decisions outlined immediately above. In this case, *Albritton Engineering Corp.*, the employee had been hired by the company with the knowledge that he had served a term in prison. He was discharged when he allegedly attacked his wife with a knife. This is a rather strange case in that the decision does not even suggest that the employee had been arrested, nor does it indicate how the company learned about the alleged attack.<sup>30</sup> *Norris Dispensers, Inc.*,<sup>31</sup> presented a different set of circumstances. The company had a rule against stealing from employees, and the grievant allegedly had stolen from a fellow employee while off duty and off the company premises. Although the employee had been discharged when arrested, both the company and the union requested that the arbitrator not consider the guilt or innocence of the accused employee and decide the case solely on the issue of whether the relevant plant rule was applicable to off-the-job situations. The arbitrator answered this issue in the affirmative. In *Swift and Co.*,<sup>32</sup> a special police guard was discharged when he was arrested on suspicion of burglary. The arbitrator sustained the discharge, noting that military authorities supervising contract work at the plant insisted that the man be fired and the company really had no choice but to comply.

The final case in this review stands out as the only one of its kind among the published awards. The employee was elected to the State legislature and shortly after the beginning of his first term in office was convicted of accepting bribes to influence the issuance of liquor licenses. The company followed a policy of encouraging all of its employees to participate actively in public affairs and had permitted this employee to take advantage of whatever support his identification with the company might bring him. At the time of the arbitration hearing the man's conviction was on appeal to a higher court and the union strongly emphasized this fact. The arbitrator sustained the worker's discharge on the grounds that his reinstatement would cause irreparable harm to the company's meritorious program. Shortly after the



decision was rendered the higher court reversed the conviction.<sup>33</sup>

### One Broad Criterion

From the above discussion it is plain that one broad criterion was uniformly applied by arbitrators in resolving off-the-job criminal behavior disputes. If the criminal activity was tied to the employment relationship, the employer was determined to have "just cause" to suspend or discharge the implicated employee. Connection to the employer-employee relationship had to rest on one, or both, of two pillars of support: (1) Injury to the employer's business; and (2) disruption of the employer's relations with his employees.

In considering a contention of harm to the employer's business arbitrators looked at the complete array of available facts: The nature of the crime; the degree to which the crime was publicized; the extent to which the employee involved was identified with the employer; and the degree of regular contact between the employee and customers of the employer. When the argument of disruption of employee relations was put forth, arbitrators devoted attention primarily to the nature of the crime and the extent to which it would label the involved employee as dangerous or extremely repulsive to his fellow employees.

Given the connection to the employment relationship, the arbitrators appear to be generally agreed that an employee may be properly suspended when he has been arrested and charged with violating a criminal law. However, they split on the issue of the appropriate duration of such a suspension. Should the suspension be continued re-

gardless of the time which might elapse between the arrest and the trial? It is within this context that disagreement arises concerning the propriety of the company's proving and the arbitrator's deciding the guilt or innocence of the accused employee before he has literally had his day in court.

As a general principle, it would appear that a relatively lengthy suspension is more reasonable than a premature discharge based on the employer's determination of guilt that intrudes upon the entitlement of the employee to a presumption of innocence before the court. This general approach would at least preclude the discharge of an employee who ultimately is cleared of any criminal taint in court. Needless to say, once the discharge has been determined in an enforceable arbitration award to have been for a "just cause," the employee is no longer entitled to reinstatement, although he might be reemployed.

Undoubtedly it is stating the obvious to observe that there are no general principles available which will lead to automatic prediction of the outcome of off-the-job criminal activity cases. The statement of the widely respected arbitrator, Benjamin Aaron, is just as valid today as it was when he made it 10 years ago: "After all, an arbitrator is concerned with facts, as well as with principles, and the infinite variety of facts permits, indeed requires, a wide range of decision within the scope of a single general principle."<sup>34</sup>

<sup>33</sup> *Hughes Aircraft Co., Tucson Div.*, 66-3 ARB 8771, 1966 (CCH). The decision of the higher court is not reported in the published arbitration decision. The author, of his own knowledge, knows the reversal of the conviction to be a fact.

<sup>34</sup> Benjamin Aaron. "The Arbitration of Discharge Cases: A Case Study," Discussion, *Critical Issues in Labor Arbitration* (Washington, Bureau of National Affairs, 1967), p. 18.

# Fair Labor Standards for World Trade

Refinement of the Concept  
Must Precede Useful  
International Negotiations

ROBERT B. SCHWENGER\*

ALTHOUGH "fair labor standards in international trade" has been an American labor slogan and a United States Government objective since the mid-forties, it has a number of different meanings. Moreover, unlike Humpty Dumpty's portmanteau word—which he always paid extra for doing such "a lot of work"—some of its meanings are inconsistent with each other. As a result, it has hardly done any work at all.

The mixture of meanings stems in part from a mixture of purposes. Americans proposing to their opposite numbers from other countries that a trade agreement include fair-labor-standards requirements are likely to emphasize anticipated benefits to foreign workers. They picture such an agreement as a fulcrum for international help to low-wage workers in their long journey from such inhuman extremes as child labor, unsafe and unhealthy conditions, and even virtual slavery. The listening foreigners, however, are aware that some of the same Americans often charge that competition from low-wage foreign workers costs American jobs and that they press the Government to keep foreign products out. Therefore, the foreigners fear the effect of a fair-labor-standards agreement on their exports to the United States as modern technology lowers costs.

But the matter is even more confused. The author, when assigned responsibility for this field by the Department of Labor, found that at least 12 distinct meanings of "fair labor standards in international trade" are put forward in international discussions. This paper sorts them out in simplified form, suggests possibilities for research on their probable economic effects, and discusses their usefulness in negotiations.<sup>1</sup>

## Export-Country Wage-Cost Standards

This year, Congress is considering international labor standards again in connection with the expiration of the negotiating authority of the Trade Expansion Act of 1962. When that act was under discussion, the then Secretary of Labor, Arthur J. Goldberg, pointed out the problem of definition,<sup>2</sup> mentioning in particular two concepts of "unfairness" in international trade competition:

1. *Prevailing National Wage Standard*: Compensation is below accepted standards in the country of production.<sup>3</sup>

2. *National Productivity Growth Standard*: Compensation has not increased with the average productivity of the country of production.

These two concepts are complementary—one referring to the wage at a moment of time, the other to wages over a period of time. The former implicitly accepts the prevailing national wage level, however determined; it assumes an export-industry management which evades that level in one

\*Recently of the Bureau of International Labor Affairs.

<sup>1</sup> Elements of most of these concepts were expressed as early as a 1960 European Productivity Agency discussion held at the initiative of American trade union leaders. See "Union Views on Fair Labor Standards in Foreign Trade," *Monthly Labor Review*, October 1960, pp. 1025-1030.

<sup>2</sup> *Hearings Before the Committee on Ways and Means*, Pt. II (87th Cong., 2d sess.), p. 725.

<sup>3</sup> Most concepts of fair labor standards in international trade refer to compensation of workers producing for export. The prevailing national wage standard might be expressed more fully thus: "Competition in international trade is unfair if those working on the exported product are compensated below accepted standards in the country of production." The summaries of the other concepts are similarly shortened in the text. They are stated in the negative to correspond with the way they are most commonly thought of: problems of unfair labor compensation. In stating the concepts, labor remuneration includes fringe benefits and any other forms of compensation.

way or another. The latter assumes that the wage in the export industry, however fair originally, is not increased proportionately with national productivity.

A third concept questions the fairness, when productivity in an export industry is increasing rapidly, of making compensation in that industry lag behind with average national productivity:

3. *National Industry Productivity Growth Standard*: Compensation has not increased with the productivity of the industry.

These three concepts may be thought of as wage-cost standards. They ask of an export industry that it not obtain a competitive advantage over the same industry in other countries by cost savings which should have been paid to its workers.

### Export-Country Welfare Standards

Another group of concepts are expressed in terms of the welfare of workers in the export industry, regardless of any effect on international trade competition.

4. *National Fair Share Standard*: Compensation does not represent a fair share of the national income.

This concept may be thought of as a welfare counterpart of national cost concepts 1 and 2. It raises the question of whether, in the exercise of power in the socioeconomic structure of the exporting country, the worker is treated fairly. However, it leaves open the question of how to determine what would be an equitable wage.

In the same way, industry cost concept 3 has a welfare counterpart:

5. *National Industry Fair Share Standard*: Compensation does not represent a fair share of the income of the exporting industry. This meaning formally puts the welfare of one set of workers above that of others in the same country (or assumes that increasing welfare in the exporting industry will cause increases in other industries).

At its May 1966 meeting, the Executive Board of the International Confederation of Free Trade Unions reportedly discussed favorably a different kind of welfare challenge:

6. *Fair Bargaining Standard*: Compensation is less than would be obtained in fair collective bargaining.

This idea questions whether the institutional setting in the industry gives workers an oppor-

tunity to obtain the wages that the economic situation should appropriately afford. This concept is more appropriate for unions than for Government. It would imply an intention of unions internationally (particularly in industrial countries) to help those in less developed countries to obtain their legitimate objectives.

And then there is a concept prefigured in a constructive and imaginative ICFTU committee report,<sup>4</sup> which, carried to its logical conclusion, might read:

7. *National Development Standard*: Compensation is less than that required for maximum national economic growth.

This is the most dynamic standard. By implication it equates the welfare of the worker with the economic welfare of the country. It questions whether economic planning has properly understood (or arranged for) the development role of worker compensation, particularly in the export industry.

### International Standards

All the foregoing concepts, whether they relate trade to wage costs or worker welfare, are national—they measure standards within the exporting country. Like trade theory itself they imply separate national economies, each with a different wage level because workers cannot respond to economic opportunity by moving in substantial numbers to countries with higher wages (particularly not to the United States). Such national concepts, even if taken as norms of fairness or longrun objectives, do not embrace both foreign and domestic workers whose products compete. As Mr. Goldberg put it, “. . . it is obvious that fair labor standards do not mean equal wages in, say, Hong Kong and the United States.” And the AFL-CIO Executive Council recognizes that it is “neither desirable nor feasible that wage levels be equalized in all countries.”

However, some important definitions of fair labor standards in international trade include international concepts. Progress toward a single world labor community, sharing the benefits of the scientific and industrial revolution through competitive economic processes, is often expressed

<sup>4</sup> “Fair Labor Standards in Trade and Development,” Report of the Advisory Committee of the Sub-Committee on Trade and Development to the Executive Board of the International Confederation of Free Trade Unions, Brussels, May 1966.



as the ideal longrun objective or value premise of fair labor standards. While wages and other compensation might never be "equal," they could eventually have the kind of interrelationship that characterizes different levels of compensation within a free industrialized economic community. (And some developed countries are approaching such a relationship among themselves.) The simplest—and most extreme—form of this international concept may be summarized:

8. *International Wage Standard*: The accepted level of compensation in the exporting country is not up to that in the importing country.

This concept could also be matched with a welfare concept:

9. *International Welfare Standard*: The welfare of workers in the exporting country is not up to that in the importing country.

Some such international equality standard might be accepted in the foreseeable future for advanced countries such as the United States and Canada. Even then, however, it would probably not be negotiable except as part of an agreement on a wide range of economic harmonization. For example, under the Rome Treaty that established the European Economic Community and permits free movement of labor, there are arrangements for equalizing the influence of taxes, interest, social security, and other elements affecting trade competition.

In some international industries, however, it is sometimes proposed that workers in the advanced countries should be paid the same wage:

10. *International Industry Wage Standard*: Compensation is lower than in the same industry in other industrialized countries.

This cost concept could also be matched with a welfare concept:

11. *International Industry Welfare Standard*: Worker welfare is lower than in the same industry in other industrialized countries.

These concepts could become significant in connection with international cooperation among trade unions in a given industry. They might also be negotiable as part of special industry trade and

investment agreements, such as the U.S.–Canadian automotive arrangement.

A more moderate international industry concept incorporating a productivity-differential allowance has been proposed by Meyer Bernstein of the United Steelworkers.<sup>5</sup> He suggests that neither hourly nor unit labor costs be "unjustifiably" lower in the export industry than in the competing industry of the importing country:

12. *International Industry Unit Labor Cost Standard*: The unit labor cost in the export industry is not up to that of the corresponding industry in the importing country.

This might also be called a "reciprocal national industry productivity" standard, because it can be thought of as concept 3 applied equally to the exporting-country industry and the importing-country industry. Like that concept, it appears directed particularly toward the case, found increasingly in our dynamic world economy, where improved machinery and technology in an exporting country lower unit labor input without increasing wages proportionately. Unless Bernstein's "unjustifiably" was interpreted to mean harmonization of, or allowance for, costs other than wages, this concept would allow international wage differences within an industry on the basis of productivity differences only. This would tend to check economic development through capital investment by penalizing industrial-product exports from relatively high capital-cost countries. Even allowing for other costs, the concept could not be negotiated as part of an agreement for general applicability. It might, however, become practical as a basis for international cooperation among unions as part of a cartel-like arrangement in an industry in both exporting and importing countries.<sup>6</sup>

### Research on Cost Effects

For Governments to reach meaningful agreement on a fair-labor-standards requirement in international trade, they must have some common understanding of the compensation changes (and consequent economic effects) to be expected from their action. Research can help toward such understanding to a limited but potentially important extent. The foregoing discussion made clear that none of the five international standards is practicable for an effective general multilateral agree-

<sup>5</sup> Testimony before the U.S. Trade Information Committee, September 12, 1966.

<sup>6</sup> This international industry unit labor cost concept of fairness corresponds with the conceptual framework for much research on international labor-cost comparison.

ment. Moreover, none of the four national welfare standards lends itself readily to systematic research. This leaves the three national wage-cost standards; fortunately, these happen to be the standards most commonly put forward for negotiation and most frequently the subject of allegations as to whether prevailing wages are paid or are increased in proportion to national or industry productivity. Furthermore, the difficulties of measuring labor compensation in an exporting industry against these national standards should be less than those encountered in the substantial research work already being done on international wage comparisons, if only because there would be no international differences in customs, compensation practice, consumption expectations, or monetary units to allow for.

If such research confirmed the view that agreement on wage-cost standards would require increased wages in export industries, how much effect would such increases have? In many real cases, the foreign entrepreneur would maintain most of his competitive pressure. Particularly where foreign innovation was involved—as it has been in, for example, imported motorcycles, lightweight bicycles, and cameras—a foreign wage increase might not enable American industry to compete until it caught up technologically. Where consumers strongly prefer certain foreign goods, their purchases might not be affected unless price increases were substantial. And in certain industries the foreign cost structure might permit a wage increase without a price increase.

Hence, research could most usefully determine whether—for the more important products complained of by American labor as being imported on the basis of unfair remuneration—the range of wage increases called for by any 1 of the 3 exporting-country wage-cost standards would appreciably relieve the competitive pressure. One could then take up cases one at a time through the consultation procedures of the General Agreement on Tariffs and Trade (GATT). Of course, foreign governments would not be likely to give general agreement to the wage-cost standards if they called for immediate compensation increases which decreased trade substantially, but the discussion would, nonetheless, clarify the situations and might improve them.

On the other hand, if research showed that fair labor standards, as defined by the wage-cost con-

cepts, are to a great extent already in effect—so that enforcing them would raise compensation only in exceptional cases—intergovernmental agreement might come relatively easily. Strangely enough, this is the more likely finding. Experience and intuition suggest that research would reveal (a) that earnings in most exporting industries in almost all countries are at least as high as the national average, and (b) that compensation in an export industry often, particularly in less developed countries, does not rise proportionately to the increase in productivity in the industry but usually does rise at least proportionately to the increase in national productivity.

The most difficult problem, therefore, would be with the national industry productivity growth concept as applied to a new, high-productivity industry in a less developed country. It is unrealistic to expect agreement to maintain an island of high wages in a sea of low-wage workers. And importing Governments in urgent cases tend to control such trade directly rather than wait for wage-standard adjustments. Perhaps the best thing to do in these cases would be to enter into consultation under GATT procedures. This might get international factfinding started and thereby maximize the chance of remedial intergovernmental cooperation.

### Fair-Share Concepts

Concepts 4-6, challenging the fairness of the worker's share of national or industry income, raise vital domestic political questions. Who is to say what is fair compensation? Few if any governments—even in less developed countries—are apt to put such matters into intergovernmental agreements.

It is often argued that fair-share standards are advocated in the interest of more rapid development. But both government officials and most economists now think of worker welfare in less developed countries in dynamic terms; the problem is to raise a low average income rather than to improve its distribution. One then runs into a morass of conflicting theories. Officials are not apt to be impressed by arguments for raising wages to increase local demand and thus create a larger domestic market to stimulate production. Their characteristic economic problems are unemployment and inflation going hand in hand, and wage in-

creases aggravate both. They are more impressed by arguments for restraining wage increases to limit consumption and thus maximize creation of capital needed for development. Even if they thought increased compensation would aid development, they would hardly agree to a formula for the increase. Development is an art, not a science; and it is a political and a social art as much as an economic one.

It is true that concept 6, "fair bargaining," does not involve a formula. However, it is less a matter for government negotiating than a basis for international trade union action. Furthermore, the concept might not be meaningful in many less developed countries for lack of an appropriate structure of worker representation. It could have more effect in collective bargaining with international companies on the international level. Such action and its spillover effects into other companies and industries could eventually bring about rational labor-standard relationships internationally, just as comparable industrywide bargaining has tended to do within the United States.

### **National Development Standard**

This leaves the national development concept. At first glance, it would seem to be a poor starter. Like concepts 4 and 5, it is formular: the precise level of compensation required for maximum growth. Even with full knowledge, it would be highly theoretical and controversial. Not only can it not be measured, but it challenges the government concerned to show that it understands the development process (for which there is as yet no generally accepted understanding).

Yet the national development concept may well be negotiable. It accepts the primacy of the development objective—the universal ideal objective

and value premise of the less developed countries—and by its terms, it does not preclude any of the other concepts.

The development concept could not for at least a decade raise wage levels in the less developed countries enough to affect trade. It does, however, set a goal for these countries to make the transition to mass consumption societies through increasing wages when they can. And it associates the United States with that goal as a matter both of hope and of faith—as close to an economic expression of labor solidarity as possible in a country which restricts immigration.

### **Policy Implications**

The foregoing analysis suggests two bases for a consistent American position on fair labor standards in international trade. (1) Complaints of injury to American labor from imports—particularly imports from industrial countries—should be studied to determine which of them violate generally accepted meanings of fair labor standards in international trade; they should then be the subject of intergovernmental consultation under GATT procedures. (2) Competition in international trade from less developed countries should not be considered as based on unfair labor standards if those working on the exported products are compensated consistently with maximum desirable development of the exporting country.

These proposals would make the fair labor standards slogan an instrument for strengthening the United States policy of supporting economic development abroad at the same time as it accomplished the maximum possible through intergovernmental agreement to restrain unfair labor standards in foreign countries from disrupting American markets.



# The Vietnamese Labor Force in Transition

MICHAEL B. ZUZIK\*

THE PEOPLE OF SOUTH VIETNAM have been embroiled in armed conflicts for more than 25 years. The hostilities, the changes in government, and the general social ferment have had profound effect on Vietnamese labor. With greater efforts now being made to reconstruct and develop the country's economy, and with the matters of manpower receiving more attention, it is appropriate to take stock of the labor situation. A few general observations on the basis of personal experience are presented here.<sup>1</sup>

Accompanying these developments, which are slowly providing South Vietnam with a labor force more in line with occidental concepts of work, are rigidities and warborn practices which are seriously impeding this progress. Corruption exists in the key waterfront areas. Security clearances have become a serious obstruction to much needed transfer of workers. Animosity among various nationality groups of the country (such as Montagnards and Chinese), are sharpened by the presence of large numbers of foreigners, including Koreans, Filipinos, and Americans.

## Tradition and New Attitudes

Because of hostilities, many Vietnamese have been uprooted by force and many, on their own initiative, have moved from traditional habitats where an ancient cultural heritage and a social structure based on Confucian principles have endured. In the traditional system, the Vietnamese employee depends on his employer for guidance and security of employment in much the same way as workers of other Asian countries do.

As in many underdeveloped countries, in South Vietnam agriculture is the predominant industry and the most important source of employment. An estimated 40 to 50 percent of the population of about 16.3 million is in the labor force, with about three-fourths of this proportion in agriculture and related industries, including forestry and fishing.<sup>2</sup> Despite the existing land reform legislation, farm tenancy is widespread. Implementation of the legislation has been hampered not only by landlord opposition, but also by lack of effective government control in many parts of the country. Many farmers are dependent on rented land in the rich rice-growing areas of the Mekong Delta.

Traditionally, family loyalty has been the binding force in Vietnamese society that transcended all other loyalties. Family loyalty frequently has precluded geographic, industrial, and occupational mobility among a large part of the labor force, most of which is employed in small family-type enterprises. As a result, many Vietnamese have had no great desire—much less an incentive—to leave employment in the small establishments where paternalism is the rule.

Since the 1950's, and particularly since the fall of Ngo Dinh Diem in November 1963, important changes have taken place which have modified the traditional loyalties to family, land, job, and village. The increased tempo of the war, the influx of foreign personnel into the country, the tremendous demand for almost every conceivable type of service and facility needed for the war program, and—perhaps more important—the exposure of the Vietnamese to occidental concepts of work have all contributed to a change in the characteristics of a significant part of the white-collar and blue-collar labor force.

One need only converse with Vietnamese in the cities of Saigon, Da-Nang, and Hue to realize that these centers contain a large and increasing number of people from practically every Province of

\*Of the Office of Foreign Labor and Trade, Bureau of Labor Statistics.

<sup>1</sup>The subject is covered more extensively in the forthcoming BLS Report, *Labor Law and Practice in the Republic of South Vietnam*.

<sup>2</sup>The actual size of the population and labor force is difficult to determine because demographic data are incomplete and of uncertain accuracy. Moreover, there has not been a census of population in over 40 years, nor has there ever been a national labor force survey. Except for a survey of plantation employment, no meaningful studies of national employment have been made in recent years. Data are not available on whether military personnel on duty are in the labor force.

South Vietnam. To be sure, the question of security from Vietcong harassment and impressment has been a vital factor in much of the labor's current geographic mobility. But many Vietnamese, particularly in areas of frequent large-scale military operations, have been relocated by the Government of South Vietnam. Others have moved on their own initiative, lured by higher wages and better employment they have heard about from returning veterans, family members, and relatives employed by foreign contractors.<sup>3</sup> Greater opportunity for training and education, and for individual decisionmaking, are additional factors that have prompted Vietnamese to seek employment outside traditional occupations.

### Education and Training

The Vietnamese place a high value on education and training, and a family will make great sacrifices to provide them for their children. Usually the Vietnamese attach too much importance to a diploma or degree as a status symbol, although these credentials are still the main means to a government job or higher pay. Increasingly, emphasis is on vocational, apprenticeship, and on-the-job training, supplemented by classroom instruction. Much of this emphasis is a direct result of the changing attitude of Vietnamese toward blue-collar employment. In the past, Vietnamese, like many of their Asian neighbors, aspired to administrative and other white-collar occupations. Now many of those employed by foreign employers, particularly U.S. agencies, contractors, or subcontractors, find that they are earning, or can earn, as much in blue-collar jobs as other Vietnamese do in administrative or other white-collar occupations, or even more.

Although so many Vietnamese still aspire to white-collar occupations and to the government service, one of the most serious problems facing the Government of South Vietnam, the largest single employer in the country, is how to recruit and retain qualified personnel. A number of government officials have indicated preference for a change of employment, preferably to a U.S. agency

or contractor. What entices them is a greater variety of jobs, better opportunity for advancement and the personal satisfaction of being able to "get things accomplished."

The same feelings or attitudes are manifest among many Vietnamese employed in other sectors of the economy. In short, the seemingly endless frustrations encountered in many of the existing occupations, the wide differences in pay for similar work and skills, and the lack of opportunity for occupational mobility and good training, all appear to be factors stimulating new Vietnamese attitudes. The new drive is toward increased and improved training, and toward geographic, industrial, and occupational mobility.

Individual decisionmaking also has become an important, even if not yet readily recognizable, factor in the search for nontraditional occupations. Although family loyalty remains the mainstay of society, many of the Vietnamese who have left home are beginning to acquire an identity that is less family-oriented. Personal initiative in acquiring employment, in changing occupations, and in obtaining skill training is becoming more common.

### Security Clearance

Workers are now being recognized more for their individual ability, rather than their educational or family background as is the case under the traditional system. An employer may transfer a worker from one job to another if he feels it is to his advantage. But there is a problem concerning occupational and geographic mobility. Security clearances—sometimes of more types than one—are required before a Vietnamese wage or salary earner can change his employment from one province to another, particularly if he happens to be a young man of draft status. A security clearance from national police authorities having jurisdiction over the province where the job exists is often required; and sometimes local authorities require a clearance check before employees can begin working in their district.

Construction workers suffer greatly from the clearance requirement because the nature of their work involves frequent moves. Sometimes employees have to wait 7 to 9 months for their new clearance, and if employers do not want to wait that long they hire foreigners.

<sup>3</sup> An estimated 100,000 Vietnamese work for U.S. agencies, contractors, or subcontractors. Many of these are professionals, others are highly skilled and semiskilled workers.

Although the presence of foreign nationals enables Vietnamese employers to maintain their production schedules, there are problems involved. These people are of different cultural backgrounds, accustomed to different patterns of living. To accommodate each ethnic group, the right kinds and amounts of food, appropriate housing, sanitation, communication, and traveling facilities must be provided, which is difficult to do.

Besides differences in living patterns among foreign workers, work customs also vary. The Vietnamese are accustomed to long lunch periods and siestas. Job capabilities and experience, as well as the wages received, vary between the Americans, other foreigners, and the Vietnamese, and they are the chief source of friction between the natives and the others. Many Vietnamese claim they are as capable as the non-Vietnamese and, therefore, should receive the same pay. Still other Vietnamese want the same privileges (such as transportation to and from work in the urban areas) as those extended to Americans and other foreigners. Ethnic animosities exist between the natives and the foreigners, many of them arising on work-sites over alleged extension of preferences to certain groups or individuals regarding work assignments.

### Labor Code

South Vietnam has labor laws relating to at least part of its labor force. In 1949, a Ministry of Labor was created. Three years later the Labor Code was formulated, providing for collective bargaining, minimum wages, and general protection of the worker (including allowances for worker's dependents, to be paid by the employer). Since then, a number of decrees and orders have been issued, clarifying and amplifying the original code; and a new constitution was adopted on April 1, 1967, which provides basic recognition of labor's right to organize. However, although the substance of the Labor Code is quite inclusive, its coverage is not. The code protects wage and salary earners in manufacturing, mining, and commerce, as well as persons in the professions. It does not, however, cover agricultural workers, domestic workers, small or family establishment employees, or crews of ships and aircraft.

Since most Vietnamese-owned enterprises are of the family type, and since most of the labor force is made up of agricultural workers, it is apparent

that the Labor Code is more a statement of intention than a working law.

As a matter of fact, few of the workers covered by the code are aware of its provisions. Only about 10 percent of the 200 individuals interviewed by this writer had ever seen a copy of the Labor Code. In addition, only a few were aware that South Vietnam is a ratifying member of several conventions of the International Labor Office.<sup>4</sup>

Enforcement of the Labor Code is most effective in Saigon and other major urban areas. Inspection is usually concentrated in the large and foreign-operated plants. This is a defect that is attributable in part to the present conflict. The hostilities have closed many large areas to labor investigations. Even if these areas were open, it is unlikely that the laws would be better enforced since there are so few inspectors. In February of this year, there were only 33 inspectors for the country's 44 Provinces, but because of the low salary and high demands of the job, it is difficult to recruit and maintain people in this position.

### Kickback on The Waterfront

The need for more adequate enforcement of the Labor Code is evident in the port areas where the *cai-tacherons*, or subcontractors, operate. Although the exploitation of wage earners by *cai-tacherons* is prohibited by the code, they continue to appropriate large portions of the dockworkers' pay for their own use. A longshoreman in Saigon scheduled to receive 150 piasters a day (US\$1.27) according to a union agreement, might receive only about 100 piasters (\$0.87), the remainder going to the *cai-tacherons*.

In 1966, the Government of South Vietnam approved a hiring hall for longshoremen in order to overcome the problems of the *cai* system. However, stevedoring companies and the *cai* themselves have so far been successful in keeping the hall closed. They are, of course, opposed to a system that would rotate men on jobs, as such a system would reduce their influence over the workers and in turn would probably eliminate this source of income.

<sup>4</sup>The group interviewed included salaried personnel in executive, administrative, and professional occupations, and wage earners and self-employed persons in various economic sectors. Although the results of the interviews cannot be considered a valid sample of the nonagricultural sector's familiarity with labor legislation, they do provide some indication of the existing situation.



Noncompliance with many of the provisions of the Labor Code is not limited to the dock area. Many work areas are poorly lighted, inadequately ventilated, and dusty. Many establishments lack proper sanitary facilities. Safety precautions in areas containing power-driven machinery were found to be nonexistent in most cases. Hod carriers were observed working without any protective equipment; on their feet were open sandals. Many construction workers were observed without hard hats and working in areas improperly fenced.

The Labor Code prohibits the employment of women, and children under 18 years of age, in work that is hazardous or "beyond their strength," yet it was not uncommon to see women carrying heavy packages, boxes, or sacks of rice weighing 100 pounds or more.

It should be pointed out, however, that there are some employers who try to fulfill at least the minimum requirements of the country's labor laws. Those are usually the large or foreign-owned firms. Some of them have industrial relations officers and personnel managers whose function it is to assure conformity with Labor Code requirements and general labor-management harmony.

Although changes are taking place in the labor force in South Vietnam, most of them attributed directly to the existing hostilities, it must be remembered that these changes affect only a small percentage of the total labor force in the country. However, the persons affected form a significant part of the Nation's skilled and semiskilled group; their influence upon the rest of the labor force is still to be discerned.

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A contract of apprenticeship is a contract whereby the head of an industrial, commercial, or mining undertaking, a craftsman or a homemaker undertakes to give systematic and thorough vocational training or to cause such training to be given to another person, who undertakes in return to work for him, in each case subject to such conditions and for such period as are agreed to.

The employer shall act as father towards the apprentice, supervising his conduct and morals, both in the house and elsewhere, and inform the apprentice's parents or their representative of any serious offences committed or bad habits contracted by the apprentice.

[The employer] shall employ the apprentice with due regard to his strength and only in such work and services as relate to the exercise of his trade or calling.

It shall be the duty of the apprentice to show the employer obedience and respect in all matters relating to the apprenticeship. He shall help him by his work insofar as his ability and strength permit.

—Republic of Vietnam, *Labor Code*, 1965.

## Career Expectations of Negro Women Graduates

EDITOR'S NOTE.—*The following is taken from Father Joseph H. Fichter's report on his study of 1964 graduates of predominantly Negro colleges, prepared for the National Institutes of Health with the joint sponsorship of the U.S. Department of Labor and the National Science Foundation. Subheads have been added, and tabular material combined to make up the tables printed in this excerpt.*

SOCIOLOGICAL GENERALIZATIONS about Negro women have become commonplace and seem to derive mainly from historical reconstructions and from data on the masses of relatively poorly educated Negroes. There are generalizations about the cultural subsystem in which the female family role is dominant and in which the woman's occupational status is emphasized. Even among the Negro college graduates . . . a Negro woman is more likely to be the head of a household than is a white. More Negro women than men get the bachelor's degree, while the opposite is true for whites.<sup>1</sup> Like whites, however, a higher proportion of Negro men than women take postgraduate and professional training.

Throughout this report,<sup>2</sup> we are making racial comparisons between Negro and white college graduates and also regional comparisons between southern and nonsouthern graduates. In many instances, the sexual comparison also seems significant, since women have different expectations of a life career, they enter different fields of graduate study, they get better grades in high school and college, and their social attitudes are often different from those of men. In contrast to other college graduates responding to this survey, there is a much higher proportion of women than of men from the predominantly Negro colleges. This is almost exactly the same as the distribution of Negro women (62 percent) and men (38 percent) age 25 to 34 who are college graduates, as reported in the U.S. Census of 1960 for the southern region. The median years of schooling among Negroes in this age bracket are 9.8 years for women and 8.7 years for men.

Although the differences between the men and women among the graduates of predominantly

Negro colleges tend to reflect also the status of the male American Negro, we are [here] mainly focusing on the female Negro graduate, as compared with the female southern white graduate and the "other" female nonsouthern graduate. Negro women who have finished college constitute only 5.2 percent of southern Negro women age 25 to 34 and can hardly be called a representative reflection of American Negro womanhood.

What kind of person, then, is the typical American Negro woman? If she is defined by the modal category, that is, by the largest number having similar characteristics, she would be a southern woman who did not go to college. Consequently, our study gives no information about her. We might consider the Negro woman who is a college graduate an "ideal type" in the sense that her educational achievement is remarkably higher than the average for her race.

### Marriage Plans

Since marriage and child rearing are significant aspects of the female role and must be considered in relation to both occupational careers and post-graduate study, it seems important to look at the racial contrasts in this regard.<sup>3</sup> At the point of college commencement, the female graduate of a predominantly Negro college is somewhat more likely than the southern white woman or other American female graduates to be single and have no definite marriage plans. Yet those who are married are significantly less likely than the two other categories to be childless. The average num-

<sup>1</sup> Hurley H. Doddy, "The Progress of the Negro in Higher Education," *Journal of Negro Education*, Fall 1963, pp. 485-492, calls this one of the "deviations" in Negro higher education, and finds that the sex disproportion is increasing. Between 1950 and 1960, the relative increase in college enrollment was larger for Negro women (6.3 percent) than for Negro men (1.8 percent).

<sup>2</sup> Three distinct student populations were utilized in the study. The principal population, that of the Negro, is derived from a study of 50 predominantly Negro institutions (PNI), nearly all of them in the South. The second and third populations, "Predominantly Southern White" (PSW) and "All Other," are derived from the National Opinion Research Center's companion study of the national 1964 senior class, but excludes respondents from the two predominantly Negro schools which fell into the sample of that study. A discussion of the sample design and execution is presented in the appendix to Fr. Fichter's report, *Graduates of Predominantly Negro Colleges—Class of 1964* (U.S. Department of Health, Education, and Welfare, Public Health Service, 1967), PHS Publication 1571.

<sup>3</sup> It is an interesting fact that a larger proportion of white women (66.7 percent) than of Negro women (60.5 percent) are married. Perhaps it is even more interesting that a larger proportion of Negro women (21.3 percent) than of white women (16 percent) had not given birth to a child, according to the 1960 U.S. census.

ber of children is 1.20 for female graduates of predominantly Negro colleges, 0.71 for southern whites, and 0.86 for other female graduates.

We asked our respondents to tell us in what ways they thought marriage would affect their plans both for postgraduate study and for their future occupational career. The most important finding here is that the woman graduate of a predominantly Negro college is about one-half as likely as the southern white woman and the other female graduates to say that marriage would make it difficult for her ever to go to graduate or professional school.

This is a clear indication of a fact for which we have further overwhelming evidence: That the educated Negro woman either does not want, cannot afford, or is culturally conditioned against the notion of marriage and family to the exclusion of other roles. Only 4 percent of the Negro women estimate that marriage would make it difficult for them to have any kind of a career at all. Furthermore, only one-tenth of the Negro women, as compared with about one-fourth of the other female graduates, say that marriage "would enable me to be the homemaker I really want to be instead of working."

What these female graduates prefer and what they really expect in the relationship between family and occupation are seen in table 1. Practically no one of either race wants a career to the exclusion of marriage, and hardly any of these women would prefer to have a marriage which excludes children completely. The significant differences in preference occur in the two responses on combining marriage and child rearing with either a professional career or steady employment. Here we find that almost one-half (47 percent) of the Negro women, compared with one-fourth (24 percent) of the southern white women and even fewer (21 percent) of the others, would really prefer to combine the familiar role with the occupational role. The response that is most popular with the white women of both categories is to be employed before children are born and only after children are grown.

When we compare [the data in this table], we see an increase in the minority who expect to have a career without marriage and a decrease in the minority who expect to be housewives only, without outside employment. The large differences

TABLE 1. FEMALE GRADUATES' FIRST PREFERENCE FOR LIFE CAREER, AND REALISTIC EXPECTATION, BY RACE<sup>1</sup>

Life career	First preference			Realistic expectation		
	PNI	PSW	All other women	PNI	PSW	All other women
	Per-cent	Per-cent	Per-cent	Per-cent	Per-cent	Per-cent
Housewife only.....	8	14	8	5	8	5
Work only before children are born.....	16	19	20	11	27	24
Work after children are grown.....	13	31	35	8	22	34
Occasional work throughout.....	11	10	12	19	18	17
Combine family and career.....	40	23	20	37	16	12
Combine family and steady job.....	7	1	1	3	3	2
Marriage and career; no children.....	3	1	2	3	1	1
No marriage; career only.....	2	1	2	3	5	5
Number.....	1,928	1,877	10,031	1,762	1,864	9,835
No response.....	337	202	937	503	215	1,133

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

again in the work orientation of the Negro college woman, who is more than twice as likely (40 percent) as the southern white woman (19 percent) and the others (14 percent) to say that she realistically expects to combine marriage, child rearing, and gainful employment. In contrast to their preference to work only until children are born, the percentage of Negro women decreases and that of white women increases in their expectation of realizing this end. But there is both a large racial and regional difference in the women expecting to work only before having children and then only after the children are grown.

It is clearly demonstrated that the great majority of American women college graduates of both races expect, and would prefer, to have some gainful employment after marriage, at least at certain times and under certain conditions. . . . The general impression is that these female respondents tend to state a preference for that which they realistically expect to experience, and this seems to be the case more with the Negro women than with the white women. Statistics of the Department of Labor reveal that a larger proportion of Negro married women than of white married women are actually in the labor force. Our data reveal that three-fifths (59 percent) of the Negro female graduates expect to work occasionally or regularly throughout their married life, and the same proportion (58 percent) say that this is what they want. Only about one-third of the white female graduates have this expectation and preference.



## The Man's Point of View

Table 2 provides the opportunity for an interesting three-way comparison, showing what these women think their husband or fiance prefers for them, compared with what we have seen they prefer for themselves, then showing what the male respondents to this survey would prefer for their wives. In the first place, all three categories of female graduates believe that their men prefer less employment for them than they prefer for themselves. But there is still a significant racial difference, in that many more of the Negro women (42 percent) than of the southern whites (23 percent) or of the other female graduates (18 percent) say that their men prefer them to work regularly or occasionally throughout their married life.

The fact is that the male graduates have an even greater preference that their wives have a minimum of outside employment than the female graduates realize. In this matter, the racial contrast also persists, with a much larger proportion of male Negroes (39 percent) than of male southern whites (14 percent) or other male graduates (15 percent) saying they prefer that their wives work regularly or occasionally throughout their married lives. Furthermore, there is a remarkable similarity between the distribution of responses of Negro men and women in this regard. These data show that the attitudes on marriage, child rearing, and wife's occupational role are most dissimilar

TABLE 2. MEN'S PREFERENCE FOR WIFE'S ROLE, AS SEEN BY MALE AND FEMALE GRADUATES, BY RACE<sup>1</sup>

Life career	Female graduates' belief of role their own husband or fiance prefers for them			Male graduates' preference of life career for their own wife <sup>2</sup>		
	PNI	PSW	All other women	PNI	PSW	All other men
	Per-cent	Per-cent	Per-cent	Per-cent	Per-cent	Per-cent
Housewife only.....	22	31	18	24	34	25
Work only before children are born.....	25	26	34	26	35	34
Work after children are grown.....	10	19	29	10	16	25
Occasional work throughout.....	14	9	8	12	6	6
Combine family and career.....	22	12	9	22	7	8
Combine family and steady job.....	6	2	1	5	1	1
Marriage and career; no children.....	1	1	1	1	1	1
Number.....	1,365	1,206	5,646	1,032	2,840	11,607
No response.....	900	873	5,322	246	363	1,345

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

<sup>2</sup> Questionnaire item was answered regardless of marital status.

between male and female whites and most similar between male and female Negroes. Here again, the male Negro's preferences may well be much closer to the realities of the female Negro's role than are those of the male white to those of the female white.

These cross-sex comparisons of opinions provide one of the clearest indications of the familial and occupational status of Negro women. We have seen in other items of the survey that the fundamental differences among these college graduates are racial. Southern white college graduates are much more similar to other American whites than they are to Negroes. . . . Women are more likely to think that men want their wives to be housewives only, while men are less likely to think women themselves want to be housewives only.

## Chances of Finding a Husband

Prodding further into the racial differences in opinion and attitude, we asked a series of questions about women in relation to dating, marriage, and children. The educational discrepancy between the races seems to be reflected in the fact that more Negroes than whites agree with the statement that a single woman who gets an advanced degree will have a hard time finding a husband. Negro women have more years of schooling than Negro men, and more of them go to college and obtain the bachelor's degree. At this point, fewer of them (21 percent) are married than are the female southern white graduates (27 percent), but more of them are married than are the other female graduates (17 percent), so that the fact of having had a college education does not seem a significant deterrent to marriage.

The statement in question, however, concerns advanced or postgraduate degrees. More Negroes of both sexes than whites feel that the advanced degree does lessen a woman's chances of finding a husband. Since marriage is a principal goal of practically all these women, of both races, we would suspect that they would want to avoid experiences—like going to graduate school—that might make it difficult to get married. The reverse of this question, whether marriage hinders graduate study, we have already discussed. On that matter, we found a significant racial difference in opinion: The Negro woman was much more confident than the white woman that she could go on,

even though married, to postgraduate study and professional training. We also saw that the female Negro college graduate was much less interested than the white college graduate in being "merely" a homemaker.

We can draw from these various data the generalization that men want their women to stay home and out of the labor market more than the women want to do so. This seems to be reflected in the fact that more men than women, of both races and both regions, want the woman to avoid an occupation that would be difficult to combine with child rearing. The racial difference, however, seems more significant than the sex difference in this regard. A larger proportion of Negro men (66 percent) and women (60 percent) than of whites of either sex want to be sure that they have children. They say this in spite of the fact that the Negro woman is more likely than the white woman to combine child rearing and gainful employment.

**Working Mothers**

These responses revolve around an important sociological hypothesis that is pertinent to our investigation. When women of ability, talent, and interest get into gainful employment, do they have smaller families? If so, do they want this? Compared with white women, a larger percentage of Negro women of all levels of educational background, both single and married, have been gainfully employed. In spite of Negro women's greater participation in the labor force, the Negro birth rate has been higher than the white. We have seen here that the married female Negro graduate is more likely than the female white graduate to have children and to have a larger family.

It appears, then, that neither the amount of schooling nor the extent of employment has the negative effect on childbearing for Negro women that it has for white women. Putting this in another way, we may suggest that trained and talented Negro women, even though married, are more likely than their white counterparts to make a contribution to society through the professions and occupations. Considering that the neglect of male Negro talent and the lower status and role of the Negro husband are a continuing problem, we have no way of estimating if the pattern of female Negro employment will change so that it resembles that of female white employment.

TABLE 3. CAREER FIELDS ENTERED BY FEMALE GRADUATES, BY RACE<sup>1</sup>

Career field	PNI	PSW	All other women
	Percent	Percent	Percent
Social work.....	10	5	4
Physical sciences.....	3	4	3
Health and medical fields.....	8	7	9
Biological sciences.....	4	2	2
Business fields.....	6	6	5
Elementary and secondary education.....	23	24	28
Other educational fields.....	32	31	31
Social sciences.....	6	5	6
Humanities.....	8	15	11
Number.....	2,051	1,873	10,127
No response.....	214	206	841

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

Certain other questions we asked about women and careers elicited responses with an expected difference in opinion by sex, the largest of which concerns the statement that a woman should not seek advanced degrees unless she expects to work in her field almost all her adult life. Men favor this statement more than women, but the difference in opinion between white men and women is much greater than that between Negro men and women. The statement that a man can make long-range plans for his life but a woman has to take things as they come gets agreement from one-fifth of the men of both races. In the light of other findings, it seems appropriate that a smaller percentage of Negro women than of white women agree with this statement, the implication being that Negro women have been less likely than white women simply to "take things as they come."

**"Feminine" Careers**

Whether or not the majority of our respondents see certain career fields and occupations as "masculine" and others as "feminine," the fact is that there is a sharp sex differential both in the major areas of college study these graduates choose and in the occupational fields they enter. For example, women are more likely to go into social work and into grade school and high school teaching, while men are more likely to go into business fields, the physical sciences, medicine, and law. What is of immediate interest at this point, however, is the racial comparison of female graduates in these areas. [There is] a remarkable similarity in the general fields of major academic preparation among female respondents. The Negro women are

somewhat more likely to go in for teacher preparation than are the white women, but the difference is not as great as we might have expected. On the other hand, white women seem to have majored more in the humanities in college than did the Negro women.

When we look at table 3, which reports the career and occupational fields these college graduates are actually entering, we find an even greater similarity across racial lines. For example, the same proportion (55 percent) of Negro and southern white female graduates, and only a slightly higher proportion (59 percent) of the other female graduates, will be in the teaching field.<sup>4</sup> Since job opportunities in the business world are notoriously poor for Negroes, we would expect a smaller proportion of Negro women than of white women to take up a career in business. This is not the case, however; we find that most of these Negro women have prepared themselves for secretarial services or for other clerical and office work. They do not expect to be in jobs like advertising, accounting, sales, marketing, and finance. There is a racial difference in the proportions of women entering the field of social work; Negro women find more job opportunities there than exist in certain other occupational areas. They are twice as likely as the white women to become social workers.

There are certain activities that cut across a number of specific jobs, and we asked our respondents which of these they thought would be the most important activity in their own occupation. Again we find a remarkable similarity across racial lines: two-thirds of all the female graduates say they would be more occupied with teaching than anything else. The next most frequently mentioned activity is professional service to patients or clients, and the statistical difference in response between the races is insignificant. In the most general terms, what we are finding here is that, regardless of the occupational field they enter, women around the country and across racial lines tend to have the same distribution of work activities on the job itself.

### The Most Interesting Jobs

In an attempt to learn more about the interests and abilities of these graduating women, we presented a series of eight occupations or professions

and asked them to check off their agreement with a list of statements about each occupation. One of these statements was: "This sort of work would be very interesting." Regardless of sex differences, which are of course very significant in occupational preferences, we found some similarities among the women across racial lines. For example, teaching at the college and high school level was "very interesting" to more than two-thirds of the respondents in all categories.

The smallest proportion of both Negro and white female graduates consider engineering an interesting occupation. This is also an occupation for which women college graduates did not prepare and which they do not intend to enter. On the other hand, although these women did not emphasize the sciences in their college majors, and although relatively few of them are going to make a career in scientific fields, one-half of them think they would find the work of a research scientist very interesting. Here again, there is close agreement across racial lines.

If we look at these comparative responses as a kind of "job rating," we find that the female graduates agree on the rank order of the most interesting jobs: College professor, high school teacher, and research scientist. We find they also agree that the least interesting job is that of engineer. A considerable racial difference shows up in the rating of three jobs: Proportionately more Negro women than white women find the business executive's job interesting, but proportionately more white women than Negro women find a lawyer's or physician's work more interesting. There are fewer female Negro lawyers and physicians in the United States than female white, even allowing for the racial and educational composition of the female population. Even fewer Negro women than white women become business executives, so that if we correlated job potential with the interest one has in a job, we would expect even fewer Negro women than whites to find the job of business executive interesting.

<sup>4</sup> Doddy's complaint that the large proportion of Negroes going into the "traditionally safe" field of teaching is a "deviation" of Negro higher education seems to overlook the fact that this is a female phenomenon and that white women also go in disproportionately for teaching. See Doddy, *op. cit.* If there is a disproportionate entrance of Negro women into some field compared with that of white women, the field seems to be social work rather than teaching.



## Yes I Can

One of the more significant findings of our study, however, is . . . that the female Negro with a college education has a great deal more confidence in her own abilities than does the female white graduate. Using the same list of eight selected occupations, we asked them to weigh the statement: "I don't have the ability to do this kind of work." On every one of these occupations the proportions of Negro women who say that they do not have the necessary ability are lower than those of white women. Practically all these graduates of both races consider high school teaching within their competence, but only 8 percent of the Negro women, compared with 22 percent of the female nonsouthern graduates, feel that they lack the ability to be a college professor.

The smallest proportions of female Negro graduates had said they would find the work of physicians and engineers interesting. The largest proportions of women of both races admit they lack the ability to do the work required by these two professions. The ranking of these eight occupations, from that requiring the least ability to that requiring the most, is the same for both races, except that the white women think the research scientist's job takes more ability than the lawyer's while the Negro women do not.

We asked further whether the respondent felt she had an unsuitable personality for work in each of the eight occupations. In most instances, the female white graduates are about twice as likely as the Negroes to think they do not have a suitable personality for the occupation. Three-tenths of the white women say this about the jobs of physician and musician, two-fifths about the research scientist, engineer, and lawyer, and one-half about the business executive. The ranking of the eight occupations, from those for which most have a suitable personality to those for which least have it, is roughly the same across racial lines. The large difference is still in the percentage of Negro women compared with the whites who feel they have a suitable personality for these jobs. . . .

In making comparisons with southern and nonsouthern female whites, we found that there were always smaller proportions of female Negroes who were ready to admit that they did not have the ability to do the work. This seems to imply great

self-confidence in their own abilities in spite of the demonstrably poorer schooling of Negroes and in spite of a lack of broad experience in many of these occupations. We had thought this phenomenon would carry over into the class distinctions within the Negro group, but it does not. In other words, the women from the least educated families are not significantly less willing than the others to admit they do not have ability for these various occupations. In the occupations of law, music, and medicine, more of the lower class women than of the others admit a lack of ability to do the job.

An even more telling difference in occupational self-appraisal between Negro and white female college graduates had shown up in the question whether they felt they had an unsuitable personality for the selected occupations. In every instance, a significantly higher proportion of female whites than of Negroes admitted they had an unsuitable personality for the work. In every instance except law, a higher proportion of Negro women from the better educated families admit they do not have a suitable personality for the particular occupation. The percentage differences are not large (except for the job of high school teacher), but they tend to support the hypothesis that lower class Negroes—even those with a college education—express an unusual amount of confidence in themselves.

## Aspirations and Expectations

In recapitulating these findings, we note that the sex differences in Negro respondents coincide with differences between white and Negro college graduates in general. One of the most significant differences between the Negro and white female college graduates lies in their life expectations concerning the combination of marriage, family, and occupation. Negro women have a stronger work orientation than white women. Even though they want marriage and a family, they are not as ready as white women to say it would interfere either with postgraduate study or with their occupational career.

These findings provide a broad insight into the peculiar position of the educated Negro woman in the American society. Probably because of various occupational pressures, Negro women are more

educated than Negro men and are more likely than white women to be gainfully employed. From the point of view of both family and career, they come to prefer that which they have learned to expect, that is, to combine marriage, child rearing, and gainful employment. Having children seems to be a more important value for Negroes of both sexes than it is for whites.

Like the female white graduates, the Negro women expect that their main occupational function will be teaching, but a higher proportion of female Negroes than of whites will go into social work. They are as interested as the whites in teaching at both the college and the high school level, but they are much less likely than the whites to say they do not have the talent, or that they have an unsuitable personality, for any of the occupations about which we asked them. Although their ultimate aspirations for graduate degrees are much higher than those of whites, the year after com-

mencement will find fewer female Negroes than whites either working for a postgraduate degree or taking nondegree courses. A smaller proportion of female Negroes than of whites had a definite job commitment after graduation.

The class comparisons among women within the Negro group do not show much difference in orientation toward marriage and career. It appears that the employment preferences and expectations of Negro women emerge from traditional patterns which are not greatly altered by class position. The significant class difference lies in the type of occupational field these Negro women enter. Teaching at the elementary and secondary levels is more attractive to the women from the least educated families, and it will absorb proportionately more of them than of the upper class women. The latter tend to have somewhat less confidence in the suitability of their personality for the various job requirements.

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### Addendum

The discussion by Professor Peter C. Briant of McGill University, which appeared in the September *Monthly Labor Review* (pp. 22-25) as "Reflections on Professional Organization," referred in the main to his work with the Protestant Teachers Association in Quebec, with some additional observations from his work with accountants' and nurses' organizations. Professor Briant in 1965 became chairman of a commission to inquire into and report on the role of the association in the life of the teacher.

# Report of the Special Railroad Board

EDITOR'S NOTE.—*Following is the text of the report and determination issued September 15, 1967, by the Special Railroad Board established pursuant to Public Law 90-54.*

PUBLIC LAW 90-54 was passed by Congress on July 17, 1967, and signed by the President the same day. As will be set forth more fully below, the law provides for the establishment by the President of a five-member board to attempt to resolve the dispute between virtually all of the Class I railroads of the United States, represented by the National Railway Labor Conference, and their shopcraft employees represented by the International Association of Machinists and Aerospace Workers; International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers; Sheet Metal Workers International Association; Brotherhood of Railway Carmen of America; International Brotherhood of Electrical Workers; and International Brotherhood of Firemen and Oilers, hereinafter referred to as the shopcraft unions or brotherhoods.

The collective bargaining out of which this controversy arose began on May 17, 1966, when the brotherhoods served notices pursuant to section 6 of the Railway Labor Act requesting wage increases and a number of other changes in wages, hours, and working conditions. The next month, individual railroads made various proposals upon the brotherhoods. In accordance with what has apparently become the usual practice in the industry, the proposals were referred to the national level in September 1966, and in October mediation sessions, under the auspices of the National Mediation Board (NMB), were held. In December 1966, the brotherhoods turned down a mediation proposal for settlement of the dispute. On January 6, 1967, the NMB, having determined that further mediation efforts would be fruitless, made a formal proffer of arbitration in accordance with the requirements of the Railway Labor Act.

The shopcraft unions formally declined the proffer of arbitration on January 9, 1967. Ten days later the NMB notified the President that in its judgment the dispute threatened substantially to interrupt interstate commerce so as to deprive the country of essential transportation service. Thereupon, on January 28, 1967, the President issued Executive Order No. 11324 creating Emergency Board No. 169. The Board consisted of David Ginsburg, chairman, and Frank J. Dugan and John W. McConnell, members.

The Ginsburg Board submitted its report to the President on March 10, 1967, and thereafter the parties met and bargained collectively. While the railroads were prepared to accept the recommendations of Emergency Board No. 169, the brotherhoods were not.

On March 31, 1967, the NMB requested that the parties meet again and meetings were held with Chairman Fran-

cis A. O'Neill, Jr., and Under Secretary of Labor James J. Reynolds between April 4 and April 10. Because agreement appeared impossible prior to the strike deadline of April 13, 1967, the President requested that Congress extend the no strike period set forth in section 10 of the Railway Labor Act for an additional 20 days in this case. Public Law 90-10 was passed by the Congress on April 11, 1967, and signed by the President the following day. This law extended the period of statutory restraint until May 3, 1967.

On April 12, 1967, and in accordance with his message requesting Public Law 90-10, the President appointed a Special Mediation Panel consisting of Judge Charles Fahy, chairman, and John T. Dunlop and George W. Taylor, members.

Thereafter, this Special Mediation Panel met with the parties, both separately and together, but were unable to find during the course of 28 meetings a method of achieving a settlement by the parties. Finally, on April 22, 1967, the Special Mediation Panel made a proposal of its own for the settlement of the outstanding issues in dispute and transmitted its proposal to the President and to the parties. This proposal was found to be unacceptable in whole or in part by both parties.

As a result of the continuing impasse, the President on April 28 again requested the Congress to avert the strike, which was then scheduled for 12:01 a.m., on May 3, 1967, for a period of 47 days. Public Law 90-13 was signed by the President on May 2, 1967.

On May 4, 1967, the President sent a message to the Congress recommending special legislation to resolve this dispute. Hearings were held in the House for 12 days and in the Senate for 7 days. The joint resolution passed the Senate on June 7. The House passed an amended version on June 14. A conference of the Houses was held, during which the time period specified in Public Law 90-13 expired. However, the brotherhoods agreed that for a reasonable period of time thereafter no unilateral actions would be taken by them. On July 11, 1967, chairmen of the Conference Committees of each House were notified that the guarantee not to engage in unilateral action was being withdrawn at the end of that week. On July 16-17, 1967, interruptions in service occurred on most of the Class I railroads in the United States. Public Law 90-54 was passed by both Houses and signed on July 17, 1967.

## Requirements of the Law

Public Law 90-54 provides that the Special Board shall attempt by mediation to bring about a resolution of this dispute and thereby to complete the collective bargaining process. The statute further provides that if agreement has not been reached within 30 days after its enactment the Special Board shall hold hearings on the proposal made by the Special Mediation Panel, in its report to the President on April 22, 1967, in implementation of the collective bargaining contemplated in the recommendation of Emergency Board No. 169.

Under the terms of the statute the purpose of the aforementioned hearings is to determine whether the April 22



proposal of the Special Mediation Panel (1) is in the public interest, (2) is a fair and equitable settlement within the collective bargaining and mediation efforts in this case, (3) protects the collective bargaining process, and (4) fulfills the purposes of the Railway Labor Act. Following the hearings, during which the parties are required to be accorded a full opportunity to present their positions concerning the proposal of the Special Mediation Panel, the Special Board is required to make a determination by vote of the majority of its members on or before the 60th day after the enactment of the statute, and to incorporate the proposal of the Special Mediation Panel with such modifications, if any, as the Board finds to be necessary to meet the four statutory criteria mentioned above. This determination is to be promptly transmitted by the Board to the President and to the Congress.

Finally, the statute provides that if agreement has not been reached by the parties by 12:01 a.m. of the 91st day after the enactment of the statute, the determination of the Special Board shall take effect and shall continue in effect until the parties reach agreement or, if agreement is not reached, until such time, not to exceed 2 years from January 1, 1967, as the Board shall determine to be appropriate. The statute further provides that the Board's determination shall have the same effect (including the preclusion of resort to either strike or lockout) as though arrived at by agreement of the parties under the Railway Labor Act.

As will be discussed more fully below, mediation efforts by this Board were not successful in concluding an agreement between the parties on each of the issues in dispute and hearings in accordance with the statute and a determination by this Board proved necessary.

### Procedures Followed by the Board

As noted earlier, on July 18, 1967, the President appointed this Special Board established under Public Law 90-54 composed of Senator Wayne L. Morse, chairman, and Frederick R. Kappel, Theodore W. Kheel, George Meany, and Senator Leverett H. Saltonstall, members.

The entire Board met formally with the parties and engaged in mediation on July 25, 1967, and August 1, 10, and 11, 1967. In between formal sessions, various members of the Board made themselves available to the parties for further mediation.

On August 16, 1967, the time for mediation under the statute ceased and the Board was required to hold public hearings on the proposal of the Fahy Panel and any modification thereof which the parties desired. The Board held a prehearing conference with the parties on August 21, 1967, as a result of which a hearing schedule was established.

The parties made opening statements to the Board on August 23, 1967. On August 25, 1967, briefs and affidavits in support of any modifications of the Fahy Panel proposal desired by the parties were filed and on August 28, reply briefs and counter affidavits were filed by each of the parties.

On August 29, 1967, hearings were held at which time the parties were given an opportunity to present oral testimony. The Board had originally allowed 3 days for such hearings; however, the parties found that the presentation of affidavits and exhibits obviated the need for extensive hearings and were able to conclude in 1 day.

On September 7, 1967, the parties filed final briefs with the Board and on September 9 final oral arguments were heard. The Board then went into executive session to review the record and develop its determination.

### Issues in Dispute

At the outset of its mediation efforts in this case the Board attempted to obtain from the parties agreement on the basic issues in this dispute to which it was required to address itself. On the basis of the proposal of the Special Mediation Panel and the positions of the parties, the following are the issues in dispute:

1. The effective date and duration of the agreement and the date on which contract reopening notices may be served.
2. The general wage increase or increases to be granted to all employees and the effective date or dates thereof.
3. The amount and effective dates of any wage inequity adjustments.
4. A determination as to the employees entitled to such wage inequity adjustments.

Based upon extensive discussion, hearings, and argument by the parties, an exhaustive review of the record, and our deliberations in executive sessions, this Special Board has reached the following conclusions which form the basis for our determination.

First, it is our conclusion that in the light of the aforementioned criteria contained in Public Law 90-54, the parties, in their presentation before the Board, failed to justify any departure from the basic principles of the proposal of the Special Mediation Panel for the 18-month period which that proposal covered. Accordingly, our determination incorporates therein the proposal that a general wage increase in the amount of 6 percent effective January 1, 1967, be granted to run for 18 months with additional wage-rate increases for journeymen and mechanics classifications<sup>1</sup> as follows: April 1, 1967, 5 cents; October 1, 1967, 5 cents; April 1, 1968, 5 cents.

Second, it is our conclusion that in the light of the aforementioned statutory criteria the duration of the contract should be extended an additional 6 months beyond June 30, 1968. The proposal of the Special Mediation Panel was made on April 22, 1967. Since that time almost 5 months have gone by, and just short of 6 months will have expired by the time our determination becomes effective. A contract of shorter duration than 2 years would

<sup>1</sup> A subsidiary question was raised as to whether the Fahy Panel proposal included stationary engineers and stationary firemen within the journeymen and mechanics classifications. It is our conclusion that stationary engineers were included and that stationary firemen were not.

necessitate reopening discussions of the issues in dispute only a few months after our determination is rendered. Moreover, a contract expiration date of June 30, 1968, would not provide sufficient time for the completion of the factfinding study which we subsequently recommend and which we feel is essential to the development of meaningful information to ultimately resolve the skill differential-wage inequity issue and promote the development of sound constructive collective bargaining relationships between the railroads and their shopcraft employees.

Third, in view of the extension of the contract duration for an additional 6 months the Board concludes that in the light of the aforementioned statutory criteria the following additional changes are warranted:

1. A general wage increase of 5 percent for all employees effective July 1, 1968.

2. An additional wage rate increase of 5 cents for journeymen and mechanics classifications effective October 1, 1968.

3. Notices on basic wage rate increases may be received any time after September 1, 1968, and any change may be effective only on or after January 1, 1969.

Fourth, a basic issue running to the heart of this dispute is the so-called wage lag for skilled employees. Both sides recognize that a wage inequity exists, but are in disagreement as to whom any inequity adjustment should apply.

During the course of this Board's mediation efforts it became apparent that the carriers and the unions lacked the essential information necessary to carry on meaningful collective bargaining on this question. Fundamental facts as to the characteristics of the work force involved, the amount and type of training received by the various skilled classifications, and qualitative comparisons of the skill required and work performed by these classifications as compared with similar occupations in other industries simply were not available.

This gave rise to the suggestion—again during the mediation phase of our proceedings—that it would be in the interests of both sides to agree to a factfinding study of the entire "skill differential" and "wage inequity" question to be used in their next round of collective bargaining negotiations. Both sides conceded the merits of this suggestion, and in subsequent arguments during the hearings phase of the Board's activities both sides alluded to such a study and agreed that an objective factfinding inquiry be undertaken.

It is the Board's opinion that a comprehensive factfinding study is the only basis upon which to ultimately and objectively resolve the skilled differential problem. Moreover, the Board is convinced that the parties recognize the need for such a study and in fact have indicated to the Board each side's willingness to cooperate with such an undertaking by the U.S. Department of Labor.

Accordingly, in the light of the aforementioned statutory criteria by which the Board is to be guided—es-

pecially the obligation to protect the collective bargaining process—we conclude that a factfinding study should be undertaken to assist the parties in their next round of negotiations. The study, under the auspices of the U.S. Department of Labor together with such assistance of other Government agencies as may be necessary, should proceed on the basis of joint consideration by the parties of its scope and content.

The position of the shopcraft workers in the railroad industry is unique because of the wage compression which has occurred eroding the distinction in wage relationships between various skills. The Board, accordingly, believes that this study of factual data is essential for future bargaining efforts in order that the relative rates of pay for the different skills in the groups concerned in this present dispute may be properly identified for the future.

The study should be a comprehensive one covering all aspects of the skilled crafts-wage compression problem, including but not necessarily limited to information concerning such matters as the number of employees in each class or craft, the rates of pay for each class or craft, the number of employees who attained their present positions through formal apprenticeship programs, the number of employees who attained their present positions through upgrading or appointment, the railroads on which formal apprenticeship training programs or upgrading agreements exist and the extent to which apprenticeship training or upgrading are used, comparisons of skilled job classifications in the railroad industry with similar classifications in other industries, the relationship of the wages of shopcraft journeymen and mechanics in railroads to the wages of other railroad employees and of employees performing similar work in outside industry, and such other pertinent items as the Secretary of Labor, in consultation with the parties, shall determine to be essential to such study in order to make it clear and helpful to all concerned.

The study is intended to assist the parties in their next round of collective bargaining negotiations. It is vital that the study be a factual one without any recommendations. It should be completed as promptly as possible but in any event the findings should be transmitted to the parties no later than September 1, 1968.

The Board feels confident that the President and the Congress will make available sufficient funds to permit the Department of Labor to undertake this study which the Board feels is so important to the railroad industry.

The Board has emphasized the importance of a study of the problem of who is entitled to a skilled wage differential. The Board is hopeful that under the impartial guidance of the Department of Labor in finding the facts in the railroad industry, a basis for future collective bargaining efforts will be obtained that will be helpful. The Board has gone along with the Fahy Panel in recommending the three 5-cent differentials and added one more to complete the 2-year contract duration recommendation. The Board has taken this position, with some reluctance on the part of some members, in an effort to be unanimous and yet at the same time stress the importance of ulti-

mately resolving this matter through the study by the Department of Labor.

The Board has agreed upon continuing the present differentials to all who have received them in the past, because the Board heard no evidence that made it possible fairly to effect changes. Unless this study is made, the same differences of opinion as to who is entitled may well arise again to plague a settlement in the next wage discussion. For this reason, the Board desires that both sides will agree upon what may be included in the study in order that the finding of facts reached by the Department will be beneficial in future negotiations.

The Board has been appointed by the President under the provisions of Public Law 90-54 to maintain the transportation services of our country during the present emergency. It regrets this necessity. It believes in the principles of collective bargaining and trusts that the study it recommends will make it possible for the railroad industry and its unions to bargain together without the compulsion of a Presidentially appointed board. This will allow our economy to operate under the fundamental procedures that have given our country the strength and vitality of economic and political freedom which characterizes our American system.

### Determination of the Board

It is the determination of this Board acting under the authority vested in it by Public Law 90-54 that, if the parties do not themselves hereafter agree to terms which would modify or supersede this determination, as of 12:01 a.m. October 16, 1967, the following shall become effective:

1. A general wage increase of 6 percent shall be granted all employees effective January 1, 1967, and one additional general wage increase of 5 percent to their then current rate shall be granted all employees effective July 1, 1968.

2. Additional wage rate increases for journeymen and mechanics classifications, including stationary engineers but not stationary firemen, shall be granted as follows: April 1, 1967, 5 cents; October 1, 1967, 5 cents; April 1, 1968, 5 cents; and October 1, 1968, 5 cents.

3. This determination shall be effective for the period January 1, 1967, through December 31, 1968. Notices on basic wage rates may be served any time after September 1, 1968, and any change may be effective only on or after January 1, 1969. Any notice may be served, however, on other money items or rules.

Wayne L. Morse, Chairman  
 Frederick R. Kappel, Member  
 Theodore W. Kheel, Member  
 George Meany, Member  
 Leverett H. Saltonstall, Member

### Individual Views of Mr. Kappel

I have signed this Special Board's determination with serious reservations bordering on disapproval of the 5 percent and the four 5-cent skilled craft wage increases. The factfinding study and the establishment of January 1, 1969, as the duration date of the determination I strongly support and approve of.

The case has been replete with evidence relating to the skilled craft dispute, which in fact has been the core issue between the parties to this dispute throughout our efforts to settle this matter and throughout three previous boards or panels that have been constituted for that purpose. The carriers have accepted the general wage recommendations of all of these boards and panels and only in the last, the Fahy Panel instance, did they not accept the recommendations concerning the skilled differential issue. The unions have accepted no part of any of these recommendations.

The money amounts included in this determination are excessive, in my opinion, on several counts. They are inconsistent with the current important need to contain inflation. They encourage resort to governmental procedures, because the wage rates recommended so nearly meet the full demands that caused this dispute from the beginning. They are excessive too in that the combined effect of the 6-percent and 5-percent increases and the four 5-cent increases result in a 25-cent increase in skill differentials, a substantial increase ordered before the machinery to determine a sound basis for eligibility and amount has had a chance to start.

I believe there is no real dispute about the eligibility for a differential to truly qualified employees, but for the Board to spread the differential to this extent is prejudgment without facts and not conducive to the final settlement by collective bargaining.

The case is replete with reasons to support this view and I regret that all of the persuasion at my command in the full and frank discussion and review of the evidence during this Board's deliberations did not produce a better result for the public, the ultimately better and more equitable solution of this problem by the parties, and most sincerely for the railroad's added burden of trying to manage successfully in the public interest. I have signed this Board report with the feeling that as bad as I consider it to be in the ways that I have mentioned, it would get no better by my withholding my signature and I have a satisfaction in knowing that it is better than it might otherwise have been. I hope that even with these circumstances, the core issue will be met with objectivity in a future bargaining session.

Frederick R. Kappel, Member



# Technical Note

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## Measurements of Sampling Error in the CPI

MARVIN WILKERSON\*

FOLLOWING 3 YEARS of critical scrutiny and evaluation, the Bureau of Labor Statistics concluded that the system of replicated samples built into the revised Consumer Price Index (CPI) provides reasonable approximations to the sampling error in the CPI. Publication of the average sampling error estimates began in January 1967 on a quarterly basis. In July 1967, BLS began publishing the error estimates for the monthly, quarterly, and annual changes in the all-items CPI, and for nine of its component groups.

Professor Philip J. McCarthy of Cornell University, outlined a replicated sample design<sup>1</sup> for the CPI. This design was subsequently expanded and adapted for use in the revised CPI structure. The new samples and procedures were linked into the CPI beginning with December 1963. This note presents a brief summary of the main features of the replication design.<sup>2</sup>

The CPI is the end product of a whole complex of samples: Of cities, of items, of outlets. BLS personnel recognized that any estimate of sampling error would probably have to be produced by some simple method of the general type variously termed replicated samples, interpenetrating samples, random groups, and so forth. Measurement of sampling error by conventional methods offered such conceptual and computational difficulties as to be impractical.

### The Replicated Sample

Replication involves making several estimates of a variable, using uniform procedures and estimating methods with different, or replicated samples. From the variability exhibited by replicated estimates, a measure of the sampling error of the combined sample can be computed. The CPI design

includes two replicated item samples and, where appropriate, two outlet samples per city, and a "pairing" of some cities in order to compute variances. While a greater number of replicated item and outlet samples would have been desirable from the point of view of providing better estimates of sampling error, two was the maximum number which was practical in the CPI.

There are two levels of replication: (1) A minimum level which is designed to measure only the total sampling error, not to isolate the separate components, and (2) an extended level, used in selected cities, which is designed to provide an estimate of the components of the sampling error contributed by sampling of cities, items, and outlets. The replication details vary also depending on whether the city is one of the 18 largest metropolitan areas which were all included in the CPI sample (certainty selections) or is one of those selected randomly to represent other cities as well as itself.

In the simplest case, one item sample is priced in one city of a pair and another item sample is priced in the other city. Indexes or relatives of price change are computed for each city for some specified time period, which will usually be different. An estimate of sampling variance to which the city index is subject can be made by a comparison of the two relatives. This estimate will include the effect of sampling of cities, items, and outlets. The variance is then used for calculations involving both cities of the pair.

The more detailed replication plan for paired cities calls for both item samples to be priced in each city of the pair, with each item sample priced in separate outlet samples. Thus, there are four price relatives for use in computing the overall sampling variance as well as making rough estimates of the components of the variance.

No sampling of "certainty" cities was involved, so "pairing" such cities would not be appropriate. In the minimum replication design for these places both item samples are priced in each city, in separate outlet samples, producing two relatives per

\*Of the Office of Data Collection and Survey Operations, Bureau of Labor Statistics.

<sup>1</sup> Philip J. McCarthy, *Government Price Statistics: Hearings Before the Subcommittee on Economic Statistics* (Congressional Joint Economic Committee, 87th Cong., 1st sess., 1961), Staff Paper 4, Pt. 1, pp. 197-232.

<sup>2</sup> For a more detailed and technical discussion, see "Sampling Error in the Consumer Price Index," *Journal of the American Statistical Association*, September 1967.

city. In the extended replication design, both item samples are priced in both outlet samples, giving four relatives from which estimates of the total variance and its components are derived.

### Estimating the Error

The U.S. all-items computation could be an independent calculation, that is, one derived from the variation between the replicated all-items relatives, or it could be computed as a function of the variances of the U.S. commodity group indexes. Experimental work showed the latter procedure to be preferable, on practical grounds, and it is the method now employed. Nine commodity groups or strata are currently being used: Food at home, food away from home, housing, apparel, transportation, medical care, personal care, reading and recreation, and other goods and services. A total of 732 detailed price indexes at the city-commodity group level went into the initial computation for each time period involved.

Since the replication design was not introduced until December 1963, it obviously is not possible to compute a measure of error applicable to the level of the CPI (which has a 1957-59 reference base) but only to its change since December 1963, or over some subsequent time period. There is less interest in the error of the long-term change in the CPI (that is, since December 1963) than in the error for current monthly, quarterly, and annual changes. Estimates are therefore regularly computed for current periods, as well as for the long-term index change.

The form in which the error estimates are to be regularly published consists of annual average standard errors relating to monthly, quarterly, and annual index change for the U.S. all-items CPI and the nine commodity groups. (See accompanying table.) The averaging over a year smooths out some of the erratic fluctuation in the errors, but does not seriously affect the applicability to any particular time period. The individual short-term estimates appear to be independent of the size of the index change during the period to which they relate, at least within the range of value to which the CPI has been subject in the past few years.

The standard errors may be interpreted as follows: The chances are about 95 out of 100 that the percent change in the CPI over the specified time period differs from the "complete coverage" change by less than twice the corresponding standard

AVERAGE STANDARD ERRORS OF PERCENT CHANGES IN THE CPI

Component	Monthly change	Quarterly change	Annual change
All items.....	0.03	0.05	0.06
Food at home.....	.10	.13	.13
Food away from home.....	.05	.08	.16
Housing.....	.05	.08	.11
Apparel.....	.10	.16	.18
Transportation.....	.11	.21	.24
Medical care.....	.07	.11	.24
Personal care.....	.12	.19	.31
Reading and recreation.....	.12	.14	.27
Other.....	.10	.16	.32

error. The error figures are rounded to two decimal places, whereas the CPI is rounded to one. This may result in some ambiguity in interpreting small index changes. The table indicates, for example, that a month-to-month change of 0.1 percent in the all-items CPI is significant (twice the standard error). Because of rounding, however, a change of this size in the published index might result from a much smaller change in the unrounded value. Hence, any particular change of 0.1 percent may not be significant. On the other hand, a published change of 0.2 percent is almost always significant, regardless of the time period to which it relates. (It should be noted that these error estimates relate to percent changes in the CPI, not to changes in index points.)

The initial CPI sample consisted of the urban parts of 33 Standard Metropolitan Statistical Areas (SMSA's) and 17 small urban places, or a total of 50 "cities."<sup>3</sup> Six large SMSA's were added to the CPI sample as of December 1965. This expansion necessitated some modification in the error calculations. Estimates of long-term error from December 1963 are being continued using data from the original sample only (that is, any gain in precision in the CPI due to the additional sample areas is ignored). In addition, a new series of calculations has been started, with December 1965 as the "base," using data from the enlarged sample. (This increased the number of detailed indexes used in each computation to 840.)

The standard errors in the table are based on the original sample and will be revised after estimates for December 1967 are completed. They will then relate entirely to the enlarged sample. Estimates of standard errors will be revised periodically to correspond to current calculations.

<sup>3</sup> See "The Revised City Sample for the Consumer Price Index," Monthly Labor Review, October 1960, pp. 1078-83. Also *The Consumer Price Index: History and Technique* (BLS Bulletin 1517, 1966).

# Foreign Labor Briefs\*

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IN AUGUST, the French Government adopted three ordinances establishing a system of mandatory profit sharing. Reacting to the possibility of similar legislation in Belgium, the National Secretary of the Belgian General Federation of Labor (FGTB) stated that his organization would oppose such a system. To ensure that workers receive their full share of profits under pertinent legislation, the Mexican Government recently announced that the Finance Ministry will establish an office to advise workers on company profits.

## France—*Profit Sharing*

Three new ordinances establishing a system of mandatory profit sharing, to be made effective January 1, 1968, were recently adopted by the Government. They were designed for the dual purpose of giving workers a proprietary interest in firms and of providing enterprises with a source of capital for investment. Since the initial reaction of hostility or indifference by main business groups and trade unions largely persists, attempts to change the ordinances are expected when they will be submitted for parliamentary ratification later this year or in 1968.

The major provision of the ordinances is that private firms employing more than 100 workers must opt, by agreement with the workers' representatives, for distribution of stock in the company; deposits to a "special reserve" fund which the company must use for investment purposes and against which participants will receive an evidence of claim, such as a bond; or distribution of shares through a privately managed mutual fund. Firms may choose an alternate plan, if essentially equivalent benefits are provided. If the parties cannot agree upon a plan within a specified time, the second option will be prescribed by the authorities. Firms outside the scope of the ordinances may voluntarily initiate agreements to participate in the system.

The profit-sharing reserve fund will be based on the productivity of labor and on net profits, after

allowing for a 5-percent rate of return on the capital. Companies may set aside an equivalent amount, tax exempt, for investment purposes.

Workers must be employed by the firm for at least 3 months to benefit from the distribution of shares, which will be based on the proportion of wages received, subject to individual limitations. Under ordinary circumstances, the shares charged to workers' accounts will be frozen for 5 years. These sums will also be exempt from personal income tax.

## United Kingdom—*Productivity*

The Confederation of British Industry (CBI) and the Trades Union Congress (TUC) announced plans for a joint campaign to increase productivity. The scheme, under supervision of a joint CBI-TUC steering committee, is based on a mutual commitment to increase output and real incomes, consistent with full employment and price stability. The specific objective is to raise industrial efficiency and productivity through the more effective use of all resources, particularly manpower. As a first step, full-scale union-management discussions on manpower utilization are to be held at all levels—industry, region, individual company, and plant. Workers will be encouraged to raise any matter bearing on the industry's or firm's productivity. The plans also call for the use, where possible, of existing machinery for discussion purposes and for subsequent negotiation on any proposed changes in work rules, wage payment systems, and other terms and conditions of employment.

## West Germany—*Fringe Benefits*

The Metalworkers' Union published the results of a study of the fringe benefits received by over 50,000 white-collar workers in seven automobile companies. The survey showed that six of the firms provide sick leave benefits beyond the legally required 6 weeks of full pay for one illness. The duration of such supplementary payments depends on seniority, ranging from a period of 2 to 4 weeks after 5 years of service to 33 weeks after 15 years of service. In six of the firms, the payments under collective agreements equaled the dif-

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



ference between sickness benefits provided by insurance and either 90 percent of the net earnings (in five firms) or 100 percent (in one firm). Under collective agreements, all seven firms provided supplementary old-age pensions, and four of them protected employees' wages and perquisites in case of transfer, due to technological change, after 15 years of service and attainment of the 50th birthday.

Other benefits provided by all seven firms included a "jubilee" bonus for 25 years of service, a Christmas bonus, and an 18- to 20-percent rebate on the retail price of cars purchased by employees from their own company. Some of the firms also granted an efficiency bonus on a monthly or annual basis (six firms), recuperation leave with all expenses paid and no charge to regular paid leave (four firms), and a supplementary vacation in addition to the number of days stipulated under collective contracts (three firms).

As distinguished from benefits regulated by collective agreements, those granted voluntarily by a firm in a works council agreement may be unilaterally withdrawn at any time.

### **Sweden—Wage Policy**

On a number of occasions over a period of months, Arne Geijer, president of the Swedish Trade Union Confederation (LO), has expressed dissatisfaction with the system under which the organization has sometimes agreed to a moderate wage pattern in order to avoid inflationary increases, only to find later that its agreement had been used by other labor federations as a platform or floor for negotiating wages higher than the LO pattern. To achieve better coordination of future wage bargaining, President Geijer has initiated discussions with the Central Organization of Salaried Employees (TCO) and the Swedish Employers' Confederation on a plan providing for initial determination, by a group of experts, of the total available amount of wage increases consistent with the prevailing economic conditions, and subsequent establishment by the LO and the TCO of guidelines fixing the proportions of this total sum to be used for wage increases and for fringe benefits. These guidelines, arrived at for the country as a whole, would then be applied to local negotiations.

### **Bulgaria—Labor Discipline**

The campaign to strengthen the discipline of labor and to increase production continues to be aimed at reducing both absenteeism and the prevalence of idle machinery. Recently the authorities have decried the tendency to put the full blame for these two weaknesses on the irresponsibility of individual workers. The authorities now indicate that management officials have contributed to low productivity through inefficient organization of production and through failure to improve the living and working conditions of workers. Specifically cited are irregular delivery of materials, bad maintenance of machinery, unsatisfactory transportation, and inadequate housing, medical care, and child care.

### **Central America—Labor Organizations**

Labor's role in Central American economic integration and development was discussed in July at two regional meetings held in Guatemala City. Both meetings stressed the need for improvement of social conditions as part of regional integration.

The Congress of the Central American Confederation of Workers (CTCA), held July 23 to 26, approved 14 resolutions recommending participation by workers' organizations in development planning; intensification of efforts by regional, national, and international bodies to improve social security, apprenticeship, and training programs; labor education; and agrarian reform. It also recommended that the national governments respect all trade union rights, including the right of freedom of association, and that they establish national human resource councils and other concrete programs in fulfillment of the goals proclaimed at the first (1963) and second (1966) Inter-American Conferences of Ministers of Labor. In addition, the Congress issued the "Trade Union Declaration of Central America," outlining various goals, of which the first is the launching of a widespread literacy campaign.

The second regional meeting (the first Conference of Trade Union Confederations of Central America and Panama on Regional Programs of Social and Economic Integration), held July 26 to 28, was sponsored by the Organization of Central American States. It approved resolutions on

labor ministry services, minimum wages, and workers' banks.

### **Malaysia—Industrial Relations**

A new industrial relations law went into effect early in August. It gives workers the right to organize and guarantees their unions exclusive and renewable bargaining rights for 2-year periods. It also establishes a permanent Industrial Court, to replace the Industrial Tribunal established as an emergency measure during the Indonesian "confrontation," and empowers the Ministry of Labor to refer industrial disputes in public utilities to the court. Strikes in public utilities, however, are subject to substantial limitations. Disputes involving the unionized employees of various government agencies, national and local, may also be referred to the court by the Minister when this is approved by the King. When royal approval is denied, employees may not strike.

### **Japan—Government Employees**

The National Personnel Authority (NPA) has recommended that 900,000 employees of the National Government be given an 11.9-percent increase in base pay and allowances, based on comparable trends in private industry. The increase will not be "across the board" as in the past, but will give a bigger break to doctors and to men of marriageable age. About 2 million employees of local governments are also expected to benefit from the increases. In addition, the NPA called for a new "urban areas" allowance as an adjustment for higher costs of living in the six largest cities. The new allowance will replace, over the next 3 years, a cost-of-living allowance formerly calculated separately; the old allowance will be incorporated in the base pay during the replacement period. Favorable action by the Japanese Parliament was expected shortly.

### **Ghana—Employment Service**

The Ministry of Labor is making preparations to extend and improve its Youth Employment Service (YES), which provides job counseling and placement services in Accra and three other cities. In the first half of 1967, applications averaged 4,000 a month; between 10 and 15 percent of applicants were placed in jobs. Although its services are available to all young people, YES attempts mainly to help those who have acquired at least the equivalent of 6 years of formal education or more and who are new entrants into the labor market. Illiterate youths applying for assistance are normally referred to the Ministry's National Employment Service.

### **Algeria—Unemployment**

Widespread unemployment remains a major concern. In a newspaper interview, the Minister of Finance cited preliminary census figures as showing that out of a "potentially employable" work force of 5 million, only 1.5 million were employed. One-third of those who were employed worked only 50 days a year. In agriculture, upon which about 7 million people depend for livelihood, only 250,000 are estimated by a semiofficial newspaper to work as many as 200 to 250 days a year.

### **Nepal—Underemployment**

A report of the Ministry of Economic Planning, prepared with the assistance of the Ford Foundation, shows that 48 percent of the agricultural labor force of 3,410,000 is "surplus." The report defines surplus agricultural labor as "that portion of total available man-days that is not required to cultivate crops, given the present cropping pattern and techniques of production." It stresses the need for improved agricultural production techniques, increased training for agricultural vocations, and better utilization of farm manpower.

# Significant Decisions in Labor Cases\*

## Labor Relations

**Area Standards.** Recently the National Labor Relations Board adopted a trial examiner's decision<sup>1</sup> that five unions violated the Taft-Hartley Act's ban on recognitional picketing when they picketed an employer for more than 30 days without filing a representation petition with the Board, even though the picketing was allegedly designed to force acceptance of the specific wage and benefit scales prevailing in the area. In holding that the union's conduct evidenced a recognitional motive, the trial examiner tied the area standards doctrine to employer costs, rather than to employee benefits.<sup>2</sup>

After determining that the employer operated below area standards, the unions commenced picketing its premises. Thereafter, in a meeting with the employer, counsel for the unions stated that their concept of area standards included fringe and other benefits as well as wages, and that the unions were seeking "the same benefits" for its employees that other employees in the area were receiving. He also remarked that while the unions were not concerned with the cost of such benefits, the cost of providing equivalent benefits would be much higher for an individual employer than for employers subscribing to trust funds or other multiemployer plans covering many employees. In asserting their claims the unions presented the employer with their area contracts which set forth all fringe benefits then being made available to area employees.

In finding the unions' action violative of section 8(b) (7) (C) of the act, the trial examiner traced the evolution of the Board's position regarding picketing for conformity in the maintenance of recognized area standards, that eventually culminated in the establishment of the doctrine of area standards (in *Houston Building and Construction Trades Council*).<sup>3</sup> In the light of these past ad-

judications, the trial examiner said:

It would seem . . . that the union should not be permitted to demand more than is needed to protect [its gains]. Except insofar as the demands made can be regarded as directly related or incidental to the protection of economic gains already achieved, they should not encompass any element of bargaining for working conditions for employees that the union does not claim to represent. . . . We must examine the thrust of a union's demands upon the unorganized employer to see if, contrary to any express disclaimer . . . , the union is in reality undertaking to impose on the unorganized employees contract conditions or benefits which they did not have before, and which they may not even want.

In the present situation, the trial examiner held, the union departed from the mere concern over the area standards when they insisted that the standards sought "be defined in terms equivalent to those set forth in the area contracts regardless of the costs." The area standards doctrine, the examiner continued, "would appear to go no further than to accord a union a means . . . of preventing the unorganized employer from obtaining a competitive advantage over the organized employer." In a modification of the Board's past position that employee benefits were the test of whether prevailing standards were being met, the trial examiner held that the union's concern should be limited to assuring that the unorganized employer's "cost package" is no less than those of the organized ones. ". . . [B]ut when it undertakes to go beyond this and to dictate what benefits are to be granted, [the union] is attempting to engage in pro tanto bargaining. . . ."

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

<sup>1</sup> Retail Clerks International Association, Local 899 and Ted R. Frame, 166 NLRB No. 92 (July 23, 1967).

<sup>2</sup> This would seem to be a departure from prior Board rulings. See *Houston Building and Construction Trades Council and Claude Everett Construction Co.*, 136 NLRB 321 (1962).

<sup>3</sup> The trial examiner also cited a subsequent case (*Local Union No. 741, United Association of Journeymen and Apprentices of the Plumbing Industry*, 137 NLRB 1125), where "the underlying reasoning supporting the area standards doctrine is expressed" as follows: "A labor union . . . has a legitimate interest, apart from organization and recognition, that employers meet prevailing wage scales and employee benefits, for otherwise employers paying less than prevailing wage scales could ultimately undermine the area standards."



Furthermore, the trial examiner pointed out, some of the benefits sought by the unions—such as seniority rights—were of the kind that could only be granted as a result of collective bargaining. They provided further evidence that the unions were in reality interested in imposing contract conditions on the employees of the picketed company.

## Railway Labor

**Crew Consist Rule:** In the most recent manifestation of the controversy over the crew consist on railroads, a Federal court of appeals ruled<sup>4</sup> that whether or not the Railway Labor Act (RLA) compels bargaining on a national basis depends on “an issue by issue evaluation of the practical appropriateness of mass bargaining on that point and of the historical experience in handling any similar national movements.” Under these pragmatic tests, the court concluded, a lower court had erred in holding that the RLA authorized the carriers to insist on national handling of the crew-consist issue.

For years a dispute has existed between the railroads and the Brotherhood of Railroad Trainmen (BRT) concerning the use of conductors and trainmen on yard and road crews—the issue of so-called crew consist. Congressional action forestalled a strike in 1963, and to date the parties have been unable to resolve their differences. The carriers want to bargain over the issue on a national basis, while the BRT prefers bargaining on a local basis. The district court decided that “the service of identical proposals on some 80 carriers automatically demonstrates the continued appropriateness of national handling of this issue.”

The carriers contended that bargaining on a national basis “can be demanded as of right when similar proposals are served at about the same time by or upon a number of carriers.” They also asserted that national handling would promote the intent of the Railway Labor Act—to avoid inter-

ruption in the flow of interstate commerce—as national strikes occur infrequently due to pressure of public opinion and threat of congressional action.

The BRT found support in the RLA for their contention that the single carrier unit was the appropriate bargaining unit in a situation where one of the parties did not want national handling, and in this specific instance past experience showed national handling to be ineffective.

In reversing the lower court’s decision the court of appeals found that crew consist agreements had been negotiated historically at the local level, this was the most effective approach, and authorities in the field had concluded that “a national prescription of crew size would be wholly unrealistic.” Generalizing, the court said the RLA did not categorically compel national handling over a party’s objection. However, the court implied that where it is practically appropriate and there is a history of past practice, national bargaining could be obligatory.

## Reporting and Disclosure

**Counsel Fees.** A Federal court of appeals ruled<sup>5</sup> that courts have authority to award counsel fees where a union member in good faith successfully pursues his rights in a suit under the union member’s bill of rights<sup>6</sup> of the Labor-Management Reporting and Disclosure Act of 1959. (LMRDA)

A union member, who had been fined and suspended by his local for protesting the denial of members’ voting rights, appealed unsuccessfully to the international and subsequently brought suit for injunctive relief and reimbursement for expenses incurred while pursuing his rights under the LMRDA. The district court granted the injunction, but denied the member’s claim for money damages, concluding “that counsel fees could not be awarded under section 102.”

The court examined carefully the legislative history of the LMRDA and concluded that Congress did not limit the court’s discretion in determining full equitable relief, including the award of reasonable attorney’s fees. The court reasoned that a contrary conclusion would take away the intended flexibility in providing appropriate judicial relief.

Since the LMRDA was designed to strengthen the individual rights of members, the court ob-

<sup>4</sup> *Brotherhood of Railroad Trainmen v. Atlantic Coast Line Railroad* (C.A. D.C., Sept. 6, 1967).

<sup>5</sup> *Gartner v. Soloner* (C.A. 3, Sept. 1, 1967).

<sup>6</sup> Title I of the LMRDA, section 101, enumerates the rights granted rank and file union members. Section 102 provides for civil enforcement and reads in part: “Any person whose rights secured by the provisions of this subchapter have been infringed by any violation of this subchapter may bring a civil action in a district court of the United States for such relief (including injunctions) as may be appropriate.”

served that it would be unreasonable to attribute to Congress an intent to limit such rights if a union member could not pay for legal representation necessary to the exercise of such rights.

The court distinguished, or found not applicable, decisions under section 201 denying the award of attorney's fees, and concluded "the federal district courts have the discretionary power, and may, when they deem it proper, award reasonable counsel fees to a union member or members who have in good faith pursued their rights under title I of the act."

The dissenting judge found no Congressional authorization for reading section 102 as permitting the award of attorney's fees, particularly when the section is considered along with sections 210 and 304(a) of LMRDA, which relate to other enforcement proceedings.

### Civil Rights—Title VII

In a recent suit brought under the equal employment opportunity provisions of the Civil Rights Act of 1964, Title VII, a Federal district court held that a Negro employee who charged his employer discriminated by denying him promotion because of his race was not entitled to have his case heard after the employer had voluntarily promoted him; and that the employee could not properly bring a class action on behalf of himself and all other Negro employees similarly situated if no other Negroes joined him as complainants.<sup>7</sup>

<sup>7</sup> *Jenkins v. United Gas Corp.* (D.C.—E.D. Tex., December 22, 1966).

<sup>8</sup> *Hall v. Werthan Bag Corp.*, 251 F. Supp. 184; see *Monthly Labor Review*, May 1966, p. 534.

A Negro employee filed a discrimination charge against his employer with the Equal Employment Opportunity Commission, alleging that the employer refused to promote him because of his race. The Commission was unable to effect a voluntary compliance, and the employee brought suit asking the district court to order the employer to stop discriminating. After the suit was filed but before a hearing was held, the employer promoted the employee and asked the court to dismiss the action since the employee already had obtained the goal for which he was suing.

The employee opposed dismissal of the suit. He argued he had standing in court as a victim of discrimination at the time the suit was filed, and that he might be subjected to discrimination in the future if injunction is not issued. The court dismissed the suit, holding that the plaintiff's right under the Civil Rights Act was to be "freed from the discriminatory practice to which he is subjected," and the employer's voluntary promotion removed any discrimination that may have existed.

The court also ruled against the employee's attempt to bring a class action as a representative of all other Negro employees who were similarly situated. The court held there was no issue of law or fact common to all the Negro employees as "different circumstances surround their different jobs and qualifications." It pointed to another case in which the employer's discriminatory policy was a "significant question of fact common to all Negro employees,"<sup>8</sup> but distinguished it by the fact that in that case a second Negro employee sought to join as a complainant, while in this case no other complaint was presented to the court.

# Chronology of Recent Labor Events

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## September 1, 1967

AN APPEALS COURT in Philadelphia ruled that the power of the Federal district courts to grant "relief as may be appropriate" under Title I of the Landrum-Griffin Act encompasses the authority to award attorney's fees, under section 102, to members whose rights have been violated by the union. The case was *Gartner v. Soloner*. (See p. 53, this issue.)

ABOUT 5,000 LAY EMPLOYEES of the Roman Catholic archdiocese in Philadelphia became covered by a new pension plan. The plan provides for retirement benefits for most workers at age 65 with 30 years of service and for permanent disability benefits, early retirement at age 55 under certain conditions, and "hardship" retirement at age 40. All costs will be borne by the archdiocese. (See pp. 59-60, this issue.)

## September 6

THE RAILWAY LABOR ACT does not authorize carriers to insist on national bargaining over the issue of crew consist, according to an Appeals Court in Washington, D.C. Although unions and carriers have occasionally discussed such problems on a national scale, there has never been a national crew consist rule. The case was *Brotherhood of Railroad Trainmen v. Atlantic Coast Line Railroad Co. et al.* (See p. 53, this issue.)

## September 8

UPHOLDING AN NLRB ORDER for the reinstatement of six workers who an arbitrator had ruled were discharged for cause, an Appeals Court in Denver ruled that the Board has the discretion to concur with an arbitrator's ruling or to reject it. The case was *NLRB v. Auburn Rubber Co., Inc.*

## September 11

IN YOUNGSTOWN, OHIO, 500 policemen and firemen voted to accept an open-end contract with the city providing immediate raises of \$26 a month, plus an additional \$74 a

month retroactive to September 1 if the city adopts a 1-percent income tax measure in December. The agreement ended a 5-day strike. (See pp. 59-60, this issue.)

## September 15

APPOINTED JULY 18 under Public Law 90-54 to settle the dispute between the shopcraft unions and the Nation's railroads, the special Presidential board made its recommendation, to go into effect midnight, October 15, unless it is revised by the parties before then. (See MLR, September 1967, p. 68, and p. 59, this issue.)

## September 18

THE CITY OF DETROIT and 11,000 teachers in the city's school system agreed on a 2-year contract providing increases averaging \$850 a year. Also, the agreement specifies a school year of 39 weeks instead of 40 and provides a median class size of no more than 34 students. The settlement ended a strike which had postponed the opening of schools by 9 days. (See p. 57, this issue.)

## September 26

UNDER A REOPENING CLAUSE, the Seafarers renegotiated a contract with 130 companies operating in Atlantic and Gulf ports. The new terms include a \$40-a-month pay increase, higher overtime rates for deep-sea rated members, and a raise in monthly pension payments to \$250 from \$175. The agreement affects 18,000 seamen.

## September 27

A 31-MONTH AGREEMENT covering 40,000 Teamsters was reached by 16 locals (seven in the New York metropolitan area and nine in Northern New Jersey) and employer groups representing about 2,500 trucking firms. The new contract provides an increase of 25 cents an hour retroactive to September 1 and 15 cents during each of the second and third years. The termination date of the contract was made March 31, 1970, to conform to the national pact negotiated last spring. (See MLR, July 1967, p. 59.)

## September 28

MEMBERS OF THE UNITED FEDERATION OF TEACHERS ratified a 26-month contract with the New York City Board of Education. The agreement affects about 59,000 teachers in 900 city schools, and, in addition to economic benefits, outlines procedure for dealing with "disruptive" pupils, and commits the Board to set aside \$10 million for special school experiments, at least half of which would be devoted to intensive programs for disadvantaged pupils. (See pp. 57-58, this issue.)



# Major Agreements Expiring in December

*This is a listing of collective bargaining agreements ending during the month, and includes almost all agreements<sup>1</sup> 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 <sup>2</sup>	Number of workers
American Tobacco Co. and American Suppliers Division, 3 agreements (Interstate)	Tobacco manufacturers	Tobacco Workers	7,000
Associated Food Retailers of Greater Chicago and retail chain food stores (Illinois and Indiana)	Retail trade	Retail Clerks	18,000
Associated General Contractors of America, Inc., Builders' Division (Oklahoma City, Okla.)	Construction	Carpenters	1,250
Associated General Contractors of Wyoming, Inc., Highway-Heavy Engineering Contractors (Wyoming)	Construction	Operating Engineers	2,000
Associated General Contractors of America, Inc., 3 chapters (Washington)	Construction	Laborers	6,300
Associated General Contractors of America, New York State Chapter, Inc. Heavy and highway (New York)	Construction	Carpenters	1,500
Associated General Contractors of America, New York State Chapter, Inc. Heavy and highway (New York)	Construction	Laborers	6,000
Associated General Contractors of America, New York State Chapter, Inc. Heavy and highway (New York)	Construction	Teamsters (Ind.)	4,000
Associated General Contractors of America, New York State Chapter, Inc. Heavy and highway (New York)	Construction	Plasterers and Cement Masons and Bricklayers	2,000
Atlantic City Electric Co. (New Jersey)	Utilities	Electrical Workers (IBEW)	1,000
Colgate-Palmolive Co. (Jersey City, N.J.)	Chemicals	Employees Assn., Inc. of Colgate-Palmolive Co. (Ind.)	1,750
E. I. du Pont De Nemours and Co. (Old Hickory, Tenn.)	Textiles	Old Hickory Employees' Council (Ind.)	2,450
E. I. du Pont De Nemours and Co. Textile Fibers Department (Martinsville, Va.)	Chemicals	Martinsville Nylon Employees' Council Corp. (Ind.)	3,900
E. I. du Pont De Nemours and Co. Seaford Nylon Plant (Seaford, Del.)	Chemicals	Seaford Nylon Employees' Council, Inc. (Ind.)	2,450
FMC Corp., Northern Ordnance Division (Fridley, Minn.)	Ordnance and accessories	Auto Workers	1,650
Food Employers' Labor Relations, Inc. (Interstate)	Wholesale trade	Teamsters (Ind.)	1,700
I-A <sup>3</sup> Boston Daily Newspapers (Boston, Mass.)	Printing and publishing	Typographical Union	1,100
I-A <sup>3</sup> Picture Frame Manufacturing Companies (Chicago, Ill.)	Lumber	Upholsterers	1,850
I-A <sup>3</sup> Soil Pipe Companies (Alabama and Indiana)	Primary metals	Molders	3,000
Indiana Highway Constructors, Inc. (Indiana)	Construction	Teamsters (Ind.)	2,000
P. Lorillard Co. (Louisville, Ky.)	Tobacco manufacturers	Tobacco Workers	1,300
Metropolitan Package Store Assn., Inc. (New York, N.Y.)	Retail trade	Distillery Workers	1,800
Moore Drop Forging Co. (Chicopee and Springfield, Mass.)	Primary metals	Directly Affiliated Local Union	1,000
New York Lamp & Shade Manufacturers' Assn., Inc. (Metropolitan New York area)	Electrical products	Electrical Workers (IBEW)	2,500
Remington Arms Co., Inc., Wage Roll Employees (Bridgeport, Conn.)	Ordnance and accessories	Industrial Machine and Office Workers Union (Ind.)	2,000
A. O. Smith Corp. (Granite City, Ill.)	Transportation equipment	Boilermakers	1,800
The Stanley Works, Stanley Tools Division (New Britain and Plantsville, Conn.)	Fabricated metal products	Machinists	3,000
United States Time Corp. (Little Rock, Ark.)	Controlling instruments	Machinists	3,000
Hiram Walker & Sons, Inc. (Peoria and Delavan, Ill.)	Food products	Distillery Workers	1,000
West Bay Assn. of Food Industries, Inc. (San Francisco, Calif.)	Retail trade	Retail Clerks	2,800

<sup>1</sup> Excludes government, airlines, and railroads.

<sup>2</sup> Unions affiliated with AFL-CIO except where noted as independent

(Ind.)

<sup>3</sup> Industry area (group of companies signing same contract).

# Developments in Industrial Relations\*

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A NATIONWIDE STRIKE by 160,000 auto workers at Ford Motor Co. and strikes by teachers attracted widespread attention during September. The Ford strike began following the expiration of the contract on September 6 and was still in effect at the end of the month. Meanwhile, auto workers at General Motors Corp. and Chrysler Corp., whose agreements also expired September 6, continued working without contracts. In New York City the largest education strike in the Nation's history ended on September 28 when a 26-month contract covering 49,000 members of the United Federation of Teachers was ratified. Earlier, on September 18, Detroit's 11,000 teachers had ratified a 2-year contract ending a strike that began September 6. Strikes and mass resignations also disrupted school openings in other parts of the Nation. In mid-September a Presidential board announced its proposal to end the dispute between the Nation's class I railroads and six shopcraft unions representing 137,000 workers. The proposed 2-year agreement would become binding on October 16, 1967, if the parties were unable to agree on alternate terms by then.

Idleness caused by strikes in August amounted to 2,840,000 man-days, or 0.22 percent of the estimated total working time, compared with 0.27 percent in August 1966 and 0.20 percent in August 1965.<sup>1</sup>

## Teachers and Other Public Employees

Teacher unrest reached new levels as the fall term of 1967 began. Using the unorthodox tactic of mass resignations, teachers tied up the New York City public school system over an 18-day period and the Detroit system for 2 weeks before returning to classes.

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

<sup>1</sup> 1967 data are preliminary.

In New York, a work stoppage led by the 49,000-member United Federation of Teachers (UFT) ended on September 28 when teachers ratified a 26-month contract retroactive to July 1, the previous agreement's expiration date. The parties had reached oral agreement on the primary issues on September 20, but final settlement was delayed by disputes over written language. The city's 1.1 million-pupil system remained open for all but 2 days throughout the stoppage. However, at the time of settlement, pupil attendance had declined to 147,000 while the number of working teachers had declined to 10,155, with 3,055 supervisors and 1,175 volunteers also in attendance. President Albert Shanker and two other UFT officers still faced contempt charges for defying a State Supreme Court order under New York State's Taylor Act, which prohibits strikes by public employees.

The 2-year contract in Detroit ended a strike that idled 11,000 teachers and affected 300,000 students as schools remained closed 9 school days past the scheduled September 6 opening. Elsewhere in Michigan, school systems in 35 communities were hit by teacher walkouts, with some disputes still unsettled at the end of September. In Florida, some 4,400 teachers in Broward and Pinellas Counties accepted new contracts after missing class time as a result of "resignations." Strikes in East St. Louis, Ill., and McCracken County, Ky., also marred school openings. In many instances, the increasingly militant teachers sought a greater voice in educational policy in addition to pay and other economic demands. In Denver, Colo., Youngstown, Ohio, and other locations, new contracts narrowly averted additional teacher strikes.

State legislative actions also affected teachers during September. In Ohio, a new State law provided increased State support to schools, enabling the Cleveland and Cincinnati Boards of Education to approve increased salary schedules. Teachers in Chicago benefited from the allocation of additional revenue resulting from a tax increase, while Los Angeles teachers received raises as a result of a State school aid bill.

The economic terms follow:

The New York City agreement provided a basic pay scale ranging from \$6,200 to \$10,350 retroactive to September 1, \$6,600 to \$11,000 effective September 1, 1968, and \$6,750 to \$11,150 effective March 1, 1969. (The previous range was \$5,400

to \$9,950.) Groups of teachers having special qualifications received an additional \$750 over the contract term. Teachers were relieved of some clerical and administrative responsibilities, those in disadvantaged areas gained an additional 50-minute preparation period a week, and teacher contributions for pensions were reduced. Provision was made for a \$10 million fund available the second year for experimental school programs, including \$5 million for "intensive" projects. However, the More Effective Schools program for disadvantaged children was not expanded, contrary to UFT's bargaining position.

The Detroit agreement provided wage increases of \$850 each year, bringing the minimum starting salary to \$7,500 and the maximum for teachers with master's degrees to \$11,700. Other terms included a reduction in the school year to 39 weeks from 40; more teacher involvement in textbook selection and curriculum studies; higher pay for fully qualified substitute teachers working at least 3 days a week; and reductions in class size.

Cleveland was the first jurisdiction to respond to a new Ohio law that provided a \$600-per-classroom-unit increase in State support, including \$400 designated for teacher pay raises in 1967. The act also set up a salary schedule, with minimums and annual increases to which all of the State's school districts must adhere. The districts were required to pay minimums of \$4,300 plus 10 \$180 annual increments to nondegree teachers, \$5,000 plus 11 \$200 increments to holders of bachelor's degrees, \$5,200 plus 11 \$225 increments to those with bachelor's degrees and 5 years experience, and \$5,500 plus 12 \$250 increments to teachers with master's degrees. As a result of the \$400 across-the-board salary increase approved by the Board of Education, the New Cleveland schedule ranged from \$6,250 for a new instructor with a bachelor's degree to a maximum of \$11,650 for one with a master's degree and 36 years of experience.

The Cincinnati increases ranged from \$270 to \$470, bringing the annual salary to \$5,920 for a beginner with a bachelor's degree and \$10,510 for a teacher with a master's degree and 17 years of experience. Other school employees received a flat 10 cents an hour. The wage increases were retroactive to September 1.

In Florida, 2,400 Broward County teachers returned to their jobs in mid-September, after the base pay for starting teachers was raised to \$5,600

from \$5,100. Other concessions included formation of a professional committee to give teachers more voice in school policy. The week before, after classes were suspended for a day, 2,000 Pinellas County teachers and principals returned to work under a temporary injunction, and reached agreement with the school board on a 14-point plan raising salaries between \$440 and \$1,000 a year. The teachers are members of the Florida Education Association, an affiliate of the National Education Association.

Chicago's 24,232 public school teachers and principals gained "paid Christmas vacations" as a result of a September settlement between the Chicago Teachers Union and the Board of Education on the allocation of \$15,158,000 in additional revenue resulting from a tax increase. Payments would average about \$194 for the 1-week Christmas vacation. Other allocations were for extra pay for athletic coaches and faculty sponsors of extracurricular activities, hiring of 1,200 teacher aides for all high schools and problem elementary schools, and hiring of security guards for schools that need them.

In Los Angeles, Calif., the Board of Education approved a 1.5-percent salary increase for the city's 34,000 teachers. The boost was made possible by funds allocated from a \$145 million State school aid bill and was in addition to a 4-percent pay raise granted in June.

In East Lansing, Mich., 1,500 nonacademic employees of Michigan State University were affected by an August settlement with Local 1585 of the State, County, and Municipal Employees Union. The 1-year contract provided for a 10- to 22-cent wage increase retroactive to July 1, and for studies on job classifications, hospital insurance, retirement, and other matters.

Youngstown, Ohio, policemen and firemen struck for 5 days in September, one of the rare strikes by public safety employees. On September 11 the 500 strikers accepted a settlement that provided an immediate wage increase of \$26 a month, plus an additional \$74 a month retroactive to September 1 if, in a special election scheduled for December 14, voters approve an increase in the city's income tax. Previously, salaries for the policemen and firemen ranged from \$5,700 to \$8,040 a year. The agreement was reached after Common Pleas Judge Sidney I. Rigelhault threatened to order the city to proceed under Ohio's



Ferguson Act, which prohibits strikes and work stoppages by public employees. He also admonished the city to make a satisfactory offer.

In Springfield, Ill., Governor Otto Kerner signed into law bills establishing minimum salaries for police and firemen in cities with populations of 5,000 or more. The minimums were \$500 a month for cities with 5,000 to 25,000 inhabitants, \$550 a month for cities with 25,000 to 50,000, and \$600 for cities with over 50,000.

In Dallas, Tex., city officials announced a pay increase of 5.7 percent for most of the city's 9,000 employees, effective October 1, 1967.

### Transportation and Utilities

On September 15, a five-member Presidential panel headed by Senator Wayne Morse<sup>2</sup> announced its recommendations for settlement of a dispute involving 137,000 railroad shopcraft employees employed by Class I Railroads. If the railroads and the six unions involved<sup>3</sup> were unable to agree on other terms by October 15, the recommendation would be binding, as provided by the July legislation under which President Johnson appointed the panel.<sup>4</sup>

The panel proposed a 2-year contract including a 6-percent general wage increase retroactive to January 1, 1967, a 5-percent general wage increase effective July 1, 1968, and an additional 20 cents to 100,000 skilled workers (5 cents on April 1 and October 1 of both 1967 and 1968).<sup>5</sup>

Increases to bring wage rates for 1,000 employees of the Long Island Railroad up to the level of New York City transit and tunnel employees were provided in a 33-month agreement negotiated by the Railway Carmen.<sup>6</sup> The increases, ranging

from 31.5 to 60.1 cents an hour, were made retroactive to January 1, with additional increases of 8 to 23 cents on November 1, 1967, and 8 to 27 cents on August 1, 1968. Other terms included improved holidays, vacations, and life insurance benefits.

A possible end to the round of "me too" arbitration awards<sup>7</sup> of wage and benefit increases in the maritime industry came on August 30, when the American Radio Association was denied an increase sought for 800 radio officers employed by members of three shipping associations.<sup>8</sup> Arbitrator Israel Ben Scheiber held that in earlier years of the 4-year contract negotiated in 1965 the union had gained increases in excess of the 3.2 percent a year provided by the contract, that these excesses were greater than the amount being sought by the union, and that the ARA was therefore not entitled to a further increase.

A 1-year agreement reached in mid-August between the Laclede Gas Co. and the Oil, Chemical, and Atomic Workers provided a wage increase averaging 5¼ percent for 1,850 workers in the St. Louis, Mo., area. An additional one-half percent for inequity adjustments was also gained, bringing the overall wage increase to an average of 19.55 cents an hour. The allowance for meter readers using their own cars to reach their routes was increased to \$1 a day, from 80 cents.

A 2-year agreement, reached on September 2 between the Electrical Workers (IBEW) and the General Telephone Company of Florida, provided first-year wage increases ranging from 7½ to 14 cents an hour for 4,500 plant, traffic, and clerical employees. Resulting maximum hourly rates included \$3.53 for equipment installers, \$2.51 for service representatives and \$2.175 for operators, up from \$3.39, \$2.435 and \$2.08, respectively. Other provisions of the settlement were not announced.

### Services and Trade

A new pension plan was announced in early September by the Philadelphia Roman Catholic archdiocese for its approximately 5,000 lay employees. Employees who work at least 5 months and average 20 hours a week during an 11-month period (September–August 1) will accrue service credits and be eligible for pensions at age 65 ranging up to a maximum benefit after 30 years of service. Other provisions included permanent disability benefits, early retirement at age 55 under

<sup>2</sup>The other panel members were George Meany, president of the AFL-CIO; Frederick R. Kappel, former president of the American Telephone and Telegraph Co.; Leverett Saltonstall, former Republican Senator from Massachusetts; and Theodore Kheel, labor mediator and arbitrator.

<sup>3</sup>The Machinists, Sheet Metal Workers, Firemen and Oilers, Boilermakers, Electrical Workers (IBEW), and Railway Carmen.

<sup>4</sup>See *Monthly Labor Review*, September 1967, pp. 68–69.

<sup>5</sup>See pp. 43, this issue, for full text of the Board's report.

<sup>6</sup>See *Monthly Labor Review*, August 1967, p. 68, for settlements between the Long Island Railroad and the Trainmen, Electrical Workers (IBEW), and Machinists.

<sup>7</sup>See *Monthly Labor Review*, October 1967, p. 61, September 1967, p. 69, and August 1967, p. 69, for earlier developments under "me too" clauses, which obligate employers to grant increases equal to any amount in excess of 3.2 percent a year gained by other seagoing unions.

<sup>8</sup>The Maritime Service Committee, Inc.; the Tanker Service Committee, Inc.; and the American Maritime Association.

stipulated conditions, "hardship" retirement at age 40, and additional benefits for retired employees whose service was accumulated before September 1965. The cost estimated at nearly \$1 million a year, will be borne by the archdiocese.

On September 1, the Metropolitan New York Nursing Home Association and the Building Service Employees reached agreement on a 4-year contract for 5,000 nurse's aides, porters, maids, kitchen workers, and maintenance men. The pact provided a \$35-a-week wage increase over the term of the agreement, a tenth paid holiday, a fourth week of paid vacation after 10 years of service, 12 instead of 10 days of sick leave, and 3 days of funeral leave. Prior to the settlement, the workers reportedly averaged about \$65 a week.

On August 9, the Seattle Area Hospital Council and the Washington State Nurses' Association reached a 2-year agreement for 1,700 nurses in 22 Seattle hospitals. The pact provided a \$60-a-month salary increase retroactive to August 1, another \$40 on January 1, 1968, and improved shift differentials and vacations.

The Bronx Realty Advisory Board and Local 32-E of the Building Service Employees on September 15 agreed on a 3-year contract for 3,500 elevator operators, superintendents, handymen, and doormen in 1,800 New York City apartment buildings. Terms included an immediate \$10-a-week wage increase, additional \$5 increases in September of both 1968 and 1969, and improvements in vacations and severance benefits.<sup>9</sup>

A 20-day strike by 1,600 auto mechanics and related employees ended August 21 when Machinists Local 777 reached agreement with the Greater St. Louis Automotive Association, representing 88 dealers. The 3-year contract provided 20-cent-an-hour wage increases in both 1967 and 1968 and 25 cents in 1969. There were no changes in fringe benefits.

In nearby Illinois, the 57-member St. Clair and Madison Auto Association agreed to matching terms for another 800 service department employees represented by Local 313 of the Machinists. This association also agreed to a 65-cent package (55 cents in wages and the balance for pension improvements) for 220 parts department employees represented by Teamster Local 971.

All three settlements reportedly gave management the right to terminate existing incentive plans or to initiate such plans at will. Bonus, commission, and other incentives are common in the industry.

In Philadelphia, about 170 workers will receive time and one-half for vacations as a result of the Retail Clerks' settlement with Kelley's Korner stores and Kelley's Korner-Philly store. According to the union, this was the first such provision in retailing. Other terms of the 32-month initial contract (the union gained representation rights early in 1967) included 1 week of vacation after a year of service and 2 weeks after 3 years; a 10- and 15-cent wage increase retroactive to June 1, 20 cents effective January 1, 1968, and 10 cents effective June 1, 1968; an employer contribution towards health and welfare coverage; and, effective June 1, 1968, a 5-cent hourly payment for pensions. The union said that a majority of the workers were earning \$1.40 an hour prior to the settlement.

### Construction

In an effort to increase employment opportunities, Plasterers Local 8 in Philadelphia voluntarily reopened its contract due to expire in 1968 and reduced its wage scale for residential work by 25 cents an hour, effective September 21. The previous scale of \$5.235 will continue for commercial work. Thomas McCormick, business agent of the local, said that the reduction was necessary because "We priced ourselves out of the market several years ago," noting that the local's membership had declined to 458, from 1,200, in recent years. The reduction was unanimously approved by the 400 members voting on the issue.

In August, the Associated General Contractors (AGC) chapter in Lake Charles, La., settled with six construction trades on 3-year contracts ending strikes that began July 1 and idled a total of 5,000 workers. The wage-benefit packages were 80 cents for Teamsters, 85 cents for Laborers, \$1.01 for Roofers, and \$1.04 for Carpenters, Millwrights, and Piledrivers. Earlier, in June, the Cement Masons and the Plasterers unions had agreed to packages of 90½ and 93½ cents, respectively. Negotiations were continuing with four trades<sup>10</sup> still on strike.

A June settlement between the Bricklayers and four New York City area employer associations<sup>11</sup>

<sup>9</sup> See *Monthly Labor Review*, July 1967, p. 62, and August 1967, p. 69, for details of earlier BSE settlements in New York City.

<sup>10</sup> The Operating Engineers, Iron Workers, Painters, and Sheet Metal Workers.

<sup>11</sup> Associated Brick Mason Contractors of Greater New York, Inc.; Building Contractors Employers Association, Inc.; Building Trades Employers Association of Long Island, Inc.; and the Building Contractors and Mason Builders Association.

provided a \$1.25, 3-year package for 26,500 workers.

A settlement, also concluded in June, between the Electrical Workers (IBEW) and the National Electrical Contractors Association chapters in Nassau and Suffolk Counties of New York provided a \$2.277, 3-year package for 1,500 workers.

A September settlement between the Operating Engineers and the Michigan Road Builders Association provided a \$1.90, 3-year package for top-rated classifications and lesser amounts for lower classifications. About 3,000 workers were involved.

## Food

Swift & Co., the largest of the meatpacking companies, signed agreements in late August with the Meat Cutters and the Packinghouse and Dairy Workers (Ind.) covering 9,900 employees in 31 Swift plants in 20 States and the District of Columbia, and in early September with the Packinghouse Workers covering 7,500 employees in 19 plants in 13 States. The agreements, retroactive to March 13, 1967, were patterned after earlier settlements in the meatpacking industry.<sup>12</sup>

In Chicago, a September 1 settlement between two dairy associations, the Chicago Area Dairy-men's Association and the Associated Milk Dealers, and Teamsters Local 753 ended a 4-month dispute involving 5,000 milk delivery workers. The drivers had rejected four previous contract recommendations made by union leaders and there were two strike-lockouts<sup>13</sup> after the previous contract expired on April 30.

The 3-year agreement gave the drivers weekly wage increases of \$5 the first year and \$4 in the second and third years, and pensions gains to \$245 a month from \$195. The main problem in the rejected settlements concerned frequency of deliveries. As a means of expanding employment, the union wanted daily deliveries; management sought to reduce the existing 6-day-a-week schedule to 5 days. The new contract retained the 6-day schedule for retail routes for 18 months, after which it can be changed, and retained the 6-day schedule for wholesale routes until May 1, 1969.

On May 7, 2,000 processing workers represented by Teamster Local 754 ratified 2-year agreements

with the associations. They had also been locked out on May 1 and 2. The average weekly wage was increased from \$136.50 to \$146.50 in two steps, a dental plan was established effective May 1, 1968, and pension and health and welfare benefits were improved.

In Delano, Calif., agreement was reached in late July by the AFL-CIO's United Farm Workers Organizing Committee (UFWOC) and Almaden Vineyards, Inc., on a 3-year contract covering 1,200 workers at the seasonal peak. The settlement provided an immediate 40-cent-an-hour general wage increase and an increase in the minimum rate to \$1.80-an-hour, and further 10-cent increases in both 1968 and 1969. In addition, the rate for grape picking was increased from 4 cents a bucket to 5 cents. Other terms included overtime pay provisions; annual paid vacations equal to 2 percent of hours worked; 3 paid holidays; a health and welfare plan financed by a company contribution of 10 cents per hour worked; 3 days' funeral leave; jury duty pay; 4 hours call-out pay; payment for "down time" resulting from equipment failure; a union hiring hall; and checkoff of union dues and UFWOC credit union deductions. The agreement was reached within 3 weeks after the union won bargaining rights in a cardcheck election conducted by the California State Department of Industrial Relations.

Under a wage reopening clause, the Allied Industrial Workers and the A. E. Staley Manufacturing Co. (corn, soybean, and chemical products) of Decatur, Ill., in July agreed on a 7.5-percent general wage increase, which raised hourly rates by 19½ to 26 cents. Company agreement to abolish the four lowest job grades and to place all of the employees affected in the next higher grade brought the total increase to 7.7 percent. The union represents about 1,800 of the plant's 3,000 employees.

## Apparel

San Francisco sportswear manufacturers and the Ladies' Garment Workers agreed on a 3-year contract in the first week in August. Some 2,000 workers received a 4-percent wage increase on August 22, with an additional 3½ percent effective on November 1, of both 1967 and 1968, and 3 percent on November 1, 1969. Craft minimums were to increase as much as 45 cents an hour over the 3 years; a paid holiday was added (bringing the

<sup>12</sup> See *Monthly Labor Review*, May 1967, p. 61-62, for details of the Armour and Co. settlement, the first in the 1967 round of bargaining.

<sup>13</sup> The strike-lockouts took place May 1-2 and again on May 19. Both stoppages began as strikes against single dairies and spread when all firms shut down.



total to 9 for shipping department employees and 8 for others); employer payments to benefit funds were increased to 10.25 percent of gross weekly payroll, from 9.75 percent, to provide a third week of paid vacation after 5 years in the industry; and provision was made for a cost-of-living wage reopener if the CPI rises at least 2 percent.

In the New York City ladies' belt industry, 3,500 workers were affected by an August settlement between the Belt Association, Inc., and the Ladies' Garment Workers. The 37½-month agreement provided \$3 weekly wage increases on August 15 of both 1967 and 1968 and \$2 on August 15, 1969. The \$8 total represented an increase of approximately 13 percent over existing wages. New weekly minimums (for a 35-hour week), effective February 1, 1968, ranged from \$63 for eyelet and automatic machine operators, general helpers, and errand boys, to \$80 for cutters. The previous range was \$54.25 to \$70. Workers whose earnings increase \$3 or more as a result of the new minimum were not to receive the August 15, 1968, general wage increase. Wages must be maintained at least 20 (instead of 15) cents an hour above the Federal minimum, and provision was made for the reopening of negotiation if the cost of living rises by 2½ percent.

Total wage increases, reportedly the largest in 40 years, of 12 percent in base rates for pieceworkers, \$14 a week for utility machine operators, \$12 a week for shipping clerks and porters, and \$9 a week for other weekworkers were provided in 3-year contracts for some 1,700 workers negotiated in late August by the Amalgamated Clothing Workers and three associations of men's neckwear manufacturers<sup>14</sup> and several independent companies in New York City. Weekly minimums for cutters were to increase by \$15 over the 3 years. A third week of paid vacation was to be effective by Christmas of 1968, and the companies' contribution to the retirement fund was increased to 3½ percent of gross payroll, from 3 percent.

### Other Manufacturing

The *Los Angeles Times*, after 87 years without a collective bargaining agreement, signed a 3-year contract with the Pressmen in July. The Pressmen's most recent previous bid for a contract started in 1962 when it won an NLRB recognition

election, only to be decertified in 1963 after 60 fruitless bargaining sessions.

The settlement, which came after 30 sessions spread over 5 months, provided a \$6.50-a-week increase for 450 workers, bringing their rate to \$169.50, reportedly the highest on the West Coast; a \$7.50-night differential; a reduction in day-shift hours to 7 from 7¼; 8 paid holidays; vacation of 2 weeks after 1 year of service, 3 weeks after 3 years, and 4 weeks after 15 years; and establishment of grievance and dues checkoff provisions.

John H. Swisher & Sons, cigar manufacturer of Jacksonville, Fla., and Waycross, Ga., agreed with the Cigar Makers International Union on a 4-percent wage increase, retroactive to June 9 for 1,700 workers. The 2-year contract also provided for an additional 4½-percent increase on February 1, 1968, a sixth paid holiday, and improved insurance benefits costing the company 4 cents an hour for each worker.

The Lederle Laboratories, division of American Cyanamid Co., and the Chemical Workers on August 9 agreed on a 2-year contract for 1,700 workers in Pearl River, N.Y. The settlement, which ended a 103-day strike, included an immediate 12- to 15-cent-an-hour wage increase, an 11- to 13-cent increase in 1968, and improvements in pensions, health insurance, and vacations.

In August, Teamsters Local 769 reached agreement with Aerodex, Inc., of Miami, Fla., on a 3-year contract for 5,300 workers engaged in the overhaul of aircraft engines. Terms included an immediate 25-cent-an-hour wage increase, 20 cents in August 1968, and 15 cents in August 1969; an additional paid holiday, bringing the total to 9½; improvements in hospital benefits; and a new pension plan.

On August 13, the Electrical Workers (IUE) ratified a 5-year contract with Stromberg-Carlson Corp. of Rochester, N.Y. The settlement, which affected 2,300 workers, provided general wage increases totaling 83 cents an hour and additional adjustments for skilled trades workers. In addition, a cost-of-living clause was established which will result in increases of up to 8 cents an hour during the last 2 contract years. Other terms included improved pensions, establishment of 3 days sick leave and an investment plan, and an alloca-

<sup>14</sup> These were the Men's Neckwear Manufacturers Association of New York, Inc.; National Neckwear Conference; and Bow Tie Manufacturers Conference.

tion of 1.2 cents an hour in the fifth year to be used for an additional holiday or other benefit improvements. The contract replaced one scheduled to expire November 23, 1967.

In Denver, Colo., the Gates Rubber Co. and the Rubber Workers in early August announced a two-step wage increase for 6,000 workers—14 to 24 cents retroactive to June 26 and 15 cents effective in 1968. The increases resulted from a provision of the 3½-year contract negotiated in 1965 that 1967 and 1968 wage increases be patterned after those resulting from the 1967 settlement at the Big Five rubber companies.<sup>15</sup> At Gates, a sixth week of paid vacation was added for 30-year employees and the eligibility for 2-week vacations was lowered to 1 year from 2.<sup>16</sup>

The B. F. Goodrich Footwear Co., a division of B. F. Goodrich located in Watertown, Mass., and the Rubber Workers' Union Local 21914 (a directly affiliated local) agreed during August to a 3-year contract covering some 4,000 workers. Terms were similar to earlier settlements involving the Big Five rubber producers.<sup>17</sup>

Local 132 of the Ladies' Garment Workers and the Plastic Products Manufacturers Association agreed during August on a \$4- to \$6-a-week increase effective September 5 and \$3 to \$5 increases in both 1968 and 1969 in a contract covering 4,500 workers in the New York City area. Also provided were 2 weeks of paid vacation after 3 years, 3 weeks after 10 years, and an additional paid holiday. Minimum rates were set at 15 and 25 cents above Federal and State minimums, depending upon the worker's classification.

### Other Developments

The AFL-CIO Executive Council, at its fall meeting in New York City, announced that the paid per capita membership of the federation climbed to 14,284,183 for the 6-month period ending June 30, 1967. The figure represented an increase of nearly 900,000 over the similar period in 1966 and a rise of 1,549,000 members in a 3-year period. Federation President George Meany said

the growth figures contained an answer to some of labor's critics. He declared, "I don't think we are moribund; I don't think we are going out of business; I don't think we are wedded to the status quo; I don't think we are old, grumbly or grouchy or what have you."

The Council declared its support of the Auto Workers' strike against the Ford Motor Co. as well as teachers' strikes in New York, Michigan, and Illinois, and the 2-month old strike by 19 unions against major U.S. copper, lead, zinc, and silver firms. The Council voted to propose to the 1967 AFL-CIO convention in December changes in the federation's constitution to eliminate the Executive Committee, and to drop the requirement that meetings of the General Board be held every year. Instead, it was proposed, meetings would be held at the call of the president or the Council. John H. Lyons, president of the Iron Workers, was elected a vice president of the AFL-CIO and a member of the Executive Council, replacing Harry C. Bates, president emeritus of the Bricklayers, who submitted his resignation.

The trend toward mergers of the Nation's graphic arts unions received attention at several September conventions. In Dayton, Ohio, delegates to the Stereotypers 64th annual convention voted unanimously to ask membership authorization for another attempt to merge with other graphic arts unions. In 1966, a merger attempt with the Lithographers and Photoengravers won membership approval, but failed to obtain the required two-thirds majority. Meanwhile, in Los Angeles, delegates to the biennial convention of the Lithographers and Photoengravers heard President Kenneth J. Brown urge a merger of all unions in the Nation's printing industry. Mr. Brown stressed that automation was sweeping the printing industry so rapidly that strict union jurisdictional lines were becoming obsolete, resulting in the merger trend. Bookbinders' President John Connally joined in the call for a merger.<sup>18</sup>

In Portland, Oreg., delegates to the 25th convention of the Woodworkers elected Ronald F. Roley as president, to succeed A. F. Hartung. Mr. Hartung, president of the Woodworkers since 1951, was scheduled to retire later in the year under mandatory provisions of the union constitution. In other actions, the delegates increased benefits in the union's pension program and ordered a referendum vote on a per capita tax increase.

<sup>15</sup> See *Monthly Labor Review*, September 1967, p. 69.

<sup>16</sup> All of the Big Five settlements provided a sixth week for employees with 30 years of service, but there were differences among the companies on the improvements for shorter service.

<sup>17</sup> See *Monthly Labor Review*, September 1967, p. 69.

<sup>18</sup> The merger trend began in 1964 when the Lithographers and Photoengravers united into a single union. A merger between the Typographical Workers and the Pressmen was also under discussion.

# Book Reviews and Notes

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## Retaining Individuality

### *Education and Training for Full Employment.*

By Seymour L. Wolfbein. New York, Columbia University Press, 1967. 264 pp. \$6.95.

As the first Director of the Office of Manpower, Automation and Training (now the Office of Manpower Policy, Evaluation, and Research), Seymour Wolfbein is uniquely qualified to survey and evaluate educational and training programs designed to reduce structural unemployment. His useful book largely represents a compendium of facts and statistics on the major training programs, starting from the premise that the first half of the 1960's has seen the emergence of three matching revolutions defined as "an affirmatively conducted economic policy looking toward sustained economic growth, providing a foundation for an articulated manpower policy aiming at a free, fully employed, responsively educated and trained labor force providing, in turn, the vantage point for meaningfully satisfactory work related to the needs of people, individually and as a society, at decent levels of living."

Dr. Wolfbein suggests 10 hypotheses underlying these new and revolutionary programs:

1. Everyone can be trained
2. Everyone needs to be trained
3. Every place needs training
4. Advances in vocational and adult education are a prerequisite to success in training
5. Encounters with the environment, particularly in education, should be provided at the earliest possible age
6. Everyone can be guided, counseled, and motivated toward education, training, and job placement
7. Employment of indigenous populations enhances program success
8. Training and retraining represent economic growth-producing programs
9. Persistent differentials in unemployment and poverty can be minimized and eventually eliminated.

10. Personal services occupations will provide the jobless with major opportunities for transition to gainful activity.

Dr. Wolfbein marshals an imposing array of statistics to document these points, and his admittedly tentative conclusions strongly favor the MDTA approach, particularly with the liberalizing amendments and experimental projects of the past few years. He attributes a significant portion of economic growth and reduced unemployment to the impact of MDTA and related programs. Yet, with all due recognition to the achievements of education and training legislation, it is not certain whether they add up to the revolution which Dr. Wolfbein describes. The "hard core," persons with special disabilities related to lack of education, police records, and other circumstances, continue to be underrepresented among the graduates of MDTA institutional training courses. On-the-job training, now being expanded, may present an even greater problem, since it is controlled by employers who are reluctant to hire the hard core.

Perhaps of even greater significance is the fact that many programs remain in the "E & D" (experimental and demonstration) category, which may or may not lead to permanent institutional change. It would be revealing to know how many of the various demonstration projects have effected long-term improvements in the normal policies and procedures of educational institutions, public agencies, and private employers.

Further, we often face the dilemma that programs which work well on a small scale lose their effectiveness when expanded, because their success depends on a personal relationship between trainer and trainee which is missing in the broader program. The perplexing problem in manpower policy, especially as it relates to the hard core, is how to reach a large number of people with programs which remain individualized.

—PAUL BULLOCK

Institute of Industrial Relations  
University of California at Los Angeles

## A New Attack on Poverty

*Negative Taxes and the Poverty Problem.* By Christopher Green. Washington, Brookings Institution, 1967. 210 pp. \$6.75, clothbound; \$2.50, paperbound.



The decade of the 1960's will doubtless be recorded as the "poverty" era. This volume is another addition to the expanding poverty literature. It is based on two assumptions: That there is still a serious poverty problem in spite of a continuing effort to get rid of it; and that society is willing to try new ways to reduce and eliminate the remaining poverty. Although this is not an indepth study of the subject, it does include a brief review of statistics and a survey of some of the existing attacks on poverty.

The concept of a negative income tax is not new. There was some discussion of it during the 1940's. The momentum for Professor Green's work on negative taxes (or transfers), however, came from Milton Friedman's lectures of a decade ago and from the more recent work by Robert Lampman. In fact, the book is based on the author's dissertation study done under Lampman's guidance. Basically, Green and Lampman concur that negative taxation is both a supplement and a complement to the existing welfare programs, yet may lead to a reduction in public assistance programs.

The first nine chapters of this volume in the Studies of Government Finance series provided the background for a conference at the Brookings Institution in June 1966. The last chapter is a summary of the discussion at that conference. While the author's purpose seems merely to give a general survey of the poverty problem and how the negative taxation proposal might assist in its solution, he manages to do far more. This book gives an excellent appraisal of the whole negative taxation question and points out limitations as well as advantages.

The summary chapter indicates that a negative income tax is neither a simple, nor a wholly satisfactory device for solving the poverty problem. Yet the alternatives to negative taxation have very serious limitations. The author notes, however, that there was agreement at the conference that some form of general income-conditioned grant is desirable.

Professor Green is to be congratulated on a fine piece of research. This volume should find its way onto the desks of government planners and economists alike.

—JERALD F. ROBINSON

Institute of Labor and Industrial Relations  
University of Illinois

## Standard Measurement

*Technical Change, the Labour Force, and Education: A Study of the British and German Iron and Steel Industries, 1860-1964.* By P. W. Musgrave. New York, Pergamon Press, Inc., 1967. 286 pp. \$10.)

The characteristics of a nation's steel industry have had a special place in economic thinking as a standard for measuring a nation's industrial power and the sophistication of its economy. The level of education of a nation has come to be recognized as one of the major factors of economic growth.

This study traces the relationships of education to the labor force and the technical changes in the steel industries of Britain and Germany. The author contrasts the practice and ethos of the German environment, where education was seen as a national instrument for industrial and economic development, with that of Britain where the "haphazard" course of education reflected laissez-faire, individualistic attitudes and had few direct ties to industry.

The author observes that institutionally the British steel industry stressed the self-made "practical" man, distrusted those educated outside the industry, and resisted outside sources of technical knowledge and leadership. And, he says, British education generally viewed industrial occupations with a certain condescension and avoided direct attachments to industry. Thus, even the university man's interest in pure science was kept distinctly separate from any association with technology. The Germans, by contrast, regarded education as a source of national power and had no hesitation to tying their educational system to their industrial and national ambitions.

In Germany the government played a fundamental role in the creation and guidance of educational institutions. It seemed natural to combine theoretical and practical knowledge; and indeed, those who did so enjoyed high social status.

Since World War II the intense application of scientific methods to industry has had an inevitable impact in drawing education and industry closer together in Britain. But Britain and Germany still reflect differences in fundamental educational philosophy, and in the political and historical climates which have affected the relationships be-

tween their respective labor forces and their educational systems.

In any case, the author concludes, national attitudes and institutions often act subtly to distribute the pool of labor capabilities in a way "dysfunctional" to the economy. But this raises a question (with which the author does not deal) as to how significant this problem is in economically well-developed, modern scientific societies where technologies rapidly become obsolete and the value of technological training therefore has its limits. In modern developed economies science is essential to the technological advance of industry. But equally important this advance is the maintenance of high labor mobility and national attitudes that stress adaptability and innovation. This includes the recognition in national policies of the gains that come from the international dissemination of managerial and technological skills, particularly those that go hand in hand with the international flow of capital.

—HERBERT E. WEINER  
Lisbon, Portugal

### Technostructure Takeover

*The New Industrial State.* By John Kenneth Galbraith. Boston, Houghton Mifflin Co., 1967. 427 pp. \$6.95.

Once again Galbraith is concerned with some of the most central issues of our time, particularly the changing character of America's large corporations and the economy they influence. Once again, the writing is sharp, the main theme indisputable, and the Galbraith wit as acid as ever. Yet, once again the result is disappointing.

The task Galbraith set for himself is to examine the inner workings of today's economy, particularly that part of the economy dominated by the large business corporations. These industrial giants operate in quite different ways from the old-fashioned corporate pioneer. In effect, they have turned what was once a market-oriented economy into a "new industrial state" in which decisionmaking power has passed to what the author calls the "technostructure," the management group in charge of the large corporations.

The attitudes and operating methods of this influential "technostructure" constitute a major part of the volume. It operates through a system of

group decisionmaking, relying heavily on the planning process for continued success. Galbraith is particularly intrigued by the methods which business uses to plan its output. Consumers' wants must be aroused and channeled so that the firm's total output will be purchased. In addition, Government is enlisted to assure, through proper fiscal and monetary policy, management of aggregate demand and to provide a continuing stream of procurement, research, and development contracts. Labor unions are dealt with in a professional manner to insure an appropriate supply of manpower. The education system is supported in order that its end products may provide useful talent to the corporation.

There is much meat in this theme and Galbraith makes the most of it. At times, however, he seems to be so carried away by the force of his writing that his points become exaggerated and extreme. In the end, the reader is left wondering how much is being written tongue-in-cheek. As one example, it is hard to visualize the author—one of the Nation's foremost individualists—being serious as he sings the praises of group action and committee meetings as the basis for corporate decisions.

The author draws a picture of corporate power in operation—manipulating consumers, influencing Government officials, and controlling unions. To what extent does this picture accord with reality? Obviously, large corporations have changed the basic functioning of the economy, but Galbraith may be too quick in downgrading the still important segments of the economy (such as trade and services) not dominated by large corporate enterprises.

Moreover, are consumers, the Government, or the unions anywhere as manageable as Galbraith asserts? Despite the powers of advertising, the consumers can still reject new products, the Government can still insist on objectionable standards, and the unions can still interrupt the production process.

At times the author seems content to turn the American economy over to the corporate decisionmaking, at the expense of the individual consumer. He strongly recommends, for example, that antitrust legislation be scrapped and that no further effort be made to keep the giant corporations from swallowing up smaller competitors.

But then he clearly ends up quite dissatisfied with the manner in which the "technostructure"

has managed the Nation's affairs. He stresses that urgent public needs have not been met in such areas as urban transit, low-income housing, and slum clearance. His answer to solve social problems is an aroused intellectual and academic community, an "educational and scientific estate." He expects this group to become politically powerful.

Some time in the future, Galbraith expects the "socialization of the industrial state"; in effect, the merging of the Government and the corporate machinery. This merger is not spelled out in any detail. In fact, it seems doubtful that the uprising of intellectuals, on which Galbraith seems to rely so strongly, would sanction this development.

Much of the book is concerned with Galbraith's quarrels with current economic theory. Does the corporate manager strive to maximize current profits or is he more concerned with obtaining only a certain minimum level of profits but more concerned with showing increased profits each year? Do the Galbraith views on the manipulation of consumer behavior by the "technostructure" supersede the traditional economist's emphasis on free consumer choice?

The author offers a funeral dirge for the labor movement which is quite in contrast to the picture he drew in earlier writings of unions as a major "countervailing power" to American business. Here, Galbraith is quite positive in saying that unions will not succeed in organizing white-collar workers and that their role in the industrial sphere is being sharply reduced.

His discussion of employment and unemployment is relatively superficial and the data on which he relies to show how white-collar workers are displacing blue-collar workers conveniently starts with the Korean conflict period and conveniently ends with 1964, failing to take into account both earlier and later developments. He is also quite careless in concluding from information about the *factory* workweek that the hours of work of *all employees* have increased in the past 25 years.

Of course, at their best, Galbraith's descriptive powers can seldom be equaled. Consequently, the reader finds sprinkled throughout the book quite engaging commentaries (somewhat exaggerated, of course) on such topics as a typical stockholders' meeting, the activities of a retired company executive, Commerce Department pamphlets on the

economy, and changing corporate attitudes towards academia. But delightful as these may be, they cannot compensate for some rather questionable analyses of our economic problems.

—PETER HENLE

Chief Economist  
Bureau of Labor Statistics

### Sizable Impression

*The Emergent American Society: Large-Scale Organizations.* Edited by W. Lloyd Warner, Darab B. Unwalla, John H. Trimm. New Haven, Conn., Yale University Press, 1967. 667 pp. \$15.

A book that describes the expansion of institutional life in the United States can hardly be expected to be a small one. But significance is not measured by the size of the subject or the weight of the manuscript. Professor Warner states in the preface that in the growth of American society "new social forms emerge, old ones modify their forms, change their traditional functions, and acquire new meanings." It is precisely at the level of meaning that there is some disappointment in this volume.

The five major institutions surveyed are corporations, trade associations, unions, education, and the Federal Government. The information provided about corporations is astounding; location of headquarters, size, assets, founding dates, sales, interlocking directorships, etc. But the nagging question remains, what does it all mean?

It is interesting to know that the average number of square miles served by each Catholic parish in Brooklyn has dropped from 7 in 1900 to 0.8 in 1960 or from 142 to 17 in Detroit during the same period. It would have been of value to try to relate these gross indices to the haunting sense of irrelevance that many sensitive clerics of all faiths feel about their respective religions.

Bigness has engrossed sociologists and social thinkers for ages. We have a vocabulary of anomie, community, *gemeinschaft*, bureaucracy, and alienation, all of which are untouched by this volume.

The best sections of the book are the descriptive ones. For example there is an excellent chapter on structural change within the General Electric Co. The implications of the proliferation of large institutional structures may have been falsely viewed



by past observers. Such a conclusion would have made a welcome addition to the discussion. In its absence we are grateful for significant data about size itself.

—BILL GOODE  
Leadership Study Center  
United Auto Workers

## Russia Revisited

*The Dynamics of Soviet Society.* By W. W. Rostow. New York, W. W. Norton & Co., Inc. 320 pp., bibliography. \$6.75.

Favorably received when it first appeared in 1953, this book has been updated with a section added on "The Khrushchev Era and Beyond." Most of the book is a reprint of two main parts of the earlier edition; the discussion provides historical background and an analysis of the then contemporary political and social environment ("Cohesive Forces, Instabilities, and Tensions in Soviet Society Under Stalin"). The following and final chapter is by Edward J. Rozek of the University of Colorado, and is entitled "The Age of Diminishing Dictators."

The 1953 edition came at a time when the premium on informed understanding was indeed very high and its publication was therefore welcome. Now, more than a decade later, Rostow's book has to be judged on somewhat different grounds. Does the bulk of his earlier work still provide a useful general guide? And how well does Rozek's contribution help us to understand post-Stalin Russia?

On the first point, one can only regret the failure to revise certain parts of the 1953 edition. The historical review now seems unnecessarily heavy. The section on "cohesion and instabilities" wears better, but even there judicious editing would surely have led to desirable improvements. It is only mildly amusing, for example, to rediscover a discussion, circa 1953, of the main contenders for seats at the topmost level of the Soviet leadership.

Rozek's account is disappointingly superficial. Beyond an evident preoccupation with the question of political power he does not provide a useful analytical framework or any evaluation of the complex forces at work in the past decade. Rozek's coverage of economic developments is simply inadequate, even granting the need for severely condensed treatment. On this and other topics, Rozek's

failure to orient the reader to some of the vast reservoir of serious published research is a major weakness of his synthesis.

The book bears a distinguished imprimatur, but this careless publishing venture does little to enhance Rostow's standing. The failure to update the bibliography is particularly surprising.

—PAUL GEKKER  
Division of International Finance  
Federal Reserve Board

## Summaries of Recent Books

*William Morris Leiserson: A Biography.* By J. Michael Eisner. Madison, Wis., University of Wisconsin Press, 1967. 144 pp. \$6.75.

An admiring and uncritical account of the professional career of the pioneer labor arbitrator and mediator, the book devotes a chapter to Leiserson's tumultuous role in the reorganization of the National Labor Relations Board from 1939 to 1943. The author also endorses Leiserson's compulsory mediation prescription as being essential to the maturity of bargaining.

*Regional Economic Development in Italy.* By Lloyd Saville. Durham, N.C., Duke University Press, 1967. 191 pp. \$7.

The author has secured sufficient numerical data from Italian sources to develop 49 tables which display the variations of income and growth among the seven Italian regions. These, and an appraisal of the differing histories and characteristics of the regions, lead him to conclude that each region requires differing policies to correct income differences, but generally, "In the Italian situation the search for new enlightenment will provide smaller returns than the rapid dissemination and acceptance of information, especially of a technical sort . . ."

*Environment for Man: The Next Fifty Years.* Edited by William R. Ewald, Jr. Bloomington, Ind., Indiana University Press, 1967. 308 pp. \$6.95 clothbound; \$2.95 paperbound.

This symposium of 13 papers deals with the pursuit of a better urban society, or, more precisely here, with a new concept of city planning. The papers were presented to a conference sponsored by the American Institute of Planners in August

1966, to "begin the definition of optimum environment, its controllable variables, and its functions."

*The Executive in Transition.* By Clarence E. Randall. New York, McGraw-Hill Book Co., 1967. 152 pp. \$5.95.

Informal to the point of chattiness, this collection of distilled observations nevertheless contains advice which is both hard-boiled and hopeful. Mr. Randall endorses liberal company education policies ("It could be either economics or paleontology for all [the supervisor] cares"), and legal and ethical rectitude, but he deplors the family picture on the desk.

*Dialogue on Technology.* By Edward McIrvine and others. New York, Bobbs-Merrill Co., Inc., 1967. 109 pp. \$1.25.

Short but intricate, this paperback contains an edited transcription of a five person dialogue, an introduction and afterword by the general editor of the series, Robert Theobald, and six essays in between. There is also a noncopyrighted summary ("Dialogue-Focuser") of areas of agreement and disagreement with respect to the impact of technology. All reprinted from *Motive* magazine, and the tape of the conversation is available.

*Government Wage-Price Guideposts in the American Economy.* By George Meany, Roger M. Blough, and Neil H. Jacoby. New York University, School of Commerce, 1967. 82 pp. (Charles C. Moskowitz Lectures.) \$3.50, New York University Press.

These lectures are more or less aimed at questioning the utility of the Council of Economic Advisers' wage-price guideposts; they were delivered in New York soon after the 1966 transit strike there. Mr. Meany hangs tough on labor's share of income, Mr. Blough on the law of supply and demand. Professor Jacoby presents a six-point alternative, based in part on the premise that a 1.5 annual increase in the price index is not evidence of inflation.

*Industrial Relations and Economic Development.* Edited by Arthur M. Ross. London, Macmillan and Co., Ltd., 1966. 413 pp., bibliographies. \$12.50, St Martin's Press, New York.

Consisting of papers prepared for one of the first research conferences convened, in 1964, by the International Institute of Labor Studies, this

volume gives about equal space to discussions of the role of the State in industrial relations, the sources and functions of union leadership, and the participation of interest groups in the formulation of economic plans. Two papers, addressed exclusively to the situation in Africa, appraise the distribution of decisionmaking power as between labor, management, and the State. The book also contains an 83-page summary of the literature on development and a bibliography.

## Other Recent Publications

### Education and Training

*An Opportunity for a Major American Advance Through Higher Education.* By William H. Young and Robert Taylor. Madison, University of Wisconsin, 1967. 31 pp.

*An Exploratory Cost-Benefit Analysis of Vocational Rehabilitation.* Washington, U.S. Department of Health, Education, and Welfare, Vocational Rehabilitation Administration, 1967. 71 pp.

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# Current Labor Statistics

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<sup>1</sup> Tables A-7 and A-8 appear quarterly in the February, May, August, and November issues of the *Review*.

NOTE: With the exceptions noted, the statistical series here from the Bureau of Labor Statistics are described in *BLS Handbook of Methods for Surveys and Studies* (BLS Bulletin 1458, 1966).



## A.—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	
	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1966	1965	
<b>TOTAL</b>																
Total labor force.....	81,259	81,160	80,954	80,681	79,645	80,189	79,959	80,443	80,473	80,154	79,934	79,360	79,268	78,893	77,178	
Civilian labor force.....	77,803	77,701	77,505	77,237	76,189	76,740	76,523	77,025	77,087	76,764	76,612	76,081	76,039	75,770	74,455	
Employed.....	74,625	74,718	74,489	74,147	73,289	73,910	73,747	74,137	74,255	73,893	73,897	73,199	73,195	72,895	71,088	
Agriculture.....	3,676	3,992	3,856	3,727	3,652	3,890	3,855	3,890	4,015	4,011	3,892	3,779	3,886	3,979	4,361	
Nonagricultural industries.....	70,949	70,726	70,633	70,420	69,637	70,020	69,892	70,247	70,240	69,882	70,005	69,420	69,309	68,915	66,726	
Unemployed.....	3,178	2,983	3,016	3,090	2,900	2,830	2,776	2,888	2,832	2,871	2,715	2,882	2,844	2,875	3,366	
<b>MEN, 20 YEARS AND OVER</b>																
Total labor force.....	48,238	48,365	48,273	48,196	47,920	48,033	47,921	48,081	48,591	47,842	47,604	47,493	47,465	47,437	47,115	
Civilian labor force.....	45,476	45,559	45,433	45,314	45,021	45,140	45,047	45,222	45,239	44,987	44,797	44,723	44,736	44,787	44,857	
Employed.....	44,435	44,479	44,338	44,156	43,922	44,092	44,010	44,236	44,227	43,898	43,711	43,654	43,655	43,667	43,422	
Agriculture.....	2,806	2,835	2,791	2,726	2,753	2,870	2,795	2,875	2,861	2,884	2,807	2,800	2,875	2,894	3,174	
Nonagricultural industries.....	41,629	41,644	41,547	41,430	431,169	41,222	41,215	41,361	41,366	41,014	40,904	40,854	40,780	40,773	40,246	
Unemployed.....	1,041	1,080	1,095	1,158	1,099	1,048	1,037	986	1,012	1,089	1,086	1,069	1,081	1,119	1,435	
<b>WOMEN, 20 YEARS AND OVER</b>																
Civilian labor force.....	26,051	25,557	25,516	25,177	24,730	25,023	24,862	25,071	25,221	25,139	25,145	24,884	24,938	24,427	23,687	
Employed.....	24,781	24,558	24,421	24,094	23,773	24,002	23,834	24,057	24,128	24,167	24,278	23,891	23,994	23,507	22,630	
Agriculture.....	512	705	624	581	537	625	628	636	702	729	663	593	645	675	748	
Nonagricultural industries.....	24,269	23,853	23,797	23,513	23,236	23,377	23,206	23,421	23,426	23,438	23,615	23,298	23,349	22,832	21,882	
Unemployed.....	1,270	999	1,095	1,083	957	1,021	1,028	1,014	1,093	972	867	993	944	919	1,056	
<b>BOTH SEXES, 16-19 YEARS</b>																
Civilian labor force.....	6,276	6,585	6,556	6,746	6,438	6,577	6,614	6,732	6,627	6,638	6,670	6,474	6,365	6,557	5,910	
Employed.....	5,409	5,681	5,730	5,897	5,594	5,816	5,903	5,844	5,900	5,828	5,908	5,654	5,546	5,721	5,036	
Agriculture.....	358	452	441	420	362	395	432	379	452	398	422	386	366	410	439	
Nonagricultural industries.....	5,051	5,229	5,289	5,477	5,232	5,421	5,471	5,465	5,448	5,430	5,486	5,268	5,180	5,310	4,598	
Unemployed.....	867	904	826	849	844	761	711	888	727	810	762	820	819	836	874	

TABLE A-2. Seasonally adjusted rates of unemployment

Selected unemployment rates	1967										1966				Annual average	
	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1966	1965	
Total (all civilian workers).....	4.1	3.8	3.9	4.0	3.8	3.7	3.6	3.7	3.7	3.7	3.5	3.8	3.7	3.8	4.5	
Men, 20 years and over.....	2.3	2.4	2.4	2.6	2.4	2.3	2.3	2.2	2.2	2.4	2.4	2.4	2.4	2.5	3.2	
Women, 20 years and over.....	4.9	3.9	4.3	4.3	3.9	4.1	4.1	4.0	4.3	3.9	3.4	4.0	3.8	3.8	4.5	
Both sexes, 16-19 years.....	13.8	13.7	12.6	12.6	13.1	11.6	10.7	13.2	11.0	12.2	11.4	12.7	12.9	12.7	14.8	
White workers.....	3.6	3.5	3.5	3.5	3.3	3.3	3.1	3.3	3.3	3.3	3.1	3.4	3.2	3.3	4.1	
Nonwhite workers.....	7.9	6.9	7.2	7.8	7.8	7.3	7.4	7.1	6.6	7.6	6.9	7.4	7.2	7.3	8.1	
Married men.....	1.8	2.0	1.8	2.0	1.9	1.9	1.7	1.6	1.7	1.7	1.7	1.9	1.9	1.9	2.4	
Full-time workers.....	3.8	3.6	3.6	3.9	3.5	3.3	3.1	3.0	3.1	3.3	3.4	3.4	3.4	3.4	3.5	
Blue-collar workers.....	4.6	4.4	4.7	4.7	4.6	4.6	4.2	4.1	4.2	4.3	4.3	4.1	4.1	4.3	5.3	
Experienced wage and salary workers.....	4.0	3.6	3.7	3.8	3.6	3.4	3.4	3.4	3.5	3.5	3.4	3.5	3.6	3.5	4.3	
Labor force time lost <sup>1</sup> .....	4.6	4.3	4.3	4.5	3.8	4.0	4.1	4.0	4.1	4.1	3.8	4.1	4.2	4.2	5.0	

<sup>1</sup> Man-hours lost by the unemployed and persons on part time for economic reasons as a percent of potentially available labor force man-hours.

Beginning in the March issue, the 1965 and 1966 statistics on the labor force were revised to take account of the lower age limit change from 14 to 16 years of age. The 1967 data reflect all the definitional changes which became effective in January 1967. (See the February 1967 *Employment and Earnings and Monthly Report on the Labor Force*, Vol. 13, No. 8.) Although these data are not strictly comparable with those published prior to January 1967, they may be treated by most users as continuing the previous series.

TABLE A-3. Rates of unemployment, by age and sex, seasonally adjusted

Age and sex	1967									1966				Annual average	
	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1966	1965
<b>TOTAL</b>															
16 years and over.....	4.1	3.8	3.9	4.0	3.8	3.7	3.6	3.7	3.7	3.7	3.5	3.8	3.7	3.8	4.5
16 to 19 years.....	13.8	13.7	12.6	12.6	13.1	11.6	10.7	13.2	11.0	12.2	11.4	12.7	12.9	12.7	14.8
16 and 17 years.....	15.6	15.3	14.4	14.0	13.7	14.8	12.0	16.4	13.1	13.8	12.9	14.7	14.8	14.8	16.5
18 and 19 years.....	12.6	12.7	11.4	13.1	12.8	10.9	9.8	11.0	9.5	10.8	10.6	11.4	11.2	11.3	13.5
20 to 24 years.....	6.6	5.5	6.2	5.8	5.2	5.1	5.4	5.2	5.6	5.6	5.0	5.4	5.2	5.3	6.7
25 years and over.....	2.7	2.5	2.6	2.8	2.6	2.6	2.6	2.5	2.6	2.6	2.5	2.6	2.6	2.6	3.2
25 to 54 years.....	2.8	2.6	2.7	2.9	2.7	2.7	2.6	2.6	2.6	2.5	2.5	2.7	2.6	2.6	3.2
55 years and over.....	2.3	2.5	2.3	2.3	2.7	2.5	2.5	2.2	2.9	2.5	2.4	2.5	2.5	2.6	3.2
<b>MALE</b>															
16 years and over.....	3.0	3.1	3.1	3.3	3.2	3.0	2.9	3.0	2.9	3.2	3.0	3.1	3.1	3.2	4.0
16 to 19 years.....	12.4	12.4	11.6	12.3	12.9	11.8	10.1	12.6	11.1	12.2	10.5	11.7	12.3	11.7	14.1
16 and 17 years.....	13.2	15.3	14.5	14.2	14.5	16.8	11.3	14.8	13.9	13.8	11.5	14.1	14.1	13.7	16.1
18 and 19 years.....	11.4	10.2	9.2	10.3	11.8	10.8	9.0	10.3	8.8	10.8	9.7	9.9	10.2	10.2	12.4
20 to 24 years.....	4.9	5.0	5.0	5.1	4.9	4.0	4.2	3.6	4.2	5.3	4.9	4.3	4.3	4.6	6.3
25 years and over.....	1.9	2.0	2.1	2.2	2.1	2.1	2.1	2.0	2.0	2.1	2.2	2.1	2.2	2.2	2.8
25 to 54 years.....	1.9	2.0	2.0	2.1	2.0	2.0	2.0	1.9	1.8	2.0	2.1	2.1	2.1	2.1	2.7
55 years and over.....	2.0	2.4	2.3	2.5	2.8	2.6	2.4	2.2	2.8	2.3	2.4	2.1	2.6	2.7	3.3
<b>FEMALE</b>															
16 years and over.....	5.9	5.1	5.3	5.2	4.8	4.9	4.9	5.1	5.0	4.7	4.4	5.0	4.8	4.8	5.5
16 to 19 years.....	15.6	15.4	13.8	13.0	13.4	11.3	11.6	13.9	10.8	12.2	12.6	13.9	13.6	14.1	15.7
16 and 17 years.....	19.3	15.4	14.3	13.8	12.4	12.0	13.1	18.7	11.9	13.7	14.9	15.7	15.8	16.6	17.2
18 and 19 years.....	13.8	15.4	13.8	12.4	13.8	11.0	10.7	11.7	10.2	10.7	11.5	13.0	12.2	12.6	14.8
20 to 24 years.....	8.8	6.1	7.6	6.8	5.5	6.6	6.9	7.3	7.4	6.1	5.2	6.9	6.5	6.3	7.3
25 years and over.....	4.1	3.5	3.7	3.9	3.4	3.6	3.6	3.5	3.8	3.5	3.1	3.5	3.3	3.3	4.0
25 to 54 years.....	4.5	3.7	4.1	4.5	4.0	3.9	3.9	3.7	4.0	3.6	3.4	3.8	3.6	3.6	4.3
55 years and over.....	2.9	2.7	2.2	1.7	2.6	2.4	2.8	2.1	3.3	3.0	2.3	3.1	2.3	2.4	2.8

TABLE A-4. Employed persons, by age and sex, seasonally adjusted

(In thousands)

Age and sex	1967									1966				Annual average	
	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1966	1965
<b>TOTAL</b>															
16 years and over.....	74,625	74,718	74,489	74,147	73,289	73,910	73,747	74,137	74,255	73,893	73,987	73,199	73,195	72,895	71,088
16 to 19 years.....	5,409	5,681	5,730	5,897	5,594	4,816	5,903	5,844	5,900	5,828	5,908	5,654	5,546	5,721	5,036
16 and 17 years.....	2,246	2,341	2,322	2,363	2,201	2,346	2,478	2,399	2,389	2,427	2,362	2,233	2,229	2,269	2,074
18 and 19 years.....	3,148	3,331	3,402	3,491	3,358	3,470	3,465	3,465	3,516	3,487	3,537	3,386	3,304	3,452	2,962
20 to 24 years.....	8,522	8,612	8,604	8,571	8,420	8,418	8,348	8,355	8,228	8,126	8,062	7,977	7,916	7,963	7,702
25 years and over.....	60,724	60,393	60,128	59,678	59,300	59,650	59,516	60,000	60,125	59,886	59,925	59,593	59,761	59,212	58,351
25 to 54 years.....	46,768	46,709	46,471	46,062	46,044	46,295	46,391	46,616	46,742	46,541	46,399	46,146	46,119	45,944	45,318
55 years and over.....	13,698	13,632	13,563	13,627	13,244	13,360	13,224	13,450	13,468	13,405	13,544	13,332	13,417	13,268	13,033
<b>MALE</b>															
16 years and over.....	47,479	47,712	47,555	47,448	47,050	47,273	47,358	47,475	47,533	47,116	47,011	46,824	46,769	46,919	46,340
16 to 19 years.....	3,044	3,233	3,217	3,292	3,128	3,176	3,348	3,239	3,306	3,218	3,300	3,170	3,114	3,252	2,918
16 and 17 years.....	1,409	1,436	1,399	1,403	1,324	1,351	1,512	1,444	1,453	1,463	1,451	1,369	1,347	1,380	1,284
18 and 19 years.....	1,653	1,786	1,810	1,856	1,766	1,825	1,854	1,852	1,867	1,802	1,858	1,790	1,778	1,862	1,634
20 to 24 years.....	4,849	4,891	4,856	4,881	4,750	4,771	4,762	4,812	4,721	4,588	4,594	4,586	4,570	4,599	4,583
25 years and over.....	39,589	39,566	39,468	39,266	39,177	39,306	39,276	39,474	39,493	39,259	39,098	39,085	39,090	39,069	38,839
25 to 54 years.....	30,648	30,638	30,584	30,425	30,402	30,558	30,645	30,697	30,776	30,519	30,331	30,313	30,302	30,378	30,240
55 years and over.....	8,898	8,889	8,860	8,870	8,738	8,717	8,670	8,777	8,758	8,767	8,805	8,741	8,748	8,691	8,599
<b>FEMALE</b>															
16 years and over.....	27,146	27,006	26,934	26,699	26,239	26,637	26,389	26,662	26,722	26,777	26,887	26,375	24,426	25,976	24,748
16 to 19 years.....	2,365	2,448	2,513	2,605	2,466	2,640	2,555	2,605	2,594	2,610	2,608	2,484	2,432	2,469	2,118
16 and 17 years.....	837	905	923	960	877	995	966	955	936	964	911	864	882	879	790
18 and 19 years.....	1,495	1,545	1,592	1,635	1,592	1,645	1,611	1,643	1,649	1,685	1,679	1,596	1,526	1,590	1,328
20 to 24 years.....	3,673	3,721	3,748	3,690	3,670	3,647	3,586	3,543	3,507	3,538	3,688	3,391	3,346	3,364	3,119
25 years and over.....	21,135	20,827	20,660	20,412	20,123	20,344	20,240	20,526	20,632	20,627	20,827	20,508	20,671	20,143	19,512
25 to 54 years.....	16,120	16,071	15,887	15,638	15,642	15,737	15,746	15,919	15,966	16,022	16,068	15,833	15,817	15,566	15,078
55 years and over.....	4,800	4,743	4,703	4,757	4,506	4,643	4,554	4,673	4,710	4,638	4,739	4,591	4,669	4,577	4,434

TABLE A-5. Unemployed persons, by duration of unemployment, seasonally adjusted

[In thousands]

Duration of unemployment	1967										1966				Annual average	
	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1966	1965	
Less than 5 weeks .....	1,889	1,660	1,805	1,649	1,371	1,468	1,408	1,678	1,542	1,562	1,397	1,493	1,523	1,535	1,628	
5 to 14 weeks .....	945	945	876	919	877	900	986	771	787	760	789	900	831	804	983	
15 weeks and over .....	437	441	435	444	414	436	560	439	485	496	484	517	493	536	755	
15 to 26 weeks .....	278	231	265	298	271	251	354	249	282	269	287	293	291	245	404	
27 weeks and over .....	159	210	170	146	143	185	206	190	203	227	197	224	202	241	351	
15 weeks and over as a percent of civilian labor force .....	.6	.6	.6	.6	.5	.6	.6	.6	.6	.6	.6	.7	.6	.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	
	September	August	July	June	May	April	March	February	January	December	1966	1965	
<b>FULL TIME</b>													
Civilian labor force .....	67,950	71,134	71,058	70,195	65,538	65,640	65,425	65,445	65,610	66,205	66,943	66,145	
Employed:													
Full-time schedules <sup>1</sup> .....	63,747	66,264	65,909	64,688	61,978	61,447	60,916	60,793	60,953	62,285	62,734	61,144	
Part time for economic reasons .....	2,117	2,486	2,499	2,507	1,573	2,079	2,209	2,283	2,195	1,875	1,894	2,209	
Unemployed, looking for full-time work .....	2,086	2,384	2,650	3,000	1,987	2,114	2,300	2,369	2,462	2,045	2,315	2,792	
Unemployment rate .....	3.1	3.4	3.7	4.3	3.0	3.2	3.5	3.6	3.8	3.1	3.5	4.2	
<b>PART TIME</b>													
Civilian labor force .....	9,576	7,978	8,413	8,825	10,557	10,471	10,088	10,246	9,710	10,047	8,830	8,310	
Employed (voluntary part time) .....	8,767	7,421	7,813	8,197	10,086	9,920	9,433	9,432	9,013	9,439	8,279	7,735	
Unemployed, looking for part-time work .....	809	557	600	628	471	551	655	814	697	608	560	575	
Unemployment rate .....	8.4	7.0	7.1	7.1	4.5	5.3	6.5	7.9	7.2	6.1	6.2	6.9	

<sup>1</sup> Employed persons with a job but not at work are distributed proportionately among the full- and part-time employed categories.



TABLE A-7. Employment status, by color, sex, and age, seasonally adjusted

[In thousands]

Characteristics	Quarterly averages												Annual averages		
	1967			1966				1965			1964		1966	1965	
	3d	2d	1st	4th	3d	2d	1st	4th	3d	2d	1st	4th			3d
<b>WHITE</b>															
Civilian labor force.....	68,899	68,053	68,410	67,999	67,293	66,926	66,829	66,539	66,204	66,057	65,683	65,134	64,928	67,274	66,136
Men, 20 years and over.....	40,498	40,628	40,712	40,365	40,239	40,311	40,349	40,227	40,362	40,523	40,469	40,283	40,228	40,318	40,041
Women, 20 years and over.....	22,291	21,648	21,726	21,724	21,239	20,829	20,733	20,664	20,519	20,410	20,276	20,002	19,900	21,128	20,468
Both sexes, 16-19 years.....	5,661	5,777	5,972	5,911	5,814	5,785	5,747	5,648	5,324	5,124	4,939	4,850	4,800	5,828	5,265
Employed.....	66,477	65,751	66,190	65,794	65,068	64,650	64,570	64,075	63,599	63,240	62,841	62,232	62,055	65,019	63,445
Men, 20 years and over.....	40,061	39,722	39,897	39,512	39,347	39,419	39,405	39,208	39,241	39,273	39,218	38,967	38,883	39,417	39,232
Women, 20 years and over.....	21,408	20,852	20,924	21,011	20,540	20,119	20,043	19,903	19,729	19,572	19,405	19,146	19,035	20,426	19,652
Both sexes, 16-19 years.....	5,008	5,177	5,370	5,271	5,171	5,112	5,122	4,964	4,630	4,395	4,219	4,120	4,137	5,176	4,562
Unemployed.....	2,422	2,302	2,220	2,205	2,235	2,276	2,259	2,464	2,605	2,817	2,842	2,902	2,873	2,253	2,691
Men, 20 years and over.....	887	906	815	853	892	892	944	1,019	1,121	1,250	1,251	1,316	1,345	901	1,169
Women, 20 years and over.....	883	796	803	713	699	710	690	761	790	838	871	856	865	703	817
Both sexes, 16-19 years.....	652	600	602	640	644	673	624	684	694	729	720	730	663	651	703
Unemployment rate.....	3.5	3.4	3.2	3.2	3.3	3.4	3.4	3.7	3.9	4.3	4.3	4.5	4.4	3.3	4.1
Men, 20 years and over.....	2.2	2.2	2.0	2.1	2.2	2.2	2.3	2.5	2.8	3.1	3.1	3.1	3.3	2.2	2.9
Women, 20 years and over.....	4.0	3.7	3.7	3.3	3.3	3.4	3.3	3.7	3.9	4.1	4.3	4.3	4.3	3.3	4.0
Both sexes, 16-19 years.....	11.5	10.4	10.1	10.8	11.1	11.6	10.9	12.1	13.0	14.2	14.6	15.1	13.8	11.2	13.4
<b>NONWHITE</b>															
Civilian labor force.....	8,628	8,622	8,638	8,534	8,534	8,431	8,475	8,400	8,339	8,266	8,244	8,259	8,156	8,496	8,319
Men, 20 years and over.....	4,499	4,506	4,515	4,490	4,478	4,429	4,480	4,466	4,422	4,460	4,462	4,447	4,401	4,468	4,456
Women, 20 years and over.....	3,342	3,334	3,381	3,327	3,292	3,289	3,290	3,265	3,249	3,180	3,174	3,199	3,141	3,299	3,218
Both sexes, 16-19 years.....	787	782	741	717	765	713	706	668	668	626	606	613	612	729	644
Employed.....	7,994	7,962	8,030	7,911	7,885	7,812	7,885	7,775	7,699	7,603	7,514	7,505	7,363	7,875	7,643
Men, 20 years and over.....	4,320	4,304	4,314	4,264	4,260	4,213	4,265	4,247	4,164	4,203	4,148	4,127	4,083	4,249	4,190
Women, 20 years and over.....	3,095	3,104	3,150	3,098	3,055	3,080	3,096	3,040	3,003	2,937	2,930	2,925	2,847	3,082	2,979
Both sexes, 16-19 years.....	579	554	567	549	570	519	524	488	502	463	436	454	433	544	475
Unemployed.....	634	660	608	623	649	619	590	625	670	663	730	754	793	621	676
Men, 20 years and over.....	178	202	201	226	217	216	215	219	258	257	315	320	319	219	267
Women, 20 years and over.....	247	230	232	229	237	209	194	225	246	243	244	274	294	217	239
Both sexes, 16-19 years.....	209	228	175	168	195	194	181	180	166	163	170	159	180	185	169
Unemployment rate.....	7.3	7.6	7.0	7.3	7.6	7.3	7.0	7.4	8.0	8.0	8.9	9.1	9.7	7.3	8.1
Men, 20 years and over.....	4.0	4.5	4.5	5.0	4.8	4.9	4.8	4.9	5.8	5.8	7.1	7.2	7.2	4.9	6.0
Women, 20 years and over.....	7.4	6.9	6.9	6.9	7.2	7.4	5.9	6.9	7.6	7.6	7.7	8.6	9.4	6.6	7.4
Both sexes, 16-19 years.....	26.6	29.2	23.6	23.4	25.5	27.2	25.6	26.9	24.9	26.0	25.9	29.4	25.4	25.4	26.2

TABLE A-8. Total employment and unemployment rates, by occupation, seasonally adjusted<sup>1</sup>

Characteristics	Quarterly averages												Annual averages		
	1967			1966				1965			1964		1966	1965	
	3d	2d	1st	4th	3d	2d	1st	4th	3d	2d	1st	4th			3d
<b>EMPLOYED (in thousands)</b>															
White-collar workers.....	34,512	33,945	33,534	33,751	33,435	32,785	32,307	32,136	32,007	31,857	31,391	31,200	30,860	33,065	31,849
Professional and technical.....	9,967	9,786	9,722	9,599	9,456	9,235	8,972	8,919	8,994	8,820	8,818	8,747	8,499	9,310	8,883
Managers, officials, and proprietors.....	7,699	7,458	7,189	7,427	7,547	7,382	7,246	7,157	7,369	7,530	7,293	7,428	7,452	7,403	7,940
Clerical workers.....	12,303	12,238	12,095	12,220	11,923	11,635	11,471	11,473	11,149	11,004	10,884	10,673	10,617	11,812	11,129
Sales workers.....	4,543	4,463	4,528	4,505	4,510	4,533	4,618	4,586	4,495	4,503	4,395	4,353	4,292	4,540	4,497
Blue-collar workers.....	27,369	27,102	27,384	26,914	26,964	26,944	27,015	26,628	26,278	25,953	26,106	25,675	25,359	26,952	26,246
Craftsmen and foremen.....	9,758	9,798	10,029	9,697	9,652	9,554	9,464	9,415	9,300	8,982	9,204	9,068	9,034	9,591	9,222
Operatives.....	14,026	13,764	13,870	13,804	13,742	13,884	13,901	13,525	13,336	13,309	13,189	13,001	12,927	13,829	13,336
Nonfarm laborers.....	3,585	3,539	3,486	3,413	3,570	3,506	3,650	3,687	3,642	3,662	3,773	3,506	3,399	3,532	3,688
Service workers.....	9,225	9,251	9,443	9,442	9,189	9,442	9,172	9,177	9,034	8,785	8,749	8,830	8,923	9,212	8,936
Farmers and farm laborers.....	3,560	3,459	3,650	3,589	3,592	3,720	3,818	3,892	4,017	4,220	4,106	4,167	4,280	3,667	4,057
<b>UNEMPLOYMENT RATE</b>															
White-collar workers.....	2.3	2.0	2.1	2.0	2.1	2.0	2.0	2.2	2.2	2.4	2.5	2.4	2.4	2.0	2.3
Professional and technical.....	1.4	1.4	1.3	1.3	1.5	1.2	1.3	1.4	1.3	1.5	1.7	1.4	1.8	1.3	1.5
Managers, officials, and proprietors.....	.9	.9	.9	.9	1.0	1.1	1.1	1.1	1.1	1.1	1.2	1.3	1.4	1.0	1.1
Clerical workers.....	3.4	2.7	3.0	3.0	3.0	2.7	2.7	2.9	3.1	3.5	3.5	3.5	3.3	2.9	3.3
Sales workers.....	3.7	2.9	3.2	2.4	2.8	3.0	2.9	3.5	3.3	3.3	3.7	3.4	3.2	2.8	3.4
Blue-collar workers.....	4.5	4.6	4.1	4.2	4.3	4.2	4.2	4.6	4.6	5.6	5.6	6.0	6.2	4.2	5.3
Craftsmen and foremen.....	2.3	2.8	2.3	2.9	2.7	2.7	3.0	2.8	3.6	4.0	3.8	4.2	4.1	2.9	3.6
Operatives.....	5.2	5.0	4.7	4.2	4.5	4.4	4.3	4.9	5.4	5.9	5.7	6.1	6.3	4.3	5.5
Nonfarm laborers.....	7.9	7.9	7.0	7.6	7.8	7.5	7.0	7.7	8.3	8.4	9.5	10.0	10.7	7.5	8.7
Service workers.....	4.6	4.2	4.4	4.6	4.6	4.9	4.5	4.7	5.2	5.4	5.8	5.7	5.8	4.6	5.3
Farmers and farm managers.....	2.7	2.5	2.0	2.0	2.0	2.6	2.2	2.8	2.7	2.5	2.6	3.0	3.0	2.2	2.7

<sup>1</sup> 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 industry<sup>1</sup>

Industry	1967												1966				Annual average	
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1966	1965			
Total employees.....	66,714	66,438	66,129	66,514	65,594	65,216	64,843	64,491	64,531	66,087	65,559	65,351	65,017	63,982	60,832			
<b>Mining.....</b>	<b>606</b>	<b>619</b>	<b>636</b>	<b>633</b>	<b>618</b>	<b>614</b>	<b>607</b>	<b>606</b>	<b>611</b>	<b>622</b>	<b>624</b>	<b>627</b>	<b>634</b>	<b>625</b>	<b>632</b>			
Metal mining.....	70.6	90.4	90.6	88.3	87.4	87.7	86.9	85.9	86.3	86.4	86.1	87.9	87.9	86.5	83.8			
Iron ores.....	28.4	28.5	28.8	27.9	27.1	27.2	26.9	26.1	26.6	26.6	26.8	27.3	26.3	26.3	25.9			
Copper ores.....	14.6	33.0	33.0	32.2	32.2	32.3	32.1	31.9	31.6	31.8	31.5	32.0	31.7	31.7	30.0			
Coal mining.....	142.6	140.0	142.4	140.2	139.0	140.2	141.4	141.5	142.0	141.5	142.4	141.4	137.7	141.4				
Bituminous coal and lignite mining.....	135.7	133.2	135.4	133.2	131.8	132.9	133.8	134.1	134.6	134.1	135.0	133.9	129.9	131.8				
Oil and gas extraction.....	277.8	277.5	273.6	267.9	269.1	266.1	267.3	272.1	275.8	274.3	274.5	278.1	279.8	287.1				
Crude petroleum and natural gas fields.....	154.2	154.5	152.4	148.6	148.8	148.7	148.5	148.6	148.7	149.4	150.0	153.2	152.4	156.6				
Oil and gas field services.....	123.6	123.0	121.2	119.3	120.3	117.4	118.8	123.5	127.1	124.9	124.5	124.9	126.7	130.5				
Nonmetallic minerals, except fuels.....	128.4	127.6	126.0	121.8	118.4	112.5	110.1	111.6	117.9	122.1	124.4	126.7	120.8	119.6				
Crushed and broken stone.....	44.7	44.1	43.2	43.0	41.3	38.4	37.2	37.7	40.9	42.2	43.0	44.0	41.6	41.0				
Sand and gravel.....	43.0	42.7	42.2	39.1	37.3	34.5	33.5	34.2	37.0	39.7	41.2	41.9	39.1	40.0				
<b>Contract construction.....</b>	<b>3,502</b>	<b>3,594</b>	<b>3,548</b>	<b>3,407</b>	<b>3,227</b>	<b>3,106</b>	<b>2,922</b>	<b>2,863</b>	<b>2,947</b>	<b>3,146</b>	<b>3,328</b>	<b>3,466</b>	<b>3,540</b>	<b>3,292</b>	<b>3,186</b>			
General building contractors.....	1,119.7	1,095.9	1,057.1	1,005.9	979.1	942.4	931.3	962.9	1,028.0	1,066.6	1,095.7	1,113.8	1,047.3	994.0				
Heavy construction contractors.....	791.4	782.8	744.9	677.5	614.9	538.2	518.9	530.9	593.3	696.2	762.8	780.3	673.9	648.5				
Highway and street construction.....	413.7	405.3	380.2	335.6	286.4	224.8	211.7	216.2	262.4	339.4	390.4	404.5	326.8	324.4				
Heavy construction, nec.....	377.7	377.5	364.7	341.9	328.5	313.4	307.2	314.7	330.9	356.8	372.4	375.8	347.1	324.1				
Special trade contractors.....	1,682.9	1,668.8	1,605.0	1,543.7	1,511.8	1,441.0	1,413.1	1,452.7	1,525.0	1,565.1	1,607.2	1,646.2	1,570.9	1,543.4				
Plumbing, heating, air conditioning.....	390.3	383.2	372.0	358.4	358.0	357.7	360.6	366.7	371.3	376.6	379.7	382.1	373.1	366.2				
Painting, paperhanging, decorating.....	155.3	152.0	144.5	136.5	127.3	115.6	109.7	111.6	128.5	138.8	150.8	156.6	141.0	143.1				
Electrical work.....	274.4	273.3	265.3	254.9	252.9	248.5	248.5	251.9	255.9	257.1	257.3	262.2	250.4	233.7				
Masonry, stonework, and plastering.....	241.9	241.6	233.4	227.1	218.5	207.9	196.2	200.0	213.1	221.2	234.6	243.9	235.0	238.8				
Roofing and sheet metal work.....	126.6	122.4	118.0	112.6	110.8	102.9	98.8	106.2	113.5	117.5	118.6	117.9	112.2	110.2				
<b>Manufacturing.....</b>	<b>19,472</b>	<b>19,476</b>	<b>19,156</b>	<b>19,382</b>	<b>19,133</b>	<b>19,181</b>	<b>19,263</b>	<b>19,297</b>	<b>19,333</b>	<b>19,534</b>	<b>19,625</b>	<b>19,640</b>	<b>19,638</b>	<b>19,186</b>	<b>18,062</b>			
Durable goods.....	11,303	11,280	11,213	11,383	11,282	11,298	11,359	11,389	11,413	11,516	11,549	11,538	11,502	11,256	10,406			
Nondurable goods.....	8,169	8,196	7,943	7,999	7,851	7,883	7,904	7,908	7,920	8,018	8,076	8,102	8,136	7,930	7,656			
<i>Durable goods</i>																		
Ordnance and accessories.....	296.5	296.0	291.0	288.7	285.1	285.8	285.3	283.2	279.2	272.7	271.6	267.2	263.6	256.0	225.8			
Ammunition, except for small arms.....	223.1	222.2	219.4	215.9	213.1	214.1	213.2	211.5	207.9	201.9	202.5	199.5	197.4	192.6	173.0			
Sighting and fire control equipment.....	57.0	57.5	55.6	55.7	56.5	56.4	57.1	57.1	57.0	56.6	55.1	53.7	52.3	50.0	40.7			
Other ordnance and accessories.....	600.5	610.1	610.1	613.5	584.8	579.6	577.6	576.8	577.1	584.3	598.4	607.8	619.8	612.6	606.9			
Lumber and wood products.....	83.4	86.7	91.4	91.9	78.0	74.0	74.0	76.4	77.0	78.0	83.4	84.8	85.8	81.3	84.2			
Logging camps & logging contractors.....	234.6	236.0	237.5	239.1	233.4	231.6	231.4	230.8	230.4	232.1	236.7	240.4	246.6	244.9	249.4			
Sawmills and planing mills.....	168.8	172.3	166.9	166.9	160.4	159.7	157.3	154.9	155.2	159.2	162.7	167.3	171.9	171.3	164.7			
Wooden containers.....	34.5	35.3	36.5	37.1	36.3	35.8	35.9	35.9	36.1	35.6	35.2	35.3	35.3	35.5	34.4			
Miscellaneous wood products.....	79.2	79.8	77.8	78.5	76.7	78.0	79.0	78.8	78.4	79.4	80.4	80.0	80.2	79.6	74.2			
Furniture and fixtures.....	457.3	454.8	442.5	451.6	448.3	451.0	455.8	459.4	462.4	471.6	474.2	472.8	471.2	461.7	430.7			
Household furniture.....	317.6	316.9	307.5	313.9	313.2	316.7	319.8	323.3	324.8	332.6	334.5	333.6	333.6	328.1	309.2			
Office furniture.....	49.8	49.8	48.8	48.8	47.3	47.6	47.5	47.4	48.1	48.3	48.4	48.2	48.5	47.2	43.5			
Partitions and fixtures.....	53.3	51.4	50.4	53.1	51.4	50.1	51.3	51.3	52.0	53.3	53.4	53.7	53.2	51.6	47.8			
Other furniture and fixtures.....	638.5	646.6	643.9	641.9	628.4	624.5	617.7	612.6	616.5	629.4	642.6	647.9	657.1	644.6	628.3			
Stone, clay, and glass products.....																		
Flat glass.....	124.8	123.5	123.3	124.5	122.0	122.2	121.6	122.3	123.4	123.7	124.7	124.2	125.8	122.6	115.4			
Glass and glassware, pressed or blown.....	37.6	38.3	36.9	37.7	36.7	36.5	35.4	34.9	35.4	36.5	38.1	38.6	39.4	38.0	38.0			
Cement, hydraulic.....	66.1	67.6	67.7	68.3	66.6	65.4	64.1	63.0	63.1	66.0	67.8	69.1	70.3	69.7	69.7			
Structural clay products.....	41.7	41.1	41.7	41.4	42.0	42.3	42.5	42.2	42.7	43.7	43.9	44.1	43.3	43.4				
Pottery and related products.....	183.4	186.9	185.4	181.2	175.5	171.8	165.2	162.1	164.1	170.2	176.1	180.0	184.0	178.9	177.8			
Concrete, gypsum, and plaster products.....	134.6	137.2	137.2	136.7	134.1	133.7	134.1	134.0	133.7	134.6	136.0	136.6	137.7	135.7	130.0			
Other stone & nonmetallic mineral products.....	1,291.3	1,299.2	1,297.0	1,319.9	1,310.2	1,314.1	1,330.9	1,338.2	1,348.2	1,347.4	1,348.9	1,352.4	1,365.1	1,345.4	1,301.0			
Primary metal industries.....	634.8	634.8	635.3	634.6	628.5	630.1	636.0	635.6	639.6	640.1	645.4	651.7	661.8	651.3	657.3			
Blast furnace and basic steel products.....	218.7	226.0	212.5	228.8	227.4	227.8	232.3	237.2	241.4	239.2	239.3	239.0	239.1	238.5	227.0			
Iron and steel foundries.....	70.1	72.9	82.3	81.9	80.9	81.1	81.2	80.7	80.6	80.0	79.2	78.4	79.0	78.1	73.9			
Nonferrous metals.....	207.3	204.0	207.6	210.4	211.2	212.1	215.5	217.4	218.6	219.9	218.8	218.9	215.0	215.0	196.5			
Nonferrous rolling and drawing.....	87.8	89.4	87.0	90.5	89.2	89.4	91.5	92.7	93.0	93.3	92.0	91.4	92.8	90.5	81.5			
Nonferrous foundries.....	72.6	72.1	71.8	73.7	73.0	73.6	74.4	74.6	75.0	74.9	74.2	73.0	72.9	72.1	64.8			
Miscellaneous primary metal products.....	1,349.4	1,356.3	1,340.9	1,369.1	1,345.6	1,346.7	1,350.2	1,358.5	1,364.6	1,379.5	1,384.7	1,376.6	1,370.1	1,349.1	1,269.0			
Fabricated metal products.....	68.7	68.2	68.1	66.5	66.0	64.9	63.7	62.9	63.5	63.7	63.9	66.0	64.8	61.0				
Metal cans.....	157.8	156.6	153.6	159.2	156.2	157.1	158.4	162.0	163.4	165.2	165.4	164.4	163.2	161.3	155.1			
Cutlery, hand tools, and hardware.....	79.0	79.0	77.7	79.1	77.3	76.3	77.3	77.2	78.1	79.4	80.0	80.4	80.6	80.2	79.9			
Plumbing and heating, except electric.....	402.4	406.7	406.9	407.7	396.8	395.9	391.3	393.0	394.4	400.2	403.1	404.1	407.5	397.7	375.1			
Fabricated structural metal products.....	111.6	112.4	111.4	113.3	112.7	113.6	115.2	115.3	115.0	114.6	112.8	110.9	109.4	107.9	97.8			
Screw machine products, bolts, etc.....	230.3	221.4	236.6	234.9	233.4	235.9	239.9	243.9	247.3	248.5	245.6	238.8	235.9	220.9				
Metal stampings.....	86.4	85.2	84.2	85.9	84.1	85.2	86.1	85.5	85.2	86.3	87.4	87.1	86.0	85.0	77.3			
Metal services, nec.....	66.4	65.6	65.7	66.3	66.0	67.2	68.4	68.6	68.5	68.8	68.7	67.6	66.9	66.2	61.9			
Misc. fabricated wire products.....	153.0	151.8	151.8	152.9	151.1	152.0	152.7	153.3	153.9	154.2	155.1	152.6	151.7	150.2	139.9			
Misc. fabricated metal products.....	1,972.6	1,970.9	1,973.4	1,988.1	1,977.6	1,988.7	1,994.0	1,988.4	1,985.8	1,975.8	1,948.2	1,943.6	1,941.0	1,911.1	1,735.3			
Machinery, except electrical.....	106.2	1																

TABLE A-9. Employees in nonagricultural establishments, by industry<sup>1</sup>—Continued

[In thousands]

Industry	1967										1966				Annual average	
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1966	1965	
<b>Manufacturing—Continued</b>																
<i>Durable goods—Continued</i>																
Electrical equipment and supplies.....	1,906.7	1,917.0	1,871.5	1,868.1	1,885.0	1,902.9	1,933.4	1,954.7	1,962.0	1,974.2	1,977.8	1,979.9	1,957.4	1,896.4	1,659.2	
Electric test & distributing equipment.....	200.6	201.9	199.7	200.7	198.0	198.6	197.0	196.6	194.3	196.9	195.4	196.9	196.0	189.8	170.0	
Electrical industrial apparatus.....	218.9	221.5	218.6	221.0	220.3	221.6	224.6	226.0	226.6	220.6	217.8	221.7	220.2	214.3	192.3	
Household appliances.....	174.0	179.5	169.8	177.9	174.4	174.8	178.3	181.6	184.5	192.2	189.3	191.9	185.9	181.3	165.3	
Electric lighting and wiring equipment.....	192.5	191.1	188.4	192.3	191.9	193.4	192.1	194.3	196.7	197.3	196.1	198.0	197.2	193.1	173.0	
Radio and TV receiving equipment.....	148.5	148.9	138.2	117.9	134.8	138.5	154.1	162.7	170.2	174.9	178.8	176.4	171.3	159.8	133.4	
Communication equipment.....	503.1	503.3	502.5	499.0	497.0	497.1	494.6	491.7	478.7	476.9	486.0	481.3	478.8	465.5	416.8	
Electronic components and accessories.....	352.9	353.9	342.4	344.4	354.9	365.3	378.0	385.8	393.2	395.9	395.9	396.3	392.3	381.5	307.1	
Misc. electrical equipment & supplies.....	116.2	116.9	111.9	114.9	113.7	113.6	114.7	116.0	117.8	119.5	118.5	117.4	115.7	111.3	101.4	
Transportation equipment.....	1,891.4	1,831.9	1,866.4	1,952.6	1,938.1	1,927.6	1,941.2	1,947.7	1,951.4	1,995.9	1,994.2	1,980.0	1,958.5	1,911.5	1,740.6	
Motor vehicles and equipment.....	712.9	749.9	829.8	829.8	826.9	813.3	837.2	845.4	854.7	887.9	894.2	878.2	878.2	859.2	842.7	
Aircraft and parts.....	825.2	824.1	820.3	812.5	812.8	810.1	805.2	805.2	810.0	810.0	803.2	789.2	781.5	750.5	624.2	
Ship and boat building and repairing.....	167.2	165.2	161.4	172.5	174.6	176.4	171.1	175.6	174.6	175.4	170.1	175.5	170.9	176.4	160.2	
Railroad equipment.....	55.2	58.1	57.4	57.1	59.1	59.3	60.7	62.1	63.8	63.7	62.9	63.1	63.1	61.6	56.2	
Other transportation equipment.....	73.4	72.9	72.6	67.0	66.0	63.5	60.8	54.8	58.8	58.8	63.0	64.7	64.8	63.8	57.3	
Instruments and related products.....	456.5	457.9	454.8	456.0	451.0	453.2	453.8	452.8	451.2	452.3	447.9	446.2	441.2	433.1	389.0	
Engineering & scientific instruments.....	88.2	87.2	88.1	85.9	85.9	85.7	85.3	85.0	84.2	83.9	83.1	82.1	80.6	80.1	71.7	
Mechanical measuring & control devices.....	105.4	107.2	108.2	107.6	107.5	108.6	109.4	109.7	110.5	111.5	111.3	111.0	110.8	108.5	99.4	
Optical and ophthalmic goods.....	50.7	50.3	49.9	50.5	50.5	50.8	51.0	50.8	50.8	50.8	51.0	50.2	49.7	49.1	45.5	
Ophthalmic goods.....	31.3	31.1	31.6	31.7	31.9	32.1	32.1	32.0	32.0	32.0	32.3	31.8	31.5	31.6	30.5	
Medical instruments and supplies.....	65.0	65.9	64.8	66.0	65.2	65.5	65.2	64.4	64.0	64.3	63.9	63.4	62.8	61.6	56.4	
Photographic equipment and supplies.....	104.9	105.4	104.1	102.9	101.0	101.6	101.6	101.2	101.2	101.9	101.2	100.6	98.9	96.8	84.1	
Watches, clocks, and watchcases.....	40.9	40.6	40.9	40.9	41.0	41.3	41.3	40.5	39.9	39.7	37.4	38.9	38.4	37.0	31.9	
Miscellaneous manufacturing industries.....	442.7	439.4	421.3	433.5	428.1	424.2	419.3	417.0	414.5	432.9	460.1	463.3	456.8	434.5	419.5	
Jewelry, silverware, and plated ware.....	51.9	51.2	47.6	51.4	51.0	51.5	51.4	51.0	50.8	51.4	51.6	50.9	49.7	49.2	45.7	
Toys and sporting goods.....	121.9	116.4	117.5	114.5	109.5	103.4	100.4	98.2	111.6	133.5	136.8	134.2	117.9	116.7	116.7	
Pens, pencils, office and art supplies.....	33.9	34.6	35.1	34.9	35.0	34.9	34.8	34.6	35.1	35.3	35.3	35.3	35.2	34.6	33.3	
Costume jewelry and notions.....	60.4	55.7	58.2	57.7	57.4	57.5	58.2	57.5	59.3	61.1	61.1	60.1	58.9	56.4	56.4	
Other manufacturing industries.....	172.5	172.0	167.0	171.3	170.0	170.8	172.1	172.6	173.4	175.5	178.6	179.2	177.6	174.0	167.4	
Musical instruments and parts.....	25.5	24.6	25.4	26.4	25.7	26.8	27.5	27.3	28.0	28.0	28.0	27.6	27.2	27.2	24.7	
<i>Nondurable goods</i>																
Food and kindred products.....	1,905.4	1,902.5	1,830.8	1,792.9	1,731.8	1,713.8	1,713.0	1,708.3	1,725.4	1,779.2	1,820.0	1,857.0	1,902.2	1,778.9	1,756.7	
Meat products.....	333.5	337.8	334.3	329.3	321.4	318.0	321.4	322.3	325.1	333.4	335.1	334.2	332.0	323.8	318.4	
Dairy products.....	273.8	280.4	281.6	280.2	273.5	271.4	268.8	267.4	268.0	269.7	270.6	273.2	278.1	277.5	285.8	
Canned, cured, and frozen foods.....	357.7	357.7	294.5	264.9	241.0	236.1	232.9	228.4	233.4	252.5	253.0	322.9	380.4	275.7	260.2	
Grain mill products.....	131.7	132.4	132.9	132.1	128.2	126.5	127.2	126.4	126.7	127.0	125.6	128.5	130.0	127.8	126.9	
Bakery products.....	294.7	295.5	295.7	295.0	288.9	286.4	287.7	286.7	285.8	287.4	288.0	285.5	285.2	284.4	287.4	
Sugar.....	29.6	28.4	30.6	29.8	27.5	29.1	32.4	39.0	43.9	50.1	47.7	32.8	35.6	36.2	36.2	
Confectionery and related products.....	82.9	79.9	73.7	75.1	74.6	74.3	77.2	78.9	80.0	90.3	89.6	85.6	83.0	80.7	77.2	
Beverages.....	241.5	244.0	245.3	242.7	232.1	230.3	225.9	223.0	223.9	228.4	230.9	233.2	236.1	229.3	221.5	
Misc. foods and kindred products.....	145.1	145.2	144.4	143.0	142.3	143.3	142.8	142.8	143.5	146.6	147.1	146.2	144.6	144.1	143.2	
Tobacco manufactures.....	93.2	90.3	77.3	76.2	74.9	75.3	77.0	81.5	88.6	92.6	92.0	95.4	95.3	83.9	86.8	
Cigarettes.....	41.1	41.2	41.1	40.1	40.0	39.8	39.8	39.6	39.6	39.7	39.6	39.4	39.7	39.0	38.6	
Cigars.....	21.9	21.2	21.7	21.2	21.6	21.8	21.8	21.8	21.6	21.8	21.9	22.0	21.8	22.0	24.2	
Textile mill products.....	953.5	953.7	933.5	957.0	941.0	944.1	945.2	950.8	960.0	966.6	969.4	970.7	961.5	925.6	925.6	
Weaving mills, cotton.....	235.6	232.3	234.7	237.8	235.9	236.4	238.1	237.2	240.0	240.5	240.0	238.9	238.2	237.2	229.2	
Weaving mills, synthetics.....	95.3	95.3	92.7	95.0	94.4	94.4	95.2	95.9	96.8	97.5	97.3	97.4	97.8	97.0	92.4	
Weaving and finishing mills, wool.....	45.5	44.7	44.8	45.9	44.9	44.8	44.6	44.5	44.2	43.5	43.4	43.9	45.1	45.4	45.5	
Narrow fabric mills.....	32.0	31.9	30.0	31.9	31.6	31.8	31.9	32.1	32.3	32.6	32.4	32.1	31.8	31.4	29.4	
Knitting mills.....	229.3	233.4	225.9	232.9	227.5	226.1	224.9	220.9	219.9	226.2	233.8	237.7	238.8	234.4	229.1	
Textile finishing, except wool.....	80.3	80.8	79.6	81.7	77.3	79.9	80.3	80.0	80.3	80.8	80.5	79.7	79.7	79.6	76.9	
Floor covering mills.....	45.7	43.2	44.3	43.2	43.2	43.4	43.8	44.3	44.9	44.9	45.0	44.6	44.6	43.5	41.4	
Yarn and thread mills.....	113.1	112.9	111.0	113.9	112.3	112.6	113.5	114.3	115.8	116.4	116.3	116.9	117.3	115.9	109.2	
Miscellaneous textile goods.....	76.2	76.7	71.6	73.6	73.9	74.9	76.2	76.5	77.2	77.6	78.0	77.4	77.2	77.2	72.6	
Apparel and other textile products.....	1,397.4	1,408.5	1,338.9	1,395.4	1,382.2	1,375.2	1,396.3	1,407.5	1,392.4	1,405.0	1,421.9	1,422.7	1,417.2	1,398.8	1,354.2	
Men's and boys' suits and coats.....	120.2	122.3	116.6	123.9	123.1	121.1	122.8	122.9	123.3	124.3	122.9	122.3	123.1	122.9	119.3	
Men's and boys' furnishings.....	367.3	371.7	357.2	369.8	365.7	366.0	366.9	367.7	369.1	369.9	372.0	373.5	374.8	370.6	351.9	
Women's and misses' outerwear.....	429.3	431.7	409.2	424.6	423.0	421.0	431.6	436.6	423.7	422.7	427.6	427.5	425.7	423.5	417.1	
Women's and children's undergarments.....	123.7	122.6	118.2	122.4	123.1	124.1	125.1	126.0	124.9	127.6	130.2	129.7	128.5	125.2	120.8	
Hats, caps, and millinery.....	25.9	23.9	23.8	22.6	22.6	22.7	29.3	28.9	28.3	27.1	28.1	28.5	28.0	29.1	29.1	
Children's outerwear.....	75.3	78.2	78.5	81.7	79.9	78.0	77.4	80.5	79.1	78.1	80.1	80.1	80.2	80.2	78.4	
Fur goods and miscellaneous apparel.....	81.3	74.6	79.0	76.6	77.0	77.4	77.5	75.8	80.0	83.8	84.8	83.1	79.5	76.3		
Misc. fabricated textile products.....	173.9	174.8	160.7	170.2	168.2	166.4	167.4	167.0	167.6	174.1	178.2	176.7	173.4	169.0	161.4	
Paper and allied products.....	695.6	696.8	689.4	693.6	674.2	675.6	676.8	674.3	674.3	680.2	681.0	675.9	673.5	667.5	639.1	
Paper and pulp mills.....	224.1	224.2	223.5	223.9	215.6	216.9	216.2	215.8	215.3	216.6	216.4	215.3	216.1	215.2	211.9	
Paperboard mills.....	75.4	75.8	74.3	75.1	73.6	73.6	73.9	74.0	74.2	73.6	72.9	72.1	72.2	71.8	68.1	
Misc. converted paper products.....	181.8	182.7	179.4	180.3	176.0	177.0	176.7	175.3	174.6	176.7	177.1	175.8	174.7	171.7	159.6	
Paperboard containers and boxes.....	214.3	214.1	212.2	214.3												



TABLE A-9. Employees in nonagricultural establishments, by industry<sup>1</sup>—Continued

[In thousands]

Industry	1967												1966				Annual average	
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1966	1965			
<b>Manufacturing—Continued</b>																		
<i>Nondurable goods—Continued</i>																		
Chemicals and allied products.....	994.2	1,002.7	999.0	993.6	985.3	988.6	980.1	976.3	973.9	972.5	971.4	968.7	971.5	957.9	907.8			
Industrial chemicals.....	307.5	311.5	312.6	311.9	307.7	308.5	307.7	307.1	306.5	305.6	305.0	302.4	305.9	301.5	290.1			
Plastics materials and synthetics.....	206.3	205.0	203.7	202.3	200.1	201.8	199.4	203.1	205.3	206.6	206.6	206.6	208.9	205.4	193.7			
Drugs.....	135.6	138.1	137.3	135.6	134.2	133.3	132.2	131.6	131.7	130.5	129.9	128.8	128.4	126.9	118.1			
Soap, cleaners, and toilet goods.....	115.4	116.8	114.1	113.0	110.7	110.7	111.1	109.8	110.2	112.3	113.0	114.3	113.4	109.7	105.6			
Paints and allied products.....	69.2	71.0	70.8	70.2	68.4	68.0	67.8	67.4	66.9	67.0	67.3	67.5	68.2	67.6	66.3			
Agricultural chemicals.....	52.4	52.0	51.9	55.2	61.2	64.4	61.0	57.1	54.5	52.8	52.3	52.7	50.8	54.7	53.2			
Other chemical products.....	107.8	108.3	108.6	105.4	103.0	101.9	100.9	100.2	98.8	97.7	97.3	96.4	95.9	92.1	80.8			
Petroleum and coal products.....	194.3	195.5	194.5	192.3	187.4	185.9	182.8	183.0	182.5	184.2	185.8	186.5	189.1	186.0	182.9			
Petroleum refining.....	155.2	156.4	155.9	154.0	150.9	150.4	149.0	149.4	149.1	149.7	149.8	149.8	150.9	149.6	148.1			
Other petroleum and coal products.....	39.1	39.1	38.6	38.3	36.5	35.5	33.8	33.6	33.4	34.5	36.0	36.7	38.2	36.4	34.8			
Rubber and plastics products, nec.....	520.8	522.1	471.7	478.7	469.1	517.0	518.4	521.4	526.8	531.4	526.8	524.6	519.1	509.8	470.8			
Tires and inner tubes.....	106.8	108.0	79.8	79.3	77.5	109.2	109.6	109.2	109.4	110.0	109.7	108.7	108.4	107.2	101.8			
Other rubber products.....	175.2	174.8	161.5	164.5	162.3	177.6	178.3	181.7	185.2	185.2	183.0	181.3	180.4	178.7	171.6			
Miscellaneous plastics products.....	238.8	239.3	230.4	234.9	229.3	130.2	230.5	230.5	232.2	236.2	237.0	234.6	230.3	223.9	197.5			
Leather and leather products.....	349.9	354.9	342.3	351.7	345.6	346.1	351.4	357.8	357.5	362.3	363.9	361.7	363.3	363.5	352.9			
Leather tanning and finishing.....	30.7	30.5	29.7	30.7	30.1	30.1	30.4	30.7	31.0	31.5	31.1	30.9	31.3	31.7	31.6			
Footwear, except rubber.....	225.4	230.8	223.3	228.1	226.1	226.1	229.6	234.7	235.4	239.0	234.4	236.8	239.2	240.6	234.5			
Other leather products.....	93.8	93.6	89.3	92.9	89.4	89.9	91.4	92.4	91.1	91.8	94.4	94.0	92.8	91.2	86.8			
Handbags and personal leather goods.....		38.5	36.0	37.9	35.9	36.7	37.8	39.1	38.4	38.9	40.7	40.6	39.5	38.6	36.3			
<b>Transportation and public utilities.....</b>	<b>4,327</b>	<b>4,332</b>	<b>4,335</b>	<b>4,304</b>	<b>4,250</b>	<b>4,174</b>	<b>4,191</b>	<b>4,175</b>	<b>4,183</b>	<b>4,222</b>	<b>4,229</b>	<b>4,219</b>	<b>4,238</b>	<b>4,151</b>	<b>4,036</b>			
Railroad transportation.....	702.6	706.5	706.9	706.9	697.2	695.3	693.4	695.7	699.4	714.9	713.0	716.2	721.1	718.5	735.3			
Class I railroads <sup>3</sup> .....	612.7	616.5	616.6	606.7	603.6	603.6	602.0	603.6	608.0	619.1	620.6	623.6	627.5	624.9	640.1			
Local and interurban passenger transit.....	256.0	256.4	269.1	277.3	273.3	275.4	276.8	276.2	276.2	275.6	275.6	272.2	268.6	268.7	268.8			
Local and suburban transportation.....	81.1	81.2	82.2	82.2	80.7	80.7	82.2	82.1	82.2	82.1	81.9	82.8	82.3	82.0	82.5			
Taxicabs.....	108.5	108.1	108.5	110.1	111.0	111.0	111.7	111.7	111.7	110.8	108.6	107.0	105.7	108.7	109.5			
Intercity highway transportation.....	45.3	45.1	44.2	43.2	42.5	41.8	41.5	42.1	42.2	41.9	42.5	43.3	41.8	41.8				
Trucking and warehousing.....	1,056.6	1,061.8	1,041.5	1,022.8	959.6	1,000.1	994.1	998.9	1,030.4	1,045.0	1,044.7	1,044.8	1,044.8	1,007.5	963.5			
Public warehousing.....	90.0	88.3	84.3	86.0	80.5	83.9	86.3	87.0	91.3	94.9	92.1	86.1	84.5	82.0				
Transportation by air.....	300.5	297.2	293.3	289.0	285.2	281.1	276.4	272.9	268.1	268.1	263.3	263.0	266.5	246.9	229.0			
Air transportation.....	271.2	268.0	264.4	260.6	257.5	253.9	250.0	246.6	241.9	238.9	237.7	235.1	221.9	205.9				
Pipe line transportation.....	19.3	19.3	19.1	18.2	18.1	18.1	18.1	18.2	18.3	18.4	18.5	18.5	18.9	18.8	19.5			
Other transportation and services.....	357.7	352.9	356.4	353.6	352.6	335.8	334.2	341.2	341.3	343.1	336.5	347.5	335.1	315.4				
Communication.....	983.3	984.0	973.3	962.5	959.4	959.4	958.1	953.9	950.1	947.4	946.5	945.1	942.3	927.0	880.8			
Telephone communication.....	821.0	821.9	812.5	803.4	802.2	800.7	796.9	793.6	790.8	790.5	790.5	785.1	786.7	773.4	735.2			
Telegraph communication.....	34.1	34.1	34.1	34.0	33.7	33.5	33.6	33.6	33.3	33.6	33.4	33.3	33.3	33.0	31.8			
Radio and television broadcasting.....	118.5	118.4	117.2	115.7	114.2	114.7	114.3	114.2	114.1	113.8	113.9	113.9	113.9	112.2	106.9			
Electric, gas, and sanitary services.....	656.0	656.5	644.2	629.4	628.0	627.2	625.9	625.9	625.7	625.9	626.2	626.2	634.3	628.2	623.4			
Electric companies and systems.....	266.5	269.3	263.8	257.6	257.8	257.4	257.1	257.1	256.5	256.5	256.7	256.7	259.5	256.7	253.0			
Gas companies and systems.....	158.2	158.0	155.4	150.6	150.1	150.1	149.8	149.8	149.8	150.7	150.6	150.8	153.1	152.2	153.6			
Combination companies and systems.....	184.6	183.1	179.7	177.4	176.9	176.8	176.5	176.3	176.5	176.4	176.6	176.6	179.2	177.4	176.5			
Water, steam, & sanitary systems.....	46.7	46.1	45.3	43.8	43.2	42.9	42.5	42.5	42.2	42.2	41.5	42.1	42.5	41.9	40.4			
<b>Wholesale and retail trade.....</b>	<b>13,656</b>	<b>13,614</b>	<b>13,629</b>	<b>13,675</b>	<b>13,503</b>	<b>13,412</b>	<b>13,332</b>	<b>13,218</b>	<b>13,334</b>	<b>14,248</b>	<b>13,603</b>	<b>13,385</b>	<b>13,251</b>	<b>13,211</b>	<b>12,716</b>			
Wholesale trade.....	3,577	3,601	3,587	3,562	3,503	3,499	3,486	3,479	3,491	3,534	3,512	3,500	3,476	3,438	3,312			
Motor vehicles, & automotive equipment.....	275.2	274.1	271.9	265.2	265.4	264.5	264.9	263.4	264.1	264.1	264.1	261.4	261.7	261.1	255.3			
Drugs, chemicals, and allied products.....	216.8	215.4	213.5	211.8	211.7	211.4	209.9	210.4	212.2	212.5	210.7	208.9	206.9	198.0				
Dry goods and apparel.....	152.4	151.9	149.9	147.7	147.9	149.0	147.3	147.0	146.3	147.0	145.7	145.0	142.8	139.4				
Groceries and related products.....	514.3	516.3	520.5	506.0	503.0	501.5	499.7	505.7	522.7	520.2	525.1	511.0	511.6	510.7				
Electrical goods.....	290.1	290.6	288.4	285.1	285.4	283.5	281.8	279.2	280.1	277.9	275.3	275.1	272.0	256.0				
Hardware, plumbing, & heating equipment.....	159.1	157.8	157.5	155.6	155.2	155.2	154.5	154.8	155.7	155.9	156.4	155.4	154.5	150.1				
Machinery, equipment, and supplies.....	676.5	677.1	666.8	657.6	653.6	641.0	639.9	643.7	641.5	637.4	634.4	634.0	623.8	579.4				
Miscellaneous wholesalers.....	1,218.1	1,213.9	1,208.1	1,188.5	1,188.2	1,188.7	1,183.0	1,182.2	1,196.4	1,189.7	1,184.2	1,179.2	1,165.0	1,122.3				
Retail trade.....	10,079	10,013	10,042	10,000	9,913	9,846	9,739	9,843	10,714	10,091	9,885	9,775	9,773	9,404				
Retail general merchandise.....	1,942.4	1,943.7	1,958.2	1,942.0	1,922.1	1,924.1	1,886.9	1,984.2	2,532.1	2,154.4	2,002.6	1,932.2	1,968.8	1,873.4				
Department stores.....	1,229.6	1,236.1	1,246.8	1,229.6	1,219.2	1,217.5	1,197.7	1,266.3	1,648.7	1,378.5	1,272.3	1,219.2	1,250.6	1,173.0				
Mail order houses.....	113.2	112.1	112.5	112.7	113.7	115.3	115.8	130.7	155.8	147.4	131.1	120.9	124.9	119.5				
Variety stores.....	318.9	316.4	320.5	323.0	320.7	323.8	310.2	319.4	407.9	346.0	326.0	317.6	319.9	312.7				
Food stores.....	1,562.8	1,568.5	1,576.0	1,581.4	1,577.1	1,576.7	1,576.9	1,571.0	1,599.2	1,570.0	1,562.2	1,540.8	1,538.3	1,468.6				
Grocery, meat, and vegetable stores.....	1,383.9	1,389.1	1,392.9	1,397.2	1,397.0	1,395.1	1,395.4	1,395.9	1,415.4	1,394.0	1,388.2	1,368.1	1,365.2	1,296.1				
Apparel and accessory stores.....	653.2	656.3	682.3	675.8	667.7	682.7	685.4	687.6	807.4	694.9	672.0	661.0	665.5	640.2				
Men's & boys' clothing & furnishings.....	111.0	111.4	114.9	111.4	110.8	111.8	110.9	118.1	143.0	114.7	110.3	108.2	111.2	104.9				
Women's ready-to-wear stores.....	238.3	239.3	246.2	247.7	244.8	245.3	235.1	244.1	291.9	256.1	250.4	243.0	246.6	237.7				
Family clothing stores.....	107.5	110.6	114.5	112.1	110.6	112.9	110.8	116.8	144.6	115.9	109.6	108.6	109.6	104.4				
Shoe stores.....	130.6	129.5	135.6	134.1	132.8	140.0	125.9	129.3	148.7	134.1	130.1	131.7	129.3	123.9				
Furniture and home furnishings stores.....	429.3	429.4	431.1	425.6	427.1	427.5	426.9	426.9	442.4	426.5	426.0	421.9	421.8	409.6				
Furniture and home furnishings.....	276.4	275.5	275.2	272.1	272.3	273.3	272.9	273.4	284.3	278.6	273.6	271.9	272.0					

TABLE A-9. Employees in nonagricultural establishments, by industry <sup>1</sup>—Continued

[In thousands]

Industry	1967								1966				Annual average		
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1966	1965
<b>Finance, insurance, and real estate</b> .....	<b>3,275</b>	<b>3,308</b>	<b>3,289</b>	<b>3,253</b>	<b>3,202</b>	<b>3,181</b>	<b>3,157</b>	<b>3,133</b>	<b>3,114</b>	<b>3,125</b>	<b>3,116</b>	<b>3,117</b>	<b>3,127</b>	<b>3,102</b>	<b>3,023</b>
Banking.....	882.8	877.6	865.6	851.1	848.0	846.3	843.6	838.2	838.3	835.4	833.2	833.7	823.1	792.0	
Credit agencies other than banks.....	350.4	349.5	345.9	341.6	340.4	339.3	337.0	336.0	336.2	334.4	334.3	335.0	335.0	326.9	
Savings and loan associations.....	100.9	101.2	98.9	97.0	96.7	95.8	94.9	95.8	94.6	94.2	94.9	94.5	96.3	97.1	
Personal credit institutions.....	189.2	187.9	187.5	185.6	184.9	185.2	184.2	182.6	183.4	182.3	181.3	182.1	180.0	171.8	
Security, commodity brokers, & services.....	160.6	158.0	153.1	149.2	147.9	146.3	143.8	141.8	142.6	142.2	142.6	142.7	140.7	129.0	
Insurance carriers.....	972.8	962.3	952.6	943.0	939.2	936.1	931.4	923.2	923.2	917.9	915.9	917.2	909.8	893.4	
Life insurance.....	511.0	503.4	500.9	497.5	496.3	494.4	491.8	489.5	490.2	487.6	488.0	489.2	486.6	481.2	
Accident and health insurance.....	76.2	75.6	74.0	72.3	71.8	71.3	69.7	67.1	66.1	65.0	64.0	62.8	60.1	54.2	
Fire, marine, and casualty insurance.....	345.5	343.4	338.7	334.9	333.0	332.4	331.6	328.1	327.9	326.2	324.4	325.1	322.2	315.8	
Insurance agents, brokers, and service.....	256.1	254.4	252.0	247.0	246.2	245.1	244.2	241.1	243.6	242.0	240.4	240.8	239.2	232.8	
Real estate.....	602.1	605.0	601.4	588.5	578.2	562.6	552.8	552.6	559.8	563.1	570.1	576.7	573.2	568.9	
Operative builders.....	43.2	42.0	41.1	38.8	37.3	35.6	33.6	33.4	34.5	35.6	38.0	39.0	41.0	45.8	
Other finance, insurance, & real estate.....	83.1	81.9	82.1	81.6	81.5	81.3	80.2	80.6	80.9	81.0	80.8	81.2	80.8	79.6	
<b>Services</b> .....	<b>10,227</b>	<b>10,262</b>	<b>10,265</b>	<b>10,196</b>	<b>10,057</b>	<b>9,963</b>	<b>9,817</b>	<b>9,725</b>	<b>9,643</b>	<b>9,693</b>	<b>9,695</b>	<b>9,704</b>	<b>9,667</b>	<b>9,545</b>	<b>9,087</b>
Hotels and other lodging places.....	723.3	817.0	817.3	733.5	687.8	671.9	647.0	635.9	625.3	629.7	641.4	665.9	709.2	684.6	659.1
Hotels, tourist courts, and motels.....	681.3	693.3	656.2	621.6	611.0	590.8	580.5	570.1	572.5	583.1	604.1	634.2	610.1	584.2	
Personal services.....	1,025.4	1,025.2	1,030.5	1,030.5	1,022.1	1,020.7	1,016.2	1,010.5	1,010.1	1,016.9	1,022.7	1,024.2	1,017.3	1,012.9	985.4
Laundries and drycleaning plants.....	555.9	563.6	564.0	556.5	556.0	552.8	548.9	550.5	555.7	559.5	562.9	560.0	559.1	548.4	
Miscellaneous business services.....	1,350.2	1,340.3	1,331.6	1,306.4	1,300.3	1,284.1	1,271.8	1,268.6	1,271.6	1,260.7	1,254.0	1,241.5	1,220.2	1,109.1	
Advertising.....	112.6	113.5	113.1	112.9	112.5	112.9	112.1	111.5	111.5	111.8	112.7	113.3	111.9	112.5	
Credit reporting and collection.....	70.2	71.0	70.9	71.0	69.6	69.1	68.5	68.3	69.4	69.4	69.0	68.2	68.4	65.7	
Motion pictures.....	203.4	202.9	196.8	190.5	183.4	173.9	178.2	180.3	187.8	189.7	191.9	195.3	190.2	185.1	
Motion picture filming & distributing.....	56.9	55.4	53.5	49.3	47.3	47.6	45.8	52.2	59.5	58.7	56.6	53.7	54.0	48.5	
Motion picture theaters and services.....	146.5	147.5	143.3	141.2	136.1	126.6	125.4	125.1	128.3	131.0	135.3	141.6	136.2	136.6	
Medical and other health services.....	2,484.4	2,483.9	2,476.4	2,453.5	2,400.5	2,383.5	2,367.1	2,343.3	2,312.1	2,290.2	2,278.1	2,259.5	2,241.3	2,206.5	2,079.5
Hospitals.....	1,571.8	1,569.5	1,549.7	1,525.3	1,516.1	1,506.6	1,493.3	1,475.5	1,465.1	1,460.6	1,449.9	1,437.0	1,418.5	1,356.5	
Legal services.....	208.9	208.1	203.8	195.1	195.0	194.7	194.2	193.5	196.2	195.1	194.5	194.3	190.3	181.5	
Educational services.....	1,033.0	914.7	928.6	1,000.4	1,068.5	1,066.1	1,065.4	1,057.0	1,046.9	1,048.7	1,049.5	1,029.5	936.0	968.1	924.6
Elementary and secondary schools.....	295.6	296.6	335.3	346.9	346.4	345.8	345.1	344.5	346.7	346.6	339.5	319.5	325.9	315.6	
Colleges and universities.....	546.4	557.6	588.7	614.9	642.9	643.4	636.1	626.1	625.8	626.5	614.4	545.1	570.8	544.3	
Miscellaneous services.....	526.6	523.3	515.8	498.7	500.6	501.4	500.7	496.2	491.6	490.2	487.8	493.0	488.5	449.0	
Engineering and architectural services.....	285.6	284.7	282.7	272.8	270.5	269.8	268.0	266.5	266.8	265.7	264.5	267.9	264.9	242.4	
Nonprofit research agencies.....	75.1	75.4	74.6	73.4	73.5	73.6	73.7	73.6	73.7	73.5	73.3	73.8	73.4	68.2	
<b>Government</b> .....	<b>11,649</b>	<b>11,233</b>	<b>11,271</b>	<b>11,664</b>	<b>11,604</b>	<b>11,584</b>	<b>11,554</b>	<b>11,474</b>	<b>11,366</b>	<b>11,497</b>	<b>11,339</b>	<b>11,193</b>	<b>10,922</b>	<b>10,871</b>	<b>10,091</b>
Federal Government <sup>4</sup> .....	2,754	2,784	2,798	2,766	2,690	2,683	2,669	2,652	2,643	2,769	2,641	2,612	2,589	2,564	2,378
Executive.....	2,749.3	2,763.4	2,731.8	2,657.2	2,650.3	2,635.7	2,619.7	2,609.3	2,736.4	2,608.2	2,579.3	2,556.3	2,531.9	2,346.7	
Department of Defense.....	1,135.5	1,144.1	1,135.3	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	1,023.6	938.5	
Post Office Department.....	715.2	713.7	714.4	697.8	696.9	693.1	689.4	697.2	837.8	706.3	689.6	682.0	680.9	614.2	
Other agencies.....	898.6	905.6	882.1	856.4	853.0	844.5	837.6	827.8	822.3	830.2	832.3	831.5	827.3	793.9	
Legislative.....	28.5	28.5	28.1	26.9	26.7	26.5	26.4	27.0	26.0	26.4	26.2	26.5	26.0	25.4	
Judicial.....	6.3	6.3	6.3	6.3	6.3	6.3	6.2	6.2	6.1	6.2	6.1	6.1	6.0	5.9	
State and local government <sup>5</sup> .....	8,895	8,449	8,473	8,898	8,914	8,901	8,885	8,822	8,723	8,728	8,698	8,581	8,333	8,307	7,714
State government.....	2,229.5	2,265.0	2,347.5	2,342.0	2,340.8	2,333.4	2,313.4	2,289.8	2,282.0	2,279.8	2,250.6	2,170.6	2,161.9	1,995.9	
State education.....	726.4	767.7	877.2	920.0	922.5	918.8	905.8	891.2	891.2	893.0	866.2	759.4	782.6	679.1	
Other State government.....	1,503.1	1,497.3	1,470.3	1,422.0	1,418.3	1,414.6	1,407.6	1,398.6	1,390.8	1,386.8	1,384.4	1,411.2	1,379.3	1,316.8	
Local government.....	6,219.9	6,208.2	6,550.2	6,572.4	6,560.0	6,551.1	6,508.1	6,433.0	6,445.7	6,418.6	6,330.3	6,162.3	6,145.0	5,717.6	
Local education.....	3,214.7	3,208.3	3,627.0	3,762.2	3,771.4	3,775.1	3,747.8	3,693.7	3,704.5	3,686.9	3,612.8	3,395.6	3,419.1	3,119.9	
Other local government.....	3,005.2	2,999.9	2,923.2	2,810.2	2,788.6	2,776.0	2,760.3	2,739.3	2,741.2	2,731.7	2,717.5	2,766.7	2,726.0	2,597.7	

<sup>1</sup> Beginning with the October 1967 issue, figures differ from those previously published. The industry series have been adjusted to March 1966 benchmarks (comprehensive counts of employment). For comparable back data, see *Employment and Earnings Statistics for the United States, 1909-67* (BLS Bulletin 1312-5). Statistics from April 1966 forward are subject to further revision when new benchmarks become available.

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

<sup>2</sup> Preliminary.

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

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

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

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

TABLE A-10. Production or nonsupervisory workers in nonagricultural establishments, by industry<sup>1</sup>

[In thousands]

Industry	1967										1966				Annual average	
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1966	1965	
Total private.....	45,628	45,770	45.4	45,545	44,782	44,440	44,136	43,895	44,079	45,517	45,167	45,157	45,097	44,234	42,309	
<b>Mining</b> .....	460	474	490	488	476	472	465	465	471	482	484	487	493	485	494	
Metal mining.....	55.0	74.6	74.9	73.1	72.4	72.4	72.5	72.2	71.1	71.6	71.6	71.4	73.0	71.8	69.8	
Iron ores.....	23.7	23.8	24.2	23.3	22.6	22.6	22.6	22.6	21.8	22.3	22.5	22.5	23.0	22.1	22.0	
Copper ores.....	8.6	26.9	27.0	26.5	26.6	26.6	26.6	26.5	26.3	26.1	25.6	25.9	26.4	26.1	24.7	
Coal mining.....	123.8	121.6	123.5	121.8	120.6	121.8	121.8	123.2	123.5	123.7	123.5	123.3	123.1	119.7	123.7	
Bituminous coal and lignite mining.....	117.8	115.5	117.3	115.6	114.3	114.3	115.4	116.5	116.9	117.1	116.8	116.7	116.4	112.7	115.2	
Oil and gas extraction.....	188.4	188.6	185.4	180.5	181.8	179.0	180.1	180.1	185.7	190.3	188.4	188.8	191.4	194.1	201.8	
Crude petroleum and natural gas fields.....	83.7	84.4	83.4	80.2	80.5	80.4	80.4	80.4	80.4	81.3	81.5	81.5	84.3	84.5	88.4	
Oil and gas field services.....	104.7	104.2	102.0	100.3	101.3	98.6	99.7	99.7	105.1	108.8	106.9	106.8	107.1	106.6	113.4	
Nonmetallic minerals, except fuels.....	106.3	105.3	104.2	100.3	96.8	91.3	89.0	90.3	90.3	96.6	100.9	103.4	105.5	99.8	99.1	
Crushed and broken stone.....	38.0	37.3	36.6	36.5	34.9	32.0	30.7	31.2	34.3	35.7	37.0	37.7	35.3	34.9		
<b>Contract construction</b> .....	2,992	3,078	3,033	2,893	2,724	2,603	2,425	2,369	2,451	2,648	2,828	2,964	3,039	2,799	2,710	
General building contractors.....	968.3	945.9	907.3	859.4	832.4	796.2	784.8	817.5	881.4	919.9	948.8	966.5	902.0	852.7		
Heavy construction contractors.....	696.1	686.6	647.3	583.4	522.9	447.3	428.4	440.3	502.4	602.4	666.7	685.9	581.2	560.1		
Highway and street construction.....	374.7	366.1	340.5	296.9	249.1	188.6	176.3	180.6	226.4	302.5	352.0	367.6	290.2	289.2		
Heavy construction, nec.....	321.4	320.5	306.8	286.5	273.8	258.7	252.1	259.7	276.0	299.9	314.7	318.3	291.1	270.9		
Special trade contractors.....	1,413.4	1,400.4	1,338.8	1,281.0	1,248.1	1,181.2	1,155.3	1,193.0	1,264.2	1,305.3	1,348.1	1,386.7	1,315.2	1,297.2		
Plumbing, heating, air conditioning.....	314.9	310.5	298.7	287.1	286.1	285.9	288.6	294.5	299.4	304.4	307.9	311.3	302.5	298.0		
Painting, paperhanging, decorating.....	140.3	136.9	129.4	121.6	112.3	101.0	95.0	96.5	113.1	123.4	135.4	140.9	125.5	128.4		
Electrical work.....	221.0	219.4	211.5	202.8	201.0	196.8	197.4	201.2	204.0	206.4	207.3	212.4	201.2	187.6		
Masonry, stonework, and plastering.....	219.1	218.3	211.1	204.0	196.2	186.1	174.8	178.6	191.3	199.9	213.5	223.0	213.6	217.6		
Roofing and sheet metal work.....	104.4	100.0	95.9	90.8	89.0	82.0	77.9	84.6	92.4	95.9	97.0	96.3	90.9	89.6		
<b>Manufacturing</b> .....	14,318	14,298	13,996	14,249	14,059	14,104	14,200	14,252	14,304	14,513	14,619	14,653	14,657	14,273	13,434	
Durable goods.....	8,240	8,205	8,141	8,332	8,261	8,271	8,340	8,380	8,417	8,528	8,572	8,574	8,545	8,349	7,715	
Nondurable goods.....	6,078	6,093	5,855	5,917	5,798	5,833	5,860	5,872	5,887	5,985	6,047	6,079	6,112	5,925	5,719	
<i>Durable goods</i> .....																
Ordnance and accessories.....	153.7	153.0	149.1	148.0	145.6	145.6	144.4	141.2	137.5	134.9	131.3	128.4	121.8	96.1		
Ammunition, except for small arms.....	106.3	105.1	102.5	100.6	98.4	98.5	98.0	96.9	94.1	89.3	87.0	85.4	80.9	64.0		
Sighting and fire control equipment.....	40.5	41.0	39.8	40.7	40.5	40.5	41.2	41.3	41.1	40.9	39.6	38.4	37.1	4.9		
Other ordnance and accessories.....	522.8	531.4	531.0	534.2	507.4	502.5	501.5	500.3	501.2	508.3	521.8	530.5	542.2	535.0		
Lumber and wood products.....	213.6	214.9	216.5	217.7	212.2	209.9	209.9	209.2	209.1	210.9	215.5	218.8	225.0	223.4		
Sawmills and planing mills.....																
Millwork, plywood, & related products.....	141.9	145.2	139.6	140.0	134.2	133.4	131.4	128.8	129.2	132.6	135.8	140.3	144.6	143.9		
Wooden containers.....	30.8	31.5	32.8	33.3	32.6	32.1	32.3	32.4	32.1	31.6	31.8	31.7	31.9	31.0		
Miscellaneous wood products.....	66.9	67.4	65.4	66.1	64.6	66.9	67.5	67.0	67.9	68.9	68.4	68.9	68.2	63.5		
Furniture and fixtures.....	376.3	374.4	361.8	371.3	369.0	370.5	375.4	378.9	381.4	391.1	392.5	391.2	382.6	357.4		
Household furniture.....	267.9	267.6	257.9	264.7	264.5	267.4	270.9	274.2	275.5	283.3	286.3	285.5	285.1	280.3		
Office furniture.....	28.8	27.8	27.7	28.4	28.6	29.0	29.2	29.3	29.2	29.2	28.5	28.1	27.2	23.6		
Partitions and fixtures.....	42.3	37.2	36.4	36.7	35.3	35.5	35.5	36.1	36.4	36.3	36.0	36.1	35.0	32.4		
Other furniture and fixtures.....	506.8	515.4	513.8	512.4	499.0	495.3	489.6	483.8	489.1	502.6	515.1	520.1	528.7	517.5		
Stone, clay, and glass products.....																
Flat glass.....	108.8	107.5	107.1	107.9	105.8	105.9	105.8	105.4	106.1	107.1	108.5	108.2	110.1	107.0		
Glass and glassware, pressed or blown.....	28.9	29.6	28.3	29.1	28.1	28.0	26.9	25.9	26.7	27.7	29.3	29.8	30.2	29.4		
Cement, hydraulic.....	54.7	56.2	56.5	56.9	55.2	54.2	52.6	51.3	51.8	55.0	56.7	58.0	59.9	59.4		
Structural clay products.....																
Pottery and related products.....	141.8	145.0	143.8	140.1	134.3	130.9	125.2	122.4	124.4	129.9	135.5	139.0	142.8	137.8		
Concrete, gypsum, and plaster products.....																
Other stone & nonmetallic mineral products.....	100.7	102.6	102.8	102.5	99.9	99.5	100.2	99.8	100.1	101.7	102.8	103.4	104.1	102.5		
Primary metal industries.....	1,031.6	1,037.9	1,036.3	1,061.0	1,054.6	1,058.2	1,073.4	1,084.9	1,093.7	1,095.9	1,099.2	1,111.5	1,095.7	1,062.0		
Blast furnace and basic steel products.....	509.7	508.4	509.6	509.6	505.5	507.1	511.2	514.4	517.4	523.4	529.3	538.9	530.4	538.4		
Iron and steel foundries.....	185.0	190.9	177.4	193.6	192.4	192.6	197.0	201.8	205.9	204.1	204.0	203.9	204.2	203.8		
Nonferrous metals.....	51.6	53.8	63.1	62.8	62.3	62.4	62.6	62.6	62.5	61.9	61.1	60.3	60.8	60.3		
Nonferrous rolling and drawing.....	155.3	153.4	156.9	160.6	161.5	162.3	165.7	167.9	169.0	170.4	170.0	169.9	170.4	166.6		
Nonferrous foundries.....	72.2	74.1	72.1	75.2	74.2	74.5	76.9	77.8	78.2	78.8	77.4	76.8	78.6	76.3		
Miscellaneous primary metal products.....	57.8	57.3	57.2	59.2	58.7	59.3	60.0	60.4	60.7	60.7	60.0	59.0	58.6	58.3		
Fabricated metal products.....	1,042.3	1,046.2	1,029.9	1,060.1	1,039.5	1,039.6	1,044.7	1,053.5	1,060.3	1,075.6	1,081.3	1,074.7	1,068.6	1,050.2		
Metal cans.....	58.9	58.4	58.5	57.0	56.5	55.2	54.1	53.3	53.9	54.0	54.3	54.3	56.3	55.0		
Cutlery, hand tools, and hardware.....	124.6	123.2	119.6	125.6	123.0	123.7	124.9	128.4	129.8	131.5	131.4	130.9	129.8	127.9		
Plumbing and heating, except electric.....	58.4	58.4	57.4	58.7	57.5	56.6	57.5	57.1	58.2	59.6	60.2	60.7	60.7	60.4		
Fabricated structural metal products.....	289.2	293.7	293.5	295.5	285.4	284.7	281.2	282.9	284.6	289.7	292.7	293.9	297.9	289.4		
Screw machine products, bolts, etc.....	88.6	89.3	88.0	90.0	89.6	90.6	92.3	92.4	92.2	91.9	90.3	88.3	86.9	85.8		
Metal stampings.....	185.9	176.6	191.8	190.8	188.7	191.2	195.4	198.3	203.4	204.4	201.8	195.2	192.5	180.5		
Metal services, nec.....	72.7	71.4	70.5	71.9	70.3	71.1	72.1	71.7	71.6	72.9	74.2	74.0	72.7	71.7		
Misc. fabricated wire products.....	53.2	52.4	52.5	53.2	52.9	54.0	55.3	55.5	55.6	55.9	56.1	55.2	54.4	53.9		
Misc. fabricated metal products.....	114.0	113.0	113.4	114.9	113.0	113.7	115.0	116.0	116.7	116.8	116.0	115.5	114.7	113.7		
Machinery, except electrical.....	1,366.4	1,364.0	1,365.2	1,386.0	1,381.2	1,391.9	1,399.2	1,397.1	1,398.3	1,391.5	1,367.1	1,366.1	1,364.7	1,344.8		
Engines and turbines.....	71.3	70.1	72.3	72.1	72.4	73.1	72.5	72.9	72.9	72.7	71.4	70.7	71.9	68.5		
Farm machinery.....	103.9	106.8	112.1	114.5	117.4	118.9	117.3	115.4	113.3	109.2	107.4	107.5	109.6	99.0		
Construction and related machinery.....	182.9	183.9	184.8	186.8	185.7	187.1	188.3	188.8	190.3	191.9	191.7	193.4	190.3	175.6		
Metal working machinery.....	260.5	257.6	259.9	264.3	263.3	266.2	267.9	267.2	266.3	264.9	261.0	258.6	254.7	229.4		
Special industry machinery.....	135															



TABLE A-10. Production or nonsupervisory workers in nonagricultural establishments, by industry<sup>1</sup>—Continued

[In thousands]

Industry	1967										1966			Annual average	
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1966	1965
<b>Manufacturing—Continued</b>															
<i>Durable goods—Continued</i>															
Electrical equipment and supplies.....	1,285.0	1,292.2	1,247.1	1,247.2	1,267.4	1,285.2	1,317.2	1,339.4	1,352.3	1,366.9	1,374.9	1,381.9	1,362.9	1,316.8	1,140.5
Electric test & distributing equipment.....	137.0	137.6	136.9	138.6	136.7	137.5	136.3	135.2	134.2	135.7	134.5	136.6	135.7	130.6	115.6
Electrical industrial apparatus.....	153.6	151.5	153.5	155.9	155.6	156.6	159.6	161.3	162.4	156.7	154.7	158.4	156.7	152.6	134.9
Household appliances.....	136.5	141.5	130.7	139.6	136.0	136.4	139.6	142.6	145.7	152.7	149.2	152.5	147.1	142.8	129.7
Electric lighting and wiring equipment.....	147.6	146.1	143.4	147.2	147.0	148.7	147.3	149.6	152.4	153.5	152.9	155.2	154.2	150.8	134.6
Radio and TV receiving equipment.....	114.4	114.9	104.7	84.6	100.6	103.4	118.0	125.6	134.1	140.1	144.0	141.4	137.0	127.1	105.7
Communication equipment.....	250.0	249.5	247.3	247.4	248.1	248.3	247.9	246.9	235.7	234.6	245.2	242.6	241.0	234.5	209.2
Electronic components and accessories.....	255.6	257.0	245.2	245.5	255.3	267.0	280.0	288.3	286.2	300.4	301.9	303.2	301.1	292.4	232.6
Misc. electrical equipment & supplies.....	90.3	90.2	85.4	88.4	87.5	87.3	88.5	89.9	91.6	93.2	92.5	92.0	90.1	86.0	78.2
Transportation equipment.....	1,319.3	1,256.5	1,293.6	1,383.0	1,374.1	1,369.8	1,375.7	1,382.2	1,386.8	1,430.3	1,429.8	1,419.9	1,398.3	1,361.0	1,240.7
Motor vehicles and equipment.....	526.9	526.6	562.6	643.5	640.7	625.7	648.1	656.2	665.7	699.5	705.5	698.6	689.0	668.4	658.9
Aircraft and parts.....	490.8	493.5	492.6	490.5	490.5	489.5	488.9	484.9	484.5	488.7	483.0	472.6	464.4	444.7	356.3
Ship and boat building and repairing.....	137.0	135.7	131.2	141.7	143.4	145.4	140.6	144.2	143.9	143.8	139.2	145.9	141.7	146.8	134.3
Railroad equipment.....	42.5	45.2	44.4	44.3	44.3	46.1	46.3	47.6	49.0	50.7	50.6	49.7	49.9	48.6	44.1
Other transportation equipment.....	60.6	61.1	60.6	55.2	54.1	51.8	49.3	43.7	47.6	51.5	53.1	53.3	52.5	47.1	36.8
Instruments and related products.....	284.0	285.2	282.6	286.1	284.4	286.8	288.0	287.2	287.5	287.8	285.6	284.4	282.0	276.6	248.1
Engineering & scientific instruments.....	90.3	45.6	45.2	45.6	45.2	45.1	45.0	44.5	44.5	44.0	43.7	43.3	42.4	41.7	36.8
Mechanical measuring & control devices.....	67.8	68.5	68.8	68.8	69.0	70.4	71.0	71.1	72.2	72.7	72.9	72.7	72.7	71.0	65.1
Optical and ophthalmic goods.....	36.0	35.7	35.0	35.8	35.9	36.2	36.5	36.1	36.2	36.0	36.3	35.6	35.4	35.0	32.5
Ophthalmic goods.....	23.6	23.2	23.8	24.0	24.2	24.2	24.6	24.4	24.3	24.2	24.5	24.3	24.0	24.2	23.0
Medical instruments and supplies.....	43.5	44.3	43.5	45.1	44.5	44.8	44.8	44.3	43.9	44.3	44.1	43.9	43.5	42.7	39.2
Photographic equipment and supplies.....	57.2	57.5	56.7	57.3	56.5	56.7	57.2	57.2	57.3	58.0	57.9	57.9	56.5	55.9	48.9
Watches, clocks, and watchcases.....	33.6	33.4	33.5	33.5	33.5	33.6	34.0	34.0	33.4	32.8	30.7	31.9	31.5	30.2	25.8
Miscellaneous manufacturing industries.....	352.0	348.5	330.5	342.8	338.3	334.7	329.6	327.9	325.4	343.0	371.0	373.2	366.7	346.8	335.5
Jewelry, silverware, and plated ware.....	39.7	39.3	36.0	39.4	39.4	39.8	39.7	39.6	39.4	40.3	40.5	39.5	38.6	38.4	36.0
Toys and sporting goods.....	102.2	96.4	97.3	94.7	90.1	83.7	80.8	78.8	78.8	80.9	113.4	116.1	113.4	98.2	97.4
Pens, pencils, office and art supplies.....	24.5	24.8	25.8	25.6	25.7	25.7	25.6	25.4	25.8	25.8	25.9	25.9	26.0	25.4	24.6
Costume jewelry and notions.....	49.7	45.6	47.6	47.3	47.0	46.8	47.6	46.9	46.9	48.8	50.7	50.8	49.5	48.6	46.5
Other manufacturing industries.....	133.7	132.8	127.7	132.7	131.3	132.1	133.7	134.3	134.9	137.2	140.6	140.9	139.2	136.2	131.1
Musical instruments and parts.....	20.4	19.2	20.2	21.2	20.2	20.5	21.8	22.4	22.3	23.2	23.0	23.1	22.8	22.5	20.5
<i>Nondurable goods</i>															
Food and kindred products.....	1,289.1	1,283.1	1,216.7	1,183.8	1,132.4	1,114.8	1,116.3	1,113.2	1,131.8	1,181.1	1,222.4	1,259.4	1,300.9	1,180.9	1,159.1
Meat products.....	268.1	271.2	268.5	263.4	256.3	252.4	256.4	256.7	260.2	268.0	269.7	269.5	266.7	258.7	252.9
Dairy products.....	126.4	131.3	132.3	132.0	126.5	124.6	122.3	120.8	121.2	122.5	122.2	124.0	127.7	127.3	131.2
Canned, cured, and frozen foods.....	306.3	307.9	247.9	219.8	197.9	192.8	189.7	186.1	191.0	210.1	240.4	279.4	336.1	233.3	219.7
Grain mill products.....	93.1	93.9	94.3	93.6	90.1	88.7	89.2	88.4	89.2	89.3	87.8	90.4	91.8	89.6	89.1
Bakery products.....	173.0	173.4	173.3	172.6	167.6	165.1	165.3	164.7	166.1	166.1	168.2	166.1	166.7	165.0	166.5
Sugar.....	22.5	21.2	23.3	22.6	20.5	22.1	25.4	31.9	36.9	36.9	42.7	40.3	25.8	28.7	29.3
Confectionery and related products.....	68.4	65.4	69.0	60.4	59.0	60.0	62.8	64.7	66.0	73.8	74.3	71.2	68.8	66.1	62.5
Beverages.....	123.8	125.4	127.0	126.6	119.3	117.8	114.8	112.4	113.5	117.7	120.2	122.4	123.0	118.4	113.8
Misc. foods and kindred products.....	94.4	93.7	93.2	92.1	92.2	92.9	92.9	93.4	94.1	96.7	96.9	96.1	94.3	93.8	94.1
Tobacco manufactures.....	80.6	78.0	65.1	64.1	62.9	63.3	65.0	69.5	76.2	80.0	79.4	82.6	82.6	71.5	74.8
Cigarettes.....	34.2	34.0	33.8	32.9	32.9	32.8	32.6	32.6	32.7	32.6	32.6	32.3	32.6	32.0	32.1
Cigars.....	20.3	19.6	20.2	19.7	20.1	20.4	20.4	20.4	20.5	20.5	20.4	20.5	20.3	20.4	22.5
Textile mill products.....	846.5	845.9	826.6	849.2	835.0	837.5	841.7	839.7	844.7	854.3	860.9	863.5	865.0	857.1	826.7
Weaving mills, cotton.....	215.5	212.3	214.9	218.2	216.6	217.0	218.7	218.2	220.4	221.3	220.8	219.5	218.6	218.0	210.5
Weaving mills, synthetics.....	86.2	85.9	83.5	85.5	84.8	84.8	85.6	86.4	87.2	87.9	87.9	87.9	88.3	87.5	83.4
Weaving and finishing mills, wool.....	39.2	38.7	38.7	39.8	38.9	38.9	38.6	38.5	38.3	37.7	37.6	38.1	39.3	39.6	39.9
Narrow fabric mills.....	28.6	28.5	26.5	28.4	28.3	28.5	28.5	28.5	28.8	28.9	28.9	28.6	28.3	27.9	26.2
Knitting mills.....	204.3	208.1	201.0	207.5	202.6	201.0	199.9	195.9	195.2	201.3	208.8	212.7	213.9	209.8	205.8
Textile finishing, except wool.....	67.8	68.1	66.9	68.7	64.8	67.1	67.5	67.6	67.7	68.5	67.8	67.1	67.2	67.3	65.4
Floor covering mills.....	36.9	36.9	34.7	35.7	34.8	34.9	35.2	35.7	36.1	36.8	36.8	36.8	36.5	35.6	34.0
Yarn and thread mills.....	104.8	104.3	102.5	105.3	103.6	103.9	104.8	105.8	107.2	107.8	107.9	108.5	108.9	107.7	101.2
Miscellaneous textile goods.....	62.5	63.1	57.9	60.1	60.6	61.6	62.9	63.1	63.8	64.1	64.4	64.3	64.0	63.8	60.2
Apparel and other textile products.....	1,238.2	1,248.5	1,183.0	1,235.0	1,223.6	1,218.8	1,239.5	1,250.7	1,235.2	1,247.7	1,262.8	1,265.7	1,259.8	1,243.0	1,205.6
Men's and boys' suits and coats.....	106.0	108.1	103.1	109.8	108.9	107.5	108.8	109.3	109.9	110.5	109.7	109.2	109.9	109.7	107.0
Men's and boys' furnishings.....	330.5	334.6	321.0	333.1	329.5	329.4	331.1	332.0	333.1	334.0	335.7	337.3	338.7	334.9	319.3
Women's and misses' outerwear.....	382.8	384.6	363.1	376.8	376.3	374.8	385.7	390.2	378.0	377.1	381.8	382.6	380.9	378.7	373.6
Women's and children's undergarments.....	108.5	107.8	103.6	107.6	108.1	109.4	110.5	111.1	109.9	112.6	115.0	114.8	113.6	110.6	106.6
Hats, caps, and millinery.....	23.2	21.2	21.0	20.1	20.0	20.0	24.8	26.0	25.4	24.2	25.1	25.4	24.9	25.9	25.9
Children's outerwear.....	66.9	69.8	70.1	73.0	71.6	69.9	69.3	72.6	70.9	70.0	71.2	71.5	71.3	71.8	70.2
Fur goods and miscellaneous apparel.....	71.3	65.1	69.1	66.8	66.8	67.2	67.3	65.4	69.5	72.9	73.8	72.3	68.9	66.1	
Miscellaneous fabricated textile products.....	148.3	149.1	135.8	144.8	142.3	141.0	142.1	141.8	142.0	148.6	152.3	151.4	147.7	143.5	136.9
Paper and allied products.....	541.7	542.2	534.3	539.5	521.6	522.5	524.1	522.2	522.7	528.5	530.1	525.2	523.5	519.0	497.7
Paper and pulp mills.....	177.0	176.6	175.6	176.7	169.0	170.1	169.8	169.7	169.2	170.6	170.5	169.1	170.4	170.0	168.2
Paperboard mills.....	59.2	59.6	57.7	58.7	57.5	57.5	57.7	57.6	57.7	57.5	57.4	56.6	56.9	56.4	54.1
Miscellaneous converted paper products.....	134.1	135.1	132.0	133.0	129.1	129.9	129.7	128.7	128.2	129.4	130.0	129.2	127.9	125.8	116.8
Paperboard containers and boxes.....	171.4	170.9	169.0	171.1	166.0	165.0	166.9	166.2	167.6	171.0	172				

TABLE A-10. Production or nonsupervisory workers in nonagricultural establishments, by industry<sup>1</sup>—Continued

[In thousands]

Industry	1967								1966				Annual average		
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1966	1965
<b>Manufacturing—Continued</b>															
<i>Nonurable goods—Continued</i>															
Chemicals and allied products.....	586.4	590.0	587.3	586.9	584.8	589.6	581.2	580.0	578.4	578.4	578.9	577.0	579.2	572.3	546.1
Industrial chemicals.....	170.4	172.2	173.0	174.0	172.5	173.9	173.0	173.1	172.9	172.0	172.0	169.7	172.5	170.5	166.7
Plastics materials and synthetics.....	134.7	133.0	131.9	130.9	129.9	131.0	128.5	132.7	134.6	136.5	136.8	136.7	137.8	136.4	130.8
Drugs.....	70.6	71.0	71.0	70.8	70.1	69.6	68.7	68.5	68.6	68.2	67.7	67.1	67.3	66.7	61.6
Soap, cleaners, and toilet goods.....	69.4	71.0	68.5	68.3	66.3	66.6	67.0	66.0	66.5	68.4	69.5	70.9	70.2	67.0	64.8
Paints and allied products.....	37.6	39.5	39.2	38.8	37.5	37.0	37.1	36.9	36.8	37.0	37.3	37.3	37.9	37.7	37.1
Agricultural chemicals.....	33.2	32.4	32.2	35.3	41.7	45.2	42.0	38.1	35.6	33.9	33.3	33.8	31.9	35.5	34.7
Other chemical products.....	70.5	70.9	71.5	68.8	66.8	66.3	64.9	64.7	63.4	62.4	62.3	61.5	61.6	58.7	50.5
Petroleum and coal products.....	122.5	122.9	121.8	120.8	117.2	116.2	113.6	113.9	113.4	115.3	116.6	117.0	118.5	115.8	112.9
Petroleum refining.....	93.9	94.5	93.9	93.2	91.4	91.3	90.2	90.8	90.6	91.2	91.0	90.5	91.0	90.1	88.7
Other petroleum and coal products.....	28.6	28.4	27.9	27.6	25.8	24.9	23.4	23.1	22.8	24.1	25.6	26.5	27.5	25.7	24.3
Rubber and plastics products, nec.....	400.5	402.1	353.5	360.5	351.5	399.5	401.3	405.2	410.9	415.5	414.6	410.7	405.4	397.2	365.9
Tires and inner tubes.....	73.3	74.8	47.8	47.5	45.5	77.2	77.6	77.5	77.8	78.2	78.0	77.1	76.8	76.0	72.7
Other rubber products.....	136.9	136.6	123.1	125.6	124.3	139.3	140.2	143.7	147.3	147.3	145.2	144.1	143.2	141.7	135.7
Miscellaneous plastics products.....	190.3	190.7	182.6	187.4	181.7	183.0	183.5	184.0	185.8	190.0	191.4	189.5	185.4	179.6	157.5
Leather and leather products.....	301.9	307.0	295.4	304.0	298.5	299.1	304.6	310.0	310.4	316.0	317.8	316.1	318.0	318.4	310.0
Leather tanning and finishing.....	26.1	26.8	25.8	26.7	26.1	26.2	26.4	26.7	27.0	27.6	27.2	27.0	27.3	27.6	27.5
Footwear, except rubber.....	198.0	202.2	195.7	200.1	198.4	198.3	201.9	206.4	207.3	211.1	210.5	209.3	211.9	213.4	208.8
Other leather products.....	77.8	78.0	73.9	77.2	74.0	74.6	76.3	76.9	76.1	77.3	80.1	79.8	78.8	77.3	73.8
Handbags and personal leather goods.....		33.0	30.5	32.5	30.4	31.3	32.5	33.9	33.2	33.8	35.8	35.6	34.6	33.6	31.4
<b>Transportation and public utilities:</b>															
Local and interurban passenger transit:															
Local and suburban transportation.....		76.8	77.0	78.0	77.9	76.4	77.9	77.8	78.0	77.7	77.6	78.1	77.8	77.5	78.1
Intercity highway transportation.....		41.5	41.4	40.6	39.5	38.8	38.2	37.8	38.7	38.7	38.6	38.9	39.8	38.3	38.5
Trucking and warehousing.....		958.7	964.1	946.0	924.7	862.4	905.4	900.5	905.6	937.7	953.4	954.4	954.8	918.5	878.4
Public warehousing.....		78.8	77.4	73.8	75.0	69.6	72.9	75.2	76.2	80.3	84.0	81.4	75.5	74.1	72.0
Pipe line transportation.....		16.2	16.2	16.0	15.1	15.1	15.1	15.1	15.2	15.2	15.3	15.4	15.9	15.8	16.3
Communication.....		777.1	778.8	769.2	758.1	756.3	755.9	752.1	748.9	748.0	747.5	742.8	744.7	732.5	698.1
Telephone communication.....		655.1	656.2	647.7	638.7	638.0	637.2	634.3	631.3	630.1	629.7	624.9	627.1	616.5	587.2
Telegraph communications.....		23.3	23.3	23.2	23.1	23.0	22.9	22.9	22.8	23.0	23.0	23.1	23.0	22.8	22.2
Radio and television broadcasting.....		95.3	96.1	95.1	93.2	92.1	92.7	91.8	91.7	91.9	91.8	91.9	91.7	90.5	86.7
Electric, gas, and sanitary services.....		568.0	569.0	556.9	543.1	541.7	540.9	539.8	540.1	540.8	539.8	541.4	550.5	544.9	542.4
Electric companies and systems.....		227.1	230.2	224.9	219.0	219.2	219.0	218.5	218.6	218.3	218.3	218.5	221.3	218.4	214.6
Gas companies and systems.....		136.4	136.4	133.9	129.4	129.0	128.9	128.9	129.1	129.6	129.5	129.8	132.4	131.7	134.5
Combination companies and systems.....		163.3	161.7	158.1	156.2	155.7	155.6	155.5	155.5	156.1	155.8	156.4	159.5	158.2	158.1
Water, steam, & sanitary systems.....		41.2	40.7	40.0	38.5	37.8	37.4	36.9	36.9	36.8	36.2	36.7	37.3	36.6	35.2
<b>Wholesale and retail trade:</b>															
Wholesale trade.....	12,149	12,114	12,132	12,184	12,019	11,937	11,858	11,750	11,874	12,780	12,147	11,941	11,806	11,786	11,358
Wholesale trade.....	3,013	3,036	3,024	3,004	2,947	2,948	2,940	2,935	2,947	2,992	2,974	2,963	2,941	2,911	2,814
Motor vehicles & automotive equipment.....		230.4	229.3	227.3	221.6	221.7	221.2	221.6	220.7	221.5	221.2	218.3	218.9	218.8	214.3
Drugs, chemicals, and allied products.....		179.9	178.5	176.7	175.4	175.6	175.2	173.5	173.8	175.9	176.4	174.5	172.6	171.1	164.0
Dry goods and apparel.....		123.4	123.1	121.5	119.3	120.4	121.6	120.1	119.7	118.8	119.5	118.3	118.0	116.0	112.9
Groceries and related products.....		448.6	450.7	454.7	441.0	437.7	437.0	435.7	441.7	458.8	457.3	461.2	444.8	449.1	450.2
Electrical goods.....		237.5	238.2	235.6	232.2	232.7	232.5	231.6	229.7	229.6	228.5	225.7	224.2	224.0	213.1
Hardware, plumbing & heating equipment.....		135.3	134.1	133.9	131.8	131.6	131.7	131.1	131.4	132.2	132.5	133.1	132.2	131.2	127.8
Machinery, equipment, and supplies.....		570.6	571.7	566.6	556.2	554.5	543.2	542.6	545.8	545.0	541.0	537.9	538.6	529.1	490.8
Miscellaneous wholesalers.....		1,027.7	1,023.2	1,017.7	999.5	1,000.7	1,001.4	996.4	994.9	1,011.6	1,005.8	1,002.3	997.5	986.6	954.0
Retail trade.....	9,078	9,108	9,180	9,072	8,989	8,918	8,815	8,927	9,788	9,173	8,978	8,978	8,865	8,876	8,544
Retail general merchandise.....	1,782.5	1,786.7	1,800.9	1,782.8	1,763.1	1,765.0	1,728.4	1,825.8	2,365.1	1,992.4	1,842.8	1,773.4	1,810.7	1,719.6	
Department stores.....	1,127.9	1,135.1	1,145.6	1,127.7	1,117.6	1,115.8	1,095.6	1,164.4	1,540.0	1,275.3	1,169.1	1,116.9	1,149.6	1,077.6	
Mail order houses.....		105.5	104.2	104.8	105.0	105.9	107.5	111.4	123.0	148.2	139.2	123.3	113.2	117.3	112.3
Variety stores.....		297.9	296.7	300.6	302.9	300.3	303.3	289.9	299.3	386.8	325.7	305.8	297.1	298.3	292.1
Food stores.....	1,446.0	1,451.5	1,459.2	1,466.7	1,463.6	1,462.0	1,462.8	1,468.1	1,468.1	1,487.2	1,458.4	1,452.9	1,430.8	1,428.9	1,364.3
Grocery, meat, and vegetable stores.....	1,279.3	1,284.1	1,288.2	1,294.2	1,295.4	1,291.7	1,293.2	1,294.4	1,314.9	1,293.8	1,290.0	1,269.6	1,267.1	1,201.7	
Apparel and accessory stores.....	586.1	587.9	613.0	606.9	598.1	613.4	582.1	607.6	738.3	626.5	604.5	592.5	598.9	577.1	
Men's & boys' clothing & furnishings.....		99.8	99.9	103.2	99.9	99.2	99.6	99.4	106.8	132.1	104.3	100.0	97.7	100.7	94.6
Women's ready-to-wear stores.....		215.0	215.5	222.2	223.6	220.4	221.5	211.6	220.6	268.2	232.4	227.1	219.2	223.5	215.6
Family clothing stores.....		99.4	102.4	106.3	104.0	102.2	104.9	102.8	108.0	136.3	107.7	101.6	100.1	101.6	97.2
Shoe stores.....		114.4	112.9	118.6	117.4	116.3	123.7	109.5	112.5	131.5	117.0	113.2	114.5	112.6	108.2
Furniture and home furnishings stores.....		376.8	376.7	377.2	373.0	375.3	375.5	376.1	376.1	390.7	380.7	374.7	370.7	371.0	362.3
Furniture and home furnishings.....		242.3	241.5	241.5	238.2	238.6	239.5	239.4	240.5	250.9	245.3	240.7	238.9	239.0	234.2
Eating and drinking places.....		2,051.7	2,062.3	2,083.2	2,039.1	2,006.6	1,958.1	1,926.3	1,907.7	1,944.0	1,949.2	1,966.5	1,970.1	1,926.6	1,852.9
Other retail trade.....	2,834.9	2,842.7	2,846.9	2,803.1	2,782.4	2,743.8	2,739.3	2,751.9	2,862.9	2,736.5	2,736.5	2,727.1	2,739.2	2,668.0	
Building materials and farm equipment.....		477.6	477.6	472.4	453.2	448.5	437.6	431.9	435.5	452.9	454.7	460.9	466.3	464.5	464.9
Motor vehicle dealers.....		635.1	637.1	633.9	627.5	628.7	627.3	628.1	631.6	635.0	632.9	628.8	626.6	631.1	623.5
Other automotive & accessory dealers.....		181.4	182.8	179.8	176.2	172.9	167.4	165.0	168.0	179.6	174.5	170.9	170.6	167.6	155.8
Drug stores and proprietary stores.....		391.0	391.4	401.3	398.6	398.9	398.7	402.8	405.7	426.4	393.6	388.0	381.2	382.7	366.3
Fuel and ice dealers.....		88.0	88.3	90.5	90.1	93.2	99.0	101.6	102.2	101.4	97.9	94.2	89.2	94.8	95.6

See footnotes at end of table.

TABLE A-10. Production or nonsupervisory workers in nonagricultural establishments, by industry<sup>1</sup>—Continued

[In thousands]

Industry	1967								1966				Annual average		
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1966	1965
<b>Finance, insurance, and real estate<sup>4</sup></b> .....	<b>2,604</b>	<b>2,642</b>	<b>2,624</b>	<b>2,589</b>	<b>2,544</b>	<b>2,527</b>	<b>2,507</b>	<b>2,487</b>	<b>2,472</b>	<b>2,490</b>	<b>2,485</b>	<b>2,486</b>	<b>2,497</b>	<b>2,478</b>	<b>2,426</b>
Banking .....	737.1	732.0	720.1	706.8	704.1	702.7	700.5	696.6	699.0	696.9	694.4	695.6	686.4	663.5	
Credit agencies other than banks .....	278.1	277.9	274.1	271.3	269.9	268.8	266.8	266.2	267.0	265.5	265.4	266.3	267.1	263.4	
Savings and loan associations .....	80.8	81.2	79.1	77.4	77.1	76.3	75.5	76.6	75.7	75.4	76.1	75.9	77.8	79.7	
Security, commodity brokers & services .....	141.5	139.0	134.0	130.2	129.0	127.7	125.5	123.4	125.1	125.0	125.7	125.4	123.8	113.9	
Insurance carriers .....	685.3	676.5	668.1	660.9	659.5	656.9	654.5	647.8	649.9	645.1	643.2	645.8	640.7	634.0	
Life insurance .....	297.1	290.4	288.0	286.1	286.8	285.0	283.7	282.8	284.2	282.5	282.3	284.1	282.9	282.9	
Accident and health insurance .....	66.5	66.1	64.7	63.3	62.8	62.2	60.9	58.3	57.8	56.6	55.7	54.6	51.9	46.3	
Fire, marine, and casualty insurance .....	288.6	287.1	283.3	279.9	278.6	278.5	278.4	274.9	275.5	273.7	272.4	273.7	271.7	269.2	
<b>Services:</b>															
Hotels and other lodging places:															
Hotels, tourist courts, and motels .....	634.6	637.7	613.3	580.5	570.0	549.7	540.9	531.9	534.7	546.1	565.7	593.7	571.1	546.8	
Personal services:															
Laundries and drycleaning plants .....	504.8	511.9	511.7	504.8	503.7	499.9	496.8	498.0	503.1	506.3	509.5	506.4	505.2	492.0	
Motion pictures:															
Motion picture filming & distributing .....	33.6	34.4	33.8	31.3	29.8	31.0	31.6	34.0	37.2	36.5	35.4	34.4	33.5	30.4	

<sup>1</sup> For comparability of data with those published in issues prior to October 1967, 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.

<sup>2</sup> Preliminary.

<sup>3</sup> Data relate to nonsupervisory employees except messengers.

<sup>4</sup> Nonoffice salesmen excluded from nonsupervisory count for all series in this division.

## CAUTION

The series on employment, hours, earnings, and labor turnover in nonagricultural establishments have been adjusted to March 1966 benchmarks and are not comparable with those published in the Monthly Labor Review prior to the October 1967 issue, nor with those for periods after April 1965 appearing in the *Handbook of Labor Statistics, 1967*. (See footnote 1, table A-9, and "BLS Establishment Employment Estimates Revised to March 1966 Benchmark Levels" appearing in the September 1967 issue of *Employment and Earnings and Monthly Report on the Labor Force*.) Moreover, when the figures are again adjusted to new benchmarks, the data presented in this issue should not be compared with those in later issues which reflect the adjustments. Comparable historical data appear in *Employment and Earnings Statistics for the United States, 1909-67* (BLS Bulletin 1312-5).

Beginning with the October 1967 issue of the Monthly Labor Review, industry titles have been changed, as necessary, to conform to the Bureau of the Budget's Standard list of short SIC titles—definitions are unchanged.



TABLE A-11. Employees in nonagricultural establishments, by industry division and selected groups, seasonally adjusted <sup>1</sup>

[In thousands]

Industry division and group	1967									1966			
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.
Total employees.....	66,100	66,216	65,939	65,903	65,639	65,653	65,749	65,692	65,564	65,251	65,014	64,694	64,394
Mining.....	598	605	623	619	617	620	624	624	625	623	621	623	625
Contract construction.....	3,228	3,223	3,231	3,187	3,192	3,276	3,313	3,352	3,311	3,291	3,241	3,239	3,260
Manufacturing.....	19,174	19,355	19,169	19,285	19,238	19,331	19,445	19,507	19,558	19,526	19,498	19,422	19,337
Durable goods.....	11,205	11,362	11,218	11,285	11,283	11,322	11,434	11,482	11,507	11,496	11,485	11,457	11,401
Ordnance and accessories.....	297	297	292	290	286	288	286	283	277	272	270	267	263
Lumber and wood products.....	583	583	585	590	584	592	602	603	607	596	598	599	602
Furniture and fixtures.....	451	450	447	452	453	455	459	465	466	469	469	466	465
Stone, clay, and glass products.....	621	626	625	626	624	628	638	640	642	640	640	640	639
Primary metal industries.....	1,287	1,291	1,280	1,295	1,299	1,305	1,332	1,348	1,362	1,364	1,369	1,370	1,361
Fabricated metal products.....	1,337	1,356	1,350	1,357	1,348	1,354	1,364	1,372	1,374	1,374	1,372	1,364	1,358
Machinery, except electrical.....	1,979	1,977	1,969	1,972	1,972	1,979	1,984	1,984	1,988	1,978	1,988	1,959	1,947
Electrical equipment and supplies.....	1,892	1,925	1,889	1,872	1,904	1,916	1,947	1,959	1,958	1,955	1,956	1,956	1,942
Transportation equipment.....	1,882	1,976	1,896	1,947	1,927	1,916	1,932	1,938	1,938	1,959	1,959	1,955	1,949
Instruments and related products.....	454	456	455	454	454	456	456	454	453	451	446	445	439
Miscellaneous manufacturing industries.....	422	425	430	430	432	433	434	436	442	438	438	436	436
Nondurable goods.....	7,969	7,993	7,951	8,000	7,955	8,009	8,011	8,025	8,051	8,030	8,013	7,965	7,936
Food and kindred products.....	1,766	1,772	1,790	1,806	1,797	1,800	1,803	1,798	1,795	1,795	1,793	1,769	1,763
Tobacco manufactures.....	78	84	89	87	86	86	84	85	89	86	84	79	80
Textile mill products.....	947	945	940	948	941	945	952	954	963	962	962	963	964
Apparel and other textile products.....	1,376	1,384	1,376	1,396	1,395	1,390	1,384	1,401	1,414	1,411	1,408	1,404	1,396
Paper and allied products.....	689	689	689	688	679	680	684	681	680	679	678	673	667
Printing and publishing.....	1,063	1,068	1,066	1,066	1,064	1,063	1,065	1,056	1,053	1,044	1,041	1,037	1,032
Chemicals and allied products.....	991	991	989	990	982	984	981	984	983	978	976	973	969
Petroleum and coal products.....	191	191	191	189	187	187	186	187	187	187	187	186	186
Rubber and plastics products, nec.....	519	521	479	479	472	520	521	523	527	527	523	519	517
Leather and leather products.....	349	348	342	351	352	354	351	356	360	361	361	362	362
Transportation and public utilities.....	4,271	4,285	4,292	4,266	4,267	4,212	4,246	4,247	4,242	4,218	4,212	4,190	4,184
Wholesale and retail trade.....	13,686	13,656	13,647	13,648	13,609	13,572	13,557	13,541	13,515	13,416	13,406	13,354	13,279
Wholesale trade.....	3,556	3,562	3,555	3,555	3,549	3,545	3,535	3,521	3,512	3,496	3,484	3,469	3,455
Retail trade.....	10,130	10,094	10,092	10,093	10,060	10,027	10,022	10,020	10,003	9,920	9,922	9,885	9,824
Finance, insurance, and real estate.....	3,265	3,256	3,234	3,227	3,205	3,194	3,179	3,165	3,152	3,144	3,132	3,120	3,118
Services.....	10,176	10,130	10,074	10,035	9,987	9,973	9,946	9,883	9,840	9,781	9,744	9,675	9,619
Government.....	11,702	11,706	11,669	11,636	11,524	11,475	11,439	11,373	11,321	11,252	11,160	11,071	10,972
Federal.....	2,762	2,746	2,759	2,747	2,698	2,688	2,685	2,673	2,667	2,653	2,616	2,617	2,597
State and local.....	8,940	8,960	8,910	8,889	8,826	8,787	8,754	8,700	8,654	8,599	8,544	8,454	8,375

<sup>1</sup> For coverage of the series, see footnote 1, table A-9.<sup>2</sup> Preliminary.NOTE: The seasonal adjustment method used is described in appendix A, *BLS Handbook of Methods for Surveys and Studies* (BLS Bulletin 1458, 1966).

TABLE A-12. Production workers in manufacturing industries, by major industry group, seasonally adjusted <sup>1</sup>

Revised series; see box, p. 85.

[In thousands]

Major industry group	1967										1966			
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	
Manufacturing.....	14,034	14,225	14,056	14,170	14,147	14,233	14,358	14,436	14,506	14,495	14,490	14,434	14,363	
Durable goods.....	8,148	8,308	8,170	8,240	8,254	8,286	8,407	8,459	8,502	8,501	8,505	8,488	8,448	
Ordnance and accessories.....	153	155	151	149	147	146	143	140	136	133	130	128	128	
Lumber and wood products.....	506	507	508	512	507	514	525	524	530	519	521	522	524	
Furniture and fixtures.....	370	368	366	371	375	374	379	384	385	389	389	386	385	
Stone, clay, and glass products.....	491	495	498	498	495	499	509	509	512	513	512	512	511	
Primary metal industries.....	1,029	1,034	1,023	1,037	1,042	1,049	1,073	1,091	1,106	1,109	1,116	1,117	1,103	
Fabricated metal products.....	1,031	1,048	1,041	1,048	1,041	1,046	1,059	1,065	1,068	1,069	1,069	1,062	1,057	
Machinery, except electrical.....	1,373	1,375	1,368	1,372	1,373	1,380	1,388	1,392	1,398	1,390	1,384	1,380	1,372	
Electrical equipment and supplies.....	1,272	1,298	1,265	1,251	1,284	1,298	1,332	1,345	1,348	1,347	1,352	1,356	1,349	
Transportation equipment.....	1,311	1,408	1,326	1,377	1,361	1,347	1,363	1,371	1,373	1,394	1,396	1,393	1,390	
Instruments and related products.....	281	284	285	285	287	289	289	288	289	286	284	283	279	
Miscellaneous manufacturing industries.....	331	336	339	340	342	343	344	347	353	349	349	347	345	
Nondurable goods.....	5,886	5,917	5,886	5,930	5,893	5,947	5,951	5,977	6,004	5,994	5,985	5,946	5,915	
Food and kindred products.....	1,155	1,163	1,185	1,201	1,196	1,195	1,200	1,197	1,196	1,195	1,195	1,174	1,166	
Tobacco manufactures.....	67	72	76	75	74	73	72	73	77	74	72	67	68	
Textile mill products.....	840	838	834	841	835	838	845	848	856	856	856	858	858	
Apparel and other textile products.....	1,219	1,227	1,220	1,239	1,235	1,232	1,226	1,243	1,254	1,252	1,252	1,248	1,240	
Paper and allied products.....	535	536	536	535	525	526	531	529	527	527	526	522	516	
Printing and publishing.....	668	675	674	673	672	673	674	670	668	663	660	658	655	
Chemicals and allied products.....	584	585	585	583	580	583	580	585	585	584	584	581	578	
Petroleum and coal products.....	120	119	119	119	117	118	116	117	117	118	117	116	116	
Rubber and plastics products, nec.....	398	402	362	362	354	402	403	406	411	411	408	406	402	
Leather and leather products.....	300	300	295	302	305	307	304	309	313	314	315	316	316	

<sup>1</sup> For definition of production workers, see footnote 1, table A-10.<sup>2</sup> Preliminary.NOTE: The seasonal adjustment method used is described in appendix A, *BLS Handbook of Methods for Surveys and Studies* (BLS Bulletin 1458, 1966).

TABLE A-13. Unemployment insurance and employment service program operations <sup>1</sup>

[All items except average benefit amounts are in thousands]

Item	1967								1966				
	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.
<b>Employment service: <sup>2</sup></b>													
New applications for work.....	881	967	1,335	974	859	887	853	966	721	794	819	801	889
Nonfarm placements.....	552	487	537	507	476	460	407	440	420	513	592	619	619
<b>State unemployment insurance programs:</b>													
Initial claims <sup>3, 4</sup> .....	872	1,218	803	848	1,005	1,061	1,087	1,346	1,280	915	709	626	826
Insured unemployment <sup>5</sup> (average weekly volume) <sup>6</sup> .....	1,059	1,184	1,019	1,142	1,360	1,532	1,582	1,558	1,254	903	753	755	928
Rate of insured unemployment <sup>7</sup> .....	2.2	2.4	2.1	2.4	2.9	3.3	3.4	3.3	2.7	1.9	1.6	1.6	2.0
Weeks of unemployment compensated.....	4,351	3,808	4,071	4,663	4,977	6,323	5,398	5,615	3,971	2,960	2,476	2,817	3,639
Average weekly benefit amount for total unemployment.....	\$41.08	\$40.10	\$39.99	\$40.99	\$41.81	\$42.07	\$41.97	\$41.73	\$41.39	\$40.57	\$39.84	\$39.68	\$40.65
Total benefits paid.....	\$172,807	\$147,307	\$156,083	\$183,645	\$200,588	\$257,488	\$219,480	\$224,787	\$157,566	\$114,814	\$93,697	\$106,548	\$143,058
<b>Unemployment compensation for ex-servicemen: <sup>8, 9</sup></b>													
Initial claims <sup>3, 4</sup> .....	21	22	17	14	14	16	15	19	17	15	13	12	16
Insured unemployment <sup>5</sup> (average weekly volume).....	25	24	19	19	21	24	25	25	21	16	14	15	19
Weeks of unemployment compensated.....	106	75	82	81	85	101	93	96	72	59	51	63	81
Total benefits paid.....	\$4,443	\$3,126	\$3,471	\$3,404	\$3,576	\$4,199	\$3,878	\$3,963	\$2,973	\$2,450	\$2,117	\$2,561	\$3,204
<b>Unemployment compensation for Federal civilian employees: <sup>10</sup></b>													
Initial claims <sup>3, 4</sup> .....	9	12	9	9	8	8	9	15	10	9	9	7	8
Insured unemployment <sup>5</sup> (average weekly volume).....	19	20	18	18	19	22	24	23	20	17	16	16	18
Weeks of unemployment compensated.....	87	67	81	78	81	103	91	87	75	67	60	67	79
Total benefits paid.....	\$3,581	\$2,752	\$3,370	\$3,237	\$3,354	\$4,192	\$3,728	\$3,581	\$3,045	\$2,752	\$2,466	\$2,731	\$3,239
<b>Railroad unemployment insurance:</b>													
Applications <sup>11</sup> .....	12	21	15	3	4	5	6	11	7	6	6	7	8
Insured unemployment (average weekly volume).....	18	17	14	17	20	23	24	25	19	18	16	16	15
Number of payments <sup>12</sup> .....	45	32	36	42	44	57	53	48	40	38	34	36	35
Average amount of benefit payment <sup>13</sup> .....	\$74.31	\$73.45	\$73.44	\$71.29	\$74.10	\$77.16	\$75.54	\$72.95	\$76.70	\$73.80	\$71.99	\$72.07	\$74.96
Total benefits paid <sup>14</sup> .....	\$3,181	\$2,069	\$2,478	\$2,812	\$3,013	\$4,233	\$3,784	\$3,499	\$2,858	\$2,550	\$2,126	\$2,422	\$2,499
<b>All programs: <sup>15</sup></b>													
Insured unemployment <sup>6</sup> .....	1,122	1,246	1,070	1,196	1,422	1,602	1,654	1,631	1,313	955	799	802	980

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

<sup>2</sup> Includes Guam and the Virgin Islands.

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

<sup>4</sup> Includes interstate claims for the Virgin Islands.

<sup>5</sup> Number of workers reporting the completion of at least 1 week of unemployment.

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

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

<sup>8</sup> Excludes data on claims and payments made jointly with other programs.

<sup>9</sup> Includes the Virgin Islands.

<sup>10</sup> Excludes data on claims and payments made jointly with State programs.

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

<sup>12</sup> Payments are for unemployment in 14-day registration periods.

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

<sup>14</sup> Adjusted for recovery of overpayments and settlement of underpayments.

<sup>15</sup> Represents an unduplicated count of insured unemployment under the State, Ex-servicemen and UCFE programs and the Railroad Unemployment Insurance Act.

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



## B.—Labor Turnover

TABLE B-1. Labor turnover rates, by major industry group <sup>1</sup>

[Per 100 employees]

Major industry group	1967								1966					Annual average	
	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1966	1965
Accessions: Total															
Manufacturing.....	5.4	4.6	5.9	4.6	3.9	3.9	3.6	4.3	2.9	3.9	5.1	6.0	6.4	5.0	4.3
<i>Seasonally adjusted</i> .....	4.3	4.2	4.6	4.6	4.2	4.1	4.3	4.6	4.6	4.8	5.1	4.9	5.1	-----	-----
Durable goods.....	4.9	4.1	5.5	4.3	3.7	3.7	3.4	4.1	2.7	3.8	4.8	5.9	6.2	4.8	4.1
Ordnance and accessories.....	4.4	3.5	5.0	3.1	2.8	2.7	2.9	3.8	2.2	3.7	4.7	4.4	4.3	3.8	2.9
Lumber and wood products.....	6.3	6.0	9.2	8.3	7.0	6.5	5.4	6.4	3.6	4.5	5.9	6.8	6.9	6.7	6.0
Furniture and fixtures.....	7.9	6.7	6.4	5.3	4.5	4.9	4.5	5.3	3.4	5.6	7.4	8.5	8.9	6.6	5.5
Stone, clay, and glass products.....	4.7	4.7	6.9	5.4	5.0	4.7	3.7	3.7	2.3	3.1	3.9	4.5	5.0	4.5	4.0
Primary metal industries.....	3.3	2.9	4.6	3.2	2.6	2.7	2.6	3.2	2.3	2.8	3.3	3.8	4.4	3.7	2.9
Fabricated metal products.....	5.4	5.0	6.1	5.1	4.5	4.4	4.0	4.7	3.2	4.4	5.4	6.2	7.1	5.3	4.6
Machinery, except electrical.....	3.0	2.9	4.3	3.0	2.7	2.9	3.0	3.6	2.6	3.2	3.9	4.2	4.4	3.9	3.3
Electrical equipment and supplies.....	4.3	3.8	4.7	3.3	2.9	3.0	3.1	3.8	2.6	3.7	5.1	5.5	5.9	4.7	3.9
Transportation equipment.....	6.6	4.1	5.5	4.9	3.7	3.9	3.3	4.0	2.5	3.8	5.1	8.4	8.9	5.3	4.7
Instruments and related products.....	3.9	3.0	4.9	2.9	2.9	3.0	2.9	3.5	2.3	3.0	3.9	4.1	4.3	3.8	3.2
Miscellaneous manufacturing industries.....	7.5	6.3	7.2	6.3	6.0	5.8	5.1	6.2	3.0	5.5	8.2	9.2	8.3	6.9	6.3
Nondurable goods.....	6.0	5.5	6.5	5.1	4.3	4.2	3.8	4.5	3.1	4.2	5.4	6.3	6.8	5.2	4.6
Foods and kindred products.....	9.5	7.7	9.5	7.0	5.6	5.1	4.3	5.0	4.1	5.3	7.6	9.2	10.4	6.9	6.1
Tobacco manufactures.....	15.6	9.6	5.9	5.4	2.9	2.8	3.2	3.7	7.0	5.9	6.2	7.2	16.4	6.4	6.1
Textile mill products.....	5.9	5.3	5.7	5.4	4.8	4.7	4.1	4.7	2.9	4.2	5.2	5.9	6.3	5.1	4.8
Apparel and other textile products.....	6.5	6.8	6.2	5.9	5.1	5.0	5.0	6.3	3.4	4.9	5.8	6.7	7.5	6.1	5.8
Paper and allied products.....	4.1	3.6	6.1	3.9	3.3	3.3	2.9	3.4	2.5	3.4	4.4	4.8	4.4	4.0	3.2
Printing and publishing.....	3.5	3.4	5.1	3.6	3.1	3.5	3.3	3.7	2.7	3.3	4.1	4.8	4.4	3.8	3.2
Chemicals and allied products.....	2.4	2.6	4.5	2.8	2.5	2.7	2.4	2.4	1.8	2.2	2.7	3.0	2.8	2.9	2.4
Petroleum and coal products.....	2.4	2.3	4.6	2.7	2.6	2.0	1.6	1.5	1.1	1.4	1.9	2.0	2.0	2.1	1.8
Rubber and plastics products, nec.....	6.2	5.7	7.1	5.3	4.3	4.3	4.1	4.6	3.2	4.9	6.0	6.9	7.1	5.5	4.4
Leather and leather products.....	6.1	7.7	6.4	5.7	5.0	4.8	4.7	7.0	4.1	5.3	6.2	6.6	7.2	6.3	5.4
Nonmanufacturing:															
Metal mining.....	3.0	2.8	6.5	4.0	4.7	3.4	3.0	4.6	3.0	2.8	3.0	3.0	3.6	3.5	3.2
Coal mining.....	2.2	1.7	1.7	1.6	1.8	1.4	1.5	2.3	1.4	1.7	2.0	1.8	2.3	1.7	1.7
Accessions: New hires															
Manufacturing.....	4.0	3.3	4.5	3.3	2.8	2.8	2.7	3.0	2.1	3.1	4.1	4.7	4.8	3.8	3.1
<i>Seasonally adjusted</i> .....	3.1	3.0	3.2	3.2	3.1	3.2	3.4	3.6	3.6	3.7	3.9	3.7	3.8	-----	-----
Durable goods.....	3.5	2.9	4.1	3.0	2.6	2.7	2.5	2.9	2.1	3.1	4.1	4.5	4.5	3.8	3.0
Ordnance and accessories.....	3.6	2.9	4.3	2.6	2.3	2.2	2.5	3.1	1.8	3.1	4.1	3.8	3.5	3.2	1.8
Lumber and wood products.....	5.4	5.3	7.8	6.5	5.5	4.8	3.9	4.2	2.9	3.8	5.2	6.1	6.3	5.7	4.7
Furniture and fixtures.....	6.5	5.1	5.3	4.3	3.8	4.2	3.8	4.5	3.0	5.1	6.8	7.6	7.9	5.9	4.6
Stone, clay, and glass products.....	3.7	3.6	5.4	4.0	3.3	2.9	2.2	2.3	1.6	2.5	3.3	3.8	4.1	3.5	2.7
Primary metal industries.....	2.2	1.7	3.1	1.9	1.5	1.7	1.7	2.0	1.5	2.1	2.7	3.2	3.1	2.7	2.0
Fabricated metal products.....	4.0	3.4	4.9	3.8	3.3	3.4	3.1	3.5	2.5	3.7	4.6	5.4	5.4	4.3	3.5
Machinery, except electrical.....	2.3	2.1	3.4	2.4	2.2	2.4	2.6	3.0	2.1	2.7	3.3	3.7	3.5	3.3	2.6
Electrical equipment and supplies.....	3.0	2.4	3.3	2.1	2.0	2.2	2.3	2.8	2.0	3.1	4.3	4.7	4.6	3.8	2.9
Transportation equipment.....	3.9	2.7	3.7	2.7	2.3	2.3	2.1	2.1	1.7	2.8	3.9	4.1	4.1	3.4	2.8
Instruments and related products.....	3.4	2.6	4.2	2.4	2.4	2.6	3.0	2.0	2.7	3.5	3.7	3.8	3.4	3.4	2.6
Miscellaneous manufacturing industries.....	6.1	4.2	5.6	4.7	4.1	4.0	3.8	3.9	2.5	4.9	7.5	8.2	7.2	5.5	4.5
Nondurable goods.....	4.5	3.9	5.1	3.7	3.2	3.1	2.8	3.2	2.3	3.3	4.2	5.0	5.3	4.0	3.2
Food and kindred products.....	7.0	5.9	7.4	5.1	4.0	3.4	2.9	3.4	2.8	3.9	5.5	7.1	7.9	5.0	4.1
Tobacco manufacturing.....	11.2	5.1	3.8	2.8	1.9	1.7	2.3	2.6	3.4	4.6	4.4	4.9	10.2	3.7	3.3
Textile mill products.....	4.7	3.7	4.6	4.2	3.7	3.5	3.1	3.5	2.2	3.3	4.1	4.9	5.2	4.1	3.3
Apparel and other textile products.....	4.4	3.9	4.2	3.6	3.3	3.5	3.4	4.0	2.1	3.0	4.0	4.4	3.9	3.5	2.5
Paper and allied products.....	3.6	3.0	5.1	3.3	2.8	2.8	2.4	2.8	2.2	2.8	3.5	4.1	3.7	3.2	2.6
Printing and publishing.....	2.9	2.8	4.2	2.9	2.7	2.8	2.7	3.0	2.2	2.8	3.5	4.1	3.7	3.2	1.9
Chemicals and allied products.....	1.9	2.1	3.7	2.2	2.1	2.1	1.9	1.9	1.4	1.8	2.3	2.6	2.4	2.4	1.9
Petroleum and coal products.....	2.2	2.1	3.9	2.4	2.0	1.5	1.3	1.1	.9	1.2	1.7	1.8	1.7	1.7	1.4
Rubber and plastics products, nec.....	5.1	4.0	6.0	4.0	3.3	3.3	3.2	3.5	2.6	4.1	5.3	6.1	5.7	4.6	3.4
Leather and leather products.....	4.4	4.6	4.9	3.9	3.1	3.2	3.3	4.8	3.1	4.1	4.8	5.3	5.6	4.8	3.9
Nonmanufacturing:															
Metal mining.....	2.2	2.1	5.1	2.7	2.4	2.3	2.1	2.7	2.0	2.0	2.3	2.5	2.7	2.5	2.2
Coal mining.....	1.3	1.1	1.2	1.1	1.1	.9	1.0	1.2	1.0	1.1	1.3	1.2	1.4	1.1	.9

See footnotes at end of table.

TABLE B-1. Labor turnover rates, by major industry group <sup>1</sup>—Continued

[Per 100 employees]

Major industry group	1967								1966					Annual average	
	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1966	1965
Separations: Total															
Manufacturing.....	5.3	4.8	4.3	4.2	4.3	4.6	4.0	4.5	4.2	4.3	4.8	6.6	5.8	4.6	4.1
<i>Seasonally adjusted</i> .....	4.3	4.4	4.8	4.6	4.7	5.2	4.9	4.6	4.4	4.6	4.6	5.0	4.7		
Durable goods.....	5.1	4.7	4.1	3.9	4.1	4.4	3.9	4.4	3.9	3.9	4.5	6.1	5.5	4.4	3.8
Ordnance and accessories.....	3.3	2.8	2.9	2.8	3.3	3.0	2.4	2.6	1.7	2.1	2.8	4.1	3.2	2.6	2.5
Lumber and wood products.....	8.5	5.9	5.9	6.5	6.4	6.8	5.3	6.3	6.4	7.3	7.4	9.4	8.5	7.1	6.0
Furniture and fixtures.....	7.4	5.8	5.6	5.8	5.8	6.4	5.2	6.2	4.9	5.7	6.8	8.3	8.4	6.3	5.1
Stone, clay, and glass products.....	5.2	4.3	4.6	4.2	4.2	4.5	4.2	5.2	4.8	4.5	4.7	6.8	5.9	4.6	3.9
Primary metal industries.....	3.8	3.1	3.2	3.1	3.3	3.6	3.0	3.6	2.9	3.1	3.6	5.6	4.3	3.2	3.0
Fabricated metal products.....	5.9	5.2	5.3	4.5	4.8	5.0	4.9	4.9	4.3	4.7	5.3	7.1	6.3	5.1	4.2
Machinery, except electrical.....	3.8	3.4	3.5	3.1	3.3	3.5	2.8	3.1	2.5	2.6	3.3	5.2	4.5	3.4	2.8
Electrical equipment and supplies.....	4.1	3.3	3.4	3.7	4.3	4.8	4.0	4.2	3.2	3.4	4.0	5.8	4.5	3.8	3.1
Transportation equipment.....	6.3	8.1	4.3	3.8	4.1	4.3	4.5	5.1	3.8	3.7	4.4	5.3	6.5	4.9	4.3
Instruments and related products.....	3.5	2.7	3.0	2.9	2.9	3.0	2.7	2.9	2.4	2.4	3.5	4.9	3.6	3.1	2.7
Miscellaneous manufacturing industries.....	6.3	6.0	5.3	5.4	5.1	5.4	5.0	5.7	12.2	8.6	6.8	8.6	7.2	6.9	5.9
Nondurable goods.....	5.5	5.0	4.5	4.5	4.6	4.7	4.1	4.8	4.6	4.7	5.4	7.3	6.2	5.0	4.4
Food and kindred products.....	7.3	6.1	5.4	5.6	5.6	5.5	5.0	6.0	7.1	7.2	8.4	10.9	7.9	6.8	6.1
Tobacco manufactures.....	6.2	3.8	3.6	4.2	4.8	7.7	7.2	8.1	6.0	6.5	4.9	5.6	8.5	6.0	6.4
Textile mill products.....	6.1	5.4	4.8	4.8	5.0	5.2	4.6	5.2	4.2	4.8	5.3	6.7	6.5	5.1	4.1
Apparel and other textile products.....	6.3	7.4	5.9	5.8	6.2	6.4	5.0	5.7	5.5	5.4	5.8	7.2	7.2	6.1	5.8
Paper and allied products.....	4.6	3.5	3.5	3.5	3.6	3.5	3.0	3.5	3.0	3.5	4.1	6.6	5.0	3.8	3.1
Printing and publishing.....	4.0	3.2	3.6	3.3	3.1	3.3	3.0	3.5	3.0	3.0	3.5	5.1	4.6	3.4	3.1
Chemicals and allied products.....	3.0	2.2	2.7	2.5	2.3	2.4	2.1	2.4	2.1	2.0	2.5	4.6	3.0	2.5	2.2
Petroleum and coal products.....	2.6	1.8	1.8	1.9	1.8	1.7	1.5	2.0	1.8	1.9	2.1	3.9	2.6	2.1	1.9
Rubber and plastics products, nec.....	6.2	5.3	5.0	5.0	4.9	5.1	5.1	5.3	4.2	4.5	5.5	7.2	6.2	5.0	4.2
Leather and leather products.....	6.6	8.1	5.0	5.7	6.1	6.2	5.6	6.2	6.4	5.2	5.9	8.4	7.8	6.4	5.3
Nonmanufacturing:															
Metal mining.....	3.5	3.1	3.1	3.5	4.0	3.5	2.9	3.8	3.3	3.4	4.0	6.0	3.8	3.5	3.1
Coal mining.....	2.2	1.9	1.6	1.9	2.2	2.1	1.6	2.3	1.4	1.6	1.8	1.9	1.6	1.8	1.9
Separations: Quits															
Manufacturing.....	3.1	2.1	2.3	2.2	2.2	2.1	1.9	2.1	1.7	2.1	2.8	4.5	3.6	2.6	1.9
<i>Seasonally adjusted</i> .....	2.2	2.1	2.4	2.2	2.3	2.4	2.5	2.5	2.7	2.6	2.6	2.6	2.6		
Durable goods.....	2.8	1.8	2.1	2.0	2.0	2.0	1.7	1.9	1.5	1.9	2.6	4.2	3.4	2.4	1.7
Ordnance and accessories.....	2.1	1.5	1.6	1.4	1.6	1.5	1.3	1.2	.9	1.1	1.6	2.7	1.9	1.5	1.1
Lumber and wood products.....	5.1	3.8	4.1	4.5	4.1	3.7	2.9	3.1	2.6	3.4	4.6	6.8	6.0	4.5	3.4
Furniture and fixtures.....	5.3	3.4	3.3	3.5	3.7	3.8	3.1	3.5	2.7	3.6	4.8	6.5	6.2	4.3	3.1
Stone, clay, and glass products.....	3.4	2.2	2.4	2.2	2.0	1.9	1.6	1.8	1.4	1.9	2.6	4.5	3.6	2.4	1.7
Primary metal industries.....	1.9	1.2	1.4	1.3	1.3	1.3	1.1	1.4	1.1	1.3	1.8	3.8	2.7	1.7	1.2
Fabricated metal products.....	3.5	2.2	2.4	2.4	2.4	2.4	2.1	2.3	1.8	2.4	3.0	4.8	4.0	2.8	1.9
Machinery, except electrical.....	2.3	1.5	1.7	1.7	1.7	1.7	1.5	1.7	1.3	1.5	1.9	3.5	2.7	1.9	1.4
Electrical equipment and supplies.....	2.4	1.5	1.8	1.8	1.9	1.9	1.8	2.0	1.6	1.9	2.5	4.2	3.1	2.3	1.6
Transportation equipment.....	2.4	1.5	1.7	1.6	1.5	1.6	1.4	1.5	1.1	1.5	2.0	3.1	2.6	1.9	1.3
Instruments and related products.....	2.3	1.5	1.8	1.6	1.6	1.7	1.6	1.7	1.3	1.5	2.4	3.7	2.5	2.0	1.4
Miscellaneous manufacturing industries.....	4.2	2.8	3.0	3.0	2.9	2.8	2.5	2.7	2.6	3.9	4.6	6.5	4.9	3.6	2.6
Nondurable goods.....	3.5	2.5	2.6	2.5	2.4	2.4	2.1	2.4	1.9	2.4	3.1	5.0	4.0	2.8	2.1
Food and kindred products.....	4.2	3.0	2.9	2.8	2.5	2.5	2.2	2.5	2.2	2.9	3.9	6.7	4.8	3.2	2.4
Tobacco manufactures.....	2.0	1.6	1.7	1.7	1.6	1.7	1.7	1.9	1.6	1.8	2.3	3.4	2.8	1.9	1.5
Textile mill products.....	4.5	3.2	3.3	3.4	3.4	3.3	2.8	3.1	2.3	2.9	3.6	5.1	4.9	3.5	2.5
Apparel and other textile products.....	3.8	3.0	2.8	3.0	2.8	2.8	2.5	2.9	2.1	2.8	3.4	4.7	4.6	3.3	2.6
Paper and allied products.....	3.2	1.9	2.2	2.1	2.1	2.1	1.7	2.0	1.6	2.1	2.7	5.1	3.5	2.4	1.7
Printing and publishing.....	2.7	1.9	2.2	2.0	1.9	2.0	1.8	2.0	1.6	1.8	2.2	3.7	3.1	2.2	1.7
Chemicals and allied products.....	1.8	1.1	1.3	1.3	1.2	1.2	1.0	1.1	.9	1.0	1.4	3.3	2.1	1.4	1.0
Petroleum and coal products.....	1.5	.8	.9	.9	.7	.7	.7	.7	.6	.6	.9	2.3	1.4	.9	.7
Rubber and plastics products, nec.....	4.1	2.6	3.1	2.9	2.7	2.7	2.4	2.5	2.0	2.7	3.5	5.3	4.3	3.1	2.1
Leather and leather products.....	4.5	3.6	3.3	3.4	3.3	3.2	3.0	3.6	2.9	3.4	4.3	6.3	5.9	4.1	3.0
Nonmanufacturing:															
Metal mining.....	2.4	1.7	2.0	2.0	1.9	1.9	1.4	1.7	1.1	1.3	1.7	4.8	2.7	2.0	1.7
Coal mining.....	.9	.8	.5	.6	.6	.7	.7	.6	.6	.6	.8	1.1	.9	.7	.6

See footnotes at end of table.

TABLE B-1. Labor turnover rates, by major industry group <sup>1</sup>—Continued

[Per 100 employees]

Major industry group	1967								1966					Annual average	
	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1966	1965
	Separations: Layoffs														
Manufacturing.....	1.3	1.9	1.1	1.1	1.3	1.5	1.3	1.5	1.8	1.3	1.1	1.0	1.1	1.2	1.4
<i>Seasonally adjusted</i> .....	1.3	1.6	1.4	1.4	1.5	1.7	1.5	1.4	1.3	1.2	1.1	1.1	1.1	1.1	1.1
Durable goods.....	1.3	2.0	1.1	1.0	1.2	1.5	1.4	1.5	1.5	1.1	.8	.8	1.1	1.1	1.2
Ordnance and accessories.....	.4	.6	.4	.6	.9	.8	.5	.5	.2	.4	.5	.4	.4	.4	.8
Lumber and wood products.....	2.4	1.2	.8	.9	1.4	2.1	1.6	2.3	3.1	3.0	1.7	1.4	1.4	1.6	1.7
Furniture and fixtures.....	.9	1.5	1.2	1.2	1.1	1.4	1.1	1.5	1.2	1.0	.7	.5	.7	.8	1.0
Stone, clay, and glass products.....	.8	1.3	1.2	1.2	1.3	1.7	1.7	2.6	2.7	1.8	1.1	1.1	1.0	1.3	1.5
Primary metal industries.....	.9	1.0	.9	.9	1.2	1.3	1.0	1.0	1.0	.8	.7	.6	.5	.6	1.0
Fabricated metal products.....	1.3	2.1	1.8	1.0	1.4	1.6	1.9	1.6	1.5	1.3	1.1	1.0	1.0	1.2	1.4
Machinery, except electrical.....	.7	1.1	.9	.6	.7	.8	.5	.5	.5	.4	.4	.6	.8	.5	.6
Electrical equipment and supplies.....	.7	1.0	.7	1.1	1.4	1.9	1.2	1.2	.7	.5	.4	.4	.3	.5	.8
Transportation equipment.....	2.9	5.8	1.7	1.4	1.8	1.9	2.4	2.7	1.9	1.3	1.3	1.2	2.8	2.1	2.2
Instruments and related products.....	.5	.7	.4	.6	.7	.5	.5	.5	.4	.3	.4	.4	.3	.4	.6
Miscellaneous manufacturing industries.....	1.1	2.2	1.3	1.3	1.3	1.5	1.6	2.0	8.6	3.5	.8	.8	1.1	2.1	2.3
Nondurable goods.....	1.2	1.8	1.2	1.3	1.4	1.5	1.3	1.6	2.1	1.6	1.5	1.4	1.3	1.4	1.6
Food and kindred products.....	2.3	2.4	1.7	2.0	2.3	2.3	2.1	2.7	4.2	3.5	3.5	3.2	2.3	2.8	2.9
Tobacco manufactures.....	3.7	1.5	1.1	2.0	2.5	5.2	4.9	5.6	3.6	4.0	1.8	1.5	5.0	3.5	4.4
Textile mill products.....	.6	1.5	.6	.6	.7	.9	.9	1.2	1.2	1.1	.8	.6	.6	.7	.8
Apparel and other textile products.....	1.6	3.5	2.3	2.1	2.6	2.8	1.7	1.9	2.8	1.8	1.5	1.6	1.8	2.1	2.4
Paper and allied products.....	.6	.7	.4	.5	.7	.6	.5	.7	.7	.6	.4	.5	.5	.5	.8
Printing and publishing.....	.7	.8	.7	.7	.6	.6	.6	.8	.9	.6	.6	.7	.8	.7	.9
Chemicals and allied products.....	.5	.6	.8	.7	.5	.6	.5	.6	.7	.5	.5	.6	.3	.6	.7
Petroleum and coal products.....	.3	.3	.3	.3	.5	.4	.4	.7	.8	.7	.6	.9	.6	.6	.6
Rubber and plastics products, nec.....	.8	1.5	.8	1.0	1.1	1.3	1.7	1.5	1.3	.7	.7	.6	.6	.9	1.2
Leather and leather products.....	1.2	3.6	.7	1.5	1.9	2.0	1.7	1.7	2.7	1.0	.8	1.1	.9	1.4	1.5
Nonmanufacturing:															
Metal mining.....	.2	.7	.5	.7	1.0	.6	.7	1.1	1.0	1.5	1.3	.2	.2	.7	.7
Coal mining.....	.6	.6	.7	.8	1.2	.9	.5	.8	.5	.5	.4	.2	.2	.6	.9

<sup>1</sup> For comparability of data with those published in issues prior to October 1967, see footnote 1, table A-9.

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

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

<sup>2</sup> Preliminary.



## C.—Earnings and Hours

TABLE C-1. Gross hours and earnings of production workers,<sup>1</sup> by industry

Industry	1967												1966		Annual average	
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1966	1965	
Average weekly earnings																
Total private.....	\$103.41	\$103.06	\$103.18	\$101.88	\$100.06	\$99.41	\$99.56	\$99.30	\$99.70	\$99.97	\$99.84	\$100.62	\$100.88	\$98.69	\$95.06	
Mining.....	138.57	137.49	139.43	136.53	134.09	134.51	132.09	131.14	134.09	133.45	131.66	135.10	133.73	130.66	123.52	
Metal mining.....		134.23	135.40	137.48	135.98	137.05	137.60	136.00	136.00	136.53	135.24	134.82	136.21	133.77	127.30	
Iron ores.....		138.69	139.73	134.40	134.37	137.67	139.40	136.31	138.65	136.86	136.29	136.29	142.23	138.09	129.24	
Copper ores.....		125.60	140.71	145.08	142.35	142.35	143.55	142.46	142.79	144.21	143.11	142.46	140.62	140.07	136.71	
Coal mining.....		150.59	156.15	154.01	148.37	148.45	145.39	146.10	153.38	155.91	146.20	156.98	151.37	145.95	137.51	
Bituminous coal and lignite mining.....		152.93	157.00	156.38	151.07	150.78	147.68	148.40	155.77	158.30	148.13	159.80	154.09	148.44	140.26	
Oil and gas extraction.....		131.02	133.67	127.56	127.75	129.63	127.75	126.42	127.50	124.91	124.95	124.10	123.68	122.69	116.18	
Crude petroleum and natural gas fields.....		132.59	138.69	133.25	132.51	135.71	131.78	133.42	135.62	129.65	129.34	129.74	129.34	128.11	123.62	
Oil and gas field services.....		130.01	129.60	122.82	124.24	125.27	123.52	121.26	120.96	121.39	121.33	119.30	119.30	118.63	110.31	
Nonmetallic minerals, except fuels.....		135.54	133.17	131.96	128.03	124.65	119.03	116.72	119.30	120.94	124.48	129.91	129.91	123.39	117.45	
Crushed and broken stone.....		134.55	132.96	131.04	127.84	122.89	115.84	110.16	115.14	120.19	125.76	130.95	131.49	123.45	116.58	
Contract construction.....	162.21	159.08	157.90	153.56	149.54	147.23	146.83	143.60	149.14	148.53	144.14	152.46	152.05	145.89	138.38	
General building contractors.....		148.06	146.17	142.03	141.12	139.32	139.26	135.84	141.21	141.21	136.96	142.07	140.93	136.49	128.16	
Heavy construction contractors.....		164.49	161.30	154.14	144.32	139.48	138.90	139.26	142.56	142.04	138.55	155.55	156.09	145.14	137.90	
Highway and street construction.....		165.02	163.10	161.87	139.88	131.60	126.86	127.40	130.28	129.75	131.14	154.34	156.52	142.80	136.36	
Heavy construction, nec.....		163.80	159.80	156.62	148.52	146.28	147.75	147.45	150.88	151.62	145.91	157.73	155.86	147.97	140.00	
Special trade contractors.....		163.56	164.00	160.39	157.81	153.86	154.64	150.73	157.14	156.09	151.56	158.34	157.88	153.22	145.39	
Plumbing, heating, air conditioning.....		172.77	170.77	167.52	165.46	164.74	164.35	162.26	166.53	165.36	159.14	166.63	166.60	161.44	152.47	
Painting, paperhanging, and decorating.....		149.92	150.47	146.65	145.40	140.54	140.54	138.80	140.70	141.60	141.20	143.60	144.44	139.59	134.61	
Electrical work.....		190.21	192.23	188.46	187.50	184.89	184.78	181.45	185.81	186.44	179.65	186.05	184.24	179.79	170.28	
Masonry, stonework, and plastering.....		148.68	149.03	147.74	144.01	141.45	138.58	127.00	138.43	140.22	134.39	143.72	142.27	138.75	133.21	
Roofing and sheet metal work.....		137.18	136.82	132.75	127.53	122.88	118.72	116.29	125.25	125.21	120.85	131.74	128.12	123.50	117.30	
Average weekly hours																
Total private.....	38.3	38.6	38.5	38.3	37.9	37.8	38.0	37.9	38.2	38.6	38.4	38.7	38.8	38.7	38.8	
Mining.....	42.9	41.3	43.3	42.8	42.3	42.3	41.8	41.5	42.3	42.5	42.2	43.3	43.0	42.7	42.3	
Metal mining.....		41.3	42.1	42.3	42.1	42.3	42.6	42.5	42.5	42.4	42.0	42.0	42.7	42.1	41.6	
Iron ores.....		41.9	42.6	41.1	41.6	42.1	42.5	42.2	42.4	41.6	41.3	41.3	43.1	42.1	40.9	
Copper ores.....		40.0	42.9	43.7	43.4	43.4	43.9	43.7	43.8	44.1	43.9	43.7	43.4	43.5	43.4	
Coal mining.....		40.7		41.4	40.1	39.8	39.4	39.7	40.9	41.8	39.3	42.2	40.8	40.3	39.9	
Bituminous coal and lignite mining.....		41.0		41.7	40.5	40.1	39.7	40.0	41.1	42.1	39.5	42.5	41.2	40.6	40.2	
Oil and gas extraction.....		43.1	43.4	42.1	42.3	42.5	42.3	42.0	42.5	42.2	42.5	42.5	42.5	42.6	42.4	
Crude petroleum and natural gas fields.....		40.3	41.4	40.5	40.4	41.0	40.3	40.8	41.6	40.9	40.8	40.8	40.8	40.8	40.8	
Oil and gas field services.....		45.3	45.0	43.4	43.9	43.8	43.8	43.0	43.2	43.2	43.8	43.7	43.7	44.1	43.6	
Nonmetallic minerals, except fuels.....		46.9	46.4	46.3	45.4	45.0	43.6	42.6	43.7	44.3	45.1	46.9	46.9	45.7	45.7	
Crushed and broken stone.....		48.4	48.0	48.0	47.0	46.2	44.9	43.2	44.8	45.7	47.1	48.5	48.7	47.3	47.2	
Contract construction.....	38.9	38.8	38.7	38.2	37.2	36.9	36.8	35.9	37.1	37.3	36.4	38.5	38.3	37.6	37.4	
General building contractors.....		37.2	37.1	36.7	36.0	36.0	35.8	35.1	36.3	36.3	35.3	36.9	36.7	36.3	36.1	
Heavy construction contractors.....		43.4	42.9	42.0	40.2	39.4	39.8	38.9	39.6	39.0	38.7	42.5	42.3	41.0	40.8	
Highway and street construction.....		44.4	44.2	42.9	40.9	40.0	40.4	39.2	39.6	39.8	38.8	43.6	43.6	42.0	41.7	
Heavy construction, nec.....		42.0	41.4	41.0	39.5	38.8	39.4	38.7	39.6	39.9	38.6	41.4	40.8	40.1	40.0	
Special trade contractors.....		37.6	37.7	37.3	36.7	36.5	36.3	35.3	36.8	36.9	36.0	37.7	37.5	37.1	36.9	
Plumbing, heating, air conditioning.....		39.0	38.9	38.6	38.3	38.4	38.4	38.0	39.0	39.0	37.8	39.3	39.2	38.9	38.6	
Painting, paperhanging, and decorating.....		36.3	36.7	36.3	35.9	35.4	35.4	34.7	35.0	35.4	35.3	35.9	36.2	35.7	35.8	
Electrical work.....		39.3	39.8	39.1	38.9	38.6	38.9	38.2	39.2	39.5	37.9	39.5	39.2	39.0	38.7	
Masonry, stonework, and plastering.....		35.4	35.4	35.6	34.7	34.5	33.8	30.9	33.6	34.2	33.1	35.4	34.7	34.6	34.6	
Roofing and sheet metal work.....		36.1	36.1	35.4	34.1	33.3	32.0	31.6	33.4	33.2	33.2	35.8	35.1	34.4	34.5	
Average hourly earnings																
Total private.....	\$2.70	\$2.67	\$2.68	\$2.66	\$2.64	\$2.63	\$2.62	\$2.62	\$2.61	\$2.59	\$2.60	\$2.60	\$2.60	\$2.55	\$2.45	
Mining.....	3.23	3.19	3.22	3.19	3.17	3.18	3.16	3.16	3.17	3.14	3.12	3.12	3.11	3.06	2.92	
Metal mining.....		3.25	3.24	3.25	3.23	3.24	3.23	3.20	3.22	3.22	3.21	3.19	3.19	3.17	3.06	
Iron ores.....		3.31	3.28	3.27	3.23	3.27	3.28	3.23	3.27	3.29	3.30	3.30	3.30	3.28	3.16	
Copper ores.....		3.14	3.28	3.32	3.28	3.28	3.27	3.26	3.26	3.27	3.26	3.26	3.24	3.22	3.15	
Coal mining.....		3.70		3.72	3.70	3.73	3.69	3.68	3.75	3.73	3.72	3.72	3.71	3.62	3.46	
Bituminous coal and lignite mining.....		3.73		3.75	3.73	3.76	3.72	3.71	3.79	3.76	3.75	3.76	3.74	3.65	3.49	
Oil and gas extraction.....		3.04	3.08	3.03	3.02	3.05	3.02	3.01	3.00	2.97	2.94	2.92	2.91	2.88	2.73	
Crude petroleum and natural gas fields.....		3.29	3.35	3.29	3.28	3.31	3.27	3.27	3.26	3.17	3.17	3.18	3.17	3.14	3.04	
Oil and gas field services.....		2.87	2.88	2.83	2.83	2.86	2.82	2.82	2.80	2.81	2.77	2.73	2.73	2.69	2.53	
Nonmetallic minerals, except fuels.....		2.89	2.87	2.85	2.82	2.77	2.73	2.74	2.73	2.73	2.76	2.77	2.77	2.70	2.57	
Crushed and broken stone.....		2.78	2.77	2.72	2.66	2.58	2.55	2.57	2.57	2.63	2.67	2.70	2.70	2.61	2.47	
Contract construction.....	4.17	4.10	4.08	4.02	4.02	3.99	3.99	4.00	4.02	3.98	3.96	3.96	3.97	3.88	3.70	
General building contractors.....		3.98	3.94	3.87	3.92	3.87	3.89	3.87	3.89	3.89	3.88	3.85	3.84	3.76	3.55	
Heavy construction contractors.....		3.79	3.76	3.67	3.59	3.54	3.49	3.58	3.60	3.56	3.58	3.66	3.69	3.54	3.38	
Highway and street construction.....		3.70	3.69	3.64	3.42	3.29	3.14	3.25	3.29	3.26	3.38	3.54	3.59	3.40	3.27	
Heavy construction, nec.....		3.90	3.86	3.82	3.76	3.77	3.75	3.81	3.81	3.80	3.78	3.81	3.82	3.69	3.50	
Special trade contractors.....		4.35	4.35	4.30	4.30	4.27	4.26	4.27	4.27	4.23	4.21	4.20	4.21	4.13	3.94	
Plumbing, heating, air conditioning.....		4.43	4.39	4.34	4.32	4.29	4.28	4.27	4.27	4.24	4.21	4.24	4.25	4.15	3.95	
Painting, paperhanging, and decorating.....		4.13	4.10	4.04	4.05	3.97	3.97	4.00	4.02	4.00	4.00	4.00	3.99	3.91	3.76	
Electrical work.....		4.84	4.83	4.82	4.82	4.79	4.75	4.75	4.74	4.72	4.74	4.71	4.70	4.61	4.40	
Masonry, stonework, and plastering.....		4.20	4.21	4.15	4.15	4.10	4.10	4.11	4.12	4.10	4.06	4.06	4.10	4.01	3.85	
Roofing and sheet metal work.....																

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

Industry	1967										1966				Annual average	
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1966	1965	
	Average weekly earnings															
Manufacturing.....	\$116.28	\$114.77	\$113.67	\$114.49	\$113.52	\$112.56	\$112.44	\$111.88	\$113.42	\$114.40	\$113.99	\$113.85	\$114.13	\$112.34	\$107.53	
Durable goods.....	125.03	123.60	122.40	123.19	122.89	121.18	121.36	120.77	122.84	124.62	123.77	124.07	123.94	122.09	117.18	
Nondurable goods.....	104.40	102.80	102.03	101.63	100.73	100.22	100.08	99.18	99.65	100.25	100.10	99.94	99.54	98.49	94.44	
Ordnance and accessories.....	140.61	136.31	134.05	132.25	134.08	132.48	133.54	133.22	136.63	138.02	136.75	136.21	135.78	134.94	131.15	
Ammunition, except for small arms.....	143.55	138.55	134.64	131.46	133.72	131.46	134.55	134.23	135.71	135.38	134.88	134.72	134.64	134.55	135.66	
Sighting and fire control equipment.....	106.81	107.43	103.68	103.63	102.41	103.41	101.09	99.70	99.38	99.47	98.00	100.12	100.61	99.70	96.93	
Other ordnance and accessories.....	133.14	131.36	131.99	133.56	133.73	133.22	130.20	129.58	138.03	143.28	141.48	141.48	139.02	135.25	121.93	
Lumber and wood products.....	97.77	97.20	96.64	97.27	95.18	94.77	93.09	91.08	90.80	90.80	91.43	94.02	94.02	91.80	88.75	
Sawmills and planing mills.....	93.84	92.80	91.37	91.98	89.02	88.84	88.22	86.24	85.75	84.53	85.17	87.08	87.89	86.07	82.42	
Millwork, plywood, & related products.....	106.81	107.43	103.68	103.63	102.41	103.41	101.09	99.70	99.38	99.47	98.00	100.12	100.61	99.70	96.93	
Wooden containers.....	81.40	80.00	80.60	81.60	80.36	79.56	77.76	76.00	75.44	76.36	76.04	75.44	76.96	75.53	72.92	
Miscellaneous wood products.....	91.94	90.68	90.85	91.88	90.20	89.35	88.56	86.83	86.88	88.37	88.78	88.58	88.38	87.34	84.67	
Furniture and fixtures.....	95.88	94.89	92.40	93.09	91.25	90.46	90.74	90.12	90.63	93.79	93.15	94.28	93.63	91.72	88.19	
Household furniture.....	89.73	88.70	85.89	86.76	84.41	84.24	84.71	83.89	83.95	87.76	87.13	88.40	87.14	85.49	83.21	
Office furniture.....	111.09	113.01	108.94	110.12	110.24	109.82	110.51	114.01	115.61	115.61	114.38	115.01	114.75	112.32	104.06	
Partitions and fixtures.....	122.54	114.74	118.28	116.69	113.65	113.12	113.55	114.95	117.04	114.81	117.74	118.83	115.92	112.86	112.86	
Other furniture and fixtures.....	99.85	98.81	98.57	101.09	100.45	99.14	97.68	97.10	95.75	101.10	99.36	101.15	102.15	97.90	92.18	
Average weekly hours																
Manufacturing.....	40.8	40.7	40.3	40.6	40.4	40.2	40.3	40.1	40.8	41.3	41.3	41.4	41.5	41.3	41.2	
Durable goods.....	41.4	41.2	40.8	41.2	41.1	40.8	41.0	40.8	41.5	42.1	42.1	42.2	42.3	42.1	42.0	
Nondurable goods.....	40.0	40.0	39.7	39.7	39.5	39.3	39.4	39.2	39.7	40.1	40.2	40.3	40.3	40.2	40.1	
Ordnance and accessories.....	43.0	42.2	41.5	41.2	41.9	41.4	41.6	41.5	42.3	42.6	42.6	42.3	42.3	42.3	41.0	
Ammunition, except for small arms.....	43.5	42.5	41.3	40.7	41.4	41.4	41.4	41.5	41.5	41.4	41.5	41.2	41.3	41.4	42.0	
Sighting and fire control equipment.....	42.0	40.7	42.2	41.4	42.1	43.1	42.6	42.5	42.9	42.2	42.2	39.1	41.6	41.8	40.6	
Other ordnance and accessories.....	42.0	41.7	41.9	42.4	42.0	42.7	42.0	41.8	44.1	45.2	45.2	44.7	44.2	41.9		
Lumber and wood products.....	40.4	40.5	40.1	40.7	40.5	40.5	40.3	39.6	40.0	40.0	40.1	40.7	40.7	40.8	40.9	
Sawmills and planing mills.....	40.8	40.7	39.9	40.7	40.1	40.2	40.1	39.2	39.7	39.5	39.8	40.5	40.5	40.6	40.6	
Millwork, plywood, & related products.....	41.4	41.8	40.5	40.8	40.8	41.2	40.6	40.2	40.4	40.6	40.0	40.7	40.9	41.2	41.6	
Wooden containers.....	39.9	39.8	40.3	40.8	41.0	40.8	40.5	40.0	41.0	41.5	41.1	41.0	41.6	41.5	41.2	
Miscellaneous wood products.....	40.5	40.3	40.2	41.2	41.0	40.8	41.0	40.2	40.6	41.1	41.1	41.2	41.3	41.2	41.3	
Furniture and fixtures.....	40.8	40.9	40.0	40.3	39.5	39.5	39.8	39.7	40.1	41.5	41.4	41.9	41.8	41.5	41.6	
Household furniture.....	40.6	40.5	39.4	39.8	38.9	39.0	39.4	39.2	39.6	41.2	41.1	41.7	41.3	41.1	41.4	
Office furniture.....	42.4	42.4	43.3	41.9	41.4	41.6	41.6	41.7	42.7	43.3	43.0	43.4	43.3	43.2	42.3	
Partitions and fixtures.....	42.4	40.4	41.5	40.8	40.3	40.4	40.7	41.2	41.8	41.3	42.2	42.9	42.0	41.8		
Other furniture and fixtures.....	40.1	41.0	40.9	41.6	41.0	40.8	40.7	40.8	40.4	42.3	42.1	42.5	43.1	42.2	41.9	
Average hourly earnings																
Manufacturing.....	\$2.85	\$2.82	\$2.82	\$2.82	\$2.81	\$2.80	\$2.79	\$2.79	\$2.78	\$2.77	\$2.76	\$2.75	\$2.75	\$2.72	\$2.61	
Durable goods.....	3.02	3.00	3.00	2.99	2.99	2.97	2.96	2.96	2.96	2.96	2.94	2.94	2.93	2.90	2.79	
Nondurable goods.....	2.61	2.57	2.57	2.56	2.55	2.55	2.54	2.53	2.51	2.50	2.49	2.48	2.47	2.45	2.36	
Ordnance and accessories.....	3.27	3.23	3.23	3.21	3.20	3.20	3.21	3.21	3.23	3.24	3.21	3.22	3.21	3.19	3.13	
Ammunition, except for small arms.....	3.30	3.26	3.26	3.23	3.23	3.23	3.25	3.25	3.27	3.27	3.25	3.27	3.26	3.25	3.23	
Sighting and fire control equipment.....	3.17	3.15	3.15	3.15	3.11	3.12	3.10	3.10	3.13	3.17	3.13	3.13	3.11	3.06	2.91	
Other ordnance and accessories.....	3.17	3.15	3.15	3.15	3.11	3.12	3.10	3.10	3.13	3.17	3.13	3.13	3.11	3.06	2.91	
Lumber and wood products.....	2.42	2.40	2.41	2.39	2.35	2.34	2.31	2.30	2.27	2.26	2.25	2.25	2.24	2.21	2.12	
Sawmills and planing mills.....	2.30	2.28	2.29	2.26	2.22	2.21	2.20	2.20	2.16	2.14	2.14	2.15	2.17	2.12	2.03	
Millwork, plywood, & related products.....	2.58	2.57	2.56	2.54	2.51	2.51	2.49	2.48	2.46	2.45	2.45	2.46	2.46	2.42	2.33	
Wooden containers.....	2.04	2.01	2.00	2.00	1.96	1.95	1.92	1.90	1.84	1.84	1.85	1.84	1.85	1.82	1.77	
Miscellaneous wood products.....	2.27	2.25	2.26	2.23	2.20	2.19	2.16	2.16	2.14	2.15	2.16	2.15	2.14	2.12	2.05	
Furniture and fixtures.....	2.35	2.32	2.31	2.31	2.31	2.29	2.28	2.27	2.26	2.26	2.25	2.25	2.24	2.21	2.12	
Household furniture.....	2.21	2.19	2.18	2.18	2.17	2.16	2.15	2.14	2.12	2.13	2.12	2.12	2.11	2.08	2.01	
Office furniture.....	2.62	2.61	2.60	2.60	2.66	2.65	2.64	2.65	2.67	2.67	2.66	2.65	2.65	2.60	2.46	
Partitions and fixtures.....	2.89	2.84	2.85	2.85	2.86	2.82	2.80	2.79	2.79	2.80	2.78	2.79	2.77	2.76	2.70	
Other furniture and fixtures.....	2.49	2.41	2.41	2.43	2.45	2.43	2.40	2.38	2.37	2.39	2.36	2.38	2.37	2.32	2.20	

See footnotes at end of table.

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

Industry	1967										1966				Annual average	
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1966	1965	
	Average weekly earnings															
Manufacturing—Continued																
Durable goods—Continued																
Stone, clay, and glass products.....	\$119.99	\$119.28	\$118.01	\$117.46	\$116.62	\$115.23	\$113.70	\$112.19	\$113.71	\$115.23	\$116.20	\$116.89	\$116.05	\$114.24	\$110.04	
Flat glass.....	146.11	147.33	152.46	149.56	150.33	149.24	150.28	152.64	155.06	160.60	159.87	153.99	153.36	149.60		
Glass and glassware, pressed or blown.....	113.60	112.80	114.45	113.93	113.93	113.24	115.34	112.59	114.26	114.68	114.12	111.38	111.88	111.93	106.25	
Cement, hydraulic.....	133.74	130.47	132.07	130.70	130.41	132.70	129.02	128.70	130.79	131.65	138.22	132.39	133.76	132.61	124.42	
Structural clay products.....	104.58	100.70	100.04	100.45	99.72	99.55	97.77	96.07	95.92	96.48	97.44	98.16	97.99	97.00	94.02	
Pottery and related products.....	102.44	99.46	102.57	102.31	103.22	101.26	100.22	101.12	101.75	102.36	100.15	100.44	98.85	95.12		
Concrete, gypsum, and plaster products.....	131.04	130.87	127.80	124.60	121.05	116.57	113.40	111.38	112.44	114.90	116.42	121.83	121.76	117.65	113.08	
Other stone & nonmetallic mineral products.....	118.40	119.11	117.67	117.99	117.71	116.60	114.93	113.65	115.36	116.76	116.20	118.86	117.32	115.64	110.62	
Primary metal industries.....	138.65	137.83	136.27	136.12	134.64	133.57	135.38	134.97	138.69	137.61	139.02	139.02	141.10	138.09	133.88	
Blast furnace and basic steel products.....	145.52	144.72	143.47	141.55	141.20	139.35	142.31	140.80	144.02	140.45	142.97	144.43	148.16	144.73	140.90	
Iron and steel foundries.....	129.48	129.27	125.44	128.74	125.86	123.11	124.73	125.44	129.20	131.63	130.42	130.90	130.16	128.57	125.72	
Nonferrous metals.....	134.60	133.54	133.54	134.20	131.88	132.51	131.15	130.21	132.60	131.86	132.60	132.91	132.71	129.98	124.44	
Nonferrous rolling and drawing.....	135.04	131.46	132.51	132.71	130.09	130.40	131.24	133.65	136.66	138.03	139.42	136.47	138.22	136.27	130.07	
Nonferrous foundries.....	118.08	120.77	117.41	119.95	120.95	117.68	117.27	119.25	121.30	123.77	122.93	122.38	124.41	120.56	113.97	
Miscellaneous primary metal products.....	149.23	146.50	143.15	143.85	144.14	142.27	147.70	148.12	150.66	152.14	155.14	153.56	154.34	150.25	143.52	
Average weekly hours																
Stone, clay, and glass products.....	42.1	42.0	41.7	41.8	41.5	41.3	40.9	40.5	41.2	41.6	41.8	42.2	42.2	42.0	42.0	
Flat glass.....	40.7	40.7	40.7	42.0	41.2	41.3	41.0	41.4	42.4	42.6	44.0	43.8	43.5	42.6	42.5	
Glass and glassware, pressed or blown.....	40.0	40.0	40.3	40.4	40.4	40.3	40.9	40.5	41.4	41.4	41.2	40.8	40.8	41.0	40.4	
Cement, hydraulic.....	40.9	40.9	41.4	41.1	41.4	41.6	40.7	40.6	41.0	41.4	42.4	41.5	41.8	41.7	41.2	
Structural clay products.....	42.0	41.1	41.0	41.0	40.7	40.8	40.4	39.7	39.8	40.2	40.6	40.9	41.0	41.1	41.6	
Pottery and related products.....	39.4	38.4	39.3	39.5	39.7	39.4	39.3	39.5	39.9	40.3	39.9	39.9	39.7	39.7	39.8	
Concrete, gypsum, and plaster products.....	45.5	45.6	45.0	44.5	43.7	42.7	42.0	41.1	41.8	42.4	42.8	44.3	44.6	43.9	44.0	
Other stone & nonmetallic mineral products.....	41.4	41.5	41.0	41.4	41.3	41.2	40.9	40.3	41.2	41.7	41.5	42.3	41.9	41.9	41.9	
Primary metal industries.....	40.9	40.9	40.8	41.0	40.8	40.6	40.9	40.9	41.9	41.7	42.0	42.0	42.5	42.1	42.1	
Blast furnace and basic steel products.....	40.2	40.2	40.3	40.1	40.0	39.7	40.2	40.0	40.8	39.9	40.5	40.8	41.5	41.0	41.2	
Iron and steel foundries.....	41.5	41.7	41.4	41.8	41.4	40.9	41.3	41.4	42.5	43.3	42.9	43.2	43.1	43.0	43.5	
Nonferrous metals.....	41.8	41.6	41.6	42.2	42.0	42.2	41.9	41.6	42.5	42.5	42.5	42.6	42.4	42.2	41.9	
Nonferrous rolling and drawing.....	42.6	42.0	42.2	42.4	42.1	42.2	42.2	42.7	43.8	44.1	44.4	43.6	44.3	44.1	43.5	
Nonferrous foundries.....	40.3	40.8	39.8	40.8	41.0	40.3	40.3	40.7	41.4	42.1	42.1	42.2	42.9	42.3	41.9	
Miscellaneous primary metal products.....	41.8	41.5	40.9	41.1	41.3	41.0	42.2	42.2	42.8	43.1	43.7	43.5	43.6	43.3	43.1	
Average hourly earnings																
Stone, clay, and glass products.....	\$2.85	\$2.84	\$2.83	\$2.81	\$2.81	\$2.79	\$2.78	\$2.77	\$2.76	\$2.77	\$2.78	\$2.77	\$2.75	\$2.72	\$2.62	
Flat glass.....	3.59	3.62	3.63	3.63	3.64	3.64	3.63	3.60	3.64	3.65	3.65	3.65	3.54	3.60	3.52	
Glass and glassware, pressed or blown.....	2.84	2.82	2.84	2.82	2.82	2.81	2.82	2.78	2.76	2.77	2.77	2.73	2.73	2.73	2.63	
Cement, hydraulic.....	3.27	3.19	3.19	3.18	3.15	3.19	3.17	3.17	3.19	3.18	3.26	3.19	3.20	3.18	3.02	
Structural clay products.....	2.49	2.45	2.44	2.45	2.45	2.44	2.42	2.42	2.41	2.40	2.40	2.40	2.39	2.38	2.26	
Pottery and related products.....	2.60	2.59	2.61	2.59	2.60	2.57	2.55	2.56	2.55	2.54	2.51	2.53	2.49	2.39		
Concrete, gypsum, and plaster products.....	2.88	2.87	2.84	2.80	2.77	2.73	2.70	2.71	2.69	2.71	2.72	2.75	2.73	2.68	2.57	
Other stone & nonmetallic mineral products.....	2.86	2.87	2.87	2.85	2.85	2.83	2.81	2.82	2.80	2.80	2.80	2.81	2.80	2.76	2.64	
Primary metal industries.....	3.39	3.37	3.34	3.32	3.30	3.29	3.31	3.30	3.31	3.30	3.31	3.31	3.32	3.28	3.18	
Blast furnace and basic steel products.....	3.62	3.60	3.56	3.53	3.53	3.51	3.54	3.52	3.53	3.52	3.53	3.54	3.57	3.53	3.42	
Iron and steel foundries.....	3.12	3.10	3.03	3.08	3.04	3.01	3.02	3.03	3.04	3.04	3.04	3.03	3.02	2.99	2.89	
Nonferrous metals.....	3.22	3.21	3.21	3.18	3.14	3.14	3.13	3.13	3.12	3.11	3.12	3.12	3.13	3.08	2.97	
Nonferrous rolling and drawing.....	3.17	3.13	3.14	3.13	3.09	3.09	3.11	3.13	3.12	3.13	3.14	3.13	3.12	3.09	2.99	
Nonferrous foundries.....	2.93	2.96	2.95	2.94	2.95	2.92	2.91	2.93	2.93	2.94	2.92	2.90	2.90	2.85	2.72	
Miscellaneous primary metal products.....	3.57	3.53	3.50	3.50	3.49	3.47	3.50	3.51	3.52	3.53	3.55	3.53	3.54	3.47	3.33	

See footnotes at end of table.



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

Industry	1967								1966				Annual average		
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1966	1965
Average weekly earnings															
Manufacturing—Continued															
<i>Durable goods—Continued</i>															
Fabricated metal products.....	\$125.28	\$123.26	\$121.66	\$122.84	\$123.26	\$121.54	\$120.72	\$120.83	\$122.89	\$124.53	\$123.81	\$124.26	\$125.27	\$121.69	\$116.20
Metal cans.....	147.07	150.75	147.84	147.94	143.38	142.86	137.12	137.85	139.40	136.92	136.73	143.66	140.40	137.49	
Cutlery, hand tools, and hardware.....	120.18	117.67	113.20	114.62	116.16	115.30	115.46	114.74	116.60	117.03	116.62	116.90	116.76	114.54	111.64
Plumbing and heating, except electric.....	114.37	114.33	111.72	113.81	111.56	110.88	109.14	108.31	109.02	111.35	110.95	113.30	114.40	110.16	105.06
Fabricated structural metal products.....	126.00	123.14	121.84	122.43	122.13	121.25	122.13	121.42	123.31	125.83	123.09	123.97	124.26	120.83	114.26
Screw machine products, bolts, etc.....	129.03	125.54	123.52	125.83	125.24	125.27	128.33	129.95	131.26	133.18	131.98	130.79	130.92	128.13	120.73
Metal stampings.....	133.34	133.63	134.72	136.31	131.02	125.02	127.08	131.25	133.76	135.65	138.21	139.28	133.61	129.03	
Metal services, nec.....	110.68	109.47	106.80	109.06	108.26	107.98	108.39	106.92	108.21	109.20	107.90	108.78	110.85	107.26	100.43
Misc. fabricated wire products.....	113.16	109.48	108.94	111.25	110.03	108.54	109.75	108.27	111.10	112.71	112.98	112.59	113.10	110.88	104.92
Misc. fabricated metal products.....	122.01	119.31	118.15	118.20	119.77	119.07	120.35	118.78	121.51	121.09	119.83	120.98	121.55	119.43	113.84
Machinery, except electrical.....	134.72	133.56	133.24	134.09	134.30	134.82	136.20	135.88	137.03	138.60	136.78	136.34	136.53	134.90	127.58
Engines and turbines.....	138.51	140.01	139.26	140.15	141.93	142.27	146.20	143.72	143.48	154.51	144.66	138.69	143.81	142.95	133.44
Farm machinery.....	125.45	123.80	126.32	128.30	130.38	135.14	136.21	136.40	132.29	127.89	130.29	131.57	129.89	121.72	
Construction and related machinery.....	132.61	132.19	129.56	129.78	130.73	130.52	131.57	130.83	131.35	134.08	135.45	135.14	135.33	133.92	126.39
Metal working machinery.....	153.37	149.55	151.80	153.53	154.35	156.07	156.29	156.52	157.42	157.17	155.69	153.77	153.05	153.72	144.37
Special industry machinery.....	127.26	125.10	125.10	126.90	126.78	128.14	128.01	127.41	129.65	132.61	130.10	128.92	130.09	127.16	120.22
General industrial machinery.....	132.40	132.72	132.09	132.93	133.88	132.29	133.65	131.66	136.47	138.92	137.09	137.90	138.40	135.21	126.56
Office and computing machines.....	133.02	130.73	130.10	129.78	128.34	130.20	130.51	129.58	131.75	133.85	132.18	132.49	131.44	131.33	127.20
Service industry machines.....	119.19	118.78	119.19	117.96	118.24	115.83	117.83	116.52	115.26	119.81	119.68	118.85	116.05	117.18	112.19
Misc. machinery, except electrical.....	130.66	129.68	129.08	130.90	129.60	129.17	129.47	130.80	133.20	132.46	132.76	132.02	130.83	128.91	121.21
Average weekly hours															
Fabricated metal products.....	4.19	41.5	41.1	41.5	41.5	41.2	41.2	41.1	41.8	42.5	42.4	42.7	42.9	42.4	42.1
Metal cans.....	43.9	44.6	44.0	43.9	42.8	42.9	41.3	41.9	42.5	42.0	42.2	43.8	43.2	43.1	
Cutlery, hand tools, and hardware.....	41.3	41.0	40.0	40.5	40.9	40.6	40.8	40.4	41.2	41.5	41.5	41.6	41.7	41.5	41.5
Plumbing and heating, except electric.....	40.7	40.4	39.9	40.5	39.7	39.6	39.4	39.1	39.5	40.2	40.2	41.2	41.3	40.5	40.1
Fabricated structural metal products.....	42.0	41.6	41.3	41.5	41.4	41.1	41.4	41.3	41.8	42.8	42.3	42.6	42.7	42.1	41.7
Screw machine products, bolts, etc.....	43.3	42.7	42.3	42.8	42.6	42.9	43.8	44.2	44.8	45.3	45.2	45.1	45.3	44.8	43.9
Metal stampings.....	41.8	41.5	41.2	42.2	41.2	40.2	40.6	41.8	42.6	43.2	43.6	43.8	43.1	43.3	
Metal services, nec.....	41.3	41.0	40.0	41.0	40.7	40.9	40.9	40.5	41.3	42.0	41.5	42.0	42.8	41.9	41.5
Misc. fabricated wire products.....	41.0	40.4	40.2	40.9	40.6	40.5	40.8	40.4	41.3	41.9	42.0	41.7	42.2	42.0	41.8
Misc. fabricated metal products.....	41.5	41.0	40.6	40.9	41.3	41.2	41.5	41.1	41.9	41.9	41.9	42.3	42.5	42.2	41.7
Machinery, except electrical.....	42.1	42.0	41.9	42.3	42.5	42.8	43.1	43.0	43.5	44.0	43.7	43.7	43.9	43.8	43.1
Engines and turbines.....	40.5	40.7	40.6	41.1	41.5	41.6	42.5	41.9	42.2	44.4	42.8	41.4	42.8	42.8	41.7
Farm machinery.....	39.7	39.3	40.1	40.6	41.0	42.1	42.3	42.1	41.6	40.6	41.1	41.9	41.9	41.4	
Construction and related machinery.....	41.7	41.7	41.0	41.2	41.5	41.7	41.9	41.8	42.1	42.7	43.0	42.9	43.1	43.2	42.7
Metal working machinery.....	44.2	43.6	44.0	44.5	45.0	45.5	45.7	45.9	46.3	46.5	46.2	45.9	46.1	46.3	45.4
Special industry machinery.....	42.0	41.7	41.7	42.3	42.4	43.0	43.1	42.9	43.8	44.8	44.1	44.0	44.4	44.0	43.4
General industrial machinery.....	41.9	42.0	41.8	42.2	42.5	42.4	42.7	42.2	43.6	44.1	43.8	44.2	44.5	43.9	42.9
Office and computing machines.....	41.7	41.5	41.3	41.2	41.4	42.0	42.1	41.8	42.5	42.9	42.5	42.6	42.4	42.5	42.4
Service industry machines.....	41.1	41.1	41.1	41.1	41.2	40.5	41.2	40.6	40.3	41.6	41.7	41.7	41.3	41.7	41.4
Misc. machinery, except electrical.....	42.7	42.8	42.6	43.2	43.2	43.2	43.3	43.6	44.4	44.6	44.7	44.6	44.5	44.3	43.6
Average hourly earnings															
Fabricated metal products.....	\$2.99	\$2.97	\$2.96	\$2.96	\$2.97	\$2.95	\$2.93	\$2.94	\$2.94	\$2.93	\$2.92	\$2.91	\$2.92	\$2.87	\$2.76
Metal cans.....	3.35	3.38	3.36	3.37	3.35	3.33	3.32	3.29	3.28	3.26	3.24	3.28	3.25	3.19	
Cutlery, hand tools, and hardware.....	2.91	2.87	2.83	2.83	2.84	2.84	2.83	2.84	2.83	2.82	2.81	2.81	2.80	2.76	2.69
Plumbing and heating, except electric.....	2.81	2.83	2.80	2.81	2.81	2.80	2.77	2.77	2.76	2.77	2.76	2.75	2.77	2.72	2.62
Fabricated structural metal products.....	3.00	2.96	2.95	2.95	2.95	2.95	2.95	2.94	2.95	2.94	2.91	2.91	2.91	2.87	2.74
Screw machine products, bolts, etc.....	2.98	2.94	2.92	2.94	2.94	2.92	2.93	2.94	2.93	2.94	2.92	2.90	2.89	2.86	2.75
Metal stampings.....	3.19	3.22	3.20	3.23	3.18	3.11	3.13	3.14	3.14	3.14	3.14	3.17	3.18	3.10	2.98
Metal services, nec.....	2.68	2.67	2.67	2.66	2.66	2.64	2.65	2.64	2.62	2.60	2.60	2.59	2.59	2.56	2.42
Misc. fabricated wire products.....	2.76	2.71	2.71	2.72	2.71	2.68	2.68	2.68	2.69	2.69	2.69	2.70	2.68	2.64	2.51
Misc. fabricated metal products.....	2.94	2.91	2.91	2.89	2.90	2.89	2.90	2.89	2.90	2.89	2.86	2.86	2.86	2.83	2.73
Machinery, except electrical.....	3.20	3.18	3.18	3.17	3.16	3.15	3.16	3.16	3.15	3.15	3.13	3.12	3.11	3.08	2.96
Engines and turbines.....	3.42	3.44	3.43	3.41	3.42	3.42	3.44	3.43	3.40	3.48	3.38	3.35	3.36	3.34	3.20
Farm machinery.....	3.16	3.15	3.15	3.16	3.18	3.21	3.22	3.24	3.18	3.15	3.17	3.14	3.10	2.94	
Construction and related machinery.....	3.18	3.17	3.16	3.15	3.15	3.13	3.14	3.13	3.12	3.14	3.15	3.15	3.14	3.10	2.96
Metal working machinery.....	3.47	3.43	3.45	3.45	3.43	3.43	3.42	3.41	3.40	3.38	3.37	3.35	3.32	3.32	3.18
Special industry machinery.....	3.03	3.00	3.00	3.00	2.99	2.98	2.97	2.97	2.96	2.96	2.95	2.93	2.93	2.89	2.77
General industrial machinery.....	3.16	3.16	3.16	3.15	3.15	3.12	3.13	3.12	3.13	3.15	3.13	3.12	3.11	3.08	2.95
Office and computing machines.....	3.19	3.15	3.15	3.15	3.10	3.10	3.10	3.10	3.10	3.12	3.11	3.11	3.10	3.09	3.00
Service industry machines.....	2.90	2.89	2.90	2.87	2.87	2.86	2.86	2.87	2.86	2.88	2.87	2.85	2.81	2.81	2.71
Misc. machinery, except electrical.....	3.06	3.03	3.03	3.03	3.00	2.99	2.99	3.00	3.00	2.97	2.97	2.96	2.94	2.91	2.78

See footnotes at end of table.

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

Industry	1967										1966				Annual average	
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1966	1965	
	Average weekly earnings															
Manufacturing—Continue																
Durable goods—Continued																
Electrical equipment and supplies.....	\$112.59	\$111.35	\$111.32	\$111.88	\$110.12	\$108.35	\$108.93	\$107.98	\$109.35	\$111.24	\$110.56	\$109.74	\$110.54	\$109.18	\$105.78	
Electric test & distributing equipment.....	122.60	120.47	119.14	119.48	119.19	119.36	120.10	118.82	118.43	123.69	120.69	118.02	119.99	117.46	113.02	
Electrical industrial apparatus.....	119.02	116.18	118.73	116.76	116.93	117.62	117.26	116.85	118.85	119.71	118.02	118.44	120.70	118.72	113.70	
Household appliances.....	119.95	119.80	121.50	119.89	118.70	111.93	115.15	114.76	115.63	116.80	121.01	119.65	122.51	118.82	114.54	
Electric lighting and wiring equipment.....	104.40	102.05	104.26	104.00	100.74	102.56	100.10	103.97	104.70	104.45	104.14	103.82	102.41	99.55		
Radio and TV receiving equipment.....	95.36	95.28	93.17	92.20	91.37	86.76	89.21	90.82	92.97	94.80	96.88	96.72	96.32	94.33		
Communication equipment.....	126.48	125.26	124.12	126.48	124.03	123.62	124.12	123.82	124.56	125.63	123.02	122.18	122.64	120.93		
Electronic components and accessories.....	94.08	94.71	94.38	93.60	92.19	91.48	91.42	90.56	91.41	92.86	92.00	92.40	92.06	92.11		
Misc. Electrical equipment & supplies.....	122.18	120.18	120.00	118.80	117.91	116.13	116.82	115.94	121.18	125.40	127.32	123.90	122.43	119.89		
Transportation equipment.....	146.28	143.72	140.29	141.17	141.78	137.30	136.49	136.21	141.02	144.93	145.18	146.29	144.41	141.86		
Motor vehicles and equipment.....	149.94	144.23	145.14	144.96	135.76	133.86	135.63	143.50	150.80	151.71	154.86	151.87	147.23	147.63		
Aircraft and parts.....	145.78	144.67	144.24	145.09	145.18	145.09	143.06	144.24	144.14	145.92	144.05	143.52	143.32	131.88		
Ship and boat building and repairing.....	133.72	130.94	127.26	130.90	133.09	132.93	132.60	127.59	133.63	136.21	130.60	134.18	129.51	130.41		
Railroad equipment.....	133.23	137.54	135.32	138.23	139.09	136.00	139.19	141.66	141.92	141.80	140.70	135.81	137.09	129.44		
Other transportation equipment.....	106.91	102.00	106.50	102.97	98.60	98.89	94.75	93.07	94.92	95.01	97.60	99.55	95.52	93.09		
Average weekly hours																
Electrical equipment and supplies.....	40.5	40.2	39.9	40.1	39.9	39.4	39.9	39.7	40.5	41.2	41.1	41.1	41.4	41.2	41.0	
Electric test & distributing equipment.....	41.7	41.4	40.8	41.2	41.1	41.3	41.7	41.4	41.7	42.8	42.2	42.0	42.7	42.1	41.4	
Electrical industrial apparatus.....	40.9	40.2	40.8	40.4	40.6	40.7	41.0	41.0	41.7	42.3	42.0	42.0	42.5	42.4	41.8	
Household appliances.....	40.8	40.2	40.5	40.2	40.1	38.2	39.3	39.3	39.6	40.0	41.3	41.4	42.1	41.4	41.2	
Electric lighting and wiring equipment.....	40.0	39.4	40.1	40.1	40.0	39.2	39.6	38.8	40.3	40.9	40.8	41.0	41.2	40.8	40.8	
Radio and TV receiving equipment.....	39.9	39.7	38.5	38.1	37.6	36.0	37.8	38.0	38.9	39.5	40.2	40.3	40.3	39.8	39.8	
Communication equipment.....	40.8	40.8	40.3	41.2	40.8	40.8	41.1	41.0	41.8	42.3	41.7	41.7	42.0	41.7	41.3	
Electronic components and accessories.....	39.2	39.3	39.0	39.0	38.9	38.6	38.9	38.7	39.4	40.2	40.0	40.0	40.2	40.4	40.4	
Misc. electrical equipment & supplies.....	41.0	40.6	40.0	40.0	39.7	39.5	39.6	39.3	40.8	41.8	42.3	42.0	41.5	41.2	41.2	
Transportation equipment.....	42.4	41.9	40.9	41.4	41.7	40.5	40.5	40.3	41.6	42.5	42.7	42.9	42.6	42.6	42.9	
Motor vehicles and equipment.....	42.0	42.0	41.0	41.3	38.9	38.8	39.2	41.0	42.6	43.1	43.5	42.9	42.8	44.2	44.2	
Aircraft and parts.....	42.5	42.3	42.3	42.8	42.7	42.8	42.2	42.8	42.9	43.3	43.0	43.1	43.3	42.0	42.0	
Ship and boat building and repairing.....	40.4	39.8	38.8	40.4	40.7	40.9	40.8	39.5	41.5	42.3	41.2	41.8	40.6	41.4	40.5	
Railroad equipment.....	39.3	40.1	39.8	40.3	40.2	40.0	40.7	41.3	40.9	41.1	40.9	40.3	40.8	40.2	40.2	
Other transportation equipment.....	41.6	40.0	41.6	40.7	39.6	39.4	37.9	38.3	38.9	39.1	40.0	40.8	39.8	40.3		
Average hourly earnings																
Electrical equipment and supplies.....	\$2.78	\$2.77	\$2.79	\$2.79	\$2.76	\$2.75	\$2.73	\$2.72	\$2.70	\$2.69	\$2.67	\$2.67	\$2.65	\$2.65	\$2.68	
Electric test & distributing equipment.....	2.94	2.91	2.92	2.90	2.90	2.89	2.88	2.87	2.84	2.89	2.86	2.81	2.81	2.79	2.73	
Electrical industrial apparatus.....	2.91	2.89	2.91	2.89	2.88	2.89	2.86	2.85	2.85	2.83	2.81	2.82	2.84	2.80	2.72	
Household appliances.....	2.94	2.98	3.00	2.97	2.96	2.93	2.92	2.92	2.92	2.92	2.93	2.89	2.91	2.87	2.78	
Electric lighting and wiring equipment.....	2.61	2.59	2.60	2.60	2.57	2.59	2.58	2.58	2.56	2.56	2.54	2.52	2.51	2.44		
Radio and TV receiving equipment.....	2.39	2.40	2.42	2.42	2.43	2.41	2.36	2.39	2.39	2.40	2.41	2.40	2.39	2.37	2.30	
Communication equipment.....	3.10	3.07	3.08	3.07	3.04	3.03	3.02	3.02	2.98	2.97	2.95	2.93	2.92	2.90	2.82	
Electronic components and accessories.....	2.40	2.41	2.42	2.40	2.37	2.37	2.35	2.34	2.32	2.31	2.30	2.31	2.29	2.28	2.21	
Misc. electrical equipment & supplies.....	2.98	2.96	3.00	2.97	2.97	2.94	2.95	2.95	2.97	3.00	3.01	2.95	2.95	2.91	2.80	
Transportation equipment.....	3.45	3.43	3.43	3.41	3.40	3.39	3.37	3.38	3.39	3.41	3.40	3.41	3.39	3.33	3.21	
Motor vehicles and equipment.....	3.57	3.57	3.54	3.51	3.49	3.49	3.45	3.46	3.50	3.54	3.52	3.56	3.54	3.44	3.34	
Aircraft and parts.....	3.43	3.42	3.41	3.39	3.40	3.39	3.39	3.37	3.36	3.37	3.35	3.33	3.31	3.14	3.14	
Ship and boat building and repairing.....	3.31	3.29	3.28	3.24	3.27	3.25	3.25	3.23	3.22	3.22	3.17	3.21	3.19	3.15	3.00	
Railroad equipment.....	3.39	3.43	3.40	3.43	3.46	3.40	3.42	3.43	3.47	3.45	3.44	3.37	3.36	3.22	3.22	
Other transportation equipment.....	2.57	2.55	2.56	2.53	2.49	2.51	2.50	2.43	2.44	2.43	2.44	2.44	2.44	2.40	2.31	

See footnotes at end of table.

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

Industry	1967									1966				Annual average	
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1966	1965
Average weekly earnings															
Manufacturing—Continued															
<i>Durable goods—Continued</i>															
Instruments and related products.....	\$118.12	\$117.14	\$116.28	\$117.01	\$115.90	\$115.77	\$115.51	\$114.11	\$115.65	\$116.89	\$116.20	\$116.05	\$116.05	\$114.93	\$108.47
Engineering & scientific instruments.....	-----	134.30	136.00	137.90	137.14	138.85	137.85	133.65	133.30	136.97	134.23	134.23	133.80	133.18	125.33
Mechanical measuring & control devices.....	113.81	112.16	110.25	110.92	113.24	111.20	112.72	110.92	116.06	117.88	117.18	117.04	116.34	115.78	109.03
Optical and ophthalmic goods.....	107.59	107.71	107.04	107.94	105.82	105.67	104.86	103.68	105.22	106.59	105.41	103.75	105.59	103.66	99.30
Ophthalmic goods.....	-----	95.44	94.96	94.80	94.09	94.09	93.06	92.59	93.20	94.42	94.60	93.20	94.71	92.84	89.40
Medical instruments and supplies.....	100.85	99.29	98.46	98.40	98.74	98.33	97.44	97.69	96.64	97.68	97.51	97.17	96.76	95.24	90.63
Photographic equipment and supplies.....	-----	141.86	140.10	141.67	137.48	135.98	137.49	136.53	136.21	136.28	134.59	137.66	136.47	134.54	128.14
Watches, clocks, and watchcases.....	-----	93.93	93.53	93.06	90.87	91.77	91.43	90.23	92.06	92.11	91.69	91.65	92.48	91.39	87.85
Miscellaneous manufacturing industries..	93.06	92.43	90.79	92.20	91.57	91.57	92.20	90.17	91.87	91.20	90.45	90.09	89.20	88.80	85.39
Jewelry, silverware, and plated ware...	107.59	106.23	103.22	104.26	105.30	105.18	104.52	100.47	103.38	108.03	109.23	108.20	105.42	102.26	95.53
Toys and sporting goods.....	-----	83.92	81.96	83.10	82.11	82.71	83.10	81.79	82.53	79.17	79.60	79.60	78.41	78.80	76.44
Pens, pencils, office and art supplies.....	-----	90.78	90.16	90.68	90.06	89.33	89.04	87.58	88.31	90.17	90.45	89.38	88.07	86.65	82.82
Costume jewelry and notions.....	-----	83.42	81.75	85.36	84.07	84.46	83.42	81.32	82.47	82.35	80.13	81.37	81.58	81.39	77.62
Other manufacturing industries.....	99.75	98.60	96.47	97.86	96.97	96.58	97.71	96.08	97.66	97.84	97.84	97.28	96.16	95.68	92.46
Musical instruments and parts.....	-----	99.40	99.79	98.39	96.75	99.15	99.43	98.89	100.85	103.91	104.75	103.42	99.55	100.53	97.75
Average weekly hours															
Instruments and related products.....	41.3	41.1	40.8	41.2	41.1	41.2	41.4	40.9	41.6	42.2	42.1	42.2	42.2	42.1	41.4
Engineering & scientific instruments.....	-----	42.5	42.5	43.5	43.4	43.8	43.9	42.7	43.0	43.9	43.3	43.3	43.3	43.1	41.5
Mechanical measuring & control devices.....	40.5	40.2	39.8	39.9	40.3	40.0	40.4	39.9	41.6	42.1	42.0	42.1	42.0	42.1	41.3
Optical and ophthalmic goods.....	40.6	40.8	40.7	41.2	40.7	40.8	40.8	40.5	41.1	41.8	41.5	41.5	41.9	41.8	41.9
Ophthalmic goods.....	-----	40.1	39.9	40.0	39.7	39.7	39.6	39.4	40.0	40.7	40.6	40.7	41.0	40.9	41.2
Medical instruments and supplies.....	40.5	40.2	39.7	40.0	40.3	40.3	40.1	40.2	40.1	40.7	40.8	41.0	41.0	40.7	40.1
Photographic equipment and supplies.....	-----	42.6	42.2	42.8	42.3	42.1	42.7	42.4	42.7	43.4	43.0	43.7	43.6	43.4	43.0
Watches, clocks, and watchcases.....	-----	39.8	39.8	39.6	39.0	39.9	40.1	39.4	40.2	40.4	41.3	41.1	41.1	40.8	40.3
Miscellaneous manufacturing industries..	39.6	39.5	38.8	39.4	39.3	39.3	39.4	38.7	39.6	40.0	40.2	40.4	40.0	40.0	39.9
Jewelry, silverware, and plated ware...	40.6	40.7	39.7	40.1	40.5	40.3	40.2	39.4	40.7	42.2	42.5	42.6	42.0	41.4	41.0
Toys and sporting goods.....	-----	39.4	38.3	39.2	39.1	39.2	39.2	38.4	39.3	39.0	40.0	40.0	39.4	39.4	39.2
Pens, pencils, office and art supplies.....	-----	39.3	39.2	39.6	39.5	39.7	39.4	39.1	39.6	40.8	41.3	41.0	40.4	40.3	40.4
Costume jewelry and notions.....	-----	38.8	38.2	39.7	39.1	39.1	38.8	38.0	38.9	39.4	38.9	39.5	39.6	39.7	39.6
Other manufacturing industries.....	39.9	39.6	38.9	39.3	39.1	39.1	39.4	38.9	39.7	40.1	40.1	40.2	39.9	40.2	40.2
Musical instruments and parts.....	-----	39.6	39.6	39.2	38.7	39.5	39.3	39.4	40.5	41.9	41.9	41.7	40.8	41.2	40.9
Average hourly earnings															
Instruments and related products.....	2.86	2.85	2.85	\$2.84	\$2.82	\$2.81	\$2.79	\$2.79	\$2.78	\$2.77	\$2.76	\$2.75	\$2.75	\$2.73	\$2.62
Engineering & scientific instruments.....	-----	3.16	3.20	3.17	3.16	3.17	3.14	3.13	3.10	3.12	3.10	3.10	3.09	3.09	3.02
Mechanical measuring & control devices.....	2.81	2.79	2.77	2.78	2.81	2.78	2.79	2.78	2.79	2.80	2.79	2.78	2.77	2.75	2.64
Optical and ophthalmic goods.....	2.65	2.64	2.63	2.62	2.60	2.59	2.57	2.56	2.56	2.55	2.54	2.50	2.52	2.48	2.37
Ophthalmic goods.....	-----	2.38	2.38	2.37	2.37	2.37	2.35	2.35	2.33	2.32	2.33	2.29	2.31	2.27	2.17
Medical instruments and supplies.....	2.49	2.47	2.48	2.46	2.45	2.44	2.43	2.43	2.41	2.40	2.39	2.37	2.36	2.34	2.26
Photographic equipment and supplies.....	-----	3.33	3.32	3.31	3.25	3.23	3.22	3.22	3.19	3.14	3.13	3.15	3.13	3.10	2.98
Watches, clocks, and watchcases.....	-----	2.36	2.35	2.35	2.33	2.30	2.28	2.29	2.29	2.28	2.22	2.23	2.25	2.24	2.18
Miscellaneous manufacturing industries..	2.35	2.34	2.34	2.34	2.33	2.33	2.34	2.33	2.32	2.28	2.25	2.23	2.23	2.22	2.14
Jewelry, silverware, and plated ware...	2.65	2.61	2.60	2.60	2.60	2.61	2.60	2.55	2.54	2.56	2.57	2.54	2.51	2.47	2.33
Toys and sporting goods.....	-----	2.13	2.14	2.12	2.10	2.11	2.12	2.13	2.10	2.03	1.99	1.99	1.99	2.00	1.95
Pens, pencils, office and art supplies.....	-----	2.31	2.30	2.29	2.28	2.25	2.26	2.24	2.23	2.21	2.19	2.18	2.18	2.15	2.05
Costume jewelry and notions.....	-----	2.15	2.14	2.15	2.15	2.16	2.15	2.14	2.12	2.09	2.06	2.06	2.06	2.05	1.96
Other manufacturing industries.....	2.50	2.49	2.48	2.49	2.48	2.47	2.48	2.47	2.46	2.44	2.44	2.42	2.41	2.38	2.30
Musical instruments and parts.....	-----	2.51	2.52	2.51	2.50	2.51	2.53	2.51	2.49	2.48	2.50	2.48	2.44	2.44	2.39

See footnotes at end of table.



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

Industry	1967										1966				Annual average	
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1966	1965	
Average weekly earnings																
Manufacturing—Continued																
<i>Nondurable goods</i>																
Food and kindred products.....	\$108.36	\$107.53	\$108.62	\$108.50	\$107.18	\$105.86	\$106.52	\$105.18	\$106.08	\$106.14	\$104.90	\$104.08	\$104.92	\$103.82	\$99.87	
Meat products.....	119.71	114.82	116.06	115.09	113.83	113.96	112.16	110.76	115.64	116.05	114.51	112.44	113.94	109.74	107.27	
Dairy products.....	115.72	114.28	116.15	114.38	111.57	110.62	110.62	110.88	110.46	110.56	110.30	109.88	110.50	109.13	105.08	
Canned, cured, and frozen foods.....	85.69	82.84	83.76	84.52	82.06	84.26	83.11	82.60	81.87	80.32	82.58	87.34	83.35	78.99		
Grain mill products.....	127.32	126.13	126.40	120.50	120.39	118.53	120.01	119.14	122.30	123.12	122.94	124.01	124.08	118.61	113.40	
Bakery products.....	109.48	108.00	110.16	108.68	107.07	104.28	104.67	104.67	103.49	104.01	104.54	105.99	106.11	104.38	101.40	
Sugar.....	123.72	124.53	122.06	124.64	126.59	127.30	115.53	110.68	111.28	110.11	101.39	119.48	114.78	110.33		
Confectionery and related products.....	92.39	94.76	92.34	92.86	91.94	87.85	91.66	90.45	88.80	87.85	88.22	89.06	89.06	87.34	83.53	
Beverages.....	124.03	125.33	127.44	127.26	123.42	123.93	122.91	119.20	117.89	122.36	121.99	120.07	119.14	119.60	114.09	
Misc. foods and kindred products.....	109.04	108.20	108.26	107.78	106.50	105.16	105.59	104.17	103.91	105.11	105.35	104.25	104.55	102.12	98.79	
Tobacco manufactures.....	87.02	88.20	91.44	94.41	90.30	91.33	87.52	82.08	83.16	88.10	81.24	82.14	83.62	84.97	79.21	
Cigarettes.....	110.64	113.24	113.98	107.48	107.48	110.25	105.71	98.19	103.95	112.47	100.77	105.72	106.23	105.45	97.27	
Cigars.....	69.74	63.89	68.81	68.08	66.97	64.80	64.78	64.98	68.02	68.24	66.41	64.61	65.84	63.95		
Textile mill products.....	87.35	84.05	81.41	82.82	82.22	81.20	81.20	80.60	81.61	82.40	83.42	83.40	83.38	82.12	78.17	
Weaving mills, cotton.....	90.74	84.03	81.40	83.42	84.03	84.23	84.64	85.04	86.28	87.29	87.29	86.46	87.06	85.54	80.28	
Weaving mills, synthetics.....	92.24	86.31	84.46	83.43	84.25	83.43	82.62	82.62	83.84	84.84	87.11	86.70	87.31	87.03	83.90	
Weaving and finishing mills, wool.....	93.08	92.45	91.81	91.10	90.10	87.99	86.73	86.11	87.57	87.78	85.68	86.53	87.78	87.54	83.69	
Narrow fabric mills.....	83.23	82.21	80.80	81.81	81.40	79.40	78.21	77.82	80.15	81.94	81.16	82.15	81.90	80.26	75.99	
Knitting mills.....	76.03	76.64	74.69	74.88	73.72	72.75	72.56	71.80	70.68	70.88	72.58	73.51	72.93	71.60	68.29	
Textile finishing, except wool.....	95.57	91.32	88.94	94.81	94.98	93.94	92.43	90.91	90.27	93.31	92.66	92.66	91.59	91.58	85.85	
Floor covering mills.....	85.89	90.09	88.19	87.15	83.43	82.42	79.39	82.01	83.82	86.88	86.88	86.88	86.88	83.36	81.51	
Yarn and thread mills.....	80.73	76.92	74.64	75.39	74.24	72.93	72.91	72.73	74.37	75.48	77.42	78.35	79.24	77.59	73.70	
Miscellaneous textile goods.....	100.19	96.22	93.07	94.62	92.43	92.89	91.88	90.98	93.44	93.06	96.53	96.54	96.56	93.95	88.83	
Average weekly hours																
Food and kindred products.....	41.2	41.2	41.3	41.1	40.6	40.1	40.5	40.3	40.8	41.3	41.3	41.3	41.8	41.2	41.1	
Meat products.....	42.6	41.6	41.9	41.4	40.8	40.4	40.2	39.7	41.3	42.2	42.1	41.8	42.2	41.1	41.1	
Dairy products.....	42.7	42.8	43.5	43.0	42.1	41.9	41.9	42.0	42.0	42.2	42.1	41.8	42.5	42.3	42.2	
Canned, cured, and frozen foods.....	38.6	38.0	37.9	37.9	36.8	36.8	38.3	38.6	38.8	38.8	39.7	41.2	39.5	39.3		
Grain mill products.....	45.8	46.2	46.3	44.3	44.1	43.1	43.8	43.8	44.8	45.1	45.2	46.1	46.3	45.1	45.0	
Bakery products.....	40.4	40.3	40.3	39.5	41.0	39.5	39.8	39.8	39.5	39.7	39.9	40.3	40.3	40.3	40.4	
Sugar.....	40.7	40.3	40.3	39.5	41.0	41.1	41.6	39.7	40.1	42.8	44.4	39.3	41.2	42.2	42.6	
Confectionery and related products.....	40.7	41.2	39.8	40.2	39.8	38.7	40.2	40.2	40.0	40.3	40.1	40.3	40.3	39.7	39.4	
Beverages.....	40.8	41.5	42.2	42.0	40.6	40.9	40.7	40.0	40.1	41.2	40.8	40.7	40.8	41.1	40.6	
Misc. foods and kindred products.....	42.1	42.1	41.8	42.1	41.6	41.4	41.9	41.5	41.9	42.9	43.0	42.9	42.5	42.2	42.4	
Tobacco manufactures.....	39.2	39.2	38.1	39.5	38.1	38.7	37.4	36.0	37.8	40.6	38.5	39.3	40.2	38.8	37.9	
Cigarettes.....	39.8	40.3	41.0	38.8	39.8	38.3	36.1	38.5	41.5	37.6	39.3	39.2	39.2	37.7		
Cigars.....	37.9	35.3	37.6	37.2	37.0	35.8	35.4	35.9	38.0	37.7	37.1	36.5	37.2	37.4		
Textile mill products.....	41.4	41.2	40.3	40.8	40.5	40.2	40.2	40.1	40.6	41.2	41.5	41.7	41.9	41.9	41.8	
Weaving mills, cotton.....	42.4	41.6	40.7	41.5	41.6	41.7	41.9	42.1	42.5	43.0	43.0	42.8	43.1	43.2	42.7	
Weaving mills, synthetics.....	42.9	42.1	41.4	41.1	41.3	41.1	40.7	40.7	41.3	42.0	42.7	42.5	42.8	43.3	43.7	
Weaving and finishing mills, wool.....	42.5	43.2	42.9	42.8	42.5	41.9	41.3	41.2	41.7	42.0	40.8	41.4	42.0	42.7	42.7	
Narrow fabric mills.....	40.6	40.9	40.4	40.7	40.7	40.1	39.5	39.5	41.1	41.5	41.2	41.7	42.0	41.8	41.3	
Knitting mills.....	38.4	39.1	38.5	38.6	38.0	37.5	37.4	37.2	37.2	37.7	38.4	39.1	39.0	38.7	38.8	
Textile finishing, except wool.....	42.1	41.7	40.8	42.9	42.9	42.7	42.4	41.7	41.6	43.0	42.7	42.9	42.8	43.2	42.5	
Floor covering mills.....	44.6	44.6	42.9	42.4	41.9	40.5	40.4	49.3	40.4	41.7	42.8	42.8	42.7	42.1	42.9	
Yarn and thread mills.....	41.4	40.7	39.7	40.1	39.7	39.0	39.2	39.1	40.2	40.8	41.4	41.9	42.6	42.4	42.6	
Miscellaneous textile goods.....	43.0	42.2	41.0	41.5	40.9	41.1	41.2	40.8	41.9	42.0	42.9	43.1	43.3	42.9	42.3	
Average hourly earnings																
Food and kindred products.....	2.63	2.61	2.63	\$2.64	\$2.64	\$2.64	\$2.63	\$2.61	\$2.60	\$2.57	\$2.54	\$2.52	\$2.51	\$2.52	\$2.43	
Meat products.....	2.81	2.73	2.77	2.78	2.79	2.80	2.79	2.79	2.80	2.75	2.72	2.69	2.70	2.67	2.61	
Dairy products.....	2.71	2.67	2.67	2.66	2.65	2.64	2.64	2.64	2.63	2.62	2.62	2.61	2.60	2.58	2.49	
Canned, cured, and frozen foods.....	2.22	2.22	2.18	2.21	2.23	2.23	2.20	2.17	2.14	2.11	2.07	2.08	2.12	2.11	2.01	
Grain mill products.....	2.78	2.73	2.73	2.72	2.73	2.75	2.74	2.72	2.73	2.72	2.72	2.69	2.68	2.63	2.52	
Bakery products.....	2.71	2.68	2.70	2.69	2.67	2.64	2.63	2.63	2.62	2.62	2.62	2.63	2.62	2.59	2.51	
Sugar.....	3.07	3.09	3.09	3.04	3.08	3.06	2.91	2.76	2.60	2.48	2.58	2.90	2.72	2.59		
Confectionery and related products.....	2.27	2.30	2.32	2.31	2.31	2.27	2.28	2.25	2.22	2.18	2.20	2.21	2.21	2.20	2.12	
Beverages.....	3.04	3.02	3.02	3.03	3.04	3.03	3.02	2.98	2.94	2.97	2.99	2.95	2.92	2.91	2.81	
Misc. foods and kindred products.....	2.59	2.57	2.59	2.56	2.56	2.54	2.52	2.51	2.48	2.45	2.45	2.43	2.46	2.42	2.33	
Tobacco manufactures.....	2.22	2.25	2.40													
Cigarettes.....	2.78	2.81	2.78	2.77	2.77	2.77	2.72	2.70	2.71	2.68	2.69	2.71	2.69	2.58		
Cigars.....	1.84	1.81	1.83	1.83	1.81	1.81	1.81	1.83	1.81	1.79	1.81	1.79	1.77	1.71		
Textile mill products.....	2.11	2.04	2.02													
Weaving mills, cotton.....	2.14	2.02	2.00	2.01	2.02	2.02	2.02	2.03	2.03	2.03	2.03	2.02	2.02	1.98	1.88	
Weaving mills, synthetics.....	2.15	2.05	2.04	2.03	2.04	2.03	2.03	2.03	2.03	2.02	2.04	2.04	2.04	2.01	1.92	
Weaving and finishing mills, wool.....	2.19	2.14	2.14	2.13	2.12	2.10	2.10	2.09	2.10	2.09	2.10	2.09	2.09	2.05	1.96	
Narrow fabric mills.....	2.05	2.01	2.00	2.01	2.00	1.98	1.98	1.97	1.95	1.96	1.97	1.97	1.95	1.92	1.84	
Knitting mills.....	1.98	1.96	1.94	1.94	1.94	1.94	1.94	1.93	1.90	1.88	1.89	1.88	1.87	1.85	1.76	
Textile finishing, except wool.....	2.27	2.19	2.18	2.21	2.20	2.20	2.18	2.17	2.17	2.17	2.17	2.16	2.14	2.12	2.02	
Floor covering mills.....	2.15	2.15	2.10	2.08	2.08	2.06	2.04	2.02	2.03	2.01	2.03	2.03	2.03	1.98	1.90	
Yarn and thread mills.....	1.95	1.89	1.88	1.88	1.87	1.87	1.86	1.85	1.85	1.85	1.87	1.87	1.86	1.83	1.73	
Miscellaneous textile goods.....	2.33	2.28	2.27	2.28	2.26	2.26	2.23	2.23	2.23	2.23	2.25	2.24	2.23	2.19	2.10	

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

Industry	1967									1966				Annual average	
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1966	1965
Average weekly earnings															
Manufacturing—Continued															
<i>Nondurable goods—Continued</i>															
Apparel and other textile products.....	\$74.11	\$74.42	\$72.16	\$72.52	\$71.80	\$72.16	\$71.80	\$71.04	\$70.40	\$69.87	\$70.25	\$70.64	\$67.83	\$68.80	\$66.61
Men's and boys' suits and coats.....	90.77	90.27	85.18	88.67	88.22	87.75	87.00	85.70	88.09	87.78	86.94	87.17	84.83	85.79	81.86
Men's and boys' furnishings.....	64.05	64.55	63.49	63.66	62.78	62.97	62.80	63.15	61.42	61.34	60.64	59.68	59.36	59.15	57.90
Women's and misses' outerwear.....	76.94	78.09	76.81	74.58	74.43	75.99	75.77	74.21	72.08	71.02	71.32	72.42	68.55	71.34	68.68
Women's and children's undergarments.....	68.63	67.89	65.88	65.88	65.70	65.51	65.70	64.98	63.89	63.70	65.98	66.12	64.18	63.10	60.19
Hats, caps, and millinery.....		74.66	74.98	72.62	68.75	69.58	71.75	75.90	74.16	72.27	70.62	72.69	67.86	71.18	70.08
Children's outerwear.....	66.88	66.55	66.74	67.49	66.01	65.08	64.40	65.14	64.62	62.66	62.48	62.48	59.86	62.99	60.79
Fur goods and miscellaneous apparel.....		79.57	77.96	77.83	78.12	76.96	75.75	75.18	74.57	76.34	77.91	78.58	72.92	74.70	71.18
Misc. fabricated textile products.....	82.73	83.03	75.11	78.00	78.83	76.84	77.25	75.85	77.29	79.15	79.54	81.56	77.55	76.02	74.11
Paper and allied products.....	125.42	123.98	123.69	122.41	120.28	119.00	119.71	119.14	119.84	120.81	121.80	121.37	121.92	119.35	114.22
Paper and pulp mills.....	142.08	141.76	141.96	139.67	137.64	136.40	136.89	136.75	137.20	138.12	139.05	138.43	138.29	135.30	128.16
Paperboard mills.....	146.25	146.45	144.13	141.88	136.22	137.28	139.78	137.90	138.08	138.57	140.43	139.05	138.91	138.62	132.14
Misc. converted paper products.....	107.68	106.71	107.28	106.30	104.86	103.38	105.22	104.55	106.08	105.84	105.84	104.75	106.17	104.16	99.42
Paperboard containers and boxes.....	115.29	111.99	110.12	110.88	108.47	107.01	107.38	105.41	107.07	109.65	110.33	111.11	111.89	108.63	104.23
Printing and publishing.....	128.48	125.90	124.91	124.86	124.86	124.03	125.06	123.33	123.97	125.90	124.87	125.51	125.51	122.61	118.12
Newspapers.....	131.40	129.60	128.52	129.95	129.60	127.44	126.71	125.65	124.95	131.33	129.55	128.47	127.75	125.24	119.85
Periodicals.....		137.63	138.23	133.12	130.42	130.02	130.87	129.81	129.63	132.20	133.72	136.78	139.78	130.65	126.23
Books.....		114.37	111.84	112.16	115.65	114.26	115.51	113.71	115.09	114.54	115.08	115.93	117.04	114.53	110.68
Commercial printing.....	135.41	129.63	128.58	128.58	127.59	127.47	129.17	126.75	127.26	128.08	128.16	129.52	129.44	126.56	120.96
Blankbooks and bookbinding.....	100.23	97.52	94.75	96.64	98.16	97.78	96.75	93.99	96.36	96.72	96.33	96.92	95.31	95.16	91.57
Other publishing & printing ind.....	127.21	128.48	125.68	125.68	126.34	125.18	127.71	128.43	128.64	127.14	125.32	126.10	127.20	124.94	120.90
Average weekly hours															
Apparel and other textile products.....	35.8	36.3	35.9	35.9	35.9	35.9	35.9	35.7	36.1	36.2	36.4	36.6	35.7	36.4	36.4
Men's and boys' suits and coats.....	37.2	37.3	36.4	37.1	37.7	37.5	37.5	37.1	38.3	38.5	38.3	38.4	37.7	38.3	37.9
Men's and boys' furnishings.....	36.6	37.1	36.7	36.8	36.5	36.4	36.3	36.5	37.0	37.4	37.2	37.3	37.1	37.2	37.6
Women's and misses' outerwear.....	33.6	34.4	34.6	33.9	34.3	34.7	34.6	34.2	34.0	33.5	33.8	34.0	32.8	34.3	34.0
Women's and children's undergarments.....	36.7	37.1	36.2	36.2	35.9	35.8	36.1	35.9	36.3	36.4	37.7	38.0	37.1	36.9	36.7
Hats, caps, and millinery.....		36.6	36.4	35.6	34.9	35.5	35.0	35.8	36.0	36.5	36.4	36.9	34.8	36.5	36.5
Children's outerwear.....	35.2	35.4	35.5	35.9	35.3	34.8	35.0	35.4	36.1	35.4	35.7	35.7	34.4	36.2	36.4
Fur goods and miscellaneous apparel.....		36.5	35.6	35.7	36.0	36.3	35.9	35.8	36.2	36.7	37.1	37.6	36.1	36.8	36.5
Misc. fabricated textile products.....	38.3	38.8	37.0	37.5	37.9	37.3	37.5	37.0	37.7	38.8	38.8	39.4	38.2	38.2	38.4
Paper and allied products.....	43.1	42.9	42.8	42.8	42.5	42.2	42.6	42.4	42.8	43.3	43.5	43.5	43.7	43.4	43.1
Paper and pulp mills.....	44.4	44.3	44.5	44.2	44.4	44.0	44.3	44.4	44.4	44.7	45.0	44.8	44.9	44.8	44.5
Paperboard mills.....	45.0	45.2	44.9	44.9	43.8	44.0	44.8	44.2	44.4	44.7	45.3	45.0	45.1	45.3	45.1
Misc. converted paper products.....	41.1	41.2	41.3	41.2	40.8	40.7	41.1	41.0	41.6	42.0	42.0	41.9	42.3	42.0	41.6
Paperboard containers and boxes.....	42.7	42.1	41.4	42.0	41.4	41.0	41.3	40.7	41.5	42.5	42.6	42.9	43.2	42.6	42.2
Printing and publishing.....	38.7	38.5	38.2	38.3	38.3	38.4	38.6	38.3	38.5	39.1	38.9	39.1	39.1	38.8	38.6
Newspapers.....	36.4	36.2	36.0	36.3	36.2	36.0	36.1	35.9	35.7	37.1	36.7	36.6	36.5	36.3	36.1
Periodicals.....		40.6	40.3	39.5	38.7	39.4	39.3	39.1	39.4	39.7	40.4	41.2	41.6	40.2	40.2
Books.....		40.7	39.8	40.2	41.6	41.4	41.7	41.2	41.4	41.2	41.1	41.7	41.8	41.8	41.3
Commercial printing.....	40.3	39.4	39.2	39.2	38.9	39.1	39.5	39.0	39.4	39.9	39.8	40.1	40.2	39.8	39.4
Blankbooks and bookbinding.....	39.0	38.7	37.9	38.5	38.8	38.8	38.7	37.9	38.7	39.0	39.0	39.4	38.9	39.0	38.8
Other publishing & printing ind.....	38.2	38.7	38.2	38.2	38.4	38.4	38.7	38.8	39.1	39.0	38.8	38.8	38.9	38.8	39.0
Average hourly earnings															
Apparel and other textile products.....	\$2.07	\$2.05	\$2.01	\$2.02	\$2.00	\$2.01	\$2.00	\$1.99	\$1.95	\$1.93	\$1.93	\$1.93	\$1.90	\$1.89	\$1.83
Men's and boys' suits and coats.....	2.44	2.42	2.34	2.39	2.34	2.34	2.32	2.31	2.30	2.28	2.27	2.27	2.25	2.24	2.16
Men's and boys' furnishings.....	1.75	1.74	1.73	1.73	1.72	1.73	1.73	1.73	1.66	1.64	1.63	1.60	1.60	1.59	1.54
Women's and misses' outerwear.....	2.29	2.27	2.22	2.20	2.17	2.19	2.19	2.17	2.12	2.12	2.11	2.13	2.09	2.08	2.02
Women's and children's undergarments.....	1.87	1.83	1.82	1.82	1.83	1.83	1.82	1.81	1.76	1.75	1.75	1.74	1.73	1.71	1.64
Hats, caps, and millinery.....		2.04	2.06	2.04	1.97	1.96	2.05	2.12	2.06	1.98	1.94	1.97	1.95	1.95	1.92
Children's outerwear.....	1.90	1.88	1.88	1.88	1.87	1.87	1.84	1.84	1.79	1.77	1.75	1.75	1.74	1.74	1.67
Fur goods and miscellaneous apparel.....		2.18	2.19	2.18	2.17	2.12	2.11	2.10	2.06	2.08	2.10	2.09	2.02	2.03	1.95
Misc. fabricated textile products.....	2.16	2.14	2.03	2.08	2.08	2.06	2.06	2.05	2.05	2.04	2.05	2.07	2.03	1.99	1.93
Paper and allied products.....	2.91	2.89	2.89	2.86	2.83	2.82	2.81	2.81	2.80	2.79	2.80	2.79	2.79	2.75	2.65
Paper and pulp mills.....	3.20	3.20	3.19	3.16	3.10	3.10	3.09	3.08	3.09	3.09	3.09	3.09	3.08	3.02	2.88
Paperboard mills.....	3.25	3.24	3.21	3.16	3.11	3.12	3.12	3.12	3.11	3.10	3.10	3.09	3.08	3.06	2.93
Misc. converted paper products.....	2.62	2.59	2.60	2.58	2.57	2.54	2.56	2.55	2.55	2.52	2.52	2.50	2.51	2.48	2.39
Paperboard containers and boxes.....	2.70	2.66	2.66	2.64	2.62	2.61	2.60	2.59	2.58	2.58	2.59	2.59	2.59	2.55	2.47
Printing and publishing.....	3.32	3.27	3.27	3.26	3.26	3.23	3.24	3.22	3.22	3.22	3.21	3.21	3.21	3.16	3.06
Newspapers.....	3.61	3.58	3.57	3.58	3.58	3.54	3.51	3.50	3.50	3.54	3.53	3.51	3.50	3.45	3.32
Periodicals.....		3.39	3.43	3.37	3.37	3.30	3.33	3.32	3.29	3.33	3.31	3.32	3.36	3.25	3.14
Books.....		2.81	2.81	2.79	2.78	2.76	2.77	2.76	2.78	2.78	2.80	2.78	2.80	2.74	2.68
Commercial printing.....	3.36	3.29	3.28	3.28	3.28	3.26	3.27	3.25	3.23	3.21	3.22	3.23	3.22	3.18	3.07
Blankbooks and bookbinding.....	2.57	2.52	2.50	2.51	2.53	2.52	2.50	2.48	2.49	2.48	2.47	2.46	2.45	2.44	2.36
Other publishing & printing ind.....	3.33	3.32	3.29	3.29	3.29	3.26	3.30	3.31	3.29	3.26	3.23	3.23	3.27	3.22	3.10

See footnotes at end of table.

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

Industry	1967										1966				Annual average	
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1966	1965	
Average weekly earnings																
Manufacturing—Continued																
<i>Nondurable goods—Continued</i>																
Chemicals and allied products.....	\$130.62	\$128.86	\$129.48	\$128.65	\$127.10	\$127.49	\$126.88	\$125.25	\$126.16	\$127.68	\$127.98	\$127.56	\$127.14	\$125.16	\$121.09	
Industrial chemicals.....	147.07	143.24	145.74	143.72	142.12	142.80	142.04	140.19	141.20	143.65	145.09	143.65	142.04	140.86	136.08	
Plastics materials and synthetics.....	128.85	129.89	129.89	128.63	126.46	125.33	125.33	123.19	123.07	126.78	126.48	125.88	125.33	125.08	120.70	
Drugs.....	117.33	114.97	114.86	114.97	115.26	118.08	118.24	117.96	117.55	117.01	116.18	115.49	113.96	113.02	107.04	
Soap, cleaners, and toilet goods.....	125.66	125.46	125.26	124.34	125.05	123.32	122.61	122.10	122.29	120.83	122.06	122.35	122.35	119.94	113.15	
Paints and allied products.....	125.58	121.84	121.18	122.47	120.60	117.91	117.50	115.66	116.81	118.24	118.40	118.24	119.83	118.01	113.15	
Agricultural chemicals.....	109.67	108.68	110.08	107.19	105.40	112.70	109.31	105.40	107.75	106.32	104.90	106.70	105.58	105.27	100.69	
Other chemical products.....	125.63	123.67	123.30	123.37	121.13	122.43	121.84	119.95	120.30	123.77	122.47	122.22	123.97	119.97	116.48	
Petroleum and coal products.....	154.80	152.37	156.67	152.72	153.58	153.15	150.94	147.97	144.90	145.67	146.70	145.01	146.80	144.58	138.42	
Petroleum refining.....	160.36	157.13	163.07	159.47	161.41	161.36	159.38	156.19	151.94	152.82	154.34	150.12	152.04	151.56	145.05	
Other petroleum and coal products.....	137.56	136.03	134.98	131.24	126.58	123.41	117.04	114.90	116.05	118.02	119.85	127.84	130.42	120.22	115.90	
Rubber and plastics products, nec.....	117.46	116.34	105.73	109.03	107.57	110.30	110.16	109.35	112.19	113.13	113.67	113.94	114.21	112.14	109.62	
Tires and inner tubes.....	177.10	174.41	145.89	164.94	162.50	154.45	154.76	154.03	161.62	165.10	165.17	166.66	165.99	163.39	158.06	
Other rubber products.....	112.06	111.78	104.54	107.36	105.18	106.66	106.52	105.73	108.09	110.09	110.62	110.62	110.72	107.74	103.82	
Miscellaneous plastics products.....	98.06	97.00	95.75	96.29	94.94	94.71	94.54	93.43	94.37	94.30	94.35	95.45	95.68	94.39	92.77	
Leather and leather products.....	79.42	80.11	79.75	79.28	77.04	75.19	75.65	76.13	77.20	76.63	76.03	74.68	74.09	74.88	71.82	
Leather tanning and finishing.....	109.56	106.39	103.22	107.45	107.57	104.66	103.20	101.65	102.66	104.19	104.23	103.53	101.85	101.75	97.99	
Footwear, except rubber.....	76.70	77.97	77.42	76.20	74.00	71.64	72.44	73.68	75.08	73.92	72.39	70.88	71.25	71.81	68.80	
Other leather products.....	77.14	76.78	77.14	76.73	74.57	73.77	75.35	73.80	74.86	74.87	76.05	75.08	71.62	73.15	70.49	
Handbags and personal leather goods.....	73.70	73.70	74.47	72.89	70.79	70.40	70.36	70.59	71.05	69.19	72.20	71.82	66.22	69.38	67.86	
Average weekly hours																
Chemicals and allied products.....	41.6	41.3	41.5	41.5	41.4	41.8	41.6	41.2	41.5	42.0	42.1	42.1	42.1	42.0	41.9	
Industrial chemicals.....	41.9	41.4	42.0	41.9	41.8	42.0	41.9	41.6	41.9	42.5	42.8	42.5	42.4	42.3	42.0	
Plastics materials and synthetics.....	41.7	41.9	41.9	41.9	41.6	41.5	41.5	41.2	41.3	42.4	42.3	42.1	42.2	42.4	42.5	
Drugs.....	40.6	40.2	40.3	40.2	40.3	41.0	41.2	41.1	41.1	41.2	41.2	41.1	40.7	40.8	40.7	
Soap, cleaners, and toilet goods.....	41.2	41.0	40.8	40.9	41.0	40.7	40.6	40.7	40.9	41.1	41.8	41.9	41.9	41.5	40.7	
Paints and allied products.....	42.0	41.3	41.5	41.8	41.3	40.8	40.8	40.3	40.7	41.2	41.4	41.2	41.9	41.7	41.6	
Agricultural chemicals.....	41.7	41.8	42.5	42.2	42.5	46.0	44.8	42.5	43.1	42.7	42.3	43.2	42.4	43.5	43.4	
Other chemical products.....	41.6	41.5	41.1	41.4	41.2	41.5	41.3	40.8	41.2	42.1	41.8	42.0	42.6	41.8	41.9	
Petroleum and coal products.....	43.0	42.8	43.4	42.9	42.9	42.9	42.4	41.8	41.4	42.1	42.4	42.4	42.8	42.4	42.2	
Petroleum refining.....	42.2	41.9	42.8	42.3	42.7	42.8	42.5	42.1	41.4	42.1	42.4	41.7	42.0	42.1	41.8	
Other petroleum and coal products.....	45.7	45.8	45.6	45.1	43.8	43.3	41.8	40.6	41.3	42.0	42.5	44.7	45.6	43.4	43.9	
Rubber and plastics products, nec.....	42.1	42.0	40.2	41.3	40.9	40.7	40.8	40.5	41.4	41.9	42.1	42.2	42.3	42.0	42.0	
Tires and inner tubes.....	46.0	45.3	40.3	44.7	44.4	42.2	42.4	42.2	43.8	44.5	44.4	44.8	44.5	44.4	44.4	
Other rubber products.....	41.2	41.4	39.9	40.8	40.3	40.4	40.5	40.2	41.1	41.7	41.9	41.9	42.1	41.6	41.2	
Miscellaneous plastics products.....	41.2	41.1	40.4	40.8	40.4	40.3	40.4	40.1	40.5	41.0	41.2	41.5	41.6	41.4	41.6	
Leather and leather products.....	38.0	38.7	38.9	38.3	37.4	36.5	36.9	37.5	38.6	38.7	38.4	38.1	37.8	38.6	38.2	
Leather tanning and finishing.....	41.5	40.3	39.7	40.7	40.9	40.1	40.0	39.4	40.1	40.7	40.4	40.6	40.1	40.7	41.0	
Footwear, except rubber.....	37.6	38.6	39.1	38.1	37.0	36.0	36.4	37.4	38.7	38.7	37.9	37.5	37.7	38.4	37.8	
Other leather products.....	38.0	38.2	38.0	37.8	37.1	36.7	37.3	36.9	38.0	38.2	39.0	38.7	37.3	38.3	38.1	
Handbags and personal leather goods.....	37.6	37.8	37.0	36.3	36.1	35.9	36.2	37.2	37.0	38.0	37.8	35.6	37.5	37.7		
Average hourly earnings																
Chemicals and allied products.....	\$3.14	\$3.12	\$3.12	\$3.10	\$3.07	\$3.05	\$3.05	\$3.04	\$3.04	\$3.04	\$3.04	\$3.03	\$3.02	\$2.98	\$2.89	
Industrial chemicals.....	3.51	3.46	3.47	3.43	3.40	3.40	3.39	3.37	3.37	3.38	3.39	3.38	3.35	3.33	3.24	
Plastics materials and synthetics.....	3.09	3.10	3.10	3.07	3.04	3.02	3.02	2.99	2.98	2.99	2.99	2.99	2.97	2.95	2.84	
Drugs.....	2.89	2.86	2.85	2.86	2.86	2.88	2.87	2.87	2.86	2.84	2.82	2.81	2.80	2.77	2.63	
Soap, cleaners, and toilet goods.....	3.05	3.06	3.07	3.04	3.05	3.03	3.02	3.00	2.99	2.94	2.92	2.92	2.92	2.89	2.78	
Paints and allied products.....	2.99	2.95	2.92	2.93	2.92	2.89	2.88	2.87	2.87	2.87	2.86	2.87	2.86	2.83	2.72	
Agricultural chemicals.....	2.63	2.60	2.59	2.54	2.48	2.45	2.44	2.48	2.50	2.49	2.48	2.47	2.49	2.42	2.32	
Other chemical products.....	3.02	2.98	3.00	2.98	2.94	2.95	2.95	2.94	2.92	2.94	2.93	2.91	2.91	2.87	2.78	
Petroleum and coal products.....	3.60	3.56	3.61	3.56	3.58	3.57	3.56	3.54	3.50	3.46	3.46	3.42	3.43	3.41	3.28	
Petroleum refining.....	3.80	3.75	3.81	3.77	3.78	3.77	3.75	3.71	3.67	3.63	3.64	3.60	3.62	3.60	3.47	
Other petroleum and coal products.....	3.01	2.97	2.96	2.91	2.89	2.85	2.80	2.83	2.81	2.81	2.82	2.86	2.86	2.77	2.64	
Rubber and plastics products, nec.....	2.79	2.77	2.63	2.64	2.63	2.71	2.70	2.70	2.71	2.70	2.70	2.70	2.67	2.67	2.61	
Tires and inner tubes.....	3.85	3.85	3.62	3.69	3.66	3.66	3.65	3.65	3.69	3.71	3.72	3.72	3.73	3.68	3.56	
Other rubber products.....	2.72	2.70	2.62	2.63	2.61	2.64	2.63	2.63	2.63	2.64	2.64	2.64	2.63	2.59	2.52	
Miscellaneous plastics products.....	2.38	2.36	2.37	2.36	2.35	2.35	2.34	2.33	2.33	2.30	2.29	2.30	2.30	2.28	2.23	
Leather and leather products.....	2.09	2.07	2.05	2.07	2.06	2.06	2.05	2.03	2.00	1.98	1.98	1.96	1.96	1.94	1.88	
Leather tanning and finishing.....	2.64	2.64	2.60	2.64	2.63	2.61	2.58	2.58	2.56	2.56	2.58	2.55	2.54	2.50	2.39	
Footwear, except rubber.....	2.04	2.02	1.98	2.00	2.00	1.99	1.99	1.97	1.94	1.91	1.91	1.89	1.89	1.87	1.82	
Other leather products.....	2.03	2.01	2.03	2.03	2.01	2.01	2.02	2.00	1.97	1.96	1.95	1.94	1.92	1.91	1.85	
Handbags and personal leather goods.....	1.96	1.97	1.97	1.95	1.95	1.95	1.96	1.95	1.91	1.87	1.90	1.90	1.86	1.85	1.80	

See footnotes at end of table.



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

Industry	1967									1966				Annual average	
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1966	1965
Average weekly earnings															
Transportation and public utilities:															
Railroad transportation:															
Class I railroads <sup>3</sup>							\$138.53	\$143.77	\$137.49	\$137.22	\$137.90	\$132.99	\$135.96	\$135.65	\$130.80
Local and suburban transportation	\$120.25	\$119.13	\$117.32	\$117.73	\$114.11	113.70	112.88	112.74	112.71	114.33	115.13	112.41	112.36	108.20	
Intercity highway transportation	158.40	153.72	150.34	146.03	144.57	136.12	142.43	145.29	143.22	145.53	142.46	151.01	144.95	133.72	
Trucking and warehousing	143.19	141.53	141.34	136.27	121.86	135.11	134.60	132.80	137.82	136.85	138.14	138.78	135.15	130.48	
Public warehousing	104.65	102.62	101.66	99.15	101.81	97.71	98.40	97.61	99.12	98.18	96.82	98.33	96.80	93.50	
Pipeline transportation	155.70	160.19	155.77	159.08	166.53	155.80	157.38	161.66	154.34	152.31	152.25	152.77	151.29	145.85	
Communication	119.29	120.20	119.59	117.69	117.90	117.00	120.10	118.01	120.40	122.54	119.54	119.43	118.55	114.62	
Telephone communication	113.58	114.05	113.87	112.03	112.22	111.36	114.62	112.97	115.31	117.03	114.24	114.11	113.27	109.08	
Telegraph communication <sup>4</sup>	135.02	135.96	135.14	133.90	128.23	128.35	131.07	128.35	128.53	127.62	130.16	131.94	128.01	122.55	
Radio and television broadcasting	153.62	157.20	154.81	154.45	154.01	153.65	154.42	152.05	154.41	158.36	154.77	152.82	151.24	147.63	
Electric, gas, and sanitary services	140.83	142.35	142.00	140.49	140.83	139.59	141.86	139.18	140.11	140.53	141.20	137.86	136.95	131.24	
Electric companies and systems	144.42	146.72	145.95	144.07	143.59	143.24	143.87	141.52	142.20	142.96	142.54	139.93	139.70	133.31	
Gas companies and systems	128.21	130.97	128.88	129.43	129.20	128.02	128.52	129.78	128.33	129.90	131.36	128.03	125.77	120.83	
Combination companies and systems	153.45	152.99	153.77	151.89	152.94	151.37	156.14	150.75	154.28	152.52	154.40	149.82	149.70	143.79	
Water, steam, & sanitary systems	112.84	114.62	113.52	113.12	113.27	111.91	113.42	112.06	111.79	112.89	111.52	111.24	110.42	105.16	
Average weekly hours															
Transportation and public utilities:															
Railroad transportation:							43.7	44.1	43.1	43.7	44.2	42.9	44.0	43.9	43.6
Class I railroads <sup>3</sup>							41.8	41.5	41.6	41.9	42.5	42.8	42.1	42.4	42.1
Local and suburban transportation	43.1	42.7	42.2	42.5	41.8	41.8	41.5	41.6	41.9	42.5	42.8	42.1	42.4	42.1	
Intercity highway transportation	45.0	43.3	43.2	42.7	42.9	41.0	42.9	43.5	43.4	44.1	43.3	45.9	44.6	43.7	
Trucking and warehousing	43.0	42.5	42.7	41.8	38.2	41.7	41.8	41.5	42.8	42.5	42.9	43.1	42.5	42.5	
Public warehousing	41.2	40.4	40.5	39.5	40.4	39.4	40.0	40.5	41.3	41.6	41.2	40.8	40.5	40.3	
Pipeline transportation	41.3	41.5	41.1	41.0	42.7	41.0	41.2	42.1	41.6	41.5	40.6	41.4	41.0	41.2	
Communication	39.5	39.8	39.6	39.1	39.3	39.0	39.9	39.6	40.0	41.4	40.8	40.9	40.6	40.5	
Telephone communication	39.3	39.6	39.4	38.9	39.1	38.8	39.8	39.5	39.9	41.5	40.8	40.9	40.6	40.4	
Telegraph communication <sup>4</sup>	43.0	43.3	42.9	43.9	42.6	42.5	43.4	42.5	42.7	42.4	43.1	43.4	43.1	43.0	
Radio and television broadcasting	39.9	40.0	39.9	39.5	39.9	39.6	39.8	39.7	39.9	40.5	40.2	39.9	39.8	39.9	
Electric, gas, and sanitary services	41.3	41.5	41.4	41.2	41.3	41.3	41.6	41.3	41.7	41.7	41.9	41.4	41.5	41.4	
Electric companies and systems	41.5	41.8	41.7	41.4	41.5	41.4	41.7	41.5	41.7	41.8	41.8	41.4	41.7	41.4	
Gas companies and systems	40.7	40.8	40.4	40.7	40.5	40.9	40.8	41.2	41.0	41.5	41.7	41.3	41.1	41.1	
Combination companies and systems	41.7	41.8	41.9	41.5	41.9	41.7	42.2	41.3	42.5	41.9	42.3	41.5	41.7	41.8	
Water, steam, & sanitary systems	40.3	40.5	40.4	40.4	40.6	40.4	40.8	40.6	40.8	41.2	41.0	41.2	41.2	41.4	
Average hourly earnings															
Transportation and public utilities:															
Railroad transportation:							\$3.17	\$3.26	\$3.19	\$3.14	\$3.12	\$3.10	\$3.09	\$3.09	\$3.00
Class I railroads <sup>3</sup>							2.72	2.72	2.71	2.69	2.69	2.69	2.67	2.65	2.57
Local and suburban transportation	\$2.79	\$2.79	\$2.78	\$2.77	\$2.73	2.72	2.72	2.71	2.69	2.69	2.69	2.67	2.67	2.65	2.57
Intercity highway transportation	3.52	3.55	3.48	3.42	3.37	3.32	3.32	3.34	3.30	3.30	3.29	3.29	3.25	3.06	
Trucking and warehousing	3.33	3.33	3.31	3.26	3.19	3.24	3.22	3.20	3.22	3.22	3.22	3.22	3.18	3.07	
Public warehousing	2.54	2.54	2.51	2.51	2.52	2.48	2.46	2.41	2.40	2.36	2.35	2.41	2.39	2.32	
Pipeline transportation	3.77	3.86	3.79	3.88	3.90	3.80	3.82	3.84	3.71	3.67	3.75	3.69	3.69	3.54	
Communication	3.02	3.02	3.02	3.01	3.00	3.00	3.01	2.98	3.01	2.96	2.93	2.92	2.92	2.83	
Telephone communication	2.89	2.88	2.89	2.88	2.87	2.87	2.88	2.86	2.89	2.82	2.80	2.79	2.79	2.70	
Telegraph communication <sup>4</sup>	3.14	3.14	3.15	3.05	3.01	3.02	3.02	3.01	3.01	3.02	3.04	3.02	2.97	2.85	
Radio and television broadcasting	3.85	3.93	3.88	3.91	3.86	3.88	3.88	3.83	3.87	3.91	3.85	3.83	3.80	3.70	
Electric, gas, and sanitary services	3.41	3.43	3.43	3.41	3.41	3.38	3.41	3.37	3.36	3.37	3.37	3.33	3.30	3.17	
Electric companies and systems	3.48	3.51	3.50	3.48	3.46	3.46	3.45	3.41	3.41	3.42	3.41	3.38	3.35	3.22	
Gas companies and systems	3.15	3.21	3.19	3.18	3.19	3.13	3.15	3.15	3.13	3.13	3.15	3.10	3.06	2.94	
Combination companies and systems	3.68	3.66	3.67	3.66	3.65	3.63	3.70	3.65	3.63	3.64	3.65	3.61	3.59	3.44	
Water, steam, & sanitary systems	2.80	2.83	2.81	2.80	2.79	2.77	2.78	2.76	2.74	2.74	2.72	2.70	2.68	2.54	

See footnotes at end of table.

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

Industry	1967										1966				Annual average	
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1966	1965	
	Average weekly earnings															
Wholesale and retail trade.....	\$83.08	\$83.78	\$84.15	\$82.80	\$81.09	\$80.73	\$80.59	\$80.22	\$80.30	\$79.92	\$79.57	\$79.86	\$79.55	\$79.02	\$76.53	
Wholesale trade.....	117.56	115.95	117.62	116.64	115.66	115.26	114.74	114.05	114.09	114.52	113.27	112.74	112.33	111.38	106.49	
Motor vehicles & automotive equipment.....		108.00	107.23	107.38	106.97	107.23	105.32	104.65	105.41	106.17	105.66	105.41	106.26	104.08	100.14	
Drugs, chemicals, and allied products.....		119.70	120.99	117.90	117.51	118.59	117.51	118.50	117.89	117.27	115.60	115.49	115.66	114.17	109.08	
Dry goods and apparel.....		114.82	114.90	112.48	112.05	112.48	111.81	110.58	109.53	109.16	109.15	110.78	108.95	107.26	103.19	
Groceries and related products.....		110.27	111.76	108.79	106.92	106.25	105.73	105.59	105.26	104.39	104.04	103.48	104.55	102.09	97.00	
Electrical goods.....		123.73	129.86	129.63		129.20	132.98	130.85	132.98	136.95	126.65	128.87	127.97	126.98	122.84	
Hardware, plumbing & heating equipment.....		110.29	111.78	111.10	110.02	109.34	108.27	108.14	108.68	108.81	108.00	108.95	108.12	107.30	101.91	
Machinery, equipment, and supplies.....		129.24	129.02	129.51	128.30	127.80	126.27	125.05	124.24	125.97	125.46	124.53	122.59	121.66	115.23	
Miscellaneous wholesalers.....		114.23	115.89	114.80	113.43	113.83	113.60	112.92	113.08	114.05	112.40	111.60	111.35	110.95	107.20	
Retail trade.....	71.51	73.16	72.96	71.56	69.80	69.80	69.30	69.10	69.15	69.65	68.64	68.87	69.09	68.57	66.61	
Retail general merchandise.....		66.25	65.86	64.35	62.99	62.34	61.88	61.18	61.05	62.24	60.26	61.01	61.38	60.94	59.15	
Department stores.....		69.76	69.89	68.31	66.65	65.81	65.04	64.52	64.92	64.70	63.36	65.27	65.87	64.55	62.98	
Mail order houses.....		77.39	77.17	76.38	75.26	74.48	75.39	72.24	69.42	83.83	73.08	70.94	71.25	71.51	71.00	
Variety stores.....		51.35	51.51	49.57	48.00	48.16	48.34	47.70	46.35	48.77	46.97	46.66	46.66	46.19	44.10	
Food stores.....		77.70	77.70	75.70	73.14	72.37	72.49	72.27	72.27	72.14	72.59	71.81	73.10	72.21	70.66	
Grocery, meat, and vegetable stores.....		78.62	79.20	76.83	73.80	73.25	73.47	73.47	73.15	72.81	73.81	72.81	74.34	73.22	71.69	
Apparel and accessory stores.....		63.17	63.65	62.59	60.80	60.86	60.03	60.03	60.35	61.15	58.24	58.97	59.01	58.89	57.46	
Men's & boys' clothing & furnishings.....		75.05	76.46	76.47	73.01	73.22	71.99	72.91	75.15	74.13	72.12	72.03	71.48	71.96	69.84	
Women's ready-to-wear stores.....		57.75	58.10	56.72	56.00	55.53	55.21	55.01	55.38	55.78	52.95	53.13	52.98	52.97	51.46	
Family clothing stores.....		61.75	61.90	60.78	60.35	60.40	59.52	58.06	57.22	59.43	57.14	58.50	57.64	58.21	56.28	
Shoe stores.....		64.51	64.35	62.51	59.69	58.98	57.83	58.53	59.03	60.03	56.36	58.02	60.41	58.40	56.64	
Average weekly hours																
Wholesale and retail trade.....	36.6	37.4	37.4	36.8	36.2	36.2	36.3	36.3	36.5	37.0	36.5	36.8	37.0	37.1	37.7	
Wholesale trade.....	40.4	40.4	40.7	40.5	40.3	40.3	40.4	40.3	40.6	40.9	40.6	40.7	40.7	40.8	40.8	
Motor vehicles & automotive equipment.....		41.7	41.4	41.3	41.3	41.4	41.3	41.2	41.5	41.8	41.6	41.5	42.0	41.8	41.9	
Drugs, chemicals, and allied products.....		39.9	39.8	39.3	39.3	39.4	39.7	39.9	40.1	40.3	40.0	40.1	40.3	40.2	40.4	
Dry goods and apparel.....		38.4	38.3	38.0	37.6	38.0	37.9	38.0	37.9	38.3	37.9	38.2	37.7	37.9	37.8	
Groceries and related products.....		41.3	41.7	40.9	40.5	40.4	40.2	40.3	40.8	41.1	40.8	40.9	41.0	41.0	41.1	
Electrical goods.....		40.7	42.3	42.5	42.5	42.5	43.6	42.9	43.6	44.9	42.5	43.1	42.8	42.9	42.8	
Hardware, plumbing & heating equipment.....		40.4	40.5	40.4	40.3	40.2	40.1	40.2	40.4	40.6	40.6	40.5	40.8	40.8	40.6	
Machinery, equipment, and supplies.....		40.9	40.7	40.6	40.6	40.7	40.6	40.6	40.6	40.9	41.0	41.1	41.0	41.1	41.3	
Miscellaneous wholesalers.....		39.8	40.1	40.0	39.8	39.8	40.0	39.9	40.1	40.3	40.0	40.0	40.2	40.2	40.3	
Retail trade.....		36.4	36.3	35.6	34.9	34.9	35.0	34.9	35.1	35.9	35.2	35.5	35.8	35.9	36.6	
Retail general merchandise.....		33.8	33.6	33.0	32.3	32.3	32.4	32.2	32.3	34.2	32.4	32.8	33.0	33.3	33.8	
Department stores.....		33.7	33.6	33.0	32.2	32.1	32.2	32.1	32.3	33.7	32.0	32.8	33.1	33.1	33.5	
Mail order houses.....		35.5	35.4	35.2	35.5	35.3	35.9	34.4	33.7	41.5	36.0	34.5	35.1	35.4	36.6	
Variety stores.....		31.7	31.6	30.6	30.0	30.1	30.4	30.0	30.1	32.3	30.9	30.7	30.7	31.0	31.5	
Food stores.....		35.0	35.0	34.1	32.8	32.6	32.8	32.7	33.0	33.4	33.3	33.4	34.0	33.9	34.3	
Grocery, meat, and vegetable stores.....		35.1	35.2	34.3	32.8	32.7	32.8	32.8	33.1	33.4	33.4	33.4	34.1	33.9	34.3	
Apparel and accessory stores.....		33.6	33.5	32.6	32.0	32.2	32.1	32.1	32.1	33.6	32.0	32.4	32.6	32.9	33.6	
Men's & boys' clothing & furnishings.....		35.4	35.4	34.6	33.8	33.9	33.8	33.6	33.7	35.3	33.7	34.3	34.7	35.1	36.0	
Women's ready-to-wear stores.....		33.0	33.2	32.6	32.0	32.1	32.1	31.8	32.2	33.6	31.9	32.2	32.5	32.7	33.2	
Family clothing stores.....		33.2	33.1	32.5	32.1	32.3	32.0	31.9	31.1	33.2	32.1	32.5	32.2	32.7	33.3	
Shoe stores.....		33.6	33.0	31.1	30.3	30.4	30.6	31.3	31.4	32.1	30.3	30.7	31.3	31.4	32.0	
Average hourly earnings																
Wholesale and retail trade.....	\$2.27	\$2.24	\$2.25	\$2.25	\$2.24	\$2.23	\$2.22	\$2.21	\$2.20	\$2.16	\$2.18	\$2.17	\$2.15	\$2.13	\$2.03	
Wholesale trade.....	2.91	2.87	2.89	2.88	2.87	2.86	2.84	2.83	2.81	2.80	2.79	2.77	2.76	2.73	2.61	
Motor vehicles & automotive equipment.....		2.59	2.59	2.60	2.59	2.59	2.55	2.54	2.54	2.54	2.54	2.54	2.53	2.49	2.39	
Drugs, chemicals, and allied products.....		3.00	3.04	3.00	2.99	3.01	2.96	2.97	2.94	2.91	2.89	2.88	2.87	2.84	2.70	
Dry goods and apparel.....		2.99	3.00	2.96	2.98	2.96	2.95	2.91	2.89	2.85	2.88	2.90	2.89	2.83	2.73	
Groceries and related products.....		2.67	2.68	2.66	2.64	2.63	2.63	2.62	2.58	2.54	2.55	2.53	2.55	2.49	2.36	
Electrical goods.....		3.04	3.07	3.05	3.04	3.04	3.05	3.05	3.05	3.05	2.98	2.99	2.99	2.96	2.87	
Hardware, plumbing & heating equipment.....		2.73	2.76	2.75	2.73	2.72	2.70	2.69	2.69	2.68	2.66	2.69	2.65	2.63	2.51	
Machinery, equipment, and supplies.....		3.16	3.17	3.19	3.16	3.14	3.11	3.08	3.06	3.08	3.06	3.03	2.99	2.96	2.79	
Miscellaneous wholesalers.....		2.87	2.89	2.87	2.85	2.86	2.84	2.83	2.82	2.83	2.81	2.79	2.77	2.76	2.66	
Retail trade.....		2.01	2.01	2.01	2.00	2.00	1.98	1.98	1.97	1.94	1.95	1.94	1.93	1.91	1.82	
Retail general merchandise.....		1.96	1.96	1.95	1.95	1.93	1.91	1.90	1.89	1.82	1.86	1.86	1.86	1.83	1.75	
Department stores.....		2.07	2.08	2.07	2.07	2.05	2.02	2.01	2.01	1.92	1.98	1.99	1.99	1.95	1.88	
Mail order houses.....		2.18	2.18	2.17	2.12	2.11	2.10	2.10	2.06	2.02	2.03	2.03	2.03	2.02	1.94	
Variety stores.....		1.62	1.63	1.62	1.60	1.60	1.59	1.59	1.54	1.51	1.52	1.52	1.52	1.49	1.40	
Food stores.....		2.22	2.22	2.22	2.23	2.22	2.21	2.21	2.19	2.16	2.18	2.15	2.15	2.13	2.06	
Grocery, meat, and vegetable stores.....		2.24	2.25	2.24	2.25	2.24	2.24	2.24	2.21	2.18	2.21	2.18	2.18	2.16	2.09	
Apparel and accessory stores.....		1.88	1.90	1.92	1.90	1.89	1.87	1.87	1.88	1.82	1.82	1.82	1.81	1.79	1.71	
Men's & boys' clothing & furnishings.....		2.12	2.16	2.21	2.16	2.16	2.13	2.17	2.23	2.10	2.14	2.10	2.06	2.05	1.94	
Women's ready-to-wear stores.....		1.75	1.75	1.74	1.75	1.73	1.72	1.73	1.72	1.66	1.66	1.65	1.63	1.62	1.55	
Family clothing stores.....		1.86	1.87	1.87	1.88	1.87	1.86	1.82	1.84	1.79	1.78	1.80	1.79	1.78	1.69	
Shoe stores.....		1.92	1.95	2.01	1.97	1.94	1.89	1.87	1.88	1.87	1.86	1.89	1.93	1.86	1.77	

See footnotes at end of table.

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

Industry	1967									1966				Annual average	
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1966	1965
Average weekly earnings															
Wholesale and retail trade—Continued															
Retail trade—Continued															
Furniture and home furnishings stores.....	\$93.65	\$95.16	\$93.27	\$91.30	\$90.92	\$90.68	\$89.54	\$91.33	\$95.28	\$91.65	\$91.34	\$91.64	\$90.46	\$88.18	
Furniture and home furnishings.....	93.12	93.60	92.58	90.48	90.09	89.01	89.24	89.63	93.60	90.55	90.39	90.46	89.27	86.58	
Eating and drinking places <sup>5</sup> .....	51.70	51.21	50.06	49.32	48.84	48.80	48.33	48.62	48.72	48.10	47.91	48.00	47.60	45.76	
Other retail trade.....	89.87	90.27	88.93	87.02	87.25	86.07	85.67	86.33	86.62	86.37	86.80	85.81	85.63	83.23	
Building materials and farm equipment.....	97.29	97.06	96.41	94.39	93.56	92.51	92.03	92.10	92.99	91.91	93.63	93.02	91.54	88.41	
Motor vehicle dealers.....	113.21	115.48	114.48	111.57	110.99	108.45	107.02	108.12	110.59	110.76	110.33	106.93	108.97	105.75	
Other automotive & accessory dealers.....	96.35	95.04	94.61	92.44	92.66	92.44	91.37	90.48	90.05	90.29	90.48	89.20	89.38	85.70	
Drug stores and proprietary stores.....	68.13	67.55	65.43	63.22	63.22	62.75	62.89	62.79	63.83	63.02	63.58	63.64	63.14	61.60	
Fuel and ice dealers.....	101.00	103.22	102.50	101.71	105.32	104.49	111.71	107.43	106.07	105.15	103.03	99.66	101.28	96.05	
Finance, insurance, and real estate <sup>6</sup> .....	96.42	96.20	97.20	96.20	96.20	95.83	95.35	94.98	94.61	93.62	93.00	93.25	92.01	92.50	88.91
Banking.....	86.07	86.30	85.47	85.47	85.93	84.82	85.19	85.04	84.15	83.10	83.18	82.14	82.21	79.24	
Credit agencies other than banks.....	89.25	90.62	88.40	88.64	89.25	88.50	88.60	89.44	87.00	86.02	86.71	85.27	85.96	84.29	
Savings and loan associations.....	89.17	92.12	88.56	89.28	90.38	88.30	89.89	91.96	87.08	86.85	87.32	86.25	87.05	84.67	
Security, commodity brokers & services.....	148.48	154.22	152.76	149.71	148.58	143.64	138.76	137.63	132.47	131.73	131.72	133.20	138.38	127.43	
Insurance carriers.....	102.67	103.04	102.77	102.49	102.58	102.12	102.67	100.74	101.08	100.81	100.07	99.70	99.32	95.86	
Life insurance.....	103.94	104.03	103.66	103.66	103.09	103.49	103.49	100.08	101.02	100.56	100.19	99.46	99.19	95.27	
Accident and health insurance.....	88.33	89.92	88.45	89.30	89.67	90.65	90.27	90.27	90.13	89.92	89.30	90.88	89.41	85.38	
Fire, marine, and casualty insurance.....	103.95	104.71	104.43	103.88	104.63	103.60	104.71	103.57	103.47	103.19	102.71	101.52	101.68	97.92	
Average weekly hours															
Furniture and home furnishings stores.....	38.7	39.0	38.7	38.2	38.2	38.1	38.1	38.7	39.7	39.0	39.2	39.5	39.5	39.9	
Furniture and home furnishings.....	38.8	39.0	38.9	38.5	38.5	38.2	38.3	38.8	40.0	39.2	39.3	39.5	39.5	39.9	
Eating and drinking places <sup>5</sup> .....	34.7	34.6	33.6	33.1	33.0	33.2	33.1	33.3	33.6	33.4	33.5	33.8	34.0	35.2	
Other retail trade.....	40.3	40.3	39.7	39.2	39.3	39.3	39.3	39.6	40.1	39.8	40.0	40.1	40.2	40.8	
Building materials and farm equipment.....	42.3	42.2	42.1	41.4	41.4	41.3	40.9	41.3	41.7	41.4	41.8	41.9	41.8	42.1	
Motor vehicle dealers.....	42.4	42.3	42.4	42.1	42.2	42.2	42.3	42.4	42.7	42.6	42.6	42.6	42.9	43.7	
Other automotive & accessory dealers.....	43.4	43.2	43.2	42.6	42.9	43.4	43.1	43.5	43.5	43.2	43.5	43.3	43.6	43.5	
Drug stores and proprietary stores.....	35.3	35.0	33.9	33.1	33.1	33.2	33.1	33.4	34.5	33.7	34.0	34.4	34.5	35.4	
Fuel and ice dealers.....	40.4	40.8	41.0	40.2	41.3	41.3	43.3	42.8	42.6	42.4	42.4	41.7	42.2	42.5	
Finance, insurance, and real estate <sup>6</sup> .....	36.8	37.0	37.1	37.0	37.0	37.1	37.1	37.1	37.3	37.2	37.3	37.1	37.3	37.2	
Banking.....	37.1	37.2	37.0	37.0	37.0	37.2	37.2	37.3	37.4	37.1	37.3	37.0	37.2	37.2	
Credit agencies other than banks.....	37.5	37.6	37.3	37.4	37.5	37.5	37.7	37.9	37.5	37.4	37.7	37.4	37.7	37.8	
Savings and loan associations.....	37.0	37.6	36.9	37.2	37.5	37.1	37.3	38.0	36.9	36.8	37.0	36.7	37.2	37.3	
Security, commodity brokers & services.....	37.4	37.8	38.0	37.9	38.0	37.8	37.3	36.8	36.9	36.9	37.0	37.0	37.0	37.3	
Insurance carriers.....	37.2	37.2	37.1	37.0	36.9	37.0	37.2	36.9	37.3	37.2	37.2	37.2	37.2	37.3	
Life insurance.....	36.6	36.5	36.5	36.5	36.3	36.7	36.7	36.0	36.6	36.7	36.7	36.7	36.6	36.5	
Accident and health insurance.....	36.5	36.7	36.7	36.9	36.9	37.0	37.3	37.3	37.4	37.3	36.9	37.4	37.1	36.8	
Fire, marine, and casualty insurance.....	37.8	37.8	37.7	37.5	37.5	37.4	37.8	37.8	37.9	37.8	37.9	37.6	37.8	38.1	
Average hourly earnings															
Furniture and home furnishings stores.....	\$2.42	\$2.44	\$2.41	\$2.39	\$2.38	\$2.38	\$2.35	\$2.36	\$2.40	\$2.35	\$2.33	\$2.32	\$2.29	\$2.21	
Furniture and home furnishings.....	2.40	2.40	2.38	2.35	2.34	2.33	2.33	2.31	2.34	2.31	2.30	2.29	2.26	2.17	
Eating and drinking places <sup>5</sup> .....	1.49	1.48	1.49	1.49	1.48	1.47	1.46	1.46	1.45	1.44	1.43	1.42	1.40	1.30	
Other retail trade.....	2.23	2.24	2.24	2.22	2.22	2.19	2.18	2.18	2.16	2.17	2.17	2.14	2.13	2.04	
Building materials and farm equipment.....	2.30	2.30	2.29	2.28	2.26	2.24	2.25	2.23	2.23	2.22	2.24	2.22	2.19	2.10	
Motor vehicle dealers.....	2.67	2.73	2.70	2.65	2.63	2.57	2.53	2.55	2.59	2.60	2.59	2.51	2.54	2.42	
Other automotive & accessory dealers.....	2.22	2.20	2.19	2.17	2.16	2.13	2.12	2.08	2.07	2.09	2.08	2.06	2.05	1.97	
Drug stores and proprietary stores.....	1.93	1.93	1.93	1.91	1.91	1.89	1.90	1.88	1.85	1.87	1.87	1.85	1.83	1.74	
Fuel and ice dealers.....	2.50	2.53	2.50	2.53	2.55	2.53	2.58	2.51	2.49	2.48	2.43	2.39	2.40	2.26	
Finance, insurance, and real estate <sup>6</sup> .....	2.62	2.60	2.62	2.60	2.60	2.57	2.56	2.55	2.51	2.50	2.50	2.48	2.48	2.39	
Banking.....	2.32	2.32	2.31	2.31	2.31	2.28	2.29	2.28	2.25	2.24	2.23	2.22	2.21	2.13	
Credit agencies other than banks.....	2.38	2.41	2.37	2.37	2.38	2.36	2.35	2.36	2.32	2.30	2.30	2.28	2.28	2.23	
Savings and loan associations.....	2.41	2.45	2.40	2.40	2.41	2.38	2.41	2.42	2.36	2.36	2.36	2.35	2.34	2.27	
Security, commodity brokers & services.....	3.97	4.08	4.02	3.95	3.91	3.80	3.72	3.74	3.59	3.57	3.56	3.60	3.71	3.38	
Insurance carriers.....	2.76	2.77	2.77	2.77	2.78	2.76	2.73	2.71	2.71	2.71	2.69	2.68	2.67	2.57	
Life insurance.....	2.84	2.85	2.84	2.84	2.84	2.82	2.82	2.78	2.76	2.74	2.73	2.71	2.71	2.61	
Accident and health insurance.....	2.42	2.45	2.41	2.42	2.43	2.45	2.42	2.42	2.41	2.42	2.42	2.43	2.41	2.32	
Fire, marine, and casualty insurance.....	2.75	2.77	2.77	2.77	2.79	2.77	2.77	2.74	2.73	2.73	2.71	2.70	2.69	2.57	

See footnotes at end of table.



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

Industry	1967										1966				Annual average	
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1966	1965	
	Average weekly earnings															
Services:																
Hotels and other lodging places:																
Hotels, tourist courts, and motels <sup>5</sup> .....		\$57.38	\$56.92	\$56.36	\$56.42	\$55.85	\$56.15	\$56.00	\$55.05	\$55.72	\$54.83	\$55.06	\$53.73	\$53.34	\$51.54	
Personal services:																
Laundries and drycleaning plants.....		64.70	65.42	65.77	64.53	64.13	63.24	62.02	62.79	62.87	61.99	62.65	61.88	61.12	58.98	
Motion pictures:																
Motion picture filming & distributing.....		161.98	163.96	162.38	155.16	154.77	150.91	160.24	162.89	166.96	159.83	164.55	159.71	157.77	148.08	
	Average weekly hours															
Services:																
Hotels and other lodging places:																
Hotels, tourist courts, and motels <sup>5</sup> .....		37.5	37.2	36.6	36.4	36.5	36.7	36.6	36.7	36.9	36.8	37.2	36.8	37.3	37.9	
Personal services:																
Laundries and drycleaning plants.....		37.4	37.6	37.8	37.3	37.5	37.2	36.7	37.6	38.1	37.8	38.2	38.2	38.2	38.8	
Motion pictures:																
Motion picture filming & distributing.....		40.8	41.3	40.8	40.3	40.2	39.3	41.3	42.2	42.7	41.3	42.3	41.7	41.3	39.7	
	Average hourly earnings															
Services:																
Hotels and other lodging places:																
Hotels, tourist courts, and motels <sup>5</sup> .....		\$1.53	\$1.53	\$1.54	\$1.55	\$1.53	\$1.53	\$1.53	\$1.50	\$1.51	\$1.49	\$1.48	\$1.46	\$1.43	\$1.36	
Personal services:																
Laundries and drycleaning plants.....		1.73	1.74	1.74	1.73	1.71	1.70	1.69	1.67	1.65	1.64	1.64	1.62	1.60	1.52	
Motion pictures:																
Motion picture filming & distributing.....		3.97	3.97	3.98	3.85	3.85	3.84	3.88	3.86	3.91	3.87	3.89	3.83	3.82	3.73	

<sup>1</sup> For comparability of data with those published in issues prior to October 1967 see footnote 1, table A-9. For employees covered, see footnote 1, table A-10.

<sup>2</sup> Preliminary.

<sup>3</sup> Based upon monthly data summarized in the M-300 report by the Interstate Commerce Commission, which relate to all employees who received pay during the month, except executives, officials, and staff assistants (ICC Group I). Beginning January 1965, data relate to railroads with operating revenues of \$5,000,000 or more.

<sup>4</sup> Data relate to nonsupervisory employees except messengers.

<sup>5</sup> Money payments only, tips not included.

<sup>6</sup> Data for nonoffice salesmen excluded from all series in this division.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics for all series except that for Class I railroads. (See footnote 3.)

TABLE C-2. Gross and spendable average weekly earnings of production or nonsupervisory workers on private nonagricultural payrolls in current and 1957-59 dollars <sup>1</sup>

Item	1967								1966					Annual average	
	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1966	1965
<i>Total private</i>															
Gross average weekly earnings:															
Current dollars	\$103.06	\$103.18	\$101.88	\$100.06	\$99.41	\$99.56	\$99.30	\$99.70	\$99.97	\$99.84	\$100.62	\$100.88	\$99.71	\$98.69	\$95.06
1957-59 dollars	88.16	88.57	87.83	86.56	86.22	86.57	86.50	86.92	87.16	87.12	87.88	88.41	87.62	87.26	86.50
Spendable average weekly earnings:															
Worker with no dependents:															
Current dollars	84.31	84.40	83.42	82.04	81.54	81.66	81.46	81.76	82.17	82.07	82.66	82.86	81.97	81.19	78.99
1957-59 dollars	72.12	72.45	71.91	70.97	70.72	71.01	70.96	71.28	71.64	71.61	72.19	72.62	72.03	71.79	71.87
Worker with 3 dependents:															
Current dollars	91.84	91.93	90.90	89.45	88.93	89.05	88.84	89.16	89.58	89.47	90.09	90.30	89.37	88.55	86.30
1957-59 dollars	78.56	78.91	78.36	77.38	77.13	77.43	77.39	77.73	78.10	78.07	78.68	79.14	78.53	78.29	78.53
<i>Manufacturing</i>															
Gross average weekly earnings:															
Current dollars	114.77	113.65	114.49	113.52	112.56	112.44	111.88	113.42	114.40	113.99	113.85	114.13	111.78	112.34	107.53
1957-59 dollars	98.18	97.55	98.70	98.20	97.62	97.77	97.46	98.88	99.74	99.47	99.43	100.03	98.22	99.33	97.84
Spendable average weekly earnings:															
Worker with no dependents:															
Current dollars	93.19	92.34	92.97	92.24	91.51	91.42	91.00	92.16	93.13	92.82	92.72	92.93	91.14	91.57	89.08
1957-59 dollars	79.72	79.26	80.15	79.79	79.37	79.50	79.27	80.35	81.19	80.99	80.98	81.45	80.09	80.96	81.06
Worker with 3 dependents:															
Current dollars	101.16	100.27	100.93	100.16	99.40	99.30	98.86	100.08	101.09	100.76	100.65	100.88	99.00	99.45	96.78
1957-59 dollars	86.54	86.07	87.01	86.64	86.21	86.35	86.11	87.25	88.13	87.92	87.90	88.41	86.99	87.93	88.06

<sup>1</sup> For comparability of data with those published in issues prior to October 1967, see footnote 1, table A-9. For employees covered, see footnote 1, table A-10.

Spendable average weekly earnings are based on gross average weekly earnings as published in table C-1 less the estimated amount of the workers' Federal social security and income tax liability. Since the amount of tax liability depends on the number of dependents supported by the worker as well as on the level of his gross income, spendable earnings have been com-

puted for 2 types of income receivers: (1) A worker with no dependents and (2) a married worker with 3 dependents.

The earnings expressed in 1957-59 dollars have been adjusted for changes in purchasing power as measured by the Bureau's Consumer Price Index.

<sup>2</sup> Preliminary.

NOTE: These series are described in "The Calculation and Uses of Spendable Earnings Series," *Monthly Labor Review*, April 1966, pp. 406-410.

TABLE C-3. Average weekly hours, seasonally adjusted, of production workers in selected industries <sup>1</sup>

Industry division and group	1967										1966		
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.
Mining	42.7	42.7	43.2	42.2	42.0	42.7	42.4	42.2	42.6	42.5	42.7	42.7	42.8
Contract construction	38.3	37.5	37.5	37.4	36.4	37.4	37.4	37.6	38.2	38.1	37.4	37.5	37.7
Manufacturing	40.7	40.7	40.4	40.3	40.3	40.5	40.4	40.3	41.0	41.0	41.3	41.3	41.4
Durable goods	41.4	41.4	41.0	40.9	41.0	41.0	41.1	41.0	41.7	41.7	42.1	42.1	42.3
Ordnance and accessories	43.0	42.4	41.8	41.2	42.0	41.6	41.9	41.7	42.0	42.0	42.4	42.1	42.3
Lumber and wood products	40.2	40.0	39.9	40.1	40.1	40.6	40.7	40.3	40.4	40.3	40.5	40.4	40.5
Furniture and fixtures	40.4	40.3	40.2	40.3	40.1	40.3	40.2	40.2	40.7	40.6	41.0	41.2	41.3
Stone, clay, and glass products	41.9	41.5	41.3	41.3	41.1	41.3	41.5	41.5	41.9	41.7	41.7	41.9	42.0
Primary metal industries	40.9	41.1	40.9	40.6	40.6	40.2	40.8	40.9	41.8	41.7	42.3	42.5	42.5
Fabricated metal products	41.7	41.4	41.3	41.2	41.3	41.5	41.5	41.4	42.2	42.1	42.3	42.4	42.7
Machinery, except electrical	42.4	42.3	42.1	42.0	42.3	42.8	42.9	43.0	43.5	43.6	43.8	43.8	44.2
Electrical equipment and supplies	40.3	40.4	40.3	40.0	39.9	39.6	40.0	49.7	40.7	40.6	40.9	41.0	41.2
Transportation equipment	42.6	42.8	41.4	41.2	41.7	40.9	40.7	40.7	41.6	41.6	41.9	41.9	42.2
Instruments and related products	41.2	41.2	41.0	41.0	41.1	41.5	41.5	40.9	41.8	41.9	41.9	42.0	42.1
Miscellaneous manufacturing industries	39.5	39.4	39.2	39.4	39.5	39.7	39.2	38.7	40.0	39.7	39.9	40.0	39.9
Nondurable goods	39.8	39.7	39.6	39.5	39.5	39.8	39.5	39.5	40.0	39.9	40.2	40.1	40.1
Food and kindred products	40.6	40.8	40.6	41.0	40.6	40.8	41.1	41.0	41.1	41.0	41.1	41.1	41.1
Tobacco manufactures	37.6	39.1	38.4	39.0	38.3	39.4	38.2	38.2	38.7	39.0	38.5	38.0	38.6
Textile mill products	41.5	41.1	40.6	40.4	40.5	40.8	40.2	40.2	40.9	40.9	41.2	41.4	42.0
Apparel and other textile products	36.0	35.8	35.9	35.7	35.9	36.2	35.5	35.6	36.6	36.4	36.5	36.6	35.9
Paper and allied products	42.8	42.6	42.7	42.6	42.5	42.5	42.8	42.8	43.2	43.1	43.3	43.2	43.4
Printing and publishing	38.5	38.3	38.3	38.3	38.3	38.6	38.5	38.6	38.8	38.6	39.0	39.0	38.9
Chemicals and allied products	41.6	41.4	41.5	41.3	41.2	41.5	41.6	41.4	41.8	41.9	42.1	42.1	42.1
Petroleum and coal products	42.2	42.7	42.8	42.6	42.6	42.6	43.0	42.6	42.0	42.4	42.5	42.4	42.0
Rubber and plastics products, nec.	41.7	41.8	40.6	41.2	40.9	41.1	41.0	40.9	41.5	41.4	41.9	42.0	41.9
Leather and leather products	38.5	38.3	38.4	37.9	37.7	37.7	37.0	37.1	38.3	38.0	38.6	38.5	38.3
Wholesale and retail trade	36.7	36.7	36.7	36.7	36.3	36.4	36.6	36.6	36.8	36.7	36.9	36.9	37.1
Wholesale trade	40.4	40.4	40.5	40.5	40.3	40.4	40.5	40.5	40.7	40.6	40.6	40.7	40.7
Retail trade	35.5	35.6	35.4	35.4	35.2	35.1	35.3	35.3	35.5	35.6	35.6	35.7	35.9

<sup>1</sup> For employees covered, see footnote 1, table A-10.

<sup>2</sup> Preliminary.

NOTE: The seasonal adjustment method used is described in appendix A. *BLS Handbook of Methods for Surveys and Studies* (BLS Bulletin 1458, 1966).

TABLE C-4. Average hourly earnings excluding overtime of production workers in manufacturing, by major industry group<sup>1</sup>

Major industry group	1967									1966				Annual average	
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1966	1965
Manufacturing.....	\$2.73	\$2.71	\$2.71	\$2.71	\$2.70	\$2.70	\$2.69	\$2.68	\$2.67	\$2.65	\$2.64	\$2.62	\$2.61	\$2.59	\$2.51
Durable goods.....	2.89	2.88	2.88	2.88	2.87	2.86	2.85	2.84	2.84	2.82	2.80	2.79	2.78	2.76	2.67
Ordnance and accessories.....	3.10	3.10	3.09	3.07	3.07	3.08	3.08	3.08	3.08	3.08	3.06	3.07	3.06	3.05	3.03
Lumber and wood products.....	2.29	2.30	2.29	2.25	2.25	2.24	2.21	2.21	2.18	2.18	2.19	2.20	2.20	2.15	2.07
Furniture and fixtures.....	2.24	2.23	2.23	2.24	2.22	2.22	2.21	2.19	2.18	2.16	2.15	2.14	2.13	2.11	2.03
Stone, clay, and glass products.....	2.70	2.69	2.68	2.68	2.67	2.67	2.66	2.66	2.65	2.64	2.64	2.62	2.61	2.59	2.49
Primary metal industries.....	3.24	3.22	3.20	3.19	3.18	3.18	3.16	3.16	3.16	3.15	3.16	3.15	3.15	3.13	3.04
Fabricated metal products.....	2.84	2.84	2.83	2.84	2.83	2.81	2.81	2.80	2.79	2.79	2.77	2.76	2.76	2.73	2.64
Machinery, except electrical.....	3.03	3.03	3.02	3.01	3.00	2.99	2.98	2.98	2.98	2.96	2.95	2.94	2.92	2.90	2.81
Electrical equipment and supplies.....	2.69	2.71	2.71	2.69	2.67	2.65	2.64	2.61	2.60	2.60	2.58	2.57	2.56	2.54	2.49
Transportation equipment.....	3.27	3.28	3.27	3.27	3.26	3.26	3.25	3.26	3.25	3.25	3.22	3.22	3.21	3.15	3.04
Instruments and related products.....	2.75	2.75	2.74	2.73	2.71	2.69	2.69	2.67	2.67	2.66	2.64	2.62	2.62	2.61	2.53
Miscellaneous manufacturing industries.....	2.26	2.28	2.27	2.26	2.26	2.27	2.26	2.25	2.25	2.21	2.17	2.14	2.14	2.14	2.07
Nondurable goods.....	2.50	2.47	2.47	2.46	2.46	2.46	2.45	2.44	2.42	2.40	2.39	2.37	2.37	2.35	2.27
Food and kindred products.....	2.48	2.50	2.51	2.52	2.52	2.53	2.51	2.50	2.48	2.45	2.42	2.40	2.39	2.40	2.33
Tobacco manufactures.....	2.21	2.33	2.32	2.32	2.32	2.31	2.30	2.25	2.17	2.12	2.08	2.05	2.04	2.15	2.06
Textile mill products.....	1.95	1.94	1.94	1.94	1.94	1.94	1.94	1.93	1.93	1.91	1.91	1.91	1.89	1.87	1.78
Apparel and other textile products.....	2.01	1.98	1.98	1.97	1.97	1.97	1.96	1.91	1.91	1.90	1.89	1.88	1.86	1.85	1.80
Paper and allied products.....	2.73	2.73	2.70	2.68	2.67	2.66	2.66	2.65	2.65	2.64	2.63	2.62	2.62	2.59	2.50
Printing and publishing.....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Chemicals and allied products.....	3.01	3.01	2.99	2.97	2.94	2.94	2.94	2.94	2.94	2.93	2.92	2.91	2.90	2.87	2.79
Petroleum and coal products.....	3.41	3.45	3.42	3.44	3.43	3.43	3.41	3.38	3.34	3.34	3.33	3.30	3.29	3.29	3.18
Rubber and plastics products, nec.....	2.64	2.52	2.52	2.52	2.61	2.60	2.59	2.59	2.57	2.57	2.56	2.56	2.56	2.54	2.49
Leather and leather products.....	2.02	2.00	2.02	2.02	2.02	2.01	1.98	1.95	1.93	1.93	1.91	1.91	1.91	1.89	1.84

<sup>1</sup> For comparability of data with those published in issues prior to October 1967, see footnote 1, table A-9. For employees covered, see footnote 1, table A-10. Average hourly earnings excluding overtime are derived by assuming that overtime hours are paid for at the rate of time and one-half.

<sup>2</sup> Preliminary.

<sup>3</sup> Not available because average overtime rates are significantly above time and one-half. Inclusion of data for the group in the nondurable goods total has little effect.



TABLE C-5. Average weekly overtime hours of production workers in manufacturing, by industry<sup>1</sup>

Industry	1967										1966				Annual average	
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July <sup>2</sup>	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1966	1965	
Manufacturing.....	3.6	3.4	3.2	3.3	3.2	3.1	3.2	3.2	3.4	3.7	3.9	4.1	4.2	3.9	3.6	
Durable goods.....	3.7	3.5	3.3	3.4	3.3	3.2	3.4	3.4	3.7	4.1	4.3	4.5	4.6	4.3	3.9	
Nondurable goods.....	3.5	3.3	3.1	3.1	3.0	2.9	3.0	2.9	3.0	3.3	3.4	3.6	3.7	3.4	3.2	
<i>Durable goods</i>																
Ordnance and accessories.....	3.5	3.5	3.2	3.4	3.2	3.4	3.6	4.0	4.3	4.2	4.1	4.2	4.2	3.9	3.0	
Ammunition, except for small arms.....	3.4	3.4	2.9	3.1	2.7	3.2	3.4	3.3	3.4	3.4	3.3	3.5	3.5	3.2	3.1	
Sighting and fire control equipment.....	3.0	4.0	3.5	3.9	4.9	4.3	4.6	4.5	3.0	3.9	2.2	3.4	3.4	1.6	1.9	
Other ordnance and accessories.....	4.0	3.8	3.8	4.2	4.1	3.7	3.7	5.4	6.3	6.3	6.2	6.0	5.4	2.9	2.9	
Lumber and wood products.....	3.8	3.7	3.6	3.5	3.6	3.3	3.2	3.3	3.4	3.4	3.9	4.0	4.0	3.8	3.7	
Sawmills and planing mills.....	3.9	3.7	3.7	3.6	3.6	3.4	3.2	3.3	3.3	3.3	3.3	3.9	3.9	4.0	3.7	
Millwork, plywood, & related products.....	4.3	3.6	3.4	3.3	3.4	3.2	3.1	3.0	3.2	3.3	3.7	3.8	3.9	4.0	3.6	
Wooden containers.....	2.8	3.4	3.5	3.5	3.4	3.1	3.1	3.7	3.9	3.8	3.7	4.1	4.1	3.6	3.6	
Miscellaneous wood products.....	3.5	3.5	3.6	3.8	3.5	3.4	3.3	3.5	3.5	3.8	4.0	4.2	3.9	3.6	3.6	
Furniture and fixtures.....	3.1	2.6	2.9	2.4	2.5	2.6	2.7	2.8	3.8	3.9	4.3	4.3	3.8	3.6	3.6	
Household furniture.....	2.8	2.2	2.5	2.1	2.2	2.4	2.4	2.6	3.6	3.7	4.1	4.0	3.6	3.6	3.6	
Office furniture.....	3.6	4.1	3.2	3.1	3.4	3.3	4.2	4.4	5.1	4.9	4.9	4.9	4.7	3.6	3.6	
Partitions and fixtures.....	4.7	3.3	4.0	3.3	2.9	2.9	3.2	2.7	3.6	3.5	4.7	5.5	4.2	3.7	3.7	
Other furniture and fixtures.....	3.2	3.5	3.7	3.4	3.2	3.3	3.3	3.3	4.3	4.3	4.6	5.2	4.2	3.7	3.7	
Stone, clay, and glass products.....	4.6	4.5	4.3	4.1	3.9	3.7	3.5	3.5	3.9	4.3	4.7	4.7	4.5	4.2	4.1	
Flat glass.....	2.9	2.8	3.1	2.8	3.2	3.2	3.1	3.8	3.7	5.9	4.8	3.8	4.3	4.1	4.1	
Glass and glassware, pressed or blown.....	4.1	4.5	4.3	4.4	3.7	4.0	3.7	3.6	4.1	4.2	4.1	4.1	4.2	4.0	4.0	
Cement, hydraulic.....	2.2	2.6	2.4	2.2	2.5	2.2	2.0	2.3	2.3	2.0	2.8	3.0	2.8	2.2	2.2	
Structural clay products.....	3.7	3.6	3.6	3.3	3.3	3.0	2.6	2.6	2.8	3.4	3.7	3.7	3.6	3.6	3.6	
Pottery and related products.....	2.0	1.9	2.0	2.1	2.3	2.2	2.2	2.3	2.6	3.1	2.8	3.0	2.5	2.2	2.2	
Concrete, gypsum, and plaster products.....	7.5	7.1	6.8	6.2	5.7	5.1	4.9	4.6	4.9	5.3	6.6	7.0	6.3	6.2	6.2	
Other stone & nonmetallic mineral products.....	3.5	3.4	3.4	3.3	3.3	3.2	3.0	3.1	3.7	3.9	4.3	4.2	4.1	3.5	3.5	
Primary metal industries.....	3.1	3.0	3.1	2.8	2.8	3.3	3.4	3.7	3.8	4.0	4.2	4.5	4.0	3.8	3.8	
Blast furnace and basic steel products.....	2.0	2.2	1.9	1.8	1.8	2.3	2.2	2.4	2.1	2.4	2.8	3.3	2.7	2.8	2.8	
Iron and steel foundries.....	4.5	3.8	4.6	3.7	3.8	4.0	4.4	4.9	5.4	5.4	5.4	5.3	5.3	5.5	5.5	
Nonferrous metals.....	4.3	3.7	4.1	4.0	3.9	3.9	3.8	4.1	4.0	4.2	4.4	4.3	3.9	3.5	3.5	
Nonferrous rolling and drawing.....	3.7	4.0	4.2	3.8	4.1	4.7	5.2	5.3	5.8	6.1	6.3	6.3	6.0	5.1	5.1	
Nonferrous foundries.....	3.5	2.9	3.4	3.5	3.0	3.2	3.6	4.3	4.7	4.9	4.9	5.3	4.7	3.9	3.9	
Miscellaneous primary metal products.....	4.2	4.1	4.5	3.8	4.2	5.2	5.3	5.4	5.6	6.5	6.5	6.5	5.9	5.2	5.2	
Fabricated metal products.....	3.8	3.6	3.8	3.7	3.5	3.7	3.7	3.9	4.3	4.5	4.8	5.0	4.5	4.0	4.0	
Metal cans.....	4.4	5.3	4.7	5.0	4.9	4.1	3.5	3.2	3.1	3.7	3.6	5.1	4.4	4.5	4.5	
Cutlery, handtools, and hardware.....	3.5	2.4	2.7	2.8	2.8	3.1	3.1	3.2	3.4	3.5	3.6	3.8	3.5	3.4	3.4	
Plumbing and heating, except electric.....	2.7	2.3	2.7	2.1	2.0	2.2	2.0	2.1	2.6	2.6	3.3	3.3	2.7	2.3	2.3	
Fabricated structural metal products.....	3.7	3.5	3.7	3.6	3.4	3.5	3.6	3.8	4.5	4.4	4.5	4.7	4.1	3.6	3.6	
Screw machine products, bolts, etc.....	4.7	4.5	5.0	4.9	5.0	5.9	6.5	6.7	7.1	7.2	7.1	7.3	6.9	5.4	5.4	
Metal stampings.....	4.3	4.3	4.5	4.5	3.8	3.4	3.5	3.9	4.3	5.3	5.8	6.1	5.3	5.3	5.3	
Metal services, nec.....	4.3	3.6	3.9	3.8	3.8	4.2	4.0	4.4	4.9	4.7	5.1	5.7	4.9	4.3	4.3	
Miscellaneous fabricated wire products.....	3.4	3.2	3.4	3.2	3.2	3.6	3.6	3.9	4.0	4.5	4.5	4.5	4.3	3.8	3.8	
Miscellaneous fabricated metal products.....	3.2	3.0	3.2	3.3	3.1	3.6	3.6	3.7	3.9	4.1	4.2	4.4	4.2	3.5	3.5	
Machinery, except electrical.....	4.1	4.0	4.2	4.3	4.5	4.8	5.0	5.2	5.6	5.4	5.6	5.7	5.5	4.6	4.6	
Engines and turbines.....	3.9	3.6	3.7	4.1	4.0	5.1	4.7	4.5	6.7	4.9	4.9	5.7	5.4	4.1	4.1	
Farm machinery.....	2.3	2.1	2.6	3.1	3.4	4.1	4.5	4.2	3.6	3.1	3.7	4.0	3.8	2.9	2.9	
Construction and related machinery.....	3.6	3.3	3.1	3.2	3.2	3.4	3.6	3.6	4.2	4.7	4.9	4.9	4.9	4.2	4.2	
Metal working machinery.....	5.6	6.0	6.4	6.5	7.0	7.3	7.6	7.7	7.9	7.6	7.6	7.7	7.8	6.7	6.7	
Special industry machinery.....	3.7	3.7	4.2	4.3	4.8	5.0	5.2	5.4	6.0	5.8	5.7	6.1	5.6	4.8	4.8	
General industrial machinery.....	4.0	3.7	4.1	4.2	4.2	4.5	4.6	5.1	5.6	5.5	5.8	6.1	5.5	4.4	4.4	
Office and computing machines.....	2.9	2.6	2.3	2.3	2.8	3.2	3.2	3.6	3.9	3.8	4.0	3.9	4.0	3.4	3.4	
Service industry machines.....	2.9	3.2	3.1	3.1	2.5	3.0	2.9	2.5	3.4	3.6	3.5	3.3	3.4	2.9	2.9	
Miscellaneous machinery, except electrical.....	5.3	5.2	5.5	5.3	5.3	5.5	6.0	6.4	6.4	6.5	6.6	6.6	6.3	5.4	5.4	
Electrical equipment and supplies.....	2.4	2.2	2.4	2.2	2.1	2.4	2.5	2.8	3.3	3.3	3.5	3.7	3.3	2.8	2.8	
Electrical test & distributing equipment.....	3.2	3.0	2.9	2.9	3.1	3.6	3.4	3.5	4.2	3.9	3.8	4.4	3.8	3.0	3.0	
Electrical industrial apparatus.....	2.7	2.7	2.7	2.8	3.1	3.3	3.5	3.7	4.0	4.0	4.2	4.8	4.4	3.5	3.5	
Household appliances.....	2.4	2.9	2.5	2.2	1.7	1.8	1.8	1.9	2.5	3.3	3.6	4.0	3.4	3.0	3.0	
Electric lighting and wiring equipment.....	2.4	1.8	2.1	2.1	2.1	2.2	2.3	2.7	2.9	3.1	3.4	3.3	3.0	2.7	2.7	
Radio and TV receiving equipment.....	2.0	1.6	1.6	1.0	.5	1.3	1.2	1.7	2.7	3.1	3.7	3.4	2.8	2.4	2.4	
Communication equipment.....	2.7	2.3	2.7	2.6	2.5	2.9	3.1	3.2	3.7	3.3	3.4	3.6	3.3	2.7	2.7	
Electronic components and accessories.....	1.7	1.8	1.9	1.7	1.7	1.9	2.3	2.6	2.9	2.7	2.7	2.9	3.0	2.4	2.4	
Misc. electrical equipment & supplies.....	2.5	2.2	2.3	1.9	1.8	2.2	2.0	3.0	3.8	4.1	3.8	3.5	3.3	3.2	3.2	
Transportation equipment.....	4.1	3.9	3.5	3.6	3.1	2.9	3.1	3.5	4.1	4.8	5.2	4.9	4.7	4.8	4.8	
Motor vehicles and equipment.....	4.4	3.7	3.4	3.2	2.2	1.7	2.2	2.9	4.1	5.0	5.9	5.2	4.9	6.2	6.2	
Aircraft and parts.....	4.4	4.4	3.8	4.2	4.4	4.4	4.4	4.4	4.5	5.1	4.9	5.1	5.0	3.3	3.3	
Ship and boat building and repairing.....	2.8	3.4	3.1	3.5	3.6	3.6	3.2	3.9	4.2	3.9	4.5	3.7	4.0	3.4	3.4	
Railroad equipment.....	1.9	2.0	2.2	2.3	2.1	2.3	3.6	3.7	3.7	3.4	3.2	2.9	3.3	2.6	2.6	
Other transportation equipment.....	4.2	3.2	3.7	3.2	2.8	2.3	3.6	3.7	3.7	3.4	3.2	2.8	2.9	2.9	2.9	
Instruments and related products.....	2.9	2.9	3.0	3.0	3.0	3.2	3.1	3.3	3.8	3.8	4.0	4.0	3.7	3.0	3.0	
Engineering & scientific instruments.....	4.1	4.1	4.7	4.5	4.9	4.9	4.9	4.3	4.1	4.7	4.3	4.7	4.6	4.3	4.3	
Mechanical measuring & control devices.....	2.6	2.5	2.4	2.7	2.3	2.9	2.6	3.4	4.1	4.1	4.4	4.4	4.1	2.9	2.9	
Optical and ophthalmic goods.....	2.5	2.6	2.9	2.6	2.8	2.9	3.0	3.0	3.1	3.1	3.4	3.6	3.2	2.8	2.8	
Ophthalmic goods.....	1.9	2.0	2.1	1.9	2.1	2.1	2.3	2.2	2.4	2.7	2.8	3.0	2.7	2.4	2.4	
Medical instruments and supplies.....	2.3	2.5	2.4	2.4	2.3	2.2	2.3	2.2	2.6	2.8	2.8	2.9	2.7	2.1	2.1	
Photographic equipment and supplies.....	3.5	3.5	3.5	3.4	3.7	4.0	4.1	4.0	4.4	4.5	5.1	5.1	4.6	4.1	4.1	
Watches, clocks, and watchcases.....	1.8	2.0	1.8	1.6	1.6	2.3	2.2	2.5	2.8	2.8	2.9	2.8	2.6	2.4	2.4	
Miscellaneous manufacturing industries.....	2.6	2.0	2.4	2.4	2.4	2.6	2.5	2.5	2.9	3.1	3.4	3.3	3.0	2.7	2.7	
Jewelry, silverware, and plated ware.....	3.4	2.5	3.2	3.6	3.6	3.7	3.1	3.4	4.8	4.9	5.3	4.9	4.3			

TABLE C-5. Average weekly overtime hours of production workers in manufacturing, by industry<sup>1</sup>—Continued

Industry	1967										1966				Annual average	
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1966	1965	
<i>Nondurable goods</i>																
Food and kindred products.....		4.2	4.3	4.2	3.1	3.6	3.6	3.6	3.8	4.0	4.0	4.2	4.4	4.0	3.8	
Meat products.....		4.5	4.7	4.4	4.2	4.0	3.7	3.7	4.8	5.1	5.1	4.8	5.1	4.3	4.2	
Dairy products.....		4.1	4.7	4.7	4.0	3.9	3.7	3.8	3.4	3.7	3.5	3.6	4.0	3.7	3.6	
Canned, cured, and frozen foods.....		3.4	3.2	3.2	3.0	2.3	2.7	2.8	2.9	2.9	2.9	3.2	3.5	3.1	2.9	
Grain mill products.....		7.8	7.6	6.1	6.0	5.7	6.0	5.8	7.0	6.7	6.6	7.8	8.5	6.8	6.6	
Bakery products.....		3.7	3.9	3.8	3.8	3.0	3.1	3.2	2.9	3.1	3.3	3.6	3.8	3.5	3.3	
Sugar.....		3.6	4.0	3.6	3.5	3.6	3.7	3.0	3.0	3.0	3.7	3.8	4.4	3.9	4.0	
Confectionery and related products.....		3.5	2.8	2.7	2.2	2.2	2.8	3.1	2.6	3.2	3.2	3.1	3.1	2.7	2.4	
Beverages.....		3.7	4.4	4.8	3.7	3.8	3.6	3.1	3.0	3.5	3.6	3.8	4.0	3.8	3.3	
Misc. foods and kindred products.....		4.7	4.5	4.8	4.5	4.1	4.4	4.3	4.2	4.7	4.9	4.8	5.0	4.4	4.1	
Tobacco manufacturers.....		1.4	2.4	2.2	1.7	1.8	1.8	1.9	1.1	1.9	1.2	1.4	1.5	1.4	1.1	
Cigarettes.....		1.1	3.9	3.3	2.2	2.5	1.8	1.0	1.1	2.2	1.2	1.1	1.8	1.7	.8	
Cigars.....		1.3	.6	1.1	1.1	.9	.9	.7	.6	1.0	1.2	1.1	.9	1.1	1.3	
Textile mill products.....		3.9	3.3	3.5	3.5	3.4	3.3	3.3	3.5	3.8	4.2	4.2	4.4	4.4	4.2	
Weaving mills, cotton.....		4.2	3.5	3.9	4.1	4.4	4.4	4.6	4.6	5.0	5.3	5.0	5.2	5.3	4.8	
Weaving mills, synthetics.....		4.2	3.6	3.2	3.6	3.4	3.2	3.2	3.5	3.9	4.5	4.3	4.7	5.0	5.3	
Weaving and finishing mills, wool.....		4.9	4.9	4.5	4.4	3.9	3.5	3.6	4.0	3.9	3.9	3.9	4.3	4.7	4.4	
Narrow fabric mills.....		3.2	2.7	3.0	3.1	2.8	2.8	2.9	3.5	3.9	4.1	4.1	4.3	4.1	3.6	
Knitting mills.....		2.7	2.2	2.3	2.1	1.9	1.9	1.8	1.8	1.9	2.3	2.5	2.7	2.5	2.5	
Textile finishing, except wool.....		4.4	3.8	4.9	4.3	5.0	4.7	4.6	4.4	5.1	5.2	5.1	4.9	5.3	4.6	
Floor covering mills.....		6.3	5.0	4.9	4.3	3.3	3.3	2.9	3.5	4.3	5.1	5.3	5.4	4.8	5.1	
Yarn and thread mills.....		3.6	2.9	3.4	3.3	3.0	2.8	2.8	3.3	3.5	4.0	4.4	5.0	4.8	4.7	
Miscellaneous textile goods.....		4.2	3.4	3.7	3.6	3.6	3.5	3.6	4.2	4.2	5.0	5.2	5.2	4.9	4.3	
Apparel and other textile products.....		1.5	1.2	1.2	1.2	1.2	1.2	1.2	1.3	1.4	1.5	1.7	1.5	1.5	1.4	
Men's and boys' suits and coats.....		1.5	.8	1.3	1.6	1.4	1.9	1.5	1.6	1.5	1.7	2.0	1.7	1.6	1.5	
Men's and boys' furnishings.....		1.2	.9	1.0	.9	.9	.9	1.0	1.1	1.1	1.3	1.4	1.3	1.3	1.2	
Women's and misses' outerwear.....		1.3	1.3	1.2	1.2	1.3	1.4	1.3	1.3	1.2	1.3	1.3	1.2	1.4	1.3	
Women's and children's undergarments.....		1.4	1.3	1.1	1.0	1.1	1.2	1.2	1.1	1.3	1.9	2.2	1.9	1.6	1.4	
Hats, caps, and millinery.....		1.6	1.3	1.0	.8	1.0	1.3	1.4	1.5	1.2	1.3	1.3	1.3	1.4	1.4	
Children's outerwear.....		1.3	1.3	1.3	1.1	1.1	1.2	1.3	1.3	1.2	1.3	1.4	1.5	1.6	1.4	
Fur goods and miscellaneous apparel.....		1.4	1.0	1.1	1.1	1.1	1.1	1.0	1.0	1.6	1.8	2.1	1.5	1.5	1.4	
Misc. fabricated textile products.....		2.5	1.6	1.7	1.8	1.5	1.7	1.5	1.5	2.2	2.5	3.1	2.4	2.1	2.1	
Paper and allied products.....		5.2	5.1	4.9	4.6	4.6	4.8	4.8	5.0	5.2	5.5	5.7	5.9	5.5	5.1	
Paper and pulp mills.....		6.2	6.5	5.9	5.8	5.8	6.0	6.1	6.0	6.1	6.3	6.6	6.5	6.3	6.0	
Paperboard mills.....		7.6	7.0	7.1	6.1	6.6	6.9	6.8	7.0	7.0	7.5	7.2	7.4	7.5	7.0	
Misc. converted paper products.....		3.5	3.7	3.5	3.3	3.2	3.6	3.7	3.9	3.9	4.3	4.3	4.5	4.1	3.5	
Paperboard containers and boxes.....		4.6	4.2	4.2	3.8	3.7	3.8	3.8	4.0	4.6	5.0	5.5	5.7	4.9	4.5	
Printing and publishing.....		3.2	3.0	3.0	3.1	3.2	3.4	3.0	3.1	3.7	3.6	3.9	4.0	3.5	3.1	
Newspapers.....		2.5	2.4	2.9	3.0	2.6	2.6	2.1	2.0	3.4	3.2	3.2	3.1	2.8	2.4	
Periodicals.....		4.2	4.2	3.3	3.0	3.5	3.8	3.4	3.7	3.4	4.5	5.8	5.9	4.2	3.8	
Books.....		3.7	3.2	3.0	4.4	4.6	4.9	4.3	4.5	4.4	4.1	4.8	5.2	4.9	4.2	
Commercial printing.....		3.4	3.3	3.2	3.1	3.4	3.8	3.4	3.5	4.0	3.9	4.3	4.4	3.9	3.4	
Blankbooks and bookbinding.....		2.6	2.0	2.1	2.7	2.5	2.5	2.3	2.8	2.7	2.7	3.2	3.3	2.9	2.5	
Other publishing & printing ind.....		3.3	2.9	2.8	2.7	2.9	3.1	3.3	3.3	3.5	3.5	3.6	3.9	3.3	3.1	
Chemicals and allied products.....		2.9	3.0	2.9	2.9	3.1	3.1	2.9	2.9	3.1	3.3	3.5	3.5	3.3	3.0	
Industrial chemicals.....		3.0	3.3	3.0	2.9	3.0	3.1	2.9	3.2	3.3	3.7	3.7	3.5	3.4	3.0	
Plastics materials and synthetics.....		3.0	2.8	2.8	2.6	2.3	2.4	2.3	2.3	2.9	2.9	3.2	3.2	3.2	2.9	
Drugs.....		2.0	2.3	2.1	2.4	2.6	2.6	2.9	3.2	3.1	2.8	2.9	3.1	2.8	2.6	
Soap, cleaners, and toilet goods.....		3.2	3.1	2.7	2.7	2.5	2.9	2.9	2.7	2.8	3.6	3.9	3.9	3.3	2.5	
Paints and allied products.....		3.2	2.9	3.2	3.1	2.4	2.5	2.1	2.1	2.4	2.7	2.9	3.4	3.0	2.7	
Agricultural chemicals.....		3.3	3.7	3.6	4.8	8.2	6.6	4.8	4.6	4.2	3.9	4.6	4.2	5.2	4.9	
Other chemicals products.....		2.8	3.0	3.4	2.8	3.2	3.0	3.0	2.8	3.3	3.4	3.7	3.9	3.3	3.0	
Petroleum and coal products.....		3.6	4.0	3.7	3.5	3.5	3.1	3.0	2.7	3.0	3.3	3.3	3.7	3.2	2.8	
Petroleum refining.....		2.3	3.0	2.8	2.9	3.0	2.8	2.8	2.5	2.6	2.9	2.3	2.6	2.5	2.1	
Other petroleum and coal products.....		7.7	7.3	6.8	5.4	5.5	4.2	3.6	3.7	4.4	4.8	6.6	7.4	5.4	5.5	
Rubber and plastics products, nec.....		4.3	3.2	3.9	3.5	3.2	3.4	3.4	3.9	4.2	4.5	4.7	4.8	4.4	4.1	
Tires and inner tubes.....		6.9	4.6	6.7	6.6	4.3	4.2	4.2	6.1	6.6	6.4	6.4	6.1	6.2	6.1	
Other rubber products.....		3.8	2.8	3.3	2.6	2.8	3.0	3.0	3.3	3.6	4.1	4.2	4.4	3.8	3.3	
Miscellaneous plastics products.....		3.6	3.2	3.7	3.3	3.0	3.4	3.3	3.3	3.6	4.0	4.4	4.5	4.1	4.0	
Leather and leather products.....		2.1	1.8	1.8	1.6	1.4	1.7	1.8	2.0	2.1	2.1	2.1	2.0	2.1	1.8	
Leather tanning and finishing.....		3.3	3.0	3.8	3.8	3.5	3.1	3.2	3.0	3.7	3.5	3.6	3.4	3.5	3.3	
Footwear, except rubber.....		2.1	1.6	1.5	1.3	1.2	1.5	1.7	2.0	1.9	1.6	1.6	1.7	1.9	1.6	
Other leather products.....		1.7	1.9	1.9	1.5	1.4	1.7	1.6	1.7	2.1	2.8	2.8	2.5	2.3	2.0	
Handbags and personal leather goods.....		1.7	1.8	1.6	1.4	1.3	1.7	1.7	1.6	1.7	2.9	2.8	2.2	2.2	1.9	

<sup>1</sup> For comparability of data with those published in issues prior to October 1967, see footnote 1, table A-9. For employees covered, see footnote 1, table A-10.

These series cover premium overtime hours of production and related workers during the pay period which includes the 12th of the month. Overtime hours are those paid for at premium rates because (1) they exceeded

either the straight-time workday or workweek or (2) they occurred on week ends or holidays or outside regularly scheduled hours. Hours for which only shift differential, hazard, incentive, or other similar types of premiums were paid are excluded.

<sup>2</sup> Preliminary.

TABLE C-6. Indexes of aggregate weekly man-hours and payrolls in industrial and construction activities<sup>1</sup>

[1957-59=100]

Activity	1967										1966				Annual average	
	Sept. <sup>2</sup>	Aug. <sup>2</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1966	1965	
	Man-hours															
Total.....	116.6	116.8	113.8	114.8	111.7	110.5	110.2	109.4	112.3	116.2	117.6	120.1	120.7	115.9	109.3	
Mining.....	78.3	81.0	84.3	83.0	80.0	79.2	77.1	76.7	79.1	81.4	81.1	83.6	84.2	82.2	83.0	
Contract construction.....	126.6	130.0	127.8	120.2	110.4	104.7	97.1	92.5	99.1	107.4	111.9	124.3	126.8	114.7	110.5	
Manufacturing.....	116.7	116.2	112.7	115.4	113.5	113.2	114.3	114.1	116.4	119.6	120.5	121.2	121.4	117.8	110.4	
Durable goods.....	120.5	119.4	117.3	121.0	119.9	119.1	120.6	120.5	123.4	126.6	127.3	127.8	127.7	124.2	114.3	
Ordnance and accessories.....	185.8	181.6	174.1	171.5	171.6	169.5	170.4	168.6	168.1	164.8	161.9	156.1	152.8	144.9	113.3	
Lumber and wood products.....	94.3	96.1	95.0	97.1	91.6	90.8	90.1	88.4	89.4	90.7	93.3	96.3	98.5	97.4	97.0	
Furniture and fixtures.....	123.6	123.0	116.3	120.5	117.3	117.7	120.1	121.1	123.1	130.6	131.3	132.4	131.6	127.7	119.5	
Stone, clay, and glass products.....	109.0	110.8	109.7	109.6	106.0	104.5	102.5	100.1	103.0	106.9	110.1	112.2	114.1	111.2	108.3	
Primary metal industries.....	107.0	107.5	107.3	110.2	109.1	108.7	111.3	112.5	116.0	115.4	116.5	117.0	119.6	116.9	113.3	
Fabricated metal products.....	123.8	123.1	120.0	124.8	122.3	121.3	122.0	122.5	125.6	129.4	129.7	129.9	129.9	126.1	117.2	
Machinery, except electrical.....	135.6	135.2	134.9	138.2	138.5	140.4	142.2	141.6	143.5	144.6	141.1	140.7	141.3	139.0	123.6	
Electrical equipment and supplies.....	139.8	131.8	133.8	134.6	136.1	136.4	141.4	143.2	147.3	151.3	152.1	152.9	151.9	145.8	125.7	
Transportation equipment.....	112.5	105.8	106.5	115.0	115.3	111.0	112.1	112.1	116.0	122.3	123.0	122.6	119.8	116.7	107.1	
Instruments and related products.....	128.5	128.4	126.4	129.1	128.0	129.4	130.6	128.7	131.0	133.1	131.7	131.7	130.5	127.7	112.7	
Misc. manufacturing industries.....	113.8	112.5	104.6	110.4	108.6	107.5	106.0	103.7	105.2	112.1	121.9	123.0	119.8	113.4	109.4	
Nondurable goods.....	111.7	112.0	106.8	108.0	105.2	105.4	106.1	105.7	107.3	110.4	111.7	112.6	113.2	109.5	105.3	
Food and kindred products.....	105.1	104.6	99.6	96.2	91.0	88.6	89.5	88.8	91.4	96.6	99.9	102.9	107.7	96.2	94.4	
Tobacco manufactures.....	96.3	93.2	75.7	77.1	73.0	74.6	74.2	76.2	87.8	98.9	93.3	98.9	101.2	84.6	86.4	
Textile mill products.....	103.6	102.8	98.4	102.2	100.0	99.5	99.9	99.4	101.3	103.9	105.4	106.3	107.0	106.0	102.0	
Apparel and other textile products.....	116.3	119.0	111.3	116.2	115.3	114.7	116.6	117.1	116.9	118.6	120.5	121.6	118.1	118.7	115.1	
Paper and allied products.....	119.2	118.8	116.6	118.0	113.1	112.7	114.0	112.9	114.1	116.9	117.8	116.6	116.9	115.0	109.6	
Printing and publishing.....	119.3	119.3	117.9	118.6	118.0	118.5	119.3	117.4	117.2	119.9	118.6	118.7	118.3	115.8	110.0	
Chemicals and allied products.....	117.4	117.5	117.3	117.4	116.7	118.7	116.6	115.2	115.5	117.1	117.5	117.0	117.4	115.9	110.2	
Petroleum and coal products.....	87.1	86.9	87.4	85.7	83.1	82.3	79.5	78.6	77.5	80.1	81.7	81.9	83.8	81.0	78.7	
Rubber and plastics products, nec.....	148.3	148.4	125.0	130.9	126.3	143.1	144.1	144.5	149.4	153.2	153.4	152.6	150.9	146.8	135.2	
Leather and leather products.....	94.0	97.1	94.0	95.2	91.3	89.4	92.0	95.0	98.2	100.2	99.8	98.5	98.4	100.6	96.9	
	Payrolls															
Mining.....	101.6	103.7	108.9	106.2	101.8	101.0	97.7	97.1	100.4	102.6	101.6	104.7	105.0	100.8	97.1	
Contract construction.....	187.2	188.7	184.7	171.1	157.3	147.9	137.2	131.3	141.0	151.7	157.0	174.3	178.3	157.6	144.6	
Manufacturing.....	157.2	155.0	150.5	153.8	150.9	149.9	151.1	150.4	153.1	156.9	157.4	157.9	157.7	151.4	136.6	

<sup>1</sup> For comparability of data with those published in issues prior to October 1967, see footnote 1, table A-9.

<sup>2</sup> For mining and manufacturing, data refer to production and related

workers and for contract construction, to construction workers, as defined in footnote 1, table A-10.

<sup>2</sup> Preliminary.



## D.—Consumer and Wholesale Prices

TABLE D-1. Consumer Price Index<sup>1</sup>—U.S. city average for urban wage earners and clerical workers, all items, groups, subgroups, and special groups of items

[1957-59=100 unless otherwise specified]

Group	1967										1966				Annual average	
	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1966	1965	
All items.....	117.1	116.9	116.5	116.0	115.6	115.3	115.0	114.8	114.7	114.7	114.6	114.5	114.1	113.1	109.9	
All items (1947-49=100).....	143.7	143.4	142.9	142.3	141.8	141.5	141.1	140.9	140.7	140.7	140.6	140.5	140.0	138.8	134.8	
Food.....	115.9	116.6	116.0	115.1	113.9	113.7	114.2	114.2	114.7	114.8	114.8	115.6	115.6	114.2	108.8	
Food at home.....	112.9	113.9	113.3	112.3	110.9	110.8	111.5	111.7	112.3	112.6	112.8	113.8	114.0	112.6	107.2	
Cereals and bakery products.....	118.4	118.4	118.2	118.3	118.8	118.5	118.6	118.5	118.8	118.8	118.6	118.3	118.4	115.8	111.2	
Meats, poultry, and fish.....	113.4	113.1	112.3	111.6	108.5	109.0	110.0	110.7	110.3	110.9	111.8	113.8	114.8	114.1	105.1	
Dairy products.....	117.3	116.6	116.4	116.3	115.9	115.7	115.7	116.1	116.4	116.5	116.7	117.1	116.0	111.8	105.0	
Fruits and vegetables.....	115.6	122.7	124.4	119.9	116.4	114.2	115.2	114.2	115.3	114.3	114.9	115.3	116.6	117.6	115.2	
Other foods at home <sup>2</sup> .....	102.4	102.6	100.2	100.0	100.7	101.4	102.3	102.5	104.9	105.7	104.8	106.0	105.3	103.9	101.8	
Food away from home.....	130.8	130.3	129.7	129.1	128.7	128.3	127.7	127.4	127.0	126.3	125.7	125.2	124.6	123.2	117.8	
Housing.....	115.0	114.7	114.3	114.1	113.9	113.6	113.3	113.3	113.1	113.0	112.6	112.2	111.8	111.1	108.5	
Shelter <sup>3</sup> .....	118.7	118.4	117.9	117.7	117.5	116.9	116.6	116.8	116.5	116.4	115.8	115.5	115.0	114.1	110.6	
Rent.....	112.8	112.6	112.4	112.2	112.1	111.9	111.8	111.7	111.4	111.3	111.2	111.0	110.7	110.4	108.9	
Homeownership <sup>4</sup> .....	121.1	120.8	120.2	119.9	119.7	119.0	118.6	118.9	118.7	118.6	117.8	117.4	116.8	115.7	111.4	
Fuel and utilities <sup>5</sup> .....	109.4	109.1	108.9	108.6	108.7	108.8	108.6	108.7	108.6	108.4	108.3	108.1	108.0	107.7	107.2	
Fuel oil and coal.....	112.3	111.7	111.4	110.5	110.8	111.0	111.1	111.1	110.5	110.2	108.9	108.3	107.4	108.3	105.6	
Gas and electricity.....	108.9	108.5	108.3	108.2	108.3	108.4	108.3	108.3	108.3	107.9	108.1	108.0	108.1	107.8	108.1	
Household furnishings and operation <sup>6</sup> .....	108.8	108.3	108.2	108.1	107.9	107.7	107.3	107.0	106.7	106.7	106.5	106.1	105.7	105.0	103.1	
Apparel and upkeep <sup>7</sup> .....	115.1	113.8	113.7	113.9	113.8	113.0	112.6	111.9	111.3	112.3	112.0	111.5	110.7	109.6	106.8	
Men's and boys'.....	115.5	114.5	113.9	114.1	114.0	113.5	112.7	111.8	111.6	112.6	112.4	111.5	111.2	110.3	107.4	
Women's and girls'.....	111.1	108.8	109.2	109.7	109.6	108.4	108.2	107.3	106.4	108.1	107.8	107.5	106.3	105.1	103.1	
Footwear.....	126.4	126.0	125.4	125.4	125.2	124.9	124.2	123.4	122.9	122.9	122.8	122.2	121.3	119.6	112.9	
Transportation.....	116.8	116.4	116.2	115.7	115.5	115.1	114.2	113.8	113.4	113.8	114.5	114.3	113.3	112.7	111.1	
Private.....	114.8	114.4	114.1	113.7	113.6	113.2	112.2	111.8	111.4	111.7	112.6	112.3	111.3	111.0	109.7	
Public.....	133.0	132.8	132.7	132.2	130.9	130.6	130.5	130.0	129.8	129.8	129.6	129.6	129.5	125.8	121.4	
Health and recreation.....	124.9	124.2	123.6	123.2	122.8	122.6	122.2	121.8	121.4	121.0	120.8	120.4	119.9	119.0	115.6	
Medical care.....	138.5	137.5	136.9	136.3	135.7	135.1	134.6	133.6	132.9	131.9	131.3	130.4	129.4	127.7	122.3	
Personal care.....	116.4	116.1	115.5	115.3	115.0	114.9	114.4	114.1	113.8	113.7	113.4	113.3	113.0	112.2	109.9	
Reading and recreation.....	120.5	120.0	119.8	119.7	119.6	119.4	118.9	118.6	118.5	118.4	118.3	118.0	117.5	117.1	115.2	
Other goods and services <sup>8</sup> .....	119.7	118.8	117.8	116.9	116.7	116.6	116.4	116.3	116.2	115.9	116.0	115.9	115.7	114.9	111.4	
Special groups:																
All items less shelter.....	116.7	116.5	116.1	115.6	115.1	114.8	114.6	114.3	114.2	114.3	114.4	114.3	113.9	112.9	109.6	
All items less food.....	117.7	117.1	116.8	116.5	116.3	115.9	115.6	115.2	114.8	114.9	114.8	114.4	113.8	113.0	110.4	
All items less medical care.....	115.8	115.6	115.2	114.8	114.4	114.1	113.8	113.7	113.6	113.7	113.6	113.6	113.1	112.3	109.1	
Commodities.....	112.0	111.9	111.5	111.0	110.5	110.2	110.0	109.9	109.9	110.1	110.2	110.3	110.0	109.2	106.4	
Nondurables <sup>9</sup> .....	114.9	114.8	114.3	113.8	113.2	113.0	112.9	112.7	112.9	113.0	112.9	113.1	112.9	111.8	107.9	
Durables <sup>10</sup> .....	104.8	104.7	104.4	104.1	103.9	103.4	102.9	102.8	102.7	103.1	103.5	103.5	102.7	102.7	102.6	
Services <sup>11 12</sup> .....	128.7	128.2	127.7	127.4	127.0	126.6	126.3	125.9	125.5	125.2	124.7	124.1	123.5	122.3	117.8	
Commodities less food.....	110.0	109.4	109.1	108.9	108.7	108.4	107.8	107.6	107.3	107.7	107.8	107.6	107.0	106.5	105.1	
Nondurables less food.....	114.1	113.2	112.8	112.7	112.7	112.4	111.8	111.5	111.0	111.4	111.3	110.9	110.5	109.7	107.2	
Apparel commodities.....	114.1	112.7	112.6	112.8	112.7	111.9	111.5	110.7	110.1	111.2	110.9	110.4	109.7	108.5	105.8	
Apparel commodities less footwear.....	111.7	110.0	110.0	110.3	110.2	109.4	109.0	108.2	107.6	108.8	108.6	108.1	107.4	106.3	104.4	
Nondurables less food and apparel.....	114.1	113.4	113.0	112.7	112.6	112.7	112.0	111.9	111.6	111.5	111.2	111.0	110.0	108.0	105.0	
New cars.....	96.1	96.9	97.0	96.8	96.9	97.0	97.2	97.3	97.6	98.6	99.3	98.4	94.4	97.2	99.0	
Used cars.....	126.2	125.2	124.8	122.4	121.4	118.8	115.9	114.0	113.0	114.2	119.3	120.8	120.1	117.8	120.8	
Household durables <sup>13</sup> .....	98.4	98.2	98.1	98.0	98.1	98.0	97.8	97.7	97.6	97.7	97.6	97.4	97.3	96.8	96.9	
Household furnishings.....	101.2	100.8	100.8	100.7	100.6	100.6	100.3	100.0	99.7	100.0	99.9	99.5	99.3	98.8	97.9	
Services less rent <sup>14</sup> .....	132.3	131.7	131.2	130.8	130.4	130.0	129.5	129.2	128.8	128.3	127.7	127.1	126.5	125.0	120.0	
Household services less rent.....	128.1	127.5	127.0	126.7	126.5	126.0	125.6	125.5	125.1	124.9	124.2	123.5	123.0	121.5	117.0	
Transportation services.....	128.9	128.8	128.3	128.1	127.7	127.6	127.4	127.2	126.9	126.5	126.1	125.9	125.5	124.3	119.3	
Medical care services.....	148.0	146.7	146.0	145.2	144.4	143.6	142.9	141.6	140.6	139.4	138.6	137.4	136.2	133.9	127.1	
Other services <sup>14</sup> .....	132.4	131.9	131.6	131.3	130.8	130.3	129.7	129.4	129.1	128.9	128.5	128.2	127.5	126.5	121.8	

<sup>1</sup> The CPI measures the average change in prices of goods and services purchased by urban wage-earner and clerical-worker families. Beginning January 1964, the index structure was revised to reflect buying patterns of wage earners and clerical workers in the 1960's. The indexes shown here are based on expenditures of all urban wage-earner and clerical-worker consumers, including single workers living alone, as well as families of two or more persons.

<sup>2</sup> Includes eggs, fats and oils, sugar and sweets, nonalcoholic beverages, and prepared and partially prepared foods.

<sup>3</sup> Also includes hotel and motel room rates not shown separately.

<sup>4</sup> Includes home purchase, mortgage interest, taxes, insurance, and maintenance and repairs.

<sup>5</sup> Also includes telephone, water, and sewerage service not shown separately.

<sup>6</sup> Includes household furnishings and housekeeping supplies and services.

<sup>7</sup> Includes dry cleaning and laundry of apparel, infants' wear, sewing materials, jewelry, and miscellaneous apparel, not shown separately.

<sup>8</sup> Includes tobacco, alcoholic beverages, and funeral, legal, and bank service charges.

<sup>9</sup> Includes foods, paint, furnace filters, shrubbery, fuel oil, coal, household textiles, housekeeping supplies, apparel, gasoline and motor oil, drugs and

pharmaceuticals, toilet goods, nondurable recreational goods, newspapers, magazines, books, tobacco, and alcoholic beverages.

<sup>10</sup> Includes home purchase, which was classified under services prior to 1964, building materials, furniture and bedding, floor coverings, household appliances, dinnerware, tableware, cleaning equipment, power tools, lamps, venetian blinds, hardware, automobiles, tires, radios, television sets, tape recorders, durable toys, and sports equipment.

<sup>11</sup> Excludes home purchase costs which were classified under this heading prior to 1964.

<sup>12</sup> Includes rent, mortgage interest, taxes and insurance on real property, home maintenance and repair services, gas, electricity, telephone, water, sewerage service, household help, postage, laundry and dry cleaning, furniture and apparel repair and upkeep, moving, auto repairs, auto insurance, registration and license fees, parking and garage rent, local transit, taxicab, airplane, train, and bus fares, professional medical services, hospital services, health insurance, barber and beauty shop services, movies, fees for sports, television repairs, and funeral, bank, and legal services.

<sup>13</sup> Does not include auto parts, durable toys, and sports equipment.

<sup>14</sup> Includes the services components of apparel, personal care, reading and recreation, and other goods and services.

TABLE D-2. Consumer Price Index<sup>1</sup>—U.S. city average for urban wage earners and clerical workers, selected groups, subgroups, and special groups of items, seasonally adjusted<sup>2</sup>

[1957-59=100 unless otherwise specified]

Group	1967									1966			
	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.
Food.....	115.6	115.8	115.0	115.3	114.5	113.9	114.3	114.0	114.9	115.3	115.3	115.8	115.3
Food at home.....	112.5	112.9	112.0	112.6	111.5	110.9	111.6	111.4	112.5	113.1	113.4	114.0	113.7
Meats, poultry, and fish.....	111.1	112.1	112.2	113.1	110.3	110.0	110.4	110.4	110.4	111.3	111.5	112.8	112.4
Dairy products.....	117.1	116.6	117.0	117.4	116.6	116.3	115.6	115.9	115.8	115.9	116.1	116.5	115.8
Fruits and vegetables.....	119.7	120.6	116.0	115.1	113.5	112.1	114.7	114.4	118.5	117.6	119.6	120.9	121.0
Other foods at home.....	101.3	102.5	101.1	101.6	101.7	101.9	102.8	102.3	104.4	104.9	104.1	104.5	103.8
Fuel and utilities <sup>3</sup> .....	109.5	109.5	109.3	108.8	108.8	108.7	108.4	108.7	108.2	108.0	108.1	108.0	108.2
Fuel oil and coal <sup>4</sup> .....	113.8	113.9	113.7	112.4	112.4	110.3	109.4	108.9	108.3	108.3	108.3	108.5	108.8
Apparel and upkeep <sup>5</sup> .....	114.9	114.3	114.2	113.9	113.7	113.1	112.9	112.3	111.9	111.7	111.3	110.8	110.5
Men's and boys'.....	115.3	115.0	114.4	114.2	114.0	113.6	113.2	112.2	111.9	111.9	111.7	111.1	111.0
Women's and girls'.....	110.7	109.6	109.7	109.8	109.6	108.7	108.6	107.9	107.5	107.1	107.5	106.3	105.8
Footwear.....	126.5	126.3	125.8	125.3	125.2	124.8	124.3	123.5	123.0	122.5	122.3	122.0	121.3
Transportation.....	117.0	116.3	116.0	115.9	115.6	115.3	114.5	114.3	113.2	113.3	114.0	114.1	113.5
Private.....	115.1	114.3	113.9	113.8	113.7	113.4	112.7	112.2	111.3	111.4	112.0	112.0	111.5
Special groups:													
Commodities <sup>6</sup> .....	112.0	111.8	111.3	111.1	110.6	110.3	110.1	110.0	110.1	110.1	110.1	110.2	109.9
Nondurables.....	114.7	114.6	113.7	113.9	113.4	113.1	113.0	112.7	112.9	113.1	112.9	113.0	112.8
Durables <sup>6,7</sup> .....	105.1	104.9	104.4	104.1	103.9	103.4	103.0	103.0	102.7	102.9	103.1	103.3	102.9
Commodities less food <sup>6</sup> .....	110.1	109.6	109.2	108.9	108.8	108.4	108.0	107.9	107.4	107.4	107.4	107.3	107.0
Nondurables less food.....	114.0	113.4	113.0	112.8	112.8	112.5	112.0	111.8	111.1	111.1	111.0	110.6	110.3
Apparel commodities.....	113.9	113.2	113.2	112.9	112.6	112.1	111.9	111.3	110.8	110.5	110.0	109.5	109.5
Apparel commodities less footwear.....	111.4	110.6	110.6	110.4	110.2	109.6	109.4	108.9	108.4	108.0	107.6	107.2	107.1
New cars.....	97.9	98.2	98.0	97.2	97.1	96.8	97.1	96.9	96.9	97.5	97.7	97.9	96.2
Used cars.....	125.1	123.3	123.1	120.9	121.9	119.4	117.9	117.2	115.1	114.0	118.0	119.6	118.7
Housefurnishings.....	101.2	101.1	100.9	100.6	100.5	100.4	100.2	100.2	100.0	100.0	99.8	99.5	99.3

<sup>1</sup> See footnote 1, table D-1.<sup>2</sup> Beginning January 1966, seasonally adjusted national indexes were computed for selected groups, subgroups, and special groups where there is a significant seasonal pattern of price change. Previously published indexes for the year 1965 have been adjusted. No seasonally adjusted indexes will be shown for any of the individual metropolitan areas for which separate indexes are published. Previously, the Bureau of Labor Statistics has made available only seasonal factors, rather than seasonally adjusted indexes (e.g., Department of Labor Bulletin 1366, *Seasonal Factors, Consumer Price Index: Selected Series*). The factors currently used were derived by the BLSSeasonal Factor Method using data for 1956-66. These factors will be updated at the end of each calendar year. A detailed description of the BLS Seasonal Factor Method is provided in appendix A, *BLS Handbook of Methods for Surveys and Studies* (BLS Bulletin 1458, 1966).<sup>3</sup> See footnote 5, table D-1.<sup>4</sup> See footnote 6, table D-1.<sup>5</sup> See footnote 8, table D-1.<sup>6</sup> See footnote 10, table D-1.<sup>7</sup> See footnote 12, table D-1.

TABLE D-3. Consumer Price Index—U.S. and selected areas for urban wage earners and clerical workers <sup>1</sup>

[1957-59=100 unless otherwise specified]

Area <sup>2</sup>	1967										1966				Annual average		1947-49=100
	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1966	1965	Sept. 1967	
All items																	
U.S. city average <sup>3</sup> .....	117.1	116.9	116.5	116.0	115.6	115.3	115.0	114.8	114.7	114.7	114.6	114.5	114.1	113.1	109.9	143.7	
Atlanta, Ga.....	115.6	(4)	(4)	114.8	(4)	(4)	114.0	(4)	(4)	113.3	(4)	(4)	112.8	111.5	108.1	143.1	
Baltimore, Md.....	117.6	(4)	(4)	115.7	(4)	(4)	114.8	(4)	(4)	114.5	(4)	(4)	114.3	113.4	109.6	145.9	
Boston, Mass.....	(4)	(4)	119.9	(4)	(4)	118.8	(4)	(4)	118.6	(4)	(4)	118.5	(4)	117.0	113.2	(4)	
Buffalo, N.Y. (Nov. 1963=100).....	(4)	110.4	(4)	(4)	109.5	(4)	(4)	108.5	(4)	108.0	(4)	(4)	107.0	103.5	(4)	(4)	
Chicago, Ill.-Northwestern Ind.....	115.0	114.5	113.7	112.9	112.6	112.2	112.3	112.2	111.8	112.2	111.9	112.0	111.9	110.7	107.6	145.0	
Cincinnati, Ohio-Kentucky.....	114.7	(4)	(4)	113.1	(4)	(4)	111.6	(4)	(4)	111.2	(4)	(4)	111.7	110.3	107.2	139.6	
Cleveland, Ohio.....	(4)	113.2	(4)	(4)	111.8	(4)	(4)	111.5	(4)	(4)	110.9	(4)	(4)	109.7	106.9	(4)	
Dallas, Tex. (Nov. 1963=100).....	(4)	108.9	(4)	(4)	107.5	(4)	(4)	107.0	(4)	106.5	(4)	(4)	105.0	101.4	(4)	(4)	
Detroit, Mich.....	115.3	115.3	115.0	114.7	114.5	114.6	114.3	113.5	113.3	113.3	112.7	112.6	112.1	111.1	106.4	142.2	
Honolulu, Hawaii (Dec. 1963=100).....	108.7	(4)	(4)	107.9	(4)	(4)	106.7	(4)	(4)	106.6	(4)	(4)	105.6	105.1	102.1	(4)	
Houston, Tex.....	(4)	(4)	114.3	(4)	(4)	113.6	(4)	(4)	113.0	(4)	(4)	112.4	(4)	111.5	108.5	(4)	
Kansas City, Mo.-Kansas.....	120.1	(4)	(4)	117.4	(4)	(4)	117.9	(4)	(4)	117.3	(4)	(4)	117.1	116.3	113.3	148.6	
Los Angeles-Long Beach, Calif.....	119.1	118.3	117.5	117.3	116.9	116.3	115.4	115.7	115.8	116.3	116.3	115.9	115.7	114.7	112.5	148.5	
Milwaukee, Wis.....	(4)	113.6	(4)	(4)	112.2	(4)	(4)	111.4	(4)	111.6	(4)	(4)	(4)	110.6	108.2	(4)	
Minneapolis-St. Paul, Minn.....	(4)	(4)	115.6	(4)	(4)	114.2	(4)	(4)	113.4	(4)	(4)	113.4	(4)	112.2	109.5	(4)	
New York, N.Y.-Northeastern N.J.....	119.7	119.4	119.1	118.7	118.4	118.2	118.2	118.0	117.6	117.7	117.6	117.7	117.8	117.3	116.0	144.2	
Philadelphia, Pa.-N.J.....	117.9	117.4	116.7	116.6	116.0	115.8	115.5	115.3	115.0	115.3	115.0	115.0	114.7	113.7	110.6	144.8	
Pittsburgh, Pa.....	(4)	(4)	115.0	(4)	(4)	114.2	(4)	(4)	114.0	(4)	(4)	114.1	(4)	113.0	110.2	(4)	
Portland, Ore.-Wash.....	(4)	(4)	118.2	(4)	(4)	117.4	(4)	(4)	117.1	(4)	(4)	116.6	(4)	115.3	111.8	(4)	
St. Louis, Mo.-Ill.....	117.7	(4)	(4)	116.5	(4)	(4)	115.5	(4)	(4)	114.9	(4)	(4)	114.7	113.5	109.9	146.1	
San Diego, Calif. (Feb. 1965=100).....	(4)	105.9	(4)	(4)	104.1	(4)	(4)	103.7	(4)	103.5	(4)	(4)	(4)	102.1	100.1	(4)	
San Francisco-Oakland, Calif.....	120.4	(4)	(4)	118.4	(4)	(4)	117.1	(4)	(4)	117.2	(4)	(4)	116.4	115.6	112.7	152.8	
Scranton, Pa.....	(4)	118.7	(4)	(4)	117.1	(4)	(4)	116.3	(4)	116.2	(4)	(4)	(4)	114.9	111.0	(4)	
Seattle, Wash.....	(4)	118.2	(4)	(4)	116.8	(4)	(4)	115.9	(4)	(4)	(4)	(4)	(4)	114.1	111.0	(4)	
Washington, D.C.-Md.-Va.....	(4)	117.3	(4)	(4)	115.7	(4)	(4)	115.1	(4)	(4)	114.6	(4)	(4)	113.3	109.6	(4)	
Food																	
U.S. city average <sup>3</sup> .....	115.9	116.6	116.0	115.1	113.9	113.7	114.2	114.2	114.7	114.8	114.8	115.6	115.6	114.2	108.8	-----	
Atlanta, Ga.....	115.1	115.4	114.4	114.3	113.6	112.9	113.6	113.5	114.1	113.8	114.0	114.7	114.2	112.9	107.4	-----	
Baltimore, Md.....	118.1	118.3	117.6	115.5	114.9	114.8	114.9	115.2	115.3	116.0	115.9	116.7	117.9	115.9	109.3	-----	
Boston, Mass.....	121.3	121.1	120.1	119.0	118.3	117.7	118.4	118.2	119.0	118.8	118.5	119.3	119.3	117.0	112.5	-----	
Buffalo, N.Y. (Nov. 1963=100).....	110.4	111.3	111.1	110.6	108.9	108.9	109.4	109.3	109.7	109.3	109.7	109.7	109.9	108.8	104.1	-----	
Chicago, Ill.-Northwestern Ind.....	116.6	117.7	116.4	114.5	113.9	113.1	114.1	114.7	114.1	114.7	114.7	115.4	116.3	114.6	108.8	-----	
Cincinnati, Ohio-Kentucky.....	112.4	114.4	115.2	113.7	111.9	111.3	111.4	111.2	111.5	111.7	112.4	113.6	113.4	111.8	106.2	-----	
Cleveland, Ohio.....	112.4	113.0	112.2	111.5	109.9	109.6	110.3	110.0	110.9	111.5	111.8	112.1	112.4	110.9	104.8	-----	
Dallas, Tex. (Nov. 1963=100).....	110.0	110.8	110.2	109.4	108.4	107.9	108.9	109.8	110.5	110.9	111.0	111.0	111.1	110.0	103.9	-----	
Detroit, Mich.....	114.5	116.3	115.1	113.5	113.0	112.6	113.2	112.7	113.0	113.1	113.1	113.5	113.7	112.2	105.0	-----	
Honolulu, Hawaii (Dec. 1963=100).....	110.3	110.1	109.9	109.5	108.4	108.0	108.3	107.7	108.1	108.0	108.7	108.4	107.3	107.0	103.5	-----	
Houston, Tex.....	116.2	116.1	115.9	115.0	114.2	115.5	115.7	116.0	116.6	116.9	116.6	117.0	117.0	115.4	109.2	-----	
Kansas City, Mo.-Kansas.....	118.5	119.1	118.4	117.8	116.1	116.0	116.6	117.2	118.0	117.8	117.5	118.7	119.0	117.2	111.3	-----	
Los Angeles-Long Beach, Calif.....	115.1	114.6	114.3	113.6	112.4	112.4	112.5	112.8	113.7	114.0	113.7	114.2	113.7	113.3	110.7	-----	
Milwaukee, Wis.....	114.9	116.5	-----	113.5	-----	111.8	-----	112.8	-----	114.3	-----	114.3	-----	114.0	107.7	-----	
Minneapolis-St. Paul, Minn.....	113.1	114.3	113.1	112.3	111.8	112.2	112.5	112.5	113.0	112.9	112.6	114.2	113.4	112.4	107.1	-----	
New York, N.Y.-Northeastern N.J.....	116.2	117.2	116.5	115.5	114.3	114.4	114.9	115.0	115.5	115.3	115.7	116.5	116.3	115.1	109.8	-----	
Philadelphia, Pa.-N.J.....	116.5	115.9	114.7	114.5	113.3	113.0	113.1	113.6	113.7	114.0	113.5	114.5	114.5	113.1	107.2	-----	
Pittsburgh, Pa.....	112.0	113.1	112.9	111.6	109.1	109.5	109.7	110.2	111.3	111.2	111.4	112.8	112.8	111.8	107.5	-----	
Portland, Ore.-Wash.....	-----	-----	115.9	-----	-----	114.1	-----	116.0	115.7	115.6	116.0	115.6	116.1	114.7	109.5	-----	
St. Louis, Mo.-Ill.....	119.0	120.0	119.9	118.8	117.4	117.2	118.1	118.5	119.3	119.2	118.6	119.7	119.4	117.8	111.5	-----	
San Diego, Calif. (Feb. 1965=100).....	108.6	109.1	-----	106.2	-----	105.9	-----	105.9	-----	106.6	-----	106.6	-----	106.5	102.7	-----	
San Francisco-Oakland, Calif.....	115.7	116.4	116.1	114.4	112.8	113.0	113.2	113.3	114.4	114.4	115.1	115.0	114.7	114.2	110.2	-----	
Scranton, Pa.....	-----	116.0	-----	112.0	-----	-----	-----	112.1	112.6	113.1	113.2	113.8	113.7	112.8	107.7	-----	
Seattle, Wash.....	115.2	115.2	115.4	114.4	113.6	113.1	113.3	113.5	114.0	114.3	114.7	115.1	115.2	114.1	110.3	-----	
Washington, D.C.-Md.-Va.....	117.8	118.0	116.3	115.7	114.4	114.8	115.3	114.7	114.7	114.7	113.5	115.1	115.6	114.0	108.4	-----	

<sup>1</sup> See footnote 1, table D-1. Indexes measure time-to-time changes in prices. They do not indicate whether it costs more to live in one area than in another.

<sup>2</sup> The areas listed include not only the central city but the entire urban portion of the Standard Metropolitan Statistical Area, as defined for the 1950 Census of Population; except that the Standard Consolidated Area is used for New York and Chicago.

<sup>3</sup> Average of 56 "cities" (metropolitan areas and nonmetropolitan urban places) beginning January 1966.

<sup>4</sup> All items indexes are computed monthly for 5 areas and once every 3 months on a rotating cycle for other areas.



TABLE D-4. Indexes of wholesale prices,<sup>1</sup> by group and subgroup of commodities

[1957-59=100, unless otherwise specified]<sup>2</sup>

Commodity group	1967										1966				Annual average	
	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1966	1965	
All commodities	106.2	106.1	106.5	106.3	105.8	105.3	105.7	106.0	106.2	105.9	105.9	106.2	106.8	105.9	102.5	
Farm products and processed foods and feeds	105.3	105.2	107.3	106.8	105.0	103.4	104.6	105.7	107.0	106.7	107.1	108.8	111.5	108.9	102.1	
Farm products	98.4	99.2	102.8	102.4	100.7	97.6	99.6	101.0	102.6	101.8	102.5	104.4	108.7	105.6	98.4	
Fresh and dried fruits and vegetables	92.2	96.6	107.9	114.3	104.4	99.6	98.4	104.5	101.8	101.3	104.2	97.9	110.4	102.5	101.8	
Grains	85.6	86.1	92.6	96.1	98.0	98.3	99.9	95.8	100.7	101.5	98.0	98.9	104.6	97.3	89.6	
Livestock	103.5	103.3	107.4	104.9	102.6	94.0	97.4	99.5	101.4	97.9	98.4	106.5	109.2	110.0	100.5	
Live poultry	72.9	77.3	91.9	85.7	85.6	89.0	97.4	97.1	88.1	77.2	85.1	83.1	87.5	91.4	87.2	
Plant and animal fibers	72.4	71.4	70.9	70.9	69.9	69.9	70.3	70.2	70.8	71.0	70.9	71.4	71.7	82.3	91.1	
Fluid milk	123.7	120.9	121.3	121.3	120.9	119.1	119.0	122.9	123.4	124.0	124.4	125.8	125.4	117.6	103.5	
Eggs	93.1	82.1	86.0	76.0	74.5	77.0	80.8	84.0	100.0	100.0	100.0	121.8	114.7	128.0	93.5	
Hay, hayseeds, and oilseeds	109.0	111.6	117.1	116.6	117.8	118.4	120.5	120.3	123.5	124.5	122.9	121.5	126.3	122.9	112.9	
Other farm products	97.7	99.3	99.7	100.2	99.9	99.2	99.5	100.5	99.6	100.5	99.6	100.5	102.3	101.5	97.6	
Processed foods and feeds	112.7	112.1	113.1	112.6	110.7	110.0	110.6	111.7	112.8	112.8	112.6	113.9	115.5	113.0	106.7	
Cereal and bakery products	116.6	116.8	116.9	117.2	117.4	117.2	117.5	117.3	117.3	117.4	118.0	104.2	108.1	112.2	101.0	
Meats, poultry, and fish	108.6	107.4	109.9	108.3	103.8	100.6	101.7	104.7	105.4	105.8	122.6	124.5	124.2	118.5	108.5	
Dairy products	122.8	122.1	122.0	122.2	120.8	120.1	120.7	121.2	121.8	122.8	105.5	105.9	105.7	103.7	104.8	
Processed fruits and vegetables	107.9	107.1	107.0	106.5	105.1	104.3	104.2	104.3	105.9	105.9	112.6	112.1	111.6	111.4	110.5	
Sugar and confectionery	113.8	113.8	113.7	112.7	112.0	111.8	112.5	112.6	113.0	113.0	105.8	105.6	105.6	105.6	105.7	
Beverages and beverage materials	106.7	106.6	106.4	106.3	106.0	105.9	105.9	105.9	105.8	105.8	105.8	105.6	105.6	105.6	105.7	
Animal fats and oils	79.6	83.0	77.4	82.4	89.8	91.5	89.6	92.0	84.9	98.1	99.2	100.1	112.4	107.2	100.9	
Crude vegetable oils	87.9	89.8	86.8	91.7	93.9	93.8	94.2	94.1	94.1	98.1	102.2	97.0	107.6	108.7	97.0	
Refined vegetable oils	81.3	81.9	88.3	93.5	96.6	96.8	96.9	96.7	93.0	101.2	106.8	108.2	110.4	104.6	101.2	
Vegetable oil end products	102.0	101.0	101.3	101.6	101.6	101.6	101.6	103.5	106.3	106.3	106.3	114.6	115.1	114.2	114.0	
Miscellaneous processed foods	112.5	112.1	113.1	112.6	112.4	112.9	112.0	111.5	112.6	113.0	128.4	128.1	132.3	126.6	116.3	
Manufactured animal feeds	121.5	119.6	123.2	122.4	118.7	122.9	124.8	125.9	132.1	132.0	106.3	106.3	106.4	106.6	105.8	
All commodities except farm products	107.1	106.8	106.8	106.7	106.4	106.2	106.3	106.5	106.5	105.5	105.5	105.2	105.2	104.7	102.5	
Industrial commodities	106.5	106.3	106.0	106.0	106.0	106.0	106.0	106.0	106.0	105.8	105.5	105.1	102.2	102.1	101.8	
Textile products and apparel	102.0	101.7	101.5	101.6	101.6	101.8	101.8	101.8	102.0	102.0	101.8	102.1	102.2	102.2	102.1	
Cotton products	99.2	98.8	98.9	98.9	99.7	100.8	100.8	101.8	102.5	102.7	103.0	103.3	103.1	102.5	100.2	
Wool products	102.7	102.9	103.3	103.2	103.1	102.9	104.3	104.7	104.7	104.7	104.7	104.7	104.7	104.7	104.3	
Manmade fiber textile products	86.3	85.9	85.5	85.8	86.3	86.8	86.9	87.1	87.1	86.9	87.7	88.1	88.6	89.5	95.0	
Silk yarns	175.7	172.6	168.4	167.0	167.0	164.5	164.1	164.1	163.2	161.1	161.1	158.6	153.6	134.3		
Apparel	107.4	107.3	107.1	106.7	106.3	106.2	106.0	105.9	105.7	105.4	105.5	105.3	105.1	105.0	103.7	
Textile housefurnishings	106.8	105.3	105.3	105.3	105.5	105.2	105.1	105.3	105.3	105.3	105.3	105.2	105.1	104.4	103.1	
Miscellaneous textile products	115.6	116.0	117.1	118.0	118.5	119.4	120.8	121.0	120.5	119.7	119.1	118.8	120.3	122.6	123.0	
Hides, skins, leather, and related products	114.4	114.4	115.2	115.6	115.2	115.7	116.9	118.0	117.9	117.7	117.5	118.7	119.9	119.7	109.2	
Hides and skins	93.2	86.8	93.4	95.8	87.2	88.3	98.9	107.8	110.1	109.2	114.3	120.8	134.2	140.8	111.2	
Leather	105.3	109.2	109.5	110.2	110.9	112.9	114.6	116.3	116.9	116.2	114.1	117.5	121.8	121.1	108.1	
Footwear	121.8	121.2	121.4	121.5	121.4	121.5	121.7	121.6	120.9	120.3	120.1	120.1	119.1	118.2	110.7	
Other leather and related products	111.8	112.5	112.9	113.3	114.3	114.5	114.4	114.6	114.5	114.2	115.1	115.6	115.1	114.4	106.1	
Fuels and related products, and power	104.5	104.7	103.9	104.0	104.4	103.3	103.7	103.4	102.6	102.4	102.7	102.6	102.2	101.3	98.9	
Coal	104.1	103.0	103.0	102.4	102.6	102.7	102.2	102.3	102.3	102.4	101.9	100.6	99.6	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	112.0	109.8	107.3	
Gas fuels (Jan. 1958=100)	132.6	132.0	131.8	134.3	135.0	134.8	134.6	134.5	134.6	132.0	130.6	130.7	129.2	129.3	124.1	
Electric power (Jan. 1958=100)	100.7	100.5	100.6	100.5	100.6	100.6	100.6	100.6	100.6	100.8	100.3	100.2	100.3	100.3	100.8	
Crude petroleum	99.0	99.0	98.4	98.3	98.3	98.3	98.3	98.3	98.2	98.1	98.1	98.1	97.7	97.5	96.8	
Petroleum products, refined	103.9	104.6	103.3	103.1	103.7	101.7	102.4	101.9	100.3	100.2	101.3	101.3	101.0	99.5	95.9	
Chemicals and allied products	97.9	98.0	98.3	98.5	98.8	98.8	98.5	98.5	98.4	98.2	98.0	97.9	98.0	97.8	97.4	
Industrial chemicals	97.1	97.1	97.2	97.2	97.5	97.6	97.0	96.9	96.6	96.4	96.0	95.9	95.8	95.7	95.0	
Prepared paint	109.9	108.8	108.8	108.8	108.8	108.8	108.8	108.7	108.7	108.5	107.8	107.3	106.8	106.8	105.4	
Paint materials	90.6	90.7	90.9	91.0	91.0	91.2	90.8	90.8	90.6	90.6	90.4	90.2	90.3	90.1	89.8	
Drugs and pharmaceuticals	93.5	93.6	94.1	94.1	94.1	94.0	94.4	94.2	94.7	94.7	95.0	95.0	94.8	94.5	94.4	
Fats and oils, inedible	77.1	77.2	77.1	79.5	82.9	85.3	81.5	89.1	92.3	95.1	91.6	94.5	103.8	102.8	112.7	
Agricultural chemicals and chemical products	101.2	101.8	103.5	105.1	105.2	105.2	105.9	105.4	104.2	103.1	103.3	102.8	102.2	102.8	101.8	
Plastic resins and materials	87.7	89.5	90.0	90.3	90.7	90.4	90.3	90.5	90.3	90.3	90.2	90.2	89.9	89.0	88.4	
Other chemicals and allied products	108.7	108.7	108.7	108.5	108.7	108.6	107.8	107.6	107.4	107.0	106.9	106.9	106.8	106.6	105.3	
Rubber and rubber products	98.2	97.8	95.8	95.8	95.8	95.9	95.9	95.8	95.6	95.0	95.0	94.6	94.7	94.8	92.9	
Crude rubber	83.9	84.8	85.7	86.2	85.9	86.5	86.5	87.1	87.6	87.6	87.9	87.4	87.9	89.2	90.0	
Tires and tubes	98.7	98.7	94.0	94.0	94.0	94.0	94.9	94.9	94.9	93.9	93.9	93.4	93.4	93.0		
Miscellaneous rubber products	103.7	102.3	101.6	101.5	101.5	101.5	100.9	100.4	99.7	99.3	99.2	98.9	99.0	98.8	97.1	
Lumber and wood products	108.7	106.1	105.3	104.7	104.2	104.1	103.6	103.6	102.6	102.5	103.0	104.8	105.9	105.6	101.1	
Lumber	112.0	109.0	108.3	108.0	107.0	106.6	106.0	104.5	104.5	104.5	104.5	105.6	108.0	109.5	108.5	
Millwork	113.1	112.6	112.1	111.7	111.7	111.6	111.2	111.1	110.3	110.3	110.3	110.8	110.0	110.0	107.7	
Plywood	95.7	90.9	89.4	87.6	87.7	87.7	87.9	89.2	87.3	87.4	86.9	88.1	89.2	92.8	92.3	
Other wood products (Dec. 1966=100)	101.3	101.6	102.0	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,<sup>1</sup> by group and subgroup of commodities—Continued[1957-59=100, unless otherwise specified]<sup>2</sup>

Commodity group	1967										1966				Annual average	
	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1966	1965	
Industrial Commodities—Continued																
Pulp, paper, and allied products	104.1	104.0	104.1	103.9	103.9	103.9	103.6	103.3	103.1	103.0	103.0	103.1	103.1	102.6	99.9	
Pulp, paper, and products, excluding building paper and board	104.6	104.5	104.6	104.3	104.3	104.3	104.0	103.7	103.5	103.4	103.4	103.5	103.6	103.0	100.2	
Woodpulp	88.0	88.0	88.0	88.0	88.0	88.0	88.0	88.0	88.0	88.0	88.0	88.0	88.0	88.0	88.1	
Wastepaper	75.4	74.6	76.2	76.7	77.5	79.1	79.7	83.2	83.9	90.5	92.7	98.8	102.9	105.0	99.4	
Paper	110.9	110.9	110.9	109.6	109.5	109.3	108.5	108.5	108.5	108.5	108.5	108.5	108.4	107.3	104.1	
Paperboard	97.3	97.3	97.3	97.3	97.3	97.3	97.3	97.3	97.3	97.2	97.2	97.2	97.2	97.1	96.4	
Converted paper and paperboard products	104.8	104.6	104.7	104.9	104.9	104.9	104.7	104.0	103.7	103.2	103.1	103.0	103.0	102.3	99.3	
Building paper and board	91.4	91.3	91.5	91.5	91.7	92.2	92.3	92.4	92.4	92.7	93.1	93.0	92.7	92.6	92.7	
Metals and metal products	109.6	109.2	109.0	108.9	108.9	109.1	109.4	109.6	109.4	109.0	109.0	108.6	108.4	108.3	105.7	
Iron and steel	104.0	103.5	103.4	103.3	103.2	103.2	103.3	103.2	103.0	102.9	102.8	102.5	102.5	102.3	101.4	
Steel mill products	106.3	105.7	105.7	105.7	105.7	105.6	105.6	105.6	105.4	105.3	105.2	105.1	105.1	104.7	103.3	
Nonferrous metals	119.4	118.9	118.6	118.7	118.9	120.0	121.1	122.3	121.8	120.5	121.0	120.3	119.9	120.9	115.2	
Metal containers	111.7	111.7	111.7	111.7	111.7	111.5	111.5	111.5	111.5	111.2	110.2	110.1	110.1	110.0	107.6	
Hardware	115.3	115.2	113.8	113.0	112.9	112.8	112.4	112.0	111.9	111.9	111.5	110.9	110.3	109.6	106.0	
Plumbing fixtures and brass fittings	110.2	110.1	110.0	110.0	110.7	110.5	110.5	110.5	110.5	110.5	110.5	110.6	110.6	108.4	103.1	
Heating equipment	92.7	92.5	92.6	92.5	92.0	92.0	92.2	92.3	92.6	93.4	93.4	93.3	92.9	92.5	91.7	
Fabricated structural metal products	105.6	105.5	105.1	104.9	105.1	104.9	104.8	104.8	104.8	104.8	104.8	104.6	104.4	103.9	101.2	
Miscellaneous metal products	114.1	114.2	113.8	113.7	113.7	113.6	113.7	113.6	113.6	113.2	113.1	112.7	112.4	111.6	109.4	
Machinery and equipment	111.9	111.8	111.6	111.6	111.6	111.6	111.5	111.2	111.1	110.7	110.2	109.4	108.9	108.2	105.0	
Agricultural machinery and equipment	122.2	122.0	121.9	121.8	121.8	121.8	121.9	121.7	121.5	120.8	120.4	118.5	118.2	118.5	115.1	
Construction machinery and equipment	122.4	122.4	122.1	121.9	121.9	121.8	121.5	121.4	121.3	121.0	120.6	119.8	119.4	118.9	115.3	
Metalworking machinery and equipment	124.4	124.4	123.9	123.6	123.6	122.9	122.6	122.2	121.9	121.8	121.5	121.1	120.5	118.8	113.6	
General purpose machinery and equipment	114.0	113.6	113.2	113.1	113.2	113.0	113.0	113.0	112.8	112.4	112.2	111.8	111.1	109.7	105.1	
Special industry machinery and equipment (Jan. 1961=100)	116.7	116.7	116.3	116.1	116.1	115.8	115.4	115.1	114.8	114.3	114.1	113.9	113.2	111.8	108.0	
Electrical machinery and equipment	101.5	101.6	101.7	101.8	101.9	102.3	102.2	101.8	101.9	101.5	100.7	99.5	99.2	99.0	96.8	
Miscellaneous machinery	109.7	109.4	109.1	109.1	108.9	108.8	108.8	108.7	108.5	108.1	107.8	107.4	106.8	106.5	105.2	
Furniture and household durables	101.2	101.0	100.9	100.8	100.8	100.6	100.6	100.4	100.4	100.4	100.3	99.7	99.2	99.1	98.0	
Household furniture	113.0	112.8	112.6	112.4	112.4	112.4	112.4	112.0	111.9	111.8	111.5	110.3	109.8	109.1	106.2	
Commercial furniture	112.0	111.9	111.9	111.9	111.9	109.3	109.3	109.3	108.7	108.7	108.0	107.3	106.0	105.7	103.7	
Floor coverings	93.4	92.6	92.9	93.1	93.1	93.1	93.8	93.9	94.1	96.2	96.6	96.6	96.6	97.0	97.7	
Household appliances	90.3	90.1	90.1	90.0	89.7	89.8	89.8	89.7	89.6	89.2	89.2	88.9	88.7	89.1	89.2	
Home electronic equipment	81.6	81.8	81.8	82.0	82.9	83.3	83.3	83.5	83.6	83.8	83.8	83.8	83.3	83.6	85.2	
Other household durable goods	118.2	117.9	116.6	115.9	115.8	115.7	115.2	114.8	114.8	114.0	113.8	113.6	112.6	111.6	108.9	
Nonmetallic mineral products	104.7	104.5	104.2	103.9	103.8	103.9	103.8	103.7	103.6	103.3	103.3	103.2	103.0	102.6	101.7	
Flat glass	106.9	106.9	104.5	103.3	103.3	103.3	103.3	103.3	103.3	103.3	103.3	102.1	100.6	100.7	100.9	
Concrete ingredients	106.1	105.8	106.0	105.9	105.9	106.0	105.8	105.6	105.8	104.3	104.2	104.3	103.9	103.9	103.2	
Concrete products	105.9	105.8	105.8	105.7	105.2	104.6	104.5	104.4	103.9	103.9	103.5	103.5	103.6	103.0	101.5	
Structural clay products excluding refractories	110.7	110.4	109.9	109.7	109.7	109.7	109.4	109.3	109.3	109.1	109.3	108.8	108.7	108.4	106.6	
Refractories	104.9	104.9	104.9	104.9	104.9	104.9	104.9	104.8	104.8	104.2	104.2	104.2	103.9	103.7	103.0	
Asphalt roofing	95.1	91.8	91.6	88.3	88.3	94.8	94.8	94.8	95.7	95.7	97.6	97.6	97.6	96.0	92.8	
Gypsum products	100.7	100.7	100.7	100.9	102.3	102.3	102.3	103.5	103.5	103.5	103.5	102.7	102.7	102.4	104.0	
Glass containers	101.1	101.1	101.1	101.0	101.0	101.0	101.0	101.0	101.0	101.1	101.1	101.1	101.1	99.2	99.9	
Other nonmetallic minerals	101.7	101.8	102.2	102.2	102.1	102.0	101.8	101.1	101.1	101.3	101.3	102.0	101.8	101.7	101.3	
Transportation equipment <sup>3</sup>																
Motor vehicles and equipment	101.5	101.3	101.3	101.4	101.6	101.6	101.6	101.6	101.6	101.7	101.7	101.7	101.7	100.1	100.8	
Railroad equipment (Jan. 1961=100)	102.9	102.9	102.9	102.9	102.9	102.7	102.7	102.7	102.7	102.7	102.7	101.0	101.0	101.2	100.9	
Miscellaneous products	110.2	110.0	109.7	109.6	108.0	108.0	107.7	108.0	107.9	107.5	107.4	107.2	107.1	106.8	104.8	
Toys, sporting goods, small arms, ammunition	106.1	105.8	105.6	105.3	105.3	105.3	105.2	104.0	105.3	105.2	104.8	105.0	104.8	104.1	102.7	
Tobacco products	114.8	114.8	114.8	114.8	110.3	110.3	110.3	110.3	110.3	110.3	110.2	110.2	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	100.8	100.8	99.1	
Photographic equipment and supplies	111.6	111.3	110.1	110.1	110.1	110.1	110.2	110.1	110.1	109.9	109.8	108.4	108.4	108.9	109.2	
Other miscellaneous products	108.7	108.5	108.3	108.0	107.4	107.4	107.3	107.2	107.2	106.1	106.0	105.6	105.5	105.3	103.8	

<sup>1</sup> As of January 1967, the indexes incorporated a revised weighting structure reflecting 1963 values of shipments. Changes also were made in the classification structure, and titles and composition of some indexes were changed. Titles and indexes in this table conform with the revised classification structure, and may differ from data previously published. See *Wholesale Prices and Price Indexes*, January 1967 (final) and February 1967 (final) for a description of the changes.

<sup>2</sup> As of January 1962, the indexes were converted from the former base of 1947-49=100 to the new base of 1957-59=100. Technical details and earlier data on the 1957-59 base furnished upon request to the Bureau.

<sup>3</sup> Not available.

NOTE: For a description of the general method of computing the monthly Wholesale Price Index, see *BLS Handbook of Methods for Surveys and Studies* (BLS Bulletin 1458, October 1966), Chapter 11.

TABLE D-5. Indexes of wholesale prices for special commodity groupings<sup>1</sup>[1957-59=100, unless otherwise specified]<sup>2</sup>

Commodity group	1967										1966				Annual average	
	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1966	1965	
All commodities—less farm products.....	107.1	106.8	106.8	106.7	106.4	106.2	106.3	106.5	106.5	106.3	106.3	106.4	106.6	105.8	102.9	
All foods.....	109.3	108.8	110.7	110.3	107.8	106.4	107.3	108.5	109.5	109.8	110.6	111.3	114.0	110.7	104.5	
Processed foods.....	111.6	111.1	112.0	111.4	109.6	108.2	108.8	109.9	110.6	110.6	110.7	112.4	113.8	111.5	105.1	
Textile products, excluding hard and bast fiber products.....	96.1	95.6	95.5	95.9	96.3	96.7	97.0	97.3	97.5	97.5	98.0	98.4	98.6	98.5	99.1	
Hosiery.....	91.6	91.6	91.3	91.3	91.7	91.6	91.6	91.6	91.4	91.4	91.4	91.4	91.2	92.0	93.5	
Underwear and nightwear.....	109.9	109.7	109.7	109.7	108.7	108.4	107.7	107.5	107.5	107.1	107.1	106.8	106.8	106.8	104.6	
Refined petroleum products.....	103.9	104.6	103.3	103.1	103.7	101.7	102.4	101.9	100.3	100.2	101.3	101.3	101.0	99.5	95.9	
East Coast, refined.....	104.3	104.3	104.3	101.6	101.6	101.6	101.6	101.6	99.9	99.9	98.1	98.1	98.1	97.5	95.3	
Mid-Continent, refined.....	103.0	103.0	103.0	103.0	103.0	103.0	103.0	100.9	98.7	97.9	99.5	98.6	100.2	98.6	97.6	
Gulf Coast, refined.....	107.0	108.6	107.0	107.0	107.2	102.5	104.1	104.1	102.5	102.5	105.1	105.1	104.9	102.2	95.1	
Pacific Coast, refined.....	91.3	92.2	92.2	92.1	95.6	95.6	95.6	95.6	94.8	94.8	94.4	96.4	90.4	90.7	90.6	
Midwest, refined (Jan. 1961=100).....	98.8	98.8	95.2	95.2	95.2	94.0	94.7	93.4	92.7	92.7	92.7	92.0	93.3	92.7	91.7	
Pharmaceutical preparations.....	95.5	95.6	96.1	96.1	96.2	95.9	96.4	96.3	96.9	97.1	97.5	97.3	97.2	96.8	96.5	
Lumber and wood products excluding millwork and other wood products <sup>3</sup> .....	108.6	105.1	104.1	103.4	102.6	102.5	101.9	102.0	100.7	100.8	101.6	103.7	105.1	105.1	99.8	
Special metals and metal products <sup>4</sup> .....	107.8	107.5	107.4	107.3	107.5	107.6	107.7	107.9	107.8	107.5	107.5	107.2	106.6	106.7	104.7	
Machinery and motive products.....	108.6	108.5	108.4	108.4	108.5	108.5	108.4	108.3	108.2	108.0	107.7	107.1	106.3	106.0	103.7	
Machinery and equipment, except electrical.....	118.3	118.2	117.8	117.6	117.6	117.3	117.2	117.0	116.8	116.4	116.1	115.5	114.9	114.0	110.1	
Agricultural machinery, including tractors.....	124.1	123.9	123.9	123.8	123.7	123.7	123.8	123.7	123.4	122.7	122.4	120.2	119.9	120.3	116.6	
Metalworking machinery.....	131.5	131.5	130.6	130.4	130.5	129.5	129.2	128.4	123.1	128.2	127.8	127.2	126.4	124.1	117.4	
Total tractors.....	123.7	123.7	123.4	123.3	123.3	123.0	123.1	123.1	123.0	122.7	122.3	120.7	120.3	120.2	116.8	
Industrial valves.....	122.8	121.9	121.8	121.5	122.7	122.7	122.7	122.7	122.4	122.1	121.9	121.0	118.8	116.3	105.7	
Industrial fittings.....	101.5	101.5	102.6	102.6	102.6	101.7	101.7	101.7	101.7	99.1	99.1	100.5	100.5	95.9	90.8	
Abrasive grinding wheels.....	94.6	94.6	94.6	94.6	94.7	94.7	94.7	94.7	94.7	94.7	94.7	94.7	94.7	94.7	94.2	
Construction materials.....	106.3	105.3	104.9	104.6	104.4	104.7	104.5	104.4	104.1	104.0	104.0	104.3	104.3	103.9	100.8	

<sup>1</sup> See footnote 1, table D-4.<sup>2</sup> See footnote 2, table D-4.<sup>3</sup> Formerly titled "Lumber and wood products, excluding millwork."<sup>4</sup> Metals and metal products, agricultural machinery and equipment, and motor vehicles and equipment.



TABLE D-6. Indexes of wholesale prices,<sup>1</sup> by stage of processing and durability of product[1957-59=100]<sup>2</sup>

Commodity group	1967										1966				Annual average	
	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1966	1965	
All commodities.....	106.2	106.1	106.5	106.3	105.8	105.3	105.7	106.0	106.2	105.9	105.9	106.2	106.8	105.9	102.5	
<i>Stage of processing</i>																
Crude materials for further processing.....	98.5	99.5	101.7	101.4	100.6	98.0	99.7	100.8	101.9	100.8	101.1	103.6	106.1	105.3	98.9	
Crude foodstuffs and feedstuffs.....	99.9	101.4	104.7	104.2	103.1	99.2	101.3	102.7	104.2	102.3	102.5	106.2	109.9	107.2	98.3	
Crude nonfood materials except fuel.....	94.3	94.5	94.6	95.1	94.7	94.6	95.7	96.5	97.0	97.4	97.6	98.2	98.9	101.9	99.8	
Crude nonfood materials, except fuel, for manufacturing.....	93.3	93.5	93.7	94.2	93.7	93.6	94.9	95.8	96.3	96.8	97.0	97.7	98.5	101.8	99.5	
Crude nonfood materials, except fuel, for construction.....	106.1	106.0	105.9	105.7	105.7	105.6	105.0	104.7	104.7	104.3	104.3	104.3	103.9	103.9	103.2	
Crude fuel.....	111.0	110.3	110.2	109.8	110.3	110.2	109.4	109.3	109.4	109.7	108.9	108.1	107.0	106.4	103.3	
Crude fuel for manufacturing.....	110.7	110.0	109.9	109.5	110.1	109.9	109.3	109.2	109.3	109.6	108.9	108.1	107.0	106.3	103.2	
Crude fuel for nonmanufacturing.....	111.5	110.8	110.7	110.3	110.7	110.6	109.6	109.6	109.7	109.9	109.1	108.3	107.2	106.6	103.5	
Intermediate materials, supplies, and components.....	105.7	105.4	105.4	105.4	105.3	105.5	105.5	105.5	105.6	105.4	105.3	105.3	105.6	104.8	102.2	
Intermediate materials and components for manu- facturing.....	104.7	104.5	104.4	104.4	104.4	104.6	104.6	104.8	104.7	104.5	104.4	104.3	104.6	104.0	102.0	
Intermediate materials for food manufacturing.....	110.0	109.9	110.2	110.2	109.1	108.1	108.7	109.0	110.1	110.9	111.2	111.6	113.6	111.3	106.6	
Intermediate materials for nondurable manu- facturing.....	98.4	98.4	98.4	98.6	98.9	99.1	99.1	99.3	99.3	99.2	99.2	99.5	99.8	99.5	98.7	
Intermediate materials for durable manu- facturing.....	108.2	107.7	107.5	107.4	107.4	107.7	107.7	107.9	107.6	107.1	107.0	106.8	106.8	106.6	104.6	
Components for manufacturing.....	108.0	107.9	107.5	107.5	107.6	107.9	107.9	107.6	107.5	107.1	106.6	105.9	105.5	104.9	101.3	
Materials and components for construction.....	106.3	105.5	105.2	104.9	104.8	104.9	104.8	104.7	104.4	104.3	104.3	104.5	104.6	104.1	101.4	
Processed fuels and lubricants.....	102.2	102.4	102.1	102.7	103.2	102.5	102.7	102.5	102.3	101.9	102.5	102.6	102.1	101.4	99.5	
Processed fuels and lubricants for manufac- turing.....	103.0	102.8	102.9	103.5	103.7	103.6	103.7	103.7	103.6	103.2	103.4	103.5	103.1	102.5	101.0	
Processed fuels and lubricants for nonmanu- facturing.....	100.9	101.5	100.8	101.5	102.3	100.6	101.1	100.6	100.3	99.8	100.8	100.9	100.5	99.4	97.1	
Containers.....	106.6	106.4	106.4	106.5	106.6	106.6	106.4	106.0	105.9	105.3	105.2	105.1	104.9	104.9	102.1	
Supplies.....	111.2	110.8	111.5	111.3	110.4	111.4	111.8	111.6	112.9	112.6	111.6	111.5	112.8	110.7	106.0	
Supplies for manufacturing.....	110.8	110.7	110.6	110.6	110.4	110.4	110.1	109.7	109.5	109.2	109.5	109.5	109.7	108.9	106.1	
Supplies for nonmanufacturing.....	110.6	110.0	111.1	110.9	109.7	111.1	111.7	111.7	113.6	113.3	111.8	111.6	113.4	110.7	105.4	
Manufactured animal feeds.....	114.2	112.2	115.9	115.2	111.6	115.9	117.8	118.8	124.9	124.8	121.2	120.9	125.0	119.5	109.7	
Other supplies.....	105.3	105.4	105.3	105.3	105.2	105.2	105.3	104.8	104.5	104.2	104.0	103.9	104.3	103.4	100.9	
Finished goods (goods to users, including raw foods and fuels).....	108.7	108.3	108.7	108.4	107.6	107.0	107.2	107.6	107.7	107.6	107.8	107.8	108.1	106.9	103.6	
Consumer finished goods.....	107.6	107.2	107.7	107.4	106.4	105.7	106.0	106.5	106.6	106.6	107.0	107.2	107.8	106.4	102.8	
Consumer foods.....	110.5	109.6	111.5	110.9	108.5	106.9	107.9	109.3	110.3	110.5	111.3	112.2	114.5	111.2	104.5	
Consumer crude foods.....	100.3	98.3	104.6	104.4	99.9	97.8	100.5	103.1	106.0	108.0	112.7	108.1	116.6	106.5	100.2	
Consumer processed foods.....	112.4	111.7	112.7	112.1	110.0	108.6	109.2	110.4	111.0	110.9	111.0	112.8	114.2	112.0	105.2	
Consumer other nondurable goods.....	108.0	108.0	107.4	107.2	106.9	106.4	106.4	106.3	105.8	105.5	105.7	105.5	105.4	104.8	102.8	
Consumer durable goods.....	101.4	101.2	101.1	101.0	101.3	101.3	101.3	101.3	101.3	101.3	101.2	100.9	100.0	100.2	99.6	
Producer finished goods.....	111.6	111.4	111.2	111.2	111.1	110.8	110.7	110.6	110.5	110.2	109.8	109.1	108.4	108.0	105.4	
Producer finished goods for manufacturing.....	115.9	115.8	115.4	115.3	115.2	114.7	114.5	114.3	114.0	113.7	113.4	112.7	112.0	111.3	108.0	
Producer finished goods for nonmanufacturing.....	107.5	107.2	107.2	107.1	107.2	107.0	107.0	106.9	106.8	106.6	106.1	105.4	104.8	104.6	102.9	
<i>Durability of product</i>																
Total durable goods.....	108.2	107.9	107.6	107.5	107.5	107.6	107.6	107.6	107.4	107.1	106.9	106.6	106.2	106.0	103.7	
Total nondurable goods.....	104.8	104.8	105.6	105.4	104.6	103.7	104.2	104.7	105.2	104.9	105.1	105.8	107.1	105.6	101.5	
Total manufactures.....	107.1	106.8	106.8	106.6	106.3	106.2	106.3	106.4	106.4	106.2	106.2	106.3	106.4	105.7	102.8	
Durable manufactures.....	108.4	108.1	107.9	107.7	107.7	107.8	107.7	107.7	107.5	107.2	107.0	106.7	106.3	106.0	103.7	
Nondurable manufactures.....	105.8	105.6	105.8	105.6	105.0	104.6	104.8	105.1	105.3	105.2	105.3	105.8	106.5	105.3	101.9	
Total raw or slightly processed goods.....	101.9	102.3	104.5	104.4	103.1	101.0	102.5	103.6	104.7	104.0	104.7	106.0	108.4	106.5	100.7	
Durable raw or slightly processed goods.....	100.7	100.3	99.4	99.6	99.9	99.2	102.0	103.4	104.1	103.9	106.3	105.6	104.4	109.0	104.7	
Nondurable raw or slightly processed goods.....	102.0	102.4	104.8	104.7	103.3	101.1	102.4	103.6	104.7	104.1	104.6	106.0	108.7	106.4	100.5	

<sup>1</sup> See footnote 1, table D-4.<sup>2</sup> See footnote 2, table D-4.

NOTE: For description of the series by stage of processing, see *Wholesale Prices and Price Indexes*, January 1967 (final) and February 1967 (final); and by durability of product and data beginning with 1947, see *Wholesale Prices and Price Indexes, 1957* (BLS Bulletin 1235, 1958).

## E.—Work Stoppages

TABLE E-1. Work stoppages resulting from labor-management disputes <sup>1</sup>

Month and year	Number of stoppages		Workers involved in stoppages		Man-days idle during month or year	
	Beginning in month or year	In effect during month	Beginning in month or year	In effect during month	Number	Percent of estimated working time
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	-----	23,800,000	.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 <sup>2</sup> .....	275	440	98,000	190,000	1,270,000	.11
February <sup>2</sup> .....	325	465	106,000	151,000	1,280,000	.12
March <sup>2</sup> .....	430	575	141,000	202,000	1,490,000	.12
April <sup>2</sup> .....	440	600	409,000	443,000	2,170,000	.20
May <sup>2</sup> .....	535	695	255,000	402,000	3,900,000	.33
June <sup>2</sup> .....	430	670	177,000	350,000	4,360,000	.36
July <sup>2</sup> .....	375	630	804,000	1,010,000	4,710,000	.43
August <sup>2</sup> .....	385	655	86,000	231,000	2,840,000	.22

<sup>1</sup> The data include all known strikes or lockouts involving 6 workers or more and lasting a full day or shift or longer. Figures on workers involved and man-days idle cover all workers made idle for as long as 1 shift in establishments directly involved in a stoppage. They do not measure the indirect

or secondary effect on other establishments or industries whose employees are made idle as a result of material or service shortages.

<sup>2</sup> Preliminary.













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