

# Monthly Labor Review

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JANUARY 1968 VOL. 91 NO.

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Communications on editorial matters should be addressed to the Editor-in-Chief, *Monthly Labor Review*, Bureau of Labor Statistics, Washington, D.C. 20212. Phone 961-2327 (Area code 202).

*Use of funds for printing this publication approved by the Director of the Bureau of the Budget  
(October 31, 1967).*

# 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 LONGSHORE STORY involves more than mere muscle—it includes changes in technology and the response of labor to these changes. A pair of articles, *Distribution of Power Within the ILWU and the ILA* (p. 1) by Philip Ross, and *Containerization as a Force for Change on the Waterfront* (p. 8) by Joseph P. Goldberg, comment about a major innovation on the waterfront: Containerization of cargo. By the use of standardized containers, substantial savings can be realized through economies of scale, more efficient use of ship and pier facilities, and greater efficiency in the use of labor. Nevertheless, containerization also engenders complex and varied changes in labor-management relations and in the host of work rules found in ports of the United States. Differences in Atlantic and Pacific coast employer attitudes toward waterfront unions, union attitudes towards innovation, and port and union structure, are of sufficient magnitude that meaningful comparisons between the east and west coast dockworkers cannot be made. On the west coast, where employers have regained the right, as a result of the 1960 Modernization and Mechanization Agreement, to change their operations without the threat of a strike, there is little to suggest that they are better off than their counterparts on the east coast where dockworkers have been able to resist innovation and hold onto outdated work rules.

IN 1966 the sizable increase in employment enabled 1.7 million more men and women to work at year-round full-time employment than did so in 1965. Almost half the advance (47 percent) was among women who made up only 40 percent of the

annual labor force. In their special labor force study, *Work Experience of the Population* (p. 35), Forrest A. Bogan and Edward J. O'Boyle report that the increase in the number of working women was part of a rise in the number of persons who started to work during the year. The number of women who worked full time for less than half the year also increased.

OF THE MORE THAN 10 million workers covered by major agreements, at least three-quarters will receive a deferred wage increase in 1968 or have their contracts renegotiated. Discussing *The Wage Calendar for 1968* (p. 20), Cordelia Ward and William Davis indicate also that for a substantial minority of workers, newly negotiated or deferred increases will be supplemented by adjustments under cost-of-living escalator clauses.

CLOTHING EXPENDITURES are the object of analysis by Ann Erickson in *Clothing the Urban American Family: How Much for Whom?* (p. 14). Clothing bills are larger for women than men and reach their peak at ages 18 to 24.

SIGNIFICANT CHANGES in food retailing over the past few years have necessitated an adjustment in the Consumer Price Index food outlet sample. Taking into account the current food market situation, Helen M. Miller, in *Revision of the CPI Food Outlet Sample* (p. 54), examines the nature of the adjustments to the CPI. Most recent adjustments have been derived from the Census of Retail Trade for 1963 with individual stores classified according to more current data.

ACCORDING to a recent survey, union pay scales for carpenters, electricians, and painters in building construction were almost uniformly higher than average straight-time hourly earnings of similar workers in maintenance activities. In half the cities surveyed, construction carpenters and electricians averaged better than a third more in their pay scales than their counterparts in maintenance work. These are some of the findings of Lily Mary David and T. P. Kanninen in *Workers' Wages in Construction and Maintenance* (p. 46).

# The Labor Month in Review

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## Guaranteeing a Year Of Work and Pay

“THE ONE HAZARD with which every worker lives intimately almost every day of his working life is not loss of income because of his inability to work but rather cessation of income when he is able, ready, and willing to work and the work which he knows how to do is not required . . .” wrote S. Herbert Unterberger over a decade ago in his book on guaranteed wage plans.

In periods of prosperity, some unions inaugurate or renew drives to insulate workers' income from the hazards of layoffs and short workweeks. During the high economic activity of World War II, the Steelworkers issued the first call for a guaranteed annual wage (GAW) for the workers in a major industry. During the Korean conflict, formal demands for guaranteed wages and employment appeared on bargaining agendas, and the current expansionary period has coincided with renewed efforts for significant new income guarantees.

**Coming Close.** In 1967, the Rubber Workers won a guarantee of 80 percent of normal earnings for up to a year. But the most significant advance thus far in the 1967 collective bargaining round occurred in the automobile industry, when the United Automobile Workers (UAW) received almost a full guarantee of annual income from the Ford Motor Co.

Beginning in December 1968, a Ford worker with 7 years' seniority will be entitled to 95 percent of his normal pay for up to a year during layoffs. This compares with a previous guarantee of 62 percent under the supplemental unemployment benefits plan (SUB), which forms the basis of the new guarantees. Workers with 1 year of seniority will be entitled to 95 percent of pay for

31 weeks. (A small amount is deducted from the guarantee to allow for transportation and lunch costs that would be incurred if the worker were employed.)

The idea of maintaining workers' income under guaranteed wage or employment plans, is not new, but the SUB plan, which covers the most workers, is comparatively recent since its formulation was not possible until the passage of the unemployment insurance legislation in 1938. During World War II, the Congress of Industrial Organizations placed guaranteed income among its long-range goals, and the Steelworkers made their proposal. The 1947 Latimer Report on guaranteed wages traced guaranteed wage plans back to the 1890's and found 196 plans in operation at the time of the study.

Most of the plans covered 50 or fewer workers in industrial establishments with stable work forces. It was not until the early 1950's that the UAW, after considerable study, placed on the collective bargaining table the first comprehensive proposal for guaranteeing income under a supplemental unemployment benefit plan.

The first SUB plans resulted from a 1955 agreement between the UAW and the Ford Motor Co. Other automobile and farm-equipment manufacturers followed suit. Subsequently, SUB plans were established in the steel, rubber, glass and ceramic, ladies' garment, machinery, fabricated metal products, and other industries.

An estimated 2.5 million workers are covered by SUB plans, and about 600,000 more by guaranteed annual wage or employment plans. Since 1960, the proportion of wage and salary workers covered by SUB plans has remained at about 1 out of 16. SUB plans are almost exclusively confined to manufacturing industries, and the GAW or GAE plans—a few of them over 40 years old—mostly to individual establishments in service and trade.

**Polishing Facets.** Between 1955 and the current bargaining round, SUB plan negotiations have been largely confined to improving existing plans, not extending the idea to new industries. The guaranteed proportion of normal wages remained about the same, but there were facets in the original plans that were polished up in intervening collective bargaining rounds. For example, the UAW's 1955 agreement with the Ford Motor Co.

guaranteed 62 percent of normal pay for up to half a year, and set a maximum of \$25 a week in supplemental pay. The 1958 agreement extended the benefit period to 9 months, and increased the maximum weekly benefit to \$30. In 1961, the benefit period was stretched to 1 year, and the maximum weekly benefit became \$40.

Cost is the greatest impediment to agreement on SUB plans. When the first calls issued for industrywide wage guarantees, they were met with predictions of bankruptcy and job loss. Published in 1954 (a full year before 1955 bargaining), the UAW proposal reduced the employer's outlay by subtracting State unemployment compensation from the guarantee and limited the employer's liability. "The [cost] objection is . . . totally irrelevant when directed at a plan that provides a maximum limitation on the employer's liability," wrote Nat Weinberg, UAW Research Director, in 1955.

***SUB and the Law.*** SUB plans embody a straight forward notion: State unemployment insurance benefits (averaging about 35 percent of normal pay) to laidoff workers are supplemented by an amount sufficient to bring income up to a specified proportion of pay.

There were legal barriers to the operation of SUB plans. Several early agreements specified that the plan would not be put into effect until employer contributions could be treated as legitimate business expenses under the Internal Revenue Code. Moreover, the trust funds had to be exempted from Federal, State, and local taxes although recipients could be taxed. For purposes of computing overtime pay under the Federal Wage and Hour Law, SUB plan contributions were not to be considered part of an employee's regular rate of pay. Most importantly, States had to permit SUB to supplement rather than supplant State unemployment compensation benefits. By now, all of the hurdles have been cleared.

The most widely used type of SUB funding requires the employer to pay so many cents into the fund for each hour worked by each employee. The contributions are pooled and payments are made to eligible employees. In another type of funding, the contributions are divided into individual employee accounts. When laid off, the eligible worker draws on his own account, and has a say as to the level and duration of benefits. Some

plans have "overflow" provisions under which contributions beyond agreed funding levels are used to enhance severance or vacation pay, or to improve other fringe benefits.

***Ebb and Flow.*** The plans' financial health varies inversely with the health of the economy or of the particular industry in which they operate. Since employer payments to the fund are based on hours worked or hours paid for, contributions are high when employment is high and somewhat lower during slack seasons and layoffs. During periods of widespread layoff, payments will greatly exceed receipts into the fund.

In addition to customary layoffs, SUB plans have run into the downdrafts of the 1958 and 1960-61 recessions. During the 1960-61 recession, payments to workers exceeded contributions by about a quarter, though all types of funds (except those with contingent liabilities) were able to maintain payments at the highest level and remain solvent. Under some of the contingent-liability funds, payments had to be reduced to maintain solvency but the difficulty arose for reasons other than the type of funding. Most of the plans, regardless of funding, have provisions for reducing or otherwise curtailing payments to maintain the fund's solvency.

After 12 years of experience with SUB plans, it appears unlikely that they will suffuse the economy in the manner that private pension, medical, life insurance, and related welfare plans did. A recent study by the Social Security Administration showed that other types of fringe benefit provisions covered from about one-fourth (major medical expense) to three-fourths (hospitalization) of wage and salaried employees in the private economy, but that less than one twenty-fifth of these employees were covered by SUB arrangements.

The main barriers to expansion of SUB plans are cost and, frequently, lack of employee interest. Cost inhibits institution of any new fringe benefit, and few workers are willing to trade off an established benefit for another. With rising affluence, cost may be less hindrance to proliferation of guaranteed income plans, but employee interest probably will not be sufficiently kindled in industries lacking SUB plans until some crucial limitations (such as reduced benefits when the fund dwindles) can be overcome.

# Unemployment in 15 Metropolitan Areas

A THIRD of the Nation's jobless workers—and an even higher proportion of all unemployed nonwhites—live in the 15 largest metropolitan areas. In the first 9 months of 1967, these 15 areas accounted for 31 percent of total U.S. unemployment and nearly 40 percent of the nonwhite jobless total, proportions about equal to these areas' share of the population. The unemployment rate for all 15 areas combined was 4.1 percent, about the same as the national rate, with rates for individual areas ranging from 5.8 percent in San Francisco-Oakland to 2.3 percent in Washington, D.C.<sup>1</sup>

This study was undertaken by BLS in light of the growing concern over urban problems. It provides new information on the job situation in local areas, particularly for nonwhite workers. The first phase of the study covers the 15 largest Standard Metropolitan Statistical Areas (SMSA's), where 950,000 were unemployed, and the central cities of nine of these SMSA's.<sup>2</sup> An expanded report, to be published in the spring of 1968, will provide more detailed data based on 1967 annual averages.

In Los Angeles-Long Beach, Detroit, San Francisco-Oakland, Pittsburgh, St. Louis, and Newark, unemployment rates exceeded the national average (4.0 percent) by 0.5 percentage point or more. In New York, Philadelphia, Cleveland, and Baltimore, unemployment rates were close to the national rate. The five remaining SMSA's had jobless rates well below the national average—ranging from about 2½ percent in Washington, D.C., and Minneapolis-St. Paul to around 3 percent in Boston, Houston, and Chicago.

**Unemployment Rates by Color.** The nonwhite unemployment rate (7.7 percent) for the 15 SMSA's combined was more than twice as high as the rate for whites (3.5 percent). About the same relationship holds between the nonwhite and white unemployment rates nationally.

Of the 12 SMSA's in which the nonwhite unemployment situation was examined separately, four—Detroit, San Francisco, St. Louis, and New-

ark—had nonwhite unemployment rates that were 10 percent or higher. In Cleveland, the rate was 9.5 percent, compared with the national nonwhite rate of 7.6 percent. In four SMSA's—Los Angeles, Chicago, Philadelphia, and Baltimore, nonwhite rates were close to the national rate and in three areas—Houston, New York, and Washington, D.C., the rates were substantially below the national average.

**Central Cities.** For the nine central cities studied, the average unemployment rate was 4.7 percent, higher than either the national rate or the average rate for the same nine SMSA's (4.1 percent). In Washington, D.C., and Houston, city and SMSA rates were extremely close; elsewhere the central city rate was substantially higher than the SMSA rate. Individual city rates ranged from 7 percent

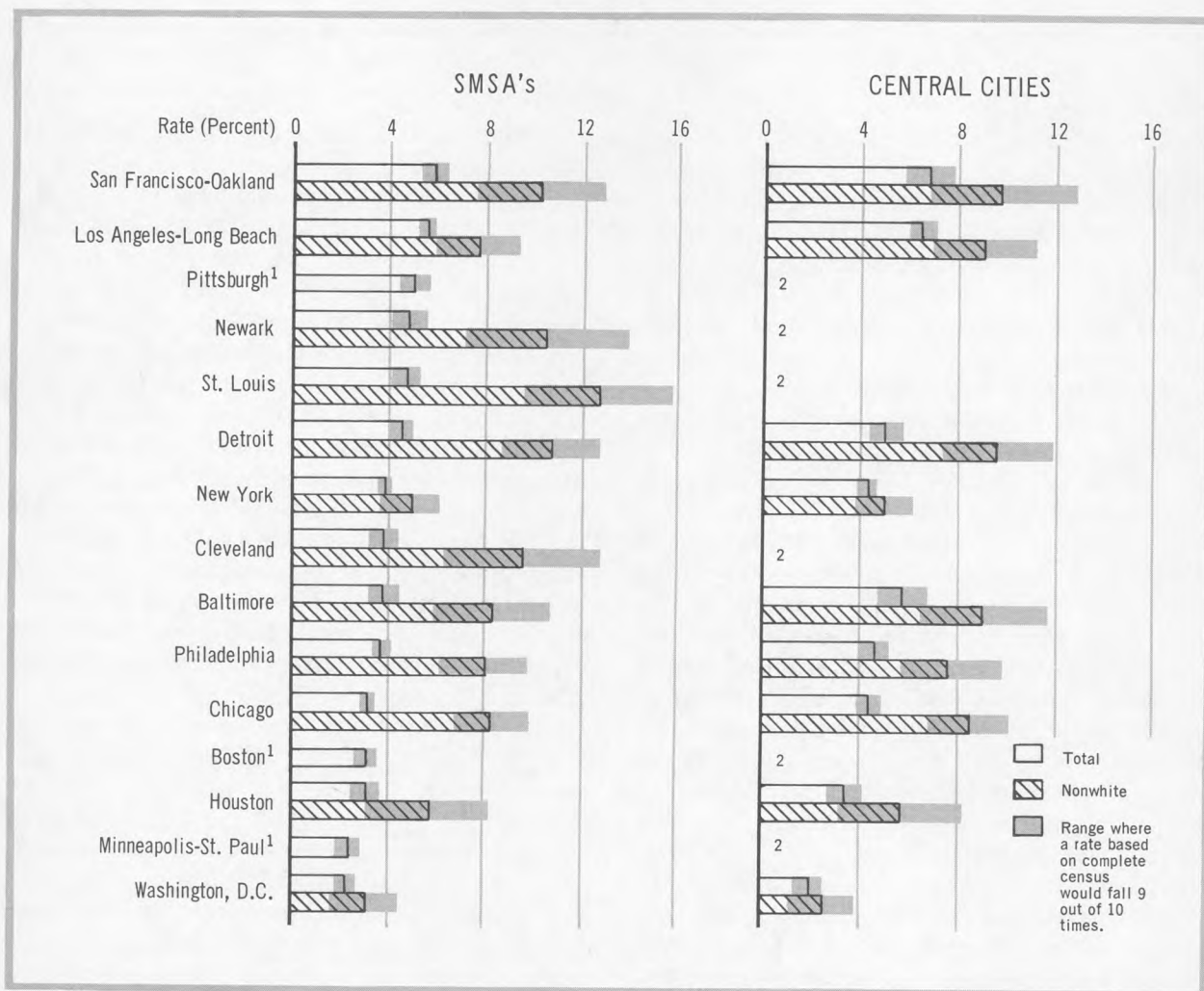
<sup>1</sup>None of the employment rates discussed in this report are seasonally adjusted. Since rates (and levels) for individual areas are based on small samples, they are subject to large standard errors of estimate. Chances are 9 out of 10 that the unemployment rate from the sample would differ from a complete census by less than the range indicated by the gray-shaded portion of the bars on the chart. Detailed tables containing the actual rates, levels, and error ranges are available on request from the Bureau of Labor Statistics. These central cities are not the same as the poverty areas surveyed by the Department of Labor in November 1966.

<sup>2</sup>SMSA's consist of large cities and their adjacent suburban counties. Central cities are the political entities at the center of each SMSA. For example, the central city of the New York SMSA consists of the five boroughs of New York City; in the Washington SMSA it is the entire District of Columbia.

NOTE: The data discussed in this article were collected and tabulated for BLS by the Bureau of the Census as part of its Current Population Survey (CPS). The CPS is a scientifically selected sample survey conducted monthly in 52,500 households. The labor force and unemployment levels have been adjusted to independent population estimates.

Unemployment rates and levels in this report may vary in some cases from those published by the Bureau of Employment Security (BES) for 150 major labor areas. Variations occur because of differences in sources of information, methods of collection, and geographic coverage, and because of sampling variability and response errors. More specifically: (1) BLS estimates of unemployment are obtained from a sample household survey, while BES data are derived from an estimating procedure that uses insured unemployment data as a base; both, however, are based on place of residence of the unemployed; (2) BES unemployment rates are computed as a percent of work force figures, which are derived largely from payroll records that relate to place of work, while BLS employment estimates are based on place of residence; (3) SMSA definitions used in the BLS study are those in effect in 1960, while BES has updated SMSA definitions for changes made through 1966.

# Unemployment Rates for 15 Largest SMSA's and 9 Central Cities, January–September 1967 Averages



<sup>1</sup> Nonwhite rate not shown where nonwhite labor force is less than 75,000.

<sup>2</sup> Central city rates not shown where labor force is below 350,000.

in San Francisco–Oakland to 2 percent in Washington, D.C.

Los Angeles–Long Beach (6.5 percent) and Baltimore (5.7 percent) ranked close to the San Francisco high. Houston (3.4 percent) and Washington were the only central cities with rates below the national average. New York, Chicago, Philadelphia, and Detroit had unemployment rates between 4 and 5 percent.

**Nonwhites.** At about 7 percent, the average unemployment rate for nonwhites was the same in the nine central cities as in the nine SMSA's; the closeness of these two rates is largely a reflection of the heavy concentration of nonwhites in central city areas. Approximately 85 percent of the

nonwhite labor force in the nine SMSA's lived in the central cities, in contrast with 45 percent of the white labor force. The unemployment rate for central city whites was 3.9 percent, higher than the 3.6 percent rate for white workers in the nine SMSA's.

About a quarter of all nonwhite workers lived in these nine central cities; the comparable proportion of white workers was 1 in 10. The heavy urban concentration of nonwhite workers, with their relatively high unemployment rates, is one reason that the central city unemployment rate is higher than that for the nine SMSA's. A second factor is that the unemployment rate is higher for whites who live in the central city than in the entire SMSA.



# Two Views of the Longshore Situation

EDITOR'S NOTE.—*These independent studies by a Bureau of Labor Statistics maritime specialist and a university observer focus on the complex and varied changes in labor-management relations on the waterfront, as unions and management groups accommodate to containerization.*

## Distribution of Power Within the ILWU and the ILA

PHILIP ROSS\*

IN THE LAST 8 YEARS, a growing concern of shipping companies with dock labor costs has led to vigorous employer efforts to lower costs by making changes in union work rules. The diverse sources of these rules reflect the state of bargaining in the different ports of the United States, and the rules themselves illuminate alternative methods of handling waterfront employment relationships. In some ports, restrictive work practices were incorporated into collective bargaining contracts and revealed a high degree of union power. In other ports, work rules were often an extracontractual device used to protect longshoremen from onerous and inequitable treatment. Frequently, they were directed against their unions.

These observations seem to fit the data and square with the perceptions of participants in the longshore industries on both sides of the continent. In the course of a study<sup>1</sup> concerning one particular kind of change—the containerization of cargo—the author talked to many of the persons whose influence on labor relations in the ports has been profound. In this comparison of the labor-management relations on the east and gulf coasts with those on the west coast can be seen some differences which suggest the general direction of longshore collective bargaining nationally.

On the surface, the ILWU and the ILA are pursuing dissimilar roads in their approach to bargaining. The 1960 "Modernization and Mechanization" contract between the ILWU and the Pacific Maritime Association, which was renewed

in 1966, has been widely heralded as marking a new era in waterfront industrial relations. It is claimed that by this agreement employers have eliminated all past restrictive work rules and have achieved full freedom from union opposition to innovate and modernize their operations. In contrast, the ILA has engaged in two major strikes in 1962 and 1964 in which the main issues are represented to be the union's insistence upon retaining job-augmenting and redundant work rules.

The public statements of waterfront employers endorse this view. West coast employers appear pleased with the state of their collective bargaining while their east coast counterparts have continually pled for compulsory arbitration as the only solution to their problems.

The evidence indicates that the distinction made between the two unions is overdrawn. Despite some minor disturbances involving the problem of contract enforcement and the major unsettled question of periodic contract strikes, East and gulf coast employers do not appear to be worse off than companies doing business on the west coast. In fact, the evidence that they are better off in many ways, including costs, is very persuasive.

The major differences in the bargaining experience of the ILA and the ILWU lies in the former's contract strikes. It must be emphasized that the M & M Agreement was not responsible for the west coast's strike-free record since it long antedated the 1960 contract. The ILA's proneness to strikes is basically caused by a defective bargaining relationship with deep historic roots. Symptomatic of the underlying weakness is the fact

\*Professor of Industrial Relations, State University of New York at Buffalo.

<sup>1</sup>The full report of that study, which was suggested by the Ford foundation, was submitted in May 1967 to the Secretary of Transportation.

that such critical issues as seniority and the method of royalty payments for containerized cargo were determined by arbitration and not through negotiations.

### Local Dominance

The economic structure of the Atlantic and gulf coast longshore industry generates a wide range of issues which set off local against local and member against member. The many ports which make up the industry are largely independent product markets, and gains in one port are often made at the expense of another. A large port, such as New York, can best be understood as comprising separate smaller ports, each with independent leadership, occasionally pursuing different goals.

The atomization of the industry creates unusual power in the hands of local officers. Evidence of this allocation lies in the prevalence of local discretion in work practices. Each port on the Atlantic and gulf coasts has different practices in fundamental areas, such as hiring methods, gang size, and work practices generally. Moreover, differences within the port of New York are perpetuated by the incorporation in current contracts of clauses which continue past variations. Although there are many practical reasons for such variation—differences in equipment, ships, terminals, and cargos—the most important influence is the policy of the particular local union.

Since a major function of an international union is to adjust conflicts among locals, the relatively weak centralized authority vested in the ILA causes considerable disabilities in bargaining because of inability to reconcile competing local interests. Bold and imaginative leadership is made extremely difficult in a political context where consent must be obtained from a group of individual local leaders who are each guided by parochial considerations. The international leadership does possess some independent power which has been used to persuade, placate, or coerce the local power centers. The rarity of these occasions underscores the constraints upon the international union leaders, who know that the loyalty of longshoremen is primarily directed to their local leaders.

<sup>2</sup> The ILA seems never to have sanctioned a strike from 1916 to 1945. Other ports have sustained intermittent unauthorized stoppages and slowdowns. Major wildcats took place in New York after rejection of contracts negotiated by the leadership in 1945, 1947, and 1951.

### The Wildcat Syndrome

The pattern of work stoppages in the ILA jurisdiction reflects both the union's internal politics and a defective bargaining structure. The failure of the parties to develop effective working relationships is the fundamental cause of labor instability. This is not to say that the record is all bad. Most wildcats have been eliminated,<sup>2</sup> and many of the ports have worked out efficient grievance and arbitration machinery. Moreover, in recent years the ILA contracts have brought great gains to the membership. On the employer side, greater unity of purpose and action now exist than ever before.

A poor bargaining relationship is indicated, nevertheless, by the remaining incidence of wildcat strikes, by the fact that every contract negotiation since World War II has led to a strike, and by past inadequacy in handling critical problems. Arbitration, not bargaining, after all, resolved the issues of containerization on the Atlantic coast and seniority in the port of New York. It is difficult to think of any other industry which would permit outside disposition of fundamental issues which have endured through three consecutive contract negotiations.

Evidence of more persuasive influence of internal union affairs upon the bargaining process can be found in the rigid adherence to union work rules in most ports, even where the application of these rules is clearly inappropriate. This inflexibility is due mainly to membership mistrust of any action which can be construed as a surrender of acquired rights. The local union leadership is reluctant to dissipate its strength among its followers, while the international union is unable to exercise any authority except in situations involving an overt breach of contract. Even in such cases, the international's intervention may be politically dangerous, when it confronts powerful local leaders.

### The Employer Contribution

The differences between the ILA and the ILWU are also exemplified by contrasting employer behavior. There is some justification for the view that the ILA, during the long presidency of Joseph Ryan, was a company-dominated union. Bargaining apathy and a willingness to act in the interest

of employers to enforce work discipline did more than create an unhealthy collaboration of international union and employer groups. It also set up the conditions under which employee rights were best attained and preserved by strong local union leaders. Experience demonstrated to the rank and file that their protection lay in the inflexible enforcement of rules which were understood, whose consequences were certain, and whose benefits were visible. Concessions could easily be obtained only by new operations at new piers, or by new employers, and then only when employee vested interests were not threatened. The employers themselves were a congeries of competing firms, whose own bargaining organization was a fragile thing.

The ILWU, on the other hand, was confronted from its formation with bitter and pervasive employer hostility, part of which was a reaction to the union's militance. Apart from a war-induced truce, the bargaining relations on the west coast were as antagonistic as in any industry in the United States and reached the point in 1934 and 1938 of all-out employer attempts to break the union. Under these circumstances, the international union took and was delegated authority by local leaders to combat the common enemy.

On both coasts, the past continues to influence present events. The reformation of the ILA required that the international officers offer strong support for improved employee benefits, so as to compete with the local leaders. As a consequence, forces of moderation within the ILA are without a secure political base, and union concessions at the bargaining table are secured with difficulty. In contrast, the ILWU has experienced a long period of internal stability.

The reorganization of bargaining on the west coast in 1948 proceeded on the tacit assumption that only a strong international union could assure mutually beneficial accommodations. Accordingly, the Pacific Maritime Association followed a deliberate policy of strengthening the international in every way possible. This effort required an effective grievance and arbitration system, which appears to have operated to insure that issues critical to the authority of the international union were favorably handled.<sup>3</sup>

Other factors also helped to consolidate the ILWU international's power. One is the prohibi-

tion in some local constitutions against the re-election of officers beyond a 2-year term, a restriction which is not applicable to the international union. This provision eliminates the natural electoral base for local challenges to international authority.

Another consideration is that the ILWU is far smaller than the ILA: One Brooklyn local has almost as many members as there are longshoremen on the west coast. Moreover, since the international's headquarters are located in San Francisco, where the largest local is housed, control of the union is made easier.

Care must be taken not to exaggerate the authority of the ILWU's international officers. Local autonomy in many matters is still determinative, and local elections throughout the west coast are freely conducted. Local candidates pursue policies which contradict strongly held international positions. For example, the ILWU has always maintained vigorous international opposition to discrimination against Negroes. It has made heavy contributions to civil rights causes. However, some locals continue to discriminate against Negroes. The closeness of the ratification vote of the last agreement also indicates the degree of autonomy held by many locals.

### Containerization in the West

The emphasis on cost reduction which ultimately resulted in the 1960 Modernization and Mechanization Agreement in the west coast longshore industry necessitated a shift of responsibility for contract enforcement from the stevedoring companies to the shipping companies.<sup>4</sup> Procedures were established to invoke cost penalties upon stevedoring companies for tolerating violations and for calling portwide shutdowns to meet job action on any particular ship in the port. This new attitude assumed that employers could now act as a united body, and that the union could be relied upon to deliver the fruits of any agreement.

The reality of these assumptions, however, was far from certain. On the employers' side, the ob-

<sup>3</sup> The method of accomplishing this cannot be fully documented, but one piece of evidence is the manner of selecting arbitrators. For ports where opposition to the international was serious, the port arbitrators jointly agreed upon were union officers who resigned to take the post. More important was PMA's position in accepting coastwide bargaining, and enforcing coastwide rules among its member employers.

<sup>4</sup> For an extensive description of the 1960 M & M Agreement, see "Working Rules in West Coast Longshoring," *Monthly Labor Review*, January 1961, pp. 1-10.

stacles to unity were embedded in the diversity of employer interests. Nor was the union a monolithic organization with a united purpose. The organization of the longshore industry into a number of separate ports, each preoccupied with its own problems, was reflected in the union structure. The considerable degree of local autonomy which then existed on the west coast meant that the international union, while influential in some areas, was not an all-powerful source of central authority. Moreover, past bargaining hostility diminished the international union's ability or willingness to discipline the local unions, even in matters where they were clearly wrong.

The reasons which impelled the employers to take the necessary steps which preceded the 1960 M and M Agreement centered on the need to cut their exceptionally high costs. Why the union agreed to sell established practices is not so obvious. The most important reason seems to have been recognition that change could not be indefinitely postponed. Moreover, given employer unity, and the rising determination to insist upon innovation, the union could forestall change only by indulging in costly strikes. Finally, there was the realization that "a candid review of the past several years showed that despite the militant position of the membership, many operating changes had been made and we had nothing to show for them; no positive benefits or gains had accrued to the men from the changes already put into effect by the management."<sup>5</sup>

The 1960 agreement culminated several years of intensive negotiations. It gave the employers the right to introduce new machinery and to change certain restrictive work practices. Multiple handling was eliminated, the limit on sling loads could be increased, the 4-on-4-off practice was largely abolished, and the specified minimum size of the gang was lowered below the prevailing practice in most ports. The agreement specifically abrogated past contractual restrictions as well as "unwritten, but existing union unilateral restrictions and

arbitration awards which interfere with the employer's rights dealing with sling loads, first place arrest, multiple handling, gang size, and manning scales."

The effect of the 1960 agreement was to actively encourage new methods of operation. Employers were given the right to introduce new techniques and man them at any level, subject to arbitration. In contrast, the union's only recourse was to the grievance machinery.

The wage guarantee<sup>6</sup> was made feasible by freezing the registration of workers in 1958 and by making registration coastwide, enabling longshoremen to move from port to port. Furthermore, the second part of the fund, which greatly raised retirement benefits and included a lump sum payment of \$7,920 for normal retirement age of 65, also contained provisions of early retirement at 62 in the event of a surplus of labor.

Since its inception in 1960, the M & M Agreement has been hailed as a breakthrough in collective bargaining. Its reaffirmation in 1966 testifies to its value to both parties. But not all waterfront employers benefit from the new technology. Some companies, such as those in stevedoring, are in danger of having their past practices disrupted, with no guarantee of continued profit. Even steamship companies and terminal operators are not all favorably affected by containerization, because most of them are not equipped to handle containers and necessary adjustments will be expensive.

Employer enthusiasm for the new agreement accomplishes longstanding desire to cope with certain consequences of union power. Prior to 1960, the ILWU had established the highest dock costs in the United States. The major achievements of the 1960 agreement were the restoration of costs to an approximation of the highest cost ILA ports and the continuation of strike-free negotiations. While these are tangible gains, and, given the impediments, represent a substantial collective bargaining achievement, they do not constitute a golden age. In fact, the biggest achievement—the elimination of contract strikes—actually antedated the 1960 agreement by 12 years.

The continuation of labor peace in west coast longshoring cannot be considered assured. The personal relationships between the leadership of the employer group and the ILWU were extremely important in developing the climate in which a

<sup>5</sup> Lincoln Fairley, "The ILWU-PMA Mechanization and Modernization Agreement," in *Proceedings of the Industrial Relations Research Association Spring Meeting, Chicago, Ill., May 4-5, 1961* (Madison, Wis., The Association, 1961), p. 669.

<sup>6</sup> By way of compensation, the union obtained an annual contribution of \$5 million for the next 5½ years or for the contracts, which would be used to establish a fund for longshoremen. The most recent renewal of the contract took effect July 1, 1966, for 5 years, and raises the annual payment to \$6.9 million a year for a total of \$34.5 million.

strike-free accommodation could be made. Successors will be subject to new pressures from their respective organizations.

### The ILA's Early Experience

For a variety of reasons, east coast employers were not initially interested in introducing containerized cargo, and union resistance to the innovation also developed slowly. When a maverick company, Sea-Land Services, Inc., introduced roll-on, roll-off containers in 1955, the union accepted the operation.<sup>7</sup>

A showdown did not come until November 1958 when the union refused to handle shipper-loaded containers, taking the position that the 1956 contract permitted them to refuse container work from any company not engaged in container operations prior to the contract's effective date.

Following an arbitration award requiring the ILA to handle the containers, and arduous negotiations marked by a strike, language was embodied in the new contract which permitted the employers to use containers.<sup>8</sup>

Pursuant to the contract, a board of arbitration held that containers that were loaded or unloaded away from the pier by non-ILA labor should pay royalty. The conditions of payment are: "1. On conventional ships, 35 cents a gross ton of the weight of the cargo in the container. 2. On partially automated ships (conventional ships converted for handling vans and containers) where not more than two hatches have been converted for the handling of containers, the royalty is 70 cents a gross ton. 3. On partially automated ships (conventional ships converted for handling vans and containers) where not more than 40 percent of the ship's bale cube has been fitted for containers, the royalty is 70 cents a gross ton. 4. On ships where more than two hatches have been converted or fitted for the handling of containers, the royalty is \$1 a gross ton." The union's statement of policy, which provided the basis for its insistence upon the assessment for containers, was given in the following terms: "It is the union's view that the time has come for management in American industry in general, and in the shipping industry in particular, to begin to view the unfavorable employment effects of changes in technology as an added cost to the employer who puts such changes into effect.

There is no reason why business investment in new techniques and new equipment cannot be introduced in such a way as to eliminate these costs to the employer's present employees . . . investment in new techniques can and should be broadened out to include any human cause that may be involved."<sup>9</sup>

Although at the time of this agreement the number of containers actually moving in the Port of New York was extremely small, the union did not harbor any illusions about its future growth. The union's convention which preceded negotiations was told "I am convinced it has got to come, and when it does come, its effects on us can be tremendous. It is not too farfetched to estimate that we stand to lose, in the full force of the container use, 8,000 to 9,000 jobs in the New York area alone, and a proportionate number in all other ports. This amounts to 30 percent of the membership. At stake, also, is the merit of a strong union. We are a union of dockworkers. We have the ocean at our backs. Any shrinkage in jobs cost means a permanent reduction in union size."<sup>10</sup>

Although the arbitration award establishing the container royalty system was made in 1960, its terms have been continued unchanged in subsequent agreements made in 1961 and in 1964. The funds are administered by a board of trustees composed of an equal number of representatives from the union and the Association. The annual income going to the container fund is extremely small. In the first 2 years it averaged around \$202,000, an average income per employee per year of \$6.79, or 1/2 cent income per hour worked in the port. No decision has been reached on the use of these funds.

<sup>7</sup> See the ILA testimony on this innovation in *Labor Management Problems of American Merchant Marines: Hearings Before the Committee on Merchant Marine and Fisheries* (U.S. House of Representatives, 84th Cong., 1st sess., 1955, H.R. 5734), p. 879.

<sup>8</sup> "(a) Any employer shall have the right to use any and all type of containers without restriction or stripping by the union; (b) the parties shall negotiate for 2 weeks after the ratification of this agreement, and if no agreement is reached, shall submit to arbitration described in paragraph 13 below, the question of what should be paid on containers which are loaded or unloaded away from the pier by non-ILA labor, such submission to be within 30 days thereafter; and (c) any work performed in connection with the loading and discharging of containers from nonmembers of the NYSA which is performed in the Port of Greater New York whether on piers or terminals controlled by them, or whether through direct contracting out, shall be performed by ILA labor." (Memorandum of Settlement, p. 2.) It should be noted that, on its face, clause (c) violates Section 8(e) of the Taft-Hartley Act.

<sup>9</sup> Report of General Organizer Thomas W. Gleason, before the 39th Convention of the ILA, July 13, 1959, p. 13.

<sup>10</sup> *Ibid.*, pp. 14-15.

Although the theory of the royalty is that it will provide compensation for longshoremen for loss of work resulting from the use of containers loaded and unloaded away from the piers, no study has been made of the actual effect of containers upon jobs. Gang size is not reduced for container operations, although stevedoring employers contend that as few as eight men could be used in some operations.

### Persistent Issues

The fear of the employment effects of containerization and other technological change on the east coast waterfront remained unabated by the royalty agreement. These fears appeared in contract negotiations in 1962 and in 1964. In both years, the employers aggressively sought basic changes in work rules. The 1962 settlement—which was obtained only after a long and costly strike and Government intervention—did not resolve the most pressing issues of manning and job security, which were postponed to future bargaining. In the meantime, the settlement directed a Labor Department study of these questions.

The 1962 settlement was followed by introduction of a bill in the House of Representatives which would have required compulsory arbitration of maritime disputes. This bill was solidly supported by longshore industry spokesmen and bitterly opposed by the unions. An alternative proposal submitted by the Secretary of Commerce had been developed with the concurrence of the Secretary of Labor, the Director of the Federal Mediation and Conciliation Service, and the Maritime Administrator. This proposal provided for earlier intervention of the President than is contained in the Taft-Hartley emergency procedures and gave presidential boards authority to make recommendations to the parties and to the public. Ultimately, the fundamental differences in the approaches to reduction of conflicts in the industry led to abandonment of attempts to obtain new legislation in the 88th Congress.

The differences between the 1964 and 1962 east coast negotiations were profound. The Labor Department study of hiring practices and work rules in the east and gulf coast ports constituted a sym-

bol of Government's determination that a solution had to be found to waterfront strikes. The lengthy congressional hearings following the 1962 settlement also convinced the parties that a breakdown in bargaining would be followed by an ad hoc compulsory arbitration law. Given the fact of the Government's presence in the near background, greatest pressure was brought to bear on the union in the negotiations.

Two findings of the Labor Department study, made in the context of imminent intervention, provided the basis on which ultimate settlement could be made. The important facts which were proved by the accumulated detail in the studies were that (1) in many ports the unions have resisted change by holding to restrictive work practices including restrictive job assignments as well as a redundant number of gang members; (2) most ports' hiring practices made for an excess number of casual laborers, which caused a highly unstable and inequitable job condition for many workers.

Superficially, nevertheless, the 1964 negotiations appeared to follow the traditional pattern. In New York, the union and the employers issued statements about equally intransigent, and an impasse quickly developed. On July 30, the parties jointly requested President Johnson to appoint a neutral board to study the issues and mediate the dispute. Even though the union rejected the board's recommendation, the agreement reached on December 16 was very close to the terms of the board's proposal.<sup>11</sup> This agreement was ratified on a second vote on January 21, 1965, after a wildcat strike and initial rejection. But the union's policy of supporting the outports, who had made little progress in local negotiations, prevented a return to work. Despite enormous pressures from the industry, the ports remained closed until the NLRB obtained an injunction on February 11, which ended the strike.

However strong the case may be for asserting that the strike was unnecessary, the final settlement was an impressive achievement. The specific issues posed by job security and technological change were met. The employers' agreement to guarantee 1600 hours of work a year and close the longshoremen's register were met by corresponding union concessions on gang size and an easing of work rule restrictions. The actions of the Labor Department in clarifying the facts, in introducing calm-

<sup>11</sup> For the final terms of the settlement, see *Monthly Labor Review*, February 1965, p. 196, and April 1965, p. 442.

ness, and in eliminating or minimizing extraneous emotional claims and counterclaims, prepared the way and provided an opportunity for this tempestuous industry to solve its problems through collective bargaining.

The 1965 contract was an exceptionally good one for the employers, and the 4-year term was sufficiently long to enable them to enjoy new manpower flexibility without a major stoppage. By and large, containerization now enjoys equal freedom on the east coast and west coast, and the anxieties of the east coast waterfront employers are largely focused upon contract strikes.

### Jurisdictional Claims

Although the ILA has accepted containerization, acceptance was accomplished piecemeal and grudgingly. The ILWU, having embraced the modernization concept, has concentrated its strength on securing its share of the gains. In contrast, the distaste for job displacement by the ILA rank and file, and by its leadership, has caused the union to guard its jurisdictional claims tenaciously. Although there are other factors at work, particularly the more favorable position of the ILA vis-a-vis other unions, the ILA has demon-

strated a far greater determination to extend its jurisdiction over all employment opportunities which are associated with technological changes. The ultimate benefits of this policy go far beyond the maintenance of a secure membership base. The extent to which the ILA successfully organizes warehouses, freight forwarders, and the like, will determine the economic leverage which may be used to protect the interests of dockworkers. After all, containerization dilutes the skills of longshoremen in addition to eliminating jobs, and thus it raises the prospect of impotent pickets watching contained cargo crossing the docks.

If the transition to containerization could be instantaneous, there is little reason to believe that either union could control its consequences. During the transition period, however, both waterfront unions' economic strength remains formidable. With all the weaknesses of the ILA, its policies and power deployment appear to promise greater control over the future developments of containerization than do those of the ILWU. One important difference not alluded to previously in this account, but treated at length in my full study, is the ILWU's exposed jurisdictional position, which may well undermine its future economic strength.

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Technology is not a force of nature with its own imperatives, its own momentum, which place it beyond human direction or restraint. It is a human creation, therefore subject to legal restraint if it injures man or society. We must never forget for a moment that a free society centers on man. It ceases to be free if technology, not man, becomes central to its purpose.

—Hyman G. Rickover.

# Containerization as a Force for Change on the Waterfront

JOSEPH P. GOLDBERG\*

CONTAINERIZATION has been viewed as offering the transportation industry the possibilities which mass production generated in the automobile industry. Containers in standard sizes and shapes have been adapted to the requirements of either small general cargo, dry bulk cargo, liquid cargoes, or cargoes requiring refrigeration, and are being handled and transported interchangeably by rail, truck, and ship. The integration of transport and handling arrangements with the standard container makes possible savings in capital utilization through economies of scale, through greater capacity utilization of both ship and pier facilities, and through greater efficiency in labor utilization.

The advantages of unitized loads have been apparent for many years. The transport of bulk cargoes, petroleum, and ores laid the foundation for subsequent developments in handling of general cargoes. The extensive growth of piggyback arrangements by truckers with railroads and water carriers for integrating van and container operations was an added stimulant. The experiences of the past 10 years or more of Sea-Land and Matson<sup>1</sup> in developing viable ship container operations have been important testing grounds for the "container explosion."

## Present Prospects

For U.S. maritime labor (longshore and seagoing), the growth of a domestic ship container operation gave promise of the renewal of a domestic trade which had failed to recover from its prewar situation. In competing with and in supplementing railroad and trucking services, it offered additional job opportunities. The present phase of the maturing of container transport is different in kind from previous experience with containers, however, and is promising to become a major source of change in the international shipping industry. Predictions for the port of New York are that, by 1975, as much as half of general cargo ships in foreign trade will be carried on fully or partially containerized ships, with the potential

for containerization amounting to over 70 percent.<sup>2</sup>

A recent study suggested that with proper integration of company organization and ship operation, the North Atlantic trade could be carried with containerized operations requiring only 30 percent of the current ship tonnage.<sup>3</sup> New York-New Jersey Port plans for the development of container berths, with those now in operation, will provide facilities for handling well over the container cargo volume in 1975.<sup>4</sup> Even if not fully realized, projects of such magnitude suggest an unprecedented dimension of change in operations, with consequent effect on the labor force. The degree will depend on the continued growth in trade, the attraction of new cargoes, diversion from other ports, and the extent of shipper loaded and port-side loading of containers.<sup>5</sup>

Two questions suggest themselves in evaluating the readiness of unions and management to cope with this pervasive change in transportation technique. First, what are the direct effects of containerization on the labor force? And second, what are the arrangements in the maritime industry to date?<sup>6</sup>

## Scope of Containerization

Containerization as an integrated transportation system alters the nature of longshore work. So long as the container was an adjunct to break-bulk cargo handling,<sup>7</sup> its effect was limited. Tradition-

\*Special Assistant to the Commissioner of Labor Statistics.

<sup>1</sup> The two companies were concerned with domestic and noncontiguous trades: Matson Shipping Co. for trade between the West Coast and Hawaii, and Sea-Land Services, Inc., on the East Coast for trade with Puerto Rico and intercoastal shipping.

<sup>2</sup> Port of New York Authority, *Container Shipping: Full Ahead* (New York, 1967), pp. 21 and 34.

<sup>3</sup> See McKinsey & Co., *Containerization: The Key to Low-Cost Transport* (London, British Transport Docks Board, 1967).

<sup>4</sup> Port of New York Authority, op. cit., pp. 40 and 42.

<sup>5</sup> An additional factor is suggested by another view, that recently constructed efficient conventional ships will continue to be competitive. The immediate prospects for overcapacity in containerized shipping, it is held, will prevent for sometime the high capacity operations required for adequate returns on the substantial investment required for containers and container ships. Cf. *The Economist*, September 16, 1967.

<sup>6</sup> In considering the modernization approaches taken to date by labor and management, it is useful to recall similar efforts in other industries like steel, meatpacking, railroads, and coal mining. In 1965, concern with widespread change resulted in the appointment of a commission to study the problem. See *Report of the National Commission on Technology, Automation, and Economic Progress*, submitted to the President January 29, 1966.

<sup>7</sup> Break-bulk cargo is composed of items of varying size and form, which must be handled separately and individually stored in the wings of the hold, as opposed to dry-bulk cargo, such as wheat, and liquid-bulk cargo such as oil, both of which are simply poured into the hold.



ally, the job of the longshoremen has involved sorting cargoes on the dock, loading the sling, lifting it by boom or crane to the hatch, and disposing of the cargo in the wings of the hold to assure stability of the ship, maximum use of the hold, and safe disposition of the cargo. The use of forklifts on the dock and in the hold, the use of pallet boards and palletization of cargo, and the shift to bulk transport of commodities formerly bagged like sugar and wheat, reduced the extent of duties required of fixed gangs. Even if the unions insisted on maintaining the standard gang size, earnings opportunities would be decreased by the lesser time required. The use of containers on decks or in the holds of conventional ships, along with break-bulk cargo, made for smaller earnings but not necessarily for revamping of work operations.

On the other hand, containerized operations permit the loading of 20 to 25 tons in 2½ minutes. Handled as break-bulk, the same cargo would require 18 to 20 man-hours. Conventional ships require five to seven gangs; container ships on the east coast use two. The increase in output per man-hour of containerized cargo to break-bulk has been estimated as ranging from 13 to 18 percent, and even higher. This increased productivity, of course, makes for additional savings through faster ship turnaround, thus permitting more intensive use of high-cost capital investments in both ships and pier facilities.

The container ship requires substantially less manpower than the conventional ship. The 100 men in gangs on conventional ships, plus the additional labor needed for forklift operations and checking, contrasts sharply with the 40 or so men used in cargo handling on the container ship.

### Longshore Operations

Containerization has already had several other effects. The complex of marshaling areas, roadways, storage facilities, and cargo handling facilities has made for land requirements which could not be met readily in the built-up areas of the port of New York, such as Manhattan and Brooklyn. From 10 to 20 acres are necessary for each specialized container berth, in contrast to the

two acres typical at conventional pier facilities.<sup>8</sup> In the port of New York, the major container handling area was constructed in the Elizabethport area, from about 100 acres available for the Sea-Land operation. This area is due for further expansion, in addition to plans for the construction of berth facilities on the Staten Island waterfront. The need for more space will intensify shifts within the port which were underway independently of containerization. Work opportunities on Manhattan piers have been declining for some years as more modern terminal facilities were developed in Brooklyn and Port Newark-Elizabeth. Hirings in Manhattan declined by 10 percent between 1961-62 and 1965-66. By contrast, hirings in Brooklyn and Port Newark-Elizabethport increased by about 10 percent and over 45 percent, respectively. Manhattan hirings had fallen from 31 percent of the port's total in 1961-62, to slightly more than 26 percent in 1964-65; Brooklyn rose from 46.3 to 49 percent; while Port Newark-Elizabethport increased from 8.6 to 12.2 percent.<sup>9</sup>

These shifts have already caused complaints from Manhattan longshoremen, whose length of service gives them priority on their own piers, sections, and in the borough, but does not carry priorities in the other districts. Problems regarding the seniority system will be intensified as containerization, unless more dispersed geographically, causes an even greater redistribution of work within the port.

The impact of containerization can be even more widespread on work opportunities in the several ports. The container "explosion" has produced prompt reaction from a number of port authorities and interests on the Atlantic and gulf coasts seeking to develop container berth facilities to attract container cargoes. The success of such efforts may result in generating some new cargoes, but initially this may be at the expense of present break-bulk cargoes, thus reducing work opportunities for the present work force. Also, there is the possibility that cargoes may be concentrated in one or two ports, as recommended in a recent report,<sup>10</sup> and thus reduce break-bulk shipments to other ports. Under this alternative, the availability of feeder ships to the central container port may permit some container cargo development in the outports. This, however, will be a function of the alternative savings of land-based transport, including unit trains, as against short haul water

<sup>8</sup> *The Port of New York: Challenge and Opportunity* (New York, First National City Bank, 1967), p. 29.

<sup>9</sup> *Annual Reports of the Waterfront Commission of New York Harbor, 1961-62 through 1965-66.*

<sup>10</sup> McKinsey & Co., op. cit.

transport. The future is uncertain at this stage, but the effect of extensive containerization, given modest increases projected in trade, would appear to be net losses in employment possibilities.

In other respects, containerization offers possibilities for improved employment prospects for the longshore labor force. With possibilities for more extensive use of pier facilities by a greater number of container ships, earnings can actually increase and become more steady. Containerized cargo handling has produced new job requirements. Giant cranes both on ship and on shore require new skills. The operation of equipment hauling containers holding from 20 to 40 tons of cargo is another development. Training programs have been required for crane operators and tractor drivers. On the west coast the contract provides that men who receive training be available on a steady basis.

### West Coast Bargaining

Consideration of the effect of technological adjustments on longshoring began on both coasts in the mid-fifties. The growing national concern with the effect of automation had its influence on both the Pacific coast International Longshoremen's and Warehousemen's Union (ILWU) and the east coast International Longshoremen's Association (ILA).

The west coast union had experienced the effect of automation in plantation labor and longshoring in Hawaii, with resultant work force reduction and dislocation. In its coastwide dealing with the Pacific Maritime Association, it functioned from a position of relative security as the result of the new orientation toward collective bargaining which came out of management experience with the prolonged strike in 1948.<sup>11</sup> Basic to stability was the hiring hall, through which an attempt was made to balance manpower supply and demand by allocating employment to assure both relative equality in longshoremen's earnings and equitable labor distribution among the ship operators and stevedores.

Among the leading complaints of the ship operators in west coast ports were those concerning the inefficiency of requiring in some ports, that cargo be taken off pallets and placed on the skin of the dock before being moved to or from the ship; that excessive and inflexible manning requirements

made for "witnesses," i.e., men in the gang who performed no work; and that sling load limits were unduly restricted. These charges were not denied by the union, which insisted that management had recourse to the contract and to arbitration. The prewar experience with such recourse, however, had proven its incompatibility with everyday operations, in which work stoppages were the response of the men on the docks.

In 1957, however, following an extensive study of likely trends in shipping and longshoring, the initial decision was made which culminated in agreement to permit the ship operators and stevedores to buy out the property rights of registered workers in the restrictive work rules they had achieved previously. Negotiations proceeded for 3 years, with interim changes in the basic workday and guarantees, with testing of the union's good faith in a conformance and performance program, and with an initial agreement in 1959 pointing toward basing the buy-out on direct employee productivity gains. The agreement finally concluded in 1960 followed substantial publicity and education of the membership, and a 6-month negotiating period concluded in a fish bowl setting with the caucus in attendance.

### The Pattern of Change

The 1960 Mechanization and Modernization agreement, renegotiated in 1966 for another 5-year term, was basically a "buy-out" of the restrictive provisions and customs in cargo handling. The buy-out was achieved through a lump sum payment totaling \$29 million for the period to 1966, financed out of assessments per ton of cargo handled. The effect of the agreement was to permit reductions in gang sizes and to increase manpower flexibility. An integral element was the role of the grievance machinery, calling for prompt local port handling of disputes by stewards and superintendents, with port arbitrators available on a 24-hour basis in the event of unsettled disputes. Major unsettled disputes involving coastwise policies were submitted to the coast arbitrator. Reductions in manning were explored by a joint labor-management committee; such determina-

<sup>11</sup> While conditions were less than ideal, with management pressing for conformity to the terms of the contract, particularly in the case of Los Angeles, there was no longer the pressure of constant recourse to arbitration and work stoppage characteristic of the pre-1948 period.

tions were made available to the ports to assure standard adherence.<sup>12</sup>

The problem posed by reduced labor requirements was met by controlling the supply of workers. In the postwar period, the entry of fully registered longshoremen was sharply curtailed to permit the attrition of a work force unduly swollen by wartime trade. Additional needs were met through the establishment of a "Class B" category of longshoremen who received union wage and overtime rates, but were not full-book union members and did not enjoy pension rights. They were viewed as probationers who might eventually attain the full status of Class A longshoremen.

Additional needs were met by the numerous casuals who worked on a part-time basis, but whose primary employment was outside longshoring. From 1958 on, there was a freeze on the Class A group, pending the outcome of the negotiations on changes in work rules.<sup>13</sup>

As of 1960, the west coast longshore work force was comparatively middle aged, with registered longshoremen averaging 49 years, and one-third of them over 55 years. The approach to rationalization of the work force in the face of anticipated reductions was one of retirement from the top, in the hope that the 4-percent attrition rate would take care of the needed reductions.<sup>14</sup> In fact, there was a greater rate of early retirement

than was anticipated. This, coupled with the growth of Pacific coast trade volume, both before and since Vietnam, resulted in the necessity to increase the labor force. During the period 1960-66, 2,000 men were retired, but 3,500 were registered in the A and B categories.

The uncertain prospects in 1960 were reflected in the provision of a guarantee of 35 hours per week, with a fund of \$11 million if the work available fell below this level due to technological, but not to economic, conditions. Recourse to this was not necessary during the period, and the fund was disbursed on a pro rata basis to registered longshoremen. The 1966 agreement provided solely for a further early retirement inducement payment of \$13,000 for registered longshoremen.

There were areas of the 1960 agreement which were not met satisfactorily. These were covered in the 1966 extension and renewal agreement. Provision was made for increased flexibility in the size and use of gang members, and the steady employment of men specially trained to handle equipment associated with containerization. The union leadership specifically called for greater mechanization that would make longshoring a less onerous occupation. There were increased assurances, both by contract and by general understanding that there would be standardization in work practices up and down the coast.

There was good reason to extend the agreement, since its result has been that the labor cost of handling a ton of cargo decreased by almost 4 percent between 1959 and 1965 despite the substantial economic benefits which were negotiated for the entire labor force.<sup>15</sup>

### East Coast Bargaining

In east coast ports, developments have taken different avenues because of the greater diversity in operations, differences in union and employer organization and bargaining structures, and differences in the organization of the labor force. Issues have been made more complex in part because of the size of the labor force. The port of New York alone has more longshoremen than those on the entire west coast—22,000 to about 15,000.<sup>16</sup> In the Atlantic and gulf ports, there are an estimated 50,000 longshoremen. Conditions vary among the Atlantic and gulf coast ports as to type and volume of trade, physical and weather condi-

<sup>12</sup> "Working Rules in West Coast Longshoring," *Monthly Labor Review*, January 1961, pp. 1-10. The basis for assessment on imported automobiles is being challenged before the Supreme Court by the Volkswagen Co., *Journal of Commerce*, November 16, 1967.

<sup>13</sup> From 1922-34, in the ports of Seattle, Portland, and Los Angeles, labor force size and allocation had been controlled by management-supervised halls. The award of the National Longshoremen's Board in 1934 provided for jointly administered hiring halls. In practice, between 1934-47, the union largely controlled hiring through union-designated dispatchers.

<sup>14</sup> The inducement to early retirement was the payment of \$7,920 in monthly installments to registered longshoremen who retired at 62, or a lump sum payment, in addition to the regular pension, to men retiring at 65, in advance of the compulsory retirement age of 68.

<sup>15</sup> For varying estimates on savings, see "1966 West Coast Longshore Negotiations," *Monthly Labor Review*, October 1966, pp. 1067-1075.

<sup>16</sup> Gross statistics on foreign waterborne trade require commodity breakdowns for purposes of comparability. Statistics on tanker imports and exports, while readily available, have little relevance to longshore labor. Labor requirements for dry-bulk cargo are different from those of general cargo, where more labor is required because of the variety of tasks involved in break-bulk operations. The port of New York, basically a break-bulk port, handled 16.5 million tons of foreign trade in 1965, with a value of \$10.8 billion. All Pacific coast ports together handled 32.3 million tons of foreign trade in that year, with total value of \$4.3 billion, reflecting the greater role of dry-bulk and other low value cargoes. See *United States Waterborne Foreign Commerce* (U.S. Bureau of the Census, 1965), Summary Report FT 985.

tions, amount of work available, and hiring arrangements. On the Pacific coast, there is a single employer organization handling both longshore and offshore labor-management relations; on the Atlantic and gulf ports there are separate employer organizations for the several ports. The New York Shipping Association (NYSA) does have authority to negotiate a master agreement, covering wages, overtime, pensions and welfare contributions, and the term of the contract, for the ports from Maine to Hampton Roads, Va., and the economic terms are generally followed in the outports. But the ILA is a more loosely knit organization than the west coast ILWU, with bargaining largely on a port basis, except for the west gulf ports. The results of bargaining are incorporated in separate port agreements, with separate negotiations on port working conditions. The organization of the labor force differs in the various ports, with available men substantially exceeding peak requirements, but in some ports sentiment has grown in recent years to control the size of the work force.<sup>17</sup>

Unlike the effort at stability on the west coast, the immediate postwar years on the east coast were years of instability, with rank-and-file revolts, followed by government investigations and revelations of corruption, criminal involvement, and collusion between some employers and some union officials.

For a period of 6 years (1953-59) marked by expulsion from the AFL, the establishment of the watchdog Waterfront Commission of New York and New Jersey, and representational challenges, the ILA was in a state of flux and uncertainty, a state hardly conducive to the establishment of a stable labor-management relationship geared to the consideration of basic change in the existing practices. With changed leadership, closer scrutiny by the international officers, the adoption of standards for local union activities, and success in representation elections, the ILA succeeded in meeting the requirements set by the AFL-CIO and was readmitted in 1959.

The establishment of the New York-New Jersey Waterfront Commission in 1953 produced a new approach to the organization of the labor force, since one of the Commission's responsibilities was to decasualize the labor force in the port of New York through joint union-management cooperation. The Commission set requirements, based on

work performance and availability during the entry period, for registration of longshoremen. The union and the NYSA developed a seniority system, mainly out of negotiations, partly out of arbitration, which was subsequently incorporated by the Commission in its regulations. Out of these efforts, there was a reduction in the work force to about 22,000 in 1965 from the estimated 51,000 at the time of the investigations by the New York State Crime Commission. The effect has been to provide greater employment and earning opportunities to the registered work force.<sup>18</sup>

In the past decade, employer demands have been for reductions in the size of the basic gang of 20 men. The union opposed such a change and sought to protect existing customs and practices. The introduction of containers and mechanized side-loading arrangements with increased use of forklifts brought the issue to a head in 1958 and 1959. The Sea-Land coastwise operation had demonstrated the feasibility of using only two gangs rather than the customary five to seven on conventional setups. In the 1959 contract negotiations, the union agreed to handle containers and management agreed to maintain the gang size. Further, negotiations would continue on the establishment of a fund to compensate workers for reductions in work opportunities. Arbitration would follow if agreement could not be reached, and, indeed, these efforts proved futile. The arbitration award created a fund to be financed by dues levied on containers, loaded or unloaded away from the piers by non-ILA labor, of 35 cents a ton on conventional ships, 70 cents a ton for partially automated ones, and \$1 for those extensively containerized. A separate agreement was negotiated for a 28-cent-a-ton payment on container ships in the domestic trades.

### Acceptance of Mechanization

The question of modernization was basic again to the negotiations of 1962, as discussions were centered around the issue of gang size, manpower utilization, and job security in the port of New York. A protracted strike was settled by a media-

<sup>17</sup> Work relationships in the port of New York over several decades had been established with individual piers using regular gangs, regular extra men, and casuals, employed in that order as needed. The attachment of the gang to the pier made for inflexibility in portwide arrangements.

<sup>18</sup> "Hiring Practices for Longshoremen," *Monthly Labor Review*, November 1965, pp. 1289-96.

tion panel headed by Senator Wayne Morse. In addition to making economic recommendations, the panel induced the parties to agree to a study of manpower utilization and job security to be conducted by the Department of Labor. This study, made under the overall supervision of Secretary Wirtz and then Assistant Secretary Reynolds, was based on substantial field observations and meetings with the parties covering the outports as well as New York. The report, completed in 1964, covered operations, the effect of technological developments, manpower utilization, and the structure of the labor force. When the parties were unable to reach agreement, under the terms of the 1962 accord, the matter was submitted to a mediation panel headed by Assistant Secretary Reynolds which made recommendations on an annual income guarantee and gang-size reductions, among others.

The parties reached agreement in late 1964 on a 4-year contract providing for a guaranteed annual income based on 1,600 hours straight-time pay,<sup>19</sup> reduction in the basic gang size in stages from 20 to 17, and increased flexibility in the use of the gang. Pensions were increased to facilitate the effect of anticipated attrition by job reduction. Joint committees were established to arrange for meeting the adjustments and to discuss broader policy issues involved in the basic changes. Initially rejected by the New York port membership, the agreement was accepted following explanation of the terms. However, a strike continued over issues relating to port conditions in south Atlantic and west gulf ports.

<sup>19</sup> Effective April 1966, longshoremen who had worked at least 700 hours in the preceding year were guaranteed an annual income of 1,600 hours a year, at straight-time rates. Earnings during the course of the year computed at straight-time rates, and payments for vacations, holidays, and unemployment compensation are deducted from guaranteed income. Payments under the guarantee are included in determining eligibility for vacation, holiday, pension, welfare and clinical services. Standards were set jointly by the Human Relations and Implementation Committee for penalties for consistent absenteeism.

<sup>20</sup> The 1965 bill was opposed by the Waterfront Commission, and was vetoed by Governor Rockefeller after its adoption by the New York State Legislature. The bill called for the closing of the register, but specified reopening by joint labor-management agreement. The bill enacted in 1966 was a compromise measure, and provided for temporary closing of the register for 60 days, with opportunity for labor and management to request the Commission to close or open the register in the future. Commission rejection of joint requests can be appealed to the courts. See *Annual Report of the Waterfront Commission of New York Harbor, 1965-66* (New York, 1967), p. 12.

<sup>21</sup> *Brooklyn Longshoreman*, April 1967.

## Functioning of the Agreement

The transition to these modernizing changes has been made successfully under the port of New York contract. The dispute procedure, which calls for the prompt handling of disputes on the pier by union and management representatives, and for permanent arbitration in case of outstanding issues, has functioned well. Gang-size reductions have been met by attrition. The parties had pressed for statutory authority to require the Waterfront Commission to close the register. A major development in 1966 was the commission's willingness to go along with this, but without any limitation on its regulatory or investigative authority.<sup>20</sup> The register was closed for a period in 1966, while port needs were explored jointly. Out of this came the determination that an additional 2,000 men were needed to be registered. As of January 1967, the annual income guarantee, paid on a quarterly basis, was reported as involving some 350 payments, totaling about \$150,000<sup>21</sup> for the period beginning April 30, 1966.

The approaches to modernization have differed. The west coast "buy out" represents an effort to meet all situations. The east coast situation represents a more gradual approach to meet a more complicated situation. The availability of the guaranteed income and of machinery for continuous discussion now provides the means for facilitating change. Concern with the effect of the "containerization explosion" can be met through continuing discussions of change, like those used in other industries to avoid contract expiration crises. The ILA leadership and the NYSA have indicated their readiness to approach the matter in this spirit through joint exploration of the present and future state of containerization, and its effect on the labor force, well in advance of the contract expiration in September 1968. The problems are complex, involving questions about job opportunities, labor mobility, seniority, earnings, interport rivalry, variations in port conditions, and the structure for bargaining. But the U.S. longshore industry—labor and management, aided by government resources where necessary—has taken giant strides toward flexibility and adaptation in meeting these problems.

# Clothing the Urban American Family: How Much For Whom?

ANN ERICKSON\*

CLOTHING EXPENDITURES for the urban American family member generally increase from infancy to the late teens and early twenties and then decline. But at all ages, a woman's clothing bills are larger than a man's. As a percent of the man's clothing expenditures, differences in spending for the sexes range from 10 percent for the toddlers (ages 2 to 5) to 42 percent for 16- and 17-year-olds.

These and other findings discussed in this article are based on expenditure data collected in the Survey of Consumer Expenditures, 1960-61.<sup>1</sup> The data were tabulated for individual family members classified by some of the major causes of variation in clothing purchases: age, sex, income, geographic region, and family type. Expenditures represent only the cost of ready-to-wear clothing purchased by the family<sup>2</sup> for its own members. They do not include amounts spent for clothing upkeep or clothing materials, nor do they include the value of clothing given to family members by welfare agencies, friends, or relatives outside the consumer unit.<sup>3</sup>

## Spending Over the Life Span

During the survey years, average clothing expenditures for women at all ages were higher than those for men of the same age.<sup>4</sup> Differences in clothing expenditures for boys and girls under age 18 became greater as age increased. Compared with clothing expenditures for boys of the same age, expenditures for girls were higher by 10 percent at ages 2 to 5, 11 percent at ages 6 to 11, 30 percent at ages 12 to 15, and 42 percent at ages 16 to 17. After age 18, these differences narrowed as age increased. A woman spent 38 percent more than a man at ages 18 to 24 but only 26 percent more in the age group over 25. (See chart.)

Despite these differences in levels of spending for clothing men and women, age trends were similar for the sexes. Clothing expenditures generally increased from preschool age through early adulthood (18 to 24 years of age) and then decreased. Expenditures for children under 2 years of age were not reported separately for boys and girls; but, as an average, they were lower than those for any other age group. It is likely that expenditures for infants and young children were low partly because they were often supplemented by gifts of clothing from persons outside the family.<sup>5</sup>

Expenditures increased most between the age classes 6 to 11 and 12 to 15. This increase is undoubtedly due to changes in physiological and social needs as children enter adolescence. Since 12- to 15-year-olds are going through a period of rapid

\*Of the Division of Living Conditions Studies, Bureau of Labor Statistics.

<sup>1</sup>The detailed tabulations on which this article is based are published in *Clothing for Urban Families: Expenditures Per Member by Sex and Age, 1960-61* (BLS Bulletin 1556, 1967). Data used in the bulletin were collected in a survey conducted by the Bureau of Labor Statistics as part of its program to revise the Consumer Price Index. All data were obtained through personal interviews with urban families.

Bulletin 1556 shows average annual expenditures for individual family members classified by age and sex. It differs from other 1960-61 reports which present expenditures in terms of averages per family rather than averages per person. All averages shown in the bulletin were computed after data from the sample of 30,284 persons had been expanded, by using a system of weights based on the 1960 Census of Population, to represent all U.S. urban family members.

<sup>2</sup>The terms family and consumer unit are used interchangeably throughout this article. In the 1960-61 Survey of Consumer Expenditures, a consumer unit was defined as (1) a group of persons usually living together who pooled their income and drew from a common fund for their major items of expense, or (2) a person who lived alone or in a household with others but who was financially independent.

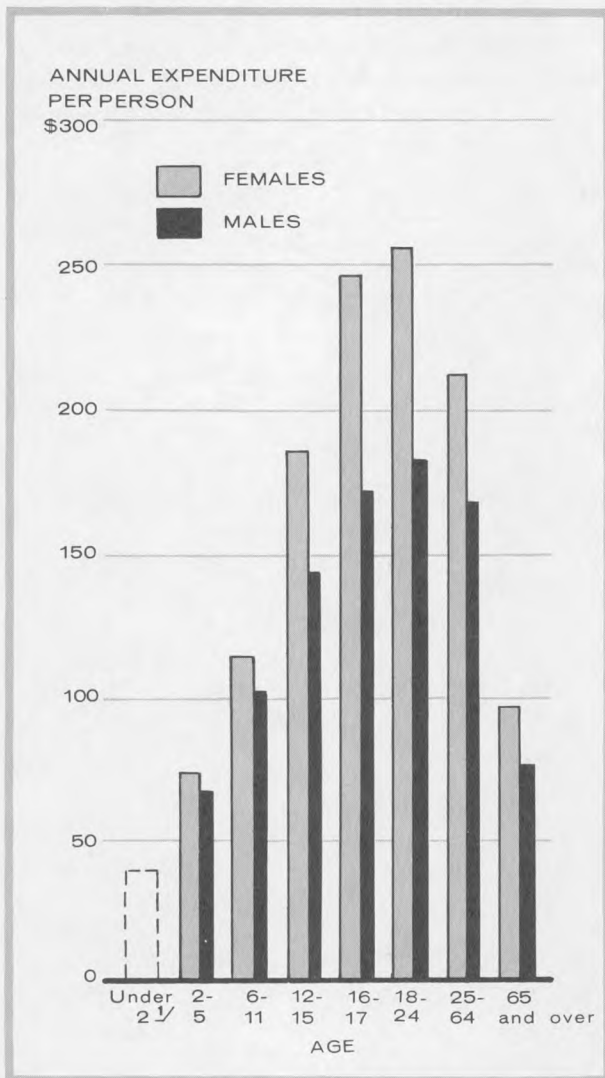
<sup>3</sup>Families' estimates of the annual value of gifts of clothing received averaged \$52.76 per family in 1960-61. Expenditures for clothing upkeep averaged \$58.52 per family and for clothing materials, \$15.24.

<sup>4</sup>In all surveys of consumer spending conducted by the Bureau of Labor Statistics since 1934-36, families have reported spending more for clothing women than men. Before this survey period, families reporting expenditures in BLS Surveys spent more for husbands than for wives. See *How American Buying Habits Change* (Washington, U.S. Government Printing Office, 1959), p. 134.

Although the relationships change slowly, the levels of expenditures shown in the accompanying tables would be affected by price changes which have occurred since the latest survey was conducted. The Consumer Price Index shows that, from 1960-61 to September 1967, prices for girls, and women's apparel rose about 10 percent and prices for boys' and men's apparel rose about 13 percent.

<sup>5</sup>The values of gifts of clothing reported in BLS surveys of three metropolitan areas in 1948 were tabulated by age and sex of recipient. The tabulations showed that these values were greater in proportion to family expenditures for children under 2 than for other age-sex groups. In 1 of the 3 cities surveyed, the value of clothing given to children under age 2 was greater than families' expenditures for clothing in this age group. See *Family Income, Expenditures, and Savings in 10 Cities* (BLS Bulletin 1065, 1952), pp. 73-79.

## Per Person Clothing Expenditures by Age and Sex, Urban United States, 1960-61



<sup>1</sup> Clothing purchased for children under two was not reported separately for boys and girls.

growth and physical development, they not only outgrow clothing rapidly but also begin selecting clothes in more grownup and expensive size lines. In addition, they are usually more interested in their appearance and more anxious to conform to their peers' standards of dress than are younger children.

Although 18- to 24-year-olds had the highest clothing bills, their average expenditures were only slightly higher than the 16- and 17-year-olds'. Persons in both age groups tend to be fashion conscious, like to have special clothes for dates and school activities, and often have more money to

spend on clothing than younger teenagers—i.e., they are more likely to have income from part-time or full-time jobs. High clothing expenditures for older groups also reflect new clothing needs associated with entering college, returning from military service, beginning full-time jobs, and getting married.

Men and women in the age group 25 to 64 spent somewhat less for their clothing than 16- to 24-year-olds of the same sex. The adults probably purchased more durable and more conservatively styled clothing which could be worn longer than clothing purchased by 16- to 24-year-olds.<sup>6</sup> During the survey years, men and women age 25 to 64 bought fewer but more expensive clothing items than their counterparts in the younger age group.<sup>7</sup>

Adults 65 and over spent less than half as much for clothing as 25- to 64-year-olds of the same sex. Their low expenditures, in part, reflect the low income levels of the aged. But they are also associated with decreased clothing needs as men and women retire from the labor force, low physical stamina which makes shopping very tiring, and reduced interest in clothing.

### Modes of Attire

Underlying the changes in total clothing expenditures observed among age groups are variations in expenditures for different kinds of clothing. Major components of the total expenses for each sex are shown in table 1. Differences in each age group's allocation of the clothing dollar among various types of clothing reflect differences in social and physical activities over the life span and changes in preferences and customs. For example, the 16- and 17-year-old girl's purchases reflect her style preferences: she spent proportionately more for separates (skirts, blouses, and so forth) and less for dresses than other women. Hats accounted for a much larger share of total clothing allowance of persons 65 and over than in any other age group, showing the changes in customs from one age to another.

<sup>6</sup> A USDA study of the St. Paul-Minneapolis area showed that clothing acquisitions declined much more rapidly than clothing inventories with increasing age. See Margaret Brew, R. R. O'Leary, and L. Dean, *Family Clothing: Inventories and Purchases* (Washington, U.S. Government Printing Office, 1956), pp. 12-13.

<sup>7</sup> Bulletin 1556 contains information on quantities purchased and prices paid as well as information on expenditures.

In absolute terms, expenditures for most types of clothing for girls and women increased steadily from age 2 to 24. The 16- and 17-year-olds spent more on sweaters, separates, footwear, and gloves than women in other age groups. The 18- to 24-year-olds spent more for suits, dresses, underwear,

nightwear, hosiery, and accessories which included purses, jewelry, scarves, and belts. The only clothing items for which peak spending occurred after age 24 were coats, fur accessories, and hats. Outlays for these items were highest at ages 25 through 64.

TABLE 1. VARIOUS TYPES OF CLOTHING EXPENDITURES PER PERSON, BY AGE AND SEX, URBAN UNITED STATES, 1960-61

Type of clothing <sup>1</sup>	Age						
	2 to 5	6 to 11	12 to 15	16 to 17	18 to 24	25 to 64	65 and over
Girls and women							
Total clothing expenditures.....	\$73.98	\$114.70	\$186.99	\$246.77	\$255.17	\$212.49	\$97.73
Dollar change from younger age group.....	+40.72	+72.29	+59.78	+8.40	-42.68	-114.76	
Coats, suits, jackets, and so forth.....	11.59	17.73	33.12	39.95	42.99	40.93	25.90
Snowsuits.....	1.87	.31					
Coats, coat sets, raincoats and jackets.....	6.92	11.93	18.78	20.66	24.13	25.69	17.94
Sweaters.....	2.38	4.63	10.70	14.92	11.49	5.80	1.70
Suits.....	.22	.63	2.88	4.24	6.46	6.15	3.41
Fur scarves, stoles, and muffis.....					.74	3.20	2.84
Other.....	.21	.23	.74	.04	.16	.09	
Dresses, skirts, blouses, and so forth.....	24.86	41.68	66.21	84.57	83.69	60.08	21.37
Dresses.....	9.55	16.65	19.21	29.56	38.92	36.54	19.45
Skirts, jumpers, culottes, blouses, and tee shirts.....	4.45	8.99	23.20	26.75	21.03	10.29	.98
Slacks, blue jeans, shorts, pedal pushers, and playsuits.....	7.79	9.08	12.60	14.87	11.99	6.15	.12
Matched separates.....		1.17	1.89	4.17	3.23	1.51	.08
Costumes, bathing suits, gym suits, leotards, and other sports clothing.....	1.80	3.69	6.59	6.74	4.70	2.29	.19
Other.....	1.00	1.83	2.44	1.94	3.76	3.12	.56
Underwear and nightwear.....	10.81	13.88	22.75	29.37	32.19	30.02	13.20
Underwear.....	6.81	9.55	16.90	22.62	25.10	23.66	10.09
Nightwear.....	3.96	4.32	5.65	6.36	6.87	6.08	3.04
Hosiery.....	3.49	5.01	11.77	16.62	21.75	17.19	7.32
Footwear.....	17.05	23.51	30.18	34.58	32.58	30.16	15.05
Hats, gloves, and accessories.....	3.22	6.82	13.68	21.49	27.15	25.94	10.34
Hats.....	1.24	1.72	1.87	2.62	3.52	5.42	4.13
Gloves.....	.66	1.16	1.58	2.43	2.32	2.27	.80
Purses, handbags.....	.46	1.19	4.48	6.47	6.83	5.99	2.13
Scarves, belts, umbrellas, and so forth.....	.42	1.02	1.64	2.51	2.58	1.89	.58
Jewelry, watches.....	.34	1.61	3.95	7.30	11.75	10.28	2.68
Expenditures not allocated <sup>3</sup> .....	2.96	6.08	9.28	20.20	14.81	8.17	4.54
Boys and men							
Total clothing expenditures.....	\$67.49	\$103.75	\$144.02	\$173.32	\$184.52	\$168.52	\$77.16
Dollar change from younger age group.....	+36.26	+40.27	+29.30	+11.20	-16.00	-91.36	
Coats, jackets, and so forth.....	8.38	12.15	19.86	24.10	24.78	17.50	9.77
Snowsuits, ski suits.....	1.44	.12	.27				
Coats, top coats, coat sets, and raincoats.....	2.26	2.66	4.57	6.45	9.44	8.80	5.67
Jackets.....	2.97	6.94	9.69	9.89	8.44	6.29	2.64
Sweaters.....	1.53	2.23	5.31	7.49	6.75	2.32	1.47
Other (including ski pants, and leggings).....	.17	.20	.27	.27	.17	.08	.00
Suits, trousers, shirts, and so forth.....	24.62	42.84	60.07	76.33	86.63	84.19	35.77
Suits.....	2.39	3.06	6.90	14.45	25.04	31.97	16.48
Sports coats.....	.50	1.83	3.95	6.21	6.79	5.15	1.53
Trousers.....	6.24	11.48	18.46	19.99	17.58	13.24	5.66
Shirts.....	6.73	12.02	17.25	22.53	23.35	21.07	8.00
Work trousers, overalls, and dungarees.....	4.80	9.22	7.33	7.13	7.55	7.76	3.09
Shorts and special sports clothing.....	<sup>4</sup> 3.02	3.34	4.62	4.80	3.39	1.76	.34
Uniforms and special work clothing.....		1.26	1.17	.56	2.02	2.46	.18
Other.....	<sup>5</sup> .92	<sup>5</sup> .59	<sup>5</sup> .38	.69	.86	.69	.43
Underwear and nightwear.....	8.02	9.24	10.73	11.96	11.99	13.13	7.69
Underwear.....	4.28	6.02	7.81	9.34	9.64	10.21	5.41
Nightwear.....	3.54	3.01	2.85	2.62	2.31	2.88	2.27
Other.....	.17	.13	.07				
Hosiery.....	3.18	5.02	6.86	7.77	7.70	7.26	3.01
Footwear.....	17.43	24.74	32.14	31.50	27.41	24.85	10.24
Hats, gloves, and accessories.....	2.50	5.33	8.11	11.35	14.97	15.73	7.22
Hats, and caps.....	1.16	1.40	.97	.89	1.68	4.04	3.46
Gloves.....	.69	1.38	1.77	1.86	2.21	2.18	.45
Ties, belts, and wallets.....	.58	1.44	2.32	3.39	4.64	5.16	1.72
Jewelry, watches.....	.04	1.08	3.03	5.19	6.37	4.28	1.57
Other.....	.02	.02	.01	.02	.07	.08	.02
Expenditures not allocated <sup>3</sup> .....	3.36	4.44	6.25	10.31	11.04	5.87	3.47

<sup>1</sup> Clothing items listed in Bulletin 1556 differed for different ages. For use in this table some items were combined to get reasonably comparable categories across the entire age range.

Average expenditures were calculated by dividing the aggregate amount of expenditures by the total number of persons in the age-sex group. Since all averages for a class are based on a common divisor, they are additive.

The totals for some subgroups may exceed the sum of the items by more

than is attributable to rounding. This occurs when the subgroup total includes combined expenditures which could not be allocated among the items listed.

<sup>2</sup> Includes aprons, uniforms, and special work clothing.

<sup>3</sup> Total expenditures reported by families unwilling or unable to itemize their clothing purchases.

<sup>4</sup> Includes sunsuits.

<sup>5</sup> Includes costumes.



TABLE 2. CLOTHING EXPENDITURES PER PERSON BY AGE, SEX, AND FAMILY INCOME, URBAN UNITED STATES, 1960-61

Sex and age	Total	Income after taxes <sup>1</sup>								
		Under \$2,000 <sup>2</sup>	\$2,000-\$2,999	\$3,000-\$3,999	\$4,000-\$4,999	\$5,000-\$5,999	\$6,000-\$7,499	\$7,500-\$9,999	\$10,000-\$14,999	\$15,000 and over
<b>Girls:</b>										
2 to 5 years.....	\$73.98	\$42.04	\$42.77	\$52.45	\$55.74	\$71.31	\$79.45	\$100.07	\$98.05	\$182.63
6 to 11 years.....	114.70	45.08	63.44	63.11	93.87	99.49	119.85	136.14	163.50	225.33
12 to 15 years.....	186.99	62.22	100.85	115.65	125.49	162.40	189.80	218.65	273.08	299.52
16 to 17 years.....	246.77	59.62	95.01	151.28	180.47	213.41	275.10	260.85	350.96	461.11
<b>Women:</b>										
18 to 24 years.....	255.17	116.68	167.12	172.94	189.69	210.46	281.68	338.47	438.55	572.86
25 to 64 years.....	212.49	71.07	105.01	150.55	160.74	163.73	201.37	256.97	350.85	672.88
65 years and over..	97.73	42.52	79.30	95.21	123.08	140.54	95.44	136.95	309.62	279.14
<b>Boys:</b>										
2 to 5 years.....	67.49	37.95	36.98	53.56	56.92	58.44	75.34	85.83	81.65	136.07
6 to 11 years.....	103.75	42.04	64.42	77.00	81.42	86.63	101.70	133.39	139.84	173.11
12 to 15 years.....	144.02	60.41	73.56	94.92	118.24	131.16	143.75	159.42	190.78	232.93
16 to 17 years.....	173.32	63.50	80.97	129.69	179.94	150.91	142.91	177.58	222.06	321.88
<b>Men:</b>										
18 to 24 years.....	184.52	76.79	142.93	132.11	145.77	160.29	183.22	219.06	223.62	333.62
25 to 64 years.....	168.52	62.65	77.28	108.06	134.52	136.13	160.29	196.91	244.12	417.46
65 years and over..	77.16	31.05	50.96	76.84	68.65	102.97	130.69	106.29	113.12	320.49

<sup>1</sup> The income classification is based on the family's money income after deduction for personal taxes (Federal, State, and local income taxes, poll taxes, and personal property taxes). It represents the total money income during the survey year of all family members from all sources, plus the value of two nonmoney items—food and housing received as pay.

<sup>2</sup> Due to the small sample of persons in each age-sex class with incomes under \$2,000, the income ranges under \$1,000 and \$1,000-\$1,999 shown in the tabulations were combined. Sample size by age, sex, and income class for all groups is shown in table 2, Bulletin 1556, p. 23.

The ages during which peak expenditures for different types of clothing occurred varied more for men than for women. Outlays for nightwear, which may have been supplemented in certain age groups by gifts from persons outside the consumer unit, were highest for boys ages 2 to 5. Money spent for dungarees peaked at ages 6 to 11. Footwear expenditures were highest for 12- to 17-year-olds, while spending for jackets, sweaters, trousers, shorts and special sport clothing, and hosiery was greatest at ages 16 to 17. The 18- to 24-year-olds spent more than other men on coats, sports coats, shirts, and jewelry; and the 25- to 64-year-old man outspent other men for suits, underwear, hats, and clothing accessories (ties, belts, and wallets).

Since average outlays represent both prices paid and quantities purchased, variations in spending among age groups may have resulted from variations in both quantities and prices. For women, reductions in expenditures occurred as age increased because older women generally purchased fewer clothing items, not because they purchased less expensive items. In fact, prices paid for the following items increased steadily with advancing age, even after 64: heavy winter coats, lightweight coats and toppers, suits, street dresses, blouses and skirts, panties, pajamas, stockings, shoes (street, dress, and casual), hats, and purses.

Clothing expenditures for men, which declined as age increased through age 64, also generally reflected decreases in quantities purchased rather than in prices paid. However, men 65 and over, unlike women in this age group, usually purchased fewer and less expensive clothing items than their counterparts 25 to 64. The only items for which men paid higher prices after age 64 were coats, jackets, and underwear.

Outlays for most major clothing categories comparable on the basis of sex and age (outerwear, footwear, hosiery, nightwear, underwear, and hats, gloves and accessories) were consistently higher for women than for men. Although boys' footwear expenditures at ages 2 to 15 did exceed girls', the differences were small. In all categories, especially hosiery and underwear and nightwear, spending by women showed greater variation over the life span than spending by men.

### Income Variations

Total expenditures for persons in all age-sex groups generally increased as income rose. (See table 2.) These increases represented purchases of greater quantities as well as shifts from lower to higher priced clothing. Only a few articles, such as work clothes (trousers, shirts, and gloves) for men 18 and over, wool suits for boys under 12, and

resses for girls under 12, were not purchased in greater quantities at higher income levels.<sup>8</sup>

Expenditure-income elasticities, which are measures of the degree of responsiveness of spending to changes in income, were calculated for men's, women's, and children's clothing expenditures. Results show that a man's clothing purchases were generally more income-elastic than a woman's at income levels under \$6,000, while a woman's were more income-elastic than a man's or a child's at income levels above \$6,000. This difference may be associated with greater labor force participation of wives at the higher income levels, since employed women tend to have greater clothing needs than women who are not employed outside the home.

Despite the differences in amounts spent for family members at each income level, total clothing outlays for individual family members tended to follow well-defined age-sex patterns. Families at most income levels under \$5,000 and at all income levels over \$5,000 consistently spent more for women at all ages than they did for men of the same age. At a few income levels under \$5,000 expenditures for boys under 12 were higher than for girls of this age, but the differences were small.

Families at most income levels spent more on 18- to 24-year-olds than on persons of the same sex in other age groups. However, higher income families did deviate from this pattern. That is, for men in families with incomes of \$10,000 and over and for women in families with incomes of \$15,000 and over, spending peaked at ages 25 to 64. Perhaps this is because dressing appropriately for professional and social roles is particularly expensive for persons at the height of their career lives in higher income occupations.

### Regional Differences

Clothing expenditures for each age-sex group varied from one part of the country to the other. They were generally highest in the Northeast and lowest in the South. (See table 3.) Families in the Northeast spent 33 percent more for clothing girls age 6 to 11, 27 percent more for clothing women 25 to 64, 17 percent more for boys 6 to 11, and 22 percent more for men 25 to 64 than families in the

TABLE 3. CLOTHING EXPENDITURES PER PERSON BY AGE, SEX, AND REGION,<sup>1</sup> URBAN UNITED STATES, 1960-61

Sex and age	United States	Northeast	North Central	South	West
Girls and women:					
2 to 5 years.....	\$73.98	\$88.42	\$69.75	\$66.34	\$71.63
6 to 11 years.....	114.70	133.97	105.97	100.52	121.89
12 to 15 years.....	186.99	213.07	187.20	164.75	178.97
16 to 17 years.....	246.77	284.10	271.92	205.24	200.74
18 to 24 years.....	255.17	303.98	240.57	238.86	227.54
25 to 64 years.....	212.49	239.66	201.34	188.16	220.07
65 years and over.....	97.73	120.22	99.33	70.36	97.62
Boys and men:					
2 to 5 years.....	67.49	84.93	60.73	59.69	65.29
6 to 11 years.....	103.75	115.26	99.26	98.24	103.89
12 to 15 years.....	144.02	159.02	138.12	128.01	152.05
16 to 17 years.....	173.32	192.03	194.00	143.55	150.49
18 to 24 years.....	184.52	193.93	188.76	177.28	171.99
25 to 64 years.....	168.52	186.91	157.08	153.08	177.10
65 years and over.....	77.16	88.35	79.85	64.55	70.62
Boys and girls under 2 years.....	38.40	41.58	38.82	34.41	37.78

<sup>1</sup> Regions defined by the Bureau of the Census were used in this comparison. These regions are: *Northeast*—Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont; *North Central*—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin; *South*—Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia; *West*—Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

South. These differences were related to variations in per capita incomes which were higher in the Northeast and lower in the South than in other regions.<sup>9</sup>

Regional variations also reflect differences in climatic conditions: southern families do not require as much expensive heavy winter clothing as families in northern climates.

Expenditures for young people ages 16 to 24 were also low in the West. This may reflect greater informality of living which young adults, in particular, may experience in this region. For example, 18- to 24-year-old men spent less on suits and

<sup>8</sup> Families at higher income levels seemed to prefer separates (blouses and skirts for girls and sport coats and trousers for boys) to dresses and wool suits for children under 12. The quantities of separates purchased increased rapidly as income rose.

Spending for men's work clothing could be expected to be lower in income levels which included smaller proportions of blue-collar workers.

<sup>9</sup> Within the same income classes, differences in clothing expenditures for persons in the South and persons in the Northeast were much smaller than the average differences shown in table 3. At income levels of \$10,000 and over, expenditures for many age-sex groups were higher in the South than in other regions.

Regional variations in the estimated 1966 costs of clothing a 4-person family (husband age 38, wife, boy of 13, and girl age 8) at a moderate standard of living were also smaller than the regional differences in expenditures for comparable age-sex groups shown in table 3. See *City Worker's Family Budget for A Moderate Living Standard, Autumn 1966* (BLS Bulletin 1570-1, 1967).

trousers but more on work and play clothes,<sup>10</sup> and women 18 to 24 spent less on dresses, skirts, and blouses but more on sport clothing than did their counterparts in other regions.

### Outlays by Family Type

Some spending variation for clothing adults under 65 was related to differences in the type of family in which they lived.<sup>11</sup> Of the five family types shown below, single consumer units had the highest clothing bills. Clothing needs for single women consumers were undoubtedly greater than those for other women who were less likely to be full-time participants in the labor force. In addi-

<sup>10</sup> In the 1960-61 survey, the category *work and play clothes* included work trousers, overalls, coveralls, dungarees, shorts, special sports clothing, uniforms, and special work clothing.

<sup>11</sup> Family members were grouped in 4 types of families of 2 persons or more on the basis of relationships of members and the age of children of the head of the family as follows: (1) husband-wife only, (2) husband and wife with oldest child (including adopted and stepchildren) under 18 years of age, but with no other persons in the family, (3) families with only 1 parent (the head) present and children of any age, but with no other persons in the family, and (4) all other types.

<sup>12</sup> In comparable income groups, clothing expenditures were higher for women heading families than for women in other family types.

tion, men and women living as single, independent consumer units may have spent more for clothing simply because they had fewer monetary commitments in other areas than adults in family units.

*Clothing expenditures per person, by family type, urban United States, 1960-61*

Family type	Men 18	Women 18
	to 64	to 64
All family types.....	\$170.73	\$219.25
Single consumers (1-person families).....	211.99	262.77
Families of 2 persons or more.....	168.67	215.93
Husband-wife only.....	166.50	241.66
Husband-wife, oldest child under 18.....	157.11	185.83
One parent and children <sup>1</sup> .....	-----	162.45
Other family types.....	186.97	244.76

<sup>1</sup> Expenditures for men 18 to 64 who were heads of one-parent families have been omitted because of the small numbers of such families in the sample.

For men, the lowest clothing purchases were reported for husbands whose children were all under 18. Although clothing expenditures for wives in these families were also low (at incomes under \$4,000 wives spent less for clothing than their husbands), they were not as low as those reported for women who were in one-parent families. Mothers heading families spent less on clothing than other women, primarily because their incomes were lower than incomes reported for women in other families.<sup>12</sup>

Of all subdivisions of manufacturing, women's outerwear and related trimmings have always been most obviously linked to and commanded by fashion, and New York City remains the undisputed center of fashion in America. This is emphasized by its dominance of the mass-media market, its function as the main hub of overseas relations and travel, and its concentration of wealth because of its financial and managerial supremacy. In the past the garment industry located in Manhattan, partly for these and partly for very different reasons, and, although it has recently been growing more rapidly elsewhere in the United States, women's fashionable outerwear will be the last sector of the industry to cling stubbornly to the city that is the national capital of fashion.

—Jean Gottman.

# The Wage Calendar for 1968

## The Outlook for Changes in Wages and Fringes Through Scheduled Increases and Contracts Subject to Bargaining

CORDELIA WARD AND WILLIAM DAVIS\*

WAGE INCREASES are received—in most years—by at least 3 out of 4 workers covered by major collective bargaining agreements. Some of the increases result from negotiations concluded during the year; others are the result of long-term contracts negotiated in earlier years. For a substantial minority, negotiated or deferred increases are supplemented by adjustments under cost-of-living escalator clauses.

The relative importance of deferred and newly negotiated changes varies from year to year, since the number of workers covered by expiring long-term agreements is not uniform among years. Of the slightly more than 10.4 million workers under major agreements, at least 8.4 million are now covered by contracts that remain in effect for more than a year and that provide for deferred wage increases.<sup>1</sup> In addition, open-end contracts, under which negotiations are not concluded every year, cover about 700,000 workers.

During 1968, more workers covered by major collective bargaining agreements will receive deferred than negotiated increases. Deferred wage increases are scheduled to go into effect for about 4.6 million workers. For another 400,000 workers, contracts that expired in 1967 were still being renegotiated in late 1967; an unknown number of these will receive deferred increases some time during the year. About 4 million are included under contracts that either expire or can be reopened in 1968. The rest, about 1.2 of the 10.4 million, are working under agreements that are neither subject to reopening nor provide a wage increase during 1968.

In 1967, wage increases resulting from current negotiations and deferred wage increases each affected about the same number (approximately 4.5 million workers). About a million, including most telephone workers and some railroad non-operating workers, were covered by contracts that did not expire and did not provide the possibility of a pay increase in 1967.

More workers are eligible for cost-of-living escalator adjustments in 1968 than in any year since 1962, but for most of these workers a limit on the size of such adjustments has been established by their agreements.

### Bargaining During the Year

Although collective bargaining activity will continue at high levels in 1968 and will affect several key industries, the number of workers covered by contracts that expire or are subject to

\*Of the Divisions of Industrial and Labor Relations and Wage Economics, respectively, Bureau of Labor Statistics.

<sup>1</sup>This summary is limited to settlements affecting 1,000 workers or more in all industries except government.

For this article, a deferred increase is defined here as one resulting from a contract negotiated prior to the year it goes into effect. Increases are usually spaced at 1-year intervals. Thus, a 3-year contract beginning in July 1967 typically provided deferred increases in July 1968 and 1969. Workers sometimes receive 2 increases or more within a year, notably in the construction industry.

Except in the last paragraph on page 24, and table 5, only changes in wage rates are discussed in this summary; changes in supplementary benefits are excluded.

Workers in the service and finance, insurance, and real estate industries were included for the first time in the data on deferred wage increases due in 1967. They are included in all tabulations for 1968. The number of workers in the newly added industries who are due to receive deferred increases in 1968 is only about 225,000.

reopening on wages will be below 1967 levels. Contracts will expire or be reopened for about 4.0 million workers in 1968 compared with approximately 4.6 million in 1967.

Of the workers who are covered by provisions for bargaining, about 2.8 million are under contracts that expire in 1968, and nearly 650,000 are covered by provisions for reopenings under contracts that expire in 1969 or later. Open-end contracts for another 550,000 workers—in railroads and coal mining—can be reopened in 1968. Shopcraft unions have already served notice of wage demands for about 275,000 workers.

In manufacturing, contracts for about 1.8 million workers expire or are subject to reopening this year. Collective bargaining will be dominated by negotiations on new contracts in basic steel and

related industries (aluminum and metal fabrication), aerospace, and men's apparel. Agreements for most workers in shipbuilding, glass, and leather and leather products will also terminate. (Many leather workers' contracts will expire after they receive a deferred wage increase.) Many major agreements in the paper, chemical, and tobacco industries are subject to renegotiation. Most bargaining will take place in the second half of the year (table 1). Steel contracts expire the end of July; aerospace at that time or later. Contracts for about 80,000 workers in electrical products may be reopened on wages during the year.

Bargaining can take place in 1968 for about 2.1 million workers in nonmanufacturing industries; 1,050,000 under contracts that expire, 550,000 under open-end contracts with reopeners in 1968, and

TABLE 1. EXPIRATION AND REOPENING DATES SPECIFIED IN MAJOR COLLECTIVE BARGAINING AGREEMENTS<sup>1</sup>

Year and month	Contract expirations		Scheduled wage reopenings in—				Significant industries
	Agreements	Workers (thousands)	Fixed-expiration date agreements		Open-end agreements		
			Agreements	Workers (thousands)	Agreements	Workers (thousands)	
Total <sup>2</sup> .....	1,690	8,010	112	722	18	692	
1968.....	744	2,681	95	646	11	545	Glass; fabricated metal; railroad clerks and some operating employees. Glass. Fabricated metal; communications. Construction; communications. Construction; men's clothing; aluminum; communications. Construction; shipbuilding; communications; some operating and nonoperating railroad workers. Steel; aircraft; communications. Communications. Maritime; bituminous coal mining. Aircraft; leather. Aircraft; utilities. None.
January.....	50	174	2	24	4	273	
February.....	46	120	3	8			
March.....	69	147	20	115			
April.....	83	238	17	80			
May.....	83	340	13	154			
June.....	83	310	13	64			
July.....	103	633	4	36	6	192	
August.....	46	114	14	112			
September.....	78	227	5	28			
October.....	53	187	4	25	1	80	
November.....	33	109					
December.....	17	81					
1969.....	559	1,959	17	76	7	147	
January.....	62	170			6	137	
February.....	25	65	1	1	1	10	
March.....	71	186	1	1			
April.....	86	191	1	1			
May.....	41	100	5	6			
June.....	83	266	1	34			
July.....	28	131	3	22			
August.....	26	100					
September.....	39	200					
October.....	46	341	1	2			
November.....	27	138					
December.....	25	70	1	4			
Unknown.....			3	5			
1970.....	339	2,504					
January-June.....	260	1,505					
July-December.....	79	999					
1971.....	17	97					
1972.....	10	59					
1973.....	1	1					
Open-end.....	20	709					
							Trucking; women's clothing; rubber; communications; construction. Automobiles and farm and construction equipment.
							Railroads; coal mining.

<sup>1</sup> Includes only those agreements for which information on expiration dates and wage reopeners was available at the time this article was prepared, in early December 1967. Because of the lack of information on many contracts expiring late in 1967, estimates on the number of expirations and reopeners

are incomplete. Unlike other tables in this article (except table 8), information in this table is based on agreements rather than bargaining situations (which may involve several agreements negotiated jointly).

<sup>2</sup> Excludes government.

TABLE 2. COLLECTIVE BARGAINING ACTIVITY, 1968—1970  
(Workers in thousands)

Industry	Total analyzed <sup>1</sup>		Year of contract termination								Scheduled reopenings in— <sup>2</sup>			
			1968		1969		1970		Open end		1968		1969	
	Situations	Workers	Situations	Workers	Situations	Workers	Situations	Workers	Situations	Workers	Situations	Workers	Situations	Workers
All industries <sup>3</sup>	1,962	8,818	860	2,787	683	2,539	338	2,579	20	709	106	1,191	24	223
Manufacturing	1,124	4,443	549	1,733	358	1,157	184	1,479			28	103	7	9
Ordnance and accessories	20	57	6	26	10	25	4	6						
Food and kindred products	117	327	58	110	29	108	30	109			1	1		
Tobacco manufacturers	7	14	6	13	1	1								
Textile mill products	42	75	11	14	14	35	4	4			1	1		
Apparel and other finished products	70	640	9	116	30	249	24	260			1	1		
Lumber and wood products, except furniture	26	82	2	3	22	75	2	4						
Furniture and fixtures	16	25	10	14	3	5	3	6						
Paper and allied products	62	120	44	58	13	42	5	20					1	2
Printing, publishing, and allied products	44	61	27	25	9	16	7	19						
Chemicals and allied products	58	99	28	58	12	15	15	21			1	2	5	5
Petroleum refining and related industries	33	62	3	3	28	55								
Rubber and miscellaneous plastics products	25	110	9	10	2	7	13	92						
Leather and leather products	24	82	12	55	10	23	2	4						
Stone, clay and glass products	35	107	20	70	14	36	1	1						
Primary metal industries	106	588	83	551	19	28	4	8			4	10		
Fabricated metal products	53	99	29	61	21	32	3	5			1	1		
Machinery, except electrical	121	201	68	110	35	58	17	30			3	1		
Electrical machinery, equipment and supplies	120	463	45	88	45	242	28	130			16	79	1	2
Transportation equipment	114	1,185	67	333	29	91	15	740						
Instruments and related products	24	40	9	13	9	10	6	18						
Miscellaneous manufacturing industries	7	8	3	3	3	4	1	2						
Nonmanufacturing	838	4,375	311	1,054	325	1,382	154	1,100	20	709	78	1,088	17	214
Mining, crude petroleum, and natural gas production	9	122	4	28			3	4	2	90	1	80	2	12
Transportation <sup>4</sup>	80	738	39	170	17	70	22	482			6	42		
Railroads	16	602							16	602	10	465	6	137
Airlines	23	85	9	33	14	53								
Communications	70	572	11	71	47	389	12	111			56	492	3	5
Utilities: Electric and gas	54	151	35	69	14	44	3	22	2	17	1	1	2	20
Wholesale trade	10	38	5	7	3	5	2	26						
Retail trade, except restaurants	98	324	55	159	28	111	13	49			2	3	1	4
Restaurants	31	84	10	26	13	30	6	18						
Services, except hotels	62	245	26	86	27	119	6	16					1	1
Hotels	16	76	3	6	7	56	3	10						
Construction	352	1,246	108	382	147	440	81	363			2	4	1	34
Finance, insurance, and real estate	17	91	6	17	8	66	3	8					1	1

<sup>1</sup> Includes only those situations for which information on expiration dates was available in early December 1967. Because of the lack of information on many contracts expiring late in 1967, estimates of the number of expirations in 1968 or later are incomplete. Includes 34 situations with 156,000 workers scheduled to expire in 1971 or later and 27 situations with 49,000 workers for which the termination date was unknown.

<sup>2</sup> All reopenings are under fixed expiration agreements except for 11 situa-

tions with 545,000 workers under open-end agreements than can be reopened in 1968 and 7 situations with 147,000 workers under open-end agreements that can be reopened in 1969. All of the open-end agreements are in railroads or mining.

<sup>3</sup> Excludes government.

<sup>4</sup> Excludes railroad and airline industries.

550,000 under other contracts with reopeners. Contracts terminate in the spring for large numbers of construction workers and in the fall for Atlantic and Gulf coast longshoremen. Telephone contracts for nearly 500,000 can be reopened on wages—the first in the spring and the last in the fall.

Most railroad operating unions have already served demands under reopeners for wage increases to be effective on January 1, 1968. Some nonoperating brotherhoods can also bargain under reopeners in 1968. The Railroad Clerks are free to bargain for changes to be effective the begin-

ning of the year, while some other nonoperating brotherhoods are free to negotiate under reopeners in the second half of the year after receiving a deferred wage increase on January 1. Any increase under railroad shopcraft employees' contracts can be effective no earlier than January 1, 1969, and hence their negotiations are considered here as part of the 1969 bargaining picture.

This summary of expiration provisions differs from those of previous years which had been based primarily on contracts actually on file with the Bureau of Labor Statistics, plus railroad and airline agreements on file with the National Media-

tion Board. The summary for 1968 and subsequent years supplements the earlier sources with information about other major contracts that have been concluded but not yet filed. Another change that has been made is to include reopenings under open-end contracts in the railroad and mining industries among those that will bargain (table 2). (In recent years, many of these contracts have been revised to specify a reopening date.) The 1968 data also differ from those for earlier years by the addition of agreements for government-owned utilities and recent increases in employment. On the other hand, contracts scheduled to expire on December 31 are now considered subject to renegotiation during the subsequent year; formerly they were counted as part of the bargaining picture for the current year.

The effect of these changes on the estimates of the number of workers affected by bargaining can be summarized in the following tabulation:

Scope of estimates	Subject to negotiation in—	
	1967	1968
Contracts expiring during the year, excluding government-owned utilities, reopenings, and contracts not on file.....	3.1	2.7
Contracts expiring including government-owned utilities, plus those with reopening provisions	4.6	4.0

The addition of government-owned utilities raises the number covered by major contracts to 10.4 million from slightly more than 10.3 million.<sup>2</sup>

## Deferred Increases

More workers are scheduled to receive deferred wage increases in 1968 than in any year since 1957. About 4.6 million workers<sup>3</sup> under major collective bargaining agreements will have their pay increased during 1968 as a result of negotiations concluded in 1967 or earlier.

	Number of workers (millions)		Number of workers (millions)
1968.....	<sup>1</sup> 4.6	1962.....	2.4
1967.....	<sup>1 2</sup> 4.5	1961.....	2.9
1966.....	<sup>2</sup> 4.3	1960.....	2.6
1965.....	3.7	1959.....	2.9
1964.....	<sup>2</sup> 2.4	1958.....	4.0
1963.....	<sup>2</sup> 3.4	1957.....	5.0

<sup>1</sup> Data include approximately 225,000 workers in 1968 and 195,000 in 1967 in the service, finance, insurance and real estate industries, excluded from totals for earlier years.

<sup>2</sup> Includes 700,000 workers in 1967, 200,000 in 1966, 100,000 in 1964, and 115,000 in 1963 who received increases in these years but were not included in the annual articles for these years because their settlement terms became known after the articles were completed.

As indicated in the tabulation, this number is slightly above the 4.5 million who received deferred increases in 1967.

The 3.8 median percentage deferred wage increase scheduled to go into effect during 1968 is the highest on record.<sup>4</sup>

The fact that most contracts in the automobile, auto parts, farm and construction equipment, and trucking industries were negotiated in 1967 is the main reason more workers will receive deferred raises in 1968<sup>5</sup> than in 1967 (table 3). Other groups for whom 1968 wage increases have already been determined are workers in electrical manufacturing, rubber, meatpacking, and petroleum. Agreements for most women's apparel industries also specify wage increases to go into effect during 1968.

Some lumber and furniture, paper, and leather workers, as well as some in construction, wholesale and retail trade, and gas and electric utilities will also receive deferred adjustments.

The largest number of workers due deferred increases will receive adjustments of 3½ and under 4 percent or 14 but less than 15 cents in 1968, compared with 2 and under 2½ percent and 7 and under 9 cents in 1967. Increases of this size in 1968 will go to automobile workers.<sup>6</sup>

In construction, about 800,000 workers under major collective bargaining agreements will receive deferred increases in their scales in 1968. With most construction trades contracts on the west coast scheduled for renegotiation in 1968, this number is substantially below the approximately 935,000 workers who received deferred in-

<sup>2</sup> This estimate is a correction of the 9.5 million made in the December 1966 *Monthly Labor Review*.

<sup>3</sup> This estimate does not include those covered by settlements reached early in December 1967, when this article was prepared, or those that were concluded earlier but had not yet been reported to the Bureau of Labor Statistics. For settlements providing deferred increases to an additional 80,000 workers, see Addendum.

<sup>4</sup> Percentage increases were first computed in 1966, but in earlier years cents-per-hour medians were lower than those for 1968 and, consequently, the percentage medians would be smaller.

<sup>5</sup> Although bargaining on new contracts for workers at General Motors Corp. and American Motors Corp. had not been concluded in early December when this article was prepared, it was assumed that the provisions for deferred increases would be similar to those at Ford Motor Co. and Chrysler Corp. For this reason, these workers have been included as receiving the same deferred increases in 1968 as Ford workers. They also are included in the total with annual rather than quarterly escalator reviews.

<sup>6</sup> For automobile and electrical products workers, guaranteed cost-of-living escalator increases in 1968 (3 cents and 0.5 percent, respectively) were considered as part of the deferred wage increase.

creases in 1967. The most common wage scale increases in construction will average 4 to 4.5 percent.

As is customary in construction, most of the increases will go into effect during the first half of the year (table 4). Of the approximately 250,000 workers scheduled to receive increases in the second half, some 175,000 will also receive increases in the first 6 months.

Nearly all construction scale increases will be at least 10 cents and most will average 3 percent or

more. In other industries, increases of these amounts will affect 78 and 84 percent, respectively. At least half of all construction workers will receive increases totaling 25 cents or more, compared with only 1.5 percent of the workers in other industries.

For the first time, information is available on the cost of deferred increases in wages and benefits. Based on collective bargaining contracts affecting 5,000 workers or more, this information indicates that the average increase in wage and

TABLE 3. DISTRIBUTION OF WORKERS, BY DEFERRED WAGE INCREASES<sup>1</sup> DUE IN 1968 IN MAJOR SITUATIONS, SELECTED MANUFACTURING AND NONMANUFACTURING INDUSTRIES<sup>2</sup>

Average deferred wage increase	Number of situations	Approximate number of workers affected (thousands)													
		All industries studied <sup>2</sup>	Total manufacturing <sup>3</sup>	Food and kindred products	Apparel	Lumber and furniture	Rubber and miscellaneous plastic products	Metal working	Total non-manufacturing <sup>4</sup>	Construction	Warehousing, wholesale and retail trade	Transportation	Services	Finance, insurance and real estate	
Total.....	890	4,627	2,395	181	320	85	94	1,444	2,232	829	249	830	157	79	
CENTS PER HOUR															
Under 5 cents.....	18	38	25	-----	10	-----	-----	13	13	-----	5	-----	-----	8	-----
5 and under 6 cents.....	27	79	39	-----	14	-----	-----	20	40	7	5	5	-----	22	-----
6 and under 7 cents.....	19	82	28	-----	16	-----	1	5	54	-----	46	-----	-----	8	-----
7 and under 8 cents.....	57	318	91	7	27	1	-----	39	227	1	36	135	54	-----	-----
8 and under 9 cents.....	53	129	116	1	27	-----	-----	84	13	-----	7	2	1	-----	-----
9 and under 10 cents.....	45	176	143	2	-----	-----	-----	130	33	-----	30	1	1	-----	-----
10 and under 11 cents.....	110	430	312	13	19	7	-----	240	118	28	39	7	3	35	-----
11 and under 12 cents.....	51	272	234	102	35	26	-----	57	38	-----	4	-----	-----	2	-----
12 and under 13 cents.....	57	256	172	38	10	50	-----	40	84	38	4	2	5	29	-----
13 and under 14 cents.....	37	281	150	3	115	1	-----	18	131	-----	1	124	1	2	-----
14 and under 15 cents.....	39	849	834	-----	43	-----	-----	724	15	-----	5	6	-----	-----	-----
15 and under 17 cents.....	73	584	149	1	2	-----	93	29	435	86	9	314	8	2	-----
17 and under 19 cents.....	35	152	50	5	2	-----	-----	17	102	25	8	44	10	-----	-----
19 and under 21 cents.....	51	178	15	7	-----	-----	-----	8	163	128	16	14	5	-----	-----
21 and under 23 cents.....	7	16	3	3	-----	-----	-----	-----	13	10	-----	3	-----	-----	-----
23 and under 25 cents.....	9	160	3	-----	-----	-----	-----	4	157	8	-----	147	2	-----	-----
25 and under 30 cents.....	45	181	2	-----	-----	-----	-----	-----	179	142	25	3	9	-----	-----
30 and under 35 cents.....	37	147	8	-----	-----	-----	-----	-----	139	139	-----	-----	-----	-----	-----
35 and under 40 cents.....	28	66	-----	-----	-----	-----	-----	-----	66	65	1	-----	-----	-----	-----
40 and under 45 cents.....	17	33	-----	-----	-----	-----	-----	-----	33	33	-----	-----	-----	-----	-----
45 cents and over.....	37	115	-----	-----	-----	-----	-----	-----	115	111	-----	4	-----	-----	-----
Not specified or not computed <sup>5</sup> .....	38	86	21	-----	2	-----	-----	16	65	9	8	20	19	9	-----
PERCENT <sup>6</sup>															
Under 2 percent.....	33	76	47	-----	8	-----	-----	34	29	15	4	5	4	-----	-----
2 and under 2½ percent.....	44	145	84	10	2	-----	1	68	61	9	46	-----	4	-----	-----
2½ and under 3 percent.....	69	428	92	11	18	-----	-----	54	336	41	7	258	26	-----	-----
3 and under 3½ percent.....	119	441	286	34	16	31	-----	180	155	62	35	7	18	-----	-----
3½ and under 4 percent.....	117	1,249	1,079	89	29	14	-----	904	170	62	26	7	33	34	-----
4 and under 4½ percent.....	139	791	304	27	16	39	59	89	487	93	44	315	11	3	-----
4½ and under 5 percent.....	60	202	87	9	4	1	24	46	115	68	4	-----	1	27	-----
5 and under 5½ percent.....	80	450	287	1	203	-----	10	17	163	76	14	58	6	3	-----
5½ and under 6 percent.....	30	110	29	-----	4	-----	-----	22	81	66	6	4	5	-----	-----
6 and under 6½ percent.....	43	125	34	-----	17	-----	-----	6	91	79	7	2	3	-----	-----
6½ and under 7 percent.....	23	89	25	-----	2	-----	-----	1	64	41	20	-----	3	-----	-----
7 and under 7½ percent.....	22	46	6	-----	-----	-----	-----	5	40	31	1	8	-----	-----	-----
7½ and under 8 percent.....	15	188	1	-----	2	-----	-----	-----	187	37	-----	140	10	-----	-----
8 and under 9 percent.....	18	99	11	-----	-----	-----	-----	-----	88	58	25	5	-----	-----	-----
9 and under 10 percent.....	7	17	-----	-----	-----	-----	-----	-----	17	17	-----	-----	-----	-----	-----
10 percent and over.....	29	78	-----	-----	-----	-----	-----	-----	78	61	-----	2	15	-----	-----
Not specified or not computed <sup>5</sup> .....	42	93	21	-----	-----	-----	-----	17	72	14	8	20	18	12	-----

<sup>1</sup> Average increase for all workers covered by a collective bargaining settlement. For additional information regarding definitions, see text footnote 1.

<sup>2</sup> Excludes government.

<sup>3</sup> Includes workers in the following industry groups for which separate data are not shown: Tobacco (2,350), textiles (27,925), paper and allied products (57,125), printing and publishing (20,750), chemicals and allied products (37,600), petroleum refining and related industries (45,400), leather and leather products (50,800), stone, clay, and glass products (15,150), and miscellaneous manufacturing (14,700).

<sup>4</sup> Includes 84,000 in public utilities and 4,350 in mining, for which separate data are not shown.

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

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

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



TABLE 4. TIMING OF DEFERRED WAGE INCREASES DUE IN 1968 IN MAJOR SITUATIONS<sup>1</sup>

Effective month	Approximate number of workers affected (thousands) <sup>2</sup>	Principal industries affected	Effective month	Approximate number of workers affected (thousands) <sup>2</sup>	Principal industries affected
Total.....	4,627		August.....	80	None.
January.....	744	Railroads (nonoperating employees, except clerks and shopcrafts), construction, women's and children's dresses, and petroleum.	September.....	314	Electrical products and meatpacking.
February.....	201	Women's apparel.	October.....	335	Railroad skilled shopcrafts and electrical products.
March.....	228	West coast fruit and vegetable canning.	November.....	795	Automobiles.
April.....	827	Trucking, railroad skilled shopcrafts, construction, and southern California retail and wholesale grocery industry.	December.....	60	None.
May.....	403	Construction and airline mechanics.	Month not known..	17	None.
June.....	666	Construction, rubber, lumber, women's coats and suits, and electrical products.			
July.....	521	Construction, railroad shopcrafts, and gas and electric utilities.			

<sup>1</sup> Excludes government.<sup>2</sup> This total is smaller than the sum of the individual items, since at least

290,000 workers will receive 2 deferred increases and 140,000 will receive 3 increases in 1968.

benefit increases for the approximately 2.5 million workers covered by such contracts will be 4.5 percent in 1968 (table 5).<sup>7</sup>

### Cost-of-Living Escalation

With the relatively sharp increase in the Consumer Price Index during 1966 and 1967, there was a modest increase in the number of workers covered by major collective bargaining agreements with escalator clauses. The growth was somewhat slower in 1967 than in 1966 and, moreover, the trend toward establishing maximum limits on the increase in escalator allowances accelerated. During the year, such limits were established for the two largest groups of workers covered by escalator provisions, and the escalator adjustment for the automobile workers was changed from quarterly to annual.

The number of workers covered by cost-of-living escalator provisions at the end of 1967—about 2.25 million<sup>8</sup>—although higher than in any year since 1962, was still well below the peak levels reached in 1958 and 1959, as the following tabulation indicates:

	Number of workers (millions)		Number of workers (millions)
1968.....	2.5	1962.....	2.5
1967.....	2.2	1961.....	2.5-2.8
1966.....	2.0	1960.....	3.3
1965.....	2.0	1959.....	4.0
1964.....	2.0	1958.....	4.0
1963.....	1.85	1957.....	3.5

Adoption of new escalator clauses was concentrated in the metalworking industries. The largest

group of workers affected was in the electrical products industry.

Almost all of the workers covered by provisions for cost-of-living escalator adjustments are also due deferred wage increases during 1968 (table 6). Included are employees of industries in which wage escalation is concentrated. The only major exception is in the aerospace industry, where most contracts expire during the year after either 2 or 3 escalator reviews.

While cost-of-living provisions are almost always limited to long-term contracts that specify wage increases for a period of more than a year, most workers are covered by long-term contracts that do not have a cost-of-living escalator provision. Of all workers due deferred wage increases in 1968, only about 36 percent will have escalator reviews. Among those who will receive a deferred wage increase but are not covered by escalation are nonoperating railroad employees, workers in construction, most food production (other than

<sup>7</sup> The difference between 3.8 for the median deferred increase and the 4.5 for the median deferred wage and benefit increases cannot be interpreted as due to larger changes in benefits than in wages considered alone. The estimate for wage and benefit changes is limited to contracts affecting 5,000 workers or more while that for wages alone includes all contracts affecting 1,000 workers or more.

<sup>8</sup> To these workers should be added at least 785,000 workers who are covered by smaller union agreements or are not unionized but are covered by provision for cost-of-living escalation. These include 415,000 production workers in nonunion and small union manufacturing plants and about 370,000 white-collar workers in establishments where unionized employees are covered by escalator clauses in agreements. Among the unorganized workers covered by cost-of-living escalation are about 22,000 employees of the State of Wisconsin whose salaries are adjusted on the basis of changes in the CPI.

TABLE 5. DISTRIBUTION OF DEFERRED WAGE AND BENEFIT INCREASES IN KEY COLLECTIVE BARGAINING SITUATIONS,<sup>1</sup> 1968

Deferred wage and benefit increases as percent of existing wage and benefit expenditures	Number of workers (In thousands)
All settlements providing deferred changes.....	2,743
Under 2.....	29
2 and under 2½.....	49
2½ and under 3.....	161
3 and under 3½.....	459
3½ and under 4.....	200
4 and under 4½.....	468
4½ and under 5.....	185
5 and under 5½.....	745
5½ and under 6.....	84
6 and under 6½.....	96
6½ and under 7.....	160
7 and under 7½.....	41
7½ and under 8.....	39
8 and under 9.....	19
9 and under 10.....	8
10 and over.....	8

<sup>1</sup> Limited to settlements affecting 5,000 workers or more. Excludes government.

meatpacking), women's apparel, rubber, and petroleum workers, and most of those in the service industries, electric and gas utilities, trade, lumber and furniture, paper, leather, and finance, insurance and real estate.

In 1968, a majority of the workers—at least 65 percent—covered by cost-of-living escalator clauses will have their allowance reviewed on an annual basis, with quarterly reviews in effect for about 500,000 workers, and even fewer having either monthly or semi-annual reviews. This will be the first year in which annual reviews have been more important than quarterly adjustments. Prior to the automobile settlements in late 1967, which substituted annual for quarterly adjustments, approximately 60 percent of all workers with cost-of-living escalator clauses received quarterly adjustments in their allowance. (See table 7.) Substitution of annual for more frequent cost-of-living escalator reviews has resulted in deferring the first review of the size of the cost-of-living allowance until the end of the first year or the beginning of the second year of the contract and, hence, reducing the number of reviews to two in a 3-year contract.

Collective bargaining in recent years has produced other changes in wage escalation formulas. The major development has been to limit the amount the allowance can be increased in a year or over the life of the contract. Limits on escalator allowances were established in basic steel and related agreements in 1960, but, with the abandonment of escalation in these contracts in 1962, the

number of workers covered by limited escalation declined. At the beginning of 1966, contracts covering only 50,000 workers set an absolute maximum on escalator increases. The provisions for limits grew rapidly in 1966 and especially in 1967. As of January 1968, an estimated 1.5 million workers were covered by such limits.

Trucking agreements set a 4-cent annual maximum increase in the cost-of-living allowance. As a result of agreements in the automobile and related industries, two annual cost-of-living reviews with a maximum increase in the allowance in the second contract year of 8 cents and by the beginning of the final year of the contract of another 8 cents were substituted for a quarterly adjustment

TABLE 6. PREVALENCE OF COST-OF-LIVING ESCALATION IN MAJOR CONTRACTS<sup>1</sup> PROVIDING DEFERRED WAGE INCREASES IN 1968

Item	Approximate number of workers due to receive deferred wage increases (thousands)	Percent of workers covered by cost-of-living escalator clauses
All workers with deferred increases....	4,627	36
AVERAGE DEFERRED WAGE INCREASES <sup>2</sup>		
CENTS PER HOUR		
Under 5.....	38	11
5 and under 6.....	79	5
6 and under 7.....	82	50
7 and under 8.....	318	4
8 and under 9.....	129	38
9 and under 10.....	176	31
10 and under 11.....	430	42
11 and under 12.....	272	22
12 and under 13.....	256	10
13 and under 14.....	281	45
14 and under 15.....	849	84
15 and under 17.....	584	55
17 and under 19.....	152	31
19 and under 21.....	178	9
21 and under 23.....	16	-----
23 and under 25.....	160	-----
25 and under 30.....	181	-----
30 and under 35.....	147	-----
35 and under 40.....	66	-----
40 and under 45.....	33	-----
45 and over.....	115	-----
Not specified or not computed <sup>3</sup> .....	86	11
PERCENT <sup>4</sup>		
Under 2.....	76	17
2 and under 2½.....	145	60
2½ and under 3.....	428	33
3 and under 3½.....	441	26
3½ and under 4.....	1,249	73
4 and under 4½.....	791	40
4½ and under 5.....	202	5
5 and under 5½.....	450	10
5½ and under 6.....	110	10
6 and under 6½.....	125	-----
6½ and under 7.....	89	-----
7 and under 7½.....	46	-----
7½ and under 8.....	188	-----
8 and under 9.....	99	-----
9 and under 10.....	17	-----
10 and over.....	78	-----
Not specified or not computed <sup>3</sup> .....	93	10

<sup>1</sup> Excludes government.

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

<sup>3</sup> Insufficient information to compute amount of increase.

<sup>4</sup> Percent of estimated straight-time average hourly earnings.

TABLE 7. TYPICAL COST-OF-LIVING ESCALATOR INCREASES IN SELECTED INDUSTRIES, 1957-67

Industry	Increases (in cents per hour) in allowances effective in—										
	1967	1966	1965	1964	1963	1962	1961	1960	1959	1958	1957
Automobiles.....	<sup>1</sup> 2 or 5	11	4	3	3	3	<sup>2</sup> 2	4	3	6	6
Farm and construction equipment.....	<sup>3</sup> 5	11	4	3	<sup>4</sup> 3 or 4	3	<sup>4</sup> 1 or 2	4	3	6	6
Aerospace.....	<sup>4</sup> 3-8	<sup>4</sup> 5-10	4	4	<sup>4</sup> 3 or 4	3	3	<sup>4</sup> 1 or 2	<sup>4</sup> 2 or 3	<sup>4</sup> 4 or 5	<sup>5</sup> 8 or 9
Trucking.....	11	<sup>6</sup> 3	—	—	<sup>7</sup> 4	1	—	4	2	6	6
Meatpacking.....	<sup>8</sup> 5	8	4	4	3	2	2	3	3	8	5
Steel.....	—	—	—	—	—	( <sup>9</sup> )	<sup>10</sup> 3	<sup>11</sup> 3	1	9	7
Aluminum.....	—	—	—	—	—	( <sup>9</sup> )	3	3	1	9	7
Containers (cans).....	—	—	—	—	—	( <sup>9</sup> )	3	3	1	9	7
Railroads.....	—	—	—	—	—	—	—	( <sup>9</sup> )	3	5	8
Average (mean) increase <sup>12</sup> .....	5.8	8.3	4.0	3.3	3.3	2.4	2.5	3.4	2.3	6.4	7.0

<sup>1</sup> Three quarterly reviews of the cost-of-living allowance at American Motors Corp. and 2 reviews at other automobile companies resulted in increases of 5 cents and 2 cents, respectively, prior to contract expirations in the Fall. New 3-year agreements at Ford Motor Company and Chrysler Corp. changed the escalator review to annual from quarterly with the first review in 1968. General Motors Corp. and American Motors Corp. were still bargaining in mid-December 1967.

<sup>2</sup> Includes 1 cent diverted for pension improvements.

<sup>3</sup> Resulting from 3 quarterly reviews prior to contract expirations late in the year. A new 3-year agreement at Caterpillar Tractor Co. changed the escalator review to annual from quarterly with the first review in 1968. Other companies were still bargaining in mid-December 1967.

<sup>4</sup> Varying by company.

<sup>5</sup> The 1957 changes apply to employees of only a few firms; escalator clauses were not established at some others until 1958. By 1965, most companies had escalator clauses, including all the large firms on the Pacific Coast.

<sup>6</sup> A 3-cent increase was diverted into health and welfare funds; no wage increase was granted.

<sup>7</sup> Includes 1 or 2 cents diverted into health and welfare funds.

<sup>8</sup> Resulting from one semiannual review prior to contract expirations; new contracts negotiated during the year deferred the first semiannual review until 1968.

<sup>9</sup> Escalation discontinued during the year.

<sup>10</sup> Includes 1.5 cents diverted toward a projected increase in the cost of insurance.

<sup>11</sup> A 3-cent increase was diverted toward a projected increase in the cost of insurance.

<sup>12</sup> Averages were based upon increases in industries where escalation was in effect during the entire year.

NOTE: Dashes indicate no escalation plan in effect during the year.

in the cost-of-living allowance, with no maximum limit. The parties reportedly agreed that if the CPI advances sufficiently to warrant a greater increase in the allowance under the previous formula, the 1970 negotiations would take this into account.

A number of the 1967 contracts contained other stipulations. Agreements for about 50,000 workers specify that only if the CPI rises enough to provide a cost-of-living escalator adjustment in excess of the deferred wage increase will there be any change in the allowance; some also specify that the Index must rise substantially—about 2.0 points—before the allowance will be adjusted. Whereas most agreements tie the change in the allowance to changes in the Index between single months, about 750,000 workers have clauses which base adjustments on changes in quarterly averages of the CPI.<sup>9</sup>

<sup>9</sup> Another important provision for escalation involves pensions of workers already retired under the Federal Civil Service Annuity Plan. Legislation passed in 1962 provided for annual adjustments in these pensions whenever the CPI rises by 3 percent for 3 consecutive months since the month on which the last adjustment was based.

<sup>10</sup> An expiration calendar for all agreements covering 1,000 workers or more will be available from the Bureau of Labor Statistics early in 1968.

The national BLS-CPI continues to be the most widely used index for escalator clauses. Only about 70,000 workers, or approximately 3 percent of all workers with escalator clauses, have adjustments based on reviews of individual city indexes.

### Significant Contract Provisions

Table 8 lists 101 selected major bargaining agreements, each covering 5,000 workers or more, applying in total to 2.9 million workers. Space limitations preclude the listing of all major contracts covering 5,000 workers or more under which some action in 1968 is scheduled.<sup>10</sup> The selection was designed to cover a broad range of industries and key bargaining situations; contracts in the construction industry are not listed. Many of the selected bargaining agreements expire or may be reopened for wage negotiations between January 1 and December 31, 1968. (The effective dates of these actions are printed in boldface type in the appropriate columns of the table.) Other agreements provide for wage reviews based upon changes in living costs or specify deferred wage increases payable during 1968.

### ADDENDUM

The summary of deferred wage increases was prepared early in December and does not reflect settlements reached later in the month. By mid-December, when this article went to press, the Bureau had recorded settlements affecting an additional 80,000 workers that provided deferred wage increases in 1968. Of these, approximately 39,000 were in transportation; 27,000 in metalworking; 14,000 in retail and wholesale trade; and 1,000 in petroleum refining.

TABLE 8. EXPIRATION, REOPENING, AND WAGE-ADJUSTMENT PROVISIONS OF SELECTED COLLECTIVE BARGAINING AGREEMENTS, JANUARY-DECEMBER 1968

[1968 expirations shown in bold face <sup>1</sup>]

Order of Listing						
Manufacturing				Nonmanufacturing		
1. Steel and aluminum	9. Ordnance and accessories	17. Mining				
2. Fabricated metal products	10. Rubber	18. Airlines				
3. Machinery	11. Chemicals	19. Railroads				
4. Electrical products	12. Stone, clay, and glass products	20. Trucking and warehousing				
5. Automobiles	13. Paper	21. Maritime				
6. Aircraft	14. Apparel	22. Telephone and telegraph				
7. Shipbuilding	15. Leather and leather products	23. Electric and gas utilities				
8. Other transportation equipment	16. Food products	24. Wholesale and retail trade				
		25. Finance, insurance, and real estate				
		26. Hotels and restaurants				

Company or association <sup>2</sup>	Union <sup>3</sup>	Approximate number of employees covered	Contract term <sup>4</sup>	Provisions effective January-December 1968 for—		
				Wage reopening	Automatic cost-of-living review <sup>5</sup>	Deferred wage increase (hourly rate unless otherwise specified)
<b>1. Steel and Aluminum</b>						
Aluminum Co. of America.	Auto Workers; Aluminum Workers; and Steelworkers.	31,000	June 1965 to <b>May 1968.</b>			
Kaiser Aluminum and Chemical Corp.	do	9,000	June 1965 to <b>May 1968.</b>			
Kaiser Steel Corp. (Fontana, Calif.)	do	6,800	Sept. 1965 to <b>July 1968.</b>			
United States Steel Corp., 5 Steel Producing Divisions (salaried, clerical, and technical employees).	do	7,100	Sept. 1965 to <b>July 1968.</b>			
10 major basic steel companies—production and maintenance employees: Armco Steel Corp. Bethlehem Steel Co. Colorado Fuel and Iron Corp. (Massachusetts and Colorado). Inland Steel Co. Jones and Laughlin Steel Corp. (Pennsylvania and Ohio). National Steel Corp., Great Lakes Steel Division (Michigan). Pittsburgh Steel Corp. Republic Steel Corp. United States Steel Corp. Youngstown Sheet and Tube Co.	do	332,400	Sept. 1965 to <b>July 1968.</b>			
<b>2. Fabricated Metal Products</b>						
American Can Co.	Steelworkers	14,800	Oct. 1964 to <b>Jan. 1968.</b>			
Continental Can Co.	do	13,500	Oct. 1964 to <b>Jan. 1968.</b>			
<b>3. Machinery except Electrical</b>						
Briggs and Stratton Corp. (Milwaukee, Wis.). Timken Roller Bearing Co. (Canton, Columbus, and Wooster, Ohio).	Allied Industrial Workers. Steelworkers	5,000 10,000	Aug. 1965 to July 1969. Sept. 1965 to <b>Aug. 1968.</b>	<b>July 31, 1968,</b> on 60 days' notice.		
<b>4. Electrical Products</b>						
General Electric Co.	Electrical Workers (IUE).	85,000	Oct. 1966 to Oct. 1969.		<b>Sept. 30, 1968.</b>	<b>Sept. 30, 1968;</b> 3 percent (6-cent minimum).
Radio Corp. of America	do	18,000	June 1967 to <b>May 1970.</b> <sup>6</sup>			<b>June 1968;</b> 4 percent.

See footnotes at end of table.

TABLE 8. EXPIRATION, REOPENING, AND WAGE-ADJUSTMENT PROVISIONS OF SELECTED COLLECTIVE BARGAINING AGREEMENTS, JANUARY-DECEMBER 1968—Continued

Company or association <sup>2</sup>	Union <sup>3</sup>	Approximate number of employees covered	Contract term <sup>4</sup>	Provisions effective January-December 1968 for—		
				Wage reopening	Automatic cost-of-living review <sup>5</sup>	Deferred wage increase (hourly rate unless otherwise specified)
<b>4. Electrical Products—Continued</b>						
Radio Corp. of America	Electrical Workers (IBEW).	26,000	July 1967 to June 1970. <sup>5</sup>			June 1, 1968; 4 percent (9-cent minimum).
Western Electric Co., Inc. (Kearney, N.J.).	do	11,500	Dec. 1966 to Dec. 1969.	June 16, 1968, on 60 days' notice.		
Western Electric Co., Inc. Hawthorne Works (Chicago, Ill.).	do	10,100	Feb. 1967 to Feb. 1970.	Aug. 19, 1968, on 60 days' notice.		
Westinghouse Electric Corp.	Electrical Workers (IUE).	40,000	Oct. 1966 to Nov. 1969.		Oct. 14, 1968.	Oct. 14, 1968; 6-12 cents for hourly workers; \$2.40-\$4.80 per week for salary weekly; \$10.40-\$20.80 per month for salary monthly.
Westinghouse Electric Corp.	Federation of Westinghouse Independent Salaried Unions (Ind.).	14,000	Oct. 1966 to Nov. 1969.		Oct. 14, 1968.	Oct. 14, 1968; \$2.40-\$6.20 per week for salary weekly keysheets; \$10.40-\$31.19 per month for salary monthly keysheets; and 3 percent for professional and administrative keysheets.
Zenith Radio Corp. (Chicago, Ill.).	Independent Radionic Workers of America (Ind.).	12,000	July 1965 to June 1968.			
<b>5. Automobiles</b>						
Budd Co. National Agreement.	Auto Workers	13,600	Feb. 1965 to Mar. 1968.		Quarterly (Mar., June, Sept., Dec.).	
Chrysler Corp.	do	95,000	Nov. 1967 to Sept. 1970. <sup>6</sup>		Similar to Ford's settlement, details not available.	1968; similar to Ford's settlement, details not available.
Ford Motor Co.	do	160,000	Oct. 1967 to Sept. 1970. <sup>6</sup>		Allowances adjusted annually, but paid on a quarterly basis.	1968; 9½-17 cents.
<b>6. Aircraft</b>						
Bendix Corp.	Auto Workers	13,000	Feb. 1965 to Apr. 1968.		Quarterly (Mar., June, Sept., Dec.).	
Boeing Co.	Machinists	51,800	Oct. 1965 to Oct. 1968.		Quarterly (Jan., Apr., July, Oct.).	
Douglas Aircraft Co., Inc. Professional employees (California and Tulsa, Okla.).	Southern California Professional Engineering Association (Ind.).	5,300	Sept. 1965 to Oct. 1968.			
Douglas Aircraft Co., Inc. Missile and Space Systems Division (Santa Monica, Calif.).	Machinists	10,500	Aug. 1965 to July 1968.		Quarterly (Feb., May, Aug., Nov.).	
Douglas Aircraft Co., Inc. (Long Beach, Calif.; Tulsa, Okla.; and Charlotte, N.C.).	Auto Workers	21,000	July 1965 to July 1968.		Quarterly (Feb., May, Aug., Nov.).	
Lockheed Aircraft Corp. (Los Angeles County, Calif., and Marietta, Ga.).	Machinists	28,700	July 1965 to July 1968.		Quarterly (Jan., Apr., July, Oct.).	
McDonnell Aircraft Corp. (St. Louis, Mo.).	do	18,700	Nov. 1965 to Nov. 1968.		Quarterly (Mar., June, Sept., Dec.).	
North American Aviation, Inc.	Auto Workers	33,000	Oct. 1965 to Sept. 1968.		Quarterly (Jan., Apr., July, Oct.).	
United Aircraft Corp., Pratt & Whitney Aircraft Division (Connecticut).	Machinists	16,000	Dec. 1965 to Nov. 1968.			

See footnotes at end of table.

TABLE 8. EXPIRATION, REOPENING, AND WAGE-ADJUSTMENT PROVISIONS OF SELECTED COLLECTIVE BARGAINING AGREEMENTS, JANUARY-DECEMBER 1968—Continued

Company or association <sup>2</sup>	Union <sup>3</sup>	Approximate number of employees covered	Contract term <sup>4</sup>	Provisions effective January-December 1968 for—		
				Wage reopening	Automatic cost-of-living review <sup>5</sup>	Deferred wage increase (hourly rate unless otherwise specified)
<b>7. Shipbuilding</b>						
General Dynamics Corp., Electric Boat Division (Groton, Conn.).	Metal Trades Council of New London County.	12,500	July 1965 to June 1968.			
Jacksonville Shipyards, Inc. (Duval County, Fla.).	Independent Workers Union of Florida (Ind.).	5,000	Jan. 1967 to Jan. 1970.	June 1, 1968 (may be opened to discuss basic wage rates only).		
Newport News Shipbuilding and Dry Dock Co. (Newport News, Va.).	Peninsula Shipbuilders Association (Ind.).	15,000	July 1965 to July 1969.	-----	-----	July 3, 1968; 3 percent.
Pacific Coast Shipbuilders' Association.	Metal Trades District Council.	15,000	July 1965 to June 1968.	-----	-----	Jan. 1, 1968; 5 cents.
<b>8. Other Transportation Equipment</b>						
General American Transportation Corp.	Steelworkers-----	5,500	Oct. 1965 to Sept. 1968.			
Pullman Inc., Pullman-Standard Division.	-----do-----	5,600	Nov. 1965 to Sept. 1968.			
<b>9. Ordnance and Accessories</b>						
Lockheed Aircraft Corp., Lockheed Missiles and Space Division.	Machinists-----	9,600	July 1965 to July 1968.	-----	Quarterly (Jan., Apr., July, Oct.).	
<b>10. Rubber</b>						
Firestone Tire and Rubber Co.	Rubber Workers.	17,000	July 1967 to Apr. 1970.	-----	-----	July 1, 1968; 15 cents (2-4 cents of this increase is for inequity adjustment at 3 plants).
Uniroyal Inc. (U.S. Rubber).	-----do-----	22,000	July 1967 to Apr. 1970.	-----	-----	July 1, 1968; 15 cents.
<b>11. Chemicals</b>						
Dow Chemical Co. (Midland and Bay City, Mich.).	Mine Workers, District 50 (Ind.).	5,900	Mar. 1965 to Mar. 1968.	-----	Quarterly (Mar., June, Sept., Dec.).	
FMC Corp., American Viscose Division, Fibers Operations.	Textile Workers Union.	8,000	June 1965 to June 1968.	-----		

See footnotes at end of table.

TABLE 8. EXPIRATION, REOPENING, AND WAGE-ADJUSTMENT PROVISIONS OF SELECTED COLLECTIVE BARGAINING AGREEMENTS, JANUARY-DECEMBER 1968—Continued

Company or association <sup>2</sup>	Union <sup>3</sup>	Approximate number of employees covered	Contract term <sup>4</sup>	Provisions effective January-December 1968 for—		
				Wage reopening	Automatic cost-of-living review <sup>5</sup>	Deferred wage increase (hourly rate unless otherwise specified)
<b>12. Stone, Clay, and Glass Products</b>						
Glass Containers Manufacturers Institute, Inc. (National Automatic Machine Dept.).	Glass Bottle Blowers.	7,000	Mar. 1965 to Feb. 1968.			
Glass Container Manufacturers Institute, Inc. (production and maintenance—West Coast).	-----do-----	6,000	Mar. 1965 to Mar. 1968.			
Glass Container Manufacturers Institute, Inc. (production and maintenance—excluding West Coast).	-----do-----	26,000	Feb. 1965 to Jan. 1968.			
Libbey-Owens-Ford Glass Co.	Glass and Ceramic Workers.	8,400	Oct. 1965 to Oct. 1968.			
<b>13. Paper</b>						
International Paper Co., Southern Kraft Division.	Papermakers and Paperworkers; Pulp and Sulphite Workers; Electrical Workers (IBEW).	12,000	June 1967 to May 1970. <sup>6</sup>			June 1, 1968; 5 percent.
Pacific Coast Association of Pulp and Paper Manufacturers.	Association of Western Pulp and Paper Workers (Ind.).	20,100	Mar. 1967 to Mar. 1969.			March 15, 1968; 5 percent plus special adjustments of 10 cents per hour for journeymen and journeymen plus mechanics, and 5 cents per hour and all women's jobs.
<b>14. Apparel</b>						
American Millinery Manufacturing Assn., Inc. (New York City and New Jersey).	Hatters-----	8,500	Jan. 1966 to Dec. 1968.			Jan. 1, 1968: 2 percent per week for piece workers; \$2-\$3 per week for weekly workers.
Clothing Manufacturers Association of the U.S.A.	Clothing Workers.	100,000	June 1965 to May 1968.	In the event of an increase or decrease in cost of living since Jan. 15, 1967.		Feb. 1, 1968: week workers—\$5-\$8.50 per week; piece workers—25 cents per hour.
Popular Priced Dress Manufacturers' Group, Inc.; Popular Price Dress Contractors Association, Inc.; United Better Dress Manufacturers Association, Inc.; National Dress Manufacturers Association, Inc.; and Affiliated Dress Manufacturers, Inc.	Ladies' Garment Workers.	80,000	Feb. 1967 to Jan. 1970.			
<b>15. Leather and Leather Products</b>						
Brown Shoe Co.-----	United Shoe Workers; Boot and Shoe Workers.	12,100	Nov. 1966 to Oct. 1968.	In event of changes in Company's competitive or economic position.		Jan. 2, 1968: 12 cents-hourly; 7 percent-piece rates. Feb. 1, 1968: additional adjustments in piece rates.
International Shoe Division of Interco, Inc.	-----do-----	11,000	Oct. 1966 to Sept. 1968.			Jan. 1, 1968: 12 cents to time-workers; 6 cents per clock hour plus 4 cents on class wages to pieceworkers; additional 5 cents to lowest wage.
<b>16. Food Products</b>						
California Processors, Inc. (Calif.).	Teamsters (Ind.).	75,000	Mar. 1967 to Feb. 1970.			Mar. 1, 1968: 9-16 cents.
National Biscuit Co. (Interstate).	American Bakery and Confectionery Workers.	9,000	Sept. 1967 to Aug. 1969. <sup>6</sup>			Sept. 1, 1968: 12 cents.

See footnotes at end of table.

TABLE 8. EXPIRATION, REOPENING, AND WAGE-ADJUSTMENT PROVISIONS OF SELECTED COLLECTIVE BARGAINING AGREEMENTS, JANUARY-DECEMBER 1968—Continued

Company or association <sup>2</sup>	Union <sup>3</sup>	Ap- proximate number of em- ployees covered	Contract term <sup>4</sup>	Provisions effective January-December 1968 for—		
				Wage reopening	Automatic cost- of-living review <sup>5</sup>	Deferred wage increase (hourly rate unless otherwise specified)
<b>16. Food Products—Continued</b>						
Pineapple companies (canneries and planta- tions) (Hawaii).	Longshoremen and Ware- housemen (Ind.).	6,000	Mar. 1965 to Jan. 1968.			
Armour and Co.-----	Packinghouse Workers; Meat Cutters.	12,000	Mar. 1967 to Aug. 1970. <sup>6</sup>	-----	Semiannually (Jan. and July).	Sept. 1968: 11 cents plus 0.5 increase in increments be- tween job classes. Addi- tional 8 cents to some plants.
John Morrell and Co.-----	-----do-----	10,000	Mar. 1967 to Aug. 1970. <sup>6</sup>	-----	Semiannually (Jan. and July).	Sept. 1968: 11 cents. Other reported terms similar to Armour and Co.
Swift and Co.-----	-----do-----	12,000	Mar. 1967 to Aug. 1970. <sup>6</sup>	-----	Semiannually (Jan. and July).	Sept. 1968: 11 cents. Other reported terms similar to Armour and Co.
<b>17. Mining</b>						
Anthracite operators Pennsylvania.	Mine Workers (Ind.).	10,000	Sept. 1966 to Open End.			
Bituminous coal operators.	-----do-----	80,000	Apr. 1966 to Open End.	After Sept. 30, 1968, on 60 days' notice.		
<b>18. Airlines</b>						
American Airlines Inc., airline mechanic, plant maintenance, fleet ser- vice and ground service employees.	Transport Workers.	10,500	Sept. 1966 to Dec. 1968. <sup>6</sup>	Noticé on Mar. 31, 1968, for wages to be effective May 1, 1968.		
Pan American World Airways, Inc., airline mechanics and ground service employees.	-----do-----	9,600	Dec. 1966 to Mar. 1969. <sup>6</sup>	Serve notice on May 31, 1968, for rates of pay effective July 1, 1968.		
5 major airlines: Eastern, National, Northwest, Trans-World and United (mechanics and related employees).	Machinists-----	35,400	Jan. 1966 to Dec. 1968. <sup>6</sup>	-----	Jan. 1, 1968 and Sept. 1, 1968.	May 1, 1968; 5 percent.
<b>19. Railroads</b>						
Class I Railroads: Non- operating unions.	Machinists; Electrical Workers (IBEW); Sheet Metal Workers; Boilermakers; Firemen and Oilers; Rail- way Carmen.	137,000	Jan. 1967 to Open End. <sup>6</sup>	At any time after Dec. 31, 1968.	-----	July 1, 1968; 5 percent to all employees. Skilled em- ployees receive additional 5 cents on April 1, 1968, and Oct. 1, 1968.
Shop crafts-----	Railroad Signal- men; Mainte- nance of Way Employees; Transportation Communica- tions Employ- ees; Hotel and Restaurant Employees.	135,000	Jan. 1967 to Open End. <sup>6</sup>	At any time after June 30, 1968.	-----	Jan. 1, 1968; 2.5 percent.
Class I Railroads: Oper- ating unions.	Locomotive Engineers (Ind.).	38,000	Aug. 1966 to Open End. <sup>6</sup>	At any time after June 30, 1968.		
	Railway Con- ductors (Ind.).	19,000	Aug. 1966 to Open End. <sup>6</sup>	At any time after June 30, 1968.		
Railway Express Agency, Inc.	Railway Clerks--	35,000	Dec. 1966 to Open End. <sup>6</sup>	At any time after June 30, 1968.		

See footnotes at end of table.



TABLE 8. EXPIRATION, REOPENING, AND WAGE-ADJUSTMENT PROVISIONS OF SELECTED COLLECTIVE BARGAINING AGREEMENTS, JANUARY-DECEMBER 1968—Continued

Company or association <sup>2</sup>	Union <sup>3</sup>	Approximate number of employees covered	Contract term <sup>4</sup>	Provisions effective January-December 1968 for—		
				Wage reopening	Automatic cost-of-living review <sup>5</sup>	Deferred wage increase (hourly rate unless otherwise specified)
<b>20. Trucking and Warehousing</b>						
Central States area local cartage supplemental agreement.	Teamsters (Ind.)	120,000	Apr. 1967 to Mar. 1970.	In event of war, declaration of emergency, or imposition of economic controls, on 60 days' notice.	Apr. 1, 1968.	Apr. 1, 1968; 15 cents.
Central States area over-the-road motor freight supplemental agreement.	.....do.....	40,000	Apr. 1967 to Mar. 1970.	.....do.....	Apr. 1, 1968.	Apr. 1, 1968; 15 cents, also ¼-cent increase in mileage rate.
Joint area cartage agreement (Illinois and Indiana).	.....do.....	14,000	Apr. 1967 to Mar. 1970.	.....do.....	Apr. 1, 1968.	Apr. 1, 1968; 15 cents.
Western States area local cartage.	.....do.....	29,000	Apr. 1967 to Mar. 1970.	.....do.....	Apr. 1, 1968.	Apr. 1, 1968; 15 cents (18-20 cents for Northern Nevada).
Western States area over-the-road motor freight supplemental agreement	.....do.....	9,500	Apr. 1967 to Mar. 1970.	.....do.....	Apr. 1, 1968.	Apr. 1, 1968; 15 cents, also ¼-cent increase in mileage rate.
<b>21. Maritime</b>						
Atlantic and Gulf Coast tanker companies, unlicensed personnel.	Maritime.....	5,000	Aug. 1963 to June 1969.	Union to give 60 days' notice on or after Apr. 16, 1968.		
Dry cargo agreement (Atlantic and Gulf Coasts).	Marine Engineers.	6,200	June 1965 to June 1969.			June 16, 1968; 3.2 percent increase in total employment costs to be allocated at union's option.
Passenger and dry cargo agreement, unlicensed personnel (Atlantic and Gulf Coasts).	Maritime.....	16,300	Aug. 1963 to June 1969.	Apr. 16, 1968, on 60 days' notice.		
Freightship agreement, unlicensed personnel (Atlantic and Gulf Coasts).	Seafarers.....	9,200	Sept. 1965 to June 1968.			
Galveston Maritime Assn., Inc.; and Houston Maritime Assn. (Ports of Texas; and Lake Charles, La.).	Longshoremen's Association.	5,000	Oct. 1964 to Sept. 1968.			
New Orleans Steamship Association, deep sea agreement (Port of New Orleans, La.).	.....do.....	5,000	Oct. 1964 to Sept. 1968.			
New York Shipping Assn., Inc. (Port of Greater New York and vicinity).	.....do.....	24,000	Oct. 1964 to Sept. 1968.			
Pacific Maritime Association, unlicensed seamen (Pacific Coast).	Seafarers.....	10,400	June 1965 to June 1969.			June 16, 1968; \$25 per month per job, to be allocated as determined by the union.
<b>22. Telephone and Telegraph</b>						
American Telephone and Telegraph Co., Long lines Dept.	Communications Workers.	24,000	Jan. 1967 to Jan. 1970.	July 16, 1968, on 60 days' notice.		
Illinois Bell Telephone Co., Plant Dept. (Illinois).	Electrical Workers (IBEW).	11,400	Oct. 1966 to Oct. 1969.	Apr. 7, 1968, on 60-70 days' notice.		
New York Telephone Co., Traffic Dept. (New York; downstate area).	Telephone Traffic Union (Ind.).	15,000	Apr. 1967 to Mar. 1970.	Sept. 13, 1968, on 60 days' notice.		
New York Telephone Co., Downstate and Upstate Plant Depts.	Communications Workers.	25,000	Feb. 1967 to Feb. 1970. <sup>6</sup>	August 1968.		
Pacific Telephone and Telegraph Co. (Northern California) and Bell Telephone Co. of Nevada.	.....do.....	24,600	Oct. 1966 to Oct. 1969.	Apr. 16, 1968, on 60 days' notice.		
Southern Bell Telephone and Telegraph Co.	.....do.....	65,300	Nov. 1966 to Nov. 1969.	May 14, 1968, on 60 days' notice.		
Southwestern Bell Telephone Co.	.....do.....	50,700	Feb. 1967 to Feb. 1970.	Aug. 5, 1968, on 60 days' notice.		
Western Electric Co., Inc., Service Division, Installation Organization.	.....do.....	21,500	Sept. 1966 to Sept. 1969.	Mar. 6, 1968, on 60 days' notice.		

See footnotes at end of table.

TABLE 8. EXPIRATION, REOPENING, AND WAGE-ADJUSTMENT PROVISIONS OF SELECTED COLLECTIVE BARGAINING AGREEMENTS, JANUARY-DECEMBER 1968—Continued

Company or association <sup>2</sup>	Union <sup>3</sup>	Approximate number of employees covered	Contract term <sup>4</sup>	Provisions effective January-December 1968 for—		
				Wage reopening	Automatic cost-of-living review <sup>5</sup>	Deferred wage increase (hourly rate unless otherwise specified)
<b>22. Telephone and Telegraph—Continued</b>						
Western Union Telegraph Co. (Interstate) (excluding New York metropolitan area).	Telegraphers.....	19,500	June 1966 to May 1968.			
<b>23. Electric and Gas Utilities</b>						
Consolidated Edison Co. of New York, Inc. (New York City and Westchester County, N.Y.). Pacific Gas and Electric Co. (California).	Utility Workers..	19,600	Dec. 1965 to Nov. 1968.			Jan. 7, 1968; 5-7 cents, and July 7, 1968; 2.5-7 cents (no increase in lower classification minimum rates). July 1, 1968; weekly increase varies by occupation.
	Electrical Workers (IBEW).	17,700	July 1966 to June 1970.	Conditional wage reopeners based on BLS Consumer Price Index formula on written notice between June 15 and July 1, 1968.		
<b>24. Wholesale and Retail Trade</b>						
Food Employers Council, Inc., and Independent Retail Operators (Southern California). Great Atlantic and Pacific Tea Co. (New York).	Retail Clerks....	45,000	Apr. 1964 to Mar. 1969.	-----	Annually (first Monday in April).	Apr. 1, 1968; 7.5 cents (varies for apprentices and helpers).
	Meat Cutters....	16,200	Aug. 1965 to Aug. 1968.			
Macy's New York Division of R. H. Macy and Co., Inc. (New York, N.Y.). Washington, D.C., Food Employers' Labor Relations Association (Washington, D.C., area).	Retail, Wholesale and Department Store Union. Retail Clerks....	8,500 9,900	Apr. 1965 to Jan. 1968. Feb. 1968 to Feb. 1968.			
<b>25. Finance, Insurance, and Real Estate</b>						
Metropolitan Life Insurance Co. Realty Advisory Board on Labor Relations, Inc.; apartment buildings (New York, N.Y.). Realty Advisory Board on Labor Relations, Inc.; commercial buildings (New York, N.Y.).	Insurance Workers. Building Service Employees. do.....	8,500 20,000 25,000	May 1966 to Apr. 1968. Apr. 1967 to Apr. 1970. Jan. 1966 to Dec. 1968.			Apr. 21, 1968; 12.5 cents.  Jan. 1, 1968; 10 cents.
<b>26. Hotels and Restaurants</b>						
Golden Gate Restaurant Association and Independent Restaurants and Taverns (San Francisco, Calif.). Hotel Association of New York City, Inc. (New York, N.Y.). Southern Florida Hotel and Motel Association (Greater Miami, Fla., area).	Hotel and Restaurant Employees. New York Hotel and Motel Trades Council. Hotel and Restaurant Employees.	12,500 32,000 5,300	Sept. 1964 to Aug. 1969. June 1966 to May 1970. Sept. 1965 to Sept. 1969.	Sept. 1, 1968, on 90 days' notice. ----- Sept. 15, 1968, on 30-60 days' notice.		June 1, 1968; \$1.25-\$3.50 per week. (In event subway fare is increased to 25 cents, wages will be increased an additional 50 cents per week.) Mar. 16, 1968; \$1 per week (no increases provided for the Banquet Dept., i.e. Extra Waiters, Extra Bartenders, etc.).

<sup>1</sup> Contracts on file with the Bureau of Labor Statistics, Nov. 1, 1967, except where footnote indicates that information is from newspaper source.

<sup>2</sup> Interstate unless otherwise specified.

<sup>3</sup> Unions affiliated with the AFL-CIO, except where noted as independent.

<sup>4</sup> Refers to the date the contract is to go into effect, not the date of signing. Where a contract has been amended or modified and the original termination date extended, the effective date of the changes becomes the new effective date of the agreement.

For purposes of this listing, the expiration is the formal termination date established by the agreement. In general, it is the earliest date on which

termination of the contract could be effective, except for special provisions for termination as in the case of disagreement arising out of a wage reopening. Many agreements provide for automatic renewal at the expiration date unless notice of termination is given. The Labor Management Relations Act of 1947 requires that a party to an agreement desiring to terminate or modify it shall serve written notice upon the other party 60 days prior to the expiration date.

<sup>5</sup> Date shown indicates the month in which adjustment is to be made, not the month of the Consumer Price Index on which adjustment is based.

<sup>6</sup> Information is from newspaper account of settlement.

# Special Labor Force Report

## Work Experience of the Population

FORREST A. BOGAN AND  
EDWARD J. O'BOYLE\*

A RISE in manpower requirements during 1966 enabled 1.7 million more men and women than in 1965 to work at year-round full-time jobs. For the first time, the number of persons working the entire year at full-time jobs reached 50 million. Almost half (47 percent) of the advance was among women, who constituted only 40 percent of the annual labor force. The 900,000 increase in year-round full-time employment of men was accompanied by a substantial reduction in the total working full time 27 to 49 weeks during the year. For women, however, the expansion was part of a rise in the number who started to work during the year; the number of women who worked full time for less than half the year also increased during 1966. As in other years, a much smaller proportion of Negro than white workers were employed at full-time jobs all year; between 1965 and 1966 this gap did not narrow significantly.<sup>1</sup>

Part-time employment also expanded during the year. About 16 million persons worked at part-time jobs in 1966, over 600,000 more than during the previous year. About three-fourths of this increment, particularly among the women, were persons who worked year round.

These developments largely explain the reduction in unemployment during 1966. The number of persons who had 1 week or more of joblessness during the year fell by 750,000 to 11.4 million. The number of men with unemployment during the year dropped by 11 percent and was largely attributable to the continuing demand for year-round workers. On balance, greater manpower requirements did not reduce unemployment among women but rather drew significant numbers of them into the labor force.

Most of the improvement in unemployment oc-

curred among those who had been jobless for a total of 15 weeks or more; this number fell to about 2.7 million, about 700,000 fewer than in 1965. Unemployment did not decline in all duration groups, however. The number of persons out of work for fewer than 5 weeks rose by approximately 250,000 to 3.3 million.

All of the decline in unemployment was among whites. The proportion of whites with unemployment in 1966 was 12 percent compared with 14 percent in 1965. Among Negroes, however, the percent with unemployment—22 percent—remained the same.

### Labor Force Attachment

The majority of the 86 million Americans with work experience in 1966 held a strong attachment to the labor force. Fifty million of them were employed at year-round full-time jobs and 5.4 million worked a full year at part-time jobs; another 5.2 million persons were in the labor force all year but were unemployed part of the year. The traditionally stronger attachment of men than women to the labor force was clear in the figures (table 1). Four out of five men were full-year labor force participants, compared with about half the women. Year-round labor force attachment was slightly less, overall, for Negro men than for white. Among women, the same proportion of white and Negroes were in the labor force year round.<sup>2</sup>

\*Of the Division of Labor Force Studies, Bureau of Labor Statistics.

<sup>1</sup>Data pertain to the 1966 work experience of persons in the civilian noninstitutional population 16 years and over, and are based on information from supplementary questions to the February 1967 monthly survey of the labor force, conducted for the Bureau of Labor Statistics by the Bureau of the Census through its current population survey.

This is the eighth in a series of reports on this subject. The most recent was published in the *Monthly Labor Review*, December 1966, pp. 1369-1377, and is reprinted with additional tabular data and explanatory notes as Special Labor Force Report No. 76, which also includes a complete listing of earlier reports and their coverage.

<sup>2</sup>The tables in this report refer to the "nonwhite" population, of whom 92 percent are Negroes. The data thus overwhelmingly pertain to Negroes and will be used in this article to describe the experience of Negroes.

The following analysis will deal with persons 18 years of age and older, because most 16- and 17-year-old boys and girls are enrolled in school and have only a tenuous attachment to the labor force. For example, although 3.8 million 16- and 17-year-olds worked or looked for work at some time during 1966, about two-thirds of them were in the labor force for less than half a year. Summer vacation and part-time jobs are characteristic of this group's attachment to the work force.

The degree of labor force attachment of the working population 18 years of age and over varied considerably by sex, age, color, and marital status (table 2). The proportions of workers in the year-round labor force will serve as indexes for comparing the relative degree of commitment of each group to the work force. Thus, 83 percent of the men 18 years and over who worked during 1966, compared with 56 percent of the women, were in the labor force all year. A much stronger attachment exists among the married compared with the unmarried men, and among the men in the prime working age groups as contrasted with persons of school or retirement age. Labor force behavior of women tends to run contrary to the men's experience. Single women enter the labor force at an early age and maintain a fairly strong attachment if they remain unmarried. Married women, because of family responsibilities, are less likely to work all year.

Predictably, working men with family responsibilities had the strongest attachment to the labor force in 1966; 9 out of 10 married men but only 6 out of 10 unmarried men 18 to 64 years old were full-year labor force participants. Particularly among the young adults, the contrast was striking. Less than half of the unmarried men 18 to 24 years old who worked in 1966 were in the labor force year round, compared with proportionately twice as many married men. Many of the young unmarried men were in college or entered the labor force after the beginning of the year. The smaller proportion of Negroes enrolled in school accounts for much of the difference between young adult Negroes and whites. Among the young men, for example, 64 percent of the Negro workers compared with 57 percent of the white workers were full-year labor force participants.

Among men 25 to 54 years of age, the relative labor force attachment of Negroes and whites is

reversed; a slightly higher proportion of white than Negro men (92 and 89 percent, respectively) were in the labor force year round.

Married women 25 years old and over who worked are less likely to be in the labor force all year than unmarried women, primarily because they have family responsibilities. About 56 percent of the married women in this age group were in the labor force all year compared with 71 percent of those unmarried. Among young women (18 to 25), 37 percent of the married and 42 percent of the unmarried had a strong attachment to the labor force, but the reasons for these low rates are different. For married women, presence of young children hampers many of them from remaining in the year-round labor force; for unmarried women, attendance at school is most likely the main reason.

Among married women 25 to 44 years old, Negro women were more likely than white women to be in the labor force for the entire year. This difference arises primarily because relatively more Negro wives find it necessary to supplement the husband's comparatively low wages. On the other hand, among married women age 45 and over, relatively fewer Negro women are in the year-round labor force. More illness and disability among the older Negro women help explain this reversal in labor force attachment. Also, it is probable that seasonal employment affects older Negro women more than whites.

## Unemployment

The incidence of unemployment varies widely by attachment to the labor force, but more significantly by such characteristics as age, sex, color, and occupation. During 1966, unemployment tended to be relatively low, less than 10 percent, among persons 18 years of age and over who had been in the labor force all year or for only a brief period (1 to 13 weeks). Many of the latter group are probably housewives and students who already have temporary jobs when they enter the labor force and leave as soon as the job is finished. The proportion with unemployment was highest among persons, both white and Negro, in the labor force 27 to 39 weeks (chart 1). For example, among men with this much attachment to the labor force, 1 out of 4 was unemployed at some time during the year.

TABLE 1. WORK EXPERIENCE OF PERSONS 16 YEARS OF AGE AND OVER, BY EXTENT OF EMPLOYMENT AND BY SEX, 1963-66

Work experience	Both sexes				Male				Female			
	1966	1965	1964	1963	1966	1965	1964	1963	1966	1965	1964	1963
	Number (thousands)											
Total who worked during the year <sup>1</sup> .....	86,266	83,930	83,011	81,186	51,708	51,067	50,742	49,783	34,558	32,863	32,269	31,403
Full time <sup>2</sup> .....	70,140	68,433	67,516	65,929	45,909	45,353	45,124	44,170	24,231	23,080	22,392	21,759
50 to 52 weeks.....	50,049	48,383	46,832	45,445	36,191	35,293	34,419	33,583	13,858	13,090	12,413	11,862
27 to 49 weeks.....	10,647	11,157	11,682	11,555	5,802	6,297	6,717	6,684	4,845	4,860	4,965	4,871
1 to 26 weeks.....	9,444	8,893	9,002	8,929	3,916	3,763	3,988	3,903	5,528	5,130	5,014	5,026
Part time.....	16,126	15,497	15,495	15,257	5,799	5,714	5,618	5,613	10,327	9,783	9,877	9,644
50 to 52 weeks.....	5,407	4,940	4,836	4,813	2,091	1,960	1,847	1,764	3,316	2,971	2,989	3,049
27 to 49 weeks.....	3,380	3,068	3,204	3,162	1,162	1,088	1,117	1,164	2,218	1,980	2,087	1,998
1 to 26 weeks.....	7,339	7,489	7,455	7,282	2,546	2,657	2,654	2,685	4,793	4,832	4,801	4,597
	Percent distribution											
Total who worked during the year <sup>1</sup> .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Full time <sup>2</sup> .....	81.3	81.5	81.3	81.2	88.8	88.8	88.9	88.7	70.1	70.2	69.4	69.3
50 to 52 weeks.....	58.0	57.6	56.4	56.0	70.0	69.1	67.8	67.5	40.1	39.8	38.5	37.8
27 to 49 weeks.....	12.3	13.3	14.1	14.2	11.2	12.3	13.2	13.4	14.0	14.8	15.4	15.5
1 to 26 weeks.....	10.9	10.6	10.8	11.0	7.6	7.4	7.9	7.8	16.0	15.6	15.5	16.0
Part time.....	18.7	18.5	18.7	18.8	11.2	11.2	11.1	11.3	29.9	29.8	30.6	30.7
50 to 52 weeks.....	6.3	5.9	5.8	5.9	4.0	3.9	3.6	3.5	9.6	9.0	9.3	9.7
27 to 49 weeks.....	3.9	3.7	3.9	3.9	2.2	2.1	2.2	2.3	6.4	6.0	6.5	6.4
1 to 26 weeks.....	8.5	8.9	9.0	9.0	4.9	5.2	5.2	5.4	13.9	14.7	14.9	14.6

<sup>1</sup> Time worked includes paid vacations and paid sick leave.  
<sup>2</sup> Usually worked 35 hours or more per week.

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

A majority of the men in the labor force 27 to 39 weeks are 18 to 24 years old, many of whom are making their first labor force entry with its attendant job hunting and job changing.

Unemployed workers are primarily persons who have strong attachment to the labor force. The majority of those with some unemployment (61 percent) were in the labor force all year and nearly another 10 percent for 40 to 49 weeks. A greater proportion of the unemployed Negro than white workers were in the labor force all year (66 and 60 percent, respectively).

Many unemployed workers are not easily discouraged. Among unemployed persons in the labor force all year, about 12 percent of the men and 20 percent of the women were jobless for over 6 months—more than half of the time they were in the labor force. Greater proportions of Negro than white jobless workers in the labor force the entire year were unemployed for at least half the time—about 16 percent of the Negro men and 27 percent of the women.

**The Nonworker**

A total of 1.3 million persons looked for work during 1966 but did not find any, and they constituted 11 percent of all persons unemployed at

some time during the year (table 3). A disproportionately large percentage, one-fourth, were Negro; among all workers, 11 percent were Negro. Nearly half the persons who looked but did not work were under 25, most of them probably students. Another large proportion (39 percent) were women (chiefly married) age 25 and over. Only about 150,000 were men 25 to 64 years.

The length of unemployment among the nonworkers varied widely by sex and color. Among the women, about 60 percent looked for work for less than 5 weeks and about 17 percent for 15 weeks or more; of the men about 40 percent were in each category. Moreover, among the small group of men 25 to 64 years old about half looked for work for over 6 months compared with only 12 percent of women in the same age group. A greater proportion of the Negro persons (one-third) than of the white (one-fifth) looked for work for 15 weeks or more, possibly an indication of their greater financial need.

Exactly how many among the 1.3 million persons who looked but did not find work in 1966 became discouraged and dropped out of the labor force is not certain. A substantial proportion, however, were seriously attached to the labor force. In February 1967 at the time of the survey, some 500,000 of them were in the labor force, with nearly

200,000 employed, a majority as full-time workers. Over half of the 300,000 who were unemployed in February had been jobless at that time for 15 consecutive weeks or more.

### Occupations of the Employed

The proportion of workers who are employed year round at full-time jobs during the year depends not only on economic conditions but also the extent to which workers want only part-time jobs or have entered the labor force during the year. Teenagers and others in school as well as persons of retirement age are much less inclined than those in the central age group to work all year at full-time jobs, and women are not as likely as men to be steadily employed. About 58 percent of all persons who worked in 1966 were year-round full-time workers—a somewhat higher percent than a year earlier. The proportion of men was nearly double that for women.

Seven out of ten men who were employed at some time during 1966 worked at year-round full-

time jobs. The occupation groups with the highest proportions of regular workers (year-round full-time) are generally those with above average educational requirements. Approximately 9 out of 10 men who were managers and officials and 8 out of 10 professional and technical workers were employed all year at full-time jobs. Virtually all—91 percent—of the engineers and salaried managers and officials worked all year. Unemployment rates in these two occupations are usually the lowest of all.

About three-fourths of the 10 million men who worked during 1966 as skilled craftsmen worked year round at full-time jobs. However, this proportion varied widely among the various occupations in this broad group. Largely because of the seasonal nature of their work, fewer than 6 out of 10 skilled construction craftsmen worked regularly all year compared with 9 out of 10 foremen and 8 out of 10 mechanics and other skilled workers.

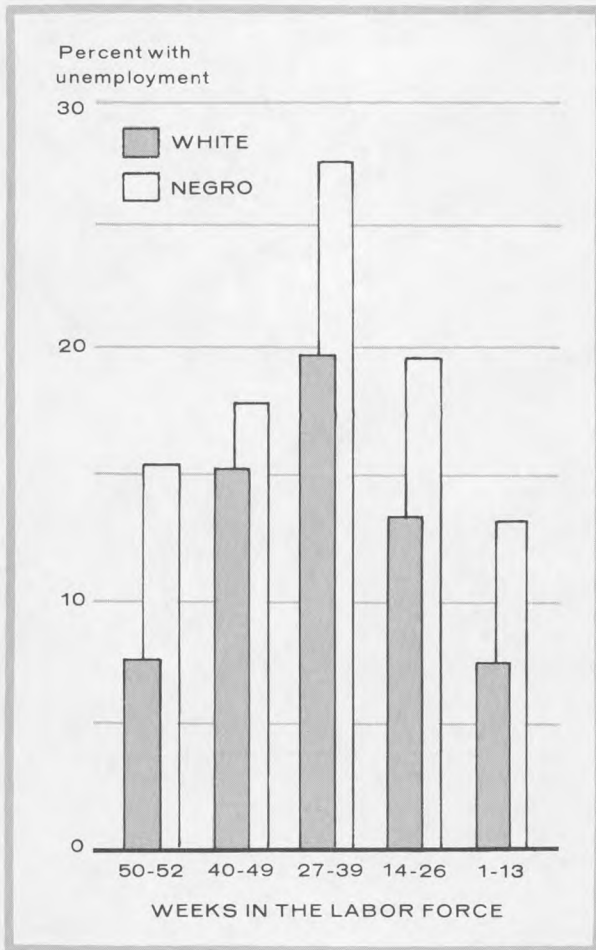
Year-round full-time work was somewhat less common among the 11 million men who worked

TABLE 2. LENGTH OF TIME IN LABOR FORCE OF PERSONS WITH WORK EXPERIENCE IN 1966, BY AGE, SEX, COLOR, AND MARITAL STATUS

Age, marital status, and color	Male				Female					
	Total with work experience (thousands)	Percent distribution of weeks in labor force			Total with work experience (thousands)	Percent distribution of weeks in labor force				
		Total	50 to 52 weeks	27 to 49 weeks		1 to 26 weeks	Total	50 to 52 weeks	27 to 49 weeks	1 to 26 weeks
<b>ALL PERSONS</b>										
Total, 16 years and over.....	51,708	100.0	81.0	8.6	10.4	34,558	100.0	54.3	18.4	27.3
16 to 19 years.....	4,935	100.0	31.6	15.7	52.6	4,054	100.0	22.0	18.9	59.1
20 to 24 years.....	5,418	100.0	68.5	12.0	19.5	5,048	100.0	46.5	20.2	33.3
25 to 64 years.....	38,619	100.0	90.6	6.8	2.7	24,044	100.0	61.6	17.8	20.6
65 years and over.....	2,736	100.0	59.5	15.5	25.0	1,412	100.0	50.9	19.2	29.9
Married, spouse present.....	38,977	100.0	89.2	7.2	3.7	20,492	100.0	53.3	19.3	27.4
Single and other marital status.....	12,731	100.0	55.9	13.2	30.9	14,066	100.0	55.8	16.9	27.2
<b>WHITE</b>										
Total, 16 years and over.....	46,510	100.0	81.3	8.6	10.1	30,179	100.0	54.3	18.3	27.4
16 to 19 years.....	4,358	100.0	32.2	16.3	51.5	3,605	100.0	22.1	19.7	58.2
20 to 24 years.....	4,787	100.0	67.1	12.5	20.4	4,453	100.0	46.5	20.2	33.3
25 to 64 years.....	34,847	100.0	90.9	6.6	2.5	20,871	100.0	61.7	17.6	20.7
65 years and over.....	2,518	100.0	59.7	15.8	24.6	1,250	100.0	51.5	19.2	29.4
Married, spouse present.....	35,613	100.0	89.4	7.0	3.6	18,314	100.0	53.1	19.3	27.5
Single and other marital status.....	10,897	100.0	54.7	13.8	31.6	11,865	100.0	56.1	16.8	27.1
<b>NONWHITE</b>										
Total, 16 years and over.....	5,198	100.0	78.6	9.0	12.3	4,379	100.0	54.4	18.6	27.0
16 to 19 years.....	577	100.0	27.3	11.5	61.3	449	100.0	20.4	13.0	66.6
20 to 24 years.....	631	100.0	79.2	8.3	12.5	595	100.0	46.6	19.5	33.9
25 to 64 years.....	3,772	100.0	87.6	8.6	3.8	3,173	100.0	61.0	19.1	19.8
65 years and over.....	218	100.0	56.9	12.5	30.6	162	100.0	46.6	19.3	34.2
Married, spouse present.....	3,364	100.0	87.1	8.7	4.3	2,178	100.0	54.6	19.3	26.2
Single and other marital status.....	1,834	100.0	63.1	9.8	27.1	2,201	100.0	54.2	17.8	27.9

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

Chart 1. Unemployment and Labor Force Attachment in 1966



during the year as operatives—68 percent. Of the semiskilled workers in nonmanufacturing industries (most likely in trade and service) fewer were regular workers, and more part-time, than operatives in factories or drivers and deliverymen.

Among women, other factors, in addition to skill level, are important in determining the incidence of year-round full-time work. Many of them do not want to remain in the labor force all year, or if they do, they want only part-time jobs. Only 40 percent of all women who worked during 1966 were employed all year at full-time jobs. About 30 percent were usually employed at part-time jobs, a majority of whom worked only part of the year.

As with men, women who were managers, officials, and proprietors were more likely than those

in any other major occupation group to work at year-round full-time jobs—2 out of 3. Among professional and technical workers, close to half held regular full-time jobs and one-fourth worked part time. Half of the more than 10 million women who were clerical workers were year-round full-time workers. A greater proportion of the stenographers, typists, and secretaries were regular workers than those in other clerical positions.

The three broad occupation groups of sales, service, and private household workers accounted for relatively few of the year-round full-time women workers:

Occupation	Percent of women with—	
	Year-round full-time jobs	Part-time jobs
Service workers (except private household)	30	35
Sales workers	27	51
Private household workers	17	65

Women who wanted part-time jobs tended to find employment in these occupations.

### Negro Workers

Men working in white-collar and skilled occupations had greater opportunity for year-round full-time employment than those in semiskilled, service, or unskilled occupations. Among Negro men, year-round full-time work was less prevalent than among whites, but this only reflects the different proportions in white-collar and skilled occupations. In the service, and particularly unskilled occupations, the proportions of Negroes employed regularly were significantly higher than those of whites, as shown in the following tabulation:

	Percent in occupations who worked year round full time			
	Percent distribution of all workers		Percent in occupations who worked year round full time	
	White	Non-white	White	Non-white
Men <sup>1</sup>	100.0	100.0	71.0	61.0
White-collar	40.0	17.5	79.6	74.5
Skilled	20.0	12.8	75.4	66.7
Semiskilled	19.9	27.2	68.1	64.6
Service	6.8	15.2	55.8	59.3
Unskilled	6.8	18.8	39.4	49.6
Women <sup>2</sup>	100.0	100.0	40.6	36.4
White-collar	59.8	25.9	47.0	47.8
Service	15.3	22.7	28.4	40.0
Private household	5.1	25.3	10.8	25.9
Semiskilled	15.3	17.5	42.3	42.5

<sup>1</sup> Includes farm workers, not shown.

<sup>2</sup> Includes skilled, unskilled, and farm workers, not shown.

TABLE 3. EXTENT OF UNEMPLOYMENT OF PERSONS 16 YEARS OF AGE AND OVER, BY SEX, 1964-66

Extent of unemployment	Both sexes			Male			Female		
	1966	1965	1964	1966	1965	1964	1966	1965	1964
	Number (thousands)								
Total working or looking for work .....	87,540	85,246	84,618	52,103	51,553	51,343	35,437	33,693	33,275
Percent with unemployment .....	13.0	14.2	16.4	12.5	14.1	16.4	13.8	14.4	16.3
Total with unemployment .....	11,387	12,131	13,843	6,503	7,289	8,419	4,884	4,842	5,424
Did not work but looked for work .....	1,274	1,316	1,607	395	486	601	879	830	1,006
With work experience .....	10,113	10,815	12,236	6,108	6,803	7,818	4,005	4,012	4,418
Year-round workers <sup>1</sup> with 1 or 2 weeks of unemployment .....	1,269	1,198	1,115	923	879	811	346	319	304
Part-year workers, <sup>2</sup> total .....	8,844	9,617	11,121	5,185	5,924	7,007	3,659	3,693	4,114
With unemployment of—									
1 to 4 weeks .....	3,348	3,088	3,015	1,727	1,642	1,642	1,621	1,446	1,373
5 to 10 weeks .....	2,038	2,196	2,531	1,286	1,381	1,687	752	815	844
11 to 14 weeks .....	1,047	1,277	1,506	707	867	1,035	340	410	471
15 to 26 weeks .....	1,567	1,983	2,434	972	1,342	1,598	595	641	836
27 weeks or more .....	844	1,073	1,635	493	692	1,045	351	381	590
Total with 2 spells or more of unemployment .....	3,411	3,915	4,713	2,295	2,753	3,284	1,116	1,162	1,429
2 spells .....	1,465	1,755	2,323	900	1,139	1,562	565	616	761
3 spells or more .....	1,946	2,160	2,390	1,395	1,614	1,722	551	546	668
	Percent distribution								
Unemployed persons with work experience, total .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Year-round workers <sup>1</sup> with 1 or 2 weeks of unemployment .....	12.5	11.1	9.1	15.1	12.9	10.4	8.6	8.0	6.9
Part-year workers <sup>2</sup> with unemployment of—	87.5	88.9	90.9	84.9	87.1	89.6	91.4	92.0	93.1
1 to 4 weeks .....	33.1	28.6	24.6	28.3	24.1	21.0	40.5	36.0	31.1
5 to 10 weeks .....	20.2	20.3	20.7	21.1	20.3	21.6	18.8	20.3	19.1
11 to 14 weeks .....	10.4	11.8	12.3	11.6	12.7	13.2	8.5	10.2	10.7
15 to 26 weeks .....	15.5	18.3	19.9	15.9	19.7	20.4	14.9	16.0	18.9
27 weeks or more .....	8.3	9.9	13.4	8.1	10.2	13.4	8.8	9.5	13.4
Total with 2 spells or more of unemployment .....	33.7	36.2	38.5	37.6	40.5	42.0	27.9	29.0	32.3
2 spells .....	14.5	16.2	19.0	14.7	16.7	20.0	14.1	15.4	17.2
3 spells or more .....	19.2	20.0	19.5	22.8	23.7	22.0	13.8	13.6	15.1

<sup>1</sup> Worked 50 weeks or more.  
<sup>2</sup> Worked less than 50 weeks.

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

While the data are not conclusive, the available evidence suggests the following: (1) A combination of limited job opportunities elsewhere and low wage rates in the service and unskilled occupations force many more Negroes than whites to work year round full time at these jobs; and (2) for many whites such jobs are a source of support for other activities, such as going to school. Thus whites more than Negroes are not available for year-round full-time work at this level.

Among women, the proportion of Negroes working at year-round full-time jobs was at least the same as for whites. For service and private household workers the proportion of Negroes was considerably higher than of whites. The overall proportion of Negro women employed at regular full-time jobs, however, was not higher than that of whites because of the large concentration in private household occupations where the proportion regularly employed at full-time jobs is low.

### Occupations of the Unemployed

The 10 million workers with some unemployment in 1966—12 percent of all persons who worked—were heavily concentrated among blue-collar and service workers, occupations generally requiring the least education and training or subject to seasonal layoffs. Two-thirds of the unemployed were craftsmen, operatives, laborers, and service (including private household) workers, although only half of all who worked during the year were in these occupations.

Unemployment among construction craftsmen in 1966 continued to be the highest of any occupation, except among unskilled workers in the same industry, despite efforts to decrease seasonal employment. They constituted about a third of the employed but almost two-thirds of the unemployed skilled workers. Thus, unemployment among craftsmen excluding construction workers



was very low—only 9 percent—in 1966. The highest percent of unemployment occurred among construction laborers, one-third of whom were jobless during the year.

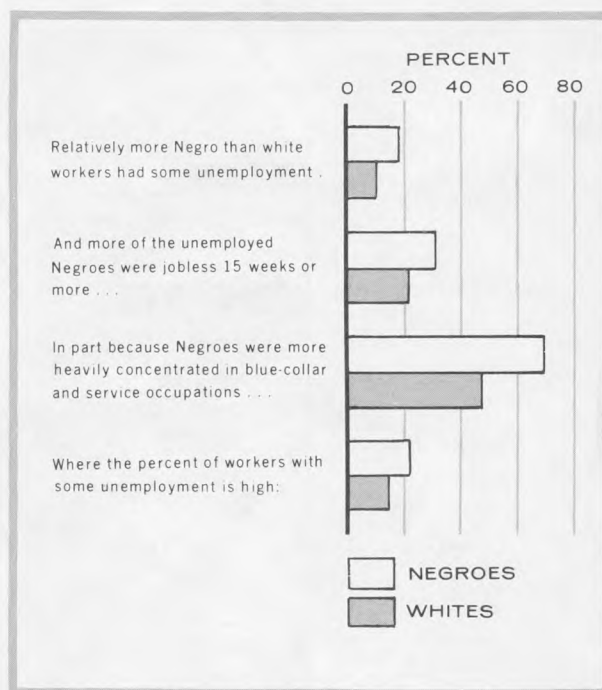
Among the 2.4 million persons unemployed a total of 15 weeks or more, a disproportionate share were blue-collar and service workers. Joblessness for a total of 15 weeks or more was very common among unemployed men who were carpenters or other skilled construction craftsmen, service workers, and farm and nonfarm laborers, and among unemployed women who were operatives, private household workers, and other service workers. While many of the workers jobless for many weeks during 1966 may be relatively unskilled, there were other factors which contribute to prolonged unemployment—low or poor education, discrimination because of age, sex, or color, and predominantly seasonal or intermittent character of employment in an industry or area.

Three-fourths of the unemployed experienced fewer weeks of unemployment. In many occupations, the majority of the unemployed were jobless for a month or less. Among men, white-collar employees, mechanics and repairmen, and operatives in manufacturing were generally unemployed for only a short duration. Among women, the majority of white-collar workers were jobless for only one spell of unemployment. Unemployment of 1 month or less is usually frictional, such as the entry into the labor force of young people, the reentry of women, and leaving one job for another because of changing manpower needs or better employment conditions.

Largely because Negroes tend to be concentrated in occupations in which chances to be unemployed are greatest, relatively more Negroes than whites were unemployed during 1966, 19 and 11 percent, respectively (chart 2). For example, 80 percent of the unemployed Negroes were blue-collar and service workers, compared with 65 percent of the unemployed whites. Furthermore, Negroes were

<sup>3</sup> Under revised definitions, official labor force estimates now relate to ages 16 years and over. Comparisons with 1960 are based on persons 14 years and over because data for 16 years and over are not available for years prior to 1966 in the detail discussed. However, most comparisons are not greatly affected because over this period the number of 14- and 15-year-olds with work experience increased by only 300,000. Furthermore, 14- and 15-year-olds are primarily part-year and part-time workers and in 1966 they constituted a relatively large proportion only among agricultural wage and salary (15 percent) and unpaid family (19 percent) workers.

Chart 2. Unemployment Among Negroes and Whites in 1966

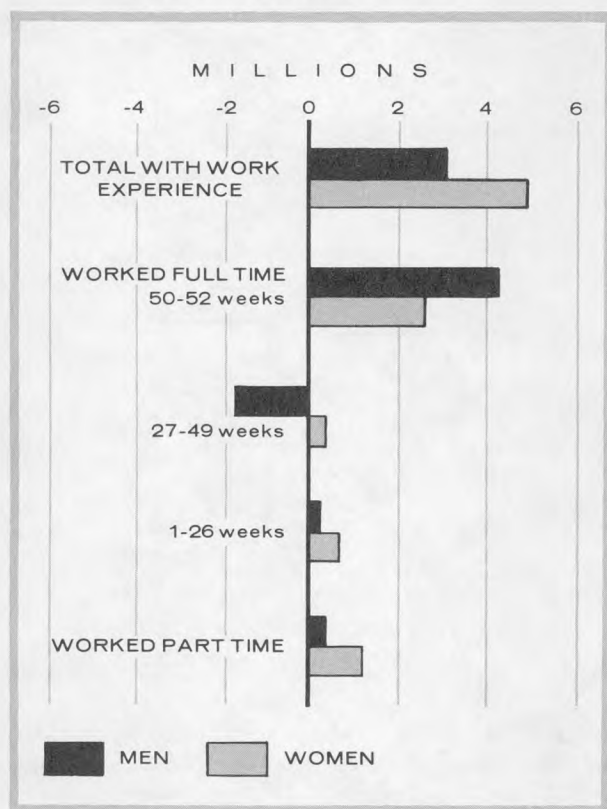


more likely to be jobless longer. Overall, a third of the unemployed Negroes were jobless for a total of 15 weeks or more, but only one-fifth of the whites. In some occupations, the proportions of Negroes with severe unemployment were particularly large. Among craftsmen, relatively twice as many Negroes as whites (44 versus 21 percent, respectively) were jobless for 15 weeks or more. Among service workers (including private household) 35 percent of the Negroes and 25 percent of the whites were unemployed for that many weeks.

### Work Experience, 1960-66

Approximately 7.9 million more persons worked at some time during 1966 than 6 years earlier.<sup>3</sup> Two of the more striking developments over this period were a sharp rise in the number of women with work experience and for men a shift to year-round full-time employment from working at full-time jobs, 27 to 49 weeks. (See chart 3.) Both movements were closely related to steady advances in manpower requirements since 1961 and scattered labor shortages in recent years.

Chart 3. Changes in the Number of Persons With Work Experience, 1960-66



Higher manpower requirements led to a rise in the number of women with work experience, and for men, to a shift to year-round full-time employment.

Women accounted for about 60 percent of the 7.9 million increase in the number of persons with work experience between 1960 and 1966. More started working in 1966—1.7 million—than in any other year. More than half of the net increase for women during the 1960's occurred among year-round full-time workers who even in 1966 accounted for less than half of all women who worked. The greater part of this upward movement came in 1965-66. The upsurge in regular employment was particularly significant because women in this group generally have a continuing attachment to the labor force. Ninety-seven percent of the women who worked all of 1966 at full-time jobs were still in the labor force in February 1967.

Important gains also occurred in part-time work. About 1.2 million more women reported working part time in 1966 than 6 years earlier.

This increase was closely matched by a 1.1 million rise in the total with full-time jobs for 1 to 49 weeks.

Of the 2.6 million rise since 1960 in the number of women working all year at full-time jobs, educational services accounted for 725,000.<sup>4</sup> In educational services, there was an equally large gain in part-year full-time and part-time employment combined. Some of the more important factors that combined to bring about this growth were soaring school enrollment, expanded use of school facilities during summer months, and greater utilization of the specialized services of such educational institutions as day nurseries, libraries, and trade schools.

About 350,000 women were added as year-round full-time workers in medical and health services since 1960. Two-thirds of the increase occurred in the second half of this period and was associated with greater government participation in financing medical care. At the same time, the proportion usually working part-time schedules rose from about 1 in 5 to 1 in 4, indicating that medical and health facilities are turning increasingly to part-time workers to meet manpower shortages. Less dramatic but nonetheless significant gains in year-round full-time work were reported in retail trade, apparel, public administration, and electrical machinery.

### Employed Men

Roughly 3.1 million more men were employed at some time in 1966 than 1960; about 2.1 million were added between 1963 and 1966. Over the 6 years the number working year round full time jumped by 4.3 million. This increase was more evenly distributed over the 6-year period than the advance in the total with work experience. At least 750,000 regular workers were added in every year except 1961 when economic activity fell off sharply.

The upturn in year-round full-time employment appears to be allied with the rollback in the number working at full-time jobs for 27 to 49 weeks. Since 1960, the size of this group dropped by 1.8 million as better business conditions led to a significant shift into year-round full-time work. The largest

<sup>4</sup> Includes in addition to primary and secondary schools, and colleges, such institutions as reading clinics, museums, and art galleries.

annual increase in regular work occurred at the same time (1963) as the biggest decrease in full-time employment of 27 to 49 weeks' duration.

About 2.6 million more men worked year round full time as wage and salary workers in manufacturing industries in 1966 than in 1960.<sup>5</sup> Hard goods producers, particularly in primary and fabricated metals, electrical and nonelectrical machinery, and transportation equipment, accounted for three-fourths of the increase. Soft goods producers, notably in food processing and chemicals, were responsible for the balance. At the same time, full-time work for 27 to 49 weeks dropped by almost 450,000; the decreases were heavily concentrated in durable goods production.

Year-round full-time wage and salary employment in nonmanufacturing increased by 3.3 million during the 6-year period ending in 1966. A disproportionate share was in construction where 750,000 more wage and salary workers reported working all year at full-time jobs.

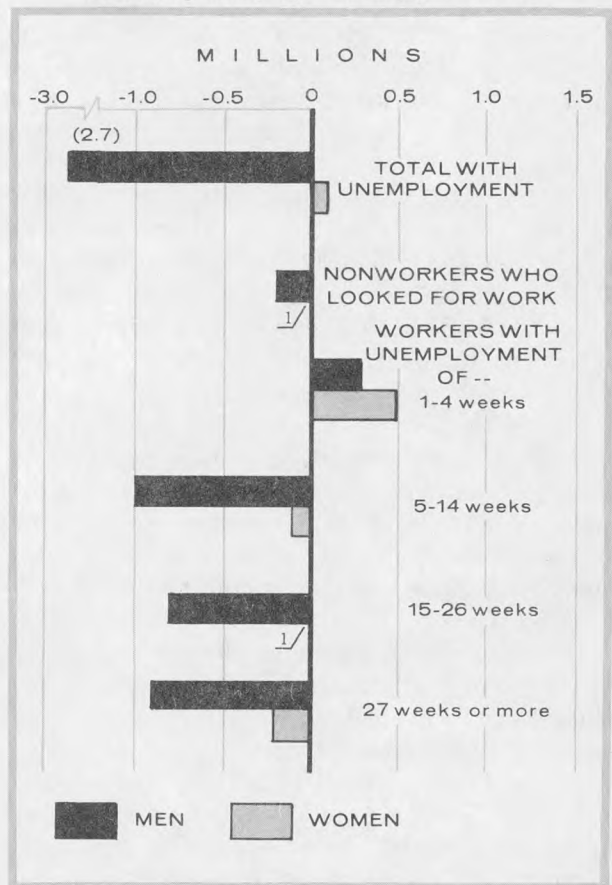
The increases in regular employment in nonmanufacturing (excluding construction) appear to be associated largely with secular developments in the economy. In manufacturing and construction, on the other hand, cyclical forces seem to be the major consideration.

Heavy cutbacks in year-round full-time employment were limited to farming activity, where the number of self-employed and wage and salary workers fell by 625,000 over the 6-year period. At the same time, the number who worked full time 27 to 49 weeks dropped by 225,000. Clearly these movements were part of a longrun decline in manpower requirements on the farm that is creating serious problems of dislocation. A portion of these workers, undoubtedly, found new jobs in the booming nonagricultural sector.

### Unemployment, 1960-66

Two divergent movements marked the changes in unemployment between 1960 and 1966 as the total number of persons who were unemployed at some time during the year declined by 2.5 million.<sup>6</sup> For men, both the jobless total and its composition changed significantly over this period, while for women only the composition of the unemployed was altered materially. Both movements reflect some of the principal differences in the effect

Chart 4. Changes in the Number of Persons With Unemployment, by Duration, 1960-66



For men, both the jobless total and its composition changed significantly since 1960, while for women only the composition was altered materially.

<sup>1</sup> Less than 50,000.

of rising manpower requirements on the labor force activity of men and women.

The number of men with unemployment during the year dropped by 2.7 million over the 6 years since 1960. (See chart 4.) Except for 1960-61, when the economy struggled through a period of deteriorating business conditions, each succeeding year brought a further decrease in the jobless total.

The large cutback in the number of men with unemployment was limited to nonworkers who

<sup>5</sup> Estimates of the number with work experience in 1966 by class of worker and industry are not strictly comparable with those for previous years because of earlier misclassifications of some wage and salary workers as self-employed. The change in classification resulted in a shift of about 750,000 from nonfarm self-employment to wage and salary employment. This change affects the work experience data primarily for men in trade and service industries; increases in manufacturing and other nonfarm industries are believed to be relatively minor.

<sup>6</sup> Includes all persons 14 years of age and over.

looked for work and part-year workers out of work a total of 5 weeks or more, as the number of workers with very short-term unemployment (1 to 4 weeks) increased. Most of the decrease came in 1964-66 and is largely attributable to a sizable increase in the number of men working all year at full-time jobs.<sup>7</sup> Working men who were unemployed for a total of 15 weeks or more were among the principal beneficiaries of the sharply rising demand for regular work crews. The rollback was evenly apportioned between those who were jobless for 15 to 26 weeks and those unemployed 27 weeks or more. Together, these men accounted for 22 percent of the total with unemployment in 1966 compared with 34 percent in 1960.

Unemployment fell markedly among those workers who have particularly severe problems in finding steady jobs, that is, men who were unemployed for one spell of 15 weeks or more. About 825,000 fewer men in this group were out of work for 4 consecutive months or more in 1966 than 6 years earlier.

While fewer men were unemployed at some time in 1966 than 1960, the number of women with unemployment remained unchanged. Between 1961-64, however, the total for women was significantly higher and only in recent years has it fallen to the 1960 level. Thus, women accounted for 43 percent of all persons with unemployment in 1966 compared with 34 percent in 1960. Nevertheless, unemployment declined for select groups. For example, 375,000 fewer part-year workers were jobless for 5 weeks or more in 1966 than in 1960. Significantly, most of the decline developed among those who were unemployed a total of 15 weeks or more. About 1 out of 5 of the unemployed women in 1966 were part-year workers with 15 weeks or more of unemployment compared with 1 out of 4 in 1960. The decrease in the number who were jobless for 15 weeks or more was balanced by an equivalent increase in the number of part-year workers with unemployment of 1 to 4 weeks. A growing demand for labor did not reduce the number of women with unemployment because 4.8 million more women worked or looked for work in 1966 than in 1960.

Fewer Negro men were unemployed at some time in 1966 than in 1960, but the percentage decrease in the number of unemployed Negroes just matched the rate of decline for white men. Thus,

no special advantage accrued to either group. Over the period Negroes constituted about 17 percent of all men with unemployment. Even in recent years when the demand for labor climbed abruptly, this proportion did not change significantly. At the same time, the number of Negro women with unemployment did not vary appreciably. Like their male counterparts, however, Negro women accounted for a stable 20 percent of all women with unemployment.

### Teenagers

Approximately 32 percent of the 7.3 million 14- and 15-year-olds worked or looked for work at some time during 1966.<sup>8</sup> Because many young teenagers have a highly seasonal attachment to the labor force, their participation rate in any given month is usually much lower than the total for the year. The proportion in the labor force in 1966 ranged from a February low of 13 percent to a June high of 27 percent. During the summer months (June-August) nearly twice as many were in the labor force as during the regular school year (September-May). More than two-thirds, however, were not in the labor force at any time during 1966. Almost all (97 percent) said that going to school was the main reason for not working or looking for work.

Of the 2.3 million boys and girls who worked in 1966, about 500,000 reported year-round employment. All but a very small portion of these were part-time workers. Most of the other 1.8 million with work experience were employed part-year on

<sup>7</sup> For the period 1955-66, year-to-year variations in the number of men with year-round full-time jobs explained 72 percent of the yearly changes in the number of part-year workers with unemployment of 5 weeks or more.

*Least square regression equation for year-to-year changes*

$$\Delta \text{ Part-year workers unemployed 5 weeks or more} = 297,057 - 1.0153 \times \Delta \text{ workers employed year round full time}$$

Standard error: 0.2080

Coefficient of correlation: -0.85

Level of significance: .001

<sup>8</sup> Several new concepts and methods to measure and report official manpower statistics were introduced in January 1967. One of these revisions raised the lower age limit of the labor force to 16 from 14 years. The reasons for this change were several. First, child labor laws protect the young worker from hazardous occupations and working conditions. Second, unemployment is a far less significant economic problem for young teenagers than for older persons. Finally, the primary activity of persons in this age group is going to school rather than working or looking for work.

part-time schedules. School enrollment was the major reason reported for working part-year only; fewer than 50,000 attributed their part-year work history chiefly to unemployment.

Roughly 200,000 14- and 15-year-olds were unemployed at some time during 1966. This number represented 8.6 percent of the total working or looking for work and was far below the 13.0 percent for persons 16 years of age and over. About 2½ times as many 14- and 15-year-olds were jobless during the summer months as in the normal school year. Unemployment dropped sharply from the June–August period to October when nearly all of the younger teenagers were enrolled in school. Of the part-year workers with unemployment, only 2 percent of the 14- and 15-year-olds compared with 20 percent of those 16 and over cited unemployment as the reason for not working all year.

The proportion of long-term unemployment (15 weeks or more) among 14- and 15-year-olds remained close to 18 percent over the 1960–66 period, while the equivalent proportion of unem-

ployed persons 16 and over dropped from 33 percent in 1964 to 24 percent in 1966.<sup>9</sup> The decline among the latter group is clearly attributable to rising manpower requirements. Since most youngsters start looking for work only when schools close in June and stop when schools reopen in September, few are in the labor force long enough to accumulate more than 3 months of unemployment during the entire year. School attendance, therefore, is an important determinant not only of the level of unemployment but its duration as well.

Although the rate of unemployment for 14- and 15-year-olds is relatively high (on a monthly basis, 7.9 percent in 1966) it is far more important that relatively few have a strong labor force attachment. Of those who worked in 1966, only 38 percent were still in the labor force in February 1967. Fewer yet encounter unemployment at all. Thus, the central problem is not one of finding more jobs for 14- and 15-year-olds in order to reduce the current rate of unemployment. Rather it is one of raising their educational achievement in order to minimize the risk of unemployment in their adult years.

<sup>9</sup> Data for these age groups not available before 1964.

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Assuring a place for all citizens in the world of work is not consideration for the poor, but insurance for the majority. National manpower policy has been greatly influenced in the postwar era by our response to the threat from without. In the years ahead it must be shaped by the challenge from within.

—Eli Ginsberg.

# Workers' Wages in Construction and Maintenance

LILY MARY DAVID AND T. P. KANNINEN\*

A study covering three crafts in 50 metropolitan areas in late 1965 or early 1966<sup>1</sup> indicates that union scales of skilled workers in building construction were almost uniformly higher than the average straight-time hourly earnings of such workers in maintenance activities. The three crafts were carpenters, electricians, and painters. Few individual maintenance workers in these trades were paid as much as the union scale for construction work in their area.

## Differentials and Overlap

Union scales of construction carpenters were 11 to 73 percent higher than average hourly earnings of maintenance carpenters in the same area, with the difference amounting to 33 percent or more in half the cities. For the electricians, scales were 18 to 63 percent higher than average hourly earnings of maintenance electricians, with a difference of at least 39 percent in half the cities. Scales for painters in building construction were lower than the average hourly pay of maintenance painters in only one city—Richmond, Va. Elsewhere differentials in favor of union scales for painters were smaller than for maintenance electricians or carpenters; they ranged from 7 to 54 percent, with a differential of at least 27 percent in half the metropolitan areas surveyed (table 1).

\*Of the Division of Wage Economics and formerly of the Division of Occupational Pay, Bureau of Labor Statistics, respectively.

<sup>1</sup>Data vary among cities from September 1965 to May 1966. (See table 1.)

<sup>2</sup>Differences in the relative importance of various industries as well as in the extent of unionization among cities presumably affected the size of the differential for all three trades. For example, the relative importance of employment in the service industries in New York reduced average hourly earnings for maintenance workers in that city.

In cents per hour, the construction-maintenance differentials ranged among cities from 34 cents to \$2.45 for carpenters, and from 66.5 cents to \$2.01 for electricians. Maintenance painters in Richmond earned 34 cents more, on the average, than the union scale for construction painters. In a majority of cities, the differentials were 85 cents to \$1.30 for carpenters, \$1.10 to \$1.50 for electricians, and 55 cents to \$1.10 for painters.

Differentials varied not only among cities but among the three trades within the same city. (See table 2.) To some extent, this lack of uniformity reflects intercity differences in the industries in which maintenance workers are concentrated and the extent of unionization of maintenance workers, as well as differences in local bargaining conditions among the three construction crafts.<sup>2</sup>

The spread between construction scales and maintenance pay varied more among cities within a region than among regions. (See chart.) For carpenters and electricians, however, differentials in favor of building scales tended to be proportionately greater in the Northeast than in other cities. Of 10 cities with the greatest differentials, the Northeast accounted for 7 in the case of carpenters,

Union Construction Scales as Percent of Straight Time Average Hourly Earnings in Maintenance Work, Selected Metropolitan Areas, Three Crafts, 1966

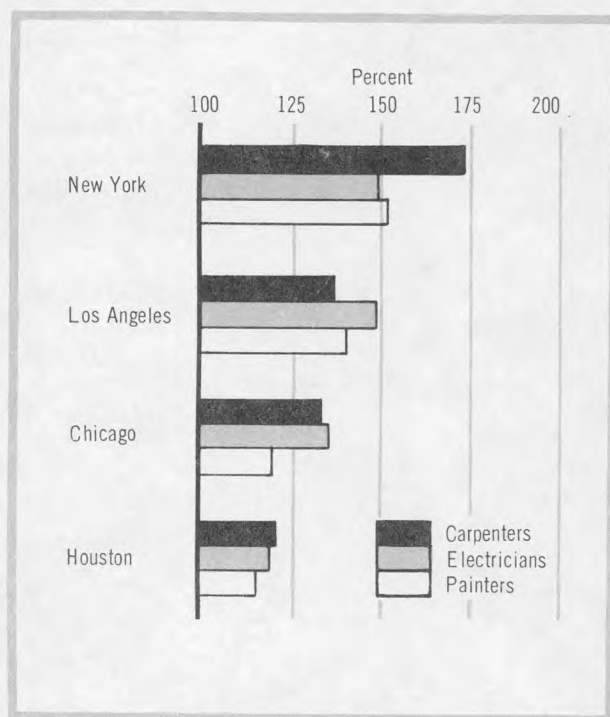


TABLE 1. STRAIGHT-TIME AVERAGE HOURLY EARNINGS IN MAINTENANCE WORK AND UNION SCALES IN BUILDING CONSTRUCTION, 3 TRADES IN 50 AREAS, 1965-66

Region, metropolitan area, and date of survey	Carpenters				Electricians				Painters			
	Average hourly earnings in maintenance	Union scales in building construction	Construction rate higher by—		Average hourly earnings in maintenance	Union scales in building construction	Construction rate higher by—		Average hourly earnings in maintenance	Union scales in building construction	Construction rate higher by—	
			Dollars per hour	Per cent			Dollars per hour	Per cent			Dollars per hour	Per cent
<b>Northeast:</b>												
Boston—Oct. 1965	\$3.13	\$4.50	\$1.37	44	\$3.24	\$5.25	\$2.01	62	\$2.88	\$4.20	\$1.32	46
Buffalo—Dec. 1965	3.17	4.315	1.145	36	3.49	5.11	1.62	46	3.19	4.125	.935	29
New Haven—Jan. 1966	2.79	4.50	1.71	61	3.04	4.75	1.71	56	2.88	4.25	1.37	48
New York—April 1966	3.35	5.80	2.45	73	3.46	5.20	1.74	50	3.16	4.80	1.64	52
Philadelphia—Nov. 1965	3.38	4.45	1.07	32	3.33	5.25	1.92	58	3.03	3.975	.945	31
Pittsburgh—J n. 1966	3.34	5.075	1.735	52	3.45	5.25	1.80	52	3.14	4.425	1.285	41
Portland—Nov. 1965	2.52	3.70	1.18	47	2.75	3.95	1.20	44	2.33	2.50	.17	7
Providence—Pawtucket— May 1966	2.66	3.95	1.29	48	2.97	4.55	1.58	53	2.68	3.60	.92	34
Trenton—Dec. 1965	3.08	4.80	1.72	56	3.30	5.30	2.00	61	3.09	4.375	1.285	42
York—Feb. 1966	2.62	3.55	.93	35	2.94	4.40	1.46	50	2.59	3.05	.46	18
<b>South:</b>												
Atlanta—May 1966	2.97	4.00	1.03	35	3.46	4.30	.84	24	2.82	4.25	1.43	51
Baltimore—Nov. 1965	3.11	4.09	.98	32	3.23	4.70	1.47	46	2.98	4.05	1.07	36
Birmingham—April 1966	3.31	3.90	.59	18	3.67	4.35	.68	19	3.06	4.00	.94	31
Charleston—April 1966	3.58	4.475	.895	25	3.58	4.45	.87	24	3.63	3.65	.12	3
Chattanooga—Sept. 1965	2.45	3.85	1.40	57	2.91	4.25	1.34	46	2.78	3.75	.97	35
Dallas—Nov. 1965	2.95	4.15	1.20	41	3.18	4.275	1.095	34	2.81	3.913	1.103	39
Houston—June 1966	3.61	4.32	.71	20	3.69	4.355	.665	18	3.51	4.035	.525	15
Jacksonville—Jan. 1966	2.82	3.75	.93	33	3.18	4.40	1.22	38	2.67	3.50	.83	31
Little Rock—N. Little Rock— Aug. 1965	2.47	3.65	1.18	48	2.67	4.35	1.68	63	2.67	3.82	.57	18
Louisville—Feb. 1966	3.40	4.125	.725	21	3.57	4.545	.975	27	3.25	3.82	.57	18
Memphis—Jan. 1966	2.62	4.00	1.38	53	3.22	4.525	1.305	41	2.71	3.80	1.09	40
Miami—Dec. 1965	2.85	3.90	1.05	37	3.05	4.55	1.50	49	2.52	3.57	1.05	45
New Orleans—Feb. 1966	3.09	3.90	.81	26	3.30	4.40	1.10	33	2.99	3.375	.385	13
Richmond—Nov. 1965	3.11	3.45	.34	11	3.30	4.05	.75	23	3.09	2.75	-.34	-11
Savannah—May 1966	3.14	3.80	.66	21	3.35	4.35	1.00	30	3.07	3.375	.305	10
Washington, D.C.—Md.—Va.— Oct. 1965	3.19	4.10	.91	29	3.30	4.90	1.60	48	2.84	4.37	1.53	54
<b>North Central:</b>												
Chicago—April 1966	3.66	4.85	1.19	33	3.67	4.95	1.28	35	3.86	4.60	.74	19
Cincinnati—March 1965	3.26	4.40	1.14	35	3.35	4.75	1.40	42	3.20	4.00	.80	25
Cleveland—Sept. 1965	3.36	4.75	1.39	41	3.46	4.89	1.43	41	3.22	4.56	1.34	42
Columbus—Oct. 1965	3.22	4.14	.92	29	3.37	4.60	1.23	36	3.13	3.65	.52	17
Davenport—Rock Island— Moline—Oct. 1965	3.33	4.12	.79	24	3.67	4.56	.89	24	3.21	3.77	.56	17
Dayton—Jan. 1966	3.53	4.38	.85	24	3.52	4.64	1.12	32	3.34	4.00	.66	20
Des Moines—Feb. 1966	3.46	4.20	.74	21	3.54	4.60	1.06	30	3.37	3.90	.53	16
Detroit—Jan. 1966	3.51	4.43	.92	26	3.73	5.00	1.27	34	3.40	4.00	.60	18
Indianapolis—Dec. 1965	3.39	4.40	1.01	30	3.53	4.625	1.095	31	3.34	4.10	.76	23
Kansas City—Nov. 1965	3.49	4.15	.66	19	3.63	4.85	1.22	34	3.49	4.075	.585	17
Milwaukee—April 1966	3.40	4.26	.86	25	3.70	4.60	.90	24	3.45	4.01	.56	16
Omaha—Oct. 1965	3.11	4.10	.99	32	3.42	4.60	1.18	35	3.29	3.825	.535	16
St. Louis—Oct. 1965	3.34	4.675	1.335	40	3.63	5.15	1.52	42	3.35	4.34	.99	30
South Bend—March 1966	3.39	4.15	.76	22	3.41	4.50	1.09	32	3.51	3.80	.29	8
Toledo—Feb. 1966	3.49	4.495	1.005	29	3.44	4.75	1.31	38	3.28	4.165	.885	27
Wichita—Oct. 1965	2.95	3.825	.875	30	3.14	4.65	1.51	48	2.93	3.50	.57	19
Youngstown—Warren— Nov. 1965	3.38	4.50	1.12	33	3.61	4.625	1.015	28	3.20	4.14	.94	29
<b>West:</b>												
Denver—Dec. 1965	3.22	4.415	1.195	37	3.41	4.62	1.21	35	3.35	3.85	.50	15
Los Angeles—Long Beach— March 1966	3.39	4.64	1.25	37	3.68	5.46	1.78	48	3.37	4.76	1.39	41
Phoenix—March 1966	3.35	4.505	1.155	34	3.56	5.00	1.44	40	3.05	4.05	1.00	33
Portland—May 1966	3.39	4.68	1.29	38	3.61	5.00	1.39	39	3.49	4.05	.56	16
Salt Lake City—Dec. 1965	3.25	4.10	.85	26	3.30	4.60	1.30	39	3.24	3.85	.61	19
San Diego—Nov. 1965	3.32	4.75	1.43	43	3.83	5.50	1.67	44	3.24	4.82	1.58	49
Spokane—June 1966	3.53	4.45	.92	26	3.60	4.538	.938	26	3.43	4.38	.95	28

8 for electricians, and 5 for painters. Three cities with the greatest differentials for carpenters and painters and two for electricians were in the South. The greatest differentials occurred in New York

<sup>3</sup> The construction scale in an area consists of a single rate for the occupation—the basic (minimum) wage scale established by the union agreement. Rates in excess of the negotiated minimum, which may be paid for special qualifications or other reasons, are not included but are probably paid to relatively few workers. By contrast, the data reported for maintenance workers consist of their actual average hourly earnings, which vary among establishments and among individuals within the same establishment. The information for maintenance workers includes workers employed in both union and nonunion establishments.

City, where union scales exceeded average hourly earnings for maintenance employees in the same trade by 50 to 73 percent; New Haven, where the range was 48 to 61 percent; Trenton, 42 to 61; Boston, 44 to 62; and Pittsburgh, 41 to 52.

An analysis of the distribution of individual maintenance workers' earnings indicates very little overlap between their pay and the union construction scales in the city in which they work.<sup>3</sup> As table 3 indicates, maintenance carpenters were paid the union construction scale in 20 of the 50

TABLE 2. AREAS WITH HIGHEST AND LOWEST PERCENTAGE DIFFERENTIAL BETWEEN UNION SCALES IN CONSTRUCTION AND STRAIGHT-TIME AVERAGE HOURLY EARNINGS OF MAINTENANCE WORKERS, THREE CRAFTS, 1965-66

Carpenters		Electricians		Painters	
Metropolitan area	Percent differential— wage scales over maintenance average hourly earnings	Metropolitan area	Percent differential— wage scales over maintenance average hourly earnings	Metropolitan area	Percent differential— wage scales over maintenance average hourly earnings
Highest differentials					
New York.....	73	Little Rock-N. Little Rock.....	63	Washington, D.C.....	54
New Haven.....	61	Boston.....	62	New York.....	52
Chattanooga.....	57	Trenton.....	61	Atlanta.....	51
Trenton.....	56	Philadelphia.....	58	San Diego.....	49
Memphis.....	53	New Haven.....	56	New Haven.....	48
Pittsburgh.....	52	Providence-Pawtucket.....	53	Boston.....	46
Little Rock-N. Little Rock.....	48	Pittsburgh.....	52	Cleveland.....	42
Providence-Pawtucket.....	48	New York.....	50	Miami.....	42
Portland, Maine.....	47	York.....	50	Trenton.....	44
Boston.....	44	Miami.....	49	Pittsburgh.....	41
Lowest differentials					
Richmond.....	11	Houston.....	18	Charleston, W. Va.....	3
Birmingham.....	18	Birmingham.....	19	Portland, Maine.....	7
Kansas City.....	19	Richmond.....	23	South Bend.....	8
Houston.....	20	Davenport-Rock Island.....	24	Savannah.....	10
Savannah.....	21	Atlanta.....	24	Richmond.....	11
Louisville.....	21	Charleston, W. Va.....	24	New Orleans.....	13
Des Moines.....	21	Milwaukee.....	24	Denver.....	15
South Bend.....	22	Spokane.....	26	Houston.....	15
Dayton.....	24	Louisville.....	27	Portland (Oreg.).....	16
Davenport-Rock Island.....	24	Youngstown-Warren.....	28	Omaha.....	16

metropolitan areas; in 40 of the cities, none of the maintenance electricians received the union construction rate; and in 17 of the cities, none of the painters received the union scale. Very rarely did as many as 10 percent of the maintenance workers in a metropolitan area receive the construction scale. Among the areas where at least 10 percent of the maintenance carpenters and painters earned the union scale was Chicago. The overlap was greater for painters than for carpenters or electricians.

The overlap was confined largely to trade, where some stores paid their maintenance workers the construction scale. Their payment of the construction scale may be related in part to the fact that for relatively large projects, they hire union workers temporarily or contract work out to a union contractor. Moreover, in some of the other industry divisions—for example, utilities—the pay scale for maintenance workers is governed by a job evaluation system for all blue-collar workers.

### Meaning of the Differential

In evaluating these differentials, a number of distinctions between construction and maintenance work should be recognized: There are substantial differences in the number of days worked in a year,

since construction workers lose time because of weather and because of shifting from job to job as work on a project is completed. Even though newer methods of construction have reduced the exposure of building trades employees to weather, their working conditions are usually still more rigorous than those of maintenance employees. There may also be differences, especially for electricians, in the amount of skilled work actually performed in a workday. Some skilled maintenance workers frequently are not kept busy at their highest skills during many hours for which they are paid, whereas the construction workers' skills are usually utilized more constantly. Construction workers are generally faced with a greater variety of problems requiring their skills than maintenance employees.

It should also be pointed out that data on union scales are limited to the central city; the information on average hourly earnings of maintenance workers pertains to all those employed throughout the metropolitan area. In some areas, there may be a difference in union scales between the central city and outlying communities. Moreover, the information for maintenance workers includes union and nonunion establishments.

**Trends.** Information was available on trends in earnings and union scales from 1955 to 1966 (table 4). It indicates that in all cities, the absolute



TABLE 3. PROPORTION OF MAINTENANCE WORKERS RECEIVING UNION CONSTRUCTION SCALES IN MAJOR METROPOLITAN AREAS, BY REGION, 1965-66

Percent of maintenance workers receiving union scale or more	Number of metropolitan areas in which specified percent of maintenance workers received union scale or more				
	United States	North-east	South	North Central	West
Areas studied.....	50	10	16	17	7
Carpenters:					
None.....	20	4	8	3	5
Less than 2 percent.....	9	4	2	3	0
2-4 percent.....	8	1	0	5	2
5-9 percent.....	7	1	4	2	
10 percent or more.....	6	0	2	4	
Electricians:					
None.....	40	9	12	12	7
Less than 2 percent.....	7	1	1	5	
2-4 percent.....	1		1		
5-9 percent.....	2		2		
10 percent or more.....					
Painters:					
None.....	17	4	6	2	5
Less than 2 percent.....	11	3	3	4	1
2-4 percent.....	4		1	3	
5-9 percent.....	5		1	3	1
10 percent or more.....	13	3	5	5	

differentials (cents per hour) have grown substantially. In a majority of cities, they also have grown in relative terms, although the percentage differentials have not changed markedly in most jobs and areas, and in some cases they have not grown at all. A substantial widening in percentage differentials did take place for Boston electricians and painters, Buffalo electricians, New York City and St. Louis carpenters, Atlanta and Baltimore painters, and Memphis carpenters and painters.

On the other hand, percentage differentials did not widen at all for Buffalo carpenters or painters, Philadelphia carpenters, Atlanta or Cleveland carpenters or electricians, Baltimore carpenters, Dallas electricians or painters, Chicago painters, and Denver electricians.

**Expenditures on Benefits.** The comparisons presented here are limited to union wage scales or straight-time hourly earnings and take no account of expenditures for benefits. In mid-1966 union contracts in the construction industry provided for employer contributions toward vacation pay as well as insurance and pension benefits, averaging about 9 percent of union scales and varying among cities from less than 2 to about 15 percent. For the same items, expenditures on benefits in manufacturing establishments in 1962 also amounted to approximately 9 percent of straight-time hourly earnings. A more current picture of expenditures on benefits in manufacturing might indicate a slightly higher ratio of expenditures to hourly earnings. It is also true that expenditures on other benefits for which information is not available for construction (notably, holidays and other leave) would be higher in manufacturing than in construction. But even considering all benefits, the difference between construction and manufacturing expenditures would probably be relatively small. It would certainly not substantially offset the differential in terms of wage rates.

TABLE 4. DIFFERENCES BETWEEN UNION CONSTRUCTION SCALES AND STRAIGHT-TIME AVERAGE HOURLY EARNINGS OF MAINTENANCE WORKERS, 3 TRADES IN SELECTED METROPOLITAN AREAS, 1955 AND 1966

Region and metropolitan area	Excess of construction rates over maintenance straight-time average hourly earnings for—											
	Carpenters				Electricians				Painters			
	1955	1966	Percent excess		1955	1966	Percent excess		1955	1966	Percent excess	
			1955	1966			1955	1966			1955	1966
Northeast:												
Boston.....	\$0.83	\$1.37	41	44	\$0.88	\$2.01	42	62	\$0.70	\$1.32	39	46
Buffalo.....	0.795	1.145	36	36	0.87	1.62	38	46	0.73	0.935	36	29
New York City.....	1.21	2.45	55	73	1.05	1.75	47	50	0.97	1.64	47	52
Philadelphia.....	0.91	1.07	40	32	1.25	1.92	56	58	0.55	0.945	27	31
South:												
Atlanta.....	0.68	1.03	35	35	0.77	0.84	35	24	0.67	1.43	35	51
Baltimore.....	0.69	0.98	33	32	0.795	1.47	36	46	0.43	1.07	22	36
Dallas.....	0.77	1.20	39	41	0.90	1.095	43	34	0.735	1.103	39	39
Memphis.....	0.535	1.38	29	53	0.83	1.305	39	41	0.513	1.09	29	40
Middle West:												
Chicago.....	0.69	1.19	27	33	0.84	1.28	34	35	0.575	0.74	23	19
Cleveland.....	1.055	1.39	48	41	0.955	1.43	41	41	0.82	1.34	38	42
St. Louis.....	0.78	1.335	34	40	0.90	1.52	38	42	0.66	0.99	29	30
Far West:												
Denver.....	0.69	1.195	32	37	0.86	1.21	40	35	0.57	0.50	28	15
Los Angeles.....	0.475	1.25	21	37	0.78	1.78	32	48	0.51	1.39	23	41
Portland.....	0.27	1.29	11	38	0.57	1.39	24	39	0.23	0.56	10	16

## Wages in Bituminous Coal Mines

STRAIGHT-TIME EARNINGS of production and related workers in bituminous coal mines averaged \$3.30 an hour in January 1967. Earnings of nearly two-thirds of the 87,510 workers covered by the Bureau of Labor Statistics survey<sup>1</sup> were within a range of \$3.40 to \$3.80 an hour. Workers in underground mines, 83 percent of the industry's work force, averaged \$3.34 an hour, compared with \$3.14 for those in surface mines (table 1). Average weekly earnings, however, were higher for surface miners by \$11.50. Average weekly hours worked were 47 in surface mines, compared with 40.5 in underground mines. For both types of mines, earnings varied by location, labor-management contract status, employment size, and occupation.

A large majority of the production workers were provided 8 paid holidays a year, 2 weeks' paid vacation after 1 year of service, and health and retirement benefits.

### Earnings

The nationwide average for production workers in January 1967 (\$3.30 an hour) was nearly 12 percent above the average in November 1962 (\$2.95), when a similar study was conducted.<sup>2</sup> This increase was largely due to general wage increases granted under the terms of collective bargaining agreements between the United Mine Workers of America (Ind.) and members of the Bituminous Coal Operators' Association.<sup>3</sup> The agreements, covering a large majority of the industry's workers, provided wage increases of \$1 a day on each of three separate occasions—April 2, 1964, January 1, 1965, and April 1, 1966; on the latter date, inside electricians, mechanics, and continuous-mining-machine operators received an additional increase of 32 cents a day. As a result of longer workweeks in the industry, up from 37.5 hours in 1962 to 41.5 in 1967, the percent rise in average weekly earnings for production workers was about double the increase in average hourly earnings.

Earnings information was developed separately for seven States, which together accounted for 94 percent of the bituminous coal mining work force

in January 1967. Average hourly earnings for production workers in underground and surface mines combined ranged from \$3.68 in Illinois to \$2.87 in Virginia. Workers in West Virginia, the largest State in terms of industry employment and coal production, averaged \$3.45. Averages in the remaining States were: Pennsylvania, \$3.28; Ohio, \$3.23; Alabama, \$3.19; and Kentucky, \$2.98.

Production workers in the industry, working an average of 41.5 hours, averaged \$137.50 a week. Average weekly earnings for all mines in the seven States were: Illinois, \$162.50; Ohio, \$142.50; West Virginia, \$141.50; Pennsylvania, \$140; Alabama, \$127; Kentucky, \$124.50; and Virginia, \$111.50.

Production workers in underground mines averaged \$3.34 an hour—20 cents more than in surface mines. Surface miners, on the other hand, averaged \$147 for a 47-hour week compared with \$135.50 for underground miners who had an average workweek of 40.5 hours.

Wage relationships between underground and surface mines varied among the four States for which comparisons could be made. In Illinois and Kentucky, workers in surface mines averaged more than those in underground mines by 25 and 45 cents an hour, respectively, while workers in underground mines held an average wage advantage of 46 cents in Ohio and \$1.21 in Pennsylvania.

<sup>1</sup> The survey included establishments employing 10 workers or more and primarily engaged in producing bituminous coal or in developing bituminous coal mines (part of industry 1211 as defined in the 1957 edition of the *Standard Industrial Classification Manual and Supplements*, prepared by the U.S. Bureau of the Budget). The study excluded separately operated coal preparation plants, as well as other separate auxiliary units such as central offices.

The straight-time earnings presented in this article differ in concept from the gross earnings published in the Bureau's monthly hours and earnings series. The averages presented here exclude premium pay for overtime and for work on weekends, holidays, and late shifts. A more comprehensive account of this survey will be presented in a forthcoming bulletin which will contain an explanation of differences between the employment and earnings estimates for this survey and those presented in the monthly series.

The term production and related workers, as used in this survey, includes working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in excavation, haulage, trucking, hoisting, ventilation, drainage, drilling, blasting, loading, crushing, processing, inspection, storage handling, warehousing, shipping, maintenance, repair, janitorial work, watchmen services, development (except construction performed by a separate work force), auxiliary production for plant's own use (e.g., power plant), and recordkeeping and other services closely associated with the above production operations.

<sup>2</sup> For an account of the earlier study, see "Earnings in Bituminous Coal Mines, November 1962," *Monthly Labor Review*, October 1963, pp. 1153-1156.

<sup>3</sup> For additional information on the terms of these agreements, see *Wage Chronology: Bituminous Coal Mines, 1933-68* (BLS Bulletin 1558, 1967).

TABLE 1. NUMBER, AVERAGE WEEKLY HOURS WORKED, AND AVERAGE STRAIGHT-TIME EARNINGS<sup>1</sup> OF PRODUCTION WORKERS IN BITUMINOUS COAL MINES, BY TYPE OF MINE, UNITED STATES AND SELECTED STATES, JANUARY 1967

Type of mine and state	Number of workers	Average		
		Hourly earnings <sup>1</sup>	Weekly hours worked <sup>2</sup>	Weekly earnings <sup>1</sup>
All mines: United States <sup>3</sup> .....	87,510	\$3.30	41.5	\$137.50
Underground mines:				
United States <sup>3</sup> .....	72,644	3.34	40.5	135.50
Alabama.....	3,848	3.19	39.5	126.00
Illinois.....	3,985	3.58	42.0	151.00
Kentucky.....	9,881	2.90	40.5	117.50
East <sup>4</sup> .....	7,807	2.81	40.0	113.00
West <sup>5</sup> .....	2,074	3.23	41.5	134.00
Ohio.....	2,612	3.47	41.5	144.50
Pennsylvania.....	13,029	3.54	40.5	144.00
Virginia.....	6,203	2.84	39.0	110.00
West Virginia.....	29,617	3.46	41.0	142.00
Surface mines:				
United States <sup>3</sup> .....	14,866	3.14	47.0	147.00
Illinois.....	2,633	3.83	47.0	180.50
Kentucky.....	2,064	3.35	47.5	160.00
West <sup>5</sup> .....	1,533	3.63	48.0	174.50
Ohio.....	2,761	3.01	46.5	139.50
Pennsylvania.....	3,451	2.33	50.5	117.50

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Average weekly earnings were rounded to the nearest half dollar.

<sup>2</sup> Average weekly hours were rounded to the nearest half hour.

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

<sup>4</sup> East Kentucky includes the following counties: Bell, Boyd, Breathitt,

Carter, Clay, Elliott, Floyd, Greenup, Harlan, Jackson, Johnson, Knott, Knox, Laurel, Lawrence, Lee, Leslie, Letcher, McCreary, Magoffin, Martin, Morgan, Owsley, Perry, Pike, Pulaski, Rockcastle, Wayne, and Whitley.

<sup>5</sup> West Kentucky includes the following counties: Butler, Christian, Crittenden, Daviess, Hancock, Henderson, Hopkins, Logan, McLean, Muhlenberg, Ohio, Simpson, Todd, Union, Warren, and Webster.

As the following tabulation illustrates, the proportions of workers in union mines varied among the selected States in both branches of the industry.

Percent of production workers in mines with collective bargaining agreements covering a majority of such workers

	Underground mines	Surface mines
United States <sup>1</sup> .....	80-84	50-54
Alabama.....	95+	-----
Illinois.....	95+	95+
Kentucky.....	50-54	65-69
East.....	45-49	-----
West.....	75-79	85-89
Ohio.....	90-94	40-44
Pennsylvania.....	90-94	-----
Virginia.....	50-54	-----
West Virginia.....	90-94	-----

<sup>1</sup> Includes data for States in addition to those shown separately. Alaska and Hawaii are not included in data.

NOTE: Dashes indicate data insufficient for publication.

Production workers in underground mines having collective bargaining agreements averaged \$3.52 an hour compared with \$2.39 for those in mines without such agreements. Corresponding averages in surface mines were \$3.80 and \$2.36, respectively. Mines with collective bargaining agreements accounted for virtually all workers in underground mines with 50 employees or more, compared with four-fifths in surface mines in the same size category; coverage was substantially less in smaller mines, amounting to a third of the

workers in underground mines and to slightly more than a fourth in surface mines.

Workers in mines with 50 employees or more averaged more than those in smaller mines: \$3.51 compared with \$2.58 in underground mines and \$3.56 compared with \$2.68 in surface mines. Larger mines accounted for four-fifths of the workers in underground mines, compared with a little more than one-half in surface mines.

Earnings of over nine-tenths of the production workers were within a range of \$2 to \$4 an hour. As indicated below, however, there were heavy clusters of workers within comparatively narrow earnings ranges, particularly in underground mines.

Percent of production workers earning specified amounts in--

Hourly earnings	All mines	Underground mines	Surface mines
Under \$2.00.....	5.5	4.3	11.3
\$2.00 and under \$2.20.....	3.3	2.3	8.1
\$2.20 and under \$2.40.....	3.8	3.1	7.2
\$2.40 and under \$2.60.....	3.3	3.0	5.1
\$2.60 and under \$2.80.....	3.3	2.5	7.2
\$2.80 and under \$3.00.....	1.8	1.7	2.0
\$3.00 and under \$3.20.....	2.6	2.2	4.4
\$3.20 and under \$3.40.....	5.7	6.4	2.2
\$3.40 and under \$3.60.....	34.3	40.2	5.3
\$3.60 and under \$3.80.....	29.3	31.7	17.3
\$3.80 and under \$4.00.....	4.9	2.0	19.0
\$4.00 and over.....	2.4	.7	10.9
Total (percent).....	100.0	100.0	100.0
Number of workers..	87,510	72,644	14,866

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

TABLE 2. NUMBER AND AVERAGE STRAIGHT-TIME HOURLY EARNINGS<sup>1</sup> OF PRODUCTION WORKERS IN SELECTED OCCUPATIONS IN UNDERGROUND BITUMINOUS COAL MINES, UNITED STATES AND SELECTED STATES, JANUARY 1967

Selected occupations	Number of workers, United States <sup>2</sup>	Average hourly earnings <sup>1</sup>									
		United States <sup>2</sup>	Alabama	Illinois	Kentucky			Ohio	Pennsylvania	Virginia	West Virginia
					Total	East <sup>3</sup>	West <sup>4</sup>				
Brakemen.....	676	\$3.15	\$3.16	-----	\$2.87	\$2.88	\$2.63	-----	\$3.30	\$2.33	\$3.40
Bratticemen.....	1,030	3.32	3.16	\$3.50	3.07	2.98	3.26	\$3.41	3.41	3.41	3.37
Continuous-mining-machine operators.....	2,807	3.71	-----	3.87	3.48	3.52	3.28	3.75	3.72	3.63	3.69
Car droppers, outside.....	696	3.55	3.36	-----	3.24	3.18	3.39	3.51	3.62	3.62	3.59
Drillers, machine.....	1,333	3.27	3.37	3.61	2.77	2.62	3.20	3.53	3.55	3.02	3.51
Electricians, maintenance, inside.....	2,117	3.66	3.47	-----	3.47	3.47	3.50	3.75	3.75	3.66	3.72
Electricians, maintenance, outside.....	429	3.71	3.65	-----	3.54	3.55	3.52	-----	3.73	3.84	3.73
Loaders, hand.....	3,088	2.32	2.29	-----	1.89	1.89	-----	-----	2.88	2.14	2.48
Loading-machine operators.....	3,155	3.52	3.45	3.73	3.08	3.01	3.30	3.56	3.71	3.02	3.67
Mechanics, maintenance, inside.....	4,360	3.69	3.37	3.74	3.46	3.47	3.46	3.75	3.75	3.48	3.74
Mechanics, maintenance, outside.....	1,779	3.70	3.62	3.72	3.45	3.43	3.49	3.82	3.79	3.63	3.75
Motormen, inside.....	5,794	3.21	3.09	3.41	2.84	2.82	3.08	3.34	3.41	2.59	3.39
Roof bolters.....	5,039	3.51	3.37	3.62	3.31	3.33	3.25	3.52	3.56	3.41	3.54
Shuttle-car operators.....	6,252	3.31	3.23	3.46	2.92	2.82	3.27	3.40	3.45	3.28	3.37
Slate pickers, outside.....	324	3.28	-----	2.95	2.75	2.98	2.04	2.97	3.58	2.94	3.57
Tipple operators.....	1,259	3.33	2.82	3.55	2.70	2.65	2.98	3.26	3.48	3.29	3.51
Truckdrivers.....	1,099	2.92	2.83	3.69	2.43	2.31	2.79	3.37	3.56	2.22	3.14

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

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

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

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

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

Data were tabulated for a number of occupational classifications, some of which are shown for underground mines in table 2.<sup>4</sup> The highest average among these jobs (\$3.71 an hour) was recorded for continuous-mining-machine operators and maintenance electricians (working above the ground). Inside electricians and maintenance mechanics averaged at or within a few cents of \$3.70 an hour. Hand loaders, engaged in shoveling coal into mine cars or onto conveyors, were the lowest paid of the jobs studied with an average of \$2.32 an hour; East Kentucky and Virginia accounted for about half of the workers in that job, but for only a fifth of the employment in underground mines. Shuttle-car operators, who drive electrically powered trucks that transport coal from the excavation point in the mine to a conveyor belt or mine car, had the highest employment level among the occupations studied separately and averaged \$3.31 an hour. Among the occupations for which comparisons were possible in each of the States, hourly wages were usually highest in Illinois and lowest in Kentucky or Virginia. The spread in average earnings among the States varied considerably among the occupations. Roof bolters in Illinois, for example, averaged 9 percent more than those in Kentucky, whereas the corresponding spread was 18 percent for shuttle-car operators and 30 percent for machine drillers.

Hourly earnings of individuals performing similar tasks were usually concentrated within comparatively narrow earnings ranges. For example,

between seven- and eight-tenths of the workers employed as boom conveyor operators, bratticemen, inside motormen, inside oilers and greasers, shuttle-car operators and inside trackmen earned between \$3.40 and \$3.50 an hour. Similarly, over eight-tenths of the continuous-mining-machine operators, inside maintenance electricians, and mechanics earned between \$3.70 and \$3.80 an hour. These heavy concentrations of workers reflect the extensive use of formal pay systems providing a single rate for specified occupations. Furthermore, UMWA contracts frequently specify the same rate for several occupations. Less than 5 percent of the workers in the industry (nearly all in underground mines) were paid on an incentive basis.

### Establishment Practices

Work schedules of 40 hours a week were in effect in mines accounting for nine-tenths of the inside workers in underground mines;<sup>5</sup> seven-tenths of the outside workers on noncontinuous operations, on the other hand, were on a 36 $\frac{1}{4}$ -hour schedule. Inside workers accounted for slightly more than four-fifths of the underground mine workers, and outside workers on noncontinuous operations, vir-

<sup>4</sup> The forthcoming comprehensive report will provide separate data for additional jobs studied separately in underground mines and for selected occupations in surface mines. Earnings information will be presented on a weekly and hourly basis.

<sup>5</sup> Less than 1 percent of the employment in underground mines was accounted for by outside workers on continuous operations, such as engineers and hoistmen. Work schedules for these workers were generally similar to those for inside workers.

tually all of the remainder. Weekly work schedules in surface mines were quite varied—a fourth of the workers had schedules of  $36\frac{1}{4}$  hours, a similar proportion 40 hours, and a slightly larger proportion 48 hours; most of the remainder were in mines having schedules in excess of 48 hours. Work schedules in underground and surface mines usually included 30-minute paid lunch periods. Time required by inside workers to travel from the mine opening to the working face and return in underground mines was also generally included in the work schedules.

Slightly more than two-fifths of the workers in underground mines and a fourth of those in surface mines were employed on late shifts at the time of the survey. A large majority of these workers received extra pay, usually amounting to 8 cents an hour for second-shift work and 10 cents for work on third or other late shifts in addition to day-shift rates.

Paid holidays, nearly always 8 days a year, were provided by mines employing four-fifths of the

workers in underground mines and slightly more than one-half of those in surface mines. The new  $2\frac{1}{2}$ -year agreement between the UMWA and the Bituminous Coal Operators Association, effective April 1, 1966, included the first provision for pay on holidays on which miners do not work, and the addition of 1 holiday to the 7 formerly observed as unpaid holidays.

Paid vacations were provided by mines employing nearly seven-eighths of the workers in underground mines and slightly more than three-fourths of those in surface mines. UMWA contracts, which applied to approximately four-fifths of the workers in underground mines and to slightly more than one-half of those in surface mines, provide 2 weeks (10 times the employee's day wage rate) paid vacation after 1 year or more of service.

Hospital and medical care, benefits to widows and orphans, and retirement pensions were among the benefits provided by the UMWA Welfare and Retirement Fund. At the time of the survey, the Fund provided retirement pensions of \$100 a month; the payment was raised to \$115 effective July 1, 1967.<sup>6</sup>

—FREDERICK L. BAUER  
Division of Occupational Pay

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<sup>6</sup> All beneficiaries of the fund were notified on August 30, 1965, that those over 65 years of age were required to enroll in the Federal Medicare program, since fund benefits would not be available for hospital or medical care benefits which were provided for under the 1965 social security amendments.

# Technical Note

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## Revision of the CPI Food Outlet Sample

HELEN M. MILLER\*

SINCE THE ESTABLISHMENT of the revised reporter samples for the Consumer Price Index (CPI) in 1964, numerous changes have taken place in the food retailing structure. Some of the changes are apparent from reports of Bureau of Labor Statistics agents concerning stores in the BLS sample.

### Changes in Retailing

In some areas, individual chain organizations have more than doubled in size while some enterprises, which were a major factor in earlier years, have either declined in prominence or gone out of business. Mergers have been common and a number of major chains have started operations in new cities, especially in the West Coast region. For independent food stores, both the owner turnover rate and the number of store closings have been high. This is particularly true of small stores—both grocery and “specialty” (meat and produce) markets.

During this period, the “bantam” market, or “convenience goods” store, has emerged as an integral part of the overall food marketing picture, discount operations have been expanded, and the trend toward diversification has been continued as more food organizations entered the drug or department store fields.

In the 1964 revision of the CPI, a stratified random sample of stores was selected for the pricing of food items.<sup>1</sup> Pricing was distributed among

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

<sup>1</sup>The selection of the CPI sample is discussed in *The Consumer Price Index: History and Techniques* (BLS Bulletin 1517, 1966), pp. 58–65.

<sup>2</sup>For comparative purposes, a retail food chain is defined as a group of four or more stores owned and operated by the same firm.

food stores of various types and sizes roughly in proportion to their importance in terms of sales. A further stratification was made to represent adequately stores located in both the city proper and the suburban areas. In adopting this type of sample, the Bureau recognized the need for periodic sample adjustments to assure that the proportional allocations would be maintained as accurately as possible. These adjustments were planned to follow the release of data obtained in future Censuses of Retail Trade.

In recognition of the significant changes in food retailing since 1964, a sample adjustment was made in the spring and summer months of 1967 to represent more adequately the current market structure. Ideally, such an adjustment should have been based on current data, but current information was not available. As the 1963 allocations had been based on data from the 1958 Census of Retail Trade, so the most recent adjustment was derived from the Census of Retail Trade for the year 1963—the latest comprehensive sales figures available. However, individual stores selected were classified according to more recent information from our sample reporters.

### Continuation of Trend

A comparison of census data for 1958 and 1963 shows that the changes were a continuation of a trend present in the previous 5 years. During the 1958–63 period, the relative importance of chain grocery organizations<sup>2</sup> increased in all but a few of the larger metropolitan areas, whereas the importance of independent grocery and “specialty” stores declined. Chain growth was greater in the west coast cities than in other areas; for example, the relationship of chain grocery organization sales to total food store sales in the San Francisco area increased from 33 percent in 1958 to 49 percent in 1963, and in San Diego, from 47 percent to 63 percent. In contrast, the relative importance of chain stores showed little change in the New York–northern New Jersey and Philadelphia areas but declined slightly in Pittsburgh and Buffalo. As in 1958, chain organizations with the highest proportion of sales were found in Washington, where they accounted for 77 percent of the city’s 1963 food sales.

Within the independent grocery store category, the sales decline in the “small” store grouping was

most evident. Decreases in relative importance were reflected for the stores with annual sales volume of less than \$100,000 in all larger areas. Since the small grocery store is most prevalent on the east coast, the amount of decrease was greatest in these areas. In Philadelphia, for example, the stores of this size accounted for 51 percent of independent grocery store sales in 1958 but for only 38 percent 5 years later. Significantly, the largest increases in the relative proportion of sales occurred in the \$1,000,000-or-more size grouping, with a few exceptions.

### Meat and Produce Markets

During the period of 1958 to 1963, meat and produce markets decreased considerably in importance, both in sales volume and in the number of outlets. For the United States as a whole, meat market sales decreased some 34 percent and the number of outlets about 31 percent; produce market sales declined by approximately 18 percent and the number of produce markets by some 30 percent. In a number of cities, sales of these two types of outlets were only about half as important in 1963 as they had been in 1958.

The distribution of meat sales between grocery stores and meat markets, as estimated by BLS from confidential reports, verifies the decline in the importance of meat markets. For example, in 1958, it was estimated that meat sales in Philadelphia were equally divided between grocery stores and meat markets; the 1963 data indicate that 70 percent of that city's meat sales were made in grocery stores and only 30 percent in meat markets. Similar patterns are shown for other cities, such as New York, Buffalo, Detroit, and Chicago, where meat markets had traditionally been a significant factor in the food retailing structure.

Suburban grocery store sales (both chain and independent) were more important in 1963 than in 1958, as was anticipated with the continuation of population shifts to these areas and the growth of suburban shopping centers. All types of stores, however, did not share equally in this increase in business. For example, although the distribution of independent grocery store sales between city proper and suburbs showed no change in the Washington and St. Louis areas, the ratio of suburban chain store sales to total chain store sales increased

in both areas 6 and 15 percent, respectively. Generally, the amount of increase in suburban sales was greater for chain stores than for independent grocery stores. In the suburbs of Chicago, Honolulu, and Houston, sales of chain stores increased, but those of independent store sales actually decreased.

The sampling design used for the collection of CPI food prices provides for the inclusion of the universe of chain grocery organizations in each city, and for the representation of other types of food store—independent grocery stores, meat markets, and produce markets—in different proportions for three main commodity groups: meats, produce, and dry groceries.

### Chain Organizations

In 1963, no explicit restriction had been made on the number of chain organizations. In all but two CPI cities, at least one outlet of each food chain had been chosen to represent stores with different pricing policies, such as discount division or suburban outlets, or both. All largest chains for New York and Los Angeles were included, but cost made it necessary to sample the smaller organizations (with fewer than 10 outlets in the area). Following the establishment of pricing in 1963, no changes were made in the designation of a particular store as a chain, even though it might no longer meet the BLS criterion—"an organization of four stores or more owned and operated by the same firm." Similarly, no additions were made to this segment of the sample even though an independent store, through purchase or merger, might qualify as a chain organization.

By 1967, changes in organizational structure became so pronounced that an adjustment of this component was needed to represent adequately the current chain universe in various cities. Since most of the changes affected the smaller chain organizations, an attempt was made to stabilize this category of the sample by using a more limited definition of a chain organization. That is, the guideline for inclusion in the sample was changed to take in only those organizations of four stores or more whose sales represented at least 1 percent of the total grocery sales in the respective standard metropolitan statistical area or city. Consid-

eration was given to the use of a classification of "11 or more" multiunits as published by the Bureau of the Census as a definition of chain for BLS purposes. However, such an approach was not feasible since it would have resulted in the exclusion of a number of local or regional chains (4-10 outlets) representing a sizable proportion of total grocery sales in the area, while retaining a national chain even though its importance in a specific area was minimal.

The Bureau has yet to develop criteria for determining how many area outlets of a given chain must be included in the sample if the chain is to be properly represented within the area. While no drastic sample changes were deemed necessary, additional outlets for a number of chain organizations were included in some cities to represent the various price levels caused by neighborhood conditions or certain competitive factors influencing the price structure within the area. More discount division and bantam chain outlets were added to the chain component to represent the increasing importance of these operations.

### Other Food Stores

As indicated previously, the sampling design provides for the representation of three independent store types—grocery stores, meat markets, and produce markets. Within each grouping the sample is further stratified both as to size of store ("large" and "small") and as to location (city proper and suburban).

Size of the 1963 independent store sample had been predetermined, considering the size of a city and budget limitations. Within this predetermined framework, the allocation of stores by types was based on the number of quotations required for meats and fresh produce.<sup>3</sup> For example, if in a city with a predetermined sample size of 20 quotations (for meat and produce) 80 percent of estimated total meat sales were made in grocery stores and 20 percent in meat markets, 20 percent (or 4) of the outlets selected were meat markets. Likewise, if 10 percent of produce sales were made in produce markets, two produce markets were selected.

Estimates of sales for meat and produce were derived from sales distribution patterns as reported by grocery stores in the CPI sample. To il-

lustrate, in one city the reporters estimated that meat sales accounted for an average of some 30 percent of sales in grocery stores in the BLS sample. An estimated dollar value was computed for meat sales in all independent grocery stores, by using 30 percent of all grocery store sales for 1958 as reported by the Bureau of the Census. A comparison of the estimated dollar value of meat sales in grocery stores and total meat market sales (census data) produced a ratio of the distribution of meat sales between the two outlet types.

### Size Allocations

Within each grouping of stores, two size substrata were used: stores with \$300,000 annual sales volume and over were designated as "large," and those with a sales volume of less than \$300,000 as "small." Each substratum represented, roughly, 50 percent of independent grocery store sales reported by the 1958 Census for the United States as a whole. Food outlets for each metropolitan area or city were allocated between the two size substrata according to distribution of sales within the area as reported by the Census.

For practical reasons, grocery stores with sales volume of less than \$50,000 were excluded from the sample. Although these stores are numerous, especially in a few large cities, they account for a very small percent of total independent grocery store business. Moreover, pricing in these stores has always been unsatisfactory—many items are not carried at all, others are not carried consistently.

Numerous changes—from a classification standpoint—occurred between 1963 and 1967 in the characteristics of stores selected for the sample. Approximately 10 percent of the sample grocery stores no longer represented the size substratum for which they had been selected: small stores had grown large, and in a few instances sales of large stores had decreased to the level where the substratum sales volume criterion was no longer met.

The 1967 sample adjustment for independent stores consisted of a redefinition of the size substrata and recomputation of the allocations, us-

<sup>3</sup> The required numbers of quotations were 40 in the "A-1" stratum cities (60 in New York), 24 in the "A" and "B" stratum cities, and 10 in the "C" stratum cities.



ing the 1963 Census of Retail Trade sales figures. Distribution of grocery store sales to the three categories, meat, produce, and dry groceries, was obtained from new data collected by the BLS for the year 1965. A new sampling frame was thus developed. To limit the cost of sample adjustment, outlets already being priced were retained, if usable in the adjusted sample; if not usable, these outlets were canceled and additional ones were selected to meet the required classifications as to outlet type, size, and location. Table 1 shows the distribution of the revised food outlet sample for each of the CPI cities.

To repeat, the objective of the sample adjustment was to have two equal sales volume substrata. No one break between large and small stores was applicable in all cities. A proposed 50/50 break (based on 1963 census data) would have established a \$1,000,000-sales-volume division in two midwest cities, whereas a 50/50 division of independent grocery store sales would fall within the \$100,000-\$299,999 volume group for two east coast cities. Therefore, on the basis of industry trends and the data available, a \$500,000-sales-volume division was adopted to separate the size

substrata for the 1967 sample adjustment. In each city, the substrata were assigned weights based on census sales data for each area, as described later.

In addition to the stratification by size, food stores were similarly stratified by location (city proper and suburbs) in proportion to the distribution of sales shown in the census tabulations. Separate allocations were made by store type; however, data were not available to make individual allocations for large and small stores within an outlet type.

### Comparison of Samples

It is difficult to make a comparison between the old and the adjusted samples because of the many diverse factors involved. For example, if sample sizes are compared, prices are currently obtained from fewer food stores than previously. The decrease in sample size is for the most part the result of a change in the concept of a chain grocery organization for index purposes. The decrease in the number of sample outlets occurred in specific cities and in the chain grocery segment of the samples. For food stores other than chains, the

TABLE 1. GEOGRAPHIC DISTRIBUTION OF CONSUMER PRICE INDEX FOOD STORE SAMPLE, BY TYPE OF OUTLET, 1967

Area <sup>1</sup> or city	Number of outlets					Area <sup>1</sup> or city	Number of outlets						
	Total	Chain grocery stores	Independent <sup>2</sup> grocery stores		Meat markets		Produce markets	Total	Chain grocery stores	Independent <sup>2</sup> grocery stores		Meat markets	Produce markets
			Large	Small						Large	Small		
56 areas or cities....	1,488	329	399	513	161	86	Seattle.....	40	12	12	11	4	1
Chicago.....	61	11	17	20	10	3	Wichita.....	29	4	18	6	1	
Detroit.....	59	10	15	22	9	3	Austin.....	19	9	4	6		
Los Angeles.....	67	20	21	15	7	4	Bakersfield.....	13	3	6	4		
New York.....	108	18	20	26	30	14	Baton Rouge.....	19	6	4	6	3	
Philadelphia.....	60	8	9	24	12	7	Cedar Rapids.....	15	4	3	7	1	
Baltimore.....	35	6	7	12	5	5	Cham-Urbana.....	15	4	6	4	1	
Boston.....	37	7	11	11	6	2	Durham.....	17	4		10		3
Cleveland.....	38	6	8	12	8	4	Green Bay.....	14	3	6	4	1	
Pittsburgh.....	36	6	7	11	6	3	Lancaster.....	17	4	4	5	3	1
St. Louis.....	33	6	11	12	1	6	Orlando.....	17	6	3	7		1
San Francisco.....	39	12	12	11	3	1	Portland.....	17	6	3	7	1	
Washington.....	37	9	9	14	4	1	Anchorage.....	11	1	4	6		
Atlanta.....	32	7	6	17	1	1	Crookston.....	7	2	1	4		
Buffalo.....	36	5	9	11	7	4	Devils Lake.....	6	1	2	3		
Cincinnati.....	35	6	6	14	5	4	Findlay.....	9	4		5		
Dallas.....	36	10	8	15	2	1	Florence.....	11	3	3	5		
Dayton.....	31	5	11	12	2	1	Kingston.....	11	3	3	5		
Denver.....	35	6	8	15	5	1	Klamath Falls.....	8	3	3	2		
Hartford.....	32	6	11	12	2	1	Logansport.....	9	4		5		
Honolulu.....	31	5	13	10	2	1	Mangum.....	5	2		3		
Houston.....	36	10	13	10	2	1	Martinsville.....	8	3	2	3		
Indianapolis.....	35	8	9	13	3	2	McAllen.....	6	1	2	3		
Kansas City.....	33	8	15	8	1	1	Millville.....	6	3	2	1		
Milwaukee.....	35	6	13	7	4	5	Niles.....	8	3	3	2		
Minneapolis.....	37	8	13	9	5	2	Orem.....	7	2	2	3		
Nashville.....	32	7	6	18	1		Southbridge.....	6	1	4	1		
San Diego.....	35	8	7	15	3	2	Union.....	8	3	1	4		
							Vicksburg.....	9	1	3	5		

<sup>1</sup> The area used here are the standard metropolitan statistical areas established by the Bureau of the Budget.

<sup>2</sup> "Large" A store with an annual sales volume of \$500,000 or more; "Small" A store with an annual sales volume of \$50,000 to \$499,999.

TABLE 2. RELATIVE WEIGHTS FOR CPI FOOD PRICES, BY STORE CATEGORY,<sup>1</sup> 3 MAJOR GROUPINGS IN 29 SELECTED STANDARD METROPOLITAN AREAS<sup>2</sup> 1967

Area <sup>2</sup> or city and store category	Percent of sales			Area <sup>2</sup> or city and store category	Percent of sales		
	Meat	Produce	Dry groceries		Meat	Produce	Dry groceries
Atlanta:				Kansas City:			
I.....	71	65	69	I.....	53	48	57
II.....	7	7	9	II.....	29	28	28
III.....	22	28	22	III.....	18	24	15
Baltimore:				Los Angeles:			
I.....	49	52	65	I.....	56	60	68
II.....	17	14	14	II.....	22	22	20
III.....	34	34	21	III.....	22	18	12
Boston:				Milwaukee:			
I.....	48	53	67	I.....	36	38	47
II.....	20	16	15	II.....	37	35	38
III.....	32	31	18	III.....	27	27	15
Buffalo:				Minneapolis:			
I.....	41	41	56	I.....	39	42	52
II.....	21	19	23	II.....	31	30	29
III.....	38	40	21	III.....	30	28	19
Chicago:				Nashville:			
I.....	57	53	67	I.....	60	56	66
II.....	16	19	16	II.....	5	4	5
III.....	27	28	17	III.....	35	40	29
Cincinnati:				New York:			
I.....	41	39	55	I.....	36	46	64
II.....	13	17	15	II.....	14	15	14
III.....	46	44	30	III.....	50	39	22
Cleveland:				Philadelphia:			
I.....	47	62	62	I.....	50	50	70
II.....	16	15	17	II.....	12	10	9
III.....	37	23	21	III.....	38	40	21
Dallas:				Pittsburgh:			
I.....	66	65	70	I.....	51	44	63
II.....	13	11	9	II.....	14	15	14
III.....	20	24	21	III.....	35	41	23
Dayton:				St. Louis:			
I.....	54	51	61	I.....	43	46	54
II.....	18	16	19	II.....	26	25	21
III.....	28	33	20	III.....	31	29	25
Denver:				San Diego:			
I.....	66	66	76	I.....	63	64	71
II.....	8	8	8	II.....	10	9	11
III.....	26	26	16	III.....	27	27	18
Detroit:				San Francisco:			
I.....	55	55	69	I.....	42	38	61
II.....	15	14	12	II.....	21	25	21
III.....	30	31	19	III.....	37	37	18
Hartford:				Seattle:			
I.....	49	53	67	I.....	53	55	54
II.....	19	18	17	II.....	23	21	26
III.....	32	29	16	III.....	24	24	20
Honolulu:				Washington:			
I.....	44	47	45	I.....	77	74	84
II.....	30	27	30	II.....	8	7	5
III.....	26	26	25	III.....	15	19	11
Houston:				Wichita:			
I.....	44	41	45	I.....	50	52	52
II.....	28	27	34	II.....	34	32	36
III.....	28	32	21	III.....	16	16	12
Indianapolis:							
I.....	57	52	73				
II.....	15	12	12				
III.....	28	36	15				

<sup>1</sup> I—chain (4 or more) grocery stores; II—large independent food stores: grocery, meat, and produce markets; and III—small independent food stores: grocery, meat, and produce markets.

<sup>2</sup> The areas used here are the standard metropolitan statistical areas established by the Bureau of the Budget.

total sample size is approximately the same, the basic difference being one of proportions rather than size—i.e., the sample includes more independent grocery stores and fewer specialty markets. A comparison of the number of outlets by store type in 56 metropolitan smaller cities is as follows:

	Number of stores priced under—	
	1964 sample	1967 sample
Total.....	1,533	1,488
Chain grocery stores.....	355	329
Independent grocery stores.....	853	912
Meat markets.....	220	161
Produce markets.....	105	86

A comparison of substrata size categories is meaningless since the terms "large" and "small" differ as to scope in the old and the adjusted outlet samples. For some cities the proportion of "large" stores has been increased, for others it has been decreased.

Currently more food stores (both chain and other) located in suburban areas are being priced than under the old sample. Furthermore, the adjusted sample reflects an expanded pricing of discount operations, department store food divisions, and other outlets of varying price levels.

### **Weight Revision**

Sample adjustment was accompanied by the revision of internal weights used in the processing of

food prices for the CPI. Prices for each food item are regularly computed as weighted averages of separate averages for the three categories of stores—chain grocery stores and other large and small food stores, largely independent groceries. Internal weighting factors proportional to the annual sales volume within the metropolitan area or city for each chain are used in calculating the average price of chain stores. Prices for each of the other two groups are simple averages. The average prices are weighted by relative food sales for each class of stores for the three categories, meats, produce, and other foods, derived from the Census of Retail Trade and the distribution of sales reported to BLS. Weighting factors for the 29 largest areas included in the CPI are given in table 2.

# Foreign Labor Briefs<sup>\*</sup>

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WORLDWIDE TRADE UNION ORGANIZATIONS made news on two occasions in October. (1) President Johnson made an unscheduled appearance at the World Congress of the International Federation of Commercial, Clerical and Technical Employees (FIET), held in Washington October 23-26. The meeting was the first ever convened in the capital of the United States by an International Trade Secretariat (worldwide alliance of national trade unions in a particular sector or occupation). The FIET currently reports more than 5 million members belonging to 112 unions in 62 countries. The President, in addition to discussing the war in Vietnam and the Kennedy Round, spoke of regionalism as a hopeful development for promoting economic advance and stability throughout the world. AFL-CIO President George Meany vigorously reiterated his organization's opposition to contacts with unions in Communist bloc countries. The delegates also heard and discussed reports on the effect of automation on white-collar workers, and adopted resolutions on the crises in Greece and the Middle East, vocational training, and automation. (2) The executive board of the International Confederation of Free Trade Unions (ICFTU), which is an association of democratically oriented national trade union centrals, met in Brussels and elected Harm Geert Buiters, of The Netherlands, as general secretary of the organization.

## **West Germany—Italian Workers**

The Italian Government has asked the Government of West Germany to give employment preference to Italian workers over those from other countries that are not members of the European Economic Community (EEC). Italian workers, traditionally the largest contingent of Germany's foreign labor force, have been hardest hit by the current slowdown in the German economy. Their number fell by nearly one-third during the year ending in September 1967, while the total number of foreign workers in Germany declined by one-fourth.

Italy based the request for special consideration for Italian workers on its interpretation of an EEC regulation, in effect since May 1964, providing that the government placement offices of member States, in handling requests for workers, should give priority to those from within the Community. The West German Government, however, has taken the position that this regulation represented merely a recommendation, and pointed to its inability to control the hiring of foreign workers outside its national labor exchanges since, under the regulation, employers may hire directly or through recruiting officers abroad, without regard to nationality.

## **France—Algerian Workers**

A conference on Algerian workers in France, sponsored by l'Association France-Algérie, was held in Lyon October 13-15. The meeting revealed that of the 550,000 Algerians in France, two-thirds were employed, representing 22 $\frac{2}{3}$  percent of the French labor force (and 10 to 12 percent of the working population of Algeria). The Algerians were estimated to constitute 30 to 40 percent of the workers in the French building industry and 30 percent in the metal industry.

In their speeches, some of the delegates from 35 Algerian associations in the Rhone-Alps region presented the Algerians as a mobile population, and as easily adjustable to local employment fluctuations and valuable to the French economy because they perform heavy manual labor not wanted by the French. They pointed to the deplorable living conditions in Algerian communities, citing particularly such problems as crowded and substandard housing (in Grenoble 65 percent of the Algerians inhabit dwellings without running water, 15 percent live in apartments without windows or heat, and 15 percent do not have beds), adult and child illiteracy, and the need for vocational schools to equip workers with skills they could use in Algeria in case of their return.

## **Netherlands—Wage Policy**

The system of wage controls and the requirement of Government approval of collective agree-

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

ments, in effect since 1963, will be replaced by free collective bargaining in 1968. Under the new system, adopted by the Board of the Labor Foundation (the principal labor-management advisory body to the Government) on October 6, the Government retains the right to intervene only if an agreement presents a danger to the national economy. The Minister of Social Affairs had stated earlier that the Government would accept any wage system approved by the Labor Foundation. Employers realize that free bargaining may cause unrest or strikes, but they prefer it to a Government-controlled wage policy which may require marginal industries to pay higher wages than they can afford. Trade unions recognize the danger of the new system for workers in the weaker industries and enterprises, but feel that free bargaining will stimulate greater member interest.

### Denmark—Basic Agreement

The Danish Federation of Labor (LO) has long sought a greater voice for labor in management decisions, and in recent years has had codetermination as a major objective. However, the LO's basic agreement of 1960 with the Employers' Confederation, which replaced the original basic agreement of 1899—the Magna Charta of Danish Labor—contains clauses which prevent worker participation in the hiring and dismissal of employees and in the distribution and direction of work in the enterprise. The LO has, therefore, taken steps to terminate the 1960 agreement. If it is indeed terminated, the agreement will nevertheless remain in force until March 1, 1969, the date of expiration of the national wage contract.

### U.S.S.R.—Minimum Wage

Effective January 1, 1968, the minimum monthly wage is to be raised from 40 rubles (\$44.44) to 60 rubles (\$66.67). The increase will affect workers in the lowest wage brackets of all branches of industry, construction, and agriculture, as well as specific categories of workers in transportation, communications, and consumer services. The average monthly wages of all wage and salary earners in 1966 were 99 rubles (\$110), and are expected to be 108.6 rubles (\$120.55) in 1968.

**Vacations.** The minimum annual vacation of a Soviet worker is to be increased, as of January 1, 1968, from 12 working days to 15. In effect, this will raise the minimum from 2 weeks to 3 weeks because of the introduction of the 5-day workweek for most workers beginning November 7, 1967.<sup>1</sup> Up to that time, most workers worked 6 days a week and were entitled to at least 2 weeks of annual vacation. It would appear that about a third of all Soviet workers will receive the extra 3 days of annual leave, for in 1964, the last year for which leave figures are available, 36.6 percent of all the workers received 12 days of annual leave.

### Japan—Labor Trends

The Ministry of Labor recently issued a roundup of labor developments in 1966 and an estimate of future needs and prospects. The supply of labor in that year continued tight, particularly for smaller enterprises, and new job vacancies increased faster than in 1965.

Average wages and salaries in 1966 were higher by 10.8 percent than in the previous year, mainly because of an increase in overtime work. The differential in the rate of wage increase between large and small enterprises widened in 1966 for the first time since 1958; wages increased by 12 percent in manufacturing enterprises employing more than 500 workers, compared with a rise of 9.5 percent in enterprises with fewer than 100 workers. This widening of the differential resulted from a greater increase in overtime work and in wages for beginners in large firms than in small ones.

Labor productivity rose sharply in 1966, particularly in iron, steel, and machinery manufacturing enterprises, under the influence of business expansion. In machinery manufacturing, the 12.4 percent increase in labor productivity exceeded the 11.6 percent increase in wages. The gap between large and small enterprises in labor productivity was narrowed but remains much wider than that in some other advanced countries.

The Ministry anticipated a reduction in the number of school graduates seeking employment and, consequently, a higher average age of workers in the coming years. It pointed out the need for correcting imbalances in the supply and demand for labor with respect to the following: Shortages of young workers and surpluses of older

<sup>1</sup> See *Monthly Labor Review*, August 1967, pp. 18-19.

workers; shortages in some occupations (particularly skilled ones) and surpluses in others; and the heavy outflow of young men and women from rural areas to urban jobs. The Ministry further advocated modernization of small enterprises and those in services and commerce, to eliminate underemployment and to raise productivity.

### **Latin America—Income Distribution**

According to figures on income distribution published by the United Nations Economic Commission for Latin America, half of the population which receives a lower income than the other half shares in the national income to the extent of a total of 12.5 percent in Ecuador and Peru, 15 percent in Chile and Mexico, 17 percent in Venezuela, 20 percent in Brazil and Colombia, and 20.5 percent in Argentina and Peru. (In the United States and the United Kingdom, the percentages are 23.5 and 25.5, respectively.)

### **Brazil—Vocational School**

The first major urban social project of the Alliance for Progress to approach completion in Brazil, under the sponsorship of a trade union, is a new vocational high school opened in Porto Alegre last August. (The school had provided some instruction in temporary quarters since 1963.) When completed, the school will accommodate 1,500 day students and 700 night students. This project, called by U.S. Ambassador John W. Tuthill "a pioneering step in vocational training in Brazil," began in 1960 when the Porto Alegre Metalworkers' Union agreed to devote a wage increase to the construction of a school for vocational training. In 1966, the U.S. Agency for International Development (AID) signed a Program Agreement with the union, which led to an AID grant of 346,000 new cruzeiros (about \$127,000) for that purpose. The school is widely considered to be a model of trade union participation in the Alliance for Progress, and a step in the fulfillment of the Declaration of Cundinamarca, issued by the first meeting of Ministers of Labor of American States in 1963.

### **Peru—Wages**

On September 1, the sol was devalued by 32 percent (from 3.8 to 2.6 U.S. cents). Strong protests

were immediately made by organized labor against the resulting increase in the cost of living. Decree No. 10 of October 13 was then issued, granting a flat wage increase of 10 percent—but not to exceed 1,000 soles per month—to all private sector employees, retroactive to September 1. Trade unions held that this increase was insufficient to compensate for the devaluation and called general strikes in several southern cities, which led to a 30-day suspension of constitutional guarantees in the Province of Arequipa. On October 24, the Government issued Decree No. 11, to provide additional increases for the lowest paid workers.

The new law provides the additional monthly wage increases on a sliding scale. Workers earning up to 1,500 soles per month will receive an increase of 150 soles (minimum 10 percent); those earning between 1,500 and 2,500 soles, an increase of 125 soles (maximum 8.3 percent and minimum 5 percent); and those earning from 2,500 to 4,000 soles, an increase of 100 soles (maximum 4 percent and minimum 2.5 percent). Agricultural workers will receive an increase of 50 soles per month. A bill pending before the Congress provides for an increase of 500 soles per month for married Government employees, and 450 soles per month for single ones.

### **El Salvador—Workers' Housing**

The Institute of Urban Housing (IVU) has undertaken a program, under which private companies and public agencies can join with the IVU and the prospective homeowners in financing low-cost housing for workers. The new program is called the Third Party Program: the IVU and the prospective homeowner are the first two parties, while the "outside investor" (private company or public agency) is the third party. The program guarantees the third party a 6-percent annual interest on its investment.

The prospective homeowner and the employer (third party) are to furnish jointly at least 30 percent of the necessary financing, and the Institute will provide the remainder. However, in cases where municipalities or public entities are the third parties, the share to be provided by the homeowner and the third party may be reduced to 20 percent. The monthly payment made by the homeowner will be applied first to repaying the third party's equity.

# Significant Decisions in Labor Cases\*

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## Constitutional Issues

**Crew Consist.** A three-judge Federal district court ruled<sup>1</sup> that two Arkansas statutes requiring six-man crews for freight trains and switching operations were no longer justifiable for safety reasons and were, therefore, unconstitutional since they now violated the due process guarantee and were unduly burdensome on interstate commerce. The court concluded that if the railroads were to survive, they must be free to take advantage of technological improvements and innovations, and that they should be able to solve the crew consist problems by means of collective bargaining with the unions.

In 1964 the carriers challenged the validity of the State's crew consist laws on constitutional grounds, and on the further basis that the Federal Government had preempted this question when Congress, acting to avert a threatened rail strike, provided for arbitration to settle the crew consist problem. In the initial proceeding the district court granted the carriers summary judgment on the preemption question,<sup>2</sup> but the Supreme Court reversed and remanded the case for consideration of the constitutional issue.<sup>3</sup>

The carriers contended that the crew consist laws were unconstitutional in that they were no longer required for safety reasons due to technological advances in the industry. The defendants and intervening unions, in essence, argued that safety still required crew consist rules. But even if this was debatable, they held, the court should not substitute its judgment for that of the State legislature; and in the alternative, the laws were justifiable as "economic" legislation. The court rejected the alternative basis because the laws always had been exclusively characterized as safety measures.

Summarizing the applicable legal principles, the court stated, "In the absence of controlling Federal enactments, the State . . . is free, subject to the limitation of the Commerce Clause, the Due Process Clause, and the Equal Protection Clause, in the exercise of its police power to legislate in the interest of safety of railroad operations even though its legislation may affect interstate commerce."

Thirty-four years ago, the court pointed out, the Supreme Court upheld<sup>4</sup> these particular crew consist laws as being reasonable safety statutes; but the technological changes which have occurred over the intervening years enabled the railroads to operate with smaller crews without an increase in accidents. The court concluded that "continued enforcement of the statutes makes no significant contribution to railroad safety," and held that it is unreasonable and arbitrary to require six men for all road service and switching operations regardless of circumstances.

The court also recognized that if the railroad industry is going to survive it has to be able to take advantage of technological advances. These statutes "hamstring the carriers in the important field of labor relations, and impose upon them requirements not generally imposed throughout the country and not imposed in any of the (bordering) States . . .," the court concluded. Thus since the laws are no longer needed for safety reasons, the additional payroll costs they cause the carriers to incur place the carriers at a competitive disadvantage with other modes of transportation and, therefore, constitute an undue burden on interstate commerce.

The court made it clear, however, that by finding the laws unconstitutional, it did not require the

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\*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> *Chicago Rock Island and Pacific Railroad Co. v. Hardin* (D.C.—W.D. Ark., October 2, 1967).

<sup>2</sup> *Chicago, Rock Island and Pacific Railroad Co. v. Hardin*, 239 F. Supp. 1 (1965).

<sup>3</sup> *Brotherhood of Railroad Locomotive Engineers v. Hardin*, 382 US 423 (1966).

<sup>4</sup> *Missouri Pacific R. Co. v. Norwood*, 290 US 600 (1933).

increase or decrease in crew consist. The decision "simply leaves [the carriers] free to work out their crew consist problems with the Brotherhoods by means of collective bargaining with the framework of the Railway Labor Act without their hands being tied by statutes [no longer required for safety reasons]," the court said.

It should be noted that, in holding the crew consist statutes unconstitutional, the court pointedly observes that its decision conflicts with recent decisions by the highest courts of New York and Indiana, thus indicating its opinion that the time is right for the Supreme Court to reexamine the question.

### Civil Rights Act—Title VII

**Discrimination—Marital Status.** In a case of first impression, where an airline fired a stewardess because she got married while under contract, a Federal district court held<sup>5</sup> that the Civil Rights Act of 1964 did not prohibit discrimination of the basis of marital status.

The airline has a policy of hiring only single girls as stewardesses, and requires them to sign a statement that if they marry they will resign. When the airline fired a married stewardess, she brought suit, claiming the company had committed an unlawful employment practice in violation of section 2000e-2(a)(1) of the act, which bans discrimination in employment because of "race, color, religion, or national origin." The plaintiff argued that since the airline did not require male employees to be single, demanding this of stewardesses was discriminatory. The company defended its policy by contending that the "single woman rule" was a bona fide occupational qualification and as such was protected by the act (section 2000e-2(e)).

The court did not reach consideration of the above defense, but held the company had discriminated on the basis of marital status, not sex, and that "it is plain" the act "does not prevent discrimination against married people in favor of single ones." Nor does the act's legislative history indicate that Congress intended to ban such discrimination, the court added.

### Labor Relations

**Secondary Boycott.** The National Labor Relations Board held<sup>6</sup> that a union violated the secondary boycott provisions of the National Labor Relations Act when it picketed businesses, including restaurants, and distributed handbills asking the public not to patronize the places because they advertised in a newspaper published by an employer with which it had a labor dispute. The Board further held that the handbills were misleading, and their distribution was illegal, since they referred to "this establishment"—which could have been any of the shops in the market place—rather than to the businesses concerned.

The union and the publisher of a weekly newspaper were engaged in a labor dispute. Five businesses, four of them restaurants, which regularly advertised in the newspaper, were located in a shopping center that also housed numerous businesses that did not advertise in the weekly. The unions picketed the entrance to the shopping center with signs asking the public not to buy the products of the businesses advertised in the weekly newspaper. It also distributed handbills asking the public not to patronize "this establishment."

The publisher charged the union was conducting an unlawful secondary boycott, attempting to injure the businesses of the newspaper's customers in an effort to force them to stop doing business with the newspaper. The union alleged that its activity was lawful under the doctrine of the *Tree Fruits* case,<sup>7</sup> where the U.S. Supreme Court held that a union may conduct consumer picketing against a secondary employer to persuade his customers not to buy from him the products of a primary employer.

The Board held that since four of the picketed businesses were restaurants, they were actually advertising the businesses themselves rather than their specific products. The union's picketing was, it said, an attempt to stop the public from patronizing the restaurants entirely. The Board found this to be a secondary boycott prohibited by the act.

<sup>5</sup> *Eulalie E. Cooper v. Delta Air Lines, Inc.* (D.C.—E.D. La., October 19, 1967).

<sup>6</sup> *Honolulu Typographical Union No. 37 and Hawaii Press Newspapers, Inc.*, 167 NLRB No. 150, October 25, 1967.

<sup>7</sup> *NLRB v. Fruit and Vegetable Packers Local 760*, 377 U.S. 58.



It also found that the handbills which the union passed out at the gate to the shopping center were misleading in that they alleged a dispute with "this establishment." The Board held that this was intended to imply that the entire shopping center was involved rather than just the five which advertized in the paper.

One member of the Board dissented, arguing that the *Tree Fruits* case must be read with two other cases<sup>8</sup> which established that an employer providing a medium by which a product is advertised participates in the "production" of that product within the meaning of the act's definition of production. A service, he stated, is a product as much as bread is; since a service is not divisible into its components, the entire business was the product advertised by the restaurants picketed. If the union has a right to picket the primary employer's products at the place where the customer receives them, the picketing of the advertised services at the secondary employer's places of business was not unlawful. The fact that all the products of a restaurant are advertised by the employer involved in a labor dispute does not, in the dissenter's opinion, limit the union's right to picket.

The dissenter also found no violation in the distribution of the handbills. The handbills were designed to be distributed in front of the advertised places of business, but this was prevented by the police. He held that since they were distributed at the shopping center gate in conjunction with picketing which identified the businesses involved, there was no ambiguity about their meaning and intent.

**Vague Court Order.** In a recent holding,<sup>9</sup> the Supreme Court found a district court's decree enforcing an arbitration award in a labor dispute "too vague" to have apprised the defendant union in specific terms of what it prohibited or required. Enforcement of the decree was, therefore, denied.

<sup>8</sup> *Great Western Broadcasting Co. v. NLRB*, 356 F. 2d 434, and *NLRB v. Servette, Inc.*, 377 U.S. 46.

<sup>9</sup> *International Longshoremen's Association, Local 1291 v. Philadelphia Marine Trade Association* (U.S. Sp. Ct., Nov. 6, 1967).

<sup>10</sup> *Sinclair Refining Co. v. Atkinson*, 370 U.S. 195.

<sup>11</sup> *Textile Workers Union v. Lincoln Mills*, 353 U.S. 448.

The Court did not decide whether the Norris-LaGuardia Act's anti-injunction provisions forbid the Federal courts to issue such decrees.

A union and an employer association submitted a dispute to an arbitrator in accordance with their collective bargaining agreement, but when the arbitrator upheld the association's position, the union refused to abide by the award. After a series of work stoppages over the previously arbitrated issue, the association sought, and was granted, an order from a Federal district court directing the union "to comply and abide by said award." When another work stoppage occurred over the same issue, the union was cited for contempt and fined \$100,000 a day for as long as the work stoppage continued. A court of appeals affirmed the contempt citation, and the union appealed to the Supreme Court.

The union asserted that the order was too vague, and that the Federal district court was prohibited from issuing the decree by the Norris-LaGuardia Act. It cited a case<sup>10</sup> in which the Supreme Court ruled that a Federal court cannot enjoin a work stoppage even when the applicable contract contains a no-strike clause. The association argued that the decree was not an injunction within the meaning of the Norris-LaGuardia Act, and cited a Supreme Court holding<sup>11</sup> that a Federal court may grant equitable relief under section 301 of the LMRA to enforce an agreement to arbitrate.

Without deciding whether the decree was an injunction under the Norris-LaGuardia Act, the Court held that it was an injunction within the meaning of Rule 65(d) of the Federal Rule Of Civil Procedure, which requires that a court's order be in "specific . . . terms." "For whatever power the district court might have possessed under the circumstances disclosed by this record," the Court said, "the conclusion is inescapable that the decree which the court in fact entered was too vague to be sustained as a valid exercise of Federal judicial authority."

Regarding the power of a contempt citation, the High Court observed: "The judicial contempt power is a potent weapon. When it is founded upon a decree too vague to be understood, it can be a deadly one. . . . The most fundamental postu-

lates of our legal order forbid the imposition of a penalty for disobeying a command that defies comprehension.”

The dissenting Justice Douglas argued that if the decree was an injunction under Rule 65(d), it was also an injunction under the Norris-LaGuardia Act. He suggested an accommodation between Norris-LaGuardia and the LMRA that would limit the applicability of the anti-injunction provision in cases such as this where injunctive

relief is vital to the purpose of section 301 of the LMRA. The latter act, he said, is designed to encourage collective bargaining agreements in which the parties agree to refrain from disruptive unilateral action. The dissenting Justice added that allowing a union to submit a dispute to arbitration and to disregard the arbitrator's award with impunity results in a “heads I win, tails you lose” situation which is disruptive to the Federal scheme of arbitration in labor disputes.

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None of us are demigods and we work with finite people and finite tools. The beginning of wisdom, Socrates taught us, is the knowledge of our limitations. . . . The effectiveness of the Labor Act, like the effectiveness of all law, depends on the degree of public acceptance of [its] guidelines, tools, and techniques. Law and public order in any field of human behavior can, in the long run, never be maintained by police power alone.

—Arnold Ordman.

# Chronology of Recent Labor Events

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## November 5, 1967

MEMBERS of Textile Workers (TWUA) Local 406 voted to accept a Federal mediator's contract proposal with the New England Division of Maremont Corp. Under the plan, company and union representatives decided on a contract term of 22 months. Workers previously had rejected a contract for a 34-month term. Wage and benefit changes were comparable for both. About 1,500 workers had been on strike since November 1.

## November 6

A CIRCUIT COURT in *Richmond* reversed an NLRB ruling that Westinghouse Electric Corp. was guilty of unfair labor practice for refusing to bargain over the price of food in a company cafeteria run by a caterer. The case was *Westinghouse Electric Corp. v. NLRB*. (See MLR, February 1966, p. 189.)

## November 7

SECRETARY OF LABOR Willard Wirtz ordered that child labor regulations be changed to provide greater work opportunity for those 14 to 16 years old. Youths 14 and 15 years old will be allowed to work until 9:00 p.m. between June 1 and Labor Day instead of till 7:00 p.m., and those between 14 and 16 will be allowed to participate in work-training programs during school hours under certain Economic Opportunity programs. At the same time, the Secretary redefined occupations especially hazardous to youth concerning the operation of motor vehicles and those involving work in agriculture.

## November 8

THE SUPREME COURT reversed a contempt finding by a Philadelphia District Court against ILA Local 1291 on grounds that the District Court was not specific as to what it required or prohibited. Issued September 15, 1965, the order instructed the union to comply with an arbitrator's ruling about a contract "set back" provision. When further work disruptions occurred in the Philadelphia port, the same District Court, in March 1966, held the union and its officers in contempt for violating the

September 15 order. The case was *International Longshoremen's Association, Local 1291, v. Philadelphia Marine Trade Association*. (See p. 65, this issue.)

## November 15

GOVERNOR Nelson A. Rockefeller designated the Civil Service Employees Association as bargaining agent for 124,000 New York State employees, valid for 1 year. The action was taken under provisions of the Taylor Act, passed earlier in the year. (See MLR, June 1967, p. 79.)

## November 17

CHRYSLER CORP. and the United Auto Workers reached agreement on a 3-year contract covering about 95,000 workers. Economic gains were similar to those specified in the UAW-Ford contract (see MLR, December 1967, p. 53), but the agreement with Chrysler included a provision to bring Canadian wage rates up to U.S. levels by June 1, 1970. The two sides reached an accord on November 27 covering about 8,000 salaried employees. These white-collar workers will receive salary increases, ranging from \$35 to \$87 a month, retroactive to October 16. (See p. 69, this issue.)

## November 20

BY ORDERING representation elections for nonprofessional employees at two establishments, the NLRB extended its jurisdiction to private hospitals and nursing homes. In *Butte Medical Properties*, the Board established its authority over proprietary hospitals with a gross revenue of \$250,000 or more, and in *University Nursing Home, Inc.*, over privately owned nursing homes with gross revenues of \$100,000 or more.

## November 23

THE AMERICAN BROADCASTING Co. and the National Association of Broadcast Employees reached an agreement affecting about 1,500 technicians and engineers. The 4-year contract provides for a reduction in the workweek and an immediate increase of \$19 a week, \$14 of which will be retroactive to April 1, 1967. Minimum pay will reach \$275 a week by October 1, 1970. The technicians had been on strike since September 22.

## November 27

NEW YORK CITY Taxi Drivers Local 3036 and the Metropolitan Taxicab Board of Trade reached an agreement on a 3-year contract covering about 29,000 drivers. The agreement will not take effect, however, until the city approves an "adequately" higher fare. The pact includes an immediate increase in commissions to 48 percent (from 47), and to 49 percent 18 months from now, with an additional 1 percent in each case for drivers with long service.

# Major Agreements Expiring in February 1968

EDITOR'S NOTE.—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
Associated General Contractors of New Jersey (New Jersey)	Construction	Laborers	7,800
Bloomington Brothers, Inc. (New York City)	Retail trade	Retail, Wholesale and Department Store Union	3,500
Bulova Watch Co., Inc., Jackson Heights Mfg. Division (Flushing and Woodside, N.Y.)	Controlling instruments	Production Employees Group of the Bulova Watch Co. (Ind.)	2,000
California Apparel Contractors Assn., Inc. (Los Angeles, Calif.)	Apparel	Ladies' Garment Workers	1,200
California Sportswear & Dress Assn., Inc. (Los Angeles, Calif.)	Apparel	Ladies' Garment Workers	2,000
Crown Cork & Seal Co., Inc. (Illinois, Maryland, and Florida)	Fabricated metal products	Steelworkers	1,400
E. I. Du Pont De Nemours and Co. (Clinton, Iowa)	Chemicals	Transparent Film Workers, Inc. (Ind.)	1,000
Eastern Cement Haulers Assn. (Interstate)	Trucking	Teamsters (Ind.)	2,000
Eltra Corp., Mergenthaler Linotype Division (Brooklyn and Plainview, N.Y.)	Machinery	Auto Workers	1,200
Eltra Corp., Prestolite Division (Interstate)	Electrical products	Auto Workers	5,400
Federal-Mogul Corp., Bower Roller Bearings Division (Detroit, Mich.)	Machinery	Auto Workers	3,000
Glass Container Manufacturers Institute, Inc., National Automatic Machine Department (Interstate)	Stone, clay and glass products	Glass Bottle Blowers	7,000
Greyhound Lines, Inc., Western Division (Interstate)	Transit	Amalgamated Transit Union	5,000
H. J. Heinz Co. (Pittsburgh, Pa.)	Food products	Meat Cutters	1,500
Hoover Co. (North Canton-Canton, Ohio)	Machinery	Electrical Workers (IBEW)	21,000
Humble Oil & Refining Co. (Houston, Tex. area)	Mining	Employees' Federation of Humble Oil & Refining Co. (Ind.)	1,000
I-A <sup>3</sup> Beet Sugar Refining Companies (California)	Food products	Distillery Workers	2,700
I-A <sup>3</sup> Breweries (St. Louis, Mo.)	Food products	Brewery Workers	1,950
I-A <sup>3</sup> Chinaware Companies (New York, Pennsylvania and Ohio)	Stone, clay and glass products	Potters	1,800
I-A <sup>3</sup> Contractors on the Highway and Heavy Industry (Colorado)	Construction	Operating Engineers	2,000
I-A <sup>3</sup> Markets, Food Handlers Division (Minneapolis, Minn.)	Retail trade	Meat Cutters	4,500
I-A <sup>3</sup> Markets, Meat Departments (Minneapolis, Minn.)	Retail trade	Meat Cutters	1,000
I-A <sup>3</sup> Meat Dept. Employees of Retail Food Chains (Greater Kansas City area)	Retail trade	Meat Cutters	1,000
I-A <sup>3</sup> Moving and Storage Industry, 6 associations (Greater New York area)	Trucking	Teamsters (Ind.)	3,500
Iroquois Gas Corp. (New York)	Utilities	Electrical Workers (IBEW)	1,400
Jewel Tea Co., Inc. (Illinois and Indiana)	Retail trade	United Retail Workers Union (Ind.)	7,650
Knox Glass, Inc. (Interstate)	Stone, clay, and glass products	Glass Bottle Blowers	2,600
Labor Standards Assn., Gimbels Brothers (Pittsburgh, Pa.)	Retail trade	Retail Clerks	1,000
Litton Industries, Ingalls Shipbuilding Division (Pascagoula, Miss.)	Transportation equipment	Metal Trades Department	4,750
P. Lorillard Co. (Greensboro, N.C.)	Tobacco manufacturers	Tobacco Workers	2,000
National Can Corp., Master Agreement (Interstate)	Fabricated metal products	Steelworkers	3,000
National Castings Co. (Cicero, Ill.)	Primary metals	Auto Workers	1,300
Olin Mathieson Chemical Corp. (Baraboo, Wis.)	Ordinance and accessories	Badger Ordnance Works Council	1,200
Printing Industries of Philadelphia, Inc., Allied Printing Employers Assn. (Philadelphia, Pa.)	Printing and publishing	Typographical Union	1,100
Public Service Coordinated Transport (New Jersey)	Transit	Amalgamated Transit Union	5,000
Pullman, Inc., Trailmobile Division (Cincinnati, Ohio)	Transportation equipment	Auto Workers	1,100
Purse Seine Vessel Owners' Marketing Assn. (Washington and Alaska)	Fisheries	Longshoremen and Warehousemen (Ind.)	1,400
Sealed Power Corp. (Muskegon, Mich.)	Machinery	Auto Workers	1,300
St. Paul Food Retailers Assn. (St. Paul, Minn.)	Retail trade	Retail Clerks	1,500
Standard Packaging Corp., Brown and Bigelow Division (St. Paul, Minn.)	Printing and publishing	Bookbinders	1,000
Sterns Brothers, Store and Warehouse Employees (New York)	Retail trade	Retail, Wholesale and Department Store Union	1,350
Walker Manufacturing Co. (Michigan and Wisconsin)	Fabricated metal products	Auto Workers	1,000
Ward Furniture Manufacturing Co. (Ft. Smith, Ark.)	Furniture	Furniture Workers	1,000
Washington, D.C. Food Employers Labor Relations Assn. (Washington, D.C. metropolitan area)	Retail trade	Retail Clerks	9,950

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

<sup>2</sup> Union 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\*

AUTOMOBILE NEGOTIATIONS continued in November with agreements covering 95,000 hourly and 8,000 salaried Auto Workers being reached at Chrysler Corp. Settlement terms were similar to the previous month's Ford-UAW agreement, but wage parity for Canadian workers was added. Scattered walkouts preceded ratification of the Chrysler contracts.

Idleness caused by strikes in October rose to 6,510,000 man-days or 0.54 percent of the estimated total working time,<sup>1</sup> compared with 2,190,000 man-days, or 0.19 percent, in October 1966.

## Metalworking

The Chrysler Corp., in November, became the second major automaker to settle with the Automobile Workers as 3-year contracts were ratified covering 95,000 production and maintenance workers and 8,000 salaried workers in the United States. Terms were closely patterned after the Ford Motor Co. settlement.<sup>2</sup> Agreement was reached to bring 12,500 Canadian hourly employees of Chrysler up to the U.S. pay scale in four steps by June 1, 1970. In addition, pension service credits were restored for workers laid off between 1958 and 1962, when Chrysler was in financial difficulty. The hourly worker agreement, reached November 8, was not ratified until November 17 because of local strikes which idled 50,000 workers at their peak. The salaried employees' agreement was reached on November 27.

A month-long strike by 4,500 Automobile Workers at Burroughs Corp. plants in the Detroit area ended in late October with ratification of a 3-year agreement. Wages were increased 2.8 percent a year, with skilled workers receiving an additional 30 cents an hour in the first year. Pensions were increased to \$5 from \$2.80 a month for each year of credited service.

About 5,800 employees of Whirlpool Corp., Evansville, Ind., Division were affected by an Oc-

tober 17 settlement with Local 808 of the Electrical Workers (IUE). Terms of the 3-year contract included an immediate 12-cent wage increase (20 cents for skilled employees), additional 10-cent increases in both 1968 and 1969, continuation of the limited escalator clause, eighth and ninth paid holidays, and improved insurance and pension vesting provisions.

A 16-day strike by 7,300 workers ended in October when the Collins Radio Co. of Cedar Rapids, Iowa, and the Electrical Workers (IBEW) agreed on a 3-year contract. A wage increase averaging 20.8 cents an hour was effective immediately, with an average 12.5-cent-an-hour increase in both the second and third years. Provisions for limited cost-of-living increases effective in the 18th and 30th months of the agreement were added; other terms were not reported. The plant, which employs a total of 13,000 workers, produces electronic equipment.

In the Cleveland area, TRW, Inc. (automobile and aerospace products) and the independent Aircraft Workers Alliance reached agreement in November on a 3-year contract. The contract, which was retroactive to the June 1 termination date of the previous agreement, incorporated some of the provisions and improved others, of the wage-benefit terms the company had announced in June as a "downpayment" towards the final package. The company had made the June announcement during a suspension of bargaining resulting from an objection filed by the Automobile Workers to a May NLRB election in which the AWA retained bargaining rights.<sup>3</sup>

Final terms for the 7,200 workers were a 6-percent wage increase effective June 1, 1967; 3-percent wage increases in the second and third years; additional adjustments of up to 26 cents an hour for skilled employees; and continuation of the cost-of-living escalator clause, with no limit on the size of increases. Normal pension benefits were raised to \$6 for each year of service up to 30 years, with an additional \$3 a month for each additional year. Previously, the minimum normal pension for retirees with 30 years or more of service was \$210, including social security benefits. Early retirement

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

<sup>1</sup> Data for 1967 are preliminary.

<sup>2</sup> See *Monthly Labor Review*, December 1967, p. 53.

<sup>3</sup> See *Monthly Labor Review*, August 1967, p. 66.

with no actuarial reduction was made available at age 62. Other provisions included establishment of a savings plan, with employees being able to invest up to 6 percent of their annual base pay and TRW contributing \$1 for each \$2 invested by the employees; 2 additional paid holidays, bringing the total to 10; increased jury duty pay; paid funeral leave; and improved vacation, sickness and accident, and surgical benefits.

### Other Manufacturing

The protracted negotiations in the New York City newspaper industry drew nearer to completion when the American Newspaper Guild (ANG) settled with the *Daily News* and the *Times*. The 3-year contracts followed the pattern of the earlier agreement the ANG negotiated with the *Long Island Press*, also a member of the Publishers Association of New York, and those negotiated by five other unions with each of the three papers.<sup>4</sup> Negotiations continued with three unions.

In the *Times* contract, which was negotiated on October 24 and affected 2,500 employees, the pattern 8-, 6-, and 6-percent annual wage increases resulted in gains totaling \$42.75 a week for reporters and photographers and \$16 for the lowest paid classification, which includes cleaners and office boys. Top minimum rates (attained after specified lengths of service) were also increased, resulting in a \$275-a-week scale for the highest rated classification (including columnists and departmental editors) in the final year of the agreement (a \$60 increase) and a \$250 rate for reporters and photographers (a \$50 increase). Other provisions included introduction of a cost-of-living escalator clause and improvements in vacations and severance benefits.

The ANG-*Daily News* accord, which was reached in late September and affected 1,300 employees, resulted in increases in the top minimum rates ranging from \$15.65 in the lowest classifications to \$45.90 in the highest, bringing the minimum for the top classification to \$260.90 a week. Fringe benefit changes in the *Daily News* settle-

ment were similar to those negotiated at the *Times*.

In late October, the American Enka Corp. reached agreement with the United Textile Workers on a 3-year contract for 2,400 workers. Terms included a 6-cent-an-hour immediate increase, additional wage adjustments for some classifications, and provisions for wage bargaining in 1968 and 1969, as well as improved vacation benefits for workers on continuous shifts.

The Upholstered Furniture Manufacturers' Association of the Metropolitan District (the New York City area) and Furniture Workers Local 76 reached agreement in early October on a 3-year contract covering 2,000 employees in 28 shops. The agreement provided an hourly wage increase of 20 cents, retroactive to September 1, with additional 15-cent increases in 1968 and 1969. Minimum hourly rates were increased to \$3.60 for mechanics, from \$3.25; \$1.65 to \$2.50 for apprentices, from \$1.30 to \$2.50; and \$1.65 to \$2.10 for other classifications, from \$1.40 to \$1.90. The contract also included a provision for a wage reopening tied to living costs.

### Construction

In Michigan, heavy and highway construction bargaining was completed as the Road Builders Association settled on 3-year contracts with the Carpenters and Teamsters.<sup>5</sup> The agreements provided a \$1.96-an-hour package for 4,500 workers and an estimated \$1.71-an-hour package for 2,500 workers, respectively.

The current round of construction industry bargaining in the Lake Charles, La., area was concluded with agreements between the Associated General Contractors (AGC) and the Iron Workers, the Operating Engineers, and the Sheet Metal Workers.<sup>6</sup> The 3-year wage-benefit packages were \$1.24 for Iron Workers, \$1.05 to \$1.30 for the Operating Engineers, and \$1.35 for the Sheet Metal Workers. Earlier, the Painters had agreed to a \$1.05 package. The unions had been on strike since July 1.

A late October settlement between the AGC and the Bricklayers in Waco and Ft. Hood, Tex., provided a \$1.00 wage increase over 2 years.

In late October, the Boilermakers negotiated a 3-year area agreement for field construction work

<sup>4</sup> For terms of some of these earlier settlements, see *Monthly Labor Review*, August 1967, p. 68, and July 1967, pp. 60-61.

<sup>5</sup> For earlier settlements involving the Michigan Road Builders Association, see *Monthly Labor Review*, November 1967, p. 61, and December 1967, p. 59.

<sup>6</sup> For earlier settlements with 6 other trades, see *Monthly Labor Review*, November 1967, p. 60.

in six northeastern States,<sup>7</sup> giving an estimated \$1.67½ package for 1,500 workers.

Earlier in the year, in July, the Boilermakers had negotiated a 3-year area agreement providing an estimated \$1.55 package for 2,000 workers in field construction work in 11 States<sup>8</sup> in the Missouri River Basin.

The Cook County (Illinois) Association of Plumbing, Heating and Cooling Contractors, and the Plumbers reached agreement in November on a 3-year contract that will become effective June 1, 1968, on expiration of the current contract. About 5,000 workers were affected. Of the \$1.05 package, 50 cents was to be paid into bank savings accounts established for each employee, 50 cents was to be used for wage increases, and 5 cents was to be paid into the pension fund.

### Trade and Services

Retail Clerks Local 888 and E. J. Korvette, Inc., agreed in mid-October on a 3-year contract covering 6,000 workers in the New York City area. The agreement, which replaced one that was scheduled to expire February 1, 1968, provided wage increases of 12½ cents an hour effective October 30, 7½ cents in 1968, and 10 cents in 1969. Holiday pay, progression schedules, vacation, sick leave, and health and welfare provisions were improved. A new relocation and severance program gave full-time employees whose jobs are eliminated the choice of retraining for a new position at company expense and at no loss in pay and seniority, or receiving severance pay.

The Retail Clerks and A. & P. stores agreed during October to a 3-year contract covering 4,000 workers in southern Michigan. Reportedly, the union had rejected an earlier contract proposal to await the outcome of a Retail Clerks' strike against the Kroger Co. The A. & P. settlement was identical to the Kroger agreement, except that it also included a cost-of-living escalator clause and a 5-cent additional adjustment for "back-up" cashiers.<sup>9</sup>

In Philadelphia, the Retail Clerks negotiated a contract with Kiddie City stores that contained a provision for time and one-half pay for vacations similar to one in a contract the union had previously negotiated with other retail stores.<sup>10</sup> The 30-month Kiddie City agreement, covering

260 employees, increased wages and duration of vacations, added a seventh paid holiday, and established health and welfare, pension, jury duty, and funeral leave provisions.

In the Chicago area, 11 Teamster locals and representatives of 125 fuel oil and gasoline distribution firms reached agreement on November 13, ending a 4-day strike by 3,500 truck drivers that had curtailed bus service and forced many service stations to close. The 3-year contract provided for wage increases of 25 cents an hour retroactive to November 1, 15 cents on November 1, 1968, and 19 cents on November 1, 1969, a 3-cent increase in night differentials, double-time pay plus holiday pay for the first 8 hours of work on a holiday, a guarantee of 8 hours of work for employees required to drive on Sundays and holidays, a \$1-a-week increase in employer payments to the health and welfare fund, and a \$2 increase in payments to the pension fund (\$1 in 1968, and \$1 in 1969).

In late October, the Meat Cutters reached agreement with the Allied Employers, Inc., of Seattle, Wash., on a contract that ended a 29-day strike-lockout of 2,000 workers. The 43-month pact covering nine jobbers and meat departments in 70 retail food stores, provided wage increases ranging from 45 cents for wrappers to 57½ cents for department heads and journeymen, a 5-cent-an-hour increase in the employer contribution for welfare benefits, effective January 1, 1968, and a 5-cent increase in employer pension contributions, effective October 1, 1969. It also established an employer-financed prescription drug plan.

In early November, owners of 48 office buildings in the Pittsburgh, Pa., area reached agreement with the Building Service Employees on a 3-year package estimated at more than 50 cents an hour. The pact, which covered 2,000 maintenance and cleaning workers, provided an immediate wage increase of 15 cents for men and 12½ cents for women, and 10-cent increases to all employees in both 1968 and 1969. Other terms included skill adjustments for some employees, a seventh paid

<sup>7</sup> Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, and upstate New York.

<sup>8</sup> Missouri, Montana, Minnesota, Iowa, Nebraska, Kansas, North and South Dakota, Wisconsin, Colorado, and Wyoming.

<sup>9</sup> See *Monthly Labor Review*, December 1967, p. 58, for terms of the Kroger-RCIA settlement.

<sup>10</sup> See *Monthly Labor Review*, November 1967, p. 60, for terms of the earlier settlement, which affected 170 employees.

holiday, a fourth week of paid vacation after 25 years, a 1-cent-an-hour increase in the employer contribution to the pension fund on July 1, 1968, and again on July 1, 1969, bringing the contribution to 10 cents, \$2,500 life insurance coverage, instead of \$2,000, a \$40 instead of a \$35-a-week sickness and accident benefit, and employer assumption of half the premium for dependent hospital-medical coverage effective July 1, 1968, and the balance effective July 1, 1969.

Several large hospitals in Washington, D.C., announced salary increases of as much as 80 percent for their residents and interns. The round began with the Washington Hospital Center, which announced the following annual salary schedule to become effective January 1, 1968: \$8,100 for interns, from \$4,500; \$8,300 to \$8,600 for American residents, from \$4,680 to \$5,220; and \$5,110 for foreign-trained residents, from \$4,500. George Washington University Hospital (GWU) followed by raising salaries to the following levels, also effective January 1: \$6,013 for interns, from \$4,009, and \$7,016 to \$8,519 for residents, from \$5,011 to \$6,013. These salaries would be increased by \$500 effective July 1, 1968. Fifth-year residents at GWU hospital would receive only the July increase, bringing their salary to \$10,002. Georgetown University Hospital then announced that it was raising its salaries to about the same level as GWU, on January 1, and that a further increase was being considered.

## Government

On November 8, the Houston, Tex., City Council approved salary increases of \$26 or more a month for 6,000 city employees, effective the last pay period in 1967. Approximately 2,500 employees will receive more than \$26, as a result of a job

evaluation study. In addition, life insurance coverage was increased to \$3,000, from \$2,000. The action did not affect policemen and firemen, who were already scheduled to receive salary increases averaging 22 and 23.9 percent, respectively, as a result of an October council action.

Columbus, Ohio, public school employees received salary increases retroactive to September 1 as a result of additional State funds made available to local school boards.<sup>11</sup> The increase was \$200 to \$1,000 for teachers; \$200 for Class I and II nurses and dental hygienists; \$300 for doctors and dentists; \$1,000 for school psychologists with a master's degree; and 10 cents an hour for 1,400 noncertified school workers. Pay of administrators and assistant superintendents was also raised. In February 1967, teachers received wage increases of \$400 a year and noncertified employees received 5 percent, financed from city funds.

## Other Developments

In New York City, 50 labor and business leaders organized a Labor-Management Council to promote better labor relations and to improve the city's economic climate. Named as cochairmen of the new council were Harry Van Arsdale, Jr., president of the New York Central Labor Council, and Ralph C. Gross, president of the Commerce and Industry Association of New York. The council is to meet regularly to identify problems of mutual interest and work toward their solution. Both Governor Rockefeller and Mayor John V. Lindsay attended the council's organizational luncheon and praised its concept and potential for the city.

<sup>11</sup> See *Monthly Labor Review*, November 1967, pp. 57-58, for a description of the State law that provided for the additional funds and for details of increases granted Cleveland and Cincinnati teachers under the law.



# Book Reviews and Notes

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## Machine Takeover

*The Automated State: Computer Systems as a New Force in Society.* By Robert MacBride. Philadelphia, Pa., Chilton Book Co., 1967. 407 pp. \$12.50.

The concern of this book is twofold. It deals with the impact of automation on employment, and the establishment of a national computer system and its implications for our society.

Actually more than half of the publication is in the form of appendices in which one finds reprinted in their entirety a number of reports and documents pertinent to the author's discussion. For example, the Report of the Ad Hoc Committee on the Triple Revolution and the Report of the National Commission on Technology, Automation, and Economic Progress are both included.

In addition, the device of the extended quote is used quite often in the text. For example, in the discussion on automation and unemployment, one reads at yawning length what such people as John Kenneth Galbraith, Gardiner Means and Adolph Berle, Robert Theobald and Donald Michael, have said on this topic. This partial listing of Mr. MacBride's sources gives an indication of his orientation. He seems unaware of the important work done in this area by Solow, Lipsey, Gordon, and others, and in any case dismisses the view of the impact of technology on employment now generally held by economists as unduly optimistic. The selection of views presented by the author does absolutely nothing to further our understanding of this significant issue.

Proposals for a National Data Center that might serve as the central information-gathering service of the Federal Government are considered. Such a center would collect in one facility the widely scattered statistical information now gathered by numerous Federal, State, and local agencies. Furthermore, when operational, the center would permit

the government to obtain much more refined data and to engage in higher levels of analysis than at present. Such a system would be a boon to policymakers and social scientists, but might also be considered a further incursion on individual privacy. Congressman Gallagher and others have expressed the fear that such a system might permit the development of "dossiers" on every American.

A recent article in *The Public Interest* by Carl Kaysen successfully demonstrates that such fears are, in the main, unfounded. The development of a National Data Center is a logical extension of the advances being made in computer technology. Unfortunately, Mr. MacBride makes a poor advocate of the proposal. His vision of our future "Automated State" seems perilously close to an Orwellian nightmare—yet the author never takes full cognizance of the character of his prophecies. In his view, the future functions of government "will be applications of a kind of social engineering carried on in the same fashion, basically, as are the physical engineering projects of today such as roads, bridges, and sewage plants . . . One of the most attractive features of a national computer system is that the whole country can be used as a kind of socio-economic laboratory . . . The process is simple if you have access to a large and reliable computer."

In this sort of technocratic society, "individuals will be called upon to supply a great deal of information about their activities . . . It will become difficult if not impossible for any individual to know what the consequences of many of his actions will be. Seemingly trivial actions will acquire a new significance, although the individual will never know precisely what it is."

The requirements of a perfectly efficient society will dictate that an individual's freedom of choice as to education, job, area of residence, and so on, will be restricted to what is compatible with the needs of the total society and economy. The author concludes, "Given the resources of modern technology and planning techniques, it is really no great trick to transform even a country like ours into a smoothly running corporation where every detail of life is a mechanical function to be taken care of."

Can Mr. MacBride be taken seriously? He has the systems analyst's faith in statistics—but he forgets that one man's mean may be another man's

poison. The kind of limb he chooses to crawl out on has been sawed off many times. For this amount the reader may prefer to do his sawing elsewhere.

—DAVID B. LIPSKY

Department of Industrial Relations  
State University of New York at Buffalo

### Both Sides of the Coin

*Organizing and the Law.* By Stephen I. Schlossberg. Washington, Bureau of National Affairs, Inc., 1967. 254 pp. \$8.50.

Examining the changing role of labor lawyers tells us much about the development of public policy in labor. At one time a labor lawyer was someone who represented unions at considerable personal and financial sacrifice and whose major job was to protect union officers and members from legal harassment. The labor protection accorded unions in the Wagner and Taft-Hartley Acts has changed all of this. While the labor bar is rather rigidly divided between those lawyers who represent management and those who represent labor, neither group is regarded as especially impecunious.

Partly because of the cost, unions do not use lawyers nearly as much as employers do. Nowhere is this fact as apparent, and as damaging to union effectiveness, as in organizing.

The purpose of the Taft-Hartley Act is to protect labor. It makes the right to organize explicit, and provides, through the NLRB, the machinery by which this right is protected. But the Board's posture must be neutral, providing a forum for balancing and weighing competing rights and interests. Although unions are frequently represented by counsel at NLRB hearings, they very seldom use (and use poorly when they do) lawyers or Board law in shaping organizing campaigns. Herein lies the major difference in the relationship of companies and unions to the law.

The most distinctive feature of management's response to union organizing efforts is the strong influence exerted by their lawyers on company strategy and tactics. For the union the details of organizing are left to staff organizers who generally have only a limited knowledge of the applicable law.

Stephen Schlossberg, the general counsel of the UAW, has written the first comprehensive book to

overcome these deficiencies in union organizing campaigns. On one level, it is a handbook for union organizers, in which the Labor Board's representation machinery is described and the law is set forth in straightforward language. The descriptions on such issues as criteria for unit determination, contract bar rules, and Board election standards, are models of expository clarity and are impeccably accurate. More than a guide, Mr. Schlossberg describes and evaluates alternative organizing tactics as they are affected by legal considerations. He has succeeded in writing what is undoubtedly the most useful book ever published for a trade union audience.

The value of this work will not be limited to union officers. Lawyers in general as well as management personnel will find much of interest in it. For students of American labor, the book represents a treasury of insights into the influence of the law upon the organizing process.

One criticism must be made. The chapter on employer unfair labor practices is far too short and unduly elliptical. It is hoped that this can be corrected in what will surely be the next edition of this superb book.

—PHILIP ROSS

Department of Industrial Relations  
State University of New York at Buffalo

### Cause and Effects

*Labor and American Politics: A Book of Readings.* By Charles M. Rehmus and Doris M. McLaughlin. Ann Arbor, Mich., University of Michigan Press, 1967. 461 pp. \$9.

The editors' primary purpose in compiling these readings is to show the nature and extent of the American labor movement's involvement in politics. The book is intended for use as a text or supplementary reading for college courses in labor history, pressure group theory, and American politics.

Chronologically organized, the first part illustrates "the often overlooked fact that organized labor in the United States has always been in politics." By and large the 28 readings which have been selected to support this thesis are from well-known secondary sources such as *Government and Labor in Early America* by Richard B. Morris,

*A History of American Labor* by Joseph Rayback, *American Labor* by Henry Pelling, and *Organized Labor in American History* by Philip Taft.

The subject of the second part is "Labor and Politics Today." In this section there are 27 carefully selected readings. Union sources are used to explain the structure and operations of COPE, to show how labor keeps score on congressional voting, and to describe a national legislative campaign and a local get-out-the-vote drive. To provide analysis of labor's contemporary political role the editors have taken excerpts from the best of recent research in the field. To illustrate, with examples taken at random, we find "Organized Labor in the Political Process: A Case Study of the Right-to-Work Campaign in Ohio" by Glenn W. Miller and Stephen B. Ware, "The Magnitude and Method of Labor's Financial Involvement in Politics" by Harry M. Scoble, and "Membership Reaction to Political Action in Six Local Unions" by Joel Seidman and others.

We can agree with the editors that an understanding of labor's historical role in politics is as important as a knowledge of its contemporary political involvement, but this reviewer found Part II of considerably more interest than Part I. The introductory remarks in each chapter of Part I are uninspiring, the reliance on secondary sources when there is so much exciting primary source material is disturbing, and the serious omissions (Eugene Deb's role in American labor and politics is hardly mentioned) reduce the impact of the historical study.

Nevertheless, the book should serve well as a text supplement in the college courses for which it was intended. It would also be a worthwhile addition to the libraries of trade unionists and academicians interested in the labor movement.

—KEITH DIX

School for Workers  
University of Wisconsin

### Between Reality and Myth

*Technology and Change*. By Donald A. Schon.  
New York, Delacorte Press, 1967. 248 pp.  
\$7.95.

Although the book is marred by misinterpretations of American economic history, the central

purpose—to distinguish between the realities of technological change and the widely held stereotypes and myths of automation, and to suggest new corporate and social standards to deal with the problems and consequences of technological advancement—is well achieved.

The first two chapters stress that invention and innovation are by no means as rational and systematic as after-the-fact views often suggest. The more significant the development, Dr. Schon observes, the less likely that it was anticipated. Planning the process of invention and innovation is useful only "when treated as something from which to deviate."

In the next four chapters Mr. Schon demonstrates that management attitudes toward technological innovation are contradictory and complicated. Although management spokesmen uniformly extol the virtues and needs of change, management practice frequently reflects the view that technological innovation is "dangerous, disruptive and uncertain." Major changes from within often come about because a determined individual emerged as a "product champion" and managed through legitimate and irregular tactics to overcome organizational resistance. A significant recent change in corporate structure has been, in effect, "an institutionalization of the role of the product champion" by providing a corporate umbrella for new small firms where operations are based on developing new technology. But, in traditional industries like textiles, machine tools, and building, the major technological innovations of the last 50 to 60 years were the results of innovations from outside—by new "invading" research and development-based industries like chemicals (synthetic fibers) and aero-space (numerical controls).

Although most recent technological innovation has come out of private industry, the Federal Government has played a significant role and this role will grow in importance, according to the author. In the final two chapters, he calls for a new "ethic of change" which will recognize that technological progress is not an automatic road to the Good Society but must be treated as a dynamic and uncertain process requiring a bold, flexible, and experimental outlook, with a concern for the human role of producer and consumer.

As long as he confines himself to recent corporate organizational and technological practice, the author seems to be on firm ground. When he turns to economic history to support some long-run generalizations, he commits errors. For example, he uses a curve of gross national product in current dollars from 1900 to 1960 to support his claim that national and corporate growth was mainly a post-World War II phenomenon based on the "full flowering of technical innovation" and that the period from 1900 through the 1930's was one of "relative inactivity". While the private sector productivity rate has increased since 1947, the change is not nearly as pronounced as Dr. Schon contends. A constant dollar curve would have significantly modified his conclusion, and allowance for population growth would have modified it further. Similarly his statement that our economy underwent what Rostov refers to as a "take-off" in the 1940's and 1950's is a century away from Rostov's own observation that the United States' "take-off" occurred between 1843 and 1860.

Despite such economic misinterpretations, this volume is worth careful attention because of its skillful portrayal of the corporation's approach to the new technology.

—MILTON DERBER

Institute of Labor and Industrial Relations  
University of Illinois

### Habitat and Humanity

*Cities in a Race With Time.* By Jeanne R. Lowe. New York, Random House, Inc., 1967. 601 pp., bibliography. \$10.

Americans are faced with—and most of us live in—the untidy results of our failure to accommodate the city to man, rather than man to the city. To take up the burden of improving our urban areas requires simultaneous efforts to deal with accumulated physical and social decay and to plan for the kind of environment that is capable of adapting itself to the continually changing future.

Lately, the popular wisdom seems to be moving toward condemning urban renewal because it has not solved all of the city's problems. It is criticized as an attempt to shore up a decaying structure, when what is needed is a foresighted organization of resources to improve the quality of living in the teeming metropolitan centers forecast for the not-too-distant future.

In the face of this easy criticism of those who have at least tried to cope with the urban crisis, Jeanne Lowe offers a provocative account of the problems faced by pioneering leaders in five cities—New York, New Haven, Pittsburgh, Washington, and Philadelphia—and some of the lessons they learned.

The program of each of the cities studied was regarded at one time as the most progressive, the most hopeful of its kind. In each, the planners and developers—idealists and pragmatists, architects and social workers, bureaucrats and citizen groups, taxpayers and financiers—were buffeted by forces they had not foreseen, by the intricacies of achieving the political action necessary to give meaning to their policies.

Using the case history approach, Miss Lowe tells of the programs and personalities in these very different yet similar innovating attempts. Human intertwined with economic problems are exemplified in the relocation, accounted in detail, of the (predominantly Negro) families uprooted from the District of Columbia's Southwest slums—a stretch of land bounded by the Capital and the Potomac river which is finally taking shape as Washington's "new Southwest," with a notable achievement of racial, if not economic, integration.

By her careful review of the often unplanned development of our cities and the complexity of urban renewal—this "bundle of powers and funds" which the author believes will become a permanent function in both the central cities and their suburbs and fringe towns—Miss Lowe has provided a guide useful to the layman as well as to the new breed of urbanologists, as planners and people move together toward the realization that the metropolitan environment must encompass and encourage psychic as well as physical space, human as well as economic values.

—GEORGENA R. POTTS

Office of Publications  
Bureau of Labor Statistics

### Diverse Dialogue

*Methods of Organizational Research.* Edited by Victor H. Vroom. Pittsburgh, Pa., University of Pittsburgh Press, 1967. 211 pp. \$3.95.

A seminar sponsored by the University of Pittsburgh on Organizational Research provides the base for this book. The seminar covered four

areas—laboratory experiments, field experiments, comparative field studies, and computer simulation—which matches the four chapters in the book. A participant from each seminar area wrote a chapter on his concept of the issues in organizational research.

The results can best be described as diverse. There is little agreement between chapters, and there are large differences in the definition of the major issues in research. It appears that each group dealt with different fields of inquiry, except when they undertook to criticize each other.

The first chapter, by Karl E. Weick, discusses laboratory experiments. It is well organized and defensive. Mr. Weick provides a good discussion of some of the laboratory experiments which match the variety of actual experiences. The chapter does much to demonstrate that the method of laboratory experimentation is applicable to organizational behavior and theory.

There are two sections in the second chapter; one is on organizational change and the other is on field experiments. Louis B. Barnes first presents an excellent description of the conceptual schemes of organizational change and then relates the usefulness of field study in this area. The author's particular concern is with indicating ways in which the classical experimental design can be widened so that it can better apply to conditions prevailing in the field.

Because of its lack of organization, the chapter on comparative studies is the most difficult in the book. Tom Burns offers many interesting conceptual ideas regarding this method but much of the discussion is hard to follow.

By way of contrast, the final chapter is well organized and clearly written. Thornton B. Roby discusses computer simulation and its possible use in organizational research in a manner that can be understood by readers who have little knowledge of the subject.

The main conclusion that becomes apparent from these presentations is that the methods which are widely used in organizational research do not have established methodological bases while those methods which are more formally designed have trouble establishing their applicability.

—THOMAS J. ATCHISON  
Department of Management  
San Diego State College

## Summaries of Recent Books

*The Emerging Law of Labor Relations in Public Employment.* By Kurt L. Hanslowe. Ithaca, N.Y., Cornell University, New York State School of Industrial and Labor Relations, 1967. 117 pp. (ILR Paperback 4.) \$2.50.

As the number of government workers continues to increase, it becomes more and more important to determine what the policies toward organizing and collective bargaining should be. In this brief paperback, Professor Hanslowe discusses the obligations of government to deal fairly with its employees. He describes how governments at various levels have handled the question of how much participation in establishing employment terms public employees will be allowed. Besides discussing Federal and various State policies, which range between total restriction and partial accommodation, there is a separate chapter on "The Unfinished New York Story."

*Agricultural Development and Economic Growth.* Edited by Herman M. Southworth and Bruce F. Johnston. Ithaca, N.Y., Cornell University Press, 1967. 608 pp. \$12.

Increasing agricultural productivity in underdeveloped countries is essential to economic growth. But because areas differ with respect to natural resources and the culture of the inhabitants, it is difficult to devise a simple formula for agricultural development. The 14 papers included in this book are as diverse as the subjects they cover. Social structure, education, farm size, nutrition, taxation and price policy are some of the topics discussed; a commentary by the contributors to the book follows each chapter.

*American Unions: Structure, Government, and Politics.* By Jack Barbash. New York, Random House, Inc., 1967. 183 pp., bibliography. \$2.45.

Beginning with a discussion of the structure of locals, the author goes on to describe the national union, and the AFL-CIO. Union workers and leaders not only have differences with the employer but with each other. Differences arise over who should get the scarce jobs, the role of the union in society, and the amount of power should have over its members in relation to other union

bodies; and, "the most common forum for discussion and resolution of contending interests is the great network of formal meetings built into the system of union government." These points are discussed in the last two chapters.

*The Mobile Manager: A Study of the New Generation of Top Executives.* By Eugene E. Jennings. Ann Arbor, Mich., University of Michigan, Bureau of Industrial Relations, 1967. 135 pp. \$6.

The author's intensive study of mobility among business executives has resulted in an attempt to classify the characteristics and problems of mobile managers. The examination is based on reports from 1,500 managers and 230 corporate presidents. Its principal findings is that effectiveness rests on mobility, and the book presents the outlines of a technique for predicting both.

*Transforming America: Patterns of Social Change.* By Raymond W. Mack. New York, Random House, Inc., 1967. 199 pp. \$4.95.

A short book attempting to cover much ground, this summary of major social trends in the United States is addressed to lay readers in nontechnical terms. There is a chapter on the production and distribution of abundance, and each chapter describing a function essential to social survival concludes with a section of crucial questions.

## Other Recent Publications

### Education and Training

*Education and Learning.* By Wilbur J. Cohen. (In *Annals of the American Academy of Political and Social Science*, Philadelphia, September 1967, pp. 79-101. \$2.50; \$2 to Academy members.)

*The Reorganization of Educational Resources.* By George J. Maslach. (In *Daedalus*, American Academy of Arts and Sciences, Boston, Fall 1967, pp. 1200-1209. \$1.75.)

*Higher Education for Negroes: Challenges and Prospects.* By Kenneth B. Clark. (In *Journal of Negro Education*, Howard University, Washington, Summer 1967, pp. 196-203. \$1.75.)

*Educational Expenditures in the United States.* By Richard F. Young. (In *Monthly Review*, Federal Reserve Bank of Kansas City, Kansas City, Mo., September-October 1967, pp. 3-8.)

*Poverty, Education and Race Relations: Studies and Proposals.* By William C. Kvaraceus, John S. Gibson,

Thomas J. Curtin. Boston, Allyn and Bacon, Inc., 1967. 226 pp., bibliography. \$3.95.

*Antipoverty Work and Training Efforts: Goals and Reality.* By Sar A. Levitan. Joint publication of the Institute of Labor and Industrial Relations, University of Michigan—Wayne State University and the National Manpower Policy Task Force, 1967. 112 pp. (Policy Papers in Human Resources and Industrial Relations, 3.) \$2, Publications Office, Institute of Labor and Industrial Relations, Ann Arbor, Mich.

*New Directions in Vocational Education.* Washington, U.S. Department of Health, Education, and Welfare, Office of Education, 1957. 55 pp. (OE 880047.) 30 cents, Superintendent of Documents, Washington.

*Vocational Education: Pre-Requisite of a Modern Economy.* (In *OECD Observer*, Organization for Economic Cooperation and Development, Paris, October 1967, pp. 27-31. 50 cents. Distributed in United States by OECD Publications Center, Washington.)

*Estimating Rehabilitation Needs: A Conference on Planning for Vocational Rehabilitation [in New Jersey].* Edited by Monroe Berkowitz. New Brunswick, N.J., Rutgers—The State University, Bureau of Economic Research, 1967. 108 pp. \$2.

*Programmed Instruction in Industry: A World-Wide Experiment in Staff Training.* By E. B. Young. New York, Pergamon Press Inc., 1967. 23 pp.

*Research Information Sources in Training: A Comprehensive Survey of Present and Planned Resources.* By Gerald H. Whitlock. (In *Training and Development Journal*, Madison, Wis., November 1967, pp. 2-8. \$1.75.)

*Research in Apprenticeship Training: Proceedings of a Conference, September 8-9, 1966.* Madison, University of Wisconsin, Center for Studies in Vocational and Technical Education (for Office of Manpower Policy, Evaluation, and Research of the U.S. Department of Labor), 1967. 192 pp.

### Health and Safety

*To Work Is Human: Mental Health and the Business Community.* Edited by Alan McLean, M.D. New York, Macmillan Co., 1967. 306 pp., bibliography. \$6.95.

*Air-Pollution Abatement: Economic Rationality and Reality.* By Azriel Teller. (In *Daedalus*, American Academy of Arts and Sciences, Boston, Fall 1967, pp. 1082-1098. \$1.75.)

*Occupational Disease in California, 1965.* Berkeley, California State Department of Public Health, Bureau of Occupational Health, 1967. 45 pp. Free.

*Disability and Dependency.* By Terence E. Carroll. (In *American Federationist*, AFL-CIO, Washington, October 1967, pp. 15-17.)

*Acute Conditions—Incidence and Associated Disability, United States, July 1965–June 1966.* Washington, U.S. Department of Health, Education, and Welfare, Public Health Service, 1967. 61 pp. (Vital and Health Statistics Data from the National Health Survey; PHS Publication No. 1000–Series 10–No. 38.) 45 cents, Superintendent of Documents, Washington.

*Prescribed and Nonprescribed Medicines—Type and Use of Medicines, United States, July 1964–June 1965.* Washington, U.S. Department of Health, Education, and Welfare, Public Health Service, 1967. 41 pp. (Vital and Health Statistics Data from the National Health Survey; PHS Publication No. 1000–Series 10–No. 39.) 30 cents, Superintendent of Documents, Washington.

## Industrial Relations

*Labor in America: The Union and Employer Responses to the Challenges of Our Changing Society.* Proceedings of a Conference, May 19–20, 1966. Edited by Lafayette G. Harter, Jr. and John Keltner. Corvallis, Oregon State University Press, 1967. 144 pp. \$2.95.

*Diagnosing Industrial Unrest.* (In *Labor Gazette*, Canada Department of Labor, Ottawa, October 1967, pp. 624–625, 656. 50 cents, Queen's Printer, Ottawa.)

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*Unit Determination in Public Employment.* By Andrew W. J. Thomson. Ithaca, N.Y., Cornell University, New York State School of Industrial and Labor Relations, 1967. 20 pp. (Public Employee Relations Reports, 1.) Single copy free.

*Restrictive Labor Practices in the Supermarket Industry.* By Herbert R. Northrup and Gordan R. Storholm. Philadelphia, University of Pennsylvania, Wharton School of Finance and Commerce, 1967. 202 pp. (Industrial Research Unit Study 44.) \$7.50, University of Pennsylvania Press, Philadelphia.

*Formal Grievance Procedures for Public-School Teachers, 1965–66.* Washington, National Education Association, 1967. 63 pp. (Research Report 1967–R10.) \$1.25.

*Arbitration and the Duty to Bargain.* By Bernard Cushman. Madison, Wis., University of Wisconsin, 1967. 29 pp. (Reprint from *Wisconsin Law Review*, Summer 1967.)

*Arbitration, Not NLRB Intervention.* By Bernard Samoff. (In *Labor Law Journal*, Chicago, October 1967, pp. 602–631. \$1.35.)

*The Labor Court Idea.* By R. W. Fleming. (In *Michigan Law Review*, Ann Arbor, Mich., June 1967, pp. 1551–1568. \$2.)

## Labor Force

*1984 and Beyond: The World of Work.* By Herbert E. Striner. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1967. 15 pp.

*Health Manpower, 1966–75: A Study of Requirements and Supply.* Washington, U.S. Department of Labor, Bureau of Labor Statistics, 1967. 50 pp. (BLS Report 323.)

*Health Service Occupations: Occupational Needs and Educational Requirements—Connecticut and Its Areas, 1967, 1971, 1976.* Storrs, Conn., University of Connecticut, Labor Education Center, 1967. 130 pp.

*Health Manpower in a Developing Economy: Taiwan, A Case Study in Planning.* By Timothy D. Baker and Mark Perlman. Baltimore, Md., The Johns Hopkins Press, 1967. 203 pp. \$6.50.

*Federal Workforce Outlook, Fiscal Years 1967–1970.* Washington, U.S. Civil Service Commission, 1967. 11 pp.

*The Peruvian Industrial Labor Force.* By David Chaplin. Princeton, N.J., Princeton University Press, 1967. 324 pp., bibliography. \$9.

*Employment and the "New Economics."* By Leon H. Keyserling. (In *Annals of the American Academy of Political and Social Science*, Philadelphia, September 1967, pp. 102–119. \$2.50; \$2 to Academy members.)

*Le Prospettive dell'Occupazione nell'Industria Italiana per il Quadricennio 1967–1970.* (In *Rassegna di Statistiche del Lavoro*, Confederazione Generale della Industria Italiana, Rome, May–June 1967, pp. 167–169.)

*Geographical and Occupational Mobility of Workers in the Aircraft and Electronics Industries.* Final Report. Paris, Organization for Economic Cooperation and Development, 1967. 122 pp. (International Seminars, 1966–3.) \$2. Distributed in United States by OECD Publications Center, Washington.

*Schooling, Experience, and Gains and Losses in Human Capital Through Migration.* By Mary Jean Bowman and Robert G. Myers. (In *Journal of the American Statistical Association*, Washington, September 1967, pp. 875–898.)

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*Equal Employment Opportunity.* Hearings before the Subcommittee on Employment, Manpower, and Poverty of the Committee on Labor and Public Welfare, U.S. Senate, 90th Congress, 1st. session, Washington, 1967. 202 pp.

*Negro-White Occupational Differences in the Absence of Discrimination.* By Stanley Lieberman and Glenn V. Fuguitt. (In *American Journal of Sociology*, University of Chicago, Chicago, September 1967, pp. 188-200. \$2, University of Chicago Press.)

## Labor Organizations

*Member Attitudes and Union Survival in a Right-to-Work State.* By Robert G. Graham and Milton Valentine. (In *Personnel Journal*, Swarthmore, Pa., October 1967, pp. 585-588, 595. 75 cents.)

*Organization of Public Employees.* By Hoyt Gemlin. Washington, Editorial Research Reports, 1967. 18 pp. (1967, Vol. II, No. 17.) \$2.

## Personnel Management

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*Decision Making in the Employment Interview.* By Edward C. Webster and others. Montreal, Canada, McGill University, Industrial Relations Center, 1967. 124 pp., bibliography. \$3.75, paperbound.

*Recruiting Technical Personnel.* By William A. Douglass. (In *Automation*, Cleveland, Ohio, November 1967, pp. 64-69. \$1.)

## Prices and Consumption Economics

*Price Formation in Various Economies: Proceedings of a Conference Held by the International Economic Association.* Edited by D. C. Hague, New York, St. Martin's Press, 1967. 281 pp. \$8.50.

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*Human Values and Technological Change: Seventeenth Annual Conference of the Industrial Relations Center of McGill University, May 16-17, 1967.* Edited by Paul

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*The Urban Crisis: An Analysis; An Answer.* (In *American Federationist*, AFL-CIO, Washington, October 1967, pp. 1-5.)

*Economic Evaluation of Urban Renewal: Conceptual Foundation of Benefit-Cost Analysis.* By Jerome Rothenberg. Washington, Brookings Institution, 1967. 277 pp., bibliography. (Studies of Government Finance.) \$6.75.

*Economic and Social Disparities Between Central Cities and Their Suburbs.* By Marjorie Cahn Brazer. (In *Land Economics*, Madison, Wis., August 1967, pp. 294-302. \$2.50.)

*Sick Cities—And the Search for a Cure.* (In *Trans-Action*, Washington University, St. Louis, Mo., October 1967, pp. 34-41, et seq. 75 cents.)



*The Experimental City.* By Athelstan Spilhaus. (In *Daedalus*, American Academy of Arts and Sciences, Boston, Fall 1967, pp. 1129-1141. \$1.75.)

## Wages and Hours

*Area Wage Survey: The Manchester, N.H., Metropolitan Area, July 1967.* Washington, U.S. Department of Labor, Bureau of Labor Statistics, 1967. 18 pp. (Bulletin 1575-1.) 20 cents, Superintendent of Documents, Washington. Other recent bulletins in this series include the metropolitan areas of Little Rock-North Little Rock, Ark.; Boise City, Idaho; Oklahoma City, Okla.; Green Bay, Wis.; Raleigh, N.C.; Chattanooga, Tenn.-Ga.; Tampa-St. Petersburg, Fla.; Scranton, Pa. (Bulletins 1575-2 through 1575-9.) Various pages and prices.

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*Wage Chronology: The Boeing Co. (Washington Plants), 1936-67.* Washington, U.S. Department of Labor, Bureau of Labor Statistics, 1967. 21 pp. (Bulletin 1565.) 25 cents, Superintendent of Documents, Washington.

*Faculty Salary Schedules in Public Community-Junior Colleges, 1965-66: A Pilot Study of 2-Year Institutions.* Washington, National Education Association, 1967. 45 pp. (Research Report 1967-R9.) \$1.

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*Queensland Year Book, 1966.* By S. E. Solomon. Brisbane, Commonwealth Bureau of Census and Statistics, Queensland Office, [1967]. 509 pp.

# Current Labor Statistics

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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	
	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1966	1965
<b>TOTAL</b>																
Total labor force.....	81,576	81,460	81,259	81,160	80,954	80,681	79,645	80,189	79,959	80,443	80,473	80,154	79,934	79,360	78,893	77,178
Civilian labor force.....	78,106	77,997	77,803	77,701	77,505	77,237	76,189	76,740	76,523	77,025	77,087	76,764	76,612	76,081	75,770	74,455
Employed.....	75,083	74,630	74,625	74,718	74,489	74,147	73,289	73,910	73,747	74,137	74,255	73,893	73,897	73,199	72,895	71,088
Agriculture.....	3,829	3,707	3,676	3,992	3,856	3,727	3,652	3,890	3,855	3,890	4,015	4,011	3,892	3,779	3,979	4,361
Nonagricultural industries.....	71,254	70,923	70,949	70,726	70,633	70,420	69,637	70,020	69,892	70,247	70,240	69,882	70,005	69,420	68,915	66,726
Unemployed.....	3,023	3,367	3,178	2,983	3,016	3,090	2,900	2,830	2,776	2,888	2,832	2,871	2,715	2,882	2,875	3,366
<b>MEN, 20 YEARS AND OVER</b>																
Total labor force.....	48,336	48,280	48,238	48,365	48,273	48,196	47,920	48,033	47,921	48,605	48,591	47,842	47,604	47,493	47,437	47,115
Civilian labor force.....	45,563	45,513	45,476	45,559	45,433	45,314	45,021	45,140	45,047	45,222	45,239	44,987	44,797	44,723	44,787	44,857
Employed.....	44,480	44,375	44,435	44,479	44,338	44,156	43,922	44,092	44,010	44,236	44,227	43,898	43,711	43,654	43,667	43,422
Agriculture.....	2,808	2,791	2,806	2,835	2,791	2,726	2,753	2,870	2,795	2,875	2,861	2,884	2,807	2,800	2,894	3,174
Nonagricultural industries.....	41,672	41,584	41,629	41,644	41,547	41,430	431,169	41,222	41,215	41,361	41,366	41,014	40,904	40,854	40,773	40,246
Unemployed.....	1,083	1,138	1,041	1,080	1,095	1,158	1,099	1,048	1,037	986	1,012	1,089	1,086	1,069	1,119	1,435
<b>WOMEN, 20 YEARS AND OVER</b>																
Civilian labor force.....	26,134	26,092	26,051	25,557	25,516	25,177	24,730	25,023	24,862	25,071	25,221	25,139	25,145	24,884	24,427	23,687
Employed.....	25,093	24,827	24,781	24,558	24,421	24,094	23,773	24,002	23,834	24,057	24,128	24,167	24,278	23,891	23,507	22,630
Agriculture.....	634	567	512	705	624	581	537	625	628	636	702	729	663	593	675	748
Nonagricultural industries.....	24,459	24,260	24,269	23,853	23,797	23,513	23,236	23,377	23,206	23,421	23,426	23,438	23,615	23,298	22,832	21,882
Unemployed.....	1,041	1,265	1,270	999	1,095	1,083	957	1,021	1,028	1,014	1,093	972	867	993	919	1,056
<b>BOTH SEXES, 16-19 YEARS</b>																
Civilian labor force.....	6,409	6,392	6,276	6,585	6,556	6,746	6,438	6,577	6,614	6,732	6,627	6,638	6,670	6,474	6,557	5,910
Employed.....	5,510	5,428	5,409	5,681	5,730	5,897	5,594	5,816	5,903	5,844	5,900	5,828	5,908	5,654	5,721	5,036
Agriculture.....	387	349	358	452	441	420	362	395	432	379	452	398	422	386	410	439
Nonagricultural industries.....	5,123	5,079	5,051	5,229	5,289	5,477	5,232	5,421	5,471	5,465	5,448	5,430	5,486	5,268	5,310	4,598
Unemployed.....	899	964	867	904	826	849	844	761	711	888	727	810	762	820	836	874

TABLE A-2. Seasonally adjusted rates of unemployment

Selected unemployment rates	1967											1966			Annual average	
	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1966	1965
Total (all civilian workers).....	3.9	4.3	4.1	3.8	3.9	4.0	3.8	3.7	3.6	3.7	3.7	3.7	3.5	3.8	3.8	4.5
Men, 20 years and over.....	2.4	2.5	2.3	2.4	2.4	2.6	2.4	2.3	2.3	2.2	2.2	2.4	2.4	2.4	2.5	3.2
Women, 20 years and over.....	4.0	4.8	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	4.5
Both sexes, 16-19 years.....	14.0	15.1	13.8	13.7	12.6	12.6	13.1	11.6	10.7	13.2	11.0	12.2	11.4	12.7	12.7	14.8
White workers.....	3.4	3.8	3.6	3.5	3.5	3.5	3.3	3.3	3.1	3.3	3.3	3.3	3.1	3.4	3.3	4.1
Nonwhite workers.....	7.3	8.8	7.9	6.9	7.2	7.8	7.8	7.3	7.4	7.1	6.6	7.6	6.9	7.4	7.3	8.1
Married men.....	1.7	1.9	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	2.4
Full-time workers.....	3.6	3.9	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	3.5
Blue-collar workers.....	4.4	4.9	4.6	4.4	4.7	4.7	4.6	4.6	4.2	4.1	4.2	4.3	4.3	4.1	4.3	5.3
Experienced wage and salary workers.....	3.6	4.1	4.0	3.6	3.7	3.8	3.6	3.4	3.4	3.4	3.5	3.5	3.4	3.5	3.5	4.3
Labor force time lost <sup>1</sup> .....	4.1	4.7	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	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-5. Unemployed persons, by duration of unemployment, seasonally adjusted

[In thousands]

Duration of unemployment	1967											1966			Annual average	
	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1966	1965
Less than 5 weeks.....	1,586	1,847	1,889	1,660	1,805	1,649	1,371	1,468	1,408	1,678	1,542	1,562	1,397	1,493	1,535	1,628
5 to 14 weeks.....	918	1,153	945	945	876	919	877	900	986	771	787	760	789	900	804	983
15 weeks and over.....	487	489	437	441	435	444	414	436	560	439	485	496	484	517	536	755
15 to 26 weeks.....	310	313	278	231	265	298	271	251	354	249	282	269	287	293	245	404
27 weeks and over.....	177	176	159	210	170	146	143	185	206	190	203	227	197	224	241	351
15 weeks and over as a percent of civilian labor force.....	.6	.6	.6	.6	.6	.6	.5	.6	.6	.6	.6	.6	.6	.7	.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	
	November	October	September	August	July	June	May	April	March	February	December	1966	1965
<b>FULL TIME</b>													
Civilian labor force.....	67,170	67,309	67,950	71,134	71,058	70,195	65,538	65,640	65,425	65,445	66,205	66,943	66,145
Employed:													
Full-time schedules <sup>1</sup> .....	63,063	63,267	63,747	66,264	65,909	64,688	61,978	61,447	60,916	60,793	62,285	62,734	61,144
Part time for economic reasons.....	2,072	1,934	2,117	2,486	2,499	2,507	1,573	2,079	2,209	2,283	1,875	1,894	2,209
Unemployed, looking for full-time work.....	2,034	2,108	2,086	2,384	2,650	3,000	1,987	2,114	2,300	2,369	2,045	2,315	2,792
Unemployment rate.....	3.0	3.1	3.1	3.4	3.7	4.3	3.0	3.2	3.5	3.6	3.1	3.5	4.2
<b>PART TIME</b>													
Civilian labor force.....	10,943	10,823	9,576	7,978	8,413	8,825	10,557	10,471	10,088	10,246	10,047	8,830	8,310
Employed (voluntary part time).....	10,083	9,980	8,767	7,421	7,813	8,197	10,086	9,920	9,433	9,432	9,439	8,279	7,735
Unemployed, looking for part-time work.....	860	843	809	557	600	628	471	551	655	814	608	560	575
Unemployment rate.....	7.9	7.8	8.4	7.0	7.1	7.1	4.5	5.3	6.5	7.9	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-9. Employees in nonagricultural establishments, by industry<sup>1</sup>—Continued

[In thousands]

Industry	1967										1966		Annual average		
	Nov. <sup>2</sup>	Oct. <sup>2</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1966	1965
<b>Finance, insurance, and real estate</b>	<b>3,270</b>	<b>3,265</b>	<b>3,274</b>	<b>3,274</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>3,102</b>	<b>3,023</b>
Banking	870.7	872.1	882.0	877.6	865.6	851.1	848.0	846.3	843.6	838.2	838.3	835.4	823.1	792.0	792.0
Credit agencies other than banks	346.4	347.3	348.4	349.5	345.9	341.6	340.4	339.3	337.0	336.0	336.2	334.4	335.0	326.9	326.9
Savings and loan associations	100.9	100.2	100.7	101.2	98.9	97.0	96.7	95.8	94.9	95.8	94.6	94.2	96.3	97.1	97.1
Personal credit institutions	185.3	187.1	187.5	187.9	187.5	185.6	184.9	185.2	184.2	182.6	183.4	182.3	180.0	171.8	171.8
Security, commodity brokers, & services	162.0	160.0	160.6	158.0	153.1	149.2	147.9	146.3	143.8	141.8	142.6	142.2	140.7	129.0	129.0
Insurance carriers	962.9	965.1	971.8	962.3	952.6	943.0	939.2	936.1	931.4	923.2	923.2	917.9	909.8	893.4	893.4
Life insurance	506.3	507.9	510.4	503.4	500.9	497.5	496.3	494.4	491.8	489.5	490.2	487.6	486.6	481.2	481.2
Accident and health insurance	75.3	75.3	76.2	75.6	74.0	72.3	71.8	71.3	69.7	67.1	66.1	65.0	60.1	54.2	54.2
Fire, marine, and casualty insurance	341.4	342.0	345.4	343.4	338.7	334.9	333.0	332.4	331.6	328.1	327.9	326.2	315.8	315.8	315.8
Insurance agents, brokers, and service	253.6	253.1	255.8	254.4	252.0	247.0	246.2	245.1	244.2	241.1	243.6	242.0	232.8	232.8	232.8
Real estate	587.8	593.8	603.3	605.0	601.4	588.5	578.2	562.6	552.8	552.6	559.8	563.1	573.2	568.9	568.9
Operative builders	42.2	42.2	43.3	42.0	41.1	38.8	37.3	35.6	33.6	33.4	34.5	35.6	41.0	45.8	45.8
Other finance, insurance, & real estate	81.7	82.1	83.1	81.9	82.1	81.6	81.3	81.3	80.2	80.6	80.9	81.0	80.8	79.6	79.6
<b>Services</b>	<b>10,209</b>	<b>10,229</b>	<b>10,212</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>9,545</b>	<b>9,087</b>
Hotels and other lodging places	668.7	685.3	718.5	817.4	817.3	733.5	687.8	671.9	647.0	635.9	625.3	629.7	641.4	684.6	659.1
Hotels, tourist courts, and motels	623.5	643.5	681.7	683.3	656.2	621.6	611.0	590.8	580.5	570.1	572.5	583.1	610.1	584.2	584.2
Personal services	1,032.4	1,032.3	1,028.3	1,026.1	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	1,012.9	985.4
Laundries and drycleaning plants	554.2	554.8	557.0	563.6	564.0	556.5	556.0	552.8	548.9	550.5	555.7	559.5	559.1	548.4	548.4
Miscellaneous business services	1,351.7	1,351.1	1,352.1	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	1,220.2	1,109.1	1,109.1
Advertising	112.2	112.6	112.8	113.5	113.1	112.9	112.5	112.9	112.1	111.5	111.8	111.8	111.9	112.5	112.5
Credit reporting and collection	71.2	70.3	70.6	71.0	70.9	70.1	69.6	69.1	68.5	68.3	69.4	69.4	68.4	65.7	65.7
Motion pictures	185.4	194.5	203.9	202.9	196.8	190.5	183.4	173.9	178.2	180.3	187.8	189.7	190.2	185.1	185.1
Motion picture filming & distributing	53.1	53.2	56.8	55.4	55.5	49.3	47.3	47.3	52.8	55.2	59.5	58.7	54.0	48.5	48.5
Motion picture theaters and services	132.3	141.3	147.1	147.5	143.3	141.2	136.1	126.6	125.4	125.1	128.3	131.0	136.2	136.6	136.6
Medical and other health services	2,506.1	2,497.2	2,485.4	2,485.6	2,476.4	2,453.5	2,400.5	2,383.5	2,367.1	2,343.3	2,312.2	2,290.2	2,278.1	2,206.5	2,079.5
Hospitals	1,575.5	1,566.4	1,572.3	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	1,418.5	1,356.5	1,356.5
Legal services	204.8	204.2	209.0	208.1	203.8	195.0	194.7	194.2	194.2	193.5	196.2	195.1	190.3	181.5	181.5
Educational services	1,135.4	1,125.4	1,028.2	914.0	928.6	1,000.4	1,068.5	1,066.4	1,057.0	1,046.9	1,048.7	1,049.5	968.1	924.6	924.6
Elementary and secondary schools	357.8	340.4	295.2	296.6	335.3	346.9	346.4	345.8	345.1	344.5	346.7	346.6	325.9	315.6	315.6
Colleges and universities	685.5	611.0	546.0	557.6	588.7	614.9	642.9	643.4	636.1	626.1	625.8	626.5	570.8	544.3	544.3
Miscellaneous services	514.8	518.7	526.5	523.3	515.8	498.7	500.6	501.4	500.7	496.2	491.6	490.2	488.5	449.0	449.0
Engineering and architectural services	278.3	279.6	286.0	284.7	282.7	272.8	270.5	269.8	268.0	266.5	266.8	265.7	264.9	242.4	242.4
Nonprofit research agencies	74.2	75.2	75.0	75.4	74.6	73.4	73.5	73.6	73.7	73.6	73.7	73.5	73.4	68.2	68.2
<b>Government</b>	<b>11,971</b>	<b>11,879</b>	<b>11,615</b>	<b>11,240</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>10,871</b>	<b>10,091</b>
Federal Government <sup>4</sup>	2,721	2,707	2,707	2,784	2,798	2,766	2,690	2,683	2,669	2,652	2,643	2,769	2,641	2,564	2,378
Executive	2,673.5	2,673.0	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	2,531.9	2,346.7	2,346.7
Department of Defense	1,104.6	1,104.7	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	1,031.6	938.5	938.5
Post Office Department	702.7	701.4	715.2	713.7	714.4	697.8	696.9	693.1	689.4	697.2	687.8	706.3	680.9	614.2	614.2
Other agencies	866.2	866.9	898.6	905.6	882.1	856.4	853.0	844.5	837.6	827.8	822.3	830.2	827.3	793.9	793.9
Legislative	27.5	27.6	28.5	28.5	28.1	26.9	26.7	26.5	26.4	27.0	26.0	26.4	26.0	25.4	25.4
Judicial	6.4	6.3	6.3	6.3	6.3	6.3	6.3	6.3	6.2	6.2	6.1	6.2	6.0	5.9	5.9
State and local government <sup>5</sup>	9,250	9,172	8,908	8,456	8,473	8,898	8,914	8,901	8,885	8,822	8,723	8,728	8,698	8,307	7,714
State government	2,397.3	2,293.7	2,255.7	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	2,161.9	1,995.9	1,995.9
State education	957.4	820.3	751.8	767.7	877.2	920.0	922.5	918.8	905.8	891.2	891.2	893.0	782.6	679.1	679.1
Other State government	1,439.9	1,473.4	1,503.9	1,497.3	1,470.3	1,422.0	1,418.3	1,414.6	1,407.6	1,398.8	1,390.8	1,386.8	1,379.3	1,316.8	1,316.8
Local government	6,774.9	6,613.9	6,200.5	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	6,145.0	5,717.6	5,717.6
Local education	3,910.1	3,697.6	3,196.9	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	3,419.1	3,119.9	3,119.9
Other local government	2,864.8	2,916.3	3,003.6	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	2,726.0	2,597.7	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>—Continued

[In thousands]

Industry	1967											1966		Annual average	
	Nov. <sup>2</sup>	Oct. <sup>3</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1966	1965
<b>Finance, insurance, and real estate<sup>4</sup></b> .....	<b>2,597</b>	<b>2,596</b>	<b>2,605</b>	<b>2,640</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>2,478</b>	<b>2,426</b>
Banking.....		725.3	726.4	736.3	732.0	720.1	706.8	704.1	702.7	700.5	696.6	699.0	696.9	686.4	663.5
Credit agencies other than banks.....		273.8	275.2	276.7	277.9	274.1	271.3	269.9	268.8	266.8	266.2	267.0	265.5	267.1	263.4
Savings and loan associations.....		80.7	80.3	80.8	81.2	79.1	77.4	77.1	76.3	75.5	76.6	75.7	75.4	77.8	79.7
Security, commodity brokers & services.....		142.1	140.3	141.2	139.0	134.0	130.2	129.0	127.7	125.5	123.4	125.1	125.0	123.8	113.9
Insurance carriers.....		674.8	677.6	685.3	676.5	668.1	660.9	659.5	656.9	654.5	647.8	649.9	645.1	640.7	634.0
Life insurance.....		293.0	294.3	296.8	290.4	288.0	286.1	286.8	285.0	283.7	282.8	284.2	282.5	282.9	282.9
Accident and health insurance.....		65.4	65.5	66.5	66.1	64.7	63.3	62.8	62.2	60.9	58.3	57.8	56.6	51.9	46.3
Fire, marine, and casualty insurance.....		283.5	284.9	288.9	287.1	283.3	279.9	278.6	278.5	278.4	274.9	275.5	273.7	271.7	269.2
<b>Services:</b>															
Hotels and other lodging places:															
Hotels, tourist courts, and motels.....		580.2	599.0	635.9	637.7	613.3	580.5	570.0	549.7	540.9	531.9	534.7	546.1	571.1	546.8
Personal services:															
Laundries and drycleaning plants.....		503.4	503.8	505.7	511.9	511.7	504.8	503.7	499.9	496.8	498.0	503.1	506.3	505.2	492.0
Motion pictures:															
Motion picture filming & distributing.....		32.1	32.1	34.0	34.4	33.8	31.3	29.8	31.0	31.6	34.0	37.2	36.5	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	
	Nov. <sup>2</sup>	Oct. <sup>2</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.
Total employees.....	66,709	66,231	66,055	66,190	65,939	65,903	65,639	65,653	65,749	65,692	65,564	65,251	65,014
Mining.....	598	596	601	606	623	619	617	620	624	624	625	623	621
Contract construction.....	3,248	3,235	3,238	3,223	3,231	3,187	3,192	3,276	3,313	3,352	3,311	3,291	3,241
Manufacturing.....	19,413	19,162	19,142	19,318	19,169	19,285	19,238	19,331	19,445	19,507	19,558	19,526	19,498
Durable goods.....	11,340	11,137	11,149	11,351	11,218	11,285	11,283	11,322	11,434	11,482	11,507	11,496	11,485
Ordnance and accessories.....	300	299	299	297	292	290	286	288	286	283	277	272	270
Lumber and wood products.....	593	591	585	585	585	590	584	592	602	603	607	596	598
Furniture and fixtures.....	456	455	451	451	447	452	453	455	459	465	466	469	469
Stone, clay, and glass products.....	634	627	622	626	625	626	624	628	638	640	642	640	640
Primary metal industries.....	1,286	1,288	1,262	1,281	1,280	1,295	1,299	1,305	1,332	1,348	1,362	1,364	1,369
Fabricated metal products.....	1,338	1,328	1,331	1,356	1,350	1,357	1,348	1,354	1,364	1,372	1,374	1,374	1,372
Machinery, except electrical.....	1,980	1,934	1,966	1,976	1,969	1,972	1,972	1,979	1,984	1,984	1,988	1,978	1,968
Electrical equipment and supplies.....	1,909	1,895	1,882	1,916	1,889	1,872	1,904	1,916	1,947	1,950	1,958	1,955	1,956
Transportation equipment.....	1,959	1,861	1,873	1,980	1,896	1,947	1,927	1,916	1,932	1,938	1,938	1,959	1,959
Instruments and related products.....	457	454	452	456	455	454	454	456	456	454	453	451	446
Miscellaneous manufacturing industries.....	428	425	426	427	430	430	432	433	434	436	442	438	438
Nondurable goods.....	8,073	8,025	7,993	7,967	7,951	8,000	7,955	8,009	8,011	8,025	8,051	8,030	8,013
Food and kindred products.....	1,799	1,785	1,777	1,751	1,790	1,806	1,797	1,800	1,803	1,798	1,795	1,795	1,793
Tobacco manufactures.....	90	82	81	85	89	87	86	86	84	85	89	86	84
Textile mill products.....	959	954	950	946	940	948	941	945	952	954	963	962	962
Apparel and other textile products.....	1,390	1,383	1,377	1,381	1,376	1,396	1,395	1,390	1,384	1,401	1,414	1,411	1,408
Paper and allied products.....	687	684	682	687	689	688	679	680	684	681	680	679	678
Printing and publishing.....	1,069	1,065	1,064	1,067	1,066	1,066	1,064	1,063	1,065	1,056	1,053	1,044	1,041
Chemicals and allied products.....	1,003	1,000	993	992	989	990	982	984	981	984	983	978	976
Petroleum and coal products.....	193	192	191	190	191	189	187	187	186	187	187	187	187
Rubber and plastics products, nec.....	531	529	529	521	479	479	472	520	521	523	527	527	523
Leather and leather products.....	352	351	349	347	342	351	352	354	351	356	360	361	361
Transportation and public utilities.....	4,289	4,255	4,262	4,283	4,292	4,266	4,267	4,212	4,246	4,247	4,242	4,218	4,212
Wholesale and retail trade.....	13,833	13,769	13,719	13,664	13,647	13,648	13,609	13,572	13,557	13,541	13,515	13,416	13,406
Wholesale trade.....	3,603	3,573	3,565	3,569	3,555	3,555	3,549	3,545	3,535	3,521	3,512	3,496	3,484
Retail trade.....	10,230	10,196	10,154	10,095	10,092	10,093	10,060	10,027	10,022	10,020	10,003	9,920	9,922
Finance, insurance, and real estate.....	3,286	3,268	3,264	3,253	3,234	3,227	3,205	3,194	3,179	3,165	3,152	3,144	3,132
Services.....	10,260	10,198	10,161	10,130	10,074	10,035	9,987	9,973	9,946	9,883	9,840	9,781	9,744
Government.....	11,782	11,748	11,668	11,713	11,669	11,636	11,524	11,475	11,439	11,373	11,321	11,252	11,160
Federal.....	2,696	2,712	2,715	2,746	2,759	2,747	2,698	2,688	2,685	2,673	2,667	2,653	2,616
State and local.....	9,086	9,036	8,953	8,967	8,910	8,889	8,826	8,787	8,754	8,700	8,654	8,599	8,544

<sup>1</sup> For coverage of the series, see footnote 1, table A-9.<sup>2</sup> Preliminary.NOTE: The seasonal adjustment method used is described in appendix A, *BLS Handbook of Methods for Surveys and Studies* (BLS Bulletin 1458, 1966).

TABLE A-12. Production workers in manufacturing industries, by major industry group, seasonally adjusted <sup>1</sup>

[In thousands]

Revised series; see box, p. 93.

Major industry group	1967											1966	
	Nov. <sup>2</sup>	Oct. <sup>2</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.
Manufacturing.....	14,266	14,025	14,003	14,191	14,056	14,170	14,147	14,233	14,358	14,436	14,506	14,495	14,490
Durable goods.....	8,275	8,077	8,091	8,299	8,170	8,240	8,254	8,286	8,407	8,459	8,502	8,501	8,505
Ordnance and accessories.....	153	155	154	155	151	149	147	146	146	143	140	136	133
Lumber and wood products.....	516	513	508	509	508	512	507	514	525	524	530	519	521
Furniture and fixtures.....	375	374	370	369	366	371	375	374	379	384	385	389	389
Stone, clay, and glass products.....	508	499	494	497	498	498	495	499	509	509	512	513	512
Primary metal industries.....	1,026	1,009	1,003	1,024	1,023	1,037	1,042	1,049	1,073	1,091	1,106	1,109	1,116
Fabricated metal products.....	1,036	1,021	1,023	1,048	1,041	1,048	1,041	1,046	1,059	1,065	1,068	1,069	1,069
Machinery, except electrical.....	1,371	1,330	1,365	1,375	1,368	1,372	1,373	1,380	1,388	1,392	1,398	1,390	1,384
Electrical equipment and supplies.....	1,286	1,272	1,260	1,290	1,265	1,251	1,284	1,298	1,332	1,345	1,348	1,347	1,352
Transportation equipment.....	1,381	1,286	1,297	1,410	1,326	1,377	1,361	1,347	1,363	1,371	1,373	1,394	1,396
Instruments and related products.....	286	283	281	285	285	287	289	289	289	288	289	286	284
Miscellaneous manufacturing industries.....	337	335	336	337	339	340	342	343	344	347	353	349	349
Nondurable goods.....	5,991	5,948	5,912	5,892	5,886	5,930	5,893	5,947	5,951	5,977	6,004	5,994	5,985
Food and kindred products.....	1,199	1,186	1,175	1,148	1,185	1,201	1,196	1,195	1,200	1,197	1,196	1,195	1,195
Tobacco manufactures.....	78	70	69	72	76	75	74	73	72	73	77	74	72
Textile mill products.....	849	846	842	839	834	841	835	838	845	848	856	856	856
Apparel and other textile products.....	1,230	1,223	1,218	1,223	1,220	1,239	1,235	1,232	1,226	1,243	1,254	1,252	1,252
Paper and allied products.....	532	529	527	534	536	535	525	526	531	529	527	527	526
Printing and publishing.....	672	669	669	673	674	673	672	673	674	670	668	663	660
Chemicals and allied products.....	595	593	585	585	585	583	580	583	580	585	585	584	584
Petroleum and coal products.....	122	121	120	118	119	119	117	118	116	117	117	118	117
Rubber and plastics products, nec.....	409	408	407	401	362	362	354	402	403	406	411	411	408
Leather and leather products.....	305	303	300	299	295	302	305	307	304	309	313	314	315

<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		
	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.
Employment service: <sup>2</sup>													
New applications for work.....	844	820	881	967	1,335	974	859	887	853	966	721	794	819
Nonfarm placements.....	540	558	552	487	537	507	476	460	407	440	420	513	592
State unemployment insurance programs:													
Initial claims <sup>3 4</sup> .....	798	663	872	1,218	803	848	1,005	1,061	1,087	1,346	1,280	915	709
Insured unemployment <sup>5</sup> (average weekly volume) <sup>6</sup> .....	889	894	1,059	1,184	1,019	1,142	1,360	1,532	1,582	1,558	1,254	903	753
Rate of insured unemployment <sup>7</sup> .....	1.8	1.8	2.2	2.4	2.1	2.4	2.9	3.3	3.4	3.3	2.7	1.9	1.6
Weeks of unemployment compensated.....	3,139	3,186	4,351	3,808	4,071	4,663	4,977	6,323	5,398	5,615	3,971	2,960	2,476
Average weekly benefit amount for total unemployment.....	\$40.70	\$40.10	\$41.08	\$40.10	\$39.99	\$40.99	\$41.81	\$42.07	\$41.97	\$41.73	\$41.39	\$40.57	\$39.84
Total benefits paid.....	\$122,145	\$122,614	\$172,807	\$147,307	\$156,083	\$183,645	\$200,588	\$257,488	\$219,480	\$224,787	\$157,566	\$114,814	\$93,697
Unemployment compensation for ex-service- men: <sup>8 9</sup>													
Initial claims <sup>3 4</sup> .....	20	18	21	22	17	14	14	16	15	19	17	15	13
Insured unemployment <sup>5</sup> (average weekly volume).....	22	22	25	24	19	19	21	24	25	25	21	16	14
Weeks of unemployment compensated.....	82	88	106	75	82	81	85	101	93	96	72	59	51
Total benefits paid.....	\$3,502	\$3,715	\$4,443	\$3,126	\$3,471	\$3,404	\$3,576	\$4,199	\$3,878	\$3,963	\$2,973	\$2,450	\$2,117
Unemployment compensation for Federal civilian employees: <sup>9 10</sup>													
Initial claims <sup>3 4</sup> .....	11	9	9	12	9	9	8	8	9	15	10	9	9
Insured unemployment <sup>5</sup> (average weekly volume).....	20	18	19	20	18	18	19	22	24	23	20	17	16
Weeks of unemployment compensated.....	76	73	87	67	81	78	81	103	91	87	75	67	60
Total benefits paid.....	\$3,164	\$3,043	\$3,581	\$2,752	\$3,370	\$3,237	\$3,354	\$4,192	\$3,728	\$3,581	\$3,045	\$2,752	\$2,466
Railroad unemployment insurance:													
Applications <sup>11</sup> .....	56	15	12	21	15	3	4	5	6	11	7	6	6
Insured unemployment (average weekly volume).....	21	21	18	17	14	17	20	23	24	25	19	18	16
Number of payments <sup>12</sup> .....	93	46	45	32	36	42	44	57	53	48	40	38	34
Average amount of benefit payment <sup>13</sup> .....	\$45.67	\$66.68	\$74.31	\$73.45	\$73.44	\$71.29	\$74.10	\$77.16	\$75.54	\$72.95	\$76.70	\$73.80	\$71.99
Total benefits paid <sup>14</sup> .....	\$4,176	\$2,910	\$3,181	\$2,069	\$2,478	\$2,812	\$3,013	\$4,233	\$3,784	\$3,499	\$2,858	\$2,550	\$2,126
All programs: <sup>15</sup>													
Insured unemployment <sup>6</sup> .....	952	955	1,122	1,246	1,070	1,196	1,422	1,602	1,654	1,631	1,313	955	799

<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	
	Oct. <sup>2</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1966	1965
	Accessions: Total														
Manufacturing	4.6	5.3	5.4	4.6	5.9	4.6	3.9	3.9	3.6	4.3	2.9	3.9	5.1	5.0	4.3
<i>Seasonally adjusted</i>	<i>4.6</i>	<i>4.3</i>	<i>4.3</i>	<i>4.2</i>	<i>4.6</i>	<i>4.6</i>	<i>4.2</i>	<i>4.1</i>	<i>4.3</i>	<i>4.6</i>	<i>4.6</i>	<i>4.8</i>	<i>5.1</i>		
Durable goods	4.2	4.7	4.8	4.1	5.5	4.3	3.7	3.7	3.4	4.1	2.7	3.8	4.8	4.8	4.1
Ordnance and accessories	3.6	4.1	4.3	3.5	5.0	3.1	2.8	2.7	2.9	3.8	2.2	3.7	4.7	3.8	2.9
Lumber and wood products	6.0	7.7	6.5	6.0	9.2	8.3	7.0	6.5	5.4	6.4	3.6	4.5	5.9	6.7	6.0
Furniture and fixtures	6.5	7.1	7.7	6.7	6.4	5.3	4.5	4.9	4.5	5.3	3.4	5.6	7.4	6.6	5.5
Stone, clay, and glass products	3.8	4.7	5.1	4.7	6.9	5.4	5.0	4.7	3.7	3.7	2.3	3.1	3.9	4.5	4.0
Primary metal industries	3.2	3.2	3.3	2.9	4.6	3.2	2.6	2.7	2.6	3.2	2.3	2.8	3.3	3.7	2.9
Fabricated metal products	4.9	5.5	5.7	5.0	6.1	5.1	4.5	4.4	4.0	4.7	3.2	4.4	5.4	5.3	4.6
Machinery, except electrical	3.1	3.3	3.0	2.9	4.3	3.0	2.7	2.9	3.0	3.6	2.6	3.2	3.9	3.9	3.3
Electrical equipment and supplies	4.2	4.3	4.5	3.8	4.7	3.3	2.9	3.0	3.1	3.8	2.6	3.7	5.1	4.7	3.9
Transportation equipment	4.3	5.4	5.7	4.1	5.5	4.9	3.7	3.9	3.3	4.0	2.5	3.8	5.1	5.3	4.7
Instruments and related products	3.3	3.4	3.5	3.0	4.9	2.9	2.9	3.0	2.9	3.5	2.3	3.0	3.9	3.8	3.2
Miscellaneous manufacturing industries	6.3	7.7	7.4	6.3	7.2	6.3	6.0	5.8	5.1	6.2	3.0	5.5	8.2	6.9	6.3
Nondurable goods	5.1	6.0	6.2	5.5	6.5	5.1	4.3	4.2	3.8	4.5	3.1	4.2	5.4	5.2	4.6
Foods and kindred products	7.2	9.5	9.7	7.7	9.5	7.0	5.6	5.1	4.3	5.0	4.1	5.3	7.6	6.9	6.1
Tobacco manufactures	6.2	7.4	15.0	9.6	5.9	5.4	2.9	2.8	3.2	3.7	7.0	5.9	6.2	6.4	6.1
Textile mill products	5.3	5.6	6.0	5.3	5.7	5.4	4.8	4.7	4.1	4.7	2.9	4.2	5.2	5.1	4.3
Apparel and other textile products	5.5	6.2	6.8	6.8	6.2	5.9	5.1	5.0	5.0	6.3	3.4	4.9	5.8	6.1	5.8
Paper and allied products	3.7	4.3	4.1	3.6	6.1	3.9	3.3	3.3	2.9	3.4	2.5	3.4	4.4	4.0	3.2
Printing and publishing	3.7	4.3	3.7	3.4	5.1	3.6	3.1	3.5	3.3	3.7	2.7	3.3	4.1	3.8	3.2
Chemicals and allied products	2.6	2.9	2.4	2.6	4.5	2.8	2.5	2.7	2.4	2.4	1.8	2.2	2.7	2.9	2.4
Petroleum and coal products	1.8	3.1	2.8	2.3	4.6	2.7	2.6	2.0	1.6	1.5	1.1	1.4	1.9	2.1	1.8
Rubber and plastics products, nec.	5.3	5.6	6.1	5.7	7.1	5.3	4.3	4.3	4.1	4.6	3.2	4.9	6.0	5.5	4.4
Leather and leather products	6.2	6.5	6.2	7.7	6.4	5.7	5.0	4.8	4.7	7.0	4.1	5.3	6.2	6.3	5.4
Nonmanufacturing:															
Metal mining	2.4	3.0	2.9	2.8	6.5	4.0	4.7	3.4	3.0	4.6	3.0	2.8	3.0	3.5	3.2
Coal mining	1.5	1.6	2.1	1.7	1.7	1.6	1.8	1.4	1.5	2.3	1.4	1.7	2.0	1.7	1.7
	Accessions: New hires														
Manufacturing	3.5	4.1	4.0	3.3	4.5	3.3	2.8	2.8	2.7	3.0	2.1	3.1	4.1	3.8	3.1
<i>Seasonally adjusted</i>	<i>3.3</i>	<i>3.2</i>	<i>3.1</i>	<i>3.0</i>	<i>3.2</i>	<i>3.2</i>	<i>3.1</i>	<i>3.2</i>	<i>3.4</i>	<i>3.6</i>	<i>3.6</i>	<i>3.7</i>	<i>3.9</i>		
Durable goods	3.2	3.7	3.5	2.9	4.1	3.0	2.6	2.7	2.5	2.9	2.1	3.1	4.1	3.8	3.0
Ordnance and accessories	3.1	3.4	3.5	2.9	4.3	2.6	2.3	2.2	2.5	3.1	1.8	3.1	4.1	3.2	1.8
Lumber and wood products	5.2	6.6	5.7	5.3	7.8	6.5	5.5	4.8	3.9	4.2	2.9	3.8	5.2	5.7	4.7
Furniture and fixtures	5.3	6.2	6.3	5.1	5.3	4.3	3.8	4.2	3.8	4.5	3.0	5.1	6.8	5.9	4.6
Stone, clay, and glass products	3.1	3.8	4.0	3.6	5.4	4.0	3.3	2.9	2.2	2.3	1.6	2.5	3.3	3.5	2.7
Primary metal industries	2.0	2.3	2.3	1.7	3.1	1.9	1.5	1.7	1.7	2.0	1.5	2.1	2.7	2.7	2.0
Fabricated metal products	4.1	4.5	4.5	3.4	4.9	3.8	3.3	3.4	3.1	3.5	2.5	3.7	4.6	4.3	3.5
Machinery, except electrical	2.5	2.5	2.3	2.1	3.4	2.4	2.2	2.4	2.6	3.0	2.1	2.7	3.3	3.3	2.6
Electrical equipment and supplies	3.1	3.2	3.0	2.4	3.3	2.1	2.0	2.2	2.3	2.8	2.0	3.1	4.3	3.8	2.9
Transportation equipment	2.9	3.6	3.6	2.7	3.7	2.7	2.3	2.3	2.1	2.1	1.7	2.8	3.9	3.4	2.8
Industries and related products	2.8	2.8	3.0	2.6	4.2	2.4	2.4	2.6	2.6	3.0	2.0	2.7	3.5	3.4	2.6
Miscellaneous manufacturing industries	5.5	6.7	6.2	4.2	5.6	4.7	4.1	4.0	3.8	3.9	2.5	4.9	7.5	5.5	4.5
Nondurable goods	4.0	4.7	4.7	3.9	5.1	3.7	3.2	3.1	2.8	3.2	2.3	3.3	4.2	4.0	3.2
Food and kindred products	5.4	7.3	7.4	5.9	7.4	5.1	4.0	3.4	2.9	3.4	2.8	3.9	5.5	5.0	4.1
Tobacco manufacturing	4.2	4.4	11.1	5.1	3.8	2.8	1.9	1.7	2.3	2.6	3.4	4.6	4.4	3.7	3.3
Textile mill products	4.1	4.5	4.7	3.7	4.6	4.2	3.7	3.5	3.1	3.5	2.2	3.3	4.1	4.1	3.3
Apparel and other textile products	3.9	4.5	4.6	3.9	4.2	3.6	3.3	3.5	3.4	4.0	2.1	3.5	4.3	4.2	3.7
Paper and allied products	3.3	3.8	3.6	3.0	5.1	3.3	2.8	2.8	2.4	2.8	2.1	3.0	4.0	3.5	2.5
Printing and publishing	3.2	3.6	3.1	2.8	4.2	2.9	2.7	2.8	2.7	3.0	2.2	2.8	3.5	3.2	2.6
Chemicals and allied products	2.2	2.4	1.9	2.1	3.7	2.2	2.1	2.1	1.9	1.9	1.4	1.8	2.3	2.4	1.9
Petroleum and coal products	1.6	2.8	2.6	2.1	3.9	2.4	2.0	1.5	1.3	1.1	.9	1.2	1.7	1.7	1.4
Rubber and plastics products, nec.	4.6	4.8	5.0	4.0	6.0	4.0	3.3	3.3	3.2	3.5	2.6	4.1	5.3	4.6	3.4
Leather and leather products	4.9	4.8	4.7	4.6	4.9	3.9	3.1	3.2	3.3	4.8	3.1	4.1	4.8	4.8	3.9
Nonmanufacturing:															
Metal mining	2.0	2.2	2.1	2.1	5.1	2.7	2.4	2.3	2.1	2.7	2.0	2.0	2.3	2.5	2.2
Coal mining	.8	1.0	1.3	1.1	1.2	1.1	1.1	.9	1.0	1.2	1.0	1.1	1.3	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	
	Oct. <sup>2</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1966	1965
<b>Separations: Total</b>															
Manufacturing.....	4.6	6.2	5.3	4.8	4.3	4.2	4.3	4.6	4.0	4.5	4.2	4.3	4.8	4.6	4.1
<i>Seasonally adjusted</i> .....	<i>4.4</i>	<i>4.7</i>	<i>4.3</i>	<i>4.4</i>	<i>4.8</i>	<i>4.6</i>	<i>4.7</i>	<i>5.2</i>	<i>4.9</i>	<i>4.6</i>	<i>4.4</i>	<i>4.6</i>	<i>4.6</i>	-----	-----
Durable goods.....	4.1	5.7	4.9	4.7	4.1	3.9	4.1	4.4	3.9	4.4	3.9	3.9	4.5	4.4	3.8
Ordnance and accessories.....	3.1	4.5	3.6	2.8	2.9	2.8	3.3	3.0	2.4	2.6	1.7	2.1	2.8	2.6	2.5
Lumber and wood products.....	6.2	9.4	8.2	5.9	5.9	6.5	6.4	6.8	5.3	6.3	6.4	7.3	7.4	7.1	6.0
Furniture and fixtures.....	5.4	7.6	7.0	5.8	5.6	5.8	5.8	6.4	5.2	6.2	4.9	5.7	6.8	6.3	5.1
Stone, clay, and glass products.....	4.1	6.3	5.5	4.3	4.6	4.2	4.2	4.5	4.2	5.2	4.8	4.5	4.7	4.6	3.9
Primary metal industries.....	3.4	5.0	3.9	3.1	3.2	3.1	3.3	3.6	3.0	3.6	2.9	3.1	3.6	3.2	3.0
Fabricated metal products.....	5.1	6.7	5.8	5.2	5.3	4.5	4.8	5.0	4.9	4.9	4.3	4.7	5.3	5.1	4.2
Machinery, except electrical.....	3.1	4.5	3.8	3.4	3.5	3.1	3.3	3.5	2.8	3.1	2.5	2.6	3.3	3.4	2.8
Electrical equipment and supplies.....	3.9	5.0	4.3	3.3	3.4	3.7	4.3	4.8	4.0	4.2	3.2	3.4	4.0	3.8	3.1
Transportation equipment.....	3.9	5.6	5.1	8.1	4.3	3.8	4.1	4.3	4.5	5.1	3.8	3.7	4.4	4.9	4.3
Instruments and related products.....	3.1	4.5	3.7	2.7	3.0	2.9	2.9	3.0	2.7	2.9	2.4	2.4	3.5	3.1	2.7
Miscellaneous manufacturing industries.....	7.2	7.8	6.4	6.0	5.3	5.4	5.1	5.4	5.0	5.7	12.2	8.6	6.8	6.9	5.9
Nondurable goods.....	5.2	7.0	5.8	5.0	4.5	4.5	4.6	4.7	4.1	4.8	4.6	4.7	5.4	5.0	4.4
Food and kindred products.....	8.3	10.4	7.6	6.1	5.4	5.6	5.6	5.5	5.0	6.0	7.1	7.2	8.4	6.8	6.1
Tobacco manufactures.....	7.8	4.6	7.7	3.8	3.6	4.2	4.8	7.7	7.2	8.1	6.0	6.5	4.9	6.0	6.4
Textile mill products.....	4.7	6.2	6.2	5.4	4.8	4.8	5.0	5.2	4.6	5.2	4.2	4.8	5.3	5.1	4.1
Apparel and other textile products.....	5.8	6.8	6.5	7.4	5.9	5.8	6.2	6.4	5.0	5.7	5.5	5.4	5.8	6.1	5.8
Paper and allied products.....	3.7	6.3	4.8	3.5	3.5	3.5	3.6	3.5	3.0	3.5	3.0	3.5	4.1	3.8	3.1
Printing and publishing.....	3.4	5.1	4.2	3.2	3.6	3.3	3.1	3.3	3.0	3.5	3.0	3.0	3.5	3.4	3.1
Chemicals and allied products.....	2.4	4.3	3.1	2.2	2.7	2.5	2.3	2.4	2.1	2.4	2.1	2.0	2.5	2.5	2.2
Petroleum and coal products.....	2.1	4.4	2.7	1.8	1.8	1.9	1.8	1.7	1.5	2.0	1.8	1.9	2.1	2.1	1.9
Rubber and plastics products, nec.....	5.0	6.8	6.2	5.3	5.0	5.0	4.9	5.1	5.1	5.3	4.2	4.5	5.5	5.0	4.2
Leather and leather products.....	5.4	7.7	6.9	8.1	5.0	5.7	6.1	6.2	5.6	6.2	6.4	5.2	5.9	6.4	5.3
Nonmanufacturing:															
Metal mining.....	3.6	6.8	3.9	3.1	3.1	3.5	4.0	3.5	2.9	3.8	3.3	3.4	4.0	3.5	3.1
Coal mining.....	1.5	2.1	2.1	1.9	1.6	1.9	2.2	2.1	1.6	2.3	1.4	1.6	1.8	1.8	1.9
<b>Separations: Quits</b>															
Manufacturing.....	2.4	4.0	3.2	2.1	2.3	2.2	2.2	2.1	1.9	2.1	1.7	2.1	2.8	2.6	1.9
<i>Seasonally adjusted</i> .....	<i>2.2</i>	<i>2.3</i>	<i>2.3</i>	<i>2.1</i>	<i>2.4</i>	<i>2.2</i>	<i>2.3</i>	<i>2.4</i>	<i>2.6</i>	<i>2.5</i>	<i>2.7</i>	<i>2.6</i>	<i>2.6</i>	-----	-----
Durable goods.....	2.2	3.6	2.9	1.8	2.1	2.0	2.0	2.0	1.7	1.9	1.5	1.9	2.6	2.4	1.7
Ordnance and accessories.....	1.8	2.8	2.2	1.5	1.6	1.4	1.6	1.5	1.3	1.2	.9	1.1	1.6	1.5	1.1
Lumber and wood products.....	4.1	7.0	5.4	3.8	4.1	4.5	4.1	3.7	2.9	3.1	2.6	3.4	4.6	4.5	3.4
Furniture and fixtures.....	3.6	5.4	5.0	3.4	3.3	3.5	3.7	3.8	3.1	3.5	2.7	3.6	4.8	4.3	3.1
Stone, clay, and glass products.....	2.3	4.2	3.5	2.2	2.4	2.2	2.0	1.9	1.6	1.8	1.4	1.9	2.6	2.4	1.7
Primary metal industries.....	1.4	2.8	2.1	1.2	1.4	1.3	1.3	1.3	1.1	1.4	1.1	1.3	1.8	1.7	1.2
Fabricated metal products.....	2.6	4.2	3.6	2.2	2.4	2.4	2.4	2.4	2.1	2.3	1.8	2.4	3.0	2.8	1.9
Machinery, except electrical.....	1.7	2.8	2.2	1.5	1.7	1.7	1.7	1.7	1.5	1.7	1.3	1.5	1.9	1.9	1.4
Electrical equipment and supplies.....	2.1	3.3	2.5	1.5	1.8	1.8	1.9	1.9	1.8	2.0	1.6	1.9	2.5	2.3	1.6
Transportation equipment.....	1.7	2.9	2.3	1.5	1.7	1.6	1.5	1.6	1.4	1.5	1.1	1.5	2.0	1.9	1.3
Instruments and related products.....	2.0	3.2	2.4	1.5	1.8	1.6	1.6	1.7	1.6	1.7	1.3	1.5	2.4	2.0	1.4
Miscellaneous manufacturing industries.....	4.4	5.6	4.3	2.8	3.0	3.0	2.9	2.8	2.5	2.7	2.6	3.9	4.6	3.6	2.6
Nondurable goods.....	2.8	4.6	3.7	2.5	2.6	2.5	2.4	2.4	2.1	2.4	1.9	2.4	3.1	2.8	2.1
Food and kindred products.....	3.7	6.4	4.5	3.0	2.9	2.8	2.5	2.5	2.2	2.5	2.2	2.9	3.9	3.2	2.4
Tobacco manufactures.....	3.3	3.2	3.1	1.6	1.7	1.7	1.6	1.7	1.7	1.9	1.6	1.8	2.3	1.9	1.5
Textile mill products.....	3.2	4.6	4.6	3.2	3.3	3.4	3.4	3.3	2.8	3.1	2.3	2.9	3.6	3.5	2.5
Apparel and other textile products.....	3.0	4.1	3.9	3.0	2.8	3.0	2.8	2.8	2.5	2.9	2.1	2.8	3.4	3.3	2.6
Paper and allied products.....	2.3	4.7	3.2	1.9	2.2	2.1	2.1	2.1	1.7	2.0	1.6	2.1	2.7	2.4	1.7
Printing and publishing.....	2.0	3.6	2.8	1.9	2.2	2.0	1.9	2.0	1.8	2.0	1.6	1.8	2.2	2.2	1.7
Chemicals and allied products.....	1.2	2.9	1.9	1.1	1.3	1.3	1.2	1.2	1.0	1.1	.9	1.0	1.4	1.4	1.0
Petroleum and coal products.....	1.1	2.6	1.5	.8	.9	.9	.7	.7	.7	.7	.6	.6	.9	.9	.7
Rubber and plastics products, nec.....	2.9	4.6	4.1	2.6	3.1	2.9	2.7	2.7	2.4	2.5	2.0	2.7	3.5	3.1	2.1
Leather and leather products.....	3.8	5.3	4.8	3.6	3.3	3.4	3.3	3.2	3.0	3.6	2.9	3.4	4.3	4.1	3.0
Nonmanufacturing:															
Metal mining.....	1.5	5.5	2.8	1.7	2.0	2.0	1.9	1.9	1.4	1.7	1.1	1.3	1.7	2.0	1.7
Coal mining.....	.7	.9	1.0	.8	.5	.6	.6	.7	.7	.6	.6	.6	.8	.7	.6

See footnotes at end of table.

TABLE B-1. Labor turnover rates, by major industry group<sup>1</sup>—Continued

[Per 100 employees]

Major industry group	1967										1966			Annual average	
	Oct. <sup>2</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1966	1965
	Separations: Layoffs														
Manufacturing.....	1.3	1.2	1.1	1.9	1.1	1.1	1.3	1.5	1.3	1.5	1.8	1.3	1.1	1.2	1.4
<i>Seasonally adjusted</i> .....	1.3	1.3	1.1	1.6	1.4	1.4	1.5	1.7	1.5	1.4	1.8	1.2	1.1	1.2	1.4
Durable goods.....	1.0	1.1	1.0	2.0	1.1	1.0	1.2	1.5	1.4	1.5	1.5	1.1	.8	1.1	1.2
Ordnance and accessories.....	.4	.7	.6	.6	.4	.6	.9	.8	.5	.5	.2	.4	.5	.4	.8
Lumber and wood products.....	1.2	1.1	1.8	1.2	.8	.9	1.4	2.1	1.6	2.3	3.1	3.0	1.7	1.6	1.7
Furniture and fixtures.....	.7	.9	.8	1.5	1.2	1.2	1.1	1.4	1.1	1.5	1.2	1.0	.7	.8	1.0
Stone, clay, and glass products.....	.9	1.0	.9	1.3	1.2	1.2	1.3	1.7	1.7	2.6	2.7	1.8	1.1	1.3	1.5
Primary metal industries.....	1.0	1.2	.9	1.0	.9	.9	1.2	1.3	1.0	1.0	1.0	.8	.7	.6	1.0
Fabricated metal products.....	1.3	1.4	1.0	2.1	1.8	1.0	1.4	1.6	1.9	1.6	1.5	1.3	1.1	1.2	1.4
Machinery, except electrical.....	.6	.8	.8	1.1	.9	.6	.7	.8	.5	.5	.5	.4	.4	.5	.6
Electrical equipment and supplies.....	.8	.7	.8	1.0	.7	1.1	1.4	1.9	1.2	1.2	.7	.5	.4	.5	.8
Transportation equipment.....	1.4	1.8	1.8	5.8	1.7	1.4	1.8	1.9	2.4	2.7	1.9	1.3	1.3	2.1	2.2
Instruments and related products.....	.5	.6	.6	.7	.4	.6	.7	.5	.5	.5	.4	.3	.4	.4	.6
Miscellaneous manufacturing industries.....	1.7	1.0	1.0	2.2	1.3	1.3	1.3	1.5	1.6	2.0	8.6	3.5	.8	2.1	2.3
Nondurable goods.....	1.7	1.5	1.2	1.8	1.2	1.3	1.4	1.5	1.3	1.6	2.1	1.6	1.5	1.4	1.6
Food and kindred products.....	3.8	3.0	2.3	2.4	1.7	2.0	2.3	2.3	2.1	2.7	4.2	3.5	3.5	2.8	2.9
Tobacco manufactures.....	3.4	.5	3.6	1.5	1.1	2.0	2.5	5.2	4.9	5.6	3.6	4.0	1.8	3.5	4.4
Textile mill products.....	.7	.7	.6	1.5	.6	.6	.7	.9	.9	1.2	1.2	1.1	.8	.7	.8
Apparel and other textile products.....	2.0	1.9	1.6	3.5	2.3	2.1	2.6	2.8	1.7	1.9	2.8	1.8	1.5	2.1	2.4
Paper and allied products.....	.6	.7	.6	.7	.4	.5	.7	.6	.5	.7	.7	.6	.4	.5	.8
Printing and publishing.....	.8	.8	.7	.8	.7	.7	.6	.6	.6	.8	.9	.6	.6	.7	.9
Chemicals and allied products.....	.5	.7	.5	.6	.8	.7	.5	.6	.5	.6	.7	.5	.5	.6	.7
Petroleum and coal products.....	.4	1.0	.6	.3	.3	.3	.5	.4	.4	.7	.8	.7	.6	.6	.6
Rubber and plastics products, nec.....	.9	.9	.9	1.5	.8	1.0	1.1	1.3	1.7	1.5	1.3	.7	.7	.9	1.2
Leather and leather products.....	.8	1.3	1.2	3.6	.7	1.5	1.9	2.0	1.7	1.7	2.7	1.0	.8	1.4	1.5
Nonmanufacturing:															
Metal mining.....	1.2	.5	.3	.7	.5	.7	1.0	.6	.7	1.1	1.0	1.5	1.3	.7	.7
Coal mining.....	.3	.6	.5	.6	.7	.8	1.2	.9	.5	.8	.5	.5	.4	.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.



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

Industry	1967											1966		Annual average	
	Nov. <sup>2</sup>	Oct. <sup>2</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1966	1965
	Average weekly earnings														
Manufacturing.....	\$118.20	\$116.00	\$116.57	\$114.77	\$113.65	\$114.49	\$113.52	\$112.56	\$112.44	\$111.88	\$113.42	\$114.40	\$113.99	\$112.34	\$107.53
Durable goods.....	127.71	125.44	126.05	123.30	122.40	123.19	122.89	121.18	121.86	120.77	122.84	124.62	123.77	122.09	117.18
Nondurable goods.....	105.20	104.14	104.66	102.80	102.03	101.63	100.73	100.22	100.08	99.18	99.65	100.25	100.10	98.49	94.44
Ordnance and accessories.....	141.34	137.43	138.65	135.11	134.05	132.25	134.08	132.48	133.54	133.22	136.63	138.02	136.75	134.94	131.15
Ammunition, except for small arms.....	143.62	137.94	138.93	135.29	134.64	131.46	133.72	131.46	134.55	134.23	135.71	135.38	134.88	134.55	135.66
Sighting and fire control equipment.....	.....	132.26	135.38	133.25	137.15	134.96	135.98	140.51	137.60	137.70	139.43	135.46	133.35	130.83	127.08
Other ordnance and accessories.....	137.60	137.49	137.92	133.46	131.99	133.56	133.73	133.22	130.20	129.58	138.03	143.28	141.48	135.25	121.93
Lumber and wood products.....	99.55	100.21	99.72	96.88	96.64	97.27	95.18	94.77	93.09	91.08	90.80	90.80	91.43	91.80	88.75
Sawmills and planing mills.....	93.66	94.07	94.48	93.61	91.37	91.98	89.02	88.84	88.22	86.24	85.75	84.53	85.17	86.07	82.42
Millwork, plywood, & related products.....	107.12	105.78	106.55	106.40	103.68	103.63	102.41	103.41	101.09	99.70	99.38	99.47	98.00	99.70	96.93
Wooden containers.....	83.23	82.82	83.62	81.80	80.60	81.60	80.36	79.56	77.76	76.00	75.44	76.36	76.04	75.53	72.92
Miscellaneous wood products.....	94.99	93.94	93.48	91.76	90.85	91.88	90.20	89.35	88.56	86.83	86.88	88.37	88.78	87.34	84.67
Furniture and fixtures.....	97.27	97.41	97.41	95.06	92.40	93.09	91.25	90.46	90.74	90.12	90.63	93.79	93.15	91.72	88.19
Household furniture.....	92.39	92.48	92.03	88.88	85.89	86.76	84.41	84.24	84.71	83.89	83.95	87.76	87.13	85.49	83.21
Office furniture.....	.....	112.83	114.44	110.56	113.01	108.94	110.12	110.24	109.82	110.51	114.01	115.61	114.38	112.32	104.06
Partitions and fixtures.....	.....	118.49	120.80	121.82	114.74	118.28	116.69	113.65	113.12	113.55	114.95	117.04	114.81	115.92	112.86
Other furniture and fixtures.....	101.15	102.21	102.97	100.60	98.57	101.09	100.45	99.14	97.68	97.10	95.75	101.10	99.36	97.90	92.18
	Average weekly hours														
Manufacturing.....	40.9	40.7	40.9	40.7	40.3	40.6	40.4	40.2	40.3	40.1	40.8	41.3	41.3	41.3	41.2
Durable goods.....	41.6	41.4	41.6	41.1	40.8	41.2	41.1	40.8	41.0	40.8	41.5	42.1	42.1	42.1	42.0
Nondurable goods.....	40.0	39.9	40.1	40.0	39.7	39.7	39.5	39.3	39.4	39.2	39.7	40.1	40.2	40.2	40.1
Ordnance and accessories.....	42.7	41.9	42.4	41.7	41.5	41.2	41.9	41.4	41.6	41.5	42.3	42.6	42.6	42.3	41.0
Ammunition, except for small arms.....	43.0	41.8	42.1	41.5	41.3	40.7	41.4	40.7	41.4	41.3	41.5	41.4	41.5	41.4	42.0
Sighting and fire control equipment.....	.....	39.6	41.4	41.0	42.2	41.4	42.1	43.1	42.6	42.5	42.9	42.2	42.2	41.8	40.6
Other ordnance and accessories.....	42.6	42.7	43.1	42.1	41.9	42.4	43.0	42.7	42.0	41.8	44.1	45.2	45.2	44.2	41.9
Lumber and wood products.....	40.8	40.9	40.7	40.2	40.1	40.7	40.5	40.5	40.3	39.6	40.0	40.0	40.1	40.8	40.9
Sawmills and planing mills.....	40.9	40.9	40.9	40.7	39.9	40.7	40.1	40.2	40.1	39.2	39.7	39.5	39.8	40.6	40.6
Millwork, plywood, & related products.....	41.2	41.0	41.3	41.4	40.5	40.8	40.8	41.2	40.6	40.2	40.4	40.6	40.0	41.2	41.6
Wooden containers.....	40.6	40.4	40.2	40.1	40.3	40.8	41.0	40.8	40.5	40.0	41.0	41.5	41.1	41.5	41.2
Miscellaneous wood products.....	41.3	41.2	41.0	40.6	40.2	41.2	41.0	40.8	41.0	40.2	40.6	41.1	41.1	41.2	41.3
Furniture and fixtures.....	40.7	41.1	41.1	40.8	40.0	40.3	39.5	39.5	39.8	39.7	40.1	41.5	41.4	41.5	41.6
Household furniture.....	40.7	41.1	40.9	40.4	39.4	39.8	38.9	39.0	39.4	39.2	39.6	41.2	41.1	41.1	41.4
Office furniture.....	.....	42.1	42.7	42.2	43.3	41.9	41.4	41.6	41.6	41.7	42.7	43.3	43.0	43.2	42.3
Partitions and fixtures.....	.....	41.0	41.8	42.3	40.4	41.5	40.8	40.3	40.4	40.7	41.2	41.8	41.3	42.0	41.8
Other furniture and fixtures.....	40.3	40.4	40.7	41.4	40.9	41.6	41.0	40.8	40.7	40.8	40.4	42.3	42.1	42.2	41.9
	Average hourly earnings														
Manufacturing.....	\$2.89	\$2.85	\$2.85	\$2.82	\$2.82	\$2.82	\$2.81	\$2.80	\$2.79	\$2.79	\$2.78	\$2.77	\$2.76	\$2.72	\$2.61
Durable goods.....	3.07	3.03	3.03	3.00	3.00	2.99	2.99	2.97	2.96	2.96	2.96	2.96	2.94	2.90	2.79
Nondurable goods.....	2.63	2.61	2.61	2.57	2.57	2.56	2.55	2.55	2.54	2.53	2.51	2.50	2.49	2.45	2.36
Ordnance and accessories.....	3.31	3.28	3.27	3.24	3.23	3.21	3.20	3.20	3.21	3.21	3.23	3.24	3.21	3.19	3.13
Ammunition, except for small arms.....	3.34	3.30	3.30	3.26	3.26	3.23	3.23	3.23	3.25	3.25	3.27	3.27	3.25	3.25	3.23
Sighting and fire control equipment.....	.....	3.34	3.27	3.25	3.25	3.26	3.23	3.26	3.23	3.24	3.25	3.21	3.16	3.13	3.13
Other ordnance and accessories.....	3.23	3.22	3.20	3.17	3.15	3.15	3.11	3.12	3.10	3.10	3.13	3.17	3.13	3.06	2.91
Lumber and wood products.....	2.44	2.45	2.45	2.41	2.41	2.39	2.35	2.34	2.31	2.30	2.27	2.27	2.28	2.25	2.17
Sawmills and planing mills.....	2.29	2.30	2.31	2.30	2.29	2.26	2.22	2.21	2.20	2.20	2.16	2.14	2.14	2.12	2.03
Millwork, plywood, & related products.....	2.60	2.58	2.58	2.57	2.56	2.54	2.51	2.51	2.49	2.48	2.46	2.45	2.45	2.42	2.33
Wooden containers.....	2.05	2.05	2.08	2.04	2.00	2.00	1.96	1.95	1.92	1.90	1.84	1.84	1.85	1.82	1.77
Miscellaneous wood products.....	2.30	2.28	2.28	2.26	2.26	2.23	2.20	2.19	2.16	2.16	2.14	2.15	2.16	2.12	2.05
Furniture and fixtures.....	2.39	2.37	2.37	2.33	2.31	2.31	2.31	2.29	2.28	2.27	2.26	2.26	2.25	2.21	2.12
Household furniture.....	2.27	2.25	2.25	2.20	2.18	2.18	2.17	2.16	2.15	2.14	2.12	2.13	2.12	2.08	2.01
Office furniture.....	.....	2.68	2.68	2.62	2.61	2.60	2.66	2.65	2.64	2.65	2.67	2.67	2.66	2.60	2.46
Partitions and fixtures.....	.....	2.89	2.89	2.88	2.84	2.85	2.86	2.82	2.80	2.79	2.79	2.80	2.78	2.76	2.70
Other furniture and fixtures.....	2.51	2.53	2.53	2.43	2.41	2.43	2.45	2.43	2.40	2.38	2.37	2.39	2.36	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	
	Nov. <sup>2</sup>	Oct. <sup>2</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1966	1965
<i>Average weekly earnings</i>															
Manufacturing—Continued															
<i>Durable goods—Continued</i>															
Stone, clay, and glass products.....	\$122.09	\$120.83	\$121.11	\$119.99	\$118.01	\$117.46	\$116.62	\$115.23	\$113.70	\$112.19	\$113.71	\$115.23	\$116.20	\$114.24	\$110.04
Flat glass.....	.....	151.32	154.76	151.79	147.33	152.46	149.56	150.33	149.24	150.28	152.64	155.08	160.60	153.36	149.60
Glass and glassware, pressed or blown.....	118.08	116.40	114.29	113.20	114.45	113.93	113.93	113.24	115.34	112.59	114.26	114.68	114.12	111.93	106.25
Cement, hydraulic.....	143.05	137.03	136.95	131.61	132.07	130.70	130.41	132.70	129.02	128.70	130.79	131.65	138.22	132.61	124.42
Structural clay products.....	101.52	101.35	102.01	100.45	100.04	100.45	99.72	99.55	97.77	96.07	95.92	96.48	97.44	97.00	94.02
Pottery and related products.....	.....	104.67	103.62	102.83	99.46	102.57	102.31	103.22	101.26	100.22	101.12	101.75	102.36	98.85	95.12
Concrete, gypsum, and plaster products.....	127.16	129.34	132.24	130.87	127.80	124.60	121.05	116.57	113.40	111.38	112.44	114.90	116.42	117.65	113.08
Other stone & nonmetallic mineral products.....	121.06	120.64	120.51	119.81	117.67	117.99	117.71	116.60	114.93	113.65	115.36	116.76	116.20	115.64	110.62
Primary metal industries.....	138.58	137.16	138.58	137.50	136.27	136.12	134.64	133.57	135.38	134.97	138.69	137.61	139.02	138.09	133.88
Blast furnace and basic steel products.....	144.00	142.48	145.89	144.00	143.47	141.55	141.20	139.35	142.31	140.80	144.02	140.45	142.97	144.73	140.90
Iron and steel foundries.....	130.52	128.03	127.51	128.54	125.44	128.74	125.86	123.11	124.73	125.44	129.20	131.63	130.42	128.57	125.72
Nonferrous metals.....	138.45	138.13	138.22	135.98	133.54	134.20	131.88	132.51	131.15	130.21	132.60	131.86	132.60	129.98	124.44
Nonferrous rolling and drawing.....	136.21	135.15	134.93	131.46	132.51	132.71	130.09	130.40	131.24	133.65	136.66	138.03	139.42	136.27	130.07
Nonferrous foundries.....	120.47	120.69	120.07	120.66	117.41	119.95	120.95	117.68	117.27	119.25	121.30	123.77	122.93	120.56	113.97
Miscellaneous primary metal products.....	147.74	144.49	146.20	146.62	143.15	143.85	144.14	142.27	147.70	148.12	150.66	152.14	155.14	150.25	143.52
<i>Average weekly hours</i>															
Stone, clay, and glass products.....	42.1	42.1	42.2	42.1	41.7	41.8	41.5	41.3	40.9	40.5	41.2	41.6	41.8	42.0	42.0
Flat glass.....	.....	41.8	42.4	41.7	40.7	42.0	41.2	41.3	41.0	41.4	42.4	42.6	44.0	42.6	42.5
Glass and glassware, pressed or blown.....	41.0	40.7	40.1	40.0	40.3	40.4	40.4	40.3	40.9	40.5	41.4	41.4	41.2	41.0	40.4
Cement, hydraulic.....	42.7	41.4	41.5	41.0	41.4	41.1	41.4	41.6	40.7	40.6	41.0	41.4	42.4	41.7	41.2
Structural clay products.....	41.1	41.2	41.3	41.0	41.0	41.0	40.7	40.8	40.4	39.7	39.8	40.2	40.6	41.1	41.6
Pottery and related products.....	.....	39.8	39.7	39.4	38.4	39.3	39.5	39.7	39.4	39.3	39.5	39.9	40.3	39.7	39.8
Concrete, gypsum, and plaster products.....	44.0	44.6	45.6	45.6	45.0	44.5	43.7	42.7	42.0	41.1	41.8	42.4	42.8	43.9	44.0
Other stone & nonmetallic mineral products.....	41.6	41.6	41.7	41.6	41.0	41.4	41.3	41.2	40.9	40.3	41.2	41.7	41.5	41.9	41.9
Primary metal industries.....	41.0	40.7	41.0	40.8	40.8	41.0	40.8	40.6	40.9	40.9	41.9	41.7	42.0	42.1	42.1
Blast furnace and basic steel products.....	40.0	39.8	40.3	40.0	40.3	40.1	40.0	39.7	40.2	40.0	40.8	39.9	40.5	41.0	41.2
Iron and steel foundries.....	41.7	41.3	41.4	41.6	41.4	41.8	41.4	40.9	41.3	41.4	42.5	43.3	42.9	43.0	43.5
Nonferrous metals.....	42.6	42.5	42.4	42.1	41.6	42.2	42.0	42.2	41.9	41.6	42.5	42.4	42.5	42.2	41.9
Nonferrous rolling and drawing.....	42.7	42.5	42.7	42.0	42.2	42.4	42.1	42.2	42.2	42.7	43.8	44.1	44.4	44.1	43.5
Nonferrous foundries.....	40.7	40.5	40.7	40.9	39.8	40.8	41.0	40.3	40.3	40.7	41.4	42.1	42.1	42.3	41.9
Miscellaneous primary metal products.....	41.5	40.7	41.3	41.3	40.9	41.1	41.3	41.0	42.2	42.2	42.8	43.1	43.7	43.3	43.1
<i>Average hourly earnings</i>															
Stone, clay, and glass products.....	\$2.90	\$2.87	\$2.87	\$2.85	\$2.83	\$2.81	\$2.81	\$2.79	\$2.78	\$2.77	\$2.76	\$2.77	\$2.78	\$2.72	\$2.62
Flat glass.....	.....	3.62	3.65	3.64	3.62	3.63	3.63	3.64	3.64	3.63	3.60	3.64	3.65	3.60	3.52
Glass and glassware, pressed or blown.....	2.88	2.86	2.85	2.83	2.84	2.82	2.82	2.81	2.82	2.78	2.76	2.77	2.77	2.73	2.63
Cement, hydraulic.....	3.35	3.31	3.30	3.21	3.19	3.18	3.15	3.19	3.17	3.17	3.19	3.18	3.26	3.18	3.02
Structural clay products.....	2.47	2.46	2.47	2.45	2.44	2.45	2.45	2.44	2.42	2.42	2.41	2.40	2.40	2.36	2.26
Pottery and related products.....	.....	2.63	2.61	2.61	2.59	2.61	2.59	2.60	2.57	2.55	2.56	2.55	2.54	2.49	2.39
Concrete, gypsum, and plaster products.....	2.89	2.90	2.90	2.87	2.84	2.80	2.77	2.73	2.70	2.71	2.69	2.71	2.72	2.68	2.57
Other stone & nonmetallic mineral products.....	2.91	2.90	2.89	2.88	2.87	2.85	2.85	2.83	2.81	2.82	2.80	2.80	2.80	2.76	2.64
Primary metal industries.....	3.38	3.37	3.38	3.37	3.34	3.32	3.30	3.29	3.31	3.30	3.31	3.30	3.31	3.28	3.18
Blast furnace and basic steel products.....	3.63	3.58	3.62	3.60	3.56	3.53	3.53	3.51	3.54	3.52	3.53	3.52	3.53	3.53	3.42
Iron and steel foundries.....	3.13	3.10	3.08	3.09	3.03	3.08	3.04	3.01	3.02	3.03	3.04	3.04	3.04	2.99	2.89
Nonferrous metals.....	3.25	3.25	3.26	3.23	3.21	3.18	3.14	3.13	3.13	3.12	3.12	3.11	3.12	3.08	2.97
Nonferrous rolling and drawing.....	3.19	3.18	3.16	3.13	3.14	3.13	3.09	3.09	3.11	3.13	3.12	3.13	3.14	3.09	2.99
Nonferrous foundries.....	2.96	2.98	2.95	2.95	2.95	2.94	2.95	2.92	2.91	2.93	2.93	2.94	2.92	2.85	2.72
Miscellaneous primary metal products.....	3.56	3.55	3.54	3.55	3.50	3.50	3.49	3.47	3.50	3.51	3.52	3.53	3.55	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		
	Nov. <sup>2</sup>	Oct. <sup>2</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1966	1965
	Average weekly earnings														
Manufacturing—Continued															
Durable goods—Continued															
Fabricated metal products.....	\$125.93	\$124.38	\$126.00	\$123.55	\$121.66	\$122.84	\$123.26	\$121.54	\$120.72	\$120.83	\$122.89	\$124.53	\$123.81	\$121.69	\$116.20
Metal cans.....	149.16	144.82	148.58	147.50	150.75	147.84	147.94	143.38	142.86	137.12	137.85	139.40	136.92	140.40	137.49
Cutlery, hand tools, and hardware.....	122.89	120.60	122.01	117.96	113.20	114.62	116.16	115.30	115.46	114.74	116.60	117.03	116.62	114.54	111.64
Plumbing and heating, except electric.....	117.79	117.96	117.01	113.93	111.72	113.81	111.56	110.88	109.14	108.31	109.02	111.35	110.95	110.16	105.06
Fabricated structural metal products.....	125.22	124.80	126.42	124.15	121.84	122.43	122.13	121.25	122.13	121.42	123.31	125.83	123.09	120.83	114.26
Screw machine products, bolts, etc.....	130.77	128.70	128.87	125.67	123.52	125.83	125.24	125.27	128.33	129.95	131.26	133.18	131.98	128.13	120.73
Metal stampings.....	134.46	131.88	136.21	133.12	133.63	134.72	136.31	131.02	125.02	127.08	131.25	133.76	135.65	133.61	129.03
Metal services, nec.....	109.34	108.00	109.20	109.20	106.80	109.06	108.26	107.98	108.39	106.92	108.21	109.20	107.90	107.26	100.43
Misc. fabricated wire products.....	113.42	111.91	112.20	110.16	108.94	111.25	110.03	108.54	109.75	108.27	111.10	112.71	112.98	110.88	104.92
Misc. fabricated metal products.....	122.72	121.95	123.02	119.72	118.15	118.20	119.77	119.07	120.35	118.78	121.51	121.09	119.83	119.43	113.84
Machinery, except electrical.....	136.31	135.88	136.10	132.82	133.24	134.09	134.30	134.82	136.20	135.88	137.03	138.60	136.78	134.90	127.58
Engines and turbines.....	150.10	147.55	148.75	141.86	139.26	140.15	141.93	142.27	146.20	143.72	143.48	154.51	144.66	142.95	133.44
Farm machinery.....	123.72	126.40	125.06	123.80	126.32	128.30	130.38	135.14	136.21	136.40	132.29	127.89	129.89	121.72	
Construction and related machinery.....	131.97	133.02	130.82	129.56	129.78	130.73	130.52	131.57	130.83	131.35	134.08	135.45	133.92	126.89	
Metal working machinery.....	153.91	153.47	153.28	150.33	151.80	153.53	154.35	156.07	156.29	156.52	157.42	157.17	155.69	153.72	144.37
Special industry machinery.....	130.17	128.71	128.29	124.80	125.10	126.90	126.78	128.14	128.01	127.41	129.65	132.61	130.10	127.16	120.22
General industrial machinery.....	133.76	134.08	133.14	132.40	132.09	132.93	133.88	132.29	133.65	131.66	136.47	138.92	137.09	135.21	126.56
Office and computing machines.....	131.15	130.94	132.72	129.90	130.10	129.78	128.34	130.20	130.51	129.58	131.75	133.85	132.18	131.33	127.20
Service industry machines.....	120.58	120.36	121.84	117.62	119.19	117.96	118.24	115.83	117.83	116.52	115.26	119.81	119.68	117.18	112.19
Misc. machinery, except electrical.....	134.90	133.61	132.62	130.42	129.08	130.90	129.60	129.17	129.47	130.80	133.20	132.46	132.76	128.91	121.21
	Average weekly hours														
Fabricated metal products.....	41.7	41.6	42.0	41.6	41.1	41.5	41.5	41.2	41.2	41.1	41.8	42.5	42.4	42.4	42.1
Metal cans.....	44.0	43.1	43.7	43.9	44.6	44.0	43.9	42.8	42.9	41.3	41.9	42.5	42.0	43.2	43.1
Cutlery, hand tools, and hardware.....	41.8	41.3	41.5	41.1	40.0	40.5	40.9	40.6	40.8	40.4	41.2	41.5	41.5	41.5	41.5
Plumbing and heating, except electric.....	40.9	41.1	41.2	40.4	39.9	40.5	39.7	39.6	39.4	39.1	39.5	40.2	40.2	40.5	40.1
Fabricated structural metal products.....	41.6	41.6	42.0	41.8	41.3	41.5	41.4	41.1	41.4	41.3	41.8	42.8	42.3	42.1	41.7
Screw machine products, bolts, etc.....	43.3	42.9	43.1	42.6	42.3	42.8	42.6	42.9	43.8	44.2	44.8	45.3	45.2	44.8	43.9
Metal stampings.....	41.5	42.0	42.7	41.6	41.5	42.1	42.2	41.2	40.2	40.6	41.8	42.6	43.2	43.1	43.3
Metal services, nec.....	40.8	40.3	40.9	40.9	40.0	41.0	40.7	40.9	40.9	40.5	41.3	42.0	41.5	41.9	41.5
Misc. fabricated wire products.....	40.8	40.4	40.8	40.5	40.2	40.9	40.6	40.5	40.8	40.4	41.3	41.9	42.0	42.0	41.8
Misc. fabricated metal products.....	41.6	41.2	41.7	41.0	40.6	40.9	41.3	41.2	41.5	41.1	41.9	41.9	41.9	42.2	41.7
Machinery, except electrical.....	42.2	42.2	42.4	41.9	41.9	42.3	42.5	42.8	43.1	43.0	43.5	44.0	43.7	43.8	43.1
Engines and turbines.....	42.4	41.8	42.5	41.0	40.6	41.1	41.5	41.6	42.5	41.9	42.2	44.4	42.8	42.8	41.7
Farm machinery.....	39.4	40.0	39.7	39.3	40.1	40.1	40.6	41.0	42.1	42.3	42.1	41.6	40.6	41.9	41.4
Construction and related machinery.....	41.5	41.7	41.4	41.0	41.2	41.5	41.7	41.9	41.8	42.1	42.7	43.0	43.2	42.7	
Metal working machinery.....	44.1	44.1	44.3	43.7	44.0	44.5	45.0	45.5	45.7	45.9	46.3	46.7	46.2	46.3	45.4
Special industry machinery.....	42.4	42.2	42.2	41.6	41.7	42.3	42.4	43.0	43.1	42.9	43.8	44.8	44.1	44.0	43.4
General industrial machinery.....	41.8	41.9	42.0	41.9	41.8	42.2	42.5	42.4	42.7	42.2	43.6	44.1	43.8	43.9	42.9
Office and computing machines.....	41.9	41.7	42.0	41.5	41.3	41.2	41.4	42.0	42.1	41.8	42.5	42.9	42.5	42.5	42.4
Service industry machines.....	40.6	40.8	41.3	40.7	41.1	41.1	41.2	40.5	41.2	40.6	40.3	41.6	41.7	41.7	41.4
Misc. machinery, except electrical.....	43.1	43.1	43.2	42.9	42.6	43.2	43.2	43.2	43.3	43.6	44.4	44.6	44.7	44.3	43.6
	Average hourly earnings														
Fabricated metal products.....	\$3.02	\$2.99	\$3.00	\$2.97	\$2.96	\$2.96	\$2.97	\$2.95	\$2.93	\$2.94	\$2.94	\$2.93	\$2.92	\$2.87	\$2.76
Metal cans.....	3.39	3.36	3.40	3.36	3.38	3.36	3.37	3.35	3.33	3.32	3.29	3.28	3.26	3.25	3.19
Cutlery, hand tools, and hardware.....	2.94	2.92	2.94	2.87	2.83	2.83	2.84	2.84	2.83	2.84	2.83	2.82	2.81	2.76	2.69
Plumbing and heating, except electric.....	2.88	2.87	2.84	2.82	2.80	2.81	2.81	2.80	2.77	2.77	2.76	2.77	2.76	2.72	2.62
Fabricated structural metal products.....	3.01	3.00	3.01	2.97	2.95	2.95	2.95	2.95	2.95	2.94	2.95	2.94	2.91	2.87	2.75
Screw machine products, bolts, etc.....	3.02	3.00	2.99	2.95	2.92	2.94	2.94	2.92	2.93	2.94	2.93	2.94	2.92	2.86	2.74
Metal stampings.....	3.24	3.14	3.19	3.20	3.22	3.20	3.23	3.18	3.11	3.13	3.14	3.14	3.14	3.10	2.98
Metal services, nec.....	2.68	2.68	2.67	2.67	2.67	2.66	2.66	2.64	2.65	2.64	2.62	2.60	2.60	2.56	2.42
Misc. fabricated wire products.....	2.78	2.77	2.75	2.72	2.71	2.72	2.71	2.68	2.69	2.68	2.69	2.69	2.69	2.64	2.51
Misc. fabricated metal products.....	2.95	2.96	2.95	2.92	2.91	2.89	2.90	2.89	2.90	2.89	2.90	2.89	2.89	2.83	2.73
Machinery, except electrical.....	3.23	3.22	3.21	3.17	3.18	3.17	3.16	3.15	3.16	3.16	3.15	3.15	3.13	3.08	2.96
Engines and turbines.....	3.54	3.53	3.50	3.46	3.43	3.41	3.42	3.42	3.44	3.43	3.40	3.48	3.38	3.34	3.20
Farm machinery.....	3.14	3.14	3.16	3.15	3.15	3.15	3.16	3.18	3.21	3.22	3.24	3.18	3.15	3.10	2.94
Construction and related machinery.....	3.18	3.19	3.16	3.16	3.16	3.15	3.15	3.13	3.14	3.13	3.12	3.14	3.15	3.10	2.96
Metal working machinery.....	3.49	3.48	3.46	3.44	3.45	3.45	3.43	3.43	3.42	3.41	3.40	3.38	3.37	3.32	3.18
Special industry machinery.....	3.07	3.05	3.04	3.00	3.00	3.00	2.99	2.98	2.97	2.97	2.96	2.96	2.95	2.89	2.77
General industrial machinery.....	3.20	3.20	3.17	3.16	3.16	3.15	3.15	3.12	3.13	3.12	3.13	3.15	3.13	3.08	2.95
Office and computing machines.....	3.13	3.14	3.16	3.13	3.15	3.15	3.10	3.10	3.10	3.10	3.10	3.12	3.11	3.09	3.00
Service industry machines.....	2.97	2.95	2.95	2.89	2.90	2.87	2.87	2.86	2.86	2.87	2.86	2.88	2.87	2.81	2.71
Misc. machinery, except electrical.....	3.13	3.10	3.07	3.04	3.03	3.03	3.00	2.99	2.99	3.00	3.00	2.97	2.97	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	
	Nov. <sup>2</sup>	Oct. <sup>2</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1966	1965	
Average weekly earnings																
Manufacturing—Continued																
Durable goods—Continued																
Electrical equipment and supplies	\$116.16	\$114.49	\$112.31	\$111.76	\$111.32	\$111.88	\$110.12	\$108.35	\$108.93	\$107.98	\$109.35	\$111.24	\$110.56	\$109.18	\$105.78	
Electric test & distributing equipment	124.09	123.26	122.01	119.19	119.14	119.48	119.19	119.36	120.10	118.82	118.43	123.69	120.69	117.46	113.02	
Electrical industrial apparatus	119.54	119.54	118.73	117.05	118.73	116.76	116.93	117.62	117.26	116.85	118.85	119.71	118.02	118.72	113.70	
Household appliances	128.85	126.68	120.95	120.30	121.50	119.39	118.70	111.93	115.15	114.76	115.63	116.80	121.01	118.82	114.54	
Electric lighting and wiring equipment	106.39	104.41	104.28	104.66	102.05	104.26	104.00	100.74	102.56	100.10	103.97	104.70	104.45	102.41	99.55	
Radio and TV receiving equipment	97.02	98.00	96.32	95.88	93.17	92.20	91.37	86.76	89.21	90.82	92.97	94.80	96.88	94.33	91.54	
Communication equipment	130.52	128.23	126.38	125.36	124.12	126.48	124.03	123.62	124.12	123.82	124.56	125.63	123.02	120.93	116.47	
Electronic components and accessories	97.91	96.53	95.11	94.62	94.38	93.60	92.19	91.48	91.42	90.56	91.41	92.86	92.00	92.11	89.28	
Misc. Electrical equipment & supplies	120.95	119.36	119.99	120.00	118.80	117.91	116.13	116.82	115.94	121.18	125.40	127.32	119.89	115.36		
Transportation equipment	153.08	146.43	147.48	143.52	140.29	141.17	141.78	137.30	136.49	136.21	141.02	144.93	145.18	141.86	137.71	
Motor vehicles and equipment	151.37	151.37	155.88	148.16	144.23	145.14	144.96	135.76	133.86	135.63	143.50	150.80	151.71	147.23	147.63	
Aircraft and parts	152.57	149.10	147.90	146.70	144.67	144.24	145.09	145.18	145.09	143.06	144.24	144.14	145.92	143.32	131.88	
Ship and boat building and repairing	134.53	136.61	134.39	131.34	127.26	130.90	133.09	132.93	132.60	127.59	133.63	136.21	130.60	130.41	121.50	
Railroad equipment	136.40	130.81	133.23	133.23	137.54	135.32	138.23	139.09	136.00	139.19	141.66	141.92	141.80	137.09	129.44	
Other transportation equipment	108.58	105.63	105.06	102.00	106.60	102.97	98.60	98.89	94.75	93.07	94.92	95.01	95.52	93.09		
Average weekly hours																
Electrical equipment and supplies	40.9	40.6	40.4	40.2	39.9	40.1	39.9	39.4	39.9	39.7	40.5	41.2	41.1	41.2	41.0	
Electric test & distributing equipment	41.5	41.5	41.5	41.1	40.8	41.2	41.1	41.3	41.7	41.4	41.7	42.8	42.2	42.1	41.4	
Electrical industrial apparatus	40.8	40.8	40.8	40.5	40.8	40.4	40.6	40.7	41.0	41.0	41.7	42.3	42.0	42.4	41.8	
Household appliances	41.7	41.4	41.0	40.1	40.5	40.2	40.1	38.2	39.3	39.3	39.6	40.0	41.3	41.4	41.2	
Electric lighting and wiring equipment	40.3	39.7	39.8	40.1	39.4	40.1	40.0	39.2	39.6	38.8	40.3	40.9	40.8	40.8	40.8	
Radio and TV receiving equipment	39.6	40.0	39.8	39.7	38.5	38.1	37.6	36.0	37.8	38.0	38.9	39.5	40.2	39.8	39.8	
Communication equipment	41.7	41.1	40.9	40.7	40.3	41.2	40.8	40.8	41.1	41.0	41.8	42.3	41.7	41.7	41.3	
Electronic components and accessories	39.8	39.4	39.3	39.1	39.0	39.0	38.9	38.6	38.9	38.7	39.4	40.2	40.0	40.4	40.4	
Misc. electrical equipment & supplies	41.0	40.6	40.4	40.0	40.0	39.7	39.5	39.6	39.3	40.8	41.8	42.3	41.2	41.2	41.2	
Transportation equipment	43.0	42.2	42.5	41.6	40.9	41.4	41.7	40.5	40.5	40.3	41.6	42.5	42.7	42.6	42.9	
Motor vehicles and equipment	42.4	42.4	43.3	41.5	40.4	41.0	41.3	38.9	38.8	39.2	41.0	42.6	43.1	42.8	44.2	
Aircraft and parts	43.1	42.6	42.5	42.4	42.3	42.3	42.8	42.7	42.8	42.2	42.8	42.9	43.3	43.3	42.0	
Ship and boat building and repairing	40.4	40.9	40.6	39.8	38.8	40.4	40.7	40.9	40.8	39.5	41.5	42.3	41.2	41.4	40.5	
Railroad equipment	40.0	38.7	39.3	40.1	39.8	40.3	40.2	40.0	40.0	40.7	41.3	40.9	41.1	40.8	40.2	
Other transportation equipment	41.6	41.1	41.2	40.0	41.6	40.7	39.6	39.4	37.9	38.3	38.9	39.1	39.8	40.3		
Average hourly earnings																
Electrical equipment and supplies	\$2.84	\$2.82	\$2.78	\$2.78	\$2.79	\$2.79	\$2.76	\$2.75	\$2.73	\$2.72	\$2.70	\$2.70	\$2.69	\$2.65	\$2.58	
Electric test & distributing equipment	2.99	2.97	2.94	2.90	2.92	2.90	2.90	2.89	2.88	2.87	2.84	2.89	2.86	2.79	2.73	
Electrical industrial apparatus	2.93	2.93	2.91	2.89	2.91	2.89	2.88	2.89	2.86	2.85	2.85	2.83	2.81	2.80	2.72	
Household appliances	3.09	3.06	2.95	3.00	3.00	2.97	2.96	2.93	2.93	2.92	2.92	2.92	2.93	2.87	2.78	
Electric lighting and wiring equipment	2.64	2.63	2.62	2.61	2.59	2.60	2.60	2.57	2.59	2.58	2.58	2.56	2.56	2.57	2.44	
Radio and TV receiving equipment	2.45	2.45	2.42	2.41	2.42	2.42	2.43	2.41	2.36	2.39	2.39	2.40	2.41	2.37	2.30	
Communication equipment	3.13	3.12	3.09	3.08	3.08	3.07	3.04	3.03	3.02	3.02	2.98	2.97	2.95	2.90	2.82	
Electronic components and accessories	2.46	2.45	2.42	2.42	2.42	2.40	2.37	2.37	2.35	2.34	2.32	2.31	2.30	2.28	2.21	
Misc. electrical equipment & supplies	2.95	2.94	2.97	3.00	2.97	2.97	2.94	2.95	2.95	2.95	2.97	3.00	3.01	2.91	2.80	
Transportation equipment	3.56	3.47	3.47	3.45	3.43	3.41	3.40	3.39	3.37	3.38	3.39	3.41	3.40	3.33	3.21	
Motor vehicles and equipment	3.57	3.60	3.57	3.57	3.54	3.51	3.49	3.45	3.46	3.50	3.54	3.52	3.44	3.34	3.21	
Aircraft and parts	3.54	3.50	3.48	3.46	3.42	3.41	3.39	3.40	3.39	3.39	3.37	3.36	3.37	3.31	3.14	
Ship and boat building and repairing	3.33	3.34	3.31	3.30	3.28	3.24	3.27	3.25	3.25	3.23	3.22	3.22	3.17	3.15	3.00	
Railroad equipment	3.41	3.38	3.39	3.43	3.40	3.43	3.46	3.40	3.42	3.43	3.47	3.45	3.36	3.22	3.00	
Other transportation equipment	2.61	2.57	2.55	2.55	2.56	2.53	2.49	2.51	2.50	2.43	2.44	2.43	2.40	2.31	2.21	

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		
	Nov. <sup>2</sup>	Oct. <sup>2</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1966	1965
	Average weekly earnings														
Manufacturing—Continued															
Durable goods—Continued															
Instruments and related products.....	\$119.23	\$118.53	\$118.53	\$117.14	\$116.28	\$117.01	\$115.90	\$115.77	\$115.51	\$114.11	\$115.65	\$116.89	\$116.20	\$114.93	\$108.47
Engineering & scientific instruments.....	137.70	137.82	134.41	136.00	137.90	137.14	138.85	137.85	133.65	133.30	136.97	134.23	133.18	125.33	
Mechanical measuring & control devices.....	115.71	115.18	115.75	112.16	110.25	110.92	113.24	111.20	112.72	110.92	116.06	117.88	117.18	115.78	109.03
Optical and ophthalmic goods.....	108.40	108.94	108.53	108.09	107.04	107.94	105.82	105.67	104.86	103.68	105.22	106.59	105.41	103.66	99.30
Ophthalmic goods.....	95.99	95.68	95.20	94.96	94.80	94.09	94.09	98.33	97.44	97.69	96.64	97.68	97.51	95.24	90.63
Medical instruments and supplies.....	101.59	100.75	100.90	99.05	98.46	98.40	98.74	98.33	97.44	97.69	96.64	97.68	97.51	95.24	90.63
Photographic equipment and supplies.....	141.62	141.28	141.53	140.10	141.67	137.48	135.98	137.49	136.53	136.21	136.28	134.59	134.54	128.14	
Watches, clocks, and watchcases.....	94.83	94.83	94.00	93.53	93.06	90.87	91.77	91.43	90.23	92.06	92.11	91.69	91.39	87.85	
Miscellaneous manufacturing industries.....	94.96	93.69	92.66	92.04	90.79	92.20	91.57	91.57	92.20	90.17	91.87	91.20	90.45	88.80	85.39
Jewelry, silverware, and plated ware.....	111.11	110.15	108.94	106.23	103.22	104.26	105.30	105.18	104.52	100.47	103.38	108.03	109.23	102.26	95.53
Toys and sporting goods.....	83.13	83.13	82.71	81.96	83.10	82.11	82.71	83.10	81.79	82.53	79.17	79.60	78.80	76.44	
Pens, pencils, office and art supplies.....	91.71	90.46	91.64	90.16	90.68	90.06	89.33	89.04	87.58	88.31	90.17	90.45	86.65	82.82	
Costume jewelry and notions.....	85.24	83.64	83.64	81.75	85.36	84.07	84.46	83.42	81.32	82.47	82.35	80.13	81.39	77.62	
Other manufacturing industries.....	102.14	100.84	99.65	98.36	96.47	97.86	96.97	96.58	97.71	96.08	97.66	97.84	97.84	95.08	92.46
Musical instruments and parts.....	102.00	102.51	100.84	99.79	98.39	96.75	99.15	99.43	98.89	100.85	103.91	104.75	100.53	97.75	
Average weekly hours															
Instruments and related products.....	41.4	41.3	41.3	41.1	40.8	41.2	41.1	41.2	41.4	40.9	41.6	42.2	42.1	42.1	41.4
Engineering & scientific instruments.....	42.5	42.8	42.4	42.5	43.5	43.4	43.8	43.9	42.7	43.0	43.9	43.3	43.1	41.5	
Mechanical measuring & control devices.....	40.6	40.7	40.9	40.2	39.8	39.9	40.3	40.0	40.4	39.9	41.6	42.1	42.0	42.1	41.3
Optical and ophthalmic goods.....	40.6	40.8	40.8	41.1	40.7	41.2	40.7	40.8	40.8	40.5	41.1	41.8	41.5	41.8	41.9
Ophthalmic goods.....	39.5	39.7	40.0	39.9	40.0	39.7	39.7	39.6	39.4	40.0	40.7	40.6	40.9	41.2	
Medical instruments and supplies.....	40.8	40.3	40.2	40.1	39.7	40.0	40.3	40.1	40.2	40.1	40.7	40.8	40.7	40.1	
Photographic equipment and supplies.....	42.4	42.3	42.5	42.2	42.8	42.3	42.1	42.7	42.4	42.7	43.4	43.0	43.4	43.0	
Watches, clocks, and watchcases.....	40.7	40.7	40.0	39.8	39.6	39.0	39.9	40.1	39.4	40.2	40.4	41.3	40.8	40.3	
Miscellaneous manufacturing industries.....	39.9	39.7	39.6	39.5	38.8	39.4	39.3	39.3	39.4	38.7	39.6	40.0	40.2	40.0	39.9
Jewelry, silverware, and plated ware.....	41.0	41.1	40.8	40.7	39.7	40.1	40.5	40.3	40.2	39.4	40.7	42.2	42.5	41.4	41.0
Toys and sporting goods.....	39.4	39.4	39.2	38.3	39.2	39.1	39.2	39.2	39.2	38.4	39.3	39.0	40.0	39.4	39.2
Pens, pencils, office and art supplies.....	39.7	39.5	39.5	39.2	39.6	39.5	39.7	39.4	39.1	39.6	40.8	41.3	40.3	40.4	
Costume jewelry and notions.....	39.1	38.9	38.9	38.2	39.7	39.1	39.1	38.8	38.0	38.9	39.4	38.9	39.7	39.6	
Other manufacturing industries.....	39.9	39.7	39.7	39.5	38.9	39.3	39.1	39.1	39.4	38.9	39.7	40.1	40.1	40.2	40.2
Musical instruments and parts.....	40.0	40.2	39.7	39.6	39.2	38.7	39.5	39.3	39.4	40.5	41.9	41.9	41.2	40.9	
Average hourly earnings															
Instruments and related products.....	\$2.88	\$2.87	\$2.87	\$2.85	\$2.85	\$2.84	\$2.82	\$2.81	\$2.79	\$2.79	\$2.78	\$2.77	\$2.76	\$2.73	\$2.62
Engineering & scientific instruments.....	3.24	3.22	3.17	3.20	3.17	3.16	3.17	3.14	3.13	3.10	3.12	3.10	3.09	3.02	
Mechanical measuring & control devices.....	2.85	2.83	2.83	2.79	2.77	2.78	2.81	2.78	2.79	2.78	2.79	2.80	2.79	2.75	2.64
Optical and ophthalmic goods.....	2.67	2.67	2.66	2.63	2.63	2.62	2.60	2.59	2.57	2.56	2.56	2.55	2.54	2.48	2.37
Ophthalmic goods.....	2.43	2.41	2.38	2.38	2.37	2.37	2.37	2.35	2.35	2.33	2.32	2.33	2.27	2.17	
Medical instruments and supplies.....	2.49	2.50	2.51	2.47	2.48	2.46	2.45	2.44	2.43	2.43	2.41	2.40	2.39	2.34	2.26
Photographic equipment and supplies.....	3.34	3.34	3.33	3.32	3.31	3.25	3.23	3.22	3.22	3.19	3.14	3.13	3.10	2.98	
Watches, clocks, and watchcases.....	2.33	2.33	2.35	2.35	2.35	2.33	2.30	2.28	2.29	2.29	2.28	2.22	2.24	2.18	
Miscellaneous manufacturing industries.....	2.38	2.36	2.34	2.33	2.34	2.34	2.33	2.33	2.34	2.33	2.32	2.28	2.25	2.22	2.14
Jewelry, silverware, and plated ware.....	2.71	2.68	2.67	2.61	2.60	2.60	2.61	2.60	2.55	2.54	2.56	2.57	2.47	2.33	
Toys and sporting goods.....	2.11	2.11	2.11	2.14	2.12	2.10	2.11	2.12	2.13	2.10	2.03	1.99	2.00	1.95	
Pens, pencils, office and art supplies.....	2.31	2.29	2.32	2.30	2.29	2.28	2.25	2.26	2.24	2.23	2.21	2.19	2.15	2.05	
Costume jewelry and notions.....	2.18	2.15	2.15	2.14	2.15	2.15	2.16	2.15	2.14	2.12	2.09	2.06	2.05	1.96	
Other manufacturing industries.....	2.56	2.54	2.51	2.49	2.48	2.49	2.48	2.47	2.48	2.47	2.46	2.44	2.38	2.30	
Musical instruments and parts.....	2.55	2.55	2.54	2.52	2.51	2.50	2.51	2.53	2.51	2.49	2.48	2.50	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	
	Nov. <sup>2</sup>	Oct. <sup>2</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1966	1965
	Average weekly earnings														
Manufacturing—Continued															
<i>Nondurable goods</i>															
Food and kindred products.....	\$108.67	\$107.98	\$109.67	\$107.94	\$108.62	\$108.50	\$107.18	\$105.86	\$106.52	\$105.18	\$106.08	\$106.14	\$104.90	\$103.82	\$99.87
Meat products.....	119.70	116.06	120.13	115.51	116.06	115.09	113.83	113.96	112.16	110.76	115.64	116.05	114.51	109.74	107.27
Dairy products.....	115.35	114.93	115.60	114.01	116.15	114.38	111.57	110.62	110.62	110.88	110.46	110.56	110.30	109.13	105.08
Canned, cured, and frozen foods.....	87.02	92.21	85.53	82.84	83.76	84.52	82.06	84.26	83.11	82.60	81.87	80.32	83.35	78.99	
Grain mill products.....	126.95	126.68	127.70	126.67	126.40	120.50	120.39	118.53	120.01	119.14	123.02	123.12	122.94	118.61	113.40
Bakery products.....	111.10	109.47	109.48	108.00	110.16	108.68	107.07	104.28	104.67	104.67	103.49	104.01	104.54	104.38	101.40
Sugar.....	110.26	122.14	126.48	124.53	122.06	124.64	126.59	127.30	115.53	110.68	111.28	110.11	114.78	110.33	
Confectionery and related products.....	90.74	91.20	94.48	94.76	92.34	92.86	91.94	87.85	91.66	90.45	88.80	87.85	88.22	87.34	83.53
Beverages.....	122.89	123.11	125.87	125.93	127.44	127.26	123.42	123.93	122.91	119.20	117.89	122.36	121.99	119.60	114.09
Misc. foods and kindred products.....	109.98	108.52	108.16	107.68	108.26	107.78	106.50	105.16	105.59	104.17	103.91	105.11	105.35	102.12	98.79
Tobacco manufactures.....	83.46	85.44	86.33	87.75	91.44	94.41	90.30	91.33	87.52	82.08	83.16	88.10	81.24	84.97	79.21
Cigarettes.....	105.26	105.36	109.69	113.24	113.98	113.98	107.48	110.25	105.71	98.19	103.95	112.47	100.77	105.45	97.27
Cigars.....	72.44	72.29	68.82	63.89	68.81	68.81	68.08	66.97	64.80	64.78	64.98	68.02	68.24	65.84	63.95
Textile mill products.....	88.62	88.19	86.73	83.84	81.41	82.82	82.22	81.20	81.20	80.60	81.61	82.40	83.42	82.12	78.17
Weaving mills, cotton.....	90.74	90.52	88.62	83.42	81.40	83.42	84.03	84.23	84.64	85.04	86.28	87.29	87.29	85.54	80.28
Weaving mills, synthetics.....	93.09	92.66	91.38	86.31	84.46	83.43	84.25	83.43	82.62	83.84	84.84	87.11	87.03	83.90	
Weaving and finishing mills, wool.....	93.28	93.93	93.72	93.09	91.81	91.16	90.10	87.99	86.73	86.11	87.57	87.78	85.68	87.54	83.69
Narrow fabric mills.....	85.69	84.86	83.23	82.42	80.80	81.81	81.40	79.40	78.21	77.82	80.15	81.84	81.16	80.26	75.99
Knitting mills.....	79.18	77.41	77.41	76.64	74.69	74.88	73.72	72.75	72.56	71.80	70.68	70.88	72.58	71.60	68.29
Textile finishing, except wool.....	99.79	99.13	96.90	91.10	88.94	94.81	94.38	93.94	92.43	90.91	90.27	93.51	92.66	91.58	85.85
Floor covering mills.....	96.34	95.03	93.72	90.69	88.19	87.15	83.43	82.42	79.39	82.01	83.82	86.88	83.36	81.51	
Yarn and thread mills.....	83.18	82.17	80.54	76.92	74.64	75.39	74.24	72.93	72.91	72.73	74.87	75.48	77.42	77.59	73.70
Miscellaneous textile goods.....	101.52	99.92	99.96	95.76	93.07	94.62	92.43	92.89	91.88	90.98	93.44	93.66	96.53	93.95	88.83
Average weekly hours															
Food and kindred products.....	40.7	40.9	41.7	41.2	41.3	41.1	40.6	40.1	40.5	40.3	40.8	41.3	41.3	41.2	41.1
Meat products.....	42.0	41.6	42.6	41.7	41.9	41.4	40.8	40.7	40.2	39.7	41.3	42.2	42.1	41.1	41.1
Dairy products.....	42.1	42.1	42.5	42.7	43.5	43.0	42.1	41.9	41.9	42.0	42.0	42.2	42.1	42.3	42.2
Canned, cured, and frozen foods.....	39.2	39.2	40.8	38.7	38.0	37.9	37.9	36.8	38.3	38.3	38.6	38.8	38.8	39.5	39.3
Grain mill products.....	45.5	45.9	46.1	46.4	46.3	44.3	44.1	43.1	43.8	43.8	44.8	45.1	45.2	45.1	45.0
Bakery products.....	40.4	40.1	40.4	40.3	40.8	40.4	40.1	39.5	39.8	39.8	39.5	39.7	39.9	40.3	40.4
Sugar.....	39.1	39.4	40.8	40.3	39.5	41.0	41.1	41.6	39.7	40.2	40.1	42.8	44.4	42.2	42.6
Confectionery and related products.....	39.8	40.0	40.9	41.2	39.8	40.2	39.8	38.7	40.2	40.2	40.0	40.3	40.1	39.7	39.4
Beverages.....	39.9	40.1	41.0	41.7	42.2	42.0	40.6	40.9	40.7	40.0	40.1	41.2	40.8	41.1	40.6
Misc. foods and kindred products.....	42.3	41.9	41.6	41.9	41.8	42.1	41.6	41.4	41.9	41.5	41.9	42.9	43.0	42.2	42.4
Tobacco manufactures.....	39.0	40.3	39.6	39.0	38.1	39.5	38.1	38.7	37.4	36.0	37.8	40.6	38.5	38.8	37.9
Cigarettes.....	38.0	37.9	39.6	40.3	41.0	38.8	39.8	39.8	38.3	36.1	38.5	41.5	37.6	39.2	37.7
Cigars.....	39.8	39.5	37.4	35.3	37.6	37.2	37.0	35.8	35.4	35.9	38.0	37.7	37.2	37.4	
Textile mill products.....	41.7	41.6	41.3	41.1	40.3	40.8	40.5	40.2	40.2	40.1	40.6	41.2	41.5	41.9	41.8
Weaving mills, cotton.....	42.4	42.3	41.8	41.5	40.7	41.5	41.6	41.7	41.9	42.1	42.5	43.0	43.0	43.2	42.7
Weaving mills, synthetics.....	42.9	42.9	42.5	42.1	41.4	41.1	41.3	41.1	40.7	40.7	41.3	42.0	42.7	43.3	43.7
Weaving and finishing mills, wool.....	42.4	42.5	42.6	43.5	42.8	42.8	42.5	41.9	41.3	41.2	42.0	40.8	42.7	42.7	
Narrow fabric mills.....	41.0	40.8	40.6	40.8	40.4	40.7	40.7	40.1	39.5	39.5	41.1	41.5	41.2	41.8	41.3
Knitting mills.....	39.2	38.9	38.9	39.1	38.5	38.6	38.0	37.5	37.4	37.2	37.2	37.7	38.4	38.7	38.8
Textile finishing, except wool.....	43.2	43.1	42.5	41.6	40.8	42.9	42.9	42.7	42.4	41.7	41.6	43.0	42.7	43.2	42.5
Floor covering mills.....	44.6	44.2	44.0	42.9	42.4	41.9	40.5	40.4	40.4	40.3	40.4	41.7	42.8	42.1	42.9
Yarn and thread mills.....	41.8	41.5	41.3	40.7	39.7	40.1	39.7	39.0	39.2	39.1	40.2	40.8	41.4	42.4	42.6
Miscellaneous textile goods.....	43.2	42.7	42.9	42.0	41.0	41.5	40.9	41.1	41.2	40.8	41.9	42.0	42.9	42.9	42.3
Average hourly earnings															
Food and kindred products.....	\$2.67	\$2.64	\$2.63	\$2.62	\$2.63	\$2.64	\$2.64	\$2.64	\$2.63	\$2.61	\$2.60	\$2.57	\$2.54	\$2.52	\$2.43
Meat products.....	2.85	2.79	2.82	2.77	2.77	2.78	2.79	2.80	2.79	2.79	2.80	2.75	2.72	2.67	2.61
Dairy products.....	2.74	2.73	2.72	2.67	2.67	2.66	2.65	2.64	2.64	2.64	2.63	2.62	2.62	2.58	2.49
Canned, cured, and frozen foods.....	2.22	2.22	2.26	2.21	2.18	2.21	2.23	2.23	2.20	2.17	2.14	2.11	2.07	2.11	2.01
Grain mill products.....	2.79	2.76	2.77	2.73	2.73	2.72	2.73	2.75	2.74	2.72	2.73	2.72	2.72	2.63	2.52
Bakery products.....	2.75	2.73	2.71	2.68	2.70	2.69	2.67	2.64	2.63	2.63	2.62	2.62	2.62	2.59	2.51
Sugar.....	2.82	2.82	3.10	3.10	3.09	3.09	3.04	3.08	3.06	2.91	2.76	2.60	2.48	2.72	2.59
Confectionery and related products.....	2.28	2.28	2.31	2.30	2.32	2.31	2.31	2.27	2.28	2.25	2.22	2.18	2.20	2.20	2.12
Beverages.....	3.08	3.07	3.07	3.02	3.02	3.03	3.04	3.03	3.02	2.98	2.94	2.97	2.99	2.91	2.82
Misc. foods and kindred products.....	2.60	2.59	2.60	2.57	2.59	2.56	2.56	2.54	2.52	2.51	2.48	2.45	2.45	2.42	2.33
Tobacco manufactures.....	2.14	2.12	2.18	2.25	2.40	2.39	2.37	2.36	2.34	2.28	2.20	2.17	2.11	2.19	2.09
Cigarettes.....	2.77	2.78	2.77	2.81	2.78	2.77	2.77	2.76	2.72	2.72	2.70	2.71	2.68	2.69	2.58
Cigars.....	1.82	1.83	1.84	1.81	1.83	1.83	1.81	1.81	1.81	1.83	1.81	1.79	1.81	1.77	1.71
Textile mill products.....	2.13	2.12	2.10	2.04	2.02	2.03	2.03	2.02	2.02	2.01	2.01	2.00	2.01	1.96	1.87
Weaving mills, cotton.....	2.14	2.14	2.12	2.01	2.00	2.01	2.02	2.02	2.02	2.02	2.03	2.03	2.03	1.98	1.88
Weaving mills, synthetics.....	2.17	2.16	2.15	2.05	2.04	2.03	2.04	2.03	2.03	2.03	2.03	2.02	2.04	2.01	1.92
Weaving and finishing mills, wool.....	2.20	2.21	2.20	2.14	2.14	2.13	2.12	2.10	2.10	2.09	2.09	2.09	2.09	2.05	1.96
Narrow fabric mills.....	2.09	2.08	2.05	2.02	2.00	2.01	2.00	1.98	1.98	1.97	1.95	1.96	1.97	1.92	1.84
Knitting mills.....	2.02	1.99	1.99	1.96	1.94	1.94	1.94	1.94	1.94	1.93	1.90	1.90	1.89	1.85	1.76
Textile finishing, except wool.....	2.31	2.30	2.28	2.19	2.18	2.21	2.20	2.20	2.18	2.18	2.17	2.17	2.17	2.12	2.02
Floor covering mills.....	2.16	2.15	2.13	2.10	2.08	2.08	2.06	2.04	2.02	2.03	2.02	2.01	2.03	1.98	1.90
Yarn and thread mills.....	1.99	1.98	1.95	1.89	1.88	1.88	1.87	1.87	1.86	1.86	1.85	1.85	1.87	1.83	1.73
Miscellaneous textile goods.....	2.35	2.34	2.33	2.28	2.2										

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

Industry	1967										1966		Annual average		
	Nov. <sup>2</sup>	Oct. <sup>2</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1966	1965
Average weekly earnings															
Manufacturing—Continued															
<i>Nondurable goods—Continued</i>															
Apparel and other textile products.....	\$75.50	\$73.75	\$74.73	\$74.05	\$72.16	\$72.52	\$71.80	\$72.16	\$71.80	\$71.04	\$70.40	\$69.87	\$70.25	\$68.80	\$66.61
Men's and boys' suits and coats.....	92.69	89.06	90.40	87.97	85.18	88.67	88.22	87.75	87.00	85.70	88.09	87.78	86.94	85.79	81.86
Men's and boys' furnishings.....	65.86	64.77	64.40	64.18	63.49	63.66	62.78	62.97	62.80	63.15	61.42	61.34	60.64	59.15	57.90
Women's and misses' outerwear.....	76.73	75.48	77.40	77.97	76.81	74.58	74.43	75.99	75.77	74.21	72.08	71.02	71.32	71.34	68.68
Women's and children's undergarments.....	69.38	69.00	68.82	67.52	65.88	65.88	65.70	65.51	65.70	64.98	63.89	63.70	65.98	63.10	60.19
Hats, caps, and millinery.....	.....	73.60	73.54	75.65	74.98	72.62	68.75	69.58	71.75	75.90	74.16	72.27	70.62	71.18	70.08
Children's outerwear.....	67.26	66.85	66.88	66.36	66.74	67.49	66.01	65.08	64.40	65.14	64.62	62.66	62.48	62.99	60.79
Fur goods and miscellaneous apparel.....	.....	82.58	82.66	79.35	77.96	77.83	78.12	76.96	75.75	75.18	74.57	76.34	77.91	74.70	71.18
Misc. fabricated textile products.....	83.22	80.47	82.64	82.43	75.11	78.00	78.83	76.84	77.25	75.85	77.29	79.15	79.54	76.02	74.11
Paper and allied products.....	126.28	125.85	125.85	124.41	123.69	122.41	120.28	119.00	119.71	119.14	119.84	120.81	121.80	119.35	114.22
Paper and pulp mills.....	142.77	142.77	143.09	141.44	141.96	139.67	137.64	136.40	136.89	136.75	137.20	138.12	139.05	135.30	128.16
Paperboard mills.....	147.80	145.58	147.03	144.38	144.13	141.88	136.22	137.28	139.78	137.90	138.08	138.57	140.43	138.62	132.14
Misc. converted paper products.....	109.71	108.73	108.47	108.32	107.38	106.30	104.86	103.38	105.22	104.55	106.08	105.84	105.84	104.16	99.42
Paperboard containers and boxes.....	115.18	114.48	114.48	112.41	110.12	110.88	108.47	107.01	107.38	105.41	107.07	109.65	110.33	108.63	104.23
Printing and publishing.....	127.59	127.25	128.21	126.28	124.91	124.86	124.86	124.03	125.06	123.33	123.97	125.90	124.87	122.61	118.12
Newspapers.....	134.32	131.04	132.13	129.24	128.52	129.95	129.60	127.44	126.71	125.65	124.95	131.33	129.55	125.24	119.85
Periodicals.....	.....	141.20	143.42	139.47	138.23	133.12	130.42	130.02	130.87	129.81	129.63	132.20	133.72	130.65	126.23
Books.....	.....	112.03	111.72	114.21	111.84	112.16	115.65	114.26	115.51	113.71	115.09	114.54	115.08	114.53	110.68
Commercial printing.....	129.20	131.32	133.00	130.41	128.58	128.58	127.59	127.47	129.17	126.75	127.26	128.08	128.16	126.56	120.96
Blankbooks and bookbinding.....	98.17	98.05	98.94	96.89	94.75	96.64	98.16	97.78	96.75	93.99	96.36	96.72	96.33	95.16	91.57
Other publishing & printing ind.....	129.65	128.26	127.92	128.15	125.68	125.68	126.34	125.18	127.71	128.43	128.64	127.14	125.32	124.94	120.90
Average weekly hours															
Apparel and other textile products.....	36.3	35.8	36.1	36.3	35.9	35.9	35.9	35.9	35.9	35.7	36.1	36.2	36.4	36.4	36.4
Men's and boys' suits and coats.....	38.3	36.8	37.2	36.5	36.4	37.1	37.7	37.5	37.5	37.1	38.3	38.5	38.3	38.3	37.9
Men's and boys' furnishings.....	37.0	36.8	36.8	37.1	36.7	36.8	36.5	36.4	36.3	36.5	37.0	37.4	37.2	37.2	37.6
Women's and misses' outerwear.....	34.1	33.4	33.8	34.5	34.6	33.9	34.3	34.7	34.6	34.2	34.0	33.5	33.8	34.3	34.0
Women's and children's undergarments.....	37.1	36.7	37.0	37.1	36.2	36.2	35.9	35.8	36.1	35.9	36.3	36.4	37.7	36.9	36.7
Hats, caps, and millinery.....	.....	35.9	35.7	36.9	36.4	35.6	34.9	35.5	35.0	35.8	36.0	36.5	36.4	36.5	36.5
Children's outerwear.....	35.4	35.0	35.2	35.3	35.5	35.9	35.3	34.8	35.0	35.4	36.1	35.4	35.7	36.2	36.4
Fur goods and miscellaneous apparel.....	.....	36.7	36.9	36.4	35.6	35.7	36.0	36.3	35.9	35.8	36.2	36.7	37.1	36.8	36.5
Misc. fabricated textile products.....	38.0	38.5	38.8	38.7	37.0	37.5	37.9	37.3	37.5	37.0	37.7	38.8	38.8	38.2	38.4
Paper and allied products.....	43.1	43.1	43.1	42.9	42.8	42.8	42.5	42.2	42.6	42.4	42.8	43.3	43.5	43.4	43.1
Paper and pulp mills.....	44.2	44.2	44.3	44.2	44.5	44.2	44.4	44.0	44.3	44.4	44.4	44.7	45.0	44.8	44.5
Paperboard mills.....	45.2	45.3	45.1	44.7	44.9	44.9	43.8	44.0	44.8	44.2	44.4	44.7	45.3	45.3	45.1
Misc. converted paper products.....	41.4	41.5	41.4	41.5	41.3	41.2	40.8	40.7	41.1	41.0	41.6	42.0	42.0	42.0	41.6
Paperboard containers and boxes.....	42.5	42.4	42.4	42.1	41.4	42.0	41.4	41.0	41.3	40.7	41.5	42.5	42.6	42.6	42.2
Printing and publishing.....	38.2	38.1	38.5	38.5	38.2	38.3	38.3	38.4	38.6	38.3	38.5	39.1	38.9	38.8	38.6
Newspapers.....	36.6	35.9	36.4	36.1	36.0	36.3	36.2	36.0	36.1	35.9	35.7	37.1	36.7	36.3	36.1
Periodicals.....	.....	40.0	40.4	40.9	40.3	39.5	38.7	39.4	39.3	39.1	39.4	39.7	40.4	40.2	40.2
Books.....	.....	38.9	39.2	40.5	39.8	40.2	41.6	41.4	41.7	41.2	41.4	41.2	41.1	41.8	41.3
Commercial printing.....	38.8	39.2	39.7	39.4	39.2	39.2	38.9	39.1	39.5	39.0	39.4	39.9	39.8	39.8	39.4
Blankbooks and bookbinding.....	38.2	38.3	38.8	38.6	37.9	38.5	38.8	38.8	38.7	37.9	38.7	39.0	39.0	39.0	38.8
Other publishing & printing ind.....	38.7	38.4	38.3	38.6	38.2	38.2	38.4	38.4	38.7	38.8	39.1	39.0	38.8	38.8	39.0
Average hourly earnings															
Apparel and other textile products.....	\$2.08	\$2.06	\$2.07	\$2.04	\$2.01	\$2.02	\$2.00	\$2.01	\$2.00	\$1.99	\$1.95	\$1.93	\$1.93	\$1.89	\$1.83
Men's and boys' suits and coats.....	2.42	2.42	2.43	2.41	2.34	2.39	2.34	2.34	2.32	2.31	2.30	2.28	2.27	2.24	2.16
Men's and boys' furnishings.....	1.78	1.76	1.75	1.73	1.73	1.73	1.72	1.73	1.73	1.73	1.66	1.64	1.63	1.59	1.54
Women's and misses' outerwear.....	2.25	2.26	2.29	2.26	2.22	2.20	2.17	2.19	2.19	2.17	2.12	2.12	2.11	2.08	2.02
Women's and children's undergarments.....	1.87	1.88	1.86	1.82	1.82	1.82	1.83	1.83	1.82	1.81	1.76	1.75	1.75	1.71	1.64
Hats, caps, and millinery.....	.....	2.05	2.06	2.05	2.06	2.04	1.97	1.96	2.05	2.12	2.06	1.98	1.94	1.95	1.92
Children's outerwear.....	1.90	1.91	1.90	1.88	1.88	1.88	1.87	1.87	1.84	1.84	1.79	1.77	1.75	1.74	1.67
Fur goods and miscellaneous apparel.....	.....	2.25	2.24	2.18	2.19	2.18	2.17	2.12	2.11	2.10	2.06	2.08	2.10	2.03	1.95
Misc. fabricated textile products.....	2.19	2.09	2.13	2.13	2.03	2.08	2.08	2.06	2.06	2.05	2.05	2.04	2.05	1.99	1.93
Paper and allied products.....	2.93	2.92	2.92	2.90	2.89	2.86	2.83	2.82	2.81	2.81	2.80	2.79	2.80	2.75	2.65
Paper and pulp mills.....	3.23	3.23	3.23	3.20	3.19	3.16	3.10	3.10	3.09	3.08	3.09	3.09	3.09	3.02	2.88
Paperboard mills.....	3.27	3.28	3.26	3.23	3.21	3.16	3.11	3.12	3.12	3.12	3.11	3.10	3.10	3.06	2.93
Misc. converted paper products.....	2.65	2.62	2.62	2.61	2.60	2.58	2.57	2.54	2.56	2.55	2.55	2.52	2.52	2.48	2.39
Paperboard containers and boxes.....	2.71	2.70	2.70	2.67	2.66	2.64	2.62	2.61	2.60	2.59	2.58	2.58	2.59	2.55	2.47
Printing and publishing.....	3.34	3.34	3.33	3.28	3.27	3.26	3.26	3.23	3.24	3.22	3.22	3.22	3.21	3.16	3.06
Newspapers.....	3.67	3.65	3.63	3.58	3.57	3.58	3.58	3.54	3.51	3.50	3.50	3.54	3.53	3.45	3.32
Periodicals.....	.....	3.53	3.55	3.41	3.43	3.37	3.37	3.30	3.33	3.32	3.33	3.33	3.31	3.25	3.14
Books.....	.....	2.88	2.85	2.82	2.81	2.79	2.78	2.76	2.77	2.76	2.78	2.80	2.80	2.74	2.68
Commercial printing.....	3.33	3.35	3.35	3.31	3.28	3.28	3.28	3.26	3.27	3.25	3.23	3.21	3.22	3.18	3.07
Blankbooks and bookbinding.....	2.57	2.56	2.55	2.51	2.50	2.51	2.53	2.52	2.50	2.48	2.49	2.48	2.47	2.44	2.36
Other publishing & printing ind.....	3.35	3.34	3.34	3.32	3.29	3.29	3.29	3.26	3.30	3.31	3.29	3.26	3.23	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	
	Nov. <sup>2</sup>	Oct. <sup>2</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1966	1965
	Average weekly earnings														
Manufacturing—Continued															
<i>Nondurable goods—Continued</i>															
Chemicals and allied products.....	\$132.09	\$130.73	\$130.31	\$129.17	\$129.48	\$128.65	\$127.10	\$127.49	\$126.88	\$125.25	\$126.16	\$127.68	\$127.98	\$125.16	\$121.09
Industrial chemicals.....	147.49	146.30	146.23	143.59	145.74	143.72	142.12	142.80	142.04	140.19	141.20	143.65	145.09	140.86	136.08
Plastics materials and synthetics.....	133.65	130.31	129.27	130.62	129.89	128.63	126.46	125.33	125.33	123.19	123.07	126.78	126.48	125.08	120.70
Drugs.....	120.25	118.55	116.69	115.54	114.86	114.97	115.26	118.08	118.24	117.96	117.55	117.01	116.18	113.02	107.04
Soap, cleaners, and toilet goods.....	124.23	123.93	124.64	123.53	125.26	124.34	125.05	123.32	122.61	122.10	122.29	120.83	122.06	119.94	113.15
Paints and allied products.....	121.58	122.78	124.38	122.25	121.18	122.47	120.60	117.91	117.50	115.66	116.81	118.24	118.40	118.01	113.15
Agricultural chemicals.....	112.04	109.82	110.83	108.00	110.08	107.19	105.40	112.70	109.31	105.40	107.75	106.32	104.90	105.27	100.69
Other chemical products.....	126.27	124.34	126.05	123.07	123.30	123.37	121.13	122.43	121.84	119.95	120.30	123.77	122.47	119.97	116.48
Petroleum and coal products.....	155.43	155.95	155.52	153.79	156.67	152.72	153.58	153.15	150.94	147.97	144.90	145.67	146.70	144.58	138.42
Petroleum refining.....	161.63	160.74	159.18	157.88	163.07	159.47	161.41	161.36	159.38	156.19	151.94	152.82	154.34	151.56	145.05
Other petroleum and coal products.....	133.20	140.14	143.35	138.87	134.98	131.24	126.58	123.41	117.04	114.90	116.05	118.02	119.85	120.22	115.90
Rubber and plastics products, nec.....	120.69	119.99	119.71	116.89	105.73	109.03	107.57	110.30	110.16	109.35	112.19	113.13	113.67	112.14	109.62
Tires and inner tubes.....	187.15	187.31	184.94	177.25	145.89	164.94	162.50	154.45	154.76	154.03	161.62	165.10	165.17	163.39	158.06
Other rubber products.....	115.37	114.26	114.54	112.47	104.54	107.36	105.18	106.66	106.52	105.73	108.09	110.09	110.62	107.74	103.82
Miscellaneous plastics products.....	99.06	97.20	98.16	96.76	95.75	96.29	94.94	94.71	94.54	93.43	94.37	94.30	94.35	94.39	92.77
Leather and leather products.....	82.11	80.43	80.26	80.11	79.75	79.25	77.04	75.19	75.65	76.13	77.20	76.63	76.03	74.88	71.82
Leather tanning and finishing.....	108.14	109.34	108.39	105.99	103.22	107.45	107.57	104.66	103.20	101.65	102.66	104.19	104.23	101.75	97.99
Footwear, except rubber.....	79.95	77.52	77.93	77.97	77.42	76.20	74.00	71.64	72.44	73.68	75.08	73.92	72.39	71.81	68.80
Other leather products.....	78.56	76.96	76.76	77.00	77.14	76.73	74.57	73.77	75.35	73.80	74.86	74.87	76.05	73.15	70.49
Handbags and personal leather goods.....	-----	74.82	74.45	73.50	74.47	72.89	70.79	70.40	70.36	70.59	71.05	69.19	72.20	69.38	67.86
Average weekly hours															
Chemicals and allied products.....	41.8	41.5	41.5	41.4	41.5	41.5	41.4	41.8	41.6	41.2	41.5	42.0	42.1	42.0	41.9
Industrial chemicals.....	41.9	41.8	41.9	41.5	42.0	41.9	41.8	42.0	41.9	41.6	41.9	42.5	42.8	42.3	42.0
Plastics materials and synthetics.....	42.7	41.9	41.7	42.0	41.9	41.9	41.6	41.5	41.5	41.2	41.3	42.4	42.3	42.4	42.5
Drugs.....	40.9	40.6	40.1	40.4	40.3	40.2	40.3	41.0	41.2	41.1	41.1	41.2	41.2	40.8	40.7
Soap, cleaners, and toilet goods.....	41.0	40.9	41.0	40.5	40.8	40.9	41.0	40.7	40.6	40.7	40.9	41.1	41.8	41.5	40.7
Paints and allied products.....	40.8	41.2	41.6	41.3	41.5	41.8	41.3	40.8	40.8	40.3	40.7	41.2	41.4	41.7	41.6
Agricultural chemicals.....	42.6	42.4	42.3	41.7	42.5	42.2	42.5	46.0	44.8	42.5	43.1	42.7	42.3	43.5	43.4
Other chemical products.....	41.4	40.9	41.6	41.3	41.1	41.4	41.2	41.5	41.3	40.8	41.2	42.1	41.8	41.8	41.9
Petroleum and coal products.....	42.7	43.2	43.2	43.2	43.4	42.9	42.9	42.9	42.4	41.8	41.4	42.1	42.4	42.4	42.2
Petroleum refining.....	42.2	42.3	42.0	42.1	42.8	42.3	42.7	42.8	42.5	42.1	41.4	42.1	42.4	42.1	41.8
Other petroleum and coal products.....	44.4	46.1	47.0	46.6	45.6	45.1	43.8	43.3	41.8	40.6	41.3	42.0	42.5	43.4	43.9
Rubber and plastics products, nec.....	42.2	42.1	42.3	42.2	40.2	41.3	40.9	40.7	40.8	40.5	41.4	41.9	42.1	42.0	42.0
Tires and inner tubes.....	47.5	47.3	47.3	46.4	40.3	44.7	44.4	42.2	42.4	42.2	43.8	44.5	44.4	44.4	44.4
Other rubber products.....	41.5	41.4	41.5	41.5	39.9	40.8	40.3	40.4	40.5	40.2	41.1	41.7	41.9	41.6	41.2
Miscellaneous plastics products.....	40.6	40.5	40.9	41.0	40.4	40.8	40.4	40.3	40.4	40.1	40.5	41.0	41.2	41.4	41.6
Leather and leather products.....	39.1	38.3	38.4	38.7	38.9	38.3	37.4	36.5	36.9	37.5	38.6	38.7	38.4	38.6	38.2
Leather tanning and finishing.....	40.5	40.8	40.9	40.3	39.7	40.7	40.9	40.1	40.0	39.4	40.1	40.7	40.4	40.7	41.0
Footwear, except rubber.....	39.0	38.0	38.2	38.6	39.1	38.1	37.0	36.0	36.4	37.4	38.7	38.7	37.9	38.4	37.8
Other leather products.....	38.7	38.1	38.0	38.5	38.0	37.8	37.1	36.7	37.3	36.9	38.0	38.2	39.0	38.3	38.1
Handbags and personal leather goods.....	-----	37.6	37.6	37.5	37.8	37.0	36.3	36.1	35.9	36.2	37.2	38.0	38.0	37.5	37.7
Average hourly earnings															
Chemicals and allied products.....	\$3.16	\$3.15	\$3.14	\$3.12	\$3.12	\$3.10	\$3.07	\$3.05	\$3.05	\$3.04	\$3.04	\$3.04	\$3.04	\$2.98	\$2.89
Industrial chemicals.....	3.52	3.50	3.49	3.46	3.47	3.43	3.40	3.40	3.39	3.37	3.37	3.38	3.39	3.33	3.24
Plastics materials and synthetics.....	3.13	3.11	3.10	3.11	3.10	3.07	3.04	3.02	3.02	2.99	2.98	2.99	2.99	2.95	2.84
Drugs.....	2.94	2.92	2.91	2.86	2.85	2.86	2.86	2.88	2.87	2.87	2.86	2.84	2.82	2.77	2.63
Soap, cleaners, and toilet goods.....	3.03	3.03	3.04	3.05	3.07	3.04	3.05	3.03	3.02	3.00	2.99	2.94	2.92	2.89	2.78
Paints and allied products.....	2.98	2.98	2.99	2.96	2.92	2.93	2.92	2.89	2.88	2.87	2.87	2.87	2.86	2.83	2.72
Agricultural chemicals.....	2.63	2.59	2.62	2.59	2.59	2.54	2.48	2.45	2.44	2.48	2.50	2.49	2.48	2.42	2.32
Other chemical products.....	3.05	3.04	3.03	2.98	3.00	2.98	2.94	2.95	2.95	2.94	2.92	2.94	2.93	2.87	2.78
Petroleum and coal products.....	3.64	3.61	3.60	3.56	3.61	3.56	3.58	3.57	3.56	3.54	3.50	3.46	3.46	3.41	3.28
Petroleum refining.....	3.83	3.80	3.79	3.75	3.81	3.77	3.78	3.77	3.75	3.71	3.67	3.63	3.64	3.60	3.47
Other petroleum and coal products.....	3.00	3.04	3.05	2.98	2.96	2.91	2.89	2.85	2.80	2.83	2.81	2.81	2.82	2.77	2.64
Rubber and plastics products, nec.....	2.86	2.85	2.83	2.77	2.63	2.64	2.63	2.71	2.70	2.70	2.71	2.70	2.70	2.67	2.61
Tires and inner tubes.....	3.94	3.96	3.91	3.82	3.62	3.69	3.66	3.66	3.65	3.65	3.69	3.71	3.72	3.68	3.56
Other rubber products.....	2.78	2.76	2.76	2.71	2.62	2.63	2.61	2.64	2.63	2.63	2.63	2.64	2.64	2.59	2.52
Miscellaneous plastics products.....	2.44	2.40	2.40	2.36	2.37	2.36	2.35	2.35	2.34	2.33	2.33	2.30	2.29	2.28	2.23
Leather and leather products.....	2.10	2.10	2.09	2.07	2.05	2.07	2.06	2.06	2.05	2.03	2.00	1.98	1.98	1.94	1.88
Leather tanning and finishing.....	2.67	2.68	2.65	2.63	2.60	2.64	2.63	2.61	2.58	2.58	2.56	2.56	2.58	2.50	2.39
Footwear, except rubber.....	2.05	2.04	2.04	2.02	1.98	2.00	2.00	1.99	1.99	1.97	1.94	1.91	1.91	1.87	1.82
Other leather products.....	2.03	2.02	2.02	2.00	2.03	2.03	2.01	2.01	2.02	2.00	1.97	1.96	1.95	1.91	1.85
Handbags and personal leather goods.....	-----	1.99	1.98	1.96	1.97	1.97	1.95	1.95	1.96	1.95	1.91	1.87	1.90	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		
	Nov. <sup>2</sup>	Oct. <sup>2</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1966	1965
Average weekly earnings															
Transportation and public utilities:															
Railroad transportation:															
Class I railroads <sup>3</sup>							\$140.68	\$135.34	\$138.53	\$143.77	\$137.49	\$137.22	\$137.90	\$135.65	\$130.80
Local and suburban transportation	\$121.12	\$117.32	\$120.40	\$119.13	\$117.32	117.73	114.11	113.70	112.88	112.74	112.71	114.33	112.36	108.20	133.72
Intercity highway transportation	146.01	150.42	157.18	153.72	150.34	146.03	144.57	136.12	142.43	145.29	143.22	145.53	144.95	133.72	130.43
Trucking and warehousing:	142.97	144.75	142.52	141.53	141.34	136.27	121.86	135.11	134.60	132.80	137.52	136.85	135.15	130.43	93.50
Public warehousing	102.06	103.86	102.62	102.62	101.66	99.15	101.81	97.71	98.40	97.61	99.12	98.18	96.80	93.50	145.85
Pipe line transportation	161.56	162.15	156.11	160.19	155.77	159.08	166.53	155.80	157.38	161.66	154.34	152.31	151.29	145.85	114.62
Communication:	120.69	121.39	118.29	120.20	119.59	117.69	117.90	117.00	120.10	118.01	120.40	122.54	118.55	114.62	109.08
Telephone communication	114.84	115.13	111.93	114.05	113.87	112.03	112.22	111.36	114.62	112.97	115.31	117.03	113.27	109.08	122.55
Telegraph communication <sup>4</sup>	135.84	135.33	135.02	135.96	135.14	133.90	128.23	128.35	131.07	128.35	128.53	127.62	128.01	122.55	147.63
Radio and television broadcasting	157.60	160.00	155.99	157.20	154.81	154.45	154.01	153.65	154.42	152.05	154.41	158.36	151.24	147.63	131.24
Electric, gas, and sanitary services:	146.50	144.42	141.25	142.35	142.00	140.49	140.83	139.59	141.86	139.18	140.11	140.53	136.95	131.24	133.31
Electric companies and systems	147.85	146.62	144.84	146.72	145.95	144.07	143.59	143.24	143.87	141.52	142.20	142.96	139.70	133.31	120.83
Gas companies and systems	136.95	135.11	129.65	130.97	128.88	129.43	129.20	128.02	128.52	129.78	128.33	129.90	125.77	120.83	143.79
Combination companies and systems	159.22	155.50	153.04	152.99	153.77	151.89	152.94	151.37	156.14	150.75	154.28	152.52	149.70	143.79	105.16
Water, steam, & sanitary systems	116.00	115.14	113.24	114.62	113.52	113.12	113.27	111.91	113.42	112.06	111.79	112.89	110.42	105.16	
Average weekly hours															
Transportation and public utilities:							44.1	41.9	43.7	44.1	43.1	43.7	44.2	43.9	43.6
Railroad transportation:							42.2	42.5	41.8	41.8	41.5	41.6	41.9	42.5	42.4
Class I railroads <sup>3</sup>	42.8	41.9	43.0	42.7	42.2	42.5	41.8	41.8	41.5	41.6	41.9	42.5	42.4	42.1	43.7
Local and suburban transportation	42.2	43.1	44.4	43.3	43.2	42.7	42.9	41.0	42.9	43.5	43.4	44.1	44.6	43.7	42.5
Intercity highway transportation	42.3	42.7	42.8	42.5	42.7	41.8	38.2	41.7	41.8	41.5	42.8	42.5	42.5	42.5	40.3
Trucking and warehousing:	40.5	40.1	40.4	40.4	40.5	39.5	40.4	39.4	40.0	40.5	41.3	41.6	40.5	40.4	41.2
Public warehousing	40.9	41.9	41.3	41.5	41.1	41.0	42.7	41.0	41.2	42.1	41.6	41.5	41.0	41.2	40.5
Pipeline transportation	39.7	39.8	39.3	39.8	39.6	39.1	39.3	39.0	39.9	39.6	40.0	41.4	40.6	40.5	40.4
Communication:	39.6	39.7	39.0	39.6	39.4	38.9	39.1	38.8	39.8	39.5	39.9	39.9	40.6	40.4	43.0
Telephone communication	43.4	43.1	43.0	43.3	42.9	43.9	42.6	42.5	43.4	42.5	42.7	42.4	43.1	43.0	39.9
Telegraph communication <sup>4</sup>	39.4	39.9	40.1	40.0	39.9	39.5	39.9	39.6	39.8	39.7	39.9	40.5	39.8	39.9	41.4
Radio and television broadcasting	41.5	41.5	41.3	41.5	41.4	41.2	41.3	41.3	41.6	41.3	41.7	41.7	41.5	41.4	41.1
Electric, gas, and sanitary services:	41.3	41.3	41.5	41.8	41.7	41.4	41.5	41.4	41.7	41.5	41.7	41.8	41.7	41.4	41.1
Electric companies and systems	41.5	41.7	40.9	40.8	40.4	40.7	40.5	40.9	40.8	41.2	41.0	41.5	41.1	41.1	41.8
Gas companies and systems	41.9	41.8	41.7	41.8	41.9	41.5	41.9	41.7	42.2	41.3	42.5	41.9	41.7	41.8	41.2
Combination companies and systems	40.7	40.4	40.3	40.5	40.4	40.4	40.6	40.4	40.8	40.6	40.8	41.2	41.2	41.4	
Water, steam, & sanitary systems															
Average hourly earnings															
Transportation and public utilities:							\$3.19	\$3.23	\$3.17	\$3.26	\$3.19	\$3.14	\$3.12	\$3.09	\$3.00
Railroad transportation:							2.77	2.73	2.72	2.72	2.71	2.69	2.69	2.65	2.57
Class I railroads <sup>3</sup>	\$2.83	\$2.80	\$2.80	\$2.79	\$2.78	2.77	2.73	2.72	2.72	2.71	2.69	2.69	2.65	2.57	3.06
Local and suburban transportation	3.46	3.49	3.54	3.55	3.48	3.42	3.37	3.32	3.32	3.34	3.30	3.30	3.25	3.07	3.32
Intercity highway transportation	3.38	3.39	3.33	3.33	3.31	3.26	3.19	3.24	3.22	3.20	3.22	3.22	3.18	3.07	2.83
Trucking and warehousing:	2.52	2.59	2.54	2.54	2.51	2.51	2.52	2.48	2.46	2.41	2.40	2.36	2.39	2.32	3.54
Public warehousing	3.95	3.87	3.78	3.86	3.79	3.88	3.90	3.80	3.82	3.84	3.71	3.67	3.69	3.54	2.83
Pipeline transportation	3.04	3.05	3.01	3.02	3.02	3.01	3.00	3.00	3.01	2.98	3.01	2.96	2.92	2.83	2.70
Communication:	2.90	2.90	2.87	2.88	2.89	2.88	2.87	2.87	2.88	2.86	2.89	2.82	2.79	2.70	2.85
Telephone communication	3.13	3.14	3.14	3.14	3.15	3.05	3.01	3.02	3.02	3.02	3.01	3.01	2.97	2.85	3.17
Telegraph communication <sup>4</sup>	4.00	4.01	3.89	3.93	3.88	3.91	3.86	3.88	3.88	3.83	3.87	3.91	3.80	3.70	3.22
Radio and television broadcasting	3.53	3.48	3.42	3.43	3.43	3.41	3.41	3.38	3.41	3.37	3.36	3.37	3.30	3.22	2.94
Electric, gas, and sanitary services:	3.58	3.55	3.49	3.51	3.50	3.48	3.46	3.46	3.45	3.41	3.41	3.42	3.35	3.22	3.44
Electric companies and systems	3.30	3.24	3.17	3.21	3.19	3.18	3.19	3.13	3.15	3.15	3.13	3.13	3.06	2.94	3.44
Gas companies and systems	3.80	3.72	3.67	3.66	3.67	3.66	3.65	3.63	3.70	3.65	3.63	3.64	3.59	3.44	2.74
Combination companies and systems	2.85	2.85	2.81	2.83	2.81	2.80	2.79	2.77	2.78	2.76	2.74	2.74	2.68	2.54	
Water, steam, & sanitary systems															

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	
	Nov. <sup>2</sup>	Oct. <sup>2</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1966	1965	
	Average weekly earnings															
Wholesale and retail trade.....	\$83.26	\$82.90	\$83.45	\$84.15	\$84.15	\$82.80	\$81.09	\$80.73	\$80.59	\$80.22	\$80.30	\$79.57	\$79.86	\$79.02	\$76.53	
Wholesale trade.....	118.78	118.08	118.08	116.64	117.62	116.64	115.66	115.26	114.74	114.05	114.09	113.27	112.74	111.38	106.49	
Motor vehicles & automotive equipment.....	107.64	106.30	108.00	107.23	107.38	106.97	106.97	107.23	105.32	104.65	105.41	105.66	105.41	104.08	100.14	
Drugs, chemicals, and allied products.....	122.58	121.79	120.40	120.99	120.99	117.90	117.51	118.59	117.51	118.50	117.89	115.60	115.49	114.17	109.08	
Dry goods and apparel.....	116.21	115.06	114.13	114.90	112.48	112.05	112.48	111.81	111.81	110.58	109.53	109.15	110.78	107.26	103.19	
Groceries and related products.....	109.08	111.38	110.27	111.76	108.79	106.25	106.25	105.73	105.73	105.59	105.26	104.04	103.48	102.09	97.00	
Electrical goods.....	129.90	130.10	126.07	129.86	129.63	129.20	129.20	132.98	130.85	132.98	126.65	128.87	126.98	122.84		
Hardware, plumbing & heating equipment.....	114.21	114.33	110.70	111.78	111.10	110.02	109.34	108.27	108.14	108.68	108.68	108.95	108.95	107.30	101.91	
Machinery, equipment, and supplies.....	132.19	131.87	129.34	129.02	129.51	128.30	127.80	126.27	125.05	124.24	125.46	124.53	121.66	115.23		
Miscellaneous wholesalers.....	116.03	116.22	114.91	115.89	114.80	113.43	113.83	113.60	112.92	113.08	112.40	111.60	110.95	107.20		
Retail trade.....	71.34	71.66	72.96	72.96	71.56	69.80	69.80	69.30	69.10	69.15	68.64	68.87	68.57	66.61		
Retail general merchandise.....	64.08	65.01	66.05	65.86	64.35	62.99	62.34	61.88	61.18	61.05	60.26	61.01	60.94	59.15		
Department stores.....	68.09	68.76	69.47	69.89	68.31	66.65	65.81	65.04	64.52	64.92	63.36	65.27	64.55	62.98		
Mail order houses.....	74.76	77.54	77.47	77.17	76.38	75.26	74.48	75.39	72.24	69.42	73.08	70.04	71.51	71.00		
Variety stores.....	49.83	50.18	51.08	51.51	49.57	48.00	48.16	48.34	47.70	46.35	46.97	46.66	46.19	44.10		
Food stores.....	74.91	75.60	77.48	77.70	75.70	73.14	72.37	72.49	72.27	72.27	72.59	71.81	72.21	70.66		
Grocery, meat, and vegetable stores.....	75.80	76.84	78.98	79.20	76.83	73.80	73.25	73.47	73.47	73.15	73.81	72.81	73.22	71.69		
Apparel and accessory stores.....	62.08	62.53	63.17	63.65	62.59	60.80	60.86	60.03	60.03	60.35	58.24	58.97	58.89	57.46		
Men's & boys' clothing & furnishings.....	74.46	73.96	75.40	76.46	76.47	73.01	73.22	71.99	72.91	75.15	72.12	72.03	71.96	69.84		
Women's ready-to-wear stores.....	56.56	56.82	57.25	58.10	56.72	56.00	55.53	55.21	55.01	55.38	52.95	53.13	52.97	51.46		
Family clothing stores.....	60.54	61.43	61.67	61.90	60.78	60.35	60.40	59.52	58.06	57.22	57.14	58.50	58.21	56.28		
Shoe stores.....	63.65	64.27	64.70	64.35	62.51	59.69	58.98	57.83	58.53	59.03	56.36	58.02	58.40	56.64		
	Average weekly hours															
Wholesale and retail trade.....	36.2	36.2	36.6	37.4	37.4	36.8	36.2	36.2	36.3	36.3	36.5	37.0	36.8	37.1	37.7	
Wholesale trade.....	40.4	40.3	40.3	40.5	40.7	40.5	40.3	40.3	40.4	40.3	40.6	40.9	40.7	40.8	40.8	
Motor vehicles & automotive equipment.....	41.4	41.2	41.7	41.4	41.3	41.3	41.4	41.3	41.2	41.5	41.8	41.5	41.8	41.9		
Drugs, chemicals, and allied products.....	39.8	39.8	40.0	39.8	39.3	39.3	39.4	39.7	39.9	40.1	40.3	40.1	40.2	40.4		
Dry goods and apparel.....	38.1	38.1	38.3	38.3	38.0	37.6	38.0	37.9	38.0	37.9	38.3	38.2	37.9	37.8		
Groceries and related products.....	40.7	41.1	41.3	41.7	40.9	40.5	40.4	40.2	40.3	40.8	41.1	40.9	41.0	41.1		
Electrical goods.....	41.5	41.7	42.2	42.3	42.5	42.5	42.5	43.6	42.9	43.6	44.9	43.1	42.9	42.8		
Hardware, plumbing & heating equipment.....	40.5	40.4	40.4	40.5	40.4	40.3	40.2	40.1	40.2	40.4	40.6	40.5	40.8	40.6		
Machinery, equipment, and supplies.....	40.8	40.7	40.8	40.7	40.6	40.6	40.7	40.6	40.6	40.6	40.9	41.1	41.1	41.3		
Miscellaneous wholesalers.....	39.6	39.8	39.9	40.1	40.0	39.8	39.8	40.0	39.9	40.1	40.3	40.0	40.2	40.3		
Retail trade.....	34.8	34.9	35.3	36.3	36.3	35.6	34.9	34.9	35.0	34.9	35.1	35.9	35.5	35.9		
Retail general merchandise.....	32.5	33.0	33.7	33.6	33.0	32.3	32.3	32.4	32.2	32.3	34.2	32.8	33.3	33.8		
Department stores.....	32.4	32.9	33.4	33.6	33.0	32.2	32.2	32.1	32.2	32.1	32.3	33.7	32.8	33.1		
Mail order houses.....	35.1	35.9	35.7	35.4	35.2	35.5	35.3	35.9	34.4	35.9	34.4	35.7	34.5	35.4		
Variety stores.....	30.2	30.6	31.9	31.6	30.6	30.0	30.1	30.4	30.0	30.1	32.3	30.7	31.0	31.5		
Food stores.....	33.0	33.6	34.9	35.0	34.1	32.8	32.6	32.8	32.7	33.0	33.4	33.4	33.9	34.3		
Grocery, meat, and vegetable stores.....	33.1	33.7	35.1	35.2	34.3	32.8	32.7	32.8	32.8	33.1	33.4	33.4	33.9	34.3		
Apparel and accessory stores.....	32.0	32.4	33.6	33.5	32.6	32.0	32.2	32.1	32.1	32.1	33.6	32.4	32.9	33.6		
Men's & boys' clothing & furnishings.....	34.0	34.4	35.4	35.4	34.6	33.8	33.9	33.8	33.6	33.7	35.3	34.3	35.1	35.0		
Women's ready-to-wear stores.....	31.6	32.1	32.9	33.2	32.6	32.0	32.1	31.8	32.2	32.2	33.6	32.2	32.7	33.2		
Family clothing stores.....	32.2	32.5	33.1	33.1	32.5	32.1	32.3	32.0	31.9	31.1	33.2	32.5	32.7	33.3		
Shoe stores.....	30.9	31.2	33.7	33.0	31.1	30.3	30.4	30.6	31.3	31.4	32.1	30.7	31.4	32.0		
	Average hourly earnings															
Wholesale and retail trade.....	\$2.30	\$2.29	\$2.28	\$2.25	\$2.25	\$2.25	\$2.24	\$2.23	\$2.22	\$2.21	\$2.20	\$2.16	\$2.18	\$2.13	\$2.03	
Wholesale trade.....	2.94	2.93	2.93	2.88	2.89	2.88	2.87	2.86	2.84	2.83	2.81	2.80	2.79	2.73	2.61	
Motor vehicles & automotive equipment.....	2.60	2.58	2.59	2.59	2.60	2.59	2.59	2.55	2.54	2.54	2.54	2.54	2.54	2.49	2.39	
Drugs, chemicals, and allied products.....	3.08	3.06	3.01	3.04	3.00	2.99	3.01	2.96	2.97	2.94	2.91	2.89	2.84	2.70		
Dry goods and apparel.....	3.05	3.02	2.98	3.00	2.96	2.98	2.96	2.95	2.91	2.89	2.85	2.88	2.83	2.73		
Groceries and related products.....	2.68	2.71	2.67	2.68	2.66	2.64	2.63	2.63	2.62	2.58	2.54	2.55	2.49	2.36		
Electrical goods.....	3.13	3.12	3.06	3.07	3.05	3.04	3.04	3.05	3.05	3.05	3.05	2.98	2.96	2.87		
Hardware, plumbing & heating equipment.....	2.82	2.83	2.74	2.76	2.75	2.73	2.72	2.70	2.69	2.69	2.68	2.66	2.63	2.51		
Machinery, equipment, and supplies.....	3.24	3.24	3.17	3.17	3.19	3.16	3.14	3.11	3.08	3.06	3.08	3.06	2.96	2.79		
Miscellaneous wholesalers.....	2.93	2.92	2.88	2.89	2.87	2.85	2.86	2.84	2.83	2.82	2.83	2.81	2.76	2.66		
Retail trade.....	2.05	2.05	2.01	2.01	2.01	2.00	2.00	1.98	1.98	1.97	1.94	1.95	1.91	1.82		
Retail general merchandise.....	1.99	1.97	1.96	1.96	1.95	1.95	1.93	1.91	1.90	1.89	1.82	1.86	1.83	1.75		
Department stores.....	2.12	2.09	2.08	2.08	2.07	2.07	2.05	2.02	2.01	2.01	1.92	1.98	1.95	1.88		
Mail order houses.....	2.13	2.16	2.17	2.18	2.17	2.12	2.11	2.10	2.10	2.06	2.02	2.03	2.02	1.94		
Variety stores.....	1.65	1.64	1.62	1.63	1.62	1.60	1.60	1.59	1.59	1.54	1.51	1.52	1.49	1.40		
Food stores.....	2.27	2.25	2.22	2.22	2.22	2.23	2.22	2.21	2.21	2.19	2.16	2.18	2.13	2.06		
Grocery, meat, and vegetable stores.....	2.29	2.28	2.25	2.25	2.24	2.25	2.24	2.24	2.24	2.21	2.18	2.21	2.16	2.09		
Apparel and accessory stores.....	1.94	1.93	1.88	1.90	1.92	1.90	1.89	1.87	1.87	1.88	1.82	1.82	1.79	1.71		
Men's & boys' clothing & furnishings.....	2.19	2.15	2.13	2.16	2.21	2.16	2.16	2.12	2.13	2.17	2.23	2.10	2.14	2.05		
Women's ready-to-wear stores.....	1.79	1.77	1.74	1.75	1.74	1.75	1.73	1.72	1.73	1.72	1.66	1.66	1.62	1.55		
Family clothing stores.....	1.88	1.89	1.86	1.87	1.87	1.88	1.87	1.86	1.82	1.84	1.79	1.78	1.78	1.69		
Shoe stores.....	2.06	2.06	1.92	1.95	2.01	1.97	1.94	1.89	1.87	1.88	1.87	1.86	1.86	1.86		

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		
	Nov. <sup>2</sup>	Oct. <sup>2</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1966	1965
Average weekly earnings															
Wholesale and retail trade—Continued															
Retail trade—Continued															
Furniture and home furnishings stores		\$94.33	\$95.20	\$94.53	\$95.16	\$93.27	\$91.30	\$90.92	\$90.68	\$89.54	\$91.33	\$95.28	\$91.65	\$90.46	\$88.18
Furniture and home furnishings		94.57	95.31	93.36	93.60	92.58	90.48	90.09	89.01	89.24	89.63	93.60	90.55	89.27	86.58
Eating and drinking places <sup>3</sup>		50.16	50.28	51.70	51.21	50.06	49.32	48.84	48.80	48.33	48.62	48.72	48.10	47.60	45.76
Other retail trade		88.76	88.65	89.65	90.27	88.93	87.02	87.25	86.07	85.67	86.33	86.62	86.37	85.63	83.23
Building materials and farm equipment		97.29	98.05	97.48	97.06	96.41	94.39	93.56	92.51	92.03	92.10	92.99	91.91	91.54	88.41
Motor vehicle dealers		112.44	111.45	113.10	115.48	114.48	111.57	110.99	108.45	107.02	108.12	110.59	110.76	108.97	105.75
Other automotive & accessory dealers		96.10	95.67	95.91	95.04	94.61	92.44	92.66	92.44	91.37	90.48	90.05	90.29	89.38	85.70
Drug stores and proprietary stores		65.33	65.96	67.94	67.55	65.43	63.22	63.22	62.75	62.89	62.79	63.83	63.02	63.14	61.60
Fuel and ice dealers		106.45	104.55	100.85	103.22	102.50	101.71	105.32	104.49	111.71	107.43	106.07	105.15	101.28	96.05
Finance, insurance, and real estate	\$98.69	98.32	97.31	96.83	97.20	96.20	96.20	95.83	95.35	94.98	94.61	93.62	93.00	92.50	88.91
Banking		87.56	86.35	86.44	86.30	85.47	85.47	85.93	84.82	85.19	85.04	84.15	83.10	82.21	79.24
Credit agencies other than banks		91.37	90.51	90.24	90.62	88.40	88.64	89.25	88.50	88.60	89.44	87.00	86.02	85.96	84.29
Savings and loan associations		91.63	90.28	89.78	92.12	88.56	89.28	90.38	88.30	89.89	91.96	87.08	86.85	87.05	84.67
Security, commodity brokers & services		152.31	149.97	149.65	154.22	152.76	149.71	148.58	143.64	138.76	137.63	132.47	131.73	138.38	127.43
Insurance carriers		103.79	103.04	101.67	103.04	102.77	102.49	102.58	102.12	102.67	100.74	101.08	100.81	99.32	95.86
Life insurance		104.96	103.94	103.94	103.66	103.66	103.09	103.49	103.49	103.49	100.08	101.02	100.56	99.19	95.27
Accident and health insurance		88.32	89.17	88.70	89.92	88.45	89.30	89.67	90.65	90.27	90.17	90.13	90.27	89.41	85.38
Fire, marine, and casualty insurance		106.22	105.46	104.60	104.71	104.43	103.88	104.63	103.60	104.71	103.57	103.47	103.19	101.68	97.92
Average weekly hours															
Furniture and home furnishings stores		38.5	38.7	38.9	39.0	38.7	38.2	38.2	38.1	38.1	38.7	39.7	39.0	39.5	39.9
Furniture and home furnishings		38.6	38.9	38.9	39.0	38.9	38.5	38.5	38.2	38.3	38.8	40.0	39.2	39.5	39.9
Eating and drinking places <sup>3</sup>		33.0	33.3	34.7	34.6	33.6	33.1	33.0	33.2	33.1	33.3	33.6	33.4	34.0	35.2
Other retail trade		39.1	39.4	40.2	40.3	39.7	39.2	39.3	39.3	39.3	39.6	40.1	39.8	40.2	40.8
Building materials and farm equipment		41.4	41.9	42.2	42.2	42.1	41.4	41.4	41.3	40.9	41.3	41.7	41.4	41.8	42.1
Motor vehicle dealers		41.8	41.9	42.2	42.3	42.4	42.1	42.2	42.2	42.3	42.4	42.7	42.6	42.9	43.7
Other automotive & accessory dealers		42.9	42.9	43.4	43.2	43.2	42.6	42.9	43.4	43.1	43.5	43.5	43.2	43.6	43.5
Drug stores and proprietary stores		33.5	34.0	35.2	35.0	33.9	33.1	33.1	33.2	33.1	33.4	34.5	33.7	34.5	35.4
Fuel and ice dealers		41.1	41.0	40.5	40.8	41.0	40.2	41.3	41.3	43.3	42.8	42.6	42.4	42.2	42.5
Finance, insurance, and real estate	37.1	37.1	37.0	37.1	37.1	37.0	37.0	37.0	37.1	37.1	37.1	37.3	37.2	37.3	37.2
Banking		37.1	36.9	37.1	37.2	37.0	37.0	37.2	37.2	37.2	37.3	37.4	37.1	37.2	37.2
Credit agencies other than banks		37.6	37.4	37.6	37.6	37.3	37.4	37.5	37.5	37.7	37.9	37.5	37.4	37.7	37.8
Savings and loan associations		37.4	37.0	37.1	37.6	36.9	37.2	37.5	37.1	37.3	38.0	36.9	36.8	37.2	37.3
Security, commodity brokers & services		37.7	37.4	37.6	37.8	38.0	37.9	38.0	37.8	37.3	36.8	36.9	36.9	37.3	37.7
Insurance carriers		37.2	37.2	37.2	37.2	37.1	37.0	36.9	37.0	37.2	36.9	37.3	37.2	37.2	37.3
Life insurance		36.7	36.6	36.6	36.5	36.5	36.5	36.3	36.7	36.7	36.9	36.6	36.7	36.6	36.5
Accident and health insurance		36.8	37.0	36.5	36.7	36.7	36.9	36.9	37.0	37.3	37.3	37.4	37.3	37.1	36.8
Fire, marine, and casualty insurance		37.8	37.8	37.9	37.8	37.7	37.5	37.5	37.4	37.8	37.8	37.9	37.8	37.8	38.1
Average hourly earnings															
Furniture and home furnishings stores		\$2.45	\$2.46	\$2.43	\$2.44	\$2.41	\$2.39	\$2.38	\$2.38	\$2.35	\$2.36	\$2.40	\$2.35	\$2.29	\$2.21
Furniture and home furnishings		2.45	2.45	2.40	2.40	2.38	2.35	2.34	2.33	2.33	2.31	2.34	2.31	2.26	2.17
Eating and drinking places <sup>3</sup>		1.52	1.51	1.49	1.48	1.49	1.49	1.48	1.47	1.46	1.46	1.45	1.44	1.40	1.30
Other retail trade		2.27	2.25	2.23	2.24	2.24	2.22	2.22	2.19	2.18	2.18	2.16	2.17	2.13	2.04
Building materials and farm equipment		2.35	2.34	2.31	2.30	2.29	2.28	2.26	2.24	2.25	2.23	2.23	2.22	2.19	2.10
Motor vehicle dealers		2.69	2.66	2.68	2.73	2.70	2.65	2.63	2.57	2.53	2.55	2.59	2.60	2.54	2.42
Other automotive & accessory dealers		2.24	2.23	2.21	2.20	2.19	2.17	2.16	2.13	2.12	2.08	2.07	2.09	2.05	1.97
Drug stores and proprietary stores		1.95	1.94	1.93	1.93	1.93	1.91	1.91	1.89	1.90	1.88	1.85	1.87	1.83	1.74
Fuel and ice dealers		2.59	2.55	2.49	2.53	2.50	2.53	2.55	2.53	2.58	2.51	2.49	2.48	2.40	2.26
Finance, insurance, and real estate	\$2.66	2.65	2.63	2.61	2.62	2.60	2.60	2.59	2.57	2.56	2.55	2.51	2.50	2.48	2.39
Banking		2.36	2.34	2.33	2.32	2.31	2.31	2.31	2.28	2.29	2.28	2.25	2.24	2.21	2.13
Credit agencies other than banks		2.43	2.42	2.40	2.41	2.37	2.37	2.38	2.36	2.35	2.36	2.32	2.30	2.28	2.23
Savings and loan associations		2.45	2.44	2.42	2.45	2.40	2.40	2.41	2.38	2.41	2.42	2.36	2.36	2.34	2.27
Security, commodity brokers & services		4.04	4.01	3.98	4.08	4.02	3.95	3.91	3.80	3.72	3.74	3.59	3.57	3.71	3.38
Insurance carriers		2.79	2.77	2.76	2.77	2.77	2.77	2.78	2.76	2.76	2.73	2.71	2.71	2.71	2.61
Life insurance		2.86	2.84	2.84	2.85	2.84	2.84	2.84	2.82	2.82	2.78	2.76	2.74	2.71	2.61
Accident and health insurance		2.40	2.41	2.43	2.45	2.41	2.42	2.43	2.45	2.42	2.42	2.41	2.42	2.41	2.32
Fire, marine, and casualty insurance		2.81	2.79	2.76	2.77	2.77	2.77	2.79	2.77	2.77	2.74	2.73	2.73	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	
	Nov. <sup>2</sup>	Oct. <sup>2</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1966	1965
	Average weekly earnings														
Services:															
Hotels and other lodging places:															
Hotels, tourist courts, and motels <sup>3</sup> .....		\$56.88	\$56.68	\$57.22	\$56.92	\$56.36	\$56.42	\$55.85	\$56.15	\$56.00	\$55.05	\$55.72	\$54.83	\$53.34	\$51.54
Personal services:															
Laundries and drycleaning plants.....		66.20	65.63	65.25	65.42	65.77	64.53	64.13	63.24	62.02	62.79	62.87	61.99	61.12	58.98
Motion pictures:															
Motion picture filming & distributing.....		161.13	159.56	163.18	163.96	162.38	155.16	154.77	150.91	160.24	162.89	166.96	159.83	157.77	148.08
	Average weekly hours														
Services:															
Hotels and other lodging places:															
Hotels, tourist courts, and motels <sup>3</sup> .....		36.0	36.1	37.4	37.2	36.6	36.4	36.5	36.7	36.6	36.7	36.9	36.8	37.3	37.9
Personal services:															
Laundries and drycleaning plants.....		37.4	37.5	37.5	37.6	37.8	37.3	37.5	37.2	36.7	37.6	38.1	37.8	38.2	38.8
Motion pictures:															
Motion picture filming & distributing.....		41.0	40.6	41.0	41.3	40.8	40.3	40.2	39.3	41.3	42.2	42.7	41.3	41.3	39.7
	Average hourly earnings														
Services:															
Hotels and other lodging places:															
Hotels, tourist courts, and motels <sup>3</sup> .....		\$1.58	\$1.57	\$1.53	\$1.53	\$1.54	\$1.55	\$1.53	\$1.53	\$1.53	\$1.50	\$1.51	\$1.49	\$1.43	\$1.36
Personal services:															
Laundries and drycleaning plants.....		1.77	1.75	1.74	1.74	1.74	1.73	1.71	1.70	1.69	1.67	1.65	1.64	1.60	1.52
Motion pictures:															
Motion picture filming & distributing.....		3.93	3.93	3.98	3.97	3.98	3.85	3.85	3.84	3.88	3.86	3.91	3.87	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	
	Oct. <sup>2</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1966	1965
<i>Total private</i>															
Gross average weekly earnings:															
Current dollars	\$103.63	\$104.06	\$103.45	\$103.18	\$101.88	\$100.06	\$99.41	\$99.56	\$99.30	\$99.70	\$99.97	\$99.84	\$100.62	\$98.69	\$95.06
1957-59 dollars	88.20	88.86	88.49	88.57	87.83	86.56	86.22	86.57	86.50	86.92	87.16	87.12	87.88	87.26	86.50
Spendable average weekly earnings:															
Worker with no dependents:															
Current dollars	84.74	85.07	84.61	84.40	83.42	82.04	81.54	81.66	81.46	81.76	82.17	82.07	82.66	81.19	78.99
1957-59 dollars	72.12	72.65	72.38	72.45	71.91	70.97	70.72	71.01	70.96	71.28	71.64	71.61	72.19	71.79	71.87
Worker with 3 dependents:															
Current dollars	92.29	92.63	92.15	91.93	90.90	89.45	88.93	89.05	88.84	89.16	89.58	89.47	90.09	88.55	86.30
1957-59 dollars	78.54	79.10	78.83	78.91	78.36	77.38	77.13	77.43	77.39	77.73	78.10	78.07	78.68	78.29	78.53
<i>Manufacturing</i>															
Gross average weekly earnings:															
Current dollars	116.00	116.57	114.77	113.65	114.49	113.52	112.56	112.44	111.88	113.42	114.40	113.99	113.85	112.34	107.53
1957-59 dollars	98.72	99.55	98.18	97.55	98.70	98.20	97.62	97.77	97.46	98.88	99.74	99.47	99.43	99.33	97.84
Spendable average weekly earnings:															
Worker with no dependents:															
Current dollars	94.12	94.55	93.19	92.34	92.97	92.24	91.51	91.42	91.00	92.16	93.13	92.82	92.72	91.57	89.08
1957-59 dollars	80.10	80.74	79.72	79.26	80.15	79.79	79.37	79.50	79.27	80.35	81.19	80.99	80.98	80.96	81.06
Worker with 3 dependents:															
Current dollars	102.15	102.61	101.16	100.27	100.93	100.16	99.40	99.30	98.86	100.08	101.09	100.76	100.65	99.45	96.78
1957-59 dollars	86.94	87.63	86.54	86.07	87.01	86.64	86.21	86.35	86.11	87.25	88.13	87.92	87.90	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			
	Nov. <sup>2</sup>	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.
Mining	43.1	42.3	42.8	42.8	43.2	42.2	42.0	42.7	42.4	42.2	42.6	42.5	42.7
Contract construction	39.4	37.1	38.3	37.5	37.5	37.4	36.4	37.4	37.4	37.6	38.2	38.1	37.4
Manufacturing	40.9	40.6	40.8	40.7	40.4	40.3	40.3	40.5	40.4	40.3	41.0	41.0	41.3
Durable goods	41.6	41.3	41.6	41.3	41.0	40.9	41.0	41.0	41.1	41.0	41.7	41.7	42.1
Ordnance and accessories	42.5	41.7	42.4	41.9	41.8	41.2	42.0	41.6	41.9	41.7	42.0	42.0	42.4
Lumber and wood products	41.2	40.6	40.5	39.7	39.9	40.1	40.1	40.6	40.7	40.3	40.4	40.3	40.5
Furniture and fixtures	40.3	40.4	40.7	40.2	40.2	40.3	40.1	40.3	40.2	40.2	40.7	40.6	41.0
Stone, clay, and glass products	42.0	41.8	42.0	41.6	41.3	41.3	41.1	41.3	41.5	41.5	41.9	41.7	41.7
Primary metal industries	41.3	41.2	41.0	41.0	40.9	40.6	40.6	40.2	40.8	40.9	41.8	41.7	42.3
Fabricated metal products	41.6	41.4	41.8	41.5	41.3	41.2	41.3	41.5	41.5	41.4	42.2	42.1	42.3
Machinery, except electrical	42.2	42.3	42.7	42.2	42.1	42.0	42.3	42.8	42.9	43.0	43.5	43.6	43.8
Electrical equipment and supplies	40.7	40.5	40.2	40.4	40.3	40.0	39.9	39.6	40.0	40.9	41.7	41.6	40.9
Transportation equipment	42.2	41.5	42.7	42.5	41.4	41.2	41.7	40.9	40.7	40.7	41.6	41.6	41.9
Instruments and related products	41.2	41.1	41.2	41.2	41.0	41.0	41.1	41.5	41.5	40.9	41.8	41.9	41.9
Miscellaneous manufacturing industries	39.6	39.3	39.5	39.4	39.2	39.4	39.5	39.7	39.2	38.7	40.0	39.7	39.9
Nondurable goods	40.0	39.7	39.9	39.7	39.6	39.5	39.5	39.8	39.5	39.5	40.0	39.9	40.2
Food and kindred products	40.5	40.7	41.0	40.8	40.6	41.0	40.6	40.8	41.1	41.0	41.1	41.0	41.1
Tobacco manufactures	39.0	38.9	38.0	38.9	38.4	39.0	38.3	39.4	38.2	38.2	38.7	39.0	38.5
Textile mill products	41.4	41.3	41.4	41.0	40.6	40.4	40.5	40.8	40.2	40.2	40.9	40.9	41.2
Apparel and other textile products	36.4	35.8	36.3	35.8	35.9	35.7	35.9	36.2	35.5	35.6	36.6	36.4	36.5
Paper and allied products	42.9	42.8	42.8	42.6	42.7	42.6	42.5	42.5	42.8	42.8	43.2	43.1	43.5
Printing and publishing	38.3	38.0	38.3	38.3	38.3	38.3	38.3	38.6	38.5	38.6	38.8	38.6	39.0
Chemicals and allied products	41.8	41.5	41.5	41.5	41.5	41.3	41.2	41.5	41.6	41.4	41.8	41.9	42.1
Petroleum and coal products	42.8	43.2	42.4	43.1	42.8	42.6	42.6	42.6	43.0	42.6	42.0	42.4	42.5
Rubber and plastics products, nec.	42.0	41.9	41.9	42.0	40.6	41.2	40.9	41.1	41.0	40.9	41.5	41.4	41.9
Leather and leather products	39.3	38.7	38.9	38.3	38.4	37.9	37.7	37.7	37.0	37.1	38.3	38.0	38.6
Wholesale and retail trade	36.6	36.3	36.7	36.7	36.7	36.7	36.3	36.4	36.6	36.6	36.8	36.7	36.9
Wholesale trade	40.4	40.3	40.3	40.5	40.5	40.5	40.3	40.4	40.5	40.5	40.7	40.6	40.6
Retail trade	35.2	35.1	35.4	35.5	35.4	35.4	35.2	35.1	35.3	35.3	35.5	35.6	35.6

<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	
	Nov. <sup>2</sup>	Oct. <sup>2</sup>	Sept. <sup>2</sup>	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1966	1965
Manufacturing.....	\$2.77	\$2.74	\$2.73	\$2.71	\$2.71	\$2.71	\$2.70	\$2.70	\$2.69	\$2.68	\$2.67	\$2.65	\$2.64	\$2.59	\$2.51
Durable goods.....	2.94	2.90	2.89	2.88	2.88	2.88	2.87	2.86	2.85	2.84	2.84	2.82	2.80	2.76	2.67
Ordnance and accessories.....	3.13	3.11	3.10	3.10	3.10	3.09	3.07	3.08	3.08	3.08	3.08	3.08	3.06	3.05	3.03
Lumber and wood products.....	2.33	2.32	2.30	2.30	2.29	2.29	2.25	2.24	2.21	2.21	2.18	2.18	2.19	2.15	2.07
Furniture and fixtures.....	2.28	2.28	2.24	2.23	2.23	2.24	2.24	2.22	2.21	2.19	2.18	2.16	2.15	2.11	2.03
Stone, clay, and glass products.....	2.73	2.71	2.70	2.69	2.68	2.68	2.67	2.66	2.66	2.66	2.65	2.64	2.64	2.59	2.49
Primary metal industries.....	3.25	3.25	3.25	3.22	3.20	3.19	3.18	3.18	3.16	3.16	3.16	3.15	3.16	3.13	3.04
Fabricated metal products.....	2.86	2.86	2.84	2.84	2.83	2.84	2.83	2.81	2.81	2.81	2.80	2.79	2.77	2.73	2.64
Machinery, except electrical.....	3.06	3.05	3.03	3.03	3.02	3.01	3.00	2.99	2.98	2.98	2.98	2.96	2.95	2.90	2.81
Electrical equipment and supplies.....	2.73	2.69	2.70	2.71	2.71	2.69	2.67	2.65	2.64	2.61	2.61	2.60	2.58	2.54	2.49
Transportation equipment.....	3.31	3.29	3.28	3.28	3.27	3.27	3.26	3.26	3.25	3.26	3.26	3.25	3.22	3.15	3.04
Instruments and related products.....	2.77	2.76	2.75	2.75	2.74	2.73	2.71	2.69	2.69	2.67	2.67	2.66	2.64	2.61	2.53
Miscellaneous manufacturing industries.....	2.28	2.26	2.26	2.28	2.27	2.26	2.26	2.27	2.26	2.26	2.25	2.21	2.17	2.14	2.07
Nondurable goods.....	2.52	2.50	2.47	2.47	2.46	2.46	2.46	2.45	2.44	2.44	2.42	2.40	2.39	2.35	2.27
Food and kindred products.....	2.51	2.50	2.49	2.50	2.51	2.52	2.53	2.51	2.50	2.50	2.48	2.45	2.42	2.40	2.33
Tobacco manufactures.....	2.07	2.12	2.20	2.33	2.32	2.32	2.31	2.30	2.25	2.17	2.12	2.12	2.08	2.15	2.06
Textile mill products.....	2.02	2.00	1.95	1.94	1.94	1.94	1.94	1.94	1.93	1.93	1.93	1.91	1.91	1.87	1.78
Apparel and other textile products.....	2.02	2.03	2.00	1.98	1.98	1.97	1.97	1.97	1.96	1.91	1.91	1.90	1.89	1.85	1.80
Paper and allied products.....	2.75	2.75	2.74	2.73	2.70	2.68	2.67	2.66	2.66	2.65	2.65	2.64	2.63	2.59	2.50
Printing and publishing.....	(2)	(2)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)
Chemicals and allied products.....	3.04	3.03	3.01	3.01	2.99	2.97	2.94	2.94	2.94	2.94	2.94	2.93	2.92	2.87	2.79
Petroleum and coal products.....	3.44	3.43	3.41	3.45	3.42	3.44	3.43	3.43	3.41	3.38	3.34	3.34	3.33	3.29	3.18
Rubber and plastics products, nec.....	2.70	2.68	2.63	2.52	2.52	2.52	2.61	2.60	2.59	2.59	2.59	2.57	2.56	2.54	2.49
Leather and leather products.....	2.04	2.04	2.02	2.00	2.02	2.02	2.02	2.02	2.01	1.98	1.95	1.93	1.93	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	
	Nov. <sup>2</sup>	Oct. <sup>2</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1966	1965
	Manufacturing.....	3.5	3.5	3.7	3.4	3.2	3.3	3.2	3.1	3.2	3.2	3.4	3.7	3.9	3.9
Durable goods.....	3.7	3.7	3.9	3.5	3.3	3.4	3.3	3.2	3.4	3.4	3.7	4.1	4.3	4.3	3.9
Nondurable goods.....	3.2	3.4	3.6	3.3	3.1	3.1	3.0	2.9	3.0	2.9	3.0	3.3	3.4	3.4	3.2
<i>Durable goods</i>															
Ordnance and accessories.....	4.0	4.4	3.8	3.5	3.2	3.4	3.2	3.4	3.6	4.0	4.3	4.2	3.9	3.0	3.0
Ammunition, except for small arms.....	4.0	4.2	3.6	3.4	2.9	3.1	2.7	3.2	3.4	3.3	3.4	3.4	3.2	3.1	3.1
Sighting and fire control equipment.....	3.3	3.4	3.7	4.0	3.5	3.9	4.9	4.3	4.6	4.5	3.0	3.9	3.4	1.6	1.6
Other ordnance and accessories.....	4.1	4.9	4.2	3.8	3.8	4.2	4.1	3.7	3.7	5.4	6.3	6.3	5.4	2.9	2.9
Lumber and wood products.....	3.9	4.0	3.8	3.7	3.6	3.5	3.6	3.3	3.2	3.3	3.4	3.4	4.0	3.8	3.8
Sawmills and planing mills.....	4.1	4.2	4.1	3.7	3.7	3.6	3.6	3.4	3.2	3.3	3.3	3.3	4.0	3.7	3.7
Millwork, plywood, & related products.....	3.6	4.1	4.0	3.6	3.4	3.3	3.4	3.2	3.1	3.0	3.2	3.3	3.9	4.0	4.0
Wooden containers.....	3.0	3.4	3.0	3.4	3.5	3.5	3.4	3.1	3.1	3.7	3.9	3.8	4.1	3.6	3.6
Miscellaneous wood products.....	3.8	3.7	3.6	3.5	3.6	3.8	3.5	3.4	3.3	3.5	3.5	3.8	3.9	3.6	3.6
Furniture and fixtures.....	3.6	3.6	3.1	2.6	2.9	2.4	2.5	2.6	2.7	2.8	3.8	3.9	3.8	3.6	3.6
Household furniture.....	3.6	3.4	2.9	2.2	2.5	2.1	2.2	2.4	2.4	2.6	3.6	3.7	3.6	3.6	3.6
Office furniture.....	3.8	4.2	3.0	4.1	3.2	3.1	3.4	3.3	4.2	4.4	5.1	4.9	4.7	3.6	3.6
Partitions and fixtures.....	3.5	4.3	4.6	3.3	4.0	3.3	2.9	2.9	3.2	2.7	3.6	3.5	4.2	3.7	3.7
Other furniture and fixtures.....	3.2	3.6	3.8	3.5	3.7	3.4	3.2	3.3	3.3	3.3	4.3	4.3	4.2	3.7	3.7
Stone, clay, and glass products.....	4.5	4.9	4.6	4.5	4.3	4.1	3.9	3.7	3.5	3.5	3.9	4.3	4.5	4.2	4.2
Flat glass.....	3.9	4.0	2.3	2.8	3.1	2.8	3.2	3.2	3.1	3.8	3.7	5.9	4.3	4.1	4.1
Glass and glassware, pressed or blown.....	4.4	4.3	4.2	4.5	4.3	4.4	3.7	4.0	3.7	3.6	4.1	4.2	4.2	4.0	4.0
Cement, hydraulic.....	2.6	2.5	2.4	2.6	2.4	2.2	2.5	2.2	2.0	2.3	2.3	3.0	2.8	2.2	2.2
Structural clay products.....	3.7	3.9	3.6	3.6	3.6	3.3	3.3	3.0	2.6	2.6	2.8	3.4	3.6	3.6	3.6
Pottery and related products.....	2.5	2.4	2.2	1.9	2.0	2.1	2.3	2.2	2.2	2.3	2.6	3.1	2.5	2.2	2.2
Concrete, gypsum, and plaster products.....	6.8	7.8	7.5	7.1	6.8	6.2	5.7	5.1	4.9	4.6	4.9	5.3	6.3	6.2	6.2
Other stone & nonmetallic mineral products.....	3.5	3.8	3.6	3.4	3.4	3.3	3.3	3.2	3.0	3.1	3.7	3.9	4.1	3.5	3.5
Primary metal industries.....	3.1	3.3	3.0	3.0	3.1	2.8	2.8	3.3	3.4	3.7	3.8	4.0	4.0	3.8	3.8
Blast furnace and basic steel products.....	2.1	2.3	1.9	2.2	1.9	1.8	1.8	2.3	2.2	2.4	2.1	2.4	2.7	2.8	2.8
Iron and steel foundries.....	4.2	4.4	4.2	3.8	4.6	3.7	3.8	4.0	4.4	4.9	5.4	5.4	5.3	5.5	5.5
Nonferrous metals.....	4.5	4.6	4.6	3.7	4.1	4.0	3.9	3.9	3.8	4.1	4.0	4.2	3.9	3.5	3.5
Nonferrous rolling and drawing.....	4.2	4.2	3.7	4.0	4.2	3.8	4.1	4.7	5.2	5.3	5.8	6.1	6.0	5.1	5.1
Nonferrous foundries.....	3.4	3.5	3.4	2.9	3.4	3.5	3.0	3.2	3.6	4.3	4.7	4.9	4.7	3.9	3.9
Miscellaneous primary metal products.....	3.5	4.0	4.3	4.1	4.5	3.8	4.2	5.2	5.3	5.4	5.6	6.5	5.9	5.2	5.2
Fabricated metal products.....	3.9	4.2	3.8	3.6	3.8	3.7	3.5	3.7	3.7	3.9	4.3	4.5	4.5	4.0	4.0
Metal cans.....	4.3	4.9	4.7	5.3	4.7	5.0	4.9	4.1	3.5	3.2	3.1	3.7	4.4	4.5	4.5
Cutlery, handtools, and hardware.....	3.6	3.8	3.3	2.4	2.7	2.8	2.8	3.1	3.1	3.2	3.4	3.5	3.5	3.4	3.4
Plumbing and heating, except electric.....	3.2	3.2	2.6	2.3	2.7	2.1	2.0	2.2	2.0	2.1	2.6	2.6	2.7	2.3	2.3
Fabricated structural metal products.....	3.8	4.1	3.9	3.5	3.7	3.6	3.4	3.5	3.6	3.8	4.5	4.4	4.1	3.6	3.6
Screw machine products, bolts, etc.....	5.0	5.3	4.8	4.5	5.0	4.9	5.0	5.9	6.5	6.7	7.1	7.2	6.9	5.4	5.4
Metal stampings.....	4.2	5.0	4.2	4.3	4.5	4.5	3.8	3.4	3.5	3.9	4.3	5.3	5.3	5.3	5.3
Metal services, nec.....	4.0	4.0	4.0	3.6	3.9	3.8	3.8	4.2	4.0	4.4	4.9	4.7	4.9	4.3	4.3
Miscellaneous fabricated wire products.....	3.8	3.6	3.3	3.2	3.4	3.2	3.2	3.6	3.6	3.9	4.0	4.5	4.3	3.8	3.8
Miscellaneous fabricated metal products.....	3.2	3.6	3.2	3.0	3.2	3.3	3.1	3.6	3.6	3.7	3.9	4.1	4.2	3.5	3.5
Machinery, except electrical.....	4.2	4.2	4.0	4.0	4.2	4.3	4.5	4.8	5.0	5.2	5.6	5.4	5.5	4.6	4.6
Engines and turbines.....	4.1	4.7	4.0	3.6	3.7	4.1	4.0	5.1	4.7	4.5	6.7	4.9	5.4	4.1	4.1
Farm machinery.....	2.4	2.5	2.3	2.1	2.6	3.1	3.4	4.1	4.5	4.2	3.6	3.1	3.8	2.9	2.9
Construction and related machinery.....	3.3	3.5	3.4	3.3	3.1	3.2	3.2	3.4	3.6	3.6	4.2	4.7	4.9	4.2	4.2
Metal working machinery.....	5.8	5.9	5.7	6.0	6.4	6.5	7.0	7.3	7.6	7.7	7.9	7.6	7.8	6.7	6.7
Special industry machinery.....	3.9	4.0	3.6	3.7	4.2	4.3	4.8	5.0	5.2	5.4	6.0	5.8	5.6	4.8	4.8
General industrial machinery.....	3.8	3.9	3.9	3.7	4.1	4.2	4.2	4.5	4.6	5.1	5.6	5.5	5.5	4.4	4.4
Office and computing machines.....	3.0	2.9	3.1	2.6	2.3	2.3	2.8	3.2	3.2	3.6	3.9	3.8	4.0	3.4	3.4
Service industry machines.....	3.1	3.5	2.6	3.2	3.1	3.1	2.5	3.0	2.9	2.5	3.4	3.6	3.4	2.9	2.9
Miscellaneous machinery, except electrical.....	5.4	5.3	5.6	5.2	5.5	5.3	5.3	5.5	6.0	6.4	6.4	6.5	6.3	5.4	5.4
Electrical equipment and supplies.....	2.7	2.7	2.4	2.2	2.4	2.2	2.1	2.4	2.5	2.8	3.3	3.3	3.3	2.8	2.8
Electrical test & distributing equipment.....	3.3	3.4	2.9	3.0	2.9	2.9	3.1	3.6	3.4	3.5	4.2	3.9	3.8	3.0	3.0
Electrical industrial apparatus.....	2.7	3.0	2.7	2.7	2.7	2.7	2.8	3.1	3.3	3.5	3.7	4.0	4.0	3.5	3.5
Household appliances.....	3.3	3.1	2.5	2.9	2.5	2.2	1.7	1.8	1.8	1.9	2.5	3.3	3.4	3.0	3.0
Electric lighting and wiring equipment.....	2.3	2.3	2.4	1.8	2.1	2.1	2.1	2.2	2.3	2.7	2.9	3.1	3.0	2.7	2.7
Radio and TV receiving equipment.....	2.7	2.7	2.3	1.6	1.6	1.0	.5	1.3	1.2	1.7	2.7	3.1	2.8	2.4	2.4
Communication equipment.....	3.0	2.9	2.5	2.3	2.7	2.6	2.5	2.9	3.1	3.2	3.7	3.3	3.3	2.7	2.7
Electronic components and accessories.....	2.2	2.0	1.7	1.8	1.9	1.7	1.7	1.9	2.3	2.6	2.9	2.7	3.0	2.4	2.4
Misc. electrical equipment & supplies.....	2.9	2.8	2.2	2.2	2.3	1.9	1.8	2.2	2.0	3.0	3.8	4.1	3.3	3.2	3.2
Transportation equipment.....	4.3	4.7	4.2	3.9	3.5	3.6	3.1	2.9	3.1	3.5	4.1	4.8	4.7	4.8	4.8
Motor vehicles and equipment.....	4.6	5.3	4.2	3.7	3.4	3.2	2.9	1.7	2.2	2.9	4.1	5.0	4.9	6.2	6.2
Aircraft and parts.....	4.3	4.8	4.7	4.4	3.8	4.2	4.2	4.4	4.4	4.4	4.5	5.1	5.0	3.3	3.3
Ship and boat building and repairing.....	3.5	3.2	3.0	3.4	3.4	3.5	3.6	3.6	3.2	3.9	4.2	3.9	4.0	3.4	3.4
Railroad equipment.....	1.9	1.8	1.9	2.0	2.2	2.3	2.1	2.3	3.6	3.7	3.7	3.4	3.3	2.6	2.6
Other transportation equipment.....	3.9	3.9	3.9	3.2	3.7	3.2	2.8	2.8	1.8	1.6	1.9	2.1	2.7	2.9	2.9
Instruments and related products.....	3.0	3.1	2.7	2.9	3.0	3.0	3.0	3.2	3.1	3.3	3.8	3.8	3.7	3.0	3.0
Engineering & scientific instruments.....	4.1	4.0	3.6	4.1	4.7	4.5	4.9	4.9	4.3	4.1	4.7	4.3	4.3	3.4	3.4
Mechanical measuring & control devices.....	2.9	3.1	2.5	2.5	2.4	2.7	2.3	2.9	2.6	3.4	4.1	4.1	4.1	2.9	2.9
Optical and ophthalmic goods.....	2.6	2.8	2.7	2.6	2.9	2.6	2.8	2.9	3.0	3.0	3.1	3.1	3.2	2.8	2.8
Ophthalmic goods.....	1.8	2.1	1.9	2.0	2.1	1.9	2.1	2.1	2.3	2.2	2.4	2.7	2.7	2.4	2.4
Medical instruments and supplies.....	2.2	2.4	2.2	2.5	2.4	2.4	2.3	2.2	2.3	2.2	2.6	2.8	2.7	2.1	2.1
Photographic equipment and supplies.....	3.6	3.6	3.3	3.5	3.5	3.4	3.7	4.0	4.1	4.0	4.4	4.5	4.6	4.1	4.1
Watches, clocks, and watches.....	2.4	2.3	1.8	2.0	1.8	1.6	1.6	2.3	2.2	2.5	2.8	2.8	2.6	2.4	2.4
Miscellaneous manufacturing industries.....	2.9	2.8	2.6	2.0	2.4	2.4	2.4	2.6	2.5	2.9	3.1	3.0	3.0	2.7	2.7
Jewelry, silverware, and plated ware.....	4.1	4.2	3.4	2.5	3.2	3.6	3.6	3.7	3.1	3.4	4.8	4.9	4.3	3.6	3.6
Toys and sporting goods.....	2.9	3.0	2.8	2.2	2.5	2.3	2.4	2.5	2.4	2.3	2.4	2.8	2.7	2.6	2.6
Pens, pencils, office and art supplies.....	2.0	2.3	1.8	2.0	1.7	2.0	1.9	2.3	2.2	2.2	3.1	3.2	2.5	2.3	2.3
Costume Jewelry and notions.....	2.7	2.3	2.5	1.6	2.6	2.4	2.4	2.1	2.5	2.5	2.7	2.9	2.9	2.5	2.5
Other manufacturing industries.....	2.7	2.5	2.3	1.9	2.3	2.2	2.1	2.5	2.3	2.4	2.6	2.9	2.9	2.7	2.7
Musical instruments and parts.....	2.3	2.0	1.5	1.4	1.7	1.7	1.6	2.4	2.2	2.3	3.5	3.9	3.2	3.0	3.0

See footnotes at end of table.

TABLE C-5. Average weekly overtime hours of production workers in manufacturing, by industry<sup>1</sup>—Continued

Industry	1967												1966		Annual average	
	Nov.	Oct. <sup>2</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1966	1965	
<i>Nondurable goods</i>																
Food and kindred products.....		4.1	4.7	4.2	4.3	4.2	3.9	3.6	3.6	3.6	3.8	4.0	4.0	4.0	3.8	
Meat products.....		4.7	5.5	4.6	4.7	4.4	4.2	4.0	3.7	3.7	4.8	5.1	5.1	4.3	4.2	
Dairy products.....		3.8	4.1	4.2	4.7	4.7	4.0	3.9	3.7	3.8	3.4	3.7	3.5	3.7	3.6	
Canned, cured, and frozen foods.....		3.2	4.3	3.4	3.2	3.2	3.0	2.3	2.7	2.8	2.9	2.9	2.9	3.1	2.9	
Grain mill products.....		7.7	7.7	7.9	7.6	6.1	6.0	5.7	6.0	5.8	7.0	6.7	6.6	6.8	6.6	
Bakery products.....		3.6	3.9	3.6	3.9	3.8	3.8	3.0	3.1	3.2	2.9	3.1	3.3	3.5	3.3	
Sugar.....		3.9	4.3	3.8	4.0	3.6	3.5	3.6	3.7	3.0	3.0	3.1	3.7	3.9	4.0	
Confectionery and related products.....		2.9	3.7	3.4	2.8	2.8	2.7	2.2	2.2	2.8	3.1	2.6	3.2	2.7	2.4	
Beverages.....		3.2	3.5	3.9	4.4	4.9	3.7	3.8	3.6	3.1	3.0	3.5	3.6	3.8	3.3	
Misc. foods and kindred products.....		4.6	4.8	4.5	4.5	4.8	4.5	4.1	4.4	4.3	4.2	4.7	4.9	4.4	4.3	
Tobacco manufacturers.....		2.1	2.3	1.7	2.4	2.2	1.7	1.8	1.3	1.9	1.1	1.9	1.2	1.2	1.1	
Cigarettes.....		1.2	1.5	1.8	3.9	3.3	2.2	2.5	1.8	1.0	1.1	2.2	1.2	1.7	.8	
Cigars.....		2.1	2.5	1.0	.6	1.1	1.1	.9	.9	.7	.6	1.0	1.2	1.1	1.3	
Textile mill products.....		4.2	4.1	3.9	3.3	3.5	3.5	3.4	3.3	3.3	3.5	3.8	4.2	4.4	4.2	
Weaving mills, cotton.....		4.5	4.3	4.2	3.5	3.9	4.1	4.4	4.4	4.6	4.6	5.0	4.3	5.3	4.8	
Weaving mills, synthetics.....		4.9	4.8	4.3	3.6	3.2	3.6	3.4	3.2	3.2	3.5	3.9	4.5	5.0	5.3	
Weaving and finishing mills, wool.....		4.7	4.7	5.0	4.9	4.5	4.4	3.9	3.5	3.6	4.0	3.9	3.9	4.7	4.4	
Narrow fabric mills.....		3.7	3.0	3.1	2.7	3.0	3.1	2.8	2.8	2.9	3.5	3.9	4.1	4.1	3.6	
Knitting mills.....		2.7	2.7	2.7	2.2	2.3	2.1	1.9	1.9	1.8	1.8	1.9	2.3	2.5	2.5	
Textile finishing, except wool.....		5.5	5.3	4.3	3.8	5.5	5.2	5.0	4.7	4.6	4.4	5.1	5.2	5.3	4.6	
Floor covering mills.....		6.1	5.9	6.0	5.0	4.9	4.3	3.3	3.3	3.3	3.5	4.0	4.8	4.7	4.7	
Yarn and thread mills.....		4.2	4.1	3.6	2.9	3.4	3.7	3.6	3.0	2.8	3.3	3.5	4.0	4.8	4.3	
Miscellaneous textile goods.....		4.7	5.0	4.2	3.4	3.7	3.6	3.6	3.5	3.6	4.2	4.2	5.0	4.9	4.3	
Apparel and other textile products.....		1.4	1.5	1.4	1.2	1.2	1.2	1.2	1.3	1.2	1.3	1.4	1.5	1.5	1.4	
Men's and boys' suits and coats.....		1.6	1.5	1.4	.8	1.3	1.1	1.4	1.5	1.5	1.6	1.5	1.7	1.6	1.5	
Men's and boys' furnishings.....		1.2	1.2	1.2	.9	1.0	.9	.9	.9	1.0	1.1	1.1	1.3	1.3	1.2	
Women's and misses' outerwear.....		1.1	1.3	1.3	1.3	1.2	1.2	1.3	1.4	1.3	1.3	1.2	1.3	1.4	1.3	
Women's and children's undergarments.....		1.5	1.6	1.3	1.3	1.0	.8	1.0	1.1	1.2	1.1	1.3	1.9	1.6	1.4	
Hats, caps, and millinery.....		.9	1.1	1.5	1.3	1.0	1.1	1.2	1.3	1.4	1.5	1.2	1.3	1.4	1.4	
Children's outerwear.....		1.1	1.2	1.3	1.3	1.3	1.1	1.1	1.1	1.0	1.0	1.6	1.8	1.5	1.4	
Fur goods and miscellaneous apparel.....		1.8	1.7	1.4	1.0	1.1	1.2	1.5	1.7	1.5	2.2	2.5	2.1	2.1	2.1	
Misc. fabricated textile products.....		2.5	2.9	2.5	1.6	1.7	1.8	1.5	1.7	1.5	1.5	2.2	2.5	2.5	2.1	
Paper and allied products.....		5.3	5.5	5.0	5.1	5.9	5.8	5.8	6.0	6.1	6.0	6.1	6.3	6.3	6.0	
Paper and pulp mills.....		6.0	6.5	6.0	6.5	5.9	6.1	6.0	6.1	6.0	6.1	6.0	6.1	6.3	6.0	
Paperboard mills.....		7.7	7.4	7.2	7.0	7.1	6.8	6.6	6.9	6.8	7.0	7.0	7.5	7.5	7.0	
Misc. converted paper products.....		3.8	3.9	3.5	3.7	3.5	3.3	3.2	3.6	3.7	3.9	3.9	4.3	4.1	3.5	
Paperboard containers and boxes.....		5.0	5.1	4.5	4.2	4.2	3.8	3.7	3.8	3.8	4.0	4.6	5.0	4.9	4.5	
Printing and publishing.....		3.2	3.4	3.1	3.0	3.0	3.1	3.2	3.4	3.0	3.1	3.7	3.6	3.5	3.1	
Newspapers.....		2.7	2.9	2.5	2.4	2.9	3.0	2.6	2.6	2.1	2.0	3.4	3.2	2.8	2.4	
Periodicals.....		4.6	5.2	4.4	4.2	3.3	3.0	3.5	3.8	3.4	3.7	3.4	4.5	4.2	3.8	
Books.....		2.2	2.4	3.5	3.2	3.0	4.4	4.6	4.9	4.3	4.5	4.4	4.1	4.9	4.2	
Commercial printing.....		3.7	4.1	3.5	3.3	3.2	3.1	3.4	3.8	3.4	3.5	4.0	3.9	3.9	3.4	
Blankbooks and bookbinding.....		2.5	2.7	2.6	2.0	2.1	2.7	2.5	2.5	2.3	2.8	2.7	2.7	2.9	2.5	
Other publishing & printing ind.....		2.9	3.1	3.1	2.9	2.8	2.7	2.9	3.1	3.3	3.3	3.5	3.5	3.3	3.1	
Chemicals and allied products.....		2.9	3.1	2.9	3.0	2.9	2.9	3.1	3.1	2.9	2.9	3.1	3.3	3.3	3.0	
Industrial chemicals.....		3.0	3.3	3.1	3.3	3.0	2.9	3.0	3.1	2.9	3.2	3.3	3.7	3.4	3.0	
Plastics materials and synthetics.....		2.8	2.7	2.9	2.8	2.8	2.6	2.3	2.4	2.3	2.3	2.9	2.9	3.2	2.9	
Drugs.....		2.4	2.4	2.1	2.3	2.1	2.4	2.6	2.6	2.9	3.2	3.1	2.8	2.8	2.6	
Soap, cleaners, and toilet goods.....		3.1	3.3	3.1	3.1	2.7	2.7	2.5	2.9	2.9	2.7	2.8	3.6	3.3	2.5	
Paints and allied products.....		3.2	3.6	3.1	2.9	3.2	3.1	2.4	2.5	2.1	2.1	2.4	2.7	3.0	2.7	
Agricultural chemicals.....		3.7	4.0	3.4	3.7	3.6	4.8	8.2	6.6	4.8	4.6	4.2	3.9	5.2	4.9	
Other chemicals products.....		3.0	3.3	2.9	3.0	3.4	2.8	3.2	3.0	3.0	2.8	3.3	3.4	3.3	3.0	
Petroleum and coal products.....		3.3	4.3	3.8	4.0	3.7	3.5	3.5	3.1	3.0	2.7	3.0	3.3	3.2	2.8	
Petroleum refining.....		4.3	4.3	2.5	3.0	2.8	2.9	3.0	2.8	2.8	2.5	2.6	2.9	2.5	2.1	
Other petroleum and coal products.....		3.2	3.0	4.5	7.3	6.8	5.4	5.5	4.2	3.6	3.7	4.4	4.8	5.4	5.5	
Rubber and plastics products, nec.....		8.2	8.7	4.5	3.2	3.9	3.5	3.2	3.4	3.4	3.9	4.2	4.5	4.4	4.1	
Tires and inner tubes.....		4.7	4.9	7.6	4.6	6.7	6.6	4.3	4.2	4.2	6.1	6.6	6.4	6.2	6.1	
Other rubber products.....		8.9	8.9	3.9	2.8	3.3	2.6	2.8	3.0	3.0	3.3	3.6	4.1	3.8	3.3	
Miscellaneous plastics products.....		3.9	4.1	3.7	3.2	3.7	3.3	3.0	3.4	3.3	3.3	3.6	4.0	4.1	4.0	
Leather and leather products.....		3.5	3.9	2.1	1.8	1.8	1.6	1.4	1.7	1.8	2.0	2.1	2.1	2.1	1.8	
Leather tanning and finishing.....		2.0	2.0	3.3	3.0	3.8	3.8	3.5	3.1	3.2	3.0	3.7	3.5	3.5	3.3	
Footwear, except rubber.....		3.9	3.9	3.3	3.0	3.8	3.8	3.5	3.1	3.2	3.0	3.7	3.5	3.5	3.3	
Other leather products.....		1.8	1.7	2.0	1.9	1.9	1.5	1.4	1.5	1.7	2.0	1.9	1.6	1.9	1.6	
Handbags and personal leather goods.....		2.0	2.1	2.0	1.9	1.9	1.5	1.4	1.7	1.6	1.7	2.1	2.8	2.3	2.0	
		1.9	2.2	1.9	1.8	1.6	1.4	1.3	1.7	1.7	1.6	1.7	2.9	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	
	Nov. <sup>2</sup>	Oct. <sup>2</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1966	1965
	Man-hours														
Total.....	116.1	115.3	116.8	116.5	113.8	114.8	111.7	110.5	110.2	109.4	112.3	116.2	117.6	115.9	109.3
Mining.....	77.4	77.9	79.1	81.1	84.3	83.0	80.0	79.2	77.1	76.7	79.1	81.4	81.1	82.2	83.0
Contract construction.....	118.3	122.6	127.1	130.1	127.8	120.2	110.4	104.7	97.1	92.5	99.1	107.4	111.9	114.7	110.5
Manufacturing.....	117.7	115.9	116.8	115.7	112.7	115.4	113.5	113.2	114.3	114.1	116.4	119.6	120.5	117.8	110.4
Durable goods.....	122.6	119.1	120.0	118.9	117.3	121.0	119.9	119.1	120.6	120.5	123.4	126.6	127.3	124.2	114.3
Ordnance and accessories.....	186.7	184.2	184.8	179.5	174.1	171.5	171.6	169.5	170.4	168.6	168.1	164.8	161.9	144.9	113.3
Lumber and wood products.....	94.0	94.9	95.2	95.7	95.0	97.1	91.6	90.8	90.1	88.4	89.4	90.7	93.3	97.4	97.0
Furniture and fixtures.....	124.5	125.6	124.3	123.0	116.3	120.5	117.3	117.7	120.1	121.1	123.1	130.6	131.3	127.7	119.5
Stone, clay, and glass products.....	110.0	108.8	110.1	111.2	109.7	109.6	106.0	104.5	102.5	100.1	103.0	106.9	110.1	111.2	108.3
Primary metal industries.....	104.7	102.4	104.6	106.3	107.3	110.2	109.1	108.7	111.3	112.5	116.0	115.4	116.5	116.9	113.3
Fabricated metal products.....	123.8	121.7	123.1	123.2	120.0	124.8	122.3	121.3	122.0	122.5	125.6	129.4	129.7	126.1	117.2
Machinery, except electrical.....	134.8	131.1	135.9	134.9	134.9	138.2	138.5	140.4	142.2	141.6	143.5	144.6	141.1	139.0	123.6
Electrical equipment and supplies.....	143.7	141.3	138.3	138.7	133.8	134.6	136.1	136.4	141.4	143.2	147.3	151.3	152.1	145.8	125.7
Transportation equipment.....	122.3	111.2	111.6	105.4	106.5	115.0	115.3	111.0	112.1	112.1	116.0	122.3	123.0	118.7	107.1
Instruments and related products.....	130.4	128.6	128.8	128.5	126.4	129.1	128.0	129.4	130.6	128.7	131.0	133.1	131.7	127.7	112.7
Misc. manufacturing industries.....	116.5	116.9	115.4	112.7	104.6	110.4	108.6	107.5	106.0	103.7	105.2	112.1	121.9	113.4	109.4
Nondurable goods.....	111.3	111.6	112.7	111.6	106.8	108.0	105.2	105.4	106.1	105.7	107.3	110.4	111.7	109.5	105.3
Food and kindred products.....	98.9	103.2	108.2	103.4	99.6	96.2	91.0	88.6	89.5	88.8	91.4	96.6	99.9	96.2	94.4
Tobacco manufactures.....	102.2	107.0	101.0	92.8	75.7	77.1	73.0	74.6	74.2	76.2	87.8	98.9	93.3	84.6	86.4
Textile mill products.....	105.4	104.7	103.7	102.8	98.4	102.2	100.0	99.5	99.9	99.4	101.3	103.9	105.4	106.0	102.0
Apparel and other textile products.....	118.1	116.5	117.1	118.5	111.3	116.2	115.3	114.7	116.6	117.1	116.9	118.6	120.5	118.7	115.1
Paper and allied products.....	117.7	117.2	117.5	118.4	116.6	118.0	113.1	112.7	114.0	112.9	114.1	116.9	117.8	115.0	109.6
Printing and publishing.....	118.5	117.9	118.8	118.9	117.9	118.6	118.0	118.5	119.3	117.4	117.2	119.9	118.6	115.8	110.0
Chemicals and allied products.....	118.7	117.7	117.4	117.6	117.3	117.4	116.7	118.7	116.6	115.2	115.5	117.1	117.5	115.9	110.2
Petroleum and coal products.....	85.0	86.8	87.3	87.1	87.4	85.7	83.1	82.3	79.5	78.6	77.5	80.1	81.7	81.0	78.7
Rubber and plastics products, nec.....	154.4	152.8	152.4	148.7	125.0	130.9	126.3	143.1	144.1	144.5	149.4	153.2	153.4	146.8	135.2
Leather and leather products.....	97.9	94.8	94.8	97.0	94.0	95.2	91.3	89.4	92.0	95.0	98.2	100.2	99.8	100.6	96.9
	Payrolls														
Mining.....	100.2	101.2	102.8	104.1	108.9	106.2	101.8	101.0	97.7	97.1	100.4	102.6	101.6	100.8	97.1
Contract construction.....	176.1	182.7	188.3	188.9	184.7	171.1	157.3	147.9	137.2	131.3	141.0	151.7	157.0	157.6	144.6
Manufacturing.....	160.6	156.4	157.6	154.5	150.5	153.8	150.9	149.9	151.1	150.4	153.1	156.9	157.4	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.  
 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	
	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1966	1965
All items	117.8	117.5	117.1	116.9	116.5	116.0	115.6	115.3	115.0	114.8	114.7	114.7	114.6	113.1	109.9
All items (1947-49=100)	144.5	144.2	143.7	143.4	142.9	142.3	141.8	141.5	141.1	140.9	140.7	140.7	140.6	138.8	134.8
Food	115.6	115.7	115.9	116.6	116.0	115.1	113.9	113.7	114.2	114.2	114.7	114.8	114.8	114.2	108.8
Food at home	112.3	112.6	112.9	113.9	113.3	112.3	110.9	110.8	111.5	111.7	112.3	112.6	112.8	112.6	107.2
Cereals and bakery products	118.4	118.2	118.4	118.4	118.2	118.3	118.8	118.5	118.6	118.5	118.8	118.8	118.6	115.8	111.2
Meats, poultry, and fish	111.4	112.3	113.4	113.1	112.3	111.6	108.5	109.0	110.0	110.7	110.3	110.9	111.8	114.1	105.1
Dairy products	117.8	117.9	117.3	116.6	116.4	116.3	115.9	115.7	115.7	116.1	116.4	116.5	116.7	111.8	105.0
Fruits and vegetables	116.7	115.3	115.6	122.7	124.4	119.9	116.4	114.2	115.2	114.2	115.3	114.3	114.9	117.6	115.2
Other foods at home <sup>2</sup>	101.5	102.3	102.4	102.6	100.2	100.0	100.7	101.4	102.3	102.5	104.9	105.7	104.8	103.9	101.8
Food away from home	132.0	131.4	130.8	130.3	129.7	129.1	128.7	128.3	127.7	127.4	127.0	126.3	125.7	123.2	117.8
Housing	115.5	115.3	115.0	114.7	114.3	114.1	113.9	113.6	113.3	113.3	113.1	113.0	112.6	111.1	108.5
Shelter <sup>3</sup>	119.4	119.0	118.7	118.4	117.9	117.7	117.5	116.9	116.6	116.8	116.5	116.4	115.8	114.1	110.6
Rent	113.2	113.0	112.8	112.6	112.4	112.2	112.1	111.9	111.8	111.7	111.4	111.3	111.3	110.4	108.9
Homeownership <sup>4</sup>	131.9	131.5	131.1	130.8	130.2	129.9	129.7	129.0	128.7	128.6	128.5	128.4	128.3	127.7	127.2
Fuel and utilities <sup>5</sup>	109.3	109.4	109.4	109.1	108.9	108.8	108.7	108.8	108.7	108.7	108.6	108.4	108.3	107.7	107.2
Fuel oil and coal	112.7	112.5	112.3	111.7	111.4	110.5	110.8	111.0	111.1	111.1	110.5	110.2	108.9	108.3	105.6
Gas and electricity	109.0	108.9	108.9	108.5	108.3	108.2	108.3	108.4	108.3	108.3	108.3	107.9	108.1	108.1	107.8
Household furnishings and operation <sup>6</sup>	109.3	109.1	108.8	108.3	108.2	108.1	107.9	107.7	107.3	107.0	106.7	106.7	106.5	105.0	103.1
Apparel and upkeep <sup>7</sup>	116.6	116.0	115.1	113.8	113.7	113.9	113.8	113.0	112.6	111.9	111.3	112.3	112.0	109.6	106.8
Men's and boys'	116.6	116.1	115.5	114.5	113.9	114.1	114.0	113.5	112.7	111.8	111.6	112.6	112.4	110.3	107.4
Women's and girls'	113.5	112.7	111.1	108.8	109.2	109.7	109.6	108.4	108.2	107.3	106.4	108.1	107.8	105.1	103.1
Footwear	127.6	127.1	126.4	126.0	125.4	125.4	125.2	124.9	124.2	123.4	122.9	122.9	122.8	119.6	112.9
Transportation	118.3	117.7	116.8	116.4	116.2	115.7	115.5	115.1	114.2	113.8	113.4	113.8	114.5	112.7	111.1
Private	116.2	115.7	114.8	114.4	114.1	113.7	113.6	113.2	112.2	111.8	111.4	111.7	112.6	111.0	109.7
Public	134.6	133.0	133.0	132.8	132.7	132.2	130.9	130.6	130.5	130.0	129.8	129.8	129.6	125.8	121.4
Health and recreation	126.2	125.5	124.9	124.2	123.6	123.2	122.8	122.6	122.2	121.8	121.4	121.0	120.8	119.0	115.6
Medical care	139.7	139.0	138.5	137.5	136.9	136.3	135.7	135.1	134.6	133.6	132.9	131.9	131.3	127.7	122.3
Personal care	116.9	116.5	116.4	116.1	115.5	115.3	115.0	114.9	114.4	114.1	113.8	113.7	113.4	112.2	109.9
Reading and recreation	122.0	121.4	120.5	120.0	119.8	119.7	119.6	119.4	118.9	118.6	118.5	118.4	118.3	117.1	115.2
Other goods and services <sup>8</sup>	121.0	120.3	119.7	118.8	117.8	116.9	116.7	116.6	116.4	116.3	116.2	115.9	116.0	114.9	111.4
Special groups:															
All items less shelter	117.5	117.1	116.7	116.5	116.1	115.6	115.1	114.8	114.6	114.3	114.2	114.3	114.4	112.9	109.6
All items less food	118.7	118.2	117.7	117.1	116.8	116.5	116.3	115.9	115.4	115.2	114.8	114.9	114.8	113.0	110.4
All items less medical care	116.5	116.2	115.8	115.6	115.2	114.8	114.4	114.1	113.8	113.7	113.6	113.7	113.6	112.3	109.1
Commodities	112.6	112.4	112.0	111.9	111.5	111.0	110.5	110.2	110.0	109.9	109.9	110.1	110.2	109.2	106.4
Nondurables <sup>9</sup>	115.3	115.1	114.9	114.8	114.3	113.8	113.2	113.0	112.9	112.7	112.7	113.0	112.9	111.8	107.9
Durables <sup>10</sup>	106.0	105.7	104.8	104.4	104.3	104.1	103.9	103.4	102.9	102.8	102.7	103.1	103.5	102.7	102.6
Services <sup>11</sup> 12	129.6	129.1	128.7	128.2	127.7	127.4	127.0	126.6	126.3	125.9	125.5	125.2	124.7	122.3	117.8
Commodities less food	111.1	110.6	110.0	109.4	109.1	108.9	108.7	108.4	107.8	107.6	107.3	107.7	107.8	106.5	105.1
Nondurables less food	115.2	114.5	114.1	113.2	112.8	112.7	112.7	112.4	111.8	111.5	111.0	111.4	111.3	109.7	107.2
Apparel commodities	115.7	115.1	114.1	112.7	112.6	112.8	112.7	111.9	111.5	110.7	110.1	111.2	110.9	108.5	105.8
Apparel commodities less footwear	113.4	112.7	111.7	110.0	110.0	110.3	110.2	109.4	109.0	108.2	107.6	108.8	108.6	106.3	104.4
Nondurables less food and apparel	114.8	114.2	114.1	113.4	113.0	112.7	112.6	112.7	112.0	111.9	111.6	111.6	111.5	110.3	108.0
New cars	101.4	101.1	96.1	96.9	97.0	96.8	96.9	97.0	97.2	97.3	97.6	98.6	99.3	97.2	99.0
Used cars	125.6	126.0	126.2	125.2	124.8	122.4	121.4	118.8	115.9	114.0	113.0	114.2	119.3	117.8	120.8
Household durables <sup>13</sup>	98.8	98.7	98.4	98.2	98.1	98.0	98.1	98.0	97.8	97.7	97.6	97.7	97.6	96.8	96.9
Household furnishings	101.8	101.5	101.2	100.8	100.8	100.7	100.6	100.6	100.3	100.0	99.7	100.0	99.9	98.8	97.9
Services less rent <sup>11</sup>	133.2	132.7	132.3	131.7	131.2	130.8	130.4	130.0	129.5	129.2	128.8	128.3	127.7	125.0	120.0
Household services less rent	128.6	128.4	128.1	127.5	127.0	126.7	126.5	126.0	125.6	125.5	125.1	124.9	124.2	121.5	117.0
Transportation services	130.0	129.2	128.9	128.8	128.3	128.1	127.7	127.6	127.4	127.2	126.9	126.5	126.1	124.3	119.3
Medical care services	149.6	148.7	148.0	146.7	146.0	145.2	144.4	143.6	142.9	141.6	140.6	139.4	138.6	134.9	127.1
Other services <sup>14</sup>	133.9	133.1	132.4	131.9	131.6	131.3	130.8	130.3	129.7	129.4	129.1	128.9	128.5	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 housefurnishings 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, shrunberry, 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	
	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.
Food.....	116.1	115.8	115.6	115.8	115.0	115.3	114.5	113.9	114.3	114.0	114.9	115.3	115.3
Food at home.....	112.9	112.7	112.5	112.9	112.0	112.6	111.5	110.9	111.6	111.4	112.5	113.1	113.4
Meats, poultry, and fish.....	111.3	111.2	111.1	112.1	112.2	113.1	110.3	110.0	110.4	110.4	110.4	111.3	111.5
Dairy products.....	117.0	117.3	117.1	116.6	117.0	117.4	116.6	116.3	115.6	115.9	115.8	115.9	116.1
Fruits and vegetables.....	121.1	120.5	119.7	120.6	116.0	115.1	113.5	112.1	114.7	114.4	118.5	117.6	119.6
Other foods at home.....	100.9	101.1	101.3	102.5	101.1	101.6	101.7	101.9	102.8	102.3	104.4	104.9	104.1
Fuel and utilities <sup>3</sup> .....	109.1	109.4	109.5	109.5	109.3	108.8	108.8	108.7	108.4	108.7	108.2	108.0	108.1
Fuel oil and coal <sup>4</sup> .....	112.1	112.8	113.8	113.9	113.7	112.4	112.4	110.3	109.4	108.9	108.3	108.0	108.3
Apparel and upkeep <sup>5</sup> .....	115.9	115.4	114.9	114.3	114.2	113.9	113.7	113.1	112.9	112.3	111.9	111.7	111.3
Men's and boys'.....	115.7	115.6	115.3	115.0	114.4	114.2	114.0	113.6	113.2	112.2	111.9	111.9	111.7
Women's and girls'.....	112.3	111.5	110.7	109.6	109.7	109.8	109.6	108.7	108.6	107.9	107.5	107.1	107.5
Footwear.....	127.2	126.8	126.5	126.3	125.8	125.3	125.2	124.8	124.3	123.5	123.0	122.5	122.3
Transportation.....	117.8	117.3	117.0	116.3	116.0	115.9	115.6	115.3	114.5	114.3	113.2	113.3	114.0
Private.....	115.6	115.4	115.1	114.3	113.9	113.8	113.7	113.4	112.7	112.2	111.3	111.4	112.0
Special groups:													
Commodities <sup>6</sup> .....	112.5	112.3	112.0	111.8	111.3	111.1	110.6	110.3	110.1	110.0	110.1	110.1	110.1
Nondurables.....	115.4	115.0	114.7	114.6	113.7	113.9	113.4	113.1	113.0	112.7	112.9	113.1	112.9
Durables <sup>6,7</sup> .....	105.6	105.5	105.1	104.9	104.4	104.1	103.9	103.4	103.0	103.0	102.7	102.9	103.1
Commodities less food <sup>6</sup> .....	110.7	110.4	110.1	109.6	109.2	108.9	108.8	108.4	108.0	107.9	107.4	107.4	107.4
Nondurables less food.....	114.7	114.2	114.0	113.4	113.0	112.8	112.8	112.5	112.0	111.8	111.1	111.1	111.0
Apparel commodities.....	114.8	114.3	113.9	113.2	113.2	112.9	112.6	112.1	111.9	111.3	110.8	110.5	110.0
Apparel commodities less footwear.....	112.4	111.9	111.4	110.6	110.6	110.4	110.2	109.6	109.4	108.9	108.4	108.0	107.6
New cars.....	99.8	100.4	97.9	98.2	98.0	97.2	97.1	96.8	97.1	96.9	96.9	97.5	97.7
Used cars.....	124.7	124.8	125.1	123.3	123.1	120.9	121.9	119.4	117.9	117.2	115.1	114.0	118.0
Housefurnishings.....	101.7	101.5	101.2	101.1	100.9	100.6	100.5	100.4	100.2	100.2	100.0	100.0	99.8

<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
	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1966	1965	Nov. 1967
	All items															
U.S. city average <sup>3</sup> .....	117.8	117.5	117.1	116.9	116.5	116.0	115.6	115.3	115.0	114.8	114.7	114.7	114.6	113.1	109.9	144.5
Atlanta, Ga.....	(4)	(4)	115.6	(4)	(4)	114.8	(4)	(4)	114.0	(4)	(4)	113.3	(4)	111.5	108.1	(4)
Baltimore, Md.....	(4)	(4)	117.6	(4)	(4)	115.7	(4)	(4)	114.8	(4)	(4)	114.5	(4)	113.4	109.6	(4)
Boston, Mass.....	(4)	120.8	(4)	(4)	119.9	(4)	(4)	118.8	(4)	(4)	118.6	(4)	(4)	117.0	113.2	(4)
Buffalo, N.Y. (Nov. 1963=100).....	111.2	(4)	(4)	110.4	(4)	(4)	109.5	(4)	(4)	108.5	(4)	(4)	108.0	107.0	103.5	(4)
Chicago, Ill.—Northwestern Ind.....	115.5	115.1	115.0	114.5	113.7	112.9	112.6	112.2	112.3	112.2	111.8	112.2	111.9	110.7	107.6	145.6
Cincinnati, Ohio—Kentucky.....	(4)	(4)	114.7	(4)	(4)	113.1	(4)	(4)	111.6	(4)	(4)	111.2	(4)	110.3	107.2	(4)
Cleveland, Ohio.....	114.7	(4)	(4)	113.2	(4)	(4)	111.8	(4)	(4)	111.5	(4)	(4)	110.9	109.7	106.9	142.5
Dallas, Tex. (Nov. 1963=100).....	109.1	(4)	(4)	108.9	(4)	(4)	107.5	(4)	(4)	107.0	(4)	(4)	106.5	105.0	101.4	(4)
Detroit, Mich.....	116.0	115.5	115.3	115.3	115.0	114.7	114.5	114.6	114.3	113.5	113.3	113.3	112.7	111.1	106.4	143.0
Honolulu, Hawaii (Dec. 1963=100).....	(4)	(4)	108.7	(4)	(4)	107.9	(4)	(4)	106.7	(4)	(4)	106.6	(4)	105.1	102.1	(4)
Houston, Tex.....	(4)	115.6	(4)	(4)	114.3	(4)	(4)	113.6	(4)	(4)	113.0	(4)	(4)	111.5	108.5	(4)
Kansas City, Mo.—Kansas.....	(4)	(4)	120.1	(4)	(4)	117.4	(4)	(4)	117.9	(4)	(4)	117.3	(4)	116.3	113.3	(4)
Los Angeles—Long Beach, Calif.....	120.0	118.9	119.1	118.3	117.5	117.3	116.9	116.3	115.4	115.7	115.8	116.3	116.3	114.7	112.5	149.6
Milwaukee, Wis.....	114.5	(4)	(4)	113.6	(4)	(4)	112.2	(4)	(4)	111.4	(4)	(4)	111.6	110.6	108.2	144.4
Minneapolis—St. Paul, Minn.....	(4)	118.4	(4)	(4)	115.6	(4)	(4)	114.2	(4)	(4)	113.4	(4)	(4)	112.2	109.5	(4)
New York, N.Y.—Northeastern N.J.....	120.3	120.2	119.7	119.4	119.1	118.7	118.4	118.2	118.2	118.0	117.5	117.6	117.7	116.0	112.2	145.0
Philadelphia, Pa.—N.J.....	118.6	118.3	117.9	117.4	116.7	116.6	116.0	115.8	115.5	115.3	115.0	115.3	115.0	113.7	110.6	145.6
Pittsburgh, Pa.....	(4)	115.5	(4)	(4)	115.0	(4)	(4)	114.2	(4)	(4)	114.0	(4)	(4)	113.0	110.2	(4)
Portland, Oreg.—Wash.....	(4)	119.4	(4)	(4)	118.2	(4)	(4)	117.4	(4)	(4)	117.1	(4)	(4)	115.3	111.3	(4)
St. Louis, Mo.—Ill.....	(4)	(4)	117.7	(4)	(4)	116.5	(4)	(4)	115.5	(4)	(4)	114.9	(4)	113.5	109.9	(4)
San Diego, Calif. (Feb. 1965=100).....	106.5	(4)	(4)	105.9	(4)	(4)	104.1	(4)	(4)	103.7	(4)	(4)	103.5	102.1	100.1	(4)
San Francisco—Oakland, Calif.....	(4)	(4)	120.4	(4)	(4)	118.4	(4)	(4)	117.1	(4)	(4)	117.2	(4)	115.6	112.7	(4)
Scranton, Pa.....	119.6	(4)	(4)	118.7	(4)	(4)	117.1	(4)	(4)	116.3	(4)	(4)	116.2	114.9	111.0	142.7
Seattle, Wash.....	119.2	(4)	(4)	118.2	(4)	(4)	116.8	(4)	(4)	115.9	(4)	(4)	115.6	114.1	111.0	149.8
Washington, D.C.—Md.—Va.....	117.8	(4)	(4)	117.3	(4)	(4)	115.7	(4)	(4)	115.1	(4)	(4)	114.6	113.3	109.6	141.8
	Food															
U.S. city average <sup>3</sup> .....	115.6	115.7	115.9	116.6	116.0	115.1	113.9	113.7	114.2	114.2	114.7	114.8	114.8	114.2	108.8	-----
Atlanta, Ga.....	114.1	115.0	115.1	115.4	114.4	114.3	113.6	112.9	113.6	113.5	114.1	113.8	114.0	112.9	107.4	-----
Baltimore, Md.....	116.7	117.6	118.1	118.3	117.6	115.5	114.9	114.8	114.9	115.2	115.3	116.0	115.9	115.9	109.3	-----
Boston, Mass.....	109.7	120.5	121.3	121.1	120.1	119.0	118.3	117.7	118.4	118.2	119.0	118.8	118.5	117.0	112.5	-----
Buffalo, N.Y. (Nov. 1963=100).....	119.9	109.9	110.4	111.3	111.1	110.6	108.9	108.9	109.4	109.3	109.7	109.3	109.7	108.8	104.1	-----
Chicago, Ill.—Northwestern Ind.....	116.4	116.7	116.6	117.7	116.4	114.5	113.9	113.1	114.1	114.7	114.1	114.7	114.7	114.6	108.8	-----
Cincinnati, Ohio—Kentucky.....	112.0	112.2	112.4	114.4	115.2	113.7	111.9	111.3	111.4	111.2	111.5	111.7	112.4	111.8	106.2	-----
Cleveland, Ohio.....	112.5	112.1	112.4	113.0	112.2	111.5	109.9	109.6	110.3	110.0	110.9	111.5	111.8	110.9	104.8	-----
Dallas, Tex. (Nov. 1963=100).....	110.0	110.2	110.0	110.8	110.2	109.4	108.4	107.9	108.9	109.8	110.5	110.9	111.0	110.0	103.9	-----
Detroit, Mich.....	114.7	114.7	114.5	116.3	115.1	113.5	113.0	112.6	113.2	112.7	113.0	113.1	113.1	112.2	105.0	-----
Honolulu, Hawaii (Dec. 1963=100).....	111.1	111.1	110.3	110.1	109.9	109.5	108.4	108.0	108.3	107.7	108.1	108.0	108.7	107.0	103.5	-----
Houston, Tex.....	115.9	116.1	116.2	116.1	115.9	115.0	114.2	115.5	115.7	116.0	116.6	116.9	116.6	115.4	109.2	-----
Kansas City, Mo.—Kansas.....	118.9	118.6	118.5	119.1	118.4	117.8	116.1	116.0	116.6	117.2	118.0	117.8	117.5	117.2	111.3	-----
Los Angeles—Long Beach, Calif.....	115.7	115.2	115.1	114.6	114.3	113.6	112.4	112.4	112.5	112.8	113.7	114.0	113.7	113.3	110.7	-----
Milwaukee, Wis.....	114.7	115.2	114.9	116.5	-----	-----	113.5	-----	-----	112.8	-----	-----	114.3	114.0	107.7	-----
Minneapolis—St. Paul, Minn.....	113.5	113.4	113.1	114.3	113.1	112.3	111.8	112.2	112.5	112.5	113.0	112.9	112.6	112.4	107.1	-----
New York, N.Y.—Northeastern N.J.....	116.0	116.1	116.2	117.2	116.5	115.5	114.3	114.4	114.9	115.0	115.5	115.3	115.7	115.1	109.8	-----
Philadelphia, Pa.—N.J.....	115.1	115.3	116.5	115.9	114.7	114.5	113.3	113.0	113.1	113.6	113.7	114.0	113.5	113.1	107.2	-----
Pittsburgh, Pa.....	111.7	111.8	112.0	113.1	112.9	111.6	109.1	109.5	109.7	110.2	111.3	111.2	111.4	111.8	107.5	-----
Portland, Oreg.—Wash.....	-----	115.2	-----	-----	115.9	-----	-----	-----	114.1	-----	116.0	115.7	115.6	116.0	114.7	109.6
St. Louis, Mo.—Ill.....	119.2	119.7	119.0	120.0	119.9	118.8	117.4	117.2	118.1	118.5	119.3	119.2	118.6	117.8	111.5	-----
San Diego, Calif. (Feb. 1965=100).....	108.9	108.5	108.6	109.1	-----	-----	106.2	-----	-----	105.9	-----	-----	106.6	106.5	102.7	-----
San Francisco—Oakland, Calif.....	115.1	115.4	115.7	116.4	116.1	114.4	112.8	113.0	113.2	113.3	114.4	114.4	115.1	114.2	110.2	-----
Scranton, Pa.....	114.7	-----	-----	116.0	-----	-----	112.0	-----	-----	112.1	112.6	113.1	113.2	112.8	107.7	-----
Seattle, Wash.....	115.8	115.2	115.2	115.2	115.4	114.4	113.6	113.1	113.3	113.5	114.0	114.3	114.7	114.1	110.3	-----
Washington, D.C.—Md.—Va.....	116.0	116.8	117.8	118.0	116.3	115.7	114.4	114.8	115.3	114.7	114.7	114.7	113.5	114.0	108.4	-----

<sup>1</sup> See footnote 1, table D-1. Indexes measure time-to-time changes in prices. They do not indicate whether it costs more to live in one area than in another.

<sup>2</sup> The areas listed include not only the central city but the entire urban portion of the Standard Metropolitan Statistical Area, as defined for the 1960 Census of Population; except that the Standard Consolidated Area is used for New York and Chicago.

<sup>3</sup> Average of 56 "cities" (metropolitan areas and nonmetropolitan urban places) beginning January 1966.

<sup>4</sup> All items indexes are computed monthly for 5 areas and once every 3 months on a rotating cycle for other areas.



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	
	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1966	1965
All commodities	106.2	106.1	106.2	106.1	106.5	106.3	105.8	105.3	105.7	106.0	106.2	105.9	105.9	105.9	102.5
Farm products and processed foods and feeds	103.4	104.1	105.3	105.2	107.3	106.8	105.0	103.4	104.6	105.7	107.0	106.7	107.1	108.9	102.1
Farm products	96.4	97.1	98.4	99.2	102.8	102.4	100.7	97.6	99.6	101.0	102.6	101.8	102.5	105.6	98.4
Fresh and dried fruits and vegetables	102.9	91.6	92.2	96.6	107.9	114.3	104.4	99.6	98.4	104.5	101.8	101.3	104.2	102.5	101.8
Grains	81.3	86.6	85.6	86.1	92.6	96.1	98.0	98.3	99.9	95.8	100.7	101.5	98.0	97.3	89.6
Livestock	96.2	101.8	103.5	106.3	107.4	104.9	102.6	94.0	97.4	99.5	101.4	97.9	98.4	110.0	100.5
Live poultry	65.6	73.8	72.9	77.3	91.9	85.7	85.6	89.0	90.8	87.1	88.1	77.2	85.1	91.4	87.2
Plant and animal fibers	74.9	72.4	72.4	71.4	70.9	70.9	69.9	69.9	70.3	70.2	70.8	71.0	70.9	82.3	91.1
Fluid milk	123.6	123.5	123.7	120.9	121.3	121.3	120.9	119.1	119.0	122.9	123.4	124.0	124.4	117.6	103.5
Eggs	80.7	76.8	83.1	82.1	86.0	76.0	74.5	77.0	90.8	84.0	100.0	100.0	121.8	107.9	93.5
Hay, hayseeds, and oilseeds	109.9	108.5	109.0	111.6	117.1	116.6	117.8	118.4	120.5	120.3	123.5	124.5	122.9	122.9	112.9
Other farm products	100.9	97.4	97.7	99.3	99.7	100.2	99.9	99.2	99.5	100.5	99.6	97.5	98.7	101.5	97.6
Processed foods and feeds	110.9	111.7	112.7	112.1	113.1	112.6	110.7	110.0	110.6	111.7	112.8	112.8	112.6	113.0	106.7
Cereal and bakery products	117.0	116.8	116.6	116.8	116.9	117.2	117.4	117.2	117.5	117.3	117.6	118.0	118.7	115.4	109.0
Meats, poultry, and fish	102.2	104.7	108.6	107.4	109.9	108.3	103.8	100.6	101.7	104.7	105.4	104.4	104.2	110.2	101.0
Dairy products	123.0	123.0	122.8	122.1	122.0	122.2	120.8	120.1	120.7	121.2	121.8	122.3	122.6	118.5	108.5
Processed fruits and vegetables	112.0	109.3	107.9	107.1	107.0	106.5	105.1	104.3	104.2	104.3	105.9	105.8	105.9	104.8	102.1
Sugar and confectionery	113.9	113.9	113.8	113.8	113.7	112.7	112.0	111.8	112.5	112.6	113.0	112.6	112.1	110.5	109.0
Beverages and beverage materials	107.4	107.3	106.7	106.6	106.4	106.3	106.0	105.9	105.6	105.9	105.8	105.8	105.6	105.8	105.7
Animal fats and oils	70.8	76.3	79.6	83.0	77.4	82.4	82.0	89.8	91.5	89.6	92.0	94.9	97.5	105.6	113.1
Crude vegetable oils	82.7	83.3	87.9	89.8	86.8	91.7	93.9	93.8	94.2	94.1	94.1	94.1	99.2	107.2	100.9
Refined vegetable oils	87.5	88.1	91.3	91.9	88.3	93.5	96.6	96.8	96.9	96.7	93.0	101.2	102.2	108.7	97.0
Vegetable oil end products	101.5	101.8	102.0	101.0	101.3	101.6	101.6	101.6	101.8	103.5	106.3	106.3	106.8	104.6	101.2
Miscellaneous processed foods	113.1	112.6	112.5	111.2	113.1	112.6	112.4	112.9	112.0	111.5	112.6	113.7	114.6	114.0	113.6
Manufactured animal feeds	118.8	120.6	121.5	119.6	123.2	122.4	118.7	122.9	124.8	125.9	132.1	132.0	128.4	126.6	116.3
All commodities except farm products	107.3	107.2	107.1	106.8	106.8	106.7	106.4	106.2	106.3	106.5	106.5	106.3	106.3	105.8	102.9
Industrial commodities	107.1	106.8	106.5	106.3	106.0	106.0	106.0	106.0	106.0	106.0	105.8	105.5	105.5	104.7	102.5
Textile products and apparel	103.0	102.2	102.0	101.7	101.5	101.6	101.6	101.8	101.8	102.0	102.0	101.8	102.1	102.1	101.8
Cotton products	101.2	99.1	99.2	98.8	98.9	99.7	100.3	100.8	101.3	101.8	102.5	102.7	103.0	102.5	100.2
Wool products	102.2	102.8	102.7	102.9	103.3	103.2	103.1	102.9	104.0	104.7	104.7	104.8	105.1	106.0	104.3
Manmade fiber textile products	88.1	86.9	86.3	85.9	85.5	85.8	86.3	86.8	86.9	87.1	87.1	86.9	87.7	89.5	95.0
Silk yarns	183.9	179.5	175.7	172.6	168.4	167.0	167.0	164.5	164.1	164.1	166.1	163.2	161.1	153.6	134.3
Apparel	108.0	107.5	107.4	107.3	107.1	106.7	106.3	106.2	106.0	105.9	105.7	105.4	105.5	105.0	103.7
Textile housefurnishings	107.3	107.4	106.8	105.3	105.3	105.3	105.5	105.2	105.1	105.3	105.3	105.3	105.3	104.4	103.1
Miscellaneous textile products	114.5	115.9	115.6	116.0	117.1	118.0	118.5	119.4	120.8	121.0	120.5	119.7	119.1	122.6	123.0
Hides, skins, leather, and related products	115.4	114.8	114.4	114.4	115.2	115.6	115.2	115.7	116.9	118.0	117.9	117.3	117.5	119.7	109.2
Hides and skins	90.4	86.8	83.2	86.8	93.4	95.8	87.2	88.3	98.9	107.8	110.1	109.2	114.3	140.8	111.2
Leather	106.5	104.7	105.3	109.2	109.5	110.2	110.9	112.9	114.6	116.3	116.9	116.2	114.1	121.1	108.1
Footwear	123.7	123.6	121.8	121.2	121.4	121.5	121.4	121.5	121.7	121.6	120.9	120.3	120.1	118.2	110.7
Other leather and related products	111.9	111.9	111.8	112.5	112.9	113.3	114.3	114.5	114.4	114.6	114.5	114.2	115.1	114.4	106.1
Fuels and related products, and power	102.8	103.0	104.5	104.7	103.9	104.0	104.4	103.3	103.7	103.4	102.6	102.4	102.7	101.3	98.9
Coal	104.8	103.8	104.1	103.0	103.0	102.4	102.6	102.7	102.2	102.3	102.3	102.4	101.9	98.6	96.5
Coke	112.0	112.0	112.0	112.0	112.0	112.0	112.0	112.0	112.0	112.0	112.0	112.0	112.0	109.8	107.3
Gas fuels (Jan. 1958=100)	132.8	132.7	132.6	132.0	131.8	134.3	135.0	134.8	134.6	134.5	134.6	132.0	130.6	129.3	124.1
Electric power (Jan. 1958=100)	100.9	100.8	100.7	100.5	100.6	100.5	100.6	100.6	100.6	100.6	100.6	100.8	100.3	100.3	100.8
Crude petroleum	99.0	99.0	99.0	99.0	98.4	98.3	98.3	98.3	98.3	98.2	98.2	98.1	98.1	97.5	96.8
Petroleum products, refined	100.4	101.0	103.9	104.6	103.3	103.1	103.7	101.7	102.4	101.9	100.3	100.2	101.3	99.5	95.9
Chemicals and allied products	98.2	98.2	97.9	98.0	98.3	98.5	98.8	98.8	98.5	98.5	98.4	98.2	98.0	97.8	97.4
Industrial chemicals	98.3	98.3	97.1	97.1	97.2	97.2	97.5	97.6	97.0	96.9	96.6	96.4	96.0	95.7	95.0
Prepared paint	109.9	109.9	109.9	108.8	108.8	108.8	108.8	108.8	108.8	108.7	108.7	108.5	107.8	106.8	105.4
Paint materials	91.4	91.0	90.6	90.7	90.9	91.0	91.0	91.2	90.8	90.8	90.6	90.6	90.4	90.1	89.8
Drugs and pharmaceuticals	93.7	93.6	93.5	93.6	94.1	94.1	94.1	94.0	94.4	94.2	94.7	94.7	95.0	94.5	94.4
Fats and oils, inedible	77.9	78.5	77.1	77.2	77.1	79.5	82.9	85.3	81.5	85.4	82.3	81.1	81.1	81.1	81.1
Agricultural chemicals and chemical products	101.7	101.6	101.2	101.8	103.5	105.1	105.2	105.2	105.9	105.4	104.2	103.1	103.3	102.8	101.8
Plastic resins and materials	86.3	86.1	87.7	89.5	90.0	90.3	90.7	90.4	90.3	90.5	90.3	90.2	90.2	89.0	88.4
Other chemicals and allied products	108.6	108.8	108.7	108.7	108.7	108.5	108.7	108.6	107.8	107.3	107.4	107.0	106.9	106.6	105.3
Rubber and rubber products	99.1	98.8	98.2	97.8	95.8	95.8	95.8	95.9	95.9	95.8	95.6	95.0	95.0	94.8	92.9
Crude rubber	83.8	84.2	83.9	84.8	85.7	86.2	85.9	86.5	86.5	87.1	87.6	87.6	87.7	89.2	90.0
Tires and tubes	98.7	98.7	98.7	98.7	94.0	94.0	94.0	94.0	94.0	94.0	94.0	93.9	93.9	93.3	90.0
Miscellaneous rubber products	105.6	104.8	103.7	102.3	101.6	101.5	101.5	101.5	100.9	100.4	99.7	99.3	99.2	98.8	97.1
Lumber and wood products	106.7	107.3	108.7	106.1	105.3	104.7	104.2	104.1	103.6	103.6	102.6	102.5	103.0	102.6	101.1
Lumber	110.9	111.2	112.0	109.0	108.3	108.0	107.0	106.6	106.0	105.4	104.5	104.5	105.6	108.5	101.9
Millwork	113.5	113.4	113.1	112.6	111.7	111.7	111.7	111.6	111.1	111.2	110.3	110.3	110.3	110.0	107.7
Plywood	87.8	90.2	95.7	90.9	89.4	87.6	87.5	87.9	87.7	89.2	87.3	87.4	86.9	92.8	92.3
Other wood products (Dec. 1966=100)	101.5	101.5	101.3	101.6	102.0	102.0	102.0	102.0	102.0	102.0	102.0	100.0	100.0	100.0	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	
	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1966	1965
Industrial Commodities—Continued															
Pulp, paper, and allied products.....	104.6	104.3	104.1	104.0	104.1	103.9	103.9	103.9	103.6	103.3	103.1	103.0	103.0	102.6	99.9
Pulp, paper, and products, excluding building paper and board.....	105.1	104.8	104.6	104.5	104.6	104.3	104.3	104.3	104.0	103.7	103.5	103.4	103.4	103.0	100.2
Woodpulp.....	98.0	98.0	98.0	98.0	98.0	98.0	98.0	98.0	98.0	98.0	98.0	98.0	98.0	98.0	98.1
Wastepaper.....	76.5	76.6	75.4	74.6	76.2	76.7	77.5	79.1	79.7	83.2	83.9	90.5	92.7	105.0	99.4
Paper.....	111.2	111.2	110.9	110.9	110.9	109.6	109.5	109.3	108.5	108.5	108.5	108.5	108.5	108.5	104.1
Paperboard.....	97.3	97.3	97.3	97.3	97.3	97.3	97.3	97.3	97.3	97.3	97.3	97.3	97.2	97.1	96.4
Converted paper and paperboard products.....	105.5	104.9	104.8	104.6	104.7	104.9	104.9	104.9	104.7	104.0	103.7	103.2	103.1	102.3	99.3
Building paper and board.....	92.0	92.1	91.4	91.3	91.5	91.5	91.7	92.2	92.3	92.4	92.4	92.7	93.1	92.6	92.7
Metals and metal products.....	110.5	109.8	109.6	109.2	109.0	108.9	108.9	109.1	109.4	109.6	109.4	109.0	109.0	108.3	105.7
Iron and steel.....	104.3	103.9	104.0	103.5	103.4	103.3	103.2	103.2	103.3	103.2	103.0	102.9	102.8	102.3	101.4
Steel mill products.....	106.8	106.5	106.3	105.7	105.7	105.7	105.7	105.6	105.6	105.6	105.4	105.3	105.2	104.7	103.3
Nonferrous metals.....	122.7	120.7	119.4	118.9	118.6	118.7	118.9	120.0	121.1	122.3	121.8	120.5	121.0	120.9	115.2
Metal containers.....	112.9	111.7	111.7	111.7	111.7	111.7	111.7	111.5	111.5	111.5	111.5	110.2	110.2	110.0	107.6
Hardware.....	115.7	115.4	115.3	115.2	113.8	113.0	112.9	112.8	112.4	112.0	111.9	111.9	111.5	109.6	106.0
Plumbing fixtures and brass fittings.....	110.2	110.2	110.2	110.1	110.0	110.8	110.7	110.5	110.5	110.5	110.5	110.5	110.5	108.4	103.1
Heating equipment.....	93.3	92.9	92.7	92.5	92.6	92.5	92.0	92.0	92.2	92.3	92.6	93.4	93.4	92.5	91.7
Fabricated structural metal products.....	105.9	105.7	105.6	105.5	105.1	104.9	105.1	104.9	104.8	104.8	104.8	104.9	104.8	103.9	101.2
Miscellaneous metal products.....	114.1	114.1	114.1	114.2	113.8	113.7	113.7	113.6	113.7	113.6	113.6	113.2	113.1	111.6	109.4
Machinery and equipment.....	112.6	112.2	111.9	111.8	111.6	111.6	111.6	111.6	111.5	111.2	111.1	110.7	110.2	108.2	105.0
Agricultural machinery and equipment.....	123.9	123.3	122.2	122.0	121.9	121.8	121.8	121.8	121.9	121.7	121.5	120.8	120.4	118.5	115.1
Construction machinery and equipment.....	125.3	124.3	122.4	122.4	122.1	121.9	121.9	121.8	121.5	121.4	121.3	121.0	120.6	118.9	115.3
Metalworking machinery and equipment.....	125.4	124.6	124.4	124.4	123.9	123.6	123.6	122.9	122.6	122.2	121.9	121.8	121.5	118.8	113.6
General purpose machinery and equipment.....	114.7	114.4	114.0	113.6	113.2	113.1	113.2	113.0	113.0	113.0	112.8	112.4	112.2	109.7	105.1
Special industry machinery and equipment (Jan. 1961=100).....	118.3	118.2	116.7	116.7	116.3	116.1	116.1	115.8	115.4	115.1	114.8	114.3	114.1	111.8	108.0
Electrical machinery and equipment.....	101.6	101.5	101.5	101.6	101.7	101.8	101.9	102.3	102.2	101.8	101.9	101.5	100.7	99.0	96.8
Miscellaneous machinery.....	110.4	109.9	109.7	109.4	109.1	109.1	108.9	108.8	108.8	108.7	108.5	108.1	107.8	106.5	105.2
Furniture and household durables.....	102.0	101.7	101.2	101.0	100.9	100.8	100.8	100.6	100.6	100.4	100.4	100.4	100.3	99.1	98.0
Household furniture.....	114.3	113.4	113.0	112.8	112.6	112.4	112.4	112.4	112.4	112.0	111.9	111.8	111.5	109.1	106.2
Commercial furniture.....	112.3	112.0	112.0	111.9	111.9	111.9	111.9	109.3	109.3	109.3	108.7	108.7	108.5	107.3	107.3
Floor coverings.....	94.9	94.8	93.4	92.6	92.9	93.1	93.1	93.1	93.8	93.9	94.1	96.2	96.6	97.0	97.7
Household appliances.....	90.8	90.5	90.3	90.1	90.1	90.0	89.7	89.8	89.8	89.7	89.6	89.2	89.2	89.1	89.2
Home electronic equipment.....	82.2	82.1	81.6	81.8	81.8	82.0	82.9	83.3	83.3	83.5	83.6	83.8	83.8	83.6	85.2
Other household durable goods.....	118.9	118.9	118.2	117.9	116.6	115.9	115.8	115.7	115.2	114.8	114.8	114.0	113.8	111.6	108.9
Nonmetallic mineral products.....	105.1	104.9	104.7	104.5	104.2	103.9	103.8	103.9	103.8	103.7	103.6	103.3	103.3	102.6	101.7
Flat glass.....	107.0	107.0	106.9	106.9	104.5	103.3	103.3	103.3	103.3	103.3	103.3	103.3	103.3	100.7	100.9
Concrete ingredients.....	106.4	106.3	106.1	106.0	106.0	105.9	105.9	106.0	105.8	105.6	105.8	104.2	103.9	103.2	103.2
Concrete products.....	105.6	105.9	105.9	105.8	105.8	105.7	105.2	104.6	104.5	104.4	103.9	103.9	103.5	103.0	101.5
Structural clay products excluding refractories.....	111.1	110.7	110.7	110.4	109.9	109.7	109.7	109.4	109.3	109.3	109.3	109.3	109.1	109.3	106.6
Refractories.....	106.0	104.9	104.9	104.9	104.9	104.9	104.9	104.9	104.9	104.8	104.8	104.2	104.2	103.7	103.0
Asphalt roofing.....	99.4	95.1	95.1	91.8	91.6	88.3	88.3	94.8	94.8	94.8	95.7	95.7	97.6	96.0	92.8
Gypsum products.....	103.9	103.9	100.7	100.7	100.9	102.3	102.3	102.3	102.3	103.5	103.5	103.5	103.5	102.4	104.0
Glass containers.....	101.1	101.1	101.1	101.1	101.1	101.0	101.0	101.0	101.0	101.0	101.0	101.1	101.1	99.9	98.1
Other nonmetallic minerals.....	102.0	101.9	101.7	101.8	102.2	102.2	102.1	102.0	101.8	101.1	101.1	101.1	101.3	101.7	101.3
Transportation equipment <sup>3</sup> .....															
Motor vehicles and equipment.....	104.0	103.7	101.5	101.3	101.3	101.4	101.6	101.6	101.6	101.6	101.6	101.7	101.7	100.8	100.7
Railroad equipment (Jan. 1961=100).....	104.8	104.5	102.9	102.9	102.9	102.9	102.9	102.7	102.7	102.7	102.7	102.7	101.0	101.2	100.9
Miscellaneous products.....	110.6	110.5	110.2	110.0	109.7	109.6	108.0	108.0	107.7	108.0	107.9	107.5	107.4	106.8	104.8
Toys, sporting goods, small arms, ammunition.....	106.3	106.3	106.1	105.8	105.6	105.3	105.3	105.2	104.0	105.3	105.2	104.8	104.8	104.1	102.7
Tobacco products.....	114.8	114.8	114.8	114.8	114.8	114.8	110.3	110.3	110.3	110.3	110.3	110.3	110.2	109.6	106.2
Notions.....	102.1	100.8	100.8	100.8	100.8	100.8	100.8	100.8	100.8	100.8	100.8	100.8	100.8	100.5	99.1
Photographic equipment and supplies.....	113.6	113.6	111.6	111.3	110.1	110.1	110.1	110.2	110.1	110.3	110.1	109.9	109.8	108.9	109.2
Other miscellaneous products.....	108.9	108.7	108.7	108.5	108.3	108.0	107.4	107.4	107.3	107.2	107.2	106.1	106.0	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	
	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1966	1965
	All commodities—less farm products.....	107.3	107.2	107.1	106.8	106.8	106.7	106.4	106.2	106.3	106.5	106.5	106.3	106.3	105.8
All foods.....	108.0	107.5	109.3	108.8	110.7	110.3	107.8	106.4	107.3	108.5	109.5	109.8	110.6	110.7	104.5
Processed foods.....	109.6	110.4	111.6	111.1	112.0	111.4	109.6	108.2	108.8	109.9	110.6	110.6	110.7	111.5	105.1
Textile products, excluding hard and bast fiber products.....	97.6	96.4	96.1	95.6	95.5	95.9	96.3	96.7	97.0	97.3	97.5	97.5	98.0	98.5	99.1
Hosiery.....	91.8	91.6	91.6	91.6	91.3	91.3	91.7	91.6	91.6	91.6	91.4	91.4	91.4	91.4	92.0
Underwear and nightwear.....	109.9	109.9	109.9	109.7	109.7	109.7	108.7	108.4	107.7	107.5	107.5	107.1	107.1	106.8	104.6
Refined petroleum products.....	100.4	101.0	103.9	104.6	103.3	103.1	103.7	101.7	102.4	101.9	100.3	100.2	101.3	99.5	95.9
East Coast, refined.....	104.3	104.3	104.3	104.3	104.3	101.6	101.6	101.6	101.6	101.6	99.9	99.9	98.1	97.5	95.3
Mid-Continent, refined.....	100.9	97.9	103.0	103.0	103.0	103.0	103.0	103.0	103.0	100.9	98.7	97.9	99.5	98.6	97.6
Gulf Coast, refined.....	100.8	102.3	107.0	108.6	107.0	107.0	107.2	102.5	104.1	104.1	102.5	102.5	105.1	102.2	95.1
Pacific Coast, refined.....	91.3	91.3	91.3	92.2	92.2	92.1	95.6	95.6	95.6	95.6	94.8	94.8	94.4	90.7	90.6
Midwest, refined (Jan. 1961=100).....	95.0	96.3	98.8	98.8	95.2	95.2	95.2	94.0	94.7	93.4	92.7	92.7	92.7	92.7	91.7
Pharmaceutical preparations.....	95.7	95.6	95.5	95.6	96.1	96.1	96.2	95.9	96.4	96.3	96.9	97.1	97.5	96.8	96.5
Lumber and wood products excluding millwork and other wood products <sup>3</sup> .....	105.6	106.5	108.6	105.1	104.1	103.4	102.6	102.5	101.9	102.0	100.7	100.8	101.6	105.1	99.8
Special metals and metal products <sup>4</sup> .....	109.4	108.8	107.8	107.5	107.4	107.3	107.5	107.6	107.7	107.9	107.8	107.5	107.5	106.7	104.7
Machinery and motive products.....	110.1	109.7	108.6	108.5	108.4	108.4	108.5	108.5	108.4	108.3	108.2	108.0	107.7	106.0	103.7
Machinery and equipment, except electrical.....	119.6	119.0	118.3	118.2	117.8	117.6	117.6	117.3	117.2	117.0	116.8	116.4	116.1	114.0	110.1
Agricultural machinery, including tractors.....	126.1	124.3	124.1	123.9	123.9	123.8	123.7	123.7	123.8	123.7	123.4	122.7	122.4	120.3	116.6
Metalworking machinery.....	133.2	131.7	131.5	131.5	130.6	130.4	130.5	129.5	129.2	128.4	128.1	128.2	127.8	124.1	117.4
Total tractors.....	126.7	125.4	123.7	123.7	123.4	123.3	123.3	123.0	123.1	123.1	123.0	122.7	122.3	120.2	116.8
Industrial valves.....	122.8	122.8	122.8	121.9	121.8	121.5	122.7	122.7	122.7	122.7	122.4	122.1	121.9	116.3	105.7
Industrial fittings.....	103.0	103.0	101.5	101.5	102.6	102.6	102.6	101.7	101.7	101.7	101.7	99.1	99.1	95.9	90.8
Abrasive grinding wheels.....	94.6	94.6	94.6	94.6	94.6	94.6	94.7	94.7	94.7	94.7	94.7	94.7	94.7	94.7	94.2
Construction materials.....	106.2	106.2	106.3	105.3	104.9	104.6	104.4	104.7	104.5	104.4	104.1	104.0	104.0	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	
	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1966	1965
All commodities	106.2	106.1	106.2	106.1	106.5	106.3	105.8	105.3	105.7	106.0	106.2	105.9	105.9	105.9	102.5
<i>Stage of processing</i>															
Crude materials for further processing	96.5	97.9	98.5	99.5	101.7	101.4	100.6	98.0	99.7	100.8	101.9	100.8	101.1	105.3	98.9
Crude foodstuffs and feedstuffs	96.1	99.1	99.9	101.4	104.7	104.2	103.1	99.2	101.3	102.7	104.2	102.3	102.5	107.2	98.3
Crude nonfood materials except fuel	95.9	94.2	94.3	94.5	94.6	95.1	94.7	94.6	95.7	96.5	97.0	97.4	97.6	101.9	99.8
Crude nonfood materials, except fuel, for manufacturing	95.0	93.1	93.3	93.5	93.7	94.2	93.7	93.6	94.9	95.8	96.3	96.8	97.0	101.8	99.5
Crude nonfood materials, except fuel, for construction	106.8	106.6	106.1	106.0	105.9	105.7	105.6	105.6	105.0	104.7	104.7	104.3	104.3	103.9	103.2
Crude fuel	111.3	110.9	111.0	110.3	110.2	109.8	110.3	110.2	109.4	109.3	109.4	109.7	108.9	106.4	103.3
Crude fuel for manufacturing	111.6	110.7	110.7	110.0	109.9	109.5	110.1	109.9	109.3	109.2	104.4	109.6	108.9	106.3	103.2
Crude fuel for nonmanufacturing	111.9	111.3	111.5	110.8	110.7	110.3	110.7	110.6	109.6	109.6	109.7	109.9	109.1	106.6	103.5
Intermediate materials, supplies, and components	105.9	105.7	105.7	105.4	105.4	105.4	105.3	105.5	105.5	105.5	105.6	105.4	105.3	104.8	102.2
Intermediate materials and components for manufacturing	105.2	104.8	104.7	104.5	104.4	104.4	104.4	104.6	104.6	104.8	104.7	104.5	104.4	104.0	102.0
Intermediate materials for food manufacturing	108.0	108.6	110.0	109.9	110.2	110.2	109.1	108.1	108.7	109.0	110.1	110.9	111.2	111.3	106.6
Intermediate materials for nondurable manufacturing	99.3	98.8	98.4	98.4	98.4	98.6	98.9	99.1	99.1	99.3	99.3	99.2	99.2	99.5	98.7
Intermediate materials for durable manufacturing	108.8	108.4	108.2	107.7	107.5	107.4	107.4	107.7	107.7	107.9	107.6	107.1	107.0	106.6	104.6
Components for manufacturing	108.6	108.1	108.0	107.9	107.5	107.5	107.6	107.9	107.9	107.6	107.5	107.1	106.6	104.9	101.3
Materials and components for construction	106.3	106.2	106.3	105.5	105.2	104.9	104.8	104.9	104.8	104.7	104.4	104.3	104.3	104.1	101.4
Processed fuels and lubricants	101.1	101.3	102.2	102.4	102.1	102.7	103.2	102.5	102.7	102.5	102.3	101.9	102.5	101.4	99.5
Processed fuels and lubricants for manufacturing	103.1	103.0	103.0	102.8	102.9	103.5	103.7	103.6	103.7	103.7	103.6	103.2	103.4	102.5	101.0
Processed fuels and lubricants for nonmanufacturing	98.0	98.5	100.9	101.5	100.8	101.5	102.3	100.6	101.1	100.6	100.3	99.8	100.8	99.4	97.1
Containers	107.3	106.6	106.6	106.4	106.4	106.5	106.6	106.6	106.4	106.0	105.9	105.3	105.2	104.9	102.1
Supplies	111.1	111.3	111.2	110.8	111.5	111.3	110.4	111.4	111.8	111.6	112.9	112.6	111.6	110.7	106.0
Supplies for manufacturing	111.1	110.9	110.8	110.7	110.6	110.6	110.4	110.4	110.1	109.7	109.5	109.2	109.5	108.9	106.1
Supplies for nonmanufacturing	110.3	110.7	110.6	110.0	111.1	110.9	109.7	111.1	111.7	111.7	113.6	113.3	111.8	110.7	105.4
Manufactured animal feeds	111.5	113.2	114.2	112.2	115.9	115.2	111.6	115.9	117.8	118.8	124.9	124.8	121.2	119.5	109.7
Other supplies	106.1	105.9	105.3	105.4	105.3	105.3	105.2	105.2	105.3	104.8	104.5	104.2	104.0	103.4	100.9
Finished goods (goods to users, including raw foods and fuels)	108.9	108.6	108.7	108.3	108.7	108.4	107.6	107.0	107.2	107.6	107.7	107.6	107.8	106.9	103.6
Consumer finished goods	107.5	107.2	107.6	107.2	107.7	107.4	106.4	105.7	106.0	106.5	106.6	106.6	107.0	106.4	102.8
Consumer foods	109.1	108.8	110.5	109.6	111.5	110.9	108.5	106.9	107.9	109.3	110.3	110.5	111.3	111.2	104.5
Consumer crude foods	102.7	96.3	100.3	98.3	104.6	104.4	99.9	97.8	100.5	103.1	106.0	108.0	112.7	106.5	100.2
Consumer processed foods	110.3	111.0	112.4	111.7	112.7	112.1	110.0	108.6	109.2	110.4	111.0	110.9	111.0	112.0	105.2
Consumer other nondurable goods	107.9	107.8	108.0	108.0	107.4	107.2	106.9	106.4	106.4	106.3	105.8	105.5	105.7	104.8	102.8
Consumer durable goods	103.0	102.8	101.4	101.2	101.1	101.0	101.3	101.3	101.3	101.3	101.3	101.3	101.2	100.2	99.6
Producer finished goods	113.0	112.6	111.6	111.4	111.2	111.2	111.1	110.8	110.7	110.6	110.5	110.2	109.8	108.0	105.4
Producer finished goods for manufacturing	117.1	116.7	115.9	115.8	115.4	115.3	115.2	114.7	114.5	114.3	114.0	113.7	113.4	111.3	108.0
Producer finished goods for nonmanufacturing	109.0	108.6	107.5	107.2	107.2	107.1	107.2	107.0	107.0	106.9	106.8	106.6	106.1	104.6	102.9
<i>Durability of product</i>															
Total durable goods	109.1	108.7	108.2	107.9	107.6	107.5	107.5	107.6	107.6	107.6	107.4	107.1	106.9	106.0	103.7
Total nondurable goods	104.0	104.2	104.8	104.8	105.6	105.4	104.6	103.7	104.2	104.7	105.2	104.9	105.1	105.6	101.5
Total manufactures	107.2	107.1	107.1	106.8	106.8	106.6	106.3	106.2	106.3	106.4	106.4	106.2	106.2	105.7	102.8
Durable manufactures	109.3	109.0	108.4	108.1	107.9	107.7	107.7	107.8	107.7	107.7	107.5	107.2	107.0	106.0	103.7
Nondurable manufactures	105.2	105.3	105.8	105.6	105.8	105.6	105.0	104.6	104.8	105.1	105.3	105.2	105.3	105.3	101.9
Total raw or slightly processed goods	100.9	101.2	101.9	102.3	104.5	104.4	103.1	101.0	102.5	103.6	104.7	104.0	104.7	106.5	100.7
Durable raw or slightly processed goods	103.6	100.5	100.7	100.3	99.4	99.6	99.9	99.2	102.0	103.4	104.1	103.9	106.3	109.0	104.7
Nondurable raw or slightly processed goods	100.7	101.2	102.0	102.4	104.8	104.7	103.3	101.1	102.4	103.6	104.7	104.1	104.6	106.4	100.5

<sup>1</sup> See footnote 1, table D-4.<sup>2</sup> See footnote 2, table D-4.NOTE: For description of the series by stage of processing, see *Wholesale Prices and Price Indexes*, January 1967 (final) and February 1967 (final); and by durability of product and data beginning with 1947, see *Wholesale Prices and Price Indexes*, 1957 (BLS Bulletin 1235, 1958).

## E.—Work Stoppages

TABLE E-1. Work stoppages resulting from labor-management disputes <sup>1</sup>

Month and year	Number of stoppages		Workers involved in stoppages		Man-days idle during month or year	
	Beginning in month or year	In effect during month	Beginning in month or year	In effect during month	Number	Percent of estimated working time
1945.....	4,750	-----	3,470,000	-----	38,000,000	0.47
1946.....	4,985	-----	4,600,000	-----	116,000,000	1.43
1947.....	3,693	-----	2,170,000	-----	34,600,000	.41
1948.....	3,419	-----	1,960,000	-----	34,100,000	.37
1949.....	3,606	-----	3,030,000	-----	50,500,000	.59
1950.....	4,843	-----	2,410,000	-----	38,800,000	.44
1951.....	4,737	-----	2,220,000	-----	22,900,000	.23
1952.....	5,117	-----	3,540,000	-----	59,100,000	.57
1953.....	5,091	-----	2,400,000	-----	28,300,000	.26
1954.....	3,468	-----	1,530,000	-----	22,600,000	.21
1955.....	4,320	-----	2,650,000	-----	28,200,000	.26
1956.....	3,825	-----	1,900,000	-----	33,100,000	.29
1957.....	3,673	-----	1,390,000	-----	16,500,000	.14
1958.....	3,694	-----	2,060,000	-----	23,900,000	.22
1959.....	3,708	-----	1,880,000	-----	69,000,000	.61
1960.....	3,333	-----	1,320,000	-----	19,100,000	.17
1961.....	3,367	-----	1,450,000	-----	16,300,000	.14
1962.....	3,614	-----	1,230,000	-----	18,600,000	.16
1963.....	3,362	-----	941,000	-----	16,100,000	.13
1964.....	3,655	-----	1,640,000	-----	22,900,000	.18
1965.....	3,963	-----	1,550,000	-----	23,300,000	.18
1966.....	4,405	-----	1,960,000	-----	25,400,000	.19
1965: January.....	244	404	98,800	183,000	1,740,000	.18
February.....	208	393	45,100	149,000	1,440,000	.15
March.....	329	511	180,000	274,000	1,770,000	.16
April.....	390	603	141,000	194,000	1,840,000	.17
May.....	450	669	127,000	201,000	1,850,000	.19
June.....	425	677	268,000	354,000	2,590,000	.23
July.....	416	702	156,000	334,000	3,670,000	.34
August.....	388	685	109,000	229,000	2,230,000	.20
September.....	345	631	155,000	250,000	2,110,000	.20
October.....	321	570	101,000	209,000	1,770,000	.16
November.....	289	505	140,000	192,000	1,380,000	.13
December.....	158	371	24,300	75,800	907,000	.08
1966: January.....	238	389	113,000	140,000	1,090,000	.10
February.....	252	421	101,000	138,000	928,000	.09
March.....	336	536	217,000	265,000	1,410,000	.12
April.....	403	614	227,000	392,000	2,600,000	.24
May.....	494	720	240,000	340,000	2,870,000	.26
June.....	499	759	161,000	265,000	2,220,000	.19
July.....	448	704	286,000	347,000	3,100,000	.29
August.....	442	718	117,000	310,000	3,370,000	.27
September.....	422	676	132,000	226,000	1,780,000	.16
October.....	410	651	191,000	255,000	2,190,000	.19
November.....	288	533	126,000	234,000	2,150,000	.19
December.....	173	389	49,000	158,000	1,670,000	.15
1967: January <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
September <sup>2</sup> .....	405	670	375,000	484,000	6,320,000	.57
October <sup>2</sup> .....	405	645	158,000	440,000	6,510,000	.54
November <sup>2</sup> .....	300	530	197,000	388,000	3,060,000	.26

<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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