

**Table 1. Average hourly earnings and number of production workers in hosiery mills, by selected characteristics, August 1981**

Characteristics	Women's hosiery		Other hosiery	
	Workers	Earnings <sup>1</sup>	Workers	Earnings <sup>1</sup>
United States <sup>2</sup>	20,089	\$4.70	28,035	\$4.56
<b>Region and locality</b>				
Middle Atlantic	—	—	1,026	4.81
Southeast <sup>3</sup>	18,633	4.68	25,923	4.54
North Carolina	13,126	4.64	19,026	4.57
Winston-Salem-High Point, N.C.	6,459	4.74	9,045	4.56
Hickory-Statesville, N.C.	—	—	4,628	4.70
Tennessee	—	—	3,054	4.40
<b>Size of community</b>				
Metropolitan areas <sup>4</sup>	9,394	4.69	8,699	4.60
Nonmetropolitan areas	10,695	4.71	19,336	4.54
<b>Size of establishment</b>				
Less than 100 workers <sup>5</sup>	1,353	4.34	5,755	4.35
100-249 workers	2,174	4.37	11,582	4.49
250 workers or more	16,562	4.77	10,698	4.75
<b>Selected occupations</b>				
Adjusters and fixers, knitting machines	1,101	6.28	2,803	6.15
Automatic-packaging-machine operators	69	4.98	—	—
Baggers	408	5.26	168	4.36
Boards, automatic	343	4.60	2,474	4.39
Boards, other than automatic	394	4.34	320	4.23
Boxers	49	4.21	123	4.26
Dyeing-machine tenders	232	4.67	611	4.68
Examiners (hosiery inspectors) <sup>6</sup>	1,419	4.75	998	4.34
Grey (greige) examiners	1,223	4.74	642	4.40
Finished examiners	635	4.70	308	4.24
Folders	214	5.32	268	4.16
Folders and boxers	2,152	4.28	1,592	4.32
Knitters, automatic	80	4.37	3,147	4.43
Knitters, string	—	—	586	4.59
Knitters, women's seamless hosiery	511	4.69	—	—
Menders, hand, finish	80	4.41	105	3.65
Menders, hand, grey	—	—	70	4.18
Pairers	107	4.77	1,916	4.47
Repairers, sewing machine	129	5.86	66	5.75
Seamers, toe	1,494	4.66	3,134	4.47
Sewing-machine operators, party hose	4,539	4.78	—	—
Transfer-machine operators	39	4.44	191	4.37

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

<sup>2</sup> Includes data for regions in addition to those shown separately.

<sup>3</sup> Includes data for States and localities in addition to those shown separately.

<sup>4</sup> Standard Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through February 1974.

<sup>5</sup> Includes data for establishments employing 50 workers or more in women's hosiery and 20 workers or more in other hosiery mills.

<sup>6</sup> Includes data for workers in classifications in addition to those shown separately.

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

and 6 days were common. Slightly more than nine-tenths of the workers in women's hosiery and four-fifths of those in other mills were in establishments providing paid vacations after qualifying periods of service. Typical provisions for women's hosiery workers were 1 week after 1 year of service, 2 weeks after 3 years, 3 weeks after 10 years, and 4 weeks after 20 years or more. In other hosiery mills, typical provisions were 1 week's pay after 1 year and 2 weeks after 4 years or more of service. Various health and insurance plans also were available to large proportions of workers, although the incidence of the plans varied by type of hosiery mill and geographic location. Retirement pension plans—other

than Federal social security—applied to two-thirds of the workers in women's hosiery mills and to two-fifths in other hosiery mills.

The study included establishments engaged primarily in knitting, dyeing, or finishing full-fashioned or seamless hosiery. These establishments were classified into two broad categories: (1) those primarily making women's full-length or knee-length hosiery, and (2) those primarily making hosiery, except women's full-length and knee-length. In August 1981, the 313 hosiery mills within the scope of this survey employed 20,107 production workers in women's hosiery mills and 28,032 production workers in other hosiery mills. Less than 5 percent were in mills operating under labor-management agreements.

Separate releases for selected States and areas of hosiery industry concentration (Tennessee; North Carolina; Hickory-Statesville and Winston-Salem-High Point, N.C.) are available from the Bureau or any of its regional offices. A comprehensive bulletin, *Industry Wage Survey: Hosiery, August 1981*, is for sale by the Superintendent of Documents, Washington, D.C. 20402. □

— FOOTNOTES —

<sup>1</sup> See "BLS examines pay in hosiery mills," *Monthly Labor Review*, August 1978, pp. 44-45. For full details of the survey, see *Industry Wage Survey: Hosiery, July 1976*, Bulletin 1987 (Bureau of Labor Statistics, 1977).

<sup>2</sup> Earnings data in this article exclude premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>3</sup> The survey excluded women's hosiery mills employing fewer than 50 workers and other hosiery mills employing fewer than 20 workers.

## Hourly pay of contract cleaners lags but sweeps past weekly gains

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Average hourly earnings of service workers in contract cleaning establishments rose more rapidly between 1977 and 1981 than their average weekly earnings because of widespread declines in hours worked. Nevertheless, increases in hourly earnings for cleaning workers generally lagged behind gains in the service worker component of the Bureau of Labor Statistics Employment Cost Index.

These findings resulted from a comparison of two Bureau of Labor Statistics surveys of occupational wages and employee benefits in contract cleaning services.<sup>1</sup> The

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survey taken in July 1977 covered approximately 151,000 service workers in 24 metropolitan areas; the survey conducted in July 1981 involved about 160,000 service workers in the same areas.<sup>2</sup> Both surveys developed separate wage information for five key industry occupations: light cleaners, heavy cleaners, floor waxers, exterminators, and window cleaners.<sup>3</sup> These occupations accounted for at least nine-tenths of the regularly employed service workers in 19 of the 24 areas studied in 1981. In the remaining five areas, at least four-fifths of the workers were represented by these jobs.

Between 1977 and 1981, the average annual rate of increase in average hourly earnings in contract cleaning establishments ranged from 2.5 percent in Detroit to 11.7 percent in Baltimore (table 1). In most areas, average annual gains were within a 6 to 8 percent band. Between the second quarters of 1977 and 1981, the Bureau's Employment Cost Index for service workers rose at an 8 percent average annual rate.

At the same time, the growth in average weekly earnings of cleaning workers lagged behind the rise in hourly earnings in 14 of the 24 areas because hours worked per week declined (table 1). In Detroit, average weekly earnings actually fell—from \$125 to \$113.50—as the average workweek dropped from 31 to 25 hours. However, average weekly earnings in eight areas grew faster

**Table 1. Annual change in average earnings and hours of service workers in contract cleaning establishments, July 1977–July 1981, 24 metropolitan areas**  
[In percent]

Area	Average hourly earnings	Average weekly earnings	Average weekly hours
<b>Northeast:</b>			
Boston	5.9	3.8	-1.6
Nassau-Suffolk	8.3	7.5	- .5
Newark	4.4	2.9	-1.8
New York	6.7	7.9	+1.2
Philadelphia	6.0	3.2	-2.6
Pittsburgh	10.7	11.4	+ .6
<b>South:</b>			
Atlanta	8.6	11.6	+2.8
Baltimore	11.7	12.7	+1.1
Dallas-Fort Worth	8.1	8.6	+ .6
Houston	9.8	12.5	+2.6
Memphis	10.5	7.7	-2.4
Miami	7.3	3.8	-3.2
New Orleans	11.0	11.1	0
Washington	7.9	6.9	- .5
<b>North Central:</b>			
Chicago	7.5	6.8	- .7
Cleveland	6.7	5.4	- .9
Detroit	2.5	-2.4	-5.2
Kansas City	5.4	2.5	-2.7
Minneapolis-St. Paul	7.2	5.0	-2.5
St. Louis	6.5	5.3	-1.5
<b>West:</b>			
Denver-Boulder	6.9	4.2	-2.8
Los Angeles-Long Beach	7.3	8.1	+ .8
San Francisco-Oakland	9.9	10.0	0
Seattle-Everett	7.7	8.2	+ (1)

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

**Table 2. Service workers in contract cleaning establishments earning within 10 cents above the Federal minimum, 24 metropolitan areas, 1977 and 1981**

[In percent]

Area	Workers with straight-time hourly earnings of —	
	\$2.30 to \$2.40 (1977)	\$3.35 to \$3.45 (1981)
<b>Northeast:</b>		
Boston	4.5	4.7
Nassau-Suffolk	1.0	12.2
Newark	—	18.5
New York	.2	4.5
Philadelphia	1.8	19.1
Pittsburgh	28.9	29.4
<b>South:</b>		
Atlanta	54.9	67.4
Baltimore	65.3	56.7
Dallas-Fort Worth	47.2	49.2
Houston	49.1	70.0
Memphis	76.5	81.5
Miami	32.3	53.2
New Orleans	22.1	42.4
Washington	14.1	25.4
<b>North Central:</b>		
Chicago	1.5	6.7
Cleveland	1.9	10.9
Detroit	2.1	24.0
Kansas City	.2	12.4
Minneapolis-St. Paul	1.9	.3
St. Louis	16.5	36.2
<b>West:</b>		
Denver-Boulder	5.6	22.6
Los Angeles-Long Beach	—	8.3
San Francisco-Oakland	—	.6
Seattle-Everett	1.6	—

Note: Dashes indicate no data available.

than hourly rates because of longer workweeks in 1981. In two areas, average workweeks remained the same.

Pay rates of contract cleaning workers traditionally have clustered in narrow bands, often near the Federal minimum wage. This concentration shows the relatively low level of skills and the narrow range of tasks typically required of these workers. For example, light and heavy cleaners accounted for five-sixths of the July 1981 service work force in the 24 areas combined. The Federal minimum wage advanced more rapidly than average hourly earnings of contract cleaning workers, and many individuals found their wages closer to the Federal floor in 1981 than in 1977.<sup>4</sup> The increase in the proportion of workers whose pay clustered just above the minimum is shown in table 2.

Between 1977 and 1981, nearly all of the metropolitan areas studied (21 of 24) experienced an increase in the proportion of service workers in contract cleaning establishments who were earning no more than 10 cents above the minimum wage. In some areas, the rise was modest. For example, in Dallas-Fort Worth, the percentage of workers falling within the 10-cent band moved up to 49.2 percent in 1981 from 47.2 percent in 1977. But in Detroit, about 24 percent of the service workers earned no more than 10 cents above the minimum in 1981, up from 2.1 percent in 1977.

## Occupational earnings in 1981

Light cleaners—who perform duties such as sweeping and dry mopping floors, dusting furniture, and emptying waste baskets—and heavy cleaners—who operate motor-driven cleaning equipment, move furniture, and wash walls—accounted for the bulk of the workers in the contract cleaning establishments surveyed in 1981. Exterminators, floor waxers, and window cleaners, combined, usually accounted for one-tenth or less of the service workers in each area.

On an hourly basis, light cleaners generally were the lowest paid, while window cleaners were the highest paid (table 3). Light cleaners, typically averaging less than 25 hours per week, usually worked fewer hours than workers in the other jobs studied. Heavy cleaners typically averaged 10 to 18 percent an hour more than light cleaners. Their weekly wage advantage was even larger because of longer hours. In 11 areas where comparisons could be made, window cleaners averaged more per hour than exterminators; but longer hours for exterminators—often 40 and over per week—reversed this relationship on a weekly basis.

## Benefits vary by area

A majority of the service workers in all but five areas—Atlanta, Dallas, Memphis, Miami, and Minneapolis—were in establishments providing paid holidays, usually 6 to 10 days annually. Establishments also provided paid vacations, after qualifying periods of service, for a majority of workers in all but seven areas. Typical provisions included at least 1 week of pay after 1 year of service, 2 weeks after 2 or 3 years, 3 weeks after 10 years, and 4 weeks or more after at least 15 years.

A majority of the service workers in one-half of the areas studied were in contract cleaning establishments providing various health and insurance benefits. Typically financed solely by the employer, these benefits most frequently included life, hospitalization, surgical, and basic medical insurance. Sickness and accident insurance or paid sick leave, or both, applied to a majority of the workers in nine areas. Major medical insurance was available to at least a majority in six areas, and to between one-fifth and one-half of the workers in five areas.

Retirement pension plans, other than social security,

**Table 3. Average earnings and hours: selected occupations in contract cleaning establishments, 24 metropolitan areas, July 1981**

Area	Light Cleaners			Heavy Cleaners			Floor Waxers			Exterminators			Window Cleaners		
	Average hourly earnings	Average weekly hours	Average weekly earnings	Average hourly earnings	Average weekly hours	Average weekly earnings	Average hourly earnings	Average weekly hours	Average weekly earnings	Average hourly earnings	Average weekly hours	Average weekly earnings	Average hourly earnings	Average weekly hours	Average weekly earnings
<b>Northeast:</b>															
Boston	\$4.00	21.0	\$83.50	\$3.88	30.0	\$116.00	—	—	—	\$6.53	44.0	\$287.00	\$6.99	32.5	\$226.00
Nassau-Suffolk	4.02	22.5	90.00	—	—	—	4.63	30.5	142.00	5.45	41.5	226.00	—	—	—
Newark	3.88	24.5	95.50	4.27	27.0	116.00	4.47	28.5	126.50	—	—	—	5.52	37.5	207.00
New York	5.96	30.5	180.50	6.72	35.0	236.50	6.23	33.5	209.50	6.84	39.0	267.00	8.53	38.5	329.00
Philadelphia	4.18	25.0	103.50	4.75	28.0	133.00	4.22	24.5	103.00	6.39	41.0	262.50	—	—	—
Pittsburgh	3.99	22.0	86.00	4.72	31.5	147.50	3.76	24.0	90.50	—	—	—	6.13	35.5	216.50
<b>South:</b>															
Atlanta	3.48	23.5	81.50	3.50	21.0	73.00	4.47	34.0	152.00	5.34	42.0	223.50	—	—	—
Baltimore	4.26	24.0	101.50	—	—	—	—	—	—	6.09	39.0	236.00	—	—	—
Dallas-Fort Worth	3.58	19.5	70.50	3.86	20.0	77.50	4.06	24.0	98.50	6.39	41.5	265.00	6.81	36.0	243.50
Houston	3.42	23.5	81.00	3.62	30.5	110.50	3.87	25.5	99.00	6.34	41.0	258.50	7.04	36.5	257.00
Memphis	3.40	17.5	59.00	—	—	—	4.01	24.0	95.50	6.43	40.5	261.00	—	—	—
Miami	3.50	22.5	79.00	3.79	33.5	126.50	3.98	26.5	106.00	6.90	41.0	284.50	—	—	—
New Orleans	3.92	24.5	96.50	3.46	19.5	67.00	—	—	—	7.37	40.5	297.50	—	—	—
Washington	3.76	20.5	76.00	4.32	27.0	116.50	4.24	24.5	104.50	5.78	40.5	233.00	—	—	—
<b>North Central:</b>															
Chicago	5.12	25.0	128.00	5.93	35.0	209.00	—	—	—	6.66	43.0	287.00	8.84	37.5	331.50
Cleveland	4.72	25.0	118.50	5.25	29.0	151.50	4.62	28.5	130.50	6.34	39.0	247.50	8.20	40.5	332.50
Detroit	4.26	24.5	104.00	4.87	26.0	126.50	—	—	—	6.74	41.5	281.00	7.06	32.5	230.50
Kansas City	3.90	18.5	72.00	3.88	27.0	105.50	4.79	31.5	152.00	—	—	—	6.70	24.0	162.00
Minneapolis-St. Paul	4.29	16.0	69.50	5.75	25.5	145.50	5.45	32.5	178.00	6.30	45.0	283.50	6.78	33.0	225.50
St. Louis	3.56	22.0	79.00	—	—	—	3.69	25.5	94.50	5.25	40.0	211.00	6.83	36.0	246.50
<b>West:</b>															
Denver-Boulder	3.90	19.0	73.00	4.29	25.5	108.50	4.37	19.5	85.00	5.24	41.0	215.50	6.71	30.0	201.50
Los Angeles-Long Beach	4.95	31.5	155.50	—	—	—	5.94	35.0	209.50	8.68	40.0	349.00	7.88	37.0	292.00
San Francisco-Oakland	8.07	35.5	288.50	7.73	36.5	282.00	8.99	37.5	337.00	9.18	40.0	367.00	9.99	37.5	376.00
Seattle-Everett	5.70	28.5	163.00	—	—	—	6.27	28.0	176.00	—	—	—	9.03	36.0	326.50

NOTE: Earnings information excludes premium pay for overtime and for work on weekends and holidays, but includes premium pay for late shift and hazardous work, if any. Average hourly earnings were obtained by dividing aggregated weekly earnings by aggregated weekly hours. Average weekly earnings were obtained by dividing aggregated weekly earnings by the total

number of workers. Weekly earnings were rounded to the nearest half dollar and weekly hours to the nearest half hour.

Dashes indicate no data or data do not meet publication criteria.

were available to one-half or more of the workers in seven areas, to between one-fourth and one-half in four areas, and to less than one-fifth in the remaining thirteen. Such plans were nearly always financed solely by the employer.

### Janitorial services predominate

Of the various types of contract cleaning establishments, those providing primarily janitorial services accounted for at least 86 percent of the workers in every area, with the proportion reaching 95 percent or more in 14 areas. Virtually all workers in 15 areas were employed by contractors doing business principally with private firms or individuals. Establishments whose contracts were mainly with government agencies—whether Federal, State, or local—employed between one-tenth and about one-fifth of the workers in Baltimore, Newark, New Orleans, and Washington, and less than one-tenth in the remaining areas.

Cleaning establishments employing at least 100 workers accounted for only one-seventh of the contractors covered by the 1981 survey. However, they employed at least one-half of the service workers in 20 of the 24 areas. In three areas—Chicago, Houston, and New York—at least six-tenths of the workers were in establishments with 500 workers or more.

Contract cleaning establishments traditionally have hired large numbers of workers on a regular part-time basis, generally to perform routine janitorial tasks. Slightly under three-fifths of the 1981 work force in the 24 areas combined were regularly employed part time. The ratio varied by location, from just over one-tenth in San Francisco to nearly nine-tenths in Memphis. Twelve areas reported more than two-thirds of the workers on part-time schedules.

In 10 of the areas studied, a majority of the service workers were in establishments where labor-management agreements covered at least 50 percent of the workers. In 10 other areas, 15 to 45 percent of the

workers were employed where agreements covered one-half or more of the workers. None of the establishments visited in four areas—Dallas, Houston, Memphis, and Miami—had contracts covering a majority of all service workers. Nearly all agreements were with the Service Employees' International Union (AFL-CIO).

Separate releases on wages and benefits for each of the 24 areas studied are available from the Bureau or its regional offices. A comprehensive bulletin, *Industry Wage Survey: Contract Cleaning Services, July 1981*, is for sale by the Superintendent of Documents, Washington, D.C. 20402. □

### —FOOTNOTES—

<sup>1</sup> For a summary account of the 1977 study, see "Area pay differentials pinpointed in cleaning services," *Monthly Labor Review*, February 1979, pp. 64–65. For full details of both studies, see *Industry Wage Survey: Contract Cleaning Services, July 1981*, Bulletin 2152, and *July 1977*, Bulletin 2009 (Bureau of Labor Statistics). The surveys in 1981 and 1977 included establishments employing eight workers or more which were classified in Industry Group 734, as defined in the 1972 edition of the *Standard Industrial Classification Manual* prepared by the U.S. Office of Management and Budget. This group included SIC 7341 (Window Cleaning), SIC 7342 (Disinfecting and Exterminating Services), and SIC 7349 (Cleaning and Maintenance Services to Dwellings and Other Buildings).

<sup>2</sup> Service workers, as defined for the industry study, include working supervisors and all regularly employed full- and part-time nonsupervisory workers engaged in performing nonoffice functions. Casual workers—those hired on a job basis—were excluded.

<sup>3</sup> Information on wages relates to straight-time hourly earnings, excluding premium pay for overtime and for work on weekends and holidays. Premium pay for late-shift work and for hazardous work was included in straight-time earnings for workers receiving such payments. Group average hourly earnings were obtained by dividing aggregate weekly earnings by aggregate weekly hours. For earnings distributions (table 2), however, workers were distributed among specified earnings classes according to their individual hourly rates. Average weekly earnings were obtained by dividing aggregate weekly earnings by the total number of workers.

<sup>4</sup> A \$2.30 minimum wage became effective July 1, 1976, under 1974 amendments to the Fair Labor Standards Act. The 1977 amendments to the act provided for the following hourly minimum wage standards and effective dates: \$2.65 (Jan. 1, 1978); \$2.90 (Jan. 1, 1979); \$3.10 (Jan. 1, 1980); and \$3.35 (Jan. 1, 1981).