

2007 Metal Treating Industry Wage and Benefits Survey

The following tables profile the results of the 2007 Wage and Benefits Survey. The tables provide direct comparisons between UNION and NONUNION participants, participants within each DISTRICT, and ALL participants (row "Total").

A total of 48 MTI companies participated in the 2007 survey (compared to 62 in 2006).

There are four sections to the survey results:

1. Labor Wage Scale

Pages 1-7 present the results for the 28 job positions. Participants in the survey were asked to report the Minimum, Maximum and Average hourly rate for each position. For each rate, lowest, highest and average dollar amounts are reported. Thus, in the first nine lines of the first table, the Minimum, Maximum and Average Hourly Rates for "Heat Treat Group Leader" are presented. Looking at the first three lines of the table, because various companies reported different Minimums for this position, a minimum (lowest hourly rate), a maximum (highest hourly rate) and an average of all Minimum hourly rates are reported.

2. Management Weekly Salaries

Pages 8-9 present the Base Salary for 23 Management positions. Again, for each position, the Minimum, Maximum, and Average are presented.

Pages 10-11 contain bonus information for all management positions.

3. Fringe Benefits

Pages 12-22 present the results of the Fringe Benefits portion of the survey. Percentages are clearly marked (%).

4. Profile of Survey Participants

The last page (23) presents a profile of the 48 participants in the survey.

MTI DISTRICTS

District 1	Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont
District 2	New York, New Jersey, Eastern Pennsylvania, Maryland
District 3	Western Pennsylvania, Ohio, Indiana, Kentucky
District 4	Michigan
District 5	Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, Tennessee, Virginia
District 6	Illinois, Wisconsin, Minnesota, Missouri, Iowa, Kansas
District 7	Arizona, California, Oregon, Washington
District 8	Texas, Oklahoma, Arkansas, Colorado
District 9	Canada

Labor Wage Scale

		Company's Union Status		District									Total
		Union	Non-Union	1	2	3	4	5	6	7	8	9	
Heat Treat	Minimum	11.53	10.00	13.00	12.50	10.00	10.00	10.00	11.53	13.00	.	16.00	10.00
Group Leader	Maximum	17.53	23.23	13.00	23.23	18.52	16.00	14.00	16.10	18.00	.	16.00	23.23
Minimum	Mean	14.53	14.65	13.00	17.69	14.73	13.53	12.00	13.93	15.17	.	16.00	14.69
Heat Treat	Minimum	13.20	12.70	17.57	17.25	12.70	15.50	18.00	13.20	18.00	14.50	17.00	12.70
Group Leader	Maximum	21.05	32.32	18.40	32.32	21.31	21.60	18.00	21.05	24.00	14.50	17.00	32.32
Maximum	Mean	18.59	18.37	17.99	21.05	17.32	18.50	18.00	17.31	21.00	14.50	17.00	18.39
Heat Treat	Minimum	12.03	12.02	15.44	14.33	12.02	14.48	14.00	12.03	16.25	14.50	.	12.02
Group Leader	Maximum	20.10	26.86	16.62	26.86	20.38	19.63	14.00	20.10	19.50	14.50	.	26.86
Average	Mean	17.51	16.48	16.03	19.24	15.92	17.16	14.00	16.12	18.10	14.50	.	16.62
Heat Treater	Minimum	11.00	8.00	17.47	8.25	8.00	10.00	12.00	9.45	12.00	13.00	13.50	8.00
A Minimum	Maximum	17.50	17.47	17.47	17.50	16.21	16.00	12.00	12.00	15.00	13.00	13.50	17.50
	Mean	13.59	12.12	17.47	11.25	12.41	13.03	12.00	10.32	13.67	13.00	13.50	12.41
Heat Treater	Minimum	15.81	10.00	.	13.90	10.00	16.80	15.00	15.00	13.00	11.72	15.00	10.00
A Maximum	Maximum	23.23	22.80	.	22.80	21.37	19.05	15.00	19.00	18.13	15.50	23.23	23.23
	Mean	19.20	15.81	.	16.73	15.63	17.95	15.00	16.83	15.88	13.61	19.12	16.30
Heat Treater	Minimum	14.98	9.63	.	12.48	9.63	15.72	13.40	12.38	12.50	14.25	.	9.63
A Average	Maximum	19.19	22.80	.	22.80	18.30	19.19	13.40	19.00	15.98	14.25	.	22.80
	Mean	17.46	14.48	.	15.70	13.88	16.91	13.40	15.23	14.66	14.25	.	14.89
Heat Treater B	Minimum	9.64	7.25	13.21	7.25	9.50	12.00	10.00	8.00	9.00	9.25	11.00	7.25
Minimum	Maximum	14.80	17.11	15.78	17.11	13.44	12.00	10.00	15.30	12.00	9.25	11.00	17.11
	Mean	12.22	11.42	14.50	11.88	11.51	12.00	10.00	11.07	11.00	9.25	11.00	11.51
Heat Treater B	Minimum	12.31	9.00	17.15	10.50	9.00	10.10	13.00	12.25	11.00	11.19	13.50	9.00
Maximum	Maximum	23.23	24.67	17.15	24.67	17.73	17.47	13.00	17.09	16.25	12.75	23.23	24.67
	Mean	17.05	14.10	17.15	15.11	13.44	14.36	13.00	14.38	14.08	11.97	19.41	14.59
Heat Treater B	Minimum	11.48	8.80	16.46	8.80	9.75	10.15	11.50	9.80	10.00	11.00	.	8.80
Average	Maximum	16.30	20.96	16.46	20.96	16.13	12.75	11.50	16.30	13.50	11.00	.	20.96
	Mean	14.25	12.86	16.46	14.31	13.00	11.45	11.50	13.05	12.25	11.00	.	13.01
Heat Treater C	Minimum	12.28	7.00	10.30	7.00	8.00	8.50	8.00	8.00	9.00	.	10.00	7.00
Minimum	Maximum	12.28	12.00	11.00	11.50	12.28	12.00	8.00	12.00	9.00	.	10.00	12.28
	Mean	12.28	9.57	10.65	9.25	10.08	10.10	8.00	10.00	9.00	.	10.00	9.81
Heat Treater C	Minimum	12.38	7.25	14.40	7.25	10.25	10.00	10.50	11.00	9.00	9.25	12.50	7.25
Maximum	Maximum	18.00	20.00	14.40	19.19	17.41	18.00	12.00	17.45	9.00	9.25	20.00	20.00
	Mean	15.19	13.32	14.40	13.22	13.78	14.12	11.25	14.15	9.00	9.25	16.25	13.48
Heat Treater C	Minimum	12.33	7.08	12.64	7.08	8.75	9.50	9.50	10.50	9.00	9.25	.	7.08
Average	Maximum	12.33	15.45	12.64	13.72	14.49	12.96	10.00	15.45	9.00	9.25	.	15.45
	Mean	12.33	11.04	12.64	10.40	11.35	11.82	9.75	12.32	9.00	9.25	.	11.18

Labor Wage Scale

		Company's Union Status		District									Total
		Union	Non-Union	1	2	3	4	5	6	7	8	9	Total
Induction/Flame Hardening Set Up Minimum	Minimum	.	11.00	.	14.00	14.97	13.10	.	12.00	.	.	11.00	11.00
	Maximum	.	14.97	.	14.00	14.97	13.10	.	12.00	.	.	11.00	14.97
	Mean	.	13.01	.	14.00	14.97	13.10	.	12.00	.	.	11.00	13.01
Induction/Flame Hardening Set Up Maximum	Minimum	22.73	14.50	.	16.25	19.67	16.90	.	15.00	.	.	14.50	14.50
	Maximum	22.73	19.67	.	16.25	19.67	16.90	.	15.00	.	.	22.73	22.73
	Mean	22.73	16.22	.	16.25	19.67	16.90	.	15.00	.	.	18.62	17.15
Induction/Flame Hardening Set Up Average	Minimum	19.63	14.70	.	.	16.15	17.13	.	14.70	.	.	.	14.70
	Maximum	19.63	17.13	.	.	16.15	19.63	.	15.00	.	.	.	19.63
	Mean	19.63	15.75	.	.	16.15	18.38	.	14.85	.	.	.	16.52
Induction/Flame Hardening Operator Minimum	Minimum	11.00	8.00	.	11.00	12.35	10.80	8.00	11.00	.	.	9.00	8.00
	Maximum	12.35	17.00	.	14.00	12.80	10.80	8.00	17.00	.	.	9.00	17.00
	Mean	11.68	11.80	.	12.50	12.58	10.80	8.00	14.00	.	.	9.00	11.77
Induction/Flame Hardening Operator Maximum	Minimum	15.81	11.00	.	15.81	16.82	14.95	12.00	13.00	.	.	11.00	11.00
	Maximum	21.58	19.00	.	16.25	18.90	14.95	12.00	19.00	.	.	21.58	21.58
	Mean	18.76	14.57	.	16.03	17.86	14.95	12.00	15.17	.	.	16.29	15.71
Induction/Flame Hardening Operator Average	Minimum	14.35	10.00	.	14.35	14.32	14.95	10.00	12.00	.	.	.	10.00
	Maximum	19.19	18.00	.	14.35	14.32	19.19	10.00	18.00	.	.	.	19.19
	Mean	16.77	13.80	.	14.35	14.32	17.07	10.00	14.50	.	.	.	14.54
Inspector A Minimum	Minimum	10.04	8.00	.	11.00	10.00	13.00	8.00	10.04	12.75	12.00	13.50	8.00
	Maximum	18.81	27.93	.	27.93	13.95	13.10	16.00	12.50	14.50	12.00	13.50	27.93
	Mean	12.77	13.43	.	19.25	12.17	13.05	12.00	11.35	13.63	12.00	13.50	13.29
Inspector A Maximum	Minimum	12.35	11.96	17.25	16.20	12.75	13.00	16.00	11.96	12.75	13.00	16.00	11.96
	Maximum	19.23	29.94	20.97	29.94	29.94	19.05	24.00	16.80	16.50	13.00	16.00	29.94
	Mean	16.15	17.39	19.11	22.05	17.87	16.03	20.00	13.85	14.63	13.00	16.00	17.03
Inspector A Average	Minimum	12.03	10.00	.	16.20	12.50	13.00	10.00	11.90	12.75	12.50	.	10.00
	Maximum	18.81	29.94	.	28.94	29.94	13.00	20.00	16.80	16.00	12.50	.	29.94
	Mean	15.96	15.58	.	21.32	16.09	13.00	15.00	13.58	14.75	12.50	.	15.53
Inspector B Minimum	Minimum	10.92	8.50	.	13.63	9.50	10.80	10.00	11.00	8.50	.	.	8.50
	Maximum	13.63	11.00	.	13.63	10.92	10.80	10.00	11.00	10.50	.	.	13.63
	Mean	12.28	10.09	.	13.63	10.26	10.80	10.00	11.00	9.50	.	.	10.58
Inspector B Maximum	Minimum	14.30	10.35	15.00	16.12	10.35	14.95	16.00	12.00	12.34	.	.	10.35
	Maximum	19.05	16.00	15.00	16.12	17.38	19.05	16.00	14.30	13.50	.	.	19.05
	Mean	16.71	13.46	15.00	16.12	13.74	17.00	16.00	13.15	12.92	.	.	14.54
Inspector B Average	Minimum	14.30	9.50	.	14.88	10.35	12.60	13.00	11.50	9.50	.	.	9.50
	Maximum	19.51	13.00	.	14.88	10.75	19.51	13.00	14.30	11.95	.	.	19.51
	Mean	16.23	11.21	.	14.88	10.55	16.06	13.00	12.90	10.48	.	.	12.58

Labor Wage Scale

		Company's Union Status		District								Total
		Union	Non-Union	1	2	3	4	5	6	7	9	Total
Brazer Class A Minimum	Minimum	.	22.14	.	22.14	.	.	.	.	.	.	22.14
	Maximum	.	22.14	.	22.14	.	.	.	.	.	.	22.14
	Mean	.	22.14	.	22.14	.	.	.	.	.	.	22.14
Brazer Class A Maximum	Minimum	.	16.25	19.76	16.25	20.91	.	.	.	.	.	16.25
	Maximum	.	25.61	19.76	25.61	20.91	.	.	.	.	.	25.61
	Mean	.	20.63	19.76	20.93	20.91	.	.	.	.	.	20.63
Brazer Class A Average	Minimum	.	20.91	.	23.87	20.91	.	.	.	.	.	20.91
	Maximum	.	23.87	.	23.87	20.91	.	.	.	.	.	23.87
	Mean	.	22.39	.	23.87	20.91	.	.	.	.	.	22.39
Brazer Class B Minimum	Minimum	12.28	8.75	.	18.34	12.28	.	.	8.75	.	.	8.75
	Maximum	12.28	18.34	.	18.34	12.28	.	.	8.75	.	.	18.34
	Mean	12.28	13.55	.	18.34	12.28	.	.	8.75	.	.	13.12
Brazer Class B Maximum	Minimum	12.38	10.25	.	13.50	12.38	.	.	10.25	.	.	10.25
	Maximum	12.38	19.84	.	19.84	12.38	.	.	17.25	.	.	19.84
	Mean	12.38	15.21	.	16.67	12.38	.	.	13.75	.	.	14.64
Brazer Class B Average	Minimum	12.33	9.25	.	19.10	12.33	.	.	9.25	.	.	9.25
	Maximum	12.33	19.10	.	19.10	12.33	.	.	9.25	.	.	19.10
	Mean	12.33	14.18	.	19.10	12.33	.	.	9.25	.	.	13.56
Straightener Minimum	Minimum	11.00	9.00	.	11.00	12.35	10.00	9.00	11.00	9.50	.	9.00
	Maximum	12.62	14.22	.	12.62	14.22	10.00	9.00	13.50	12.50	.	14.22
	Mean	11.99	11.53	.	11.81	13.29	10.00	9.00	12.33	11.00	.	11.65
Straightener Maximum	Minimum	16.20	9.00	.	9.50	18.69	17.40	15.00	14.00	12.50	9.00	9.00
	Maximum	18.90	19.00	.	16.20	18.90	17.40	15.00	19.00	15.00	9.00	19.00
	Mean	17.55	14.37	.	12.85	18.80	17.40	15.00	15.25	13.75	9.00	14.86
Straightener Average	Minimum	16.20	11.00	.	16.20	16.63	16.38	11.00	13.25	12.50	.	11.00
	Maximum	16.20	19.00	.	16.20	16.63	16.38	11.00	19.00	13.00	.	19.00
	Mean	16.20	14.33	.	16.20	16.63	16.38	11.00	14.88	12.75	.	14.52
Assemblers Minimum	Minimum	9.50	7.25	.	9.50	7.25	.	.	.	.	.	7.25
	Maximum	12.28	12.00	.	9.50	12.28	.	.	.	.	.	12.28
	Mean	10.89	9.33	.	9.50	10.07	.	.	.	.	.	9.96
Assemblers Maximum	Minimum	12.38	9.75	11.50	12.89	9.75	.	.	.	.	21.78	9.75
	Maximum	21.78	16.19	11.50	16.19	13.60	.	.	.	.	21.78	21.78
	Mean	15.68	12.81	11.50	14.54	12.18	.	.	.	.	21.78	13.89
Assemblers Average	Minimum	11.34	8.25	.	11.34	8.25	.	.	.	.	.	8.25
	Maximum	12.33	16.19	.	16.19	12.50	.	.	.	.	.	16.19
	Mean	11.84	12.03	.	13.77	11.07	.	.	.	.	.	11.97

Labor Wage Scale

		Company's Union		District									Total
		Status		1	2	3	4	5	6	7	8	9	
		Union	Non-Union										
Truck Driver (Two Axle) Minimum	Minimum	11.24	8.00	11.75	8.50	8.75	10.00	8.00	12.00	8.00	.	.	8.00
	Maximum	12.15	17.71	11.75	17.71	13.88	13.10	8.00	17.00	17.10	.	.	17.71
	Mean	11.70	11.75	11.75	12.79	10.67	11.70	8.00	13.75	11.87	.	.	11.76
Truck Driver (Two Axle) Maximum	Minimum	13.59	9.50	26.39	11.50	9.50	15.20	12.00	12.00	11.75	12.50	18.25	9.50
	Maximum	17.83	26.39	26.39	20.79	18.52	17.83	12.00	14.00	17.10	12.50	18.25	26.39
	Mean	16.27	14.61	26.39	15.29	13.65	16.73	12.00	12.75	13.78	12.50	18.25	14.93
Truck Driver (Two Axle) Average	Minimum	12.85	9.50	19.07	9.83	9.50	14.24	11.00	12.25	10.50	12.50	.	9.50
	Maximum	12.85	19.60	19.07	19.60	16.51	15.23	11.00	16.50	17.10	12.50	.	19.60
	Mean	12.85	13.47	19.07	14.09	12.04	14.66	11.00	13.92	13.03	12.50	.	13.49
Truck Driver (Semi) Minimum	Minimum	.	10.00	.	12.00	10.00	10.00	.	13.00	.	.	.	10.00
	Maximum	.	16.70	.	12.00	15.22	14.00	.	16.70	.	.	.	16.70
	Mean	.	13.67	.	12.00	13.76	12.00	.	14.80	.	.	.	13.67
Truck Driver (Semi) Maximum	Minimum	.	13.75	18.50	13.75	14.35	15.05	.	16.00	.	.	.	13.75
	Maximum	.	19.91	18.50	13.75	19.91	16.30	.	17.25	.	.	.	19.91
	Mean	.	16.11	18.50	13.75	15.91	15.68	.	16.61	.	.	.	16.11
Truck Driver (Semi) Average	Minimum	19.63	12.50	.	.	12.50	14.30	.	14.75	.	.	.	12.50
	Maximum	19.63	16.98	.	.	15.50	19.63	.	16.98	.	.	.	19.63
	Mean	19.63	15.10	.	.	14.48	16.74	.	15.92	.	.	.	15.45
Maintenance Group Leader Minimum	Minimum	12.27	10.00	.	14.35	16.25	10.00	.	12.27	19.00	.	18.00	10.00
	Maximum	12.27	22.95	.	14.35	17.70	22.00	.	22.95	21.00	.	18.00	22.95
	Mean	12.27	17.87	.	14.35	16.98	17.25	.	18.51	20.00	.	18.00	17.76
Maintenance Group Leader Maximum	Minimum	17.06	15.00	26.59	15.00	20.00	22.00	.	17.06	19.23	19.50	20.00	15.00
	Maximum	27.64	29.00	26.59	15.00	27.64	25.00	.	29.00	21.00	19.50	27.00	29.00
	Mean	22.32	21.87	26.59	15.00	23.70	23.50	.	21.73	20.12	19.50	23.50	21.94
Maintenance Group Leader Average	Minimum	14.67	14.68	.	14.68	17.00	19.88	.	14.67	19.10	19.50	.	14.67
	Maximum	22.27	27.78	.	14.68	26.44	25.00	.	26.74	27.78	19.50	.	27.78
	Mean	18.47	21.28	.	14.68	20.79	22.12	.	20.80	22.63	19.50	.	20.99
Maintenance Mechanic A Minimum	Minimum	10.87	9.83	.	13.00	10.00	9.83	10.00	10.87	17.00	17.50	12.00	9.83
	Maximum	23.00	17.50	.	23.00	22.00	19.05	12.00	16.00	17.00	17.50	12.00	23.00
	Mean	16.27	14.00	.	17.81	14.71	13.68	11.00	14.37	17.00	17.50	12.00	14.66
Maintenance Mechanic A Maximum	Minimum	17.11	8.75	21.00	14.00	8.75	19.00	16.00	17.11	17.00	19.60	14.00	8.75
	Maximum	25.00	28.00	28.00	27.83	22.00	27.66	18.00	25.00	17.00	19.60	24.28	28.00
	Mean	20.83	19.09	24.50	21.46	16.81	21.38	17.00	21.23	17.00	19.60	19.14	19.50
Maintenance Mechanic A Average	Minimum	17.09	8.75	.	18.60	8.75	19.00	13.00	17.09	17.00	18.55	.	8.75
	Maximum	24.00	24.28	.	24.28	22.00	20.05	15.00	20.28	19.50	18.55	.	24.28
	Mean	20.25	16.82	.	22.29	15.37	19.40	14.00	19.13	18.25	18.55	.	17.66

Labor Wage Scale

		Company's Union Status		District									Total
		Union	Non-Union	1	2	3	4	5	6	7	8	9	Total
Maintenance Mechanic B Minimum	Minimum	10.27	5.15	.	5.15	9.00	10.00	.	10.27	15.50	.	10.00	5.15
	Maximum	16.61	15.50	.	16.61	14.97	11.90	.	14.00	15.50	.	10.00	16.61
	Mean	13.44	11.55	.	10.88	11.89	10.95	.	12.42	15.50	.	10.00	11.84
Maintenance Mechanic B Maximum	Minimum	15.50	9.90	19.15	11.50	11.75	17.05	.	15.00	15.50	9.90	12.00	9.90
	Maximum	23.23	20.80	20.80	17.50	19.67	19.05	.	17.30	15.50	9.90	23.23	23.23
	Mean	18.28	15.24	19.98	14.06	14.95	18.05	.	15.94	15.50	9.90	17.62	15.79
Maintenance Mechanic B Average	Minimum	14.18	9.45	.	9.45	11.00	15.61	.	14.00	15.00	9.90	.	9.45
	Maximum	17.06	17.05	.	17.06	15.66	17.05	.	15.65	17.00	9.90	.	17.06
	Mean	15.58	13.86	.	12.67	13.48	16.33	.	14.87	16.00	9.90	.	14.16
Blaster Minimum	Minimum	10.92	8.00	.	.	8.00	10.00	.	10.00	8.00	.	17.00	8.00
	Maximum	10.92	17.00	.	.	10.92	10.00	.	10.00	8.93	.	17.00	17.00
	Mean	10.92	10.32	.	.	9.46	10.00	.	10.00	8.47	.	17.00	10.41
Blaster Maximum	Minimum	16.18	9.00	.	.	10.00	15.90	.	12.00	9.50	9.00	18.00	9.00
	Maximum	16.18	18.00	.	.	16.18	15.90	.	13.50	10.50	9.00	18.00	18.00
	Mean	16.18	12.30	.	.	13.09	15.90	.	12.75	10.00	9.00	18.00	12.73
Blaster Average	Minimum	.	8.50	.	.	9.25	14.88	.	11.75	8.50	9.00	17.60	8.50
	Maximum	.	17.60	.	.	9.25	14.88	.	12.00	9.90	9.00	17.60	17.60
	Mean	.	11.61	.	.	9.25	14.88	.	11.88	9.20	9.00	17.60	11.61
General Helper Minimum	Minimum	9.00	7.50	.	8.00	8.00	9.00	8.00	7.50	8.00	.	.	7.50
	Maximum	11.56	11.51	.	11.56	11.51	10.00	8.70	11.45	8.50	.	.	11.56
	Mean	10.19	9.48	.	10.27	10.09	9.70	8.35	9.74	8.25	.	.	9.60
General Helper Maximum	Minimum	11.52	8.00	9.00	8.50	10.00	11.90	10.00	8.00	9.00	9.25	.	8.00
	Maximum	18.13	15.42	9.00	15.15	15.42	18.13	10.00	12.00	9.00	9.25	.	18.13
	Mean	15.10	10.87	9.00	11.64	12.30	14.51	10.00	10.38	9.00	9.25	.	11.57
General Helper Average	Minimum	11.52	7.75	.	8.50	9.25	9.60	8.50	7.75	8.50	9.25	.	7.75
	Maximum	17.06	14.90	.	13.25	12.18	17.06	9.00	11.48	8.50	9.25	.	17.06
	Mean	13.94	10.29	.	11.53	10.95	13.14	8.75	10.06	8.50	9.25	.	10.79
Shipping/Receiving Clerk Minimum	Minimum	10.14	8.00	.	9.50	9.00	12.00	8.00	10.14	9.50	9.25	12.00	8.00
	Maximum	21.37	15.75	.	14.45	21.37	14.00	8.00	12.75	9.50	9.25	12.00	21.37
	Mean	14.30	11.09	.	11.98	12.90	13.03	8.00	11.45	9.50	9.25	12.00	11.82
Shipping/Receiving Clerk Maximum	Minimum	12.50	9.50	10.50	9.50	11.95	12.00	12.00	12.75	14.50	11.50	14.00	9.50
	Maximum	22.73	25.02	10.50	17.71	25.02	16.90	12.00	21.26	14.50	11.50	22.73	25.02
	Mean	17.64	14.39	10.50	13.05	16.38	14.08	12.00	15.37	14.50	11.50	18.37	14.95
Shipping/Receiving Clerk Average	Minimum	12.63	9.50	.	9.50	11.50	12.00	10.50	12.63	12.03	10.38	.	9.50
	Maximum	21.37	25.02	.	17.71	25.02	19.19	10.50	21.26	12.12	10.38	.	25.02
	Mean	17.89	13.76	.	12.99	15.42	14.90	10.50	15.60	12.08	10.38	.	14.37

Labor Wage Scale

		Company's Union Status		District									Total
		Union	Non-Union	1	2	3	4	5	6	7	8	9	Total
Material Handler Minimum	Minimum	9.50	9.50	.	9.50	9.50	10.00	.	.	10.00	.	13.00	9.50
	Maximum	10.00	16.25	.	10.00	10.90	10.00	.	.	10.00	.	16.25	16.25
	Mean	9.75	11.61	.	9.75	10.20	10.00	.	.	10.00	.	14.63	11.14
Material Handler Maximum	Minimum	11.56	10.90	.	11.56	10.90	16.70	.	11.50	14.25	.	15.50	10.90
	Maximum	22.23	46.57	.	46.57	11.50	16.70	.	14.45	14.25	.	22.23	46.57
	Mean	16.04	17.74	.	24.15	11.20	16.70	.	12.98	14.25	.	18.66	17.31
Material Handler Average	Minimum	10.53	10.25	.	10.53	10.25	16.03	.	11.50	11.00	.	16.90	10.25
	Maximum	13.95	46.57	.	46.57	10.90	16.03	.	11.50	11.00	.	16.90	46.57
	Mean	12.24	17.59	.	23.68	10.58	16.03	.	11.50	11.00	.	16.90	16.40
Office Group Leader Minimum	Minimum	.	11.50	.	.	11.50	16.00	.	.	16.75	.	.	11.50
	Maximum	.	16.75	.	.	11.50	16.00	.	.	16.75	.	.	16.75
	Mean	.	14.13	.	.	11.50	16.00	.	.	16.75	.	.	14.75
Office Group Leader Maximum	Minimum	26.61	12.83	.	18.43	15.50	16.03	.	.	17.70	12.83	.	12.83
	Maximum	26.61	18.43	.	18.43	26.61	16.03	.	.	17.70	12.83	.	26.61
	Mean	26.61	16.12	.	18.43	21.06	16.03	.	.	17.70	12.83	.	17.85
Office Group Leader Average	Minimum	.	14.50	.	18.43	14.50	16.03	.	.	17.25	.	.	14.50
	Maximum	.	21.75	.	18.43	14.50	16.03	.	.	21.75	.	.	21.75
	Mean	.	17.98	.	18.43	14.50	16.03	.	.	19.50	.	.	17.59
Secretary Minimum	Minimum	.	8.00	.	.	8.00	13.30	.	12.00	.	.	15.00	8.00
	Maximum	.	15.00	.	.	8.00	16.00	.	12.00	.	.	15.00	16.00
	Mean	.	12.08	.	.	8.00	14.65	.	12.00	.	.	15.00	12.86
Secretary Maximum	Minimum	16.79	11.50	19.81	18.90	11.50	14.38	.	14.00	.	.	16.75	11.50
	Maximum	18.90	19.81	19.81	18.90	16.79	16.00	.	14.00	.	.	16.75	19.81
	Mean	17.85	15.29	19.81	18.90	14.15	15.19	.	14.00	.	.	16.75	16.02
Secretary Average	Minimum	18.90	9.75	.	18.90	9.75	14.15	.	12.50	.	.	.	9.75
	Maximum	18.90	14.15	.	18.90	9.75	16.00	.	12.50	.	.	.	18.90
	Mean	18.90	12.13	.	18.90	9.75	15.08	.	12.50	.	.	.	14.26
Accounting Clerk Minimum	Minimum	10.38	9.00	.	11.25	9.00	15.40	10.00	10.00	9.50	.	12.00	9.00
	Maximum	10.38	18.75	.	11.25	11.59	25.00	10.00	18.75	10.00	.	12.00	25.00
	Mean	10.38	12.02	.	11.25	10.24	19.67	10.00	12.97	9.75	.	12.00	12.78
Accounting Clerk Maximum	Minimum	10.38	11.00	17.72	11.00	10.38	15.40	15.00	13.50	13.50	14.00	15.00	10.38
	Maximum	23.98	25.71	17.72	25.71	18.00	25.00	15.00	20.36	14.00	14.00	23.98	25.71
	Mean	18.51	16.19	17.72	16.98	14.96	21.18	15.00	16.02	13.75	14.00	20.55	16.97
Accounting Clerk Average	Minimum	10.38	11.00	.	11.00	10.38	15.40	12.50	11.75	11.75	14.00	.	10.38
	Maximum	19.20	25.71	.	25.71	15.81	25.00	12.50	19.56	12.00	14.00	.	25.71
	Mean	15.53	14.31	.	16.98	12.62	19.12	12.50	14.84	11.88	14.00	.	14.99

Labor Wage Scale

		Company's Union Status		District									Total
		Union	Non-Union	1	2	3	4	5	6	7	8	9	
Clerk-Typist Minimum	Minimum	13.00	10.00	.	13.00	12.70	10.00	.	.	.	.	.	10.00
	Maximum	13.00	12.70	.	13.00	12.70	16.00	.	.	.	.	.	16.00
	Mean	13.00	11.35	.	13.00	12.70	13.00	.	.	.	.	.	12.93
Clerk-Typist Maximum	Minimum	13.50	9.00	.	12.00	12.70	10.00	.	13.50	.	9.00	.	9.00
	Maximum	15.10	15.00	.	15.10	12.70	16.00	.	13.50	.	9.00	.	16.00
	Mean	14.30	11.74	.	13.55	12.70	13.67	.	13.50	.	9.00	.	12.91
Clerk-Typist Average	Minimum	13.50	8.00	.	14.20	12.70	10.00	.	13.50	8.00	9.00	.	8.00
	Maximum	14.20	14.74	.	14.20	12.70	16.00	.	13.50	8.00	9.00	.	16.00
	Mean	13.85	10.89	.	14.20	12.70	13.58	.	13.50	8.00	9.00	.	12.27
Lab Technician Minimum	Minimum	13.63	8.00	.	13.63	10.25	13.00	8.00	9.00	16.00	.	.	8.00
	Maximum	13.63	16.00	.	13.63	12.70	13.85	10.00	15.00	16.00	.	.	16.00
	Mean	13.63	11.99	.	13.63	11.48	13.32	9.00	12.00	16.00	.	.	12.23
Lab Technician Maximum	Minimum	15.10	11.00	.	11.00	14.04	13.00	12.00	13.90	16.00	13.00	22.98	11.00
	Maximum	22.98	27.52	.	18.27	16.50	16.90	13.00	27.52	16.00	13.00	22.98	27.52
	Mean	18.09	15.69	.	14.79	15.37	15.18	12.50	18.40	16.00	13.00	22.98	16.05
Lab Technician Average	Minimum	15.10	10.00	.	15.10	11.50	13.00	10.00	12.31	16.00	13.00	.	10.00
	Maximum	20.60	27.52	.	15.95	15.22	20.60	11.50	27.52	16.00	13.00	.	27.52
	Mean	16.91	14.65	.	15.53	12.89	16.20	10.75	17.22	16.00	13.00	.	15.06
Order Entry Scheduler Minimum	Minimum	.	9.50	.	10.00	10.46	12.00	10.00	9.50	14.18	.	.	9.50
	Maximum	.	17.84	.	17.84	17.71	12.00	10.00	9.50	14.25	.	.	17.84
	Mean	.	12.99	.	13.92	14.09	12.00	10.00	9.50	14.22	.	.	12.88
Order Entry Scheduler Maximum	Minimum	.	13.00	15.61	17.25	15.96	12.00	13.00	13.00	14.18	.	.	12.00
	Maximum	.	24.90	15.61	24.90	18.47	12.00	13.00	15.45	14.25	.	.	24.90
	Mean	.	16.21	15.61	21.08	17.22	12.00	13.00	14.23	14.22	.	.	15.82
Order Entry Scheduler Average	Minimum	22.29	10.50	.	13.63	13.13	12.00	10.50	12.48	11.50	.	.	10.50
	Maximum	22.29	21.37	.	21.37	18.09	22.29	10.50	13.00	14.25	.	.	22.29
	Mean	22.29	14.21	.	17.50	15.61	17.15	10.50	12.74	13.31	.	.	14.70
PBX/ Receptionist Minimum	Minimum	.	8.00	.	.	.	10.00	8.00	12.00	.	.	.	8.00
	Maximum	.	12.00	.	.	.	16.00	8.00	12.00	.	.	.	16.00
	Mean	.	10.48	.	.	.	12.63	8.00	12.00	.	.	.	11.58
PBX/ Receptionist Maximum	Minimum	.	10.00	.	17.79	.	15.00	10.00	11.00	.	.	.	10.00
	Maximum	.	17.79	.	17.79	.	16.90	10.00	14.00	.	.	.	17.79
	Mean	.	13.96	.	17.79	.	15.97	10.00	12.67	.	.	.	14.21
PBX/ Receptionist Average	Minimum	12.86	9.00	.	17.79	.	12.86	9.00	12.50	.	.	.	9.00
	Maximum	12.86	17.79	.	17.79	.	16.00	9.00	13.00	.	.	.	17.79
	Mean	12.86	13.27	.	17.79	.	14.04	9.00	12.75	.	.	.	13.56

Management - Weekly Base Salary

		Company's Union		District									Total
		Status		1	2	3	4	5	6	7	8	9	
		Union	Non-Union										
Owner/CEO/ President (Active)	Minimum	1627	753	.	2100	1250	1577	1200	753	1887	3846	2100	753
	Maximum	4500	5769	.	4000	5000	5000	1200	3888	5769	3846	2692	5769
	Mean	3001	2778	.	3128	2417	2979	1200	2282	4219	3846	2396	2782
Owner/CEO/ President (Inactive)	Minimum	4000	1550	.	3300	2000	1577	.	1550	.	.	.	1550
	Maximum	4000	3300	.	3300	4000	1577	.	1550	.	.	.	4000
	Mean	4000	2283	.	3300	3000	1577	.	1550	.	.	.	2485
Vice President	Minimum	1012	837	.	1000	837	1346	.	1700	1887	.	1490	837
	Maximum	3846	4000	.	4000	1737	3846	.	1923	2350	.	1830	4000
	Mean	2151	1811	.	2161	1292	2039	.	1812	2119	.	1660	1867
Chief Operationa Executive	Minimum	1516	1187	2442	2700	1516	2356	.	1775	1187	.	.	1187
	Maximum	2700	3885	2442	2900	1516	2356	.	3885	1187	.	.	3885
	Mean	2108	2424	2442	2800	1516	2356	.	2830	1187	.	.	2345
Chief Sales Executive	Minimum	1502	962	.	1073	1298	942	.	.	962	.	.	942
	Maximum	2097	3200	.	3200	2097	942	.	.	962	.	.	3200
	Mean	1800	1634	.	2137	1633	942	.	.	962	.	.	1589
Chief Financial Officer/Controller	Minimum	1518	817	1681	1550	817	825	.	1630	.	1346	.	817
	Maximum	1600	2404	1681	2150	817	2257	.	2404	.	1346	.	2404
	Mean	1559	1615	1681	1767	817	1500	.	1953	.	1346	.	1607
Chief Quality Assurance Exec.	Minimum	1157	925	.	1600	1050	1347	.	925	1025	.	.	925
	Maximum	1600	2150	.	2150	1157	1518	.	975	1161	.	.	2150
	Mean	1425	1214	.	1875	1104	1433	.	950	1093	.	.	1291
District Manager	Minimum	.	.	.	.	.	.	.	.	.	.	.	.
	Maximum	.	.	.	.	.	.	.	.	.	.	.	.
	Mean	.	.	.	.	.	.	.	.	.	.	.	.
Plant Superintendent	Minimum	1272	885	1684	885	1260	.	.	1310	2162	.	.	885
	Maximum	1272	2162	1684	2000	1272	.	.	1310	2162	.	.	2162
	Mean	1272	1550	1684	1443	1266	.	.	1310	2162	.	.	1510
Plant Mgr/General Mgr	Minimum	1192	909	.	909	981	880	1058	1086	1070	1381	1306	880
	Maximum	1750	2400	.	2400	1580	2240	1827	1580	1512	1538	1680	2400
	Mean	1388	1483	.	1588	1195	1562	1443	1459	1291	1460	1457	1448
Quality Manager	Minimum	1154	673	1440	785	673	1154	800	1058	.	1550	1000	673
	Maximum	1412	1550	1440	1190	1208	1322	800	1058	.	1550	1412	1550
	Mean	1257	1037	1440	979	919	1225	800	1058	.	1550	1206	1092
General Foreman	Minimum	820	680	.	820	750	.	.	680	847	.	986	680
	Maximum	1204	1625	.	1625	1204	.	.	680	847	.	1030	1625
	Mean	972	960	.	1040	944	.	.	680	847	.	1008	963

Management - Weekly Base Salary

		Company's Union Status		District									Total
		Union	Non-Union	1	2	3	4	5	6	7	8	9	
Shift Foreman	Minimum	1030	600	931	750	600	720	850	600	.	.	960	600
	Maximum	1532	960	931	750	1532	1030	850	806	.	.	1222	1532
	Mean	1261	793	931	750	1066	865	850	735	.	.	1091	896
Metallurgist	Minimum	750	808	.	750	808	750	.	1135	1030	.	980	750
	Maximum	1390	1586	.	990	1586	1277	.	1539	1030	.	1390	1586
	Mean	1071	1219	.	870	1202	1014	.	1308	1030	.	1185	1143
Sales Engineer/ Salesperson	Minimum	1100	640	1088	1100	988	924	.	640	888	720	1546	640
	Maximum	1100	2050	1088	2050	1377	1731	.	861	888	720	1546	2050
	Mean	1100	1172	1088	1490	1183	1252	.	751	888	720	1546	1167
Office Manager	Minimum	769	350	.	992	350	825	.	769	900	.	.	350
	Maximum	1080	1199	.	1080	1050	1199	.	1153	923	.	.	1199
	Mean	925	869	.	1036	634	970	.	953	912	.	.	877
Benefits Manager	Minimum	.	870	.	.	.	870	.	.	.	.	.	870
	Maximum	.	870	.	.	.	870	.	.	.	.	.	870
	Mean	.	870	.	.	.	870	.	.	.	.	.	870
Payroll Manager	Minimum	.	242	.	.	242	.	.	.	560	.	.	242
	Maximum	.	560	.	.	242	.	.	.	560	.	.	560
	Mean	.	401	.	.	242	.	.	.	560	.	.	401
Human Resources Manager	Minimum	1346	230	.	2025	230	1346	.	1192	.	.	1559	230
	Maximum	1559	2025	.	2025	800	1482	.	1211	.	.	1559	2025
	Mean	1453	1220	.	2025	515	1413	.	1202	.	.	1559	1267
Engineer	Minimum	.	683	.	970	683	.	800	907	1025	.	.	683
	Maximum	.	1246	.	1221	683	.	800	1246	1025	.	.	1246
	Mean	.	978	.	1096	683	.	800	1043	1025	.	.	978
Maintenance Supervisor	Minimum	1006	600	.	600	800	1002	.	1000	840	1192	1306	600
	Maximum	1442	1700	.	1700	1540	1460	.	1442	840	1192	1306	1700
	Mean	1226	1120	.	1114	1155	1231	.	1147	840	1192	1306	1145
Customer Service Manager	Minimum	1136	308	.	877	308	.	.	1154	.	.	.	308
	Maximum	1136	1154	.	890	1136	.	.	1154	.	.	.	1154
	Mean	1136	807	.	884	722	.	.	1154	.	.	.	873
Production Control Manager	Minimum	792	720	1657	769	720	1046	779	914	.	.	.	720
	Maximum	1170	1683	1657	1170	1141	1683	779	1151	.	.	.	1683
	Mean	981	1086	1657	970	884	1365	779	1022	.	.	.	1069

Management - Total Annual Bonus

		Company's Union Status		District									Total
		Union	Non-Union	1	2	3	4	5	6	7	8	9	
		Owner/CEO/ President (Active)	Minimum	10000	1800	.	6600	1800	400000	60000	50000	3869		75000	.	1800
	Maximum	84604	442110	.	377000	84604	400000	60000	442110	3869	75000	.	442110
	Mean	35535	122524	.	83259	41101	400000	60000	206370	3869	75000	.	107173
Owner/CEO/ President (Inactive)	Minimum	.	.	.	.	.	.	.	.	.	.	.	.
	Maximum	.	.	.	.	.	.	.	.	.	.	.	.
	Mean	.	.	.	.	.	.	.	.	.	.	.	.
Vice President	Minimum	12000	3676	.	6955	4740	18173	.	50000	3676	.	.	3676
	Maximum	52624	50000	.	35000	52624	18173	.	50000	3676	.	.	52624
	Mean	32312	18457	.	16614	28682	18173	.	50000	3676	.	.	21228
Chief Operationa Executive	Minimum	10000	5200	28000	5200	.	275500	.	77794	8000	.	.	5200
	Maximum	10000	275500	28000	10000	.	275500	.	77794	8000	.	.	275500
	Mean	10000	78899	28000	7600	.	275500	.	77794	8000	.	.	67416
Chief Sales Executive	Minimum	109044	4657	.	4657	109044	.	.	.	5000	.	.	4657
	Maximum	109044	21073	.	21073	109044	.	.	.	5000	.	.	109044
	Mean	109044	10243	.	12865	109044	.	.	.	5000	.	.	34944
Chief Financial Officer/Controller	Minimum	6000	4500	5000	4500	.	6565	.	28380	.	15000	.	4500
	Maximum	6000	65000	5000	7500	.	18000	.	65000	.	15000	.	65000
	Mean	6000	18743	5000	6000	.	12283	.	46690	.	15000	.	17327
Chief Quality Assurance Exec.	Minimum	3000	3150	.	3000	3150	.	.	.	4961	.	.	3000
	Maximum	60164	5055	.	5055	60164	.	.	.	4961	.	.	60164
	Mean	31582	4389	.	4028	31657	.	.	.	4961	.	.	15266
District Manager	Minimum	.	.	.	.	.	.	.	.	.	.	.	.
	Maximum	.	.	.	.	.	.	.	.	.	.	.	.
	Mean	.	.	.	.	.	.	.	.	.	.	.	.
Plant Superintendent	Minimum	.	3500	3500	4430	.	.	.	.	9321	.	.	3500
	Maximum	.	55000	3500	55000	.	.	.	.	9321	.	.	55000
	Mean	.	18063	3500	29715	.	.	.	.	9321	.	.	18063
Plant Mgr/General Mgr	Minimum	5000	1000	.	5000	4740	9091	5000	1000	8000	4000	10000	1000
	Maximum	7500	100000	.	23747	4740	100000	40000	56000	8000	10030	10000	100000
	Mean	6250	20895	.	10348	4740	54546	22500	24260	8000	7015	10000	19065
Quality Manager	Minimum	5000	500	500	1000	.	2400	3600	10500	.	10000	2000	500
	Maximum	5000	10500	500	5000	.	5199	3600	10500	.	10000	2000	10500
	Mean	5000	4400	500	3000	.	3800	3600	10500	.	10000	2000	4467
General Foreman	Minimum	1003	1500	.	1003	2100	.	.	.	.	.	2002	1003
	Maximum	18000	18668	.	18668	2100	.	.	.	.	.	2002	18668
	Mean	9502	5526	.	8506	2100	.	.	.	.	.	2002	6662

Management - Total Annual Bonus

		Company's Union Status		District									Total
		Union	Non-Union	1	2	3	4	5	6	7	8	9	
Shift Foreman	Minimum	79664	600	600	.	79664	.	5000	2100	.	.	.	600
	Maximum	79664	5000	600	.	79664	.	5000	2100	.	.	.	79664
	Mean	79664	2567	600	.	79664	.	5000	2100	.	.	.	21841
Metallurgist	Minimum	1000	2000	.	1000	7600	3606	.	4500	5021	.	2000	1000
	Maximum	5000	18211	.	5000	7600	3606	.	18211	5021	.	2000	18211
	Mean	3000	6823	.	3000	7600	3606	.	11356	5021	.	2000	5867
Sales Engineer/ Salesperson	Minimum	2000	500	500	1000	.	3879	.	500	.	25000	.	500
	Maximum	2000	25000	500	4000	.	10000	.	545	.	25000	.	25000
	Mean	2000	5678	500	2333	.	6940	.	523	.	25000	.	5269
Office Manager	Minimum	8000	1000	.	8000	2500	8700	.	1000	3850	.	.	1000
	Maximum	39988	33492	.	33492	39988	8700	.	1000	3850	.	.	39988
	Mean	23994	9908	.	20746	21244	8700	.	1000	3850	.	.	13933
Benefits Manager	Minimum	.	.	.	.	.	.	.	.	.	.	.	.
	Maximum	.	.	.	.	.	.	.	.	.	.	.	.
	Mean	.	.	.	.	.	.	.	.	.	.	.	.
Payroll Manager	Minimum	.	.	.	.	.	.	.	.	.	.	.	.
	Maximum	.	.	.	.	.	.	.	.	.	.	.	.
	Mean	.	.	.	.	.	.	.	.	.	.	.	.
Human Resources Manager	Minimum	.	3555	.	3555	.	5000	.	28000	.	.	.	3555
	Maximum	.	28000	.	3555	.	6158	.	28000	.	.	.	28000
	Mean	.	10678	.	3555	.	5579	.	28000	.	.	.	10678
Engineer	Minimum	.	1000	.	1000	.	.	32000	2250	4156	.	.	1000
	Maximum	.	32000	.	3000	.	.	32000	2250	4156	.	.	32000
	Mean	.	8481	.	2000	.	.	32000	2250	4156	.	.	8481
Maintenance Supervisor	Minimum	1000	4500	.	1000	5700	6133	.	13500	.	10000	.	1000
	Maximum	5000	13500	.	5000	5700	6133	.	13500	.	10000	.	13500
	Mean	3000	7967	.	3500	5700	6133	.	13500	.	10000	.	6548
Customer Service Manager	Minimum	.	2040	.	2040	.	.	.	31000	.	.	.	2040
	Maximum	.	31000	.	23715	.	.	.	31000	.	.	.	31000
	Mean	.	18918	.	12878	.	.	.	31000	.	.	.	18918
Production Control Manager	Minimum	2000	1500	2000	1500	16000	10000	1600	20750	.	.	.	1500
	Maximum	41184	20750	2000	2000	41184	10000	1600	20750	.	.	.	41184
	Mean	21592	8642	2000	1750	28592	10000	1600	20750	.	.	.	11879

Paid Sick Leave

		Company's Union Status		District									Total
		Union	Non-Union	1	2	3	4	6	7	8	9	Total	
Sick Leave Offered	Yes	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Number of Days of Sick Leave Per Year

		Company's Union Status		District									Total
		Union	Non-Union	1	2	3	4	6	7	8	9	Total	
Sick Days Per Year	Minimum	0	0	0	3	2	0	2	5	2	0	0	
	Maximum	8	6	4	8	3	5	2	6	5	6	8	
	Mean	4	3	2	4	3	2	2	6	4	3	3	

Number of Years Worked for One or More Weeks of Vacation

		Company's Union Status		District									Total
		Union	Non-Union	1	2	3	4	5	6	7	8	9	Total
Years for 1 Week Vacation	Minimum	1	0	1	1	0	1	1	1	1	1	1	0
	Maximum	1	4	1	1	4	1	1	1	1	1	1	4
	Mean	1	1	1	1	1	1	1	1	1	1	1	1
Years for 2 Weeks Vacation	Minimum	1	1	2	2	1	2	2	2	2	2	1	1
	Maximum	5	6	3	4	6	4	2	3	2	3	5	6
	Mean	3	2	3	3	3	3	2	2	2	3	2	3
Years for 3 Weeks Vacation	Minimum	5	5	9	5	7	5	5	5	7	10	5	5
	Maximum	10	20	10	10	20	10	5	10	10	10	12	20
	Mean	8	9	10	9	10	8	5	8	9	10	7	9
Years for 4 Weeks Vacation	Minimum	10	0	18	0	11	11	10	15	15	18	10	0
	Maximum	20	20	19	20	20	20	10	20	20	20	16	20
	Mean	14	16	19	10	16	16	10	16	18	19	13	15
Years for 5 Weeks Vacation	Minimum	18	0	.	0	0	0	.	25	0	.	18	0
	Maximum	25	28	.	25	25	15	.	28	0	.	18	28
	Mean	23	9	.	13	13	8	.	27	0	.	18	14

Company Offers Days Off for Holidays, Birthdays and Personal Days

		Company's Union Status		District									
		Union	Non-Union	1	2	3	4	5	6	7	8	9	Total
Holidays Offered	Yes	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Birthdays Offered	Yes	100.0%	100.0%		100.0%	100.0%	100.0%		100.0%		100.0%	100.0%	100.0%
Personal Days Offered	Yes	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%		100.0%		100.0%	100.0%	100.0%

Number of Days Off Per Year for Holidays and Personal Days

		Company's Union Status		District									
		Union	Non-Union	1	2	3	4	5	6	7	8	9	Total
Holidays Per Year	Minimum	5	5	9	8	5	6	6	6	7	5	10	5
	Maximum	12	12	12	12	12	11	6	11	8	9	11	12
	Mean	10	9	11	10	9	9	6	9	8	7	10	9
Personal Days Per year	Minimum	4	0	2	1	1	0	.	2	.	1	0	0
	Maximum	5	5	2	5	5	5	.	5	.	1	4	5
	Mean	5	3	2	3	4	3	.	4	.	1	3	3

Hospitalization Benefits

		Company's Union Status		District									
		Union	Non-Union	1	2	3	4	5	6	7	8	9	Total
Hospitalization Offered	Yes	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Hospitalization Covers	Employee & Family	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Type of Coverage	Indemnity		2.9%									100%	2.4%
	HMO	42.9%	23.5%	100%	71.4%	8.3%	14.3%			66.7%			26.2%
	PPO	57.1%	73.5%		28.6%	91.7%	85.7%	100%	100%	33.3%	100%		71.4%

Percentage of Hospitalization Premium Paid and Percentage of Claim Paid In/Out of Network

		Company's Union Status		District									
		Union	Non-Union	1	2	3	4	5	6	7	9	Total	
% Premium Paid for Employee	Minimum	81	50	100	75	65	90	75	50	70	95	50	
	Maximum	100	100	100	100	100	100	75	90	100	100	100	
	Mean	91	85	100	86	85	98	75	76	92	98	87	
% Premium Paid for Family	Minimum	81	0	90	17	0	0	66	50	0	95	0	
	Maximum	100	100	100	100	100	100	66	90	70	100	100	
	Mean	90	65	95	62	69	79	66	76	24	98	70	
% Claim Paid In-Network	Minimum	80	0	100	80	0	75	100	80	0	100	0	
	Maximum	100	100	100	100	100	100	100	100	100	100	100	
	Mean	93	85	100	96	83	86	100	89	65	100	86	
% Claim Paid Out-of-Network	Minimum	0	0	80	0	40	60	50	0	0	.	0	
	Maximum	80	80	80	80	80	80	50	80	60	.	80	
	Mean	62	57	80	32	68	68	50	52	37	.	58	

Surgical Benefits

		Company's Union Status		District									
		Union	Non-Union	1	2	3	4	5	6	7	8	9	Total
Surgical Offered	Yes	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Surgical Covers	Employee & Family	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Type of Coverage	Indemnity		3.8%									100%	2.9%
	HMO	42.9%	19.2%	100%	66.7%		20.0%			50.0%			23.5%
	PPO	57.1%	76.9%		33.3%	100%	80.0%	100%	100%	50.0%	100%		73.5%

Percentage of Surgical Premium Paid and Percentage of Claim Paid In/Out of Network

		Company's Union Status		District									
		Union	Non-Union	1	2	3	4	5	6	7	9	Total	
% Premium Paid for Employee	Minimum	81	50	100	75	65	80	75	50	70	100	50	
	Maximum	100	100	100	100	100	100	75	90	100	100	100	
	Mean	90	86	100	86	85	95	75	76	92	100	86	
% Premium Paid for Family	Minimum	81	0	90	17	0	0	66	50	0	100	0	
	Maximum	100	100	100	100	100	100	66	90	98	100	100	
	Mean	88	67	95	62	68	76	66	76	48	100	71	
% Claim Paid In-Network	Minimum	80	0	100	80	0	75	100	80	80	100	0	
	Maximum	100	100	100	100	100	100	100	100	100	100	100	
	Mean	93	88	100	96	83	86	100	89	90	100	89	
% Claim Paid Out-of-Network	Minimum	0	0	80	0	47	60	50	0	50	.	0	
	Maximum	80	80	80	80	80	80	50	80	70	.	80	
	Mean	62	59	80	32	69	68	50	51	60	.	60	

Major Medical Benefits

		Company's Union Status		District									
		Union	Non-Union	1	2	3	4	5	6	7	8	9	Total
Major Medical Offered	Yes	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Major Medical Covers	Employee & Family	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Type of Coverage	Indemnity		3.7%									100%	2.9%
	HMO	42.9%	14.8%	100%	60.0%	10.0%	20.0%						20.0%
	PPO	57.1%	81.5%		40.0%	90.0%	80.0%	100%	100%	100%	100%		77.1%

Percentage of Major Medical Premium Paid and Percentage of Claims Paid In/Out of Network

		Company's Union Status		District									
		Union	Non- Union	1	2	3	4	5	6	7	8	9	Total
% Premium Paid for Employee	Minimum	81	50	100	75	65	80	75	50	77	72	95	50
	Maximum	100	100	100	100	100	100	75	90	100	72	100	100
	Mean	91	84	100	86	85	90	75	76	94	72	98	85
% Premium Paid for Family	Minimum	81	0	90	17	0	20	66	50	0	62	95	0
	Maximum	100	100	100	100	100	100	66	90	70	62	100	100
	Mean	89	66	95	62	68	70	66	76	32	62	98	70
% Claim Paid In-Network	Minimum	80	0	100	80	0	75	100	80	0	80	100	0
	Maximum	100	100	100	100	100	82	100	100	100	80	100	100
	Mean	92	85	100	96	83	79	100	89	60	80	100	86
% Claim Paid Out-of-Network	Minimum	0	0	80	0	40	60	50	0	50	50	.	0
	Maximum	86	80	80	86	80	70	50	80	70	50	.	86
	Mean	59	58	80	33	68	63	50	51	60	50	.	58

Percentage of Major Medical Premium Paid and Percentage of Claims Paid In/Out of Network

		Company's Union Status		District								
		Union	Non- Union	1	2	3	4	5	6	7	8	9
% Premium Paid for Employee	Minimum	81	50	100	75	65	80	75	50	77	72	95
	Maximum	100	100	100	100	100	100	75	91	100	100	100
	Mean	91	84	100	86	85	90	75	78	92	86	98
% Premium Paid for Family	Minimum	81	0	90	17	0	20	66	9	0	25	95
	Maximum	100	100	100	100	100	100	66	90	70	62	100
	Mean	89	66	95	70	70	70	66	69	35	44	98
% Claim Paid In-Network	Minimum	80	0	100	80	0	75	100	80	0	80	100
	Maximum	100	100	100	100	100	82	100	100	100	80	100
	Mean	92	85	100	97	80	79	100	88	50	80	100
% Claim Paid Out-of-Network	Minimum	0	0	80	0	40	60	50	0	60	50	.
	Maximum	86	80	80	86	80	70	50	80	70	50	.
	Mean	59	58	80	47	66	63	50	53	65	50	.

Vision Care Benefits

		Company's Union Status		District									Total
		Union	Non-Union	1	2	3	4	6	7	8	9	Total	
Vision Care Offered	Yes	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Vision Care Covers	Employee Only		10.0%	50.0%				50.0%				7.4%	
	Employee & Family	100%	90.0%	50.0%	100%	100%	100%	50.0%	100%	100%	100%	92.6%	
Type of Coverage	Indemnity		25.0%	50.0%			20.0%				100%	19.0%	
	HMO	75.0%	43.8%	50.0%	100%	20.0%	20.0%		100%	100%		47.6%	
	PPO	25.0%	31.3%			80.0%	60.0%					33.3%	

Percentage of Vision Care Premium Paid and Percentage of Claims Paid In/Out of Network

		Company's Union Status		District									Total
		Union	Non-Union	1	2	3	4	6	7	8	9	Total	
% Premium Paid for Employee	Minimum	0	0	100	0	0	0	0	0	0	0	0	
	Maximum	100	100	100	100	100	100	100	100	0	100	100	
	Mean	76	60	100	65	69	75	50	57	0	50	65	
% Premium Paid for Family	Minimum	82	0	0	17	0	100	0	0	100	0	0	
	Maximum	100	100	100	100	100	106	0	70	100	100	106	
	Mean	94	45	50	58	47	102	0	23	100	67	57	
% Claim Paid In-Network	Minimum	50	0	100	50	80	80	.	0	.	.	0	
	Maximum	100	100	100	100	100	100	.	100	.	.	100	
	Mean	78	88	100	77	90	93	.	50	.	.	85	
% Claim Paid Out-of-Network	Minimum	0	0	100	0	0	0	.	0	.	.	0	
	Maximum	60	100	100	50	60	100	.	73	.	.	100	
	Mean	28	50	100	25	44	48	.	37	.	.	45	

Dental Plan Benefits

		Company's Union Status		District									Total
		Union	Non-Union	1	2	3	4	5	6	7	8	9	Total
Dental Plan Offered	Yes	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Dental Plan Covers	Employee & Family	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Type of Coverage	Indemnity		26.9%		16.7%	12.5%	60.0%		16.7%			100%	22.6%
	HMO	75.0%	26.9%	50.0%	66.7%	12.5%	20.0%		16.7%		100%		32.3%
	PPO	25.0%	46.2%	50.0%	16.7%	75.0%	20.0%		66.7%	100%			45.2%

Percentage of Dental Plan Premium Paid and Percentage of Claims Paid In/Out of Network

		Company's Union Status		District									Total
		Union	Non-Union	1	2	3	4	5	6	7	8	9	Total
% Premium Paid for Employee	Minimum	55	0	100	0	0	100	0	0	0	0	95	0
	Maximum	100	100	100	100	100	100	0	100	100	100	100	100
	Mean	90	64	100	64	72	100	0	58	67	50	98	70
% Premium Paid for Family	Minimum	55	0	90	0	0	0	0	0	0	0	25	0
	Maximum	106	106	100	100	100	100	0	106	0	100	106	106
	Mean	90	44	95	47	58	75	0	50	0	50	77	54
% Claim Paid In-Network	Minimum	50	0	100	56	80	50	100	0	0	0	80	0
	Maximum	100	100	100	100	100	80	100	100	0	0	80	100
	Mean	77	76	100	84	91	65	100	65	0	0	80	76
% Claim Paid Out-of-Network	Minimum	0	0	0	0	40	50	50	0	50	0	80	0
	Maximum	80	100	80	100	100	80	50	80	50	0	80	100
	Mean	46	55	40	58	63	64	50	44	50	0	80	54

Prescription Brand NameGeneric

		Company's Union Status		District									Total
		Union	Non-Union	1	2	3	4	5	6	7	8	9	Total
Prescription Drug Program Offered	Yes	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Brand Name Drug Offered	No	33.3%	31.6%		14.3%	30.8%	14.3%		55.6%	33.3%	50.0%	66.7%	31.3%
	Yes	66.7%	68.4%	100%	85.7%	69.2%	85.7%	100%	44.4%	66.7%	50.0%	33.3%	68.8%
Generic Drug Offered	No	22.2%	28.9%		14.3%	23.1%	14.3%		55.6%	33.3%		66.7%	27.1%
	Yes	77.8%	71.1%	100%	85.7%	76.9%	85.7%	100%	44.4%	66.7%	100%	33.3%	72.9%

Percentage of Drugs Paid for by Company

		Company's Union Status		District									Total
		Union	Non-Union	1	2	3	4	5	6	7	8	9	Total
% Drug Program Paid by Company	Minimum	40	50	100	40	70	100	100	50	98	60	95	40
	Maximum	100	100	100	100	100	100	100	100	100	100	100	100
	Mean	84	89	100	80	83	100	100	80	99	80	98	88

Insurance Benefits

		Company's		District									Total
		Union Status		1	2	3	4	5	6	7	8	9	
		Union	Non-Union										
Group Term Life Insurance Offered	Yes	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Group Term Life - Death Benefit Cap	Yes	71.4%	80.0%	100%	60.0%	88.9%	80.0%	100%	100%			66.7%	78.9%
	No	28.6%	20.0%		40.0%	11.1%	20.0%			100%	100%	33.3%	21.1%
Short Term Disability Insurance Offered	Yes	100%	100%	100%	100%	100%	100%		100%	100%		100%	100%
Long Term Disability (Salaried) Offered	Yes	100%	100%		100%	100%	100%		100%	100%	100%	100%	100%

Insurance Benefits (continued)

		Company's Union		District									Total
		Status		1	2	3	4	6	7	8	9		
		Union	Non-Union										
Group Term Life - Cap X Salary	Minimum	1	1	1	1	1	2	1	.	.	1	1	
	Maximum	2	2	2	2	2	2	1	.	.	1	2	
	Mean	2	1	2	2	2	2	1	.	.	1	1	
Short Term Disability - % Standard Benefit	Minimum	55	60	70	60	55	60	67	.	.	.	55	
	Maximum	100	100	70	100	100	60	75	.	.	.	100	
	Mean	72	82	70	87	85	60	71	.	.	.	79	
Short Term Disability - % of Salary	Minimum	60	60	70	60	60	60	60	60	.	67	60	
	Maximum	300	75	70	66	300	66	100	60	.	67	300	
	Mean	132	63	70	62	87	62	75	60	.	67	75	
Short Term Disability - Length of Time Paid	Minimum	89	42	280	130	60	91	42	42	.	119	42	
	Maximum	182	365	280	182	180	182	180	365	.	119	365	
	Mean	143	145	280	168	141	136	102	204	.	119	144	
Long Term Disability - % Standard Benefit	Minimum	60	60	.	60	65	60	.	.	66	.	60	
	Maximum	100	100	.	100	100	60	.	.	66	.	100	
	Mean	81	85	.	90	88	60	.	.	66	.	83	
Long Term Disability - % of Salary	Minimum	50	50	.	60	50	60	50	50	.	55	50	
	Maximum	600	67	.	66	600	66	66	50	.	67	600	
	Mean	151	59	.	62	120	62	57	50	.	61	82	
Long Term Disability - Waiting Period in Days	Minimum	7	42	.	7	60	90	89	42	.	119	7	
	Maximum	180	182	.	180	180	180	180	90	.	182	182	
	Mean	99	132	.	91	140	135	126	66	.	151	123	

Overtime and Premiums

		Company's Union Status		District									Total
		Union	Non-Union	1	2	3	4	5	6	7	8	9	Total
Saturday Overtime Offered	Yes	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Saturday Overtime Provision	1.5	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Sunday Overtime Offered	1	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Sunday Overtime Provision	1.5	25.0%	53.3%		40.0%	46.2%	25.0%	100%	80.0%	33.3%	50.0%	66.7%	48.7%
	2.0	75.0%	46.7%	100%	60.0%	53.8%	75.0%		20.0%	66.7%	50.0%	33.3%	51.3%
Holiday Overtime Offered	Yes	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Holiday Overtime Provision	1.5		30.0%	50.0%		36.4%		100%			50.0%	33.3%	25.0%
	2.0	83.3%	43.3%	50.0%	83.3%	36.4%	50.0%		80.0%	66.7%		33.3%	50.0%
	2.5		23.3%		16.7%	18.2%			20.0%	33.3%	50.0%	33.3%	19.4%
	3.0	16.7%	3.3%			9.1%	50.0%						5.6%
Afternoon Shift Premium Offered	Yes	100%	100%		100%	100%	100%	100%	100%	100%	100%	100%	100%
Night Shift Premium Offered	Yes	100%	100%		100%	100%	100%	100%	100%	100%		100%	100%

Overtime and Premiums (continued)

		Company's Union Status		District									Total
		Union	Non-Union	2	3	4	5	6	7	8	9	Total	
Amount of Afternoon Shift Premium	Minimum	.05	.10	.25	.05	.35	.25	.10	.23	.30	.45	.05	
	Maximum	.75	1.05	.35	1.00	1.05	.25	.50	1.00	.30	.75	1.05	
	Mean	.36	.43	.32	.34	.56	.25	.30	.58	.30	.60	.40	
Amount of Night Shift Premium	Minimum	.30	.10	.40	.20	.30	.50	.20	.10	.	.55	.10	
	Maximum	1.50	2.00	1.50	1.00	1.07	.50	.50	2.00	.	.80	2.00	
	Mean	.58	.56	.67	.50	.66	.50	.36	.78	.	.68	.57	

		Company's Union Status		District									Total
		Union	Non- Union	1	2	3	4	5	6	7	8	9	Total
% Reimbursement for Tuition	Minimum	50	100	.	80	100	100	100	50	.	.	100	50
	Maximum	100	100	.	100	100	100	100	100	.	.	100	100
	Mean	77	100	.	95	100	100	100	88	.	.	100	96
401K - % Matched by Employer	Minimum	0	0	0	0	0	2	.	3	50	25	.	0
	Maximum	90	100	25	50	100	50	.	100	50	25	.	100
	Mean	16	18	13	10	11	12	.	36	50	25	.	18

Other Benefits (continued)

		Company's Union Status		District									Total
		Union	Non- Union	1	2	3	4	5	6	7	8	9	Total
Uniforms Offered	Yes	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Safety Glasses Offered	Yes	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Steel-toed Shoes Offered	Yes	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Hard Hats Offered	Yes	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Gloves Offered	Yes	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Beverages Offered	Yes	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Cars (Lease/Buy) Offered	Yes	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Number of Employees

		Company's Union Status		District									Total
		Union	Non- Union	1	2	3	4	5	6	7	8	9	Total
Number of Labor Employees	Minimum	23.0	.0	14.0	5.0	9.0	.0	11.0	15.0	37.0	3.0	24.0	.0
	Maximum	77.0	114.0	34.0	68.0	58.0	102.0	16.0	95.0	114.0	42.0	74.0	114.0
	Mean	44.5	36.7	24.0	31.1	27.1	55.3	13.5	42.9	65.7	22.5	49.3	37.7
Number of Management Employees	Minimum	2	1	5	3	2	2	2	3	6	1	4	1
	Maximum	34	42	6	22	12	42	6	34	17	5	18	42
	Mean	16	8	6	9	6	16	4	11	10	3	9	9

Profile of Survey Participants

		Count	Col %
District	District 1 - New England	2	4.2%
	District 2 - Middle Atlantic	7	14.6%
	District 3 - South Central	13	27.1%
	District 4 - Michigan	7	14.6%
	District 5 - Southeast	2	4.2%
	District 6 - North Central	9	18.8%
	District 7 - Pacific Coast	3	6.3%
	District 8 - Southwest	2	4.2%
	District 9 - Canada	3	6.3%
Company's Union Status	Union	9	19.1%
	Non-Union	38	80.9%
Company Owner-Operated	Yes	38	80.9%
	No	9	19.1%
Sales Range of Company	\$500,001 - \$1 Million	2	4.2%
	\$1 - 2 Million	6	12.5%
	\$2 - 3 Million	7	14.6%
	\$3 - 4 Million	6	12.5%
	\$4 - 5 Million	6	12.5%
	\$5 - 6 Million	6	12.5%
	\$6 - 10 Million	6	12.5%
	Over \$10 Million	9	18.8%