

**CHICAGO METAL FINISHERS INSTITUTE
1999 LABOR SURVEY**

COMPLETED QUESTIONNAIRE 39	UNCOMPLETED QUESTIONNAIRE 8	TOTAL 47	CATEGORIES		BREAK DOWN					
			UNION	NON-UNION	2-10 YR. Employee	11-20 YR. Employee	21-30 YR. Employee	31-50 YR. Employee	Over 50 YR.	
NUMBER of EMPLOYEES			18	21	9	10	6	2	17	
HIGH 165	LOW 2	AVERAGE 45	PROCESSES							
			ABRASIVE BLASTING 8	ANODIZING 3	PLATING 40	POLISHING 13	SORTING 3	SPRAYING 5	OTHER 12	Other Include: Phosphating, Grinding, Assembly, Heat Treat, Deburring, ETC.

NEW EMPLOYEE WAGE SCALE per hr.	UNION			NON-UNION		
	HIGH	LOW	AVER	HIGH	LOW	AVER
Polishers	10.00	6.00	8.52	8.00	5.50	6.87
Sprayers	6.00	6.00	6.00	6.00	-	6.00
Helpers	10.05	6.00	15.50	8.55	6.00	6.70
Shipping/ Receiving	12.50	6.00	9.36	13.00	6.00	8.25
Drivers	19.63	9.00	14.78	15.00	7.20	10.52
Waste Water Treatment	20.00	6.50	11.20	15.00	6.00	10.15
QS9000/ ISO4001 Manager	29.80	28.00	28.90	15.00	8.00	11.50
Chemist/ Lab Manager	19.75	11.40	15.25	24.00	9.50	17.15
Maintenance	24.00	9.00	13.07	15.00	6.00	10.00
Production/ Foreman	35.00	12.50	23.10	20.00	9.00	15.03
Plant Manager	24.00	-	24.00	-	-	-

TANK MAN	UNION			NON-UNION		
	HIGH	LOW	AVER	HIGH	LOW	AVER
Automatic Rack	11.10	6.00	8.88	12.10	6.00	7.59
Hand Rack	11.10	6.00	9.09	12.10	6.00	8.71
Auto Barrel Rack	11.10	6.50	9.01	10.00	6.00	7.41
Hand Barrel Rack	11.10	6.50	9.62	13.50	5.25	7.88

2-5 YR. EMPLOYEE WAGE SCALE per hr	UNION			NON-UNION		
	HIGH	LOW	AVER	HIGH	LOW	AVER
Polishers	13.00	7.50	10.50	9.00	7.50	8.50
Sprayers	9.40	7.50	8.30	7.50	-	7.50
Helpers	12.70	7.00	9.90	10.00	7.00	8.08
Shipping/ Receiving	14.02	7.50	9.98	12.00	7.00	11.53
Drivers	19.63	8.50	13.55	15.00	9.00	7.25
Waste Water Treatment	15.00	8.00	11.92	17.00	8.00	11.75
QS9000/ ISO4001 Manager	31.25	21.63	27.62	17.00	8.00	13.33
Chemist/ Lab Manager	22.00	14.00	17.70	25.00	12.00	18.75
Maintenance	24.00	8.00	15.85	20.00	8.00	12.30
Production/ Foreman	43.75	15.80	29.48	18.00	8.00	15.29
Plant Manager	26.50	-	26.50	-	-	-

TANK MAN	UNION			NON-UNION		
	HIGH	LOW	AVER	HIGH	LOW	AVER
Automatic Rack	12.55	7.50	10.32	12.75	7.00	9.05
Hand Rack	13.00	7.50	10.23	12.75	7.50	11.48
Auto Barrel Rack	13.70	8.00	10.64	10.00	7.50	8.90
Hand Barrel Rack	13.70	8.00	11.13	10.45	7.50	9.08

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SENIOR EMPLOYEE	UNION		
	HIGH	LOW	AVER
WAGE SCALE per hr			
Polishers	17.00	9.90	10.59
Sprayers	13.70	10.00	13.42
Helpers	12.70	8.00	9.71
Shipping/ Receiving	15.00	7.50	11.19
Drivers	23.00	9.55	19.95
Waste Water Treatment	20.00	10.00	14.28
QS9000/ ISO4001 Manager	35.00	26.00	30.75
Chemist/ Lab Manager	29.80	16.00	21.28
Maintenance	24.00	12.35	16.27
Production/ Foreman	48.00	15.80	28.26
Plant Manager	30.00	-	30.00

NON-UNION		
HIGH	LOW	AVER
16.50	9.50	11.63
9.00	-	9.00
14.00	6.00	9.72
21.75	8.55	13.15
21.00	9.65	13.36
18.75	10.00	14.04
27.00	10.00	20.50
30.00	15.00	21.34
27.00	10.00	15.77
28.85	14.00	18.56
31.00	13.50	8.30

VACATION SCHEDULE	UNION		
	HIGH	LOW	AVER
AFTER 6 MONTHS	-	-	-
AFTER 1 YEAR	10	5	5
AFTER 2 YEARS	-	-	-
AFTER 3 YEARS	-	-	-
AFTER 5 YEARS	15	10	10.9
AFTER 10 YEARS	20	10	14.7
AFTER 15 YEARS	21	20	20.5
MAXIM	27	10	22.8
PAID HOLIDAYS	11	6	9.3
PAID SICK DAYS	5	1	2.8
BREAKS / WASH UP	60	10	26.7

NON-UNION		
HIGH	LOW	AVER
5	2.5	3.5
10	5	6.0
10	-	10
10	10	10
15	10	10.7
20	10	15.1
-	-	-
25	10	17.1
11	5	7.9
3	2	2.6
30	10	23.1

TANK MAN			
Automatic Rack	12.55	9.50	11.02
Hand Rack	15.00	9.50	11.48
Auto Barrel Rack	13.70	9.01	10.77
Hand Barrel Rack	16.70	9.50	11.63

13.50	8.30	10.44
16.00	9.00	12.18
12.00	8.50	10.18
12.65	8.80	10.68

INSURANCE COVERAGE	
LIFE	16
HEALTH / ACCIDENT	17
DENTAL	8
OPTICAL	6

23
23
10
6

	U	P	Y	N
HEALTH/ WELFARE PLAN	9	8	17	1
PENSION	8	3	10	12

	U	P	Y	N
-	17	23	3	
-	9	10	15	

MONTHLY WORKERS COST			
HEALTH	93.00	8.15	58.99
PENSION	63.74	5.25	28.12

80.00	10.00	41.94
18.00	14.30	15.83

	Y	N
PROFIT SHARING	7	12

	Y	N
17	10	

[**U** = UNION; **P** = PRIVATE; **Y** = YES; **N** = NO]