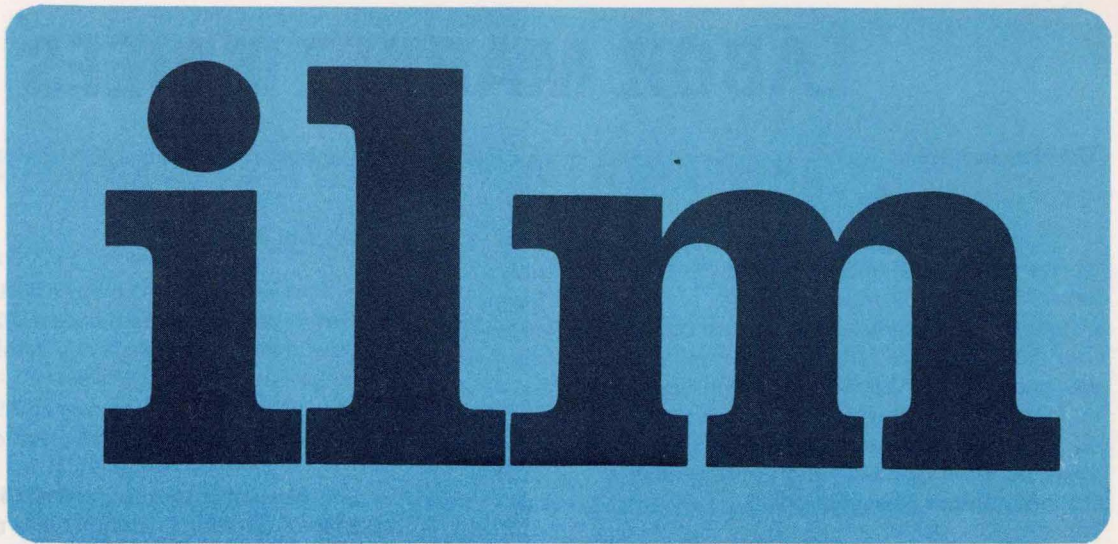


December 1977

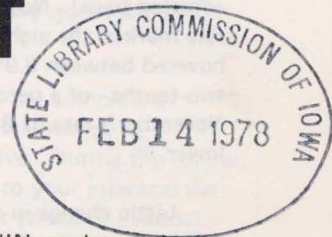
Employment and unemployment
hours and earnings
labor turnover
job insurance
job placement

IOWA
DEPARTMENT
OF
JOB SERVICE

Research &
Statistics Department



EMPLOYERS: 2 WAYS TO CUT INCOME TAXES



As an employer, you're naturally interested in curtailing expenses.

By starting now, you can take full advantage of two methods of lowering your income taxes. Both methods involve the hiring of workers.

One stems from the Revenue Act of 1971 which provides a 20% tax credit under the Work Incentive (WIN) program and involves the hiring of men and women on welfare.

The other is the by-product of the Tax Reduction and Simplification Act of 1977 which allows you to claim tax credits for hiring more workers in 1978 than you did in 1977.

Both offer substantial tax savings.

The WIN Way

When men and women on welfare move into useful jobs, everyone gains—the welfare recipient, the employer, the taxpayer, the nation. Recognizing this and using the WIN program as a stimulus to increase the number of workers you hire, the federal government offers you a tax credit on every ADC recipient you employ. This credit amounts to 20% of the cash wages paid to each WIN employee over a 12-month period.

If, for example, a WIN employee is paid an annual wage of \$5,000, you get a \$1,000 tax credit. If you hire 25 WIN workers at the \$5,000 yearly wage, your credit amounts to \$25,000.

Ordinarily, you get this tax credit only after a WIN employee has worked 12 months for you, and these 12

months need not be consecutive. The WIN employee also must be kept on the job for at least another year. If you fire him or her without cause in the first year, you lose your entitlement to the tax credit. If you let the WIN worker go without cause during the second year, your tax credit will be recaptured—in other words, you'll have to repay the full amount. However, if the WIN worker quits, becomes disabled or is fired for misconduct, you get the tax credit.

To be eligible for the tax credit, you must hire one or more workers from the Work Incentive (WIN) program. For complete details, contact your nearest Job Service of Iowa office.

The Jobs Tax Credit Way

A new federal law also gives you a major tax break if you hire more workers in 1978 than in 1977. For each additional worker you employ in 1978—over and above the year before—you may claim a substantial Jobs Tax Credit against your federal income tax liabilities.

The law places no restrictions on the kinds of workers you hire. The only worker specification concerns *handicapped* workers, who qualify you for special credit . . . in addition to the credit already available for your new hires in excess of the year before.

The credit provisions are uncomplicated and permit you to use records you regularly maintain. You calculate your credit from a base amounting to 102% of the wages on which your business paid federal unemployment insurance (UI) taxes in 1977. Then you merely subtract last year's base from wages subject to UI taxes in 1978. Your tax credit amounts to half the difference.

Continued on back page

LABOR MARKET BRIEFS

The National Scene

A sharp employment increase in November did little to change the national unemployment picture. The nation's jobless rate for November was 6.9% . . . down 0.1% from October. Total employment increased to 92.2 million, an over the month gain of 950,000 . . . and compared to a year ago, has grown by 3.9 million. The proportion of the nation's population with jobs has risen over the year from 56.2% to an all-time high of 57.8%. Nonfarm payroll employment increased to 83.2 million in November . . . a rise of 3.1 million since November 1976.

Unemployment, however, continues to be a major concern, affecting 6.8 million workers (on a seasonally adjusted basis). November's 6.9% seasonally adjusted jobless rate marked the eighth straight month that the rate has hovered between 6.9% and 7.1% . . . a variation of only two-tenths of a percentage point. But compared to last November's rate of 8.0%, the current rate is significantly lower.

Little change in the unemployment rates for the various segments of the labor force in November . . . adult women up slightly (7.1% of adult women in the labor force unemployed) . . . adult men fell from 5.3% to 4.9% . . . teenagers unchanged (17.1%) . . . whites relatively unchanged (6.0%) . . . and blacks down slightly (13.8%). The duration of unemployment was the same as in October, 13.8 weeks . . . but was 1.7 weeks less than during November 1976.

The average workweek for nonfarm payroll workers declined slightly in November . . . down 36.1 hours, seasonally adjusted. Despite the shorter workweek, the average earnings of this worker group increased 0.4%, seasonally adjusted, to \$5.39 an hour. The average weekly earnings of production workers in November was \$194.58, seasonally adjusted.

The Wholesale Price Index for November advanced by 0.7%, creating some concern about future consumer prices and the rising rate of inflation.

The Finished Goods Index, reflecting only the prices received by producers for goods in the form purchased by consumers, increased 0.4% compared to an 0.8% boost in October. Price increases were smaller in November for consumer finished durable goods and for producer finished goods. However, price hikes were slightly larger than in October for finished consumer foods and for finished consumer nondurables. Prices were up for beef, veal, fresh and dried vegetables, sugar and confectionary products, cereals and bakery products, processed fruits and vegetables and dairy products. Roasted coffee, pork, processed poultry and fresh fruits prices were down. Price upswings were recorded for gasoline and heating oil while the price of tobacco products declined sharply.

Consumer prices also rose in November . . . 0.5% over the October level . . . 6.7% above the year ago mark. The

Consumer Price Index (CPI) for November was 185.4.

. . . and in Iowa

Iowa's economic picture dimmed somewhat during November, as indicated by the 0.2% rise in the state's jobless rate . . . 3.0% seasonally adjusted compared to 2.8% in October. But last November's Iowa rate was well above the current level, registering at 3.9% . . . with a total of 44,000 unemployed in contrast to 33,700 this November.

November unemployment rose 3,900 above the October tally of 29,800 . . . almost twice the expected number. Primary causes were the closing of a meat processing plant in northwest Iowa . . . layoffs in construction due to project completions . . . and secondary layoffs by firms supplying plants involved in labor-management disputes.

Total resident employment dropped slightly during November . . . less than had been anticipated—only 1.8% . . . with seasonal declines in construction apparently offset by strong hiring in retail trade.

Over the year, Iowa's labor force grew by 17,100 workers . . . employment up 27,400 . . . unemployment down 10,300 . . . with more Iowans seeking work and finding jobs.

Total nonfarm employment again held steady in November.

New labor-management disputes in apparel, rubber and plastics and machinery except electrical brought the total involved to 2,300 . . . an increase of 600 from the October total.

Decreases in amusement, recreation and business services were instrumental in lowering employment among service industries. But service employment was up 5,500 from a year ago, primarily due to health services. (The Iowa Medical Association reports that approximately 3,000 physicians, 40,000 employees in 146 hospitals and 20,000 persons employed in doctors' offices, clinics, laboratories and out-patient facilities are serving Iowans. A Department of Labor survey for 1973 indicates that the average family living in the north central United States spends \$474.41 a year on health care . . . including insurance.)

Wholesale and retail trade employment exceeded the October figure, as expected. A substantial over the year hike in wholesale and retail employment plus hikes in government and service hiring raised this November's non-manufacturing figure 20,800 above the year ago tally.

Total private average weekly earnings for nonsupervisory employees dropped slightly in November. Spendable earnings for a married worker with three dependents averaged \$165.45 weekly . . . compared to gross earnings of \$189.93. (According to the Department of Labor, consumers in the north central states spend 12% of their earnings for food, 1% for tobacco and 0.7% for alcoholic beverages. The Iowa Beer and Liquor

EMPLOYERS' PAGE

DMP-4 – THE WAY TO GOVERNMENT CONTRACTS

When the federal government buys a product or contracts for a service, it creates new business . . . and new jobs. Down through the years, a portion of this government business has been channeled to areas across the country where the need is greatest . . . including portions of Iowa.

The idea is to stimulate business where unemployment is high and thereby increase job opportunities, particularly for the economically disadvantaged.

The tool used to promote these objectives is Defense Manpower Policy No. 4 . . . DMP-4. Under DMP-4, certain portions of federal procurement contracts are set aside for firms that (1) are located in areas with high jobless rates and/or (2) agree to employ a certain proportion of disadvantaged workers. These are known as reserve portions.

The basis of DMP-4 is the recognition that private employers are the major source of jobs . . . and that private employers need the new business that DMP-4 offers to provide additional jobs to help reduce unemployment.

How DMP-4 Works

For you, as an employer, to qualify for certain federal procurement contracts, you must be certified under one of three preference groups.

First preference certified employers are those whose place of employment is in or near an area of concentrated unemployment or in an area of substantial or persistent unemployment and who agree to employ 25% of new hires as disadvantaged workers.

Second preference certified employers, regardless of locations of their employment facilities, are those willing to employ disadvantaged workers equal to 15% of their new hires.

Third preference employers need not be certified—but must have their employment facilities in areas of persistent or substantial unemployment.

Small businesses get priority over large companies in the same preference group. Small firms not eligible for preference get a chance at federal contract work when no preferred employer will accept it.

To get first or second preference, you must obtain a certificate of eligibility for preference. (You need no certificate for third preference.) You can gain by getting your certificate before you select a procurement contract to bid on due to two advantages:

1. **Your company could get first chance at a procurement.**
2. **Your company's name is included on a cumulative list of certified employers issued monthly by the Employment and Training Administration (ETA).**

How to Get Certified

The certification process works like this:

1. Apply to your local (or nearest) Job Service of Iowa office for an application and instructions on filing for a certificate. The staff will advise you on any questions you may have about the preference policy.
2. Within five days after you return the completed application, a Job Service staff member will review it, preferably with you or your representative. During the review, you will be asked about matters related to your jobs and the workers you will employ—such as: Your principal product or service, types of jobs and wages, your estimate of new hires and the proportion that will be disadvantaged, transportation to your place of employment and any plans you may have for future upgrading.
3. When the information you provide has been reviewed, your local Job Service office manager will notify you by letter that your application has been approved or denied. If approved, you are certified for the preference you requested. Your certificate is valid for six months from its date of issue. To stay certified, you must apply for a renewal before the expiration date. The Job Service staff will explain the renewal procedure to you.

Once you're certified, you're then ready to take advantage of your preference in federal procurements.

When a portion of a federal procurement is set aside to be negotiated with firms certified for first or second preference or eligible for the third, the reserved portion is publicized and you're told how to submit your bid. **To be considered in negotiations on the reserved portion, you must have bid on the unreserved part of the procurement.** The unreserved portion is open to all employers—both those with preference certification and those not certified.

The unreserved portion of the procurement goes to the lowest bidder. This bid sets the **base price** the government will pay for **both** parts—the reserved and unreserved portions. The next step is offering the reserved part **at the base price** to eligible firms in order of their preference, with small businesses getting priority over larger firms in each preference group.

For further information about DMP-4, contact your Job Service office.

Table I - Civilian Labor Force by Place of Residence

	Resident Civilian Labor Force 1/	Resident Unemployed	Seasonally Adjusted Rate	Percent Unemployed	Resident Total Employment 2/	Nonagricultural Wage and Salary 3/	Self-employed, Unpaid Family & Domestic Workers 4/	Agriculture
November 1977								
Iowa.....	1,349,300	33,700	3.0	2.5	1,315,600	1,031,800	142,100	141,700
Cedar Rapids.....	79,000	1,600	*	2.0	77,400	69,700	5,500	2,200
Council Bluffs.5/.....	40,400	1,100	*	2.7	39,400	33,500	3,500	2,400
Davenport.5/.....	72,200	2,200	*	3.1	69,900	63,100	5,300	1,500
Des Moines.....	165,800	4,000	*	2.4	161,700	146,200	12,800	2,700
Dubuque.....	41,800	1,400	*	3.4	40,400	35,300	3,000	2,100
Sioux City.....	56,100	2,200	*	3.9	53,900	46,100	5,600	2,300
Waterloo.....	61,900	1,600	*	2.6	60,300	53,900	4,900	1,600
October 1977								
Iowa.....	1,369,400	29,800	2.8	2.2	1,339,600	1,031,600	143,300	164,800
Cedar Rapids.....	79,300	1,600	*	2.0	77,700	69,600	5,600	2,600
Council Bluffs.5/.....	41,400	1,200	*	3.0	40,100	33,800	3,500	2,800
Davenport.5/.....	72,400	1,900	*	2.6	70,500	63,400	5,400	1,700
Des Moines.....	165,700	3,800	*	2.3	161,900	145,800	12,900	3,200
Dubuque.....	42,100	1,300	*	3.0	40,800	35,300	3,000	2,500
Sioux City.....	55,800	1,400	*	2.5	54,300	46,100	5,600	2,600
Waterloo.....	62,100	1,600	*	2.5	60,500	53,800	4,900	1,800
November 1976								
Iowa.....	1,332,200	44,000	3.9	3.3	1,288,200	1,004,400	139,100	144,800
Cedar Rapids.....	78,500	2,500	*	3.2	76,000	68,300	5,500	2,300
Council Bluffs.5/.....	40,800	1,600	*	4.0	39,200	33,300	3,500	2,500
Davenport.5/.....	70,700	2,500	*	3.5	68,200	61,500	5,200	1,500
Des Moines.....	162,400	5,900	*	3.6	156,500	141,200	12,500	2,800
Dubuque.....	41,200	1,800	*	4.3	39,400	34,300	2,900	2,200
Sioux City.....	57,400	2,000	*	3.5	55,400	47,300	5,800	2,300
Waterloo.....	61,500	2,800	*	4.5	58,800	52,400	4,800	1,600

Latest month's data is preliminary. Detail may not add up to total due to rounding. Council Bluffs and Davenport areas include Iowa portions only.
 *Data not available at time of publication. (March, 1975 benchmark levels)

- 1/ Includes unemployed and employed individuals. Establishment employment data is adjusted to commuting, multiple job holding, and unpaid absence patterns.
- 2/ Includes nonagricultural wage and salary, self-employed, unpaid family, domestic and agriculture workers.
- 3/ Includes all full and part-time wage and salary workers, excluding domestics, who were employed or involved in a labor-management dispute during the week including the 12th of the month.
- 4/ Includes nonagricultural self-employed persons, unpaid family workers and domestic workers in private households.
- 5/ Data for CETA programs in these areas based on a "BLS census share" method and not technically comparable to figures published here.

Table II - Hours and Earnings for Manufacturing Production Workers in Selected Iowa Areas 1/

	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	Nov. 1977	Oct. 1977	Nov. 1976	Nov. 1977	Oct. 1977	Nov. 1976	Nov. 1977	Oct. 1977	Nov. 1976
Cedar Rapids.....	\$264.40	\$257.75	\$245.60	40.0	39.9	40.0	\$6.61	\$6.46	\$6.14
Council Bluffs.*.....									
Davenport.....	332.11	337.95	302.99	40.7	39.9	41.0	8.16	8.47	7.39
Des Moines.....	267.00	272.30	249.85	37.5	38.9	39.1	7.12	7.00	6.39
Dubuque.....	329.22	329.43	274.52	40.1	39.5	36.7	8.21	8.34	7.48
Sioux City.....	183.54	217.93	223.82	32.2	37.9	40.4	5.70	5.75	5.54
Waterloo.....	394.56	395.08	296.04	45.3	45.1	38.8	8.71	8.76	7.63

1/ See footnote - Table III

*Data not available.

Table III - Hours and Earnings of Iowa Production or Nonsupervisory Workers 1/

	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings			Average Weekly Overtime Hours 1/		
	Nov. 1977	Oct. 1977	Nov. 1976	Nov. 1977	Oct. 1977	Nov. 1976	Nov. 1977	Oct. 1977	Nov. 1976	Nov. 1977	Oct. 1977	Nov. 1976
TOTAL PRIVATE.....	\$189.93	\$191.35	\$175.51	35.5	35.9	35.6	\$5.35	\$5.33	\$4.93	*	*	*
MANUFACTURING.....	269.61	273.10	241.56	40.3	40.7	39.6	6.69	6.71	6.10	3.5	4.3	4.0
Durable Goods.....	277.30	285.66	238.78	40.6	41.4	38.7	6.83	6.90	6.17	3.6	4.7	3.6
Lumber & furniture.....	218.10	211.14	184.79	39.8	39.1	38.1	5.48	5.40	4.85	2.9	2.6	1.4
Stone, clay & glass products.....	279.50	271.78	258.86	43.0	42.8	43.8	6.50	6.35	5.91	8.8	6.9	6.8
Primary metal industries.....	318.42	320.78	290.35	42.4	43.0	43.4	7.51	7.46	6.69	5.2	5.1	4.6
Fabricated metal products.....	234.48	227.86	215.46	41.5	40.4	40.5	5.65	5.64	5.32	2.6	3.1	2.6
Machinery except electrical.....	335.37	359.39	274.16	41.2	43.3	37.3	8.14	8.30	7.35	4.0	7.1	4.9
Farm machinery.....	362.50	396.43	285.16	42.2	45.1	36.7	8.59	8.79	7.77	6.2	11.9	7.7
Construction & related machinery.....	344.79	356.49	284.43	40.9	41.5	36.7	8.43	8.59	7.75	2.1	2.7	1.8
Electrical equipment & supplies.....	214.14	212.56	200.93	37.7	38.3	38.2	5.68	5.55	5.26	1.7	1.4	1.9
Transportation equipment.....	187.70	188.16	173.38	38.7	39.2	38.7	4.85	4.80	4.48	1.8	1.5	1.9
Other durable goods.....	198.86	192.76	177.84	40.5	39.1	39.0	4.91	4.93	4.56	2.6	2.0	1.8
Nondurable Goods.....	257.26	254.08	245.81	39.7	39.7	40.9	6.48	6.40	6.01	3.5	3.7	4.5
Food & kindred products.....	290.79	280.40	275.99	40.5	40.0	42.2	7.18	7.01	6.54	4.3	3.9	5.3
Meat products.....	314.42	302.64	300.48	39.5	38.9	42.5	7.96	7.78	7.07	4.0	3.5	5.6
Grain mill products.....	306.68	287.58	282.44	42.3	41.2	42.6	7.25	6.98	6.63	5.3	4.5	5.8
Apparel & other textile products.....	133.96	133.04	118.74	39.4	38.9	36.2	3.40	3.42	3.28	1.6	1.4	1.2
Paper & allied products.....	220.71	222.98	206.73	41.1	41.6	41.1	5.37	5.36	5.03	4.4	4.2	4.1
Printing & publishing.....	224.20	234.39	223.57	38.0	39.0	39.5	5.90	6.01	5.66	4.0	4.0	4.4
Newspapers.....	186.72	188.27	171.28	34.9	34.8	32.5	5.35	5.41	5.27	2.6	2.3	1.8
Chemicals & allied products.....	260.48	271.15	246.60	40.7	42.7	41.1	6.40	6.35	6.00	2.8	4.6	2.3
Rubber & plastics products, nec.....	232.62	234.87	219.25	37.1	37.4	38.6	6.27	6.28	5.68	2.7	3.0	3.7
Other nondurable goods.....	134.85	133.95	135.42	38.2	36.8	37.1	3.53	3.64	3.65	1.1	1.1	2.4
NONMANUFACTURING.....	165.92	166.84	155.49	34.0	34.4	34.4	4.88	4.85	4.52	*	*	*
Mining.....	261.23	263.04	240.13	46.9	48.0	46.9	5.57	5.48	5.12	*	*	*
Contract construction.....	332.20	336.10	320.38	37.2	38.9	38.6	8.93	8.64	8.30	*	*	*
Transportation & public utilities.....	277.69	278.60	259.36	39.5	39.8	41.3	7.03	7.00	6.28	*	*	*
Wholesale & retail trade.....	144.29	143.56	134.00	33.4	33.7	33.5	4.32	4.26	4.00	*	*	*
Finance, insurance & real estate.....	140.59	139.49	130.75	36.9	37.0	38.2	3.81	3.77	3.42	*	*	*
Services.....	128.79	128.96	120.14	31.8	32.0	31.7	4.05	4.03	3.79	*	*	*

1/ Estimates based upon a sample of full and part-time production and related employees, who worked during or received pay for the payroll period which includes the 12th of the month. Besides changes in basic hourly and incentive wage rates, average hourly earnings reflect such variable factors as overtime premium pay, late shift work, and changes in output of workers paid on an incentive basis. They also reflect changing employment of workers between relatively high-paid and low-paid work, and full-time and part-time status. Revised to most current information available at publication. (March, 1975 benchmark levels) *Data not available

Table IV - Iowans Receiving Job Insurance 1/

	Total			Women			Unemployed 5 Weeks or Longer		
	Nov. 1977	Oct. 1977	Nov. 1976	Nov. 1977	Oct. 1977	Nov. 1976	Nov. 1977	Oct. 1977	Nov. 1976
Total.....	16,996	13,498	17,390	6,726	5,908	7,028	8,761	7,732	10,296
Contract Construction.....	2,450	1,302	2,538	149*	84*	112*	795	636	1,084
Manufacturing.....	6,266	4,882	6,301	2,364	1,975	2,564	3,202	2,735	3,782
Durable Goods.....	3,790	3,169	4,391	1,482	1,208	1,703	2,139	1,780	2,670
Nondurable Goods.....	2,476	1,713	1,910	882	767	861	1,063	955	1,113
Trade.....	4,404	3,822	4,387	2,133	1,854	2,079	2,565	2,234	2,819
Services.....	2,364	2,180	2,735	1,449	1,379	1,683	1,423	1,359	1,790
All Other Industries.....	1,512	1,312	1,429	631	616*	590*	774	767	823*

1/ Insured unemployed counted during the week including the 12th and based on a survey of claims filed during the week including the 19th.
*Less than 5 per cent of total insured unemployed.

Table V - Iowa Labor Force Summary

November 1977

Data based on place of residence *

County - Labor Area	1/Labor Force	Unemployed	Unadjusted Rate	2/Employment	3/Nonag Wage and Salary	4/Self-Employed, Unpaid Family, Domestic	Agriculture
Iowa - Statewide	1,349,300	33,700	2.5	1,315,600	1,031,800	142,100	141,700
Cedar Rapids SMSA	79,000	1,600	2.0	77,400	69,700	5,500	2,200
Davenport - RI - Moline SMSA							
Des Moines SMSA	165,800	4,000	2.4	161,700	146,200	12,800	2,700
Dubuque SMSA	41,800	1,400	3.4	40,400	35,300	3,000	2,100
Omaha - Council Bluffs SMSA							
Sioux City SMSA	56,100	2,200	3.9	53,900	46,100	5,600	2,300
Waterloo - Cedar Falls SMSA	61,900	1,600	2.6	60,300	53,900	4,900	1,600
Adair - Greenfield	4,440	90	2.1	4,350	2,240	530	1,570
Adams - Corning	2,530	60	2.5	2,470	1,300	390	780
Allamakee - Waukon	7,000	230	3.2	6,780	4,090	1,110	1,580
Appanoose - Centerville	5,860	390	6.7	5,460	3,760	910	780
Audubon - Audubon	3,980	60	1.5	3,910	2,100	610	1,210
Benton - Vinton	10,650	260	2.5	10,380	7,140	1,320	1,930
Black Hawk							
(Waterloo - Cedar Falls SMSA)	61,900	1,600	2.6	60,300	53,900	4,900	1,600
Boone - Boone	12,100	220	1.8	11,880	9,330	1,270	1,280
Bremer - Waverly	10,140	190	1.9	9,950	7,500	1,020	1,430
Buchanan - Independence	9,780	170	1.8	9,610	6,810	1,080	1,720
Buena Vista - Storm Lake	10,040	220	2.2	9,820	7,160	1,150	1,520
Butler - Allison	7,500	140	1.9	7,360	4,720	1,060	1,570
Calhoun - Rockwell City	6,020	80	1.3	5,940	3,830	860	1,250
Carroll - Carroll	10,370	240	2.3	10,130	6,410	1,870	1,850
Cass - Atlantic	8,330	120	1.5	8,210	5,240	1,310	1,660
Cedar - Tipton	7,900	120	1.5	7,790	5,010	1,110	1,670
Cerro Gordo - Mason City	23,380	750	3.2	22,630	19,420	2,060	1,140
Cherokee - Cherokee	7,680	170	2.2	7,510	5,090	980	1,440
Chickasaw - New Hampton	6,750	220	3.3	6,530	4,090	1,000	1,440
Clarke - Osceola	4,230	130	3.0	4,100	2,550	540	1,020
Clay - Spencer	9,540	460	4.8	9,080	6,660	1,130	1,290
Clayton - Guttenberg	9,720	250	2.5	9,480	5,410	1,670	2,400
Clinton - Clinton	26,120	610	2.3	25,500	21,020	2,410	2,070
Crawford - Denison	9,460	210	2.3	9,250	6,070	1,210	1,970
Dallas - Perry	13,580	310	2.3	13,270	10,430	1,400	1,440
Davis - Bloomfield	3,580	100	2.7	3,480	2,120	630	730
Decatur - Leon	4,310	120	2.7	4,200	2,830	550	820
Delaware - Manchester	8,230	190	2.3	8,050	4,760	1,340	1,940
Des Moines - Burlington	19,560	610	3.1	18,950	16,600	1,500	850
Dickinson - Spirit Lake	6,790	170	2.4	6,620	4,540	1,090	990
Dubuque - Dubuque SMSA	41,800	1,400	3.4	40,400	35,300	3,000	2,100
Emmet - Estherville	6,400	120	1.9	6,280	4,740	760	780
Fayette - Oelwein	11,590	300	2.6	11,290	7,730	1,500	2,060
Floyd - Charles City	8,210	360	4.3	7,860	5,790	980	1,090
Franklin - Hampton	6,250	120	2.0	6,130	3,480	910	1,730
Fremont - Sidney	4,880	80	1.6	4,800	2,920	660	1,220
Greene - Jefferson	5,400	130	2.4	5,270	3,190	820	1,260
Grundy - Grundy Center	6,240	80	1.2	6,170	4,040	610	1,520
Guthrie - Guthrie Center	5,510	130	2.3	5,380	3,140	850	1,390
Hamilton - Webster City	8,760	140	1.6	8,620	5,920	1,280	1,420
Hancock - Garner	6,160	130	2.2	6,020	3,860	760	1,410
Hardin - Iowa Falls	10,430	120	1.1	10,320	7,420	1,400	1,490
Harrison - Missouri Valley	6,620	150	2.2	6,480	4,100	900	1,480
Henry - Mount Pleasant	10,060	170	1.6	9,900	7,650	1,230	1,020
Howard - Cresco	5,150	190	3.6	4,970	2,800	850	1,320
Humboldt - Humboldt	5,940	110	1.8	5,830	3,890	890	1,060

Note: Footnotes identical to Table I.

Iowa's Adjusted Rate - 3.0

Table V Continued

County - Labor Area	1/Labor Force	Unemployed	Unadjusted Rate	2/Employment	3/Nonag Wage and Salary	4/Self-Employed, Unpaid Family, Domestic	Agriculture
Ida - Ida Grove	4,170	60	1.5	4,110	2,160	750	1,200
Iowa - Marengo	8,950	110	1.2	8,850	6,440	1,200	1,610
Jackson - Maquoketa	10,110	350	3.4	9,760	6,580	1,300	1,880
Jasper - Newton	16,330	440	2.7	15,890	12,190	1,850	1,840
Jefferson - Fairfield	6,970	170	2.5	6,790	5,000	920	870
Johnson - Iowa City	41,290	560	1.3	40,730	35,820	3,100	1,810
Jones - Anamosa	9,260	250	2.7	9,010	6,120	1,190	1,710
Keokuk - Sigourney	5,230	130	2.5	5,100	2,850	720	1,530
Kossuth - Algona	10,640	210	2.0	10,430	6,220	1,730	2,480
Lee - Ft. Madison - Keokuk	20,270	510	2.5	19,760	16,760	2,070	930
Linn - Cedar Rapids SMSA	79,000	1,600	2.0	77,400	69,700	5,500	2,200
Louisa - Wapello	4,960	80	1.6	4,880	3,740	490	650
Lucas - Chariton	4,380	170	3.9	4,210	2,960	510	750
Lyon - Rock Rapids	6,040	110	1.8	5,930	3,360	930	1,640
Madison - Winterset	5,820	130	2.2	5,690	3,840	690	1,170
Mahaska - Oskaloosa	9,260	210	2.3	9,050	6,430	1,230	1,390
Marion - Knoxville	14,260	220	1.5	14,040	11,320	1,530	1,190
Marshall - Marshalltown	19,580	350	1.8	19,230	15,420	2,160	1,650
Mills - Glenwood	5,950	90	1.5	5,860	4,310	550	1,000
Mitchell - Osage	5,590	190	3.5	5,400	3,120	890	1,380
Monona - Onawa	5,290	160	3.0	5,130	3,070	850	1,210
Monroe - Albia	5,070	100	2.0	4,960	3,770	660	540
Montgomery - Red Oak	6,440	120	1.8	6,330	4,390	850	1,090
Muscatine - Muscatine	18,560	590	3.2	17,970	15,120	1,680	1,170
O'Brien - Sheldon	7,490	180	2.3	7,320	4,590	1,260	1,470
Osceola - Sibley	3,510	100	2.7	3,420	1,940	560	930
Page - Shenandoah	9,520	210	2.2	9,310	6,500	1,110	1,700
Palo Alto - Emmetsburg	5,260	130	2.5	5,130	3,160	850	1,120
Plymouth - Le Mars	10,730	270	2.5	10,460	6,960	1,110	2,400
Pocahontas - Pocahontas	5,020	100	1.9	4,920	2,870	740	1,310
Polk - (Part of Des Moines SMSA)	152,500	3,800	2.5	148,700			
Pottawattamie - (Part - Omaha SMSA)5/	40,400	1,100	2.7	39,400	33,500	3,500	2,400
Poweshiek - Grinnell	10,080	190	1.9	9,900	7,130	1,120	1,650
Ringgold - Mount Ayr	3,210	60	2.0	3,140	1,540	510	1,100
Sac - Sac City	6,950	180	2.6	6,770	3,900	1,060	1,800
Scott - (Part of DRIM SMSA)	72,200	2,200	3.1	69,900	63,100	5,300	1,500
Shelby - Harlan	6,300	170	2.7	6,130	3,610	940	1,580
Sioux - Orange City	13,600	260	1.9	13,350	8,580	1,990	2,780
Story - Ames	37,120	410	1.1	36,710	31,160	3,380	2,180
Tama - Tama-Toledo	9,590	140	1.4	9,450	6,110	1,330	2,020
Taylor - Bedford	3,630	110	3.0	3,520	1,680	600	1,240
Union - Creston	6,600	160	2.4	6,450	4,750	900	800
Van Buren - Keosauqua	3,840	100	2.5	3,750	2,480	560	710
Wapello - Ottumwa	15,840	610	3.8	15,230	13,030	1,490	720
Warren - (Part of Des Moines SMSA)	13,300	200	1.8	13,100			
Washington - Washington	9,690	150	1.5	9,540	6,680	1,450	1,410
Wayne - Corydon	3,630	100	2.8	3,530	2,000	510	1,030
Webster - Fort Dodge	21,970	590	2.7	21,380	17,790	2,110	1,480
Winnebago - Forest City	6,790	140	2.1	6,650	4,740	1,000	910
Winneshiek - Decorah	11,260	340	3.1	10,910	7,030	1,480	2,400
Woodbury - (Part of Sioux City SMSA)	49,900	2,100	4.2	47,800			
Worth - Northwood	3,840	100	2.6	3,740	2,390	420	930
Wright - Clarion	7,310	130	1.8	7,180	4,770	990	1,420

See footnote No. 5 table I.

Table VI Selected Characteristics of the Insured Unemployed by Industry and Occupation in Iowa 1/

Industry and Occupation	Total	Nonwhite	Male	Age Group		Weeks Claimed	
				Under 25	Over 54	Under 5	Over 15
Industry							
Total.....	14,442	259	8,711	4,382	1,850	3,632	3,789
Mining.....	44	0	40	9	13	6	17
Contract Construction.....	2,090	21	1,999	527	302	535	717
Manufacturing.....	5,573	101	3,268	1,754	627	1,439	1,272
Durable Goods.....	3,916	67	2,327	1,248	409	984	904
Nondurable Goods.....	1,657	34	941	506	218	455	368
Public Utilities.....	478	6	366	113	38	128	133
Wholesale and Retail Trade.....	3,424	51	1,787	1,149	469	886	835
Finance, Insurance and Real Estate.....	347	6	129	102	35	93	95
Services.....	1,783	59	704	483	287	400	516
State and Local Government.....	270	21	108	44	43	54	77
Information Not Available.....	433	0	310	201	36	91	127
Occupation							
Prof./Tech./Managerial.....	316	5	187	42	33	67	91
Clerical/Sales.....	681	13	169	218	109	167	180
Service.....	313	10	97	98	65	58	90
Farming/Fishing/Forestry.....	45	1	38	27	6	15	11
Industrial Categories:							
By Type of Work							
Processing.....	162	10	110	40	20	50	40
Machine Trades.....	271	4	232	81	34	57	64
Bench Work.....	336	6	116	93	37	105	80
Structural Work.....	507	6	486	154	57	134	142
Miscellaneous.....	508	5	428	192	48	121	119
By Complexity							
High.....	159	1	151	37	15	49	20
Medium.....	157	6	134	46	22	38	39
Low.....	1,462	24	1,082	476	159	376	385
Information Not Available.....	11,303	199	6,848	3,437	1,441	2,858	2,972

1/ Data covers individuals claiming benefits for the week including the 12th of the month. Compiled as part of a cooperative program with the Employment and Training Administration, U.S. Department of Labor.

Table VII - Gross and Spendable Average Weekly Earnings of Iowa Production or Nonsupervisory Workers

	Gross Average Weekly Earnings			Spendable Average Weekly Earnings					
				Worker With No Dependents			Married Worker With Three Dependents		
	Nov. 1977	Oct. 1977	Nov. 1976	Nov. 1977	Oct. 1977	Nov. 1976	Nov. 1977	Oct. 1977	Nov. 1976
TOTAL PRIVATE.....	\$189.93	\$191.35	\$175.51	\$150.78	\$151.75	\$138.99	\$165.45	\$166.48	\$151.56
MANUFACTURING.....	269.61	273.10	241.56	202.66	204.82	184.26	221.39	223.88	198.03
Durable Goods.....	277.30	285.66	238.78	207.43	212.61	182.38	226.76	232.49	196.05
Nondurable Goods.....	257.26	254.08	245.81	194.99	193.02	187.14	212.58	210.31	201.06
NONMANUFACTURING.....	165.92	166.84	155.49	134.28	134.94	125.08	147.89	148.57	137.02
Mining.....	261.23	263.04	240.13	197.46	198.58	183.30	215.41	216.70	197.01
Contract Construction.....	332.20	336.10	320.38	241.41	243.92	236.12	264.52	267.35	255.19
Transportation & Public Utilities	277.69	278.60	259.36	207.67	208.23	196.10	227.03	227.65	210.73
Wholesale & Retail Trade.....	144.29	143.56	134.00	118.81	118.29	109.72	132.66	132.00	123.00
Finance & Real Estate.....	140.59	139.49	130.75	116.17	115.38	107.39	129.32	128.32	120.87
Services.....	128.79	128.96	120.14	107.64	107.77	99.73	118.73	118.88	111.00

Table VIII Iowa Nonagricultural Employment 1/

(By Place of Work)

	Nov. 1977	Oct. 1977	Nov. 1976	Change From:	
				Oct. 1977 to Nov. 1977	Nov. 1976 to Nov. 1977
TOTAL NONAGRICULTURAL.....	1,058,900	1,059,000	1,029,800	- 100	29,100
MANUFACTURING.....	240,000	240,500	234,800	- 500	5,200
DURABLE GOODS.....	146,700	147,100	143,400	- 400	3,300
Lumber & furniture.....	9,000	9,000	8,600	0	400
Stone, clay & glass products.....	6,100	6,100	6,300	0	- 200
Primary metal industries.....	8,000	8,000	7,600	0	400
Fabricated metal products.....	18,000*	17,800*	17,000	200	1,000
Machinery except electrical.....	60,100*	60,400	58,600	- 300	1,500
Farm machinery.....	26,300*	26,500*	26,400	- 200	- 100
Construction & related machinery.....	20,800	20,700	19,100	100	1,700
Electrical equipment & supplies.....	25,800	25,900	25,700	- 100	100
Transportation equipment.....	8,900*	8,900*	9,400	0	- 600
Other durable goods 2/.....	10,900	10,900	10,200*	0	700
NONDURABLE GOODS.....	93,300	93,400	91,400	- 100	1,900
Food & kindred products.....	49,600	49,700	50,600	- 100	- 1,000
Meat products.....	26,100*	26,200*	26,900	- 100	- 800
Grain mill products.....	10,800	10,800	11,100	0	- 300
Bakery products.....	2,900	2,900	3,000	0	- 100
Apparel & other textile products.....	4,200*	4,300	4,400	- 100	- 200
Paper & allied products.....	3,900	3,900	3,900	0	0
Printing & publishing.....	15,900*	15,600*	15,300*	300	600
Newspapers.....	6,800	6,600	6,500	200	300
Chemicals & allied products.....	7,000	6,900	6,900	100	100
Rubber & plastics products, nec.....	11,200*	11,300	8,400*	- 100	2,800
Other nondurable goods 3/.....	1,700	1,700	1,900	0	- 200
NONMANUFACTURING.....	818,900	818,500	795,000	400	23,900
Nonmetallic mining.....	2,800	2,900	2,800	- 100	0
Contract construction.....	50,000	52,100	48,900	- 2,100	1,100
Transportation & public utilities.....	55,100	55,200	54,800*	- 100	300
Railroad transportation.....	8,800	9,000	8,800	- 200	0
Communication.....	13,100	13,000	13,000	100	100
Electric, gas & sanitary services.....	11,000	10,900	10,800	100	200
Wholesale & retail trade.....	265,100	263,000	256,700	2,100	8,400
Wholesale trade.....	53,800	53,700*	52,300	100	1,500
Retail trade.....	211,300*	209,300*	204,400	2,000	6,900
Retail, general merchandise.....	31,900	30,500	30,900	1,400	1,000
Finance, insurance & real estate.....	49,100	49,300	47,500	- 200	1,600
Banking.....	16,800	16,800	16,400	0	400
Insurance carriers & agents.....	19,300	19,100	18,300	200	1,000
Services.....	190,300	191,100	184,800	- 800	5,500
Medical & other health services.....	63,600	63,400	60,500	200	3,100
Government.....	206,400	204,900	199,500	1,500	6,900
Federal government.....	19,500	19,400	19,000	100	500
State government.....	52,600	52,300	49,900	300	2,700
Local government.....	134,300	133,200	130,600	1,100	3,700
Persons Involved in Labor-Management Disputes.....	2,300	1,700	3,000	600	- 700

1/ Revised to most current information available at publication. Data includes all full and part-time wage and salary workers employed during the week containing the 12th of the month. Proprietors, self-employed, domestic workers and the armed forces are excluded. Detail may not add up to total due to rounding. (March, 1975 benchmark levels)

2/ Includes ordnance & accessories, instruments & related products and miscellaneous manufacturing.

3/ Includes textile mill products, petroleum & coal products and leather & leather products.

*Strike

Table IX - Job Service of Iowa Activities

	November 1977		October 1977		November 1976	
	Total	Women	Total	Women	Total	Women
JOB PLACEMENT						
New applicants.....	13,850	*	13,966	*	13,775	*
Total placements.....	7,896	2,739	11,324	3,870	6,629	2,331
Nonagricultural.....	7,732	2,729	11,035	3,854	6,486	2,325
Agricultural.....	164	10	289	16	143	6
New job openings 1/.....	10,421	*	14,485	*	9,456	*
Active applicants.....	83,282	43,035	71,053	38,228	71,046	35,048
JOB INSURANCE						
Initial claims.....	15,173	6,046	10,104	4,477	14,548	4,044
Continued claims.....	62,339	24,840	52,325	23,183	73,433	31,919
First payments issued.....	5,507	1,873	3,836	1,655	4,726	1,789
Total weeks paid.....	60,717	24,194	50,166	22,226	68,431	27,235
Total payments.....	\$5,681,409	\$1,891,560	\$4,603,900	\$1,737,411	\$5,989,380	\$1,977,134
Average weekly payment.....	\$93.57	\$78.18	\$91.77	\$78.17	\$87.52	\$72.59
Average weekly payment - total unemployment.....	\$96.33	\$80.86	\$94.13	\$80.31	\$89.63	\$74.49

1/ Limited to nonagricultural activities.

*Data not available.

Table X - Iowa Manufacturing Labor Turnover Rates 1/

	ACCESSION RATES									SEPARATION RATES								
	Total			New Hires			Recalls			Total			Quits			Layoffs		
	Nov. 1977	Oct. 1977	Nov. 1976	Nov. 1977	Oct. 1977	Nov. 1976	Nov. 1977	Nov. 1977	Oct. 1977	Nov. 1976	Nov. 1977	Oct. 1977	Nov. 1976	Nov. 1977	Oct. 1977	Nov. 1976	Nov. 1977	Oct. 1977
MANUFACTURING.....	2.1	3.2	2.9	1.6	2.5	2.1	0.3	0.4	0.6	2.1	3.2	3.3	1.1	1.6	1.5	0.5	0.9	1.2
Durable Goods.....	1.7	2.8	2.5	1.4	2.2	1.8	0.1	0.3	0.5	1.8	2.6	3.1	0.9	1.2	1.2	0.5	0.7	1.3
Stone, clay & glass products.....	1.6	1.8	1.7	1.1	1.6	1.6	0.5	0.1	0.1	2.1	2.3	3.5	1.3	1.6	1.4	0.2	0.1	1.3
Primary metal industries.....	2.1	3.5	2.4	1.9	3.4	1.8	0.1	0.1	0.4	2.0	2.9	2.8	0.8	1.8	1.2	0.4	0.5	0.9
Fabricated metal products.....	2.5	3.5	2.7	2.4	3.1	2.2	0.1	0.3	0.4	2.1	2.5	2.7	1.4	1.8	1.6	0.2	0.1	0.3
Machinery except electrical.....	1.1	2.6	1.9	0.8	1.6	1.1	0.1	0.5	0.5	1.1	2.2	1.9	0.4	0.7	0.7	0.3	0.5	0.7
Electrical equipment & supplies.....	1.1	1.3	2.2	0.5	0.9	1.7	0.4	0.2	0.3	2.1	2.6	8.0	0.8	0.9	1.6	1.0	1.4	6.0
Other durable goods.....	2.9	4.1	3.8	2.7	3.9	3.0	0.1	0.2	0.7	3.2	3.8	3.5	1.5	1.9	1.9	1.2	1.1	1.0
Nondurable Goods.....	2.6	3.7	3.7	1.8	3.1	2.8	0.6	0.4	0.7	2.5	4.0	3.6	1.5	2.1	2.0	0.5	1.3	0.9
Food & kindred products.....	3.1	3.5	3.8	1.9	2.7	2.6	1.0	0.6	1.1	2.8	4.1	4.0	1.6	1.7	1.8	0.8	1.9	1.5
Meat products.....	3.4	4.3	5.4	1.9	3.0	3.3	1.3	1.0	1.9	3.4	4.6	5.1	1.8	1.6	2.1	1.3	2.3	1.9
Printing & publishing.....	2.9	4.2	3.2	2.7	3.8	2.8	0.2	0.2	0.2	2.5	3.5	2.5	1.7	2.8	2.1	0.2	0.1	0.2
Rubber, plastics & leather prod.....	2.0	3.9	3.9	1.1	2.9	3.1	0.3	0.4	0.6	2.1	5.1	3.2	0.8	2.3	1.7	0.2	1.6	0.4
Other nondurable goods.....	1.5	3.8	3.3	1.4	3.5	3.1	0.1	0.1	0.1	1.7	3.5	3.4	1.2	2.7	2.6	0.2	0.4	0.1

1/ Figures presented are expressed as a rate per 100 employees. * Less than .05.

Two Ways To Cut Income Taxes . . . Cont.

The maximum Jobs Tax Credit you may claim per additional worker is \$2,100. However, there's a ceiling of \$100,000 on the credit for one tax year, an inducement for you to hire more workers.

Your nearest Internal Revenue Service office can supply guidance on these and other provisions of the Jobs Tax Credit, evaluating the benefits of this credit to your business.

It should be pointed out that if you hire a worker through the WIN program, and that worker can be included among the additional employees in excess of last year's total employment in your business, you may claim only the WIN tax credit. In this case, you won't be eligible for the Jobs Tax Credit.

Let Job Service Help

Job Service of Iowa is not involved in administering the Jobs Tax Credit, but administers the WIN program in cooperation with the Iowa Department of Social Services. However, in its responsibility to help workers prepare for and find jobs, Job Service can help you take full advantage of **both** tax credits. The Job Service office in your area can send you applicants selected and screened specifically for your job openings.

Job Service is as near as your telephone. Your call will bring immediate help.

Labor Market Briefs . . . Cont.

Control Department reports that retail liquor sales in December 1976 totaled \$11,356,258 . . . compared to \$5,474,379 in July 1976.)

More overtime contributed to the higher earnings in meat and grain products . . . while a drop in overtime hours was experienced in farm machinery—from 11.9 to 6.2 hours.

Accessions and new hires were at their lowest mark of the

year in November. New hires and quits have been lower during the last six months than in the same period of last year.

The outlook for the coming months will reflect seasonal cutbacks in construction and retail trade. Nationally, retailers kept inventories at relatively low levels during the holiday season . . . and now reorders of higher-than-usual quantities are needed to restock vacant shelves. The same trend appears to be on target in Iowa.

Tables in this publication prepared in cooperation with U.S. Department of Labor



IOWA DEPARTMENT OF JOB SERVICE
Job Placement/Job Insurance
1000 East Grand Avenue
Des Moines, Iowa 50319

Postage and Fees Paid
Employment Security Mail

LAB 449

Official Business

3462 310
IOWA STATE TRAVELING LIBRARY
CIRCULATION & REFERENCE DIV
HISTORICAL BUILDING
DES MOINES IA 50319