

TABLE II
ESTIMATES OF EQUATION (1)

Variable	Mean (st. dev.)	1	2	3	4	5	6	7	8
Constant	1.00 (0.00)	5.71, (0.127)	5.66 (0.126)	5.71 (0.126)	5.68 (0.125)				
Year = 1967	0.143 (0.350)	-0.013 (0.023)	-0.015 (0.022)	-0.007 (0.022)	-0.009 (0.022)	0.003 (0.13)	0.003 (0.13)	0.004 (0.13)	0.004 (0.13)
Year = 1968	0.143 (0.350)	0.012 (0.033)	0.009 (0.032)	0.026 (0.032)	0.023 (0.032)	0.035* (0.18)	0.035* (0.18)	0.036* (0.18)	0.036* (0.18)
Year = 1969	0.143 (0.350)	0.013 (0.045)	0.006 (0.045)	0.031 (0.044)	0.025 (0.044)	0.035 (0.024)	0.034 (0.024)	0.035 (0.024)	0.035 (0.024)
Year = 1970	0.143 (0.350)	-0.011 (0.058)	-0.022 (0.057)	0.014 (0.057)	0.005 (0.057)	0.018 (0.031)	0.017 (0.031)	0.019 (0.031)	0.018 (0.031)
Year = 1971	0.143 (0.350)	-0.049 (0.071)	-0.061 (0.070)	-0.019 (0.070)	-0.029 (0.070)	-0.020 (0.038)	-0.021 (0.038)	-0.020 (0.038)	-0.021 (0.038)
Year = 1973	0.143 (0.350)	-0.071 (0.098)	-0.090 (0.097)	-0.027 (0.097)	-0.043 (0.097)	-0.042 (0.053)	-0.043 (0.053)	-0.041 (0.053)	-0.043 (0.053)
Cum company train school	0.078 (0.467)	-0.003 (0.011)	-0.003 (0.011)	-0.005 (0.011)	-0.006 (0.011)	-0.001 (0.011)	-0.001 (0.011)	0.000 (0.011)	-0.001 (0.011)
Cum part-time school	0.100 (0.368)	0.035* (0.14)	0.036* (0.14)	0.033* (0.14)	0.034* (0.14)	0.026 (0.016)	0.026 (0.016)	0.026 (0.016)	0.026 (0.016)
Cum other school	0.096 (0.459)	0.049* (0.11)	0.047* (0.11)	0.043* (0.11)	0.042* (0.11)	-0.007 (0.13)	-0.008 (0.13)	-0.008 (0.13)	-0.009 (0.13)
Cum work exper. since 1965	3.91 (2.17)	0.103* (0.014)	0.105* (0.014)	0.096* (0.014)	0.097* (0.014)	0.101* (0.008)	0.102* (0.008)	0.102* (0.008)	0.102* (0.008)
Years tenure current job	3.06 (2.85)	0.000 (0.002)	0.001 (0.002)	0.001 (0.002)	0.002 (0.002)	0.006* (0.002)	0.006* (0.002)	0.006* (0.002)	0.006* (0.002)

(continued)

TABLE II
(cont'd.)

Variable	Mean (st. dev.)	1	2	3	4	5	6	7	8
Prob resp covered by union	0.378 (0.448)	0.130* (0.013)	0.126* (0.013)	0.134* (0.013)	0.132* (0.013)	0.081* (0.016)	0.080* (0.016)	0.080* (0.016)	0.080* (0.016)
Union coverage, office	0.015 (0.073)	0.274* (0.074)	0.332 (0.073)	0.233* (0.074)	0.271* (0.073)	0.178* (0.076)	0.201* (0.074)	0.176* (0.076)	0.210* (0.074)
Union coverage, nonoffice	0.396 (0.326)	0.223* (0.023)	0.178* (0.022)	0.207* (0.023)	0.172* (0.023)	0.200* (0.027)	0.190* (0.026)	0.203* (0.027)	0.190* (0.026)
Currently married	0.750 (0.433)	0.132* (0.012)	0.133* (0.012)	0.129* (0.012)	0.130* (0.012)	0.065* (0.013)	0.065* (0.013)	0.064* (0.013)	0.064* (0.013)
Job in SMSA	0.678 (0.467)	0.135* (0.011)	0.135* (0.011)	0.135* (0.011)	0.135* (0.011)	0.105* (0.020)	0.105* (0.020)	0.104* (0.020)	0.104* (0.020)
Residence in South	0.440 (0.496)	-0.016* (0.012)	-0.107* (0.012)	-0.107* (0.012)	-0.109* (0.012)	-0.003 (0.045)	-0.002 (0.045)	-0.004 (0.045)	-0.002 (0.045)
Residence in West	0.095 (0.293)	0.034 (0.018)	0.031 (0.018)	0.040* (0.018)	0.038* (0.018)	0.135* (0.064)	0.138* (0.064)	0.133* (0.064)	0.137* (0.064)
Cum layoff + discharge	0.439 (0.888)	0.001 (0.006)	0.000 (0.006)	0.002 (0.006)	0.002 (0.006)	0.013 (0.007)	0.013 (0.007)	0.011 (0.007)	0.012 (0.007)
Health limits work	0.069 (0.253)	-0.021 (0.020)	-0.022 (0.019)	-0.020 (0.019)	-0.022 (0.019)	-0.009 (0.019)	-0.010 (0.019)	-0.007 (0.019)	-0.009 (0.019)
Race = White	0.760 (0.427)	0.125* (0.014)	0.128* (0.014)	0.110* (0.014)	0.111* (0.014)	0.0053* (0.0008)	0.0053* (0.0008)	0.0053* (0.0008)	0.0053* (0.0008)
Knowledge of World of Work	33.9 (8.50)	0.0053* (0.0008)	0.0055* (0.0008)	0.0051* (0.0008)	0.0053* (0.0008)	0.0016* (0.0003)	0.0016* (0.0003)	0.0016* (0.0003)	0.0016* (0.0003)
SES Index	91.3 (20.9)	0.0016* (0.0003)	0.0017* (0.0003)	0.0016* (0.0003)	0.0016* (0.0003)	0.0016* (0.0003)	0.0016* (0.0003)	0.0016* (0.0003)	0.0016* (0.0003)
Cum experience in 1965	3.07 (2.34)	0.012* (0.002)	0.011* (0.002)	0.012* (0.002)	0.012* (0.002)	0.011* (0.002)	0.011* (0.002)	0.011* (0.002)	0.011* (0.002)
Years schooling completed	11.0 (2.00)	0.031* (0.004)	0.032* (0.004)	0.031* (0.004)	0.031* (0.004)	0.031* (0.004)	0.031* (0.004)	0.031* (0.004)	0.031* (0.004)
Cum military training	0.150 (0.635)	0.005 (0.008)	0.006 (0.008)	0.005 (0.008)	0.006 (0.008)	0.006 (0.008)	0.006 (0.008)	0.006 (0.008)	0.006 (0.008)

Government worker	0.091 (0.287)	-0.074* (0.019)	-0.091* (0.019)	-0.060* (0.019)	-0.071* (0.019)	-0.076* (0.024)	-0.080* (0.024)	-0.074* (0.024)	-0.079* (0.024)
Sup/wages in industry	0.110 (0.051)	0.010 (0.119)	0.185 (0.117)	0.050 (0.118)	0.178 (0.116)	0.170 (0.163)	0.223 (0.161)	0.161 (0.163)	0.217 (0.161)
Time now in company train	0.008 (0.067)	-0.009 (0.079)	0.003 (0.079)	0.003 (0.078)	0.012 (0.078)	-0.036 (0.061)	-0.033 (0.061)	-0.032 (0.061)	-0.029 (0.061)
Time now in part-time sch	0.008 (0.058)	-0.357* (0.088)	-0.360* (0.088)	-0.361* (0.087)	-0.360* (0.087)	-0.200* (0.071)	-0.204* (0.071)	-0.205* (0.071)	-0.209* (0.071)
Time now in other training	0.008 (0.063)	-0.193* (0.082)	-0.181* (0.082)	-0.191* (0.082)	-0.182* (0.081)	-0.116 (0.065)	-0.112 (0.065)	-0.117 (0.065)	-0.113 (0.065)
Occupation = apprentice	0.018 (0.132)	-0.007 (0.039)	-0.005 (0.039)	-0.028 (0.039)	-0.030 (0.039)	-0.098* (0.034)	-0.097* (0.034)	-0.098* (0.034)	-0.098* (0.034)
Repetitive work	0.395 (0.361)	-0.137* (0.015)	-0.143* (0.016)	-0.036 (0.024)	-0.029 (0.023)	-0.049* (0.016)	-0.050* (0.017)	-0.056* (0.025)	-0.048* (0.025)
Work under stress	0.067 (0.176)	0.041 (0.031)	-0.005 (0.032)	-0.012 (0.033)	-0.043 (0.034)	0.028 (0.040)	0.027 (0.040)	-0.019 (0.043)	-0.017 (0.043)
Physical strength required	0.188 (0.252)	-0.006 (0.023)	-0.036 (0.022)	0.030 (0.023)	0.011 (0.022)	-0.028 (0.025)	-0.036 (0.024)	-0.009 (0.026)	-0.018 (0.025)
Bad working conditions	0.561 (0.353)	-0.067* (0.018)		-0.044* (0.019)		-0.031 (0.020)		-0.037 (0.021)	
Deaths/1,000 manyears	0.225 (0.448)		0.060* (0.012)		0.057* (0.012)		0.009 (0.012)		0.007 (0.012)
Ln (usual hours)	3.77 (0.198)	-0.375* (0.031)	-0.381* (0.030)	-0.368* (0.030)	-0.369* (0.030)	-0.254* (0.028)	-0.255* (0.028)	-0.254* (0.028)	-0.255* (0.028)
Part-time worker	0.028 (0.164)	-0.095* (0.037)	-0.105* (0.037)	-0.087* (0.037)	-0.089* (0.036)	-0.052 (0.032)	-0.053 (0.032)	-0.053 (0.032)	-0.053 (0.032)
Low GEED requirement	0.584 (0.387)			-0.044 (0.024)	-0.067* (0.022)			0.044 (0.024)	0.033 (0.024)
Low SVP requirement	0.158 (0.222)		-0.212* (0.030)		-0.204* (0.030)			-0.075* (0.030)	-0.075* (0.030)
Standard error of estimate		0.277	0.276	0.274	0.274	0.202	0.202	0.202	0.202
R-squared		0.635	0.636	0.641	0.643	0.833	0.833	0.834	0.834
Number of observations		3,290	3,290	3,290	3,290	3,290	3,290	3,290	3,290

* = Statistically significant at the 0.05 level.