

**Table 2: Baseline Wage Equations**

	1 Ln (Unskilled Wages)			2 Ln (Unskilled Comp.)			3 Relative Compensation			4 Labor Turnover Rate		
	B		SE	B		SE	B		SE	B		SE
(Constant)	0.859	**	0.182	0.968	**	0.212	1.266		1.213	27.957	**	8.066
Average age	0.010	**	0.002	0.012	**	0.002	0.034	*	0.013	-0.204	*	0.084
Canada	0.361	**	0.039	0.295	**	0.045	-0.039		0.252	-3.819	*	1.660
% workforce with HS diploma	0.002	**	0.001	0.002	**	0.001	0.006		0.004	-0.070	**	0.025
Log (employment)	0.069	**	0.013	0.085	**	0.015	0.314	**	0.084	-0.861		0.563
Log (machines/prodn. workers)	0.007		0.012	0.004		0.014	0.063		0.078	-1.240	*	0.523
% workforce male	0.004		0.000	0.004	**	0.001	0.008	*	0.003	-0.014		0.022
Regional price index	0.216		0.132	0.198		0.153	-0.395		0.890	-4.392		5.854
Unionized shop workers	0.116	**	0.026	0.142	**	0.030	0.281		0.171	-1.363		1.139
<b>R<sup>2</sup></b>	<b>0.497</b>			<b>0.449</b>			<b>0.139</b>			<b>0.100</b>		
Sample size (n)	319			319			305			309		