

	Ln(Unskilled Wages)			Ln(Unskilled Comp.)			Relative Compensat	
	B		SE	B		SE	B	
(Constant)	0.909	**	0.180	1.030	**	0.209	1.507	
Average a	0.010	**	0.002	0.012	**	0.002	0.034	**
Canada	0.347	**	0.038	0.281	**	0.045	-0.124	
% workfor	0.002	**	0.001	0.002	**	0.001	0.005	
Log (empl	0.061	**	0.013	0.076	**	0.015	0.271	**
Log (mach	0.009		0.012	0.007		0.014	0.073	
% workfor	0.004	**	0.000	0.004	**	0.001	0.007	*
Regional p	0.240		0.129	0.227		0.150	-0.188	
Unionized	0.089	**	0.026	0.109	**	0.031	0.130	
Employee	0.015		0.023	0.036		0.027	0.077	
Employee	0.035	*	0.015	0.032		0.018	0.189	

ion	Turnover Rate		
	SE	B	SE
1.204	27.598	**	8.117
0.013	-0.207	*	0.085
0.252	-3.684	*	1.679
0.004	-0.068	**	0.025
0.085	-0.784		0.577
0.077	-1.251	*	0.526
0.003	-0.013		0.022
0.885	-4.634		5.883
0.179	-1.142		1.205
0.157	-0.004		1.049
0.103	-0.338		0.698