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# Industry Wage Survey: Auto Dealer Repair Shops June 1973



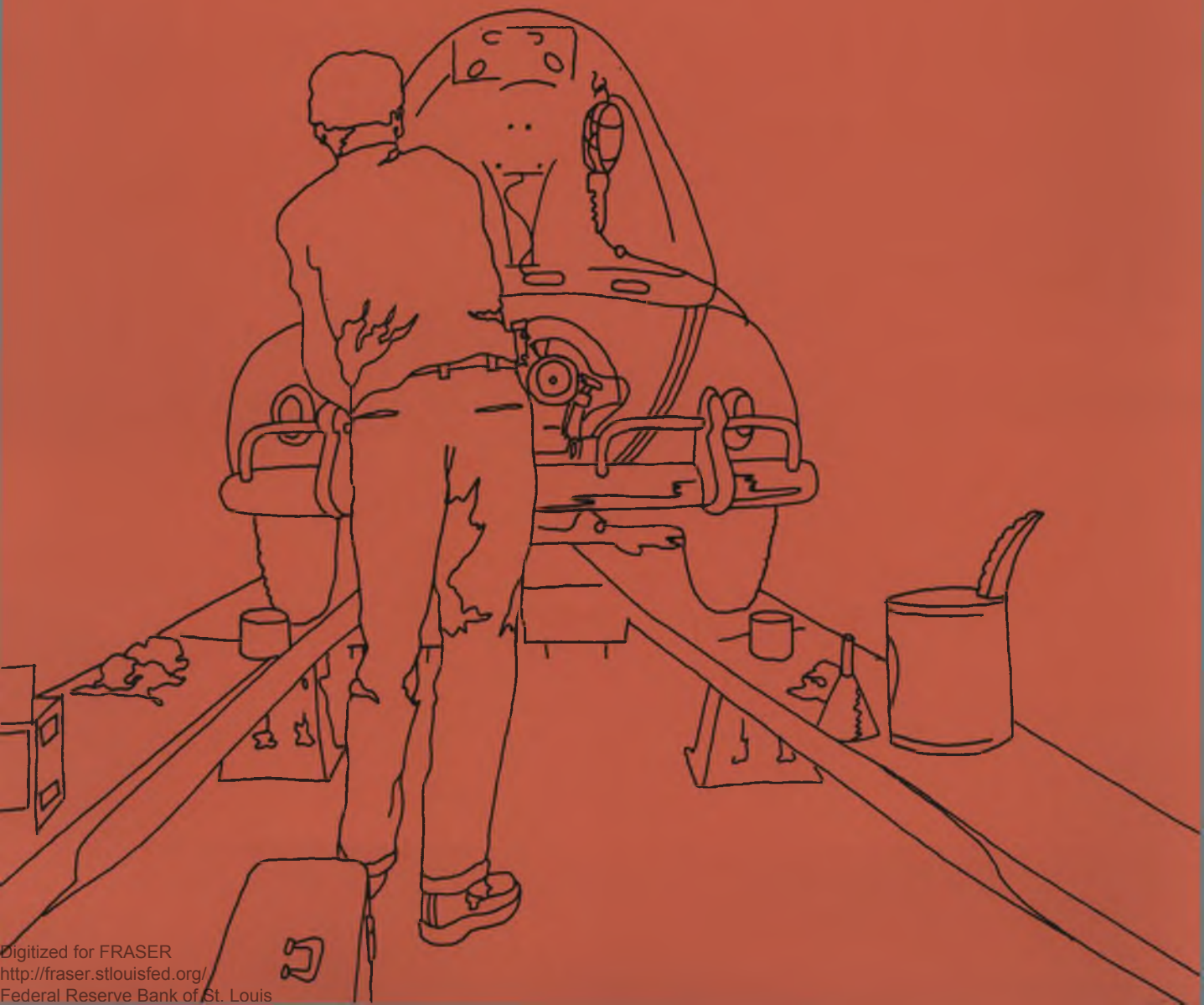
U.S. Department of Labor  
Bureau of Labor Statistics  
1975

Bulletin 1876

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# Industry Wage Survey: Auto Dealer Repair Shops June 1973

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U.S. Department of Labor  
John T. Dunlop, Secretary  
Bureau of Labor Statistics  
Julius Shiskin, Commissioner  
1975

Bulletin 1876



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## Preface

This bulletin summarizes the results of a Bureau of Labor Statistics survey of wages and supplementary benefits in auto dealer repair shops in 36 metropolitan areas in June 1973.

Separate releases were issued earlier for each of the metropolitan areas covered by the survey. Copies of these may be obtained from the Bureau of Labor Statistics, Washington, D.C. 20212, or any of its regional offices.

This study was conducted in the Bureau's Office of Wages and Industrial Relations. Edward J. Caramela of the Division of Occupational Wage Structures prepared the analysis in this bulletin. Field work for the survey was directed by the Bureau's Associate Assistant Regional Directors for Operations.

Other reports available from the Bureau's program of industry wage studies, as well as the addresses of the Bureau's regional offices, are listed at the end of this bulletin.

The Bureau has introduced new job titles to eliminate those that denote sex stereotypes. For purposes of this bulletin, however, old titles have been retained where they refer specifically to jobs for which survey data were collected under earlier definitions.



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# Auto Dealer Repair Shops, June 1973

## Summary

Average straight-time hourly earnings of journeyman mechanics in auto dealer repair shops ranged from \$4.63 in Providence to over \$7 in Cleveland, Detroit, and Chicago among 36 areas surveyed by the Bureau of Labor Statistics in June 1973.<sup>1</sup> The earnings for lubrication men, usually the lowest paid workers of the eight occupations studied,<sup>2</sup> ranged from \$2.27 in Baltimore and Pittsburgh to \$6.24 in Los Angeles. Painters (\$3.91–\$9.19) and body repairmen (\$4.81–\$8.44) usually had the highest average hourly earnings among the selected jobs.

Occupational earnings levels were typically highest in Chicago and lowest in Providence. The interarea spread in average hourly earnings, however, varied by occupation. Individual earnings of workers also differed considerably within the same job and area, largely as a result of the widespread use of incentive wage plans.

Paid holidays and paid vacations were provided for most of the workers in nearly all areas. At least part of the cost of life, hospitalization, surgical, basic medical, and major medical insurance was provided to nine-tenths or more of the production workers in most areas. Retirement pension plans covered at least one-half of the workers in 20 survey areas.

## Industry characteristics

*Employment.* About 241,000 workers were employed in 4,470 auto dealer establishments<sup>3</sup> covered by the

<sup>1</sup> See appendix A for scope and method of survey and definition of terms used in this report. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Earnings data are limited to men, who constituted virtually all production workers in the survey. The areas studied were Standard Metropolitan Statistical Areas (SMSA's) as defined by the U.S. Office of Management and Budget through November 1972.

<sup>2</sup> See appendix B for job descriptions.

<sup>3</sup> An establishment, for purposes of this study, was defined as all outlets of a company within a survey area. Establishments thus defined and employing fewer than 20 workers were excluded.

36-area survey in June 1973. Establishments having 20-49 workers accounted for slightly more than one-third of the employment; those having 50-99 workers, for nearly half; and larger establishments, nearly one-fifth.

Individual area employment levels ranged from less than 1,000 in Bridgeport to nearly 27,000 in Los Angeles-Long Beach. Other areas in which employment levels exceeded 10,000 were Chicago, Detroit, New York, Philadelphia, and Washington. A majority of the employees in each of the 36 areas were production workers, i.e., nonsupervisory employees and working foremen, in all departments except the office and auto sales departments.

*Occupational staffing.* Of the work force in the 36 areas combined, executive, supervisory, and office personnel made up 26 percent; auto salesmen, 19 percent; and production workers, 55 percent—about the same proportions as in August 1969, when a similar survey was conducted.<sup>4</sup> Among production occupations, journeyman automotive mechanics were numerically most important, accounting for about 14 percent of the total work force. (See table 1.) Other occupations for which separate wage information was developed (automotive service mechanics, body repairmen, lubrication men, new-car get-ready men, painters, parts men, and service salesmen) together constituted 21 percent of the total employment.

Apprentice automotive mechanics and other apprentices in formally established programs registered with Federal or State governments accounted for less than 1 percent of the survey employment. Apprentice automotive mechanics were employed by some establishments in all but two areas. As indicated in text table 1, however, establishments with apprentices accounted for fewer than one-half of the production workers in all areas except Chicago, San Francisco-Oakland, and Seattle-Everett at the time of the survey.

Occupational staffing patterns differed somewhat by the establishments' employment size. Executives, offi-

<sup>4</sup> See *Industry Wage Survey: Auto Dealer Repair Shops, August 1969* Bulletin 1689 (Bureau of Labor Statistics, 1971).



**Text table 1. Percent of production workers in auto dealer repair shops employing apprentice automotive mechanics, 36 areas, June 1973**

Area	Percent
San Francisco-Oakland . . . . .	70-79
Chicago, Seattle-Everett . . . . .	50-59
Denver, Milwaukee, Portland, Washington, D.C. . . . .	30-39
Los Angeles-Long Beach, Minneapolis-St. Paul, New Orleans, Richmond, St. Louis . . . . .	20-29
Atlanta, Baltimore, Bridgeport, Buffalo, Detroit, Houston, Jacksonville, Newark, New York, Philadelphia, Pittsburgh, Tampa-St. Petersburg . . . . .	10-19
Boston, Cincinnati, Cleveland, Dallas, Indianapolis, Kansas City, Louisville, Miami, Nassau-Suffolk, Providence-Warwick-Pawtucket . . . . .	1-9
Birmingham, Memphis . . . . .	None of the establishments visited employed apprentice automotive mechanics

cial, and supervisors, for example, accounted for 17 percent of the employment in establishments with 20-49 workers, compared with 13 percent in those with 50-99 workers and 11 percent in larger establishments. Office clerical employees and production workers, on the other hand, were relatively more important in establishments having 100 workers or more than in smaller establishments.

*Unionization.* Establishments with collective bargaining agreements covering a majority of their production workers employed about 30 percent of total production workers in the study. As shown in text table 2, the proportion of workers in such establishments varied substantially by area.

Major unions in the industry were the International Association of Machinists and Aerospace Workers (AFL-CIO) and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Ind.). In a number of instances (particularly in Chicago, Kansas City, St. Louis, San Francisco-Oakland, and Seattle-Everett), these two unions had bargaining agreements with the same establishment.

In five of the six most heavily unionized areas (in which at least three-fourths of the repair shop workers were covered by agreements), establishments typically united to negotiate bargaining agreements with local unions. This approach was also the most prevalent one among union establishments in Cleveland, Kansas City, Newark, and Portland. In all other areas having union establishments, independent (single-firm) bargaining was the usual practice.

*Method of wage payment.* Incentive pay was the basis of earnings for about one-half of the production workers in the survey, most commonly under flat-rate percent plans or flat-rate hours plans. With the first, workers receive a stipulated proportion (usually 45 or 50 percent) of the labor cost charged to the customer. With the second, pay is computed by multiplying the number of flat-rate hours determined for each task by an established hourly rate. (See tables 12-13.)

Incentive wage systems applied to a large majority of the body repairmen and painters (most commonly flat-rate percent plans) and journeyman and service automotive mechanics (about evenly divided between flat-rate hours and flat-rate percent plans). Most service salesmen also were paid on an incentive basis, typically under systems other than flat rate, e.g., commission.

Proportions of production workers paid on a time-rate basis ranged from 40 to 60 percent in 28 areas; 60-80 percent in 6 more areas; and over 90 percent in San Francisco-Oakland and Seattle-Everett. The survey jobs in which a majority of the workers were time rated were new-car get-ready men and parts men.

### Occupational earnings

Eight occupations were selected for study to represent the various activities performed by production

**Text table 2. Percent of production workers in unionized auto dealer repair shops, 36 areas, June 1973**

Areas	Percent
St. Louis, San Francisco-Oakland . . . . .	95+
Minneapolis-St. Paul . . . . .	90-94
Chicago, Seattle-Everett . . . . .	85-89
New York . . . . .	75-79
Kansas City . . . . .	65-69
Buffalo . . . . .	60-64
Nassau-Suffolk . . . . .	55-59
Cleveland . . . . .	45-49
Newark, Philadelphia . . . . .	35-39
Detroit . . . . .	15-19
Portland . . . . .	10-14
Boston, Pittsburgh, Washington . . . . .	5-9
Cincinnati, Milwaukee . . . . .	1-4
Atlanta, Baltimore, Birmingham, Bridgeport, Dallas, Denver, Houston, Indianapolis, Jacksonville, Los Angeles-Long Beach, Louisville, Memphis, Miami, New Orleans, Providence-Warwick-Pawtucket, Richmond, Tampa-St. Petersburg . . . . .	None of the establishments visited had collective bargaining agreements

**Text table 3. Relative area pay levels, auto dealer repair shops, 36 areas, June 1973**

(Detroit=100)

Area	Relative pay level <sup>1</sup>
Chicago .....	103
St. Louis .....	95-99
Cleveland, Los Angeles-Long Beach, Miami, San Francisco-Oakland .....	90-94
Atlanta, Denver, Houston, Kansas City, Minneapolis-St. Paul, Nassau-Suffolk, Washington .....	85-89
Boston, Dallas, Milwaukee, Newark, New York, Seattle-Everett .....	80-84
Baltimore, Birmingham, Cincinnati, Indianapolis, Jacksonville, Louisville, Philadelphia, Portland, Tampa- St. Petersburg .....	75-79
Bridgeport, Buffalo, Memphis, New Orleans, Pittsburgh, Richmond .....	70-74
Providence-Warwick-Pawtucket .....	60-64

<sup>1</sup>The pay index in this table was based on 6 jobs common to all areas (body repairmen, lubrication men, journeyman automotive mechanics, new-car get-ready men, parts men, and service salesmen). To minimize inter-area differences in occupational composition, weights expressing constant employment relationships based on total employment in the respective jobs in all 36 areas were used. Aggregates were computed for each area by multiplying the average straight-time hourly earnings for the jobs by these weights and totaling. The ratio of these aggregates formed the basis for the index.

workers in auto dealer repair shops. These occupations accounted for nearly two-thirds of the 132,000 production workers covered by the survey.

Average straight-time hourly earnings of journeyman automotive mechanics, numerically the largest occupational group studied, ranged from \$4.63 in Providence-Warwick-Pawtucket to over \$7 an hour in Cleveland (\$7.15), Detroit (\$7.49), and Chicago (\$7.80). June 1973 hourly averages were above \$6 in 17 other areas and between \$5 and \$6 in the remaining 15 areas. (See table 2.)

Highest hourly averages usually were recorded for painters, with their range of \$3.91–\$9.19, or body repairmen, at \$4.81–\$8.44. For painters, hourly earnings averaged between \$5.50 and \$8 in 24 areas and above \$8 in three areas—Detroit (\$9.19), Chicago (\$8.40), and Minneapolis-St. Paul (\$8.39); for body repairmen, hourly averages typically fell between \$5.50 and \$7, with Chicago (\$8.44), Detroit (\$8.35), and Washington (\$8.08) topping out the range at over \$8. Lubrication men were typically the lowest paid workers studied, averaging from \$2.27 an hour in Baltimore and Pittsburgh to \$6.24 in Los Angeles-Long Beach. Most of their area pay levels, however, were within a \$3-to-\$5-an-hour range.

Based on six occupational classifications for which data are shown for all areas, Chicago had the highest

average hourly pay levels, and Providence the lowest. The relative pay levels, using Detroit's as base 100, are presented in text table 3.

The interarea spread in average earnings differed considerably by occupation. For example, painters in Chicago averaged 115 percent more than their counterparts in Providence, whereas the spread was 75 percent for body repairmen and 35 percent for new-car get-ready men.

Occupational earnings relationships also varied widely by area. To illustrate, in Los Angeles-Long Beach, body repairmen averaged 8 percent more than lubrication men; in Cleveland and Portland, they averaged about twice as much as lubrication men; and in Baltimore, nearly three times as much.

In most of the 36 areas surveyed, average earnings of journeyman automotive mechanics employed by dealers compared favorably with those of maintenance automotive mechanics in the Bureau's area wage surveys.<sup>5</sup> Text table 4 presents hourly average pay relatives for mechanics in auto dealer repair shops using the more broadly based area wage survey average for maintenance automotive mechanics in each locality as 100. It shows that the percentage differences in favor of auto dealers' mechanics covered a broad range, but commonly fell between 5 and 15 percent. Mechanics covered by the area wage program, however, exclude those repairing customers' vehicles in auto repair shops.

Workers paid on an incentive basis in auto dealer repair shops nearly always averaged higher earnings than those paid time rates in the same job and area, where comparisons were possible. (See table 3.) The differences in average earnings, however, varied among occupations within the same area and for individual jobs by area. In Chicago, for example, painters under incentive systems averaged 16 percent more than those paid time rates; the difference for journeyman mechanics was 30 percent; and for body repairmen, 44 percent. Corresponding differences in Philadelphia amounted to 55 percent for painters, 53 percent for journeyman mechanics, and 34 percent for body repairmen.

Individual earnings were widely dispersed within the same job and area, especially in occupations typically paid on an incentive basis. (See tables 4-11.) In all but

<sup>5</sup>The Bureau's area wage survey program covers establishments in the following broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. Area wage surveys were conducted in a large number of metropolitan areas throughout the country in 1973. Data were adjusted to reflect payroll references used in the auto dealer survey. Bridgeport, Conn., is not included in the regular area program, and data for New York and Nassau-Suffolk were combined in the area wage survey series in 1973.

**Text table 4. Average straight-time hourly earnings of journeyman automotive mechanics in auto dealer repair shops as a percent of averages for maintenance automotive mechanics in the BLS area wage surveys, 35 areas, <sup>1</sup> June 1973**

(Averages in area wage surveys=100)

Area	Pay relative
Pittsburgh, Providence-Warwick-Pawtucket . . . .	90-94
Buffalo, Memphis, Portland, San Francisco-Oakland, Seattle-Everett . . . . .	95-99
Indianapolis . . . . .	100-104
Cincinnati, Dallas, Louisville, Milwaukee, Newark, Richmond . . . . .	105-109
Baltimore, Kansas City, Los Angeles-Long Beach, Minneapolis-St. Paul, New Orleans, New York (including Nassau-Suffolk), Philadelphia . . . . .	110-114
Boston, St. Louis . . . . .	115-119
Denver . . . . .	120-124
Atlanta, Chicago, Detroit, Houston, Jacksonville, Washington . . . . .	125-129
Birmingham, Cleveland, Miami, Tampa-St. Petersburg . . . . .	130 and over

<sup>1</sup> Data were combined for the New York and Nassau-Suffolk areas to provide comparability with the area wage survey coverage; Bridgeport, Connecticut, is not included in the Bureau's area wage survey program.

two areas, earnings of the highest paid journeyman mechanics exceeded those of the lowest paid by at least \$4 an hour; most had earnings within comparatively narrow ranges in San Francisco (\$6-\$7) and Seattle (\$5.30-\$6), where over nine-tenths of the mechanics were time-rated.

The wide dispersion of individual earnings within an occupation and area caused overlapping of earnings among jobs with substantially different pay levels. Text table 5 illustrates such an overlap between lubrication men and painters in Detroit repair shops.

In nearly all areas, hourly earnings for the eight survey jobs averaged substantially higher in June 1973 than in August 1969.<sup>6</sup> The amounts of change varied widely, but the median increases among cities for the eight jobs ranged from 20 to 30 percent, as shown in the following tabulation:

Occupation	Median percent increase, August 1969 to June 1973
Service automotive mechanics . . . . .	20
Body repairmen . . . . .	21
Painters . . . . .	23
Lubrication men . . . . .	24
Service salesmen . . . . .	24
New-car get-ready men . . . . .	27
Parts men . . . . .	27
Journeyman automotive mechanics . . . . .	30

<sup>6</sup> See *Auto Dealer Repair Shops, August 1969*.

Reflecting such variations in occupational pay gains, wage relationships changed somewhat in auto dealer repair shops during this period. For example, body repairmen averaged higher earnings than lubrication men in all areas according to both surveys. The average size of the differential, however, diminished in 20 of the areas between the 1969 and 1973 studies, while increasing in virtually all of the others permitting comparison. Similarly, the 1969 average wage advantage typically held by body repairmen over journeyman automotive mechanics in 31 areas narrowed in 22 localities; increased in 4 areas; remained the same in 1; and shifted to a pay disadvantage in 4.

**Establishment practices and supplementary wage provisions**

Information also was obtained for production workers on weekly work schedules, overtime pay practices, and selected supplementary wage benefits, such as paid holidays, paid vacations, and health, insurance, and retirement plans.

*Scheduled weekly hours and overtime pay.* Weekly work schedules of 40 hours were in effect in establishments employing a majority of the production workers in 22 of the 36 survey areas. (See table 14.) Longer work schedules, typically 42½ to 45 hours, were predominant in most of the remaining areas.

Formal provisions for premium pay for weekly overtime work were in effect in establishments employing a large majority of the time-rated workers in all areas. Nearly always, these provided for pay at time and

**Text table 5. Earnings distributions for lubrication men and painters in Detroit auto dealer repair shops, June 1973**

Straight-time hourly earnings	Lubrication men	Painters
Under \$3.40 . . . . .	40	—
\$3.40 and under \$3.80 . . . . .	40	10
\$3.80 and under \$4.20 . . . . .	5	—
\$4.20 and under \$4.60 . . . . .	18	14
\$4.60 and under \$5.00 . . . . .	17	1
\$5.00 and under \$5.40 . . . . .	26	14
\$5.40 and under \$5.80 . . . . .	18	—
\$5.80 and under \$6.20 . . . . .	6	13
\$6.20 and under \$6.60 . . . . .	14	2
\$6.60 and under \$7.00 . . . . .	—	14
\$7.00 and under \$7.40 . . . . .	5	10
\$7.40 and under \$7.80 . . . . .	11	37
\$7.80 and under \$8.20 . . . . .	10	25
\$8.20 and under \$8.60 . . . . .	8	6
\$8.60 and over . . . . .	18	157
Number of workers . . . . .	236	303
Average straight-time hourly earnings . . . . .	\$5.26	\$9.19

one-half regular rates after 40 hours. (See table 15.) Weekly overtime provisions were less prevalent for incentive workers; provisions applied to a majority of such employees in only 10 survey areas—Bridgeport, Chicago, Kansas City, Minneapolis-St. Paul, Nassau-Suffolk, Newark, New York, St. Louis, San Francisco-Oakland, and Seattle-Everett.

Daily overtime provisions, mostly for time and one-half after 8 hours, applied to a majority of both pay groups in about one-fourth of the areas.

*Paid holidays.* Paid holidays were provided to a large majority of the time-rated and incentive workers in virtually all areas. Provisions, however, varied considerably among and, in many instances, within areas. (See table 16.) Provisions for 5 or 6 paid holidays a year were most frequently reported for time-rated and incentive workers in the southern areas, whereas provisions for 6 days or more were usually found in areas outside the South. In a number of instances, incentive workers were granted holiday pay which was substantially less than their usual pay or their guaranteed minimum. This was particularly the case in Atlanta, Boston, Los Angeles, Miami, Philadelphia, Pittsburgh, and St. Louis.

*Paid vacations.* Paid vacations, after qualifying periods of service, were provided to all or nearly all of the production workers in each area. (See table 17.) Vacation provisions varied substantially among the areas; however, typical provisions were 1 week of vacation pay after 1 year of service and 2 weeks after 2 or 3 years. Provisions for at least 3 weeks of vacation pay were

commonly available outside the South, generally after 15 years of service. Only in Chicago, Cleveland, and San Francisco were a majority of both time and incentive workers covered by plans including 4 weeks of vacation pay.

*Health, insurance, and retirement plans.* Establishments providing various health and insurance benefits, in many cases financed solely by the employer, accounted for nine-tenths or more of the production workers in nearly all areas. (See table 18.) Benefits most frequently available were life, hospitalization, surgical, basic medical, and major medical insurance, but the proportions of workers covered by these and other plans varied somewhat by location. Sickness and accident insurance, paid sick leave, or both, also applied to a majority of the workers in most areas.

Retirement pension plans, other than social security, were available to at least one-half of the production workers in 20 areas, and were commonly financed entirely by the employers. Retirement severance pay plans were rarely reported.

*Other selected benefits.* Formal provisions for furnishing and cleaning work clothing, or for paying at least part of the cost of these benefits, were reported by establishments employing most of the production workers in nearly all areas. (See table 19.) Provisions for technological severance pay—payments to employees separated from employment as a result of technological change—covered less than 10 percent of the workers in 10 of the 11 areas where such plans were found.

**Table 1. Occupational staffing pattern**

(Percent distribution of workers in auto dealer repair shops by occupational group and size of establishment, 36 areas combined, June 1973)

Occupational group	All establishments	Establishments with=		
		20-49 workers	50-99 workers	100 workers or more
All workers -----	100.0	100.0	100.0	100.0
Executives, officials, and nonworking supervisors -----	14.2	16.9	13.4	10.9
Nonsupervisory office employees -----	11.7	10.9	11.9	12.7
Salesmen, auto (new/or used cars) -----	18.8	18.2	18.9	19.9
All production workers -----	55.2	53.9	55.8	56.5
Working foremen -----	1.5	1.7	1.4	1.3
Body repairmen -----	5.4	4.7	6.2	4.8
Lubrication men -----	1.5	1.8	1.4	1.0
Mechanics, automotive, journeymen -----	13.5	15.2	12.9	11.6
Mechanics, automotive, service -----	2.9	3.1	3.0	2.3
New-car get-ready men -----	2.5	2.5	2.4	2.5
Painters -----	1.2	.7	1.5	1.5
Parts men -----	4.6	4.3	4.8	4.8
Service salesmen -----	3.3	3.3	3.4	3.0
Car preparation workers, new-car get-ready men -----	1.8	1.5	2.0	2.2
Polishers -----	1.4	1.5	1.2	1.5
Pickup and delivery men -----	1.7	1.4	1.9	2.0
Laborers (including car jockies, lot attendants, and utility men) -----	5.6	5.2	5.4	6.6
Helpers and learners -----	1.9	1.7	1.8	2.2
Apprentices, auto mechanic <sup>1</sup> -----	.6	.7	.6	.5
Apprentices, other than auto mechanic <sup>1</sup> -----	.2	.2	.2	.2
Janitors and porters -----	1.7	1.7	1.7	1.8
Watchmen and guards -----	.2	-	.2	.3
All other production and related workers -----	3.8	2.7	3.7	6.3

<sup>1</sup> Apprenticed under formally established programs registered with State or Federal Government.

NOTE: Because of rounding, sums of individual items may not equal totals.

**Table 2. Occupational averages**

(Number and average straight-time hourly earnings <sup>1</sup> of men in selected occupations in auto dealer repair shops, 36 areas, June 1973)

Area	Body repairmen		Lubrication men		Mechanics, automotive, journeymen		Mechanics, automotive, service		New-car get-ready men		Painters		Parts men		Service salesmen	
	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings
<b>Northeast</b>																
Boston -----	449	\$5.81	129	\$3.39	1,044	\$6.19	407	\$4.28	155	\$4.33	59	\$4.76	407	\$3.87	230	\$4.74
Bridgeport -----	25	5.63	9	3.33	126	5.31	31	3.84	22	4.42	8	5.56	36	4.03	26	4.78
Buffalo -----	197	5.40	76	3.47	448	5.16	95	3.64	147	4.19	70	5.85	138	3.79	103	4.53
Nassau-Suffolk -----	240	5.78	110	3.78	847	6.59	478	4.33	228	3.99	28	4.76	257	4.11	289	5.54
Newark -----	214	5.68	50	3.86	621	6.20	235	3.66	111	3.48	32	4.32	173	4.03	153	4.79
New York -----	204	6.14	183	4.15	1,581	6.26	632	4.53	276	4.25	68	5.14	468	4.42	408	5.37
Philadelphia -----	417	5.28	67	2.82	1,652	6.03	715	4.26	415	3.26	82	5.95	549	3.83	446	4.89
Pittsburgh -----	616	5.47	112	2.27	1,144	5.18	122	3.77	85	3.78	-	-	410	3.56	251	4.58
Providence-Warwick-Pawtucket -----	98	4.81	42	2.76	321	4.63	82	3.33	61	3.75	24	3.91	89	3.16	26	3.78
<b>South</b>																
Atlanta -----	373	6.97	77	4.55	658	6.44	305	5.41	190	3.38	80	7.69	310	4.41	214	6.59
Baltimore -----	295	6.51	60	2.27	741	5.75	241	4.47	150	4.12	100	5.77	304	3.28	181	4.52
Birmingham -----	170	5.75	37	4.30	226	5.71	137	5.22	72	3.05	26	5.60	101	3.89	75	4.80
Dallas -----	293	6.81	63	3.79	670	5.66	162	5.32	207	3.79	100	5.99	276	4.07	189	5.52
Houston -----	449	6.70	83	4.79	1,027	6.38	48	4.03	250	4.38	122	6.78	328	4.82	208	5.54
Jacksonville -----	130	5.97	27	3.92	260	5.69	77	5.38	52	3.32	51	5.74	109	4.35	76	5.27
Louisville -----	238	5.63	43	4.35	364	5.39	50	3.46	76	4.20	23	6.38	137	3.73	80	5.15
Memphis -----	94	6.12	25	2.60	387	5.23	37	3.77	63	3.24	20	5.11	123	4.01	73	4.79
Miami -----	248	7.38	58	4.98	591	6.97	89	5.99	179	3.73	79	7.37	267	4.46	172	5.65
New Orleans -----	184	5.63	22	3.76	352	5.26	80	4.57	95	2.92	44	6.71	150	3.74	98	4.80
Richmond -----	130	5.77	29	2.58	299	5.31	67	2.99	59	3.07	41	6.45	104	3.47	56	3.95
Tampa-St. Petersburg -----	184	5.83	60	4.46	405	6.23	250	4.37	127	3.33	111	5.05	219	3.29	142	4.44
Washington -----	572	8.08	54	3.00	1,764	6.58	264	4.13	388	2.83	162	7.66	544	3.89	347	5.52
<b>North Central</b>																
Chicago -----	1,414	8.44	222	4.42	2,920	7.80	37	4.79	401	5.07	156	8.40	745	4.67	732	5.55
Cincinnati -----	283	6.36	79	2.82	594	5.74	-	-	130	3.51	43	6.73	193	3.51	98	4.36
Cleveland -----	464	7.18	100	3.53	864	7.15	84	4.46	148	4.41	62	7.90	256	3.93	204	4.93
Detroit -----	889	8.35	236	5.26	1,183	7.49	923	5.93	312	5.81	303	9.19	667	4.34	466	4.89
Indianapolis -----	263	6.41	57	4.54	515	5.65	177	5.39	92	4.58	68	6.68	227	3.25	163	4.29
Kansas City -----	310	6.53	107	5.09	612	6.34	45	5.54	133	4.87	58	7.50	179	4.57	142	5.13
Milwaukee -----	343	6.47	109	3.85	631	6.19	96	4.37	107	4.32	65	6.81	249	3.70	154	4.37
Minneapolis-St. Paul -----	487	6.61	111	4.54	1,081	6.57	118	6.63	153	4.73	142	8.39	357	4.20	221	5.13
St. Louis -----	501	7.40	140	5.22	962	6.70	-	-	165	5.43	43	7.64	363	5.35	248	5.89
<b>West</b>																
Denver -----	286	6.54	53	5.60	501	6.59	309	4.73	100	4.13	73	7.40	221	4.19	164	5.06
Los Angeles-Long Beach -----	1,149	6.75	521	6.24	3,813	6.79	380	5.14	511	4.36	356	7.79	1,221	4.24	926	6.38
Portland -----	198	5.93	72	2.99	537	5.76	119	4.22	94	3.70	52	5.32	207	3.92	96	4.53
San Francisco-Oakland -----	514	6.65	259	4.76	1,871	6.56	-	-	163	5.55	184	6.50	448	5.92	316	6.29
Seattle-Everett -----	172	5.95	93	4.36	813	5.57	37	4.93	59	4.62	36	5.64	189	5.19	138	5.57

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays and late shifts.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

**Table 3. Occupational averages: By method of wage payment**

(Number and average straight-time hourly earnings<sup>1</sup> of men in selected occupations in auto dealer repair shops, 36 areas, June 1973)

Area	Body repairmen				Lubrication men				Mechanics, automotive, journeymen				Mechanics, automotive, service			
	Timeworkers		Incentive workers		Timeworkers		Incentive workers		Timeworkers		Incentive workers		Timeworkers		Incentive workers	
	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings
<b>Northeast</b>																
Boston	191	\$4.50	258	\$6.78	98	\$2.95	31	\$4.79	241	\$4.63	803	\$6.66	227	\$3.80	180	\$4.90
Bridgeport	13	4.71	12	6.64	-	-	-	-	49	4.48	77	5.84	24	3.60	7	4.68
Buffalo	25	4.92	172	5.47	47	3.02	29	4.20	-	-	402	5.25	34	2.97	61	4.02
Nassau-Suffolk	101	4.86	139	6.44	53	3.73	57	3.83	80	5.73	767	6.68	295	4.01	183	4.86
Newark	75	4.87	139	6.12	34	2.97	16	5.73	61	4.56	560	6.38	104	3.38	131	3.88
New York	77	4.86	127	6.91	91	3.71	92	4.60	378	5.22	1,203	6.59	334	4.31	298	4.77
Philadelphia	80	4.15	337	5.55	53	2.79	-	-	101	4.03	1,551	6.16	274	3.39	441	4.81
Pittsburgh	135	3.64	481	5.98	110	2.27	-	-	258	3.89	886	5.55	94	3.54	28	4.55
Providence-Warwick-Pawtucket	56	4.29	42	5.49	34	2.52	8	3.79	142	4.07	179	5.08	65	3.11	17	4.15
<b>South</b>																
Atlanta	-	-	370	6.99	30	2.74	47	5.71	-	-	642	6.50	-	-	298	5.44
Baltimore	-	-	285	6.61	55	2.23	-	-	-	-	675	6.02	44	3.38	197	4.71
Birmingham	-	-	170	5.75	-	-	33	4.52	-	-	226	5.71	-	-	137	5.22
Dallas	-	-	292	6.82	18	2.23	45	4.42	10	4.62	660	5.68	14	3.37	148	5.51
Houston	-	-	428	6.74	30	2.39	53	6.15	36	4.21	991	6.46	17	3.24	31	4.46
Jacksonville	-	-	130	5.97	-	-	24	4.14	-	-	260	5.69	-	-	74	5.46
Louisville	-	-	238	5.63	-	-	30	5.27	-	-	364	5.39	-	-	40	3.66
Memphis	-	-	88	6.31	17	1.87	8	4.15	-	-	384	5.23	-	-	34	3.81
Miami	-	-	243	7.43	7	2.70	51	5.30	-	-	591	6.97	-	-	85	6.12
New Orleans	-	-	182	5.64	-	-	22	3.76	-	-	349	5.28	-	-	80	4.57
Richmond	-	-	127	5.80	25	2.33	-	-	-	-	291	5.35	60	2.83	-	-
Tampa-St. Petersburg	-	-	180	5.88	19	2.57	41	5.34	-	-	393	6.33	36	3.33	214	4.55
Washington	-	-	572	8.08	48	2.86	-	-	91	4.90	1,673	6.67	164	3.87	100	4.52
<b>North Central</b>																
Chicago	54	5.92	1,360	8.54	108	3.52	114	5.27	120	6.05	2,800	7.87	25	3.93	-	-
Cincinnati	-	-	278	6.42	51	2.60	28	3.21	-	-	588	5.75	-	-	-	-
Cleveland	-	-	424	7.26	93	3.44	7	4.70	-	-	850	7.16	42	4.17	42	4.75
Detroit	-	-	889	8.35	28	2.89	208	5.58	-	-	1,173	7.51	32	3.71	891	6.01
Indianapolis	-	-	263	6.41	15	3.15	42	5.04	24	3.24	491	5.77	14	3.23	163	5.58
Kansas City	-	-	309	6.53	20	2.74	87	5.62	-	-	604	6.37	-	-	37	5.86
Milwaukee	-	-	323	6.61	68	2.93	41	5.39	-	-	601	6.28	34	3.60	62	4.79
Minneapolis-St. Paul	30	4.76	457	6.73	58	3.42	53	5.77	57	4.94	1,024	6.66	17	4.20	101	7.03
St. Louis	66	5.56	435	7.68	124	4.94	16	7.41	144	5.52	818	6.91	-	-	-	-
<b>West</b>																
Denver	-	-	283	6.56	-	-	50	5.74	-	-	479	6.70	24	3.87	285	4.80
Los Angeles-Long Beach	-	-	1,149	6.75	-	-	485	6.45	120	4.73	3,693	6.86	33	3.85	347	5.27
Portland	44	5.13	154	6.16	67	2.89	-	-	180	4.67	357	6.32	-	-	68	4.28
San Francisco-Oakland	490	6.64	-	-	238	4.82	21	4.09	1,729	6.52	142	7.00	-	-	-	-
Seattle-Everett	162	5.64	-	-	93	4.36	-	-	813	5.57	-	-	37	4.93	-	-

See footnotes at end of table.

**Table 3. Occupational averages: By method of wage payment—Continued**

(Number and average straight-time hourly earnings<sup>1</sup> of men in selected occupations in auto dealer repair shops, 36 areas, June 1975)

Areas	New-car get-ready men				Painters				Parts men				Service salesmen			
	Timeworkers		Incentive workers		Timeworkers		Incentive workers		Timeworkers		Incentive workers		Timeworkers		Incentive workers	
	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings
<b>Northeast</b>																
Boston	110	\$4.00	45	\$5.15	40	\$4.12	19	\$6.09	325	\$3.69	82	\$4.60	121	\$4.38	109	\$5.14
Bridgeport	19	3.84	-	-	-	-	-	29	3.82	7	4.92	16	4.25	10	5.63	
Buffalo	82	3.50	65	5.06	-	-	54	6.16	95	3.41	43	4.65	17	3.51	86	4.74
Nassau-Suffolk	175	3.59	53	5.31	15	4.27	13	5.33	154	3.50	103	5.02	18	4.81	271	5.59
Newark	88	3.26	23	4.34	-	-	-	-	108	3.64	65	4.69	56	4.21	97	5.13
New York	221	4.05	55	5.07	41	4.28	27	6.46	275	3.95	193	5.10	114	4.29	294	5.79
Philadelphia	358	3.01	57	4.86	11	4.02	71	6.25	371	3.29	178	4.95	151	4.53	295	5.08
Pittsburgh	57	3.22	28	4.92	-	-	-	-	235	2.92	175	4.42	128	3.94	123	5.25
Providence-Warwick-Pawtucket	51	3.34	10	5.84	23	3.90	-	-	63	3.00	26	3.55	14	3.58	12	4.02
<b>South</b>																
Atlanta	179	3.28	11	4.99	-	-	79	7.75	117	3.87	193	4.74	-	-	186	6.96
Baltimore	53	3.03	97	4.71	28	4.22	72	6.38	175	3.02	129	3.63	48	4.02	133	4.69
Birmingham	72	3.05	-	-	-	-	25	5.67	44	3.43	57	4.24	-	-	68	4.82
Dallas	163	3.10	44	6.35	17	3.88	83	6.43	140	3.21	136	4.95	16	4.82	173	5.58
Houston	156	3.32	94	6.14	-	-	118	6.86	78	3.11	250	5.35	34	3.73	174	5.89
Jacksonville	37	2.69	15	4.87	-	-	49	5.78	43	3.47	66	4.92	27	3.81	49	6.08
Louisville	30	2.63	46	5.22	-	-	23	6.38	46	3.18	91	4.01	22	3.99	58	5.59
Memphis	62	3.24	-	-	11	4.36	9	6.03	57	2.91	66	4.97	-	-	60	4.88
Miami	137	3.17	42	5.57	-	-	75	7.55	36	3.49	231	4.61	-	-	148	5.95
New Orleans	76	2.52	19	4.51	-	-	44	6.71	51	2.94	99	4.15	15	3.11	83	5.11
Richmond	46	2.88	13	3.77	-	-	27	7.75	53	2.94	51	4.01	29	3.51	27	4.43
Tampa-St. Petersburg	98	2.98	29	4.52	16	3.04	95	5.39	122	2.80	97	3.91	49	3.62	93	4.88
Washington	388	2.83	-	-	21	4.22	141	8.17	308	3.49	236	4.42	74	4.55	273	5.79
<b>North Central</b>																
Chicago	315	4.17	86	8.34	12	7.35	144	8.49	433	4.28	312	5.22	243	5.31	489	5.67
Cincinnati	93	3.01	37	4.79	-	-	43	6.73	116	3.16	77	4.04	31	3.06	67	4.97
Cleveland	137	4.13	11	7.90	-	-	62	7.90	152	3.38	104	4.74	91	4.43	113	5.33
Detroit	117	4.21	195	6.77	-	-	300	9.24	295	3.61	372	4.92	120	4.22	346	5.12
Indianapolis	55	3.35	37	6.41	-	-	68	6.68	112	3.17	115	3.33	82	3.79	81	4.81
Kansas City	85	4.13	48	6.18	-	-	58	7.50	100	4.29	79	4.92	45	4.09	97	5.62
Milwaukee	32	3.09	75	4.85	-	-	65	6.81	127	2.72	122	4.72	54	3.67	100	4.75
Minneapolis-St. Paul	76	4.09	77	5.36	-	-	138	8.50	174	3.94	183	4.44	42	4.00	179	5.39
St. Louis	155	5.40	10	5.80	-	-	29	8.72	305	5.26	58	5.84	197	5.65	51	6.85
<b>West</b>																
Denver	45	3.32	55	4.79	-	-	64	7.90	86	3.08	135	4.89	9	3.39	155	5.16
Los Angeles-Long Beach	312	3.67	199	5.45	-	-	354	7.80	637	3.77	584	4.74	86	5.40	840	6.48
Portland	78	3.56	16	4.35	-	-	48	5.35	136	3.75	71	4.25	23	3.55	73	4.85
San Francisco-Oakland	155	5.59	-	-	184	6.50	-	-	418	5.87	30	6.56	184	6.22	132	6.38
Seattle-Everett	59	4.62	-	-	36	5.64	-	-	189	5.19	-	-	120	5.56	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.











**Table 8. Earnings distribution: New-car get-ready men**

(Distribution of men in auto dealer repair shops by straight-time hourly earnings,<sup>1</sup> 36 areas, June 1973)

Area	Workers	Average hourly earnings	Number of workers receiving straight-time hourly earnings of—																						
			Under \$2.00	\$2.00	\$2.20	\$2.40	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.40	\$4.80	\$5.20	\$5.60	\$6.00	\$6.40	\$6.80	\$7.20	\$7.60	\$8.00 and over	
<b>Northeast</b>																									
Boston	155	\$4.33	-	-	-	2	6	-	15	7	15	12	12	23	18	15	12	10	-	-	5	1	-	-	2
Bridgeport	22	4.42	-	-	-	-	-	-	-	-	6	1	4	8	-	-	-	-	-	-	-	-	-	23	
Buffalo	147	4.19	-	2	2	17	2	-	8	8	6	2	20	7	28	21	6	6	10	-	2	-	-	-	
Nassau-Suffolk	228	3.99	2	-	-	7	7	25	2	44	20	2	18	31	22	14	8	11	11	-	2	2	-	-	
Newark	111	3.48	-	-	-	8	8	6	20	32	6	4	5	8	2	10	2	-	-	-	-	-	-	-	
New York	276	4.25	-	-	-	6	-	6	26	27	18	33	3	78	42	1	5	4	6	10	2	-	-	9	
Philadelphia	415	3.26	-	13	22	62	62	33	64	44	28	20	10	24	2	2	8	1	8	7	-	-	4		
Pittsburgh	85	3.78	-	12	-	6	6	-	10	-	1	6	2	9	16	2	15	-	-	-	-	-	-	-	
Providence-Warwick-Pawtucket	61	3.75	-	-	-	-	13	-	12	7	6	2	-	10	3	2	-	-	2	2	2	-	-	-	
<b>South</b>																									
Atlanta	190	3.38	6	18	14	20	8	10	19	21	18	10	7	17	5	3	5	2	2	2	1	-	-	2	
Baltimore	150	4.12	-	12	9	6	1	-	16	5	13	17	13	9	4	7	1	6	13	18	-	-	-	-	
Birmingham	72	3.05	3	6	5	4	10	4	3	9	7	1	3	2	2	7	-	-	-	-	-	-	-	-	
Dallas	207	3.79	7	33	18	11	4	10	12	15	3	4	10	19	6	11	11	11	6	3	6	6	1	6	
Houston	250	4.38	1	4	6	2	14	5	28	40	16	19	11	19	14	9	11	8	11	11	5	5	-	11	
Jacksonville	52	3.32	2	16	1	1	3	3	1	-	1	2	-	12	1	6	1	-	2	-	-	-	-	-	
Louisville	76	4.20	4	8	4	4	3	1	7	2	3	1	1	7	9	3	3	-	4	-	6	3	-	3	
Memphis	63	3.24	2	7	1	11	8	3	2	6	6	3	3	2	-	3	6	-	-	-	-	-	-	-	
Miami	179	3.73	4	11	17	11	17	10	23	2	3	10	13	27	5	9	6	3	-	-	-	3	3	6	
New Orleans	95	2.92	21	9	21	3	4	2	5	1	3	6	3	2	3	6	3	-	2	-	1	-	-	-	
Richmond	59	3.07	-	8	5	8	2	2	4	8	6	12	-	4	-	2	-	-	-	-	-	-	-	-	
Tampa-St. Petersburg	127	3.33	14	8	10	10	5	10	16	3	6	20	4	4	3	5	-	-	1	3	-	3	-	-	
Washington	388	2.83	-	21	70	80	50	24	37	25	35	34	2	10	-	-	-	-	-	-	-	-	-	-	
<b>North Central</b>																									
Chicago	401	5.07	-	-	-	-	15	-	15	32	65	22	13	31	51	37	-	22	23	11	5	5	17	37	
Cincinnati	130	3.51	2	10	4	8	16	6	12	11	11	18	7	3	10	4	2	-	1	2	3	-	-	-	
Cleveland	148	4.41	-	-	-	-	1	-	-	20	22	2	4	48	6	34	2	-	-	-	-	3	-	-	
Detroit	312	5.81	-	1	3	9	12	-	8	8	25	5	5	24	23	32	6	12	41	11	3	22	16	6	
Indianapolis	92	4.58	-	3	-	8	5	-	8	15	8	-	-	10	6	4	2	3	5	1	-	2	2	10	
Kansas City	133	4.87	-	-	-	-	4	11	5	2	-	-	-	47	13	4	6	8	9	8	-	5	6	2	
Milwaukee	107	4.32	-	-	-	5	6	12	2	17	9	-	8	5	11	4	13	2	2	-	8	-	3	3	
Minneapolis-St. Paul	153	4.73	-	-	-	-	-	-	3	11	19	18	16	10	21	7	22	2	8	-	7	4	-	5	
St. Louis	165	5.43	-	-	-	-	-	-	-	-	-	-	-	-	15	22	116	2	-	-	10	-	-	-	
<b>West</b>																									
Denver	100	4.13	-	4	3	2	5	-	3	14	12	3	7	18	6	3	4	7	1	4	-	2	-	2	
Los Angeles-Long Beach	511	4.36	6	8	14	18	34	14	37	20	36	53	-	54	48	35	24	40	20	8	2	14	-	26	
Portland	94	3.70	-	-	-	2	4	2	10	13	2	17	17	21	2	4	-	-	-	-	-	-	-	-	
San Francisco-Oakland	163	5.55	-	-	-	-	-	-	-	-	-	-	-	-	10	82	-	-	46	11	14	-	-	-	
Seattle-Everett	59	4.62	-	-	-	-	-	-	-	-	-	8	-	17	20	2	10	2	-	-	-	-	-	-	

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<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.  
<sup>2</sup> All workers were at \$8 to \$8.20.  
<sup>3</sup> Workers were distributed as follows: 6 at \$1.60 to \$1.70 and 3 at \$1.70 to \$1.80.  
<sup>4</sup> Workers were distributed as follows: 8 at \$1.60 to \$1.70; 8 at \$1.80 to \$1.90; and 5 at \$1.90 to \$2.  
<sup>5</sup> Workers were distributed as follows: 6 at \$8 to \$8.40; 4 at \$8.40 to \$8.80; 1 at \$8.80 to \$9.20; 6 at \$9.20 to \$9.60; and 29 at \$9.60 and over.

**Table 9. Earnings distribution: Painters**

(Distribution of men in auto dealer repair shops by straight-time hourly earnings, <sup>1</sup> 35 areas, <sup>2</sup> June 1973)

Area	Workers	Average hourly earnings <sup>1</sup>	Number of workers receiving straight-time hourly earnings of—																				
			Under \$3.00 and under	\$3.00-\$3.20	\$3.20-\$3.40	\$3.40-\$3.60	\$3.60-\$3.80	\$3.80-\$4.00	\$4.00-\$4.40	\$4.40-\$4.80	\$4.80-\$5.20	\$5.20-\$5.60	\$5.60-\$6.00	\$6.00-\$6.40	\$6.40-\$7.20	\$7.20-\$7.60	\$7.60-\$8.00	\$8.00-\$8.40	\$8.40-\$9.20	\$9.20-\$9.60	\$10.00-\$10.40	\$10.40-\$10.80	\$10.80-\$11.20 and over
<b>Northeast</b>																							
Boston	59	\$4.76	-	5	2	12	-	2	9	4	5	2	5	5	-	4	2	-	-	2	-	-	-
Bridgeport	8	5.56	-	-	-	-	-	-	1	1	3	-	-	-	2	-	-	1	-	-	-	-	-
Buffalo	70	5.85	-	-	-	-	-	-	14	2	12	8	8	4	6	2	2	4	2	-	6	-	-
Nassau-Suffolk	28	4.76	-	-	-	-	-	-	15	9	-	-	-	-	2	2	-	-	-	-	-	-	-
Newark	32	4.32	-	-	-	6	-	20	-	-	-	-	6	-	-	-	-	-	-	-	-	-	-
New York	68	5.14	-	-	1	4	9	6	17	9	-	10	6	1	-	2	-	-	-	-	1	1	-
Philadelphia	82	5.95	-	-	3	3	1	-	7	-	24	15	-	6	-	4	1	1	7	2	1	4	-
Providence-Warwick-Pawtucket	24	3.91	-	-	-	9	2	-	7	6	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>South</b>																							
Atlanta	80	7.69	1	-	-	1	-	-	-	3	1	3	12	5	-	7	15	3	2	-	6	3	4
Baltimore	100	5.77	2	-	4	3	-	6	1	19	6	12	4	17	-	6	-	11	4	1	-	-	6
Birmingham	26	5.60	-	-	-	3	1	2	1	1	7	-	-	7	1	-	-	-	-	-	-	3	-
Dallas	100	5.99	9	10	-	4	1	1	5	2	16	2	2	7	9	7	1	4	3	2	5	-	3
Houston	122	6.78	3	2	-	1	2	3	1	4	11	12	8	8	6	16	3	3	11	7	7	4	4
Jacksonville	51	5.74	-	-	-	-	-	-	3	2	14	4	16	4	2	-	2	1	1	1	-	-	-
Louisville	23	6.38	-	-	1	-	-	-	1	1	-	5	1	5	2	1	-	3	-	-	3	-	-
Memphis	20	5.11	-	1	-	1	-	-	4	4	6	-	-	-	-	3	-	-	1	-	-	-	-
Miami	79	7.37	-	-	-	-	1	2	1	-	2	7	7	4	4	9	7	18	-	7	3	-	1
New Orleans	44	6.71	2	-	-	-	-	2	7	1	3	4	2	-	2	3	2	4	3	-	2	2	-
Richmond	41	6.45	-	-	-	8	-	-	6	-	4	-	4	-	3	2	5	-	1	3	-	-	3
Tampa-St. Petersburg	111	5.05	<sup>3</sup> 17	1	1	8	6	6	13	6	15	7	4	2	7	4	1	1	2	3	1	-	1
Washington	162	7.66	2	2	1	1	2	2	4	7	20	-	7	22	7	11	7	1	3	13	11	10	8
<b>North Central</b>																							
Chicago	156	8.40	-	-	-	-	-	-	-	-	-	1	16	11	6	11	25	24	2	-	6	5	10
Cincinnati	43	6.73	-	-	-	-	2	-	5	-	3	2	7	-	5	2	4	-	4	3	-	2	2
Cleveland	62	7.90	-	-	-	-	-	-	1	2	-	-	7	4	2	12	-	10	4	2	2	6	2
Detroit	303	9.19	-	-	10	-	-	-	13	2	-	14	1	13	3	13	34	13	29	4	1	13	7
Indianapolis	68	6.68	-	2	3	-	1	-	2	5	2	13	6	2	2	-	2	8	4	-	6	-	6
Kansas City	58	7.50	-	-	-	2	-	-	2	2	2	4	-	7	2	14	4	1	8	-	-	2	2
Milwaukee	65	6.81	-	-	-	2	1	4	4	4	3	3	1	21	4	3	2	2	1	4	2	-	4
Minneapolis-St. Paul	142	8.39	-	-	-	-	-	-	5	4	2	1	5	15	12	12	12	3	18	12	2	9	12
St. Louis	43	7.64	-	-	-	-	-	-	-	-	2	12	2	-	2	4	1	1	4	8	1	2	-
<b>West</b>																							
Denver	73	7.40	-	-	-	-	10	1	-	2	2	2	8	6	8	2	2	10	3	1	5	-	2
Los Angeles-Long Beach	356	7.79	2	4	14	4	-	12	8	8	10	6	6	6	26	53	16	38	34	14	6	16	8
Portland	52	5.32	-	-	-	2	-	-	11	9	7	4	5	7	-	1	2	3	1	-	-	-	-
San Francisco-Oakland	184	6.50	-	-	-	-	-	-	-	-	-	-	95	23	53	9	-	-	-	-	-	-	-
Seattle-Everett	36	5.64	-	-	-	-	-	-	-	-	-	14	18	4	-	-	-	-	-	-	-	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>2</sup> Data for Pittsburgh did not meet publication criteria.

<sup>3</sup> Workers were distributed as follows: 2 at \$2 and under \$2.20; 2 at \$2.40 and under \$2.60; 10 at \$2.60 and under \$2.80; and 3 at \$2.80 to \$3.

<sup>4</sup> Workers were distributed as follows: 6 at \$11.20 to \$11.60; 11 at \$11.60 to \$12; 6 at \$12 to \$12.40; 10 at \$12.40 to \$12.80; and 7 at \$12.80 and over.

<sup>5</sup> Workers were distributed as follows: 4 at \$11.20 to \$11.60 and 5 at \$12 to \$12.40.

<sup>6</sup> Workers were distributed as follows: 2 at \$11.20 to \$11.60; 16 at \$11.60 to \$12 and 27 at \$12 and over.

**Table 10. Earnings distribution: Parts men**

(Distribution of men in auto dealer repair shops by straight-time hourly earnings,<sup>1</sup> 36 areas, June 1973)

Areas	Workers	Average hourly earnings <sup>1</sup>	Number of workers receiving straight-time hourly earnings of—																						
			Under \$2.00	\$2.00 and under	\$2.20	\$2.40	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.40	\$4.80	\$5.20	\$5.60	\$6.00	\$6.40	\$6.80	\$7.20	\$7.60	\$8.00 and over	
<b>Northeast</b>																									
Boston	407	\$3.87	-	7	-	18	16	16	18	30	36	63	38	67	45	30	21	2	-	-	-	-	-	-	-
Bridgeport	36	4.03	-	-	-	-	-	-	3	3	5	5	3	13	-	1	1	-	1	1	-	-	-	-	-
Buffalo	138	3.79	-	4	2	4	4	4	10	18	13	8	26	17	6	12	10	-	-	-	-	-	-	-	-
Nassau-Suffolk	257	4.11	-	-	11	7	20	9	6	8	18	14	19	49	47	17	15	4	2	4	-	-	-	7	
Newark	173	4.03	-	-	6	6	-	-	17	10	14	19	20	31	20	6	17	1	6	-	-	-	-	-	-
New York	468	4.42	-	-	-	9	14	-	12	34	33	24	11	84	117	51	17	21	27	6	-	6	-	2	
Philadelphia	549	3.83	-	3	11	18	41	90	40	70	45	31	14	50	19	14	24	56	13	3	-	-	7	-	
Pittsburgh	410	3.56	-	34	20	2	79	4	50	14	27	43	25	31	26	23	14	4	-	2	10	2	-	-	
Providence-Warwick-Pawtucket	89	3.16	-	-	3	12	8	5	22	9	16	2	7	5	-	-	-	-	-	-	-	-	-	-	
<b>South</b>																									
Atlanta	310	4.41	-	1	4	4	14	5	36	2	18	26	16	50	40	37	23	4	10	5	3	-	-	12	
Baltimore	304	3.28	3	29	26	13	15	30	45	29	18	19	6	30	34	4	1	2	-	-	-	-	-	-	-
Birmingham	101	3.89	-	1	8	13	6	2	6	1	13	2	11	11	13	3	4	-	1	1	-	3	-	2	
Dallas	276	4.07	-	8	14	6	13	17	38	5	17	4	22	27	21	25	39	4	7	-	2	-	6	1	
Houston	328	4.82	7	17	-	18	3	-	15	13	21	3	9	30	34	27	24	15	34	31	2	1	6	18	
Jacksonville	109	4.35	-	6	2	7	7	4	4	1	1	15	7	11	9	13	1	4	2	7	3	2	-	3	
Louisville	137	3.73	10	-	2	5	11	3	11	7	14	17	3	21	16	3	7	4	1	2	-	-	-	-	
Memphis	123	4.01	9	-	3	-	10	5	16	12	-	9	5	7	13	9	4	2	13	4	1	1	-	-	
Miami	267	4.46	-	-	-	1	-	9	23	12	15	11	15	58	26	54	16	11	8	1	3	-	-	4	
New Orleans	150	3.74	4	16	2	12	12	3	19	6	11	6	2	22	8	9	4	2	2	2	1	1	2	5	
Richmond	104	3.47	-	5	4	8	6	12	8	17	9	4	4	13	3	2	8	1	-	-	-	-	-	-	
Tampa-St. Petersburg	219	3.29	7	20	12	33	7	4	13	20	19	27	5	25	18	4	2	3	-	-	-	-	-	-	
Washington	544	3.89	-	-	-	20	59	11	47	33	84	40	30	73	47	45	27	11	8	1	5	3	-	-	
<b>North Central</b>																									
Chicago	745	4.67	-	-	-	-	-	-	30	27	38	85	26	147	116	78	74	31	50	7	28	2	5	1	
Cincinnati	193	3.51	4	12	2	6	21	12	19	18	9	18	20	22	16	6	2	6	-	-	-	-	-	-	
Cleveland	256	3.93	-	19	-	10	8	23	12	17	22	23	17	28	31	24	-	3	4	5	-	-	10	-	
Detroit	667	4.34	5	-	12	12	26	18	58	48	56	63	28	100	65	19	46	50	6	15	7	1	7	25	
Indianapolis	227	3.25	1	14	18	27	24	15	17	15	21	22	9	29	8	3	2	1	-	-	1	-	-	-	
Kansas City	179	4.57	-	-	2	2	6	3	8	6	4	23	18	17	29	12	15	15	6	5	2	-	4	2	
Milwaukee	249	3.70	-	17	18	41	12	4	19	7	10	20	2	25	23	19	16	4	-	6	-	-	6	-	
Minneapolis-St. Paul	357	4.20	-	-	-	-	15	6	19	7	19	28	14	132	66	18	3	25	5	-	-	-	-	-	
St. Louis	363	5.35	-	-	-	-	-	-	-	-	-	-	-	9	-	19	105	139	79	4	2	4	-	2	
<b>West</b>																									
Denver	221	4.19	-	4	2	23	9	14	11	12	17	19	11	17	24	25	13	6	-	2	-	4	3	5	
Los Angeles-Long Beach	1,221	4.24	-	4	26	54	10	54	46	38	75	94	59	291	201	108	58	24	39	14	12	2	6	6	
Portland	207	3.92	-	-	4	-	-	12	24	16	12	31	17	34	37	6	14	-	-	-	-	-	-	-	
San Francisco-Oakland	448	5.92	-	-	-	-	-	-	-	-	-	-	-	-	-	39	26	158	115	102	2	1	5	-	
Seattle-Everett	189	5.19	-	-	-	-	-	-	-	-	-	2	-	22	4	30	118	13	-	-	-	-	-	-	

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

**Table 11. Earnings distribution: Service salesmen**

(Distribution of men in auto dealer repair shops by straight-time hourly earnings, 136 areas, June 1973)

Area	Workers	Average hourly earnings	Number of workers receiving straight-time hourly earnings of—																						
			Under \$2.40	\$2.40 and under	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.40	\$4.80	\$5.20	\$5.60	\$6.00	\$6.40	\$6.80	\$7.20	\$7.60	\$8.00	\$8.40	\$8.80	\$9.20 and over
			2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.40	4.80	5.20	5.60	6.00	6.40	6.80	7.20	7.60	8.00	8.40	8.80	9.20	over
<b>Northeast</b>																									
Boston	230	\$ 4.74	-	-	-	4	5	13	22	9	26	47	41	16	33	5	9	-	-	-	-	-	-	-	-
Bridgeport	26	4.78	-	-	-	-	-	3	-	-	7	3	6	4	1	-	-	-	1	1	-	-	-	-	-
Buffalo	103	4.53	-	-	6	-	-	15	9	4	24	8	13	6	12	2	-	-	-	2	2	-	-	-	-
Nassau-Suffolk	289	5.54	-	2	-	-	-	8	2	7	19	20	52	57	62	28	2	9	7	-	7	-	-	-	7
Newark	153	4.79	-	-	-	6	-	13	-	6	37	21	19	17	13	13	8	-	-	-	-	-	-	-	-
New York	408	5.37	-	-	1	-	6	6	1	47	6	39	42	70	52	40	20	19	26	8	-	9	-	-	2
Philadelphia	446	4.89	-	-	-	9	4	13	33	35	50	63	77	78	50	7	1	16	1	-	-	-	7	1	
Pittsburgh	251	4.58	-	10	-	-	10	12	12	24	2	58	41	17	24	20	8	2	-	5	2	2	2	-	-
Providence-Warwick-Pawtucket	26	3.78	-	-	-	5	3	-	7	2	6	2	1	-	-	-	-	-	-	-	-	-	-	-	-
<b>South</b>																									
Atlanta	214	6.59	-	3	-	5	6	10	3	15	2	19	8	23	17	8	14	19	12	7	2	5	4	3	2
Baltimore	181	4.52	-	-	7	8	14	12	4	10	37	37	16	28	-	2	-	-	-	-	-	-	3	-	3
Birmingham	75	4.80	2	-	1	-	7	-	-	11	22	7	1	10	1	4	-	3	3	-	-	-	1	2	-
Dallas	189	5.52	3	-	4	1	1	7	10	10	13	29	3	24	17	11	14	6	16	4	5	4	1	5	-
Houston	208	5.54	2	7	1	-	4	5	6	1	31	31	15	14	17	13	15	9	6	6	8	11	2	4	-
Jacksonville	76	5.27	-	-	-	11	-	-	8	2	3	11	7	-	8	11	-	7	2	2	-	-	-	4	-
Louisville	80	5.15	-	-	-	4	-	3	1	14	7	10	2	4	6	17	6	-	2	4	-	-	-	-	-
Memphis	73	4.79	-	-	3	-	-	8	4	2	14	5	11	13	10	1	-	-	-	-	-	-	-	-	2
Miami	172	5.65	-	-	-	-	-	16	4	5	8	24	22	11	12	34	4	11	3	2	2	1	6	7	-
New Orleans	98	4.80	-	2	-	2	7	9	4	-	14	1	15	8	7	6	7	6	1	1	-	-	-	-	-
Richmond	56	3.95	-	3	2	-	6	5	3	10	4	9	5	6	1	-	-	-	2	-	-	-	-	-	-
Tampa-St. Petersburg	142	4.44	11	5	2	1	7	20	9	14	9	4	16	3	7	11	3	4	4	6	1	-	-	1	4
Washington	347	5.52	-	-	-	-	11	17	17	5	63	37	5	23	59	26	15	33	8	6	1	10	-	11	-
<b>North Central</b>																									
Chicago	732	5.55	-	-	-	-	-	-	15	10	132	97	61	64	83	103	58	46	39	10	14	-	-	-	-
Cincinnati	98	4.36	8	5	2	6	-	5	-	6	7	9	17	10	9	4	2	-	-	6	2	-	-	-	-
Cleveland	204	4.93	-	-	9	1	2	4	-	8	26	12	16	54	24	14	13	15	2	4	-	-	-	-	-
Detroit	466	4.89	1	-	-	-	-	11	6	42	12	110	63	72	35	51	25	13	7	2	11	3	1	1	-
Indianapolis	163	4.29	-	-	9	3	21	23	13	19	9	29	15	7	2	1	2	2	-	1	-	-	-	7	-
Kansas City	142	5.13	-	-	-	2	8	-	16	13	4	11	6	18	20	14	1	7	7	2	9	-	-	4	-
Milwaukee	154	4.37	4	2	7	7	3	-	16	5	22	21	29	4	19	-	6	2	2	-	4	-	1	-	-
Minneapolis-St. Paul	221	5.11	-	-	-	1	3	5	7	10	58	18	29	27	25	14	6	4	3	1	3	1	3	3	3
St. Louis	248	5.89	-	-	-	-	-	-	-	-	-	-	-	-	25	161	19	12	22	7	2	-	-	-	-
<b>West</b>																									
Denver	164	5.06	-	-	-	9	2	7	17	8	6	10	14	14	26	11	13	6	3	6	7	-	1	3	1
Los Angeles-Long Beach	926	6.38	-	-	-	-	-	2	14	2	23	12	86	90	98	144	136	48	56	32	2	46	8	30	9
Portland	96	4.53	-	-	2	-	5	4	6	-	5	23	25	13	2	2	3	3	-	-	-	-	2	-	-
San Francisco-Oakland	316	6.29	-	-	-	-	-	-	-	-	11	-	3	12	98	69	37	62	11	5	2	4	2	-	-
Seattle-Everett	138	5.57	-	-	-	-	-	-	6	-	6	2	4	54	36	28	2	-	-	-	-	-	-	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>2</sup> Workers were distributed as follows: 6 at \$9.20 to \$9.60; 6 at \$9.60 to \$10; and 17 at \$10 and over.

<sup>3</sup> Workers were distributed as follows: 18 at \$9.20 to \$9.60; 42 at \$9.60 to \$10; and 37 at \$10 and over.



**Table 12. Method of wage payment: All production workers**

(Percent of production workers in auto dealer repair shops, by method of wage payment, 36 areas, June 1973)

Area	Time-rated workers	Incentive workers paid on the basis of—					
		Flat-rate hours	Flat-rate percentage	Individual bonus	Group bonus	Commission	Other
Total, 36 areas -----	52	16	21	2	1	7	1
<u>Northeast</u>							
Boston -----	64	6	21	2	2	5	1
Bridgeport -----	72	25	-	-	-	3	-
Buffalo -----	52	33	4	3	-	6	1
Nassau-Suffolk -----	55	19	13	1	-	8	4
Newark -----	51	35	4	-	-	4	6
New York -----	60	18	9	4	( <sup>1</sup> )	8	2
Philadelphia -----	54	11	24	4	1	6	-
Pittsburgh -----	62	10	16	6	4	3	-
Providence-Warwick-Pawtucket--	74	11	4	7	( <sup>1</sup> )	5	-
<u>South</u>							
Atlanta -----	44	7	35	1	( <sup>1</sup> )	11	1
Baltimore -----	52	13	27	2	1	6	( <sup>1</sup> )
Birmingham -----	53	4	34	1	-	8	-
Dallas -----	47	19	22	( <sup>1</sup> )	-	10	1
Houston -----	47	23	17	( <sup>1</sup> )	3	8	1
Jacksonville -----	47	4	39	-	-	9	1
Louisville -----	40	-	44	2	( <sup>1</sup> )	11	3
Memphis -----	58	7	24	2	-	9	-
Miami -----	50	10	26	2	2	9	1
New Orleans -----	44	13	28	5	-	10	-
Richmond -----	54	2	37	1	2	4	-
Tampa-St. Petersburg -----	49	15	23	4	1	7	( <sup>1</sup> )
Washington -----	56	9	28	( <sup>1</sup> )	2	5	-
<u>North Central</u>							
Chicago -----	47	28	15	1	( <sup>1</sup> )	8	-
Cincinnati -----	54	9	29	2	( <sup>1</sup> )	5	( <sup>1</sup> )
Cleveland -----	52	32	7	3	2	5	-
Detroit -----	42	16	32	1	1	8	( <sup>1</sup> )
Indianapolis -----	40	13	36	1	( <sup>1</sup> )	10	( <sup>1</sup> )
Kansas City -----	43	47	1	( <sup>1</sup> )	( <sup>1</sup> )	9	( <sup>1</sup> )
Milwaukee -----	46	17	26	2	( <sup>1</sup> )	8	( <sup>1</sup> )
Minneapolis-St. Paul -----	41	33	16	1	( <sup>1</sup> )	9	( <sup>1</sup> )
St. Louis -----	57	40	-	-	-	3	-
<u>West</u>							
Denver -----	44	28	15	-	-	13	( <sup>1</sup> )
Los Angeles-Long Beach -----	42	10	37	2	1	8	-
Portland -----	62	6	20	3	2	6	1
San Francisco-Oakland -----	92	( <sup>1</sup> )	-	3	4	1	-
Seattle-Everett -----	99	-	-	( <sup>1</sup> )	-	1	-

<sup>1</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100.

**Table 13. Types of incentive payments: Selected occupations**

(Percent of workers in auto dealer repair shops paid on an incentive basis, 36 areas, June 1973)

Area	Body repairmen					Lubrication men					Mechanics, automotive, journeymen				
	All incentive workers <sup>1</sup>	Flat-rate percents			Flat-rate hours	All incentive workers	Flat-rate percents			Flat-rate hours	All incentive workers	Flat-rate percents			Flat-rate hours
		Total <sup>2</sup>	45	50			Total <sup>2</sup>	45	50			Total <sup>2</sup>	45	50	
Total, 36 areas -----	87	61	4	54	22	50	26	4	20	18	85	39	6	29	41
<u>Northeast</u>															
Boston -----	57	34	10	23	12	24	16	-	14	3	77	56	13	32	17
Bridgeport -----	48	-	-	-	48	56	-	-	-	56	61	-	-	-	61
Buffalo -----	87	7	-	7	73	38	8	-	3	30	90	9	-	7	75
Nassau-Suffolk -----	58	46	12	16	6	52	21	6	2	15	91	25	11	11	63
Newark -----	65	18	9	-	44	32	-	-	-	32	90	6	2	2	84
New York -----	62	32	2	14	25	50	16	-	13	15	76	20	3	10	46
Philadelphia -----	81	41	-	34	28	21	-	-	-	1	94	60	8	49	27
Pittsburgh -----	78	42	3	38	27	2	-	-	-	2	77	40	-	34	21
Providence-Warwick-Pawtucket -----	43	9	-	9	16	19	-	-	-	5	56	11	-	11	26
<u>South</u>															
Atlanta -----	99	87	6	79	12	61	48	4	44	8	98	81	5	-	13
Baltimore -----	97	75	2	73	21	8	-	-	-	8	91	56	2	73	27
Birmingham -----	100	88	-	65	8	89	81	-	81	5	100	88	-	88	9
Dallas -----	100	59	17	29	41	71	32	16	16	40	99	51	17	19	43
Houston -----	95	47	6	41	48	64	22	8	11	42	96	32	20	12	62
Jacksonville -----	100	84	39	45	16	92	85	59	26	7	100	85	66	19	15
Louisville -----	100	100	-	100	-	70	-	-	-	-	100	90	5	84	-
Memphis -----	94	87	53	10	-	32	49	-	49	8	100	90	5	84	-
Miami -----	98	90	6	74	8	88	66	-	66	17	99	64	18	38	28
New Orleans -----	99	71	-	68	18	100	50	9	32	32	100	63	-	57	37
Richmond -----	98	92	-	92	6	14	14	-	14	-	97	57	6	46	29
Tampa-St. Petersburg -----	98	66	8	54	24	59	46	13	25	13	97	49	11	30	44
Washington -----	100	81	5	76	19	11	11	-	11	-	95	69	11	58	26
<u>North Central</u>															
Chicago -----	96	89	-	89	2	51	8	-	8	43	96	4	( <sup>3</sup> )	3	90
Cincinnati -----	98	80	-	75	6	35	28	-	20	-	99	62	1	50	30
Cleveland -----	91	34	3	29	46	7	-	-	-	4	98	6	-	-	82
Detroit -----	100	91	-	91	9	88	56	-	56	32	99	65	-	57	33
Indianapolis -----	100	81	-	79	17	74	32	-	32	12	95	75	-	73	17
Kansas City -----	100	-	-	-	96	81	12	-	12	65	99	-	-	-	99
Milwaukee -----	94	50	3	46	39	38	27	-	21	11	95	58	-	41	33
Minneapolis-St. Paul -----	94	93	-	85	( <sup>3</sup> )	48	12	3	9	24	95	( <sup>3</sup> )	-	-	93
St. Louis -----	87	-	-	-	87	11	-	-	-	11	85	-	-	-	85
<u>West</u>															
Denver -----	99	81	3	77	17	94	19	-	17	75	96	21	-	17	74
Los Angeles-Long Beach -----	100	83	9	71	17	93	70	19	47	20	97	74	18	50	23
Portland -----	78	55	8	38	12	7	6	4	1	-	66	44	20	21	13
San Francisco-Oakland -----	5	-	-	-	-	8	-	-	-	3	8	-	-	-	-
Seattle-Everett -----	6	3	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table 13. Types of incentive payments: Selected occupations—Continued**

(Percent of workers in auto dealer repair shops paid on an incentive basis, 36 areas, June 1973)

Area	Mechanics, automotive, service					New-car get-ready men				Painters					Parts men	Service salesmen
	All incentive workers <sup>1</sup>	Flat-rate percents			Flat-rate hours	All incentive workers <sup>1</sup>	Flat-rate percents		Flat-rate hours	All incentive workers <sup>1</sup>	Flat-rate percents			Flat-rate hours	All incentive workers <sup>4</sup>	All incentive workers <sup>4</sup>
		Total <sup>2</sup>	45	50			Total <sup>2</sup>	50			Total <sup>2</sup>	45	50			
Total, 36 areas-----	69	34	7	25	30	27	10	8	12	81	58	4	50	20	44	70
<u>Northeast</u>																
Boston -----	44	30	2	21	6	29	17	17	8	32	22	-	22	7	20	47
Bridgeport -----	23	-	-	-	23	14	-	-	14	38	-	-	-	38	19	38
Buffalo -----	64	4	-	4	27	44	5	5	31	77	14	-	14	63	31	83
Nassau-Suffolk -----	38	15	12	3	22	23	3	3	7	46	25	25	-	7	40	94
Newark -----	56	5	1	4	47	21	-	-	3	19	-	-	-	19	38	63
New York -----	47	8	-	5	29	20	4	4	9	40	35	6	7	4	41	72
Philadelphia -----	62	38	-	35	17	14	7	-	-	87	50	-	35	17	32	66
Pittsburgh -----	23	-	-	-	15	33	31	19	2	9	-	-	-	9	42	49
Providence-Warwick-Pawtucket -----	21	-	-	-	16	16	-	-	10	4	-	-	-	-	29	46
<u>South</u>																
Atlanta -----	98	70	6	64	28	6	-	-	-	99	68	6	56	13	61	87
Baltimore -----	82	55	43	12	27	65	41	39	24	72	49	2	47	23	43	73
Birmingham -----	100	81	-	81	15	-	-	-	-	96	58	-	58	12	55	91
Dallas -----	91	41	6	19	51	21	14	3	7	83	47	11	23	36	49	92
Houston -----	65	-	-	-	38	38	9	7	27	97	38	4	29	59	76	84
Jacksonville -----	96	81	64	17	16	29	-	-	-	96	84	39	45	12	61	64
Louisville -----	80	62	-	62	-	61	-	-	-	100	100	-	100	-	66	73
Memphis -----	92	100	84	16	-	2	-	-	-	45	45	25	-	-	56	82
Miami -----	96	70	-	70	26	23	8	8	-	95	86	3	62	9	87	86
New Orleans -----	100	65	13	38	25	20	4	2	12	100	66	-	64	14	66	85
Richmond -----	10	6	-	6	-	35	27	27	8	71	71	-	71	-	49	48
Tampa-St. Petersburg -----	86	46	1	40	32	23	2	-	2	86	56	5	38	22	44	66
Washington -----	38	37	13	23	2	-	-	-	-	87	65	3	62	15	43	79
<u>North Central</u>																
Chicago -----	32	-	-	-	32	21	1	-	20	95	89	-	89	6	42	67
Cincinnati -----	-	-	-	-	-	28	5	5	12	100	84	-	74	14	40	68
Cleveland -----	50	-	-	-	2	7	-	-	7	100	48	3	45	48	41	55
Detroit -----	97	48	-	48	49	63	38	38	22	99	87	1	85	12	55	74
Indianapolis -----	92	47	-	45	45	45	29	28	15	100	63	-	62	31	49	50
Kansas City -----	82	-	-	-	82	36	-	-	36	100	-	-	-	93	45	68
Milwaukee -----	65	23	-	15	33	69	34	26	23	100	57	6	51	38	47	65
Minneapolis-St. Paul -----	86	4	-	3	72	50	6	6	42	97	94	-	85	-	51	81
St. Louis -----	-	-	-	-	-	6	-	-	6	67	-	-	-	67	16	21
<u>West</u>																
Denver -----	92	6	-	6	86	55	6	6	43	88	79	-	77	8	60	93
Los Angeles-Long Beach -----	91	74	28	39	18	39	24	15	14	99	78	7	69	22	48	91
Portland -----	57	20	15	5	32	17	11	4	2	92	58	8	46	15	34	76
San Francisco-Oakland -----	-	-	-	-	-	5	-	-	-	-	-	-	-	-	7	42
Seattle-Everett -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	13

<sup>1</sup> In some areas, includes data for types of incentive workers in addition to those shown separately.

<sup>2</sup> In some areas, includes data for workers paid flat-rate percents in addition to those shown separately.

<sup>3</sup> Less than 0.5 percent.

<sup>4</sup> Parts men and service salesmen were paid on an incentive basis other than flat-rate percents or flat-rate hours, e.g. commission.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

**Table 14. Scheduled weekly hours**

(Percent of production workers in auto dealer repair shops by scheduled weekly hours, <sup>1</sup> 36 areas, June 1973)

Area	Weekly hours							
	Under 40	40	Over 40 and under 42 1/2	42 1/2	Over 42 1/2 and under 44	44	45	Over 45
<u>Northeast</u>								
Boston	-	40	9	29	3	5	<sup>2</sup> 14	-
Bridgeport	-	60	-	21	-	11	9	-
Buffalo	-	71	4	15	-	-	-	8
Nassau-Suffolk	-	100	-	-	-	-	-	-
Newark	-	83	-	11	-	-	6	-
New York	2	98	-	-	-	-	-	-
Philadelphia	-	72	3	8	1	13	2	1
Pittsburgh	-	78	5	4	-	13	-	-
Providence-Warwick-Pawtucket	5	15	-	24	16	7	15	19
<u>South</u>								
Atlanta	-	79	-	6	-	-	13	2
Baltimore	-	31	3	20	3	-	36	7
Birmingham	-	19	-	21	-	-	60	-
Dallas	-	37	6	-	-	12	<sup>3</sup> 45	2
Houston	-	62	-	6	-	-	29	3
Jacksonville	-	34	-	-	-	16	<sup>4</sup> 51	-
Louisville	-	42	6	-	9	10	32	-
Memphis	-	30	-	11	-	21	29	9
Miami	-	35	7	26	18	-	15	-
New Orleans	-	54	-	6	-	7	33	-
Richmond	-	4	-	11	-	-	59	26
Tampa-St. Petersburg	-	48	-	-	-	21	28	3
Washington	-	39	-	9	-	3	45	4
<u>North Central</u>								
Chicago	-	94	-	2	-	3	1	-
Cincinnati	-	51	-	10	6	22	8	3
Cleveland	-	95	-	-	-	5	-	-
Detroit	1	57	7	-	3	10	15	8
Indianapolis	-	37	-	13	17	9	17	8
Kansas City	-	100	-	-	-	-	-	-
Milwaukee	-	62	-	3	-	24	5	6
Minneapolis-St. Paul	-	96	-	-	4	-	-	-
St. Louis	-	100	-	-	-	-	-	-
<u>West</u>								
Denver	-	37	-	11	3	9	35	5
Los Angeles-Long Beach	-	54	4	1	3	24	12	4
Portland	-	93	-	-	3	4	-	-
San Francisco-Oakland	-	100	-	-	-	-	-	-
Seattle-Everett	-	100	-	-	-	-	-	-

<sup>1</sup> Data related to the predominant work schedule in each establishment.

<sup>2</sup> Includes 1 percent at 44 1/2 hours.

<sup>3</sup> Includes 4 percent at 44 1/2 hours.

<sup>4</sup> Includes 5 percent at 44 1/2 hours.

NOTE: Because of rounding, sums of individual items may not equal 100.

**Table 15. Overtime premium pay**

(Percent of time-rated and incentive production workers in auto dealer repair shops with provisions for daily or weekly overtime by rate of pay and hours after which effective, 36 areas, June 1973)

Item	Northeast																South										
	Boston		Bridgeport		Buffalo		Nassau-Suffolk		Newark		New York		Philadelphia		Pittsburgh		Providence-Warwick-Pawtucket		Atlanta		Baltimore		Birmingham		Dallas		
	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	
<b>Daily Overtime</b>																											
Time and one-half effective after:																											
8 hours -----																											
8 1/2 to 9 hours -----																											
Other -----																											
No premium pay -----																											
<b>Weekly Overtime</b>																											
Time and one-half effective after:																											
40 hours -----																											
Over 40 and under 45 hours -----																											
45 hours -----																											
Over 45 hours -----																											
Other -----																											
No premium pay -----																											
<b>South-Continued</b>														<b>North Central</b>													
Houston		Jacksonville		Louisville		Memphis		Miami		New Orleans		Richmond		Tampa-St. Petersburg		Washington		Chicago		Cincinnati		Cleveland		Detroit			
<b>Daily Overtime</b>																											
Time and one-half effective after:																											
8 hours -----																											
8 1/2 to 9 hours -----																											
Other -----																											
No premium pay -----																											
<b>Weekly Overtime</b>																											
Time and one-half effective after:																											
40 hours -----																											
Over 40 and under 45 hours -----																											
45 hours -----																											
Over 45 hours -----																											
Other -----																											
No premium pay -----																											
<b>North Central-Continued</b>														<b>West</b>													
Indianapolis		Kansas City		Milwaukee		Minneapolis-St. Paul		St. Louis		Denver		Los Angeles-Long Beach		Portland		San Francisco-Oakland		Seattle-Everett									
<b>Daily Overtime</b>																											
Time and one-half effective after:																											
8 hours -----																											
8 1/2 to 9 hours -----																											
Other -----																											
No premium pay -----																											
<b>Weekly Overtime</b>																											
Time and one-half effective after:																											
40 hours -----																											
Over 40 and under 45 hours -----																											
45 hours -----																											
Over 45 hours -----																											
Other -----																											
No premium pay -----																											

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**Table 16. Paid holidays**

(Percent of time-rated and incentive production workers in auto dealer repair shops with formal provisions for paid holidays, 36 areas, June 1973)

Number of paid holidays	Northeast																South					
	Boston		Bridgeport		Buffalo		Nassau-Suffolk		Newark		New York		Philadelphia		Pittsburgh		Providence-Warwick-Pawtucket		Atlanta		Baltimore	
	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate
	Workers																					
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	68	100
Under 5 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	8
5 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	89	57
5 days plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-
6 days	-	-	62	84	22	17	-	-	2	3	-	-	27	20	49	51	4	10	2	3	100	100
6 days plus 1 half day	-	-	-	-	7	-	1	2	11	8	-	-	4	4	10	11	-	-	-	-	-	-
6 days plus 2 half days	-	-	-	-	22	16	5	3	42	29	1	2	28	37	-	-	5	-	-	-	-	-
6 days plus 3 or 4 half days	-	-	-	-	-	-	-	-	-	-	-	-	5	3	4	5	-	-	-	-	-	-
7 days	2	4	31	16	-	-	2	2	-	-	14	7	7	15	20	14	-	-	-	-	-	-
7 days plus 1, 2, or 3 half days	-	-	-	-	7	6	21	20	13	15	7	5	9	4	4	7	-	-	-	-	-	-
8 days	11	15	7	-	16	18	6	4	2	4	-	-	1	1	4	5	9	9	-	-	-	-
8 days plus 1, 2, or 3 half days	16	6	-	-	-	-	12	10	-	-	5	8	2	1	-	-	3	3	-	-	-	-
9 days	53	49	-	-	8	9	4	6	12	13	3	1	8	11	3	6	57	67	-	-	-	-
9 days plus 1, 2, or 3 half days	6	11	-	-	-	-	9	17	5	6	5	7	1	1	7	-	23	11	-	-	-	-
10 days	8	13	-	-	19	33	23	19	12	18	39	35	7	3	-	-	-	-	-	-	-	-
Over 10 days	4	3	-	-	-	-	18	18	2	5	26	137	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	32	-	-
	South—Continued																					
	Birmingham		Dallas		Houston		Jacksonville		Louisville		Memphis		Miami		New Orleans		Richmond		Tampa-St. Petersburg		Washington	
	Workers																					
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	100	48	100	96	96	51	100	75	100	93	100	75	100	78	94	22	100	54	100	72	100	100
Under 5 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	10	-
5 days	100	48	100	96	88	45	100	75	-	-	100	75	44	38	3	-	-	-	43	31	-	-
5 days plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	4	-	-	-	-
6 days	-	-	-	-	9	7	-	-	87	87	-	-	56	40	91	22	90	50	47	31	90	89
6 days plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	-	-	-	-
6 days plus 2 half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 days plus 3 or 4 half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7 days	-	-	-	-	-	-	-	-	13	6	-	-	-	-	-	-	-	-	-	-	8	9
7 days plus 1, 2, or 3 half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8 days plus 1, 2, or 3 half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2
9 days plus 1, 2, or 3 half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 10 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	-	52	-	4	4	49	-	25	-	7	-	25	-	22	6	78	-	46	-	28	-	-

See footnotes at end of table.

**Table 16. Paid holidays—Continued**

(Percent of time-rated and incentive production workers in auto dealer repair shops with formal provisions for paid holidays, 36 areas, June 1973)

Number of paid holidays	North Central																	
	Chicago		Cincinnati		Cleveland		Detroit		Indianapolis		Kansas City		Milwaukee		Minneapolis—St. Paul		St. Louis	
	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate
	Workers																	
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	100	99	100	92	100	99	99	98	100	82	100	100	100	100	100	100	100	100
Under 5 days	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-
5 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 days plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 days	7	8	96	89	47	35	75	76	51	40	100	100	100	100	4	2	2	3
6 days plus 1 half day	-	-	-	-	-	-	12	12	23	17	-	-	-	-	-	-	-	-
6 days plus 2 half days	3	5	4	3	-	-	6	3	23	20	-	-	-	-	5	3	-	-
6 days plus 3 or 4 half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7 days	1	-	-	-	6	5	6	7	3	3	-	-	-	-	-	-	-	-
7 days plus 1, 2, or 3 half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8 days	73	( <sup>2</sup> )	-	-	14	14	-	-	-	-	-	-	-	-	27	35	-	-
8 days plus 1, 2, or 3 half days	11	6	-	-	-	-	-	-	-	-	-	-	-	-	64	60	98	97
9 days	5	79	-	-	33	45	-	-	-	-	-	-	-	-	-	-	-	-
9 days plus 1, 2, or 3 half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 10 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	-	1	-	8	-	-	1	2	-	18	-	-	-	-	-	-	-	-
	West																	
	Denver		Los Angeles—Long Beach		Portland		San Francisco—Oakland		Seattle—Everett									
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	97	85	98	97	94	84	100	100	100	100	-	-	-	-	-	-	-	-
Under 5 days	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 days	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 days plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 days	93	74	91	90	79	71	-	-	-	-	-	-	-	-	-	-	-	-
6 days plus 1 half day	3	-	( <sup>2</sup> )	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 days plus 2 half days	-	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 days 3 or 4 half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7 days	-	2	5	5	13	7	3	-	-	-	-	-	-	-	-	-	-	-
7 days plus 1, 2, or 3 half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8 days	-	-	-	-	-	-	36	36	87	43	-	-	-	-	-	-	-	-
8 days plus 1, 2, or 3 half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 days	-	-	-	-	2	6	58	61	-	-	-	-	-	-	-	-	-	-
9 days plus 1, 2, or 3 half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 days	-	-	-	-	-	-	2	-	-	-	-	-	-	1	3	-	-	-
Over 10 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	3	15	2	3	6	16	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> Majority of workers at 10 days plus 2 half days or 11 days.

<sup>2</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

**Table 17. Paid vacations**

(Percent of time-rated and incentive production workers in auto dealer repair shops with formal provisions for paid vacations after selected periods of service, 36 areas, June 1973)

Vacation policy	Northeast																South											
	Boston		Bridgeport		Buffalo		Nassau-Suffolk		Newark		New York		Phila-delphia		Pittsburgh		Providence-Warwick-Pawtucket		Atlanta		Baltimore		Birming-ham		Dallas			
	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate		
Workers																												
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
Method of payment																												
Workers in establishments providing paid vacations	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	99	95	100	100	100	100	100	100	100	99	99	
Length-of-time payment	100	69	100	100	83	64	100	89	100	84	100	95	99	83	100	86	92	68	95	43	100	97	91	82	99	74		
Percentage payment	-	-	-	-	17	36	-	3	-	-	-	2	1	10	-	6	5	-	3	-	-	6	5	-	-	-		
Flat-sum payment	-	31	-	-	-	-	-	3	-	-	-	2	-	1	-	14	-	22	5	53	-	3	3	12	-	25		
Other	-	-	-	-	-	-	5	-	16	-	2	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-		
Workers in establishments providing no paid vacation	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	5	-	-	-	-	-	-	1	1		
Amount of vacation pay <sup>1</sup>																												
After 1 year of service:																												
Under 1 week	-	11	-	-	-	-	15	-	15	-	14	-	5	-	-	-	-	-	-	52	-	-	6	21	-	26		
1 week	54	48	82	100	95	96	91	81	98	82	78	52	94	83	89	98	97	86	73	36	90	88	74	60	93	73		
Over 1 and under 2 weeks	4	2	-	-	-	-	-	-	3	-	8	-	8	-	2	2	-	5	2	-	-	-	-	-	-	-		
2 weeks	42	39	18	-	5	4	8	4	2	-	22	26	4	10	-	1	9	21	11	11	12	20	19	5	-			
Over 2 and under 3 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
After 2 years of service:																												
Under 1 week	-	2	-	-	-	-	3	-	3	-	2	-	-	-	-	-	-	-	-	42	-	-	-	13	-	18		
1 week	8	22	16	8	53	40	3	3	13	3	5	2	55	52	66	53	73	59	24	27	67	62	36	38	78	65		
Over 1 and under 2 weeks	-	-	-	-	-	3	-	18	-	16	1	27	1	5	10	15	-	2	8	3	2	-	4	-	3	-		
2 weeks	92	76	84	92	47	57	95	70	87	79	94	70	43	41	24	32	26	37	73	23	30	36	64	45	21	12		
Over 2 and under 3 weeks	-	-	-	-	-	2	6	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-		
3 weeks or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
After 3 years of service:																												
Under 1 week	-	-	-	-	-	-	-	-	3	-	-	-	15	12	-	-	-	-	-	38	-	-	-	4	-	18		
1 week	2	22	8	8	-	-	3	7	-	16	-	24	-	5	39	27	56	41	19	29	38	36	26	44	78	65		
Over 1 and under 2 weeks	-	-	-	-	-	-	22	16	-	24	-	10	15	-	10	15	-	1	9	3	3	7	7	-	3	-		
2 weeks	95	77	92	92	100	100	95	66	93	82	100	74	80	76	51	58	43	54	80	23	59	60	67	45	21	12		
Over 2 and under 3 weeks	-	-	-	-	-	5	10	-	-	-	-	-	2	1	-	-	-	-	-	-	-	-	-	-	-	-		
3 weeks or more	3	1	-	-	-	-	-	-	-	-	-	-	2	4	-	-	-	-	-	-	-	-	-	-	-	-		
After 5 years of service:																												
Under 1 week	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	38	-	-	-	4	-	11		
1 week	-	22	-	-	-	-	3	-	-	-	2	-	-	13	3	32	8	12	23	6	4	26	44	37	39			
Over 1 and under 2 weeks	-	-	-	-	-	-	8	-	10	-	20	-	5	10	15	-	-	1	9	3	6	7	7	7	10			
2 weeks	92	68	100	100	90	84	67	52	94	82	77	57	85	80	72	73	55	87	85	26	92	90	67	45	53	39		
Over 2 and under 3 weeks	-	-	-	-	6	9	5	24	-	6	-	8	2	1	2	3	-	-	-	-	-	-	-	-	-	-		
3 weeks	8	9	-	-	4	6	28	14	6	-	23	14	12	8	3	6	11	-	2	3	-	-	-	-	-			
Over 3 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-		
After 10 years of service:																												
Under 1 week	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	36	-	-	-	4	-	3		
1 week	-	17	-	-	-	-	3	-	-	-	2	-	-	13	3	32	8	12	23	6	4	26	40	30	44			
Over 1 and under 2 weeks	-	5	-	-	-	-	5	-	6	-	5	-	1	-	-	-	-	-	5	-	2	-	7	-	10			
2 weeks	70	50	62	84	25	14	19	6	55	31	13	8	31	29	63	59	53	74	85	29	84	81	74	48	66	42		
Over 2 and under 3 weeks	-	-	-	-	-	-	20	-	7	-	21	3	4	-	-	-	-	-	4	-	2	-	-	-	-			
3 weeks	30	28	38	16	71	80	71	62	43	54	77	59	63	60	24	38	14	13	3	3	10	11	-	-	-			
Over 3 and under 4 weeks	-	-	-	-	-	-	2	-	4	-	10	5	-	-	-	-	-	-	-	-	-	-	-	-	-			
4 weeks	-	-	-	-	4	6	10	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Over 4 weeks	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-			

See footnotes at end of table.





**Table 17. Paid vacations—Continued**

(Percent of time-rated and incentive production workers in auto dealer repair shops with formal provisions for paid vacations after selected periods of service, 36 areas, June 1973)

Vacation policy	North Central—Continued										West									
	Indianapolis		Kansas City		Milwaukee		Minneapolis— St. Paul		St. Louis		Denver		Los Angeles— Long Beach		Portland		San Francisco— Oakland		Seattle— Everett	
	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate
	Workers																			
All workers—	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>																				
Workers in establishments providing																				
paid vacation—	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	86
Length-of-time payment—	100	84	100	100	98	86	100	100	100	100	95	3	96	19	100	54	100	100	100	86
Percentage payment—	-	10	-	-	-	-	-	-	-	-	5	81	4	16	-	4	-	-	-	-
Flat-sum payment—	-	6	-	-	2	14	-	-	-	-	-	15	-	64	-	37	-	-	-	-
Other—	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	5	-	-	-	-
Workers in establishments providing no																				
paid vacation—	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14
<u>Amount of vacation pay<sup>1</sup></u>																				
After 1 year of service:																				
Under 1 week—	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1 week—	95	90	100	100	95	95	100	100	100	100	86	89	93	93	95	86	100	95	97	86
Over 1 and under 2 weeks—	-	5	-	-	3	2	-	-	-	-	-	-	-	-	-	-	-	-	3	-
2 weeks—	-	-	-	-	2	4	-	-	-	-	8	5	7	7	5	10	-	5	-	-
Over 2 and under 3 weeks—	-	-	-	-	-	-	-	-	-	-	7	6	-	-	-	-	-	-	-	-
After 2 years of service:																				
Under 1 week—	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1 week—	45	39	89	85	29	36	12	16	100	100	13	15	7	9	52	42	1	-	85	43
Over 1 and under 2 weeks—	-	3	-	-	8	8	-	-	-	-	-	-	-	-	-	-	-	-	3	-
2 weeks—	46	51	11	15	60	54	88	84	-	-	81	79	93	91	48	58	99	95	12	43
Over 2 and under 3 weeks—	6	-	-	-	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3 weeks or more—	-	-	-	-	-	-	-	-	-	-	7	6	-	-	-	-	-	5	-	-
After 3 years of service:																				
Under 1 week—	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1 week—	15	12	-	-	16	19	-	-	-	-	8	9	4	4	10	18	-	-	-	-
Over 1 and under 2 weeks—	-	-	-	-	17	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2 weeks—	76	78	100	100	65	61	100	100	100	100	86	85	96	96	90	82	100	95	97	86
Over 2 and under 3 weeks—	8	-	-	-	3	2	-	-	-	-	-	-	-	-	-	-	-	-	3	-
3 weeks or more—	-	-	-	-	-	-	-	-	-	-	7	6	-	-	-	-	-	5	-	-
After 5 years of service:																				
Under 1 week—	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1 week—	-	2	-	-	7	5	-	-	-	-	4	7	3	3	3	10	-	-	-	-
Over 1 and under 2 weeks—	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2 weeks—	92	87	100	100	87	89	100	100	100	100	89	88	93	93	80	86	51	81	97	86
Over 2 and under 3 weeks—	8	-	-	-	3	2	-	-	-	-	-	-	-	-	-	-	-	-	3	-
3 weeks—	-	-	-	-	2	4	-	-	-	-	-	-	5	5	18	4	49	19	-	-
Over 3 weeks—	-	-	-	-	-	-	-	-	-	-	7	6	-	-	-	-	-	-	-	-
After 10 years of service:																				
Under 1 week—	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1 week—	-	2	-	-	-	-	-	-	-	-	4	7	3	3	3	10	-	-	-	-
Over 1 and under 2 weeks—	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2 weeks—	76	79	94	94	52	50	4	2	100	100	75	72	79	81	47	71	4	-	66	43
Over 2 and under 3 weeks—	8	-	-	-	17	19	-	-	-	-	-	-	-	-	-	-	-	-	3	-
3 weeks—	15	8	6	6	29	28	96	98	-	-	14	16	18	16	50	19	92	95	31	43
Over 3 and under 4 weeks—	-	-	-	-	2	4	-	-	-	-	-	-	-	-	-	-	3	5	-	-
4 weeks—	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 4 weeks—	-	-	-	-	-	-	-	-	-	-	7	10	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table 17. Paid vacations—Continued**

(Percent of time-rated and incentive production workers in auto dealer repair shops with formal provisions for paid vacations after selected periods of service, 36 areas, June 1973)

Vacation policy	Northeast															South												
	Boston		Bridgeport		Buffalo		Nassau-Suffolk		Newark		New York		Phila-delphia		Pittsburgh		Providence-Warwick-Pawtucket		Atlanta		Baltimore		Birming-ham		Dallas			
	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate		
<b>Workers</b>																												
<u>Amount of vacation pay</u> <sup>1</sup> —Continued																												
After 15 years of service:																												
Under 1 week	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	36	-	-	-	4	-	3	-	
1 week	-	17	-	-	-	-	-	3	-	-	2	-	-	13	3	32	8	12	23	6	4	26	40	30	44	10	-	
Over 1 and under 2 weeks	-	5	-	-	-	-	-	5	-	6	-	5	-	1	-	-	-	5	5	-	2	7	7	-	10	-	-	
2 weeks	60	39	49	55	18	10	19	6	29	15	13	8	27	25	44	45	53	74	85	29	65	66	74	48	66	42	-	
Over 2 and under 3 weeks	-	-	-	-	-	-	-	20	6	-	-	20	3	4	-	-	-	-	-	-	2	-	-	-	-	-	-	
3 weeks	40	39	51	45	42	37	69	56	62	59	73	57	58	51	40	45	14	13	3	7	29	26	-	-	2	-	-	
Over 3 and under 4 weeks	-	-	-	-	23	36	-	2	2	3	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4 weeks	-	-	-	-	17	17	12	10	7	8	13	7	11	14	3	6	-	-	-	-	-	-	-	-	-	-	-	-
Over 4 weeks	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
After 20 years of service: <sup>2</sup>																												
Under 1 week	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	36	-	-	-	4	-	3	-	-	
1 week	-	17	-	-	-	-	-	3	-	-	2	-	-	13	3	32	8	12	23	6	4	26	40	30	44	10	-	
Over 1 and under 2 weeks	-	5	-	-	-	-	-	5	-	6	-	5	-	1	-	-	-	5	5	-	2	7	7	-	10	-	-	
2 weeks	60	39	49	55	18	10	19	6	29	15	13	8	27	25	44	45	50	70	85	29	65	66	74	48	66	42	-	
Over 2 and under 3 weeks	-	-	-	-	-	-	-	20	7	-	-	20	3	4	-	-	-	-	-	-	2	-	-	-	-	-	-	
3 weeks	38	37	44	45	32	30	66	49	45	29	70	54	53	48	32	44	17	17	3	7	29	26	-	-	2	-	-	
Over 3 and under 4 weeks	-	-	-	-	-	-	-	2	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4 weeks	2	2	7	-	50	60	16	16	26	41	17	9	16	17	11	6	-	-	-	-	-	-	-	-	-	-	-	-
Over 4 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	4	1	2	-	-	-	-	-	-	-	-	-	-	-	-
<b>South—Continued</b>															<b>North Central</b>													
Houston		Jacksonville		Louisville		Memphis		Miami		New Orleans		Richmond		Tampa-St. Petersburg		Washington		Chicago		Cincinnati		Cleveland		Detroit				
Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate			
<u>Amount of vacation pay</u> <sup>1</sup> —Continued																												
After 15 years of service:																												
Under 1 week	-	14	-	47	-	5	-	6	-	-	24	-	14	-	-	-	2	-	-	-	12	-	-	-	-	-	-	
1 week	20	38	-	4	5	7	24	15	-	24	8	9	46	53	2	18	-	5	-	7	9	-	-	-	-	2	-	
Over 1 and under 2 weeks	-	7	-	-	-	-	22	-	17	-	-	-	-	-	7	-	1	-	-	7	9	-	-	-	-	-	-	
2 weeks	76	39	69	26	48	39	63	47	57	32	87	53	54	33	66	35	69	62	7	5	75	63	9	7	44	41		
Over 2 and under 3 weeks	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
3 weeks	-	-	31	23	48	49	13	10	41	23	-	-	-	-	32	36	30	27	87	21	13	12	90	93	50	49		
Over 3 and under 4 weeks	-	-	-	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	5	4	-	-	-	3	-	
4 weeks	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	6	73	-	-	-	-	3	2		
Over 4 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	
After 20 years of service: <sup>2</sup>																												
Under 1 week	-	14	-	47	-	5	-	6	-	-	24	-	14	-	-	-	2	-	-	-	7	-	-	-	-	-	-	
1 week	20	38	-	4	5	7	24	15	-	24	8	9	46	53	2	18	-	5	-	7	9	-	-	-	-	2	-	
Over 1 and under 2 weeks	-	3	-	-	-	-	22	-	17	-	-	-	-	-	7	-	1	-	-	7	9	-	-	-	-	-	-	
2 weeks	76	43	69	26	48	39	63	47	57	32	87	53	54	33	66	35	69	62	7	5	69	63	9	7	44	41		
Over 2 and under 3 weeks	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
3 weeks	-	-	31	23	48	49	13	10	41	23	-	-	-	-	20	29	30	27	13	11	19	12	40	30	48	48		
Over 3 and under 4 weeks	-	-	-	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	5	4	-	-	-	3	-	
4 weeks	2	-	-	-	-	-	-	-	-	-	-	-	-	-	11	7	1	2	80	82	-	-	51	63	5	4		
Over 4 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	

See footnotes at end of table.

**Table 17. Paid vacations—Continued**

(Percent of time-rated and incentive production workers in auto dealer repair shops with formal provisions for paid vacations after selected periods of service, 36 areas, June 1973)

Vacation policy	North Central—Continued										West									
	Indianapolis		Kansas City		Milwaukee		Minneapolis—St. Paul		St. Louis		Denver		Los Angeles—Long Beach		Portland		San Francisco—Oakland		Seattle—Everett	
	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate	Time rate	Incentive rate
<b>Amount of vacation pay<sup>1</sup>—Continued</b>																				
After 15 years of service:																				
Under 1 week	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1 week	-	2	-	-	-	-	-	-	-	-	4	7	3	3	3	10	-	-	-	-
Over 1 and under 2 weeks	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2 weeks	76	79	13	16	41	41	-	-	-	-	73	68	78	77	38	59	4	-	10	43
Over 2 and under 3 weeks	8	-	-	-	9	13	-	-	-	-	-	-	-	-	-	-	-	-	3	-
3 weeks	15	8	87	84	40	37	100	100	100	100	16	20	17	18	57	25	70	42	87	43
Over 3 and under 4 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	2	6	-	-	-	-	-
4 weeks	-	-	-	-	9	9	-	-	-	-	-	-	2	2	-	-	25	58	-	-
Over 4 weeks	-	-	-	-	-	-	-	-	-	-	7	6	-	-	-	-	-	-	-	-
After 20 years of service: <sup>2</sup>																				
Under 1 week	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1 week	-	2	-	-	-	-	-	-	-	-	4	7	3	3	3	10	-	-	-	-
Over 1 and under 2 weeks	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2 weeks	76	79	13	16	41	41	-	-	-	-	73	68	78	77	38	59	4	-	10	43
Over 2 and under 3 weeks	8	-	-	-	9	13	-	-	-	-	-	-	-	-	-	-	-	-	3	-
3 weeks	15	8	87	84	37	35	95	97	100	100	16	20	17	18	57	25	25	28	87	43
Over 3 and under 4 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4 weeks	-	-	-	-	12	11	5	3	-	-	-	-	2	1	2	6	69	69	-	-
Over 4 weeks	-	-	-	-	-	-	-	-	-	-	7	6	-	-	-	-	1	3	-	-

<sup>1</sup> Vacation payments, such as percent of annual earnings, were converted to an equivalent time basis. Periods of service were chosen arbitrarily and do not necessarily reflect the individual establishment provisions for progression. For example, change in proportions indicated at 10 years may include changes in provisions occurring between 5 and 10 years.

<sup>2</sup> Vacation provisions were virtually the same after longer periods of service, except in Minneapolis—St. Paul, where 4 weeks of vacation pay were provided to 92 and 88 percent of the time-rate and incentive rate workers, respectively, after 25 years of service.



**Table 18. Health, insurance, and retirement plans—Continued**

(Percent of production workers in auto dealer repair shops with specified health, insurance, and retirement plans, 36 selected areas, June 1973)

Type of plan <sup>1</sup>	North Central—Continued					West				
	Indianapolis	Kansas City	Milwaukee	Minneapolis—St. Paul	St. Louis	Denver	Los Angeles—Long Beach	Portland	San Francisco—Oakland	Seattle—Everett
All workers	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:										
Life insurance	90	96	85	92	100	79	90	89	97	100
Noncontributory	49	91	42	92	98	19	67	56	97	100
Accidental death and dismemberment insurance	90	96	78	92	100	55	83	78	92	100
Noncontributory	49	91	42	92	98	11	62	45	92	100
Sickness and accident insurance or sick leave or both <sup>2</sup>	75	91	75	88	100	54	17	49	84	82
Sickness and accident insurance	59	91	72	88	100	45	4	29	4	82
Noncontributory	22	89	37	88	98	5	4	8	4	82
Sick leave (full pay, no waiting period)	32	-	8	-	-	10	8	24	13	6
Sick leave (partial pay or waiting period)	-	-	6	-	98	5	5	2	68	-
Hospitalization insurance	94	98	93	92	100	80	99	100	100	100
Noncontributory	27	95	47	90	98	19	66	59	97	100
Surgical insurance	94	98	93	92	100	80	99	100	100	100
Noncontributory	27	95	47	90	98	19	66	59	97	100
Medical insurance	94	98	93	92	100	80	99	100	100	100
Noncontributory	27	95	47	90	98	19	66	59	97	100
Major medical insurance	92	98	93	92	100	77	99	94	92	100
Noncontributory	27	95	47	90	98	16	65	53	92	100
Retirement plans <sup>3</sup>	53	57	59	96	100	37	17	53	97	94
Pension plans	53	57	59	96	100	37	17	50	97	94
Noncontributory	8	57	23	96	98	19	13	29	97	94
Severance pay	-	-	-	-	-	-	-	3	-	-
No plans	2	-	7	-	-	5	1	-	-	-

<sup>1</sup> Includes only those plans for which the employer pays at least part of the cost and excludes legally required plans such as workers' compensation and social security. However, plans required by State temporary disability insurance laws are included if the employer contributes more than is required or the employees receive benefits over the legal requirements. "Noncontributory plans" include only those financed wholly by the employer.

<sup>2</sup> Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately.

<sup>3</sup> Unduplicated total of workers covered by pension or retirement severance pay plans shown separately.

**Table 19. Other selected benefits**

(Percent of production workers in auto dealer repair shops with formal provisions for severance pay and furnishing and/or cleaning of work clothing, 36 areas, June 1973)

Type of benefit	Northeast									South		
	Boston	Bridgeport	Buffalo	Nassau-Suffolk	Newark	New York	Phila-delphia	Pitts-burgh	Providence-Warwick-Pawtucket	Atlanta	Baltimore	Birming-ham
Workers in establishment with provisions for: Technological severance pay <sup>1</sup> ----- Furnishing and/or cleaning work clothing or paying at least part of the cost thereof -----	100	100	100	100	100	99	98	100	90	68	95	63
	South—Continued									North Central		
	Dallas	Houston	Jackson-ville	Louisville	Memphis	Miami	New Orleans	Richmond	Tampa-St. Peters-burgh	Washington	Chicago	Cincinnati
Workers in establishment with provisions for: Technological severance pay <sup>1</sup> ----- Furnishing and/or cleaning work clothing or paying at least part of the cost thereof -----	100	100	90	84	84	95	100	91	74	100	100	100
	North Central—Continued							West				
	Cleveland	Detroit	Indianapolis	Kansas City	Milwaukee	Minneapolis-St. Paul	St. Louis	Denver	Los Angeles-Long Beach	Portland	San Francisco-Oakland	Seattle-Everett
Workers in establishment with provisions for: Technological severance pay <sup>1</sup> ----- Furnishing and/or cleaning work clothing or paying at least part of the cost thereof -----	100	100	100	100	100	100	100	100	99	90	96	100

<sup>1</sup> Lump-sum payment to workers permanently separated from employment because of technological change or plant closing.

## Appendix A. Scope and Method of Survey

### Scope of survey

The survey included retail motor vehicle dealer establishments engaged primarily in selling new, or new and used automobiles (industry 5511 as defined in the 1967 edition of the *Standard Industrial Classification Manual*, prepared by the U.S. Office of Management and Budget). Establishments primarily selling trucks, used cars, and general automobile repair shops were not included.

Establishments studied were selected from those employing 20 workers or more at the time of reference of the data used in compiling the universe lists. Table A-1 shows the number of establishments and workers estimated to be within the scope of the survey, as well as the number actually studied by the Bureau.

### Method of study

Data were obtained by personal visits of the Bureau's field staff to a representative sample of establishments within the scope of the survey. To obtain appropriate accuracy at a minimum cost, a greater proportion of large than of small establishments was studied. In combining the data, however, all establishments were given an appropriate weight. All estimates are presented, therefore, as relating to all establishments in the industry, excluding only those below the minimum size at the time of reference of the universe data.

### Establishment definition

An establishment, for purposes of this study, is defined as all outlets of a company within a specified area.

### Area definitions

The survey developed separate data for 36 Standard Metropolitan Statistical Areas, defined by the U.S. Office of Management and Budget through November 1972, as follows:

Atlanta, Ga. ....	Clayton, Cobb, DeKalb, Fulton, and Gwinnett Counties
Baltimore, Md. ....	Baltimore city and Anne Arundel, Baltimore, Carroll, Harford, and Howard Counties
Birmingham, Ala. ....	Jefferson, Shelby, and Walker Counties
Boston, Mass. ....	Suffolk County, 15 communities in Essex County, 30 in Middlesex County, 20 in Norfolk County, and 9 in Plymouth County
Bridgeport, Conn. ....	Bridgeport, Shelton, Easton, Fairfield, Monroe, Stratford, and Trumbull in Fairfield County, and Milford in New Haven County
Buffalo, N.Y. ....	Erie and Niagara Counties
Chicago, Ill. ....	Cook, DuPage, Kane, Lake, McHenry, and Will Counties
Cincinnati, Ohio-Ky-Ind. ....	Clermont, Hamilton, and Warren Counties, Ohio; Boone, Campbell, and Kenton Counties, Kentucky; and Dearborn County, Indiana
Cleveland, Ohio ....	Cuyahoga, Geauga, Lake, and Medina Counties
Dallas, Tex. ....	Collin, Dallas, Denton, Ellis, Kaufman, and Rockwall Counties
Denver, Colo. ....	Adams, Arapahoe, Boulder, Denver, and Jefferson Counties
Detroit, Mich. ....	Macomb, Oakland, and Wayne Counties
Houston, Tex. ....	Brazoria, Fort Bend, Harris, Liberty, and Montgomery Counties
Indianapolis, Ind. ....	Boone, Hamilton, Hancock, Hendricks, Johnson, Marion, Morgan, and Shelby Counties
Jacksonville, Fla. ....	Duval County
Kansas City, Mo-Kansas ....	Cass, Clay, Jackson, and Platte Counties, Mo.; and Johnson and Wyandotte Counties, Kans.
Los Angeles-Long Beach, Calif. ....	Los Angeles County
Louisville, Ky-Ind. ....	Jefferson County, Ky.; and Clark and Floyd Counties, Ind.



**Table A-1. Estimated number of establishments and workers within scope of survey and number studied, auto dealer repair shops, 36 areas, June 1973**

Area <sup>1</sup>	Number of establishments		Workers in establishments		
	Within scope of study	Studied	Within scope of study		Studied
			Total <sup>3</sup>	Production workers	Total <sup>3</sup>
Total, 36 areas -----	4,470	1,132	240,728	131,945	82,411
<b>Northeast:</b>					
Boston -----	192	51	8,091	4,694	2,668
Bridgeport -----	23	11	914	513	498
Buffalo -----	91	25	3,775	1,919	1,238
Nassau-Suffolk -----	173	35	6,652	3,628	1,538
Newark -----	117	26	4,578	2,435	1,267
New York -----	257	55	10,791	5,827	2,736
Philadelphia -----	265	52	12,748	6,807	3,907
Pittsburgh -----	173	33	7,412	4,624	1,981
Providence-Warwick-Pawtucket -----	60	23	2,300	1,237	980
<b>South:</b>					
Atlanta -----	89	30	5,944	3,334	2,637
Baltimore -----	104	28	6,220	3,391	2,246
Birmingham -----	38	15	2,786	1,576	1,412
Dallas -----	91	29	5,762	3,238	2,683
Houston -----	102	36	7,666	4,279	3,671
Jacksonville -----	36	16	2,458	1,324	1,391
Louisville -----	42	16	2,753	1,571	1,287
Memphis -----	41	17	2,899	1,614	1,750
Miami -----	58	25	5,299	3,010	2,990
New Orleans -----	49	20	3,352	1,779	1,763
Richmond -----	37	17	2,269	1,209	1,181
Tampa-St. Petersburg -----	61	20	4,318	2,287	2,198
Washington -----	159	39	11,682	6,920	4,361
<b>North Central:</b>					
Chicago -----	404	63	19,789	10,913	4,080
Cincinnati -----	83	27	4,242	2,435	1,678
Cleveland -----	130	35	6,359	3,378	2,145
Detroit -----	238	51	14,186	7,747	3,908
Indianapolis -----	71	26	3,964	2,186	1,882
Kansas City -----	90	30	4,746	2,441	1,939
Milwaukee -----	90	30	4,899	2,656	2,001
Minneapolis-St. Paul -----	98	33	6,384	3,680	2,944
St. Louis -----	129	36	6,300	3,322	2,210
<b>West:</b>					
Denver -----	84	32	5,402	2,926	2,682
Los Angeles-Long Beach -----	443	65	26,763	13,836	5,100
Portland -----	74	25	4,029	2,240	1,936
San Francisco-Oakland -----	188	35	8,840	4,806	2,124
Seattle-Everett -----	90	25	4,156	2,163	1,399

<sup>1</sup> For definition of areas, see page.

<sup>2</sup> Includes only establishments with 20 workers or more at the time of reference of the universe data.

<sup>3</sup> Includes executive, supervisory, office, auto sales, and other workers excluded from the production worker category.

Memphis, Tenn-Ark. . . . .	Shelby County, Tenn.; and Crittenden County, Ark.	Washington, D.C.-Md-Va. . . . .	The District of Columbia; the cities of Alexandria, Fairfax, and Falls Church, Va.; Arlington, Fairfax, Loudoun, and Prince William Counties, Va.; Montgomery and Prince Georges Counties, Md.
Miami, Fla. . . . .	Dade County		
Milwaukee, Wis. . . . .	Milwaukee, Ozaukee, Washington, and Waukesha Counties		
Minneapolis-St. Paul, Minn. . . . .	Anoka, Dakota, Hennepin, Ramsey, and Washington Counties		
Nassau-Suffolk, N.Y. . . . .	Nassau and Suffolk Counties		
Newark, N.J. . . . .	Essex, Morris, and Union Counties		
New Orleans, La. . . . .	Jefferson, Orleans, St. Bernard, and St. Tammany Parishes		
New York, N.Y. . . . .	New York City (Bronx, Kings, New York, Queens, and Richmond Counties) and Rockland and Westchester Counties, N.Y.		
Philadelphia, Pa-N.J. . . . .	Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties, Pa.; and Burlington, Camden, and Gloucester Counties, N.J.		
Pittsburgh, Pa. . . . .	Allegheny, Beaver, Washington, and Westmoreland Counties		
Portland, Oreg-Wash. . . . .	Clackamas, Multnomah, and Washington Counties, Oreg.; and Clark County, Wash.		
Providence-Warwick-Pawtucket, R.I.-Mass. . . . .	The following areas in Rhode Island: Central Falls, Cranston, East Providence, Pawtucket, Providence, and Woonsocket cities, and seven towns in Providence County; Narragansett and North Kingston towns in Washington County; Warwick city and three towns in Kent County, all of Bristol County; and Jamestown in Newport County; and in Massachusetts: Attleboro city and nine contiguous towns in Bristol, Norfolk, and Worcester Counties.		
Richmond, Va. . . . .	The city of Richmond and Chesterfield, Hanover, and Henrico Counties		
St. Louis, Mo-III. . . . .	St. Louis City, Franklin, Jefferson, St. Charles, and St. Louis Counties, Mo.; and Madison, and St. Clair Counties, Ill.		
San Francisco-Oakland, Calif. . . . .	Alameda, Contra Costa, Marin, San Francisco, and San Mateo Counties		
Seattle-Everett, Wash. . . . .	King and Snohomish Counties		
Tampa-St. Petersburg, Fla. . . . .	Hillsborough and Pinellas Counties		

## Employment

Estimates of the number of workers within the scope of the study are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment.

## Production workers

The term "production workers," as used in this bulletin, includes working foremen and nonsupervisory workers in all departments except the office and auto sales. Included are workers in departments such as repair, service, and parts.

## Occupations selected for study

Occupational classification was based on a uniform set of job descriptions designed to take account of interestablishment and interarea variations in duties within the same job. (See appendix B for these descriptions.) The criteria for selection of the occupations were: The number of workers in the occupation; the usefulness of the data in collective bargaining; and appropriate representation of the entire job scale in the industry. Working supervisors, apprentices, learners, beginners, and trainees, as well as handicapped, part-time, temporary, and probationary workers were not reported in the data for selected occupations but were included in the data for all production workers.

## Wage data

Information on wages relates to straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments, such as those based on flat-rate hours, flat-rate percents, or other production bonus systems, and cost-of-living bonuses were included as part of the worker's regular pay. Nonproduction bonus payments, such as Christmas or yearend bonuses, were excluded.

*Average (mean) hourly rates or earnings* for each occupation or category of workers were calculated

by weighting each rate (or hourly earnings) by the number of workers receiving the rate, then totaling, and finally dividing by the number of individuals. The hourly earnings of salaried workers were obtained by dividing straight-time salary by normal (or standard) hours to which the salary corresponds.

### **Method of wage payment**

Tabulations by method of wage payment relate to the number of workers paid under the various time and incentive wage systems. Formal rate structures for time-rated workers provide single rates or a range of rates for individual job categories. In the absence of a formal rate structure, pay rates are determined primarily by the qualifications of the individual worker. Incentive workers are classified under flat-rate hours, flat-rate percentage, individual bonus, group bonus, or commission plans. Flat-rate hours is a method of pay computed by multiplying the number of hours established for the job by an hourly rate, regardless of the amount of time actually required to complete the work. Flat-rate percentage is a stipulated percentage of the labor cost charged to the customer. Bonus plans are for production in excess of a quota or for completion of a task in less than standard time, either by an individual or a group. Under commission plans, earnings are based on a percentage of value of sales or on a combination of a stated salary plus a percentage.

### **Scheduled weekly hours**

Data on weekly hours refer to the predominant work schedule for full-time production workers employed on the day shift.

### **Overtime premium pay**

Provisions for overtime premium pay—presented separately for time-rated and incentive-rated production workers—were considered applicable to all such workers in an establishment if half of the workers or more were covered; and nonexistent in an establishment if fewer than half were covered. *Daily overtime* refers to work over a specified number of hours a day, regardless of the number of hours worked on previous days of the pay period. *Weekly overtime* refers to work over a specified number of hours per week, regardless of the day on which it is performed, the number of hours per day, or number of days worked.

### **Supplementary benefits**

Supplementary benefits in an establishment were considered applicable to all production workers if they applied to half or more of such workers in the establishment. Similarly, if fewer than half of the workers were covered, the benefit was considered nonexistent in the establishment. Because of length-of-service and other eligibility requirements, the proportion of workers receiving the benefits may be smaller than estimated.

*Paid holidays.* Paid holiday provisions relate to full-day and half-day holidays provided annually.

*Paid vacations.* The summaries of vacation plans are limited to formal arrangements and exclude informal plans whereby time off with pay is granted at the discretion of the employer or supervisor. Payments not on a time basis were converted; for example, a payment of 2 percent of annual earnings was considered the equivalent of 1 week's pay. The periods of service for which data are presented represent the most common practices, but they do not necessarily reflect individual establishment provisions for progression. For example, changes in proportions indicated at 10 years of service may include changes which occurred between 5 and 10 years.

*Health, insurance, and retirement plans.* Data are presented for health, insurance, pension, and retirement severance plans for which the employer pays all or a part of the cost, excluding programs required by law such as workmen's compensation and social security. Among plans included are those underwritten by a commercial insurance company and those paid directly by the employer from his current operating funds or from a fund set aside for this purpose.

Death benefits are included as a form of life insurance. Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly or monthly basis during illness or accident disability. Information is presented for all such plans to which the employer contributes at least a part of the cost. However, in New York and New Jersey, where temporary disability insurance laws require employer contributions,<sup>1</sup> plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employees with benefits which exceed the requirements of the law.

<sup>1</sup>The temporary disability insurance laws in California and Rhode Island do not require employer contributions.

Tabulations of paid sick leave plans are limited to formal plans which provide full pay or a proportion of the worker's pay during absence from work because of illness; informal arrangements have been omitted. Separate tabulations are provided for (1) plans which provide full pay and no waiting period, and (2) plans providing either partial pay or a waiting period.

Medical insurance refers to plans providing for complete or partial payment of doctors' fees. Such plans may be underwritten by a commercial insurance company or a nonprofit organization, or they may be a form of self-insurance.

Major medical insurance, sometimes referred to as extended medical or catastrophe insurance, includes plans designed to cover employees for sickness or injury involving an expense which exceeds the normal coverage of hospitalization, medical, and surgical plans.

Tabulations of retirement pensions are limited to plans which provide regular payments for the remainder

of the retiree's life. Data are presented separately for retirement severance pay (one payment or several over a specified period of time) made to employees on retirement. Establishments providing both retirement severance payments and retirement pensions to employees were considered as having both retirement pensions and retirement severance plans; however, establishments having optional plans providing employees a choice of either retirement severance payments or pensions were considered as having only retirement pension benefits.

*Technological severance pay.* Data relate to formal plans providing for payments to employees permanently separated from the company because of a technological change or plant closing.

*Uniform allowances.* Data relate to formal provisions for uniforms worn in lieu of or over the employee's personal clothing.



## Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field staff are instructed to exclude working supervisors, apprentices, learners, beginners, trainees, and handicapped part-time, temporary, and probationary workers.

### Body repairman

(Automobile-collision serviceman; body man)

Repairs damaged bodies and body parts of automotive vehicles. Duties involve *most* of the following: Removing parts and equipment (e.g., upholstery and trim) to gain access to vehicle body and fenders; placing dolly blocks against surface of dented area and beating opposite surface with hammer to remove dents; filling depressions with solder, plastics, or other material; and removing excessively damaged parts, such as fenders, panels, grills, and attaching replacements. In addition, may file, grind, and sand repaired surface; paint repaired surface, and perform such related tasks as replacing broken glass. *Exclude* workers who specialize in body shop estimating, frame repairing and straightening, and bumper straightening.

### Lubrication man

(Greaser)

Lubricates moving parts of automotive vehicles. Work involves: Selecting proper lubricants for various parts of chassis and motors; using grease guns to inject grease into such units as springs, universal joints, and steering knuckles; inspecting fluid level and adding or changing fluid if necessary to such units as steering gear, power steering reservoir, transmission, differential, and rear

axle housing; draining oil from crankcase and refilling it; and spraying leaf springs with lubricant. May perform other related duties such as checking radiator water level, checking and adding water to battery, replacing battery, repairing tires, changing air and oil filters, packing front wheel bearings and universal joints, etc.

### Mechanic, automotive, journeyman

Repairs, rebuilds, or overhauls major automotive assemblies of automobiles and trucks such as engines, transmissions, clutches, and rear ends. Includes workers who customarily are required to work on any of the major automotive assemblies listed above as well as those whose duties are normally limited to a specific major assembly such as transmissions. The mechanic's work requires training usually acquired through an apprenticeship program or equivalent training and experience. This classification does *not* include workers who perform only minor repair and tuneup of motor vehicles. (See *Mechanic, automotive, service*.) It does, however, include fully qualified journeyman mechanics even though most of their time may be spent on minor repairs and tuneups.

### Mechanic, automotive, service

Performs minor repair and tuneup of motor vehicles. Work may consist of a combination, or all of the

following: Replacing and adjusting fuel, electrical, and cooling system components, such as carburetor, fuel, and water pumps, distributor, voltage regulator, coil, and generator; replacing and adjusting system and component parts, such as distributor breaker points and generator brushes; cleaning spark plug electrodes and setting spark plug gap; replacing defective chassis parts, such as shock absorbers, brakeshoes, and wheel bearings; and installing automobile accessories such as oil and air filters, windshield wiper blades, fan belts, and batteries.

This classification does not include workers capable of and required to repair major automotive assemblies, even though this type of work constitutes a minor part of their time (see mechanic, automotive, journeyman), or journeyman mechanics' helpers.

#### **New-car get-ready man**

Inspects and services new automobiles and makes minor repairs and adjustments to place vehicle in saleable condition. Work involves *most* of the following: Inspecting vehicles delivered to dealer for damage and missing components and recording discrepancies; examining vehicles for loose or misaligned trim, doors, hardware, and other items, and correcting defects; starting engine and activating power equipment, such as electric windows, seats, and radio to detect faulty unit or system; observing functions of horn, lights, directional signals, cigarette lighter, and other electrical components; touching up minor imperfections in paint; and installing optional equipment specified by customer such as mirrors, rugs, seat covers, and standard items such as wiper blades and hubcaps. May also apply undercoating

material to vehicles and time engine.

#### **Painter**

Repaints automobiles, buses, and trucks, or damaged places on such vehicles: Removes old paint; masks (covers) portions of automobile not to be painted; sands rough spots. Mixes paint to produce desired color or may use prepared paints. Applies paint, enamel, or other finishes to metal surfaces with brush or spray gun. May rub intermediate coats and polish final coat.

#### **Parts man**

(Counterman; parts clerk, automobile)

Sells automobile parts to customers and fills requisitions of service department for parts. Gives information concerning specific parts to customer, using catalogs as source of information. Marks and stores parts in stockroom according to prearranged plan.

#### **Service salesman**

(Automobile inspector; garage-service floorman; automobile-repair serviceman; write-up man)

Examines automobiles driven into garage by customers and determines need and cost of repairs. Ascertains nature of needed repairs by testing, by questioning customer concerning performance of automobile, or by visual inspection.

## Industry Wage Studies

The most recent reports providing occupational wage data for industries included in the Bureau's program of industry wage surveys since 1960 are listed below. Copies are for sale from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, or from any of its regional sales offices, and

from the regional offices of the Bureau of Labor Statistics shown on the inside back cover. Copies that are out of stock are available for reference purposes at leading public, college, or university libraries, or at the Bureau's Washington or regional offices.

### *Manufacturing*

Basic Iron and Steel, 1972. BLS Bulletin 1839  
Candy and Other Confectionery Products, 1970. BLS Bulletin 1732  
Cigar Manufacturing, 1972. BLS Bulletin 1796  
Cigarette Manufacturing, 1971. BLS Bulletin 1748  
Fabricated Structural Steel, 1969. BLS Bulletin 1695  
Fertilizer Manufacturing, 1971. BLS Bulletin 1763  
Flour and Other Grain Mill Products, 1972. BLS Bulletin 1803  
Fluid Milk Industry, 1973. BLS Bulletin 1871  
Footwear, 1971. BLS Bulletin 1792  
Hosiery, 1973. BLS Bulletin 1863  
Industrial Chemicals, 1971. BLS Bulletin 1768  
Iron and Steel Foundries, 1967. BLS Bulletin 1626<sup>1</sup>  
Leather Tanning and Finishing, 1973. BLS Bulletin 1835  
Machinery Manufacturing, 1973. BLS Bulletin 1859  
Meat Products, 1969. BLS Bulletin 1677  
Men's and Boys' Separate Trousers, 1971. BLS Bulletin 1752  
Men's and Boys' Shirts (Except Work Shirts) and Nightwear, 1971. BLS Bulletin 1794  
Men's and Boys' Suits and Coats, 1973. BLS Bulletin 1843  
Miscellaneous Plastics Products, 1969. BLS Bulletin 1690  
Motor Vehicles and Parts, 1969. BLS Bulletin 1679  
Nonferrous Foundries, 1970. BLS Bulletin 1726  
Paints and Varnishes, 1970. BLS Bulletin 1739  
Paperboard Containers and Boxes, 1970. BLS Bulletin 1719  
Petroleum Refining, 1971. BLS Bulletin 1741  
Pressed or Blown Glass and Glassware, 1970. BLS Bulletin 1713  
Pulp, Paper, and Paperboard Mills, 1972. BLS Bulletin 1844

### *Manufacturing—Continued*

Southern Sawmills and Planing Mills, 1969. BLS Bulletin 1694  
Structural Clay Products, 1969. BLS Bulletin 1697  
Synthetic Fibers, 1970. BLS Bulletin 1740  
Textile Dyeing and Finishing, 1970. BLS Bulletin 1757  
Textiles, 1971. BLS Bulletin 1801  
West Coast Sawmilling, 1969. BLS Bulletin 1704  
Women's and Misses' Coats and Suits, 1970. BLS Bulletin 1728  
Women's and Misses' Dresses, 1971. BLS Bulletin 1783<sup>1</sup>  
Wood Household Furniture, Except Upholstered, 1971. BLS Bulletin 1793  
Work Clothing, 1968. BLS Bulletin 1624<sup>1</sup>

### *Nonmanufacturing*

Appliance Repair Shops, 1972. BLS Bulletin 1838  
Auto Dealer Repair Shops, 1969. BLS Bulletin 1689  
Banking, 1973. BLS Bulletin 1862  
Bituminous Coal Mining, 1967. BLS Bulletin 1583  
Communications, 1973. BLS Bulletin 1854  
Contract Cleaning Services, 1971. BLS Bulletin 1778  
Contract Construction, 1972. BLS Bulletin 1853  
Crude Petroleum and Natural Gas Production, 1972. BLS Bulletin 1797  
Department Stores, 1973. BLS Bulletin 1869  
Educational Institutions: Nonteaching Employees, 1968-69. BLS Bulletin 1671  
Electrical Appliance Repair, 1972. BLS Bulletin 1838  
Electric and Gas Utilities, 1972. BLS Bulletin 1834  
Hospitals, 1972. BLS Bulletin 1829  
Laundry and Cleaning Services, 1968. BLS Bulletin 1645<sup>1</sup>

<sup>1</sup> Bulletin out of stock.



*Nonmanufacturing--Continued*

Life Insurance, 1971. BLS Bulletin 1791  
Metal Mining, 1972. BLS Bulletin 1820  
Motion Picture Theaters, 1966. BLS Bulletin 1542<sup>1</sup>  
Nursing Homes and Related Facilities, 1973. BLS  
Bulletin 1855

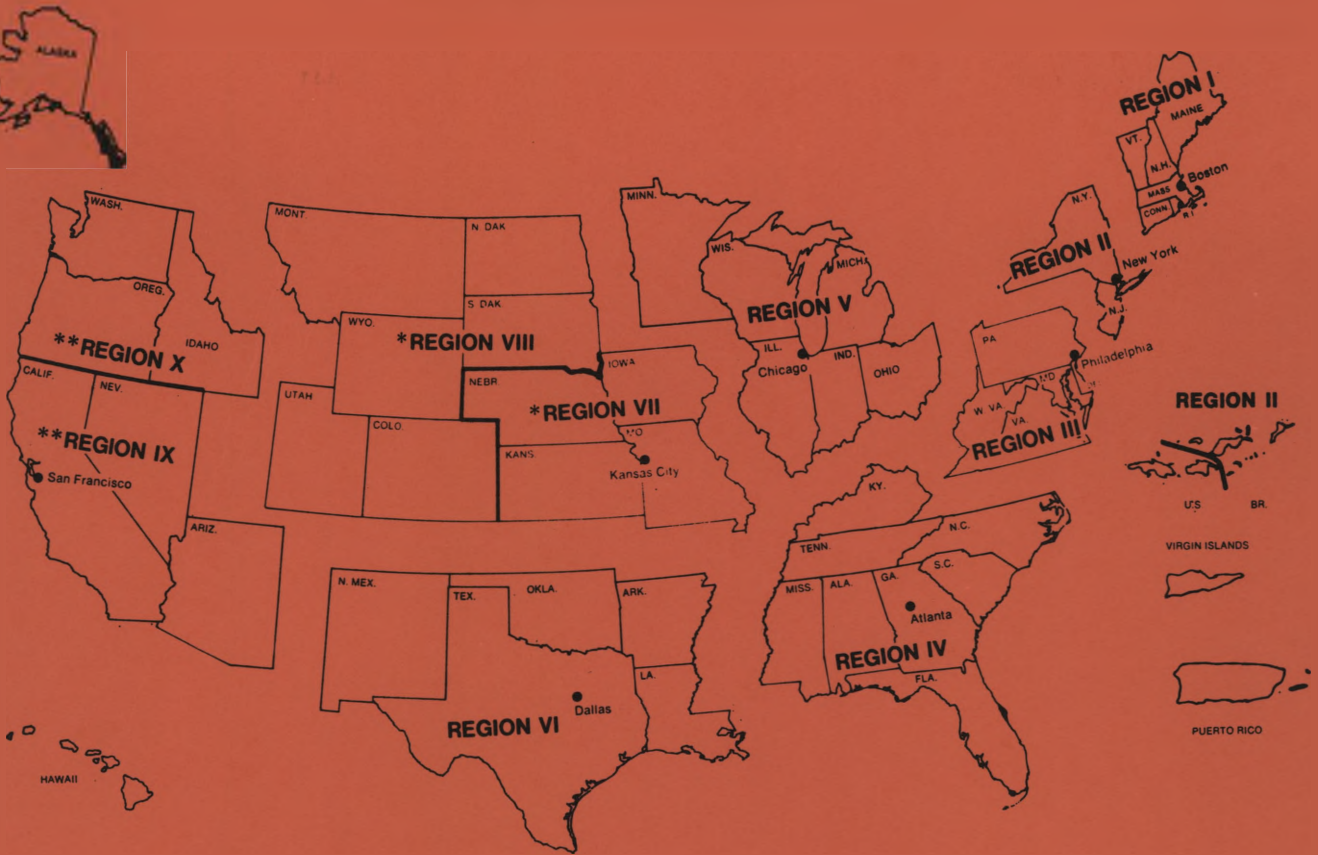
*Nonmanufacturing--Continued*

Scheduled Airlines, 1970. BLS Bulletin 1734  
Wages and Tips in Restaurants and Hotels, 1970. BLS  
Bulletin 1712

<sup>1</sup> Bulletin out of stock.

# BUREAU OF LABOR STATISTICS

## REGIONAL OFFICES



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 1603 JFK Federal Building  
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\* Regions VII and VIII are serviced by Kansas City  
 \*\* Regions IX and X are serviced by San Francisco