UNITED STATES DEPARTMENT OF LABOR
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BUREAU OF LABOR STATISTICS
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Hourly Entrance Rates of Common Laborers In Large Cities, Spring and Summer of 1943

Prepared in the
DIVISION OF WAGE ANALYSIS
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Bulletin No. 775

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Letter of Transmittal

UNITED STATES DEPARTMENT OF LABOR,
BUREAU OF LABOR STATISTICS,
Washington, D. C., April 19, 1944.

The SECRETARY OF LABOR:

I have the honor to transmit herewith a report on hourly entrance rates of common laborers in large cities, spring and summer of 1943. This report was prepared by Edward M. Kriz, under the supervision of Victor S. Baril and Theodore Reedy, in the Bureau's Division of Wage Analysis. Joseph W. Bloch assisted in the preliminary planning of this study.

A. F. HINRICHS, *Acting Commissioner.*

HON. FRANCES PERKINS,
Secretary of Labor.

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United States Bureau of Labor Statistics
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Summary

ENTRANCE rates paid to common laborers in large cities during the spring and summer of 1943 averaged 70.7 cents an hour. This figure is not comparable with the averages resulting from earlier studies made by the Bureau of Labor Statistics, because of differences in the scope of the study and in the method of weighting the data. Analysis of reports by 1,595 establishments studied in both 1942 and 1943, however, reveals an average increase of nearly 7 percent in this period of approximately 1 year. The increase was greater in southern than in northern cities.

The highest rates were found in cities on the West Coast and the next highest in cities in the East North Central States, the respective average hourly entrance rates for these two regions being 81.7 and 74.0 cents. The lowest rates were found in cities in the Southeast and Southwest, the respective regional averages being 53.0 and 57.2 cents.

The highest entrance rates were generally paid in the building-construction industry, the next highest in manufacturing, and the lowest in public utilities. The general average hourly entrance rates for these three groups were 82.6, 70.3, and 64.2 cents, respectively. In manufacturing, somewhat higher rates were found in the durable-goods than in the nondurable-goods industries.

Entrance rates also varied widely among cities. There was a difference of 54.7 cents between the lowest average (37.0 cents for Charlotte, N. C.) and the highest average (91.7 cents for Seattle, Wash.). More than three-fifths of the cities had average entrance rates within the 25-cent range 55 to 80 cents, while in more than one-third of the cities the rates were within a range of less than 10 cents—from 60 to 70 cents an hour.

Characteristics of Common Labor

The entrance rates of common labor are of significance in the study of the American wage structure, in collective bargaining, and in the administration of wage stabilization. These rates not only indicate the minimum level of pay of an important occupational group, but also reflect with approximate accuracy the lowest wages commonly found in entire industries. Because of the numerical importance of

common laborers and their position in the wage scale, their entrance rate frequently serves as one of the bases on which the wage structure of an industry is built. These rates have also frequently played a part in the determination of wage "brackets" under the wage-stabilization program.

The entrance rates of common laborers provide a useful basis for comparing general levels of wages among different industries and different areas. This is because common labor is prevalent in many industries and in nearly all communities. The duties of common laborers, though subject to considerable variation from industry to industry, are fairly uniform in their low requirements of experience and responsibility. The common-labor entrance rate, moreover, is a particularly stable rate, being unaffected by incentive-payment systems, seniority advancement plans, late-shift and overtime premiums, and so forth.

For purposes of the Bureau's study, common laborers are defined as those male workers "who perform physical or manual labor of a general character and simple nature, requiring no special training, judgment, or skill." Excluded from the common-labor group are beginners, learners, and apprentices, as well as classified unskilled workers who are designated by specific occupational titles and who perform specific tasks, such as hand truckers, helpers, and machine operators. It is possible that a few plants which do not employ common laborers may have reported the entrance rates paid to other unskilled workers. However, the number of such instances is not great enough, nor are the entrance rates of common laborers and other unskilled workers sufficiently different, to influence appreciably the results of the Bureau's survey. These two groups differ principally in advancement opportunities, common laborers typically having only limited opportunity to advance beyond their entrance rate.

Method and Scope of Survey

The Bureau of Labor Statistics has undertaken studies of common-labor entrance rates annually since 1926. In many respects, however, the 1943 study differs from the earlier surveys. The more important differences are found in the scope of the survey and in the method of weighting the data. These differences are fundamental, and as a result the data presented in this report are, for the most part, not comparable with those found in the earlier reports.

The Bureau's earlier surveys of common-labor entrance rates were conducted through the medium of mail questionnaires, and returns were obtained from establishments in selected industries in all parts of the United States. The information for the present study, however, was secured through actual plant visits by trained representatives, in connection with the Bureau's survey of occupational wage rates. Adequate information was obtained only for the major industries in cities of 100,000 or more inhabitants. Material for a few of these cities proved to be unsatisfactory. Data for a total of 101 cities are included in this report.

The statistical data secured for the year 1943 are undoubtedly more accurate than those obtained in earlier years by questionnaire. The fuller coverage of the present survey, moreover, permits presentation

of considerable detail by individual city. This should greatly increase the usefulness of the entrance-rate data in collective bargaining and for stabilization purposes. On the other hand, the lack of information for small communities makes impossible the computation of State or National averages and greatly limits the opportunity for comparisons with earlier years.

The present survey includes for most cities all important industries employing common laborers. This has meant the addition of a number of industries not previously included in the Bureau's studies of entrance rates, such as ordnance and accessories, electrical machinery, nonferrous metals and their products, airframes and aircraft parts, and shipbuilding. A number of industries previously represented, however—such as cement, fertilizer, and brick, tile, and terra cotta—are typically small-town industries, and for that reason were found in few of the large cities. Omitted from the survey, moreover, are a few nondurable-goods industries, such as printing and publishing, and textiles and apparel, in which the occupation of common laborer is seldom found. As a result, the level of common-labor entrance rates reported in this study is influenced to a considerable degree by the wage levels prevailing in the durable-goods group of industries. The great majority of common laborers in manufacturing industries, to be sure, are employed by the durable-goods group.

The information on common labor obtained in connection with the occupational wage-rate survey is somewhat more limited than that collected in former surveys. Only the common-labor entrance rate and the total plant employment are available for 1943. No information was obtained, as in earlier surveys, regarding the number of common laborers at the entrance rate and their racial designation. The lack of information with respect to the number of common laborers at entrance rates not only makes it impossible to present frequency distributions of common laborers by rate, but also influences the method of weighting the entrance-rate data.

METHOD OF WEIGHTING

The entrance rates reported by individual establishments cooperating in this survey have been "weighted" in proportion to the total number of employees in the respective establishments and industries. Thus, the entrance rate of an establishment employing 1,000 workers has been given twice as much weight as that of an establishment employing only 500. Similarly, in combining the averages for individual industries, broad industry groups, or different cities, the total employment in those economic segments has been taken into account. This weighting has been necessary to make allowance for the greater influence of large establishments and to offset differences in the completeness of reporting from industry to industry and from city to city.[1]

It is recognized that total employment does not constitute an ideal weighting factor for combining common-labor entrance rates. The number of common laborers employed at entrance rates—or perhaps

[1] In most of the Bureau's earlier studies of common-labor entrance rates the data were essentially unweighted. Although the number of workers reported as receiving the respective entrance rates in cooperating establishments was taken into account, no allowance was made for the over- or under-representation of the various industries or regions. Since representation was most complete among the higher-wage industries and areas, this method tended to overstate the average level of entrance rates. In tabulating the data for 1942, a system of weighting was introduced to correct this error. (See Bureau of Labor Statistics, Bul. No. 733: Hourly Entrance Rates Paid to Adult Male Common Laborers, 1942, p. 3.)

the number of common laborers hired over a period of time—would be more appropriate. These more desirable measures, however, were unavailable for use in the present survey.

There is little doubt that within a specific industry total employment constitutes an adequate weighting factor for combining the entrance-rate data for individual plants, for it may be assumed that the ratio of common laborers to total employees shows considerable uniformity among establishments in the same line of production. On the other hand, total plant employment has definite limitations when used in combining the data for different industries in order to arrive at average entrance rates for broad industry groups, cities, or regions. Thus, it is probable that certain industries employing relatively large proportions of common laborers, such as building construction, have been underweighted somewhat in the present tabulations. It is believed, however, that the use of total employment as a weighting factor has not greatly distorted the general averages for industry groups, cities, or regions.

COVERAGE OF SURVEY

Information on entrance rates of common laborers was obtained from 9,740 establishments employing a total of 4,613,496 workers. Of these establishments, 7,024 employing 4,135,872 workers were in manufacturing industries, 2,340 with 163,236 workers were in the building-construction industry, and 376 with 314,388 workers were in public utilities. The reports are believed to cover a substantial segment of manufacturing industries and building construction and to provide virtually complete coverage of public utilities, employing common labor, in the large cities. In a number of instances the data are for representative samples of industries, rather than for complete industries. Taking account of other establishments and workers represented, in addition to those actually studied, the figures presented in this report relate to 16,787 establishments and 5,873,000 workers; of these, 11,381 establishments and 5,182,000 workers were in manufacturing, 5,011 establishments and 368,000 workers were in building construction, and 395 establishments and 323,000 workers were in public utilities.[2]

The entrance-rate data in this report relate to the spring and summer of 1943, during which period the occupational wage-rate survey was conducted.

Average Hourly Entrance Rates

The average entrance rate for common labor in large cities in the spring and summer of 1943 was 70.7 cents per hour. This undoubtedly reflected the highest level of pay for common labor in the history of the Nation.

Widely different general levels of common-labor entrance rates were found in the seven broad regions into which the country was

[2] An apparent discrepancy may seem to exist between the weighted and unweighted figures, the weighted number of plants showing an increase of 72 percent over the unweighted number and the weighted employment figure being only 27 percent greater than the unweighted figure. This is due principally to the fact that many of the industries in the manufacturing group which were covered on a sample basis employed comparatively few workers, whereas many of the numerically important industries, such as blast furnaces, steel works, and rolling mills, airframes, and shipbuilding, were surveyed in full and their total employment was already represented in the unweighted employment figures.

divided for purposes of this survey. As may be seen from the regional averages shown in table 1, the level of average rates varied from 53.0 cents in the Southeastern States to 81.7 cents on the Pacific Coast. The average entrance rates for the other five broad regions are distributed throughout this range, the respective averages being 74.0 cents for the East North Central States, 69.8 cents for the Middle Atlantic States, 64.7 cents for the New England States, 61.9 cents for the West North Central and Mountain States, and 57.2 cents for the Southwestern States. These figures, it should be remembered, represent only the level of common-labor entrance rates in the large cities found in these regions and not the level for cities of all sizes.

TABLE 1.—*Average Hourly Entrance Rates of Adult Male Common Laborers in Large Cities, by Industry and Region,*[1] *Spring and Summer 1943*

Industry	All regions	New England	Middle Atlantic	Southeast	East North Central	West North Central and Mountain	Southwest	Pacific
All industries	$0.707	$0.647	$0.698	$0.530	$0.740	$0.619	$0.572	$0.817
All manufacturing	.703	.637	.690	.532	.735	.609	.583	.802
Durable goods	.710	.640	.694	.560	.737	.621	.596	.803
Iron and steel and their products	.700	.658	.711	.533	.729	.649	.509	.801
Machinery (except electrical)	.674	.620	.616	.487	.716	.592	.482	.826
Electrical machinery	.679	.609	.692	.459	.666	.479	.500	.642
Transportation equipment and parts	.744	.662	.727	.604	.785	.634	.613	.803
Nonferrous metals and their products	.695	.710	.687	.602	.697	.665	.503	.817
Lumber and timber basic products	.622	------	.527	.409	.587	.509	.454	.875
Furniture and finished lumber products	.538	------	.549	.410	.608	.463	.406	.765
Stone, clay, and glass products	.606	------	.580	.416	.645	.595	------	.790
Nondurable goods	.651	.605	.670	.435	.720	.589	.490	.792
Leather and leather products	.467	.692	.423	.400	.556	.405	------	.715
Paper and allied products	.566	.573	.597	.472	.628	.505	.400	.810
Chemicals and allied products	.677	------	.681	.509	.690	.594	.409	.805
Petroleum refining	.826	------	.880	------	.859	------	.617	------
Rubber and rubber products	.729	.602	.611	------	.795	------	------	.808
Tobacco manufacturing	.462	------	------	.462	------	------	------	------
Food and kindred products	.635	------	.645	.389	.675	.659	.463	.788
Building construction	.826	.860	.830	.583	.919	.775	.560	.975
Public utilities	.642	.714	.653	.455	.706	.618	.486	.751

[1] States included in the regions are as follows: *New England*—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; *Middle Atlantic*—Delaware, District of Columbia, Maryland, New Jersey, New York, Pennsylvania, and West Virginia; *Southeast*—Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee, and Virginia; *East North Central*—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin; *West North Central* and *Mountain*—Colorado, Idaho, Iowa, Kansas, Missouri, Montana, Nebraska, Nevada, North Dakota, South Dakota, Utah, and Wyoming; *Southwest*—Arizona, Arkansas, Louisiana, New Mexico, Oklahoma, and Texas; *Pacific*—California, Oregon, and Washington.

The general level of entrance rates of common laborers in the various regions is determined by a number of factors, such as the industrial pattern of the particular region, the wage levels prevailing in specific industries, the extent of unionization, variations in size of city, etc. The level in one region may be profoundly influenced by the presence of two or three large, high-wage, and highly organized industries, as on the Pacific Coast, where the shipbuilding and the aircraft industries are very important. The level in another region may reflect the rates paid in a wide variety of industries, with no major industries dominating the group. The regional averages appearing in table 1, therefore, should not be considered to reflect differences in the rate of remuneration for similar work in the same industry.

Specific industries common to all regions provide the most dependable basis for a regional comparison of common-labor entrance rates. Regional averages based on eight such industries [3] were arrived at by weighting the rate for each industry by the total employment in the industry in the Nation as a whole. By this method, adjustment was made for variations in proportions of total employment in these industries within the respective regions. These general averages were then converted to index numbers based on the United States average for all eight industries. The resulting index numbers are as follows:

	Index numbers (U. S.=100.0)
New England	97.5
Middle Atlantic	96.2
Southeast	75.0
East North Central	105.8
West North Central and Mountain	90.8
Southwest	76.5
Pacific	114.9

Substantial regional variations were still apparent. The highest rates were on the West Coast and the next highest in the East North Central region. There appeared to be little difference in average entrance rates paid in the New England and Middle Atlantic cities. The West North Central region, which also includes the Mountain region, had the lowest rates of the five Northern regions. Entrance rates in the South were considerably lower than in any of the Northern regions. Entrance rates in the Southwest region were somewhat higher than in the Southeastern region.

VARIATION BY INDUSTRY

Considerable variation in common-labor entrance rates was also found among industries. For all cities combined, the highest average rate (82.6 cents an hour) was paid by the building-construction industry, the next highest rate (70.3 cents an hour) by the manufacturing industries, and the lowest rate (64.2 cents an hour) by public utilities (table 1). Building construction had the highest rate in all but one of the seven regions and utilities had the lowest rate in five of the seven regions. In the New England region the utility rate was substantially higher than the rate for manufacturing, while in the West North Central region it exceeded the manufacturing rate by a small margin.

In manufacturing, entrance rates were, on the whole, higher in the durable-goods industries than in the nondurable-goods industries, the respective average hourly entrance rates for these two groups for all cities combined being 71.0 and 65.1 cents. In the five Northern regions the difference in rates between the two groups was small, amounting to less than 4 cents in all five regions and to less than 2 cents in two regions. In contrast, in each of the two Southern regions, the difference in favor of durable-goods industries exceeded 10 cents an hour.

Variations in average hourly entrance rates were more pronounced in general among the nondurable-goods than among the durable-

[3] Building construction; public utilities; blast furnaces, steel works, and rolling mills; ferrous foundries; machinery (except electrical); fabricated structural steel; airframes; and shipbuilding.

goods industries. In the former group, entrance rates for all cities combined ranged from 46.2 cents for tobacco manufacturing to 82.6 cents for petroleum refining; in the latter group they varied from 53.8 cents for furniture and finished lumber products to 74.4 cents for transportation equipment and parts. Of the eight durable-goods industries for which figures are shown, all but one had average hourly entrance rates in excess of 60 cents and five had rates in excess of 67.5 cents. In contrast, of the seven nondurable-goods industries for which figures are presented only three had rates in excess of 67.5 cents an hour, while three had rates under 60 cents.

It should be noted that a number of the manufacturing industries for which average entrance rates are presented in table 1 are in reality broad industry groups and that the regional variations indicated by these rates may be due in part to differences in content of the group from region to region. A more dependable measure of regional variations in entrance rates between industries may be had from a comparison of the entrance rates of specific industries, such as machinery (except electrical), building construction, and public utilities. For all three of these industries the highest rates were paid on the Pacific Coast. The next highest rates in building construction and machinery were paid in the East North Central States, while the next highest rate in public utilities was found in the New England region. The lowest rates for the same three industries were found in southeastern or southwestern cities.

The pattern of variation in average hourly entrance rates for all manufacturing in large cities is much the same as that found in the all-industry averages. (See table 2.) The highest rates for all manufacturing in general were in West Coast cities, except that Detroit ranked second in the all-manufacturing averages. The next highest averages were generally found in cities in the East North Central region and the lowest in cities in the two Southern regions. As was pointed out earlier in connection with the regional averages, the general averages shown for all industries and for all manufacturing industries in regions and cities are significant only as an indication of the general level of common-labor entrance rates in those regions and cities.

ENTRANCE RATES IN INDIVIDUAL CITIES

Although information on entrance rates of common laborers was collected for 101 cities with a population of 100,000 or more, figures are presented in this report only for a total of 89 cities, the data for a number of adjacent cities having been combined and a single set of figures presented for such cities. For example, combined figures are presented for Minneapolis and St. Paul; Kansas City, Kans., and Kansas City, Mo.; Oakland and San Francisco; Albany and Schenectady; New York and Yonkers, etc. Moreover, a single set of figures is shown for four cities in eastern New Jersey—Elizabeth, Jersey City, Newark, and Paterson—as these cities appear to constitute a single wage area.

TABLE 2.—*Average Hourly Entrance Rates of Adult Male Common Laborers in Large Cities, Spring and Summer 1943*

Population group and city	All industries	Manufacturing					Building construction	Public utilities
		Total, all manufacturing [1]	Selected industries					
			Blast furnaces, steel works, and rolling mills	Ferrous foundries	Machinery (except electrical)	Meat packing		
Total, all cities	$0.707	$0.703	$0.757	$0.675	$0.674	$0.673	$0.826	$0.642
1,000,000 and over:								
Chicago	.708	.689	.791	.732	.677	.716	1.097	.750
Detroit	.880	.880	.789	.827	.811	.679	.908	.855
Los Angeles and Long Beach	.761	.761	.780	.742	.741	.756	.854	.632
New York and Yonkers	.655	.644	(2)	.675	.544	(2)	.954	.667
Philadelphia and Camden	.714	.698	.727	.677	.610	.665	.828	.631
500,000 and under 1,000,000:								
Baltimore	.681	672	.780	587	.577	.607	.745	.666
Boston and Lynn	.647	.617	(2)	.585	.587	-------	.959	.715
Buffalo	.697	.693	.780	.698	.650	.630	.909	.679
Cleveland	.735	.726	.778	.679	.725	-------	.988	.755
Kansas City, Kans.-Mo	.694	.702	(2)	-------	.555	.685	.810	.604
Milwaukee	.672	.674	.684	.653	.662	.720	1.000	.587
Minneapolis and St. Paul	.706	.695	-------	.658	.703	.700	.902	.595
Newark, Elizabeth, Jersey City, and Paterson	.667	.662	.650	.650	.583	.725	1.043	.687
Pittsburgh	.762	.765	.782	.778	.755	.653	.877	.682
St. Louis	.603	.587	.655	.666	.577	.712	.884	.629
San Francisco and Oakland	.880	.878	(2)	.858	.888	.752	.961	.722
Washington, D. C	.723	(2)	-------	-------	-------	-------	.860	.588
250,000 and under 500,000:								
Atlanta	.440	.430	(2)	.394	.410	.374	.467	.469
Birmingham	.522	.536	.603	.497	.398	.403	.536	.420
Cincinnati	.566	.558	-------	.560	.571	.571	.739	.593
Columbus	.621	.617	-------	.669	.680	.648	.699	.583
Dallas	.579	.593	-------	-------	-------	.543	.506	.487
Denver	.622	.613	-------	.627	.605	.683	.792	.551
Houston	.598	.603	(2)	-------	.430	.498	.598	.545
Indianapolis	.649	.645	(2)	.577	.606	.697	.803	.607
Louisville	.577	.556	-------	.488	.546	.487	.690	.494
Memphis	.428	.423	-------	.400	-------	(2)	.436	.441
New Orleans	.572	.583	-------	(2)	(2)	.443	.625	.472
Portland	.892	.883	(2)	.866	.926	-------	.963	.900
Providence	.658	.651	-------	.579	.570	-------	.820	.717
Rochester	.694	.687	-------	(2)	.612	(2)	.850	.697
San Antonio	.455	.418	-------	-------	-------	(2)	.471	.462
Seattle	.917	.858	.855	.854	.804	(2)	1.080	.887
Toledo	.790	.789	(2)	.766	.799	-------	.925	.680
100,000 and under 250,000:								
Akron	.745	.744	-------	.679	.660	-------	.845	.716
Albany and Schenectady	.762	.762	-------	.617	.544	.647	.831	.589
Allentown	.665	.707	(2)	(2)	.577	-------	.766	.586
Bridgeport	.671	.664	-------	.635	.680	-------	1.042	.723
Canton	.745	.743	.780	.711	.754	(2)	.850	.658
Charlotte	.370	.376	-------	.402	.377	(2)	.417	.345
Chattanooga	.442	.436	-------	.448	.393	.347	.576	.496
Dayton	.706	.708	-------	.681	.629	-------	.751	.611
Des Moines	.603	.591	-------	(2)	.598	(2)	.693	.680
Duluth	.755	.758	.754	(2)	(2)	(2)	.790	(2)
El Paso	.471	.506	-------	-------	(2)	-------	.481	.400
Erie	.667	.635	(2)	.602	.644	-------	.797	.708
Evansville	.693	.693	-------	(2)	.712	(2)	.700	.592
Flint	(2)	(2)	-------	(2)	(2)	-------	.850	.757
Fort Wayne	.735	.724	(2)	.642	.716	.573	.831	.778
Fort Worth	.573	.578	-------	.544	.490	.625	.508	.438
Gary	.783	(2)	.780	-------	-------	-------	1.099	.500
Grand Rapids	.609	.602	(2)	.587	.682	-------	.719	.624
Hartford	.612	.605	-------	.572	.613	-------	.768	.770
Jacksonville	.543	.548	-------	(2)	(2)	(2)	.553	.435
Knoxville	.461	.414	(2)	(2)	(2)	(2)	.553	.472
Lansing	.780	.781	-------	(2)	.813	-------	.838	.663
Little Rock	.398	.389	-------	-------	-------	(2)	.400	.424
Lowell	.646	.621	-------	.596	.611	-------	.821	.714
Miami	.569	.576	-------	(2)	-------	(2)	.624	.505

See footnotes at end of table.

TABLE 2.—*Average Hourly Entrance Rates of Adult Male Common Laborers in Large Cities, Spring and Summer 1943*—Continued

Population group and city	All industries	Manufacturing					Building construction	Public utilities
		Total, all manufacturing [1]	Selected industries					
			Blast furnaces, steel works, and rolling mills	Ferrous foundries	Machinery (except electrical)	Meat packing		
100,000 and under 250,000—Continued.								
Mobile	$0.614	$0.611	-------	(2)	(2)	(2)	$0.650	$0.518
Nashville	.482	.480	-------	$0.346	$0.390	(2)	.497	.482
New Bedford and Fall River	.585	.531	-------	(2)	.582	-------	.796	.669
New Haven	.621	.613	-------	.607	.608	-------	.929	.744
Norfolk	.505	.526	-------	.383	-------	-------	.534	.446
Oklahoma City	.580	.579	-------	.471	.474	-------	.588	.571
Omaha	.620	.612	-------	.599	.532	$0.690	.677	.621
Peoria	.738	.735	-------	.596	.749	.692	1.000	.725
Reading	.659	.662	(2)	.699	.635	-------	.656	.614
Richmond	.471	.472	(2)	(2)	(2)	.401	.490	.455
Sacramento	.825	.801	(2)	-------	.730	-------	.949	(2)
Salt Lake City	.686	.619	-------	-------	-------	(2)	.766	.674
San Diego	.751	.746	-------	(2)	.743	-------	.865	.761
Savannah	.602	.612	-------	(2)	-------	-------	.499	.417
Shreveport	.421	.438	-------	-------	(2)	-------	.478	.365
Scranton	.636	.597	-------	-------	.616	-------	.624	.694
South Bend	.802	.805	(2)	.630	.668	-------	.977	.605
Spokane	.893	.767	-------	-------	.790	(2)	.991	.747
Springfield	.639	.636	-------	.548	.616	-------	.793	.689
Syracuse	.636	.611	(2)	.619	.587	.649	.806	.638
Tacoma	.895	.879	-------	.845	.844	(2)	1.100	.910
Tampa	.560	.572	-------	-------	-------	.388	.500	.457
Trenton	.725	.724	$0.780	.550	.678	-------	.889	.662
Tulsa	.586	.589	(2)	.564	.545	-------	.610	.500
Utica	.659	.656	-------	.558	.615	-------	.839	.685
Waterbury	.682	.679	-------	.645	.638	-------	.887	.762
Wichita	.542	.537	-------	-------	.545	.563	.647	.520
Wilmington	.732	.736	-------	.646	.599	-------	.741	.650
Worcester	.692	.691	.780	.722	.639	-------	.708	.723
Youngstown	.776	.777	.780	-------	.744	-------	.759	.760

[1] Includes industries for which data are not presented separately.
[2] Data insufficient to justify presentation of an average.
[3] Averages not shown to avoid disclosing information for one large firm operating several plants in this city.

It should be remembered that the figures in this report indicate only the level of entrance rates in industries in large cities and not, as in earlier surveys, the level of entrance rates in selected industries for the country as a whole. The figures for large cities are believed to be slightly higher than those for the whole country, owing to the fact that wages are generally somewhat higher in large cities than in small cities.

An examination of the average hourly common-labor entrance rates for all industries in 89 large cities or groups of cities for which figures are shown in table 2 reveals widely different wage levels among these cities. There was a difference of 54.7 cents between the lowest city average—37.0 cents for Charlotte—and the highest city average—91.7 cents for Seattle. Tacoma, Spokane, and Portland all averaged slightly more than 89 cents per hour, and Detroit and San Francisco tied for fifth place with 88 cents. In somewhat more than three-fifths of these cities, average hourly entrance rates were found within the 25-cent range 55 to 80 cents, while in more than one-third of the cities the range in rates was less than 10 cents—from 60 to 70 cents an hour.

An analysis of the figures for the specific industries listed in table 2 reveals marked differences in rates between cities. The rates paid by the building-construction industry showed the greatest dispersion, ranging from 40 cents in Little Rock to $1.10 in Tacoma. Average entrance rates of 80 cents or more an hour were found in nearly half of the cities surveyed. None of the building-construction rates were above 70 cents in the 25 cities of the Southeast and Southwest regions, whereas rates under 70 cents were found in only 6 of the northern cities. There was a range of somewhat more than 50 cents in the average hourly entrance rates paid by ferrous foundries, machinery, and public utilities. The somewhat narrower range in meat-packing rates, which varied from 34.7 cents in Chattanooga to 75.6 cents in Los Angeles, may be due to the fact that it was possible to show figures for this industry only in a limited number of cities, most of which were cities of 250,000 or more. The pattern of variation of rates for these four industries followed in general that of the building-construction industry. It should be pointed out, however, that average rates in these industries were substantially lower than those paid in building construction. The greatest concentration of rates was found in blast furnaces, steel works, and rolling mills, in which rates varied only 25.2 cents among the large cities for which figures are shown. Most of this variation was due to the established regional differentials in this industry; the rate of 78 cents prevailed in the Northern States east of the Mississippi and north of the Ohio and the rate of 60.5 cents prevailed in the South. The average rate of 85.5 cents for this industry in Seattle undoubtedly reflected the influence of the high-wage shipbuilding industry.

Table 3 presents index numbers of wage rates based on a comparison [4] of four specific industries, namely, building construction, public utilities, ferrous foundries, and machinery (except electrical) in 51 selected cities. These industries constitute a substantial segment of the industrial composition of the cities and provide a more representative basis for measuring intercity variations in common-labor entrance rates than would a comparison of rates for a single specific industry. The figures show that the highest wage levels were generally in cities on the West Coast, the index numbers of four of the five cities in this area for which figures are shown exceeding 120. The next highest levels were in the East North Central States, the index numbers for 12 of the 15 cities in this region coming within a 20-point range from 90 to 110. Wage levels were somewhat lower in the New England and Middle Atlantic areas, 4 of the 8 cities in the former region having index numbers within the 5-point range from 90 to 95 and 8 of the 11 cities in the latter region having index numbers within the 10-point range from 85 to 95. No northern city had an index number as low as 80, whereas none of the 9 southern cities for which figures are presented had an index number as high as 80. Wage levels were substantially lower in the Southeast than in the Southwest, only one of the six cities in the former region having an index number in excess of 65, while the index numbers for the 3 cities in the Southwest came within the 15-point range from 65 to 80.

[4] In order to overcome variations in the proportions of workers in these industries in the various cities, city averages were arrived at by weighting the averages for each industry by the total employment in that industry in all 51 cities. The city averages were then converted to index numbers, using the average for all 51 cities as a base.

TABLE 3.—*Index Numbers of Entrance Rates of Adult Male Common Laborers in Four Identical Industries in 51 Selected Cities, Spring and Summer 1943*

[Average, 51 cities=100]

City	Index numbers	City	Index numbers
1,000,000 and over:		250,000 and under 500,000—Continued.	
Chicago	108.0	Seattle	122.6
Detroit	117.9	Toledo	113.0
Los Angeles and Long Beach	105.1	100,000 and under 250,000:	
New York and Yonkers	90.8	Akron	99.0
Philadelphia and Camden	92.7	Albany and Schenectady	85.6
500,000 and under 1,000,000:		Bridgeport	105.2
Baltimore	87.4	Canton	106.2
Boston and Lynn	94.6	Charlotte	53.7
Buffalo	99.3	Chattanooga	62.8
Cleveland	108.9	Dayton	97.5
Milwaukee	100.0	Fort Worth	69.1
Minneapolis and St. Paul	101.3	Grand Rapids	94.8
Newark, Elizabeth, Paterson, and Jersey City	96.5	Hartford	93.1
Pittsburgh	108.2	Nashville	59.1
St. Louis	91.1	New Haven	96.5
San Francisco and Oakland	123.3	Oklahoma City	71.7
250,000 and under 500,000:		Omaha	81.2
Atlanta	60.2	Peoria	109.6
Birmingham	61.1	South Bend	100.1
Cincinnati	85.0	Springfield	92.1
Columbus	94.2	Syracuse	89.7
Denver	89.1	Tacoma	126.8
Indianapolis	90.0	Tulsa	77.7
Louisville	78.8	Utica	93.1
Portland	130.3	Waterbury	98.9
Providence	89.7	Wilmington	89.6
Rochester	94.4	Worcester	94.5

An examination of the data for specific industries within cities indicates that the industrial pattern of a city exerts a profound influence on the level of rates in that city. For example, the predominance of heavy durable-goods industries, most of which pay typically high rates to their workers, accounts for the high wage levels of such cities as Cleveland, Detroit, and Pittsburgh; while the presence of the shipbuilding industry, with its well-paid and numerically important labor force, operates to raise the averages for Seattle, Portland, and San Francisco.

To some extent, the level of entrance rates in cities is also affected by the degree of unionization found there. Separate tabulations for union and nonunion establishments have not been prepared in connection with this study, but it is well known from other studies by the Bureau that wage rates in establishments with union agreements generally exceed those in nonunion establishments.

These data show no consistent relationship between the level of common-labor entrance rates and size of city. The wage advantage which cites of 500,000 and over appear to enjoy over cities of less than 500,000 is very largely due to the fact that all southern cities, most of which have wage levels substantially below those found in northern cities, are found in the "under 500,000" group of cities.[5]

RATE CHANGES FROM 1942 TO 1943

Because of changes in the scope of the survey, the nature of the data collected, and the method of weighting the data, it is imposible to continue the historical series of common-labor entrance rates estab-

[5] Data collected in earlier years have indicated, however, that entrance rates in cities of less than 100,000 are appreciably lower on the average than those in the larger cities in the same region.

lished in earlier years. Dependable conclusions can be drawn, however, as to the relative changes which have occurred in entrance rates in manufacturing, building construction, and public utilities by comparing the entrance rates of firms which reported in both 1942 and 1943. There were 1,595 such firms, employing 630,352 workers in 1943. Of these firms, 632 employing 384,169 workers were in manufacturing, 753 with 51,914 workers were in building construction, and 210 with 194,269 workers were in public utilities. These firms were in large cities widely scattered over the country.

The weighted average hourly entrance rates for 1942 and 1943, using 1943 plant employment as the weighting factor in both years, indicate an increase in entrance rates between 1942 and 1943 of 4.5 percent in manufacturing, an increase of 8.3 percent in building construction, and an increase of 11.4 percent in public utilities (see tabulation below). Greater relative increases in rates occurred in the South than in the North, the respective percentages being 6.0 and 4.4 for manufacturing, 17.1 and 6.6 for building construction, and 16.6 and 11.0 for public utilities.

	Percent of increase, 1942 to 1943—		
	United States	*North and Northwest*	*South and Southwest*
All industries	6.7	6.4	12.7
Manufacturing	4.5	4.4	6.0
Building construction	8.3	6.6	17.1
Public utilities	11.4	11.0	16.6

Bureau of Labor Statistics

Division of Wage Analysis Regional Offices

Since early 1943, the Bureau's Division of Wage Analysis has devoted its efforts largely to making available to the National War Labor Board the basic wage data essential to the Board's stabilization program. As an aid to this end, 12 regional offices have been established to make community industry-wage-rate surveys. Information on hours, earnings, and working conditions of workers in nonagricultural pursuits may be obtained from the Regional Director or Regional Wage Analyst in the appropriate office. These offices are located as follows:

Boston, Mass.: 294 Washington Street.

New York, N. Y.: 1000 Parcel Post Building, 341 Ninth Avenue.

Philadelphia, Pa.: 814 Widener Building, Chestnut & Juniper Streets.

Cleveland, Ohio: 133 Federal Building, Public Square.

Detroit, Mich.: 1108 Francis Palms Building, 2111 Woodward Avenue.

Atlanta, Ga.: 308 Carl Witt Building, 249 Peachtree Street.

Dallas, Tex.: 7th floor, Fidelity Building, 1000 Main Street.

Kansas City, Mo.: 3000 Fidelity Building.

Chicago, Ill.: 226 West Jackson Boulevard, Room 312.

Denver, Colo.: 422 Chamber of Commerce Building.

San Francisco, Calif.: 1355 Market Street, Room 967.

Seattle, Wash.: 516 Seaboard Building.