

Occupational Wage Survey

DENVER, COLORADO

November 1949

Bulletin No. 985

UNITED STATES DEPARTMENT OF LABOR
MAURICE J. TOBIN, SECRETARY

Bureau of Labor Statistics
Ewan Clague, Commissioner

CONTENTS

	<u>Page Number</u>
INTRODUCTION	1
The City of Denver	1
Denver labor and industry	2
Sampling and characteristics of the data	2
OCCUPATIONAL RATE STRUCTURE	3
Office clerical occupations	3
Maintenance occupations	4
Custodial, warehousing and trucking occupations	4
Characteristic industry occupations	4
Railroad occupations	5
Union wage scales	5
SUPPLEMENTARY WAGE PRACTICES	5
 TABLES:	
1. Establishments and workers and number studied	3
2. Average earnings for selected office occupations	6
3. Average earnings for selected maintenance, custodial, warehousing and trucking occupations	13
4. Average earnings for selected occupations in metalworking industries	16
5. Average earnings for selected occupations in department and clothing stores	17
6. Average earnings for selected occupations in restaurants and cafeterias	17
7. Average earnings for selected occupations in banks	18
8. Average earnings for selected occupations in office building service	18
9. Average earnings for selected occupations in power laundries	19
10. Average hourly earnings for selected occupations in hotels	19
11. Average earnings for selected occupations in auto repair shops	19
12. Average earnings for selected occupations in the railroad industry	20
13. Union wage scales for selected trades in bakeries, building construction, printing, and for local-transit operating employees	20
14. Shift-differential provisions in manufacturing industries	20
15. Scheduled weekly hours	21
16. Paid holidays	21
17. Paid vacations	22
18. Paid sick leave	23
19. Nonproduction bonuses	24
20. Insurance and pension plans	24
 APPENDIX:	
Descriptions of occupations surveyed	25
 INDEX	 37

Occupational wage rate information on a community basis serves a variety of important uses. For example, employers frequently find it necessary to compare wage and salary scales in their own establishments with the general local levels of pay. Both unions and employers use community wage information in collective bargaining. Various branches of the Federal Government set wage scales for their day-rate personnel on the basis of community-wide surveys. Firms seeking locations for new plants, distribution outlets, or new offices usually give consideration to such information. In the administration of placement in connection with unemployment compensation, area wage statistics are needed in the evaluation of the suitability of job offers. In many types of general economic analysis, information on wages by community and type of work is crucial.

For these reasons, the U. S. Department of Labor through the Bureau of Labor Statistics has given increasing emphasis to area wage studies, generally, up to this point, with respect to specific industries. The cross-industry approach has been used mainly in the field of office-clerical occupations in recent years. 2/

In the present survey of wages in Denver, Colorado, cross-industry sampling methods were applied to industrial occupations generally. For example, earnings data were compiled on a cross-industry basis for the following types of occupations: (a) office-clerical; (b) skilled maintenance; and (c) jobs, generally unskilled, related to the performance of custodial, warehousing, and trucking functions. Other occupations that are characteristic of particular, important, local industries are studied as heretofore on an industry basis, within the framework of the community wage survey. Even for those occupational categories that lend themselves to a study on a cross-industry basis, separate data are provided wherever possible for individual industry divisions. In addition to information on wage rates, data on supplementary benefits, such as paid vacations, paid holidays, and paid sick leave are also collected and tabulated.

The community wage survey of Denver was made in cooperation with other Federal agencies. It was essentially experimental, in an effort to determine whether a single, unified wage survey would meet the needs of these individual agencies as well as the needs of employers, unions, and the general public.

The City of Denver

Denver is the political capital of the State of Colorado. With a population of about 410,000 currently and set in a broad plateau more than 5,200 feet above sea level, it is the highest large city in the United States. Among the largest cities of the country, it ranks twenty-fifth. It is among the youngest of great American cities, having been founded little more than 90 years ago.

Comparatively isolated in the vast Rocky Mountain West, Denver has grown to be the center of manufacturing and commercial activities, of finance, of culture, and of government for a land area comprising almost a third the continental United States. It is the natural business and trading center for an entire region of great natural resources: Arizona, Colo-

1/ Prepared in the Bureau's Division of Wage Statistics by John L. Dana, Regional Wage Analyst, Region V, San Francisco, California.

2/ Community wage studies were made in 1949 in the following cities: Grand Rapids, Mich.; Portland, Me.; Rockford, Ill.; Shreveport, La.; Spokane, Wash.; and Trenton, N. J.

rado, New Mexico, Utah, Wyoming, Montana, and Idaho. From the mountains, copper, iron, coal, and many other metallic and non-metallic minerals are taken in abundance. Colorado, Montana, and Wyoming have petroleum and natural gas deposits. Recent developments in the extraction of fuel oils from shale rock in Wyoming portend much for a new industry which may revolutionize present-day methods in the production of combustible fuels. Rich farmlands and grazing areas provide a wealth of livestock for Denver stockyards, and dairy products and other foodstuffs for Denver homes.

Denver labor and industry

Denver industries produce a wide variety of products. About a fourth of a total of almost 30,000 factory workers are employed in establishments manufacturing mining machinery, high-speed machine tools, precision instruments, heavy industrial equipment, and other metal products. Meat packing, employing upwards of 3,000 persons, constitutes the city's most important industry measured by value of product. Denver Union Stock Yards is one of the largest sheep markets in the country, ninth as a cattle market, and thirteenth as a hog market. Other food processing, which includes a flourishing milk and dairy products industry, bread and bakery products, flour milling and candy manufacturing, accounts for employment of close to 6,000 Denver workers. The city is well known as an important producer of rubber products and luggage and leather goods. These activities employ regularly another 5,000 workers. In the apparel field, the city is a recognized leader in work clothing and uniform manufacture.

Located in the center of a rich market demanding all types of goods and services, Denver naturally has great numbers employed in the distributive trades, finance, and other services. In wholesale and retail trade alone, there are upwards of 35,000 salespersons and related workers. The service industries, which include recreational and amusement facilities for a year-round influx of tourists, are important to the Denver economy, providing employment for more than 10,000. Seven great railway systems, one of the country's major airports, the base of a communications network linking all points of the inland West, and utilities which furnish water, power, and public transportation also support huge pay rolls and contribute in no small measure to the aggregate income of Denver workers.

A booming building industry which during 1949 constructed more than 5,000 new homes for Denver's increasing population employs almost 10,000 craftsmen and laborers.

City and State government administration provide careers for a great number of Denverites and for dwellers in nearby communities as well. These civil workers, however, are considerably outnumbered by employees of the United States in 220 administrative offices of departments, bureaus, and divisions of the Federal Government. Denver is a principal United States administrative center. It is the focal point for vast reclamation projects and the site for a major Air Forces Technical School, one of the largest veterans' hospitals, an arsenal, an ordnance plant, and a United States Mint.

In November 1949, three-fifths of the plant workers in the industries and size groups covered in the survey were employed in establishments that reported written agreements with labor unions. The proportion of workers in non-office jobs covered by union agreements varied greatly, however, among the industry divisions studied. Nearly all workers in the transportation, communication, and other public utilities group and approximately two-thirds of the plant force in manufacturing and wholesale trade were employed in union establishments. In contrast, a third of the plant workers in retail trade and about a seventh in the services group were covered by agreements. With the exception of employees in offices of railroads, comparatively few office workers were employed under union contract terms.

Sampling and characteristics of the data

The study of occupational wages in Denver covered 6 broad industry divisions and, except for auto repair shops and office building service, only establishments with more than 20 workers were studied. Repair departments of retail automobile dealer establishments and general automobile repair garages employing 5 or more workers were surveyed. Owners, lessees, or managers employing 8 or more workers were included in the survey of office building service. Smaller establishments were omitted because they furnished insufficient employment in the occupations studied to warrant their inclusion in the survey. A greater proportion of large than of small establishments was studied in order to maximize the proportion of workers surveyed with available resources. Each group of establishments of a certain size, however, was given its proper weight in the computation of the data.

More than a fourth of the 82 thousand workers employed in November 1949 in the industry divisions and size groups studied are accounted for in the 79 men's jobs and 46 women's jobs for which earnings data are presented in the accompanying tables (tables 2 through 12). The office jobs studied alone accounted for almost 10,000 workers--1,925 men, 7,755 women. The largest job categories, among those studied and presented on a cross-industry basis, were: truck drivers (1,774 men); stock handlers and hand truckers (1,687 men); general stenographers (1,395 women); order fillers (1,087 men); janitors, porters and cleaners (872 men, 129 women); and clerk-typists (963 women). ^{3/} The largest job category studied in a characteristic local industry was the waitress classification in restaurants and cafeterias (1,024 women).

The earnings information in the report excludes overtime pay and nonproduction bonuses but includes incentive earnings for those workers employed under some form of incentive wage system. The monetary value of perquisites such as meals provided for restaurant workers or lodging accommodations for hotel employees is not reflected in the earnings data shown for these workers; nor is consideration given in the averages reported to gratuities received by such workers. Weekly hours, reported for office, banking, and department and clothing store occupations, refer to the work schedules for which the salaries are paid. The number of workers presented refers to the estimated total employment in all establishments within the scope of the study and not to the number actually surveyed. Data are shown only for full-time workers; that is, those who were hired to work the establishment's full-time schedule for the given occupational classification.

Information on wage practices refers to all office workers and to all plant workers as specified in the individual tables. It is presented in terms of the proportion of all workers employed in offices (or plant departments) that observe the practice in question, except in the first section of table 15, where scheduled weekly hours of women office workers alone are presented. Because of eligibility requirements, the proportion actually receiving the specific benefits may be smaller. The summary of vacation and sick leave plans is limited to formal arrangements. It excludes informal plans whereby time off with pay is granted at the discretion of the employer or other supervisor. Sick leave plans are further limited to those providing full pay for at least some amount of time off and exclude health insurance even though it is paid for by employers.

^{3/} Exclusive of employment in the railroad industry.

Table 1.--ESTABLISHMENTS AND WORKERS IN MAJOR INDUSTRY DIVISIONS IN DENVER, COLORADO AND NUMBER STUDIED BY THE BUREAU OF LABOR STATISTICS, NOVEMBER 1949

Item	Number of establishments			Employment			
	Estimated total in all industries <u>1/</u>	Estimated total within scope of study <u>2/</u>	Studied	Estimated total in all industries <u>1/</u>	Estimated total within scope of study <u>2/</u>	In establishments studied	
						Total	Office
<u>Industry Division</u>							
All divisions	1,718	820	274	93,600	82,000	46,870	12,630
Manufacturing	298	230	73	26,600	25,700	13,000	2,630
Nonmanufacturing	1,420	590	201	67,000	56,300	33,870	10,000
Wholesale trade	383	162	26	12,500	9,600	2,260	900
Retail trade	443	166	62	20,000	16,400	10,040	1,400
Finance, insurance, and real estate	182	79	33	5,300	4,000	2,350	2,140
Transportation (excluding railroads), communication, and other public utilities	82	56	22	13,900	13,600	10,280	3,610
Railroads	9	9	5	5,700	5,700	4,440	1,270
Services <u>3/</u>	321	118	53	9,600	7,000	4,500	680
<u>Size of Establishment</u>							
All size groups	1,718	820	274	93,600	82,000	46,870	12,630
1,001 and over	9	9	9	16,400	16,400	16,400	5,000
501 - 1,000	13	13	10	10,400	10,400	7,590	1,690
251 - 500	24	24	14	9,000	9,000	5,470	890
101 - 250	107	107	56	18,000	18,000	9,010	2,660
51 - 100	170	170	71	12,500	12,500	5,000	1,290
21 - 50	477	477	109	15,400	15,400	3,330	1,090
8 - 20	918	(<u>2/</u>)	(<u>2/</u>)	11,900	(<u>2/</u>)	(<u>2/</u>)	(<u>2/</u>)

1/ Includes establishments with 8 or more workers in the Denver Metropolitan Area (Adams, Arapahoe, Denver, and Jefferson Counties).

2/ Office, maintenance, custodial, warehousing, and trucking jobs reported in tables 2, 3 and 12 were surveyed in establishments with more than 20 workers; exceptions made in industries in which characteristic jobs were surveyed are noted in footnotes to tables 4 through 11.

3/ Personal services; business services; automobile repair services; such professional services as engineering, architectural, accounting, auditing, and bookkeeping firms; motion pictures; and nonprofit membership organizations.

OCCUPATIONAL RATE STRUCTURE

In general, wage and salary rates advanced during 1949. The number of workers obtaining wage increases through collective bargaining was smaller than in previous postwar years, and increases, where obtained, were below the amounts received in earlier years. Changes in supplementary wage practices were also negotiated during the year although probably not to the same extent as earlier. On the other hand, many contracts were renegotiated with no changes whatever. Rate adjustments of more than 10 cents an hour occurred chiefly in the railroads, printing industries, and the building trades. Emphasis on pensions, health and welfare plans, and other non-wage benefits was not notable in Denver bargaining until late in the year after settlements had been concluded in several large mass production industries in the East. Probably the two most notable wage developments during the year, from a Denver standpoint, were those covering the Nation's railroad and Federal Government employees. In Denver, several thousand non-operating railroad workers received a moderate wage increase and a reduced work-week, and an even larger number of United States Government employees, including members of the armed forces, were granted salary increases by vote of the Congress. ^{4/}

In the discussion of wages which follows, four main occupational groupings are distinguished:

- (1) Office clerical occupations
- (2) Maintenance occupations
- (3) Custodial, warehousing, and trucking occupations
- (4) Characteristic industry occupations

The first three groups were studied on a cross-industry basis. These occupations are typically found in all or a number of industries. In the main, the characteristic industry occupations are peculiar to a specific industry.

Information for the railroad industry is presented separately in this report and has not been combined with the data in any of the other tables. This has been done in recognition of the fact that wages in the railroad industry bear strong imprints of interstate considerations that have evolved over a long period of time. Some of these general considerations are: Nation-wide uniformity in rates of pay for certain key occupations; uniform Nation-wide minimum rates that affect the entire range of occupational rates; and special modes of wage payment and related practices.

Office clerical occupations

Women general stenographers averaged \$42.00 a week in November 1949. Among the 26 jobs studied, average weekly salaries for women ranged from \$31.50 (routine file clerks) to \$65.00 (accountants). Among the general clerk categories, the average for the junior stage was \$34.50; the intermediate, \$40.00; and the senior, \$53.00. Secretaries were receiving \$49.00, on the average, and clerk-typists, \$37.00. Differences in salaries paid for like jobs were slight between manufacturing and nonmanufacturing industries, with some advantage held by women in manufacturing establishments (table 2). Within the nonmanufacturing group of in-

^{4/} Non-operating employees of railroads went on a 5-day 40-hour week on September 1, 1949, with maintenance of their 48-hour pay; in addition, wage rates were increased by 7 cents an hour, retroactive to October 1, 1948. Most salaried Federal employees in Denver, including the military, received an upward adjustment during October-December 1949. Wage board employees of the Army and Air Force, whose hourly rates are determined on the basis of local wage levels, received an increase in December 1948 but did not participate in the 1949 adjustments.

dustries, however, variations were wide: workers in the transportation (excluding railroads), communication, and other public utilities group of industries were paid from \$5.00 to \$10.00 a week more than their counterparts in retail trade, finance, insurance, and real estate, and services.

Average salaries of men ranged from \$30.50 for office boys to \$85.50 for senior accountants. General clerks at the junior level were receiving \$43.00, intermediate, \$48.00, and senior, \$63.00. Accounting clerks were at an average weekly scale of \$56.00 and order clerks averaged \$51.50. A comparison of salaries paid men and women in the same jobs shows a wage advantage of \$7.00 or more for men in most of the jobs in which both sexes were employed. Differences in average salaries for men and women in particular occupations generally do not reflect differences in rates within the same establishment.

Maintenance occupations

Electricians, carpenters, and machinists employed in maintenance work averaged \$1.60, \$1.56, and \$1.55 an hour, respectively. Mechanics, outnumbered only by machinists among the specialized maintenance crafts, were paid \$1.52 on an all-industry basis. The general average for helpers employed to assist these journeymen was \$1.25 an hour. General utility maintenance men, found principally in smaller establishments where specialization in maintenance work is impractical, were paid \$1.42 on an all-industry basis; averages were \$1.41 in manufacturing and \$1.43 in nonmanufacturing. In each of these maintenance trades, rates paid in nonmanufacturing industries were higher than those in manufacturing (table 3).

Custodial, warehousing, and trucking occupations

Men janitors, porters, and cleaners on an all-industry basis averaged 89 cents an hour (table 3). Variations in rate of pay for this work category were wide-spread with some individuals receiving less than 65 cents an hour and others earning as much as \$1.25. In part, explanation of this dispersion lay in differences among the industry groups; the average rate in the service group was 78 cents as against a \$1.00 average in the transportation (excluding railroads), communication, and other public utilities group. Women employed in the job averaged 10 cents an hour less than men, on an all-industry basis.

Stock handlers and hand truckers employed in the city's factories, warehouses, and stores (representing almost 1,800 workers) averaged \$1.15 an hour. Order fillers, another large group, averaged a cent less, or \$1.14 an hour. Fork-lift operators received \$1.20.

Drivers handling light pick-up and local delivery trucks were earning \$1.13 an hour in November 1949, on the average. Drivers of medium-size trucks (1 1/2 to 4 tons) averaged 5 cents more; operators of heavy, trailer-type trucks were at an average of \$1.48. Many individual truckers driving heavy-duty equipment were at hourly rates upward of \$1.70. Among the lighter truck operations, rates for drivers in manufacturing industries were higher than in nonmanufacturing.

Characteristic industry occupations

In Denver's metalworking industries, production machinists averaged \$1.51 an hour (table 4). Tool and die makers, the highest paid among the 17 occupations studied, averaged \$1.62 and Class C drill-press operators, the lowest paid, averaged \$1.06. Class A hand welders, the largest occupational group, were at an hourly average of \$1.56, as were Class A assemblers. Class B assemblers averaged \$1.26. Among foundry classifications, hand coremakers were paid \$1.60 and floor molders \$1.57, on the average.

Rates in plants manufacturing machinery (except electrical machinery), an important segment of the metalworking industries in Denver, were generally higher than scales in metalworking considered as a whole. Although average earnings of production machinists in machinery establishments were at the same figure, \$1.51, as in all metalworking, Class A hand welders were at \$1.72 in machinery (16 cents over the metalworking average), Class A assemblers were at \$1.63 (7 cents over metalworking), and Class B assemblers were at \$1.31 (5 cents over metalworking). On the other hand, independent ferrous foundry rates apart from all foundry operations in the city--independent and captive, ferrous and nonferrous--were 3 to 6 cents under the over-all industry scales for the four jobs studied.

Wage adjustments increasing rates from 4 to 12 cents an hour are indicated by a comparison of November 1949 machinery scales with data collected by the Bureau in a study a year earlier. Production machinists, averaging \$1.51 at the close of 1949, were at a 6-cent higher level than they were in November 1948. A comparison of rates for ferrous foundry workers over the 1-year span shows little change for all four classifications studied--hand coremakers, floor molders, chippers and grinders, and shake-out men.

A percentage of sales, or a commission, was typically paid to sales clerks in Denver department and clothing stores. This arrangement resulted in average earnings of \$75.00 weekly for men selling men's clothing and \$54.50 for men in men's furnishing departments (table 5). Women averaged \$49.00 selling women's coats and suits, \$44.50 in women's dresses and \$40.50 in women's accessories. In non-selling jobs, men bulk packers received \$39.50 a week, on the average, and women tailors who performed alterations on women's garments averaged \$36.00.

Restaurants and cafeterias in Denver provide employment to several thousand workers. More than 1,000 waitresses, for example, were employed among establishments with more than 20 workers in November 1949. This occupational group averaged 51 cents an hour, exclusive of their gratuities and the value of free meals (table 6). All-around cooks (men) averaged \$1.07. Average hourly pay for men in related jobs were: 87 cents for short-order cooks; 78 cents for counter attendants; and 56 cents for bus boys. Rates for the highest-paid workers exceeded the lowest rates in the same jobs by 40 or more cents an hour.

Men bank tellers were paid average weekly salaries of \$55.00 in commercial paying, or paying and receiving departments; \$47.00 in savings departments. Differences in salaries among individual tellers were extreme, running as high as \$30.00 weekly in some cases (table 7). These variations, not uncommon in banks, were partly due to differences in length of service among the tellers; thus, tellers in commercial paying, or paying and receiving departments with less than 5-years' service averaged \$51.00; with 5 years or more service, \$59.50. Women tellers in commercial paying, or paying and receiving departments, averaged \$38.50 weekly; women in savings departments averaged \$41.00.

Licensed stationary engineers in Denver's downtown office buildings averaged \$1.26 an hour in June 1949. Men and women cleaners were paid at about the same rate; men averaging 74 cents, women 75 cents. Women operating passenger elevators were paid an average of 76 cents an hour (table 8).

Women operating flatwork finish machines in laundries averaged 59 cents in November 1949. Women on machine shirt-pressing operations averaged 65 cents. Men extractor operators and washer operators averaged 81 cents and \$1.00, respectively (table 9). Comparisons of data with those in a Bureau survey conducted 17 months earlier (July 1948) indicate increases in average hourly earnings over the period amounting to 2 to 5 cents an hour. Bundle wrappers, for example, averaged 65 cents in November 1949 as compared with 60 cents in July 1948.

Chambermaids in Denver hotels were paid an average of 53 cents at the time of the study. Women elevator operators in hotels averaged 59 cents as a group, or 17 cents below the average rate recorded for women operators employed in office buildings. Men room clerks, the highest-paid group studied in hotels, averaged 91 cents an hour with rates exceeding \$1.20 paid to a few individuals (table 11).

Automotive mechanics (class A) working in Denver auto repair shops and repair departments of dealer establishments averaged \$1.68 an hour. In other jobs concerned with the care and upkeep of automobiles, body repairmen averaged \$1.59, greasers, \$1.05, and washers, 92 cents (table 11). A Bureau survey conducted 17 months earlier (July 1948) showed levels for these jobs 7 to 18 cents an hour more than in the current study. Since earnings in the repair jobs in this industry are predominantly based on incentive methods of pay, the lower earnings in November 1949 probably reflect a lower volume of business in Denver's auto repair shops in the winter months.

Railroad occupations

Rates of pay in selected office jobs, shop and warehouse jobs, and for track maintenance labor in the railroad industry in Denver are presented in table 12. Average weekly pay in railroad offices ranged from \$46.50 for office boys to \$66.00 paid to men pay-roll clerks and accounting clerks. Women general stenographers averaged \$59.00 for a 40-hour week.

Straight-time average hourly rates among 5 skilled maintenance trades ranged from \$1.72 for painters to \$1.75 for blacksmiths. Helpers to workers in the maintenance crafts were paid \$1.44 an hour on the average. Fork-lift operators and stock handlers received \$1.39 an hour and track laborers, \$1.24. Men and women employed as janitors (or porters and cleaners) averaged \$1.23 and \$1.22, respectively. In contrast to the dispersion of rates in individual jobs noted in most of the industries studied, railroad workers were closely grouped about the average for the occupation.

Union wage scales

Recent surveys of union wage scales conducted by the Bureau provide a measure of wage levels for building trades workers, employees of bakeries, printing craftsmen, and local transit operating employees in Denver.

As of January 1950, the basic hourly wage scale among 7 major trades of union workers in the construction industry ranged from \$1.40 for building laborers to \$3.00 for bricklayers. Minimum scales for plasterers were \$2.50, electricians \$2.41, plumbers \$2.40, carpenters \$2.10, and painters \$2.05. These rates reflect increases over early 1949 scales of from 12 1/2 cents to 75 cents an hour among 5 classifications. No rate raises were received by carpenters and building laborers during 1949.

Union agreements with Denver bakeries (hand shops and machine shops) provided for minimum hourly scales of \$1.40 for dough mixers and ovenmen and \$1.35 for bench hands in July 1949. These scales were identical with rates in effect a year earlier, the date of a previous survey.

Hand compositors in book and job printing establishments had a basic union scale of \$2.144 an hour on October 1, 1949; 39.4 cents more than the rate in effect in January 1948. Machine operators worked at the same rate and had experienced the same increase. In newspaper publishing, hand compositors and machine operators received \$2.455 for day work and \$2.577 for night work, according to the union agreement. These scales were up 24.8 cents and 26.8 cents, respectively, over January 1948 rates.

Operators of busses and trolley coaches and streetcar motormen and conductors had a minimum scale of \$1.27 for the first 3 months of service, \$1.28 for the next 9 months, and \$1.29 after 1 year of service. Two more 1-cent steps brought the basic rate to \$1.31 after 2 years of service. These scales, as of October 1, 1949, represent an advance of 5 cents an hour over rates which prevailed in October 1948.

SUPPLEMENTARY WAGE PRACTICES

Extra shift operation, representing about 10 percent of total factory workers, is in practice among larger Denver manufacturing plants. Payment of differentials over first-shift rates was typical for both second- and third-shift workers. The amount of the differential varied, however, among industries and the plants studied, ranging from under 5 to over 10 cents an hour additional for both second and third shifts (table 14). In the machinery industries, where shift operation was most prevalent, all second-shift workers were being paid more than a 5-cent-per-hour premium and third-shift workers were receiving over 10 cents per hour additional.

The 40-hour week was most common for office workers in all industries, but not general for non-office workers except in manufacturing and transportation, communication, and other public utilities (table 15). Among office workers, 1 in every 8 worked a shorter week than 40 hours in finance, insurance, and real estate. On the other hand, all but a little over 10 percent of plant workers in the service industries were on a weekly schedule of more than 40 hours; most, more than 44 hours. In retail trade, half of the salespeople were on a scheduled workweek of 44 hours or more.

Provisions for paid holidays were in effect for nearly all office workers and for about three-fourths of the plant workers (table 16). The most typical arrangement was for observance of 6 holidays throughout the year except in the finance, insurance, and real estate group in which 9 to 11 days was the general practice.

Almost all Denver establishments allowed paid vacations to both office and plant workers after one year of service (table 17). For office workers a 2-week vacation was most typical, particularly in finance, insurance, and real estate, manufacturing, and services. Most plant workers in all industries qualified for only a 1-week vacation at the completion of 1 year of service. A 2-week vacation was the general practice for plant workers in all industries except manufacturing at the completion of the fifth service year.

About a third of the office workers and an eighth of the plant workers were employed in establishments having formal provisions for paid sick leave (table 18). Allowances ranged from 5 days to more than 12 days a year for both office and non-office employees having at least one year of service with the company. In some firms, principally in transportation, communication, and other public utilities, more liberal provisions were granted after longer periods of service. In the main, however, advanced years of service of employees were not recognized by extensions of sick leave allowances.

Nonproduction bonuses supplemented annual earnings in establishments employing about 1 of every 2 office workers and 2 of every 5 plant workers (table 19). Typically, they consisted of Christmas or year-end payments, although various types of profit-sharing plans were prevalent in manufacturing. More than half of all workers, office and non-office, in wholesale trade were employed in establishments which granted Christmas or year-end bonuses.

Insurance or pension plans, to which employers contributed part or all of the cost, covered almost three-quarters of the office workers and a slightly smaller proportion of plant workers (table 20). Life insurance plans were the most commonly accepted security measures for both plant and office employees in all industries, but programs for retirement pensions were in effect for a substantial number of workers in the transportation, communication, and other public utilities group.

Table 2.--OFFICE OCCUPATIONS

(Average earnings ^{1/} and weekly scheduled hours
for selected occupations by industry division)

Sex, occupation, and industry division ^{2/}	Number of workers	Average			Number of employees receiving straight-time earnings of -																					
		Weekly scheduled hours	Hourly earnings	Weekly earnings	Under \$ 25.00	\$ 25.00 and under 27.50	\$ 30.00	\$ 32.50	\$ 35.00	\$ 37.50	\$ 40.00	\$ 42.50	\$ 45.00	\$ 47.50	\$ 50.00	\$ 52.50	\$ 55.00	\$ 57.50	\$ 60.00	\$ 62.50	\$ 65.00	\$ 67.50	\$ 70.00	\$ 72.50	\$ 75.00 and over	
Men																										
Accountants, senior	72	41.5	\$2.06	\$85.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	7	5	1	.6	4	48
Manufacturing	20	41.0	2.16	88.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-	2	-	13	
Nonmanufacturing ^{3/}	52	41.5	2.02	84.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	7	-	1	4	4	35
Wholesale trade	24	40.5	2.15	87.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	-	4	-	13	
Transportation (excluding railroads), communication, and other public utilities	13	42.0	1.89	79.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	4	8	
Accountants	273	40.5	1.61	66.00	-	-	-	-	-	-	-	13	13	12	20	6	6	16	22	27	20	28	12	32	46	
Manufacturing	32	41.0	1.71	70.00	-	-	-	-	-	-	-	-	-	2	-	2	-	2	4	2	-	8	-	6	6	
Nonmanufacturing ^{3/}	241	40.5	1.60	65.00	-	-	-	-	-	-	-	13	13	10	20	4	6	14	18	25	20	20	12	26	40	
Retail trade	38	42.0	1.88	79.00	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	8	-	1	8	17	
Finance, insurance, and real estate	15	39.5	1.61	63.50	-	-	-	-	-	-	-	-	1	1	-	-	-	3	-	2	1	4	2	1	-	
Billers, machine (billing machine) ^{3/}	50	44.0	.94	41.50	-	-	-	-	6	20	20	-	-	-	-	2	-	2	-	-	-	-	-	-	-	
Nonmanufacturing	48	44.0	.92	40.50	-	-	-	-	6	20	20	-	-	-	-	2	-	-	-	-	-	-	-	-	-	
Transportation (excluding railroads), communication, and other public utilities	48	44.0	.92	40.50	-	-	-	-	6	20	20	-	-	-	-	2	-	-	-	-	-	-	-	-	-	
Bookkeepers, hand	138	42.0	1.38	58.00	-	-	-	1	-	-	-	4	12	9	14	5	27	12	26	6	2	5	4	-	11	
Manufacturing	42	42.5	1.39	59.00	-	-	-	-	-	-	-	-	5	3	5	-	11	-	10	2	-	-	4	-	2	
Nonmanufacturing ^{3/}	96	42.0	1.37	57.50	-	-	-	1	-	-	-	4	7	6	9	5	16	12	16	4	2	5	-	-	9	
Wholesale trade	44	41.5	1.43	59.50	-	-	-	-	-	-	-	-	-	-	7	-	12	7	12	-	-	-	-	-	6	
Retail trade	14	41.0	1.41	58.00	-	-	-	-	-	-	-	4	-	-	4	-	1	-	4	-	1	2	-	-	1	
Finance, insurance, and real estate	18	40.5	1.32	53.50	-	-	-	-	-	-	4	1	2	2	-	-	-	4	-	4	-	1	-	-	-	
Services	15	44.5	1.24	55.00	-	-	-	1	-	-	-	-	2	4	-	-	4	-	-	-	-	2	-	-	2	
Bookkeeping-machine operators, class A	22	41.0	1.44	59.00	-	-	-	-	-	-	2	-	-	1	-	-	4	-	6	2	7	-	-	-	-	
Nonmanufacturing	22	41.0	1.44	59.00	-	-	-	-	-	-	2	-	-	1	-	-	4	-	6	2	7	-	-	-	-	
Bookkeeping-machine operators, class B	23	42.5	1.09	46.50	-	-	-	-	1	-	3	2	-	13	4	-	-	-	-	-	-	-	-	-	-	
Manufacturing	13	43.0	1.10	47.50	-	-	-	-	-	-	2	-	-	9	2	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	10	41.5	1.10	45.50	-	-	-	-	1	-	3	-	-	4	2	-	-	-	-	-	-	-	-	-	-	
Clerks, accounting	471	40.5	1.38	56.00	-	-	-	9	5	3	19	26	34	17	54	31	26	40	66	76	30	23	12	-	-	
Manufacturing	123	40.5	1.43	58.00	-	-	-	-	-	-	2	2	9	2	16	6	12	10	23	23	12	2	4	-	-	
Nonmanufacturing ^{3/}	348	40.5	1.36	55.50	-	-	-	9	5	3	17	24	25	15	38	25	14	30	43	53	18	21	8	-	-	
Wholesale trade	112	41.0	1.28	52.50	-	-	-	-	-	-	13	12	11	6	18	10	6	12	6	12	-	-	6	-	-	
Retail trade	38	40.5	1.22	49.50	-	-	-	-	-	-	6	8	4	4	13	4	1	1	1	-	-	-	-	-	-	
Finance, insurance, and real estate	26	38.5	1.07	42.00	-	-	-	9	5	1	1	1	3	1	3	-	-	-	1	-	1	-	-	-	-	
Transportation (excluding railroads), communication, and other public utilities	153	40.5	1.49	61.00	-	-	-	-	-	1	2	5	3	4	3	11	7	13	36	32	16	20	-	-	-	

See footnotes at end of table.

Occupational Wage Survey, Denver, Colorado, November 1949
U. S. Department of Labor
Bureau of Labor Statistics

Table 2.—OFFICE OCCUPATIONS - Continued

(Average earnings ^{1/} and weekly scheduled hours for selected occupations by industry division)

Sex, occupation, and industry division ^{2/}	Number of workers	Average			Number of employees receiving straight-time earnings of -																						
		Weekly scheduled hours	Hourly earnings	Weekly earnings	Under \$25.00	\$25.00 and under	\$27.50	\$30.00	\$32.50	\$35.00	\$37.50	\$40.00	\$42.50	\$45.00	\$47.50	\$50.00	\$52.50	\$55.00	\$57.50	\$60.00	\$62.50	\$65.00	\$67.50	\$70.00	\$72.50	\$75.00 and over	
Men - Continued																											
Clerks, general, senior	137	39.5	\$1.59	\$63.00	-	-	-	-	-	-	2	-	-	5	6	4	2	14	27	15	20	9	5	4	5	19	
Nonmanufacturing ^{3/}	137	39.5	1.59	63.00	-	-	-	-	-	-	2	-	-	5	6	4	2	14	27	15	20	9	5	4	5	19	
Wholesale trade	79	39.5	1.65	65.00	-	-	-	-	-	-	-	-	-	2	-	-	-	14	7	14	15	-	4	4	4	15	
Finance, insurance, and real estate	49	38.5	1.48	57.00	-	-	-	-	-	-	2	-	-	5	4	4	2	-	19	-	5	7	1	-	-	-	
Clerks, general, intermediate ^{3/}	116	42.0	1.14	48.00	-	-	-	1	3	6	12	17	2	8	1	34	10	4	12	4	2	-	-	-	-	-	
Nonmanufacturing ^{3/}	108	42.0	1.17	49.00	-	-	-	1	-	1	12	17	2	8	1	34	10	4	12	4	2	-	-	-	-	-	
Wholesale trade	46	43.0	1.20	51.50	-	-	-	-	-	-	-	-	2	-	-	28	8	4	4	-	-	-	-	-	-	-	
Transportation (excluding railroads), communication, and other public utilities	37	42.0	1.18	49.50	-	-	-	-	-	1	8	1	-	8	1	6	2	-	4	4	2	-	-	-	-	-	
Clerks, general, junior	102	41.0	1.05	43.00	-	-	1	11	17	-	15	8	10	9	-	15	9	-	7	-	-	-	-	-	-	-	
Nonmanufacturing ^{3/}	102	41.0	1.05	43.00	-	-	1	11	17	-	15	8	10	9	-	15	9	-	7	-	-	-	-	-	-	-	
Wholesale trade	64	41.5	1.12	46.50	-	-	-	-	12	-	4	4	8	7	-	15	7	-	7	-	-	-	-	-	-	-	
Retail trade	10	40.0	.91	36.50	-	-	-	3	-	-	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation (excluding railroads), communication, and other public utilities	14	41.0	1.01	41.00	-	-	1	1	1	-	5	-	2	2	-	-	2	-	-	-	-	-	-	-	-	-	
Clerks, order	149	42.0	1.21	51.50	-	-	-	-	-	11	10	6	13	13	20	6	12	8	14	16	4	8	4	4	4	-	
Manufacturing	48	40.5	1.21	49.00	-	-	-	-	-	4	8	6	2	-	4	2	2	4	10	2	-	4	4	4	4	-	
Nonmanufacturing ^{3/}	101	43.0	1.21	52.50	-	-	-	-	-	7	2	-	11	13	16	4	10	4	4	14	4	4	4	4	4	-	
Wholesale trade	89	43.5	1.22	53.00	-	-	-	-	-	7	-	-	7	11	16	4	10	4	-	14	4	4	4	4	4	-	
Clerks, pay roll	70	42.5	1.25	53.00	-	-	-	-	-	-	9	8	2	2	4	-	28	9	8	-	-	-	-	-	-	-	
Manufacturing	24	40.5	1.21	49.00	-	-	-	-	-	-	5	8	-	-	2	-	4	3	2	-	-	-	-	-	-	-	
Nonmanufacturing ^{3/}	46	43.5	1.27	55.00	-	-	-	-	-	-	4	-	2	2	2	-	24	6	6	-	-	-	-	-	-	-	
Wholesale trade	12	42.0	1.24	52.00	-	-	-	-	-	-	4	-	-	2	-	-	-	-	6	-	-	-	-	-	-	-	
Transportation (excluding railroads), communication, and other public utilities	27	43.5	1.30	57.00	-	-	-	-	-	-	-	-	-	-	2	-	23	2	-	-	-	-	-	-	-	-	
Clerk-typists	18	40.5	1.02	41.50	-	-	1	-	3	2	-	7	-	-	-	2	3	-	-	-	-	-	-	-	-	-	
Office boys	161	40.5	.76	30.50	4	7	67	53	19	2	5	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	72	40.0	.75	30.00	2	-	37	24	2	-	3	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing ^{3/}	89	40.5	.76	30.50	2	7	30	29	17	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Wholesale trade	27	42.0	.71	30.00	-	-	8	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Finance, insurance, and real estate	40	40.0	.76	30.50	2	4	14	9	10	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation (excluding railroads), communication, and other public utilities	13	37.5	.82	31.00	-	2	8	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

Table 2.—OFFICE OCCUPATIONS - Continued

(Average earnings ^{1/} and weekly scheduled hours
for selected occupations by industry division)

Sex, occupation, and industry division ^{2/}	Number of workers	Average		Number of employees receiving straight-time earnings of -																							
		Weekly scheduled hours	Hourly earnings	Weekly earnings	Under \$25.00	\$25.00 and under 27.50	\$27.50 30.00	\$30.00 32.50	\$32.50 35.00	\$35.00 37.50	\$37.50 40.00	\$40.00 42.50	\$42.50 45.00	\$45.00 47.50	\$47.50 50.00	\$50.00 52.50	\$52.50 55.00	\$55.00 57.50	\$57.50 60.00	\$60.00 62.50	\$62.50 65.00	\$65.00 67.50	\$67.50 70.00	\$70.00 72.50	\$72.50 75.00	\$75.00 and over	
Women																											
Accountants ^{3/}	15	45.0	\$1.44	\$65.00	-	-	-	-	-	-	-	-	-	-	-	2	-	3	2	-	-	4	-	-	-	-	4
Nonmanufacturing	13	46.0	1.45	66.50	-	-	-	-	-	-	-	-	-	-	-	2	-	1	2	-	-	4	-	-	-	-	4
Billers, machine (billing machine).....	192	41.5	.98	40.50	7	2	10	4	21	31	18	16	22	22	20	13	-	2	-	4	-	-	-	-	-	-	-
Manufacturing	29	41.0	.93	38.00	-	-	2	-	8	4	10	1	2	-	-	-	-	2	-	-	-	-	-	-	-	-	-
Nonmanufacturing ^{3/}	163	41.5	.99	41.00	7	2	8	4	13	27	8	15	20	22	20	13	-	-	-	4	-	-	-	-	-	-	-
Wholesale trade	76	41.5	.93	38.50	7	2	8	4	6	18	-	-	4	-	20	7	-	-	-	-	-	-	-	-	-	-	-
Retail trade	23	41.5	.98	40.50	-	-	-	-	1	3	8	5	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Transportation (excluding railroads), communication, and other public utilities	28	44.5	1.00	44.50	-	-	-	-	2	6	-	2	4	10	-	-	-	-	-	4	-	-	-	-	-	-	-
Services	18	41.0	1.07	44.00	-	-	-	-	4	-	-	2	4	4	4	-	-	-	-	-	-	-	-	-	-	-	-
Billers, machine (bookkeeping machine).....	71	41.0	.95	39.00	-	-	-	7	-	13	18	21	6	6	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing ^{3/}	71	41.0	.95	39.00	-	-	-	7	-	13	18	21	6	6	-	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade	26	42.5	.86	36.50	-	-	-	7	-	2	9	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade	15	40.5	.91	37.00	-	-	-	-	-	11	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bookkeepers, hand	175	42.0	1.21	51.00	-	-	-	1	2	1	2	30	12	15	5	34	15	15	23	4	8	2	2	-	-	-	4
Manufacturing	32	42.5	1.31	55.50	-	-	-	-	-	-	-	6	-	-	5	3	2	10	2	-	-	-	-	-	-	-	4
Nonmanufacturing ^{3/}	143	42.0	1.19	50.00	-	-	-	1	2	1	2	24	12	15	5	29	12	13	13	2	8	2	2	-	-	-	-
Wholesale trade	32	40.5	1.30	52.50	-	-	-	-	-	-	7	-	-	-	7	7	11	11	11	-	-	-	-	-	-	-	-
Retail trade	52	43.5	1.08	47.00	-	-	-	1	1	-	8	7	11	3	6	9	6	6	6	-	-	-	-	-	-	-	-
Finance, insurance, and real estate	19	40.5	1.25	50.50	-	-	-	-	-	-	2	4	4	2	-	1	-	2	-	4	-	-	-	-	-	-	-
Services	34	42.5	1.24	52.50	-	-	-	1	1	-	2	1	1	-	16	2	-	-	2	4	2	2	-	-	-	-	-
Bookkeeping-machine operators, class A ^{3/}	23	39.5	1.23	49.00	-	-	-	-	2	-	-	6	-	-	6	2	6	5	2	-	-	-	-	-	-	-	-
Nonmanufacturing	16	39.5	1.13	44.50	-	-	-	-	2	-	-	6	-	-	6	2	-	-	-	-	-	-	-	-	-	-	-
Bookkeeping-machine operators, class B	401	41.0	.96	39.50	-	-	11	23	30	83	61	99	41	22	11	10	4	2	-	-	-	4	-	-	-	-	-
Manufacturing	65	41.5	.99	41.00	-	-	-	4	10	12	5	9	4	5	6	10	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	336	41.0	.96	39.50	-	-	11	19	20	71	56	90	37	17	5	-	4	2	-	-	-	4	-	-	-	-	-
Wholesale trade	145	41.0	.96	39.50	-	-	7	-	8	25	19	56	19	11	-	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade	46	42.0	.96	40.50	-	-	-	2	-	12	6	15	1	6	-	4	-	-	-	-	-	-	-	-	-	-	-
Finance, insurance, and real estate	115	40.0	.93	37.00	-	-	4	17	12	28	28	15	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transportation (excluding railroads), communication, and other public utilities	16	43.0	1.16	50.00	-	-	-	-	-	-	1	4	3	-	4	-	-	-	-	-	-	4	-	-	-	-	-
Services	14	43.5	.95	41.50	-	-	-	-	-	6	2	-	4	-	-	-	2	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 2.--OFFICE OCCUPATIONS - Continued

(Average earnings ^{1/} and weekly scheduled hours for selected occupations by industry division)

Sex, occupation, and industry division ^{2/}	Number of workers	Average		Number of employees receiving straight-time earnings of -																								
		Weekly scheduled hours	Hourly earnings	Weekly earnings	Under \$ 25.00	\$ 25.00 and under 27.50	\$ 27.50 30.00	\$ 30.00 32.50	\$ 32.50 35.00	\$ 35.00 37.50	\$ 37.50 40.00	\$ 40.00 42.50	\$ 42.50 45.00	\$ 45.00 47.50	\$ 47.50 50.00	\$ 50.00 52.50	\$ 52.50 55.00	\$ 55.00 57.50	\$ 57.50 60.00	\$ 60.00 62.50	\$ 62.50 65.00	\$ 65.00 67.50	\$ 67.50 70.00	\$ 70.00 72.50	\$ 72.50 75.00	\$ 75.00 and over		
Women - Continued																												
Calculating-machine operators (Comptometer type)	428	40.5	\$0.98	\$39.50	-	-	4	25	53	96	48	97	44	20	25	9	1	-	6	-	-	-	-	-	-	-	-	-
Manufacturing	76	41.0	.98	40.00	-	-	2	-	4	16	7	30	4	7	4	2	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing ^{3/}	352	40.0	.98	39.50	-	-	2	25	49	80	41	67	40	13	21	7	1	-	6	-	-	-	-	-	-	-	-	
Wholesale trade	165	40.5	.98	39.50	-	-	-	12	22	36	15	36	24	8	4	-	-	-	4	-	-	-	-	-	-	-	-	
Retail trade	103	40.5	.95	38.50	-	-	-	9	13	27	17	24	5	3	-	3	-	-	2	-	-	-	-	-	-	-	-	
Finance, insurance, and real estate	39	40.0	.89	35.50	-	-	2	4	14	9	7	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation (excluding railroads), communication, and other public utilities	32	40.0	1.17	47.00	-	-	-	-	-	2	-	-	10	2	17	-	1	-	-	-	-	-	-	-	-	-	-	
Calculating-machine operators (other than Comptometer type) ^{3/}	31	42.0	1.10	46.00	-	-	-	-	-	4	4	8	-	1	4	3	-	-	7	-	-	-	-	-	-	-	-	
Nonmanufacturing	13	41.0	1.25	51.50	-	-	-	-	-	-	-	4	-	1	-	1	-	-	7	-	-	-	-	-	-	-	-	
Clerks, accounting	672	40.5	.98	39.50	-	-	25	56	80	94	97	123	70	54	21	26	5	5	12	2	-	1	1	-	-	-	-	
Manufacturing	111	41.0	.99	40.50	-	-	5	6	8	10	14	30	11	8	6	8	5	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	561	40.5	.98	39.50	-	-	20	50	72	84	83	93	59	46	15	18	5	5	12	2	-	1	1	-	-	-	-	
Wholesale trade	56	40.0	1.04	41.50	-	-	-	-	-	13	6	17	10	10	-	-	-	-	-	-	-	-	-	-	-	-	-	
Retail trade	211	41.5	.94	39.00	-	-	8	9	21	35	55	41	13	17	8	-	-	-	4	-	-	-	-	-	-	-	-	
Finance, insurance, and real estate	138	37.5	.90	35.50	-	-	12	35	35	22	6	10	6	4	4	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation (excluding railroads), communication, and other public utilities	80	40.0	1.17	47.00	-	-	-	-	7	-	3	15	19	9	3	10	-	5	7	-	1	1	-	-	-	-		
Services	76	42.5	.94	40.00	-	-	-	6	9	14	13	10	11	6	-	4	-	-	1	2	-	-	-	-	-	-		
Clerks, file, class A ^{3/}	82	40.5	.90	36.50	-	-	8	12	14	14	8	16	4	3	3	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing ^{3/}	69	40.5	.89	36.00	-	-	8	12	12	11	5	15	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Wholesale trade	14	41.5	.96	40.00	-	-	-	-	-	4	-	6	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Finance, insurance, and real estate	32	40.0	.84	33.50	-	-	4	12	7	7	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Clerks, file, class B	308	40.5	.77	31.50	13	40	78	67	45	18	29	10	1	7	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	44	41.0	.83	34.00	-	6	-	2	22	5	5	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	264	40.5	.76	31.00	13	34	78	65	23	13	24	6	1	7	-	-	-	-	-	-	-	-	-	-	-	-	-	
Wholesale trade	109	41.5	.76	31.50	10	8	18	40	7	-	18	4	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
Retail trade	34	40.5	.77	31.00	-	2	16	6	3	4	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Finance, insurance, and real estate	55	39.0	.72	28.00	3	15	31	5	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation (excluding railroads), communication, and other public utilities	25	41.0	.90	37.00	-	-	-	3	5	8	3	2	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
Services	41	40.5	.75	30.50	-	9	13	11	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

Table 2.—OFFICE OCCUPATIONS - Continued
 (Average earnings 1/ and weekly scheduled hours
 for selected occupations by industry division)

Sex, occupation, and industry division <u>2</u> /	Number of workers	Average			Number of employees receiving straight-time earnings of -																						
		Weekly sched-uled hours	Hourly earn-ings	Weekly earn-ings	Under \$ 25.00	\$ 25.00 and under 27.50	\$ 27.50 30.00	\$ 30.00 32.50	\$ 32.50 35.00	\$ 35.00 37.50	\$ 37.50 40.00	\$ 40.00 42.50	\$ 42.50 45.00	\$ 45.00 47.50	\$ 47.50 50.00	\$ 50.00 52.50	\$ 52.50 55.00	\$ 55.00 57.50	\$ 57.50 60.00	\$ 60.00 62.50	\$ 62.50 65.00	\$ 65.00 67.50	\$ 67.50 70.00	\$ 70.00 72.50	\$ 72.50 75.00	\$ 75.00 and over	
Women - Continued																											
Clerks, general, senior <u>3</u> /	91	38.0	\$1.39	\$53.00	-	-	-	-	-	2	5	7	9	4	15	16	6	9	10	2	-	-	6	-	-	-	-
Nonmanufacturing <u>3</u> /	86	38.0	1.39	53.00	-	-	-	-	-	2	5	7	9	4	15	16	6	9	10	2	-	-	6	-	-	-	-
Wholesale trade	13	40.0	1.41	56.50	-	-	-	-	-	2	-	-	-	-	-	-	-	7	4	-	-	-	-	-	-	-	
Finance, insurance, and real estate	62	37.0	1.39	51.50	-	-	-	-	-	-	5	7	9	3	12	16	-	2	4	-	-	4	-	-	-	-	
Clerks, general, intermediate	329	39.0	1.03	40.00	-	-	11	6	47	72	64	34	35	11	21	4	4	1	17	-	2	-	-	-	-	-	
Manufacturing	30	40.5	.98	39.50	-	-	5	-	2	3	5	5	-	2	-	2	1	-	-	-	-	-	-	-	-	-	
Nonmanufacturing <u>3</u> /	299	39.0	1.03	40.00	-	-	6	6	45	69	59	29	30	11	19	4	2	-	17	-	2	-	-	-	-	-	
Wholesale trade	112	39.0	.98	38.50	-	-	-	-	30	29	23	11	12	-	-	-	-	-	7	-	-	-	-	-	-	-	
Retail trade	37	42.0	.96	40.50	-	-	-	-	-	8	5	13	3	7	1	-	-	-	-	-	-	-	-	-	-	-	
Clerks, general, junior	464	40.5	.84	34.50	22	19	51	116	65	101	13	27	28	2	10	-	6	4	-	-	-	-	-	-	-	-	
Manufacturing	53	41.5	.73	30.50	20	19	6	-	4	17	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing <u>3</u> /	411	40.5	.86	35.00	2	19	45	116	61	84	8	26	28	2	10	-	6	4	-	-	-	-	-	-	-	-	
Retail trade	54	41.5	.77	32.00	-	-	12	24	7	8	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation (excluding railroads), communication, and other public utilities	77	41.5	.96	40.00	-	-	-	1	-	46	4	6	10	2	2	6	-	-	-	-	-	-	-	-	-	-	
Clerks, order	129	40.5	1.00	40.50	-	-	-	3	1	33	37	8	22	14	2	9	-	-	-	-	-	-	-	-	-	-	
Manufacturing	17	40.5	1.06	43.00	-	-	-	-	-	2	4	-	2	5	2	2	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing <u>3</u> /	112	40.5	.99	40.00	-	-	-	3	1	31	33	8	20	9	7	-	-	-	-	-	-	-	-	-	-	-	
Wholesale trade	76	40.0	1.01	40.50	-	-	-	-	-	23	19	4	16	-	7	7	-	-	-	-	-	-	-	-	-	-	
Retail trade	24	41.5	.90	37.50	-	-	-	3	1	4	12	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
Clerks, pay roll	154	41.0	1.04	42.50	-	-	-	3	19	14	18	25	22	23	12	9	4	4	-	1	-	-	-	-	-	-	
Manufacturing	53	41.5	1.00	41.50	-	-	-	2	8	6	9	7	3	9	2	3	4	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	101	40.5	1.06	43.00	-	-	-	1	11	8	9	18	19	14	10	6	-	4	-	1	-	-	-	-	-	-	
Wholesale trade	19	41.0	1.09	44.50	-	-	-	-	-	7	-	-	4	4	-	-	-	4	-	-	-	-	-	-	-	-	
Retail trade	28	40.0	1.04	41.50	-	-	-	-	4	-	6	8	5	3	1	-	-	-	-	1	-	-	-	-	-	-	
Finance, insurance, and real estate	12	40.5	1.06	43.00	-	-	-	-	2	-	-	4	-	3	2	1	-	-	-	-	-	-	-	-	-	-	
Transportation (excluding railroads), communication, and other public utilities	24	40.5	1.10	45.00	-	-	-	-	2	-	2	3	5	4	3	5	-	-	-	-	-	-	-	-	-	-	
Services	18	41.5	1.00	41.50	-	-	-	1	3	1	1	3	5	-	4	-	-	-	-	-	-	-	-	-	-	-	
Clerk-typists	963	40.0	.92	37.00	-	8	40	109	223	214	113	123	68	8	12	20	14	-	3	4	4	-	-	-	-	-	
Manufacturing	212	41.0	.91	37.50	-	-	6	20	52	41	28	37	15	-	6	2	-	3	-	-	-	-	-	-	-	-	
Nonmanufacturing	751	40.0	.92	37.00	-	8	34	89	171	173	85	86	53	8	6	18	12	-	-	4	4	-	-	-	-	-	
Wholesale trade	196	40.0	1.01	40.50	-	-	6	-	48	31	7	33	38	4	-	17	12	-	-	-	-	-	-	-	-	-	
Retail trade	93	41.0	.84	34.50	-	-	-	22	28	35	6	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Finance, insurance, and real estate	310	39.5	.90	35.50	-	8	18	49	65	84	52	28	2	4	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation (excluding railroads), communication, and other public utilities	30	43.0	1.01	44.00	-	-	-	2	3	2	2	7	6	-	4	-	-	-	-	-	4	-	-	-	-	-	
Services	122	41.5	.89	37.00	-	-	10	16	27	21	18	17	6	-	2	1	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

Table 2.--OFFICE OCCUPATIONS - Continued

(Average earnings ^{1/} and weekly scheduled hours for selected occupations by industry division)

Sex, occupation, and industry division ^{2/}	Number of workers	Average		Number of employees receiving straight-time earnings of -																							
		Weekly sched- uled hours	Hourly earn- ings	Weekly earn- ings	Under \$ 25.00	\$ 25.00 and under 27.50	\$ 27.50 30.00	\$ 30.00 32.50	\$ 32.50 35.00	\$ 35.00 37.50	\$ 37.50 40.00	\$ 40.00 42.50	\$ 42.50 45.00	\$ 45.00 47.50	\$ 47.50 50.00	\$ 50.00 52.50	\$ 52.50 55.00	\$ 55.00 57.50	\$ 57.50 60.00	\$ 60.00 62.50	\$ 62.50 65.00	\$ 65.00 67.50	\$ 67.50 70.00	\$ 70.00 72.50	\$ 72.50 75.00 and over		
Women - Continued																											
Office girls	76	40.5	\$0.79	\$32.00	-	2	18	24	21	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing ^{3/}	76	40.5	.79	32.00	-	2	18	24	21	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance, insurance, and real estate	12	40.0	.79	31.50	-	-	5	1	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Secretaries	522	40.5	1.21	49.00	-	-	-	2	8	21	21	51	52	99	65	39	41	48	24	20	12	8	7	1	2	1	-
Manufacturing	102	41.0	1.26	51.50	-	-	-	-	-	5	-	4	2	18	14	15	7	19	9	4	2	-	3	-	-	-	-
Nonmanufacturing	420	40.0	1.21	48.50	-	-	-	2	8	16	21	47	50	81	51	24	34	29	15	16	10	8	4	1	2	1	-
Wholesale trade	125	41.0	1.21	49.50	-	-	-	-	-	7	-	11	17	25	16	4	10	8	6	10	7	4	-	-	-	-	-
Retail trade	51	40.0	1.19	47.50	-	-	-	-	-	-	2	4	6	25	8	-	1	-	1	1	7	4	-	-	-	-	-
Finance, insurance, and real estate	114	40.0	1.10	44.00	-	-	-	2	8	9	17	25	7	13	6	9	10	7	1	-	-	-	-	-	-	-	-
Transportation (excluding railroads), communica- tion, and other public utilities	95	39.5	1.33	52.00	-	-	-	-	-	-	2	2	19	14	12	4	10	9	8	5	2	-	4	1	2	1	-
Services	35	41.0	1.20	49.00	-	-	-	-	-	-	-	5	1	4	9	7	4	4	-	-	1	-	-	-	-	-	-
Stenographers, general	1,395	40.5	1.04	42.00	-	5	13	32	74	181	160	300	238	186	48	72	26	22	24	7	-	7	-	-	-	-	-
Manufacturing	309	41.5	1.00	41.50	-	5	-	10	13	33	55	59	51	48	6	13	8	5	3	-	-	-	-	-	-	-	-
Nonmanufacturing	1,086	40.5	1.05	42.50	-	-	13	22	61	148	105	241	187	138	42	59	18	17	21	7	-	7	-	-	-	-	-
Wholesale trade	407	40.5	1.07	43.50	-	-	7	9	2	68	10	107	73	64	4	23	-	13	13	7	-	7	-	-	-	-	-
Retail trade	138	41.5	.98	40.50	-	-	2	-	6	36	26	25	21	11	1	3	5	-	2	-	-	-	-	-	-	-	-
Finance, insurance, and real estate	206	39.5	1.00	39.50	-	-	4	9	43	25	30	40	16	23	5	9	-	-	2	-	-	-	-	-	-	-	-
Transportation (excluding railroads), communica- tion, and other public utilities	191	40.0	1.12	44.50	-	-	-	-	4	18	17	36	37	24	18	20	9	4	4	-	-	-	-	-	-	-	-
Services	144	40.5	1.05	42.50	-	-	-	4	6	1	22	33	40	16	14	4	4	-	-	-	-	-	-	-	-	-	-
Stenographers, technical ^{3/}	28	40.0	1.06	42.50	-	-	-	-	-	1	4	5	16	1	-	-	1	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	16	40.0	1.09	43.50	-	-	-	-	-	-	-	4	10	1	-	-	1	-	-	-	-	-	-	-	-	-	-
Switchboard operators	209	42.0	.88	37.00	11	4	13	25	29	33	22	31	13	13	7	8	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	47	40.5	.93	37.50	5	-	-	-	13	3	3	16	3	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing ^{3/}	162	42.5	.86	37.00	6	4	13	25	16	30	19	15	10	9	7	8	-	-	-	-	-	-	-	-	-	-	-
Retail trade	27	41.0	.91	37.50	-	-	6	-	-	4	5	5	-	2	-	3	-	-	-	-	-	-	-	-	-	-	-
Finance, insurance, and real estate	22	40.0	.90	36.00	-	-	-	8	3	5	2	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Transportation (excluding railroads), communica- tion, and other public utilities	47	41.0	.99	41.00	-	-	-	4	2	10	9	8	2	2	5	5	-	-	-	-	-	-	-	-	-	-	-
Services	56	45.5	.71	32.50	6	4	7	11	11	7	3	-	2	3	2	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 2.—OFFICE OCCUPATIONS - Continued

(Average earnings ^{1/} and weekly scheduled hours for selected occupations by industry division)

Sex, occupation, and industry division ^{2/}	Number of workers	Average		Number of employees receiving straight-time earnings of -																								
		Weekly scheduled hours	Hourly earnings	Weekly earnings	Under \$ 25.00	\$ 25.00 and under 27.50	\$ 27.50 30.00	\$ 30.00 32.50	\$ 32.50 35.00	\$ 35.00 37.50	\$ 37.50 40.00	\$ 40.00 42.50	\$ 42.50 45.00	\$ 45.00 47.50	\$ 47.50 50.00	\$ 50.00 52.50	\$ 52.50 55.00	\$ 55.00 57.50	\$ 57.50 60.00	\$ 60.00 62.50	\$ 62.50 65.00	\$ 65.00 67.50	\$ 67.50 70.00	\$ 70.00 72.50	\$ 72.50 75.00	\$ 75.00 and over		
Women - Continued																												
Switchboard operator-receptionists	243	40.5	\$0.93	\$37.50	-	6	9	34	31	49	32	32	24	19	6	1	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	52	41.0	.93	38.00	-	2	3	8	2	7	13	8	2	4	2	1	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	191	40.5	.93	37.50	-	4	6	26	29	42	19	24	22	15	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade	91	40.0	.94	37.50	-	-	-	14	20	18	8	10	6	11	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade	26	42.0	.88	37.00	-	-	2	2	2	8	6	2	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance, insurance, and real estate	21	39.5	.81	32.00	-	4	4	8	-	3	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transportation (excluding railroads), communication, and other public utilities	27	40.0	1.03	41.00	-	-	-	-	1	4	-	12	6	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Services	26	41.5	.88	36.50	-	-	-	2	6	9	5	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transcribing-machine operators, general	184	41.0	.90	37.00	2	10	18	27	15	38	18	14	16	13	7	4	2	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	42	41.0	1.00	41.00	-	-	-	3	7	8	7	2	-	2	7	4	2	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing ^{3/}	142	41.0	.87	35.50	2	10	18	24	8	30	11	12	16	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade	96	41.5	.86	35.50	2	10	14	20	-	19	4	-	16	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance, insurance, and real estate	17	40.5	.90	36.50	-	-	-	4	4	2	1	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Typists, class A	179	40.5	.96	39.00	-	-	-	4	36	44	33	27	14	8	2	6	2	2	1	-	-	-	-	-	-	-	-	-
Manufacturing	35	40.0	.99	39.50	-	-	-	-	6	3	7	10	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing ^{3/}	144	40.5	.96	39.00	-	-	-	4	30	41	26	17	5	8	2	6	2	2	1	-	-	-	-	-	-	-	-	-
Wholesale trade	31	42.0	.87	36.50	-	-	-	-	11	12	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade	11	40.5	1.02	41.50	-	-	-	-	-	2	2	2	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance, insurance, and real estate	55	39.5	.92	36.50	-	-	-	4	18	20	6	4	1	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-
Typists, class B	191	40.5	.88	35.50	-	1	8	32	52	44	36	13	1	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	68	41.0	.85	35.00	-	-	-	5	34	22	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing ^{3/}	123	40.0	.89	36.00	-	1	8	27	18	22	29	13	1	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade	50	39.5	.94	37.00	-	-	-	8	-	14	20	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance, insurance, and real estate	16	40.5	.75	30.50	-	1	5	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transportation (excluding railroads), communication, and other public utilities	26	41.0	.99	41.00	-	-	-	-	4	7	7	3	1	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-

^{1/} Excludes pay for overtime.^{2/} The scope of the study is indicated in the footnotes to Table 1.^{3/} Includes data for industry divisions not shown separately.

Table 3.--MAINTENANCE, CUSTODIAL, WAREHOUSING AND TRUCKING OCCUPATIONS

(Average hourly earnings 1/ for selected occupations 2/ by industry division)

Occupation and industry division <u>3/</u>	Number of workers	Average hourly earnings	Number of employees receiving straight-time hourly earnings of -																							
			Under \$0.65	\$0.65-.70	\$0.70-.75	\$0.75-.80	\$0.80-.85	\$0.85-.90	\$0.90-.95	\$0.95-1.00	\$1.00-1.05	\$1.05-1.10	\$1.10-1.15	\$1.15-1.20	\$1.20-1.25	\$1.25-1.30	\$1.30-1.35	\$1.35-1.40	\$1.40-1.45	\$1.45-1.50	\$1.50-1.60	\$1.60-1.70	\$1.70-1.80	\$1.80 and over		
Maintenance																										
Carpenters, maintenance	59	\$1.56	-	-	-	-	-	1	-	-	-	-	-	-	-	-	10	4	10	-	16	2	5	11		
Manufacturing	27	1.47	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	4	10	-	8	-	-	2		
Nonmanufacturing <u>4/</u>	32	1.63	-	-	-	-	-	1	-	-	-	-	-	-	-	-	7	-	-	-	8	2	5	9		
Retail trade	15	1.68	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	-	-	-	-	-	1	7		
Transportation (excluding railroads), communication, and other public utilities	11	1.61	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	2	2	1		
Electricians, maintenance	78	1.60	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	12	9	16	22	14	4		
Manufacturing	46	1.54	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	9	16	5	5	2		
Nonmanufacturing <u>4/</u>	32	1.68	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	3	-	-	17	9	2		
Transportation (excluding railroads), communication, and other public utilities	26	1.69	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	17	9	-		
Firemen, heating	41	1.08	-	-	-	-	-	6	6	-	10	1	1	3	-	6	2	6	-	-	-	-	-	-		
Manufacturing	12	1.26	-	-	-	-	-	-	-	2	-	-	2	-	1	2	5	-	-	-	-	-	-	-		
Nonmanufacturing <u>4/</u>	29	1.00	-	-	-	-	-	6	6	-	8	1	1	1	-	5	-	1	-	-	-	-	-	-		
Services	21	.96	-	-	-	-	-	4	6	-	7	1	1	1	-	-	-	1	-	-	-	-	-	-		
Helpers, trades, maintenance	247	1.25	-	-	-	-	-	-	-	6	11	13	1	20	55	57	47	11	21	4	1	-	-	-		
Manufacturing	39	1.22	-	-	-	-	-	-	-	-	1	1	-	10	23	2	-	-	-	2	-	-	-	-		
Nonmanufacturing <u>4/</u>	208	1.25	-	-	-	-	-	-	-	6	10	12	1	10	32	55	47	11	21	2	1	-	-	-		
Transportation (excluding railroads), communication, and other public utilities	207	1.25	-	-	-	-	-	-	-	6	10	12	-	10	32	55	47	11	21	2	1	-	-	-		
Machinists, maintenance	139	1.55	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	2	18	13	81	15	1	6		
Manufacturing	118	1.54	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	2	18	9	78	2	-	6		
Nonmanufacturing <u>4/</u>	21	1.59	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	3	13	1	-		
Transportation (excluding railroads), communication, and other public utilities	21	1.59	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	3	13	1	-		
Maintenance men, general utility	182	1.42	-	-	-	-	-	-	1	4	1	-	-	-	5	31	6	17	15	64	14	11	13	-		
Manufacturing	87	1.41	-	-	-	-	-	-	-	-	-	-	-	-	2	16	5	16	12	15	12	4	5	-		
Nonmanufacturing <u>4/</u>	95	1.43	-	-	-	-	-	-	1	4	1	-	-	-	3	15	1	1	3	49	2	7	8	-		
Wholesale trade	56	1.45	-	-	-	-	-	-	-	-	-	-	-	-	14	-	-	-	-	35	-	-	7	-		
Transportation (excluding railroads), communication, and other public utilities	20	1.47	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2	12	-	4	-	-		
Services	13	1.48	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	2	2	3	1	-		

See footnotes at end of table.

Occupational Wage Survey, Denver, Colorado, November 1949
U. S. Department of Labor
Bureau of Labor Statistics

Table 3.—MAINTENANCE, CUSTODIAL, WAREHOUSING AND TRUCKING OCCUPATIONS - Continued

(Average hourly earnings ^{1/} for selected occupations _{2/} by industry division)

Occupation and industry division ^{3/}	Number of workers	Average hourly earnings	Number of employees receiving straight-time hourly earnings of -																							
			Under \$0.65	\$0.65-.70	\$0.70-.75	\$0.75-.80	\$0.80-.85	\$0.85-.90	\$0.90-.95	\$0.95-1.00	\$1.00-1.05	\$1.05-1.10	\$1.10-1.15	\$1.15-1.20	\$1.20-1.25	\$1.25-1.30	\$1.30-1.35	\$1.35-1.40	\$1.40-1.45	\$1.45-1.50	\$1.50-1.60	\$1.60-1.70	\$1.70-1.80	\$1.80 and over		
<u>Maintenance - Continued</u>																										
Mechanics, maintenance	126	\$1.52	-	-	-	-	-	-	-	-	-	-	-	-	3	6	10	6	6	8	55	28	-	4		
Manufacturing	67	1.51	-	-	-	-	-	-	-	-	-	-	-	-	-	2	10	-	5	-	44	2	-	4		
Nonmanufacturing	59	1.54	-	-	-	-	-	-	-	-	-	-	-	-	3	4	-	6	1	8	11	26	-	-		
Operators, heating plant ^{4/}	33	1.50	-	-	-	-	-	-	-	-	-	6	-	-	-	-	1	2	2	-	11	2	8	1		
Nonmanufacturing	22	1.47	-	-	-	-	-	-	-	-	-	6	-	-	-	-	1	2	2	-	-	2	8	1		
Operators, pumping plant	41	1.62	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	-	30	-	5			
Manufacturing	41	1.62	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	-	30	-	5			
Painters, maintenance ^{4/}	21	1.44	-	-	-	-	-	-	-	-	-	-	-	-	2	-	4	2	-	5	5	2	1	-		
Nonmanufacturing	12	1.50	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	2	5	2	1	-		
<u>Custodial, warehousing and trucking</u>																										
Fork-lift operators	105	1.20	-	-	-	-	-	-	2	5	-	2	12	21	6	47	2	8	-	-	-	-	-	-		
Manufacturing	37	1.16	-	-	-	-	-	-	2	5	-	2	4	9	6	3	2	4	-	-	-	-	-	-		
Nonmanufacturing ^{4/}	68	1.23	-	-	-	-	-	-	-	-	-	-	8	12	-	44	-	-	-	-	-	-	-	-		
Wholesale trade	26	1.20	-	-	-	-	-	-	-	-	-	-	8	4	-	14	-	-	-	-	-	-	-	-		
Janitors, porters and cleaners (men)	872	.89	62	31	43	110	105	111	102	56	56	44	86	37	23	6	-	-	-	-	-	-	-	-		
Manufacturing	257	.98	2	13	6	20	30	18	20	8	16	20	68	15	17	4	-	-	-	-	-	-	-	-		
Nonmanufacturing	615	.86	60	18	37	90	75	93	82	48	40	24	18	22	6	2	-	-	-	-	-	-	-	-		
Wholesale trade	140	.89	-	-	13	24	16	23	18	17	18	7	-	4	-	-	-	-	-	-	-	-	-	-		
Retail trade	228	.80	41	14	18	21	35	37	38	12	6	2	-	-	4	-	-	-	-	-	-	-	-	-		
Finance, insurance, and real estate ...	56	.85	1	2	-	22	6	11	2	3	9	-	-	-	-	-	-	-	-	-	-	-	-	-		
Transportation (excluding railroads), communication, and other public utilities	118	1.00	-	-	-	8	5	18	15	16	1	15	18	18	2	2	-	-	-	-	-	-	-	-		
Services	73	.78	18	2	6	15	13	4	9	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-		
Janitors, porters and cleaners (women) ^{4/} ...	129	.79	5	4	8	84	9	4	6	-	6	2	1	-	-	-	-	-	-	-	-	-	-	-		
Nonmanufacturing ^{4/}	120	.78	5	4	8	79	9	3	6	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-		
Retail trade	10	.78	-	-	3	1	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Finance, insurance, and real estate ...	87	.76	5	-	5	72	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Transportation (excluding railroads), communication, and other public utilities	11	.94	-	-	-	-	-	1	6	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-		
Order fillers	1,087	1.14	2	6	8	24	31	28	51	63	89	75	169	85	215	66	38	59	38	14	8	10	4	4		
Manufacturing	230	1.14	-	6	4	4	4	3	11	10	11	14	10	6	124	16	7	-	-	-	-	-	-	-		
Nonmanufacturing ^{4/}	857	1.13	2	-	4	20	27	25	40	53	78	61	159	79	91	50	31	59	38	14	8	10	4	4		
Wholesale trade	743	1.15	-	-	4	20	6	14	38	43	73	46	150	69	76	42	30	54	38	14	8	10	4	4		
Retail trade	97	1.03	2	-	-	-	21	11	2	10	5	10	9	6	7	8	1	5	-	-	-	-	-	-		

See footnotes at end of table.

Table 3.—MAINTENANCE, CUSTODIAL, WAREHOUSING AND TRUCKING OCCUPATIONS - Continued

(Average hourly earnings 1/ for selected occupations 2/ by industry division)

Occupation and industry division <u>3/</u>	Number of workers	Average hourly earnings	Number of employees receiving straight-time hourly earnings of -																							
			Under \$0.65	\$0.65-.70	\$0.70-.75	\$0.75-.80	\$0.80-.85	\$0.85-.90	\$0.90-.95	\$0.95-1.00	\$1.00-1.05	\$1.05-1.10	\$1.10-1.15	\$1.15-1.20	\$1.20-1.25	\$1.25-1.30	\$1.30-1.35	\$1.35-1.40	\$1.40-1.45	\$1.45-1.50	\$1.50-1.60	\$1.60-1.70	\$1.70-1.80	\$1.80 and over		
<u>Custodial, warehousing and trucking - Continued</u>																										
Stock handlers and truckers, hand	1,687	\$1.15	2	-	-	22	34	40	48	49	143	73	177	333	361	275	82	20	3	-	9	4	12	-		
Manufacturing	263	1.12	2	-	-	10	22	6	11	-	-	-	38	104	43	9	18	-	-	-	-	-	-	-		
Nonmanufacturing <u>4/</u>	1,424	1.16	-	-	-	12	12	34	37	49	143	73	139	229	318	266	64	20	3	-	9	4	12	-		
Wholesale trade	379	1.12	-	-	-	-	-	14	12	30	79	16	79	40	50	32	4	7	-	-	-	4	12	-		
Retail trade	341	1.15	-	-	-	12	12	20	21	19	10	35	20	5	6	157	16	8	-	-	-	-	-	-		
Transportation (excluding railroads), communication, and other public utilities	704	1.18	-	-	-	-	-	-	4	-	54	22	40	184	262	77	44	5	3	-	9	-	-	-		
Truck drivers, light, under 1½ tons	579	1.13	-	-	15	8	18	11	38	25	-	6	124	122	72	76	45	19	-	-	-	-	-	-		
Manufacturing	103	1.20	-	-	-	-	-	-	-	-	-	-	38	13	2	25	24	1	-	-	-	-	-	-		
Nonmanufacturing <u>4/</u>	476	1.11	-	-	15	8	18	11	38	25	-	6	86	109	70	51	21	18	-	-	-	-	-	-		
Wholesale trade	141	1.06	-	-	7	-	-	7	30	13	-	-	30	21	12	-	21	-	-	-	-	-	-	-		
Retail trade	108	1.08	-	-	4	6	14	-	2	12	-	-	34	2	16	-	-	18	-	-	-	-	-	-		
Transportation (excluding railroads), communication, and other public utilities	201	1.19	-	-	-	-	-	-	-	-	-	-	22	86	42	51	-	-	-	-	-	-	-	-		
Services	26	.89	-	-	4	2	4	4	6	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-		
Truck drivers, medium, 1½ to and including 4 tons	768	1.18	-	-	12	16	10	6	83	16	63	38	34	80	135	56	64	46	19	8	82	-	-	-		
Manufacturing	161	1.21	-	-	-	-	2	2	4	10	2	19	5	31	15	13	8	39	11	-	-	-	-	-		
Nonmanufacturing <u>4/</u>	607	1.17	-	-	12	16	8	4	79	6	61	19	29	49	120	43	56	7	8	8	82	-	-	-		
Wholesale trade	279	1.10	-	-	-	-	-	-	79	-	59	19	27	-	25	-	56	-	7	7	-	-	-	-		
Retail trade	32	1.08	-	-	4	4	-	-	-	4	-	-	2	1	15	-	-	-	-	-	2	-	-	-		
Transportation (excluding railroads), communication, and other public utilities	260	1.30	-	-	-	-	-	-	-	-	-	-	-	48	80	43	-	7	1	1	80	-	-	-		
Truck drivers, heavy, over 4 tons, trailer type <u>4/</u>	339	1.48	-	-	-	-	-	-	-	-	-	46	-	8	8	12	22	35	32	6	10	-	160	-		
Nonmanufacturing	335	1.49	-	-	-	-	-	-	-	-	-	46	-	8	8	8	22	35	32	6	10	-	160	-		
Truck drivers, heavy, over 4 tons, other than trailer type <u>4/</u>	88	1.29	-	-	-	-	-	4	-	-	-	-	-	-	18	7	35	21	2	-	1	-	-	-		
Nonmanufacturing	81	1.30	-	-	-	-	-	4	-	-	-	-	-	-	18	-	35	21	2	-	1	-	-	-		
Retail trade	50	1.26	-	-	-	-	-	4	-	-	-	-	-	-	18	-	25	-	2	-	1	-	-	-		

1/ Excludes pay for overtime.2/ Study limited to men workers except where otherwise indicated.3/ The scope of the study is indicated in the footnotes to Table 1.4/ Includes data for industry divisions not shown separately.

CHARACTERISTIC INDUSTRY OCCUPATIONS

(Average earnings in selected occupations in manufacturing and nonmanufacturing industries)

Table 4.—METALWORKING INDUSTRIES ^{1/}

Occupation ^{2/}	Number of workers	Average hourly earnings ^{3/}	Number of employees receiving straight-time hourly earnings of -																
			Under \$1.00	\$1.00 and under 1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.60	1.70	1.80	1.90	2.00	\$2.00 and over
<u>All Metalworking ^{1/}</u>																			
Assemblers, class A	176	\$1.56	-	-	-	-	-	-	-	22	19	-	12	90	4	4	16	6	3
Assemblers, class B	222	1.26	-	18	-	15	6	90	20	24	12	30	-	2	2	1	2	-	-
Chippers and grinders	140	1.24	-	-	-	9	-	102	1	16	-	-	3	5	2	2	-	-	-
Coremakers, hand	80	1.60	-	-	-	-	-	-	-	-	-	-	-	67	3	1	2	-	7
Drill-press operators, single- and multiple-spindle, class A	31	1.59	-	-	-	-	-	-	-	-	11	2	-	-	7	6	4	-	1
Drill-press operators, single- and multiple-spindle, class B	50	1.32	3	-	-	-	-	1	24	5	3	8	1	2	3	-	-	-	-
Drill-press operators, single- and multiple-spindle, class C	20	1.06	6	-	5	-	6	-	-	3	-	-	-	-	-	-	-	-	-
Engine-lathe operators, class A	84	1.54	-	-	-	-	-	-	-	-	4	12	28	25	2	2	5	4	2
Engine-lathe operators, class B	118	1.25	12	6	-	-	-	-	37	46	-	15	2	-	-	-	-	-	-
Inspectors, class A	40	1.53	-	-	-	-	-	-	-	-	-	5	-	30	1	2	2	-	-
Machinists, production	146	1.51	-	-	-	-	-	-	-	-	-	27	43	61	15	-	-	-	-
Milling-machine operators, class A	35	1.60	-	-	-	-	-	-	-	-	-	-	15	5	5	6	1	1	2
Molders, floor	103	1.57	-	-	-	-	-	-	-	-	-	-	-	90	-	2	6	5	-
Shake-out men	49	1.18	-	-	-	-	42	-	2	-	1	4	-	-	-	-	-	-	-
Tool-and-die makers (other than jobbing shops)	36	1.62	-	-	-	-	-	-	-	-	-	-	-	11	11	14	-	-	-
Welders, hand, class A	234	1.56	-	-	-	-	-	-	-	-	-	26	70	98	2	10	9	11	8
Welders, hand, class B	82	1.31	-	-	-	-	9	6	12	27	12	15	1	-	-	-	-	-	-
<u>Machinery ^{4/}</u>																			
Assemblers, class A	73	1.63	-	-	-	-	-	-	-	2	19	-	2	17	4	4	16	6	3
Assemblers, class B	81	1.31	-	-	-	1	2	29	14	13	5	10	-	2	2	1	2	-	-
Drill-press operators, single- and multiple-spindle, class B	42	1.33	-	-	-	2	4	1	15	5	5	4	1	2	3	-	-	-	-
Engine-lathe operators, class A	38	1.62	-	-	-	-	-	-	-	-	4	6	6	7	2	2	5	4	2
Engine-lathe operators, class B	27	1.31	-	-	-	-	2	-	6	12	-	5	2	-	-	-	-	-	-
Machinists, production	71	1.51	-	-	-	-	-	-	-	-	-	9	14	42	6	-	-	-	-
Milling-machine operators, class A	25	1.66	-	-	-	-	-	-	-	-	-	-	6	4	5	6	1	1	2
Welders, hand, class A	75	1.72	-	-	-	-	-	-	-	-	-	-	4	31	2	10	9	11	8
<u>Foundries, Ferrous ^{5/}</u>																			
Chippers and grinders	114	1.21	-	-	-	9	-	90	-	15	-	-	-	-	-	-	-	-	-
Coremakers, hand	63	1.54	-	-	-	-	-	-	-	-	-	-	-	63	-	-	-	-	-
Molders, floor	84	1.52	-	-	-	-	-	-	-	-	-	-	-	84	-	-	-	-	-
Shake-out men	30	1.15	-	-	-	-	30	-	-	-	-	-	-	-	-	-	-	-	-

^{1/} The study covered establishments with more than 20 workers in the primary metal industries (Group 33); fabricated metal products (Group 34); machinery, except electrical (Group 35); electrical machinery, equipment, and supplies (Group 36); and transportation equipment (Group 37) as defined in the Standard Industrial Classification Manual (1945 edition) prepared by the Bureau of the Budget.

^{2/} Data limited to men workers.

^{3/} Excludes premium pay for overtime and night work.

^{4/} Except electrical machinery.

^{5/} Independent foundries manufacturing gray-iron castings (other than pipe and fittings), malleable-iron castings and steel castings.

Occupational Wage Survey, Denver, Colorado, November 1949
U. S. Department of Labor
Bureau of Labor Statistics

Table 5.--DEPARTMENT AND CLOTHING STORES 1/

Occupation and sex	Number of workers	Average		Number of employees receiving straight-time weekly earnings of -																								
		Weekly scheduled hours	Hourly earnings 2/	Weekly earnings 2/	\$ 27.50 and under 30.00	\$ 30.00 32.50	\$ 32.50 35.00	\$ 35.00 37.50	\$ 37.50 40.00	\$ 40.00 42.50	\$ 42.50 45.00	\$ 45.00 47.50	\$ 47.50 50.00	\$ 50.00 52.50	\$ 52.50 55.00	\$ 55.00 57.50	\$ 57.50 60.00	\$ 60.00 62.50	\$ 62.50 65.00	\$ 65.00 67.50	\$ 67.50 70.00	\$ 70.00 72.50	\$ 72.50 75.00	\$ 75.00 77.50	\$ 77.50 80.00	\$ 80.00 and over		
Men																												
Elevator operators, passenger	26	40.0	\$0.81	\$32.50	-	12	1	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Packers, bulk	37	40.0	.99	39.50	-	-	-	12	13	7	1	1	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Sales clerks, men's clothing	55	45.5	1.65	75.00	-	-	-	1	-	1	-	2	-	2	1	-	1	8	2	7	1	6	-	-	5	18	-	
Sales clerks, men's furnishings	42	42.0	1.30	54.50	-	1	1	-	1	4	3	4	3	6	1	1	2	2	2	5	1	2	-	1	-	2	-	
Women																												
Sales clerks, piece goods (yard goods, upholstery fabrics)	39	40.0	1.05	42.00	-	1	1	8	8	6	4	7	2	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-
Sales clerks, women's accessories (hosiery, gloves, handbags, etc.)	80	40.0	1.01	40.50	1	2	4	21	12	11	12	9	4	3	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Sales clerks, women's dresses	119	40.0	1.11	44.50	2	7	14	24	12	18	10	8	6	1	1	3	1	3	-	1	-	-	-	-	2	-	6	
Sales clerks, women's suits and coats	71	40.0	1.23	49.00	-	-	-	6	7	8	12	4	4	8	5	4	5	-	-	-	3	5	-	-	-	-	-	
Tailors, alteration (women's garments)	162	40.0	.90	36.00	-	4	24	99	12	10	3	6	1	2	-	1	-	-	-	-	-	-	-	-	-	-	-	

1/ The study covered department stores, men's and boys' clothing stores, women's ready-to-wear stores, and family clothing stores employing more than 20 workers.

2/ Excludes premium pay for overtime.

Table 6.--RESTAURANTS AND CAFETERIAS 1/

Occupation and sex	Number of workers	Average hourly earnings 2/	Number of employees receiving straight-time hourly earnings of -																									
			\$0.30 and under .35	\$0.35 .40	\$0.40 .45	\$0.45 .50	\$0.50 .55	\$0.55 .60	\$0.60 .65	\$0.65 .70	\$0.70 .75	\$0.75 .80	\$0.80 .85	\$0.85 .90	\$0.90 .95	\$0.95 1.00	\$1.00 1.05	\$1.05 1.10	\$1.10 1.15	\$1.15 1.20	\$1.20 1.25	\$1.25 1.30	\$1.30 1.35	\$1.35 and over				
Men																												
Bus boys	214	\$0.56	-	-	12	10	91	32	30	13	9	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cooks, all around	205	1.07	-	-	-	-	-	-	-	-	5	36	7	16	9	12	35	15	6	13	28	4	19	-	-	-	-	-
Cooks, short order	76	.87	-	-	-	-	-	-	4	-	-	26	6	12	6	5	8	4	-	-	-	-	-	-	-	-	-	-
Counter attendants	39	.78	-	-	-	-	-	-	18	-	-	4	-	4	-	-	12	5	1	-	-	-	-	-	-	-	-	
Women																												
Checker-cashiers	84	.66	-	-	-	4	4	11	27	14	12	10	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-
Waitresses	1,024	.51	14	-	260	130	283	167	82	15	19	50	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

1/ The study covered restaurants, cafeterias, and lunch rooms employing more than 20 workers.

2/ Excludes premium pay for overtime and night work, and gratuities.

Table 7.--BANKS 1/

Occupation and sex	Number of workers	Average			Number of employees receiving straight-time weekly earnings of -																
		Weekly sched-uled hours	Hourly earnings 2/	Weekly earnings 2/	\$ 30.00 and under	\$ 32.50	\$ 35.00	\$ 37.50	\$ 40.00	\$ 42.50	\$ 45.00	\$ 47.50	\$ 50.00	\$ 52.50	\$ 55.00	\$ 57.50	\$ 60.00	\$ 62.50	\$ 65.00	\$ 67.50 and over	
<u>Men</u>																					
Tellers, paying, or paying and receiving, commercial	67	40.0	\$1.38	\$55.00	-	-	1	2	3	1	4	4	4	10	6	16	7	5	3	1	
Under 5 years' service	36	40.0	1.28	51.00	-	-	1	2	3	1	2	3	4	8	5	5	1	-	1	-	
5 years' or more service	31	40.0	1.49	59.50	-	-	-	-	-	-	2	1	-	2	1	11	6	5	2	1	
Tellers, savings	13	40.0	1.18	47.00	-	1	-	-	3	2	2	2	-	-	-	2	-	1	-	-	
<u>Women</u>																					
Tellers, paying, or paying and receiving, commercial	19	40.0	.96	38.50	6	-	3	2	1	4	2	1	-	-	-	-	-	-	-	-	
Tellers, savings	19	40.0	1.03	41.00	1	3	1	2	3	5	3	1	-	-	-	-	-	-	-	-	

1/ The study covered banks employing more than 20 workers.
 2/ Excludes premium pay for overtime.

Table 8.--OFFICE BUILDING SERVICE 1/

Occupation and sex	Number of workers	Average hourly earnings 2/	Number of employees receiving straight-time hourly earnings of -																	
			Under \$0.50	\$0.50 and under .55	\$0.55 .60	\$0.60 .65	\$0.65 .70	\$0.70 .75	\$0.75 .80	\$0.80 .85	\$0.85 .90	\$0.90 .95	\$0.95 1.00	\$1.00 1.05	\$1.05 1.10	\$1.10 1.15	\$1.15 1.20	\$1.20 1.25	\$1.25 1.30	\$1.30 1.35	$1.35 and over
<u>Men</u>																				
Cleaners	111	\$0.74	-	2	-	-	10	5	90	4	-	-	-	-	-	-	-	-	-	-
Engineers, stationary (licensed)	22	1.26	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	8	-	12
Engineers, stationary (unlicensed)	11	1.19	-	-	-	-	-	-	-	-	-	2	-	-	2	-	-	-	3	-
Firemen, stationary boiler	22	1.10	-	-	-	-	-	-	-	2	2	-	2	-	-	16	-	-	-	-
Watchmen	32	.73	-	2	-	4	-	6	14	2	2	2	-	-	-	-	-	-	-	-
<u>Women</u>																				
Cleaners	161	.75	10	-	-	-	8	4	99	30	10	-	-	-	-	-	-	-	-	-
Elevator operators, passenger	110	.76	-	-	-	-	14	7	65	24	-	-	-	-	-	-	-	-	-	-

1/ The study covered buildings operated by owners, lessees, or managers, and employing 8 or more workers. The data relate to a June 1949 pay period.
 2/ Excludes premium pay for overtime and night work.

Occupational Wage Survey, Denver, Colorado, November 1949
 U. S. Department of Labor
 Bureau of Labor Statistics

Table 12.--RAILROADS

(Average earnings ^{1/} and weekly scheduled hours for selected office occupations and average hourly earnings ^{1/} for selected maintenance, custodial, warehousing and trucking occupations)

Occupation and sex	Number of workers	Average			Occupation and sex ^{2/}	Number of workers	Average hourly earnings
		Weekly scheduled hours	Hourly earnings	Weekly earnings			
<u>Office</u>				<u>Maintenance</u>			
<u>Men</u>							
Clerks, accounting	51	40.0	\$1.65	\$66.00	Blacksmiths, maintenance	14	\$1.75
Clerks, pay roll	23	40.0	1.66	66.00	Electricians, maintenance	108	1.74
Office boys	29	40.0	1.16	46.50	Helpers, trades, maintenance	322	1.44
Stenographers, general	20	40.0	1.48	59.50	Machinists, maintenance	217	1.74
					Painters, maintenance	35	1.72
					Pipe fitters, maintenance	46	1.73
<u>Women</u>				<u>Custodial, Warehousing and Trucking</u>			
Calculating-machine operators (Comptometer type)	13	40.0	1.43	57.50	Fork-lift operators	22	1.39
Clerks, accounting	19	40.0	1.57	63.00	Janitors, porters, and cleaners (men)	58	1.23
Stenographers, general	9	40.0	1.47	59.00	Janitors, porters, and cleaners (women) ..	16	1.22
					Stock handlers and truckers, hand	64	1.30
					Track laborers	134	1.24

^{1/} Excludes premium pay for overtime and night work.

^{2/} Study limited to men workers except where otherwise indicated.

Table 14.--SHIFT-DIFFERENTIAL PROVISIONS IN MANUFACTURING INDUSTRIES

Shift differential	Percent of plant workers employed on each shift					
	All manufacturing		Metalworking ^{1/}		Machinery ^{1/}	
	2nd shift	3rd or other shift	2nd shift	3rd or other shift	2nd shift	3rd or other shift
Establishments operating extra shifts	100.0	100.0	100.0	100.0	100.0	100.0
Establishments paying shift differentials	95.5	90.8	90.1	100.0	100.0	100.0
Under 5 cents	34.0	65.5	13.6	-	-	-
5 cents	11.8	1.0	3.1	5.3	-	-
Over 5 and under 10 cents	48.6	13.6	73.4	40.0	96.0	-
10 cents	-	-	-	-	-	-
Over 10 cents	1.1	10.7	-	54.7	4.0	100.0
Establishments with no differential	4.5	9.2	9.9	-	-	-
Percent of workers on extra shifts, all establishments ..	8.9	2.1	7.2	1.7	14.2	2.4

^{1/} Definition of industry appears in the footnotes to Table 4.

Table 13.--UNION WAGE SCALES

(Minimum wage rates agreed upon through collective bargaining between employers and trade unions)

Classification ^{1/}	Rate per hour	Hours per week
<u>Bakeries</u>		
Bread and cake - Hand shops:		
Dough mixers, ovenmen	\$1.40	48
Bench hands	1.75	48
Bread and cake - Machine shops:		
Dough mixers, spongers, ovenmen	1.40	40
Bench hands, machine operators	1.75	40
<u>Building Construction</u>		
Bricklayers	3.00	40
Carpenters	2.10	40
Electricians	2.41	40
Painters	2.05	40
Plasterers	2.50	40
Plumbers	2.40	40
Building laborers	1.40	40
<u>Local Transit Operating Employees</u>		
Busses, trolley coaches and street cars:		
First 3 months	1.27	51
4-12 months	1.28	51
13-18 months	1.29	51
19-24 months	1.30	51
After 2 years	1.31	51
<u>Printing</u>		
Book and job:		
Compositors, hand	2.144	40
Machine operators	2.144	40
Newspaper:		
Compositors, hand, day work	2.455	36 ^{2/3}
Compositors, hand, night work	2.577	36 ^{2/3}
Machine operators, day work	2.455	36 ^{2/3}
Machine operators, night work	2.577	36 ^{2/3}

^{1/} The dates to which the wage scales relate are as follows: July 1, 1949 for bakeries; October 1, 1949 for printing and local transit; and January 1, 1950 for building construction.

Table 15.--SCHEDULED WEEKLY HOURS

Weekly hours	Percent of women office workers employed in -							Percent of plant 1/ workers employed in -					
	All industries	Manu- facturing	Wholesale trade	Retail trade	Finance, insurance, and real estate	Transpor- tation, communi- cation, and other public utilities	Services	All industries 2/	Manu- facturing	Wholesale trade	Retail trade	Transpor- tation, communi- cation, and other public utilities	Services
All establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 35 hours	-	-	-	-	-	-	-	0.2	-	-	-	-	2.0
35 hours	2.8	0.3	-	-	8.9	2.5	5.6	-	-	-	-	-	-
Over 35 and under 37½ hours .....	.6	-	-	4.2	-	-	-	.5	0.7	1.9	-	-	-
37½ hours	1.1	-	5.6	-	-	-	-	1.4	4.2	-	-	-	-
Over 37½ and under 40 hours	2.6	6.3	1.8	.2	4.5	-	1.2	1.0	2.3	.9	-	-	.4
40 hours	75.0	75.2	76.8	68.2	82.5	76.6	61.0	52.6	73.5	43.1	46.7	53.4	8.6
Over 40 and under 44 hours	2.2	.6	-	9.1	4.1	-	-	.5	-	-	2.1	-	-
44 hours	9.3	11.9	13.9	7.4	-	7.9	21.9	7.1	6.9	16.9	1.1	-	22.7
Over 44 and under 48 hours	4.2	2.4	.3	5.3	-	12.8	5.3	3.4	1.1	-	1.7	2.3	19.8
48 hours	2.1	2.9	1.6	5.6	-	.2	5.0	25.3	10.8	17.2	42.8	29.8	32.0
Over 48 hours .....	.1	.4	-	-	-	-	-	8.0	.5	20.0	5.6	14.5	14.5

1/ Other than office workers.

2/ Includes data for industries other than those shown separately; data for railroads excluded from table.

Table 16.--PAID HOLIDAYS

Number of paid holidays	Percent of office workers employed in -							Percent of plant 1/ workers employed in -					
	All industries	Manu- facturing	Wholesale trade	Retail trade	Finance, insurance, and real estate	Transpor- tation, communi- cation, and other public utilities	Services	All industries 2/	Manu- facturing	Wholesale trade	Retail trade	Transpor- tation, communi- cation, and other public utilities	Services
All establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Establishments providing paid holidays	95.8	81.5	100.0	99.0	100.0	100.0	96.6	75.1	73.5	89.2	82.6	73.4	49.2
1 to 5 days .....	.1	.4	-	.1	-	-	-	2.3	.9	-	4.7	4.5	-
6 days	60.8	73.5	80.6	98.9	28.0	33.9	72.6	62.1	65.9	86.7	77.9	26.9	42.2
7 days	14.7	5.7	17.9	-	3.2	36.6	20.3	4.8	-	2.5	-	22.1	6.4
8 days	8.4	1.9	-	-	8.0	29.5	3.7	5.8	6.7	-	-	19.9	.6
9 days	2.1	-	-	-	11.1	-	-	-	-	-	-	-	-
10 days	1.2	-	1.5	-	4.7	-	-	-	-	-	-	-	-
11 days	7.9	-	-	-	41.9	-	-	.1	-	-	-	-	-
12 or more days .....	.6	-	-	-	3.1	-	-	-	-	-	-	-	-
Establishments providing no paid holidays	4.2	18.5	-	1.0	-	-	3.4	24.9	26.5	10.8	17.4	26.6	50.8

1/ Other than office workers.

2/ Includes data for industries other than those shown separately; data for railroads excluded from table.

Occupational Wage Survey, Denver, Colorado, November 1949

U. S. Department of Labor
Bureau of Labor Statistics

Table 17.--PAID VACATIONS (FORMAL PROVISIONS)

Vacation policy	Percent of office workers employed in -							Percent of plant 1/ workers employed in -					
	All industries	Manu- facturing	Wholesale trade	Retail trade	Finance, insurance, and real estate	Transpor- tation, communi- cation, and other public utilities	Services	All industries 2/	Manu- facturing	Wholesale trade	Retail trade	Transpor- tation, communi- cation, and other public utilities	Services
All establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<u>1 year of service</u>													
Establishments with paid vacations	96.3	99.4	99.7	80.0	100.0	94.4	98.0	94.0	98.2	97.7	88.4	96.7	85.0
1 week	37.4	33.9	56.3	50.9	4.3	45.5	33.4	77.3	90.1	76.0	72.5	70.0	63.3
2 weeks	57.3	65.5	43.4	29.1	87.3	48.9	64.6	16.4	8.1	21.7	15.9	25.0	21.7
Over 2 weeks	1.6	-	-	-	8.4	-	-	.3	-	-	-	1.7	-
Establishments with no paid vacations	3.7	.6	.3	20.0	-	5.6	2.0	6.0	1.8	2.3	11.6	3.3	15.0
<u>2 years of service</u>													
Establishments with paid vacations	97.4	99.4	99.7	80.0	100.0	99.6	98.0	94.2	98.8	97.8	88.4	96.7	85.0
1 week	15.2	21.7	32.5	18.7	-	1.3	20.2	48.6	69.9	47.5	37.4	22.2	51.4
Over 1 and under 2 weeks	2.3	2.8	4.4	1.8	3.2	-	-	3.3	5.7	11.3	.3	-	-
2 weeks	78.3	74.9	62.8	59.5	88.5	98.3	77.8	42.0	23.2	39.0	50.7	72.8	33.6
Over 2 weeks	1.6	-	-	-	8.3	-	-	.3	-	-	-	1.7	-
Establishments with no paid vacations	2.6	.6	.3	20.0	-	.4	2.0	5.8	1.2	2.2	11.6	3.3	15.0
<u>5 years of service</u>													
Establishments with paid vacations	97.4	99.4	99.7	80.0	100.0	99.6	98.0	94.2	98.8	97.8	88.4	96.7	85.0
1 week	3.1	1.5	3.3	9.7	-	-	16.2	30.5	54.5	3.3	17.6	15.6	37.6
Over 1 week and under 2 weeks .....	.1	.4	-	-	-	-	-	2.5	7.2	-	-	-	-
2 weeks	90.2	97.5	96.4	64.9	81.8	99.6	81.8	60.3	37.1	94.5	68.2	79.4	47.4
Over 2 weeks	4.0	-	-	5.4	18.2	-	-	.9	-	-	2.6	1.7	-
Establishments with no paid vacations	2.6	.6	.3	20.0	-	.4	2.0	5.8	1.2	2.2	11.6	3.3	15.0

1/ Other than office workers.

2/ Includes data for industries other than those shown separately; data for railroads excluded from table.

Occupational Wage Survey, Denver, Colorado, November 1949
U. S. Department of Labor
Bureau of Labor Statistics

Table 18.--PAID SICK LEAVE (FORMAL PROVISIONS)

Provisions for paid sick leave	Percent of office workers employed in -							Percent of plant 1/ workers employed in -					
	All industries	Manu- facturing	Wholesale trade	Retail trade	Finance, insurance, and real estate	Transpor- tation, communi- cation, and other public utilities	Services	All industries 2/	Manu- facturing	Wholesale trade	Retail trade	Transpor- tation, communi- cation, and other public utilities	Services
All establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<u>1 year of service</u>													
Establishments with formal provisions for paid sick leave	32.0	54.2	15.2	29.2	16.8	48.0	10.9	12.3	5.2	12.6	14.9	30.0	1.7
Under 5 days .....	.7	.5	-	5.3	-	-	-	2.4	2.6	-	5.9	-	-
5 days	12.6	24.0	4.6	9.1	5.5	21.0	-	3.0	2.6	1.2	-	11.6	-
6 days	2.1	-	6.2	6.3	-	.2	.8	2.1	-	-	6.6	1.5	1.7
10 days	9.4	29.0	4.4	5.2	3.1	2.6	10.1	2.9	-	11.4	1.0	7.8	-
12 days	6.2	-	-	1.5	4.6	24.2	-	1.8	-	-	1.0	9.1	-
Over 12 days	1.0	.7	-	1.8	3.6	-	-	.1	-	-	.4	-	-
Establishments with no formal provisions for paid sick leave	68.0	45.8	84.8	70.8	83.2	52.0	89.1	87.7	94.8	87.4	85.1	70.0	98.3
<u>2 years of service</u>													
Establishments with formal provisions for paid sick leave	32.0	54.2	15.2	29.2	16.8	48.0	10.9	13.3	5.2	20.9	14.9	30.0	1.7
Under 5 days .....	.6	-	-	5.3	-	-	-	1.5	-	-	5.9	-	-
5 days	6.2	22.7	-	9.1	2.3	-	-	1.9	2.6	-	-	-	-
6 days	2.2	.5	6.2	6.3	-	-	.8	3.0	2.6	-	6.6	1.5	1.7
10 days	15.8	30.3	9.0	5.2	6.3	23.5	10.1	5.0	-	12.5	1.0	19.4	-
12 days	5.6	-	-	1.5	4.6	21.5	-	1.8	-	-	1.0	9.1	-
15 days .....	.6	-	-	-	-	3.0	-	-	-	-	-	-	-
20 days	-	-	-	-	-	-	-	1.0	-	8.4	-	-	-
Over 20 days	1.0	.7	-	1.8	3.6	-	-	.1	-	-	.4	-	-
Establishments with no formal provisions for paid sick leave	68.0	45.8	84.8	70.8	83.2	52.0	89.1	86.7	94.8	79.1	85.1	70.0	98.3
<u>5 years of service</u>													
Establishments with formal provisions for paid sick leave	32.3	54.2	15.2	31.9	16.8	48.0	10.9	13.7	5.2	20.9	16.5	30.0	1.7
Under 5 days .....	.6	-	-	5.3	-	-	-	1.5	-	-	5.9	-	-
5 days	6.1	22.3	-	9.0	2.3	-	-	.9	2.6	-	-	-	-
6 days	2.5	.5	6.2	9.1	-	-	.8	3.4	2.6	-	8.2	1.5	1.7
10 days	10.8	30.7	9.0	5.2	3.2	2.6	10.1	3.0	-	12.5	1.0	7.8	-
12 days	5.6	-	-	1.5	4.6	21.5	-	1.8	-	-	1.0	9.1	-
20 days	5.7	-	-	-	3.1	23.9	-	3.0	-	8.4	-	11.6	-
Over 20 days	1.0	.7	-	1.8	3.6	-	-	.1	-	-	.4	-	-
Establishments with no formal provisions for paid sick leave	67.7	45.8	84.8	68.1	83.2	52.0	89.1	86.3	94.8	79.1	83.5	70.0	98.3

1/ Other than office workers.

2/ Includes data for industries other than those shown separately; data for railroads excluded from table.

Occupational Wage Survey, Denver, Colorado, November 1949
U. S. Department of Labor
Bureau of Labor Statistics

Table 19.--NONPRODUCTION BONUSES

Type of bonus	Percent of office workers employed in -							Percent of plant 1/ workers employed in -					
	All industries	Manu- facturing	Wholesale trade	Retail trade	Finance, insurance, and real estate	Transpor- tation, communi- cation, and other public utilities	Services	All industries 2/	Manu- facturing	Wholesale trade	Retail trade	Transpor- tation, communi- cation, and other public utilities	Services
All establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Establishments with nonproduction bonuses 3/	53.9	57.7	68.0	41.7	70.2	26.6	58.8	43.0	47.6	64.5	42.8	14.8	49.9
Christmas or year-end	42.0	27.6	58.0	39.8	53.9	26.6	55.3	34.4	31.2	52.6	38.8	14.8	44.9
Profit-sharing	9.0	29.0	4.8	3.9	6.6	-	3.5	6.7	14.4	6.1	3.9	-	.7
Other	4.1	1.1	8.5	1.8	9.7	-	-	3.0	2.0	9.0	3.0	-	4.3
Establishments with no nonproduction bonuses	46.1	42.3	32.0	58.3	29.8	73.4	41.2	57.0	52.4	35.5	57.2	85.2	50.1

1/ Other than office workers.

2/ Includes data for industries other than those shown separately; data for railroads excluded from table.

3/ Unduplicated total.

Table 20.--INSURANCE AND PENSION PLANS

Type of plan	Percent of office workers employed in -							Percent of plant 1/ workers employed in -					
	All industries	Manu- facturing	Wholesale trade	Retail trade	Finance, insurance, and real estate	Transpor- tation, communi- cation, and other public utilities	Services	All industries 2/	Manu- facturing	Wholesale trade	Retail trade	Transpor- tation, communi- cation, and other public utilities	Services
All establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Establishments with insurance or pension plans 3/	77.5	80.9	84.2	44.3	70.3	92.5	72.6	61.5	67.9	78.9	38.0	82.6	43.5
Life insurance	59.1	52.5	71.3	44.9	64.5	53.3	68.6	48.0	51.2	66.7	33.3	52.3	42.8
Health insurance	20.7	22.7	15.2	2.5	19.8	39.9	2.9	13.0	9.4	8.0	3.8	41.3	6.4
Retirement pension	35.9	35.4	10.8	19.0	31.9	77.3	25.3	21.3	19.8	9.5	18.1	48.9	2.0
Other	22.0	1.8	19.8	15.2	23.0	50.1	12.2	13.6	5.4	15.2	8.9	40.3	7.0
Establishments with no insurance or pension plans	22.5	19.1	15.8	55.7	29.7	7.5	27.4	38.5	32.1	21.1	62.0	17.4	56.5

1/ Other than office workers.

2/ Includes data for industries other than those shown separately; data for railroads excluded from table.

3/ Unduplicated total.

Occupational Wage Survey, Denver, Colorado, November 1949
U. S. Department of Labor
Bureau of Labor Statistics

Appendix - Descriptions

Office

ACCOUNTANT, SENIOR

A worker who is responsible for maintaining all accounting records, devising accounting systems and procedures, and supervising their installation. Prepares, or supervises less experienced accountants in the preparation of all types of financial statements and reports.

ACCOUNTANT

A worker who maintains accounting procedures usually under the supervision of a senior accountant or other official. Maintains various accounting records, prepares journal vouchers to reflect intent of various actions on the records, establishes and maintains reserves for various accounts, takes trial balances and makes adjusting and closing entries; prepares various financial statements and reports, and computes and distributes costs. May direct and review the work of accounting clerks and other clerical employees in the accounting section.

BILLER, MACHINE

A worker who prepares statements, bills and invoices on a machine other than an ordinary typewriter. May also keep records as to billings or shipping charges or perform other clerical work incidental to billing operations. Should be designated as working on billing machine or bookkeeping machine as described below.

Billing Machine - A worker who uses a special billing machine (Moon Hopkins, Elliott Fisher, Burroughs, etc., which are combination typing and adding machines) to prepare bills and invoices from customers' purchase orders, internally prepared orders, shipping memoranda, etc. Usually involves application of predetermined discounts and shipping charges and entry of necessary extensions, which may or may not be computed on the billing machine, and totals which are automatically accumulated by machine. The operation usually involves a large number of carbon copies of the bill being prepared and is often done on a fan-fold machine.

Bookkeeping Machine - A worker who uses a bookkeeping machine (Sundstrand, Elliott Fisher, Remington Rand, etc., which may or may not have typewriter keyboard) to prepare customers' bills as part of the accounts receivable operation. Generally involves the simultaneous entry of figures on a customer's ledger record. The machine automatically accumulates figures on a number of vertical columns and computes and usually prints automatically the debit or credit balances. Does not involve a knowledge of bookkeeping. Works from uniform and standard types of sales and credit slips.

BOOKKEEPER, HAND

A worker who keeps a set of books for recording business transactions and whose work involves most of the following: posting and balancing subsidiary ledgers, cash books or journals, journalizing transactions where judgment is involved as to accounts affected; posting general ledger; and taking trial balances. May also prepare accounting statements and bills; may direct work of assistants or accounting clerks.

BOOKKEEPING-MACHINE OPERATOR

A worker who operates a bookkeeping machine (Remington Rand, Elliott Fisher, Sundstrand, Burroughs, National Cash Register) to keep a record of business transaction.

of Occupations Studied

Office - Continued

Class A - A worker who uses a bookkeeping machine with or without a typewriter keyboard to keep a set of records of business transactions usually requiring a knowledge of and experience in basic bookkeeping principles and familiarity with the structure of the particular accounting system used. Determines proper records and distribution of debit and credit items to be used in each phase of the work. May prepare consolidated reports, balance sheets, and other records by hand.

Class B - A worker who uses a bookkeeping machine with or without a typewriter keyboard to keep a record of one or more phases or sections of a set of records pertaining to business transactions usually requiring some knowledge of basic bookkeeping. Phases or sections include accounts payable, pay rolls, customers' accounts (not including simple type of billing described under Biller, Machine), cost distributions, expense distributions, inventory controls, etc. In addition may check or assist in preparation of trial balances and prepare control sheets for the accounting department.

CALCULATING-MACHINE OPERATOR

A worker whose primary function consists of operating a calculating machine to perform mathematical computations other than addition exclusively.

Comptometer type

Other than Comptometer type

CLERK, ACCOUNTING

A worker who performs one or more accounting operations such as preparing simple journal vouchers; accounts payable vouchers; coding invoices or vouchers with proper accounting distributions; entering vouchers in voucher registers; reconciling bank accounts; posting and balancing subsidiary ledgers controlled by general ledger, e.g., accounts receivable, accounts payable, stock records, voucher journals. May assist in preparing journal entries. For workers whose duties include handling the general ledger or a set of books see Bookkeeper, Hand.

CLERK, FILE

Class A - A worker who is responsible for maintaining an established filing system and classifies and indexes correspondence or other material; may also file this material. May keep records of various types in conjunction with files or supervise others in filing and locating material in the files. May perform incidental clerical duties.

Class B - A worker who performs routine filing, usually of material that has already been classified, or locates or assists in locating material in files. May perform incidental clerical duties.

CLERK, GENERAL, SENIOR

A worker who performs a variety of office operations and whose duties involve most of the following: knowledge of extensive office procedures, practices and policies; organization of office routine and sequence of operations; reviewing office methods and procedures and standards of performance; devising new procedures and methods; dealing with public in re-

Office - ContinuedCLERK, GENERAL, SENIOR - Continued

gard to inquiries, complaints and adjustments; operating a variety of office machines and equipment; and responsibility for directing junior and/or intermediate clerks.

CLERK, GENERAL, INTERMEDIATE

A worker who performs a variety of office operations and whose duties involve most of the following: knowledge of extensive office procedures and practices; carrying on an established office routine and sequence of operations; operating a variety of office machines; preparing reports and analyses; dealing with public in regard to inquiries, complaints and adjustments on the basis of established procedures; and responsibility for directing one or more junior clerks.

CLERK, GENERAL, JUNIOR

A worker who performs various routine office operations. The work assigned does not involve responsibility for a sequence of related office operations. Each task is assigned as it occurs and the product is subject to detailed review.

CLERK, ORDER

A worker who receives customers' orders for material or merchandise by mail, phone, or personally and whose duties involve any combination of the following: quoting prices to customers, making out an order sheet listing the items to make up the order, checking prices and quantities of items on order sheet, distributing order sheets to respective departments to be filled. May also check with credit department to determine credit rating of customer, acknowledge receipt of orders from customers, follow-up orders to see that they have been filled, keep file of orders received, and check shipping invoices with original orders.

CLERK, PAY ROLL

A worker who computes wages of company employees and enters the necessary data on the pay-roll sheets and whose duties involve: calculating worker's earnings based on time or production records; posting calculated data on pay-roll sheet, showing information such as worker's name, working days, time, rate, deductions for insurance and total wages due. In addition, may make out pay checks and assist the paymaster in making up and distributing the pay envelopes. May use a calculating machine.

CLERK-TYPIST

A worker who does clerical work requiring little special training but the performance of which requires the use of a typewriter for a major portion of the time and whose work involves typing letters, reports, and other matter from rough draft or corrected copy and one or more of the following: keeping simple records; filing records and reports; making out bills; sorting and distributing incoming mail.

OFFICE BOY OR GIRL

A worker who performs a variety of routine duties such as running errands; operating minor office machines; such as sealers or mailers; opening and distributing mail; and other minor clerical work. (Bonded messengers are excluded from this classification.)

Office - Continued

SECRETARY

A worker whose primary function is to relieve executives or other company officials of minor executive and clerical duties, and whose duties involve the following: making appointments for executives; receiving people coming into office; answering and making phone calls; handling personal and important or confidential mail; and writing routine correspondence on own initiative; taking dictation, either in shorthand or by stenotype or similar machine (except where transcribing machine is used), and transcribing dictation or the recorded information reproduced on a transcribing machine. In addition, may prepare special reports or memoranda for information of executive.

STENOGRAPHER, GENERAL

A worker whose primary function is to take dictation from one or more persons, either in shorthand or by stenotype or similar machine, involving a normal routine vocabulary, and to transcribe this dictation on a typewriter. May also type from written copy. May also set up and keep files in order, keep simple records, etc. Does not include transcribing-machine work. (See Transcribing-Machine Operator.)

STENOGRAPHER, TECHNICAL

A worker whose primary function is to take dictation from one or more persons, either in shorthand or by stenotype or similar machine, involving a varied technical or specialized vocabulary such as in legal briefs or reports on scientific research and to transcribe this dictation on a typewriter. May also type from written copy. May also set up and keep files in order, keep simple records, etc. Does not include transcribing-machine work. (See Transcribing-Machine Operator.)

SWITCHBOARD OPERATOR

A worker who operates a single or multiple position telephone switchboard, and whose duties involve: handling incoming, outgoing and intraplant or office calls. In addition, may record toll calls and take messages. As a minor part of duties, may give information to persons who call in, or occasionally take telephone orders. For workers who also do typing or other stenographic work or act as receptionists, see Switchboard Operator-Receptionist.

SWITCHBOARD OPERATOR-RECEPTIONIST

A worker who in addition to performing duties of operator, on a single position or monitor-type switchboard, acts as receptionist and/or performs typing or other routine clerical work as part of regular duties. This typing or clerical work may take the major part of this worker's time while at switchboard.

TRANSCRIBING-MACHINE OPERATOR, GENERAL

A worker whose primary function is to transcribe dictation involving a normal routine vocabulary from transcribing-machine records. May also type from written copy and do simple clerical work. A worker who takes dictation in shorthand or by stenotype or similar machine is classified as a Stenographer, General.

Office - Continued

TYPIST

A worker who uses a typewriter to make copies of various material or to make out bills after calculations have been made by another person. May operate a teletype machine.

Class A - A worker who performs one or more of the following: typing material in final form from very rough and involved draft; copying from plain or corrected copy in which there is a frequent and varied use of technical and unusual words or from foreign language copy; combining material from several sources; or planning layout of complicated statistical tables to maintain uniformity and balance in spacing, typing tables from rough draft in final form. May also type routine form letters, varying details to suit circumstances.

Class B - A worker who performs one or more of the following: typing from relatively clear or typed drafts; routine typing of forms, insurance policies, etc.; setting up simple standard tabulations, or copying more complex tables already set up and spaced properly.

Maintenance

BLACKSMITH, MAINTENANCE

A worker who performs a variety of hand-forge work on metal parts for the building and repair of plant equipment, and whose work involves most of the following: planning and laying out of work to specifications; heating, forming, bending and fire-welding of wrought-iron and steel parts; tempering metal by heating it to proper temperature and then dipping it into a quenching solution; using a variety of hammers, sledges, anvils, and anvil fittings in shaping and piercing metals; checking work with standard measuring instruments to assure accuracy of work; making standard shop computations; and sharpening and hardening of machine cutting bits and other cutting tools. In general, the work of the blacksmith requires a rounded training and experience normally acquired through a formal apprenticeship or equivalent training and experience.

CARPENTER, MAINTENANCE

A worker who performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, trim made of wood in an establishment, and whose work involves most of the following: planning and laying out of work from blueprints, drawings, models or verbal instructions; using a variety of carpenters' hand tools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; and selecting materials necessary for the work.

ELECTRICIAN, MAINTENANCE

A worker who performs a variety of electrical trade functions in the installation, maintenance or repair of equipment for the generating, distribution, and/or utilization of electric energy in an establishment, and whose work involves most of the following: installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems or other transmission equipment; working from blueprints, drawings, layout or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electricians' hand tools and measuring and testing instruments.

Maintenance - ContinuedFIREMAN, HEATING*

Fires one or more low-pressure steam boilers or hot water boilers, used for heating one or more buildings, by regulating the volume of fuel, oil, the oil-and-air mixture, or the temperature of the fuel oil fed to an oil burner; or by passing coal or coke from bunker to stoker or furnace, removing clinkers from fire, drawing ashes, or regulating the speed of the stoker to maintain the steam pressure or water temperature of a boiler within specified limits; and by operating a pump to keep water at correct level in the boiler, or to keep sufficient fuel oil in the supply tank.

May perform additional duties such as cleansing and maintaining boiler room. May clean flues by blowing down, and may oil and grease boiler room equipment. May perform minor operating repairs.

HELPER, TRADES, MAINTENANCE

A worker who assists another worker in one of the skilled maintenance trades, by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine and equipment; assisting worker by holding materials or tools; and performing other unskilled tasks as directed by journeyman. In some trades the term helper is synonymous with apprentice, since the helper is expected to learn the trade of the worker he assists. The kind of work the helper is permitted to perform also varies from trade to trade: in some trades the helper is confined to supplying, lifting and holding materials and tools and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINIST, MAINTENANCE

A worker who produces replacement parts and new parts for mechanical equipment operated in an establishment, and whose work involves most of the following: interpreting written instructions and specifications; planning and layout of work; using a variety of machinist's hand tools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts and equipment required for his work; and fitting and assembling parts. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MAINTENANCE MAN, GENERAL UTILITY

A worker who keeps the machines, mechanical equipment and/or structure of an establishment (usually a small plant where specialization in maintenance work is impractical) in repair; whose duties involve the performance of operations and the use of tools and equipment of several trades, rather than specialization in one trade or one type of maintenance work only, and whose work involves a combination of the following: planning and layout of work relating to repair of buildings, machines, mechanical and/or electrical equipment; repairing electrical and/or mechanical equipment; installing, aligning and balancing new equipment; and repairing building, floors, stairs as well as making and repairing bins, cribs, and partitions.

*Department of Defense description.

Maintenance - ContinuedMECHANIC, MAINTENANCE

A worker who repairs machinery and mechanical equipment of an establishment and whose work involves most of the following: examining machines and mechanical equipment to diagnose source of trouble; dismantling machines and performing repairs that mainly involve the use of hand tools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a defective part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shop; and re-assembling of machines, and making all necessary adjustments for operation.

OPERATOR, HEATING PLANT*

Operates oil or gas fired boilers (125 to 500 HP), usually generating steam at 100# pressure, in a large central heating plant. Analyzes instrument readings in order to determine adjustments of equipment to most efficient standards; regulates flow of fuel to burners by adjusting manual controls; adjusts the input of water to the boiler; adjusts blowers to obtain most efficient combustion; disassembles; cleans; replaces defective parts, and reassembles pumps, water softeners, blowers, boilers, burners, and fire boxes; adds chemical to water softener; maintains records of boiler operation, such as amount of fuel used, and steam pressure produced for specified periods of time; supervises Firemen, Heating, and Laborers; is responsible for the heating plant during his shift.

OPERATOR, PUMPING PLANT*

Operates, tends and maintains one or more power-driven pumps used to pump water from one purifying tank to another, to pump water from purifying vats to storage tanks, to pump water into water system or to maintain water pressures in water mains. Starts and stops pumps, regulates valves, and observes pressure dials on pumping; stands by while pumps are in operation, increasing or decreasing force of pumping as required by conditions; cleans, greases, oils and adjusts pumps; inspects pumps periodically for overheating; reads gauges and transmits information to water-plant operator; draws samples of water from pipes for laboratory test and analysis; maintains records of quantities pumped, power used and times of operation; makes readings of clear wells; performs maintenance work such as oiling and greasing pumps, connecting pipe lines from pumps to vessels or tanks, and makes minor repairs.

Or

Tends one or more power-driven pumps to move liquid through pipes or lines from one location to another. Starts, stops and regulates the speed of pumps; opens, closes and adjusts valves in pipes and lines to control flow of liquid; lubricates moving parts of pumps; replaces pump packings; may be required to connect and disconnect pipes or lines to route liquids to proper place; pumps measured amounts of liquid, being governed by gauge or meter readings; operates the power unit that drives the pumps; reads gauges and meters and records readings.

*Department of Defense description.

Maintenance - Continued

PAINTER, MAINTENANCE*

Performs any and all types of painting work on interiors and exteriors of buildings, on furniture, etc.:

In a house painting, works on walls and ceiling, performing tasks such as washing calso mine, currying out cracks, plaster patching, sizing, putting on priming coat and finishing coat; may do such work as glazing, mottling, stippling, marbelizing and tiffney blending.

On woodwork, baseboards, doors and furniture performs work of removing paint and/or varnish, bleaching, sanding, smoothing with steel wool, filling (using paste or liquid); rubbing by the use of pumice stone, puttying, painting with shellac, varnish, enamel, paint, or other surfacing material of a like nature.

On metals required to perform work of cleaning, scraping, wet sanding, pickling, corking, spray, dip or brush painting.

On hardwoods required to perform work of burning in, matching, staining, ground color, graining (with water, oil or vinegar), french polishing, and filling of scratches and holes.

Required to use and apply synthetic paints, dopes and lacquers; to mix and blend paints involving mixing, grinding, tinting and straining; to rig or hang scaffolds which involves tying off, assembling, erecting, following prescribed safety regulations.

In ship yards may be required to perform flag painting work such as stencil making, pouncing, filling in and shading.

As occasion requires may do waterproofing, cementing, or floor-scraping work.

PIPE FITTER, MAINTENANCE*

Lays out, cuts, bends, shapes, threads and installs heating and related types of equipment and piping, both high and low pressure, and all other piping other than that required for plumbing and sanitary installations; working from blueprints and specifications, installs, repairs and maintains heating furnace and auxiliary pipe lines including valves, gauges, and recording instruments, air, gas and water lines, oxygen and acetylene distribution piping, and oil lines; sets radiators in place and couples them to supply and return pipes; installs thermostatic systems; tests assemblies and installations for leaks with hydrostatic pressure.

*Department of Defense description.

Custodial, Warehousing and Trucking

FORK-LIFT OPERATOR*

Operates any of several makes of electrically- or gasoline-powered mobile fork-lift trucks to lift, transport and stack heavy objects up to approximately 2 tons. Is required to operate inside and outside. Transports and stacks valuable cargoes which would be damaged if dropped. Is required to operate in close quarters.

JANITOR, PORTER AND CLEANER

This classification includes workers whose duties correspond to those of one or more of the jobs described below.

Janitor (Manufacturing; Utilities) (Sweeper; cleaner) - A worker who sweeps and cleans shop areas, washrooms, and offices, and removes chips and refuse. May wash floors and windows.

Porter (Wholesale Trade; Retail Trade) (Day porter, cleaner) - A worker who keeps the premises of an establishment in a clean, orderly condition. Typical of the duties the worker performs are: sweeping and mopping floors; removing trash; dusting furniture or fixtures; polishing metal fixtures or trimmings; and washing windows and display cases.

Janitor (Office Buildings) (Janitor-maintenance man) - A building service worker, employed in an office building, who performs a variety of duties involved in cleaning the premises, disposing of waste and litter, and providing supplies and minor maintenance services. May, occasionally, operate a passenger elevator.

This classification does not include workers whose duties are limited to cleaning the premises (see Cleaner - Office Buildings).

Cleaner (Office Buildings) - A worker who keeps halls, offices, and/or rooms of public buildings, offices, commercial establishments, or apartment houses in a clean, orderly condition and whose work involves: sweeping, mopping and/or scrubbing floors; disposing of waste or litter; and/or dusting furniture and equipment. May also be required to polish metal fixtures and fittings. This classification does not include window washers nor workers whose duties include cleaning rest rooms.

Cleaner (Hotels) - A person who performs heavy cleaning operations in hotel lobbies, halls, public baths, showers, and lavatories. May also wash windows.

ORDER FILLER

This classification includes workers whose duties correspond to those of one or more of the jobs described below.

Order Filler (Manufacturing; Warehousing and Storage) - A worker who fills shipping orders from stored merchandise in accordance with either written specifications or verbal instructions. May assemble, pack and carry or transport materials to shipping room or delivery platform.

*Department of Defense description.

Custodial, Warehousing and Trucking - Continued

Order Filler (Wholesale Groceries and Grocery Chain-Store Warehouses) - A worker who fills orders from stock merchandise in accordance with specifications on sales slip or customers' orders and whose work involves a combination of the following: picking full case or shelf merchandise, indicating items filled or omitted on sales slips or customers' orders, packing orders, transporting merchandise on a hand truck to shipping room or delivery platform, and reporting shortages of merchandise to head stock man or other supervisors. A worker who handles incoming goods - opening cases, shelving, etc. - should be classified as Stockman.

Order Picker (Wholesale Drugs, Drug Proprieties and Toiletries, and Druggists-Sundries) (Order Filler) - A worker who picks or fills merchandise on customer orders and whose work involves a combination of the following: picking full case or shelf merchandise; indicating items filled or omitted on orders; storing incoming cases in correct location; and requisitioning case stock to replenish shelf stock and assisting in shelving stock.

Stockman, Warehouse (Department Stores, Dry-Goods Stores, General-Merchandise Stores, Clothing Stores and Furniture Stores) - A person working in the warehouse who fills customer's orders for merchandise from salescheck specifications. Places merchandise on flats, skids, or rollers, and moves to packing department. Also fills transfer orders going to the store for display on the selling floor. Receives incoming merchandise from receiving or marking departments and places it in storage. Handles returned goods either by returning it to storage or sending it to shipping department for delivery to supplier.

STOCK HANDLER AND TRUCKER, HAND

This classification includes workers whose duties correspond to those of one or more of the jobs described below.

Loader and Unloader (Shipping and Receiving) (Manufacturing) - A worker whose principal duty is to load or unload raw materials, supplies, partially processed or finished products to or from freight cars, trucks (motor, industrial, hand) or other transporting device. In addition to loading or unloading duties, may also carry, wheel, or hand truck materials to or from storage space.

Stock Man (Manufacturing) (Stock Helper) - A worker who, under general supervision of a head stock man, places incoming goods in proper place in stock room or warehouse, and whose work involves any combination of the following: knowledge of proper location of goods in storage area; checking incoming goods against invoices; loading or unloading goods from trucks or railroad cars or unpacking goods. This classification does not include workers who merely move goods from place to place under immediate supervision.

Trucker, Hand (Manufacturing; Wholesale Trade) - A worker who pushes or pulls hand trucks, cars or wheelbarrows used for transporting goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment, and usually loads or unloads hand trucks or wheelbarrows. May stack materials in storage bins, etc., and may keep records of materials moved.

Shelver (Wholesale Trade) (Order Picker Helper) - A worker who opens cases of merchandise and places stock on shelves.

Custodial, Warehousing and Trucking - ContinuedSTOCK HANDLER AND TRUCKER, HAND - Continued

Stock Man or Stock Helper (Wholesale Trade) - A worker who, under general supervision of a head stock man, receives and places incoming goods in proper places in stock room or warehouse and whose work involves a combination of the following: unloading goods from trucks or railroad cars, checking incoming goods against invoices or requisitions, transporting goods from unloading platform to stock room, unpacking goods and placing on shelves or other proper places. He may also perform duties of Order Filler, usually in smaller establishments.

Stock Man or Stock Helper (Retail Trade) - A worker who, under general supervision of a head stock man, receives and places incoming goods in proper place in stock room or warehouse and issues stock, materials, or equipment by filling orders requisitioning such materials. The work of the stock man involves most of the following: checking incoming goods against invoices or requisitions; unpacking goods; loading or unloading goods from trucks or railroad cars; tallying the number of cases or other units loaded or unloaded, and placing stock in proper storage place.

Handler and Stacker (Warehousing) - A worker engaged in the placement and transfer of household furniture and goods or miscellaneous goods and commodities between the loading platform and storage rooms within the warehouse. The work of the handler and stacker involves most of the following: loading, unloading, stacking and carrying incoming and/or outgoing shipments; checking goods against invoices to verify type, condition and quantity of shipments; and locating and assembling requisitioned goods.

TRACK LABORER*

Performs heavy laborer duties in the maintenance and repair of railroad ways under supervision of Trackman: (a) laying rails, switches, etc., working to grading stakes; (b) leveling rails by packing sand, gravel and other material under low cross ties to raise them, and aligning the rails to make a level track or a uniform grade; (c) placing tie plates or skeins between ties and rails and fastening rails with spikes; (d) replacing worn or decayed wooden ties by removing spikes from old ties with a claw bar, loosening ballast and removing tie from under the rail; (e) setting new ties into place and packing ballast around them, and spiking them to rail; (f) tightening rail joints with a long wrench until secure; (g) gauging tracks for correct and uniform distance between rails using a fixed gauge, and loosening rails out of alignment, crowding them into place with a bar or clamp and retightening; bending rails to templates or radium using a hand bender.

TRUCK DRIVER

Truck Driver (Manufacturing) - A worker who drives a truck to transport materials, merchandise, equipment, or men. May load or unload truck, frequently assisted by Truck-Driver Helper. May make minor mechanical repairs and keep truck in good working order. This classification does not include Driver-Salesman.

Truck Driver, Local Delivery (Wholesale Trade; Retail Trade) - A worker who drives a truck within a city or industrial area and whose work may involve loading and unloading the

*Department of Defense description.

Custodial, Warehousing and Trucking - Continued

truck with or without helpers and delivering between any of the following types of establishments: freight depots, warehouses, wholesale establishments and retail establishments and/or between retail establishments and customers' houses or places of business. This classification does not include drivers who sell or solicit business.

For wage study purposes truck drivers are classified according to size and type of equipment operated, as follows:

- Truck driver, (light - under 1 1/2 tons)
- Truck driver, (medium - 1 1/2 to and including 4 tons)
- Truck driver, (heavy - over 4 tons, trailer type)
- Truck driver, (heavy - over 4 tons, other than trailer type)

Metalworking

ASSEMBLER

(Bench assembler; floor assembler; jig assembler; line assembler; sub-assembler)

A worker who assembles and/or fits together parts to form complete units or subassemblies at a bench, conveyor line, or on the floor, depending upon the size of the units and the organization of the production process. The work of the assembler may include processing operations requiring the use of hand tools in scraping, chipping and filing of parts to obtain a desired fit as well as power tools and special equipment when punching, riveting, soldering or welding of parts is necessary. Workers who perform any of these processing operations exclusively as part of specialized assembling operations are not included in this classification.

Class A - A worker who assembles parts into complete units or subassemblies that require fitting of parts and decisions regarding proper performance of any component part or the assembled unit, and whose work involves any combination of the following: assembling from drawings, blueprints or other written specifications; assembling units composed of a variety of parts and/or subassemblies; assembling large units requiring careful fitting and adjusting of parts to obtain specified clearances; and using a variety of hand and powered tools and precision measuring instruments.

Class B - A worker who assembles parts into units or subassemblies in accordance with standard and prescribed procedures, and whose work involves any combination of the following: assembling a limited range of standard and familiar products composed of a number of small or medium-sized parts requiring some fitting or adjusting; assembling large units that require little or no fitting of component parts; working under conditions where accurate performance and completion of work within set time limits are essential for subsequent assembling operations; and using a limited variety of hand or powered tools.

Class C - A worker who performs short-cycle, repetitive assembling operations, and whose work does not involve any fitting or making decisions regarding proper performance of the component parts or assembling procedures.

Metalworking - Continued

CHIPPER AND GRINDER

(Air hammerman; bench grinder; chipper; disc grinder; face grinder; portable-grinder operator; power-chisel operator; shaft grinder; snagger; stand grinder; swing-frame grinder)

Operates one or more types of chipping or grinding equipment in removing undesirable projections or surplus metal (fins, burrs, gates, risers, weld seams) from sand- or die-castings, forgings, or welded units. The more common types of equipment employed for such operations include pneumatic chisels, portable grinding tools, stand grinders, and swing-frame grinders. A variety of hand tools including hammers, cold chisels, hand files and saws may also be utilized by the operator in his work. This classification includes workers who specialize on either chipping or grinding work, as well as those who perform both types of operations.

COREMAKER, HAND

A worker who shapes by hand (on bench or floor) varying cores used in molds to form hollows and holes in metal castings, and whose work requires most of the following: selecting appropriate core boxes and work sequence; cleaning core boxes with compressed air or hand bellows and dusting parting sand over inside of core box to facilitate removal of finished core; packing and ramming core sand solidly into box, using shovels, hands, and tamping tools; selecting and setting vent wires and reinforcing wires into cores; determining appropriate sand blends and moisture content of sand required for a particular core; removing core box from core and repairing damage to impressions; baking cores to harden them; and assembling cores of more than one section.

DRILL-PRESS OPERATOR, SINGLE- OR MULTIPLE-SPINDLE

Performs such operations as drilling, reaming, countersinking, counterboring, spot-facing and tapping on one or more types of single-spindle or multiple-spindle drill presses.

This classification includes operators of all types of drill presses other than radial-drill presses and portable drilling equipment.

Class A - Operator who is required to set up machine for operations requiring careful positioning, blocking and aligning of units; to determine speeds, feeds, tooling and operation sequence; and to make all necessary adjustments during operation to achieve requisite dimensions or

Operator who is required to set up machine where speeds, feeds, tooling and operation sequence are prescribed but whose work involves very difficult operations such as deep drilling, or boring to exacting specifications.

Class B - Operator who is required to set up machine on standard operations where feeds, speeds, tooling and operation sequence are prescribed; and to make all necessary adjustments during operation or

Operator who is required to maintain set-up made by others, including making all necessary adjustments during operation on work requiring considerable care on the part of the operator to maintain specified tolerances.

Class C - Operator who is required only to operate machine, on routine and repetitive operations; to make only minor adjustments during operation; and when trouble occurs to stop the machine and call on foreman, leadman, or set-up man to correct the operation.

ENGINE-LATHE OPERATOR

Operates an engine lathe for shaping external and internal cylindrical surfaces of metal objects. The engine lathe, basically characterized by a headstock, tailstock, and power-

Metalworking - Continued

fed tool carriage, is a general-purpose machine tool used primarily for turning. It is also commonly used in performing such operations as facing, boring, drilling, and threading; and, equipped with appropriate attachments, it may be used for a very wide variety of special machining operations. The stock may be held in position by the lathe "centers" or by various types of chucks and fixtures.

This classification excludes operators of bench lathes, automatic lathes, automatic-screw machines, and hand-turret lathes and hand-screw machines.

Class A - Operator who is required to set up machine; to select feeds, speeds, tooling and operation sequence; and to make necessary adjustments during operation to achieve requisite dimensions or

Operator who is required to set up machine from drawings, blueprints or layout, in accordance with prescribed feeds, speeds, tooling and operation sequence and to make necessary adjustments during operation where changes in work and set-up are frequent and where care is essential to achieve very close tolerances.

Operator may be required to recognize when tools need dressing, to dress tools, and to select proper coolants and cutting and lubricating oils.

Class B - Operator who is required to maintain operation set up by others, by making all necessary adjustments, where care is essential to achieve very close tolerances or

Operator who is required to set up machine on standard or roughing operations where feeds, speeds, tooling and operation sequence are prescribed; and to make adjustments during operation.

Operator may be required to recognize when tools need dressing, to dress tools and to select proper coolants and cutting oils.

Class C - Operator who is required only to operate machine on routine and repetitive operations; to make only minor adjustments during operation; and when trouble occurs to stop the machine and call on foreman, leadman, or set-up man to correct the operation.

INSPECTOR

A worker who performs such operations as examining parts or products for flaws and defects, and checking their dimensions and appearance to determine whether they meet the required standards and specifications.

Class A - A worker who inspects parts, products, and/or processes with responsibility for decisions regarding the quality of the product and/or operations, and whose work involves any combination of the following: thorough knowledge of the processing operations in the branch of work to which he is assigned, including the use of a variety of precision measuring instruments; interpreting drawings and specifications in inspection work on units composed of a large number of component parts; examining a variety of products or processing operations; determining causes of flaws in products and/or processes and suggesting necessary changes to correct work methods; and devising inspection procedures for new products.

Class B - A worker who inspects parts, products, and/or processes and whose work involves any combination of the following: knowledge of processing operations in the branch of work to which he is assigned, limited to familiar products and processes or where performance is dependent on past experience; performing inspection operations on products and/or processes having rigid specifications, but where the inspection procedures involving a sequence of inspection operations, including decisions regarding proper fit or performance of some parts; and using precision measuring instruments.

Metalworking - ContinuedINSPECTOR - Continued

Class C - A worker who inspects parts, products and/or processes and whose work involves any combination of the following: short-cycle, repetitive inspection operations; using a standardized, special-purposes measuring instrument repetitively; and visual examination of parts or products, rejecting units having obvious deformities or flaws.

MACHINIST, PRODUCTION

A worker who is required to fabricate metal parts involving a series of progressive operations and whose work involves most of the following: understanding of written instructions and specifications; planning and laying out of work; using a variety of machinist's hand tools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds and speeds of machining; understanding of the working properties of the common metals; and selecting standard materials, parts and equipment needed for his work. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MILLING-MACHINE OPERATOR

(Milling-machine operator, automatic; milling-machine operator, hand)

Performs a variety of work such as grooving, planing, and shaping metal objects on a milling machine, which removes material from metal surfaces by the cutting action of multi-toothed rotating cutters of various sizes and shapes.

Milling-machine types vary from the manually controlled machines employed in unit production to fully automatic (conveyor-fed) machines found in plants engaged in mass production. This classification includes operators of all types of milling machines except single-purpose millers such as thread millers, duplicators, die sinkers, pantograph millers and engraving millers.

Class A - Operator who is required to set up machine; to select feeds, speeds, tooling and operation sequence; and to make necessary adjustments during operation to achieve requisite dimensions or

Operator who is required to set up machine from drawings, blueprints, or lay-out in accordance with prescribed feeds, speeds, tooling and operation sequence, and to make necessary adjustments during operation where changes in work and set up are frequent and where considerable care is essential to achieve very close tolerances.

Operator may be required to recognize when tools need dressing, to dress tools, and to select proper coolants and cutting and lubricating oils.

Class B - Operator who is required to set up machines on standard operations where feeds, speeds, tooling and operation sequence are prescribed; to make adjustments during operation; and to maintain prescribed tolerances or

Operator who is required to maintain operation set up by others, by making all necessary adjustments, where considerable care is essential to achieve very close tolerances.

Metalworking - Continued

Operator may be required to recognize when tools need dressing, to dress tools and to select proper coolants and cutting oils.

Class C - Operator who is required to operate only, on routing and repetitive operations; to make only minor adjustments during operation; and when trouble occurs to stop machine and call on foreman, leadman or set-up man to correct the operation.

MOLDER, FLOOR

A worker who shapes large molds or mold sections by hand on the foundry floor or in a pit, by ramming or packing sand around a pattern placed in a flask, and whose work involves most of the following: selecting and assembling appropriate flasks and patterns and positioning patterns in flasks for a variety of molds; determination of appropriate sand blends and moisture content of sand required for different molds; packing and ramming sand around pattern; drawing pattern and smoothing mold; selecting and setting in position appropriate cores; determination of appropriate gating, venting reinforcing and facing required for particular mold; assembling mold sections into complete mold; using such molder's hand tools as riddles, rammers, trowels, slicks, lifters, bellows and mallets in compacting and smoothing of mold; directing the pouring of the molten metal into mold, and operation of crane in lifting and moving of mold or mold sections.

SHAKE-OUT MAN

A worker who removes castings from the molds in which they were cast, and whose work involves one or more of the following: releasing clamps holding sections of flask together, separating the sections and breaking the sand mold from the castings, using a steel bar or sledge hammer, or removing castings from the sand with the aid of metal hooks; operating a vibrating shake-out screen in removing sand and castings from flasks; using a pneumatic shaker which, when attached to the flask, jars or jolts it until the mold has crumbled; using a vibratory air-hammer to remove the sand and castings; shaking loosely adhering sand from castings; and shoveling sand shaken from molds into a pile.

TOOL AND DIE MAKER

(Die maker; jig maker; tool maker; fixture maker; gauge maker)

A worker who constructs and repairs machine-shop tools, gauges, jigs, fixtures or dies for forgings, punching and other metal-forming work, and whose work involves most of the following: planning and laying out of work from models, blueprints, drawings or other oral and written specifications; using a variety of tool-and-die maker's hand tools and precision measuring instruments; understanding of the working properties of common metals and alloys; setting up and operating of machine tools and related equipment; making necessary shop computations relating to dimensions of work, speed, feeds, and tooling of machines; heat-treating of metal parts during fabrication as well as of finished tools and dies to achieve required qualities; working to close tolerances; fitting and assembling of parts to prescribed tolerances and allowances; and selecting appropriate materials, tools and processes. In general, the tool-and-die maker's work requires a rounded training in machine-shop and toolroom practice usually acquired through a formal apprenticeship or equivalent training and experience.

For wage study purposes, tool and die makers are classified as:

- Tool and die makers, jobbing shops
- Tool and die makers, other than jobbing shops

Metalworking - Continued

WELDER, HAND

A worker who fuses (welds) metal objects together by means of an oxyacetylene torch or arc welding apparatus in the fabrication of metal shapes and in repairing broken or cracked metal objects. In addition to performing hand welding or brazing operation, he may also lay out guide lines or marks on metal parts and may cut metal with a cutting torch.

Class A - Worker who performs welding operations requiring most of the following: planning and laying out of work from drawings, blueprints or other written specifications; knowledge of welding properties of a variety of metals and alloys; setting up of work and determining operation sequence; welding of high pressure vessels or other objects involving critical safety and load requirements; working from a variety of positions; and ability to weld with gas or arc apparatus.

Class B - Worker who is required to perform either arc or gas welding operations on repetitive work, where no critical safety and load requirements are involved; where the work calls mainly for one position welding; and where the layout and planning of the work are performed by others.

Department and Clothing Stores

ELEVATOR OPERATOR, PASSENGER

A worker who operates an elevator to transport passengers from floor to floor. Announces floor numbers and usually announces merchandise located on each floor. Answers questions regarding location of merchandise.

PACKER, BULK

A worker who packs and crates bulk merchandise for delivery by truck or shipment by parcel post, express, or freight. The work of the packer involves most of the following: receiving orders or saleschecks; obtaining merchandise from stock or from stockman; checking merchandise against specifications on saleschecks; wrapping and packing merchandise using tissue paper, excelsior, corrugated board, cartons, wooden crates, etc.; attaching address labels or stenciling name and address on crates or cartons; sending finished package to shipping room.

SALES CLERK

A worker who sells merchandise in an assigned department of a store or in a store specializing in one or a few items. Determines merchandise desired by customer, assists in selection, explains and demonstrates various qualities of the merchandise, receives payment, and makes out salescheck. May also do own cashiering and wrapping and assist in stocking and displaying merchandise.

Sales Clerks are classified by department, as follows:

- Men's clothing
- Men's furnishings
- Piece goods (yard goods, upholstery fabrics)
- Women's accessories (hosiery, gloves, handbags, etc.)
- Women's dresses
- Women's suits and coats

Department and Clothing Stores - ContinuedTAILOR, ALTERATION (WOMEN'S GARMENTS)

A worker who makes alterations on women's suits, coats, or dresses. Typical alterations include such items as remodeling shoulders and necklines, re-setting sleeves and collars, taking-in side seams, and felling in accordance with markings on garment or instructions received from Fitter. The work of the alteration tailor involves most of the following: ripping seams and linings, re-cutting fabric, basting in position for sewing, re-sewing by hand or machine. May also press new seams, and press or iron garment with hand iron or pressing machine when alterations are completed.

Restaurants and CafeteriasBUS BOY (OR GIRL)

(Tray girl)

A worker who assists in the dining room and whose work involves most of the following: carrying dirty dishes to kitchen; replacing soiled linen with clean linen; maintaining a supply of clean linens, silverware and dishes in dining room; filling water bottles and glasses; sweeping and cleaning dining room, dusting furniture and fixtures; carrying trays for customers in cafeterias; and performing other tasks such as washing dishes, setting tables, cleaning and polishing silverware and preparing coffee.

CHECKER-CASHIER

A person who checks customer's purchases and receives payment and whose work involves most of the following: entering the amount of each purchase and totaling bill; collecting money and making change; balancing cash received against cash register; making authorized disbursements; wrapping packages; packing bags and stocking shelves. Found principally in self-service stores and cafeterias.

COOK, ALL-AROUND

A person who does general cooking; preparing by any method meats, fish, poultry, vegetables, soups, sauces and gravies. In addition, may carve and serve portions, bake pastries and hot breads, make cooked desserts, and supervise dishwashers and kitchen help.

COOK, SHORT ORDER

A person who cooks to order steaks, chops, cutlets, eggs and other quickly prepared foods and serves to waiters or to customers over the counter. May, in addition, serve roasts, stews, soups, sauces, or vegetables from a steam table. This classification includes breakfast cooks in hotels.

COUNTER ATTENDANT

(Counterman; steam-table attendant)

A person who serves food to customers at a lunch counter or cafeteria by obtaining portions of individually ordered food directly from the kitchen or making order from the steam table at the customer's direction. In addition, may fill condiment containers, arrange dishes, keep equipment in orderly condition, prepare toast, hot cakes, waffles, eggs, sandwiches, or beverages, and receive payment from customer and make change or issue food checks which are given to the cashier.

Restaurants and Cafeterias - ContinuedWAITER OR WAITRESS

A worker who serves food and beverages to patrons and, in addition, generally sets table with clean linen and silverware, takes order from patron, and makes out check. May also take payment.

BanksTELLER, PAYING, OR PAYING AND RECEIVING, COMMERCIAL

Cashes customers' personal or other checks. May also receive deposits on checking accounts and make entries in customers' account books. Writes up or signs deposit slips to be used in later balancing books. May record the daily transactions and balance accounts. May supervise one or more clerks who record details of transactions, such as names, dates, serial numbers, and amounts involved so that pertinent data may be distributed among the several departments for recording, filing, and clearing. May also handle withdrawals and deposits on savings accounts.

For wage study purposes, tellers are classified on the basis of their length of service with the establishment as follows:

Under 5 years' service
5 years' or more service

TELLER, SAVINGS

Receives deposits and pays out withdrawals on savings accounts. Makes entries in customers' account books. Writes up or signs deposit slips to be used later in balancing books. May record daily transactions and balance accounts. May supervise one or more clerks who record details of transactions.

For wage study purposes, tellers are classified on the basis of their length of service with the establishment as follows:

Under 5 years' service
5 years' or more service

Office Buildings ServiceCLEANER

A worker who keeps halls, offices, and/or rooms of public buildings, offices, commercial establishments, or apartment houses in a clean, orderly condition and whose work involves: sweeping, mopping and/or scrubbing floors; disposing of waste or litter; and/or dusting furniture and equipment. May also be required to polish metal fixtures and fittings. This classification does not include window washers.

ELEVATOR OPERATOR, PASSENGER

A worker who transports passengers between floors of an office building, apartment house, department store, hotel or similar establishment.

Office Buildings Service - Continued

ENGINEER, STATIONARY

A worker who operates and maintain and/or supervises the operation of stationary engines and equipment (mechanical or electrical) to supply power, heat, refrigeration or air-conditioning and whose work involves: operating and maintaining and/or supervising the operation of such equipment as steam engines, air compressors, generators, motors, turbines, ventilating and refrigerating equipment, steam boilers and boiler-fed water pumps; making or supervising equipment repairs; and keeping a record of operation of machinery, temperature, and fuel consumption. This classification does not include head or chief engineers in establishments employing more than one engineer.

For wage study purposes, engineers are classified as follows:

Engineers, stationary (licensed)
Engineers, stationary (unlicensed)

FIREMAN, STATIONARY BOILER

A worker who fires stationary boilers used in a factory, power plant, or other establishment to furnish heat, to generate power, or to supply steam for industrial processes, and whose work involves feeding fuel to fire by hand or operating a mechanical stoker, gas, or oil burner; and checking water and safety valves. In addition, may clean, oil, or assist in repairing boiler room equipment.

WATCHMAN

A worker who guards premises of plant property, warehouses, office buildings, or banks. Makes rounds of premises periodically in protecting property against fire, theft, and illegal entry.

Power Laundries

CLERK, RETAIL RECEIVING

A person who receives work from routemen or from customers over the counter in the receiving office or store of a dry-cleaning or laundry establishment and whose work involves most of the following: maintaining a record of articles or bundles received; returning completed work to customers who call for it; collecting payment and maintaining simple records of money received; and in establishments where dry cleaning is done, fastening an identifying marker to each article, examining an article for defects such as holes, stains or tears, and making a record of the identification symbol assigned to each article with a brief description of the article and of any defects noted. This classification does not include store managers.

EXTRACTOR OPERATOR

(Whizzer operator)

A worker who removes surplus moisture from materials (such as wet cloth, clothing, knit goods, and yarn) by operating an extractor and whose work involves most of the following: loading material into perforated drum of machine by hand or hoist; closing lid and starting machine, allowing it to run a predetermined time or until fluid stops flowing from drain; removing partly dried materials; and hand trucking materials within the department. In addition, the worker may assist the Washer in loading, operating, or unloading the washing machine.

Power Laundries - Continued

FINISHER, FLATWORK, MACHINE

A worker who performs flatwork finishing operations by machine and whose work involves one or more of the following: shaking out the creases in semi-dry washing to prepare it for the flatwork ironing machine; feeding clean, damp flatwork pieces into the flatwork ironing machine by placing the articles on the feeder rollers; and catching or receiving articles as they emerge from the machine and partially folding them.

FIREMAN, STATIONARY BOILER

A worker who fires stationary boilers used in a factory, power plant, or other establishment to furnish heat, to generate power, or to supply steam for industrial processes, and whose work involves feeding fuel to fire by hand or operating a mechanical stoker, gas or oil burner; and checking water and safety valves. In addition, may clean, oil, or assist in repairing boiler room equipment.

MARKER

A worker who marks or affixes by hand or mechanical means, customer identifying symbols on soiled garments, linens, or other articles. In addition may weigh, list, or count articles contained in each bundle, sort contents of each bundle into groups according to treatment to be received, or note and record any damaged or stained condition of articles. This classification does not include workers who do sorting, examining, or listing without marking the various articles.

PRESSER, MACHINE, SHIRTS

A worker who operates or tends the operation of one or more of the several type machines that press shirts, and who perform such shirt pressing operations as body pressing, bosom pressing, collar and cuff pressing, and/or sleeve pressing.

WASHER, MACHINE

A worker who operates one or more washing machines to wash household linens, garments, curtains, drapes and other articles and whose work involves the following: manipulating valves, switches, and levers to start and stop the machine and to control the amount and temperature of water for the sudsing and rinsing of each batch; mixing and adding soap, bluing and bleaching solutions; and loading and unloading the washing machine. In addition may make minor repairs to washing machine.

WRAPPER, BUNDLE

A worker who wraps packages or finished products, or packs articles, goods, or materials in cardboard boxes and secures the package or box with twine, ribbon, gummed tape, or paste. The worker may segregate articles according to size or type, or according to customer's order and inspect articles for defects before wrapping.

Hotels

CASHIER

Receives money from customers or company employees in payment of accounts, bills, itemized lists, or sales tickets. Makes necessary change. Balances cash received against cash register or other record of receipts. May issue receipts for money received. May cash checks. May make authorized disbursements. May make up pay roll or bank deposits. May sell gift certificates.

In some hotels, may act as custodian for guest's valuables placed in safe deposit boxes, or left for safe keeping. May also post charges against guest's accounts. In some establishments, may also wrap packages.

This classification does not include Cashiers who do general bookkeeping for the establishment, head cashiers in central tube rooms, and sales personnel who make their own change.

CLERK, ROOM

Rents and assigns rooms to persons applying at desk, over the telephone, or in writing. Arranges transfer of registered guests to other rooms. Checks out guests and refers them to Cashier for payment of bill.

ELEVATOR OPERATOR, PASSENGER

A worker who transports passengers between floors of an office building, apartment house, department store, hotel or similar establishment.

MAID, CHAMBER

(Room maid)

Performs routine duties, cleaning and servicing of guest's rooms under close supervision of housekeeper. May also clean baths.

Auto Repair Shops

BODY REPAIRMAN, METAL

(Automobile-collision serviceman; fender and body repairman; body man)

Repairs damaged automobile fenders and bodies to restore their original shape and smoothness of surface by hammering out and filling dents, and by welding breaks in the metal. May remove bolts and nuts, take off old fenders, and install new fenders. May perform such related tasks as replacing broken glass and repairing damaged radiators and woodwork. May paint repaired surfaces.

GREASER

(Lubricating man)

Lubricates, by means of hand-operated or compressed-air operated grease guns and oil sprays, all parts of automobile or truck where lubrication is required, using proper type

Auto Repair Shops - ContinuedGREASER - Continued

lubricant on the various points on chassis or motors; drains old lubricant from lubricant reservoirs and refills with new. May perform other related duties, such as checking radiator water level, checking and adding distilled water to battery, repairing tires, etc. May also perform duties of washer.

MECHANIC, AUTOMOTIVE

Repairs automobiles and trucks, performing such duties as disassembling and overhauling engines, transmissions, clutches, rear ends, and other assemblies on automobiles, replacing worn or broken parts, grinding valves, adjusting brakes, tightening body bolts, aligning wheels, etc. In addition to general automotive mechanics, this classification also includes workers whose duties are limited to repairing and overhauling the motor.

Class A - Repairs, rebuilds, or overhauls engines, transmissions, clutches, rear ends, or other assemblies, replaces worn or broken parts, grinds valves, bores cylinders, fits rings. In addition may adjust brakes or lights, tighten body bolts, align wheels, etc. May remove or replace motors, transmissions or other assemblies. May do machining of parts.

Class B - Adjusts brakes or lights, tightens body bolts, aligns wheels, or makes other adjustments or repairs of a minor nature; or removes and replaces motors, transmissions, clutches, rear ends, etc., but does no repairing, rebuilding, or overhauling of these assemblies. Workers who are employed as helpers to Mechanics are excluded from this classification.

MECHANIC'S HELPER*

Assists Automotive Mechanic by performing lesser skilled duties involved in auto repair and maintenance and in making minor adjustments. While working with a mechanic, performs such duties as furnishing tools, disassembling parts, making minor repairs and adjustments; unfastens engines from chassis, drops bolts, pulls wheels off, inspects brake linings, removes oil filters and carburetors, removes and cleans spark plugs, repairs and services windshield wipers, removes batteries from vehicles and electric trucks and makes repairs or replaces same, and performs similar mechanical duties as assigned.

Jacks up vehicles, removes old or punctured tires from wheels and replaces them; examines tubes for holes by visual inspection or by immersing inflated tube in tank of water and patches tube; examines casings for nails or other objects that cause punctures and removes. May vulcanize patch to tube by clamping patched part of tube to hot vulcanizing plate for specified time; patches breaks in casings by cleaning area about break, coating area with rubber cement and pressing patch over hole. Repairs valve stems by rethreading and by refitting tops; vulcanizes new stems to tubes.

Lubricates all types of automotive vehicles such as passenger cars, trucks, tractors, buses, construction equipment, etc.; changes oil and grease, lubricates chassis and body parts of vehicles according to specifications; drains lubricant from crankcase, transmission and differential; flushes systems with light oil diluted with kerosene and re-fills reservoir with lubricant of correct viscosity; lubricates engine and chassis parts with the use of hand and compresses air operated grease guns, oil sprays, and oil cans; tightening loose fittings with hand tools; adds water to battery where necessary; flushes radiator and re-fills with water and anti-freeze; services vehicles with gasoline and oil.

*Bureau of Public Roads description.

Auto Repair Shops - Continued

Cleans and washes vehicles of all types. Work involves operation of Kerrick cleaner machines, including responsibility for correct mixture of solvent in the machine, watching oil fire for testing solution, and the proper performance of motor.

PAINTER, AUTOMOTIVE**

Brief

Serves as brush or air spray painter of automotive and construction equipment. Performs stripping and lettering and mixes paint to match colors. Overhauls, adjusts, services, maintains and repairs automobiles, trucks, tractors, and all road building equipment.

Duties

Under general supervision:

1. Performs the painting of cars, trucks, tractors, and miscellaneous construction equipment. Is required to mix paints and match colors. Operates both brush and spray guns in the painting and stripping of equipment.
2. Disassembles, assembles, overhauls and adjusts engines, transmissions, clutches, differentials, universals, brakes, lights, align and balances wheels, and tightens body bolts.

WASHER, AUTOMOBILE

(Car washer; wash boy)

Washes automobiles and trucks; sweeps and cleans interior of automobile; may polish auto vehicle bodies, using polishing compound and a cloth. Various parts of this job may be performed by individual workers in automobile laundries production lines.

**Department of Defense description.

INDEX

Description	Page Number	
	Earnings	or rate
Accountant	25	6, 8
Accountant, senior	25	6
Assembler (metalworking)	30	16
Bench hand (bakeries)	-	20
Billor, machine (billing machine)	25	6, 8
Billor, machine (bookkeeping machine)	25	8
Blacksmith, maintenance (railroads)	27	20
Body repairman, metal (auto repair shops)	35	19
Bookkeeper, hand	25	6, 8
Bookkeeping-machine operator	25	6, 8
Bricklayer (building construction)	-	20
Building laborer (building construction)	-	20
Bus boy (restaurants and cafeterias)	33	17
Calculating-machine operator (Comptometer type)	25	9
Calculating-machine operator (Comptometer type) (railroads)	25	20
Calculating-machine operator (other than Comptometer type)	25	9
Carpenter (building construction)	-	20
Carpenter, maintenance	27	13
Cashier (hotels)	35	19
Checker-cashier (restaurants and cafeterias)	33	17
Chipper and grinder (metalworking)	31	16
Cleaner	29	14
Cleaner (office buildings)	34	18
Cleaner (railroads)	29	20
Clerk, accounting	25	6, 9
Clerk, accounting (railroads)	25	20
Clerk, file	25	9
Clerk, general, junior	26	7, 10
Clerk, general, intermediate	26	7, 10
Clerk, general, senior	25	7, 10
Clerk, order	26	7, 10
Clerk, pay roll	26	7, 10
Clerk, pay roll (railroads)	26	20
Clerk, retail, receiving (laundries)	34	19
Clerk, room (hotels)	35	19
Clerk-typist	26	7, 10
Compositor, hand (printing)	-	20
Cook, all around (restaurants and cafeterias)	33	17
Cook, short order (restaurants and cafeterias)	33	17
Coremaker, hand (metalworking)	31	16
Counter attendant (restaurants and cafeterias)	33	17
Dough mixer (bakeries)	-	20
Drill-press operator, single- and multiple-spindle (metalworking)	31	16
Electrician (building construction)	-	20
Electrician, maintenance	27	13
Electrician, maintenance (railroads)	27	20
Elevator operator, passenger (department and clothing stores) ..	33	17
Elevator operator, passenger (hotels)	35	19
Elevator operator, passenger (office buildings)	34	18
Engineer, stationary (office buildings)	34	18
Engine-lathe operator (metalworking)	31	16
Extractor operator (laundries)	34	19
Finisher, flatwork, machine (laundries)	35	19
Fireman, heating	27	13
Fireman, stationary boiler (laundries)	35	19
Fireman, stationary boiler (office buildings)	34	18
Fork-lift operator	29	14
Fork-lift operator (railroads)	29	20
Greaser (auto repair shops)	35	19
Helper, trades, maintenance	27	13
Helper, trades, maintenance (railroads)	27	20

INDEX (Continued)

Description	Page Number	
	Earnings	or rate
Inspector (metalworking)	31	16
Janitor	29	14
Janitor (railroads)	29	20
Machine operator (bakeries)	-	20
Machine operator (printing)	-	20
Machinist, maintenance	27	13
Machinist, maintenance (railroads)	27	20
Machinist, production (metalworking)	32	16
Maid, chamber (hotels)	35	19
Maintenance man, general utility	27	13
Marker (laundries)	35	19
Mechanic, automotive (auto repair shops)	36	19
Mechanic, maintenance	28	14
Mechanic's helper (auto repair shops)	36	19
Milling-machine operator (metalworking)	32	16
Molder, floor (metalworking)	32	16
Office boy	26	7
Office boy (railroads)	26	20
Office girl	26	11
Operator, bus, trolley coach or street car (local transit)	-	20
Operator, heating plant	28	14
Operator, pumping plant	28	14
Order filler	29	14
Ovenman (bakeries)	-	20
Packer, bulk (department and clothing stores)	33	17
Painter (building construction)	-	20
Painter, automotive (auto repair shops)	36	19
Painter, maintenance	28	14
Painter, maintenance (railroads)	28	20
Pipe fitter, maintenance (railroads)	28	20
Plasterer (building construction)	-	20
Plumber (building construction)	-	20
Porter	29	14
Presser, machine, shirts (laundries)	35	19
Sales clerk (department and clothing stores)	33	17
Secretary	26	11
Shake-out man (metalworking)	32	16
Sponger (bakeries)	-	20
Stenographer, general	26	11
Stenographer, general (railroads)	26	20
Stenographer, technical	26	11
Stock handler	29	15
Stock handler (railroads)	29	20
Switchboard operator	26	11
Switchboard operator-receptionist	26	12
Tailor, alteration (women's garments) (department and clothing stores)	33	17
Teller, paying, or paying and receiving, commercial (banks)	34	18
Teller, savings (banks)	34	18
Tool-and-die maker (metalworking)	32	16
Track laborer (railroads)	30	20
Transcribing-machine operator, general	26	12
Truck driver	30	15
Trucker, hand	29	15
Trucker, hand (railroads)	29	20
Typist	27	12
Waitress (restaurants and cafeterias)	34	17
Washer, automobile (auto repair shops)	36	19
Washer, machine (laundries)	35	19
Watchman (office buildings)	34	18
Welder, hand (metalworking)	33	16
Wrapper, bundle (laundries)	35	19