

Occupational Wage Surveys

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Introduction

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 of crucial importance.

For these reasons, the U. S. Department of Labor through the Bureau of Labor Statistics has given increasing emphasis to area wage studies, generally with respect to specific industries. However, a cross-industry approach has been used in recent years in the field of office-clerical occupations, and in 1949 the application of this approach to the collection of wage data for industrial as well as office-clerical occupations was tested in six medium-sized cities. ^{2/}

The present survey of wages in Buffalo, N.Y. is among the first in which the Bureau has utilized cross-industry methods of sampling to study office and plant occupations in a major industrial center. ^{3/} Earnings data have been compiled on a cross-industry basis for the following types of occupations: (a) office-clerical; (b) 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 have been studied as heretofore on an industry basis, within the framework of the community survey. Even for those occupational categories that lend themselves to study on a cross-industry basis, separate data have been provided wherever possible for individual broad industry divisions. In addition to information on wage rates, data on supplementary benefits, such as vacation allowances, paid holidays, and insurance and pension plans have also been collected and tabulated.

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^{2/} Grand Rapids, Mich.; Portland, Me.; Rockford, Ill.; Shreveport, La.; Spokane, Wash.; and Trenton, N. J.

^{3/} Similar surveys were conducted in Denver, Colo. in November 1949; San Francisco - Oakland, Calif., January 1950; and Philadelphia, Pa., May 1950.

Buffalo labor and industry

Buffalo, the second largest city in New York State, has a population in excess of 600,000. Considered as a metropolitan area consisting of Erie and Niagara Counties, the population is over a million. It is most likely, however, that this great inland port and center of railway transport exerts an influence on the national economy in greater proportion than its size alone indicates. Buffalo's strategic location has brought to it a great variety of industry, particularly heavy industry. The metalworking industries, employing over 50,000 people, produce a great variety of goods: motor vehicles and equipment, steam turbines, diesel engines, motors, boilers, presses, food processing machinery, aircraft, and radios, to name but a few. Large iron and steel mills provide employment to over 20,000 workers. The chemical industries, employing about 16,000 people, turn out such varied products as coal tars, phenols and resins, rayon yarn, explosives, and sodium compounds. Pulp and paper production is important in the area and it provides jobs for about 7,000 workers. The products of Buffalo's grain mills are well known. Other manufacturing products of significance include apparel, optical instruments, and rubber products. Nonmanufacturing activities employed about 90,000 people in Buffalo, the two largest groups being 30,000 in transportation, communication, and other public utilities and 28,000 in retail trade.

In January 1950, over 4 out of 5 Buffalo industrial workers were employed in establishments that reported written agreements with labor unions. Unionization was most prevalent in manufacturing, and transportation, communication, and other public utility industries. Over 90 percent of the nonoffice workers in these two groups were employed in union establishments. In distinct contrast was retail trade in which establishments employing less than a fifth of the workers in the industry were covered by union agreements. About a fourth of Buffalo's office workers were in establishments with union contracts covering these workers. They were found almost exclusively in manufacturing and the public utility industries.

Sampling and characteristics of the data

The study covered 6 broad industry divisions and, except for tool and die shops, office buildings, and auto repair shops, only establishments with more than 20 workers were studied. Shops manufacturing machine-tool accessories and office buildings employing 8 or more workers, and repair departments of retail automobile dealer establishments and general automobile repair garages employing 5 or more workers were included in the survey. Smaller establishments were omitted because they furnished insufficient employment in the occupations studied to warrant their inclusion. A greater proportion of large than of small establishments were 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. Information was collected by visit of field representatives of the Bureau to representative establishments. In classifying workers by occupation, uniform job descriptions were used; they are presented in the appendix to this bulletin.

Almost a fourth of the 169,000 workers, employed in January 1950 in the industry divisions and size groups studied are accounted for in the 106 men's jobs and 50 women's jobs for which earnings data are presented in the accompanying tables (2 through 15). The largest job categories, among those studied on a cross-industry basis were: stock handlers and hand truckers (2,780 men); janitors, porters, and cleaners (1,721 men and 848 women); truck drivers (1,638 men); general stenographers (1,363 women); and accounting clerks (325 men and 898 women).

The earnings information in the report excludes premium pay for overtime and night work. Nonproduction bonuses are also excluded, but incentive earnings, including commissions for salespersons, have been included for those workers employed under some form of incentive wage system. Weekly hours, reported for office and department and clothing store occupations, refer to the work schedules for which the salaries are paid, rounded to the nearest half hour; average weekly earnings for these occupations have been rounded to the nearest 50 cents. 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 are hired to work an establishment's full-time schedule for a 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 19, where scheduled weekly hours of women office workers alone are presented. Eligibility requirements may make the proportion actually receiving the specific benefits smaller than the total employed. 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 without any provision for a waiting period preceding the payment of benefits, and exclude health insurance even though it is paid for by employers. Health insurance is included, however, under tabulations for insurance and pension plans.

Occupational Rate Structure

In the discussion of wages by occupation, it is convenient to distinguish the following four main groupings:

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

The first three groups have been studied on a cross-industry basis in Erie County only. 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. In those instances where establishments in Erie and Niagara Counties form a homogeneous industrial group with a relatively homogeneous wage structure, data for characteristic industry occupations were collected from plants located in both Erie and Niagara County. This procedure was followed in the following industries: papermaking, industrial chemicals, ferrous and nonferrous foundries, fabricated structural metal products, metalworking, and power laundries. Information was limited to Erie County for the other industries in which characteristic occupations were studied: flour mills, department and clothing stores, office buildings, hotels, and automobile repair shops.

Table 1.--ESTABLISHMENTS AND WORKERS IN MAJOR INDUSTRY DIVISIONS IN BUFFALO, NEW YORK AND NUMBER STUDIED BY THE BUREAU OF LABOR STATISTICS, JANUARY 1950

Item	Number of establishments ^{1/}			Employment ^{1/}			
	Estimated total in all industries _{2/}	Estimated total within scope of study _{3/}	Studied	Estimated total in all industries _{2/}	Estimated total within scope of study _{3/}	In establishments studied	
						Total	Office
<u>Industry Division</u>							
All divisions	4,367	1,038	294	215,300	169,100	99,120	14,490
Manufacturing	1,034	485	130	125,500	119,600	73,090	8,080
Nonmanufacturing	3,333	553	164	89,800	49,500	26,030	6,410
Wholesale trade	587	111	24	10,700	5,800	2,100	1,240
Retail trade	1,584	178	44	27,700	16,100	8,570	1,090
Finance, insurance, and real estate	265	68	33	6,600	4,900	2,600	1,870
Transportation, communication, and other public utilities	232	^{4/} 71	20	30,300	^{4/} 15,400	8,300	1,670
Services:							
Industries covered _{5/}	486	125	43	10,600	7,300	4,460	540
Industries not covered	179	-	-	3,900	-	-	-
<u>Size of Establishment</u>							
All size groups	4,367	^{4/} 1,038	294	215,300	169,100	99,120	14,490
1,001 and over	34	32	27	78,600	71,900	62,050	7,520
501 - 1,000	28	20	15	19,500	13,200	10,150	2,370
251 - 500	83	81	35	27,000	26,400	11,060	1,470
101 - 250	180	176	51	28,400	27,500	8,270	1,650
51 - 100	257	249	69	17,500	17,000	4,870	1,000
21 - 50	453	417	88	13,400	12,300	2,600	470
4 - 20	3,332	(3/)	(3/)	30,900	(3/)	(3/)	(3/)

^{1/} Data limited to Erie County in all industries except the following which were surveyed in both Erie and Niagara Counties: paper and paperboard, industrial chemicals, ferrous and nonferrous foundries, fabricated structural metal products, metalworking industries, and power laundries (these industries are defined in footnotes to tables 4 through 15).

^{2/} Includes establishments with more than 3 workers.

^{3/} Office, maintenance, warehousing, trucking, and custodial jobs reported in tables 2 and 3 were surveyed in Erie County only in establishments with more than 20 workers; exceptions made in size limits established for industries in which characteristic jobs were surveyed are noted in footnotes to tables 4 through 15.

^{4/} Excludes railroads.

^{5/} Coverage in the services division was limited to hotels; personal services; business services; automobile repair services; such professional services as engineering, architectural, accounting, auditing, and bookkeeping firms; motion pictures; and nonprofit membership organizations.

Office clerical occupations

In January 1950, women general stenographers, the largest group of office clerical workers studied, earned an average of \$41.50 a week. Jobs accounting for half of all women office workers in the occupations studied had earnings within a \$2 range of the general stenographer average (table 2). These jobs generally entailed the use of acquired skills, some diversification of duties, and some degree of responsibility. Typical occupations in this category were order clerks at \$39.50, general clerks at \$40.00, accounting clerks at \$40.50, calculating-machine operators at \$41.00, key-punch operators at \$42.50, and pay roll clerks at \$43.50. Another large group of women employees, clerk-typists, received \$35.50; earnings lower than this level were reported for those jobs in which the less experienced workers are usually found; \$32.00 for typists performing simple copy work, \$31.50 for routine file clerks, and \$30.00 for office girls.

In five occupations women averaged \$47 or more per week. Secretaries, the largest group among these occupations, were paid an average of \$51.50. The highest average pay for women office employees was \$52.50 for hand bookkeepers.

Among men office workers, too, hand bookkeepers received the highest average salary, \$60.50. At this same level were pay-roll clerks. Accounting clerks earned slightly less, \$60.00 a week. All clerical jobs for which men's earnings could be presented showed weekly averages of \$57.00 or more, except office boys at \$30.50.

Salaries in offices of manufacturing establishments were generally somewhat higher than those in nonmanufacturing industries. This difference, however, amounted to \$5 or less for 22 of the 30 occupational groups for which comparison was possible. However, the average workweek schedule was generally slightly longer in manufacturing than in nonmanufacturing industries.

In two major industry divisions--manufacturing and transportation, communication, and other public utilities--office workers in establishments employing over 500 workers received generally higher salaries than in smaller establishments. The reverse was true in wholesale trade, where average earnings were higher in firms with 100 employees or less. The influence of such factors as industry classification and unionization that could not be isolated are reflected in these comparisons.

Maintenance occupations

Skilled electricians, machinists, millwrights, and pipe fitters engaged in maintenance work averaged at least \$1.70 an hour in January 1950, with rates of \$1.76, \$1.74, \$1.72, and \$1.70, respectively (table 3). Rates for other skilled maintenance occupations were \$1.67 for mechanics, \$1.62 for carpenters, and \$1.50 for painters. General utility maintenance men, employed primarily in the smaller establishments where specialization in maintenance work is impractical, were paid \$1.38.

Stationary engineers, responsible for the operation of equipment to supply power, heat, refrigeration, or air conditioning, earned \$1.60 an hour while stationary boiler firemen earned \$1.28. In two less skilled maintenance jobs studied, trades helpers and oilers, hourly earnings averaged \$1.39.

The majority of maintenance workers included in the survey were found in manufacturing where average hourly rates were typically somewhat higher than in nonmanufacturing. Further, those working in the larger manufacturing plants (500 or more workers) generally received higher wages than similar workers in smaller factories.

Custodial, warehousing, and trucking occupations

Men janitors, porters, and cleaners, as a group, averaged \$1.03 an hour whereas women in this job classification averaged 84 cents (table 3). When this comparison is limited to nonmanufacturing, however, in which almost half of the men and more than nine-tenths of the women were employed, the earnings differential is narrowed to 2 cents: men received 85 cents and women 83 cents. Stock handlers and hand truckers, engaged primarily in loading and unloading work and in handling raw and finished stock, had an hourly average of \$1.27, order fillers, whose function it is to fill customers' orders from stored stock, earned \$1.17. Truck drivers averaged \$1.33. Guards received \$1.38 and watchmen, whose duties are similar but generally require somewhat less responsibility, were paid an average wage of \$1.05 an hour. As with the maintenance occupations, the various types of laborers were better paid in larger than in smaller manufacturing plants.

Characteristic industry occupations

Flour and other grain-mill products - The highest average hourly rate reported in the entire community survey was \$2.12 for millers in flour mills (table 4). Occupational rates in this strongly unionized industry were relatively high, with sweepers earning \$1.35 an hour. Rates for other typical jobs studied were \$1.52 for grain elevator operators, \$1.53 for sack packers, and \$1.65 for bolters.

Paper and paperboard mills - Beater men and broke men, engaged in the preparation of pulp or waste paper for processing in paper and paperboard mills, earned \$1.27 and \$1.23, respectively. Tenders on small-size, slow-speed paper machines received \$1.51, back tenders on these machines received \$1.30. Paper testers earned \$1.31 an hour. The highest paid workers studied in this industry were maintenance mechanics, at \$1.56 (table 5).

Industrial chemicals - Rates for chemical operators in the industrial chemical industry were \$1.73 for class A workers and \$1.70 for class B workers. Because of the large supply of electric power available from Niagara Falls, electrochemical processes became important in the development of the industry in this area; consequently, important occupational classifications included electric-cell men at \$1.68 and electric-cell repairmen and cleaners at \$1.79. Pipe fitters in the industry also averaged \$1.79, while instrument repairmen earned \$1.87. Women employed as laboratory assistants received \$1.17 an hour (table 6).

Metalworking industries - The highest average rate reported in the metalworking industries was \$1.77 for tool and die makers employed in jobbing shops (table 7). Other relatively high rates were \$1.62 for hand welders performing work of a difficult nature and \$1.59 for class A inspectors. Grinding-machine operators required to set up as well as operate their machines on complicated and varied work (class A operators) also earned \$1.59; other machine operators on this skill level had approximately the same earnings: class A engine lathe operators, \$1.60; class A milling-machine operators, \$1.57. Punch-press operators on routine work received \$1.35 an hour. The largest occupational category studied was assemblers; rates within the group were \$1.48 for men performing work of a complex and varied nature (class A), \$1.37 for those working on standard assemblies (class B), and \$1.33 for men employed on routine, repetitive assembly operations (class C). Women class C assemblers earned \$1.16. Average earnings for almost all jobs studied in the machinery industry were similar to those for metalworking as a whole.

Ferrous foundries - Machine molders in ferrous foundries averaged \$1.93 in January 1950 (table 8). Earnings for floor molders and bench hand molders were considerably lower; \$1.65 and \$1.64, respectively. Among the jobs studied, the lowest rates reported were \$1.46 for chippers and grinders and \$1.44 for shake-out men. Many employees in this industry were paid on an incentive basis, whereby an individual's output determines his earnings. The effect of this practice was to produce wide ranges of rates within occupations as, exemplified by hand coremakers, for whom separate data were available covering time and incentive workers. The range for time workers was 30 cents but for incentive workers it was \$1.10 an hour. The average wage for the entire group was \$1.70 an hour, but was \$1.41 for time workers and \$2.02 for incentive workers.

Nonferrous foundries - Earnings in nonferrous foundries were consistently lower than those for similar jobs in ferrous foundries. Machine molders and floor molders earned \$1.63, and bench hand molders earned \$1.49. Hand coremakers received \$1.56; chippers and grinders, \$1.36; shake-out men, \$1.23 (table 9).

Fabricated structural metal products - The highest rates in the fabricated structural metal products industry were \$1.77 for class A lay-out men and \$1.76 for class A hand welders (table 10). Electric-bridge crane operators, a numerically important group, earned \$1.41. First class structural fitters averaged \$1.67, while fitters employed on the less complicated work received \$1.42.

Department and clothing stores - Sales clerks' average weekly earnings, including commissions, varied widely by type of merchandise sold, ranging from \$30 for women selling notions and trimmings to \$84 for men selling men's clothing (table 11). Men selling furniture earned \$83 and those selling women's shoes earned \$56. Among the women sales clerks, earnings were \$43.50 in women's shoe departments, \$35.50 in dress departments, and \$31 in women's accessories departments. Men alteration tailors working on men's garments averaged \$55.00 a week, and women employed in this occupation averaged \$37.00. The lowest paid group was women elevator operators, whose weekly average was \$27.

Office building service - The highest paid workers studied in office buildings were stationary engineers at \$1.43 (table 12). Stationary boiler firemen earned \$1.03 and watchmen earned \$1.02. Women cleaners, the largest occupational group found in office buildings, averaged 87 cents. Women operating passenger elevators received 84 cents; men in the same occupation earned 75 cents. It should be pointed out that this difference generally results from varying wage scales among office buildings rather than from difference in pay of men and women in the same establishment.

Hotels - In hotels, as in office buildings, it was found that women operating elevators, who averaged 66 cents, earned more than the men operators who received 61 cents an hour (table 13). Here, too, the rate differential reflects varying wage scales among hotels rather than within individual hotels. Chambermaids, a large employee group, earned 63 cents an hour, and housemen earned 69 cents. The highest average hourly rates reported were 83 cents for men employed as desk clerks and 99 cents for room clerks.

Power laundries - Average rates reported for five of the six occupations studied in which women were employed in power laundries fell in a narrow range from 73 cents for retail receiving clerks, bundle wrappers, and flatwork finishers to 79 cents for markers (table 14). The highest rate shown for women was 85 cents for machine shirt pressers. Men working as tractor operators received 95 cents, and machine washers received \$1.08.

Automobile repair shops - Automotive mechanics (class A) employed in general auto repair shops and in repair departments of dealer establishments averaged \$1.50 an hour. Average hourly earnings in numerically less important jobs were \$1.63 for body repairmen, \$1.25 for greasers, and \$1.12 for washers (table 15).

Union wage scales

Union wage scales, collected in the study, provide a measure of wage levels for selected trades in bakeries, building construction, and the printing industries, and for local transit operating employees, and motortruck drivers and helpers. These scales represent the minimum wage rates agreed upon through collective bargaining between employers and trade-unions. The basic wage scales summarized briefly in this section and presented in greater detail in table 16 were those in effect January 3, 1950.

The basic union rates in semi-machine bakeries were \$1.45 for oven hands and mixers, \$1.395 for bench hands, and \$1.14 for helpers and pan greasers. A typical union agreement covering workers in bread and cake machine-shops provided minimum rates of \$1.49 for mixers, \$1.465 for ovenmen, \$1.42 for bench hands, and \$1.25 for helpers.

In seven major construction trades, rates varied from \$1.65 for building laborers to \$2.58 for electricians. Minimum rates for the other five trades were: \$2.50 for bricklayers, \$2.25 for carpenters, \$2.125 for painters, and \$2.40 for plasterers and plumbers.

Bus operators employed in local transit service received a starting rate of \$1.36; after 3 months they rose to \$1.39 and after a year to \$1.41. Basic union scales for motor-truck drivers varied according to the material transported and the type of truck driven. Rates ranged from \$1.225 for drivers of linen supply trucks to \$1.65 for construction drivers operating carry-all, winch, or concrete-mixer trucks.

In the printing trades, hand compositors in book and job shops had a minimum rate of \$2.306; those in newspaper plants earned \$2.46 for day work and \$2.57 for night work. The union rate for pressmen operating job cylinder presses was \$2.227; their assistants earned \$1.87. The highest rate in book and job shops was \$2.467 for photoengravers. This trade was also the highest paid in newspaper plants with a day rate of \$2.784 and a night rate of \$2.917.

Minimum entrance rates

Minimum entrance rates for plant workers were reported by 229 of the 239 establishments studied in Erie County. These varied widely, ranging from less than 50 cents an hour to \$1.45. Approximately half the plant workers were employed in establishments with minimum rates above \$1 (table 18). Establishments that had a 75-cent minimum accounted for 7 percent of the workers, and 20 percent were in establishments that had rates below this figure. The lowest rates were found in the fields of retail trades and services, whereas high entrance rates were most frequently encountered in manufacturing, particularly in the larger plants. In manufacturing plants employing more than 250 workers, entrance rates above \$1 were reported by establishments accounting for 77 percent of the workers, compared to 36 percent in the smaller plants.

Supplementary Wage Practices

Shift differentials

Among the manufacturing industries for which characteristic occupations were studied, substantial variations were found in the proportion of the work force employed on extra shift operations in January 1950 (table 17). In ferrous foundries and metalworking industries, approximately 10 percent of the workers were on late shifts. At the other extreme, almost 40 percent of the workers in grain mills and paper and paperboard mills were employed on extra shifts, as were 35 percent in industrial chemical plants.

Virtually all workers on extra shifts received premium pay for shift work. Ninety-five percent or more were paid differentials in all industries studied except paper and paperboard in which the proportion dropped to four-fifths. This general uniformity did not extend to the amount or form of the differential. All grain mills studied paid 5 cents an hour additional to late shift workers. In metalworking plants, however, over 50 percent of the second-shift workers and almost 90 percent of the third-shift workers received a 10 percent premium. Second-shift workers in paper and paperboard mills typically received differentials of 5 cents an hour or less; 11 percent, however, received full pay for reduced hours. In ferrous foundries, the typical differential was 5 cents for second-shift workers and 10 cents for the third shift.

Scheduled hours

The 40-hour week was most typical for both plant and office workers in Buffalo. Over half the women office workers, and almost four-fifths of the plant workers, were employed by firms having this standard schedule (table 19). For an additional 37 percent, the regular workweek was less than 40 hours--37½ hours being most common. The relatively few women office employees working more than 40 hours a week were most heavily concentrated in the retail trade and service industries. Among plant workers, less than 6 percent were found in shops with a regular workweek under 40 hours, whereas a sixth were employed by firms observing work schedules exceeding 40 hours. Over a third of the plant employment in the public utilities and service industries was found in firms with workweeks of 48 hours or more. Workweeks in excess of 44 hours were reported for establishments employing approximately a fifth of the plant workers in wholesale and retail trade.

Paid vacations

Virtually all Buffalo employers offered office and plant workers vacations with pay (table 20). Employers typically provided office workers a 2-week vacation after a year of service, except in retail trade where the vacation was generally less than 2 weeks after 1 year of service but was increased to 2 weeks or more after 2 years of service. Plant workers with a year's service generally qualified for at least one week. The proportion receiving more than a week was considerably greater in wholesale trade and in transportation, communication, and other public utilities than in other industry groups. With few exceptions, both plant and office workers were provided vacation leave of 2 weeks or more after 5 years of service.

Paid sick leave

Between a quarter and a third of the office workers were employed by firms with formal provisions for paid sick leave (table 21). In most cases workers became eligible for sick leave after 6 months of service for periods ranging from 5 to 12 days. Formal sick leave provisions were most prevalent in wholesale trade and transportation, communication, and other public utilities--over half the workers in these industries were in organizations with such provisions. In other industrial groups at least two-thirds of the workers were found in offices offering no paid sick leave. Sick leave provisions did not generally apply to plant workers. The only significant exceptions were retail trade and transportation, communication, and other public utilities, with approximately a third of the workers in establishments that had formal provisions for paid sick leave after a year's service.

Paid holidays

Paid holidays, generally 6 in number, were provided almost universally to Buffalo office workers and to 85 percent of the city's plant workers. The most liberal provisions were found in finance, insurance, and real estate where almost three-fourths of the office workers received either 11 or 12 paid holidays (table 22).

Nonproduction bonuses

Buffalo firms employing about a third of the office workers and a quarter of the plant workers granted nonproduction bonuses, usually for Christmas or the year-end (table 23). This practice was most frequently reported for office workers in finance, insurance, and real estate establishments. Among non-office workers, such bonuses were most common in retail and wholesale trade.

Insurance and pension plans

Insurance and pension plans paid for by employers, wholly or in part, were provided by firms employing almost 90 percent of the office workers and almost 80 percent of the plant workers (table 24). Life insurance plans were most prevalent. Over half of the office workers and about a fourth of the plant workers were in organizations with a retirement pension system. Firms employing over half the plant workers and a slightly smaller percentage of office workers reported health insurance plans.

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 workers receiving straight-time weekly 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 80.00	\$80.00 85.00	\$85.00 and over
Men																												
Bookkeepers, hand	146	40.5	\$1.49	\$60.50	-	-	-	-	4	-	2	10	10	11	12	3	3	-	13	21	25	-	6	6	7	6	7	-
Manufacturing	56	41.0	1.51	62.00	-	-	-	-	-	-	-	-	-	10	10	2	-	-	-	10	9	-	2	2	6	5	-	
Nonmanufacturing ^{3/}	90	40.0	1.49	59.50	-	-	-	-	4	-	2	10	10	1	2	1	3	-	13	11	16	-	4	4	1	1	7	
Wholesale trade	36	39.5	1.66	65.50	-	-	-	-	4	-	-	-	-	-	-	-	-	-	4	7	11	-	-	4	1	1	4	
Transportation, communication, and other public utilities	29	40.0	1.46	58.50	-	-	-	-	-	-	-	5	5	-	-	-	-	-	-	9	2	5	-	-	-	-	3	
Clerks, accounting	325	39.5	1.52	60.00	-	-	3	-	8	4	18	18	15	6	31	8	22	27	22	15	30	19	17	8	35	19	-	
Manufacturing	210	40.0	1.64	65.50	-	-	-	-	-	2	4	7	2	2	4	8	16	15	15	28	19	17	15	4	34	17	-	
Nonmanufacturing ^{3/}	115	39.0	1.28	50.00	-	-	3	-	8	2	14	11	13	4	27	8	6	12	4	2	2	-	2	4	1	2	-	
Wholesale trade	41	39.0	1.31	51.00	-	-	-	-	-	-	7	-	7	4	8	-	1	10	4	-	-	-	-	-	-	-	-	
Finance, insurance, and real estate	12	37.5	1.31	49.00	-	-	-	-	-	2	2	2	-	-	4	-	-	-	-	-	2	-	-	-	-	-	-	
Clerks, general	156	39.5	1.44	57.00	-	-	3	3	4	-	7	-	14	39	-	1	14	14	9	10	4	3	4	3	6	14	4	
Manufacturing	99	40.0	1.39	55.50	-	-	-	-	-	-	-	-	11	39	-	1	14	7	9	4	4	3	4	1	-	2	4	
Nonmanufacturing ^{3/}	57	39.0	1.55	60.50	-	-	3	3	4	-	7	-	3	-	-	-	-	7	-	6	-	-	4	2	6	12	-	
Wholesale trade	28	39.5	1.47	58.00	-	-	1	3	2	-	-	-	3	-	-	-	-	7	-	6	-	-	-	-	-	6	-	
Clerks, order	129	40.0	1.49	59.50	-	-	3	-	3	-	6	10	12	4	8	7	6	16	10	-	2	6	-	6	2	19	9	
Manufacturing	47	41.0	1.50	61.50	-	-	-	-	-	-	-	10	5	4	3	-	6	-	-	2	-	-	-	2	9	6		
Nonmanufacturing ^{3/}	82	40.0	1.48	59.00	-	-	3	-	3	-	6	-	7	-	5	7	-	16	10	-	6	-	6	-	10	3		
Wholesale trade	71	40.0	1.49	59.50	-	-	3	-	3	-	6	-	7	-	7	-	16	4	-	6	-	6	-	6	-	10	3	
Clerks, pay roll	164	40.0	1.51	60.50	-	-	-	-	2	2	9	-	9	10	12	7	13	7	14	4	12	6	52	4	1	-	-	
Manufacturing	144	40.0	1.55	62.00	-	-	-	-	2	-	5	-	9	10	3	7	13	7	14	4	7	6	52	4	1	-	-	
Nonmanufacturing	20	40.5	1.25	50.50	-	-	-	-	-	2	4	-	-	-	9	-	-	-	-	-	5	-	-	-	-	-	-	
Office boys	148	38.5	.79	30.50	17	10	32	51	14	7	7	3	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	66	37.0	.86	32.00	10	2	23	5	9	1	6	3	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing ^{3/}	82	39.0	.76	29.50	7	8	9	46	5	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Finance, insurance, and real estate	18	38.5	.77	29.50	3	-	7	4	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation, communication, and other public utilities	18	38.5	.82	31.50	3	-	-	8	4	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Tabulating-machine operators	36	38.0	1.55	59.00	-	-	-	-	-	-	4	2	3	-	2	1	8	1	-	1	2	2	9	-	-	-	1	
Women																												
Billers, machine (billing machine)	175	39.5	1.00	39.50	-	1	4	28	22	26	13	31	11	4	7	14	6	4	-	-	4	-	-	-	-	-	-	
Manufacturing	70	40.5	1.04	42.00	-	-	-	7	2	18	1	14	6	-	2	10	6	4	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	105	39.0	.97	38.00	-	1	4	21	20	8	12	17	5	4	5	4	-	-	-	-	4	-	-	-	-	-	-	
Billers, machine (bookkeeping machine)	125	39.0	.95	37.00	-	1	10	21	14	17	16	15	2	23	5	1	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

Occupational Wage Survey, Buffalo, New York, January 1950
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 workers receiving straight-time weekly 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 80.00	80.00 85.00	\$85.00 and over	
Women - Continued																													
Bookkeepers, hand	257	40.0	\$1.31	\$52.50	-	-	-	2	-	25	10	23	20	9	5	54	1	17	14	21	-	8	17	7	-	20	4	-	-
Manufacturing	90	39.5	1.28	50.50	-	-	-	-	-	5	10	10	11	-	4	23	1	6	1	-	-	4	5	-	-	10	-	-	-
Nonmanufacturing ^{3/}	167	40.0	1.35	54.00	-	-	-	2	-	20	-	13	9	1	1	31	-	11	13	21	-	4	12	-	-	10	4	-	-
Retail trade	63	41.0	1.33	54.50	-	-	-	-	-	9	-	5	2	2	-	10	-	2	5	14	-	2	-	-	-	5	-	-	-
Finance, insurance, and real estate	12	40.0	1.63	65.00	-	-	-	-	-	-	-	-	-	-	-	2	-	2	4	-	-	-	-	-	-	-	4	-	-
Transportation, communication, and other public utilities	26	40.0	1.40	56.00	-	-	-	-	-	-	-	-	5	-	-	10	-	-	2	4	-	-	-	-	-	5	-	-	-
Services	51	39.0	1.21	47.00	-	-	-	2	-	8	-	8	2	7	1	9	-	7	2	3	-	2	-	-	-	-	-	-	-
Bookkeeping-machine operators, class A	78	39.0	1.21	47.00	-	-	-	1	5	15	6	1	-	12	2	18	4	-	-	2	-	11	-	-	-	-	1	-	-
Manufacturing	42	40.0	1.35	54.00	-	-	-	-	-	-	-	-	-	12	2	14	-	-	-	2	-	11	-	-	-	-	1	-	-
Nonmanufacturing	36	38.0	1.04	39.50	-	-	-	1	5	15	6	1	-	-	-	4	4	-	-	-	-	-	-	-	-	-	-	-	-
Bookkeeping-machine operators, class B	387	39.5	.91	36.00	-	36	24	96	38	60	9	35	31	13	5	20	5	8	1	6	-	-	-	-	-	-	-	-	-
Manufacturing	114	40.5	1.01	41.00	-	-	1	22	-	20	2	9	24	8	5	11	5	7	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing ^{3/}	273	39.5	.86	34.00	-	36	23	74	38	40	7	26	7	5	4	9	-	1	1	6	-	-	-	-	-	-	-	-	-
Wholesale trade	71	39.5	1.03	40.50	-	-	-	1	12	26	-	12	5	4	-	3	-	1	1	6	-	-	-	-	-	-	-	-	-
Retail trade	14	40.0	.88	35.00	-	-	-	5	3	3	-	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Calculating-machine operators (Comptometer type)	426	40.0	1.03	41.00	2	-	11	43	61	48	35	92	27	17	26	9	11	4	4	36	-	-	-	-	-	-	-	-	-
Manufacturing	198	40.0	1.05	42.00	-	-	-	15	6	30	18	51	26	9	18	6	11	4	4	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing ^{3/}	228	39.5	1.01	40.00	2	-	11	28	55	18	17	41	1	8	8	3	-	-	-	36	-	-	-	-	-	-	-	-	-
Wholesale trade	129	39.5	1.08	42.50	-	-	4	10	39	8	12	14	-	3	-	3	-	-	-	36	-	-	-	-	-	-	-	-	-
Retail trade	79	40.0	.86	34.50	2	-	7	18	16	9	5	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Calculating-machine operators (other than Comptometer type)	95	38.0	1.08	41.00	2	4	10	3	9	10	3	17	10	1	2	6	14	2	2	-	-	-	-	-	-	-	-	-	-
Manufacturing	40	39.0	1.15	45.00	2	-	-	-	-	4	-	11	6	1	-	-	14	2	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	55	37.5	1.00	37.50	-	4	10	3	9	6	3	6	4	-	2	6	-	-	2	-	-	-	-	-	-	-	-	-	-
Clerks, accounting	898	39.5	1.03	40.50	15	12	24	83	108	114	98	121	41	94	38	48	23	47	4	10	12	4	2	-	-	-	-	-	-
Manufacturing	287	40.5	1.06	43.00	-	-	5	24	17	25	31	50	27	35	10	23	17	9	2	2	8	2	-	-	-	-	-	-	-
Nonmanufacturing ^{3/}	611	39.0	1.01	39.50	15	12	19	59	91	89	67	71	14	59	28	25	6	38	2	8	4	4	-	-	-	-	-	-	-
Wholesale trade	146	39.0	1.04	40.50	12	3	4	18	21	3	3	22	8	15	3	4	-	30	-	-	-	-	-	-	-	-	-	-	-
Retail trade	113	41.0	.89	36.50	-	6	10	5	31	20	11	12	-	10	6	-	-	-	-	2	-	-	-	-	-	-	-	-	-
Finance, insurance, and real estate	196	38.0	1.03	39.00	3	3	3	16	34	44	36	12	6	4	8	15	2	4	-	2	-	4	-	-	-	-	-	-	-
Services	72	40.0	.90	36.00	-	-	2	20	5	12	12	15	-	1	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, file, class A	96	39.5	.94	37.00	5	3	6	21	14	5	19	5	-	4	-	2	8	-	-	2	-	-	-	-	-	-	-	-	-
Manufacturing	25	41.0	1.09	44.50	-	-	-	-	5	1	10	-	-	1	-	2	2	-	-	2	-	-	-	-	-	-	-	-	-
Nonmanufacturing ^{3/}	71	39.0	.88	34.50	5	3	6	21	9	4	9	5	-	3	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade	13	41.0	.79	32.50	-	1	-	6	2	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance, insurance, and real estate	13	38.5	1.05	40.50	-	-	-	1	-	-	8	2	-	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 workers receiving straight-time weekly earnings of -																											
		Weekly sched- uled 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 80.00	\$80.00 85.00	\$85.00 and over				
Women - Continued																																
Clerks, file, class B	353	39.5	\$0.80	\$31.50	11	47	71	87	55	36	31	2	7	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Manufacturing	150	40.0	.86	34.50	-	2	7	39	32	35	26	1	6	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Nonmanufacturing ^{3/}	203	39.0	.76	29.50	11	45	64	48	23	1	5	1	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Wholesale trade	43	39.0	.76	29.50	1	5	15	9	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Retail trade	57	40.5	.67	27.00	10	13	28	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Finance, insurance, and real estate	84	38.0	.76	29.00	-	27	21	28	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Clerks, general	674	39.0	1.03	40.00	1	15	34	78	72	106	62	78	43	14	61	42	14	25	10	10	3	6	-	-	-	-	-	-	-			
Manufacturing	114	40.0	1.11	44.50	-	-	1	3	22	3	2	23	6	-	20	13	8	8	-	4	1	-	-	-	-	-	-	-	-			
Nonmanufacturing ^{3/}	560	38.5	1.03	39.50	1	15	33	75	50	103	60	55	37	14	41	29	6	17	10	6	2	6	-	-	-	-	-	-	-			
Wholesale trade	134	39.0	1.06	41.50	-	1	-	27	20	17	15	3	4	-	14	14	-	4	3	6	6	-	-	-	-	-	-	-	-			
Retail trade	119	40.5	.80	32.50	1	12	28	36	1	20	6	9	-	1	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-			
Transportation, communication, and other public utilities	119	39.5	1.13	44.50	-	-	-	-	5	15	15	25	13	3	17	2	6	9	7	-	2	-	-	-	-	-	-	-	-			
Services	35	39.5	.86	34.00	-	2	5	4	1	19	-	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Clerks, order	249	39.0	1.01	39.50	1	4	9	42	53	13	20	11	25	21	18	18	12	-	-	-	-	2	-	-	-	-	-	-	-			
Manufacturing	117	39.5	.97	38.50	-	-	-	22	42	2	13	5	4	15	-	10	2	-	-	-	-	2	-	-	-	-	-	-	-			
Nonmanufacturing ^{3/}	132	39.0	1.03	40.00	1	4	9	20	11	11	7	6	21	6	18	8	10	-	-	-	-	-	-	-	-	-	-	-	-			
Wholesale trade	66	39.5	1.05	41.50	-	-	4	8	3	3	4	3	19	4	14	4	-	-	-	-	-	-	-	-	-	-	-	-	-			
Retail trade	31	40.5	.75	30.50	1	4	5	12	5	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Clerks, pay roll	413	39.5	1.10	43.50	-	12	-	18	19	43	47	62	42	50	38	29	8	6	18	8	-	5	6	2	-	-	-	-	-			
Manufacturing	271	39.0	1.10	43.00	-	12	-	10	9	32	36	42	25	35	21	16	8	5	6	7	-	5	2	-	-	-	-	-	-			
Nonmanufacturing ^{3/}	142	40.0	1.11	44.50	-	-	-	8	10	11	11	20	17	15	17	13	-	1	12	1	-	-	-	-	-	-	-	-	-			
Wholesale trade	35	39.5	1.27	50.00	-	-	-	-	-	-	-	7	4	7	4	6	-	-	-	-	-	-	6	-	-	-	-	-	-			
Retail trade	43	40.5	.96	39.00	-	-	-	4	8	8	3	8	5	2	1	3	-	1	-	-	-	-	-	-	-	-	-	-	-			
Transportation, communication, and other public utilities	47	39.0	1.26	49.00	-	-	-	-	-	5	2	7	5	12	4	-	-	12	-	-	-	-	-	-	-	-	-	-	-			
Services	14	42.5	.85	36.00	-	-	-	4	2	3	1	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Clerk-typists	875	40.0	.89	35.50	32	62	66	153	123	126	66	119	44	60	4	5	8	1	6	-	-	-	-	-	-	-	-	-	-			
Manufacturing	429	40.5	.89	36.00	-	2	33	42	83	95	57	85	21	6	2	2	-	1	-	-	-	-	-	-	-	-	-	-	-			
Nonmanufacturing ^{3/}	446	39.0	.88	34.50	32	60	33	111	40	31	9	34	23	54	2	3	8	-	6	-	-	-	-	-	-	-	-	-	-			
Wholesale trade	80	39.0	.97	38.00	2	1	7	10	7	15	4	24	1	3	-	-	-	-	6	-	-	-	-	-	-	-	-	-	-			
Retail trade	98	41.5	.76	31.50	-	26	11	29	9	7	-	8	1	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Finance, insurance, and real estate	152	38.0	.82	31.00	30	28	15	27	16	2	5	2	20	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Service	52	40.0	.76	30.50	-	5	-	35	8	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Duplicating-machine operators	55	39.5	.94	37.00	-	5	3	7	10	2	4	7	3	7	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Manufacturing	21	40.0	.99	39.50	-	-	-	2	4	1	4	2	3	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Nonmanufacturing ^{3/}	34	39.5	.91	36.00	-	5	3	5	6	1	-	5	-	4	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Wholesale trade	11	38.5	.90	34.50	-	-	3	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Retail trade	12	41.0	.71	29.00	-	5	-	4	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 workers receiving straight-time weekly earnings of -																								
		Weekly sched- uled 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 80.00	\$ 80.00 85.00	\$ 85.00 and over	
Women - Continued																													
Key-punch operators	151	39.0	\$1.09	\$42.50	1	10	11	8	10	14	3	16	11	5	10	27	5	12	8	-	-	-	-	-	-	-	-	-	-
Manufacturing	56	40.0	1.05	42.00	-	-	3	-	7	5	2	13	8	4	3	8	3	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing ^{3/}	95	38.5	1.12	43.00	1	10	8	8	3	9	1	3	3	1	7	19	2	12	8	-	-	-	-	-	-	-	-	-	
Office girls	162	39.0	.77	30.00	14	38	38	27	16	16	2	4	-	2	-	5	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	68	39.0	.86	33.50	-	10	21	10	6	8	2	4	-	2	-	5	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing ^{3/}	94	39.0	.72	28.00	14	28	17	17	10	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Wholesale trade	26	37.5	.77	29.00	2	5	7	9	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Finance, insurance, and real estate	44	38.5	.66	25.50	12	21	2	2	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Secretaries	610	39.5	1.30	51.50	-	-	-	2	2	20	33	77	27	96	39	50	43	59	24	66	12	3	16	4	31	-	4	2	
Manufacturing	328	39.5	1.27	50.00	-	-	-	-	-	13	19	40	17	59	14	36	25	45	10	24	10	-	9	2	3	-	-	2	
Nonmanufacturing ^{3/}	282	39.0	1.36	53.00	-	-	-	2	2	7	14	37	10	37	25	14	18	14	14	42	2	3	7	2	28	-	4	-	
Wholesale trade	57	39.0	1.24	48.50	-	-	-	1	-	5	2	13	-	8	6	4	-	4	7	4	1	2	-	-	-	-	-	-	
Retail trade	31	40.0	1.10	44.00	-	-	-	1	2	1	7	4	1	7	1	2	3	3	-	2	-	-	-	-	-	-	-	-	
Finance, insurance, and real estate	63	37.5	1.32	49.50	-	-	-	-	-	-	3	7	5	15	4	6	10	2	3	4	1	-	3	-	-	-	-	-	
Services	14	41.5	1.12	46.50	-	-	-	-	-	1	2	1	-	3	1	-	6	-	-	-	-	-	-	-	-	-	-	-	
Stenographers, general	1,363	39.5	1.05	41.50	6	5	20	104	136	95	213	195	167	131	87	71	69	30	4	21	9	-	-	-	-	-	-	-	
Manufacturing	761	40.0	1.08	43.00	-	-	-	24	51	51	132	118	124	105	44	50	23	23	4	3	9	-	-	-	-	-	-	-	
Nonmanufacturing	602	39.0	1.03	40.00	6	5	20	80	85	44	81	77	43	26	43	21	46	7	-	18	-	-	-	-	-	-	-	-	
Wholesale trade	162	39.5	1.06	42.00	-	1	3	28	10	6	17	34	15	7	22	1	-	-	-	18	-	-	-	-	-	-	-	-	
Retail trade	57	40.0	.90	36.00	-	4	-	18	10	6	2	11	-	1	-	-	-	5	-	-	-	-	-	-	-	-	-	-	
Finance, insurance, and real estate	221	38.0	.97	37.00	6	-	15	29	56	20	35	20	8	13	12	3	2	2	-	-	-	-	-	-	-	-	-	-	
Transportation, communication, and other public utilities	126	38.0	1.24	47.00	-	-	-	4	4	6	9	9	19	5	9	17	44	-	-	-	-	-	-	-	-	-	-	-	
Services	36	41.5	.88	36.50	-	-	2	1	5	6	18	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Stenographers, technical	67	39.0	1.22	47.50	-	-	-	1	1	1	2	13	10	5	3	12	14	4	-	1	-	-	-	-	-	-	-	-	
Manufacturing	39	40.0	1.20	48.00	-	-	-	-	-	1	1	8	4	5	3	10	2	4	-	1	-	-	-	-	-	-	-	-	
Nonmanufacturing ^{3/}	28	37.5	1.25	47.00	-	-	-	1	1	-	1	5	6	-	-	2	12	-	-	-	-	-	-	-	-	-	-	-	

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 workers receiving straight-time weekly 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 80.00	\$80.00 85.00	\$85.00 and over	
Women - Continued																													
Switchboard operators	262	40.5	\$0.93	\$37.50	-	7	21	67	16	48	16	14	4	22	6	33	4	2	2	-	-	-	-	-	-	-	-	-	-
Manufacturing	87	41.0	.96	39.50	-	7	-	22	7	10	5	7	4	14	4	10	4	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing ^{3/}	175	40.0	.91	36.50	-	7	21	45	9	38	11	7	-	8	2	23	-	2	2	-	-	-	-	-	-	-	-	-	
Wholesale trade	15	38.5	.95	36.50	-	-	-	1	1	6	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Retail trade	52	40.0	.79	31.50	-	2	18	16	4	6	3	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-		
Finance, insurance, and real estate	18	37.5	1.16	43.50	-	-	2	-	3	2	1	-	-	3	-	3	-	2	2	-	-	-	-	-	-	-	-		
Services	54	43.0	.74	32.00	-	5	1	28	1	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Switchboard operator-receptionists	429	40.0	.93	37.00	-	12	41	75	63	81	16	50	21	14	19	17	5	5	2	6	2	-	-	-	-	-	-	-	
Manufacturing	171	40.0	.98	39.00	-	-	5	15	36	31	9	37	9	6	8	6	5	2	-	2	-	-	-	-	-	-	-		
Nonmanufacturing	258	40.0	.90	36.00	-	12	36	60	27	50	7	13	12	8	11	11	-	3	2	6	-	-	-	-	-	-	-		
Wholesale trade	80	40.5	.98	39.50	-	-	8	11	10	11	7	10	8	4	-	-	-	3	2	6	-	-	-	-	-	-	-		
Retail trade	67	40.0	.75	30.00	-	8	20	22	8	9	-	-	-	-	-	-	-	9	-	-	-	-	-	-	-	-	-		
Finance, insurance, and real estate	33	38.0	1.01	38.50	-	3	4	4	-	8	-	-	4	4	4	2	-	-	-	-	-	-	-	-	-	-	-		
Transportation, communication, and other public utilities	40	39.5	1.00	39.50	-	-	-	12	-	9	-	3	-	-	7	9	-	-	-	-	-	-	-	-	-	-	-		
Services	38	40.0	.80	32.00	-	1	4	11	9	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Tabulating-machine operators	85	38.5	1.22	47.00	-	-	-	4	6	5	4	3	7	16	14	3	6	7	-	6	1	1	-	2	-	-	-		
Manufacturing	33	40.0	1.30	52.00	-	-	-	-	-	4	-	1	-	3	10	2	5	7	-	1	1	-	2	-	-	-	-		
Nonmanufacturing ^{3/}	52	37.5	1.16	43.50	-	-	-	4	6	4	4	2	7	13	4	1	1	-	-	6	-	-	-	-	-	-	-		
Finance, insurance, and real estate	37	37.0	1.08	40.00	-	-	-	4	6	4	4	2	6	9	-	1	1	-	-	-	-	-	-	-	-	-	-		
Transcribing-machine operators, general	180	39.0	1.00	39.00	-	-	3	21	17	35	7	49	11	15	17	4	-	1	-	-	-	-	-	-	-	-	-		
Manufacturing	95	39.5	1.03	40.50	-	-	-	15	1	12	5	25	10	14	8	4	-	1	-	-	-	-	-	-	-	-			
Nonmanufacturing ^{3/}	85	38.5	.97	37.50	-	-	3	6	16	23	2	24	1	1	9	-	-	-	-	-	-	-	-	-	-	-			
Wholesale trade	61	38.5	1.00	38.50	-	-	2	-	12	16	2	19	-	1	9	-	-	-	-	-	-	-	-	-	-	-			
Typists, class A	100	39.0	1.00	39.00	-	14	7	5	11	3	9	12	15	6	6	3	9	-	-	-	-	-	-	-	-	-	-		
Typists, class B	421	38.5	.83	32.00	13	22	117	100	81	20	28	28	8	4	-	-	-	-	-	-	-	-	-	-	-	-			
Manufacturing	41	41.0	.88	36.00	-	-	2	6	13	5	4	5	3	3	-	-	-	-	-	-	-	-	-	-	-	-			
Nonmanufacturing ^{3/}	380	38.5	.82	31.50	13	22	115	94	68	15	24	23	5	1	-	-	-	-	-	-	-	-	-	-	-	-			
Wholesale trade	97	38.5	.81	31.00	7	8	21	29	19	-	-	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Finance, insurance, and real estate	225	38.5	.81	31.00	6	12	92	56	44	2	9	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-			

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

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 workers receiving straight-time hourly earnings of -																												
			Under \$0.60	\$0.60 and under .65	.65	.70	.75	.80	.85	.90	.95	1.00	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	2.10	2.20	2.20 and over	
Custodial, Warehousing and Trucking - Continued																															
Order fillers	953	\$1.17	-	13	4	2	5	24	10	58	23	151	7	46	128	50	228	110	15	11	14	54	-	-	-	-	-	-	-	-	-
Manufacturing	648	1.21	-	-	-	-	-	-	-	35	-	117	2	32	124	34	174	36	15	11	14	54	-	-	-	-	-	-	-	-	
Nonmanufacturing ^{4/}	305	1.09	-	13	4	2	5	24	10	23	23	34	5	14	4	16	54	74	-	-	-	-	-	-	-	-	-	-	-	-	
Wholesale trade	260	1.10	-	12	4	-	3	18	7	21	16	32	4	13	4	6	54	66	-	-	-	-	-	-	-	-	-	-	-	-	
Retail trade	30	.92	-	1	-	2	2	6	3	2	7	2	1	1	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	
Stock handlers and truckers, hand	2,780	1.27	-	8	13	14	10	59	87	47	53	107	103	137	224	404	215	293	93	494	89	201	91	1	37	-	-	-	-	-	
Manufacturing	1,984	1.30	-	-	-	-	-	10	57	25	27	57	78	28	211	311	92	256	55	494	83	179	21	-	-	-	-	-	-	-	-
Nonmanufacturing ^{4/}	796	1.20	-	8	13	14	10	49	30	22	26	50	25	109	13	93	123	37	38	-	6	22	70	1	37	-	-	-	-	-	-
Wholesale trade	363	1.30	-	-	-	-	-	3	16	9	6	29	-	83	-	47	60	12	6	-	-	-	54	1	37	-	-	-	-	-	
Retail trade	198	.92	-	8	11	11	10	45	11	13	20	21	17	6	13	5	1	-	-	-	6	-	-	-	-	-	-	-	-	-	-
Truck drivers	1,638	1.33	-	-	-	-	19	6	15	25	15	72	18	129	36	89	115	102	359	186	247	142	15	22	26	-	-	-	-	-	-
Manufacturing	599	1.36	-	-	-	-	-	-	-	-	5	5	9	60	2	37	32	61	184	47	18	124	13	2	-	-	-	-	-	-	-
Nonmanufacturing	1,039	1.31	-	-	-	-	19	6	15	25	10	67	9	69	34	52	83	41	175	139	229	18	2	20	26	-	-	-	-	-	-
Wholesale trade	353	1.25	-	-	-	-	10	-	9	3	3	59	-	63	-	41	64	7	-	-	52	-	2	14	26	-	-	-	-	-	-
Retail trade	130	1.16	-	-	-	-	9	6	-	16	1	8	7	-	34	11	1	14	-	-	17	-	-	6	-	-	-	-	-	-	-
Transportation, communication, and other public utilities	510	1.41	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12	20	175	139	160	4	-	-	-	-	-	-	-	-	-
Services	46	1.17	-	-	-	-	-	-	6	6	6	-	2	6	-	-	6	-	-	-	-	14	-	-	-	-	-	-	-	-	-
Watchmen	576	1.05	7	6	5	52	24	16	27	46	18	48	37	47	127	34	15	22	13	32	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	438	1.09	-	-	-	45	7	9	10	36	12	22	34	47	123	11	15	22	13	32	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	138	.92	7	6	5	7	17	7	17	10	6	26	3	-	4	23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade	29	.92	4	-	-	-	-	-	6	-	1	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade	40	.86	-	4	-	4	4	7	7	1	3	7	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance, insurance, and real estate	33	.99	1	-	3	1	8	-	3	-	-	1	-	-	4	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transportation, communication, and other public utilities	16	1.09	-	-	-	-	5	-	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Services	20	.82	2	2	2	2	-	-	1	9	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

^{1/} Excludes premium pay for overtime and night work.
^{2/} Study limited to men workers except where otherwise indicated.
^{3/} The scope of the study is indicated in 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.—FLOUR AND OTHER GRAIN-MILL PRODUCTS 1/

Occupation 2/	Number of workers	Average hourly earnings 3/	Number of workers receiving straight-time hourly earnings of -														
			\$1.30 and under	\$1.35 - 1.40	\$1.40 - 1.45	\$1.45 - 1.50	\$1.50 - 1.55	\$1.55 - 1.60	\$1.60 - 1.65	\$1.65 - 1.70	\$1.70 - 1.80	\$1.80 - 1.90	\$1.90 - 2.00	\$2.00 - 2.10	\$2.10 - 2.20	\$2.20 - 2.30	\$2.30 - 2.40
Bolters	42	\$1.65	-	-	-	6	-	6	-	30	-	-	-	-	-	-	-
Grain-elevator operators	126	1.52	-	-	-	50	-	64	11	-	-	-	1	-	-	-	-
Millers, flour	13	2.12	-	-	-	-	-	-	-	-	-	2	2	3	-	-	6
Packers, sacks	255	1.53	-	-	32	15	52	156	-	-	-	-	-	-	-	-	-
Smelters	37	1.55	-	-	2	6	1	28	-	-	-	-	-	-	-	-	-
Sweepers	199	1.35	2	197	-	-	-	-	-	-	-	-	-	-	-	-	-

1/ The study covered establishments in Erie County employing more than 20 workers primarily engaged in milling flour or meal from grain. Of the estimated 7 establishments and 2,680 workers in this industry, 5 establishments with 2,276 workers were actually studied.

2/ Data limited to men workers.

3/ Excludes premium pay for overtime and night work.

Table 5.—PAPER AND PAPERBOARD MILLS 1/

Occupation 2/	Number of workers	Average hourly earnings 3/	Number of workers receiving straight-time hourly earnings of -													
			\$1.10 and under	\$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				
Back tenders 4/	10	\$1.30	-	-	-	3	7	-	-	-	-	-	-	-	-	-
Beater men	60	1.27	-	12	22	-	6	13	-	7	-	-	-	-	-	-
Broke men	24	1.23	3	7	9	-	-	5	-	-	-	-	-	-	-	-
Mechanics, maintenance	44	1.56	3	-	-	-	-	9	-	-	-	-	-	-	-	31
Paper-machine tenders 4/	10	1.51	-	-	-	-	-	-	-	-	-	4	-	6	-	-
Paper testers	19	1.31	-	-	-	5	13	-	-	1	-	-	-	-	-	-

1/ The study covered mills in Erie and Niagara Counties with more than 20 workers primarily engaged in manufacturing paper and paperboard. All 7 establishments, employing 3,413 workers, estimated to be in these industries were studied.

2/ Data limited to men workers.

3/ Excludes premium pay for overtime and night work.
4/ Workers employed on paper machines 100 inches or less in width, operating at average speed of 300 feet or less per minute. Data for workers employed on machines of greater width or speed were insufficient to warrant presentation.

Table 6.—INDUSTRIAL CHEMICALS 1/

Occupation and sex	Number of workers	Average hourly earnings 2/	Number of workers receiving straight-time hourly earnings of -																										
			\$0.80 and under	\$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 - 1.55	\$1.55 - 1.60	\$1.60 - 1.65	\$1.65 - 1.70	\$1.70 - 1.75	\$1.75 - 1.80	\$1.80 - 1.85	\$1.85 - 1.90	\$1.90 - 2.00	\$2.00 - 2.10	\$2.10 - 2.20		
Men																													
Chemical operators, class A	921	\$1.73	-	-	-	-	-	-	-	-	-	-	-	-	-	16	12	378	136	72	40	77	6	116	52	16	-	-	
Chemical operators, class B	789	1.70	-	-	-	-	-	-	-	-	-	-	-	-	39	29	31	135	44	33	72	166	148	64	18	10	-	-	
Chemical operators' helpers	350	1.69	-	-	-	-	-	-	-	-	-	12	4	6	21	28	4	9	126	14	12	-	114	-	-	-	-	-	
Drum fillers	61	1.60	-	-	-	-	-	-	-	-	-	4	-	3	3	16	3	-	4	28	-	-	-	-	-	-	-	-	
Electric-cell men	130	1.68	-	-	-	-	-	-	-	-	-	-	-	-	-	26	48	-	24	-	-	-	-	-	-	32	-	-	
Electric-cell repairmen and cleaners	206	1.79	-	-	-	-	-	-	-	-	-	-	-	-	36	12	12	-	13	22	21	-	42	48	-	-	-	-	
Instrument repairmen	17	1.87	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	10	3	-	-	-	-	-	
Laboratory assistants	162	1.52	-	-	-	-	1	-	4	3	5	-	15	-	27	16	5	3	48	20	-	12	-	3	-	-	-	-	
Pipe fitters, maintenance	172	1.79	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	20	20	38	46	46	-	-	-	-	-	
Women																													
Laboratory assistants	68	1.17	10	4	2	4	2	6	-	14	1	-	-	2	5	18	-	-	-	-	-	-	-	-	-	-	-	-	-

1/ The study covered establishments in Erie and Niagara Counties with more than 20 workers in the industrial inorganic and organic chemicals industries other than synthetic rubber, synthetic fibers, and explosives. Of the estimated 17 establishments and 10,270 workers in these industries, 9 establishments with 5,861 workers were actually studied.

2/ Excludes premium pay for overtime and night work.

Occupational Wage Survey,
Buffalo, New York, January 1950
U. S. Department of Labor
Bureau of Labor Statistics

Table 7.—METALWORKING INDUSTRIES 1/

Occupation and sex	Number of workers	Average hourly earnings 2/	Number of workers receiving straight-time hourly earnings of -																							
			\$ 0.65 and under	\$ 0.70	\$ 0.75	\$ 0.80	\$ 0.85	\$ 0.90	\$ 0.95	\$ 1.00	\$ 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	\$ 2.10	$ 2.10 and over
All Metalworking 1/																										
Men																										
Assemblers, class A	342	\$1.48	-	-	-	-	-	-	-	-	-	-	16	-	16	70	-	51	64	45	48	11	9	2	8	2
Assemblers, class B	758	1.37	-	-	-	-	-	10	-	68	-	9	-	7	39	267	-	70	70	113	19	4	28	18	5	-
Assemblers, class C	557	1.33	-	-	-	-	10	-	6	-	39	9	54	99	21	70	18	10	198	8	-	-	-	-	-	-
Drill-press operators, single- and multiple-spindle, class B	128	1.41	-	-	-	-	-	-	-	-	-	-	23	-	47	2	17	1	17	1	2	-	-	11	6	1
Drill-press operators, single- and multiple-spindle, class C	106	1.17	-	-	-	-	-	3	-	3	21	22	10	23	14	4	6	-	-	-	-	-	-	-	-	-
Engine-lathe operators, class A	197	1.60	-	-	-	-	-	-	-	-	-	-	-	-	-	-	23	-	7	85	42	31	3	2	-	4
Engine-lathe operators, class B	271	1.41	-	-	-	-	-	-	-	-	-	-	-	2	2	76	41	52	30	59	9	-	-	-	-	-
Engine-lathe operators, class C	46	1.17	-	-	-	-	-	-	-	-	-	5	33	-	2	4	2	-	-	-	-	-	-	-	-	-
Grinding-machine operators, class A	59	1.59	-	-	-	-	-	-	-	-	-	-	-	-	-	2	13	2	3	10	14	6	7	2	-	-
Grinding-machine operators, class B	96	1.40	-	-	-	-	-	-	-	-	-	14	-	-	10	31	8	14	2	7	1	1	2	2	1	3
Grinding-machine operators, class C	80	1.25	-	-	-	-	5	5	-	-	-	-	-	-	21	27	3	6	2	10	-	-	-	-	-	1
Inspectors, class A	76	1.59	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	19	-	22	30	-	-	-	-	5
Inspectors, class C	110	1.32	-	-	-	-	-	-	-	-	-	-	-	23	10	28	28	21	-	-	-	-	-	-	-	-
Milling-machine operators, class A	80	1.57	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15	19	2	13	10	11	6	2	-	2
Milling-machine operators, class B	130	1.38	-	-	-	-	-	-	-	-	-	-	-	3	7	72	-	13	9	18	8	-	-	-	-	-
Milling-machine operators, class C	29	1.32	-	-	-	-	-	-	-	-	-	-	10	-	4	8	-	3	2	-	-	-	-	2	-	-
Power-shear operators, class A	77	1.36	-	-	-	-	-	-	-	-	-	5	5	-	-	33	-	-	1	11	4	2	-	-	1	-
Power-shear operators, class B, total	61	1.23	-	-	-	-	-	-	5	-	12	-	10	3	7	16	-	-	3	5	-	-	-	-	-	-
Time	37	1.22	-	-	-	-	-	-	-	-	12	-	5	2	-	16	-	-	-	2	-	-	-	-	-	-
Incentive	24	1.24	-	-	-	-	-	-	5	-	-	-	5	1	7	-	-	-	3	3	-	-	-	-	-	-
Punch-press operators, class A, total	165	1.40	-	-	-	-	-	-	-	-	21	4	2	9	-	13	33	10	14	38	18	2	1	-	-	-
Time	43	1.49	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15	-	-	18	10	-	-	-	-	-
Incentive	122	1.36	-	-	-	-	-	-	-	-	21	4	2	9	-	13	18	10	14	20	8	2	1	-	-	-
Punch-press operators, class B, total	463	1.35	-	-	-	-	-	-	2	9	6	22	2	54	43	113	41	56	55	42	11	2	5	-	-	-
Time	255	1.32	-	-	-	-	-	-	-	2	10	2	10	2	52	30	61	32	48	15	5	-	-	-	-	-
Incentive	208	1.40	-	-	-	-	-	-	2	9	4	12	2	2	13	52	9	8	40	37	11	2	5	-	-	-
Tool and die makers (jobbing shops)	124	1.77	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	4	23	29	19	32	10	-
Tool and die makers (other than jobbing shops)	309	1.76	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11	7	30	50	51	123	23	5	9
Welders, hand, class A	207	1.62	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	26	80	46	45	3	4	1	-
Welders, hand, class B, total	385	1.43	-	-	-	-	-	-	5	-	5	16	26	-	1	54	77	8	26	80	46	45	3	4	1	-
Time	285	1.41	-	-	-	-	-	-	-	-	16	16	-	-	54	75	7	31	33	53	-	-	-	-	-	-
Incentive	100	1.48	-	-	-	-	-	-	5	-	5	-	10	-	1	-	2	1	10	29	32	5	-	-	-	-
Women																										
Assemblers, class C, total	939	1.16	10	10	51	32	10	10	16	163	36	65	152	42	48	114	60	42	36	26	14	2	-	-	-	-
Time	359	1.01	10	10	21	32	10	-	-	145	4	9	88	-	-	30	-	-	-	-	-	-	-	-	-	-
Incentive	580	1.25	-	-	30	-	-	10	16	18	32	56	64	42	48	84	60	42	36	26	14	2	-	-	-	-
Drill-press operators, single- and multiple-spindle, class C	37	1.15	-	-	-	-	-	-	-	-	9	18	-	6	-	-	-	4	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 7.—METALWORKING INDUSTRIES 1/ - Continued

Occupation and sex	Number of workers	Average hourly earnings 2/	Number of workers receiving straight-time hourly earnings of -																							
			\$ 0.65 and under .70	\$ 0.70 .75	\$ 0.75 .80	\$ 0.80 .85	\$ 0.85 .90	\$ 0.90 .95	\$ 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 1.90	\$ 1.90 2.00	\$ 2.00 2.10	\$ 2.10 and over	
<u>Machinery 3/</u>																										
<u>Men</u>																										
Assemblers, class A	290	\$1.47	-	-	-	-	-	-	-	-	-	-	16	-	16	70	-	39	40	43	46	6	4	-	8	2
Assemblers, class B	486	1.38	-	-	-	-	-	-	-	-	-	-	-	7	31	205	68	61	12	97	3	-	-	-	2	-
Drill-press operators, single- and multiple-spindle, class B	98	1.29	-	-	-	-	-	-	-	-	-	23	-	44	-	2	12	-	17	-	-	-	-	-	-	-
Drill-press operators, single- and multiple-spindle, class C	59	1.15	-	-	-	-	-	3	-	3	21	3	3	10	12	4	-	-	-	-	-	-	-	-	-	-
Engine-lathe operators, class A	151	1.64	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	75	31	29	3	2	-	4
Engine-lathe operators, class B	236	1.43	-	-	-	-	-	-	-	-	-	-	-	2	-	43	41	52	30	59	9	-	-	-	-	-
Grinding-machine operators, class A	30	1.71	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	2	10	6	7	2	-	-
Grinding-machine operators, class B	44	1.32	-	-	-	-	-	-	-	-	-	14	-	-	3	9	8	3	-	7	-	-	-	-	-	-
Inspectors, class A	24	1.63	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	4	20	-	-	-	-	-
Inspectors, class B	18	1.38	-	-	-	-	-	-	-	-	-	-	-	-	-	6	2	-	2	4	4	-	-	-	-	-
Milling-machine operators, class A	65	1.61	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	19	2	13	10	11	6	2	-	2
Milling-machine operators, class B	58	1.44	-	-	-	-	-	-	-	-	-	-	-	-	3	7	9	-	13	-	8	-	-	-	-	-
Tool and die makers (jobbing shops)	124	1.77	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	23	29	19	32	10	-	-
Tool and die makers (other than jobbing shops)	72	1.74	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	7	19	14	18	8	-	-
Welders, hand, class A	157	1.63	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	68	45	40	-	-	-	-
Welders, hand, class B	192	1.40	-	-	-	-	-	-	-	-	-	16	16	-	-	49	21	2	11	39	38	-	-	-	-	-

1/ The study covered establishments in Erie and Niagara Counties with more than 20 workers in the metal furniture industry (Industry Groups 2514 and 2522); fabricated metal products, except selected fabricated structural metal products (Group 34 except industries 3441, 3442, and 3443); machinery, except electrical (Group 35) (machine-tool accessory establishments with more than 7 workers were included in this group); and electrical machinery, equipment and supplies (Group 36) as defined in the Standard Industrial Classification Manual (1945 edition) prepared by the Bureau of the Budget. Of the estimated 147 establishments and 26,100 workers in these industries, 41 establishments with 15,742 workers were actually studied.

2/ Excludes premium pay for overtime and night work.

3/ Except electrical machinery.

Table 8.--FERROUS FOUNDRIES 1/

Occupation 2/	Number of workers	Average hourly earnings 3/	Number of workers receiving straight-time hourly earnings of -																					
			\$1.10 and under	\$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	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80
			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	2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90
Chippers and grinders, total	348	\$1.46	-	6	2	59	134	21	11	4	47	12	10	10	8	6	2	4	12	-	-	-	-	-
Time	216	1.33	-	6	2	48	128	8	11	4	24	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive	132	1.69	-	-	-	11	6	13	11	4	23	12	10	10	8	6	2	4	12	-	-	-	-	-
Coremakers, hand, total	133	1.70	-	-	-	-	18	6	13	2	16	5	2	11	10	4	8	9	6	4	-	-	-	-
Time	70	1.41	-	-	-	-	18	6	6	2	16	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive	63	2.02	-	-	-	-	-	-	-	-	-	5	2	11	10	4	8	9	6	4	-	-	-	-
Molders, floor	157	1.65	-	-	-	-	2	4	15	2	41	44	14	18	8	2	7	2	2	2	-	-	-	-
Molders, hand, bench	70	1.64	-	-	-	-	6	7	4	4	12	24	4	5	2	2	-	-	-	-	-	-	-	-
Molders, machine	184	1.93	-	-	-	-	2	6	19	4	6	28	14	13	14	26	12	6	4	6	6	2	9	7
Patternmakers, wood	42	1.79	-	-	-	-	-	-	-	-	-	4	16	18	2	2	-	-	-	-	-	-	-	-
Shake-out men	94	1.44	2	4	23	5	12	-	5	5	24	2	2	2	4	4	-	-	-	-	-	-	-	-

1/ The study covered iron and steel foundries in Erie and Niagara Counties with more than 20 workers. Of the estimated 27 establishments and 3,600 workers in this industry, 9 establishments with 1,582 workers were actually studied.

2/ Data limited to men workers.

3/ Excludes premium pay for overtime and night work.

Table 9.--NONFERROUS FOUNDRIES 1/

Occupation 2/	Number of workers	Average hourly earnings 3/	Number of workers receiving straight-time hourly earnings of -																					
			\$1.10 and under	\$1.15	\$1.20	\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90									
			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									
Chippers and grinders	38	\$1.36	-	1	15	-	2	2	1	6	11	-	-	-	-	-	-	-	-	-	-	-	-	-
Coremakers, hand	36	1.56	-	-	-	-	1	-	6	2	3	19	-	-	-	-	-	-	-	-	-	-	1	-
Molders, floor	14	1.63	-	-	-	-	-	-	4	1	1	4	3	-	-	-	-	-	-	-	-	-	-	-
Molders, hand, bench	20	1.49	-	-	-	-	-	-	4	7	2	4	3	-	-	-	-	-	-	-	-	-	-	-
Molders, machine	19	1.63	-	-	-	-	-	5	-	1	-	1	-	1	-	-	-	-	-	11	1	-	-	-
Shake-out men	12	1.23	2	5	1	1	1	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

1/ The study covered nonferrous foundries in Erie and Niagara Counties with more than 20 workers. All 6 establishments, employing 557 workers, estimated to be in this industry were studied.

2/ Data limited to men workers.

3/ Excludes premium pay for overtime and night work.

Table 10.--FABRICATED STRUCTURAL METAL PRODUCTS 1/

Occupation 2/	Number of workers	Average hourly earnings 3/	Number of workers receiving straight-time hourly earnings of -																					
			\$1.25 and under	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30 and over								
			1.30	1.35	1.40	1.45	1.50	1.60	1.70	1.80	1.90	2.00	2.10	2.20	2.30									
Crane operators, electric-bridge	48	\$1.41	2	6	22	-	3	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fitters, structural, class A	20	1.67	-	-	-	-	2	1	11	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Fitters, structural, class B	17	1.42	-	-	9	4	2	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lay-out men, class A	44	1.77	-	-	-	-	-	1	25	14	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Power-shear operators, class A	19	1.50	-	-	-	9	2	5	2	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Power-shear operators, class B	17	1.35	3	8	1	2	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Welders, hand, class A	59	1.76	-	-	-	-	1	12	27	5	-	-	-	-	7	-	-	-	-	5	-	-	2	-

1/ The study covered establishments in Erie and Niagara Counties with more than 20 workers in the fabricated structural metal products industries, other than sheet-metal work. Of the estimated 15 establishments and 1,380 workers in these industries, 9 establishments with 1,074 workers were actually studied.

2/ Data limited to men workers.

3/ Excludes premium pay for overtime and night work.

Occupational Wage Survey,
Buffalo, New York, January 1950
U. S. Department of Labor
Bureau of Labor Statistics

Table 11.—DEPARTMENT AND CLOTHING STORES 1/

Occupation and sex 2/	Number of workers	Average		Number of workers receiving straight-time weekly earnings of -																											
		Weekly scheduled hours 3/	Hourly earnings 3/	Weekly earnings 3/	Under \$25.00	\$25.00 and under 27.50	\$27.50 30.00	\$30.00 32.00	\$32.00 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 80.00	\$80.00 85.00	\$85.00 and over			
Department and Clothing Stores 1/																															
Men																															
Sales clerks:																															
Furniture	46	40.0	\$2.08	\$83.00	-	-	-	-	-	2	-	1	-	1	2	3	1	1	2	-	-	1	-	5	6	1	20				
Men's clothing	101	40.0	2.10	84.00	-	1	-	-	-	-	1	-	2	5	-	-	2	5	1	5	2	5	6	10	16	40					
Men's furnishings	75	40.0	1.43	57.00	-	-	4	3	1	3	-	5	2	3	4	4	6	8	3	3	2	3	2	3	4	5	2	5			
Women's shoes	30	40.0	1.40	56.00	-	-	-	-	2	-	3	-	2	4	-	1	5	1	1	-	2	3	1	-	2	2	1				
Tailors, alteration, men's garments	57	40.0	1.39	55.50	-	-	-	-	-	-	2	-	1	-	7	-	33	2	7	3	1	-	1	-	-	-	-				
Women																															
Cashier-wrappers	92	40.0	.71	28.50	-	24	24	44	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Elevator operators, passenger	69	40.0	.68	27.00	1	43	11	13	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Sales clerks:																															
Men's furnishings	108	40.0	.91	36.50	2	2	10	25	23	10	14	4	2	3	3	4	1	-	-	2	-	2	1	-	-	-	-				
Notions and trimmings	63	40.0	.75	30.00	-	12	22	18	5	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Women's accessories	136	40.0	.78	31.00	-	20	43	31	29	8	2	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Women's dresses	114	40.0	.89	35.50	-	4	15	17	23	19	14	12	5	-	2	2	1	-	-	-	-	-	-	-	-	-	-				
Women's shoes	42	40.0	1.09	43.50	-	2	2	4	4	4	2	2	3	6	2	1	2	1	3	1	2	-	-	-	1	-	-				
Women's suits and coats	89	40.5	1.00	40.50	-	-	-	15	13	6	18	11	5	3	5	2	4	2	-	4	-	-	1	-	-	-	-				
Tailors, alteration, men's garments	30	40.0	.93	37.00	-	1	2	9	4	1	-	4	-	3	4	2	-	-	-	-	-	-	-	-	-	-	-				
Tailors, alteration, women's garments	142	40.0	.79	31.50	-	33	21	43	15	13	-	5	-	8	-	4	-	-	-	-	-	-	-	-	-	-	-				
Department Stores 4/																															
Men																															
Sales clerks:																															
Furniture	46	40.0	2.08	83.00	-	-	-	-	-	2	-	1	-	1	2	3	1	1	2	-	-	1	-	5	6	1	20				
Women's shoes	30	40.0	1.40	56.00	-	-	-	-	2	-	3	-	2	4	-	1	5	1	1	-	2	3	1	-	2	2	1				
Women																															
Sales clerks:																															
Notions and trimmings	63	40.0	.75	30.00	-	12	22	18	5	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Women's accessories	124	40.0	.78	31.00	-	14	43	27	27	8	2	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Women's dresses	98	40.0	.90	36.00	-	-	15	13	21	17	12	12	3	-	2	2	-	1	-	-	-	-	-	-	-	-	-				
Women's shoes	42	40.0	1.09	43.50	-	2	2	4	4	4	2	2	3	6	2	1	2	1	3	1	2	-	-	-	1	-	-				
Women's suits and coats	69	40.5	.96	39.00	-	-	-	9	13	6	16	11	3	3	5	-	2	-	-	-	-	-	1	-	-	-	-				
Tailors, alteration, women's garments	108	40.0	.74	29.50	-	31	21	35	13	7	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				

See footnotes at end of table.

Table 11.—DEPARTMENT AND CLOTHING STORES 1/ - Continued

Occupation and sex 2/	Number of workers	Average			Number of workers receiving straight-time weekly earnings of -																								
		Weekly scheduled hours 3/	Hourly earnings 3/	Weekly earnings 3/	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 80.00	\$ 80.00 85.00	\$ 85.00 and over	
Clothing Stores 4/																													
Women																													
Sales clerks:																													
Women's accessories	12	40.5	\$0.72	\$29.00	-	6	-	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women's dresses	16	41.0	.80	33.00	-	4	-	4	2	2	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women's suits and coats	20	40.0	1.14	45.50	-	-	-	6	-	-	2	-	2	-	-	2	2	-	4	-	-	-	-	-	-	-	-	-	
Tailors, alteration, women's garments	34	41.0	.93	38.00	-	2	-	8	2	6	-	4	-	8	-	4	-	-	-	-	-	-	-	-	-	-	-	-	

1/ The study covered department stores, men's and boys' clothing stores, women's ready-to-wear stores, and family clothing stores in Erie County, employing more than 20 workers. Of the estimated 26 establishments and 8,310 workers in these industries, 16 establishments with 6,779 workers were actually studied.
 2/ Excludes sales clerks in basement departments which duplicate at lower price lines the merchandise carried in upstairs departments.
 3/ Excludes pay for overtime.
 4/ Selected occupations.

Table 12.—OFFICE BUILDING SERVICE 1/

Occupation and sex	Number of workers	Average hourly earnings 2/	Number of workers receiving straight-time hourly earnings of -																									
			\$ 0.55 and under .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 1.40	\$ 1.40 1.45	\$ 1.45 1.50	\$ 1.50 1.60	\$ 1.60 1.70	\$ 1.70 1.80	\$ 1.80 1.90			
Men																												
Elevator operators, passenger	27	\$0.75	4	-	-	13	4	1	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Engineers, stationary	44	1.43	-	-	-	-	-	-	-	-	-	6	2	4	3	2	-	7	4	-	2	-	-	2	-	2	-	12
Firemen, stationary boiler	27	1.03	-	-	-	1	4	-	-	3	5	1	7	2	1	-	1	-	2	-	-	-	-	-	-	-	-	-
Janitors	50	.95	2	-	-	-	7	1	8	5	12	5	1	-	5	-	4	-	-	-	-	-	-	-	-	-	-	-
Watchmen	29	1.02	1	-	3	1	4	-	3	-	-	1	-	-	4	12	-	-	-	-	-	-	-	-	-	-	-	-
Women																												
Cleaners	439	.87	-	-	-	-	42	55	171	157	3	3	2	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Elevator operators, passenger	80	.84	-	-	5	3	22	17	17	2	2	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

1/ The study covered office buildings in Erie County employing more than 20 workers. Of the estimated 24 establishments and 850 workers in this industry, 15 establishments with 574 workers were actually studied. Although these data are based upon a June 1949 survey, a follow-up check was made and average earnings were adjusted to January 1950 on the basis of general wage changes.
 2/ Excludes premium pay for overtime and night work.

Occupational Wage Survey, Buffalo, New York, January 1950
 U. S. Department of Labor
 Bureau of Labor Statistics

Table 13.--HOTELS 1/

Occupation and sex	Number of workers	Average hourly earnings 2/	Number of workers receiving straight-time hourly earnings of -																			
			\$0.45 and under	\$0.50	\$0.55	\$0.60	\$0.65	\$0.70	\$0.75	\$0.80	\$0.85	\$0.90	\$0.95	\$1.00	\$1.05	\$1.10	\$1.15	\$1.20	\$1.25	\$1.30	\$1.35	\$1.40
Men																						
Clerks, desk	32	\$0.83	-	3	3	2	2	2	2	6	-	-	2	8	-	-	-	-	2	-	-	-
Clerks, room	13	.99	-	-	-	-	-	1	2	1	-	4	-	2	-	-	-	-	2	-	-	1
Elevator operators, passenger	38	.61	-	9	6	7	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Housemen	66	.69	-	1	12	5	30	3	12	-	-	-	-	3	-	-	-	-	-	-	-	-
Women																						
Clerks, desk	13	.74	-	-	-	2	5	2	2	-	-	-	2	-	-	-	-	-	-	-	-	-
Elevator operators, passenger	32	.66	-	-	4	1	27	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Maids, chamber	251	.63	3	-	68	83	97	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

1/ The study covered year-round hotels in Erie County with more than 20 workers. Of the estimated 17 establishments and 1,910 workers in this industry, 9 establishments with 1,598 workers were actually studied.
 2/ Excludes premium pay for overtime and night work.

Table 14.--POWER LAUNDRIES 1/

Occupation and sex	Number of workers	Average hourly earnings 2/	Number of workers receiving straight-time hourly earnings of -																		
			\$0.55 and under	\$0.60	\$0.65	\$0.70	\$0.75	\$0.80	\$0.85	\$0.90	\$0.95	\$1.00	\$1.05	\$1.10	\$1.15	\$1.20	\$1.25	\$1.30	\$1.35		
Men																					
Extractor operators	47	\$0.95	-	-	-	4	7	-	-	-	10	4	8	8	3	1	-	-	-	-	2
Firemen, stationary boiler	16	1.05	-	-	-	-	-	-	-	2	-	-	8	2	3	-	4	-	-	-	-
Washers, machine	36	1.08	-	-	-	-	-	-	-	-	3	5	12	3	2	1	3	3	3	4	-
Women																					
Clerks, retail receiving	68	.73	-	4	7	21	25	8	3	-	-	-	-	-	-	-	-	-	-	-	-
Finishers, flatwork, machine, total	169	.73	12	-	8	60	83	6	-	-	-	-	-	-	-	-	-	-	-	-	-
Time	76	.72	12	-	8	60	54	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive	93	.75	-	-	-	60	29	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Identifiers	42	.78	-	6	2	2	16	1	10	-	-	4	1	-	-	-	-	-	-	-	-
Markers, total	70	.79	-	4	9	12	23	5	5	1	4	3	3	2	2	2	-	-	-	-	-
Time	30	.72	-	4	1	12	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive	40	.84	-	-	8	-	10	5	5	1	4	3	3	2	2	2	-	-	-	-	-
Pressers, machine, shirts	188	.87	-	12	2	16	28	26	21	30	25	18	-	-	10	-	-	-	-	-	-
Wrappers, bundle	66	.73	-	3	10	26	19	-	2	4	2	-	-	-	-	-	-	-	-	-	-

1/ The study covered power laundries in Erie and Niagara Counties with more than 20 workers. Of the estimated 25 establishments and 1,920 workers in this industry, 12 establishments with 1,269 workers were actually studied.
 2/ Excludes premium pay for overtime and night work.

Table 15.--AUTOMOBILE REPAIR SHOPS 1/

Occupation 2/	Number of workers	Average hourly earnings 3/	Number of workers receiving straight-time hourly earnings of -																				
			\$0.80 and under	\$0.85	\$0.90	\$0.95	\$1.00	\$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	\$2.10 and over
Body repairmen, metal	248	\$1.63	-	-	-	-	-	-	-	-	9	-	6	15	9	30	35	53	57	7	7	6	14
Greasers	79	1.25	-	-	-	-	17	15	-	-	18	16	-	-	30	35	53	57	7	7	6	14	
Mechanics, automotive, class A, total	355	1.50	-	-	-	-	27	-	9	-	19	9	44	39	51	24	24	39	9	16	25	6	14
Time	223	1.38	-	-	-	-	-	-	9	-	18	8	44	38	45	22	9	30	9	16	25	6	14
Incentive	132	1.70	-	-	-	-	27	-	-	-	1	1	-	6	2	15	9	9	16	25	6	14	
Mechanics, automotive, class B	151	1.18	-	7	6	1	22	8	8	19	23	22	13	7	14	1	-	-	-	-	-	-	-
Washers, automobile, total	51	1.12	8	-	-	1	9	1	9	7	-	-	-	-	-	-	-	-	-	-	-	-	-
Time	37	1.09	6	-	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive	14	1.20	2	-	-	1	1	1	2	-	-	-	-	7	-	-	-	-	-	-	-	-	-

1/ The study covered repair departments at retail automobile dealer establishments and general automobile repair garages in Erie County with more than 4 workers. Of the estimated 94 establishments and 2,060 workers in these industries, 14 establishments with 385 workers were actually studied.

2/ Data limited to men workers.

3/ Excludes premium pay for overtime and night work.

Table 16.—UNION WAGE SCALES

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

Classification	Rate per hour 1/	Hours per week
Bakeries		
Semi-machine shops:		
Foremen	\$1.50	40
Oven hands and mixers	1.45	40
Bench hands	1.395	40
Helpers and pan greasers	1.14	40
Hand wrappers .....	.95	40
Machine shops 2/:		
Bread department:		
Working foremen	1.6025	40
Mixers	1.49	40
Ovenmen	1.465	40
Assemblymen	1.44	40
Dividersmen; bench hands	1.42	40
Machine and moldermen	1.39	40
Mixers' helpers	1.34	40
Assembly helpers, oven feeders and dumpers	1.315	40
Bench helpers, wrapping-machine operators	1.30	40
Packers, wrapping- and slicing-machine helpers, coolermen, flour handlers ...	1.275	40
Pan greasers, machine hand helpers	1.25	40
Cake department:		
Foremen	1.6025	40
Mixers	1.49	40
Ovenmen	1.465	40
Ingredient scalers	1.40	40
Foreladies	1.295	40
Machine helpers	1.28	40
Pan greasers	1.27	40
General helpers	1.25	40
Icing-machine operators (women)	1.115	40
Icers, packers, wrappers (women)	1.08	40
Crackers and cookies 2/:		
Mixing department:		
Head mixers	1.515	40
Sponge mixers	1.43	40
Flour dumpers, mixers' helpers	1.33	40
Baking department:		
Machine captains	1.43	40
Oven firemen, bakers (traveling and reel oven)	1.36	40
Cuttermen	1.34	40
Flourmen (class A), sponge roller-men, mixers' helpers	1.33	40
Rollermen	1.27	40
Flourmen (class B), pan feeders and greasers, inspectors	1.21	40
Forming-machine operators	1.09	40

Classification	Rate per hour 1/	Hours per week
Bakeries - Continued		
Machine shops - Continued		
Crackers and cookies - Continued		
Icing department:		
Head mixers	\$1.515	40
Machine captains	1.43	40
Machine set-up men, machinemen	1.33	40
Machine operators (women)	1.09	40
Icers (women), helpers (women)	1.07	40
Building construction		
Bricklayers	2.50	40
Carpenters	2.25	40
Electricians	2.58	40
Painters	2.125	40
Plasterers, plumbers	2.40	40
Building laborers	1.65	40
Local transit operating employees		
Busses:		
First 3 months	1.36	-
4 - 12 months	1.39	-
After 1 year	1.41	-
Motortruck drivers and helpers		
Beer:		
Keg:		
Drivers, brewery	1.60	40
Helpers, brewery	1.575	40
Drivers, distributor	1.475	40
Bottle:		
Drivers, helpers	1.475	40
Building:		
Construction:		
Drivers, carry-all trucks, winch trucks, concrete-mixer trucks	1.65	40
Drivers, dump trucks	1.45	49
Drivers, general contractor	1.55	40
Material:		
Drivers	1.425	40
Helpers	1.275	40
Lumber:		
Drivers	1.50	40
Coal:		
Drivers	1.25	40
Freight:		
Drivers, local delivery	1.38	45
Drivers, peddle run	1.415	45
Ice:		
Drivers, helpers	1.30	40

Classification	Rate per hour 1/	Hours per week
Motortruck drivers and helpers - Continued		
Linen supply:		
Drivers	\$1.225	40
Liquor:		
Drivers	1.45	45
Helpers	1.35	45
Newspapers:		
Drivers	1.595	40
Railway express:		
Drivers	1.5375	44
Printing		
Book and job shops:		
Bindery women	1.075	37½
Bookbinders	1.995	37½
Compositors, hand	2.306	37½
Electrotypers	2.20	37½
Machine operators	2.359	37½
Machine tenders (machinists)	2.402	37½
Photoengravers	2.467	37½
Press assistants and feeders:		
Job cylinder press assistants	1.87	37½
2-color press assistants	1.96	37½
Pressmen, cylinder:		
Job cylinder presses	2.227	37½
2-color presses	2.41	37½
Newspapers:		
Compositors, hand:		
Day work	2.46	37½
Night work	2.57	37½
Machine operators:		
Day work	2.55	37½
Night work	2.66	37½
Machine tenders (machinists):		
Day work	2.55	37½
Night work	2.66	37½
Mailers:		
Day work	1.90	40
Night work	2.133	37½
Photoengravers:		
Day work	2.784	37½
Night work	2.917	37½
Pressmen, web presses:		
Day work		
Agreement A	2.372	37½
Agreement B	2.223	40
Night work		
Agreement A	2.478	37½
Agreement B	2.478	37½
Stereotypers:		
Day work	2.372	37½
Night work	2.479	37½

1/ Rates in effect January 3, 1950.
 2/ Data are presented for a selected union agreement covering a substantial portion of unionized workers in this segment of the industry.

Table 17.—SHIFT DIFFERENTIAL PROVISIONS IN SELECTED MANUFACTURING INDUSTRIES

Shift differential	Percent of plant workers employed on each shift											
	Grain-mill products 1/		Paper and paperboard mills 2/		Industrial chemicals 3/		Metalworking 4/		Machinery 4/		Ferrous foundries 5/	
	2nd shift	3rd or other shift	2nd shift	3rd or other shift	2nd shift	3rd or other shift	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	100.0	100.0	100.0	100.0	100.0	100.0
Establishments paying shift differentials	100.0	100.0	81.3	79.6	99.0	100.0	95.6	100.0	97.0	100.0	100.0	100.0
Uniform cents (per hour)	100.0	100.0	69.9	69.6	65.6	81.1	33.8	7.7	79.2	39.1	100.0	100.0
Under 5 cents	-	-	56.4	-	-	-	-	-	-	-	15.7	-
5 cents	100.0	100.0	13.5	-	-	-	15.7	-	15.3	-	64.6	21.4
Over 5 and under 10 cents	-	-	-	10.5	42.7	59.7	17.7	2.9	62.5	-	4.0	25.0
10 cents	-	-	-	59.1	4.6	3.2	.4	4.8	1.4	39.1	15.7	53.6
Over 10 cents	-	-	-	-	18.3	18.2	-	-	-	-	-	-
Uniform percentage	-	-	-	-	15.1	6.2	57.6	87.5	17.8	60.9	-	-
Under 5 percent	-	-	-	-	-	-	.3	-	1.0	-	-	-
5 percent	-	-	-	-	-	-	6.3	-	-	-	-	-
10 percent	-	-	-	-	15.1	6.2	51.0	87.5	16.8	60.9	-	-
Full day's pay for reduced hours	-	-	11.4	10.0	-	-	-	-	-	-	-	-
Other	-	-	-	-	18.3	12.7	4.2	4.8	-	-	-	-
Establishments with no differential	-	-	18.7	20.4	1.0	-	4.4	-	3.0	-	-	-
Percent of workers on extra shifts, all establishments	20.3	17.7	22.0	17.2	14.5	21.0	9.7	1.7	8.5	.7	7.6	1.7

- 1/ Definition of industry appears in footnote to table 4.
 2/ Definition of industry appears in footnote to table 5.
 3/ Definition of industry appears in footnote to table 6.
 4/ Definition of industry appears in footnote to table 7.
 5/ Definition of industry appears in footnote to table 8.

Table 19.—SCHEDULED WEEKLY HOURS 1/

Weekly hours	Percent of women office workers employed in -							Percent of plant 2/ workers employed in -					
	All industries	Manu- fac- turing	Whole- sale trade	Retail trade	Finance, insurance, and real estate	Transporta- tion, commu- nication, and other public utilities	Serv- ices	All industries	Manu- fac- turing	Whole- sale trade	Retail trade	Transporta- tion, commu- nication, and other public utilities	Serv- ices
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	0.6	1.0	-	0.9	-	-	1.9	2.0	2.7	-	-	-	1.6
35 hours	2.7	1.5	-	-	10.2	-	.3	.3	.3	-	-	1.2	-
Over 35 and under 37½ hours	5.2	2.7	2.3	.8	20.6	1.9	-	.7	.5	-	-	-	5.8
37½ hours	18.4	1.5	44.2	-	13.2	76.6	-	1.3	1.8	-	-	-	-
Over 37½ and under 40 hours	9.9	10.4	7.5	12.5	13.4	2.8	10.1	1.3	-	-	11.3	-	1.0
40 hours	55.5	74.9	44.2	63.5	42.3	16.2	56.7	77.8	86.9	70.2	53.7	59.2	43.7
Over 40 and under 44 hours	5.1	4.0	1.8	20.3	-	2.2	14.7	1.7	.3	1.1	11.3	-	3.7
44 hours	1.8	4.0	-	.3	.3	-	3.6	.8	.4	8.0	2.1	-	1.2
Over 44 and under 48 hours	.7	-	-	1.4	-	-	12.7	5.5	4.7	11.1	9.7	2.9	9.2
48 hours	.1	-	-	.3	-	.3	-	4.3	1.8	5.2	8.4	6.5	24.0
Over 48 hours	-	-	-	-	-	-	-	4.3	.6	4.4	3.5	30.2	9.8

- 1/ Data limited to Erie County.
 2/ Other than office workers.
 3/ Includes data for industries other than those shown separately.

Occupational Wage Survey, Buffalo, New York, January 1950
 U. S. Department of Labor
 Bureau of Labor Statistics

Table 18.—MINIMUM ENTRANCE RATES FOR PLANT WORKERS ^{1/}

Minimum rate (in cents)	Percent of plant ^{2/} workers in establishments with specified minimum rates in -						
	All indus- tries ^{3/}	Manufacturing		Whole- sale trade	Retail trade	Transpor- tation, communi- cation, and other public utilities	Serv- ices
		Establish- ments with 21 - 250 workers	Establish- ments with 251 or more workers				
All establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0
50 or under	1.3	-	-	-	1.9	-	23.4
Over 50 and under 55 ...	2.8	-	-	-	19.0	-	14.9
55 .....	.2	-	-	-	1.4	-	-
Over 55 and under 60 ...	2.3	-	-	0.9	17.6	-	6.1
60	2.6	9.6	-	-	2.1	-	10.7
Over 60 and under 65 ...	3.5	-	-	-	30.9	-	2.6
65	1.6	5.4	-	-	-	1.6	8.6
Over 65 and under 70 ...	.2	-	-	-	1.6	-	-
70	1.6	-	-	2.7	7.5	3.7	6.8
Over 70 and under 75 ...	3.7	9.1	3.7	-	-	-	-
75	7.2	17.1	1.6	34.1	3.9	10.9	15.0
Over 75 and under 80 ...	.5	-	.9	-	-	-	-
80	1.3	.7	1.9	-	-	-	3.0
Over 80 and under 85 ...	1.0	1.5	-	-	5.4	-	1.9
85	2.5	2.8	-	5.8	.3	17.1	1.8
Over 85 and under 90 ...	2.5	-	-	4.3	.5	24.2	-
90	1.4	3.7	.6	-	1.4	1.3	1.0
Over 90 and under 95 ...	4.7	1.4	6.9	-	2.1	5.9	-
95	1.7	6.7	.7	-	-	-	-
Over 95 and under 100 ..	1.7	.1	3.2	-	-	-	-
100	2.9	5.2	1.7	6.9	-	8.0	.7
Over 100 and under 105 .	5.6	1.2	10.3	-	-	-	-
105 .....	.9	1.1	.8	-	1.0	1.6	-
Over 105 and under 110 .	4.2	6.0	4.0	5.8	-	7.9	-
110 .....	.6	3.0	-	-	-	-	-
Over 110 and under 115 .	7.0	11.3	8.2	12.4	.5	1.2	-
115	(4) 6.9	.2	-	-	-	-	-
Over 115 and under 120 .	6.9	5.2	11.1	-	-	-	-
120 .....	.1	.7	-	-	-	-	-
Over 120 and under 125 .	12.8	3.4	20.6	2.6	-	12.9	-
125 .....	.1	.2	-	-	.5	-	-
Over 125 and under 130 .	2.7	.5	4.1	6.1	-	3.7	-
130	2.3	-	4.3	-	-	-	-
Over 130 and under 135 .	6.3	-	11.8	3.5	-	-	-
135 and over	1.6	3.5	1.6	6.4	-	-	-
Establishments with no established minimum ..	.5	.4	-	8.5	2.4	-	-
Information not available	1.2	-	2.0	-	-	-	3.5

^{1/} Lowest rates formally established for hiring either men or women plant workers than watchmen. Data limited to Erie County.

^{2/} Other than office workers.

^{3/} Excludes data for finance, insurance, and real estate.

^{4/} Less than 0.05 of 1 percent.

Table 20.—PAID VACATIONS (FORMAL PROVISIONS) ^{1/}

Vacation policy	Percent of office workers employed in -							Percent of plant ^{2/} workers employed in -					
	All industries	Manu- facturing	Wholesale trade	Retail trade	Finance, insurance, and real estate	Transportation, communication, and other pub- lic utilities	Services	All industries ^{3/}	Manu- facturing	Wholesale trade	Retail trade	Transportation, communication, and other pub- lic 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>6 months of service</u>													
Establishments with paid vacations	51.9	29.8	71.0	35.8	82.6	86.0	46.9	23.2	18.3	31.9	35.4	52.2	8.5
Under 1 week	6.3	2.9	6.7	14.6	5.4	15.7	-	11.4	13.3	4.8	13.2	4.0	-
1 week	33.9	22.6	49.7	19.4	61.2	32.6	38.5	7.7	2.4	27.1	22.2	25.0	7.5
Over 1 and under 2 weeks	7.8	3.5	11.4	-	-	37.7	-	4.0	2.6	-	-	23.2	-
2 weeks	3.9	.8	3.2	1.8	16.0	-	8.4	.1	-	-	-	-	1.0
Over 2 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-
Establishments with no paid vacations	48.1	70.2	29.0	64.2	17.4	14.0	53.1	76.8	81.7	68.1	64.6	47.8	91.5
<u>1 year of service</u>													
Establishments with paid vacations	99.6	99.4	100.0	100.0	100.0	99.4	98.2	96.2	96.2	88.2	100.0	96.9	89.3
Under 1 week	-	-	-	-	-	-	-	.7	.3	-	2.6	1.3	-
1 week	23.3	31.3	17.7	48.4	.2	10.1	36.2	79.3	88.9	49.9	56.0	45.0	78.6
Over 1 and under 2 weeks	5.3	.2	6.7	29.0	-	15.7	-	4.3	1.7	4.8	24.1	4.0	-
2 weeks	70.5	67.9	75.6	16.7	99.8	73.6	62.0	11.7	5.3	33.5	15.1	46.6	10.7
Over 2 weeks .....	.5	-	-	5.9	-	-	-	.2	-	-	2.2	-	-
Establishments with no paid vacations .....	.4	.6	-	-	-	.6	1.8	3.8	3.8	11.8	-	3.1	10.7
<u>2 years of service</u>													
Establishments with paid vacations	99.7	99.7	100.0	100.0	100.0	99.8	98.2	98.2	98.9	88.2	100.0	97.8	89.3
Under 1 week	-	-	-	-	-	-	-	.2	.3	-	-	-	-
1 week	15.4	23.2	11.4	12.0	-	9.8	28.8	66.4	77.0	49.9	22.3	44.3	70.9
Over 1 and under 2 weeks	1.4	1.1	6.7	.3	-	.3	-	3.4	4.4	4.8	-	1.3	-
2 weeks	79.4	75.4	81.9	45.2	100.0	89.7	69.4	24.6	17.2	33.5	44.7	52.2	18.4
Over 2 weeks	3.5	-	-	42.5	-	-	-	3.6	-	-	33.0	-	-
Establishments with no paid vacations .....	.3	.3	-	-	-	.2	1.8	1.8	1.1	11.8	-	2.2	10.7
<u>5 years of service</u>													
Establishments with paid vacations	99.7	99.7	100.0	100.0	100.0	99.8	98.2	99.1	100.0	92.7	100.0	97.8	89.3
1 week	3.3	2.0	9.8	9.2	-	1.3	9.4	6.2	3.7	16.6	11.2	9.7	17.3
Over 1 and under 2 weeks .....	.2	.2	-	1.1	-	-	-	1.7	2.1	-	1.9	-	-
2 weeks	85.3	97.0	90.2	40.3	60.7	98.5	88.8	85.5	92.3	76.1	47.2	88.1	72.0
Over 2 weeks	10.9	.5	-	49.4	39.3	-	-	5.7	1.9	-	39.7	-	-
Establishments with no paid vacations .....	.3	.3	-	-	-	.2	1.8	.9	-	7.3	-	2.2	10.7

^{1/} Data limited to Erie County.^{2/} Other than office workers.^{3/} Includes data for industries other than those shown separately.Occupational Wage Survey, Buffalo, New York, January 1950
U. S. Department of Labor
Bureau of Labor Statistics

Table 21.--PAID SICK LEAVE (FORMAL PROVISIONS) ^{1/}

Provisions for paid sick leave	Percent of office workers employed in -							Percent of plant ^{2/} workers employed in -					
	All industries	Manufacturing	Wholesale trade	Retail trade	Finance, insurance, and real estate	Transportation, communication, and other public utilities	Services	All industries ^{3/}	Manufacturing	Wholesale trade	Retail trade	Transportation, communication, 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>6 months of service</u>													
Establishments with formal provisions for paid sick leave	22.5	12.0	54.0	16.9	8.9	58.1	1.3	6.6	0.4	12.7	20.5	36.2	1.5
Under 5 days	1.7	2.0	-	8.9	-	-	1.3	1.8	.4	-	13.4	-	1.5
5 days	8.1	1.8	8.5	-	4.3	42.3	-	3.3	-	4.8	-	32.2	-
6 days	5.6	.7	23.7	5.2	-	15.8	-	.9	-	.9	4.3	4.0	-
7 days	2.4	5.0	-	.9	-	-	-	.1	-	-	.7	-	-
10 days	1.7	.5	12.2	.3	-	-	-	.4	-	5.9	1.4	-	-
12 days	2.3	.5	9.6	1.6	4.6	-	-	.1	-	1.1	.7	-	-
Over 12 days .....	.7	1.5	-	-	-	-	-	-	-	-	-	-	-
Establishments with no formal provisions for paid sick leave	77.5	88.0	46.0	83.1	91.1	41.9	98.7	93.4	99.6	87.3	79.5	63.8	98.5
<u>1 year of service</u>													
Establishments with formal provisions for paid sick leave	27.9	18.3	56.4	33.7	8.9	63.9	4.3	8.3	.4	16.0	33.5	38.1	3.3
Under 5 days .....	.2	.1	-	-	-	-	4.3	1.3	.4	-	7.7	-	3.3
5 days	8.7	3.6	8.5	-	4.3	41.2	-	2.6	-	4.8	-	25.0	-
6 days	5.8	2.6	-	30.9	-	15.8	-	3.0	-	-	23.0	5.9	-
7 days .....	.1	-	-	.9	-	-	-	.1	-	-	.7	-	-
7½ days .....	.8	1.7	-	-	-	-	-	-	-	-	-	-	-
10 days	1.8	1.9	6.1	.3	-	1.1	-	1.0	-	2.4	1.4	7.2	-
12 days	5.1	.5	33.2	1.6	4.6	-	-	.1	-	2.0	.7	-	-
15 days	3.0	6.4	-	-	-	-	-	-	-	-	-	-	-
20 days .....	.7	-	6.2	-	-	-	-	.1	-	3.5	-	-	-
Over 20 days	1.7	1.5	2.4	-	-	5.8	-	.1	-	3.3	-	-	-
Establishments with no formal provisions for paid sick leave	72.1	81.7	43.6	66.3	91.1	36.1	95.7	91.7	99.6	84.0	66.5	61.9	96.7
<u>2 years of service</u>													
Establishments with formal provisions for paid sick leave	32.2	20.2	56.4	33.7	8.9	90.3	4.3	9.0	1.4	16.0	33.5	38.1	3.3
Under 5 days .....	.2	.1	-	-	-	-	4.3	1.3	.4	-	7.7	-	3.3
5 days	7.4	1.8	8.5	-	4.3	37.7	-	2.5	-	4.8	-	23.3	-
6 days	5.8	2.6	-	30.9	-	15.7	-	3.0	-	-	23.0	5.9	-
7 days .....	.1	-	-	.9	-	-	-	.1	-	-	.7	-	-
10 days	3.8	5.3	6.1	.3	-	4.6	-	1.1	-	2.4	1.4	8.9	-
12 days	3.7	.5	27.8	1.6	-	-	-	.1	-	2.0	.7	-	-
13 days .....	.8	-	-	-	4.6	-	-	-	-	-	-	-	-
15 days .....	.7	1.5	-	-	-	-	-	-	-	-	-	-	-
20 days	2.3	1.9	11.6	-	-	-	-	.8	1.0	3.5	-	-	-
Over 20 days	7.4	6.5	2.4	-	-	32.3	-	.1	-	3.3	-	-	-
Establishments with no formal provisions for paid sick leave	67.8	79.8	43.6	66.3	91.1	9.7	95.7	91.0	98.6	84.0	66.5	61.9	96.7

^{1/} Data limited to Erie county.^{2/} Other than office workers.^{3/} Includes data for industries other than those shown separately.Occupational Wage Survey, Buffalo, New York, January 1950
U. S. Department of Labor
Bureau of Labor Statistics

Table 22.—PAID HOLIDAYS 1/

Number of paid holidays	Percent of office workers employed in -							Percent of plant 2/ workers employed in -					
	All industries	Manu- facturing	Wholesale trade	Retail trade	Finance, insurance, and real estate	Transportation, communication, and other pub- lic utilities	Services	All industries 3/	Manu- facturing	Wholesale trade	Retail trade	Transportation, communication, and other pub- lic 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	99.5	99.9	100.0	96.9	100.0	99.2	97.5	85.2	89.9	83.4	86.0	55.8	74.2
1 to 5 days .....	.4	.5	.2	.5	-	-	2.0	.9	.5	-	1.6	-	7.1
6 days	58.3	72.5	85.4	82.3	9.6	28.1	63.8	70.6	79.1	68.4	72.1	12.1	63.1
6½ days .....	.4	.8	-	-	-	-	-	1.0	1.4	-	-	-	-
7 days	12.6	20.1	2.4	11.1	4.6	1.1	31.7	7.2	7.3	5.3	10.1	7.3	.2
7½ days	2.1	2.6	-	1.1	-	5.8	-	.1	-	-	.7	-	-
8 days	6.5	3.4	-	.8	-	37.7	-	3.5	1.6	-	.6	23.3	1.0
8½ days .....	.2	-	1.6	-	-	-	-	.1	-	3.5	-	-	-
9 days	2.4	-	4.3	1.1	11.0	-	-	.4	-	2.7	.9	-	2.8
11 days	14.9	-	6.1	-	64.8	26.5	-	1.4	-	3.5	-	13.1	-
12 days	1.7	-	-	-	10.0	-	-	1.4	-	-	-	-	-
Establishments providing no paid holidays .....	.5	.1	-	3.1	-	.8	2.5	14.8	10.1	16.6	14.0	44.2	25.8

1/ Data limited to Erie County.
 2/ Other than office workers.
 3/ Includes data for industries other than those shown separately.
 4/ Less than 0.05 of 1 percent.

Table 23.—NONPRODUCTION BONUSES 1/

Type of bonus	Percent of office workers employed in -							Percent of plant 2/ workers employed in -					
	All industries	Manu- facturing	Wholesale trade	Retail trade	Finance, insurance, and real estate	Transportation, communication, and other pub- lic utilities	Services	All industries 3/	Manu- facturing	Wholesale trade	Retail trade	Transportation, communication, and other pub- lic 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 4/	32.9	17.4	34.8	55.5	80.6	4.5	55.5	24.8	18.1	50.8	62.0	18.6	37.0
Christmas or year-end	30.4	14.9	30.2	55.2	76.3	4.5	55.5	17.9	10.5	41.1	60.6	10.5	31.8
Profit-sharing	7.0	2.3	5.3	.3	31.4	-	-	1.9	2.2	6.4	1.4	-	-
Other	1.7	.2	2.4	6.9	4.3	-	1.8	6.3	5.8	3.3	6.7	8.1	11.5
Establishments with no nonproduction bonuses	65.5	79.1	65.2	44.5	19.4	95.5	44.5	73.9	80.1	49.2	38.0	81.4	63.0
Information not available	1.6	3.5	-	-	-	-	-	1.3	1.8	-	-	-	-

1/ Data limited to Erie County.
 2/ Other than office workers.
 3/ Includes data for industries other than those shown separately.
 4/ Unduplicated total.

Table 24.—INSURANCE AND PENSION PLANS 1/

Type of plan	Percent of office workers employed in -							Percent of plant 2/ workers employed in -					
	All industries	Manu- facturing	Wholesale trade	Retail trade	Finance, insurance, and real estate	Transportation, communication, and other pub- lic utilities	Services	All industries 3/	Manu- facturing	Wholesale trade	Retail trade	Transportation, communication, and other pub- lic 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 4/	88.5	88.7	91.6	57.9	99.5	95.7	69.1	79.1	85.1	81.4	54.0	81.0	48.5
Life insurance	76.7	76.3	89.3	32.0	99.5	68.5	66.3	67.2	73.6	78.1	35.4	67.2	44.2
Health insurance	47.0	65.2	38.6	21.1	24.3	40.8	26.7	53.9	62.5	52.6	24.2	39.1	33.7
Retirement pension	54.1	42.4	72.9	27.7	72.0	87.4	1.8	24.4	18.6	55.0	30.8	62.5	5.2
Other	41.8	53.1	63.8	9.8	26.5	28.6	12.9	40.1	47.9	46.4	10.9	26.2	21.8
Establishments with no insurance or pension plans	11.5	11.3	8.4	42.1	.5	4.3	30.9	20.9	14.9	18.6	46.0	19.0	51.5

1/ Data limited to Erie County.
 2/ Other than office workers.
 3/ Includes data for industries other than those shown separately.
 4/ Unduplicated total.

Occupational Wage Survey, Buffalo, New York, January 1950
 U. S. Department of Labor
 Bureau of Labor Statistics

Appendix - Descriptions

Office

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 transactions.

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.

Office - Continued

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

A worker who is typically required to perform a variety of office operations. This requirement may arise as a result of impracticability of specialization in a small office or because versatility is essential in meeting peak requirements in larger offices. The work generally involves the use of independent judgment in tending to a pattern of office work from day to day, as well as knowledge relating to phases of office work that occur only occasionally. For example, the range of operations performed may entail all or some combination of the following: answering correspondence, preparing bills and invoices, posting to various records, preparing pay rolls, filing, etc. May also operate various office machines and type as the work requires. (See Clark-Typist).

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.

Office - ContinuedCLERK, 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.

DUPLICATING-MACHINE OPERATOR

Under general supervision and with no supervisory responsibilities, reproduces multiple copies of typewritten or handwriting matter, using a mimeograph or ditto machine. Makes necessary adjustment such as for ink and paper feed counter and cylinder speed. Is not required to prepare stencil or ditto master. May keep file of used stencils or ditto masters. May sort, collate, and staple completed material.

KEY-PUNCH OPERATOR

Under general supervision and with no supervisory responsibilities, records accounting and statistical data on tabulating cards by punching a series of holes in the cards in a specified sequence, using a numerical key-punch machine, following written information on records. May be required to duplicate cards by using the duplicating device attached to machine. Keeps files of punch cards. May verify own work or work of others.

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.)

SECRETARY

A worker who performs secretarial and clerical duties for a superior in an administrative or executive position and whose duties involve the following: making appointments for superior; 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 superior.

Office - Continued

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.

TABULATING-MACHINE OPERATOR

A worker who operates machine that automatically analyzes and translates information punched in groups of tabulating cards, and prints translated data on forms or accounting records; sets or adjusts machine to add, subtract, multiply, and make other calculations; places cards to be tabulated in feed magazine and starts machine. May file cards after they are tabulated. May sort and verify punched cards.

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.

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.

Office - Continued

TYPIST - Continued

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

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.

ENGINEER, STATIONARY

A worker who operates and maintains 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.

Maintenance - ContinuedFIREMAN, 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.

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.

MECHANIC, 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 ob-

Maintenance - ContinuedMECHANIC, MAINTENANCE - Continued

tained 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.

MILLWRIGHT

A worker who installs new machines or heavy equipment and dismantles and installs machines or heavy equipment when changes in the plant layout are required, and whose work involves most of the following: planning and laying out of the work; interpreting blueprints or other specifications; using a variety of hand tools, and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; aligning and balancing of equipment; selecting standard tools, equipment and parts to be used; and installing and maintaining in good order power transmission equipment such as drives, and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

OILER

(Greaser; lubricator)

A worker who lubricates, with oil or grease, the moving parts or wearing surfaces of mechanical equipment found in an establishment.

PAINTER, MAINTENANCE

(Painter, repair)

A worker who paints and redecorates walls, woodwork, and fixtures of an establishment and whose work involves the following: knowledge of surface peculiarities and types of paint required for different applications; mixing colors, oils, white lead, and other paint ingredients to obtain proper color or consistency; preparing surface for painting by removing old finish or by placing putty or filler in nail holes and interstices; applying paint with spray gun or brush.

PIPE FITTER, MAINTENANCE

A worker who installs and/or repairs pipe and pipe fittings in an establishment, and whose work involves most of the following: laying out of work and/or measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machine; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. This classification does not include workers primarily engaged in installing and repairing building sanitation or heating systems.

Custodial, Warehousing and Trucking

GUARD

A worker who has routine police duties, either at fixed post or on tour, maintaining order, using arms or force where necessary. This classification includes gatemen who are stationed at gate and check on identity of employees and other persons entering.

JANITOR, PORTER OR 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.

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

Custodial, Warehousing and Trucking - Continued

ORDER FILLER - Continued

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 Proprietories 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.

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.

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

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.

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 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.

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.

Flour and other Grain-mill ProductsBOLTER

(Sifter operator)

Sifts ground grain in the sifting machines to remove the broken kernels and lumps to be returned to grinding mills for further processing; adjusts feed slides so machine can take in only as much grain as it will sift.

Flour and other Grain-mill Products - ContinuedGRAIN-ELEVATOR OPERATOR

Has charge of grain unloading from trucks or railroad cars. Tends elevating machinery, and may do minor repair and maintenance work on elevating machinery. Sees that various grades of grain go to separate bins. Determines where grain is to be stored and is responsible for sending desired grain to mill. May actually do unloading, and may also run grain through original screening or cleaning process which removes large pieces of foreign matter.

MILLER, FLOUR

Is responsible for quality of product. Oversees all workers engaged in cleaning, grinding, and bolting (sifting) to insure milling of grain according to formula; plans schedule according to amount of grain to be ground during a period specified by management (or Head Miller); inspects grain at various stages of manufacture to determine if fineness is according to specifications; may adjust or instruct and/or assist various machine operators in adjusting machinery. Especially in small mills, may also perform all operations of cleaning, grinding, sifting and packing.

PACKER, SACK

Tends a machine that sacks and weighs finished products or materials; places empty sack or bag over discharge nozzle or spout of packing machine; starts flow of product or material into sack; shuts off or stops flow of product or material when specified weight or amount has entered the sack (machine may do this automatically). May seal or close sacks by hand or machine. May make adjustments and minor repairs.

SMUTTER

Washes and scours grain which is infested with smut, by operating a washing machine and a scouring machine. May also weigh, temper, and condition grain for grinding. May clean, adjust, and assist in repairing machinery.

SWEEPER

A worker who sweeps floors, walls, overhead runways, and machines in flour and other grain mills. May also assist in the cleaning required after choke-ups or spills.

Paper and Paperboard MillsBACK TENDER

A worker who is stationed at the dry end of a paper machine and whose duties involve most of the following: leading paper to and over driers; regulating heat of driers; adjusting calenders to obtain proper finish and caliper; putting paper on the reel; performing or directing the rewinding or cutting operation; weighing and calipering paper sheets and reporting results to machine tender; observing paper for any imperfections; and assisting machine tender at wet-end of machine as directed.

Paper and Paperboard Mills - Continued

BACK TENDER - Continued

Workers in this occupation are classified and reported by group in accordance with the following table. The width of the wires in the machine and the average speed of the machine in feet per minute will determine the proper group for the workers on each paper machine.

<u>Group</u>	<u>Width of wires (in inches)</u>	<u>Average speed (feet per minute)</u>
1	100 or less	300 or less
2	100 or less	301 to 700
3	100 or less	701 or more
4	101 to 120	300 or less
5	101 to 120	301 to 700
6	101 to 120	701 or more
7	121 to 150	300 or less
8	121 to 150	301 to 700
9	121 to 150	701 or more
10	151 to 180	300 or less
11	151 to 180	301 to 700
12	151 to 180	701 or more
13	181 and over	300 or less
14	181 and over	301 to 700
15	181 and over	701 or more

BEATER MAN

A worker who prepares pulp for processing into paper by means of a beater which hydrates pulp and mixes chemicals or other ingredients with the pulp, and whose work involves most of the following: filling beater with pulp and other ingredients such as starch, alum and color; opening steam valves to heat contents when necessary; running beater for prescribed period of time; and dropping contents of beater into stock chest.

BROKE MAN

(Broke-beater man)

A worker who operates a beater to repulp broke (waste paper) and whose duties involve: filling beater with broke, water, and other ingredients; starting beater, opening steam valves to heat contents, and running beater for prescribed length of time; and dropping contents of beater into stock chest.

MECHANIC, MAINTENANCE

(See Maintenance, page 29 for description.)

Paper and Paperboard Mills - Continued

PAPER-MACHINE TENDER

A worker who is in charge of the operation of a paper-making machine and whose duties involve most of the following: regulating and controlling flow of stock onto Fourdrinier wire or cylinder mold; setting and adjusting presses; regulating speed of various sections of machine; guiding wires and felts; interpreting tests as to quality of product and making necessary adjustments to meet specifications; and replacing wires and felts. Machine tender is usually stationed at wet-end of machine and directs the back tender and other members of paper-machine crew.

Workers in this occupation are classified and reported by group in accordance with the table indicated for Back Tender.

PAPER TESTER

A worker who uses special testing equipment to conduct physical tests such as weight, strength, moisture, tear, tensile, fold and absorption, to determine if paper meets specifications.

Industrial Chemicals

CHEMICAL OPERATOR

A worker who produces final or intermediate chemical products in accordance with specifications prepared by a professional chemist.

Class A - A worker who operates one type of equipment or directs a chemical process comprising several types of chemical equipment where the reaction involves physical and/or chemical changes within highly critical, pressure, vacuum and/or temperature limits and whose work involves most of the following: determining proper proportions of materials according to formulae or specifications; making necessary standard calculations; setting and regulating controls for temperature, pressure or flow of materials; observing controls and making necessary adjustments; using measuring and testing instruments to check quality of operation; keeping operational records and making out reports on operations; and responsibility for the quality and quantity of the product and the equipment. May also coordinate the various functions of other operators and helpers to achieve a required flow of work.

Class B - A worker who works at assigned equipment or position of a chemical reaction process where the operations involve physical and/or chemical changes under highly critical pressure, vacuum or temperature limits. The worker may perform any of the specific duties of the class A operator but requires guidance in the interpretation of tests and observations in setting and regulating controls and in making out reports on operations or

A worker who operates primarily one type of equipment under atmospheric or low pressure control within relatively broad limits.

A worker may direct one or several helpers.

Industrial Chemicals - ContinuedCHEMICAL OPERATOR HELPER

A worker who performs a variety of simple and standard tasks assigned to him by a chemical operator. The work of the helper involves most of the following: assisting in the moving, handling, dumping and weighing of materials; loading equipment; taking simple recordings of temperature and pressure under the direction of chemical operators; cleaning working area; removing finished products from equipment; and cleaning or washing equipment.

This classification includes all helpers to chemical equipment operators, regardless of whether the operator is assigned to a specific type of apparatus or is engaged in controlling the operation of a series of equipment.

DRUM FILLER

A worker who fills steel drums to a predetermined level or weight with chemical products, screws bung in place or seals cover on drum, and stencils identifying data on drum prior to shipment.

ELECTRIC-CELL MAN

(Electrolysis operator; unit tender)

A worker who operates an electric cell used in dissociating or breaking down liquids into their component parts by electricity. The work of the operator involves most of the following: maintaining flow of materials to and from cells, by manipulation of valves; checking ammeter, voltmeter, recording thermometer and pressure gages during run; checking samples with control laboratory for degree of dissociation of liquid in cell as a means of determining when run is complete; examining poles and sides of cell for corrosion, reporting corroded condition to repairman; and adjusting and making minor repairs to equipment.

ELECTRIC-CELL REPAIRMAN AND CLEANER

A worker who repairs, cleans and washes electric cell units used in breaking down liquids into their component parts. The work of the repairman and cleaner involves removing corroded plates from the cell, washing and repairing plates and tank, and rebuilding cells.

INSTRUMENT REPAIRMAN

A worker who maintains, adjusts, and repairs manual, pneumatic, electric and/or electronic instruments, such as potentiometers, temperature indicators, recorders, pressure and flow meters and gages, for measuring, recording, and regulating movement of gases and liquids, and whose work involves most of the following: inspecting, testing and adjusting instruments periodically; determining cause of trouble in instruments not functioning properly and making necessary repairs or adjustments; disconnecting inaccurate or damaged instruments and replacing them with spare instruments; examining mechanism and cleaning parts; replacing worn or broken parts; assembling instrument and installing it on testing apparatus; and calibrating instrument to established standard.

LABORATORY ASSISTANT

A worker who performs standard and routine laboratory tests to determine properties of materials and submits results of the tests to chemists or to operators in the various processing departments. Among the types of tests that may be carried on by the laboratory assistant are viscosity tests or specific gravity tests.

Industrial Chemicals - ContinuedPIPE FITTER, MAINTENANCE

(See Maintenance, page 30 for description.)

MetalworkingASSEMBLER

(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.

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.

Metalworking - Continued

DRILL-PRESS OPERATOR, SINGLE- OR MULTIPLE-SPINDLE - Continued

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 powered 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

Metalworking - Continued

ENGINE-LATHE OPERATOR - Continued

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.

GRINDING-MACHINE OPERATOR

(Centerless-grinder operator; cylindrical-grinder operator; external-grinder operator; internal-grinder operator, surface-grinder operator; Universal-grinder operator)

A worker who operates one of several types of precision grinding machines to grind internal and external surfaces of metal parts to a smooth and even finish and to required dimensions. Precision grinding is used primarily as a finishing operation on previously machined parts, and consists of applying abrasive wheels rotating at high speed to the surfaces to be ground.

In addition to the types of grinding machines indicated above, this classification includes operators of other production grinding machines such as: single-purpose grinders, (drill grinders, broach grinders, saw grinders, gear cutter grinders, thread grinders, etc.), and automatic and semi-automatic general purpose grinding machines.

Class A - An 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

An operator who is required to set up machine from drawings or 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 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 - An operator who is required to set up machine on standard operations where feeds, speeds, tooling and operation sequence are either prescribed or are known from past experience; to make adjustments during operation; and to maintain prescribed tolerances or

An 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.

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

Class C - An 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.

Metalworking - ContinuedINSPECTOR

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.

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.

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.

Metalworking - ContinuedMILLING-MACHINE OPERATOR - Continued

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.

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 routine 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.

POWER-SHEAR OPERATOR

A worker who operates one or more types of power shears to cut metal sheets, plates, bars, rods and other metal shapes to size or length.

Class A - A worker who is required to set up and operate power-shear equipment, under general supervision only, and whose work involves most of the following: working from blueprints or drawings or to material requisition lists; planning and lay-out of work; selecting and utilizing material to avoid excessive scrap; setting stop gauges, aligning material and performing shearing operation on machine; shearing large or heavy material to lay-out or specified dimensions; and performing shearing operations involving angular or circular cuts.

Class B - A worker who is required to operate power-shears on straight shearing operations performed on a repetitive basis where accuracy is not an important consideration and where setting up is limited to setting stop gauges for size of stock desired or is done by others.

PUNCH-PRESS OPERATOR

A worker who feeds and operates a power press equipped with special production dies that perform one or a combination of cutting and shaping operations on the stock. Individual pieces of stock or partly fabricated units may be positioned in the machine by the operator, or the machine may be equipped with a feeding device that automatically positions single pieces of stock or repetitively positions strip or sheet stock for successive operations.

Punch presses are commonly designated by functional names derived from the operation they perform, such as blanking press or forming press; by names descriptive of the frame, such as arch press; or by names that indicate how the power is transmitted, such as crank press or toggle press.

Class A - An operator whose work involves any combination of the following: difficult positioning of work units because of size or shape, or type of operation to be performed; processing unusually large work that is positioned in the press with the aid of other workers; processing work units that must be steadied while operations are being performed; deep draw-

Metalworking - Continued

PUNCH-PRESS OPERATOR - Continued

ing or forming operations requiring careful positioning of work and prompt recognition of faulty operation; short-run work requiring ability to perform a variety of punch press operations or to operate several types of presses; examining output and making adjustments as necessary to maintain production within standards; and setting, aligning and adjusting dies and fixtures in the press.

Class B - An operator who is required mainly to feed, control and examine operation of the press, and when trouble occurs to call on foreman, leadman or die maker to correct the situation, and whose work involves one or more of the following: performing single operation, such as punching, blanking, or piercing on small or medium size stock easily positioned by hand; feeding small units into the press from a feed race or chute; loading and tending a press equipped with a feeding device for handling a strip or sheet stock, or a dial drum, magazine or hopper feed for handling individual stock blanks.

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

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.

Metalworking - Continued

WELDER, HAND - Continued

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.

Foundries (Ferrous and Nonferrous)

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.

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.

Foundries (Ferrous and Nonferrous) - ContinuedMOLDER, HAND, BENCH

A worker who shapes small and medium-sized molds (or component sections of a mold that are assembled into complete units) by hand on a bench, by ramming and packing sand around patterns placed in flasks, and whose work involves most of the following: selecting and assembling appropriate flasks and patterns for varying molds; determination of appropriate sand blends and moisture content of sand required for different types of molds; packing and ramming green sand, dry sand or loam around patterns; drawing patterns and smoothing molds; selecting and setting cores in position; determination of the types of gating necessary for the molds; finishing molds by performing such operations as facing, venting, and reinforcing; assembling mold sections to form complete molds; selecting and using such molder's hand tools as riddles, trowels, slicks, lifters, bellows and mallets in packing and smoothing of molds or mold sections; and directing the pouring of the molten metals.

MOLDER, MACHINE

A worker who shapes molds or mold sections on any of several types of molding machines, such as roll-over, jarring, and squeeze machines, and whose work involves most of the following: selecting and assembling appropriate flasks and patterns and positioning patterns in flasks; filling flasks with sand and ramming of sand around pattern with ramming tool or by mechanical means; determination of appropriate sand blends and moisture content of sand required for particular molds; preparing molds for drawing of patterns, and repairing damage to mold impressions in sand; selecting and setting in position appropriate cores; determination of appropriate venting, gating, reinforcing and facing required; assembling upper and lower sections of molds, and guiding or assisting in the pouring of the molten metal into the mold.

PATTERNMAKER, WOOD

A worker who builds wooden patterns, core boxes or match plates, and whose work involves most of the following: planning and laying out of work from blueprints, drawings, or models; making standard shop computations relating to dimensions of work; using a variety of patternmaker's hand tools such as saws, planes, chisels, gauges, and mallets; operating various woodworking machines such as band saws, circular saws, borers, routers, lathe planers, drill presses, sanders, and shapers; checking work with calipers, rules, protractors, squares, straight-edges, and other measuring instruments; assembling patterns and sections of patterns by gluing, nailing, screwing, and doweling; working to required tolerances and allowances; and selecting the materials for the construction of a particular pattern. May also make sweeps (templates) for making molds by the sweep-molding method. In general the work of the patternmaker requires a rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

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.

Fabricated Structural Metal ProductsCRANE OPERATOR, ELECTRIC-BRIDGE

(Overhead-crane operator; traveling-crane operator)

A worker who lifts and moves heavy objects with an electrically powered hoist which is mounted on a metal bridge, and runs along overhead rails. The work of the operator involves: closing switch to turn on electricity; moving electrical controller levers and brake pedal to run the crane bridge along overhead rails, to run the hoisting trolley back and forth across the bridge, and to raise and lower the load line and anything attached to it. (Motions of crane are usually carried out in response to signals from other workers, on the ground.)

FITTER, STRUCTURAL

A worker who, working in an establishment, assembles and/or fits up structural steel shapes used in the fabrication of buildings, towers, bridges and other structures. The work includes assembling of processed structural steel members in preparation for riveting or welding operations, and joining parts together to see that they are properly processed for assembly by other workers at the construction site.

Class A - A worker who is required to assemble and fit up a variety of types of structural work; to work from blueprints, drawings or other written specifications; to plan assembly procedure; and to use hand tools and measuring devices in the performance of his work.

Class B - A worker who is required to assemble structural units requiring little or no fitting; to do repetitive types of assembling operations according to procedures established by others; and to use hand tools and measuring devices in the performance of his work.

LAY-OUT MAN

A worker who outlines guide marks on structural steel, plate, castings, sheet-metal or other metal shapes for subsequent processing and fabrication, by indicating guide lines, centers, reference points, dimensions and processing instructions on the surface of metal part.

Class A - A lay-out man whose work involves most of the following: laying out from blueprints or drawings; making shop computations to locate guide lines, reference points, centers of punch marks; preparing the surface of metal objects for lay-out; working on a variety of products of various sizes and shapes; indicating detailed instructions to processing workers; and using hand tools and measuring instruments.

Class B - A lay-out man whose work involves any combination of the following: using templates in indicating reference points or guide lines; working from drawings on repetitive lay-outs; providing simple instructions to processing workers; and using hand tools and measuring instruments.

POWER-SHEAR OPERATOR

(See Metalworking, page 36 for description.)

WELDER, HAND

(See Metalworking, page 36 for description.)

Department and Clothing Stores

CASHIER-WRAPPER

A worker who wraps and receives payment for merchandise. The duties of this worker involve most of the following: receiving payment, merchandise, and salescheck from salesperson or customer; reviewing salescheck for correct computations; making change; checking salescheck against merchandise for price, quality, size, color, imperfections; wrapping merchandise; attaching address label if merchandise is to be sent.

ELEVATOR OPERATOR, PASSENGER

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

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
- Notions, trimmings
- Women's accessories (hosiery, gloves, handbags, etc.)
- Women's dresses
- Women's shoes
- Women's suits and coats

TAILOR, ALTERATION (MEN'S GARMENTS)

A worker who makes alterations on men's coats, suits, trousers and vests. 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.

TAILOR, 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.

Office Buildings Service

CLEANER

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

(See Department and Clothing Stores, page 38 for description.)

ENGINEER, STATIONARY

(See Maintenance, page 29 for description.)

FIREMAN, STATIONARY BOILER

(See Maintenance, page 29 for description.)

JANITOR

(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.)

WATCHMAN

(See Custodial, Warehousing and Trucking, page 31 for description.)

Hotels

CLERK, DESK

(Room clerk, smaller hotels)

Registers and assigns rooms to incoming guests and checks out departing guests. Maintains records of reservations and rooms occupied. Furnishes information, receives and distributes mail and telegrams, and issues and accepts room keys. May supervise bellhops, elevator operators or PEX operators. In the very small hotels may handle accounts and receive payment for rooms.

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.

Hotels - ContinuedELEVATOR OPERATOR, PASSENGER

(See Department and Clothing Stores, page 38 for description.)

HOUSEMAN

Moves and arranges furniture; prepares rooms for renovations; sets up sample rooms, meeting rooms and banquet rooms; obtains additional furniture and furnishings from storage in response to requests of guests made through Housekeeper or other supervisor. In smaller hotels may perform heavier cleaning operations in lobby and halls and may wash windows.

MAID, CHAMBER

(Room maid)

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

Power LaundriesCLERK, 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.

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.

Power Laundries - ContinuedFIREMAN, STATIONARY BOILER

(See Maintenance, page 29 for description.)

IDENTIFIER

A worker who sorts soiled bundles, places the contents into various bags and by means of flags, pins or other devices identifies the net with a customer tag or ticket. In addition may weigh, list or count some or all articles contained in each bundle. This classification does not include workers who mark or otherwise identify each individual piece contained in a bundle.

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.

Automobile Repair ShopsBODY 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.

Automobile Repair Shops - Continued

BODY REPAIRMAN, METAL - Continued

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 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.

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.

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