

# Occupational Wage Survey

## SAN FRANCISCO-OAKLAND, CALIFORNIA

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## Introduction 1/

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 area wage information in collective bargaining. Various agencies of the Federal, State, and local governments 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 area 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 the San Francisco-Oakland area 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 in 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.

State, county, and municipal agencies in California (acting through the Bay Area Salary Survey Committee) and Federal agencies participated in the planning of this study in order that the results would meet their needs for wage and salary data as well as the needs of employers, unions, and the general public.

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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 Buffalo, N. Y., in January 1950; Denver, Colo., November 1949; and Philadelphia, Pa., May 1950.

# The San Francisco Bay Area

San Francisco and the network of Bay cities are strategically situated to form a major hub of West Coast industry and commerce. Centered in a vast region abundantly endowed with fertile valleys, rich mineral deposits and extensive timber stands, the area has great natural advantages. From the Golden Gate at the Pacific Ocean, the series of bays extend to the confluence of the Sacramento and San Joaquin Rivers on the northeast and nearly to San Jose on the south, covering 450 square miles. Favorable climate in the valleys brings fruits and vegetables to harvest every month in the year. About 15 percent of the Nation's gold output is taken from mines near the celebrated 1848 discovery point, and 60 other metallic and nonmetallic minerals are extracted in the Central California region. To the north, giant redwood forests along the coast give way to only slightly less magnificent Douglas firs and western pines inland.

The San Francisco Bay Area has grown to rank eighth in population among metropolitan areas of the country. The discovery of gold on the American River more than a century ago set in motion forces which brought the little-known trading post to its present position. With the advent of World War II, San Francisco became the major continental base for the farflung actions in the Pacific. During the war years, the port became second only to New York in tonnages moved, and all economic activity advanced sharply. Some decline from wartime peaks was inevitable, but a rapidly increasing population demanding all types of goods and services and a greatly expanded industrial plant matching these demands with output indicate that wartime gains will be largely maintained.

## Labor and Industry in the Bay Area

Among the more than 2,000,000 individuals living in the closely integrated Bay Area in early 1950, about 900,000 were employed in nonagricultural pursuits. More than a third of these were engaged in trade, shipping, and related transportation activities; a little less than a fifth were in services and a like proportion were in manufacturing. In the city of San Francisco, with a little more than half the total employment of the area, more than two-thirds of all employed were in shipping and trade, finance, and services. In other cities ringing the Bay, Oakland was characterized chiefly as a manufacturing community with a wide variety of production in processed foodstuffs, machinery, structural steel, and transportation equipment. Emeryville and Richmond were significant as centers for the manufacture of paints, industrial chemicals, and petroleum products. Steel mills located in Pittsburg, Niles, and South San Francisco produced a wide variety of basic metal products. Sugar refining was important to Crockett, nonferrous metal smelting to Selby, and Naval maintenance and ship repair work to Vallejo and Alameda, as well as to the Hunter's Point section of San Francisco.

Excluding managers, officials, and professional personnel, Bay Area manufacturing employed about 160,000 workers in January 1950. Of these, more than a fifth worked in establishments processing foodstuffs, both for home consumption and for export. This proportion, however, varies seasonally, rising to nearly a third at the peak of fruit and vegetable canning when 40,000 workers are added. Production of chemicals and petroleum products accounted for approximately 22,000 workers. Secondary metal manufacture including a variety of machinery and other fabricated products employed close to 20,000. Shipbuilding and ship repair work provided employment for another 16,000. Employees in the printing and publishing industry, largely in San Francisco, numbered nearly 14,000. Women's apparel, almost wholly in San Francisco, had about 6,000 workers, and other major activities with aggregate employment upwards of 30,000 included furniture manufacture, stone, clay and glass products, basic steel, and motor vehicles.

San Francisco particularly, and other Bay cities to a lesser degree, had sizable employments in trade and transportation. As a major port engaged in worldwide trade and almost equally broad domestic commerce, a large work force is necessary to move goods and produce. About 70,000 workers were engaged in wholesaling activities in the Bay Area and a substantially larger number were employed in retail trade. Major railroads, trucking, airlines, ocean transport, harbor facilities, and dockside operations accounted for another 50,000 workers.

With San Francisco a leading convention city and the region a Mecca for tourists, the Bay Area's service industries loom large. Workers employed in hotels, theaters, auto repair shops, hospitals, and personal and business services totaled approximately 90,000.

Activities in real estate and a booming building industry, which completed 20,000 new homes for Bay Area dwellers in 1949, provided employment to nearly 60,000 in January 1950. Public utilities supplying heat, water, power, and local transportation for the area accounted for another 25,000 workers.

City, county, State, and Federal government jurisdictions were significant in the Bay Area economy in 1950, employing close to 60,000. District and regional offices of many branches of the California State Government are located in San Francisco. Almost 200 Federal agencies directly responsible to Washington are also located throughout the area. In addition to several naval shipyard installations, huge military supply depots are maintained, the Presidio of San Francisco remains a military post as in early Spanish days, and a U. S. Mint has functioned since its establishment in 1854.

San Francisco has long had a widespread union movement. Nearly 95 percent of the plant workers in the industry groups surveyed by the Bureau in January 1950 were employed in establishments having written contracts with unions. But, the proportion of office workers employed under union contracts was substantially less. In all industry groups combined, about 1 in 8 office workers was employed by a firm that engaged in collective bargaining with union representatives on conditions of employment for office workers. The proportion of office workers covered by union agreements amounted to nearly a third in retail trade and transportation, communication, and other public utilities (except railroads); all of the office workers in the railroad industry were covered by contract.

#### Sampling and Characteristics of the Data

The study of occupational wages in the San Francisco - Oakland area covered 6 broad industry divisions. Office, maintenance, custodial, warehousing, and trucking jobs reported in tables 2, 3, and 4 were studied in establishments with more than 100 workers in manufacturing, retail trade, and transportation, communication, and other public utilities, and in establishments with more than 20 workers in wholesale trade, finance, insurance, real estate, and service industries. Among the industries in which characteristic jobs were studied, the survey generally covered establishments with more than 20 workers; the study of meat products, office building service, and women's coat and suit manufacture covered establishments with 8 or more workers; and the study of auto repair service covered repair departments of retail dealer establishments and general automobile repair garages employing 5 or more workers. Smaller establishments were omitted because they furnished insufficient employment in the occupations studied to warrant their inclusion in the survey. A greater proportion of large than of small establishments was studied in order to maximize the proportion of workers surveyed with available resources. Each group of establishments of a certain size, however, was given its proper weight in the computation of the data.

Table 1.--ESTABLISHMENTS AND WORKERS IN MAJOR INDUSTRY DIVISIONS IN THE SAN FRANCISCO - OAKLAND AREA AND NUMBER STUDIED BY THE BUREAU OF LABOR STATISTICS, JANUARY 1950

Item	Number of establishments			Employment			
	Estimated total in all industries <u>1/</u>	Estimated total within scope of study <u>2/</u>	Studied	Estimated total in all industries <u>1/</u>	Estimated total within scope of study <u>2/</u>	In establishments studied	
						Total	Office
<u>Industry Division</u>							
All divisions .....	39,232	2,659	424	543,600	346,400	160,030	47,980
Manufacturing .....	3,851	393	118	158,900	102,100	46,690	12,140
Nonmanufacturing .....	35,381	2,266	306	384,700	244,300	113,340	35,840
Wholesale trade .....	4,238	754	53	68,300	44,000	6,510	4,360
Retail trade .....	14,027	189	58	111,500	41,800	24,510	6,820
Finance, insurance, and real estate..	3,400	191	35	35,900	25,600	6,130	5,720
Transportation (excluding railroads), communication, and other public utilities .....	1,194	96	33	63,100	64,800	46,160	8,940
Railroads .....	65	10	10	14,200	14,000	13,950	6,240
Services:							
Industries covered <u>3/</u> .....	7,970	1,026	117	72,673	54,100	16,080	3,760
Industries not covered .....	4,487	-	-	19,027	-	-	-
<u>Size of Establishment</u>							
All size groups .....	39,232	2,659	424	543,600	346,400	160,030	47,980
1,001 and over .....	38	38	32	91,400	91,400	76,930	20,050
501 - 1,000 .....	64	64	43	44,800	44,800	31,290	8,630
251 - 500 .....	187	187	72	73,800	73,800	26,870	9,180
101 - 250 .....	470	470	108	71,500	71,500	17,500	6,590
51 - 100 .....	845	381	55	57,900	25,500	4,050	1,860
21 - 50 .....	2,183	1,205	91	66,700	36,200	3,080	1,530
1 - 20 .....	35,445	(2/)	(2/)	137,500	(2/)	(2/)	(2/)

1/ Includes establishments with 1 or more workers in the San Francisco - Oakland Metropolitan Area (Alameda, Contra Costa, Marin, San Francisco, San Mateo, and Solano Counties).

2/ Office, maintenance, custodial, warehousing, and trucking jobs reported in tables 2, 3, and 4 were surveyed in establishments with more than 100 workers in manufacturing, retail trade, and transportation, communication, and other public utilities, and in establishments with more than 20 workers in wholesale trade, finance, insurance, real estate, and service industries; exceptions made in industries in which characteristic jobs were surveyed are noted in footnote to tables 5 through 15.

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

Nearly a fourth of the 346,000 workers employed in January 1950 in the industry divisions and size groups studied are accounted for in the 104 men's jobs and 67 women's jobs for which earnings data are presented in the accompanying tables (tables 2 through 16). The office jobs studied alone accounted for more than 40,000 workers--7,931 men, 32,410 women. The largest job categories, among those studied and presented on a cross-industry basis, were: janitors, porters, and cleaners (5,056 men, 903 women); general stenographers (4,831 women, 53 men); stock handlers and hand truckers (4,711 men); truck drivers (3,861 men); clerk-typists (2,873 women); secretaries (2,523 women); and order fillers (2,273 men). <sup>4/</sup> The largest job categories studied in characteristic local industries were registered nurses in hospitals (2,155 women) and class A automobile mechanics in auto repair shops (2,086 men).

The earnings information in the report excludes overtime pay and nonproduction bonuses but includes incentive earnings for those workers employed under some form of incentive wage system. The monetary value of perquisites such as meals or lodging accommodations provided for hospital employees is not reflected in the earnings data shown for these workers. Weekly hours, reported for office, department and clothing store, and hospital occupations, refer to the work schedules for which the salaries are paid. The number of workers presented refers to the estimated total employment in all establishments within the scope of the study and not to the number actually surveyed. Data are shown only for full-time workers, i.e., those who were hired to work the establishment's full-time schedule of hours for the given occupational classification.

Information on wage practices refers to all office workers and to all plant workers as specified in the individual tables. It is presented in terms of the proportion of all workers employed in offices (or plant departments) which observe the practice in question, except in the first section of table 27, where scheduled weekly hours of women office workers alone are presented. Because of eligibility requirements, the proportion actually receiving the specific benefits may be smaller. The summary of vacation and sick leave plans is limited to formal arrangements. It excludes informal plans whereby time off with pay is granted at the discretion of the employer or other supervisor. Sick leave plans are further limited to those providing full pay for at least some amount of time off and exclude health insurance even though employers pay for it.

## Occupational Rate Structure

Bay Area wage and salary levels are generally higher than in most other metropolitan wage areas.

Collective bargaining during 1949 resulted in no broad rise in occupational rates throughout the Bay Area. Many contracts were negotiated during the year with no changes in scales. In some negotiations, entire emphasis was placed on pensions, health and welfare plans, and other non-wage benefits. Rate adjustments, where obtained, were predominantly in

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<sup>4/</sup> Exclusive of employment in the railroad industry.

the neighborhood of 5 to 10 cents an hour. Advances of more than 10 cents an hour occurred chiefly in printing, trade, public schools, and the railroads. Among the notable settlements featuring pension programs and health and welfare plans were those concluded in basic steel companies, metal fabricating establishments, and the maritime industry. City, State, and Federal employees, including members of the armed forces, participated in moderate salary increases.

In the discussion of wages which follows, two main occupational groupings are distinguished: (1) cross-industry occupations - office clerical occupations, maintenance occupations, and custodial, warehousing, and trucking occupations; (2) characteristic industry occupations. The first group of occupations was studied on a cross-industry basis from employer pay roll records. 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. As indicated below, straight-time average rates or earnings are shown for some industries, while union scales are shown for others.

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

#### Cross-Industry Occupations

Office clerical occupations - Women employed as general stenographers in the San Francisco - Oakland area averaged \$51.50 weekly in January 1950. Average weekly salaries for other nonsupervisory women office workers ranged from \$39.50 for routine file clerks to \$70 for accountants. Secretaries were paid at the rate of \$59, on the average, and clerk-typists received \$44.50. Among the general clerk categories, the average for the junior stage was \$43.50; the intermediate, \$51.50; and the senior, \$60. Average salaries for 18 of 29 office occupations surveyed were in the \$45-\$55 bracket (table 2). Salaries paid women in offices of manufacturing industries were generally higher than in nonmanufacturing industries; in 18 of 25 job categories permitting such a comparison, women in the manufacturing division held a salary advantage of \$3 or more a week. Within the nonmanufacturing group of industries, salaries paid in transportation, communication, and other public utilities (excluding railroads) were above the average scales for nonmanufacturing.

Average salaries of men ranged from \$39 for office boys to \$98.50 for senior accountants. General clerks at the junior level averaged \$49, intermediate, \$59.50, and senior, \$67.50. Accounting clerks were at an average weekly scale of \$60.50 and order clerks and pay-roll clerks averaged \$64.50. Average salaries were about the same in manufacturing and nonmanufacturing industries. A comparison of salaries paid men and women in the same jobs indicated a wage advantage of \$5 or more for men in jobs requiring a substantial amount of training but salary levels were about the same in routine office jobs. Differences in average salaries for men and women in particular occupations generally do not reflect differences in rates within the same establishment.

Office worker salaries in San Francisco County <sup>5/</sup>, presented in table 3, were higher than general area averages in about half of the occupations; only in a few cases, however, did the difference in average salaries exceed \$1.

Maintenance occupations - Most Bay Area skilled maintenance workers received between \$1.80 and \$2.00 an hour in January 1950. As shown in table 4, carpenters and electricians averaged \$1.98 and \$1.97, respectively. Machinists, the largest maintenance trade group studied, had an average rate of \$1.91. The average paid rates for mechanics, millwrights, and painters were somewhat lower. The general average for helpers employed to assist workers at these specialized crafts was \$1.53 an hour. General utility maintenance men, found principally in smaller establishments where specialization in maintenance work is impractical, averaged \$1.82 on all-industry basis.

Custodial, warehousing, and trucking occupations - Men janitors, porters, and cleaners (listed in table 4) averaged \$1.24 an hour on an all-industry basis, \$1.33 in manufacturing, and \$1.21 in nonmanufacturing establishments; within the latter group average pay rates ranged from \$1.17 in the service industries to \$1.31 in the transportation and utility group. Watchmen averaged \$1.35 in manufacturing, \$1.22 in nonmanufacturing, and \$1.29 in all industries combined.

Stock handlers and hand truckers employed in factories, warehouses, and stores averaged \$1.51 an hour with \$1.47 recorded in manufacturing and \$1.53 in nonmanufacturing. Order fillers averaged a cent more and packers, employed principally in wholesale trade, averaged \$1.49. Fork lift operators received \$1.54 an hour, which was 3 cents more than the average hourly rate paid power truckers operating equipment other than of the fork-lift type. Drivers handling light pick-up and local delivery trucks earned \$1.74 an hour, on the average. Drivers of medium-size trucks (1½ to 4 tons) averaged a cent more and operators of heavy, trailer-type trucks were paid \$1.86 on the average.

#### Characteristic Industry Occupations

##### Straight-time rates or earnings

As shown above for the cross-industry occupations, the wage or salary information for the first 12 industries below reflects rates or straight-time earnings derived from employer pay-roll records.

Machinery manufacture - Production machinists, numerically the most important job group in the machinery industries, averaged \$1.75 in January 1950. Tool and die makers, the highest paid among the 14 jobs studied in machinery, were at an average hourly scale of \$2.14. In the assembler categories, class A men received \$1.74, class B \$1.50, and class C \$1.40, on the average. Class A hand welders were paid \$1.89 and class A drill-press operators (single- and multiple-spindle) were at a \$1.59 hourly figure (table 5).

Ferrous foundries - Among classifications surveyed in ferrous foundries, shake-out men received \$1.39 and wood patternmakers, \$2.19 an hour. Hand coremakers and floor molders were each at the \$1.77 level (table 6).

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<sup>5/</sup> San Francisco County and city are conterminous.

Fabricated structural steel and ornamental metal work - Structural fitters (class A) had an average hourly rate of \$1.80, exceeded among the plant jobs studied only by the \$1.86 received by class A layout men (table 7). Average rates for other jobs in this industry, closely allied with basic steel were: electric-bridge-crane operators (10 tons and over), \$1.49; class A power-shear operators, \$1.51; flame-cutting-machine operators, \$1.63; and class A hand welders, \$1.72.

Meat products, independent producers - Straight-time average hourly earnings of \$2.05 or more were reported for men in major occupations studied in meat packing and wholesaling, and in the manufacture of sausages and other prepared meat products. General cutters in beef cutting were paid \$2.08, on the average, and general butchers in cattle killing received \$2.06 and sausage makers received \$2.05. Washers and shacklers in cattle killing operations averaged \$1.60 and \$1.62, respectively. Women packers in sausage departments of these establishments averaged \$1.21 an hour (table 8).

Women's coats and suits - Hourly averages of \$2 or more were also not uncommon among jobs found in the manufacture of women's coats and suits. Earnings of individuals in the various classifications studied in this important branch of San Francisco's apparel industry varied widely, however, since many operations are placed under incentive systems of wage payment. Men operating sewing machines under the single-hand method of production averaged \$2.97 an hour (table 9). Women greatly outnumbered men in this job and averaged \$1.96. Machine pressers earned \$2.92 and cutters and markers (primarily men) \$2.78, on the average. At the other end of the scale, hand sewers (predominantly women) averaged \$1.47 and women hand pressers received \$1.68.

Industrial chemicals - Class A chemical operators working in the East Bay's important industrial chemical industry were at an average \$1.84 hourly wage. Class B chemical operators received \$1.73. Operators' helpers averaged \$1.61, and drum fillers, \$1.54. These earnings figures relate to men workers. Women laboratory assistants, the smallest job group studied, averaged \$1.71 on an hourly basis (table 10).

Department and clothing stores - Volume of business in Bay Area department and clothing stores was directly reflected in weekly earnings of the thousands of sales persons employed in these establishments. A percentage of sales, or a commission, was typically paid to sales clerks. This arrangement resulted in average earnings of \$91 weekly for men selling furniture and bedding, \$78 for men in men's clothing departments, and \$65.50 for men selling men's furnishings. Women averaged \$54.50 in the sale of better dresses in upstairs store departments and \$48 in the sale of dresses in basement departments. Other women sales clerks in upstairs store departments averaged \$56 in suits and coats; \$47 in women's accessories and \$44.50 in notions and trimmings. Among non-selling jobs, men tailors performing alterations on men's garments averaged \$65 and women operating passenger elevator averaged \$45.50, or \$1.14 an hour for a 40-hour week (table 11).

Office building service - Women operating passenger elevators in downtown Oakland office buildings were at an average \$1.11 an hour, a little under the general average for this type of work in department and clothing stores in the entire area. On the other hand, women in this classification in downtown San Francisco office buildings averaged \$1.26. Women cleaners in Oakland office buildings also received less (\$1.05) than their counterparts in San Francisco (\$1.16). Men janitors averaged \$1.15 in Oakland and 10 cents more in San Francisco (table 12).

Auto repair service - Automotive mechanics (class A) working in East Bay auto repair shops and repair departments of dealer establishments were receiving \$1.92 an hour, on the average, in January 1950. This compared with a \$1.99 figure for comparable work on the San

Francisco side of the Bay. Similarly, East Bay body repairmen averaged \$2.06, West Bay \$2.14; East Bay greasers \$1.50, West Bay \$1.53 (table 13).

Power laundries - About four-fifths of the more than 500 women operating flatwork finish machines in Bay Area laundries were paid hourly rates slightly under \$1 and most of the others were at scales just over this figure. Women on machine shirt-pressing operations averaged \$1.09 and identifiers, who sort, examine and list articles in the cleaning operations, averaged \$1.14. Men operating extractor and washing machines received \$1.35 and \$1.42 an hour, respectively (table 14).

Hospitals - Women registered nurses employed in hospitals averaged \$52; rates for more than 2,100 individuals in this profession ranged from less than \$47.50 to more than \$62.50 (table 15). Rates generally falling within these same limits were paid women industrial nurses employed in manufacturing establishments, but these nurses averaged \$57. Average salaries for women in other hospital occupations were: \$53 for X-ray technicians; \$55.50 for dietitians; \$57 for laboratory technicians; and \$86.50 for pharmacists. Men were generally paid somewhat more in these jobs.

Railroad occupations - Rates of pay in selected office, shop maintenance and warehouse jobs in the railroad industry of the Bay Area are presented in table 16. Average weekly pay in railroad offices ranged from \$48 for office boys to \$74.50 paid to men accountants. Women general stenographers averaged \$60, and junior clerks averaged \$55 for a 40-hour week.

Straight-time average hourly rates of \$1.74 were reported for skilled maintenance workers (electricians, machinists, and general utility maintenance men). Helpers to workers in the maintenance crafts were paid \$1.46 an hour. Stock handlers and hand truckers averaged \$1.39 and power truckers were at an average \$1.45 rate. Workers performing janitorial duties averaged \$1.33.

#### Union wage scales

The information for the following 9 industries relates to the minimum wage rates and maximum straight-time hours per week agreed upon through collective bargaining between employers and trade-unions.

Bakeries - Union agreements with Oakland bakeries provided for minimum hourly scales of \$1.80 for ovenmen in hand shops and \$1.96 for ovenmen in machine shops. In San Francisco, such workers had basic scales of \$1.87 in hand shops and \$1.96 in machine shops. Among other bakery classifications, the rate for dividers, molders, and roll-machine operators was the same for both cities, \$1.87. Hourly rates for bench machine helpers in San Francisco were set at \$1.50 for the first year and \$1.58 for the second year of service. Weekly hours worked in Oakland hand shops were 42; in San Francisco, 40. Weekly hours worked in machine shops in both cities were 38 (table 17).

Building construction - The basic hourly wage scales among 7 major trades of union workers in the construction industry ranged from \$1.55 for building laborers to \$3 for bricklayers and plasterers in both Oakland and San Francisco. Minimum rates for all classifications covered were identical in both cities. Electricians and plumbers were at a \$2.50 figure, carpenters at \$2.33 and painters at \$2.15. A 40-hour week was in effect for all trades except bricklayers in San Francisco and plasterers in Oakland, who were paid overtime rates after 30 hours a week and painters in both cities who had a basic workweek of 35 hours (table 18).

Local transit operating employees - Operators of busses, and motormen and conductors of bridge trains in Oakland's local transit system had basic scales of \$1.42 hourly for the first 6 months of service, \$1.47 thereafter, in early 1950. In San Francisco, operators and conductors of busses, trackless trolley, streetcars, and cable cars were at a standard \$1.51 hourly rate, regardless of service. Hours of work in Oakland were 40 a week, in San Francisco 48 (table 19).

Canning, fruits and vegetables - In the fruit and vegetable canning industry in Oakland, union scales for all classifications were determined according to a job evaluation system resulting in 5 job brackets for men workers (table 20). Thus, among men workers, Bracket I, covering the highest production skills, commanded an hourly rate of \$1.65 in January 1950, and Bracket V with the lowest skills called for \$1.20. Among women workers, floor-ladies were paid at the \$1.20 rate and unassigned women workers were at a \$1.05 rate. Since incentive method of wage payment for some job categories is common practice in many canneries, a minimum guaranteed hourly rate of \$1.05 was set for either men or women paid on the basis of output, regardless of job classification. Average hourly earnings under such conditions are determined by the volume of material handled by the workers involved. Weekly hours for cannery workers were 40. In periods of high seasonal activity, "exempt" weeks may be claimed in accordance with Fair Labor Standards Act provisions. During such "exempt" weeks, 48 hours may be worked before premium overtime is effective.

Malt liquor industry - San Francisco's malt liquor industry paid weekly minimum scales of \$76.50 to brewers on daytime work and \$78.50 and \$80.50 for work on second and third shifts. Bottlers and shipping and receiving clerks were paid \$72 for first-shift work, \$74 on the second shift, and \$76 on the third shift. The 40-hour week for all shifts was the practice in the brewing industry (table 21).

Printing - In book and job printing, hand compositors and cylinder pressmen were at a basic union scale of \$2.63 an hour in both Oakland and San Francisco establishments. The rate for press assistants and feeders in both cities was \$2.08 on cylinder presses and \$1.65 on platen presses. In newspaper work, web pressmen in both cities were at hourly scales of \$2.49 for day work and \$2.62 for night work. Hours of work in Bay Area printing trades were 37½ weekly (table 22).

Motortruck drivers and helpers - Union scales for motortruck drivers varied widely according to materials transported, size of truck, and length of service. Hourly rates for Oakland drivers conveying building materials ranged from \$1.63 on trucks of 4-cubic yards or less capacity to \$2.23 on trucks with capacity of 8-cubic yards or more. In petroleum tank-truck work, rates were scaled according to length of service of drivers, ranging from \$1.63 at start to \$1.78 after 2 years in Oakland, and \$1.65 at start to \$1.82 after 2 years in San Francisco. Higher rates were provided for drivers conveying newspapers and periodicals (table 23).

Ocean transport - Among offshore unlicensed maritime personnel, the basic monthly rate for able-bodied seamen standing watches was \$226. The scale for ordinary seamen was \$186. Boatswains, not standing watches, had minimum monthly rates of \$290 on vessels under 10,000 tons, \$305 on vessels of 10,000 to 15,000 tons, and \$320 on vessels of 15,000 to 20,000 tons. These and other deck department ratings received \$7.50 per month in addition to basic scales as a clothing allowance. Hours of work while at sea were fixed at 44 for men not standing watches and 56 for watch standers. Premium overtime was paid for 8 hours of the 56 worked by watch standers, and men not standing watches were further compensated over basic scales at the rate of \$25 monthly in lieu of work at an overtime rate (table 24).

In engine-room departments the basic rate for daytime firemen was \$251.25; for watch-standing firemen, \$221.68. The basic rates for all members of engine-room departments included a \$7.50 monthly allowance for clothing. Chief reefer engineers, standing watch, were paid basic scales according to type of vessel worked; rates ranged from \$321.05 to \$369.56 monthly. Hours of work in engine-room departments were the same as those applying to deck departments and the same provisions for overtime payments and payment in lieu of overtime were in force.

Basic rates for stewards department ratings varied according to types of vessels (freighter or passenger) and the kind of trade (off-shore or intercoastal). Chief stewards on freighters engaged in off-shore trade had a rate of \$293.79 a month, while those in the Alaska service were at a \$316.42 figure. Second stewards working on class A passenger vessels received \$370.15, and class B passenger vessels, \$300, as basic rates. Allowances of \$7.50 monthly for clothing were included in all basic rates for the stewards department. Hours of work at sea were 56 weekly with provisions for 8 hours at premium overtime.

Stevedoring - On the San Francisco waterfront and on docks throughout the Bay Area, the hourly scale for longshoremen handling general cargo was \$1.82. Penalty rates taking the place of the basic scale for handling specifically designated commodities, not considered general cargo, ranged from \$1.92 for handling paper and pulp in packages of 300 pounds or more to \$3.64 for explosives. Hatch tenders and lift-truck-jitney drivers had a basic rate 10 cents an hour above that for longshoremen, and received penalty cargo rates as well. The basic rate for gang bosses was \$1.97 and they also received penalty cargo rates. The maximum straight-time hours allowed per week by the union agreement covering longshoremen was 30 (table 25).

#### Minimum entrance rates

Generally included in the formalized rate structure of a large majority of Bay Area firms in all industries was the designation of minimum entrance rates for the employment of plant workers with no previous work experience. Among manufacturing firms the practice was widespread, particularly among larger companies. Prescribed scales for inexperienced employees were also found in wholesale trade and services, but to a smaller degree. Least formalized in this respect were establishments in retail trade. Although entrance rates set by individual establishments in all industries ranged from 65 cents to \$1.80 an hour, major employment was in firms specifying rates of 95 cents to \$1.55 (table 26).

## Supplementary Wage Practices

#### Shift differentials

Among Bay Area manufacturing industries typically operating under conditions requiring shift employment, payment of differentials over first-shift rates for both second- and third-shift workers was general. About 5 percent of total employment in machinery manufacturing and ferrous foundries were employed on second-shift work in January 1950. In industrial chemicals and petroleum refining, shift operations were more extensive, with 18 percent and 30 percent of total employment, respectively, on extra-shift work. The differential paid second-shift workers in machinery amounted to 10 percent over daytime scales, and a differential of 8 cents an hour was reported in ferrous foundries. Uniform practices were not found,

however, in industrial chemical establishments; hourly differentials ranged from 4 to 6 cents for second-shift workers, and from 6 to 12 cents for third-shift workers and one firm reported payment of an additional 10 and 15 percent of base pay to these workers. In petroleum refining, second-shift workers were paid an additional 4 cents an hour and third-shift workers received 6 cents.

#### Scheduled workweek

The 40-hour week was most common for both office and plant workers in all industries in January 1950. About 80 percent of all office workers were on this schedule with almost all others on a shorter workweek. Almost all plant employees were on a 40-hour schedule (table 27).

#### Paid holidays

Provisions for paid holidays were in effect for virtually all office workers and for 9 of every 10 plant workers (table 28). Typically, arrangements called for 6 to 8 days allowed through the year, except in the finance, insurance, and real estate group in which 10 to 11½ days were granted as a general policy.

#### Paid vacations

Almost all Bay Area establishments allowed paid vacations to both office and plant workers after a year of service. Among office workers, 4 in 5 workers were eligible for vacations of 2 weeks after a year of service. For plant workers a 1-week vacation was the general rule. With the completion of 2 years of service, almost all office workers were granted vacations of 2 weeks and a majority of plant workers were eligible for similar leave (table 29).

#### Paid sick leave

About two-fifths of the office workers and nearly a third of the plant workers were employed in establishments reporting formal provisions for paid sick leave. Allowances, after completion of a year of service, ranged from less than 5 to more than 20 days a year, with 10 days most commonly provided for office workers and 5 days provided for plant workers (table 30). Transportation, communication, and other public utilities (excluding railroads) was the only industry group with more than half of total employment covered by formal sick leave plans.

#### Nonproduction bonuses

The payment of nonproduction bonuses, typically at Christmas or year-end, were reported by establishments accounting for a third of the office workers and an eighth of the plant workers in the Bay Area (table 31).

#### Insurance and pension plans

Insurance or pension plans financed wholly or in part by employers were in force in establishments employing 87 percent of Bay Area office workers and a somewhat smaller proportion of plant workers. Life insurance plans were the most commonly accepted security measures in all industries, with health insurance coverage also found in firms with a substantial number of employees. Establishments having retirement pension plans (beyond Federal Old Age and Survivors' Insurance) employed nearly 50 percent of the office workers and 40 percent of the plant workers. More than four-fifths of both office and plant workers in transportation, communication, and other public utilities (excluding railroads) were employed by firms with employee pension plans (table 32).

Table 2.—OFFICE OCCUPATIONS

(Average earnings <sup>1/</sup> and weekly scheduled hours for selected occupations by industry division)

Sex, occupation, and industry division <sup>2/</sup>	Number of workers	Average		Number of workers receiving straight-time weekly earnings of —																								
		Weekly scheduled hours	Hourly earnings	Weekly earnings	Under \$32.50	\$32.50 and under 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 90.00	\$90.00 95.00	\$95.00 100.00	\$100.00 and over
<b>Men</b>																												
Accountants, senior .....	347	39.5	\$2.49	\$ 98.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	7	6	44	24	65	69	130
Manufacturing .....	155	39.5	2.49	98.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	3	22	14	32	36	46
Nonmanufacturing <sup>3/</sup> .....	192	39.0	2.51	98.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	3	22	10	33	33	84
Wholesale trade .....	79	39.0	2.69	105.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	25	52
Accountants .....	830	40.0	1.90	76.00	-	-	-	-	-	-	-	-	-	2	27	17	73	26	139	23	109	89	193	75	9	13	35	
Manufacturing .....	339	39.5	1.96	77.50	-	-	-	-	-	-	-	-	-	-	13	4	10	3	58	10	37	33	116	37	-	6	12	
Nonmanufacturing <sup>3/</sup> .....	491	40.0	1.88	75.00	-	-	-	-	-	-	-	-	-	2	14	13	63	23	81	13	72	56	77	38	9	7	23	
Wholesale trade .....	199	39.5	1.85	73.00	-	-	-	-	-	-	-	-	-	2	8	1	23	20	28	-	27	30	54	6	-	-	-	
Retail trade .....	48	40.5	1.89	76.50	-	-	-	-	-	-	-	-	-	-	4	2	8	-	7	-	5	3	-	12	3	2	2	
Transportation (excluding railroads), communication, and other public utilities ...	86	40.0	1.95	78.00	-	-	-	-	-	-	-	-	-	-	-	1	4	2	8	11	17	9	15	9	6	4	-	
Services .....	97	41.0	1.89	77.50	-	-	-	-	-	-	-	-	-	-	2	1	24	1	20	2	10	-	8	7	-	1	21	
Bookkeepers, hand .....	290	40.0	1.80	72.00	-	-	-	-	-	-	-	-	2	6	16	20	40	32	45	11	4	8	71	29	6	-	-	
Manufacturing .....	81	40.0	1.79	71.50	-	-	-	-	-	-	-	-	-	6	9	6	2	2	19	4	3	7	8	9	6	-	-	
Nonmanufacturing <sup>3/</sup> .....	209	40.0	1.80	72.00	-	-	-	-	-	-	-	2	-	-	7	14	38	30	26	7	1	1	63	20	-	-	-	
Wholesale trade .....	81	40.0	1.75	70.00	-	-	-	-	-	-	-	-	-	-	-	-	14	20	20	7	-	-	20	-	-	-	-	
Transportation (excluding railroads), communication, and other public utilities ...	27	40.5	1.64	66.50	-	-	-	-	-	-	2	-	-	2	5	-	10	5	-	-	-	-	3	-	-	-	-	
Services .....	91	40.0	1.90	76.00	-	-	-	-	-	-	-	-	-	5	5	20	-	-	-	-	-	1	40	20	-	-	-	
Bookkeeping-machine operators, class B <sup>3/</sup> .....	171	40.0	1.20	48.00	-	-	8	36	28	27	21	13	3	12	1	-	21	-	1	-	-	-	-	-	-	-	-	
Manufacturing <sup>3/</sup> .....	168	40.0	1.19	47.50	-	-	8	36	28	27	21	13	3	12	-	-	20	-	-	-	-	-	-	-	-	-	-	
Wholesale trade .....	30	40.0	1.26	50.50	-	-	-	-	-	7	13	3	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	
Clerks, accounting .....	1,285	39.5	1.53	60.50	-	-	6	-	49	36	85	198	69	74	156	54	102	72	112	149	44	68	9	2	-	-	-	
Manufacturing .....	636	40.0	1.60	64.00	-	-	4	-	10	2	16	78	35	39	59	25	52	36	36	140	33	60	9	2	-	-	-	
Nonmanufacturing <sup>3/</sup> .....	649	39.5	1.44	57.00	-	-	2	-	39	34	69	120	34	35	97	29	50	36	76	9	11	8	-	-	-	-	-	
Wholesale trade .....	183	39.5	1.33	52.50	-	-	-	-	20	1	47	44	-	20	42	-	-	-	7	-	2	-	-	-	-	-	-	
Retail trade .....	68	42.0	1.43	60.00	-	-	-	-	-	-	9	4	4	6	11	-	32	4	2	-	-	-	-	-	-	-	-	
Transportation (excluding railroads), communication, and other public utilities ...	106	39.0	1.55	60.50	-	-	-	-	1	1	3	16	4	1	13	25	18	7	8	2	7	-	-	-	-	-	-	
Services .....	109	40.5	1.36	55.00	-	-	2	-	-	24	15	16	15	5	1	-	-	10	20	1	-	-	-	-	-	-	-	
Clerks, file, class B <sup>3/</sup> .....	32	39.0	1.01	39.50	-	5	9	4	12	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing .....	22	38.5	.97	37.50	-	5	9	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Clerks, general, senior .....	932	39.5	1.71	67.50	-	-	-	-	-	12	7	60	38	61	89	63	78	54	113	17	107	154	27	14	28	-	10	
Manufacturing .....	166	39.5	1.73	68.50	-	-	-	-	-	-	-	-	-	1	8	14	38	24	14	-	55	2	5	4	1	-	-	
Nonmanufacturing <sup>3/</sup> .....	766	39.5	1.71	67.50	-	-	-	-	-	12	7	60	38	60	81	49	40	30	99	17	52	152	22	10	27	-	10	
Wholesale trade .....	406	40.0	1.55	62.00	-	-	-	-	-	12	3	37	20	52	77	49	28	14	66	10	12	-	10	9	7	-	-	
Transportation (excluding railroads), communication, and other public utilities ...	231	40.0	1.90	76.00	-	-	-	-	-	-	-	-	-	-	-	-	8	10	18	-	38	149	8	-	-	-	-	

See footnotes at end of table.

Table 2.—OFFICE OCCUPATIONS - Continued

(Average earnings <sup>1/</sup> and weekly scheduled hours for selected occupations by industry division)

Sex, occupation, and industry division <sup>2/</sup>	Number of workers	Average		Number of workers receiving straight-time weekly earnings of -																								
		Weekly scheduled hours	Hourly earnings	Weekly earnings	Under \$32.50	\$32.50 and under 35.00	\$35.00	\$37.50	\$40.00	\$42.50	\$45.00	\$47.50	\$50.00	\$52.50	\$55.00	\$57.50	\$60.00	\$62.50	\$65.00	\$67.50	\$70.00	\$72.50	\$75.00	\$80.00	\$85.00	\$90.00	\$95.00	\$100.00 and over
Men - Continued																												
Clerks, general, intermediate .....	1,109	40.0	\$1.49	\$59.50	-	-	-	-	10	33	66	40	148	95	55	165	91	158	27	18	16	165	21	1	-	-	-	-
Manufacturing .....	342	40.0	1.46	58.50	-	-	-	-	-	-	4	3	53	54	47	60	48	23	27	2	4	14	2	1	-	-	-	-
Nonmanufacturing <sup>3/</sup> .....	767	40.0	1.49	59.50	-	-	-	-	10	33	62	37	95	41	8	105	43	135	-	16	12	151	19	-	-	-	-	-
Wholesale trade .....	452	40.0	1.39	55.50	-	-	-	-	6	27	45	28	90	35	7	62	42	82	-	14	-	7	7	-	-	-	-	
Transportation (excluding railroads), communication, and other public utilities ..	223	40.0	1.74	69.50	-	-	-	-	-	-	1	1	1	5	1	12	-	32	-	2	12	144	12	-	-	-	-	-
Clerks, general, junior .....	401	39.5	1.24	49.00	-	3	13	22	30	80	77	26	16	11	11	43	31	38	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	63	40.0	1.26	50.50	-	-	-	-	-	1	14	16	11	11	1	6	3	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing <sup>3/</sup> .....	338	39.5	1.24	49.00	-	3	13	22	30	79	63	10	5	-	10	37	28	38	-	-	-	-	-	-	-	-	-	-
Wholesale trade .....	152	40.0	1.11	44.50	-	-	-	-	28	63	51	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation (excluding railroads), communication, and other public utilities ..	124	40.0	1.48	59.00	-	-	-	-	2	-	4	-	5	-	10	37	28	38	-	-	-	-	-	-	-	-	-	-
Clerks, order .....	927	40.0	1.61	64.50	-	-	-	-	-	-	7	50	38	27	85	125	112	40	74	75	48	89	119	38	-	-	-	
Manufacturing .....	199	39.5	1.62	64.00	-	-	-	-	-	-	-	9	14	6	3	26	23	30	27	13	14	15	8	11	-	-	-	
Nonmanufacturing <sup>3/</sup> .....	728	40.0	1.61	64.50	-	-	-	-	-	-	7	41	24	21	82	99	89	10	47	62	34	74	111	27	-	-	-	
Wholesale trade .....	708	40.0	1.60	64.00	-	-	-	-	-	-	7	41	24	21	82	99	89	10	47	62	34	74	91	27	-	-	-	
Clerks, pay roll .....	203	39.5	1.63	64.50	-	-	-	-	-	-	4	4	16	14	20	22	8	25	7	13	19	26	17	3	1	2	2	
Manufacturing .....	154	39.5	1.62	64.00	-	-	-	-	-	-	4	3	13	14	17	8	8	22	7	11	17	10	14	1	1	2	2	
Nonmanufacturing <sup>3/</sup> .....	49	40.0	1.64	65.50	-	-	-	-	-	-	1	3	-	3	14	-	3	-	-	2	2	16	3	2	-	-	-	
Transportation (excluding railroads), communication, and other public utilities ..	28	40.0	1.75	70.00	-	-	-	-	-	-	1	-	-	-	6	-	-	-	-	-	1	16	2	2	-	-	-	
Duplicating-machine operators <sup>3/</sup> .....	81	40.0	1.18	47.00	-	-	7	2	19	16	12	-	2	2	1	-	20	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing .....	76	40.0	1.19	47.50	-	-	7	2	18	14	11	-	1	2	1	-	20	-	-	-	-	-	-	-	-	-	-	
Office boys .....	651	39.5	.99	39.00	88	83	113	82	145	41	51	12	21	12	3	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	231	40.0	1.00	40.00	-	12	45	52	88	16	6	6	2	3	1	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing <sup>3/</sup> .....	420	39.5	.97	38.50	88	71	68	30	57	25	45	6	19	9	2	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation (excluding railroads), communication, and other public utilities ..	62	39.5	1.11	44.00	5	9	1	3	-	13	9	5	12	3	2	-	-	-	-	-	-	-	-	-	-	-	-	
Services .....	130	39.0	.91	35.50	67	9	21	10	-	-	21	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Secretaries .....	40	40.0	1.60	64.00	-	-	-	-	-	-	-	-	1	-	-	18	4	-	-	7	5	-	5	-	-	-	-	
Stenographers, general <sup>3/</sup> .....	53	40.0	1.40	56.00	-	-	-	-	-	-	-	-	22	-	7	5	12	2	5	-	-	-	-	-	-	-	-	
Nonmanufacturing .....	36	40.0	1.34	53.50	-	-	-	-	-	-	-	-	20	-	7	-	7	2	-	-	-	-	-	-	-	-	-	
Tabulating-machine operators <sup>3/</sup> .....	232	39.5	1.62	64.00	-	-	-	-	4	2	8	16	10	12	31	14	22	15	35	29	12	20	2	-	-	-	-	
Nonmanufacturing <sup>3/</sup> .....	209	39.5	1.62	64.00	-	-	-	-	4	2	8	16	6	12	30	7	20	15	34	25	11	19	-	-	-	-	-	
Wholesale trade .....	83	39.5	1.75	69.00	-	-	-	-	-	-	-	-	-	2	2	14	3	7	7	7	24	7	17	-	-	-	-	

See footnotes at end of table.

Table 2.—OFFICE OCCUPATIONS - Continued

(Average earnings <sup>1/</sup> and weekly scheduled hours for selected occupations by industry division)

Sex, occupation, and industry division <sup>2/</sup>	Number of workers	Average			Number of workers receiving straight-time weekly earnings of -																							
		Weekly scheduled hours	Hourly earnings	Weekly earnings	Under \$32.50	\$32.50 and under 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 90.00	\$90.00 95.00	\$95.00 100.00	\$100.00 and over
<b>Women</b>																												
Accountants <sup>3/</sup> .....	118	39.5	\$1.77	\$70.00	-	-	-	-	-	-	-	-	-	-	-	4	-	15	16	45	13	13	1	6	1	4	-	-
Nonmanufacturing <sup>3/</sup> .....	106	40.0	1.76	70.50	-	-	-	-	-	-	-	-	-	-	-	2	-	15	15	45	5	13	1	5	1	4	-	-
Services .....	65	40.0	1.74	69.50	-	-	-	-	-	-	-	-	-	-	-	2	-	4	1	42	5	10	-	1	-	-	-	
Billers, machine (billing machine) .....	801	39.5	1.19	47.00	-	-	-	47	157	138	147	95	88	55	30	21	5	-	18	-	-	-	-	-	-	-	-	
Manufacturing .....	156	39.5	1.29	51.00	-	-	-	3	5	32	22	11	32	11	9	12	5	-	14	-	-	-	-	-	-	-	-	
Nonmanufacturing <sup>3/</sup> .....	645	39.5	1.16	46.00	-	-	-	44	152	106	125	84	56	44	21	9	-	-	4	-	-	-	-	-	-	-	-	
Wholesale trade .....	280	39.5	1.18	46.50	-	-	-	20	61	41	27	43	34	34	20	-	-	-	-	-	-	-	-	-	-	-	-	
Retail trade .....	35	40.0	1.13	45.00	-	-	-	-	4	23	2	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation (excluding railroads), communication, and other public utilities ..	172	39.5	1.18	46.50	-	-	-	4	24	18	64	40	7	10	1	-	-	-	4	-	-	-	-	-	-	-	-	
Services .....	136	40.0	1.08	43.00	-	-	-	20	63	24	21	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Billers, machine (bookkeeping machine) <sup>3/</sup> .....	237	40.0	1.20	48.00	-	-	-	-	16	45	87	33	19	13	1	5	6	-	8	-	3	-	-	1	-	-	-	
Nonmanufacturing <sup>3/</sup> .....	224	40.0	1.19	47.50	-	-	-	-	16	45	87	32	17	13	1	4	4	-	1	-	3	-	-	1	-	-	-	
Retail trade .....	133	40.0	1.21	48.50	-	-	-	-	16	17	42	22	12	10	1	4	4	-	1	-	3	-	-	1	-	-	-	
Bookkeepers, hand .....	461	40.0	1.55	62.00	-	-	-	-	-	-	14	5	59	3	73	62	12	74	19	52	17	36	26	6	3	-	-	
Manufacturing .....	56	40.0	1.59	63.50	-	-	-	-	-	-	-	5	13	-	5	8	8	8	1	10	-	5	2	-	-	-	-	
Nonmanufacturing <sup>3/</sup> .....	405	40.0	1.55	62.00	-	-	-	-	-	-	14	5	46	3	73	57	8	66	11	51	7	36	21	4	3	-	-	
Wholesale trade .....	90	40.0	1.65	66.00	-	-	-	-	-	-	-	-	20	-	-	-	3	20	-	7	20	20	-	-	-	-	-	
Retail trade .....	129	40.0	1.51	60.50	-	-	-	-	-	-	-	-	-	-	35	49	4	22	2	4	-	9	-	4	-	-	-	
Services .....	130	40.0	1.56	62.50	-	-	-	-	-	-	2	-	16	3	30	5	1	23	1	38	-	7	1	-	3	-	-	
Bookkeeping-machine operators, class A <sup>3/</sup> .....	157	39.5	1.47	58.00	-	-	-	-	1	3	30	3	13	39	22	8	14	4	-	-	-	20	-	-	-	-	-	
Nonmanufacturing <sup>3/</sup> .....	138	39.5	1.47	58.00	-	-	-	-	1	3	21	3	12	39	20	5	14	-	-	-	-	20	-	-	-	-	-	
Wholesale trade .....	103	39.5	1.47	58.00	-	-	-	-	-	3	20	-	3	37	20	-	-	-	-	-	-	20	-	-	-	-	-	
Bookkeeping-machine operators, class B .....	1,366	39.5	1.23	48.50	-	70	-	53	88	201	233	101	313	75	77	41	31	69	10	2	2	-	-	-	-	-	-	
Manufacturing .....	154	39.5	1.33	52.50	-	-	-	-	6	32	15	36	25	12	5	3	6	10	2	2	-	-	-	-	-	-	-	
Nonmanufacturing <sup>3/</sup> .....	1,212	39.5	1.22	48.00	-	70	-	53	88	195	201	86	277	50	65	36	28	63	-	-	-	-	-	-	-	-	-	
Wholesale trade .....	429	39.5	1.25	49.50	-	-	-	-	27	54	75	50	171	4	6	28	14	-	-	-	-	-	-	-	-	-	-	
Retail trade .....	75	40.5	1.21	49.00	-	-	-	-	2	18	18	6	7	14	8	1	-	1	-	-	-	-	-	-	-	-	-	
Services .....	182	40.0	1.34	53.50	-	-	-	-	21	42	1	52	2	4	-	-	60	-	-	-	-	-	-	-	-	-	-	
Calculating-machine operators (Comptometer type) .....	1,322	40.0	1.26	50.50	-	-	2	5	103	92	262	204	260	159	86	56	46	27	10	7	1	1	1	-	-	-	-	
Manufacturing .....	340	40.0	1.34	53.50	-	-	-	-	11	9	34	40	51	62	51	16	45	18	2	-	1	-	-	-	-	-	-	
Nonmanufacturing <sup>3/</sup> .....	982	46.0	1.07	49.00	-	-	2	5	92	83	228	164	209	97	35	40	1	9	8	7	-	1	1	-	-	-	-	
Wholesale trade .....	360	39.5	1.27	50.00	-	-	-	-	3	15	109	80	102	29	7	9	-	6	-	-	-	-	-	-	-	-	-	
Retail trade .....	431	40.0	1.19	47.50	-	-	-	-	82	50	86	54	81	48	17	12	1	-	-	-	-	-	-	-	-	-	-	
Transportation (excluding railroads), communication, and other public utilities ..	126	39.5	1.29	51.00	-	-	2	5	7	18	20	10	23	-	8	16	-	2	8	7	-	-	-	-	-	-	-	

See footnotes at end of table.

Table 2.--OFFICE OCCUPATIONS - Continued

(Average earnings <sup>1/</sup> and weekly scheduled hours for selected occupations by industry division)

Sex, occupation, and industry division <sup>2/</sup>	Number of workers	Average			Number of workers receiving straight-time weekly earnings of -																								
		Weekly scheduled hours	Hourly earnings	Weekly earnings	Under \$32.50	\$32.50 and under 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	\$85.00-90.00	\$90.00-95.00	\$95.00-100.00	\$100.00 and over	
<b>Women - Continued</b>																													
Calculating-machine operators (other than Comptometer type) <sup>3/</sup>	138	39.00	\$1.23	\$48.00	-	-	-	7	27	42	15	5	1	4	10	-	26	-	1	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	94	38.5	1.17	45.00	-	-	-	6	18	40	12	4	-	4	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, accounting	2,330	39.5	1.28	50.50	-	4	12	19	135	343	462	295	335	193	174	108	85	50	32	24	34	10	7	8	-	-	-	-	-
Manufacturing	363	40.0	1.39	55.50	-	-	-	-	26	27	28	21	46	29	27	36	37	14	28	17	20	-	7	-	-	-	-	-	-
Nonmanufacturing <sup>3/</sup>	1,967	39.5	1.25	49.50	-	4	12	19	109	316	434	274	289	164	147	72	48	36	4	7	14	10	-	8	-	-	-	-	-
Wholesale trade	524	39.5	1.23	48.50	-	-	-	-	55	100	103	88	87	7	50	9	20	4	-	-	1	-	-	-	-	-	-	-	-
Retail trade	432	40.0	1.25	50.00	-	-	-	-	12	16	67	111	51	68	18	32	12	9	4	7	-	-	-	-	8	-	-	-	-
Transportation (excluding railroads), communication, and other public utilities	190	40.0	1.30	52.00	-	-	-	-	12	24	13	28	30	24	11	27	5	6	-	-	2	8	-	-	-	-	-	-	-
Services	483	39.5	1.28	50.50	-	-	8	3	14	37	144	33	69	98	61	1	3	1	-	-	11	-	-	-	-	-	-	-	-
Clerks, file, class A	368	39.5	1.22	48.00	-	-	-	20	55	72	58	28	39	51	7	5	29	-	-	1	-	3	-	-	-	-	-	-	-
Manufacturing	83	39.5	1.34	53.00	-	-	-	-	11	2	8	13	9	8	3	2	27	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing <sup>3/</sup>	285	39.5	1.19	47.00	-	-	-	20	44	70	50	15	30	43	4	3	2	-	-	1	-	3	-	-	-	-	-	-	-
Transportation (excluding railroads), communication, and other public utilities	35	39.5	1.24	49.00	-	-	-	-	9	8	-	5	8	1	-	-	-	-	-	1	-	3	-	-	-	-	-	-	-
Services	50	39.0	1.18	46.00	-	-	-	-	20	12	1	5	10	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, file, class B	1,498	39.0	1.01	39.50	144	175	253	343	217	189	62	36	35	1	4	21	7	5	-	-	4	2	-	-	-	-	-	-	-
Manufacturing	99	39.0	1.19	46.50	-	-	3	17	11	35	1	7	7	-	-	9	1	2	-	-	4	2	-	-	-	-	-	-	-
Nonmanufacturing <sup>3/</sup>	1,399	39.0	1.00	39.00	144	175	250	326	206	154	61	29	28	1	4	12	6	3	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade	199	39.5	1.04	41.00	-	-	3	90	48	37	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade	94	40.0	1.04	41.50	-	-	6	13	46	26	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transportation (excluding railroads), communication, and other public utilities	136	40.0	1.10	44.00	-	5	17	25	33	12	13	9	2	1	-	10	6	3	-	-	-	-	-	-	-	-	-	-	-
Clerks, general, senior	505	39.5	1.52	60.00	-	-	-	-	-	6	20	15	51	53	86	62	27	53	52	13	5	20	30	11	-	1	-	-	-
Manufacturing	58	39.0	1.60	62.50	-	-	-	-	-	-	-	-	2	3	3	12	6	14	13	2	-	3	-	-	-	-	-	-	-
Nonmanufacturing <sup>3/</sup>	447	39.5	1.52	60.00	-	-	-	-	-	6	20	15	49	50	83	50	21	39	39	11	5	17	30	11	-	1	-	-	-
Wholesale trade	204	40.0	1.46	58.50	-	-	-	-	-	6	10	6	23	21	40	20	17	13	38	-	3	-	-	-	7	-	-	-	-
Retail trade	76	40.0	1.36	54.50	-	-	-	-	-	-	6	1	21	11	15	13	4	4	-	-	-	-	-	-	1	-	-	-	-
Transportation (excluding railroads), communication, and other public utilities	46	40.00	1.86	74.50	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	9	-	6	28	-	-	-	-	-	-
Services	69	38.5	1.64	63.00	-	-	-	-	-	-	-	-	5	2	20	6	-	14	1	2	2	11	1	4	-	1	-	-	-
Clerks, general, intermediate	2,177	39.5	1.30	51.50	-	-	-	22	159	234	475	350	245	123	84	124	54	143	10	23	17	114	-	-	-	-	-	-	-
Manufacturing	379	39.5	1.37	54.00	-	-	-	21	5	46	60	51	52	19	33	45	19	9	11	3	5	-	-	-	-	-	-	-	-
Nonmanufacturing <sup>3/</sup>	1,798	39.5	1.28	50.50	-	-	-	22	138	229	429	290	194	71	65	91	9	124	1	12	14	109	-	-	-	-	-	-	-
Wholesale trade	591	40.0	1.23	49.00	-	-	-	-	40	48	193	128	74	9	20	43	3	19	-	7	7	-	-	-	-	-	-	-	-
Retail trade	338	40.0	1.18	47.00	-	-	-	-	48	105	63	29	55	17	13	4	-	4	-	-	-	-	-	-	-	-	-	-	-
Transportation (excluding railroads), communication, and other public utilities	204	40.5	1.62	65.50	-	-	-	-	5	17	5	2	10	8	7	-	35	-	5	1	109	-	-	-	-	-	-	-	-
Services	453	40.0	1.28	51.00	-	-	-	10	25	43	129	32	59	23	20	33	6	66	1	-	6	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 2.—OFFICE OCCUPATIONS - Continued

(Average earnings <sup>1/</sup> and weekly scheduled hours for selected occupations by industry division)

Sex, occupation, and industry division <sup>2/</sup>	Number of workers	Average		Number of workers receiving straight-time weekly earnings of -																									
		Weekly sched-uled hours	Hourly earnings	Weekly earnings	Under \$ 32.50	\$ 32.50 and under 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 - 90.00	\$ 90.00 - 95.00	\$ 95.00 - 100.00	\$ 100.00 and over	
<b>Women - Continued</b>																													
Clerks, general, junior .....	2,387	39.5	\$1.10	\$43.50	56	107	390	296	400	443	216	131	56	43	25	76	25	123	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	300	40.0	1.19	47.50	-	-	5	16	21	63	53	49	17	40	3	29	-	4	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing <sup>3/</sup> .....	2,087	39.5	1.08	42.50	56	107	385	280	379	380	163	82	39	3	22	47	25	119	-	-	-	-	-	-	-	-	-	-	
Wholesale trade .....	461	40.0	1.06	42.50	-	-	-	78	111	199	43	25	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Retail trade .....	316	40.0	1.08	43.00	-	2	39	34	65	91	46	15	24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation (excluding railroads), communication, and other public utilities ..	456	40.0	1.21	48.50	-	-	166	21	29	22	7	2	5	3	16	41	25	119	-	-	-	-	-	-	-	-	-	-	
Services .....	203	40.0	1.05	42.00	-	10	12	15	106	12	35	-	1	-	6	6	-	-	-	-	-	-	-	-	-	-	-	-	
Clerks, order .....	335	40.0	1.25	50.00	-	-	6	12	17	46	27	79	61	22	13	26	4	-	-	20	1	-	1	-	-	-	-	-	
Manufacturing .....	102	40.0	1.28	51.00	-	-	-	9	5	6	30	10	8	6	24	4	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing <sup>3/</sup> .....	233	40.0	1.24	49.50	-	-	6	3	17	41	21	49	51	14	7	2	-	-	20	1	-	1	-	-	-	-	-	-	
Wholesale trade .....	167	40.0	1.21	48.50	-	-	-	-	14	27	14	41	51	13	7	-	-	-	-	-	-	-	-	-	-	-	-	-	
Retail trade .....	44	40.0	1.10	44.00	-	-	6	3	3	14	7	8	-	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
Clerks, pay roll .....	757	39.5	1.32	52.00	-	4	9	17	48	62	120	68	120	85	78	42	28	4	7	13	22	12	10	6	2	-	-	-	
Manufacturing .....	302	40.0	1.33	53.00	-	-	9	9	12	37	51	33	13	30	33	22	-	4	6	6	17	4	8	6	2	-	-	-	
Nonmanufacturing <sup>3/</sup> .....	455	39.5	1.30	51.50	-	4	-	8	36	25	69	35	107	55	45	20	28	-	1	7	5	8	2	-	-	-	-	-	
Wholesale trade .....	85	40.0	1.31	52.50	-	-	-	-	-	28	7	8	20	4	12	3	-	-	3	-	-	-	-	-	-	-	-	-	
Retail trade .....	125	40.0	1.30	52.00	-	-	-	1	4	8	23	14	33	11	13	3	9	-	1	-	2	2	1	-	-	-	-	-	
Transportation (excluding railroads), communication, and other public utilities ..	106	39.5	1.27	50.00	-	-	-	7	20	12	13	6	14	12	11	-	-	-	-	4	1	6	-	-	-	-	-	-	
Services .....	74	39.5	1.37	54.00	-	-	-	-	5	1	-	42	-	6	1	16	-	-	-	2	-	1	-	-	-	-	-	-	
Clerk-typists .....	2,873	39.5	1.13	44.50	14	40	153	368	561	568	365	310	205	129	102	18	15	14	11	-	-	-	-	-	-	-	-	-	
Manufacturing .....	600	39.5	1.23	48.50	-	-	10	28	47	68	158	43	74	102	67	2	-	1	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing <sup>3/</sup> .....	2,273	39.5	1.10	43.50	14	40	143	340	514	500	207	267	131	27	35	16	15	13	11	-	-	-	-	-	-	-	-	-	
Wholesale trade .....	415	39.5	1.18	46.50	-	-	12	12	58	117	24	110	50	-	18	-	7	-	7	-	-	-	-	-	-	-	-	-	
Retail trade .....	295	40.0	1.08	43.00	-	-	21	17	119	57	47	20	10	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation (excluding railroads), communication, and other public utilities ..	156	40.0	1.19	47.50	-	4	2	8	24	18	26	38	13	2	1	7	4	9	-	-	-	-	-	-	-	-	-	-	
Services .....	585	39.5	1.06	42.00	-	12	40	133	119	169	60	18	30	-	3	1	-	-	-	-	-	-	-	-	-	-	-	-	
Duplicating-machine operators .....	211	39.5	1.14	45.00	5	-	12	23	36	26	42	22	25	2	12	6	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	35	40.0	1.19	47.50	-	-	-	3	7	3	7	6	-	-	4	5	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing <sup>3/</sup> .....	176	39.5	1.13	44.50	5	-	12	20	29	23	35	16	25	2	8	1	-	-	-	-	-	-	-	-	-	-	-	-	
Wholesale trade .....	64	40.0	1.10	44.00	-	-	-	3	21	11	20	6	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation (excluding railroads), communication, and other public utilities ..	33	38.5	1.19	46.00	5	-	-	6	1	2	2	6	1	2	8	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

Table 2.—OFFICE OCCUPATIONS - Continued

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

Sex, occupation, and industry division 2/	Number of workers	Average		Number of workers receiving straight-time weekly earnings of -																									
		Weekly sched- uled hours	Hourly earnings	Weekly earnings	Under \$ 32.50	\$ 32.50 and under 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 90.00	90.00 95.00	95.00 100.00	\$ 100.00 and over	
<b>Women - Continued</b>																													
Key-punch operators	680	39.0	\$1.23	\$48.00	-	20	13	36	72	118	100	114	24	45	43	39	38	17	1	-	-	-	-	-	-	-	-	-	-
Manufacturing	119	39.5	1.29	51.00	-	-	-	2	6	22	15	18	8	15	10	10	4	8	1	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing 3/	561	39.0	1.22	47.50	-	20	13	34	66	96	85	96	16	30	33	29	34	9	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade	100	39.5	1.33	52.50	-	-	-	3	13	10	5	7	-	9	22	14	17	-	-	-	-	-	-	-	-	-	-	-	
Transportation (excluding railroads), communication, and other public utilities	92	40.0	1.34	53.50	-	-	1	2	9	3	9	11	3	2	11	15	17	9	-	-	-	-	-	-	-	-	-	-	
Office girls	436	39.5	1.05	41.50	41	27	57	74	74	44	23	47	11	22	15	1	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	88	39.5	1.11	44.00	-	-	17	10	14	10	8	14	1	13	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing 3/	348	39.5	1.04	41.00	41	27	40	64	60	34	15	33	10	9	15	-	-	-	-	-	-	-	-	-	-	-	-	-	
Wholesale trade	104	39.5	.99	39.00	-	14	14	23	34	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Retail trade	33	40.0	1.03	41.00	-	-	3	10	14	-	2	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation (excluding railroads), communication, and other public utilities	81	39.5	1.16	46.00	5	-	5	16	2	7	9	10	9	3	15	-	-	-	-	-	-	-	-	-	-	-	-	-	
Services	48	40.0	.99	39.50	20	1	5	-	10	-	-	5	1	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Secretaries	2,523	39.5	1.49	59.00	-	-	-	12	11	36	84	143	234	218	327	462	284	146	149	162	95	55	74	25	2	4	-	-	
Manufacturing	491	39.5	1.56	61.50	-	-	-	-	-	4	1	24	61	33	34	89	42	28	66	21	50	9	15	11	1	2	-	-	
Nonmanufacturing 3/	2,032	39.5	1.48	58.50	-	-	-	12	11	32	83	119	173	185	293	373	242	118	83	141	45	46	59	14	1	2	-	-	
Wholesale trade	446	39.5	1.53	60.50	-	-	-	-	-	-	20	7	20	30	70	73	99	26	28	26	10	17	17	3	-	-	-	-	
Retail trade	268	40.0	1.39	55.50	-	-	-	-	2	10	21	38	40	68	44	20	13	3	8	-	-	-	-	-	-	-	-	-	
Transportation (excluding railroads), communication, and other public utilities	154	39.5	1.54	61.00	-	-	-	-	-	2	2	5	15	21	36	23	14	17	3	-	-	16	-	-	-	-	-	-	
Services	585	39.0	1.53	59.50	-	-	-	3	18	13	46	67	45	80	85	37	30	30	89	-	21	25	7	1	2	-	-		
Stenographers, general	4,831	39.5	1.30	51.50	-	-	5	26	265	456	738	669	876	581	371	347	251	95	104	32	4	10	1	-	-	-	-	-	
Manufacturing	1,198	39.5	1.35	53.50	-	-	-	-	57	72	141	154	166	103	125	121	177	21	58	2	-	1	-	-	-	-	-	-	
Nonmanufacturing 3/	3,633	39.0	1.29	50.50	-	-	5	26	208	384	597	515	710	478	246	226	74	74	46	30	4	10	-	-	-	-	-	-	
Wholesale trade	793	39.5	1.30	51.50	-	-	-	-	-	75	145	89	166	162	56	43	29	11	17	-	-	-	-	-	-	-	-	-	
Retail trade	227	40.0	1.21	48.50	-	-	-	-	3	61	52	28	39	14	20	4	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation (excluding railroads), communication, and other public utilities	565	39.5	1.29	51.00	-	-	5	8	38	64	55	86	108	82	21	51	1	6	4	24	2	10	-	-	-	-	-	-	
Services	898	38.5	1.30	50.00	-	-	-	-	77	100	146	142	207	55	49	44	36	25	9	6	2	-	-	-	-	-	-	-	
Stenographers, technical	469	40.0	1.36	54.50	-	-	-	-	16	52	36	32	74	136	2	16	14	3	41	1	4	42	-	-	-	-	-	-	
Manufacturing	59	40.0	1.46	58.50	-	-	-	-	-	18	-	8	-	-	-	-	-	3	28	-	-	2	-	-	-	-	-	-	
Nonmanufacturing	410	40.0	1.35	54.00	-	-	-	-	16	52	18	32	66	136	2	16	14	-	13	1	4	40	-	-	-	-	-	-	
Switchboard operators	1,051	39.5	1.16	46.00	-	19	25	35	296	195	123	116	71	42	17	54	31	8	10	8	1	-	-	-	-	-	-	-	
Manufacturing	111	40.0	1.40	56.00	-	-	-	-	-	5	10	1	18	7	-	47	14	5	4	-	-	-	-	-	-	-	-	-	
Nonmanufacturing 3/	940	39.5	1.13	44.50	-	19	25	35	296	190	113	115	53	35	17	7	17	3	6	8	1	-	-	-	-	-	-	-	
Wholesale trade	214	39.5	1.19	47.00	-	-	-	-	40	59	27	49	6	13	2	1	17	-	-	-	-	-	-	-	-	-	-	-	
Retail trade	140	40.0	1.13	45.00	-	-	4	5	43	25	16	25	14	6	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation (excluding railroads), communication, and other public utilities	68	39.0	1.23	48.00	-	-	1	1	4	9	10	12	7	8	4	-	-	2	2	8	-	-	-	-	-	-	-	-	
Services	385	40.0	1.05	42.00	-	15	12	25	201	66	46	11	2	-	1	5	-	-	-	-	1	-	-	-	-	-	-	-	

See footnotes at end of table.

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

Sex, occupation, and industry division <sup>2/</sup>	Number of workers	Average		Number of workers receiving straight-time weekly earnings of -																											
		Weekly scheduled hours	Hourly earnings	Weekly earnings	Under \$ 32.50	\$ 32.50 and under 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 90.00	\$ 90.00 95.00	\$ 95.00 100.00	\$ 100.00 and over			
<b>Women - Continued</b>																															
Switchboard operator-receptionists .....	1,014	39.5	\$1.16	\$46.00	-	6	4	48	140	278	181	171	71	59	30	24	2	-	-	-	-	-	-	-	-	-	-	-	-		
Manufacturing .....	258	39.5	1.19	47.00	-	-	-	11	21	74	48	43	25	26	4	4	2	-	-	-	-	-	-	-	-	-	-	-	-		
Nonmanufacturing <sup>3/</sup> .....	756	39.5	1.15	45.50	-	6	4	37	119	204	133	128	46	33	26	20	-	-	-	-	-	-	-	-	-	-	-	-	-		
Wholesale trade .....	252	40.0	1.14	45.50	-	-	-	-	47	101	34	40	7	3	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Retail trade .....	107	40.0	1.10	44.00	-	-	-	7	26	37	21	6	3	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Transportation (excluding railroads), communication, and other public utilities .....	53	40.0	1.19	47.50	-	3	-	-	6	10	-	13	11	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Services .....	237	39.5	1.14	45.00	-	3	4	30	23	42	57	50	17	10	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Tabulating-machine operators .....	118	40.0	1.49	59.50	-	-	-	-	-	-	6	12	5	12	29	4	2	6	6	34	-	-	2	-	-	-	-	-	-	-	
Manufacturing .....	27	39.5	1.52	60.00	-	-	-	-	-	-	1	-	1	2	11	2	2	-	3	3	-	-	2	-	-	-	-	-	-	-	
Nonmanufacturing .....	91	40.0	1.49	59.50	-	-	-	-	-	-	5	12	4	10	18	2	-	6	3	31	-	-	-	-	-	-	-	-	-	-	
Transcribing-machine operators, general .....	498	39.5	1.27	50.00	-	4	4	8	33	59	118	67	54	12	9	114	4	5	6	1	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	72	39.5	1.23	48.50	-	-	-	-	7	11	18	17	13	-	2	-	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing <sup>3/</sup> .....	426	39.5	1.27	50.00	-	4	4	8	26	48	100	50	41	12	7	114	4	3	4	1	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade .....	124	39.5	1.24	49.00	-	-	-	-	10	14	29	17	36	8	7	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade .....	27	40.0	1.20	48.00	-	-	-	-	-	4	11	6	1	4	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transportation (excluding railroads), communication, and other public utilities .....	25	40.0	1.44	57.50	-	-	-	-	-	-	-	7	-	-	-	10	-	3	4	1	-	-	-	-	-	-	-	-	-	-	-
Typists, class A .....	833	39.0	1.24	48.50	-	-	-	12	90	174	124	156	83	36	66	38	25	15	10	-	4	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	119	39.5	1.35	53.50	-	-	-	-	1	8	8	34	6	11	28	3	4	2	10	-	4	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing <sup>3/</sup> .....	714	39.0	1.23	48.00	-	-	-	12	89	166	116	122	77	25	38	35	21	13	-	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade .....	155	39.5	1.24	49.00	-	-	-	-	6	34	13	41	42	1	14	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade .....	31	39.0	1.26	49.00	-	-	-	-	-	-	16	2	4	8	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Services .....	223	39.0	1.24	48.50	-	-	-	-	25	75	30	30	2	5	10	24	21	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Typists, class B .....	1,418	39.5	1.10	43.50	10	20	132	180	391	275	179	75	23	61	10	40	16	6	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	133	39.5	1.35	53.50	-	-	-	4	-	15	5	18	8	27	5	29	16	6	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing <sup>3/</sup> .....	1,285	39.5	1.06	42.00	10	20	132	176	391	260	174	57	15	34	5	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade .....	271	39.5	1.10	43.50	-	-	7	14	112	49	66	5	14	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade .....	68	40.0	.99	39.50	-	-	20	25	12	8	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transportation (excluding railroads), communication, and other public utilities .....	114	39.0	1.14	44.50	10	-	5	21	13	10	18	10	1	10	5	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1/</sup> Excludes pay for overtime.

<sup>2/</sup> The scope of the study is indicated in footnotes to table 1.

<sup>3/</sup> Includes data for industry divisions not shown separately.

Table 3.—OFFICE OCCUPATIONS - SAN FRANCISCO COUNTY

(Average earnings 1/ and weekly scheduled hours for selected occupations)

Sex and occupation	Number of workers	Average		Number of workers receiving straight-time weekly earnings of -																											
		Weekly scheduled hours	Hourly earnings	Weekly earnings	Under \$32.50	\$32.50	\$35.00	\$37.50	\$40.00	\$42.50	\$45.00	\$47.50	\$50.00	\$52.50	\$55.00	\$57.50	\$60.00	\$62.50	\$65.00	\$67.50	\$70.00	\$72.50	\$75.00	\$80.00	\$85.00	\$90.00	\$95.00	\$100.00 and over			
						35.00	37.50	40.00	42.50	45.00	47.50	50.00	52.50	55.00	57.50	60.00	62.50	65.00	67.50	70.00	72.50	75.00	80.00	85.00	90.00	95.00	100.00				
<b>Men</b>																															
Accountants, senior .....	185	39.5	\$2.53	\$100.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	6	1	26	15	29	26	80			
Accountants .....	460	39.5	1.97	78.00	-	-	-	-	-	-	-	-	-	2	14	12	38	1	51	5	62	48	131	48	8	9	31				
Bookkeepers, hand .....	244	40.0	1.81	72.50	-	-	-	-	-	-	-	2	-	6	11	12	34	30	27	10	4	7	67	28	6	-	-				
Bookkeeping-machine operators, class B .....	133	40.0	1.20	48.00	-	-	8	36	8	20	21	13	3	1	1	-	21	-	1	-	-	-	-	-	-	-	-				
<b>Clerks:</b>																															
Accounting .....	824	39.5	1.54	61.00	-	-	6	-	15	26	64	120	38	43	107	26	53	50	106	99	16	47	7	1	-	-	-				
File, class B .....	26	39.0	1.03	40.00	-	4	4	12	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-				
General, senior .....	500	39.5	1.76	69.50	-	-	-	-	12	3	32	20	19	33	19	38	11	89	14	74	77	13	9	27	-	-	10				
General, intermediate .....	665	39.5	1.47	58.00	-	-	6	33	49	19	92	54	42	117	77	71	-	15	10	72	8	-	-	-	-	-	-				
General, junior .....	259	39.5	1.19	47.00	-	3	13	22	23	44	63	19	11	3	21	17	9	-	-	-	-	-	-	-	-	-	-				
Order .....	823	40.0	1.61	64.50	-	-	-	-	-	7	50	33	27	65	121	72	36	59	75	44	81	117	36	-	-	-	-				
Pay roll .....	89	39.5	1.63	64.50	-	-	-	-	-	-	3	9	10	5	9	7	3	6	8	12	5	2	-	-	2	2	-				
Duplicating-machine operators .....	71	40.0	1.20	48.00	-	-	3	19	15	12	1	1	1	-	-	20	-	-	-	-	-	-	-	-	-	-	-				
Office boys .....	532	39.5	.97	38.50	88	71	105	64	102	21	42	11	15	12	1	-	-	-	-	-	-	-	-	-	-	-	-				
Tabulating-machine operators .....	137	39.5	1.58	62.50	-	-	-	-	-	2	-	15	10	2	26	13	13	15	20	7	12	2	-	-	-	-	-				
<b>Women</b>																															
Accountants .....	79	40.0	1.74	69.50	-	-	-	-	-	-	-	-	-	-	2	-	4	15	42	-	13	-	2	1	-	-	-				
Billers, machine (billing machine) .....	572	39.5	1.19	47.00	-	-	-	20	132	91	95	82	59	49	25	15	-	-	4	-	-	-	-	-	-	-	-				
Billers, machine bookkeeping machine) .....	147	40.0	1.21	48.50	-	-	-	2	29	58	27	9	6	1	3	4	4	4	4	3	-	-	-	1	-	-	-				
Bookkeepers, hand .....	299	40.0	1.56	62.50	-	-	-	-	-	12	2	26	-	55	41	4	53	10	41	17	9	21	5	3	-	-	-				
Bookkeeping-machine operators, class A .....	107	39.5	1.54	61.00	-	-	-	-	1	3	-	1	3	37	20	4	14	4	-	-	20	-	-	-	-	-	-				
Bookkeeping-machine operators, class B .....	1,078	39.5	1.28	50.50	-	-	-	34	50	156	159	94	296	63	77	37	31	67	10	2	2	-	-	-	-	-	-				
Calculating-machine operators (Comptometer type) .....	929	40.0	1.26	50.50	-	-	2	2	40	55	202	171	215	79	44	44	39	26	5	5	-	-	-	-	-	-	-				
Calculating-machine operators (other than Comptometer type) .....	120	39.0	1.26	49.00	-	-	-	6	15	40	13	4	1	4	10	-	26	-	1	-	-	-	-	-	-	-	-				
<b>Clerks:</b>																															
Accounting .....	1,813	39.5	1.29	51.00	-	4	9	4	109	236	376	230	261	166	148	73	65	31	32	22	28	4	7	8	-	-	-				
File, class A .....	306	39.5	1.22	48.00	-	-	-	20	46	64	47	22	23	47	4	5	25	-	-	-	-	-	-	-	-	-	-				
File, class B .....	1,161	39.0	1.00	39.00	136	153	181	269	163	150	33	13	35	1	4	10	2	5	-	-	4	2	2	-	-	-	-				
General, senior .....	332	39.5	1.51	59.50	-	-	-	-	6	16	7	35	34	54	37	21	39	42	2	3	14	15	7	-	-	-	-				
General, intermediate .....	1,076	39.5	1.30	51.50	-	-	-	78	149	214	195	100	56	49	47	28	59	19	14	68	-	-	-	-	-	-	-				
General, junior .....	1,636	39.5	1.06	42.00	56	97	246	249	318	330	97	54	32	39	13	46	15	44	-	-	-	-	-	-	-	-	-				
Order .....	249	40.0	1.28	51.00	-	4	1	1	15	16	21	73	61	18	13	6	4	-	-	20	-	-	-	-	-	-	-				
Pay roll .....	447	39.5	1.35	53.50	-	-	-	32	37	56	35	81	52	45	39	18	-	-	1	5	19	6	9	6	2	-					
Clerk-typists .....	1,885	39.0	1.14	44.50	-	24	120	273	308	438	201	228	130	89	34	11	14	4	11	-	-	-	-	-	-	-	-				
Duplicating-machine operators .....	161	39.5	1.15	45.50	5	-	4	19	25	18	33	17	24	2	10	4	-	-	-	-	-	-	-	-	-	-	-				
Key-punch operators .....	459	39.0	1.19	46.50	-	20	9	31	60	94	79	63	17	19	18	22	13	14	-	-	-	-	-	-	-	-	-				
Office girls .....	324	39.5	1.04	41.00	33	23	38	59	62	37	10	31	6	16	9	-	-	-	-	-	-	-	-	-	-	-	-				
Secretaries .....	1,819	39.5	1.51	59.50	-	-	-	12	11	12	55	59	169	160	241	367	221	101	73	125	80	53	66	12	2	-	-				
Stenographers, general .....	3,593	39.0	1.32	51.50	-	-	-	5	191	255	537	521	695	492	313	247	178	74	71	12	2	-	-	-	-	-	-				
Stenographers, technical .....	266	40.0	1.45	58.00	-	-	-	2	2	5	29	27	109	-	1	14	2	35	1	4	35	-	-	-	-	-	-				
Switchboard operators .....	759	39.5	1.15	45.50	-	19	11	14	219	137	107	38	30	12	44	12	7	6	1	-	-	-	-	-	-	-	-				
Switchboard operator-receptionists .....	648	39.5	1.18	46.50	-	-	-	33	62	184	132	125	47	22	21	21	1	-	-	-	-	-	-	-	-	-	-				
Tabulating-machine operators .....	95	40.0	1.50	60.00	-	-	-	-	-	5	12	2	7	25	-	2	4	4	32	-	-	-	2	-	-	-	-				
Transcribing-machine operators, general .....	419	39.5	1.28	50.50	-	4	4	4	27	48	100	48	45	12	7	104	4	5	6	1	-	-	-	-	-	-	-				
Typists, class A .....	619	39.5	1.24	49.00	-	-	-	54	143	88	128	63	16	43	32	25	13	10	-	4	-	-	-	-	-	-	-				
Typists, class B .....	1,140	39.5	1.10	43.50	10	12	103	112	337	246	148	50	20	36	7	37	16	6	-	-	-	-	-	-	-	-	-				

1/ Excludes pay for overtime.

2/ The scope of the study is indicated in footnotes to table 1.

Table 4.—MAINTENANCE, CUSTODIAL, WAREHOUSING AND TRUCKING OCCUPATIONS

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

Occupation and industry division <sup>3/</sup>	Number of workers	Average hourly earnings	Number of workers receiving straight-time hourly earnings of -																									
			\$0.70 and under .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	\$1.90 2.00	\$2.00 2.10	\$2.10 2.20	\$2.20 2.30	\$2.30 2.40	\$2.40 2.50
<b>Maintenance</b>																												
Carpenters, maintenance .....	379	\$1.98	-	-	-	-	-	-	-	-	-	2	-	-	-	-	7	13	30	27	47	90	45	23	70	1	2	22
Manufacturing .....	245	1.95	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	26	22	17	84	38	15	37	-	2	-
Nonmanufacturing <sup>4/</sup> .....	134	2.03	-	-	-	-	-	-	-	-	-	2	-	-	-	-	7	9	4	5	30	6	7	8	33	1	-	22
Retail trade .....	32	2.23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	2	25	1	-	2
Transportation (excluding railroads), communication, and other public utilities .....	36	1.93	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	19	-	6	6	-	-	-	-
Services .....	37	1.75	-	-	-	-	-	-	-	-	-	2	-	-	-	-	7	8	-	-	11	3	-	-	6	-	-	-
Electricians, maintenance .....	590	1.97	-	-	-	-	-	-	-	-	-	-	-	-	1	2	-	9	33	55	113	242	42	1	-	15	-	77
Manufacturing .....	403	1.95	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	31	51	96	115	41	1	-	15	-	45
Nonmanufacturing <sup>4/</sup> .....	187	2.00	-	-	-	-	-	-	-	-	-	-	-	-	1	2	-	-	2	4	17	127	1	1	-	-	-	32
Transportation (excluding railroads), communication, and other public utilities .....	130	1.91	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	120	-	-	-	-	-	-
Services .....	30	2.08	-	-	-	-	-	-	-	-	-	-	-	-	1	2	-	-	2	-	7	7	1	-	-	-	-	10
Engineers, stationary .....	462	1.77	-	-	-	-	-	-	-	-	-	-	-	5	-	6	8	21	133	18	36	88	89	17	36	-	5	-
Manufacturing .....	237	1.91	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	10	12	34	56	73	9	36	-	5	-	-
Nonmanufacturing <sup>4/</sup> .....	225	1.62	-	-	-	-	-	-	-	-	-	-	-	5	-	6	8	19	123	6	2	32	16	8	-	-	-	-
Retail trade .....	35	1.83	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	4	-	-	14	16	-	-	-	-	-
Services .....	171	1.57	-	-	-	-	-	-	-	-	-	-	-	5	-	6	7	19	104	6	2	14	-	8	-	-	-	-
Firemen, stationary boiler .....	197	1.64	-	-	-	-	-	-	-	-	-	3	-	-	5	27	12	-	15	61	56	-	-	16	-	2	-	-
Manufacturing .....	128	1.66	-	-	-	-	-	-	-	-	-	-	-	-	-	27	3	-	15	9	56	-	-	16	-	2	-	-
Nonmanufacturing <sup>4/</sup> .....	69	1.61	-	-	-	-	-	-	-	-	-	3	-	-	5	-	9	-	52	-	-	-	-	-	-	-	-	-
Services .....	17	1.34	-	-	-	-	-	-	-	-	-	3	-	-	5	-	9	-	-	-	-	-	-	-	-	-	-	-
Helpers, trades, maintenance .....	1,763	1.53	-	-	-	-	20	-	7	6	-	6	2	7	14	124	153	360	407	597	29	31	-	-	-	-	-	-
Manufacturing .....	808	1.60	-	-	-	-	-	-	-	-	-	-	-	2	10	103	4	34	53	562	29	11	-	-	-	-	-	-
Nonmanufacturing .....	955	1.47	-	-	-	-	20	-	7	6	-	6	2	5	4	21	149	326	354	35	-	20	-	-	-	-	-	-
Wholesale trade .....	81	1.45	-	-	-	-	20	-	-	-	-	-	-	-	-	20	-	-	-	21	-	20	-	-	-	-	-	-
Retail trade .....	16	1.51	-	-	-	-	-	-	-	-	-	-	-	-	4	1	-	1	3	7	-	-	-	-	-	-	-	-
Transportation (excluding railroads), communication, and other public utilities .....	828	1.48	-	-	-	-	-	-	-	-	-	2	1	-	-	149	325	351	-	-	-	-	-	-	-	-	-	-
Services .....	30	1.24	-	-	-	-	-	-	7	6	-	6	-	4	-	-	-	-	-	7	-	-	-	-	-	-	-	-
Machinists, maintenance .....	1,211	1.91	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	2	31	737	302	55	58	9	5	-	4
Manufacturing .....	1,049	1.90	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	2	31	662	261	28	44	4	5	-	4
Nonmanufacturing <sup>4/</sup> .....	162	1.95	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	75	41	27	14	5	-	-	-
Transportation (excluding railroads), communication, and other public utilities .....	72	1.92	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	58	-	-	14	-	-	-	-
Services .....	83	1.98	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	41	27	-	5	-	-	-

See footnotes at end of table.

Occupational Wage Survey, San Francisco-Oakland, California, January 1950  
U. S. Department of Labor  
Bureau of Labor Statistics

Table 4.—MAINTENANCE, CUSTODIAL, WAREHOUSING AND TRUCKING OCCUPATIONS - Continued

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

Occupation and industry division <sup>3/</sup>	Number of workers	Average hourly earnings	Number of workers receiving straight-time hourly earnings of -																										
			\$ 0.70 and under	\$ .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	\$ 2.30	\$ 2.40	\$ 2.50 and over
<b>Maintenance - Continued</b>																													
Maintenance men, general utility .....	454	\$1.82	-	-	-	-	-	-	-	-	4	-	-	-	-	5	12	3	23	85	89	69	87	6	16	51	-	-	4
Manufacturing .....	312	1.87	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	74	66	35	66	-	16	51	-	-	4	
Nonmanufacturing <sup>4/</sup> .....	142	1.71	-	-	-	-	-	-	-	-	4	-	-	-	-	5	12	3	23	11	23	34	21	6	-	-	-	-	
Retail trade .....	31	1.72	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	7	-	5	13	1	2	-	-	-	-	-	
Services .....	40	1.53	-	-	-	-	-	-	-	-	4	-	-	-	-	5	9	3	7	-	10	-	-	2	-	-	-	-	
Mechanics, maintenance .....	977	1.79	-	-	-	-	-	-	-	-	-	-	-	-	-	20	-	32	303	216	139	74	152	1	40	-	-	-	
Manufacturing .....	773	1.77	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	31	286	163	135	52	105	1	-	-	-	-	
Nonmanufacturing .....	204	1.89	-	-	-	-	-	-	-	-	-	-	-	-	-	20	-	1	17	53	4	22	47	-	40	-	-	-	
Wholesale trade .....	101	1.92	-	-	-	-	-	-	-	-	-	-	-	-	-	20	-	-	-	20	-	-	21	-	40	-	-	-	
Retail trade .....	13	1.85	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	1	4	-	5	-	-	-	-	-	
Transportation (excluding railroads), communication, and other public utilities .....	47	1.85	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	32	-	15	-	-	-	-	-	
Services .....	43	1.85	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15	-	-	22	6	-	-	-	-	-	
Millwrights <sup>4/</sup> .....	49	1.88	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	25	-	4	-	4	2	-	-
Manufacturing .....	47	1.86	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	25	-	4	-	4	-	-	-
Oilers .....	198	1.51	-	-	-	-	-	-	-	-	-	-	-	18	27	3	3	17	79	51	-	-	-	-	-	-	-	-	-
Manufacturing .....	105	1.44	-	-	-	-	-	-	-	-	-	-	-	18	27	3	1	5	45	6	-	-	-	-	-	-	-	-	-
Nonmanufacturing <sup>4/</sup> .....	93	1.58	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	12	34	45	-	-	-	-	-	-	-	-	-
Transportation (excluding railroads), communication, and other public utilities .....	85	1.59	-	-	-	-	-	-	-	-	-	-	-	-	-	2	12	26	45	-	-	-	-	-	-	-	-	-	-
Painters, maintenance .....	263	1.87	-	-	-	-	-	-	-	-	-	-	-	-	3	6	7	26	15	46	19	74	13	47	4	-	3	-	
Manufacturing .....	161	1.91	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	11	26	19	68	13	22	-	-	-	-	
Nonmanufacturing <sup>4/</sup> .....	102	1.80	-	-	-	-	-	-	-	-	-	-	-	-	3	6	7	24	4	20	-	6	-	25	4	-	3	-	
Retail trade .....	15	2.14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	13	-	-	-	1	-	
Transportation (excluding railroads), communication, and other public utilities .....	18	1.75	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	17	-	-	-	-	-	-	-	-	
Services .....	50	1.61	-	-	-	-	-	-	-	-	-	-	-	-	3	6	7	24	2	-	-	3	-	5	-	-	-	-	
Pipe fitters, maintenance .....	283	1.92	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	2	16	19	204	23	-	-	10	-	
Manufacturing .....	244	1.92	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	2	11	7	184	21	-	-	10	-	
Nonmanufacturing <sup>4/</sup> .....	39	1.89	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	12	20	2	-	-	-	-	-	
Transportation (excluding railroads), communication, and other public utilities .....	12	1.79	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	7	-	-	-	-	-	-	-	
Radio technicians .....	118	1.93	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	27	42	18	15	5	11	-	-	-	
Nonmanufacturing .....	118	1.93	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	27	42	18	15	5	11	-	-	-	
Transportation (excluding railroads), communication, and other public utilities .....	118	1.93	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	27	42	18	15	5	11	-	-	-	

See footnotes at end of table.

Table 4.—MAINTENANCE, CUSTODIAL, WAREHOUSING, AND TRUCKING OCCUPATIONS - Continued

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

Occupation and industry division <sup>3/</sup>	Number of workers	Average hourly earnings	Number of workers receiving straight-time hourly earnings of -																										
			\$ 0.70 and under	\$ .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	\$ 2.30	\$ 2.40	\$ 2.50 and over
<b>Custodial, Warehousing, and Trucking</b>																													
Garage attendants .....	483	\$1.56	-	-	-	-	-	2	1	-	-	-	-	-	30	12	58	4	208	82	86	-	-	-	-	-	-	-	-
Manufacturing .....	59	1.52	-	-	-	-	-	-	-	-	-	-	-	-	4	12	-	4	26	12	1	-	-	-	-	-	-	-	-
Nonmanufacturing <sup>4/</sup> .....	424	1.56	-	-	-	-	-	2	1	-	-	-	-	-	26	-	58	-	182	70	85	-	-	-	-	-	-	-	-
Retail trade .....	32	1.50	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	30	-	-	-	-	-	-	-	-	-	-
Transportation (excluding railroads), communication, and other public utilities .....	194	1.47	-	-	-	-	-	-	-	-	-	-	-	-	26	-	58	-	110	-	-	-	-	-	-	-	-	-	-
Groundsmen and gardeners .....	131	1.39	-	-	6	10	3	-	6	-	-	9	-	2	3	9	4	7	31	41	-	-	-	-	-	-	-	-	-
Manufacturing .....	31	1.35	-	-	-	-	-	-	-	-	-	9	-	-	1	9	2	7	2	1	-	-	-	-	-	-	-	-	-
Nonmanufacturing .....	100	1.40	-	-	6	10	3	-	6	-	-	-	-	2	2	-	2	-	29	40	-	-	-	-	-	-	-	-	-
Janitors, porters and cleaners (men) .....	5,056	1.24	105	17	25	52	100	169	242	49	375	265	1,493	507	267	407	227	345	385	26	-	-	-	-	-	-	-	-	-
Manufacturing .....	1,284	1.33	-	-	-	-	-	-	20	4	38	60	206	289	70	144	60	301	80	12	-	-	-	-	-	-	-	-	-
Nonmanufacturing <sup>4/</sup> .....	3,772	1.21	105	17	25	52	100	169	222	45	337	205	1,287	218	197	263	167	44	305	14	-	-	-	-	-	-	-	-	-
Wholesale trade .....	213	1.21	-	-	-	-	-	20	40	7	23	-	44	27	-	2	-	-	28	-	-	-	-	-	-	-	-	-	-
Retail trade .....	579	1.27	-	-	12	-	-	-	13	11	22	79	161	119	28	2	42	41	41	8	-	-	-	-	-	-	-	-	-
Transportation (excluding railroads), communication, and other public utilities .....	552	1.31	-	3	-	3	-	-	5	14	22	36	91	38	65	152	116	2	-	5	-	-	-	-	-	-	-	-	-
Services .....	2,232	1.17	105	14	13	49	100	149	164	13	270	90	835	-	100	85	7	1	236	1	-	-	-	-	-	-	-	-	-
Janitors, porters and cleaners (women) .....	903	1.00	15	15	64	144	107	221	110	16	47	24	51	48	18	-	2	15	6	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	76	1.26	-	-	-	-	-	-	11	8	2	-	14	7	18	-	2	10	4	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing <sup>4/</sup> .....	827	.98	15	15	64	144	107	221	99	8	45	24	37	41	-	-	-	5	2	-	-	-	-	-	-	-	-	-	-
Retail trade .....	44	1.14	-	-	-	-	-	8	4	5	7	8	7	-	-	-	-	5	-	-	-	-	-	-	-	-	-	-	-
Services .....	700	.94	15	15	64	144	107	213	89	3	32	16	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-
Order fillers .....	2,273	1.52	-	-	-	14	14	-	36	14	19	57	67	34	13	36	74	549	817	250	202	23	-	54	-	-	-	-	-
Manufacturing .....	348	1.48	-	-	-	-	-	-	-	-	-	9	-	-	2	25	49	152	78	29	4	-	-	-	-	-	-	-	-
Nonmanufacturing .....	1,925	1.53	-	-	-	14	14	-	36	14	19	48	67	34	11	11	25	397	739	221	198	23	-	54	-	-	-	-	-
Wholesale trade .....	1,656	1.50	-	-	-	14	14	-	36	14	15	48	63	32	-	6	25	395	713	80	187	14	-	-	-	-	-	-	-
Retail trade .....	269	1.69	-	-	-	-	-	-	-	-	4	-	4	2	11	5	-	2	26	141	11	9	-	54	-	-	-	-	-
Packers .....	892	1.49	-	-	-	-	-	-	-	-	1	4	20	31	23	13	24	396	263	95	22	-	-	-	-	-	-	-	-
Manufacturing .....	218	1.49	-	-	-	-	-	-	-	-	-	-	-	-	3	6	21	67	118	3	-	-	-	-	-	-	-	-	-
Nonmanufacturing <sup>4/</sup> .....	674	1.49	-	-	-	-	-	-	-	-	1	4	20	31	20	7	3	329	145	92	22	-	-	-	-	-	-	-	-
Wholesale trade .....	512	1.48	-	-	-	-	-	-	-	-	-	-	14	17	-	-	317	144	-	20	-	-	-	-	-	-	-	-	-
Retail trade .....	66	1.32	-	-	-	-	-	-	-	-	1	4	20	17	3	2	3	12	1	2	1	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 4.—MAINTENANCE, CUSTODIAL, WAREHOUSING AND TRUCKING OCCUPATIONS - Continued

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

Occupation and industry division <u>3/</u>	Number of workers	Average hourly earnings	Number of workers receiving straight-time hourly earnings of -																											
			\$ 0.70 and under	\$ 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	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50 and over	
<b>Custodial, Warehousing and Trucking - Continued</b>																														
Stock handlers and truckers, hand .....	4,711	\$1.51	-	-	-	-	-	-	9	63	35	6	35	198	237	71	264	1,482	1,331	456	278	246	-	-	-	-	-	-	-	
Manufacturing .....	1,765	1.47	-	-	-	-	-	-	-	-	-	-	-	97	126	44	203	717	482	55	41	-	-	-	-	-	-	-	-	
Nonmanufacturing .....	2,946	1.53	-	-	-	-	-	-	9	63	35	6	35	101	111	27	61	765	849	401	237	246	-	-	-	-	-	-	-	
Wholesale trade .....	1,970	1.52	-	-	-	-	-	-	-	-	21	-	-	80	80	-	54	678	636	201	80	140	-	-	-	-	-	-	-	
Retail trade .....	361	1.48	-	-	-	-	-	-	9	23	9	1	-	21	28	1	1	50	99	112	7	-	-	-	-	-	-	-	-	
Transportation (excluding railroads), communication, and other public utilities .....	466	1.67	-	-	-	-	-	-	-	-	5	5	-	-	2	26	6	7	73	87	150	105	-	-	-	-	-	-	-	
Services .....	149	1.31	-	-	-	-	-	-	-	40	-	-	35	-	1	-	-	30	41	1	-	1	-	-	-	-	-	-	-	
Storekeepers .....	318	1.67	-	-	-	-	-	-	-	3	-	-	4	4	-	31	8	3	63	71	35	65	5	5	15	-	2	4	-	
Manufacturing .....	109	1.60	-	-	-	-	-	-	-	-	-	-	-	-	-	27	4	-	26	9	29	11	3	-	-	-	-	-	-	
Nonmanufacturing .....	209	1.71	-	-	-	-	-	-	-	3	-	-	4	4	-	4	4	3	37	62	6	54	2	5	15	-	2	4	-	
Wholesale trade .....	101	1.69	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	27	40	-	27	-	7	-	-	-	-	-	
Retail trade .....	25	1.62	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	-	6	2	9	-	-	-	-	-	-	-	-
Transportation (excluding railroads), communication, and other public utilities .....	49	1.93	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	4	17	-	4	8	-	2	4	-	
Services .....	34	1.51	-	-	-	-	-	-	-	3	-	-	4	-	-	4	-	3	10	6	-	1	2	1	-	-	-	-	-	
Truck drivers, light (under 1½ tons) .....	1,362	1.74	-	-	-	6	-	-	5	-	-	4	-	-	27	41	36	21	70	191	499	269	155	-	-	34	4	-	-	
Manufacturing .....	195	1.77	-	-	-	-	-	-	5	-	-	-	-	-	-	-	4	1	18	80	37	12	-	-	-	34	4	-	-	
Nonmanufacturing <u>4/</u> .....	1,167	1.73	-	-	-	6	-	-	-	-	-	4	-	-	27	41	32	20	52	111	462	257	155	-	-	-	-	-	-	
Wholesale trade .....	395	1.66	-	-	-	-	-	-	-	-	-	-	-	-	20	40	20	-	23	81	130	81	-	-	-	-	-	-	-	
Retail trade .....	84	1.65	-	-	-	-	-	-	-	-	-	4	-	-	6	1	12	-	8	4	10	39	-	-	-	-	-	-	-	
Transportation, (excluding railroads), communication, and other public utilities .....	308	1.86	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	16	-	135	155	-	-	-	-	-	-	
Services .....	376	1.72	-	-	-	6	-	-	-	-	-	-	-	-	-	-	-	20	20	10	320	-	-	-	-	-	-	-	-	

See footnotes at end of table.

Table 4.--MAINTENANCE, CUSTODIAL, WAREHOUSING AND TRUCKING OCCUPATIONS - Continued

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

Occupation and industry division <u>3/</u>	Number of workers	Average hourly earnings	Number of workers receiving straight-time hourly earnings of -																											
			\$ 0.70 and under .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	\$ 1.90 2.00	\$ 2.00 2.10	\$ 2.10 2.20	\$ 2.20 2.30	\$ 2.30 2.40	\$ 2.40 2.50	\$ 2.50 and over	
<u>Custodial, Warehousing and Trucking - Continued</u>																														
Truck drivers, medium (1½ to and including 4 tons) .....	2,089	\$1.75	-	-	-	-	-	-	-	-	-	1	-	1	3	-	3	13	354	363	450	723	119	59	-	-	-	-	-	
Manufacturing .....	326	1.88	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	20	51	149	42	59	-	-	-	-	-	
Nonmanufacturing <u>4/</u> .....	1,763	1.73	-	-	-	-	-	-	-	-	-	1	-	1	3	-	3	13	349	343	399	574	77	-	-	-	-	-	-	
Wholesale trade .....	969	1.81	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	-	117	303	482	60	-	-	-	-	-	-	
Truck drivers, heavy (over 4 tons, trailer type) <u>4/</u> .....	410	1.86	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	1	294	96	14	-	-	-	-	-	-	
Nonmanufacturing .....	252	1.88	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-	169	78	-	-	-	-	-	-	-	
Wholesale trade .....	91	1.89	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	74	17	-	-	-	-	-	-	-	
Retail trade .....	61	1.94	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	61	-	-	-	-	-	-	-	-
Transportation (excluding railroads), communication, and other public utilities .....	100	1.82	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-	95	-	-	-	-	-	-	-	-	
Truckers, power (fork lift) <u>4/</u> .....	617	1.54	-	-	-	-	-	-	-	-	-	-	-	-	-	153	62	9	237	78	18	60	-	-	-	-	-	-	-	
Manufacturing .....	539	1.50	-	-	-	-	-	-	-	-	-	-	-	-	-	153	62	5	227	74	18	-	-	-	-	-	-	-	-	-
Truckers, power (other than fork lift) <u>4/</u> .....	143	1.51	-	-	-	-	-	-	-	-	-	-	-	-	44	1	15	28	24	11	-	20	-	-	-	-	-	-	-	-
Manufacturing .....	86	1.49	-	-	-	-	-	-	-	-	-	-	-	-	8	1	15	28	23	11	-	-	-	-	-	-	-	-	-	-
Watchmen .....	1,095	1.29	-	100	10	-	-	2	10	8	37	71	160	237	64	79	72	78	17	58	80	12	-	-	-	-	-	-	-	
Manufacturing .....	562	1.35	-	-	-	-	-	-	3	-	9	6	124	108	52	67	52	70	1	58	-	12	-	-	-	-	-	-	-	
Nonmanufacturing <u>4/</u> .....	533	1.22	-	100	10	-	-	2	7	8	28	65	36	129	12	12	20	8	16	-	80	-	-	-	-	-	-	-	-	
Retail trade .....	57	1.23	-	-	-	-	-	-	-	-	9	12	19	5	3	1	8	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation (excluding railroads), communication, and other public utilities .....	68	1.35	-	-	-	-	-	-	2	-	6	3	4	9	9	11	2	8	14	-	-	-	-	-	-	-	-	-	-	
Services .....	285	1.18	-	100	10	-	-	2	5	8	13	36	10	9	-	-	10	-	2	-	80	-	-	-	-	-	-	-	-	

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 5.—MACHINERY INDUSTRIES <sup>1/</sup>

Occupation <sup>2/</sup>	Number of workers	Average hourly earnings <sup>3/</sup>	Number of workers receiving straight-time hourly earnings of -													
			\$1.40 and under 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 - 2.20	\$2.20 - 2.30	\$2.30 - 2.40	\$2.40 - 2.50	\$2.50 - 2.60	
Assemblers, class A .....	336	\$1.74	-	-	38	-	278	15	5	-	-	-	-	-	-	-
Assemblers, class B .....	231	1.50	73	4	149	5	-	-	-	-	-	-	-	-	-	-
Assemblers, class C .....	102	1.40	102	-	-	-	-	-	-	-	-	-	-	-	-	-
Chippers and grinders .....	34	1.51	10	-	24	-	-	-	-	-	-	-	-	-	-	-
Drill-press operators, single and multiple-spindle, class A ...	155	1.59	-	-	113	6	36	-	-	-	-	-	-	-	-	-
Engine-lathe operators, class A .....	129	1.76	-	-	-	-	117	12	-	-	-	-	-	-	-	-
Engine-lathe operators, class B .....	34	1.55	-	-	32	2	-	-	-	-	-	-	-	-	-	-
Grinding-machine operators, class A .....	33	1.74	-	-	-	-	33	-	-	-	-	-	-	-	-	-
Grinding-machine operators, class B .....	23	1.56	-	-	23	-	-	-	-	-	-	-	-	-	-	-
Inspectors, class A .....	95	1.74	-	-	-	26	63	-	-	-	-	6	-	-	-	-
Machinists, production .....	554	1.75	-	-	-	-	522	32	-	-	-	-	-	-	-	-
Milling-machine operators, class B .....	32	1.55	-	5	27	-	-	-	-	-	-	-	-	-	-	-
Tool and die makers (other than jobbing shops) .....	163	2.14	-	-	-	-	-	-	-	-	-	144	19	-	-	-
Welders, hand, class A .....	224	1.89	-	-	-	-	168	8	1	4	8	-	-	-	-	35

<sup>1/</sup> The study covered establishments with more than 20 workers in nonelectrical machinery industries (Group 35) as defined in the Standard Industrial Classification Manual (1945 edition) prepared by the Bureau of the Budget; machine-tool accessory establishments with more than 7 workers were scheduled. Of the estimated 62 establishments and 8,640 workers in these industries, 18 establishments with 4,612 workers were actually studied.

<sup>2/</sup> Data limited to men workers.

<sup>3/</sup> Excludes premium pay for overtime and night work.

Table 6.—FOUNDRIES, FERROUS <sup>1/</sup>

Occupation <sup>2/</sup>	Number of workers	Average hourly earnings <sup>3/</sup>	Number of workers receiving straight-time hourly earnings of -														
			\$1.30 and under 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 - 2.20	\$2.20 - 2.30	\$2.30 - 2.40	\$2.40 - 2.50	\$2.50 - 2.60
Chippers and grinders .....	162	\$1.46	-	-	47	109	6	-	-	-	-	-	-	-	-	-	-
Coremakers, hand .....	105	1.77	-	-	-	-	-	89	13	-	3	-	-	-	-	-	-
Molders, floor .....	177	1.77	-	-	-	-	-	138	35	-	4	-	-	-	-	-	-
Molders, machine .....	21	1.75	-	-	-	-	-	21	-	-	-	-	-	-	-	-	-
Patternmakers, wood .....	24	2.19	-	-	-	-	-	-	-	-	-	18	2	1	-	-	3
Shake-out men .....	83	1.39	23	-	46	12	2	-	-	-	-	-	-	-	-	-	-

<sup>1/</sup> The study covered independent foundries, employing more than 20 workers, manufacturing castings from gray iron, malleable iron, or steel. Of the estimated 14 establishments with 1,375 workers in the industry, 10 establishments with 1,223 workers were actually studied. Although these data relate to June 1949, a follow-up check indicated that no general wage adjustments had occurred between the date of survey and January 1950.

<sup>2/</sup> Data limited to men workers.

<sup>3/</sup> Excludes premium pay for overtime and night work.

Occupational Wage Survey, San Francisco-Oakland, California, January 1950  
U. S. Department of Labor  
Bureau of Labor Statistics

Table 7.--FABRICATED STRUCTURAL STEEL AND ORNAMENTAL METAL WORK <sup>1/</sup>

Occupation <sup>2/</sup>	Number of workers	Average hourly earnings <sup>1/</sup>	Number of workers receiving straight-time hourly earnings of -										
			\$1.35 and under 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			
Crane operators, electric bridge (under 10 tons) .....	12	\$1.50	-	-	6	6	-	-	-	-	-	-	-
Crane operators, electric bridge (10 tons and over) .....	21	1.49	-	-	14	7	-	-	-	-	-	-	-
Fitters, structural, class A .....	70	1.80	-	-	-	-	-	29	41	-	-	-	-
Flame-cutting-machine operators .....	25	1.63	-	-	3	-	16	6	-	-	-	-	-
Lay-out men, class A .....	38	1.87	-	-	-	-	2	3	26	7	-	-	-
Power-shear operators, class A .....	39	1.51	-	-	25	14	-	-	-	-	-	-	-
Welders, hand, class A .....	134	1.72	-	-	-	3	54	77	-	-	-	-	-
Welders, hand, class B .....	10	1.57	1	-	2	2	5	-	-	-	-	-	-

<sup>1/</sup> The study covered establishments with more than 20 workers in the manufacture of fabricated structural steel and ornamental metal work (Group 3441) as defined in the Standard Industrial Classification Manual (1945 edition) prepared by the Bureau of the Budget. Of the estimated 28 establishments and 2,900 workers in the industry, 13 establishments with 2,326 workers were actually studied.

<sup>2/</sup> Data limited to men workers.

<sup>3/</sup> Excludes premium pay for overtime and night work.

Table 8.--MEAT PRODUCTS, INDEPENDENT PRODUCERS <sup>1/</sup>

Occupation <sup>2/</sup>	Number of workers	Average hourly earnings <sup>3/</sup>	Number of workers receiving straight-time hourly earnings of -															
			\$1.20 and under 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 2.20	\$2.20 2.30	\$2.30 2.40	\$2.40 2.50
Butchers, general, cattle killing .....	72	\$2.06	-	-	-	-	-	-	-	-	-	-	15	36	12	5	-	4
Cutters, general, beef cutting .....	110	2.08	-	-	-	-	-	-	-	-	-	-	1	98	5	6	-	-
Packers, sausage department, (women) .....	35	1.21	33	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sausage makers .....	197	2.05	-	-	-	-	-	-	-	-	-	-	157	22	16	2	-	-
Shacklers, cattle killing .....	13	1.62	-	-	-	-	-	-	5	4	4	-	-	-	-	-	-	-
Washers, cattle killing .....	14	1.60	-	-	-	-	-	2	4	4	4	-	-	-	-	-	-	-

<sup>1/</sup> The study covered establishments with more than 7 workers in wholesale meat packing (Group 2011), sausages and other prepared meat products (Group 2013) and merchant wholesalers of meats and provisions (Group 5047) as defined in the Standard Industrial Classification Manual (1945 edition) prepared by the Bureau of the Budget. Of the estimated 45 establishments and 1,520 workers in these industries, 20 establishments with 1,038 workers were actually studied.

<sup>2/</sup> Data limited to men workers except where otherwise indicated.

<sup>3/</sup> Excludes premium pay for overtime and night work.

Occupational Wage Survey, San Francisco-Oakland, California, January 1950  
U. S. Department of Labor  
Bureau of Labor Statistics

Table 9.—WOMEN'S COATS AND SUITS 1/

Occupation and sex	Number of workers	Average hourly earnings 2/	Number of workers receiving straight-time hourly earnings of -																			
			Under \$0.80	\$0.80 - .90	\$0.90 - 1.00	\$1.00 - 1.10	\$1.10 - 1.20	\$1.20 - 1.30	\$1.30 - 1.40	\$1.40 - 1.50	\$1.50 - 1.60	\$1.60 - 1.70	\$1.70 - 1.80	\$1.80 - 1.90	\$1.90 - 2.00	\$2.00 - 2.20	\$2.20 - 2.40	\$2.40 - 2.60	\$2.60 - 2.80	\$2.80 - 3.00	\$3.00 - 3.20	\$3.20 - 3.40
Cutters and markers (61 men and 10 women) .....	71	\$2.78	-	-	-	-	-	-	1	1	-	-	-	2	2	12	12	9	10	8	3	11
Pressers, hand (men and women) .....	47	1.77	-	-	1	-	2	8	1	7	6	3	5	2	1	5	1	1	-	1	-	2
Men .....	16	1.96	-	-	-	-	-	2	1	4	2	-	1	-	1	2	1	-	-	-	-	2
Women .....	31	1.68	-	-	1	-	2	6	-	3	4	3	4	2	-	3	-	1	-	1	-	-
Pressers, machine (29 men and 7 women) .....	36	2.92	-	-	-	-	-	-	-	-	-	1	-	-	4	2	6	4	5	5	3	6
Pressers, hand and machine (35 men and 14 women) .....	49	2.63	-	-	-	-	-	-	-	2	3	2	2	1	2	7	9	4	4	4	3	6
Sewers, hand (finishers) (2 men and 259 women) .....	261	1.47	9	10	9	18	31	17	31	9	41	19	19	14	8	10	3	7	3	2	1	-
Sewing-machine operators, single-hand (tailor) system (men and women) .....	274	2.10	1	2	2	4	3	12	9	10	15	19	28	23	12	32	23	26	14	6	12	5
Men .....	38	2.97	-	-	-	-	-	-	-	-	2	2	1	-	1	1	1	2	6	1	5	4
Women .....	236	1.96	1	2	2	4	3	12	9	10	13	17	27	23	11	31	22	24	8	5	7	1

1/ The study covered establishments with more than 7 workers producing women's coats or suits; establishments primarily engaged in producing skirts were excluded from the study. Of the 27 establishments and 1,229 workers in the industry, 20 establishments with 1,086 workers were actually studied. These data relate to September 1949.

2/ Excludes premium pay for overtime and night work.

Table 10.—INDUSTRIAL CHEMICALS 1/

Occupation, grade, and sex 2/	Number of workers	Average hourly earnings 3/	Number of workers receiving straight-time hourly earnings of -																		
			\$1.25 and under 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								
Chemical operators, class A .....	165	\$1.84	-	-	-	-	-	-	5	35	37	88	-	-	-	-	-	-	-	-	-
Chemical operators, class B .....	106	1.73	-	-	-	-	-	8	14	67	17	-	-	-	-	-	-	-	-	-	-
Chemical operators' helpers .....	86	1.61	-	-	-	-	-	47	39	-	-	-	-	-	-	-	-	-	-	-	-
Drum fillers .....	23	1.54	-	-	-	-	-	7	11	5	-	-	-	-	-	-	-	-	-	-	-
Laboratory assistants (women) .....	11	1.71	2	-	-	-	-	-	-	3	-	-	-	-	-	-	4	-	1	-	1

1/ The study covered establishments with more than 20 workers in the manufacture of industrial inorganic chemicals (Group 281) and industrial organic chemicals (Group 282), except synthetic rubber (Group 2824) and explosives (Group 2826), as defined in the Standard Industrial Classification Manual (1945 edition) prepared by the Bureau of the Budget. Of the estimated 15 establishments with 2,780 workers in these industries, 9 establishments with 2,021 workers were actually studied.

2/ Data limited to men workers except where otherwise indicated.

3/ Excludes premium pay for overtime and night work.

Occupational Wage Survey, San Francisco-Oakland, California, January 1950  
U. S. Department of Labor  
Bureau of Labor Statistics

Table 11.—DEPARTMENT AND CLOTHING STORES 1/

Occupation and sex	Number of workers	Average			Number of workers receiving straight-time weekly earnings of -																				
		Weekly scheduled hours	Hourly earnings 2/	Weekly earnings 2/	Under \$4.00	\$4.00	\$4.25	\$4.50	\$4.75	\$5.00	\$5.25	\$5.50	\$5.75	\$6.00	\$6.25	\$6.50	\$6.75	\$7.00	\$7.25	\$7.50	\$8.00	\$8.50	\$9.00	\$9.50	\$10.00 and over
<b>Men</b>																									
Sales clerks:																									
Furniture and bedding, upstairs store .....	68	40.0	\$2.28	\$91.00	-	1	1	-	3	-	-	2	2	2	-	-	4	9	2	2	2	4	4	6	24
Men's clothing, upstairs store .....	133	40.0	1.95	78.00	-	-	-	1	1	4	2	12	3	14	9	13	3	2	2	7	13	14	14	9	12
Men's furnishings, upstairs store .....	116	40.0	1.64	65.50	-	4	3	1	5	20	5	3	10	5	5	7	4	4	4	12	22	4	1	-	1
Women's shoes, upstairs store .....	48	40.0	1.83	73.00	-	-	-	-	-	-	4	-	5	4	3	4	3	2	6	6	1	3	4	-	-
Tailors, alteration, men's garments .....	159	40.0	1.63	65.00	-	-	-	-	-	-	-	-	-	105	35	-	16	-	1	1	-	-	1	-	-
<b>Women</b>																									
Cashier-wrappers .....	367	40.0	1.05	42.00	12	159	187	7	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Elevator operators, passenger .....	105	40.0	1.14	45.50	-	41	-	-	64	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sales clerks:																									
Furniture and bedding, upstairs store .....	31	40.0	1.60	64.00	1	-	3	1	1	-	1	4	4	3	1	2	2	-	1	2	1	1	-	2	1
Men's furnishings, upstairs store .....	101	40.0	1.24	49.50	1	16	6	9	34	7	11	4	5	4	-	1	1	1	-	-	1	-	-	-	-
Notions and trimmings, upstairs store .....	103	40.0	1.11	44.50	3	38	19	20	9	10	3	-	-	-	1	-	-	-	-	-	-	-	-	-	-
Women's accessories, upstairs store .....	475	40.0	1.18	47.00	15	115	59	106	71	36	21	18	11	4	4	2	7	2	-	1	2	-	-	1	-
Women's accessories, downstairs store .....	24	40.0	1.13	45.10	-	2	9	10	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women's dresses:																									
Regular or upstairs store, better dress and salon department .....	223	40.0	1.36	54.50	-	21	31	29	25	21	12	12	9	9	8	10	9	6	4	1	4	12	-	-	-
Regular or upstairs store, popular price department ..	20	40.0	1.15	46.00	-	5	1	7	4	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Basement store .....	278	40.0	1.20	48.00	7	51	33	46	54	42	21	7	3	3	3	3	1	1	-	-	1	-	-	3	-
Women's shoes .....	17	40.0	1.51	60.50	-	-	-	3	-	1	-	-	3	1	6	1	-	-	1	1	-	-	-	-	-
Women's suits and coats, upstairs store .....	308	40.0	1.40	56.00	-	10	11	37	38	43	28	34	35	16	17	3	14	5	5	3	1	2	-	2	4
Women's suits and coats, downstairs store .....	19	40.0	1.20	48.00	-	3	4	4	3	1	1	-	1	2	-	-	-	-	-	-	-	-	-	-	-
Tailors, alteration, women's garments .....	441	40.0	1.25	50.00	1	38	13	171	80	20	-	-	9	109	-	-	-	-	-	-	-	-	-	-	-

1/ The study covered department stores, men's and boys' clothing stores, women's ready-to-wear stores, and family clothing stores, employing more than 20 workers, in San Francisco and Oakland. Of the estimated 112 establishments and 20,480 workers in these industries, 34 establishments with 14,150 workers were actually studied.

2/ Excludes premium pay for overtime.

Table 12.—OFFICE BUILDING SERVICE 1/

Occupation and sex 2/	Number of workers	Average hourly earnings 3/	Number of workers receiving straight-time hourly earnings of -										
			\$1.00 and under	\$1.05	\$1.10	\$1.15	\$1.20	\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50
			1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.60
<b>San Francisco</b>													
Cleaners .....	123	\$1.22	-	-	-	-	123	-	-	-	-	-	-
Cleaners (women) ...	292	1.16	-	-	216	-	58	-	16	-	2	-	-
Elevator operators, passenger .....	268	1.23	-	-	-	-	246	10	-	-	2	-	10
Elevator operators, passenger (women) .	114	1.26	-	-	-	-	90	2	-	-	22	-	-
Janitors .....	590	1.25	-	-	-	-	512	20	-	-	28	-	30
Watchmen .....	48	1.22	-	-	-	-	48	-	-	-	-	-	-
<b>Oakland</b>													
Cleaners (women) ...	74	1.05	54	-	20	-	-	-	-	-	-	-	-
Elevator operators, passenger (women) .	35	1.11	-	-	35	-	-	-	-	-	-	-	-
Janitors .....	57	1.15	-	-	32	15	10	-	-	-	-	-	-

1/ The study covered office buildings, in San Francisco and Oakland, operated by owners, lessees, or managers, and employing more than 7 workers. Of the estimated 83 establishments and 1,956 workers in the industry, 36 establishments with 1,025 workers were actually studied. Although these data relate to July 1949, a follow-up check indicated that no general wage adjustments had occurred between the date of survey and January 1950.

2/ Data limited to men workers except where otherwise indicated.

3/ Excludes premium pay for overtime and night work.

Table 13.—AUTO REPAIR SERVICE 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	\$2.40				
			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					
<b>West Bay Area (Marin, San Francisco, and San Mateo Counties)</b>																					
Body repairmen, metal .....	330	\$2.14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	136	87	85	14
Greasers .....	144	1.53	-	-	-	16	-	107	21	-	-	-	-	-	-	-	-	-	-	-	-
Mechanics, automotive, class A ..	890	1.99	-	-	-	-	-	-	21	-	-	-	-	-	-	616	149	65	39	-	-
Washers, automobile .....	135	1.49	-	-	32	7	7	68	21	-	-	-	-	-	-	-	-	-	-	-	-
<b>East Bay Area (Alameda, Contra Costa, and Solano Counties)</b>																					
Body repairmen, metal .....	375	2.06	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	321	54	-	-
Greasers .....	234	1.50	7	-	-	-	-	205	22	-	-	-	-	-	-	-	-	-	-	-	-
Mechanics, automotive, class A ..	1,196	1.92	-	-	-	-	-	-	-	-	-	-	-	-	-	90	1,074	72	-	-	-
Washers, automobile .....	101	1.47	7	-	-	18	-	76	-	-	-	-	-	-	-	-	-	-	-	-	-

1/ The study covered establishments with more than 4 workers in general automobile repair shops (Group 7538) and motor vehicle dealer establishments, new and used cars, (Group 551) as defined in the Standard Industrial Classification Manual (1945 edition) prepared by the Bureau of the Budget. Of the estimated 394 establishments and 9,053 workers in these industries, 39 establishments with 2,135 workers were actually studied.

2/ Data limited to men workers.

3/ 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 -												
			\$0.95 and under	\$1.00	\$1.05	\$1.10	\$1.15	\$1.20	\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60 and over
			1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.60	
<b>Men</b>															
Extractor operators .....	53	\$1.35	-	-	-	-	-	-	-	-	19	33	1	-	-
Washers, machine .....	65	1.42	-	-	-	-	-	-	-	-	7	34	1	-	
Wrappers, bundle .....	20	1.19	-	4	1	4	4	-	1	1	3	2	3	12	8
<b>Women</b>															
Clerks, retail, receiving .....	42	1.10	-	13	7	14	1	4	2	-	1	-	-	-	-
Finishers, flatwork, machine ...	534	.99	406	118	7	1	2	-	-	-	-	-	-	-	-
Identifiers (sort, exam, listing)	103	1.14	5	6	2	41	48	1	-	-	-	-	-	-	-
Markers .....	99	1.17	-	-	-	38	54	5	-	-	-	-	-	-	-
Pressers, machine, shirts .....	202	1.09	-	-	14	42	10	2	2	2	-	-	-	-	-
Wrappers, bundle .....	26	1.15	2	2	4	-	15	-	2	1	-	-	-	-	-

1/ The study covered power laundries, in San Francisco and Oakland, employing more than 20 workers. Of the estimated 33 establishments and 2,300 workers in this industry, 25 establishments with 1,966 workers were actually studied. Although these data relate to June 1949, a follow-up check indicated that no general wage adjustments had occurred between the date of survey and January 1950.

2/ Excludes premium pay for overtime and night work.

Table 15.--HOSPITALS 1/

Occupation and sex	Number of workers	Average -			Number of workers receiving straight-time weekly earnings of -																
		Weekly scheduled hours	Hourly earnings 2/	Weekly earnings 2/	\$42.50 and under 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 90.00	\$90.00 and over
<b>Men</b>																					
Laboratory technicians (clinical) .....	52	40.0	\$1.45	\$58.00	-	-	-	9	7	2	22	2	4	2	3	1	-	-	-	-	-
Pharmacists .....	21	40.5	2.19	88.50	-	-	-	-	4	5	13	6	5	-	-	-	-	1	6	6	9
X-ray technicians .....	37	40.0	1.46	58.50	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Women</b>																					
Dietitians .....	63	40.0	1.39	55.50	-	5	-	12	9	14	10	10	-	3	-	-	-	-	-	-	-
Laboratory technicians (clinical) .....	163	40.0	1.43	57.00	-	2	3	22	26	30	42	22	4	7	5	-	-	-	-	-	-
Pharmacists .....	23	41.0	2.11	86.50	-	-	-	-	-	-	-	-	-	-	-	2	2	8	-	-	11
Physiotherapists .....	49	40.0	1.45	58.00	-	-	-	6	7	5	20	-	9	-	-	2	-	-	-	-	-
Registered nurses:																					
Hospitals .....	2,155	40.0	1.30	52.00	-	5	560	972	413	93	40	11	61	-	-	-	-	-	-	-	-
Manufacturing establishments .....	81	39.5	1.44	57.00	-	-	1	15	8	9	33	6	5	-	-	2	-	2	-	-	-
X-ray technicians .....	76	40.0	1.33	53.00	4	4	4	18	17	13	15	1	-	-	-	-	-	-	-	-	-

1/ The study covered hospitals employing more than 20 workers. Of the estimated 46 establishments and 10,580 workers in this service, 19 establishments with 6,342 workers were actually studied. The data for registered nurses in manufacturing were obtained by visits to 118 establishments in this industry division.

2/ Excludes premium pay for overtime and night work.

Table 16.--RAILROADS

(Average earnings 1/ and weekly scheduled hours for selected office occupations and average hourly earnings 2/ for selected maintenance, custodial, warehousing and trucking occupations)

Occupation and sex	Number of workers	Average			Occupation 3/	Number of workers	Average hourly earnings 2/
		Weekly scheduled hours	Hourly earnings 1/	Weekly earnings 1/			
<b>Office</b>							
<b>Men</b>							
Accountants .....	56	40.0	\$1.86	\$74.50	<b>Maintenance</b>	110	\$1.74
Clerks, accounting .....	74	40.0	1.68	67.00		21	1.49
Clerks, general, junior .....	130	40.0	1.38	55.00		328	1.46
Office boys .....	49	40.0	1.20	48.00		256	1.74
Stenographers, general .....	38	40.0	1.53	61.00		92	1.74
<b>Women</b>							
Calculating-machine operators (Comptometer type) .....	163	40.0	1.48	59.00	<b>Custodial, Warehousing, and Trucking</b>	64	1.33
Clerks, general, junior .....	78	40.0	1.38	55.00		331	1.39
Clerk-typists .....	98	40.0	1.48	59.00		16	1.75
Key-punch operators .....	54	40.0	1.46	58.50		32	1.51
Stenographers, general .....	105	40.0	1.50	60.00		76	1.45

1/ Excludes pay for overtime.

2/ Excludes premium pay for overtime and night work.

3/ Data limited to men workers.

Occupational Wage Survey, San Francisco-Oakland, California, January 1950

U. S. Department of Labor

Bureau of Labor Statistics

UNION WAGE SCALES

(Minimum wage rates and maximum straight-time hours per week agreed upon through collective bargaining between employers and trade unions. Rates and hours are those in effect in January 1950)

Table 17.--BAKERIES

City and classification	Rate per hour	Hours per week
<u>Oakland</u>		
Hand shops:		
Foremen and ovenmen .....	\$1.80	42
Bench hands .....	1.64	42
Machine shops:		
Foremen, dough mixers, and ovenmen .....	1.96	38
Dividers, molders, roll-machine operators .....	1.87	38
<u>San Francisco</u>		
Hand shops - bread:		
Foremen .....	1.94	40
Dough mixers, ovenmen .....	1.87	40
Benchmen .....	1.78	40
Bench and machine helpers .....	1.51	40
Hand shops - cake:		
Foremen .....	1.94	40
Mixers, ovenmen .....	1.87	40
Bench hands .....	1.78	40
Helpers:		
First year .....	1.37	40
After first year .....	1.51	40
Pan cleaners .....	1.37	40
Machine shops - bread:		
Foremen .....	2.02	38
Dough mixers, ovenmen .....	1.96	38
Dividers, molders, roll-machine operators, ingredient men, benchmen, bread packers, pan greasing-machine operators, women bench helpers .....	1.87	38
Flour dumpers .....	1.78	38
Bench machine helpers:		
First year .....	1.50	38
Second year .....	1.58	38
Pan greasers .....	1.40	38
Machine shops - cake:		
Foremen .....	2.02	38
Mixers, icing mixers, ovenmen .....	1.96	38
Ingredient scalers, scaling-machine operators, cake dumpers, bench hands, grease-machine operators, women auxiliary workers .....	1.87	38
Helpers:		
First year .....	1.50	38
Second year .....	1.58	38
Pan cleaners .....	1.40	38
Women workers:		
Floor ladies .....	1.35	40
Cake wrapping-machine operators .....	1.27	38

Table 18.--BUILDING CONSTRUCTION

City and classification	Rate per hour	Hours per week
<u>Oakland</u>		
Bricklayers .....	\$3.00	40
Carpenters .....	2.23	40
Electricians .....	2.50	40
Painters .....	2.15	35
Plasterers .....	3.00	30
Plumbers .....	2.50	40
Building laborers .....	1.55	40
<u>San Francisco</u>		
Bricklayers .....	3.00	30
Carpenters .....	2.23	40
Electricians .....	2.50	40
Painters .....	2.15	35
Plasterers .....	3.00	40
Plumbers .....	2.50	40
Building laborers .....	1.55	40
Table 19.--LOCAL TRANSIT OPERATING EMPLOYEES		
City and classification	Rate per hour	Hours per week
<u>Oakland</u>		
Operators and conductors:		
1-man busses and bridge trains:		
First 6 months .....	\$1.42	40
After 6 months .....	1.47	40
<u>San Francisco</u>		
Operators and conductors:		
1-man busses and trackless trolleys, 2-man cars, and cable cars .....	1.51	48

Table 20.--CANNING (FRUITS AND VEGETABLES) - OAKLAND

Sex and classification	Rate per hour	Hours per week 1/
<u>Men</u>		
Bracket I (Examples: Cannery mechanics, class 1; printers, labels and forms; and seamer mechanics, class 1) .....	\$1.65	40
Bracket II (Examples: Cannery mechanics, class 2; head labeling operators; seamer mechanics, class 2; and shipping leadermen) .....	1.50	40
Bracket III (Examples: Cannery mechanics, class 3; cooks, tomatoes; label-machine operators; retort operators; and syrup makers) .....	1.36	40
Bracket IV (Examples: Coil cleaners; feeders, labeling machine; hand casers; and liner operators)	1.26	40
Bracket V (Examples: Can run attendants; can forkers; car and truck loaders; and labeling inspectors) .....	1.20	40
<u>Women</u>		
Floorladies .....	1.20	40
Women workers, except floor ladies .....	2/ 1.05	40
<p>1/ The maximum straight-time hours which may be worked per week except during seasonal operations when "exempt" weeks may be claimed in accordance with provisions of the Fair Labor Standards Act. The maximum straight-time hours which may be worked per "exempt" week are 48.</p> <p>2/ This rate is also the basic guaranteed hourly rate for all workers (both men and women) in any job categories which may be placed on an incentive method of wage payment.</p>		

Occupational Wage Survey, San Francisco-Oakland, California, January 1950  
U. S. Department of Labor  
Bureau of Labor Statistics

UNION WAGE SCALES - Continued

Table 21.--MALT LIQUORS - SAN FRANCISCO

Classification	Rate per week	Hours per week
<b>Bottlers:</b>		
First shift .....	\$72.00	40
Second shift .....	74.00	40
Third shift .....	76.00	40
<b>Brewers:</b>		
First shift .....	76.50	40
Second shift .....	78.50	40
Third shift .....	80.50	40
<b>Clerks (shipping and receiving) and checkers:</b>		
First shift .....	72.00	40
Second shift .....	74.00	40
Third shift .....	76.00	40
<b>Drivers; keg beer, bottle beer, shipping and special trucks .....</b>	75.50	40
<b>Helpers; keg beer, bottle beer and shipping trucks .....</b>	72.50	40
<b>Night loaders (second shift) .....</b>	77.50	40
<b>Washers, truck:</b>		
First shift .....	72.50	40
Second shift .....	74.50	40

Table 22.--PRINTING - SAN FRANCISCO AND OAKLAND

Classification	Rate per week	Hours per week
<b>Book and job shops:</b>		
Bindery women .....	\$1.48	37 $\frac{1}{2}$
Compositors, hand .....	2.63	37 $\frac{1}{2}$
Electrotypers .....	2.64	37 $\frac{1}{2}$
Photoengravers .....	2.67	37 $\frac{1}{2}$
Pressmen, cylinder .....	2.63	37 $\frac{1}{2}$
<b>Press assistants and feeders:</b>		
Cylinder press .....	2.08	37 $\frac{1}{2}$
Platen press .....	1.65	37 $\frac{1}{2}$
<b>Newspapers:</b>		
Compositors, hand:		
Day work .....	2.60	37 $\frac{1}{2}$
Night work .....	2.73	37 $\frac{1}{2}$
Mailers:		
Day work .....	2.32	37 $\frac{1}{2}$
Night work .....	2.46	37 $\frac{1}{2}$
Pressmen, web presses:		
Day work .....	2.49	37 $\frac{1}{2}$
Night work .....	2.62	37 $\frac{1}{2}$
<b>Stereotypers:</b>		
Day work .....	2.48	37 $\frac{1}{2}$
Night work .....	2.61	37 $\frac{1}{2}$

Table 23.--MOTOR TRUCK DRIVERS AND HELPERS

City and classification	Rate per week	Hours per week
<u>Oakland</u>		
<b>Building:</b>		
<b>Construction:</b>		
Drivers, dump truck:		
4 cubic yards or less .....	\$1.63	40
4 to 6 cubic yards .....	1.76	40
6 to 8 cubic yards .....	1.85	40
8 cubic yards and over .....	2.23	40
<b>Material:</b>		
Drivers, truck:		
4 cubic yards or less .....	1.62	40
4 to 6 cubic yards .....	1.74	40
6 to 8 cubic yards .....	1.84	40
8 cubic yards and over .....	2.21	40
<b>General:</b>		
Drivers, truck:		
Less than 10,500 lbs. ....	1.69	40
10,500 lbs. and over .....	1.81	40
Low bed, dual or more axle trailers .....	1.94	40
Parcel delivery .....	1.71	40
<b>Newspapers and periodicals:</b>		
Drivers, truck (day):		
First 6 months .....	2.02	40
Second 6 months .....	2.15	40
After 1 year .....	2.28	40
Drivers, truck (night):		
First 6 months .....	2.14	40
Second 6 months .....	2.27	40
After 1 year .....	2.40	40
<b>Petroleum:</b>		
Drivers, truck:		
Less than 6 months .....	1.63	40
6 months to 1 year .....	1.65	40
1 year to 2 years .....	1.75	40
2 years to 30 months .....	1.78	40

Table 23.--MOTOR TRUCK DRIVERS AND HELPERS - Continued

City and classification	Rate per week	Hours per week
<u>San Francisco</u>		
<b>Building:</b>		
<b>Construction:</b>		
Drivers, excavating and dump truck:		
Under 4 cubic yards .....	\$1.61	40
4 to 6 cubic yards .....	1.74	40
6 to 8 cubic yards .....	1.83	40
8 cubic yards and over .....	2.20	40
<b>Material:</b>		
Drivers, truck:		
Less than 4 cubic yards .....	1.63	40
4 to 6 cubic yards .....	1.76	40
6 to 8 cubic yards .....	1.85	40
8 cubic yards and over .....	2.22	40
<b>General:</b>		
Drivers, truck:		
Under 2,500 lbs. ....	1.56	40
2,500 to 4,500 lbs. ....	1.63	40
4,500 to 6,500 lbs. ....	1.69	40
6,500 to 15,500 lbs. ....	1.75	40
15,500 to 20,500 lbs. ....	1.81	40
Over 20,500 lbs. ....	1.88	40
<b>Moving:</b>		
Drivers, large vans .....	1.75	46
Drivers, 1-ton auto trucks .....	1.75	46
Helpers .....	1.63	46
Piano movers .....	2.00	46
<b>Petroleum:</b>		
Drivers, truck:		
Less than 6 months .....	1.65	40
6 to 12 months .....	1.68	40
12 to 18 months .....	1.72	40
18 to 24 months .....	1.75	40
Over 24 months .....	1.82	40

UNION WAGE SCALES - Continued

Table 24.—OCEAN TRANSPORT - UNLICENSED PERSONNEL 1/

Department and classification	Rate per month 1/	Hours per week
<b>Deck department: 2/</b>		
<b>Day men:</b>		
A. B. maintenance men .....	\$250.00	44
<b>Boatswains:</b>		
Vessels of 15,000 - 20,000 tons .....	320.00	44
Vessels of 10,000 - 15,000 tons .....	305.00	44
Vessels under 10,000 tons .....	290.00	44
<b>Carpenters:</b>		
Vessels of 15,000 - 20,000 tons .....	280.00	44
Vessels of 10,000 - 15,000 tons .....	275.00	44
Vessels under 10,000 tons .....	270.00	44
Carpenter's mates .....	265.00	44
Deck storekeepers .....	255.00	44
<b>Watch men:</b>		
Able bodied seaman .....	226.00	48
Boatswain's mates .....	250.00	48
Ordinary seamen .....	186.00	48
Quartermasters .....	226.00	48
Watchmen .....	226.00	48
<b>Engine-room department: 2/</b>		
<b>Day men:</b>		
<b>Chief electricians:</b>		
P-2 turbo-electric vessels .....	437.59	44
P-2 turbine vessels .....	413.93	44
C-1, C-2, C-3, Victory Ships, and CIMAVI vessels .....	371.93	44
C-4 vessels .....	386.93	44
<b>Deck engineers:</b>		
Class A and B passenger vessels .....	289.74	44
Freighters .....	277.50	44
Firemen .....	251.25	44
Unlicensed juniors .....	295.62	44
Wipers .....	230.55	44
<b>Watch men:</b>		
<b>Chief reefer engineers:</b>		
R-2 refrigerator steam type vessels .....	369.56	48
Freight refrigerator vessels, 52,000 cubic feet and over .....	341.46	48
Passenger or freight refrigerator vessels, less than 52,000 cubic feet .....	321.05	48
Freight vessels, less than 52,000 cubic feet .....	344.72	48
Class A passenger vessels with air conditioning .....	341.46	48
Firemen .....	221.68	48
Oilers .....	233.51	48

Table 24.—OCEAN TRANSPORT - UNLICENSED PERSONNEL 1/ - Continued

Department and classification	Rate per month 1/	Hours per week
<b>Engine-room department: 2/ - Continued</b>		
<b>Watchmen: - Continued</b>		
<b>Second electricians:</b>		
P-2 turbo-electric vessels .....	\$358.28	48
P-2 turbine vessels .....	335.00	48
Unlicensed juniors .....	266.04	48
Watertenders .....	233.51	48
<b>Stewards department: 3/</b>		
<b>Freighters:</b>		
<b>Assistant cooks:</b>		
Offshore trade .....	236.46	48
Alaska trade .....	236.46	48
<b>Chief cooks:</b>		
Offshore trade .....	266.04	48
Alaska trade .....	266.41	48
<b>Chief stewards:</b>		
Offshore trade .....	293.79	48
Alaska trade .....	316.42	48
<b>Messmen and utilitymen:</b>		
Offshore trade .....	200.97	48
Alaska trade .....	206.89	48
<b>Passenger vessels:</b>		
<b>Assistant laundrymen:</b>		
Class A vessels .....	206.89	48
Class B vessels .....	206.89	48
<b>Chefs, class A vessels .....</b>		
Class A vessels .....	519.53	48
Chief cooks, class B vessels .....	330.82	48
Head waiters, class A vessels .....	273.44	48
<b>Linenmen:</b>		
Class A vessels .....	236.46	48
Class B vessels .....	206.89	48
<b>Messmen and waiters:</b>		
Class A vessels .....	200.97	48
Class B vessels .....	200.97	48
Room stewards, class A vessels .....	200.97	48
<b>Second stewards:</b>		
Class A vessels .....	370.15	48
Class B vessels .....	300.00	48
<b>Silvermen:</b>		
Class A vessels .....	224.63	48
Class B vessels .....	212.80	48
<b>Storekeepers:</b>		
Class A vessels .....	254.21	48
Class B vessels .....	254.21	48
<b>Third stewards:</b>		
Class A vessels .....	269.21	48
Class B vessels .....	252.50	48

Table 24.—OCEAN TRANSPORT - UNLICENSED PERSONNEL 1/ - Continued

1/ All ratings of the deck department receive \$7.50 per month clothing allowance in addition to basic rates as shown. This allowance is included in basic rates shown for ratings of the engine room and stewards departments. All ratings of all unlicensed departments also receive additional payment in accordance with conditions as follows:

1. On vessels carrying explosives in 50-ton lots or over, 10 percent of basic monthly wages is added while such cargo is aboard, or is being loaded or unloaded.
2. On vessels carrying sulphur in amount of 25 percent or more of dead weight carrying capacity, \$10.00 per voyage is added.
3. On vessels operated in described areas of China coastal waters, 75 percent or 100 percent of daily basic wages, including allowances in lieu of overtime for Sunday for day men, is added according to degree of proximity to the China coast and adjacent areas rendered unsafe by hostilities.

2/ The maximum straight-time hours which may be worked per week at sea. The maximum straight-time hours which may be worked per week in port are 40 for both day men and watch men. At sea, the normal workweek for watch men is 56 hours with 8 hours (Sunday) being paid at the overtime rate. Day men at sea are compensated at the rate of \$25.00 monthly in lieu of Sunday work at the overtime rate. This allowance is included in the basic monthly scales shown for day men.

3/ The maximum straight-time hours which may be worked per week both at sea and in port. At sea, the normal workweek for members of the stewards department is 56 hours with 8 hours (Sunday) being paid at the overtime rate.

Table 25.—STEVEDORING

Classification	Rate per hour	Hours per week
<b>Longshoremen:</b>		
General cargo .....	\$1.82	30
Paper and pulp in packages of 300 lbs. or more ..	1.92	30
Shoveling jobs .....	2.02	30
Phosphate rock in bulk .....	2.12	30
Bulk sulphur, soda ash and crude untreated potash .....	2.27	30
Damaged cargo .....	2.67	30
Explosives .....	3.64	30
Gang bosses, general cargo .....	1.97	30
Hatch tenders, general cargo .....	1.92	30
Lift-truck-jitney drivers, general cargo .....	1.92	30

Table 25.--MINIMUM ENTRANCE RATES FOR PLANT WORKERS 1/

Minimum rate (in cents)	Percent of plant 2/ workers in establishments with specified minimum rates in -							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	Services		All indus- tries 3/	Manufacturing		Whole- sale trade	Retail trade	Transpor- tation, communi- cation, and other public utilities	Services
		Establishments with 21 - 250 workers	Establishments with 251 or more workers							Establishments with 21 - 250 workers	Establishments with 251 or more workers				
All establishments .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	All establishments - Continued							
65 .....	0.5	-	-	-	-	-	2.4	130 .....	1.6	0.7	1.3	8.8	-	-	1.5
75 .....	1.0	-	3.1	0.4	-	-	1.1	Over 130 and under 135 .....	2.1	5.1	4.3	1.2	-	1.1	.3
80 .....	.2	-	-	2.0	-	-	-	135 .....	.8	.6	2.5	-	-	-	.7
Over 80 and under 85 .....	1.1	-	-	-	-	-	5.7	Over 135 and under 140 .....	1.9	1.1	5.1	2.5	-	1.1	.3
85 .....	.4	-	-	-	2.8	-	-	140 .....	4.1	-	1.0	3.1	-	16.5	1.4
Over 85 and under 90 .....	.9	-	-	-	2.3	-	3.0	Over 140 and under 145 .....	2.7	2.2	-	-	-	5.6	6.8
90 .....	-	-	-	-	-	-	-	145 .....	.9	-	2.8	-	-	-	.7
Over 90 and under 95 .....	1.9	-	-	-	3.2	-	7.6	Over 145 and under 150 .....	3.6	1.7	7.0	15.6	-	-	.4
95 .....	2.4	-	-	-	-	12.2	-	150 .....	3.3	.5	6.6	8.1	-	-	3.9
Over 95 and under 100 .....	8.3	4.5	-	1.9	3.4	29.2	6.5	Over 150 and under 155 .....	1.1	3.5	-	-	-	1.3	2.0
100 .....	3.3	6.5	4.5	5.1	6.7	-	-	155 .....	1.1	-	3.7	1.3	-	-	-
Over 100 and under 105 .....	1.4	-	1.3	-	2.9	-	3.5	Over 155 and under 160 .....	.3	-	1.3	-	-	-	-
105 .....	1.9	6.0	2.4	-	-	-	2.8	160 .....	-	-	-	-	-	-	-
Over 105 and under 110 .....	2.9	.8	4.9	.5	5.8	3.7	.2	Over 160 and under 165 .....	.1	-	-	-	-	-	.6
110 .....	.9	.9	-	-	-	1.3	2.7	165 .....	(1/)	-	-	.3	-	-	-
Over 110 and under 115 .....	1.8	.2	4.6	2.6	-	-	1.5	Over 165 and under 170 .....	.1	1.0	-	-	-	-	-
115 .....	1.9	6.3	1.9	.2	1.1	-	2.5	180 .....	.5	-	-	4.8	-	-	-
Over 115 and under 120 .....	1.7	3.8	2.6	-	-	-	3.0	Establishments with no established minimum .....	22.6	40.3	15.8	10.2	18.1	20.6	31.5
120 .....	-	-	-	-	-	-	-	Information not available ....	11.6	.8	2.6	26.0	52.6	2.2	4.6
Over 120 and under 125 .....	3.3	5.8	5.8	1.4	-	5.2	-								
125 .....	3.0	6.4	6.7	-	-	-	2.8								
Over 125 and under 130 .....	2.8	1.3	8.2	4.0	1.1	-	-								

1/ Lowest rates formally established for hiring either men or women plant workers, other than watchmen.

2/ Other than office workers.

3/ Excludes data for finance, insurance, real estate, and railroads.

4/ Less than 0.05 of 1 percent.

Occupational Wage Survey, San Francisco-Oakland, California, January 1950

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Table 27.--SCHEDULED WEEKLY HOURS

Weekly hours	Percent of women office workers employed in -						Percent of plant 1/ workers employed in -					
	All industries 2/	Manu- facturing	Wholesale trade	Retail trade	Transpor- tation, communi- cation, and other public utilities	Services	All industries 2/	Manu- facturing	Wholesale trade	Retail trade	Transpor- tation, communi- cation, and other public utilities	Services
All establishments .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 35 hours .....	-	-	-	-	-	-	(3/)	0.1	-	-	-	-
35 hours .....	2.0	1.9	.7	-	2.4	7.0	(3/)	-	0.3	-	-	-
Over 35 and under 37½ hours .....	1.4	-	6.0	-	-	.5	0.3	-	(3/)	2.2	-	-
37½ hours .....	8.9	5.8	5.1	2.2	3.7	.5	1.5	2.7	-	1.1	1.7	-
Over 37½ and under 40 hours .....	7.8	9.4	-	-	.4	1.7	.6	1.3	-	-	-	-
40 hours .....	78.9	82.5	88.2	97.5	91.1	86.8	95.3	95.9	99.3	90.7	95.0	95.7
Over 40 and under 44 hours .....	.3	-	-	-	-	1.9	-	-	-	-	-	-
44 hours .....	.6	.4	-	-	2.4	1.6	.3	-	.4	-	-	1.2
Over 44 and under 48 hours .....	.1	-	-	-	-	-	.4	-	-	1.4	1.3	-
48 hours .....	(3/)	-	-	.3	-	-	1.1	-	-	4.6	2.0	.3
Over 48 hours .....	-	-	-	-	-	-	.5	-	-	-	-	2.8

1/ Other than office workers.

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

3/ Less than 0.05 of 1 percent.

Table 28.--PAID HOLIDAYS

Number of paid holidays	Percent of office workers employed in -						Percent of plant 1/ workers employed in -					
	All industries 2/	Manu- facturing	Wholesale trade	Retail trade	Transpor- tation, communi- cation, and other public utilities	Services	All industries 2/	Manu- facturing	Wholesale trade	Retail trade	Transpor- tation, communi- cation, and other public utilities	Services
All establishments .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Establishments providing paid holidays .....	99.3	99.6	97.9	100.0	100.0	97.9	90.6	92.1	100.0	95.6	95.5	76.9
1 to 5 days .....	.2	-	-	2.1	-	-	1.2	2.5	-	1.6	-	.3
6 days .....	15.6	47.2	15.5	21.8	6.6	5.5	30.4	56.8	34.7	16.5	10.8	7.9
7 days .....	41.8	32.0	76.5	72.9	29.5	63.9	35.8	17.2	52.2	70.6	23.9	53.2
8 days .....	16.2	18.2	5.5	3.2	60.0	16.2	20.8	11.5	10.5	6.9	60.8	13.1
9 days .....	3.3	2.2	.4	-	2.1	9.9	2.3	4.1	2.6	-	-	2.4
10 days .....	1.6	-	-	-	1.8	-	.1	-	-	-	-	-
11 days .....	16.2	-	-	-	-	2.4	(3/)	-	-	-	-	-
11½ days .....	4.2	-	-	-	-	-	-	-	-	-	-	-
12 days .....	.2	-	-	-	-	-	-	-	-	-	-	-
Establishments providing no paid holidays .....	.7	.4	2.1	-	-	2.1	9.4	7.9	-	4.4	4.5	23.1

1/ Other than office workers.

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

3/ Less than 0.05 of 1 percent.

Occupational Wage Survey, San Francisco-Oakland, California, January 1950

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Table 29.—PAID VACATIONS (FORMAL PROVISIONS)

Vacation policy	Percent of office workers employed in -						Percent of plant <sup>1/</sup> workers employed in -					
	All industries <sup>2/</sup>	Manufacturing	Wholesale trade	Retail trade	Transportation, communication, and other public utilities	Services	All industries <sup>2/</sup>	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
<u>1 year of service</u>												
Establishments with paid vacations .....	99.5	99.6	97.9	100.0	100.0	99.9	97.7	100.0	96.0	100.0	98.0	94.9
1 week .....	20.6	8.2	16.8	68.0	58.9	22.4	61.7	63.7	51.0	71.8	74.2	46.2
Over 1 and under 2 weeks .....	.8	-	4.3	-	-	-	3.8	8.2	4.4	-	-	1.7
2 weeks .....	78.1	91.4	76.8	32.0	41.1	77.5	31.9	27.3	40.6	28.2	23.8	47.0
Over 2 weeks .....	-	-	-	-	-	-	.3	.8	-	-	-	-
Establishments with no paid vacations .....	.4	(3/)	2.1	-	-	.1	2.3	-	3.5	-	2.0	5.1
Information not available .....	.1	.4	-	-	-	-	(3/)	-	.5	-	-	-
<u>2 years of service</u>												
Establishments with paid vacations .....	99.5	99.6	97.9	100.0	100.0	99.9	97.7	100.0	96.0	100.0	98.0	94.9
1 week .....	.6	.8	-	-	-	3.1	14.7	31.4	10.6	-	-	10.4
Over 1 and under 2 weeks .....	.9	-	.4	-	4.4	2.1	12.2	21.3	8.1	-	6.9	11.2
2 weeks .....	98.0	98.8	97.5	100.0	95.6	94.5	70.3	46.5	77.3	100.0	91.1	72.3
Over 2 weeks .....	(3/)	-	-	-	-	.2	.5	.8	-	-	-	1.0
Establishments with no paid vacations .....	.4	(3/)	2.1	-	-	.1	2.3	-	3.5	-	2.0	5.1
Information not available .....	.1	.4	-	-	-	-	(3/)	-	.5	-	-	-
<u>5 years of service</u>												
Establishments with paid vacations .....	99.5	99.6	97.9	100.0	100.0	99.9	97.7	100.0	96.0	100.0	98.0	94.9
1 week .....	.1	-	-	-	-	.5	.6	-	2.7	-	-	2.0
Over 1 and under 2 weeks .....	.1	-	.4	-	-	-	1.0	1.6	2.5	-	-	.6
2 weeks .....	93.9	85.7	97.5	98.2	100.0	88.7	91.6	93.2	90.8	97.5	96.3	82.5
Over 2 weeks .....	5.4	13.9	-	1.8	-	10.7	4.5	5.2	-	2.5	1.7	9.8
Establishments with no paid vacations .....	.4	(3/)	2.1	-	-	.1	2.3	-	3.5	-	2.0	5.1
Information not available .....	.1	.4	-	-	-	-	(3/)	-	.5	-	-	-

<sup>1/</sup> Other than office workers.

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

<sup>3/</sup> Less than 0.05 of 1 percent.

Occupational Wage Survey, San Francisco-Oakland, California, January 1950

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Table 30.—PAID SICK LEAVE (FORMAL PROVISIONS)

Provisions for paid sick leave	Percent of office workers employed in -						Percent of plant 1/ workers employed in -					
	All industries 2/	Manufacturing	Wholesale trade	Retail trade	Transportation, communication, and other public utilities	Services	All industries 2/	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
<u>1 year of service</u>												
Establishments with formal provisions for paid sick leave .....	39.3	35.2	30.4	14.6	83.4	29.7	33.8	16.5	41.2	13.8	78.3	32.3
Under 5 days .....	1.8	1.4	-	-	-	-	1.7	3.3	-	-	-	2.8
5 days .....	8.5	3.6	11.2	1.6	36.5	6.1	14.3	5.3	30.0	7.0	41.5	1.2
6 days .....	.3	.3	-	3.8	-	-	.4	.3	2.6	-	-	-
7 days .....	4.1	1.2	-	-	1.9	5.7	.2	-	-	-	-	1.2
10 days .....	14.7	20.9	5.8	3.9	27.1	5.7	9.3	7.6	8.6	-	23.2	5.1
12 days .....	5.9	4.4	-	4.7	17.7	7.8	7.7	-	-	5.5	13.6	22.0
15 days .....	.6	1.4	-	-	.2	.6	-	-	-	-	-	-
20 days .....	1.9	.6	7.0	-	-	3.8	-	-	-	-	-	-
Over 20 days .....	1.5	1.4	6.4	.6	-	-	.2	-	-	1.3	-	-
Establishments with no formal provisions for paid sick leave .....	60.7	64.8	69.6	85.4	16.6	70.3	66.2	83.5	58.8	86.2	21.7	67.7
<u>2 years of service</u>												
Establishments with formal provisions for paid sick leave .....	39.5	35.2	31.7	14.6	83.4	29.7	34.6	17.6	44.5	13.8	78.3	32.3
Under 5 days .....	1.0	1.4	-	-	-	-	1.7	3.3	-	-	-	2.8
5 days .....	3.8	2.7	9.1	1.6	-	5.6	5.8	5.3	28.0	7.0	-	1.2
6 days .....	.3	.3	-	3.8	-	-	.6	.3	4.6	-	-	-
7 days .....	2.6	-	-	-	6.3	6.2	-	-	-	-	-	-
10 days .....	13.6	16.5	7.8	3.8	27.1	4.3	8.5	7.0	8.6	-	21.5	3.9
12 days .....	6.0	5.0	-	4.7	17.7	7.4	7.4	-	-	5.5	13.6	20.3
15 days .....	1.6	5.3	-	-	.2	2.0	1.1	1.7	-	-	-	2.4
20 days .....	8.1	-	8.4	-	32.1	.4	9.3	-	3.3	-	43.2	1.7
Over 20 days .....	2.5	4.0	6.4	.7	-	3.8	.2	-	-	1.3	-	-
Establishments with no formal provisions for paid sick leave .....	60.5	64.8	68.3	85.4	16.6	70.3	65.4	82.4	55.5	86.2	21.7	67.7
<u>5 years of service</u>												
Establishments with formal provisions for paid sick leave .....	40.0	36.9	31.7	16.0	83.4	29.7	35.3	19.2	44.5	14.9	78.3	32.3
Under 5 days .....	.9	.5	-	-	-	-	1.5	2.7	-	-	-	2.8
5 days .....	3.1	2.7	9.1	1.6	-	5.6	6.1	5.3	30.0	7.0	-	1.2
6 days .....	.2	1.1	-	-	-	-	.6	.9	2.6	-	-	-
7 days .....	2.2	-	-	3.7	1.9	5.7	-	-	-	-	-	-
10 days .....	11.0	1.3	5.8	.8	31.5	2.9	4.8	.2	-	-	21.5	2.5
12 days .....	5.6	4.4	-	7.8	15.8	5.4	7.1	-	-	5.5	12.5	20.3
15 days .....	4.2	14.9	2.1	-	.2	3.9	3.4	6.2	8.6	-	-	1.4
20 days .....	1.8	2.2	7.0	-	-	1.0	.9	1.5	-	-	-	1.7
Over 20 days .....	11.0	9.7	7.7	2.1	34.0	5.2	10.9	2.4	3.3	2.4	44.3	2.4
Establishments with no formal provisions for paid sick leave .....	60.0	63.1	68.3	84.0	16.6	70.3	64.7	80.8	55.5	85.1	21.7	67.7

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1/ Other than office workers.

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

Table 31.--NONPRODUCTION BONUSES

Type of bonus	Percent of office workers employed in -						Percent of plant l/ workers employed in -					
	All industries 2/	Manufacturing	Wholesale trade	Retail trade	Transportation, communication, and other public utilities	Services	All industries 2/	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
Establishments with nonproduction bonuses 3/ .....	34.7	16.8	35.4	21.8	16.2	34.9	12.1	12.3	15.7	21.7	5.6	9.1
Christmas or year-end .....	30.8	16.8	34.2	17.2	16.2	29.0	11.2	12.3	14.6	15.4	5.6	9.1
Profit-sharing .....	1.6	-	2.1	3.5	-	5.8	.5	-	1.3	3.2	-	-
Other .....	2.4	-	-	1.1	-	-	.4	-	-	3.2	-	-
Establishments with no nonproduction bonuses .....	65.3	83.2	64.6	78.2	83.8	65.1	87.9	87.7	84.3	78.3	94.4	90.9

1/ Other than office workers.

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

3/ Unduplicated total.

Table 32.--INSURANCE AND PENSION PLANS

Type of plan	Percent of office workers employed in -						Percent of plant l/ workers employed in -					
	All industries 2/	Manufacturing	Wholesale trade	Retail trade	Transportation, communication, and other public utilities	Services	All industries 2/	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
Establishments with insurance or pension plans 3/ .....	86.6	86.1	82.2	57.2	96.8	82.5	72.2	79.5	67.7	51.3	92.1	56.0
Life insurance .....	71.6	74.1	79.1	45.3	66.3	61.0	51.1	66.2	55.6	41.7	48.6	30.1
Health insurance .....	22.6	21.0	31.6	2.0	7.6	17.3	11.7	22.0	13.3	5.0	1.4	6.1
Retirement pension .....	48.5	56.7	32.4	17.6	83.7	13.1	38.9	41.8	35.1	16.5	83.3	5.5
Other .....	25.5	25.1	28.7	4.9	40.1	34.2	31.8	29.6	26.0	3.9	52.9	37.0
Establishments with no insurance or pension plans .....	13.3	13.5	17.8	42.8	3.2	17.5	27.8	20.5	32.3	48.7	7.9	44.0
Information not available .....	.1	.4	-	-	-	-	-	-	-	-	-	-

1/ Other than office workers.

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

3/ Unduplicated total.

Occupational Wage Survey, San Francisco-Oakland, California, January 1950  
U. S. Department of Labor  
Bureau of Labor Statistics

OfficeACCOUNTANT, SENIOR

A worker who is responsible for maintaining accounting records, devising accounting systems and procedures, and supervising these installations. Prepares or directs the preparation of all types of financial statements and reports.

ACCOUNTANT

A worker who maintains accounting records, usually under the supervision of a senior accountant or other official, and whose work involves most of the following: maintaining various accounting records; preparing necessary journal entries or vouchers to reflect intent of various actions on the records; computing and distributing costs; establishing and maintaining reserves for various accounts; taking trial balances and making adjusting and closing entries; and analyzing and preparing various statements and reports. May direct and review the work of accounting clerks and other clerical employees in the accounting section.

BILLER, MACHINE

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

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

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

BOOKKEEPER, HAND

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

BOOKKEEPING-MACHINE OPERATOR

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

# of Occupations Studied

## Office - Continued

### BOOKKEEPING-MACHINE OPERATOR - Continued

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

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

### CALCULATING-MACHINE OPERATOR

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

#### Comptometer type

#### Other than Comptometer type

### CLERK, ACCOUNTING

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

### CLERK, FILE

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

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

### CLERK, GENERAL, SENIOR

A worker who performs a variety of office operations and whose duties involve most of the following: knowledge of extensive office procedures, practices and policies; organi-

Office - Continued

CLERK, GENERAL, SENIOR - Continued

zation of office routine and sequence of operations; reviewing office methods and procedures and standards of performance; devising new procedures and methods; dealing with public in regard to inquiries, complaints and adjustments; and responsibility for directing junior and/or intermediate clerks.

CLERK, GENERAL, INTERMEDIATE

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

CLERK, GENERAL, JUNIOR

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

CLERK, ORDER

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

CLERK, PAY ROLL

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

CLERK-TYPIST

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

Office - ContinuedDUPLICATING-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.

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.)

Office - ContinuedSWITCHBOARD 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.

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.

### FIREMAN, STATIONARY BOILER

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

### 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.

## Maintenance - Continued

### 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 obtained from stock; ordering the production of a defective part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shop; and re-assembling of machines, and making all necessary adjustments for operation.

### 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.

Maintenance - ContinuedPAINTER, 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.

RADIO TECHNICIAN\*

Builds, assembles, and installs ultra high frequency A.C. and D.C. radio receivers, transmitters and auxiliaries using frequency modulation and amplitude modulation according to diagrams, drawings, sketches, or accepted practices; shoots trouble and services radio receivers and transmitters; makes complete shop overhauls of receivers and transmitters (up to 2000 watts); tests circuits, tubes, and other parts, using various testing meters and devices; operates a radio transmitter. Requires a radio telegraph operator's license 2nd class, issued by the Federal Communications Commission.

Custodial, Warehousing and TruckingGARAGE ATTENDANT

Performs manual tasks confined almost exclusively to the nonmechanical servicing of automotive equipment in shop, garage, and in the field; washes and polishes autos, buses or trucks; supplies automotive equipment with oil, water, air, gasoline; changes oil and lubricates automotive equipment; changes tires and tubes; checks and replaces batteries, spark plugs, and windshield wipers; cleans oil filters.

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\*Bay Area Salary Survey Committee description.

Custodial, Warehousing and Trucking - ContinuedGRANDSMAN AND GARDENER\*

Cares for lawns, flowers, and shrubs, and cleans and maintains grounds and walks; sets out poison and traps; mixes and applies insecticide and sprays; paints and makes minor repairs to plumbing and sprinkler system; sharpens, cleans, paints, and cares for tools and equipment.

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.

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\*Bay Area Salary Survey Committee description.

## Custodial, Warehousing and Trucking - Continued

### ORDER FILLER - Continued

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

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

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

### PACKER

A worker who prepares finished products for shipment or storage by placing them in boxes or other containers, the specific operations performed being dependent upon the type, size and number of units to be packed, the type of container employed, and method of shipment. The work of the packer involves a combination of the following: knowledge of various items of stock in order to verify content; selection of appropriate type and size of container; inserting enclosures in container; using excelsior or other material to prevent breakage or damage; closing and sealing containers; and applying labels or entering identifying data on container. This classification does not include packers who also make wooden boxes or crates.

### 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.

Custodial, Warehousing and Trucking - Continued

STOCK HANDLER AND TRUCKER, HAND - Continued

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.

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.

STOREKEEPER\*

Supervises the work of a small number of stockmen as head of a moderate size storeroom or warehouse or as an assistant in a large storeroom involving receipt, storage, and distribution of a variety of materials, supplies, and equipment; checks supplies for conformance to specifications; keeps inventory records and maintains controls for stock ordering; advises on purchases.

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.

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\*Bay Area Salary Survey Committee description.

Custodial, Warehousing and Trucking - ContinuedTRUCK DRIVER - Continued

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.

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

- Truck driver, (light - under 1½ tons)
- Truck driver, (medium - 1½ to and including 4 tons)
- Truck driver, (heavy - over 4 tons, trailer type)
- Truck driver, (heavy - over 4 tons, other than trailer type)

TRUCKER, POWER

A worker who operates a manually-controlled gasoline or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant or other establishment.

For wage study purposes, workers should be classified on the basis of type of truck operated as:

- Truckers, power (fork-lift)
- Truckers, power (other than fork-lift)

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.

Machinery IndustriesASSEMBLER

(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.

Machinery Industries - ContinuedASSEMBLER - Continued

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.

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.

DRILL-PRESS OPERATOR, SINGLE- OR MULTIPLE-SPINDLE

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

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

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

Machinery Industries - Continued

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

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

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.

Machinery Industries - Continued

ENGINE-LATHE OPERATOR - Continued

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.

Machinery Industries - 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.

MACHINIST, PRODUCTION

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

MILLING-MACHINE OPERATOR

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

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

Milling-machine types vary from the manually controlled machines employed in unit production to fully automatic (conveyor-fed) machines found in plants engaged in mass produc-

Machinery Industries - ContinuedMILLING-MACHINE OPERATOR - Continued

tion. This classification includes operators of all types of milling machines except single-purpose millers such as thread millers, duplicators, die sinkers, pantograph millers and engraving millers.

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

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

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

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

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

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.

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

## Machinery Industries - Continued

### WELDER, HAND

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

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

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

## Foundries, Ferrous

### CHIPPER AND GRINDER

(See Machinery Industries, page      for description.)

### 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 - Continued

### 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 Steel and Ornamental Metal Work

### CRANE 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

Fabricated Structural Steel and Ornamental Metal Work - ContinuedCRANE OPERATOR, ELECTRIC-BRIDGE - Continued

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.)

For wage study purposes, crane operators are classified as:

- Crane operators, electric-bridge (under 10 tons)
- Crane operators, electric-bridge (10 tons and over)

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.

FLAME-CUTTING-MACHINE OPERATOR

(Acetylene-burning-machine operator; machine burner operator)

A worker who cuts steel plate into various designs and shapes, using hand guided or automatic flame-cutting machines, and whose work involves most of the following: laying of template or blueprint of layout on table top adjacent to machine, or making layout of design; positioning work for operations; adjusting burner tip of cutting torch, regulating flame and speed of machine according to thickness of metal; and positioning guide wheels of machine against a template, or tracing course of cutting torch with a pantograph in producing desired cuts.

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.

Fabricated Structural Steel and Ornamental Metal Work - ContinuedLAY-OUT MAN - Continued

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

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.

WELDER, HAND

(See Machinery Industries, page 42 for description.)

Meat Products, Independent ProducersBUTCHER, GENERAL - KILLING DEPARTMENTS

A worker who performs all or most of the operations in slaughtering cattle, hogs, sheep, or calves. Employed for the most part in small establishments where specialization is impractical, general butchers may, in addition to their duties in the killing department, also do meat cutting.

CUTTER, GENERAL - CUTTING DEPARTMENTS

A worker who performs all or most of the operations necessary to cut and bone the various cuts of meat, generally being employed in a small establishment where specialization is impractical. This classification does not include workers who perform specialized operations such as ham trimming or rib-boning or workers who do only the initial cutting.

PACKER, SAUSAGE

A worker who packs sausage in boxes, cartons, or other containers and whose work involves: setting up paper boxes or cartons; wrapping sausage in paper; packing sausage in boxes, cartons or other containers; weighing packages; and attaching labels and tags to packages.

## Meat Products, Independent Producers - Continued

### SAUSAGE MAKER

A worker who prepares sausage meat, and whose work involves most of the following: weighing out various meats, spices and other ingredients according to formula; using grinder and chopper in cutting the meat to size; using a mixing machine in blending the ingredients; and cooking sausage meat.

### SHACKLER - KILLING DEPARTMENTS

A worker who attaches one end of a shackling chain to a hind leg of animal to be slaughtered and attaches the other end to a hoist which lifts the shackled animal into position for the sticking operation. A common type of hoisting equipment consists of a revolving drum which raises the shackled animal to a rail conveyor.

### WASHER - KILLING DEPARTMENTS

A worker who washes and cleans animal carcasses with water sprayed under pressure from a hose or from a hose equipped with a brush. Where a washing crew is employed, may perform only part of the washing operation.

## Women's Coats and Suits

### CUTTER AND MARKER

A worker who marks the outlines of various garment parts on a ply of fabric and who cuts out parts with shears, hand knife, or powered cutting machine. In addition, may spread or lay-up cloth on cutting table. This classification includes workers who specialize in cutting or in marking; specialized markers using perforated patterns, marking by use of talcum, are omitted as are all workers who specialize in spreading cloth.

Workers engaged in marking and cutting linings and trimmings are included in the classification.

### PRESSER

A worker who performs pressing operations (finish or under) on garments or garment parts by means of a hand-pressing iron and/or powered press or mangle.

For wage study purposes, pressers are classified according to type of pressing equipment used.

- Presser, hand
- Presser, machine
- Presser, hand and machine

Women's Coats and Suits - Continued

SEWER, HAND (FINISHER)

(Bench worker)

A worker who performs sewing operations by hand including sewing on buttons, making buttonholes, stitching edges, closing openings that have been left by various hand and machine operations.

Workers who specialize in sewing tickets or labels are not included in this classification.

SEWING-MACHINE OPERATOR, SINGLE HAND (TAILOR) SYSTEM

An operator who uses a sewing machine to perform all the standard sewing-machine operations involved in the manufacture of a complete garment and whose work involves: assembling and joining all parts of the garment except those added by finishers. Usually an experienced operator working on better-grade apparel in which the variety of design is so great and style changes so frequent as to prevent the economical use of a section system.

This classification includes workers, employed in single-hand system shops; who pair-up and work as a team and divide work tickets equally; this arrangement is informal, in contrast to the section system on which rates are established for individual operations.

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.

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.

Department and Clothing StoresCASHIER-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 prices, 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.

Department and Clothing Stores - ContinuedSALES CLERK - Continued

Sales Clerks are classified by department, as follows:

Furniture and bedding  
 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 Building ServiceCLEANER

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

ELEVATOR OPERATOR, PASSENGER

(See Department and Clothing Stores, page 45 for description.)

Office Building Service - Continued

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 39 for description.)

Auto Repair Service

BODY REPAIRMAN, METAL

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

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

GREASER

(Lubricating man)

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

Auto Repair Service - Continued

MECHANIC, AUTOMOTIVE - Continued

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.

Power Laundries

CLERK, RETAIL RECEIVING

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

EXTRACTOR OPERATOR

(Whizzer operator)

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

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 - ContinuedIDENTIFIER

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.

Hospitals\*DIEPICIAN

Develops and plans special diets and supervises the preparation of such diets; consults with the Chef or Food Administrator on food available for special diets and prepares

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\*Bay Area Salary Survey Committee descriptions.

Hospitals - ContinuedDIETICIAN - Continued

food orders for such diets; inspects special diets served to patients; consults with doctors on contents of special diets and the use of substitute food; supervises activities and personnel of ward kitchens; requisitions needed supplies and equipment.

LABORATORY TECHNICIAN (CLINICAL)

Performs all types of bacteriological tests including virus work, special inoculation tests, penicillin, streptomycin, and sulfanilamide, sensitization tests, and quantitative determination of concentration in body fluids, and bacteriological studies of autopsy specimens; identifies bacteria in sputum, feces, blood, urine exudates, and spinal fluid by means of usual methods; makes standard and special biochemical tests on blood and other body fluids, gastric and urine analyses and basal metabolism tests. May instruct and review work of laboratory assistants.

PHARMACIST

Compounds and dispenses medicines and preparations as directed by prescriptions prepared by licensed physician; compounds, and packages bulk medicines and preparations; receives, stores, and dispenses hospital supplies; maintains inventory of drugs and supplies; keeps records of medical prescriptions compounded. Requires a California State Pharmacist Certificate of Registration.

PHYSIOTHERAPIST

Administers physiotherapeutic treatments to patients in a hospital including hy-driatic treatments, electric therapy, and Kenny packs; maintains clinical notes and records and makes necessary reports. Registration with the American Registry of Physical Therapy Technicians or the American Physiotherapy Association is required.

REGISTERED NURSE

Does professional nursing in wards and clinics; prepares patients for, and assists in, examinations and treatments; maintains records such as patient charts and nurses notes; changes dressings and administers medications and treatments prescribed by physician; supervises attendants and student nurses as necessary. A Registered Nurse certificate issued by the State of California is required.

X-RAY TECHNICIAN

Performs all types of radiographic work at institutions and health clinics; prepares patients for radiographic examinations and treatments; makes X-ray exposures; gives minor radiographic therapy treatments as prescribed by a physician; develops films; supervises the work of student technicians; keeps records and makes reports on films taken and supplies and equipment used.



Description	Page Number	
	Earnings	or rate
A.B. maintenance man (ocean transport)	-	28
Accountant	34	7, 9, 14
Accountant (railroads)	34	25
Accountant, senior	34	7, 14
Assembler (machinery)	39	20
Bench and machine helper (bakeries)	-	26
Bench hand (bakeries)	-	26
Benchman (bakeries)	-	26
Biller, machine (billing machine)	34	9, 14
Biller, machine (bookkeeping machine)	34	9, 14
Bindery woman (printing)	-	27
Boatswain (ocean transport)	-	28
Boatswain's mate (ocean transport)	-	28
Body repairman, metal (auto repair shops)	46	24
Bookkeeper, hand	34	7, 9, 14
Bookkeeping-machine operator	34	7, 9, 14
Bottler (malt liquors)	-	27
Bread packer (bakeries)	-	26
Brewer (malt liquors)	-	27
Bricklayer (building construction)	-	26
Building laborer (building construction)	-	26
Butcher, general, cattle killing (meat products)	44	21
Cake dumper (bakeries)	-	26
Cake-wrapping machine operator (bakeries)	-	26
Calculating-machine operator (Comptometer type)	34	9, 14
Calculating-machine operator (Comptometer type) (railroads)	34	25
Calculating-machine operator (other than Comptometer type)	34	10, 14
Can forker (canning)	-	26
Can run attendant (canning)	-	26
Carpenter (building construction)	-	26
Carpenter, maintenance	36	15
Carpenter (ocean transport)	-	28
Carpenter's mate (ocean transport)	-	28
Cashier-wrapper (department and clothing stores)	45	23
Checker (malt liquors)	-	27
Chef (ocean transport)	-	28
Chemical operator (industrial chemicals)	45	22
Chipper and grinder (ferrous foundries)	40	20
Chipper and grinder (machinery)	40	20
Cleaner	38	17
Cleaner (office buildings)	46	24
Cleaner (railroads)	38	25
Clerk, accounting	34	7, 10, 14
Clerk, accounting (railroads)	34	25
Clerk, file	34	7, 10, 14
Clerk, general, senior	34	7, 10, 14
Clerk, general, intermediate	35	8, 10, 14
Clerk, general, junior	35	8, 11, 14
Clerk, general, junior (railroads)	35	25
Clerk, order	35	8, 11, 14
Clerk, pay roll	35	8, 11, 14
Clerk, retail, receiving (laundries)	47	24
Clerk, shipping and receiving (malt liquors)	-	27
Clerk-typist	35	11, 14
Clerk-typist (railroads)	35	25
Coil cleaner (canning)	-	26
Compositor, hand (printing)	-	27
Conductor (local transit)	-	26
Cook, assistant (ocean transport)	-	28
Cook, chief (ocean transport)	-	28
Cook, tomato (canning)	-	26
Coremaker, hand (ferrous foundries)	42	20
Crane operator, electric bridge (fabricated structural steel and ornamental metal work)	43	21

Description	Page Number	
	Description	Earnings or rate
Cutter and marker (women's coats and suits) .....	44	22
Cutter, general, beef cutting (meat products) .....	44	21
Dietician (hospitals) .....	47	25
Divideman (bakeries) .....	-	26
Dough mixer (bakeries) .....	-	26
Drill-press operator, single- and multiple-spindle (machinery)	40	20
Driver (malt liquors) .....	-	27
Drum filler (industrial chemicals) .....	45	22
Duplicating-machine operator .....	35	8, 11, 14
Electrician (building construction) .....	-	26
Electrician, chief (ocean transport) .....	-	28
Electrician, maintenance .....	36	15
Electrician, maintenance (railroads) .....	36	25
Electrician, second (ocean transport) .....	-	28
Electrotyper (printing) .....	-	27
Elevator operator, passenger (department and clothing stores) .	45	23
Elevator operator, passenger (office buildings) .....	46	24
Engineer, chief reefer (ocean transport) .....	-	28
Engineer, deck (ocean transport) .....	-	28
Engine-lathe operator (machinery) .....	40	20
Engineer, stationary .....	36	15
Extractor operator (laundries) .....	47	24
Feeder, labeling machine (canning) .....	-	26
Finisher, flatwork, machine (laundries) .....	47	24
Fireman (ocean transport) .....	-	28
Fireman, stationary boiler .....	36	15
Fireman, stationary boiler (railroads) .....	36	25
Fitter, structural (fabricated structural steel and ornamental metal work) .....	43	21
Flame-cutting-machine operator (fabricated structural steel and ornamental metal work) .....	43	21
Floorlady (canning) .....	-	26
Flour dumper (bakeries) .....	-	26
Forelady (bakeries) .....	-	26
Foreman (bakeries) .....	-	26
Gang boss (stevedoring) .....	-	28
Garage attendant .....	37	17
Gardener .....	38	17
Greaser (auto repair shops) .....	46	24
Grease-machine operator (bakeries) .....	-	26
Grinding-machine operator (machinery) .....	41	20
Groundsman .....	38	17
Hand caser (canning) .....	-	26
Hatch tender (stevedoring) .....	-	28
Helper (bakeries) .....	-	26
Helper (malt liquors) .....	-	27
Helper, chemical operator (industrial chemicals) .....	45	22
Helper, motortruck driver .....	-	27
Helper, trades, maintenance .....	36	15
Helper, trades, maintenance (railroads) .....	36	25
Icing mixers (bakeries) .....	-	26
Identifier (laundries) .....	47	24
Ingredient man (bakeries) .....	-	26
Ingredient scaler (bakeries) .....	-	26
Inspector, labeling (canning) .....	-	26
Inspector (machinery) .....	41	20
Janitor .....	38	17
Janitor (office buildings) .....	46	24
Janitor (railroads) .....	38	25
Key-punch operator .....	35	12, 14
Key-punch operator (railroads) .....	35	25
Labeling operator, head (canning) .....	-	26
Label-machine operator (canning) .....	-	26
Laboratory assistant (industrial chemicals) .....	45	22

Description	Page Number	
	Earnings	or rate
Laboratory technician (clinical) (hospitals) .....	48	25
Laundryman, assistant (ocean transport) .....	-	28
Lay-out man (fabricated structural steel and ornamental metal work) .....	43	21
Lift-truck-jitney driver (stevedoring) .....	-	28
Lineman (ocean transport) .....	-	28
Liner operator (canning) .....	-	26
Loader, car and truck (canning) .....	-	26
Longshoreman (stevedoring) .....	-	28
Machinist, maintenance .....	37	15
Machinist, maintenance (railroads) .....	37	25
Machinist, production (machinery) .....	41	20
Mailer (printing) .....	-	27
Maintenance man, general utility .....	37	16
Maintenance man, general utility (railroads) .....	37	25
Marker (laundries) .....	47	24
Mechanic, automotive (auto repair shops) .....	46	24
Mechanic, cannery (canning) .....	-	26
Mechanic, maintenance .....	37	16
Mechanic, seamer (canning) .....	-	26
Messman (ocean transport) .....	-	28
Milling-machine operator (machinery) .....	41	20
Millwright .....	37	16
Mixer (bakeries) .....	-	26
Molder (bakeries) .....	-	26
Molder, floor (ferrous foundries) .....	42	20
Molder, machine (ferrous foundries) .....	43	20
Motortruck driver .....	-	27
Night loader (malt liquors) .....	-	27
Nurse, registered (hospitals) .....	48	25
Nurse, registered (manufacturing) .....	48	25
Office boy .....	35	8, 14
Office boy (railroads) .....	35	25
Office girl .....	35	12, 14
Oiler .....	37	16
Oiler (ocean transport) .....	-	28
Operator (local transit) .....	-	26
Order filler .....	38	17
Ovenman (bakeries) .....	-	26
Packer .....	38	17
Packer, sausage department (meat products) .....	44	21
Painter (building construction) .....	-	26
Painter, maintenance .....	37	16
Pan greasers (bakeries) .....	-	26
Pan-greasing machine operator (bakeries) .....	-	26
Patternmaker, wood (ferrous foundries) .....	43	20
Pharmacist (hospitals) .....	48	25
Photoengraver (printing) .....	-	27
Physiotherapist (hospitals) .....	48	25
Piano mover (motortruck drivers and helpers) .....	-	27
Pipe fitter, maintenance .....	37	16
Plasterer (building construction) .....	-	26
Plumber (building construction) .....	-	26
Porter .....	38	17
Power-shear operator (fabricated structural steel and ornamental metal work) .....	44	21
Press assistant (printing) .....	-	27
Press feeder (printing) .....	-	27
Presser, hand (women's coats and suits) .....	44	22
Presser, hand and machine (women's coats and suits) .....	44	22
Presser, machine (women's coats and suits) .....	44	22
Presser, machine, shirts (laundries) .....	47	24
Pressman, cylinder (printing) .....	-	27
Pressman, web press (printing) .....	-	27
Printer, label and form (canning) .....	-	26

Page Number  
Description      Earnings or rate

Radio technician .....	37	16
Retort operator (canning) .....	-	26
Roll-machine operator (bakeries) .....	-	26
Sales clerk (department and clothing stores) .....	45	23
Sausage makers (meat products) .....	44	21
Scaling-machine operator (bakeries) .....	-	26
Seaman, able bodied (ocean transport) .....	-	28
Seaman, ordinary (ocean transport) .....	-	28
Secretary .....	35	8, 12, 14
Sewer, hand (finisher) (women's coats and suits) .....	45	22
Sewing-machine operator, single-hand (tailor) system (women's coats and suits) .....	45	22
Shackler, cattle killing (meat products) .....	44	21
Shake-out man (ferrous foundries) .....	43	20
Shipping leaderman (canning) .....	-	26
Silverman (ocean transport) .....	-	28
Stenographer, general .....	35	8, 12, 14
Stenographer, general (railroads) .....	35	25
Stenographer, technical .....	35	12, 14
Stereotyper (printing) .....	-	27
Steward, chief (ocean transport) .....	-	28
Steward, room (ocean transport) .....	-	28
Steward, second (ocean transport) .....	-	28
Steward, third (ocean transport) .....	-	28
Stock handler .....	38	18
Stock handler (railroads) .....	38	25
Storekeeper .....	39	18
Storekeeper (ocean transport) .....	-	28
Storekeeper (railroads) .....	39	25
Storekeeper, deck (ocean transport) .....	-	28
Switchboard operator .....	36	12, 14
Switchboard operator-receptionist .....	36	13, 14
Syrup maker (canning) .....	-	26
Tabulating-machine operator .....	36	8, 13, 14
Tailor, alteration (men's garments) (department and clothing stores) .....	46	23
Tailor, alteration (women's garments) (department and clothing stores) .....	46	23
Tool and die maker (other than jobbing shops) (machinery) .....	42	20
Transcribing-machine operator, general .....	36	13, 14
Truck driver .....	39	18
Truck driver (railroads) .....	39	25
Trucker, hand .....	38	18
Trucker, hand (railroads) .....	38	25
Trucker, power (fork lift) .....	39	19
Trucker, power (other than fork lift) .....	39	19
Trucker, power (other than fork lift) (railroads) .....	39	25
Typist .....	36	13, 14
Utilityman (ocean transport) .....	-	28
Waiter (ocean transport) .....	-	28
Waiter, head (ocean transport) .....	-	28
Washer, automobile (auto repair shops) .....	47	24
Washer, cattle killing (meat products) .....	44	21
Washer, machine (laundries) .....	47	24
Washer, truck (malt liquors) .....	-	27
Watchman .....	39	19
Watchman (ocean transport) .....	-	28
Watchman (office buildings) .....	39	24
Watertender (ocean transport) .....	-	28
Welder, hand (fabricated structural steel and ornamental metal work) .....	42	21
Welder, hand (machinery) .....	42	20
Wiper (ocean transport) .....	-	28
Wrapper, bundle (laundries) .....	47	24
X-ray technician (hospitals) .....	48	25