

Occupational Wage Survey

SAN FRANCISCO-OAKLAND, CALIFORNIA

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Introduction ^{1/}

The San Francisco-Oakland area is one of several important industrial centers in which the Bureau of Labor Statistics conducted occupational wage surveys during early 1951. ^{2/} Occupations common to a variety of manufacturing and nonmanufacturing industries were studied on a community-wide basis. Cross-industry methods of sampling were thus utilized in compiling earnings data for the following types of occupations: (a) office clerical; (b) professional and technical; (c) maintenance and power plant; (d) custodial, warehousing, and shipping. In presenting earnings information for such jobs (tables 1 through 4) separate data have been provided wherever possible for individual broad industry divisions. Occupations that are characteristic of particular, important, local industries have been studied as heretofore on an industry basis, within the framework of the community survey. ^{3/}

Although only a limited amount of such data was compiled in the present survey, greater detail will be provided for in future studies. Union scales are presented in lieu of (or supplementing) occupational earnings for several industries or trades in which the great majority of the workers are employed under terms of collective bargaining agreements, and the contract or minimum rates are indicative of prevailing pay practice. Data on shift operations and differentials, hours of work, and supplementary benefits, such as vacation and sick leave allowances, paid holidays, nonproduction bonuses, and insurance and pension plans have also been collected and summarized.

State, county, and municipal agencies in California participated in the study, eliminating duplication of wage data collection by governmental agencies in the Bay area. This coordination of survey activity was effected through the Bay Area Salary Survey Committee and the San Francisco Civil Service Commission. Individual agencies received separate tabulations limited to specified geographic, industrial, and occupational coverage. Data for several of the locally adopted survey job classifications are presented in the report.

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^{2/} Other areas studied are: Atlanta, Ga.; Boston, Mass.; Chicago, Ill.; Denver, Colo.; and New York, N. Y. Similar studies were conducted in 1950 in Buffalo, N. Y.; Denver, Colo.; Philadelphia, Pa., and San Francisco-Oakland, Calif.

^{3/} See Appendix A for discussion of scope and method of survey.

The San Francisco Bay Area

Entering a defense mobilization period late in 1950, the Bay Area experienced a moderate upswing in employment and a modest decrease in unemployment by early 1951. Although the full impact of expansion in productive capacity was not expected until much later, a brisk demand for additional workers by private employers and government installations was evident in January 1951. Wage rates and salaries in almost all employments were the highest on record and tendencies in a number of industries and government agencies were toward longer workweeks. The six-county area was also experiencing the highest prices for goods and services within recent memory.

Labor and Industry in the Bay Area

Offering a wide diversity in sources of livelihood for more than 2,200,000 inhabitants, the Bay Area had about 950,000 persons employed in various enterprises in January 1951, including manufacturing, transportation, communication, utilities, trade, finance, services, construction, and in government. About 1 of every 4 of these was employed or self-employed in trade. Manufacturing industries employed 1 of every 5 of these individuals, a like proportion was in service industries, and government employed 1 of every 8. Transportation, communication, and utilities had one-tenth of the total; construction, one-twelfth; and finance, one-twentieth. In the City of San Francisco, with more than half the total employment in the area, 2 of every 3 persons were employed in shipping, trade, finance, or service industries.

Excluding the self-employed, Bay Area manufacturing had about 182,000 employees in January 1951. Although a fifth of these were in the food industries at the time of the survey, this proportion normally increases to almost a third at the peak of fruit and vegetable canning in the summer when several thousand workers are added. Metal fabrication, including the manufacture of a variety of machinery and structural steel products, largely in Oakland, employed close to 35,000. Production of chemicals and petroleum products, chiefly in the East Bay cities of Emeryville and Richmond, accounted for approximately 28,000 workers. There were 15,000 employees in the printing and publishing industry, most of them in San Francisco. Women's apparel, almost wholly in San Francisco, had 8,000 workers. Ship repair work in private shipyards provided employment for 4,500 but this figure was small compared with the 20,000 working in government shipyards. Other manufacturing activities with aggregate employment of approximately 50,000 included furniture manufacture; stone, clay, and glass products; basic steel; motor vehicles and other transportation equipment.

Among nonmanufacturing industries, the largest work force was employed in retail trade. The approximately 120,000 sales people and related distribution employees of retailing totaled half again the 80,000 workers in wholesale trade. The service industries gave employment to about 100,000 workers and a labor force of more than 70,000 was utilized in transportation, communication, and other public utilities. Financial institutions including insurance carriers and real-estate operators employed an estimated 37,000.

The Bay Area's building industry, which completed 25,000 new homes during 1950, provided employment for more than 65,000 in January 1951. Increased governmental activities, traceable directly to national defense needs, brought to 114,000 the total employment for city, county, State, and Federal governmental jurisdictions in the six-county area.

Among the industry groups surveyed by the Bureau in January 1951, almost all plant workers were employed in establishments having written contracts with labor organizations. Periodic labor-management bargaining for wage rates and working conditions for close to the

entire non-clerical labor force has prevailed in the Bay Area for many years. The proportion of office workers employed under union contract conditions is substantially less, however. In all industry groups combined, about 1 in every 6 office workers was employed by a firm having a written contract with a union representing office workers. With the exception of the railroad industry in which all office workers were covered by union contract, organization was farthest advanced among office employees in retail trade and the transportation, communication, and utilities group (except railroads).

Occupational Wage Structure

Before the outbreak of hostilities in Korea, collective bargaining in early 1950 Bay Area negotiations followed a general pattern established during 1949 which tended toward relative wage stability. Emphasis on nonwage benefits such as pensions, health, and welfare plans was noticeable, but such issues were not as predominant as in 1949 negotiations. Moderate wage advances of from 2 to 4 percent were written into most contracts concluded, whereas many 1949 contracts allowed no changes in scales. Settlements in a number of important situations were in the nature of long-term agreements with provisions for additional but deferred wage increases.

Bargaining action increased sharply after July with the acceleration of inflationary forces and the likelihood of imposition of wage controls. The earlier drive for fringe improvements was lost sight of to a large extent by union negotiators. The wage issue became paramount and resulted in broad patternmaking settlements based chiefly on rises in living costs. Agreements completed early in the Fall in petroleum refining and the maritime industry provided wage advances of approximately 6 percent, and set a pace closely followed by others including governmental jurisdictions. Several contracts agreed upon earlier in the year were reopened with resultant wage increases, bringing workers up to the general pattern established. At the year's end a large majority of workers in manufacturing had received raises of from 4 to 7 percent. Cannery workers, with two advances during the year, had scales 12 to 15 percent over 1949. More than 60,000 construction workers received raises of from 6 to 8 percent. Contracts concluded in retail trade generally provided 4 to 5 percent increases, as did those completed in transportation and public utilities. The 6 percent pattern was followed for 40,000 civilian workers in Navy installations in the area, and California State employees received a 5 percent increase. Upward to 300,000 nonclerical workers in the Bay Area employed in establishments having written agreements with trade-union had increases in wage rates during the year.

Raises of from 5 to 10 percent for office workers during 1950 were most typical. Adjustment of 1949 scales for many came late in the year, when it became apparent that wage and salary stabilization by government control was imminent.

In the discussion of wages which follows, two main occupational groupings are distinguished: (1) cross-industry occupations, such as office clerical occupations, professional and technical occupations, maintenance occupations, and custodial, warehousing, and shipping occupations; and (2) characteristic industry occupations. The first group of occupations was studied on a cross-industry basis from employer pay roll records. These occupations are usually found in all or a number of industries. In general, the characteristic industry occupations are peculiar to a specific industry. As indicated below, straight-time average rates or earnings are shown for some industries; union scales are shown for others.

Information for the railroad industry is presented separately in this report and has not been combined with 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 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--Of the 34,000 women classified in the 27 office occupations studied, only 2,000, fewer than 6 percent, were paid at rates less than \$40 weekly. Average salaries in 22 of these jobs were \$50 or more a week in January 1951 (table 1). Among 5,000 Bay Area stenographers (general) averaging \$55 a week, 3 of every 4 were paid \$50 or more a week. Secretaries averaged \$64.50 and experienced copy-typists averaged \$51. Routine file clerks and office girls, averaging \$42.50 and \$43 respectively, constituted the lowest paying office jobs reported for women. Highest paid women were hand bookkeepers who averaged \$66.50. Among the general clerk categories, the average for the junior stage was \$46; the intermediate, \$53.50; and the senior, \$64. Salaries of women in offices of manufacturing industries were generally higher than in nonmanufacturing. In 22 of 26 job categories permitting such a comparison women in manufacturing establishments typically made \$3 to \$5 more a week. Within the nonmanufacturing group of industries, salaries most nearly approached average scales in manufacturing in the fields of wholesale trade and transportation (excluding railroads), communication, and other public utilities.

Highest average salaries for men office workers were \$78.50 for senior general clerks and \$74 for hand bookkeepers. Office boys were lowest paid with a general average of \$41.50. General clerks at the junior level averaged \$53, and at the intermediate level, \$63.50. Accounting clerks were at an average weekly scale of \$67, as were pay-roll clerks. Average salaries tended to be higher in nonmanufacturing industries than in manufacturing. A comparison of salaries of men and women in similar jobs generally indicated a wage advantage for men. This advantage was generally greater in jobs requiring a substantial amount of training. Differences in average salaries for men and women in particular occupations generally do not reflect differences in rates within the same establishment.

A comparison of average salaries of San Francisco office workers (table 1-A) with general area averages indicated only minor differences in occupational pay levels.

Professional and technical occupations--Women registered nurses employed in industrial establishments, principally manufacturing, averaged \$62 a week in January 1951 (table 2). Among other professional and technical occupations selected for study, draftsmen employed mainly in engineering and architectural service firms received \$78.50 weekly. Junior draftsmen averaged \$60.50.

Maintenance and power plant occupations--Among skilled maintenance crafts, hourly rates typically ranged between \$1.90 and \$2.10 in early 1951 (table 3). Carpenters, with an average rate of \$2.12 per straight-time hour, were highest paid, and general utility maintenance men were lowest with an average of \$1.90. The latter were found principally in smaller establishments where specialization in maintenance work is impractical. Auto mechanics, electricians, painters, pipe fitters, radio technicians, and sheet-metal workers, along with carpenters, had rates in excess of \$2 an hour. Machinists, the largest skilled group studied, averaged \$1.99. The general average for helpers to these craftsmen was \$1.64 an hour.

Custodial, warehousing, and shipping occupations--Average rates for men custodial workers ranged from \$1.24 an hour for elevator operators to \$1.59 an hour for garage attendants (table 4). Guards had an hourly average of \$1.49, compared with \$1.41 for watchmen.

Janitors, porters, and cleaners received \$1.30 on an all-industry basis, but \$1.46 for manufacturing taken separately. In nonmanufacturing, average pay rates in this category ranged from \$1.21 in the service industries to \$1.35 in retail trade.

The largest single group studied in warehousing operations were stock handlers and hand truckers. Their average rate in manufacturing industries was \$1.56 compared with \$1.58 for nonmanufacturing. The all-industry average was \$1.57. Order fillers were also an important category in wholesaling, and averaged \$1.55 in all industries, \$1.58 in manufacturing and \$1.55 in nonmanufacturing. Truck drivers averaged \$1.78 when handling light pick-up and local delivery trucks, \$1.89 on medium-size trucks (1½ to 4 tons), and \$1.89 when operating heavy, trailer-type trucks.

Characteristic Industry Occupations

Straight-time average earnings

Following the practice for the cross-industry occupations previously discussed, the wage or salary information for the following 13 industries reflects straight-time earnings derived from employer pay-roll records.

Meat products, independent producers--General cutters in beef cutting and general butchers in cattle killing averaged straight-time hourly earnings of \$2.20 in early 1951. These are important jobs in meat packing and wholesaling. In the manufacture of sausages and other prepared meat products, sausage makers averaged \$2.27 an hour and women packers in sausage making departments averaged \$1.26 (table 5).

Ferrous foundries--Early in January 1951 average rates of Bay Area foundry workers ranged from \$1.39 an hour for hand truckers to \$2.27 for wood patternmakers. Floor molders received \$1.85; hand coremakers, \$1.84; chippers and grinders, \$1.53; and shake-out men, \$1.46 (table 6). A general increase of 12 cents an hour for all classifications was granted by most establishments in the area late in the month.

Industrial chemicals--Class A chemical operators in the East Bay's important industrial chemical industry averaged \$1.92 an hour. Class B chemical operators received \$1.83 and the average for operators' helpers was \$1.72. These earnings figures relate to men workers (table 7).

Paints and varnishes--Tinters averaging \$1.89 an hour (table 8), were the highest paid men in jobs studied in the paint and varnish manufacturing industry. Varnish makers and technicians also earned more than \$1.80 an hour. Hand truckers, at \$1.64 were paid less, on the average, than men working as labelers and packers (\$1.68) but more than women labelers and packers (\$1.50).

Fabricated structural steel and ornamental metal work--Structural fitters (class A) had an average hourly rate of \$1.86, exceeded among the plant jobs studied only by the average \$1.99 paid class A machine welders and the \$1.91 paid class A lay-out men. Average rates for other jobs in this industry, closely allied with basic steel, were: electric-bridge crane operators (10 tons and over), \$1.53; class A power-shear operators, \$1.60; flame-cutting-machine operators, \$1.68; and class A hand welders, \$1.76 (table 9).

Machinery manufacture--General assemblers were numerically the most important job group in the machinery industries. They were classified into three subgroups according to skill ranges and responsibilities required in varied assembly work. Thus, class A workers performing work requiring highest skills averaged \$1.79 an hour. Class B workers averaged \$1.54, and class C, \$1.47. Tool-and-die makers, the highest paid among the 16 jobs studied

in machinery had an average hourly scale of \$2.21. Production machinists averaged \$1.84 an hour. The above figures and the earnings data shown for the industry in table 10 reflect pay-roll information as of early January 1951. Late in the month, as in the foundry industry, a wage advance of 12 cents an hour for all jobs was made effective by a majority of the firms in the industry.

Banks--Men commercial tellers with 5 or more years' service with the establishment were paid an average of \$79 a week. This compared with an average of \$56.50 for tellers with less than 5 years' experience. Among women tellers, the figures were \$59.50 for those with 5 or more years' service, \$54.50 for less. Women employed as bookkeeping-machine operators on routine work averaged \$46 a week (table 11).

Department and clothing stores--Weekly earnings of sales people employed in department and clothing stores reflected commissions paid on sales which was a usual method of compensation for these workers. Men sales clerks in furniture and bedding departments were the highest paid. They averaged \$89.50 weekly. Other weekly averages for men were \$89 in men's clothing; \$71 in women's shoes; and \$64.50 in men's furnishings. The highest paid salesladies were also in furniture and bedding departments. Their average weekly pay was \$59.50. Women selling popular-priced dresses in basement departments received \$46 compared with an average weekly pay of \$60 for those selling more expensive dresses in upstairs departments. A similar but closer relationship existed between pay levels of women selling women's accessories. In basement departments they earned \$46.50 and in upstairs departments, \$49.50. In nonselling categories, men tailors performing alterations on men's garments averaged \$66.50, women operating passenger elevators averaged \$49.50, and women cashier-wrappers were at a \$46 weekly average (table 12).

Power laundries--Most of the more than 500 women employed on flatwork finish machines in Bay Area laundries were paid an hourly rate just under \$1. The average for the entire group was 99 cents. Women on machine shirt-pressing operations averaged \$1.09 and identifiers, who sort, examine, and list articles in the cleaning operations, averaged \$1.17. Men operating extractor and washing machines received \$1.37 and \$1.41 an hour, respectively (table 13).

Auto repair shops--Automotive mechanics (class A) in East Bay auto repair shops and repair departments of dealer establishments averaged \$2.02 an hour in January 1951. This compared with \$2.04 for comparable work on the San Francisco side of the Bay. Similarly, East Bay body repairmen averaged \$2.21, West bay \$2.23; East Bay greasers \$1.56, West bay \$1.63 (table 14).

Hospitals--Average weekly pay for the more than 2,000 registered nurses in Bay Area hospitals was \$57. Women employed in other professional categories were at higher levels. X-ray technicians averaged \$58.50; dieticians, laboratory technicians, and physiotherapists, \$62.50; and pharmacists, \$93.50. Average earnings of men in these jobs were slightly higher (table 15).

Hotels (San Francisco)--On an average hourly basis, men desk clerks in hotels in the City of San Francisco received \$1.25, whereas room clerks received \$1.38. Men and women elevator operators averaged \$1.08 and \$1.07, respectively. Women's earnings in the jobs studied ranged from \$1.04 for chambermaids to \$1.15 for cashiers (table 16).

Railroads--Rates of pay in selected office, shop maintenance, warehouse, and custodial jobs in the railroad industry of the Bay Area are presented in table 17. Average salaries in railroad offices ranged from \$48 for office boys to \$66.50 for men accounting clerks. Women general stenographers averaged \$60, and men junior clerks, \$55.50 for a 40-hour week.

Straight-time average hourly rates of \$1.74 were reported for skilled maintenance workers (electricians, machinists, and sheet-metal workers). Helpers to maintenance craftsmen were paid \$1.45 an hour. Stock handlers and hand truckers averaged \$1.39 an hour. Workers performing janitorial duties averaged \$1.33.

Union wage scales

The information for the following 12 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--Contract bakery worker scales in San Francisco hand shops were higher than those set for Oakland, but rates were the same for both cities in machine shops. In both cities machine shop wage scales were higher than for hand shops, however. Minimum hourly pay for San Francisco ovenmen was \$1.99 in machine shops, \$1.93 in hand shops. For Oakland ovenmen, the corresponding figures were \$1.99 and \$1.87. The rate for dividers, molders, and roll-machine operators in machine shops in both cities was \$1.90. Pay for bench machine helpers in San Francisco was set at \$1.53 for the first year and \$1.61 for the second year of service. Weekly hours worked in San Francisco hand shops were 38 3/4; in Oakland, 42. Weekly hours worked in machine shops in both cities were 37 1/2 (table 18).

Building construction--The basic hourly wage scales among 7 major construction trades ranged from \$1.55 for building laborers to \$3 for bricklayers and plasterers in both Oakland and San Francisco in early 1951. Minimum rates for all classifications covered with the exception of electricians were identical in both cities. The San Francisco scale for this category was \$2.63, the Oakland scale \$2.55. A 40-hour week was in effect for all trades except San Francisco bricklayers and Oakland plasterers, who were paid overtime rates after 30 hours a week, and painters in both cities who had a basic workweek of 35 hours (table 19).

Malt liquors--Union scales in San Francisco's brewing industry were \$81.50 weekly for brewers on daytime work, \$83.50 for second-shift, and \$85.50 for third-shift work. Bottlers and shipping and receiving clerks were paid \$77, \$79, or \$81 according to the shift worked. The day time rate for truck drivers was \$80.50 a week. The 40-hour workweek for all shifts was the practice in the industry (table 20).

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 21). Thus, Bracket I, covering the highest production skills such as mechanics and painters, commanded an hourly rate of \$1.90 and Bracket V with the lowest skills such as equipment attendants and car loaders called for \$1.34. Among women workers, floorladies were paid \$1.34 and unassigned women workers were paid \$1.18. Since incentive method of payment for some job categories is practiced in many canneries, a minimum guaranteed hourly rate of \$1.18 is 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 processed by the workers. Cannery operatives worked 40-hour weeks. "Exempt" weeks may be claimed in accordance with Fair Labor Standards Act provisions in periods of high seasonal activity. During such "exempt" weeks, 48 hours may be worked before premium overtime rates are effective.

Local transit operating employees--Operators of busses, and motormen and conductors of bridge trains in Oakland's local transit system had basic scales of \$1.48 hourly for the first 6 months of service, \$1.53 thereafter, in early 1951. In San Francisco, operators and conductors of busses, trackless trolleys, streetcars, and cable cars were at a uniform \$1.53 hourly rate, regardless of service. Hours of work per week were 40 in Oakland and 48 in San Francisco (table 22).

Motor truck drivers and helpers--In the trucking industry drivers had widely varying minimum hourly rates ranging from \$1.56 for those employed in general hauling of loads under 2,500 pounds in San Francisco to \$2.51 for night drivers with at least 1 year of service delivering newspapers and periodicals in Oakland. Rates differed according to community, commodities transported, size of truck, and length of service. Petroleum tank truck drivers in San Francisco with less than 6 months of service received \$1.75, and those with more than 2 years' service were paid \$1.93 an hour. In Oakland, however, the service range was shorter for such workers and the pay was higher--drivers with less than 6 months' service receiving \$1.80 and those with more than 1 year, \$1.98. Weekly hours for drivers handling all types of loads in both cities was 40, with the exception of moving van drivers and helpers in San Francisco who worked 46 hours before premium pay was effective (table 23).

Nonalcoholic beverages--On a 40-hour week basis bottlers in the soft drink and carbonated waters industry in San Francisco were paid \$72.50 as a minimum union scale. Driver-salesmen who also had a 40-hour workweek were paid \$76.50 (table 24).

Ocean transport--Monthly rates of offshore, unlicensed, maritime personnel in deck and engine-room departments were scaled according to tonnage and type of vessel sailed. Rates were scaled for the stewards department according to kind of trade, i.e., intercoastal or offshore ports (table 25). All rates reported included a \$7.50 monthly clothing allowance (not considered part of the basic scale until recently drawn contracts). Moreover, for deck and engine-room men not standing watches, the rates reported included an allowance of \$25 a month in lieu of work at sea at the Sunday overtime rate (also, not formerly considered part of basic scales).

Minimum monthly pay for able bodied seamen standing watches was \$248.50, compared with \$206 for ordinary seamen. In the engine-room, daytime firemen received \$267.50; watch-standing firemen, \$236. Chief reefer engineers standing watch were paid from \$341.50 to \$393, according to type and tonnage of vessel worked. Scales for stewards department ratings ranged from \$214 for messmen and waiters on all types of vessels to \$552.50 for chefs on class A passenger vessels.

Hours of work at sea were 44 a week for day men in the deck and engine-room departments. For watchstanders in these departments and for all ratings in the stewards department weekly hours at sea were 56 with overtime pay for 8 hours' Sunday work. In port, both deck and engine-room ratings received overtime pay after 40 hours' work a week, but straight-time hours for the stewards department remained 48, as at sea.

Office building service--In San Francisco office buildings, the minimum hourly rate for women cleaners was \$1.17; for janitors, watchmen and elevator operators (both men and women), \$1.25; and for elevator starters, \$1.37. This pay compared with rates in Oakland of \$1.08, \$1.17, and \$1.26 for the same jobs. Hours of work for these employees were 40 a week (table 26).

Printing--Union scales in the printing trades were identical (table 27) in both San Francisco and Oakland. Hourly rates for workers in commercial printing shops were: electrotypers \$2.73, hand compositors and cylinder pressmen \$2.63, and bindery women \$1.48. In newspaper work, rates for day work were \$2.72 for compositors, \$2.61 for web pressmen, and \$2.44 for mailers. In each of these classifications a differential of 13 cents was paid for night work. The scheduled workweek for the printing trades was 37 1/2 hours.

Stevedoring--The straight-time hourly scale for union longshoremen handling general cargo was \$1.92 in all ports of the Bay Area. Penalty rates in lieu of the basic general cargo scale were paid for handling specifically designated commodities. There were many such penalty rates ranging from \$2.02 for handling paper and pulp in packages of 300 pounds or more to \$3.74 for handling explosives. Hatch tenders and lift-truck-jitney drivers had basic

rates 10 cents an hour more than the longshoremen rate and penalty cargo rates, accordingly. Gang bosses received both the \$2.07 working general cargo rate and the scaled penalty rates. Union agreement allowed a 30 hour straight-time maximum per week (table 28).

Restaurants, cafeterias, and lunchrooms--Inconveniences of split-shift work were recognized in San Francisco union contracts covering culinary workers and others employed in restaurants, cafeterias, and lunchrooms. Minimum daily rates for split-shift workers were higher in all classes than for straight-shift workers. On a daily-rate basis, waiters and waitresses, were lowest paid, receiving \$6.95 straight-shift and \$7.85 split-shift in restaurants where such workers handled cash payments for meals; and \$7.95 straight-shift and \$8.85 split-shift in cafeterias, lunchrooms, and other eating establishments where waiters and waitresses did not handle cash payment for meals. Cashiers were paid \$9.50 straight-shift, \$10.25 split-shift in all types of eating establishments, but combination cashiers and checkers were paid \$11.50 straight-shift, \$12.25 split-shift in class A restaurants; \$11 straight-shift, \$11.75 split-shift in cafeterias, dairy lunches and soda fountains.

Gratuities received by waiters and waitresses and the value of free meals for all workers are not represented in the minimum union rates for these employees. Maximum hours of 37½ were standard as the basic workweek before payment of premium overtime rates was effective (table 29).

Minimum Entrance Rates

The designation of minimum entrance rates for the employment of plant workers with no previous work experience was included in the formalized rate structure of Bay Area establishments employing about four-fifths of the workers in all industries. The practice was widespread among manufacturing establishments and transportation, communication, and public utility companies. More than 90 percent of the workers in these industry groups were employed by firms with established minima. To a lesser degree, prescribed entrance rates were set in wholesale trade and services. Establishments in retail trade were least formalized in this respect. Although entrance rates set by individual establishments in all industries ranged from less than 75 cents to more than \$1.75, major employment was in firms specifying rates of \$1.10 to \$1.45 (table 30).

Supplementary Wage Practices

Shift Differentials

Approximately one in every five workers employed in manufacturing industries in the Bay Area in early 1951 was on extra-shift work, indicating one of the steps taken to increase productive capacity there. Premium pay for such workers was general practice. The industrial chemical industry with almost 30 percent of employees on extra shifts (about equally divided between second- and third-shift operations) had varied differential pay schedules. The differential was less than 5 cents an hour over day rates for about half the workers on second shifts, and for the rest premium pay ranged from 5 to 10 cents an hour. Third-shift workers in most cases received 5 cents more than second-shift workers. In the machinery and structural steel fabricating industries, the differential paid second shifts was a uniform 10 percent over day scales. These night operations constituted 10 percent of the employment in machinery manufacture and 4 percent of that in structural steel fabrication. Third-shift employment was negligible, however, in these two industries. Shift employment in the manufacture of paints and varnishes was 13 percent of the total employment, and the differentials varied. About two-thirds of those on second-shift work received 10 cents an hour additional with the rest paid slightly more or less than this figure. Among third-shift workers, a majority were paid more than 10 cents an hour over day rates (table 31).

Scheduled Workweek

Three-quarters of the women employed in Bay Area offices were on a weekly schedule of 40 hours in January 1951. A longer workweek was uncommon for women office employees, but a week of 37½ hours was typical for many, particularly in finance, insurance, and real estate. The 40 hour workweek was almost universal practice for plant workers (table 32).

Paid Holidays

Provisions for paid holidays were in effect for practically all office workers and for more than 90 percent of the plant workers. The most typical arrangement called for 7 paid holidays throughout the year, except in transportation (except railroads), communication, public utilities, finance, insurance, and real estate. In the first three named groups a majority of employees, both office and plant, were granted 8 days. In the other groups, where office workers predominated, allowances were for 11 and 12 days for most (table 33).

Paid Vacations

All office employees in Bay Area firms were allowed paid vacations after a year of service and all but a negligible number of plant workers were accorded the same privilege. A large majority of office workers had 2 weeks after 1 year, but 1 week for plant workers was the general rule. After the completion of 2 years' service, virtually all office employees were eligible for vacations of 2 weeks and similar leave was allowable to plant workers in establishments with nearly three-fourths of these workers (table 34).

Paid Sick Leave

Formal provisions for paid sick leave after 1 year of service were in effect for half the office workers in all industries and about a third of the plant workers. The number of days of pay granted for absence due to illness varied widely among industries and among establishments within industries. A 10-day allowance was most common for office workers, but a 5-day allowance for plant workers was found to an appreciable extent. Most liberal plans were in effect in the transportation (except railroads), communication, and public utilities group where leave allowances were higher and employee coverage was greater than the general average (table 35).

Nonproduction Bonuses

Two of every 5 Bay Area office workers and 1 of every 10 plant workers were recipients of Christmas or year-end bonuses at the close of 1950. This type of nonproduction bonus was by far the most commonly reported. For office workers, bonus payments were most widespread in finance, insurance, and real estate; for nonoffice workers, the largest proportions receiving bonuses were in wholesale and retail trade (table 36).

Insurance and Pension Plans

Insurance or pension plans financed wholly or in part by employers were in force in establishments with 92 percent of Bay Area office employment and 82 percent of plant employment in January 1951. In the transportation (except railroads), communication, and other public utilities group, all employees were covered by some such benefit plans. Life-insurance plans were the most commonly accepted security measures found in all industries, but health and hospitalization insurance and retirement pension plans were also reported throughout all industries by firms with substantial numbers of employees (table 37).

Table 1.--OFFICE OCCUPATIONS

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

Sex, occupation, and industry division	Number of workers	Average		Number of workers receiving straight-time weekly earnings of -																									
		Weekly scheduled hours	Weekly earnings	\$ 30.00 and under	\$ 32.50	\$ 35.00	\$ 37.50	\$ 40.00	\$ 42.50	\$ 45.00	\$ 47.50	\$ 50.00	\$ 52.50	\$ 55.00	\$ 57.50	\$ 60.00	\$ 62.50	\$ 65.00	\$ 67.50	\$ 70.00	\$ 72.50	\$ 75.00	\$ 80.00	\$ 85.00	\$ 90.00	\$ 95.00	\$ 100.00 and over		
Men																													
Billers, machine (billing machine) 2/	94	40.0	\$56.00	-	-	-	-	-	-	-	5	33	-	25	15	-	10	-	-	-	5	1	-	-	-	-	-	-	-
Nonmanufacturing	63	39.5	56.50	-	-	-	-	-	-	-	5	23	-	10	10	-	10	-	-	5	-	-	-	-	-	-	-	-	-
Public utilities *	63	39.5	56.50	-	-	-	-	-	-	-	5	23	-	10	10	-	10	-	-	5	-	-	-	-	-	-	-	-	-
Bookkeepers, hand	304	40.0	74.00	-	-	-	-	-	-	-	-	-	-	10	4	17	38	-	50	25	35	40	35	14	31	3	2	-	
Manufacturing	104	40.0	73.00	-	-	-	-	-	-	-	-	-	-	10	-	15	10	-	10	5	6	17	11	10	7	3	-	-	
Nonmanufacturing 2/	200	40.0	74.50	-	-	-	-	-	-	-	-	-	-	-	4	2	28	-	40	20	29	23	24	4	24	-	2	-	
Public utilities *	32	40.0	75.00	-	-	-	-	-	-	-	-	-	-	-	-	1	2	-	12	-	8	2	-	4	1	-	2	-	
Wholesale trade	75	40.0	73.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	26	20	-	6	23	-	-	-	-	-	
Finance **	24	39.0	77.00	-	-	-	-	-	-	-	-	-	-	4	1	-	-	-	-	-	-	15	-	-	4	-	-	-	
Services	64	40.0	76.00	-	-	-	-	-	-	-	-	-	-	-	-	-	23	-	1	-	20	-	1	-	19	-	-	-	
Bookkeeping-machine operators, class B 2/...	123	40.5	56.50	-	-	-	-	8	8	7	6	13	3	34	13	1	10	-	10	-	-	10	-	-	-	-	-	-	
Nonmanufacturing 2/	83	41.0	51.50	-	-	-	-	8	8	7	6	13	3	24	13	1	-	-	-	-	-	-	-	-	-	-	-	-	
Finance **	44	40.0	48.50	-	-	-	-	8	8	7	6	6	2	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	
Clerks, accounting	921	39.5	67.00	-	-	-	2	2	12	6	21	67	19	43	63	66	46	85	62	57	86	215	53	7	9	-	-	-	
Manufacturing	384	39.5	69.50	-	-	-	-	-	4	3	8	3	-	21	15	46	25	47	29	24	28	66	49	7	9	-	-	-	
Nonmanufacturing	537	39.5	65.50	-	-	-	2	2	8	3	13	64	19	22	48	20	21	38	33	33	58	149	4	-	-	-	-	-	
Public utilities *	137	39.0	69.00	-	-	-	-	-	2	1	5	3	2	6	7	-	16	2	11	6	7	69	-	-	-	-	-	-	
Wholesale trade	169	39.5	65.00	-	-	-	-	-	-	-	6	35	-	26	9	1	12	12	-	-	68	-	-	-	-	-	-	-	
Retail trade	26	42.0	61.00	-	-	-	-	-	-	-	-	-	3	8	-	6	2	3	2	-	2	-	-	-	-	-	-	-	
Finance **	113	39.0	67.50	-	-	-	-	6	-	-	4	-	6	12	2	2	8	8	8	49	4	4	-	-	-	-	-	-	
Services	92	40.5	60.00	-	-	-	2	2	-	2	22	14	2	3	3	-	13	-	19	-	8	-	-	-	-	-	-	-	
Clerks, file, class B 2/	125	39.5	48.50	-	2	-	12	13	6	36	14	11	5	10	11	-	5	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing 2/	108	39.5	49.50	-	2	-	2	8	6	36	14	11	5	8	11	-	5	-	-	-	-	-	-	-	-	-	-	-	
Public utilities *	74	40.0	50.50	-	-	-	-	-	-	34	5	11	5	8	11	-	-	-	-	-	-	-	-	-	-	-	-	-	
Finance **	22	38.5	43.00	-	2	-	2	8	-	2	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Clerks, general, senior	859	39.5	78.50	-	-	-	-	-	-	3	-	1	5	9	15	23	21	48	76	35	81	156	204	57	48	33	44	-	
Manufacturing	277	39.5	74.50	-	-	-	-	-	-	-	-	1	5	5	9	2	5	30	41	11	24	77	23	35	6	2	1	-	
Nonmanufacturing 2/	582	39.5	80.50	-	-	-	-	-	-	3	-	-	-	4	6	21	16	18	35	24	57	79	181	22	42	31	43	-	
Public utilities *	219	39.5	79.50	-	-	-	-	-	-	-	-	-	-	-	1	2	1	6	10	8	56	129	2	-	2	2	-	-	
Wholesale trade	232	40.0	77.00	-	-	-	-	-	-	3	-	-	-	-	3	18	12	15	27	12	42	18	31	13	9	13	16	-	
Finance **	81	38.5	84.50	-	-	-	-	-	-	-	-	-	-	4	2	2	2	2	2	-	7	3	19	7	19	-	12	-	
Clerks, general, intermediate	1,161	40.0	63.50	-	-	-	-	21	-	61	36	90	57	70	69	105	129	50	94	66	73	200	28	11	1	-	-	-	
Manufacturing	330	40.0	62.50	-	-	-	-	2	-	11	5	21	33	27	10	40	63	15	24	46	6	19	8	-	-	-	-	-	
Nonmanufacturing 2/	831	39.5	64.00	-	-	-	-	19	-	50	31	69	24	43	59	65	66	35	70	20	67	181	20	11	1	-	-	-	
Public utilities *	306	39.5	71.50	-	-	-	-	-	-	2	1	7	2	1	20	7	25	13	6	7	43	167	3	2	-	-	-	-	
Wholesale trade	296	40.0	61.50	-	-	-	-	-	-	26	20	26	9	15	24	51	25	20	27	11	19	8	6	8	1	-	-	-	
Finance **	138	39.5	58.00	-	-	-	-	-	-	21	10	10	13	26	15	6	15	1	3	1	4	4	8	1	-	-	-	-	
Services	84	39.5	59.00	-	-	-	-	19	-	1	-	19	-	1	-	1	1	1	34	1	1	2	3	-	-	-	-	-	

See footnotes at end of table.

* Transportation (excluding railroads), communication, and other public utilities.

** Finance, insurance, and real estate.

Occupational Wage Survey, San Francisco, California, January 1951

U. S. DEPARTMENT OF LABOR

Bureau of Labor Statistics

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

Sex, occupation, and industry division	Number of workers	Average		Number of workers receiving straight-time weekly earnings of -																								
		Weekly sched-uled hours	Weekly earnings	\$ 30.00 and under	\$ 32.50	\$ 35.00	\$ 37.50	\$ 40.00	\$ 42.50	\$ 45.00	\$ 47.50	\$ 50.00	\$ 52.50	\$ 55.00	\$ 57.50	\$ 60.00	\$ 62.50	\$ 65.00	\$ 67.50	\$ 70.00	\$ 72.50	\$ 75.00	\$ 80.00	\$ 85.00	\$ 90.00	\$ 95.00	\$ 100.00 and over	
Men - Continued																												
Clerks, general, junior	393	39.0	\$53.00	4	-	2	8	15	47	56	43	53	7	18	24	28	47	30	6	5	-	-	-	-	-	-	-	-
Manufacturing	92	39.5	54.50	-	-	-	-	-	11	11	11	16	4	10	-	2	12	4	6	5	-	-	-	-	-	-	-	
Nonmanufacturing ^{2/}	301	39.0	52.50	4	-	2	8	15	36	45	32	37	3	8	24	26	35	26	-	-	-	-	-	-	-	-	-	
Public utilities *	90	40.0	61.50	-	-	-	-	1	2	2	1	1	3	-	10	16	28	26	-	-	-	-	-	-	-	-	-	
Wholesale trade	97	39.5	50.50	-	-	-	6	-	9	18	15	26	-	-	6	10	7	-	-	-	-	-	-	-	-	-		
Finance **	88	39.0	47.50	4	-	2	2	1	25	12	16	10	-	8	8	-	-	-	-	-	-	-	-	-	-	-		
Clerks, order	1,147	40.0	70.00	-	-	-	-	1	-	-	26	31	25	24	52	121	167	83	71	88	76	179	106	28	30	20	19	
Manufacturing	251	40.0	68.50	-	-	-	-	1	-	-	-	13	1	12	5	48	27	21	42	3	9	24	26	9	10	-		
Nonmanufacturing ^{2/}	896	40.0	70.50	-	-	-	-	-	-	-	26	18	24	12	47	73	140	62	29	85	67	155	80	19	20	20		
Wholesale trade	812	40.0	69.50	-	-	-	-	-	-	-	26	18	24	12	41	73	134	62	29	70	67	155	61	-	20	20		
Clerks, pay roll	182	40.0	67.00	-	-	-	-	5	-	-	6	14	10	5	9	19	21	14	16	36	18	3	4	2	-	-		
Manufacturing	108	40.0	67.50	-	-	-	-	-	-	-	-	8	10	2	8	13	12	13	10	16	11	2	2	1	-	-		
Nonmanufacturing ^{2/}	74	40.0	66.50	-	-	-	-	5	-	-	6	6	-	3	1	6	9	1	6	20	7	1	2	1	-	-		
Public utilities *	32	40.5	61.00	-	-	-	-	5	-	-	3	6	-	3	-	-	6	1	6	-	-	1	1	1	-	-		
Wholesale trade	18	39.5	71.00	-	-	-	-	-	-	-	-	-	-	-	-	6	3	-	-	-	7	-	1	1	1	-		
Duplicating-machine operators ^{2/}	64	39.5	45.00	1	-	-	1	22	20	3	-	11	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing ^{2/}	53	39.5	44.00	1	-	-	1	22	20	3	-	1	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Finance **	13	40.0	44.50	-	-	-	-	8	1	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-		
Office boys	676	39.5	41.50	30	115	67	46	140	88	45	35	82	11	17	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	224	40.0	43.00	-	-	37	17	64	39	17	5	41	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	452	39.0	41.00	30	115	30	29	76	49	28	30	41	9	15	-	-	-	-	-	-	-	-	-	-	-	-	-	
Public utilities *	23	39.0	41.00	2	1	-	6	5	7	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Wholesale trade	105	39.5	45.50	-	-	15	3	18	22	5	14	7	8	13	-	-	-	-	-	-	-	-	-	-	-	-	-	
Retail trade	16	40.0	45.00	-	-	-	-	2	7	2	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Finance **	161	39.5	41.50	-	29	11	15	48	12	20	10	14	-	2	-	-	-	-	-	-	-	-	-	-	-	-		
Services	147	38.0	37.00	28	85	4	5	3	1	-	-	20	1	-	-	-	-	-	-	-	-	-	-	-	-	-		
Secretaries	43	40.0	71.50	-	-	-	-	-	-	-	-	-	-	-	11	-	10	-	1	4	2	6	5	-	-	4		
Manufacturing	30	40.0	69.00	-	-	-	-	-	-	-	-	-	-	-	11	-	10	-	4	1	-	-	-	-	-	4		
Nonmanufacturing	13	39.5	77.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	6	5	-	-	-		
Tabulating-machine operators	286	39.5	66.50	-	-	-	-	-	-	6	5	9	21	11	29	22	12	24	43	35	15	27	25	2	-	-		
Manufacturing	27	39.5	66.00	-	-	-	-	-	-	6	5	-	5	-	-	2	1	1	10	7	-	1	-	-	-	-		
Nonmanufacturing	259	39.5	66.50	-	-	-	-	-	-	6	5	9	16	11	29	20	11	23	33	28	15	26	25	2	-	-		
Public utilities *	18	39.5	64.00	-	-	-	-	-	-	3	1	1	-	-	1	2	-	2	2	3	1	-	1	1	-	-		
Wholesale trade	83	40.0	74.50	-	-	-	-	-	-	-	-	-	-	-	-	3	2	7	6	19	6	20	20	-	-			
Finance **	127	39.0	62.50	-	-	-	-	-	-	3	4	7	13	11	28	2	9	14	12	6	8	6	4	-	-	-		

See footnotes at end of table.
 * Transportation (excluding railroads), communication, and other public utilities.
 ** Finance, insurance, and real estate.

Table 1.--OFFICE OCCUPATIONS - Continued

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

Sex, occupation, and industry division	Number of workers	Average		Number of workers receiving straight-time weekly earnings of -																												
		Weekly sched-uled hours	Weekly earnings	\$ 30.00 and under	\$ 32.50	\$ 35.00	\$ 37.50	\$ 40.00	\$ 42.50	\$ 45.00	\$ 47.50	\$ 50.00	\$ 52.50	\$ 55.00	\$ 57.50	\$ 60.00	\$ 62.50	\$ 65.00	\$ 67.50	\$ 70.00	\$ 72.50	\$ 75.00	\$ 80.00	\$ 85.00	\$ 90.00	\$ 95.00	\$ 100.00 and over					
Women																																
Billers, machine (billing machine)	723	39.5	\$51.50	-	1	-	2	18	49	152	133	94	66	87	57	13	6	-	31	14	-	-	-	-	-	-	-	-	-			
Manufacturing	156	39.5	57.00	-	-	-	-	-	1	15	29	26	9	13	5	10	6	-	31	11	-	-	-	-	-	-	-	-	-			
Nonmanufacturing <u>2</u> /	567	39.5	50.00	-	1	-	2	18	48	137	104	68	57	74	52	3	-	-	-	3	-	-	-	-	-	-	-	-	-			
Public utilities *	167	39.5	48.00	-	1	-	2	11	19	54	38	20	9	7	3	-	-	-	-	3	-	-	-	-	-	-	-	-	-			
Wholesale trade	230	39.5	53.00	-	-	-	-	-	20	-	23	46	32	63	46	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Finance **	29	38.5	51.50	-	-	-	-	2	-	5	4	-	12	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Services	129	40.0	47.00	-	-	-	-	5	-	78	39	2	4	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Billers, machine (bookkeeping machine) <u>2</u> /...	300	40.0	53.50	-	-	-	-	12	5	87	20	48	23	8	29	13	8	28	3	14	1	-	1	-	-	-	-	-	-			
Nonmanufacturing <u>2</u> /	283	40.0	53.00	-	-	-	-	12	5	87	20	48	23	8	29	3	3	28	1	14	1	-	1	-	-	-	-	-	-	-		
Wholesale trade	114	40.0	55.00	-	-	-	-	-	-	60	-	-	-	-	18	-	-	24	-	12	-	-	-	-	-	-	-	-	-	-		
Retail trade	144	40.0	51.50	-	-	-	-	12	5	22	18	48	10	8	6	3	3	4	1	2	1	-	1	-	-	-	-	-	-	-		
Services	19	40.0	52.50	-	-	-	-	-	-	5	2	-	7	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Bookkeepers, hand	336	39.5	66.50	-	-	-	-	-	3	1	1	4	1	30	55	10	43	24	43	36	31	44	8	2	-	-	-	-	-	-		
Manufacturing	19	40.0	65.50	-	-	-	-	-	-	-	-	-	-	-	6	-	4	4	-	1	3	-	-	1	-	-	-	-	-	-		
Nonmanufacturing	317	39.5	66.50	-	-	-	-	-	3	1	1	4	1	30	49	10	39	20	43	35	28	44	8	1	-	-	-	-	-	-	-	
Public utilities *	14	39.5	67.00	-	-	-	-	-	-	-	-	-	-	-	1	-	2	1	4	-	5	-	1	-	-	-	-	-	-	-	-	
Wholesale trade	74	40.0	69.50	-	-	-	-	-	-	-	-	-	-	-	-	3	23	-	20	6	-	20	2	-	-	-	-	-	-	-	-	
Retail trade	75	40.0	69.00	-	-	-	-	-	-	-	-	-	-	-	20	2	-	1	15	4	11	18	4	-	-	-	-	-	-	-	-	
Finance **	33	39.0	63.00	-	-	-	-	-	-	-	1	-	-	4	8	-	15	-	-	-	4	-	1	-	-	-	-	-	-	-	-	
Services	121	38.5	64.00	-	-	-	-	-	3	1	-	4	1	25	21	3	-	15	8	20	13	5	1	1	-	-	-	-	-	-	-	
Bookkeeping-machine operators, class A	354	40.0	61.00	-	-	-	-	-	-	16	28	4	20	44	55	41	4	73	49	-	20	-	-	-	-	-	-	-	-	-	-	
Manufacturing	46	39.5	65.50	-	-	-	-	-	-	-	2	1	-	-	4	1	3	5	30	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing <u>2</u> /	308	40.0	60.00	-	-	-	-	-	-	16	26	3	20	44	51	40	1	68	19	-	20	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade	118	39.5	59.00	-	-	-	-	-	-	-	20	-	18	20	-	40	-	-	-	-	20	-	-	-	-	-	-	-	-	-	-	-
Retail trade	29	39.5	57.00	-	-	-	-	-	-	-	-	1	1	17	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance **	69	39.5	58.50	-	-	-	-	-	-	16	5	2	1	-	15	-	-	30	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Services	85	40.0	64.00	-	-	-	-	-	-	-	1	-	-	7	19	-	1	38	19	-	-	-	-	-	-	-	-	-	-	-	-	-
Bookkeeping-machine operators, class B	1,508	39.5	51.00	-	11	5	11	65	239	163	226	215	136	124	164	72	20	25	30	-	1	1	-	-	-	-	-	-	-	-	-	-
Manufacturing	232	39.0	57.50	-	-	-	-	-	6	22	7	26	20	44	28	19	6	25	29	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing <u>2</u> /	1,276	39.5	50.00	-	11	5	11	65	233	141	219	189	116	80	136	53	14	-	1	-	1	1	-	-	-	-	-	-	-	-	-	-
Wholesale trade	412	39.5	53.50	-	-	-	-	-	12	35	72	79	40	33	90	41	7	-	1	-	1	1	-	-	-	-	-	-	-	-	-	-
Retail trade	60	40.5	53.00	-	-	-	-	-	2	11	8	11	8	-	16	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance **	667	39.5	47.50	-	11	5	10	65	213	94	95	60	30	44	25	11	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Services	129	39.5	51.50	-	-	-	-	-	3	1	44	35	38	3	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

* Transportation (excluding railroads), communication, and other public utilities.

** Finance, insurance, and real estate.

Table 1.--OFFICE OCCUPATIONS - Continued

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

Sex, occupation, and industry division	Number of workers	Average		Number of workers receiving straight-time weekly earnings of -																								
		Weekly scheduled hours	Weekly earnings	\$ 30.00 and under	\$ 32.50	\$ 35.00	\$ 37.50	\$ 40.00	\$ 42.50	\$ 45.00	\$ 47.50	\$ 50.00	\$ 52.50	\$ 55.00	\$ 57.50	\$ 60.00	\$ 62.50	\$ 65.00	\$ 67.50	\$ 70.00	\$ 72.50	\$ 75.00	\$ 80.00	\$ 85.00	\$ 90.00	\$ 95.00	\$ 100.00 and over	
Women - Continued																												
Calculating-machine operators (Comptometer type)	1,632	39.5	\$54.00	-	-	2	5	21	60	172	240	251	219	255	99	59	46	161	14	28	-	-	-	-	-	-	-	-
Manufacturing	399	39.5	53.00	-	-	-	-	3	3	72	88	36	41	59	13	39	30	6	1	8	-	-	-	-	-	-	-	
Nonmanufacturing	1,233	39.5	54.50	-	-	2	5	18	57	100	152	215	178	196	86	20	16	155	13	20	-	-	-	-	-	-	-	
Public utilities *	128	39.5	53.50	-	-	-	5	1	21	17	15	13	6	9	4	8	1	2	5	19	-	-	-	-	-	-	-	
Wholesale trade	503	39.5	57.00	-	-	-	-	3	-	21	66	63	103	38	34	4	12	151	7	1	-	-	-	-	-	-	-	
Retail trade	524	40.0	52.50	-	-	-	-	6	32	55	68	116	65	129	40	8	3	2	-	-	-	-	-	-	-	-	-	
Finance **	20	39.0	47.50	-	-	-	-	4	4	3	2	4	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Services	58	40.0	53.50	-	-	-	-	4	-	4	1	19	1	20	8	-	-	-	1	-	-	-	-	-	-	-	-	
Calculating-machine operators (other than Comptometer type)	104	40.0	56.00	-	-	4	-	1	16	5	3	8	1	10	16	15	11	-	-	14	-	-	-	-	-	-	-	
Manufacturing	48	40.0	61.50	-	-	-	-	-	-	1	2	2	1	10	-	11	11	-	-	10	-	-	-	-	-	-	-	
Nonmanufacturing 2/	56	40.0	51.50	-	-	4	-	1	16	4	1	6	-	-	16	4	-	-	-	4	-	-	-	-	-	-	-	
Finance **	20	40.0	53.00	-	-	4	-	-	-	4	-	4	-	-	-	4	-	-	-	4	-	-	-	-	-	-	-	
Clerks, accounting	2,520	39.5	53.00	8	18	26	41	111	143	251	276	483	260	275	187	134	54	74	122	15	17	21	4	-	-	-	-	
Manufacturing	387	39.5	57.00	-	-	-	-	23	38	11	29	26	17	47	47	41	21	7	54	10	15	1	-	-	-	-	-	
Nonmanufacturing	2,133	39.5	52.00	8	18	26	41	88	105	240	247	457	243	228	140	93	33	67	68	5	2	20	4	-	-	-	-	
Public utilities *	188	40.0	53.50	-	-	-	-	5	14	13	28	32	23	18	28	9	1	5	5	-	1	6	-	-	-	-	-	
Wholesale trade	649	40.0	54.50	-	-	-	-	46	12	65	64	143	82	45	10	67	3	57	40	1	-	14	-	-	-	-	-	
Retail trade	413	40.0	51.00	-	-	-	25	26	30	58	60	98	19	19	34	4	4	5	23	4	-	-	4	-	-	-	-	
Finance **	356	39.0	48.50	8	18	26	12	5	34	57	34	47	24	16	63	8	4	-	-	-	-	-	-	-	-	-	-	
Services	527	39.5	52.50	-	-	-	4	6	15	47	61	137	95	130	5	5	21	-	-	-	1	-	-	-	-	-	-	
Clerks, file, class A	382	39.0	53.00	-	-	2	4	31	31	49	38	40	36	37	24	33	14	33	-	6	1	3	-	-	-	-	-	
Manufacturing	74	39.0	51.00	-	-	-	-	-	1	27	17	8	10	2	1	-	3	5	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	308	39.5	53.50	-	-	2	4	31	30	22	21	32	26	35	23	33	11	28	-	6	1	3	-	-	-	-	-	
Public utilities *	34	39.0	55.50	-	-	-	-	-	1	4	10	3	5	-	1	-	3	-	5	-	-	2	-	-	-	-	-	
Wholesale trade	90	39.5	56.00	-	-	-	-	20	-	-	-	3	12	9	6	10	-	27	-	1	1	1	-	-	-	-	-	
Retail trade	25	40.0	47.50	-	-	-	-	-	7	10	1	3	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Finance **	97	39.0	54.50	-	-	2	4	7	2	6	7	5	7	10	16	23	8	-	-	-	-	-	-	-	-	-	-	
Services	62	39.0	49.00	-	-	-	-	4	20	2	3	18	-	14	-	-	-	1	-	-	-	-	-	-	-	-	-	
Clerks, file, class B	1,622	39.5	42.50	90	125	163	259	266	214	163	89	91	46	56	32	16	11	1	-	-	-	-	-	-	-	-	-	
Manufacturing	182	39.5	49.50	-	-	2	5	8	33	22	8	41	30	31	-	-	1	1	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	1,440	39.5	41.50	90	125	161	254	258	181	141	81	50	16	25	32	16	10	-	-	-	-	-	-	-	-	-	-	
Public utilities *	191	39.5	46.00	2	7	22	17	16	21	36	17	12	11	10	20	-	-	-	-	-	-	-	-	-	-	-	-	
Wholesale trade	343	39.5	44.50	-	-	12	51	130	30	36	22	34	-	3	-	15	10	-	-	-	-	-	-	-	-	-	-	
Retail trade	94	40.0	45.00	-	-	-	3	10	45	13	23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Finance **	618	39.0	39.00	88	118	68	128	74	59	38	18	3	4	8	12	-	-	-	-	-	-	-	-	-	-	-	-	
Services	194	39.5	40.50	-	-	59	55	28	26	18	1	1	1	4	-	1	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

* Transportation (excluding railroads), communication, and other public utilities.

** Finance, insurance, and real estate.

Table 1.--OFFICE OCCUPATIONS - Continued

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

Sex, occupation, and industry division	Number of workers	Average		Number of workers receiving straight-time weekly earnings of -																									
		Weekly scheduled hours	Weekly earnings	\$ 30.00 and under	\$ 32.50	\$ 35.00	\$ 37.50	\$ 40.00	\$ 42.50	\$ 45.00	\$ 47.50	\$ 50.00	\$ 52.50	\$ 55.00	\$ 57.50	\$ 60.00	\$ 62.50	\$ 65.00	\$ 67.50	\$ 70.00	\$ 72.50	\$ 75.00	\$ 80.00	\$ 85.00	\$ 90.00	\$ 95.00	\$ 100.00 and over		
Women - Continued																													
Clerks, general, senior	547	39.5	\$64.00	-	-	-	16	12	18	19	4	20	19	22	73	30	73	29	44	31	32	21	63	18	2	1	-	-	
Manufacturing	115	39.5	72.50	-	-	-	-	-	-	-	-	3	10	3	11	-	2	13	4	1	12	7	32	15	2	-	-		
Nonmanufacturing 2/	432	39.5	62.00	-	-	-	16	12	18	19	4	17	9	19	62	30	71	16	40	30	20	14	31	3	-	1	-		
Public utilities *	48	40.0	74.50	-	-	-	-	-	-	-	-	-	-	4	4	-	2	4	-	-	1	7	26	-	-	-	-		
Wholesale trade	162	40.0	60.00	-	-	-	-	-	6	15	-	12	6	9	38	6	15	12	6	27	6	-	3	1	-	-	-		
Retail trade	60	41.0	64.50	-	-	-	-	-	-	-	-	1	-	19	7	17	-	3	3	-	7	2	-	-	-	-	-		
Services	78	37.5	66.00	-	-	-	-	-	-	-	-	4	-	2	1	17	22	-	16	-	13	-	2	-	1	-	-		
Clerks, general, intermediate	2,307	39.5	53.50	-	4	28	8	70	181	230	321	356	279	224	121	151	133	64	10	12	26	87	-	2	-	-	-		
Manufacturing	407	39.5	56.00	-	-	-	-	5	16	29	39	34	49	64	44	66	43	5	-	2	-	11	-	-	-	-	-		
Nonmanufacturing	1,900	39.5	53.00	-	4	28	8	65	165	201	282	322	230	160	77	85	90	59	10	10	26	76	-	2	-	-	-		
Public utilities *	151	40.5	63.50	-	-	-	-	-	-	3	17	8	18	7	3	8	5	32	-	-	2	48	-	-	-	-	-		
Wholesale trade	578	40.0	53.50	-	-	-	-	40	39	96	59	90	44	44	35	46	30	9	3	-	20	23	-	-	-	-	-		
Retail trade	283	39.5	50.00	-	-	-	-	3	74	8	94	43	19	29	8	-	1	-	4	-	-	-	-	-	-	-	-		
Finance **	424	39.0	52.50	-	4	28	8	-	9	24	47	79	81	65	30	13	12	15	2	7	-	-	-	-	-	-	-		
Services	464	39.0	51.50	-	-	-	-	22	43	70	65	102	68	15	1	18	42	3	1	3	4	5	-	2	-	-	-		
Clerks, general, junior	2,181	39.5	46.00	35	94	165	138	265	461	362	146	156	51	66	34	57	43	107	1	-	-	-	-	-	-	-	-		
Manufacturing	377	39.5	47.50	-	-	16	30	53	70	36	32	30	32	46	14	7	6	4	1	-	-	-	-	-	-	-	-		
Nonmanufacturing	1,804	39.5	45.50	35	94	149	108	212	391	326	114	126	19	20	20	50	37	103	-	-	-	-	-	-	-	-	-		
Public utilities *	357	40.0	52.00	-	-	87	10	32	27	16	1	2	7	-	14	27	31	103	-	-	-	-	-	-	-	-	-		
Wholesale trade	396	40.0	47.00	-	-	18	27	39	90	77	15	82	8	8	6	20	6	-	-	-	-	-	-	-	-	-	-		
Retail trade	275	39.5	45.50	-	-	1	6	4	109	96	37	14	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-		
Finance **	582	39.0	41.50	35	94	43	57	88	81	91	61	28	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-		
Services	194	39.5	44.00	-	-	-	8	49	84	46	-	-	-	4	-	3	-	-	-	-	-	-	-	-	-	-	-		
Clerks, order	295	40.0	53.50	-	-	1	2	4	41	27	37	45	29	19	28	5	17	12	-	26	1	-	1	-	-	-	-		
Manufacturing	96	40.0	60.50	-	-	-	-	-	-	10	18	-	4	10	5	17	12	-	20	-	-	-	-	-	-	-	-		
Nonmanufacturing 2/	199	40.0	50.50	-	-	1	2	4	41	27	27	27	29	15	18	-	-	-	-	6	1	-	1	-	-	-	-		
Wholesale trade	133	40.0	50.50	-	-	-	-	-	32	20	12	18	24	9	12	-	-	-	-	6	-	-	-	-	-	-	-		
Retail trade	44	40.0	51.50	-	-	1	-	1	-	4	15	6	5	6	6	-	-	-	-	-	-	-	-	-	-	-	-		
Clerks, pay roll	738	39.5	55.50	-	4	-	12	8	21	41	110	120	65	83	91	35	49	20	17	10	19	29	4	-	-	-	-		
Manufacturing	249	39.5	56.00	-	-	-	-	-	2	17	40	45	7	36	43	10	25	2	7	1	4	6	4	-	-	-	-		
Nonmanufacturing	489	39.5	55.50	-	4	-	12	8	19	24	70	75	58	47	48	25	24	18	10	9	15	23	-	-	-	-	-		
Public utilities *	103	39.5	51.50	-	-	-	6	2	12	6	22	15	13	16	4	1	-	1	1	4	-	-	-	-	-	-	-		
Wholesale trade	148	39.5	58.50	-	-	-	-	-	-	32	35	12	5	18	-	4	9	-	-	12	21	-	-	-	-	-	-		
Retail trade	98	40.0	54.00	-	-	-	6	4	5	6	9	13	3	13	12	20	1	1	2	3	-	-	-	-	-	-			
Finance **	63	39.0	57.00	-	4	-	-	2	-	6	4	-	4	7	13	3	6	2	7	5	-	-	-	-	-	-	-		
Services	77	39.5	55.50	-	-	-	-	-	2	6	3	12	26	6	1	1	13	5	-	-	2	-	-	-	-	-	-		

See footnotes at end of table.

* Transportation (excluding railroads), communication, and other public utilities.

** Finance, insurance, and real estate.

Table 1.--OFFICE OCCUPATIONS - Continued

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

Sex, occupation, and industry division	Number of workers	Average		Number of workers receiving straight-time weekly earnings of -																									
		Weekly sched-uled hours	Weekly earnings	\$ 30.00 and under	\$ 32.50	\$ 35.00	\$ 37.50	\$ 40.00	\$ 42.50	\$ 45.00	\$ 47.50	\$ 50.00	\$ 52.50	\$ 55.00	\$ 57.50	\$ 60.00	\$ 62.50	\$ 65.00	\$ 67.50	\$ 70.00	\$ 72.50	\$ 75.00	\$ 80.00	\$ 85.00	\$ 90.00	\$ 95.00	\$ 100.00 and over		
Women - Continued																													
Duplicating-machine operators	246	39.0	\$48.50	-	6	2	7	19	44	20	28	66	21	12	11	3	7	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	42	40.0	51.00	-	-	-	4	1	2	2	9	8	11	1	-	-	4	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	204	39.0	48.00	-	6	2	3	18	42	18	19	58	10	11	11	3	3	-	-	-	-	-	-	-	-	-	-	-	
Public utilities *	19	39.0	52.00	-	1	2	-	-	-	1	-	3	2	8	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Wholesale trade	70	40.0	49.00	-	-	-	3	-	21	3	6	19	6	3	6	-	3	-	-	-	-	-	-	-	-	-	-	-	
Retail trade	19	40.0	47.00	-	-	-	-	2	5	1	7	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Finance **	36	38.5	47.00	-	-	-	-	3	9	13	1	9	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Services	60	37.5	47.00	-	5	-	-	13	7	-	5	24	-	-	3	3	-	-	-	-	-	-	-	-	-	-	-	-	
Key-punch operators	880	39.5	52.00	-	2	14	25	58	69	91	91	140	81	119	59	48	41	36	6	-	-	-	-	-	-	-	-	-	
Manufacturing	188	39.5	53.50	-	-	-	-	12	7	12	27	10	39	44	11	5	19	-	2	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	692	39.5	51.50	-	2	14	25	46	62	79	64	130	42	75	48	43	22	36	4	-	-	-	-	-	-	-	-	-	
Public utilities *	108	40.0	53.50	-	-	4	1	8	6	15	7	13	6	6	8	7	13	14	-	-	-	-	-	-	-	-	-	-	
Wholesale trade	144	39.5	57.50	-	-	-	3	-	9	3	7	6	39	27	20	5	18	4	-	-	-	-	-	-	-	-	-	-	
Retail trade	49	40.0	53.00	-	-	-	-	-	-	5	3	16	4	17	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
Finance **	330	39.0	48.00	-	2	10	19	38	44	55	37	68	11	13	9	16	4	4	-	-	-	-	-	-	-	-	-	-	
Services	61	40.0	50.00	-	-	-	2	-	3	1	14	26	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Office girls	473	39.0	43.00	13	16	62	72	80	94	37	31	16	33	18	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	134	39.5	46.00	-	-	3	10	14	51	9	12	11	14	9	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing ^{2/}	339	38.5	41.50	13	16	59	62	66	43	28	19	5	19	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Wholesale trade	111	39.0	43.50	-	-	12	27	12	16	22	8	3	2	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Retail trade	29	40.0	43.00	-	-	-	9	4	5	3	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Finance **	119	38.0	41.00	2	15	14	20	41	8	2	2	-	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Services	56	39.0	39.50	10	1	20	5	2	14	-	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Secretaries	3,122	39.0	64.50	-	-	-	4	4	15	40	84	248	137	199	474	269	334	205	210	179	206	203	191	85	30	4	1		
Manufacturing	924	39.5	68.50	-	-	-	-	-	2	1	5	51	42	33	120	34	72	76	85	88	53	122	87	33	20	-	-		
Nonmanufacturing	2,198	39.0	63.00	-	-	-	4	4	13	39	79	197	95	166	354	235	262	129	125	91	153	81	104	52	10	4	1		
Public utilities *	213	39.5	64.50	-	-	-	-	-	-	-	-	8	13	31	28	35	23	15	17	3	9	4	22	1	3	-	1		
Wholesale trade	542	39.5	64.50	-	-	-	-	-	-	20	18	39	9	32	61	70	68	50	4	27	53	42	25	17	6	1	-		
Retail trade	238	40.0	60.50	-	-	-	-	-	1	9	3	15	10	40	55	31	23	10	6	20	4	5	3	3	-	-	-		
Finance **	613	39.0	63.00	-	-	-	4	4	12	4	38	28	38	32	99	34	67	48	57	23	65	21	25	14	-	-	-		
Services	592	38.5	62.00	-	-	-	-	-	-	6	20	107	25	31	111	65	81	6	41	18	22	9	29	17	1	3	-		

See footnotes at end of table.

* Transportation (excluding railroads), communication, and other public utilities.

** Finance, insurance, and real estate.

Table 1.--OFFICE OCCUPATIONS - Continued

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

Sex, occupation, and industry division	Number of workers	Average		Number of workers receiving straight-time weekly earnings of -																							
		Weekly sched-uled hours	Weekly earnings	\$ 30.00 and under	\$ 32.50	\$ 35.00	\$ 37.50	\$ 40.00	\$ 42.50	\$ 45.00	\$ 47.50	\$ 50.00	\$ 52.50	\$ 55.00	\$ 57.50	\$ 60.00	\$ 62.50	\$ 65.00	\$ 67.50	\$ 70.00	\$ 72.50	\$ 75.00	\$ 80.00	\$ 85.00	\$ 90.00	\$ 95.00	\$ 100.00 and over
<u>Women - Continued</u>																											
Stenographers, general	4,986	39.0	\$55.00	-	20	20	16	66	144	422	623	733	515	537	698	323	271	444	73	65	9	4	2	1	-	-	-
Manufacturing	1,352	39.0	58.00	-	-	-	-	4	15	55	69	172	193	112	187	187	180	95	52	28	1	-	2	-	-	-	-
Nonmanufacturing	3,634	39.5	54.00	-	20	20	16	62	129	367	554	561	322	425	511	136	91	349	21	37	8	4	-	1	-	-	-
Public utilities *	477	39.5	52.50	-	1	4	7	25	22	48	55	126	44	49	41	11	7	8	5	24	-	-	-	-	-	-	-
Wholesale trade	907	40.0	58.00	-	-	-	-	-	18	64	65	74	62	102	163	56	37	254	4	5	2	-	-	1	-	-	-
Retail trade	205	40.0	52.00	-	-	-	-	4	4	17	53	53	24	12	27	4	5	-	-	2	-	-	-	-	-	-	-
Finance **	1,094	39.5	53.00	-	19	16	9	28	41	106	169	125	108	196	121	61	16	71	4	-	-	4	-	-	-	-	-
Services	951	38.5	52.00	-	-	-	-	5	44	132	212	183	84	66	159	4	26	16	8	6	6	-	-	-	-	-	-
Stenographers, technical	470	39.5	57.50	-	-	-	-	-	5	62	32	53	55	127	11	21	12	4	1	23	13	50	-	-	-	1	-
Manufacturing	26	40.0	60.50	-	-	-	-	-	-	-	-	1	2	8	-	2	11	-	-	2	-	-	-	-	-	-	-
Nonmanufacturing ^{2/}	444	39.5	57.00	-	-	-	-	-	5	62	32	52	53	119	11	19	1	4	1	21	13	50	-	-	-	1	-
Public utilities *	61	40.0	72.00	-	-	-	-	-	-	-	1	-	6	2	1	-	-	-	-	-	1	49	-	-	-	-	-
Wholesale trade	45	39.5	69.00	-	-	-	-	-	-	-	-	-	-	-	-	15	-	1	-	15	12	1	-	-	-	1	-
Services	261	39.0	53.50	-	-	-	-	1	26	25	43	44	106	10	-	-	-	-	-	6	-	-	-	-	-	-	-
Switchboard operators	981	39.5	50.50	-	-	-	6	64	247	112	121	121	50	59	50	73	23	19	12	21	1	2	-	-	-	-	-
Manufacturing	161	39.5	58.00	-	-	-	-	-	-	1	12	28	19	10	14	52	6	6	11	-	-	2	-	-	-	-	-
Nonmanufacturing	820	39.5	49.00	-	-	-	6	64	247	111	109	93	31	49	36	21	17	13	1	21	1	-	-	-	-	-	-
Public utilities *	81	40.0	49.50	-	-	-	-	14	18	15	2	10	1	1	5	5	5	5	-	-	-	-	-	-	-	-	-
Wholesale trade	197	40.0	52.50	-	-	-	-	20	26	21	12	38	9	18	8	10	12	2	-	21	-	-	-	-	-	-	-
Retail trade	106	40.0	49.00	-	-	-	5	8	10	18	25	13	10	10	2	2	-	2	1	-	-	-	-	-	-	-	-
Finance **	129	39.0	50.50	-	-	-	-	7	26	14	22	13	10	17	12	4	-	4	-	-	-	-	-	-	-	-	-
Services	307	39.5	46.00	-	-	-	1	15	167	43	48	19	1	3	9	-	-	-	-	-	1	-	-	-	-	-	-
Switchboard operator-receptionists	974	39.5	50.00	-	-	-	5	34	150	230	127	154	114	39	42	57	11	10	-	1	-	-	-	-	-	-	-
Manufacturing	213	39.5	52.50	-	-	-	2	-	19	19	38	45	29	9	23	14	4	10	-	1	-	-	-	-	-	-	-
Nonmanufacturing	761	39.5	49.00	-	-	-	3	34	131	211	89	109	85	30	19	43	7	-	-	-	-	-	-	-	-	-	-
Public utilities *	42	39.5	53.50	-	-	-	3	-	-	-	5	6	13	5	5	5	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade	311	39.5	49.50	-	-	-	-	-	46	124	6	60	46	-	6	23	-	-	-	-	-	-	-	-	-	-	-
Retail trade	114	40.5	48.50	-	-	-	-	6	26	25	17	18	3	11	8	-	-	-	-	-	-	-	-	-	-	-	-
Finance **	108	39.0	51.50	-	-	-	-	7	30	22	-	19	8	-	15	7	-	-	-	-	-	-	-	-	-	-	-
Services	186	39.5	46.50	-	-	-	-	28	52	32	39	25	4	6	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

* Transportation (excluding railroads), communication, and other public utilities.

** Finance, insurance, and real estate.

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

Sex, occupation, and industry division	Number of workers	Average		Number of workers receiving straight-time weekly earnings of -																								
		Weekly sched- uled hours	Weekly earnings	\$ 30.00 and under	\$ 32.50	\$ 35.00	\$ 37.50	\$ 40.00	\$ 42.50	\$ 45.00	\$ 47.50	\$ 50.00	\$ 52.50	\$ 55.00	\$ 57.50	\$ 60.00	\$ 62.50	\$ 65.00	\$ 67.50	\$ 70.00	\$ 72.50	\$ 75.00	\$ 80.00	\$ 85.00	\$ 90.00	\$ 95.00	\$ 100.00 and over	
				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		
Women - Continued																												
Tabulating-machine operators	185	39.5	\$57.50	-	-	-	-	-	4	9	13	29	26	24	16	14	18	3	8	16	3	2	-	-	-	-	-	-
Manufacturing	43	40.0	61.00	-	-	-	-	-	-	1	4	5	1	-	2	11	11	-	1	4	1	2	-	-	-	-	-	-
Nonmanufacturing ^{2/}	142	39.5	56.50	-	-	-	-	-	4	8	9	24	25	24	14	3	7	3	7	12	2	-	-	-	-	-	-	-
Public utilities *	35	40.0	61.00	-	-	-	-	-	1	2	1	4	4	3	4	-	-	3	1	12	-	-	-	-	-	-	-	-
Retail trade	16	40.0	55.50	-	-	-	-	-	-	-	2	2	4	5	-	-	3	-	-	-	-	-	-	-	-	-	-	-
Finance **	72	39.0	54.00	-	-	-	-	-	3	6	6	18	9	14	7	3	4	-	-	-	2	-	-	-	-	-	-	-
Transcribing-machine operators, general	471	39.5	53.00	-	-	-	4	18	42	40	60	68	97	50	26	36	6	15	-	2	-	1	1	1	1	-	3	
Manufacturing	119	39.0	52.00	-	-	-	-	-	1	10	19	28	38	11	12	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing ^{2/}	352	39.5	53.00	-	-	-	4	18	41	30	41	40	59	39	14	36	6	15	-	2	-	1	1	1	1	-	3	
Wholesale trade	165	40.0	51.50	-	-	-	-	12	27	9	24	12	39	12	8	6	-	15	-	1	-	-	-	-	-	-	-	
Finance **	145	38.5	54.50	-	-	-	4	6	8	17	17	26	16	3	6	30	4	-	-	1	-	1	1	1	1	-	3	
Typists, class A	2,330	39.5	51.00	-	-	-	33	188	294	332	348	317	208	186	166	128	72	44	1	11	2	-	-	-	-	-	-	
Manufacturing	545	39.5	54.00	-	-	-	-	2	17	33	75	84	96	89	86	47	13	3	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	1,785	39.5	49.50	-	-	-	33	186	277	299	273	233	112	97	80	81	59	41	1	11	2	-	-	-	-	-	-	
Public utilities *	154	40.0	55.00	-	-	-	-	15	10	16	16	6	8	19	17	8	14	15	-	10	-	-	-	-	-	-	-	
Wholesale trade	418	39.5	49.00	-	-	-	20	62	62	75	27	54	50	21	13	1	8	21	1	1	2	-	-	-	-	-	-	
Retail trade	121	39.5	49.50	-	-	-	-	4	19	19	31	21	9	9	8	1	-	-	-	-	-	-	-	-	-	-	-	
Finance **	637	39.5	49.50	-	-	-	13	48	130	98	93	69	42	48	40	43	8	5	-	-	-	-	-	-	-	-	-	
Services	455	39.5	49.00	-	-	-	-	57	56	91	106	83	3	-	2	28	29	-	-	-	-	-	-	-	-	-	-	
Typists, class B	2,915	39.0	44.50	32	70	124	195	553	900	375	266	134	123	100	20	1	20	-	2	-	-	-	-	-	-	-	-	
Manufacturing	295	39.5	48.00	-	-	2	1	47	68	23	52	20	15	62	1	1	2	-	1	-	-	-	-	-	-	-	-	
Nonmanufacturing	2,620	39.0	44.00	32	70	122	194	506	832	352	214	114	108	38	19	-	18	-	1	-	-	-	-	-	-	-	-	
Public utilities *	144	39.5	45.50	4	2	9	10	4	39	28	20	14	5	9	-	-	-	-	-	-	-	-	-	-	-	-	-	
Wholesale trade	610	39.5	47.00	-	-	18	15	51	201	97	58	37	80	25	9	-	18	-	1	-	-	-	-	-	-	-	-	
Retail trade	166	39.5	45.00	-	-	1	4	32	64	45	5	7	5	1	2	-	-	-	-	-	-	-	-	-	-	-	-	
Finance **	987	39.0	42.00	28	48	94	105	257	193	127	73	36	18	-	8	-	-	-	-	-	-	-	-	-	-	-	-	
Services	713	39.0	43.00	-	20	-	60	162	335	55	58	20	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	

^{1/} Excludes premium pay for overtime.
^{2/} Includes data for industry divisions not shown separately.
 * Transportation (excluding railroads), communication, and other public utilities.
 ** Finance, insurance, and real estate.

Table 1-A.--OFFICE OCCUPATIONS - SAN FRANCISCO COUNTY
(Average weekly earnings $\frac{1}{2}$ 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	Weekly earnings	\$ 30.00 and under	\$ 32.50	\$ 35.00	\$ 37.50	\$ 40.00	\$ 42.50	\$ 45.00	\$ 47.50	\$ 50.00	\$ 52.50	\$ 55.00	\$ 57.50	\$ 60.00	\$ 62.50	\$ 65.00	\$ 67.50	\$ 70.00	\$ 72.50	\$ 75.00	\$ 80.00	\$ 85.00	\$ 90.00	\$ 95.00	\$ 100.00 and over
Men																											
Bookkeepers, hand	261	40.0	\$73.50	-	-	-	-	-	-	-	-	-	-	10	4	16	35	-	50	21	28	28	24	14	26	3	2
Bookkeeping-machine operators, class B	112	40.5	58.00	-	-	-	-	2	3	7	6	13	3	34	13	1	10	-	10	-	-	10	-	-	-	-	-
Clerks, accounting	692	39.5	66.50	-	-	-	2	2	8	2	19	58	16	25	57	47	29	73	48	35	68	167	35	1	-	-	-
Clerks, file, class B	81	39.5	47.00	-	2	-	12	13	6	15	10	5	3	8	2	-	5	-	-	-	-	-	-	-	-	-	-
Clerks, general, senior	618	39.5	79.00	-	-	-	-	-	-	3	-	-	5	4	7	21	14	39	65	23	73	103	112	35	38	33	43
Clerks, general, intermediate	813	39.5	63.00	-	-	-	-	-	-	37	35	58	55	70	62	79	100	45	68	16	41	116	19	11	1	-	-
Clerks, general, junior	296	39.0	50.50	4	-	2	8	15	47	55	43	33	3	14	19	18	27	8	-	-	-	-	-	-	-	-	-
Clerks, order	942	39.5	70.50	-	-	-	-	-	-	-	26	28	25	24	48	81	122	73	61	70	68	125	103	19	30	20	19
Clerks, pay roll	93	40.0	67.50	-	-	-	-	-	5	-	-	3	3	10	3	1	9	5	4	3	35	8	1	2	1	-	-
Office boys	630	39.0	41.50	29	115	65	45	132	74	42	23	82	8	15	-	-	-	-	-	-	-	-	-	-	-	-	-
Tabulating-machine operators	217	39.5	64.50	-	-	-	-	-	-	3	5	7	17	11	26	21	12	18	42	29	15	5	5	1	-	-	-
Women																											
Billers, machine (billing machine)	585	39.5	51.50	-	1	-	2	8	35	109	114	80	61	84	56	12	-	-	10	13	-	-	-	-	-	-	-
Billers, machine (bookkeeping machine)	239	40.0	54.50	-	-	-	-	12	-	63	12	36	18	8	24	11	8	28	3	14	1	-	1	-	-	-	-
Bookkeepers, hand	270	39.0	66.00	-	-	-	-	-	3	1	-	-	1	30	48	7	41	20	33	29	20	27	8	2	-	-	-
Bookkeeping-machine operators, class A	299	39.5	62.00	-	-	-	-	-	-	16	6	3	20	20	49	41	2	73	49	-	20	-	-	-	-	-	-
Bookkeeping-machine operators, class B	1,225	39.5	52.00	-	11	5	11	36	170	106	185	177	113	109	163	71	11	25	30	-	1	1	-	-	-	-	-
Calculating-machine operators (Comptometer type)	1,260	39.5	54.00	-	-	2	5	10	35	135	186	187	211	181	79	36	16	152	12	13	-	-	-	-	-	-	-
Calculating-machine operators (other than Comptometer type)	93	40.0	57.00	-	-	4	-	1	13	4	1	6	-	10	16	14	10	-	-	14	-	-	-	-	-	-	-
Clerks, accounting	1,992	39.5	53.50	8	16	26	14	60	91	184	234	381	225	238	141	124	40	57	118	5	12	14	4	-	-	-	-
Clerks, file, class A	310	39.0	53.00	-	-	2	4	26	28	30	27	32	30	31	23	33	9	27	-	6	1	1	-	-	-	-	-
Clerks, file, class B	1,389	39.5	42.50	88	112	130	232	210	184	138	72	83	40	52	23	15	10	-	-	-	-	-	-	-	-	-	-
Clerks, general, senior	416	39.5	62.50	-	-	-	16	12	18	19	4	13	15	16	54	30	57	23	26	27	31	4	48	1	2	-	-
Clerks, general, intermediate	1,581	39.5	52.00	-	4	28	8	3	159	177	245	277	235	148	96	77	79	28	7	7	-	3	-	-	-	-	-
Clerks, general, junior	1,528	39.5	46.00	20	68	118	90	154	338	270	112	136	26	60	24	39	22	51	-	-	-	-	-	-	-	-	-
Clerks, order	227	40.0	55.50	-	-	-	2	-	12	24	28	34	27	13	28	4	17	12	-	26	-	-	-	-	-	-	-
Clerks, pay roll	512	39.5	56.50	-	4	-	5	4	15	27	58	83	45	52	76	19	48	15	11	7	16	23	4	-	-	-	-
Duplicating-machine operators	192	39.0	48.50	-	6	2	3	14	34	18	16	59	19	11	7	-	3	-	-	-	-	-	-	-	-	-	-
Key-punch operators	706	39.5	51.50	-	2	10	25	35	62	76	62	114	71	110	53	22	29	31	4	-	-	-	-	-	-	-	-
Office girls	367	39.0	43.00	12	1	56	50	63	74	30	27	14	27	13	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnote at end of table.

Table 1-A.--OFFICE OCCUPATIONS - SAN FRANCISCO COUNTY - Continued

(Average weekly 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	Weekly earnings	\$ 30.00 and under	\$ 32.50	\$ 35.00	\$ 37.50	\$ 40.00	\$ 42.50	\$ 45.00	\$ 47.50	\$ 50.00	\$ 52.50	\$ 55.00	\$ 57.50	\$ 60.00	\$ 62.50	\$ 65.00	\$ 67.50	\$ 70.00	\$ 72.50	\$ 75.00	\$ 80.00	\$ 85.00	\$ 90.00	\$ 95.00	\$ 100.00 and over
<u>Women - Continued</u>																											
Secretaries	2,545	39.0	\$65.00	-	-	-	4	4	14	10	70	193	119	170	374	215	272	160	154	152	187	163	173	80	29	1	1
Stenographers, general	3,880	39.0	55.00	-	4	17	10	30	109	335	460	573	430	417	625	268	233	281	48	33	2	4	-	1	-	-	-
Stenographers, technical	335	39.5	58.50	-	-	-	-	-	17	26	42	52	99	1	18	11	2	1	15	13	37	-	-	-	-	1	-
Switchboard operators	759	39.5	50.50	-	-	-	1	26	205	80	105	108	40	56	45	50	21	10	11	1	-	-	-	-	-	-	-
Switchboard operator-receptionists	728	39.5	49.50	-	-	-	-	25	122	201	98	91	86	23	25	39	8	10	-	-	-	-	-	-	-	-	-
Transcribing-machine operators, general	391	39.5	53.50	-	-	-	-	12	35	25	44	56	90	39	24	36	6	15	-	2	-	1	1	1	1	-	3
Typists, class A	1,831	39.5	51.00	-	-	-	13	143	223	261	304	281	141	149	86	119	64	35	1	9	2	-	-	-	-	-	-
Typists, class B	2,334	39.0	44.50	28	68	119	140	407	728	328	191	117	95	75	19	-	18	-	1	-	-	-	-	-	-	-	-

^{1/} Excludes premium pay for overtime.

Table 2.--PROFESSIONAL AND TECHNICAL OCCUPATIONS

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

Sex, occupation, and industry division	Number of workers	Average		Number of workers receiving straight-time weekly earnings of -																							
		Weekly scheduled hours	Hourly earnings	Weekly earnings	\$ 40.00 and under	\$ 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			
<u>Men</u>																											
Draftsmen	227	40.0	\$1.96	\$78.50	-	-	-	-	2	-	-	-	-	5	9	18	19	10	29	35	61	5	6	9	19	-	-
Manufacturing	105	39.5	2.01	79.50	-	-	-	-	2	-	-	-	-	4	8	14	7	2	12	18	10	5	-	8	15	-	-
Nonmanufacturing	122	40.0	1.95	78.00	-	-	-	-	-	-	-	-	-	1	1	4	12	8	17	17	51	-	6	1	4	-	-
Draftsmen, junior ^{2/}	107	40.0	1.51	60.50	3	-	6	10	9	9	8	7	10	7	12	10	4	3	6	2	1	-	-	-	-	-	-
Manufacturing	84	39.5	1.48	58.50	3	-	6	10	8	9	8	7	9	3	6	4	2	2	4	2	1	-	-	-	-	-	-
<u>Women</u>																											
Nurses, industrial (registered) ^{2/}	31	40.0	1.55	62.00	-	-	-	-	3	3	1	5	6	2	8	-	1	2	-	-	-	-	-	-	-	-	-
Manufacturing	22	40.0	1.58	63.00	-	-	-	-	2	1	-	2	6	2	7	-	-	2	-	-	-	-	-	-	-	-	-

^{1/} Excludes premium pay for overtime.

^{2/} Includes data for industry divisions not shown separately.

Occupational Wage Survey, San Francisco, California, January 1951
U. S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Table 3.--MAINTENANCE AND POWER PLANT OCCUPATIONS
(Average hourly earnings 1/ for men in selected occupations by industry division)

Occupation and industry division	Number of workers	Average hourly earnings	Number of workers receiving straight-time hourly earnings of -																					
			Under \$1.20	\$1.20-1.25	\$1.25-1.30	\$1.30-1.35	\$1.35-1.40	\$1.40-1.45	\$1.45-1.50	\$1.50-1.55	\$1.55-1.60	\$1.60-1.65	\$1.65-1.70	\$1.70-1.75	\$1.75-1.80	\$1.80-1.85	\$1.85-1.90	\$1.90-1.95	\$1.95-2.00	\$2.00-2.05	\$2.05-2.10	\$2.10-2.15	\$2.15-2.20	\$2.20 and over
Carpenters, maintenance	415	\$2.12	1	-	3	-	2	-	-	10	2	3	9	1	15	12	44	5	74	50	24	13	147	
Manufacturing	248	2.08	-	-	-	-	2	-	-	-	2	-	4	1	11	6	33	2	67	37	24	7	52	
Nonmanufacturing <u>2</u> /	167	2.17	1	-	3	-	-	-	-	10	-	3	5	-	4	6	11	3	7	13	-	6	95	
Public utilities *	25	1.99	-	-	-	-	-	-	-	-	-	-	-	-	3	5	6	2	-	3	-	5	1	
Retail trade	71	2.40	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	69	
Finance **	19	2.17	-	-	-	-	-	-	-	-	2	-	-	-	-	1	-	-	-	7	-	-	9	
Services	49	1.94	1	-	3	-	-	-	-	10	-	1	5	-	1	-	5	-	4	3	-	-	16	
Electricians, maintenance	574	2.05	-	-	-	-	1	-	-	5	-	8	10	29	2	12	16	81	108	90	111	31	-	70
Manufacturing	376	2.08	-	-	-	-	-	-	-	2	-	-	-	-	-	6	7	70	24	86	104	30	-	47
Nonmanufacturing <u>2</u> /	198	1.99	-	-	-	-	1	-	-	3	-	8	10	29	2	6	9	11	84	4	7	1	-	23
Public utilities *	143	1.89	-	-	-	-	-	-	-	-	-	8	10	25	-	3	2	10	84	1	-	-	-	-
Retail trade	11	2.02	-	-	-	-	-	-	-	-	-	-	-	2	3	3	-	-	-	-	-	-	-	3
Services	41	2.35	-	-	-	-	1	-	-	3	-	-	-	3	-	-	4	1	-	3	6	-	-	20
Engineers, stationary	667	1.90	-	-	-	-	-	-	3	6	3	48	105	100	5	8	28	50	20	106	73	78	-	34
Manufacturing	303	2.02	-	-	-	-	-	-	2	-	-	-	-	28	-	2	2	31	10	73	67	73	-	15
Nonmanufacturing <u>2</u> /	364	1.79	-	-	-	-	-	-	1	6	3	48	105	72	5	6	26	19	10	33	6	5	-	19
Retail trade	36	1.94	-	-	-	-	-	-	1	-	-	-	-	-	1	11	9	1	8	-	-	5	-	-
Finance **	25	1.90	-	-	-	-	-	-	-	-	-	8	-	-	-	-	15	-	-	-	2	-	-	-
Services	293	1.76	-	-	-	-	-	-	6	3	48	97	72	5	5	-	4	5	25	4	-	-	-	19
Firemen, stationary boiler	170	1.74	2	-	-	-	-	-	11	14	3	17	3	24	32	25	30	5	-	-	-	-	-	4
Manufacturing	101	1.81	-	-	-	-	-	-	3	5	3	2	-	24	4	21	30	5	-	-	-	-	-	4
Nonmanufacturing	69	1.64	2	-	-	-	-	-	8	9	-	15	3	-	28	4	-	-	-	-	-	-	-	-
Helpers, trades, maintenance	1,828	1.64	9	5	-	-	22	1	169	137	585	49	19	481	252	58	6	28	-	7	-	-	-	-
Manufacturing	891	1.73	-	-	-	-	20	-	12	23	21	20	12	463	247	58	-	8	-	7	-	-	-	-
Nonmanufacturing <u>2</u> /	937	1.56	9	5	-	-	2	1	157	114	564	29	7	18	5	-	6	20	-	-	-	-	-	-
Public utilities *	833	1.55	-	-	-	-	-	1	154	102	561	15	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade	16	1.52	3	-	-	-	-	-	-	3	3	7	-	-	-	-	-	-	-	-	-	-	-	-
Services	24	1.39	6	5	-	-	2	-	3	2	-	1	-	-	5	-	-	-	-	-	-	-	-	-
Machinists, maintenance	1,335	1.99	-	-	-	-	-	-	-	-	-	-	-	8	-	84	25	397	334	192	157	42	18	78
Manufacturing	1,182	1.99	-	-	-	-	-	-	-	-	-	-	-	8	-	84	8	339	329	179	136	42	18	39
Nonmanufacturing <u>2</u> /	153	2.04	-	-	-	-	-	-	-	-	-	-	-	-	-	-	17	58	5	13	21	-	-	39
Public utilities *	84	1.99	-	-	-	-	-	-	-	-	-	-	-	-	-	8	56	3	-	2	-	-	-	15
Services	63	2.14	-	-	-	-	-	-	-	-	-	-	-	-	-	3	2	2	13	19	-	-	-	24
Maintenance men, general utility	427	1.90	-	-	-	6	8	1	6	3	11	3	17	15	16	29	48	42	25	180	12	2	-	3
Manufacturing	189	1.95	-	-	-	-	-	-	-	-	-	6	-	2	17	25	27	17	85	8	2	-	-	-
Nonmanufacturing <u>2</u> /	238	1.86	-	-	-	6	8	1	6	3	11	3	11	15	14	12	23	15	8	95	4	-	-	3
Public utilities *	56	1.67	-	-	-	6	8	1	2	2	4	3	-	7	5	-	14	-	-	4	-	-	-	-
Wholesale trade	98	2.02	-	-	-	-	-	-	-	-	-	-	-	6	-	-	-	-	-	92	-	-	-	-
Retail trade	21	1.88	-	-	-	-	-	-	-	-	-	-	-	1	2	7	-	9	-	2	-	-	-	-
Services	35	1.86	-	-	-	-	-	-	4	1	-	-	-	-	-	5	9	5	8	-	-	-	-	3

See footnotes at end of table.

* Transportation (excluding railroads), communication, and other public utilities.

** Finance, insurance, and real estate.

Occupational Wage Survey, San Francisco, California, January 1951
U. S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Table 3.--MAINTENANCE AND POWER PLANT OCCUPATIONS - Continued
 (Average hourly earnings ^{1/} for men in selected occupations by industry division)

Occupation and industry division	Number of workers	Average hourly earnings	Number of workers receiving straight-time hourly earnings of -																						
			Under \$1.20	\$1.20-1.25	\$1.25-1.30	\$1.30-1.35	\$1.35-1.40	\$1.40-1.45	\$1.45-1.50	\$1.50-1.55	\$1.55-1.60	\$1.60-1.65	\$1.65-1.70	\$1.70-1.75	\$1.75-1.80	\$1.80-1.85	\$1.85-1.90	\$1.90-1.95	\$1.95-2.00	\$2.00-2.05	\$2.05-2.10	\$2.10-2.15	\$2.15-2.20	\$2.20 and over	
Mechanics, automotive (maintenance)	959	\$2.07	-	-	-	-	-	-	-	-	6	-	-	2	9	12	44	19	14	357	262	51	132	51	
Manufacturing	120	2.04	-	-	-	-	-	-	-	-	6	-	-	-	9	2	-	19	6	21	9	22	-	26	
Nonmanufacturing ^{2/}	839	2.07	-	-	-	-	-	-	-	-	-	-	-	2	-	10	44	-	8	336	253	29	132	25	
Public utilities *	430	2.08	-	-	-	-	-	-	-	-	-	-	-	1	-	10	44	-	8	-	216	21	130	-	
Wholesale trade	365	2.06	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	336	-	6	-	23	
Retail trade	39	2.07	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	36	1	2	-	
Mechanics, maintenance	820	1.96	-	-	-	20	-	-	-	-	-	-	9	8	16	132	85	188	39	82	73	147	-	21	
Manufacturing	624	1.97	-	-	-	-	-	-	-	-	-	-	5	8	6	88	67	188	39	49	63	90	-	21	
Nonmanufacturing ^{2/}	196	1.90	-	-	-	20	-	-	-	-	-	-	4	-	10	44	18	-	-	33	10	57	-	-	
Public utilities *	52	1.83	-	-	-	-	-	-	-	-	-	-	-	-	10	24	18	-	-	-	-	-	-	-	
Services	29	2.00	-	-	-	-	-	-	-	-	-	-	4	-	-	-	-	-	-	15	10	-	-	-	
Oilers	151	1.62	-	-	-	-	12	-	7	29	25	14	42	6	10	2	3	-	-	1	-	-	-	-	
Manufacturing	100	1.58	-	-	-	-	12	-	7	29	21	8	1	6	10	2	3	-	-	1	-	-	-	-	
Nonmanufacturing	51	1.68	-	-	-	-	-	-	-	-	4	6	41	-	-	-	-	-	-	-	-	-	-	-	
Painters, maintenance	329	2.01	-	-	-	-	-	5	-	-	28	8	2	8	-	27	11	36	12	39	51	13	5	84	
Manufacturing	202	2.08	-	-	-	-	-	-	-	-	-	-	-	2	-	10	-	36	5	39	40	12	2	56	
Nonmanufacturing ^{2/}	127	1.89	-	-	-	-	-	5	-	-	28	8	2	6	-	17	11	-	7	-	11	1	3	28	
Public utilities *	22	1.84	-	-	-	-	-	-	-	-	-	1	-	-	-	14	5	-	1	-	1	-	-	-	
Retail trade	20	2.26	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	3	16	
Finance **	10	2.10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	7	1	-	1	
Services	67	1.77	-	-	-	-	-	5	-	-	28	7	2	5	-	-	6	-	-	-	3	-	-	11	
Pipe fitters, maintenance	313	2.05	-	-	-	-	-	-	-	-	-	-	-	-	2	8	2	20	8	166	75	18	-	14	
Manufacturing	287	2.05	-	-	-	-	-	-	-	-	-	-	-	-	-	8	1	12	8	162	64	18	-	14	
Nonmanufacturing ^{2/}	26	1.99	-	-	-	-	-	-	-	-	-	-	-	-	2	-	1	8	-	4	11	-	-	-	
Public utilities *	10	1.89	-	-	-	-	-	-	-	-	-	-	-	2	-	-	8	-	-	-	-	-	-	-	
Radio technicians	71	2.09	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	27	12	-	-	-	25	
Nonmanufacturing	71	2.09	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	27	12	-	-	-	25	
Public utilities *	71	2.09	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	27	12	-	-	-	25	
Sheet-metal workers, maintenance ^{2/}	93	2.01	-	-	-	-	-	-	-	-	-	-	-	-	-	-	27	4	-	18	44	-	-	-	
Manufacturing	46	2.06	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	18	26	-	-	-	

^{1/} Excludes premium pay for overtime and night work.
^{2/} Includes data for industry divisions not shown separately.
 * Transportation (excluding railroads), communication, and other public utilities.
 ** Finance, insurance, and real estate.

Table 4.--CUSTODIAL, WAREHOUSING AND SHIPPING OCCUPATIONS
 (Average hourly earnings 1/ for selected occupations 2/ by industry division)

Occupation and industry division	Number of workers	Average hourly earnings	Number of workers receiving straight-time hourly earnings of -																								
			Under \$0.95	\$0.95-1.00	\$1.00-1.05	\$1.05-1.10	\$1.10-1.15	\$1.15-1.20	\$1.20-1.25	\$1.25-1.30	\$1.30-1.35	\$1.35-1.40	\$1.40-1.45	\$1.45-1.50	\$1.50-1.55	\$1.55-1.60	\$1.60-1.65	\$1.65-1.70	\$1.70-1.75	\$1.75-1.80	\$1.80-1.85	\$1.85-1.90	\$1.90-1.95	\$1.95-2.00	\$2.00-2.05	\$2.05-2.10	\$2.10 and over
Crane operators, electric bridge (under 20 tons) 3/	246	\$1.75	-	-	-	-	-	-	-	-	-	-	-	25	1	84	6	27	26	8	-	-	39	-	-	-	30
Manufacturing	243	1.75	-	-	-	-	-	-	-	-	-	-	-	25	1	84	6	24	26	8	-	-	39	-	-	-	30
Elevator operators, passenger (men) 3/	498	1.24	-	4	12	77	1	12	4	326	29	11	1	14	-	3	4	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing 3/	476	1.23	-	4	12	77	1	12	4	310	27	11	-	11	-	3	4	-	-	-	-	-	-	-	-	-	-
Wholesale trade	18	1.26	-	-	3	-	-	-	-	12	-	-	-	1	-	2	-	-	-	-	-	-	-	-	-	-	-
Finance **	299	1.27	-	-	-	-	-	4	-	270	7	11	-	2	-	1	4	-	-	-	-	-	-	-	-	-	-
Services	125	1.11	-	4	9	77	-	8	1	20	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Elevator operators, passenger (women)	262	1.23	3	9	10	53	2	31	2	87	32	-	8	2	8	15	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing 3/	262	1.23	3	9	10	53	2	31	2	87	32	-	8	2	8	15	-	-	-	-	-	-	-	-	-	-	
Public utilities *	43	1.12	3	7	4	3	2	19	1	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Retail trade	25	1.17	-	-	-	15	-	-	-	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Finance **	68	1.26	-	-	-	-	-	-	1	63	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Services	93	1.16	-	2	6	35	-	12	-	24	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Garage attendants	551	1.59	-	-	-	-	-	-	-	-	-	28	15	72	96	98	84	4	79	72	-	3	-	-	-	-	
Manufacturing	67	1.60	-	-	-	-	-	-	-	-	-	8	-	5	-	39	-	-	4	8	-	3	-	-	-	-	
Nonmanufacturing 3/	484	1.59	-	-	-	-	-	-	-	-	-	20	15	67	96	59	84	4	75	64	-	-	-	-	-	-	
Public utilities *	209	1.54	-	-	-	-	-	-	-	-	20	9	-	74	36	66	4	-	-	-	-	-	-	-	-	-	
Retail trade	67	1.58	-	-	-	-	-	-	-	-	-	-	-	22	23	18	-	4	-	-	-	-	-	-	-	-	
Services	21	1.52	-	-	-	-	-	-	-	-	-	6	11	-	-	-	-	4	-	-	-	-	-	-	-	-	
Groundsmen and gardeners	50	1.40	6	-	-	-	-	6	-	6	1	-	5	-	-	18	2	2	4	-	-	-	-	-	-	-	
Manufacturing	17	1.59	-	-	-	-	-	-	-	-	-	-	4	-	-	6	1	2	4	-	-	-	-	-	-	-	
Nonmanufacturing 3/	33	1.30	6	-	-	-	-	6	-	6	1	-	1	-	-	12	1	-	-	-	-	-	-	-	-	-	
Services	29	1.28	6	-	-	-	-	6	-	6	-	-	1	-	-	9	1	-	-	-	-	-	-	-	-	-	
Guards	259	1.49	-	-	3	2	5	4	5	31	47	4	37	3	16	39	7	1	19	14	4	-	-	-	18	-	
Manufacturing	189	1.57	-	-	-	-	-	-	-	-	44	-	30	1	16	39	4	-	19	14	4	-	-	-	18	-	
Nonmanufacturing 3/	70	1.29	-	-	3	2	5	4	5	31	3	4	7	2	-	4	1	-	-	-	-	-	-	-	-	-	
Finance **	12	1.49	-	-	-	-	-	-	-	1	-	2	3	2	-	3	1	-	-	-	-	-	-	-	-	-	
Janitors, porters and cleaners (men)	5,423	1.30	100	225	182	175	76	383	89	1,609	568	666	242	334	341	215	187	6	12	13	-	-	-	-	-	-	
Manufacturing	1,149	1.46	-	-	10	-	-	7	-	60	187	106	90	188	205	142	137	4	12	1	-	-	-	-	-	-	
Nonmanufacturing 3/	4,274	1.26	100	225	172	175	76	376	89	1,549	381	560	152	146	136	73	50	2	-	12	-	-	-	-	-	-	
Public utilities *	506	1.31	8	6	30	26	15	14	47	56	41	128	17	108	10	-	-	-	-	-	-	-	-	-	-	-	
Wholesale trade	258	1.31	-	-	20	-	23	-	-	76	46	-	72	-	21	-	-	-	-	-	-	-	-	-	-	-	
Retail trade	635	1.35	8	-	22	-	24	1	2	70	149	199	49	29	20	29	31	2	-	-	-	-	-	-	-	-	
Finance **	691	1.28	-	-	-	-	-	-	12	574	30	18	-	9	48	-	-	-	-	-	-	-	-	-	-	-	
Services	2,184	1.21	84	219	100	149	14	361	28	773	115	215	14	-	37	44	19	-	-	12	-	-	-	-	-	-	

See footnotes at end of table.

* Transportation (excluding railroads), communication, and other public utilities.

** Finance, insurance, and real estate.

Occupational Wage Survey, San Francisco, California, January 1951
 U. S. DEPARTMENT OF LABOR
 Bureau of Labor Statistics

Table 4.--CUSTODIAL, WAREHOUSING AND SHIPPING OCCUPATIONS - Continued
(Average hourly earnings 1/ for selected occupations 2/ by industry division)

Occupation and industry division	Number of workers	Average hourly earnings	Number of workers receiving straight-time hourly earnings of -																									
			Under \$0.95	\$0.95-1.00	\$1.00-1.05	\$1.05-1.10	\$1.10-1.15	\$1.15-1.20	\$1.20-1.25	\$1.25-1.30	\$1.30-1.35	\$1.35-1.40	\$1.40-1.45	\$1.45-1.50	\$1.50-1.55	\$1.55-1.60	\$1.60-1.65	\$1.65-1.70	\$1.70-1.75	\$1.75-1.80	\$1.80-1.85	\$1.85-1.90	\$1.90-1.95	\$1.95-2.00	\$2.00-2.05	\$2.05-2.10	\$2.10 and over	
Janitors, porters and cleaners (women)	920	\$1.11	52	200	109	125	9	237	11	90	20	16	8	8	23	9	3	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	43	1.33	5	-	-	-	2	10	2	-	3	2	-	3	7	9	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	877	1.10	47	200	109	125	7	227	9	90	17	14	8	5	16	-	3	-	-	-	-	-	-	-	-	-	-	-
Public utilities *	62	1.12	13	-	7	3	4	19	3	2	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade	20	1.28	-	-	3	-	-	-	-	9	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade	52	1.21	3	-	8	3	1	6	-	11	1	14	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance **	97	1.17	-	-	-	1	-	94	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Services	646	1.08	31	200	91	118	2	108	6	66	5	-	-	-	16	-	3	-	-	-	-	-	-	-	-	-	-	-
Order fillers	2,295	1.55	-	-	13	15	4	21	4	58	83	71	41	83	739	390	78	291	112	223	47	12	-	1	6	-	3	-
Manufacturing	226	1.58	-	-	-	-	-	-	-	-	-	-	2	50	80	21	10	30	10	18	-	1	-	1	-	-	-	3
Nonmanufacturing 3/	2,069	1.55	-	-	13	15	4	21	4	58	83	71	39	33	659	369	68	261	102	205	47	11	-	-	6	-	-	-
Wholesale trade	1,511	1.55	-	-	12	15	3	21	3	57	6	20	33	30	411	360	48	261	100	92	33	-	-	-	6	-	-	-
Retail trade	557	1.54	-	-	1	-	1	-	-	1	77	51	6	3	248	9	20	-	2	113	14	11	-	-	-	-	-	-
Packers	722	1.51	-	-	-	-	-	19	1	4	39	4	12	169	254	132	-	55	22	1	10	-	-	-	-	-	-	-
Manufacturing	177	1.54	-	-	-	-	-	-	-	-	3	-	12	76	16	14	-	55	-	1	-	-	-	-	-	-	-	-
Nonmanufacturing 3/	545	1.50	-	-	-	-	-	19	1	4	36	4	-	93	238	118	-	-	22	-	10	-	-	-	-	-	-	-
Wholesale trade	461	1.53	-	-	-	-	-	-	-	-	-	-	-	84	230	118	-	-	20	-	9	-	-	-	-	-	-	-
Retail trade	41	1.42	-	-	-	-	-	-	1	4	17	-	-	9	8	-	-	-	2	-	-	-	-	-	-	-	-	-
Shipping-and-receiving clerks	673	1.61	-	-	20	-	7	7	-	30	10	19	42	28	60	36	127	52	57	41	44	52	30	8	-	2	1	-
Manufacturing	262	1.70	-	-	-	-	-	-	-	-	-	1	3	21	25	17	27	46	32	26	4	25	24	8	-	2	1	-
Nonmanufacturing 3/	411	1.56	-	-	20	-	7	7	-	30	10	18	39	7	35	19	100	6	25	15	40	27	6	-	-	-	-	-
Wholesale trade	302	1.62	-	-	20	-	-	-	-	-	-	12	32	-	12	18	100	6	24	6	40	26	6	-	-	-	-	-
Retail trade	99	1.40	-	-	-	-	6	3	-	27	9	6	7	7	23	1	-	-	-	9	-	1	-	-	-	-	-	-
Stock handlers and truckers, hand	5,671	1.57	-	2	-	8	24	49	8	29	18	57	215	443	2,216	889	248	482	151	397	267	23	144	1	-	-	-	-
Manufacturing	2,373	1.56	-	-	-	-	-	-	-	-	-	18	146	368	833	373	118	293	97	70	35	21	1	-	-	-	-	-
Nonmanufacturing	3,298	1.58	-	2	-	8	24	49	8	29	18	39	69	75	1,383	516	130	189	54	327	232	2	143	1	-	-	-	-
Public utilities *	302	1.70	-	-	-	6	-	3	-	6	1	4	2	-	-	19	72	39	-	-	150	-	-	-	-	-	-	-
Wholesale trade	2,419	1.57	-	-	-	-	-	-	6	-	-	20	57	51	1,322	461	-	120	29	213	-	-	140	-	-	-	-	-
Retail trade	487	1.59	-	2	-	2	19	46	2	13	2	10	1	-	61	36	38	30	25	113	82	2	2	1	-	-	-	-
Services	90	1.42	-	-	-	-	5	-	-	10	15	5	9	24	-	-	20	-	-	1	-	-	1	-	-	-	-	-
Truck drivers, light (under 1½ tons)	1,168	1.78	-	-	-	-	-	7	-	-	-	23	8	25	13	45	57	138	188	23	327	22	217	-	41	-	34	-
Manufacturing	224	1.80	-	-	-	-	-	-	-	-	-	-	-	4	15	6	39	85	20	15	6	-	-	-	-	-	-	34
Nonmanufacturing	944	1.78	-	-	-	-	-	7	-	-	-	23	8	25	9	30	51	99	103	3	312	16	217	-	41	-	-	-
Public utilities *	149	1.80	-	-	-	-	-	-	-	-	-	1	-	-	-	3	9	-	1	135	-	-	-	-	-	-	-	-
Wholesale trade	445	1.72	-	-	-	-	-	-	-	-	-	20	-	20	-	18	44	80	103	-	120	-	-	-	40	-	-	-
Retail trade	91	1.67	-	-	-	-	-	7	-	-	-	2	8	5	9	12	1	8	-	2	-	-	-	-	1	-	-	-
Services	259	1.89	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	2	-	-	57	16	181	-	-	-	-	-

See footnotes at end of table.

* Transportation (excluding railroads), communication, and other public utilities.

** Finance, insurance, and real estate.

Table 4.--CUSTODIAL, WAREHOUSING AND SHIPPING OCCUPATIONS - Continued
 (Average hourly earnings ^{1/} for selected occupations ^{2/} by industry division)

Occupation and industry division	Number of workers	Average hourly earnings	Number of workers receiving straight-time hourly earnings of -																							
			Under \$0.95	\$0.95-1.00	\$1.00-1.05	\$1.05-1.10	\$1.10-1.15	\$1.15-1.20	\$1.20-1.25	\$1.25-1.30	\$1.30-1.35	\$1.35-1.40	\$1.40-1.45	\$1.45-1.50	\$1.50-1.55	\$1.55-1.60	\$1.60-1.65	\$1.65-1.70	\$1.70-1.75	\$1.75-1.80	\$1.80-1.85	\$1.85-1.90	\$1.90-1.95	\$1.95-2.00	\$2.00-2.05	\$2.05-2.10	$2.10 and over
Truck drivers, medium (1½ to and including 4 tons)	2,370	\$1.89	-	-	-	-	1	-	-	1	1	2	3	-	3	6	274	23	315	445	161	63	40	894	32	106
Manufacturing	423	2.00	-	-	-	-	-	-	-	-	-	-	-	-	-	26	1	34	31	32	-	-	-	170	23	106
Nonmanufacturing ^{3/}	1,947	1.87	-	-	-	-	1	-	-	1	1	2	3	-	3	6	248	22	281	414	129	63	40	724	9	-
Public utilities *	553	1.76	-	-	-	-	1	-	-	1	-	2	2	-	3	6	208	-	20	310	-	-	-	-	-	-
Wholesale trade	1,208	1.93	-	-	-	-	-	-	-	-	-	-	-	-	-	40	20	248	76	6	54	40	724	-	-	
Retail trade	184	1.87	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	13	28	123	9	-	-	9	-
Truck drivers, heavy (over 4 tons, trailer type)	788	1.89	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	84	48	77	101	403	11	51	13	-
Manufacturing	118	1.94	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	29	47	11	11	13	-	-
Nonmanufacturing ^{3/}	670	1.88	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	84	48	70	72	356	-	40	-	-
Public utilities *	225	1.90	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	70	-	155	-	-	-	-
Wholesale trade	285	1.89	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	48	-	72	125	-	40	-	-
Truckers, power (fork lift)	625	1.67	-	-	-	-	-	-	-	-	-	-	36	22	80	170	110	33	44	110	-	20	-	-	-	-
Manufacturing	484	1.64	-	-	-	-	-	-	-	-	-	-	36	22	77	146	101	33	38	31	-	-	-	-	-	-
Nonmanufacturing ^{3/}	141	1.78	-	-	-	-	-	-	-	-	-	-	-	-	3	24	9	-	6	79	-	20	-	-	-	-
Wholesale trade	59	1.75	-	-	-	-	-	-	-	-	-	-	-	-	3	24	6	-	6	-	-	20	-	-	-	-
Truckers, power (other than fork lift) ^{3/}	180	1.61	-	-	-	-	-	-	5	10	4	1	11	12	29	32	29	7	6	34	-	-	-	-	-	-
Manufacturing	133	1.61	-	-	-	-	-	-	-	-	4	-	10	12	29	32	29	7	6	4	-	-	-	-	-	-
Watchmen	1,059	1.41	1	-	19	2	20	23	10	81	85	72	501	48	38	45	16	22	17	59	-	-	-	-	-	-
Manufacturing	310	1.44	-	-	4	-	-	7	9	14	64	48	21	43	24	39	3	16	17	1	-	-	-	-	-	-
Nonmanufacturing ^{3/}	749	1.40	1	-	15	2	20	16	1	67	21	24	480	5	14	6	13	6	-	58	-	-	-	-	-	-
Public utilities *	39	1.42	-	-	-	-	5	-	-	-	11	-	-	5	12	-	6	-	-	-	-	-	-	-	-	-
Wholesale trade	39	1.28	-	-	12	-	-	6	-	6	3	-	-	-	5	-	6	-	1	-	-	-	-	-	-	-
Retail trade	60	1.33	-	-	-	-	6	-	14	-	24	14	-	2	-	-	-	-	-	-	-	-	-	-	-	-
Services	587	1.42	1	-	3	2	15	4	1	27	7	-	462	-	-	1	7	-	-	57	-	-	-	-	-	-

1/ Excludes premium pay for overtime and night work.
 2/ Data limited to men workers except where otherwise indicated.
 3/ Includes data for industry divisions not shown separately.
 * Transportation (excluding railroads), communication, and other public utilities.
 ** Finance, insurance, and real estate.

CHARACTERISTIC INDUSTRY OCCUPATIONS

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

Table 5.--MEAT PRODUCTS, INDEPENDENT PRODUCERS ^{1/}

Occupation ^{2/}	Number of workers	Average hourly earnings ^{3/}	Number of workers receiving straight-time hourly earnings of -																								
			\$1.20 and under	\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.55	\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.35	\$2.40 and over
Butchers, general, cattle killing	38	\$2.20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	23	7	3	-	5	-
Cutters, general, beef cutting	98	2.20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	67	6	16	6	3	-	
Packers, sausage department (women)	47	1.26	40	-	-	4	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sausage makers	129	2.27	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	43	9	33	13	21	10	
Shacklers, cattle killing	9	1.73	-	-	-	-	-	-	-	-	5	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-

^{1/} The study covered establishments with more than 20 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 Manuals (1945 and 1949 editions) prepared by the Bureau of the Budget. Of the estimated 27 establishments and 1,350 workers in these industries, 12 establishments with 838 workers were actually studied.

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

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

Table 6.--FOUNDRIES, FERROUS ^{1/}

Occupation ^{2/}	Number of workers	Average hourly earnings ^{3/}	Number of workers receiving straight-time hourly earnings of -																						
			\$1.30 and under	\$1.40	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50										
Chippers and grinders...	167	\$1.53	-	33	133	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Coremakers, hand	174	1.84	-	-	-	-	-	151	20	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Molders, floor	220	1.85	-	-	-	-	-	180	35	2	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-
Molders, hand, bench ...	30	1.85	-	-	-	-	-	23	4	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Molders, machine	89	1.84	-	-	-	-	-	67	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Patternmakers, wood	38	2.27	-	-	-	-	-	-	-	-	25	-	-	-	-	-	-	-	-	-	-	-	10	3	-
Shake-out men	140	1.46	36	84	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Truckers, hand	50	1.39	50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

^{1/} The study covered independent foundries with more than 20 workers in the manufacture of castings from gray iron, malleable iron, or steel. Of the estimated 18 establishments and 2,080 workers in the industry, 11 establishments with 1,741 workers were actually studied. These data relate to July 1950. A follow-up check indicated that a 12-cent per hour across-the-board increase was effective January 29, 1951; data in the table have not been adjusted to reflect this increase.

^{2/} Data limited to men workers.

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

Table 7.--INDUSTRIAL CHEMICALS ^{1/}

Occupation ^{2/}	Number of workers	Average hourly earnings ^{3/}	Number of workers receiving straight-time hourly earnings of -																		
			\$1.60 and under	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.05									
Chemical operators, class A	199	\$1.92	-	-	-	30	54	-	-	16	99	-	-	-	-	-	-	-	-	-	-
Chemical operators, class B	184	1.83	18	8	-	32	45	24	36	21	-	-	-	-	-	-	-	-	-	-	-
Chemical operators' helpers	112	1.72	-	45	36	31	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

^{1/} The study covered establishments with more than 100 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 10 establishments and 2,800 workers in these industries, 6 establishments with 1,997 workers were actually studied.

^{2/} Data limited to men workers.

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

Occupational Wage Survey, San Francisco, California, January 1951
U. S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Table 8.--PAINTS AND VARNISHES 1/

Occupation 2/	Number of workers	Average hourly earnings 3/	Number of workers receiving straight-time hourly earnings of -																							
			\$1.35 and under	\$1.40	\$1.45	\$1.50	\$1.55	\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.35	\$2.40	\$2.45	\$2.50
Labelers and packers (men)	127	\$1.68	-	-	3	12	31	10	3	58	2	1	-	1	1	1	-	1	1	-	-	-	-	-	-	1
Labelers and packers (women)	52	1.50	13	1	23	1	8	-	1	3	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
Mixers	179	1.75	-	-	-	-	7	69	13	10	3	6	63	2	3	1	-	-	-	1	-	-	-	-	-	1
Technicians	69	1.81	-	-	-	1	4	7	6	13	1	1	5	22	-	6	3	-	-	-	-	-	-	-	-	-
Tinters	47	1.89	-	-	-	-	-	1	-	5	2	-	23	1	-	10	1	-	2	-	1	-	-	-	1	-
Truckers, hand	123	1.64	-	-	-	23	54	2	2	-	-	42	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Varnish makers	44	1.83	-	-	-	-	-	4	-	7	2	19	6	1	-	1	3	-	-	-	-	-	-	1	-	-

1/ The study covered establishments with more than 7 workers in the manufacture of paints and varnishes (Group 2851) as defined in the Standard Industrial Classification Manual (1945 edition) prepared by the Bureau of the Budget. Of the estimated 31 establishments and 2,620 workers in the industry, 16 establishments with 1,921 workers were actually studied.

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

3/ Excludes premium pay for overtime and night work.

Table 9.--FABRICATED STRUCTURAL STEEL AND ORNAMENTAL METAL WORK 1/

Occupation 2/	Number of workers	Average hourly earnings 3/	Number of workers receiving straight-time hourly earnings of -																						
			\$1.45 and under	\$1.50	\$1.55	\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.35	\$2.40	\$2.45 and over		
Crane operators, electric bridge (under 10 tons)	47	\$1.58	19	-	8	-	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Crane operators, electric bridge (10 tons and over)	24	1.53	18	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fitters, structural, class A	102	1.86	-	-	-	-	-	-	-	76	2	16	8	-	-	-	-	-	-	-	-	-	-	-	-
Flame-cutting-machine operators	51	1.68	-	-	-	18	22	-	-	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lay-out men, class A	75	1.91	-	-	-	-	-	-	-	2	53	16	4	-	-	-	-	-	-	-	-	-	-	-	-
Power-shear operators, class A	51	1.60	2	-	33	10	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Welders, hand, class A	123	1.76	-	-	-	-	48	6	-	61	2	2	4	-	-	-	-	-	-	-	-	-	-	-	-
Welders, hand, class B	109	1.67	-	6	-	-	81	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Welders, machine, class A	40	1.99	-	-	-	-	4	-	4	20	-	-	-	-	-	2	-	2	-	-	-	-	2	6	

1/ 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 11 establishments and 3,320 workers in these industries, 11 establishments with 2,056 workers were actually studied.

2/ Data limited to men workers.

3/ Excludes premium pay for overtime and night work.

Occupational Wage Survey, San Francisco, California, January 1951
U. S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Table 10.--MACHINERY INDUSTRIES 1/

Occupation 2/	Number of workers	Average hourly earnings 3/	Number of workers receiving straight-time hourly earnings of -																				
			\$1.30 and under 1.35	\$1.35 1.40	\$1.40 1.45	\$1.45 1.50	\$1.50 1.55	\$1.55 1.60	\$1.60 1.65	\$1.65 1.70	\$1.70 1.75	\$1.75 1.80	\$1.80 1.85	\$1.85 1.90	\$1.90 1.95	\$1.95 2.00	\$2.00 2.05	\$2.05 2.10	\$2.10 2.15	\$2.15 2.20	\$2.20 2.25	\$2.25 2.30	\$2.30 2.35
Assemblers, class A	406	\$1.79	-	-	-	-	-	-	69	-	-	-	298	24	6	5	4	-	-	-	-	-	-
Assemblers, class B	305	1.54	-	-	-	129	6	116	44	-	-	10	-	-	-	-	-	-	-	-	-	-	
Assemblers, class C	195	1.47	-	-	-	195	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Drill-press operators, single- and multiple-spindle, class A	86	1.71	-	-	-	-	-	21	13	12	-	-	40	-	-	-	-	-	-	-	-	-	
Drill-press operators, single- and multiple-spindle, class B	152	1.53	-	-	-	65	-	83	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
Electricians, maintenance	23	1.94	-	-	-	-	-	-	-	-	-	-	-	19	4	-	-	-	-	-	-	-	-
Engine-lathe operators, class A	141	1.85	-	-	-	-	-	-	-	-	-	-	98	7	36	-	-	-	-	-	-	-	-
Grinding-machine operators, class A	49	1.83	-	-	-	-	-	-	-	-	-	-	25	24	-	-	-	-	-	-	-	-	-
Grinding-machine operators, class B	34	1.62	-	-	-	-	-	4	30	-	-	-	-	-	-	-	-	-	-	-	-	-	
Inspectors, class A	134	1.81	-	-	-	-	-	-	-	32	-	28	42	-	32	-	-	-	-	-	-	-	-
Janitors	104	1.38	70	8	-	9	5	1.38	8	4	-	-	-	-	-	-	-	-	-	-	-	-	
Machinists, production	464	1.84	-	-	-	-	-	-	-	-	-	-	395	4	20	-	45	-	-	-	-	-	-
Milling-machine operators, class A	104	1.83	-	-	-	-	-	-	-	-	-	67	30	7	-	-	-	-	-	-	-	-	-
Milling-machine operators, class B	37	1.63	-	-	-	-	8	-	25	-	-	-	4	-	-	-	-	-	-	-	-	-	
Tool-and-die makers (other than jobbing shops)	237	2.21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	41	173	4	19
Welders, hand, class A	214	1.82	-	-	-	-	-	-	-	-	-	198	3	8	1	-	-	-	-	-	-	-	-

1/ The study covered establishments with more than 20 workers in the manufacture of nonelectrical machinery (Group 35) as defined in the Standard Industrial Classification Manual (1945 edition) prepared by the Bureau of the Budget. Of the estimated 59 establishments and 9,910 workers in these industries, 18 establishments with 6,084 workers were actually studied. A 12-cent per hour across-the-board increase, effective February 1951, is not reflected in the data.

2/ Data limited to men workers.

3/ Excludes premium pay for overtime and night work.

Table 11.--BANKS 1/

Occupation and sex	Number of workers	Average		Number of workers receiving straight-time weekly earnings of -																						
		Weekly scheduled hours	Weekly earnings 2/	\$ 32.50 and under 35.00	\$ 35.00 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		
Men																										
Tellers, paying or paying and receiving, commercial	317	40.0	\$60.00	-	-	-	-	-	5	2	52	61	31	65	30	21	10	5	-	4	2	5	6	14	4	
Under 5 years' service	262	40.0	56.50	-	-	-	-	-	5	2	52	61	31	62	26	15	6	2	-	-	-	-	-	-	-	
5 or more years' service	55	40.0	79.00	-	-	-	-	-	-	-	-	-	-	3	4	6	4	3	-	4	2	5	6	14	4	
Women																										
Bookkeeping-machine operators, class B	301	40.0	46.00	11	5	10	33	90	48	49	34	13	4	4	-	-	-	-	-	-	-	-	-	-	-	
Tellers, paying or paying and receiving, commercial	111	40.0	57.00	-	-	-	1	-	2	3	11	15	12	40	20	7	-	-	-	-	-	-	-	-	-	
Under 5 years' service	53	40.0	54.50	-	-	-	1	-	2	3	10	13	7	13	4	-	-	-	-	-	-	-	-	-	-	
5 or more years' service	58	40.0	59.50	-	-	-	-	-	-	-	1	2	5	27	16	7	-	-	-	-	-	-	-	-	-	

1/ The study covered banking establishments with more than 100 workers. Of the estimated 17 establishments and 10,040 workers in the industry, 10 establishments with 7,797 workers were actually studied.

2/ Excludes premium pay for overtime.

Table 12.--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 \$40.00	\$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	\$105.00	\$110.00 and over
Men																											
Sales clerks:																											
Furniture and bedding, upstairs store	77	40.0	\$2.24	\$89.50	-	-	1	-	-	3	5	1	3	-	2	3	4	1	3	7	7	2	4	5	1	7	18
Men's clothing, upstairs store	116	40.0	2.23	89.00	-	-	-	1	-	3	1	2	2	3	6	2	1	3	5	14	8	18	6	7	10	6	18
Men's furnishings, upstairs store	95	40.0	1.61	64.50	-	-	-	4	3	8	6	10	8	12	7	8	6	1	1	7	5	6	2	-	1	-	-
Women's shoes, upstairs store	59	40.0	1.78	71.00	-	-	1	1	-	-	5	4	-	15	2	1	1	1	4	8	7	1	3	2	1	1	1
Tailors, alteration, men's garments	62	40.0	1.66	66.50	-	-	-	-	-	-	-	1	-	-	-	48	3	2	5	2	1	-	-	-	-	-	-
Women																											
Cashier-wrappers	367	40.0	1.15	46.00	-	8	72	254	25	5	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Elevator operators, passenger	127	40.0	1.24	49.50	1	20	12	-	-	94	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sales clerks:																											
Furniture and bedding, upstairs store	32	40.0	1.49	59.50	-	1	3	4	3	4	1	2	-	-	3	2	2	1	-	2	2	-	2	-	-	-	-
Men's furnishings, upstairs store	109	40.0	1.34	53.50	1	10	15	16	9	15	12	-	4	5	5	2	2	3	4	3	3	-	-	-	-	-	-
Notions and trimmings, upstairs store	110	40.0	1.14	45.50	7	31	16	26	17	7	3	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Women's accessories, upstairs store	417	40.0	1.24	49.50	13	45	62	65	95	35	25	14	7	20	12	9	3	1	7	1	1	1	1	1	-	-	-
Women's accessories, downstairs store	50	40.0	1.16	46.50	4	13	5	13	6	1	2	-	2	-	4	-	-	-	-	-	-	-	-	-	-	-	-
Women's dresses:																											
Regular or upstairs store, better dress and salon department	112	40.0	1.50	60.00	3	3	14	9	4	13	6	3	5	4	14	1	2	3	2	12	6	6	2	-	-	-	-
Regular or upstairs, popular price department	192	40.0	1.25	50.00	5	21	29	21	35	27	19	8	9	6	4	1	1	2	1	2	-	-	-	-	1	-	-
Basement store	31	40.0	1.15	46.00	-	5	9	10	2	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women's shoes, upstairs store	19	40.0	1.44	57.50	1	-	2	-	4	-	2	2	-	1	3	1	-	1	-	-	2	-	-	-	-	-	-
Women's suits and coats, upstairs store	272	40.0	1.43	57.00	-	5	13	22	39	46	29	20	22	13	11	8	3	12	7	2	2	7	1	1	1	1	1
Sewers, alteration, women's garments	242	40.0	1.25	50.00	-	2	15	22	24	136	37	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

1/ The study covered department stores, men's and boys' clothing stores, women's ready-to-wear stores and family clothing stores with more than 100 workers. Of the estimated 37 establishments and 18,510 workers in these industries, 25 establishments with 13,405 workers were actually studied.

2/ Excludes premium pay for overtime.

Table 13.--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	\$1.00	\$1.05	\$1.10	\$1.15	\$1.20	\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.55	\$1.60	\$1.65	\$1.70	\$1.75
Men																			
Extractor operators	48	\$1.37	-	-	-	-	-	-	-	-	4	34	5	3	2	-	-	-	-
Washers, machine	68	1.41	-	-	-	-	-	-	-	5	-	42	2	2	3	8	4	-	1
Wrappers, bundle	21	1.20	1	2	-	3	6	-	3	1	5	-	-	-	-	-	-	-	-
Women																			
Clerks, retail receiving	36	1.15	-	4	4	9	4	12	2	-	1	-	-	-	-	-	-	-	-
Finishers, flatwork, machine	533	.99	365	117	45	4	2	-	-	-	-	-	-	-	-	-	-	-	-
Identifiers	87	1.17	-	6	-	-	80	1	-	-	-	-	-	-	-	-	-	-	-
Markers	97	1.19	-	-	-	-	89	2	2	4	-	-	-	-	-	-	-	-	-
Pressers, machine, shirts	189	1.09	-	20	65	92	11	1	-	-	-	-	-	-	-	-	-	-	-
Wrappers, bundle	23	1.20	-	2	3	-	9	-	4	2	3	-	-	-	-	-	-	-	-

1/ The study covered power laundries with more than 20 workers. Of the estimated 31 establishments and 2,360 workers in the industry, 23 establishments with 2,025 workers were actually studied.

2/ Excludes premium pay for overtime and night work.

Table 14.--AUTO REPAIR SHOPS 1/

Occupation 2/	Number of workers	Average hourly earnings 3/	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 1.55	\$1.55 1.60	\$1.60 1.65	\$1.65 1.70	\$1.70 1.75	\$1.75 1.80	\$1.80 1.85	\$1.85 1.90	\$1.90 1.95	\$1.95 2.00	\$2.00 2.05	\$2.05 2.10	\$2.10 2.15	\$2.15 2.20	\$2.20 2.25	\$2.25 2.30	\$2.30 2.35	\$2.35 2.40	\$2.40 2.45	\$2.45 2.50	$2.50 and over
West bay Area (Marin, San Francisco, and San Mateo Counties)																									
Body repairmen, metal	398	\$2.23	-	-	-	-	-	-	-	-	-	-	-	-	-	6	190	18	7	76	24	23	18	-	36
Electricians, automotive	30	2.23	-	-	-	-	-	-	-	-	-	-	-	-	6	-	4	10	-	-	-	2	-	-	8
Greasers	131	1.63	-	-	-	-	47	31	36	5	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mechanics, automotive, class A	1,038	2.04	-	-	-	-	-	-	-	-	-	16	-	-	104	527	172	181	-	28	10	-	-	-	-
Washers, automobile	127	1.61	-	-	-	-	32	81	-	-	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-
East Bay Area (Alameda, Contra Costa, and Solano Counties)																									
Body repairmen, metal	380	2.21	-	-	-	-	-	-	-	-	-	-	-	-	17	17	285	-	21	7	24	-	-	-	9
Electricians, automotive	25	2.12	-	-	-	-	-	-	-	-	-	-	-	-	1	24	-	-	-	-	-	-	-	-	-
Greasers	275	1.56	17	-	17	7	193	41	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mechanics, automotive, class A	1,212	2.02	-	-	-	-	-	-	-	-	-	-	-	-	988	81	122	-	7	-	7	-	-	7	-
Washers, automobile	121	1.54	24	-	-	-	90	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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 (1949 edition) prepared by the Bureau of the Budget. Of the estimated 317 establishments and 9,320 workers in these industries, 37 establishments with 2,333 workers were actually studied.

2/ Data limited to men workers.

3/ 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/	\$47.50 and under 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	
Men																						
Laboratory technicians (clinical)	48	40.0	\$1.61	\$64.50	-	-	1	10	4	4	2	5	20	1	1	-	-	-	-	-	-	-
Pharmacists	35	40.5	2.38	96.50	-	-	-	-	-	-	-	-	-	-	-	-	-	6	9	9	11	
X-ray technicians	32	40.0	1.61	64.50	-	-	1	3	2	1	11	8	5	-	-	-	1	-	-	-	-	
Women																						
Dietitians	74	40.0	1.56	62.50	-	-	2	9	29	-	14	4	10	1	-	5	-	-	-	-	-	
Laboratory technicians (clinical)	239	40.0	1.56	62.50	-	6	14	6	62	54	40	19	15	4	19	-	-	-	-	-	-	
Nurses, registered	2,030	40.0	1.43	57.00	62	134	65	747	745	174	93	10	-	-	-	-	-	-	-	-	-	
Pharmacists	30	40.5	2.31	93.50	-	-	-	-	-	-	-	-	-	-	-	2	2	6	6	7	7	
Physiotherapists	50	40.0	1.56	62.50	-	-	2	3	22	8	5	1	3	-	3	-	3	-	-	-	-	
X-ray technicians	97	40.0	1.46	58.50	5	10	9	10	31	9	18	3	2	-	-	-	-	-	-	-	-	

1/ The study covered hospitals with more than 100 workers. Of the estimated 34 establishments and 12,820 workers in this service, 14 establishments with 7,058 workers were actually studied.

2/ Excludes premium pay for overtime and night work.

Occupational Wage Survey, San Francisco, California, January 1951
U. S. DEPARTMENT OF LABOR
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Table 16.--HOTELS ^{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	\$ 1.55	$ 1.60
Men															
Clerks, desk	27	\$1.25	-	3	5	-	1	6	-	3	3	6	-	-	-
Clerks, room	21	1.38	-	1	-	-	-	5	-	-	6	5	-	-	4
Elevator operators, passenger	93	1.08	-	-	75	18	-	-	-	-	-	-	-	-	-
Housemen	123	1.08	-	-	102	21	-	-	-	-	-	-	-	-	-
Women															
Cashiers	46	1.15	2	-	18	7	2	11	-	-	6	-	-	-	-
Clerks, desk	6	1.10	-	3	1	-	1	-	1	-	-	-	-	-	-
Elevator operators, passenger	32	1.07	-	-	32	-	-	-	-	-	-	-	-	-	-
Maids, chamber	383	1.04	-	278	105	-	-	-	-	-	-	-	-	-	-

^{1/} The study covered year-round hotels in San Francisco County with more than 100 workers. All 11 establishments, employing 3,713 workers, in this industry were studied.
^{2/} Excludes premium pay for overtime and night work.

Table 17.--RAILROADS

(Average weekly earnings ^{1/} and weekly scheduled hours for selected office occupations and average hourly earnings ^{2/} for selected maintenance, power plant, custodial, warehousing and shipping occupations)

Occupation and sex	Number of workers	Average		Occupation ^{3/}	Number of workers	Average hourly earnings ^{2/}
		Weekly scheduled hours	Weekly earnings ^{1/}			
Office						
Men						
Clerks, accounting	72	40.0	\$66.50			
Clerks, general, junior	132	40.0	55.50			
Office boys	50	40.0	48.00			
Stenographers, general	35	40.0	61.00			
Women						
Calculating-machine operators (Comptometer type)...	195	40.0	59.00			
Clerks, general, junior	80	40.0	55.50			
Key-punch operators	51	40.0	58.50			
Stenographers, general	110	40.0	60.00			
Typists, class A	51	40.0	61.00			
Typists, class B	51	40.0	57.50			
Maintenance and Power Plant						
Electricians, maintenance ...	122		\$1.74			
Firemen, stationary boiler...	17		1.48			
Helpers, trades, maintenance	338		1.45			
Machinists, maintenance	249		1.74			
Maintenance men, general utility	90		1.74			
Mechanics, automotive (maintenance)	25		1.74			
Sheet-metal workers, maintenance	176		1.74			
Custodial, Warehousing and Shipping						
Janitors, porters and cleaners	57		1.33			
Stock handlers and truckers, hand	362		1.39			
Truck drivers, light (under 1½ tons)	31		1.51			

^{1/} Excludes premium pay for overtime.
^{2/} Excludes premium pay for overtime and night work.
^{3/} Data limited to men workers.

Occupational Wage Survey, San Francisco, California, January 1951
 U. S. DEPARTMENT OF LABOR
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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 January 1951.)

Table 18.--BAKERIES

City and classification	Rate per hour	Hours per week
<u>Oakland</u>		
Hand shops:		
Foremen and ovenmen	\$1.87	42
Bench hands	1.71	42
Machine shops:		
Foremen, dough mixers, and ovenmen	1.99	37 1/2
Dividers, molders, roll-machine operators ...	1.90	37 1/2
<u>San Francisco</u>		
Hand shops - bread:		
Foremen	2.00	38 3/4
Dough mixers, ovenmen	1.93	38 3/4
Benchmen	1.84	38 3/4
Bench and machine helpers	1.56	38 3/4
Hand shops - cake:		
Foremen	2.00	38 3/4
Mixers, ovenmen	1.93	38 3/4
Bench hands	1.84	38 3/4
Helpers:		
First year	1.41	38 3/4
After first year	1.56	38 3/4
Pan cleaners	1.41	38 3/4
Machine shops - bread:		
Foremen	2.05	37 1/2
Dough mixers, ovenmen	1.99	37 1/2
Dividers, molders, roll-machine operators, ingredientmen, benchmen, bread packers, pan greasing-machine operators, women bench helpers	1.90	37 1/2
Flour dumpers	1.81	37 1/2
Bench machine helpers:		
First year	1.53	37 1/2
Second year	1.61	37 1/2
Pan greasers	1.43	37 1/2
Machine shops - cake:		
Foremen	2.05	37 1/2
Mixers, icing mixers, ovenmen	1.99	37 1/2
Ingredient scalars, scaling-machine operators, cake dumpers, bench hands, grease-machine operators, women auxiliary workers	1.90	37 1/2
Helpers:		
First year	1.53	37 1/2
Second year	1.61	37 1/2
Pan cleaners	1.43	38
Women workers:		
Floor ladies	1.38	40
Cake wrapping-machine operators	1.30	38

Table 19.--BUILDING CONSTRUCTION

City and classification	Rate per hour	Hours per week
<u>Oakland</u>		
Bricklayers	\$3.00	40
Carpenters	2.38	40
Electricians	2.55	40
Painters	2.28	35
Plasterers	3.00	30
Plumbers	2.63	40
Building laborers	1.55	40
<u>San Francisco</u>		
Bricklayers	3.00	30
Carpenters	2.38	40
Electricians	2.63	40
Painters	2.28	35
Plasterers	3.00	40
Plumbers	2.63	40
Building laborers	1.55	40

Table 20.--MALT LIQUORS - SAN FRANCISCO

Classification	Rate per week	Hours per week
Bottlers:		
First shift	\$77.00	40
Second shift	79.00	40
Third shift	81.00	40
Brewers:		
First shift	81.50	40
Second shift	83.50	40
Third shift	85.50	40
Clerks (shipping and receiving) and checkers:		
First shift	77.00	40
Second shift	79.00	40
Third shift	81.00	40
Drivers: keg beer, bottle beer, shipping and special trucks		
	80.50	40
Helpers: keg beer, bottle beer, and shipping trucks		
	77.50	40
Night loaders (second shift)		
	82.50	40
Washers, truck:		
First shift	77.50	40
Second shift	79.50	40

Table 21.--CANNING (FRUITS AND VEGETABLES) - OAKLAND

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)	\$1.90	40
Bracket II (Examples: Cannery mechanics, class 2; head labeling operators; seamer mechanics, class 2; and shipping leadermen)	1.73	40
Bracket III (Examples: Cannery mechanics, class 3; cooks, tomatoes; label-machine operators; retort operators; and syrup makers)	1.55	40
Bracket IV (Examples: Coil cleaners; feeders, labeling machine; hand casers; and liner operators)...	1.42	40
Bracket V (Examples: Can run attendants; can forkers; car and truck loaders; and labeling inspectors)	1.34	40
<u>Women</u>		
Floorladies	1.34	40
Women workers, except floorladies	^{2/} 1.18	40

^{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.

^{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 payment.

Table 22.--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	\$1.48	40
After 6 months	1.53	40
<u>San Francisco</u>		
Operators and conductors:		
1-man busses and trackless trolleys, 2-man cars, and cable cars	1.53	48

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UNION WAGE SCALES - Continued

Table 23.--MOTOR TRUCK DRIVERS AND HELPERS

City and classification	Rate per hour	Hours per week
<u>Oakland</u>		
Building:		
Construction:		
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
Material:		
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
General:		
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
Newspapers and periodicals:		
Drivers, truck (day):		
First 6 months	2.13	40
Second 6 months	2.26	40
After 1 year	2.39	40
Drivers, truck (night):		
First 6 months	2.25	40
Second 6 months	2.36	40
After 1 year	2.51	40
Petroleum:		
Drivers, truck:		
Less than 6 months	1.80	40
Second 6 months	1.91	40
Thereafter	1.98	40
<u>San Francisco</u>		
Building:		
Construction:		
Drivers, excavating and dump trucks:		
Less than 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

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

City and classification	Rate per hour	Hours per week
<u>San Francisco - Continued</u>		
Building: - Continued		
Material:		
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
General:		
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
Moving:		
Drivers, large vans	1.75	46
Drivers, 1-ton auto trucks	1.75	46
Helpers	1.63	46
Piano movers	2.00	46
Petroleum:		
Drivers, truck:		
Less than 6 months	1.75	40
6 to 12 months	1.79	40
12 to 18 months	1.82	40
18 to 24 months	1.86	40
Over 24 months	1.93	40

Table 24.--NONALCOHOLIC BEVERAGES - SAN FRANCISCO

Classification	Rate per week	Hours per week
Bottlers	\$72.50	40
Driver-salesmen	76.50	40

Table 25.--OCEAN TRANSPORT - UNLICENSED PERSONNEL 1/

Department and classification	Rate per month	Hours per week
Deck department 2/:		
Day men:		
A.B. maintenance men	\$274.00	44
Boatswains:		
Vessels of 15,000-20,000 tons	348.50	44
Vessels of 10,000-15,000 tons	332.50	44
Vessels under 10,000 tons	316.50	44
Carpenters:		
Vessels of 15,000-20,000 tons	306.00	44
Vessels of 10,000-15,000 tons	300.50	44
Vessels under 10,000 tons	295.00	44
Carpenters' mates	290.00	44
Deck storekeepers	279.25	44
Watchmen:		
Able bodied seamen	248.50	48
Boatswains' mates	274.00	48
Ordinary seamen	206.00	48
Quartermasters	248.50	48
Watchmen	248.50	48
Engine-room department 2/:		
Day men:		
Chief electricians:		
P-2 turbo-electric vessels	465.50	44
P-2 turbine vessels	440.50	44
C-1, C-2, C-3, Victory Ships, and CIMAVI vessels	395.50	44
C-4 vessels	411.50	44
Deck engineers:		
Class A and B passenger vessels	308.00	44
Freighters	295.00	44
Firemen	267.50	44
Unlicensed juniors	314.50	44
Wipers	245.50	44
Watchmen:		
Chief reefer engineers:		
R-2 refrigerator steam type vessels ...	393.00	48
Freight refrigerator vessels, 52,000 cubic feet and over	363.25	48
Freight or passenger refrigerator vessels, less than 52,000 cubic feet	341.50	48
Freight vessels, less than 52,000 cubic feet	366.50	48
Class A passenger vessels with air conditioning	363.25	48

See footnotes at end of table.

UNION WAGE SCALES - Continued

Table 25.--OCEAN TRANSPORT - UNLICENSED PERSONNEL 1/ - Continued

Department and classification	Rate per month	Hours per week
Engine-room department 2/: - Continued		
Watch men: - Continued		
Firemen	\$236.00	48
Oilers	248.50	48
Second electricians:		
P-2 turbo-electric vessels	381.00	48
P-2 turbine vessels	356.50	48
Unlicensed juniors	283.00	48
Watertenders	248.50	48
Stewards department 3/:		
Freighters:		
Assistant cooks:		
Offshore trade	251.50	48
Alaska trade	251.50	48
Chief cooks:		
Offshore trade	283.00	48
Alaska trade	283.50	48
Chief stewards:		
Offshore trade	312.50	48
Alaska trade	336.50	48
Messmen and utility men:		
Offshore trade	214.00	48
Alaska trade	220.00	48
Passenger vessels:		
Assistant laundrymen:		
Class A vessels	220.00	48
Class B vessels	220.00	48
Chefs, class A vessels	552.50	48
Chief cooks, class B vessels	352.00	48
Head waiters, class A vessels	291.00	48
Linenmen:		
Class A vessels	251.50	48
Class B vessels	220.00	48
Messmen and waiters:		
Class A vessels	214.00	48
Class B vessels	214.00	48
Room stewards, class A vessels	214.00	48
Second stewards:		
Class A vessels	394.00	48
Class B vessels	319.00	48

Table 25.--OCEAN TRANSPORT - UNLICENSED PERSONNEL 1/ - Continued

Department and classification	Rate per month	Hours per week
Passenger vessels: - Continued		
Silvermen:		
Class A vessels	\$239.00	48
Class B vessels	226.50	48
Storekeepers:		
Class A vessels	270.50	48
Class B vessels	270.50	48
Third stewards:		
Class A vessels	286.50	48
Class B vessels	268.50	48

1/ All ratings receive \$7.50 per month clothing allowance which is included in the basic rates shown. All ratings of 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 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 26.--OFFICE BUILDING SERVICE

City and classification	Rate per hour	Hours per week
<u>Oakland</u>		
Cleaners (women)	\$1.08	40
Elevator service (men and women):		
Starters	1.26	40
Assistant starters	1.20	40
Operators	1.17	40
Janitors, watchmen, and handymen	1.17	40
<u>San Francisco</u>		
Cleaners (women)	1.17	40
Elevator service (men and women):		
Starters	1.37	40
Assistant starters	1.31	40
Operators	1.25	40
Janitors, watchmen, and handymen	1.25	40

Table 27.--PRINTING - SAN FRANCISCO AND OAKLAND

Classification	Rate per hour	Hours per week
Book and job shops:		
Bindery women	\$1.48	37½
Compositors, hand	2.63	37½
Electrotypers	2.73	37½
Photoengravers	2.67	37½
Pressmen, cylinder	2.63	37½
Press assistants and feeders:		
Cylinder press	2.08	37½
Platen press	1.65	37½

UNION WAGE SCALES - Continued

Table 27.--PRINTING - SAN FRANCISCO AND OAKLAND - Continued

Classification	Rate per hour	Hours per week
Newspapers:		
Compositors, hand:		
Day work	\$2.72	37½
Night work	2.85	37½
Mailers:		
Day work	2.44	37½
Night work	2.57	37½
Pressmen, web presses:		
Day work	2.61	37½
Night work	2.74	37½
Stereotypers:		
Day work	2.60	37½
Night work	2.73	37½

Table 28.--STEVEDORING

Classification	Rate per hour	Hours per week
Longshoremen:		
General cargo	\$1.92	30
Paper and pulp in packages of 300 lbs. or more	2.02	30
Shoveling jobs	2.12	30
Phosphate rock in bulk	2.22	30
Bulk sulphur, soda ash and crude untreated potash	2.37	30
Damaged cargo	2.77	30
Explosives	3.74	30
Gang bosses, general cargo	2.07	30
Hatch tenders, general cargo	2.02	30
Lift-truck-jitney drivers, general cargo	2.02	30

Table 29.--RESTAURANTS, CAFETERIAS AND LUNCHROOMS - SAN FRANCISCO

Classification	Rate per day	Hours per week
Class A restaurants:		
Bus boys and bus girls:		
Straight shift	\$ 8.55	37½
Split shift	9.30	37½
Combination bus boys and dishwashers	9.70	37½
Cashiers and checkers:		
Cashiers:		
Straight shift	9.50	37½
Split shift	10.25	37½
Checkers:		
Straight shift	10.50	37½
Split shift	11.25	37½
Combination cashiers and checkers:		
Straight shift	11.50	37½
Split shift	12.25	37½
Cooks and other kitchen help:		
Assistants to any station		
Butchers	11.35	37½
Chicken and fish butchers	14.20	37½
Chickens and fish butchers	11.10	37½
Cooks (except pastry):		
Chef or head cook in charge	19.00	37½
Second cook	15.45	37½
All other cooks, except night cook ..	14.20	37½
Night cook	15.45	37½
Oystermen	11.85	37½
Pantrymen:		
First pantryman	13.15	37½
All other pantrymen	11.85	37½
Pastry:		
Cooks:		
First pastry cook	15.45	37½
All other pastry cooks	14.20	37½
Ice cream men	12.90	37½
Helpers in pastry shop	10.85	37½
Waiters and waitresses:		
Cash houses:		
Straight shift	6.95	37½
Split shift	7.85	37½

Table 29.--RESTAURANTS, CAFETERIAS AND LUNCHROOMS - SAN FRANCISCO - Continued

Classification	Rate per day	Hours per week
Waiters and waitresses: - Continued		
Other than cash houses:		
Straight shift	\$ 7.95	37½
Split shift	8.85	37½
Nightclubs and cocktail lounges	6.95	37½
Cafeterias, dairy lunches, soda fountains:		
Bus boys and bus girls:		
Straight shift	8.55	37½
Split shift	9.30	37½
Combination bus boys and dishwashers	9.70	37½
Carvers, salad or sandwich men and women (when serving the public directly):		
Straight shift	11.20	37½
Split shift	11.95	37½
Cashiers and checkers:		
Cashiers:		
Straight shift	9.50	37½
Split shift	10.25	37½
Food checkers (cafeteria):		
Straight shift	10.00	37½
Split shift	10.75	37½
Combination cashiers and food checkers (cafeteria):		
Straight shift	11.00	37½
Split shift	11.75	37½
Counter, fountain and supply men and women:		
Straight shift	9.50	37½
Split shift	10.25	37½
Dish-up boys and girls (cafeteria):		
Straight shift	8.75	37½
Split shift	9.50	37½
Waiters and waitresses:		
Straight shift	7.95	37½
Split shift	8.85	37½

Table 30.--MINIMUM ENTRANCE RATES FOR PLANT WORKERS ^{1/}

Minimum rate (in cents)	Percent of plant ^{2/} workers in establishments with specified minimum rates in -						
	All indus- tries ^{3/}	Manufacturing		Public utilities*	Whole- sale trade	Retail trade	Services
		Establishments with - 101-500 workers	501 or more workers				
All establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0
80 or under	1.6	5.3	-	-	-	1.7	1.7
Over 80 and under 85	1.0	-	-	6.2	-	-	-
85	-	-	-	-	-	-	-
Over 85 and under 90	2.1	-	2.2	-	-	-	10.6
90	1.1	5.9	-	-	-	-	-
Over 90 and under 95	9.7	3.6	-	42.8	-	2.7	8.4
95 .....	.3	-	-	-	1.0	-	1.4
Over 95 and under 100	2.8	-	-	-	2.9	2.1	14.7
100	2.9	8.3	-	3.1	-	4.4	-
Over 100 and under 105 .....	.9	-	-	2.4	-	-	3.4
105 .....	.3	-	1.4	-	-	-	-
Over 105 and under 110	1.6	5.8	-	.7	-	-	2.6
110	2.8	-	6.1	1.6	1.2	6.2	-
Over 110 and under 115	1.1	2.1	3.3	-	-	-	-
115 .....	.5	-	-	-	-	-	3.5
Over 115 and under 120	6.9	12.2	13.2	.1	2.2	4.5	4.0
120 .....	.1	-	-	-	1.4	-	-
Over 120 and under 125	1.2	1.0	3.2	-	1.3	-	1.3
125 .....	.2	-	-	-	2.1	-	-
Over 125 and under 130	2.1	1.7	3.5	5.2	-	.9	-
130 .....	.3	.4	-	-	2.5	-	-
Over 130 and under 135	7.8	18.2	13.4	-	7.1	1.2	2.9
135 .....	.1	-	-	-	.7	-	-
Over 135 and under 140	4.4	2.4	12.3	4.4	4.3	-	-
140 .....	.4	-	-	2.3	-	-	-
Over 140 and under 145	4.5	.9	3.2	16.2	7.1	.7	-
145	2.3	-	10.3	-	-	-	-
Over 145 and under 150	3.4	3.4	2.0	-	12.7	6.3	-
150	2.8	4.6	-	1.7	13.6	1.4	-
Over 150 and under 155	4.8	7.8	11.0	3.2	1.2	1.3	-
155	1.1	4.7	-	-	-	-	1.1
Over 155 and under 160	3.9	2.2	5.3	1.5	11.8	5.1	-
160 and over	2.4	-	3.0	-	12.1	1.6	2.2
Establishments with no established minimum	22.6	9.5	6.6	8.6	14.8	59.9	42.2

^{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, and real estate.

* Transportation (excluding railroads), communication, and other public utilities.

Table 31.--SHIFT DIFFERENTIAL PROVISIONS

Shift differential	Percent of plant workers employed on each shift in -											
	All manufacturing industries ^{1/}		Meat products		Industrial chemicals		Paints and varnishes		Structural steel		Machinery	
	2nd shift	3rd or other shift	2nd shift	3rd or other shift	2nd shift	3rd or other shift	2nd shift	3rd or other shift	2nd shift	3rd or other shift	2nd shift	3rd or other shift
Percent of workers on extra shifts, all establishments ...	16.0	6.0	0.5	0.3	15.4	13.6	7.2	6.1	3.5	-	9.8	0.2
Receiving shift differ- entials	15.0	5.5	.5	.3	15.4	13.6	7.2	6.1	3.5	-	9.8	.2
Uniform cents (per hour) .	6.4	4.6	-	.3	15.4	13.6	6.1	6.1	-	-	-	-
Under 5 cents	1.7	-	-	-	7.1	-	-	-	-	-	-	-
5 cents	2.8	.1	-	-	1.7	-	2.0	-	-	-	-	-
Over 5 and under 10 cents .....	.7	1.5	-	-	6.6	7.1	-	-	-	-	-	-
10 cents .....	.9	1.1	-	-	-	4.5	4.1	.8	-	-	-	-
Over 10 cents .....	.3	1.9	-	.3	-	2.0	-	5.3	-	-	-	-
Uniform percentage	6.3	.3	.5	-	-	-	1.1	-	3.5	-	9.8	.2
5 percent .....	.2	-	-	-	-	-	-	-	-	-	-	-
Over 5 and under 10 percent	(^{2/})	-	-	-	-	-	-	-	-	-	-	-
10 percent	6.1	.2	.5	-	-	-	1.1	-	3.5	-	9.8	-
Over 10 percent	-	.1	-	-	-	-	-	-	-	-	-	.2
Full day's pay for reduced hours	1.5	.4	-	-	-	-	-	-	-	-	-	-
Other .....	.8	.2	-	-	-	-	-	-	-	-	-	-
Receiving no differential ...	1.0	.5	-	-	-	-	-	-	-	-	-	-

^{1/} Includes data for industries other than those shown separately.

^{2/} Less than 0.05 of 1 percent.

Occupational Wage Survey, San Francisco, California, January 1951
U.S. DEPARTMENT OF LABOR
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Table 32.--SCHEDULED WEEKLY HOURS

Weekly hours	Percent of women office workers employed in -							Percent of plant l/ workers employed in -					
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries 2/	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
35 hours	2.9	3.2	3.0	-	-	0.1	12.3	0.3	-	-	-	1.5	-
Over 35 and under 37½ hours	1.0	-	-	5.2	-	-	-	.3	-	-	-	1.9	-
37½ hours	10.0	16.8	5.0	2.2	4.5	19.4	5.4	2.9	5.0	1.8	-	1.5	1.7
Over 37½ and under 40 hours	8.4	4.5	-	9.1	-	21.0	5.0	-	-	-	-	-	-
40 hours	76.9	75.5	90.1	83.5	94.8	59.5	74.3	94.9	94.5	96.7	100.0	93.6	91.8
Over 40 and under 44 hours .....	.3	-	-	-	-	-	1.8	-	-	-	-	-	-
44 hours .....	.4	-	1.9	-	-	-	1.0	(3/)	-	-	-	-	.2
Over 44 and under 48 hours	-	-	-	-	-	-	-	.4	.4	1.5	-	-	-
48 hours .....	.1	-	-	-	.7	-	.2	.8	.1	-	-	1.5	3.5
Over 48 hours	-	-	-	-	-	-	-	.4	-	-	-	-	2.8

1/ Other than office workers.

2/ Includes data for industries other than those shown separately.

3/ Less than 0.05 of 1 percent.

* Transportation (excluding railroads), communication, and other public utilities.

** Finance, insurance, and real estate.

Table 33.--PAID HOLIDAYS

Number of paid holidays	Percent of office workers employed in -							Percent of plant l/ workers employed in -					
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries 2/	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Establishments providing paid holidays	99.9	100.0	100.0	100.0	100.0	100.0	99.5	92.9	90.8	100.0	100.0	95.5	82.8
1 to 5 days .....	.1	-	-	-	-	.2	.6	.6	.5	-	-	-	2.5
6 days	12.4	40.1	9.9	6.3	4.6	-	6.6	22.8	39.9	16.2	15.0	5.4	7.6
7 days	43.6	46.8	25.4	73.7	81.0	4.6	62.4	48.7	41.3	18.2	64.9	75.2	62.9
8 days	16.4	10.4	62.0	19.6	14.4	1.4	10.6	18.5	6.3	65.6	18.4	14.9	3.5
9 days	4.2	1.9	.1	.4	-	4.8	19.3	2.3	2.8	-	1.7	-	6.3
10 days	3.2	-	2.0	-	-	11.7	-	-	-	-	-	-	-
11 days	8.3	-	.6	-	-	34.1	-	-	-	-	-	-	-
11½ days	1.6	-	-	-	-	6.3	-	-	-	-	-	-	-
12 days	9.6	.8	-	-	-	36.9	-	-	-	-	-	-	-
Establishments providing no paid holidays ...	.1	-	-	-	-	-	.5	7.1	9.2	-	-	4.5	17.2

1/ Other than office workers.

2/ Includes data for industries other than those shown separately.

* Transportation (excluding railroads), communication, and other public utilities.

** Finance, insurance, and real estate.

Occupational Wage Survey, San Francisco, California, January 1951
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Table 34.—PAID VACATIONS (FORMAL PROVISIONS)

Vacation policy	Percent of office workers employed in -							Percent of plant 1/ workers employed in -					
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<u>6 months of service</u>													
Establishments with paid vacations	40.1	43.9	20.7	29.1	9.3	69.8	29.9	13.2	18.1	17.7	9.5	4.9	6.6
Under 1 week	-	-	-	-	-	-	-	1.7	3.7	-	-	-	1.3
1 week	35.1	43.3	20.7	29.1	9.3	50.8	29.9	11.5	14.4	17.7	9.5	4.9	5.3
Over 1 week and under 2 weeks .....	.1	.6	-	-	-	-	-	-	-	-	-	-	-
2 weeks	4.9	-	-	-	-	19.0	-	-	-	-	-	-	-
Establishments with no paid vacations	59.9	56.1	79.3	70.9	90.7	30.2	70.1	86.8	81.9	82.3	90.5	95.1	93.4
<u>1 year of service</u>													
Establishments with paid vacations	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.3	100.0	100.0	96.1	100.0	97.9
1 week	20.5	14.1	61.0	14.3	51.1	.2	22.4	62.9	65.6	67.0	51.9	80.0	39.4
Over 1 week and under 2 weeks	1.4	3.4	-	3.3	-	-	-	3.2	7.2	-	2.3	-	-
2 weeks	77.7	82.5	39.0	82.4	48.9	99.8	74.0	32.5	27.2	33.0	41.9	20.0	53.9
Over 2 weeks and under 3 weeks	(3/)	-	-	-	-	-	.4	-	-	-	-	-	-
3 weeks .....	.4	-	-	-	-	-	3.2	.7	-	-	-	-	4.6
Establishments with no paid vacations	-	-	-	-	-	-	-	.7	-	-	3.9	-	2.1
<u>2 years of service</u>													
Establishments with paid vacations	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.3	100.0	100.0	96.1	100.0	97.9
1 week	1.1	1.1	2.9	-	.9	-	3.7	17.0	31.9	1.6	5.4	1.8	17.8
Over 1 week and under 2 weeks	1.5	3.4	4.6	-	1.1	-	.7	10.8	20.9	4.9	2.4	5.5	1.2
2 weeks	96.8	95.5	91.1	100.0	98.0	100.0	92.0	69.9	47.2	88.5	88.3	92.7	74.3
Over 2 weeks and under 3 weeks .....	.2	-	1.4	-	-	-	.4	.9	-	5.0	-	-	-
3 weeks .....	.4	-	-	-	-	-	3.2	.7	-	-	-	-	4.6
Establishments with no paid vacations	-	-	-	-	-	-	-	.7	-	-	3.9	-	2.1
<u>10 years of service</u>													
Establishments with paid vacations	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.3	100.0	100.0	96.1	100.0	97.9
1 week .....	.5	.2	2.9	-	.8	-	-	1.3	.4	1.6	2.9	.3	3.6
2 weeks	82.7	89.2	94.0	96.9	97.1	61.7	71.4	87.3	89.3	91.5	90.1	95.2	66.5
Over 2 weeks and under 3 weeks	4.3	-	-	-	-	16.8	.4	1.9	3.7	2.3	-	-	-
3 weeks	11.4	10.6	-	3.1	2.1	18.7	28.2	8.0	6.6	-	3.1	4.5	27.8
Over 3 weeks	1.1	-	3.1	-	-	2.8	-	.8	-	4.6	-	-	-
Establishments with no paid vacations	-	-	-	-	-	-	-	.7	-	-	3.9	-	2.1

1/ Other than office workers.

2/ Includes data for industries other than those shown separately.

3/ Less than 0.05 of 1 percent.

* Transportation (excluding railroads), communication, and other public utilities.

** Finance, insurance, and real estate.

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Table 35.—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	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries 2/	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<u>6 months of service</u>													
Establishments with formal provisions for paid sick leave	34.1	45.1	22.6	23.9	11.1	53.4	18.5	11.4	8.5	3.1	22.2	8.1	24.9
Under 5 days	1.6	6.7	-	-	-	-	.9	1.5	2.1	-	-	-	4.5
5 days	6.0	5.8	5.4	4.3	2.5	11.9	-	2.4	2.5	1.8	7.0	1.9	-
6, 7, and 8 days	8.6	14.6	4.6	4.7	2.9	11.3	6.3	.9	-	.6	1.7	-	3.6
9 days	4.9	-	-	-	-	19.0	-	-	-	-	-	-	-
10 days	8.7	16.7	12.4	14.9	2.1	1.4	1.3	3.1	3.9	.7	13.5	-	-
Over 10 days	4.3	1.3	.2	-	3.6	9.8	10.0	3.5	-	-	-	6.2	16.8
Establishments with no formal provisions for paid sick leave	65.9	54.9	77.4	76.1	88.9	46.6	81.5	88.6	91.5	96.9	77.8	91.9	75.1
<u>1 year of service</u>													
Establishments with formal provisions for paid sick leave	49.8	49.3	83.5	46.7	15.7	57.9	30.5	32.4	14.5	72.5	43.6	21.5	41.2
Under 5 days	1.7	6.7	-	1.1	-	-	.3	1.3	2.1	-	-	-	2.9
5 days	9.5	2.3	37.3	10.3	2.2	5.7	6.5	14.1	5.1	42.8	24.0	14.3	-
6, 7, and 8 days	5.4	2.4	9.6	4.7	3.0	8.6	3.6	.6	.3	-	1.7	-	2.1
10 days	15.8	21.6	25.2	24.9	5.4	9.1	3.5	8.5	6.7	18.7	17.9	-	4.9
12 days	4.7	2.8	11.2	-	2.7	4.2	11.1	6.7	-	11.0	-	4.2	27.7
14, 15, and 16 days	3.9	12.2	.2	-	1.3	1.5	5.5	.7	-	-	-	.8	3.6
18 days	4.9	-	-	-	-	19.0	-	-	-	-	-	-	-
Over 18 days	3.9	1.3	-	5.2	1.1	9.8	-	.5	.3	-	-	2.2	-
Establishments with no formal provisions for paid sick leave	50.2	50.7	16.5	53.3	84.3	42.1	69.5	67.6	85.5	27.5	56.4	78.5	58.8
<u>2 years of service</u>													
Establishments with formal provisions for paid sick leave	50.0	49.3	87.8	46.7	15.7	56.6	30.5	33.1	14.5	76.9	43.6	21.5	41.2
Under 5 days	1.7	6.7	-	1.1	-	-	.3	1.3	2.1	-	-	-	2.8
5 days	4.2	2.0	3.8	4.3	2.2	5.7	6.5	6.8	5.1	-	22.5	14.3	-
6, 7, and 8 days	3.9	1.0	5.6	4.7	3.0	5.6	3.0	.4	.3	-	1.8	-	.5
10 days	14.2	14.8	23.5	28.6	5.4	7.5	1.9	6.2	3.9	16.9	14.9	-	1.7
12 days	5.1	2.3	19.8	-	2.7	2.9	10.4	6.3	-	11.0	-	4.2	24.8
14 and 15 days	3.2	7.6	.2	2.8	1.3	-	6.9	1.9	1.2	-	4.4	.8	6.0
18 days	4.9	-	-	-	-	19.0	-	-	-	-	-	-	-
20 days	8.6	1.1	34.9	5.2	-	11.6	1.5	9.7	1.6	49.0	-	-	5.4
Over 20 days	4.2	13.8	-	-	1.1	4.3	-	.5	.3	-	-	2.2	-
Establishments with no formal provisions for paid sick leave	50.0	50.7	12.2	53.3	84.3	43.4	69.5	66.9	85.5	23.1	56.4	78.5	58.8
<u>10 years of service</u>													
Establishments with formal provisions for paid sick leave	50.2	50.1	87.8	46.7	16.3	56.6	30.6	33.9	16.3	76.9	43.6	21.9	41.2
Under 5 days	1.7	6.7	-	1.1	-	-	.3	1.3	2.1	-	-	-	2.8
5 days	4.2	2.1	3.8	4.3	2.2	5.7	6.5	6.8	5.1	-	22.5	14.3	-
6, 7, and 8 days	3.8	1.0	5.5	4.7	3.0	5.6	3.0	.4	.3	-	1.7	-	.5
10 days	7.8	4.7	21.6	9.6	6.0	6.1	1.9	2.9	-	15.3	-	.4	1.6
12 days	4.7	2.3	16.4	-	2.7	2.9	9.8	5.6	-	11.0	-	4.2	20.5
14 and 15 days	4.6	3.3	2.2	12.5	1.3	1.4	5.5	4.2	3.9	1.6	17.7	.8	3.0
18 days	4.8	-	-	-	-	19.0	-	-	-	-	-	-	-
20 days	3.7	11.9	-	5.2	-	-	.8	.5	-	-	-	-	3.6
Over 20 days	14.9	18.1	38.3	9.3	1.1	15.9	2.8	12.2	4.9	49.0	1.7	2.2	9.2
Establishments with no formal provisions for paid sick leave	49.8	49.9	12.2	53.3	83.7	43.4	69.4	66.1	83.7	23.1	56.4	78.1	58.8

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- 1/ Other than office workers.
2/ Includes data for industries other than those shown separately.
* Transportation (excluding railroads), communication, and other public utilities.
** Finance, insurance, and real estate.

Table 36.--NONPRODUCTION BONUSES

Type of bonus	Percent of office workers employed in -							Percent of plant 1/ workers employed in -					
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Establishments with nonproduction bonuses 3/	39.5	20.9	16.7	33.4	29.5	76.4	35.1	10.0	9.2	-	20.7	21.6	3.2
Christmas or year-end	37.4	19.5	16.7	33.1	29.5	70.8	32.5	9.4	8.9	-	16.9	21.6	2.8
Profit-sharing	6.7	1.3	-	.8	-	23.2	2.6	.3	.3	-	.3	-	.4
Other	2.0	-	-	2.7	-	5.7	-	.3	-	-	3.1	-	-
Establishments with no nonproduction bonuses	60.5	79.1	83.3	66.6	70.5	23.6	64.9	90.0	90.8	100.0	79.3	78.4	96.8

1/ Other than office workers.

2/ Includes data for industries other than those shown separately.

3/ Unduplicated total.

* Transportation (excluding railroads), communication, and other public utilities.

** Finance, insurance, and real estate.

Table 37.--INSURANCE AND PENSION PLANS

Type of plan	Percent of office workers employed in -							Percent of plant 1/ workers employed in -					
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Establishments with insurance or pension plans 3/	92.1	91.3	100.0	94.7	82.1	94.6	83.6	82.0	87.1	100.0	81.1	69.6	61.9
Life insurance	82.8	82.7	93.8	86.1	69.6	89.7	62.7	66.2	75.5	88.3	72.0	55.6	23.7
Health insurance	51.2	62.3	28.0	42.2	37.3	67.2	44.8	46.5	64.7	23.3	46.0	35.6	34.5
Hospitalization	51.3	72.5	13.5	39.6	36.7	69.1	42.7	42.5	58.7	12.8	38.4	34.2	42.5
Retirement pension	54.9	47.5	91.6	51.2	19.1	78.3	16.0	42.4	48.9	83.5	34.9	15.4	13.5
Other	-	-	-	-	-	-	-	-	-	-	-	-	-
Establishments with no insurance or pension plans	7.9	8.7	-	5.3	17.9	5.4	16.4	18.0	12.9	-	18.9	30.4	38.1

1/ Other than office workers.

2/ Includes data for industries other than those shown separately.

3/ Unduplicated total.

* Transportation (excluding railroads), communication, and other public utilities.

** Finance, insurance, and real estate.

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Appendix A - Scope and Method of Survey

With the exception of the union scale of rates, information presented in this bulletin was collected by visits of field representatives of the Bureau to representative establishments in the area surveyed. In classifying workers by occupation, uniform job descriptions were used; they are presented in Appendix B.

Six broad industry divisions were covered in compiling earnings data for the following types of occupations: (a) office clerical, (b) professional and technical, (c) maintenance and power plant, and (d) custodial, warehousing and shipping (tables 1 through 4). The covered industry groupings are: manufacturing; transportation (except railroads), communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Information on work schedules and supplementary benefits was also obtained in a representative group of establishments in each of these industry divisions. As indicated in table A, only establishments above a certain size were studied. Smaller establishments were omitted because they furnished insufficient employment in the occupations studied to warrant their inclusion in the study.

Among the industries in which characteristic jobs were studied, minimum size of establishment and extent of the area covered were determined separately for each industry, and are indicated in table B. Although size limits frequently varied from those established for surveying cross-industry office and plant jobs, data for these jobs were included only for firms which satisfied the size requirements of the broad industry divisions.

A greater proportion of large than of small establishments was studied in order to maximize the number of workers surveyed with available resources. Each group of establishments of a certain size, however, was given its proper weight in the combination of data by industry and occupation.

The earnings information in the report excludes premium pay for overtime and night work. Nonproduction bonuses are also excluded, but incentive earnings, including commissions for salespersons, have been included for those workers employed under some form of incentive wage systems. Where weekly hours are reported as for office clerical, they refer to the work schedules for which the salaries are paid rounded to the nearest half-hour; average weekly earnings for these occupations have been rounded to the nearest 50 cents. The number of workers presented refers to the estimated total employment in all establishments within the scope of the study and not to the number actually surveyed. Data are shown only for full-time workers, 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) that observe the practice in question, except in the section relating to women office workers of the table summarizing scheduled weekly hours. 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 without any provision for a waiting period preceding the payment of benefits, and exclude health insurance even though it is paid for by employers. Health insurance is included, however, under tabulations for insurance and pension plans.

Table A.--ESTABLISHMENTS AND WORKERS IN MAJOR INDUSTRY DIVISIONS IN THE SAN FRANCISCO-OAKLAND AREA AND NUMBER STUDIED BY THE BUREAU OF LABOR STATISTICS, JANUARY 1951

Item	Number of establishments			Employment			
	Estimated total in all industries ^{1/}	Estimated total within scope of study ^{2/}	Studied	Estimated total in all industries ^{1/}	Estimated total within scope of study ^{2/}	In establishments studied	
						Total	Office
Industry Division							
All divisions	37,566	2,317	427	642,800	352,100	181,740	43,530
Manufacturing	4,018	410	127	182,100	116,700	56,240	7,170
Nonmanufacturing	33,548	1,907	300	460,700	235,400	125,500	36,360
Transportation (excluding railroads), communication, and other public utilities	1,029	83	35	78,400	55,600	44,650	7,830
Railroads	65	10	10	14,200	14,000	14,000	5,900
Wholesale trade	4,119	733	54	79,100	51,000	9,710	4,460
Retail trade	15,879	231	69	117,000	44,000	23,810	3,730
Finance, insurance, and real estate	3,168	178	34	37,000	26,400	13,360	11,720
Services:							
Industries covered ^{3/}	5,241	672	98	79,500	44,400	19,970	2,720
Industries not covered	4,047	-	-	55,500	-	-	-
Size of Establishment							
All size groups	37,566	2,317	427	642,800	352,100	181,740	43,530
1,001 and over	48	48	46	99,600	99,600	93,640	21,740
501 - 1,000	68	68	51	52,200	52,200	36,670	8,530
251 - 500	161	161	71	75,100	75,100	26,080	7,300
101 - 250	424	424	113	73,600	73,600	18,500	4,700
51 - 100	778	337	56	55,700	25,400	4,000	720
21 - 50	2,108	1,089	79	90,800	23,600	2,700	520
1 - 20	33,979	(2/)	(2/)	195,800	(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/} The survey of office, professional and technical, maintenance and power plant, custodial, warehousing and shipping jobs reported in tables 1, 1-A, 2, 3, and 4 was limited to establishments with more than 100 workers in manufacturing, transportation, communication, and other public utilities, and retail trade, 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 indicated in table B.

^{3/} Hotels; personal services; business services; automobile repair services; radio broadcasting and television; motion pictures; nonprofit membership organizations, and engineering and architectural services.

Table B.--ESTABLISHMENTS AND WORKERS IN SELECTED INDUSTRIES IN THE SAN FRANCISCO-OAKLAND AREA AND NUMBER STUDIED BY THE BUREAU OF LABOR STATISTICS, JANUARY 1951

Selected industries in which characteristic jobs were surveyed ^{1/}	Minimum size of establishment studied	Number of establishments		Employment	
		Estimated total within scope of study	Studied	Estimated total within scope of study	In establishments studied
Meat products, independent producers	21	27	12	1,350	838
Industrial chemicals	101	10	6	2,800	1,997
Paints and varnishes	8	31	16	2,620	1,921
Foundries, ferrous	21	18	11	2,080	1,741
Fabricated structural steel and ornamental metal work	21	24	11	3,320	2,056
Machinery industries	21	59	18	9,910	6,084
Department and clothing stores ..	101	37	25	18,510	13,405
Banks	101	17	10	10,040	7,797
Hotels ^{2/}	101	11	11	3,713	3,713
Power laundries	21	31	23	2,360	2,025
Auto repair shops:					
West Bay Area ^{3/}	5	148	19	4,870	1,403
East Bay Area ^{4/}	5	169	18	4,450	930
Hospitals	101	34	14	12,820	7,058

^{1/} Industries are defined in footnotes to tables 5 through 16.

^{2/} San Francisco County hotels only.

^{3/} Marin, San Francisco, and San Mateo Counties.

^{4/} Alameda, Contra Costa, and Solano Counties.

Appendix B - Descriptions of Occupations Studied

The primary purpose of the Bureau's job descriptions is to assist its field staff in classifying workers who are employed under a variety of pay-roll titles and different work arrangements from establishment to establishment and from area to area, into appropriate occupations. This is essential in order to permit the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions differ significantly from those in use in individual establishments or those prepared for other purposes. In view of these special characteristics of the Bureau's job descriptions, their adoption without modification by any single establishment or for any other purpose than that indicated herein is not recommended. Where office workers regularly perform duties classified in more than one occupation, they are generally classified according to the most skilled or responsible duties that are a regular part of their job and that are significant in determining their value to the firm.

Office

BILLER, MACHINE

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

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

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

BOOKKEEPER, HAND

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

Office - Continued

BOOKKEEPING-MACHINE OPERATOR

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

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

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

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.

Office - ContinuedCLERK, GENERAL, SENIOR

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

DUPLICATING-MACHINE OPERATOR

Under general supervision and with no supervisory responsibilities, reproduces multiple copies of typewritten or handwritten 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.

Office - ContinuedKEY-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 mappers; 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.)

SWITCHBOARD OPERATOR

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

Office - ContinuedSWITCHBOARD 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.

TRANSCRIBING-MACHINE OPERATOR, TECHNICAL

A worker whose primary function is to transcribe dictation involving a varied technical or specialized vocabulary such as in legal briefs or reports on scientific research 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, Technical.

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. May, in addition, do clerical work involving little special training, such as keeping simple records, filing records and reports, making out bills, or sorting and distributing incoming mail.

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 lay-out 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. May, in addition, perform clerical duties as outlined above.

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. May, in addition, perform clerical duties as outlined above.

Professional and TechnicalDRAFTSMAN

A worker who prepares working plans and detail drawings from notes, rough or detailed sketches for engineering, construction, or manufacturing purposes. The duties performed involve a combination of the following: preparing working plans, detail drawings, maps, cross-sections, etc., to scale by use of drafting instruments; making engineering computations such as those involved in strength of materials, beams and trusses; verifying completed work, checking dimensions, materials to be used, and quantities; writing specifications; making adjustments or changes in drawings or specifications. In addition, may ink in lines and letters on pencil drawings, prepare detail units of complete drawings, or trace drawings. Work is frequently in a specialized field such as architectural, electrical, mechanical, or structural drafting.

DRAFTSMAN, JUNIOR

(Detailer, assistant draftsman)

A worker who details units or parts of drawings prepared by draftsman or others for engineering, construction, or manufacturing purposes. Uses various types of drafting tools as required. May prepare drawings from simple plans or sketches, and performs other duties under direction of a draftsman.

NURSE, INDUSTRIAL (REGISTERED)

A registered nurse who gives nursing service to employees or persons who become ill or suffer an accident on the premises of a factory or other establishment and whose duties involve all or most of the following: giving first aid to the ill or injured; attending to subsequent dressing of employee's injuries; keeping records of patients treated; and preparing accident reports for compensation or other purposes. May also assist Physician in examining applicants, give instruction in health education and illness prevention, and performs other related duties.

Maintenance and Power PlantCARPENTER, 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.

Maintenance and Power Plant - ContinuedELECTRICIAN, 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.

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

Maintenance and Power Plant - ContinuedMACHINIST, MAINTENANCE - Continued

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, AUTOMOTIVE (MAINTENANCE)

A worker who repairs automobiles, motor trucks and tractors of an establishment, and whose work involves most of the following: examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such hand tools as wrenches, gauges, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and/or installing the various assemblies in the vehicle and making necessary adjustments; and aligning wheels, adjusting brakes and lights, or tightening body bolts.

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 reassembling of machines, and making all necessary adjustments for operation.

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 and Power Plant - 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.

SHEET-METAL WORKER, MAINTENANCE

(Tinner; tinsmith)

A worker who fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofing) of an establishment, and whose work involves most of the following: planning and laying out all types of sheet-metal maintenance work from blueprints, models, or other specifications; setting up and operating all available types of sheet-metal working machines; using a variety of hand tools in cutting, bending, forming, shaping, fitting and assembling; and installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

*Bay Area Salary Survey Committee description.

Custodial, Warehousing and ShippingCRANE OPERATOR, ELECTRIC BRIDGE

(Overhead-crane operator; traveling-crane operator)

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

For wage study purposes, the Bureau of Labor Statistics classifies workers according to type of crane operated, as follows:

Crane operators, electric bridge (under 20 tons)

Crane operators, electric bridge (20 tons and over)

ELEVATOR OPERATOR, PASSENGER

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

GARAGE 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.

GROUNDSMAN 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.

GUARD

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

*Bay Area Salary Committee description.

Custodial, Warehousing and Shipping - ContinuedJANITOR, PORTER, OR CLEANER

(Day porter, sweeper; charwoman; janitress)

A worker who cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. The duties performed involve a combination of the following: sweeping, mopping and/or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and rest rooms. This classification does not include workers who specialize in window washing.

ORDER FILLER

(Order picker; stock selector; warehouse stockman)

A worker who fills shipping or transfer orders from stored merchandise in accordance with specifications on sales slip, customer orders, or other instructions. May, in addition to filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock or report short supplies to supervisor, and perform other related duties.

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.

SHIPPING-AND-RECEIVING CLERK

A worker who prepares merchandise for shipment, or who receives and is responsible for incoming shipments of merchandise or other materials. Shipping work involves: a knowledge of shipping procedures, practices, routes, available means of transportation and rates; and preparing records of the goods shipped, making up bills of lading, posting weight and shipping charges, and keeping a file of shipping records. May, in addition, direct or assist in preparing the merchandise for shipment. Receiving work generally involves: verifying or directing others in verifying the correctness of shipments against bills of lading, invoices, or other records; checking for shortages and rejecting damaged goods; routing merchandise or materials to proper departments; and maintaining necessary records and files.

For wage study purposes, the Bureau of Labor Statistics classifies these workers on the following basis:

Shipping clerk
Receiving clerk
Shipping-and-receiving clerk

Custodial, Warehousing and Shipping - ContinuedSTOCK HANDLER AND TRUCKER, HAND

(Loader and unloader; handler and stacker; shelver; trucker; stockman or stock helper; warehouseman or warehouse helper)

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve one or more of the following: loading and unloading various materials and merchandise on or from freight cars, trucks or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; transporting materials or merchandise by hand truck, car or wheelbarrow to proper location. May, in addition, keep a record of materials handled or check items against invoices or other records. This classification does not include longshoremen, who load and unload ships.

TRUCK DRIVER

A worker who drives a truck within a city or industrial area to transport materials, merchandise, equipment, or men between various types of establishments such as: manufacturing plants, freight depots, warehouses, wholesale and retail establishments and/or between retail establishments and customers' houses or places of business. Duties may also involve loading or unloading truck with or without helpers, making minor mechanical repairs, and keeping truck in good working order. This classification does not include driver-salesmen or over-the-road drivers.

For wage study purposes, the Bureau of Labor Statistics classifies truck drivers 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, the Bureau of Labor Statistics classifies workers according to type of truck operated, as follows:

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.

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.

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.

Industrial ChemicalsCHEMICAL 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

Industrial Chemicals - ContinuedCHEMICAL OPERATOR - Continued

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.

CHEMICAL 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.

Paints and VarnishesLABELER AND PACKER

A worker who pastes identifying labels on cans or other containers by hand or by means of a labeling machine, and/or who packs labeled containers into boxes or cartons.

MIXER

(Batchmaker; compounder)

A worker who operates one or more mixing machines in which component parts (liquids or solids) are blended or mixed in controlled amounts to produce intermediate or finished products.

TECHNICIAN

(Assistant chemist)

A worker who performs predetermined chemical tests, for example, to ascertain whether purchased raw materials meet plant specifications, or to determine whether processing is being performed according to plant standards or specifications. Usually is a college graduate in chemistry or has equivalent training and experience.

Paints and Varnishes - ContinuedTINTER

(Color matcher, enamel maker)

A worker who colors or tints paints, and whose work involves a combination of the following: blending basic color pigments in correct proportions to match standard color sample or according to specifications; using hand paddle or power mixer to mix ingredients thoroughly; checking weight and/or viscosity of batch against sample or specifications, and making necessary additions to mixture to meet requirements. In addition, may add thinner to ground paint.

TRUCKER, HAND

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.

VARNISH MAKER

(Kettleman; oil cooker; varnish cooker)

A worker who cooks necessary ingredients such as resins and gums in kettle to make various types of varnishes and oils according to specifications, and whose work involves: regulating controls for temperature; adding ingredients according to formula or other specifications checking viscosity of batch and determining when it meets the standard sample. In addition, may also add thinner to the mixture. See also definition for Mixer.

Foundries, FerrousCHIPPER AND GRINDER

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

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

COREMAKER, HAND

A worker who shapes by hand (on bench or floor) varying cores used in molds to form hollows and holes in metal castings, and whose work requires most of the following: selecting appropriate core boxes and work sequence; cleaning core boxes with compressed air or hand bellows and dusting parting sand over inside of core box to facilitate removal of finished

Foundries, Ferrous - ContinuedCOREMAKER, HAND - Continued

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.

MOLDER, HAND, BENCH

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

MOLDER, MACHINE

A worker who shapes molds or mold sections on any of several types of molding machines, such as roll-over, jarring, and squeeze machines, and whose work involves most of the following: selecting and assembling appropriate flasks and patterns and positioning pattern 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.

Foundries, Ferrous - ContinuedPATTERNMAKER, 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.

TRUCKER, HAND

(See Paints and Varnishes, page 44, for description.)

Fabricated Structural Steel and Ornamental Metal WorkCRANE OPERATOR, ELECTRIC BRIDGE

(Overhead-crane operator; traveling-crane operator)

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

For wage study purposes, in this industry crane operators are classified as:

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

Fabricated Structural Steel and Ornamental Metal Work - ContinuedFITTER, 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 procedures; 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.

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.

Fabricated Structural Steel and Ornamental Metal Work - ContinuedPOWER-SHEAR OPERATOR - Continued

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

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.

WELDER, MACHINE

(Butt welder; flash welder; seam welder; spot welder)

A worker who operates one or more types of resistance welding apparatus to weld (bond) together metal objects such as bars, pipes, and plates. Resistance welding is a process wherein an electric current is passed through the parts to be welded at the point of contact, and mechanical pressure is applied forcing the contact surfaces together at the points to be joined. Welding machines are generally designated according to type of weld performed and arrangement of welding surfaces of parts to be joined. Welds may be made on overlapping units in the form of one or more spots (spot welding) or lineally by using a rolling electrode (seam welding). Machine welding of units where the edges are brought together without lapping is referred to as butt welding.

Class A - A worker who operates resistance-welding apparatus and whose work involves most of the following: working from lay-out or other specifications; knowledge of welding properties of a variety of metals and alloys; selecting and setting up work-holding fixtures and electrodes; determination of proper pressures, temperatures, timing, and flow of current;

Fabricated Structural Steel and Ornamental Metal Work - ContinuedWELDER, MACHINE - Continued

determination of number and spacing of welds; positioning and welding units with or without fixtures; and using such hand tools as hammers, pliers, files and wrenches.

Class B - A worker who operates resistance-welding apparatus and whose work involves the following: performing repetitive welding operations on standard units where current settings and electrodes are prescribed or set by others; and using fixtures for positioning work or positioning by hand small parts requiring simple welding operations.

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.

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

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

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

DRILL-PRESS OPERATOR, SINGLE- OR MULTIPLE-SPINDLE

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

Machinery Industries - ContinuedDRILL-PRESS OPERATOR, SINGLE- OR MULTIPLE-SPINDLE - Continued

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

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

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

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

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

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

ELECTRICIAN, MAINTENANCE

(See Maintenance and Power Plant, page 40, for description.)

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.

Machinery Industries - ContinuedENGINE-LATHE OPERATOR - Continued

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

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

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

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

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

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

Machinery Industries - ContinuedGRINDING-MACHINE OPERATOR - Continued

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 dressing, 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.

INSPECTOR

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

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

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

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-purpose measuring instrument repetitively; and visual examination of parts or products, rejecting units having obvious deformities or flaws.

JANITOR

(Sweeper; cleaner)

A worker who sweeps and cleans shop areas, washrooms and offices, and removes waste and refuse. May wash floors and windows.

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 instruc-

Machinery Industries - ContinuedMACHINIST, PRODUCTION - Continued

tions and specifications; planning and laying out of work; using a variety of machinist's hand tools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds and speeds of machining; understanding of the working properties of the common metals; and selecting standard materials, parts and equipment needed for his work. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MILLING-MACHINE OPERATOR

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

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

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

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

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

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

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

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

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.

Machinery Industries - ContinuedTOOL-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, the Bureau of Labor Statistics classifies workers by type of shop, as follows:

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

WELDER, HAND

(See Fabricated Structural Steel and Ornamental Metal Work, page 46, for description.)

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 price, quality, size, color, imperfections; wrapping merchandise; attaching address label if merchandise is to be sent.

ELEVATOR OPERATOR, PASSENGER

(See Custodial, Warehousing and Shipping, page 41, for description.)

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

For wage study purposes, the Bureau of Labor Statistics classifies sales clerks by department, as follows:

Bedspreads, draperies, blankets
Blouses and neckwear
Boys' clothing
Boys' furnishings
Floor coverings
Furniture and bedding
Housewares (except china, glassware and lamps)
Major appliances (refrigerators, stoves, washers, etc.; excludes radios and television)
Men's clothing
Men's furnishings
Notions, trimmings
Piece goods (yard goods, upholstery fabrics)
Silverware and jewelry (excluding costume jewelry)
Women's accessories (hosiery, gloves, handbags)
Women's and misses' dresses
Women's shoes
Women's and misses' suits and coats

SEWER, ALTERATION, WOMEN'S GARMENTS

(Operator; seamstress)

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

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, or press garment with hand iron or pressing machine when alterations are completed.

BanksBOOKKEEPING-MACHINE OPERATOR

(See Office, page 37, for description.)

Banks - ContinuedTELLER, PAYING, OR PAYING AND RECEIVING, COMMERCIAL

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

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

Under 5 years' service
5 or more years' service

HotelsCASHIER

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

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

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

CLERK, DESK

(Room clerk, smaller hotels)

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

CLERK, ROOM

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

Hotels - ContinuedELEVATOR OPERATOR, PASSENGER

(See Custodial, Warehousing and Shipping, page 41, for description.)

HOUSEMAN

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

MAID, CHAMBER

(Room maid)

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

Power LaundriesCLERK, RETAIL RECEIVING

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

EXTRACTOR OPERATOR

(Whizzer operator)

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

FINISHER, FLATWORK, MACHINE

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

Power Laundries - 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, SHIRT

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.

Auto Repair ShopsBODY REPAIRMAN, METAL

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

Repairs damaged automobile fenders and bodies to restore their original shape and smoothness of surface by hammering out and filling dents, and by welding breaks in the metal. 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.

Auto Repair Service - ContinuedELECTRICIAN, AUTOMOTIVE

(Ignition repairman)

Repairs and installs ignition systems, starters, coils, panel instruments, wiring, and other electrical systems and equipment on automobiles; performs such duties as diagnosing trouble by visual inspection or by use of testing devices; adjusting timing; adjusting distributor breaker-point gaps with thickness gage; replacing defective parts on starters, generators, and distributors; and replacing defective ignition and lighting wires. May test and repair generators. May repair and adjust carburetors.

GREASER

(Lubricating man)

Lubricates, by means of hand-operated or compressed-air operated grease guns and oil sprays, all parts of automobile or truck where lubrication is required, using proper type lubricant on the various points on chassis or motors; drains old lubricant from lubricant reservoirs and refills with new. May perform other related duties, such as checking radiator water level, checking and adding distilled water to battery, repairing tires, etc. May also perform duties of washer.

MECHANIC, AUTOMOTIVE

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

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

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

WASHER, AUTOMOBILE

(Car washer; wash boy)

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

Hospitals*DIETITIAN

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 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.

NURSE, REGISTERED

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.

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 hydrostatic 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.

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.

*Bay Area Salary Survey Committee descriptions.

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Chef (restaurants, cafeterias and lunchrooms)	-	Gang boss (stevedoring)	-
Chemical operator (industrial chemicals)	43 21	Garage attendant	41 18
Chipper and grinder (ferrous foundries)	44 21	Gardener	41 18
Cleaner	42 18, 19	Grease-machine operator (bakeries)	-
Cleaner (office buildings)	-	Greaser (auto repair shops)	51 25
Cleaner (railroads)	42 26	Grinding-machine operator (machinery)	47 23
Clerk, accounting	37 6, 9, 14	Groundsman	41 18
Clerk, accounting (railroads)	37 26	Guard	41 18
Clerk, desk (hotels)	50 26	Hand caser (canning)	-
Clerk, file	37 6, 9, 14	Handyman (office buildings)	-
Clerk, general, intermediate	38 6, 10, 14	Hatch tender (stevedoring)	-
Clerk, general, junior	38 7, 10, 14	Helper (bakeries)	-
Clerk, general, junior (railroads)	38 26	Helper (malt liquors)	-
Clerk, general, senior	38 6, 10, 14	Helper, chemical operator (industrial chemicals)	43 21
Clerk, order	38 7, 10, 14	Helper, motor truck driver	-
Clerk, pay roll	38 7, 10, 14	Helper, trades, maintenance	40 16
Clerk, retail, receiving (laundries)	50 24	Helper, trades, maintenance (railroads)	40 26
Clerk, room (hotels)	50 26	Houseman (hotels)	50 26
Clerk, shipping and receiving (malt liquors)	-	Icing mixers (bakeries)	-
Coil cleaner (canning)	-	Identifier (laundries)	51 24
Compositor, hand (printing)	-	Ingredient man (bakeries)	-
Conductor (local transit)	-	Ingredient scaler (bakeries)	-
Cook, assistant (ocean transport)	-	Inspector (machinery)	48 23
Cook, chief (ocean transport)	-	Inspector, labeling (canning)	-
Cook (restaurants, cafeterias and lunchrooms)	-	Janitor	42 18, 19
Cook, tomato (canning)	-	Janitor (machinery)	48 23
Coremaker, hand (ferrous foundries)	44 21	Janitor (office buildings)	-
Crane operator, electric bridge	41 18	Janitor (railroads)	42 26
Crane operator, electric bridge (fabricated structural steel and		Key-punch operator	38 11, 14
ornamental metal work)	45 22	Key-punch operator (railroads)	38 26

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Labeler and packer (paints and varnishes)	43	22
Labeling operator, head (canning)	-	27
Label-machine operator (canning)	-	27
Laboratory technician (clinical) (hospitals)	52	25
Laundryman, assistant (ocean transport)	-	29
Lay-out man (fabricated structural steel and ornamental metal work)	45	22
Lift-truck-jitney driver (stevedoring)	-	30
Linenman (ocean transport)	-	29
Liner operator (canning)	-	27
Loader, car and truck (canning)	-	27
Longshoreman (stevedoring)	-	30
Machinist, maintenance	40	16
Machinist, maintenance (railroads)	40	26
Machinist, production (machinery)	48	23
Maid, chamber (hotels)	50	26
Mailer (printing)	-	30
Maintenance man, general utility	40	16
Maintenance man, general utility (railroads)	40	26
Marker (laundries)	51	24
Mechanic, automotive (auto repair shops)	51	25
Mechanic, automotive (maintenance)	40	17
Mechanic, automotive (maintenance) (railroads)	40	26
Mechanic, maintenance	40	17
Mechanic, cannery (canning)	-	27
Mechanic, seamer (canning)	-	27
Messman (ocean transport)	-	29
Milling-machine operator (machinery)	48	23
Mixer (bakeries)	-	27
Mixer (paints and varnishes)	43	22
Molder (bakeries)	-	27
Molder, floor (ferrous foundries)	44	21
Molder, hand, bench (ferrous foundries)	44	21
Molder, machine (ferrous foundries)	44	21
Motor truck driver	-	28
Night loader (malt liquors)	-	27
Nurse, industrial (registered)	39	15
Nurse, registered (hospitals)	52	25
Office boy	38	7, 14
Office boy (railroads)	38	26
Office girl	38	11, 14
Oiler	40	17
Oiler (ocean transport)	-	29
Operator (local transit)	-	27
Order filler	42	19
Ovenman (bakeries)	-	27
Oysterman (restaurants, cafeterias and lunchrooms)	-	30
Packer	42	19
Packer, sausage department (meat products)	43	21
Painter, maintenance	41	17
Painter (building construction)	-	27
Pan cleaner (bakeries)	-	27
Pan greaser (bakeries)	-	27
Pan-greasing machine operator (bakeries)	-	27
Pantryman (restaurants, cafeterias and lunchrooms)	-	30
Patternmaker, wood (ferrous foundries)	45	21
Pharmacist (hospitals)	52	25
Photoengraver (printing)	-	29
Physiotherapist (hospitals)	52	25
Piano mover (motor truck drivers and helpers)	-	28
Pipe fitter, maintenance	41	17
Plasterer (building construction)	-	27
Plumber (building construction)	-	27
Porter	42	18, 19
Power-shear operator (fabricated structural steel and ornamental metal work)	45	22
Press assistant (printing)	-	29
Press feeder (printing)	-	29
Presser, machine, shirts (laundries)	51	24
Pressman, cylinder (printing)	-	29
Pressman, web presses (printing)	-	30

Description	Page Number	
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Printer, label and form (canning)	-	27
Quartermaster (ocean transport)	-	28
Radio technician	41	17
Retort operator (canning)	-	27
Roll-machine operator (bakeries)	-	27
Sales clerk (department and clothing stores)	49	24
Sausage maker (meat products)	43	21
Scaling-machine operator (bakeries)	-	27
Seaman, able bodied (ocean transport)	-	28
Seaman, ordinary (ocean transport)	-	28
Secretary	38	7, 11, 15
Sewer, alteration (women's garments) (department stores)	49	24
Shackler, cattle killing (meat products)	43	21
Shake-out man (ferrous foundries)	45	21
Sheet-metal worker, maintenance	41	17
Sheet-metal worker, maintenance (railroads)	41	26
Shipping and receiving clerk	42	19
Shipping leaderman (canning)	-	27
Silverman (ocean transport)	-	29
Stenographer, general	38	12, 15
Stenographer, general (railroads)	38	26
Stenographer, technical	38	12, 15
Stereotyper (printing)	-	30
Steward, chief (ocean transport)	-	29
Steward, room (ocean transport)	-	29
Steward, second (ocean transport)	-	29
Steward, third (ocean transport)	-	29
Stock handler	42	19
Stock handler (railroads)	42	26
Storekeeper (ocean transport)	-	29
Storekeeper, deck (ocean transport)	-	28
Switchboard operator	38	12, 15
Switchboard operator-receptionist	39	12, 15
Syrup maker (canning)	-	27
Tabulating-machine operator	39	7, 13
Tailor, alteration (men's garments) (department and clothing stores)	49	24
Technician (paints and varnishes)	43	22
Teller, paying, or paying and receiving, commercial (banks)	50	23
Tinter (paints and varnishes)	44	22
Tool and die maker (other than jobbing shops) (machinery)	49	23
Transcribing-machine operator, general	39	13, 15
Truck driver	42	19, 20
Truck driver (railroads)	42	26
Trucker, hand	42	19
Trucker, hand (ferrous foundries)	45	21
Trucker, hand (paints and varnishes)	44	22
Trucker, hand (railroads)	42	26
Trucker, power	42	20
Typist	39	13, 15
Typist (railroads)	39	26
Utilityman (ocean transport)	-	29
Varnish maker (paints and varnishes)	44	22
Waiter (ocean transport)	-	29
Waiter (restaurants, cafeterias and lunchrooms)	-	30
Waiter, head (ocean transport)	-	29
Waitress (restaurants, cafeterias and lunchrooms)	-	30
Washer, automobile (auto repair shops)	51	25
Washer, machine (laundries)	51	24
Washer, truck (malt liquors)	-	27
Watchman	42	20
Watchman (ocean transport)	-	28
Watchman (office buildings)	-	29
Watertender (ocean transport)	-	29
Welder, hand (fabricated structural steel and ornamental metal work)	46	22
Welder, hand (machinery)	49	23
Welder, machine (fabricated structural steel and ornamental metal work)	46	22
Wiper (ocean transport)	-	28
Wrapper, bundle (laundries)	51	24