

Occupational Wage Survey

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* NOTE - Additional occupational earnings reports are available upon request for auto repair shops (June 1951) and power laundries (June 1951).

For sale by the Superintendent of Documents, U. S. Government Printing Office, Washington 25, D. C. - Price 15 cents

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Introduction ^{1/}

The Memphis area is one of 40 major labor markets in which the Bureau of Labor Statistics is currently conducting occupational wage surveys. 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; (b) professional and technical; (c) maintenance and power plant; and (d) custodial, warehousing, and shipping. In presenting earnings information for such jobs (tables A-1 through A-4) separate data have been provided wherever possible for individual broad industry divisions.

Occupations characteristic of particular, important, local industries were studied on an industry basis, within the framework of the community survey. ^{2/} Earnings data for these jobs have been presented in Series B tables. Union scales (Series C tables) 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 practices.

Data were also collected and summarized 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.

The Memphis Metropolitan Area

The total population in 1950 of the Memphis Metropolitan Area, (Shelby County, Tenn.) was about 480,000 persons. Of these, more than four-fifths resided within the city limits of Memphis.

Strategically located in the middle southern United States, Memphis serves a large trade area having 17 railroad lines of 9 trunk systems, 6 operating airlines, 5 Mississippi River barge lines, and an extensive network of highways. The area has the advantages of low utility rates and large warehousing and storage facilities. Memphis is the world's largest cotton and inland hardwood market, the largest producer of cotton-

^{1/} Prepared in the Bureau's regional office in Atlanta, Ga., by Bruce Woytych under the direction of Harry H. Hall, Regional Wage and Industrial Relations Analyst. The planning and central direction of the program was carried on in the Bureau's Division of Wages and Industrial Relations in Washington, D. C.

^{2/} See appendix for discussion of scope and method of survey.

seed products, and has increased in industrial importance since World War II.

The Bureau's estimate of the annual budget for a Memphis city worker's family was \$3,784, the tenth highest among the 34 large cities surveyed in the United States during October 1950. The budget is described as providing a "modest but adequate" level of living for an urban worker's family of four persons - an employed father, a housewife not gainfully employed, and two children under 15 years of age. Between December 1950 and December 1951, consumers' prices in Memphis increased approximately 5 percent.

Nonagricultural wage and salary workers in the Memphis Metropolitan Area totaled over 168,000 during November 1951.^{3/} Almost 42,000 persons were employed in the wide variety of manufacturing plants located in the area. Total manufacturing employment was evenly divided between durable and nondurable goods industries, the dominant industries including food products, employing 7,000 workers; lumber with 5,650 employees; and machinery, 4,200 workers.

As the center of an extensive trade area, three-fourths of all Memphis employment in November 1951 was concentrated in nonmanufacturing industries, with about 51,000 persons working in wholesale and retail trade establishments. The various service industries employed over 22,000 persons and approximately 20,500 were working for agencies of the local, State, and Federal governments. More than 15,000 employees were on the payrolls of transportation, communication, and other public utilities companies; 9,000 were engaged in construction activities; and almost 8,000 in finance, insurance, and real estate.

Unionization in Memphis manufacturing plants was almost wholly confined to nonoffice workers. About two-thirds of the manufacturing establishments, employing over 70 percent of nonoffice employees in the establishment-size groups studied, had written agreements with labor unions at the time of the survey. Nonoffice workers in the transportation, communication, and other public utilities group were largely unionized with 95 percent of the workers in over four-fifths of the plants working under terms of labor-management agreements. About 30 percent of the office workers in approximately one-seventh of these firms were also covered by such agreements. Two of every five nonoffice employees in wholesale trade establishments were employed under the terms of collective-bargaining agreements. The degree of unionization in the retail, finance, and service groups was negligible for both plant and office workers.

^{3/} Source: Tennessee Department of Employment Security in cooperation with the U. S. Department of Labor, Bureau of Labor Statistics, The Labor Market in Memphis, November 1951.

Occupational Wage Structure

Extensive wage adjustments were made by Memphis establishments during the period between January 1950, the base period for the Wage Stabilization Board's 10 percent "catch-up" wage formula, and the time of the survey. These adjustments were much more numerous after the outbreak of hostilities in Korea than during the preceding 6-month period. More than four-fifths of the manufacturing plant workers and an equal proportion of nonoffice workers in public utilities industries were employed in establishments granting general wage changes during the period. About two-fifths of the plant workers in other non-manufacturing establishments received at least one general wage increase. Although the majority of the plant workers in the Memphis area received cents-per-hour advances, percentage increases also were commonly reported. Formal wage increases for office workers also were extensive - particularly in the manufacturing and public utilities group of industries.

Established minimum entrance rates for inexperienced plant workers were a part of the formalized rate structures of virtually all Memphis firms within scope of the survey. Approximately half the employees worked in establishments with minimum entrance rates varying from 75 to 85 cents an hour, whereas about a tenth were employed in firms with minimum rates varying from 86 cents to \$1 an hour. No rates below 75 cents an hour were reported in manufacturing or wholesale trade, but about two-thirds of the retail trade and 90 percent of the service workers were employed by firms reporting minimum entrance rates below 75 cents an hour.

Wages and salaries of workers for most jobs were higher in manufacturing industries than in nonmanufacturing. Where job comparisons were possible, average hourly earnings for plant occupations were higher in manufacturing companies than in non-manufacturing for 19 of the 21 occupations. Weekly office salaries showed the same tendency with 16 of the 22 comparable jobs showing higher rates in manufacturing firms.

Approximately 14 percent of the plant workers in manufacturing plants were employed on second shifts and 6 percent on third shifts. About 9 out of 10 second- and third-shift workers were paid shift differentials, expressed either in cents-per-hour or as a percentage of day rates. The most common differential paid to second-shift workers was 5 cents.

The scheduled workweek was 40 hours for approximately three-fourths of the women office workers and five-eighths of the plant workers in all Memphis industries. The 40-hour workweek was common for both plant and office workers in all industry groups with the exception of service companies, where a 48-hour workweek for plant workers prevailed.

Almost all office workers and 90 percent of the plant workers in the Memphis area received paid holidays. Five holidays were usual, being granted to more than one-third of the employees. As a group, finance, insurance, and real estate companies granted more paid holidays than other industry divisions, about 3 out of 5 office employees receiving 11 or 12 holidays a year.

A: Cross-Industry Occupations

Table A-1: *Office Occupations*

(Average straight-time weekly hours and earnings ^{1/} for selected occupations studied on an area basis in Memphis, Tenn., by industry division, November 1951)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF—																									
		Weekly hours (Standard)	Weekly earnings (Standard)	Under \$	\$27.50	\$30.00	\$32.50	\$35.00	\$37.50	\$40.00	\$42.50	\$45.00	\$47.50	\$50.00	\$52.50	\$55.00	\$57.50	\$60.00	\$62.50	\$65.00	\$70.00	\$75.00	\$80.00	\$85.00	\$90.00	\$95.00	\$95.00 and over		
				27.50	30.00	32.50	35.00	37.50	40.00	42.50	45.00	47.50	50.00	52.50	55.00	57.50	60.00	62.50	65.00	70.00	75.00	80.00	85.00	90.00	95.00	95.00	95.00	95.00	
Men																													
Billers, machine (billing machine)	23	43.5	39.50	-	-	-	2	2	8	5	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	23	43.5	39.50	-	-	-	2	2	8	5	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Public utilities *	23	43.5	39.50	-	-	-	2	2	8	5	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Bookkeepers, hand	128	42.0	66.50	-	-	-	-	-	2	-	6	2	8	17	10	2	6	12	14	13	7	17	6	1	5	-	-	-	
Manufacturing	64	41.0	68.00	-	-	-	-	-	-	-	6	2	6	12	-	5	5	8	9	3	7	6	-	3	-	-	-	-	
Nonmanufacturing	64	42.5	64.50	-	-	-	-	-	2	-	6	2	5	10	2	1	7	6	4	4	10	1	-	1	2	1	2	3	
Public utilities *	12	45.0	64.00	-	-	-	-	-	-	-	-	-	5	-	2	-	3	-	-	-	1	-	-	-	-	-	-	-	
Wholesale trade	11	42.5	77.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	2	2	2	-	-	1	1	1	1		
Retail trade	22	41.5	67.00	-	-	-	-	-	-	-	-	-	-	10	-	-	3	-	-	1	8	-	-	-	-	-	-		
Finance **	12	40.5	50.50	-	-	-	-	-	2	-	6	1	-	-	-	1	-	1	1	-	-	-	-	-	-	-	-		
Bookkeeping-machine operators, class A	24	41.0	71.50	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	5	14	2	-	-	2	-	-	-	-	
Nonmanufacturing	20	41.0	71.00	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	5	12	-	-	-	2	-	-	-	-	
Clerks, accounting	180	40.5	64.50	-	-	-	-	1	-	-	4	30	4	11	6	3	29	8	12	14	13	13	3	15	6	8	-		
Manufacturing	85	40.5	69.00	-	-	-	-	-	-	2	4	5	4	-	15	3	4	9	10	11	2	11	2	3	5	-	-	-	
Nonmanufacturing	95	40.5	60.00	-	-	-	1	-	-	4	28	6	2	3	14	5	8	5	3	2	1	4	4	4	5	-	-	-	
Public utilities *	12	45.5	47.50	-	-	-	-	-	-	3	7	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Wholesale trade	54	40.0	65.50	-	-	-	-	-	-	1	15	-	-	1	10	4	5	1	2	2	1	4	4	5	-	-	-	-	
Finance **	20	40.0	56.00	-	-	-	-	-	-	1	5	-	3	1	2	1	3	3	1	-	-	-	-	-	-	-	-	-	
Clerks, general	117	41.0	56.00	-	-	-	4	-	2	28	10	6	4	5	13	8	9	3	6	7	4	-	6	-	2	-	-	-	
Manufacturing	74	41.0	56.50	-	-	-	3	-	2	14	2	6	4	-	11	8	9	3	2	-	2	-	6	-	2	-	-	-	
Nonmanufacturing	43	40.5	54.50	-	-	-	1	-	-	14	8	-	-	5	2	-	-	4	7	2	-	-	-	-	-	-	-	-	
Public utilities *	16	41.5	52.00	-	-	-	-	-	-	-	7	-	-	5	2	-	-	2	-	-	-	-	-	-	-	-	-	-	
Clerks, order	43	40.5	53.50	-	-	-	4	-	3	1	8	1	8	-	-	1	6	2	9	-	-	-	-	-	-	-	-	-	
Manufacturing	15	40.0	47.00	-	-	-	4	-	3	1	2	2	2	-	1	-	6	2	2	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	28	41.0	57.50	-	-	-	-	-	-	-	6	1	6	-	-	6	2	7	-	-	-	-	-	-	-	-	-	-	
Clerks, payroll	28	40.0	68.50	-	-	-	-	-	-	-	-	-	-	-	1	-	4	12	6	-	-	-	2	3	-	-	-	-	
Manufacturing	27	40.0	69.00	-	-	-	-	-	-	-	-	-	-	-	-	4	12	6	-	-	-	2	3	-	-	-	-	-	
Office boys	46	41.0	36.00	1	4	7	8	10	8	4	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	18	40.5	37.00	-	3	4	-	3	1	3	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	28	41.5	35.00	1	1	3	8	7	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Tabulating-machine operators	45	40.5	64.50	-	-	-	-	-	-	-	-	-	-	-	8	12	2	2	-	5	10	4	2	-	-	-	-	-	
Nonmanufacturing	21	41.5	66.00	-	-	-	-	-	-	-	-	-	-	-	6	2	2	-	3	6	-	2	-	-	-	-	-	-	
Wholesale trade	19	41.0	67.00	-	-	-	-	-	-	-	-	-	-	-	4	2	2	-	3	6	-	2	-	-	-	-	-	-	
Women																													
Billers, machine (billing machine)	155	41.5	42.00	7	-	-	13	26	28	26	3	24	-	3	10	8	7	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	39	40.0	44.00	-	-	-	18	-	3	1	4	-	2	10	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	116	42.0	41.00	7	-	-	13	8	28	23	2	20	-	1	-	8	6	-	-	-	-	-	-	-	-	-	-	-	
Wholesale trade	60	41.5	42.50	-	-	-	-	6	21	14	-	11	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-		
Retail trade	30	41.0	40.00	-	-	-	11	2	-	9	2	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Billers, machine (bookkeeping machine)	89	41.0	41.00	3	1	2	1	9	13	31	8	7	8	4	-	1	-	1	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	76	41.0	40.50	3	1	2	1	9	10	31	8	4	1	4	-	1	-	1	-	-	-	-	-	-	-	-	-	-	
Retail trade	43	41.0	39.00	3	1	2	1	7	6	15	-	4	1	2	-	-	1	-	-	-	-	-	-	-	-	-	-	-	

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

Table A-1: *Office Occupations - Continued*(Average straight-time weekly hours and earnings $\frac{1}{2}$ for selected occupations studied on an area basis in Memphis, Tenn., by industry division, November 1951)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF--																							
		Weekly hours (Standard)	Weekly earnings (Standard)	Under	\$27.50	\$30.00	\$32.50	\$35.00	\$37.50	\$40.00	\$42.50	\$45.00	\$47.50	\$50.00	\$52.50	\$55.00	\$57.50	\$60.00	\$62.50	\$65.00	\$70.00	\$75.00	\$80.00	\$85.00	\$90.00	\$95.00	and over
				\$27.50	\$30.00	\$32.50	\$35.00	\$37.50	\$40.00	\$42.50	\$45.00	\$47.50	\$50.00	\$52.50	\$55.00	\$57.50	\$60.00	\$62.50	\$65.00	\$70.00	\$75.00	\$80.00	\$85.00	\$90.00	\$95.00	and over	
Women - Continued																											
Bookkeepers, hand	221	41.5	55.00	-	-	-	2	2	2	31	24	37	6	17	11	-	21	12	2	11	25	-	9	9	-	-	-
Manufacturing	42	40.5	56.00	-	-	-	-	-	-	10	-	12	-	5	-	5	-	1	-	-	-	-	-	9	9	-	-
Nonmanufacturing	179	41.5	54.50	-	-	-	2	2	2	21	24	25	6	17	6	-	16	12	1	11	25	-	9	-	-	-	-
Wholesale trade	39	40.0	55.00	-	-	-	-	-	-	-	-	13	-	8	5	-	5	-	-	-	8	-	-	-	-	-	-
Retail trade	87	42.5	56.50	-	-	-	-	-	-	13	22	3	3	3	-	-	9	5	1	9	10	-	9	-	-	-	-
Finance **	18	40.0	54.00	-	-	-	-	-	-	6	-	-	-	6	-	-	-	-	-	-	6	-	-	-	-	-	-
Services	32	41.5	48.50	-	-	-	2	2	2	2	2	9	3	-	-	-	2	7	-	-	1	-	-	-	-	-	-
Bookkeeping-machine operators, class A	66	42.5	53.00	-	-	-	-	1	1	6	5	5	1	10	5	6	21	2	-	3	-	-	-	-	-	-	-
Manufacturing	33	42.5	52.00	-	-	-	-	1	-	5	2	5	-	2	5	1	10	-	-	2	-	-	-	-	-	-	-
Nonmanufacturing	33	42.0	54.00	-	-	-	-	-	1	1	3	-	1	8	-	5	11	2	-	1	-	-	-	-	-	-	-
Wholesale trade	26	42.0	52.50	-	-	-	-	-	1	1	3	-	1	8	-	1	11	-	-	-	-	-	-	-	-	-	-
Bookkeeping-machine operators, class B	360	41.0	42.50	-	-	5	20	57	76	51	26	42	12	42	29	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	42	41.0	48.50	-	-	-	-	1	3	3	-	9	4	13	9	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	318	40.5	41.50	-	-	5	20	56	73	48	26	33	8	29	20	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade	122	41.5	46.00	-	-	-	1	12	8	13	5	31	7	27	18	-	-	-	-	-	-	-	-	-	-	-	-
Finance **	167	40.0	39.00	-	-	5	15	38	62	27	17	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Calculating-machine operators (Comptometer type)	332	40.5	45.50	5	4	8	9	21	27	22	46	76	45	14	17	18	8	6	-	-	6	-	-	-	-	-	-
Manufacturing	65	40.5	51.00	-	-	-	-	-	5	8	5	10	-	5	5	13	6	-	-	-	6	-	-	-	-	-	-
Nonmanufacturing	269	40.0	44.00	5	4	8	9	21	22	14	41	66	45	9	12	5	2	6	-	-	-	-	-	-	-	-	-
Wholesale trade	125	40.5	45.00	-	-	-	-	11	15	5	25	47	6	-	12	1	2	1	-	-	-	-	-	-	-	-	-
Retail trade	105	40.0	42.50	5	4	8	6	7	3	5	8	15	32	8	-	3	-	1	-	-	-	-	-	-	-	-	-
Calculating-machine operators (other than Comptometer type)	64	41.5	38.00	-	2	3	15	9	19	2	6	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	64	41.5	38.00	-	2	3	15	9	19	2	6	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade	17	43.0	40.50	-	-	-	3	4	-	-	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade	15	42.0	40.00	-	-	-	-	-	12	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance **	29	40.0	35.50	-	2	3	11	5	5	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, accounting	603	41.0	43.50	-	5	15	18	45	115	108	84	80	57	24	14	4	10	5	7	1	11	-	-	-	-	-	-
Manufacturing	147	40.5	46.00	-	-	1	3	14	19	37	20	15	10	4	2	-	5	6	-	11	-	-	-	-	-	-	-
Nonmanufacturing	456	41.5	42.50	-	5	14	15	31	96	71	64	65	47	20	12	4	10	-	1	1	-	-	-	-	-	-	-
Public utilities *	47	44.0	46.50	-	-	-	-	-	6	7	3	11	14	-	2	2	-	-	1	1	-	-	-	-	-	-	-
Wholesale trade	100	40.5	45.50	-	-	-	-	-	19	11	19	15	14	11	6	-	5	-	-	-	-	-	-	-	-	-	-
Retail trade	149	42.0	43.00	-	1	4	2	4	38	18	18	37	15	4	4	2	2	-	-	-	-	-	-	-	-	-	-
Services	43	42.0	38.50	-	-	6	3	9	10	9	3	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, file, class A	60	41.5	42.00	-	-	-	11	5	3	13	14	2	1	6	4	-	1	-	-	-	-	-	-	-	-	-	-
Manufacturing	21	41.0	45.50	-	-	-	2	5	-	1	1	2	1	4	4	-	1	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	39	41.5	40.00	-	-	-	9	-	3	12	13	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade	15	41.0	38.00	-	-	-	9	-	-	3	1	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance **	12	40.0	41.50	-	-	-	-	-	3	-	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, file, class B	263	40.5	37.00	9	14	23	41	74	35	26	18	18	2	2	1	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	41	40.0	40.00	-	1	-	1	12	7	5	2	12	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	222	41.0	36.00	9	13	23	40	62	28	21	16	6	2	2	2	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade	91	42.0	38.00	-	-	-	23	30	16	5	11	2	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade	59	40.0	35.00	2/9	5	8	3	12	8	5	5	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance **	39	40.0	33.00	-	7	13	13	3	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

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

** Finance, insurance, and real estate.

Table A-1: *Office Occupations - Continued*(Average straight-time weekly hours and earnings ^{1/} for selected occupations studied on an area basis in Memphis, Tenn., by industry division, November 1951)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF—																									
		Weekly hours (Standard)	Weekly earnings (Standard)	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$		
				Under \$27.50	27.50-30.00	30.00-32.50	32.50-35.00	35.00-37.50	37.50-40.00	40.00-42.50	42.50-45.00	45.00-47.50	47.50-50.00	50.00-52.50	52.50-55.00	55.00-57.50	57.50-60.00	60.00-62.50	62.50-65.00	65.00-70.00	70.00-75.00	75.00-80.00	80.00-85.00	85.00-90.00	90.00-95.00	95.00 and over			
Women - Continued																													
Switchboard operator-receptionists	181	42.0	41.50	-	-	6	24	55	34	15	28	7	-	1	8	1	2	-	-	-	-	-	-	-	-	-	-		
Manufacturing	51	41.0	44.50	-	-	1	-	9	13	3	11	6	-	1	4	1	2	-	-	-	-	-	-	-	-	-	-		
Nonmanufacturing	130	42.5	40.00	-	-	5	24	46	21	12	17	1	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-		
Public utilities *	12	44.5	41.50	-	-	-	-	-	2	3	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Wholesale trade	55	43.0	41.00	-	-	1	14	8	10	5	16	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Retail trade	49	41.5	39.00	-	-	3	9	32	-	-	1	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-		
Tabulating-machine operators	26	40.5	53.50	-	-	-	-	-	1	3	1	3	7	-	1	2	5	2	-	1	-	-	-	-	-	-	-		
Nonmanufacturing	11	40.0	55.50	-	-	-	-	-	-	1	3	1	-	-	2	2	1	-	1	-	-	-	-	-	-	-	-		
Transcribing-machine operators, general ..	38	40.0	43.50	-	-	3	4	8	9	2	2	3	-	-	1	5	-	-	1	-	-	-	-	-	-	-	-		
Nonmanufacturing	26	40.0	45.50	-	-	3	4	2	3	2	2	3	-	-	1	5	-	-	1	-	-	-	-	-	-	-	-		
Typists, class A	261	40.5	42.50	-	-	5	16	38	51	56	27	14	5	23	2	1	13	8	-	-	2	-	-	-	-	-	-		
Manufacturing	77	40.0	46.50	-	-	-	3	17	18	-	1	2	21	2	1	4	8	-	-	-	-	-	-	-	-	-	-		
Nonmanufacturing	184	41.0	41.00	-	-	5	16	35	34	38	27	13	3	2	-	9	-	-	-	-	2	-	-	-	-	-	-		
Wholesale trade	35	40.5	48.50	-	-	-	-	5	-	10	-	5	2	2	-	-	-	-	-	-	2	-	-	-	-	-	-		
Retail trade	27	41.5	40.50	-	-	-	-	16	-	7	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Finance **	100	40.0	40.00	-	-	16	26	16	22	15	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Services	17	44.0	36.00	-	-	5	-	4	2	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Typists, class B	426	40.0	36.50	1	27	59	107	114	27	42	9	24	8	5	1	2	-	-	-	-	-	-	-	-	-	-	-		
Manufacturing	81	40.0	39.00	-	-	9	22	15	3	4	4	18	4	-	2	-	-	-	-	-	-	-	-	-	-	-	-		
Nonmanufacturing	345	40.0	36.00	1	27	50	85	99	24	38	5	6	4	5	1	-	-	-	-	-	-	-	-	-	-	-	-		
Public utilities *	18	40.5	41.00	-	-	-	2	3	2	5	1	2	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-		
Wholesale trade	40	41.5	37.50	-	-	8	3	10	-	17	-	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-		
Retail trade	20	40.0	37.00	1	-	-	-	13	1	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Finance **	213	40.0	35.00	-	26	34	69	46	21	4	4	3	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-		

- ^{1/} Hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.
^{2/} Workers were distributed as follows: 2 at \$22.50 to \$25.00; 7 at \$25.00 to \$27.50.
^{3/} Workers were distributed as follows: 12 at \$20.00 to \$22.50; 26 at \$22.50 to \$25.00; 27 at \$25.00 to \$27.50.
^{4/} Workers were distributed as follows: 5 at \$22.50 to \$25.00; 17 at \$25.00 to \$27.50.
* Transportation (excluding railroads), communication, and other public utilities.
** Finance, insurance, and real estate.

Table A-2: *Professional and Technical Occupations*(Average straight-time weekly hours and earnings ^{1/} for selected occupations studied on an area basis in Memphis, Tenn., by industry division, November 1951)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF—																									
		Weekly hours (Standard)	Weekly earnings (Standard)	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$		
				Under \$40.00	40.00-42.50	42.50-45.00	45.00-47.50	47.50-50.00	50.00-52.50	52.50-55.00	55.00-57.50	57.50-60.00	60.00-62.50	62.50-65.00	65.00-67.50	67.50-70.00	70.00-72.50	72.50-75.00	75.00-80.00	80.00-85.00	85.00-90.00	90.00-95.00	95.00-100.00	100.00-105.00					
Men																													
Draftsmen, chief	18	44.5	95.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	8	2		
Draftsmen	125	45.0	65.50	3	6	3	-	5	-	-	9	-	-	16	24	24	-	1	24	8	2	-	-	-	-	-	-		
Manufacturing	95	45.0	68.00	-	-	-	-	2	-	-	6	-	-	16	21	23	-	1	24	-	2	-	-	-	-	-	-		
Draftsmen, junior	23	40.0	60.00	3	-	-	-	-	1	4	-	6	2	-	-	-	-	7	-	-	-	-	-	-	-	-	-		
Manufacturing	23	40.0	60.00	3	-	-	-	-	1	4	-	6	2	-	-	-	-	7	-	-	-	-	-	-	-	-	-		
Women																													
Nurses, industrial (registered)	31	40.0	57.50	-	-	-	-	4	9	-	-	5	5	1	2	2	2	1	-	-	-	-	-	-	-	-	-		
Manufacturing	29	40.0	57.00	-	-	-	-	4	9	-	-	5	4	1	2	2	2	-	-	-	-	-	-	-	-	-	-		

^{1/} Hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.Occupational Wage Survey, Memphis, Tenn., November 1951
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Table A-3: *Maintenance and Power Plant Occupations*

(Average hourly earnings 1/ for men in selected occupations studied on an area basis in Memphis, Tenn., by industry division, November 1951)

Occupation and industry division	Number of workers	Average hourly earnings \$	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																											
			Under \$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	
			0.80	.85	.90	.95	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.90	2.00	2.10	2.20	2.30	2.30 and over	
Carpenters, maintenance	130	1.71	1	-	1	1	-	4	4	9	3	5	7	6	4	-	2	1	2	7	-	5	3	2	3	18	39	1	2	
Manufacturing	74	1.64	-	-	-	-	-	-	8	3	5	7	4	2	-	2	1	1	7	-	3	3	-	2	13	12	1	-		
Nonmanufacturing	56	1.79	1	-	1	1	-	4	4	1	-	-	-	2	2	-	-	-	1	-	2	-	2	1	5	27	-	2		
Retail trade	34	2.10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	2	-	2	27	-	2		
Services	11	1.20	1	-	1	1	-	4	-	1	-	-	-	-	-	-	-	-	-	-	2	-	-	1	-	-	-	-		
Electricians, maintenance	149	1.83	-	-	4	-	4	-	-	-	2	1	6	3	-	2	12	-	2	1	4	5	34	17	7	29	16	-		
Manufacturing	131	1.90	-	-	-	-	-	-	-	-	-	-	6	1	-	2	12	-	2	1	4	5	33	16	5	28	16	-		
Nonmanufacturing	18	1.32	-	-	4	-	4	-	-	-	2	1	-	2	-	-	-	-	-	-	-	-	1	1	2	1	-	-		
Engineers, stationary	113	1.76	-	4	3	3	2	4	-	-	-	5	-	1	4	7	2	1	8	3	3	10	-	12	5	16	10	10		
Manufacturing	75	1.81	-	-	-	-	3	-	-	-	5	-	-	-	7	2	1	8	3	-	10	-	11	2	15	8	-			
Nonmanufacturing	38	1.68	-	4	3	3	2	1	-	-	-	-	-	1	4	-	-	-	-	-	3	-	-	1	3	1	2	2/10		
Services	28	1.39	-	4	3	3	2	1	-	-	-	-	-	1	4	-	-	-	-	-	3	-	-	3	1	2	1	1		
Firemen, stationary boiler	152	1.11	7	21	11	11	19	5	6	8	14	10	12	10	-	-	4	1	-	-	-	4	1	-	-	8	-	-		
Manufacturing	119	1.13	-	21	6	11	19	4	-	8	14	5	12	3	-	-	4	-	-	-	-	4	-	-	-	8	-	-		
Nonmanufacturing	33	1.03	7	-	5	-	1	6	-	-	5	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-		
Helpers, trades, maintenance	280	1.08	3	-	6	94	4	21	34	2	42	24	11	13	5	4	6	6	-	5	-	-	-	-	-	-	-	-		
Manufacturing	76	1.10	-	-	2	17	4	6	18	-	4	-	9	11	1	2	2	-	-	-	-	-	-	-	-	-	-	-		
Nonmanufacturing	204	1.08	3	-	4	77	-	15	16	2	38	24	2	2	4	2	4	6	-	5	-	-	-	-	-	-	-	-		
Services	10	1.06	3	-	-	-	-	1	-	-	-	3	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-		
Machinists, maintenance	139	1.80	-	-	-	-	-	-	-	-	-	3	15	-	1	16	4	4	4	6	6	37	-	8	33	2	-	-		
Manufacturing	133	1.80	-	-	-	-	-	-	-	-	-	3	15	-	1	16	4	4	2	6	6	37	-	4	33	2	-	-		
Maintenance men, general utility	260	1.42	-	16	1	9	14	1	1	-	14	7	14	17	4	5	26	35	2	59	-	7	20	6	-	2	-	-		
Manufacturing	147	1.48	-	-	-	-	5	-	-	-	12	2	13	12	2	-	26	34	-	12	-	7	20	2	-	-	-	-		
Nonmanufacturing	113	1.34	-	16	1	9	9	1	1	-	2	5	1	5	2	5	-	1	2	47	-	-	4	-	2	-	-	-		
Services	18	1.03	-	3	1	2	5	-	1	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Mechanics, automotive (maintenance)	227	1.32	-	6	-	-	5	6	1	18	25	12	57	31	3	1	4	21	-	14	2	4	10	2	5	-	-	-		
Nonmanufacturing	174	1.34	-	6	-	-	5	4	1	9	16	3	43	31	3	1	3	16	-	13	2	4	8	3	5	-	-	-		
Public utilities *	89	1.39	-	-	-	-	1	-	6	13	-	3	31	1	1	1	15	-	5	-	4	6	1	1	-	-	-	-		
Retail trade	19	1.14	-	-	-	-	5	3	1	3	1	3	-	-	1	-	1	-	-	-	1	-	-	-	-	-	-	-		
Services	11	1.52	-	-	-	-	-	-	-	-	2	-	-	-	1	-	2	-	-	-	2	-	1	-	1	-	-	-		
Mechanics, maintenance	457	1.67	-	-	-	-	-	3	3	6	26	6	3	22	5	21	103	10	30	30	7	8	57	3	112	2	-	-		
Manufacturing	221	1.54	-	-	-	-	-	-	6	26	6	3	22	5	21	37	7	30	12	7	3	33	3	-	-	-	-	-		
Millwrights	178	1.93	-	-	-	-	-	-	-	2	-	10	-	-	4	-	6	-	-	2	-	15	19	20	64	36	-	-		
Manufacturing	176	1.93	-	-	-	-	-	-	-	2	-	10	-	-	4	-	6	-	-	2	-	15	19	20	64	36	-	-		
Oilers	83	1.43	8	-	-	2	2	6	5	-	2	-	1	4	-	-	5	5	4	1	12	22	-	-	-	-	4	-		
Manufacturing	79	1.48	4	-	-	2	2	6	5	-	2	-	1	4	-	-	5	5	4	1	12	22	-	-	-	-	4	-		
Painters, maintenance	85	1.54	3	-	2	2	-	4	1	4	-	-	13	4	-	3	8	-	-	4	1	10	1	2	6	16	-	1		
Manufacturing	47	1.61	-	-	-	-	-	-	-	-	-	8	4	-	3	8	-	-	-	1	10	-	2	6	5	-	-	-		
Nonmanufacturing	38	1.45	3	-	2	2	-	4	1	4	-	-	5	-	-	-	-	-	-	4	-	-	1	-	11	-	-	1		
Retail trade	16	1.90	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	1	-	-	11	-	-	1		
Services	14	.97	3	-	2	2	-	4	1	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Sheet-metal workers, maintenance	34	1.95	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2	-	-	1	8	19	2	-	-		

1/ Excludes premium pay for overtime and night work.

2/ Workers were distributed as follows: 6 at \$2.30 to \$2.40; 1 at \$2.50 to \$2.60; 3 at \$2.60 to \$2.70.

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

Occupational Wage Survey, Memphis, Tenn., November 1951

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Table A-4: *Custodial, Warehousing, and Shipping Occupations*(Average hourly earnings ^{1/} for selected occupations ^{2/} studied on an area basis in Memphis, Tenn., by industry division, November 1951)

Occupation and industry division	Number of workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																											
			Under \$	\$0.45	\$0.50	\$0.55	\$0.60	\$0.65	\$0.70	\$0.75	\$0.80	\$0.85	\$0.90	\$0.95	\$1.00	\$1.05	\$1.10	\$1.15	\$1.20	\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	
			0.45	.50	.55	.60	.65	.70	.75	.80	.85	.90	.95	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.60	1.70	1.80	1.90	over	
Crane operators, electric bridge (under 20 tons)	41	1.38	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	17	-	14	-	-	-	-	-	10	-	-
Guards	132	1.45	-	-	-	-	-	-	-	2	8	-	3	14	2	2	17	4	4	-	-	-	6	2	28	10	28	2	-	
Manufacturing	117	1.49	-	-	-	-	-	-	-	2	8	-	3	13	-	2	13	-	-	-	-	6	2	28	10	28	2	-		
Nonmanufacturing	15	1.18	-	-	-	-	-	-	-	-	-	-	-	1	2	-	4	4	4	-	-	-	-	-	-	-	-	-	-	
Finance **	15	1.18	-	-	-	-	-	-	-	-	-	-	-	1	2	-	4	4	4	-	-	-	-	-	-	-	-	-	-	
Janitors, porters, and cleaners (men)	1,589	.86	45	25	51	46	61	70	85	256	249	233	113	54	69	23	57	25	-	14	23	1	15	20	-	54	-	-	-	
Manufacturing	621	1.01	-	-	-	-	-	-	-	59	78	167	74	16	44	20	31	24	-	5	19	-	14	20	-	50	-	-	-	
Nonmanufacturing	968	.76	45	25	51	46	61	70	85	197	171	66	39	38	25	3	26	1	-	9	4	1	1	-	-	4	-	-	-	
Public utilities *	94	.90	-	-	-	-	-	-	-	27	3	15	2	28	18	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
Wholesale trade	187	.87	-	-	-	-	-	-	-	58	78	-	30	3	-	-	-	-	-	8	4	1	1	-	-	4	-	-	-	
Retail trade	447	.74	6	15	-	31	59	60	79	54	78	17	5	7	6	3	25	1	-	1	-	-	-	-	-	-	-	-	-	
Finance **	107	.67	-	-	48	-	-	6	-	37	3	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Services	133	.62	3/39	10	3	15	2	4	6	21	9	21	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Janitors, porters, and cleaners (women)	748	.43	517	14	26	36	3	-	-	93	23	9	13	-	2	4	3	3	2	-	-	-	-	-	-	-	-	-	-	
Manufacturing	86	.81	-	-	-	-	-	-	-	54	21	2	-	-	2	2	-	3	2	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	662	.38	517	14	26	36	3	-	-	39	2	7	13	-	-	2	3	-	-	-	-	-	-	-	-	-	-	-	-	
Wholesale trade	13	.75	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Retail trade	185	.48	4/04	12	21	35	3	-	-	4	1	-	-	-	-	2	3	-	-	-	-	-	-	-	-	-	-	-	-	
Services	348	.30	5/333	2	5	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Order fillers	726	1.07	-	-	-	-	-	-	-	16	134	112	41	113	12	33	31	6	19	39	14	60	50	-	-	46	-	-	-	
Manufacturing	195	1.14	-	-	-	-	-	-	-	-	13	64	11	27	-	-	18	-	-	2	-	14	-	-	-	46	-	-	-	
Nonmanufacturing	531	1.05	-	-	-	-	-	-	-	16	121	48	30	86	12	33	13	6	19	39	12	60	36	-	-	-	-	-	-	
Wholesale trade	429	1.04	-	-	-	-	-	-	-	16	115	40	28	69	9	-	6	-	38	12	60	36	-	-	-	-	-	-	-	
Retail trade	102	1.05	-	-	-	-	-	-	-	-	6	8	2	17	3	33	13	-	19	1	-	-	-	-	-	-	-	-	-	
Packers	448	1.04	-	-	-	-	-	1	1	65	35	66	39	49	29	10	15	-	20	17	17	5	17	50	6	6	-	-	-	
Manufacturing	216	1.01	-	-	-	-	-	-	-	46	4	30	29	12	16	6	15	-	18	5	17	5	7	-	6	-	-	-	-	
Nonmanufacturing	232	1.07	-	-	-	-	-	1	1	19	31	36	10	37	13	4	-	-	2	12	-	-	10	50	6	-	-	-	-	
Wholesale trade	201	1.08	-	-	-	-	-	-	-	19	30	35	10	22	8	3	-	-	-	8	-	-	10	50	6	-	-	-	-	
Retail trade	31	1.01	-	-	-	-	-	1	1	-	1	1	-	15	5	1	-	-	2	4	-	-	-	-	-	-	-	-	-	
Receiving clerks	201	1.33	-	2	1	-	1	-	2	1	4	3	17	4	15	22	1	11	14	11	5	8	7	12	-	6	15	38	1	
Manufacturing	98	1.59	-	-	-	-	-	-	-	-	-	-	3	3	4	6	-	-	2	2	5	3	4	7	-	6	14	38	1	
Nonmanufacturing	103	1.09	-	2	1	-	1	-	2	1	4	3	14	1	11	16	1	11	12	9	-	5	3	5	-	-	1	-	-	
Wholesale trade	66	1.14	-	-	-	-	-	-	-	-	4	-	5	1	10	16	1	8	-	8	-	5	3	5	-	-	-	-	-	
Shipping clerks	274	1.32	-	-	-	-	-	-	-	-	-	-	13	2	35	47	2	6	11	16	19	32	9	7	14	44	-	9	8	
Manufacturing	132	1.41	-	-	-	-	-	-	-	-	-	-	-	2	23	1	1	4	6	4	13	13	6	2	14	32	-	9	2	
Nonmanufacturing	142	1.25	-	-	-	-	-	-	-	-	-	-	-	13	-	12	46	1	2	5	12	6	19	3	5	-	12	-	6	
Wholesale trade	116	1.29	-	-	-	-	-	-	-	-	-	-	-	5	-	10	39	-	2	5	5	5	19	3	5	-	12	-	6	
Retail trade	19	1.07	-	-	-	-	-	-	-	-	-	-	-	8	-	2	-	1	-	-	7	1	-	-	-	-	-	-	-	

See footnotes at end of table.

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

** Finance, insurance, and real estate.

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Table A-4: *Custodial, Warehousing, and Shipping Occupations - Continued*(Average hourly earnings ^{1/} for selected occupations ^{2/} studied on an area basis in Memphis, Tenn., by industry division, November 1951)

Occupation and industry division	Number of workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																										
			Under	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$								
			0.45	.50	.55	.60	.65	.70	.75	.80	.85	.90	.95	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.60	1.70	1.80	1.90	over
Shipping and receiving clerks	255	1.20	-	-	-	-	-	-	-	-	8	2	13	11	16	15	39	19	46	13	24	19	-	-	7	18	5	-	-
Manufacturing	125	1.23	-	-	-	-	-	-	-	-	2	13	8	-	-	33	12	2	12	9	11	-	-	7	11	5	-	-	
Nonmanufacturing	130	1.18	-	-	-	-	-	-	-	-	8	-	3	16	15	6	7	44	1	15	8	-	-	-	7	-	-	-	
Public utilities *	38	1.25	-	-	-	-	-	-	-	-	-	-	-	1	1	-	20	1	15	-	-	-	-	-	-	-	-	-	
Wholesale trade	42	1.16	-	-	-	-	-	-	-	-	-	-	-	13	7	-	14	-	8	-	-	-	-	-	-	-	-	-	
Retail trade	43	1.06	-	-	-	-	-	-	-	-	8	-	3	3	7	5	7	10	-	-	-	-	-	-	-	-	-	-	
Stock handlers and truckers, hand	3,791	.95	-	-	24	8	36	1	4	666	1129	350	170	93	572	46	35	233	5	47	36	8	28	180	-	-	120	-	-
Manufacturing	1,669	1.04	-	-	-	-	-	-	-	301	350	222	71	11	158	17	22	103	2	47	36	2	27	180	-	-	120	-	-
Nonmanufacturing	2,122	.88	-	-	24	8	36	1	4	365	779	128	99	82	414	29	13	130	3	-	6	1	-	-	-	-	-	-	-
Public utilities *	674	.99	-	-	-	-	-	-	-	18	101	67	-	-	373	9	-	105	-	-	-	-	1	-	-	-	-	-	-
Wholesale trade	744	.84	-	-	-	-	-	-	-	202	371	42	33	38	10	14	5	23	-	-	6	-	-	-	-	-	-	-	-
Retail trade	689	.82	-	-	24	8	27	1	4	145	307	19	66	44	25	6	8	2	3	-	-	-	-	-	-	-	-	-	-
Truck drivers, light (under 1½ tons)	291	.90	-	-	-	1	-	8	76	24	92	23	15	13	13	10	-	4	-	-	2	2	-	-	-	-	8	-	-
Manufacturing	103	1.00	-	-	-	-	-	-	9	-	38	13	15	-	10	6	-	-	-	-	2	2	-	-	-	-	8	-	-
Nonmanufacturing	188	.84	-	-	-	1	-	8	67	24	54	10	-	13	3	4	-	4	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade	82	.85	-	-	-	-	-	-	30	10	29	2	-	8	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade	77	.84	-	-	-	1	-	8	21	11	20	8	-	3	-	1	-	4	-	-	-	-	-	-	-	-	-	-	-
Truck drivers, medium (1½ to and including 4 tons) ...	1,038	.97	-	-	-	24	18	36	170	167	74	30	97	54	17	4	299	-	-	9	-	17	-	10	2	10	-	-	-
Manufacturing	262	1.02	-	-	-	-	-	-	19	12	36	19	66	45	14	3	12	-	-	9	-	17	-	-	-	10	-	-	-
Nonmanufacturing	776	.95	-	-	-	24	18	36	151	155	38	11	31	9	3	1	287	-	-	-	-	-	-	10	2	-	-	-	-
Public utilities *	300	1.19	-	-	-	-	-	-	-	5	-	-	-	-	-	-	283	-	-	-	-	-	-	10	2	-	-	-	-
Wholesale trade	279	.83	-	-	-	-	-	-	69	154	32	-	19	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade	192	.76	-	-	-	24	18	36	82	1	1	11	12	-	3	-	4	-	-	-	-	-	-	-	-	-	-	-	-
Truck drivers, heavy (over 4 tons, trailer type)	368	1.09	-	-	-	-	-	-	33	25	9	20	32	-	43	-	141	-	2	49	4	10	-	-	-	-	-	-	-
Manufacturing	56	1.15	-	-	-	-	-	-	-	-	-	4	2	-	34	-	-	-	2	-	4	10	-	-	-	-	-	-	-
Nonmanufacturing	312	1.08	-	-	-	-	-	-	33	25	9	16	30	-	9	-	141	-	-	49	-	-	-	-	-	-	-	-	-
Public utilities *	141	1.18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	141	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade	76	.86	-	-	-	-	-	-	33	9	9	16	-	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Truckers, power (fork-lift)	433	1.39	-	-	-	-	-	-	10	6	33	33	20	8	33	16	1	5	13	2	2	37	12	-	12	172	18	-	-
Manufacturing	354	1.50	-	-	-	-	-	-	-	8	7	18	8	27	16	-	5	12	-	2	37	12	-	12	172	18	-	-	-
Nonmanufacturing	79	.90	-	-	-	-	-	-	10	6	25	26	2	-	6	-	1	-	1	2	-	-	-	-	-	-	-	-	-
Retail trade	12	1.11	-	-	-	-	-	-	-	-	-	-	2	-	6	-	1	-	1	2	-	-	-	-	-	-	-	-	-
Truckers, power (other than fork-lift)	102	1.35	-	-	-	-	-	-	-	6	-	-	-	30	1	8	-	-	-	7	-	-	10	-	34	6	-	-	-
Manufacturing	102	1.35	-	-	-	-	-	-	-	6	-	-	-	30	1	8	-	-	-	7	-	-	10	-	34	6	-	-	-
Watchmen	312	.88	2	3	1	6	5	-	16	95	14	64	27	13	2	15	18	3	14	10	1	-	3	-	-	-	-	-	-
Manufacturing	163	.95	1	-	-	-	-	-	-	30	3	42	27	10	-	12	17	1	7	9	1	-	3	-	-	-	-	-	-
Nonmanufacturing	149	.80	1	3	1	6	5	-	16	65	11	22	-	3	2	3	1	2	7	1	-	-	-	-	-	-	-	-	-
Public utilities *	49	.77	-	-	-	-	-	-	-	41	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade	20	.86	-	-	-	-	-	-	-	-	-	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade	41	.92	-	-	1	-	1	-	1	16	3	-	-	3	2	3	1	2	7	1	-	-	-	-	-	-	-	-	-
Services	34	.66	1	3	-	6	4	-	12	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

1/ Excludes premium pay for overtime and night work.

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

3/ Workers were distributed as follows: 3 at 30 to 35 cents; 32 at 35 to 40 cents; 4 at 40 to 45 cents.

4/ Workers were distributed as follows: 25 at 30 to 35 cents; 12 at 35 to 40 cents; 67 at 40 to 45 cents.

5/ Workers were distributed as follows: 333 under 30 cents.

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

B: Characteristic Industry Occupations

Table B-40: *Railroads*^{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	
			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	
Carpenters, maintenance	89	\$ 1.91	-	-	-	-	-	-	-	-	-	-	32	13	11	33
Electricians, maintenance	38	1.93	-	-	-	-	-	-	-	-	-	-	-	32	6	
Helpers, trades, maintenance	289	1.62	-	-	-	45	243	1	-	-	-	-	-	-	-	
Janitors and cleaners	142	1.36	139	2	-	-	1	-	-	-	-	-	-	-	-	
Machinists, maintenance	129	1.93	-	-	-	-	-	-	-	-	-	-	-	115	14	
Pipe fitters, maintenance	21	1.94	-	-	-	-	-	-	-	-	-	-	-	16	5	

^{1/} The study covered railroads (Group 40) with more than 20 workers, as defined in the Standard Industrial Classification Manual (1949 edition) prepared by the Bureau of the Budget. Data relate to a December 1951 payroll period.

^{2/} Data limited to men workers.

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

Table B-63: *Insurance Carriers*^{1/}

Occupation and sex	Number of workers	AVERAGE ^{2/}		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF—																											
		Weekly hours (Standard)	Weekly earnings (Standard)	\$ 27.50 and under	\$ 30.00	\$ 32.50	\$ 35.00	\$ 37.50	\$ 40.00	\$ 42.50	\$ 45.00	\$ 47.50	\$ 50.00	\$ 52.50	\$ 55.00	\$ 57.50	\$ 60.00	\$ 62.50	\$ 65.00	\$ 67.50	\$ 70.00	\$ 72.50	\$ 75.00	\$ 80.00	\$ 85.00	\$ 90.00 and over					
		30.00	32.50	35.00	37.50	40.00	42.50	45.00	47.50	50.00	52.50	55.00	57.50	60.00	62.50	65.00	67.50	70.00	72.50	75.00	80.00	85.00	90.00	over							
Men																															
Underwriters	13	40.0	\$ 68.50	-	-	-	-	-	-	3	-	1	-	-	1	3	-	-	-	-	-	1	1	-	-	-	3				
Women																															
Clerks:																															
Accounting	25	39.5	41.50	-	3	7	1	2	2	2	-	-	4	3	-	1	-	-	-	-	-	-	-	-	-	-	-				
File, class B	20	39.5	31.50	8	8	3	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Premium acceptors	18	39.5	41.50	-	-	4	4	4	4	-	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Section heads	10	39.5	42.00	-	-	2	2	-	1	2	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Stenographers, general	39	40.0	38.00	-	4	10	10	-	1	8	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Typists, class B	74	40.0	35.00	11	14	19	17	5	1	1	4	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-				

^{1/} The study covered insurance carriers (Group 63) with more than 20 workers, as defined in the Standard Industrial Classification Manual (1949 edition) prepared by the Bureau of the Budget.

^{2/} Hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.

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C: 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 on dates indicated.)

Table C-15: *Building Construction*

January 2, 1952

Classification	Rate per hour	Hours per week
Bricklayers	\$3.000	40
Carpenters	2.125	40
Electricians	2.600	40
Painters	2.063	40
Plasterers	2.813	40
Plumbers	2.650	40
Building laborers	1.000	40

Table C-205: *Bakeries*

July 1, 1951

Classification	Rate per hour	Hours per week
Bread and cake - Machine shops:		
Agreement A:		
Bread:		
Foremen	\$1.750	40
Mixers, ovenmen, and leadmen	1.470	40
Divider operators, bun-machine operators	1.360	40
Molder operators, bench hands, and oven helpers	1.310	40
Bread rackers	1.170	40
Helpers:		
First 3 months .....	.960	40
4 to 9 months	1.010	40
After 9 months	1.060	40
Cakes:		
Foremen	1.590	40
Leadmen	1.470	40
Mixers	1.450	40
Ovenmen	1.390	40
Doughnut-machine operators	1.370	40
Ingredient scalars	1.270	40
Scaling-machine operators, benchmen	1.240	40
Checkers	1.220	40
Leadwomen	1.170	40
Icing-machine operators	1.100	40
Wrapping-machine operators	1.040	40
Female helpers:		
First 3 months .....	.880	40
4 to 9 months .....	.930	40
After 9 months .....	.980	40
Agreement B:		
Mixers, ovenmen (bread)	1.295	40
Ovenmen (cake)	1.210	40
Dividermen, roll-machine operators	1.190	40
Bench hands	1.155	40
Moldermen	1.155	40
Wrapping-machine operators	1.120	40

Table C-205: *Bakeries - Continued*

July 1, 1951

Classification	Rate per hour	Hours per week
Bread and cake - Machine shops: - Continued		
Agreement B: - Continued		
Bench helpers, machine helpers, and wrapping-machine helpers	\$0.920	40
Hand icers .....	.860	40
Helpers:		
First 3 months .....	.820	40
4 to 9 months .....	.860	40
After 9 months .....	.920	40

Table C-27: *Printing*

July 1, 1951

Classification	Rate per hour	Hours per week
Book and job shops:		
Bindery women	\$0.993	40
Bookbinders	1.985	40
Compositors, hand	2.150	40
Electrotypers	2.400	37½
Machine operators	2.150	40
Photoengravers	2.560	37½
Press assistants and feeders:		
Cylinder feeders	1.400	40
Platen feeders, men	1.130	40
Platen feeders, women .....	.975	40
Pressmen, cylinder	2.025	40
2-color, over 25 x 38 inches	2.075	40
Offset presses:		
17 x 22 inches and up to 22 x 34 ..	2.000	40
22 x 34 inches	2.050	40
Over 22 x 34 inches	2.075	40
2-color	2.125	40
Pressmen, platen	1.720	40
Newspapers:		
Compositors, hand:		
Day work	2.500	37½
Night work	2.633	37½
Machine operators:		
Day work	2.500	37½
Night work	2.633	37½
Machine tenders (machinists):		
Day work	2.500	37½
Night work	2.633	37½
Mailers:		
Day work	2.140	37½
Night work	2.260	37½
Photoengravers:		
Day work	2.700	37½
Night work	2.927	37½
Pressmen, web presses:		
Day work	2.407	37½
Night work	2.540	37½

Table C-27: *Printing - Continued*

July 1, 1951

Classification	Rate per hour	Hours per week
Newspapers: - Continued		
Pressmen-in-charge:		
Day work	\$2.660	37½
Night work	2.813	37½
Stereotypers:		
Day work	2.387	37½
Night work	2.520	37½

Table C-41: *Local Transit Operating Employees*

October 1, 1951

Classification	Rate per hour	Hours per week
1-man cars and busses:		
First year	\$1.410	48
Second year	1.450	48
After 2 years	1.510	48

Table C-42: *Motortruck Drivers and Helpers*

July 1, 1951

Classification	Rate per hour	Hours per week
Bakery:		
Agreement A	\$1.155	60
Agreement B	1.220	48
Brewery drivers .....	.838	40
First helpers .....	.838	40
Furniture:		
Drivers, other than city .....	.930	40
Drivers, city .....	.980	40
Helpers .....	.900	40
General - Freight:		
Southeastern area:		
Turn around	1.410	(1/)
Peddle runs	1.330	(1/)
Southwestern area:		
Turn around	1.450	(1/)
Peddle runs	1.450	(1/)
Grocery - Wholesale:		
After 6 months .....	.780	40
Pick-up and delivery firms:		
Under 3 months	1.130	50
Over 3 months	1.180	50
Railway express	1.632	40

1/ Information not available.

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D: Entrance Rates

Table D-1: *Minimum Entrance Rates for Plant Workers* 1/

Minimum rate (in cents)	All industries 2/	Percent of plant workers in establishments with specified minimum rates in -						
		Manufacturing establishments with -			Public utilities*	Wholesale trade	Retail trade	Services
		21-100 workers	101-500 workers	501 or more workers				
All establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
40 and under	6.7	-	-	-	-	-	12.0	48.7
Over 40 and under 45	2.5	-	-	-	-	-	6.8	12.5
45 .....	.4	-	-	-	-	-	-	4.1
Over 45 and under 50	1.3	-	-	-	-	-	6.1	-
50	5.1	-	-	-	-	-	15.8	20.0
Over 50 and under 55	1.2	-	-	-	-	-	5.4	-
55	2.5	-	-	-	-	-	9.2	5.6
Over 55 and under 60 .....	.5	-	-	-	-	-	2.5	-
60 .....	.4	-	-	-	-	-	1.9	-
Over 60 and under 65 .....	.8	-	-	-	-	-	2.3	-
65 .....	.8	-	-	-	-	-	3.5	-
70 .....	.3	-	-	-	0.6	-	1.0	-
75	28.7	35.8	42.8	24.4	25.0	61.6	13.7	4.7
Over 75 and under 80	3.4	5.2	5.8	-	10.0	6.9	1.2	-
80	4.2	6.7	6.8	5.0	-	7.7	1.9	-
Over 80 and under 85	5.5	6.7	13.3	-	15.3	-	3.3	1.8
85	7.0	8.6	5.9	7.5	19.4	-	7.4	-
Over 85 and under 90	1.6	11.1	-	-	-	3.8	-	2.6
90	1.0	7.5	-	-	-	2.8	-	-
Over 90 and under 95	1.9	8.7	4.4	-	-	2.7	-	-
95	1.4	-	5.0	-	-	3.8	-	-
Over 95 and under 100	3.4	-	-	3.2	14.4	.9	6.0	-
100	1.1	-	4.0	-	3.9	-	-	-
Over 100 and under 105	1.9	3.1	5.1	-	5.5	.8	-	-
Over 105 and under 110 .....	.8	-	4.0	-	-	-	-	-
Over 110 and under 115 .....	.2	-	-	-	2.7	-	-	-
115 .....	.3	-	-	-	3.1	-	-	-
Over 115 and under 120	2.3	-	-	7.9	-	5.6	-	-
120 and over	6.9	6.6	2.9	24.2	-	3.4	-	-
Establishments with no established minimum	(3/)	-	-	-	.1	-	-	-
Information not available	6.2	-	-	27.8	-	-	-	-

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

2/ Excludes data for finance, insurance, and real estate.

3/ Less than .05 of 1 percent.

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

E: Supplementary Wage Practices

Table E-1: *Shift Differential Provisions*

Shift differential	Percent of plant workers employed on each shift in -	
	All manufacturing industries	
	2a shift	3d or other shift
Percent of workers on extra shifts, all establishments	14.2	6.1
Receiving shift differentials	12.7	5.4
Uniform cents (per hour)	10.0	4.5
Under 5 cents	2.9	2.8
5 cents	5.9	.5
Over 5 and under 10 cents	-	(1/)
10 cents .....	.3	1.2
Over 10 cents .....	.9	-
Uniform percentage	2.7	.9
Over 5 and under 10 percent1	-
10 percent	2.6	.9
Receiving no differential	1.5	.7

1/ Less than .05 of 1 percent.

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Table E-2: *Scheduled Weekly Hours*

Weekly hours	PERCENT OF OFFICE WORKERS ^{1/} EMPLOYED IN—							PERCENT OF PLANT 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
Under 35 hours.....	-	-	-	-	-	-	-	0.2	-	-	-	-	2.6
35 hours.....	0.2	-	-	0.9	-	-	-	-	-	-	-	-	-
Over 35 and under 37½ hours.....	-	-	-	-	-	-	-	6.1	12.0	-	-	-	-
37½ hours.....	2.7	-	29.4	-	-	-	1.0	1.1	2.1	-	-	-	-
Over 37½ and under 40 hours.....	1.2	-	-	3.6	-	2.4	-	.1	-	-	0.9	-	-
40 hours.....	74.0	86.0	46.4	51.1	76.9	97.6	64.4	62.1	75.6	49.6	59.1	57.5	11.8
Over 40 and under 44 hours.....	3.3	4.9	-	3.4	6.8	-	1.0	2.5	-	-	4.7	9.3	-
44 hours.....	11.1	1.6	4.2	34.4	11.4	-	13.5	6.3	3.6	1.2	15.6	4.8	23.1
Over 44 and under 48 hours.....	5.1	4.3	15.3	6.6	4.5	-	5.1	6.4	4.7	6.3	7.5	6.3	16.0
48 hours.....	1.3	-	4.7	-	.4	-	12.5	9.7	2.0	20.1	12.2	11.2	36.8
Over 48 and under 50 hours.....	.9	3.2	-	-	-	-	-	.2	-	-	-	.9	6.2
50 hours.....	.2	-	-	-	-	-	2.5	4.6	-	22.8	-	8.2	3.5
Over 50 hours.....	-	-	-	-	-	-	-	.7	-	-	-	1.8	-

^{1/} Data relate to women 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 E-3: *Paid Holidays*

Number of paid holidays	PERCENT OF OFFICE WORKERS EMPLOYED IN—							PERCENT OF PLANT WORKERS EMPLOYED IN—					
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries ^{1/}	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.....	99.7	99.3	100.0	100.0	100.0	100.0	97.9	89.3	90.2	95.0	96.8	93.3	58.2
Under 3 days.....	.5	-	-	1.2	.5	-	2.5	4.1	-	-	6.9	15.3	1.2
3 days.....	1.2	3.0	-	.7	-	-	3.4	5.5	10.4	-	-	-	2.3
4 days.....	5.4	5.5	1.4	9.6	-	-	26.4	5.6	4.7	-	3.6	-	30.7
5 days.....	37.5	18.6	35.3	32.9	90.2	9.6	54.4	34.7	16.4	32.7	51.7	75.0	22.9
5½ days.....	1.3	-	-	6.3	-	-	-	-	-	-	-	-	-
6 days.....	28.5	43.1	49.1	33.5	9.3	21.7	-	4.4	47.6	57.5	4.0	3.0	-
7 days.....	12.5	24.8	14.2	12.7	-	6.8	11.2	31.4	7.9	4.8	14.8	-	1.1
8 days.....	1.6	4.3	-	2.2	-	-	-	5.5	3.2	-	10.3	-	-
9 days.....	1.2	-	-	-	-	1.1	-	2.1	-	-	5.5	-	-
11 days.....	7.4	-	-	-	-	41.8	-	-	-	-	-	-	-
12 days.....	3.4	-	-	-	-	19.0	-	-	-	-	-	-	-
14 days.....	.2	-	-	.9	-	-	-	-	-	-	-	-	-
Establishments providing no paid holidays.....	.3	.7	-	-	-	-	2.1	10.7	9.8	5.0	3.2	6.7	41.8

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

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

** Finance, insurance, and real estate.

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Table E-4: *Paid Vacations (Formal Provisions)*

Vacation policy	PERCENT OF OFFICE WORKERS EMPLOYED IN--							PERCENT OF PLANT WORKERS EMPLOYED IN--					
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries 1/	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>1 year of service</u>													
Establishments with paid vacations	98.3	99.2	100.0	93.4	99.8	100.0	100.0	92.9	93.5	94.2	91.5	95.0	82.7
1 week	44.1	47.2	78.8	45.2	64.0	3.8	33.4	79.8	89.5	81.2	66.4	63.7	79.7
2 weeks	53.8	52.0	20.3	46.5	35.8	96.2	66.6	12.9	4.0	13.0	23.6	31.3	3.0
Over 3 weeks .....	.4	-	.9	1.7	-	.4	-	.2	-	-	1.5	-	-
Establishments with no paid vacations ..	1.7	.8	-	6.6	.2	-	-	7.1	6.5	5.8	8.5	5.0	17.3
<u>2 years of service</u>													
Establishments with paid vacations	98.3	99.2	100.0	93.4	99.8	100.0	100.0	94.7	95.6	99.3	91.5	95.0	87.3
1 week	21.7	29.7	39.9	30.9	10.2	-	27.2	62.3	82.3	38.4	55.5	25.1	71.1
Over 1 and under 2 weeks .....	.1	-	-	-	-	-	1.7	.3	-	-	-	-	3.5
2 weeks	74.7	69.5	59.2	54.4	89.6	100.0	71.1	31.9	13.3	60.9	33.5	69.9	12.7
3 weeks	1.4	-	-	6.4	-	-	-	.1	-	-	1.0	-	-
Over 3 weeks .....	.4	-	.9	1.7	-	-	-	.1	-	-	1.5	-	-
Establishments with no paid vacations ..	1.7	.8	-	6.6	.2	-	-	5.3	4.4	.7	8.5	5.0	12.7
<u>5 years of service</u>													
Establishments with paid vacations	98.3	99.2	100.0	93.4	99.8	100.0	100.0	94.7	95.6	99.3	91.5	95.0	87.3
1 week	4.3	.3	3.1	1.2	10.2	-	26.5	12.2	4.8	-	1.6	18.3	64.0
2 weeks	91.3	97.6	96.0	84.1	87.7	98.6	73.5	80.8	90.8	99.3	87.4	69.9	23.3
Over 2 and under 3 weeks .....	.4	-	-	-	.6	1.4	-	-	-	-	-	-	-
3 weeks	1.9	1.3	-	6.4	1.3	-	-	1.6	-	-	1.0	6.8	-
Over 3 weeks .....	.4	-	.9	1.7	-	-	-	.1	-	-	1.5	-	-
Establishments with no paid vacations ..	1.7	.8	-	6.6	.2	-	-	5.3	4.4	.7	8.5	5.0	12.7
<u>15 years of service</u>													
Establishments with paid vacations	98.3	99.2	100.0	93.4	99.8	100.0	100.0	94.7	95.6	99.3	91.5	95.0	87.3
1 week	4.3	.3	3.1	1.2	10.2	-	26.5	11.6	3.7	-	1.6	18.3	64.0
2 weeks	59.1	64.8	39.8	54.3	46.6	74.2	73.5	52.3	57.0	58.4	63.1	44.7	23.3
Over 2 and under 3 weeks	2.6	-	-	-	.6	14.2	-	-	-	-	-	-	-
3 weeks	31.8	34.1	56.2	36.2	42.0	11.6	-	30.1	34.9	40.9	25.3	29.5	-
Over 3 weeks .....	.5	-	.9	1.7	.4	-	-	.7	-	-	1.5	2.5	-
Establishments with no paid vacations ..	1.7	.8	-	6.6	.2	-	-	5.3	4.4	.7	8.5	5.0	12.7

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

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

** Finance, insurance, and real estate.

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Table E-5: *Paid Sick Leave (Formal Provisions)*

Provisions for paid sick leave	PERCENT OF OFFICE WORKERS EMPLOYED IN—							PERCENT OF PLANT WORKERS EMPLOYED IN—					
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries 1/	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	16.5	5.6	19.9	4.5	55.6	2.5	18.9	11.8	4.4	5.9	-	39.2	6.7
Under 5 days	1.6	5.2	2.1	-	-	-	-	2.2	4.4	-	-	-	-
5 days	1.3	-	14.2	-	-	-	1.1	1.2	-	4.8	-	1.4	5.6
6 days	2.9	-	3.6	-	13.3	-	-	3.1	-	1.1	-	14.0	-
7 days	1.0	-	-	4.5	-	-	-	-	-	-	-	-	-
10 days	1.5	.4	-	-	-	1.4	17.8	.1	-	-	-	-	1.1
12 days	1.1	-	-	-	5.8	-	-	2.5	-	-	-	11.5	-
15 days	6.9	-	-	-	36.5	-	-	2.7	-	-	-	12.3	-
20 days .....	.2	-	-	-	-	1.1	-	-	-	-	-	-	-
Establishments with no formal provisions for paid sick leave	83.5	94.4	80.1	95.5	44.4	97.5	81.1	88.2	95.6	94.1	100.0	60.8	93.3
<u>1 year of service</u>													
Establishments with formal provisions for paid sick leave	26.3	10.6	21.7	32.9	55.6	15.0	20.7	14.8	5.0	9.0	16.6	39.2	16.7
3 days .....	.6	1.6	2.1	-	-	-	-	.8	1.5	-	-	-	-
4 days	1.5	-	-	7.0	-	-	-	.6	-	-	5.8	-	-
5 days	7.0	4.9	14.2	17.9	-	3.3	1.9	4.4	3.5	4.8	9.3	1.4	12.2
6 days	2.5	-	-	-	12.9	-	1.0	2.8	-	-	-	11.5	3.4
7 days	1.0	-	-	4.6	-	-	-	-	-	-	-	-	-
10 days	2.4	1.8	5.4	-	-	1.4	17.8	.4	-	3.8	-	-	1.1
12 days	1.2	-	-	-	6.2	-	-	3.1	-	.4	-	14.0	-
15 days	6.9	-	-	-	36.5	-	-	2.6	-	-	-	12.3	-
20 days	1.0	-	-	-	-	5.5	-	-	-	-	-	-	-
Over 20 days	2.2	2.3	-	3.4	-	4.8	-	.1	-	-	1.5	-	-
Establishments with no formal provisions for paid sick leave	73.7	89.4	78.3	67.1	44.4	85.0	79.3	85.2	95.0	91.0	83.4	60.8	83.3

See footnote at end of table.

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

** Finance, insurance, and real estate.

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Table E-5: *Paid Sick Leave (Formal Provisions) - Continued*

Provisions for paid sick leave	PERCENT OF OFFICE WORKERS EMPLOYED IN—							PERCENT OF PLANT WORKERS EMPLOYED IN—					
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries 1/	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>2 years of service</u>													
Establishments with formal provisions for paid sick leave	26.4	10.6	22.9	32.9	55.6	15.0	20.7	15.9	5.0	21.8	16.6	39.2	16.7
3 days .....	.3	-	3.3	-	-	-	-	1.4	.6	12.7	-	-	-
5 days	3.6	4.9	-	7.6	-	3.3	1.9	4.0	3.5	-	9.3	1.4	12.2
6 days .....	.9	1.6	-	-	2.2	-	1.0	1.0	.9	-	-	1.2	3.4
7 or 8 days	2.4	-	-	11.6	-	-	-	.5	-	-	5.8	-	-
10 days	7.8	1.8	19.6	10.3	10.7	1.4	17.8	3.1	-	8.6	-	10.3	1.1
12 days	1.1	-	-	-	5.8	-	-	2.5	-	-	-	11.5	-
20 days	1.6	2.3	-	-	-	5.5	-	-	-	-	-	-	-
22 days .....	.9	-	-	-	-	4.8	-	-	-	-	-	-	-
24 days .....	.1	-	-	-	.4	-	-	.6	-	.5	-	2.5	-
Over 24 days	7.7	-	-	3.4	36.5	-	-	2.8	-	-	1.5	12.3	-
Establishments with no formal provisions for paid sick leave	73.6	89.4	77.1	67.1	44.4	85.0	79.3	84.1	95.0	78.2	83.4	60.8	83.3
<u>15 years of service</u>													
Establishments with formal provisions for paid sick leave	26.4	10.6	22.9	32.9	55.6	15.0	20.7	15.9	5.0	21.8	16.6	39.2	16.7
Under 3 days .....	.2	-	2.1	-	-	-	-	.3	.6	-	-	-	-
5 days	3.1	4.9	1.2	7.6	-	-	1.9	4.6	3.5	12.7	3.5	1.4	12.2
6 days .....	.9	1.6	-	-	2.2	-	1.0	1.0	.9	-	-	1.2	3.4
7 days	1.0	-	-	4.6	-	-	-	-	-	-	-	-	-
10 days	4.7	1.8	5.4	8.1	-	4.7	17.8	1.0	-	3.9	5.8	-	1.1
12 days	2.6	-	-	7.0	5.8	-	-	3.0	-	-	5.8	11.5	-
18 days	2.0	-	-	-	10.7	-	-	2.2	-	-	-	10.3	-
20 or 21 days .....	.8	2.3	-	-	-	1.1	-	-	-	-	-	-	-
Over 21 days	11.1	-	14.2	5.6	36.9	9.2	-	3.8	-	5.2	1.5	14.8	-
Establishments with no formal provisions for paid sick leave	73.6	89.4	77.1	67.1	44.4	85.0	79.3	84.1	95.0	78.2	83.4	60.8	83.3

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

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

** Finance, insurance, and real estate.

Table E-6: *Nonproduction Bonuses*

Type of bonus	PERCENT OF OFFICE WORKERS EMPLOYED IN--							PERCENT OF PLANT WORKERS EMPLOYED IN--					
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries 1/	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 2/	54.7	34.6	10.6	70.6	58.8	86.0	48.9	42.4	23.0	6.3	64.0	72.6	93.7
Christmas or year-end	46.2	28.1	10.6	55.1	57.1	70.3	42.6	36.7	17.1	6.3	54.7	70.8	77.6
Profit-sharing	8.2	5.9	-	20.3	1.7	7.9	8.6	3.0	2.6	-	13.6	1.8	-
Other	11.0	2.0	-	2.9	-	53.5	6.3	3.8	3.3	-	.8	-	20.6
Establishments with no nonproduction bonuses	45.3	65.4	89.4	29.4	41.2	14.0	51.1	57.6	77.0	93.7	36.0	27.4	6.3

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

2/ Unduplicated total.

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

** Finance, insurance, and real estate.

Table E-7: *Insurance and Pension Plans*

Type of plan	PERCENT OF OFFICE WORKERS EMPLOYED IN--							PERCENT OF PLANT WORKERS EMPLOYED IN--					
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries 1/	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 2/	85.3	78.5	97.3	92.3	86.2	98.6	36.7	74.8	75.5	96.8	78.2	76.1	39.7
Life insurance	74.0	68.6	65.8	75.2	82.2	90.8	34.1	63.9	68.9	69.9	56.0	64.5	32.5
Health insurance	49.6	58.8	73.1	46.2	68.0	14.3	33.4	46.4	44.0	78.7	36.1	50.4	32.4
Hospitalization	57.8	55.9	35.8	58.4	66.0	76.0	21.2	43.0	44.7	34.5	49.1	49.6	18.8
Retirement pension	32.9	40.1	33.2	31.0	41.2	24.4	7.9	28.8	37.6	30.6	22.3	20.6	4.5
Establishments with no insurance or pension plans	14.7	21.5	2.7	7.7	13.8	1.4	63.3	25.2	24.5	3.2	21.8	23.9	60.3

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

2/ Unduplicated total.

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

** Finance, insurance, and real estate.

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Appendix - 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; these are available upon request.

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 A-1 through A-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 also was obtained in a representative group of establishments in each of these industry divisions. As indicated in the following table 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.

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 (see following table). 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 meeting 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 excludes premium pay for overtime and night work. Nonproduction bonuses are also excluded, but cost-of-living bonuses and incentive earnings, including commissions for salespersons, are included. Where weekly hours are reported as for office clerical, they refer to the work schedules (rounded to the nearest half-hour) for which the straight-time salaries are paid; 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 for only full-time workers, i.e., those hired to work the establishment's full-time schedule for the given occupational classification.

Information on wage practices refers to all office and 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. These plans also exclude health insurance even though it is paid for by employers. Health insurance is included, however, under tabulation for insurance and pension plans.

ESTABLISHMENTS AND WORKERS IN MAJOR INDUSTRY DIVISIONS AND IN SELECTED INDUSTRIES IN MEMPHIS, TENN. 1/,
AND NUMBER STUDIED BY THE BUREAU OF LABOR STATISTICS, NOVEMBER 1951

Item	Minimum number of workers in establishments studied <u>2/</u>	Number of establishments		Employment		
		Estimated total within scope of study	Studied	Estimated total within scope of study	In establishments studied	
					Total	Office
<u>Industry divisions in which occupations were surveyed on an area basis</u>						
All divisions	21	873	191	88,700	48,110	7,270
Manufacturing	21	241	53	39,500	22,070	1,870
Nonmanufacturing	21	632	138	49,200	26,040	5,400
Transportation (excluding railroads), communication, and other public utilities	21	63	22	8,000	5,900	890
Wholesale trade	21	192	32	11,600	3,320	840
Retail trade	21	227	40	18,400	9,810	1,650
Finance, insurance, and real estate	21	65	20	4,100	2,540	1,620
Services <u>3/</u>	21	85	24	7,100	4,470	400
<u>Industries in which occupations were surveyed on an industry basis <u>4/</u></u>						
Railroads	21	5	5	1,880	1,880	-
Insurance carriers	21	26	13	1,287	680	263

1/ Memphis Metropolitan Area (Shelby County).

2/ Total establishment employment.

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

4/ Industries are defined in footnotes to wage tables.

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Bookkeeping-machine operator	3, 4	Motortruck driver	11
Bricklayer (building construction)	11	Nurse, industrial (registered)	6
Calculating-machine operator	4	Office boy	3
Carpenter (building construction)	11	Office girl	5
Carpenter, maintenance	7	Oiler	7
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Helper, trades, maintenance (railroads)	10	Stereotyper (printing)	11
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Janitor (railroads)	10	Switchboard operator	5
Key-punch operator	5	Switchboard operator-receptionist	6
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The services of the Bureau of Labor Statistics' regional offices are available for consultation on statistics relating to wages and industrial relations, employment, prices, labor turn-over, productivity, work injuries, construction and housing.

The Southern Region includes the following States:

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Arkansas	Oklahoma
Florida	South Carolina
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