

# Occupational Wage Survey

## SALT LAKE CITY, UTAH

December 1951

Bulletin No. 1069

UNITED STATES DEPARTMENT OF LABOR  
Maurice J. Tobin - Secretary

BUREAU OF LABOR STATISTICS  
Ewan Clague - Commissioner

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April 8, 1952

## Introduction 1/

The Salt Lake City area is 1 of 40 major labor markets in which the Bureau of Labor Statistics is currently conducting occupational wage surveys. Occupations that are 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 that are 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 collected and summarized on shift operations and differentials, hours of work, and supplementary benefits such as vacation and sick leave allowances, paid holidays, non-production bonuses, and insurance and pension plans.

## The Salt Lake City Metropolitan Area

The population of the Salt Lake City Metropolitan Area (Salt Lake County) was estimated at 280,000 in 1951. About 190,000 were concentrated in Salt Lake City.

Wage and salary workers in the area in December 1951 (excluding those in agricultural pursuits) numbered 102,000; and 1 in every 7 of these was employed in government—Federal, State, or local.

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1/ Prepared in the Bureau's regional office in San Francisco, Calif., by William P. O'Connor under the direction of John L. Dana, 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.

In manufacturing, with 15,000 workers, the most important industries in terms of number of workers employed were primary smelting and refining of copper and other nonferrous metals, metal fabrication, and food processing. In addition to the primary smelting and refining of nonferrous metals, the mining of these ores within Salt Lake County provided employment for 6,000 persons.

As the largest city between the Rocky Mountains and the Sierras, Salt Lake City is the natural hub of trade in the intermountain region. Wholesale and retail establishments employed 32,000 people—about 1 of every 3 workers. The service industries employed 9,000 people and another 5,000 were in finance, insurance, and real estate establishments.

Combined employment of the transportation, communication, and other public utility industries (including railroads) was 11,000. The building construction industry employed another 6,000 workers.

Among the industry and establishment-size groups studied in December 1951, less than half of the plant workers were employed in establishments having written contracts with labor organizations. The proportion of plant workers in establishments covered by union agreements varied widely, however, among the industry divisions studied. Four out of five workers in the public utilities group were employed in establishments having union contracts, as were three out of five workers in manufacturing. Only about one worker in every four in wholesale and retail trade and one in every eight in the service industries were employed in establishments operating under such agreements.

In the manufacturing and public utilities groups, one-fourth and one-third, respectively, of the office employees were in establishments which had signed union agreements applying to office workers. Union organization of office workers in the other industry groups studied was negligible.

## Occupational Wage Structure

Wages of more than half the plant workers were affected by general wage increases between January 1950 - the base period of the Wage Stabilization Board's 10 percent "catch-up" wage increase formula - and the time of the study. These adjustments were much more numerous after the outbreak of hostilities in Korea than during the preceding 6 months. The extent of general wage increases varied sharply among the different industry groups studied; although two-thirds of the manufacturing plant workers and over four-fifths of nonoffice workers in the public utility industries received at least one general

increase during the period, the wages of less than a fourth of those in retail trade and service establishments were similarly affected. The amounts of these pay raises varied considerably among establishments, but were usually 5 or more cents an hour.

Formal wage increases for office workers were somewhat less extensive than for those of plant workers, reflecting the tendency of some establishments to adjust clerical workers' salaries on an individual basis rather than by means of general wage increases.

Formalized wage structures for time workers were reported in establishments employing over 85 percent of the plant workers. More than half of these workers were in establishments using a single rate for each classification, whereas the remainder were working under a rate-range system. Among office workers, about two-thirds were employed in establishments which determined salaries on the basis of formal rate ranges for each occupational classification. Nearly all of the remaining office workers were employed in establishments which determined salaries on an individual basis.

Established minimum entrance rates for inexperienced plant workers was part of the formalized wage structure in most Salt Lake City establishments. On an all-industry basis, one-fifth of all plant workers were employed in establishments in which minimum starting rates were less than 75 cents an hour; an additional seventh were in establishments having starting rates of exactly 75 cents--the legal minimum for firms engaged in interstate commerce. The range of minimum rates was from 50 cents to over \$1.50 but no significant concentrations were found above the 75-cent figure. Minimum rates were generally higher in the manufacturing, public utilities, and wholesale trade groups than in retail trade and the service industries.

One-fifth of the manufacturing plant workers were employed in establishments which determined rates of pay for first-level supervisors according to a fixed relationship to the rates of workers supervised. In all cases the differential was on a cents-per-hour basis. The lowest differential was 10 cents; the highest, 20 cents. In none of the other industry groups was this method of setting supervisors' pay found in more than two or three establishments.

Wages and salaries of workers in manufacturing industries were generally higher than in nonmanufacturing. In 13 of 17 office job classifications permitting comparison, salaries of workers in manufacturing plants averaged more than those in nonmanufacturing. Average hourly earnings for plant jobs were higher in manufacturing for 7 of the 11 job categories for which comparisons were possible. Within the nonmanufacturing industries, wages and salaries in the public utilities group were consistently higher than the trade, finance, and service groups.

A fourth of the manufacturing workers were employed on late shift work in December 1951. Almost all of these workers received premium payments in terms of cents-per-hour differentials over day shift rates. The most common premium payments for second-shift work were 4 and 5 cents an hour, whereas most third-shift workers received 6 or 8 cents.

Except in the finance group, most women office workers were on a 40-hour workweek. In finance, over half of the women worked less than 40 hours. Although the 40-hour week was also the general rule for plant workers in the public utilities and wholesale trade groups, the major portion of the workers in the manufacturing, retail trade, and service groups worked 44 to 48 hours a week.

# A: Cross-Industry Occupations

3.

Table A-1: *Office Occupations*

(Average straight-time weekly hours and earnings 1/ for selected occupations studied on an area basis in Salt Lake City, Utah, by industry division, December 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) | \$ 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 |   |
|  |                   |                         |                            | 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    |          |   |
| <b>Men</b>                                 |                   |                         |                            |   |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |   |
| Billers, machine (billing machine) .....   | 13                | 40.0                    | 50.00                      | -   | -        | -        | -        | -        | 1        | 4        | -        | 1        | 1        | 1        | 4        | 1        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |
| Bookkeepers, hand .....                    | 163               | 42.5                    | 69.50                      | -   | -        | -        | -        | -        | -        | -        | 1        | -        | 1        | 1        | 2        | 24       | 14       | 3        | 12       | 23       | 23       | 20       | 19       | 19       | 19       | 1        |   |
| Manufacturing .....                        | 47                | 42.0                    | 74.00                      | -   | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | 2        | 4        | 1        | 12       | 13       | 7        | 8        | -        | -        | -        | -        |   |
| Nonmanufacturing .....                     | 116               | 43.0                    | 67.50                      | -   | -        | -        | -        | -        | -        | -        | 1        | -        | 1        | 1        | 2        | 24       | 14       | 1        | 8        | 22       | 11       | 7        | 12       | 11       | 1        | 1        |   |
| Public utilities * .....                   | 36                | 41.0                    | 73.50                      | -   | -        | -        | -        | -        | -        | -        | -        | -        | 1        | -        | -        | 1        | -        | 1        | 11       | 4        | 1        | 9        | 8        | -        | -        | -        |   |
| Wholesale trade .....                      | 33                | 41.5                    | 65.50                      | -   | -        | -        | -        | -        | -        | -        | -        | -        | -        | 1        | 15       | 3        | -        | -        | -        | 6        | 6        | 6        | -        | 1        | 1        | 1        |   |
| Retail trade .....                         | 37                | 46.5                    | 64.50                      | -   | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | 7        | 10       | 1        | 7        | 10       | 1        | -        | 1        | -        | -        | -        | -        |   |
| Bookkeeping-machine operators, class A ... | 19                | 40.5                    | 63.50                      | -   | -        | -        | -        | -        | -        | -        | 1        | -        | 1        | -        | -        | 3        | 4        | 1        | 3        | 1        | 3        | 2        | -        | -        | -        | -        |   |
| Clerks, accounting .....                   | 226               | 42.0                    | 63.00                      | -   | -        | -        | -        | -        | 6        | 4        | 5        | 5        | 20       | 17       | 16       | 21       | 14       | 23       | 16       | 20       | 5        | 9        | 42       | 3        | -        | -        |   |
| Manufacturing .....                        | 117               | 40.5                    | 63.50                      | -   | -        | -        | -        | -        | -        | 4        | -        | 2        | 12       | 7        | 9        | 10       | 10       | 14       | 8        | 12       | 4        | 5        | 17       | 3        | -        | -        |   |
| Nonmanufacturing .....                     | 109               | 43.0                    | 62.50                      | -   | -        | -        | -        | -        | 6        | -        | 5        | 3        | 8        | 10       | 7        | 11       | 4        | 9        | 8        | 8        | 1        | 4        | 25       | -        | -        | -        |   |
| Public utilities * .....                   | 36                | 40.5                    | 58.00                      | -   | -        | -        | -        | -        | -        | -        | -        | 3        | 3        | 3        | 6        | 7        | 3        | 5        | 6        | -        | -        | -        | -        | -        | -        | -        |   |
| Wholesale trade .....                      | 38                | 40.0                    | 60.50                      | -   | -        | -        | -        | -        | 6        | -        | 1        | -        | 1        | 7        | 1        | 3        | 1        | 4        | 2        | 1        | 1        | -        | 10       | -        | -        | -        |   |
| Finance ** .....                           | 12                | 39.5                    | 57.50                      | -   | -        | -        | -        | -        | -        | 12       | -        | 4        | -        | 4        | -        | -        | -        | -        | -        | -        | -        | 4        | -        | -        | -        | -        |   |
| Clerks, general .....                      | 89                | 41.5                    | 61.00                      | -   | -        | -        | 1        | -        | -        | 6        | 8        | 9        | 8        | 6        | 1        | 1        | 4        | 1        | 8        | 8        | 3        | 15       | 6        | -        | 4        | 4        |   |
| Manufacturing .....                        | 52                | 41.0                    | 64.50                      | -   | -        | -        | -        | -        | -        | 4        | 8        | -        | 3        | 2        | 1        | 1        | -        | 1        | 2        | 5        | -        | 15       | 6        | -        | 4        | 4        |   |
| Nonmanufacturing .....                     | 37                | 42.5                    | 56.50                      | -   | -        | -        | 1        | -        | -        | 2        | -        | 9        | 5        | 4        | -        | -        | 4        | -        | 6        | 3        | 3        | -        | -        | -        | -        | -        |   |
| Clerks, order .....                        | 150               | 40.5                    | 60.50                      | -   | -        | 1        | -        | -        | -        | -        | 6        | 4        | 21       | 7        | 23       | 20       | 7        | 12       | 6        | 11       | 13       | 13       | -        | 6        | -        | -        |   |
| Manufacturing .....                        | 38                | 40.0                    | 64.00                      | -   | -        | -        | -        | -        | -        | -        | -        | 4        | 2        | -        | 1        | 7        | -        | 4        | 4        | 4        | 5        | 6        | -        | 1        | -        | -        |   |
| Nonmanufacturing .....                     | 112               | 40.5                    | 59.50                      | -   | -        | 1        | -        | -        | -        | -        | 6        | -        | 19       | 7        | 22       | 13       | 7        | 8        | 2        | 7        | 8        | 7        | -        | 5        | -        | -        |   |
| Wholesale trade .....                      | 94                | 40.0                    | 59.50                      | -   | -        | -        | -        | -        | -        | 6        | -        | 12       | 7        | 22       | 13       | 6        | 5        | -        | 7        | 7        | 7        | 7        | -        | 2        | -        | -        |   |
| Retail trade .....                         | 18                | 44.0                    | 60.00                      | -   | -        | 1        | -        | -        | -        | -        | -        | -        | 7        | -        | -        | -        | 1        | 3        | 2        | -        | 1        | -        | -        | 3        | -        | -        |   |
| Clerks, payroll .....                      | 30                | 41.0                    | 67.00                      | -   | -        | -        | -        | -        | -        | -        | -        | 4        | -        | -        | -        | 4        | 2        | 3        | 2        | 1        | 5        | 5        | -        | 2        | 2        | 2        |   |
| Manufacturing .....                        | 16                | 41.0                    | 66.50                      | -   | -        | -        | -        | -        | -        | -        | -        | 4        | -        | -        | -        | 2        | -        | 1        | 1        | -        | 1        | 4        | 1        | -        | 2        | 2        |   |
| Nonmanufacturing .....                     | 14                | 40.5                    | 68.00                      | -   | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | 2        | 2        | 1        | 2        | 2        | -        | 1        | 4        | -        | -        | -        |   |
| Office boys .....                          | 22                | 40.0                    | 40.50                      | 1   | 4        | 1        | 3        | -        | 4        | 2        | 3        | 3        | -        | 1        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |
| Nonmanufacturing .....                     | 11                | 40.0                    | 44.00                      | 1   | -        | -        | -        | -        | 4        | -        | 3        | 3        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |
| <b>Women</b>                               |                   |                         |                            |   |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |   |
| Billers, machine (billing machine) .....   | 111               | 40.5                    | 42.50                      | -   | 1        | 6        | 4        | 21       | 29       | 15       | 10       | 17       | 4        | 4        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |
| Manufacturing .....                        | 14                | 40.0                    | 43.00                      | -   | -        | -        | -        | 2        | 7        | 2        | -        | 2        | 1        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |
| Nonmanufacturing .....                     | 97                | 40.5                    | 42.50                      | -   | 1        | 6        | 4        | 19       | 22       | 13       | 10       | 15       | 3        | 4        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |
| Wholesale trade .....                      | 30                | 40.0                    | 45.00                      | -   | -        | -        | -        | 2        | 12       | 3        | -        | 8        | 2        | 3        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |
| Retail trade .....                         | 12                | 41.5                    | 36.00                      | -   | 1        | 6        | 3        | 2        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |
| Billers, machine (bookkeeping machine) ... | 54                | 40.5                    | 43.00                      | -   | -        | 7        | 7        | 8        | 6        | 6        | 10       | 5        | -        | -        | 4        | -        | -        | -        | -        | -        | -        | 1        | -        | -        | -        | -        | - |
| Nonmanufacturing .....                     | 40                | 40.0                    | 43.00                      | -   | -        | 5        | 7        | 8        | 2        | 2        | 10       | 1        | -        | -        | 4        | -        | -        | -        | -        | -        | -        | 1        | -        | -        | -        | -        | - |
| Wholesale trade .....                      | 13                | 40.0                    | 43.50                      | -   | -        | -        | -        | 7        | 2        | 2        | -        | 1        | -        | -        | -        | -        | -        | -        | -        | -        | -        | 1        | -        | -        | -        | -        | - |
| Finance ** .....                           | 12                | 40.0                    | 45.50                      | -   | -        | 4        | -        | -        | -        | -        | 4        | -        | -        | -        | 4        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |

See footnote at end of table.

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

\*\* Finance, insurance, and real estate.

Occupational Wage Survey, Salt Lake City, Utah, December 1951  
U.S. DEPARTMENT OF LABOR  
Bureau of Labor Statistics

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 Salt Lake City, Utah, by industry division, December 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) | \$ 27.50   | \$ 30.00 | \$ 32.50 | \$ 35.00 | \$ 37.50 | \$ 40.00 | \$ 42.50 | \$ 45.00 | \$ 47.50 | \$ 50.00 | \$ 52.50 | \$ 55.00 | \$ 57.50 | \$ 60.00 | \$ 62.50 | \$ 65.00 | \$ 67.50 | \$ 70.00 | \$ 72.50 | \$ 75.00 | \$ 80.00 | \$ 85.00 | \$ 90.00 |   |  |  |
|  |                   |                         |                            | 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    |          |   |  |  |
| <b>Women - Continued</b>   |                   |                         |                            |  |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |   |  |  |
| <b>Bookkeepers, hand</b> .....   | 47                | 40.0                    | 55.50                      | -  | -        | -        | -        | -        | 7        | 2        | 7        | 4        | 2        | 1        | 3        | 3        | 2        | 4        | -        | 7        | 4        | -        | -        | -        | 1        | -        | - |  |  |
| Nonmanufacturing .....   | 43                | 40.0                    | 55.00                      | -  | -        | -        | -        | -        | 7        | 2        | 7        | 4        | 2        | 1        | 3        | 3        | 2        | -        | -        | 7        | 4        | -        | -        | -        | 1        | -        | - |  |  |
| Retail trade .....   | 27                | 40.0                    | 52.50                      | -  | -        | -        | -        | -        | 7        | 1        | 7        | -        | 2        | -        | 1        | -        | 2        | -        | -        | 7        | 4        | -        | -        | -        | -        | 1        | - |  |  |
| <b>Bookkeeping-machine operators, class A</b> ...                        | 130               | 40.5                    | 45.50                      | -  | -        | 7        | 14       | 7        | 26       | 23       | 8        | 17       | 7        | 2        | 6        | 3        | -        | 6        | -        | 3        | -        | -        | -        | 1        | -        | -        | - |  |  |
| Nonmanufacturing .....   | 121               | 40.5                    | 45.00                      | -  | -        | 7        | 14       | 7        | 26       | 22       | 8        | 14       | 6        | 2        | 4        | 3        | -        | 5        | -        | 3        | -        | -        | -        | -        | -        | -        | - |  |  |
| Wholesale trade .....  | 13                | 40.0                    | 53.00                      | -  | -        | -        | -        | -        | -        | 1        | 3        | 1        | 1        | 1        | 2        | 3        | -        | 1        | -        | -        | -        | -        | -        | -        | -        | -        | - |  |  |
| Retail trade .....   | 59                | 42.0                    | 43.00                      | -  | -        | 7        | 14       | -        | 14       | 6        | -        | 10       | 3        | 1        | 1        | -        | -        | -        | -        | 3        | -        | -        | -        | -        | -        | -        | - |  |  |
| Finance ** .....   | 45                | 39.0                    | 45.00                      | -  | -        | -        | -        | 6        | 12       | 14       | 4        | 3        | 2        | -        | -        | -        | 4        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |  |  |
| <b>Bookkeeping-machine operators, class B</b> ...                        | 183               | 40.0                    | 39.50                      | 5  | 7        | 28       | 41       | 40       | 21       | 15       | 10       | 4        | 3        | -        | 2        | 1        | -        | -        | 6        | -        | -        | -        | -        | -        | -        | -        | - |  |  |
| Manufacturing .....  | 10                | 40.0                    | 42.50                      | -  | -        | 2        | -        | -        | 6        | -        | -        | -        | 2        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |  |  |
| Nonmanufacturing .....   | 173               | 40.0                    | 39.50                      | 5  | 7        | 26       | 41       | 40       | 15       | 15       | 10       | 4        | 1        | -        | 2        | 1        | -        | -        | 6        | -        | -        | -        | -        | -        | -        | -        | - |  |  |
| Wholesale trade .....  | 29                | 40.0                    | 41.00                      | -  | -        | -        | 5        | 8        | 9        | 1        | 6        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |  |  |
| Retail trade .....   | 30                | 42.0                    | 39.00                      | -  | -        | 7        | 5        | 11       | 2        | 1        | 3        | -        | 1        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |  |  |
| Finance ** .....   | 98                | 39.0                    | 37.00                      | 5  | 7        | 19       | 31       | 18       | 2        | 12       | -        | 4        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |  |  |
| <b>Calculating-machine operators (Comptometer type)</b> .....            | 180               | 40.0                    | 45.00                      | -  | -        | 5        | 19       | 8        | 34       | 40       | 19       | 14       | 14       | 12       | 7        | 3        | -        | -        | -        | 5        | -        | -        | -        | -        | -        | -        | - |  |  |
| Manufacturing .....  | 47                | 40.0                    | 48.00                      | -  | -        | -        | -        | -        | 8        | 10       | 5        | 6        | 3        | 5        | 7        | 3        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |  |  |
| Nonmanufacturing .....   | 133               | 40.0                    | 44.00                      | -  | -        | 5        | 19       | 8        | 26       | 30       | 14       | 8        | 11       | 7        | -        | -        | -        | -        | -        | 5        | -        | -        | -        | -        | -        | -        | - |  |  |
| Wholesale trade .....  | 47                | 40.0                    | 45.50                      | -  | -        | -        | 1        | 3        | 10       | 20       | 5        | 3        | -        | 1        | -        | -        | -        | -        | -        | 4        | -        | -        | -        | -        | -        | -        | - |  |  |
| Retail trade .....   | 77                | 40.5                    | 43.00                      | -  | -        | 5        | 18       | 1        | 15       | 10       | 8        | 5        | 11       | 3        | -        | -        | -        | -        | -        | 1        | -        | -        | -        | -        | -        | -        | - |  |  |
| <b>Calculating-machine operators (other than Comptometer type)</b> ..... | 12                | 39.5                    | 44.00                      | -  | -        | 1        | -        | -        | 4        | 4        | -        | 1        | -        | 2        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |  |  |
| Nonmanufacturing .....   | 12                | 39.5                    | 44.00                      | -  | -        | 1        | -        | -        | 4        | 4        | -        | 1        | -        | 2        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |  |  |
| <b>Clerks, accounting</b> .....  | 338               | 41.0                    | 44.00                      | 4  | 16       | 21       | 21       | 63       | 26       | 50       | 48       | 18       | 16       | 20       | 11       | 14       | 4        | 2        | -        | 4        | -        | -        | -        | -        | -        | -        | - |  |  |
| Manufacturing .....  | 50                | 40.5                    | 50.50                      | -  | -        | -        | 1        | 1        | 1        | 6        | 18       | 1        | 4        | -        | 9        | 3        | 1        | 1        | -        | 4        | -        | -        | -        | -        | -        | -        | - |  |  |
| Nonmanufacturing .....   | 288               | 41.0                    | 42.50                      | 4  | 16       | 21       | 20       | 62       | 25       | 44       | 30       | 17       | 12       | 20       | 2        | 11       | 3        | 1        | -        | -        | -        | -        | -        | -        | -        | -        | - |  |  |
| Public utilities * .....   | 47                | 40.0                    | 47.00                      | -  | -        | -        | -        | 12       | 2        | 3        | 6        | 7        | 4        | 10       | 1        | -        | 1        | 1        | -        | -        | -        | -        | -        | -        | -        | -        | - |  |  |
| Wholesale trade .....  | 70                | 41.0                    | 46.00                      | -  | -        | 3        | 6        | 9        | 4        | 19       | 6        | -        | 6        | 4        | 1        | 11       | 1        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |  |  |
| Retail trade .....   | 81                | 43.0                    | 43.00                      | -  | -        | 8        | -        | 24       | 13       | 5        | 13       | 10       | 1        | 6        | -        | -        | 1        | -        | -        | -        | -        | -        | -        | -        | -        | -        |   |  |  |
| Finance ** .....   | 64                | 38.5                    | 37.00                      | 4  | 16       | 10       | 6        | 8        | 3        | 13       | 4        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |  |  |
| Services .....   | 26                | 41.5                    | 40.00                      | -  | -        | -        | 8        | 9        | 3        | 4        | 1        | -        | 1        | -        | -        | -        | -        | -        | -        | 1        | -        | -        | -        | -        | -        | -        |   |  |  |
| <b>Clerks, file, class A</b> .....                                       | 54                | 39.5                    | 41.00                      | -  | 4        | -        | 15       | 7        | 9        | 1        | 12       | 1        | 5        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |  |  |
| Nonmanufacturing .....   | 43                | 39.5                    | 39.50                      | -  | 4        | -        | 15       | 7        | 9        | 1        | 1        | 1        | 5        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |  |  |
| Finance ** .....   | 20                | 39.0                    | 39.00                      | -  | 4        | -        | 12       | -        | -        | -        | -        | -        | 4        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |  |  |
| <b>Clerks, file, class B</b> .....                                       | 113               | 39.5                    | 35.00                      | 8  | 21       | 23       | 44       | 5        | 3        | 8        | 1        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |  |  |
| Nonmanufacturing .....   | 109               | 39.5                    | 35.00                      | 8  | 21       | 23       | 40       | 5        | 3        | 8        | 1        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |  |  |
| Finance ** .....   | 45                | 38.5                    | 34.00                      | 8  | 16       | 11       | 1        | 4        | 1        | 4        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |  |  |
| <b>Clerks, general</b> .....   | 249               | 41.5                    | 46.50                      | 2  | 9        | 12       | 17       | 23       | 56       | 10       | 21       | 12       | 23       | 9        | 7        | 23       | 4        | 10       | 1        | 3        | -        | -        | -        | 7        | -        | -        | - |  |  |
| Manufacturing .....  | 52                | 42.0                    | 53.50                      | -  | -        | -        | -        | 2        | 11       | -        | 2        | 7        | 7        | 2        | 5        | 1        | 7        | -        | -        | -        | -        | -        | -        | 7        | -        | -        | - |  |  |
| Nonmanufacturing .....   | 197               | 41.5                    | 44.50                      | 2  | 9        | 12       | 17       | 21       | 45       | 10       | 19       | 5        | 16       | 7        | 2        | 22       | 3        | 3        | 1        | 3        | -        | -        | -        | -        | -        | -        | - |  |  |
| Public utilities * .....   | 49                | 41.0                    | 49.00                      | -  | -        | -        | 6        | 8        | 1        | 1        | 10       | 5        | 3        | -        | -        | 9        | -        | 3        | -        | 3        | -        | -        | -        | -        | -        | -        | - |  |  |
| Wholesale trade .....  | 52                | 41.0                    | 40.50                      | -  | 5        | 6        | 6        | 2        | 13       | 9        | 4        | -        | 6        | 1        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |  |  |
| Retail trade .....   | 48                | 43.0                    | 45.50                      | -  | 2        | 2        | 4        | 2        | 17       | -        | 3        | -        | 1        | 5        | -        | 11       | 1        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |  |  |
| Services .....   | 32                | 41.5                    | 39.00                      | 2  | 2        | 4        | 1        | 9        | 10       | -        | -        | -        | 4        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |  |  |

See footnote 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 Salt Lake City, Utah, by industry division, December 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) | \$ 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 |   |  |  |
|   |                   |                         |                            | 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    |          |   |  |  |
| <b>Women - Continued</b>                        |                   |                         |                            |   |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |   |  |  |
| <b>Clerks, order</b> .....                      | 40                | 40.0                    | \$ 38.50                   | -   | 4        | 12       | 3        | 3        | 8        | -        | 7        | 2        | -        | -        | -        | -        | 1        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |  |  |
| Nonmanufacturing .....                          | 34                | 40.0                    | 38.00                      | -   | 4        | 10       | 3        | 3        | 6        | -        | 7        | 1        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |  |  |
| Retail trade .....                              | 18                | 40.5                    | 35.50                      | -   | 4        | 4        | 3        | 3        | 3        | -        | 1        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |  |  |
| <b>Clerks, payroll</b> .....                    | 67                | 40.5                    | 48.50                      | -   | -        | -        | -        | 9        | 5        | 4        | 21       | 7        | 6        | 1        | 3        | 2        | 6        | 2        | -        | -        | -        | -        | -        | -        | 1        | -        | - |  |  |
| Manufacturing .....                             | 28                | 40.5                    | 51.00                      | -   | -        | -        | -        | -        | 2        | -        | 16       | -        | -        | -        | 3        | 1        | 3        | 2        | -        | -        | -        | -        | -        | -        | 1        | -        | - |  |  |
| Nonmanufacturing .....                          | 39                | 41.0                    | 46.50                      | -   | -        | -        | -        | 9        | 3        | 4        | 5        | 7        | 6        | 1        | -        | 1        | 3        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |  |  |
| Retail trade .....                              | 19                | 41.5                    | 46.00                      | -   | -        | -        | -        | 8        | 1        | 3        | 1        | 1        | 1        | -        | -        | 1        | 3        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |  |  |
| <b>Duplicating-machine operators</b> .....      | 25                | 39.5                    | 36.00                      | -   | 11       | 2        | 5        | 2        | 2        | -        | 1        | 2        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |  |  |
| Nonmanufacturing .....                          | 23                | 39.5                    | 35.00                      | -   | 11       | 2        | 5        | 2        | 2        | -        | -        | 1        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |  |  |
| <b>Key-punch operators</b> .....                | 84                | 39.5                    | 40.50                      | 4   | 4        | 20       | 6        | 10       | 12       | 5        | 15       | 1        | 2        | -        | 3        | -        | -        | -        | -        | 2        | -        | -        | -        | -        | -        | -        | - |  |  |
| Nonmanufacturing .....                          | 75                | 39.5                    | 40.00                      | 4   | 4        | 20       | 4        | 10       | 12       | 5        | 11       | -        | -        | -        | 3        | -        | -        | -        | -        | 2        | -        | -        | -        | -        | -        | -        | - |  |  |
| Finance ** .....                                | 62                | 38.5                    | 37.50                      | 4   | 4        | 20       | 4        | 10       | 12       | 2        | 6        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |  |  |
| <b>Office girls</b> .....                       | 39                | 40.0                    | 34.50                      | 6   | 13       | 6        | 6        | 5        | -        | -        | 3        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |  |  |
| Nonmanufacturing .....                          | 35                | 40.0                    | 33.50                      | 6   | 13       | 6        | 6        | 3        | -        | -        | 1        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |  |  |
| Finance ** .....                                | 13                | 40.0                    | 31.50                      | 6   | 5        | -        | 2        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |  |  |
| <b>Secretaries</b> .....                        | 269               | 40.0                    | 53.50                      | -   | -        | -        | 7        | 8        | 14       | 20       | 33       | 17       | 50       | 12       | 13       | 26       | 9        | 21       | 5        | 18       | 11       | -        | 2        | 3        | -        | -        | - |  |  |
| Manufacturing .....                             | 48                | 40.5                    | 59.00                      | -   | -        | -        | -        | -        | -        | -        | 3        | -        | 6        | 11       | 7        | 5        | 7        | -        | 9        | -        | -        | -        | -        | -        | -        | -        | - |  |  |
| Nonmanufacturing .....                          | 221               | 40.0                    | 52.50                      | -   | -        | -        | 7        | 8        | 14       | 20       | 30       | 17       | 50       | 6        | 2        | 19       | 4        | 14       | 5        | 9        | 11       | -        | 2        | 3        | -        | -        | - |  |  |
| Public utilities * .....                        | 27                | 39.5                    | 61.50                      | -   | -        | -        | -        | -        | -        | -        | -        | -        | 7        | 1        | -        | 6        | -        | 4        | 2        | 2        | 3        | -        | 2        | -        | -        | -        | - |  |  |
| Wholesale trade .....                           | 45                | 40.0                    | 53.00                      | -   | -        | -        | -        | -        | -        | 7        | 8        | 9        | 4        | 3        | 1        | 3        | -        | 1        | 2        | 7        | -        | -        | -        | -        | -        | -        | - |  |  |
| Retail trade .....                              | 44                | 41.0                    | 50.50                      | -   | -        | -        | 7        | -        | 6        | 1        | 8        | 1        | 6        | -        | -        | 8        | 3        | -        | 1        | -        | -        | -        | -        | 3        | -        | -        |   |  |  |
| Finance ** .....                                | 86                | 39.0                    | 50.50                      | -   | -        | -        | -        | 4        | 8        | 8        | 13       | 6        | 28       | 2        | 1        | 2        | 1        | 9        | -        | -        | 4        | -        | -        | -        | -        | -        |   |  |  |
| Services .....                                  | 19                | 41.0                    | 51.00                      | -   | -        | -        | -        | 4        | -        | 4        | 1        | 1        | 5        | -        | -        | -        | -        | -        | -        | 4        | -        | -        | -        | -        | -        | -        |   |  |  |
| <b>Stenographers, general</b> .....             | 522               | 40.5                    | 45.50                      | -   | 2        | 15       | 24       | 42       | 84       | 90       | 95       | 40       | 61       | 20       | 22       | 15       | 2        | 5        | 2        | 3        | -        | -        | -        | -        | -        | -        | - |  |  |
| Manufacturing .....                             | 118               | 40.5                    | 47.50                      | -   | -        | 1        | -        | 2        | 13       | 23       | 23       | 10       | 34       | 5        | 4        | 1        | 1        | -        | 1        | -        | -        | -        | -        | -        | -        | -        | - |  |  |
| Nonmanufacturing .....                          | 404               | 40.5                    | 45.00                      | -   | 2        | 14       | 24       | 40       | 71       | 67       | 72       | 30       | 27       | 15       | 18       | 14       | 1        | 5        | 1        | 3        | -        | -        | -        | -        | -        | -        | - |  |  |
| Public utilities * .....                        | 47                | 40.5                    | 50.00                      | -   | -        | -        | 1        | 9        | 1        | 3        | 1        | 1        | 7        | 5        | 11       | 8        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |  |  |
| Wholesale trade .....                           | 128               | 40.5                    | 46.50                      | -   | -        | -        | 2        | 9        | 21       | 16       | 42       | 14       | 7        | 6        | -        | 6        | -        | 1        | 1        | 3        | -        | -        | -        | -        | -        | -        |   |  |  |
| Retail trade .....                              | 74                | 42.0                    | 43.50                      | -   | -        | 3        | 8        | 7        | 22       | 11       | 9        | 2        | 4        | -        | 7        | -        | 1        | -        | -        | -        | -        | -        | -        | -        | -        | -        |   |  |  |
| Finance ** .....                                | 123               | 39.0                    | 43.00                      | -   | 2        | 8        | 13       | 10       | 20       | 32       | 20       | 9        | 5        | -        | -        | -        | 4        | -        | -        | -        | -        | -        | -        | -        | -        | -        |   |  |  |
| Services .....                                  | 32                | 39.5                    | 44.00                      | -   | -        | 3        | -        | 5        | 7        | 5        | -        | 4        | 4        | 4        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        |   |  |  |
| <b>Switchboard operators</b> .....              | 103               | 41.0                    | 37.50                      | 11  | 17       | 20       | 10       | 5        | 17       | 2        | 13       | 3        | 1        | 2        | 2        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |  |  |
| Manufacturing .....                             | 10                | 40.0                    | 43.50                      | -   | -        | 2        | 2        | -        | -        | -        | 3        | 1        | 1        | 1        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        |   |  |  |
| Nonmanufacturing .....                          | 93                | 41.0                    | 37.00                      | 11  | 17       | 18       | 8        | 5        | 17       | 2        | 10       | 2        | -        | 1        | 2        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        |   |  |  |
| Retail trade .....                              | 28                | 40.0                    | 39.00                      | -   | 1        | 10       | 2        | -        | 11       | 1        | 1        | -        | -        | -        | 2        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        |   |  |  |
| Finance ** .....                                | 19                | 39.0                    | 36.50                      | 1   | 1        | 6        | 5        | 1        | 4        | 1        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        |   |  |  |
| Services .....                                  | 33                | 44.0                    | 32.00                      | 10  | 15       | 2        | 1        | 4        | 1        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        |   |  |  |
| <b>Switchboard operator-receptionists</b> ..... | 109               | 40.5                    | 44.00                      | -   | 3        | -        | 15       | 14       | 17       | 21       | 15       | 1        | 11       | 8        | -        | 1        | -        | 1        | -        | 1        | -        | -        | -        | -        | -        | -        |   |  |  |
| Manufacturing .....                             | 32                | 40.0                    | 45.50                      | -   | -        | -        | -        | -        | 13       | 9        | -        | -        | 6        | 2        | -        | -        | 1        | -        | 1        | -        | -        | -        | -        | -        | -        | -        |   |  |  |
| Nonmanufacturing .....                          | 77                | 41.0                    | 43.00                      | -   | 3        | -        | 15       | 14       | 4        | 12       | 15       | 1        | 5        | 6        | -        | 1        | -        | -        | -        | 1        | -        | -        | -        | -        | -        |          |   |  |  |
| Wholesale trade .....                           | 39                | 41.0                    | 44.00                      | -   | -        | -        | 9        | 6        | 1        | 7        | 8        | -        | -        | 6        | -        | 1        | -        | -        | -        | 1        | -        | -        | -        | -        | -        |          |   |  |  |
| Retail trade .....                              | 18                | 42.5                    | 43.00                      | -   | 1        | -        | 6        | -        | 2        | -        | 3        | 1        | 5        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        |          |   |  |  |
| Finance ** .....                                | 17                | 39.5                    | 40.00                      | -   | 2        | -        | -        | 8        | -        | 5        | 2        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        |          |   |  |  |

See footnote 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 <sup>1/</sup> for selected occupations studied on an area basis in Salt Lake City, Utah, by industry division, December 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) | \$ 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 |   |
|   |                   |                         |                            | 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    |          |   |
| <b>Women - Continued</b>                          |                   |                         |                            |  |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |   |
| <b>Tabulating-machine operators</b> .....         | 49                | 39.0                    | 40.50                      | -  | 2        | 4        | 6        | 13       | 7        | 14       | -        | 1        | -        | 2        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |
| Nonmanufacturing .....                            | 43                | 39.0                    | 39.50                      | -  | 2        | 4        | 6        | 13       | 7        | 10       | -        | 1        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |
| Finance ** .....                                  | 43                | 39.0                    | 39.50                      | -  | 2        | 4        | 6        | 13       | 7        | 10       | -        | 1        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |
| <b>Transcribing-machine operators, general</b> .. | 55                | 40.0                    | 40.50                      | -  | -        | 2        | 15       | 8        | 12       | 13       | 5        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |
| Nonmanufacturing .....                            | 48                | 40.0                    | 40.50                      | -  | -        | 2        | 14       | 5        | 9        | 13       | 5        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |
| Wholesale trade .....                             | 26                | 40.0                    | 40.50                      | -  | -        | -        | 7        | 3        | 6        | 9        | 1        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |
| <b>Typists, class A</b> .....                     | 127               | 39.5                    | 39.50                      | -  | 14       | 10       | 16       | 24       | 32       | 18       | 9        | 3        | 1        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |
| Manufacturing .....                               | 19                | 40.0                    | 43.00                      | -  | -        | -        | 3        | 2        | 4        | 2        | 7        | 1        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |
| Nonmanufacturing .....                            | 108               | 39.5                    | 38.50                      | -  | 14       | 10       | 13       | 22       | 28       | 16       | 2        | 2        | 1        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |
| Wholesale trade .....                             | 20                | 40.0                    | 39.50                      | -  | -        | 2        | 5        | 4        | 4        | 4        | 1        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |
| Retail trade .....                                | 26                | 41.0                    | 36.50                      | -  | 14       | -        | -        | 2        | 3        | 7        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |
| Finance ** .....                                  | 53                | 39.0                    | 39.00                      | -  | -        | 8        | 4        | 16       | 21       | 4        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |
| <b>Typists, class B</b> .....                     | 204               | 40.0                    | 37.50                      | 1  | 37       | 49       | 31       | 28       | 33       | 12       | 7        | 1        | -        | -        | -        | 1        | 4        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |
| Manufacturing .....                               | 33                | 40.5                    | 36.00                      | -  | 10       | 7        | 12       | 1        | 1        | -        | -        | -        | -        | -        | -        | 1        | 1        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |
| Nonmanufacturing .....                            | 171               | 40.0                    | 37.50                      | 1  | 27       | 42       | 19       | 27       | 32       | 12       | 7        | 1        | -        | -        | -        | -        | 3        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |
| Public utilities * .....                          | 17                | 40.0                    | 42.50                      | -  | -        | -        | 2        | 1        | 6        | 4        | 3        | 1        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |
| Wholesale trade .....                             | 32                | 40.0                    | 41.50                      | -  | -        | 9        | -        | 7        | 3        | 7        | 3        | -        | -        | -        | -        | -        | 3        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |
| Retail trade .....                                | 31                | 40.5                    | 37.00                      | -  | 5        | 8        | 3        | -        | 14       | -        | 1        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |
| Finance ** .....                                  | 72                | 39.5                    | 35.50                      | 1  | 21       | 15       | 14       | 15       | 5        | 1        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | - |

<sup>1/</sup> Hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.

\* 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 <sup>1/</sup> for selected occupations studied on an area basis in Salt Lake City, Utah, by industry division, December 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 \$ 55.00   | \$ 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 |  |
|  |                   |                         |                            | 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    |  |
| <b>Men</b>                             |                   |                         |                            |  |          |          |          |          |          |          |          |          |          |          |          |          |          |           |  |
| <b>Draftsmen</b> .....                 | 78                | 40.0                    | 78.00                      | -  | 11       | -        | 1        | 2        | 7        | 10       | 1        | 7        | 8        | 9        | -        | -        | 2        | 20        |  |
| Manufacturing .....                    | 31                | 40.5                    | 72.50                      | -  | 7        | -        | -        | -        | -        | 4        | -        | 6        | 7        | 5        | -        | -        | 2        | -         |  |
| Nonmanufacturing .....                 | 47                | 40.0                    | 81.50                      | -  | 4        | -        | 1        | 2        | 7        | 6        | 1        | 1        | 1        | 4        | -        | -        | -        | 20        |  |
| <b>Draftsmen, junior</b> .....         | 19                | 40.0                    | 65.00                      | 1  | -        | 3        | 1        | 1        | 4        | 5        | 4        | -        | -        | -        | -        | -        | -        | -         |  |

<sup>1/</sup> Hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.Occupational Wage Survey, Salt Lake City, Utah, December 1951  
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Table A-3: *Maintenance and Power Plant Occupations*(Average hourly earnings <sup>1/</sup> for men in selected occupations studied on an area basis in Salt Lake City, Utah, by industry division, December 1951)

| Occupation and industry division                 | Number of workers | Average hourly earnings | NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF— |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |          |
|--|-------------------|-------------------------|---|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|----------|
|  |                   |                         | Under \$  | \$ 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 | \$ 1.85 | \$ 1.90 | \$ 1.95 | \$ 2.00 | \$ 2.05 | \$ 2.10 | \$ 2.15 | \$ 2.20 | \$ 2.25 | and over |
|  |                   |                         | 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    | 1.85    | 1.90    | 1.95    | 2.00    | 2.05    | 2.10    | 2.15    | 2.20    | 2.25    | over    |          |
| <b>Carpenters, maintenance</b> .....             | 110               | 1.82                    | -   | -       | -       | 1       | -       | -       | 1       | -       | -       | -       | 13      | 8       | 8       | 4       | 10      | 45      | -       | 1       | 6       | 10      | 1       | -       | 2       | -       |          |
| Nonmanufacturing .....                           | 24                | 1.87                    | -   | -       | -       | 1       | -       | -       | 1       | -       | -       | -       | 2       | -       | 1       | 2       | 3       | 1       | -       | 1       | 6       | 5       | 1       | -       | -       | -       |          |
| Retail trade .....                               | 18                | 1.95                    | -   | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | 2       | 3       | 1       | -       | 1       | 6       | 5       | -       | -       | -       | -       |          |
| <b>Electricians, maintenance</b> .....           | 72                | 1.83                    | -   | -       | -       | -       | 1       | -       | 1       | -       | 1       | 2       | 11      | 3       | 1       | 2       | 2       | 19      | 21      | 2       | -       | 6       | -       | -       | -       | -       |          |
| Manufacturing .....                              | 55                | 1.88                    | -   | -       | -       | -       | -       | -       | -       | -       | -       | 9       | -       | -       | -       | 2       | 17      | 21      | -       | -       | 6       | -       | -       | -       | -       | -       |          |
| Nonmanufacturing .....                           | 17                | 1.68                    | -   | -       | -       | -       | 1       | -       | 1       | -       | 1       | 2       | 2       | 3       | 1       | 2       | -       | 2       | -       | 2       | -       | -       | -       | -       | -       | -       |          |
| <b>Firemen, stationary boiler</b> .....          | 87                | 1.62                    | 4   | -       | 6       | 1       | 1       | 1       | 9       | 7       | 7       | 8       | 8       | 6       | -       | 13      | 1       | -       | -       | -       | -       | -       | -       | 15      | -       | -       |          |
| Manufacturing .....                              | 38                | 1.74                    | 2   | -       | 6       | -       | -       | -       | -       | -       | -       | 4       | 3       | 2       | -       | 6       | -       | -       | -       | -       | -       | -       | -       | 15      | -       | -       |          |
| <b>Helpers, trades, maintenance</b> .....        | 553               | 1.55                    | 4   | 50      | 1       | 8       | 6       | 81      | 107     | 15      | 13      | 58      | 19      | 3       | 29      | -       | 79      | 78      | 2       | -       | -       | -       | -       | -       | -       | -       |          |
| Manufacturing .....                              | 216               | 1.51                    | -   | 49      | -       | -       | -       | 18      | 36      | 4       | 2       | 31      | 18      | 1       | -       | -       | 57      | -       | -       | -       | -       | -       | -       | -       | -       | -       |          |
| Nonmanufacturing .....                           | 337               | 1.58                    | 4   | 1       | 1       | 8       | 6       | 63      | 71      | 11      | 11      | 27      | 1       | 2       | 29      | -       | 22      | 78      | 2       | -       | -       | -       | -       | -       | -       | -       |          |
| Public utilities * .....                         | 237               | 1.63                    | -   | 1       | 1       | 5       | 4       | 63      | 1       | 11      | 11      | 27      | 1       | 2       | 29      | -       | 1       | 78      | 2       | -       | -       | -       | -       | -       | -       | -       |          |
| Wholesale trade .....                            | 49                | 1.57                    | 1   | -       | -       | 2       | 1       | -       | 24      | -       | -       | -       | -       | -       | -       | -       | 21      | -       | -       | -       | -       | -       | -       | -       | -       | -       |          |
| <b>Machinists, maintenance</b> .....             | 87                | 1.84                    | -   | -       | -       | -       | -       | -       | -       | -       | -       | -       | 26      | -       | 8       | 9       | -       | -       | 21      | 2       | 3       | 16      | -       | -       | 2       | -       |          |
| Manufacturing .....                              | 85                | 1.84                    | -   | -       | -       | -       | -       | -       | -       | -       | -       | -       | 26      | -       | 8       | 9       | -       | -       | 21      | -       | 3       | 16      | -       | -       | 2       | -       |          |
| <b>Mechanics, automotive (maintenance)</b> ..... | 428               | 1.65                    | -   | -       | -       | 6       | 12      | 1       | 19      | -       | 12      | 71      | 181     | 16      | 2       | 18      | 54      | 9       | 3       | 14      | -       | 9       | 1       | -       | -       | -       |          |
| Nonmanufacturing .....                           | 419               | 1.65                    | -   | -       | -       | 6       | 12      | 1       | 19      | -       | 12      | 71      | 179     | 14      | 1       | 18      | 52      | 9       | 1       | 14      | -       | 9       | 1       | -       | -       | -       |          |
| Public utilities * .....                         | 124               | 1.70                    | -   | -       | -       | -       | -       | -       | 18      | -       | 10      | -       | 17      | 12      | -       | 1       | 51      | 9       | 1       | 5       | -       | -       | -       | -       | -       | -       |          |
| Wholesale trade .....                            | 51                | 1.68                    | -   | -       | -       | 6       | 12      | -       | -       | -       | 1       | 1       | 6       | 2       | 1       | 2       | 1       | -       | 9       | -       | 9       | 1       | -       | -       | -       | -       |          |
| Retail trade .....                               | 243               | 1.62                    | -   | -       | -       | -       | -       | 1       | -       | -       | 1       | 70      | 156     | -       | -       | 15      | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       |          |
| <b>Mechanics, maintenance</b> .....              | 263               | 1.79                    | -   | -       | -       | 2       | -       | 2       | -       | 20      | 13      | 3       | 49      | 4       | 64      | 9       | 14      | 2       | 1       | 10      | 33      | -       | 21      | -       | -       | 16      |          |
| Manufacturing .....                              | 108               | 1.64                    | -   | -       | -       | 2       | -       | 2       | -       | 14      | 12      | 2       | 48      | -       | 10      | -       | 12      | 1       | 1       | -       | -       | -       | -       | -       | -       | 4       |          |
| Nonmanufacturing .....                           | 155               | 1.89                    | -   | -       | -       | -       | -       | -       | -       | 6       | 1       | 1       | 1       | 4       | 54      | 9       | 2       | 1       | -       | 10      | 33      | -       | 21      | -       | -       | 12      |          |
| Retail trade .....                               | 15                | 1.86                    | -   | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | 1       | -       | 6       | -       | 1       | -       | 7       | -       | -       | -       | -       | -       | -       |          |
| <b>Oilers</b> .....                              | 56                | 1.35                    | -   | -       | 13      | 4       | 13      | 9       | 15      | -       | -       | 2       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       |          |
| Manufacturing .....                              | 29                | 1.36                    | -   | -       | 12      | -       | -       | -       | 15      | -       | -       | 2       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       |          |
| <b>Painters, maintenance</b> .....               | 88                | 1.63                    | -   | 1       | 6       | -       | 2       | 7       | 1       | 7       | 5       | -       | 2       | 14      | 18      | 2       | 15      | 3       | -       | -       | -       | 3       | 1       | -       | 1       | -       |          |
| Manufacturing .....                              | 61                | 1.65                    | -   | -       | -       | -       | 7       | -       | 7       | 5       | -       | -       | 10      | 17      | -       | 14      | -       | -       | -       | -       | -       | -       | -       | -       | 1       | -       |          |
| Nonmanufacturing .....                           | 27                | 1.60                    | -   | 1       | 6       | -       | 2       | -       | 1       | -       | -       | -       | 2       | 4       | 1       | 2       | 1       | 3       | -       | -       | -       | 3       | 1       | -       | -       | -       |          |
| <b>Pipe fitters, maintenance</b> .....           | 65                | 1.89                    | -   | -       | -       | -       | -       | -       | -       | -       | -       | -       | 4       | -       | 13      | -       | 3       | 26      | -       | -       | -       | -       | 16      | -       | -       | 3       |          |
| Manufacturing .....                              | 47                | 1.93                    | -   | -       | -       | -       | -       | -       | -       | -       | -       | -       | 4       | -       | 5       | -       | -       | 19      | -       | -       | -       | 16      | -       | -       | 3       | -       |          |

<sup>1/</sup> Excludes premium pay for overtime and night work.

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

Occupational Wage Survey, Salt Lake City, Utah, December 1951  
U.S. DEPARTMENT OF LABOR  
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Table A-4: *Custodial, Warehousing, and Shipping Occupations*(Average hourly earnings <sup>1/</sup> for selected occupations <sup>2/</sup> studied on an area basis in Salt Lake City, Utah, by industry division, December 1951)

| Occupation and industry division                       | Number of workers | Average hourly earnings | NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF— |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |
|--|-------------------|-------------------------|---|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|  |                   |                         | Under \$  | \$ 0.70 | \$ 0.75 | \$ 0.80 | \$ 0.85 | \$ 0.90 | \$ 0.95 | \$ 1.00 | \$ 1.05 | \$ 1.10 | \$ 1.15 | \$ 1.20 | \$ 1.25 | \$ 1.30 | \$ 1.35 | \$ 1.40 | \$ 1.45 | \$ 1.50 | \$ 1.55 | \$ 1.60 | \$ 1.65 | \$ 1.70 | \$ 1.75 | \$ 1.80 | \$ 1.85 | \$ 1.90 | \$ 2.00 |
| Crane operators, electric bridge (under 20 tons) ..... | 47                | 1.61                    | -   | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | 4       | -       | 27      | 10      | -       | -       | 6       | -       | -       | -       | -       |
| Manufacturing .....                                    | 47                | 1.61                    | -   | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | 4       | -       | 27      | 10      | -       | -       | 6       | -       | -       | -       | -       |
| Janitors, porters, and cleaners (men) .....            | 443               | 1.08                    | -   | 9       | 29      | 29      | 15      | 16      | 35      | 98      | 4       | 47      | 39      | 20      | 32      | 10      | 18      | 18      | 11      | 13      | -       | -       | -       | -       | -       | -       | -       | -       | -       |
| Manufacturing .....                                    | 89                | 1.23                    | -   | -       | -       | 2       | 2       | 1       | -       | 17      | -       | 5       | 11      | 11      | 7       | 3       | 12      | 2       | 11      | 5       | -       | -       | -       | -       | -       | -       | -       | -       | -       |
| Nonmanufacturing .....                                 | 354               | 1.04                    | -   | 9       | 29      | 27      | 13      | 15      | 35      | 81      | 4       | 42      | 28      | 9       | 25      | 7       | 6       | 16      | -       | 8       | -       | -       | -       | -       | -       | -       | -       | -       | -       |
| Public utilities * .....                               | 58                | 1.29                    | -   | -       | -       | -       | 1       | 1       | 3       | 1       | -       | 3       | 1       | -       | 23      | 3       | 5       | 16      | -       | 1       | -       | -       | -       | -       | -       | -       | -       | -       | -       |
| Wholesale trade .....                                  | 40                | 1.11                    | -   | -       | -       | -       | -       | -       | -       | 16      | -       | 6       | 10      | 4       | 1       | 3       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       |
| Retail trade .....                                     | 162               | 1.02                    | -   | 1       | 9       | 8       | 10      | 9       | 29      | 37      | 4       | 33      | 12      | 5       | 1       | -       | 1       | -       | 3       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       |
| Services .....   | 64                | .88                     | -   | 8       | 20      | 15      | 2       | 4       | 1       | 5       | -       | -       | 5       | -       | -       | -       | -       | -       | 4       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       |
| Janitors, porters, and cleaners (women) .....          | 203               | .81                     | 4   | 61      | 81      | 22      | 3       | 1       | 11      | 6       | -       | -       | 2       | -       | 2       | 1       | -       | 9       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       |
| Nonmanufacturing .....                                 | 197               | .81                     | -   | 61      | 81      | 22      | 3       | 1       | 11      | 6       | -       | -       | -       | -       | 2       | 1       | -       | 9       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       |
| Public utilities * .....                               | 18                | 1.27                    | -   | -       | -       | -       | -       | -       | -       | 6       | -       | -       | -       | -       | 2       | 1       | -       | 9       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       |
| Retail trade .....                                     | 28                | .82                     | -   | 4       | 9       | 5       | 3       | -       | 7       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       |
| Services .....   | 117               | .75                     | -   | 56      | 40      | 16      | -       | 1       | 4       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       |
| Order fillers .....                                    | 337               | 1.25                    | -   | -       | 4       | -       | 1       | 2       | 18      | 24      | 2       | 12      | 9       | 20      | 121     | 93      | 15      | 12      | 1       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       |
| Nonmanufacturing .....                                 | 331               | 1.25                    | -   | -       | 4       | -       | 1       | 2       | 18      | 24      | -       | 12      | 9       | 18      | 119     | 93      | 15      | 12      | 1       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       |
| Wholesale trade .....                                  | 193               | 1.26                    | -   | -       | -       | -       | -       | -       | 18      | 9       | -       | 11      | 7       | -       | 53      | 82      | -       | 9       | 1       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       |
| Retail trade .....                                     | 54                | 1.19                    | -   | -       | 4       | -       | 1       | 2       | -       | 15      | -       | 1       | 2       | -       | -       | 11      | 15      | 3       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       |
| Packers (men) .....                                    | 93                | 1.29                    | -   | -       | -       | -       | -       | 2       | 1       | -       | 1       | 5       | 2       | 10      | 26      | 11      | 25      | 1       | 3       | 2       | 2       | 2       | -       | -       | -       | -       | -       | -       | -       |
| Nonmanufacturing .....                                 | 59                | 1.28                    | -   | -       | -       | -       | -       | 2       | 1       | -       | 1       | 5       | 2       | 6       | 16      | 11      | 7       | 1       | 3       | -       | 2       | 2       | -       | -       | -       | -       | -       | -       | -       |
| Wholesale trade .....                                  | 44                | 1.31                    | -   | -       | -       | -       | -       | -       | -       | -       | -       | 4       | 2       | 1       | 16      | 11      | 3       | -       | 3       | -       | 2       | 2       | -       | -       | -       | -       | -       | -       | -       |
| Packers (women) .....                                  | 45                | 1.00                    | -   | -       | -       | 12      | 10      | 1       | -       | 7       | 5       | -       | -       | -       | -       | 10      | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       |
| Manufacturing .....                                    | 26                | 1.08                    | -   | -       | -       | 8       | -       | -       | -       | 4       | 4       | -       | -       | -       | -       | 10      | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       |
| Receiving clerks .....                                 | 59                | 1.30                    | -   | -       | -       | -       | -       | -       | -       | 7       | 7       | -       | 6       | -       | 7       | 7       | 3       | 14      | 1       | -       | 2       | 4       | -       | -       | -       | -       | -       | -       | -       |
| Nonmanufacturing .....                                 | 56                | 1.28                    | -   | -       | -       | -       | -       | -       | -       | 7       | 7       | -       | 6       | -       | 5       | 7       | 3       | 14      | 1       | -       | 2       | 4       | -       | -       | -       | -       | -       | -       | -       |
| Wholesale trade .....                                  | 18                | 1.35                    | -   | -       | -       | -       | -       | -       | -       | -       | -       | -       | 3       | -       | 3       | 5       | -       | 3       | 1       | -       | 2       | 1       | -       | -       | -       | -       | -       | -       | -       |
| Retail trade .....                                     | 35                | 1.24                    | -   | -       | -       | -       | -       | -       | -       | 7       | 7       | -       | 3       | -       | 2       | 2       | -       | 11      | -       | -       | -       | 3       | -       | -       | -       | -       | -       | -       | -       |
| Shipping clerks .....                                  | 74                | 1.28                    | -   | -       | 1       | -       | -       | 6       | 6       | 7       | -       | 1       | 1       | 8       | 2       | 7       | 11      | 8       | 2       | 8       | 1       | -       | 1       | -       | 3       | -       | -       | -       | -       |
| Nonmanufacturing .....                                 | 69                | 1.26                    | -   | -       | 1       | -       | -       | 6       | 6       | 7       | -       | 1       | 1       | 8       | 2       | 5       | 11      | 8       | -       | 8       | 1       | -       | 1       | -       | 3       | -       | -       | -       | -       |
| Wholesale trade .....                                  | 29                | 1.21                    | -   | -       | -       | -       | -       | 6       | 6       | -       | -       | -       | -       | -       | -       | 1       | 7       | 7       | -       | 1       | -       | -       | 1       | -       | -       | -       | -       | -       | -       |
| Retail trade .....                                     | 40                | 1.30                    | -   | -       | 1       | -       | -       | -       | -       | 7       | -       | 1       | 1       | 8       | 2       | 4       | 4       | 1       | -       | 7       | 1       | -       | -       | -       | 3       | -       | -       | -       | -       |

See footnotes at end of table.

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

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Table A-4: *Custodial, Warehousing, and Shipping Occupations - Continued*(Average hourly earnings <sup>1/</sup> for selected occupations <sup>2/</sup> studied on an area basis in Salt Lake City, Utah, by industry division, December 1951)

| Occupation and industry division                         | Number of workers | Average hourly earnings | NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF— |        |        |        |        |        |        |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |
|--|-------------------|-------------------------|---|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|  |                   |                         | Under \$  | \$ .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 | \$ 1.55 | \$ 1.60 | \$ 1.65 | \$ 1.70 | \$ 1.75 | \$ 1.80 | \$ 1.85 | \$ 1.90 | \$ 2.00 |
| Shipping-and-receiving clerks .....                      | 180               | 1.39                    | -   | -      | -      | -      | -      | -      | 2      | 6       | 3       | 1       | 13      | 16      | 3       | 21      | 18      | 27      | 19      | 17      | 23      | 7       | -       | 2       | -       | -       | -       | 2       | -       |
| Manufacturing .....                                      | 93                | 1.42                    | -   | -      | -      | -      | -      | -      | 6      | 2       | -       | -       | 2       | 2       | 2       | 15      | 16      | 16      | 16      | 8       | 7       | -       | 1       | -       | -       | -       | -       | -       |         |
| Nonmanufacturing .....                                   | 87                | 1.35                    | -   | -      | -      | -      | -      | 2      | -      | 1       | 1       | 13      | 14      | 1       | 19      | 3       | 11      | 3       | 1       | 15      | -       | -       | 1       | -       | -       | -       | 2       | -       |         |
| Retail trade .....                                       | 38                | 1.34                    | -   | -      | -      | -      | -      | 2      | -      | 1       | 1       | 1       | 8       | 1       | 7       | 3       | 4       | -       | 1       | 9       | -       | -       | -       | -       | -       | -       | -       | -       |         |
| Stock handlers and truckers, hand .....                  | 867               | 1.31                    | -   | -      | -      | -      | 1      | 2      | 7      | 21      | 7       | 19      | 60      | 68      | 123     | 144     | 318     | 35      | 32      | 3       | 15      | -       | 3       | -       | 9       | -       | -       | -       |         |
| Manufacturing .....                                      | 117               | 1.33                    | -   | -      | -      | -      | -      | -      | 2      | 2       | -       | -       | 22      | 4       | 24      | 30      | 17      | 16      | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       |         |
| Nonmanufacturing .....                                   | 750               | 1.31                    | -   | -      | -      | 1      | 2      | 7      | 19     | 5       | 19      | 60      | 46      | 119     | 120     | 288     | 18      | 16      | 3       | 15      | -       | 3       | -       | 9       | -       | -       | -       | -       |         |
| Public utilities * .....                                 | 314               | 1.36                    | -   | -      | -      | -      | -      | -      | -      | -       | -       | -       | -       | 46      | 19      | 236     | -       | -       | -       | 13      | -       | -       | -       | -       | -       | -       | -       | -       |         |
| Wholesale trade .....                                    | 297               | 1.25                    | -   | -      | -      | -      | -      | 6      | 1      | 1       | 14      | 57      | 37      | 63      | 95      | 8       | 3       | 2       | 3       | 2       | -       | 3       | -       | 2       | -       | -       | -       | -       |         |
| Retail trade .....                                       | 139               | 1.30                    | -   | -      | -      | 1      | 2      | 1      | 18     | 4       | 5       | 3       | 9       | 10      | 6       | 44      | 15      | 14      | -       | -       | -       | -       | -       | -       | 7       | -       | -       | -       |         |
| Truck drivers, light (under 1½ tons) .....               | 350               | 1.26                    | -   | -      | -      | 23     | 3      | 3      | 9      | 15      | -       | 19      | 18      | 10      | 24      | 95      | 98      | 5       | 18      | 3       | -       | -       | 5       | 1       | -       | 1       | -       | -       |         |
| Manufacturing .....                                      | 88                | 1.26                    | -   | -      | -      | 21     | -      | -      | -      | -       | -       | 7       | 2       | -       | 15      | 19      | 2       | 15      | -       | -       | -       | -       | 5       | 1       | -       | 1       | -       | -       |         |
| Nonmanufacturing .....                                   | 262               | 1.26                    | -   | -      | -      | 2      | 3      | 3      | 9      | 15      | -       | 19      | 11      | 8       | 24      | 80      | 79      | 3       | 3       | 3       | -       | -       | -       | -       | -       | -       | -       | -       |         |
| Public utilities * .....                                 | 121               | 1.35                    | -   | -      | -      | -      | -      | -      | -      | -       | -       | -       | -       | -       | 46      | 19      | 236     | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       |         |
| Wholesale trade .....                                    | 86                | 1.24                    | -   | -      | -      | -      | -      | 6      | 1      | -       | 3       | 9       | 6       | 22      | 30      | 6       | -       | -       | 3       | -       | -       | -       | -       | -       | -       | -       | -       | -       |         |
| Retail trade .....                                       | 45                | 1.11                    | -   | -      | -      | -      | 3      | 3      | 3      | 14      | -       | 8       | -       | 2       | 2       | 3       | 1       | 3       | 3       | -       | -       | -       | -       | -       | -       | -       | -       | -       |         |
| Truck drivers, medium (1½ to and including 4 tons) ..... | 539               | 1.37                    | -   | -      | -      | -      | -      | -      | -      | -       | -       | 77      | 5       | 23      | 46      | 105     | 66      | 92      | 34      | 14      | 42      | 6       | -       | 3       | -       | 13      | -       | 13      |         |
| Manufacturing .....                                      | 205               | 1.35                    | -   | -      | -      | -      | -      | -      | -      | -       | -       | 70      | 4       | -       | 6       | -       | 24      | 22      | 16      | 14      | 40      | 6       | -       | 1       | -       | 1       | -       | 1       |         |
| Nonmanufacturing .....                                   | 334               | 1.38                    | -   | -      | -      | -      | -      | -      | -      | -       | -       | 7       | 1       | 23      | 40      | 105     | 42      | 70      | 18      | -       | 2       | -       | -       | 2       | -       | 12      | -       | 12      |         |
| Public utilities * .....                                 | 140               | 1.42                    | -   | -      | -      | -      | -      | -      | -      | -       | -       | -       | -       | -       | 66      | 41      | -       | 18      | -       | -       | 1       | -       | -       | 2       | -       | -       | -       | 12      |         |
| Wholesale trade .....                                    | 67                | 1.38                    | -   | -      | -      | -      | -      | -      | -      | -       | -       | 1       | 2       | 30      | 20      | 1       | -       | -       | -       | 1       | -       | -       | -       | -       | -       | -       | -       | 12      |         |
| Retail trade .....                                       | 127               | 1.35                    | -   | -      | -      | -      | -      | -      | -      | -       | -       | 7       | -       | 21      | 10      | 19      | -       | 70      | -       | -       | 1       | -       | -       | -       | -       | -       | -       | -       |         |
| Truck drivers, heavy (over 4 tons, trailer type) .....   | 124               | 1.61                    | -   | -      | -      | -      | -      | -      | -      | -       | -       | -       | -       | -       | 3       | 18      | -       | 15      | -       | 6       | -       | 45      | -       | 15      | -       | -       | -       | 13      | 9       |
| Manufacturing .....                                      | 118               | 1.62                    | -   | -      | -      | -      | -      | -      | -      | -       | -       | -       | -       | -       | 3       | 18      | -       | 15      | -       | -       | -       | 45      | -       | 15      | -       | -       | -       | 13      | 9       |
| Wholesale trade .....                                    | 44                | 1.65                    | -   | -      | -      | -      | -      | -      | -      | -       | -       | -       | -       | -       | 3       | 18      | -       | 1       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | 9       |
| Truckers, power (fork-lift) .....                        | 49                | 1.35                    | -   | -      | -      | -      | -      | -      | -      | -       | -       | 3       | 6       | -       | 14      | 13      | 3       | 1       | 7       | -       | 2       | -       | -       | -       | -       | -       | -       | -       |         |
| Manufacturing .....                                      | 18                | 1.40                    | -   | -      | -      | -      | -      | -      | -      | -       | -       | -       | 6       | -       | -       | 2       | -       | 1       | 7       | -       | 2       | -       | -       | -       | -       | -       | -       | -       |         |
| Nonmanufacturing .....                                   | 31                | 1.33                    | -   | -      | -      | -      | -      | -      | -      | -       | -       | 3       | -       | -       | 14      | 11      | 3       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       |         |
| Watchmen .....   | 81                | 1.12                    | -   | 1      | 4      | 15     | 1      | 6      | -      | 7       | 2       | 2       | 8       | 15      | 2       | -       | 2       | -       | 7       | 9       | -       | -       | -       | -       | -       | -       | -       | -       |         |
| Manufacturing .....                                      | 39                | 1.33                    | -   | -      | -      | -      | -      | -      | -      | 3       | -       | -       | 8       | 8       | 2       | -       | 2       | -       | 7       | 9       | -       | -       | -       | -       | -       | -       | -       | -       |         |
| Nonmanufacturing .....                                   | 42                | .93                     | -   | 1      | 4      | 15     | 1      | 6      | -      | 4       | 2       | 2       | -       | 7       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       |         |
| Retail trade .....                                       | 22                | 1.00                    | -   | 1      | -      | 7      | -      | -      | -      | 4       | 2       | 1       | -       | 7       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       |         |

<sup>1/</sup> Excludes premium pay for overtime and night work.<sup>2/</sup> Study limited to men workers except where otherwise indicated.

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

## B: Characteristic Industry Occupations

Table B-40: *Railroads* <sup>1/</sup>

| Occupation <sup>2/</sup>                              | Number of workers | Average hourly earnings <sup>3/</sup> | NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF-- |      |      |      |      |      |      |      |      |      |      |      |      |
|---|-------------------|---------------------------------------|--|------|------|------|------|------|------|------|------|------|------|------|------|
|   |                   |                                       | \$   | \$   | \$   | \$   | \$   | \$   | \$   | \$   | \$   | \$   | \$   | \$   |      |
|   |                   |                                       | 1.35 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 |
| Electricians, maintenance .....                       | 16                | 1.92                                  | -  | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | 3    | 13   |
| Helpers, trades, maintenance .....                    | 112               | 1.63                                  | -  | -    | -    | -    | -    | 94   | 18   | -    | -    | -    | -    | -    | -    |
| Janitors and cleaners (men) .....                     | 81                | 1.42                                  | 15   | 66   | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    |
| Janitors and cleaners (women) .....                   | 14                | 1.41                                  | 3  | 11   | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    |
| Machinists, maintenance .....                         | 79                | 1.93                                  | -  | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | 79   |
| Maintenance men, general utility .....                | 22                | 1.92                                  | -  | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | 22   |
| Truck drivers, medium (1½ to and including 4 tons) .. | 10                | 1.64                                  | -  | -    | -    | -    | -    | 10   | -    | -    | -    | -    | -    | -    | -    |
| Truckers, power (fork-lift) .....                     | 6                 | 1.66                                  | -  | -    | -    | -    | -    | 2    | 4    | -    | -    | -    | -    | -    | -    |

<sup>1/</sup> 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.

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

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

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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 .....       | \$2.750       | 40             |
| Carpenters .....        | 2.050         | 40             |
| Electricians .....      | 2.400         | 40             |
| Painters .....          | 2.063         | 40             |
| Plasterers .....        | 2.625         | 40             |
| Plumbers .....          | 2.500         | 40             |
| Building laborers ..... | 1.500         | 40             |

Table C-205: *Bakeries*

July 1, 1951

| Classification   | Rate per hour | Hours per week |
|--|---------------|----------------|
| <u>Journeyman</u>  |               |                |
| Bread and cake - Hand shops:   |               |                |
| Foremen .....  | \$1.470       | 48             |
| Ovenmen, doughmixers .....   | 1.320         | 48             |
| Bench hands .....  | 1.300         | 48             |
| Ingredient scalars .....   | 1.280         | 48             |
| Checkers .....   | 1.120         | 48             |
| Women hand icers .....   | 1.090         | 48             |
| Helpers:   |               |                |
| First year .....   | 0.920         | 48             |
| Second year .....  | 1.000         | 48             |
| Third year .....   | 1.100         | 48             |
| Bread and cake - Machine shops:  |               |                |
| Foremen .....  | 1.725         | 40             |
| Dough mixers and ovenmen .....   | 1.585         | 40             |
| Ingredient scalars .....   | 1.515         | 40             |
| Machine and benchmen .....   | 1.465         | 40             |
| Head wrappers .....  | 1.395         | 40             |
| Checkers .....   | 1.345         | 40             |
| Bread rackers, pan greasers, women foremen .....                       | 1.235         | 40             |
| Helpers:   |               |                |
| First year .....   | 1.125         | 40             |
| Second year .....  | 1.235         | 40             |
| Women wrapping-machine operators .....                                 | 1.105         | 40             |
| Women wrappers, packers, labelers, sweet-roll panners, and icers ..... | 1.055         | 40             |
| Crackers and cookies:  |               |                |
| Machine captains .....   | 1.250         | 40             |
| Ovenmen .....  | 1.235         | 40             |
| Rollermen, assistant icing foremen .....                               | 1.175         | 40             |

Table C-205: *Bakeries - Continued*

July 1, 1951

| Classification                     | Rate per hour | Hours per week |
|------------------------------------|---------------|----------------|
| <u>Journeyman - Continued</u>      |               |                |
| Crackers and Cookies: - Continued  |               |                |
| Out-panners .....                  | \$1.150       | 40             |
| In-panners .....                   | 1.125         | 40             |
| Pan cleaners, feeders .....        | 1.050         | 40             |
| Cracker edgers .....               | 1.000         | 40             |
| Sponge packers .....               | 0.975         | 40             |
| Women machine operators .....      | 0.925         | 40             |
| Scalars and weighers .....         | 0.910         | 40             |
| Sweet packers .....                | 0.875         | 40             |
| Cellophane-machine operators ..... | 0.850         | 40             |
| Filling-machine operators .....    | 0.850         | 40             |

Table C-27: *Printing*

July 1, 1951

| Classification                                  | Rate per hour | Hours per weeks |
|---|---------------|-----------------|
| Book and job shops:                             |               |                 |
| Compositors, hand .....                         | \$1.950       | 40              |
| Machine operators .....                         | 1.950         | 40              |
| Photoengravers .....                            | 2.533         | 37 1/2          |
| Press assistants and feeders:                   |               |                 |
| Cylinder press .....                            | 1.513         | 40              |
| Platen press .....                              | 1.513         | 40              |
| Pressmen, cylinder .....                        | 2.000         | 40              |
| Pressmen, platen .....                          | 2.000         | 40              |
| Stereotypers .....                              | 1.900         | 40              |
| Newspapers:                                     |               |                 |
| Compositors, hand - day work .....              | 2.483         | 36 1/4          |
| Compositors, hand - night work .....            | 2.583         | 36 1/4          |
| Machine operators - day work .....              | 2.483         | 36 1/4          |
| Machine operators - night work .....            | 2.583         | 36 1/4          |
| Machine tenders (machinists) - day work .....   | 2.552         | 36 1/4          |
| Machine tenders (machinists) - night work ..... | 2.652         | 36 1/4          |
| Mailers - day work .....                        | 2.093         | 37 3/4          |
| Mailers - night work .....                      | 2.159         | 37 3/4          |
| Photoengravers - day work .....                 | 2.533         | 37 1/2          |
| Photoengravers - night work .....               | 2.667         | 37 1/2          |
| Pressmen, web presses - day work .....          | 2.307         | 37 1/2          |
| Pressmen, web presses - night work .....        | 2.373         | 37 1/2          |
| Pressmen-in-charge - day work .....             | 2.440         | 37 1/2          |
| Pressmen-in-charge - night work .....           | 2.507         | 37 1/2          |
| Stereotypers - day work .....                   | 2.293         | 40              |
| Stereotypers - night work .....                 | 2.347         | 40              |

Table C-41: *Local Transit Operating Employees*

October 1, 1951

| Classification       | Rate per hour | Hours per week |
|----------------------|---------------|----------------|
| 1-man busses:        |               |                |
| First 6 months ..... | \$1.320       | -              |
| After 6 months ..... | 1.400         | -              |

Table C-42: *Motortruck Drivers and Helpers*

July 1, 1951

| Classification                 | Rate per hour | Hours per week |
|--------------------------------|---------------|----------------|
| Bakery .....                   | \$1.416       | 48             |
| General freight:               |               |                |
| Local cartage:                 |               |                |
| Truck drivers:                 |               |                |
| Under 6 months .....           | 1.240         | 48             |
| 1 1/2 tons .....               | 1.320         | 48             |
| 2 tons .....                   | 1.370         | 48             |
| 3-axle and semi .....          | 1.420         | 48             |
| Low-bed, 25 tons or over ..... | 1.470         | 48             |
| Winch trucks .....             | 1.390         | 48             |
| Warehouse:                     |               |                |
| Under 6 months .....           | 1.185         | 40             |
| Over 6 months .....            | 1.265         | 40             |
| Grocery - Warehouse:           |               |                |
| Agreement A:                   |               |                |
| Under 90 days .....            | 1.170         | 40             |
| Over 90 days .....             | 1.230         | 40             |
| Agreement B - Chain store:     |               |                |
| First 6 weeks .....            | 1.200         | 40             |
| 7-12 weeks .....               | 1.280         | 40             |
| After 12 weeks .....           | 1.410         | 40             |
| Country .....                  | 1.500         | 48             |
| Meat:                          |               |                |
| Agreement A:                   |               |                |
| Local - First year .....       | 1.400         | 40             |
| Local - After first year ..... | 1.590         | 40             |
| Moving and storage:            |               |                |
| Truck drivers, 1 1/2 tons:     |               |                |
| Under 6 months .....           | 1.170         | 48             |
| Over 6 months .....            | 1.320         | 48             |
| Local van drivers:             |               |                |
| Under 1 year .....             | 1.300         | 48             |
| Over 1 year .....              | 1.420         | 48             |
| Helpers .....                  | 1.290         | 48             |
| Oil:                           |               |                |
| Tank transports .....          | 1.840         | 48             |
| Paper - Warehouse:             |               |                |
| Inexperienced .....            | 1.155         | 40             |
| Experienced .....              | 1.265         | 40             |
| Railway express .....          | 1.716         | 40             |

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## D: Entrance Rates

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

| Minimum rate (in cents)                          | Percent of plant workers in establishments with specified minimum rates in - |               |                   |                 |              |          |
|--|--|---------------|-------------------|-----------------|--------------|----------|
|  | All industries<br>2/   | Manufacturing | Public utilities* | Wholesale trade | Retail trade | Services |
| All establishments .....                         | 100.0  | 100.0         | 100.0             | 100.0           | 100.0        | 100.0    |
| 50 .....   | 0.3  | -             | -                 | -               | -            | 3.1      |
| 55 .....   | 3.0  | -             | -                 | -               | -            | 32.3     |
| 60 .....   | 1.6  | -             | -                 | -               | 1.5          | 12.5     |
| 65 .....   | 5.7  | -             | -                 | -               | 19.1         | 3.4      |
| Over 65 and under 70 .....                       | 2.4  | -             | -                 | -               | 4.5          | 12.5     |
| 70 .....   | 2.7  | -             | -                 | -               | 9.6          | -        |
| Over 70 and under 75 .....                       | 4.5  | -             | -                 | -               | 12.0         | 12.5     |
| 75 .....   | 14.3   | 15.2          | 14.2              | 3.6             | 18.2         | 11.5     |
| Over 75 and under 80 .....                       | .9   | -             | -                 | -               | 3.2          | -        |
| 80 .....   | 1.9  | -             | 4.8               | 10.7            | .7           | -        |
| Over 80 and under 85 .....                       | 7.6  | 10.7          | 18.0              | -               | 2.9          | -        |
| 85 .....   | 2.4  | 4.1           | -                 | 5.3             | 1.4          | -        |
| Over 85 and under 90 .....                       | .5   | -             | -                 | -               | 1.8          | -        |
| 90 .....   | 2.4  | -             | 4.6               | 2.6             | 3.5          | 4.7      |
| Over 90 and under 95 .....                       | 3.4  | 2.7           | 7.5               | 5.8             | 1.6          | 2.5      |
| 95 .....   | .2   | -             | -                 | 1.9             | -            | -        |
| Over 95 and under 100 .....                      | .3   | -             | -                 | -               | 1.2          | -        |
| 100 .....  | 5.2  | 3.6           | 2.5               | 14.4            | 7.1          | -        |
| Over 100 and under 105 .....                     | 1.7  | 3.0           | -                 | 5.7             | -            | -        |
| 105 .....  | .3   | -             | -                 | 2.9             | -            | -        |
| Over 105 and under 110 .....                     | .6   | 1.5           | -                 | -               | -            | -        |
| 110 .....  | 1.7  | 1.8           | -                 | 1.0             | -            | -        |
| Over 110 and under 115 .....                     | 2.3  | 1.8           | 5.8               | 3.9             | 4.6          | -        |
| 115 .....  | .2   | -             | -                 | 2.1             | -            | -        |
| Over 115 and under 120 .....                     | 3.4  | 5.3           | -                 | 14.4            | -            | -        |
| 120 .....  | 2.2  | 4.5           | -                 | 5.0             | -            | -        |
| Over 120 and under 125 .....                     | 3.1  | 4.2           | 4.5               | -               | 3.0          | -        |
| 125 .....  | 1.4  | 2.8           | .6                | 2.6             | -            | -        |
| Over 125 and under 130 .....                     | 4.5  | 4.5           | 15.2              | -               | 1.9          | -        |
| 130 .....  | 1.0  | 2.8           | -                 | -               | -            | -        |
| Over 130 and under 135 .....                     | 1.4  | .9            | 7.1               | -               | -            | -        |
| 135 .....  | 1.2  | 2.2           | -                 | 4.0             | -            | -        |
| Over 135 and under 140 .....                     | 3.2  | 8.0           | -                 | -               | -            | -        |
| Over 140 and under 145 .....                     | 6.2  | 16.4          | -                 | -               | -            | -        |
| 150 and over .....                               | 3.5  | 4.0           | 8.2               | 7.7             | -            | -        |
| Establishments with no established minimum ..... | 2.8  | -             | 7.0               | 6.4             | 2.2          | 5.0      |

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.

\* 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 - |                   |
|--|--|-------------------|
|  | Manufacturing  |                   |
|  | 2d shift   | 3d or other shift |
| Percent of workers on extra shifts, all establishments ..... | 14.6   | 8.4               |
| Receiving shift differential .....                           | 12.6   | 6.7               |
| Uniform cents (per hour) .....                               | 12.0   | 6.7               |
| 4 cents .....  | 6.2  | -                 |
| 5 cents .....  | 3.5  | -                 |
| 6 cents .....  | 1.0  | 2.0               |
| 8 cents .....  | -  | 4.1               |
| 10 cents .....   | 1.3  | .5                |
| 15 cents .....   | -  | .1                |
| Uniform percentage .....                                     | -  | -                 |
| Other .....  | .6   | -                 |
| Receiving no differential .....                              | 2.0  | 1.7               |

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Table E-2: *Scheduled Weekly Hours*

| Weekly hours                            | PERCENT OF OFFICE WORKERS <sup>1/</sup> EMPLOYED IN-- |               |                   |                 |              |           |          | PERCENT OF PLANT WORKERS EMPLOYED IN-- |               |                   |                 |              |          |
|---|---|---------------|-------------------|-----------------|--------------|-----------|----------|--|---------------|-------------------|-----------------|--------------|----------|
|   | All industries  | Manufacturing | Public utilities* | Wholesale trade | Retail trade | Finance** | Services | All industries <sup>2/</sup>           | 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                                    | -             | -                 | -               | 0.1          | -        |
| 35 hours .....                          | 0.2   | -             | -                 | -               | -            | 1.0       | -        | -                                      | -             | -                 | -               | -            | -        |
| Over 35 hours and under 37½ hours ..... | .8  | -             | -                 | -               | -            | 3.2       | -        | 1.0                                    | 1.7           | -                 | -               | -            | 3.4      |
| 37½ hours .....                         | -   | -             | -                 | -               | -            | -         | -        | -                                      | -             | -                 | -               | -            | -        |
| Over 37½ hours and under 40 hours ..... | 16.1  | 2.2           | -                 | -               | 2.1          | 58.0      | 7.1      | -                                      | -             | -                 | -               | -            | -        |
| 40 hours .....                          | 71.1  | 89.9          | 94.3              | 92.2            | 66.5         | 37.8      | 67.3     | 46.0                                   | 39.0          | 65.0              | 71.4            | 41.0         | 32.0     |
| Over 40 hours and under 44 hours .....  | 2.4   | -             | -                 | -               | 8.9          | -         | 6.8      | 1.1                                    | -             | -                 | 1.1             | 3.5          | -        |
| 44 hours .....                          | 6.2   | 5.0           | 5.7               | 5.0             | 14.1         | -         | 10.6     | 11.3                                   | 13.3          | 10.3              | 13.5            | 10.3         | 6.2      |
| Over 44 hours and under 48 hours .....  | 2.0   | 1.1           | -                 | -               | 7.0          | -         | 4.7      | 6.9                                    | 5.5           | 1.8               | 8.4             | 10.0         | 10.4     |
| 48 hours .....                          | 1.2   | 1.8           | -                 | 2.8             | 1.4          | -         | 3.5      | 31.0                                   | 40.5          | 13.2              | 5.6             | 31.5         | 48.0     |
| Over 48 hours .....                     | -   | -             | -                 | -               | -            | -         | -        | 2.5                                    | -             | 9.7               | -               | 3.6          | -        |

<sup>1/</sup> Data relate to women workers.

<sup>2/</sup> 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 <sup>1/</sup>           | 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 .....    | 99.3                                    | 99.3          | 99.7              | 99.6            | 99.4         | 100.0     | 93.9     | 78.8                                   | 88.1          | 66.1              | 81.9            | 86.7         | 31.9     |
| 1 to 5 days .....                               | .7                                      | 2.2           | .8                | -               | -            | -         | 1.7      | 4.7                                    | 8.8           | 5.0               | 3.3             | -            | 4.2      |
| 6 days .....                                    | 4.7                                     | 9.0           | 5.4               | 2.5             | 7.9          | -         | 3.5      | 17.0                                   | 29.3          | 5.2               | 11.4            | 12.6         | 6.6      |
| 7 days .....                                    | 23.3                                    | 41.6          | 10.8              | 36.8            | 29.5         | -         | 32.5     | 27.4                                   | 36.5          | 11.7              | 30.8            | 25.0         | 16.9     |
| 8 days .....                                    | 40.2                                    | 38.5          | 70.5              | 50.9            | 47.0         | 1.6       | 53.1     | 22.6                                   | 12.3          | 36.7              | 33.8            | 31.6         | 4.2      |
| 8½ days .....                                   | 2.0                                     | 4.1           | -                 | 6.9             | -            | -         | -        | 1.0                                    | 1.2           | -                 | 2.6             | -            | -        |
| 9 days .....                                    | 7.5                                     | -             | 12.2              | 2.5             | 15.0         | 9.7       | 3.1      | 6.0                                    | -             | 7.5               | -               | 17.5         | -        |
| 10 days .....                                   | 10.6                                    | 3.9           | -                 | -               | -            | 43.3      | -        | -                                      | -             | -                 | -               | -            | -        |
| 11 days .....                                   | 6.4                                     | -             | -                 | -               | -            | 28.4      | -        | .1                                     | -             | -                 | -               | -            | -        |
| 12 days .....                                   | 3.9                                     | -             | -                 | -               | -            | 17.0      | -        | -                                      | -             | -                 | -               | -            | -        |
| Establishments providing no paid holidays ..... | .7                                      | .7            | .3                | .4              | .6           | -         | 6.1      | 21.2                                   | 11.9          | 33.9              | 18.1            | 13.3         | 68.1     |

<sup>1/</sup> 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 (Normal 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 ..... | 100.0                                  | 100.0         | 100.0             | 100.0           | 99.8         | 100.0     | 100.0    | 99.5                                  | 100.0         | 96.9              | 100.0           | 100.0        | 100.0    |
| 1 week .....                             | 50.8                                   | 51.6          | 89.0              | 56.6            | 82.2         | -         | 16.4     | 88.1                                  | 95.2          | 79.4              | 82.7            | 88.1         | 82.9     |
| Over 1 and under 2 weeks .....           | 1.1                                    | .4            | -                 | 2.9             | 1.5          | -         | 5.2      | 2.4                                   | 1.5           | -                 | 2.6             | 2.4          | 9.6      |
| 2 weeks .....                            | 48.1                                   | 48.0          | 11.0              | 40.5            | 16.1         | 100.0     | 78.4     | 9.0                                   | 3.3           | 17.5              | 14.7            | 9.5          | 7.5      |
| Establishments with no paid vacations .. | (2/)                                   | -             | -                 | -               | .2           | -         | -        | .5                                    | -             | 3.1               | -               | -            | -        |
| <u>2 years of service</u>                |  |               |                   |                 |              |           |          |                                       |               |                   |                 |              |          |
| Establishments with paid vacations ..... | 100.0                                  | 100.0         | 100.0             | 100.0           | 99.8         | 100.0     | 100.0    | 99.6                                  | 100.0         | 97.5              | 100.0           | 100.0        | 100.0    |
| 1 week .....                             | 17.3                                   | 23.1          | 8.4               | 22.5            | 38.5         | -         | 12.9     | 54.0                                  | 70.8          | 36.8              | 33.6            | 41.8         | 74.5     |
| Over 1 and under 2 weeks .....           | 2.2                                    | 6.2           | .6                | 2.9             | .6           | -         | 5.2      | 3.6                                   | 5.7           | -                 | 2.6             | 1.2          | 9.6      |
| 2 weeks .....                            | 78.3                                   | 59.6          | 91.0              | 74.6            | 60.7         | 100.0     | 81.9     | 42.0                                  | 23.5          | 60.7              | 63.8            | 57.0         | 15.9     |
| 3 weeks .....                            | 2.2                                    | 11.1          | -                 | -               | -            | -         | -        | -                                     | -             | -                 | -               | -            | -        |
| Establishments with no paid vacations .. | (2/)                                   | -             | -                 | -               | .2           | -         | -        | .4                                    | -             | 2.5               | -               | -            | -        |
| <u>5 years of service</u>                |  |               |                   |                 |              |           |          |                                       |               |                   |                 |              |          |
| Establishments with paid vacations ..... | 100.0                                  | 100.0         | 100.0             | 100.0           | 99.8         | 100.0     | 100.0    | 99.6                                  | 100.0         | 97.5              | 100.0           | 100.0        | 100.0    |
| 1 week .....                             | 4.2                                    | 5.1           | .3                | .4              | 16.1         | -         | 5.7      | 11.2                                  | 9.7           | 4.9               | 3.3             | 11.6         | 36.0     |
| Over 1 and under 2 weeks .....           | 1.3                                    | 3.0           | -                 | 2.9             | -            | -         | 3.5      | 1.9                                   | 2.8           | -                 | 2.6             | -            | 6.1      |
| 2 weeks .....                            | 90.2                                   | 80.8          | 99.7              | 96.7            | 72.9         | 98.9      | 90.8     | 81.5                                  | 87.5          | 92.6              | 94.1            | 70.6         | 57.9     |
| Over 2 and under 3 weeks .....           | .3                                     | -             | -                 | -               | -            | 1.1       | -        | -                                     | -             | -                 | -               | -            | -        |
| 3 weeks .....                            | 4.0                                    | 11.1          | -                 | -               | 10.8         | -         | -        | 5.0                                   | -             | -                 | -               | 17.8         | -        |
| Establishments with no paid vacations .. | (2/)                                   | -             | -                 | -               | .2           | -         | -        | .4                                    | -             | 2.5               | -               | -            | -        |
| <u>15 years of service</u>               |  |               |                   |                 |              |           |          |                                       |               |                   |                 |              |          |
| Establishments with paid vacations ..... | 100.0                                  | 100.0         | 100.0             | 100.0           | 99.8         | 100.0     | 100.0    | 99.6                                  | 100.0         | 97.5              | 100.0           | 100.0        | 100.0    |
| 1 week .....                             | 4.1                                    | 5.1           | -                 | .4              | 16.1         | -         | 5.7      | 10.5                                  | 9.7           | -                 | 3.3             | 11.6         | 36.0     |
| Over 1 and under 2 weeks .....           | .8                                     | .4            | -                 | 2.9             | -            | -         | 3.5      | 1.4                                   | 1.6           | -                 | 2.6             | -            | 6.1      |
| 2 weeks .....                            | 79.8                                   | 73.0          | 86.2              | 80.7            | 55.1         | 96.6      | 89.1     | 69.1                                  | 71.4          | 76.7              | 80.3            | 62.5         | 54.3     |
| Over 2 and under 3 weeks .....           | 1.2                                    | 5.5           | -                 | -               | -            | -         | 1.7      | 2.3                                   | 5.3           | -                 | -               | -            | 3.6      |
| 3 weeks .....                            | 14.1                                   | 16.0          | 13.8              | 16.0            | 28.6         | 3.4       | -        | 16.3                                  | 12.0          | 20.8              | 13.8            | 25.9         | -        |
| Establishments with no paid vacations .. | (2/)                                   | -             | -                 | -               | .2           | -         | -        | .4                                    | -             | 2.5               | -               | -            | -        |

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

2/ Less than .05 of 1 percent.

\* 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 .....    | 21.5                                    | 29.0          | -                 | 23.3            | 36.0         | 24.4      | -        | 13.9                                   | 8.9           | -                 | 16.3            | 32.0         | -        |
| 3 days .....   | 1.6                                     | -             | -                 | 6.1             | 2.9          | -         | -        | 2.5                                    | -             | -                 | 10.1            | 5.5          | -        |
| 5 days .....   | 4.1                                     | 12.6          | -                 | 7.8             | -            | 1.1       | -        | 3.7                                    | 8.9           | -                 | 4.1             | -            | -        |
| 6 days .....   | 4.3                                     | -             | -                 | 1.8             | 16.5         | 5.3       | -        | 5.4                                    | -             | -                 | 1.0             | 18.8         | -        |
| 10 days .....  | 4.0                                     | 16.4          | -                 | 3.8             | -            | .7        | -        | .1                                     | -             | -                 | 1.1             | -            | -        |
| 12 days .....  | 4.8                                     | -             | -                 | 3.8             | 1.0          | 17.3      | -        | .7                                     | -             | -                 | -               | 2.5          | -        |
| 15 days .....  | 2.7                                     | -             | -                 | -               | 15.6         | -         | -        | 1.5                                    | -             | -                 | -               | 5.2          | -        |
| Establishments with no formal provisions for paid sick leave ..... | 78.5                                    | 71.0          | 100.0             | 76.7            | 64.0         | 75.6      | 100.0    | 86.1                                   | 91.1          | 100.0             | 83.7            | 68.0         | 100.0    |
| <u>1 year of service</u>   |   |               |                   |                 |              |           |          |  |               |                   |                 |              |          |
| Establishments with formal provisions for paid sick leave .....    | 34.7                                    | 38.1          | 31.8              | 31.3            | 42.2         | 39.2      | -        | 25.1                                   | 25.4          | 27.5              | 20.2            | 33.7         | -        |
| 3 days .....   | .2                                      | -             | -                 | -               | .9           | -         | -        | .5                                     | -             | -                 | -               | 1.8          | -        |
| 5 days .....   | 11.4                                    | 18.1          | 29.0              | 6.5             | 8.2          | 1.1       | -        | 7.7                                    | 10.1          | 19.3              | 3.5             | 2.4          | -        |
| 6 days .....   | 3.8                                     | 3.6           | -                 | 1.6             | 16.5         | -         | -        | 10.7                                   | 10.0          | -                 | 9.1             | 21.8         | -        |
| 8 days .....   | -                                       | -             | -                 | -               | -            | -         | -        | 2.0                                    | 5.3           | -                 | -               | -            | -        |
| 10 days .....  | 5.5                                     | 16.4          | 2.8               | 9.5             | -            | .7        | -        | 1.5                                    | -             | 8.2               | 2.7             | -            | -        |
| 12 days .....  | 9.6                                     | -             | -                 | 5.6             | 1.0          | 37.4      | -        | .8                                     | -             | -                 | 1.0             | 2.5          | -        |
| 15 days .....  | 2.8                                     | -             | -                 | -               | 15.6         | -         | -        | 1.5                                    | -             | -                 | -               | 5.2          | -        |
| 20 days .....  | 1.4                                     | -             | -                 | 8.1             | -            | -         | -        | .4                                     | -             | -                 | 3.9             | -            | -        |
| Establishments with no formal provisions for paid sick leave ..... | 65.3                                    | 61.9          | 68.2              | 68.7            | 57.8         | 60.8      | 100.0    | 74.9                                   | 74.6          | 72.5              | 79.8            | 66.3         | 100.0    |
| <u>2 years of service</u>  |   |               |                   |                 |              |           |          |  |               |                   |                 |              |          |
| Establishments with formal provisions for paid sick leave .....    | 41.9                                    | 38.1          | 72.7              | 31.3            | 42.2         | 39.2      | -        | 27.8                                   | 25.4          | 45.4              | 20.2            | 33.7         | -        |
| 3 days .....   | .2                                      | -             | -                 | -               | .9           | -         | -        | .5                                     | -             | -                 | -               | 1.8          | -        |
| 5 days .....   | 5.7                                     | 15.3          | -                 | 6.5             | 8.2          | 1.1       | -        | 4.8                                    | 10.1          | -                 | 3.5             | 2.4          | -        |
| 6 days .....   | 4.0                                     | 3.6           | .8                | 1.6             | 16.5         | -         | -        | 9.8                                    | 5.5           | 5.0               | 9.1             | 21.8         | -        |
| 7 days .....   | 7.2                                     | -             | 40.9              | -               | -            | -         | -        | 2.7                                    | -             | 18.0              | -               | -            | -        |
| 8 days .....   | -                                       | -             | -                 | -               | -            | -         | -        | 2.0                                    | 5.3           | -                 | -               | -            | -        |
| 9 days .....   | .1                                      | -             | .6                | -               | -            | -         | -        | -                                      | -             | -                 | -               | -            | -        |
| 10 days .....  | 11.0                                    | 19.2          | 30.4              | 9.5             | -            | .7        | -        | 3.6                                    | -             | 22.4              | 2.7             | -            | -        |
| 12 days .....  | 9.6                                     | -             | -                 | 5.6             | 1.0          | 37.4      | -        | 2.5                                    | 4.5           | -                 | 1.0             | 2.5          | -        |
| 20 days .....  | 1.4                                     | -             | -                 | 8.1             | -            | -         | -        | .4                                     | -             | -                 | 3.9             | -            | -        |
| 40 days .....  | 2.7                                     | -             | -                 | -               | 15.6         | -         | -        | 1.5                                    | -             | -                 | -               | 5.2          | -        |
| Establishments with no formal provisions for paid sick leave ..... | 58.1                                    | 61.9          | 27.3              | 68.7            | 57.8         | 60.8      | 100.0    | 72.2                                   | 74.6          | 54.6              | 79.8            | 66.3         | 100.0    |
| <u>1 1/2 years of service</u>                                      |   |               |                   |                 |              |           |          |  |               |                   |                 |              |          |
| Establishments with formal provisions for paid sick leave .....    | 41.9                                    | 38.1          | 72.7              | 31.3            | 42.2         | 39.2      | -        | 27.8                                   | 25.4          | 45.4              | 20.2            | 33.7         | -        |
| 3 days .....   | .2                                      | -             | -                 | -               | .9           | -         | -        | .5                                     | -             | -                 | -               | 1.8          | -        |
| 5 days .....   | 4.4                                     | 15.3          | -                 | 6.5             | -            | 1.1       | -        | 4.2                                    | 10.1          | -                 | 3.5             | 2.4          | -        |
| 6 days .....   | 3.8                                     | 3.6           | -                 | 1.6             | 16.5         | -         | -        | 8.7                                    | 5.5           | -                 | 5.7             | 21.8         | -        |
| 7 days .....   | 7.2                                     | -             | 40.9              | -               | -            | -         | -        | 2.7                                    | -             | 18.0              | -               | -            | -        |
| 8 days .....   | -                                       | -             | -                 | -               | -            | -         | -        | 2.0                                    | 5.3           | -                 | -               | -            | -        |
| 10 days .....  | 11.1                                    | 19.2          | 29.0              | 5.7             | 6.2          | .7        | -        | 3.5                                    | -             | 19.2              | 1.6             | 1.7          | -        |
| 12 days .....  | 9.7                                     | -             | -                 | 5.6             | 2.0          | 37.4      | -        | 2.3                                    | 4.5           | -                 | 4.4             | .7           | -        |
| 15 days .....  | 1.2                                     | -             | 2.8               | 3.8             | -            | -         | -        | 1.3                                    | -             | 8.2               | 1.1             | -            | -        |
| 18 days .....  | .2                                      | -             | -                 | -               | 1.0          | -         | -        | .7                                     | -             | -                 | -               | 2.5          | -        |
| 20 days .....  | 1.4                                     | -             | -                 | 8.1             | -            | -         | -        | .4                                     | -             | -                 | 3.9             | -            | -        |
| 50 days .....  | 2.7                                     | -             | -                 | -               | 15.6         | -         | -        | 1.5                                    | -             | -                 | -               | 5.2          | -        |
| Establishments with no formal provisions for paid sick leave ..... | 58.1                                    | 61.9          | 27.3              | 68.7            | 57.8         | 60.8      | 100.0    | 72.2                                   | 74.6          | 54.6              | 79.8            | 66.3         | 100.0    |

1/ 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, Salt Lake City, Utah, December 1951

U.S. DEPARTMENT OF LABOR

Bureau of Labor Statistics

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 <sup>1/</sup>          | 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 <sup>2/</sup> ..... | 43.8                                   | 29.0          | 5.3               | 43.6            | 51.0         | 83.3      | 36.0     | 34.1                                  | 22.1          | 12.9              | 42.6            | 54.4         | 44.6     |
| Christmas or year-end .....                                   | 40.9                                   | 26.3          | 5.3               | 37.8            | 43.4         | 83.3      | 35.6     | 30.7                                  | 20.8          | 12.9              | 32.2            | 50.3         | 36.2     |
| Profit-sharing .....  | .6                                     | -             | -                 | 1.4             | 1.9          | -         | -        | 2.2                                   | -             | -                 | 7.5             | 5.3          | -        |
| Other .....   | 3.2                                    | 4.5           | -                 | 7.2             | 6.2          | -         | .4       | 3.5                                   | 5.3           | -                 | 2.9             | 1.7          | 8.4      |
| Establishments with no nonproduction bonuses .....            | 56.2                                   | 71.0          | 94.7              | 56.4            | 49.0         | 16.7      | 64.0     | 65.9                                  | 77.9          | 87.1              | 57.4            | 45.6         | 55.4     |

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

<sup>2/</sup> 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 <sup>1/</sup>          | 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 <sup>2/</sup> ..... | 88.8                                   | 97.4          | 96.2              | 96.6            | 84.2         | 82.6      | 50.7     | 84.1                                  | 91.0          | 85.4              | 87.4            | 82.3         | 59.6     |
| Life insurance .....   | 83.4                                   | 93.0          | 96.2              | 91.5            | 73.7         | 75.0      | 48.9     | 75.7                                  | 79.8          | 85.4              | 86.2            | 70.4         | 51.8     |
| Health insurance .....   | 73.2                                   | 72.3          | 92.6              | 75.1            | 76.8         | 60.8      | 47.2     | 72.7                                  | 79.4          | 72.2              | 71.6            | 71.0         | 56.3     |
| Hospitalization .....  | 65.0                                   | 81.7          | 50.3              | 62.8            | 75.2         | 60.8      | 45.9     | 68.2                                  | 80.5          | 50.6              | 68.6            | 66.2         | 56.3     |
| Retirement pension .....   | 34.4                                   | 30.4          | 55.6              | 23.0            | 14.9         | 50.6      | 7.9      | 26.1                                  | 35.4          | 44.5              | 14.6            | 15.9         | 2.5      |
| Other .....  | 2.5                                    | -             | -                 | 5.9             | 8.6          | -         | -        | 1.2                                   | -             | -                 | 1.7             | 3.7          | -        |
| Establishments with no insurance or pension plans .....            | 11.2                                   | 2.6           | 3.8               | 3.4             | 15.8         | 17.4      | 49.3     | 15.9                                  | 9.0           | 14.6              | 12.6            | 17.7         | 40.4     |

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

<sup>2/</sup> Unduplicated total.

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

\*\* Finance, insurance, and real estate.

Occupational Wage Survey, Salt Lake City, Utah, December 1951  
U. S. DEPARTMENT OF LABOR  
Bureau of Labor Statistics

## 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 SALT LAKE CITY, UTAH, <sup>1/</sup>,  
AND NUMBER STUDIED BY THE BUREAU OF LABOR STATISTICS, DECEMBER, 1951

| Item  | Minimum number<br>of workers in<br>establishments<br>studied<br><sup>2/</sup> | Number of<br>establishments                       |         | Employment  |                              |        |
|---|---|---|---------|---|------------------------------|--------|
|   |   | Estimated<br>total<br>within<br>scope of<br>study | Studied | Estimated<br>total<br>within<br>scope of<br>study | In establishments<br>studied |        |
|   |   |   |         |   | Total                        | Office |
| <u>Industry divisions in which occupations<br/>were surveyed on an area basis</u>           |   |   |         |   |                              |        |
| All divisions .....   | 21  | 510   | 159     | 42,300  | 25,500                       | 5,350  |
| Manufacturing .....   | 21  | 118   | 34      | 14,000  | 8,290                        | 1,130  |
| Nonmanufacturing .....  | 21  | 392   | 125     | 28,300  | 17,210                       | 4,220  |
| Transportation (excluding railroads),<br>communication, and other public<br>utilities ..... | 21  | 47  | 19      | 6,300   | 5,060                        | 1,340  |
| Wholesale trade .....   | 21  | 102   | 29      | 5,600   | 2,640                        | 760    |
| Retail trade .....  | 21  | 133   | 37      | 10,500  | 6,280                        | 860    |
| Finance, insurance, and real estate .....   | 21  | 46  | 18      | 2,500   | 1,400                        | 1,080  |
| Services <sup>3/</sup> .....  | 21  | 64  | 22      | 3,400   | 1,830                        | 180    |
| <u>Industries in which occupations were<br/>surveyed on an industry basis</u>               |   |   |         |   |                              |        |
| Railroads .....   | 21  | 3   | 3       | 2,622   | 2,622                        | -      |

<sup>1/</sup> Salt Lake City Metropolitan Area (Salt Lake County).

<sup>2/</sup> Total establishment employment.

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

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| Bookkeeping-machine operator .....                 | 3, 4                   | Office girl .....                       | 5                      |
| Bricklayer (building construction) .....           | 11                     | Oiler .....                             | 7                      |
| Calculating-machine operator .....                 | 4                      | Operator (local transit) .....          | 11                     |
| Carpenter (building construction) .....            | 11                     | Order filler .....                      | 8                      |
| Carpenter, maintenance .....                       | 7                      | Ovenman (bakeries) .....                | 11                     |
| Cleaner .....                                      | 8                      | Packer .....                            | 8                      |
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| Janitor (railroads) .....                          | 10                     | Switchboard operator-receptionist ..... | 5                      |
| Key-punch operator .....                           | 5                      | Tabulating-machine operator .....       | 6                      |
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| Machinist, maintenance .....                       | 7                      | Trucker, hand .....                     | 9                      |
| Machinist, maintenance (railroads) .....           | 10                     | Trucker, power .....                    | 9                      |
| Mailer (printing) .....                            | 11                     | Trucker, power (railroads) .....        | 10                     |
| Maintenance man, general utility (railroads) ..... | 10                     | Typist .....                            | 6                      |
| Mechanic, automotive (maintenance) .....           | 7                      | Watchman .....                          | 9                      |
| Mechanic, maintenance .....                        | 7                      | Wrapper (bakeries) .....                | 11                     |



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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.

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The Western Region includes the following States:

|            |            |
|------------|------------|
| Arizona    | New Mexico |
| California | Oregon     |
| Colorado   | Utah       |
| Idaho      | Washington |
| Nevada     | Wyoming    |