

Occupational Wage Survey

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BUREAU OF LABOR STATISTICS
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* NOTE - Additional occupational earnings reports are available upon request for women's cement process shoes - conventional lasted (August 1951) and men's Goodyear welt shoes (August 1951).

For sale by the Superintendent of Documents, U. S. Government Printing Office
Washington 25, D. C. - Price 20 cents

Introduction 1/

The Worcester area is 1 of 40 major labor markets in which the Bureau of Labor Statistics is currently conducting occupational wage surveys. Occupations common to a variety of manufacturing and nonmanufacturing industries were studied on a community-wide basis. Cross-industry methods of sampling were thus utilized in compiling earnings data for the following types of occupations: (a) office; (b) professional and technical; (c) maintenance and power plant; (d) custodial, warehousing, and shipping. In presenting earnings information for such jobs (tables A-1 through A-4) separate data have been provided wherever possible for individual broad industry divisions.

Occupations characteristic of particular, important, local industries were studied on an industry basis, within the framework of the community survey. 2/ Earnings data for these jobs have been presented in Series B tables. Union scales (Series C tables) are presented in lieu of (or supplementing) occupational earnings for several industries or trades in which the great majority of the workers are employed under terms of collective bargaining agreements, and the contract or minimum rates are indicative of prevailing pay practices.

Data were 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 Worcester Metropolitan Area

Total population of the Worcester Metropolitan Area, including the city of Worcester and 12 towns in Worcester County, was approximately 275,000 in 1950, a 9-percent increase since 1940. Of this total, over 200,000 resided in the city of Worcester.

Employment in manufacturing establishments totaled over 54,000 in January 1952. Metalworking plants alone accounted for over 28,000 workers. Worcester plants manufacture a variety

1/ Prepared in the Bureau's regional office in Boston, Mass., by Bernard J. Fahres, 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.

of products. Important items produced include grinding wheels and abrasive products, textile machinery and equipment, electric motors, drilling machines, iron and steel forgings, fire-fighting equipment, steel wire, clocks, tire chains, paper-making machinery, stamped and pressed metals, shoes, rugs, stationery, sweaters, hosiery, and other textile products.

Worcester is one of the principal marketing areas of central Massachusetts. Approximately 8,000 sales and distribution workers were employed in the retail establishments within scope of the Bureau's survey 3/ and an additional 2,000 were engaged in wholesale trade. Approximately 3,000 were employed in the transportation, communication, and public utilities group. Service establishments within the scope of the study employed approximately 2,000 in such diverse fields as automobile and other repair shops, laundries, cleaning and dyeing establishments, hotels, theaters, and business service establishments. Finance, insurance, and real estate companies accounted for approximately 2,700 workers.

Among the industries and establishment-size groups within scope of the Bureau's survey, nearly half of all plant workers were employed in establishments having written agreements with labor organizations. The proportion of office workers covered by union contracts was considerably lower than for plant workers. Only in the public utility and wholesale trade divisions were there significant proportions of office employees employed under the provisions of union agreements.

Occupational Wage Structure

Wages of most plant workers in the Worcester area were affected by numerous general wage increases between January 1950 - the base date for the Wage Stabilization Board's 10-percent "catch-up" wage increase formula - and the time of the Bureau's survey. During the 2-year period, more than 90 percent of the manufacturing plant workers received at least one formal wage adjustment. For a majority of these workers, the increases were more than 15 cents an hour. Virtually all plant workers in the public utilities group of industries received at least one formal wage adjustment during the period but the proportion of workers in other nonmanufacturing industries that had received general wage increases was substantially less.

3/ These and following employment estimates exclude small establishments not included in the study; see appendix table for minimum size of establishment studied in individual industry divisions.

Comparatively fewer office workers than plant workers received formal wage adjustments between January 1950 and January 1952. The customary practice of many establishments to adjust office salaries on an individual basis rather than by formal means contributed, at least in part, to this difference.

Formalized rate structures for time workers were reported in establishments employing about 90 percent of plant workers and 80 percent of office workers. Approximately the same number of plant workers were covered by plans providing a range of rates for each job classification as by plans providing a single rate. Over twice as many office workers, however, were affected by plans providing a range of rates as by those providing a single rate for each job.

Nearly 40 percent of the manufacturing plant workers in the area received pay based on some form of incentive wage system. The predominant method of incentive wage payment for those workers was the individual piece-rate system. Incentive methods of wage payments were negligible in the nonmanufacturing industries.

Most Worcester firms visited had established minimum entrance rates for hiring inexperienced plant workers. Although entrance rates ranged from less than 60 cents to more than \$1.35, over half of all employees were in plants with minimum entrance

rates of 90 cents or more. The highest minimum scale was in the public utilities group where the majority of the workers were employed in plants with a minimum of \$1.15 or over.

Wages and salaries of workers in manufacturing industries were generally higher than in nonmanufacturing. In 18 out of 20 office job classifications permitting comparison, salaries of workers in manufacturing plants exceeded those in nonmanufacturing. In half of these instances the difference was between \$3 and \$6 a week. Average hourly earnings for plant jobs studied on an all-industry basis were higher in 14 out of 21 comparable job classifications.

About a sixth of the manufacturing plant workers in Worcester were employed on extra shifts in January 1952. Nearly all these workers received a shift differential which was usually expressed as a cents-per-hour addition to day rates. Shift differentials ranging from 5 to 10 cents an hour were reported for most workers employed on second shifts while a 10-cent shift premium was most commonly reported for third-shift workers.

Scheduled 40-hour workweeks were prevalent for plant workers, although about a fourth worked from 44 to 48 hours a week. A majority of the plant workers employed in trade and service establishments worked longer than 40 hours a week. About three-fifths of the office workers in Worcester were employed on 40-hour workweek schedules.

A: Cross-Industry Occupations

Table A-1: *Office Occupations*

(Average straight-time weekly hours and earnings 1/ for selected occupations studied on an area basis in Worcester, Mass., by industry division, January 1952)

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 \$	\$ 30.00	\$ 32.50	\$ 35.00	\$ 37.50	\$ 40.00	\$ 42.50	\$ 45.00	\$ 47.50	\$ 50.00	\$ 52.50	\$ 55.00	\$ 57.50	\$ 60.00	\$ 62.50	\$ 65.00	\$ 67.50	\$ 70.00	\$ 72.50	\$ 75.00	\$ 80.00	\$ 85.00	\$ 90.00 and over					
				\$ 30.00	\$ 32.50	\$ 35.00	\$ 37.50	\$ 40.00	\$ 42.50	\$ 45.00	\$ 47.50	\$ 50.00	\$ 52.50	\$ 55.00	\$ 57.50	\$ 60.00	\$ 62.50	\$ 65.00	\$ 67.50	\$ 70.00	\$ 72.50	\$ 75.00	\$ 80.00	\$ 85.00	\$ 90.00						
Men																															
Bookkeepers, hand	52	41.0	\$ 66.00	-	-	-	-	4	-	-	-	-	3	2	3	17	-	-	3	1	5	2	10	-	2						
Manufacturing	18	41.0	72.00	-	-	-	-	-	-	-	-	-	-	-	-	5	-	-	3	-	5	-	5	-	-						
Nonmanufacturing	34	41.5	63.00	-	-	-	-	4	-	-	-	-	3	2	3	12	-	-	-	1	-	2	5	-	2						
Wholesale trade	11	40.0	67.00	-	-	-	-	-	-	-	-	-	-	-	3	4	-	-	-	-	-	4	-	-	-						
Clerks, accounting	67	40.0	69.00	-	-	-	-	3	2	-	6	2	9	6	5	7	8	-	3	3	-	2	8	-	3						
Manufacturing	22	40.0	60.00	-	-	-	-	-	-	-	6	-	1	5	-	2	1	-	1	1	-	2	-	3	-						
Nonmanufacturing	45	40.5	58.50	-	-	-	-	3	2	-	-	2	8	1	5	5	7	-	2	-	-	8	-	-	-						
Finance **	13	39.0	49.00	-	-	-	-	3	2	-	-	2	4	-	-	-	-	-	2	-	-	-	-	-	-						
Clerks, order	45	40.0	63.00	-	-	-	1	-	7	-	-	-	-	3	-	-	-	2	10	2	2	6	-	7	4						
Manufacturing	37	40.0	63.00	-	-	-	1	-	7	-	-	-	-	-	-	-	-	2	10	-	1	5	-	7	4						
Clerks, payroll	16	39.5	54.00	-	-	-	-	-	-	-	-	6	-	-	8	-	-	-	-	2	-	-	-	-	-						
Manufacturing	14	40.0	52.00	-	-	-	-	-	-	-	-	6	-	-	8	-	-	-	-	-	-	-	-	-	-						
Office boys	43	39.5	33.00	2	18	12	6	4	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
Manufacturing	29	39.5	32.50	-	18	5	2	3	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
Nonmanufacturing	14	39.0	34.00	2	-	7	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
Tabulating-machine operators	11	39.5	54.00	-	-	-	-	-	-	-	-	3	5	-	1	-	-	-	-	-	-	2	-	-	-						
Women																															
Billers, machine (billing machine)	83	38.5	38.00	11	17	2	9	20	1	6	6	4	-	-	4	-	-	3	-	-	-	-	-	-	-						
Manufacturing	40	40.0	45.50	-	-	-	5	17	1	4	2	4	-	-	4	-	-	3	-	-	-	-	-	-	-						
Nonmanufacturing	43	37.0	33.00	11	17	2	4	3	-	2	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
Retail trade	37	36.5	30.50	2/ 11	17	2	4	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
Billers, machine (bookkeeping machine)	23	40.0	44.50	1	-	-	1	-	5	7	6	1	-	-	2	-	-	-	-	-	-	-	-	-	-						
Nonmanufacturing	14	39.5	43.50	1	-	-	1	-	4	6	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-						
Wholesale trade	12	40.0	45.50	-	-	-	-	4	6	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-						
Bookkeepers, hand	152	40.0	56.00	-	2	-	-	8	16	7	9	1	20	7	18	10	15	1	3	8	10	-	1	16	-						
Manufacturing	78	39.5	62.50	-	-	-	-	-	-	5	-	17	1	3	10	12	-	3	-	10	-	1	16	-	-						
Nonmanufacturing	74	40.0	49.50	-	2	-	-	8	16	7	4	1	3	6	15	-	3	1	8	-	-	-	-	-	-						
Public utilities *	11	40.0	49.00	-	-	-	-	4	-	-	-	-	3	4	-	-	-	-	-	-	-	-	-	-	-						
Wholesale trade	17	40.0	52.50	-	-	-	-	4	-	-	-	1	2	8	-	2	-	-	-	-	-	-	-	-	-						
Retail trade	31	41.0	47.50	-	2	-	-	8	4	7	-	1	1	-	-	-	-	-	8	-	-	-	-	-	-						
Finance **	10	38.0	49.00	-	-	-	-	3	-	3	-	1	1	-	-	1	1	-	-	-	-	-	-	-	-						
Bookkeeping-machine operators, class A	61	40.0	50.50	-	-	-	6	11	6	-	2	2	-	1	15	3	11	1	3	-	-	-	-	-	-						
Manufacturing	38	40.0	55.50	-	-	-	-	3	-	-	2	2	-	1	15	2	9	1	3	-	-	-	-	-	-						
Bookkeeping-machine operators, class B	105	39.0	40.00	1	6	8	23	22	11	13	6	9	4	1	1	-	-	-	-	-	-	-	-	-	-						
Manufacturing	34	40.0	42.00	-	-	-	7	6	6	8	1	1	3	1	1	-	-	-	-	-	-	-	-	-	-						
Nonmanufacturing	71	38.5	39.00	1	6	8	16	16	5	5	5	8	1	-	-	-	-	-	-	-	-	-	-	-	-						
Wholesale trade	26	39.0	44.00	-	-	-	-	7	1	5	4	8	1	-	-	-	-	-	-	-	-	-	-	-	-						
Calculating-machine operators, (Comptometer type)	251	40.0	43.00	4	10	4	30	45	21	38	28	37	13	7	10	1	-	-	-	-	3	-	-	-	-						
Manufacturing	163	40.0	44.50	-	-	4	23	29	11	22	21	23	13	7	7	-	-	-	-	-	3	-	-	-	-						
Nonmanufacturing	88	40.0	41.00	4	10	-	7	16	10	16	7	14	-	-	3	1	-	-	-	-	-	-	-	-	-						
Retail trade	41	39.5	39.50	4	3	-	3	12	7	4	5	-	-	-	3	-	-	-	-	-	-	-	-	-	-						

See footnotes at end of table.

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

** Finance, insurance, and real estate.

Occupational Wage Survey, Worcester, Mass., January 1952
U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Table A-1: *Office Occupations - Continued*

(Average straight-time weekly hours and earnings 1/ for selected occupations studied on an area basis in Worcester, Mass., by industry division, January 1952)

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 \$	\$ 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	\$ 90.00 and over		
				30.00	32.50	35.00	37.50	40.00	42.50	45.00	47.50	50.00	52.50	55.00	57.50	60.00	62.50	65.00	67.50	70.00	72.50	75.00	80.00	85.00	90.00	over			
Women - Continued																													
Clerks, accounting	410	39.5	44.50	6	20	12	54	30	56	33	78	30	28	12	10	11	5	7	12	3	1	1	1	-	-	-	-		
Manufacturing	192	40.0	46.50	-	5	2	17	7	25	20	48	19	18	4	4	6	4	6	4	1	-	1	1	-	-	-	-		
Nonmanufacturing	218	39.0	43.00	6	15	10	37	23	31	13	30	11	10	8	6	5	1	1	8	2	1	-	-	-	-	-	-		
Public utilities *	35	40.0	60.00	-	-	-	2	-	4	2	5	4	1	7	5	5	1	-	-	-	-	-	-	-	-	-	-		
Wholesale trade	42	40.0	44.00	-	-	-	9	6	9	4	2	2	4	1	1	-	-	1	-	2	-	-	-	-	-	-	-		
Retail trade	33	40.0	44.00	6	6	1	3	1	1	-	-	1	4	-	-	1	-	-	8	-	1	-	-	-	-	-	-		
Finance **	102	37.5	39.50	-	9	7	22	16	15	6	23	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Clerks, file, class A	20	38.5	50.00	-	-	-	-	2	1	2	1	2	1	4	7	-	-	-	-	-	-	-	-	-	-	-	-		
Nonmanufacturing	12	37.5	47.00	-	-	-	-	2	1	2	1	2	-	3	1	-	-	-	-	-	-	-	-	-	-	-	-		
Clerks, file, class B	179	38.5	36.00	9	32	39	40	15	21	12	10	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Manufacturing	79	40.0	37.00	-	10	21	16	10	15	8	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Nonmanufacturing	100	38.0	35.50	9	22	18	24	5	6	6	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Wholesale trade	11	40.0	37.50	-	2	1	3	1	-	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Retail trade	13	38.0	29.00	3/	9	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Finance **	68	37.0	36.50	-	12	17	21	3	6	1	8	-	-	12	17	-	-	-	-	-	-	-	-	-	-	-	-		
Clerks, general	153	39.5	46.00	-	-	-	5	-	31	19	49	7	34	-	-	3	5	-	-	-	-	-	-	-	-	-	-		
Manufacturing	103	39.0	46.50	-	-	-	-	-	22	14	28	3	33	-	-	3	-	-	-	-	-	-	-	-	-	-	-		
Nonmanufacturing	50	41.0	45.00	-	-	-	5	-	9	5	21	4	1	-	-	-	5	-	-	-	-	-	-	-	-	-	-		
Retail trade	25	43.0	47.00	-	-	-	-	-	4	-	16	-	1	-	-	-	4	-	-	-	-	-	-	-	-	-	-		
Clerks, order	67	40.0	44.00	2	5	2	13	1	18	2	1	4	11	-	-	-	-	-	-	-	3	5	-	-	-	-	-		
Manufacturing	60	40.0	45.00	-	4	2	13	1	18	-	-	3	11	-	-	-	-	-	-	-	3	5	-	-	-	-	-		
Clerks, payroll	291	40.0	45.50	-	8	-	18	39	63	24	29	22	39	23	8	5	9	1	-	-	-	-	-	-	-	-	-		
Manufacturing	235	40.0	45.50	-	4	-	17	32	53	19	25	17	30	16	5	4	9	1	-	-	-	3	-	-	-	-	-		
Nonmanufacturing	56	39.5	45.50	-	4	-	1	7	10	5	4	5	9	7	3	1	-	-	-	-	-	-	-	-	-	-	-		
Wholesale trade	15	39.0	47.00	-	-	-	-	1	3	2	1	3	1	3	1	-	-	-	-	-	-	-	-	-	-	-	-		
Retail trade	14	38.5	40.00	-	4	-	1	-	5	1	-	-	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-		
Duplicating-machine operators	15	39.0	41.00	-	-	3	1	1	3	5	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Key-punch operators	64	39.0	43.00	-	-	2	14	3	7	13	13	3	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Manufacturing	30	40.0	44.50	-	-	-	6	1	-	7	6	2	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Nonmanufacturing	34	38.0	41.00	-	-	2	8	2	7	6	7	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Finance **	29	38.0	40.50	-	-	2	7	2	7	5	4	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Office girls	52	39.0	37.00	-	9	18	10	5	1	1	-	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Manufacturing	34	40.0	39.00	-	3	10	6	5	1	1	-	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Nonmanufacturing	18	37.0	33.50	-	6	8	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Finance **	18	37.0	33.50	-	6	8	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Secretaries	361	39.5	55.50	-	2	4	5	15	21	30	30	18	55	17	21	13	36	26	10	4	10	19	18	7	4	-	-		
Manufacturing	240	40.0	58.00	-	-	-	1	7	9	15	17	10	43	11	10	5	29	20	6	4	7	18	18	6	4	-	-		
Nonmanufacturing	121	38.0	50.00	-	2	-	4	8	12	15	13	8	12	6	11	8	7	6	4	-	3	1	-	1	-	-	-		
Retail trade	12	37.0	43.00	-	2	-	1	-	-	5	2	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-		
Finance **	76	38.5	51.50	-	-	-	-	2	9	9	9	8	5	6	7	8	2	4	4	-	2	1	-	-	-	-	-		
Services	22	38.0	45.50	-	-	-	3	6	1	1	2	-	5	-	1	-	3	-	-	-	-	-	-	-	-	-	-		

See footnotes at end of table.

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

** Finance, insurance, and real estate.

Table A-3: *Maintenance and Power Plant Occupations*(Average hourly earnings 1/ for men in selected occupations studied on an area basis
in Worcester, Mass., by industry division, January 1952)

Occupation and industry division	Number of workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																											
			\$ 1.00 and under	\$ 1.05	\$ 1.10	\$ 1.15	\$ 1.20	\$ 1.25	\$ 1.30	\$ 1.35	\$ 1.40	\$ 1.45	\$ 1.50	\$ 1.55	\$ 1.60	\$ 1.65	\$ 1.70	\$ 1.75	\$ 1.80	\$ 1.90	\$ 2.00	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80 and over	
			1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.90	2.00	2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	over	
Carpenters, maintenance	142	1.68	-	-	-	-	-	4	7	3	10	15	4	9	28	2	36	15	-	1	3	3	1	1	-	-	-	-	-	
Manufacturing	131	1.67	-	-	-	-	-	3	7	3	9	14	4	5	28	2	36	14	-	1	3	1	1	-	-	-	-	-		
Nonmanufacturing	11	1.77	-	-	-	-	-	1	-	-	1	1	-	4	-	-	-	1	-	-	-	2	-	1	-	-	-	-		
Electricians, maintenance	181	1.79	-	-	-	-	-	9	-	6	11	16	4	7	8	8	17	43	15	21	4	3	1	5	-	3	-	-		
Manufacturing	164	1.79	-	-	-	-	-	9	-	6	11	16	3	3	8	6	17	35	15	20	4	3	1	4	-	3	-	-		
Nonmanufacturing	17	1.82	-	-	-	-	-	-	-	-	-	-	1	4	8	2	-	8	-	1	-	-	-	1	-	-	-	-		
Engineers, stationary	84	1.73	-	-	-	-	-	-	4	-	9	5	6	4	8	12	4	18	8	1	-	5	-	-	-	-	-	-		
Manufacturing	57	1.75	-	-	-	-	-	-	-	-	7	5	5	-	5	12	-	9	8	1	-	5	-	-	-	-	-	-		
Nonmanufacturing	27	1.67	-	-	-	-	-	-	4	-	2	-	1	4	3	-	4	9	-	-	-	-	-	-	-	-	-	-		
Firemen, stationary boiler	151	1.48	1	7	-	2	4	18	13	21	7	12	16	1	8	4	19	14	2	2	-	-	-	-	-	-	-	-		
Manufacturing	120	1.49	-	5	-	-	-	14	12	20	7	12	12	1	-	4	15	14	2	2	-	-	-	-	-	-	-	-		
Nonmanufacturing	31	1.43	1	2	-	2	4	4	1	1	-	-	4	-	8	-	4	-	-	-	-	-	-	-	-	-	-	-		
Helpers, trades, maintenance	126	1.49	-	5	1	-	3	5	6	9	4	39	8	2	14	28	-	2	-	-	-	-	-	-	-	-	-	-		
Manufacturing	97	1.51	-	5	-	-	3	4	3	9	4	17	6	2	14	28	-	2	-	-	-	-	-	-	-	-	-	-		
Nonmanufacturing	29	1.43	-	-	1	-	-	1	3	-	-	22	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Machine-tool operators, toolroom	103	1.77	-	-	-	-	-	-	-	3	1	5	3	11	13	15	3	33	3	4	6	1	2	-	-	-	-	-		
Manufacturing	103	1.77	-	-	-	-	-	-	-	3	1	5	3	11	13	15	3	33	3	4	6	1	2	-	-	-	-	-		
Machinists, maintenance	174	1.83	-	-	-	-	-	-	-	-	4	-	6	13	28	18	16	48	12	13	3	1	6	1	2	2	1	-		
Manufacturing	164	1.85	-	-	-	-	-	-	-	-	4	-	5	5	28	18	16	48	11	13	3	1	6	1	2	2	1	-		
Maintenance men, general utility	236	1.53	-	1	17	-	7	12	13	-	34	44	10	10	34	5	7	10	5	12	5	3	1	-	1	5	-	-		
Manufacturing	196	1.60	-	-	-	-	-	5	9	-	34	44	10	10	31	5	7	9	5	12	5	3	1	-	1	5	-	-		
Nonmanufacturing	40	1.23	-	1	17	-	7	7	4	-	-	-	-	-	3	-	-	1	-	-	-	-	-	-	-	-	-	-		
Services	15	1.25	-	1	5	-	1	6	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-		
Mechanics, automotive (maintenance)	129	1.54	-	-	-	-	-	10	6	3	5	13	46	1	22	10	1	4	-	4	-	4	-	-	-	-	-	-		
Manufacturing	57	1.53	-	-	-	-	-	7	6	1	3	5	7	-	22	-	1	1	-	4	-	-	-	-	-	-	-	-		
Nonmanufacturing	72	1.55	-	-	-	-	-	3	-	2	2	8	39	1	-	10	-	3	-	4	-	4	-	-	-	-	-	-		
Public utilities *	63	1.53	-	-	-	-	-	-	-	2	-	8	39	1	-	10	-	3	-	-	-	-	-	-	-	-	-	-		
Mechanics, maintenance	77	1.76	-	-	-	-	-	-	7	-	4	-	-	2	4	7	19	20	13	1	-	-	-	-	-	-	-	-		
Manufacturing	72	1.76	-	-	-	-	-	-	7	-	4	-	-	-	4	7	19	17	13	1	-	-	-	-	-	-	-	-		
Millwrights	98	1.77	-	-	-	-	-	-	-	3	3	9	2	-	6	6	9	47	12	1	-	-	-	-	-	-	-	-		
Manufacturing	97	1.77	-	-	-	-	-	-	-	3	3	9	2	-	5	6	9	47	12	1	-	-	-	-	-	-	-	-		
Oilers	79	1.49	-	-	-	-	5	4	7	1	2	20	14	8	7	7	4	-	-	-	-	-	-	-	-	-	-	-		
Manufacturing	69	1.47	-	-	-	-	5	4	7	1	2	20	14	2	7	3	4	-	-	-	-	-	-	-	-	-	-	-		
Painters, maintenance	75	1.55	-	4	-	-	-	11	3	1	-	-	8	4	12	19	6	5	-	-	1	-	1	-	-	-	-	-		
Manufacturing	55	1.61	-	-	-	-	-	7	3	-	-	-	4	3	8	17	6	5	-	-	1	-	1	-	-	-	-	-		
Nonmanufacturing	20	1.40	-	4	-	-	-	4	-	1	-	-	4	1	4	2	-	-	-	-	-	-	-	-	-	-	-	-		
Pipe fitters, maintenance	77	1.77	-	-	-	-	-	-	-	2	7	3	5	10	5	8	20	13	3	1	-	-	-	-	-	-	-	-		
Manufacturing	76	1.77	-	-	-	-	-	-	-	2	7	3	5	10	5	8	20	13	3	-	-	-	-	-	-	-	-	-		
Tool-and-die makers	200	1.82	-	-	-	-	-	-	-	2	-	15	-	17	13	13	6	55	57	11	11	-	-	-	-	-	-	-		
Manufacturing	200	1.82	-	-	-	-	-	-	-	2	-	15	-	17	13	13	6	55	57	11	11	-	-	-	-	-	-	-		

1/ Excludes premium pay for overtime and night work.

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

Occupational Wage Survey, Worcester, Mass., January 1952
U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Table A-4: *Custodial, Warehousing, and Shipping Occupations*(Average hourly earnings 1/ for selected occupations 2/ studied on an area basis
in Worcester, Mass., by industry division, January 1952)

Occupation and industry division	Number of workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																											
			\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	
			Under 0.75	0.80	0.85	0.90	0.95	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.60	1.70	1.80	1.90	2.00	2.10	2.20	2.30	2.40	2.50	and over	
Crane operators, electric bridge (under 20 tons)	54	1.45	-	-	-	-	-	-	-	-	-	-	-	-	-	6	7	14	15	10	-	2	-	-	-	-	-	-	-	
Manufacturing	48	1.46	-	-	-	-	-	-	-	-	-	-	-	-	6	7	10	13	10	-	2	-	-	-	-	-	-	-	-	
Crane operators, electric bridge (20 tons and over)	31	1.54	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	26	-	-	1	-	-	-	-	-	-	
Guards	144	1.38	-	-	-	-	-	-	2	3	-	-	50	9	22	2	12	41	3	-	-	-	-	-	-	-	-	-	-	
Manufacturing	90	1.45	-	-	-	-	-	-	2	3	-	-	-	6	21	2	12	41	3	-	-	-	-	-	-	-	-	-	-	
Janitors, porters, and cleaners (men)	672	1.16	6	17	26	54	36	14	41	24	52	32	69	112	64	89	20	11	3	2	-	-	-	-	-	-	-	-	-	
Manufacturing	451	1.24	-	-	-	7	20	5	22	17	31	23	60	106	50	79	20	7	2	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	221	1.01	6	17	26	47	16	9	19	7	21	9	9	4	14	10	-	4	1	2	-	-	-	-	-	-	-	-	-	
Public utilities *	19	1.35	-	-	-	-	-	-	-	-	-	1	-	-	11	2	-	4	1	-	-	-	-	-	-	-	-	-	-	
Retail trade	118	.90	5	6	23	44	11	3	12	-	10	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Finance **	57	1.11	-	8	-	2	-	4	7	6	6	7	4	3	-	8	-	-	2	-	-	-	-	-	-	-	-	-	-	
Janitors, porters, and cleaners (women)	142	1.00	13	39	7	4	1	-	15	7	10	-	2	28	2	14	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	71	1.21	-	-	-	-	1	-	7	7	10	-	2	28	2	14	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	71	.78	13	39	7	4	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Retail trade	26	.81	3/12	3	2	1	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Order fillers	133	1.20	-	-	-	1	-	-	23	21	5	12	17	6	28	-	-	20	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	39	1.18	-	-	-	-	-	-	19	-	-	-	-	-	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	94	1.22	-	-	-	1	-	-	4	21	5	12	17	6	8	-	-	20	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade	32	1.14	-	-	-	1	-	-	4	7	5	5	3	6	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade	62	1.26	-	-	-	-	-	-	-	14	-	7	14	-	8	-	-	19	-	-	-	-	-	-	-	-	-	-	-	-
Packers (men)	247	1.44	3	-	-	-	12	7	18	-	7	21	5	3	32	4	27	12	59	2	3	3	2	3	2	3	4	10	5	
Manufacturing	241	1.45	-	-	-	-	12	7	17	-	7	21	5	1	32	4	27	12	59	2	3	3	2	3	2	3	4	10	5	
Packers (women)	136	1.05	-	-	-	15	25	-	28	-	66	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	
Manufacturing	136	1.05	-	-	-	15	25	-	28	-	66	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	
Receiving clerks	98	1.42	-	-	-	-	5	-	1	1	-	-	-	11	7	10	10	13	35	3	-	2	-	-	-	-	-	-	-	
Manufacturing	69	1.40	-	-	-	-	5	-	-	-	-	-	-	9	7	10	5	12	19	2	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	29	1.48	-	-	-	-	-	-	1	1	-	-	-	2	-	-	5	1	16	1	-	2	-	-	-	-	-	-	-	
Wholesale trade	12	1.43	-	-	-	-	-	-	-	-	-	-	-	2	-	-	5	-	5	-	-	-	-	-	-	-	-	-	-	
Retail trade	16	1.51	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	11	1	-	2	-	-	-	-	-	-	-	
Shipping clerks	146	1.43	-	-	5	5	-	-	5	-	5	1	11	2	7	4	13	9	55	9	9	4	2	-	-	-	-	-	-	
Manufacturing	117	1.41	-	-	5	5	-	-	3	-	5	1	11	1	7	3	9	5	44	7	9	-	2	-	-	-	-	-	-	
Nonmanufacturing	29	1.50	-	-	-	-	-	-	2	-	-	-	-	1	-	1	4	4	11	2	-	4	-	-	-	-	-	-	-	
Wholesale trade	20	1.53	-	-	-	-	-	-	-	-	-	-	-	1	-	-	4	4	7	-	-	4	-	-	-	-	-	-	-	
Shipping-and-receiving clerks	143	1.34	-	-	-	-	-	4	1	6	17	-	30	9	11	2	15	5	31	6	6	-	-	-	-	-	-	-	-	
Manufacturing	106	1.36	-	-	-	-	-	-	-	5	10	-	22	9	7	-	15	-	31	6	1	-	-	-	-	-	-	-	-	
Nonmanufacturing	37	1.29	-	-	-	-	-	4	1	1	7	-	8	-	4	2	-	5	-	-	5	-	-	-	-	-	-	-	-	
Wholesale trade	12	1.40	-	-	-	-	-	1	-	-	1	-	-	-	4	-	-	4	-	-	2	-	-	-	-	-	-	-	-	
Retail trade	21	1.15	-	-	-	-	-	3	1	1	6	-	8	-	4	-	2	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

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

** Finance, insurance, and real estate.

Occupational Wage Survey, Worcester, Mass., January 1952

U.S. DEPARTMENT OF LABOR

Bureau of Labor Statistics

Table A-4: *Custodial, Warehousing, and Shipping Occupations - Continued*(Average hourly earnings ^{1/} for selected occupations ^{2/} studied on an area basis
in Worcester, Mass., by industry division, January 1952)

Occupation and industry division	Number of workers	Average hourly earnings \$	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																														
			Under	\$0.75	\$0.80	\$0.85	\$0.90	\$0.95	\$1.00	\$1.05	\$1.10	\$1.15	\$1.20	\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	and over			
			0.75	.80	.85	.90	.95	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.60	1.70	1.80	1.90	2.00	2.10	2.20	2.30	2.40	2.50	over				
Stock handlers and truckers, hand	1,000	1.29	10	13	2	23	14	3	48	10	43	54	136	96	103	254	14	125	11	6	18	2	7	8	-	-	-	-	-	-			
Manufacturing	578	1.31	-	9	-	15	11	3	12	9	13	31	36	93	95	197	13	6	6	4	12	-	5	8	-	-	-	-	-	-			
Nonmanufacturing	422	1.28	10	4	2	8	3	-	36	1	30	23	100	3	8	57	1	119	5	2	6	2	2	-	-	-	-	-	-	-			
Public utilities *	70	1.32	-	-	-	-	-	-	4	-	-	-	16	-	-	47	1	-	2	-	-	-	-	-	-	-	-	-	-	-			
Wholesale trade	262	1.35	-	-	-	-	1	-	5	1	5	23	84	3	8	10	-	107	3	2	6	2	2	-	-	-	-	-	-	-			
Retail trade	90	1.04	10	4	2	8	2	-	27	-	25	-	-	-	-	-	-	12	-	-	-	-	-	-	-	-	-	-	-	-			
Truck driver, light (under 1½ tons)	72	1.32	-	-	-	-	3	-	17	-	-	-	9	4	4	-	6	11	12	-	4	2	-	-	-	-	-	-	-	-			
Manufacturing	40	1.44	-	-	-	-	-	-	-	-	-	-	9	-	-	-	6	11	12	-	-	2	-	-	-	-	-	-	-	-	-		
Nonmanufacturing	32	1.17	-	-	-	-	3	-	17	-	-	-	-	4	4	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-		
Truck drivers, medium (1½ tons to and including 4 tons)	378	1.29	-	-	-	-	-	-	14	1	13	2	65	78	110	49	4	20	10	9	3	-	-	-	-	-	-	-	-	-	-		
Manufacturing	101	1.30	-	-	-	-	-	-	9	-	10	-	1	8	50	9	-	-	6	5	3	-	-	-	-	-	-	-	-	-	-		
Nonmanufacturing	277	1.29	-	-	-	-	-	-	5	1	3	2	64	70	60	40	4	20	4	4	-	-	-	-	-	-	-	-	-	-	-	-	
Wholesale trade	102	1.31	-	-	-	-	-	-	-	-	3	-	-	34	20	40	3	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Retail trade	150	1.24	-	-	-	-	-	-	5	1	-	2	64	36	40	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Truck drivers, heavy (over 4 tons, trailer type)	163	1.53	-	-	-	-	-	-	-	-	-	-	4	7	-	11	4	95	15	2	1	-	24	-	-	-	-	-	-	-	-	-	
Manufacturing	24	1.44	-	-	-	-	-	-	-	-	-	-	-	7	-	3	-	-	11	2	1	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	139	1.55	-	-	-	-	-	-	-	-	-	-	-	4	-	8	4	95	4	-	-	-	24	-	-	-	-	-	-	-	-	-	-
Public utilities *	92	1.46	-	-	-	-	-	-	-	-	-	-	9	-	-	8	-	84	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Truck drivers, heavy (over 4 tons, other than trailer type)	169	1.50	-	-	-	-	-	-	-	-	-	-	15	9	-	3	8	64	40	1	4	3	10	2	-	-	-	-	-	-	-	-	-
Manufacturing	25	1.78	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	2	1	4	3	10	2	-	-	-	-	-	-	-	-	-
Nonmanufacturing	134	1.44	-	-	-	-	-	-	-	-	-	-	15	9	-	-	8	64	38	-	-	-	-	2	-	-	-	-	-	-	-	-	-
Wholesale trade	33	1.32	-	-	-	-	-	-	-	-	-	-	12	9	-	-	8	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Truckers, power (fork-lift)	63	1.41	-	-	-	-	-	-	1	-	-	4	3	3	12	12	3	19	2	-	-	-	-	4	-	-	-	-	-	-	-	-	-
Manufacturing	42	1.43	-	-	-	-	-	-	-	-	-	-	3	-	12	11	3	9	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	21	1.36	-	-	-	-	-	-	1	-	-	4	-	3	-	1	-	10	2	-	-	-	-	4	-	-	-	-	-	-	-	-	-
Truckers, power (other than fork-lift)	95	1.53	-	-	-	-	-	-	-	-	-	-	-	2	-	6	10	17	44	12	-	-	2	-	-	-	2	-	-	-	-	-	-
Manufacturing	95	1.55	-	-	-	-	-	-	-	-	-	-	-	2	-	6	10	17	44	12	-	-	2	-	-	2	-	-	2	-	-	-	-
Watchmen	233	1.23	1	4	1	1	9	6	7	47	-	9	26	18	33	44	8	6	11	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	199	1.26	-	-	-	-	-	5	-	47	-	9	26	16	27	43	8	6	10	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	34	1.02	1	4	1	1	9	1	7	-	-	-	-	-	2	6	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-

1/ Excludes premium pay for overtime and night work.

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

3/ Workers were distributed as follows: 6 at 65 - 70 cents; and 6 at 70 - 75 cents.

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

B: Characteristic Industry Occupations

Table B-35: Machinery Industries 1/

Occupation and sex	Number of workers	Average hourly earnings 2/	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																											
			Under \$1.00	\$1.00	\$1.05	\$1.10	\$1.15	\$1.20	\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	
			and over																											
<u>Machinery 3/</u>																														
<u>Men</u>																														
Assemblers, class A 4/a	232	1.83	-	-	-	-	-	-	-	-	-	-	14	12	30	24	50	67	32	3	-	-	-	-	-	-	-	-	-	-
Assemblers, class B 4/b	372	1.87	9	4	2	2	1	3	5	10	3	7	17	65	47	47	23	16	8	4	15	4	14	11	11	12	8	10	14	
Assemblers, class C 4/a	161	1.43	-	1	1	2	-	9	15	20	26	19	19	29	11	7	2	-	-	-	-	-	-	-	-	-	-	-	-	
Electricians, maintenance 4/a	60	1.84	-	-	-	-	-	-	-	-	-	-	-	7	6	8	18	7	12	2	-	-	-	-	-	-	-	-	-	
Inspectors, class A 4/a	67	1.69	-	-	-	-	-	-	-	-	-	-	-	5	36	24	2	-	-	-	-	-	-	-	-	-	-	-	-	
Inspectors, class B 4/a	51	1.55	-	-	-	-	-	-	-	-	-	11	3	22	13	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Janitors, porters, and cleaners 4/a	158	1.26	8	3	2	13	12	9	11	23	63	11	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Machine-tool operators, production, class A 4/a, 5/	820	1.80	-	-	1	-	-	-	-	4	19	22	20	62	123	143	181	124	53	41	14	8	2	1	-	-	-	-	1	
Drill-press operators, radial, class A 4/a	66	1.69	-	-	1	-	-	-	-	1	-	4	1	7	22	12	13	3	1	1	-	-	-	-	-	-	-	-	-	
Drill-press operators, single- or multiple-spindle, class A 4/a	15	1.67	-	-	-	-	-	-	-	-	3	-	1	2	3	-	4	1	1	-	-	-	-	-	-	-	-	-	-	
Engine-lathe operators, class A 4/a	139	1.75	-	-	-	-	-	-	-	8	3	1	13	28	28	31	18	7	2	-	-	-	-	-	-	-	-	-	-	
Grinding-machine operators, class A 4/a	121	1.86	-	-	-	-	-	-	2	1	1	1	5	11	29	29	16	6	12	3	2	1	-	-	-	-	-	1	1	
Milling-machine operators, class A 4/a	98	1.82	-	-	-	-	-	-	-	4	2	4	3	20	15	24	10	1	2	8	3	1	1	-	-	-	-	-	-	
Screw-machine operators, automatic, class A 4/a	7	1.91	-	-	-	-	-	-	-	-	-	-	-	-	2	-	5	-	-	-	-	-	-	-	-	-	-	-	-	
Turret-lathe operators, hand (including hand screw machine), class A: Total	155	1.82	-	-	-	-	-	-	1	3	2	-	14	17	24	42	29	9	11	1	2	-	-	-	-	-	-	-	-	
Time	98	1.74	-	-	-	-	-	-	1	3	2	-	11	16	16	35	14	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	57	1.96	-	-	-	-	-	-	-	-	-	-	3	1	8	7	15	9	11	1	2	-	-	-	-	-	-	-	-	
Machine-tool operators, production, class B 5/: Total	825	1.63	24	3	1	2	1	6	23	55	50	61	77	191	85	59	25	25	29	20	22	27	24	11	4	-	-	-	-	
Time	548	1.46	24	3	1	2	1	6	23	55	45	59	68	162	68	27	4	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	277	1.97	-	-	-	-	-	-	-	5	2	9	29	17	32	21	25	29	20	22	27	24	11	4	-	-	-	-	-	
Drill-press operators, radial, class B: Total	78	1.55	-	-	-	-	1	-	-	7	2	9	14	24	11	3	4	1	-	-	-	1	-	1	-	-	-	-	-	
Time	70	1.51	-	-	-	-	1	-	-	7	2	9	14	23	10	-	4	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	8	1.90	-	-	-	-	-	-	-	-	-	-	-	1	1	3	-	1	-	-	-	1	-	1	-	-	-	-	-	
Drill-press operators, single- or multiple-spindle, class B 4/b	105	1.67	7	-	-	-	-	2	8	4	9	11	7	2	5	6	15	19	4	5	-	1	-	-	-	-	-	-	-	
Engine-lathe operators, class B 4/a	119	1.53	14	1	-	-	3	8	12	8	9	10	20	2	13	2	-	2	1	-	7	3	2	2	-	-	-	-	-	
Grinding-machine operators, class B: Total	133	1.62	-	-	-	-	-	3	3	13	11	9	44	23	6	4	4	-	3	2	1	6	1	-	-	-	-	-	-	
Time	96	1.51	-	-	-	-	-	3	3	12	9	7	41	17	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	37	1.90	-	-	-	-	-	-	-	1	2	2	3	6	2	4	4	-	3	2	1	6	1	-	-	-	-	-	-	
Milling-machine operators, class B: Total	122	1.69	2	-	-	1	-	-	9	4	5	4	36	27	7	2	1	-	4	6	8	5	1	-	-	-	-	-	-	
Time	85	1.53	2	-	-	1	-	-	9	4	5	4	31	26	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	37	2.08	-	-	-	-	-	-	-	-	-	-	5	1	4	2	1	-	4	6	8	5	1	-	-	-	-	-	-	
Screw-machine operators, automatic, class B 4/b	45	1.85	-	-	-	-	-	-	1	2	1	4	4	3	7	6	2	4	4	2	-	1	3	1	-	-	-	-	-	
Turret-lathe operators, hand (including hand screw machine), class B: Total	109	1.65	1	1	-	-	3	3	4	6	3	14	34	12	9	-	1	1	2	4	3	5	2	1	-	-	-	-	-	
Time	75	1.49	1	1	-	-	3	3	4	5	3	13	28	9	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	34	2.00	-	-	-	-	-	-	-	1	-	1	6	3	4	-	1	1	2	4	3	5	2	1	-	-	-	-	-	
Machine-tool operators, production, class C 4/a, 5/	314	1.39	-	-	-	4	16	10	31	54	54	29	41	48	26	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Drill-press operators, radial, class C 4/a	13	1.37	-	-	-	2	-	-	-	1	4	4	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Drill-press operators, single- or multiple-spindle, class C 4/a	28	1.36	-	-	-	-	-	5	6	8	3	2	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.
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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*

April 1, 1952

Classification	Rate per hour	Hours per week
Bricklayers	\$2.700	40
Carpenters	2.230	40
Electricians	2.500	40
Painters	2.000	40
Plasterers	2.700	40
Plumbers	2.338	40
Building laborers	1.650	40

Table C-205: *Bakeries*

July 1, 1951

Classification	Rate per hour	Hours per week
Bread and cake - Machine shops:		
Agreement A:		
Working foremen	\$1.710	40
Dough mixers	1.550	40
Dividemen, ovenmen, reliefmen	1.440	40
Mixers' helpers, moldermen, oven feeders, ingredient scalers, machine operators (shipping), checkers	1.390	40
General helpers, flour handlers, packers	1.310	40
Agreement B:		
Working foremen	1.710	40
Mixers	1.550	40
Bench hands, divider operators, ovenmen, reliefmen, receivers	1.440	40
Mixers' helpers, molder operators, ingredient scalers, oven feeders, dumpers, wrapping-machine operators, checkers	1.390	40
Pan greasers, molders' helpers, rackers, bench helpers	1.310	40
Doughnut department:		
Head machine operators	1.500	40
Mixers, machine operators	1.390	40
Packers, boxers	1.180	40
Agreement C:		
Shift foremen	1.710	40
Shipper foremen	1.540	40
Mixers	1.550	40
Dividemen	1.440	40
Moldermen, oven loaders, oven dumpers, mixers' helpers, batchmen, machine wrappers	1.390	40
Bakery helpers, bread rackers, flour blenders	1.310	40
Women employees:		
Bench helpers, icing-machine operators	1.310	40
Icers, packers, wrappers	1.180	40

Table C-205: *Bakeries - Continued*

July 1, 1951

Classification	Rate per hour	Hours per week
Bread and cake - Machine shops: - Continued		
Agreement D:		
Head benchmen	\$1.620	40
Foremen (shippers)	1.590	40
Mixers	1.550	40
Bench hands, dividemen, receivers	1.440	40
Molders, oven feeders, mixers' helpers, wrapping-machine operators, shipping packers (checkers), ingredient scalers, shippers	1.390	40
Bread rackers, pan greasers, general helpers (men), shipping-room helpers, flour handlers	1.310	40
Agreement E:		
Foremen	1.810	40
Cake bakers, benchmen	1.390	40
Dough mixers	1.310	40
Dividemen	1.290	40
Wrapping-machine operators	1.260	40
Cake decorators	1.210	40
Packers	1.210	40
Rotary ovenmen, tray ovenmen	1.210	40
Cake depositors	1.160	40
Pie girls	1.140	40
Bench and machine helpers, moldermen	1.110	40
Doughnut-machine operators, bread panners	1.060	40
Checkers	1.050	40
Hand icers	1.050	40
Pan greasers, bread rackers	1.010	40
Pie and pastry shops:		
Working foremen	1.695	40
Head shippers (night)	1.570	40
Mixers, dough dividers, ovenmen, head shippers (day)	1.520	40
Filling cooks, reliefmen	1.520	40
Head machine washers, assistant mixers, dough dividers' helpers, machine feeders	1.400	40
Filling-room helpers	1.400	40
Checkers and receivers	1.365	40
Rimmers	1.365	40
Mixers' helpers, fillers' helpers, checkers' helpers, apple-machine operators, homogenizers	1.300	40
Pie machine and cake:		
Fillers (women)	1.170	40
Apple-machine helpers, fruit cleaners, pie packers, boxers	1.160	40
Apple- and pie-machine operators (women), packers (women)	1.110	40
Hebrew baking:		
Foremen	1.778	45
Second hands	1.667	45
First cake bakers, mixers	1.778	45
Second cake bakers, bench hands	1.667	45

Table C-2082: *Malt Liquors*

February 1, 1952

Classification	Rate per hour	Hours per week
Fermenters	\$1.650	40
Drivers	1.600	40
Helpers, bottlers, and utility workers	1.525	40

Table C-27: *Printing*

July 1, 1951

Classification	Rate per hour	Hours per week
Book and job shops:		
Compositors, hand	\$1.930	37½
Electrotypers	2.400	40
Machine operators	1.930	37½
Photoengravers	2.266	37½
Newspapers:		
Compositors, hand - day work	2.400	37½
Compositors, hand - night work	2.507	37½
Machine operators - day work	2.400	37½
Machine operators - night work	2.507	37½
Machine tenders (machinists) - day work ..	2.400	37½
Machine tenders (machinists) - night work	2.507	37½
Photoengravers - day work	2.613	37½
Photoengravers - night work	2.773	37½
Pressmen, web presses - day work	2.300	40
Pressmen, web presses - night work	2.629	35
Stereotypers - day work	2.320	37½
Stereotypers - night work	2.486	35

Table C-41: *Local Transit Operating Employees*

October 1, 1951

Classification	Rate per hour	Hours per week
1-man cars and busses:		
First 3 months	\$1.450	40
4-12 months	1.500	40
After 1 year	1.550	40

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Table C-42: *Motortruck Drivers and Helpers*

July 1, 1951

Classification	Rate per hour	Hours per week
Bakery:		
Under 5 tons	\$1.325	48
5 tons and over	1.425	48
Helpers - After 6 months	1.225	48
Special delivery	1.225	48
Brewery	1.600	40
Helpers	1.525	40
Temporary helpers	1.400	40
Department stores:		
Parcel	1.146	48
Furniture	1.188	48
Helpers	1.104	48
General	1.470	48
Helpers	1.370	48
Grocery - Wholesale	1.250	40
Helpers	1.100	40
Liquor - Wholesale	1.350	40
Helpers	1.200	40
Railway express	1.598	40

Table C-541: *Grocery Stores*

February 1, 1952

Classification	Rate per hour	Hours per week
Agreement A:		
<u>Male</u>		
Full-time:		
Meat breakdown	\$1.56	45
Meat cutters	1.40	45
All others in meat department:		
First 6 months	1.07	45
After 6 months	1.11	45
All other departments:		
First 6 months	1.00	45
After 6 months	1.04	45
Self-service operators:		
First 6 months	1.04	45
After 6 months	1.09	45
Part-time:		
Meat breakdown	1.55	43
Meat cutters	1.40	43
Experienced meat counter operators after 1 year of service	1.05	43
All other:		
First 6 months .....	.80	43
After 6 months .....	.85	43

Table C-541: *Grocery Stores - Continued*

February 1, 1952

Classification	Rate per hour	Hours per week
Agreement A: - Continued		
<u>Female</u>		
Full-time:		
Delicatessen and meats:		
First 6 months	\$0.93	43
After 6 months .....	.98	43
All other:		
First 6 months .....	.91	43
After 6 months .....	.95	43
Self-service register operators:		
First 6 months .....	.95	43
After 6 months	1.00	43
Part-time:		
First 6 months .....	.80	43
After 6 months .....	.85	43
Agreement B:		
<u>Male</u>		
Full-time:		
Clerks, all stores except straight grocery:		
First 6 months .....	.93	45
6-12 months .....	.98	45
12-24 months	1.00	45
After 24 months	1.09	45
Clerks, straight grocery service stores:		
First 6 months .....	.89	45
6-12 months .....	.93	45
12-24 months .....	.96	45
After 24 months	1.02	45
Checkers and clerical, straight grocery service stores:		
First 6 months .....	.96	45
6-12 months	1.00	45
12-24 months	1.02	45
After 24 months	1.11	45
Meat cutters	1.33	45
Part-time:		
Meat cutters	1.35	43
Experienced journeymen casemen	1.10	43
Stock clerks, baggers, all stores except straight grocery:		
First 6 months .....	.75	43
After 6 months .....	.85	43
Stock clerks, baggers, straight grocery service .....	.75	43
Regular part-time checkers, straight grocery service stores:		
First 6 months .....	.77	43
After 6 months .....	.87	43

Table C-541: *Grocery Stores - Continued*

February 1, 1952

Classification	Rate per hour	Hours per week
Agreement B: - Continued		
<u>Female</u>		
Full-time:		
Clerks, all stores except straight grocery:		
First 6 months	\$0.84	43
6-12 months .....	.88	43
12-24 months .....	.91	43
After 24 months .....	.95	43
Clerks, straight grocery service stores:		
First 6 months .....	.79	43
6-12 months .....	.84	43
12-24 months .....	.86	43
After 24 months .....	.91	43
Checkers and clerical, straight grocery service stores:		
First 6 months .....	.86	43
6-12 months .....	.91	43
12-24 months .....	.93	43
After 24 months .....	.98	43
Part-time:		
Stock clerks, baggers, all stores except straight grocery:		
First 6 months .....	.75	43
After 6 months .....	.93	43
Stock clerks, baggers, straight grocery service stores .....	.75	43
Regular part-time checkers, straight grocery service stores:		
First 6 months .....	.77	43
After 6 months .....	.85	43

Table C-7011: *Hotels*

February 1, 1952

Classification	Rate per hour	Hours per week
Bartenders	\$1.229	48
Waiters, waitresses, and bellhops .....	.470	48
Maids .....	.733	45
Elevator operators .....	.720	48
Housemen and cleaning women .....	.650	48

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 2/	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All establishments	100.0	100.0	100.0	100.0	100.0	100.0
60 or under	0.6	-	-	-	4.8	3.1
65	1.6	-	-	-	12.8	6.2
Over 65 and under 70 .....	.7	-	-	-	6.0	-
70 .....	.8	-	-	-	6.6	2.6
75	11.8	12.6	-	2.3	12.0	16.8
Over 75 and under 80	1.7	2.2	-	-	-	-
80	2.8	2.4	-	4.1	6.5	1.4
Over 80 and under 85 .....	.4	.4	-	-	-	-
85	11.8	12.6	24.5	-	5.7	-
Over 85 and under 90	1.5	1.9	-	-	-	-
90	4.3	4.5	-	10.7	3.6	1.5
Over 90 and under 95	1.1	.9	-	-	2.7	-
95	2.6	2.5	-	16.1	2.7	-
Over 95 and under 100 .....	.3	.4	-	-	.1	-
100	1.4	1.4	-	15.3	-	2.1
Over 100 and under 105	3.0	2.9	11.0	-	1.4	-
Over 105 and under 110	4.9	6.2	-	2.7	-	-
110	4.0	4.1	-	15.0	3.2	-
Over 110 and under 115	4.6	5.8	-	-	-	-
115	1.4	.5	19.4	-	-	3.4
Over 115 and under 120	4.6	5.1	9.6	6.0	-	-
Over 120 and under 125	4.5	5.5	2.0	-	-	-
125	3.0	3.6	-	-	-	4.8
Over 125 and under 130	1.7	2.0	-	3.8	-	-
130	2.7	3.4	-	-	-	-
Over 135 and under 140	9.0	9.9	25.1	-	-	-
Establishments with no established minimum	13.2	9.2	8.4	24.0	31.9	58.1

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 -			
	All manufacturing industries 1/		Machinery industries	
	2d shift	3d or other shift	2d shift	3d or other shift
Percent of workers on extra shifts, all establishments	12.8	3.4	17.4	3.3
Receiving shift differential	11.3	3.4	17.4	3.3
Uniform cents (per hour)	7.2	2.2	7.0	.2
Under 5 cents	1.5	.2	-	-
5 cents	2.7	.2	3.2	-
6 cents	-	.5	-	-
7 cents	1.2	-	1.7	-
Over 7 and under 10 cents .....	.5	-	1.1	-
10 cents	1.3	1.3	1.0	-
Over 10 cents	-	-	-	.2
Uniform percentage	4.1	1.2	10.4	3.1
5 percent .....	.4	-	2.0	-
10 percent	3.7	1.2	8.4	3.1
Receiving no differential	1.5	-	-	-

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

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Table E-2: *Scheduled Weekly Hours*

Weekly hours	PERCENT OF OFFICE WORKERS ^{1/} EMPLOYED IN--							PERCENT OF PLANT WORKERS EMPLOYED IN--					
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries ^{2/}	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 35 hours	0.5	-	-	-	5.2	-	-	2.7	3.2	-	-	-	6.7
35 hours	1.3	0.7	-	9.3	-	-	4.2	.8	.9	-	-	0.1	-
Over 35 and under 37½ hours	18.2	-	-	-	23.2	61.2	-	4.9	4.0	-	-	15.1	.6
37½ hours	2.8	2.4	30.6	.9	-	-	25.9	1.8	2.2	-	-	-	3.2
Over 37½ and under 40 hours	8.7	2.6	-	-	16.4	22.4	-	1.3	-	-	-	11.5	-
40 hours	61.6	87.9	69.4	77.9	30.3	16.4	62.2	45.7	48.7	79.2	49.4	13.5	31.1
Over 40 and under 44 hours	1.0	-	-	1.1	9.0	-	-	12.0	14.0	-	-	6.7	3.4
44 hours	3.3	1.7	-	10.8	14.5	-	4.9	1.8	.1	3.5	4.1	11.0	7.1
Over 44 and under 48 hours .....	.1	-	-	-	.6	-	-	13.4	12.6	1.3	32.0	22.4	9.1
48 hours	2.5	4.7	-	-	.8	-	2.8	13.0	12.2	16.0	2.7	15.4	34.6
Over 48 and under 50 hours	-	-	-	-	-	-	-	-	-	-	-	-	-
50 hours	-	-	-	-	-	-	-	2.2	2.1	-	6.7	2.4	-
Over 50 hours	-	-	-	-	-	-	-	.4	-	-	5.1	1.9	4.2

^{1/} Data relate to women workers.

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

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

** Finance, insurance, and real estate.

Table E-3: *Paid Holidays*

Number of paid holidays	PERCENT OF OFFICE WORKERS EMPLOYED IN--							PERCENT OF PLANT WORKERS EMPLOYED IN--					
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries ^{1/}	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Establishments providing paid holidays	99.1	99.3	99.0	100.0	96.2	100.0	93.8	90.5	92.6	97.9	89.3	83.5	51.2
1 to 5 days	1.8	1.8	-	.6	5.1	-	20.5	14.9	17.4	-	3.5	5.1	21.0
6 days	42.3	76.4	.7	1.2	10.9	-	10.6	49.7	58.2	20.7	6.4	19.8	2.3
6½ days	-	-	-	-	-	-	-	.1	-	-	-	-	7.1
7 days	4.2	4.3	7.7	4.8	9.9	.2	17.4	12.5	13.2	14.0	16.5	8.4	5.5
7½ days .....	.6	-	-	7.8	-	-	-	.1	-	-	2.2	-	-
8 days	5.1	2.2	1.9	4.0	39.5	-	14.3	3.5	-	3.5	3.9	27.5	6.2
9 days	8.1	11.4	3.4	15.4	7.7	-	1.8	4.1	3.8	-	15.9	7.0	-
10 days	36.9	3.0	85.3	66.2	23.1	99.8	29.2	5.6	-	59.7	40.9	15.7	9.1
14 days .....	.1	.2	-	-	-	-	-	-	-	-	-	-	-
Establishments providing no paid holidays .....	.9	.7	1.0	-	3.8	-	6.2	9.5	7.4	2.1	10.7	16.5	48.8

^{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, Worcester, Mass., January 1952
U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

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

Vacation policy	PERCENT OF OFFICE WORKERS EMPLOYED IN—							PERCENT OF PLANT WORKERS EMPLOYED IN—					
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries 1/	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<u>1 year of service</u>													
Establishments with paid vacations	98.9	99.1	100.0	100.0	94.9	100.0	91.3	96.6	97.0	100.0	100.0	96.8	73.3
1 week	12.1	14.2	7.7	25.0	20.8	.2	29.8	78.6	88.9	17.5	55.0	41.8	47.0
Over 1 and under 2 weeks	-	-	-	-	-	-	-	.7	.9	-	-	-	-
2 weeks	86.8	84.9	92.3	75.0	74.1	99.8	61.5	17.3	7.2	82.5	45.0	55.0	26.3
Establishments with no paid vacations ..	1.1	.9	-	-	5.1	-	8.7	3.4	3.0	-	-	3.2	26.7
<u>2 years of service</u>													
Establishments with paid vacations	99.2	99.6	100.0	100.0	94.9	100.0	91.3	97.3	97.9	100.0	100.0	96.8	73.3
1 week	7.7	9.4	2.9	18.5	7.3	.2	29.8	65.6	75.7	17.5	42.6	21.4	47.0
Over 1 and under 2 weeks	-	-	-	-	-	-	-	7.7	9.7	-	-	-	-
2 weeks	91.1	90.2	97.1	81.5	83.1	99.8	61.5	23.5	12.5	82.5	57.4	70.9	26.3
Over 2 and under 3 weeks .....	.4	-	-	-	4.5	-	-	.5	-	-	-	4.5	-
Establishments with no paid vacations ...	.8	.4	-	-	5.1	-	8.7	2.7	2.1	-	-	3.2	26.7
<u>5 years of service</u>													
Establishments with paid vacations	99.6	99.6	100.0	100.0	100.0	100.0	91.3	97.7	97.9	100.0	100.0	100.0	73.3
1 week	3.7	4.2	2.9	5.2	7.2	.2	14.3	13.9	14.0	3.5	18.2	12.7	22.5
Over 1 and under 2 weeks .....	.2	-	-	3.1	-	-	-	3.9	5.0	-	-	-	-
2 weeks	92.3	95.4	97.1	91.7	69.7	93.9	77.0	77.0	78.9	96.5	81.8	61.7	50.8
3 weeks	3.4	-	-	-	23.1	5.9	-	2.9	-	-	-	25.6	-
Establishments with no paid vacations ...	.4	.4	-	-	-	-	8.7	2.3	2.1	-	-	-	26.7
<u>15 years of service</u>													
Establishments with paid vacations	99.6	99.6	100.0	100.0	100.0	100.0	91.3	97.7	97.9	100.0	100.0	100.0	73.3
1 week	3.5	4.2	2.9	5.2	7.2	.2	3.7	13.1	13.0	3.5	18.2	12.7	22.5
Over 1 and under 2 weeks .....	.2	-	-	3.1	-	-	-	3.9	5.0	-	-	-	-
2 weeks	67.1	87.3	72.1	49.2	60.8	37.0	87.6	65.5	70.8	11.7	57.1	55.7	50.8
3 weeks	27.3	8.1	75.0	42.5	14.5	62.8	-	12.8	9.1	84.8	24.7	10.2	-
Over 3 weeks	1.5	-	-	-	17.5	-	-	2.4	-	-	-	21.4	-
Establishments with no paid vacations ...	.4	.4	-	-	-	-	8.7	2.3	2.1	-	-	-	26.7

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, Worcester, Mass., January 1952
U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

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>1 year of service</u>													
Establishments with formal provisions for paid sick leave	45.7	63.5	22.3	3.2	36.2	28.7	16.8	3.4	-	3.5	7.5	25.1	12.3
4 days .....	.4	-	-	-	4.6	-	-	-	-	-	-	-	-
5 and 5½ days	15.6	26.0	-	-	19.2	-	-	1.3	-	3.5	3.7	9.2	3.7
6 days .....	.8	-	-	-	9.8	-	-	.8	-	-	-	6.9	-
7 days .....	.5	.8	-	-	-	-	-	-	-	-	-	-	-
10 days	17.4	30.8	14.4	1.6	.5	-	-	.3	-	-	-	2.7	-
12 days .....	.4	-	-	-	2.1	-	10.6	.4	-	-	-	2.7	6.1
14 days .....	.1	-	-	-	-	-	6.2	.1	-	-	-	-	2.5
15 days	2.1	4.1	-	-	-	-	-	.4	-	-	-	3.6	-
20 days	8.4	1.8	7.9	1.6	-	28.7	-	.1	-	-	3.8	-	-
Establishments with no formal provisions for paid sick leave	54.3	36.5	77.7	96.8	63.8	71.3	83.2	96.6	100.0	96.5	92.5	74.9	87.7
<u>15 years of service</u>													
Establishments with formal provisions for paid sick leave	45.7	63.5	23.0	3.2	36.2	28.7	16.8	3.4	-	3.5	7.5	25.1	12.3
4 days .....	.4	-	-	-	4.6	-	-	-	-	-	-	-	-
5 and 5½ days	15.3	26.0	-	-	16.1	-	-	.6	-	3.5	3.7	2.7	3.7
6 days .....	.8	-	-	-	9.8	-	-	.8	-	-	-	6.9	-
7 days .....	.5	.8	-	-	-	-	-	-	-	-	-	-	-
10 days	16.7	29.1	14.4	1.6	3.6	-	-	1.0	-	-	-	9.2	-
12 days .....	.4	-	-	-	2.1	-	10.6	.4	-	-	-	2.7	6.1
14 days .....	.1	-	-	-	-	-	6.2	.1	-	-	-	-	2.5
15 days	3.1	5.8	-	-	-	-	-	.4	-	-	-	3.6	-
20 days	8.3	1.8	7.9	-	-	28.7	-	-	-	-	-	-	-
Over 20 days .....	.1	-	.7	1.6	-	-	-	.1	-	-	3.8	-	-
Establishments with no formal provisions for paid sick leave	54.3	36.5	77.0	96.8	63.8	71.3	83.2	96.6	100.0	96.5	92.5	74.9	87.7

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, Worcester, Mass., January 1952
U.S. DEPARTMENT OF LABOR
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Table E-6: *Nonproduction Bonuses*

Type of bonus	PERCENT OF OFFICE WORKERS EMPLOYED IN--							PERCENT OF PLANT WORKERS EMPLOYED IN--					
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries ^{1/}	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Establishments with nonproduction bonuses ^{2/}	68.9	72.6	52.3	83.9	64.7	61.8	52.2	60.1	64.1	19.4	64.8	55.6	27.3
Christmas or year-end	68.4	71.7	52.3	83.9	64.7	61.8	52.2	59.3	63.2	19.4	64.8	55.6	27.3
Profit-sharing .....	.4	.8	-	-	-	-	-	.7	.9	-	-	-	-
Other	6.8	.2	-	-	1.0	27.4	-	.4	-	-	-	3.3	-
Establishments with no nonproduction bonuses	31.1	27.4	47.7	16.1	35.3	38.2	47.8	39.9	35.9	80.6	35.2	44.4	72.7

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

^{2/} Unduplicated total.

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

** Finance, insurance, and real estate.

Table E-7: *Insurance and Pension Plans*

Type of plan	PERCENT OF OFFICE WORKERS EMPLOYED IN--							PERCENT OF PLANT WORKERS EMPLOYED IN--					
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries ^{1/}	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Establishments with insurance or pension plans ^{2/}	92.8	94.8	97.1	79.7	71.0	99.8	82.0	87.6	91.7	96.8	83.0	64.3	54.2
Life insurance	89.5	93.9	97.1	74.9	52.9	99.8	29.8	80.2	86.7	96.8	75.4	43.9	12.3
Health insurance	70.7	76.4	44.1	69.2	52.3	72.6	31.7	71.6	76.0	76.1	67.0	48.7	36.5
Hospitalization	62.0	80.6	25.7	64.7	16.7	44.0	41.6	61.9	70.3	34.7	54.4	21.4	35.2
Retirement pension	59.4	56.5	63.8	45.6	3.6	90.3	35.4	42.0	48.1	51.4	32.3	4.4	8.9
Establishments with no insurance or pension plans	7.2	5.2	2.9	20.3	29.0	.2	18.0	12.4	8.3	3.2	17.0	35.7	45.8

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

^{2/} Unduplicated total.

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

** Finance, insurance, and real estate.

Occupational Wage Survey, Worcester, Mass., January 1952

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 WORCESTER, MASS., ^{1/}
AND NUMBER STUDIED BY THE BUREAU OF LABOR STATISTICS, JANUARY 1952

Item	Minimum number of workers in establishments studied ^{2/}	Number of establishments		Employment		
		Estimated total within scope of study	Studied	Estimated total within scope of study	In establishments studied	
					Total	Office
<u>Industry divisions in which occupations were surveyed on an area basis</u>						
All divisions	21	540	144	69,800	35,650	5,840
Manufacturing	21	295	57	52,400	24,380	2,660
Nonmanufacturing	21	245	87	17,400	11,270	3,180
Transportation (excluding railroads), communication, and other public utilities...	21	19	10	3,000	2,690	380
Wholesale trade	21	49	20	2,300	1,440	470
Retail trade	21	120	31	7,700	3,800	390
Finance, insurance, and real estate	21	21	10	2,700	2,170	1,830
Services ^{3/}	21	36	16	1,700	1,170	110
<u>Industries in which occupations were surveyed on an industry basis</u>						
Machinery industries	^{4/} 21	49	26	12,940	10,980	1,500

^{1/} Worcester Metropolitan Area (city of Worcester, and towns of Auburn, East Brookfield, Grafton, Holden, Leicester, Milbury, Northborough, North Brookfield, Shrewsbury, Spencer, Westborough, and West Boylston in Worcester County).

^{2/} Total establishment employment.

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

^{4/} Establishments manufacturing machine-tool accessories with 8 or more workers were included.

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Assembler (machinery)	9, 10	Maid (hotels)	12
Bagger (grocery stores)	12	Maintenance man, general utility	6
Bartender (hotels)	12	Meat cutter (grocery stores)	12
Bellhop (hotels)	12	Mechanic, automotive (maintenance)	6
Bench hand (bakeries)	11	Mechanic, maintenance	6
Biller, machine	3	Milling-machine operator (machinery)	9, 10
Bookkeeper, hand	3	Millwright	6
Bookkeeping-machine operator	3	Mixer (bakeries)	11
Bottler (malt liquors)	11	Molder (bakeries)	11
Bricklayer (building construction)	11	Motortruck driver	12
Calculating-machine operator	3	Nurse, industrial (registered)	5
Carpenter (building construction)	11	Office boy	3
Carpenter, maintenance	6	Office girl	4
Checker (grocery stores)	12	Oiler	6
Cleaner	7	Operator (local transit)	11
Cleaner (machinery)	9, 10	Order filler	7
Clerk (grocery stores)	12	Ovenman (bakeries)	11
Clerk, accounting	3, 4	Packer	7
Clerk, file	4	Packer (bakeries)	11
Clerk, general	4	Painter (building construction)	11
Clerk, order	3, 4	Painter, maintenance	6
Clerk, payroll	3, 4	Photoengraver (printing)	11
Compositor, hand (printing)	11	Pipe fitter, maintenance	6
Crane operator, electric bridge	7	Plasterer (building construction)	11
Draftsman	5	Plumber (building construction)	11
Drill-press operator (machinery)	9, 10	Porter	7
Driver (malt liquors)	11	Porter (machinery)	9, 10
Duplicating-machine operator	4	Pressman (printing)	11
Electrician (building construction)	11	Receiving clerk	7
Electrician, maintenance	6	Screw-machine operator, automatic (machinery)	9, 10
Electrician, maintenance (machinery)	9	Secretary	4
Electrotypewriter (printing)	11	Shipping clerk	7
Elevator operator (hotels)	12	Shipping-and-receiving clerk	7
Engine-lathe operator (machinery)	9, 10	Stenographer	5
Engineer, stationary	6	Stereotypewriter (printing)	11
Fermenter (malt liquors)	11	Stock clerk (grocery stores)	12
Fireman, stationary boiler	6	Stock handler	8
Grinding-machine operator (machinery)	9, 10	Stock handler (machinery)	10
Guard	7	Switchboard operator	5
Helper (bakeries)	11	Switchboard operator-receptionist	5
Helper (malt liquors)	11	Tabulating-machine operator	3, 5
Helper, motortruck driver	12	Tool-and-die maker	6
Helper, trades, maintenance	6	Tool-and-die maker (machinery)	10
Houseman (hotels)	12	Tracer	5
Inspector (machinery)	9, 10	Transcribing-machine operator	5
Janitor	7	Truck driver	8
Janitor (machinery)	9, 10	Trucker, hand	8
Key-punch operator	4	Trucker, hand (machinery)	10
Laborer (building construction)	11	Trucker, power	8
Machine operator (printing)	11	Turret-lathe operator, hand (machinery)	9, 10
Machine tender (printing)	11	Typist	5
Machines-tool operator, production (machinery)	9, 10	Waiter (hotels)	12
Machine-tool operator, toolroom	6	Waitress (hotels)	12
Machine-tool operator, toolroom (machinery)	10	Watchman	8
Machinist, maintenance	6	Welder, hand (machinery)	10

THE OCCUPATIONAL WAGE SURVEY SERIES

In addition to this bulletin, similar occupational wage surveys are now available from the Superintendent of Documents, U.S. Government Printing Office, Washington 25, D. C. for the following communities:

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This report was prepared in the Bureau's New England Regional Office. Communications may be addressed to:

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Boston 10, Massachusetts

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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