

Occupational Wage Survey

NORFOLK-PORTSMOUTH (HAMPTON ROADS), VIRGINIA

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UNITED STATES DEPARTMENT OF LABOR
Maurice J. Tobin - Secretary

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Introduction ^{1/}

The Norfolk-Portsmouth 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.

Earnings information for occupations that are characteristic of particular, local industries have been presented, when studied, in Series B tables. This supplemental coverage was omitted in the survey in the Norfolk-Portsmouth area. 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 Hampton Roads Area

The Hampton Roads area which includes the counties of Princess Anne, Elizabeth City, Norfolk, and Warwick, and the cities of Norfolk, South Norfolk, Portsmouth, Newport News, and Hampton had a total population of more than 589,000 in 1950; approximately 60 percent of this total resided within the limits of the respective cities.

The Bureau's estimate of the annual budget for a Norfolk worker's family was \$4,146, ranking 20th in a group of 34 large cities surveyed in the United States during October 1951. The budget is described as providing a "modest but adequate" level of living for an urban worker's family of four persons--an employed father, a housewife not gainfully employed, and two children under 15 years of age. Between October 1951 and the time of this survey in January 1952, retail prices remained fairly stable.

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

The Hampton Roads area is important both as an industrial and a commercial center. The area is serviced by three major airlines and a modern network of highways.

Indicative of Hampton Roads' industrial importance is the large variety of manufacturing plants located in the area; ship construction and repair, flour mills, paper, and chemical plants comprise the backbone of the area's industrial activity. Manufacturing employment during March 1952 was approximately 25 percent of the total nonagricultural employment of approximately 205,685. ^{2/} The transportation equipment industry employed 35,000 workers, with the remaining 15,000 manufacturing workers distributed among the food and kindred products; lumber and furniture; paper; printing; and chemical industries.

Unionization in the Hampton Roads area was almost wholly confined to the manufacturing and the public utilities industries. More than 80 percent of the plant workers in the public utilities division were employed by establishments having written agreements with labor unions. In the manufacturing industries, approximately three in four workers were employed by firms with union contracts. Union representation of plant workers in the other industry groups was negligible. The only significant unionization among office workers was in the public utilities group. Nearly 40 percent of the office workers in these industries were employed by establishments having collective bargaining agreements covering office workers.

Occupational Wage Structure

Extensive wage adjustments were made in the Hampton Roads area between the outbreak of hostilities in Korea and January 1952. These general wage increases, expressed either as cents-per-hour or as percentage increases, were granted to substantial numbers of workers in all industry groups studied. Generally, cents-per-hour raises ranged from 5 to 15 cents and percentage increases ranged from 5 to 10 percent. Individual wage adjustments were also received by a large number of workers in addition to, or in lieu of, general increases.

Virtually all plant workers in the Hampton Roads area were employed in establishments with formalized minimum entrance rates for inexperienced workers. Minimum rates of 75 cents or more an hour were recorded in establishments representing three-fourths of the total plant employment. The manufacturing industries reported entrance rates ranging from 75 cents to more than

^{2/} Hampton Roads Labor Market, March 1952, Virginia State Employment Service.

\$1.20 an hour. The highest minimum rates were paid generally by the public utilities industries--more than three-fifths of the plant workers were in establishments with minimums of 90 or more cents an hour. Minimum entrance rates recorded among establishments in the services group were typically lowest--nearly two-thirds of the workers were employed in establishments with minimums of less than 50 cents an hour.

The prevalent scheduled workweek for both office and plant workers in the Hampton Roads area was 40 hours. Almost three-fourths of the office workers and about two-thirds of the plant workers in all industries were employed in establishments having a scheduled 40-hour workweek. More than nine-tenths of the plant and office workers in manufacturing establishments were on a 40-hour schedule. A majority of the plant workers in the trade and service industries were employed on work schedules in excess of 40 hours, whereas more than a third of the office workers in the public utilities group were working 37.5 hours a week or less.

About a tenth of the plant workers in the Hampton Roads manufacturing establishments were employed on extra shifts. Nearly all these extra-shift workers received shift differentials, expressed predominantly as a percentage addition to day rates--most generally 7 percent for both second and third shift work.

Nearly all office workers and approximately three-fourths of the plant workers in the Hampton Roads area received one or more paid holidays a year. More than two-thirds of the office workers and more than half of all plant workers received at least six paid holidays annually.

Formal provisions for granting paid vacations to employees with at least 1 year of service was a part of the policy of establishments employing more than nine-tenths of the office workers and almost all the plant workers in all industries. The average vacation period for office and plant workers, after 1 year's service, was 1 week. Most of the plant employees in the area with 2 years' service were granted 1 week, and more than three-fourths of the public utilities plant workers were granted 2 weeks. The length of paid vacations for both office and plant employees with 5 years' service was predominantly 2 weeks.

Manufacturing establishments, employing approximately a tenth of all plant workers in this group, based their rates of first-level supervision (generally designated leadmen or working foremen) on a fixed differential above rates earned by those supervised. The differential took the form of a specified percentage or cents-per-hour addition to the earned rates of the highest paid workers supervised. Such supervisory pay practices were even more infrequent among establishments in other industry groups.

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 Norfolk-Portsmouth (Hampton Roads), Va., by industry division, February 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)	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$		
				25.00 and under 27.50	27.50 30.00	30.00 32.50	32.50 35.00	35.00 37.50	37.50 40.00	40.00 42.50	42.50 45.00	45.00 47.50	47.50 50.00	50.00 52.50	52.50 55.00	55.00 57.50	57.50 60.00	60.00 65.00	65.00 70.00	70.00 75.00	75.00 80.00	80.00 85.00	85.00 90.00	90.00 95.00	95.00 100.00	100.00 and over	
Men																											
			\$																								
Bookkeepers, hand	80	41.5	74.00	-	-	-	-	-	-	-	11	-	-	-	9	9	8	8	6	3	10	10	-	-	6	-	-
Manufacturing	14	39.5	92.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	4	-	-	-	-	-	2	6	
Nonmanufacturing	66	42.0	70.00	-	-	-	-	-	-	-	11	-	-	-	9	9	8	4	2	3	10	10	-	-	-	-	-
Public utilities *	11	39.5	80.50	-	-	-	-	-	-	-	-	-	-	-	2	2	-	1	1	-	7	-	-	-	-	-	
Wholesale trade	32	40.0	74.50	-	-	-	-	-	-	-	-	-	-	-	9	7	-	-	1	3	2	10	-	-	-	-	
Clerks, accounting	163	39.5	60.50	-	-	-	10	8	14	-	5	12	6	-	4	16	29	20	11	8	7	-	5	5	3	-	
Manufacturing	82	39.5	69.00	-	-	-	-	-	-	4	4	6	-	-	4	14	21	14	7	2	7	-	5	5	3	-	
Nonmanufacturing	81	40.0	52.00	-	-	-	10	8	14	-	1	8	-	-	4	12	8	6	4	6	-	-	-	-	-	-	
Wholesale trade	61	40.0	51.00	-	-	-	10	8	9	-	-	7	-	-	3	6	6	6	-	6	-	-	-	-	-	-	
Clerks, order	54	40.0	64.00	-	-	-	-	-	-	-	-	-	-	6	-	14	19	8	-	-	7	-	-	-	-	-	
Nonmanufacturing	54	40.0	64.00	-	-	-	-	-	-	-	-	-	-	6	-	14	19	8	-	-	7	-	-	-	-	-	
Wholesale trade	54	40.0	64.00	-	-	-	-	-	-	-	-	-	-	6	-	14	19	8	-	-	7	-	-	-	-	-	
Women																											
Billers, machine (billing machine)	17	42.0	41.50	-	-	-	2	4	2	2	-	2	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	12	42.5	37.50	-	-	-	2	4	2	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Billers, machine (bookkeeping machine)	65	40.0	42.50	-	-	-	12	2	-	20	13	-	4	10	-	2	2	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	58	40.0	43.50	-	-	-	5	2	-	20	13	-	4	10	-	2	2	-	-	-	-	-	-	-	-	-	-
Wholesale trade	30	40.0	46.50	-	-	-	-	-	-	6	8	-	4	10	-	2	-	-	-	-	-	-	-	-	-	-	-
Retail trade	25	40.0	40.50	-	-	-	4	2	-	12	5	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-
Bookkeepers, hand	184	41.0	53.50	-	-	-	6	-	10	2	11	22	35	28	13	-	38	14	-	1	4	-	-	-	-	-	-
Manufacturing	59	39.5	59.50	-	-	-	-	-	-	2	-	8	-	3	8	-	23	11	-	-	4	-	-	-	-	-	-
Nonmanufacturing	125	42.0	50.50	-	-	-	6	-	10	-	11	14	35	25	5	-	15	3	-	1	-	-	-	-	-	-	-
Wholesale trade	28	41.0	48.00	-	-	-	6	-	-	-	6	-	9	-	5	-	1	1	-	-	-	-	-	-	-	-	-
Retail trade	54	43.0	50.00	-	-	-	-	-	-	-	3	14	23	14	-	-	-	-	-	-	-	-	-	-	-	-	-
Services	35	42.0	52.50	-	-	-	-	-	6	-	2	-	3	10	-	-	14	-	-	-	-	-	-	-	-	-	-
Bookkeeping-machine operators, class A ...	45	41.0	47.00	-	-	-	5	1	4	-	11	1	19	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	39	41.0	46.50	-	-	-	5	1	4	-	11	1	16	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade	16	43.5	50.00	-	-	-	-	-	-	-	-	1	-	15	-	-	-	-	-	-	-	-	-	-	-	-	-
Bookkeeping-machine operators, class B ...	192	40.0	42.00	-	-	9	30	27	16	26	21	24	14	12	9	2	2	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	180	40.0	41.50	-	-	9	30	27	9	26	21	24	11	12	9	-	2	-	-	-	-	-	-	-	-	-	-
Retail trade	34	42.5	42.50	-	-	-	15	-	-	4	4	-	-	11	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance **	115	39.5	40.00	-	-	9	30	10	7	20	5	22	9	1	2	-	-	-	-	-	-	-	-	-	-	-	-
Calculating-machine operators (Comptometer type)	108	40.0	47.00	2	-	1	-	8	3	16	16	13	13	8	9	4	4	9	1	1	-	-	-	-	-	-	-
Nonmanufacturing	94	40.0	47.00	2	-	1	-	8	3	15	7	13	12	8	9	3	4	9	-	-	-	-	-	-	-	-	-
Retail trade	53	40.0	47.00	2	-	1	-	3	3	10	4	3	6	5	6	-	4	6	-	-	-	-	-	-	-	-	-
Clerks, accounting	514	41.0	43.00	-	8	9	57	57	41	101	25	82	49	44	22	2	2	13	2	-	-	-	-	-	-	-	-
Manufacturing	111	40.0	46.50	-	-	-	-	3	16	28	4	5	15	16	17	-	6	1	-	-	-	-	-	-	-	-	-
Nonmanufacturing	403	41.5	42.00	-	8	9	57	54	25	73	21	77	34	28	5	2	2	7	1	-	-	-	-	-	-	-	-
Public utilities *	33	40.0	45.00	-	-	-	6	-	-	4	7	5	1	6	1	1	1	1	-	-	-	-	-	-	-	-	-
Wholesale trade	96	41.5	40.00	-	-	-	10	34	9	16	11	5	10	6	-	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade	164	42.5	44.50	-	-	4	6	4	11	48	2	69	22	6	4	1	-	6	1	-	-	-	-	-	-	-	-
Finance **	63	39.5	35.50	-	8	5	30	8	1	5	1	3	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-
Services	27	41.5	40.50	-	-	-	5	8	4	-	-	-	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

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

** Finance, insurance, and real estate.

Occupational Wage Survey, Norfolk-Portsmouth (Hampton Roads), Va., February 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 Norfolk-Portsmouth (Hampton Roads), Va., by industry division, February 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)	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$		
				25.00 and under	27.50	30.00	32.50	35.00	37.50	40.00	42.50	45.00	47.50	50.00	52.50	55.00	57.50	60.00	65.00	70.00	75.00	80.00	85.00	90.00	95.00	100.00	and over		
Women - Continued																													
Clerks, file, class A	13	39.5	52.50	-	-	-	-	-	-	1	-	-	-	9	-	-	-	3	-	-	-	-	-	-	-	-	-		
Manufacturing	12	39.5	53.50	-	-	-	-	-	-	-	-	-	-	9	-	-	-	3	-	-	-	-	-	-	-	-	-		
Clerks, file, class B	116	40.0	36.50	3	12	13	12	14	23	33	2	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Nonmanufacturing	79	40.0	37.00	3	8	5	4	14	19	24	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Wholesale trade	45	40.0	38.50	-	-	4	-	4	14	23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Clerks, general	699	40.5	46.50	2	14	57	32	50	34	66	59	48	69	106	27	42	14	44	16	8	7	3	-	1	-	-	-		
Nonmanufacturing	400	41.0	42.50	2	14	43	28	41	34	47	26	33	28	51	5	26	4	11	2	2	3	-	-	-	-	-	-		
Public utilities *	68	39.0	48.50	-	-	-	8	2	-	2	8	11	8	16	-	2	1	6	2	2	-	-	-	-	-	-	-		
Wholesale trade	57	40.0	49.50	-	-	-	-	-	-	17	8	3	7	-	3	10	3	3	-	3	-	-	-	-	-	-	-		
Retail trade	187	41.5	40.00	2	-	36	10	31	33	14	7	7	-	33	-	14	-	-	-	-	-	-	-	-	-	-	-		
Finance **	50	39.5	43.50	-	-	7	-	6	1	8	3	6	13	2	2	-	-	2	-	-	-	-	-	-	-	-	-		
Services	38	43.5	34.00	-	14	-	10	2	-	6	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Clerks, order	14	40.0	42.00	-	-	-	4	3	-	3	-	-	-	2	-	-	-	2	-	-	-	-	-	-	-	-	-		
Clerks, payroll	151	40.0	52.00	-	-	-	-	6	2	12	11	15	5	32	21	8	13	17	5	4	-	-	-	-	-	-	-		
Nonmanufacturing	51	41.0	48.00	-	-	-	-	4	2	10	5	4	1	8	7	3	4	3	-	-	-	-	-	-	-	-	-		
Public utilities *	10	39.0	47.50	-	-	-	-	-	-	2	1	2	1	3	-	-	-	1	-	-	-	-	-	-	-	-	-		
Retail trade	20	42.0	45.50	-	-	-	-	4	2	3	1	2	-	4	-	-	4	-	-	-	-	-	-	-	-	-	-		
Key-punch operators	61	40.0	44.50	-	-	4	8	2	1	8	-	18	10	1	6	-	1	2	-	-	-	-	-	-	-	-	-		
Nonmanufacturing	31	39.5	39.00	-	-	4	8	2	1	8	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Office girls	12	39.5	43.50	-	-	-	2	1	1	1	-	3	3	-	-	1	-	-	-	-	-	-	-	-	-	-	-		
Secretaries	188	40.0	56.50	-	-	-	-	2	-	3	3	41	6	12	33	21	18	18	10	4	8	4	3	1	1	-	-		
Manufacturing	63	40.0	62.50	-	-	-	-	-	-	-	-	2	-	4	11	17	2	4	8	2	7	4	-	1	1	-	-		
Nonmanufacturing	125	40.0	53.00	-	-	-	-	2	-	3	3	39	6	8	22	4	16	14	2	2	1	-	3	-	-	-	-		
Public utilities *	16	39.5	54.00	-	-	-	-	-	-	-	1	2	-	6	-	4	-	1	-	-	-	-	-	-	-	-	-		
Wholesale trade	33	40.0	56.50	-	-	-	-	-	-	-	-	15	-	-	-	4	3	8	-	-	-	3	-	-	-	-	-		
Retail trade	46	40.5	51.50	-	-	-	2	-	2	-	11	5	3	11	-	6	4	1	-	1	-	-	-	-	-	-	-		
Finance **	18	39.5	54.50	-	-	-	-	-	-	1	2	1	1	1	5	-	3	2	-	2	-	-	-	-	-	-	-		
Stenographers, general	380	40.0	48.00	-	-	4	3	18	19	41	54	80	29	37	21	18	12	25	12	6	1	-	-	-	-	-	-		
Manufacturing	172	39.5	50.50	-	-	-	-	7	5	19	17	34	11	18	16	4	3	20	11	6	1	-	-	-	-	-	-		
Nonmanufacturing	208	40.5	46.00	-	-	4	3	11	14	22	37	46	18	19	5	14	9	5	1	-	-	-	-	-	-	-	-		
Public utilities *	26	39.0	48.00	-	-	-	-	2	-	2	4	3	10	2	-	1	2	-	-	-	-	-	-	-	-	-	-		
Wholesale trade	89	40.0	44.50	-	-	-	-	8	9	16	20	14	4	13	3	-	2	-	-	-	-	-	-	-	-	-	-		
Retail trade	65	42.0	47.50	-	-	2	-	2	-	13	24	2	3	2	14	3	-	-	-	-	-	-	-	-	-	-	-		
Finance **	23	39.5	47.00	-	-	1	2	1	3	3	-	3	2	1	-	-	3	3	1	-	-	-	-	-	-	-	-		
Switchboard operators	174	42.0	36.50	22	26	6	40	4	9	21	13	10	-	14	2	1	5	1	-	-	-	-	-	-	-	-	-		
Nonmanufacturing	163	42.0	35.50	22	26	6	40	4	8	21	12	10	-	12	1	-	-	1	-	-	-	-	-	-	-	-	-		
Wholesale trade	18	40.0	41.00	-	-	-	-	2	4	9	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Retail trade	39	40.0	36.00	-	9	6	6	-	-	9	1	4	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-		
Services	82	44.5	31.50	22	17	-	33	1	1	-	4	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-		

See footnotes at end of table.

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

** Finance, insurance, and real estate.

Occupational Wage Survey, Norfolk-Portsmouth (Hampton Roads), Va., February 1952
U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Table A-3: *Maintenance and Power Plant Occupations*

(Average hourly earnings 1/ for men in selected occupations studied on an area basis in Norfolk-Portsmouth (Hampton Roads), Va., by industry division, February 1952)

Occupation and industry division	Number of workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																											
			Under \$	\$ 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	\$ 1.90	\$ 2.00	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40
			0.80	.85	.90	.95	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.90	2.00	2.10	2.20	2.30	2.40	
Carpenters, maintenance	115	1.79	-	-	-	-	-	-	-	2	-	-	2	2	4	6	-	3	-	24	7	3	-	1	22	32	2	5	-	
Manufacturing	73	1.80	-	-	-	-	-	-	-	-	-	-	-	-	4	6	-	-	-	19	7	3	-	-	4	24	2	4	-	
Nonmanufacturing	42	1.79	-	-	-	-	-	-	-	2	-	-	2	2	-	-	-	-	3	-	5	-	-	1	18	8	-	1	-	
Electricians, maintenance	117	1.83	-	-	-	-	-	-	-	-	-	-	-	-	13	2	6	2	20	5	-	4	-	16	38	1	10	-		
Manufacturing	95	1.85	-	-	-	-	-	-	-	-	-	-	-	-	13	2	6	2	20	5	-	3	-	8	38	-	10	-		
Nonmanufacturing	22	1.76	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	10	-	-	1	-	8	-	1	-	-		
Public utilities *	22	1.76	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	10	-	-	1	-	8	-	1	-	-		
Engineers, stationary	69	1.77	-	-	-	-	-	-	-	3	-	-	8	-	5	1	-	4	1	-	-	-	21	4	11	4	5	2		
Manufacturing	41	1.73	-	-	-	-	-	-	-	-	-	8	-	5	1	-	4	1	-	-	-	6	-	11	4	-	1	-		
Services	31	1.77	-	-	-	-	-	-	-	-	-	4	-	5	1	-	-	1	-	-	-	6	-	10	4	-	-	-		
Firemen, stationary boiler	133	1.40	9	-	10	-	-	1	-	3	12	2	13	12	-	4	-	3	16	-	-	48	-	-	-	-	-	-		
Manufacturing	99	1.42	7	-	2	-	-	1	-	3	12	2	13	8	-	-	-	16	-	-	36	-	-	-	-	-	-	-		
Nonmanufacturing	34	1.35	2	-	8	-	-	1	-	-	-	-	4	-	-	-	-	3	-	-	12	-	-	-	-	-	-	-		
Helpers, trades, maintenance	275	1.32	-	-	6	11	1	3	-	4	24	12	45	26	13	49	78	2	1	-	-	-	-	-	-	-	-	-		
Manufacturing	214	1.35	-	-	-	-	-	2	-	2	18	10	42	24	7	37	72	2	1	8	-	-	-	-	-	-	-	-		
Nonmanufacturing	61	1.21	-	-	6	11	1	1	-	2	6	2	3	2	6	12	6	2	1	-	-	-	-	-	-	-	-	-		
Machinists, maintenance	99	1.83	-	-	-	-	-	-	-	-	-	-	-	4	-	-	10	3	1	14	-	8	7	-	7	35	3	7		
Manufacturing	87	1.85	-	-	-	-	-	-	-	-	-	-	-	4	-	-	10	2	1	8	-	8	5	-	4	35	3	7		
Nonmanufacturing	12	1.72	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	6	-	-	2	-	3	-	-	-	-		
Maintenance men, general utility	133	1.42	-	2	-	2	2	13	1	4	6	2	3	2	15	9	7	27	4	15	-	6	10	3	-	-	-	-		
Manufacturing	66	1.53	-	-	-	-	-	-	-	-	-	2	-	-	5	6	2	27	4	14	-	3	3	-	-	-	-	-		
Nonmanufacturing	67	1.32	-	2	-	2	2	13	1	4	6	-	3	2	10	3	5	-	-	1	-	3	7	3	-	-	-	-		
Public utilities *	18	1.66	-	-	-	-	-	-	-	-	-	-	-	2	1	-	5	-	-	-	-	2	5	3	-	-	-	-		
Retail trade	26	1.29	-	2	-	2	-	-	-	4	-	-	3	-	9	3	-	-	-	1	-	-	2	2	-	-	-	-		
Services	21	1.06	-	-	-	-	2	13	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Mechanics, automotive (maintenance)	217	1.52	-	-	-	3	3	3	-	-	-	6	-	28	22	33	25	11	15	24	6	1	13	3	4	10	5	2		
Manufacturing	57	1.42	-	-	-	3	3	-	-	-	-	6	-	12	24	2	8	-	-	-	-	-	-	1	4	-	-	-		
Nonmanufacturing	160	1.55	-	-	-	-	-	3	-	-	-	6	-	28	10	9	23	3	15	24	6	1	13	3	3	6	5	2		
Public utilities *	117	1.54	-	-	-	-	-	-	-	-	-	-	28	7	4	23	-	15	22	-	-	7	-	3	3	5	-	-		
Retail trade	24	1.43	-	-	-	-	3	-	-	-	6	-	-	3	-	-	3	-	2	3	1	-	3	-	-	-	-	-		
Mechanics, maintenance	136	1.68	-	-	-	-	-	-	-	-	-	-	2	-	22	6	23	-	21	9	1	9	11	15	15	2	-	-		
Manufacturing	54	1.54	-	-	-	-	-	-	-	-	-	-	-	-	16	-	21	-	10	-	1	3	-	3	-	-	-	-		
Nonmanufacturing	82	1.77	-	-	-	-	-	-	-	-	-	-	2	-	6	6	2	-	11	9	-	6	11	12	15	2	-	-		
Public utilities *	30	1.77	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	9	-	-	11	-	-	2	-	-	-		
Oilers	26	1.21	-	-	-	2	-	5	-	-	-	-	4	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Painters, maintenance	88	1.70	-	-	-	-	-	-	-	-	-	-	15	-	3	3	7	9	-	4	-	-	15	3	11	-	18	-		
Manufacturing	40	1.85	-	-	-	-	-	-	-	-	-	-	-	-	3	3	6	3	-	-	-	-	3	4	-	18	-	-		
Nonmanufacturing	48	1.57	-	-	-	-	-	-	-	-	-	-	15	-	-	1	6	-	4	-	-	15	-	7	-	-	-	-		
Pipe fitters, maintenance	33	2.01	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	16	10	1	6	-		
Manufacturing	33	2.01	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	16	10	1	6	-		
Sheet-metal workers, maintenance	24	1.72	-	-	-	-	-	-	-	-	-	-	-	-	-	2	3	-	9	-	3	-	6	-	1	-	-	-		

1/ Excludes premium pay for overtime and night work.

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

Occupational Wage Survey, Norfolk-Portsmouth (Hampton Roads), Va., February 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 Norfolk-Portsmouth (Hampton Roads), Va., by industry division, February 1952)

Occupation and industry division	Number of workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																											
			Under \$	\$.50	.55	.60	.65	.70	.75	.80	.85	.90	.95	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.60	1.70	1.80	1.90	2.00	
			0.50	.55	.60	.65	.70	.75	.80	.85	.90	.95	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.60	1.70	1.80	1.90	2.00	2.10	
Guards	213	1.40	-	-	-	-	-	-	-	-	-	4	2	-	53	9	-	-	4	6	-	-	22	4	26	60	-	-	23	-
Manufacturing	153	1.56	-	-	-	-	-	-	-	-	-	-	-	-	3	9	-	-	-	6	-	-	22	4	26	60	-	-	23	-
Janitors, porters, and cleaners (men)	918	.94	4	39	20	44	37	14	205	92	64	65	8	55	41	52	12	14	26	-	26	20	31	-	26	23	-	-	-	-
Manufacturing	287	1.24	-	-	-	-	-	-	15	3	16	21	2	22	18	33	6	13	18	-	26	20	25	-	26	23	-	-	-	-
Nonmanufacturing	631	.80	4	39	20	44	37	14	190	89	48	44	6	33	23	19	6	1	8	-	-	-	6	-	-	-	-	-	-	-
Public utilities *	108	.91	-	-	-	-	-	-	26	16	20	5	1	11	21	6	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade	56	.97	-	-	-	-	-	-	7	14	13	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade	296	.74	-	31	18	27	35	14	109	12	7	17	5	1	2	12	4	1	1	-	-	-	-	-	-	-	-	-	-	-
Services	100	.74	4	8	2	17	2	-	41	-	-	16	-	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Janitors, porters, and cleaners (women)	880	.50	579	71	30	22	3	5	102	33	22	6	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	54	.83	-	-	-	-	-	-	14	21	14	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	826	.48	579	71	30	22	3	5	88	12	8	1	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Public utilities *	24	.90	-	-	-	-	-	-	1	10	6	-	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade	220	.52	3/96	55	30	21	3	-	12	-	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Services	464	.44	4/378	16	-	1	-	-	69	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Order fillers	155	1.14	-	-	-	-	-	-	15	-	15	-	5	-	23	4	25	26	15	1	6	2	4	10	4	-	-	-	-	-
Nonmanufacturing	139	1.14	-	-	-	-	-	-	15	-	15	-	5	-	23	3	13	25	13	1	6	2	4	10	4	-	-	-	-	-
Wholesale trade	13	1.12	-	-	-	-	-	-	15	-	15	-	5	-	23	-	11	9	9	-	6	2	4	10	4	-	-	-	-	-
Packers	135	1.05	-	-	-	4	-	2	-	1	1	-	15	45	26	20	3	12	-	-	6	-	-	-	-	-	-	-	-	-
Manufacturing	54	1.08	-	-	-	-	-	-	1	1	-	-	15	20	3	20	3	-	-	-	6	-	-	-	-	-	-	-	-	-
Nonmanufacturing	81	1.02	-	-	-	4	-	2	-	-	-	-	15	25	23	-	-	12	-	-	-	-	-	-	-	-	-	-	-	-
Receiving clerks	50	1.48	-	-	-	1	-	-	-	2	1	-	-	-	3	-	5	-	8	-	5	-	2	3	4	5	1	-	10	-
Manufacturing	33	1.31	-	-	-	1	-	-	-	2	1	-	-	-	3	-	2	-	8	-	5	-	2	3	4	1	-	-	1	-
Retail trade	16	1.30	-	-	-	1	-	-	-	2	-	-	-	-	3	-	2	-	-	-	3	-	-	3	2	1	-	-	-	1
Shipping clerks	106	1.33	-	-	-	-	-	-	-	-	-	-	-	23	-	7	-	11	10	-	15	16	5	6	3	3	1	-	6	-
Manufacturing	37	1.40	-	-	-	-	-	-	-	-	-	-	-	-	-	7	-	7	-	-	3	15	-	-	-	1	-	4	-	-
Nonmanufacturing	69	1.29	-	-	-	-	-	-	-	-	-	-	-	23	-	-	-	4	10	-	12	1	5	6	3	3	-	-	2	-
Wholesale trade	34	1.34	-	-	-	-	-	-	-	-	-	-	-	5	-	-	-	2	8	-	9	-	4	4	-	-	-	-	-	2
Shipping and receiving clerks	236	1.32	-	-	-	-	-	-	-	5	-	-	-	14	1	-	43	50	22	1	7	38	-	15	34	3	3	-	-	-
Manufacturing	66	1.45	-	-	-	-	-	-	-	-	-	-	-	-	1	-	19	-	-	-	5	8	-	-	31	2	-	-	-	-
Nonmanufacturing	170	1.27	-	-	-	-	-	-	-	5	-	-	-	14	-	-	24	50	22	1	2	30	-	15	3	1	3	-	-	-
Public utilities *	21	1.08	-	-	-	-	-	-	-	5	-	-	-	10	-	-	2	-	1	-	1	-	-	2	-	-	-	-	-	-
Wholesale trade	58	1.35	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	27	-	-	-	16	-	15	-	-	-	-	-	-
Retail trade	91	1.27	-	-	-	-	-	-	-	-	-	-	-	4	-	-	22	23	21	1	1	14	-	-	1	1	3	-	-	-
Stock handlers and trackers, hand	1,941	.94	-	-	-	-	4	325	296	154	75	164	499	27	27	3	16	4	16	-	-	-	2	-	35	-	2	-	-	-
Manufacturing	507	.99	-	-	-	-	-	8	215	-	12	47	111	28	16	15	-	-	4	16	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	1,434	.92	-	-	-	-	4	317	83	290	142	28	53	471	11	12	3	16	-	-	-	2	-	2	-	-	-	2	-	-
Wholesale trade	382	.85	-	-	-	-	-	134	68	80	26	17	40	2	-	-	-	15	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade	406	.83	-	-	-	-	4	183	15	90	78	5	5	9	11	2	3	1	-	-	-	-	-	-	-	-	-	-	-	-
Truck drivers, light (under 1½ tons)	265	.94	7	-	-	1	-	2	38	20	45	27	5	62	14	2	35	-	3	-	-	4	-	-	-	-	-	-	-	-
Manufacturing	54	1.02	-	-	-	-	-	-	6	3	3	5	28	-	2	-	-	-	3	-	-	4	-	-	-	-	-	-	-	-
Nonmanufacturing	211	.92	7	-	-	1	-	2	38	14	42	24	-	34	14	-	35	-	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade	81	.87	-	-	-	-	-	-	24	-	26	12	-	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

Table A-4: *Custodial, Warehousing, and Shipping Occupations - Continued*

(Average hourly earnings 1/ for selected occupations 2/ studied on an area basis in Norfolk-Portsmouth (Hampton Roads), Va., by industry division, February 1952)

Occupation and industry division	Number of workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																										
			Under \$	\$.50	\$.55	\$.60	\$.65	\$.70	\$.75	\$.80	\$.85	\$.90	\$.95	\$ 1.00	\$ 1.05	\$ 1.10	\$ 1.15	\$ 1.20	\$ 1.25	\$ 1.30	\$ 1.35	\$ 1.40	\$ 1.45	\$ 1.50	\$ 1.60	\$ 1.70	\$ 1.80	\$ 1.90	\$ 2.00
			0.50	.55	.60	.65	.70	.75	.80	.85	.90	.95	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.60	1.70	1.80	1.90	2.00	2.10
Truck drivers, medium (1½ to and including 4 tons) ...	1,081	1.08	-	-	-	-	-	54	70	278	80	32	146	89	48	35	13	36	9	16	6	-	6	69	64	30	-	-	
Manufacturing	151	1.12	-	-	-	-	-	-	26	20	-	16	16	-	9	8	10	16	-	-	6	-	3	21	-	-	-	-	
Nonmanufacturing	930	1.07	-	-	-	-	-	54	44	258	80	16	130	89	39	27	3	20	9	16	-	-	3	48	64	30	-	-	
Public utilities *	117	1.13	-	-	-	-	-	-	-	10	-	2	30	15	8	16	-	8	9	16	-	-	3	-	-	-	-	-	
Wholesale trade	313	1.19	-	-	-	-	-	24	26	18	50	4	33	45	9	-	2	-	-	-	-	-	-	48	24	30	-	-	
Retail trade	440	.92	-	-	-	-	-	30	13	230	30	10	61	26	16	11	1	12	-	-	-	-	-	-	-	-	-	-	
Truck drivers, heavy (over 4 tons, trailer type)	153	1.25	-	-	-	-	-	9	3	3	-	24	2	21	4	2	7	9	-	22	36	9	2	-	-	-	-	-	
Nonmanufacturing	136	1.28	-	-	-	-	-	-	3	3	-	24	2	21	-	-	7	9	-	22	36	9	-	-	-	-	-	-	
Truckers, power (fork-lift)	73	1.08	-	-	-	-	-	8	12	-	3	1	-	19	1	-	11	2	-	7	6	-	3	-	-	-	-	-	
Manufacturing	57	1.03	-	-	-	-	-	8	12	-	-	1	-	19	-	-	11	-	-	3	-	-	3	-	-	-	-	-	
Watchmen	372	.96	-	3	-	1	4	1	38	78	50	4	28	56	8	12	23	22	1	4	22	8	9	-	-	-	-	-	
Manufacturing	184	1.03	-	-	-	-	-	-	34	19	2	25	38	2	4	19	14	-	4	15	8	-	-	-	-	-	-	-	
Nonmanufacturing	188	.92	-	3	-	1	4	1	38	44	31	2	3	18	6	8	4	8	1	-	7	-	9	-	-	-	-	-	
Public utilities *	39	.83	-	-	-	-	-	-	16	8	11	-	2	-	-	2	-	-	-	7	-	-	-	-	-	-	-	-	
Wholesale trade	49	1.10	-	-	-	-	4	-	10	-	3	2	-	6	-	-	8	-	-	7	-	9	-	-	-	-	-	-	
Services	28	.84	-	3	-	1	-	1	8	2	-	-	13	-	-	-	-	-	-	7	-	-	-	-	-	-	-	-	

1/ Excludes premium pay for overtime and night work.

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

3/ Workers were distributed as follows: 6 at 35 to 40 cents; 9 at 40 to 45 cents; 81 at 45 to 50 cents.

4/ Workers were distributed as follows: 26 at 30 to 35 cents; 267 at 35 to 40 cents; 29 at 40 to 45 cents; 56 at 45 to 50 cents.

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

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	\$3.250	40
Carpenters	2.000	40
Electricians	2.500	40
Painters	2.050	40
Plasterers	2.800	40
Plumbers	2.625	40
Building laborers	1.000	40

Table C-205: *Bakeries*

July 1, 1951

Classification	Rate per hour	Hours per week
Bread and cake - Machine shops:		
Mixers, scalers	\$1.370	40
Checkers	1.340	40
Oven supervisors	1.270	40
Truck loaders	1.190	40
Wrapping-machine setters	1.170	40
Molder operators, divider operators, and roll-machine operators	1.120	40
Oven feed and delivery	1.110	40
Flour blenders	1.070	40
Mixers' helpers, wrapping-machine feeders	1.040	40
Bakery helpers .....	.990	40
Pan greasers, molder operators' helpers, and bread packers .....	.990	40
Roll baggers .....	.840	40

Table C-27: *Printing*

July 1, 1951

Classification	Rate per hour	Hours per week
Book and job shops:		
Compositors, hand	\$2.000	40
Machine operators	2.000	40
Photoengravers	2.125	40
Pressmen, cylinder	2.000	40
Newspapers:		
Compositors, hand - day work	2.453	37½
Compositors, hand - night work	2.560	37½
Machine operators - day work	2.453	37½
Machine operators - night work	2.560	37½
Machine tenders (machinists) - day work ..	2.453	37½
Machine tenders (machinists) - night work	2.560	37½
Photoengravers - day work	2.325	40
Photoengravers - night work	2.400	40
Pressmen, web presses - day work	2.493	37½
Pressmen, web presses - night work	2.573	37½
Pressmen-in-charge - day work	2.769	37½
Pressmen-in-charge - night work	2.840	37½
Stereotypers - day work	2.650	35
Stereotypers - night work	2.771	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	\$1.170	-
4-12 months	1.220	-
After 1 year	1.270	-

Table C-42: *Motortruck Drivers and Helpers*

July 1, 1951

Classification	Rate per hour	Hours per week
General - Freight, local:		
Agreement A	\$1.000	48
Tractor-trailer	1.000	48
Helpers .....	.830	48
Agreement B	1.100	48
Tractor-trailer	1.200	48
Helpers	1.050	48
Agreement C	1.050	48
Tractor-trailer	1.050	48
Helpers .....	.920	48
Agreement D	1.050	48
Helpers .....	.900	48
Moving - Furniture:		
Tractor-trailer, local	1.050	40
Straight job .....	.950	40
Helpers .....	.900	40
Newspaper:		
Day drivers:		
First year	1.140	40
Second year	1.210	40
Third year	1.280	40
Fourth year	1.350	40
Fifth year and over	1.400	40
Night drivers:		
First year	1.210	40
Second year	1.280	40
Third year	1.350	40
Fourth year	1.400	40
Fifth year and over	1.470	40
Produce and grocery	1.100	48
Tractor-trailer	1.200	48
Helpers	1.050	48
Railway express	1.680	40
Helpers	1.610	40

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D: Entrance Rates

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

Minimum rates (in cents)	Percent of plant workers in establishments with specified minimum rates in -							
	All industries ^{2/}	Manufacturing establishments with -			Public utilities*	Wholesale trade	Retail trade	Services
		21-100 workers	101-500 workers	501 or more workers				
All establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 40	3.9	-	-	-	-	-	7.5	31.1
40 .....	.9	-	-	-	-	-	-	12.2
Over 40 and under 45	2.1	-	-	-	-	-	8.5	3.2
45	2.6	-	-	-	-	-	6.3	16.4
Over 45 and under 50 .....	.5	-	-	-	-	-	2.2	-
50	2.7	-	-	-	1.1	8.1	7.2	4.2
Over 50 and under 55	1.0	-	-	-	-	-	4.3	-
55 .....	.3	-	-	-	-	-	.6	2.8
Over 55 and under 60	2.3	-	-	-	-	10.7	6.6	-
60	3.4	-	-	-	-	2.0	11.0	11.0
Over 60 and under 65	1.8	-	-	-	7.1	-	.9	7.6
65	1.5	-	-	-	-	-	6.6	-
Over 65 and under 70 .....	.6	-	-	-	-	-	2.5	-
70 .....	.7	-	-	-	-	-	2.9	-
Over 70 and under 75	1.1	-	-	-	-	-	4.6	-
75	16.0	25.9	24.4	2.6	7.7	45.9	19.9	3.8
Over 75 and under 80	1.9	-	10.8	-	-	-	-	-
80 .....	.4	-	-	-	2.5	-	-	-
Over 80 and under 85	7.5	12.6	4.4	6.7	15.6	2.8	8.4	-
85 .....	.8	-	-	-	5.7	-	-	-
Over 85 and under 90	22.5	-	11.5	84.7	-	-	-	-
90	1.9	7.3	8.4	-	-	-	-	-
Over 90 and under 95	3.4	19.5	10.8	-	2.7	-	-	-
Over 95 and under 100	1.4	4.0	-	-	8.3	-	-	-
100	5.2	27.0	3.6	-	8.4	17.9	-	4.2
Over 100 and under 105	1.5	-	7.1	-	1.8	-	-	-
105	3.0	3.7	6.5	-	7.8	5.3	-	-
Over 105 and under 110	1.5	-	4.0	-	5.1	-	-	-
Over 115 and under 120 .....	.8	-	4.7	-	-	-	-	-
120 and over	6.8	-	3.8	6.0	26.2	7.3	-	3.5

^{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.

Occupational Wage Survey, Norfolk-Portsmouth (Hampton Roads), Va., February 1952

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E: Supplementary Wage Practices

Table E-1: *Shift Differential Provisions*

Shift differential	Percent of plant workers employed on each shift in all manufacturing industries	
	2d shift	3d or other shift
Percent of workers on extra shifts, all establishments	8.5	2.9
Receiving shift differential	8.2	2.4
Uniform cents (per hour)	2.4	1.5
4 cents .....	.3	-
5 cents	1.9	-
Over 5 and under 9 cents ....	.1	.3
9.3 cents	-	.8
10 cents	-	.4
Over 10 cents .....	.1	(^{1/})
Uniform percentage	5.8	.9
5 percent .....	.2	-
7 percent	5.6	.9
Receiving no differential .....	.3	.5

^{1/} Less than .05 of 1 percent.

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	-	-	-	-	-	-	-	1.9	-	13.0	-	-	-
35 hours	0.4	0.6	1.8	-	-	-	-	.5	-	3.4	-	-	-
Over 35 and under 37½ hours .....	.1	.3	-	-	-	-	-	-	-	-	-	-	-
37½ hours	3.7	.3	32.5	-	-	9.4	-	.6	1.3	-	-	-	-
Over 37½ and under 40 hours	6.7	7.0	7.5	-	3.2	25.5	-	-	-	-	-	-	-
40 hours	71.1	90.7	49.1	76.1	48.4	65.1	60.5	64.7	91.6	60.2	45.5	28.6	28.8
Over 40 and under 44 hours	2.9	-	1.8	-	11.9	-	-	2.8	1.7	5.1	-	4.4	3.0
44 hours	4.9	1.1	7.3	14.4	7.7	-	3.9	5.8	-	4.0	20.8	13.1	8.9
Over 44 and under 48 hours	6.7	-	-	4.5	22.9	-	12.9	5.4	2.4	-	6.9	14.0	8.1
48 hours	2.8	-	-	-	5.9	-	22.7	13.8	3.0	1.8	12.7	33.4	51.2
50 hours .....	.7	-	-	5.0	-	-	-	.8	-	-	3.5	2.2	-
Over 50 hours	-	-	-	-	-	-	-	3.7	-	12.5	10.6	4.3	-

^{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	96.6	98.3	93.7	100.0	100.0	100.0	60.9	71.8	81.6	35.2	77.9	81.6	46.5
1 day .....	.1	-	-	.4	-	-	-	1.7	2.6	-	6.5	-	-
2 days .....	.2	.2	-	.4	-	-	.4	1.7	-	-	15.4	1.4	3.1
3 days .....	.7	-	2.5	-	-	-	9.5	2.1	.4	1.3	-	4.6	8.9
3½ days	-	-	-	-	-	-	-	.6	1.3	-	-	-	-
4 days .....	.7	.6	-	.5	-	-	6.6	2.3	2.0	5.1	7.2	-	-
5 days	7.8	-	-	32.1	10.1	-	24.8	4.1	-	-	14.6	7.0	19.7
6 days	69.0	94.3	44.7	46.6	88.1	3.9	19.6	55.0	73.5	15.0	25.2	65.8	14.8
7 days	3.9	1.4	6.2	20.0	-	-	-	1.6	1.8	-	9.0	-	-
8 days	3.1	1.8	22.2	-	1.8	-	-	2.7	-	13.8	-	2.8	-
8½ days	1.6	-	18.1	-	-	-	-	-	-	-	-	-	-
10 days	1.8	-	-	-	-	18.6	-	-	-	-	-	-	-
12 days .....	.3	-	-	-	-	3.0	-	-	-	-	-	-	-
13 days	7.4	-	-	-	-	74.5	-	-	-	-	-	-	-
Establishments providing no paid holidays	3.4	1.7	6.3	-	-	-	39.1	28.2	18.4	64.8	22.1	18.4	53.5

^{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, Norfolk-Portsmouth (Hampton Roads), Va., February 1952
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Table E-4: *Paid Vacations (Formal Provisions)*

Vacation policy	PERCENT OF OFFICE WORKERS EMPLOYED IN—							PERCENT OF PLANT WORKERS EMPLOYED IN—					
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries ^{1/}	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<u>1 year of service</u>													
Establishments with paid vacations	95.6	95.8	95.9	98.3	94.4	100.0	82.6	83.1	84.5	85.2	64.8	89.6	68.9
1 week	61.7	83.1	52.4	40.2	65.0	.5	63.3	66.7	77.4	38.7	41.6	73.8	62.1
Over 1 and under 2 weeks	1.3	-	-	-	-	12.7	-	-	-	-	-	-	-
2 weeks	32.2	12.7	43.5	55.0	29.4	86.8	19.3	16.4	7.1	46.5	23.2	15.8	6.8
3 weeks .....	.4	-	-	3.1	-	-	-	-	-	-	-	-	-
Establishments with no paid vacations ..	4.4	4.2	4.1	1.7	5.6	-	17.4	16.9	15.5	14.8	35.2	10.4	31.1
<u>2 years of service</u>													
Establishments with paid vacations	97.5	97.8	95.9	98.3	100.0	100.0	82.6	85.4	85.5	85.2	64.8	94.6	77.9
1 week	47.8	77.4	9.9	39.6	25.8	.5	60.2	52.4	73.5	10.1	39.7	35.5	68.2
Over 1 and under 2 weeks	1.4	-	-	-	.6	12.7	-	1.1	-	-	-	.6	-
2 weeks	47.9	20.4	86.0	55.6	73.6	86.8	22.4	32.9	12.0	75.1	25.1	58.5	9.7
3 weeks .....	.4	-	-	3.1	-	-	-	-	-	-	-	-	-
Establishments with no paid vacations ..	2.5	2.2	4.1	1.7	-	-	17.4	14.6	14.5	14.8	35.2	5.4	22.1
<u>5 years of service</u>													
Establishments with paid vacations	97.5	97.8	95.9	98.3	100.0	100.0	82.6	85.4	85.5	85.2	64.8	94.6	77.9
1 week	34.5	57.5	9.9	12.4	24.6	.5	46.4	18.2	4.7	10.1	31.7	35.5	56.4
2 weeks	62.3	40.3	86.0	82.8	75.4	96.6	36.2	67.2	80.8	75.1	33.1	59.1	21.5
Over 2 and under 3 weeks .....	.3	-	-	-	-	2.9	-	-	-	-	-	-	-
3 weeks .....	.4	-	-	3.1	-	-	-	-	-	-	-	-	-
Establishments with no paid vacations ..	2.5	2.2	4.1	1.7	-	-	17.4	14.6	14.5	14.8	35.2	5.4	22.1
<u>15 years of service</u>													
Establishments with paid vacations	97.5	97.8	95.9	98.3	100.0	100.0	82.6	85.4	85.5	85.2	64.8	94.6	77.9
1 week	10.3	1.8	9.9	12.4	24.6	.5	39.8	17.9	4.7	10.1	31.7	35.5	51.6
2 weeks	49.1	32.8	46.8	60.5	67.5	73.0	42.8	59.4	74.6	53.1	22.3	54.6	26.3
Over 2 and under 3 weeks	23.8	55.7	-	-	-	-	-	-	-	-	-	-	-
3 weeks	14.3	7.5	39.2	25.4	7.9	26.5	-	8.1	6.2	22.0	10.8	4.5	-
Establishments with no paid vacations ..	2.5	2.2	4.1	1.7	-	-	17.4	14.6	14.5	14.8	35.2	5.4	22.1

^{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, Norfolk-Portsmouth (Hampton Roads), Va., February 1952
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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
6 months of service													
Establishments with formal provisions for paid sick leave	6.7	4.1	-	-	10.9	13.7	26.8	2.0	-	1.8	-	6.6	3.8
3 days .....	.2	.6	-	-	-	-	-	-	-	-	-	-	-
5 days .....	.1	-	-	-	-	-	1.1	(2/)	-	-	-	-	.3
6 days	3.6	-	-	-	5.6	10.8	25.7	1.4	-	-	-	5.0	3.5
10 days .....	.3	-	-	-	-	2.9	-	-	-	-	-	-	-
12 days	1.0	-	-	-	5.3	-	-	.3	-	-	-	1.6	-
15 days	-	-	-	-	-	-	-	.3	-	1.8	-	-	-
30 days	1.5	3.5	-	-	-	-	-	-	-	-	-	-	-
Establishments with no formal provisions for paid sick leave	93.3	95.9	100.0	100.0	89.1	86.3	73.2	98.0	100.0	98.2	100.0	93.4	96.2
1 year of service													
Establishments with formal provisions for paid sick leave	14.3	8.7	24.7	12.7	18.0	13.7	33.4	8.5	4.1	10.0	2.6	17.5	12.7
4 days	1.5	3.6	-	-	-	-	-	1.3	2.6	-	-	-	-
5 days	1.6	-	18.1	-	-	-	1.1	2.4	1.5	8.2	-	2.3	.3
6 days	4.2	-	-	-	11.3	10.8	16.9	2.4	-	-	-	10.7	-
7 or 10 days	1.4	1.6	4.1	-	-	2.9	-	-	-	-	-	-	-
12 days	1.5	-	-	-	5.3	-	8.8	.6	-	-	-	1.6	3.5
15 or 18 days .....	.6	-	2.5	-	-	-	6.6	1.0	-	1.8	1.7	-	8.9
20 days	1.8	-	-	12.7	-	-	-	.1	-	-	.9	-	-
24 days .....	.2	-	-	-	1.4	-	-	.7	-	-	-	2.9	-
30 days	1.5	3.5	-	-	-	-	-	-	-	-	-	-	-
Establishments with no formal provisions for paid sick leave	85.7	91.3	75.3	87.3	82.0	86.3	66.6	91.5	95.9	90.0	97.4	82.5	87.3
2 years of service													
Establishments with formal provisions for paid sick leave	14.3	8.7	24.7	12.7	18.0	13.7	33.4	8.5	4.1	10.0	2.6	17.5	12.7
5 days	1.6	3.6	-	-	-	-	1.1	2.5	4.1	-	-	2.3	.3
6 days	3.6	-	18.1	-	5.7	-	16.9	2.5	-	8.2	-	5.7	-
7 days .....	.2	.6	-	-	-	-	-	-	-	-	-	-	-
9 days	1.1	-	-	-	5.6	-	-	1.1	-	-	-	5.0	-
10 days	1.1	1.0	4.1	-	-	2.9	-	-	-	-	-	-	-
12 days	2.6	-	-	-	5.3	10.8	8.8	.6	-	-	-	1.6	3.5
15 or 18 days .....	.6	-	2.5	-	-	-	6.6	1.0	-	1.8	1.7	-	8.9
20 days	1.8	-	-	12.7	-	-	-	.1	-	-	.9	-	-
24 days .....	.2	-	-	-	1.4	-	-	.7	-	-	-	2.9	-
30 days	1.5	3.5	-	-	-	-	-	-	-	-	-	-	-
Establishments with no formal provisions for paid sick leave	85.7	91.3	75.3	87.3	82.0	86.3	66.6	91.5	95.9	90.0	97.4	82.5	87.3
10 years of service													
Establishments with formal provisions for paid sick leave	39.9	64.4	45.8	12.7	18.0	13.7	33.4	30.8	46.9	23.8	2.6	17.5	12.7
5 days	23.8	55.7	-	-	-	-	1.1	21.6	44.3	-	-	2.3	.3
6 days	2.0	-	-	-	5.7	-	16.9	1.3	-	-	-	5.7	-
7 through 10 days	2.9	5.2	4.1	-	-	2.9	-	1.2	2.6	-	-	-	-
12 days	3.6	-	-	-	10.9	10.8	8.8	1.7	-	-	-	6.6	3.5
14 days	1.6	-	18.1	-	-	-	-	1.2	-	8.2	-	-	-
15 or 18 days .....	.6	-	2.5	-	-	-	6.6	.9	-	1.8	-	-	8.9
20 days	1.8	-	-	12.7	-	-	-	.2	-	-	2.6	-	-
24 days .....	.3	-	-	-	1.4	-	-	.7	-	-	-	2.9	-
30 days	1.5	3.5	-	-	-	-	-	-	-	-	-	-	-
65 days	1.8	-	21.1	-	-	-	-	2.0	-	13.8	-	-	-
Establishments with no formal provisions for paid sick leave	60.1	35.6	54.2	87.3	82.0	86.3	66.6	69.2	53.1	76.2	97.4	82.5	87.3

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-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/	44.0	19.2	34.9	27.0	88.2	72.1	90.5	41.3	22.5	10.0	44.9	88.9	76.2
Christmas or year-end	38.6	16.1	34.9	27.0	72.3	69.1	78.0	37.3	22.5	10.0	44.9	76.1	60.3
Profit-sharing	3.6	3.1	-	.4	9.0	-	9.7	3.4	-	-	7.3	8.4	12.9
Other	5.8	-	5.0	-	7.9	34.3	9.5	1.8	-	-	-	4.4	11.9
Establishments with no nonproduction bonuses	56.0	80.8	65.1	73.0	11.8	27.9	9.5	58.7	77.5	90.0	55.1	11.1	23.8

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.

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/	84.5	90.3	75.2	84.6	88.4	97.8	16.3	74.9	81.9	70.0	60.5	84.5	28.1
Life insurance	83.1	90.3	72.0	81.5	84.8	97.8	16.3	71.5	78.3	68.7	58.5	78.1	28.1
Health insurance	65.0	86.1	43.3	75.1	69.1	4.7	3.7	58.3	72.0	33.1	39.6	55.9	7.9
Hospitalization	65.9	83.3	51.7	71.6	72.8	15.0	6.6	59.2	65.4	55.6	45.5	69.5	10.8
Retirement pension	39.8	66.8	44.3	19.5	9.4	28.4	-	35.7	54.5	51.0	8.3	7.4	-
Establishments with no insurance or pension plans	15.5	9.7	24.8	15.4	11.6	2.2	83.7	25.1	18.1	30.0	39.5	15.5	71.9

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, Norfolk-Portsmouth (Hampton Roads), Va., February 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 IN NORFOLK-PORTSMOUTH (HAMPTON ROADS), VA., ^{1/},
AND NUMBER STUDIED BY THE BUREAU OF LABOR STATISTICS, FEBRUARY 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	722	160	76,700	40,680	4,850
Manufacturing	21	163	41	35,300	23,590	2,660
Nonmanufacturing	21	559	119	41,400	17,090	2,190
Transportation (excluding railroads), communication, and other public utilities	21	68	26	10,300	7,420	530
Wholesale trade	21	129	25	7,000	2,350	330
Retail trade	21	219	34	17,300	4,660	560
Finance, insurance, and real estate	21	32	12	1,600	980	650
Services ^{3/}	21	111	22	5,200	1,680	120

^{1/} Norfolk-Portsmouth (Hampton Roads) Area (Norfolk, South Norfolk, and Portsmouth Cities and Elizabeth City, Norfolk, Princess Anne, and Warwick Counties).

^{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.

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Biller, machine	3	Molder (bakeries)	9
Bookkeeper, hand	3	Motortruck driver	9
Bookkeeping-machine operator	3	Nurse, industrial (registered)	5
Bricklayer (building construction)	9	Office girl	4
Calculating-machine operator	3	Oiler	6
Carpenter (building construction)	9	Operator (local transit)	9
Carpenter, maintenance	6	Order filler	7
Cleaner	7	Packer	7
Clerk, accounting	3	Packer (bakeries)	9
Clerk, file	4	Painter (building construction)	9
Clerk, general	4	Painter, maintenance	6
Clerk, order	3, 4	Photoengraver (printing)	9
Clerk, payroll	4	Pipe fitter, maintenance	6
Compositor, hand (printing)	9	Plasterer (building construction)	9
Electrician (building construction)	9	Plumber (building construction)	9
Electrician, maintenance	6	Porter	7
Engineer, stationary	6	Pressman (printing)	9
Fireman, stationary boiler	6	Receiving clerk	7
Guard	7	Secretary	4
Helper (bakeries)	9	Sheet-metal worker, maintenance	6
Helper, motortruck driver	9	Shipping clerk	7
Helper, trades, maintenance	6	Shipping-and-receiving clerk	7
Janitor	7	Stenographer	4
Key-punch operator	4	Stereotyper (printing)	9
Laborer (building construction)	9	Stock handler	7
Machine operator (printing)	9	Switchboard operator	4
Machine tender (printing)	9	Switchboard operator-receptionist	5
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Mechanic, automotive (maintenance)	6	Trucker, power	8
Mechanic, maintenance	6	Typist	5
Mixer (bakeries)	9	Watchman	8

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 Southern Regional Office. Communications may be addressed to:

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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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