

Occupational Wage Survey

PHOENIX, ARIZONA

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Introduction ^{1/}

The Phoenix 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 those occupations characteristic of particular local industries is presented in Series B tables for many labor markets included in the current series of studies. This supplemental coverage, however, was omitted in the survey in the Phoenix 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 contractor 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 Phoenix Metropolitan Area

The Phoenix Metropolitan Area (Maricopa County) had a population of 332,000 in 1950. Somewhat more than two-thirds of this population lived in Phoenix.

Excluding agricultural workers, wage and salary employees in the area in April 1952 numbered 89,200. About 1 in 6 of these was employed in manufacturing industries, chiefly in food products, printing and publishing, and the fabrication of metal products. During World War II and afterward, the area became increasingly important in the manufacture and assembly of aircraft parts.

^{1/} Prepared in the Bureau's regional office in San Francisco, Calif., by William P. O'Connor under the direction of John L. Dana, Regional Wage and Industrial Relations Analyst. The planning and central direction of the program was carried on in the Bureau's Division of Wages and Industrial Relations.

As the largest city and capital of Arizona, Phoenix is the natural commercial and financial hub of the State. Wholesale and retail trade establishments employed 25,500 workers in early 1952 -- more than a fourth of all wage and salary workers in the area. The city's financial institutions, including insurance carriers and real estate operators, had 4,200 workers.

Relatively high employment -- 11,900 -- in the service industries attested to the attraction of Phoenix as a resort area, particularly for the winter tourist trade. The construction industry employed 8,000 workers in April 1952.

Combined employment of the transportation, communication, and other public utility industries (including railroads) was 9,600; Federal, State, and local government employees numbered 15,700.

Among the industry and establishment-size groups studied in March 1952, about two-thirds of the plant workers were employed in establishments having written contracts with labor organizations. Almost all plant workers in the public utilities group of industries were employed under union agreement provisions, whereas less than a third worked under similar conditions in the service industries. In manufacturing industries, 85 percent of the plant workers were employed in establishments having union contracts.

Comparatively few office workers were employed under union agreement terms. More than 70 percent of the office workers in the public utility industries were employed under union contract provisions but aside from this group and the wholesale trade group, unionization in offices was nonexistent in Phoenix.

Occupational Wage Structure

Wages and salaries of most plant and office workers were formally adjusted upwards between January 1950, the base date of the Wage Stabilization Board's 10-percent wage increase formula, and the time of the study. Nearly all plant workers in the manufacturing and public utility industries were employed in establishments that had made at least one formal wage adjustment during the period. The proportion of plant workers receiving general wage increases was somewhat less among the other industry groups studied, with only about half the workers in wholesale trade and services receiving formal increases. Formal wage adjustments received by plant workers in the area typically amounted to from 10 to 20 cents an hour in each industry group. General wage increases for office workers were somewhat less extensive than those for plant workers, probably reflecting the tendency of many establishments to adjust salaries of clerical workers on an individual basis rather than by formal means.

Formalized wage structures for time workers were reported in establishments employing more than 85 percent of Phoenix plant workers. Plans that provided a single rate for individual plant occupations were more common than those providing a range of rates. Among office workers, two-thirds of whom were employed in establishments which had formalized salary structures, the type of structure in use almost exclusively called for a range of rates for each job. For other office workers, salaries were determined on an individual basis.

Established minimum entrance rates for plant workers with no previous work experience were a part of the formalized rate structures for a large majority of Phoenix area firms. No specified rate was typical of the area as a whole; minima ranged from less than 50 cents an hour to more than \$1.45. However, most of the workers were employed in establishments which had minimum rates from 75 cents to \$1.20. Highest rates were reported in the public utilities group of industries and the lowest in retail trade and services.

Wages and salaries of workers in manufacturing industries were generally higher than those in nonmanufacturing. In 13 of 25 office job classifications permitting comparison, salaries of workers in manufacturing plants were higher than those in nonmanufacturing; average hourly earnings were higher in manufacturing for 13 of 19 plant job categories for which comparisons were possible.

More than a fourth of the workers in manufacturing plants in the Phoenix area were employed on late shifts in early 1952. A large majority of these workers were paid shift premiums -- a cents-per-hour differential over day-shift rates. The amounts most commonly reported were 4 and 5 cents for second-shift work and 6 cents for third-shift work.

More than 90 percent of women office workers were scheduled to work a 40-hour week or longer in April 1952. More than half the plant workers were on a workweek schedule of more than 40 hours, with a majority of these on a 48-hour schedule.

Table A-1: *Office Occupations - Continued*

(Average straight-time weekly hours and earnings 1/ for selected occupations studied on an area basis in Phoenix, Ariz., by industry division, March 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)	\$ 27.50 and under	\$ 30.00	\$ 32.50	\$ 35.00	\$ 37.50	\$ 40.00	\$ 42.50	\$ 45.00	\$ 47.50	\$ 50.00	\$ 52.50	\$ 55.00	\$ 57.50	\$ 60.00	\$ 62.50	\$ 65.00	\$ 67.50	\$ 70.00	\$ 72.50	\$ 75.00	\$ 80.00	\$ 85.00	\$ 90.00	
Women - Continued																											
Calculating-machine operators (Comptometer type)	64	40.5	48.00	-	-	-	1	6	13	5	8	7	8	6	5	1	-	-	-	-	4	-	-	-	-	-	-
Manufacturing	11	40.0	48.00	-	-	-	-	-	1	2	3	1	1	2	-	1	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	53	40.5	48.00	-	-	-	1	6	12	3	5	6	7	4	5	-	-	-	-	-	4	-	-	-	-	-	-
Wholesale trade	23	40.0	52.00	-	-	-	-	-	2	-	4	6	3	4	-	-	-	-	-	-	4	-	-	-	-	-	-
Retail trade	28	41.0	44.00	-	-	-	1	6	10	3	1	-	4	-	3	-	-	-	-	-	-	-	-	-	-	-	
Calculating-machine operators (other than Comptometer type)	36	40.5	45.00	-	-	-	2	2	11	5	5	4	7	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	33	40.5	44.50	-	-	-	2	2	11	5	5	2	6	-	-	-	-	-	-	-	-	-	-	-	-	-	
Retail trade	22	41.0	42.50	-	-	-	2	2	11	3	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Clerks, accounting	259	40.5	46.50	-	5	4	23	24	18	30	48	23	41	16	9	6	4	2	-	4	2	-	-	-	-	-	
Manufacturing	44	40.0	49.00	-	-	-	-	3	-	12	4	1	12	3	7	2	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	215	41.0	46.00	-	5	4	23	21	18	18	44	22	29	13	2	4	4	2	-	4	2	-	-	-	-	-	
Public utilities *	43	40.0	46.50	-	-	-	-	9	3	1	12	6	7	3	1	1	-	-	-	-	-	-	-	-	-	-	
Wholesale trade	34	40.5	47.50	-	-	-	-	-	8	6	10	2	2	-	1	1	4	-	-	-	-	-	-	-	-	-	
Retail trade	91	42.0	43.50	-	5	4	21	7	4	8	8	-	20	10	-	2	-	2	-	-	-	-	-	-	-	-	
Finance **	41	39.0	49.50	-	-	-	-	3	3	2	13	14	-	-	-	-	-	-	-	4	2	-	-	-	-	-	
Clerks, file, class B	116	40.0	38.00	-	3	4	57	15	21	11	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	113	40.0	38.00	-	3	4	55	15	21	11	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Retail trade	20	42.0	40.00	-	-	-	9	-	1	6	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Finance **	66	39.5	37.50	-	3	2	27	15	16	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Clerks, general	238	40.5	48.00	-	7	8	12	10	10	24	40	39	18	12	17	24	13	4	-	-	-	-	-	-	-	-	
Manufacturing	48	41.0	50.00	-	-	-	-	-	-	4	17	10	-	7	-	-	9	1	-	-	-	-	-	-	-	-	
Nonmanufacturing	190	40.0	47.50	-	7	8	12	10	10	20	23	29	18	5	17	24	4	3	-	-	-	-	-	-	-	-	
Public utilities *	49	40.5	49.50	-	-	-	-	-	-	-	-	23	4	3	7	2	2	-	-	-	-	-	-	-	-	-	
Wholesale trade	43	40.0	46.50	-	-	-	6	3	-	11	5	1	7	1	7	2	-	-	-	-	-	-	-	-	-	-	
Retail trade	46	41.0	44.50	-	7	-	-	7	4	5	11	1	3	-	-	6	2	-	-	-	-	-	-	-	-	-	
Finance **	47	39.5	50.00	-	-	-	6	-	6	4	5	4	2	-	3	14	-	3	-	-	-	-	-	-	-	-	
Clerks, order	27	40.5	46.50	-	-	-	-	8	1	-	2	9	2	3	2	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	20	40.5	46.00	-	-	-	-	8	1	-	2	2	2	3	2	-	-	-	-	-	-	-	-	-	-	-	
Clerks, payroll	68	41.0	50.00	-	-	1	-	3	5	9	15	8	9	2	3	2	2	5	1	3	-	-	-	-	-	-	
Manufacturing	13	40.5	51.50	-	-	-	-	2	-	-	5	1	1	-	-	-	1	-	1	2	-	-	-	-	-	-	
Nonmanufacturing	55	41.5	49.50	-	-	1	-	1	5	9	10	7	8	2	3	2	1	5	-	1	-	-	-	-	-	-	
Public utilities *	20	41.0	47.50	-	-	-	-	1	1	2	8	3	4	-	-	-	-	1	-	-	-	-	-	-	-	-	
Retail trade	26	41.5	51.00	-	-	-	-	-	2	7	2	4	3	-	2	1	-	4	-	1	-	-	-	-	-	-	
Duplicating-machine operators	15	40.0	37.50	-	2	2	3	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	15	40.0	37.50	-	2	2	3	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnote at end of table.

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

** Finance, insurance, and real estate.

Table A-1: *Office Occupations - Continued*

(Average straight-time weekly hours and earnings ^{1/} for selected occupations studied on an area basis in Phoenix, Ariz., by industry division, March 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)	\$ 27.50 and under 30.00	\$ 30.00	\$ 32.50	\$ 35.00	\$ 37.50	\$ 40.00	\$ 42.50	\$ 45.00	\$ 47.50	\$ 50.00	\$ 52.50	\$ 55.00	\$ 57.50	\$ 60.00	\$ 62.50	\$ 65.00	\$ 67.50	\$ 70.00	\$ 72.50	\$ 75.00	\$ 80.00	\$ 85.00		
				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		
Women - Continued																											
Office girls	11	39.5	35.50	-	4	3	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	10	39.5	35.00	-	4	3	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Secretaries	241	40.5	56.00	-	-	-	-	-	10	-	21	14	32	70	11	26	10	5	12	9	12	9	6	3	-	-	
Manufacturing	23	40.0	53.00	-	-	-	-	-	-	-	6	2	7	2	3	1	-	-	-	-	2	-	-	-	-	-	
Nonmanufacturing	218	40.5	56.00	-	-	-	-	-	10	-	15	12	25	68	11	23	9	5	12	9	10	6	3	-	-	-	
Public utilities *	18	40.5	68.00	-	-	-	-	-	-	-	-	-	-	-	1	2	-	1	-	8	6	-	-	-	-	-	
Wholesale trade	15	40.0	57.00	-	-	-	-	-	-	-	2	-	3	-	-	8	-	1	-	-	1	-	-	-	-	-	
Retail trade	39	40.5	53.00	-	-	-	-	-	-	-	7	8	4	3	8	2	-	2	-	1	-	-	-	-	-	-	
Finance **	101	39.5	55.50	-	-	-	-	-	9	-	-	4	11	50	7	4	1	-	3	1	3	-	5	3	-	-	
Services	45	42.0	55.50	-	-	-	-	-	1	-	6	-	7	14	-	1	6	3	7	-	-	-	-	-	-	-	
Stenographers, general	219	41.0	47.50	-	-	-	8	15	25	23	51	32	18	15	20	4	1	1	-	2	4	-	-	-	-	-	
Manufacturing	39	40.0	47.00	-	-	-	-	7	6	11	3	8	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	180	41.0	47.50	-	-	-	8	15	18	17	40	29	10	11	20	4	1	1	-	2	4	-	-	-	-	-	
Public utilities *	28	41.0	49.50	-	-	-	-	-	2	1	9	5	3	3	3	1	-	1	-	-	-	-	-	-	-	-	
Wholesale trade	57	40.0	46.50	-	-	-	3	-	8	8	20	10	6	-	-	-	-	-	-	-	2	-	-	-	-	-	
Retail trade	59	42.5	49.00	-	-	-	-	12	3	2	7	11	-	4	14	3	1	-	-	-	2	-	-	-	-	-	
Finance **	35	39.0	46.50	-	-	-	5	3	4	6	4	3	1	4	3	-	-	-	-	2	-	-	-	-	-	-	
Switchboard operators	75	42.5	43.00	2	1	7	11	10	4	20	5	4	3	-	4	-	-	-	-	4	-	-	-	-	-	-	
Manufacturing	67	43.0	43.00	2	-	7	11	8	2	20	5	2	3	-	3	-	-	-	-	4	-	-	-	-	-	-	
Wholesale trade	10	40.0	41.00	-	-	3	2	-	-	3	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Retail trade	18	42.0	40.50	-	-	4	1	4	1	6	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Finance **	20	41.5	49.00	-	-	-	-	1	1	8	3	-	3	-	-	-	-	-	-	4	-	-	-	-	-	-	
Services	16	48.0	37.50	2	-	-	8	3	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Switchboard operator-receptionists	81	40.5	40.00	1	1	20	7	12	8	15	9	4	1	1	1	-	-	-	-	-	1	-	-	-	-	-	
Manufacturing	16	40.5	41.00	-	-	3	3	-	1	5	3	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	65	40.5	40.00	1	1	17	4	12	7	10	6	4	1	-	1	-	-	-	-	-	1	-	-	-	-	-	
Wholesale trade	15	40.0	43.00	-	-	3	-	2	2	6	-	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	
Retail trade	35	41.0	38.00	-	-	14	4	7	2	-	6	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	
Transcribing-machine operators, general ..	19	40.5	47.50	-	-	-	-	1	7	-	-	-	4	7	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	19	40.5	47.50	-	-	-	-	1	7	-	-	-	4	7	-	-	-	-	-	-	-	-	-	-	-	-	
Retail trade	18	40.5	48.00	-	-	-	-	-	7	-	-	-	4	7	-	-	-	-	-	-	-	-	-	-	-	-	
Typists, class A	72	40.0	45.00	-	-	-	6	3	26	3	15	4	7	6	1	-	-	-	-	1	-	-	-	-	-	-	
Manufacturing	71	40.0	45.00	-	-	-	6	3	26	3	15	4	6	6	1	-	-	-	-	1	-	-	-	-	-	-	
Wholesale trade	10	40.0	51.50	-	-	-	-	-	-	3	-	-	6	-	-	-	-	-	-	1	-	-	-	-	-	-	
Finance **	55	40.0	43.00	-	-	-	6	3	26	-	13	4	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
Typists, class B	138	40.0	40.50	-	9	6	36	7	22	24	27	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	126	40.0	41.00	-	9	6	24	7	22	24	27	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Wholesale trade	15	40.0	42.50	-	-	-	2	2	5	-	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Retail trade	14	42.5	38.00	-	-	-	12	-	-	-	2	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	
Finance **	59	39.0	39.00	-	9	5	10	4	9	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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

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

** Finance, insurance, and real estate.

Table A-2: *Professional and Technical Occupations*

(Average straight-time weekly hours and earnings ^{1/} for selected occupations studied on an area basis in Phoenix, Ariz., March 1952)

Occupation ^{2/}	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF--																	
		Weekly hours (Standard)	Weekly earnings (Standard)	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
				50.00 and under	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				
Draftsmen, chief	13	40.0	\$ 80.50	-	-	-	-	-	1	-	1	-	-	2	2	7	-	-	-	-	
Draftsmen	40	40.0	74.00	-	-	-	-	1	1	3	4	12	1	6	12	-	-	-	-	-	
Draftsmen, junior	28	40.0	62.00	1	2	1	5	6	3	8	-	2	-	-	-	-	-	-	-	-	

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

^{2/} Data relate to men workers.

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

(Average hourly earnings ^{1/} for men in selected occupations studied on an area basis in Phoenix, Ariz., by industry division, March 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	1.85	1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.25
Sarpenters, maintenance	45	\$ 1.89	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	2	18	8	-	2	-	5	-	1
Nonmanufacturing	17	1.97	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	8	-	2	-	5	-	-
Public utilities *	15	1.99	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	-	2	-	5	-	-	-
Engineers, stationary	25	1.93	-	-	-	-	-	-	-	-	-	1	5	-	-	-	4	-	-	4	9	2	-	-	-	-
Nonmanufacturing	21	1.94	-	-	-	-	-	-	-	-	-	1	5	-	-	-	-	-	4	9	2	-	-	-	-	-
Services	10	1.79	-	-	-	-	-	-	-	-	-	1	5	-	-	-	-	-	4	-	-	-	-	-	-	-
Helpers, trades, maintenance	85	1.37	2	-	-	11	3	9	15	2	16	7	5	5	10	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	19	1.42	-	-	-	1	3	3	-	2	4	2	3	4	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	66	1.36	2	-	-	10	3	6	15	-	12	5	2	1	10	-	-	-	-	-	-	-	-	-	-	-
Maintenance men, general utility	30	1.78	-	-	-	-	-	-	-	-	-	-	-	2	-	13	7	-	6	-	-	1	-	-	-	1
Manufacturing	17	1.72	-	-	-	-	-	-	-	-	-	-	-	2	-	8	7	-	-	-	-	-	-	-	-	-
Nonmanufacturing	13	1.85	-	-	-	-	-	-	-	-	-	-	-	-	-	5	7	-	6	-	-	-	1	-	-	1
Mechanics, automotive (aintenance)	193	1.75	-	-	-	-	-	-	-	-	-	51	3	4	-	2	46	35	11	6	13	21	-	-	-	1
Manufacturing	12	1.79	-	-	-	-	-	-	-	-	-	-	3	-	-	6	-	-	-	-	3	-	-	-	-	-
Nonmanufacturing	181	1.75	-	-	-	-	-	-	-	-	-	51	3	1	-	2	40	35	11	6	13	18	-	-	-	1
Public utilities *	167	1.75	-	-	-	-	-	-	-	-	-	48	3	-	-	37	33	9	6	13	18	-	-	-	-	-
Mechanics, maintenance	129	1.81	-	-	-	-	-	-	-	-	-	6	4	3	1	75	-	1	30	-	6	3	-	-	-	-
Manufacturing	123	1.82	-	-	-	-	-	-	-	-	-	-	4	3	1	75	-	1	30	-	6	3	-	-	-	-
Oilers	24	1.45	-	-	-	-	-	6	-	-	-	16	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	22	1.44	-	-	-	-	6	-	-	-	-	14	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Painters, maintenance	17	1.80	-	-	-	-	-	-	-	-	-	-	-	5	-	-	5	6	1	-	-	-	-	-	-	-

^{1/} Excludes premium pay for overtime and night work.

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

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

(Average hourly earnings ^{1/} for selected occupations ^{2/} studied on an area basis in Phoenix, Ariz., by industry division, March 1952)

Occupation and industry division	Number of workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																											
			Under \$0.70	\$0.70 and 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	\$1.55	\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	
			75	.80	.85	.90	.95	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.85	1.90	1.95	2.00		
Guards	33	1.45	-	-	-	-	-	-	1	-	3	2	-	-	-	-	1	1	5	-	16	4	-	-	-	-	-	-	-	-
Janitors, porters, and cleaners (men)	480	.97	12	33	68	34	39	47	36	65	15	20	39	25	15	15	6	3	5	-	-	-	2	-	1	-	-	-	-	
Manufacturing	72	1.19	-	-	-	-	-	2	2	10	7	-	22	9	-	12	1	3	2	-	-	-	2	-	-	-	-	-	-	
Nonmanufacturing	408	.93	12	33	68	34	39	45	34	55	8	20	17	16	15	3	5	-	3	-	-	-	-	-	1	-	-	-	-	
Public utilities *	52	1.12	-	-	-	2	9	-	3	3	-	-	9	1	9	13	-	-	3	-	-	-	-	-	-	-	-	-	-	
Wholesale trade	20	1.09	-	-	6	-	-	2	-	-	-	-	2	3	-	-	3	3	-	-	-	-	-	-	-	1	-	-	-	
Retail trade	185	.89	7	-	56	16	25	21	6	32	3	7	3	7	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
Finance **	53	.94	-	-	6	12	3	2	24	-	-	2	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Services	98	.88	5	33	-	4	2	20	1	20	5	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Janitors, porters, and cleaners (women)	123	1.00	3	-	4	22	-	41	1	20	-	3	-	-	23	6	-	-	-	-	-	-	-	-	-	-	-	-	-	
Order fillers	224	1.33	-	-	-	-	-	-	-	7	17	3	37	9	10	13	32	34	47	-	9	4	-	-	-	-	-	-	-	2
Manufacturing	58	1.24	-	-	-	-	-	-	-	7	7	-	31	-	-	-	-	-	-	-	9	4	-	-	-	-	-	-	-	
Nonmanufacturing	166	1.36	-	-	-	-	-	-	-	-	10	3	6	9	10	13	32	34	47	-	-	-	-	-	-	-	-	-	-	2
Wholesale trade	116	1.34	-	-	-	-	-	-	-	-	8	3	6	7	10	6	32	24	18	-	-	-	-	-	-	-	-	-	-	2
Retail trade	50	1.40	-	-	-	-	-	-	-	-	2	3	-	2	-	7	-	10	29	-	-	-	-	-	-	-	-	-	-	-
Packers	22	1.28	-	-	-	-	-	-	-	-	-	2	-	5	2	10	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	19	1.26	-	-	-	-	-	-	-	-	-	2	-	5	2	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade	17	1.26	-	-	-	-	-	-	-	-	-	2	-	5	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Receiving clerks	66	1.43	-	-	-	-	-	-	-	-	7	-	-	4	3	2	2	10	11	9	15	2	-	-	1	-	-	-	-	-
Nonmanufacturing	43	1.35	-	-	-	-	-	-	-	-	7	-	-	4	3	2	2	6	10	9	-	-	-	-	-	-	-	-	-	-
Wholesale trade	25	1.32	-	-	-	-	-	-	-	-	3	-	-	4	3	2	1	4	8	-	-	-	-	-	-	-	-	-	-	-
Retail trade	18	1.40	-	-	-	-	-	-	-	-	4	-	-	-	-	-	1	2	2	9	-	-	-	-	-	-	-	-	-	-
Shipping clerks	42	1.43	-	-	-	-	-	-	-	2	3	-	2	-	2	-	6	2	6	1	14	4	-	-	-	-	-	-	-	-
Manufacturing	22	1.53	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	1	1	10	4	-	-	-	-	-	-	-	-
Nonmanufacturing	20	1.32	-	-	-	-	-	-	-	2	3	-	2	-	2	-	-	2	5	-	4	-	-	-	-	-	-	-	-	-
Wholesale trade	16	1.26	-	-	-	-	-	-	-	2	3	-	2	-	2	-	-	2	5	-	4	-	-	-	-	-	-	-	-	-
Shipping-and-receiving clerks	73	1.28	-	-	-	-	-	-	-	26	-	-	-	2	16	4	-	-	2	5	6	10	-	2	-	-	-	-	-	-
Nonmanufacturing	62	1.27	-	-	-	-	-	-	-	26	-	-	-	2	7	4	-	-	2	5	6	10	-	-	-	-	-	-	-	-
Retail trade	48	1.20	-	-	-	-	-	-	-	26	-	-	-	2	7	-	-	-	2	5	6	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

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

** Finance, insurance, and real estate.

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

(Average hourly earnings ^{1/} for selected occupations ^{2/} studied on an area basis in Phoenix, Ariz., by industry division, March 1952)

Occupation and industry division	Number of workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																												
			Under \$0.70	\$0.70 and under .75	.75	.80	.85	.90	.95	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.85	1.90	1.95	2.00	
Stock handlers and truckers, hand	599	1.27	-	-	-	4	6	-	4	12	36	61	28	30	220	18	59	7	75	13	1	2	22	-	-	1	-	-	-	-	
Manufacturing	80	1.32	-	-	-	-	-	-	-	3	4	2	6	16	25	1	1	-	-	-	-	-	22	-	-	-	-	-	-	-	
Nonmanufacturing	519	1.26	-	-	-	4	6	-	4	9	32	59	22	14	195	17	58	7	75	13	1	2	-	-	-	1	-	-	-	-	
Public utilities *	255	1.31	-	-	-	-	-	-	-	-	-	-	-	-	184	-	-	-	71	-	-	-	-	-	-	-	-	-	-	-	
Wholesale trade	129	1.19	-	-	-	2	3	-	2	8	23	32	4	10	10	4	23	4	-	3	-	-	-	-	-	-	1	-	-	-	
Retail trade	134	1.24	-	-	-	2	3	-	2	-	9	27	18	4	1	13	35	3	4	10	1	2	-	-	-	-	-	-	-	-	
Truck drivers, light (under 1½ tons)	262	1.37	-	-	-	-	6	6	-	13	-	-	1	2	41	57	18	20	58	20	-	7	-	-	-	-	-	-	-	-	13
Manufacturing	96	1.44	-	-	-	-	-	-	-	-	-	-	-	-	3	57	7	-	2	14	-	-	-	-	-	-	-	-	-	-	13
Nonmanufacturing	166	1.33	-	-	-	-	6	6	-	13	-	-	1	2	38	-	11	20	56	6	-	7	-	-	-	-	-	-	-	-	-
Public utilities *	59	1.44	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	-	52	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade	64	1.29	-	-	-	-	6	6	-	3	-	-	1	-	17	-	-	20	-	4	-	7	-	-	-	-	-	-	-	-	-
Services	11	1.24	-	-	-	-	-	-	-	5	-	-	-	-	-	-	4	-	-	2	-	-	-	-	-	-	-	-	-	-	-
Truck drivers, medium (1½ to and including 4 tons)	234	1.40	-	-	-	-	-	2	-	7	-	-	43	5	24	1	2	10	85	4	5	34	8	4	-	-	-	-	-	-	-
Manufacturing	116	1.34	-	-	-	-	-	-	-	7	-	-	40	5	24	1	2	-	-	-	5	24	8	-	-	-	-	-	-	-	-
Nonmanufacturing	118	1.46	-	-	-	-	-	2	-	-	-	-	3	-	-	-	-	10	85	4	-	10	-	4	-	-	-	-	-	-	-
Wholesale trade	27	1.47	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	4	12	4	-	-	-	-	-	-	-	-	-	-	-
Retail trade	22	1.43	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	6	10	-	-	4	-	-	-	-	-	-	-	-	-
Truck drivers, heavy (over 4 tons, trailer type)	186	1.56	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	148	-	4	-	-	-	18	-	-	-	-	14
Manufacturing	36	1.79	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	4	-	-	-	18	-	-	-	-	12
Truckers, power (fork-lift)	88	1.37	-	-	-	-	-	-	-	7	-	3	-	-	-	47	-	1	12	3	-	-	6	-	9	-	-	-	-	-	-
Manufacturing	26	1.49	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	1	-	3	-	-	6	-	9	-	-	-	-	-	-
Watchmen	92	1.05	-	-	7	1	2	2	20	19	14	16	3	2	-	-	-	-	3	3	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	34	1.05	-	-	7	-	-	-	3	4	11	6	-	-	-	-	-	-	1	2	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	58	1.04	-	-	-	1	2	2	17	15	3	10	3	2	-	-	-	-	2	1	-	-	-	-	-	-	-	-	-	-	-
Public utilities *	32	1.06	-	-	-	-	-	-	16	-	3	8	3	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-

^{1/} Excludes premium pay for overtime and night work.

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

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

C: Union Wage Scales

(Minimum wage rates and straight-time hours per week agreed upon through collective bargaining between employers and trade unions. Rates and hours are those in effect on dates as indicated. Comprehensive listings of union scales for bakeries, building construction, motortruck drivers and helpers, and printing for July 1, 1951 are available on request. Similar information for these industries will be published for July 1, 1952.)

Table C-15: *Building Construction*

July 1, 1952

Classification	Rate per hour	Hours per week
Bricklayers	\$3.500	40
Carpenters	2.475	40
Electricians (inside wiremen) and fixture hangers	2.500	40
Painters	2.345	40
Plasterers	3.000	40
Plumbers	2.500	40
Building laborers	1.825	40

Table C-205: *Bakeries*

July 1, 1951

Classification	Rate per hour	Hours per week
Bread and cake - Hand shops:		
Foremen	\$1.750	44
Mixers, ovenmen	1.592	44
Machine and bench hands	1.531	44
Wrapping-machine operators	1.367	44
Pan washers and greasers	1.037	44
Hand wrappers:		
First 6 months .....	.900	44
Next 6 months	1.037	44
Thereafter	1.147	44
Bread and cake - Machine shops:		
Baking department:		
Foremen	1.958	40
Dough mixers, ovenmen	1.837	40
Machinemen, bench hands	1.705	40
Pan washers, etc.	1.166	40
Wrapping department:		
Foremen	1.650	40
Machine operators	1.540	40
Machine helpers:		
First 3 months	1.111	40
Second 3 months	1.166	40
Thereafter	1.287	40
Flour dumpers	1.287	40

Table C-27: *Printing*

July 1, 1951

Classification	Rate per hour	Hours per week
<u>Book and job shops</u>		
Compositors, hand	\$2.470	37½
Machine operators	2.470	37½
Machinist operators	2.570	37½
Photoengravers	2.400	37½
Press assistants and feeders:		
Cylinder press	1.820	37½
Platen press	1.820	37½
Pressmen, cylinder	2.470	37½
Offset	2.470	37½
Pressmen, platen	2.320	37½
<u>Newspapers</u>		
Compositors, hand - day work	2.470	37½
Compositors, hand - night work	2.590	37½
Machine operators - day work	2.470	37½
Machine operators - night work	2.590	37½
Machine tenders (machinists) - day work	2.620	37½
Machine tenders (machinists) - night work	2.740	37½
Pressmen, web presses - day work	2.470	37½
Pressmen, web presses - night work	2.590	37½
Stereotypers - day work	2.470	37½
Stereotypers - night work	2.590	37½

Table C-41: *Local Transit Operating Employees*

October 1, 1951

Classification	Rate per hour	Hours per week
1-man busses:		
First 6 months	\$1.450	48
7 - 12 months	1.500	48
After 1 year	1.590	48

Table C-42: *Motortruck Drivers and Helpers*

July 1, 1951

Classification	Rate per hour	Hours per week
Building:		
Construction:		
Buggy, 1 yard or less	\$1.865	40
Dump truck:		
Less than 4 cubic yards	1.815	40
4 - 8 cubic yards	1.840	40
8 - 12 cubic yards	1.890	40
12 - 16 cubic yards	1.965	40
16 cubic yards or more	2.165	40
Other trucks:		
Less than 6 tons	1.815	40
6 - 10 tons	1.840	40
10 - 15 tons	1.890	40
15 - 20 tons	1.965	40
20 tons and over	2.165	40
Spreaders	2.165	40
Ross carrier	2.190	40
Dumpster truck driver:		
6.9 cubic yards or less	1.940	40
7 cubic yards and less than 16 cubic yards	2.065	40
16 cubic yards or more	2.165	40
Material:		
Dumpster truck		
Transit-mixer truck:		
Under 3 cubic yards	2.040	40
3 cubic yards or more	2.165	40
Water truck:		
Under 2,500 gallons	1.865	40
2,500 - 7,000 gallons	1.990	40
7,000 gallons or more	2.115	40
Steel:		
2-axis (under 6 tons)	1.300	40
6 tons and over	1.560	40
Ice:		
Special delivery	1.130	40
Supply truck:		
Single unit	1.175	40
Semitrailer	1.275	40
Ice cream - Special delivery	1.125	40
Meat - Wholesale	1.790	44
Milk - Special delivery	1.100	48
Oil:		
Under 2,500 gallons	1.990	40
2,500 - 7,000 gallons	2.115	40
Over 7,000 gallons	2.240	40
Railway express	1.655	40

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D: Entrance Rates

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

Minimum rate (in cents)	Percent of plant workers in establishments with specified minimum rates in -					
	All industries 2/	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All establishments	100.0	100.0	100.0	100.0	100.0	100.0
Under 50	0.4	-	-	-	-	3.0
50	2.6	-	-	-	-	21.0
Over 50 and under 55	4.1	-	-	-	5.5	19.5
Over 55 and under 60 .....	.5	-	-	-	-	3.8
60	1.9	2.7	-	-	-	7.3
Over 60 and under 65	5.4	-	-	-	17.7	-
65 .....	.8	-	-	-	-	6.6
Over 65 and under 70	2.0	-	-	-	5.4	2.9
70	1.4	-	-	-	4.6	-
Over 70 and under 75	1.5	-	-	-	5.1	-
75	11.5	10.1	0.9	13.8	23.2	-
Over 75 and under 80	1.0	-	-	-	3.4	-
80	2.1	5.1	1.9	-	-	-
Over 80 and under 85	3.6	-	21.5	-	-	-
85	4.0	3.0	-	-	4.0	13.7
Over 85 and under 90	2.2	-	11.7	4.3	-	-
90	2.8	2.1	-	8.0	5.6	-
Over 90 and under 95	1.6	4.4	-	-	-	-
95 .....	.5	-	-	-	1.8	-
Over 95 and under 100	1.3	3.5	-	-	-	-
100	4.4	1.4	3.6	10.9	9.0	-
Over 100 and under 105	2.2	-	-	1.7	7.0	-
105 .....	.5	-	3.1	-	-	-
Over 105 and under 110	9.9	21.4	-	25.3	3.6	-
Over 110 and under 115	1.8	4.0	-	9.4	-	-
115	1.2	3.1	-	2.3	-	-
Over 115 and under 120	2.3	3.0	7.0	-	-	-
120 .....	.5	1.5	-	-	-	-
125	3.2	1.9	14.8	-	-	-
Over 125 and under 130 .....	.2	-	-	4.2	-	-
130	2.6	7.0	-	3.8	-	-
Over 130 and under 135	8.6	24.1	-	-	-	-
Over 135 and under 140	4.5	-	25.5	3.8	-	-
140 .....	.9	-	5.2	-	-	-
145 and over	1.8	1.7	4.8	8.8	-	-
Establishments with no established minimum	4.2	-	-	3.7	4.1	22.2

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 -	
	2d shift	3d or other shift
Percent of workers on extra shifts, all establishments	19.2	10.7
Receiving shift differential	16.3	8.8
Uniform cents (per hour)	16.3	8.8
3 cents .....	.7	.3
4 cents	7.7	-
5 cents	4.0	-
6 cents	-	6.8
10 cents	1.4	.7
12 cents	2.5	1.0
Receiving no differential	2.9	1.9

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Table E-2: *Scheduled Weekly Hours*

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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
Over 35 and under 37½ hours	0.2	-	-	-	0.8	-	-	0.4	-	-	-	-	3.5
37½ hours	3.7	-	-	-	-	12.5	-	2.8	7.8	-	-	-	-
Over 37½ and under 40 hours	5.2	-	-	-	.9	16.0	4.1	-	-	-	-	-	-
40 hours	63.5	69.8	95.5	57.2	28.3	71.2	24.5	38.5	70.8	53.6	40.0	6.0	5.3
Over 40 and under 44 hours	8.0	-	.7	7.0	33.6	-	9.8	8.4	-	-	4.8	26.1	-
44 hours	12.2	21.5	3.6	31.8	22.8	-	13.5	8.8	3.5	7.9	34.1	15.4	-
Over 44 and under 48 hours	2.9	2.3	-	4.0	9.8	-	4.9	4.0	-	-	19.2	9.2	2.8
48 hours	4.3	6.4	.2	-	3.8	.3	43.2	37.1	17.9	38.5	1.9	43.3	88.4

^{1/} Data relate to women workers.^{2/} Includes data for industries in addition to 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	94.7	91.7	97.4	100.0	92.5	99.8	57.9	68.0	78.7	74.7	100.0	68.9	12.5
1 to 5½ days	2.5	5.4	1.1	-	5.3	-	6.3	2.3	5.0	-	-	1.6	-
6 days	28.6	75.5	7.5	16.7	37.5	6.7	27.2	32.0	60.4	21.1	24.1	15.0	12.5
7 days	12.7	6.3	.6	63.9	16.0	7.7	3.9	11.4	6.6	-	57.4	21.2	-
8 days	34.0	4.5	88.2	19.4	33.7	20.6	20.5	22.3	6.7	53.6	18.5	31.1	-
9 days	1.1	-	-	-	-	4.1	-	-	-	-	-	-	-
9½ days	1.4	-	-	-	-	5.5	-	-	-	-	-	-	-
10 days	1.2	-	-	-	-	4.6	-	-	-	-	-	-	-
11 days	5.0	-	-	-	-	19.2	-	-	-	-	-	-	-
12 days	8.2	-	-	-	-	31.4	-	-	-	-	-	-	-
Establishments providing no paid holidays	5.3	8.3	2.6	-	7.5	.2	42.1	32.0	21.3	25.3	-	31.1	87.5

^{1/} Includes data for industries in addition to those shown separately.

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

** Finance, insurance, and real estate.

Occupational Wage Survey, Phoenix, Ariz., March 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	97.6	96.4	100.0	100.0	100.0	100.0	59.8	90.1	92.9	98.1	100.0	95.9	52.1
1 week	44.0	41.6	70.4	43.2	69.5	10.8	25.6	68.4	82.4	44.3	67.1	76.4	39.9
Over 1 and under 2 weeks	-	-	-	-	-	-	-	.9	-	5.1	-	-	-
2 weeks	53.5	54.8	29.1	56.8	30.5	89.2	34.2	20.8	10.5	48.7	32.9	19.5	12.2
Over 2 weeks .....	.1	-	.5	-	-	-	-	-	-	-	-	-	-
Establishments with no paid vacations	2.4	3.6	-	-	-	-	40.2	9.9	7.1	1.9	-	4.1	47.9
<u>2 years of service</u>													
Establishments with paid vacations	97.6	96.4	100.0	100.0	100.0	100.0	59.8	90.6	92.9	98.1	100.0	97.8	52.1
1 week	13.7	34.1	4.9	30.1	10.7	.2	12.2	38.5	47.8	18.8	52.0	38.2	32.6
Over 1 and under 2 weeks	3.8	6.3	-	1.5	13.9	-	-	12.9	30.0	5.1	4.6	4.0	-
2 weeks	80.0	56.0	94.6	68.4	75.4	99.8	47.6	39.2	15.1	74.2	43.4	55.6	19.5
Over 2 weeks .....	.1	-	.5	-	-	-	-	-	-	-	-	-	-
Establishments with no paid vacations	2.4	3.6	-	-	-	-	40.2	9.4	7.1	1.9	-	2.2	47.9
<u>5 years of service</u>													
Establishments with paid vacations	97.6	96.4	100.0	100.0	100.0	100.0	59.8	90.6	92.9	98.1	100.0	97.8	52.1
1 week	9.6	32.6	2.3	13.0	2.8	.2	8.2	17.6	20.7	5.2	3.8	15.5	32.6
Over 1 and under 2 weeks	-	-	-	-	-	-	-	1.7	-	9.9	-	-	-
2 weeks	84.2	63.8	97.2	87.0	97.2	85.5	51.6	71.3	72.2	83.0	96.2	82.3	19.5
Over 2 and under 3 weeks	1.1	-	-	-	-	4.1	-	-	-	-	-	-	-
3 weeks	2.6	-	-	-	-	10.2	-	-	-	-	-	-	-
Over 3 weeks .....	.1	-	.5	-	-	-	-	-	-	-	-	-	-
Establishments with no paid vacations	2.4	3.6	-	-	-	-	40.2	9.4	7.1	1.9	-	2.2	47.9
<u>15 years of service</u>													
Establishments with paid vacations	97.6	96.4	100.0	100.0	100.0	100.0	59.8	90.6	92.9	98.1	100.0	97.8	52.1
1 week	2.6	1.5	2.3	9.9	2.8	.2	8.2	12.1	5.2	5.2	3.8	15.5	32.6
Over 1 and under 2 weeks	-	-	-	-	-	-	-	1.7	-	9.9	-	-	-
2 weeks	62.7	91.3	17.0	70.8	96.8	54.2	51.6	66.5	81.0	41.1	88.6	80.5	19.5
3 weeks	28.3	3.6	62.4	19.3	.4	45.6	-	6.0	6.7	16.4	7.6	1.8	-
Over 3 weeks	4.0	-	18.3	-	-	-	-	4.3	-	25.5	-	-	-
Establishments with no paid vacations	2.4	3.6	-	-	-	-	40.2	9.4	7.1	1.9	-	2.2	47.9

1/ Includes data for industries in addition to those shown separately.

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

** Finance, insurance, and real estate.

Occupational Wage Survey, Phoenix, Ariz., March 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>6 months of service</u>													
Establishments with formal provisions for paid sick leave	22.4	27.1	2.6	27.5	22.5	36.4	-	7.6	-	-	29.1	20.6	-
3 days	1.5	-	-	-	9.3	-	-	2.5	-	-	-	8.2	-
5 days	3.6	-	-	16.1	4.1	5.0	-	1.3	-	-	20.4	1.2	-
6 days	9.2	-	-	3.1	4.4	31.4	-	1.8	-	-	6.2	5.0	-
10 days	6.7	27.1	-	8.3	.4	-	-	.1	-	-	2.5	-	-
12 days	1.4	-	2.6	-	4.3	-	-	1.9	-	-	-	6.2	-
Establishments with no formal provisions for paid sick leave	77.6	72.9	97.4	72.5	77.5	63.6	100.0	92.4	100.0	100.0	70.9	79.4	100.0
<u>1 year of service</u>													
Establishments with formal provisions for paid sick leave	43.4	66.5	28.4	38.9	33.8	51.3	-	18.2	2.3	37.2	35.3	30.7	-
3 days	1.5	-	-	-	9.3	-	-	2.5	-	-	-	8.2	-
5 days	4.1	2.0	-	18.4	4.1	4.4	-	1.4	-	-	22.1	1.2	-
6 days	2.6	6.3	-	3.1	5.1	-	-	2.7	-	-	6.2	7.8	-
10 days	17.5	58.2	8.1	10.6	5.6	5.0	-	2.7	-	11.7	5.1	1.6	-
12 days	12.2	-	2.6	-	4.3	41.9	-	2.0	-	-	-	6.2	-
15 days	-	-	-	-	-	-	-	.8	2.3	-	-	-	-
22 days .....	.7	-	-	6.8	-	-	-	.1	-	-	1.9	-	-
26 days .....	.9	-	-	-	5.4	-	-	1.7	-	-	-	5.7	-
30 days	3.9	-	17.7	-	-	-	-	4.3	-	25.5	-	-	-
Establishments with no formal provisions for paid sick leave	56.6	33.5	71.6	61.1	66.2	48.7	100.0	81.8	97.7	62.8	64.7	69.3	100.0
<u>2 years of service</u>													
Establishments with formal provisions for paid sick leave	43.4	66.5	28.4	38.9	33.8	51.3	-	18.2	2.3	37.2	35.3	30.7	-
3 days	1.5	-	-	-	9.3	-	-	2.5	-	-	-	8.2	-
5 days	2.6	-	-	18.4	4.1	-	-	1.4	-	-	22.1	1.2	-
6 days	2.6	6.3	-	3.1	5.1	-	-	2.7	-	-	6.2	7.8	-
10 days	19.0	60.2	8.1	10.6	5.6	9.4	-	2.7	-	11.7	5.1	1.6	-
12 days	12.2	-	2.6	-	4.3	41.9	-	2.0	-	-	-	6.2	-
15 days	-	-	-	-	-	-	-	.8	2.3	-	-	-	-
22 days .....	.7	-	-	6.8	-	-	-	.1	-	-	1.9	-	-
26 days .....	.9	-	-	-	5.4	-	-	1.7	-	-	-	5.7	-
30 days	3.9	-	17.7	-	-	-	-	4.3	-	25.5	-	-	-
Establishments with no formal provisions for paid sick leave	56.6	33.5	71.6	61.1	66.2	48.7	100.0	81.8	97.7	62.8	64.7	69.3	100.0
<u>1 1/2 years of service</u>													
Establishments with formal provisions for paid sick leave	43.4	66.5	28.4	38.9	33.8	51.3	-	18.2	2.3	37.2	35.3	30.7	-
3 days	1.5	-	-	-	9.3	-	-	2.5	-	-	-	8.2	-
5 days	2.6	-	-	18.4	4.1	-	-	1.4	-	-	22.1	1.2	-
6 days	2.6	6.3	-	3.1	5.1	-	-	2.7	-	-	6.2	7.8	-
10 days	18.1	60.2	8.1	2.3	5.2	9.4	-	2.6	-	11.7	2.6	1.6	-
12 days	12.2	-	2.6	-	4.3	41.9	-	2.0	-	-	-	6.2	-
15 days .....	.9	-	-	8.3	.4	-	-	.9	2.3	-	2.5	-	-
26 days .....	.9	-	-	-	5.4	-	-	1.7	-	-	-	5.7	-
60 days	3.9	-	17.7	-	-	-	-	4.3	-	25.5	-	-	-
Over 60 days .....	.7	-	-	6.8	-	-	-	.1	-	-	1.9	-	-
Establishments with no formal provisions for paid sick leave	56.6	33.5	71.6	61.1	66.2	48.7	100.0	81.8	97.7	62.8	64.7	69.3	100.0

1/ Includes data for industries in addition to those shown separately.
 * Transportation (excluding railroads), communication, and other public utilities.
 ** Finance, insurance, and real estate.

Occupational Wage Survey, Phoenix, Ariz., March 1952
 U.S. DEPARTMENT OF LABOR
 Bureau of Labor Statistics

Table E-6: *Nonproduction Bonuses*

Type of bonus	PERCENT OF OFFICE WORKERS EMPLOYED IN—							PERCENT OF PLANT WORKERS EMPLOYED IN—					
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries ^{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/}	50.8	29.6	25.7	47.1	52.8	91.3	39.0	37.7	29.1	43.8	47.2	48.1	25.6
Christmas or year-end	43.6	29.6	8.0	37.2	48.7	84.6	39.0	32.7	29.1	18.3	40.3	46.9	25.6
Profit-sharing	6.9	6.3	17.7	9.9	4.1	-	-	7.0	5.9	25.5	6.9	1.2	-
Other	3.8	1.0	-	2.6	-	11.3	9.4	.1	-	-	2.3	-	-
Establishments with no nonproduction bonuses	49.2	70.4	74.3	52.9	47.2	8.7	61.0	62.3	70.9	56.2	52.8	51.9	74.4

^{1/} Includes data for industries in addition to those shown separately.

^{2/} Unduplicated total.

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

** Finance, insurance, and real estate.

Table E-7: *Insurance and Pension Plans*

Type of plan	PERCENT OF OFFICE WORKERS EMPLOYED IN—							PERCENT OF PLANT WORKERS EMPLOYED IN—					
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries ^{1/}	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Establishments with insurance or pension plans ^{2/}	85.3	91.8	95.5	81.9	84.0	77.8	55.9	68.3	81.5	72.5	74.4	62.2	39.6
Life insurance	61.6	74.3	29.5	69.4	70.6	73.4	33.5	51.3	61.2	49.4	62.8	51.5	22.2
Health insurance	59.0	79.2	32.6	75.3	70.0	55.9	28.0	55.3	67.7	56.1	61.7	47.7	36.6
Hospitalisation	60.6	80.4	31.7	69.3	78.6	58.6	28.0	56.9	70.0	49.1	63.5	54.0	36.6
Retirement pension	58.5	66.1	90.8	25.3	34.4	58.8	23.6	38.9	50.9	56.7	12.9	28.2	17.9
Establishments with no insurance or pension plans	14.7	8.2	4.5	18.1	16.0	22.2	44.1	31.7	18.5	27.5	25.6	37.8	60.4

^{1/} Includes data for industries in addition to those shown separately.

^{2/} Unduplicated total.

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

** Finance, insurance, and real estate.

Occupational Wage Survey, Phoenix, Ariz., March 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 PHOENIX, ARIZ., 1/,
AND NUMBER STUDIED BY THE BUREAU OF LABOR STATISTICS, MARCH 1952

Item	Minimum number of workers in establishments studied <u>2/</u>	Number of establishments		Employment		
		Estimated total within scope of study	Studied	Estimated total within scope of study	In establishments studied	
					Total	Office
<u>Industry divisions in which occupations were surveyed on an area basis</u>						
All divisions	21	404	127	34,600	21,550	4,750
Manufacturing	21	78	24	10,700	7,800	1,170
Nonmanufacturing	21	326	103	23,900	13,750	3,580
Transportation (excluding railroads), communication, and other public utilities	21	47	14	6,100	4,310	1,300
Wholesale trade	21	59	23	2,500	1,160	300
Retail trade	21	138	35	9,500	4,610	560
Finance, insurance, and real estate	21	26	12	2,100	1,580	1,300
Services <u>3/</u>	21	56	19	3,700	2,090	120

1/ Phoenix Metropolitan Area (Maricopa 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.

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Biller, machine	3	Office girl	5
Bookkeeper, hand	3	Oiler	6
Bookkeeping-machine operator	3	Operator (local transit)	9
Bricklayer (building construction)	9	Order filler	7
Calculating-machine operator	4	Ovenman (bakeries)	9
Carpenter (building construction)	9	Packer	7
Carpenter, maintenance	6	Painter (building construction)	9
Cleaner	7	Painter, maintenance	6
Clerk, accounting	3, 4	Photoengraver (printing)	9
Clerk, file	4	Plasterer (building construction)	9
Clerk, general	3, 4	Plumber (building construction)	9
Clerk, order	3, 4	Porter	7
Clerk, payroll	4	Press assistant (printing)	9
Compositor, hand (printing)	9	Press feeder (printing)	9
Draftsman	6	Pressman (printing)	9
Duplicating-machine operator	4	Receiving clerk	7
Electrician (building construction)	9	Secretary	5
Engineer, stationary	6	Shipping clerk	7
Guard	7	Shipping-and-receiving clerk	7
Helper (bakeries)	9	Stenographer	5
Helper, motortruck driver	9	Stereotyper (printing)	9
Helper, trades, maintenance	6	Stock handler	8
Janitor	7	Switchboard operator	5
Laborer (building construction)	9	Switchboard operator-receptionist	5
Machine operator (printing)	9	Transcribing-machine operator	5
Machine tender (printing)	9	Truck driver	8
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Mechanic, maintenance	6	Typist	5
Mixer (bakeries)	9	Watchman	8
Motortruck driver	9	Wrapper (bakeries)	9

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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Scranton, Pennsylvania	1078	15 cents
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Worcester, Massachusetts	1077	20 cents

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The services of the Bureau of Labor Statistics' regional offices are available for consultation on statistics relating to wages and industrial relations, employment, prices, labor turn-over, productivity, work injuries, construction and housing.

The Western Region includes the following States:

Arizona		Oregon
California	Nevada	Utah
Colorado	New Mexico	Washington
Idaho		Wyoming