

# Occupational Wage Survey

## MEMPHIS , TENNESSEE

January 1953

Bulletin No. 1116-13

UNITED STATES DEPARTMENT OF LABOR

Martin P. Durkin - Secretary

BUREAU OF LABOR STATISTICS

Ewan Clague - Commissioner



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## Letter of Transmittal

UNITED STATES DEPARTMENT OF LABOR,  
Bureau of Labor Statistics,  
Washington, D. C., April 24, 1953.

The Secretary of Labor:

I have the honor to transmit herewith a report on occupational wages and related benefits in Memphis, Tenn., during January 1953. Similar studies are being conducted in a number of other large labor-market areas during the fiscal year 1953. These studies have been designed to meet a variety of governmental and nongovernmental uses and provide area-wide earnings information for many occupations common to most manufacturing and nonmanufacturing industries, as well as summaries of selected supplementary wage benefits. Whenever possible, separate data have been presented for individual major industry divisions.

This report was prepared in the Bureau's regional office in Atlanta, Ga., by Louis B. Woytych, 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.

Ewan Clague, Commissioner.

Hon. Martin P. Durkin,  
Secretary of Labor.

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\* NOTE: Earnings data for occupations that are characteristic of particular local industries are presented, when studied, in Series B tables. This additional coverage, however, was omitted from the survey of the Memphis, Tenn., area. An occupational earnings report is available, on request, for power laundries (June 1952).



# OCCUPATIONAL WAGE SURVEY - MEMPHIS, TENN.

## Introduction

The Memphis area is one of several important industrial centers in which the Bureau of Labor Statistics conducted occupational wage surveys during late 1952 and early 1953. In such surveys, occupations common to a variety of manufacturing and nonmanufacturing industries are studied on a community-wide basis. <sup>1/</sup> Cross-industry methods of sampling are thus utilized in compiling earnings data for the following types of occupations: (a) office; (b) professional and technical; (c) maintenance and power plant; and (d) custodial, warehousing, and shipping. In presenting earnings information for such jobs (tables A-1 through A-4) separate data are provided wherever possible for individual broad industry divisions.

Earnings information for characteristic occupations in certain more narrowly defined industries is presented, when studied, in series B tables. This supplemental coverage was omitted in the survey in the Memphis area. Union scales (series C tables) are presented for selected occupations in several industries or trades in which the majority of the workers are employed under terms of collective-bargaining agreements, and the contract or minimum rates are believed to be indicative of prevailing pay practices.

Data are collected and summarized on shift operations and differentials, hours of work, and supplementary benefits such as vacation allowances, paid holidays, and insurance and pension plans.

## The Memphis Metropolitan Area

The Memphis Metropolitan Area (Shelby County, Tenn.) has an estimated population of a half million inhabitants, more than four-fifths of whom reside within the city limits of Memphis.

Nearly 170,000 nonagricultural wage and salary workers were employed in the metropolitan area in January 1953, representing a gain of 15 percent during the last 5 years. <sup>2/</sup> Approximately 127,000 workers were employed in nonmanufacturing industries.

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<sup>1/</sup> See appendix for discussion of scope and method of survey. Differences between the scope of this survey and the last previous survey (November 1951) are indicated in the appendix table.

<sup>2/</sup> Source: Tennessee Department of Employment Security in cooperation with the U. S. Department of Labor's Bureau of Labor Statistics, The Labor Market in Memphis, January 1953.

Wholesale and retail trade establishments accounted for 50,000 workers, and the services industries had 22,500 employees. Transportation, communication, and other public utilities employed another 15,500, and finance, insurance, and real estate firms accounted for 8,000 workers.

Approximately 42,000 workers were employed in the area's highly diversified manufacturing industries, the most important of which are the lumber, machinery, metal products, food products, rubber, and chemicals industries.

More than half the plant workers in the industries and establishment-size groups within scope of the Bureau's study in the Memphis area were employed by firms having written agreements with labor unions. In manufacturing, establishments employing nearly three-fourths of the plant workers had union agreements. Virtually all plant workers in the public-utilities group of industries, as compared with less than a tenth in retail trade, were employed under the terms of labor-management agreements. Less than a tenth of the office workers in the area were employed under the provisions of collective-bargaining agreements in January 1953. Among the industry groups studied, the highest proportion of office workers covered by labor-management contracts was in the transportation (except railroads), communication, and other public-utilities group. Approximately a fourth of the office workers in this industry group were employed under the terms of union contracts.

## Occupational Wage Structure

Wage and salary levels in the Memphis area rose somewhat in the period between the Bureau's last survey (November 1951) and January 1953. Based on an analysis of the larger firms in the area (those employing 200 or more workers), approximately two-thirds of the plant workers received at least one general wage increase during this period. General increases for plant workers were usually granted on a cents-per-hour basis—generally ranging from 4 to 10 cents. General increases in office workers' salaries were less prevalent, although office employees of large manufacturing establishments frequently received raises comparable to those given to plant workers.

Formalized (i.e., established) wage structures were reported in establishments employing more than three-fourths of all plant (nonoffice) workers, and were common in each of the broad industry groups within the scope of the survey. Approximately half the time-rated plant workers were employed under plans which provided a single or flat rate for each job classification. Wage plans providing a range of rates for individual classifications were in effect in establishments employing more than a fourth of all time-

rated workers. Rates for the remaining time workers were determined individually. Among the industry groups studied, single rates for individual jobs were typical of manufacturing and services. Piece-rate or bonus-incentive payment plans covered plant jobs in which more than a fifth of the workers in manufacturing establishments were employed. With the exception of retail trade, incentive wage payment plans were either nonexistent or relatively insignificant among the nonmanufacturing industries studied.

Almost half the office workers were employed in establishments that determined salaries on an individual basis. Nearly all formal wage plans reported for office occupations provided a range of salaries for each job.

Established minimum entrance rates for plant employees with no previous work experience were a part of the formalized rate structures of Memphis firms employing virtually all plant workers. Three-fourths were employed in firms with minimums ranging from 70 cents to \$1.40 an hour. Minimum entrance rates of less than 75 cents an hour were not reported for any establishment in the manufacturing or public-utilities industry group.

Salaries and wages were substantially higher among the manufacturing industries than among the nonmanufacturing industries for most occupations permitting comparisons. Average weekly earn-

ings of office workers were higher in manufacturing than in non-manufacturing for 11 of the 12 comparable occupations. Average hourly earnings for plant jobs revealed the same tendency, 14 of the 20 comparable occupations showing higher rates in manufacturing.

Approximately a fifth of the workers in manufacturing plants in the Memphis area were employed on late shifts. For night work, a majority of these workers received an additional payment, most frequently expressed in terms of a uniform cents-per-hour differential over established day rates.

The 40-hour week was predominant among plant workers, with three-fifths working 40 hours. Nearly all of the remaining plant workers were scheduled for a longer workweek. More than three-fourths of the women office workers were on a 40-hour workweek schedule in January 1953.

Almost all office workers and nine-tenths of the plant workers included in the survey were eligible for paid vacations after a year of service. Provisions were more liberal generally for office workers than for plant workers. Three-fourths of the office workers were eligible for a paid vacation of 2 weeks after 2 years' service; the majority of the plant workers, on the other hand, were provided only 1 week's vacation after a similar period of service.

## A: Cross-Industry Occupations

Table A-1: Office Occupations

(Average straight-time weekly hours and earnings 1/ for selected occupations studied on an area basis in Memphis, Tenn., by industry division, January 1953)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF—																										
		Weekly hours (Standard)	Weekly earnings (Standard)	Under \$25.00	\$25.00-27.50	\$27.50-30.00	\$30.00-32.50	\$32.50-35.00	\$35.00-37.50	\$37.50-40.00	\$40.00-42.50	\$42.50-45.00	\$45.00-47.50	\$47.50-50.00	\$50.00-52.50	\$52.50-55.00	\$55.00-57.50	\$57.50-60.00	\$60.00-62.50	\$62.50-65.00	\$65.00-67.50	\$67.50-70.00	\$70.00-72.50	\$72.50-75.00	\$75.00-80.00	\$80.00 and over				
<b>Men</b>																														
Bookkeeping-machine operators, class B .....	36	40.0	49.00	-	-	-	-	-	4	7	2	1	9	5	1	-	1	-	2	-	-	-	-	-	-	-	2	2		
Clerks, order .....	105	40.0	62.00	-	-	-	-	-	-	8	4	2	-	2	2	4	1	7	7	32	10	7	8	2	6	3	-	-		
Manufacturing .....	34	40.0	58.00	-	-	-	-	-	-	8	4	1	-	-	-	1	-	6	-	4	-	7	8	2	6	2	-	-		
Nonmanufacturing .....	71	40.0	64.00	-	-	-	-	-	-	-	-	1	-	2	2	3	1	1	7	28	10	7	8	-	-	1	-	-		
Clerks, payroll .....	38	41.5	65.50	-	-	-	-	-	-	-	-	-	-	3	-	3	-	-	9	5	6	3	3	3	-	-	3	-		
Office boys .....	60	41.0	38.00	5	2	-	18	-	2	-	11	11	3	-	1	6	-	-	-	-	1	-	-	-	-	-	-	-		
Nonmanufacturing .....	40	41.0	37.00	5	2	-	11	-	2	-	7	7	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-		
Tabulating-machine operators .....	48	40.0	67.50	-	-	-	-	-	-	-	-	-	1	3	-	-	1	3	6	6	5	4	-	3	12	4	-	-		
Nonmanufacturing .....	25	40.0	66.00	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	4	3	4	4	-	-	6	1	-	-		
<b>Women</b>																														
Billers, machine (billing machine) .....	121	40.5	46.00	-	-	10	-	-	-	12	16	1	36	14	8	3	6	12	-	2	-	1	-	-	-	-	-	-		
Manufacturing .....	58	40.0	48.00	-	-	-	-	-	-	5	8	-	20	10	-	3	5	4	-	2	-	1	-	-	-	-	-	-		
Nonmanufacturing .....	63	41.0	44.00	-	-	10	-	-	-	7	8	1	16	4	8	-	1	8	-	2	-	-	-	-	-	-	-	-		
Billers, machine (bookkeeping machine) .....	67	40.0	42.50	-	-	1	2	6	5	9	8	17	2	1	11	3	1	-	-	1	-	-	-	-	-	-	-	-		
Nonmanufacturing .....	52	40.0	41.50	-	-	1	2	6	5	7	4	15	2	1	4	3	1	-	-	1	-	-	-	-	-	-	-	-		
Bookkeeping-machine operators, class B .....	418	40.5	44.50	-	-	-	3	20	43	65	69	54	49	29	25	17	18	10	2	3	1	4	2	-	-	4	-	-		
Manufacturing .....	54	40.0	48.50	-	-	-	-	3	20	43	65	69	54	29	25	17	18	10	2	3	1	4	2	-	-	4	-	-		
Nonmanufacturing .....	364	40.5	44.00	-	-	-	3	20	43	59	57	53	37	29	18	8	16	10	2	1	-	4	-	-	-	-	-	4		
Calculating-machine operators (Comptometer type) .....	318	39.5	48.00	-	1	6	5	6	7	39	26	38	18	34	44	21	23	21	9	11	4	2	-	-	2	1	-	-		
Manufacturing .....	63	40.0	56.50	-	-	-	-	-	-	-	2	8	8	6	3	8	2	16	8	4	1	2	-	-	2	1	-	-		
Nonmanufacturing .....	255	39.5	46.00	-	1	6	5	6	7	39	24	38	10	28	41	13	21	5	1	7	3	-	-	-	-	-	-	-		
Calculating-machine operators (other than Comptometer type) .....	57	40.0	40.00	-	-	-	13	7	2	6	10	2	4	9	3	-	-	1	-	-	-	-	-	-	-	-	-	-		
Nonmanufacturing .....	49	40.0	40.00	-	-	-	13	7	2	4	6	2	2	9	3	-	-	1	-	-	-	-	-	-	-	-	-	-		
Clerks, file, class A .....	36	40.0	45.50	-	-	-	-	1	-	10	4	10	-	-	6	-	-	2	1	-	1	-	1	-	-	-	-	-		
Clerks, file, class B .....	297	40.0	37.50	5	6	9	67	35	55	29	41	11	10	6	16	2	2	2	-	-	-	1	-	-	-	-	-	-		
Manufacturing .....	39	40.0	43.50	-	-	1	3	6	5	6	1	8	-	6	6	-	2	2	-	-	-	1	-	-	-	-	-	-		
Nonmanufacturing .....	258	40.0	36.50	5	6	9	66	32	49	24	35	10	2	6	10	2	2	-	-	-	-	-	-	-	-	-	-	-		
Public utilities * .....	29	39.0	42.00	-	-	-	-	-	-	16	7	-	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-		
Clerks, order .....	61	40.0	47.50	-	-	-	-	-	3	-	10	5	20	10	5	1	-	-	3	2	-	-	2	-	-	-	-	-		
Clerks, payroll .....	168	40.0	52.00	-	-	-	1	3	4	9	10	7	13	32	20	12	14	6	17	4	5	5	3	1	1	1	-	-		
Manufacturing .....	83	40.0	55.50	-	-	-	-	-	-	2	5	6	7	18	3	11	6	7	4	5	5	3	-	-	1	-	-	-		
Nonmanufacturing .....	85	40.5	46.50	-	-	-	1	3	4	9	8	2	7	25	2	9	3	-	10	4	5	5	-	1	-	1	-	-		
Duplicating-machine operators .....	26	40.0	46.00	-	-	-	-	-	-	7	-	1	8	6	-	-	3	-	1	-	-	-	-	-	-	-	-	-		
Key-punch operators .....	112	40.0	46.50	-	-	-	2	7	-	11	9	22	18	13	8	2	4	7	7	-	2	-	-	-	-	-	-	-		
Manufacturing .....	60	40.0	48.50	-	-	-	-	-	-	4	4	13	8	9	8	2	2	6	3	-	1	-	-	-	-	-	-	-		
Nonmanufacturing .....	52	40.0	44.00	-	-	-	2	7	-	7	5	9	10	4	-	-	2	1	4	-	1	-	-	-	-	-	-	-		
Office girls .....	58	40.0	35.50	-	-	1	25	6	5	2	8	3	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Nonmanufacturing .....	44	40.0	35.00	-	-	1	18	6	4	2	8	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Secretaries .....	424	40.5	55.00	-	-	-	-	-	7	2	20	28	77	30	53	18	30	23	48	28	14	9	6	11	10	10	-	-		
Manufacturing .....	121	40.0	59.50	-	-	-	-	-	-	-	6	4	6	9	12	5	16	8	15	10	1	4	4	3	9	9	-	-		
Nonmanufacturing .....	303	40.5	53.00	-	-	-	-	-	7	2	14	24	71	21	41	13	14	15	33	18	13	5	2	8	1	1	-	-		
Public utilities * .....	63	41.5	59.00	-	-	-	-	-	-	-	-	1	10	2	2	4	4	8	15	2	7	2	-	6	-	-	-	-		

See footnote at end of table.

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

Occupational Wage Survey, Memphis, Tenn., January 1953  
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 Memphis, Tenn., by industry division, January 1953)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF—																							
		Weekly hours (Standard)	Weekly earnings (Standard)	Under \$25.00	\$25.00-27.50	\$27.50-30.00	\$30.00-32.50	\$32.50-35.00	\$35.00-37.50	\$37.50-40.00	\$40.00-42.50	\$42.50-45.00	\$45.00-47.50	\$47.50-50.00	\$50.00-52.50	\$52.50-55.00	\$55.00-57.50	\$57.50-60.00	\$60.00-62.50	\$62.50-65.00	\$65.00-67.50	\$67.50-70.00	\$70.00-72.50	\$72.50-75.00	\$75.00-80.00	\$80.00 and over	
<b>Women - Continued</b>			\$																								
Stenographers, general .....	786	40.0	47.50	-	1	-	12	19	67	43	84	58	117	95	123	51	32	36	13	11	9	6	2	2	5	-	-
Manufacturing .....	279	40.0	49.50	-	-	-	2	-	8	18	35	11	48	30	58	18	11	9	7	9	-	6	2	1	3	-	-
Nonmanufacturing .....	507	40.0	46.00	-	1	-	10	19	59	25	49	47	69	65	65	33	18	27	6	2	9	-	-	1	2	-	-
Public utilities * .....	36	40.0	47.00	-	-	-	-	2	-	6	-	-	14	1	2	7	1	2	-	-	-	-	-	-	-	-	-
Switchboard operators .....	130	42.5	37.50	-	17	10	2	26	24	15	11	3	3	4	6	1	-	6	-	-	-	-	-	-	1	1	
Nonmanufacturing .....	118	43.0	36.00	-	17	10	2	26	24	13	9	3	2	4	6	1	-	-	-	-	-	-	-	-	-	1	
Switchboard operator-receptionists .....	174	40.0	44.00	-	-	-	8	-	25	30	22	22	22	4	13	3	7	6	11	-	1	-	-	-	-	-	-
Manufacturing .....	60	40.0	48.00	-	-	-	-	-	8	-	2	2	21	3	9	3	7	1	3	-	1	-	-	-	-	-	-
Nonmanufacturing .....	114	40.0	42.00	-	-	-	8	-	17	30	20	20	1	1	4	-	7	5	8	-	-	-	-	-	-	-	-
Transcribing-machine operators, general .....	144	40.0	43.50	-	-	-	5	8	38	14	10	28	-	1	11	10	14	-	1	-	2	1	-	1	-	-	-
Nonmanufacturing .....	116	40.0	43.50	-	-	-	5	8	38	8	1	17	-	1	9	10	14	-	1	-	2	1	-	1	-	-	-
Typists, class A .....	271	40.0	45.00	-	-	-	-	9	18	32	69	12	39	9	26	42	7	2	-	4	-	1	-	-	1	-	-
Manufacturing .....	57	40.0	48.00	-	-	-	-	-	4	17	1	8	5	-	12	4	2	-	4	-	-	-	-	-	-	-	-
Nonmanufacturing .....	214	40.0	44.50	-	-	-	-	9	18	28	52	11	31	4	26	30	3	-	-	-	1	-	-	-	1	-	-
Typists, class B .....	499	40.0	38.00	-	-	2	70	100	95	64	50	47	26	24	13	5	-	2	-	-	-	-	-	-	1	-	-
Manufacturing .....	116	40.0	39.50	-	-	-	6	17	32	4	20	23	3	2	8	-	1	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing .....	383	40.5	38.00	-	-	2	64	83	63	60	30	24	23	22	5	5	-	1	-	-	-	-	-	-	1	-	-
Public utilities * .....	33	40.5	44.50	-	-	-	-	-	3	1	5	8	10	1	3	-	-	-	-	-	-	-	-	-	-	-	-

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.

Table A-2: *Professional and Technical Occupations*

(Average straight-time weekly hours and earnings 1/ for selected occupations studied on an area basis in Memphis, Tenn., by industry division, January 1953)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF—																							
		Weekly hours (Standard)	Weekly earnings (Standard)	Under \$42.50	\$42.50-45.00	\$45.00-47.50	\$47.50-50.00	\$50.00-52.50	\$52.50-55.00	\$55.00-57.50	\$57.50-60.00	\$60.00-62.50	\$62.50-65.00	\$65.00-67.50	\$67.50-70.00	\$70.00-72.50	\$72.50-75.00	\$75.00-80.00	\$80.00-85.00	\$85.00-90.00	\$90.00-95.00	\$95.00-100.00	\$100.00-105.00	\$105.00-110.00	\$110.00-115.00	\$115.00-120.00	
<b>Men</b>			\$																								
Draftsmen .....	106	40.0	79.00	-	-	-	-	-	-	-	1	4	-	4	13	15	1	26	16	10	5	4	-	4	2	1	-
Manufacturing .....	94	40.0	79.00	-	-	-	-	-	-	-	-	4	-	4	13	13	1	22	11	10	5	4	-	4	2	1	-
<b>Women</b>			\$																								
Nurses, industrial (registered) .....	36	40.0	59.50	1	1	-	-	-	14	1	2	3	1	5	5	-	2	1	-	-	-	-	-	-	-	-	-
Manufacturing .....	31	40.0	59.50	-	1	-	-	-	13	1	2	2	1	4	5	-	2	-	-	-	-	-	-	-	-	-	-

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

Occupational Wage Survey, Memphis, Tenn., January 1953  
U.S. DEPARTMENT OF LABOR  
Bureau of Labor Statistics

Table A-3: *Maintenance and Power Plant Occupations*(Average hourly earnings <sup>1/</sup> for men in selected occupations studied on an area basis in Memphis, Tenn., by industry division, January 1953)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																										
			Under \$0.80	\$0.80-0.85	\$0.85-0.90	\$0.90-0.95	\$0.95-1.00	\$1.00-1.05	\$1.05-1.10	\$1.10-1.15	\$1.15-1.20	\$1.20-1.25	\$1.25-1.30	\$1.30-1.35	\$1.35-1.40	\$1.40-1.45	\$1.45-1.50	\$1.50-1.55	\$1.55-1.60	\$1.60-1.65	\$1.65-1.70	\$1.70-1.80	\$1.80-1.90	\$1.90-2.00	\$2.00-2.10	\$2.10-2.20	\$2.20-2.30	\$2.30-2.40	\$2.40 and over
<b>Carpenters, maintenance</b> .....	120	1.72	-	-	-	1	4	2	-	-	1	4	15	7	11	-	6	7	2	1	-	2	3	6	2	18	25	1	2
Manufacturing .....	61	1.62	-	-	-	1	4	2	-	-	1	4	15	7	-	5	5	2	1	-	-	3	4	1	13	-	1	-	
Nonmanufacturing .....	59	1.84	-	-	-	1	4	2	-	-	1	-	-	11	-	1	2	-	-	-	2	-	2	1	5	25	-	2	
<b>Electricians, maintenance</b> .....	143	2.01	-	-	-	-	-	1	-	-	1	1	-	-	1	1	5	6	3	-	7	3	17	23	49	14	11	-	
Manufacturing .....	133	2.04	-	-	-	-	-	-	-	-	-	-	-	-	1	1	4	6	2	-	7	3	15	22	49	13	10	-	
<b>Engineers, stationary</b> .....	135	1.80	-	-	-	-	-	-	-	1	2	8	16	4	4	1	-	11	3	3	1	14	5	26	10	13	5	8	
Manufacturing .....	79	1.82	-	-	-	-	-	-	-	-	-	8	5	-	-	-	8	1	3	1	14	2	13	10	10	4	-		
Nonmanufacturing .....	56	1.78	-	-	-	-	-	-	-	1	2	-	11	4	4	1	-	3	2	-	-	3	13	-	3	1	2/8		
<b>Firemen, stationary boiler</b> .....	155	1.11	12	8	10	17	39	21	-	4	-	5	8	8	-	-	-	-	-	8	-	7	4	1	1	2	-	-	
Manufacturing .....	119	1.15	8	8	-	17	33	14	-	-	-	5	8	3	-	-	-	-	-	8	-	7	4	1	1	2	-	-	
<b>Helpers, trades, maintenance</b> .....	161	1.08	8	8	15	24	3	12	10	9	9	13	31	15	1	2	-	1	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	90	1.11	-	-	8	15	3	5	7	8	9	9	11	14	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing .....	71	1.05	8	8	7	9	-	7	3	1	-	4	20	1	-	2	-	1	-	-	-	-	-	-	-	-	-	-	
<b>Machinists, maintenance</b> .....	152	2.00	-	-	-	-	-	-	-	-	2	-	-	-	2	5	-	5	2	8	6	15	5	22	23	25	15	7	10
Manufacturing .....	145	2.00	-	-	-	-	-	-	-	-	2	-	-	-	2	5	-	5	2	7	6	12	5	22	23	25	12	7	10
<b>Mechanics, automotive (maintenance)</b> .....	410	1.49	-	-	-	-	-	6	-	-	13	-	51	26	28	96	1	18	52	73	4	10	8	4	11	8	1	-	
Manufacturing .....	57	1.61	-	-	-	-	-	-	-	-	-	-	8	6	12	9	-	-	1	-	-	2	4	8	7	-	-	-	
Nonmanufacturing .....	353	1.47	-	-	-	-	-	6	-	-	13	-	43	20	16	87	1	18	51	73	4	10	6	-	3	1	1	-	
Public utilities * .....	236	1.53	-	-	-	-	-	-	-	-	-	-	1	-	10	87	1	4	45	73	-	8	4	-	3	-	-	-	
<b>Mechanics, maintenance</b> .....	345	1.79	-	-	-	-	-	-	-	-	13	9	22	5	17	11	10	12	27	11	26	39	15	38	90	-	-	-	
Manufacturing .....	296	1.86	-	-	-	-	-	-	-	-	6	3	16	2	4	11	4	12	24	11	24	37	15	38	89	-	-	-	
Nonmanufacturing .....	49	1.42	-	-	-	-	-	-	-	-	7	6	6	3	13	-	6	-	3	-	2	2	-	-	1	-	-	-	
<b>Millwrights</b> .....	157	1.91	-	-	-	-	-	-	-	-	2	-	-	9	-	2	11	-	14	4	-	9	14	2	19	54	17	-	
Manufacturing .....	155	1.91	-	-	-	-	-	-	-	-	2	-	-	9	-	2	11	-	14	4	-	8	13	2	19	54	17	-	
<b>Oilers</b> .....	86	1.55	2	-	2	4	-	2	-	-	8	3	9	3	1	-	-	-	1	8	4	7	10	22	-	-	-	-	
Manufacturing .....	84	1.57	-	-	2	4	-	2	-	-	8	3	9	3	1	-	-	-	1	8	4	7	10	22	-	-	-	-	
<b>Painters, maintenance</b> .....	124	1.69	-	1	-	2	6	8	-	8	1	-	2	2	8	-	13	10	2	-	-	2	-	6	13	30	6	1	3
Manufacturing .....	52	1.83	-	-	-	-	-	-	-	-	-	-	2	-	8	-	4	2	2	-	-	2	-	6	13	7	6	-	
Nonmanufacturing .....	72	1.59	-	1	-	2	6	8	-	8	1	-	-	2	-	-	9	8	-	-	-	-	-	-	-	23	-	1	3
<b>Pipefitters, maintenance</b> .....	93	2.03	-	-	-	-	-	-	-	-	-	-	-	2	-	4	2	3	5	-	1	-	-	2	10	57	6	1	-
Manufacturing .....	93	2.03	-	-	-	-	-	-	-	-	-	-	-	2	-	4	2	3	5	-	1	-	-	2	10	57	6	1	-
<b>Tool-and-die makers</b> .....	41	2.18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	1	-	11	9	9	2
Manufacturing .....	41	2.18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	1	-	11	9	9	2

<sup>1/</sup> Excludes premium pay for overtime and night work.<sup>2/</sup> Workers were distributed as follows: 6 at \$2.40 to \$2.50; 1 at \$2.50 to \$2.60; 1 at \$2.60 to \$2.70.

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

Occupational Wage Survey, Memphis, Tenn., January 1953

U.S. DEPARTMENT OF LABOR

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

(Average hourly earnings 1/ for selected occupations 2/ studied on an area basis in Memphis, Tenn., by industry division, January 1953)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																											
			Under \$0.55	\$0.55	\$0.60	\$0.65	\$0.70	\$0.75	\$0.80	\$0.85	\$0.90	\$0.95	\$1.00	\$1.05	\$1.10	\$1.15	\$1.20	\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.55	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00 and over	
			0.55	.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	1.55	1.60	1.70	1.80	1.90	2.00	and over	
Guards .....	129	1.45	-	-	-	-	-	-	-	-	-	-	23	2	-	9	-	28	4	3	1	-	8	3	-	34	1	13	-	
Manufacturing .....	108	1.48	-	-	-	-	-	-	-	-	-	-	21	2	-	4	-	22	-	-	-	8	3	-	34	1	13	-		
Janitors, porters, and cleaners (men) .....	1,456	.92	214	9	26	33	29	171	112	147	126	85	85	76	18	105	35	-	26	10	68	20	1	32	1	27	-	-		
Manufacturing .....	683	1.09	-	-	-	-	-	6	53	99	86	73	76	36	11	55	27	-	18	-	68	14	-	32	-	27	-	-		
Nonmanufacturing .....	773	.77	3/214	9	26	33	29	165	59	48	40	12	9	38	7	50	8	-	8	10	-	6	1	-	1	-	-	-		
Public utilities * .....	74	.93	-	-	1	-	-	6	24	3	6	7	3	18	1	2	3	-	-	-	-	-	-	-	-	-	-	-		
Janitors, porters, and cleaners (women) .....	433	.71	175	24	4	1	3	111	29	5	20	18	2	10	4	14	-	2	-	2	9	-	-	-	-	-	-	-		
Manufacturing .....	73	.97	-	-	-	-	-	17	17	3	2	7	-	10	4	-	-	2	-	2	9	-	-	-	-	-	-	-		
Nonmanufacturing .....	360	.65	4/175	24	4	1	3	94	12	2	18	11	2	-	-	14	-	-	-	-	-	-	-	-	-	-	-	-		
Public utilities * .....	25	.88	1	-	-	-	-	9	-	-	2	11	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Laborers, material handling 5/ .....	3,795	1.04	-	4	10	13	1	498	415	529	243	106	222	247	444	248	358	17	54	24	39	27	43	86	77	4	75	6	5	
Manufacturing .....	2,220	1.10	-	-	-	-	-	163	88	346	182	70	79	204	368	180	133	14	25	24	39	27	25	86	77	4	75	6	5	
Nonmanufacturing .....	1,575	.95	-	4	10	13	1	335	327	183	61	36	143	43	76	68	225	3	29	-	-	-	18	-	-	-	-	-	-	
Public utilities * .....	746	.94	-	-	-	-	-	154	208	154	20	-	-	-	-	-	210	-	-	-	-	-	-	-	-	-	-	-	-	
Order fillers .....	741	1.18	-	-	-	5	-	16	12	88	37	46	127	47	14	37	40	5	58	15	36	42	34	16	32	20	-	-	14	
Manufacturing .....	228	1.20	-	-	-	-	-	8	21	5	6	69	40	-	-	15	4	4	8	6	6	14	2	-	12	-	-	14		
Nonmanufacturing .....	513	1.18	-	-	-	5	-	16	4	67	32	40	58	7	14	37	25	1	54	7	30	42	20	14	32	8	-	-		
Packers, class B (men) .....	389	1.13	5	10	10	-	-	41	12	23	49	6	39	24	21	23	4	12	-	17	4	12	7	2	56	4	-	1	7	
Manufacturing .....	209	1.13	-	-	-	-	-	41	5	12	17	6	4	21	20	22	4	5	-	17	4	12	7	-	2	56	-	-	7	
Nonmanufacturing .....	180	1.14	5	10	10	-	-	7	11	32	-	35	3	1	1	-	-	-	-	-	-	-	-	-	2	56	-	-		
Packers, class B (women) .....	1,209	.97	-	-	5	-	-	271	59	146	47	281	133	21	9	28	4	5	168	20	-	-	-	-	12	-	-	-		
Manufacturing .....	1,128	.96	-	-	-	-	-	262	58	146	47	281	132	9	8	22	3	-	128	20	-	-	-	-	12	-	-	-		
Nonmanufacturing .....	81	1.14	-	-	5	-	-	9	1	-	-	-	1	12	1	6	1	5	40	-	-	-	-	-	-	-	-	-		
Receiving clerks .....	168	1.44	3	-	1	-	5	4	-	1	8	1	5	4	14	-	13	3	-	2	10	3	11	17	21	3	15	20	4	
Manufacturing .....	58	1.70	-	-	-	-	-	-	-	-	1	2	-	-	-	5	1	-	2	2	1	-	8	5	2	13	14	4		
Nonmanufacturing .....	110	1.30	3	-	1	-	5	4	-	1	8	-	3	4	14	-	8	2	-	2	8	2	11	9	16	1	2	6	-	
Shipping clerks .....	227	1.48	-	-	-	-	-	-	-	-	4	9	5	1	11	5	17	18	17	8	23	13	-	7	42	7	23	2	15	
Manufacturing .....	100	1.52	-	-	-	-	-	-	-	-	9	1	1	3	5	3	4	-	2	8	13	-	7	13	7	15	2	7		
Nonmanufacturing .....	127	1.45	-	-	-	-	-	-	-	-	4	-	4	-	8	-	14	14	17	6	15	-	-	-	29	7	8	-	8	
Shipping and receiving clerks .....	151	1.46	-	-	-	-	-	-	-	-	6	6	1	4	6	1	12	2	2	17	31	26	1	15	-	11	2	8		
Manufacturing .....	66	1.43	-	-	-	-	-	-	-	-	6	6	-	-	2	-	10	2	-	-	7	19	-	4	-	6	-	4		
Nonmanufacturing .....	85	1.49	-	-	-	-	-	-	-	-	-	-	1	4	4	1	2	-	2	17	24	7	1	11	-	5	2	4		
Public utilities * .....	45	1.53	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	-	2	1	24	7	6	-	-	-	4		
Truck drivers, light (under 1½ tons) .....	187	.88	7	-	-	35	4	33	35	12	-	11	7	12	6	1	10	1	1	4	-	3	2	-	-	1	2	-	-	
Manufacturing .....	42	1.14	-	-	-	-	-	4	4	-	5	-	7	12	4	1	-	-	4	-	3	2	-	-	-	1	2	-	-	
Nonmanufacturing .....	145	.81	7	-	-	35	4	33	31	8	-	6	-	2	-	10	1	1	-	-	-	-	-	-	-	-	-	-	-	
Truck drivers, medium (1½ to and including 4 tons) .....	899	1.14	-	-	-	5	-	31	80	55	110	11	72	187	4	-	9	5	-	198	3	24	48	34	11	1	7	2	2	
Manufacturing .....	324	1.10	-	-	-	-	-	7	23	25	11	32	170	4	-	5	5	-	-	3	-	-	34	-	1	4	-	-		
Nonmanufacturing .....	575	1.16	-	-	-	5	-	24	80	32	85	-	40	17	-	-	4	-	-	198	-	24	48	-	11	-	3	2	2	
Public utilities * .....	216	1.38	-	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	198	-	-	-	-	7	-	3	-	2		
Truck drivers, heavy (over 4 tons, trailer type) .....	288	1.28	-	-	-	-	-	54	6	-	-	-	14	-	16	4	2	-	78	42	51	5	-	-	-	-	-	16	-	
Manufacturing .....	43	1.14	-	-	-	-	-	6	-	-	-	-	14	-	16	-	2	-	-	-	5	-	-	-	-	-	-	-		
Nonmanufacturing .....	245	1.31	-	-	-	-	-	54	-	-	-	-	-	-	-	4	-	-	78	42	51	-	-	-	-	-	-	16	-	
Truckers, power (fork-lift) .....	413	1.37	-	-	-	-	7	18	8	10	28	18	35	35	35	14	9	4	1	3	-	33	23	6	14	93	10	9		
Manufacturing .....	347	1.44	-	-	-	-	7	8	5	-	4	18	33	34	30	10	9	4	-	3	-	33	23	-	6	14	93	10	9	
Nonmanufacturing .....	66	1.03	-	-	-	-	-	10	3	10	24	-	2	1	5	4	-	-	1	-	-	-	-	6	-	-	-	-		
Watchmen .....	416	.92	19	5	16	3	6	71	35	100	45	29	14	2	21	27	8	2	9	6	1	21	-	6	-	-	-	-	-	
Manufacturing .....	227	1.03	-	-	-	-	-	31	19	37	33	10	-	-	21	27	7	2	6	6	1	21	-	6	-	-	-	-	-	
Nonmanufacturing .....	219	.80	19	5	16	3	6	40	16	63	12	19	14	2	-	1	-	-	3	-	-	-	-	-	-	-	-	-	-	
Public utilities * .....	99	.82	-	-	-	-	-	25	10	60	3	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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: 1 at \$0.30 to \$0.35; 35 at \$0.35 to \$0.40; 26 at \$0.40 to \$0.45; 24 at \$0.45 to \$0.50; 128 at \$0.50 to \$0.55.

4/ Workers were distributed as follows: 3 at \$0.35 to \$0.40; 8 at \$0.40 to \$0.45; 33 at \$0.45 to \$0.50; 131 at \$0.50 to \$0.55.

5/ Title change only, from "Stock handlers and truckers, hand," as reported in previous study.

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

Occupational Wage Survey, Memphis, Tenn., January 1953

U.S. DEPARTMENT OF LABOR

Bureau of Labor Statistics

## 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. Additional information is available in reports issued separately for these individual industries or trades.)

**Table C-15: Building Construction**  
April 1, 1953

Classification	Rate per hour	Hours per week
Bricklayers .....	\$3.150	40
Carpenters .....	2.375	40
Electricians .....	2.825	40
Painters .....	2.313	40
Plasterers .....	3.000	40
Plumbers .....	2.925	40
Building laborers .....	1.250	40

**Table C-205: Bakeries-Continued**  
July 1, 1952

Classification	Rate per hour	Hours per week
Bread and cake - Machine shops - Continued		
Agreement B - Continued		
Cake:		
Ovenmen .....	\$1.260	40
Benchmen .....	1.205	40
Helpers:		
Under 3 months .....	.810	40
3 - 9 months .....	.850	40
After 9 months .....	.910	40
Wrappers .....	.910	40

**Table C-27: Printing-Continued**  
July 1, 1952

Classification	Rate per hour	Hours per week
Newspapers - Continued		
Stereotypers:		
Day work .....	\$2.520	37½
Night work .....	2.653	37½

**Table C-205: Bakeries**  
July 1, 1952

Classification	Rate per hour	Hours per week
Bread and cake - Machine shops:		
Agreement A:		
Bread:		
Foremen .....	\$1.840	40
Mixers, ovenmen, and leadmen .....	1.560	40
Divider operators, bun-machine operators .....	1.450	40
Molder operators, bench hands, oven helpers, wrapping-machine operators .....	1.400	40
Checkers and order fillers .....	1.370	40
Bread rackers .....	1.260	40
Helpers:		
First 3 months .....	1.050	40
4 - 9 months .....	1.100	40
After 9 months .....	1.150	40
Cake:		
Foremen .....	1.680	40
Leadmen .....	1.560	40
Mixers .....	1.540	40
Ovenmen .....	1.480	40
Doughnut-machine operators .....	1.460	40
Ingredient scalers .....	1.360	40
Scaling-machine operators, benchmen .....	1.330	40
Checkers .....	1.310	40
Leadwomen .....	1.260	40
Icing-machine operators .....	1.190	40
Wrapping-machine operators .....	1.130	40
Helpers:		
First 3 months .....	1.050	40
4 - 9 months .....	1.100	40
After 9 months .....	1.150	40
Female helpers:		
First 3 months .....	.970	40
4 - 9 months .....	1.020	40
After 9 months .....	1.070	40
Agreement B:		
Bread:		
Working foremen .....	1.605	40
Mixers, ovenmen (first) .....	1.345	40
Ovenmen (second) .....	1.260	40
Dividers, bun-machine operators .....	1.240	40
Moldermen, benchmen .....	1.205	40
Wrapping-machine operators .....	1.170	40
Helpers:		
Under 3 months .....	.870	40
3 - 9 months .....	.910	40
After 9 months .....	.970	40

**Table C-27: Printing**  
July 1, 1952

Classification	Rate per hour	Hours per week
Book and job shops:		
Bindery women .....	\$1.043	40
Bookbinders .....	2.085	40
Compositors, hand .....	2.275	40
Electrotypers .....	2.592	37½
Machine operators .....	2.275	40
Machine tenders .....	2.275	40
Photoengravers .....	2.720	37½
Press assistants and feeders:		
Cylinder feeders .....	1.485	40
Platen feeders, men .....	1.200	40
Platen feeders, women .....	1.043	40
Pressmen, cylinder .....	2.125	40
2-color, over 25 x 38 inches .....	2.175	40
Offset presses:		
17 x 22 inches and up to .....		
22 x 34 inches .....	2.100	40
22 x 34 inches .....	2.150	40
Over 22 x 34 inches .....	2.175	40
2-color .....	2.225	40
Pressmen, platen .....	1.800	40
Pressmen, Kelly's, Miehle Verticals and Millers .....	2.100	40
Newspapers:		
Compositors, hand:		
Day work .....	2.633	37½
Night work .....	2.766	37½
Machine operators:		
Day work .....	2.633	37½
Night work .....	2.766	37½
Machine tenders (machinists):		
Day work .....	2.633	37½
Night work .....	2.766	37½
Mailers:		
Day work .....	2.273	37½
Night work .....	2.393	37½
Photoengravers:		
Day work .....	2.833	37½
Night work .....	3.060	37½
Pressmen, web presses:		
Day work .....	2.540	37½
Night work .....	2.673	37½
Pressmen-in-charge:		
Day work .....	2.793	37½
Night work .....	2.947	37½

**Table C-41: Local Transit Operating Employees**

Classification	Rate per hour	Hours per week
October 1, 1952		
1-man cars and busses:		
First year .....	\$1.500	40
Second year .....	1.550	40
After 2 years .....	1.600	40

**Table C-42: Motortruck Drivers and Helpers**  
July 1, 1952

Classification	Rate per hour	Hours per week
Bakery:		
Agreement A .....	\$1.155	60
Agreement B .....	1.290	48
Brewery drivers .....		
First helpers .....	.950	40
Second helpers .....	.838	40
Building - Construction:		
Up to 1½ tons .....	1.000	40
1½ - 2½ tons, or 2½ - 4 yards .....	1.250	40
3 - 5 tons, or 4 - 6 yards .....	1.500	40
5 tons and over, or 6 yards and over .....	1.750	40
Furniture:		
Drivers, other than city .....	.970	40
Drivers, city .....	1.020	40
Helpers .....	.940	40
Grocery - Wholesale:		
First 6 months .....	.965	40
After 6 months .....	.800	40
Hardware:		
First 6 months .....	.965	40
6 - 12 months .....	.990	40
After 12 months .....	1.040	40
Helpers:		
First 6 months .....	.940	40
After 6 months .....	.990	40
Meat - Packing house .....	1.365	40
Newspaper:		
Agreement A .....	1.051	40
Agreement B .....	1.051	40
Pick-up and delivery firms:		
Under 3 months .....	1.370	45
Over 3 months .....	1.370	45
Railway express, regular .....	1.690	40
Money .....	1.690	40

## D: Supplementary Wage Practices

Table D-1: *Shift Differential Provisions* <sup>1/</sup>

Shift differential	Percent of total plant employment -			
	(a)		(b)	
	By establishment policy in -		Actually working on extra shifts in -	
	All manufacturing industries			
	2d shift work	3d or other shift work	2d shift	3d or other shift
All workers .....	100.0	100.0	XXX	XXX
Workers in establishments having provisions for late shifts .....	65.8	64.1	13.5	7.4
With shift differential .....	51.8	53.0	11.8	6.6
Uniform cents (per hour) .....	35.7	36.1	8.8	5.9
3 cents .....	12.9	12.9	4.5	3.2
5 cents .....	19.4	13.8	4.1	.4
7 or 9 cents .....	.8	2.1	-	.2
10 cents .....	1.1	5.8	-	1.1
Over 10 cents .....	1.5	1.5	.2	1.0
Uniform percentage .....	14.7	14.7	3.0	.7
5 percent .....	3.8	-	.2	-
6 percent .....	2.3	-	-	-
7½ percent .....	-	3.8	-	(2/)
10 percent .....	8.6	8.6	2.8	.7
Over 10 percent .....	-	2.3	-	-
Full day's pay for reduced hours .....	1.4	2.2	-	-
With no shift differential .....	14.0	11.1	1.7	.8
Workers in establishments having no provisions for late shifts .....	34.2	35.9	XXX	XXX

<sup>1/</sup> Shift differential data are presented in terms of (a) establishment policy and (b) workers actually employed on late shifts at the time of the survey. An establishment was considered as having a policy if it met any of the following conditions: (1) Operated late shifts at the time of the survey, (2) had union-contract provisions covering late shifts, or (3) had operated late shifts within six months prior to the survey.

<sup>2/</sup> Less than 0.05 percent.

Table D-2: *Scheduled Weekly Hours*

Weekly hours	Percent of office <sup>1/</sup> workers employed in -			Percent of plant workers employed in -		
	All industries <sup>2/</sup>	Manufacturing	Public utilities *	All industries <sup>3/</sup>	Manufacturing	Public utilities *
All workers .....	100.0	100.0	100.0	100.0	100.0	100.0
Under 37½ hours .....	(4/)	-	.3	-	-	-
37½ hours .....	4.1	-	41.3	.8	1.5	-
Over 37½ and under 40 hours .....	1.8	-	-	-	-	-
40 hours .....	77.8	92.9	33.5	62.5	76.8	64.1
Over 40 and under 45 hours .....	10.7	2.5	15.9	5.2	-	-
45 hours .....	2.3	4.6	-	6.5	6.7	16.0
Over 45 and under 48 hours .....	1.5	-	-	1.3	-	-
48 hours .....	1.8	-	9.0	19.8	15.0	19.4
Over 48 hours .....	-	-	-	3.9	-	.5

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

<sup>2/</sup> Includes data for wholesale trade; retail trade; finance, insurance, and real estate; and services in addition to those industry divisions shown separately.

<sup>3/</sup> Includes data for wholesale trade; retail trade; real estate; and services in addition to those industry divisions shown separately.

<sup>4/</sup> Less than 0.05 percent.

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

Occupational Wage Survey, Memphis, Tenn., January 1953  
U.S. DEPARTMENT OF LABOR  
Bureau of Labor Statistics

Table D-3: *Paid Holidays*

Number of paid holidays	Percent of office workers employed in -			Percent of plant workers employed in -		
	All industries <sup>1/</sup>	Manufacturing	Public utilities *	All industries <sup>2/</sup>	Manufacturing	Public utilities *
All workers .....	100.0	100.0	100.0	100.0	100.0	100.0
Workers in establishments providing paid holidays .....	99.2	97.8	100.0	82.9	88.0	70.0
Under 4 days .....	1.9	1.7	-	5.2	2.9	-
4 days .....	5.6	4.1	-	9.4	7.5	-
5 days .....	41.5	31.9	33.8	29.3	19.8	19.6
6 days .....	28.0	40.9	46.9	32.1	47.8	44.3
7 days .....	7.6	16.2	19.3	5.0	7.9	6.1
8 or 9 days .....	1.7	3.0	-	1.9	2.1	-
11 days .....	12.9	-	-	-	-	-
Workers in establishments providing no paid holidays .....	.8	2.2	-	17.1	12.0	30.0

<sup>1/</sup> Includes data for wholesale trade; retail trade; finance, insurance, and real estate; and services in addition those industry divisions shown separately.

<sup>2/</sup> Includes data for wholesale trade; retail trade; real estate; and services in addition to those industry divisions shown separately.

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

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

Vacation policy	Percent of office workers employed in -			Percent of plant workers employed in -		
	All industries <sup>1/</sup>	Manufacturing	Public utilities *	All industries <sup>2/</sup>	Manufacturing	Public utilities *
All workers .....	100.0	100.0	100.0	100.0	100.0	100.0
<u>After 1 year of service</u>						
Workers in establishments providing paid vacations .....	99.3	99.6	95.0	90.3	90.9	79.6
Length-of-time payment .....	97.0	98.5	95.0	82.3	77.1	79.6
1 week .....	46.5	54.6	56.1	68.2	73.8	71.0
Over 1 and under 2 weeks .....	( <sup>3/</sup> )	-	-	1.7	.9	-
2 weeks .....	49.2	43.9	26.6	12.4	2.4	8.6
Over 2 weeks .....	1.3	-	12.3	-	-	-
Percentage payment <sup>4/</sup> .....	2.3	1.1	-	8.0	13.8	-
2 percent .....	.3	1.1	-	7.9	13.8	-
Over 2 percent .....	2.0	-	-	.1	-	-
Workers in establishments providing no paid vacations .....	.7	.4	5.0	9.7	9.1	20.4

See footnotes at end of table.

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

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U.S. DEPARTMENT OF LABOR  
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NOTE: Estimates are provided separately, according to employer practice in computing vacation payments (length-of-time or percentage); percentage payments were converted to equivalent time periods in the earlier study.

Table D-4: *Paid Vacations (Normal Provisions)-Continued*

Vacation policy	Percent of office workers employed in -			Percent of plant workers employed in -		
	All industries 1/	Manufacturing	Public utilities *	All industries 2/	Manufacturing	Public utilities *
All workers .....	100.0	100.0	100.0	100.0	100.0	100.0
<u>After 2 years of service</u>						
Workers in establishments providing						
paid vacations .....	99.8	99.6	100.0	92.0	91.9	84.0
Length-of-time payment .....	97.5	98.5	100.0	84.0	78.1	84.0
1 week .....	18.0	30.7	33.3	54.6	63.6	27.8
Over 1 and under 2 weeks .....	-	-	-	1.3	.9	-
2 weeks .....	76.5	67.8	54.4	27.9	13.6	56.2
Over 2 weeks .....	3.0	-	12.3	.2	-	-
Percentage payment 1/4 .....	2.3	1.1	-	8.0	13.8	-
2 percent .....	.3	1.1	-	7.4	12.9	-
Over 2 percent .....	2.0	-	-	.6	.9	-
Workers in establishments providing						
no paid vacations .....	.2	.4	-	8.0	8.1	16.0
<u>After 3 years of service</u>						
Workers in establishments providing						
paid vacations .....	99.8	99.6	100.0	92.0	91.9	84.0
Length-of-time payment .....	97.5	98.5	100.0	84.0	78.1	84.0
1 week .....	9.9	13.1	11.3	33.8	32.4	11.8
Over 1 and under 2 weeks .....	-	-	-	7.9	12.5	-
2 weeks .....	84.6	85.4	76.4	40.1	29.5	72.2
Over 2 weeks .....	3.0	-	12.3	2.2	3.7	-
Percentage payment 1/4 .....	2.3	1.1	-	8.0	13.8	-
2 percent .....	-	-	-	7.0	12.9	-
Over 2 percent .....	2.3	1.1	-	1.0	.9	-
Workers in establishments providing						
no paid vacations .....	.2	.4	-	8.0	8.1	16.0
<u>After 5 years of service</u>						
Workers in establishments providing						
paid vacations .....	99.8	99.6	100.0	92.0	91.9	84.0
Length-of-time payment .....	97.5	98.5	100.0	84.0	78.1	84.0
1 week .....	4.1	.5	1.1	15.5	5.7	4.0
Over 1 and under 2 weeks .....	-	-	-	.8	-	-
2 weeks .....	89.4	96.0	85.2	63.5	67.1	80.0
Over 2 weeks .....	4.0	2.0	13.7	4.2	5.3	-
Percentage payment 1/4 .....	2.3	1.1	-	8.0	13.8	-
4 percent .....	2.3	1.1	-	8.0	13.8	-
Workers in establishments providing						
no paid vacations .....	.2	.4	-	8.0	8.1	16.0
<u>After 10 years of service</u>						
Workers in establishments providing						
paid vacations .....	99.8	99.6	100.0	92.0	91.9	84.0
Length-of-time payment .....	97.5	98.5	100.0	84.0	78.1	84.0
Under 2 weeks .....	4.1	.5	1.1	16.3	5.7	4.0
2 weeks .....	84.2	92.9	85.2	61.3	66.0	80.0
Over 2 and under 3 weeks .....	3.4	-	-	.5	.9	-
3 weeks .....	4.4	5.1	-	5.9	5.5	-
Over 3 weeks .....	1.4	-	13.7	-	-	-
Percentage payment 1/4 .....	2.3	1.1	-	8.0	13.8	-
4 percent and over .....	2.3	1.1	-	8.0	13.8	-
Workers in establishments providing						
no paid vacations .....	.2	.4	-	8.0	8.1	16.0

See footnotes at end of table.

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

Table D-4: *Paid Vacations (Normal Provisions)-Continued*

Vacation policy	Percent of office workers employed in -			Percent of plant workers employed in -		
	All industries 1/	Manufacturing	Public utilities *	All industries 2/	Manufacturing	Public utilities *
All workers .....	100.0	100.0	100.0	100.0	100.0	100.0
<u>After 15 years of service</u>						
Workers in establishments providing						
paid vacations .....	99.8	99.6	100.0	92.0	91.9	84.0
Length-of-time payment .....	97.5	98.5	100.0	84.0	78.1	84.0
Under 2 weeks .....	4.1	.5	1.1	16.3	5.7	4.0
2 weeks .....	52.3	63.3	27.5	39.2	44.2	24.6
Over 2 and under 3 weeks .....	3.4	-	-	.5	.9	-
3 weeks .....	36.3	34.7	57.7	28.0	27.3	55.4
Over 3 weeks .....	1.4	-	13.7	-	-	-
Percentage payment 4/ .....	2.3	1.1	-	8.0	13.8	-
4 percent .....	.3	1.1	-	.9	.9	-
6 percent and over .....	2.0	-	-	7.1	12.9	-
Workers in establishments providing						
no paid vacations .....	.2	.4	-	8.0	8.1	16.0
<u>After 20 years of service</u>						
Workers in establishments providing						
paid vacations .....	99.8	99.6	100.0	92.0	91.9	84.0
Length-of-time payment .....	97.5	98.5	100.0	84.0	78.1	84.0
Under 2 weeks .....	4.1	.5	1.1	16.3	5.7	4.0
2 weeks .....	52.3	63.3	27.5	38.8	44.2	24.6
Over 2 and under 3 weeks .....	-	-	-	.5	.9	-
3 weeks .....	39.7	34.7	57.7	28.4	27.3	55.4
Over 3 weeks .....	1.4	-	13.7	-	-	-
Percentage payment 4/ .....	2.3	1.1	-	8.0	13.8	-
Workers in establishments providing						
no paid vacations .....	.2	.4	-	8.0	8.1	16.0
<u>After 25 years of service</u>						
Workers in establishments providing						
paid vacations .....	99.8	99.6	100.0	92.0	91.9	84.0
Length-of-time payment .....	97.5	98.5	100.0	84.0	78.1	84.0
Under 2 weeks .....	4.1	.5	1.1	16.3	5.7	4.0
2 weeks .....	45.8	63.3	27.5	35.6	44.2	24.6
Over 2 and under 3 weeks .....	-	-	-	.5	.9	-
3 weeks .....	36.8	31.9	57.7	28.4	26.5	55.4
4 weeks and over .....	10.8	2.8	13.7	3.2	.8	-
Percentage payment 4/ .....	2.3	1.1	-	8.0	13.8	-
4 percent .....	.3	1.1	-	.9	.9	-
6 percent and over .....	2.0	-	-	7.1	12.9	-
Workers in establishments providing						
no paid vacations .....	.2	.4	-	8.0	8.1	16.0

1/ Includes data for wholesale trade; retail trade; finance, insurance, and real estate; and services in addition to those industry divisions shown separately.

2/ Includes data for wholesale trade; retail trade; real estate; and services in addition to those industry divisions shown separately.

3/ Less than 0.05 percent.

4/ Percent of annual earnings.

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

Table D-5: *Insurance and Pension Plans*

Type of plan	Percent of office workers employed in -			Percent of plant workers employed in -		
	All industries <sup>1/</sup>	Manufacturing	Public utilities *	All industries <sup>2/</sup>	Manufacturing	Public utilities *
All workers .....	100.0	100.0	100.0	100.0	100.0	100.0
Workers in establishments having insurance or pension plans <sup>3/</sup> .....	93.5	93.8	100.0	78.8	81.0	99.4
Insurance plans <sup>3/</sup> .....	88.8	92.8	100.0	73.9	78.9	84.0
Life .....	86.3	87.0	98.5	70.7	78.7	70.2
Accidental death and dismemberment .....	13.5	16.3	-	15.2	23.7	-
Sickness and accident .....	36.5	51.7	66.8	38.0	48.5	50.3
Hospitalization .....	71.1	75.1	57.9	57.7	65.7	48.8
Surgical .....	37.5	54.4	50.9	40.5	48.3	43.4
Medical .....	20.8	29.2	1.4	19.6	20.1	2.9
Retirement-pension plan .....	50.1	34.8	64.1	35.7	40.7	66.4
Workers in establishments having no insurance or pension plans .....	6.5	6.2		21.2	19.0	.6

<sup>1/</sup> Includes data for wholesale trade; retail trade; finance, insurance, and real estate; and services in addition to those industry divisions shown separately.

<sup>2/</sup> Includes data for wholesale trade; retail trade; real estate; and services in addition to those industry divisions shown separately.

<sup>3/</sup> Unduplicated total

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

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## Appendix - Scope and Method of Survey

The Bureau's occupational wage surveys are designed to provide a maximum of useful and reliable information with available resources. In order to use resources efficiently and to publish results promptly, the surveys did not cover all establishments in the community. Although those studied are selected to provide representative results, no sample can reflect perfectly all differences in occupational structure, earnings, and working conditions among establishments.

Because of the great variation in occupational structure among establishments, estimates of occupational employment are subject to considerable sampling fluctuation. Hence, they serve only to indicate the relative numerical importance of the jobs studied. The fluctuations in employment do not materially affect the accuracy of the earnings data.

With the exception of the union rate scales, information presented in this bulletin was collected by visits of the Bureau's field representatives to establishments included in the study. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job; these job descriptions 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 industry groupings surveyed 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 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

such 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 occupations.

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 occupations, reference is to 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.

The term "office workers" referred to in this bulletin includes all office clerical employees and excludes administrative, executive, professional, and technical personnel. "Plant workers" includes working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in nonoffice functions. Administrative, executive, professional and technical employees, and force-account construction employees who are utilized as a separate work force, are excluded. Although cafeteria workers, routemen, and installation and repair employees are excluded in manufacturing industries, these work categories are included as plant workers in non-manufacturing industries.

Shift-differential data are limited to manufacturing industries and have been presented both in terms of establishment policy and according to provisions for workers actually employed on extra shifts at the time of the survey. Establishments were considered as having a shift-differential policy if they met any of the following conditions: operated late shifts at the time of the survey; operated late shifts within 6 months before the field visit; or had a union-contract provision for payment of extra-shift work. Proportions in the tabulation of establishment policy are presented

in terms of total plant employment, whereas proportions in the second tabulation represent only those workers actually employed on the specified late shift.

Information on wage practices other than shift differentials 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 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. Tabulations of insurance and pension plans have been confined to those for which at least a part of the cost is borne by the employer.

Establishments and Workers in Major Industry Divisions in Memphis, Tenn., <sup>1/</sup> and Number Studied by the Bureau of Labor Statistics, January 1953

Item	Minimum number of workers in establishments studied <sup>2/</sup>	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 .....	51	443	120	83,100	45,490	6,790
Manufacturing .....	51	161	46	39,600	22,810	1,670
Nonmanufacturing .....	51	282	74	43,500	22,680	5,120
Transportation (excluding railroads), communication, and other public utilities .....	51	45	17	9,700	6,430	890
Wholesale trade .....	51	84	17	9,300	2,580	730
Retail trade .....	51	95	20	14,600	7,950	1,540
Finance, insurance, and real estate .....	51	28	9	3,900	2,260	1,660
Services <sup>3/</sup> .....	51	30	11	6,000	3,460	300

<sup>1/</sup> Memphis Metropolitan Area (Shelby County).

<sup>2/</sup> Total establishment employment. The minimum size of establishment studied in all divisions in the November 1951 survey was 21 workers.

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

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 Laborer (building construction), 7  
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 Machine operator (printing), 7  
 Machine tender (printing), 7  
 Mailer (printing), 7  
 Machinist, maintenance, 5  
 Mechanic, automotive (maintenance), 5  
 Mechanic, maintenance, 5  
 Millwright, 5  
 Motortruck driver, 7  
  
 Nurse, industrial (registered), 4  
  
 Office boy, 3  
 Office girl, 3  
 Oiler, 5  
 Operator (local transit), 7  
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 Secretary, 3  
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This report was prepared in the Bureau's Southern Regional Office.  
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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 turnover, productivity, work injuries, construction and housing.

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The Southern Region includes the following States:

Alabama	North Carolina
Arkansas	Oklahoma
District of Columbia	South Carolina
Florida	Tennessee
Georgia	Texas
Louisiana	Virginia
Maryland	West Virginia
Mississippi	