

# Wages and Related Benefits

## MAJOR LABOR MARKETS

1953-1954

● PART I

Dallas, Tex.

Detroit, Mich.

Minneapolis-St. Paul, Minn.

New Orleans, La.

Philadelphia, Pa.

Portland, Oreg.

Bulletin No. 1157-1



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**UNITED STATES DEPARTMENT OF LABOR**

**James P. Mitchell, *Secretary***

**BUREAU OF LABOR STATISTICS**

**Ewan Clague, *Commissioner***



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For sale by the Superintendent of Documents, U. S. Government Printing Office, Washington 25, D. C. - Price 60 cents





LETTER OF TRANSMITTAL

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UNITED STATES DEPARTMENT OF LABOR,  
Bureau of Labor Statistics,  
Washington, D. C., February 26, 1954.

The Secretary of Labor:

I have the honor to transmit herewith Part I of a bulletin on wages and related benefits in major labor markets in the United States. The information for the six areas included in Part I relates to the late months of 1953.

This report was prepared by members of the staff of the Division of Wages and Industrial Relations.

Ewan Clague, Commissioner.

Hon. James P. Mitchell,  
Secretary of Labor.

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INDEX TO TABLES, BY CITY

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# WAGES AND RELATED BENEFITS - MAJOR LABOR MARKETS

## Introduction

During the past several years, the Bureau of Labor Statistics has conducted areawide surveys of earnings in major occupations that are common to various manufacturing and nonmanufacturing industries.<sup>1</sup> Information is also compiled on weekly work schedules and supplementary wage practices. Seventeen major labor markets were selected for study during late 1953 and early 1954. Information on six of these areas is presented in this bulletin (Part I). Parts II and III, to be issued within the next few months, will contain data for 11 additional areas:

Atlanta	Milwaukee
Boston	Newark-Jersey City
Chicago	New York City
Denver	St. Louis
Los Angeles	San Francisco-
Memphis	Oakland

In each area, data are obtained by personal visits of Bureau field agents to representative establishments within six broad industry divisions: Manufacturing; transportation (excluding railroads), communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government institutions and the construction and extractive industries. Establishments having fewer than a prescribed number of workers were also omitted since they furnish insufficient employment in the occupations studied to warrant inclusion.<sup>2</sup> Wherever possible, separate tabulations are provided for the individual broad industry divisions.

These surveys are conducted on a sample basis because of the unnecessary cost involved in surveying all establishments, and to ensure prompt publication of results. To obtain appropriate accuracy at minimum cost, a greater proportion of large than of small establishments is studied. In combining the data, however, all establishments are given their appropriate weight. All estimates are presented therefore as relating to all establishments in the industry grouping and area, excluding only those below the minimum size studied.

<sup>1</sup> A listing of the reports issued for labor markets surveyed earlier is available in "Directory of Community Wage Surveys"; copies are available upon request from the Bureau of Labor Statistics, Washington 25, D. C., or any of its five regional offices.

<sup>2</sup> See table following text for each area for minimum-size establishment covered in these studies.

## Occupational Earnings

Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job (see Appendix for listing of these descriptions). Earnings data are presented for the following types of occupations: (a) Office clerical; (b) professional and technical; (c) maintenance and powerplant; and (d) custodial and material movement.

Data are shown for full-time workers, i. e., those hired to work a full-time schedule for the given occupational classification. Earnings data exclude premium pay for overtime and nightwork. Nonproduction bonuses are also excluded, but cost-of-living bonuses and incentive earnings are included. Where weekly hours are reported, as for office clerical occupations, reference is to the work schedule (rounded to the nearest half-hour) for which straight-time salaries are paid; average weekly earnings for these occupations have been rounded to the nearest 50 cents.

Occupational employment estimates refer to the total in all establishments within the scope of the study and not to the number actually surveyed. Because of the great variation in occupational structure among establishments, estimates of occupational employment are subject to considerable fluctuation due to sampling. Hence, they serve only to indicate the relative numerical importance of the job studied. The fluctuations in employment do not materially affect the accuracy of the earnings data.

## Establishment Practices and Supplementary Wage Provisions

Information is also presented on work schedules, wage structure characteristics, labor-management agreement coverage, and selected supplementary benefits as they relate to office and plant workers. The term, "office workers", as used in this bulletin includes all office clerical employees and excludes administrative, executive, professional, and technical personnel. "Plant workers" include 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. Cafeteria workers and routemen are excluded in manufacturing industries but are included as plant workers in nonmanufacturing industries.

With reference to wage structure characteristics (table B-8), all time-rated workers (plant or office) in an establishment are classified according to the predominant plan applying to these workers. Whereas the proportions of time and incentive workers

directly reflect employment under each pay system, technical considerations required that the breakdown of incentive-worker employment according to type of incentive plan be based on the predominant plan in each establishment.

Shift-differential data are limited to manufacturing industries. This information is presented both in terms of (a) establishment policy<sup>3</sup> and (b) effective provisions for workers actually employed on extra shifts at the time of the survey. Tabulations relating to establishment policy are presented in terms of total plant worker employment; estimates in the second tabulation relate only to those workers actually employed on the specified shift.

Supplementary benefits, other than shift differentials, are treated statistically on the basis that these are provided to all workers employed in offices or plant departments that observe the practice in question.<sup>4</sup> Because of varying eligibility requirements, the proportion actually receiving the specific benefits may be smaller.

The summary of vacation plans is limited to formal arrangements, excluding informal plans whereby time off with pay is granted at the discretion of the employer or the supervisor. Separate estimates are provided according to employer practice in computing vacation payments, such as time payments, percent of annual earnings, or flat-sum amounts.

Data are presented for all health, insurance, and pension plans for which at least a part of the cost is borne by the employer,

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<sup>3</sup> An establishment was considered as having a policy if it met either of the following conditions: (1) Operated late shifts at the time of the survey, or (2) had formal provisions covering late shifts.

<sup>4</sup> Scheduled weekly hours for office workers (first section of table B-2) are presented in terms of the proportion of women office workers employed in offices with the indicated weekly hours for women workers.

excepting only legal requirements such as workmen's compensation and social security. Such plans include those underwritten by a commercial insurance company and also those provided through a union fund or paid directly by the employer out of current operating funds or from a fund set aside for this purpose.

Death benefits are included as a form of life insurance. Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly or monthly basis during illness or accident disability. Information is presented for all such plans to which the employer contributes, except in those States having compulsory temporary disability insurance laws; plans in these States are included only if the employer (1) contributes more than is legally required or (2) provides the employee with benefits which exceed the requirements of the law.

Tabulations of paid sick leave plans are limited to formal plans which provide full pay or a proportion of the worker's pay during absence from work due to illness; informal arrangements have been omitted. Separate tabulations are provided according to (1) plans which provide full pay and no waiting period, and (2) plans providing either partial pay or a waiting period.

Catastrophe insurance, sometimes referred to as extended medical insurance, includes those plans which are designed to cover employees in case of sickness and injury involving an expense which goes beyond the normal coverage of hospitalization, medical, and surgical plans.

Medical insurance refers to plans providing for complete or partial payment of doctors' fees. Such plans may be underwritten by a commercial insurance company or a nonprofit organization or they may be self-insured.

Tabulations of retirement pension plans are limited to those plans that provide monthly payments for the remainder of the worker's life.

## DALLAS, SEPTEMBER 1953

Dallas is a rapidly expanding manufacturing center with a growing variety of industries. Among those leading in employment are aircraft, automobile and machinery manufacturing, apparel, food-processing, petroleum refining, and chemical production. The area is also characterized as a center of trade and financial activity which largely accounts for the fact that nonmanufacturing employment still greatly exceeds that of its manufacturing enterprises. The Dallas study, covering a September 1953 payroll period, includes data from 166 establishments employing 82,640 workers--selected to represent approximately 700 establishments with an estimated employment of 150,000 workers in 6 major industry groupings within scope of the study (see table following).

Wage Structure

Time-rate payments were made to the vast majority of the plant workers within the scope of the Dallas survey. Approximately 7 plant workers were paid on a time-rate basis for each worker paid under incentive plans, such as bonus or piece-rate plans. About three-fourths of those paid time rates were employed in establishments with formal rate structures--those providing a single rate or a range of rates established for each job rather than rates established on an individual basis. Plant workers employed under formalized plans providing rate ranges outnumbered those under single-rate plans about 4 to 1. Virtually all formal plans with job rates applying to office workers provided rate ranges. Approximately two-thirds of the office workers were employed under such plans, and most of the remainder were paid individual rates.

Rate structures which included provisions for classifying jobs into a series of labor grades were less widespread. They covered plant workers in 10, and office workers in 16, of the 166 establishments surveyed. Such plans were reported in a variety of industries; through the working supervisory level, the number of rate steps varied from 4 to 12 for plant jobs and from 4 to 16 for office jobs.

Occupational Pay Levels

Weekly earnings of women secretaries and general stenographers in Dallas averaged \$64 and \$55 in September 1953. Office girls and routine file clerks, the lowest paid women's jobs studied, averaged \$39 and \$38, respectively. Averages for these and most other women's jobs of numerical importance were from \$2 to \$4 higher than in September 1952, the date of a previous survey by the Bureau.

Straight-time average hourly earnings of men in the skilled maintenance trades were lowest for automotive mechanics (\$1.75) and exceeded \$1.90 for carpenters (\$1.92), machinists (\$1.94), plumbers (\$1.97), electricians (\$2.04), and tool-and-die makers (\$2.18). Their helpers averaged \$1.44 an hour. Among custodial and material-movement jobs which accounted for large numbers of workers, hourly earnings were \$1.01 for watchmen, \$1.18 for material-handling laborers, and \$1.37 for drivers of medium-size trucks. Women averaged 79 cents as janitors and cleaners and \$1.06 as packers of merchandise for shipment. Increases in average earnings over September 1952 for plant jobs varied considerably; they amounted to 13 cents for maintenance electricians, mechanics (other than automotive) and plumbers, 8 cents for carpenters and trades helpers, 5 cents for laborers and guards, and 3 cents for men janitors.

Straight-time earnings were higher in manufacturing than in nonmanufacturing industries for most of the office and plant jobs studied. Drivers of light, medium, and heavy trucks were among the few exceptions. However, earnings levels varied among industry groups within nonmanufacturing. Women secretaries, for example, averaged \$3.50 a week more in the public utilities group than in all nonmanufacturing industries combined and equaled the average for the job in manufacturing industries.

Cost-of-Living and Annual Improvement Adjustments

Provisions for periodic adjustment of wages based on changes in consumer prices were reported in 13 of the 166 establishments surveyed. These provisions generally applied to both office and plant workers. Six establishments studied had provisions for automatic annual improvement adjustments. A high proportion of the workers covered by these provisions were in establishments manufacturing motor vehicles and aircraft, and in the transportation field.

Labor-Management Agreements

Almost half the plant workers within industry and establishment size groups surveyed in Dallas were employed in establishments having labor-management agreements covering a majority of the plant workers. Establishments with agreements covering a majority of the office workers accounted for a tenth of the office employment within the scope of the study. The proportion of plant workers covered by agreements in manufacturing industries was about double that for nonmanufacturing industries; office workers covered were employed chiefly in nonmanufacturing industries within the public utilities division.

### Work Schedules

Weekly work schedules of 40 hours applied to about four-fifths of the office workers and to half the plant workers. In the remaining offices, workers scheduled for more than 40 hours were about double those scheduled for less than 40 hours. A high proportion of plant workers not on 40-hour workweeks were scheduled for more than 40 hours, commonly 44 to 48, except in the transportation and other public utilities group. More than a fourth of the workers in this group were scheduled to work 50 or more hours a week in September 1953.

### Overtime Pay

Provisions for premium pay for hours worked beyond the regular weekly schedule applied to over nine-tenths of the office workers and four-fifths of the plant workers. Premium pay provisions for hours worked beyond the regular daily schedule applied to a third of the office and approximately half the plant workers. Under most provisions for premium pay, both office and plant workers received time and one-half the regular rate for overtime hours worked; generally, this rate became effective after 40 hours under weekly provisions and after 8 hours under daily overtime provisions.

### Shift Operations

Almost a fifth of the plant workers in manufacturing industries were working on extra shifts. Differentials over day-shift rates usually were paid, the form and amount varying among plants. Nearly half of the second-shift workers received 7½ cents additional hourly pay and most of the remainder received either 5 or 7 cents or 5 percent. Differentials over first-shift rates for workers on the third shift (accounting for only 3 percent of the plant labor force) were usually expressed in cents per hour and ranged from 5 to more than 12 cents.

### Paid Holidays

Provisions for paid holidays applied to practically all office workers and to more than five-sixths of the plant workers covered by the Dallas study. A third of the office and plant workers received 6 paid holidays, and another third of the office workers and a fourth of the plant workers, received 5 paid holidays. More liberal provisions applied to a substantial proportion of the workers in the public utility and finance groups. Half of the office workers and three-fifths of the plant workers were employed in establishments having provisions for payment of premium rates for work on paid holidays. Including holiday pay, double time was the rate commonly paid under these provisions.

Establishments and Workers Within Scope of Survey and Number Studied in Dallas, Tex.,<sup>1</sup> by Major Industry Division, September 1953

Industry division	Minimum size establishment in scope of study <sup>2</sup>	Number of establishments		Workers		
		Within scope of study	Studied	Within scope of study	Studied	
					Total	Office
All divisions .....	51	713	166	147,800	82,640	19,290
Manufacturing .....	51	231	48	61,900	37,640	5,470
Nonmanufacturing .....	51	482	118	85,900	45,000	13,820
Transportation (excluding railroads), communication, and other public utilities .....	51	61	25	22,400	17,650	4,400
Wholesale trade* .....	51	129	20	12,000	2,700	770
Retail trade .....	51	146	32	29,000	14,890	2,600
Finance, insurance, and real estate .....	51	77	26	14,200	7,490	5,650
Services <sup>3</sup> * .....	51	69	15	8,300	2,270	400

<sup>1</sup> The Dallas Metropolitan Area (Dallas County).

<sup>2</sup> Total establishment employment. For wage study purposes, all outlets (within the area) of companies in such industries as trade, finance, auto repair service, and motion-picture theaters are considered as one establishment.

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

\* This industry division is appropriately represented in estimates for "all industries" and "nonmanufacturing" in the Series A and B tables although coverage was insufficient to justify separate presentation of data.

### Paid Vacations

Vacations with pay were granted, after a qualifying period of service, to all office workers and to more than nine-tenths of the plant workers. Except for a small proportion of plant workers receiving a percentage of earnings or a flat sum, vacation pay was based upon the worker's regular rate for a specified period of time, graduated according to length of service. Provisions applying to office workers were more liberal than for plant workers. After a year of service, 2 weeks' vacation pay for office workers and 1 week for plant workers was the common practice. A majority of the plant workers were in establishments that granted 2 weeks' pay upon completion of 3 years of service. Establishments with almost half the office workers and more than a fourth of the plant workers gave 3 weeks' pay or more to these groups after 25 years of service.

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### Health, Insurance, and Pension Plans

Fully nine-tenths of the office workers and a slightly smaller proportion of the plant workers were in establishments which made available and paid at least part of the cost of some form of health, insurance, or pension plan. The types of plans and the extent to which each was available varied widely among establishments. Those available in establishments employing half or more of the office and plant workers included life, hospitalization, and surgical insurance, and pension plans. Sickness and accident insurance plans were more prevalent than sick leave plans for plant workers, but office workers were more commonly covered under sick leave plans.

### Shift Operations

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## A: Occupational Earnings

Table A-1: Office Occupations

(Average straight-time weekly hours and earnings<sup>1</sup> for selected occupations studied on an area basis in Dallas, Tex., by industry division, September 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 \$	\$ 30.00	\$ 32.50	\$ 35.00	\$ 37.50	\$ 40.00	\$ 42.50	\$ 45.00	\$ 47.50	\$ 50.00	\$ 52.50	\$ 55.00	\$ 57.50	\$ 60.00	\$ 65.00	\$ 70.00	\$ 75.00	\$ 80.00	\$ 85.00	\$ 90.00	\$ 95.00	\$ 100.00 and over			
				30.00	32.50	35.00	37.50	40.00	42.50	45.00	47.50	50.00	52.50	55.00	57.50	60.00	65.00	70.00	75.00	80.00	85.00	90.00	95.00	100.00	100.00	and over		
<b>Men</b>																												
Bookkeeping-machine operators, class B	49	40.0	46.50	-	-	-	3	6	6	5	5	-	19	5	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	48	40.0	46.50	-	-	-	3	6	6	4	5	-	19	5	-	-	-	-	-	-	-	-	-	-	-	-	-	
Clerks, accounting, class A	531	40.0	79.00	-	-	-	-	-	-	-	-	3	-	8	9	16	53	95	24	107	41*	53	39	25	58	-	-	
Manufacturing	221	40.0	85.50	-	-	-	-	-	-	-	-	3	-	6	6	-	16	34	4	42	20	8	17	15	56	-	-	
Nonmanufacturing	310	40.0	75.00	-	-	-	-	-	-	-	-	-	-	8	3	16	37	61	20	65	21	45	22	10	2	-	-	
Public utilities*	137	40.0	78.50	-	-	-	-	-	-	-	-	-	-	4	1	1	6	30	12	17	13	33	16	4	-	-	-	
Clerks, accounting, class B	250	40.0	63.00	-	6	-	-	19	2	2	2	12	7	9	1	10	50	56	40	8	14	5	6	1	-	-	-	
Manufacturing	160	40.0	68.00	-	-	-	-	13	-	-	-	3	1	1	-	-	27	46	37	6	14	5	6	1	-	-	-	
Nonmanufacturing	90	40.0	55.00	-	6	-	-	6	2	2	2	9	6	8	1	10	23	10	3	2	-	-	-	-	-	-	-	
Public utilities*	53	40.0	65.50	-	-	-	-	-	2	2	2	4	6	8	1	6	17	4	1	-	-	-	-	-	-	-	-	
Clerks, order	236	40.0	59.50	-	-	-	-	-	6	4	8	-	10	31	64	23	53	6	6	19	-	-	3	-	3	-	-	
Manufacturing	43	40.0	71.50	-	-	-	-	-	6	-	-	-	-	2	-	3	1	6	-	19	-	-	3	-	3	-	-	
Nonmanufacturing	193	40.0	57.00	-	-	-	-	-	-	4	8	-	10	29	64	20	52	-	6	-	-	-	-	-	-	-	-	
Clerks, payroll	74	40.0	69.00	-	-	-	-	-	-	-	-	1	1	1	8	9	19	5	12	4	5	4	1	-	4	-	-	
Manufacturing	34	40.0	70.50	-	-	-	-	-	-	-	-	-	-	6	3	12	1	4	1	1	2	-	-	4	-	-	-	
Nonmanufacturing	40	40.0	68.00	-	-	-	-	-	-	-	-	1	1	1	2	6	7	4	8	3	4	2	1	-	-	-	-	
Public utilities*	27	39.5	71.00	-	-	-	-	-	-	-	-	-	1	1	1	-	5	4	8	4	2	1	-	-	-	-	-	
Office boys	162	40.0	39.00	1	25	18	38	17	21	11	19	6	2	1	2	-	-	1	-	-	-	-	-	-	-	-	-	
Manufacturing	35	40.0	39.00	-	2	6	11	2	3	8	-	-	1	1	-	-	-	1	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	127	40.0	38.50	1	23	12	27	15	18	3	19	6	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
Finance**	75	40.0	39.00	-	18	2	14	12	7	-	17	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Tabulating-machine operators	117	40.0	63.00	-	-	-	-	-	-	2	2	3	4	4	4	22	34	21	15	2	1	3	-	-	-	-	-	
Manufacturing	44	40.0	67.00	-	-	-	-	-	-	-	-	-	-	-	7	14	6	13	1	1	2	-	-	-	-	-	-	
Nonmanufacturing	73	39.5	60.50	-	-	-	-	-	-	2	2	3	4	4	4	15	20	15	2	1	-	1	-	-	-	-	-	
Finance**	49	39.5	58.50	-	-	-	-	-	-	2	2	3	4	3	2	14	11	7	-	1	-	-	-	-	-	-	-	
<b>Women</b>																												
Billers, machine (billing machine)	233	40.0	46.50	-	-	-	7	18	43	65	19	17	17	13	11	16	6	1	-	-	-	-	-	-	-	-	-	-
Manufacturing	53	39.0	51.00	-	-	-	-	-	9	4	3	1	11	2	7	16	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	180	40.0	45.00	-	-	-	7	18	34	61	16	16	6	11	4	-	6	1	-	-	-	-	-	-	-	-	-	-
Public utilities*	48	40.0	46.50	-	-	-	-	-	22	4	4	4	2	5	2	-	4	1	-	-	-	-	-	-	-	-	-	-
Billers, machine (bookkeeping machine)	100	40.5	47.50	-	-	1	6	4	16	4	12	22	8	14	4	6	2	-	1	-	-	-	-	-	-	-	-	
Nonmanufacturing	76	40.5	46.50	-	-	1	6	4	16	4	12	11	1	14	4	1	2	-	-	-	-	-	-	-	-	-	-	-
Retail trade	48	41.0	45.50	-	-	1	6	4	3	4	9	9	1	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bookkeeping-machine operators, class A	179	40.5	55.00	-	-	-	-	-	4	2	14	15	38	42	-	26	14	16	3	5	-	-	-	-	-	-	-	
Nonmanufacturing	163	40.5	54.50	-	-	-	-	-	4	2	14	15	36	38	-	24	11	14	1	4	-	-	-	-	-	-	-	
Retail trade	34	41.5	54.50	-	-	-	-	-	-	-	3	5	4	1	-	21	-	-	-	-	-	-	-	-	-	-	-	
Finance**	52	40.0	55.50	-	-	-	-	-	4	2	2	3	6	16	-	3	9	6	1	-	-	-	-	-	-	-	-	
Bookkeeping-machine operators, class B	570	40.5	46.00	-	-	3	15	44	108	82	98	113	45	16	14	15	16	1	-	-	-	-	-	-	-	-	-	
Manufacturing	59	40.0	53.00	-	-	-	-	-	-	15	-	12	5	2	6	4	14	1	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	511	40.5	45.50	-	-	3	15	44	108	67	98	101	40	14	8	11	2	-	-	-	-	-	-	-	-	-	-	
Retail trade	108	41.0	45.00	-	-	1	3	5	29	6	25	27	8	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
Finance**	272	40.0	45.00	-	-	1	12	37	36	49	69	26	20	10	3	7	2	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

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

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

Occupational Wage Survey, Dallas, Tex., September 1953  
U.S. DEPARTMENT OF LABOR  
Bureau of Labor Statistics

**Table A-1: Office Occupations - Continued**

(Average straight-time weekly hours and earnings<sup>1</sup> for selected occupations studied on an area basis in Dallas, Tex., by industry division, September 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 \$	\$30.00	\$32.50	\$35.00	\$37.50	\$40.00	\$42.50	\$45.00	\$47.50	\$50.00	\$52.50	\$55.00	\$57.50	\$60.00	\$65.00	\$70.00	\$75.00	\$80.00	\$85.00	\$90.00	\$95.00	\$100.00 and over	
				30.00	32.50	35.00	37.50	40.00	42.50	45.00	47.50	50.00	52.50	55.00	57.50	60.00	65.00	70.00	75.00	80.00	85.00	90.00	95.00	100.00		
<b>Women - Continued</b>																										
Clerks, accounting, class A .....	497	40.0	\$ 59.00	-	-	-	6	-	48	30	30	9	61	34	28	36	60	47	39	12	46	9	-	1	1	
Manufacturing .....	137	40.0	62.00	-	-	-	6	-	-	-	1	-	4	17	15	17	31	23	11	4	6	-	-	1	1	
Nonmanufacturing .....	360	40.0	57.50	-	-	-	-	-	48	30	29	9	57	17	13	19	29	24	28	8	40	9	-	-	-	
Retail trade .....	62	40.5	57.00	-	-	-	-	-	-	-	9	-	14	1	7	-	15	15	1	-	-	-	-	-	-	
Finance** .....	124	40.0	47.00	-	-	-	-	-	48	30	4	9	8	3	4	12	2	-	4	-	-	-	-	-	-	
Clerks, accounting, class B .....	887	40.5	49.00	5	32	34	34	69	79	63	63	86	124	119	35	38	30	57	3	1	6	6	3	-	-	
Manufacturing .....	193	40.0	54.50	-	-	-	1	11	2	21	8	8	60	27	6	10	5	17	3	1	4	6	3	-	-	
Nonmanufacturing .....	694	40.5	47.50	5	32	34	33	58	77	42	55	78	64	92	29	28	25	40	-	-	2	-	-	-	-	
Public utilities* .....	174	40.0	54.50	-	-	-	4	4	20	7	11	12	8	22	13	22	11	40	-	-	-	-	-	-	-	
Retail trade .....	123	41.0	46.00	5	10	3	6	7	14	4	11	9	17	18	11	1	7	-	-	-	-	-	-	-	-	
Finance** .....	207	40.0	42.50	-	14	31	23	31	38	8	13	4	17	11	5	5	7	-	-	-	-	-	-	-	-	
Clerks, file, class A .....	283	40.0	48.50	-	-	-	1	24	51	30	39	22	22	30	19	33	4	1	5	2	-	-	-	-	-	
Manufacturing .....	222	40.0	46.50	-	-	-	-	24	51	22	39	22	20	17	6	11	4	1	4	-	-	-	-	-	-	
Public utilities* .....	25	40.0	48.50	-	-	-	-	6	8	-	4	-	-	-	-	2	-	1	4	-	-	-	-	-	-	
Finance** .....	164	40.0	46.50	-	-	-	1	18	29	22	28	21	13	17	6	9	-	-	-	-	-	-	-	-	-	
Clerks, file, class B .....	994	40.0	38.00	6	167	210	157	142	132	62	40	42	18	3	9	6	-	-	-	-	-	-	-	-	-	
Manufacturing .....	26	40.0	46.50	-	-	-	2	-	8	2	3	5	1	-	2	3	-	-	-	-	-	-	-	-	-	
Nonmanufacturing .....	968	40.0	38.00	6	167	210	155	142	124	60	37	37	17	3	7	3	-	-	-	-	-	-	-	-	-	
Public utilities* .....	102	40.0	44.00	-	-	6	16	4	23	12	7	8	13	3	7	3	-	-	-	-	-	-	-	-	-	
Retail trade .....	71	40.0	36.50	-	5	32	4	17	1	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Finance** .....	704	40.0	36.50	6	149	172	118	115	71	36	21	16	-	-	-	-	-	-	-	-	-	-	-	-	-	
Clerks, order .....	305	39.5	47.00	-	4	16	17	16	31	10	101	31	15	12	17	8	17	7	-	-	-	3	-	-	-	
Manufacturing .....	40	40.0	56.50	-	-	-	-	-	-	11	5	-	4	5	3	7	2	-	-	-	-	3	-	-	-	
Nonmanufacturing .....	265	39.5	45.50	-	4	16	17	16	31	10	90	26	15	8	12	5	10	5	-	-	-	-	-	-	-	
Public utilities* .....	56	40.0	54.00	-	-	-	-	-	9	-	2	2	10	6	7	5	10	5	-	-	-	-	-	-	-	
Retail trade .....	83	38.5	38.00	-	4	16	17	16	17	5	5	1	-	2	-	-	-	-	-	-	-	-	-	-	-	
Clerks, payroll .....	484	40.0	54.00	-	12	-	-	13	43	23	41	51	53	43	47	24	51	53	20	1	6	2	-	-	1	
Manufacturing .....	157	40.0	52.50	-	12	-	-	13	15	1	10	8	18	3	31	10	4	23	3	1	4	-	-	-	1	
Nonmanufacturing .....	327	40.0	54.50	-	-	-	-	-	28	22	31	43	35	40	16	14	47	30	17	-	2	2	-	-	-	
Retail trade .....	63	40.0	51.00	-	-	-	-	-	10	3	6	24	2	3	1	2	6	1	4	-	1	-	-	-	-	
Finance** .....	37	40.0	56.50	-	-	-	-	-	5	-	2	2	6	1	2	1	12	3	3	-	-	-	-	-	-	
Comptometer operators .....	605	40.0	52.00	-	6	-	13	12	40	29	66	55	110	55	64	43	76	30	-	3	3	-	-	-	-	
Manufacturing .....	132	40.0	55.00	-	6	-	8	-	-	3	5	9	10	19	20	14	22	10	-	3	3	-	-	-	-	
Nonmanufacturing .....	473	40.0	51.50	-	-	-	5	12	40	26	61	46	100	36	44	29	54	20	-	-	-	-	-	-	-	
Public utilities* .....	80	40.0	58.00	-	-	-	-	2	2	2	1	1	13	3	12	11	18	15	-	-	-	-	-	-	-	
Retail trade .....	207	40.0	50.00	-	-	-	5	4	25	13	28	15	46	20	13	14	24	-	-	-	-	-	-	-	-	
Finance** .....	52	40.0	50:50	-	-	-	-	1	2	3	9	15	10	1	4	4	3	-	-	-	-	-	-	-	-	
Duplicating-machine operators (mimeograph or ditto) .....	41	40.0	48.50	-	-	-	-	-	7	2	5	18	2	3	1	1	-	2	-	-	-	-	-	-	-	
Key-punch operators .....	430	40.0	48.50	-	24	-	29	24	24	17	76	47	72	37	19	22	25	11	3	-	-	-	-	-	-	
Manufacturing .....	68	40.0	57.50	-	-	-	-	-	-	2	4	12	9	5	10	16	10	-	-	-	-	-	-	-	-	
Nonmanufacturing .....	362	40.0	46.50	-	24	-	29	24	24	17	74	43	60	28	14	12	9	1	3	-	-	-	-	-	-	
Public utilities* .....	88	40.0	53.50	-	-	-	-	-	-	1	17	14	6	18	12	11	5	1	3	-	-	-	-	-	-	
Finance** .....	223	40.0	44.00	-	15	-	29	22	21	13	47	17	51	7	-	1	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.  
 \* Transportation (excluding railroads), communication, and other public utilities.  
 \*\* Finance, insurance, and real-estate.

Table A-1: Office Occupations - Continued

(Average straight-time weekly hours and earnings<sup>1</sup> for selected occupations studied on an area basis in Dallas, Tex., by industry division, September 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 \$30.00	\$30.00-\$32.50	\$32.50-\$35.00	\$35.00-\$37.50	\$37.50-\$40.00	\$40.00-\$42.50	\$42.50-\$45.00	\$45.00-\$47.50	\$47.50-\$50.00	\$50.00-\$52.50	\$52.50-\$55.00	\$55.00-\$57.50	\$57.50-\$60.00	\$60.00-\$65.00	\$65.00-\$70.00	\$70.00-\$75.00	\$75.00-\$80.00	\$80.00-\$85.00	\$85.00-\$90.00	\$90.00-\$95.00	\$95.00-\$100.00 and over	
<b>Women - Continued</b>																									
Office girls .....	246	40.0	39.00	-	29	32	53	35	35	14	25	13	6	-	2	2	-	-	-	-	-	-	-	-	
Manufacturing .....	50	40.0	43.00	-	12	1	-	-	2	7	8	13	3	-	2	2	-	-	-	-	-	-	-	-	
Nonmanufacturing .....	196	40.0	38.00	-	17	31	53	35	33	7	17	-	3	-	-	-	-	-	-	-	-	-	-	-	
Finance** .....	103	40.0	38.50	-	-	22	29	18	20	1	13	-	-	-	-	-	-	-	-	-	-	-	-	-	
Secretaries .....	1,251	40.0	64.00	-	6	-	-	-	-	12	32	43	110	63	58	122	248	207	146	107	45	16	20	8	8
Manufacturing .....	366	40.0	66.50	-	-	-	-	-	2	-	6	33	20	16	23	72	52	67	39	10	10	8	5	3	3
Nonmanufacturing .....	885	40.0	63.00	-	6	-	-	-	10	32	37	77	43	42	99	176	155	79	68	35	6	12	3	5	5
Public utilities* .....	201	40.0	66.50	-	-	-	-	-	-	-	6	4	8	18	19	46	34	18	28	14	1	5	-	-	-
Retail trade .....	120	40.0	59.50	-	-	-	-	-	2	4	7	28	9	3	6	32	13	7	5	2	-	1	1	-	-
Finance** .....	390	40.0	64.00	-	6	-	-	-	-	22	9	12	12	21	56	85	79	30	31	19	3	-	-	5	5
Stenographers, general .....	1,794	40.0	55.00	-	-	-	15	37	98	109	148	126	201	148	197	145	320	155	63	16	14	1	-	1	-
Manufacturing .....	620	40.0	59.50	-	-	-	1	35	20	16	22	30	20	81	66	184	86	36	16	6	1	-	-	-	-
Nonmanufacturing .....	1,174	40.0	53.00	-	-	-	15	36	63	89	132	104	171	128	116	79	136	69	27	-	8	-	-	1	-
Public utilities* .....	357	40.0	53.00	-	-	-	21	15	28	29	42	47	41	28	24	37	41	3	-	-	-	-	-	1	-
Retail trade .....	110	40.0	52.00	-	-	-	5	5	7	8	12	13	10	6	14	3	12	15	-	-	-	-	-	-	-
Finance** .....	355	40.0	51.50	-	-	-	10	10	12	20	50	25	63	57	35	42	30	1	-	-	-	-	-	-	-
Switchboard operators .....	296	41.0	45.00	-	5	24	66	17	16	18	24	23	28	22	27	6	16	3	-	1	-	-	-	-	-
Manufacturing .....	49	40.0	53.50	-	-	-	1	7	-	3	2	3	8	11	2	8	3	-	1	-	-	-	-	-	-
Nonmanufacturing .....	247	41.5	43.50	-	5	24	65	17	9	18	21	21	25	14	16	4	8	-	-	-	-	-	-	-	-
Public utilities* .....	40	40.0	49.00	-	-	-	3	-	9	2	10	4	1	8	3	-	-	-	-	-	-	-	-	-	-
Retail trade .....	58	40.0	41.00	-	2	6	8	14	5	1	10	1	9	2	-	-	-	-	-	-	-	-	-	-	-
Finance** .....	51	40.0	52.00	-	-	-	-	-	2	2	9	8	8	9	8	1	4	-	-	-	-	-	-	-	-
Switchboard operator-receptionists .....	370	40.5	48.00	-	3	9	-	22	58	50	68	34	27	17	12	26	36	8	-	-	-	-	-	-	-
Manufacturing .....	117	40.0	50.00	-	-	9	-	6	8	15	12	4	13	13	1	20	15	1	-	-	-	-	-	-	-
Nonmanufacturing .....	253	40.5	47.50	-	3	-	-	16	50	35	56	30	14	4	11	6	21	7	-	-	-	-	-	-	-
Public utilities* .....	32	40.0	51.00	-	-	-	-	-	2	8	1	7	5	-	-	3	4	2	-	-	-	-	-	-	-
Retail trade .....	67	42.0	44.00	-	-	-	-	16	12	11	13	12	-	1	-	-	2	-	-	-	-	-	-	-	-
Finance** .....	46	40.0	49.00	-	3	-	-	-	6	3	17	1	4	3	-	3	1	5	-	-	-	-	-	-	-
Tabulating-machine operators .....	71	40.0	39.00	-	-	-	-	-	2	2	4	-	10	11	9	22	6	4	1	-	-	-	-	-	-
Nonmanufacturing .....	64	40.0	59.00	-	-	-	-	-	2	2	4	-	8	10	7	22	5	3	1	-	-	-	-	-	-
Finance** .....	38	40.0	57.50	-	-	-	-	-	2	-	3	-	8	7	4	12	-	2	-	-	-	-	-	-	-
Transcribing-machine operators, general .....	288	40.0	48.00	-	-	6	13	16	12	11	79	45	51	16	23	5	7	3	1	-	-	-	-	-	-
Manufacturing .....	34	40.0	48.50	-	-	-	-	9	-	9	7	3	-	-	-	5	-	1	-	-	-	-	-	-	-
Nonmanufacturing .....	254	40.0	48.00	-	-	6	13	16	3	11	70	38	48	16	23	5	2	3	-	-	-	-	-	-	-
Finance** .....	165	40.0	47.50	-	-	6	13	3	2	11	35	28	39	16	9	3	-	-	-	-	-	-	-	-	-
Typists, class A .....	661	40.0	50.00	-	3	-	-	-	57	105	95	96	119	49	22	40	54	12	1	-	8	-	-	-	-
Nonmanufacturing .....	570	40.0	49.00	-	3	-	-	-	57	101	91	93	107	45	22	12	21	10	-	-	8	-	-	-	-
Public utilities* .....	112	40.0	51.50	-	-	-	-	-	4	4	19	18	20	11	15	10	9	2	-	-	-	-	-	-	-
Finance** .....	312	40.0	47.00	-	3	-	-	-	38	64	67	54	59	10	5	-	12	-	-	-	-	-	-	-	-
Typists, class B .....	1,620	40.0	42.50	-	14	196	211	198	295	229	141	76	76	64	87	14	19	-	-	-	-	-	-	-	-
Nonmanufacturing .....	1,303	40.0	40.50	-	14	196	210	194	284	181	120	53	26	10	8	1	6	-	-	-	-	-	-	-	-
Public utilities* .....	113	40.0	43.00	-	-	-	22	10	32	17	14	5	4	4	1	-	-	-	-	-	-	-	-	-	-
Retail trade .....	136	40.5	43.50	-	2	15	3	6	19	12	60	8	11	-	-	-	-	-	-	-	-	-	-	-	-
Finance** .....	835	40.0	39.00	-	12	181	155	174	138	115	42	14	-	-	4	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> Hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.<sup>2</sup> Workers were distributed as follows: 18 at \$100 to \$105; 14 at \$105 to \$110; 8 at \$110 to \$115; 9 at \$115 to \$120; 7 at \$120 to \$125.

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

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

Table A-2: Professional and Technical Occupations

(Average straight-time weekly hours and earnings<sup>1</sup> for selected occupations studied on an area basis in Dallas, Tex., by industry division, September 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 \$45.00	\$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	\$95.00	\$100.00	\$105.00	\$110.00	\$115.00 and over	
<u>Men</u>																										
Draftsmen, leader .....	41	40.0	\$100.50	-	-	-	-	-	-	-	-	-	-	-	-	2	1	13	2	3	-	4	-	6	<sup>2</sup> 10	
Draftsmen, senior .....	267	40.5	78.00	-	-	-	1	6	6	11	10	23	14	34	29	25	31	29	14	8	15	4	3	4		
Manufacturing .....	177	40.0	76.50	-	-	-	-	-	1	5	3	22	11	31	27	19	27	14	5	6	2	1	1	2		
Nonmanufacturing .....	90	41.5	81.50	-	-	-	1	6	5	6	7	1	3	3	2	6	4	15	9	2	13	3	2	2		
Public utilities* .....	39	40.0	67.00	-	-	-	1	6	5	6	5	1	3	1	2	2	2	2	3	-	-	-	-	-		
Draftsmen, junior .....	235	40.0	58.00	14	9	17	17	23	29	38	21	16	8	31	10	-	1	-	-	1	-	-	-	-		
Manufacturing .....	175	40.0	59.00	10	1	7	12	17	23	34	14	16	6	24	10	-	-	-	-	1	-	-	-	-		
Nonmanufacturing .....	60	40.5	54.50	4	8	10	5	6	6	4	7	-	2	7	-	-	1	-	-	-	-	-	-	-		
<u>Women</u>																										
Draftsmen, junior .....	58	40.0	53.50	1	10	9	8	9	6	5	2	1	5	-	1	1	-	-	-	-	-	-	-	-		
Nurses, industrial .....	63	40.0	65.50	-	-	1	2	-	8	9	15	3	3	2	3	2	7	7	-	-	1	-	-	-		
One-nurse unit .....	43	40.0	62.00	-	-	1	2	-	8	9	11	3	1	2	-	1	1	4	-	-	-	-	-	-		
Manufacturing .....	45	40.0	65.50	-	-	-	-	-	6	9	12	-	3	1	2	1	6	4	-	-	1	-	-	-		
One-nurse unit .....	28	40.0	60.00	-	-	-	-	-	6	9	10	-	1	1	-	-	-	1	-	-	-	-	-	-		

<sup>1</sup> Hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.<sup>2</sup> Workers were distributed as follows: 2 at \$120 to \$125; 4 at \$125 to \$130; 4 at \$130 to \$135.

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

Occupational Wage Survey, Dallas, Tex., September 1953  
U. S. DEPARTMENT OF LABOR  
Bureau of Labor Statistics

Table A-3: Maintenance and Powerplant Occupations

(Average hourly earnings<sup>1</sup> for men in selected occupations studied on an area basis in Dallas, Tex., by industry division, September 1953)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																									
			Under \$1.10	\$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	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60
			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	2.10	2.20	2.30	2.40	2.50	2.60	2.70
<b>Carpenters, maintenance</b> .....	150	1.92	5	3	-	2	-	-	2	-	-	7	4	6	5	19	6	2	9	21	6	19	4	-	3	13	12	2
Manufacturing .....	65	2.04	-	-	-	-	-	-	-	-	-	4	4	3	3	1	2	1	14	-	18	4	-	3	12	-	-	
Nonmanufacturing .....	85	1.82	5	3	-	2	-	-	2	-	-	7	-	6	2	16	5	-	8	7	6	1	-	-	-	1	12	2
Retail trade .....	36	1.99	5	-	-	2	-	-	2	-	-	1	-	2	-	2	-	-	7	-	-	-	-	-	-	1	12	2
<b>Electricians, maintenance</b> .....	219	2.04	-	-	-	-	-	-	-	-	5	5	22	4	8	3	12	22	3	9	22	47	12	7	33	5	-	
Manufacturing .....	163	2.09	-	-	-	-	-	-	-	-	1	1	10	4	1	3	11	22	3	8	20	24	11	7	32	5	-	
Nonmanufacturing .....	56	1.89	-	-	-	-	-	-	-	-	4	4	12	-	7	-	1	-	1	2	23	1	-	-	1	-	-	
<b>Engineers, stationary</b> .....	267	1.67	-	-	-	11	7	13	22	8	10	5	41	27	38	8	2	12	4	1	8	24	7	10	4	5	-	-
Manufacturing .....	105	1.86	-	-	-	1	2	-	-	-	1	11	-	37	-	3	1	1	8	22	1	9	3	5	-	-	-	
Nonmanufacturing .....	162	1.54	-	-	-	10	7	11	22	8	10	4	30	27	1	8	2	9	3	-	2	6	1	1	1	-	-	
Retail trade .....	35	1.47	-	-	-	10	-	5	2	-	2	4	-	4	2	-	1	-	-	-	-	-	-	1	-	-	-	
<b>Helpers, trades, maintenance</b> .....	325	1.44	22	16	5	26	50	14	19	19	31	1	24	14	45	13	7	-	7	-	1	1	10	-	-	-	-	
Manufacturing .....	169	1.47	11	9	4	26	14	2	5	7	9	1	24	12	8	11	7	-	7	-	1	1	10	-	-	-	-	
Nonmanufacturing .....	156	1.40	11	7	1	-	36	12	14	12	22	-	2	37	2	-	-	-	-	-	-	-	-	-	-	-	-	
Public utilities* .....	143	1.41	9	6	1	-	36	12	10	6	22	-	2	37	2	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Machinists, maintenance</b> .....	96	1.94	-	-	-	-	-	-	-	-	3	17	9	-	-	12	2	4	4	-	12	9	8	1	15	-	-	
Manufacturing .....	66	2.02	-	-	-	-	-	-	-	-	-	9	9	-	-	1	2	4	-	-	12	5	8	1	15	-	-	
Nonmanufacturing .....	30	1.77	-	-	-	-	-	-	-	-	3	8	-	-	-	11	-	4	-	-	4	-	-	-	-	-	-	
Public utilities* .....	26	1.74	-	-	-	-	-	-	-	-	3	8	-	-	-	11	-	-	-	-	4	-	-	-	-	-	-	
<b>Mechanics, automotive (maintenance)</b> .....	668	1.75	6	6	6	16	6	8	27	3	3	41	27	23	57	28	42	133	127	13	47	15	15	7	8	-	4	
Manufacturing .....	70	1.79	-	6	6	6	-	-	1	-	-	3	3	17	8	-	3	7	-	3	8	8	3	-	-	-	-	
Nonmanufacturing .....	598	1.75	6	6	6	10	6	8	26	3	3	41	24	20	40	20	42	130	120	13	44	7	7	4	8	4	-	
Public utilities* .....	443	1.76	6	6	6	-	6	2	-	3	2	31	24	15	28	19	2	120	118	4	44	6	1	-	-	-	-	
Retail trade .....	93	1.53	-	-	-	10	-	6	26	-	1	10	-	5	12	1	-	10	2	9	-	1	-	-	-	-	-	
<b>Mechanics, maintenance</b> .....	404	1.82	8	-	-	4	6	13	1	9	-	26	7	47	49	12	7	5	31	5	11	58	90	8	6	1	-	
Manufacturing .....	328	1.87	-	-	-	-	-	-	1	-	-	24	7	44	44	12	6	5	31	1	11	58	69	8	6	1	-	
Nonmanufacturing .....	76	1.59	8	-	-	4	6	13	-	9	-	2	-	3	5	-	1	-	-	4	-	21	-	-	-	-	-	
Public utilities* .....	40	1.78	-	-	-	4	-	8	-	6	-	-	-	-	-	-	1	-	-	-	-	21	-	-	-	-	-	
<b>Oilers</b> .....	57	1.54	-	-	-	1	-	19	-	-	8	4	8	2	-	4	-	2	-	6	-	3	-	-	-	-	-	
Manufacturing .....	54	1.55	-	-	-	1	-	19	-	-	6	3	8	2	-	4	-	2	-	6	-	3	-	-	-	-	-	
<b>Painters, maintenance</b> .....	128	1.86	-	6	-	2	-	9	2	2	-	-	18	4	3	7	1	7	6	7	1	22	6	1	17	-	6	
Nonmanufacturing .....	70	1.73	-	6	-	2	-	6	2	2	-	-	18	1	2	4	-	-	1	1	-	16	1	1	-	-	6	
<b>Plumbers, maintenance</b> .....	31	1.97	-	-	-	-	-	-	-	2	-	-	-	-	1	2	3	2	-	2	-	7	7	5	-	-	-	
<b>Tool-and-die makers</b> .....	146	2.18	-	-	-	-	-	-	-	-	-	1	5	2	-	4	-	2	1	8	42	23	25	11	4	18	-	
Manufacturing .....	146	2.18	-	-	-	-	-	-	-	-	-	1	5	2	-	4	-	2	1	8	42	23	25	11	4	18	-	

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

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

Occupational Wage Survey, Dallas, Tex., September 1953  
U.S. DEPARTMENT OF LABOR  
Bureau of Labor Statistics

Table A-4: Custodial and Material Movement Occupations

(Average hourly earnings<sup>1</sup> for selected occupations<sup>2</sup> studied on an area basis in Dallas, Tex., by industry division, September 1953)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																									
			Under \$0.65	\$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	\$2.10 and over
<b>Guards</b> .....	281	1.55	-	-	-	-	-	-	-	-	6	-	3	14	40	22	3	4	10	5	4	18	55	65	5	10	15	2
Manufacturing .....	208	1.62	-	-	-	-	-	-	-	-	-	-	-	6	17	19	2	3	6	5	1	14	39	64	5	10	15	2
Nonmanufacturing .....	73	1.35	-	-	-	-	-	-	-	-	6	-	3	8	23	3	1	4	-	3	4	16	1	-	-	-	-	-
Finance** .....	55	1.39	-	-	-	-	-	-	-	-	6	-	3	5	8	3	1	1	4	-	3	4	16	1	-	-	-	-
<b>Janitors, porters, and cleaners (men)</b> .....	2,627	1.04	110	66	142	337	144	135	119	122	155	74	399	120	140	75	99	35	20	33	143	98	5	56	-	-	-	-
Manufacturing .....	1,062	1.24	-	-	-	42	20	15	33	16	75	11	311	46	48	43	24	29	20	32	140	96	5	56	-	-	-	-
Nonmanufacturing .....	1,565	.90	110	66	142	295	124	120	86	106	80	63	88	74	92	32	75	6	-	1	3	2	-	-	-	-	-	-
Public utilities* .....	388	1.11	-	-	-	28	9	26	19	25	12	36	31	47	71	6	70	6	-	1	1	-	-	-	-	-	-	-
Retail trade .....	491	.80	20	60	115	95	61	48	25	15	8	10	9	7	4	14	-	-	-	-	-	-	-	-	-	-	-	-
Finance** .....	333	.89	-	-	27	115	34	33	26	40	3	1	29	3	13	4	5	-	-	-	-	-	-	-	-	-	-	-
<b>Janitors, porters, and cleaners (women)</b> .....	500	.79	194	31	23	29	35	20	16	57	30	15	9	4	22	1	-	-	2	1	8	3	-	-	-	-	-	-
Manufacturing .....	107	1.00	-	-	-	5	19	12	12	11	30	2	1	1	-	1	-	-	2	-	8	3	-	-	-	-	-	-
Nonmanufacturing .....	393	.73	194	31	23	24	16	8	4	46	-	13	8	3	22	-	-	-	-	1	-	-	-	-	-	-	-	-
Public utilities* .....	92	1.06	-	-	-	-	-	-	4	45	-	9	8	3	22	-	-	-	-	1	-	-	-	-	-	-	-	-
Retail trade .....	196	.62	138	31	12	2	8	-	-	1	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Laborers, material handling</b> .....	3,277	1.18	-	-	24	2	126	321	254	431	278	148	110	247	124	85	211	42	25	35	517	94	43	23	-	137	-	-
Manufacturing .....	1,061	1.33	-	-	-	-	-	17	39	65	59	83	49	117	85	27	116	17	16	9	107	56	39	23	-	137	-	-
Nonmanufacturing .....	2,216	1.11	-	-	24	2	126	304	215	366	219	65	61	130	39	58	95	25	9	26	410	38	4	-	-	-	-	-
Public utilities* .....	979	1.22	-	-	-	-	8	158	162	74	46	8	5	13	8	12	8	3	4	26	406	38	-	-	-	-	-	-
Retail trade .....	667	1.05	-	-	24	2	38	68	11	189	44	20	34	94	26	31	73	12	1	-	-	-	-	-	-	-	-	-
<b>Order fillers</b> .....	890	1.22	-	-	-	-	11	21	36	53	146	90	63	92	26	12	23	6	45	54	141	44	18	4	-	5	-	-
Manufacturing .....	237	1.47	-	-	-	-	-	1	-	12	1	-	-	-	13	2	3	6	31	18	79	44	18	4	-	5	-	-
Nonmanufacturing .....	653	1.13	-	-	-	-	11	21	35	53	134	89	63	92	13	10	20	-	14	36	62	-	-	-	-	-	-	-
<b>Packers, shipping (men)</b> .....	418	1.22	-	-	1	29	1	28	4	21	39	55	26	27	-	7	1	62	1	-	24	80	-	6	6	-	-	-
Manufacturing .....	201	1.33	-	-	-	24	-	19	-	-	10	-	17	3	-	-	-	12	-	-	24	80	-	6	6	-	-	-
Nonmanufacturing .....	217	1.11	-	-	1	5	1	9	4	21	29	55	9	24	-	7	1	50	1	-	-	-	-	-	-	-	-	-
Retail trade .....	38	.97	-	-	1	5	1	9	2	2	7	5	1	1	-	2	1	-	1	-	-	-	-	-	-	-	-	-
<b>Packers, shipping (women)</b> .....	40	1.06	-	-	-	2	-	1	6	1	8	1	6	14	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing .....	32	1.06	-	-	-	2	-	1	6	1	4	1	2	14	-	1	-	-	-	-	-	-	-	-	-	-	-	-
<b>Receiving clerks</b> .....	244	1.45	-	-	-	2	8	18	-	11	8	9	2	1	10	17	16	19	3	2	5	7	31	34	2	4	35	-
Manufacturing .....	120	1.68	-	-	-	-	-	8	-	-	-	1	-	-	1	-	11	3	-	-	-	5	20	34	1	1	35	-
Nonmanufacturing .....	124	1.23	-	-	-	2	8	10	-	11	8	8	2	1	9	17	5	16	3	2	5	2	11	-	1	3	-	-
Retail trade .....	58	1.19	-	-	-	-	8	10	-	2	8	2	2	1	1	1	3	1	3	2	1	2	10	-	-	1	-	-

See footnotes at end of table.

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

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

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U. S. DEPARTMENT OF LABOR  
Bureau of Labor Statistics

Table A-4: Custodial and Material Movement Occupations - Continued

(Average hourly earnings<sup>1</sup> for selected occupations<sup>2</sup> studied on an area basis  
in Dallas, Tex., by industry division, September 1953)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																									
			Under \$0.65	\$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	\$2.10
Shipping clerks .....	185	1.51	-	-	-	-	-	-	-	-	-	-	7	16	-	2	9	44	17	1	20	4	20	20	2	13	10	-
Manufacturing .....	115	1.60	-	-	-	-	-	-	-	-	-	-	11	-	9	22	5	-	3	-	20	20	2	13	10	-	-	
Nonmanufacturing .....	70	1.38	-	-	-	-	-	-	-	-	-	-	7	5	-	2	-	22	12	1	17	4	-	-	-	-	-	
Shipping-and-receiving clerks .....	370	1.48	-	-	-	-	-	-	-	15	19	9	5	20	29	38	-	18	11	-	1	28	85	31	49	-	6	6
Manufacturing .....	133	1.59	-	-	-	-	-	-	-	-	-	-	3	-	20	-	14	9	-	10	22	28	25	-	-	-	2	
Nonmanufacturing .....	237	1.42	-	-	-	-	-	-	-	15	19	9	2	20	29	18	-	4	2	-	1	18	63	3	24	-	6	4
Public utilities* .....	155	1.47	-	-	-	-	-	-	-	4	8	8	-	16	4	12	-	4	2	-	1	6	63	3	24	-	-	-
Retail trade .....	43	1.11	-	-	-	-	-	-	-	11	11	-	-	4	11	6	-	-	-	-	-	-	-	-	-	-	-	-
Truckdrivers, light (under 1½ tons) .....	386	1.25	-	-	-	6	-	13	11	39	34	38	12	26	6	69	12	7	15	12	18	45	9	-	1	3	-	10
Manufacturing .....	86	1.21	-	-	-	-	-	-	10	26	5	-	-	5	-	5	8	-	-	6	2	6	9	-	1	3	-	-
Nonmanufacturing .....	300	1.26	-	-	-	6	-	13	1	13	29	38	12	21	6	64	4	7	15	6	16	39	-	-	-	-	-	10
Public utilities* .....	103	1.39	-	-	-	-	-	-	-	-	-	-	-	-	59	1	2	2	-	-	39	-	-	-	-	-	-	-
Retail trade .....	88	1.35	-	-	-	-	-	13	-	-	11	2	1	1	4	3	3	5	13	6	16	-	-	-	-	-	-	10
Truckdrivers, medium (1½ to and including 4 tons) .....	1,028	1.37	-	-	-	-	8	36	1	57	111	6	13	41	92	39	27	16	20	24	15	469	34	2	10	7	-	-
Manufacturing .....	189	1.33	-	-	-	-	-	-	1	28	5	1	12	1	14	24	21	7	8	18	-	6	34	2	-	7	-	-
Nonmanufacturing .....	839	1.37	-	-	-	8	36	-	29	106	5	1	40	78	15	6	9	12	6	15	463	-	-	10	-	-	-	-
Public utilities* .....	617	1.47	-	-	-	-	-	-	-	18	28	-	-	40	54	-	1	4	4	1	4	463	-	-	-	-	-	-
Truckdrivers, heavy (over 4 tons, trailer type) .....	471	1.46	-	-	-	-	-	-	6	48	33	18	6	-	30	20	40	2	8	9	37	107	32	9	9	1	-	56
Manufacturing .....	116	1.36	-	-	-	-	-	-	26	-	-	-	-	16	-	26	-	7	1	1	1	24	8	7	-	-	-	
Nonmanufacturing .....	355	1.49	-	-	-	-	-	-	6	22	33	18	6	-	14	20	14	2	1	8	36	107	8	1	2	1	-	56
Public utilities* .....	164	1.47	-	-	-	-	-	-	-	-	-	18	6	-	10	6	-	2	1	2	107	8	1	2	1	-	-	
Truckers, power (forklift) .....	508	1.42	-	-	-	-	4	9	9	36	4	21	48	11	55	6	29	1	22	11	80	115	10	17	20	-	-	
Manufacturing .....	264	1.48	-	-	-	-	-	-	-	18	-	1	28	7	33	1	22	-	22	5	37	43	10	17	20	-	-	
Nonmanufacturing .....	244	1.36	-	-	-	-	4	9	9	18	4	20	20	4	22	5	7	1	-	6	43	72	-	-	-	-	-	
Public utilities* .....	180	1.36	-	-	-	-	-	-	-	18	4	20	20	4	22	5	7	1	-	6	1	72	-	-	-	-	-	
Truckers, power (other than forklift) ..	132	1.50	-	-	-	-	4	6	-	-	-	2	-	-	23	8	8	6	-	2	10	40	10	4	9	-	-	
Watchmen .....	324	1.01	5	17	-	1	53	41	40	1	26	12	3	23	30	5	12	16	5	24	4	2	1	8	-	-	-	-
Manufacturing .....	175	1.08	-	-	-	14	26	23	-	26	2	-	7	20	1	11	6	3	24	1	2	1	8	-	-	-	-	
Nonmanufacturing .....	149	.92	17	-	1	39	15	17	1	-	10	3	16	10	4	1	10	2	-	3	-	-	-	-	-	-	-	
Public utilities* .....	43	1.01	-	-	-	6	4	6	1	-	2	1	14	1	2	-	1	2	-	3	-	-	-	-	-	-	-	
Retail trade .....	65	.94	5	-	1	25	1	3	-	-	8	1	2	7	2	1	9	-	-	-	-	-	-	-	-	-	-	

<sup>1</sup> Excludes premium pay for overtime and nightwork.<sup>2</sup> Data limited to men workers except where otherwise indicated.<sup>3</sup> Workers were distributed as follows: 18 at \$0.45 to \$0.50; 24 at \$0.50 to \$0.55; 46 at \$0.55 to \$0.60; 50 at \$0.60 to \$0.65.<sup>4</sup> Workers were distributed as follows: 56 at \$2.20 to \$2.30.<sup>5</sup> Workers were distributed as follows: 14 at \$0.55 to \$0.60; 3 at \$0.60 to \$0.65.

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



## B: Establishment Practices and Supplementary Wage Provisions

### Table B-1: Shift Differential Provisions <sup>1</sup>

Shift differential	Percent of manufacturing plant workers -			
	(a) In establishments having formal provisions for -		(b) Actually working on -	
	Second shift work	Third or other shift work	Second shift	Third or other shift
Total .....	73.4	64.2	15.3	2.9
With shift pay differential .....	69.0	61.8	14.1	2.4
Uniform cents (per hour) .....	61.1	35.4	11.5	1.7
5 cents .....	15.9	8.4	2.5	.1
6 cents .....	.6	-	-	-
7 cents .....	9.2	3.1	2.1	.5
7½ cents .....	28.8	-	5.9	-
10 cents .....	4.9	20.2	.6	.7
12 cents .....	-	2.0	-	(2)
Over 12 cents .....	1.7	1.7	.4	.4
Uniform percentage .....	7.9	7.9	2.6	.2
5 percent .....	7.9	2.6	2.6	-
7½ percent .....	-	5.3	-	.2
Other .....	-	<sup>3</sup> 18.5	-	.5
No shift pay differential .....	4.4	2.4	1.2	.5

<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 either of the following conditions: (1) Operated late shifts at the time of the survey, or (2) had formal provisions covering late shifts.

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

<sup>3</sup> Full day's pay for reduced hours, plus 7½ cents per hour.

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Table B-2: Scheduled Weekly Hours

Weekly hours	Percent of office workers <sup>1</sup> employed in -					Percent of plant workers employed in -			
	All industries <sup>2</sup>	Manufacturing	Public utilities*	Retail trade	Finance**	All industries <sup>3</sup>	Manufacturing	Public utilities*	Retail trade
All workers .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
30 hours .....	-	-	-	-	-	0.5	-	-	-
35 hours .....	0.8	-	2.3	3.2	-	.8	1.7	-	-
37½ hours .....	.7	2.6	.9	-	-	-	-	-	-
Over 37½ and under 40 hours .....	6.0	-	-	9.3	13.9	2.6	-	-	11.2
40 hours .....	78.9	90.1	84.7	62.7	85.7	50.3	67.2	52.5	24.6
Over 40 and under 44 hours .....	4.7	5.3	4.3	9.1	.4	5.4	1.2	-	16.1
44 hours .....	7.2	1.0	4.9	14.5	-	6.1	-	-	16.2
Over 44 and under 48 hours .....	.9	.6	2.1	1.2	-	11.8	16.7	3.6	8.2
48 hours .....	.8	.4	.8	-	-	12.8	6.8	14.8	14.0
Over 48 and under 50 hours .....	-	-	-	-	-	.3	-	1.7	-
50 hours .....	-	-	-	-	-	6.4	2.9	22.0	7.1
Over 50 and under 54 hours .....	-	-	-	-	-	.8	-	5.4	-
54 hours .....	-	-	-	-	-	1.1	1.1	-	2.6
Over 54 hours .....	-	-	-	-	-	1.1	2.4	-	-

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

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

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

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

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

Table B-3: Paid Holidays<sup>1</sup>

Number of paid holidays	Percent of office workers employed in -					Percent of plant workers employed in -			
	All industries <sup>2</sup>	Manufacturing	Public utilities*	Retail trade	Finance**	All industries <sup>3</sup>	Manufacturing	Public utilities*	Retail trade
All workers .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Workers in establishments providing paid holidays .....	100.0	99.8	100.0	100.0	100.0	85.1	91.8	82.4	81.4
1 day .....	-	-	-	-	-	.8	-	-	3.6
2 days .....	.2	.4	-	.5	-	3.2	2.5	-	2.5
3 days .....	.5	.5	-	1.7	-	2.8	1.1	-	3.0
4 days .....	9.5	5.0	.6	45.8	.9	15.6	8.3	4.2	42.2
5 days .....	32.4	14.3	20.3	28.0	50.6	20.6	17.5	17.8	25.9
6 days .....	33.6	68.4	36.2	24.0	12.6	34.5	59.2	25.7	4.2
7 days .....	9.6	11.2	40.1	-	-	6.9	3.2	34.7	-
8 days .....	4.2	-	-	-	6.5	.7	-	-	-
10 days .....	.9	-	2.8	-	1.3	-	-	-	-
14 days and over .....	9.1	-	-	-	28.1	-	-	-	-
Workers in establishments providing no paid holidays .....	(4)	.2	-	-	-	14.9	8.2	17.6	18.6

<sup>1</sup> Estimates include only full-day holidays.

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

<sup>3</sup> Includes data for wholesale 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.

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

Occupational Wage Survey, Dallas, Tex., September 1953  
U.S. DEPARTMENT OF LABOR  
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Table B-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*	Retail trade	Finance**	All industries <sup>2</sup>	Manufacturing	Public utilities*	Retail trade
All workers .....	100.0	100.0	100.0	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 .....	99.7	99.8	100.0	97.8	100.0	93.1	96.9	97.3	88.5
Length-of-time payment .....	99.7	99.8	100.0	97.8	100.0	87.2	86.1	92.8	88.3
1 week .....	35.9	35.9	56.4	85.1	4.6	72.7	78.1	66.1	75.7
2 weeks .....	63.8	63.9	43.6	12.7	95.4	14.5	8.0	26.7	12.6
Percentage payment <sup>3</sup> .....	-	-	-	-	-	5.2	10.8	-	-
2 percent .....	-	-	-	-	-	4.1	8.4	-	-
4 percent .....	-	-	-	-	-	1.1	2.4	-	-
Flat-sum payment .....	-	-	-	-	-	.7	-	4.5	-
Workers in establishments providing no									
paid vacations .....	.3	.2	-	2.2	-	6.9	3.1	2.7	11.7
<u>After 2 years of service</u>									
Workers in establishments providing									
paid vacations .....	100.0	99.8	100.0	100.0	100.0	94.1	96.9	100.0	90.6
Length-of-time payment .....	100.0	99.8	100.0	100.0	100.0	88.2	86.1	95.5	90.6
1 week .....	10.1	6.2	15.8	20.7	-	45.6	56.2	42.1	35.5
Over 1 and under 2 weeks .....	1.3	.9	1	4.7	-	5.3	2.0	-	10.3
2 weeks .....	88.6	92.7	84.1	74.6	100.0	37.3	27.9	53.4	44.8
Percentage payment <sup>3</sup> .....	-	-	-	-	-	5.2	10.8	-	-
2 percent .....	-	-	-	-	-	4.1	8.4	-	-
4 percent .....	-	-	-	-	-	1.1	2.4	-	-
Flat-sum payment .....	-	-	-	-	-	.7	-	4.5	-
Workers in establishments providing no									
paid vacations .....	(4)	.2	-	-	-	5.9	3.1	-	9.4
<u>After 3 years of service</u>									
Workers in establishments providing									
paid vacations .....	100.0	99.8	100.0	100.0	100.0	94.1	96.9	100.0	90.6
Length-of-time payment .....	100.0	99.8	100.0	100.0	100.0	88.2	86.1	95.5	90.6
1 week .....	7.0	3.6	5.7	14.2	-	30.6	36.3	24.5	24.7
Over 1 and under 2 weeks .....	.6	.8	-	-	-	5.4	7.4	-	-
2 weeks .....	92.4	95.4	94.3	85.8	100.0	52.2	42.4	71.0	65.9
Percentage payment <sup>3</sup> .....	-	-	-	-	-	5.2	10.8	-	-
2 percent .....	-	-	-	-	-	3.1	6.5	-	-
4 percent .....	-	-	-	-	-	2.1	4.3	-	-
Flat-sum payment .....	-	-	-	-	-	.7	-	4.5	-
Workers in establishments providing no									
paid vacations .....	(4)	.2	-	-	-	5.9	3.1	-	9.4

See footnotes at end of table.

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

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

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Table B-4: Paid Vacations (Formal Provisions)- Continued

Vacation policy	Percent of office workers employed in -					Percent of plant workers employed in -			
	All industries <sup>1</sup>	Manufacturing	Public utilities*	Retail trade	Finance**	All industries <sup>2</sup>	Manufacturing	Public utilities*	Retail trade
All workers .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<u>After 5 years of service</u>									
Workers in establishments providing paid vacations .....	100.0	99.8	100.0	100.0	100.0	94.1	96.9	100.0	90.6
Length-of-time payment .....	100.0	99.8	100.0	100.0	100.0	88.2	86.1	95.5	90.6
1 week .....	3.6	2.2	4.7	9.8	-	20.4	25.2	8.4	17.0
Over 1 and under 2 weeks .....	.4	-	-	-	-	2.1	1.0	-	-
2 weeks .....	94.3	96.0	95.3	89.4	96.2	64.2	58.3	87.1	70.3
Over 2 and under 3 weeks .....	.1	.6	-	-	-	.7	1.6	-	-
3 weeks .....	1.6	1.0	-	.8	3.8	.8	-	-	3.3
Percentage payment <sup>3</sup> .....	-	-	-	-	-	5.2	10.8	-	-
2 percent .....	-	-	-	-	-	1.9	3.9	-	-
4 percent .....	-	-	-	-	-	3.3	6.9	-	-
Flat-sum payment .....	-	-	-	-	-	.7	-	4.5	-
Workers in establishments providing no paid vacations .....	(4)	.2	-	-	-	5.9	3.1	-	9.4
<u>After 10 years of service</u>									
Workers in establishments providing paid vacations .....	100.0	99.8	100.0	100.0	100.0	94.1	96.9	100.0	90.6
Length-of-time payment .....	100.0	99.8	100.0	100.0	100.0	88.2	86.1	95.5	90.6
1 week .....	2.9	2.2	3.3	5.4	-	9.8	6.8	6.7	10.9
2 weeks .....	92.2	91.9	96.7	93.8	91.2	76.7	77.8	88.8	76.4
Over 2 and under 3 weeks .....	1.8	.6	-	-	5.0	.8	1.5	-	-
3 weeks .....	3.1	5.1	-	.8	3.8	.9	-	-	3.3
Percentage payment <sup>3</sup> .....	-	-	-	-	-	5.2	10.8	-	-
2 percent .....	-	-	-	-	-	1.9	3.9	-	-
4 percent .....	-	-	-	-	-	3.3	6.9	-	-
Flat-sum payment .....	-	-	-	-	-	.7	-	4.5	-
Workers in establishments providing no paid vacations .....	(4)	.2	-	-	-	5.9	3.1	-	9.4
<u>After 15 years of service</u>									
Workers in establishments providing paid vacations .....	100.0	99.8	100.0	100.0	100.0	94.1	96.9	100.0	90.6
Length-of-time payment .....	100.0	99.8	100.0	100.0	100.0	88.2	86.1	95.5	90.6
1 week .....	2.9	2.2	3.3	5.4	-	9.8	6.8	6.7	10.9
2 weeks .....	55.8	40.2	44.2	58.1	62.6	56.9	58.7	36.1	67.9
3 weeks .....	41.3	57.4	52.5	36.5	37.4	21.5	20.6	52.7	11.8
Percentage payment <sup>3</sup> .....	-	-	-	-	-	5.2	10.8	-	-
2 percent .....	-	-	-	-	-	1.9	3.9	-	-
4 percent .....	-	-	-	-	-	2.6	5.5	-	-
6 percent .....	-	-	-	-	-	.7	1.4	-	-
Flat-sum payment .....	-	-	-	-	-	.7	-	4.5	-
Workers in establishments providing no paid vacations .....	(4)	.2	-	-	-	5.9	3.1	-	9.4

See footnotes at end of table.

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

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

Table B-4. Paid Vacations (Formal Provisions)- Continued

Vacation policy	Percent of office workers employed in -					Percent of plant workers employed in -			
	All industries <sup>1</sup>	Manufacturing	Public utilities *	Retail trade	Finance **	All industries <sup>2</sup>	Manufacturing	Public utilities *	Retail trade
All workers .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<u>After 20 years of service</u>									
Workers in establishments providing paid vacations .....	100.0	99.8	100.0	100.0	100.0	94.1	96.9	100.0	90.6
Length-of-time payment .....	100.0	99.8	100.0	100.0	100.0	88.2	86.1	95.5	90.6
1 week .....	2.9	2.2	3.3	5.4	-	9.8	6.8	6.7	10.9
2 weeks .....	51.8	40.2	28.9	53.0	59.8	54.9	58.7	29.1	63.8
3 weeks .....	45.3	57.4	67.8	41.6	40.2	23.5	20.6	59.7	15.9
Percentage payment <sup>3</sup> .....	-	-	-	-	-	5.2	10.8	-	-
2 percent .....	-	-	-	-	-	1.9	3.9	-	-
4 percent .....	-	-	-	-	-	2.6	5.5	-	-
6 percent .....	-	-	-	-	-	.7	1.4	-	-
Flat-sum payment .....	-	-	-	-	-	.7	-	4.5	-
Workers in establishments providing no paid vacations .....	( <sup>4</sup> )	.2	-	-	-	5.9	3.1	-	9.4
<u>After 25 years of service</u>									
Workers in establishments providing paid vacations .....	100.0	99.8	100.0	100.0	100.0	94.1	96.9	100.0	90.6
Length-of-time payment .....	100.0	99.8	100.0	100.0	100.0	88.2	86.1	95.5	90.6
1 week .....	2.9	2.2	3.3	5.4	-	9.8	6.8	6.7	10.9
2 weeks .....	49.6	40.2	28.0	48.3	59.8	52.2	58.7	20.4	58.2
3 weeks .....	33.6	45.5	68.7	7.7	21.6	21.5	17.3	68.4	8.9
4 weeks .....	13.9	11.9	-	38.6	18.6	4.7	3.3	-	12.6
Percentage payment <sup>3</sup> .....	-	-	-	-	-	5.2	10.8	-	-
2 percent .....	-	-	-	-	-	1.9	3.9	-	-
4 percent .....	-	-	-	-	-	2.6	5.5	-	-
6 percent .....	-	-	-	-	-	.7	1.4	-	-
Flat-sum payment .....	-	-	-	-	-	.7	-	4.5	-
Workers in establishments providing no paid vacations .....	( <sup>4</sup> )	.2	-	-	-	5.9	3.1	-	9.4

<sup>1</sup> Includes data for wholesale trade and services in addition to those industry divisions shown separately.

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

<sup>3</sup> Percent of annual earnings.

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

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

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

Table B-5: Health, 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 *	Retail trade	Finance **	All industries <sup>2</sup>	Manufacturing	Public utilities *	Retail trade
All workers .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Workers in establishments providing:									
Life insurance .....	90.6	94.7	94.3	90.4	86.3	82.6	81.9	88.2	84.2
Accidental death and dismemberment insurance .....	17.4	49.9	7.0	5.1	6.8	24.0	34.7	20.4	12.9
Sickness and accident insurance .....	22.9	76.1	4.6	11.9	-	37.1	59.7	16.8	11.2
Sick leave (full pay and no waiting period) .....	28.5	46.2	20.0	26.8	26.8	7.8	2.1	14.7	14.3
Sick leave (partial pay or waiting period) .....	11.6	2.6	38.9	29.1	-	7.1	-	31.7	8.2
Hospitalization insurance .....	68.9	88.7	43.0	74.5	73.2	65.4	77.4	48.6	57.2
Surgical insurance .....	51.2	73.4	32.1	61.0	45.3	53.7	66.3	29.8	46.9
Medical insurance .....	17.1	10.5	6.7	41.0	18.0	13.2	13.0	.1	20.0
Catastrophe insurance .....	4.1	-	-	33.5	-	2.0	-	-	8.5
Retirement pension .....	66.3	80.4	79.6	52.2	60.1	50.0	61.1	60.0	33.1
Health, insurance, or pension plan not listed above .....	1.4	1.5	-	-	2.2	.7	1.0	-	-
No health, insurance, or pension plan .....	5.7	2.1	2.3	3.2	11.9	11.5	11.2	7.1	11.8
Data not available .....	-	-	-	-	-	-	-	-	-

<sup>1</sup> Includes data for wholesale trade and services in addition to those industry divisions shown separately.

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

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

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

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Table B-6: Overtime Pay Practices

Overtime policy	Percent of office workers employed in -					Percent of plant workers employed in -			
	All industries <sup>1</sup>	Manufacturing	Public utilities*	Retail trade	Finance**	All industries <sup>2</sup>	Manufacturing	Public utilities*	Retail trade
All workers .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<u>Daily overtime</u>									
Workers in establishments providing									
premium pay .....	32.0	43.3	58.5	13.4	16.2	53.2	73.2	76.2	12.1
Time and one-half .....	27.0	43.3	54.6	13.4	2.8	51.8	73.2	75.1	12.1
Effective after less than 8 hours .....	1.4	2.4	-	6.5	-	1.8	1.7	-	4.0
Effective after 8 hours .....	25.5	40.9	54.6	5.8	2.8	47.1	71.5	57.8	6.9
Effective after more than 8 hours .....	.1	-	-	1.1	-	2.9	-	17.3	1.2
Double time .....	1.3	-	-	-	3.8	1.2	-	-	-
Other <sup>3</sup> .....	3.7	-	3.9	-	9.6	.2	-	1.1	-
Workers in establishments providing no premium pay or having no policy .....	68.0	56.7	41.5	86.6	83.8	46.8	26.8	23.8	87.9
<u>Weekly overtime</u>									
Workers in establishments providing									
premium pay .....	93.3	98.2	99.6	65.3	96.5	80.0	100.0	90.1	43.2
Time and one-half .....	86.7	97.5	96.1	65.3	78.5	78.8	100.0	90.1	43.2
Effective after less than 40 hours .....	1.1	1.2	-	6.5	-	1.8	1.7	-	4.0
Effective after 40 hours .....	85.0	96.3	96.1	53.8	78.5	70.2	98.3	72.8	22.9
Effective after more than 40 hours .....	.6	-	-	5.0	-	6.8	-	17.3	16.3
Double time .....	1.3	-	-	-	3.8	1.2	-	-	-
Other <sup>3</sup> .....	5.3	.7	3.5	-	14.2	-	-	-	-
Workers in establishments providing no premium pay or having no policy .....	6.7	1.8	.4	34.7	3.5	20.0	-	9.9	56.8

<sup>1</sup> Includes data for wholesale trade and services in addition to those industry divisions shown separately.

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

<sup>3</sup> Includes provisions for a specified number of overtime hours at either (1) no pay, (2) regular rate, or (3) a premium rate; and premium pay at another rate thereafter.

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

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

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Table B-7: Rate of Pay for Holiday Work

Pay provision	Percent of office workers employed in -					Percent of plant workers employed in -			
	All industries <sup>1</sup>	Manufacturing	Public utilities *	Retail trade	Finance **	All industries <sup>2</sup>	Manufacturing	Public utilities *	Retail trade
All workers .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Workers in establishments with pay provisions for work on paid holidays <sup>3</sup> .....	51.1	88.2	92.8	14.0	22.9	60.7	80.1	79.9	23.7
Regular rate only .....	-	-	-	-	-	-	-	-	-
Time and one-half .....	4.2	1.8	1.1	3.2	-	2.3	-	-	6.2
Double time .....	35.4	80.2	79.0	9.1	4.6	52.6	75.0	73.0	13.7
Double time and one-half .....	4.2	2.5	12.3	1.1	-	3.8	3.1	6.9	1.2
Triple time .....	1.2	-	-	-	3.8	-	-	-	-
Equal time off .....	6.1	3.7	1.4	.6	14.5	2.0	2.0	-	2.6
Workers in establishments with no formal policy .....	48.9	11.6	7.2	86.0	77.1	24.4	11.7	2.5	57.7
Workers in establishments with no paid holidays .....	( <sup>4</sup> )	.2	-	-	-	14.9	8.2	17.6	18.6

<sup>1</sup> Includes data for wholesale trade and services in addition to those industry divisions shown separately.

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

<sup>3</sup> Includes holiday pay and rate for work on paid holiday.

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

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

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

Table B-8: Wage Structure Characteristics and Labor-Management Agreements

Item	Percent of office workers employed in -					Percent of plant workers employed in -			
	All industries <sup>1</sup>	Manufacturing	Public utilities *	Retail trade	Finance **	All industries <sup>2</sup>	Manufacturing	Public utilities *	Retail trade
<b>WAGE STRUCTURE FOR TIME-RATED WORKERS<sup>3</sup></b>									
All workers .....	100	100	100	100	100	100	100	100	100
Formal rate structure .....	69	81	82	54	67	74	83	91	48
Single rate .....	( <sup>4</sup> )	-	1	-	-	15	20	29	-
Range of rates .....	69	81	81	54	67	59	63	62	48
Individual rates .....	31	19	18	46	33	26	17	9	52
<b>METHOD OF WAGE PAYMENT FOR PLANT WORKERS</b>									
All workers .....	DATA NOT COLLECTED					100	100	100	100
Time workers .....						88	90	93	76
Incentive workers .....						12	10	7	24
Piecework .....						5	7	3	4
Bonus work .....						1	2	-	1
Commission .....						6	1	4	19
<b>LABOR-MANAGEMENT AGREEMENTS<sup>5</sup></b>									
Workers in establishments with agreements covering a majority of such workers .....	10	-	38	-	4	44	61	73	7

<sup>1</sup> Includes data for wholesale trade and services in addition to those industry divisions shown separately.

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

<sup>3</sup> Estimates for office workers are based on total office employment, whereas estimates for plant workers are based on time-rated employees only.

<sup>4</sup> Less than 0.5 percent.

<sup>5</sup> Estimates relate to all workers (office or plant) employed in an establishment having a contract in effect covering a majority of the workers in their respective category. The estimates so obtained are not necessarily representative of the extent to which all workers in the area may be covered by provisions of the labor-management agreements due to the exclusion of smaller-size establishments.

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

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

Occupational Wage Survey, Dallas, Tex., September 1953

U.S. DEPARTMENT OF LABOR

Bureau of Labor Statistics

## DETROIT, OCTOBER 1953

The Detroit Metropolitan area's labor force is largely employed in manufacturing industries, especially metalworking. In addition to automobiles and parts substantial numbers of factory workers are engaged in the production of other transportation equipment, industrial machinery, and chemicals. The trucking industry was important among the nonmanufacturing industries.

This study--the first since December 1951--presents data based on information from 250 establishments employing about 600,000 workers--selected to represent 1,300 establishments employing 820,000 workers in 6 major industry groupings within the scope of the study (see table following).

### Wage Structure

Nine out of ten plant workers employed in the industries within the scope of the survey in Detroit were paid on a time-rate rather than on an incentive basis. Nearly all of the time-rated plant workers in the manufacturing, public utilities, and wholesale trade industry groups were employed in establishments with formal rate structures providing a single rate or a range of rates for each job classification. By contrast, less than half of the time-rated plant workers in the service industries were in establishments with formal rate structures. Manufacturing plant employees generally worked under single-rate systems whereas a large majority of the plant workers in public utilities were in establishments with rate-range systems. Plant workers in wholesale trade were about evenly distributed between those working under single-rate systems and those employed in establishments with rate-range systems.

Three-fourths of the office workers were in establishments having formal wage structures and nearly all of these establishments had a range of rates for each job classification. Individual rates, which related to training, ability, and personal qualifications of individual workers, were commonly employed in retail trade and service establishments.

Formal wage plans including provisions for classifying jobs according to a system of labor grades were reported in a few establishments in all except the retail trade and service industries. Of the 250 establishments studied, labor-grade systems covered plant jobs in 12 establishments and office jobs in 19 establishments.

### Occupational Pay Levels

Pay levels for women secretaries, general stenographers, and clerks doing routine filing work had increased from \$67.50, \$57.50, and \$40.50 respectively, in December 1951, the date of an earlier Bureau survey in Detroit, to \$75.50, \$64.50, and \$46.50 respectively, in October 1953. For most of the other office jobs studied average salaries had increased from \$5 to \$8 during the 22-month period. Office boys averaged \$46 and office girls averaged

\$46.50 a week on an areawide basis. Among the 23 office job categories studied, the highest average (\$89) was recorded for men accounting clerks (class A).

Straight-time average hourly earnings for most of the skilled maintenance trades fell in the range \$2.33 - \$2.40 in October 1953. At this general pay level, for example, were maintenance carpenters, electricians, millwrights, and pipefitters. Lowest hourly averages for skilled maintenance workers were \$2.18 for automotive mechanics and \$2.22 for painters. Tool-and-die makers averaged \$2.55 an hour. Average pay levels for most of the skilled trades were about 20-25 cents higher than in December 1951.

Among the lower-paid plant jobs, women janitors averaged \$1.21, watchmen \$1.45, women shipping packers \$1.57, and men janitors \$1.63. Men shipping packers and laborers handling materials were paid \$1.81, on the average, whereas forklift truck operators, drivers of light trucks, and guards averaged about \$1.87. On a cents-per-hour basis, pay levels for these jobs had risen less than those for skilled maintenance jobs since the earlier survey.

Pay levels for similar jobs were generally higher in manufacturing than in the nonmanufacturing industries. Average weekly salaries were higher in manufacturing for all of the office jobs studied. Secretaries and stenographers, for example, averaged \$80 and \$67 in manufacturing and \$69 and \$59 in nonmanufacturing. Exceptions to the pattern of higher pay in manufacturing for plant jobs were limited to carpenters, drivers of heavy trucks, and shipping clerks. The greatest differences in averages for the two industry groupings were noted in estimates for men and women janitors and watchmen.

### Cost-of-Living and Annual Improvement Adjustments

Two-fifths of the firms, employing about three-fourths of the plant workers within the scope of this survey, had plans calling for periodic cost-of-living adjustment of wages. About seven-eighths of the plant workers in manufacturing as compared with about a third in the nonmanufacturing industries were in establishments with such provisions.

Periodic cost-of-living adjustment provisions covering office workers were found in about a fifth of the firms but these accounted for over half of the office workers. As in the case of plant workers, this adjustment procedure was largely limited to manufacturing industries.

Provisions for annual improvement (productivity) adjustments were found in many establishments, particularly among the larger manufacturing firms. Two-thirds of the plant workers and a third of the office workers were in establishments reporting annual improvement adjustment provisions applying to these workers.

### Labor-Management Agreements

Of the plant workers in the industry and establishment-size groups covered in the study, 92 percent were employed in establishments with labor-management agreements that covered a majority of their plant workers. Labor-management agreements covered nine-tenths or more of the plant workers in manufacturing, public utilities, and wholesale trade, and five-sixths in services.

A fifth of the office workers were in establishments with labor-management agreements covering such workers. The estimated coverage in offices of manufacturing and public utility establishments was 27 and 36 percent, respectively.

### Work Schedules

About five-sixths of the plant and office workers were scheduled to work a 40-hour week in October 1953. Workweeks of 35, 37½, or other schedules of less than 40 hours were reported for office workers by some establishments in each of the 6 broad industry divisions studied. Over half of the plant workers in retail trade and a third in services were scheduled to work more than a 40-hour week. Longer schedules were also reported for some plant workers in manufacturing, public utilities, and wholesale trade.

### Overtime Pay

Nearly all of the plant and office workers were employed by establishments which had provisions for the payment of a premium rate for any work in excess of the worker's scheduled weekly hours. The general practice was to pay the worker one and a half times the regular rate for work in excess of 40 hours a week. About nine-tenths of the plant workers as compared with about four-tenths of the office workers were in establishments with provisions for premium pay for hours worked in excess of daily scheduled hours.

### Shift Operations

Nearly a third of the plant workers in manufacturing firms were employed on evening or night shifts at the time of the study. Virtually all shift workers received extra pay for shift work—usually in the form of a uniform percent addition to first-shift rates. The most common single practice provided a 5-percent differential to second-shift workers and a 7½-percent differential to third-shift workers. Cents-per-hour differentials were also reported.

Establishments and Workers Within Scope of Survey and Number Studied in Detroit, Mich.,<sup>1</sup> by Major Industry Division, October 1953

Industry division	Minimum size establishment in scope of study <sup>2</sup>	Number of establishments		Workers		
		Within scope of study	Studied	Within scope of study	Studied	
					Total	Office
All divisions .....		1,282	250	817,900	589,896	84,366
Manufacturing .....	101	523	85	624,300	483,030	56,500
Nonmanufacturing .....	-	759	165	193,600	106,860	27,860
Transportation (excluding railroads), communication, and other public utilities .....	101	74	25	48,100	37,180	9,610
Wholesale trade .....	51	190	34	23,100	7,280	1,950
Retail trade <sup>3</sup> .....	101	173	37	64,400	37,990	3,200
Finance, insurance, and real estate .....	51	128	31	25,700	14,650	10,890
Services <sup>4</sup> .....	51	194	38	32,300	9,760	2,150

<sup>1</sup> The Detroit Metropolitan Area (Wayne, Oakland, and Macomb Counties).

<sup>2</sup> Total establishment employment. For wage study purposes, all outlets (within the area) of companies in such industries as trade, finance, auto repair service, and motion-picture theaters are considered as one establishment. The minimum size of establishment in scope of the December 1951 study was 21 workers in wholesale trade; finance, insurance, and real estate; and services; and 101 in the other major industry divisions.

<sup>3</sup> Excludes data for two large department stores.

<sup>4</sup> Hotels; personal services; business services; automobile repair shops; radio broadcasting and television; motion pictures; nonprofit membership organizations; and engineering and architectural services.

Paid Holidays

More than four-fifths of the office and plant workers were employed in establishments which granted 6 paid holidays. More than 6 holidays with pay were provided for substantial numbers of workers in the public utility, finance, and wholesale trade groups. In the finance division, more than a fourth of the office workers received 9 paid holidays and a fifth were granted 10 holidays with pay. Two-thirds of the office and plant workers were employed by firms having provisions for an additional day's pay to employees called upon to work their regular schedule on a holiday.

Paid Vacations

Virtually all workers, plant and office, were in establishments which provided paid vacations after 1 year's service. The amount of vacation pay was related to length of service. Provisions were generally more liberal for office workers than for plant workers. The typical pattern for plant workers was 1 week's

vacation after a year's service, 2 weeks after 5 years, and 3 weeks after 15 years. Office workers generally received 2 weeks vacation after a year of service, and 3 weeks after 15 years

Health, Insurance, and Pension Plans

Some form of health, insurance, or pension plan, with the employer paying at least part of the cost, was made available to nearly all office and plant workers. Life insurance, available to more than nine-tenths of both office and plant workers, was the most common plan. Hospitalization and surgical insurance was available to over four-fifths of the workers. Sickness and accident insurance was available to about five-sixths of the plant workers as compared to about three-fifths of the office, but two-thirds of the office workers were in establishments with sick-leave plans as compared with less than a tenth of the plant workers with similar insurance coverage.

About three-fourths of the office and plant workers were in establishments with pension plans. Pension plans were available to over five-sixths of the workers in manufacturing establishments.

## A: Occupational Earnings

Table A-1: Office Occupations

(Average straight-time weekly hours and earnings<sup>1</sup> for selected occupations studied on an area basis in Detroit, Mich., by industry division, October 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 \$37.50	\$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	\$75.00	\$80.00	\$85.00	\$90.00	\$95.00	\$100.00	\$105.00 and over				
<b>Men</b>																													
Clerks, accounting, class A .....	1,374	40.0	\$89.00	-	-	-	-	-	-	-	-	2	6	2	8	29	42	169	239	250	236	160	139	92					
Manufacturing .....	1,109	40.0	90.00	-	-	-	-	-	-	-	-	-	-	-	3	10	27	128	210	199	204	144	119	65					
Nonmanufacturing .....	265	39.0	86.50	-	-	-	-	-	-	-	-	2	6	2	5	19	15	41	29	51	32	16	20	27					
Public utilities* .....	46	40.0	86.50	-	-	-	-	-	-	-	-	-	-	1	-	2	14	8	4	2	5	10	-						
Clerks, accounting, class B .....	417	40.0	72.00	-	-	-	2	21	4	-	15	26	21	18	53	50	37	49	51	40	13	10	6	1					
Manufacturing .....	254	40.0	77.50	-	-	-	-	-	-	-	5	3	1	10	28	34	14	43	50	38	13	8	6	1					
Nonmanufacturing .....	163	40.5	62.50	-	-	-	2	21	4	-	10	23	20	8	25	16	23	6	1	2	-	2	-	-					
Public utilities* .....	50	40.0	65.50	-	-	-	-	4	-	-	2	3	7	3	8	6	17	-	-	-	-	-	-	-					
Clerks, order .....	555	40.0	84.00	-	-	-	-	-	-	-	5	16	21	15	22	35	53	46	111	48	40	37	32	74					
Manufacturing .....	211	40.0	95.00	-	-	-	-	-	-	-	-	-	-	-	-	-	13	17	31	21	24	25	20	60					
Nonmanufacturing .....	344	40.0	77.50	-	-	-	-	-	-	-	5	16	21	15	22	35	40	29	80	27	16	12	12	14					
Wholesale trade .....	307	40.0	77.50	-	-	-	-	-	-	-	5	16	21	14	19	35	25	18	79	27	16	12	10	10					
Clerks, payroll .....	328	40.0	84.00	-	-	-	1	-	4	-	4	-	13	13	8	2	24	38	57	58	33	23	30	20					
Manufacturing .....	279	40.0	86.00	-	-	-	-	-	-	-	-	-	7	12	8	1	11	37	44	55	33	23	30	18					
Office boys .....	628	39.5	46.00	54	43	125	37	109	69	81	67	20	18	1	2	1	-	1	-	-	-	-	-	-					
Manufacturing .....	331	39.5	48.50	-	22	67	19	21	47	77	49	16	9	1	1	1	-	1	-	-	-	-	-	-					
Nonmanufacturing .....	297	39.0	43.50	54	21	58	18	88	22	4	18	4	9	-	1	-	-	-	-	-	-	-	-	-					
Public utilities* .....	73	39.0	49.00	-	-	2	33	18	3	12	1	3	-	1	-	-	-	-	-	-	-	-	-	-					
Finance** .....	80	38.5	40.50	28	10	11	14	10	4	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-					
Tabulating-machine operators .....	377	40.0	77.00	-	-	-	-	2	1	2	2	8	3	14	10	22	51	40	73	61	37	34	10	5	2				
Manufacturing .....	206	40.0	80.00	-	-	-	-	-	-	-	1	-	1	4	6	3	24	25	51	34	19	26	6	5	1				
Nonmanufacturing .....	171	40.0	73.50	-	-	-	-	2	1	2	1	8	2	10	4	19	27	15	22	27	18	8	4	-	1				
<b>Women</b>																													
Billers, machine (billing machine) ..	579	39.0	57.50	2	1	1	16	34	23	60	78	70	61	122	24	33	20	27	6	-	-	1	-	-	-				
Manufacturing .....	295	40.0	59.50	-	-	-	-	23	11	14	42	38	15	66	16	24	19	21	5	-	-	1	-	-	-				
Nonmanufacturing .....	284	38.5	55.50	2	1	1	16	11	12	46	36	32	46	56	8	9	1	6	1	-	-	-	-	-	-				
Billers, machine (bookkeeping machine) .....	120	39.5	56.50	2	4	7	8	10	1	13	2	8	11	21	3	2	21	6	1	-	-	-	-	-	-				
Nonmanufacturing .....	80	39.5	53.00	2	4	7	8	10	1	12	1	5	6	10	2	-	11	-	1	-	-	-	-	-	-				
Bookkeeping-machine operators, class A .....	433	39.5	68.50	-	-	-	-	-	2	5	13	39	56	41	64	68	53	51	15	13	9	4	-	-	-				
Manufacturing .....	221	39.5	70.50	-	-	-	-	-	1	2	5	8	10	17	38	42	31	47	13	2	1	4	-	-	-				
Nonmanufacturing .....	212	39.0	66.00	-	-	-	-	-	1	3	8	31	46	24	26	26	22	4	2	11	8	-	-	-	-				
Finance** .....	76	39.5	62.00	-	-	-	-	-	1	3	6	14	25	10	5	6	3	3	-	-	-	-	-	-	-				
Bookkeeping-machine operators, class B .....	1,900	39.5	55.00	19	9	66	91	302	197	174	122	189	170	148	102	69	53	142	37	6	4	-	-	-	-				
Manufacturing .....	414	39.5	64.00	-	-	-	-	-	11	20	11	36	66	26	54	32	47	84	18	5	4	-	-	-	-				
Nonmanufacturing .....	1,486	39.0	52.50	19	9	66	91	302	186	154	111	153	104	122	48	37	6	58	19	1	-	-	-	-	-				
Wholesale trade .....	138	39.5	64.50	-	-	-	-	-	4	-	-	13	9	7	30	7	21	4	27	16	-	-	-	-	-				
Retail trade <sup>4</sup> .....	226	40.0	55.00	1	-	20	8	20	27	18	8	20	23	22	26	5	1	23	3	1	-	-	-	-	-				
Finance** .....	1,018	39.0	50.00	18	9	41	77	267	155	126	86	117	63	44	11	4	-	-	-	-	-	-	-	-	-				
Clerks, accounting, class A .....	900	39.5	71.50	-	-	1	1	1	41	43	40	42	75	38	49	53	138	154	107	68	27	16	1	5					
Manufacturing .....	382	40.0	76.50	-	-	-	-	-	8	22	3	14	10	5	25	81	73	60	45	25	6	-	5						
Nonmanufacturing .....	518	39.0	67.50	-	1	1	1	1	41	35	18	39	61	28	44	28	57	81	47	23	2	10	1	-					
Public utilities* .....	36	40.0	74.50	-	-	-	-	-	-	-	1	1	1	-	2	4	16	4	3	-	-	-	-	-					
Retail trade <sup>4</sup> .....	112	40.0	68.00	-	-	1	-	1	5	5	6	5	17	13	5	6	7	23	13	3	-	2	-	-					
Finance** .....	137	39.0	68.00	-	-	-	1	-	6	8	9	7	1	11	31	18	14	10	4	16	-	-	1	-					
Services .....	177	38.5	64.50	-	-	-	-	-	30	22	2	26	26	4	4	-	15	18	25	1	2	2	-	-					

Table A-1: Office Occupations - Continued

(Average straight-time weekly hours and earnings<sup>1</sup> for selected occupations studied on an area basis in Detroit, Mich., by industry division, October 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 \$ 37.50	\$ 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	\$ 75.00	\$ 80.00	\$ 85.00	\$ 90.00	\$ 95.00	\$ 100.00	\$ 105.00	\$ 105.00 and over					
					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	75.00	80.00	85.00	90.00	95.00	100.00	105.00	over						
<b>Women - Continued</b>																															
<b>Clerks, accounting, class B</b> .....	3,152	40.0	\$ 56.00	32	31	185	214	240	209	358	230	297	216	289	214	166	154	162	110	31	7	4	3	-	-	-	-				
Manufacturing.....	837	40.0	64.50	-	-	-	3	10	19	49	53	44	68	131	91	64	90	76	94	31	7	4	3	-	-	-	-				
Nonmanufacturing.....	2,315	39.5	53.00	32	31	185	211	230	190	309	177	253	148	158	123	102	64	86	16	-	-	-	-	-	-	-	-				
Public utilities*	515	39.5	59.00	4	9	2	3	20	48	48	49	33	44	36	44	47	56	72	-	-	-	-	-	-	-	-	-				
Wholesale trade	197	39.5	58.00	-	-	-	13	15	1	9	22	19	32	23	33	21	2	6	1	-	-	-	-	-	-	-	-				
Retail trade <sup>4</sup>	567	40.5	51.50	13	22	61	48	47	37	78	51	90	27	72	9	20	4	1	7	-	-	-	-	-	-	-	-				
Finance**	708	39.5	48.00	15	-	115	104	126	87	106	54	54	18	6	10	11	2	-	-	-	-	-	-	-	-	-	-				
Services	308	39.0	54.00	-	-	7	43	22	17	68	1	57	27	21	27	3	-	7	8	-	-	-	-	-	-	-	-				
<b>Clerks, file, class A</b> .....	815	39.5	59.50	-	2	6	13	52	20	45	37	184	98	95	92	51	37	45	30	5	3	-	-	-	-	-	-				
Manufacturing.....	540	40.0	61.50	-	-	-	-	1	4	8	12	166	71	72	80	41	23	36	23	3	-	-	-	-	-	-	-				
Nonmanufacturing.....	275	39.0	55.00	-	2	6	13	51	16	37	25	18	27	23	12	10	14	9	7	2	3	-	-	-	-	-	-				
Finance**	181	38.5	54.50	-	-	-	6	42	12	33	23	6	5	16	4	8	13	5	6	2	-	-	-	-	-	-	-				
<b>Clerks, file, class B</b> .....	2,290	39.5	46.50	<sup>5</sup> 233	106	327	294	306	316	349	97	125	42	42	12	31	9	1	-	-	-	-	-	-	-	-	-				
Manufacturing.....	731	40.0	51.00	-	13	5	86	59	134	211	60	92	37	23	7	4	-	-	-	-	-	-	-	-	-	-	-				
Nonmanufacturing.....	1,559	39.0	44.50	233	93	322	208	247	182	138	37	33	5	19	5	27	9	1	-	-	-	-	-	-	-	-	-				
Public utilities*	296	38.0	45.00	84	-	-	18	52	67	53	3	8	1	1	-	1	8	-	-	-	-	-	-	-	-	-	-				
Wholesale trade	111	39.5	49.00	-	3	4	22	17	25	7	17	12	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-				
Retail trade <sup>4</sup>	285	40.0	41.50	86	20	48	30	53	27	17	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Finance**	656	39.0	44.50	31	37	238	113	100	45	44	13	11	4	14	4	2	-	-	-	-	-	-	-	-	-	-	-				
Services	211	39.0	45.50	32	33	32	25	25	18	17	-	2	-	-	-	1	24	1	1	-	-	-	-	-	-	-	-				
<b>Clerks, order</b> .....	359	40.0	58.00	1	3	20	41	12	25	32	28	30	29	42	4	9	6	42	12	6	12	-	3	-	-	2					
Manufacturing.....	134	40.0	62.50	-	-	-	3	1	4	1	25	14	25	15	-	6	5	22	1	2	10	-	-	-	-	-					
Nonmanufacturing.....	225	40.0	55.50	1	3	20	38	11	21	31	3	16	4	27	4	3	1	20	11	4	2	3	-	-	2						
Retail trade <sup>4</sup>	100	39.0	51.00	1	3	20	11	11	9	14	3	13	-	5	-	3	3	-	-	2	-	-	-	-	2						
<b>Clerks, payroll</b> .....	1,428	40.0	65.50	-	7	8	23	21	44	88	66	131	92	152	61	113	120	144	185	96	53	5	12	2	5						
Manufacturing.....	966	40.0	69.00	-	-	-	-	3	28	32	39	38	65	94	37	97	88	127	166	81	52	4	10	-	5						
Nonmanufacturing.....	462	39.5	58.50	-	7	8	23	18	16	56	27	93	27	58	24	16	32	17	19	15	1	1	2	2	-						
Public utilities*	156	39.0	56.00	-	-	-	9	9	8	32	20	21	7	24	5	7	4	4	1	4	1	-	-	-	-						
Wholesale trade	133	40.5	54.50	-	7	8	9	7	5	14	3	41	8	7	4	3	3	11	2	1	-	-	-	-	-						
Retail trade <sup>4</sup>	471	40.0	58.00	1	9	16	20	32	13	39	39	17	29	56	117	3	73	6	1	-	-	-	-	-	-						
Finance**	67	39.5	53.00	-	-	1	1	10	11	12	10	10	5	3	2	1	-	-	1	-	-	-	-	-	-						
<b>Duplicating-machine operators (mimeograph or ditto)</b> .....	216	39.5	54.00	2	4	-	34	24	14	23	33	13	9	14	17	7	8	12	1	-	1	-	-	-	-						
Manufacturing.....	138	40.0	54.00	-	-	-	25	12	9	7	24	9	8	12	17	6	7	-	1	-	1	-	-	-	-						
Nonmanufacturing.....	78	38.5	52.50	2	4	-	9	12	5	16	9	4	1	2	-	1	1	12	-	-	-	-	-	-	-						
<b>Key-punch operators</b> .....	1,084	40.0	60.00	5	9	18	29	44	36	73	102	74	71	160	124	146	66	109	14	3	1	-	-	-	-						
Manufacturing.....	549	40.0	64.00	-	-	-	-	6	34	18	33	33	100	84	87	48	91	11	3	1	-	-	-	-	-						
Nonmanufacturing.....	535	39.5	56.00	5	9	18	29	44	30	39	84	41	38	60	40	59	18	18	3	-	-	-	-	-	-						
Public utilities*	126	39.0	57.50	-	-	8	4	-	1	18	9	19	9	22	17	11	3	2	3	-	-	-	-	-	-						
Retail trade <sup>4</sup>	72	40.0	51.50	-	4	4	4	6	9	7	20	6	2	2	3	-	1	4	-	-	-	-	-	-	-						
Finance**	163	39.5	53.00	5	5	6	5	25	14	9	29	11	20	18	7	5	4	-	-	-	-	-	-	-	-						
<b>Office girls</b> .....	329	39.5	46.50	28	22	45	38	79	24	32	10	6	19	16	3	4	3	-	-	-	-	-	-	-	-						
Manufacturing.....	130	40.0	49.50	-	15	15	14	12	13	25	6	5	5	12	2	3	3	-	-	-	-	-	-	-	-						
Nonmanufacturing.....	199	39.0	45.00	28	7	30	24	67	11	7	4	1	14	4	1	1	1	-	-	-	-	-	-	-	-						
Public utilities*	39	39.0	47.00	8	-	-	2	12	4	3	1	-	3	4	1	1	-	-	-	-	-	-	-	-	-						
Finance**	67	39.5	44.00	6	6	7	1	42	1	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-						

See footnotes at end of table.

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

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

Table A-1: Office Occupations - Continued

(Average straight-time weekly hours and earnings<sup>1</sup> for selected occupations studied on an area basis in Detroit, Mich., by industry division, October 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	\$ 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	\$ 75.00	\$ 80.00	\$ 85.00	\$ 90.00	\$ 95.00	\$ 100.00	\$ 105.00	\$ 105.00 and over		
				\$ 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	\$ 75.00	\$ 80.00	\$ 85.00	\$ 90.00	\$ 95.00	\$ 100.00	\$ 105.00	\$ 105.00 and over			
<b>Women - Continued</b>																												
Secretaries .....	3,686	39.5	75.50	-	-	-	5	21	24	42	31	73	120	166	215	230	301	480	721	454	341	275	110	51	26			
Manufacturing .....	2,198	40.0	80.00	-	-	-	-	3	-	1	-	5	12	24	64	75	167	320	538	330	287	209	103	44	16			
Nonmanufacturing .....	1,488	38.5	69.00	-	-	-	5	18	24	41	31	68	108	142	151	155	134	160	183	124	54	66	7	7	10			
Public utilities* .....	93	39.5	79.50	-	-	-	-	-	-	-	-	-	-	9	6	-	11	6	17	9	18	7	3	6	1			
Wholesale trade .....	229	39.5	71.50	-	-	-	-	-	-	-	-	-	5	31	24	41	21	48	12	21	18	5	2	-	1			
Retail trade <sup>4</sup> .....	200	40.0	67.00	-	-	-	1	1	6	10	8	15	32	17	29	10	21	30	5	1	12	1	-	1				
Finance** .....	394	39.0	66.50	-	-	-	5	17	14	12	10	21	31	35	20	41	50	33	53	32	8	10	1	1				
Services .....	572	37.5	68.50	-	-	-	-	9	23	11	39	57	35	84	44	42	52	71	57	9	32	-	-	-	7			
Stenographers, general .....	5,380	39.5	64.50	1	2	25	37	88	105	221	233	344	388	716	669	645	534	731	411	219	8	3	-	-	-	-		
Manufacturing .....	3,577	40.0	67.00	-	-	-	1	12	15	53	68	201	217	357	532	521	454	557	367	211	8	3	-	-	-	-		
Nonmanufacturing .....	1,803	39.0	59.00	1	2	25	36	76	90	168	165	143	171	359	137	124	80	174	44	8	-	-	-	-	-	-		
Public utilities* .....	285	39.5	62.50	-	-	4	-	3	19	19	17	24	14	35	26	22	31	54	17	-	-	-	-	-	-	-		
Wholesale trade .....	374	39.5	60.50	-	-	-	-	10	18	16	44	26	41	82	43	28	16	39	11	-	-	-	-	-	-	-		
Retail trade <sup>4</sup> .....	176	40.5	57.50	1	1	3	10	10	6	27	12	28	8	9	5	25	1	21	1	8	-	-	-	-	-	-		
Finance** .....	469	39.0	56.50	-	1	18	18	47	22	59	54	35	38	54	39	28	17	24	15	-	-	-	-	-	-	-		
Services .....	499	38.0	59.00	-	-	-	8	6	25	47	38	30	70	179	24	21	15	36	-	-	-	-	-	-	-	-		
Stenographers, technical .....	376	40.0	71.00	-	-	-	-	1	-	5	8	11	13	12	38	31	38	88	75	46	9	1	-	-	-	-		
Manufacturing .....	279	40.0	72.50	-	-	-	-	-	-	-	3	6	4	-	34	24	33	67	52	46	9	1	-	-	-	-		
Nonmanufacturing .....	97	39.5	66.50	-	-	-	-	1	-	5	5	5	9	12	4	7	5	21	23	-	-	-	-	-	-	-		
Switchboard operators .....	844	40.5	58.00	15	11	17	10	89	86	70	44	38	88	58	90	44	55	116	8	5	-	-	-	-	-	-		
Manufacturing .....	354	40.0	65.50	-	-	-	-	5	-	3	12	8	34	41	65	38	49	91	5	3	-	-	-	-	-	-		
Nonmanufacturing .....	490	40.5	52.50	15	11	17	10	84	86	67	32	30	54	17	25	6	6	25	3	2	-	-	-	-	-	-		
Public utilities* .....	43	40.0	64.00	-	-	-	-	1	-	4	4	1	6	1	7	1	1	15	-	2	-	-	-	-	-	-		
Retail trade <sup>4</sup> .....	97	40.0	50.50	7	11	4	3	3	16	13	3	5	19	-	7	1	3	2	-	-	-	-	-	-	-	-		
Finance** .....	96	39.0	53.00	8	-	8	3	4	2	13	17	13	7	4	11	4	1	1	-	-	-	-	-	-	-	-		
Services .....	206	42.0	48.50	-	-	5	4	74	65	31	6	4	16	-	-	-	-	1	-	-	-	-	-	-	-	-		
Switchboard operator-receptionists ..	892	39.5	58.00	5	-	16	18	47	30	104	57	179	78	84	31	128	67	23	7	18	-	-	-	-	-	-		
Manufacturing .....	429	40.0	61.00	-	-	-	-	8	7	32	32	100	35	26	23	69	55	19	6	17	-	-	-	-	-	-		
Nonmanufacturing .....	463	39.0	55.00	5	-	16	18	39	23	72	25	79	43	58	8	59	12	4	1	1	-	-	-	-	-	-		
Wholesale trade .....	147	39.5	56.50	-	-	-	-	2	9	23	22	30	5	32	6	18	-	-	-	-	-	-	-	-	-	-		
Retail trade <sup>4</sup> .....	113	39.0	54.00	-	-	16	10	15	1	13	-	1	17	11	-	26	2	1	-	-	-	-	-	-	-	-		
Services .....	87	40.0	56.00	-	-	-	8	3	3	18	1	24	5	4	2	8	9	1	-	1	-	-	-	-	-	-		
Tabulating-machine operators .....	265	40.0	64.50	-	-	4	8	35	15	4	9	5	9	27	18	16	16	36	30	13	14	2	2	2	1	1		
Manufacturing .....	104	40.0	73.00	-	-	-	-	-	-	-	-	-	5	10	7	7	10	26	19	12	2	2	2	1	1			
Nonmanufacturing .....	161	40.0	59.00	-	-	4	8	35	15	4	9	5	4	17	11	9	6	10	11	1	12	-	-	-	-	-		
Transcribing-machine operators, general .....	476	39.5	57.50	-	10	17	44	29	17	29	45	33	38	80	30	33	12	38	10	11	-	-	-	-	-	-		
Manufacturing .....	174	40.0	63.50	-	-	-	-	-	-	8	14	1	25	55	10	19	9	21	1	11	-	-	-	-	-	-		
Nonmanufacturing .....	302	39.5	54.00	-	10	17	44	29	17	21	31	32	13	25	20	14	3	17	9	-	-	-	-	-	-	-		
Typists, class A .....	3,945	40.0	60.50	-	1	42	51	138	107	186	210	347	332	926	538	373	363	297	12	7	6	5	4	-	-	-		
Manufacturing .....	3,161	40.0	62.50	-	-	-	-	-	24	109	116	286	251	898	508	350	334	258	7	6	6	4	4	-	-	-		
Nonmanufacturing .....	784	39.5	53.50	-	1	42	51	138	83	77	94	61	81	28	30	23	29	39	5	1	-	1	-	-	-	-		
Public utilities* .....	117	39.5	66.00	-	-	-	-	-	-	2	3	13	5	9	5	15	24	39	2	-	-	-	-	-	-	-		
Finance** .....	540	39.5	50.00	-	1	42	51	132	59	56	78	29	59	9	18	4	1	-	1	-	-	-	-	-	-	-		
Typists, class B .....	4,376	39.0	51.00	82	135	324	297	491	504	918	405	350	270	285	124	146	15	7	23	-	-	-	-	-	-	-		
Manufacturing .....	1,596	39.5	54.50	-	3	25	74	118	176	263	192	190	157	186	83	92	14	-	23	-	-	-	-	-	-	-		
Nonmanufacturing .....	2,780	39.0	49.00	82	132	299	223	373	328	655	213	160	113	99	41	54	1	7	-	-	-	-	-	-	-	-		
Public utilities* .....	481	39.0	52.50	-	-	19	14	57	73	108	62	38	39	21	30	20	-	-	-	-	-	-	-	-	-	-		
Wholesale trade .....	448	39.5	51.00	10	6	29	40	32	57	84	79	15	53	28	-	15	-	-	-	-	-	-	-	-	-	-		
Retail trade <sup>4</sup> .....	375	40.5	46.00	31	12	48	39	47	81	69	21	23	-	2	-	2	-	-	-	-	-	-	-	-	-	-		
Finance** .....	788	39.0	45.50	37	104	121	96	170	76	61	27	74	7	11	3	1	-	-	-	-	-	-	-	-	-	-		
Services .....	688	38.0	50.50	4	10	82	34	67	41	333	24	10	14	37	8	16	1	7	-	-	-	-	-	-	-	-		

<sup>1</sup> Hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.<sup>2</sup> Workers were distributed as follows: 29 at \$105 to \$110; 30 at \$110 to \$115; 18 at \$115 to \$120; 15 at \$120 and over.



Table A-2: Professional and Technical Occupations

(Average straight-time weekly hours and earnings<sup>1</sup> for selected occupations studied on an area basis in Detroit, Mich., by industry division, October 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 \$60.00	\$60.00	\$65.00	\$70.00	\$75.00	\$80.00	\$85.00	\$90.00	\$95.00	\$100.00	\$105.00	\$110.00	\$115.00	\$120.00	\$125.00	\$130.00	\$135.00	\$140.00	\$150.00	\$160.00	\$170.00	\$180.00 and over			
<b>Men</b>																												
<b>Draftsmen, leader</b> .....	448	41.0	\$145.50	-	-	-	-	-	-	3	21	5	8	25	33	4	34	5	42	14	34	75	61	28	56			
Manufacturing .....	266	40.0	135.00	-	-	-	-	-	-	-	20	5	8	20	7	4	34	5	42	14	22	32	42	8	3			
Nonmanufacturing .....	182	42.0	160.50	-	-	-	-	-	-	3	1	-	-	5	26	-	-	-	-	-	12	43	19	20	53			
Services .....	181	42.0	160.50	-	-	-	-	-	-	3	1	-	-	5	25	-	-	-	-	-	12	43	19	20	53			
<b>Draftsmen, senior</b> .....	2,084	41.0	116.50	1	7	15	24	48	43	58	102	169	215	278	213	136	188	89	85	70	106	54	101	55	27			
Manufacturing .....	1,520	40.0	109.50	-	-	-	15	42	35	52	82	155	205	249	192	123	145	73	55	63	24	7	2	1	-			
Nonmanufacturing .....	564	43.0	136.50	1	7	15	9	6	8	6	20	14	10	29	21	13	43	16	30	7	82	47	99	54	27			
Services .....	465	44.0	144.00	1	7	15	9	6	4	-	-	-	-	-	17	7	37	16	30	7	82	47	99	54	27			
<b>Draftsmen, junior</b> .....	992	40.5	85.50	16	48	99	85	131	147	165	86	52	55	21	27	13	6	-	14	-	26	1	-	-	-			
Manufacturing .....	718	40.0	81.00	4	31	92	81	123	117	148	61	35	14	2	2	5	-	-	-	-	2	1	-	-	-			
Nonmanufacturing .....	274	41.0	98.00	12	17	7	4	8	30	17	25	17	41	19	25	8	6	-	14	-	24	-	-	-	-			
Services .....	253	41.0	100.00	11	13	-	2	6	28	14	25	17	41	19	25	8	6	-	14	-	24	-	-	-	-			
<b>Tracers</b> .....	424	40.0	65.00	<sup>2</sup> 107	118	96	71	19	12	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-			
Manufacturing .....	318	40.0	66.00	<sup>3</sup> 60	101	86	45	13	12	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-			
<b>Women</b>																												
<b>Nurses, industrial (registered)</b> .....	646	40.0	75.50	9	23	83	204	165	105	31	15	3	7	1	-	-	-	-	-	-	-	-	-	-	-			
One-nurse unit .....	143	40.0	75.50	6	5	30	29	26	35	6	2	-	4	-	-	-	-	-	-	-	-	-	-	-	-			
Multiple-nurse unit .....	503	40.0	75.50	3	18	53	175	139	70	25	13	3	3	1	-	-	-	-	-	-	-	-	-	-	-			
Manufacturing .....	595	40.0	76.00	-	14	69	195	163	101	31	14	-	7	1	-	-	-	-	-	-	-	-	-	-	-			
One-nurse unit .....	123	40.0	77.00	-	3	24	29	24	31	6	2	-	4	-	-	-	-	-	-	-	-	-	-	-	-			
Multiple-nurse unit .....	472	40.0	76.00	-	11	45	166	139	70	25	12	-	3	1	-	-	-	-	-	-	-	-	-	-	-			
Nonmanufacturing .....	51	40.0	69.00	9	9	14	9	2	4	-	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-			

<sup>1</sup> Hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.<sup>2</sup> Workers were distributed as follows: 8 at \$45 to \$50; 28 at \$50 to \$55; 71 at \$55 to \$60.<sup>3</sup> Workers were distributed as follows: 5 under \$55; 55 at \$55 to \$60.Occupational Wage Survey, Detroit, Mich., October 1953  
U. S. DEPARTMENT OF LABOR  
Bureau of Labor Statistics

Table A-3: Maintenance and Powerplant Occupations

(Average hourly earnings<sup>1</sup> for men in selected occupations studied on an area basis in Detroit, Mich., by industry division, October 1953)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																											
			Under \$ 1.60	\$ 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	\$ 2.30	\$ 2.35	\$ 2.40	\$ 2.45	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.10 and over		
			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	2.30	2.35	2.40	2.45	2.50	2.60	2.70	2.80	2.90	3.00	3.10	and over		
Carpenters, maintenance .....	1,327	2.33	-	-	-	4	3	3	38	14	13	3	9	14	100	164	110	124	604	6	3	9	13	30	2	-	60	1		
Manufacturing .....	1,107	2.31	-	-	-	-	-	-	1	12	4	1	8	14	86	163	87	109	601	4	2	3	-	-	-	-	12	-		
Nonmanufacturing .....	220	2.42	-	-	-	4	3	3	37	2	9	2	1	-	14	1	23	15	3	2	1	6	13	30	2	-	48	1		
Public utilities* .....	39	2.26	-	-	-	-	-	-	-	2	-	-	1	-	-	1	21	14	-	-	-	-	-	-	-	-	-	-		
Retail trade <sup>2</sup> .....	69	2.62	-	-	-	-	-	-	-	-	9	1	-	-	14	-	1	3	-	-	-	3	1	-	2	-	34	1		
Electricians, maintenance .....	4,394	2.40	-	-	1	-	8	11	28	1	14	11	30	21	40	352	216	424	353	1420	1287	51	20	25	-	-	24	57		
Manufacturing .....	4,239	2.40	-	-	-	-	-	-	4	-	12	9	22	15	38	351	209	421	351	1408	1255	51	19	20	-	-	-	54		
Nonmanufacturing .....	155	2.33	-	-	1	-	8	11	24	1	2	2	8	6	2	1	7	3	2	12	32	-	1	5	-	-	24	3		
Engineers, stationary .....	624	2.39	-	-	-	18	5	7	3	17	-	47	13	12	15	44	92	31	21	66	14	86	20	33	29	17	28	6		
Manufacturing .....	461	2.44	-	-	-	-	-	-	-	9	-	28	10	11	13	14	85	25	21	66	14	66	15	18	20	17	24	5		
Nonmanufacturing .....	163	2.24	-	-	-	18	5	7	3	8	-	19	3	1	2	30	7	6	-	-	-	20	5	15	9	-	4	1		
Services .....	75	2.07	-	-	-	18	-	-	3	6	-	10	-	-	-	20	3	3	-	-	-	12	-	-	-	-	-	-		
Firemen, stationary boiler .....	875	2.00	42	19	6	59	66	59	24	82	66	24	111	62	65	47	40	65	16	22	-	-	-	-	-	-	-	-		
Manufacturing .....	733	2.04	22	18	-	12	66	45	12	82	65	11	108	62	45	42	40	65	16	22	-	-	-	-	-	-	-	-		
Nonmanufacturing .....	142	1.80	20	1	6	47	-	14	12	-	1	13	3	-	20	5	-	-	-	-	-	-	-	-	-	-	-	-		
Helpers, trades, maintenance .....	1,272	1.94	23	37	29	16	424	42	18	142	75	70	27	170	48	24	22	104	-	-	-	1	-	-	-	-	-	-		
Manufacturing .....	1,139	1.96	-	8	13	5	416	38	9	134	75	47	27	169	48	24	22	104	-	-	-	-	-	-	-	-	-	-		
Nonmanufacturing .....	133	1.73	23	29	16	11	8	4	9	8	-	23	-	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-		
Machine-tool operators, toolroom .....	3,603	2.44	-	-	-	-	-	-	-	-	-	8	4	10	34	56	241	173	401	531	1348	607	187	3	-	-	-	-		
Manufacturing .....	3,599	2.44	-	-	-	-	-	-	-	-	-	8	1	9	34	56	241	173	401	531	1348	607	187	3	-	-	-	-		
Machinists, maintenance .....	1,042	2.40	-	-	-	-	-	-	-	4	3	12	46	8	69	39	12	186	280	44	191	43	24	-	51	-	30	-		
Manufacturing .....	1,023	2.40	-	-	-	-	-	-	-	4	-	12	42	8	69	39	5	186	276	43	191	43	24	-	51	-	30	-		
Mechanics, automotive (maintenance) .....	1,433	2.18	-	-	-	10	-	15	9	42	12	151	191	182	57	220	108	212	143	64	3	14	-	-	-	-	-	-		
Manufacturing .....	468	2.21	-	-	-	6	-	-	-	1	1	33	99	82	8	13	39	38	77	64	2	5	-	-	-	-	-	-		
Nonmanufacturing .....	965	2.17	-	-	-	4	-	15	9	41	11	118	92	100	49	207	69	174	66	-	1	9	-	-	-	-	-	-		
Public utilities* .....	694	2.20	-	-	-	-	-	3	-	5	11	34	73	88	45	186	67	137	42	-	-	3	-	-	-	-	-	-		
Wholesale trade .....	116	2.18	-	-	-	4	-	12	-	10	-	6	8	2	2	5	2	37	24	-	-	4	-	-	-	-	-	-		
Mechanics, maintenance .....	4,461	2.40	6	-	2	6	3	25	28	6	32	31	24	52	105	69	357	430	285	528	1883	484	20	20	41	20	2	2		
Manufacturing .....	4,320	2.41	-	-	-	-	-	24	16	6	28	2	15	51	103	64	341	422	285	528	1849	483	19	20	40	20	2	2		
Nonmanufacturing .....	141	2.15	6	-	2	6	3	1	12	-	4	29	9	1	2	5	16	8	-	-	34	1	1	-	1	-	-	-		
Millwrights .....	4,384	2.34	-	-	-	4	4	1	16	12	12	15	48	17	122	608	176	293	1679	1355	5	17	-	-	-	-	-	-		
Manufacturing .....	4,383	2.34	-	-	-	4	4	-	16	12	12	15	48	17	122	608	176	293	1679	1355	5	17	-	-	-	-	-	-		
Oilers .....	1,573	1.95	6	9	4	8	140	26	135	276	353	418	72	75	36	-	-	15	-	-	-	-	-	-	-	-	-	-		
Manufacturing .....	1,556	1.96	-	-	4	8	140	24	135	276	353	418	72	75	36	-	-	15	-	-	-	-	-	-	-	-	-	-		
Painters, maintenance .....	981	2.22	-	8	43	39	16	-	12	-	8	18	85	62	86	44	87	152	235	-	1	48	-	37	-	-	-	-		
Manufacturing .....	721	2.26	-	-	-	-	9	-	5	-	5	14	83	58	24	43	86	145	234	-	3	-	12	-	-	-	-	-		
Nonmanufacturing .....	260	2.11	-	8	43	39	7	-	7	-	3	4	2	4	62	1	1	7	1	-	1	45	-	25	-	-	-	-		
Pipefitters, maintenance .....	2,502	2.34	-	-	-	4	-	-	4	8	-	-	3	8	134	222	202	135	1273	491	2	12	-	-	-	-	4	-		
Manufacturing .....	2,476	2.34	-	-	-	4	-	-	4	8	-	-	3	8	134	222	193	135	1257	491	2	12	-	-	-	-	3	-		
Sheet-metal workers, maintenance ..	568	2.35	-	-	-	-	-	-	-	4	-	-	1	4	21	23	52	75	243	134	6	5	-	-	-	-	-	-		
Manufacturing .....	564	2.35	-	-	-	-	-	-	-	4	-	-	-	4	20	22	51	75	243	134	6	5	-	-	-	-	-	-		
Tool-and-die makers .....	6,188	2.55	-	-	-	-	-	-	-	-	-	-	-	-	-	-	20	35	136	182	591	4323	796	55	30	-	-	20		
Manufacturing .....	6,187	2.55	-	-	-	-	-	-	-	-	-	-	-	-	-	-	20	35	136	182	591	4322	796	55	30	-	-	20		

<sup>1</sup> Excludes premium pay for overtime and nightwork.<sup>2</sup> Excludes data for two large department stores.

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

Occupational Wage Survey, Detroit, Mich., October 1953  
U. S. DEPARTMENT OF LABOR  
Bureau of Labor Statistics

Table A-4: Custodial and Material Movement Occupations

(Average hourly earnings<sup>1</sup> for selected occupations<sup>2</sup> studied on an area basis  
in Detroit, Mich., by industry division, October 1953)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																									
			Under \$ 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	\$ 1.70-1.75	\$ 1.75-1.80	\$ 1.80-1.85	\$ 1.85-1.90	\$ 1.90-1.95	\$ 1.95-2.00	\$ 2.00-2.05	\$ 2.05-2.10	\$ 2.10-2.20	\$ 2.20-2.30	\$ 2.30 and over
Guards .....	3,748	\$ 1.86	-	-	-	5	9	5	25	7	3	8	11	5	52	62	40	72	148	1341	655	816	93	164	154	73	-	-
Manufacturing .....	3,496	1.87	-	-	-	-	-	-	-	-	-	-	-	-	41	56	19	65	129	1293	601	812	90	164	153	73	-	
Nonmanufacturing .....	252	1.64	-	-	-	5	9	5	25	7	3	8	11	5	11	6	21	7	19	48	54	4	3	-	1	-	-	
Finance** .....	155	1.59	-	-	-	5	9	5	10	3	3	5	10	5	10	6	15	1	17	48	3	-	-	-	-	-	-	
Janitors, porters, and cleaners (men) .....	10,908	1.63	3428	171	53	188	100	397	164	273	93	123	93	453	288	212	258	3454	2524	671	544	152	17	84	108	57	3	
Manufacturing .....	8,258	1.74	-	-	-	2	-	-	46	68	20	8	35	365	175	143	182	3253	2450	613	532	142	17	65	106	33	3	
Nonmanufacturing .....	2,650	1.30	428	171	53	186	100	397	118	205	73	115	58	88	113	69	76	201	74	58	12	10	-	19	2	24	-	
Public utilities* .....	415	1.61	-	-	-	-	-	-	28	17	2	22	19	3	93	12	25	163	31	-	-	-	-	-	-	-	-	
Wholesale trade .....	177	1.57	-	-	-	4	12	17	-	4	13	10	14	12	-	6	12	8	21	20	12	10	-	-	2	-	-	
Retail trade <sup>4</sup> .....	935	1.17	204	128	35	70	63	161	57	37	30	4	8	13	-	37	15	30	8	35	-	-	-	-	-	-	-	
Finance** .....	586	1.25	1	32	10	103	25	139	33	138	16	35	17	32	2	3	-	-	-	-	-	-	-	-	-	-	-	
Services .....	537	1.25	223	11	8	9	-	80	-	9	12	44	-	28	18	11	24	-	14	3	-	-	19	-	24	-	-	
Janitors, porters, and cleaners (women) .....	3,691	1.21	5109	237	531	400	106	265	28	24	10	21	52	98	16	76	75	524	75	16	-	-	-	-	28	-	-	
Manufacturing .....	1,112	1.57	20	106	8	32	1	11	23	18	8	7	49	81	13	35	57	524	75	16	-	-	-	-	28	-	-	
Nonmanufacturing .....	2,579	1.05	1089	131	523	368	105	254	5	6	2	14	3	17	3	41	18	-	-	-	-	-	-	-	-	-	-	
Retail trade <sup>4</sup> .....	263	.99	136	52	46	14	-	-	-	-	-	-	12	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
Finance** .....	1,580	1.02	741	11	470	349	5	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Services .....	631	1.09	200	64	-	1	96	252	-	-	1	-	-	1	-	-	16	-	-	-	-	-	-	-	-	-	-	
Laborers, material handling <sup>6</sup> .....	16,851	1.81	36	63	25	40	36	85	159	131	47	139	17	45	636	662	322	435	3219	3530	2620	1458	2387	456	48	174	31	50
Manufacturing .....	13,787	1.83	-	-	-	-	-	-	72	-	-	-	-	-	624	383	197	171	2923	3303	2610	1356	1747	256	-	109	-	36
Nonmanufacturing .....	3,064	1.71	36	63	25	40	36	85	87	131	47	139	17	45	12	279	125	264	296	227	10	102	640	200	48	65	31	14
Public utilities* .....	727	1.94	-	-	-	-	-	-	-	-	-	-	-	-	2	-	5	61	-	25	1	-	529	104	-	-	-	-
Wholesale trade .....	1,089	1.71	-	-	-	-	-	46	64	124	13	139	11	45	-	-	-	150	4	25	1	102	111	96	48	65	31	14
Retail trade <sup>4</sup> .....	1,232	1.57	36	63	25	38	34	39	22	7	34	-	1	-	10	279	120	53	292	175	4	-	-	-	-	-	-	-
Order fillers .....	1,843	1.83	2	9	-	2	3	1	20	57	28	45	6	49	35	26	53	37	337	114	516	99	73	74	48	117	10	82
Manufacturing .....	898	1.91	-	-	-	-	-	-	-	-	-	-	-	-	4	40	-	9	94	511	82	40	20	18	-	-	80	
Nonmanufacturing .....	945	1.75	2	9	-	2	3	1	20	57	28	45	6	49	35	22	13	37	328	20	5	17	33	54	30	117	10	2
Wholesale trade .....	667	1.78	-	-	-	-	3	1	16	53	16	44	6	21	29	16	13	23	158	13	5	9	33	53	29	114	10	2
Retail trade <sup>4</sup> .....	265	1.71	2	-	-	2	-	-	-	4	12	1	-	28	6	6	-	14	170	7	-	8	-	1	1	3	-	-
Packers, shipping (men) .....	3,815	1.81	4	1	9	8	8	34	45	73	10	5	22	22	365	48	30	313	48	835	820	225	401	355	22	29	40	43
Manufacturing .....	3,412	1.85	-	-	-	-	-	-	-	-	-	-	-	20	360	47	25	188	46	821	820	225	400	355	20	5	40	40
Nonmanufacturing .....	403	1.51	4	1	9	8	8	34	45	73	10	5	22	2	5	1	5	125	2	14	-	-	1	-	2	24	-	3
Retail trade <sup>4</sup> .....	84	1.29	4	1	9	8	3	9	6	13	2	1	22	2	-	1	1	-	2	-	-	-	-	-	-	-	-	
Packers, shipping (women) .....	1,168	1.57	21	17	2	160	2	-	8	36	80	36	78	-	45	90	48	29	263	70	41	134	6	-	-	2	-	
Manufacturing .....	1,018	1.62	-	-	-	160	-	-	-	16	3	35	78	-	45	90	48	29	263	70	41	133	5	-	-	2	-	
Nonmanufacturing .....	150	1.24	21	17	2	-	2	-	8	20	77	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
Receiving clerks .....	903	1.87	-	9	-	20	13	6	6	3	17	4	18	19	38	20	16	7	9	36	78	79	100	254	50	65	25	11
Manufacturing .....	686	1.97	-	-	-	-	-	-	-	-	-	-	-	-	28	-	12	7	5	25	66	72	99	253	48	43	25	3
Nonmanufacturing .....	217	1.58	-	9	-	20	13	6	6	3	17	4	18	19	10	20	4	-	4	11	12	7	1	1	2	22	-	8
Shipping clerks .....	809	2.03	-	-	-	-	-	-	-	-	-	-	-	-	1	7	14	4	7	4	33	17	66	459	31	111	9	46
Nonmanufacturing .....	62	2.13	-	-	-	-	-	-	-	-	-	-	-	-	7*	1	-	-	-	-	9	1	1	1	-	24	-	18
Shipping-and-receiving clerks .....	1,393	1.89	-	-	-	-	-	-	-	-	4	4	16	13	55	10	18	38	145	294	565	72	53	5	27	43	31	
Nonmanufacturing .....	269	1.88	-	-	-	-	-	-	-	-	4	4	16	13	39	5	-	18	16	15	21	24	30	3	26	21	14	
Wholesale trade .....	115	1.90	-	-	-	-	-	-	-	-	4	4	-	13	10	5	-	9	12	4	14	3	-	-	14	9	14	

See footnotes at end of table.

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

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

Occupational Wage Survey, Detroit, Mich., October 1953  
U. S. DEPARTMENT OF LABOR  
Bureau of Labor Statistics

Table A-4: Custodial and Material Movement Occupations - Continued

(Average hourly earnings<sup>1</sup> for selected occupations<sup>2</sup> studied on an area basis in Detroit, Mich., by industry division, October 1953)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																									
			Under \$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	\$1.70-1.75	\$1.75-1.80	\$1.80-1.85	\$1.85-1.90	\$1.90-1.95	\$1.95-2.00	\$2.00-2.05	\$2.05-2.10	\$2.10-2.20	\$2.20-2.30	\$2.30 and over
Truckdrivers, light (under 1½ tons) ..	903	1.87	-	-	1	-	3	1	5	1	7	14	2	18	2	10	56	29	24	157	60	142	111	224	23	3	10	-
Manufacturing .....	590	1.91	-	-	-	-	-	-	-	-	-	-	-	-	3	54	20	20	70	31	83	101	177	21	-	10	-	
Nonmanufacturing .....	313	1.80	-	-	1	-	3	1	5	1	7	14	2	18	2	7	2	9	4	87	29	59	10	47	2	3	-	
Truckdrivers, medium (1½ to and including 4 tons) .....	2,309	2.01	-	-	-	-	-	-	-	-	-	-	-	-	48	209	8	61	35	86	202	262	469	188	88	382	48	223
Manufacturing .....	1,526	2.03	-	-	-	-	-	-	-	-	-	-	-	-	8	28	8	58	27	69	178	215	465	184	43	20	-	223
Nonmanufacturing .....	783	1.97	-	-	-	-	-	-	-	-	-	-	-	-	40	181	-	3	8	17	24	47	4	4	45	362	48	-
Public utilities* .....	293	2.13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	12	-	31	-	1	-	248	-	-
Retail trade <sup>4</sup> .....	106	2.06	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	8	5	24	-	4	3	-	17	44	-
Truckdrivers, heavy (over 4 tons, trailer type) .....	2,454	2.05	-	-	-	-	-	-	-	-	-	-	1	-	-	1	74	21	45	37	420	589	78	188	552	448	-	-
Manufacturing .....	873	1.95	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	21	10	305	465	68	-	-	-	-	-
Nonmanufacturing .....	1,581	2.10	-	-	-	-	-	-	-	-	-	1	-	-	1	70	21	24	27	115	124	10	188	552	448	-	-	
Public utilities* .....	830	2.16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	101	7	-	465	255	-	-	
Truckdrivers, heavy (over 4 tons, other than trailer type) .....	526	2.01	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	60	-	71	41	138	18	24	78	95	-	-
Nonmanufacturing .....	348	2.05	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	60	-	36	18	34	2	24	78	95	-	-
Truckers, power (forklift) .....	5,018	1.88	-	-	-	-	2	1	1	-	-	14	-	-	37	8	39	173	94	1386	930	1139	848	261	4	61	15	5
Manufacturing .....	4,712	1.88	-	-	-	-	-	-	-	-	-	-	-	-	36	8	39	111	64	1336	916	1119	828	193	-	42	15	5
Nonmanufacturing .....	306	1.85	-	-	-	-	2	1	1	-	-	14	-	-	1	-	-	62	30	50	14	20	20	68	4	19	-	-
Public utilities* .....	110	1.97	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	3	12	11	-	-	56	-	18	-	-
Truckers, power (other than forklift) .....	1,444	1.94	-	-	-	-	-	-	-	-	-	-	-	-	6	-	9	3	58	195	927	129	3	10	-	-	104	
Manufacturing .....	1,425	1.94	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	3	48	195	927	129	3	10	-	-	104	
Watchmen .....	1,565	1.45	28	459	4	10	59	67	37	54	35	8	34	116	49	20	1	89	76	133	50	53	-	167	-	1	11	4
Manufacturing .....	719	1.78	-	-	-	-	-	18	2	24	-	-	-	92	47	12	-	65	67	113	49	47	-	167	-	1	11	4
Nonmanufacturing .....	846	1.16	28	459	4	10	59	49	35	30	35	8	34	24	2	8	1	24	9	20	1	6	-	-	-	-	-	-
Public utilities* .....	54	1.56	-	4	-	-	-	-	-	2	-	4	1	18	1	-	1	20	1	-	1	1	-	-	-	-	-	-
Retail trade <sup>4</sup> .....	111	1.30	4	5	1	4	1	30	7	11	27	2	6	5	1	-	-	-	7	-	-	-	-	-	-	-	-	-

<sup>1</sup> Excludes premium pay for overtime and nightwork.<sup>2</sup> Data limited to men workers, except where otherwise indicated.<sup>3</sup> Workers were distributed as follows: 5 at \$0.60 to \$0.65; 9 at \$0.65 to \$0.70; 18 at \$0.70 to \$0.75; 33 at \$0.75 to \$0.80; 60 at \$0.80 to \$0.85; 178 at \$0.85 to \$0.90; 49 at \$0.90 to \$0.95; and 76 at \$0.95 to \$1.<sup>4</sup> Excludes data for two large department stores.<sup>5</sup> Workers were distributed as follows: 5 at \$0.65 to \$0.70; 16 at \$0.75 to \$0.80; 96 at \$0.80 to \$0.85; 46 at \$0.85 to \$0.90; 189 at \$0.90 to \$0.95; and 757 at \$0.95 to \$1.<sup>6</sup> Title change only, from "Stock handlers and truckers, hand," reported in the December 1951 study.

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

## B: Establishment Practices and Supplementary Wage Provisions

### Table B-1: Shift Differential Provisions<sup>1</sup>

Shift differential	Percent of manufacturing plant workers -			
	(a)		(b)	
	In establishments having formal provisions for -		Actually working on -	
	Second shift work	Third or other shift work	Second shift	Third or other shift
Total .....	99.3	96.0	24.6	6.4
With shift pay differential .....	98.9	96.0	24.5	6.4
Uniform cents (per hour) .....	37.8	34.6	9.4	2.6
5 cents .....	14.9	8.5	3.6	.2
6 cents .....	6.8	1.2	1.6	.1
7 cents .....	3.6	1.1	1.0	-
7½ cents .....	1.8	3.1	.3	.3
8 cents .....	.9	3.7	.2	.1
9 cents .....	.9	3.0	.3	.7
10 cents .....	6.3	6.7	1.5	.5
12 cents .....	-	3.0	-	.4
15 cents .....	2.1	4.3	.6	.3
Over 15 cents .....	.5	-	.3	-
Uniform percentage .....	60.6	59.7	14.9	3.7
5 percent .....	58.2	-	14.4	-
7 percent .....	-	.3	-	.1
7½ percent .....	-	56.0	-	3.5
10 percent .....	2.4	3.4	.5	.1
Other .....	.5	1.7	.2	.1
No shift pay differential .....	.4	-	.1	-

<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 either of the following conditions: (1) Operated late shifts at the time of the survey, or (2) had formal provisions covering late shifts.

### Table B-2: Scheduled Weekly Hours

Weekly hours	PERCENT OF OFFICE WORKERS <sup>1</sup> EMPLOYED IN—							PERCENT OF PLANT WORKERS EMPLOYED IN—					
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade <sup>2</sup>	Finance**	Services	All industries <sup>3</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade <sup>2</sup>	Services
All workers .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 35 hours .....	0.5	-	-	-	-	3.0	-	0.3	-	-	-	-	4.2
35 hours .....	2.3	-	0.8	-	-	1.3	28.4	(4)	-	-	-	-	.1
Over 35 and under 37½ hours .....	1.1	-	-	-	9.1	2.1	-	1.3	1.2	-	-	3.6	(4)
37½ hours .....	9.5	3.0	51.9	6.9	.8	6.3	11.3	1.8	2.1	-	-	-	4.0
Over 37½ and under 40 hours .....	3.1	.7	1.0	2.8	9.8	9.4	.7	.1	-	-	-	1.2	-
40 hours .....	82.4	96.1	43.7	90.3	74.0	77.9	55.2	82.9	88.6	93.1	89.8	37.1	55.5
Over 40 and under 44 hours .....	.4	-	2.5	-	2.2	-	-	1.2	.5	-	2.9	8.6	-
44 hours .....	.5	.2	.1	-	3.8	-	2.0	1.6	.6	.3	-	10.1	-
Over 44 and under 48 hours .....	-	-	-	-	-	-	-	1.6	.1	-	-	17.4	-
48 hours .....	.1	-	-	-	.3	-	1.4	5.6	3.2	1.3	-	20.4	34.6
Over 48 hours .....	.1	-	-	-	-	-	1.0	3.6	3.7	5.3	7.3	1.6	1.6

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

<sup>2</sup> Excludes data for two large department stores.

<sup>3</sup> Includes data for real estate in addition to those industry divisions shown separately.

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

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

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

Occupational Wage Survey, Detroit, Mich., October 1953  
U. S. DEPARTMENT OF LABOR  
Bureau of Labor Statistics

Table B-3: Paid Holidays<sup>1</sup>

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 <sup>2</sup>	Finance**	Services	All industries <sup>3</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade <sup>2</sup>	Services
All workers .....	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
Workers in establishments providing paid holidays .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	83.3	81.6	91.1	98.2	92.6	81.1
1 day .....	.1	-	-	-	-	-	1.3	( <sup>4</sup> )	-	-	-	-	.1
3 days .....	-	-	-	-	-	-	-	.1	-	-	3.0	-	-
5 days .....	-	-	-	-	-	-	-	.2	-	1.3	6.8	-	-
6 days .....	86.0	100.0	56.3	65.7	98.6	44.4	98.7	81.2	81.6	57.5	69.8	90.2	81.0
7 days .....	6.1	-	43.1	30.3	.6	3.5	-	1.6	-	32.3	16.1	.5	-
8 days .....	.7	-	-	4.0	.8	3.5	-	.2	-	-	-	1.9	-
9 days .....	3.8	-	-	-	-	26.2	-	( <sup>4</sup> )	-	-	2.5	-	-
10 days .....	3.0	-	.6	-	-	20.5	-	-	-	-	-	-	-
12 days .....	.3	-	-	-	-	1.9	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays .....	-	-	-	-	-	-	-	16.7	18.4	8.9	1.8	7.4	18.9

<sup>1</sup> Estimates include only full-day holidays.

<sup>2</sup> Excludes data for two large department stores.

<sup>3</sup> Includes data for real estate in addition to those industry divisions shown separately.

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

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

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

Table B-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 <sup>1</sup>	Finance**	Services	All industries <sup>2</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade <sup>1</sup>	Services
All workers .....	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>After 1 year of service</u>													
Workers in establishments providing paid vacations .....	100.0	100.0	100.0	100.0	100.0	100.0	99.9	99.4	100.0	100.0	100.0	94.5	97.7
Length-of-time payment .....	99.9	100.0	100.0	100.0	100.0	100.0	98.6	88.9	87.6	98.9	100.0	91.8	96.0
1 week .....	12.1	4.6	43.8	20.0	60.9	1.3	14.0	79.6	82.9	62.1	57.2	65.4	74.8
Over 1 but less than 2 weeks .....	.1	-	-	-	.6	-	.6	1.4	1.5	-	-	.5	3.6
2 weeks .....	87.6	95.3	56.2	80.0	38.5	98.7	84.0	7.2	2.3	36.8	42.8	25.9	17.6
Over 2 weeks .....	.1	.1	-	-	-	-	-	.7	.9	-	-	-	-
Percentage payment <sup>3</sup> .....	.1	-	-	-	-	-	1.3	10.5	12.4	1.1	-	2.7	1.7
Less than 2 percent .....	-	-	-	-	-	-	-	.6	.7	-	-	-	-
2 percent .....	-	-	-	-	-	-	-	3.9	4.5	1.1	-	2.7	-
Over 2 but less than 4 percent .....	-	-	-	-	-	-	-	4.1	4.9	-	-	-	1.6
4 percent and over .....	.1	-	-	-	-	-	1.3	1.9	2.3	-	-	-	.1
Workers in establishments providing no paid vacations .....	( <sup>4</sup> )	-	-	-	-	-	.1	.6	-	-	-	5.5	2.3

See footnotes at end of table.

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

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

Occupational Wage Survey, Detroit, Mich., October 1953  
U.S. DEPARTMENT OF LABOR  
Bureau of Labor Statistics

Estimates are provided separately, according to employer practice in computing vacation payments (length-of-time, percentage, or other type); percentage and other-type payments were converted to equivalent time periods in earlier studies.

Table B-4: Paid Vacations (Formal Provisions)- Continued

Vacation policy	PERCENT OF OFFICE WORKERS EMPLOYED IN--							PERCENT OF PLANT WORKERS EMPLOYED IN--					
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade <sup>1</sup>	Finance**	Services	All industries <sup>2</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade <sup>1</sup>	Services
All workers .....	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>After 2 years of service</u>													
Workers in establishments providing paid vacations .....	100.0	100.0	100.0	100.0	100.0	100.0	99.9	99.9	100.0	100.0	100.0	100.0	97.7
Length-of-time payment .....	99.9	100.0	100.0	100.0	100.0	100.0	98.6	89.4	87.6	98.9	100.0	97.3	96.0
1 week .....	3.1	1.9	4.1	5.6	16.4	-	7.8	56.7	61.9	22.2	28.7	27.8	67.2
Over 1 but less than 2 weeks .....	.1	.1	-	-	.6	-	-	15.3	18.4	1.3	6.0	.5	-
2 weeks .....	95.6	97.9	95.9	94.4	83.0	96.1	82.3	16.6	6.4	75.4	65.3	69.0	25.2
Over 2 but less than 3 weeks .....	.5	.1	-	-	-	-	8.5	.4	.4	-	-	-	3.6
3 weeks .....	.6	-	-	-	-	3.9	-	.4	.5	-	-	-	-
Percentage payment <sup>3</sup> .....	.1	-	-	-	-	-	1.3	10.5	12.4	1.1	-	2.7	1.7
2 percent .....	-	-	-	-	-	-	-	3.0	3.6	1.1	-	-	-
Over 2 but less than 4 percent .....	-	-	-	-	-	-	-	4.3	5.2	-	-	-	-
4 percent and over .....	.1	-	-	-	-	-	1.3	3.2	3.6	-	-	2.7	1.7
Workers in establishments providing no paid vacations .....	(*)	-	-	-	-	-	.1	.1	-	-	-	-	2.3
<u>After 3 years of service</u>													
Workers in establishments providing paid vacations .....	100.0	100.0	100.0	100.0	100.0	100.0	99.9	99.9	100.0	100.0	100.0	100.0	97.7
Length-of-time payment .....	99.9	100.0	100.0	100.0	100.0	100.0	98.6	89.4	87.6	98.9	100.0	97.3	96.0
1 week .....	1.1	.3	-	-	8.7	-	7.8	10.4	8.8	4.0	16.6	8.6	60.4
Over 1 but less than 2 weeks .....	.3	.5	-	-	-	-	-	45.5	55.4	1.3	5.9	-	-
2 weeks .....	96.5	97.6	100.0	100.0	91.3	96.1	82.3	32.3	22.1	93.6	77.5	88.7	32.0
Over 2 but less than 3 weeks .....	.5	.1	-	-	-	-	8.5	.4	.4	-	-	-	3.6
3 weeks .....	1.5	1.5	-	-	-	3.9	-	.8	.9	-	-	-	-
Percentage payment <sup>3</sup> .....	.1	-	-	-	-	-	1.3	10.5	12.4	1.1	-	2.7	1.7
2 percent .....	-	-	-	-	-	-	-	1.3	1.6	-	-	-	-
Over 2 but less than 4 percent .....	-	-	-	-	-	-	-	3.4	4.1	-	-	-	-
4 percent and over .....	.1	-	-	-	-	-	1.3	5.8	6.7	1.1	-	2.7	1.7
Workers in establishments providing no paid vacations .....	(*)	-	-	-	-	-	.1	.1	-	-	-	-	2.3
<u>After 5 years of service</u>													
Workers in establishments providing paid vacations .....	100.0	100.0	100.0	100.0	100.0	100.0	99.9	99.9	100.0	100.0	100.0	100.0	97.7
Length-of-time payment .....	99.9	100.0	100.0	100.0	100.0	100.0	98.6	89.4	87.6	98.9	100.0	97.3	96.0
1 week .....	.5	-	-	-	8.4	-	-	.4	-	4.0	-	1.7	3.2
Over 1 but less than 2 weeks .....	-	-	-	-	-	-	-	.6	.7	-	-	-	-
2 weeks .....	92.1	96.9	100.0	92.6	65.8	84.7	68.6	84.2	84.2	94.9	93.8	74.5	89.1
Over 2 but less than 3 weeks .....	2.2	.5	-	-	.6	7.0	17.7	.8	.8	-	-	.5	3.6
3 weeks .....	5.1	2.6	-	7.4	25.2	8.3	12.3	3.4	1.9	-	6.2	20.6	.1
Percentage payment <sup>3</sup> .....	.1	-	-	-	-	-	1.3	10.5	12.4	1.1	-	2.7	1.7
3 percent .....	-	-	-	-	-	-	-	.2	.2	-	-	-	-
4 percent .....	.1	-	-	-	-	-	1.3	5.6	6.5	1.1	-	2.7	1.7
Over 4 but less than 6 percent .....	-	-	-	-	-	-	-	4.7	5.7	-	-	-	-
Workers in establishments providing no paid vacations .....	(*)	-	-	-	-	-	.1	.1	-	-	-	-	2.3

See footnotes at end of table.

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

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

Table B-4: Paid Vacations (Formal Provisions)- Continued

Vacation policy	PERCENT OF OFFICE WORKERS EMPLOYED IN--							PERCENT OF PLANT WORKERS EMPLOYED IN--					
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade <sup>1</sup>	Finance**	Services	All industries <sup>2</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade <sup>1</sup>	Services
All workers .....	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>After 10 years of service</u>													
Workers in establishments providing paid vacations .....	100.0	100.0	100.0	100.0	100.0	100.0	99.9	99.9	100.0	100.0	100.0	100.0	97.7
Length-of-time payment .....	99.9	100.0	100.0	100.0	100.0	100.0	98.6	89.4	87.6	98.9	100.0	97.3	96.0
1 week .....	.5	-	-	-	8.4	-	-	.4	-	4.0	-	1.7	3.2
2 weeks .....	68.2	71.7	97.7	88.0	56.9	40.4	45.0	77.9	77.9	91.6	86.2	66.3	88.4
Over 2 but less than 3 weeks .....	1.4	1.1	-	-	.6	4.6	-	3.7	4.3	2.5	-	.5	3.6
3 weeks .....	28.8	27.1	2.3	12.0	22.9	52.6	53.6	6.8	5.4	.8	13.8	21.5	.8
Over 3 but less than 4 weeks .....	.4	.1	-	-	-	2.4	-	-	-	-	-	-	-
4 weeks and over .....	.6	-	-	-	11.2	-	-	.6	-	-	-	7.3	-
Percentage payment <sup>3</sup> .....	.1	-	-	-	-	-	1.3	10.5	12.4	1.1	-	2.7	1.7
4 percent .....	.1	-	-	-	-	-	1.3	5.2	6.2	1.1	-	-	1.7
Over 4 but less than 6 percent .....	-	-	-	-	-	-	-	3.8	4.7	-	-	-	-
6 percent and over .....	-	-	-	-	-	-	-	1.5	1.5	-	-	2.7	-
Workers in establishments providing no paid vacations .....	(4)	-	-	-	-	-	.1	.1	-	-	-	-	2.3
<u>After 15 years of service</u>													
Workers in establishments providing paid vacations .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.9	100.0	100.0	100.0	100.0	97.7
Length-of-time payment .....	99.9	100.0	100.0	100.0	100.0	100.0	98.6	89.4	87.6	98.9	100.0	97.3	96.0
1 week .....	.5	-	-	-	8.4	-	-	.4	-	4.0	-	1.7	3.2
2 weeks .....	15.3	6.6	14.2	36.6	35.8	26.9	45.0	12.8	5.3	3.3	48.4	48.5	88.4
Over 2 but less than 3 weeks .....	.1	.1	-	-	.6	-	-	2.2	2.5	-	-	.5	3.6
3 weeks .....	82.8	93.2	85.8	63.4	44.0	69.5	53.6	73.4	79.8	91.6	51.6	39.3	.8
Over 3 but less than 4 weeks .....	.4	.1	-	-	-	2.4	-	-	-	-	-	-	-
4 weeks and over .....	.8	-	-	-	11.2	1.2	-	.6	-	-	-	7.3	-
Percentage payment <sup>3</sup> .....	.1	-	-	-	-	-	1.3	10.3	12.2	1.1	-	2.7	1.7
4 percent .....	.1	-	-	-	-	-	1.3	1.3	1.5	-	-	-	1.7
Over 4 but less than 6 percent .....	-	-	-	-	-	-	-	1.3	1.6	-	-	-	-
6 percent and over .....	-	-	-	-	-	-	-	7.7	9.1	1.1	-	2.7	-
Other-type payment .....	-	-	-	-	-	-	-	.2	.2	-	-	-	-
Workers in establishments providing no paid vacations .....	(4)	-	-	-	-	-	.1	.1	-	-	-	-	2.3
<u>After 20 years of service</u>													
Workers in establishments providing paid vacations .....	100.0	100.0	100.0	100.0	100.0	100.0	99.9	99.9	100.0	100.0	100.0	100.0	97.7
Length-of-time payment .....	99.9	100.0	100.0	100.0	100.0	100.0	98.6	89.4	87.6	98.9	100.0	97.3	96.0
1 week .....	.5	-	-	-	8.4	-	-	.4	-	4.0	-	1.7	3.2
2 weeks .....	14.8	6.2	14.2	36.1	34.2	26.7	45.0	12.7	5.3	3.3	48.4	47.3	88.4
Over 2 but less than 3 weeks .....	.1	.1	-	-	.6	-	-	2.2	2.5	-	-	.5	3.6
3 weeks .....	81.8	93.3	84.8	63.9	45.6	61.0	53.6	72.7	78.9	91.6	51.6	40.5	.8
Over 3 but less than 4 weeks .....	.1	.1	-	-	-	-	-	.3	.3	(4)	-	-	-
4 weeks and over .....	2.6	.3	1.0	-	11.2	12.3	-	1.1	.6	(4)	-	7.3	-
Percentage payment <sup>3</sup> .....	.1	-	-	-	-	-	1.3	10.3	12.2	1.1	-	2.7	1.7
4 percent .....	.1	-	-	-	-	-	1.3	1.3	1.5	-	-	-	1.7
Over 4 but less than 6 percent .....	-	-	-	-	-	-	-	1.3	1.6	-	-	-	-
6 percent and over .....	-	-	-	-	-	-	-	7.7	9.1	1.1	-	2.7	-
Other-type payment .....	-	-	-	-	-	-	-	.2	.2	-	-	-	-
Workers in establishments providing no paid vacations .....	(4)	-	-	-	-	-	.1	.1	-	-	-	-	2.3

See footnotes at end of table.

\* Transportation (excluding railroads), communication, and other public utilities.  
\*\* Finance, insurance, and real estate.



Table B-4: Paid Vacations (Formal Provisions)- Continued

Vacation policy	PERCENT OF OFFICE WORKERS EMPLOYED IN--							PERCENT OF PLANT WORKERS EMPLOYED IN--					
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade <sup>1</sup>	Finance**	Services	All industries <sup>2</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade <sup>1</sup>	Services
All workers .....	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>After 25 years of service</u>													
Workers in establishments providing paid vacations .....	100.0	100.0	100.0	100.0	100.0	100.0	99.9	99.9	100.0	100.0	100.0	100.0	97.7
Length-of-time payment .....	99.9	100.0	100.0	100.0	100.0	100.0	98.6	89.4	87.6	98.9	100.0	97.3	96.0
1 week .....	.5	-	-	-	8.4	-	-	.4	-	4.0	-	1.7	3.2
2 weeks .....	14.7	6.2	14.2	36.1	34.2	26.7	42.4	12.4	5.3	3.3	48.4	47.4	81.3
Over 2 but less than 3 weeks .....	.1	.1	-	-	.6	-	-	2.2	2.5	-	-	.5	3.6
3 weeks .....	75.6	93.3	71.2	40.3	22.0	43.7	56.2	70.9	78.8	82.6	37.0	24.4	7.9
Over 3 but less than 4 weeks .....	.1	.1	-	-	-	-	-	.3	.3	-	-	-	-
4 weeks and over .....	8.9	.3	14.6	23.6	34.8	29.6	-	3.2	.7	9.0	14.6	23.3	-
Percentage payment <sup>3</sup> .....	.1	-	-	-	-	-	1.3	10.3	12.2	1.1	-	2.7	1.7
4 percent .....	.1	-	-	-	-	-	1.3	1.3	1.5	-	-	-	1.7
Over 4 but less than 6 percent .....	-	-	-	-	-	-	-	1.3	1.6	-	-	-	-
6 percent and over .....	-	-	-	-	-	-	-	7.7	9.1	1.1	-	2.7	-
Other-type payment .....	-	-	-	-	-	-	-	.2	.2	-	-	-	-
Workers in establishments providing no paid vacations .....	(4)	-	-	-	-	-	.1	.1	-	-	-	-	2.3

<sup>1</sup> Excludes data for two large department stores.

<sup>2</sup> Includes data for real estate in addition to those industry divisions shown separately.

<sup>3</sup> Percent of annual earnings.

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

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

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

Table B-5: Health, 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 <sup>1</sup>	Finance**	Services	All industries <sup>2</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade <sup>1</sup>	Services
All workers .....	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
Workers in establishments providing:													
Life insurance .....	92.4	98.4	97.8	64.5	66.0	89.8	73.4	95.2	99.1	100.0	88.5	67.2	75.1
Accidental death and dismemberment insurance .....	43.5	57.7	7.6	27.1	52.3	12.6	34.4	53.8	56.8	26.5	41.8	55.8	18.7
Sickness and accident insurance ...	62.1	91.5	10.2	34.1	35.8	5.9	23.3	85.6	94.0	29.0	55.0	50.2	60.6
Sick leave (full pay and no waiting period) .....	54.9	58.4	87.3	57.0	18.9	38.8	35.5	6.5	1.9	38.7	32.7	31.2	5.4
Sick leave (partial pay or waiting period) .....	12.8	20.9	.3	2.2	-	-	-	1.3	-	32.3	6.4	-	-
Hospitalization insurance .....	84.0	95.8	59.4	80.6	38.2	72.8	72.9	88.4	95.4	62.9	82.7	46.5	66.2
Surgical insurance .....	81.9	93.6	59.4	66.2	38.2	72.8	72.9	86.5	93.2	62.9	77.1	46.5	66.2
Medical insurance .....	69.2	87.2	26.1	57.8	32.0	50.5	37.0	76.3	83.7	36.6	67.1	38.7	49.0
Catastrophe insurance .....	.1	-	.6	-	-	-	-	-	-	-	-	-	-
Retirement pension .....	73.3	86.9	87.4	54.3	21.3	51.1	20.3	76.1	84.5	74.5	53.8	27.2	20.7
Health, insurance, or pension plan not listed above .....	.9	.9	-	-	-	-	-	.2	.2	-	-	-	-
No health, insurance, or pension plan .....	2.8	.1	.2	5.3	20.8	7.1	5.4	1.9	.2	-	3.1	13.2	14.4

<sup>1</sup> Excludes data for two large department stores.

<sup>2</sup> Includes data for real estate in addition to those industry divisions shown separately.

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

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

Occupational Wage Survey, Detroit, Mich., October 1953  
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Table B-6: Overtime Pay Practices

Overtime policy	PERCENT OF OFFICE WORKERS EMPLOYED IN--							PERCENT OF PLANT WORKERS EMPLOYED IN--					
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade <sup>1</sup>	Finance**	Services	All industries <sup>2</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade <sup>1</sup>	Services
All workers .....	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>Daily overtime</u>													
Workers in establishments providing premium pay .....	39.2	42.9	55.1	60.5	25.7	9.6	44.1	89.3	98.0	65.5	71.2	29.4	80.9
Time and one-half .....	36.3	41.7	49.4	54.8	16.5	8.5	31.3	86.1	94.3	65.5	71.2	29.4	73.2
Effective after less than													
8 hours .....	1.2	-	-	3.0	1.6	6.1	2.2	.5	.5	-	-	1.2	.1
Effective after 8 hours .....	35.1	41.7	49.4	51.8	14.9	2.4	29.1	84.2	93.8	64.2	66.5	17.4	64.2
Effective after more than													
8 hours .....	-	-	-	-	-	-	-	1.4	-	1.3	4.7	10.8	8.9
Double time .....	-	-	-	-	-	-	-	-	-	-	-	-	-
Other <sup>3</sup> .....	2.9	1.2	5.7	5.7	9.2	1.1	12.8	3.2	3.7	-	-	-	7.7
Workers in establishments providing no premium pay or having no policy .....	60.8	57.1	44.9	39.5	74.3	90.4	55.9	10.7	2.0	34.5	28.8	70.6	19.1
<u>Weekly overtime</u>													
Workers in establishments providing premium pay .....	98.3	99.7	99.9	97.8	81.3	99.9	93.0	97.4	99.3	96.0	100.0	79.6	95.4
Time and one-half .....	87.9	97.3	60.3	92.1	72.1	82.5	55.7	96.3	98.1	96.0	100.0	79.6	91.4
Effective after less than													
40 hours .....	1.6	-	-	3.0	9.6	6.0	2.2	.9	.5	-	-	4.8	.1
Effective after 40 hours .....	86.0	97.3	60.3	89.1	58.7	76.5	51.4	91.3	97.6	94.7	100.0	40.3	62.5
Effective after more than													
40 hours .....	.3	-	-	-	3.8	-	2.1	4.1	-	1.3	-	34.5	28.8
Double time .....	-	-	-	-	-	-	-	-	-	-	-	-	-
Other <sup>3</sup> .....	10.4	2.4	39.6	5.7	9.2	17.4	37.3	1.1	1.2	-	-	-	4.0
Workers in establishments providing no premium pay or having no policy .....	1.7	.3	.1	2.2	18.7	.1	7.0	2.6	.7	4.0	-	20.4	4.6

<sup>1</sup> Excludes data for 2 large department stores.

<sup>2</sup> Includes data for real estate in addition to those industry divisions shown separately.

<sup>3</sup> Includes provisions for a specified number of overtime hours at either (1) no pay, (2) regular rate, or (3) a premium rate; and premium pay at another rate thereafter.

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

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

Occupational Wage Survey, Detroit, Mich., October 1953  
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Table B-7: Rate of Pay for Holiday Work

Pay provision	PERCENT OF OFFICE WORKERS EMPLOYED IN--							PERCENT OF PLANT WORKERS EMPLOYED IN--					
	All Industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade <sup>1</sup>	Finance**	Services	All Industries <sup>2</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade <sup>1</sup>	Services
All workers .....	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
Workers in establishments with pay provisions for work on paid holidays <sup>3</sup> .....	78.7	92.2	86.8	65.9	44.7	49.6	33.4	78.6	81.6	91.1	92.5	48.2	67.3
Regular rate only .....	.5	-	.1	6.3	2.7	-	-	.8	-	-	2.3	6.5	4.4
Time and one-half .....	8.0	4.7	13.6	6.6	22.0	15.9	.6	2.3	-	9.0	5.1	21.0	-
Double time .....	65.8	83.5	68.5	35.0	19.8	31.1	29.1	64.8	71.7	63.2	65.2	18.0	26.1
Double time and one-half .....	1.9	1.6	4.5	4.0	-	.8	3.7	5.3	3.9	16.9	17.3	1.1	32.6
Triple time .....	1.3	2.1	-	-	-	-	-	5.2	6.0	2.0	2.6	-	4.2
Equal time off .....	1.0	.3	.1	10.5	.2	1.8	-	.2	-	-	-	1.6	-
Other plan .....	.2	-	-	3.5	-	-	-	-	-	-	-	-	-
Workers in establishments with no formal policy .....	21.3	7.8	13.2	34.1	55.3	50.4	66.6	4.7	-	-	5.7	44.4	13.8
Workers in establishments with no paid holidays .....								16.7	18.4	8.9	1.8	7.4	18.9

<sup>1</sup> Excludes data for 2 large department stores.

<sup>2</sup> Includes data for real estate in addition to those industry divisions shown separately.

<sup>3</sup> Includes holiday pay and rate for work on paid holiday.

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

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

Occupational Wage Survey, Detroit, Mich., October 1953  
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Table B-8: Wage Structure Characteristics and Labor-Management Agreements

Item	PERCENT OF OFFICE WORKERS EMPLOYED IN--							PERCENT OF PLANT WORKERS EMPLOYED IN--					
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade <sup>1</sup>	Finance**	Services	All industries <sup>3</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade <sup>1</sup>	Services
<b>WAGE STRUCTURE FOR TIME-RATED WORKERS<sup>3</sup></b>													
All workers .....	100	100	100	100	100	100	100	100	100	100	100	100	100
Formal rate structure .....	76	87	83	54	26	74	27	93	97	96	100	61	48
Single rate .....	( <sup>4</sup> )	-	-	4	-	-	-	77	86	26	50	22	42
Range of rates .....	76	87	83	50	26	74	27	16	11	70	50	39	6
Individual rates .....	24	13	17	46	74	26	73	7	3	4	-	39	52
<b>METHOD OF WAGE PAYMENT FOR PLANT WORKERS</b>													
All workers .....	DATA NOT COLLECTED							100	100	100	100	100	100
Time workers .....								90	91	95	89	77	84
Incentive workers .....								10	9	5	11	23	16
Piecework .....								4	4	-	-	1	16
Bonus work .....								4	5	1	4	( <sup>4</sup> )	( <sup>4</sup> )
Commission .....								2	( <sup>4</sup> )	4	7	22	-
<b>LABOR-MANAGEMENT AGREEMENTS<sup>5</sup></b>													
Workers in establishments with agreements covering a majority of such workers .....	22	27	36	22	4	2	7	92	95	99	92	62	84

<sup>1</sup> Excludes data for 2 large department stores.

<sup>2</sup> Includes data for real estate in addition to those industry divisions shown separately.

<sup>3</sup> Estimates for office workers are based on total office employment, whereas estimates for plant workers are based on time-rated employees only.

<sup>4</sup> Less than 0.5 percent.

<sup>5</sup> Estimates relate to all workers (office or plant) employed in an establishment having a contract in effect covering a majority of the workers in the respective category. The estimates so obtained are not necessarily representative of the extent to which all workers in the area may be covered by the provisions of the labor-management agreements due to the exclusion of smaller-size establishments.

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

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

Occupational Wage Survey, Detroit, Mich., October 1953  
U. S. DEPARTMENT OF LABOR  
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## MINNEAPOLIS-ST. PAUL, NOVEMBER 1953

More than twice as many workers are employed in non-manufacturing enterprises in the 4-county Minneapolis-St. Paul Metropolitan area than in manufacturing establishments. Transportation, trade, and finance pursuits each provide employment for large numbers of workers. Among the manufacturing group of industries, important segments of the area's work force are engaged in the production of machinery, ordnance and other metal products, food products, paper and printing products, and apparel. This annual study of wages and related benefits presents data collected from 239 establishments employing 145,000 workers, which were selected to represent more than 1,000 establishments employing over 235,000 workers in 6 major industry groupings (see table following).

Wage Structure

Plant workers in the Minneapolis-St. Paul area were generally paid on a time basis. However, one out of six plant (nonoffice) workers was eligible for some type of incentive pay (piecework, commission, or production bonus). Nine out of ten of the plant time-rated workers were in establishments which had a formal wage plan providing for a specific rate or range of rates for each occupation. Single-rate plans and range-of-rate plans covered about equal proportions of plant workers.

Formal wage plans also covered a majority of office workers in each industry division and six-tenths of all office workers. Nearly all plans covering office workers, however, provided for ranges of rates rather than single rates.

Formal wage plans which also provided a series of labor grades or rate steps were reported by 15 percent of the establishments studied. Most of these plans covered office workers only. Such plans were reported in both manufacturing and nonmanufacturing. Plant and office pay systems in these establishments ranged from 5 or less to more than 20 labor grades.

Occupational Pay Levels

Weekly salaries of women office workers averaged between \$47.50 and \$57.50 in 17 of 23 jobs studied. Lowest averages were reported for office girls and routine file clerks (about \$40). Secretaries averaged \$63 and class A accounting clerks \$61.50. General stenographers, numerically the most important office job studied, averaged \$52.50.

Skilled maintenance workers such as electricians, machinists, and pipefitters generally averaged \$2.25 an hour or more. Maintenance mechanics averaged \$2.05 while automotive mechanics averaged \$1.92. Tool-and-die makers averaged \$2.37. Among

the lower paid plant jobs studied, men janitors averaged \$1.34, order fillers \$1.59, and laborers handling material \$1.64. Numerically, these occupations were among the most important studied. Classified according to size of equipment used, truckdriver hourly earnings ranged from \$1.80 on light trucks (under 1½ tons) to \$1.84 on heavy trucks (over 4 tons).

Maintenance workers earned about the same average hourly pay in manufacturing and nonmanufacturing. In the custodial and material movement occupations, however, the manufacturing establishments generally had higher averages. This was also true among the office occupations but the differences in averages were very small.

Cost-of-Living and Annual Improvement Adjustments

Eighteen of the 239 firms studied reported provisions for periodic adjustment of wages to changes in the cost of living. Nearly all of the plans were in the public utilities and manufacturing (mainly metalworking) industries. Ten plans applied to plant workers only, one to office workers, and seven covered both groups. Half of the plans called for quarterly adjustments and the other half for semiannual adjustments. Six firms reported annual improvement (productivity) provisions; five of these were found in establishments that also reported cost-of-living adjustment provisions.

Labor-Management Agreements

Eighty-five percent of plant workers in the industry and establishment-size groups covered by the survey were employed in establishments having labor-management agreements that covered a majority of their plant workers. A majority of plant workers were covered in each of the industry divisions studied. The agreements covered one-ninth of all office workers but only 1 out of 16 of the office workers in manufacturing establishments.

Work Schedules

All but 2 percent of the office workers were on weekly work schedules of 40 hours or less; over a fifth were scheduled to work less than 40 hours. Nearly a fifth of all plant workers, however, were scheduled to work more than 40 hours in November 1953. In manufacturing and retail trade, a seventh and a third, of all plant workers respectively, had weekly schedules in excess of 40 hours.

Overtime Pay

Premium pay for work after the regular workweek was provided for nearly all plant and office workers. Generally, time and one-half was paid after 40 hours or less. About one-fifth of

the nonoffice workers in retail trade, however, had to work longer hours to qualify for overtime premium pay. Premium pay for daily overtime was provided for 85 percent of the plant workers, generally time and one-half after 8 hours. A policy of paying a premium rate for daily overtime for office workers was less prevalent.

### Shift Operations

Nearly one-fourth of the plant workers in manufacturing establishments were employed on extra shifts and all but a very few (0.6 percent) received a pay differential, most commonly an additional 10 cents an hour for either 2d or 3d shift work. Three-tenths of the shift workers were paid a percentage differential, most commonly 7½ percent for the 2d shift and 12½ percent for the 3d shift.

### Paid Holidays

Nearly all establishments within the scope of the survey provided holidays with pay. Four-fifths of the office and plant workers received 6 paid holidays and most of the remainder were in establishments that provided either 7 or 8 paid holidays. For work on paid holidays the most common policy was to pay double time (including the holiday pay); two and one-half times the regular rate or more was also reported by many establishments. Pay provisions for work on paid holidays were less common for office workers.

### Paid Vacations

All office workers and virtually all plant workers qualified for paid vacations after 1 year's service; two-thirds of the office workers received 2 weeks whereas most plant workers received 1 week or its equivalent. After 3 years' service, about three-fourths of the plant workers received 2 weeks or better and all but 3 percent of the office workers received 2 weeks or better.

Three weeks' vacation after 10 years was reported for more than one-fourth of both the office and plant workers. A majority of both office workers (three-fourths) and plant workers (six-tenths) were in establishments giving 3 weeks' vacation after 15 years. A fifth of the office workers and one-fifteenth of the plant workers were in establishments where they would be eligible for 4 weeks' vacation after 25 years' service.

### Health, Insurance, and Pension Plans

All but about 8 percent of the office workers and 6 percent of the plant workers were in establishments furnishing or contributing toward some type of insurance or pension plan. Nearly nine-tenths of the workers were eligible for life insurance. Other types of insurance which were prevalent were hospitalization, surgical, sickness and accident, and to a lesser degree, accidental death and dismemberment. Some type of sick leave was granted on a formal basis to about 45 percent of the office workers and 30 percent of the plant workers. Pension plans were available to seven-tenths of the office workers and almost half of the plant workers.

Establishments and Workers Within Scope of Survey and Number Studied in Minneapolis-St. Paul, Minn.,<sup>1</sup> by Major Industry Division, November 1953

Industry division	Minimum size establishment in scope of study <sup>2</sup>	Number of establishments		Workers		
		Within scope of study	Studied	Within scope of study	Studied	
					Total	Office
All divisions .....	51	1,009	239	238,600	144,900	32,270
Manufacturing <sup>3</sup> .....	51	409	89	122,800	77,200	11,580
Nonmanufacturing .....	51	600	150	115,800	67,700	20,690
Transportation (excluding railroads), communication, and other public utilities .....	51	74	23	27,700	20,800	3,940
Wholesale trade .....	51	133	36	18,100	8,400	3,130
Retail trade .....	51	233	42	42,500	23,800	4,120
Finance, insurance, and real estate .....	51	83	29	16,000	10,100	7,930
Services <sup>4</sup> * .....	51	77	20	11,500	4,600	1,570

<sup>1</sup> The Minneapolis-St. Paul Metropolitan Area (Anoka, Dakota, Hennepin, and Ramsey Counties).

<sup>2</sup> Total establishment employment. For wage study purposes, all outlets (within the area) of companies in such industries as trade, finance, auto repair service, and motion-picture theaters are considered as one establishment.

<sup>3</sup> Includes data for an ordinance establishment formerly government operated but now privately operated. This establishment was not included in earlier surveys in the area.

<sup>4</sup> Hotels; personal services; business services; automobile repair shops; radio broadcasting and television; motion pictures; nonprofit membership organizations; and engineering and architectural services.

\* This industry division is appropriately represented in estimates for "all industries" and "nonmanufacturing" in the Series A and B tables although coverage was insufficient to justify separate presentation of data.

## A: Occupational Earnings

Table A-1: Office Occupations

(Average straight time weekly hours and earnings<sup>1</sup> for selected occupations studied on an area basis in Minneapolis-St. Paul, Minn., by industry division, November 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 \$ 35.00	\$ 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	\$ 95.00 and over	
					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	95.00		
<b>Men</b>																										
Clerks, accounting, class A .....	582	40.0	73.50	-	-	-	-	3	3	1	10	2	14	16	58	37	32	53	70	44	105	50	29	19	36	
Manufacturing .....	192	40.0	74.00	-	-	-	-	-	1	-	-	1	1	12	2	9	25	33	18	57	20	6	6	1		
Nonmanufacturing .....	390	40.0	73.00	-	-	-	-	3	3	-	10	2	13	15	46	35	23	28	37	26	48	30	23	13	35	
Wholesale trade .....	151	39.5	69.50	-	-	-	-	-	-	-	7	-	6	11	27	11	8	15	10	16	15	10	7	3	5	
Retail trade .....	50	40.0	70.00	-	-	-	-	-	-	-	-	-	-	1	2	12	2	3	16	2	9	3	-	-	-	
Clerks, accounting, class B .....	309	40.0	56.50	-	6	-	6	11	17	20	33	28	35	40	47	33	12	11	7	1	-	2	-	-	-	
Manufacturing .....	133	40.0	60.00	-	-	-	-	3	1	10	5	6	13	27	23	15	9	11	7	1	-	2	-	-	-	
Nonmanufacturing .....	176	39.5	53.50	-	6	-	6	8	16	10	28	22	22	13	24	18	3	-	-	-	-	-	-	-	-	
Clerks, order .....	407	40.0	70.00	-	-	-	-	-	12	-	11	4	17	12	30	48	57	27	25	53	51	13	18	13	16	
Manufacturing .....	135	40.0	69.50	-	-	-	-	-	3	-	2	-	5	-	13	32	10	3	8	20	25	7	5	-	2	
Nonmanufacturing .....	272	40.0	70.50	-	-	-	-	-	9	-	9	4	12	12	17	16	47	24	17	33	26	6	13	13	14	
Wholesale trade .....	207	40.0	72.50	-	-	-	-	-	3	-	9	4	9	9	5	13	30	20	15	29	17	6	11	13	14	
Office boys .....	176	40.0	41.50	6	35	24	59	14	15	10	3	6	3	1	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	58	40.0	42.00	3	8	7	20	4	8	2	2	1	3	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing .....	118	39.5	41.50	3	27	17	39	10	7	8	1	5	-	1	-	-	-	-	-	-	-	-	-	-	-	
Tabulating-machine operators .....	217	39.5	67.50	-	-	-	3	2	3	1	11	7	8	11	24	13	19	21	26	14	34	8	10	2	-	
Manufacturing .....	89	40.0	72.00	-	-	-	-	-	-	-	3	-	3	-	2	5	4	13	14	11	27	2	4	1	-	
Nonmanufacturing .....	128	39.5	64.00	-	-	-	3	2	3	1	8	7	5	11	22	8	15	8	12	3	7	6	6	1	-	
Finance** .....	79	39.5	60.50	-	-	-	3	2	3	1	6	4	4	8	14	6	12	5	7	1	2	1	-	-	-	
<b>Women</b>																										
Billers, machine (billing machine) ...	266	39.5	47.50	2	10	17	29	35	51	20	49	14	16	7	1	6	2	6	1	-	-	-	-	-	-	-
Manufacturing .....	85	40.0	49.50	-	1	4	1	10	26	3	14	6	10	5	-	4	1	-	-	-	-	-	-	-	-	
Nonmanufacturing .....	181	39.5	47.00	2	9	13	28	25	25	17	35	8	6	2	1	2	1	6	1	-	-	-	-	-	-	
Public utilities* .....	58	40.0	49.00	-	-	-	5	12	18	3	8	2	1	1	1	2	1	3	1	-	-	-	-	-	-	
Retail trade .....	72	40.0	46.00	2	6	4	12	3	4	13	22	1	5	-	-	-	-	-	-	-	-	-	-	-	-	
Billers, machine (bookkeeping machine) .....	134	39.5	51.00	-	-	1	8	3	48	28	21	2	2	-	2	-	2	10	7	-	-	-	-	-	-	
Nonmanufacturing .....	134	39.5	51.00	-	-	1	8	3	48	28	21	2	2	-	2	-	2	10	7	-	-	-	-	-	-	
Bookkeeping-machine operators, class A .....	174	40.0	57.50	-	-	-	-	-	26	15	22	6	16	21	16	11	29	1	-	1	7	3	-	-	-	
Manufacturing .....	81	40.0	56.50	-	-	-	-	-	18	8	9	3	4	1	7	6	25	-	-	-	-	-	-	-	-	
Nonmanufacturing .....	93	39.5	58.00	-	-	-	-	-	8	7	13	3	12	20	9	5	4	1	-	1	7	3	-	-	-	
Bookkeeping-machine operators, class B .....	859	39.5	47.50	6	61	47	110	101	154	73	106	52	58	40	24	8	4	-	8	7	-	-	-	-	-	
Manufacturing .....	219	40.0	52.50	-	1	1	4	28	30	8	50	22	28	16	16	4	4	-	-	7	-	-	-	-	-	
Nonmanufacturing .....	640	39.5	46.00	6	60	46	106	73	124	65	56	30	30	24	8	4	-	-	8	-	-	-	-	-	-	
Wholesale trade .....	112	40.0	49.50	-	3	3	8	-	21	30	19	4	11	5	6	2	-	-	-	-	-	-	-	-	-	
Finance** .....	351	39.0	43.00	6	55	40	71	40	84	25	14	10	-	4	-	2	-	-	-	-	-	-	-	-	-	
Clerks, accounting, class A .....	490	40.0	61.50	-	-	-	-	9	11	15	36	46	46	38	71	41	19	114	7	8	21	2	5	-	1	
Manufacturing .....	129	40.0	61.00	-	-	-	-	9	5	5	9	11	13	6	14	11	13	12	-	3	17	-	-	-	1	
Nonmanufacturing .....	361	39.5	61.50	-	-	-	-	-	6	10	27	35	33	32	57	30	6	102	7	5	4	2	5	-	-	
Retail trade .....	60	40.0	61.00	-	-	-	-	-	-	-	3	8	7	6	19	1	1	15	-	-	-	-	-	-	-	

See footnote at end of table.

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

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

Occupational Wage Survey, Minneapolis-St. Paul, Minn., November 1953  
U. S. DEPARTMENT OF LABOR  
Bureau of Labor Statistics

Table A-1: Office Occupations - Continued

(Average straight-time weekly hours and earnings<sup>1</sup> for selected occupations studied on an area basis in Minneapolis-St. Paul, Minn., by industry division, November 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 \$ 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	\$ 80.00-85.00	\$ 85.00-90.00	\$ 90.00-95.00	\$ 95.00 and over		
<b>Women - Continued</b>																											
Clerks, accounting, class B .....	2,054	39.5	48.00	2	106	116	223	317	395	214	192	134	96	92	49	51	17	34	14	-	1	-	1	-	-	-	-
Manufacturing .....	402	39.5	51.50	-	9	5	31	67	23	43	63	44	22	36	21	24	-	12	-	-	1	-	1	-	-	-	-
Nonmanufacturing .....	1,652	39.5	47.00	2	97	111	192	250	372	171	129	90	74	56	28	27	17	22	14	-	-	-	-	-	-	-	-
Wholesale trade .....	186	39.5	48.00	-	11	5	24	42	15	26	27	12	4	4	3	6	4	3	-	-	-	-	-	-	-	-	-
Retail trade .....	429	40.0	48.50	1	42	25	66	45	59	56	20	32	13	11	-	18	10	17	14	-	-	-	-	-	-	-	-
Clerks, file, class A .....	217	40.0	50.50	-	-	6	12	20	36	32	35	17	15	31	5	1	1	3	2	1	-	-	-	-	-	-	-
Nonmanufacturing .....	129	40.0	51.00	-	-	1	7	15	13	25	23	13	6	20	2	-	1	1	2	-	-	-	-	-	-	-	-
Clerks, file, class B .....	1,202	39.5	41.00	78	234	263	258	132	122	76	16	17	1	2	3	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	278	39.5	41.00	-	103	39	46	41	24	11	8	-	1	2	3	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing .....	924	39.5	40.50	78	131	224	212	91	98	65	8	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Public utilities * .....	32	40.0	44.50	-	-	-	10	10	5	5	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade .....	189	40.0	45.00	2	13	13	33	30	31	44	7	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade .....	173	40.0	40.00	20	26	43	35	19	22	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance ** .....	501	39.5	39.00	55	83	159	124	32	40	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, order .....	362	39.5	49.50	8	27	14	13	29	41	48	43	39	45	25	11	3	4	5	5	-	2	-	-	-	-	-	-
Manufacturing .....	157	39.5	51.00	-	-	9	-	13	23	25	5	32	25	21	-	3	1	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing .....	205	40.0	48.50	8	27	5	13	16	18	23	38	7	20	4	11	-	3	5	5	-	2	-	-	-	-	-	-
Retail trade .....	115	40.0	43.50	8	27	5	13	7	9	20	21	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, payroll .....	619	40.0	55.50	1	-	2	31	38	63	44	104	61	41	40	53	36	27	17	34	10	10	7	-	-	-	-	-
Manufacturing .....	277	40.0	56.00	-	-	-	2	4	36	29	52	30	15	14	36	21	5	11	11	6	2	3	-	-	-	-	-
Nonmanufacturing .....	342	40.0	55.00	1	-	2	29	34	27	15	52	31	26	26	17	15	22	6	23	4	8	4	-	-	-	-	-
Public utilities * .....	72	40.0	52.50	-	-	-	11	6	12	5	1	13	2	6	4	3	2	1	3	1	1	1	-	-	-	-	-
Wholesale trade .....	71	40.0	60.50	-	-	-	1	1	3	3	16	-	11	4	2	5	6	5	4	3	4	3	-	-	-	-	-
Retail trade .....	116	40.0	52.50	-	-	2	10	19	6	3	29	11	10	12	1	2	-	-	8	-	3	-	-	-	-	-	-
Comptometer operators .....	979	39.5	52.00	-	1	3	48	109	151	123	133	100	91	69	49	24	61	7	10	-	-	-	-	-	-	-	-
Manufacturing .....	232	40.0	52.50	-	-	1	9	31	29	17	36	24	28	15	21	6	9	5	1	-	-	-	-	-	-	-	-
Nonmanufacturing .....	747	39.5	51.50	-	1	2	39	78	122	106	97	76	63	54	28	18	52	2	9	-	-	-	-	-	-	-	-
Wholesale trade .....	320	39.5	52.00	-	-	-	19	35	30	37	53	41	33	38	12	8	12	2	-	-	-	-	-	-	-	-	-
Retail trade .....	227	39.0	53.50	-	-	2	15	22	35	20	25	20	23	6	5	7	38	-	9	-	-	-	-	-	-	-	-
Finance ** .....	59	38.5	52.00	-	-	-	1	1	14	1	12	14	4	4	8	-	-	-	-	-	-	-	-	-	-	-	-
Duplicating-machine operators (mimeograph or ditto) .....	151	40.0	46.00	2	12	22	27	14	19	19	11	10	1	2	3	4	5	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing .....	104	40.0	45.50	2	5	18	20	7	13	17	7	8	1	-	2	4	-	-	-	-	-	-	-	-	-	-	-
Key-punch operators .....	595	39.5	47.50	-	27	43	79	73	97	60	69	57	40	30	16	2	-	1	1	-	-	-	-	-	-	-	-
Manufacturing .....	198	39.5	51.00	-	-	4	12	12	24	32	25	33	30	19	6	1	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing .....	397	39.5	46.00	-	27	39	67	61	73	28	44	24	10	11	10	1	-	7	1	1	-	-	-	-	-	-	-
Public utilities * .....	47	40.0	50.50	-	-	1	10	8	3	1	7	5	3	-	7	-	-	1	1	-	-	-	-	-	-	-	-
Wholesale trade .....	57	40.0	48.00	-	-	4	7	11	8	8	3	9	2	3	1	1	-	-	-	-	-	-	-	-	-	-	-
Finance ** .....	215	39.5	45.50	-	11	25	27	36	56	18	26	4	3	8	1	-	-	-	-	-	-	-	-	-	-	-	-
Office girls .....	484	39.5	39.50	47	165	94	99	23	20	11	22	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	120	40.0	41.00	-	44	20	23	8	5	2	15	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing .....	364	39.5	39.00	47	121	74	76	15	15	9	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Public utilities * .....	32	40.0	44.00	-	-	2	18	1	1	7	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade .....	66	40.0	38.00	14	18	16	12	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance ** .....	205	39.0	38.00	29	86	46	31	5	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnote at end of table.

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

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



Table A-1: Office Occupations - Continued

(Average straight-time weekly hours and earnings<sup>1</sup> for selected occupations studied on an area basis in Minneapolis-St. Paul, Minn., by industry division, November 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 \$35.00	\$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	\$95.00	\$95.00 and over	
					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	95.00			
<b>Women - Continued</b>																											
<b>Secretaries</b> .....	1,740	39.5	63.00	-	-	-	-	5	43	37	135	162	162	170	252	161	123	124	80	44	119	50	34	33	6		
Manufacturing .....	800	40.0	65.50	-	-	-	-	1	4	8	29	57	70	68	142	66	61	63	59	26	83	16	20	26	1		
Nonmanufacturing .....	940	39.5	61.00	-	-	-	-	4	39	29	106	105	92	102	110	95	62	61	21	18	36	34	14	7	5		
Wholesale trade .....	179	40.0	62.00	-	-	-	-	-	-	7	21	24	6	26	22	19	13	12	2	2	13	4	6	2	-		
Retail trade .....	192	40.0	58.50	-	-	-	-	1	2	5	21	23	27	24	29	30	15	4	7	1	3	-	-	-	-		
Finance ** .....	275	39.0	61.50	-	-	-	-	3	8	1	26	26	31	35	37	26	22	24	3	8	8	11	2	2	2		
<b>Stenographers, general</b> .....	2,397	39.5	52.50	-	9	55	116	168	252	403	400	192	184	165	193	81	46	49	53	12	7	10	1	1	-		
Manufacturing .....	956	40.0	54.00	-	3	19	29	38	99	120	194	86	95	71	74	30	20	24	37	5	1	9	1	1	-		
Nonmanufacturing .....	1,441	39.5	51.50	-	6	36	87	130	153	283	206	106	89	94	119	51	26	25	16	7	6	1	-	-	-		
Public utilities * .....	286	40.0	55.00	-	-	10	15	27	21	33	12	22	29	10	54	17	8	7	10	5	5	1	-	-	-		
Wholesale trade .....	305	39.5	54.00	-	-	7	18	24	19	40	37	31	22	22	29	20	11	17	6	2	-	-	-	-	-		
Retail trade .....	269	40.5	49.50	-	5	5	17	17	33	54	69	28	14	23	4	-	-	-	-	-	-	-	-	-	-		
Finance ** .....	404	39.0	50.00	-	1	12	29	54	70	69	46	20	22	39	19	14	7	1	-	-	1	-	-	-	-		
<b>Stenographers, technical</b> .....	88	39.5	55.00	-	-	-	-	-	8	4	35	5	6	3	7	17	3	-	-	-	-	-	-	-	-		
<b>Switchboard operators</b> .....	401	40.5	51.00	1	8	11	37	53	51	34	31	59	29	28	19	24	3	4	8	1	-	-	-	-	-		
Manufacturing .....	93	40.0	56.00	-	-	-	1	2	13	11	8	3	9	10	16	15	1	1	2	1	-	-	-	-	-		
Nonmanufacturing .....	308	40.5	49.00	1	8	11	36	51	38	23	23	56	20	18	3	9	2	3	6	-	-	-	-	-	-		
Public utilities * .....	52	40.0	56.50	-	-	-	6	4	2	-	7	5	1	9	2	7	1	3	5	-	-	-	-	-	-		
Retail trade .....	86	40.0	45.50	1	4	9	20	11	7	15	6	3	3	6	1	-	-	-	-	-	-	-	-	-	-		
Finance ** .....	51	39.0	50.50	-	-	-	2	9	8	7	6	11	5	-	1	-	1	-	1	-	-	-	-	-	-		
<b>Switchboard operator-receptionists</b> .....	557	40.0	49.00	-	2	11	79	30	131	89	83	42	33	27	11	8	-	5	2	3	-	-	1	-	-		
Manufacturing .....	230	40.0	50.00	-	-	1	20	10	77	22	38	23	7	15	6	5	-	-	2	3	-	-	1	-	-		
Nonmanufacturing .....	327	40.0	48.50	-	2	10	59	20	54	67	45	19	26	12	5	3	-	5	-	-	-	-	-	-	-		
Wholesale trade .....	116	40.0	48.50	-	-	-	26	14	19	16	15	-	9	10	2	3	-	2	-	-	-	-	-	-	-		
<b>Tabulating-machine operators</b> .....	152	39.5	54.50	-	6	1	10	8	11	8	14	12	15	16	18	15	10	3	5	-	-	-	-	-	-		
Manufacturing .....	52	40.0	60.50	-	-	-	-	-	1	-	6	2	3	9	11	9	4	3	4	-	-	-	-	-	-		
Nonmanufacturing .....	100	39.5	51.50	-	6	1	10	8	10	8	8	10	12	7	7	6	6	6	1	-	-	-	-	-	-		
Finance ** .....	65	39.0	50.00	-	6	1	4	8	10	6	3	5	9	3	3	3	4	-	-	-	-	-	-	-	-		
<b>Transcribing-machine operators, general</b> .....	684	39.5	49.50	-	2	19	56	108	93	92	107	88	54	16	20	6	10	6	5	2	-	-	-	-	-		
Manufacturing .....	171	39.0	49.50	-	-	9	13	13	29	28	28	25	16	4	4	1	1	-	-	-	-	-	-	-	-		
Nonmanufacturing .....	513	39.5	50.00	-	2	10	43	95	64	64	79	63	38	12	16	5	9	6	5	2	-	-	-	-	-		
Wholesale trade .....	244	39.5	51.00	-	-	1	18	31	24	33	36	49	28	6	3	5	1	2	5	2	-	-	-	-	-		
Finance ** .....	136	39.0	50.50	-	2	9	17	16	15	7	21	10	8	6	13	-	8	4	-	-	-	-	-	-	-		
<b>Typists, class A</b> .....	501	40.0	51.50	-	3	3	18	58	80	52	69	64	63	53	14	18	2	3	1	-	-	-	-	-	-		
Manufacturing .....	212	40.0	53.00	-	-	-	1	8	20	27	44	22	44	25	9	11	-	1	-	-	-	-	-	-	-		
Nonmanufacturing .....	289	40.0	50.00	-	3	3	17	50	60	25	25	42	19	28	5	7	2	2	1	-	-	-	-	-	-		
Public utilities * .....	76	40.0	56.00	-	-	-	-	3	6	5	2	18	8	17	5	7	2	2	1	-	-	-	-	-	-		
Finance ** .....	93	39.5	47.50	-	3	3	9	15	25	8	5	13	6	6	-	-	-	-	-	-	-	-	-	-	-		
<b>Typists, class B</b> .....	2,301	39.5	45.50	26	162	250	490	396	272	170	192	90	100	25	128	-	-	-	-	-	-	-	-	-	-		
Manufacturing .....	793	40.0	48.50	-	46	45	113	103	94	60	97	51	62	5	117	-	-	-	-	-	-	-	-	-	-		
Nonmanufacturing .....	1,508	39.5	43.50	26	116	205	377	293	178	110	95	39	38	20	11	-	-	-	-	-	-	-	-	-	-		
Public utilities * .....	77	40.0	47.50	-	-	6	12	3	9	12	24	5	6	-	-	-	-	-	-	-	-	-	-	-	-		
Wholesale trade .....	398	39.5	47.00	-	6	23	75	87	57	40	26	29	18	8	-	-	-	-	-	-	-	-	-	-	-		
Retail trade .....	143	40.0	42.50	14	13	28	19	18	7	26	16	2	-	-	-	-	-	-	-	-	-	-	-	-	-		
Finance ** .....	643	39.0	42.00	11	97	133	143	109	78	32	29	3	3	2	3	-	-	-	-	-	-	-	-	-	-		

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

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

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

Table A-2: Professional and Technical Occupations

(Average straight-time weekly hours and earnings<sup>1</sup> for selected occupations studied on an area basis in Minneapolis-St. Paul, Minn., by industry division, November 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 \$ 45.00	\$ 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	\$ 95.00	\$ 100.00	\$ 105.00	\$ 110.00	\$ 115.00 and over
<u>Men</u>																									
<u>Draftsmen, senior</u> .....	473	40.0	83.00	-	-	-	-	-	7	2	9	3	22	24	13	13	73	106	102	49	19	15	3	13	-
Manufacturing .....	365	40.0	85.00	-	-	-	-	-	-	2	-	5	13	7	12	55	87	96	46	16	10	3	13	-	
Nonmanufacturing .....	108	40.0	74.50	-	-	-	-	-	7	2	7	3	17	11	6	18	19	6	3	3	5	-	-	-	
<u>Draftsmen, junior</u> .....	273	40.0	67.50	3	10	-	3	2	3	12	44	38	27	41	13	23	19	16	16	3	-	-	-	-	-
Manufacturing .....	232	40.0	69.50	-	-	-	-	2	1	9	40	28	25	41	12	22	18	15	16	3	-	-	-	-	-
<u>Tracers</u> .....	128	40.0	59.50	9	3	3	19	11	10	15	23	-	7	3	3	2	12	8	-	-	-	-	-	-	-
Manufacturing .....	107	40.0	58.00	9	3	3	19	11	10	15	16	-	5	-	-	-	8	8	-	-	-	-	-	-	-
<u>Women</u>																									
<u>Nurses, industrial (registered)</u> .....	138	40.0	69.50	-	-	-	-	2	1	7	8	15	29	11	26	5	20	6	8	-	-	-	-	-	-
One-nurse unit .....	57	40.0	70.50	-	-	-	-	1	-	6	3	10	3	8	6	3	3	6	8	-	-	-	-	-	-
Multiple-nurse unit .....	81	40.0	69.00	-	-	-	-	1	1	1	5	5	26	3	20	2	17	-	-	-	-	-	-	-	-
Manufacturing .....	114	40.0	70.00	-	-	-	-	1	-	6	5	13	24	8	26	2	18	3	8	-	-	-	-	-	-

<sup>1</sup> Hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.Occupational Wage Survey, Minneapolis-St. Paul, Minn., November 1953  
U.S. DEPARTMENT OF LABOR  
Bureau of Labor Statistics

Table A-3: Maintenance and Powerplant Occupations

(Average hourly earnings<sup>1</sup> for men in selected occupations studied on an area basis in Minneapolis-St. Paul, Minn., by industry division, November 1953)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																									
			Under \$ 1.40	\$ 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	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90 and over
			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	2.30	2.40	2.50	2.60	2.70	2.80	2.90	over
<b>Carpenters, maintenance</b> .....	302	2.29	-	-	-	-	-	-	2	4	4	6	6	19	64	17	15	11	6	-	2	10	1	57	8	69	1	-
Manufacturing .....	163	2.16	-	-	-	-	-	-	3	3	3	6	5	5	59	9	5	11	5	-	3	1	41	7	-	-	-	
Nonmanufacturing .....	139	2.43	-	-	-	-	-	-	2	1	1	-	1	14	5	8	10	-	1	-	2	7	-	16	1	69	1	-
Retail trade .....	67	2.53	-	-	-	-	-	-	-	-	-	-	-	9	-	-	3	-	-	-	2	2	-	3	1	46	1	-
<b>Electricians, maintenance</b> .....	526	2.33	-	-	-	-	-	-	-	1	11	15	6	41	78	26	19	20	75	19	11	25	24	10	20	124	1	
Manufacturing .....	404	2.35	-	-	-	-	-	-	-	-	11	9	6	39	27	25	17	20	75	18	3	19	3	7	9	115	1	
Nonmanufacturing .....	122	2.27	-	-	-	-	-	-	-	1	-	6	-	2	51	1	2	-	-	1	8	6	21	3	7	11	9	-
<b>Engineers, stationary</b> .....	483	2.08	-	-	-	3	-	7	25	2	20	5	18	63	120	72	29	38	14	6	15	12	20	-	-	-	14	
Manufacturing .....	237	2.10	-	-	-	3	-	4	15	-	18	3	8	35	17	44	22	12	11	5	14	5	16	-	-	-	5	
Nonmanufacturing .....	246	2.07	-	-	-	-	-	3	10	2	2	2	10	28	103	28	7	26	3	1	1	7	4	-	-	-	9	
<b>Firemen, stationary boiler</b> .....	442	1.82	15	21	28	3	28	23	7	21	66	24	50	31	11	29	21	5	28	-	8	15	4	-	-	4	-	
Manufacturing .....	240	1.85	5	3	14	3	25	19	3	18	9	3	36	26	10	19	17	3	-	8	15	4	-	-	-	-	-	
Nonmanufacturing .....	202	1.79	10	18	14	-	3	4	4	3	57	21	14	5	1	10	4	2	28	-	-	-	-	-	-	4	-	
<b>Helpers, trades, maintenance</b> .....	630	1.79	7	-	28	11	18	59	27	103	61	75	64	4	168	3	-	1	1	-	-	-	-	-	-	-	-	
Manufacturing .....	495	1.79	6	-	28	11	18	49	26	53	49	16	64	3	167	3	-	1	1	-	-	-	-	-	-	-	-	
<b>Machine-tool operators, toolroom</b> .....	280	2.09	-	-	-	-	-	-	-	-	18	7	18	36	40	51	36	-	39	-	2	21	12	-	-	-	-	
Manufacturing .....	242	2.08	-	-	-	-	-	-	-	-	18	7	18	36	28	51	36	-	13	-	2	21	12	-	-	-	-	
<b>Machinists, maintenance</b> .....	558	2.25	-	-	-	-	-	-	-	6	-	-	17	1	37	48	14	22	69	120	149	65	-	3	5	1	1	
Manufacturing .....	542	2.24	-	-	-	-	-	-	-	6	-	-	17	-	36	47	14	22	69	120	148	58	-	3	-	1	1	
<b>Mechanics, automotive (maintenance)</b> .....	793	1.92	-	-	-	-	-	-	16	286	103	10	54	53	108	20	47	8	30	-	55	2	-	1	-	-	-	
Manufacturing .....	76	2.06	-	-	-	-	-	-	-	6	1	2	2	18	11	1	12	8	12	-	2	-	-	1	-	-	-	
Nonmanufacturing .....	717	1.91	-	-	-	-	-	-	16	280	102	8	52	35	97	19	35	-	18	-	55	-	-	-	-	-	-	
Public utilities* .....	602	1.86	-	-	-	-	-	-	10	279	100	6	39	28	91	14	35	-	-	-	-	-	-	-	-	-	-	
<b>Mechanics, maintenance</b> .....	530	2.05	-	-	1	7	7	2	35	18	13	51	38	24	62	92	27	4	78	9	12	50	-	-	-	-	-	
Manufacturing .....	333	2.05	-	-	-	-	-	-	7	16	6	46	12	19	46	85	18	4	55	7	-	12	-	-	-	-	-	
Nonmanufacturing .....	197	2.04	-	-	1	7	7	2	28	2	7	5	26	5	16	7	9	-	23	2	12	38	-	-	-	-	-	
<b>Millwrights</b> .....	337	2.25	-	-	-	-	-	-	-	2	3	11	9	15	36	45	45	12	25	6	18	1	108	-	1	-	-	
Manufacturing .....	333	2.25	-	-	-	-	-	-	-	2	3	10	9	15	36	45	45	10	25	6	18	1	108	-	-	-	-	
<b>Oilers</b> .....	238	1.79	8	1	-	1	7	2	4	70	105	1	6	5	5	3	1	5	-	-	14	-	-	-	-	-	-	
Manufacturing .....	236	1.79	8	1	-	1	7	2	4	70	105	-	6	5	5	3	-	5	-	-	14	-	-	-	-	-	-	
<b>Painters, maintenance</b> .....	259	2.34	-	-	-	-	1	1	-	-	-	10	3	34	14	10	-	16	1	4	5	31	124	4	1	-	-	
Manufacturing .....	99	2.23	-	-	-	-	-	-	-	-	-	7	2	26	3	8	-	9	1	-	4	1	38	-	-	-	-	
Nonmanufacturing .....	160	2.40	-	-	-	-	1	1	-	-	-	3	1	8	11	2	-	7	-	4	1	30	86	4	1	-	-	
<b>Pipefitters, maintenance</b> .....	174	2.51	-	-	-	-	-	-	-	-	-	2	2	4	13	1	27	-	1	19	7	19	-	-	-	79	-	
Manufacturing .....	153	2.52	-	-	-	-	-	-	-	-	-	2	2	4	8	1	27	-	1	19	4	11	-	-	-	74	-	
<b>Tool-and-die makers</b> .....	672	2.37	-	-	-	-	-	-	-	-	-	-	7	1	15	8	10	75	43	18	167	148	114	66	-	-	-	
Manufacturing .....	657	2.37	-	-	-	-	-	-	-	-	-	-	7	1	15	8	10	75	43	18	167	133	114	66	-	-	-	

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

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

Occupational Wage Survey, Minneapolis-St. Paul, Minn., November 1953

U.S. DEPARTMENT OF LABOR

Bureau of Labor Statistics

Table A-4: Custodial and Material Movement Occupations

(Average hourly earnings<sup>1</sup> for selected occupations<sup>2</sup> studied on an area basis in Minneapolis-St. Paul, Minn., by industry division, November 1953)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																									
			Under \$0.90	\$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	\$2.00	\$2.05	\$2.10
			and over																									
Guards .....	644	1.72	-	-	-	-	4	-	6	-	1	1	-	10	18	88	10	79	47	67	106	19	46	124	-	12	-	6
Manufacturing .....	542	1.74	-	-	-	-	-	-	-	-	-	-	-	9	14	61	-	74	28	52	104	18	46	124	-	12	-	-
Nonmanufacturing .....	102	1.61	-	-	-	4	-	6	-	1	1	-	1	4	27	10	5	19	15	2	1	-	-	-	-	-	-	6
Janitors, porters, and cleaners (men) .....	2,875	1.34	44	89	138	98	208	75	101	159	90	141	325	233	352	335	217	88	67	82	33	-	-	-	-	-	-	-
Manufacturing .....	1,242	1.49	-	4	-	10	7	-	9	20	45	77	43	146	199	284	173	82	49	64	30	-	-	-	-	-	-	-
Nonmanufacturing .....	1,633	1.23	44	85	138	88	201	75	92	139	45	64	282	87	153	51	44	6	18	18	3	-	-	-	-	-	-	-
Public utilities * .....	215	1.45	-	-	-	10	-	4	3	12	1	3	10	38	49	28	26	6	16	9	-	-	-	-	-	-	-	-
Wholesale trade .....	123	1.32	-	7	-	3	14	8	7	-	12	4	7	25	10	13	7	-	-	6	-	-	-	-	-	-	-	-
Retail trade .....	628	1.18	23	19	76	13	111	48	48	65	22	30	106	10	61	-	-	-	-	3	3	-	-	-	-	-	-	-
Finance ** .....	362	1.28	-	-	49	-	17	-	34	44	6	11	146	14	33	1	5	-	2	-	-	-	-	-	-	-	-	-
Janitors, porters, and cleaners (women) .....	1,083	1.18	69	17	97	35	26	68	454	38	34	38	32	17	129	19	7	3	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	288	1.36	-	9	-	1	9	22	9	-	16	30	28	16	126	17	5	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing .....	795	1.11	69	8	97	34	17	46	445	38	18	8	4	1	3	2	2	3	-	-	-	-	-	-	-	-	-	-
Laborers, material handling .....	4,889	1.64	13	7	2	47	17	65	19	20	101	61	83	118	223	485	550	252	543	850	269	869	9	81	21	162	22	-
Manufacturing .....	2,445	1.62	-	-	-	9	-	-	-	74	38	22	40	204	425	527	194	201	307	129	1	9	81	-	-	162	22	-
Nonmanufacturing .....	2,444	1.66	13	7	2	38	17	65	19	20	27	23	61	78	19	60	23	58	342	543	140	868	-	-	21	-	-	-
Public utilities * .....	1,013	1.76	-	-	-	-	-	-	-	8	2	-	3	70	-	-	-	-	-	200	87	643	-	-	-	-	-	-
Wholesale trade .....	632	1.69	-	-	-	-	-	16	-	7	7	14	-	8	50	14	55	137	262	46	216	-	-	-	-	-	-	-
Retail trade .....	584	1.48	13	5	2	38	17	49	19	12	18	16	40	8	11	7	9	3	205	81	7	3	-	-	21	-	-	-
Order fillers .....	2,391	1.59	-	45	64	57	51	110	8	25	46	8	36	54	41	56	62	187	310	838	202	82	51	11	11	33	-	3
Manufacturing .....	506	1.57	-	-	-	18	9	14	-	-	24	-	13	36	24	43	26	102	80	69	8	7	-	-	-	33	-	-
Nonmanufacturing .....	1,885	1.59	-	45	64	39	42	96	8	25	22	8	23	18	17	13	36	85	230	769	194	75	51	11	11	-	-	3
Wholesale trade .....	1,114	1.70	-	-	-	-	-	-	7	-	-	-	7	11	3	10	21	72	212	631	88	32	7	11	2	-	-	-
Retail trade .....	580	1.33	-	45	64	34	42	96	8	18	10	4	16	7	14	3	15	13	-	127	41	9	2	-	9	-	-	3
Packers, shipping (men) .....	1,197	1.63	-	-	1	9	28	15	4	3	31	20	24	26	51	107	47	98	156	313	133	101	1	28	-	1	-	-
Manufacturing .....	568	1.61	-	-	-	9	9	4	-	26	16	18	23	34	104	35	14	46	16	92	94	-	28	-	-	-	-	-
Nonmanufacturing .....	629	1.64	-	-	1	-	19	11	4	3	5	4	6	3	17	3	12	84	110	297	41	7	1	-	-	1	-	-
Wholesale trade .....	538	1.68	-	-	-	-	-	-	-	-	-	-	-	2	14	2	7	77	110	280	41	3	1	-	-	1	-	-
Retail trade .....	91	1.37	-	-	1	-	19	11	4	3	5	4	6	1	3	1	5	7	-	17	-	4	-	-	-	-	-	-
Packers, shipping (women) .....	491	1.28	1	24	8	2	14	14	43	70	89	81	84	28	2	14	-	4	6	-	7	-	-	-	-	-	-	-
Manufacturing .....	323	1.30	-	-	4	-	8	12	12	55	69	62	55	25	-	14	-	-	-	-	7	-	-	-	-	-	-	-
Nonmanufacturing .....	168	1.23	1	24	4	2	6	2	31	15	20	19	29	3	2	-	-	4	6	-	-	-	-	-	-	-	-	-
Receiving clerks .....	482	1.75	-	-	-	-	-	-	-	-	3	8	5	8	18	6	24	23	56	85	78	31	11	-	-	41	-	15
Manufacturing .....	283	1.79	-	-	-	-	-	-	-	-	-	-	-	-	18	4	4	13	48	42	48	27	14	9	-	41	-	15
Nonmanufacturing .....	199	1.69	-	-	-	-	-	-	-	-	3	8	5	8	-	2	20	10	8	43	30	43	17	2	-	-	-	-
Retail trade .....	80	1.59	-	-	-	-	-	-	-	-	3	8	5	8	-	2	16	2	1	14	6	14	-	1	-	-	-	-

See footnotes at end of table.

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

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

Occupational Wage Survey, Minneapolis-St. Paul, Minn., November 1953

U. S. DEPARTMENT OF LABOR

Bureau of Labor Statistics

Table A-4: Custodial and Material Movement Occupations - Continued

(Average hourly earnings<sup>1</sup> for selected occupations<sup>2</sup> studied on an area basis in Minneapolis-St. Paul, Minn., by industry division, November 1953)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																									
			Under \$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	\$1.70-1.75	\$1.75-1.80	\$1.80-1.85	\$1.85-1.90	\$1.90-1.95	\$1.95-2.00	\$2.00-2.05	\$2.05-2.10	\$2.10 and over
Shipping clerks .....	413	1.79	-	-	-	-	-	-	-	-	-	10	-	2	2	1	22	50	62	46	93	70	12	8	-	15	20	
Manufacturing .....	235	1.81	-	-	-	-	-	-	-	-	-	6	-	-	-	-	16	26	45	31	26	40	2	8	-	15	20	
Nonmanufacturing .....	178	1.77	-	-	-	-	-	-	-	-	-	4	-	2	2	1	6	24	17	15	67	30	10	-	-	-	-	
Shipping-and-receiving clerks .....	251	1.71	-	-	-	-	-	-	-	-	6	-	-	6	36	13	6	22	10	75	42	29	1	-	5	-	-	
Manufacturing .....	176	1.72	-	-	-	-	-	-	-	-	-	-	-	-	32	-	5	22	8	71	27	11	-	-	-	-	-	
Truckdrivers, light (under 1½ tons)...	1,151	1.80	-	-	-	-	9	1	-	3	1	25	26	-	20	1	19	18	12	68	804	53	3	17	-	-	71	
Truckdrivers, medium (1½ to and including 4 tons) .....	1,246	1.83	-	-	-	-	-	-	-	-	-	-	-	20	-	-	1	31	15	107	794	137	6	92	6	-	37	
Manufacturing .....	331	1.87	-	-	-	-	-	-	-	-	-	-	-	3	-	-	1	26	13	58	101	20	4	63	5	-	37	
Nonmanufacturing .....	915	1.82	-	-	-	-	-	-	-	-	-	-	-	17	-	-	-	5	2	49	693	117	2	29	1	-	-	
Public utilities * .....	534	1.81	-	-	-	-	-	-	-	-	-	-	-	17	-	-	-	-	-	2	479	4	2	29	1	-	-	
Wholesale trade .....	277	1.82	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	46	147	81	-	-	-	-	-	-	
Truckdrivers, heavy (over 4 tons, trailer type) .....	439	1.84	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	3	-	7	333	85	-	1	2	-	6	
Nonmanufacturing .....	415	1.83	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	1	327	85	-	-	-	-	-	
Retail trade .....	98	1.83	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	92	6	-	-	-	-	-	
Truckdrivers, heavy (over 4 tons, other than trailer type) .....	232	1.84	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	77	110	19	-	-	-	5	21	
Nonmanufacturing .....	191	1.81	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	71	96	19	-	-	-	-	5	-
Truckers, power (forklift) .....	547	1.75	-	-	-	-	-	-	-	6	-	-	14	7	18	47	47	57	36	47	147	37	13	69	-	-	2	
Manufacturing .....	353	1.73	-	-	-	-	-	-	-	6	-	-	14	7	18	38	47	52	31	24	3	30	12	69	-	-	2	
Nonmanufacturing .....	194	1.79	-	-	-	-	-	-	-	-	-	-	-	-	-	9	-	5	5	23	144	7	1	-	-	-	-	
Truckers, power (other than forklift)...	246	1.63	-	-	-	-	-	-	-	-	-	3	-	2	27	20	121	27	5	34	-	-	4	-	-	-	3	
Manufacturing .....	231	1.63	-	-	-	-	-	-	-	-	-	3	-	2	27	17	121	27	5	22	-	-	4	-	-	-	3	
Watchmen .....	368	1.48	7	2	3	13	-	11	10	17	3	9	46	17	32	54	47	16	22	24	7	1	14	13	-	-	-	
Manufacturing .....	154	1.61	-	-	-	-	-	-	-	6	1	3	8	10	18	16	12	14	17	18	4	-	14	13	-	-	-	
Nonmanufacturing .....	214	1.39	7	2	3	13	-	11	10	11	2	6	38	7	14	38	35	2	5	6	3	1	-	-	-	-	-	
Public utilities * .....	72	1.55	-	-	-	-	-	-	-	-	-	-	1	1	11	33	20	-	5	-	1	-	-	-	-	-	-	

<sup>1</sup> Excludes premium pay for overtime and nightwork.<sup>2</sup> Data limited to men workers, except where otherwise indicated.

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

## B: Establishment Practices and Supplementary Wage Provisions

Table B-1: Shift Differential Provisions<sup>1</sup>

Shift differential	Percent of manufacturing plant workers -			
	(a) In establishments having formal provisions for -		(b) Actually working on -	
	Second shift work	Third or other shift work	Second shift	Third or other shift
Total .....	89.4	77.2	16.6	6.7
With shift pay differential .....	86.9	76.6	16.0	6.7
Uniform cents (per hour) .....	68.7	58.4	11.9	4.0
4 cents .....	1.4	-	.4	-
5 cents .....	9.5	1.2	1.4	.1
6 cents .....	1.8	-	.3	-
7 or 7½ cents .....	6.4	1.1	1.0	-
8 cents .....	6.8	4.1	1.1	.4
9 cents .....	5.8	5.8	.1	.1
10 cents .....	28.4	20.9	5.7	2.3
11 cents .....	-	.6	-	( <sup>2</sup> )
12 or 12½ cents .....	1.0	4.1	.1	.2
Over 12½ and under 15 cents .....	3.0	3.9	.6	.2
15 cents .....	4.6	7.8	1.2	.2
Over 15 cents .....	-	8.9	-	.5
Uniform percentage .....	17.7	17.7	4.0	2.6
5 percent .....	1.8	-	.1	-
7½ percent .....	11.9	2.3	3.1	( <sup>2</sup> )
10 percent .....	4.0	4.0	.8	( <sup>2</sup> )
12½ percent .....	-	11.4	-	2.6
Other .....	.5	.5	.1	.1
No shift pay differential .....	2.5	.6	.6	-

<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 either of the following conditions: (1) Operated late shifts at the time of the survey, or (2) had formal provisions covering late shifts.

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

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Table B-2: Scheduled Weekly Hours

Weekly hours	PERCENT OF OFFICE WORKERS <sup>1</sup> EMPLOYED IN—							PERCENT OF PLANT WORKERS EMPLOYED IN—					
	All industries <sup>2</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries <sup>3</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All workers .....	100.0	100.0	100.0	100.0	100.0	100.0		100.0	100.0	100.0	100.0	100.0	
Under 37½ hours .....	0.8	-	2.5	3.4	-	0.7		0.4	0.7	-	-	-	
37½ hours .....	10.4	5.6	-	7.7	7.4	24.3		4.8	6.3	-	2.9	-	
Over 37½ and under 40 hours .....	10.9	14.8	-	-	1.8	20.5		-	-	-	-	-	
40 hours .....	76.1	77.4	97.5	86.0	87.9	54.5		76.8	78.8	89.0	89.3	67.2	
Over 40 and under 44 hours .....	1.1	.7	-	2.9	1.8	-		4.5	-	3.8	4.8	17.9	
44 hours .....	.3	-	-	-	1.1	-		2.1	-	-	-	6.9	
45 hours .....	.4	1.5	-	-	-	-		5.8	9.4	-	3.0	-	
48 hours .....	-	-	-	-	-	-		3.4	3.5	-	-	4.9	
Over 48 hours .....	-	-	-	-	-	-		2.2	1.3	7.2	-	3.1	

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

<sup>2</sup> Includes data for services in addition to those industry divisions shown separately.

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

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

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

Table B-3: Paid Holidays<sup>1</sup>

Number of paid holidays	PERCENT OF OFFICE WORKERS EMPLOYED IN—							PERCENT OF PLANT WORKERS EMPLOYED IN—					
	All industries <sup>2</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries <sup>3</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All workers .....	100.0	100.0	100.0	100.0	100.0	100.0		100.0	100.0	100.0	100.0	100.0	
Workers in establishments providing paid holidays .....	99.9	99.9	100.0	100.0	99.6	100.0		96.7	97.1	94.9	100.0	98.2	
3 days .....	-	-	-	-	-	-		1.0	-	-	-	4.6	
4 days .....	-	-	-	-	-	-		1.4	-	11.8	-	-	
5 days .....	.1	-	-	-	-	-		.3	-	-	-	-	
6 days .....	77.7	87.3	56.3	62.3	95.2	68.4		80.9	83.7	61.4	70.7	86.3	
7 days .....	12.9	6.6	41.3	28.5	4.4	9.2		8.0	4.4	21.7	29.3	7.3	
8 days .....	6.2	5.0	-	3.2	-	16.0		4.7	8.2	-	-	-	
9 days .....	1.6	1.0	-	-	-	5.0		.4	.8	-	-	-	
10 days .....	.4	-	2.4	-	-	.7		-	-	-	-	-	
11 days .....	.8	-	-	6.0	-	-		-	-	-	-	-	
12 days .....	.2	-	-	-	-	.7		-	-	-	-	-	
Workers in establishments providing no paid holidays .....	.1	.1	-	-	.4	-		3.3	2.9	5.1	-	1.8	

<sup>1</sup> Estimates include only full-day holidays.

<sup>2</sup> Includes data for services in addition to those industry divisions shown separately.

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

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

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

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Table B-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*	Wholesale trade	Retail trade	Finance**	Services	All industries <sup>2</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All workers .....	100.0	100.0	100.0	100.0	100.0	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 .....	100.0	100.0	100.0	100.0	100.0	100.0		99.8	100.0	100.0	100.0	100.0	
Length-of-time payment .....	98.5	95.7	100.0	100.0	100.0	100.0		92.7	91.9	78.9	100.0	100.0	
1 week .....	30.7	23.0	71.5	42.4	73.3	.4		72.7	77.9	59.9	77.9	61.7	
Over 1 but less than 2 weeks .....	2.0	1.9	-	-	-	-		2.9	5.0	-	-	-	
2 weeks .....	65.8	70.7	28.5	57.6	26.7	99.6		16.0	7.3	19.0	22.1	38.3	
Other .....	( <sup>3</sup> )	.1	-	-	-	-		1.1	1.7	-	-	-	
Percentage payment <sup>4</sup> .....	1.5	4.3	-	-	-	-		7.1	8.1	21.1	-	-	
Less than 2 percent .....	-	-	-	-	-	-		1.3	-	11.3	-	-	
2 percent .....	-	-	-	-	-	-		4.6	6.0	9.8	-	-	
Over 2 but less than 3 percent... ..	-	-	-	-	-	-		1.2	2.1	-	-	-	
4 percent .....	1.5	4.3	-	-	-	-		-	-	-	-	-	
Workers in establishments providing no paid vacations .....	-	-	-	-	-	-		.2	-	-	-	-	
<u>After 2 years of service</u>													
Workers in establishments providing paid vacations .....	100.0	100.0	100.0	100.0	100.0	100.0		99.8	100.0	100.0	100.0	100.0	
Length-of-time payment .....	98.5	95.7	100.0	100.0	100.0	100.0		91.6	90.0	78.9	100.0	100.0	
1 week .....	9.6	7.9	12.4	16.6	22.9	-		43.7	56.7	13.0	39.3	21.7	
Over 1 but less than 2 weeks .....	2.5	3.2	-	-	-	-		7.0	11.2	1.5	2.5	1.4	
2 weeks .....	85.8	84.5	87.6	83.4	77.1	100.0		40.1	20.9	64.4	58.2	76.9	
Other .....	.6	.1	-	-	-	-		.8	1.2	-	-	-	
Percentage payment <sup>4</sup> .....	1.5	4.3	-	-	-	-		7.1	8.1	21.1	-	-	
Less than 2 percent .....	-	-	-	-	-	-		1.3	-	11.3	-	-	
2 percent .....	-	-	-	-	-	-		3.5	6.0	-	-	-	
Over 2 but less than 3 percent... ..	-	-	-	-	-	-		1.2	2.1	-	-	-	
4 percent .....	1.5	4.3	-	-	-	-		1.1	-	9.8	-	-	
Over-type payment .....	-	-	-	-	-	-		1.1	1.9	-	-	-	
Workers in establishments providing no paid vacations .....	-	-	-	-	-	-		.2	-	-	-	-	
<u>After 3 years of service</u>													
Workers in establishments providing paid vacations .....	100.0	100.0	100.0	100.0	100.0	100.0		99.8	100.0	100.0	100.0	100.0	
Length-of-time payment .....	98.5	95.7	100.0	100.0	100.0	100.0		91.6	90.0	78.9	100.0	100.0	
1 week .....	3.1	3.5	2.8	4.9	7.9	-		13.0	19.3	5.6	8.4	3.4	
Over 1 but less than 2 weeks .....	2.4	2.8	-	-	-	-		6.0	8.4	1.5	6.4	1.4	
2 weeks .....	91.8	87.5	97.2	95.1	92.1	100.0		70.5	58.8	71.8	85.2	95.2	
Other .....	1.2	1.9	-	-	-	-		2.1	3.5	-	-	-	
Percentage payment <sup>4</sup> .....	1.5	4.3	-	-	-	-		7.1	8.1	21.1	-	-	
Less than 2 percent .....	-	-	-	-	-	-		1.3	-	11.3	-	-	
2 percent .....	-	-	-	-	-	-		.5	.8	-	-	-	
3 percent .....	-	-	-	-	-	-		2.0	3.5	-	-	-	
4 percent .....	1.5	4.3	-	-	-	-		2.1	1.7	9.8	-	-	
Over 4 but less than 6 percent... ..	-	-	-	-	-	-		1.2	2.1	-	-	-	
Other-type payment .....	-	-	-	-	-	-		1.1	1.9	-	-	-	
Workers in establishments providing no paid vacations .....	-	-	-	-	-	-		.2	-	-	-	-	

See footnotes at end of table.

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

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

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Table B-4: Paid Vacations (Formal Provisions)- Continued

Vacation policy	PERCENT OF OFFICE WORKERS EMPLOYED IN--							PERCENT OF PLANT WORKERS EMPLOYED IN--					
	All industries <sup>1</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries <sup>2</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All workers .....	100.0	100.0	100.0	100.0	100.0	100.0		100.0	100.0	100.0	100.0	100.0	
<u>After 5 years of service</u>													
Workers in establishments providing paid vacations .....	100.0	100.0	100.0	100.0	100.0	100.0		99.8	100.0	100.0	100.0	100.0	
Length-of-time payment .....	98.5	95.7	100.0	100.0	100.0	100.0		91.6	90.0	78.9	100.0	100.0	
1 week .....	.8	1.9	-	.8	.3	-		1.1	1.3	-	3.0	.9	
2 weeks .....	89.9	82.3	100.0	99.2	97.3	95.3		81.7	77.0	78.9	97.0	90.4	
Over 2 but less than 3 weeks ...	1.9	.3	-	-	-	4.7		1.4	2.4	-	-	-	
3 weeks .....	4.3	10.4	-	-	2.4	-		5.9	6.8	-	-	8.7	
Other .....	1.6	.8	-	-	-	-		1.5	2.5	-	-	-	
Percentage payment <sup>4</sup> .....	1.5	4.3	-	-	-	-		7.1	8.1	21.1	-	-	
Over 3 but less than 4 percent...	-	-	-	-	-	-		1.3	-	11.3	-	-	
4 percent .....	1.5	4.3	-	-	-	-		4.6	6.0	9.8	-	-	
Over 4 but less than 6 percent...	-	-	-	-	-	-		1.2	2.1	-	-	-	
Other-type payment .....	-	-	-	-	-	-		1.1	1.9	-	-	-	
Workers in establishments providing no paid vacations .....	-	-	-	-	-	-		.2	-	-	-	-	
<u>After 10 years of service</u>													
Workers in establishments providing paid vacations .....	100.0	100.0	100.0	100.0	100.0	100.0		99.8	100.0	100.0	100.0	100.0	
Length-of-time payment .....	98.5	95.7	100.0	100.0	100.0	100.0		91.6	90.0	78.9	100.0	100.0	
1 week .....	.7	1.9	-	-	.3	-		.9	1.3	-	-	.9	
2 weeks .....	67.3	53.4	57.3	81.8	80.0	80.6		64.0	57.8	45.6	85.2	79.3	
3 weeks .....	29.1	40.1	42.7	18.2	19.7	19.4		25.2	28.8	31.8	14.8	19.8	
Other .....	1.4	.3	-	-	-	-		1.5	2.1	1.5	-	-	
Percentage payment <sup>4</sup> .....	1.5	4.3	-	-	-	-		7.1	8.1	21.1	-	-	
Over 3 but less than 4 percent...	-	-	-	-	-	-		1.3	-	11.3	-	-	
4 percent .....	-	-	-	-	-	-		1.6	.8	9.8	-	-	
Over 4 but less than 6 percent...	1.5	4.3	-	-	-	-		3.5	6.0	-	-	-	
6 percent and over .....	-	-	-	-	-	-		.7	1.3	-	-	-	
Other-type payment .....	-	-	-	-	-	-		1.1	1.9	-	-	-	
Workers in establishments providing no paid vacations .....	-	-	-	-	-	-		.2	-	-	-	-	
<u>After 15 years of service</u>													
Workers in establishments providing paid vacations .....	100.0	100.0	100.0	100.0	100.0	100.0		99.8	100.0	100.0	100.0	100.0	
Length-of-time payment .....	98.5	95.7	100.0	100.0	100.0	100.0		91.6	90.0	78.9	100.0	100.0	
1 week .....	.7	1.9	-	-	.3	-		.9	1.3	-	-	.9	
2 weeks .....	21.9	24.4	14.1	26.2	32.0	9.1		33.5	25.4	7.2	21.8	58.5	
3 weeks .....	74.3	69.4	85.9	73.8	67.7	90.9		56.8	62.8	71.7	78.2	40.6	
Other .....	1.6	-	-	-	-	-		.4	.5	-	-	-	
Percentage payment <sup>4</sup> .....	1.5	4.3	-	-	-	-		7.1	8.1	21.1	-	-	
4 percent .....	-	-	-	-	-	-		1.6	.8	9.8	-	-	
Over 4 but less than 6 percent...	-	-	-	-	-	-		1.6	.4	11.3	-	-	
6 percent and over .....	1.5	4.3	-	-	-	-		3.9	6.9	-	-	-	
Other-type payment .....	-	-	-	-	-	-		1.1	1.9	-	-	-	
Workers in establishments providing no paid vacations .....	-	-	-	-	-	-		.2	-	-	-	-	

See footnotes at end of table.

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

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

Table B-4: Paid Vacations (Formal Provisions)- Continued

Vacation policy	PERCENT OF OFFICE WORKERS EMPLOYED IN—							PERCENT OF PLANT WORKERS EMPLOYED IN—					
	All industries <sup>1</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries <sup>2</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All workers .....	100.0	100.0	100.0	100.0	100.0	100.0		100.0	100.0	100.0	100.0	100.0	
<u>After 20 years of service</u>													
Workers in establishments providing paid vacations .....	100.0	100.0	100.0	100.0	100.0	100.0		99.8	100.0	100.0	100.0	100.0	
Length-of-time payment .....	98.5	95.7	100.0	100.0	100.0	100.0		91.6	90.0	78.9	100.0	100.0	
1 week .....	.7	1.9	-	-	.3	-		.9	1.3	-	-	.9	
2 weeks .....	21.4	23.1	14.1	26.2	32.0	9.0		31.9	22.7	7.2	21.8	58.5	
3 weeks .....	69.9	70.5	85.9	67.8	67.1	75.2		57.6	64.9	71.7	78.2	38.9	
4 weeks and over .....	5.2	.2	-	6.0	.6	15.8		.9	.6	-	-	1.7	
Other .....	1.3	-	-	-	-	-		.3	.5	-	-	-	
Percentage payment <sup>4</sup> .....	1.5	4.3	-	-	-	-		7.1	8.1	21.1	-	-	
4 percent .....	-	-	-	-	-	-		1.6	.8	9.8	-	-	
Over 4 but less than 6 percent...	-	-	-	-	-	-		1.6	.4	11.3	-	-	
6 percent and over .....	1.5	4.3	-	-	-	-		3.9	6.9	-	-	-	
Other-type payment .....	-	-	-	-	-	-		1.1	1.9	-	-	-	
Workers in establishments providing no paid vacations .....	-	-	-	-	-	-		.2	-	-	-	-	
<u>After 25 years of service</u>													
Workers in establishments providing paid vacations .....	100.0	100.0	100.0	100.0	100.0	100.0		99.8	100.0	100.0	100.0	100.0	
Length-of-time payment .....	98.5	95.7	100.0	100.0	100.0	100.0		91.6	90.0	78.9	100.0	100.0	
1 week .....	.7	1.9	-	-	.3	-		.9	1.3	-	-	.9	
2 weeks .....	20.9	22.9	14.1	23.6	30.9	9.0		30.3	20.8	7.2	19.8	56.5	
3 weeks .....	56.0	60.4	85.9	54.1	35.9	55.9		53.4	63.0	71.7	70.2	25.5	
4 weeks and over .....	19.6	10.5	-	22.3	32.9	35.1		6.7	4.4	-	10.0	17.1	
Other .....	1.3	-	-	-	-	-		.3	.5	-	-	-	
Percentage payment <sup>4</sup> .....	1.5	4.3	-	-	-	-		7.1	8.1	21.1	-	-	
4 percent .....	-	-	-	-	-	-		1.6	.8	9.8	-	-	
Over 4 but less than 6 percent...	-	-	-	-	-	-		1.6	.4	11.3	-	-	
6 percent and over .....	1.5	4.3	-	-	-	-		3.9	6.9	-	-	-	
Other-type payment .....	-	-	-	-	-	-		1.1	1.9	-	-	-	
Workers in establishments providing no paid vacations .....	-	-	-	-	-	-		.2	-	-	-	-	

<sup>1</sup> Includes data for services in addition to those industry divisions shown separately.

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

<sup>3</sup> Less than 0.05 percent.

<sup>4</sup> Percent of annual earnings.

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

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

Table B-5: Health, 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*	Wholesale trade	Retail trade	Finance**	Services	All industries <sup>2</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All workers .....	100.0	100.0	100.0	100.0	100.0	100.0		100.0	100.0	100.0	100.0	100.0	
Workers in establishments providing:													
Life insurance .....	88.4	95.9	95.8	83.2	71.5	92.6		86.8	90.8	97.5	93.9	68.3	
Accidental death and dismemberment insurance .....	38.0	58.7	22.6	49.5	38.1	12.1		52.9	55.9	52.2	66.0	43.3	
Sickness and accident insurance .....	43.6	76.4	19.1	48.3	53.7	5.9		69.0	83.7	35.3	71.6	48.9	
Sick leave (full pay and no waiting period) .....	40.8	38.7	84.6	24.5	33.8	44.9		16.3	7.2	49.5	20.1	23.3	
Sick leave (partial pay or waiting period) .....	3.5	3.4	3.5	2.9	13.2	-		12.3	17.0	15.1	3.7	2.9	
Hospitalization insurance .....	73.3	87.1	25.9	72.3	59.5	86.1		76.9	88.2	56.5	89.7	56.3	
Surgical insurance .....	70.2	84.5	22.6	71.0	51.2	83.5		74.7	86.1	54.2	86.5	54.8	
Medical insurance .....	51.3	55.5	15.5	52.6	35.5	69.9		47.8	53.9	47.1	66.8	24.4	
Catastrophe insurance .....	1.3	1.1	-	-	-	3.7		1.6	2.7	-	-	-	
Retirement pension .....	68.2	58.6	81.1	70.0	49.3	92.2		46.5	46.5	81.6	59.3	39.8	
Health, insurance, or pension plan not listed above .....	5.7	15.7	-	-	1.8	-		10.7	17.3	2.6	-	2.4	
No health, insurance, or pension plan .....	7.6	1.5	2.1	11.6	19.3	2.9		5.8	2.7	-	2.9	16.0	

<sup>1</sup> Includes data for services in addition to those industry divisions shown separately.

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

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

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

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Table B-6: Overtime Pay Practices

Overtime policy	PERCENT OF OFFICE WORKERS EMPLOYED IN--							PERCENT OF PLANT WORKERS EMPLOYED IN--					
	All industries <sup>1</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries <sup>2</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All workers .....	100.0	100.0	100.0	100.0	100.0	100.0		100.0	100.0	100.0	100.0	100.0	
<u>Daily overtime</u>													
Workers in establishments providing premium pay .....	38.9	45.4	62.1	48.7	48.2	14.6		85.2	93.5	94.7	95.2	60.9	
Time and one-half .....	30.4	38.2	42.1	46.1	44.9	3.4		77.1	83.3	75.6	95.2	60.9	
Effective after less than 8 hours .....	1.0	-	-	-	1.5	3.2		4.8	6.3	-	2.9	-	
Effective after 8 hours .....	28.8	38.2	42.1	46.1	38.1	.2		66.3	77.0	75.6	92.3	35.1	
Effective after more than 8 hours .....	.6	-	-	-	5.3	-		6.0	-	-	-	25.8	
Double time .....	-	-	-	-	-	-		-	-	-	-	-	
Other <sup>3</sup> .....	8.5	7.2	20.0	2.6	3.3	11.2		8.1	10.2	19.1	-	-	
Workers in establishments providing no premium pay or having no policy ..	61.1	54.6	37.9	51.3	51.8	85.4		14.8	6.5	5.3	4.8	39.1	
<u>Weekly overtime</u>													
Workers in establishments providing premium pay .....	98.6	100.0	99.6	99.4	94.8	100.0		98.7	100.0	96.4	100.0	98.0	
Time and one-half .....	79.8	79.7	96.9	87.8	92.6	62.9		97.5	100.0	86.6	100.0	98.0	
Effective after less than 40 hours .....	2.8	-	-	-	4.9	8.7		4.8	6.3	-	2.9	-	
Effective after 40 hours .....	76.9	79.7	96.9	87.8	86.9	54.2		87.0	93.7	86.6	97.1	76.6	
Effective after more than 40 hours .....	.1	-	-	-	.8	-		5.7	-	-	-	21.4	
Double time .....	-	-	-	-	-	-		-	-	-	-	-	
Other <sup>3</sup> .....	18.8	20.3	2.7	11.6	2.2	37.1		1.2	-	9.8	-	-	
Workers in establishments providing no premium pay or having no policy ..	1.4	-	.4	.6	5.2	-		1.3	-	3.6	-	2.0	

<sup>1</sup> Includes data for services in addition to those industry divisions shown separately.

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

<sup>3</sup> Includes provisions for a specified number of overtime hours at either (1) no pay, (2) regular rate, or (3) a premium rate; and premium pay at another rate thereafter.

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

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

Table B-7: Rate of Pay for Holiday Work.

Pay provision	PERCENT OF OFFICE WORKERS EMPLOYED IN--							PERCENT OF PLANT WORKERS EMPLOYED IN--					
	All industries <sup>1</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries <sup>2</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All workers .....	100.0	100.0	100.0	100.0	100.0	100.0		100.0	100.0	100.0	100.0	100.0	
<u>Workers in establishments with pay provisions for work on paid holidays <sup>3</sup></u>													
Regular rate only .....	69.5	82.0	89.4	49.8	57.0	67.4		89.2	91.1	94.9	91.0	80.6	
Time and one-half .....	1.0	1.8	3.0	-	-	-		.8	-	-	2.9	-	
Double time .....	36.4	38.5	24.0	33.5	44.4	37.6		55.3	45.1	69.5	73.5	70.8	
Double time and one-half .....	21.4	23.4	33.3	6.9	12.6	29.8		16.6	21.1	17.3	14.6	5.4	
Triple time .....	6.4	16.6	5.5	-	-	-		15.9	24.2	8.1	-	4.4	
Equal time off .....	1.2	1.7	-	3.4	-	-		.6	.7	-	-	-	
Other plan .....	3.1	-	23.6	6.0	-	-		-	-	-	-	-	
Workers in establishments with no formal policy .....	30.4	17.9	10.6	50.2	42.6	32.6		7.5	6.0	( <sup>4</sup> )	9.0	17.6	
Workers in establishments with no paid holidays .....	.1	.1	-	-	.4	-		3.3	2.9	5.1	-	1.8	

<sup>1</sup> Includes data for services in addition to those industry divisions shown separately.

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

<sup>3</sup> Includes holiday pay and rate for work on paid holiday.

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

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

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

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Table B-8: Wage Structure Characteristics and Labor-Management Agreements

Item	PERCENT OF OFFICE WORKERS EMPLOYED IN--							PERCENT OF PLANT WORKERS EMPLOYED IN--					
	All industries <sup>1</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries <sup>2</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
<b>WAGE STRUCTURE FOR TIME-RATED WORKERS <sup>3</sup></b>													
All workers .....	100	100	100	100	100	100		100	100	100	100	100	
Formal rate structure .....	63	65	82	54	60	62		93	95	100	94	82	
Single rate .....	2	-	3	-	-	-		46	44	43	63	39	
Range of rates .....	61	65	79	54	60	62		47	51	57	31	43	
Individual rates .....	37	35	18	46	40	38		7	5	( <sup>4</sup> )	6	18	
<b>METHOD OF WAGE PAYMENT FOR PLANT WORKERS</b>													
All workers .....	DATA NOT COLLECTED							100	100	100	100	100	
Time workers .....	DATA NOT COLLECTED							83	83	88	99	77	
Incentive workers .....	DATA NOT COLLECTED							17	17	12	1	23	
Piecework .....	DATA NOT COLLECTED							5	9	-	-	-	
Bonus work .....	DATA NOT COLLECTED							7	8	-	1	7	
Commission .....	DATA NOT COLLECTED							5	( <sup>4</sup> )	12	( <sup>4</sup> )	16	
<b>LABOR-MANAGEMENT AGREEMENTS <sup>5</sup></b>													
Workers in establishments with agreements covering a majority of such workers .....	11	6	54	7	24	100		85	89	100	89	65	

<sup>1</sup> Includes data for services in addition to those industry divisions shown separately.

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

<sup>3</sup> Estimates for office workers are based on total office employment, whereas estimates for plant workers are based on time-rated employees only.

<sup>4</sup> Less than 0.5 percent.

<sup>5</sup> Estimates relate to all workers (office or plant) employed in an establishment having a contract in effect covering a majority of the workers in their respective category. The estimates so obtained are not necessarily representative of the extent to which all workers in the area may be covered by the provisions of the labor-management agreements due to the exclusion of smaller-size establishments.

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

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

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## NEW ORLEANS, NOVEMBER 1953

A substantial proportion of the labor force in the New Orleans area is employed in transportation and associated industries. Establishments engaged in overseas, coastal and inland water transportation together with the many related port-facility and distributive industries provide extensive employment, in addition to the railroads, airlines, and trucklines which fan out from the city. Ship- and boatbuilding also rank among the leading industries in employment among manufacturing industries. Much of the remaining manufacturing employment is in the nondurable goods fields of food-processing, apparel, paper, and textiles.

This study--the first for the New Orleans area since December 1951--presents data based on information from 157 establishments employing about 74,000 workers, which were selected to represent nearly 600 establishments employing about 125,000 workers in 6 major industry groupings within the scope of the study (see table following).

#### Wage Structure

Five plant workers were paid on a time-rated basis in New Orleans for each worker employed under some form of wage incentive plan at the time of the Bureau's 1953 survey. Five-sixths of the time-rated plant workers were in establishments with formal rate structures and over half of these were in establishments in which the rate structure provided for a single rate for each job classification. Nearly three-fourths of the time-rated plant workers in manufacturing were in establishments with single-rate systems whereas workers were about evenly distributed between single-rate and rate-range systems in public utilities and retail trade.

Formal wage structures were not as common for office workers. About two-fifths of the office workers were in establishments with no formal wage structures. In these establishments, salaries were based on the training and other personal qualifications of the individual workers. Formal wage structures covering office workers in nearly all cases provided a range of rates for each job category.

Only a few of the 157 establishments studied had wage structures which made provision for classification of jobs into labor grades; plant jobs were covered by labor-grade systems in four establishments and office jobs in six.

#### Occupational Pay Levels

Average weekly salaries of women secretaries and general stenographers increased from \$54.50 and \$45.50 to \$60.50 and \$49.50 respectively, during the 23-month period from December 1951, the date of an earlier Bureau survey in New Orleans, to

November 1953. Average salaries for most of the office jobs studied showed increases of from \$4 to \$7 per week during this period.

Among the plant jobs studied, skilled maintenance jobs showed the highest cents-per-hour increases during the same period. Straight-time average hourly earnings of all of the skilled maintenance trades were at least 25 cents higher than in December 1951; increases for other plant jobs were 23 cents or less. In November 1953, electricians and machinists averaged \$2 an hour, carpenters \$1.79, automotive mechanics \$1.73, and painters \$1.68. Among other numerically important plant jobs, men janitors averaged 90 cents, laborers handling materials \$1.06, and drivers of medium-size trucks \$1.17. Janitresses averaged 61 cents and women shipping packers were paid 86 cents, on the average.

Manufacturing pay levels generally exceeded those in non-manufacturing for similar jobs. Among 20 office jobs permitting comparison, workers in 17 had higher average weekly salaries in manufacturing. Automotive mechanics and shipping clerks were the only plant jobs with higher average rates in nonmanufacturing.

#### Cost-of-Living and Annual Improvement Adjustments

Provisions for periodic cost-of-living adjustments in wages were reported by two firms surveyed in manufacturing and one in nonmanufacturing. In two instances, provisions covered plant and office employees and in the third were limited to plant departments. One of the manufacturing firms also reported provisions for annual improvement (productivity) adjustments for both plant and office workers.

#### Labor-Management Agreements

Half the plant workers as contrasted with less than a tenth of the office employees in the industry and establishment-size groups covered in the study were employed in establishments having labor-management agreements covering a majority of these work categories. The proportion of plant workers covered by labor-management agreements was higher in manufacturing than in nonmanufacturing. The highest proportion covered (about seven-eighths), however, was in the public utility group. This industry group also had the highest coverage among office workers.

#### Work Schedules

Over three-fifths of the office and plant workers were scheduled to work a 40-hour week in November 1953. The majority of the other office workers were scheduled to work less than 40 hours, however, and nearly all of the remaining plant workers were scheduled to work longer than 40 hours. Nearly a fifth of the plant workers were scheduled to work 48 hours or longer.

Overtime Pay

Eight-tenths of the plant workers and over nine-tenths of the office workers were employed by establishments having provisions for the payment of a premium rate for any work in excess of the worker's scheduled weekly hours. In most cases one and a half times the regular rate was paid for work in excess of 40 hours a week. Provision for premium pay for work in excess of daily scheduled hours was not as common as weekly overtime; such provisions applied to nearly three-fifths of the plant workers and less than a third of the office workers.

Shift Operations

Over a fifth of the plant workers in New Orleans manufacturing plants were working late shifts at the time of the survey. Nearly all of these workers were given a cents-per-hour addition to first-shift rates as a premium for working extra shifts. This premium usually amounted to 4, 5, or 6 cents per hour to the second (evening) shift, and 6 cents an hour to the third (night) shift.

Paid Holidays

Virtually all office workers and seven-tenths of the plant workers were employed in establishments which granted holidays with pay. Six paid holidays was the most common practice for both plant and office employees; over two-fifths of the office workers, however, were receiving 7 or more holidays. Many of the office workers in the finance division were granted 14 paid holidays. In contrast, only about a seventh of the plant workers received more than 6 holidays and about a tenth were in establishments granting from 1-5 holidays.

Paid Vacations

Employers provided paid vacations to nearly all of the office workers and about nine-tenths of the plant workers after qualifying periods of service. Vacation provisions were usually more liberal for office than for plant employees. For example, three-fourths of the office workers qualified for two weeks' vacation after a year of service whereas most plant workers with similar service received one week. A third of the office workers were in establishments with provisions for 3 weeks' vacation for them after 15 years of service; a fifth of the plant workers were in establishments providing 3 weeks' paid vacation after similar service. Nearly a tenth of the office workers qualified for 4 weeks or more vacation after 25 years of service.

Health, Insurance, and Pension Plans

Nearly eight-tenths of the plant workers and over nine-tenths of the office workers were in establishments which paid at least part of the cost of some form of health, insurance, or pension plan. Life insurance, available to nine-tenths of the office workers and nearly three-fourths of the plant workers, was the most common plan provided. This was the only plan available to over half of the plant employees. Nearly a third of the office workers were in establishments with formal sickleave plans whereas only about a seventh of the plant workers were covered by such plans. Pension plans were available to about half of the office workers and three-tenths of the plant workers.

Establishments and Workers Within Scope of Survey and Number Studied in New Orleans, La.,<sup>1</sup> by Major Industry Division, November 1953

Industry division	Minimum size establishment in scope of study <sup>2</sup>	Number of establishments		Workers		
		Within scope of study	Studied	Within scope of study	Studied	
					Total	Office
All divisions .....	51	582	157	123,300	73,380	9,170
Manufacturing .....	51	185	51	47,900	29,180	2,140
Nonmanufacturing .....	51	397	106	75,400	44,200	7,030
Transportation (excluding railroads), communication, and other public utilities .....	51	91	26	31,500	22,830	3,040
Wholesale trade* .....	51	93	20	9,300	2,910	960
Retail trade .....	51	133	32	22,600	11,880	1,200
Finance, insurance, and real estate* .....	51	43	12	5,200	2,240	1,470
Services <sup>3</sup> * .....	51	37	16	6,800	4,340	360

<sup>1</sup> The New Orleans Metropolitan Area (Jefferson, Orleans, and St. Bernard Parishes).

<sup>2</sup> Total establishment employment. For wage study purposes, all outlets (within the area) of companies in such industries as trade, finance, auto repair service, and motion-picture theaters are considered as one establishment. The minimum size of establishment in scope of the December 1951 study was 21 workers in all industry divisions.

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

\* This industry division is appropriately represented in estimates for "all industries" and "nonmanufacturing" in the Series A and B tables although coverage was insufficient to justify separate presentation of data.



## A: Occupational Earnings

Table A-1: Office Occupations

(Average straight-time weekly hours and earnings<sup>1</sup> for selected occupations studied on an area basis in New Orleans, La., by industry division, November 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 \$	\$ 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	\$ 70.00	\$ 75.00	\$ 80.00	\$ 85.00	\$ 90.00	\$ 95.00	\$ 95.00 and over			
				30.00	32.50	35.00	37.50	40.00	42.50	45.00	47.50	50.00	52.50	55.00	57.50	60.00	62.50	65.00	70.00	75.00	80.00	85.00	90.00	95.00					
<b>Men</b>																													
Bookkeeping-machine operators, class B	50	39.5	54.50	-	-	-	-	-	-	3	8	2	9	6	6	4	-	6	6	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	50	39.5	54.50	-	-	-	-	-	-	3	8	2	9	6	6	4	-	6	6	-	-	-	-	-	-	-	-	-	
Clerks, accounting, class A	460	40.5	73.00	-	-	-	-	-	-	14	-	5	1	11	48	26	26	64	75	74	40	17	19	2	40	-	-		
Manufacturing	135	40.0	70.50	-	-	-	-	-	-	-	-	-	-	3	8	18	2	35	33	18	10	5	2	1	1	-	-		
Nonmanufacturing	325	40.5	74.50	-	-	-	-	-	-	14	-	5	1	8	40	8	24	29	42	56	30	12	17	39	-	-	-		
Public utilities*	92	39.0	70.00	-	-	-	-	-	-	6	-	1	1	-	3	-	17	18	19	12	6	8	1	1	-	-	-		
Retail trade	47	45.5	76.50	-	-	-	-	-	-	5	-	-	-	-	11	-	-	-	2	11	-	-	10	8	-	-	-		
Clerks, accounting, class B	168	40.0	53.50	-	-	2	3	1	18	9	18	18	15	12	9	14	13	18	1	12	4	-	-	-	1	-	-		
Manufacturing	53	40.0	56.00	-	-	-	-	-	11	-	6	1	7	-	3	2	1	11	-	11	-	-	-	-	-	-	-		
Nonmanufacturing	115	40.0	52.50	-	-	2	3	1	7	9	12	17	8	12	6	12	12	7	1	1	4	-	-	-	-	-	-		
Public utilities*	64	39.5	55.00	-	-	-	-	1	2	2	5	11	4	4	6	12	10	3	-	1	2	-	-	-	1	-	-		
Clerks, order	229	40.0	60.00	-	-	-	-	1	3	13	15	19	22	14	8	29	12	22	25	19	13	2	6	6	-	-	-		
Manufacturing	48	41.0	68.00	-	-	-	-	-	-	4	-	-	-	-	-	11	-	-	11	11	5	-	6	-	-	-	-		
Nonmanufacturing	181	40.0	58.00	-	-	-	-	1	3	9	15	19	22	14	8	18	12	22	14	8	8	2	-	6	-	-	-		
Clerks, payroll	88	39.5	67.00	-	-	-	-	6	1	-	1	-	13	-	1	2	3	4	17	12	13	7	7	-	1	-	-		
Manufacturing	50	40.0	66.00	-	-	-	-	1	-	-	-	-	13	-	-	2	3	2	14	3	4	5	2	-	1	-	-		
Nonmanufacturing	38	39.0	68.50	-	-	-	-	6	-	-	1	-	-	-	1	-	2	3	3	9	9	2	5	-	-	-	-		
Comptometer operators	34	40.0	48.50	-	-	-	-	6	-	4	3	7	4	2	8	-	-	-	-	-	-	-	-	-	-	-	-		
Nonmanufacturing	34	40.0	48.50	-	-	-	-	6	-	4	3	7	4	2	8	-	-	-	-	-	-	-	-	-	-	-	-		
Office boys	223	39.5	35.50	9	77	33	26	18	36	11	4	4	3	1	-	-	-	1	-	-	-	-	-	-	-	-	-		
Manufacturing	69	40.0	37.50	-	27	5	7	8	2	10	2	4	3	-	-	-	-	1	-	-	-	-	-	-	-	-	-		
Nonmanufacturing	154	39.5	35.00	9	50	28	19	10	34	1	2	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-		
Public utilities*	68	39.0	36.00	-	22	11	9	5	17	1	2	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-		
Tabulating-machine operators	40	40.0	68.00	-	-	-	3	-	-	-	2	1	2	1	-	-	-	1	5	8	11	4	1	-	1	-	-		
<b>Women</b>																													
Billers, machine (billing machine)	179	40.0	46.00	-	-	-	8	3	62	19	13	29	13	10	4	10	4	3	-	1	-	-	-	-	-	-	-	-	
Manufacturing	35	40.0	49.50	-	-	-	-	-	4	-	3	15	8	-	4	-	-	1	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	144	40.0	45.50	-	-	-	8	3	58	19	10	14	5	10	-	10	4	2	-	1	-	-	-	-	-	-	-	-	
Billers, machine (bookkeeping machine)	76	41.0	42.50	4	-	5	5	6	8	12	17	9	4	3	-	3	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	70	41.5	41.50	4	-	5	5	6	8	12	17	9	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Retail trade	69	41.5	41.50	4	-	5	5	6	7	12	17	9	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Bookkeeping-machine operators, class A	100	40.5	52.50	-	-	-	7	-	-	-	18	19	16	5	1	6	3	18	7	-	-	-	-	-	-	-	-	-	
Manufacturing	45	40.0	57.00	-	-	-	-	-	-	-	18	-	-	-	-	-	3	18	6	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	55	41.0	49.50	-	-	-	7	-	-	-	-	19	16	5	1	6	-	-	1	-	-	-	-	-	-	-	-	-	
Retail trade	33	41.0	47.50	-	-	-	7	-	-	-	-	19	1	1	1	4	-	-	-	-	-	-	-	-	-	-	-	-	
Bookkeeping-machine operators, class B	417	40.0	44.00	-	7	23	32	47	100	48	53	19	40	9	11	12	11	1	-	4	-	-	-	-	-	-	-	-	
Manufacturing	55	39.5	50.50	-	-	-	-	-	7	9	3	6	12	7	1	-	5	1	-	4	-	-	-	-	-	-	-	-	
Nonmanufacturing	362	40.0	43.00	-	7	23	32	47	93	39	50	13	28	2	10	12	6	-	-	-	-	-	-	-	-	-	-	-	
Retail trade	71	40.0	40.00	-	3	11	7	14	14	8	7	-	5	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

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

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Table A-1: Office Occupations - Continued

(Average straight-time weekly hours and earnings<sup>1</sup> for selected occupations studied on an area basis in New Orleans, La., by industry division, November 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 \$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	\$65.00-70.00	\$70.00-75.00	\$75.00-80.00	\$80.00-85.00	\$85.00-90.00	\$90.00-95.00	\$95.00 and over
<b>Women - Continued</b>																									
<b>Clerks, accounting, class A</b> .....	142	39.5	\$ 60.00	-	-	-	2	2	9	2	3	6	17	10	17	5	17	4	14	22	2	2	8	-	-
Manufacturing .....	49	39.5	65.00	-	-	-	-	-	-	-	-	-	2	6	9	4	3	3	7	9	-	-	6	-	-
Nonmanufacturing .....	93	39.0	57.00	-	-	-	2	2	9	2	3	6	15	4	8	14	1	7	13	2	2	2	-	-	-
Public utilities* .....	39	39.0	61.50	-	-	-	-	-	-	-	-	5	5	1	2	-	11	1	1	11	2	-	-	-	-
Retail trade .....	32	39.5	46.50	-	-	-	2	2	8	2	2	1	6	1	6	1	1	-	-	-	-	-	-	-	-
<b>Clerks, accounting, class B</b> .....	696	39.0	46.00	24	20	12	34	26	97	110	144	25	57	25	30	11	58	4	3	16	-	-	-	-	-
Manufacturing .....	161	40.0	49.50	-	-	-	2	4	2	30	74	6	14	-	2	2	4	3	3	15	-	-	-	-	-
Nonmanufacturing .....	535	38.5	45.00	24	20	12	32	22	95	80	70	19	43	25	28	9	54	1	-	1	-	-	-	-	-
Retail trade .....	123	40.0	42.50	-	12	6	22	4	24	7	11	3	24	-	8	1	1	-	-	-	-	-	-	-	-
<b>Clerks, file, class A</b> .....	47	39.5	45.50	-	-	5	8	2	4	3	2	1	14	6	1	-	-	-	1	-	-	-	-	-	-
Nonmanufacturing .....	42	39.0	45.00	-	-	5	8	2	4	2	-	1	14	5	-	-	-	-	1	-	-	-	-	-	-
<b>Clerks, file, class B</b> .....	270	39.5	39.50	14	47	36	27	14	38	20	29	29	12	-	-	4	-	-	-	-	-	-	-	-	-
Manufacturing .....	75	40.0	45.00	-	-	11	2	6	9	3	6	26	8	-	-	4	-	-	-	-	-	-	-	-	-
Nonmanufacturing .....	195	39.5	37.00	14	47	25	25	8	29	17	23	3	4	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade .....	53	40.0	32.00	14	23	1	8	1	4	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Clerks, order</b> .....	200	40.5	44.50	3	26	20	20	-	16	15	15	27	17	-	7	-	16	-	17	-	1	-	-	-	-
Manufacturing .....	26	39.5	43.00	-	-	8	-	-	2	2	5	8	-	-	1	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing .....	174	40.5	45.00	3	26	12	20	-	14	13	10	19	17	-	6	-	16	-	17	-	1	-	-	-	-
Retail trade .....	57	41.0	36.50	3	16	12	13	-	1	-	4	-	5	-	2	-	-	-	-	-	1	-	-	-	-
<b>Clerks, payroll</b> .....	219	39.5	49.00	-	8	3	23	11	28	18	18	11	16	15	13	16	13	7	13	5	-	1	-	-	-
Manufacturing .....	107	40.0	50.50	-	4	-	14	8	13	1	6	5	6	4	11	14	4	5	8	4	-	-	-	-	-
Nonmanufacturing .....	112	39.0	47.50	-	4	3	9	3	15	17	12	6	10	11	2	2	9	2	5	1	-	1	-	-	-
Retail trade .....	38	40.5	45.00	-	2	2	2	-	4	11	7	2	3	2	1	-	1	-	1	-	-	-	-	-	-
<b>Comptometer operators</b> .....	309	39.5	49.50	-	9	11	11	15	42	22	36	27	25	18	17	20	13	21	16	4	-	2	-	-	-
Manufacturing .....	88	40.0	57.50	-	-	-	-	3	-	2	4	12	2	9	4	12	9	16	15	-	-	-	-	-	-
Nonmanufacturing .....	221	39.5	46.00	-	9	11	11	12	42	20	32	15	23	9	13	8	4	5	1	4	-	2	-	-	-
Public utilities* .....	52	39.5	53.50	-	-	-	-	-	-	-	8	10	7	8	6	5	4	3	1	-	-	-	-	-	-
Retail trade .....	109	39.5	41.50	-	9	11	10	12	20	10	15	5	6	1	7	3	-	-	-	-	-	-	-	-	-
<b>Key-punch operators</b> .....	178	39.5	47.50	-	4	10	4	14	29	8	34	5	19	13	15	2	6	6	5	2	2	-	-	-	-
Manufacturing .....	35	40.0	56.00	-	-	-	-	-	1	-	2	-	8	6	6	-	6	6	-	-	-	-	-	-	-
Nonmanufacturing .....	143	39.5	45.50	-	4	10	4	14	28	8	32	5	11	7	9	2	-	-	5	2	2	-	-	-	-
Retail trade .....	41	40.0	41.00	-	-	2	4	10	11	2	6	1	5	-	-	-	-	-	-	-	-	-	-	-	-
<b>Office girls</b> .....	98	40.0	35.50	18	25	17	8	2	9	7	1	11	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing .....	80	40.0	34.50	18	25	16	1	1	6	1	1	11	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Secretaries</b> .....	803	39.5	60.50	8	8	-	16	-	13	5	36	50	93	32	79	56	101	59	76	49	59	31	15	10	7
Manufacturing .....	253	40.0	64.00	-	-	-	4	-	1	-	4	13	25	17	11	11	36	25	28	30	25	16	4	3	-
Nonmanufacturing .....	550	39.5	59.00	8	8	-	12	-	12	5	32	37	68	15	68	45	65	34	48	19	34	15	11	7	7
Public utilities* .....	235	39.0	62.50	-	-	-	-	-	-	-	-	11	16	5	44	38	30	29	23	4	18	8	5	3	1
Retail trade .....	112	40.5	53.50	-	-	-	-	-	12	4	9	17	34	4	7	2	2	2	6	5	-	7	1	-	-
<b>Stenographers, general</b> .....	1,108	39.5	49.50	-	21	35	33	71	124	55	185	76	100	67	91	52	101	34	38	11	6	6	-	2	-
Manufacturing .....	328	40.0	54.50	-	-	2	5	27	12	38	7	27	34	32	35	59	28	28	19	3	-	-	-	-	-
Nonmanufacturing .....	780	39.5	47.50	-	21	35	31	66	97	43	147	69	73	33	59	17	42	6	19	8	6	6	-	2	-
Public utilities* .....	261	39.0	48.50	-	-	2	9	27	20	75	39	37	11	22	2	12	2	2	1	2	-	-	-	-	-
Retail trade .....	102	39.5	45.00	-	-	1	12	7	22	3	13	19	12	1	10	1	1	-	-	-	-	-	-	-	-

See footnotes at end of table.

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

Table A-1: Office Occupations - Continued

(Average straight-time weekly hours and earnings<sup>1</sup> for selected occupations studied on an area basis in New Orleans, La., by industry division, November 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	\$ 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	\$ 70.00	\$ 75.00	\$ 80.00	\$ 85.00	\$ 90.00	\$ 95.00	
				\$ 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	70.00	75.00	80.00	85.00	90.00	95.00	and over	
<b>Women - Continued</b>																										
Switchboard operators .....	347	42.0	41.00	49	42	30	51	12	36	7	16	14	31	8	23	4	16	1	7	-	-	-	-	-	-	-
Nonmanufacturing .....	318	42.0	40.00	49	42	30	51	12	33	7	16	11	23	5	17	4	13	1	4	-	-	-	-	-	-	-
Public utilities * .....	44	38.5	49.00	-	-	-	2	3	8	3	2	1	15	-	5	1	2	1	1	-	-	-	-	-	-	-
Retail trade .....	112	41.5	34.50	11	16	17	47	8	10	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Switchboard operator-receptionists .....	140	39.5	45.00	8	1	4	20	1	21	22	6	14	5	23	5	3	2	3	2	-	-	-	-	-	-	-
Manufacturing .....	77	40.0	49.50	-	1	-	3	1	9	16	3	9	3	17	5	3	2	3	2	-	-	-	-	-	-	-
Nonmanufacturing .....	63	39.0	40.00	8	-	4	17	-	12	6	3	5	2	6	-	-	-	-	-	-	-	-	-	-	-	-
Transcribing-machine operators, general .....	72	40.0	47.00	-	-	4	10	2	12	6	8	2	5	8	-	9	3	3	-	-	-	-	-	-	-	-
Nonmanufacturing .....	45	40.0	43.00	-	-	4	10	2	10	6	2	2	1	2	-	6	-	-	-	-	-	-	-	-	-	-
Typists, class A .....	360	39.0	48.50	-	-	15	14	31	30	28	46	31	48	39	36	12	20	2	7	1	-	-	-	-	-	-
Manufacturing .....	74	40.0	49.00	-	-	8	8	-	-	10	5	4	7	1	17	9	5	-	-	-	-	-	-	-	-	-
Nonmanufacturing .....	286	39.0	48.00	-	-	7	6	31	30	18	41	27	41	38	19	3	15	2	7	1	-	-	-	-	-	-
Public utilities * .....	90	37.5	48.00	-	-	-	-	5	20	12	9	16	7	3	3	2	9	-	3	1	-	-	-	-	-	-
Retail trade .....	30	38.5	41.50	-	-	-	-	10	6	2	11	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Typists, class B .....	367	39.5	40.00	4	36	68	50	38	48	38	37	3	14	19	4	5	2	-	1	-	-	-	-	-	-	-
Manufacturing .....	97	40.0	44.00	-	-	17	2	19	11	12	4	1	8	15	-	5	2	-	1	-	-	-	-	-	-	-
Nonmanufacturing .....	270	39.5	38.50	4	36	51	48	19	37	26	33	2	6	4	4	-	-	-	-	-	-	-	-	-	-	-
Public utilities * .....	62	39.0	43.00	-	-	6	7	6	13	6	11	-	6	4	3	-	-	-	-	-	-	-	-	-	-	-
Retail trade .....	57	40.0	35.00	4	17	7	14	2	5	1	5	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> Hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.<sup>2</sup> Workers were distributed as follows: 13 at \$95 to \$100; 15 at \$100 to \$105; 4 at \$105 to \$110; 4 at \$110 to \$115; 2 at \$115 to \$120; 2 at \$120 to \$125.

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

Table A-2: Professional and Technical Occupations

(Average straight-time weekly hours and earnings<sup>1</sup> for selected occupations studied on an area basis in New Orleans, La., by industry division, November 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	\$ 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	\$ 95.00	\$ 100.00	\$ 105.00	
				\$ 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	95.00	100.00	105.00	110.00	
<b>Men</b>																										
Draftsmen, senior .....	141	40.5	84.50	-	-	-	-	-	-	1	-	-	-	-	6	20	15	8	18	32	12	9	10	10	-	-
Manufacturing .....	113	40.5	83.00	-	-	-	-	-	-	1	-	-	-	-	-	20	15	8	12	32	11	5	9	-	-	-
Draftsmen, junior .....	74	41.0	59.00	3	1	1	-	-	11	12	-	4	28	3	-	6	-	2	3	-	-	-	-	-	-	-
Manufacturing .....	65	41.0	59.50	-	-	-	-	-	11	12	-	4	28	2	-	4	-	2	2	-	-	-	-	-	-	-
<b>Women</b>																										
Nurses, industrial (registered) .....	34	40.0	65.00	-	-	-	-	-	-	6	7	1	5	1	2	1	2	2	3	1	2	1	-	-	-	-
Manufacturing .....	28	40.0	66.00	-	-	-	-	-	-	5	5	1	5	-	2	-	1	2	3	1	2	1	-	-	-	-

<sup>1</sup> Hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.Occupational Wage Survey, New Orleans, La., November 1953  
U. S. DEPARTMENT OF LABOR  
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Table A-3: Maintenance and Powerplant Occupations

(Average hourly earnings<sup>1</sup> for men in selected occupations studied on an area basis in New Orleans, La., by industry division, November 1953)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																									
			Under \$0.95	\$0.95 to 1.00	\$1.00 to 1.05	\$1.05 to 1.10	\$1.10 to 1.15	\$1.15 to 1.20	\$1.20 to 1.25	\$1.25 to 1.30	\$1.30 to 1.35	\$1.35 to 1.40	\$1.40 to 1.45	\$1.45 to 1.50	\$1.50 to 1.55	\$1.55 to 1.60	\$1.60 to 1.65	\$1.65 to 1.70	\$1.70 to 1.75	\$1.75 to 1.80	\$1.80 to 1.90	\$1.90 to 2.00	\$2.00 to 2.10	\$2.10 to 2.20	\$2.20 to 2.30	\$2.30 to 2.40	\$2.40 to 2.50	\$2.50 and over
<b>Carpenters, maintenance</b> .....	258	1.79	-	-	-	6	2	12	2	7	10	5	11	15	7	-	13	22	3	12	15	35	13	21	23	3	20	1
Manufacturing .....	140	1.83	-	-	-	2	2	-	-	2	4	2	5	8	-	-	11	18	-	12	14	5	13	20	21	1	-	-
Nonmanufacturing .....	118	1.74	-	-	-	4	-	12	2	5	6	3	6	7	7	-	2	4	3	-	1	30	-	1	2	2	20	1
Public utilities * .....	36	1.72	-	-	-	-	-	5	-	-	-	-	-	6	-	-	-	4	1	-	1	17	-	-	1	1	-	-
Retail trade .....	39	1.94	-	-	-	-	7	-	2	-	-	-	5	-	-	-	2	-	-	-	1	-	1	1	1	1	18	1
<b>Electricians, maintenance</b> .....	282	2.00	-	-	2	-	-	4	-	8	2	2	1	5	2	-	3	12	3	1	41	27	36	34	81	1	12	5
Manufacturing .....	226	2.02	-	-	-	-	4	-	4	2	2	-	5	2	-	-	7	-	-	41	24	33	17	69	-	12	4	
Nonmanufacturing .....	56	1.94	-	-	2	-	-	-	4	-	-	1	-	-	-	3	5	3	1	-	3	3	17	12	1	-	1	
<b>Engineers, stationary</b> .....	195	1.74	-	-	-	-	6	6	8	19	2	20	11	6	6	3	4	-	7	4	11	13	10	16	42	1	-	-
Manufacturing .....	97	1.75	-	-	-	-	4	-	4	19	-	16	-	2	-	-	-	-	-	4	4	-	8	10	26	-	-	-
Nonmanufacturing .....	98	1.73	-	-	-	-	2	6	4	-	2	4	11	4	6	3	4	-	7	4	7	13	2	6	16	1	-	-
Retail trade .....	39	1.87	-	-	-	-	-	-	-	-	-	4	1	2	-	2	-	-	2	-	4	13	-	5	5	1	-	-
<b>Firemen, stationary boiler</b> .....	132	1.17	<sup>2</sup> 20	44	7	1	3	5	2	24	-	-	3	8	-	3	-	-	-	4	-	8	-	-	-	-	-	-
Manufacturing .....	105	1.20	1	44	7	1	3	-	2	24	-	-	3	8	-	-	-	-	-	4	-	8	-	-	-	-	-	-
<b>Helpers, trades, maintenance</b> .....	314	1.44	18	17	21	4	14	14	6	8	6	21	28	39	26	5	5	-	2	8	2	63	7	-	-	-	-	-
Manufacturing .....	242	1.44	15	12	17	4	10	14	6	6	4	12	21	23	23	3	5	-	2	-	2	63	-	-	-	-	-	-
Nonmanufacturing .....	72	1.42	3	5	4	-	4	-	2	2	9	7	16	3	2	-	-	-	-	8	-	7	-	-	-	-	-	-
<b>Machinists, maintenance</b> .....	237	2.00	-	-	-	-	-	-	-	14	-	4	-	3	-	-	-	1	-	10	31	26	51	49	40	2	6	-
Manufacturing .....	216	2.00	-	-	-	-	-	-	-	13	-	4	-	3	-	-	-	-	-	10	30	24	49	43	32	2	6	-
<b>Mechanics, automotive (maintenance)</b> ...	479	1.73	-	-	-	-	-	17	14	20	13	9	29	15	24	52	12	8	13	4	51	40	142	3	11	-	2	-
Manufacturing .....	99	1.64	-	-	-	-	-	14	-	12	4	5	-	5	-	8	7	12	3	10	5	-	3	11	-	-	-	
Nonmanufacturing .....	380	1.75	-	-	-	-	-	17	-	20	1	5	24	15	19	52	4	1	1	1	41	35	142	-	-	-	2	-
Public utilities * .....	328	1.79	-	-	-	-	-	17	-	15	1	5	2	7	17	50	-	1	1	-	41	31	140	-	-	-	-	-
<b>Mechanics, maintenance</b> .....	655	1.94	-	-	4	-	-	2	7	4	3	14	9	3	15	7	19	42	43	83	21	48	71	65	193	-	2	-
Manufacturing .....	607	1.96	-	-	-	-	-	2	3	4	-	7	-	3	15	7	19	42	42	83	21	41	71	58	187	-	2	-
Nonmanufacturing .....	48	1.64	-	-	4	-	-	4	-	3	7	9	-	-	-	-	-	-	1	-	7	-	7	6	-	-	-	
Public utilities * .....	33	1.80	-	-	-	-	-	4	-	2	6	-	-	-	-	-	-	-	1	-	7	-	7	6	-	-	-	
<b>Millwrights</b> .....	40	1.95	-	-	-	-	-	-	1	-	1	-	2	1	-	-	-	-	2	-	10	-	5	17	1	-	-	-
Manufacturing .....	40	1.95	-	-	-	-	-	-	1	-	1	-	2	1	-	-	-	-	2	-	10	-	5	17	1	-	-	-
<b>Oilers</b> .....	151	1.40	-	32	-	12	-	-	-	-	10	32	6	11	11	8	-	6	-	23	-	-	-	-	-	-	-	-
Manufacturing .....	147	1.42	-	28	-	12	-	-	-	-	10	32	6	11	11	8	-	6	-	23	-	-	-	-	-	-	-	-
<b>Painters, maintenance</b> .....	140	1.68	-	-	-	-	-	2	9	3	17	-	2	4	14	2	15	22	-	4	7	2	24	7	6	-	-	-
Manufacturing .....	63	1.85	-	-	-	-	-	3	-	1	-	-	4	2	-	4	9	-	3	7	-	20	4	6	-	-	-	
Nonmanufacturing .....	77	1.54	-	-	-	-	-	2	6	3	16	-	2	-	12	2	11	13	-	1	-	2	4	3	-	-	-	
<b>Pipefitters, maintenance</b> .....	75	1.89	-	-	-	-	-	-	1	3	1	-	7	1	6	-	9	-	10	3	4	2	11	8	-	9	-	
Manufacturing .....	72	1.87	-	-	-	-	-	-	1	3	1	-	7	1	6	-	9	-	10	3	4	2	11	5	-	9	-	
<b>Sheet-metal workers, maintenance</b> ....	25	1.90	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	7	6	-	1	1	8	1	-	-	-

<sup>1</sup> Excludes premium pay for overtime and nightwork.<sup>2</sup> All at \$0.90 to \$0.95.

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

Occupational Wage Survey, New Orleans, La., November 1953  
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Table A-4: Custodial and Material Movement Occupations

(Average hourly earnings<sup>1</sup> for selected occupations<sup>2</sup> studied on an area basis in New Orleans, La., by industry division, November 1953)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																									
			Under \$0.45	\$0.45	\$0.50	\$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	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90 and over
Guards .....	456	1.02	-	-	-	-	-	-	-	-	4	309	3	2	5	10	2	32	5	17	-	13	-	8	3	20	23	-
Manufacturing .....	82	1.53	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	5	13	-	13	-	8	-	20	20	-
Nonmanufacturing .....	374	.91	-	-	-	-	-	-	-	-	4	306	3	2	5	10	2	32	-	4	-	-	-	-	3	-	3	-
Janitors, porters, and cleaners (men) .....	2,082	.90	47	25	122	34	138	57	226	257	319	76	40	50	61	32	131	64	63	33	35	147	32	90	3	-	-	-
Manufacturing .....	500	1.22	-	-	-	-	-	-	8	48	17	30	16	7	11	6	14	43	27	23	16	131	25	78	-	-	-	-
Nonmanufacturing .....	1,582	.80	47	25	122	34	138	57	218	209	302	46	24	43	50	26	117	21	36	10	19	16	7	12	3	-	-	-
Public utilities * .....	246	1.07	-	-	-	-	-	-	1	4	13	14	9	12	37	16	104	6	23	3	-	-	1	-	3	-	-	-
Retail trade .....	659	.69	38	16	30	11	119	52	157	151	43	7	13	14	3	-	3	-	2	-	-	-	-	-	-	-	-	-
Janitors, porters, and cleaners (women) .....	659	.61	89	91	60	141	14	49	124	33	10	1	4	4	7	5	18	-	-	4	3	-	2	-	-	-	-	-
Manufacturing .....	43	.98	-	-	-	-	-	-	-	9	8	1	3	4	6	3	-	-	-	4	3	-	2	-	-	-	-	-
Nonmanufacturing .....	616	.59	89	91	60	141	14	49	124	24	2	-	1	-	1	2	18	-	-	-	-	-	-	-	-	-	-	-
Retail trade .....	236	.49	47	77	60	33	14	3	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Laborers, material handling .....	3,503	1.06	-	13	-	-	8	123	66	270	239	260	203	201	140	272	599	289	92	221	37	139	255	19	14	10	3	30
Manufacturing .....	1,724	1.08	-	-	-	-	-	80	64	146	51	62	201	143	32	22	56	267	67	208	35	111	155	3	12	6	3	-
Nonmanufacturing .....	1,779	1.03	-	13	-	-	8	43	2	124	188	198	2	58	108	250	543	22	25	13	2	28	100	16	2	4	-	30
Public utilities * .....	749	1.15	-	-	-	-	-	-	-	-	-	-	-	-	88	234	300	2	-	3	-	12	80	-	-	-	-	30
Retail trade .....	464	.91	-	13	-	-	8	43	2	91	95	1	-	-	13	2	184	7	3	2	-	-	-	-	-	-	-	-
Order fillers .....	666	1.24	-	-	-	-	-	-	-	65	16	67	16	29	25	4	62	67	19	12	15	36	41	68	8	84	20	12
Nonmanufacturing .....	626	1.26	-	-	-	-	-	-	-	44	16	67	16	29	17	4	62	67	19	10	13	32	38	68	8	84	20	12
Retail trade .....	75	1.07	-	-	-	-	-	-	-	6	1	12	6	8	9	2	5	3	-	5	1	2	15	-	-	-	-	-
Packers, shipping (men) .....	562	1.21	-	-	-	-	-	1	-	55	17	67	25	9	13	12	40	23	44	58	14	8	13	72	85	6	-	-
Manufacturing .....	246	1.38	-	-	-	-	-	-	8	-	6	4	-	2	-	4	8	44	51	-	-	12	22	85	-	-	-	-
Nonmanufacturing .....	316	1.07	-	-	-	-	-	-	1	-	47	17	61	21	9	11	12	36	15	-	7	14	8	1	50	-	6	-
Retail trade .....	100	.96	-	-	-	-	-	1	-	15	6	22	19	-	11	2	8	3	-	7	3	2	1	-	-	-	-	-
Packers, shipping (women) .....	42	.86	-	-	-	1	-	6	-	9	11	2	1	3	1	1	1	2	3	-	1	-	-	-	-	-	-	-
Nonmanufacturing .....	34	.86	-	-	-	1	-	6	-	9	5	2	1	3	1	1	1	2	1	-	1	-	-	-	-	-	-	-
Receiving clerks .....	226	1.46	-	-	-	-	-	-	-	6	1	15	9	6	8	4	2	6	15	13	2	5	14	57	13	4	5	41
Manufacturing .....	53	1.46	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	15	4	-	1	8	5	2	4	5	4	
Nonmanufacturing .....	173	1.46	-	-	-	-	-	-	-	6	1	15	9	6	8	4	2	1	-	9	2	4	6	52	11	-	37	
Retail trade .....	55	1.06	-	-	-	-	-	-	-	1	15	9	6	7	1	1	-	-	-	7	1	-	5	1	1	-	-	-
Shipping clerks .....	276	1.35	-	-	-	-	-	-	-	11	5	9	12	5	18	3	23	18	1	38	12	7	20	28	35	5	9	17
Manufacturing .....	87	1.29	-	-	-	-	-	-	-	-	8	-	-	-	-	-	12	13	-	23	-	-	14	14	-	-	3	
Nonmanufacturing .....	189	1.37	-	-	-	-	-	-	-	11	5	1	12	5	18	3	11	5	1	15	12	7	6	14	35	5	9	14
Retail trade .....	55	1.10	-	-	-	-	-	-	-	11	5	-	5	-	10	-	2	2	-	-	8	1	4	3	3	1	-	-

See footnotes at end of table.

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

Occupational Wage Survey, New Orleans, La., November 1953  
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Bureau of Labor Statistics

Table A-4: Custodial and Material Movement Occupations - Continued

(Average hourly earnings<sup>1</sup> for selected occupations<sup>2</sup> studied on an area basis in New Orleans, La., by industry division, November 1953)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																											
			Under \$0.45	\$0.45	\$0.50	\$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	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$1.90 and over	
			0.45	.50	.55	.60	.65	.70	.75	.80	.85	.90	.95	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.50	1.60	1.70	1.80	1.90	over		
Shipping-and-receiving clerks .....	272	1.32	-	-	-	-	-	-	-	-	-	-	-	5	13	15	15	9	72	5	2	22	8	20	6	19	1	38	11	11
Manufacturing .....	158	1.38	-	-	-	-	-	-	-	-	-	-	-	7	7	7	7	57	-	-	5	-	18	1	17	1	33	7	5	
Nonmanufacturing .....	114	1.23	-	-	-	-	-	-	-	-	-	-	-	5	13	8	8	9	15	5	2	17	8	2	5	2	-	5	4	6
Retail trade .....	48	1.09	-	-	-	-	-	-	-	-	-	-	-	5	13	2	8	3	1	1	-	8	2	2	2	-	-	1	-	-
Truckdrivers, light (under 1/2 tons) .....	443	1.16	-	1	2	-	-	-	3	29	14	52	33	19	29	7	59	-	12	49	6	4	25	78	21	-	-	-	-	
Manufacturing .....	111	1.19	-	-	-	-	-	-	7	7	-	27	13	-	-	4	2	-	4	12	-	1	16	5	20	-	-	-	-	
Nonmanufacturing .....	332	1.15	-	1	2	-	-	-	3	22	14	25	20	19	29	3	57	-	8	37	6	3	9	73	1	-	-	-	-	
Retail trade .....	95	.96	-	1	2	-	-	-	3	10	12	7	20	13	5	3	-	-	8	-	-	2	9	-	-	-	-	-	-	
Truckdrivers, medium (1 1/2 to and including 4 tons) .....	1,001	1.17	-	-	-	-	-	2	-	16	43	78	11	26	66	5	164	288	18	21	31	54	67	58	46	7	-	-	-	
Manufacturing .....	300	1.27	-	-	-	-	-	-	-	14	-	1	14	56	3	4	42	10	20	3	43	8	29	46	7	-	-	-	-	
Nonmanufacturing .....	701	1.13	-	-	-	-	2	-	2	43	78	10	12	10	2	160	246	8	1	28	11	59	29	-	-	-	-	-	-	
Public utilities * .....	269	1.12	-	-	-	-	-	-	-	-	-	-	-	2	2	130	135	-	-	-	-	-	-	-	-	-	-	-	-	
Retail trade .....	177	1.19	-	-	-	-	-	-	-	-	8	28	6	2	-	-	4	74	-	1	-	-	25	29	-	-	-	-	-	
Truckdrivers, heavy (over 4 tons, trailer type) .....	363	1.27	-	-	-	-	-	-	-	-	-	-	1	-	12	83	-	140	8	2	2	-	8	64	18	9	14	2	2	
Manufacturing .....	36	1.39	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15	2	-	-	-	8	1	5	1	4	-	-		
Nonmanufacturing .....	327	1.25	-	-	-	-	-	-	-	-	-	-	1	-	12	83	-	125	6	2	2	-	-	63	13	8	10	2	2	
Public utilities * .....	236	1.21	-	-	-	-	-	-	-	-	-	-	-	-	-	56	-	125	-	-	-	-	-	55	-	-	-	-	-	
Truckdrivers, heavy (over 4 tons, other than trailer type) .....	293	1.27	-	-	-	-	-	-	-	-	-	-	-	4	20	-	-	-	112	105	2	8	16	-	10	16	-	-	-	
Truckers, power (forklift) .....	537	1.41	-	-	-	-	-	-	-	-	-	1	-	24	5	5	4	107	49	2	36	124	136	18	15	3	8	-	-	
Manufacturing .....	320	1.41	-	-	-	-	-	-	-	-	-	-	-	18	5	5	-	46	-	2	36	124	66	6	9	3	-	-		
Nonmanufacturing .....	217	1.41	-	-	-	-	-	-	-	-	-	1	-	6	-	-	4	61	49	-	-	-	70	12	6	-	8	-	-	
Public utilities * .....	171	1.42	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	44	49	-	-	-	70	-	-	-	8	-	-	
Truckers, power (other than forklift) .....	142	1.42	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3	1	-	-	-	35	81	21	-	-	-	-	-	
Manufacturing .....	136	1.43	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	35	81	20	-	-	-	-	-	
Watchmen .....	738	.92	-	-	4	11	4	12	5	97	39	308	97	5	29	-	-	20	34	19	-	12	36	6	-	-	-	-	-	
Manufacturing .....	187	1.09	-	-	-	-	-	-	-	10	25	7	45	2	5	-	-	15	33	2	-	11	26	6	-	-	-	-	-	
Nonmanufacturing .....	551	.86	-	-	4	11	4	12	5	87	14	301	52	3	24	-	-	5	1	17	-	1	10	-	-	-	-	-	-	
Public utilities * .....	155	.93	-	-	-	-	-	-	1	39	-	21	51	-	21	-	-	3	1	8	-	-	10	-	-	-	-	-	-	
Retail trade .....	48	.79	-	-	-	3	-	11	-	18	11	-	-	1	-	-	-	2	-	1	-	1	-	-	-	-	-	-	-	

<sup>1</sup> Excludes premium pay for overtime and nightwork.<sup>2</sup> Data limited to men workers except where otherwise indicated.<sup>3</sup> Workers were distributed as follows: 20 at \$0.35 to \$0.40; 27 at \$0.40 to \$0.45.<sup>4</sup> Workers were distributed as follows: 6 at \$1.90 to \$2; 25 at \$2 to \$2.10; 6 at \$2.20 to \$2.30.

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

## B: Establishment Practices and Supplementary Wage Provisions

Table B-1: Shift Differential Provisions <sup>1</sup>

Shift differential	Percent of manufacturing plant workers -			
	(a) In establishments having formal provisions for -		(b) Actually working on -	
	Second shift work	Third or other shift work	Second shift	Third or other shift
Total .....	70.8	47.7	15.6	6.5
With shift pay differential .....	58.9	44.1	13.5	6.3
Uniform cents (per hour) .....	54.8	40.0	13.4	6.3
2 cents .....	1.8	-	.2	-
4 cents .....	12.1	1.8	2.8	.1
5 cents .....	13.4	3.3	2.6	.9
6 cents .....	17.3	19.9	4.6	4.7
9 cents .....	-	1.9	-	.2
10 cents .....	5.2	2.4	1.8	.1
12 cents .....	-	4.4	-	.1
12½ cents .....	5.0	5.2	1.4	.1
Over 12½ cents .....	-	1.1	-	.1
Uniform percentage .....	3.0	3.0	.1	-
5 percent .....	3.0	-	.1	-
7½ percent .....	-	3.0	-	-
Full day's pay for reduced hours .....	1.1	1.1	-	-
No shift pay differential .....	11.9	3.6	2.1	.2

<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 either of the following conditions: (1) Operated late shifts at the time of the survey, or (2) had formal provisions covering late shifts.

Table B-2: Scheduled Weekly Hours

Weekly hours	Percent of office workers <sup>1</sup> employed in -				Percent of plant workers employed in -			
	All industries <sup>2</sup>	Manufacturing	Public utilities *	Retail trade	All industries <sup>3</sup>	Manufacturing	Public utilities *	Retail trade
All workers .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
35 hours .....	2.9	-	6.0	-	-	-	-	-
Over 35 and under 37½ hours .....	1.5	-	6.7	-	-	-	-	-
37½ hours .....	12.5	4.1	38.7	2.4	-	-	-	-
Over 37½ and under 40 hours .....	5.0	2.0	4.8	11.4	0.4	-	0.2	1.9
40 hours .....	65.9	86.8	43.5	56.3	61.3	64.9	86.2	45.5
Over 40 and under 44 hours .....	3.0	-	-	10.8	6.3	7.9	-	10.9
44 hours .....	4.7	3.7	-	7.5	1.9	1.3	-	1.2
Over 44 and under 48 hours .....	3.8	3.4	.3	7.8	11.2	18.8	5.8	2.2
48 hours .....	.2	-	-	1.1	11.7	3.6	7.8	19.4
50 hours .....	.5	-	-	2.7	3.4	1.9	-	8.4
Over 50 and under 54 hours .....	-	-	-	-	.1	-	-	-
54 hours .....	-	-	-	-	3.1	1.6	-	10.5
Over 54 hours .....	-	-	-	-	.6	-	-	-

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

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

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

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

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Table B-3: Paid Holidays<sup>1</sup>

Number of paid holidays	Percent of office workers employed in -				Percent of plant workers employed in -			
	All industries <sup>2</sup>	Manufacturing	Public utilities*	Retail trade	All industries <sup>3</sup>	Manufacturing	Public utilities*	Retail trade
All workers .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Workers in establishments providing paid holidays .....	99.0	96.5	99.6	99.5	71.7	68.8	65.5	78.0
1 day .....	.4	-	-	.6	1.0	-	-	4.5
2 days .....	-	-	-	-	3.7	7.7	-	-
3 days .....	.1	-	-	.8	3.1	5.1	-	2.9
4 days .....	.4	-	-	-	1.9	-	-	-
5 days .....	.5	1.9	-	-	2.6	3.9	-	-
6 days .....	56.2	57.2	62.6	87.1	43.9	36.9	35.6	62.4
7 days .....	11.7	11.3	1.7	.6	7.0	8.7	6.4	-
8 days .....	17.0	22.2	27.4	10.4	7.9	6.5	19.7	8.2
9 days .....	2.4	2.0	7.8	-	.6	-	3.8	-
10 days .....	.5	1.9	.1	-	-	-	-	-
14 days .....	9.8	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays .....	1.0	3.5	.4	.5	28.3	31.2	34.5	22.0

<sup>1</sup> Estimates include only full-day holidays.

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

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

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

Table B-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*	Retail trade	All industries <sup>2</sup>	Manufacturing	Public utilities*	Retail trade
All workers .....	100.0	100.0	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 .....	99.4	99.7	100.0	96.8	88.9	90.1	91.2	90.8
Length-of-time payment .....	99.4	99.7	100.0	96.8	85.9	83.8	91.2	90.8
1 week .....	24.0	15.3	30.4	36.3	53.2	68.0	43.7	42.8
Over 1 and under 2 weeks .....	1.2	-	-	2.3	.4	-	-	-
2 weeks .....	74.1	84.4	69.6	57.2	30.0	15.8	40.3	42.8
Over 2 and under 3 weeks .....	.1	-	-	1.0	2.3	-	7.2	5.2
Percentage payment <sup>3</sup> .....	-	-	-	-	3.0	6.3	-	-
2 percent .....	-	-	-	-	3.0	6.3	-	-
Workers in establishments providing no paid vacations .....	.6	.3	-	3.2	11.1	9.9	8.8	9.2

See footnotes at end of table.

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

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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 earlier studies.



Table B-4: Paid Vacations (Formal Provisions)- Continued

Vacation policy	Percent of office workers employed in -				Percent of plant workers employed in -			
	All industries <sup>1</sup>	Manufacturing	Public utilities *	Retail trade	All industries <sup>2</sup>	Manufacturing	Public utilities *	Retail trade
All workers .....	100.0	100.0	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 .....	99.4	99.8	100.0	96.8	90.5	90.8	92.9	90.8
Length-of-time payment .....	99.4	99.8	100.0	96.8	87.5	84.5	92.9	90.8
1 week .....	12.3	14.0	1.6	24.8	44.0	63.1	26.1	30.3
Over 1 and under 2 weeks .....	.9	-	-	2.3	3.4	4.3	-	-
2 weeks .....	86.1	85.8	98.4	68.7	37.8	17.1	59.6	55.3
Over 2 and under 3 weeks .....	.1	-	-	1.0	2.3	-	7.2	5.2
Percentage payment <sup>3</sup> .....	-	-	-	-	3.0	6.3	-	-
2 percent .....	-	-	-	-	3.0	6.3	-	-
Workers in establishments providing no								
paid vacations .....	.6	.2	-	3.2	9.5	9.2	7.1	9.2
<u>After 3 years of service</u>								
Workers in establishments providing								
paid vacations .....	99.4	99.8	100.0	96.8	90.5	90.8	92.9	90.8
Length-of-time payment .....	99.4	99.8	100.0	96.8	87.5	84.5	92.9	90.8
1 week .....	10.4	10.7	.8	24.8	28.7	34.8	16.0	30.3
Over 1 and under 2 weeks .....	.6	-	-	2.3	3.9	7.3	-	-
2 weeks .....	88.3	89.1	99.2	68.7	52.6	42.4	69.7	55.3
Over 2 and under 3 weeks .....	.1	-	-	1.0	2.3	-	7.2	5.2
Percentage payment <sup>3</sup> .....	-	-	-	-	3.0	6.3	-	-
2 percent .....	-	-	-	-	2.1	4.4	-	-
4 percent .....	-	-	-	-	.9	1.9	-	-
Workers in establishments providing no								
paid vacations .....	.6	.2	-	3.2	9.5	9.2	7.1	9.2
<u>After 5 years of service</u>								
Workers in establishments providing								
paid vacations .....	99.4	99.8	100.0	96.8	90.5	90.8	92.9	90.8
Length-of-time payment .....	99.4	99.8	100.0	96.8	87.5	84.5	92.9	90.8
1 week .....	4.9	4.2	.8	14.9	13.4	10.5	14.3	20.9
Over 1 and under 2 weeks .....	.6	-	-	2.3	.4	-	-	-
2 weeks .....	91.7	93.8	93.1	77.7	69.8	74.0	69.9	61.9
Over 2 and under 3 weeks .....	.1	-	-	1.0	2.3	-	7.2	5.2
3 weeks .....	2.1	1.8	6.1	.9	1.6	-	1.5	2.8
Percentage payment <sup>3</sup> .....	-	-	-	-	3.0	6.3	-	-
2 percent .....	-	-	-	-	.5	1.1	-	-
4 percent .....	-	-	-	-	2.5	5.2	-	-
Workers in establishments providing no								
paid vacations .....	.6	.2	-	3.2	9.5	9.2	7.1	9.2

See footnotes at end of table.

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

Table B-4: Paid Vacations (Formal Provisions)- Continued

Vacation policy	Percent of office workers employed in -				Percent of plant workers employed in -			
	All industries <sup>1</sup>	Manufacturing	Public utilities *	Retail trade	All industries <sup>2</sup>	Manufacturing	Public utilities *	Retail trade
All workers .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<u>After 10 years of service</u>								
Workers in establishments providing paid vacations .....	99.4	99.8	100.0	96.8	90.5	90.8	92.9	90.8
Length-of-time payment .....	99.4	99.8	100.0	96.8	87.5	84.5	92.9	90.8
1 week .....	4.9	4.2	.8	14.9	13.4	10.5	14.3	20.9
Over 1 and under 2 weeks .....	.5	-	-	2.3	.4	-	-	-
2 weeks .....	84.9	83.0	81.0	77.7	67.0	68.1	69.9	61.9
Over 2 and under 3 weeks .....	.1	-	-	1.0	3.4	2.4	7.2	5.2
3 weeks .....	9.0	12.6	18.2	.9	3.3	3.5	1.5	2.8
Percentage payment <sup>3</sup> .....	-	-	-	-	3.0	6.3	-	-
2 percent .....	-	-	-	-	.5	1.1	-	-
4 percent .....	-	-	-	-	2.5	5.2	-	-
Workers in establishments providing no paid vacations .....	.6	.2	-	3.2	9.5	9.2	7.1	9.2
<u>After 15 years of service</u>								
Workers in establishments providing paid vacations .....	99.4	99.8	100.0	96.8	90.5	90.8	92.9	90.8
Length-of-time payment .....	99.4	99.8	100.0	96.8	87.5	84.5	92.9	90.8
1 week .....	4.9	4.2	.8	14.9	13.4	10.5	14.3	20.9
Over 1 and under 2 weeks .....	.5	-	-	2.3	.4	-	-	-
2 weeks .....	61.7	48.2	53.2	71.5	50.2	50.1	36.8	58.6
Over 2 and under 3 weeks .....	.1	-	-	1.0	2.3	-	7.2	5.2
3 weeks .....	32.2	47.4	46.0	7.1	21.2	23.9	34.6	6.1
Percentage payment <sup>3</sup> .....	-	-	-	-	3.0	6.3	-	-
2 percent .....	-	-	-	-	.5	1.1	-	-
Over 4 and under 6 percent .....	-	-	-	-	1.6	3.3	-	-
6 percent and over .....	-	-	-	-	.9	1.9	-	-
Workers in establishments providing no paid vacations .....	.6	.2	-	3.2	9.5	9.2	7.1	9.2
<u>After 20 years of service</u>								
Workers in establishments providing paid vacations .....	99.4	99.8	100.0	96.8	90.5	90.8	92.9	90.8
Length-of-time payment .....	99.4	99.8	100.0	96.8	87.5	84.5	92.9	90.8
1 week .....	4.9	4.2	.8	14.9	13.4	10.5	14.3	20.9
Over 1 and under 2 weeks .....	.5	-	-	2.3	.4	-	-	-
2 weeks .....	57.5	48.2	38.4	68.5	44.1	44.7	17.5	55.7
Over 2 and under 3 weeks .....	.1	-	-	1.0	2.3	-	7.2	5.2
3 weeks .....	35.1	42.9	60.8	9.2	26.7	29.3	53.9	6.1
4 weeks and over .....	1.3	4.5	-	.9	.6	-	-	2.9
Percentage payment <sup>3</sup> .....	-	-	-	-	3.0	6.3	-	-
2 percent .....	-	-	-	-	.5	1.1	-	-
Over 4 and under 6 percent .....	-	-	-	-	1.6	3.3	-	-
6 percent and over .....	-	-	-	-	.9	1.9	-	-
Workers in establishments providing no paid vacations .....	.6	.2	-	3.2	9.5	9.2	7.1	9.2

See footnotes at end of table.

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

Table B-4: Paid Vacations (Formal Provisions)- Continued

Vacation policy	Percent of office workers employed in -				Percent of plant workers employed in -			
	All industries <sup>1</sup>	Manufacturing	Public utilities *	Retail trade	All industries <sup>2</sup>	Manufacturing	Public utilities *	Retail trade
All workers .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<u>After 25 years of service</u>								
Workers in establishments providing								
paid vacations .....	99.4	99.8	100.0	96.8	90.5	90.8	92.9	90.8
Length-of-time payment .....	99.4	99.8	100.0	96.8	87.5	84.5	92.9	90.8
1 week .....	4.9	4.2	.8	14.9	13.4	10.5	14.3	20.9
Over 1 and under 2 weeks .....	.5	-	-	2.3	.4	-	-	-
2 weeks .....	55.4	48.2	29.7	68.5	44.1	44.7	17.5	55.7
Over 2 and under 3 weeks .....	.1	-	-	1.0	2.3	-	7.2	5.2
3 weeks .....	30.1	24.0	69.5	9.2	24.6	26.4	53.9	6.1
4 weeks and over .....	8.4	23.4	-	.9	2.7	2.9	-	2.9
Percentage payment <sup>3</sup> .....	-	-	-	-	3.0	6.3	-	-
2 percent .....	-	-	-	-	.5	1.1	-	-
Over 4 and under 6 percent .....	-	-	-	-	1.6	3.3	-	-
6 percent and over .....	-	-	-	-	.9	1.9	-	-
Workers in establishments providing no paid vacations .....	.6	.2	-	3.2	9.5	9.2	7.1	9.2

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

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

<sup>3</sup> Percent of annual earnings.

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

Table B-5: Health, 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 *	Retail trade	All industries <sup>2</sup>	Manufacturing	Public utilities *	Retail trade
All workers .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Workers in establishments providing:								
Life insurance .....	90.1	87.2	97.9	78.3	73.9	73.6	82.5	69.2
Accidental death and dismemberment insurance .....	31.8	47.2	18.0	24.8	20.8	19.1	12.4	25.6
Sickness and accident insurance .....	28.4	43.4	21.7	30.7	43.9	63.7	14.0	30.1
Sick leave (full pay and no waiting period) .....	20.3	27.4	6.8	15.6	5.8	2.4	3.1	8.0
Sick leave (partial pay or waiting period) .....	10.5	6.1	27.1	2.2	9.9	3.8	30.0	4.9
Hospitalization insurance .....	52.4	63.8	49.4	37.2	45.4	55.2	25.5	38.0
Surgical insurance .....	39.1	63.5	35.7	29.7	39.4	51.1	20.0	30.8
Medical insurance .....	13.6	12.7	2.5	27.2	14.4	9.8	5.8	23.2
Catastrophe insurance .....	1.8	-	-	-	-	-	-	-
Retirement pension .....	52.1	43.7	79.4	23.3	29.8	25.4	60.7	23.9
Health, insurance, or pension plan not listed above .....	-	-	-	-	-	-	-	-
No health, insurance, or pension plan ....	6.7	9.0	2.1	21.7	21.9	19.8	17.5	30.8

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

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

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

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Table B-6: Overtime Pay Practices

Overtime policy	Percent of office workers employed in -				Percent of plant workers employed in -			
	All industries <sup>1</sup>	Manufacturing	Public utilities *	Retail trade	All industries <sup>2</sup>	Manufacturing	Public utilities *	Retail trade
All workers .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<u>Daily overtime</u>								
Workers in establishments providing								
premium pay .....	30.6	42.0	36.6	38.8	57.5	70.1	77.0	23.9
Time and one-half .....	28.5	39.8	35.9	34.3	52.4	61.4	70.6	23.9
Effective after less than 8 hours .....	9.2	.5	29.1	13.0	1.6	-	-	7.2
Effective after 8 hours .....	19.3	39.3	6.8	21.3	50.4	61.4	67.8	16.7
Effective after more than 8 hours .....	-	-	-	-	.4	-	2.8	-
Double time .....	-	-	-	-	3.3	6.9	-	-
Other <sup>3</sup> .....	2.1	2.2	.7	4.5	1.8	1.8	6.4	-
Workers in establishments providing no premium pay or having no policy .....	69.4	58.0	63.4	61.2	42.5	29.9	23.0	76.1
<u>Weekly overtime</u>								
Workers in establishments providing								
premium pay .....	94.1	97.5	98.7	71.9	82.0	95.1	92.2	45.9
Time and one-half .....	77.8	95.3	82.6	61.0	77.6	87.7	92.0	42.4
Effective after less than 40 hours .....	7.6	-	29.1	2.9	-	-	-	-
Effective after 40 hours .....	69.3	95.3	52.8	53.7	73.1	86.2	86.2	38.2
Effective after more than 40 hours .....	.9	-	.7	4.4	4.5	1.5	5.8	4.2
Double time .....	-	-	-	-	3.6	7.4	-	-
Other <sup>3</sup> .....	16.3	2.2	16.1	10.9	.8	-	.2	3.5
Workers in establishments providing no premium pay or having no policy .....	5.9	2.5	1.3	28.1	18.0	4.9	7.8	54.1

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

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

<sup>3</sup> Includes provisions for a specified number of overtime hours at either (1) no pay, (2) regular rate, or (3) a premium rate; and premium pay at another rate thereafter.

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

Table B-7: Rate of Pay for Holiday Work

Pay provision	Percent of office workers employed in -				Percent of plant workers employed in -			
	All industries <sup>1</sup>	Manufacturing	Public utilities *	Retail trade	All industries <sup>2</sup>	Manufacturing	Public utilities *	Retail trade
All workers .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Workers in establishments with pay provisions for work on paid holidays <sup>3</sup> .....	43.8	57.4	54.6	9.1	48.6	61.9	63.4	9.2
Regular rate only .....	-	-	-	-	-	-	-	-
Time and one-half .....	13.8	21.2	8.9	-	5.8	.5	7.6	2.9
Double time .....	15.6	18.0	24.2	2.9	31.2	46.5	32.1	6.3
Double time and one-half .....	10.6	2.8	21.5	6.2	9.4	11.3	20.7	-
Triple time .....	-	-	-	-	2.1	3.5	3.0	-
Equal time off .....	3.8	15.4	-	-	.1	.1	-	-
Workers in establishments with no formal policy .....	55.2	39.1	45.0	90.4	23.1	6.9	2.1	68.8
Workers in establishments with no paid holidays .....	1.0	3.5	.4	.5	28.3	31.2	34.5	22.0

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

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

<sup>3</sup> Includes holiday pay and rate for work on paid holiday.

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

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Table B-8: Wage Structure Characteristics and Labor-Management Agreements

Item	Percent of office workers employed in -				Percent of plant workers employed in -			
	All industries <sup>1</sup>	Manufacturing	Public utilities*	Retail trade	All industries <sup>2</sup>	Manufacturing	Public utilities*	Retail trade
<b>WAGE STRUCTURE FOR TIME-RATED WORKERS<sup>3</sup></b>								
All workers .....	100	100	100	100	100	100	100	100
Formal rate structure .....	62	64	82	37	83	89	97	64
Single rate .....	( <sup>4</sup> )	-	1	-	57	73	49	30
Range of rates .....	62	64	81	37	26	16	48	34
Individual rates .....	38	36	18	63	17	11	3	36
<b>METHOD OF WAGE PAYMENT FOR PLANT WORKERS</b>								
All workers .....	DATA NOT COLLECTED				100	100	100	100
Time workers .....					83	80	92	73
Incentive workers .....					17	20	8	27
Piece work .....					10	16	4	4
Bonus work .....					1	3	-	-
Commission .....					6	1	4	23
<b>LABOR-MANAGEMENT AGREEMENTS<sup>5</sup></b>								
Workers in establishments with agreements covering a majority of such workers .....	2		27		49	63	88	9

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

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

<sup>3</sup> Estimates for office workers are based on total office employment, whereas estimates for plant workers are based on time-rated employees only.

<sup>4</sup> Less than 0.5 percent.

<sup>5</sup> Estimates relate to all workers (office or plant) employed in an establishment having a contract in effect covering a majority of the workers in their respective category. The estimates so obtained are not necessarily representative of the extent to which all workers in the area may be covered by provisions of the labor-management agreements due to the exclusion of smaller-size establishments.

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

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U.S. DEPARTMENT OF LABOR  
Bureau of Labor Statistics



## PHILADELPHIA, OCTOBER 1953

Philadelphia manufacturing is highly diversified with substantial numbers of workers employed in the metalworking, electronics, textile, apparel, food-processing, oil, chemical, and printing and publishing industries. The importance of the area's factories is matched by its significance as a center of varied trade and commercial activities. The services, transportation and public utilities groups are also heavily represented in terms of total nonmanufacturing employment. This year's annual study presents data from 323 establishments employing over 350,000 workers--selected to represent over 1,500 establishments employing over 600,000 workers in 6 major industry groupings (see table following).

Wage Structure

Most plant (nonoffice) workers in Philadelphia industries were paid on the basis of time rates, as distinguished from incentive methods of pay. For every seven workers paid time rates three worked on an incentive basis. The time-rated workers comprised five-eighths of the plant-worker employment in manufacturing industries, three-fourths in retail trade and services establishments, and nine-tenths or more in the public utilities and wholesale trade groupings.

Employers of most of the time workers had formal wage structures that provided an established rate or range of rates for each job classification. Fewer than an eighth of the time workers were in establishments with informal structures, under which time rates were determined for each worker individually on the basis of his personal qualifications. Although workers under single-rate systems outnumbered those under rate ranges, they did not exceed three-fifths of the time workers in any industry group except services. Formal wage structures covered two-thirds of the office workers and in nearly all cases provided a range of rates for each job category.

Incentive methods of pay for plant workers were reported in 2 out of every 5 establishments studied, and were used to some extent in 2 out of every 3 of the manufacturing and retail trade establishments. Incentive systems were particularly prevalent in textile, apparel, and metalworking industries; department stores; taxicab companies; and laundry and dry cleaning services. Individual piece-rate systems were most widely used among manufacturing establishments that had incentives. Group piecework and production bonus systems were the chief types of incentive in a minority of the manufacturing establishments. Payment on a commission basis was reported in 27 of the 38 nonmanufacturing establishments which used incentive methods of pay.

Relatively few establishments had wage structures which made provision for labor-grade systems of classifying job categories into groups within a series of rate steps. Of 323 establishments studied, labor-grade systems covered office jobs in 45 establish-

ments, and plant jobs in 34. The systems were reported most frequently in banking and insurance establishments and in a variety of manufacturing industries, chiefly in metalworking. The use of labor-grade systems was relatively more frequent among establishments using rate-ranges as against single rates. Little uniformity was found in the number of labor grades in use.

Occupational Pay Levels

Women secretaries, general stenographers, and routine copy typists (class B) averaged \$65.50, \$53, and \$43.50 per week in October 1953 as compared with \$61, \$49, and \$40 respectively, in October 1952, the date of an earlier survey by the Bureau in Philadelphia.

Straight-time average hourly earnings for the skilled maintenance jobs studied ranged from \$1.93 for automotive mechanics to \$2.33 for tool-and-die makers. Averages for carpenters, maintenance machinists, and pipefitters were closely grouped at the \$2.20 - \$2.22 level. Machine-tool operators working in toolrooms, maintenance mechanics, millwrights, and sheet-metal workers averaged between \$2.06 and \$2.09. Among the numerically most important men's plant jobs studied were drivers of medium-size trucks (\$1.83), maintenance trades helpers (\$1.77), order fillers (\$1.52), material-handling laborers (\$1.47), janitors (\$1.32), and watchmen (\$1.31). Pay levels in 1953 were generally higher than in 1952 with increases of between 11 and 16 cents found for most skilled maintenance jobs, whereas on the average, most jobs of lesser skill gained only 4 to 11 cents in hourly earnings.

Average pay levels in manufacturing were higher, in 4 out of every 5 similar jobs studied, than in the nonmanufacturing industries. For example, secretaries and stenographers averaged \$69.50 and \$55 in manufacturing and \$61.50 and \$50.50 in nonmanufacturing. Earnings in manufacturing exceeded those in nonmanufacturing in nearly all plant jobs studied. The greatest differences (exceeding 25 cents an hour) were found in the guard, receiving clerk, and shipping packer categories. Jobs in which the higher earnings level was recorded in nonmanufacturing included carpenters, pipefitters, and drivers of trailer trucks.

Cost-of-Living and Annual Improvement Adjustments

Of the 323 establishments studied, 23 in manufacturing, and 1 each in public utilities, wholesale trade, retail trade, and the finance groups reported applicable provisions for periodic cost-of-living adjustments. In 5 instances, these adjustment provisions applied only to office workers, in 12 to plant workers, and in 10 (manufacturing) establishments, to both groups. Annual improvement (productivity) adjustments were also provided to both groups in 3 of the 10 manufacturing establishments and to plant workers in one other manufacturing establishment.

Labor-Management Agreements

Four-fifths of the plant workers in the industry and establishment-size groups covered by the survey in Philadelphia were employed in establishments having labor-management agreements in effect covering a majority of the plant workers. Highest proportions of plant-worker coverage were found in manufacturing, public utilities, and the service industries. A sixth of the office workers were in establishments with agreements covering a majority of such workers. Two-thirds of the office workers in public utilities were so covered.

Work Schedules

The most commonly scheduled workweek for both plant and office workers during October 1953 was 40 hours. An eighth of the plant workers worked longer hours, a smaller number worked fewer hours. Virtually all office workers were on schedules ranging between 35 and 40 hours a week. A majority of the office workers in manufacturing, wholesale trade, and retail trade worked 40 hours whereas most office workers in the public utilities, finance, and service industries were on schedules of 37½ hours or less.

Overtime Pay

Nearly all workers were employed in establishments which provided premium rates of pay for work performed in excess of regular weekly work schedules. Such premium rates were almost always one and one-half times the "regular rate," for work after 40 hours in the workweek. This premium rate was provided after fewer than 40 hours by employers of a seventh of the office workers. Employers of three-fourths the plant workers and half the office workers provided premium rates of pay after a specified number of hours per day. These rates, too, were almost always one and one-half times the "regular rate" for work beyond 8 hours, and were provided by employers of an eighth of the office workers after less than 8 hours.

Shift Operations

A fifth of the plant labor force in manufacturing was employed on extra shifts at the time of the study. Nearly all shift workers were paid a premium when working on second or later shifts. Second-shift differentials (over first-shift rates) were most commonly 5 or 6 cents when provided on a cents-per-hour basis and 10 percent when provided in percentage form. Differentials paid workers on later shifts varied more among plants.

Establishments and Workers Within Scope of Survey and Number Studied in Philadelphia, Pa.,<sup>1</sup> by Major Industry Division, October 1953

Industry division	Minimum-size establishment in scope of study <sup>2</sup>	Number of establishments		Workers		
		Within scope of study	Studied	Within scope of study	Studied	
					Total	Office
All divisions .....	-	1,519	323	604,500	355,650	62,560
Manufacturing .....	101	763	140	376,100	211,630	28,070
Nonmanufacturing .....	-	756	183	228,400	144,020	34,490
Transportation (excluding railroads), communication, and other public utilities .....	101	82	29	60,000	49,960	8,730
Wholesale trade .....	51	212	36	30,700	7,560	2,430
Retail trade, except limited-price variety stores .....	101	105	34	70,400	54,860	6,500
Finance, insurance, and real estate .....	51	170	46	42,800	23,960	15,830
Services <sup>3</sup> .....	51	187	38	24,500	7,680	1,000

<sup>1</sup> Philadelphia Area (Philadelphia and Delaware Counties, Pa., and Camden County, N. J.).

<sup>2</sup> Total establishment employment. For wage study purposes, all outlets (within the area) of companies in such industries as trade, finance, auto repair service, and motion-picture theaters are considered as one establishment.

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



### Paid Holidays

Almost all workers in Philadelphia were provided 6 or more full-day paid holidays a year. Three-fourths of the plant workers received either 6 or 7, and half of the office workers were paid for 8 or more holidays. The most liberal provisions were noted in the finance group in which three-fifths of the office workers were provided 13 paid holidays. Provisions for pay for work performed on these days were made by establishments employing nine-tenths of the plant workers and three-fourths of the office workers. Double time (including holiday pay) was the most common provision, followed closely by provisions for double time and one-half.

### Paid Vacations

All office workers and virtually all plant workers were employed in establishments having formal provisions for paid vacations. Employers of a fifth of the office workers provided a week's pay to those with a year's service; all other employers provided 2 weeks' pay to office workers so qualified. For a like period of service, four-fifths of all plant workers received a week's pay (or an equivalent 2 percent of annual earnings), and a fifth

were granted 2 weeks' pay. Virtually all 5-year workers were qualified to receive 2 weeks' pay or more. Three-fifths of the office workers are eligible for 3 weeks' pay, and another fifth for 4 weeks' pay upon completing 25 years' service. In comparison, three-tenths of the plant workers with similar service are eligible for 2 weeks' pay, half would receive 3 weeks, and most of the remainder more than 3 weeks. The percentage method of determining vacation pay, applicable to a fourth of all plant workers in Philadelphia, was encountered only in the manufacturing industries.

### Health, Insurance, and Pension Plans

More than nine-tenths of the plant workers and almost all of the office workers were in establishments which paid wholly or in part for one or more forms of employee health, insurance, or pension plans. Life insurance was provided to nine-tenths of the plant and office workers and pension plans were in effect in establishments that accounted for three-fourths of the office and three-fifths of the plant workers. At least half of the office workers and seven-tenths of the plant workers were provided hospitalization and surgical insurance. Sickness and accident insurance was available to three-fourths of the plant workers, and slightly less than half of the office workers. Sick leave plans covered nearly half of the office workers but a much smaller proportion of the plant workers.

## A: Occupational Earnings

Table A-1: Office Occupations

(Average straight-time weekly hours and earnings<sup>1</sup> for selected occupations studied on an area basis in Philadelphia, Pa., by industry division, October 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 \$30.00	\$30.00 and under \$32.50	\$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	\$75.00	\$80.00	\$85.00	\$90.00 and over
<b>Men</b>																									
Clerks, accounting, class A.....	678	39.0	\$ 75.00	-	-	-	-	-	-	-	-	7	11	15	39	23	36	36	63	50	85	54	95	43	<sup>a</sup> 121
Manufacturing.....	351	39.5	75.50	-	-	-	-	-	-	-	-	-	9	3	18	12	18	13	39	31	63	28	23	19	75
Nonmanufacturing.....	327	38.0	75.00	-	-	-	-	-	-	-	-	7	2	12	21	11	18	23	24	19	22	26	72	24	46
Public utilities*.....	45	39.0	77.50	-	-	-	-	-	-	-	-	-	-	2	1	2	1	-	1	7	-	2	21	4	4
Wholesale trade.....	120	39.0	81.00	-	-	-	-	-	-	-	-	5	-	-	2	10	-	-	18	6	-	10	20	13	36
Finance**.....	106	37.5	74.00	-	-	-	-	-	-	-	-	2	2	-	3	5	2	13	3	6	17	11	30	7	5
Clerks, accounting, class B.....	272	39.0	60.50	-	-	-	4	2	19	3	22	7	32	13	16	20	21	22	5	10	29	17	23	4	3
Manufacturing.....	90	39.0	58.50	-	-	-	-	-	5	3	14	2	7	4	-	5	18	11	4	1	7	5	3	1	-
Nonmanufacturing.....	182	38.5	61.50	-	-	-	4	2	14	-	8	5	25	9	16	15	3	11	1	9	22	12	20	3	3
Public utilities*.....	40	39.0	70.00	-	-	-	-	2	-	-	1	3	-	2	3	-	-	-	-	1	10	2	16	-	-
Wholesale trade.....	74	39.5	64.50	-	-	-	-	-	4	-	-	-	10	6	9	2	1	9	-	8	12	3	4	3	3
Clerks, file, class A.....	56	39.5	54.00	-	-	-	-	-	2	-	9	1	13	11	5	9	1	1	2	-	1	1	-	-	-
Clerks, file, class B.....	80	37.5	36.50	-	33	9	12	9	6	2	1	3	1	-	1	-	-	-	2	-	1	-	-	-	-
Nonmanufacturing.....	72	37.5	35.50	-	33	9	12	9	2	2	1	1	-	-	-	-	-	-	2	-	1	-	-	-	-
Finance**.....	64	37.0	34.00	-	28	9	12	9	2	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, order.....	650	39.0	68.00	-	-	-	-	-	13	-	9	-	17	18	30	53	65	101	58	36	63	84	43	31	29
Manufacturing.....	230	39.0	68.50	-	-	-	-	-	7	-	-	-	-	7	7	10	63	52	4	36	11	14	3	16	
Nonmanufacturing.....	420	39.0	68.00	-	-	-	-	-	6	-	9	-	17	18	23	46	55	38	6	32	27	73	29	28	13
Wholesale trade.....	326	39.0	68.50	-	-	-	-	-	6	-	-	-	8	14	20	46	47	31	2	27	12	52	21	28	12
Retail trade <sup>3</sup> .....	68	39.0	70.50	-	-	-	-	-	-	-	-	-	-	-	3	-	8	7	4	5	15	17	8	1	
Clerks, payroll.....	189	38.5	68.50	-	-	-	-	-	-	-	4	10	8	3	3	5	35	3	15	10	38	27	9	7	12
Manufacturing.....	156	38.5	68.00	-	-	-	-	-	-	-	-	10	5	2	3	5	31	3	15	10	35	19	9	2	7
Office boys.....	758	38.5	39.00	-	69	124	191	67	114	38	51	37	28	18	3	11	-	-	7	-	-	-	-	-	-
Manufacturing.....	399	39.5	41.00	-	20	47	101	37	68	22	24	26	23	13	1	10	-	-	7	-	-	-	-	-	-
Nonmanufacturing.....	359	37.5	37.50	-	49	77	90	30	46	16	27	11	5	5	2	1	-	-	-	-	-	-	-	-	-
Public utilities*.....	37	38.0	40.00	-	-	3	15	4	4	2	3	1	4	-	1	-	-	-	-	-	-	-	-	-	-
Retail trade <sup>3</sup> .....	59	39.5	39.00	-	-	2	19	11	23	2	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Finance**.....	158	36.0	36.00	-	30	45	41	5	10	7	13	1	-	4	2	-	-	-	-	-	-	-	-	-	-
Services.....	56	39.0	34.50	-	19	22	6	3	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tabulating-machine operators.....	470	38.5	65.00	-	-	-	1	2	7	1	19	9	33	21	34	21	56	28	54	29	50	59	18	13	15
Manufacturing.....	225	39.5	67.00	-	-	-	-	-	-	-	6	-	18	1	15	6	31	10	32	22	35	25	15	7	2
Nonmanufacturing.....	245	38.0	63.50	-	-	-	1	2	7	1	13	9	15	20	19	15	25	18	22	7	15	34	3	6	13
Public utilities*.....	29	38.5	70.00	-	-	-	-	-	-	-	1	-	-	-	1	-	-	6	4	1	3	12	1	-	-
Finance**.....	130	37.0	57.50	-	-	-	1	1	6	1	11	9	15	18	9	12	13	11	8	1	2	8	-	-	4
<b>Women</b>																									
Billers, machine (billing machine)....	580	37.5	50.50	-	-	-	23	1	28	41	103	117	75	40	34	24	81	-	6	1	2	4	-	-	-
Manufacturing.....	254	37.5	50.00	-	-	-	6	-	9	19	49	56	46	22	11	5	20	-	6	1	2	2	-	-	-
Nonmanufacturing.....	326	37.0	50.50	-	-	-	17	1	19	22	54	61	29	18	23	19	61	-	-	-	-	2	-	-	-
Services.....	75	39.5	46.00	-	-	-	10	-	10	1	21	13	3	15	2	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

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

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

Occupational Wage Survey, Philadelphia, Pa., October 1953  
U.S. DEPARTMENT OF LABOR  
Bureau of Labor Statistics

Table A-1: Office Occupations - Continued

(Average straight-time weekly hours and earnings<sup>1</sup> for selected occupations studied on an area basis in Philadelphia, Pa., by industry division, October 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 \$30.00	\$30.00 and under \$32.50	\$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	\$75.00	\$80.00	\$85.00	\$90.00	\$90.00 and over			
<b>Women - Continued</b>																													
Billers, machine (bookkeeping machine).....	206	39.5	49.00	-	-	3	29	9	29	6	18	13	20	10	29	3	14	6	9	-	8	-	-	-	-	-	-		
Manufacturing.....	72	40.0	58.00	-	-	-	-	-	-	-	-	10	15	5	7	-	12	6	9	-	8	-	-	-	-	-	-		
Nonmanufacturing.....	134	39.0	44.50	-	-	3	29	9	29	6	18	3	5	5	22	3	2	-	-	-	-	-	-	-	-	-			
Retail trade <sup>3</sup> .....	111	39.5	45.00	-	-	-	20	9	26	5	12	3	5	4	22	3	2	-	-	-	-	-	-	-	-	-			
Bookkeeping-machine operators, class A.....	298	38.0	62.00	-	-	-	-	1	3	3	18	3	43	17	17	13	62	19	20	-	13	35	18	13	-	-			
Manufacturing.....	187	38.0	65.50	-	-	-	-	-	-	1	1	21	15	8	5	47	19	4	-	3	32	18	13	-	-	-			
Nonmanufacturing.....	111	38.5	56.50	-	-	-	-	1	3	3	17	2	22	2	9	8	15	-	16	-	10	3	-	-	-	-			
Bookkeeping-machine operators, class B.....	1,888	38.5	47.00	-	-	7	62	165	341	228	244	209	240	119	139	46	34	27	19	5	2	-	-	1	-	-			
Manufacturing.....	315	39.0	51.50	-	-	-	10	2	16	14	28	44	55	20	80	21	9	7	7	2	-	-	-	-	-	-			
Nonmanufacturing.....	1,573	38.5	46.00	-	-	7	52	163	325	214	216	165	185	99	59	25	25	20	12	3	2	-	-	1	-	-			
Public utilities*.....	26	38.5	58.00	-	-	-	-	-	-	-	-	2	8	-	1	2	1	12	-	-	-	-	-	-	-	-			
Wholesale trade.....	244	39.0	51.00	-	-	-	6	6	16	7	10	51	63	32	19	6	14	4	5	2	2	-	-	1	-	-			
Retail trade <sup>3</sup> .....	171	39.5	48.00	-	-	2	3	19	25	9	25	13	23	13	16	9	10	-	3	1	-	-	-	-	-	-			
Finance**.....	1,115	38.0	44.00	-	-	5	43	138	284	198	181	99	77	54	20	8	-	4	4	-	-	-	-	-	-	-			
Clerks, accounting, class A.....	1,076	37.5	57.00	-	-	-	-	11	43	57	101	69	109	38	123	95	128	92	48	42	74	18	18	1	9	-			
Manufacturing.....	491	38.5	59.50	-	-	-	-	-	4	13	45	18	53	3	67	50	46	73	22	20	49	13	12	-	3	-			
Nonmanufacturing.....	585	37.0	55.00	-	-	-	-	11	39	44	56	51	56	35	56	45	82	19	26	22	25	5	6	1	6	-			
Public utilities*.....	40	33.0	64.50	-	-	-	-	-	1	-	1	-	-	1	9	3	1	6	3	-	10	-	-	-	1	-			
Retail trade <sup>3</sup> .....	209	39.0	54.50	-	-	-	-	2	29	12	16	9	26	7	12	17	41	5	16	5	8	3	-	1	-				
Finance**.....	253	34.5	52.50	-	-	-	-	9	9	32	24	38	26	27	24	24	10	8	5	11	4	-	-	-	-	2			
Clerks, accounting, class B.....	1,931	38.5	50.00	-	33	65	143	115	213	201	242	153	204	101	121	39	37	11	20	27	53	40	33	58	22	-			
Manufacturing.....	560	38.5	56.00	-	-	-	13	10	58	73	62	29	78	43	21	6	18	4	14	14	4	17	20	56	20	-			
Nonmanufacturing.....	1,371	38.5	47.00	-	33	65	130	105	155	128	180	124	126	58	100	33	19	7	6	13	49	23	13	2	2	-			
Public utilities*.....	98	39.0	58.50	-	-	1	-	1	13	4	5	5	9	-	13	8	3	4	3	6	8	6	9	-	-	-			
Wholesale trade.....	225	39.0	53.50	-	6	-	-	14	22	14	33	20	14	6	35	5	3	1	1	7	26	12	2	2	2	-			
Retail trade <sup>3</sup> .....	602	39.5	45.50	-	21	42	68	42	71	47	72	60	60	41	35	10	13	2	2	-	9	5	2	-	-	-			
Finance**.....	405	37.0	43.50	-	6	22	58	39	49	62	67	37	29	10	10	10	-	-	-	-	6	-	-	-	-	-			
Clerks, file, class A.....	737	37.5	50.50	-	-	3	19	8	62	65	120	136	103	48	37	45	42	10	14	3	12	2	7	1	-	-			
Manufacturing.....	246	39.0	52.00	-	-	3	8	2	11	28	40	10	35	14	18	31	22	5	8	3	7	-	1	-	-	-			
Nonmanufacturing.....	491	37.0	49.50	-	-	-	11	6	51	37	80	126	68	34	19	14	20	5	6	-	5	2	6	1	-	-			
Public utilities*.....	30	36.5	53.00	-	-	-	-	-	4	1	6	2	4	3	2	1	1	1	1	-	4	-	-	-	-	-			
Wholesale trade.....	71	39.5	52.50	-	-	-	-	-	6	-	7	28	2	7	2	6	8	1	-	-	-	-	4	-	-	-			
Finance**.....	220	36.0	48.50	-	-	-	11	6	35	24	41	17	36	12	12	4	11	3	2	-	1	2	2	1	-	-			
Clerks, file, class B.....	2,192	38.0	39.50	2	222	247	413	491	293	185	128	85	37	37	24	16	3	6	-	-	-	-	-	-	-	-			
Manufacturing.....	501	39.5	44.00	-	-	-	25	82	125	79	53	47	33	25	22	6	1	2	1	-	-	-	-	-	-	-			
Nonmanufacturing.....	1,691	37.5	38.00	2	222	247	388	409	168	106	75	38	4	12	2	10	2	1	5	-	-	-	-	-	-	-			
Wholesale trade.....	228	39.5	42.50	-	-	4	18	57	37	45	37	20	-	6	-	-	1	1	-	-	-	-	-	-	-	-			
Retail trade <sup>3</sup> .....	235	39.5	37.00	2	13	52	89	33	25	3	5	12	1	-	-	-	-	-	-	-	-	-	-	-	-	-			
Finance**.....	959	37.0	36.50	-	169	175	213	242	100	43	13	1	1	2	-	-	-	-	-	-	-	-	-	-	-	-			
Clerks, order.....	717	39.0	47.00	-	19	29	62	99	68	80	151	23	63	6	10	6	17	18	4	1	-	44	-	-	-	17			
Manufacturing.....	323	38.5	51.00	-	-	-	1	39	35	46	67	7	46	5	6	5	8	7	4	1	-	30	-	-	-	16			
Nonmanufacturing.....	394	39.5	43.50	-	19	29	61	60	33	34	84	16	17	1	4	1	9	11	-	-	-	14	-	-	-	1			
Wholesale trade.....	132	39.5	45.50	-	-	-	32	28	4	12	20	15	-	-	-	-	-	10	-	-	-	-	-	-	-	1			
Retail trade <sup>3</sup> .....	188	39.5	41.00	-	19	29	29	32	11	4	46	1	1	1	4	1	9	1	-	-	-	-	-	-	-	-			

See footnotes at end of table.

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

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

Table A-1: Office Occupations - Continued

(Average straight-time weekly hours and earnings<sup>1</sup> for selected occupations studied on an area basis in Philadelphia, Pa., by industry division, October 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 \$30.00	\$30.00 and under 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	\$70.00-75.00	\$75.00-80.00	\$80.00-85.00	\$85.00-90.00	\$90.00 and over						
<b>Women - Continued</b>																															
Clerks, payroll .....	1,581	38.5	53.50	-	-	-	10	43	162	136	121	121	184	79	232	62	139	77	90	14	41	37	13	12	8	4	4				
Manufacturing .....	1,057	38.5	53.50	-	-	-	1	31	116	93	59	85	110	54	183	43	97	33	73	13	15	32	7	8	4	4	4				
Nonmanufacturing .....	524	38.0	53.50	-	-	-	9	12	46	43	62	36	74	25	49	19	42	44	17	1	26	5	6	4	4	4	4				
Public utilities* .....	140	37.5	52.50	-	-	-	-	-	23	22	17	3	19	13	5	-	13	6	5	-	9	-	3	1	1	1	1				
Wholesale trade .....	79	38.0	61.00	-	-	-	-	-	-	-	-	-	21	-	15	1	7	21	3	-	4	3	-	1	3	3	3				
Retail trade <sup>3</sup> .....	163	39.0	50.00	-	-	-	5	9	16	14	35	16	11	2	14	13	19	3	2	-	1	1	2	-	-	-	-				
Finance** .....	91	36.5	56.00	-	-	-	-	2	5	6	3	17	7	10	9	-	-	14	2	1	12	1	2	-	-	-	-				
Services .....	51	39.0	51.50	-	-	-	4	1	2	1	7	-	16	-	6	5	3	-	5	-	1	-	-	-	-	-	-				
Comptometer operators .....	1,059	39.0	51.00	-	12	12	38	62	55	55	124	83	178	89	94	94	111	6	17	5	14	9	1	-	-	-	-				
Manufacturing .....	315	39.5	54.00	-	-	-	-	2	15	39	35	50	37	26	43	50	4	9	1	3	1	-	-	-	-	-	-				
Nonmanufacturing .....	744	38.5	49.50	-	12	12	38	62	53	40	85	48	128	52	68	51	61	2	8	4	11	8	1	-	-	-	-				
Public utilities* .....	47	37.5	56.50	-	-	-	-	-	1	2	4	1	4	5	3	6	16	2	-	1	2	-	-	-	-	-	-				
Wholesale trade .....	198	38.5	54.00	-	-	-	-	-	-	16	10	16	54	34	30	4	16	-	3	2	7	6	-	-	-	-	-				
Retail trade <sup>3</sup> .....	412	39.0	47.50	-	12	7	31	42	44	16	54	21	61	11	35	41	27	-	5	-	2	2	1	-	-	-	-				
Finance** .....	81	38.0	43.00	-	-	5	7	20	8	6	17	8	7	1	-	-	1	-	-	1	-	-	-	-	-	-	-				
Duplicating-machine operators (mimeograph or ditto) .....	222	39.0	44.00	-	-	14	22	34	30	34	22	22	14	14	3	7	3	3	-	-	-	-	-	-	-	-	-				
Manufacturing .....	146	39.0	45.50	-	-	10	5	11	25	25	14	18	14	11	2	7	1	3	-	-	-	-	-	-	-	-	-				
Nonmanufacturing .....	76	39.0	41.00	-	-	4	17	23	5	9	8	4	-	3	1	-	2	-	-	-	-	-	-	-	-	-	-				
Key-punch operators .....	1,370	38.5	49.50	-	-	58	77	64	127	133	126	130	163	130	103	103	53	20	30	18	11	20	4	-	-	-	-				
Manufacturing .....	573	39.0	53.00	-	-	-	5	13	38	31	46	60	70	86	65	67	34	15	23	15	5	-	-	-	-	-	-				
Nonmanufacturing .....	797	37.5	47.00	-	-	58	72	51	89	102	80	70	93	44	38	36	19	5	7	3	6	20	4	-	-	-	-				
Public utilities* .....	89	38.5	53.00	-	-	-	4	-	6	9	13	12	13	7	2	7	1	2	1	-	12	4	-	-	-	-	-				
Wholesale trade .....	131	39.0	55.00	-	-	-	-	6	14	8	7	29	20	1	10	6	3	7	2	6	8	4	-	-	-	-	-				
Retail trade <sup>3</sup> .....	72	39.5	50.50	-	-	1	-	2	3	8	8	11	9	7	10	11	2	-	-	-	-	-	-	-	-	-	-				
Finance** .....	443	37.0	44.00	-	-	45	32	49	74	59	51	40	41	10	25	8	9	-	-	-	-	-	-	-	-	-	-				
Office girls .....	464	38.0	38.00	28	34	48	144	71	51	30	31	13	10	1	1	1	1	1	-	-	-	-	-	-	-	-	-				
Manufacturing .....	196	39.0	39.50	-	10	3	71	46	13	8	23	9	9	1	1	1	1	-	-	-	-	-	-	-	-	-	-				
Nonmanufacturing .....	268	37.5	36.50	28	24	45	73	25	38	22	8	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Wholesale trade .....	51	39.5	37.50	-	-	13	22	-	-	14	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Finance** .....	109	35.5	34.00	27	9	28	38	1	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Secretaries .....	4,619	38.0	65.50	-	-	4	-	22	42	76	132	89	292	194	466	281	559	245	420	374	463	325	187	152	296	296	296				
Manufacturing .....	2,294	39.0	69.50	-	-	-	-	5	-	4	10	4	57	37	226	180	231	147	254	201	298	202	127	113	198	198					
Nonmanufacturing .....	2,325	37.5	61.50	-	-	4	-	17	42	72	122	85	235	157	240	101	328	98	166	173	165	123	60	39	98	98					
Public utilities* .....	185	38.5	81.00	-	-	-	-	-	-	-	-	-	-	-	12	5	15	6	3	12	16	23	22	10	61	61					
Wholesale trade .....	449	38.5	62.00	-	-	-	-	-	3	3	8	8	47	37	55	33	85	28	36	29	40	14	4	2	17	17					
Retail trade <sup>3</sup> .....	292	39.5	61.00	-	-	-	-	-	4	10	5	12	41	8	37	6	49	6	37	13	33	17	6	6	2	2					
Finance** .....	1,141	36.5	58.50	-	-	4	-	17	31	54	81	61	128	99	103	46	106	44	81	110	69	59	23	18	7	7					
Services .....	258	38.5	60.00	-	-	-	-	-	4	5	28	4	19	13	33	11	73	14	9	9	7	10	5	3	11	11					
Stenographers, general .....	5,328	38.5	53.00	-	8	25	107	109	375	296	619	388	747	441	572	410	391	295	183	125	122	81	18	16	-	-	-				
Manufacturing .....	2,883	39.0	55.00	-	2	-	17	13	113	101	271	209	460	283	323	274	257	202	128	84	63	72	10	1	-	-	-				
Nonmanufacturing .....	2,445	38.0	50.50	-	6	25	90	96	262	195	348	179	287	158	249	136	134	93	55	41	59	9	8	15	-	-					
Public utilities* .....	379	38.0	57.00	-	-	2	-	17	25	21	24	16	54	13	23	11	49	45	26	6	26	5	6	10	-	-					
Wholesale trade .....	503	39.0	57.00	-	-	-	-	6	22	26	56	19	2	40	92	52	58	43	15	34	27	4	2	5	-	-					
Retail trade <sup>3</sup> .....	286	39.0	49.00	-	-	-	3	2	44	13	44	30	75	21	36	7	8	1	1	1	-	-	-	-	-	-					
Finance** .....	1,078	37.0	46.50	-	6	23	87	71	159	111	193	89	120	58	77	55	14	4	10	-	1	-	-	-	-	-					
Services .....	199	38.0	50.50	-	-	-	-	-	12	24	31	25	36	26	21	11	5	-	3	-	5	-	-	-	-	-					

See footnotes at end of table.

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

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

Table A-1: Office Occupations - Continued

(Average straight-time weekly hours and earnings<sup>1</sup> for selected occupations studied on an area basis in Philadelphia, Pa., by industry division, October 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 \$30.00	\$30.00 and under \$32.50	\$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	\$75.00	\$80.00	\$85.00	\$90.00 and over
<b>Women - Continued</b>																									
Stenographers, technical.....	166	38.5	\$ 62.00	-	-	-	-	-	1	4	3	5	8	22	12	5	22	31	12	5	10	25	-	1	-
Manufacturing.....	124	39.5	64.50	-	-	-	-	-	-	-	-	-	3	17	5	4	19	31	11	5	8	21	-	-	-
Switchboard operators.....	1,125	39.0	50.00	14	1	33	82	40	64	69	151	94	177	52	79	58	81	35	37	25	13	15	4	1	-
Manufacturing.....	261	39.5	59.00	-	-	-	-	-	-	4	10	17	32	19	35	21	44	21	26	10	5	15	1	1	-
Nonmanufacturing.....	864	38.5	47.50	14	1	33	82	40	64	65	141	77	145	33	44	37	37	14	11	15	8	-	3	-	-
Wholesale trade.....	94	39.0	54.50	-	-	3	6	4	-	4	-	7	12	7	14	11	9	-	10	2	2	-	3	-	-
Retail trade <sup>3</sup> .....	163	39.5	46.50	-	1	7	18	4	13	11	54	5	15	6	18	-	11	-	-	-	-	-	-	-	-
Finance**.....	206	37.0	48.00	-	-	9	-	4	16	24	40	36	34	14	8	12	7	2	-	-	-	-	-	-	-
Services.....	130	38.5	39.00	14	-	14	33	13	8	15	32	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Switchboard operator-receptionists.....	942	38.0	48.00	-	-	13	31	21	74	78	215	152	156	59	47	31	45	10	4	-	6	-	-	-	-
Manufacturing.....	547	38.0	49.50	-	-	13	-	16	25	21	138	86	116	32	22	25	41	8	4	-	-	-	-	-	-
Nonmanufacturing.....	395	37.5	47.00	-	-	-	31	5	49	57	77	66	40	27	25	6	4	2	-	-	6	-	-	-	-
Public utilities*.....	40	39.0	52.50	-	-	-	-	-	-	1	5	-	13	9	12	-	-	-	-	-	-	-	-	-	-
Wholesale trade.....	154	38.0	48.00	-	-	-	6	5	6	27	29	39	11	14	6	1	4	-	-	-	6	-	-	-	-
Retail trade <sup>3</sup> .....	50	38.5	47.50	-	-	-	-	-	-	13	20	3	9	-	4	-	-	1	-	-	-	-	-	-	-
Finance**.....	65	35.0	40.50	-	-	-	25	-	28	-	5	6	-	-	-	-	-	1	-	-	-	-	-	-	-
Services.....	86	38.0	47.00	-	-	-	-	-	15	16	18	18	7	4	3	5	-	-	-	-	-	-	-	-	-
Tabulating-machine operators.....	491	38.5	57.50	-	-	1	3	9	13	6	28	73	60	36	34	24	39	58	31	25	29	5	6	8	3
Manufacturing.....	199	39.0	64.00	-	-	-	-	-	-	2	-	11	8	12	17	17	16	40	11	21	24	5	4	8	3
Nonmanufacturing.....	292	38.0	53.00	-	-	1	3	9	13	4	28	62	52	24	17	7	23	18	20	4	5	-	2	-	-
Public utilities*.....	49	38.0	64.00	-	-	-	-	-	-	-	-	-	3	2	2	-	5	14	19	1	1	-	2	-	-
Finance**.....	123	36.5	52.00	-	-	1	1	7	3	3	6	33	8	21	12	6	16	4	1	1	-	-	-	-	-
Transcribing-machine operators, general.....	852	38.0	49.00	-	-	12	65	58	88	82	109	64	117	38	57	46	59	12	15	7	14	9	-	-	-
Manufacturing.....	372	38.5	51.00	-	-	-	40	20	1	29	69	17	39	19	24	36	35	10	13	3	11	6	-	-	-
Nonmanufacturing.....	480	38.0	47.50	-	-	12	25	38	87	53	40	47	78	19	33	10	24	2	2	4	3	3	-	-	-
Wholesale trade.....	167	39.0	51.50	-	-	-	-	-	29	4	17	18	35	13	22	3	13	2	2	3	3	3	-	-	-
Finance**.....	199	36.0	43.50	-	-	11	20	33	30	32	20	22	16	2	10	1	1	-	-	1	-	-	-	-	-
Typists, class A.....	1,597	38.5	50.50	-	-	2	11	34	143	135	265	208	217	187	120	102	48	83	3	20	14	5	-	-	-
Manufacturing.....	809	39.5	52.50	-	-	-	-	2	34	22	99	95	158	138	81	64	23	74	2	5	8	4	-	-	-
Nonmanufacturing.....	788	37.5	48.00	-	-	2	11	32	109	113	166	113	59	49	39	38	25	9	1	15	6	1	-	-	-
Public utilities*.....	101	37.5	52.00	-	-	-	-	2	12	14	18	5	2	3	7	9	20	2	1	1	5	-	-	-	-
Wholesale trade.....	79	39.5	51.00	-	-	-	-	-	7	-	35	8	-	-	-	13	-	3	-	4	1	1	-	-	-
Finance**.....	508	36.5	46.50	-	-	6	25	85	80	124	57	40	36	31	15	5	4	-	-	-	-	-	-	-	-
Services.....	67	37.5	51.00	-	-	-	-	-	15	13	14	7	8	-	-	-	-	10	-	-	-	-	-	-	-
Typists, class B.....	4,476	38.0	43.50	-	105	194	467	588	940	547	516	366	316	135	153	71	25	15	12	15	9	2	-	-	-
Manufacturing.....	1,733	39.0	46.00	-	8	9	75	111	398	259	182	250	138	100	90	57	21	3	8	15	7	2	-	-	-
Nonmanufacturing.....	2,743	37.5	41.50	-	97	185	392	477	542	288	334	116	178	35	63	14	4	12	4	-	2	-	-	-	-
Public utilities*.....	109	38.5	50.00	-	-	-	-	1	14	19	11	4	20	4	20	7	2	7	-	-	-	-	-	-	-
Wholesale trade.....	304	39.0	44.50	-	-	-	34	25	56	48	62	10	35	15	9	1	2	2	3	-	2	-	-	-	-
Retail trade <sup>3</sup> .....	331	39.0	43.00	-	8	17	32	68	47	21	53	23	59	1	2	-	-	-	-	-	-	-	-	-	-
Finance**.....	1,756	36.5	40.00	-	89	162	314	317	384	175	185	66	51	12	1	-	-	-	-	-	-	-	-	-	-
Services.....	243	38.0	44.50	-	-	6	12	66	41	25	23	13	13	3	31	6	-	3	1	-	-	-	-	-	-

<sup>1</sup> Hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.<sup>2</sup> Workers were distributed as follows: 27 at \$90 to \$95; 35 at \$95 to \$100; 48 at \$100 to \$105; 11 at \$105 to \$110.<sup>3</sup> Excludes limited-price variety stores.

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

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

Table A-2: Professional and Technical Occupations

(Average straight-time weekly hours and earnings<sup>1</sup> for selected occupations studied on an area basis in Philadelphia, Pa., by industry division, October 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 \$45.00	\$45.00 and under 50.00	\$50.00	\$55.00	\$60.00	\$65.00	\$70.00	\$75.00	\$80.00	\$85.00	\$90.00	\$95.00	\$100.00	\$105.00	\$110.00	\$115.00	\$120.00	\$125.00	\$130.00	\$135.00	\$140.00	\$145.00 and over
<u>Men</u>																									
Draftsmen, leader .....	448	40.0	\$115.50	-	-	-	-	-	-	2	27	2	21	25	21	32	26	23	65	51	32	38	71	4	8
Manufacturing .....	433	40.0	115.50	-	-	-	-	-	-	2	27	2	21	25	21	25	25	23	65	51	31	38	69	3	5
Draftsmen, senior .....	1,734	39.5	94.50	-	-	-	16	20	71	73	119	236	176	202	130	212	160	168	94	31	7	2	2	3	12
Manufacturing .....	1,598	40.0	94.50	-	-	-	16	20	66	68	108	211	153	192	114	198	153	161	91	26	5	1	1	3	11
Nonmanufacturing .....	136	38.5	93.00	-	-	-	-	-	5	5	11	25	23	10	16	14	7	7	3	5	2	1	1	-	1
Public utilities* .....	38	38.5	92.50	-	-	-	-	-	-	-	-	7	12	5	6	6	2	-	-	-	-	-	-	-	-
Draftsmen, junior .....	698	40.0	66.50	2	45	57	101	142	90	88	86	51	14	17	2	3	-	-	-	-	-	-	-	-	-
Manufacturing .....	665	40.0	66.00	1	44	57	100	128	89	88	76	49	13	16	2	2	-	-	-	-	-	-	-	-	-
Tracers .....	105	40.0	49.50	<sup>2</sup> 35	4	37	19	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	105	40.0	49.50	35	4	37	19	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Women</u>																									
Draftsmen, senior .....	66	40.0	76.50	-	-	-	1	1	11	23	13	9	4	3	-	1	-	-	-	-	-	-	-	-	-
Manufacturing .....	66	40.0	76.50	-	-	-	1	1	11	23	13	9	4	3	-	1	-	-	-	-	-	-	-	-	-
Draftsmen, junior .....	92	40.0	66.50	2	7	20	9	10	13	6	2	2	8	13	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	84	40.0	67.50	-	7	18	9	9	11	5	2	2	8	13	-	-	-	-	-	-	-	-	-	-	-
Nurses, industrial (registered) .....	348	39.0	67.50	1	-	21	37	80	62	71	44	9	18	4	1	-	-	-	-	-	-	-	-	-	-
One-nurse unit .....	200	39.0	68.00	1	-	14	18	44	29	46	31	1	15	1	-	-	-	-	-	-	-	-	-	-	-
Multiple-nurse unit .....	148	39.0	67.50	-	-	7	19	36	33	25	13	8	3	3	1	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	267	39.5	68.50	-	-	17	24	59	39	59	42	7	16	4	-	-	-	-	-	-	-	-	-	-	-
One-nurse unit .....	162	39.5	69.00	-	-	10	12	34	20	43	29	-	13	1	-	-	-	-	-	-	-	-	-	-	-
Multiple-nurse unit .....	105	39.5	68.00	-	-	7	12	25	19	16	13	7	3	3	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing .....	81	38.0	64.50	1	-	4	13	21	23	12	2	2	2	-	1	-	-	-	-	-	-	-	-	-	-
Tracers .....	127	38.5	51.00	<sup>3</sup> 42	13	18	49	3	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> Hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.<sup>2</sup> Workers were distributed as follows: 18 at \$35 to \$37.50; 16 at \$40 to \$42.50; 1 at \$42.50 to \$45.<sup>3</sup> Workers were distributed as follows: 8 at \$37.50 to \$40; 18 at \$40 to \$42.50; 16 at \$42.50 to \$45.

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

Occupational Wage Survey, Philadelphia, Pa., October 1953  
U.S. DEPARTMENT OF LABOR  
Bureau of Labor Statistics

Table A-3: Maintenance and Powerplant Occupations

(Average hourly earnings<sup>1</sup> for men in selected occupations studied on an area basis in Philadelphia, Pa., by industry division, October 1953)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																											
			Under \$ 1.20	\$ 1.20 and under 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 1.75	\$ 1.75 1.80	\$ 1.80 1.85	\$ 1.85 1.90	\$ 1.90 1.95	\$ 1.95 2.00	\$ 2.00 2.10	\$ 2.10 2.20	\$ 2.20 2.30	\$ 2.30 2.40	\$ 2.40 2.50	\$ 2.50 2.60	\$ 2.60 2.70	\$ 2.70 2.80	\$ 2.80 and over		
<b>Carpenters, maintenance</b> .....	1,083	2.20	3	-	6	-	-	1	3	8	18	18	32	38	24	71	41	61	111	184	72	45	43	16	97	36	1	154		
Manufacturing .....	769	2.12	-	-	-	-	1	-	4	4	12	28	32	7	56	38	45	92	158	58	36	30	15	92	36	-	25			
Nonmanufacturing .....	314	2.40	3	-	6	-	-	3	4	14	6	4	6	17	15	3	16	19	26	14	9	13	1	5	-	1	129			
Public utilities * .....	49	2.03	-	-	-	-	-	-	-	-	-	-	-	10	-	-	-	14	13	7	-	-	-	5	-	-	-			
Retail trade <sup>2</sup> .....	176	2.73	-	-	-	-	-	-	-	-	-	2	6	-	1	2	16	4	11	-	7	12	-	-	-	1	3114			
<b>Electricians, maintenance</b> .....	1,644	2.16	-	-	5	-	3	-	13	11	3	9	13	19	22	90	72	100	193	308	172	164	116	55	51	123	49	53		
Manufacturing .....	1,405	2.17	-	-	-	-	-	-	1	8	-	8	11	16	17	48	64	88	177	282	167	139	115	55	16	122	35	36		
Nonmanufacturing .....	239	2.12	-	-	5	-	3	-	12	3	3	1	2	3	5	42	8	12	16	26	5	25	1	-	35	1	14	17		
Public utilities * .....	67	2.15	-	-	-	-	-	-	-	-	-	-	-	2	10	1	-	15	14	4	-	-	-	21	-	-	-			
Retail trade <sup>2</sup> .....	91	2.44	-	-	-	-	-	-	-	-	-	2	-	-	1	-	10	-	10	-	22	-	-	-	14	1	14	17		
<b>Engineers, stationary</b> .....	1,295	1.91	-	-	2	24	15	5	52	25	47	83	82	57	66	68	176	99	102	113	100	45	40	13	14	13	46	8		
Manufacturing .....	889	1.96	-	-	-	21	7	5	1	5	37	3	67	52	40	50	146	63	94	90	80	34	27	11	4	-	45	7		
Nonmanufacturing .....	406	1.81	-	-	2	3	8	-	51	20	10	80	15	5	26	18	30	36	8	23	20	11	13	2	10	13	1	1		
Public utilities * .....	50	1.93	-	-	-	-	-	-	-	-	-	15	-	-	1	-	1	-	1	15	12	5	-	-	-	-	-	-		
Retail trade <sup>2</sup> .....	87	2.04	-	-	-	-	-	-	-	-	2	-	2	-	-	6	35	6	8	5	5	13	2	1	-	1	1	1		
Finance** .....	102	1.66	-	-	2	-	3	-	48	2	3	5	13	5	5	-	1	1	1	-	3	1	-	-	9	-	-	-		
Services .....	127	1.71	-	-	-	3	5	-	3	18	5	60	-	-	-	-	22	-	-	-	-	-	-	-	-	11	-	-		
<b>Firemen, stationary boiler</b> .....	968	1.64	94	24	6	14	70	53	34	27	115	64	80	52	74	64	31	22	27	46	20	14	-	37	-	-	-	-		
Manufacturing .....	792	1.68	64	1	1	3	40	49	34	20	106	56	78	33	74	54	31	18	23	36	20	14	-	37	-	-	-	-		
Nonmanufacturing .....	176	1.45	30	23	5	11	30	4	-	7	9	8	2	19	-	10	-	4	4	10	-	-	-	-	-	-	-	-		
Public utilities * .....	28	1.80	-	-	-	1	-	-	-	-	6	-	2	-	-	7	-	4	4	4	-	-	-	-	-	-	-	-		
Retail trade <sup>2</sup> .....	62	1.54	1	1	-	-	30	3	-	-	-	4	-	14	-	3	-	-	-	6	-	-	-	-	-	-	-	-		
Services .....	59	1.26	17	22	5	10	-	-	-	-	-	-	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
<b>Helpers, trades, maintenance</b> .....	2,853	1.77	37	6	32	20	22	50	41	227	144	328	379	290	260	130	57	75	10	551	3	191	-	-	-	-	-	-		
Manufacturing .....	2,102	1.82	9	3	15	8	7	34	31	186	120	216	160	212	196	108	-	71	-	536	-	190	-	-	-	-	-	-		
Nonmanufacturing .....	751	1.65	28	3	17	12	15	16	10	41	24	112	219	78	64	22	57	4	10	15	3	1	-	-	-	-	-	-		
Public utilities * .....	528	1.69	7	-	1	3	-	9	-	23	14	90	180	66	54	15	42	1	9	14	-	-	-	-	-	-	-	-		
Wholesale trade .....	102	1.60	-	-	3	-	6	6	10	15	10	7	16	4	8	4	13	-	-	-	-	-	-	-	-	-	-	-		
Retail trade <sup>2</sup> .....	87	1.60	7	-	-	9	7	-	-	3	-	15	22	8	2	3	2	3	1	1	3	1	-	-	-	-	-	-		
<b>Machine-tool operators, toolroom</b> .....	564	2.09	-	-	-	-	-	-	-	3	8	3	28	1	25	29	35	14	147	133	29	41	68	-	-	-	-	-		
Manufacturing .....	564	2.09	-	-	-	-	-	-	-	3	8	3	28	1	25	29	35	14	147	133	29	41	68	-	-	-	-	-		
<b>Machinists, maintenance</b> .....	1,384	2.21	-	-	-	-	6	4	1	-	20	4	-	34	23	49	102	112	284	105	139	116	58	127	158	8	34			
Manufacturing .....	1,239	2.19	-	-	-	-	6	4	1	-	20	4	-	34	23	49	97	112	234	103	139	116	55	44	157	7	34			
<b>Mechanics, automotive (maintenance)</b> .....	1,377	1.93	-	-	-	-	-	5	-	-	132	43	41	81	129	100	186	190	231	63	97	53	7	15	4	-	-			
Manufacturing .....	298	1.99	-	-	-	-	-	-	-	-	-	-	10	16	64	15	68	2	51	27	17	5	7	12	4	-	-			
Nonmanufacturing .....	1,079	1.91	-	-	-	-	-	5	-	-	132	43	31	65	65	85	118	188	180	36	80	48	-	3	-	-	-			
Public utilities * .....	504	1.90	-	-	-	-	-	-	-	-	131	-	-	6	-	30	50	151	83	5	40	8	-	-	-	-	-			
Wholesale trade .....	163	2.11	-	-	-	-	-	-	-	-	-	4	-	13	10	15	-	15	1	25	40	40	-	-	-	-	-			

See footnotes at end of table.

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

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

Occupational Wage Survey, Philadelphia, Pa., October 1953  
U.S. DEPARTMENT OF LABOR  
Bureau of Labor Statistics

Table A-3: Maintenance and Powerplant Occupations - Continued

(Average hourly earnings<sup>1</sup> for men in selected occupations studied on an area basis in Philadelphia, Pa., by industry division, October 1953)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																											
			Under \$ 1.20	\$ 1.20 and under 1.25	\$ 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	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80 and over		
<b>Mechanics, maintenance</b> .....	1,971	2.08	-	30	-	-	-	2	4	-	24	32	39	45	53	216	141	99	82	369	297	109	140	6	25	249	-	9		
Manufacturing .....	1,536	2.11	-	-	-	-	2	4	-	19	22	39	31	52	202	114	44	52	290	201	105	97	-	13	249	-	-			
Nonmanufacturing .....	435	2.02	-	30	-	-	-	-	-	-	5	10	-	14	1	14	27	55	30	79	96	4	43	6	12	-	9			
Retail trade <sup>2</sup> .....	84	2.08	-	-	-	-	-	-	-	-	-	-	-	-	2	6	47	-	10	1	4	3	2	-	-	-	9			
<b>Millwrights</b> .....	592	2.07	-	-	-	-	-	-	-	-	8	1	9	16	-	23	84	26	162	129	90	40	-	-	-	1	3			
Manufacturing .....	588	2.07	-	-	-	-	-	-	-	-	8	1	9	16	-	23	84	25	162	128	90	39	-	-	-	-	3			
<b>Oilers</b> .....	523	1.61	19	-	9	60	9	23	13	43	60	76	36	33	7	48	28	38	1	20	-	-	-	-	-	-	-	-		
Manufacturing .....	513	1.61	19	-	9	60	9	23	13	42	60	71	32	33	7	48	28	38	1	20	-	-	-	-	-	-	-	-		
<b>Painters, maintenance</b> .....	859	1.99	8	-	10	4	-	11	25	16	14	57	20	29	34	78	19	103	69	88	49	1	77	24	81	42	-	-		
Manufacturing .....	502	2.06	-	-	-	-	-	8	8	1	-	32	16	9	9	52	16	43	64	53	37	1	54	24	36	39	-	-		
Nonmanufacturing .....	357	1.90	8	-	10	4	-	3	17	15	14	25	4	20	25	26	3	60	5	35	12	-	23	-	45	3	-	-		
Public utilities* .....	126	2.03	-	-	-	-	-	-	-	-	-	-	-	-	10	-	-	52	1	29	11	-	23	-	-	-	-	-		
Retail trade <sup>2</sup> .....	84	2.19	-	-	-	-	-	-	-	-	-	1	-	12	-	21	2	-	3	5	-	-	-	-	37	3	-	-		
Finance** .....	80	1.63	-	-	1	-	-	-	17	5	13	24	4	3	-	1	1	8	1	1	1	-	-	-	-	-	-	-		
<b>Pipefitters, maintenance</b> .....	953	2.22	-	-	-	-	-	-	-	-	12	8	10	8	46	47	84	86	116	112	83	33	31	206	44	-	27			
Manufacturing .....	876	2.21	-	-	-	-	-	-	-	-	11	8	10	8	46	47	78	82	98	105	73	28	31	183	44	-	24			
Nonmanufacturing .....	77	2.28	-	-	-	-	-	-	-	-	1	-	-	-	-	-	6	4	18	7	10	5	-	23	-	-	3			
Public utilities* .....	51	2.29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	18	4	-	5	-	20	-	-	-			
<b>Plumbers, maintenance</b> .....	104	1.94	1	8	-	-	2	-	-	4	8	-	1	1	11	9	4	3	3	14	14	4	1	10	-	-	4	2		
Nonmanufacturing .....	62	1.86	1	8	-	-	2	-	-	4	8	-	1	-	11	-	-	1	2	6	10	-	1	1	-	-	4	2		
<b>Sheet-metal workers, maintenance</b> ...	234	2.06	-	-	-	4	-	-	-	-	2	-	6	4	7	24	15	48	52	27	10	10	8	14	2	-	1			
Manufacturing .....	200	2.04	-	-	-	4	-	-	-	-	2	-	5	4	7	24	10	34	49	27	9	10	8	5	2	-	-			
<b>Tool-and-die makers</b> .....	1,876	2.33	-	-	-	-	-	-	-	-	-	-	1	17	13	37	66	37	129	158	199	455	358	252	42	77	35			
Manufacturing .....	1,874	2.33	-	-	-	-	-	-	-	-	-	-	1	17	13	37	66	37	127	158	199	455	358	252	42	77	35			

<sup>1</sup> Excludes premium pay for overtime and nightwork.<sup>2</sup> Excludes limited-price variety stores.<sup>3</sup> All workers at \$3.10 an hour.

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

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



Table A-4: Custodial and Material Movement Occupations

(Average hourly earnings<sup>1</sup> for selected occupations<sup>2</sup> studied on an area basis in Philadelphia, Pa., by industry division, October 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 and under .85	\$0.85	\$0.90	\$0.95	\$1.00	\$1.05	\$1.10	\$1.15	\$1.20	\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.55	\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20 and over
Guards	1,812	1.60	-	-	-	2	7	20	19	44	50	27	67	88	82	97	114	52	234	269	172	121	115	6	167	-	-	-
Manufacturing	1,391	1.68	-	-	-	-	-	4	2	2	3	33	52	50	70	101	40	233	269	123	121	115	6	167	-	-	-	
Nonmanufacturing	421	1.32	-	-	-	2	7	20	15	42	48	59	24	34	36	32	27	13	12	1	-	49	-	-	-	-	-	
Finance**	363	1.29	-	-	-	2	7	16	15	42	40	59	24	34	16	32	27	13	12	1	-	23	-	-	-	-	-	
Janitors, porters, and cleaners (men)	6,778	1.32	83	55	223	322	257	258	123	242	322	488	538	374	466	797	653	505	211	268	106	232	198	6	40	9	1	1
Manufacturing	3,685	1.40	2	30	58	127	70	81	49	61	51	120	141	246	371	668	536	260	161	258	92	81	196	-	20	6	-	
Nonmanufacturing	3,093	1.23	81	25	165	195	187	177	74	181	271	368	397	128	95	129	117	245	50	10	14	151	2	6	20	3	1	
Public utilities*	582	1.52	-	-	-	-	-	-	15	26	14	13	23	11	4	15	73	181	35	3	11	148	2	3	-	3	1	
Wholesale trade	280	1.27	-	14	14	46	-	11	2	2	6	15	31	32	25	8	6	33	10	-	3	-	2	20	-	-		
Retail trade <sup>3</sup>	971	1.16	49	2	9	120	10	121	26	22	169	143	69	55	47	66	19	28	5	7	3	-	-	-	-	-		
Finance**	706	1.23	-	-	6	4	13	29	25	31	81	184	231	24	19	37	19	3	-	-	-	-	-	-	-	-		
Services	554	.99	32	9	136	25	164	16	6	100	1	13	43	6	-	3	-	-	-	-	-	-	-	-	-	-		
Janitors, porters, and cleaners (women)	3,597	1.05	105	76	239	193	1265	781	83	29	272	49	46	107	42	128	37	48	15	26	14	19	23	-	-	-	-	
Manufacturing	684	1.26	-	-	20	38	33	104	45	13	48	33	27	46	20	120	37	3	15	26	14	19	23	-	-	-	-	
Nonmanufacturing	2,913	1.00	105	76	219	155	1232	677	38	16	224	16	19	61	22	8	-	45	-	-	-	-	-	-	-	-		
Public utilities*	174	1.28	-	-	4	-	-	-	-	-	40	6	4	60	13	-	-	27	-	-	-	-	-	-	-	-		
Retail trade <sup>3</sup>	332	.97	7	10	43	65	148	30	3	5	-	9	2	-	-	-	-	10	-	-	-	-	-	-	-			
Finance**	1,733	1.02	-	28	49	81	764	567	22	8	180	1	8	-	9	8	-	8	-	-	-	-	-	-	-			
Services	606	.90	86	23	116	3	300	78	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Laborers, material handling	13,083	1.47	47	53	188	135	223	161	173	455	125	318	845	251	981	908	802	2154	2581	490	600	434	189	507	271	127	45	20
Manufacturing	7,882	1.50	12	18	146	41	154	66	101	221	101	271	311	209	264	790	604	1113	1295	407	520	350	149	390	226	101	16	6
Nonmanufacturing	5,201	1.44	35	35	42	94	69	95	72	234	24	47	534	42	717	118	198	1041	1286	83	80	84	40	117	45	26	29	14
Public utilities*	1,007	1.59	-	-	-	-	-	-	-	-	-	-	4	6	-	-	90	3	755	64	1	5	27	36	14	1	-	
Wholesale trade	1,890	1.41	-	6	-	40	52	40	28	191	4	11	487	14	79	16	45	236	300	11	75	74	31	90	6	12	28	14
Retail trade <sup>3</sup>	2,257	1.40	35	19	42	35	17	54	44	38	18	32	42	21	636	102	61	802	231	8	4	9	4	-	3	-	-	
Order fillers	2,320	1.52	4	14	51	59	34	62	68	125	33	26	52	53	95	44	42	171	259	196	257	372	56	130	8	80	16	13
Manufacturing	798	1.54	4	14	2	23	24	-	18	35	-	16	21	18	11	18	27	63	152	77	103	47	36	2	4	68	3	12
Nonmanufacturing	1,522	1.50	-	-	49	36	10	62	50	90	33	10	31	35	84	26	15	108	107	119	154	325	20	128	4	12	13	1
Wholesale trade	748	1.52	-	-	20	28	-	31	21	66	12	5	-	28	-	-	-	96	-	94	144	60	-	121	-	10	11	1
Retail trade <sup>3</sup>	516	1.39	-	-	29	8	4	25	29	24	21	5	31	7	84	26	15	11	107	25	10	20	20	7	4	2	2	
Packers, shipping	1,847	1.47	-	9	25	10	24	64	59	132	43	27	121	36	67	78	148	193	381	41	66	141	38	37	41	24	4	38
Manufacturing	1,326	1.56	-	9	-	3	17	21	5	41	3	11	60	2	50	65	132	141	376	40	59	112	38	37	38	24	4	38
Nonmanufacturing	521	1.24	-	-	25	7	7	43	54	91	40	16	61	34	17	13	16	52	5	1	7	29	-	-	3	-	-	
Wholesale trade	304	1.27	-	-	18	4	6	25	18	48	28	11	21	25	1	5	14	47	3	-	-	28	-	-	2	-	-	
Retail trade <sup>3</sup>	217	1.20	-	-	7	3	1	18	36	43	12	5	40	9	16	8	2	5	2	1	7	1	-	-	1	-	-	
Receiving clerks	931	1.60	-	-	7	2	4	17	16	9	14	13	41	44	38	46	74	65	47	67	92	100	67	45	15	77	8	23
Manufacturing	570	1.70	-	-	-	-	1	7	-	1	-	-	12	29	22	7	20	38	36	48	68	62	57	44	15	77	5	21
Nonmanufacturing	361	1.43	-	-	7	2	3	10	16	8	14	13	29	15	16	39	54	27	11	19	24	38	10	1	-	-	3	2
Wholesale trade	96	1.59	-	-	-	-	-	-	3	-	-	-	6	-	-	-	28	5	5	-	8	37	2	-	-	-	2	
Retail trade <sup>3</sup>	227	1.37	-	-	-	-	3	10	12	7	14	13	22	3	15	39	26	22	6	18	16	-	-	-	-	-	1	
Shipping clerks	690	1.72	-	-	-	-	-	-	2	-	5	2	16	1	34	6	41	84	42	125	2	30	25	65	105	48	53	4
Manufacturing	582	1.74	-	-	-	-	-	-	-	-	5	-	11	-	26	1	8	65	42	123	1	27	25	59	105	42	39	3
Nonmanufacturing	108	1.59	-	-	-	-	-	-	2	-	-	-	2	5	1	8	5	33	19	-	2	1	3	-	6	-	14	1

See footnotes at end of table.

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

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

Occupational Wage Survey, Philadelphia, Pa., October 1953  
U. S. DEPARTMENT OF LABOR  
Bureau of Labor Statistics

Table A-4: Custodial and Material Movement Occupations - Continued

(Average hourly earnings<sup>1</sup> for selected occupations<sup>2</sup> studied on an area basis in Philadelphia, Pa., by industry division, October 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 and under .85	\$0.85	\$0.90	\$0.95	\$1.00	\$1.05	\$1.10	\$1.15	\$1.20	\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.55	\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.20 and over
Shipping-and-receiving clerks .....	374	1.65	-	-	-	-	-	-	-	-	15	12	7	12	21	13	26	29	12	41	14	69	16	11	31	34	5	6	
Manufacturing .....	192	1.65	-	-	-	-	-	-	-	-	-	8	7	18	13	25	8	8	31	12	-	9	9	25	22	-	5		
Nonmanufacturing .....	182	1.64	-	-	-	-	-	-	-	-	15	4	7	5	3	-	1	21	12	10	2	69	7	2	6	12	5	1	
Truckdrivers, light (under 1½ tons)...	559	1.72	-	-	-	-	-	10	8	5	8	10	21	2	-	-	-	18	3	6	17	2	378	10	9	6	14	32	
Manufacturing .....	156	1.82	-	-	-	-	-	5	-	-	-	5	5	1	-	-	-	9	2	6	15	1	42	7	7	6	14	31	
Truckdrivers, medium (1½ to and including 4 tons) .....	2,288	1.83	-	-	-	-	-	-	6	1	-	7	4	1	10	12	16	29	7	64	47	64	944	496	153	401	-	26	
Manufacturing .....	1,137	1.85	-	-	-	-	-	-	-	-	-	-	-	1	2	5	16	22	-	57	47	43	389	126	27	384	-	18	
Nonmanufacturing .....	1,151	1.80	-	-	-	-	-	-	6	1	-	7	4	-	8	7	-	7	7	-	21	555	370	126	17	-	8		
Public utilities* .....	191	1.86	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	92	6	66	17	-	8		
Wholesale trade .....	682	1.82	-	-	-	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	276	340	60	-	-	-		
Retail trade <sup>3</sup> .....	276	1.71	-	-	-	-	-	-	-	-	7	4	-	7	7	-	7	7	-	-	19	187	24	-	-	-	-		
Truckdrivers, heavy (over 4 tons, trailer type) .....	1,560	1.89	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	19	907	199	108	17	19	291	
Manufacturing .....	245	1.86	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	106	43	94	2	-	-	
Nonmanufacturing .....	1,315	1.90	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	19	801	156	14	15	19	291	
Wholesale trade .....	697	2.03	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	202	156	14	15	19	291	
Truckdrivers, heavy (over 4 tons, other than trailer type) .....	2,437	1.83	-	-	-	-	-	-	-	-	-	-	-	-	7	-	1	5	1	12	48	29	1691	120	84	68	259	112	
Manufacturing .....	381	1.94	-	-	-	-	-	-	-	-	-	-	-	-	7	-	-	-	-	7	5	20	86	74	66	-	50	66	
Nonmanufacturing .....	2,056	1.82	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	5	1	5	43	9	1605	46	18	68	209	46	
Public utilities* .....	1,120	1.75	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	43	1	1051	2	1	20	-	-	
Wholesale trade .....	628	1.96	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-	-	-	-	259	44	17	48	209	46	
Retail trade <sup>3</sup> .....	308	1.75	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-	8	295	-	-	-	-	-	
Truckers, power (forklift) .....	1,508	1.64	-	-	-	-	-	4	8	-	-	15	-	42	35	39	107	139	180	148	370	143	73	123	40	8	34	-	
Manufacturing .....	1,170	1.64	-	-	-	-	-	-	-	-	-	-	-	-	42	35	38	92	139	180	108	147	113	73	123	38	8	34	-
Nonmanufacturing .....	338	1.61	-	-	-	-	-	4	8	-	-	15	-	-	-	1	15	-	-	40	223	30	-	-	2	-	-	-	
Retail trade <sup>3</sup> .....	94	1.64	-	-	-	-	-	-	-	-	-	-	-	-	-	1	15	-	-	40	8	30	-	-	-	-	-	-	
Truckers, power (other than forklift) ..	403	1.65	-	-	-	-	-	-	-	-	-	-	-	-	15	26	36	25	38	65	98	35	2	34	15	1	13	-	
Manufacturing .....	401	1.65	-	-	-	-	-	-	-	-	-	-	-	-	14	26	35	25	38	65	98	35	2	34	15	1	13	-	
Watchmen .....	2,317	1.31	103	22	183	42	41	85	72	123	131	113	156	127	114	240	162	106	234	21	21	56	110	15	39	1	-	-	
Manufacturing .....	1,303	1.39	-	15	32	8	22	63	37	82	46	48	62	107	49	210	135	23	167	20	9	22	98	11	37	-	-	-	
Nonmanufacturing .....	1,014	1.20	103	7	151	34	19	22	35	41	85	65	94	20	65	30	27	83	67	1	12	34	12	4	2	1	-	-	
Public utilities* .....	270	1.23	-	-	107	-	-	6	-	24	-	-	24	2	1	-	-	55	8	-	2	33	5	1	2	-	-	-	
Wholesale trade .....	147	1.14	44	-	4	20	-	8	7	-	-	-	-	4	2	20	-	13	18	-	2	-	5	-	-	-	-	-	
Retail trade <sup>3</sup> .....	338	1.26	9	-	24	7	1	3	17	14	62	56	5	7	48	2	27	15	33	1	-	1	2	3	-	1	-	-	
Finance** .....	156	1.20	-	6	6	7	8	5	11	3	12	9	65	7	1	8	-	-	8	-	-	-	-	-	-	-	-	-	
Services .....	103	.99	50	1	10	-	10	-	-	-	11	-	-	-	13	-	-	-	-	-	8	-	-	-	-	-	-	-	

<sup>1</sup> Excludes premium pay for overtime and nightwork.<sup>2</sup> Data limited to men workers, except where otherwise indicated.<sup>3</sup> Excludes limited-price variety stores.<sup>4</sup> Workers were distributed as follows: 19 at \$2.20 to \$2.30; 272 at \$2.30 to \$2.40.

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

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

# B: Establishment Practices and Supplementary Wage Provisions

Table B-1: Shift Differential Provisions <sup>1</sup>

Shift differential	Percent of manufacturing plant workers -			
	(a) In establishments having formal provisions for -		(b) Actually working on -	
	Second shift work	Third or other shift work	Second shift	Third or other shift
Total .....	84.4	77.1	16.2	5.7
With shift pay differential .....	77.8	76.6	15.3	5.7
Uniform cents (per hour) .....	33.9	33.3	7.3	3.4
2 or 4 cents .....	.3	.9	( <sup>2</sup> )	.1
5 cents .....	13.3	3.4	3.0	.4
6 cents .....	6.6	.4	1.7	.1
7 cents .....	2.2	1.7	.4	.2
7½ cents .....	3.6	3.0	.7	.4
8 cents .....	-	1.4	-	.3
9 cents .....	.4	2.3	-	.3
10 cents .....	5.6	15.3	1.1	.9
Over 10 and under 12 cents .....	.6	-	.2	-
12 cents .....	.3	3.9	-	.5
Over 12 cents .....	1.0	1.0	.2	.2
Uniform percentage .....	38.8	35.0	6.6	.9
5 percent .....	5.2	1.4	1.0	( <sup>2</sup> )
7 percent .....	3.9	3.2	.6	.1
7½ percent .....	.9	1.9	( <sup>2</sup> )	.1
10 percent .....	28.8	26.5	5.0	.5
15 percent .....	-	2.0	-	.2
Other <sup>3</sup> .....	5.1	8.3	1.4	1.4
No shift pay differential .....	6.6	.5	.9	-

<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 either of the following conditions: (1) Operated late shifts at the time of the survey, or (2) had formal provisions covering late shifts.

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

<sup>3</sup> Includes such combinations as paid lunch period plus cents; cents plus extra hours pay; and varied differential for selected occupations.

Occupational Wage Survey, Philadelphia, Pa., October 1953  
 U.S. DEPARTMENT OF LABOR  
 Bureau of Labor Statistics

Table B-2: Scheduled Weekly Hours

Weekly hours	PERCENT OF OFFICE WORKERS <sup>1</sup> EMPLOYED IN--							PERCENT OF PLANT WORKERS EMPLOYED IN--					
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade <sup>2</sup>	Finance**	Services	All industries <sup>3</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade <sup>2</sup>	Services
All workers .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 35 hours .....	1.6	-	-	-	-	6.2	-	1.0	1.2	-	-	-	3.4
35 hours .....	9.3	2.1	13.2	3.7	5.1	22.0	7.5	.1	-	-	-	-	3.1
Over 35 and under 37½ hours .....	8.6	6.6	.7	2.9	-	16.4	28.9	1.4	1.4	-	-	-	7.9
37½ hours .....	25.4	19.5	56.4	21.6	11.6	30.7	16.6	3.8	4.3	(4)	0.8	5.9	-
Over 37½ and under 40 hours .....	8.3	12.2	-	10.2	2.6	7.6	7.1	1.3	1.4	-	-	2.3	1.4
40 hours .....	46.4	58.8	29.7	61.6	80.4	17.1	38.0	79.8	84.4	62.4	96.9	73.3	45.7
Over 40 and under 44 hours .....	(4)	-	-	-	-	-	.8	1.6	1.2	-	-	5.8	-
44 hours .....	.1	-	-	-	.3	-	1.1	5	.8	6	27.5	9.6	26.9
45 hours .....	.3	.8	-	-	-	-	-	1.5	2.0	-	-	1.3	-
48 hours .....	-	-	-	-	-	-	-	1.5	1.2	-	2.3	1.8	9.5
Over 48 hours .....	-	-	-	-	-	-	-	2.4	2.1	10.1	-	-	2.1

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

<sup>2</sup> Excludes limited-price variety stores.

<sup>3</sup> Includes data for real estate in addition to those industry divisions shown separately.

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

<sup>5</sup> Includes 2.6 percent who work alternate weeks of 40 and 48 hours.

<sup>6</sup> Alternate weeks of 40 and 48 hours.

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

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

Table B-3: Paid Holidays<sup>1</sup>

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 <sup>2</sup>	Finance**	Services	All industries <sup>3</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade <sup>2</sup>	Services
All workers .....	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
Workers in establishments providing paid holidays .....	99.7	100.0	96.9	100.0	100.0	100.0	100.0	97.8	99.1	89.9	92.5	100.0	89.7
Under 6 days .....	(4)	.1	-	-	.8	-	-	3.8	3.1	-	-	10.7	5.7
6 days .....	24.3	30.1	9.7	16.9	75.6	1.9	57.3	45.4	42.2	36.4	25.0	64.1	76.3
7 days .....	26.4	41.6	6.5	50.9	18.0	5.6	13.1	33.0	39.1	12.0	35.4	22.8	4.0
8 days .....	18.2	24.6	38.5	24.4	5.1	4.7	5.1	12.3	13.8	18.1	17.5	2.4	3.7
9 days .....	3.0	.7	8.4	7.2	.5	4.7	-	.8	-	2.5	13.7	-	-
10 days .....	4.8	2.5	31.5	.6	-	2.5	-	2.2	.9	17.3	.9	-	-
11 days .....	1.6	-	-	-	-	2.7	24.5	-	-	-	-	-	-
12 days .....	5.0	.4	2.3	-	-	17.1	-	.3	-	3.5	-	-	-
13 days .....	16.4	-	(4)	-	-	60.8	-	(4)	-	.1	-	-	-
Workers in establishments providing no paid holidays .....	.3	-	3.1	-	-	-	-	2.2	.9	10.1	7.5	-	10.3

<sup>1</sup> Estimates include only full-day holidays.

<sup>2</sup> Excludes limited-price variety stores.

<sup>3</sup> Includes data for real estate in addition to those industry divisions shown separately.

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

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

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

Occupational Wage Survey, Philadelphia, Pa., October 1953  
U.S. DEPARTMENT OF LABOR  
Bureau of Labor Statistics

Table B-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 <sup>1</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All workers .....	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>After 1 year of service</u>													
Workers in establishments providing paid vacations .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.9	100.0	100.0	96.8	100.0	100.0
Length-of-time payment .....	98.8	97.8	100.0	100.0	100.0	100.0	94.0	71.7	60.4	100.0	96.8	100.0	77.3
1 week .....	18.4	16.8	16.7	22.1	71.1	3.7	18.7	57.8	49.0	80.9	66.2	81.0	69.8
Over 1 and under 2 weeks .....	1.2	-	.3	-	.9	4.0	-	2.0	2.6	.9	-	.7	-
2 weeks .....	79.2	81.0	83.0	77.6	28.0	92.3	75.3	11.9	8.8	18.2	30.6	18.3	7.5
Over 2 weeks .....	( <sup>2</sup> )	-	-	.3	-	-	-	-	-	-	-	-	-
Percentage payment <sup>3</sup> .....	1.0	2.2	-	-	-	-	-	26.9	39.0	-	-	-	-
2 percent .....	.8	1.7	-	-	-	-	-	19.7	28.6	-	-	-	-
Over 2 but less than 4 percent ...	-	-	-	-	-	-	-	.4	.6	-	-	-	-
4 percent .....	.2	.5	-	-	-	-	-	6.8	9.8	-	-	-	-
Other-type payment .....	.2	-	-	-	-	-	46.0	1.3	.6	-	-	-	422.7
Workers in establishments providing no paid vacations .....	( <sup>2</sup> )	-	( <sup>2</sup> )	-	-	-	-	.1	-	-	3.2	-	-
<u>After 2 years of service</u>													
Workers in establishments providing paid vacations .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.9	100.0	100.0	96.8	100.0	100.0
Length-of-time payment .....	98.8	97.8	100.0	100.0	100.0	100.0	94.0	71.7	60.4	100.0	96.8	100.0	77.3
1 week .....	4.4	5.8	.5	4.1	14.1	.4	7.5	35.3	34.3	39.2	45.4	35.5	41.4
Over 1 and under 2 weeks .....	.5	1.0	-	-	.9	-	-	11.5	14.9	10.1	3.6	1.5	-
2 weeks .....	92.7	91.0	99.4	95.6	85.0	97.5	69.9	24.9	11.2	50.3	47.8	63.0	35.9
Over 2 weeks .....	1.2	-	.1	.3	-	2.1	16.6	( <sup>2</sup> )	-	.4	-	-	-
Percentage payment <sup>3</sup> .....	1.0	2.2	-	-	-	-	-	26.9	39.0	-	-	-	-
2 percent .....	.4	.8	-	-	-	-	-	13.9	20.0	-	-	-	-
Over 2 but less than 4 percent ...	.4	.9	-	-	-	-	-	6.2	9.1	-	-	-	-
4 percent .....	.2	.5	-	-	-	-	-	6.8	9.9	-	-	-	-
Other-type payment .....	.2	-	-	-	-	-	46.0	1.3	.6	-	-	-	422.7
Workers in establishments providing no paid vacations .....	( <sup>2</sup> )	-	( <sup>2</sup> )	-	-	-	-	.1	-	-	3.2	-	-
<u>After 3 years of service</u>													
Workers in establishments providing paid vacations .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.9	100.0	100.0	96.8	100.0	100.0
Length-of-time payment .....	98.8	97.8	100.0	100.0	100.0	100.0	94.0	71.7	60.4	100.0	96.8	100.0	77.3
1 week .....	2.5	4.7	.5	1.0	2.1	-	6.7	23.5	23.9	31.0	29.6	12.6	34.6
Over 1 and under 2 weeks .....	.5	1.2	-	-	-	-	-	11.1	14.4	10.1	3.6	-	3.4
2 weeks .....	94.6	91.9	99.4	98.7	97.9	97.9	70.7	37.1	22.1	58.5	63.6	87.4	39.3
Over 2 weeks .....	1.2	-	.1	.3	-	2.1	16.6	( <sup>2</sup> )	-	.4	-	-	-
Percentage payment <sup>3</sup> .....	1.0	2.2	-	-	-	-	-	26.9	39.0	-	-	-	-
2 percent .....	.4	.8	-	-	-	-	-	8.9	13.0	-	-	-	-
Over 2 but less than 4 percent ...	.4	.9	-	-	-	-	-	6.4	9.3	-	-	-	-
4 percent .....	.2	.5	-	-	-	-	-	11.6	16.7	-	-	-	-
Other-type payment .....	.2	-	-	-	-	-	46.0	1.3	.6	-	-	-	422.7
Workers in establishments providing no paid vacations .....	( <sup>2</sup> )	-	( <sup>2</sup> )	-	-	-	-	.1	-	-	3.2	-	-

See footnotes at end of table.

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

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

Occupational Wage Survey, Philadelphia, Pa., October 1953  
U.S. DEPARTMENT OF LABOR  
Bureau of Labor Statistics

Table B-4: Paid Vacations (Formal Provisions)- Continued

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 <sup>1</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All workers .....	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>After 5 years of service</u>													
Workers in establishments providing paid vacations .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.9	100.0	100.0	96.8	100.0	100.0
Length-of-time payment .....	98.8	97.8	100.0	100.0	100.0	100.0	94.0	71.7	60.4	100.0	96.8	100.0	77.3
1 week .....	.1	.1	-	-	-	-	3.2	1.5	.7	-	4.3	-	19.8
Over 1 and under 2 weeks .....	.1	.2	-	-	-	-	-	.6	.7	-	-	-	3.4
2 weeks .....	89.7	86.1	98.2	97.0	95.5	90.5	74.2	66.6	56.5	89.5	92.5	97.4	54.1
Over 2 and under 3 weeks .....	4.7	5.6	-	.3	-	6.2	16.6	1.2	.4	10.1	-	-	-
3 weeks .....	4.2	5.8	1.8	2.7	4.5	3.3	-	1.8	2.1	.4	-	2.6	-
Percentage payment <sup>3</sup> .....	1.0	2.2	-	-	-	-	-	26.9	39.0	-	-	-	-
2 percent .....	-	-	-	-	-	-	-	.6	.9	-	-	-	-
Over 2 but less than 4 percent .....	.1	.2	-	-	-	-	-	.6	.9	-	-	-	-
4 percent .....	.9	2.0	-	-	-	-	-	25.3	36.6	-	-	-	-
Over 4 but less than 6 percent .....	-	-	-	-	-	-	-	.4	.6	-	-	-	-
Other-type payment .....	.2	-	-	-	-	-	46.0	1.3	.6	-	-	-	422.7
Workers in establishments providing no paid vacations .....	( <sup>2</sup> )	-	( <sup>2</sup> )	-	-	-	-	.1	-	-	3.2	-	-
<u>After 10 years of service</u>													
Workers in establishments providing paid vacations .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.9	100.0	100.0	96.8	100.0	100.0
Length-of-time payment .....	98.8	97.8	100.0	100.0	100.0	100.0	94.0	71.7	60.4	100.0	96.8	100.0	77.3
Under 2 weeks .....	.1	.1	-	-	-	-	3.2	1.6	.7	-	4.3	-	23.2
2 weeks .....	73.2	71.2	82.3	82.5	65.6	75.9	50.6	53.3	48.6	52.1	88.4	66.7	53.5
Over 2 and under 3 weeks .....	3.0	.7	.3	.3	-	9.6	-	2.6	2.3	11.0	-	-	-
3 weeks .....	22.5	25.8	17.4	17.2	34.4	14.5	40.2	14.2	8.8	36.8	4.1	33.3	.6
Over 3 and under 4 weeks .....	-	-	-	-	-	-	-	( <sup>2</sup> )	-	.1	-	-	-
Percentage payment <sup>3</sup> .....	1.0	2.2	-	-	-	-	-	26.9	39.0	-	-	-	-
2 percent .....	-	-	-	-	-	-	-	.6	.9	-	-	-	-
Over 2 but less than 4 percent .....	.1	.2	-	-	-	-	-	.6	.9	-	-	-	-
4 percent .....	.5	1.1	-	-	-	-	-	20.8	30.1	-	-	-	-
Over 4 but less than 6 percent .....	.4	.9	-	-	-	-	-	1.8	2.6	-	-	-	-
6 percent and over .....	-	-	-	-	-	-	-	3.1	4.5	-	-	-	-
Other-type payment .....	.2	-	-	-	-	-	46.0	1.3	.6	-	-	-	422.7
Workers in establishments providing no paid vacations .....	( <sup>2</sup> )	-	( <sup>2</sup> )	-	-	-	-	.1	-	-	3.2	-	-
<u>After 15 years of service</u>													
Workers in establishments providing paid vacations .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.9	100.0	100.0	96.8	100.0	100.0
Length-of-time payment .....	98.8	97.8	100.0	100.0	100.0	100.0	94.0	71.7	60.4	100.0	96.8	100.0	77.3
Under 2 weeks .....	.1	.1	-	-	-	-	3.2	1.6	.7	-	4.3	-	23.2
2 weeks .....	28.6	18.1	12.4	32.6	36.7	44.9	48.8	23.3	16.0	14.6	50.9	51.7	46.7
Over 2 and under 3 weeks .....	.8	.5	-	-	-	2.1	-	1.4	.7	10.1	-	-	-
3 weeks .....	69.1	78.7	87.6	67.1	63.3	53.0	42.0	45.4	43.0	75.2	41.6	48.3	7.4
Over 3 weeks .....	.2	.4	-	.3	-	-	-	( <sup>2</sup> )	-	.1	-	-	-
Percentage payment <sup>3</sup> .....	1.0	2.2	-	-	-	-	-	26.9	39.0	-	-	-	-
2 percent .....	-	-	-	-	-	-	-	.6	.9	-	-	-	-
Over 2 but less than 4 percent .....	.1	.2	-	-	-	-	-	.6	.9	-	-	-	-
4 percent .....	.5	1.1	-	-	-	-	-	10.7	15.5	-	-	-	-
Over 4 but less than 6 percent .....	-	-	-	-	-	-	-	2.2	3.3	-	-	-	-
6 percent and over .....	.4	.9	-	-	-	-	-	12.8	18.4	-	-	-	-
Other-type payment .....	.2	-	-	-	-	-	46.0	1.3	.6	-	-	-	422.7
Workers in establishments providing no paid vacations .....	( <sup>2</sup> )	-	( <sup>2</sup> )	-	-	-	-	.1	-	-	3.2	-	-

See footnotes at end of table.

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

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

Table B-4: Paid Vacations (Formal Provisions)- Continued

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 <sup>1</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All workers .....	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>After 20 years of service</u>													
Workers in establishments providing paid vacations .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.9	100.0	100.0	96.8	100.0	100.0
Length-of-time payment .....	98.8	97.8	100.0	100.0	100.0	100.0	94.0	71.7	60.4	100.0	96.8	100.0	77.3
1 week .....	.1	.1	-	-	-	-	3.2	1.6	.7	-	4.3	-	23.2
Over 1 and under 2 weeks .....	19.5	15.2	12.4	31.9	31.4	17.6	47.9	20.8	13.9	14.6	49.7	45.2	42.7
Over 2 and under 3 weeks .....	.8	.5	-	-	-	2.1	-	1.4	.7	10.1	-	-	-
3 weeks .....	75.3	81.6	87.6	67.8	59.8	72.2	42.9	46.6	44.2	75.2	42.8	49.9	11.4
Over 3 and under 4 weeks .....	( <sup>2</sup> )	-	-	.3	-	-	-	.6	.9	.1	-	-	-
4 weeks and over .....	3.1	.4	-	-	8.8	8.1	-	.7	-	-	-	4.9	-
Percentage payment <sup>3</sup> .....	1.0	2.2	-	-	-	-	-	26.9	39.0	-	-	-	-
2 percent .....	-	-	-	-	-	-	-	.6	.9	-	-	-	-
Over 2 but less than 4 percent ...	.1	.2	-	-	-	-	-	.6	.9	-	-	-	-
4 percent .....	.5	1.1	-	-	-	-	-	10.7	15.5	-	-	-	-
Over 4 but less than 6 percent ...	-	-	-	-	-	-	-	2.2	3.3	-	-	-	-
6 percent and over .....	.4	.9	-	-	-	-	-	12.8	18.4	-	-	-	-
Other-type payment .....	.2	-	-	-	-	-	46.0	1.3	.6	-	-	-	422.7
Workers in establishments providing no paid vacations .....	( <sup>2</sup> )	-	( <sup>2</sup> )	-	-	-	-	.1	-	-	3.2	-	-
<u>After 25 years of service</u>													
Workers in establishments providing paid vacations .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.9	100.0	100.0	96.8	100.0	100.0
Length-of-time payment .....	98.8	97.8	100.0	100.0	100.0	100.0	94.0	71.7	60.4	100.0	96.8	100.0	77.3
1 week .....	.1	.1	-	-	-	-	3.2	1.5	.7	-	4.3	-	19.8
Over 1 and under 2 weeks .....	-	-	-	-	-	-	-	.4	-	-	-	-	3.4
2 weeks .....	17.8	15.2	12.4	31.9	25.2	16.7	21.6	18.7	12.7	14.6	49.7	37.1	37.4
Over 2 and under 3 weeks .....	.8	.5	-	-	-	2.1	-	1.4	.7	10.1	-	-	-
3 weeks .....	60.8	76.3	80.4	51.6	23.1	42.9	69.2	40.6	41.6	69.5	32.0	24.3	16.7
Over 3 and under 4 weeks .....	( <sup>2</sup> )	-	-	.3	-	-	-	.6	.9	.1	-	-	-
4 weeks and over .....	19.3	5.7	7.2	16.2	51.7	38.3	-	8.8	3.8	5.7	10.8	38.6	-
Percentage payment <sup>3</sup> .....	1.0	2.2	-	-	-	-	-	26.9	39.0	-	-	-	-
2 percent .....	-	-	-	-	-	-	-	.6	.9	-	-	-	-
Over 2 but less than 4 percent ...	.1	.2	-	-	-	-	-	.6	.9	-	-	-	-
4 percent .....	.5	1.1	-	-	-	-	-	10.7	15.5	-	-	-	-
Over 4 but less than 6 percent ...	-	-	-	-	-	-	-	2.2	3.3	-	-	-	-
6 percent and over .....	.4	.9	-	-	-	-	-	12.8	18.4	-	-	-	-
Other-type payment .....	.2	-	-	-	-	-	46.0	1.3	.6	-	-	-	422.7
Workers in establishments providing no paid vacations .....	( <sup>2</sup> )	-	( <sup>2</sup> )	-	-	-	-	.1	-	-	3.2	-	-

<sup>1</sup> Includes data for real estate in addition to those industry divisions shown separately.

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

<sup>3</sup> Percent of annual earnings.

<sup>4</sup> Consists of 1 week's pay plus \$30.

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

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

Table B-5: Health, Insurance, and Pension Plans

Type of plan	PERCENT OF OFFICE WORKERS EMPLOYED IN--							PERCENT OF PLANT WORKERS EMPLOYED IN--					
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries <sup>1</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All workers .....	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
Workers in establishments providing:													
Life insurance .....	90.8	93.4	97.3	88.0	85.1	88.4	80.3	89.3	90.2	100.0	79.9	86.5	67.4
Accidental death and dismemberment insurance .....	33.8	48.9	12.5	45.2	14.9	22.4	14.1	38.9	46.4	12.3	45.2	20.0	34.3
Sickness and accident insurance....	47.5	76.3	32.3	52.2	45.4	10.7	11.5	75.7	84.3	69.4	54.1	57.7	38.7
Sick leave (full pay and no waiting period) .....	42.2	38.6	82.5	59.6	40.8	32.5	12.4	12.6	7.4	23.7	24.5	25.0	19.6
Sick leave (partial pay or waiting period) .....	2.4	1.1	5.8	5.2	11.0	( <sup>2</sup> )	-	4.8	2.8	19.6	6.0	5.9	-
Hospitalization insurance .....	62.0	80.8	8.5	70.8	75.5	47.8	33.1	76.3	86.2	27.3	70.3	70.4	41.0
Surgical insurance .....	52.6	76.3	7.6	61.6	61.2	28.3	31.3	70.1	80.9	27.3	66.9	56.9	39.1
Medical insurance .....	25.7	35.6	3.9	38.6	28.1	3.2	24.8	43.0	51.4	10.7	23.7	27.0	36.0
Catastrophe insurance .....	1.2	( <sup>2</sup> )	.3	-	-	4.3	-	.1	-	.9	-	-	-
Retirement pension .....	74.3	74.2	91.6	62.2	65.5	81.8	21.2	62.1	65.4	83.8	49.5	54.4	3.1
Health, insurance, or pension plan not listed above .....	5.4	4.5	-	11.3	16.9	3.9	-	2.8	1.9	-	11.5	7.9	-
No health, insurance, or pension plan .....	1.9	1.8	1.1	4.6	.7	-	16.9	4.3	4.4	-	5.2	2.1	19.9

<sup>1</sup> Includes data for real estate in addition to those industry divisions shown separately.

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

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

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

Occupational Wage Survey, Philadelphia, Pa., October 1953  
U. S. DEPARTMENT OF LABOR  
Bureau of Labor Statistics



Table B-6: Overtime Pay Practices

Overtime 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 <sup>1</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All workers .....	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>Daily overtime</u>													
Workers in establishments providing premium pay .....	51.8	60.6	89.5	45.7	37.4	34.5	23.0	85.0	93.9	89.7	54.6	57.9	39.6
Time and one-half .....	37.1	47.4	79.7	30.4	31.7	12.5	12.0	74.4	81.7	88.3	51.7	44.0	37.5
Effective after less than 8 hours .....	12.5	9.4	43.9	4.8	3.9	12.5	3.3	2.6	3.1	-	-	-	5.3
Effective after 8 hours .....	24.6	38.0	35.8	25.6	27.8	-	8.7	71.8	78.6	88.3	51.7	44.0	32.2
Effective after more than 8 hours .....	-	-	-	-	-	-	-	-	-	-	-	-	-
Double time .....	-	-	-	-	-	-	-	-	-	-	-	-	-
Other <sup>2</sup> .....	14.7	13.2	9.8	15.3	5.7	22.0	11.0	10.6	12.2	1.4	2.9	13.9	2.1
Workers in establishments providing no premium pay or having no policy .....	48.2	39.4	10.5	54.3	62.6	65.5	77.0	15.0	6.1	10.3	45.4	42.1	60.4
<u>Weekly overtime</u>													
Workers in establishments providing premium pay .....	96.5	98.8	99.4	96.4	99.4	92.1	89.0	97.1	99.1	89.9	97.7	97.6	76.5
Time and one-half .....	64.7	79.2	83.4	66.9	79.7	32.9	39.7	91.8	94.0	88.5	96.9	90.1	62.7
Effective after less than 40 hours .....	14.7	13.8	43.9	6.5	5.6	12.5	3.6	4.0	4.9	-	-	1.5	5.3
Effective after 40 hours .....	50.0	65.4	39.5	60.4	73.8	20.4	36.1	85.7	89.1	88.5	96.9	77.4	44.0
Effective after more than 40 hours .....	( <sup>3</sup> )	-	-	-	.3	-	-	2.1	-	-	-	11.2	13.4
Double time .....	-	-	-	-	-	-	-	-	-	-	-	-	-
Other <sup>2</sup> .....	31.8	19.6	16.0	29.5	19.7	59.2	49.3	5.3	5.1	1.4	.8	7.5	13.8
Workers in establishments providing no premium pay or having no policy .....	3.5	1.2	.6	3.6	.6	7.9	11.0	2.9	.9	10.1	2.3	2.4	23.5

<sup>1</sup> Includes data for real estate in addition to those industry divisions shown separately.

<sup>2</sup> Includes provisions for a specified number of overtime hours at either (1) no pay, (2) regular rate, or (3) a premium rate; and premium pay at another rate thereafter.

<sup>3</sup> Less than 0.05 percent.

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

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

Occupational Wage Survey, Philadelphia, Pa., October 1953  
U.S. DEPARTMENT OF LABOR  
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Table B-7: Rate of Pay for Holiday Work

Pay provision	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 workers .....	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
Workers in establishments with pay provisions for work on paid holidays <sup>2</sup> .....	75.1	82.4	93.1	76.3	46.3	70.7	37.0	90.3	94.9	89.9	82.3	75.8	66.4
Regular rate only .....	1.0	-	-	-	3.1	1.3	10.9	-	-	-	-	-	-
Time and one-half .....	1.5	2.2	1.0	-	4.5	-	2.6	4.1	4.7	.7	-	2.4	12.0
Double time .....	35.2	37.8	79.4	61.6	27.6	12.9	8.6	37.4	35.7	48.2	57.7	37.4	27.0
Double time and one-half .....	24.1	20.7	4.4	5.0	8.6	48.6	13.7	26.0	30.6	8.0	11.9	17.3	24.0
Triple time .....	5.5	10.0	-	2.7	2.5	2.8	-	16.4	19.3	-	12.7	18.7	3.4
Equal time off .....	2.0	3.7	.4	-	-	1.3	-	.8	1.2	-	-	-	-
Other plan .....	5.8	8.0	7.9	7.0	-	3.8	1.2	5.6	3.4	33.0	-	-	-
Workers in establishments with no formal policy .....	24.6	17.6	3.8	23.7	53.7	29.3	63.0	7.5	4.2	-	10.2	24.2	23.3
Workers in establishments with no paid holidays .....	.3		3.1					2.2	.9	10.1	7.5		10.3

<sup>1</sup> Includes data for real estate in addition to those industry divisions shown separately.

<sup>2</sup> Includes holiday pay and rate for work on paid holiday.

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

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

Occupational Wage Survey, Philadelphia, Pa., October 1953  
U.S. DEPARTMENT OF LABOR  
Bureau of Labor Statistics

Table B-8: Wage Structure Characteristics and Labor-Management Agreements

Item	PERCENT OF OFFICE WORKERS EMPLOYED IN--							PERCENT OF PLANT WORKERS EMPLOYED IN--					
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries <sup>1</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
<b>WAGE STRUCTURE FOR TIME-RATED WORKERS<sup>2</sup></b>													
All workers .....	100	100	100	100	100	100	100	100	100	100	100	100	100
Formal rate structure .....	67	72	92	52	56	63	36	88	90	100	74	79	79
Single rate .....	1	1	8	2	-	-	2	54	56	55	43	39	71
Range of rates .....	66	71	84	50	56	63	34	34	34	45	31	40	8
Individual rates .....	33	28	8	48	44	37	64	12	10	-	26	21	21
<b>METHOD OF WAGE PAYMENT FOR PLANT WORKERS</b>													
All workers .....	DATA NOT COLLECTED							100	100	100	100	100	100
Time workers .....	DATA NOT COLLECTED							69	62	91	99	76	79
Incentive workers .....	DATA NOT COLLECTED							31	38	9	1	24	21
Piecework .....	DATA NOT COLLECTED							15	22	( <sup>3</sup> )	-	( <sup>3</sup> )	9
Bonus work .....	DATA NOT COLLECTED							12	16	( <sup>3</sup> )	-	2	4
Commission .....	DATA NOT COLLECTED							4	-	9	1	22	8
<b>LABOR-MANAGEMENT AGREEMENTS<sup>4</sup></b>													
Workers in establishments with agreements covering a majority of such workers .....	18	24	65	1	12	-	6	81	87	87	59	51	83

<sup>1</sup> Includes data for real estate in addition to those industry divisions shown separately.

<sup>2</sup> Estimates for office workers are based on total office employment, whereas estimates for plant workers are based on time-rated employees only.

<sup>3</sup> Less than 0.5 percent.

<sup>4</sup> Estimates relate to all workers (office or plant) employed in an establishment having a contract in effect covering a majority of the workers in their respective category. The estimates so obtained are not necessarily representative of the extent to which all workers in the area may be covered by the provisions of the labor-management agreements due to the exclusion of smaller-size establishments.

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

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

Occupational Wage Survey, Philadelphia, Pa., October 1953  
U.S. DEPARTMENT OF LABOR  
Bureau of Labor Statistics



## PORTLAND (OREG.), SEPTEMBER 1953

The 4-county Portland Metropolitan area is a major center of trade and commerce in the Pacific Northwest. Large concentrations of workers in wholesale and retail trade, transportation and public utilities, finance, and services industries together make Portland predominantly a center of nonmanufacturing industrial activity. Diversified manufacturing industries, accounting for approximately one-third of the area's industrial employment, include metalworking, food products, lumber, and paper products. This current study, conducted in September 1953, presents data from 145 establishments employing over 60,000 workers, which were selected to represent over 550 establishments employing over 115,000 workers in 6 major industry groupings (see table following).

### Wage Structure

Most plant workers in Portland are paid on a time-rate rather than on an incentive basis. The plant (nonoffice) work force in the industries within scope of the survey was divided in the ratio of 7 to 1 between workers paid on a time-rate basis and those employed under some form of wage incentive plan. Nearly all of the time-rated plant workers were employed in establishments with formal wage structures that provided an established single rate or range of rates for each job classification. Manufacturing plant employees generally worked under single rate systems whereas nearly half of the plant workers in the public utility and retail trade divisions were in establishments with rate-range systems. Formal wage structures covered three-fourths of the office workers and in nearly all cases provided a range of rates for each job category.

Formal wage structures which also provided for classifying jobs in a series of labor grades or rate steps were reported by relatively few establishments, however. Of the 145 establishments studied, labor grade systems covered plant jobs in 12 establishments and office jobs in 23 establishments. These were distributed among a variety of manufacturing as well as nonmanufacturing industries. Plant and office pay systems ranged from 5 or less grades to more than 15 labor grades.

### Occupational Pay Levels

Women secretaries, general stenographers, and routine copy typists (class B) had average weekly salaries of \$66.50, \$56, and \$46 respectively, in September 1953 as compared with \$64.50, \$54, and \$43 respectively, in September 1952, the date of an earlier Bureau survey.

Straight-time average hourly earnings for the skilled maintenance jobs ranged from \$2.13 for mechanics to \$2.33 for tool-and-die makers; carpenters and machinists averaged \$2.28 an hour and machine-tool operators in toolrooms, pipefitters, and sheet-metal workers averaged \$2.21. Among the numerically important

men's plant jobs studied, janitors averaged \$1.45, material-handling laborers \$1.73, and drivers of medium-size trucks \$1.90. Increases over the September 1952 pay levels varied among jobs; machinists, pipefitters, and tool-and-die makers, for example, averaged 13 cents more and laborers and truckdrivers received 8 cents more.

Average pay levels tended to be somewhat higher in manufacturing than in the nonmanufacturing group of industries. Weekly salaries of secretaries and stenographers averaged \$68 and \$57.50 in manufacturing and \$65.50 and \$55 in nonmanufacturing. Similarly, men and women janitors, truckdrivers, and watchmen had higher average pay in manufacturing establishments than in nonmanufacturing. Among the jobs for which higher averages were recorded in the nonmanufacturing segment of the study were accounting clerks, payroll clerks, carpenters, electricians, and automotive mechanics.

### Cost-of-Living and Annual Improvement Adjustments

Eleven of the 145 establishments covered by the survey reported provisions for periodic cost-of-living adjustments and 2 of these had provisions for annual improvement (productivity) adjustments. Nearly all of the provisions for cost-of-living adjustments applied only to plant workers. Of the 11 establishments, 5 were in manufacturing, 3 were in the public utility group, and 3 were in trade.

### Labor-Management Agreements

Five-sixths of the plant workers in the industry and establishment-size groups covered by the survey were employed in establishments having labor-management agreements covering a majority of the plant workers. A sixth of the office workers were employed in establishments with agreements covering a majority of such workers. The proportion of plant workers covered by labor-management agreements in manufacturing exceeded that in nonmanufacturing industries but the reverse was true in the case of office workers.

### Work Schedules

Less than 2 percent of the office and plant workers were scheduled to work more than 40 hours a week during September 1953. Fully 90 percent of the women office workers were on a 40-hour schedule and an even larger proportion of all plant workers within the scope of the study were on the 8-hour, 5-day workweek.

### Overtime Pay

Nearly all of the plant and office workers were employed in establishments which provided premium rates of pay for work performed in excess of regular weekly schedules. Such provisions almost always called for payment of one and a half times the regular rate for work in excess of 40 hours a week. However, about a tenth of the plant workers were in plants providing double time for work in excess of 40. Premium pay for hours worked in excess of daily scheduled hours was more prevalent for plant than for office workers.

### Shift Operations

A fourth of the plant labor force in manufacturing was employed on extra shifts at the time of the study. Nearly all of these workers were paid a premium for working on second or later shifts. Shift differentials were most commonly paid in the form of a cents-per-hour addition to first-shift rates; they were also paid in percentage form, in the form of a full day's pay for reduced hours, and in combinations of the latter and cents-per-hour or percentage payments.

### Paid Holidays

Almost all of the office workers and over five-sixths of the plant workers were employed in establishments which provided holidays with pay, typically 6 or 7 in number. Two-thirds of the office workers and three-fourths of the plant workers were employed

in establishments which made provision for pay for work on these paid holidays when necessary. Double time (including holiday pay) was most commonly granted for work on paid holidays.

### Paid Vacations

Vacations with pay were provided to nearly all plant and office workers in Portland. A majority of the office workers received 2 weeks' vacation after 1 year of service while nearly all of the plant workers received 1 week's vacation after a year's service. The vacation period was generally 2 weeks for both plant and office workers after 5 years' service. Three-fifths of the office workers were employed in establishments that provided 3 or more weeks after 25 years' service; two-fifths of the plant workers were also entitled to similar vacations upon completion of this period of service.

### Health, Insurance, and Pension Plans

Nine-tenths of the office workers and about eight-tenths of the plant workers were in establishments which paid at least part of the cost of some form of health, insurance, or pension plan available to these groups. Benefits available to a majority of both office and plant workers included life, hospitalization, surgical, and medical insurance. Less prevalent were accidental death and dismemberment insurance, sickness and accident insurance, catastrophe insurance, and sick leave plans. Pension plans were available to seven-tenths of the office workers and somewhat less than half of the plant workers.

Establishments and Workers Within Scope of Survey and Number Studied in Portland, Oreg.,<sup>1</sup> by Major Industry Division, September 1953

Industry division	Minimum-size establishment in scope of study <sup>2</sup>	Number of establishments		Workers		
		Within scope of study	Studied	Within scope of study	Studied	
					Total	Office
All divisions .....	51	565	145	118,968	52,433	9,627
Manufacturing .....	51	246	62	57,908	27,625	2,008
Nonmanufacturing .....	51	319	83	61,060	34,808	7,619
Transportation (excluding railroads), communication, and other public utilities .....	51	63	20	22,724	16,056	2,532
Wholesale trade* .....	51	88	18	10,458	3,148	1,005
Retail trade .....	51	88	20	17,796	10,644	1,501
Finance, insurance, and real estate* .....	51	36	10	5,301	3,014	2,366
Services <sup>3</sup> * .....	51	44	15	4,781	1,946	215

<sup>1</sup> Portland Metropolitan Area (Clackamas, Multnomah, and Washington Counties, Oreg.; and Clark County, Wash.).

<sup>2</sup> Total establishment employment. For wage study purposes, all outlets (within the area) of companies in such industries as trade, finance, auto repair service, and motion-picture theaters are considered as one establishment.

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

\* This industry division is appropriately represented in estimates for "all industries" and "nonmanufacturing" in the Series A and B tables although coverage was insufficient to justify separate presentation of data.



Table A-1: Office Occupations - Continued

(Average straight-time weekly hours and earnings<sup>1</sup> for selected occupations studied on an area basis in Portland, Oreg., by industry division, September 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)	\$ 30.00 and under	\$ 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	\$ 95.00 and over	
<b>Women - Continued</b>																										
Clerks, file, class B .....	236	40.0	44.50	-	17	12	28	31	23	61	31	16	6	5	2	4	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	44	40.0	49.00	-	-	-	-	1	3	14	13	6	3	1	2	1	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing .....	192	40.0	43.50	-	17	12	28	30	20	47	18	10	3	4	-	3	-	-	-	-	-	-	-	-	-	-
Public utilities* .....	34	40.0	49.50	-	-	-	-	-	3	11	2	10	3	2	-	3	-	-	-	-	-	-	-	-	-	-
Clerks, order .....	115	40.0	55.00	-	-	-	1	5	5	21	11	3	-	22	25	5	-	2	-	15	-	-	-	-	-	-
Manufacturing .....	34	40.0	51.50	-	-	-	-	-	19	-	1	-	-	-	14	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing .....	81	40.0	56.50	-	-	-	1	5	5	2	11	2	-	22	11	5	-	2	-	15	-	-	-	-	-	-
Clerks, payroll .....	315	40.0	59.00	-	-	-	-	2	22	25	8	14	34	19	35	48	51	7	15	13	10	3	7	2	-	-
Manufacturing .....	142	40.0	58.00	-	-	-	-	-	8	17	2	2	18	9	24	24	22	4	4	2	3	3	-	-	-	-
Nonmanufacturing .....	173	40.0	59.50	-	-	-	-	2	14	8	6	12	16	10	11	24	29	3	11	11	7	-	7	2	-	-
Public utilities* .....	53	40.0	66.00	-	-	-	-	-	-	1	-	3	1	1	1	8	23	-	6	-	-	-	7	2	-	-
Retail trade .....	65	40.5	54.50	-	-	-	-	1	4	5	6	5	15	6	7	11	-	-	-	-	5	-	-	-	-	-
Comptometer operators .....	448	40.0	55.00	-	-	4	5	19	11	54	24	74	43	43	83	15	20	7	16	5	3	22	-	-	-	-
Manufacturing .....	129	40.0	56.00	-	-	-	-	-	2	17	10	20	16	14	10	8	10	6	11	2	3	-	-	-	-	-
Nonmanufacturing .....	319	40.0	54.50	-	-	4	5	19	9	37	14	54	27	29	73	7	10	1	5	3	-	22	-	-	-	-
Retail trade .....	110	40.0	55.00	-	-	1	3	10	3	2	2	12	4	10	49	4	9	1	-	-	-	-	-	-	-	-
Duplicating-machine operators (mimeograph or ditto) .....	39	40.0	50.50	-	-	3	-	-	8	1	6	6	3	6	1	2	2	-	-	1	-	-	-	-	-	-
Nonmanufacturing .....	36	40.0	50.00	-	-	3	-	-	8	1	6	6	3	5	-	2	1	-	-	1	-	-	-	-	-	-
Key-punch operators .....	176	40.0	54.50	-	2	2	6	8	11	10	12	15	9	40	16	18	7	7	4	1	3	5	-	-	-	-
Manufacturing .....	51	40.0	55.00	-	-	-	-	-	-	5	8	7	4	11	2	8	2	1	2	1	-	-	-	-	-	-
Nonmanufacturing .....	125	40.0	54.50	-	2	2	6	8	11	5	4	8	5	29	14	10	5	6	2	-	3	5	-	-	-	-
Public utilities* .....	42	40.0	56.00	-	-	-	-	-	-	2	2	6	4	19	1	4	2	-	2	-	-	-	-	-	-	-
Office girls .....	154	39.5	39.50	3	40	34	19	23	8	6	2	14	-	5	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	38	40.0	44.00	3	-	2	-	13	4	4	1	7	-	4	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing .....	116	39.5	38.50	-	40	32	19	10	4	2	1	7	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Secretaries .....	487	40.0	66.50	-	-	-	-	1	-	5	2	25	7	35	60	35	76	33	57	34	22	52	21	18	4	-
Manufacturing .....	197	40.0	68.00	-	-	-	-	-	-	4	-	-	1	9	17	21	27	17	26	12	17	27	13	6	-	-
Nonmanufacturing .....	290	40.0	65.50	-	-	-	-	1	-	1	2	25	6	26	43	14	49	16	31	22	5	25	8	12	4	-
Public utilities* .....	88	40.0	73.00	-	-	-	-	-	-	-	-	-	-	1	9	3	11	7	17	7	2	11	7	9	4	-
Retail trade .....	63	40.0	58.00	-	-	-	-	1	-	1	2	13	5	9	8	6	10	3	3	1	-	1	-	-	-	-
Stenographers, general .....	876	39.5	56.00	-	-	5	18	20	27	61	55	95	96	98	161	93	68	36	9	7	-	20	7	-	-	-
Manufacturing .....	260	40.0	57.50	-	-	-	-	-	-	16	11	28	25	41	46	46	21	19	2	1	-	-	4	-	-	-
Nonmanufacturing .....	616	39.5	55.00	-	-	5	18	20	27	45	44	67	71	57	115	47	47	17	7	6	-	20	3	-	-	-
Public utilities* .....	93	40.0	57.50	-	-	-	-	-	5	2	3	7	15	12	22	11	5	2	4	3	-	2	-	-	-	-
Retail trade .....	69	40.0	52.00	-	-	5	-	9	1	10	6	13	1	6	1	11	-	1	-	-	-	5	-	-	-	-
Stenographers, technical .....	47	40.5	62.50	-	-	-	-	-	-	2	-	1	-	-	-	13	10	12	1	4	-	1	3	-	-	-
Switchboard-operators .....	212	40.0	50.00	-	-	-	-	41	20	33	18	21	28	18	11	2	15	-	3	2	-	-	-	-	-	-
Nonmanufacturing .....	199	40.0	50.00	-	-	-	-	41	20	33	18	16	24	14	11	2	15	-	3	2	-	-	-	-	-	-
Public utilities* .....	52	40.0	58.00	-	-	-	-	-	-	4	3	4	7	9	6	2	12	-	3	2	-	-	-	-	-	-
Switchboard operator-receptionists .....	267	40.0	53.00	-	-	9	-	27	26	8	32	28	35	15	41	15	11	3	6	1	6	3	1	-	-	-
Manufacturing .....	120	40.0	55.00	-	-	-	-	-	12	4	23	5	13	8	26	11	10	3	4	1	-	-	-	-	-	-
Nonmanufacturing .....	147	40.0	51.00	-	-	9	-	27	14	4	9	23	22	7	15	4	1	-	2	-	6	3	1	-	-	-
Retail trade .....	39	40.5	42.50	-	-	9	-	14	6	2	5	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-

See footnote at end of table.

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



Table A-1: Office Occupations - Continued

(Average straight-time weekly hours and earnings<sup>1</sup> for selected occupations studied on an area basis in Portland, Oreg., by industry division, September 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)	\$ 30.00 and under	\$ 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	\$ 95.00 and over
<b>Women - Continued</b>																									
Tabulating-machine operators .....	47	40.0	\$ 56.00	-	2	1	-	2	4	-	-	4	5	5	8	4	1	6	3	2	-	-	-	-	-
Transcribing-machine operators, general .....	159	40.0	51.50	-	-	-	-	12	12	23	12	30	22	20	15	4	4	-	-	5	-	-	-	-	-
Manufacturing .....	64	40.0	55.00	-	-	-	-	-	-	8	-	14	12	16	7	2	-	-	5	-	-	-	-	-	-
Nonmanufacturing .....	95	40.0	49.50	-	-	-	-	12	12	15	12	16	10	4	8	2	4	-	-	-	-	-	-	-	-
Typists, class A .....	269	40.0	54.00	-	-	-	-	-	13	31	26	52	39	42	29	11	11	3	6	-	-	6	-	-	-
Manufacturing .....	62	40.0	57.50	-	-	-	-	-	-	1	1	3	20	15	8	3	3	2	6	-	-	-	-	-	-
Nonmanufacturing .....	207	40.0	53.00	-	-	-	-	-	13	30	25	49	19	27	21	8	8	1	-	-	-	6	-	-	-
Typists, class B .....	727	40.0	46.00	5	21	42	55	129	99	104	69	71	66	27	12	18	2	5	-	2	-	-	-	-	-
Manufacturing .....	113	40.0	51.00	-	-	-	-	4	10	18	20	18	16	17	7	3	-	-	-	-	-	-	-	-	-
Nonmanufacturing .....	614	40.0	45.00	5	21	42	55	125	89	86	49	53	50	10	5	15	2	5	-	2	-	-	-	-	-
Public utilities* .....	72	40.0	53.00	-	-	-	-	-	1	10	3	12	36	4	1	3	-	2	-	-	-	-	-	-	-
Retail trade .....	103	40.0	42.50	5	10	10	3	21	18	5	10	21	-	-	-	-	-	-	-	-	-	-	-	-	-

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

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

Table A-2: Professional and Technical Occupations

(Average straight-time weekly hours and earnings<sup>1</sup> for selected occupations studied on an area basis in Portland, Oreg., by industry division, September 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)	\$ 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	\$ 95.00	\$ 100.00	\$ 105.00	\$ 110.00	\$ 115.00	\$ 120.00		
<b>Men</b>																									
Draftsmen, senior .....	148	40.0	\$ 88.50	-	-	-	-	-	-	-	2	-	-	19	28	56	11	13	10	6	-	3	-	-	-
Manufacturing .....	137	40.0	89.00	-	-	-	-	-	-	-	2	-	-	15	23	55	10	13	10	6	-	3	-	-	-
Draftsmen, junior .....	56	40.0	71.00	-	-	1	3	2	4	-	22	3	7	8	4	2	-	-	-	-	-	-	-	-	-
Manufacturing .....	42	40.0	71.00	-	-	-	3	-	4	-	19	3	3	6	3	1	-	-	-	-	-	-	-	-	-
<b>Women</b>																									
Nurses, industrial (registered) .....	37	40.0	65.50	6	-	-	2	3	6	6	1	4	3	3	3	-	-	-	-	-	-	-	-	-	-
One-nurse unit .....	35	40.0	65.00	6	-	-	2	3	6	6	1	4	2	2	3	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	32	40.0	64.50	6	-	-	2	3	6	5	1	4	1	1	3	-	-	-	-	-	-	-	-	-	-
One-nurse unit .....	32	40.0	64.50	6	-	-	2	3	6	5	1	4	1	1	3	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> Hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.Occupational Wage Survey, Portland, Oreg., September 1953  
U.S. DEPARTMENT OF LABOR  
Bureau of Labor Statistics

Table A-3: Maintenance and Powerplant Occupations

(Average hourly earnings<sup>1</sup> for men in selected occupations studied on an area basis in Portland, Oreg., by industry division, September 1953)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																											
			\$1.35 and under 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 1.75	\$1.75 1.80	\$1.80 1.85	\$1.85 1.90	\$1.90 1.95	\$1.95 2.00	\$2.00 2.05	\$2.05 2.10	\$2.10 2.15	\$2.15 2.20	\$2.20 2.25	\$2.25 2.30	\$2.30 2.35	\$2.35 2.40	\$2.40 2.50	\$2.50 2.60	\$2.60 2.70	\$2.70 2.80	\$2.80 and over		
<b>Carpenters, maintenance</b> .....	204	2.28	-	-	-	-	-	-	-	1	4	-	12	5	7	-	20	30	15	30	7	-	13	52	8	-	-	-		
Manufacturing .....	152	2.25	-	-	-	-	-	-	-	1	4	-	12	5	7	-	8	30	14	30	7	-	3	29	7	-	-			
Nonmanufacturing .....	52	2.37	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12	-	1	-	-	-	10	23	1	-	-			
Public utilities* .....	28	2.21	-	-	-	-	-	-	-	-	-	-	-	5	-	-	12	-	1	-	-	-	10	-	-	-	-			
<b>Electricians, maintenance</b> .....	277	2.29	-	-	-	-	-	-	-	3	5	-	4	6	7	-	14	59	7	82	36	-	1	1	15	28	9			
Manufacturing .....	244	2.27	-	-	-	-	-	-	-	3	5	-	4	6	7	-	14	58	7	81	35	-	-	-	-	22	8			
Nonmanufacturing .....	33	2.50	-	-	-	-	-	-	-	-	-	-	-	6	-	-	-	1	-	1	1	-	1	1	15	6	1			
Public utilities* .....	27	2.51	-	-	-	-	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	-	-	-	15	6	-			
<b>Engineers, stationary</b> .....	244	2.15	-	-	-	-	-	-	-	1	-	-	14	1	21	47	55	45	16	28	-	-	7	-	5	4	-			
Manufacturing .....	162	2.19	-	-	-	-	-	-	-	1	-	-	14	-	-	4	43	41	16	28	-	-	7	-	4	4	-			
Nonmanufacturing .....	82	2.08	-	-	-	-	-	-	-	-	-	-	-	1	21	43	12	4	-	-	-	-	-	1	-	-	-			
<b>Firemen, stationary boiler</b> .....	194	1.95	-	-	-	9	-	-	15	12	2	3	18	33	20	28	12	18	-	16	4	4	-	-	-	-	-			
Manufacturing .....	186	1.94	-	-	-	9	-	-	15	12	-	3	18	32	20	28	12	13	-	16	4	4	-	-	-	-	-			
<b>Helpers, trades, maintenance</b> .....	296	1.85	-	-	8	-	-	3	14	23	14	29	159	6	22	10	1	6	1	-	-	-	-	-	-	-	-			
Manufacturing .....	258	1.84	-	-	8	-	-	3	14	20	14	29	131	6	20	8	-	4	1	-	-	-	-	-	-	-	-			
<b>Machine-tool operators, toolroom</b> .....	45	2.21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	30	1	5	1	8	-	-	-	-	-			
Manufacturing .....	32	2.17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	25	1	5	1	-	-	-	-	-	-			
<b>Machinists, maintenance</b> .....	149	2.28	-	-	-	-	-	-	-	1	-	-	2	3	13	10	10	2	8	54	7	8	-	21	8	1	1			
Manufacturing .....	129	2.29	-	-	-	-	-	-	-	1	-	-	2	-	9	4	10	2	8	54	7	8	-	14	8	1	1			
<b>Mechanics, automotive (maintenance)</b> .....	1,001	2.17	-	-	-	-	-	-	-	7	10	8	4	15	31	74	39	235	537	6	5	10	11	9	-	-	-			
Manufacturing .....	116	2.07	-	-	-	-	-	-	-	6	10	4	4	6	1	31	-	43	3	6	2	-	-	-	-	-	-			
Nonmanufacturing .....	885	2.18	-	-	-	-	-	-	-	1	-	4	-	9	30	43	39	192	534	-	3	10	11	9	-	-	-			
Public utilities* .....	626	2.19	-	-	-	-	-	-	-	1	-	-	-	9	30	20	-	12	534	-	3	-	11	6	-	-	-			
<b>Mechanics, maintenance</b> .....	450	2.13	-	-	-	1	-	-	-	5	33	4	12	44	24	9	18	166	40	41	48	2	-	1	2	-	-			
Manufacturing .....	416	2.14	-	-	-	-	-	-	-	5	33	3	12	24	24	6	18	166	36	41	48	-	-	-	-	-	-			
<b>Millwrights</b> .....	200	2.20	-	-	-	-	-	-	-	-	-	-	16	-	-	4	15	6	4	8	25	106	-	4	12	-	-			
Manufacturing .....	200	2.20	-	-	-	-	-	-	-	-	-	-	16	-	-	4	15	6	4	8	25	106	-	4	12	-	-			
<b>Oilers</b> .....	133	1.82	2	13	6	-	-	10	-	4	-	4	58	8	17	1	1	1	6	-	-	-	-	2	-	-	-			
Manufacturing .....	126	1.81	2	13	6	-	-	10	-	4	-	4	58	8	17	1	-	1	-	-	-	-	-	2	-	-	-			
<b>Painters, maintenance</b> .....	112	2.23	-	-	-	-	-	-	-	4	-	-	4	11	4	1	-	16	5	25	15	-	25	2	-	-	-			
Manufacturing .....	74	2.24	-	-	-	-	-	-	-	4	-	-	4	-	-	1	-	16	3	25	15	-	10	-	-	-	-			
Nonmanufacturing .....	38	2.21	-	-	-	-	-	-	-	-	-	-	4	11	4	-	-	-	2	-	-	-	15	2	-	-	-			
<b>Pipefitters, maintenance</b> .....	111	2.21	-	-	-	-	-	-	-	-	-	-	-	8	2	-	-	37	5	59	-	-	-	-	-	-	-			
Manufacturing .....	103	2.22	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	37	5	59	-	-	-	-	-	-	-			
<b>Sheet-metal workers, maintenance</b> .....	32	2.21	-	-	-	-	-	-	-	-	-	-	-	-	14	-	-	-	-	13	-	-	-	2	3	-	-			
<b>Tool-and-die makers</b> .....	44	2.33	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	11	8	13	8	-	-	-	-			
Manufacturing .....	44	2.33	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	11	8	13	8	-	-	-	-			

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

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

Occupational Wage Survey, Portland, Oreg., September 1953  
U.S. DEPARTMENT OF LABOR  
Bureau of Labor Statistics

Table A-4: Custodial and Material Movement Occupations

(Average hourly earnings<sup>1</sup> for selected occupations<sup>2</sup> studied on an area basis in Portland, Oreg., by industry division, September 1953)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																									
			Under \$1.00	\$1.00 and under 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 1.75	\$1.75 1.80	\$1.80 1.85	\$1.85 1.90	\$1.90 1.95	\$1.95 2.00	\$2.00 2.05	\$2.05 2.10	\$2.10 2.20	\$2.20 2.30	\$2.30 and over
Guards .....	41	1.70	-	-	-	-	-	-	2	-	-	-	-	8	7	-	5	-	1	-	14	4	-	-	-	-	-	-
Manufacturing .....	34	1.72	-	-	-	-	-	-	2	-	-	-	-	7	3	-	4	-	-	-	14	4	-	-	-	-	-	-
Janitors, porters, and cleaners (men) .....	1,153	1.45	27	11	19	16	29	85	154	83	114	73	104	85	48	55	1	40	169	21	1	-	8	-	-	10	-	-
Manufacturing .....	556	1.56	-	11	-	-	-	6	7	18	63	56	96	35	24	26	-	17	169	19	1	-	8	-	-	-	-	-
Nonmanufacturing .....	597	1.33	27	-	19	16	29	79	147	65	51	17	8	50	24	29	1	23	-	2	-	-	-	-	-	10	-	-
Public utilities* .....	146	1.47	-	-	-	-	9	8	14	13	15	13	5	9	16	24	-	20	-	-	-	-	-	-	-	-	-	-
Retail trade .....	203	1.27	9	-	2	-	20	38	63	43	9	1	-	5	8	5	-	-	-	-	-	-	-	-	-	-	-	-
Janitors, porters, and cleaners (women) .....	141	1.22	8	8	7	7	45	29	3	10	9	8	-	-	-	4	-	3	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	37	1.28	-	3	-	-	6	12	2	4	7	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing .....	104	1.20	8	5	7	7	39	17	1	6	2	8	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-
Laborers, material handling .....	1,933	1.73	-	17	4	9	4	-	12	110	5	22	15	64	99	203	156	155	278	142	416	50	32	90	48	2	-	-
Manufacturing .....	637	1.67	-	-	-	-	-	-	-	80	-	16	10	59	59	84	4	34	170	16	-	48	16	41	-	-	-	-
Nonmanufacturing .....	1,296	1.76	-	17	4	9	4	-	12	30	5	6	5	5	40	119	152	121	108	126	416	2	16	49	48	2	-	-
Retail trade .....	204	1.52	-	16	4	9	4	-	12	-	5	6	5	5	40	5	38	48	7	-	-	-	-	-	-	-	-	-
Order fillers .....	965	1.72	2	4	7	3	-	-	1	1	2	31	-	12	5	49	197	344	152	13	52	16	39	13	-	22	-	-
Manufacturing .....	255	1.76	-	-	-	-	-	-	-	-	-	16	-	9	-	49	40	20	18	8	49	16	-	10	-	20	-	-
Nonmanufacturing .....	710	1.71	2	4	7	3	-	-	1	1	2	15	-	3	5	-	157	324	134	5	3	-	39	3	-	2	-	-
Retail trade .....	196	1.70	2	4	7	3	-	-	1	1	2	3	-	3	1	-	15	88	30	-	-	-	36	-	-	-	-	-
Packers, shipping .....	636	1.66	2	5	2	1	2	-	-	2	2	5	5	4	31	181	94	186	83	30	-	-	1	-	-	-	-	-
Manufacturing .....	256	1.64	-	-	-	-	-	-	-	-	-	4	5	2	31	181	-	4	-	28	-	-	1	-	-	-	-	-
Nonmanufacturing .....	380	1.68	2	5	2	1	2	-	-	2	2	1	-	2	-	-	94	182	83	2	-	-	-	-	-	-	-	-
Retail trade .....	33	1.41	2	5	2	1	2	-	-	2	2	1	-	2	-	-	2	9	1	2	-	-	-	-	-	-	-	-
Receiving clerks .....	123	1.83	-	-	-	-	1	-	1	-	1	1	-	4	4	4	3	11	22	21	22	7	2	4	-	-	11	4
Manufacturing .....	44	1.97	-	-	-	-	-	-	-	-	-	-	-	3	-	-	3	7	-	-	6	5	1	4	-	-	11	4
Nonmanufacturing .....	79	1.76	-	-	-	-	1	-	1	-	1	1	-	1	4	4	-	4	22	21	16	2	1	-	-	-	-	-
Shipping clerks .....	182	1.83	-	-	4	-	-	-	-	-	-	-	-	13	-	9	3	7	27	60	4	23	-	11	3	7	3	8
Manufacturing .....	77	1.90	-	-	-	-	-	-	-	-	-	-	-	12	-	2	3	6	3	9	4	10	-	11	3	4	2	8
Nonmanufacturing .....	105	1.78	-	-	4	-	-	-	-	-	-	-	-	1	-	7	-	1	24	51	-	13	-	-	-	3	1	-
Shipping-and-receiving clerks .....	225	1.82	-	-	1	-	-	-	-	-	6	8	-	-	-	4	29	24	14	35	39	9	25	26	-	5	-	-
Manufacturing .....	132	1.82	-	-	-	-	-	-	-	-	-	8	-	-	-	4	13	24	-	24	24	6	1	26	-	2	-	-
Nonmanufacturing .....	93	1.82	-	-	1	-	-	-	-	-	6	-	-	-	-	16	-	14	11	15	3	24	-	-	-	3	-	-
Retail trade .....	58	1.84	-	-	1	-	-	-	-	-	6	-	-	-	-	-	-	1	11	15	-	24	-	-	-	-	-	-
Truckdrivers, light (under 1½ tons) .....	253	1.79	-	-	-	-	13	-	-	-	-	-	8	-	16	1	10	4	2	96	11	65	10	17	-	-	-	-
Manufacturing .....	202	1.82	-	-	-	-	-	-	-	-	-	-	8	-	16	-	4	4	1	86	-	65	10	8	-	-	-	-
Nonmanufacturing .....	51	1.67	-	-	-	-	13	-	-	-	-	-	-	-	-	1	6	-	1	10	11	-	-	9	-	-	-	-
Truckdrivers, medium (1½ to and including 4 tons) .....	1,297	1.90	-	-	-	-	-	-	-	-	-	4	-	-	-	8	-	6	33	122	725	228	42	1	25	57	46	-
Manufacturing .....	192	1.96	-	-	-	-	-	-	-	-	-	-	-	-	-	8	-	-	-	50	30	-	42	-	5	57	-	-
Nonmanufacturing .....	1,105	1.89	-	-	-	-	-	-	-	-	-	4	-	-	-	-	-	6	33	72	695	228	-	1	20	-	46	-
Public utilities* .....	808	1.88	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	672	125	-	-	11	-	-	-	-
Retail trade .....	110	1.88	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	60	20	20	-	1	9	-	-	-

See footnotes at end of table.

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

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Table A-4: Custodial and Material Movement Occupations Continued

(Average hourly earnings<sup>1</sup> for selected occupations<sup>2</sup> studied on an area basis  
in Portland, Oreg., by industry division, September 1953)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																								
			Under \$ 1.00	\$ 1.00 and under 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 1.75	\$ 1.75 1.80	\$ 1.80 1.85	\$ 1.85 1.90	\$ 1.90 1.95	\$ 1.95 2.00	\$ 2.00 2.05	\$ 2.05 2.10	\$ 2.10 2.20	\$ 2.20 2.30
Truckdrivers, heavy (over 4 tons, trailer type) .....	466	2.03	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	11	124	33	93	16	18	56	86	21
Manufacturing .....	182	2.07	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	-	40	8	3	16	9	52	28	18
Nonmanufacturing .....	284	2.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11	84	25	90	-	9	4	58	3
Truckdrivers, heavy (over 4 tons, other than trailer type) .....	388	1.95	-	-	-	-	-	-	-	-	-	-	1	1	-	1	-	-	3	146	125	20	48	-	11	20	12
Manufacturing .....	116	2.02	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	20	9	15	46	-	11	-	12
Nonmanufacturing .....	272	1.92	-	-	-	-	-	-	-	-	-	-	1	1	-	1	-	-	-	126	116	5	2	-	-	20	-
Truckers, power (forklift) .....	561	1.84	-	-	-	-	-	-	-	-	-	-	-	22	24	8	19	72	28	40	182	46	71	13	24	12	-
Manufacturing .....	344	1.83	-	-	-	-	-	-	-	-	-	-	-	18	24	8	10	72	28	10	32	38	66	8	18	12	-
Truckers, power (other than forklift) .....	127	2.01	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	20	-	66	-	24	2	11
Manufacturing .....	97	2.03	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	20	-	36	-	24	2	11
Watchmen .....	287	1.54	3	8	-	5	-	5	27	17	27	-	38	1	10	34	18	2	51	9	26	-	6	-	-	-	-
Manufacturing .....	239	1.59	-	-	-	-	-	3	17	17	18	-	36	-	10	33	16	-	51	9	26	-	3	-	-	-	-
Nonmanufacturing .....	48	1.29	3	8	-	5	-	2	10	-	9	-	2	1	-	1	2	2	-	-	-	3	-	-	-	-	-
Retail trade .....	28	1.25	-	8	-	-	-	1	9	-	7	-	-	1	-	-	2	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> Excludes premium pay for overtime and nightwork.<sup>2</sup> Data limited to men workers, except where otherwise indicated.

## B: Establishment Practices and Supplementary Wage Provisions

Table B-1: Shift Differential Provisions <sup>1</sup>

Shift differential	Percent of manufacturing plant workers -			
	(a) In establishments having formal provisions for <sup>2</sup> -		(b) Actually working on -	
	Second shift work	Third or other shift work	Second shift	Third or other shift
Total .....	92.4	82.8	17.0	7.3
With shift pay differential .....	85.6	82.8	15.2	7.3
Uniform cents (per hour) .....	56.6	48.9	10.2	5.2
3 cents .....	2.6	-	.9	-
4 or 4.5 cents .....	2.8	-	.5	-
5 cents .....	7.0	2.7	.4	-
6 cents .....	23.2	20.4	4.0	3.1
7 or 7.5 cents .....	6.1	5.1	1.4	.2
9 cents .....	.9	6.0	.1	.7
10 cents .....	13.1	5.3	2.6	.1
15 cents .....	.9	9.4	.3	1.1
Uniform percentage .....	11.6	9.6	2.5	.7
10 percent .....	9.5	3.1	1.8	-
13.7 percent .....	.9	-	.2	-
15 percent .....	1.2	6.5	.5	.7
Full day's pay for reduced hours .....	1.1	5.7	.3	.6
Full day's pay for reduced hours, plus a cents-an-hour differential .....	10.8	11.9	2.0	.7
Full day's pay for reduced hours, plus a percentage differential .....	5.5	6.7	.2	.1
No shift pay differential .....	6.8	-	1.8	-

<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 either of the following conditions: (1) Operated late shifts at the time of the survey, or (2) had formal provisions covering late shifts.

<sup>2</sup> Revision of estimates appearing in processed report for this area.

Table B-2: Scheduled Weekly Hours

Weekly hours	Percent of office workers <sup>1</sup> employed in -				Percent of plant workers employed in -			
	All industries <sup>2</sup>	Manufacturing	Public utilities *	Retail trade	All industries <sup>3</sup>	Manufacturing	Public utilities *	Retail trade
All workers .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
37½ hours and under .....	5.6	2.6	5.1	-	3.4	5.9	-	-
Over 37½ and under 40 hours .....	2.4	1.6	-	-	-	-	-	-
40 hours .....	90.3	95.4	94.4	96.6	95.4	94.1	97.7	97.7
Over 40 hours .....	1.7	.4	.5	3.4	1.2	-	2.3	2.3

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

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

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

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

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Table B-3: Paid Holidays<sup>1</sup>

Number of paid holidays	Percent of office workers employed in -				Percent of plant workers employed in -			
	All industries <sup>2</sup>	Manufacturing	Public utilities*	Retail trade	All industries <sup>3</sup>	Manufacturing	Public utilities*	Retail trade
All workers .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Workers in establishments providing paid holidays ...	99.6	100.0	98.7	100.0	84.3	82.9	85.8	91.1
2 days .....	-	-	-	-	1.6	-	-	9.4
4 days .....	-	-	-	-	.4	.7	-	-
5 days .....	-	-	-	-	.5	-	-	-
6 days .....	54.7	75.1	32.3	99.2	57.0	55.9	30.8	81.7
7 days .....	30.1	21.3	50.4	-	23.3	25.4	49.8	-
8 days .....	11.0	3.6	14.1	.8	1.5	.9	5.2	-
10 days .....	3.8	-	1.9	-	-	-	-	-
Workers in establishments providing no paid holidays...	.4	-	1.3	-	15.7	17.1	14.2	8.9

<sup>1</sup> Estimates include only full-day holidays.

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

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

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

Table B-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*	Retail trade	All industries <sup>2</sup>	Manufacturing	Public utilities*	Retail trade
All workers .....	100.0	100.0	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 ...	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Length-of-time payment .....	100.0	100.0	100.0	100.0	95.8	92.6	100.0	100.0
Less than 1 week .....	1.2	4.7	-	-	1.0	1.7	-	-
1 week .....	43.8	48.6	61.4	87.2	84.9	84.3	73.4	96.4
2 weeks .....	52.8	41.6	33.3	12.8	7.9	3.1	26.6	3.6
3 weeks .....	1.2	5.1	-	-	2.0	3.5	-	-
Over 3 and under 4 weeks .....	1.0	-	5.3	-	-	-	-	-
Percentage payment <sup>3</sup> .....	-	-	-	-	3.5	6.2	-	-
2 percent .....	-	-	-	-	2.9	5.1	-	-
Over 2 and under 3 percent .....	-	-	-	-	-	-	-	-
Over 4 and under 6 percent .....	-	-	-	-	.6	1.1	-	-
Other-type payment .....	-	-	-	-	.7	1.2	-	-

See footnotes at end of table.

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

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Table B-4: Paid Vacations (Formal Provisions)- Continued

Vacation policy	Percent of office workers employed in -				Percent of plant workers employed in -			
	All industries <sup>1</sup>	Manufacturing	Public utilities*	Retail trade	All industries <sup>2</sup>	Manufacturing	Public utilities*	Retail trade
All workers .....	100.0	100.0	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 ...	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Length-of-time payment .....	100.0	100.0	100.0	100.0	95.8	92.6	100.0	100.0
1 week .....	15.6	15.1	24.6	11.9	56.2	65.4	38.8	33.4
Over 1 and under 2 weeks .....	5.0	7.1	.6	-	5.5	9.7	-	-
2 weeks .....	76.2	72.7	69.5	88.1	32.1	14.0	61.2	66.6
Over 2 and under 3 weeks .....	1.0	-	-	-	-	-	-	-
3 weeks .....	1.2	5.1	-	-	2.0	3.5	-	-
Over 3 and under 4 weeks .....	1.0	-	5.3	-	-	-	-	-
Percentage payment <sup>3</sup> .....	-	-	-	-	3.5	6.2	-	-
2 percent .....	-	-	-	-	2.9	5.1	-	-
Over 2 and under 4 percent .....	-	-	-	-	-	-	-	-
Over 4 and under 6 percent .....	-	-	-	-	.6	1.1	-	-
Other-type payment .....	-	-	-	-	.7	1.2	-	-
<u>After 3 years of service</u>								
Workers in establishments providing paid vacations ...	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Length-of-time payment .....	100.0	100.0	100.0	100.0	95.8	92.6	100.0	100.0
1 week .....	2.5	1.4	3.5	.9	19.0	25.6	10.4	1.4
Over 1 and under 2 weeks .....	1.0	4.3	-	-	8.9	14.5	-	-
2 weeks .....	93.3	89.2	91.2	99.1	65.9	49.0	89.6	98.6
Over 2 and under 3 weeks .....	1.0	-	-	-	-	-	-	-
3 weeks .....	1.2	5.1	-	-	2.0	3.5	-	-
Over 3 and under 4 weeks .....	1.0	-	5.3	-	-	-	-	-
Percentage payment <sup>3</sup> .....	-	-	-	-	3.5	6.2	-	-
2 percent .....	-	-	-	-	1.6	2.9	-	-
Over 2 and under 4 percent .....	-	-	-	-	-	-	-	-
4 percent .....	-	-	-	-	1.3	2.2	-	-
Over 4 and under 6 percent .....	-	-	-	-	.6	1.1	-	-
Other-type payment .....	-	-	-	-	.7	1.2	-	-
<u>After 5 years of service</u>								
Workers in establishments providing paid vacations ...	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Length-of-time payment .....	100.0	100.0	100.0	100.0	95.8	92.6	100.0	100.0
1 week .....	.1	-	-	.9	1.0	-	2.3	1.4
2 weeks .....	95.8	94.9	94.7	99.1	92.1	88.0	97.7	98.6
Over 2 and under 3 weeks .....	1.9	-	-	-	-	-	-	-
3 weeks .....	1.2	5.1	-	-	2.7	4.6	-	-
Over 3 and under 4 weeks .....	1.0	-	5.3	-	-	-	-	-
Percentage payment <sup>3</sup> .....	-	-	-	-	3.5	6.2	-	-
4 percent .....	-	-	-	-	2.9	5.1	-	-
Over 4 and under 6 percent .....	-	-	-	-	.6	1.1	-	-
Other-type payment .....	-	-	-	-	.7	1.2	-	-

See footnotes at end of table.

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

Table B-4: Paid Vacations (Formal Provisions)- Continued

Vacation policy	Percent of office workers employed in -				Percent of plant workers employed in -			
	All industries <sup>1</sup>	Manufacturing	Public utilities*	Retail trade	All industries <sup>2</sup>	Manufacturing	Public utilities*	Retail trade
All workers .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<u>After 10 years of service</u>								
Workers in establishments providing paid vacations ...	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Length-of-time payment .....	100.0	100.0	100.0	100.0	95.8	92.6	100.0	100.0
1 week .....	.1	-	-	.9	1.0	-	2.3	1.4
2 weeks .....	87.8	93.4	72.7	99.1	86.1	82.0	79.3	98.6
Over 2 and under 3 weeks .....	1.9	-	-	-	-	-	-	-
3 weeks .....	9.2	6.6	22.0	-	8.7	10.6	18.4	-
Over 3 and under 4 weeks .....	1.0	-	5.3	-	-	-	-	-
Percentage payment <sup>3</sup> .....	-	-	-	-	3.5	6.2	-	-
4 percent .....	-	-	-	-	2.9	5.1	-	-
Over 4 and under 6 percent .....	-	-	-	-	.6	1.1	-	-
Other-type payment .....	-	-	-	-	.7	1.2	-	-
<u>After 15 years of service</u>								
Workers in establishments providing paid vacations ...	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Length-of-time payment .....	100.0	100.0	100.0	100.0	95.8	92.6	100.0	100.0
1 week .....	.1	-	-	.9	1.0	-	2.3	1.4
2 weeks .....	42.0	52.1	26.2	49.2	55.6	53.1	32.4	69.1
Over 2 and under 3 weeks .....	1.8	7.4	-	-	-	-	-	-
3 weeks .....	55.1	40.5	68.5	49.9	39.2	39.5	65.3	29.5
Over 3 and under 4 weeks .....	1.0	-	5.3	-	-	-	-	-
Percentage payment <sup>3</sup> .....	-	-	-	-	3.5	6.2	-	-
4 percent .....	-	-	-	-	1.6	2.9	-	-
Over 4 and under 6 percent .....	-	-	-	-	1.9	3.3	-	-
Other-type payment .....	-	-	-	-	.7	1.2	-	-
<u>After 20 years of service</u>								
Workers in establishments providing paid vacations ...	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Length-of-time payment .....	100.0	100.0	100.0	100.0	95.8	92.6	100.0	100.0
1 week .....	.1	-	-	.9	1.0	-	2.3	1.4
2 weeks .....	36.0	43.3	26.2	49.2	52.7	49.0	32.4	69.1
Over 2 and under 3 weeks .....	1.8	7.4	-	-	-	-	-	-
3 weeks .....	58.9	49.3	68.5	49.9	42.1	43.6	65.3	29.5
Over 3 and under 4 weeks .....	1.0	-	5.3	-	-	-	-	-
4 weeks and over .....	2.2	-	-	-	-	-	-	-
Percentage payment <sup>3</sup> .....	-	-	-	-	3.5	6.2	-	-
4 percent .....	-	-	-	-	1.6	2.9	-	-
Over 4 and under 6 percent .....	-	-	-	-	1.9	3.3	-	-
Other-type payment .....	-	-	-	-	.7	1.2	-	-

See footnotes at end of table.

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



Table B-4: Paid Vacations (Formal Provisions)- Continued

Vacation policy	Percent of office workers employed in -				Percent of plant workers employed in -			
	All industries <sup>1</sup>	Manufacturing	Public utilities*	Retail trade	All industries <sup>2</sup>	Manufacturing	Public utilities*	Retail trade
All workers .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<u>After 25 years of service</u>								
Workers in establishments providing paid vacations ...	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Length-of-time payment .....	100.0	100.0	100.0	100.0	95.8	92.6	100.0	100.0
1 week .....	.1	-	-	.9	1.0	-	2.3	1.4
2 weeks .....	36.0	43.3	26.2	49.2	52.7	49.0	32.4	69.1
3 weeks .....	48.5	55.4	68.5	10.8	36.8	42.1	65.3	8.4
Over 3 and under 4 weeks .....	1.0	-	5.3	-	-	-	-	-
4 weeks and over .....	14.4	1.3	-	39.1	5.3	1.5	-	21.1
Percentage payment <sup>3</sup> .....	-	-	-	-	3.5	6.2	-	-
4 percent .....	-	-	-	-	1.6	2.9	-	-
Over 4 and under 6 percent .....	-	-	-	-	.6	1.1	-	-
6 percent and over .....	-	-	-	-	1.3	2.2	-	-
Other-type payment .....	-	-	-	-	.7	1.2	-	-

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

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

<sup>3</sup> Percent of annual earnings.

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

Table B-5: Health, 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*	Retail trade	All industries <sup>2</sup>	Manufacturing	Public utilities*	Retail trade
All workers .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Workers in establishments providing:								
Life insurance .....	80.0	76.8	83.6	26.4	70.9	80.1	86.1	39.6
Accidental death and dismemberment insurance ...	32.3	41.8	12.2	13.4	34.9	50.5	5.0	16.6
Sickness and accident insurance .....	43.1	42.5	38.7	15.8	46.2	58.8	29.2	20.5
Sick leave (full pay and no waiting period) .....	40.7	42.6	70.0	7.3	6.3	1.8	21.4	7.3
Sick leave (partial pay or waiting period) .....	2.7	1.1	-	7.4	9.2	1.2	39.6	14.8
Hospitalization insurance .....	65.3	81.6	31.6	38.9	65.0	80.3	34.6	50.8
Surgical insurance .....	64.5	78.3	31.6	38.9	64.5	79.4	34.6	50.8
Medical insurance .....	58.2	72.5	31.6	38.9	60.5	73.0	34.6	50.8
Catastrophe insurance .....	4.7	5.4	8.7	6.6	2.7	-	12.0	5.5
Retirement pension .....	71.4	65.9	78.8	20.6	44.1	44.7	71.3	30.2
Health, insurance, or pension plan not listed above .....	3.6	.8	-	.8	2.1	-	-	9.4
No health, insurance, or pension plan .....	10.6	11.8	1.0	42.2	19.4	18.5	2.3	23.0

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

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

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

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Table B-6: Overtime Pay Practices

Overtime policy	Percent of office workers employed in -				Percent of plant workers employed in -			
	All industries <sup>1</sup>	Manufacturing	Public utilities*	Retail trade	All industries <sup>2</sup>	Manufacturing	Public utilities*	Retail trade
All workers .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<u>Daily overtime</u>								
Workers in establishments providing premium pay .....	79.1	79.4	88.3	81.7	94.5	97.2	100.0	90.0
Time and one-half .....	74.6	75.3	70.1	81.7	81.3	78.2	87.4	87.2
Effective after less than 8 hours .....	.5	.2	-	4.1	4.5	5.9	-	6.6
Effective after 8 hours .....	73.8	75.1	70.1	75.5	76.2	72.3	85.1	80.6
Effective after more than 8 hours .....	.3	-	-	2.1	.6	-	2.3	-
Double time .....	3.4	1.0	16.3	-	9.8	15.2	7.6	-
Other <sup>3</sup> .....	1.1	3.1	1.9	-	3.4	3.8	5.0	2.8
Workers in establishments providing no premium pay or having no policy .....	20.9	20.6	11.7	18.3	5.5	2.8	-	10.0
<u>Weekly overtime</u>								
Workers in establishments providing premium pay .....	98.4	99.0	98.4	97.8	98.5	100.0	100.0	100.0
Time and one-half .....	94.1	97.3	80.2	93.8	88.7	84.8	92.4	100.0
Effective after less than 40 hours .....	4.4	.2	-	-	3.4	5.9	-	-
Effective after 40 hours .....	89.3	97.1	80.2	91.7	84.1	78.9	90.1	97.7
Effective after more than 40 hours .....	.4	-	-	2.1	1.2	-	2.3	2.3
Double time .....	3.3	1.0	16.3	-	9.8	15.2	7.6	-
Other <sup>3</sup> .....	1.0	.7	1.9	4.0	-	-	-	-
Workers in establishments providing no premium pay or having no policy .....	1.6	1.0	1.6	2.2	1.5	-	-	-

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

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

<sup>3</sup> Includes provisions for a specified number of overtime hours at either (1) no pay, (2) regular rate, or (3) a premium rate; and premium pay at another rate thereafter.

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

Table B-7: Rate of Pay for Holiday Work

Pay provision	Percent of office workers employed in -				Percent of plant workers employed in -			
	All industries <sup>1</sup>	Manufacturing	Public utilities*	Retail trade	All industries <sup>2</sup>	Manufacturing	Public utilities*	Retail trade
All workers .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Workers in establishments with pay provisions for work on paid holidays <sup>3</sup> .....	65.7	84.4	93.8	50.4	76.7	81.6	85.8	51.4
Regular rate only .....	2.9	6.5	4.5	.9	.3	-	-	-
Time and one-half .....	8.6	10.1	5.3	3.5	6.1	4.5	-	14.7
Double time .....	40.9	41.7	68.6	43.0	44.2	37.2	85.6	25.2
Double time and one-half .....	8.2	22.0	-	3.0	6.7	8.0	.2	5.2
Triple time .....	2.7	4.1	8.8	-	9.6	14.9	-	6.3
Equal time off .....	2.4	( <sup>4</sup> )	6.6	-	-	-	-	-
Other plan .....	-	-	-	-	9.8	17.0	-	-
Workers in establishments with no formal policy .....	33.9	15.6	4.9	49.6	7.6	1.3	-	39.7
Workers in establishments with no paid holidays .....	.4	-	1.3	-	15.7	17.1	14.2	8.9

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

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

<sup>3</sup> Includes holiday pay and rate for work on paid holiday.

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

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

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Table B-8: Wage Structure Characteristics and Labor-Management Agreements

Item	Percent of office workers employed in -				Percent of plant workers employed in -			
	All industries <sup>1</sup>	Manufacturing	Public utilities *	Retail trade	All industries <sup>2</sup>	Manufacturing	Public utilities *	Retail trade
<b>WAGE STRUCTURE FOR TIME-RATED WORKERS<sup>3</sup></b>								
All workers .....	100	100	100	100	100	100	100	100
Formal rate structure .....	75	58	72	79	98	98	100	98
Single rate .....	2	1	3	5	79	92	52	51
Range of rates .....	73	57	69	74	19	6	48	47
Individual rates .....	25	42	28	21	2	2	-	2
<b>METHOD OF WAGE PAYMENT FOR PLANT WORKERS</b>								
All workers .....	DATA NOT COLLECTED				100	100	100	100
Time workers .....					87	89	98	63
Incentive workers .....					13	11	2	37
Piecework .....					5	7	-	2
Bonus work .....					2	3	-	3
Commission .....					6	1	2	32
<b>LABOR-MANAGEMENT AGREEMENTS<sup>4</sup></b>								
Workers in establishments with agreements covering a majority of such workers .....	17	2	62	14	84	88	100	64

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

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

<sup>3</sup> Estimates for office workers are based on total office employment, whereas estimates for plant workers are based on time-rated employees only.

<sup>4</sup> Estimates relate to all workers (office or plant) employed in an establishment having a contract in effect covering a majority of the workers in their respective category. The estimates so obtained are not necessarily representative of the extent to which all workers in the area may be covered by the provisions of the labor-management agreements due to the exclusion of smaller-size establishments.

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

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## APPENDIX: JOB DESCRIPTIONS

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This is essential in order to permit the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field representatives are instructed to exclude working supervisors, apprentices, learners, beginners, trainees, handicapped workers, part-time, temporary, and probationary workers.

OfficeBILLER, MACHINE

Prepares statements, bills, and invoices on a machine other than an ordinary or electromatic typewriter. May also keep records as to billings or shipping charges or perform other clerical work incidental to billing operations. For wage study purposes, billers, machine are classified by type of machine, as follows:

Billers, machine (billing machine) - Uses a special billing machine (Moon Hopkins, Elliott Fisher, Burroughs, etc., which are combination typing and adding machines) to prepare bills and invoices from customers' purchase orders, internally prepared orders, shipping memorandum, etc. Usually involves application of predetermined discounts and shipping charges and entry of necessary extensions, which may or may not be computed on the billing machine, and totals which are automatically accumulated by machine. The operation usually involves a large number of carbon copies of the bill being prepared and is often done on a fanfold machine.

Billers, machine (bookkeeping machine) - Uses a bookkeeping machine (Sundstrand, Elliott Fisher, Remington Rand, etc., which may or may not have typewriter keyboard) to prepare customers' bills as part of the accounts receivable operation. Generally involves the simultaneous entry of figures on customers ledger record. The machine automatically accumulates figures on a number of vertical columns and computes and usually prints automatically the debit or credit balances. Does not involve a knowledge of bookkeeping. Works from uniform and standard types of sales and credit slips.

BOOKKEEPING-MACHINE OPERATOR

Operates a bookkeeping machine (Remington Rand, Elliott Fisher, Sundstrand, Burroughs, National Cash Register, with or without a typewriter keyboard) to keep a record of business transactions.

BOOKKEEPING-MACHINE OPERATOR - Continued

Class A - Keeps a set of records requiring a knowledge of and experience in basic bookkeeping principles and familiarity with the structure of the particular accounting system used. Determines proper records and distribution of debit and credit items to be used in each phase of the work. May prepare consolidated reports, balance sheets, and other records by hand.

Class B - Keeps a record of one or more phases or sections of a set of records usually requiring little knowledge of basic bookkeeping. Phases or sections include accounts payable, payroll, customers' accounts (not including a simple type of billing described under biller, machine), cost distribution, expense distribution, inventory control, etc. May check or assist in preparation of trial balances and prepare control sheets for the accounting department.

CLERK, ACCOUNTING

Class A - Under general direction of a bookkeeper or accountant, has responsibility for keeping one or more sections of a complete set of books or records relating to one phase of an establishment's business transactions. Work involves posting and balancing subsidiary ledger or ledgers such as accounts receivable or accounts payable; examining and coding invoices or vouchers with proper accounting distribution; requires judgment and experience in making proper assignments and allocations. May assist in preparing, adjusting, and closing journal entries; may direct class B accounting clerks.

Class B - Under supervision, performs one or more routine accounting operations such as posting simple journal vouchers, accounts payable vouchers, entering vouchers in voucher registers; reconciling bank accounts; posting subsidiary ledgers controlled by general ledgers. This job does not require a knowledge of accounting and bookkeeping principles but is found in offices in which the more routine accounting work is subdivided on a functional basis among several workers.

CLERK, FILE

Class A - Responsible for maintaining an established filing system. Classifies and indexes correspondence or other material; may also file this material. May keep records of various types in conjunction with files or supervise others in filing and locating material in the files. May perform incidental clerical duties.

Class B - Performs routine filing, usually of material that has already been classified, or locates or assists in locating material in the files. May perform incidental clerical duties.

CLERK, ORDER

Receives customers' orders for material or merchandise by mail, phone, or personally. Duties involve any combination of the following: Quoting prices to customers; making out an order sheet listing the items to make up the order; checking prices and quantities of items on order sheet; distributing order sheets to respective departments to be filled. May check with credit department to determine credit rating of customer, acknowledge receipt of orders from customers, follow up orders to see that they have been filled, keep file of orders received, and check shipping invoices with original orders.

CLERK, PAYROLL

Computes wages of company employees and enters the necessary data on the payroll sheets. Duties involve: Calculating workers' earnings based on time or production records; posting calculated data on payroll sheet, showing information such as worker's name, working days, time, rate, deductions for insurance, and total wages due. May make out pay checks and assist paymaster in making up and distributing pay envelopes. May use a calculating machine.

COMPTOMETER OPERATOR

Primary duty is to operate a Comptometer to perform mathematical computations. This job is not to be confused with that of statistical or other type of clerk, which may involve frequent use of a Comptometer but, in which, use of this machine is incidental to performance of other duties.

DUPLICATING-MACHINE OPERATOR (MIMEOGRAPH OR DITTO)

Under general supervision and with no supervisory responsibilities, reproduces multiple copies of typewritten or handwriting matter, using a mimeograph or ditto machine. Makes necessary adjustment such as for ink and paper feed counter and cylinder speed. Is not required to prepare stencil or ditto master. May keep file of used stencils or ditto masters. May sort, collate, and staple completed material.

KEY-PUNCH OPERATOR

Under general supervision and with no supervisory responsibilities, records accounting and statistical data on tabulating cards by punching a series of holes in the cards in a specified sequence, using an alphabetical or a numerical key-punch machine, following written information on records. May duplicate cards by using the duplicating device attached to machine. Keeps files of punch cards. May verify own work or work of others.

OFFICE BOY OR GIRL

Performs various routine duties such as running errands, operating minor office machines such as sealers or mailers, opening and distributing mail, and other minor clerical work.

SECRETARY

Performs secretarial and clerical duties for a superior in an administrative or executive position. Duties include making appointments for superior; receiving people coming into office; answering and making phone calls; handling personal and important or confidential mail, and writing routine correspondence on own initiative; taking dictation (where transcribing machine is not used) either in shorthand or by stenotype or similar machine, and transcribing dictation or the recorded information reproduced on a transcribing machine. May prepare special reports or memoranda for information of superior.

STENOGRAPHER, GENERAL

Primary duty is to take dictation from one or more persons, either in shorthand or by stenotype or similar machine, involving a normal routine vocabulary, and to transcribe this dictation on a typewriter. May also type from written copy. May also set up and keep files in order, keep simple records, etc. Does not include transcribing-machine work (see transcribing-machine operator).

STENOGRAPHER, TECHNICAL

Primary duty is to take dictation from one or more persons, either in shorthand or by stenotype or similar machine, involving a varied technical or specialized vocabulary such as in legal briefs or reports on scientific research and to transcribe this dictation on a typewriter. May also type from written copy. May also set up and keep files in order, keep simple records, etc. Does not include transcribing-machine work.

SWITCHBOARD OPERATOR

Operates a single- or multiple-position telephone switchboard. Duties involve handling incoming, outgoing, and intraplant or office calls. May record toll calls and take messages. May give information to persons who call in, or occasionally take telephone orders. For workers who also act as receptionists see switchboard operator-receptionist.

SWITCHBOARD OPERATOR-RECEPTIONIST

In addition to performing duties of operator, on a single position or monitor-type switchboard, acts as receptionist and may also type or perform routine clerical work as part of regular duties. This typing or clerical work may take the major part of this worker's time while at switchboard.

TABULATING-MACHINE OPERATOR

Operates machine that automatically analyzes and translates information punched in groups of tabulating cards and prints translated data on forms or accounting records; sets or adjusts machine; does simple wiring of plugboards according to established practice or diagrams; places cards to be tabulated in feed magazine and starts machine. May file cards after they are tabulated. May, in addition, operate auxiliary machines.

TRANSCRIBING-MACHINE OPERATOR, GENERAL

Primary duty is to transcribe dictation involving a normal routine vocabulary from transcribing machine records. May also

TRANSCRIBING-MACHINE OPERATOR, GENERAL - Continued

type from written copy and do simple clerical work. Workers transcribing dictation involving a varied technical or specialized vocabulary such as legal briefs or reports on scientific research are not included. A worker who takes dictation in shorthand or by stenotype or similar machine is classified as a stenographer, general.

TYPIST

Uses a typewriter to make copies of various material or to make out bills after calculations have been made by another person. May do clerical work involving little special training, such as keeping simple records, filing records and reports or sorting and distributing incoming mail.

Class A - Performs one or more of the following: Typing material in final form from very rough and involved draft; copying from plain or corrected copy in which there is a frequent and varied use of technical and unusual words or from foreign-language copy; combining material from several sources, or planning layout of complicated statistical tables to maintain uniformity and balance in spacing; typing tables from rough draft in final form. May type routine form letters, varying details to suit circumstances.

Class B - Performs one or more of the following: Typing from relatively clear or typed drafts; routine typing of forms, insurance policies, etc.; setting up simple standard tabulations, or copying more complex tables already set up and spaced properly.

Professional and TechnicalDRAFTSMAN, JUNIOR

(Assistant draftsman)

Draws to scale units or parts of drawings prepared by draftsman or others for engineering, construction, or manufacturing purposes. Uses various types of drafting tools as required. May prepare drawings from simple plans or sketches, or perform other duties under direction of a draftsman.

DRAFTSMAN, LEADER

Plans and directs activities of one or more draftsmen in preparation of working plans and detail drawings from rough or preliminary sketches for engineering, construction, or manufacturing purposes. Duties involve a combination of the following: Interpreting blueprints, sketches, and written or verbal orders; determining work procedures; assigning duties to subordinates and inspecting their work; performing more difficult problems. May assist subordinates during emergencies or as a regular assignment, or perform related duties of a supervisory or administrative nature.

DRAFTSMAN, SENIOR

Prepares working plans and detail drawings from notes, rough or detailed sketches for engineering, construction, or manufacturing purposes. Duties involve a combination of the following: Preparing working plans, detail drawings, maps, cross-sections, etc., to scale by use of drafting instruments; making engineering computations such as those involved in strength of materials, beams and trusses; verifying completed work; checking dimensions, materials to be used, and quantities; writing specifications; making adjustments or changes in drawings or specifications. May ink in lines and letters on pencil drawings, prepare detail units of complete drawings, or trace drawings. Work is frequently in a specialized field such as architectural, electrical, mechanical, or structural drafting.

NURSE, INDUSTRIAL (REGISTERED)

A registered nurse who gives nursing service to ill or injured employees or other persons who become ill or suffer an accident on the premises of a factory or other establishment. Duties involve a combination of the following: Giving first aid to the ill or injured; attending to subsequent dressing of employee's injuries; keeping records of patients treated; preparing accident reports for compensation or other purposes; conducting physical examinations and health evaluations of applicants and employees; and planning and carrying out programs involving health education, accident prevention, evaluation of plant

NURSE, INDUSTRIAL (REGISTERED) - Continued

environment, or other activities affecting the health, welfare, and safety of all personnel.

For wage study purposes, industrial nurses are classified as follows:

Nurse, industrial, one-nurse unit - A registered nurse, in an establishment that does not employ a nursing supervisor or head nurse on the same shift, who has the responsibility for decisions regarding care of ill or injured persons under general medical direction.

Nurse, industrial, multiple-nurse unit - A registered nurse who gives nursing care and treatment to ill or injured persons under the general direction of a physician and the immediate supervision of a nursing supervisor or head nurse.

TRACER

Copies plans and drawings prepared by others, by placing tracing cloth or paper over drawing and tracing with pen or pencil. Uses T-square, compass, and other drafting tools. May prepare simple drawings and do simple lettering.

Maintenance and PowerplantCARPENTER, MAINTENANCE

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves most of the following: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ELECTRICIAN, MAINTENANCE

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generating, distribution, or utilization of electric energy in an establishment. Work involves most of the following: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units,

ELECTRICIAN, MAINTENANCE - Continued

conduit systems, or other transmission equipment; working from blueprints, drawings, lay-out, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ENGINEER, STATIONARY

Operates and maintains and may also supervise the operation of stationary engines and equipment (mechanical or electrical) to supply the establishment in which employed with power, heat, refrigeration, or air-conditioning. Work involves: Operating and maintaining equipment such as steam engines, air compressors, generators, motors, turbines, ventilating and refrigerating equipment, steam boilers and boiler-feed water pumps; making equipment repairs; keeping a record of operation of machinery, temperature, and fuel consumption. May also supervise these operations. Head or chief engineers in establishments employing more than one engineer are excluded.

FIREMAN, STATIONARY BOILER

Fires stationary boilers to furnish the establishment in which employed with heat, power, or steam. Feeds fuels to fire by hand or operates a mechanical stoker, gas, or oil burner; checks water and safety valves. May clean, oil, or assist in repairing boiler-room equipment.

HELPER, TRADES, MAINTENANCE

Assists one or more workers in the skilled maintenance trades, by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting worker by holding materials or tools; performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting, and holding materials and tools and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE-TOOL OPERATOR, TOOLROOM

Specializes in the operation of one or more types of machine tools, such as jig borers, cylindrical or surface grinders, engine lathes, or milling machines in the construction of machine-shop tools, gauges, jigs, fixtures, or dies. Work involves most of the following: Planning and performing difficult machining operations; processing items requiring complicated setups or a high degree of accuracy; using a variety of precision measuring instruments; selecting feeds, speeds, tooling and operation sequence; making necessary adjustments during operation to achieve requisite tolerances or dimensions. May be required to recognize when tools need dressing, to dress tools, and to select proper coolants and cutting and lubricating oils. For cross-industry wage study purposes, machine-tool operators, tool-room in tool-and-die jobbing shops are excluded from this classification.

MACHINIST, MAINTENANCE

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves most of the following: Interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for his work; fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MECHANIC, AUTOMOTIVE (MAINTENANCE)

Repairs automobiles, busses, motortrucks, and tractors of an establishment. Work involves most of the following: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such handtools as wrenches, gauges, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustments; aligning wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the automotive mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

MECHANIC, MAINTENANCE

Repairs machinery or mechanical equipment of an establishment. Work involves most of the following: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shop; reassembling machines; and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose primary duties involve setting up or adjusting machines.

MILLWRIGHT

Installs new machines or heavy equipment and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves most of the following: Planning and laying out of the work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; alining and balancing of equipment; selecting standard tools, equipment and parts to be used; installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

OILER

Lubricates, with oil or grease, the moving parts or wearing surfaces of mechanical equipment of an establishment.



PAINTER, MAINTENANCE

Paints and redecorates walls, woodwork, and fixtures of an establishment. Work involves the following: Knowledge of surface peculiarities and types of paint required for different applications; preparing surface for painting by removing old finish or by placing putty or filler in nail holes and interstices; applying paint with spray gun or brush. May mix colors, oils, white lead, and other paint ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

PIPEFITTER, MAINTENANCE

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves most of the following: Laying out of work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machine; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.

PLUMBER, MAINTENANCE

Keeps the plumbing system of an establishment in good order. Work involves: Knowledge of sanitary codes regarding installation of vents and traps in plumbing system; installing or repairing pipes and fixtures; opening clogged drains with a plunger or plumber's snake. In general, the work of the maintenance plumber requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

SHEET-METAL WORKER, MAINTENANCE

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofing) of an establishment. Work involves most of the following: Planning and laying out all types of sheet-metal maintenance work from blueprints, models, or other specifications; setting up and operating all available types of sheet-metal-working machines; using a variety of handtools in cutting, bending, forming, shaping, fitting, and assembling; installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

TOOL-AND-DIE MAKER

(Diemaker; jig maker; toolmaker; fixture maker; gauge maker)

Constructs and repairs machine-shop tools, gauges, jigs, fixtures or dies for forgings, punching and other metal-forming work. Work involves most of the following: Planning and laying out of work from models, blueprints, drawings, or other oral and written specifications; using a variety of tool-and-die maker's handtools and precision measuring instruments; understanding of the working properties of common metals and alloys; setting up and operating of machine tools and related equipment; making necessary shop computations relating to dimensions of work, speeds, feeds, and tooling of machines; heat-treating of metal parts during fabrication as well as of finished tools and dies to achieve required qualities; working to close tolerances; fitting and assembling of parts to prescribed tolerances and allowances; selecting appropriate materials, tools, and processes. In general, the tool-and-die maker's work requires a rounded training in machine-shop and toolroom practice usually acquired through a formal apprenticeship or equivalent training and experience.

For cross-industry wage study purposes, tool-and-die makers in tool-and-die jobbing shops are excluded from this classification.

Custodial and Material MovementGUARD

Performs routine police duties, either at fixed post or on tour, maintaining order, using arms or force where necessary. Includes gatemen who are stationed at gate and check on identity of employees and other persons entering.

JANITOR, PORTER, OR CLEANER

(Sweeper; charwoman; janitress)

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve a combination of the

JANITOR, PORTER, OR CLEANER - Continued

following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

LABORER, MATERIAL HANDLING

(Loader and unloader; handler and stacker; shelver; trucker; stockman or stock helper; warehouseman or warehouse helper)

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve one or more of the following: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; transporting materials or merchandise by hand truck, car, or wheelbarrow. Longshoremen, who load and unload ships are excluded.

ORDER FILLER

(Order picker; stock selector; warehouse stockman)

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slips, customers' orders, or other instructions. May, in addition to filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock or report short supplies to supervisor, and perform other related duties.

PACKER, SHIPPING

Prepares finished products for shipment or storage by placing them in shipping containers, the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and may involve one or more of the following: Knowledge of various items of stock in order to verify content; selection of appropriate type and size of container; inserting enclosures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; applying labels or entering identifying data on container. Packers who also make wooden boxes or crates are excluded.

SHIPPING-AND-RECEIVING CLERK

Prepares merchandise for shipment, or receives and is responsible for incoming shipments of merchandise or other materials. Shipping work involves: A knowledge of shipping procedures, practices, routes, available means of transportation and rates; and preparing records of the goods shipped, making up bills of lading, posting weight and shipping charges, and keeping a file of shipping records.

SHIPPING-AND-RECEIVING CLERK - Continued

May direct or assist in preparing the merchandise for shipment. Receiving work involves: Verifying or directing others in verifying the correctness of shipments against bills of lading, invoices, or other records; checking for shortages and rejecting damaged goods; routing merchandise or materials to proper departments; maintaining necessary records and files.

For wage study purposes, workers are classified as follows:

Receiving clerk  
Shipping clerk  
Shipping-and-receiving clerk

TRUCKDRIVER

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or men between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. Driver-salesmen and over-the-road drivers are excluded.

For wage study purposes, truckdrivers are classified by size and type of equipment, as follows. (Tractor-trailer should be rated on the basis of trailer capacity):

Truckdriver, light (under 1½ tons)  
Truckdriver, medium (1½ to and including 4 tons)  
Truckdriver, heavy (over 4 tons, trailer type)  
Truckdriver, heavy (over 4 tons, other than trailer type)

TRUCKER, POWER

Operates a manually-controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by type of truck, as follows:

Trucker, power (forklift)  
Trucker, power (other than forklift)

WATCHMAN

Makes rounds of premises periodically in protecting property against fire, theft, and illegal entry.