

Wages and Related Benefits

MAJOR LABOR MARKETS

1953-1954

● PART II

Denver, Colo.

Memphis, Tenn.

Newark-Jersey City, N. J.

St. Louis, Mo.

San Francisco-Oakland, Calif.

Bulletin No. 1157-2

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UNITED STATES DEPARTMENT OF LABOR

James P. Mitchell, *Secretary*

BUREAU OF LABOR STATISTICS

Ewan Clague, *Commissioner*



LETTER OF TRANSMITTAL

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UNITED STATES DEPARTMENT OF LABOR,
 Bureau of Labor Statistics,
 Washington, D. C., April 28, 1954.

The Secretary of Labor:

I have the honor to transmit herewith Part II of a bulletin on wages and related benefits in major labor markets in the United States. The information for the five areas included in Part II relates to December 1953 and January 1954.

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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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.¹ 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 five of these areas is presented in this bulletin (Part II). The areas included in each part are listed below:

<u>Part I</u> ²	<u>Part II</u>	<u>Part III</u> ³
Dallas	Denver	Atlanta
Detroit	Memphis	Boston
Minneapolis-St. Paul	Newark-Jersey City	Chicago
New Orleans	St. Louis	Los Angeles
Philadelphia	San Francisco-	Milwaukee
Portland, Oreg.	Oakland	New York City

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.⁴ 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

¹ 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.

² Issued in April 1954 and available from the Superintendent of Documents, Government Printing Office, Washington 25, D. C. Price 60 cents.

³ To be issued in August 1954.

⁴ See table following text for each area for minimum-size establishment covered in these studies.

are presented, therefore, as relating to all establishments in the industry grouping and area, excluding only those below the minimum size studied.

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 policy⁵ 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.⁶ Because of varying eligibility requirements, the proportion actually receiving the specific benefits may be smaller. Sums of individual items in Series B tables do not necessarily equal totals because of rounding.

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.

⁵ 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.

⁶ 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.

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

DENVER, DECEMBER 1953

Denver's location, many hundreds of miles from a city of comparable size, is reflected in its industrial composition. Wholesale and retail trade, finance, and service establishments serving this vast area account for a high proportion of Denver's employment. Rail, air, and highway transportation facilities also provide employment to large numbers of workers. Manufacturing industries with significant numbers of employees include food processing (primarily meatpacking), machinery and other metal fabrication, rubber products, and luggage manufacture.

This annual study of wages and related practices is based upon December 1953 information collected from 141 establishments employing 57,890 workers—selected to represent 471 establishments employing approximately 93,500 workers in 6 major industry groupings within scope of the study (see table following).

Wage Structure

More than a fifth of all plant workers in the Denver study were paid on an incentive rather than a time-rate basis. These were mainly workers on commission in retail trade and workers paid piece rates in manufacturing industries. Fully a fourth of the plant workers in each of these two divisions were incentive workers. Of the plant workers paid on a time-rate basis, about 9 out of 10 were in plants having formalized wage plans providing either a single rate or a range of rates established for each job. Establishments with single-rate structures accounted for a higher proportion of the plant workers than those with rate ranges. Formalized wage plans applied to two-thirds of the office workers; with rare exception these plans provided for rate ranges for office jobs.

Office jobs in 19 establishments and plant jobs in 11 of the 141 establishments surveyed had been classified into a series of labor grades or rate steps which were a part of the formalized wage structure. The number of labor grades varied widely but ranged from 7 to 10 for both office and plant jobs in about half of these establishments. Establishments with office jobs classified into labor grades were with one exception in nonmanufacturing industries; those with labor grades for plant jobs were mainly in manufacturing and trade industries.

Occupational Pay Levels

Salaries of women secretaries in Denver averaged \$65 a week in December 1953. General stenographers averaged \$55 and in 9 additional office jobs studied women's weekly salaries ranged

from \$50 to \$55. File clerks (routine filing) and office girls averaged \$43 and \$40.50, respectively. Average salaries for a large proportion of the office jobs had increased from \$2 to \$4 since November 1952, the date of a previous survey by the Bureau.

Straight-time average hourly earnings for the skilled maintenance jobs studied ranged from \$1.95 for automotive mechanics to \$2.20 for tool-and-die makers. Maintenance carpenters, electricians, and pipefitters averaged \$2.05 and maintenance machinists were paid \$2.02, on the average. Maintenance trades helpers averaged \$1.64. Among custodial and material movement jobs surveyed, pay levels of men ranged from \$1.20 for janitors and cleaners to \$1.69 for drivers of heavy trucks; the largest job category in this group, laborers handling material, averaged \$1.47. Since November 1952, hourly pay levels had increased from 13 to 17 cents for the skilled maintenance trades, and from 7 to 13 cents for most of the less skilled plant jobs studied.

Average earnings for both office and plant workers were higher in manufacturing than in nonmanufacturing industries for most jobs permitting comparison. Within nonmanufacturing, highest pay levels were generally found in the public utilities group. Secretaries, for example, averaged \$70 in public utilities; lower averages in other industries brought the average for secretaries in nonmanufacturing as a whole to \$64.50, as compared with the \$66.50 average for manufacturing industries. Similarly, laborers averaged \$1.58 in public utilities, \$1.47 in all nonmanufacturing, and \$1.49 in manufacturing.

Cost-of-Living and Annual Improvement Adjustments

Of the 141 establishments surveyed, 8 had provisions for periodic cost-of-living adjustment of wages and one of these had provisions for annual improvement adjustments. The provisions for cost-of-living adjustments were limited to plant workers in 3 establishments and to office workers in 3 others. The 8 establishments reporting cost-of-living adjustment provisions were distributed among 5 of the 6 industry divisions surveyed.

Labor-Management Agreements

About two-thirds of the plant workers within the industry and establishment-size groups represented in the Denver study were employed in establishments having labor-management agreements covering a majority of the plant workers. Establishments with such agreements covering a majority of the office workers accounted for

less than a tenth of the office workers. A higher proportion of both office and plant workers was covered by agreements in manufacturing than in nonmanufacturing industries. Within nonmanufacturing, however, nearly all plant workers in the public utility group were employed in establishments with agreements covering these workers.

Work Schedules

Approximately four-fifths of the office workers and two-thirds of the plant workers were on a 40-hour work schedule in December 1953. Few office workers were scheduled to work more than 40 hours. Among plant workers, however, fully a third in public utilities, a fifth in retail trade, and a tenth in manufacturing were on schedules of 48 or more hours.

Overtime Pay

Establishments with more than nine-tenths of the office and plant workers had provisions for payment of premium rates for hours worked in excess of the regular weekly schedule. In most instances time and one-half the regular rate was paid after 40 hours; however, a fourth of the plant workers in public utilities and about a third in retail trade were in establishments that paid this rate after 44 or more hours a week. Premium rates for hours worked in excess of the daily schedule also applied to nearly three-fourths of the office and four-fifths of the plant workers. Most of these provisions^a called for payment of time and one-half after 8 hours.

Shift Operations

About a fifth of the plant workers in manufacturing industries were employed on extra shifts in December 1953. All of these workers were paid a differential over day-shift rates, generally a cents-per-hour addition to the regular rate. Second-shift differentials were most commonly 5 or 6 cents and the latter differential was paid to most of the relatively small number of workers on third shifts.

Paid Holidays

Virtually all office workers and about nine-tenths of the plant workers were given time off with pay on specified holidays. Although 6 such holidays a year were received by a majority, approximately two-fifths of the office workers and a sixth of the plant workers were employed in establishments providing 7 or 8 days. Banks and other establishments reporting 11 paid holidays for office workers in the Bureau's November 1952 study had reduced this number, generally to 7 days, in keeping with changes in State banking regulations on bank holidays. Formal provisions for pay on paid holidays worked were reported by establishments with three-fifths of the office and three-fourths of the plant workers. Double time, including holiday pay, was the prevailing pay practice, although provisions for double time and one-half for office and plant workers were also fairly common. In addition, in manufacturing industries, provisions for triple time applied to nearly a fourth of the plant workers.

Establishments and Workers Within Scope of Survey and Number Studied in Denver, Colo.,¹ by Major Industry Division, December 1953

Industry division	Minimum size establishment in scope of study ²	Number of establishments		Workers		
		Within scope of study	Studied	Within scope of study	Studied	
					Total	Office
All divisions	51	471	141	93,500	57,890	11,970
Manufacturing	51	158	47	33,800	22,620	3,140
Nonmanufacturing	51	313	94	59,700	35,270	8,830
Transportation (excluding railroads), communication, and other public utilities	51	42	18	18,400	14,750	4,190
Wholesale trade *	51	69	15	8,700	2,490	830
Retail trade	51	121	36	22,200	13,480	1,710
Finance, insurance, and real estate *	51	39	12	5,000	2,260	1,740
Services ³ *	51	42	13	5,400	2,290	360

¹ The Denver Metropolitan Area (Adams, Arapahoe, Denver, and Jefferson Counties).

² 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.

³ 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

With a single exception, the establishments studied had formal provisions for paid vacations for their employees. After a year of service a majority of the office workers were eligible for 2 weeks' vacation with pay and plant workers 1 week. Liberalization of vacation benefits for longer service was typical of these provisions. After three years of service, a majority of the plant workers received 2 weeks' vacation with pay. Establishments employing three-fifths of the office workers gave three weeks or more to these workers with 20 years of service; similar provisions applied to almost half the plant workers. A few establishments provided 4 weeks or more to plant and office workers after 25 years of service.

Health, Insurance, and Pension Plans

About seven-eighths of the office workers and four-fifths 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. Life insurance was the most prevalent type of insurance available to both office and plant workers, followed by hospitalization and surgical insurance. Office workers were provided paid sick leave more commonly than sickness and accident insurance, but the reverse of this practice applied to plant workers. Pension plans supplementing Social Security were adopted by establishments employing 54 percent of the office workers and 37 percent of the plant workers within the scope of the Denver survey.

A: Occupational Earnings

Table A-1: Office Occupations

(Average straight-time weekly hours and earnings¹ for selected occupations studied on an area basis in Denver, Colo., by industry division, December 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	\$ 90.00 and over	
		32.50	35.00	37.50	40.00	42.50	45.00	47.50	50.00	52.50	55.00	57.50	60.00	62.50	65.00	67.50	70.00	72.50	75.00	80.00	85.00	90.00	over			
Men																										
Bookkeeping-machine operators, class B	31	40.0	\$ 49.00	-	2	4	-	-	-	4	-	9	4	5	2	1	-	-	-	-	-	-	-	-	-	-
Clerks, accounting, class A	351	40.0	74.50	-	-	-	-	-	-	-	-	5	11	29	5	21	14	11	23	23	25	69	72	16	27	
Manufacturing	86	40.0	65.50	-	-	-	-	-	-	-	-	5	6	18	5	11	4	-	6	2	21	-	5	-	3	
Nonmanufacturing	265	40.0	77.50	-	-	-	-	-	-	-	-	-	5	11	-	10	10	11	17	21	4	69	67	16	24	
Clerks, accounting, class B	144	40.5	57.00	-	-	-	2	2	-	4	9	23	13	17	25	24	12	2	7	1	1	-	2	-	-	
Manufacturing	49	40.0	60.50	-	-	-	2	2	-	-	11	-	9	4	8	7	-	-	7	-	1	-	2	-	-	
Nonmanufacturing	95	40.5	55.00	-	-	-	2	2	-	4	9	12	13	8	21	16	5	2	-	1	-	-	-	-	-	
Public utilities*	30	40.0	58.00	-	-	-	2	2	-	-	2	2	-	-	14	5	2	-	1	-	-	-	-	-	-	
Clerks, order	207	40.0	65.00	-	-	-	-	-	4	-	-	5	11	15	11	32	23	30	28	25	2	9	5	6	1	
Manufacturing	85	40.0	67.00	-	-	-	-	-	4	-	-	2	2	7	2	13	7	12	3	14	1	9	2	6	1	
Nonmanufacturing	122	40.0	64.00	-	-	-	-	-	-	-	-	3	9	8	9	19	16	18	25	11	1	1	3	-	-	
Clerks, payroll	66	40.5	67.00	-	-	-	-	-	-	-	-	-	2	1	8	9	-	9	8	21	5	2	1	-	-	
Manufacturing	41	40.0	67.50	-	-	-	-	-	-	-	-	-	1	1	8	-	-	7	1	19	3	-	1	-	-	
Nonmanufacturing	25	41.5	66.50	-	-	-	-	-	-	-	-	-	-	-	9	-	2	7	2	2	2	-	-	-	-	
Office boys	117	40.0	43.00	5	-	28	17	7	19	9	3	14	14	-	1	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	99	40.0	43.50	5	-	22	16	-	19	8	3	12	14	-	-	-	-	-	-	-	-	-	-	-	-	
Tabulating-machine operators	62	40.0	67.50	-	-	-	-	-	-	-	-	-	-	3	5	9	4	7	6	4	7	1	5	8	3	
Nonmanufacturing	47	40.0	67.50	-	-	-	-	-	-	-	-	-	-	3	4	8	2	5	6	1	3	-	4	8	3	
Women																										
Billers, machine (billing machine)	136	40.0	49.00	-	-	1	-	17	23	30	21	13	2	12	8	-	8	-	-	-	-	-	1	-	-	
Nonmanufacturing	121	40.0	49.00	-	-	1	-	16	18	30	19	11	-	11	7	-	8	-	-	-	-	-	-	-	-	
Public utilities*	49	40.0	47.00	-	-	1	-	13	9	13	4	1	-	1	7	-	-	-	-	-	-	-	-	-	-	
Retail trade	29	40.0	46.50	-	-	-	-	-	9	13	3	2	-	2	-	-	-	-	-	-	-	-	-	-	-	
Billers, machine (bookkeeping machine)	62	40.0	51.50	-	-	-	-	3	2	15	9	8	4	-	17	4	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	49	40.0	50.50	-	-	-	-	3	2	11	9	8	4	-	8	4	-	-	-	-	-	-	-	-	-	
Bookkeeping-machine operators, class A	63	39.5	58.50	-	-	-	-	-	-	-	3	22	12	5	6	5	5	-	5	-	5	-	-	-	-	
Manufacturing	27	40.0	58.00	-	-	-	-	-	-	-	3	8	2	5	6	1	1	-	1	-	1	-	-	-	-	
Nonmanufacturing	36	40.0	59.00	-	-	-	-	-	-	-	-	14	10	-	-	4	4	-	4	-	4	-	-	-	-	
Bookkeeping-machine operators, class B	469	40.0	48.00	-	16	14	22	60	47	90	54	38	33	30	14	26	21	4	-	-	-	-	-	-	-	
Manufacturing	62	40.0	54.50	-	-	-	-	2	-	4	4	12	11	11	6	-	12	-	-	-	-	-	-	-	-	
Nonmanufacturing	407	40.0	47.00	-	16	14	22	58	47	86	50	26	22	19	8	26	9	4	-	-	-	-	-	-	-	
Public utilities*	35	40.0	55.00	-	-	-	-	4	5	3	-	1	1	2	3	12	-	4	-	-	-	-	-	-	-	
Retail trade	57	41.0	51.50	-	-	-	-	7	6	7	7	2	-	11	5	3	9	-	-	-	-	-	-	-	-	

See footnote at end of table.

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

Occupational Wage Survey, Denver, Colo., December 1953
U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Table A-1: Office Occupations - Continued

(Average straight-time weekly hours and earnings¹ for selected occupations studied on an area basis in Denver, Colo., by industry division, December 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	\$ 90.00 and over						
				32.50	35.00	37.50	40.00	42.50	45.00	47.50	50.00	52.50	55.00	57.50	60.00	62.50	65.00	67.50	70.00	72.50	75.00	80.00	85.00	90.00	over						
Women - Continued																															
Comptometer operators	440	39.5	50.50	-	3	8	4	28	52	76	42	77	30	41	34	15	12	10	3	1	2	2	-	-	-	-	-				
Manufacturing	73	40.0	55.00	-	-	-	-	5	-	7	5	14	7	4	14	6	2	6	2	1	-	-	-	-	-	-	-				
Nonmanufacturing	367	39.5	49.50	-	3	8	4	23	52	69	37	63	23	37	20	9	10	4	1	-	2	2	-	-	-	-	-				
Retail trade	155	40.0	48.00	-	1	6	4	13	28	36	15	24	1	13	8	-	4	1	1	-	-	-	-	-	-	-	-				
Clerks, accounting, class A	220	40.0	60.00	-	-	-	-	4	20	9	19	16	9	33	28	19	13	19	12	5	11	2	1	-	-	-	-				
Manufacturing	55	40.0	61.50	-	-	-	-	-	-	4	3	4	5	4	12	4	8	1	9	1	-	-	-	-	-	-	-				
Nonmanufacturing	165	40.0	59.50	-	-	-	-	4	20	5	16	12	4	29	16	15	5	18	3	4	11	2	1	-	-	-	-				
Public utilities*	67	40.0	64.50	-	-	-	-	-	-	-	3	4	3	13	12	2	5	10	-	4	9	1	1	-	-	-	-				
Retail trade	46	41.0	53.00	-	-	-	-	4	4	5	13	4	1	10	4	-	-	-	1	-	-	-	-	-	-	-	-				
Clerks, accounting, class B	531	40.0	51.00	-	-	1	18	30	35	83	50	107	73	65	31	15	11	5	2	-	-	5	-	-	-	-	-				
Manufacturing	117	40.0	51.50	-	-	-	5	3	7	26	13	21	11	10	6	5	2	4	1	-	-	3	-	-	-	-	-				
Nonmanufacturing	414	40.0	51.00	-	-	1	13	27	28	57	37	86	62	55	25	10	9	1	1	-	-	2	-	-	-	-	-				
Public utilities*	73	40.0	52.00	-	-	-	-	2	4	13	7	12	15	3	8	7	-	1	1	-	-	-	-	-	-	-	-				
Retail trade	110	40.5	48.00	-	-	-	12	17	11	16	12	11	3	17	8	3	-	-	-	-	-	-	-	-	-	-	-				
Clerks, file, class A	74	39.5	50.00	-	-	3	1	10	4	9	18	7	2	9	2	-	3	4	-	-	-	2	-	-	-	-	-				
Nonmanufacturing	60	39.5	50.00	-	-	3	1	10	4	8	10	7	-	6	2	-	3	4	-	-	-	2	-	-	-	-	-				
Clerks, file, class B	398	40.0	43.00	6	3	23	89	98	59	44	43	14	7	10	1	-	-	1	-	-	-	-	-	-	-	-	-				
Manufacturing	40	40.0	45.50	-	-	1	-	16	9	4	1	1	4	2	1	-	-	1	-	-	-	-	-	-	-	-	-				
Nonmanufacturing	358	40.0	42.50	6	3	22	89	82	50	40	42	13	3	8	-	-	-	-	-	-	-	-	-	-	-	-	-				
Retail trade	78	40.5	44.00	-	-	12	9	9	15	5	19	6	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Clerks, order	182	40.5	48.00	-	6	18	12	11	11	27	24	16	4	13	36	-	4	-	-	-	-	-	-	-	-	-	-				
Manufacturing	64	40.0	44.50	-	6	16	4	-	2	7	9	16	-	1	-	-	3	-	-	-	-	-	-	-	-	-	-				
Nonmanufacturing	118	41.0	50.00	-	-	2	8	11	9	20	15	-	4	12	36	-	1	-	-	-	-	-	-	-	-	-	-				
Retail trade	65	42.0	44.50	-	-	2	8	11	9	20	14	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-				
Clerks, payroll	269	40.0	54.00	-	-	6	3	8	16	29	36	26	19	31	34	20	21	10	1	1	-	4	4	-	-	-	-				
Manufacturing	128	40.0	54.00	-	-	4	-	2	9	5	16	9	8	27	24	12	9	1	-	-	-	2	-	-	-	-	-				
Nonmanufacturing	141	40.0	53.50	-	-	2	3	6	7	24	20	17	11	4	10	8	12	9	1	1	-	2	4	-	-	-	-				
Public utilities*	50	40.0	50.00	-	-	-	1	2	7	7	13	6	5	1	2	4	-	2	-	-	-	-	-	-	-	-	-				
Retail trade	31	40.0	50.50	-	-	1	2	4	-	5	1	10	-	2	-	3	-	1	1	1	-	-	-	-	-	-	-				
Duplicating-machine operators (mimeograph or ditto)	28	40.0	47.50	1	-	1	-	5	1	8	1	1	5	4	1	-	-	-	-	-	-	-	-	-	-	-	-				
Key-punch operators	164	40.0	53.00	-	-	1	-	6	4	21	23	25	25	18	21	8	2	3	7	-	-	-	-	-	-	-	-				
Manufacturing	37	40.0	54.50	-	-	-	-	-	-	5	2	5	8	10	3	1	2	-	1	-	-	-	-	-	-	-	-				
Nonmanufacturing	127	39.5	52.50	-	-	1	-	6	4	16	21	20	17	8	18	7	-	3	6	-	-	-	-	-	-	-	-				
Public utilities*	50	40.0	53.00	-	-	1	-	2	-	6	4	11	8	1	10	7	-	-	-	-	-	-	-	-	-	-	-				
Office girls	112	40.0	40.50	2	5	17	29	16	30	7	4	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-				
Nonmanufacturing	91	40.0	40.50	2	5	5	29	16	24	6	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Secretaries	637	39.5	65.00	-	-	-	-	-	1	16	10	30	25	63	73	74	82	56	28	33	32	60	29	13	12	-	-				
Manufacturing	162	40.0	66.50	-	-	-	-	-	-	-	-	6	4	18	11	22	28	14	9	5	4	28	10	1	2	-	-				
Nonmanufacturing	475	39.5	64.50	-	-	-	-	-	1	16	10	24	21	45	62	54	42	19	28	28	32	19	12	10	-	-	-				
Public utilities*	112	40.0	70.00	-	-	-	-	-	-	4	2	5	6	1	3	15	5	19	2	2	5	19	6	8	10	-	-				
Retail trade	81	40.0	58.50	-	-	-	-	-	1	4	8	8	5	14	11	8	6	7	5	-	-	-	1	3	-	-	-				
Stenographers, general	1041	39.5	55.00	-	-	-	2	19	48	81	93	134	136	142	145	104	52	42	19	16	6	1	1	-	-	-	-				
Manufacturing	329	40.0	55.50	-	-	-	-	2	7	21	25	40	56	60	71	20	9	5	1	9	2	-	1	-	-	-	-				
Nonmanufacturing	712	39.5	55.00	-	-	-	2	17	41	60	68	94	80	82	74	84	43	37	18	7	4	1	-	-	-	-	-				
Public utilities*	186	40.0	55.00	-	-	-	-	1	16	14	13	34	21	14	18	35	3	9	2	1	4	1	-	-	-	-	-				
Retail trade	119	41.0	53.50	-	-	-	2	4	1	18	10	22	7	29	8	1	8	8	8	-	-	-	-	-	-	-	-				

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 earnings¹ for selected occupations studied on an area basis in Denver, Colo., by industry division, December 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	\$90.00	\$90.00 and over			
				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	over					
Women - Continued																													
Switchboard operators	204	42.0	47.00	-	-	16	39	9	10	36	9	42	5	20	5	8	5	-	-	-	-	-	-	-	-	-	-		
Manufacturing	32	40.0	55.50	-	-	-	-	-	-	4	-	9	-	7	3	4	5	-	-	-	-	-	-	-	-	-	-		
Nonmanufacturing	172	42.5	45.50	-	-	16	39	9	10	32	9	33	5	13	2	4	-	-	-	-	-	-	-	-	-	-	-		
Retail trade	56	40.5	45.00	-	-	4	13	2	-	24	3	4	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-		
Switchboard operator-receptionists	258	40.0	51.00	-	-	-	2	33	3	57	20	48	17	7	29	36	2	-	-	4	-	-	-	-	-	-	-		
Manufacturing	79	40.0	49.50	-	-	-	2	14	-	25	-	9	7	6	3	13	-	-	-	-	-	-	-	-	-	-	-		
Nonmanufacturing	179	40.0	51.50	-	-	-	-	19	3	32	20	39	10	1	26	23	2	-	-	4	-	-	-	-	-	-	-		
Retail trade	51	42.0	49.50	-	-	-	-	10	3	10	1	13	1	1	12	-	-	-	-	-	-	-	-	-	-	-	-		
Tabulating-machine operators	39	40.0	61.50	-	-	-	-	-	-	-	1	4	5	6	-	6	4	5	3	2	2	1	-	-	-	-	-		
Nonmanufacturing	32	40.0	59.50	-	-	-	-	-	-	-	1	4	5	6	-	6	2	5	2	1	-	-	-	-	-	-	-		
Transcribing-machine operators, general	136	40.0	53.00	-	-	-	-	10	5	16	10	21	26	18	8	13	6	3	-	-	-	-	-	-	-	-	-		
Manufacturing	36	40.0	55.50	-	-	-	-	-	1	4	-	7	4	3	6	8	3	-	-	-	-	-	-	-	-	-	-		
Nonmanufacturing	100	40.0	52.00	-	-	-	-	10	4	12	10	14	22	15	2	5	3	3	-	-	-	-	-	-	-	-	-		
Typists, class A	302	40.0	52.50	-	-	-	1	12	13	66	31	38	26	50	11	30	7	3	3	10	-	1	-	-	-	-	-		
Manufacturing	60	40.0	51.00	-	-	-	1	-	28	2	12	6	3	2	2	3	-	1	-	-	-	-	-	-	-	-	-		
Nonmanufacturing	242	40.0	53.00	-	-	-	1	11	13	38	29	26	20	47	9	28	4	3	2	10	-	1	-	-	-	-	-		
Public utilities *	70	40.0	54.00	-	-	-	-	8	8	11	11	2	2	4	1	3	4	3	2	10	-	1	-	-	-	-	-		
Retail trade	44	41.0	51.50	-	-	-	1	3	1	10	2	-	3	23	1	-	-	-	-	-	-	-	-	-	-	-	-		
Typists, class B	654	40.0	46.50	1	5	11	49	96	114	89	110	88	48	21	8	5	2	4	2	-	1	-	-	-	-	-	-		
Manufacturing	191	40.0	49.50	-	-	-	-	10	11	36	49	50	16	10	4	2	-	-	2	-	-	-	-	-	-	-	-		
Nonmanufacturing	463	40.0	45.00	1	5	11	49	86	103	53	61	38	32	11	4	3	2	4	-	-	-	-	-	-	-	-	-		
Public utilities *	58	40.0	51.00	-	-	1	5	2	-	2	6	11	18	11	2	-	-	-	-	-	-	-	-	-	-	-	-		
Retail trade	65	40.0	45.00	-	-	-	13	17	6	9	4	7	6	-	-	3	-	-	-	-	-	-	-	-	-	-	-		

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

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

Table A-2: Professional and Technical Occupations

(Average straight-time weekly hours and earnings¹ for selected occupations studied on an area basis in Denver, Colo., by industry division, December 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 \$57.50	\$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	\$125.00	\$130.00	\$135.00	\$140.00 and over				
				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	125,00	130,00	135,00	140,00	over				
Men																													
Draftsmen, leader	50	40.0	126.50	-	-	-	-	-	-	-	-	-	-	-	2	1	5	2	-	3	3	4	18	7	5	-	-		
Draftsmen, senior	297	40.0	97.50	-	-	2	22	6	5	24	5	21	27	8	10	22	5	30	34	20	9	47	-	-	-	-	-		
Manufacturing	100	40.0	77.50	-	-	-	22	6	5	15	3	11	14	2	7	13	-	2	-	-	-	-	-	-	-	-	-		
Draftsmen, junior	124	40.0	70.50	5	17	10	5	18	8	4	15	20	7	6	9	-	-	-	-	-	-	-	-	-	-	-	-		
Manufacturing	62	40.0	67.00	1	12	10	1	13	6	2	-	10	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Nonmanufacturing	62	40.0	74.00	4	5	-	4	5	2	2	15	10	-	6	9	-	-	-	-	-	-	-	-	-	-	-	-		
Women																													
Nurses, industrial (registered)	33	40.0	67.50	3	4	3	3	6	4	-	-	7	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

¹ Hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.Occupational Wage Survey, Denver, Colo., December 1953
U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Table A-3: Maintenance and Powerplant Occupations

(Average hourly earnings¹ for men in selected occupations studied on an area basis in Denver, Colo., by industry division, December 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	\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.55	\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.35	\$2.40	\$2.40 and over
Carpenters, maintenance	123	2.05	-	-	-	-	-	-	-	2	-	2	6	5	9	9	1	30	20	1	7	1	-	1	9	9	11		
Manufacturing	80	2.05	-	-	-	-	-	-	-	-	-	6	5	7	-	1	22	15	-	-	-	-	1	9	9	5			
Nonmanufacturing	43	2.04	-	-	-	-	-	-	-	2	-	2	-	2	9	-	8	5	1	7	1	-	-	-	-	6			
Electricians, maintenance	154	2.05	-	-	-	-	-	-	-	-	1	-	-	-	16	7	13	21	39	16	10	3	-	2	4	16	6		
Manufacturing	120	2.06	-	-	-	-	-	-	-	-	-	-	-	-	15	2	13	20	39	-	2	3	-	2	4	16	4		
Nonmanufacturing	34	2.05	-	-	-	-	-	-	-	-	1	-	-	-	1	5	-	1	-	16	8	-	-	-	-	-	2		
Public utilities*	26	2.06	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	1	-	16	7	-	-	-	-	-	-		
Engineers, stationary	197	1.98	-	-	-	-	6	-	2	11	6	7	4	-	6	3	15	48	9	-	22	25	1	22	6	-	4		
Manufacturing	152	2.04	-	-	-	-	-	-	2	9	6	7	4	-	6	-	15	41	9	-	22	25	1	14	6	-	4		
Nonmanufacturing	45	1.79	-	-	-	-	6	-	2	2	6	7	4	-	-	3	-	7	-	-	-	-	-	8	-	-	-		
Firemen, stationary boiler	130	1.63	10	12	6	-	3	14	5	4	-	-	-	36	8	-	-	4	19	9	-	-	-	-	-	-	-		
Manufacturing	95	1.78	-	-	-	-	14	3	2	-	-	-	-	36	8	-	-	4	19	9	-	-	-	-	-	-	-		
Helpers, trades, maintenance	234	1.64	1	-	-	-	1	7	10	16	37	77	25	30	4	2	22	2	-	-	-	-	-	-	-	-	-		
Manufacturing	121	1.64	-	-	-	-	1	7	10	9	10	56	1	4	-	22	1	-	-	-	-	-	-	-	-	-	-		
Nonmanufacturing	113	1.64	1	-	-	-	-	-	7	7	27	21	24	30	2	-	1	-	-	-	-	-	-	-	-	-	-		
Public utilities*	106	1.64	-	-	-	-	-	-	5	26	21	24	30	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Machinists, maintenance	268	2.02	-	-	-	-	-	-	-	-	-	-	-	-	2	-	20	16	48	71	35	11	19	3	-	12	7	18	6
Manufacturing	249	2.02	-	-	-	-	-	-	-	-	-	-	-	-	-	20	13	46	71	32	11	11	2	-	12	7	18	6	
Mechanics, automotive (maintenance)	567	1.95	-	-	-	-	-	-	-	-	-	-	8	15	117	2	43	51	43	69	58	159	1	-	-	-	-	1	
Manufacturing	33	1.96	-	-	-	-	-	-	-	-	-	-	-	2	2	3	1	6	17	2	-	-	-	-	-	-	-	-	
Nonmanufacturing	534	1.95	-	-	-	-	-	-	-	-	-	-	8	15	115	-	40	50	37	52	56	159	1	-	-	-	-	1	
Public utilities*	501	1.95	-	-	-	-	-	-	-	-	-	-	8	15	106	-	34	50	20	51	56	159	1	-	-	-	-	1	
Retail trade	33	1.90	-	-	-	-	-	-	-	-	-	-	-	9	-	6	-	17	1	-	-	-	-	-	-	-	-	-	
Mechanics, maintenance	160	1.95	-	-	-	-	-	-	-	-	-	-	-	23	29	11	2	36	47	-	-	-	-	-	-	6	-	6	
Manufacturing	160	1.95	-	-	-	-	-	-	-	-	-	-	-	23	29	11	2	36	47	-	-	-	-	-	-	6	-	6	
Millwrights	43	2.10	-	-	-	-	-	-	-	-	-	-	-	-	2	1	-	5	16	-	-	14	-	-	-	-	-	5	
Manufacturing	43	2.10	-	-	-	-	-	-	-	-	-	-	-	-	2	1	-	5	16	-	-	14	-	-	-	-	-	5	
Oilers	47	1.66	-	-	-	-	-	10	-	5	6	5	14	1	-	2	-	4	-	-	-	-	-	-	-	-	-	-	
Manufacturing	47	1.66	-	-	-	-	-	10	-	5	6	5	14	1	-	2	-	4	-	-	-	-	-	-	-	-	-	-	
Painters, maintenance	72	1.97	-	-	-	-	-	-	-	-	-	-	4	27	5	4	-	22	-	-	-	-	1	1	1	5	2		
Manufacturing	38	2.03	-	-	-	-	-	-	-	-	-	-	4	2	2	2	-	20	-	-	-	-	1	1	1	5	-		
Pipefitters, maintenance	108	2.05	-	-	-	-	-	-	-	-	-	-	-	-	2	6	12	18	50	-	-	-	-	-	-	-	19	1	
Manufacturing	92	2.07	-	-	-	-	-	-	-	-	-	-	-	-	2	4	2	18	46	-	-	-	-	-	-	-	19	1	
Tool-and-die makers	58	2.20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	7	3	20	-	8	-	15	-	-		
Manufacturing	57	2.21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	6	3	20	-	8	-	15	-	-		

¹ Excludes premium pay for overtime and nightwork.
* Transportation (excluding railroads), communication, and other public utilities.

Table A-4: Custodial and Material Movement Occupations

(Average hourly earnings¹ for selected occupations² studied on an area basis in Denver, Colo., by industry division, December 1953)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																									
			Under \$0.85	\$0.85 and under .90	.90 .95	.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 and over
Guards	102	1.53	-	-	-	-	2	-	-	4	14	4	6	1	2	2	1	5	-	47	-	9	-	5	-	-	-	-
Manufacturing	68	1.65	-	-	-	-	-	-	-	-	-	6	-	-	-	-	4	-	44	-	9	-	5	-	-	-	-	
Nonmanufacturing	34	1.30	-	-	-	-	2	-	-	4	14	4	-	1	2	2	1	1	3	-	-	-	-	-	-	-	-	
Janitors, porters, and cleaners (men)	1,039	1.20	38	22	38	75	121	61	174	44	43	46	73	43	49	56	107	24	-	17	-	1	3	2	2	-	-	
Manufacturing	412	1.35	6	4	7	18	24	4	24	5	27	24	51	21	22	26	104	24	-	17	-	-	2	2	-	-	-	
Nonmanufacturing	627	1.11	32	18	31	57	97	57	150	39	16	22	22	22	27	30	3	-	-	-	-	1	3	-	-	-	-	
Public utilities*	131	1.28	-	1	-	1	-	30	12	7	5	8	14	3	27	18	1	-	-	-	-	1	3	-	-	-	-	
Retail trade	295	1.04	19	11	31	43	60	21	55	29	4	13	1	3	-	3	2	-	-	-	-	-	-	-	-	-	-	
Janitors, porters, and cleaners (women)	237	1.13	2	2	3	9	9	7	150	7	15	8	9	1	2	8	3	-	-	2	-	-	-	-	-	-	-	
Manufacturing	27	1.34	-	-	-	-	-	-	2	2	10	-	-	-	-	8	3	-	-	2	-	-	-	-	-	-	-	
Nonmanufacturing	210	1.11	2	2	3	9	9	7	148	5	5	8	9	1	2	-	-	-	-	-	-	-	-	-	-	-	-	
Retail trade	32	1.07	-	2	3	1	5	3	14	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Laborers, material handling	2,180	1.47	9	2	2	4	2	12	59	118	129	73	24	188	124	112	360	359	460	71	8	7	5	52	-	-	-	
Manufacturing	678	1.49	-	-	2	-	-	4	7	18	17	42	5	69	98	80	154	41	7	71	6	4	1	52	-	-	-	
Nonmanufacturing	1,502	1.47	9	2	-	4	2	8	52	100	112	31	19	119	26	32	206	318	453	-	2	3	4	-	-	-	-	
Public utilities*	670	1.58	-	-	-	-	-	-	-	-	-	-	7	1	2	2	171	109	373	-	2	1	2	-	-	-	-	
Retail trade	476	1.37	9	2	-	4	2	7	49	72	49	10	-	23	6	18	11	164	46	-	2	2	2	-	-	-	-	
Order fillers	650	1.49	-	-	10	-	16	6	12	22	54	17	5	25	51	28	93	77	111	58	32	11	2	1	8	-	11	
Manufacturing	154	1.53	-	-	-	-	-	-	-	-	49	-	2	4	1	5	4	15	7	46	1	1	-	-	8	-	11	
Nonmanufacturing	496	1.47	-	-	10	-	16	6	12	22	5	17	3	21	50	23	89	62	104	12	31	10	2	1	-	-	-	
Retail trade	101	1.20	-	-	10	-	16	6	12	14	5	17	3	1	1	3	2	4	7	-	-	-	-	-	-	-	-	
Packers, shipping (men)	253	1.42	-	-	-	6	2	11	8	22	28	7	14	35	24	2	20	10	11	25	-	-	1	-	3	24	-	
Manufacturing	132	1.55	-	-	-	2	1	4	2	4	12	-	-	11	8	-	20	10	7	23	-	-	1	-	3	24	-	
Nonmanufacturing	121	1.28	-	-	-	4	1	7	6	18	16	7	14	24	16	2	-	-	4	2	-	-	-	-	-	-	-	
Retail trade	39	1.15	-	-	-	4	1	7	4	5	12	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Packers, shipping (women)	103	1.16	-	6	2	7	18	8	9	3	8	4	38	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	41	1.02	-	6	2	5	16	6	2	2	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Receiving clerks	178	1.52	-	-	-	2	-	7	-	1	8	10	-	5	25	18	7	11	31	32	3	6	9	1	-	-	2	
Manufacturing	59	1.59	-	-	-	-	-	-	-	-	5	-	-	8	8	6	5	-	12	2	6	5	-	-	-	-	2	
Nonmanufacturing	119	1.49	-	-	-	2	-	7	-	1	3	10	-	5	17	10	1	6	31	20	1	4	1	-	-	-	-	
Retail trade	45	1.42	-	-	-	2	-	6	-	1	-	9	-	1	2	6	1	5	2	6	-	4	-	-	-	-	-	

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 earnings¹ for selected occupations² studied on an area basis in Denver, Colo., by industry division, December 1953)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																									
			Under \$0.85	\$0.85 and under .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 and over
Shipping clerks	176	1.59	-	-	-	-	-	-	1	4	1	7	1	13	5	11	31	12	22	24	24	9	-	-	3	-	-	8
Manufacturing	84	1.64	-	-	-	-	-	-	-	4	1	3	1	6	4	-	15	-	2	12	16	9	-	-	3	-	-	8
Nonmanufacturing	92	1.55	-	-	-	-	-	-	1	4	-	4	-	7	1	11	16	12	20	12	8	-	-	-	-	-	-	-
Shipping-and-receiving clerks	158	1.61	-	-	-	-	1	-	1	-	10	5	3	16	1	16	-	14	11	31	9	2	12	5	11	2	4	4
Manufacturing	67	1.59	-	-	-	-	-	-	-	-	-	-	-	15	-	12	-	13	-	8	-	-	8	-	9	2	-	-
Nonmanufacturing	91	1.62	-	-	-	-	1	-	1	-	10	5	3	1	1	4	-	1	11	23	9	2	4	5	2	-	4	4
Retail trade	41	1.45	-	-	-	-	1	-	1	-	10	5	2	1	-	4	-	-	7	2	2	-	2	4	-	-	-	-
Truckdrivers, light (under 1½ tons)	615	1.46	-	-	6	20	21	-	9	28	9	4	-	55	62	7	54	259	30	20	7	7	-	16	1	-	-	-
Manufacturing	103	1.48	-	-	-	-	-	-	5	6	9	4	-	8	10	-	11	21	2	16	3	7	-	1	-	-	-	-
Nonmanufacturing	512	1.46	-	-	6	20	21	-	4	22	-	-	-	47	52	7	43	238	28	4	4	-	-	16	-	-	-	-
Retail trade	140	1.27	-	-	6	20	21	-	4	20	-	-	-	40	4	6	3	-	-	-	-	-	-	16	-	-	-	-
Truckdrivers, medium (1½ to and including 4 tons)	825	1.64	-	-	-	-	-	-	-	3	5	1	10	1	30	52	52	115	265	130	23	41	18	-	19	4	53	3
Manufacturing	328	1.71	-	-	-	-	-	-	-	-	5	-	10	-	-	-	32	10	27	119	17	34	-	-	17	1	53	3
Nonmanufacturing	497	1.59	-	-	-	-	-	-	-	3	-	1	-	1	30	52	20	105	238	11	6	7	18	-	2	3	-	-
Public utilities *	222	1.63	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	20	184	3	2	7	4	-	2	-	-	-
Retail trade	137	1.57	-	-	-	-	-	-	-	-	1	-	-	-	-	52	-	57	2	8	-	-	14	-	-	3	-	-
Truckdrivers, heavy (over 4 tons, trailer type)	296	1.67	-	-	-	-	-	-	-	-	5	-	-	-	-	2	-	21	132	99	15	-	-	-	10	-	4	8
Nonmanufacturing	285	1.66	-	-	-	-	-	-	-	-	5	-	-	-	-	2	-	18	132	96	14	-	-	-	10	-	-	8
Public utilities *	212	1.65	-	-	-	-	-	-	-	-	-	-	-	-	-	-	18	100	94	-	-	-	-	-	-	-	-	-
Retail trade	49	1.61	-	-	-	-	-	-	-	-	5	-	-	-	-	2	-	32	2	6	-	-	-	2	-	-	-	-
Truckdrivers, heavy (over 4 tons, other than trailer type)	244	1.69	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	115	99	-	2	-	1	-	-	-	-	25
Nonmanufacturing	216	1.64	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	115	98	-	2	-	1	-	-	-	-	-
Truckers, power (forklift)	246	1.60	-	-	-	-	-	-	-	-	18	-	10	-	7	10	26	12	33	96	14	1	-	12	-	6	-	1
Manufacturing	147	1.58	-	-	-	-	-	-	-	-	18	-	10	-	-	10	22	12	11	32	12	1	-	12	-	6	-	1
Nonmanufacturing	99	1.64	-	-	-	-	-	-	-	-	-	-	-	-	7	-	4	-	22	64	2	-	-	-	-	-	-	-
Public utilities *	64	1.68	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	64	64	-	-	-	-	-	-	-	-
Watchmen	186	1.23	2	7	21	6	27	9	4	19	4	30	2	4	5	2	4	18	8	-	12	1	1	-	-	-	-	-
Manufacturing	97	1.31	-	-	1	-	21	2	1	13	-	21	1	2	4	-	-	18	5	-	8	-	-	-	-	-	-	-
Nonmanufacturing	89	1.14	2	7	20	6	6	7	3	6	4	9	1	2	1	2	4	-	3	-	4	1	1	-	-	-	-	-
Retail trade	41	1.13	-	4	8	-	2	5	2	3	4	8	-	1	-	2	-	-	2	-	-	-	-	-	-	-	-	-

¹ Excludes premium pay for overtime and nightwork.² 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 ¹

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	80.5	73.1	14.5	4.9
With shift pay differential	80.5	73.1	14.5	4.9
Uniform cents (per hour)	75.7	49.9	13.1	3.4
4 cents	2.4	-	-	-
5 cents	13.5	-	3.5	-
6 cents	19.8	15.3	4.3	2.9
7 cents	2.7	-	.9	-
7½ cents	11.2	-	1.1	-
8 cents	6.7	4.2	1.5	-
9 cents	9.5	9.5	.4	(²)
10 cents	5.1	6.7	.5	.2
12 cents	-	2.7	-	.3
12½ cents	-	8.4	-	(²)
13½ cents	4.8	-	.9	-
16 cents	-	3.1	-	-
Full day's pay for reduced hours	3.0	6.0	.9	1.3
Other³	1.8	17.2	.5	.2
No shift pay differential	-	-	-	-

¹ 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.

² Less than 0.05 percent.

³ Primarily provisions for cents-per-hour differential plus full day's pay for reduced hours.

Table B-2: Scheduled Weekly Hours

Weekly hours	Percent of office workers ¹ employed in -				Percent of plant workers employed in -			
	All industries ²	Manufacturing	Public utilities *	Retail trade	All industries ³	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 or less	7.1	-	-	0.6	2.4	4.9	-	-
Over 37½ and under 40 hours	2.7	0.6	-	3.2	-	-	-	-
40 hours	82.4	86.5	92.6	85.7	67.3	80.8	59.6	54.9
Over 40 and under 44 hours	2.0	5.9	-	.7	3.0	2.2	-	7.1
44 hours	4.3	6.2	5.0	7.1	6.7	.6	-	15.4
Over 44 and under 48 hours	1.2	.8	2.4	1.7	3.1	1.7	5.4	3.1
48 hours .....	.3	-	-	1.0	12.3	7.3	20.1	13.5
Over 48 hours	-	-	-	-	5.2	2.5	14.9	6.0

¹ Data relate to women workers.

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

³ 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 Holidays¹

Number of paid holidays	Percent of office workers employed in -				Percent of plant workers employed in -			
	All industries ²	Manufacturing	Public utilities*	Retail trade	All industries ³	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	99.7	100.0	100.0	98.3	87.8	92.7	84.1	85.3
5 days or less	.2	-	-	.7	1.8	-	-	1.6
6 days	53.8	89.6	17.8	94.3	69.8	78.1	30.1	83.7
7 days	29.6	3.4	38.2	-	7.6	5.0	26.1	-
8 days	14.2	7.0	44.0	3.3	8.6	9.6	27.9	-
9 days	1.3	-	-	-	-	-	-	-
10 days	.6	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	.3	-	-	1.7	12.2	7.3	15.9	14.7

¹ Estimates include only full-day holidays.

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

³ 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 ¹	Manufacturing	Public utilities*	Retail trade	All industries ²	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	99.9	100.0	100.0	99.5	99.3	100.0	100.0	97.7
Length-of-time payment	99.9	100.0	100.0	99.5	98.8	100.0	100.0	95.9
1 week	40.6	26.9	54.5	68.2	81.8	86.6	75.5	78.2
Over 1 but less than 2 weeks	-	-	-	-	1.5	3.1	-	-
2 weeks	56.5	69.8	45.5	30.1	15.2	10.3	24.5	16.7
Over 2 but less than 3 weeks	.6	2.3	-	-	-	-	-	-
3 weeks	2.2	1.0	-	1.2	.3	-	-	1.0
Percentage payment ³	-	-	-	-	.5	-	-	1.8
Less than 2 percent	-	-	-	-	.5	-	-	1.8
Workers in establishments providing no paid vacations	.1	-	-	.5	.7	-	-	2.3
<u>After 2 years of service</u>								
Workers in establishments providing paid vacations	99.9	100.0	100.0	99.5	99.3	100.0	100.0	97.7
Length-of-time payment	99.9	100.0	100.0	99.5	98.8	100.0	100.0	95.9
1 week	11.6	12.5	.6	17.9	50.7	70.3	18.7	37.6
Over 1 but less than 2 weeks	1.2	2.2	.1	-	5.7	6.7	13.6	-
2 weeks	82.2	82.0	99.3	65.5	40.8	19.9	67.7	57.3
Over 2 but less than 3 weeks	.6	2.3	-	-	1.3	3.1	-	-
3 weeks	4.3	1.0	-	16.1	.3	-	-	1.0
Percentage payment ³	-	-	-	-	.5	-	-	1.8
Less than 2 percent	-	-	-	-	.5	-	-	1.8
Workers in establishments providing no paid vacations	.1	-	-	.5	.7	-	-	2.3

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 ¹	Manufacturing	Public utilities*	Retail trade	All industries ²	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 3 years of service</u>								
Workers in establishments providing paid vacations	99.9	100.0	100.0	99.5	99.3	100.0	100.0	97.7
Length-of-time payment	99.9	100.0	100.0	99.5	98.8	100.0	100.0	95.9
1 week	3.9	5.7	.6	4.9	23.9	39.8	3.3	6.5
Over 1 but less than 2 weeks	(4)	-	.1	-	5.7	7.1	13.6	-
2 weeks	89.7	91.0	99.3	78.5	67.6	50.0	83.1	88.4
Over 2 but less than 3 weeks	7.5	7.3	-	-	1.3	3.1	-	-
3 weeks	4.3	1.0	-	16.1	.3	-	-	1.0
Percentage payment ³	-	-	-	-	.5	-	-	1.8
Less than 2 percent	-	-	-	-	.5	-	-	1.8
Workers in establishments providing no paid vacations	.1	-	-	.5	.7	-	-	2.3
<u>After 5 years of service</u>								
Workers in establishments providing paid vacations	99.9	100.0	100.0	99.5	99.3	100.0	100.0	97.7
Length-of-time payment	99.9	100.0	100.0	99.5	98.8	100.0	100.0	95.9
1 week	1.1	-	-	3.1	5.0	1.7	-	5.1
Over 1 but less than 2 weeks	-	-	-	-	.6	-	4.0	-
2 weeks	89.4	95.5	100.0	77.0	89.2	91.6	96.0	86.8
Over 2 but less than 3 weeks	4.6	3.5	-	-	2.9	6.7	-	-
3 weeks	4.8	1.0	-	19.4	1.1	-	-	4.0
Percentage payment ³	-	-	-	-	.5	-	-	1.8
4 percent	-	-	-	-	.5	-	-	1.8
Workers in establishments providing no paid vacations	.1	-	-	.5	.7	-	-	2.3
<u>After 10 years of service</u>								
Workers in establishments providing paid vacations	99.9	100.0	100.0	99.5	99.3	100.0	100.0	97.7
Length-of-time payment	99.9	100.0	100.0	99.5	98.8	100.0	100.0	95.9
1 week	1.1	-	-	3.1	4.2	-	-	5.1
2 weeks	73.2	88.5	61.1	77.0	88.0	87.3	100.0	86.8
Over 2 but less than 3 weeks	2.4	2.3	-	-	1.3	3.1	-	-
3 weeks	21.1	9.2	38.9	4.5	5.3	9.6	-	4.0
4 weeks and over	2.1	-	-	14.9	-	-	-	-
Percentage payment ³	-	-	-	-	.5	-	-	1.8
4 percent	-	-	-	-	.5	-	-	1.8
Workers in establishments providing no paid vacations	.1	-	-	.5	.7	-	-	2.3
<u>After 15 years of service</u>								
Workers in establishments providing paid vacations	99.9	100.0	100.0	99.5	99.3	100.0	100.0	97.7
Length-of-time payment	99.9	100.0	100.0	99.5	98.8	100.0	100.0	95.9
1 week	1.1	-	-	3.0	4.2	-	-	5.1
2 weeks	41.9	40.6	41.5	26.4	48.8	42.2	57.3	45.2
Over 2 but less than 3 weeks	.6	2.3	-	-	2.0	4.2	-	-
3 weeks	54.2	57.1	58.5	55.2	43.8	53.6	42.7	45.6
4 weeks and over	2.1	-	-	14.9	-	-	-	-
Percentage payment ³	-	-	-	-	.5	-	-	1.8
4 percent	-	-	-	-	.5	-	-	1.8
Workers in establishments providing no paid vacations	.1	-	-	.5	.7	-	-	2.3

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 ¹	Manufacturing	Public utilities*	Retail trade	All industries ²	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 20 years of service</u>								
Workers in establishments providing paid vacations	99.9	100.0	100.0	99.5	99.3	100.0	100.0	97.7
Length-of-time payment	99.9	100.0	100.0	99.5	98.8	100.0	100.0	95.9
1 week	1.1	-	-	3.0	4.2	-	-	5.1
2 weeks	40.2	40.6	41.5	25.1	48.8	42.2	57.3	45.2
Over 2 but less than 3 weeks	.6	2.3	-	-	1.5	3.1	-	-
3 weeks	53.2	54.3	58.5	55.2	44.2	54.5	42.7	45.6
Over 3 but less than 4 weeks	.2	-	-	1.3	-	-	-	-
4 weeks and over	4.6	2.8	-	14.9	.1	.2	-	-
Percentage payment ³	-	-	-	-	.5	-	-	1.8
4 percent	-	-	-	-	.5	-	-	1.8
Workers in establishments providing no paid vacations	.1	-	-	.5	.7	-	-	2.3
<u>After 25 years of service</u>								
Workers in establishments providing paid vacations	99.9	100.0	100.0	99.5	99.3	100.0	100.0	97.7
Length-of-time payment	99.9	100.0	100.0	99.5	98.8	100.0	100.0	95.9
1 week	1.1	-	-	3.0	4.2	-	-	5.1
2 weeks	39.2	40.6	39.2	25.1	47.1	42.2	49.2	45.2
Over 2 but less than 3 weeks	.6	2.3	-	-	1.5	3.1	-	-
3 weeks	45.9	46.4	60.8	31.9	39.7	51.0	50.8	29.6
Over 3 but less than 4 weeks	.2	-	-	1.3	-	-	-	-
4 weeks and over	12.9	10.7	-	38.2	6.3	3.7	-	16.0
Percentage payment ³	-	-	-	-	.5	-	-	1.8
4 percent	-	-	-	-	.5	-	-	1.8
Workers in establishments providing no paid vacations	.1	-	-	.5	.7	-	-	2.3

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

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

³ Percent of annual earnings.

⁴ Less than 0.05 percent.

* 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 ¹	Manufacturing	Public utilities*	Retail trade	All industries ²	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	79.3	89.2	70.5	61.9	69.6	82.7	69.7	58.3
Accidental death and dismemberment insurance	19.9	55.6	10.5	23.6	25.3	42.5	17.0	10.7
Sickness and accident insurance	22.7	50.4	14.7	12.6	38.9	65.7	19.0	17.5
Sick leave (full pay and no waiting period)	45.8	45.4	74.1	24.7	15.8	8.7	19.1	24.0
Sick leave (partial pay or waiting period)	8.8	6.7	13.5	16.0	17.9	15.4	36.9	17.3
Hospitalization insurance	51.3	68.9	38.2	42.8	49.3	66.9	40.7	36.1
Surgical insurance	50.0	68.9	38.2	33.6	46.3	66.9	40.7	25.5
Medical insurance	37.5	63.7	36.3	32.5	39.5	58.1	40.7	22.5
Catastrophe insurance	1.1	2.3	-	-	-	-	-	-
Retirement pension	53.7	48.2	81.3	43.2	36.5	37.6	58.1	33.4
Health, insurance, or pension plan not listed above	3.5	-	5.8	1.3	1.6	-	5.7	2.0
No health, insurance, or pension plan	12.9	8.5	6.0	26.0	21.2	13.1	14.9	25.5

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

² 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.

Occupational Wage Survey, Denver, Colo., December 1953

U.S. DEPARTMENT OF LABOR
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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 ¹	Manufacturing	Public utilities *	Retail trade	All industries ²	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	71.3	77.8	80.3	76.6	81.7	92.4	93.0	68.8
Time and one-half	65.6	77.5	-	74.6	81.7	92.4	93.0	68.8
Effective after less than 8 hours .....	.5	-	-	3.3	2.1	4.8	-	-
Effective after 8 hours	65.1	77.5	80.3	71.3	76.3	87.5	85.1	61.9
Effective after more than 8 hours	-	-	-	-	3.3	-	7.9	6.9
Other ³	5.7	.3	-	1.9	-	-	-	-
Workers in establishments providing no premium pay or having no policy	28.7	22.2	19.7	23.4	18.3	7.6	7.0	31.2
<u>Weekly overtime</u>								
Workers in establishments providing premium pay	96.2	100.0	97.2	84.1	91.0	100.0	83.8	81.3
Time and one-half	86.8	99.7	97.2	82.2	91.0	100.0	83.8	81.3
Effective after less than 40 hours .....	.5	-	-	3.3	2.1	4.8	-	-
Effective after 40 hours	84.7	99.7	93.7	76.5	72.5	95.2	58.6	49.9
Effective after more than 40 hours	1.7	-	3.5	2.4	16.4	-	25.2	31.4
Other ³	9.3	.3	-	1.9	-	-	-	-
Workers in establishments providing no premium pay or having no policy	3.8	-	2.8	15.9	9.0	-	16.2	18.7

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

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

³ 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.

Occupational Wage Survey, Denver, Colo., December 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 ¹	Manufacturing	Public utilities *	Retail trade	All industries ²	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 ³	61.8	89.2	53.9	64.0	76.1	88.0	84.1	57.4
Regular rate only .....	.7	-	2.3	-	-	-	-	-
Time and one-half	9.0	20.8	-	3.3	4.8	2.2	-	7.7
Double time	37.0	59.5	26.6	42.1	45.0	45.6	71.1	32.2
Double time and one-half	14.8	7.5	25.1	18.7	15.1	15.4	13.0	17.5
Triple time	-	-	-	-	9.8	22.8	-	-
Equal time off .....	.1	.4	-	-	-	-	-	-
Other plan .....	.2	1.0	-	-	1.4	2.0	-	-
Workers in establishments with no formal policy	37.9	10.8	46.1	34.3	11.7	4.7	-	27.9
Workers in establishments with no paid holidays .....	.4	-	-	1.7	12.2	7.3	15.9	14.7

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

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

³ Includes holiday pay and rate for work on paid holiday.

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

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 ¹	Manufacturing	Public utilities *	Retail trade	All industries ²	Manufacturing	Public utilities *	Retail trade
WAGE STRUCTURE FOR TIME-RATED WORKERS ³								
All workers	100	100	100	100	100	100	100	100
Formal rate structure	67	64	88	68	89	94	100	77
Single rate	3	8	2	4	53	58	56	42
Range of rates	64	56	86	64	36	36	44	35
Individual rates	33	37	12	32	11	6	-	23
METHOD OF WAGE PAYMENT FOR PLANT WORKERS								
All workers	DATA NOT COLLECTED				100	100	100	100
Time workers					78	72	93	72
Incentive workers					22	28	7	28
Piecework					10	20	-	2
Bonus work					4	8	-	1
Commission					9	(*)	7	26
LABOR-MANAGEMENT AGREEMENTS ⁵								
Workers in establishments with agreements covering a majority of such workers	9	13	8	6	64	73	98	34

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

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

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

⁴ Less than 0.5 percent.

⁵ 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 labor-management agreements due to the exclusion of smaller-size establishments.

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

Occupational Wage Survey, Denver, Colo., December 1953
U. S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

MEMPHIS, JANUARY 1954

Manufacturing employment in Memphis is widely diversified with about a dozen large establishments representing as many different industries accounting for a substantial proportion of the area's factory workers. Major employers in the area produce lumber and other wood products, machinery (primarily agricultural) and metal products, food, rubber products, automobiles, chemicals, textiles, and apparel. Nonmanufacturing industries, however, account for a much larger proportion of the total work force than manufacturing. In addition to trade, finance, and service industries, the railroads and other public utilities employ large numbers of workers.

This year's annual study, made in January 1954, presents information on wages and related practices based upon data from 129 establishments employing 45,000 workers which were selected to represent 423 establishments employing 80,000 workers in 6 major industry groupings (see table following).

Wage Structure

Time-rate payments were dominant in Memphis, with incentive systems covering approximately a fifth of the workers surveyed. Piece workers in manufacturing plants and commission workers in trade accounted for most of the workers paid on an incentive basis. About three-fourths of the time-rated plant workers were in establishments having formal wage plans. These were equally divided between single-rate and rate-range plans. A majority of office workers were employed in establishments in which pay rates were determined on an individual rather than a job basis. Nearly all of the formal wage structures for office workers provided for rate ranges in each occupation.

Of the 129 establishments surveyed, 7 had wage systems with plant jobs classified into rate steps (labor grades) and 9 had similar systems in use for office jobs. The number of grades used for jobs below the supervisory level varied from 3 to 29 for plant jobs and from 6 to 13 for office jobs. Establishments with such systems were in manufacturing and in various nonmanufacturing industry divisions except services.

Occupational Pay Levels

Women secretaries and general stenographers averaged \$58.50 and \$51 a week, respectively, in January 1954, representing increases of \$3.50 over pay levels in these jobs in January 1953, the date of the previous survey. Typists (routine copy) averaged \$41 and office girls \$38.50 as compared to \$38 and \$35.50 a year earlier.

In the skilled maintenance trades, straight-time average hourly earnings were \$2.02 for electricians, \$2.06 for machinists, \$2.09 for pipefitters, and \$2.16 for tool-and-die makers. Maintenance carpenters and painters averaged \$1.76 and automotive maintenance mechanics \$1.61 an hour. Helpers to men in the skilled trades were paid \$1.18, on the average. Laborers handling materials, the largest group of workers in custodial and material movement jobs studied, earned an average of \$1.10. Janitors, porters, and cleaners, the second largest group, averaged 97 cents. Earnings of truckdrivers varied by size of truck from 92 cents for drivers of light trucks (under 1½ tons) to \$1.42 for drivers of heavy trailer trucks (over 4 tons). Compared with pay levels in January 1953, few of the plant jobs studied showed increases amounting to more than 6 cents an hour.

Weekly earnings of women office workers were typically \$3 to \$5 higher in manufacturing than in nonmanufacturing industries. Hourly earnings for most of the plant jobs were also higher in manufacturing industries, although the amount varied considerably among these jobs. On the basis of jobs permitting inter-industry comparisons, average earnings in public utilities were higher than in other nonmanufacturing industries, and also exceeded the average for manufacturing industries in a number of jobs.

Cost-of-Living and Annual Improvement Adjustments

Provisions for periodic cost-of-living adjustment of wages applied to plant workers in 13 establishments and to office workers in 9 of the 129 establishments surveyed. Provisions for annual improvement wage adjustments also applied to plant workers in 3 and to office workers in 4 of these establishments. Cost-of-living clauses in 9 and annual improvement adjustments in 3 establishments applied to both plant and office workers. About half the establishments with provisions for cost-of-living adjustments were in manufacturing and the others were divided about equally between transportation and wholesale trade industries.

Labor-Management Agreements

Over half of the plant workers within the surveyed industry and size classes were in establishments having labor-management agreements covering a majority of the plant workers. These workers were largely in the manufacturing and public utilities groups. Less than a tenth of the office workers were covered by agreements, with most of these in the public utilities group.

Work Schedules

Weekly work schedules of over 40 hours were reported for about a seventh of the women office workers and two-sevenths of the plant workers. Nearly all manufacturing firms, however, were working a 40-hour schedule at the time of the survey in January 1954. In the public utilities group many office workers had schedules of 37½ hours but many of the plant workers in the same group had schedules of 45 to 48 hours.

Overtime Pay

Most establishments in Memphis provided premium pay for any work after 8 hours a day or 40 hours a week by plant workers. Premium pay for weekly overtime was provided for all but 7 percent of the office workers and all but 17 percent of the plant workers. About 45 percent of the plant workers and 70 percent of the office workers, however, were in establishments that had no daily overtime provisions or had provisions other than premium payments.

Shift Operations

A fifth of the plant workers in manufacturing plants were employed on extra shifts in January 1954. Nearly all received additional pay over the daytime rates, usually in the form of a uniform cents per hour payment. The most common shift differential paid was 3 cents per hour on both the second and third shift. About a sixth of the shift workers in manufacturing plants, however, received no differential.

Paid Vacations

Paid vacations after 1 year's service were granted to virtually all office workers in the study and all but 6 percent of the plant workers. Three-fifths of the office workers received 2 weeks or better, while four-fifths of plant workers received only 1 week after a year's service. After longer periods of service vacation periods were increased. Vacation pay of 2 weeks or longer was provided by employers of almost 80 percent of the plant workers after 5 years. A majority of office workers were employed in establishments which granted 3 weeks or more vacation after 25 years. Such plans covered only about 40 percent of plant workers.

Health, Insurance, and Pension Plans

A majority of both plant and office workers were employed in establishments paying at least part of the cost of life, hospitalization, and surgical insurance. Medical insurance was also available to a majority of office workers. Other insurance available to a substantial number of both plant and office workers included accidental death and dismemberment, and sickness and accident. Formal sick leave plans were reported for over 40 percent of office workers and nearly 30 percent of plant workers.

Retirement plans were in force in establishments employing about half of the office workers. Such plans covered over a third of the total plant employment. Much of this coverage was in the public utilities group. Over 40 percent of both office and plant employment was in manufacturing establishments having retirement plans.

Establishments and Workers Within Scope of Survey and Number Studied in Memphis, Tenn.,¹ by Major Industry Division, January 1954

Industry division	Minimum size establishment in scope of study ²	Number of establishments		Workers		
		Within scope of study	Studied	Within scope of study	Studied	
					Total	Office
All divisions	51	423	129	79,800	45,010	6,820
Manufacturing	51	158	51	38,900	23,120	1,880
Nonmanufacturing	51	265	78	40,900	21,890	4,940
Transportation (excluding railroads), communication, and other public utilities	51	42	18	8,000	6,130	940
Wholesale trade*	51	85	21	9,000	2,840	790
Retail trade*	51	86	21	13,900	7,820	1,310
Finance, insurance, and real estate*	51	23	9	3,300	2,160	1,720
Services ³ *	51	29	9	6,700	2,940	180

¹ The Memphis Metropolitan Area (Shelby County).

² 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.

³ 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 earnings¹ for selected occupations studied on an area basis in Memphis, Tenn., by industry division, January 1954)

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 \$27.50	\$27.50	\$30.00	\$32.50	\$35.00	\$37.50	\$40.00	\$42.50	\$45.00	\$47.50	\$50.00	\$52.50	\$55.00	\$57.50	\$60.00	\$65.00	\$70.00	\$75.00	\$80.00	\$85.00	\$90.00	\$95.00	\$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	65.00	70.00	75.00	80.00	85.00	90.00	95.00				
Men																												
Billers, machine (billing machine)	34	40.0	\$ 51.00	-	-	-	-	-	-	14	2	-	1	3	9	3	1	1	-	-	-	-	-	-	-	-	-	
Clerks, accounting, class A	190	40.0	75.50	-	-	-	-	-	4	-	1	-	6	2	3	3	32	33	10	20	25	18	6	6	27			
Manufacturing	69	40.0	77.50	-	-	-	-	-	-	-	-	-	4	2	3	1	5	9	4	7	12	4	6	12				
Nonmanufacturing	121	40.0	74.00	-	-	-	-	-	4	-	1	-	2	-	-	2	27	24	6	13	13	14	-	15				
Clerks, accounting, class B	99	40.0	59.50	-	-	-	-	-	1	-	-	1	46	6	10	6	5	2	9	2	5	3	2	1				
Manufacturing	76	40.0	58.00	-	-	-	-	-	1	-	-	-	44	3	7	4	5	-	3	-	3	3	2	1				
Clerks, order	116	40.0	64.50	-	-	-	-	1	4	1	2	-	2	3	10	11	27	25	11	7	10	-	1	1				
Nonmanufacturing	86	40.0	63.00	-	-	-	-	-	4	-	2	-	2	2	10	10	25	20	1	-	8	-	1	1				
Clerks, payroll	27	40.0	66.50	-	-	-	-	-	-	-	-	-	2	-	3	2	10	3	2	2	-	1	1	1				
Office boys	77	39.5	40.50	11	-	13	2	3	-	14	7	6	1	10	1	-	8	1	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	54	39.5	39.50	*11	-	10	-	2	-	10	4	-	-	9	-	-	8	-	-	-	-	-	-	-	-	-	-	
Tabulating-machine operators	49	40.0	68.00	-	-	-	-	-	-	6	-	-	-	1	1	1	2	9	7	5	6	5	2	4	-	-	-	
Nonmanufacturing	32	40.0	67.00	-	-	-	-	-	-	6	-	-	-	1	-	1	-	4	6	3	5	1	1	4	-	-	-	
Women																												
Billers, machine (billing machine)	101	40.0	46.50	-	7	-	-	2	3	17	10	15	16	9	6	1	11	4	-	-	-	-	-	-	-	-	-	-
Manufacturing	53	40.0	47.50	-	-	-	-	2	3	12	5	7	1	9	6	1	3	4	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	48	40.0	45.50	-	7	-	-	-	-	5	5	8	15	-	-	-	8	-	-	-	-	-	-	-	-	-	-	-
Billers, machine (bookkeeping machine)	70	40.0	42.00	-	-	3	3	21	2	6	13	3	1	10	7	-	-	-	1	-	-	-	-	-	-	-	-	
Nonmanufacturing	68	40.0	42.00	-	-	3	3	21	2	5	13	2	1	10	7	-	-	-	1	-	-	-	-	-	-	-	-	
Bookkeeping-machine operators, class A	62	40.0	59.50	-	-	-	-	1	1	2	5	-	2	6	1	4	9	13	8	-	8	2	-	-	-	-	-	
Nonmanufacturing	45	40.0	61.50	-	-	-	-	1	-	-	4	-	-	3	-	4	6	11	8	-	8	-	-	-	-	-	-	
Bookkeeping-machine operators, class B	505	40.0	46.00	-	1	8	8	21	46	122	82	70	22	49	6	14	32	7	4	5	-	-	5	3	-	-	-	
Manufacturing	86	40.0	52.50	-	-	-	-	-	10	6	7	8	11	6	5	24	6	-	3	-	-	-	-	-	-	-	-	
Nonmanufacturing	419	40.0	44.50	-	1	8	8	21	46	112	76	63	14	38	-	9	8	1	4	2	-	-	5	3	-	-	-	
Clerks, accounting, class A	174	40.0	57.50	-	-	-	-	1	1	2	5	14	12	18	12	23	16	37	10	14	4	4	1	-	-	-	-	
Manufacturing	55	40.0	61.00	-	-	-	-	-	-	2	1	2	13	3	2	1	14	2	11	2	1	1	1	-	-	-	-	
Nonmanufacturing	119	40.0	56.00	-	-	-	-	1	1	2	3	13	10	5	9	21	15	23	8	3	2	3	-	-	-	-	-	
Clerks, accounting, class B	478	40.0	47.00	-	-	3	10	24	42	91	53	60	24	46	51	23	19	16	1	8	3	-	3	1	-	-	-	
Manufacturing	102	40.0	50.00	-	-	-	-	4	-	15	10	12	8	21	12	6	1	6	1	5	1	-	-	-	-	-	-	
Nonmanufacturing	376	40.0	46.50	-	-	3	10	20	42	76	43	48	16	25	39	17	18	10	-	3	2	-	3	1	-	-	-	
Clerks, file, class A	60	40.0	49.00	-	-	-	1	5	3	11	-	7	3	9	5	9	2	3	2	-	-	-	-	-	-	-	-	
Manufacturing	33	40.0	48.00	-	-	-	1	-	3	10	-	4	2	2	6	-	1	2	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	27	40.0	49.50	-	-	-	-	5	-	1	-	3	1	7	3	3	2	2	-	-	-	-	-	-	-	-	-	
Clerks, file, class B	277	40.5	37.50	16	15	56	55	35	21	16	9	15	13	11	2	9	1	2	-	1	-	-	-	-	-	-	-	
Manufacturing	35	40.0	42.50	-	-	5	5	2	-	9	4	1	-	5	1	-	2	-	1	-	-	-	-	-	-	-	-	
Nonmanufacturing	242	40.5	36.50	16	15	51	50	33	21	7	5	14	13	6	1	9	1	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

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Bureau of Labor Statistics

Table A-1: Office Occupations - Continued

(Average straight-time weekly hours and earnings¹ for selected occupations studied on an area basis in Memphis, Tenn., by industry division, January 1954)

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 \$27.50	\$27.50-30.00	\$30.00-32.50	\$32.50-35.00	\$35.00-37.50	\$37.50-40.00	\$40.00-42.50	\$42.50-45.00	\$45.00-47.50	\$47.50-50.00	\$50.00-52.50	\$52.50-55.00	\$55.00-57.50	\$57.50-60.00	\$60.00-65.00	\$65.00-70.00	\$70.00-75.00	\$75.00-80.00	\$80.00-85.00	\$85.00-90.00	\$90.00-95.00	\$95.00 and over		
Women - Continued																											
Clerks, order	96	40.0	47.50	-	-	-	-	-	2	26	8	17	15	10	5	3	-	8	1	1	-	-	-	-	-	-	-
Manufacturing	38	40.0	48.50	-	-	-	-	1	3	3	8	11	3	5	3	-	-	1	-	-	-	-	-	-	-	-	-
Nonmanufacturing	58	40.0	47.00	-	-	-	-	1	23	5	9	4	7	-	-	-	-	8	-	1	-	-	-	-	-	-	-
Clerks, payroll	217	40.0	51.50	-	1	1	2	1	9	29	6	29	34	19	12	24	12	18	6	4	8	1	-	-	-	-	1
Manufacturing	100	40.0	54.00	-	-	-	-	-	5	3	10	22	10	8	7	10	14	5	3	2	1	-	-	-	-	-	-
Nonmanufacturing	117	40.5	49.50	-	1	1	2	1	9	24	3	19	12	9	4	17	2	4	1	1	6	-	-	-	-	-	1
Comptometer operators	277	40.0	48.00	-	2	8	12	13	7	20	52	29	20	37	19	18	4	20	7	7	-	2	-	-	-	-	-
Manufacturing	81	40.0	51.50	-	-	-	-	-	7	27	8	6	5	3	4	2	11	2	4	-	2	-	-	-	-	-	-
Nonmanufacturing	196	40.0	47.00	-	2	8	12	13	7	13	25	21	14	32	16	14	2	9	5	3	-	-	-	-	-	-	-
Key-punch operators	109	40.0	48.00	-	-	4	-	-	8	25	4	17	6	12	10	6	7	8	2	-	-	-	-	-	-	-	-
Manufacturing	50	40.0	50.00	-	-	-	-	-	15	2	5	3	3	5	4	7	5	1	-	-	-	-	-	-	-	-	-
Nonmanufacturing	59	40.0	46.00	-	-	4	-	-	8	10	2	12	3	9	5	2	-	3	1	-	-	-	-	-	-	-	-
Office girls	90	40.0	38.50	-	-	19	4	1	16	40	4	-	-	5	-	1	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	35	40.0	42.00	-	-	2	-	-	1	26	-	-	-	5	-	1	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	55	39.5	37.00	-	-	17	4	1	15	14	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Secretaries	445	40.0	58.50	-	-	-	-	2	9	19	15	31	48	43	18	58	40	57	25	31	26	12	1	-	-	10	
Manufacturing	139	40.0	61.00	-	-	-	-	-	-	-	4	6	22	10	5	24	7	17	6	13	17	6	1	-	-	1	
Nonmanufacturing	306	40.0	57.50	-	-	-	-	2	9	19	11	25	26	33	13	34	33	40	19	18	9	6	-	-	-	9	
Public utilities*	35	40.0	61.50	-	-	-	-	-	-	-	3	2	-	2	2	3	1	10	2	8	2	-	-	-	-	-	
Stenographers, general	668	40.0	51.00	-	-	-	-	35	18	33	50	88	79	132	50	41	30	79	15	7	9	2	-	-	-	-	
Manufacturing	324	40.0	52.50	-	-	-	-	6	-	23	21	35	35	58	37	24	24	40	11	5	3	2	-	-	-	-	
Nonmanufacturing	344	40.0	49.50	-	-	-	-	29	18	10	29	53	44	74	13	17	6	39	4	2	6	-	-	-	-	-	
Public utilities*	26	39.5	51.00	-	-	-	-	-	1	-	-	8	2	7	-	3	-	3	-	1	-	-	-	-	-	-	
Switchboard operators	125	41.5	38.50	-	15	2	46	11	9	7	7	11	3	3	3	-	-	6	-	-	-	1	1	-	-	-	
Nonmanufacturing	116	41.5	37.00	-	15	2	46	11	9	7	7	10	2	3	3	-	-	-	-	-	-	1	-	-	-	-	
Switchboard operator-receptionists	194	40.0	45.50	-	-	-	12	19	12	40	18	20	22	15	15	8	2	7	3	-	-	1	-	-	-	-	
Manufacturing	71	40.0	47.50	-	-	-	4	4	2	2	14	7	11	9	10	2	2	3	1	-	-	-	-	-	-	-	
Nonmanufacturing	123	40.0	44.00	-	-	-	8	15	10	38	4	13	11	6	5	6	-	4	2	-	-	1	-	-	-	-	
Transcribing-machine operators, general	127	40.0	43.00	-	7	-	7	10	31	14	4	19	11	10	1	3	6	-	1	1	2	-	-	-	-	-	
Manufacturing	30	40.0	44.00	-	-	-	-	-	6	4	4	9	6	-	1	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	97	40.0	43.00	-	7	-	7	10	25	10	-	10	5	10	-	3	6	-	1	1	2	-	-	-	-	-	
Typists, class A	128	40.0	47.00	-	-	-	-	4	12	26	8	20	15	16	11	7	3	4	1	-	-	1	-	-	-	-	
Manufacturing	45	40.0	47.00	-	-	-	-	4	16	5	2	6	-	-	6	2	3	1	-	-	-	-	-	-	-	-	
Nonmanufacturing	83	39.5	47.00	-	-	-	-	4	8	10	3	18	9	16	11	1	1	1	-	-	1	-	-	-	-	-	
Typists, class B	573	40.0	41.00	1	4	31	59	77	70	146	65	62	17	4	8	27	-	1	-	-	-	1	-	-	-	-	
Manufacturing	133	40.0	42.00	-	-	-	-	11	3	7	50	34	17	9	2	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	440	40.0	40.50	1	4	31	48	74	63	96	31	45	8	2	8	27	-	1	-	-	-	1	-	-	-	-	

¹ Hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.² Workers were distributed as follows: 5 at \$95 to \$100; 6 at \$100 to \$105; 1 at \$105 to \$110.³ Workers were distributed as follows: 6 at \$100 to \$105; 6 at \$105 to \$110; 3 at \$110 to \$115.⁴ Workers were distributed as follows: 7 at \$22.50 to \$25; 4 at \$25 to \$27.50.

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

Table A-2: Professional and Technical Occupations

(Average straight-time weekly hours and earnings¹ for selected occupations studied on an area basis in Memphis, Tenn., by industry division, January 1954)

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 \$47.50	\$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
<u>Men</u>																								
Draftsmen, senior	60	40.0	\$83.50	-	-	-	-	-	-	6	-	-	-	-	10	6	7	18	6	3	1	1	1	1
Manufacturing	59	40.0	\$84.00	-	-	-	-	-	-	5	-	-	-	-	10	6	7	18	6	3	1	1	1	1
Draftsmen, junior	64	40.0	\$62.50	-	-	6	19	-	2	9	6	2	4	2	5	4	4	-	1	-	-	-	-	-
Manufacturing	51	40.0	\$60.50	-	-	6	19	-	1	8	4	2	1	2	5	2	-	-	1	-	-	-	-	-
<u>Women</u>																								
Nurses, industrial (registered)	29	40.0	\$63.50	1	-	-	5	2	1	2	4	3	5	1	3	1	1	-	-	-	-	-	-	-

¹ Hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.Occupational Wage Survey, Memphis, Tenn., January 1954
U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Table A-3: Maintenance and Powerplant Occupations

(Average hourly earnings¹ for men in selected occupations studied on an area basis in Memphis, Tenn., by industry division, January 1954)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																										
			Under \$0.85	\$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	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	and over
Carpenters, maintenance	129	\$ 1.76	-	-	2	4	4	-	-	2	1	16	12	-	1	3	6	8	7	3	1	4	4	6	11	7	21	6	
Manufacturing	71	1.66	-	-	-	-	-	-	-	-	-	16	12	-	1	1	8	7	2	-	1	1	4	3	9	5	1	1	
Nonmanufacturing	58	1.89	-	-	2	4	4	-	-	2	1	-	-	-	-	3	5	-	-	1	1	3	-	3	2	2	20	5	
Electricians, maintenance	164	2.02	-	-	-	-	3	-	-	-	-	2	-	1	5	1	5	2	-	-	24	6	6	16	63	13	1	16	
Manufacturing	151	2.05	-	-	-	-	-	-	-	-	-	2	-	1	5	1	3	2	-	-	23	5	2	16	62	13	1	15	
Engineers, stationary	123	1.88	-	-	-	-	-	-	12	-	3	3	6	-	4	-	-	-	6	-	19	12	3	11	8	17	3	16	
Manufacturing	73	1.86	-	-	-	-	-	-	4	-	3	3	3	-	-	-	-	-	-	18	10	3	5	8	11	-	5		
Nonmanufacturing	50	1.90	-	-	-	-	-	-	8	-	-	-	3	-	4	-	-	-	6	-	1	2	-	6	-	6	3	11	
Firemen, stationary boiler	134	1.14	13	-	32	37	5	6	-	-	-	-	14	9	-	-	-	-	5	-	4	1	-	4	1	-	-	3	
Manufacturing	122	1.15	12	-	27	36	4	6	-	-	-	-	11	8	-	-	-	-	5	-	4	1	-	4	1	-	-	3	
Helpers, trades, maintenance	273	1.18	35	16	3	2	16	25	17	5	17	30	22	20	46	1	16	-	-	2	-	-	-	-	-	-	-	-	
Manufacturing	141	1.19	12	1	3	1	10	15	15	5	12	24	16	2	12	-	12	-	-	1	-	-	-	-	-	-	-	-	
Nonmanufacturing	132	1.17	23	15	-	1	6	10	2	-	5	6	6	18	34	1	4	-	-	1	-	-	-	-	-	-	-	-	
Public utilities*	53	1.32	4	-	-	1	-	2	1	-	1	-	4	12	28	-	-	-	-	-	-	-	-	-	-	-	-	-	
Machine-tool operators, toolroom	102	1.91	-	-	-	-	-	-	-	4	-	-	-	-	-	-	-	12	-	1	20	1	25	11	20	6	2	-	
Machinists, maintenance	178	2.06	-	-	-	-	-	-	2	-	-	-	-	-	3	-	7	2	3	3	10	14	28	26	47	2	13	18	
Manufacturing	173	2.07	-	-	-	-	-	-	-	-	-	-	-	-	3	-	7	2	3	3	10	11	28	26	47	2	13	18	
Mechanics, automotive (maintenance)	327	1.61	-	6	-	-	-	-	-	3	3	14	8	31	38	19	44	-	8	5	61	27	33	14	5	6	2	-	
Manufacturing	61	1.59	-	-	-	-	-	-	-	-	-	-	4	12	10	12	2	-	-	2	4	4	1	3	4	2	1	-	
Nonmanufacturing	266	1.62	-	6	-	-	-	-	-	3	3	14	4	19	28	7	42	-	8	3	57	23	32	11	1	4	1	-	
Public utilities*	183	1.66	-	-	-	-	-	-	-	-	3	-	1	16	24	4	27	-	5	2	48	11	31	11	-	-	-	-	
Mechanics, maintenance	366	1.84	-	-	-	-	-	2	-	4	3	-	2	27	8	9	24	6	24	17	31	45	36	6	109	13	-	-	
Manufacturing	326	1.88	-	-	-	-	-	2	-	4	-	-	2	21	8	6	14	2	15	17	28	45	36	6	109	11	-	-	
Nonmanufacturing	40	1.55	-	-	-	-	-	-	-	-	3	-	-	6	-	3	10	4	9	-	3	-	-	-	-	2	-	-	
Millwrights	207	1.96	-	-	-	-	-	-	-	-	-	-	5	4	5	4	-	2	6	-	46	7	32	7	67	4	18	-	
Manufacturing	207	1.96	-	-	-	-	-	-	-	-	-	-	5	4	5	4	-	2	6	-	46	7	32	7	67	4	18	-	
Oilers	66	1.56	8	-	4	-	-	-	-	-	1	4	4	-	2	6	-	2	-	12	3	-	19	1	-	-	-	-	
Manufacturing	58	1.68	-	-	4	-	-	-	-	-	1	4	4	-	2	6	-	2	-	12	3	-	19	1	-	-	-	-	
Painters, maintenance	105	1.76	-	-	-	-	6	4	5	2	-	-	-	3	1	8	9	16	1	4	3	1	-	8	10	-	20	4	
Manufacturing	50	1.81	-	-	-	-	-	-	-	-	-	-	-	3	1	-	1	16	1	4	3	1	-	8	8	-	4	-	
Nonmanufacturing	55	1.71	-	-	-	-	6	4	5	2	-	-	-	-	8	8	-	-	-	-	-	-	-	-	2	-	16	4	
Pipefitters, maintenance	102	2.09	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2	-	-	14	3	2	4	67	-	-	8	
Manufacturing	102	2.09	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2	-	-	14	3	2	4	67	-	-	8	
Tool-and-die makers	39	2.16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	12	16	1	9	-	
Manufacturing	39	2.16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	12	16	1	9	-	-	

¹ Excludes premium pay for overtime and nightwork.² Workers were distributed as follows: 5 at \$2.50 to \$2.60; 5 at \$2.60 to \$2.70; 1 at \$2.80 to \$2.90.³ Workers were distributed as follows: 2 at \$0.65 to \$0.70; 7 at \$0.75 to \$0.80; 14 at \$0.80 to \$0.85.

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

Table A-4: Custodial and Material Movement Occupations

(Average hourly earnings¹ for selected occupations² studied on an area basis in Memphis, Tenn., by industry division, January 1954)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																									
			Under \$	\$ 0.60	\$ 0.65	\$ 0.70	\$ 0.75	\$ 0.80	\$ 0.85	\$ 0.90	\$ 0.95	\$ 1.00	\$ 1.05	\$ 1.10	\$ 1.15	\$ 1.20	\$ 1.25	\$ 1.30	\$ 1.35	\$ 1.40	\$ 1.45	\$ 1.50	\$ 1.60	\$ 1.70	\$ 1.80	\$ 1.90	\$ 2.00	\$ 2.10 and over
			0.60	.65	.70	.75	.80	.85	.90	.95	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.60	1.70	1.80	1.90	2.00	2.10	over
Guards	151	1.50	-	-	-	-	-	-	-	-	9	12	2	5	8	5	2	11	22	3	18	4	18	20	-	12	-	
Manufacturing	130	1.52	-	-	-	-	-	-	-	-	9	12	2	1	8	2	2	5	18	1	17	3	18	20	-	12	-	
Janitors, porters, and cleaners (men)	1,414	.97	154	22	30	23	156	118	50	177	60	29	183	48	77	31	27	12	63	58	35	9	24	28	-	-	-	
Manufacturing	721	1.14	-	-	-	-	39	36	18	115	38	4	158	15	55	21	26	7	55	42	35	6	23	28	-	-	-	
Nonmanufacturing	693	.81	154	22	30	23	117	82	32	62	22	25	25	33	22	10	1	5	8	16	-	3	1	-	-	-		
Public utilities*	79	.96	-	-	-	-	9	20	2	4	7	8	4	22	-	-	-	3	-	-	-	-	-	-	-	-		
Janitors, porters, and cleaners (women)	429	.70	167	25	2	9	119	22	5	18	10	25	-	-	13	-	-	-	2	11	-	-	1	-	-	-		
Manufacturing	75	.93	-	-	-	-	29	21	-	5	6	-	-	-	-	-	-	-	2	11	-	-	1	-	-	-		
Nonmanufacturing	354	.65	167	25	2	9	90	1	5	13	4	25	-	-	13	-	-	-	-	-	-	-	-	-	-	-		
Public utilities*	47	.91	1	-	-	-	12	-	3	4	3	24	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Laborers, material handling	3,302	1.10	4	7	11	5	154	171	570	293	305	197	140	275	309	59	138	52	67	29	250	44	92	11	1	107	5	6
Manufacturing	1,957	1.14	-	-	-	-	43	63	385	205	86	42	109	228	240	33	118	40	65	4	44	36	91	10	1	107	1	6
Nonmanufacturing	1,345	1.04	4	7	11	5	111	108	185	88	219	155	31	47	69	26	20	12	2	25	206	8	1	1	-	-	4	-
Public utilities*	423	1.17	-	-	-	-	-	25	149	42	-	-	-	-	-	-	-	-	-	-	206	-	-	1	-	-	-	-
Order fillers	698	1.16	-	-	-	-	7	30	20	58	59	91	110	68	21	20	48	18	7	40	19	37	24	9	-	-	12	
Manufacturing	155	1.20	-	-	-	-	10	9	5	14	26	25	19	-	4	8	4	7	-	-	3	5	3	1	-	-	12	
Nonmanufacturing	543	1.15	-	-	-	-	7	20	11	53	45	65	85	49	21	16	40	14	-	40	16	32	21	8	-	-	-	
Packers, shipping	402	1.14	2	4	-	-	13	36	14	40	28	81	16	22	7	3	2	11	14	16	52	10	-	26	1	-	4	
Manufacturing	222	1.16	-	-	-	-	13	35	3	9	11	47	4	13	-	-	4	14	8	43	10	-	3	1	-	-	4	
Nonmanufacturing	180	1.13	2	4	-	-	-	1	11	31	17	34	12	9	7	3	2	7	-	8	9	-	-	23	-	-	-	
Receiving clerks	168	1.41	-	-	-	2	4	2	1	3	4	12	7	4	3	12	20	3	5	10	3	33	4	11	4	7	14	
Manufacturing	50	1.66	-	-	-	-	-	-	-	-	-	-	2	-	-	2	7	-	5	-	-	9	3	-	1	7	14	
Nonmanufacturing	118	1.30	-	-	-	2	4	2	1	3	4	12	5	4	3	10	13	3	-	10	3	24	1	11	3	-	-	
Shipping clerks	195	1.44	-	-	-	-	-	-	-	-	-	9	5	15	10	9	16	18	12	35	4	10	17	18	3	5	9	
Manufacturing	67	1.45	-	-	-	-	-	-	-	-	-	2	4	8	5	-	6	2	-	2	8	16	8	-	3	-	1	
Nonmanufacturing	128	1.44	-	-	-	-	-	-	-	-	-	7	1	7	5	9	10	16	12	33	2	2	1	10	3	2	8	
Shipping-and-receiving clerks	220	1.48	-	-	-	-	-	-	-	7	17	-	8	3	-	9	20	8	4	15	9	48	29	7	12	-	15	9
Manufacturing	148	1.43	-	-	-	-	-	-	-	7	14	-	8	-	-	8	19	8	3	7	7	38	2	4	9	-	6	8
Nonmanufacturing	72	1.59	-	-	-	-	-	-	-	-	3	-	-	3	-	1	1	-	1	8	2	10	27	3	3	-	9	1
Public utilities*	31	1.59	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	27	-	-	-	-	-	-
Truckdrivers, light (under 1½ tons)	200	.92	12	-	23	-	1	17	60	1	29	10	10	18	-	8	1	2	1	-	1	3	2	1	-	-	-	
Nonmanufacturing	128	.86	12	-	23	-	1	12	41	-	13	4	-	14	-	3	1	2	1	-	1	-	-	-	-	-	-	

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 earnings¹ for selected occupations² studied on an area basis in Memphis, Tenn., by industry division, January 1954)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																									
			Under \$0.60	\$0.60	\$0.65	\$0.70	\$0.75	\$0.80	\$0.85	\$0.90	\$0.95	\$1.00	\$1.05	\$1.10	\$1.15	\$1.20	\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	$2.10 and over
Truckdrivers, medium (1½ to and including 4 tons) -----	1,130	1.23	-	-	5	-	6	53	17	172	79	25	226	73	3	2	-	19	5	2	6	346	79	1	4	5	2	-
Manufacturing -----	251	1.24	-	-	-	-	-	-	11	14	16	12	43	58	3	2	-	17	5	-	-	63	-	1	4	2	-	-
Nonmanufacturing -----	879	1.23	-	-	5	-	6	53	6	158	63	13	183	15	-	-	-	2	-	2	6	283	79	-	-	3	2	-
Public utilities* -----	300	1.56	-	-	-	-	-	-	-	5	-	-	-	-	-	-	-	-	-	2	-	283	7	-	-	3	-	-
Truckdrivers, heavy (over 4 tons, trailer type) -----	273	1.42	-	-	-	-	-	-	-	13	-	40	5	12	-	3	25	2	-	-	24	119	6	-	4	-	20	-
Manufacturing -----	75	1.29	-	-	-	-	-	-	-	10	-	1	2	12	-	3	25	-	-	-	-	12	6	-	4	-	-	-
Nonmanufacturing -----	198	1.46	-	-	-	-	-	-	-	3	-	39	3	-	-	-	-	2	-	-	24	107	-	-	-	-	20	-
Truckers, power (forklift) -----	484	1.35	-	-	-	-	-	19	6	12	68	10	32	24	14	39	30	42	11	-	1	14	51	21	69	13	2	6
Manufacturing -----	328	1.49	-	-	-	-	-	2	3	-	3	7	10	23	14	39	20	42	11	-	1	14	28	21	69	13	2	6
Nonmanufacturing -----	156	1.07	-	-	-	-	-	17	3	12	65	3	22	1	-	-	10	-	-	-	-	-	23	-	-	-	-	-
Public utilities* -----	82	1.10	-	-	-	-	-	8	3	3	47	-	-	-	-	-	-	-	-	-	-	21	-	-	-	-	-	-
Truckers, power (other than forklift) -----	61	1.34	-	-	-	-	-	-	-	-	25	2	-	-	-	-	-	2	6	-	-	1	10	11	-	4	-	-
Manufacturing -----	59	1.34	-	-	-	-	-	-	-	-	25	2	-	-	-	-	-	-	6	-	-	1	10	11	-	4	-	-
Watchmen -----	295	.90	20	7	7	4	37	31	78	28	20	16	2	5	2	6	15	4	-	4	6	3	-	-	-	-	-	-
Manufacturing -----	156	.99	-	-	-	-	15	16	49	18	8	6	2	5	-	5	15	4	-	4	6	3	-	-	-	-	-	-
Nonmanufacturing -----	139	.79	20	7	7	4	22	15	29	10	12	10	-	-	2	1	-	-	-	-	-	-	-	-	-	-	-	-
Public utilities* -----	56	.82	-	-	-	-	21	8	27	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes premium pay for overtime and nightwork.² Data limited to men workers except where otherwise indicated.³ Workers were distributed as follows: 4 at \$0.25 to \$0.30; 4 at \$0.35 to \$0.40; 60 at \$0.40 to \$0.45; 34 at \$0.45 to \$0.50; 44 at \$0.50 to \$0.55; 8 at \$0.55 to \$0.60.⁴ Workers were distributed as follows: 2 at \$0.35 to \$0.40; 98 at \$0.40 to \$0.45; 16 at \$0.45 to \$0.50; 13 at \$0.50 to \$0.55; 38 at \$0.55 to \$0.60.⁵ Workers were distributed as follows: 4 at \$0.40 to \$0.45; 14 at \$0.45 to \$0.50; 2 at \$0.50 to \$0.55.

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

B: Establishment Practices and Supplementary Wage Provisions

Table B-1: Shift Differential Provisions ¹

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	74.6	63.6	12.5	6.5
With shift pay differential	59.4	51.2	10.7	5.4
Uniform cents (per hour)	40.6	38.1	7.9	5.1
3 cents	13.0	12.1	4.0	3.1
5 cents	10.4	6.1	1.7	.5
6 cents	2.1	-	.6	-
7 cents	1.8	-	-	-
9 cents	2.5	2.5	.1	(2)
10 cents	9.3	13.1	.8	1.0
11 cents	-	2.1	-	.3
12 cents	-	.7	-	-
13 1/2 cents	1.4	1.4	.7	.2
Uniform percentage	13.7	12.0	1.9	.3
5 percent	6.1	-	.1	-
6 percent	1.4	1.4	.3	-
7 1/2 percent	-	4.5	-	-
10 percent	6.1	6.1	1.5	.3
Full day's pay for reduced hours	1.8	1.1	-	-
Other ³	3.3	-	1.0	-
No shift pay differential	15.3	12.4	1.8	1.1

¹ 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.

² Less than 0.05 percent.

³ 10 cents per hour shift pay differential for all work after 7 p.m.

Table B-2: Scheduled Weekly Hours

Weekly hours	Percent of office workers ¹ employed in -			Percent of plant workers employed in -		
	All industries ²	Manufacturing	Public utilities *	All industries ³	Manufacturing	Public utilities *
All workers	100.0	100.0	100.0	100.0	100.0	100.0
35 hours	0.1	-	0.6	-	-	-
37 1/2 hours	5.3	-	55.8	0.8	1.4	-
Over 37 1/2 and under 40 hours .....	.7	-	-	-	-	-
40 hours	79.4	94.7	24.3	71.4	92.3	68.6
Over 40 and under 44 hours	3.6	3.0	10.5	3.1	-	-
44 hours	5.5	.3	4.4	2.2	-	-
45 hours	3.4	2.0	2.5	6.0	1.8	21.9
Over 45 and under 48 hours	1.8	-	-	1.3	-	-
48 hours .....	.2	-	1.8	9.4	-	9.5
Over 48 hours	-	-	-	5.9	4.5	-

¹ Data relate to women workers.

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

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

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

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Table B-3: Paid Holidays¹

Number of paid holidays	Percent of office workers employed in -			Percent of plant workers employed in -		
	All industries ²	Manufacturing	Public utilities*	All industries ³	Manufacturing	Public utilities*
All workers -----	100.0	100.0	100.0	100.0	100.0	100.0
Workers in establishments providing paid holidays -----	99.3	97.7	99.7	83.6	89.5	95.0
3 days or less -----	.7	-	-	3.2	2.2	-
4 days -----	4.4	3.1	-	8.4	3.5	-
5 days -----	45.5	32.5	22.5	33.7	26.2	34.2
6 days -----	24.2	42.7	55.9	32.2	48.7	54.1
7 days -----	9.6	14.2	19.2	3.1	4.4	6.7
8 days -----	2.2	5.3	-	3.0	4.4	-
10 days -----	.2	-	2.1	-	-	-
11 days -----	12.4	-	-	-	-	-
Workers in establishments providing no paid holidays -----	.7	2.3	.3	16.4	10.5	5.0

¹ Estimates include only full-day holidays.

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

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

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

Table B-4: Paid Vacations (Formal Provisions)

Vacation policy	Percent of office workers employed in -			Percent of plant workers employed in -		
	All industries ¹	Manufacturing	Public utilities*	All industries ²	Manufacturing	Public utilities*
All workers -----	100.0	100.0	100.0	100.0	100.0	100.0
<u>After 1 year of service</u>						
Workers in establishments providing paid vacations -----	99.5	100.0	95.4	93.6	95.4	93.8
Length-of-time payment -----	95.8	96.0	95.4	79.6	69.9	93.8
1 week -----	36.9	42.5	62.8	67.0	65.7	83.5
Over 1 and under 2 weeks -----	-	-	-	.4	-	-
2 weeks -----	58.6	53.6	29.1	12.2	4.1	10.4
4 weeks and over -----	.4	-	3.5	-	-	-
Percentage payment -----	3.7	4.0	-	14.1	25.5	-
2 percent -----	.4	1.5	-	12.6	23.4	-
Over 2 and under 4 percent -----	-	-	-	1.1	2.1	-
4 percent -----	2.6	-	-	.3	-	-
Over 4 and under 6 percent -----	.7	2.4	-	-	-	-
Workers in establishments providing no paid vacations -----	.5	-	4.6	6.4	4.6	6.2

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 ¹	Manufacturing	Public utilities*	All industries ²	Manufacturing	Public utilities*
All workers -----	100.0	100.0	100.0	100.0	100.0	100.0
<u>After 2 years of service</u>						
Workers in establishments providing paid vacations ----	100.0	100.0	100.0	96.6	97.0	100.0
Length-of-time payment -----	96.3	96.0	100.0	82.5	71.5	100.0
1 week -----	17.7	22.1	25.9	54.6	57.9	37.0
Over 1 and under 2 weeks -----	.3	-	-	.8	-	-
2 weeks -----	78.0	73.9	70.6	27.2	13.6	63.0
4 weeks and over -----	.4	-	3.5	-	-	-
Percentage payment -----	3.7	4.0	-	14.1	25.5	-
2 percent -----	.4	1.5	-	12.2	22.7	-
Over 2 and under 4 percent -----	-	-	-	1.5	2.8	-
4 percent -----	2.6	-	-	.3	-	-
Over 4 and under 6 percent -----	.7	2.4	-	-	-	-
Workers in establishments providing no paid vacations -----	-	-	-	3.4	3.0	-
<u>After 3 years of service</u>						
Workers in establishments providing paid vacations ----	100.0	100.0	100.0	96.6	97.0	100.0
Length-of-time payment -----	96.3	96.0	100.0	82.5	71.5	100.0
1 week -----	7.7	7.2	10.0	32.1	29.3	14.0
Over 1 and under 2 weeks -----	.3	-	-	7.6	12.4	-
2 weeks -----	87.7	88.1	86.5	42.9	29.9	86.0
3 weeks -----	.2	.8	-	-	-	-
4 weeks and over -----	.4	-	3.5	-	-	-
Percentage payment -----	3.7	4.0	-	14.1	25.5	-
2 percent -----	-	-	-	7.9	14.7	-
Over 2 and under 4 percent -----	-	-	-	3.6	6.7	-
4 percent -----	3.0	1.5	-	2.6	4.1	-
Over 4 and under 6 percent -----	.7	2.4	-	-	-	-
Workers in establishments providing no paid vacations -----	-	-	-	3.4	3.0	-
<u>After 5 years of service</u>						
Workers in establishments providing paid vacations ----	100.0	100.0	100.0	96.6	97.0	100.0
Length-of-time payment -----	96.3	96.0	100.0	82.5	71.5	100.0
1 week -----	4.1	2.8	.7	16.6	7.3	4.5
Over 1 and under 2 weeks -----	-	-	-	.4	-	-
2 weeks -----	90.7	90.3	94.2	63.8	62.8	91.0
3 weeks -----	1.1	2.9	1.6	1.8	1.4	4.5
4 weeks and over -----	.4	-	3.5	-	-	-
Percentage payment -----	3.7	4.0	-	14.1	25.5	-
2 percent -----	-	-	-	1.4	2.6	-
4 percent -----	3.0	1.5	-	11.5	20.8	-
Over 4 and under 6 percent -----	.7	2.4	-	1.1	2.1	-
Workers in establishments providing no paid vacations -----	-	-	-	3.4	3.0	-

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 ¹	Manufacturing	Public utilities*	All industries ²	Manufacturing	Public utilities*
All workers	100.0	100.0	100.0	100.0	100.0	100.0
<u>After 10 years of service</u>						
Workers in establishments providing paid vacations	100.0	100.0	100.0	96.6	97.0	100.0
Length-of-time payment	96.3	96.0	100.0	82.5	71.5	100.0
1 week	3.6	.9	.7	15.3	4.9	4.5
Over 1 and under 2 weeks	-	-	-	.4	-	-
2 weeks	83.6	89.1	90.8	62.7	65.2	84.3
Over 2 and under 3 weeks	3.6	-	-	-	-	-
3 weeks	3.5	6.1	3.4	3.7	1.4	11.2
Over 3 and under 4 weeks	-	-	-	.4	-	-
4 weeks and over	1.9	-	5.1	-	-	-
Percentage payment	3.7	4.0	-	14.1	25.5	-
2 percent	-	-	-	1.4	2.6	-
4 percent	3.0	1.5	-	11.5	20.8	-
Over 4 and under 6 percent	-	-	-	1.1	2.1	-
6 percent and over	.7	2.4	-	-	-	-
Workers in establishments providing no paid vacations	-	-	-	3.4	3.0	-
<u>After 15 years of service</u>						
Workers in establishments providing paid vacations	100.0	100.0	100.0	96.6	97.0	100.0
Length-of-time payment	96.3	96.0	100.0	82.5	71.5	100.0
1 week	3.6	.9	.7	15.3	4.9	4.5
Over 1 and under 2 weeks	-	-	-	.4	-	-
2 weeks	53.9	58.3	20.7	41.3	42.7	24.2
Over 2 and under 3 weeks	3.6	-	-	-	-	-
3 weeks	33.3	36.8	73.5	25.1	24.0	71.3
Over 3 and under 4 weeks	-	-	-	.4	-	-
4 weeks and over	1.9	-	5.1	-	-	-
Percentage payment	3.7	4.0	-	14.1	25.5	-
2 percent	-	-	-	1.4	2.6	-
4 percent	.4	1.5	-	4.3	8.0	-
Over 4 and under 6 percent	-	-	-	1.1	2.1	-
6 percent and over	3.3	2.4	-	7.2	12.8	-
Workers in establishments providing no paid vacations	-	-	-	3.4	3.0	-
<u>After 20 years of service</u>						
Workers in establishments providing paid vacations	100.0	100.0	100.0	96.6	97.0	100.0
Length-of-time payment	96.3	96.0	100.0	82.5	71.5	100.0
1 week	3.6	.9	.7	15.3	4.9	4.5
Over 1 and under 2 weeks	-	-	-	.4	-	-
2 weeks	48.8	50.9	20.7	38.8	40.4	24.2
Over 2 and under 3 weeks	.3	-	-	.4	-	-
3 weeks	41.4	43.4	73.5	27.2	26.2	71.3
Over 3 and under 4 weeks	-	-	-	.4	-	-
4 weeks and over	2.2	.8	5.1	-	-	-
Percentage payment	3.7	4.0	-	14.1	25.5	-
2 percent	-	-	-	1.4	2.6	-
4 percent	.4	1.5	-	4.3	8.0	-
Over 4 and under 6 percent	-	-	-	1.1	2.1	-
6 percent and over	3.3	2.4	-	7.2	12.8	-
Workers in establishments providing no paid vacations	-	-	-	3.4	3.0	-

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 ¹	Manufacturing	Public utilities*	All industries ²	Manufacturing	Public utilities*
All workers -----	100.0	100.0	100.0	100.0	100.0	100.0
<u>After 25 years of service</u>						
Workers in establishments providing paid vacations -----	100.0	100.0	100.0	96.6	97.0	100.0
Length-of-time payment -----	96.3	96.0	100.0	82.5	71.5	100.0
1 week -----	3.6	.9	.7	15.3	4.9	4.5
Over 1 and under 2 weeks -----	-	-	-	.4	-	-
2 weeks -----	45.2	50.9	20.7	35.4	40.4	24.2
Over 2 and under 3 weeks -----	.3	-	-	.4	-	-
3 weeks -----	33.1	41.5	71.4	27.2	26.2	68.2
Over 3 and under 4 weeks -----	-	-	-	.4	-	-
4 weeks and over -----	14.1	2.7	7.2	3.5	-	3.1
Percentage payment -----	3.7	4.0	-	14.1	25.5	-
2 percent -----	-	-	-	1.4	2.6	-
4 percent -----	.4	1.5	-	4.3	8.0	-
Over 4 and under 6 percent -----	-	-	-	1.1	2.1	-
6 percent and over -----	3.3	2.4	-	7.2	12.8	-
Workers in establishments providing no paid vacations -----	-	-	-	3.4	3.0	-

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

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

* 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 ¹	Manufacturing	Public utilities*	All industries ²	Manufacturing	Public utilities*
All workers -----	100.0	100.0	100.0	100.0	100.0	100.0
Workers in establishments providing:						
Life insurance -----	86.9	92.7	93.5	73.5	77.8	83.1
Accidental death and dismemberment insurance -----	44.3	55.6	27.0	38.8	54.1	35.9
Sickness and accident insurance -----	40.3	60.8	51.1	45.1	58.6	48.2
Sick leave (full pay and no waiting period) -----	28.5	17.5	33.0	13.8	6.6	14.3
Sick leave (partial pay or waiting period) -----	13.6	16.2	47.9	13.8	13.1	39.7
Hospitalization insurance -----	78.7	79.6	59.6	63.6	73.9	49.2
Surgical insurance -----	77.1	75.9	59.6	60.3	70.6	49.2
Medical insurance -----	60.0	59.4	41.4	44.0	53.9	25.4
Catastrophe insurance -----	1.3	-	-	.2	-	-
Retirement pension -----	51.7	44.8	72.8	35.6	42.1	60.2
Health, insurance, or pension plan not listed above -----	.5	-	-	.3	-	-
No health, insurance, or pension plan -----	6.3	5.9	.3	18.4	14.6	13.5

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

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

* 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 ¹	Manufacturing	Public utilities *	All industries ²	Manufacturing	Public utilities *
All workers -----	100.0	100.0	100.0	100.0	100.0	100.0
<u>Daily overtime</u>						
Workers in establishments providing premium pay -----	28.8	58.1	73.0	56.0	82.2	78.6
Time and one-half -----	26.7	58.1	57.5	54.1	80.5	76.6
Effective after less than 8 hours -----	4.4	-	36.4	1.9	1.4	-
Effective after 8 hours -----	22.3	58.1	21.1	50.6	79.1	58.7
Effective after more than 8 hours -----	-	-	-	1.6	-	17.9
Double time -----	-	-	-	-	-	-
Other ³ -----	2.1	-	15.4	1.8	1.7	2.0
Workers in establishments providing no premium pay or having no policy -----	71.2	41.9	27.0	44.0	17.8	21.4
<u>Weekly overtime</u>						
Workers in establishments providing premium pay -----	92.9	98.7	95.1	82.3	100.0	100.0
Time and one-half -----	78.9	98.7	79.6	82.1	100.0	98.0
Effective after less than 40 hours -----	3.8	-	36.4	.8	1.4	-
Effective after 40 hours -----	75.1	98.7	43.2	79.7	98.6	79.0
Effective after more than 40 hours -----	-	-	-	1.7	-	18.9
Double time -----	-	-	-	-	-	-
Other ³ -----	14.0	-	15.4	.2	-	2.0
Workers in establishments providing no premium pay or having no policy -----	7.1	1.3	5.0	17.7	-	-

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

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

³ 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 ¹	Manufacturing	Public utilities *	All industries ²	Manufacturing	Public utilities *
All workers -----	100.0	100.0	100.0	100.0	100.0	100.0
Workers in establishments with pay provisions for work on paid holidays ³ -----	50.2	66.2	91.4	67.9	85.9	95.0
Time and one-half -----	6.3	11.6	7.7	8.7	6.5	36.5
Double time -----	31.8	44.0	83.7	43.2	54.6	58.5
Double time and one-half -----	6.1	.8	-	4.5	3.9	-
Triple time -----	3.4	3.0	-	10.3	18.6	-
Equal time off -----	2.6	6.8	-	1.2	2.3	-
Workers in establishments with no formal policy -----	49.1	31.6	8.3	15.7	3.6	-
Workers in establishments with no paid holidays -----	.7	2.3	.3	16.4	10.5	5.0

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

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

³ Includes holiday pay and rate for work on paid holiday.

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

Occupational Wage Survey, Memphis, Tenn., January 1954
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 ¹	Manufacturing	Public utilities*	All industries ²	Manufacturing	Public utilities*
WAGE STRUCTURE FOR TIME-RATED WORKERS ³						
All workers -----	100	100	100	100	100	100
Formal rate structure -----	46	39	79	74	85	96
Single rate -----	1	2	9	37	47	41
Range of rates -----	45	37	70	37	38	55
Individual rates -----	54	62	21	26	15	4
METHOD OF WAGE PAYMENT FOR PLANT WORKERS						
All workers -----	DATA NOT COLLECTED			100	100	100
Time workers -----				78	77	96
Incentive workers -----				22	23	4
Piecework -----				14	20	-
Bonus work -----				3	3	-
Commission -----				5	(⁴)	4
LABOR-MANAGEMENT AGREEMENTS ⁵						
Workers in establishments with agreements covering a majority of such workers -----	9	15	43	54	78	90

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

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

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

⁴ Less than 0.5 percent.

⁵ 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 labor-management agreements, due to the exclusion of smaller size establishments.

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

Occupational Wage Survey, Memphis, Tenn., January 1954
U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

NEWARK-JERSEY CITY, DECEMBER 1953

The Newark-Jersey City area (Essex, Hudson, and Union Counties) is highly industrialized. Major manufactures include electrical and other machinery, primary and fabricated metal products, transportation equipment, chemicals, petroleum products, apparel, food products, textile products, paper, and printing products. Other large segments of the area's work force provide transportation and insurance services. This year's annual study presents data from 251 establishments employing 246,000 workers—selected to represent an estimated 1,038 establishments employing nearly 430,000 workers in 6 major industry groupings (see table following).

Wage Structure

Time rates, as distinguished from incentive pay methods, were the basis of pay for nearly three-fourths of all plant workers in the Newark-Jersey City area. Incentive methods of pay were applicable to a third of manufacturing plant workers, and to a seventh of retail trade nonoffice employees who were paid commissions.

More than nine-tenths of the time-rated workers were in firms with formal rate structures, in which either a single rate or a range of rates was assigned to each occupational classification. Workers in firms with single-rate structures comprised half of the time-rated work force. Fewer than a twelfth of plant workers were in firms in which rates were determined primarily with reference to the individual worker. Four-fifths of office workers were in firms with formal office wage structures; almost all of these were of the rate-range type.

Jobs had been systematically grouped into labor grades in 72 of the 251 firms visited; only an eighth of all the firms, however, had systems covering both plant and office jobs. Labor grade systems were applied more frequently to office than plant wage structures in each of the broad industry groups studied. Two of every five manufacturing firms had a labor grade system in effect for either their plant or office department, and in 1 of every 5 manufacturing firms a system existed for both departments. Most of the plant systems ranged from 10 to 15 grades; in offices, from 7 to 12 grades.

Occupational Pay Levels

Straight-time weekly earnings of women secretaries and general stenographers in the Newark-Jersey City area averaged \$69.50 and \$57, respectively, in December 1953. Office girls and routine file clerks, the lowest paid of the clerical jobs studied, averaged \$41 and \$44.50, respectively. Earnings for most women's office jobs of numerical importance were from \$2.50 to \$4 a week higher than in November 1952, the date of the previous survey by the Bureau in this area.

Straight-time hourly earnings in skilled maintenance trades were lowest for painters and automotive mechanics (\$2.06); ranged from \$2.16 to \$2.22 for maintenance mechanics, machine-tool operators in toolrooms, maintenance machinists and carpenters; and from \$2.29 to \$2.33 for sheet-metal workers, tool-and-die makers, and electricians. Among jobs studied, this latter level was exceeded only by the pipefitter average of \$2.35. Helpers to the skilled trades averaged \$1.82 an hour. Average hourly earnings for men in custodial and material movement jobs of numerical importance were \$1.48 for janitors, \$1.38 and \$1.68 for watchmen and guards, respectively, \$1.72 for material-handling laborers, \$1.78 for order fillers, and \$1.60 for shipping packers. Drivers of medium-size trucks earned an average of \$2.43, reflecting the relatively high earnings of a third of the drivers (all in manufacturing) who were employed under bonus plans in December 1953; these drivers had been on a time-rate basis in November 1952. Drivers of trailer-type trucks averaged \$2.23, and forklift operators earned \$1.80 on the average. Janitresses averaged \$1.16; and women packers, \$1.38 an hour. The skilled maintenance jobs averaged 7 to 16 cents an hour higher than in November 1952, custodial jobs were 6 to 9 cents higher, and material movement jobs, in the main, 7 to 12 cents higher.

Average earnings in the office jobs studied were generally \$3 to \$5.50 a week higher in manufacturing than in nonmanufacturing at the time of the survey. Among the plant jobs, average earnings in almost as many job categories were higher in nonmanufacturing as in manufacturing.

Cost-of-Living and Annual Improvement Adjustments

Of the 251 establishments studied, 24 (21 in manufacturing, 1 in the finance, and 2 in the services group) reported provisions for periodic cost-of-living adjustments. In 13 instances these provisions applied to plant and office workers, and in 11 establishments to plant workers only. Annual improvement (productivity) adjustments were also provided to plant and office workers in 4 of the 11 manufacturing establishments which provided cost-of-living adjustments for both groups.

Labor-Management Agreements

Seven-eighths of the plant workers in the industry and establishment-size groups included in the Newark-Jersey City survey were in establishments having labor-management agreements applicable to a majority of their plant workers. Only two-thirds of plant workers in nonmanufacturing industries were in organized establishments as compared with 95 percent in manufacturing industries. A fourth of the office workers were in establishments with agreements covering such workers; more than half of the office workers in public utilities were covered.

Work Schedules

Three-fourths of the plant workers and two-fifths of the office workers were on scheduled workweeks of 40 hours in December 1953. Of the remaining office workers, 4 out of 5 were scheduled to work 37½ or fewer hours. Two-thirds of the plant workers not on 40-hour schedules were scheduled for more than 40 hours. Workweeks of less than 40 hours were particularly prevalent in the offices of firms in the public utilities and finance groups.

Overtime Pay

Nearly all workers were employed in firms which provided premium rates of pay for work beyond regular weekly work schedules; and in firms employing nine-tenths of the plant workers and three-fifths of the office workers, premium rates were applicable also for work beyond regular daily schedules. Such premium rates were generally one and one-half times the regular rate for hours worked beyond 8 a day and 40 a week, and for an eighth of office workers, were applicable after fewer than 8 and 40 hours.

Shift Operations

At the time of the survey, a sixth of the plant workers in manufacturing industries worked on late shifts. All shift workers were paid premium rates which, for the majority on the second shift, took the form of a percentage, and on the third shift, of a cents-per-hour differential over day-shift rates. Most second-shift workers received a 10-percent, or a 5- or 10-cent differential, and most third-shift workers, an hourly differential of at least 10 cents.

Paid Holidays

Almost all workers in the Newark-Jersey City area were provided 6 or more full-day paid holidays a year. Nearly two-thirds of the plant workers received either 6 or 7 holidays, and almost as high a proportion of office workers received 8 or more. Provisions for premium pay for work on paid holidays were found in firms employing more than nine-tenths of the plant and three-fourths of the office workers. Double time (including holiday pay), and to a lesser extent double time-and-a-half, were the rates most commonly paid.

Establishments and Workers Within Scope of Survey and Number Studied in Newark-Jersey City, N. J., ¹ by Major Industry Division, December 1953

Industry division	Minimum size establishment in scope of study ²	Number of establishments		Workers		
		Within scope of study	Studied	Within scope of study	Studied	
					Total	Office
All divisions		1,038	251	429,300	246,090	46,980
Manufacturing	101	604	133	297,100	163,680	22,960
Nonmanufacturing		434	118	132,200	82,410	24,020
Transportation (excluding railroads), communication, and other public utilities	101	51	18	37,800	31,240	7,020
Wholesale trade	51	129	30	15,100	4,460	1,300
Retail trade (except limited-price variety stores).....	101	56	18	30,500	18,050	1,640
Finance, insurance, and real estate	51	83	21	25,400	16,190	12,130
Services ³ *	51	115	31	23,400	12,470	1,930

¹ The Newark-Jersey City Area (Essex, Hudson, and Union Counties).

² 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.

³ 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

Almost all plant and office workers were employed in firms having formal provisions for paid vacations. The amount of vacation pay, varying with the worker's length of service, was based on his regular straight-time hourly or weekly rate. A tenth of the plant workers in manufacturing, however, and a smaller proportion of office workers in manufacturing and wholesale trade received either a percentage of their earnings or a flat sum. Provisions applicable to 1, 2, or 3 years' service were more favorable for office than plant workers. After 1 year's service, firms employing nine-tenths of the office workers provided 2 weeks' vacation pay, whereas firms employing two-thirds of the plant workers provided a single week's pay; only a fourth were in firms providing 2 weeks (or its equivalent in percentage-type payments). However, after 5 years' service at least 2 weeks' pay was provided by employers of more than nine-tenths of all office and plant workers. After fifteen years' service, 3 weeks' pay was provided

in firms employing about three-fourths of all the workers, and after 25 years' service even higher proportions of the workers were in firms providing either 3 or 4 weeks' paid vacations.

Health, Insurance, and Pension Plans

The several plans studied were limited to those which were financed wholly or in part by the employer, and which were applicable to a majority of plant or office workers in the establishment. Among the nine specific types of health or insurance plans studied, five types of insurance—life, sickness and accident, hospitalization, surgical, and medical—were available to a majority of both plant and office workers in the Newark-Jersey City area. Almost half of the office workers were covered by sick leave plans, as against a fifth of the plant workers. Plant-worker pension plans were provided in firms employing five-eighths of the plant workers, and office pension plans in firms employing three-fourths of the office workers in the Newark-Jersey City area.

A: Occupational Earnings

Table A-1: Office Occupations

(Average straight-time weekly hours and earnings¹ for selected occupations studied on an area basis in Newark-Jersey City, N. J., by industry division, December 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 and under 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 95.00	\$95.00 100.00	\$100.00 and over						
Men																															
Clerks, accounting, class A	478	38.5	77.50	-	-	-	-	-	-	1	16	2	12	3	41	12	45	13	73	73	38	77	18	13	41						
Manufacturing	279	39.0	77.50	-	-	-	-	-	-	-	-	-	2	31	8	23	7	61	51	25	25	16	10	20							
Nonmanufacturing	199	38.0	77.50	-	-	-	-	-	-	1	16	2	12	1	10	4	22	6	12	22	13	52	2	3	21						
Clerks, order	379	39.0	75.50	-	-	-	-	-	-	-	7	3	11	-	36	5	25	60	66	44	17	44	28	18	15						
Manufacturing	162	39.0	78.00	-	-	-	-	-	-	-	-	3	4	-	13	-	7	25	33	11	14	17	14	7	14						
Nonmanufacturing	217	38.5	73.50	-	-	-	-	-	-	-	7	-	7	-	23	5	18	35	33	33	3	27	14	11	1						
Wholesale trade	193	38.5	73.50	-	-	-	-	-	-	-	7	-	5	-	21	5	18	33	27	31	3	23	8	11	1						
Clerks, payroll	247	39.5	73.50	-	-	-	-	-	-	9	7	-	1	16	21	24	38	9	30	13	25	20	9	10	15						
Manufacturing	179	39.5	74.00	-	-	-	-	-	-	2	4	-	1	8	16	22	28	4	30	13	12	14	9	3	13						
Office boys	486	38.5	42.50	266	39	48	116	62	52	29	16	28	7	9	12	-	2	-	-	-	-	-	-	-	-						
Manufacturing	279	39.0	43.50	23	12	41	62	41	23	22	14	21	2	9	9	-	-	-	-	-	-	-	-	-	-						
Nonmanufacturing	207	38.0	40.50	43	27	7	54	21	29	7	2	7	5	-	3	-	2	-	-	-	-	-	-	-	-						
Wholesale trade	51	38.5	37.00	22	5	-	12	10	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
Finance**	95	37.5	42.00	12	10	6	29	4	21	1	-	6	3	-	3	-	-	-	-	-	-	-	-	-	-						
Tabulating-machine operators	409	38.5	62.50	-	-	-	-	1	70	19	58	20	3	7	36	25	22	14	30	34	59	8	2	1	-						
Manufacturing	137	39.0	68.00	-	-	-	-	-	-	15	1	13	1	3	10	13	9	7	19	19	21	6	-	-	-						
Women																															
Billers, machine (billing machine)	520	37.5	54.00	-	5	13	9	46	57	69	85	34	58	20	54	4	19	4	17	7	4	4	6	1	4						
Manufacturing	270	38.5	53.50	-	-	1	2	33	37	23	45	20	37	14	22	3	15	4	14	-	-	-	-	-	-						
Nonmanufacturing	250	36.5	55.00	-	5	12	7	13	20	46	40	14	21	6	32	1	4	-	3	7	4	4	6	1	4						
Wholesale trade	53	38.5	54.50	-	-	-	-	-	8	2	12	6	8	3	11	-	3	-	-	-	-	-	-	-	-						
Billers, machine (bookkeeping machine)	180	38.5	53.00	5	6	2	19	7	14	8	28	7	37	14	10	3	1	6	2	10	-	1	-	-	-						
Manufacturing	95	38.5	56.00	-	1	2	5	3	7	6	8	6	31	5	2	3	-	6	-	10	-	-	-	-	-						
Nonmanufacturing	85	38.5	49.50	5	5	-	14	4	7	2	20	1	6	9	8	-	1	6	2	-	-	1	-	-	-						
Bookkeeping-machine operators, class A	274	38.0	60.00	-	-	-	-	13	18	16	21	21	18	45	41	3	17	6	30	8	8	9	-	-	-						
Manufacturing	146	38.5	65.00	-	-	-	-	-	-	5	10	9	30	29	3	9	6	20	8	8	9	-	-	-	-						
Nonmanufacturing	128	37.5	54.00	-	-	-	-	13	18	16	11	9	15	12	-	8	-	10	-	-	-	-	-	-	-						
Finance**	104	36.5	52.50	-	-	-	-	12	17	16	11	6	9	15	12	-	6	-	-	-	-	-	-	-	-						
Bookkeeping-machine operators, class B	805	37.5	51.50	3	75	19	69	56	61	59	96	41	105	82	60	22	17	15	9	15	1	-	-	-	-						
Manufacturing	213	38.5	57.00	-	-	-	1	23	6	19	25	12	39	9	27	9	7	15	8	12	1	-	-	-	-						
Nonmanufacturing	592	37.0	49.50	3	75	19	68	33	55	40	71	29	66	73	33	13	10	-	1	3	-	-	-	-	-						
Wholesale trade	77	39.5	51.50	-	-	-	5	5	6	3	31	-	20	-	3	4	-	-	-	-	-	-	-	-	-						
Finance**	427	36.5	46.00	3	75	14	47	27	40	32	26	26	44	71	21	-	-	-	1	-	-	-	-	-	-						
Clerks, accounting, class A	692	38.5	64.00	-	-	8	16	-	38	29	65	34	58	22	63	26	33	38	118	59	47	22	8	2	6						
Manufacturing	445	39.0	65.50	-	-	-	-	-	13	12	42	23	37	22	42	20	17	38	77	50	34	13	4	1	-						
Nonmanufacturing	247	37.0	61.00	-	-	8	16	-	25	17	23	11	21	-	21	6	16	-	41	9	13	9	4	1	6						

See footnotes at end of table.

** Finance, insurance, and real estate.

Occupational Wage Survey, Newark-Jersey City, N. J., December 1953
U. S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Table A-1: Office Occupations - Continued

(Average straight-time weekly hours and earnings¹ for selected occupations studied on an area basis in Newark-Jersey City, N. J., by industry division, December 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 and under 37.50	\$37.50 and 40.00	\$40.00 and 42.50	\$42.50 and 45.00	\$45.00 and 47.50	\$47.50 and 50.00	\$50.00 and 52.50	\$52.50 and 55.00	\$55.00 and 57.50	\$57.50 and 60.00	\$60.00 and 62.50	\$62.50 and 65.00	\$65.00 and 67.50	\$67.50 and 70.00	\$70.00 and 75.00	\$75.00 and 80.00	\$80.00 and 85.00	\$85.00 and 90.00	\$90.00 and 95.00	\$95.00 and 100.00	\$100.00 and over						
Women - Continued																															
Clerks, accounting, class B -----	1,081	38.5	53.00	2	1	7	109	51	196	69	138	48	125	95	79	41	36	26	41	13	2	-	1	1	-	-	-	-			
Manufacturing -----	595	39.0	54.00	2	-	7	38	17	127	29	67	31	80	69	54	24	18	11	18	7	1	-	1	1	-	-	-	-			
Nonmanufacturing -----	486	37.5	52.00	-	1	7	71	34	69	40	71	17	45	26	25	17	18	15	23	6	1	-	-	-	-	-	-	-			
Public utilities * -----	87	37.0	51.50	-	-	-	3	16	18	13	6	2	8	4	3	3	5	6	-	-	-	-	-	-	-	-	-	-			
Wholesale trade -----	66	39.0	53.50	-	-	-	-	-	-	-	47	2	2	9	1	-	3	-	2	-	-	-	-	-	-	-	-	-			
Retail trade ³ -----	175	36.5	54.00	-	-	7	25	5	27	1	18	4	17	11	12	14	10	6	14	4	-	-	-	-	-	-	-	-			
Finance ** -----	125	38.0	49.50	-	-	-	31	12	11	25	-	9	18	2	8	-	-	3	6	-	-	-	-	-	-	-	-	-			
Clerks, file, class A -----	382	38.5	53.50	-	-	6	36	33	30	33	66	15	34	34	29	5	33	1	7	17	1	1	-	-	-	-	1	-			
Manufacturing -----	142	39.0	55.50	-	-	-	13	9	8	2	26	6	26	19	7	3	8	-	3	10	1	-	-	-	-	-	1	-			
Nonmanufacturing -----	240	38.0	52.50	-	-	6	23	24	22	31	40	9	8	15	22	2	25	1	4	7	-	1	-	-	-	-	-	-			
Finance ** -----	138	37.5	47.50	-	-	5	23	23	13	24	34	5	-	1	7	-	-	-	-	3	-	-	-	-	-	-	-	-			
Clerks, file, class B -----	1,351	38.5	44.50	36	62	244	291	132	159	143	107	27	32	71	18	16	8	-	4	1	-	-	-	-	-	-	-	-			
Manufacturing -----	541	39.0	48.00	-	4	22	90	52	113	87	69	20	19	46	1	11	2	-	4	1	-	-	-	-	-	-	-	-			
Nonmanufacturing -----	810	38.0	42.50	36	58	222	201	80	46	56	38	7	13	25	17	5	6	-	-	-	-	-	-	-	-	-	-	-			
Wholesale trade -----	128	39.5	42.50	-	-	24	46	33	9	12	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Finance ** -----	446	37.5	39.50	23	51	191	124	25	18	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Clerks, order -----	486	39.0	56.00	5	2	12	15	29	44	35	64	52	36	10	58	6	27	11	59	11	5	1	3	1	-	-	-	-			
Manufacturing -----	246	39.0	58.50	-	-	6	1	15	9	20	13	33	25	8	47	2	11	9	39	5	-	1	2	-	-	-	-	-			
Nonmanufacturing -----	240	38.5	53.50	5	2	6	14	14	35	15	51	19	11	2	11	4	16	2	20	6	5	-	1	1	-	-	-	-			
Wholesale trade -----	139	39.0	55.00	-	-	4	5	5	24	4	42	10	-	-	5	4	12	-	20	2	2	-	-	-	-	-	-	-			
Retail trade ³ -----	88	38.0	50.50	5	2	2	9	9	11	11	9	4	6	2	6	4	4	2	4	2	-	-	-	-	-	-	-	-			
Clerks, payroll -----	1,127	38.5	59.00	-	16	2	20	23	114	41	139	54	165	51	120	55	69	29	121	52	43	11	2	-	-	-	-	-			
Manufacturing -----	933	38.5	59.50	-	16	2	14	4	88	28	115	45	144	36	108	45	61	23	111	48	43	2	-	-	-	-	-	-			
Nonmanufacturing -----	194	37.5	56.50	-	-	-	6	19	26	13	24	9	21	15	12	10	8	6	10	4	-	9	2	-	-	-	-	-			
Comptometer operators -----	1,041	38.0	57.50	-	-	-	15	29	57	59	138	139	135	116	85	61	81	43	40	23	8	4	5	2	1	-	-	-			
Manufacturing -----	579	38.5	57.50	-	-	-	3	3	28	27	96	71	69	84	48	38	40	41	28	3	-	-	-	-	-	-	-	-			
Nonmanufacturing -----	462	37.0	57.50	-	-	-	12	26	29	32	42	68	66	32	37	23	41	2	12	20	8	4	5	2	1	-	-				
Retail trade ³ -----	253	36.5	55.00	-	-	-	10	11	10	8	29	44	54	31	16	20	20	-	-	-	-	-	-	-	-	-	-	-			
Duplicating-machine operators (mimeograph or ditto) -----	103	37.5	49.00	4	-	-	25	10	9	14	6	10	6	11	2	4	-	-	2	-	-	-	-	-	-	-	-	-			
Nonmanufacturing -----	63	37.0	49.00	4	-	-	14	5	6	8	2	10	2	8	2	-	-	-	2	-	-	-	-	-	-	-	-	-			
Key-punch operators -----	840	38.0	53.50	-	10	2	39	45	112	86	84	80	93	90	95	41	45	9	7	-	2	-	-	-	-	-	-	-			
Manufacturing -----	400	39.0	55.50	-	1	1	4	12	42	27	47	54	46	51	47	14	41	8	5	-	-	-	-	-	-	-	-	-			
Nonmanufacturing -----	440	37.5	51.50	-	9	1	35	33	70	59	37	26	47	39	48	27	4	1	2	-	2	-	-	-	-	-	-	-			
Wholesale trade -----	71	38.0	53.50	-	-	-	18	3	5	-	8	4	3	3	15	4	3	1	2	-	2	-	-	-	-	-	-	-			
Office girls -----	544	38.0	41.00	138	31	107	55	51	61	16	56	6	17	5	-	-	1	-	-	-	-	-	-	-	-	-	-	-			
Manufacturing -----	186	39.0	41.50	51	16	20	21	16	12	14	22	1	8	5	-	-	1	-	-	-	-	-	-	-	-	-	-	-			
Nonmanufacturing -----	358	38.0	40.50	87	15	87	34	35	49	2	34	6	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Secretaries -----	3,418	38.5	69.50	-	-	-	10	25	34	43	82	83	206	173	368	188	409	180	509	464	269	156	95	58	66	-	-	-			
Manufacturing -----	2,226	39.0	70.00	-	-	-	-	5	11	36	37	158	107	263	137	289	140	366	282	178	90	59	37	31	-	-	-	-			
Nonmanufacturing -----	1,192	37.5	69.00	-	-	-	10	25	29	32	46	46	48	66	105	51	120	40	143	182	91	66	36	21	35	-	-	-			
Public utilities * -----	164	36.5	79.00	-	-	-	-	-	-	4	-	3	4	6	6	8	8	29	27	23	8	13	10	15	-	-	-	-			
Wholesale trade -----	159	39.5	67.00	-	-	-	-	3	12	10	7	27	12	-	15	8	9	25	2	14	11	-	-	1	-	-	-	-			
Retail trade ³ -----	90	38.0	60.50	-	-	-	3	2	6	4	8	1	7	4	15	7	11	3	5	10	4	-	-	-	-	-	-	-			
Finance ** -----	509	36.5	68.50	-	-	-	-	6	10	18	18	32	25	23	47	26	63	18	50	81	42	32	3	2	13	-	-	-			

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 earnings¹ for selected occupations studied on an area basis in Newark-Jersey City, N. J., by industry division, December 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 and 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 and over						
Women - Continued																															
Stenographers, general	2,799	38.5	\$ 57.00	6	6	4	58	85	202	185	380	218	381	230	276	183	220	119	160	56	25	4	1	-	-	-	-	-	-		
Manufacturing	1,570	39.5	\$ 59.00	-	-	-	6	10	92	73	191	120	205	168	181	143	113	110	105	33	16	4	-	-	-	-	-	-	-		
Nonmanufacturing	1,229	37.5	\$ 54.50	6	6	4	52	75	110	112	189	98	176	62	95	40	107	9	55	23	9	-	1	-	-	-	-	-	-		
Public utilities *	307	36.0	\$ 57.00	1	-	1	2	19	19	35	27	43	26	20	18	12	45	7	28	3	1	-	-	-	-	-	-	-	-		
Wholesale trade	257	39.0	\$ 56.00	-	-	-	6	5	16	24	38	12	64	8	43	4	18	2	8	8	-	-	1	-	-	-	-	-			
Retail trade ²	65	37.5	\$ 52.00	5	-	2	2	5	4	12	6	11	6	4	-	8	-	-	-	-	-	-	-	-	-	-	-	-			
Finance **	484	37.0	\$ 51.00	-	6	3	42	49	64	40	112	21	63	26	20	24	14	-	-	-	-	-	-	-	-	-	-	-			
Stenographers, technical	217	39.0	\$ 63.50	-	-	-	-	1	1	-	17	7	26	30	31	15	28	10	21	19	9	1	1	-	-	-	-	-			
Manufacturing	116	39.0	\$ 61.50	-	-	-	-	-	-	1	3	21	25	27	10	7	6	11	2	1	1	-	-	-	-	-	-	-			
Nonmanufacturing	101	38.5	\$ 66.00	-	-	-	-	1	-	-	16	4	5	5	4	5	21	4	10	17	8	-	1	-	-	-	-	-			
Switchboard operators	565	39.5	\$ 55.00	5	5	2	29	54	37	37	59	72	44	39	55	50	27	15	22	9	2	1	-	-	-	-	1	-			
Manufacturing	216	38.5	\$ 59.00	1	-	2	6	2	3	8	27	24	21	27	18	25	15	14	16	4	1	1	-	-	-	-	1	-			
Nonmanufacturing	349	39.5	\$ 52.50	4	5	-	23	52	34	29	32	48	23	12	37	25	12	1	6	5	1	-	-	-	-	-	-	-			
Retail trade ²	60	38.5	\$ 50.00	-	2	-	16	-	6	2	12	2	10	2	5	1	-	-	-	2	-	-	-	-	-	-	-	-			
Finance **	123	37.0	\$ 52.00	4	3	-	-	4	15	14	16	37	9	2	11	-	-	1	-	-	-	-	-	-	-	-	-	-			
Switchboard operator-receptionists	766	38.5	\$ 54.00	-	18	-	39	64	68	67	128	44	96	24	69	25	68	22	11	22	-	-	-	-	1	-	-	-			
Manufacturing	489	38.5	\$ 55.00	-	18	-	23	30	41	44	64	19	50	16	59	19	62	21	3	19	-	-	-	-	1	-	-	-			
Nonmanufacturing	277	38.5	\$ 52.00	-	-	-	16	34	27	23	64	25	46	8	10	6	6	1	8	3	-	-	-	-	-	-	-	-			
Wholesale trade	107	39.5	\$ 54.50	-	-	-	-	14	-	18	18	5	27	1	4	6	2	1	8	3	-	-	-	-	-	-	-	-			
Tabulating-machine operators	541	37.5	\$ 57.50	-	-	-	3	18	70	48	41	47	42	44	43	94	37	6	29	10	8	1	-	-	-	-	-	-			
Manufacturing	294	39.0	\$ 59.50	-	-	-	-	40	14	6	35	23	26	19	68	24	1	21	8	8	1	-	-	-	-	-	-	-			
Nonmanufacturing	247	36.5	\$ 55.00	-	-	-	3	18	30	34	35	12	19	18	24	26	13	5	8	2	-	-	-	-	-	-	-	-			
Transcribing-machine operators, general	306	38.0	\$ 54.00	-	2	10	2	35	34	26	45	18	37	20	19	14	13	9	15	4	1	-	2	-	-	-	-	-			
Manufacturing	149	38.0	\$ 55.50	-	-	4	-	13	7	8	37	7	14	13	12	2	12	9	9	2	-	-	-	-	-	-	-	-			
Nonmanufacturing	157	38.5	\$ 52.50	-	2	6	2	22	27	18	8	11	23	7	7	12	1	-	6	2	1	-	2	-	-	-	-	-			
Typists, class A	1,084	39.0	\$ 55.50	-	-	-	27	30	61	82	140	200	151	137	102	63	55	13	20	2	-	-	1	-	-	-	-	-			
Manufacturing	719	39.5	\$ 56.50	-	-	-	1	1	22	37	101	177	64	115	71	55	40	13	20	1	-	-	1	-	-	-	-	-			
Nonmanufacturing	365	38.0	\$ 52.50	-	-	-	26	29	39	45	39	23	87	22	31	8	15	-	-	1	-	-	-	-	-	-	-	-			
Finance **	186	37.5	\$ 51.00	-	-	-	11	12	25	34	24	9	65	2	4	-	-	-	-	-	-	-	-	-	-	-	-	-			
Typists, class B	2,661	38.5	\$ 47.50	56	34	171	500	252	400	208	407	186	164	94	66	83	24	8	4	1	3	-	-	-	-	-	-	-			
Manufacturing	1,554	39.0	\$ 49.00	12	5	35	265	142	282	113	223	138	125	60	42	83	21	5	3	-	-	-	-	-	-	-	-	-			
Nonmanufacturing	1,107	38.0	\$ 45.50	44	29	136	235	110	118	95	184	48	39	34	24	-	3	3	1	1	3	-	-	-	-	-	-	-			
Public utilities *	96	37.0	\$ 50.00	-	-	4	4	12	5	30	17	7	5	4	5	-	1	1	1	-	-	-	-	-	-	-	-	-			
Wholesale trade	225	39.0	\$ 47.50	-	-	12	59	21	33	9	45	22	2	8	6	-	2	2	-	1	3	-	-	-	-	-	-	-			
Retail trade ²	68	37.5	\$ 45.50	6	1	6	7	7	13	9	9	4	2	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-			
Finance **	594	37.5	\$ 43.00	35	27	114	152	60	63	41	71	-	16	7	8	-	-	-	-	-	-	-	-	-	-	-	-	-			

¹ Hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.² Workers were distributed as follows: 39 at \$30 to \$32.50; 27 at \$32.50 to \$35.³ Excludes limited-price variety stores.⁴ Workers were distributed as follows: 65 at \$30 to \$32.50; 73 at \$32.50 to \$35.

* 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 earnings¹ for selected occupations studied on an area basis in Newark-Jersey City, N. J., by industry division, December 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	\$55.00 60.00	\$60.00 65.00	\$65.00 70.00	\$70.00 75.00	\$75.00 80.00	\$80.00 85.00	\$85.00 90.00	\$90.00 95.00	\$95.00 100.00	\$100.00 105.00	\$105.00 110.00	\$110.00 115.00	\$115.00 120.00	\$120.00 125.00	\$125.00 130.00	\$130.00 135.00	\$135.00 140.00	\$140.00 150.00	\$150.00 and over			
Men																												
Draftsmen, leader	276	39.0	\$113.50	-	-	-	-	-	-	-	-	-	10	19	50	54	20	8	19	33	22	11	13	2	15	-	-	
Draftsmen, senior	1,045	39.5	95.00	-	-	-	3	13	39	66	154	104	168	148	90	92	54	39	36	15	5	5	14	-	-	-	-	
Manufacturing	766	39.5	92.50	-	-	-	1	9	31	58	136	87	139	109	45	74	30	20	5	13	2	5	2	-	-	-	-	
Nonmanufacturing	279	39.0	102.00	-	-	-	2	4	8	8	18	17	29	39	45	18	24	19	31	2	3	-	12	-	-	-	-	
Draftsmen, junior	692	39.5	69.50	-	3	39	70	176	89	113	94	45	30	21	9	3	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	512	39.5	68.50	-	2	33	43	139	73	85	79	26	30	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	180	39.5	71.50	-	1	6	27	37	16	28	15	19	-	19	9	3	-	-	-	-	-	-	-	-	-	-	-	
Tracers	177	39.5	54.50	22	23	64	21	13	21	8	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	102	39.0	53.00	1	14	58	18	7	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women																												
Draftsmen, junior	67	38.5	69.50	-	-	6	4	16	12	12	2	8	-	1	5	1	-	-	-	-	-	-	-	-	-	-	-	-
Nurses, industrial (registered)	362	39.5	70.50	-	1	7	39	59	71	62	58	41	17	6	1	-	-	-	-	-	-	-	-	-	-	-	-	
One-nurse unit	175	39.5	69.00	-	-	2	30	34	32	35	15	23	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Multiple-nurse unit	187	39.5	72.00	-	1	5	9	25	39	27	43	18	14	5	1	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	318	39.5	70.50	-	-	3	38	51	60	58	55	32	16	4	1	-	-	-	-	-	-	-	-	-	-	-	-	
One-nurse unit	162	39.5	69.00	-	-	-	30	31	26	35	15	21	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Multiple-nurse unit	156	39.5	72.50	-	-	3	8	20	34	23	40	11	13	3	1	-	-	-	-	-	-	-	-	-	-	-	-	
Tracers	92	39.0	59.50	7	-	3	37	16	20	5	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

¹ Hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.² Workers were distributed as follows: 11 at \$40 to \$42.50; 11 at \$42.50 to \$45.Occupational Wage Survey, Newark-Jersey City, N. J., December 1953
U. S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Table A-3: Maintenance and Powerplant Occupations

(Average hourly earnings¹ for men in selected occupations studied on an area basis in Newark-Jersey City, N. J., by industry division, December 1953)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																											
			Under \$1.35	\$1.35 and 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	2.80 and over	
Carpenters, maintenance	911	2.22	-	-	-	7	1	-	5	24	4	11	25	66	68	72	69	23	29	64	68	61	65	51	83	-	88	27		
Manufacturing	820	2.20	-	-	-	-	1	-	-	24	4	10	21	66	61	72	68	22	24	58	61	58	61	42	80	-	87	-		
Nonmanufacturing	91	2.34	-	-	-	7	-	-	5	-	-	1	4	-	7	-	1	1	5	6	7	3	4	9	3	-	1	27		
Electricians, maintenance	1,353	2.33	-	-	-	-	1	-	-	-	4	2	15	15	57	54	41	131	82	134	61	124	244	133	55	6	89	105		
Manufacturing	1,213	2.29	-	-	-	-	1	-	-	-	4	2	15	11	50	54	39	131	81	129	55	119	241	86	48	5	87	55		
Engineers, stationary	796	2.34	-	-	-	8	6	21	-	15	16	29	58	6	20	7	30	35	3	15	70	31	117	28	90	12	71	108		
Manufacturing	518	2.44	-	-	-	8	-	-	-	-	-	17	24	6	8	6	13	27	2	10	69	27	79	16	32	12	70	92		
Nonmanufacturing	278	2.15	-	-	-	-	6	21	-	15	16	12	34	-	12	1	17	8	1	5	1	4	38	12	58	-	1	16		
Retail trade*	74	2.50	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	-	-	1	-	-	-	10	48	-	-	7		
Firemen, stationary boiler	882	1.85	52	21	41	20	39	9	85	49	83	72	28	85	53	21	20	6	16	34	16	2	16	46	23	-	-	45		
Manufacturing	702	1.89	32	16	23	13	35	1	75	19	71	44	21	84	53	19	19	6	16	30	12	2	16	44	8	-	-	43		
Nonmanufacturing	180	1.71	20	5	18	7	4	8	10	30	12	28	7	1	-	2	1	-	-	4	4	-	-	2	15	-	-	2		
Helpers, trades, maintenance	2,350	1.82	207	28	29	95	143	66	100	138	207	129	77	93	90	16	58	140	703	-	5	12	8	5	-	1	-	-		
Manufacturing	1,876	1.88	47	15	13	83	126	60	44	116	207	129	77	93	90	16	58	140	700	-	1	-	8	5	-	1	-	-		
Nonmanufacturing	474	1.56	160	13	16	12	17	6	56	22	-	30	25	71	2	8	17	-	3	-	4	12	-	-	-	-	-	-		
Public utilities*	379	1.52	138	8	16	12	9	6	56	17	-	21	25	65	1	5	-	-	-	-	-	-	-	-	-	-	-	-		
Machine-tool operators, toolroom	680	2.20	-	-	-	-	3	-	-	-	-	2	13	23	20	28	48	68	38	124	50	63	125	61	2	3	-	9		
Manufacturing	680	2.20	-	-	-	-	3	-	-	-	-	2	13	23	20	28	48	68	38	124	50	63	125	61	2	3	-	9		
Machinists, maintenance	1,931	2.21	-	-	-	-	-	-	-	-	3	13	157	69	145	210	95	94	72	142	126	112	355	124	43	6	107	58		
Manufacturing	1,840	2.19	-	-	-	-	-	-	-	-	3	13	157	68	144	201	93	86	69	141	126	112	348	95	33	6	103	42		
Nonmanufacturing	91	2.44	-	-	-	-	-	-	-	-	-	-	-	1	9	2	8	3	1	-	-	-	7	29	10	-	4	16		
Mechanics, automotive (maintenance)	1,090	2.06	-	6	-	6	-	6	6	2	12	38	38	22	274	104	224	19	59	16	33	28	37	45	58	2	41	14		
Manufacturing	192	2.23	-	-	-	-	-	-	-	6	1	2	12	23	21	5	6	32	8	8	8	1	13	7	-	39	-	-		
Mechanics, maintenance	2,328	2.16	-	5	3	3	9	20	42	24	69	68	112	155	126	101	180	176	135	168	127	163	198	89	67	7	258	23		
Manufacturing	2,057	2.19	-	-	-	-	-	12	30	-	12	46	102	152	113	91	180	171	127	167	116	140	197	66	63	1	258	13		
Nonmanufacturing	271	1.94	-	5	3	3	9	8	12	24	57	22	10	3	13	10	-	5	8	1	11	23	1	23	4	6	-	10		
Millwrights	449	2.12	-	-	-	-	6	-	-	-	24	-	24	8	43	17	32	46	24	28	79	21	63	32	2	-	-	-		
Manufacturing	448	2.12	-	-	-	-	6	-	-	-	24	-	24	8	43	17	32	46	24	28	78	21	63	32	2	-	-	-		
Oilers	495	1.80	33	26	14	13	20	27	30	67	54	45	31	22	6	22	3	-	-	2	-	10	-	36	-	-	2	32		
Manufacturing	454	1.83	18	8	14	13	20	27	30	67	54	45	31	22	6	22	3	-	-	2	-	10	-	28	-	-	2	32		
Painters, maintenance	662	2.06	28	2	6	18	14	13	35	-	22	22	11	45	22	52	24	22	51	43	51	3	21	81	51	7	-	18		
Manufacturing	513	2.08	-	-	6	15	14	1	11	-	21	22	10	43	22	52	22	21	14	43	51	3	21	73	48	-	-	-		
Pipefitters, maintenance	1,306	2.35	-	-	-	-	-	-	-	-	29	8	14	41	93	22	38	55	30	102	67	97	140	170	163	8	126	103		
Manufacturing	1,231	2.33	-	-	-	-	-	-	-	-	29	8	13	41	92	22	38	55	30	102	63	97	136	146	159	8	126	66		
Nonmanufacturing	75	2.64	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	4	-	4	24	4	-	-	37		
Plumbers, maintenance	73	2.08	-	-	-	7	-	-	-	-	12	-	12	6	2	7	1	7	-	-	1	-	-	-	3	-	5	10		
Sheet-metal workers, maintenance	210	2.29	-	-	-	-	-	-	-	-	5	-	-	12	9	14	7	7	5	9	7	30	36	47	6	-	11	5		
Manufacturing	203	2.28	-	-	-	-	-	-	-	-	5	-	-	12	9	13	7	7	4	9	5	30	36	47	6	-	11	2		
Tool-and-die makers	2,274	2.32	-	-	-	-	-	-	-	-	24	-	12	74	24	79	98	157	97	290	123	521	357	296	36	29	57			
Manufacturing	2,176	2.31	-	-	-	-	-	-	-	-	24	-	12	74	24	79	96	157	90	285	113	487	357	261	35	25	57			

¹ Excludes premium pay for overtime and nightwork.² All workers were at \$2.80 to \$3.³ Workers were distributed as follows: 11 at \$2.80 to \$3; 46 at \$3 to \$3.20; 51 at \$3.20 to \$3.40.⁴ Excludes limited-price variety stores.⁵ Workers were distributed as follows: 3 at \$0.95 to \$1.05; 3 at \$1.05 to \$1.15; 94 at \$1.15 to \$1.25; 60 at \$1.25 to \$1.35.

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

Occupational Wage Survey, Newark-Jersey City, N. J., December 1953
U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Table A-4: Custodial and Material Movement Occupations

(Average hourly earnings¹ for selected occupations² studied on an area basis in Newark-Jersey City, N. J., by industry division, December 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	1.15	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	2.00	2.10	2.20	2.30	2.40	2.50 and over
Guards	1,373	1.68	7	28	-	6	3	46	3	30	32	22	82	180	89	92	98	100	165	95	58	79	16	94	48	-	-	-
Manufacturing	1,149	1.70	7	28	-	-	-	-	1	22	15	18	77	161	71	81	93	96	133	77	55	79	15	72	48	-	-	-
Nonmanufacturing	224	1.57	-	-	-	6	3	46	2	8	17	4	5	19	18	11	5	4	32	18	3	-	1	22	-	-	-	
Finance**	86	1.36	-	-	-	6	-	36	2	-	9	3	5	16	7	1	-	-	-	-	-	1	-	-	-	-	-	
Janitors, porters, and cleaners (men)	5,067	1.48	245	52	65	224	119	98	238	458	308	230	273	809	354	426	329	328	126	77	6	14	160	90	38	-	-	-
Manufacturing	3,456	1.53	54	2	23	139	19	62	120	356	163	122	175	665	337	375	279	181	81	63	6	6	160	30	38	-	-	-
Nonmanufacturing	1,611	1.36	191	50	42	85	100	36	118	102	145	108	98	144	17	51	50	147	45	14	-	8	-	60	-	-	-	
Public utilities*	468	1.56	7	-	-	-	23	5	15	23	7	54	92	4	4	38	133	45	13	-	-	-	-	-	-	-	-	
Wholesale trade	79	1.42	-	-	-	11	1	3	13	1	11	5	2	14	8	3	-	2	-	1	-	-	-	4	-	-		
Retail trade ⁴	259	1.27	11	8	17	41	19	3	52	17	60	1	6	-	-	-	12	12	-	-	-	-	-	-	-	-		
Finance**	444	1.30	19	21	25	16	54	25	44	56	31	92	14	31	-	8	-	-	-	-	-	8	-	-	-	-		
Janitors, porters, and cleaners (women)	1,325	1.16	232	83	49	289	156	91	29	116	47	47	64	75	12	28	1	3	3	-	-	-	-	-	-	-	-	
Manufacturing	506	1.34	10	9	29	40	20	48	12	69	45	45	64	75	11	24	1	3	1	-	-	-	-	-	-	-	-	
Nonmanufacturing	819	1.05	222	74	20	249	136	43	17	47	2	2	-	-	1	4	-	2	-	-	-	-	-	-	-	-		
Public utilities*	119	1.16	24	12	-	-	10	14	16	43	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Retail trade ⁴	119	1.00	38	39	1	26	1	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Finance**	496	1.06	112	13	19	223	119	8	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-			
Laborers, material handling	8,767	1.72	57	20	41	129	173	121	151	166	252	445	461	727	268	585	627	234	1555	810	330	445	248	48	33	269	553	19
Manufacturing	6,412	1.71	16	3	33	112	153	109	124	157	245	383	444	668	247	530	445	145	476	449	274	388	97	48	25	269	553	19
Nonmanufacturing	2,355	1.73	41	17	8	17	20	12	27	9	7	62	17	59	21	55	182	89	1079	361	56	57	151	-	8	-		
Public utilities*	915	1.78	-	-	-	-	-	-	-	-	-	-	2	1	1	-	9	2	859	-	40	1	-	-	-			
Wholesale trade	821	1.76	-	-	2	9	14	-	13	5	-	5	7	49	4	18	129	81	135	163	4	45	130	8	-			
Retail trade ⁴	495	1.64	34	7	6	7	1	6	5	2	1	46	2	7	7	22	43	1	80	198	12	6	2	-	-			
Order fillers	1,709	1.78	5	1	29	4	7	-	23	25	33	3	80	55	9	99	101	178	203	186	103	339	191	8	25	2	-	
Manufacturing	768	1.68	-	-	2	4	1	-	21	23	15	2	68	37	3	92	81	170	51	51	34	94	16	1	-	2		
Nonmanufacturing	941	1.85	5	1	27	-	6	-	2	2	18	1	12	18	6	7	20	8	152	135	69	245	175	7	25	-		
Wholesale trade	501	1.82	-	-	27	-	6	-	2	-	18	-	9	15	5	5	20	8	152	15	8	32	167	-	12	-		
Packers, shipping (men)	1,768	1.60	-	53	-	1	20	158	27	77	33	202	71	144	84	208	163	27	107	96	92	100	33	21	12	12	1	26
Manufacturing	1,499	1.62	-	52	-	-	14	157	26	44	28	69	62	143	75	204	163	27	42	96	92	100	33	21	12	12	1	
Nonmanufacturing	269	1.49	-	1	-	1	6	1	1	33	5	133	9	1	9	4	-	-	65	-	-	-	-	-	-	-		
Packers, shipping (women)	513	1.38	38	3	17	36	23	16	19	114	1	7	24	116	2	16	22	21	7	2	27	2	-	-	-	-		
Manufacturing	343	1.46	32	-	1	28	6	14	14	1	1	7	24	116	2	16	22	21	7	2	27	2	-	-	-			
Receiving clerks	542	1.72	-	-	12	-	1	1	13	12	14	36	21	47	17	27	24	86	20	31	27	66	51	15	12	-	3	6
Manufacturing	477	1.74	-	-	12	-	-	-	11	10	5	36	16	38	8	22	23	84	20	29	27	60	45	15	7	-	3	6
Nonmanufacturing	65	1.64	-	-	-	-	1	1	2	2	9	-	5	9	9	5	1	2	-	2	-	6	6	-	5	-		
Shipping clerks	386	1.82	-	-	-	-	-	-	7	-	1	26	18	12	8	26	11	65	44	6	21	72	13	3	26	10	-	17
Manufacturing	345	1.81	-	-	-	-	-	-	2	-	1	26	18	11	6	26	11	52	44	6	21	64	12	3	26	10	-	6
Shipping-and-receiving clerks	507	1.82	-	-	-	-	-	-	14	-	38	5	6	13	24	26	51	30	34	19	70	46	38	28	48	6	-	11
Manufacturing	261	1.80	-	-	-	-	-	-	-	-	16	-	2	12	16	12	25	15	34	7	62	6	22	19	12	-	1	
Nonmanufacturing	246	1.85	-	-	-	-	-	-	14	-	22	5	4	1	8	14	26	15	-	12	8	40	16	9	36	6	-	10

See footnotes at end of table.

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

** Finance, insurance, and real estate.

Occupational Wage Survey, Newark-Jersey City, N. J., December 1953
U. S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

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

(Average hourly earnings¹ for selected occupations² studied on an area basis in Newark-Jersey City, N. J., by industry division, December 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	1.10	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	2.00	2.10	2.20	2.30	2.40	2.50	2.50 and over
Truckdrivers, medium (1½ to and including 4 tons) -----	2,248	2.43	-	-	-	22	-	-	-	14	43	-	28	41	71	40	6	36	25	284	106	440	169	15	36	82	3	6787
Manufacturing -----	1,358	2.81	-	-	-	-	-	-	14	30	-	27	24	40	28	-	34	7	69	25	52	108	10	30	82	3	775	
Nonmanufacturing -----	890	1.86	-	-	-	22	-	-	-	-	-	1	17	31	12	6	2	18	215	81	388	61	5	6	-	-	12	
Wholesale trade -----	428	1.87	-	-	-	-	-	-	-	-	-	1	-	-	-	28	3	5	1	-	156	81	100	41	-	-	12	
Truckdrivers, heavy (over 4 tons, trailer type) -----	1,431	2.23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	24	62	307	95	615	32	95	195
Manufacturing -----	303	2.33	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	42	10	59	44	12	11	119
Nonmanufacturing -----	1,128	2.21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	24	20	297	36	571	20	84	76
Public utilities* -----	602	2.16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	317	-	-	-
Wholesale trade -----	243	2.32	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	16	20	12	31	4	-	84	76	
Truckdrivers, heavy (over 4 tons, other than trailer type) -----	575	2.05	-	-	-	-	-	-	-	-	-	-	5	7	24	24	31	8	5	24	2	165	121	2	31	-	28	98
Manufacturing -----	118	2.01	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	5	7	2	52	17	2	31	-	-	-	
Nonmanufacturing -----	457	2.06	-	-	-	-	-	-	-	-	-	-	5	7	23	24	30	8	-	17	-	113	104	-	-	-	28	98
Wholesale trade -----	347	2.14	-	-	-	-	-	-	-	-	-	-	5	5	5	-	30	-	-	16	-	108	52	-	-	-	28	98
Truckers, power (forklift) -----	1,242	1.80	-	-	-	-	-	-	-	-	-	66	12	61	138	118	101	53	167	67	116	185	59	22	4	2	70	1
Manufacturing -----	1,081	1.78	-	-	-	-	-	-	-	-	-	66	12	61	138	118	91	49	164	66	53	145	19	22	4	2	70	1
Nonmanufacturing -----	161	1.92	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	4	3	1	63	40	40	-	-	-	-	-
Truckers, power (other than forklift) -----	389	1.74	-	-	-	-	-	-	-	-	-	35	35	16	-	35	19	58	30	54	70	10	10	13	1	3	-	-
Manufacturing -----	331	1.70	-	-	-	-	-	-	-	-	-	35	35	16	-	35	18	56	30	54	30	8	10	-	1	3	-	-
Watchmen -----	1,322	1.38	10	179	77	9	71	33	108	65	53	103	52	66	23	173	39	16	23	110	13	19	73	17	-	-	-	-
Manufacturing -----	934	1.41	102	66	4	63	9	31	55	36	83	23	41	10	158	37	8	23	79	13	9	69	15	-	-	-	-	-
Nonmanufacturing -----	388	1.28	77	11	5	8	24	77	10	17	20	29	25	13	15	2	8	-	31	-	10	4	2	-	-	-	-	-
Finance** -----	123	1.28	8	2	2	-	-	64	-	4	6	7	22	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes premium pay for overtime and nightwork.² Data limited to men workers except where otherwise indicated.³ Workers were distributed as follows: 64 at \$0.65 to \$.75; 69 at \$0.75 to \$.85; 25 at \$0.85 to \$.95; 33 at \$0.95 to \$1.⁴ Excludes limited-price variety stores.⁵ Workers were distributed as follows: 16 at \$0.55 to \$.65; 16 at \$0.65 to \$.75; 83 at \$0.75 to \$.85; 88 at \$0.85 to \$.95; 29 at \$0.95 to \$1.⁶ Workers were distributed as follows: 21 at \$2.50 to \$2.80; 18 at \$2.80 to \$3; 192 at \$3 to \$3.20; 95 at \$3.20 to \$3.40; 127 at \$3.40 to \$3.60; 198 at \$3.60 to \$3.80; 112 at \$3.80 to \$4; 24 at \$4 and over.⁷ Half of the workers in manufacturing (and nearly a third of workers in the area) were paid under bonus plans in December 1953; all of the workers in this job category were paid time rates in November 1952, the date of a previous Bureau study in the area.⁸ Workers were distributed as follows: 76 at \$2.50 to \$2.60; 118 at \$2.60 to \$2.70; 1 over \$2.70.⁹ All workers were at \$2.50 to \$2.60.¹⁰ Workers were distributed as follows: 8 at \$0.65 to \$.75; 79 at \$0.75 to \$.85; 61 at \$0.85 to \$.95; 31 at \$0.95 to \$1.

* 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 Provisions¹

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	91.9	83.1	13.0	3.9
With shift pay differentials	91.9	83.1	13.0	3.9
Uniform cents (per hour)	39.9	35.3	5.9	2.9
Under 5 cents	1.2	-	.4	-
5 cents	9.7	1.9	1.1	.1
6 cents	4.5	.9	.5	.1
7 cents	4.9	1.6	.7	(²)
9 cents	2.1	2.6	.2	.2
10 cents	15.3	14.2	2.6	.6
Over 10 and under 15 cents	1.2	7.2	.1	.7
15 cents	-	6.0	-	.9
Over 15 cents	1.0	1.0	.2	.1
Uniform percentage	49.3	43.0	7.0	.8
2 percent	.4	.4	(²)	(²)
5 percent	5.1	.7	.7	-
Over 5 and under 10 percent	3.8	6.6	.4	(²)
10 percent	40.0	30.6	5.9	.7
Over 10 percent	-	4.6	-	(²)
Full day's pay for reduced hours	-	1.1	-	(²)
Other	2.7	3.6	.2	.2
No shift pay differential	-	-	-	-

¹ 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.

² Less than 0.05 percent.

Table B-2: Scheduled Weekly Hours

Weekly hours	PERCENT OF OFFICE WORKERS EMPLOYED IN—							PERCENT OF PLANT WORKERS EMPLOYED IN—					
	All industries ²	Manufacturing	Public utilities*	Wholesale trade	Retail trade ³	Finance**	Services	All industries ⁴	Manufacturing	Public utilities*	Wholesale trade	Retail trade ³	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 35 hours	0.3	0.2	-	-	-	-		0.1	-	-	-	-	
35 hours	15.5	3.3	79.1	11.5	19.7	13.2		1.8	2.4	-	0.6	-	
Over 35 and under 37½ hours	7.9	7.7	-	6.9	-	14.7		1.5	2.0	-	-	-	
37½ hours	23.3	12.6	.1	4.1	27.1	54.2		2.9	2.9	-	-	6.0	
Over 37½ and under 40 hours	13.2	16.8	-	-	3.1	17.6		.6	-	-	-	7.0	
40 hours	39.2	58.6	20.1	77.6	49.7	.3		76.6	78.8	92.6	92.6	56.0	
Over 40 and under 45 hours	(⁵)	-	-	-	.3	-		3.4	1.5	.9	6.8	5.5	
45 hours	-	-	-	-	-	-		4.2	2.3	-	-	25.6	
Over 45 and under 48 hours	.4	.8	-	-	-	-		.5	.7	-	-	-	
48 hours	.3	-	.7	-	-	-		5.7	6.8	-	-	-	
Over 48 hours	-	-	-	-	-	-		2.5	2.7	6.5	-	-	

¹ Data relate to women workers.

² Includes data for services in addition to those industry divisions shown separately.

³ Excludes limited-price variety stores.

⁴ Includes data for real estate and services in addition to those industry divisions shown separately.

⁵ Less than 0.05 percent.

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

** Finance, insurance, and real estate.

Occupational Wage Survey, Newark-Jersey City, N. J., December 1953
U. S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Table B-3: Paid Holidays¹

Number of paid holidays	PERCENT OF OFFICE WORKERS EMPLOYED IN—							PERCENT OF PLANT WORKERS EMPLOYED IN—					
	All industries ²	Manufacturing	Public utilities ⁴	Wholesale trade	Retail trade ³	Finance**	Services	All industries ⁴	Manufacturing	Public utilities ⁴	Wholesale trade	Retail trade ³	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	100.0	99.8	100.0	97.2	100.0		98.4	99.2	98.2	100.0	94.0	
1 to 5 days .....	.3	.2	1.0	-	1.7	-		1.8	.7	7.4	-	3.0	
6 days	9.3	14.6	1.1	23.9	11.1	(⁵)		22.0	25.0	20.2	11.5	11.7	
7 days	31.9	48.9	1.6	25.2	44.4	12.8		41.6	41.2	1.5	32.9	67.0	
8 days	13.3	25.6	-	.8	2.9	-		18.3	22.9	-	5.8	-	
9 days	9.8	6.2	51.8	12.2	3.4	1.4		6.8	5.7	26.8	14.4	2.3	
10 days	1.8	1.4	4.0	9.1	5.3	-		2.7	2.6	3.9	7.2	-	
11 days	3.0	.6	2.8	9.4	28.4	-		2.9	.8	12.0	17.4	9.9	
12 days	30.5	2.5	37.4	19.3	-	85.8		2.4	.2	26.3	10.7	-	
Workers in establishments providing no paid holidays .....	.1	-	.2	-	2.8	-		1.6	.8	1.8	-	6.0	

¹ Estimates include only full-day holidays.

² Includes data for services in addition to those industry divisions shown separately.

³ Excludes limited-price variety stores.

⁴ Includes data for real estate and services in addition to those industry divisions shown separately.

⁵ 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 ¹	Manufacturing	Public utilities ⁴	Wholesale trade	Retail trade ²	Finance**	Services	All industries ³	Manufacturing	Public utilities ⁴	Wholesale trade	Retail trade ²	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		99.6	100.0	93.5	100.0	100.0	
Length-of-time payment	97.8	95.8	100.0	97.6	100.0	100.0		91.1	89.0	93.5	100.0	100.0	
1 week	5.9	8.3	1.0	10.6	22.9	-		61.6	69.3	20.4	57.2	25.5	
Over 1 but less than 2 weeks	-	-	-	-	-	-		1.8	2.3	-	-	-	
2 weeks	91.4	87.4	99.0	87.0	67.1	100.0		24.3	15.2	59.2	42.8	66.3	
Over 2 but less than 3 weeks .....	.4	-	-	-	10.0	-		1.7	-	13.9	-	8.2	
3 weeks .....	.1	.2	-	-	-	-		1.7	2.2	-	-	-	
Percentage payment ⁴	2.2	4.2	-	2.4	-	-		7.7	9.9	-	-	-	
2 percent .....	.1	-	-	2.4	-	-		6.2	8.0	-	-	-	
Over 2 but less than 4 percent	1.7	3.5	-	-	-	-		1.5	1.9	-	-	-	
4 percent .....	.4	.7	-	-	-	-		-	-	-	-	-	
Flat-sum payment	-	-	-	-	-	-		.8	1.1	-	-	-	
Workers in establishments providing no paid vacations	-	-	-	-	-	-		.4	-	6.5	-	-	

See footnotes at end of table.

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

** Finance, insurance, and real estate.

Occupational Wage Survey, Newark-Jersey City, N. J., December 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 1	Manufacturing	Public utilities*	Wholesale trade	Retail trade ²	Finance**	Services	All industries 3	Manufacturing	Public utilities*	Wholesale trade	Retail trade ²	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 2 years of service</u>													
Workers in establishments providing paid vacations -----	100.0	100.0	100.0	100.0	100.0	100.0		99.6	100.0	93.5	100.0	100.0	
Length-of-time payment -----	97.8	95.8	100.0	97.6	100.0	100.0		91.1	89.0	93.5	100.0	100.0	
1 week -----	1.6	2.4	1.0	2.4	2.8	-		27.2	27.9	20.4	27.7	8.6	
Over 1 but less than 2 weeks -----	1.1	2.2	-	-	-	-		23.4	30.4	-	-	-	
2 weeks -----	94.2	91.1	99.0	95.2	87.2	100.0		37.1	28.5	59.2	72.3	83.2	
Over 2 but less than 3 weeks -----	.8	-	-	-	10.0	-		1.7	-	13.9	-	8.2	
3 weeks -----	.1	.2	-	-	-	-		1.7	2.2	-	-	-	
Percentage payment ⁴ -----	2.2	4.2	-	2.4	-	-		7.7	9.9	-	-	-	
2 percent -----	-	-	-	-	-	-		3.9	5.0	-	-	-	
Over 2 but less than 4 percent -----	1.7	3.5	-	-	-	-		3.8	4.9	-	-	-	
4 percent -----	.5	.7	-	2.4	-	-		-	-	-	-	-	
Flat-sum payment -----	-	-	-	-	-	-		.8	1.1	-	-	-	
Workers in establishments providing no paid vacations -----	-	-	-	-	-	-		.4	-	6.5	-	-	
<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		99.6	100.0	93.5	100.0	100.0	
Length-of-time payment -----	97.8	95.8	100.0	97.6	100.0	100.0		91.1	89.0	93.5	100.0	100.0	
1 week -----	1.2	1.5	1.0	2.1	2.8	-		16.1	17.6	.9	-	3.3	
Over 1 but less than 2 weeks -----	.7	1.3	-	-	-	-		21.4	27.5	-	-	-	
2 weeks -----	94.9	92.5	99.0	95.5	87.2	100.0		50.3	41.8	78.7	100.0	88.5	
Over 2 but less than 3 weeks -----	.8	-	-	-	10.0	-		1.7	-	13.9	-	8.2	
3 weeks -----	.2	.4	-	-	-	-		1.7	2.2	-	-	-	
Percentage payment ⁴ -----	2.2	4.2	-	2.4	-	-		7.7	9.9	-	-	-	
2 percent -----	-	-	-	-	-	-		3.9	5.0	-	-	-	
Over 2 but less than 4 percent -----	1.7	3.5	-	-	-	-		3.8	4.9	-	-	-	
4 percent -----	.5	.7	-	2.4	-	-		-	-	-	-	-	
Flat-sum payment -----	-	-	-	-	-	-		.8	1.1	-	-	-	
Workers in establishments providing no paid vacations -----	-	-	-	-	-	-		.4	-	6.5	-	-	
<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		99.6	100.0	93.5	100.0	100.0	
Length-of-time payment -----	97.8	95.8	100.0	97.6	100.0	100.0		91.1	89.0	93.5	100.0	100.0	
Less than 2 weeks -----	.4	.5	-	-	2.8	-		2.6	2.5	-	-	3.3	
2 weeks -----	88.1	89.9	100.0	89.1	61.8	83.0		78.1	78.4	79.6	82.5	64.3	
Over 2 but less than 3 weeks -----	3.5	1.7	-	-	24.0	4.9		4.7	3.3	13.9	-	14.2	
3 weeks -----	5.9	3.6	-	8.4	11.4	12.1		5.7	4.9	-	17.5	18.2	
Percentage payment ⁴ -----	2.2	4.2	-	2.4	-	-		7.7	9.9	-	-	-	
Less than 4 percent -----	1.7	3.5	-	-	-	-		1.2	1.5	-	-	-	
4 percent -----	.5	.7	-	2.4	-	-		5.0	6.5	-	-	-	
Over 4 but less than 6 percent -----	-	-	-	-	-	-		1.5	1.9	-	-	-	
Flat-sum payment -----	-	-	-	-	-	-		.8	1.1	-	-	-	
Workers in establishments providing no paid vacations -----	-	-	-	-	-	-		.4	-	6.5	-	-	

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 ¹	Manufacturing	Public utilities*	Wholesale trade	Retail trade ²	Finance**	Services	All industries ³	Manufacturing	Public utilities*	Wholesale trade	Retail trade ²	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 10 years of service</u>													
Workers in establishments providing paid vacations	100.0	100.0	100.0	100.0	100.0	100.0		99.6	100.0	93.5	100.0	100.0	
Length-of-time payment	97.8	95.8	100.0	97.6	100.0	100.0		91.1	89.0	93.5	100.0	100.0	
Less than 2 weeks	.1	-	-	-	2.8	-		.6	-	-	-	3.3	
2 weeks	68.5	81.0	90.8	84.5	61.6	34.5		68.6	69.7	60.8	76.3	61.2	
Over 2 but less than 3 weeks	12.7	4.0	-	-	-	39.4		8.9	10.2	14.8	-	-	
3 weeks	16.0	10.9	9.2	9.6	25.7	26.1		12.2	9.1	17.9	21.7	27.3	
4 weeks and over	.5	-	-	3.4	10.0	-		.8	-	-	2.0	8.2	
Percentage payment ⁴	2.2	4.2	-	2.4	-	-		7.7	9.9	-	-	-	
Less than 4 percent	-	-	-	-	-	-		.9	1.1	-	-	-	
4 percent	1.8	3.5	-	2.4	-	-		2.2	2.9	-	-	-	
Over 4 but less than 6 percent	-	-	-	-	-	-		1.9	2.4	-	-	-	
6 percent and over	.4	.7	-	-	-	-		2.7	3.5	-	-	-	
Flat-sum payment	-	-	-	-	-	-		.8	1.1	-	-	-	
Workers in establishments providing no paid vacations	-	-	-	-	-	-		.4	-	6.5	-	-	
<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		99.6	100.0	93.5	100.0	100.0	
Length-of-time payment	97.8	95.8	100.0	97.6	100.0	100.0		91.1	89.0	93.5	100.0	100.0	
Less than 2 weeks	.1	-	-	-	2.8	-		.6	-	-	-	3.3	
2 weeks	18.7	15.0	7.1	22.4	39.6	24.5		22.9	17.7	2.2	36.9	58.9	
Over 2 but less than 3 weeks	1.7	-	-	-	-	6.1		2.5	2.0	13.9	-	-	
3 weeks	73.6	80.8	92.9	71.8	47.7	58.1		64.3	69.3	77.4	61.1	29.6	
Over 3 but less than 4 weeks	1.3	-	-	-	4.7	-		(5)	-	-	-	-	
4 weeks and over	2.3	-	-	3.4	10.0	6.6		.8	-	-	2.0	8.2	
Percentage payment ⁴	2.2	4.2	-	2.4	-	-		7.7	9.9	-	-	-	
Less than 4 percent	-	-	-	-	-	-		.9	1.1	-	-	-	
4 percent	1.8	3.5	-	2.4	-	-		.6	.7	-	-	-	
Over 4 but less than 6 percent	-	-	-	-	-	-		.7	1.0	-	-	-	
6 percent and over	.4	.7	-	-	-	-		5.5	7.1	-	-	-	
Flat-sum payment	-	-	-	-	-	-		.8	1.1	-	-	-	
Workers in establishments providing no paid vacations	-	-	-	-	-	-		.4	-	6.5	-	-	
<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		99.6	100.0	93.5	100.0	100.0	
Length-of-time payment	97.8	95.8	100.0	97.6	100.0	100.0		91.1	89.0	93.5	100.0	100.0	
Less than 2 weeks	.1	-	-	-	2.8	-		.6	-	-	-	3.3	
2 weeks	15.5	11.0	7.1	22.1	39.6	20.2		18.4	14.7	2.2	35.8	33.3	
Over 2 but less than 3 weeks	.3	.5	-	-	-	-		2.5	2.0	13.9	-	-	
3 weeks	63.8	80.5	92.9	72.1	22.3	26.1		63.6	68.5	77.4	62.2	35.0	
4 weeks and over	18.0	3.8	-	3.4	35.4	53.7		6.0	3.9	-	2.0	28.4	
Percentage payment ⁴	2.2	4.2	-	2.4	-	-		7.7	9.9	-	-	-	
Less than 4 percent	-	-	-	-	-	-		.9	1.1	-	-	-	
4 percent	1.8	3.5	-	2.4	-	-		.6	.7	-	-	-	
Over 4 but less than 6 percent	-	-	-	-	-	-		.7	1.0	-	-	-	
6 percent and over	.4	.7	-	-	-	-		5.5	7.1	-	-	-	
Flat-sum payment	-	-	-	-	-	-		.8	1.1	-	-	-	
Workers in establishments providing no paid vacations	-	-	-	-	-	-		.4	-	6.5	-	-	

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 ¹	Manufacturing	Public utilities*	Wholesale trade	Retail trade ²	Finance**	Services	All industries ³	Manufacturing	Public utilities*	Wholesale trade	Retail trade ²	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	
After 25 years of service													
Workers in establishments providing paid vacations	100.0	100.0	100.0	100.0	100.0	100.0		99.6	100.0	93.5	100.0	100.0	
Length-of-time payment	97.8	95.8	100.0	97.6	100.0	100.0		91.1	89.0	93.5	100.0	100.0	
Less than 2 weeks .....	.1	-	-	-	2.8	-		.6	-	-	-	3.3	
2 weeks	13.6	11.0	7.1	17.5	39.6	14.2		18.3	14.7	2.2	32.0	33.3	
Over 2 but less than 3 weeks .....	.1	-	-	-	-	-		2.5	2.0	13.9	-	-	
3 weeks	55.8	68.9	92.9	65.4	16.0	22.3		53.7	56.6	77.4	55.9	29.7	
4 weeks and over	28.2	15.9	-	14.7	41.6	63.5		16.0	15.8	-	12.1	33.7	
Percentage payment ⁴	2.2	4.2	-	2.4	-	-		7.7	9.9	-	-	-	
Less than 4 percent	-	-	-	-	-	-		.9	1.1	-	-	-	
4 percent	1.8	3.5	-	2.4	-	-		.6	.7	-	-	-	
Over 4 but less than 6 percent	-	-	-	-	-	-		.7	1.0	-	-	-	
6 percent and over .....	.4	.7	-	-	-	-		5.5	7.1	-	-	-	
Flat-sum payment	-	-	-	-	-	-		.8	1.1	-	-	-	
Workers in establishments providing no paid vacations	-	-	-	-	-	-		.4	-	6.5	-	-	

¹ Includes data for services in addition to those industry divisions shown separately.

² Excludes limited-price variety stores.

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

⁴ Percent of annual earnings.

⁵ 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 ¹	Manufacturing	Public utilities*	Wholesale trade	Retail trade ²	Finance**	Services	All industries ³	Manufacturing	Public utilities*	Wholesale trade	Retail trade ²	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	87.7	93.5	44.9	75.2	91.0	100.0		88.7	91.2	63.9	90.4	87.6	
Accidental death and dismemberment insurance	30.6	35.9	57.5	39.9	66.1	5.8		41.9	41.0	41.5	19.0	45.7	
Sickness and accident insurance ⁴	59.6	74.0	60.6	45.0	39.9	46.9		56.8	64.5	44.2	40.2	31.3	
Sick leave (full pay and no waiting period)	44.3	51.2	38.3	30.5	41.3	34.5		12.1	6.5	29.8	6.4	40.1	
Sick leave (partial pay or waiting period)	2.8	2.6	3.7	2.4	4.3	-		10.3	10.0	20.3	5.0	10.1	
Hospitalization insurance	71.3	82.8	13.3	73.4	75.4	73.2		82.6	89.3	20.6	73.9	73.4	
Surgical insurance	70.1	82.2	11.1	63.0	73.6	73.2		79.5	86.3	20.2	70.6	69.1	
Medical insurance	51.1	53.0	7.9	51.9	43.0	65.9		51.9	56.0	18.4	67.5	36.6	
Catastrophe insurance	1.4	.3	-	-	5.9	3.7		.2	-	-	-	2.3	
Retirement pension	76.6	77.5	87.3	41.0	68.6	80.0		63.0	66.2	65.4	47.5	64.5	
Health, insurance, or pension plan not listed above	2.3	3.2	1.1	11.0	-	.2		2.4	2.9	-	5.0	-	
No health, insurance, or pension plan	1.1	.8	1.0	4.0	2.8	-		2.7	1.8	6.5	3.5	6.0	

¹ Includes data for services in addition to those industry divisions shown separately.

² Excludes limited-price variety stores.

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

⁴ Excludes plans which met only the minimum requirements of the State law as to benefits or employer contributions.

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

** Finance, insurance, and real estate.

Occupational Wage Survey, Newark-Jersey City, N. J., December 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 ¹	Manufacturing	Public utilities*	Wholesale trade	Retail trade ²	Finance**	Services	All industries ³	Manufacturing	Public utilities*	Wholesale trade	Retail trade ³	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 -----	60.6	76.4	88.3	56.5	38.5	22.0		92.4	98.1	93.5	91.4	55.8	
Time and one-half -----	38.9	49.5	36.6	46.9	27.6	14.8		79.2	82.3	92.0	91.4	45.4	
Effective after less than 8 hours -----	12.1	11.3	2.3	5.6	24.0	14.8		2.5	2.9	-	.6	-	
Effective after 8 hours -----	26.8	38.1	34.3	41.3	3.7	-		73.1	79.4	92.0	90.8	19.9	
Effective after more than 8 hours -----	-	-	-	-	-	-		3.7	-	-	-	25.6	
Double time -----	-	-	-	-	-	-		-	-	-	-	-	
Other ⁴ -----	21.7	27.0	51.7	9.6	10.9	7.2		13.2	15.8	1.5	-	10.3	
Workers in establishments providing no premium pay or having no policy -----	39.4	23.6	11.7	43.5	61.5	78.0		7.6	1.9	6.5	8.6	44.2	
<u>Weekly overtime</u>													
Workers in establishments providing premium pay -----	99.5	99.8	100.0	100.0	93.9	99.9		98.7	100.0	93.5	99.2	92.6	
Time and one-half -----	54.6	72.6	39.1	82.6	72.1	15.0		95.1	95.9	93.5	99.2	88.3	
Effective after less than 40 hours -----	13.2	13.2	2.3	5.6	25.4	14.8		4.0	4.1	-	.6	6.0	
Effective after 40 hours -----	41.3	59.4	35.8	76.9	46.7	.2		87.0	91.8	92.6	98.6	56.7	
Effective after more than 40 hours -----	.1	-	1.0	-	-	-		4.2	-	.9	-	25.6	
Double time -----	-	-	-	-	-	-		-	-	-	-	-	
Other ⁴ -----	44.9	27.2	60.9	17.4	21.8	84.9		3.6	4.1	-	-	4.3	
Workers in establishments providing no premium pay or having no policy -----	.5	.2	-	-	6.1	.1		1.3	-	6.5	.8	7.4	

¹ Includes data for services in addition to those industry divisions shown separately.

² Excludes limited-price variety stores.

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

⁴ 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, Newark-Jersey City, N. J., December 1953
U. S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

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 ¹	Manufacturing	Public utilities*	Wholesale trade	Retail trade ²	Finance**	Services	All industries ³	Manufacturing	Public utilities*	Wholesale trade	Retail trade ²	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 with pay provisions for work on paid holidays ⁴	76.3	86.4	99.6	56.5	34.4	57.5		93.4	98.4	98.2	92.7	44.9	
Regular rate only	-	-	-	-	-	-		.4	-	6.5	-	-	
Time and one-half	4.4	.2	2.3	2.4	5.7	11.4		1.3	-	.4	11.5	4.7	
Double time	40.5	46.8	68.7	44.9	12.7	18.1		52.1	54.5	65.4	63.6	14.5	
Double time and one-half	24.9	34.9	27.7	5.1	16.0	13.6		35.1	38.0	26.0	17.6	25.6	
Triple time .....	.7	1.4	-	-	-	-		4.5	5.8	-	-	-	
Equal time off	1.8	2.9	1.0	4.1	-	-		(⁵)	-	-	-	-	
Other	4.0	.2	-	-	-	14.3		-	-	-	-	-	
Workers in establishments with no formal policy	23.5	13.6	.1	43.5	62.8	42.5		5.0	.8	-	7.3	49.1	
Workers in establishments with no paid holidays .....	.1	-	.2	-	2.8	-		1.6	.8	1.8	-	6.0	

¹ Includes data for services in addition to those industry divisions shown separately.

² Excludes limited-price variety stores.

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

⁴ Includes holiday pay and rate for work on paid holiday.

⁵ 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 ¹	Manufacturing	Public utilities*	Wholesale trade	Retail trade ²	Finance**	Services	All industries ³	Manufacturing	Public utilities*	Wholesale trade	Retail trade ²	Services
WAGE STRUCTURE FOR TIME-RATED WORKERS⁴													
All workers	100	100	100	100	100	100		100	100	100	100	100	
Formal rate structure	80	80	95	47	48	87		92	95	99	95	67	
Single rate	2	3	1	-	-	-		49	52	18	56	53	
Range of rates	78	77	94	47	48	87		43	43	81	39	14	
Individual rates	20	20	5	53	52	13		8	5	1	5	33	
METHOD OF WAGE PAYMENT FOR PLANT WORKERS													
All workers	DATA NOT COLLECTED							100	100	100	100	100	
Time workers								72	68	94	95	85	
Incentive workers								28	32	6	5	15	
Piecework								13	15	-	-	-	
Bonus work								14	18	(⁵)	5	-	
Commission								2	(⁵)	6	-	15	
LABOR-MANAGEMENT AGREEMENTS⁶													
Workers in establishments with agreements covering a majority of such workers	24	26	53	3	24	12		88	95	94	86	28	

¹ Includes data for services in addition to those industry divisions shown separately.

² Excludes limited-price variety stores.

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

⁴ Estimates for office workers are based on total office employment, whereas estimates for plant workers are based on time-rated employees only.

⁵ Less than 0.5 percent.

⁶ 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 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, Newark-Jersey City, N. J., December 1953

U. S. DEPARTMENT OF LABOR

Bureau of Labor Statistics

ST. LOUIS, JANUARY 1954

St. Louis is an outstanding midwestern manufacturing center, with large numbers of workers employed in the production of primary metals, fabricated metal products, machinery, transportation equipment, meat products, beverages, apparel, printing products, chemicals, and footwear. The railroad and trucking industries also employ large segments of the area's work force. This year's annual study presents data from 227 establishments employing over 185,000 workers—selected to represent 950 establishments employing 340,000 workers in 6 major industry groupings (see table following).

Wage Structure

Time rates were the basis of earnings for nearly four-fifths of the plant workers, as against slightly more than a fifth who were paid incentive rates. More than 95 percent of the time-rated workers were in firms with formal rate structures providing a single rate or a range of rates for each job classification rather than rates established on an individual basis. These workers were employed under single-rate plans and range-of-rate plans in the ratio of 55 to 40, respectively. Fewer than 5 percent of the workers were in firms which determined rates informally, i. e., on the basis of the individual worker's qualifications. Two-thirds of the office workers were covered by formal rate plans, almost all of which provided rate ranges for each job classification.

Incentive methods of wage payment, though applicable to more than a fifth of all plant workers, were found chiefly in manufacturing and trade. Pay of a fourth of the plant workers in manufacturing was based either on piece-rate or production-bonus systems. In wholesale trade, about one-eighth of the plant workers were paid incentive rates; most of these workers were on a commission basis.

Relatively few establishments had wage structures in which either the plant or the office jobs had been systematically grouped into labor grades. Of the 227 establishments visited, 45 had labor-grade systems; in only 21 were both plant and office jobs covered. In 10 establishments the system applied to plant occupations only, and in 14 to office jobs only. Labor-grade systems were reported most frequently in metalworking and chemicals manufacturing, wholesale trade, and banking establishments. Although there was wide variation in the number of grades they ranged from 5 to 12 for both plant and office jobs in a majority of the establishments with labor-grade systems.

Occupational Pay Levels

Straight-time weekly earnings of women secretaries and general stenographers in the St. Louis area averaged \$67 and \$54, respectively, in January 1954. Office girls and routine file clerks, the lowest paid of the clerical jobs studied, averaged \$44 and \$42,

respectively. Earnings for most women's office jobs of numerical importance averaged from \$2 to \$3.50 a week higher than in December 1952, the date of a previous Bureau survey.

Straight-time average hourly earnings in the skilled maintenance trades were lowest for automotive mechanics (\$2), and were around \$2.30 for sheet-metal workers, electricians, pipefitters, and machinists. Among the jobs studied, this latter level was exceeded only by the tool-and-die maker average of \$2.47. Helpers to the skilled tradesmen averaged \$1.92 an hour. Average earnings for men in custodial and material movement occupations of numerical importance were \$1.34 for janitors and watchmen, \$1.60 for material-handling laborers, \$1.65 for order fillers, and \$1.52 for shipping packers. Drivers of medium trucks earned \$1.87; drivers of trailer trucks, \$1.96. Janitresses averaged \$1.05 and women packers \$1.22. Most of the maintenance jobs studied averaged 13 to 17 cents higher than in December 1952; custodial occupations were 7 to 13 cents higher, and material movement jobs generally were 12 to 19 cents higher.

Average earnings were higher in manufacturing than in non-manufacturing industries in 3 of every 4 women's office jobs and in most plant jobs studied. Tabulating-machine operators, women payroll clerks, maintenance carpenters, men shipping packers, order fillers, and shipping clerks averaged higher pay in nonmanufacturing. Office workers in public utilities had higher average pay than their counterparts in manufacturing, and office salaries in wholesale trade were, as a rule, only slightly below those in manufacturing. Stenographers, for example, averaged \$60.50 in public utilities, \$55.50 in manufacturing, and \$55 in wholesale trade.

Cost-of-Living and Annual Improvement Adjustments

Of the 227 establishments studied, 33, including 12 in manufacturing and 13 in wholesale trade, reported applicable provisions for periodic cost-of-living adjustments. In 15 establishments these adjustments applied to plant and office workers, in 17 to plant workers, and in 1 to office workers only. Annual improvement (productivity) adjustments were also provided in 7 establishments, of which 5 were in manufacturing industries. These provisions applied to plant and office workers in 3 establishments and to plant workers only in the other 4 establishments.

Labor-Management Agreements

More than nine-tenths of the plant workers in the industry- and establishment-size groups included in the St. Louis survey were in establishments having labor-management agreements applicable to a majority of their plant workers. The proportion of plant workers in organized establishments was slightly higher in manufacturing than in nonmanufacturing industries. Although only a fifth of the office workers were in establishments with agreements cov-

ering such workers, fully four-fifths of the office workers in the public utilities group were so covered.

Work Schedules

Forty-hour work schedules were applicable to four-fifths of the office and plant workers in January 1954. Of the remaining office workers, the great majority were scheduled to work less than 40 hours. Workweeks of less than 40 hours were particularly prevalent in offices of finance and insurance establishments. Most of the plant workers not on 40-hour schedules were scheduled for more than 40 hours.

Overtime Pay

Premium-rate provisions for work beyond normal weekly schedules were recorded in firms employing more than 95 percent of the plant and office workers. Although premiums on daily overtime were applicable to nine-tenths of the plant workers, they were available to only a slight majority of the office workers. Of all plant and office workers to whom premiums were available, more than four-fifths were entitled to receive time-and-a-half for work in excess of 8 hours a day and 40 hours a week.

Shift Operations

Slightly fewer than a fourth of the plant workers in manufacturing industries worked on extra shifts at the time of the sur-

vey. All but a few were paid differentials over day-shift rates, usually in the form of a cents-per-hour premium. More than half the second-shift workers received premiums of 5 or 10 cents an hour, and premiums for most of the remainder ranged between these amounts. Differentials over first-shift rates for workers on the third shift (accounting for only 7 percent of the plant labor force) were usually expressed in cents per hour, mainly ranging between 6 and 15 cents.

Paid Holidays

Six or more paid holidays were received by more than nine-tenths of the office and plant workers. Two-fifths of the office workers received 6 paid holidays and nearly all of the remainder received 7 or 8 paid holidays. More than half the plant workers received 6, a third received 7, and a tenth were granted 8 paid holidays. Industry divisions in which more liberal holiday provisions applied to substantial proportions of workers were public utilities, in which more than four-fifths of the office workers and three-fifths of the plant workers received at least 7 paid holidays; and finance, in which two-thirds of the office workers were provided 8 paid holidays. Provisions for premium pay for work on paid holidays were applicable to two-thirds of the office workers and nine-tenths of the plant workers. Including holiday pay, double time was the rate commonly paid under these provisions, although substantial proportions of both plant and office workers were in establishments paying double time-and-a-half, or triple time, for holiday work.

Establishments and Workers Within Scope of Survey and Number Studied in St. Louis, Mo.,¹ by Major Industry Division, January 1954

Industry division	Minimum size establishment in scope of study ²	Number of establishments		Workers		
		Within scope of study	Studied	Within scope of study	Studied	
					Total	Office
All divisions	-	948	227	339,400	186,020	30,980
Manufacturing	101	445	105	236,700	134,340	16,620
Nonmanufacturing	-	503	122	102,700	51,680	14,360
Transportation (excluding railroads), communication, and other public utilities	101	59	25	29,000	23,460	4,820
Wholesale trade	51	158	34	20,100	7,730	2,400
Retail trade ³ *	101	76	16	21,300	7,580	980
Finance, insurance, and real estate	51	102	25	17,100	8,410	5,370
Services ⁴ *	51	108	22	15,200	4,500	790

¹ The St. Louis Metropolitan Area (City of St. Louis, St. Louis and St. Charles Counties, Mo.; and Madison and St. Clair Counties, Ill.).

² 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.

³ Excludes department and limited-price variety stores.

⁴ 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

All office workers and virtually all plant workers were employed in establishments having formal provisions for paid vacations. The amount of vacation pay varied with the worker's length of service, and was based on his regular straight-time hourly or weekly rate; for a few plant workers in manufacturing, however, vacation pay was based on a percentage of their earnings. Vacation provisions applicable to workers with 1, 2, or 3 years' service were more favorable for office than plant workers. After 1 year's service, establishments employing seven-tenths of the office workers provided 2 weeks' vacation pay, whereas establishments employing five-sixths of the plant workers provided a single week's pay. However, for 5 years' service, 2 weeks' pay was provided by employers of nine-tenths of all plant and office workers. This parity between office and plant vacation pay provisions continued,

with progressively more liberal provisions for additional service; for 25 years' service, establishments employing a third of the plant and office workers provided 2 weeks' pay and those with two-thirds of both groups of workers, 3 weeks' or more pay.

Health, Insurance, and Pension Plans

Nine-tenths of the workers in St. Louis were in establishments which paid wholly or in part for one or more of the 9 types of health or insurance plans studied. In addition, five-eighths of the office workers and half of the plant workers were in establishments with pension plans. Four types of insurance—life, hospitalization, surgical, and medical—were available to more than half of both plant and office workers. As a rule proportionately more plant than office workers were covered by these plans.

A: Occupational Earnings

Table A-1: Office Occupations

(Average straight-time weekly hours and earnings¹ for selected occupations studied on an area basis in St. Louis, Mo., by industry division, January 1954)

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
Men																									
Clerks, accounting, class A	572	39.5	79.00	-	-	-	-	-	-	-	-	2	14	6	4	23	20	63	50	42	78	111	67	37	55
Manufacturing	339	40.0	81.00	-	-	-	-	-	-	-	-	-	13	1	1	12	3	12	34	25	48	83	40	29	38
Nonmanufacturing	233	39.5	76.00	-	-	-	-	-	-	-	-	2	1	5	3	11	17	51	16	17	30	28	27	8	17
Clerks, accounting, class B	332	39.5	62.50	-	-	-	10	4	17	16	42	3	14	30	15	36	15	61	7	16	23	8	11	1	3
Manufacturing	175	40.0	64.50	-	-	-	-	2	2	10	8	3	6	15	7	31	10	48	7	11	13	-	2	-	-
Nonmanufacturing	157	39.5	60.50	-	-	-	10	2	15	6	34	-	8	15	8	5	5	13	-	5	10	8	9	1	3
Clerks, order	369	39.5	68.50	-	-	-	4	1	3	8	6	10	26	30	30	28	30	47	22	11	34	48	22	7	2
Manufacturing	182	39.5	71.50	-	-	-	4	1	3	7	4	1	4	9	8	6	22	25	3	-	22	35	21	6	1
Nonmanufacturing	187	40.0	66.00	-	-	-	-	-	-	1	2	9	22	21	22	22	8	22	19	11	12	13	1	1	1
Clerks, payroll	161	40.0	73.00	-	-	-	-	-	-	2	2	-	14	1	14	14	7	5	22	14	27	18	6	5	10
Manufacturing	133	40.0	74.00	-	-	-	-	-	-	-	2	-	8	1	14	13	7	1	14	13	25	16	5	4	10
Office boys	357	39.5	43.00	41	32	54	76	26	23	46	32	14	2	6	5	-	-	-	-	-	-	-	-	-	-
Manufacturing	178	40.0	44.50	15	11	30	20	9	14	38	25	11	-	2	3	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	179	39.5	41.00	26	21	24	56	17	9	8	7	3	2	4	2	-	-	-	-	-	-	-	-	-	-
Tabulating-machine operators	181	39.5	71.50	-	-	-	1	9	1	-	2	1	2	13	10	10	19	8	19	10	37	23	2	1	13
Manufacturing	122	40.0	71.00	-	-	-	-	8	-	-	1	1	1	10	7	9	8	6	16	10	17	19	2	1	6
Nonmanufacturing	59	39.5	73.00	-	-	-	1	1	1	-	1	-	1	3	3	1	11	2	3	-	20	4	-	-	7
Women																									
Billers, machine (billing machine)	410	39.5	54.00	-	4	9	38	21	36	35	65	35	24	17	41	29	17	29	7	-	3	-	-	-	-
Manufacturing	227	40.0	55.00	-	-	9	9	9	16	10	53	19	8	15	30	19	7	13	7	-	3	-	-	-	-
Nonmanufacturing	183	39.5	52.00	-	4	-	29	12	20	25	12	16	16	2	11	10	10	16	-	-	-	-	-	-	-
Bookkeeping-machine operators class A	168	39.5	61.50	-	-	-	-	-	8	9	5	9	28	17	22	9	23	17	4	1	13	2	1	-	-
Manufacturing	51	40.0	68.00	-	-	-	-	-	4	-	-	-	-	-	2	6	11	9	4	-	13	2	-	-	-
Nonmanufacturing	117	39.0	58.50	-	-	-	-	-	4	9	5	9	28	17	20	3	12	8	-	1	-	-	1	-	-
Bookkeeping-machine operators class B	1,111	39.5	48.50	29	10	67	130	155	148	118	154	89	52	49	62	18	12	10	5	2	1	-	-	-	-
Manufacturing	366	40.0	53.00	-	-	2	2	13	86	30	82	23	24	28	45	9	12	4	4	1	1	-	-	-	-
Nonmanufacturing	745	39.5	46.50	29	10	65	128	142	62	88	72	66	28	21	17	9	-	6	1	1	-	-	-	-	-
Wholesale trade	216	39.5	51.50	-	-	12	8	20	6	37	43	27	23	16	12	9	-	2	-	1	-	-	-	-	-
Finance**	427	39.0	43.00	29	10	53	114	105	42	45	4	22	1	-	-	-	-	2	-	-	-	-	-	-	-
Clerks, accounting, class A	649	39.5	63.00	-	-	-	-	-	10	20	58	40	55	71	42	91	64	71	34	14	48	21	6	3	1
Manufacturing	340	40.0	63.50	-	-	-	-	-	-	13	24	11	21	59	19	47	29	52	27	6	26	3	2	-	1
Nonmanufacturing	309	39.0	63.00	-	-	-	-	-	10	7	34	29	34	12	23	44	35	19	7	8	22	18	4	3	-
Public utilities*	70	37.5	69.50	-	-	-	-	-	-	-	3	6	5	6	1	6	8	10	-	-	4	15	3	3	-
Clerks, accounting, class B	1,936	39.5	50.50	1	42	94	185	129	316	255	250	156	137	74	119	53	43	38	19	5	14	2	4	-	-
Manufacturing	601	40.0	52.50	-	8	6	12	55	112	48	100	84	41	21	40	21	9	24	9	4	4	1	2	-	-
Nonmanufacturing	1,335	39.5	49.50	1	34	88	173	74	204	207	150	72	96	53	79	32	34	14	10	1	10	1	2	-	-
Public utilities*	283	39.0	54.50	-	-	3	8	6	40	42	38	19	41	17	18	8	27	6	2	-	8	-	-	-	-
Wholesale trade	292	40.0	52.00	-	4	-	12	27	39	48	66	16	26	6	16	16	-	8	2	1	2	1	2	-	-
Finance**	350	38.5	43.50	1	12	78	65	37	74	65	9	2	4	2	-	-	1	-	-	-	-	-	-	-	-

See footnotes at end of table.

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

** Finance, insurance, and real estate.

Occupational Wage Survey, St. Louis, Mo., January 1954
U. S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

NOTE: Data for nonmanufacturing do not include information for department and limited-price variety stores; the remainder of retail trade is appropriately represented in data for all industries combined and for nonmanufacturing.

Table A-1: Office Occupations - Continued

(Average straight-time weekly hours and earnings¹ for selected occupations studied on an area basis in St. Louis, Mo., by industry division, January 1954)

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			
Women - Continued																											
Clerks, file, class A	287	39.5	54.00	3	3	11	12	19	28	34	16	30	30	36	32	9	2	8	3	2	7	2	-	-	-	-	-
Manufacturing	146	40.0	57.00	-	-	1	2	5	13	5	7	20	23	24	28	3	2	4	-	2	6	1	-	-	-	-	-
Nonmanufacturing	141	39.0	50.00	3	3	10	10	14	15	29	9	10	7	12	4	6	-	4	3	-	1	1	-	-	-	-	-
Finance**	86	39.0	48.50	-	-	7	6	14	10	26	8	4	1	2	2	2	-	4	-	-	-	-	-	-	-	-	-
Clerks, file, class B	1,151	39.5	42.00	225	108	144	174	125	75	98	83	41	40	15	16	3	3	1	-	-	-	-	-	-	-	-	-
Manufacturing	400	40.0	44.50	47	29	36	48	47	27	52	52	30	26	3	2	-	1	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	751	39.0	41.00	178	79	108	126	78	48	46	31	11	14	12	14	3	2	1	-	-	-	-	-	-	-	-	-
Public utilities*	89	39.5	46.00	-	-	-	29	19	12	15	1	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade	210	40.0	44.00	20	17	23	60	17	13	16	26	-	-	8	4	3	2	1	-	-	-	-	-	-	-	-	-
Finance**	343	38.5	38.50	124	54	65	26	18	15	13	2	10	6	4	6	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, order	592	40.0	50.00	1	7	52	62	44	96	50	89	48	18	30	37	9	33	9	4	2	1	-	-	-	-	-	-
Manufacturing	281	40.0	50.00	1	3	24	32	19	57	10	43	28	8	15	10	1	20	8	1	1	-	-	-	-	-	-	-
Nonmanufacturing	311	40.0	49.50	-	4	28	30	25	39	40	46	20	10	15	27	8	13	1	3	1	1	-	-	-	-	-	-
Clerks, payroll	990	40.0	54.00	2	17	27	59	67	93	121	107	87	70	98	65	33	39	37	23	17	16	7	3	1	1	1	1
Manufacturing	726	40.0	52.00	2	17	24	54	55	72	112	79	47	50	78	52	18	28	15	3	4	13	2	1	-	-	-	-
Nonmanufacturing	264	39.5	58.50	-	-	3	5	12	21	9	28	40	20	20	13	15	11	22	20	13	3	5	2	1	1	1	1
Public utilities*	121	39.5	57.00	-	-	3	5	10	11	8	22	13	4	2	2	1	8	13	2	10	1	4	2	-	-	-	-
Wholesale trade	83	39.5	62.50	-	-	-	-	-	1	-	4	8	10	15	9	12	2	-	17	2	-	1	1	-	-	-	-
Comptometer operators	1,265	40.0	54.50	2	10	15	38	70	134	90	171	150	151	144	91	63	60	46	15	9	4	2	-	-	-	-	-
Manufacturing	797	40.0	55.00	-	2	10	25	53	81	52	85	128	81	77	54	53	33	37	13	8	4	1	-	-	-	-	-
Nonmanufacturing	468	39.5	53.50	2	8	5	13	17	53	38	86	22	70	67	37	10	27	9	2	1	-	1	-	-	-	-	-
Wholesale trade	184	39.5	53.50	-	4	-	1	6	23	13	43	5	42	16	20	4	3	2	-	1	-	1	-	-	-	-	-
Duplicating-machine operators, (mimeograph or ditto)	213	40.0	48.50	-	7	26	24	11	27	39	21	9	22	11	4	10	-	-	2	-	-	-	-	-	-	-	-
Manufacturing	122	40.0	48.50	-	5	9	14	8	18	31	4	5	14	9	3	2	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	91	40.0	48.50	-	2	17	10	3	9	8	17	4	8	2	1	8	-	-	2	-	-	-	-	-	-	-	-
Key-punch operators	658	39.5	52.00	9	9	21	55	56	87	52	69	45	74	38	50	31	19	25	14	2	2	-	-	-	-	-	-
Manufacturing	312	40.0	53.00	4	-	8	15	34	39	39	33	15	31	18	21	15	10	19	9	2	-	-	-	-	-	-	-
Nonmanufacturing	346	39.0	51.50	5	9	13	40	22	48	13	36	30	43	20	29	16	9	6	5	-	2	-	-	-	-	-	-
Public utilities*	78	40.0	59.50	-	-	-	4	2	-	2	1	17	3	8	14	12	5	4	5	-	1	-	-	-	-	-	-
Finance**	187	38.5	48.50	5	8	8	25	13	44	5	24	7	22	7	9	4	4	2	-	-	-	-	-	-	-	-	-
Office girls	319	39.5	44.00	38	32	36	54	18	9	51	47	29	3	1	-	1	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	221	40.0	45.00	9	27	31	31	7	7	45	33	27	2	1	-	1	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	98	39.0	41.00	29	5	5	23	11	2	6	14	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Secretaries	2,288	39.5	67.00	-	1	7	11	15	51	20	135	64	149	138	229	224	152	191	273	86	279	125	59	45	34	34	
Manufacturing	1,163	40.0	69.00	-	-	-	-	-	11	3	57	15	37	90	125	140	107	94	121	43	138	83	26	40	33	33	
Nonmanufacturing	1,125	39.5	64.50	-	1	7	11	15	40	17	78	49	112	48	104	84	45	97	152	43	141	42	33	5	1	1	
Public utilities*	190	40.0	74.50	-	-	-	-	-	-	-	3	1	2	1	3	8	16	29	14	11	61	23	15	3	-	-	
Wholesale trade	293	39.5	65.00	-	-	-	-	-	12	-	14	6	41	5	49	23	10	36	28	18	38	10	2	-	1	1	
Finance**	353	39.0	57.00	-	1	7	11	15	26	11	51	41	42	21	33	28	4	24	8	9	18	1	-	2	-	-	
Stenographers, general	3,236	39.5	54.00	-	16	39	151	165	381	292	489	362	253	308	278	130	146	79	67	29	40	9	2	-	-	-	-
Manufacturing	1,658	40.0	55.50	-	5	7	24	57	159	152	241	201	167	195	205	75	63	30	31	20	20	4	2	-	-	-	-
Nonmanufacturing	1,578	39.5	53.00	-	11	32	127	108	222	140	248	161	86	113	73	55	83	49	36	9	20	5	-	-	-	-	-
Public utilities*	305	39.5	60.50	-	-	-	2	12	15	34	18	28	12	17	23	25	49	14	33	1	17	5	-	-	-	-	-
Wholesale trade	512	39.5	55.00	-	-	-	23	20	45	11	113	61	44	76	31	26	26	33	3	-	-	-	-	-	-	-	-
Finance**	496	39.0	47.50	-	11	20	79	63	106	68	56	39	14	16	17	1	4	-	-	2	-	-	-	-	-	-	-

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 earnings¹ for selected occupations studied on an area basis in St. Louis, Mo., by industry division, January 1954)

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			
Women - Continued																												
Stenographers, technical	303	40.0	\$ 59.50	-	-	-	-	7	8	12	29	18	28	43	55	46	21	22	9	2	3	-	-	-	-	-	-	
Manufacturing	244	40.0	60.50	-	-	-	-	5	6	7	12	10	24	35	49	41	21	22	9	2	1	-	-	-	-	-	-	
Nonmanufacturing	59	39.0	55.50	-	-	-	-	2	2	5	17	8	4	8	6	5	-	-	-	-	2	-	-	-	-	-	-	
Switchboard operators	449	41.5	51.00	-	1	10	33	132	34	57	25	20	28	17	29	18	8	10	17	4	6	-	-	-	-	-	-	
Manufacturing	144	40.0	57.00	-	1	-	3	14	21	16	6	13	9	19	6	6	6	7	12	4	4	-	-	-	-	-	-	
Nonmanufacturing	305	42.0	48.50	-	-	10	30	129	20	36	9	14	15	8	10	12	2	3	5	-	2	-	-	-	-	-	-	
Finance **	80	39.5	47.00	-	-	10	9	9	12	33	-	2	1	-	-	-	-	2	-	-	2	-	-	-	-	-	-	
Switchboard operator-receptionists	561	40.0	50.00	-	6	8	59	36	109	41	99	46	54	56	28	15	2	2	-	-	-	-	-	-	-	-	-	
Manufacturing	289	40.0	50.00	-	-	-	19	28	72	15	60	18	38	24	12	1	2	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	272	40.0	50.00	-	6	8	40	8	37	26	39	28	16	32	16	14	-	2	-	-	-	-	-	-	-	-	-	
Tabulating-machine operators	162	39.5	65.00	-	-	-	-	5	2	7	8	10	14	8	26	11	18	10	8	5	10	2	14	1	3	-	-	
Manufacturing	78	40.0	60.50	-	-	-	-	2	1	7	2	8	8	3	22	4	6	8	3	1	2	1	-	-	-	-	-	
Nonmanufacturing	84	39.5	69.00	-	-	-	-	3	1	-	6	2	6	5	4	7	12	2	5	4	8	1	14	1	3	-	-	
Public utilities *	42	40.0	75.00	-	-	-	-	-	-	-	3	1	2	1	1	2	8	2	-	2	3	1	13	-	3	-	-	
Transcribing-machine operators, general	564	39.5	50.00	10	-	9	48	53	80	52	135	67	30	19	31	8	8	10	-	-	2	2	-	-	-	-	-	
Manufacturing	314	40.0	51.00	10	-	5	5	18	39	34	92	44	24	10	16	4	3	10	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	250	39.0	49.00	-	-	4	43	35	41	18	43	23	6	9	15	4	5	-	-	-	2	2	-	-	-	-	-	
Typists, class A	737	39.5	54.00	-	-	9	33	25	47	99	141	63	82	98	62	24	24	7	6	9	6	2	-	-	-	-	-	
Manufacturing	437	40.0	56.00	-	-	-	3	8	17	48	85	39	58	73	52	16	15	5	4	6	6	2	-	-	-	-	-	
Nonmanufacturing	300	39.0	51.00	-	-	9	30	17	30	51	56	24	24	25	10	8	9	2	2	3	-	-	-	-	-	-	-	
Typists, class B	2,801	39.5	46.00	114	111	231	411	487	436	218	304	149	152	60	69	38	5	14	-	2	-	-	-	-	-	-	-	
Manufacturing	1,345	40.0	47.50	15	20	84	103	300	245	133	169	138	60	34	40	4	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	1,456	39.0	45.00	99	91	147	308	187	191	85	135	11	92	26	29	34	5	14	-	2	-	-	-	-	-	-	-	
Public utilities *	132	39.5	50.50	6	-	-	21	19	20	7	14	-	14	2	11	1	3	14	-	-	-	-	-	-	-	-	-	
Wholesale trade	456	40.0	48.50	4	-	43	76	50	58	30	89	1	48	8	12	33	2	-	-	2	-	-	-	-	-	-	-	
Finance **	518	38.5	40.50	75	78	84	113	69	56	25	8	4	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	

¹ Hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.² Workers were distributed as follows: 114 at \$30 to \$32.50; 111 at \$32.50 to \$35.

* 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 earnings¹ for selected occupations studied on an area basis in St. Louis, Mo., by industry division, January 1954)

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	\$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	\$90.00-95.00	\$95.00-100.00	\$100.00-105.00	\$105.00-110.00	\$110.00-115.00	\$115.00-120.00 and over	
<u>Men</u>																									
Draftsmen, senior -----	669	40.0	91.00	-	-	-	-	-	-	-	10	21	7	6	53	64	74	117	104	60	43	18	23	29	40
Manufacturing -----	500	40.0	90.00	-	-	-	-	-	-	-	10	21	7	6	46	54	45	85	77	28	42	15	20	27	17
Draftsmen, junior -----	355	39.5	71.50	17	7	3	5	35	8	10	7	12	29	26	47	34	43	25	19	28	-	-	-	-	-
Manufacturing -----	251	39.5	69.00	12	1	3	5	28	7	9	3	12	27	23	35	26	34	14	11	1	-	-	-	-	-
<u>Women</u>																									
Nurses, industrial (registered) -----	225	40.0	66.50	-	-	-	16	7	13	34	15	14	29	20	39	24	6	3	2	2	1	-	-	-	-
One-nurse unit -----	107	39.5	65.00	-	-	-	10	6	11	7	9	3	19	12	18	8	1	1	-	2	-	-	-	-	-
Multiple-nurse unit -----	118	40.0	67.50	-	-	-	6	1	2	27	6	11	10	8	21	16	5	2	2	-	1	-	-	-	-
Manufacturing -----	209	40.0	66.00	-	-	-	16	7	12	33	13	11	27	20	36	21	5	3	2	2	1	-	-	-	-
One-nurse unit -----	91	40.0	64.50	-	-	-	10	6	10	6	7	-	17	12	15	5	-	1	-	2	-	-	-	-	-
Multiple-nurse unit -----	118	40.0	67.50	-	-	-	6	1	2	27	6	11	10	8	21	16	5	2	2	-	1	-	-	-	-

¹ Hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.Occupational Wage Survey, St. Louis, Mo., January 1954
U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

NOTE: Data for nonmanufacturing do not include information for department and limited-price variety stores; the remainder of retail trade is appropriately represented in data for all industries combined and for nonmanufacturing.

Table A-3: Maintenance and Powerplant Occupations

(Average hourly earnings¹ for men in selected occupations studied on an area basis in St. Louis, Mo., by industry division, January 1954)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																									
			Under \$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	\$2.10-2.15	\$2.15-2.20	\$2.20-2.25	\$2.25-2.30	\$2.30-2.40	\$2.40-2.50	\$2.50-2.60	\$2.60-2.70	\$2.70-2.80	\$2.80 and over
Carpenters, maintenance	649	2.21	-	-	-	-	-	-	1	5	5	4	5	24	29	82	65	23	39	46	9	135	37	55	41	-	21	23
Manufacturing	588	2.21	-	-	-	-	-	-	5	5	5	4	19	27	82	65	7	35	44	9	127	34	55	41	-	21	8	
Nonmanufacturing	61	2.28	-	-	-	-	-	-	1	-	-	1	5	2	-	-	16	4	2	-	8	3	-	-	-	-	15	
Electricians, maintenance	1,603	2.30	-	-	-	-	-	-	2	-	4	32	6	13	58	95	47	104	144	81	297	298	263	15	-	99	45	
Manufacturing	1,435	2.29	-	-	-	-	-	-	2	-	-	30	3	11	56	93	31	102	144	81	297	224	209	15	-	99	38	
Engineers, stationary	410	2.31	-	-	3	6	-	-	-	2	5	3	3	-	7	20	13	14	31	105	15	35	64	22	11	51	-	
Manufacturing	326	2.34	-	-	-	-	-	-	-	2	-	3	3	-	6	17	12	14	23	81	14	20	64	7	11	49	-	
Nonmanufacturing	84	2.19	-	-	3	6	-	-	-	-	5	-	-	-	1	3	1	-	8	24	1	15	-	15	-	2	-	
Firemen, stationary boiler	549	2.02	17	14	4	11	15	4	-	5	23	9	36	28	16	83	23	10	25	8	5	64	92	57	-	-	-	
Manufacturing	421	2.04	2	-	4	10	12	4	-	5	23	3	36	25	16	83	23	7	17	8	5	88	88	44	-	-	-	
Nonmanufacturing	128	1.98	15	14	-	1	3	-	-	-	-	6	-	3	-	-	2	3	8	-	56	4	13	-	-	-	-	
Helpers, trades, maintenance	1,787	1.92	28	6	18	31	23	50	109	36	189	259	41	64	78	29	24	140	2	625	-	11	24	-	-	-	-	
Manufacturing	1,566	1.94	26	6	15	29	21	49	105	34	67	252	30	9	71	27	23	140	2	625	-	11	24	-	-	-	-	
Nonmanufacturing	221	1.75	2	-	3	2	2	1	4	2	122	7	11	55	7	2	1	-	-	-	-	-	-	-	-	-	-	
Machine-tool operators, toolroom	1,012	2.13	-	-	-	-	1	1	11	1	33	7	32	87	28	92	112	17	41	122	90	9	318	8	2	-	-	
Manufacturing	1,009	2.13	-	-	-	-	1	1	11	1	33	7	32	87	28	92	112	16	41	122	88	9	318	8	2	-	-	
Machinists, maintenance	1,483	2.32	-	-	-	-	-	-	-	1	-	-	1	1	14	27	121	33	108	142	60	97	540	65	20	-	253	
Manufacturing	1,390	2.33	-	-	-	-	-	-	-	1	-	-	1	1	14	25	108	33	105	142	60	91	471	65	20	-	253	
Mechanics, automotive (maintenance)	838	2.00	-	-	-	3	2	-	-	31	15	44	26	26	187	30	57	273	32	44	11	23	13	18	3	-	-	
Manufacturing	100	2.15	-	-	-	-	-	-	-	-	-	-	7	2	6	12	14	8	4	2	9	7	8	18	3	-	-	
Nonmanufacturing	738	1.97	-	-	-	3	2	-	-	31	15	44	19	24	181	18	43	265	28	42	2	16	5	-	-	-	-	
Public utilities*	692	1.97	-	-	-	-	-	-	-	31	15	44	19	24	181	14	43	265	-	42	-	13	1	-	-	-	-	
Mechanics, maintenance	1,570	2.07	-	-	-	3	-	12	2	13	150	61	57	44	74	119	168	60	91	345	105	16	84	124	42	-	-	
Manufacturing	1,499	2.07	-	-	-	3	-	12	2	10	142	61	52	42	74	119	162	60	89	338	76	15	76	124	42	-	-	
Nonmanufacturing	71	2.10	-	-	-	-	-	-	-	3	8	-	5	2	-	-	6	-	2	7	29	1	8	-	-	-	-	
Public utilities*	32	2.20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	2	7	8	1	8	-	-	-	-	
Millwrights	789	2.23	-	-	-	-	-	-	-	-	-	-	-	-	1	45	12	6	71	101	222	150	177	-	-	-	4	
Manufacturing	789	2.23	-	-	-	-	-	-	-	-	-	-	-	-	1	45	12	6	71	101	222	150	177	-	-	-	4	
Oilers	596	1.98	5	1	9	2	6	2	79	22	39	38	14	93	24	17	1	14	16	12	-	9	187	6	-	-	-	
Manufacturing	577	1.98	2	1	9	2	6	2	79	22	39	38	14	90	24	17	1	14	12	12	-	187	6	-	-	-	-	
Painters, maintenance	468	2.25	-	-	1	3	-	3	12	-	-	10	16	27	3	30	17	18	33	31	46	49	10	52	22	-	61	24
Manufacturing	426	2.23	-	-	-	-	-	2	12	-	-	10	16	27	3	28	17	18	26	27	46	49	10	52	22	-	61	-
Pipefitters, maintenance	1,169	2.31	-	-	-	-	-	-	-	-	-	1	80	-	7	24	11	24	48	109	31	167	195	364	35	-	73	-
Manufacturing	1,132	2.31	-	-	-	-	-	-	-	-	-	1	80	-	7	24	11	24	47	109	31	167	159	364	35	-	73	-
Sheet-metal workers, maintenance	267	2.29	-	-	-	-	-	-	-	10	-	-	-	-	2	15	20	8	14	15	10	42	66	21	4	-	40	-
Manufacturing	264	2.29	-	-	-	-	-	-	-	10	-	-	-	-	2	15	17	8	14	15	10	42	66	21	4	-	40	-
Tool-and-die makers	1,033	2.47	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	42	9	25	71	206	629	41	-	-
Manufacturing	1,033	2.47	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	42	9	25	71	206	629	41	-	-

¹ Excludes premium pay for overtime and nightwork.

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

Occupational Wage Survey, St. Louis, Mo., January 1954
U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

NOTE: Data for nonmanufacturing do not include information for department and limited-price variety stores; the remainder of retail trade is appropriately represented in data for all industries combined for nonmanufacturing.

Table A-4: Custodial and Material Movement Occupations

(Average hourly earnings¹ for selected occupations² studied on an area basis in St. Louis, Mo., by industry division, January 1954)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																									
			Under \$	\$0.80	\$0.85	\$0.90	\$0.95	\$1.00	\$1.05	\$1.10	\$1.15	\$1.20	\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.55	\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20
			0.80	.85	.90	.95	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.90	2.00	2.10	2.20	over
Guards	966	1.69	-	-	6	1	11	13	6	2	3	1	18	12	8	43	8	88	130	33	18	88	251	142	-	54	28	2
Manufacturing	869	1.74	-	-	-	-	-	-	-	-	-	3	9	-	40	2	78	128	27	17	88	251	142	-	54	28	2	
Nonmanufacturing	97	1.24	-	-	6	1	11	13	6	2	3	1	15	3	8	3	6	10	2	6	1	-	-	-	-	-	-	
Finance**	90	1.22	-	-	6	1	11	13	6	2	3	1	15	3	8	3	6	3	2	6	1	-	-	-	-	-	-	
Janitors, porters, and cleaners (men)	5,003	1.34	192	207	208	160	148	198	91	75	214	121	149	419	476	300	442	449	180	360	58	170	136	140	87	23	-	-
Manufacturing	3,400	1.45	65	46	-	67	23	32	8	15	80	67	90	368	447	288	424	374	164	280	15	162	135	140	87	23	-	-
Nonmanufacturing	1,603	1.09	127	161	208	93	125	166	83	60	134	54	59	51	29	12	18	75	16	80	43	8	1	-	-	-	-	
Public utilities*	251	1.44	-	-	-	-	-	-	5	8	22	16	22	41	4	1	-	32	-	65	35	-	-	-	-	-	-	
Wholesale trade	237	1.27	-	-	4	-	20	24	8	-	42	20	16	6	19	11	5	43	8	3	7	-	1	-	-	-	-	
Finance**	380	.97	40	33	11	69	90	40	44	12	25	2	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Janitors, porters, and cleaners (women)	1,119	1.05	98	63	31	58	479	41	29	8	14	78	1	96	7	49	30	23	9	2	-	1	-	-	2	-	-	
Manufacturing	316	1.23	32	-	-	14	7	31	9	4	8	31	1	69	6	49	26	20	6	-	-	1	-	-	2	-	-	
Nonmanufacturing	803	.98	66	63	31	44	472	10	20	4	6	47	-	27	1	-	4	3	3	2	-	-	-	-	-	-	-	
Public utilities*	91	1.24	-	-	-	-	3	6	2	2	2	41	-	27	-	-	-	3	3	2	-	-	-	-	-	-	-	
Finance**	484	.98	1	3	8	11	457	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Laborers, material handling	6,433	1.60	16	9	9	52	-	-	1	74	64	85	105	252	300	547	316	884	591	605	770	256	422	613	113	56	14	279
Manufacturing	4,665	1.61	16	-	6	36	-	-	-	3	47	58	81	207	275	456	301	718	554	221	383	84	262	525	91	56	6	279
Nonmanufacturing	1,768	1.59	-	9	3	16	-	-	1	71	17	27	24	45	25	91	15	166	37	384	387	172	160	88	22	-	8	
Public utilities*	571	1.64	-	-	-	-	-	-	-	-	2	1	-	3	-	1	41	20	295	83	95	6	21	2	-	-	-	
Wholesale trade	724	1.56	-	-	-	-	-	-	1	56	15	12	16	36	11	86	11	120	14	42	51	38	148	39	20	-	8	
Order fillers	2,488	1.65	-	-	6	-	-	21	40	14	24	10	10	38	29	119	167	336	158	148	101	285	173	760	24	15	10	-
Manufacturing	1,233	1.63	-	-	-	-	-	24	6	12	2	4	12	20	81	135	177	99	17	62	176	35	361	-	10	-	-	
Nonmanufacturing	1,255	1.67	-	-	6	-	-	21	16	8	12	8	6	26	9	38	32	159	59	131	39	109	138	399	24	5	10	
Wholesale trade	766	1.67	-	-	-	-	-	8	16	8	12	8	4	14	4	23	32	77	42	78	9	71	112	225	8	5	10	
Packers, shipping (men)	1,455	1.52	4	-	-	16	-	8	-	33	30	171	29	29	52	69	241	36	243	166	76	24	23	131	18	56	-	-
Manufacturing	984	1.47	4	-	-	-	-	8	-	29	30	170	10	24	43	49	233	18	179	63	16	11	7	72	-	22	-	
Nonmanufacturing	471	1.62	4	-	-	16	-	-	-	4	-	1	19	5	9	20	8	18	64	103	60	13	16	59	18	34	-	
Wholesale trade	348	1.63	4	-	-	16	-	-	-	-	-	-	18	4	4	-	8	10	55	56	59	9	14	53	6	32	-	
Packers, shipping (women)	466	1.22	29	21	46	48	6	-	-	7	4	3	6	191	28	16	10	19	12	12	2	-	-	-	2	4	-	
Manufacturing	384	1.24	28	11	46	18	-	-	-	1	4	-	5	189	26	14	10	13	12	1	-	-	-	-	2	4	-	
Nonmanufacturing	82	1.12	1	10	-	30	6	-	-	6	-	3	1	2	2	-	-	6	-	11	2	-	-	-	-	-	-	
Receiving clerks	515	1.78	-	-	-	-	-	-	-	-	-	-	10	5	9	14	15	9	65	32	29	42	48	78	41	82	26	10
Manufacturing	298	1.80	-	-	-	-	-	-	-	-	-	-	10	-	1	2	5	7	40	10	19	27	37	52	8	46	26	8
Nonmanufacturing	217	1.75	-	-	-	-	-	-	-	-	-	-	-	5	8	12	10	2	25	22	10	15	11	26	33	36	2	
Wholesale trade	135	1.69	-	-	-	-	-	-	-	-	-	-	-	5	8	8	10	-	22	13	6	14	7	8	14	20	-	

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

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NOTE: Data for nonmanufacturing do not include information for department and limited-price variety stores; the remainder of retail trade is appropriately represented in data for all industries combined and for nonmanufacturing.

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

(Average hourly earnings¹ for selected occupations² studied on an area basis in St. Louis, Mo., by industry division, January 1954)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																										
			Under \$0.80	\$0.80	\$0.85	\$0.90	\$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
			0.80	.85	.90	.95	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.90	2.00	2.10	2.20		
Shipping clerks -----	413	1.82	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	22	46	22	26	55	47	58	43	45	24	17	
Manufacturing -----	271	1.81	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	22	46	9	11	31	37	16	40	20	18	13	
Nonmanufacturing -----	142	1.84	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	13	15	24	10	42	3	25	6	4	
Wholesale trade -----	89	1.87	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	5	18	8	24	-	21	4	4	
Shipping-and-receiving clerks -----	467	1.71	-	-	-	-	-	-	-	-	-	21	38	5	6	34	35	14	20	118	63	45	16	24	11	17			
Manufacturing -----	290	1.71	-	-	-	-	-	-	-	-	-	6	33	5	6	24	25	13	19	51	43	31	4	5	10	15			
Nonmanufacturing -----	177	1.72	-	-	-	-	-	-	-	-	-	15	5	-	10	10	1	1	67	20	14	12	19	1	2				
Wholesale trade -----	73	1.74	-	-	-	-	-	-	-	-	-	9	2	-	8	10	1	1	1	8	14	4	12	1	2				
Truckdrivers, light (under 1½ tons) -----	378	1.79	-	-	-	-	1	-	-	6	6	-	4	8	4	-	17	-	2	34	60	48	115	9	-	54	10		
Manufacturing -----	183	1.91	-	-	-	-	1	-	-	6	6	-	4	8	4	-	9	-	2	-	15	48	37	9	-	54	8		
Nonmanufacturing -----	195	1.68	-	-	-	-	-	-	-	6	6	-	4	8	4	-	8	-	-	34	45	-	78	-	-	-	2		
Truckdrivers, medium (1½ to and including 4 tons) -----	1,168	1.87	-	-	-	-	-	-	4	8	2	3	2	1	1	8	42	53	5	71	33	89	304	343	18	62	119		
Manufacturing -----	485	1.94	-	-	-	-	-	-	-	-	-	-	-	-	8	42	29	-	57	21	29	56	55	18	62	108			
Nonmanufacturing -----	683	1.82	-	-	-	-	-	-	4	8	2	3	2	1	1	-	24	5	14	12	60	248	288	-	-	11			
Public utilities* -----	335	1.83	-	-	-	-	-	-	3	2	2	3	2	1	1	-	-	-	14	5	-	119	183	-	-	-			
Wholesale trade -----	219	1.84	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12	5	-	7	60	25	103	-	-	7			
Truckdrivers, heavy (over 4 tons, trailer type) -----	1,340	1.96	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	34	-	15	38	908	120	81	144		
Manufacturing -----	167	2.07	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	18	-	3	22	13	6	81	24		
Nonmanufacturing -----	1,173	1.94	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	16	-	12	16	895	114	-	120		
Public utilities* -----	815	1.91	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	775	40	-	-		
Truckers, power (forklift) -----	1,191	1.74	-	-	-	-	-	-	-	-	-	-	65	48	55	32	47	170	231	76	26	164	130	80	32	35			
Manufacturing -----	1,023	1.74	-	-	-	-	-	-	-	-	-	-	63	44	54	29	36	150	191	64	17	98	130	80	32	35			
Nonmanufacturing -----	168	1.73	-	-	-	-	-	-	-	-	-	-	2	4	1	3	11	20	40	12	9	66	-	-	-	-			
Truckers, power (other than forklift) -----	362	1.76	-	-	-	-	-	-	-	-	2	-	1	1	-	3	-	3	65	107	21	35	66	32	20	-	6		
Manufacturing -----	339	1.76	-	-	-	-	-	-	-	-	2	-	1	1	-	3	-	3	49	107	18	35	66	28	20	-	6		
Watchmen -----	1,656	1.34	25	8	9	27	86	303	29	80	76	17	92	73	91	78	95	202	89	26	36	33	18	24	76	53	10	-	
Manufacturing -----	1,075	1.48	-	-	-	12	26	36	6	38	48	9	75	64	86	69	82	193	86	24	32	15	15	24	72	53	10	-	
Nonmanufacturing -----	581	1.08	25	8	9	15	60	267	23	42	28	8	17	9	5	9	13	9	3	2	4	18	3	-	4	-	-		
Public utilities* -----	64	1.36	2	-	-	4	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	18	-	-	4	-	-		
Wholesale trade -----	52	1.29	-	-	-	4	-	4	-	-	-	5	8	8	-	5	6	6	-	3	-	-	-	-	-	-	-		

¹ Excludes premium pay for overtime and nightwork.² Data limited to men workers, except where otherwise indicated.³ Workers were distributed as follows: 4 at \$2.20 to \$2.30; 104 at \$2.30 to \$2.40.

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

B: Establishment Practices and Supplementary Wage Provisions

Table B-1: Shift Differential Provisions¹

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	89.3	84.6	16.4	6.9
With shift pay differential	88.7	84.6	16.1	6.9
Uniform cents (per hour)	63.8	49.8	12.8	6.0
Under 5 cents	2.7	.4	.7	.1
5 cents	16.2	1.0	3.1	.1
6 cents	8.2	2.3	1.8	.6
7 or 7½ cents	4.4	1.2	.8	.1
8 cents	4.4	6.0	1.1	1.1
9 cents	4.7	8.3	.3	.8
10 cents	20.3	20.7	4.5	2.0
12 cents	-	3.8	-	.4
12½ cents	1.0	-	.1	-
15 cents	1.1	5.3	.2	.7
Over 15 cents	.8	.8	.2	.1
Uniform percentage	19.9	17.1	2.6	.2
5 percent	9.7	2.4	2.0	-
6½ percent	.8	-	-	-
7½ percent	-	6.4	-	.2
8 percent	1.8	.3	.2	-
10 percent	7.6	7.2	.4	(²)
Over 10 percent	-	.8	-	-
Full day's pay for reduced hours	1.5	4.0	.3	-
Other ³	3.5	13.7	.4	.7
No shift pay differential	.6	-	.3	-

¹ 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.

² Less than 0.05 percent.

³ Includes such provisions as full pay for reduced hours plus cents or percentage differential.

Table B-2: Scheduled Weekly Hours

Weekly hours	Percent of office workers ¹ employed in -					Percent of plant workers employed in -			
	All industries ²	Manufacturing	Public utilities*	Wholesale trade	Finance**	All industries ³	Manufacturing	Public utilities*	Wholesale trade
All workers	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 37½ hours	3.1	0.6	5.7	2.8	5.6	0.9	0.5	-	0.6
37½ hours	6.7	3.4	.5	5.3	21.5	3.5	4.6	-	-
Over 37½ and under 40 hours	4.1	1.5	1.2	-	16.2	.8	1.0	-	-
40 hours	85.2	94.5	91.1	91.9	56.7	80.5	85.4	82.1	97.8
Over 40 and under 48 hours	.9	-	1.5	-	-	6.8	5.8	-	1.6
48 hours	-	-	-	-	-	6.6	1.6	17.9	-
Over 48 hours	-	-	-	-	-	.9	1.1	-	-

¹ Data relate to women workers.

² Includes data for retail trade (except department and limited-price variety stores) and services in addition to those industry divisions shown separately.

³ Includes data for retail trade (except department and limited-price variety stores), 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-3: Paid Holidays¹

Number of paid holidays	Percent of office workers employed in -					Percent of plant workers employed in -			
	All industries ²	Manufacturing	Public utilities*	Wholesale trade	Finance**	All industries ³	Manufacturing	Public utilities*	Wholesale 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	99.7	100.0	100.0	97.5	100.0	96.3	99.3	96.5	98.2
5 days	2.1	3.0	-	-	3.3	3.5	2.6	15.3	4.3
6 days	43.5	53.3	17.5	41.1	18.2	52.9	56.0	22.2	36.6
7 days	28.9	32.9	44.8	52.2	4.6	30.2	30.9	30.3	55.4
8 days	24.2	10.8	36.5	4.2	68.8	9.7	9.8	28.7	1.9
10 days .....	.5	-	1.2	-	2.2	-	-	-	-
12 days .....	.5	-	-	-	2.9	-	-	-	-
Workers in establishments providing no paid holidays .....	.3	-	-	2.5	-	3.7	.7	3.5	1.8

¹ Estimates include only full-day holidays.

² Includes data for retail trade (except department and limited-price variety stores) and services in addition to those industry divisions shown separately.

³ Includes data for retail trade (except department and limited-price variety stores), 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-4: Paid Vacations (Formal Provisions)

Vacation policy	Percent of office workers employed in -					Percent of plant workers employed in -			
	All industries ¹	Manufacturing	Public utilities*	Wholesale trade	Finance**	All industries ²	Manufacturing	Public utilities*	Wholesale 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	100.0	100.0	100.0	100.0	100.0	99.6	99.7	100.0	95.7
Length-of-time payment	100.0	100.0	100.0	100.0	100.0	96.1	95.7	98.9	95.7
1 week	29.7	27.3	81.3	26.8	.1	82.4	85.4	66.4	62.9
Over 1 but less than 2 weeks	-	-	-	-	-	.9	1.1	-	-
2 weeks	69.1	72.7	18.7	68.7	99.9	12.1	8.5	32.5	28.3
Over 2 but less than 3 weeks .....	.5	-	-	4.5	-	.2	-	-	4.5
3 weeks .....	.7	-	-	-	-	.5	.7	-	-
Percentage payment (mostly 2 percent) ³	-	-	-	-	-	2.9	3.2	1.1	-
Other	-	-	-	-	-	.6	.8	-	-
Workers in establishments providing no paid vacations	-	-	-	-	-	.4	.3	-	4.3
<u>After 2 years of service</u>									
Workers in establishments providing paid vacations	100.0	100.0	100.0	100.0	100.0	99.6	99.7	100.0	95.7
Length-of-time payment	100.0	100.0	100.0	100.0	100.0	96.1	95.7	98.9	95.7
1 week	12.6	15.0	6.9	13.2	.1	56.9	63.3	14.2	30.6
Over 1 but less than 2 weeks	2.0	3.9	-	-	-	13.1	17.0	-	1.5
2 weeks	82.5	77.6	93.1	82.3	99.9	23.9	13.0	84.7	59.1
Over 2 but less than 3 weeks .....	.5	-	-	4.5	-	.2	-	-	4.5
3 weeks	2.4	3.5	-	-	-	2.0	2.4	-	-
Percentage payment (mostly 2 percent) ³	-	-	-	-	-	2.9	3.2	1.1	-
Other	-	-	-	-	-	.6	.8	-	-
Workers in establishments providing no paid vacations	-	-	-	-	-	.4	.3	-	4.3

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 ¹	Manufacturing	Public utilities*	Wholesale trade	Finance**	All industries ³	Manufacturing	Public utilities*	Wholesale trade
All workers	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<u>After 3 years of service</u>									
Workers in establishments providing paid vacations	100.0	100.0	100.0	100.0	100.0	99.6	99.7	100.0	95.7
Length-of-time payment	100.0	100.0	100.0	100.0	100.0	96.1	95.7	98.9	95.7
1 week	5.3	7.5	2.1	1.0	-	30.5	36.1	5.9	6.2
Over 1 but less than 2 weeks	.3	.5	-	-	-	7.0	9.0	-	1.5
2 weeks	90.3	88.5	97.9	94.5	93.9	56.4	48.2	93.0	83.5
Over 2 but less than 3 weeks	.5	-	-	4.5	-	.2	-	-	4.5
3 weeks	3.6	3.5	-	-	6.1	2.0	2.4	-	-
Percentage payment (mostly 4 percent) ³	-	-	-	-	-	2.9	3.2	1.1	-
Other	-	-	-	-	-	.6	.8	-	-
Workers in establishments providing no paid vacations	-	-	-	-	-	.4	.3	-	4.3
<u>After 5 years of service</u>									
Workers in establishments providing paid vacations	100.0	100.0	100.0	100.0	100.0	99.6	99.7	100.0	95.7
Length-of-time payment	100.0	100.0	100.0	100.0	100.0	96.1	95.7	98.9	95.7
1 week	.2	-	1.6	-	-	.9	.9	-	-
2 weeks	92.7	95.8	98.4	95.5	81.7	93.0	92.4	98.9	91.2
Over 2 but less than 3 weeks	1.9	-	-	4.5	7.4	.2	-	-	4.5
3 weeks	5.2	4.2	-	-	10.9	2.0	2.4	-	-
Percentage payment (mostly 4 percent) ³	-	-	-	-	-	2.9	3.2	1.1	-
Other	-	-	-	-	-	.6	.8	-	-
Workers in establishments providing no paid vacations	-	-	-	-	-	.4	.3	-	4.3
<u>After 10 years of service</u>									
Workers in establishments providing paid vacations	100.0	100.0	100.0	100.0	100.0	99.6	99.7	100.0	95.7
Length-of-time payment	100.0	100.0	100.0	100.0	100.0	96.1	95.7	98.9	95.7
1 week	.2	-	1.6	-	-	.9	.9	-	-
2 weeks	84.8	87.0	95.9	91.7	75.5	85.8	87.3	81.3	89.5
Over 2 but less than 3 weeks	2.5	.4	-	4.5	9.7	.6	.5	-	4.5
3 weeks	12.5	12.6	2.5	3.8	14.8	8.8	7.0	17.6	1.7
Percentage payment (mostly 4 percent) ³	-	-	-	-	-	2.9	3.2	1.1	-
Other	-	-	-	-	-	.6	.8	-	-
Workers in establishments providing no paid vacations	-	-	-	-	-	.4	.3	-	4.3
<u>After 15 years of service</u>									
Workers in establishments providing paid vacations	100.0	100.0	100.0	100.0	100.0	99.6	99.7	100.0	95.7
Length-of-time payment	100.0	100.0	100.0	100.0	100.0	96.1	95.7	98.9	95.7
1 week	.2	-	1.6	-	-	.9	.9	-	-
2 weeks	33.0	31.4	10.5	47.9	29.3	30.6	25.9	13.3	45.9
Over 2 but less than 3 weeks	.5	-	-	4.5	-	.2	-	-	4.5
3 weeks	63.4	65.1	87.9	47.6	64.6	63.8	68.1	85.6	45.3
4 weeks and over	2.9	3.5	-	-	6.1	.6	.8	-	-
Percentage payment (mostly 6 percent) ³	-	-	-	-	-	2.9	3.2	1.1	-
Other	-	-	-	-	-	.6	.8	-	-
Workers in establishments providing no paid vacations	-	-	-	-	-	.4	.3	-	4.3

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 ¹	Manufacturing	Public utilities*	Wholesale trade	Finance**	All industries ²	Manufacturing	Public utilities*	Wholesale trade
All workers	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
After 20 years of service									
Workers in establishments providing paid vacations	100.0	100.0	100.0	100.0	100.0	99.6	99.7	100.0	95.7
Length-of-time payment	100.0	100.0	100.0	100.0	100.0	96.1	95.7	98.9	95.7
1 week	.2	-	1.6	-	-	.9	.9	-	-
2 weeks	32.0	30.3	10.5	44.3	29.3	29.5	25.9	13.3	37.7
Over 2 but less than 3 weeks	.5	-	-	4.5	-	.2	-	-	4.5
3 weeks	63.8	66.2	87.9	51.2	61.7	62.2	64.6	85.6	53.5
4 weeks and over	3.5	3.5	-	-	9.0	3.3	4.3	-	-
Percentage payment (mostly 6 percent) ³	-	-	-	-	-	2.9	3.2	1.1	-
Other	-	-	-	-	-	.6	.8	-	-
Workers in establishments providing no paid vacations	-	-	-	-	-	.4	.3	-	4.3
After 25 years of service									
Workers in establishments providing paid vacations	100.0	100.0	100.0	100.0	100.0	99.6	99.7	100.0	95.7
Length-of-time payment	100.0	100.0	100.0	100.0	100.0	96.1	95.7	98.9	95.7
1 week	.2	-	1.6	-	-	.9	.9	-	-
2 weeks	31.1	30.3	10.5	42.2	25.4	29.4	25.9	13.3	36.3
Over 2 but less than 3 weeks	.5	-	-	4.5	-	.2	-	-	4.5
3 weeks	60.7	64.5	80.5	41.9	60.4	58.8	61.7	77.7	50.6
4 weeks and over	7.5	5.2	7.4	11.4	14.2	6.8	7.2	7.9	4.3
Percentage payment (mostly 6 percent) ³	-	-	-	-	-	2.9	3.2	1.1	-
Other	-	-	-	-	-	.6	.8	-	-
Workers in establishments providing no paid vacations	-	-	-	-	-	.4	.3	-	4.3

¹ Includes data for retail trade (except department and limited-price variety stores) and services in addition to those industry divisions shown separately.

² Includes data for retail trade (except department and limited-price variety stores), real estate, and services in addition to those industry divisions shown separately.

³ 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 ¹	Manufacturing	Public utilities*	Wholesale trade	Finance**	All industries ²	Manufacturing	Public utilities*	Wholesale 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	90.3	93.4	97.3	78.8	96.3	90.0	91.5	100.0	92.6
Accidental death and dismemberment insurance	45.0	57.2	13.7	68.2	20.7	59.3	63.0	19.9	67.0
Sickness and accident insurance	46.8	68.8	24.7	49.7	6.3	74.7	83.2	45.7	39.4
Sick leave (full pay and no waiting period)	37.7	40.8	35.4	51.8	29.3	5.7	2.3	13.1	56.3
Sick leave (partial pay or waiting period)	7.9	1.2	48.4	15.4	2.3	9.8	6.9	51.2	11.8
Hospitalization insurance	72.6	85.0	48.7	80.3	59.4	83.3	88.5	65.4	90.0
Surgical insurance	69.7	81.0	26.5	80.3	65.8	77.9	82.4	50.5	90.0
Medical insurance	58.4	62.4	35.5	66.3	63.8	64.5	66.7	52.6	81.3
Catastrophe insurance	1.0	-	.9	-	3.1	-	-	-	-
Retirement pension	63.9	57.7	84.8	53.9	84.7	50.7	52.3	78.9	49.6
Health, insurance, or pension plan not listed above	4.9	3.6	24.7	-	2.9	5.3	4.0	30.2	-
No health, insurance, or pension plan	3.7	4.5	2.1	3.2	.1	7.2	6.0	-	2.1

¹ Includes data for retail trade (except department and limited-price variety stores) and services in addition to those industry divisions shown separately.

² Includes data for retail trade (except department and limited-price variety stores), 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.

Occupational Wage Survey, St. Louis, Mo., January 1954
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 ¹	Manufacturing	Public utilities *	Wholesale trade	Finance **	All industries ²	Manufacturing	Public utilities *	Wholesale 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 -----	57.4	64.6	92.3	62.0	17.5	91.7	96.4	99.8	86.2
Time and one-half -----	47.7	61.9	62.7	55.3	3.4	83.6	87.4	84.9	86.2
Effective after less than 8 hours -----	1.6	1.7	-	3.6	-	3.7	4.6	-	.6
Effective after 8 hours -----	46.0	60.3	62.7	51.6	3.4	78.7	82.7	82.4	85.6
Effective after more than 8 hours -----	-	-	-	-	-	1.2	-	2.5	-
Double time -----	1.4	-	-	-	-	.1	-	-	-
Other ³ -----	8.4	2.7	29.6	6.7	14.1	8.0	9.0	14.9	-
Workers in establishments providing no premium pay or having no policy -----	42.6	35.4	7.7	38.0	82.5	8.3	3.6	.2	13.8
<u>Weekly overtime</u>									
Workers in establishments providing premium pay -----	96.3	99.1	97.5	100.0	99.9	95.2	100.0	82.1	100.0
Time and one-half -----	83.0	95.7	67.2	93.3	61.7	94.1	100.0	67.2	100.0
Effective after less than 40 hours -----	2.0	1.7	-	3.6	2.3	4.1	5.2	-	.6
Effective after 40 hours -----	80.9	94.0	67.2	89.6	59.4	87.0	94.8	67.2	99.4
Effective after more than 40 hours -----	.1	-	-	-	-	2.9	-	-	-
Double time -----	-	-	-	-	-	.1	-	-	-
Other ³ -----	13.3	3.4	30.3	6.7	38.2	1.1	-	14.9	-
Workers in establishments providing no premium pay or having no policy -----	3.7	.9	2.5	-	.1	4.8	-	17.9	-

¹ Includes data for retail trade (except department and limited-price variety stores) and services in addition to those industry divisions shown separately.

² Includes data for retail trade (except department and limited-price variety stores), real estate, and services in addition to those industry divisions shown separately.

³ 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, St. Louis, Mo., January 1954
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 ¹	Manufacturing	Public utilities *	Wholesale trade	Finance **	All industries ²	Manufacturing	Public utilities *	Wholesale 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 ³	67.8	79.6	86.4	49.0	52.0	90.4	95.1	96.5	87.5
Regular rate only	-	-	-	-	-	-	-	-	-
Time and one-half .....	.5	-	-	2.0	.1	2.0	-	3.6	-
Double time	37.8	50.9	34.1	42.7	14.0	51.6	54.5	45.1	78.0
Double time and one-half	19.6	22.6	12.8	2.4	35.8	15.7	17.7	11.4	4.8
Triple time	3.8	4.4	-	1.9	-	19.1	22.9	12.3	4.7
Equal time off	2.0	1.7	.6	-	2.1	-	-	-	-
Other plan	4.1	-	38.9	-	-	2.0	-	24.1	-
Workers in establishments with no formal policy	31.9	20.4	13.6	48.5	48.0	5.9	4.1	-	10.7
Workers in establishments with no paid holidays .....	.3	-	-	2.5	-	3.7	.7	3.5	1.8

¹ Includes data for retail trade (except department and limited-price variety stores) and services in addition to those industry divisions shown separately.

² Includes data for retail trade (except department and limited-price variety stores), real estate, and services in addition to those industry division shown separately.

³ Includes holiday pay and rate for work on paid holiday.

* 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 ¹	Manufacturing	Public utilities *	Wholesale trade	Finance **	All industries ²	Manufacturing	Public utilities *	Wholesale trade
WAGE STRUCTURE FOR TIME-RATED WORKERS ³									
All workers	100	100	100	100	100	100	100	100	100
Formal rate structure	66	72	86	59	67	95	98	100	94
Single rate	2	3	3	2	-	55	54	61	47
Range of rates	64	69	83	57	67	40	44	39	47
Individual rates	34	28	13	41	33	4	2	-	6
METHOD OF WAGE PAYMENT FOR PLANT WORKERS									
All workers	DATA NOT COLLECTED					100	100	100	100
Time workers						78	75	99	87
Incentive workers						22	25	1	13
Piecework						11	14	1	4
Bonus work						9	12	-	-
Commission						2	(4)	-	10
LABOR-MANAGEMENT AGREEMENTS ⁵									
Workers in establishments with agreements covering a majority of such workers	19	15	80	17	-	94	96	100	80

¹ Includes data for retail trade (except department and limited-price variety stores) and services in addition to those industry divisions shown separately.

² Includes data for retail trade (except department and limited-price variety stores), real estate, and services in addition to those industry divisions shown separately.

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

⁴ Less than 0.5 percent.

⁵ 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 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, St. Louis, Mo., January 1954
U. S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

SAN FRANCISCO-OAKLAND, JANUARY 1954

A large proportion of the workers in the San Francisco Bay Area are engaged in nonmanufacturing activities. Substantial groups are employed in trade, finance, and service industries. Workers in trade establishments outnumber those employed in manufacturing establishments and the number in the service industries almost equal those in manufacturing.

This annual study, covering a January 1954 payroll period, presents data from 250 establishments employing 183,000 workers—selected to represent 1,120 establishments employing 343,000 workers in the 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 San Francisco-Oakland were paid on a time-rate as distinguished from an incentive basis. Wages of all of the time-rated plant workers studied in the Bay Area were based on formally established wage structures providing a single rate or a range of rates for each job classification in January 1954. Four-fifths of these workers were employed in establishments with a single-rate system. Among the industry groups surveyed, only the public-utility group had a majority of plant workers employed under rate-range plans.

On the other hand, three-fourths of the office workers were in establishments with formal wage structures which provided for a range of rates for each job classification. A fifth of all office workers were in establishments in which rate determination was made primarily with reference to the individual worker.

Wage structures in which jobs had been classified according to a system of labor grades were reported in 47 of the 250 establishments studied. Labor-grade systems covered both plant and office jobs in 12 firms, office jobs only in 29 firms, and plant jobs only in 6 firms (all in manufacturing).

Occupational Pay Levels

Only 3 of the 23 women's office jobs studied had average weekly salaries of less than \$55 a week in January 1954. Routine file clerks averaged \$46, office girls \$48, and copy typists \$51. Average salaries of 15 of the 23 women's jobs studied ranged from \$55 to \$65. In the more responsible jobs, secretaries averaged \$72, class A accounting clerks and tabulating-machine operators \$68.50, class A bookkeeping-machine operators \$67, and payroll clerks \$66. General stenographers, numerically the largest category, averaged \$63 a week. Average weekly salaries for a large proportion of the office jobs had increased from \$1.50 to \$3 since a previous survey by the Bureau in January 1953.

Among the skilled maintenance trades studied, straight-time average hourly earnings for electricians, machinists, painters, and pipefitters ranged from \$2.31 to \$2.36. Maintenance mechanics and millwrights, averaging \$2.24 and \$2.23, respectively, had the lowest average hourly earnings, and tool-and-die makers, averaging \$2.57, were the highest paid of the skilled maintenance trades.

Average hourly earnings for men in custodial occupations were \$1.61 for janitors, \$1.64 for watchmen, and \$1.66 for guards. Earnings of truckdrivers ranged from \$2.08 for drivers of light trucks to \$2.28 for drivers of heavy trailer-trucks, the highest pay levels among the material movement jobs covered. Lowest average rates found in this group were \$1.86 for laborers engaged in handling materials, and \$1.80 for men packing goods for shipment. Most of the plant jobs studied (21 out of 30) had straight-time average hourly earnings 8 to 13 cents higher than in January 1953.

Pay levels for similar jobs were generally higher in manufacturing than in the nonmanufacturing group of industries. Average weekly salaries were higher in manufacturing for 21 of the 23 office jobs permitting comparison. Manufacturing plant jobs were not as consistently higher. Maintenance carpenters, auto mechanics, drivers of heavy trucks (other than trailer), power truckers (other than forklift), and laborers handling materials averaged higher pay in nonmanufacturing than in manufacturing establishments.

Cost-of-Living and Annual Improvement Adjustments

Plans calling for periodic cost-of-living adjustment of wages were found in 20 of the 250 establishments studied. Nearly all of these plans were in metal fabricating establishments. Plant workers were covered by these provisions in 17 of the establishments and office workers in 8. Annual improvement (productivity) adjustments were also provided in 11 (of the 20) establishments; this type of adjustment applied to plant workers in 10 of the establishments and to office workers in 5.

Labor-Management Agreements

Among the industries and establishment-size groups included in the Bay Area survey, more than 95 percent of the plant workers were employed in establishments with labor-management agreements covering a majority of their plant workers. There was little difference in the proportions of plant workers covered in manufacturing and nonmanufacturing establishments. About a sixth of the office workers were in establishments with agreements covering such workers. Nearly two-thirds of the office workers in public utilities, half in retail trade, and a seventh in manufacturing were covered by agreements.

Work Schedule

About seven-tenths of the office workers and nine-tenths of the plant workers in San Francisco-Oakland were scheduled to work a 40-hour week in January 1954. Nearly all of the other workers, plant and office, were scheduled to work less than 40 hours.

Overtime Pay

Nearly all of the plant and office workers were employed in establishments which had provisions for the payment of a premium rate for any work in excess of the worker's scheduled weekly hours. Premium rates for daily overtime also were applicable to virtually all of the plant workers and to about three-fourths of the office workers. The general practice was to pay the worker one and a half times the regular rate for work in excess of 8 hours a day or 40 hours a week.

Shift Operations

Nearly a fourth of the plant workers in San Francisco-Oakland manufacturing firms were employed on evening or night

shifts in January 1954. All shift workers received extra pay for shift work—usually in the form of a cents-per-hour addition or as a uniform percent addition to first-shift rates. For second-shift workers, cents-per-hour differentials ranged from 4 to 15 cents whereas percentage differentials in most cases amounted to 10 percent.

Paid Holidays

All of the office workers and more than nine-tenths of the plant workers were employed in establishments which provided holidays with pay. Nearly all of the plant workers receiving paid holidays were granted either 6, 7, or 8 full days. Nearly a sixth of the office workers received 11 or more days a year; most of these workers were employed in banks and insurance companies. About three-fourths of the office workers and over nine-tenths of the plant workers were employed in establishments with extra pay provisions for employees called to work on a paid holiday. Including holiday pay, these workers generally received either double time or two-and-a-half times the regular rate for holiday work.

Establishments and Workers Within Scope of Survey and Number Studied in San Francisco-Oakland, Calif.,¹ by Major Industry Division, January 1954

Industry division	Minimum size establishment in scope of study ²	Number of establishments		Workers		
		Within scope of study	Studied	Within scope of study	Studied	
					Total	Office
All divisions		1,120	250	343,400	182,670	40,460
Manufacturing	101	358	83	139,300	66,760	9,900
Nonmanufacturing	-	762	167	204,100	115,910	30,560
Transportation (excluding railroads), communication, and other public utilities	101	70	28	66,200	56,780	8,590
Wholesale trade	51	244	34	34,800	7,600	2,750
Retail trade	101	129	48	44,000	27,550	3,980
Finance, insurance, and real estate	51	175	33	37,100	17,240	14,490
Services ^{3*}	51	144	24	22,000	6,740	750

¹ San Francisco-Oakland Metropolitan Area (Alameda, Contra Costa, Marin, San Francisco, San Mateo, and Solano Counties).

² 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.

³ 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

All workers, plant and office, were in establishments which provided paid vacations after 1 year's service. Vacation pay was generally graduated according to length of service and in San Francisco-Oakland was generally based on the worker's straight-time hourly or weekly rate. However, about a tenth of the plant workers were in establishments which provided vacation pay based on a percentage of annual earnings. Provisions were generally more liberal for office workers than for plant workers. Over four-fifths of the office workers received 2 weeks' vacation pay after a year of service. After 25 years' service about three-fifths of the office workers received 3 weeks' vacation pay, and another seventh received pay for 4 weeks or more. In contrast, plant workers most commonly received 1 week's vacation pay after a year of service; about half of the plant workers received 3 or more weeks' pay after 25 years' service.

Health, Insurance, and Pension Plans

Nearly all of the office and plant workers were employed in establishments which financed wholly or in part some form of health, insurance, or pension plan for the employees. Life insurance, available to over nine-tenths of the office workers and seven-eighths of the plant workers, was the most common plan. Hospitalization, surgical, and medical insurance plans were available to more than half of both office and plant workers. Sick leave plans were available to over half of the office workers as compared with about one-third of the plant workers. Pension plans supplementing Federal social security benefits were provided by establishments employing nearly two-thirds of the office workers as compared with about two-fifths of the plant workers.

A: Occupational Earnings

Table A-1: Office Occupations

(Average straight-time weekly hours and earnings¹ for selected occupations studied on an area basis in San Francisco-Oakland, Calif., by industry division, January 1954)

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	\$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	\$95.00-100.00	\$100.00 and over				
Men																													
Billers, machine (billing machine) -----	54	40.0	75.00	-	-	-	-	-	-	-	-	-	-	-	3	3	9	8	12	7	6	-	6	-	-	-	-		
Clerks, accounting, class A -----	753	39.5	80.00	-	-	-	-	-	-	-	-	1	-	13	30	88	65	47	147	115	154	59	11	23	-	-	-		
Manufacturing -----	367	39.5	82.50	-	-	-	-	-	-	-	-	-	-	3	4	34	22	23	80	44	76	47	11	23	-	-	-		
Nonmanufacturing -----	386	39.5	77.50	-	-	-	-	-	-	-	-	1	-	10	26	54	43	24	67	71	78	12	-	-	-	-	-		
Public utilities* -----	76	39.0	83.00	-	-	-	-	-	-	-	-	1	-	1	2	2	2	3	10	7	46	2	-	-	-	-	-		
Wholesale trade -----	182	40.0	74.50	-	-	-	-	-	-	-	-	-	-	-	21	35	40	15	24	24	23	-	-	-	-	-	-		
Finance** -----	72	38.5	80.50	-	-	-	-	-	-	-	-	-	-	1	-	9	-	3	22	21	8	8	-	-	-	-	-		
Clerks, accounting, class B -----	371	39.5	67.00	-	-	-	-	1	4	41	8	3	30	55	27	31	36	5	33	51	41	5	-	-	-	-	-		
Manufacturing -----	133	39.0	68.50	-	-	-	-	1	1	1	-	-	25	11	16	-	20	-	20	28	5	5	-	-	-	-	-		
Nonmanufacturing -----	238	39.5	66.00	-	-	-	-	-	3	40	8	3	5	44	11	31	16	5	13	23	36	-	-	-	-	-	-		
Finance** -----	67	38.5	60.00	-	-	-	-	-	-	13	5	-	2	24	7	12	2	2	-	-	-	-	-	-	-	-	-		
Clerks, file, class B -----	61	40.0	57.50	3	-	-	-	6	1	8	-	20	2	-	-	3	12	6	-	-	-	-	-	-	-	-	-		
Nonmanufacturing -----	54	40.0	57.50	3	-	-	-	3	1	8	-	20	2	-	-	3	12	2	-	-	-	-	-	-	-	-	-		
Public utilities* -----	46	40.0	60.00	-	-	-	-	-	-	7	-	20	2	-	-	3	12	2	-	-	-	-	-	-	-	-	-		
Clerks, order -----	889	39.5	80.00	-	-	-	-	-	-	4	-	5	1	3	41	31	23	33	59	202	258	113	71	35	10	-	-		
Manufacturing -----	342	39.5	82.00	-	-	-	-	-	-	-	-	-	1	3	22	5	10	12	27	61	60	64	46	25	6	-	-		
Nonmanufacturing -----	547	40.0	78.50	-	-	-	-	-	-	4	-	5	-	-	19	26	13	21	32	141	198	49	25	10	4	-	-		
Wholesale trade -----	484	40.0	78.50	-	-	-	-	-	-	-	-	3	-	-	19	26	13	21	28	131	180	34	15	10	4	-	-		
Clerks, payroll -----	160	39.5	75.50	-	-	-	-	-	-	-	1	3	7	14	-	2	13	31	16	18	27	14	3	10	1	-	-		
Manufacturing -----	83	39.0	79.00	-	-	-	-	-	-	-	1	1	1	-	1	5	24	1	7	20	12	3	7	-	-	-	-		
Nonmanufacturing -----	77	39.5	71.50	-	-	-	-	-	-	-	-	3	6	13	-	1	8	7	15	11	7	2	-	3	1	-	-		
Public utilities* -----	43	40.0	75.50	-	-	-	-	-	-	-	-	-	-	2	-	1	-	7	15	11	6	-	-	3	1	-	-		
Office boys -----	606	39.0	47.50	24	15	89	48	139	74	100	46	43	11	11	6	-	-	-	-	-	-	-	-	-	-	-	-		
Manufacturing -----	180	39.5	47.50	-	-	52	15	30	30	22	1	13	7	8	2	-	-	-	-	-	-	-	-	-	-	-	-		
Nonmanufacturing -----	426	38.5	47.50	24	15	37	33	109	44	78	45	30	4	3	4	-	-	-	-	-	-	-	-	-	-	-	-		
Public utilities* -----	37	39.5	49.50	-	-	1	-	11	10	7	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Wholesale trade -----	88	39.5	50.00	-	-	-	-	39	13	15	9	5	-	3	4	-	-	-	-	-	-	-	-	-	-	-	-		
Finance** -----	178	38.5	47.00	14	5	12	23	56	9	30	19	9	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Secretaries -----	77	40.0	83.00	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	31	23	11	3	3	5	-	-		
Stenographers, general -----	81	40.0	70.50	-	-	-	-	-	-	-	-	13	-	-	1	1	8	-	28	29	1	-	-	-	-	-	-		
Nonmanufacturing -----	70	40.0	70.00	-	-	-	-	-	-	-	-	13	-	-	1	-	7	-	20	28	1	-	-	-	-	-	-		
Tabulating-machine operators -----	369	39.0	74.50	-	-	-	-	-	-	1	-	1	3	18	30	31	39	28	27	83	80	20	8	-	-	-	-		
Manufacturing -----	71	39.5	72.00	-	-	-	-	-	-	-	-	-	-	1	13	9	7	14	10	5	8	4	-	-	-	-	-		
Nonmanufacturing -----	298	39.0	75.00	-	-	-	-	-	-	1	-	1	3	17	17	22	32	14	17	78	72	16	8	-	-	-	-		
Public utilities* -----	47	40.0	76.50	-	-	-	-	-	-	-	-	-	-	1	1	5	3	2	2	15	18	-	-	-	-	-	-		
Wholesale trade -----	51	39.5	79.00	-	-	-	-	-	-	-	-	-	-	-	3	-	-	9	3	15	9	6	6	-	-	-	-		
Finance** -----	191	39.0	74.00	-	-	-	-	-	-	1	-	1	3	16	8	17	29	2	12	45	45	10	2	-	-	-	-		
Women																													
Billers, machine (billing machine) -----	553	39.5	58.50	-	-	-	-	12	5	81	91	126	39	108	26	8	15	3	1	11	27	-	-	-	-	-	-		
Manufacturing -----	153	39.0	64.50	-	-	-	-	-	1	5	4	27	13	50	8	3	-	3	1	11	27	-	-	-	-	-	-		
Nonmanufacturing -----	400	39.5	56.00	-	-	-	-	12	4	76	87	99	26	58	18	5	15	-	-	-	-	-	-	-	-	-	-		
Wholesale trade -----	74	38.0	57.00	-	-	-	-	-	-	18	9	9	14	14	10	-	-	-	-	-	-	-	-	-	-	-	-		
Retail trade -----	60	40.0	56.50	-	-	-	-	-	2	4	19	20	1	14	-	-	-	-	-	-	-	-	-	-	-	-	-		
Finance** -----	72	39.0	56.00	-	-	-	-	12	-	19	-	8	7	14	4	-	8	-	-	-	-	-	-	-	-	-	-		

See footnote at end of table.

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

** Finance, insurance, and real estate.

Occupational Wage Survey, San Francisco-Oakland, Calif., January 1954
U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Table A-1: Office Occupations - Continued

(Average straight-time weekly hours and earnings¹ for selected occupations studied on an area basis in San Francisco-Oakland, Calif., by industry division, January 1954)

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 \$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$		
				\$7.50	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	72.50	75.00	80.00	85.00	90.00	95.00	100.00 and over
Women - Continued																								
Billers, machine (bookkeeping machine)	160	39.5	\$ 59.00	-	-	-	-	-	-	7	15	63	20	19	12	12	4	6	-	2	-	-	-	-
Nonmanufacturing	158	39.5	59.00	-	-	-	-	-	-	7	15	63	20	19	12	12	4	6	-	-	-	-	-	-
Retail trade	125	40.0	59.00	-	-	-	-	-	-	7	14	47	18	15	8	6	4	6	-	-	-	-	-	-
Bookkeeping-machine operators, class A	252	39.0	67.00	-	-	-	-	-	-	8	3	20	23	32	14	39	12	37	14	36	4	10	-	-
Manufacturing	71	39.0	72.00	-	-	-	-	-	-	-	-	-	13	-	9	3	10	7	19	-	-	-	-	-
Nonmanufacturing	181	39.0	65.00	-	-	-	-	-	-	8	3	20	23	19	14	30	9	27	7	17	4	-	-	-
Wholesale trade	108	39.0	65.50	-	-	-	-	-	-	-	-	20	21	12	3	13	-	12	6	17	4	-	-	-
Bookkeeping-machine operators, class B	1,528	39.5	55.00	-	-	12	84	121	144	186	269	184	155	138	101	44	35	14	30	6	4	1	-	-
Manufacturing	198	39.0	62.00	-	-	-	-	1	17	9	39	16	25	37	7	14	8	14	6	4	1	-	-	-
Nonmanufacturing	1,330	39.5	54.00	-	-	12	84	121	143	169	260	145	139	113	64	37	21	6	16	-	-	-	-	-
Wholesale trade	198	40.0	61.50	-	-	-	-	-	7	6	32	29	27	42	23	20	-	12	-	-	-	-	-	-
Retail trade	107	39.5	59.00	-	-	-	-	16	1	10	4	41	14	2	9	-	6	4	-	-	-	-	-	-
Finance**	968	39.5	52.00	-	-	12	84	121	127	150	244	98	57	56	15	3	1	-	-	-	-	-	-	-
Clerks, accounting, class A	1,436	39.5	68.50	-	-	-	6	27	2	18	31	42	79	147	171	208	158	89	128	151	62	107	10	-
Manufacturing	193	39.0	73.00	-	-	-	-	-	-	-	2	31	1	4	17	25	14	17	38	6	29	9	-	-
Nonmanufacturing	1,243	39.5	67.50	-	-	-	6	27	2	18	31	40	48	146	167	191	133	75	111	113	56	78	9	-
Wholesale trade	311	40.0	72.00	-	-	-	-	-	-	-	-	-	-	63	38	28	3	-	28	88	40	23	-	-
Retail trade	104	40.0	68.00	-	-	-	-	-	-	-	9	3	1	19	12	8	18	3	9	8	4	1	-	-
Finance**	136	38.0	63.00	-	-	-	6	27	-	-	-	5	22	11	8	29	6	4	5	1	12	-	-	-
Clerks, accounting, class B	2,032	39.5	58.50	-	40	8	28	94	127	277	148	181	272	257	132	153	72	71	58	35	78	1	-	-
Manufacturing	367	39.5	64.00	-	-	-	-	1	15	19	26	24	17	38	39	37	43	48	41	15	2	1	-	-
Nonmanufacturing	1,665	39.5	57.50	-	40	8	27	93	112	258	122	157	255	219	93	116	29	23	17	20	76	-	-	-
Public utilities*	243	40.0	66.00	-	-	-	-	-	5	27	31	35	10	7	19	16	3	-	3	11	76	-	-	-
Wholesale trade	357	39.5	62.00	-	-	-	-	28	10	-	21	37	99	42	62	14	21	14	9	-	-	-	-	-
Retail trade	344	40.0	55.00	-	-	3	5	7	118	63	29	80	24	12	1	1	1	-	-	-	-	-	-	-
Finance**	628	38.5	53.50	-	40	8	24	85	61	78	28	70	94	82	20	34	3	1	-	-	-	-	-	-
Clerks, file, class A	370	39.0	60.00	-	-	-	8	14	10	45	54	25	35	64	23	19	12	12	5	37	2	5	-	-
Manufacturing	78	38.5	65.00	-	-	-	-	-	-	5	8	4	12	13	2	1	-	12	-	19	2	-	-	-
Nonmanufacturing	292	39.0	59.00	-	-	-	8	14	10	40	46	21	23	51	21	18	12	-	5	18	-	5	-	-
Wholesale trade	64	39.0	59.50	-	-	-	-	-	3	20	3	-	18	6	7	-	-	-	3	4	-	-	-	-
Finance**	129	38.5	58.50	-	-	-	8	14	3	7	20	8	8	23	14	2	8	-	-	14	-	-	-	-
Clerks, file, class B	2,263	39.0	46.00	147	148	502	289	314	249	242	155	78	74	27	14	-	10	14	-	-	-	-	-	-
Manufacturing	170	39.0	53.50	-	-	9	2	22	23	31	20	20	13	10	7	-	6	7	-	-	-	-	-	-
Nonmanufacturing	2,093	39.0	45.50	147	148	493	287	292	226	211	135	58	61	17	7	-	4	7	-	-	-	-	-	-
Public utilities*	121	40.0	53.00	-	1	4	1	20	16	18	10	29	4	7	7	-	4	-	-	-	-	-	-	-
Wholesale trade	284	39.5	49.00	-	-	17	34	88	37	58	30	3	2	8	-	-	-	7	-	-	-	-	-	-
Retail trade	94	40.0	49.00	-	-	2	15	8	32	27	1	5	4	-	-	-	-	-	-	-	-	-	-	-
Finance**	1,404	38.5	43.50	147	147	410	227	153	121	108	61	21	7	2	-	-	-	-	-	-	-	-	-	-
Clerks, order	324	39.5	63.50	-	-	-	3	15	11	16	26	24	43	47	18	22	20	6	15	35	8	2	9	2
Manufacturing	106	39.0	64.50	-	-	-	-	-	-	9	1	-	18	33	12	10	-	-	5	11	6	-	1	-
Nonmanufacturing	218	40.0	63.00	-	-	-	3	15	11	7	25	24	25	14	6	12	20	6	10	24	2	2	8	2
Wholesale trade	144	40.0	67.00	-	-	-	3	15	3	3	6	6	12	12	6	12	20	6	6	24	2	2	8	2
Retail trade	54	40.0	55.00	-	-	-	-	-	8	4	25	8	3	2	-	-	-	-	4	-	-	-	-	-

See footnote at end of table.

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

** Finance, insurance, and real estate.

Table A-1. Office Occupations - Continued

(Average straight-time weekly hours and earnings¹ for selected occupations studied on an area basis in San Francisco-Oakland, Calif., by industry division, January 1954)

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	\$72.50	\$75.00	\$80.00	\$85.00	\$90.00	\$95.00	\$100.00 and over
Women - Continued																									
Clerks, payroll	904	39.5	66.00	-	-	9	5	-	5	29	25	43	106	123	102	96	57	64	87	77	32	42	-	2	-
Manufacturing	416	39.5	67.00	-	-	1	4	-	4	20	17	4	44	39	54	26	30	34	76	27	16	18	-	2	-
Nonmanufacturing	488	39.5	65.50	-	-	8	1	-	1	9	8	39	62	84	48	70	27	30	11	50	16	24	-	-	-
Public utilities *	64	39.5	70.00	-	-	-	-	-	-	-	3	3	2	3	9	9	3	7	5	1	10	-	-	-	-
Wholesale trade	166	40.0	68.00	-	-	-	-	-	-	-	-	20	-	20	24	44	4	9	-	28	6	11	-	-	-
Retail trade	122	39.5	61.50	-	-	-	1	-	1	6	2	15	41	16	5	10	12	3	1	7	2	-	-	-	-
Finance **	97	39.0	62.00	-	-	8	-	-	-	3	1	-	19	30	10	4	2	4	3	10	-	3	-	-	-
Comptometer operators	1,901	39.5	61.00	-	-	-	-	4	32	129	140	293	254	348	300	118	71	39	39	99	34	1	-	-	-
Manufacturing	591	39.0	61.50	-	-	-	-	-	11	15	50	102	82	109	58	49	34	17	33	26	4	1	-	-	-
Nonmanufacturing	1,310	40.0	61.00	-	-	-	-	4	21	114	90	191	172	239	242	69	37	22	6	73	30	-	-	-	-
Public utilities *	102	40.0	67.50	-	-	-	4	1	2	14	5	11	6	10	3	3	3	3	3	9	28	-	-	-	-
Wholesale trade	623	39.5	62.00	-	-	-	-	-	10	13	45	86	64	157	112	49	14	12	3	58	-	-	-	-	-
Retail trade	464	40.0	60.00	-	-	-	-	-	4	46	26	84	87	48	119	17	20	6	-	5	2	-	-	-	-
Finance **	88	40.0	53.50	-	-	-	-	-	6	45	5	15	5	11	1	-	-	-	-	-	-	-	-	-	-
Duplicating-machine operators (mimeograph or ditto)	242	39.5	56.50	-	-	-	-	6	26	38	18	43	62	14	6	8	7	9	4	1	-	-	-	-	-
Manufacturing	132	40.0	57.50	-	-	-	-	2	3	12	7	32	49	13	-	3	6	5	-	-	-	-	-	-	-
Nonmanufacturing	110	39.0	55.50	-	-	-	-	4	23	26	11	11	13	1	6	5	1	4	4	1	-	-	-	-	-
Key-punch operators	1,358	39.0	59.00	-	-	9	30	44	78	71	114	221	143	260	116	63	54	66	38	49	2	-	-	-	-
Manufacturing	238	39.5	63.50	-	-	-	-	3	2	3	18	10	36	51	30	11	26	18	12	16	2	-	-	-	-
Nonmanufacturing	1,120	39.0	58.50	-	-	9	30	41	76	68	96	211	107	209	86	52	28	48	26	33	-	-	-	-	-
Public utilities *	153	40.0	64.50	-	-	-	-	3	3	7	11	13	22	12	4	7	2	35	14	20	-	-	-	-	-
Wholesale trade	133	39.5	64.50	-	-	-	-	3	6	-	7	6	13	21	6	24	9	13	12	13	-	-	-	-	-
Finance **	786	39.0	56.00	-	-	9	29	35	67	59	75	188	67	157	67	16	17	-	-	-	-	-	-	-	-
Office girls	541	39.0	48.00	16	10	75	39	136	92	77	28	31	24	-	7	5	-	1	-	-	-	-	-	-	-
Manufacturing	208	38.5	50.50	-	2	11	44	49	54	10	9	15	-	6	5	-	1	-	-	-	-	-	-	-	-
Nonmanufacturing	333	39.0	46.00	16	8	73	28	92	43	23	18	22	9	-	1	-	-	-	-	-	-	-	-	-	-
Public utilities *	43	40.0	48.00	-	-	-	-	30	-	9	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade	78	40.0	48.00	-	-	-	21	21	20	-	3	7	6	-	-	-	-	-	-	-	-	-	-	-	-
Finance **	129	38.5	43.00	16	8	52	1	26	14	7	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Secretaries	3,220	39.0	72.00	-	-	-	-	9	4	42	77	98	218	272	306	231	279	189	193	559	344	143	173	46	37
Manufacturing	840	39.5	79.00	-	-	-	-	-	-	-	1	6	5	26	45	35	55	33	62	187	190	67	86	13	29
Nonmanufacturing	2,380	38.5	69.50	-	-	-	-	9	4	42	76	92	213	246	261	196	224	156	131	372	154	76	87	33	8
Public utilities *	261	39.5	74.50	-	-	-	-	-	-	-	3	2	19	18	14	21	14	10	12	80	28	10	12	15	3
Wholesale trade	610	39.0	72.50	-	-	-	-	-	3	-	3	21	26	65	43	50	38	50	132	69	21	27	9	3	
Retail trade	213	40.0	68.00	-	-	-	-	-	1	4	11	12	28	25	28	29	24	15	20	10	3	3	-	-	
Finance **	1,043	38.5	67.50	-	-	-	-	8	-	34	34	58	76	110	157	75	114	81	54	134	42	22	41	2	1
Stenographers, general	3,818	39.0	63.00	-	-	38	7	61	48	203	249	288	342	630	520	405	317	176	127	341	59	6	1	-	-
Manufacturing	1,358	39.5	67.00	-	-	-	-	2	-	43	47	50	59	237	158	144	143	99	83	264	27	2	-	-	-
Nonmanufacturing	2,460	39.0	61.00	-	-	38	7	59	48	160	202	238	283	393	362	261	174	77	44	77	32	4	1	-	-
Public utilities *	449	39.5	62.00	-	-	-	1	8	12	38	28	37	43	94	27	52	43	16	9	24	17	-	-	-	-
Wholesale trade	468	38.5	64.00	-	-	-	-	7	6	30	25	12	11	103	80	36	83	29	17	20	6	3	-	-	
Retail trade	176	39.5	60.50	-	-	-	-	-	3	15	31	41	27	28	13	7	4	3	4	-	-	-	-	-	
Finance **	983	39.5	59.00	-	-	38	6	33	30	70	84	118	150	123	129	117	25	21	11	23	5	-	-	-	-

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 earnings¹ for selected occupations studied on an area basis in San Francisco-Oakland, Calif., by industry division, January 1954)

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	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	95.00-100.00	100.00 and over						
Women - Continued																															
Stenographers, technical	268	40.0	64.50	-	-	-	16	8	-	48	24	32	37	12	11	1	13	3	4	10	49	-	-	-	-	-	-	-	-		
Nonmanufacturing	241	40.0	63.50	-	-	-	16	8	-	48	24	32	37	5	11	1	1	3	3	3	49	-	-	-	-	-	-	-	-		
Switchboard operators	941	39.5	58.50	-	-	1	10	23	78	165	111	143	83	60	60	31	69	42	18	39	8	-	-	-	-	-	-	-	-		
Manufacturing	179	40.0	67.80	-	-	-	-	-	-	-	1	23	10	24	7	4	51	29	8	14	8	-	-	-	-	-	-	-	-		
Nonmanufacturing	762	39.0	56.50	-	-	1	10	23	78	165	110	120	73	36	53	27	18	13	10	25	-	-	-	-	-	-	-	-	-		
Public utilities*	99	39.5	61.50	-	-	-	-	9	1	6	9	11	8	10	14	2	5	12	7	5	-	-	-	-	-	-	-	-	-		
Wholesale trade	138	39.5	59.00	-	-	-	-	-	14	3	37	18	21	-	16	15	2	-	3	9	-	-	-	-	-	-	-	-	-		
Retail trade	157	40.0	55.00	-	-	-	12	23	9	43	31	15	11	4	3	-	-	-	6	31	-	-	-	-	-	-	-	-	-		
Finance**	204	38.5	57.00	-	-	1	10	2	10	30	21	55	19	15	19	7	10	-	-	5	-	-	-	-	-	-	-	-	-		
Switchboard operator-receptionists	660	39.0	58.50	-	-	-	24	37	125	49	46	95	127	43	33	48	1	7	9	12	4	-	-	-	-	-	-	-	-		
Manufacturing	228	39.0	60.00	-	-	-	8	1	26	38	20	26	61	5	5	17	1	-	8	12	-	-	-	-	-	-	-	-	-		
Nonmanufacturing	432	39.0	58.00	-	-	-	16	36	99	11	26	69	66	38	28	31	-	7	1	-	4	-	-	-	-	-	-	-	-		
Public utilities*	34	39.5	61.50	-	-	-	3	-	1	1	7	2	9	-	7	10	7	-	3	1	-	-	-	-	-	-	-	-	-		
Wholesale trade	156	39.0	56.50	-	-	-	-	14	48	3	24	14	28	7	10	7	-	-	1	-	-	-	-	-	-	-	-	-	-		
Retail trade	56	39.5	58.00	-	-	-	1	6	15	1	1	14	1	6	6	5	-	-	-	-	-	-	-	-	-	-	-	-	-		
Finance**	112	38.5	57.00	-	-	-	12	16	18	3	-	8	32	3	8	12	-	-	-	-	-	-	-	-	-	-	-	-	-		
Tabulating-machine operators	314	39.5	68.50	-	-	-	-	1	1	23	5	22	42	51	28	20	16	23	21	57	1	3	-	-	-	-	-	-	-	-	
Manufacturing	61	39.5	70.50	-	-	-	-	-	-	12	-	2	-	5	-	5	2	13	6	15	1	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	253	39.5	68.00	-	-	-	-	1	1	11	5	20	42	46	28	15	14	10	15	42	-	3	-	-	-	-	-	-	-	-	
Public utilities*	70	40.0	76.00	-	-	-	-	-	-	-	-	-	6	2	6	1	6	9	6	34	-	-	-	-	-	-	-	-	-	-	
Wholesale trade	63	39.0	65.00	-	-	-	-	-	-	-	-	-	27	25	-	7	1	-	-	-	-	3	-	-	-	-	-	-	-	-	
Finance**	104	39.0	65.00	-	-	-	-	1	1	11	5	17	6	15	18	14	-	-	8	8	-	-	-	-	-	-	-	-	-	-	
Transcribing-machine operators, general	838	39.0	59.00	-	-	-	8	16	19	121	57	119	157	149	62	101	4	1	-	12	-	3	2	-	7	-	-	-	-	-	
Manufacturing	247	39.5	60.50	-	-	-	-	-	18	3	36	42	82	13	48	3	1	-	1	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	591	39.0	58.50	-	-	-	8	16	19	103	54	83	115	67	49	53	1	-	-	11	-	3	2	-	7	-	-	-	-	-	
Wholesale trade	204	39.0	60.50	-	-	-	-	-	28	24	6	37	40	24	31	-	-	-	11	-	3	-	-	-	-	-	-	-	-	-	
Finance**	340	38.5	57.00	-	-	-	8	16	19	63	29	74	67	19	18	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	
Typists, class A	2,120	39.0	57.50	-	3	17	27	109	119	272	313	198	230	286	216	103	86	59	30	51	1	-	-	-	-	-	-	-	-	-	
Manufacturing	375	39.5	64.00	-	-	-	-	-	7	5	15	51	71	73	69	43	9	11	20	1	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	1,745	39.0	56.50	-	3	17	27	109	119	265	308	183	179	215	143	34	43	50	19	31	-	-	-	-	-	-	-	-	-	-	-
Public utilities*	227	40.0	63.00	-	-	-	1	15	19	25	21	16	21	8	16	9	30	18	28	-	-	-	-	-	-	-	-	-	-	-	
Wholesale trade	201	39.5	61.00	-	-	-	-	-	3	7	34	3	82	54	9	6	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
Retail trade	59	40.0	55.50	-	-	-	4	8	11	10	2	8	8	4	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
Finance**	1,102	39.0	54.50	-	3	17	27	104	90	184	234	93	127	102	74	9	26	9	1	2	-	-	-	-	-	-	-	-	-	-	
Typists, class B	2,965	39.5	51.00	-	121	94	185	390	511	547	387	256	251	140	17	18	6	42	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	523	39.5	56.00	-	-	2	1	37	48	78	69	52	108	64	10	8	6	40	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	2,442	39.0	50.00	-	121	92	184	353	463	469	318	204	143	76	7	10	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
Public utilities*	162	39.5	54.50	-	2	4	-	13	24	21	23	13	14	42	1	4	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
Wholesale trade	560	40.0	52.00	-	-	-	3	86	86	126	116	84	32	21	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Retail trade	92	39.5	52.50	-	-	-	-	7	20	28	15	20	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Finance**	1,426	39.0	48.00	-	119	78	161	235	265	286	155	87	29	4	6	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	

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

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

** Finance, insurance, and real estate.

Table A-2: Professional and Technical Occupations

(Average straight-time weekly hours and earnings¹ for selected occupations studied on an area basis in San Francisco-Oakland, Calif., by industry division, January 1954)

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	\$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	\$120.00	\$125.00 and over
Men																									
Draftsmen, leader	50	40.0	102.00	-	-	-	-	-	-	-	-	-	-	-	-	-	7	4	5	27	-	2	-	2	3
Draftsmen, senior	534	40.0	85.50	-	-	-	3	5	3	40	26	17	-	25	28	82	79	121	47	30	19	15	1	-	2
Manufacturing	407	40.0	84.00	-	-	-	3	5	3	38	25	15	-	24	24	63	45	91	34	23	10	1	1	-	2
Nonmanufacturing	127	40.0	91.00	-	-	-	-	-	-	2	1	2	-	1	4	19	34	30	13	7	-	14	-	-	-
Draftsmen, junior	226	40.0	70.50	30	1	25	1	-	2	4	1	17	30	17	45	28	7	16	-	1	-	1	-	-	-
Manufacturing	144	40.0	67.00	29	-	24	-	-	1	3	1	10	15	6	23	14	6	12	-	-	-	-	-	-	-
Nonmanufacturing	82	40.0	76.00	1	1	1	1	-	1	1	-	7	15	11	22	14	1	4	-	1	-	1	-	-	-
Women																									
Nurses, industrial (registered)	156	40.0	72.00	-	2	1	-	-	6	30	21	23	6	10	28	14	9	4	1	1	-	-	-	-	-
Manufacturing	119	40.0	72.50	-	-	-	-	-	6	28	20	7	3	5	24	13	9	2	1	1	-	-	-	-	-

¹ Hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.Occupational Wage Survey, San Francisco-Oakland, Calif., January 1954
U. S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Table A-3: Maintenance and Powerplant Occupations

(Average hourly earnings¹ for men in selected occupations studied on an area basis in San Francisco-Oakland, Calif., by industry division, January 1954)

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		
Carpenters, maintenance	501	2.40	-	-	-	3	-	3	9	9	-	16	10	21	40	15	43	31	113	5	12	12	3	151	4	-	1	-		
Manufacturing	272	2.36	-	-	-	-	-	-	-	-	-	4	7	-	32	1	42	25	108	-	9	9	2	33	-	-	-	-		
Nonmanufacturing	229	2.44	-	-	-	3	-	3	9	9	-	12	3	21	8	14	1	6	5	5	3	3	1	118	4	-	1	-		
Public utilities *	67	2.28	-	-	-	-	-	-	-	-	-	-	3	21	7	14	1	5	-	3	1	3	1	8	-	-	-	-		
Electricians, maintenance	790	2.34	-	6	-	-	-	-	9	-	4	6	4	4	39	108	33	362	116	11	16	24	-	-	12	-	31	5		
Manufacturing	618	2.36	-	-	-	-	-	-	-	-	-	3	-	4	37	108	25	246	110	9	16	14	-	-	12	-	29	5		
Nonmanufacturing	172	2.27	-	6	-	-	-	-	9	-	4	3	4	-	2	-	8	116	6	2	-	10	-	-	-	2	-			
Engineers, stationary	502	2.20	-	-	-	-	-	-	78	1	26	23	8	96	5	66	19	64	6	23	61	3	2	16	5	-	-	-		
Manufacturing	197	2.37	-	-	-	-	-	-	-	-	-	9	4	2	4	24	18	45	1	15	51	3	-	16	5	-	-	-		
Nonmanufacturing	305	2.10	-	-	-	-	-	-	78	1	26	14	4	94	1	42	1	19	5	8	10	-	2	-	-	-	-	-		
Retail trade	78	2.21	-	-	-	-	-	-	-	-	2	1	4	15	1	37	1	8	5	2	-	-	2	-	-	-	-	-		
Firemen, stationary boiler	121	2.00	2	26	-	-	6	4	10	11	6	-	-	14	13	-	18	4	-	-	-	1	-	6	-	-	-	-		
Manufacturing	79	2.10	-	-	-	-	3	4	10	11	6	-	-	14	13	-	11	-	-	-	-	1	-	6	-	-	-	-		
Helpers, trades, maintenance	1,918	1.92	5	-	7	313	207	371	74	68	6	761	45	21	30	1	-	-	9	-	-	-	-	-	-	-	-	-		
Manufacturing	1,151	1.98	-	-	7	92	61	42	74	68	6	740	39	13	-	-	-	-	9	-	-	-	-	-	-	-	-	-		
Machine-tool operators, toolroom	170	2.28	-	-	-	-	-	-	-	-	7	-	-	-	17	1	4	132	-	6	3	-	-	-	-	-	-	-		
Manufacturing	165	2.28	-	-	-	-	-	-	-	-	7	-	-	-	17	1	4	132	-	1	3	-	-	-	-	-	-	-		
Machinists, maintenance	1,511	2.35	-	-	-	-	-	-	-	-	-	-	-	2	9	22	111	165	653	397	14	12	27	13	74	1	-	11		
Manufacturing	1,421	2.35	-	-	-	-	-	-	-	-	-	-	-	2	9	22	106	99	653	380	12	12	27	13	74	1	-	11		
Mechanics, automotive (maintenance)	1,365	2.41	-	-	-	-	-	-	-	3	-	-	4	1	30	69	212	11	77	374	142	421	9	12	-	-	-	-		
Manufacturing	134	2.38	-	-	-	-	-	-	-	-	-	-	4	-	7	19	2	10	52	2	24	-	9	5	-	-	-	-		
Nonmanufacturing	1,231	2.41	-	-	-	-	-	-	-	3	-	-	-	1	23	50	210	1	25	372	118	421	-	7	-	-	-	-		
Public utilities *	752	2.44	-	-	-	-	-	-	-	3	-	-	-	1	15	43	19	-	9	238	36	388	-	-	-	-	-	-		
Wholesale trade	95	2.45	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	5	2	70	12	-	-	-	-	-	-		
Mechanics, maintenance	858	2.24	-	-	-	-	-	-	-	51	28	10	64	158	32	104	29	196	108	4	27	-	8	39	-	-	-	-		
Manufacturing	725	2.26	-	-	-	-	-	-	-	21	28	1	58	122	27	104	18	172	98	4	27	-	8	37	-	-	-	-		
Nonmanufacturing	133	2.15	-	-	-	-	-	-	-	30	-	9	6	36	5	-	11	24	10	-	-	-	-	2	-	-	-	-		
Millwrights	192	2.23	-	-	-	-	-	-	-	-	-	-	4	2	21	132	24	1	6	-	-	-	-	2	-	-	-	-		
Manufacturing	192	2.23	-	-	-	-	-	-	-	-	-	-	4	2	21	132	24	1	6	-	-	-	-	2	-	-	-	-		
Oilers	212	1.90	-	-	13	30	12	10	21	20	64	41	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Manufacturing	162	1.88	-	-	13	30	12	10	21	-	34	41	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Painters, maintenance	363	2.31	-	-	-	-	-	9	1	23	13	7	28	19	12	31	20	30	91	2	1	-	1	74	1	-	-	-		
Manufacturing	196	2.32	-	-	-	-	-	1	-	1	2	27	3	11	2	17	27	87	-	-	-	1	17	-	-	-	-	-		
Nonmanufacturing	167	2.30	-	-	-	-	-	9	-	23	12	5	1	16	1	29	3	3	4	2	1	-	57	1	-	-	-	-		
Public utilities *	28	2.19	-	-	-	-	-	-	-	-	-	-	1	16	1	4	-	3	-	2	1	-	-	-	-	-	-	-		
Pipefitters, maintenance	395	2.36	-	-	-	-	-	-	-	-	-	-	5	-	27	10	68	1	261	4	-	-	-	4	-	13	2			
Manufacturing	369	2.36	-	-	-	-	-	-	-	-	-	-	5	-	25	6	66	1	247	4	-	-	-	-	-	13	2			
Sheet-metal workers, maintenance	61	2.29	-	-	-	-	-	-	-	-	3	2	4	3	7	7	1	32	2	-	-	-	-	-	-	-	-	-		
Tool-and-die makers	792	2.57	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	32	649	108	2	-	-	-	-	-		
Manufacturing	792	2.57	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	32	648	108	2	-	-	-	-	-		

¹ Excludes premium pay for overtime and nightwork.

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

Occupational Wage Survey, San Francisco-Oakland, Calif., January 1954
U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Table A-4: Custodial and Material Movement Occupations

(Average hourly earnings¹ for selected occupations² studied on an area basis in San Francisco-Oakland, Calif., by industry division, January 1954)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																											
			Under \$1.20	\$1.20	\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.55	\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.35	\$2.40	\$2.40 and over	
			1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.85	1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.25	2.30	2.35	2.40	over		
Guards	535	1.66	-	-	1	6	4	133	16	17	41	35	28	22	86	17	56	40	25	-	-	4	4	-	-	-	-	-	-	
Manufacturing	285	1.81	-	-	-	-	-	-	6	-	-	28	22	8	16	53	39	25	-	-	-	-	-	-	-	-	-	-		
Nonmanufacturing	250	1.49	-	-	1	6	4	133	10	17	41	7	6	14	6	1	3	1	-	-	-	-	-	-	-	-	-	-		
Public utilities*	32	1.57	-	-	-	-	-	-	-	10	16	3	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-			
Finance**	90	1.57	-	-	1	6	4	7	10	7	10	25	4	5	12	6	1	2	-	-	-	-	-	-	-	-	-			
Janitors, porters, and cleaners (men)	5,041	1.61	102	49	32	198	80	133	227	1,295	646	157	328	504	493	511	100	52	134	-	-	-	-	-	-	-	-	-		
Manufacturing	1,606	1.73	-	7	-	-	6	5	58	100	113	37	207	302	433	101	79	36	122	-	-	-	-	-	-	-	-	-		
Nonmanufacturing	3,435	1.56	102	42	32	198	74	128	169	1,195	533	120	121	202	60	410	21	16	12	-	-	-	-	-	-	-	-	-		
Public utilities*	477	1.53	14	9	21	31	28	64	36	18	42	94	16	102	-	2	-	-	-	-	-	-	-	-	-	-	-			
Wholesale trade	135	1.65	-	-	3	-	3	-	14	14	23	3	16	21	-	38	-	-	-	-	-	-	-	-	-	-	-			
Retail trade	475	1.56	-	-	8	1	12	18	74	104	172	18	-	14	-	20	10	12	12	-	-	-	-	-	-	-	-			
Finance**	754	1.53	-	-	-	-	6	3	15	665	36	5	24	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Janitors, porters, and cleaners (women)	600	1.49	15	11	5	46	13	200	19	159	62	-	31	11	10	8	2	3	5	-	-	-	-	-	-	-	-	-		
Manufacturing	88	1.61	4	-	-	-	6	10	8	2	-	-	31	11	6	7	-	3	-	-	-	-	-	-	-	-	-			
Nonmanufacturing	512	1.46	11	11	5	46	7	190	11	157	62	-	-	-	4	1	2	-	5	-	-	-	-	-	-	-	-			
Public utilities*	49	1.38	2	4	2	10	5	21	-	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Retail trade	64	1.47	9	6	3	-	-	-	6	7	28	-	-	-	-	-	-	5	-	-	-	-	-	-	-	-	-			
Finance**	252	1.47	-	-	-	2	1	152	-	96	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Laborers, material handling	6,434	1.86	-	-	-	-	14	5	18	60	77	596	53	830	2,381	411	467	530	325	35	154	170	308	-	-	-	-			
Manufacturing	3,457	1.82	-	-	-	-	12	-	12	60	63	584	43	800	1,050	181	137	179	122	-	-	-	16	198	-	-	-			
Nonmanufacturing	2,977	1.91	-	-	-	-	2	5	6	-	14	12	10	30	1,331	230	330	351	203	35	154	154	110	-	-	-	-			
Public utilities*	690	2.00	-	-	-	-	-	-	-	-	12	12	3	3	44	1	112	90	175	-	-	84	154	-	-	-	-			
Wholesale trade	1,676	1.85	-	-	-	-	2	3	6	-	1	-	7	15	1,173	202	130	36	5	2	24	-	70	-	-	-				
Retail trade	609	1.96	-	-	-	-	-	2	-	-	1	-	-	12	114	27	88	225	21	33	46	-	40	-	-	-				
Order fillers	1,978	1.88	-	1	9	-	-	3	53	69	6	7	110	74	703	251	152	28	104	173	70	81	26	-	55	-	3			
Manufacturing	551	1.90	-	-	6	-	-	-	20	64	-	4	34	43	102	57	18	13	25	-	9	72	26	-	55	-	3			
Nonmanufacturing	1,427	1.87	-	1	3	-	-	3	33	5	6	3	76	31	601	194	134	15	79	173	61	9	-	-	-	-	-			
Wholesale trade	1,272	1.87	-	-	3	-	-	-	28	3	3	-	76	31	526	193	119	-	72	166	52	-	-	-	-	-	-			
Retail trade	145	1.85	-	1	-	-	-	3	5	2	3	3	-	-	75	-	15	12	7	1	9	9	-	-	-	-				
Packers, shipping (men)	779	1.80	-	-	-	-	2	2	22	2	24	20	43	24	532	23	11	43	28	-	3	-	-	-	-	-	-			
Manufacturing	405	1.80	-	-	-	-	-	-	12	-	15	20	41	24	232	4	8	32	17	-	-	-	-	-	-	-	-			
Nonmanufacturing	374	1.81	-	-	-	-	2	2	10	2	9	-	2	-	300	19	3	11	11	-	3	-	-	-	-	-				
Wholesale trade	332	1.81	-	-	-	-	-	-	-	-	9	-	-	-	286	19	3	3	9	-	3	-	-	-	-	-				
Packers, shipping (women)	1,046	1.43	1	2	434	4	18	14	144	147	21	231	-	-	-	30	-	-	-	-	-	-	-	-	-	-	-			
Manufacturing	931	1.42	-	-	430	-	15	-	136	109	10	231	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Nonmanufacturing	115	1.56	1	2	4	4	3	14	8	38	11	-	-	-	-	30	-	-	-	-	-	-	-	-	-	-	-			
Retail trade	85	1.48	1	2	4	4	3	14	8	38	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Receiving clerks	390	1.94	-	-	-	-	-	-	1	-	3	-	10	9	24	84	107	48	58	13	22	2	3	-	-	-	6			
Manufacturing	200	1.94	-	-	-	-	-	-	-	-	-	-	4	12	34	69	34	29	12	-	2	-	-	-	-	-	4			
Nonmanufacturing	190	1.93	-	-	-	-	-	-	1	-	3	-	10	5	12	50	38	14	29	1	22	-	3	-	-	-	2			
Wholesale trade	114	1.94	-	-	-	-	-	-	-	-	-	-	10	-	-	47	36	10	19	-	-	-	-	-	-	-	2			
Retail trade	65	1.95	-	-	-	-	-	-	-	-	2	-	10	1	11	2	2	2	10	-	22	-	3	-	-	-	-			
Shipping clerks	416	2.02	-	-	-	-	-	2	-	-	1	-	1	4	29	81	97	43	44	14	25	22	4	13	3	-	33			
Manufacturing	232	2.06	-	-	-	-	-	-	-	-	1	-	-	4	27	10	69	33	2	14	12	16	-	12	-	-	32			
Nonmanufacturing	184	1.96	-	-	-	-	-	2	-	-	-	-	1	-	2	71	28	10	42	-	13	6	4	1	3	-	1			
Wholesale trade	146	1.94	-	-	-	-	-	-	-	-	-	-	-	-	-	71	23	10	34	-	6	-	-	-	1	-	1			

See footnotes at end of table.

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

** Finance, insurance, and real estate.

Occupational Wage Survey, San Francisco-Oakland, Calif., January 1954
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Table A-4: Custodial and Material Movement Occupations - Continued

(Average hourly earnings¹ for selected occupations² studied on an area basis in San Francisco-Oakland, Calif., by industry division, January 1954)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																									
			Under \$ 1.20	\$ 1.20	\$ 1.25	\$ 1.30	\$ 1.35	\$ 1.40	\$ 1.45	\$ 1.50	\$ 1.55	\$ 1.60	\$ 1.65	\$ 1.70	\$ 1.75	\$ 1.80	\$ 1.85	\$ 1.90	\$ 1.95	\$ 2.00	\$ 2.05	\$ 2.10	\$ 2.15	\$ 2.20	\$ 2.25	\$ 2.30	\$ 2.35	\$ 2.40 and over
Shipping-and-receiving clerks -----	555	2.03	-	-	-	-	-	-	-	2	-	-	21	14	2	33	79	92	43	54	2	24	58	57	35	5	6	28
Manufacturing -----	240	2.04	-	-	-	-	-	-	-	-	-	7	12	2	12	20	65	-	27	2	8	40	5	1	5	6	28	
Nonmanufacturing -----	315	2.02	-	-	-	-	-	-	-	2	-	-	14	2	-	21	59	27	43	27	-	16	18	52	34	-	-	
Wholesale trade -----	199	2.06	-	-	-	-	-	-	-	-	-	-	-	-	-	21	44	-	24	23	-	-	14	42	31	-	-	
Retail trade -----	107	1.97	-	-	-	-	-	-	-	-	-	-	14	2	-	-	12	24	18	4	-	16	4	10	3	-	-	
Truckdrivers, light (under 1½ tons) -----	385	2.08	-	-	-	-	-	1	2	-	1	2	16	20	-	3	22	18	58	144	11	14	28	-	3	-	42	
Manufacturing -----	170	2.15	-	-	-	-	-	-	2	-	-	-	-	2	-	3	18	2	43	34	10	14	-	-	-	-	42	
Nonmanufacturing -----	215	2.02	-	-	-	-	-	1	-	-	1	2	16	18	-	-	4	16	15	110	1	-	28	-	3	-	-	
Public utilities * -----	27	1.90	-	-	-	-	-	1	-	-	1	2	2	1	-	-	2	16	-	2	-	-	-	-	-	-	-	
Truckdrivers, medium (1½ to and including 4 tons) -----	2,259	2.15	1	-	-	1	1	1	2	1	1	2	1	3	6	4	26	19	44	110	564	555	466	60	76	146	-	169
Manufacturing -----	422	2.22	-	-	-	-	-	-	-	-	-	-	-	6	-	11	15	20	34	86	43	21	14	22	-	-	150	
Nonmanufacturing -----	1,837	2.14	1	-	-	1	1	1	2	1	1	2	1	3	-	4	15	4	24	76	478	512	445	46	54	146	-	19
Public utilities * -----	1,219	2.11	1	-	-	1	1	1	2	1	1	2	1	3	-	4	1	1	9	-	451	456	276	-	7	-	-	
Wholesale trade -----	309	2.13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	3	15	76	18	21	78	39	42	-	3	
Retail trade -----	309	2.27	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	35	91	7	5	146	-	16	
Truckdrivers, heavy (over 4 tons, trailer type) -----	858	2.28	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11	2	-	-	135	86	236	180	208	-
Manufacturing -----	120	2.21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11	2	-	19	45	18	25	-	-
Truckdrivers, heavy (over 4 tons, other than trailer type) -----	637	2.19	-	-	-	-	-	1	1	1	2	-	5	-	3	1	2	-	19	17	53	327	75	25	105	-	-	
Manufacturing -----	140	2.16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	17	53	26	30	7	4	-	-	
Nonmanufacturing -----	497	2.20	-	-	-	-	-	1	1	1	2	-	5	-	3	1	2	-	16	-	-	301	45	18	101	-	-	
Public utilities * -----	186	2.16	-	-	-	-	-	1	1	1	2	-	5	-	3	1	2	-	16	-	-	123	-	-	31	-	-	
Wholesale trade -----	308	2.23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	178	42	18	70	-	-	
Truckers, power (forklift) -----	1,214	2.04	-	-	-	-	-	-	-	10	-	2	101	44	56	55	213	203	57	12	16	117	116	-	-	210	2	
Manufacturing -----	747	1.95	-	-	-	-	-	-	-	10	-	101	8	56	41	148	198	53	12	16	-	-	102	-	-	-	2	
Nonmanufacturing -----	467	2.18	-	-	-	-	-	-	-	-	2	-	36	-	14	65	5	4	-	-	-	117	14	-	-	210	-	
Public utilities * -----	360	2.24	-	-	-	-	-	-	-	-	-	-	36	-	-	-	-	-	-	-	-	114	-	-	-	210	-	
Wholesale trade -----	86	1.97	-	-	-	-	-	-	-	-	-	-	-	-	-	14	50	3	2	-	-	3	14	-	-	-	-	
Truckers, power (other than forklift) -----	259	1.90	-	-	-	-	-	-	-	9	9	15	-	2	14	98	64	-	10	-	-	-	26	12	-	-	-	
Manufacturing -----	212	1.94	-	-	-	-	-	-	-	-	6	2	-	2	4	86	64	-	10	-	-	-	26	12	-	-	-	
Watchmen -----	617	1.64	22	-	19	2	-	56	20	90	54	41	43	34	88	37	39	50	20	-	2	-	-	-	-	-	-	
Manufacturing -----	335	1.68	-	-	10	-	-	41	6	4	30	38	39	31	50	31	35	-	20	-	-	-	-	-	-	-	-	
Nonmanufacturing -----	282	1.60	22	-	9	2	-	15	14	86	24	3	4	3	38	6	4	50	-	2	-	-	-	-	-	-	-	
Public utilities * -----	74	1.86	-	-	-	-	-	-	-	-	-	-	3	3	20	-	-	48	-	-	-	-	-	-	-	-	-	
Wholesale trade -----	53	1.60	9	-	-	-	-	-	-	18	-	-	-	-	14	6	2	2	-	2	-	-	-	-	-	-	-	
Finance ** -----	50	1.52	-	-	2	-	-	-	-	45	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

¹ Excludes premium pay for overtime and nightwork.² Study limited to men workers except where otherwise indicated.

* 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 Provisions¹

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	89.8	89.8	17.4	5.9
With shift pay differential	89.8	89.8	17.4	5.9
Uniform cents (per hour)	36.5	31.4	8.1	4.0
4 cents	1.3	-	.4	-
5 cents	7.5	1.5	1.2	-
6 cents	12.1	2.1	2.5	.6
7 or 8 cents	1.3	-	.1	-
9 cents	-	5.3	-	.9
10 cents	7.1	6.5	1.9	.4
12 or 12½ cents	.4	7.2	-	.8
13 to 13½ cents	5.8	1.3	1.7	.1
15 cents	1.0	4.0	.3	.3
23, 25 or 35 cents	-	3.5	-	.9
Uniform percentage	35.5	35.5	6.3	.8
5 percent	7.1	-	.5	-
7½ percent	-	6.0	-	(²)
10 percent	28.4	4.7	5.8	.1
15 percent	-	22.3	-	.7
20 percent	-	2.5	-	-
Full day's pay for reduced hours	2.0	2.3	.2	-
Other ³	15.8	20.6	2.8	1.1
No shift pay differential	-	-	-	-

¹ 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.

² Less than 0.05 percent.

³ Includes such combination plans as a cents-per-hour or percentage differential plus a paid lunch period; full day's pay for reduced hours plus a flat sum; and full day's pay for reduced hours plus a cents-per-hour or percentage differential.

Occupational Wage Survey, San Francisco-Oakland, Calif., January 1954
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Table B-2: Scheduled Weekly Hours

Weekly hours	PERCENT OF OFFICE WORKERS ¹ EMPLOYED IN--							PERCENT OF PLANT WORKERS EMPLOYED IN--					
	All industries ²	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries ³	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	
35 hours and under	3.0	2.0	1.4	-	-	2.2		1.1	1.0	-	-	0.9	
Over 35 and under 37½ hours	3.8	5.1	.6	8.7	-	3.5		.2	.4	-	-	-	
37½ hours	11.0	9.6	4.2	6.3	7.6	16.6		7.8	6.2	1.0	-	12.6	
Over 37½ and under 40 hours	11.3	15.8	-	1.6	-	21.1		-	-	-	-	-	
40 hours	70.9	67.5	93.7	83.4	92.4	56.6		89.6	91.5	95.2	100.0	85.3	
Over 40 hours	(⁴)	-	.1	-	-	-		1.3	.9	3.8	-	1.2	

¹ Data relate to women workers.

² Includes data for services in addition to those industry divisions shown separately.

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

⁴ Less than 0.05 percent.

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

** Finance, insurance, and real estate.

Table B-3: Paid Holidays¹

Number of paid holidays	PERCENT OF OFFICE WORKERS EMPLOYED IN--							PERCENT OF PLANT WORKERS EMPLOYED IN--					
	All industries ²	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries ³	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	100.0	100.0	100.0	100.0	100.0	100.0		93.5	94.8	94.8	100.0	98.0	
2 days	(⁴)	-	-	-	.4	-		1.2	-	-	-	7.3	
4 days .....	.1	-	-	-	-	-		.4	-	2.2	-	-	
5 days .....	.2	-	-	-	.1	.6		2.3	-	-	-	-	
6 days	16.4	24.3	6.2	11.1	8.2	19.1		16.9	24.3	9.8	9.9	1.7	
7 days	41.5	58.2	29.2	77.7	79.5	5.6		51.2	57.0	27.5	56.9	73.8	
8 days	19.0	16.2	61.1	9.5	11.8	9.8		21.3	13.5	55.3	33.2	15.2	
9 days	3.4	.8	.9	1.7	-	8.0		.2	-	-	-	-	
10 days	3.5	.5	1.4	-	-	9.5		-	-	-	-	-	
11 days	14.1	-	1.2	-	-	42.1		-	-	-	-	-	
12 days	1.8	-	-	-	-	5.3		-	-	-	-	-	
Workers in establishments providing no paid holidays	-	-	-	-	-	-		6.5	5.2	5.2	-	2.0	

¹ Estimates include only full-day holidays.

² Includes data for services in addition to those industry divisions shown separately.

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

⁴ Less than 0.05 percent.

* 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 ¹	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries ²	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		100.0	100.0	100.0	100.0	100.0	
Length-of-time payment	99.7	99.0	100.0	100.0	100.0	100.0		88.5	76.9	100.0	100.0	100.0	
1 week	17.7	5.1	56.9	21.7	65.7	-		58.7	50.7	58.7	74.0	78.8	
Over 1 but less than 2 weeks .....	.2	-	1.9	-	-	-		1.6	2.7	1.6	-	-	
2 weeks	81.6	93.9	40.2	78.3	34.3	100.0		26.3	23.5	30.3	26.0	21.2	
Over 2 but less than 3 weeks .....	.1	-	1.0	-	-	-		1.7	-	9.4	-	-	
3 weeks .....	.1	-	-	-	-	-		.2	-	-	-	-	
Percentage payment ³ .....	.3	1.0	-	-	-	-		11.1	22.2	-	-	-	
2 percent	-	-	-	-	-	-		4.2	8.4	-	-	-	
Over 2 but less than 4 percent	-	-	-	-	-	-		6.3	12.7	-	-	-	
4 percent .....	.3	1.0	-	-	-	-		.6	1.1	-	-	-	
Other-type payment	-	-	-	-	-	-		.4	.9	-	-	-	
<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	100.0	100.0	100.0	
Length-of-time payment	99.7	99.0	100.0	100.0	100.0	100.0		88.5	76.9	100.0	100.0	100.0	
1 week .....	.4	.4	(*)	-	-	-		13.4	21.6	-	5.3	-	
Over 1 but less than 2 weeks .....	.9	-	7.9	-	-	-		4.7	6.9	1.6	.5	5.2	
2 weeks	96.4	98.6	91.1	100.0	100.0	94.7		68.6	48.4	89.0	94.2	94.8	
Over 2 but less than 3 weeks	1.9	-	1.0	-	-	5.3		1.7	-	9.4	-	-	
3 weeks .....	.1	-	-	-	-	-		.2	-	-	-	-	
Percentage payment ³ .....	.3	1.0	-	-	-	-		11.1	22.2	-	-	-	
2 percent	-	-	-	-	-	-		1.9	3.7	-	-	-	
Over 2 but less than 4 percent	-	-	-	-	-	-		8.0	16.1	-	-	-	
4 percent .....	.3	1.0	-	-	-	-		1.2	2.4	-	-	-	
Other-type payment	-	-	-	-	-	-		.4	.9	-	-	-	
<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	100.0	100.0	100.0	
Length-of-time payment	99.7	99.0	100.0	100.0	100.0	100.0		88.5	76.9	100.0	100.0	100.0	
1 week	(*)	.1	(*)	-	-	-		4.7	9.4	-	-	-	
Over 1 but less than 2 weeks .....	.2	-	1.9	-	-	-		3.2	5.1	1.6	.5	1.7	
2 weeks	95.5	93.6	97.1	100.0	100.0	92.9		77.3	59.4	89.0	99.5	98.3	
Over 2 but less than 3 weeks	1.9	-	1.0	-	-	5.3		1.6	-	9.4	-	-	
3 weeks	2.1	5.3	-	-	-	1.8		1.7	3.0	-	-	-	
Percentage payment ³ .....	.3	1.0	-	-	-	-		11.1	22.2	-	-	-	
2 percent	-	-	-	-	-	-		1.9	3.7	-	-	-	
Over 2 but less than 4 percent	-	-	-	-	-	-		1.7	3.5	-	-	-	
4 percent .....	.3	1.0	-	-	-	-		7.5	15.0	-	-	-	
Other-type payment	-	-	-	-	-	-		.4	.9	-	-	-	

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 ¹	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries ²	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		100.0	100.0	100.0	100.0	100.0	
Length-of-time payment	99.7	99.0	100.0	100.0	100.0	100.0		88.5	76.9	100.0	100.0	100.0	
Less than 2 weeks	.2	-	1.9	-	-	-		.3	-	1.6	-	-	
2 weeks	89.8	93.7	90.3	92.3	96.8	86.8		82.6	72.5	88.0	98.6	92.1	
Over 2 but less than 3 weeks	4.2	-	1.0	1.3	.9	11.4		1.7	-	9.4	1.4	-	
3 weeks	5.5	5.3	6.8	6.4	2.3	1.8		3.9	4.4	1.0	-	7.9	
Percentage payment ³	.3	1.0	-	-	-	-		11.1	22.2	-	-	-	
3 percent	-	-	-	-	-	-		.6	1.2	-	-	-	
4 percent	.3	1.0	-	-	-	-		10.5	21.0	-	-	-	
Other-type payment	-	-	-	-	-	-		.4	.9	-	-	-	
<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	100.0	100.0	100.0	
Length-of-time payment	99.7	99.0	100.0	100.0	100.0	100.0		88.5	76.9	100.0	100.0	100.0	
Less than 2 weeks	.2	-	1.9	-	-	-		.3	-	1.6	-	-	
2 weeks	78.9	81.1	81.2	89.4	96.0	69.5		77.5	67.2	78.9	93.7	89.0	
Over 2 but less than 3 weeks	4.0	.8	10.1	1.3	-	7.3		4.2	1.8	18.5	1.4	-	
3 weeks	16.5	17.1	6.1	9.3	4.0	23.2		6.2	7.9	-	4.9	11.0	
4 weeks and over	.1	-	.7	-	-	-		.3	-	1.0	-	-	
Percentage payment ³	.3	1.0	-	-	-	-		11.1	22.2	-	-	-	
3 percent	-	-	-	-	-	-		.6	1.2	-	-	-	
4 percent	.3	1.0	-	-	-	-		10.5	21.0	-	-	-	
Other-type payment	-	-	-	-	-	-		.4	.9	-	-	-	
<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	100.0	100.0	100.0	
Length-of-time payment	99.7	99.0	100.0	100.0	100.0	100.0		88.5	76.9	100.0	100.0	100.0	
Less than 2 weeks	.2	-	1.9	-	-	-		.3	-	1.6	-	-	
2 weeks	39.4	26.8	12.4	48.7	49.4	50.7		35.4	24.4	14.4	68.6	51.3	
Over 2 but less than 3 weeks	1.0	.9	1.0	-	-	2.0		2.6	1.8	9.4	-	-	
3 weeks	59.0	71.3	84.0	51.3	50.6	47.3		49.9	50.7	73.6	31.4	48.7	
4 weeks and over	.1	-	.7	-	-	-		.3	-	1.0	-	-	
Percentage payment ³	.3	1.0	-	-	-	-		11.1	22.2	-	-	-	
3 percent	-	-	-	-	-	-		.6	1.2	-	-	-	
4 percent	.3	1.0	-	-	-	-		9.8	19.7	-	-	-	
6 percent and over	-	-	-	-	-	-		.7	1.3	-	-	-	
Other-type payment	-	-	-	-	-	-		.4	.9	-	-	-	

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 ¹	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries ²	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		100.0	100.0	100.0	100.0	100.0	100.0
Length-of-time payment	99.7	99.0	100.0	100.0	100.0	100.0		88.5	76.9	100.0	100.0	100.0	100.0
Less than 2 weeks .....	.2	-	1.9	-	-	-		.3	-	1.6	-	-	-
2 weeks	25.8	22.4	12.4	48.7	49.4	13.3		35.5	24.4	14.4	68.6	51.3	-
Over 2 but less than 3 weeks .....	.3	.9	1.0	-	-	-		2.6	1.8	9.4	-	-	-
3 weeks	70.5	75.3	84.0	51.3	47.1	79.4		49.5	50.7	73.6	31.4	46.4	-
4 weeks and over	2.9	.4	.7	-	3.5	7.3		.6	-	1.0	-	2.3	-
Percentage payment ³ .....	.3	1.0	-	-	-	-		11.1	22.2	-	-	-	-
3 percent	-	-	-	-	-	-		.6	1.2	-	-	-	-
4 percent	-	-	-	-	-	-		9.3	18.6	-	-	-	-
6 percent and over .....	.3	1.0	-	-	-	-		1.2	2.4	-	-	-	-
Other-type payment	-	-	-	-	-	-		.4	.9	-	-	-	-
<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	100.0	100.0	100.0	100.0
Length-of-time payment	99.7	99.0	100.0	100.0	100.0	100.0		88.5	76.9	100.0	100.0	100.0	100.0
Less than 2 weeks .....	.2	-	1.9	-	-	-		.3	-	1.6	-	-	-
2 weeks	24.0	22.5	12.4	48.2	49.3	10.7		34.9	24.4	14.4	67.3	48.1	-
Over 2 but less than 3 weeks .....	.3	.9	1.0	-	-	-		2.6	1.8	9.4	-	-	-
3 weeks	61.3	64.5	80.3	35.2	35.9	69.8		42.9	40.1	73.6	27.7	41.9	-
4 weeks and over	13.9	11.1	4.4	16.6	14.8	19.5		7.8	10.6	1.0	5.0	10.0	-
Percentage payment ³ .....	.3	1.0	-	-	-	-		11.1	22.2	-	-	-	-
3 percent	-	-	-	-	-	-		.6	1.2	-	-	-	-
4 percent	-	-	-	-	-	-		9.3	18.6	-	-	-	-
6 percent and over .....	.3	1.0	-	-	-	-		1.2	2.4	-	-	-	-
Other-type payment	-	-	-	-	-	-		.4	.9	-	-	-	-

¹ Includes data for services in addition to those industry divisions shown separately.

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

³ Percent of annual earnings.

⁴ 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 ¹	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries ²	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	94.7	91.4	96.5	97.2	76.2	99.8		86.3	94.8	91.6	95.6	75.0	
Accidental death and dismemberment insurance	36.8	46.5	10.2	36.7	35.3	39.0		40.9	57.4	8.3	48.5	29.9	
Sickness and accident insurance	29.5	26.2	14.2	36.9	24.5	36.4		31.6	38.6	10.8	37.8	37.1	
Sick leave (full pay and no waiting period)	43.7	34.9	59.2	35.2	20.9	65.3		19.4	12.8	35.5	19.3	23.3	
Sick leave (partial pay or waiting period)	6.4	4.5	28.8	7.1	8.7	-		14.1	6.2	41.3	23.8	4.1	
Hospitalization insurance	71.7	78.0	33.1	78.8	80.7	77.7		77.6	90.0	27.1	90.2	91.2	
Surgical insurance	71.1	78.0	33.1	74.8	80.7	77.7		77.6	90.0	27.1	90.2	91.2	
Medical insurance	53.6	55.3	29.9	57.8	74.0	54.3		68.9	75.5	24.1	84.8	87.6	
Catastrophe insurance	13.0	16.6	.7	8.6	6.7	19.2		8.5	11.8	1.5	7.0	7.4	
Retirement pension	65.5	73.1	92.8	47.2	20.2	72.0		43.4	45.0	84.0	25.6	25.1	
Health, insurance, or pension plan not listed above	6.2	7.6	2.5	11.6	3.5	5.3		1.6	-	4.2	7.5	2.3	
No health, insurance, or pension plan	1.5	2.1	-	.6	8.4	.2		4.7	3.5	-	-	2.9	

¹ Includes data for services in addition to those industry divisions shown separately.

² 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.

Occupational Wage Survey, San Francisco-Oakland, Calif., January 1954

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 ¹	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries ²	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	
Daily overtime													
Workers in establishments providing premium pay -----	76.6	76.3	93.5	71.6	97.1	68.1		99.2	100.0	100.0	98.7	95.7	
Time and one-half -----	60.1	60.0	86.8	54.3	95.2	45.2		83.7	72.8	93.1	93.0	93.9	
Effective after less than 8 hours -----	3.0	6.6	-	2.4	4.9	1.3		8.3	7.6	-	-	12.4	
Effective after 8 hours -----	57.1	53.4	86.8	52.0	90.3	43.9		75.5	65.1	93.1	93.0	81.5	
Effective after more than 8 hours -----	-	-	-	-	-	-		-	-	-	-	-	
Double time -----	.1	.5	-	-	-	-		7.4	14.1	-	5.7	-	
Other ³ -----	16.4	15.8	6.8	17.2	1.9	22.8		8.1	13.2	6.9	-	1.8	
Workers in establishments providing no premium pay or having no policy -----	23.4	23.7	6.5	28.4	2.9	31.9		.8	-	-	1.3	4.3	
Weekly overtime													
Workers in establishments providing premium pay -----	96.1	97.6	97.5	98.4	98.1	95.2		100.0	100.0	100.0	100.0	100.0	
Time and one-half -----	68.2	76.5	89.8	81.2	96.2	43.1		85.6	76.3	93.1	94.3	98.2	
Effective after less than 40 hours -----	4.1	6.6	-	2.4	4.9	4.7		8.5	7.6	-	-	13.5	
Effective after 40 hours -----	64.0	69.9	89.7	78.8	91.2	38.4		76.8	68.7	91.0	94.3	84.8	
Effective after more than 40 hours -----	(⁴)	-	.1	-	-	-		.4	-	2.1	-	-	
Double time -----	.1	.5	-	-	-	-		9.2	17.7	-	5.7	-	
Other ³ -----	27.8	20.5	7.7	17.2	1.9	52.0		5.2	6.0	6.9	-	1.8	
Workers in establishments providing no premium pay or having no policy -----	3.9	2.4	2.5	1.6	1.9	4.8		-	-	-	-	-	

¹ Includes data for services in addition to those industry divisions shown separately.

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

³ 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.

⁴ Less than 0.05 percent.

* 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 ¹	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries ²	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 with pay provisions for work on paid holidays ³													
Regular rate only -----	73.5	79.7	98.9	57.8	82.0	67.3		91.2	93.8	94.8	94.3	89.8	
Time and one-half -----	2.5	.2	.1	-	-	7.3		-	-	-	-	-	
Double time -----	11.9	8.9	7.9	15.5	4.4	16.6		6.5	1.5	4.2	8.1	13.0	
Double time and one-half -----	31.1	47.7	56.2	26.6	22.0	14.1		53.5	67.0	66.2	42.9	27.0	
Triple time -----	20.8	15.2	34.8	14.4	50.7	16.5		25.6	17.6	24.5	32.0	47.6	
Equal time off -----	.7	1.1	-	1.3	3.3	-		3.7	5.1	-	11.2	2.2	
Other plan -----	2.3	1.3	-	-	-	6.0		-	-	-	-	-	
Workers in establishments with no formal policy -----	4.1	5.4	-	-	1.6	6.8		1.9	2.4	-	-	-	
Workers in establishments with no paid holidays -----	26.3	20.3	1.1	40.7	18.0	32.7		2.3	1.0	-	5.7	8.2	
Workers in establishments with no paid holidays -----	.3	-	-	1.4	-	-		6.5	5.2	5.2	-	2.0	

¹ Includes data for services in addition to those industry divisions shown separately.

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

³ 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, San Francisco-Oakland, Calif., January 1954

U. S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

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

Item	PERCENT OF OFFICE WORKERS EMPLOYED IN--							PERCENT OF PLANT WORKERS EMPLOYED IN--					
	All industries ¹	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries ²	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
WAGE STRUCTURE FOR TIME-RATED WORKERS³													
All workers	100	100	100	100	100	100		100	100	100	100	100	
Formal rate structure	79	85	89	64	77	81		100	100	100	100	100	
Single rate	5	5	6	3	14	1		81	97	32	89	75	
Range of rates	75	81	84	61	63	80		19	3	68	11	25	
Individual rates	21	15	11	36	23	19		-	-	-	-	-	
METHOD OF WAGE PAYMENT FOR PLANT WORKERS													
All workers	DATA NOT COLLECTED							100	100	100	100	100	
Time workers								91	90	100	97	76	
Incentive workers								9	10	-	3	24	
Piecework								3	6	-	-	-	
Bonus work								2	3	-	-	(4)	
Commission								5	1	-	3	24	
LABOR-MANAGEMENT AGREEMENTS⁵													
Workers in establishments with agreements covering a majority of such workers	17	14	64	3	47			96	97	99	96	86	

¹ Includes data for services in addition to those industry divisions shown separately.

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

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

⁴ Less than 0.5 percent.

⁵ 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 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, San Francisco-Oakland, Calif., January 1954
U.S. DEPARTMENT OF LABOR
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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:

Biller, 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 memoranda, 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.

Biller, 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 employees' 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

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,

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.

ELECTRICIAN, MAINTENANCE - Continued

conduit systems, or other transmission equipment; working from blueprints, drawings, layout, 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-fed 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; alining 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 Movement

GUARD

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.