

Wages and Related Benefits

MAJOR LABOR MARKETS

1953-1954

● PART III

Atlanta, Ga.

Boston, Mass.

Chicago, Ill.

Los Angeles, Calif.

Milwaukee, Wis.

New York, N. Y.

Bulletin No. 1157-3

Wages and Related Benefits

MAJOR LABOR MARKETS

1953-1954

Bulletin No. 1157-3

UNITED STATES DEPARTMENT OF LABOR

James P. Mitchell, *Secretary*

BUREAU OF LABOR STATISTICS

Ewan Clague, *Commissioner*



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

<u>Part I</u> ²	<u>Part II</u> ²	<u>Part III</u>
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.³ 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

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

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 Parts I and II, issued in April and June 1954, are available from the Superintendent of Documents, Government Printing Office, Washington 25, D. C. Price 60 cents each.

³ See table following text for each area for minimum-size establishment covered in these studies.

small establishments is studied. In combining the data, however, all establishments are given their appropriate weight. All estimates are presented therefore as relating to all establishments in the industry grouping and area, excluding only those below the minimum size studied.

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 policy⁴ 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.⁵ 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.

⁴ 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.

⁵ 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.

The Atlanta metropolitan area is an expanding center of manufacturing industries, chief of which are aircraft, motor vehicles, and other metalworking; food and kindred products; textiles; and apparel. It is also a center of trade and finance with substantial numbers of workers employed in wholesale and retail trade establishments, banks, and other financial institutions. This year's annual study is based upon data from 188 establishments employing more than 91,000 workers—selected to represent 656 establishments employing about 143,000 workers in 6 major industry groupings. (See table following.)

Wage Structure

Most plant (nonoffice) workers in the Atlanta area were paid on the basis of time rates, as distinguished from incentive methods of pay. For every 4 workers on time methods, 1 worked on an incentive basis. Time-rated workers comprised more than three-fourths of the workers in manufacturing and retail trade, and more than nine-tenths in public utilities and wholesale trade.

Most time-rated plant workers were employed in firms that had a formally determined rate or range of rates for each job classification. A sixth were employed in firms which determined rates on the basis of the individual's personal qualifications. Workers under range-of-rate systems outnumbered those under single-rate systems in the ratio of 3 to 2. Formal rate structures covered three-fourths of the office workers, and in nearly all cases provided a range of rates for each job category.

Relatively few firms had rate structures which included provisions for classifying jobs into a series of labor grades. Of 188 firms studied, labor-grade systems covered office jobs in 15 firms, and plant jobs in 8. Among the establishments reporting labor-grade systems were 3 in manufacturing, 2 in the public utilities industry group, 6 in trade, and 5 in the finance and insurance industries.

Occupational Pay Levels

Weekly salaries of women secretaries, general stenographers, and routine copy typists averaged \$64, \$55, and \$43, respectively, in March 1954, as compared with average salaries of \$62.50, \$53, and \$40.50 reported for these workers in the Bureau's survey of March 1953. Most of the other office occupations studied showed earnings increases of from \$1 to \$2.50 a week during this period.

Straight-time average hourly earnings for the skilled maintenance jobs ranged from \$1.65 for automotive mechanics, numerically the most important job studied, to \$2.29 for sheet-metal

workers. Carpenters, mechanics (other than automotive), and painters averaged about \$1.90, machinists \$2.05, and electricians and pipefitters from \$2.16 to \$2.18 an hour. Hourly pay levels in March 1954 were from 7 to 12 cents higher than a year earlier for the jobs named other than auto mechanics (up 5 cents) and sheet-metal workers (up 16 cents). Maintenance trades helpers averaged \$1.46, up 11 cents an hour from March 1953.

Average hourly earnings for numerically important custodial and material-movement jobs studied were: 73 cents for janitresses, \$1.04 for janitors, \$1.13 for material-handling laborers, \$1.23 for drivers of medium-size trucks and for men shipping packers, and \$1.33 for forklift operators. Pay levels for most of these and other categories in these work fields were from 3 to 7 cents an hour higher than in March 1953.

Among the office jobs studied, average weekly earnings were higher in manufacturing than in nonmanufacturing industries for similar jobs. However, approximately as many of the plant job averages were higher in nonmanufacturing as were higher in manufacturing. The greatest earnings differences in favor of the manufacturing industries occurred in the stationary engineer, painter, and janitor and janitress jobs. In nonmanufacturing, maintenance electricians, maintenance mechanics, and drivers of medium-size trucks had the greatest earnings differential over similar jobs in manufacturing. Average earnings levels varied among the individual nonmanufacturing industry divisions. The public utilities group generally had the highest job averages among the nonmanufacturing industries and, for several office and plant jobs, had higher pay levels than in manufacturing.

Cost-of-Living and Annual Improvement Adjustments

Periodic wage adjustments related to the movement of consumer prices were provided for in 4 of the 188 establishments visited by the Bureau's field agents. These provisions were applicable to the wages of plant workers in all 4 firms, and to office workers in 3. Of the 4 firms, 2 in manufacturing (motor-vehicle) also had provisions for annual improvement (productivity) adjustments applicable to both the plant and office workers.

Labor-Management Agreements

Slightly fewer than half the plant workers in the surveyed industry and establishment-size classes were employed in firms having labor-management agreements covering a majority of their plant workers. Highest proportions of plant-worker coverage were found in public utilities and manufacturing. A fifth of the office workers were employed in firms having agreements covering a majority of the office workers. Slightly fewer than a half of the office workers in public utilities and manufacturing were so covered.

Work Schedules

About seven-tenths of the office and plant workers in Atlanta were scheduled to work a 40-hour week in March 1954. Most of the remaining office workers were scheduled to work less than 40 hours; in public utilities and finance, seven-tenths and a third, respectively, worked less than 40 hours. Most of the remaining plant workers worked more than 40 hours; in public utilities and retail trade a fifth of the plant workers were on schedules of 48 hours and a smaller proportion were on longer schedules.

Overtime Pay

Nearly all office workers and seven-eighths of the plant workers were employed in firms which provided premium pay to these workers for work performed in excess of regular weekly work schedules. Such premiums were almost always in the amount of time and a half for work beyond 40 hours in the workweek. Employers of half the plant workers and of a third of the office workers provided premium rates after a specified number of hours worked per day. Typically, time and a half was provided for work in excess of 8 hours a day.

Shift Operations

A fifth of the plant labor force in Atlanta manufacturing industries were employed on extra shifts in March 1954. Three-fourths of the workers on the second shift and half of those on the third shift were paid a premium over day-shift rates. Second-shift workers, outnumbering third-shift workers by 4 to 1, most commonly received a differential of 8 cents an hour.

Paid Holidays

Nearly all office workers and fully four-fifths of the plant workers were in establishments which granted paid holidays, usually 5 or 6 annually. Six paid holidays were received by a majority of the office workers in manufacturing, public utilities, and wholesale trade. A fourth of the office workers in finance establishments received from 8 to 10 holidays, but a half received 5 days as did the great majority of office workers in retail trade. In only manufacturing and public utilities did a majority of plant workers receive six or more paid holidays. About two-thirds of the plant and office workers were employed in firms having provisions for premium pay for work performed on paid holidays. Double time, including holiday pay, was the most common provision applying to both groups.

Establishments and Workers Within Scope of Survey and Number Studied in Atlanta, Ga.,¹ by Major Industry Division, March 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	656	188	142,900	91,540	19,750
Manufacturing	51	221	55	67,800	45,070	5,930
Nonmanufacturing	51	435	133	75,100	46,470	13,820
Transportation (excluding railroads), communication, and other public utilities	51	58	19	18,900	14,830	3,630
Wholesale trade	51	118	34	13,100	5,740	2,190
Retail trade	51	113	34	24,600	16,180	2,940
Finance, insurance, and real estate	51	71	26	10,000	5,960	4,380
Services ³ *	51	75	20	8,500	3,760	680

¹ The Atlanta Metropolitan Area (Cobb, DeKalb, and Fulton 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

Virtually all office workers and more than nine-tenths of the plant workers were in establishments having formal provisions for paid vacations. For identical length of service, vacation pay provisions for office workers were generally more liberal than for plant workers. After a year's service, for example, office workers usually received 2 weeks' vacation pay, as against a week (or its equivalent in percentage payments) for the majority of plant workers. Similarly, almost all office workers were receiving 2 weeks' vacation pay after 5 years' service, compared with three-fourths of the plant workers. Provisions for 3 weeks' vacation pay after 15 years' service were applicable to almost half the office workers but to only a fourth of the plant workers. The Bureau's tabulation of the pay provisions for 25 years' service showed that nearly three-

fifths of the office workers and a third of the plant workers were in establishments providing three or more weeks' vacation pay.

Health, Insurance, and Pension Plans

Almost all of the office workers and over nine-tenths of the plant workers were covered by one or more forms of health, insurance, or pension plans financed wholly or in part by the employer. Pension plans covered five-sixths of the office and half of the plant workers. Generally higher proportions of office than of plant workers were included under various health and insurance plans studied, except for accidental death and dismemberment insurance, and sickness and accident insurance. Life, hospitalization, and surgical insurance were available to seven-tenths or more of both the office and 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 Atlanta, Ga., by industry division, March 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 \$32.50	\$32.50 and 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 75.00	\$75.00 80.00	\$80.00 85.00	\$85.00 90.00	\$90.00 95.00	\$95.00 and over					
Men																														
Bookkeeping-machine operators, class B	50	39.5	49.00	-	1	4	6	4	2	9	2	3	3	-	10	1	-	5	-	-	-	-	-	-	-	-	-			
Nonmanufacturing	44	39.5	48.50	-	1	4	6	4	2	8	1	2	3	-	7	1	-	5	-	-	-	-	-	-	-	-	-			
Finance**	31	39.5	46.50	-	1	4	6	4	2	5	1	2	-	-	-	1	-	5	-	-	-	-	-	-	-	-	-			
Clerks, accounting, class A	450	40.0	77.00	-	-	-	-	-	-	-	1	2	4	1	13	27	16	40	44	34	64	100	43	18	43	-				
Manufacturing	109	40.0	77.00	-	-	-	-	-	-	-	-	-	4	-	2	8	-	6	7	9	18	35	7	8	5	-				
Nonmanufacturing	341	40.0	77.50	-	-	-	-	-	-	1	2	-	-	1	11	19	16	34	37	25	46	65	36	10	38	-				
Public utilities*	74	39.0	79.50	-	-	-	-	-	-	-	2	-	-	-	1	2	-	3	10	5	8	30	1	1	11	-				
Wholesale trade	209	40.0	77.50	-	-	-	-	-	-	-	-	-	-	9	10	14	25	21	16	28	28	25	6	27	-					
Retail trade	33	41.0	70.00	-	-	-	-	-	-	1	-	-	1	-	6	2	6	3	4	1	7	1	1	-	-					
Clerks, accounting, class B	316	40.0	59.50	-	2	2	2	11	4	9	17	44	20	19	33	34	42	19	16	22	7	10	1	2	-					
Manufacturing	83	40.0	61.00	-	-	2	2	-	-	2	-	13	3	2	6	3	25	7	4	11	3	-	-	-	-					
Nonmanufacturing	233	40.0	58.50	-	2	-	-	11	4	7	17	31	17	17	27	31	17	12	12	11	4	10	1	2	-					
Wholesale trade	162	40.0	60.00	-	-	-	6	2	6	10	11	14	14	21	30	10	11	6	8	3	9	1	-	-	-					
Clerks, file, class B	45	40.0	44.00	-	-	2	8	16	6	1	-	-	12	-	-	-	-	-	-	-	-	-	-	-	-					
Nonmanufacturing	34	40.0	41.00	-	-	2	8	16	6	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-					
Clerks, order	210	40.0	67.00	-	-	-	-	3	4	10	5	7	-	20	21	27	17	8	26	12	13	9	11	3	14					
Manufacturing	59	40.0	77.00	-	-	-	-	-	2	2	1	-	8	-	4	1	-	2	2	-	13	8	6	-	12					
Nonmanufacturing	151	40.0	63.00	-	-	-	-	3	4	8	3	6	-	12	21	23	16	8	24	12	-	1	5	3	2					
Wholesale trade	150	40.0	62.50	-	-	-	-	3	4	8	3	6	-	12	21	23	16	8	24	11	-	1	5	3	2					
Clerks, payroll	62	40.0	71.50	-	-	-	-	-	2	-	5	4	2	4	-	1	3	9	7	13	4	4	-	4	-					
Manufacturing	43	40.0	69.00	-	-	-	-	-	2	-	5	-	2	4	-	1	2	4	6	12	2	3	-	-	-					
Duplicating-machine operators (mimeograph or ditto)	40	39.5	45.50	-	-	7	1	13	1	3	7	-	3	2	-	-	1	-	2	-	-	-	-	-	-					
Nonmanufacturing	39	40.0	45.50	-	-	7	1	13	1	2	7	-	3	2	-	-	1	-	2	-	-	-	-	-	-					
Office boys	213	39.5	40.50	4	18	21	17	43	42	30	11	13	4	8	4	-	1	1	-	-	-	-	-	-	-					
Manufacturing	41	39.5	39.50	9	5	4	3	3	9	3	-	3	-	1	-	-	1	-	-	-	-	-	-	-	-					
Nonmanufacturing	172	39.5	41.00	9	16	13	40	39	21	8	13	1	8	3	-	1	-	-	-	-	-	-	-	-	-					
Wholesale trade	55	39.5	43.50	3	-	3	3	13	12	7	11	-	3	-	-	-	-	-	-	-	-	-	-	-	-					
Retail trade	27	39.5	41.50	-	1	4	3	14	-	-	-	1	1	3	-	-	-	-	-	-	-	-	-	-	-					
Finance**	46	39.0	36.50	6	15	2	17	4	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Tabulating-machine operators	124	39.5	64.00	-	1	1	2	4	5	7	5	8	5	5	6	8	6	8	7	10	9	21	2	4	-					
Nonmanufacturing	98	39.5	61.00	-	1	1	2	4	5	7	4	7	5	5	6	8	6	7	4	7	8	5	2	4	-					
Public utilities*	30	38.5	61.50	-	-	-	-	-	-	-	3	6	2	3	2	4	1	-	2	2	1	2	-	-	-					
Wholesale trade	29	40.0	66.50	-	-	-	-	2	2	-	-	-	3	-	2	3	2	-	2	2	5	4	-	2	-					
Finance**	31	40.0	57.50	-	-	-	2	2	3	6	-	1	-	1	1	3	6	-	2	1	-	-	2	-	-					
Women																														
Billers, machine (billing machine)	166	40.0	52.50	-	-	9	-	11	15	10	12	24	12	18	16	20	12	2	2	3	-	-	-	-	-	-				
Manufacturing	60	40.0	54.50	-	-	9	-	3	-	4	-	5	2	2	8	14	6	2	2	3	-	-	-	-	-					
Nonmanufacturing	106	39.5	51.50	-	-	-	-	8	15	6	12	19	10	16	8	6	6	-	-	-	-	-	-	-	-					
Wholesale trade	72	40.0	52.50	-	-	-	-	3	2	4	11	18	5	14	8	6	1	-	-	-	-	-	-	-	-					
Billers, machine (bookkeeping machine)	91	40.0	47.50	-	1	7	1	17	6	18	11	8	10	8	1	2	1	-	-	-	-	-	-	-	-					
Nonmanufacturing	85	40.0	47.00	-	1	7	1	17	6	18	11	7	6	8	1	1	1	-	-	-	-	-	-	-	-					
Retail trade	39	40.0	45.50	-	1	2	-	8	2	17	2	5	2	-	-	-	-	-	-	-	-	-	-	-	-					

See footnotes at end of table.

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

** Finance, insurance, and real estate.

Occupational Wage Survey, Atlanta, Ga., March 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 Atlanta, Ga., by industry division, March 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 \$32.50	\$32.50 and 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	\$75.00	\$80.00	\$85.00	\$90.00	\$95.00 and over			
Women - Continued																												
Bookkeeping-machine operators, class A	68	40.0	58.00	-	-	-	-	-	2	9	3	8	1	2	8	11	13	6	1	2	-	-	-	-	2	-		
Nonmanufacturing	56	39.5	57.50	-	-	-	-	-	2	9	3	-	1	2	8	11	13	6	1	1	-	-	-	-	-	-		
Wholesale trade	28	40.0	54.50	-	-	-	-	-	-	9	3	-	1	-	6	4	-	5	-	-	-	-	-	-	-	-		
Bookkeeping-machine operators, class B	513	40.0	49.00	2	2	14	27	42	59	98	40	82	42	36	25	14	10	3	5	11	1	-	-	-	-	-		
Manufacturing	98	40.0	56.00	-	-	-	-	1	-	9	11	14	12	16	9	8	7	-	1	9	1	-	-	-	-	-		
Nonmanufacturing	415	40.0	47.50	2	2	14	27	41	59	89	29	68	30	20	16	6	3	3	4	2	-	-	-	-	-	-		
Wholesale trade	110	40.0	52.50	-	-	-	-	2	4	16	6	31	16	15	11	4	1	-	3	1	-	-	-	-	-	-		
Retail trade	58	40.5	46.50	2	-	2	-	15	3	4	3	21	2	1	4	1	-	-	-	-	-	-	-	-	-	-		
Finance**	226	40.0	45.00	-	2	12	27	24	48	68	18	11	9	3	1	1	2	-	-	-	-	-	-	-	-	-		
Clerks, accounting, class A	408	39.5	64.00	-	-	-	-	6	11	17	24	27	15	29	34	21	36	33	26	55	36	24	7	1	6			
Manufacturing	84	39.5	64.00	-	-	-	-	-	-	-	-	8	9	4	17	4	10	8	5	2	7	10	-	-	-			
Nonmanufacturing	324	39.5	64.00	-	-	-	-	6	11	17	24	19	6	25	17	17	26	25	21	53	29	14	7	1	6			
Public utilities*	82	38.5	73.50	-	-	-	-	-	2	-	-	-	3	4	3	6	6	4	5	25	17	-	4	1	6			
Wholesale trade	79	40.0	68.00	-	-	-	-	-	-	-	2	-	3	5	4	-	14	11	12	12	8	5	3	-	-			
Retail trade	67	40.0	57.00	-	-	-	-	6	3	11	7	5	-	2	3	5	6	6	1	8	-	4	-	-	-			
Finance**	92	39.0	57.00	-	-	-	-	-	6	6	15	14	-	18	7	4	-	4	1	8	4	5	-	-	-			
Clerks, accounting, class B	1,357	39.5	50.00	13	13	60	40	157	199	173	99	97	113	83	76	87	33	27	29	21	14	8	9	6	-			
Manufacturing	194	40.0	52.00	-	-	14	-	23	19	20	16	29	15	3	5	7	5	20	-	9	8	1	-	-	-			
Nonmanufacturing	1,163	39.0	50.00	13	13	46	40	134	180	153	83	68	98	80	71	80	28	7	29	12	6	7	9	6	-			
Wholesale trade	260	40.0	54.00	-	-	-	1	14	18	25	27	19	44	26	35	12	19	2	8	8	2	-	-	-	-			
Retail trade	170	40.5	43.50	10	4	25	4	34	19	35	3	9	9	9	9	-	-	-	-	-	-	-	-	-	-			
Finance**	178	39.5	44.50	3	7	15	26	25	30	19	12	9	13	9	3	-	5	1	1	-	-	-	-	-	-			
Clerks, file, class A	199	39.5	53.50	-	-	1	2	17	16	26	39	24	17	5	4	4	3	1	1	38	-	-	-	-	1			
Nonmanufacturing	151	39.5	49.50	-	-	1	2	15	13	25	39	23	16	5	3	3	3	1	1	-	-	-	-	-	1			
Wholesale trade	40	40.0	52.00	-	-	-	-	5	-	5	9	-	8	5	2	2	3	1	-	-	-	-	-	-	-			
Finance**	66	39.0	48.50	-	-	-	2	4	7	9	24	11	8	-	1	-	-	-	-	-	-	-	-	-	-			
Clerks, file, class B	633	39.5	41.00	10	74	113	108	128	68	65	19	12	9	1	3	16	4	-	-	-	3	-	-	-	-			
Manufacturing	50	39.5	49.00	-	1	2	2	7	9	8	3	1	1	-	3	13	-	-	-	-	-	-	-	-	-			
Nonmanufacturing	583	39.5	40.00	10	73	111	106	121	59	57	16	11	8	1	-	3	4	-	-	-	3	-	-	-	-			
Public utilities*	52	38.0	45.50	-	-	1	8	14	11	4	3	4	3	-	-	-	4	-	-	-	-	-	-	-	-			
Wholesale trade	120	40.0	45.00	-	-	3	3	40	23	30	7	5	2	1	-	3	-	-	-	-	3	-	-	-	-			
Retail trade	70	40.0	39.50	6	5	13	6	20	5	10	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Finance**	301	39.5	37.50	4	67	85	79	30	18	12	1	2	3	-	-	-	-	-	-	-	-	-	-	-	-			
Clerks, order	240	39.5	48.50	4	-	17	24	25	25	22	26	25	23	14	3	14	-	11	-	1	5	-	-	1	-			
Manufacturing	50	39.5	51.50	-	-	3	2	4	1	3	5	3	10	5	-	14	-	-	-	-	-	-	-	-	-			
Nonmanufacturing	190	40.0	47.50	4	-	14	22	21	24	19	21	22	13	9	3	-	-	11	-	1	5	-	-	1	-			
Wholesale trade	125	40.0	49.00	3	-	12	9	9	9	9	19	15	13	9	3	-	-	11	-	1	2	-	-	1	-			
Retail trade	62	39.5	42.50	1	-	2	13	12	15	10	2	7	-	-	-	-	-	-	-	-	-	-	-	-	-			
Clerks, payroll	471	39.5	55.50	-	-	6	14	33	28	55	27	49	41	29	34	36	20	13	15	37	22	5	6	-	1			
Manufacturing	212	40.0	58.00	-	-	-	9	12	5	16	6	25	20	17	23	14	7	4	14	21	11	4	3	-	1			
Nonmanufacturing	259	39.0	53.50	-	-	6	5	21	23	39	21	24	21	12	11	22	13	9	1	16	11	1	3	-	-			
Public utilities*	97	37.5	55.00	-	-	-	-	10	14	8	12	6	3	5	3	9	5	4	1	13	4	-	-	-	-			
Wholesale trade	70	40.0	55.00	-	-	3	3	-	3	8	7	12	8	3	5	3	5	2	3	1	1	1	3	-	-			
Retail trade	58	40.0	52.50	-	-	1	2	10	3	8	2	4	5	4	-	9	3	1	-	6	-	-	-	-	-			

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 Atlanta, Ga., by industry division, March 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 \$32.50	\$32.50 and 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	\$75.00	\$80.00	\$85.00	\$90.00	\$95.00 and over	
Women - Continued																										
Comptometer operators -----	619	39.5	\$52.00	-	-	3	6	43	45	67	91	120	71	29	47	37	20	16	9	11	1	1	2	-	-	
Manufacturing -----	91	40.0	56.00	-	-	3	-	8	-	1	9	12	8	5	13	8	12	3	2	7	-	-	-	-	-	
Nonmanufacturing -----	528	39.5	51.00	-	-	-	6	35	45	66	82	108	63	24	34	29	8	13	7	4	1	1	2	-	-	
Wholesale trade -----	335	40.0	51.50	-	-	-	3	21	26	47	54	69	35	10	26	17	6	10	5	2	1	1	2	-	-	
Retail trade -----	145	39.5	50.50	-	-	-	3	10	13	13	15	34	27	12	7	5	-	3	2	1	-	-	-	-	-	
Duplicating-machine operators (mimeograph or ditto) -----	49	39.5	45.00	3	-	6	6	10	8	1	1	-	2	6	1	5	-	-	-	-	-	-	-	-	-	
Nonmanufacturing -----	34	39.5	41.00	3	-	6	6	9	6	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	
Key-punch operators -----	376	39.5	48.50	3	1	53	35	41	27	38	29	32	18	22	23	10	3	8	3	28	-	2	-	-	-	
Nonmanufacturing -----	322	39.5	46.50	3	1	52	34	40	26	38	29	24	16	17	19	9	2	6	1	3	-	2	-	-	-	
Public utilities* -----	38	38.5	54.00	-	-	-	-	1	4	5	5	3	2	2	7	4	-	1	1	3	-	-	-	-	-	
Wholesale trade -----	121	40.0	47.00	-	-	23	14	8	6	15	15	9	4	9	4	5	2	5	-	-	-	2	-	-	-	
Retail trade -----	51	39.5	45.00	-	1	1	4	18	4	8	3	6	3	1	2	-	-	-	-	-	-	-	-	-	-	
Finance** -----	112	39.5	43.50	3	-	28	16	13	12	10	6	6	7	5	6	-	-	-	-	-	-	-	-	-	-	
Office girls -----	96	39.5	41.00	-	8	15	16	29	8	13	2	2	1	2	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing -----	88	39.5	41.00	-	8	11	16	29	7	12	2	-	1	2	-	-	-	-	-	-	-	-	-	-	-	
Secretaries -----	1,485	39.5	64.00	-	-	7	11	3	24	34	47	147	96	100	119	186	104	87	83	108	202	62	20	21	24	
Manufacturing -----	489	40.0	67.00	-	-	7	-	-	4	8	65	12	19	20	58	30	21	19	49	130	26	6	8	7	7	
Nonmanufacturing -----	996	39.5	62.50	-	-	11	3	24	30	39	82	84	81	99	128	74	66	64	59	72	36	14	13	17	17	
Public utilities* -----	130	39.0	75.00	-	-	-	-	-	-	8	-	3	8	8	5	-	2	10	10	32	17	7	10	10	5	
Wholesale trade -----	248	40.0	65.00	-	-	-	-	-	8	12	13	20	26	27	34	22	28	24	17	9	3	-	-	-	5	
Retail trade -----	161	40.0	60.00	-	-	-	2	1	15	-	16	17	26	9	15	15	12	10	8	7	-	4	3	1	1	
Finance** -----	386	39.5	57.50	-	-	11	1	21	13	21	46	44	26	48	68	17	24	11	14	11	10	-	-	-	-	
Stenographers, general -----	1,444	39.5	55.00	-	-	17	23	54	77	124	125	255	131	150	106	131	45	50	39	43	45	16	3	5	5	
Manufacturing -----	417	39.5	57.50	-	-	7	3	1	15	7	110	43	58	32	38	18	22	19	18	16	10	-	-	-	-	
Nonmanufacturing -----	1,027	39.5	54.00	-	-	17	16	51	76	109	118	145	88	92	74	93	27	28	20	25	29	6	3	5	5	
Public utilities* -----	237	38.0	58.00	-	-	2	18	18	10	17	16	20	13	14	40	9	10	13	10	25	2	-	-	-	-	
Wholesale trade -----	342	40.0	56.00	-	-	2	-	4	9	30	56	60	29	38	37	24	12	10	4	7	3	4	3	5	5	
Retail trade -----	126	39.5	50.00	-	-	4	2	16	7	17	10	28	7	15	8	4	3	3	1	1	-	-	-	-	-	
Finance** -----	268	39.5	50.50	-	-	11	10	10	42	34	20	36	32	21	15	19	3	5	2	7	1	-	-	-	-	
Switchboard operators -----	259	42.0	44.50	546	17	22	27	9	17	17	11	22	24	16	7	10	8	1	2	3	-	-	-	-	-	
Manufacturing -----	35	40.0	49.50	-	7	7	-	-	2	-	-	1	6	1	3	2	1	-	2	3	-	-	-	-	-	
Nonmanufacturing -----	224	42.0	43.50	46	10	15	27	9	15	17	11	21	18	15	4	8	7	1	-	-	-	-	-	-	-	
Public utilities* -----	36	39.5	53.00	-	-	-	8	-	-	1	3	5	3	2	2	5	7	-	-	-	-	-	-	-	-	
Retail trade -----	70	41.0	45.50	2	2	1	15	7	3	8	6	10	9	7	-	-	-	-	-	-	-	-	-	-	-	
Finance** -----	26	39.5	50.50	-	-	-	-	1	5	4	1	2	6	5	-	2	-	-	-	-	-	-	-	-	-	
Switchboard operator-receptionists -----	311	40.0	48.50	-	-	14	21	37	25	41	31	61	24	18	9	11	6	12	-	1	-	-	-	-	-	
Manufacturing -----	111	40.0	48.50	-	-	6	6	10	7	18	15	24	14	2	1	9	1	-	-	-	-	-	-	-	-	
Nonmanufacturing -----	200	39.5	49.00	-	-	10	15	27	18	23	16	37	10	16	8	2	5	12	-	1	-	-	-	-	-	
Public utilities* -----	36	40.0	50.50	-	-	-	-	12	4	-	4	4	-	3	-	1	-	8	-	-	-	-	-	-	-	
Wholesale trade -----	91	40.0	51.50	-	-	-	7	9	13	4	26	9	5	7	1	5	4	-	1	-	-	-	-	-	-	
Finance** -----	42	39.0	43.00	-	-	6	15	3	-	6	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Tabulating-machine operators -----	102	39.5	54.50	-	-	3	-	13	14	12	7	3	9	9	6	1	1	-	4	7	6	7	-	-	-	
Nonmanufacturing -----	80	39.5	49.50	-	-	3	-	13	14	12	7	3	9	7	4	1	1	-	3	3	-	-	-	-	-	
Finance** -----	42	40.0	45.50	-	-	3	-	10	9	10	1	-	4	2	3	-	-	-	-	-	-	-	-	-	-	

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 Atlanta, Ga., by industry division, March 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 \$32.50	\$32.50 and 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	\$75.00	\$80.00	\$85.00	\$90.00	\$95.00	and over					
Women - Continued																															
Transcribing-machine operators, general	246	39.5	\$50.00	-	1	3	7	24	18	45	35	43	22	17	10	6	4	3	-	2	3	3	-	-	-	-	-	-			
Nonmanufacturing	226	39.5	50.00	-	1	3	7	23	18	43	34	37	18	13	10	5	3	3	-	2	3	3	-	-	-	-	-	-			
Wholesale trade	82	40.0	54.00	-	-	-	-	3	2	8	24	12	10	2	8	3	2	-	2	-	3	3	-	-	-	-	-	-			
Finance**	104	39.0	47.00	-	-	3	6	12	16	31	6	17	4	3	2	-	1	3	-	-	-	-	-	-	-	-	-	-			
Typists, class A	486	39.5	51.00	-	-	13	12	19	54	84	64	83	30	35	24	18	13	16	3	8	7	-	3	-	-	-	-	-			
Manufacturing	57	39.5	59.50	-	-	-	-	-	-	2	2	11	4	7	4	4	7	4	2	5	5	-	-	-	-	-	-	-			
Nonmanufacturing	429	39.5	49.50	-	-	13	12	19	54	82	62	72	26	28	20	14	6	12	1	3	2	-	-	3	-	-	-	-			
Wholesale trade	110	40.0	52.50	-	-	-	-	-	2	17	22	27	11	15	3	1	3	4	1	2	2	-	-	-	-	-	-	-			
Retail trade	32	41.5	53.00	-	-	-	-	-	3	6	2	11	2	-	-	-	-	8	-	-	-	-	-	-	-	-	-	-			
Finance**	168	39.5	47.00	-	-	13	12	8	22	34	24	23	9	9	12	-	2	-	-	-	-	-	-	-	-	-	-	-			
Typists, class B	868	39.5	43.00	7	28	83	150	184	149	112	40	60	23	25	3	-	1	3	-	-	-	-	-	-	-	-	-	-			
Manufacturing	101	40.0	46.50	2	-	9	3	17	7	18	2	24	10	7	1	-	1	-	-	-	-	-	-	-	-	-	-	-			
Nonmanufacturing	767	39.5	42.50	5	28	74	147	167	142	94	38	36	13	18	2	-	-	3	-	-	-	-	-	-	-	-	-	-			
Public utilities*	26	37.5	48.50	-	-	1	-	1	8	2	4	3	2	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-			
Wholesale trade	173	40.0	45.00	-	6	3	3	51	32	31	15	11	8	10	-	-	-	3	-	-	-	-	-	-	-	-	-	-			
Retail trade	131	40.0	41.50	2	6	17	17	40	10	25	6	5	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Finance**	367	39.0	40.50	3	15	50	121	59	73	23	7	11	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-			

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: 17 at \$95 to \$100; 6 at \$100 to \$105; 10 at \$105 to \$110; 4 at \$110 to \$115; 1 at \$115 to \$120.

³ Workers were distributed as follows: 12 at \$100 to \$105.

⁴ Workers were distributed as follows: 18 at \$30 to \$32.50.

⁵ Workers were distributed as follows: 10 at \$27.50 to \$30; 36 at \$30 to \$32.50.

* 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 Atlanta, Ga., by industry division, March 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 and under 47.50	\$47.50	\$50.00	\$52.50	\$55.00	\$57.50	\$60.00	\$62.50	\$65.00	\$70.00	\$75.00	\$80.00	\$85.00	\$90.00	\$95.00	\$100.00	\$105.00	\$110.00	\$115.00	\$120.00	\$125.00	and over					
Men																															
Draftsmen, leader	75	40.0	\$113.00	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	16	3	9	7	5	5	8	2	1	21			
Draftsmen, senior	187	39.5	86.50	-	-	-	-	-	1	-	3	9	10	25	16	18	9	31	30	17	6	8	2	1	1	1	-	-			
Manufacturing	98	40.0	84.00	-	-	-	-	-	-	-	1	8	9	14	11	14	5	13	4	8	2	7	1	1	-	-	-	-			
Nonmanufacturing	89	39.5	89.50	-	-	-	-	-	1	-	2	1	1	11	5	4	4	18	26	9	4	1	1	-	-	-	-	-			
Public utilities*	43	39.0	86.00	-	-	-	-	-	1	-	2	1	1	10	-	1	2	14	1	6	4	-	-	-	-	-	-	-			
Draftsmen, junior	119	39.5	64.50	3	6	7	9	6	11	4	16	3	9	24	11	5	2	1	1	1	-	-	-	-	-	-	-	-			
Manufacturing	49	40.0	59.50	-	-	2	7	-	10	4	13	3	8	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Nonmanufacturing	70	39.5	67.50	3	6	5	2	6	1	-	3	-	1	22	11	5	2	1	1	1	-	-	-	-	-	-	-	-			
Women																															
Nurses, industrial (registered)	58	40.0	69.00	-	1	1	4	2	2	3	6	5	5	8	6	14	-	1	-	-	-	-	-	-	-	-	-	-			
One-nurse unit	29	39.5	63.50	-	1	1	4	-	1	2	6	3	3	4	2	1	-	1	-	-	-	-	-	-	-	-	-	-			
Multiple-nurse unit	29	40.0	74.00	-	-	-	-	2	1	1	-	2	2	4	4	13	-	-	-	-	-	-	-	-	-	-	-	-			

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: 8 at \$125 to \$130; 3 at \$130 to \$135; 3 at \$135 to \$140; 2 at \$140 to \$145; 1 at \$145 to \$150; 3 at \$150 to \$155; 1 at \$155 to \$160.

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

Table A-3: Maintenance and Powerplant Occupations

(Average hourly earnings¹ for men in selected occupations studied on an area basis in Atlanta, Ga., by industry division, March 1954)

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	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60 and over
Carpenters, maintenance	218	\$ 1.89	-	-	-	2	-	5	8	11	6	-	4	29	2	18	8	5	1	3	11	10	16	42	12	1	23	1
Manufacturing	107	1.85	-	-	-	-	-	4	3	8	5	-	2	12	1	6	7	1	1	8	1	9	35	1	-	2	-	
Nonmanufacturing	111	1.93	-	-	-	2	-	1	5	3	1	-	2	17	1	12	1	4	-	2	3	9	7	7	11	1	21	1
Retail trade	69	2.04	-	-	-	-	-	-	5	1	1	-	1	4	1	3	1	4	-	2	1	8	7	4	7	1	17	1
Electricians, maintenance	289	2.18	-	-	-	-	-	1	1	-	1	1	8	8	11	4	2	16	4	12	13	8	30	36	85	13	1	34
Manufacturing	204	2.13	-	-	-	-	-	-	-	-	1	-	8	3	10	2	1	14	3	10	11	7	27	4	83	13	1	6
Nonmanufacturing	85	2.31	-	-	-	-	-	1	1	-	-	1	-	5	1	2	1	2	1	2	2	1	3	32	2	-	-	28
Engineers, stationary	134	1.71	1	1	4	3	3	11	6	6	-	9	4	5	-	1	17	9	1	7	8	3	5	22	2	5	-	1
Manufacturing	44	2.13	-	-	-	-	-	-	-	-	-	-	-	-	-	3	2	-	2	6	-	4	20	2	5	-	-	-
Nonmanufacturing	90	1.50	1	1	4	3	3	11	6	6	-	9	4	5	-	1	14	7	1	5	2	3	1	2	-	-	-	1
Retail trade	28	1.71	-	-	-	-	-	-	-	-	-	4	4	4	-	1	4	1	-	5	1	-	1	2	-	-	-	1
Firemen, stationary boiler	67	1.35	³ 13	3	1	8	5	2	9	1	1	1	1	-	-	4	-	7	-	1	5	-	-	-	-	5	-	-
Manufacturing	52	1.47	3	3	-	8	5	1	8	-	-	1	1	-	-	4	-	7	-	1	5	-	-	-	-	5	-	-
Helpers, trades, maintenance	588	1.46	31	34	7	25	32	14	32	17	15	44	51	23	12	31	3	147	67	3	-	-	-	-	-	-	-	-
Manufacturing	227	1.47	9	17	2	19	9	8	7	6	-	24	-	8	12	31	3	2	67	3	-	-	-	-	-	-	-	-
Nonmanufacturing	361	1.46	22	17	5	6	23	6	25	11	15	20	51	15	-	-	-	145	-	-	-	-	-	-	-	-	-	-
Public utilities*	305	1.53	-	14	-	-	22	-	24	6	15	19	47	14	-	-	-	144	-	-	-	-	-	-	-	-	-	-
Retail trade	28	1.01	⁴ 13	3	-	2	1	1	1	5	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Machinists, maintenance	348	2.05	-	-	-	-	-	-	-	-	3	3	9	18	10	8	6	19	13	23	32	35	66	8	9	72	-	14
Manufacturing	317	2.07	-	-	-	-	-	-	-	-	3	1	9	16	8	6	2	16	10	17	31	35	66	8	7	72	-	10
Nonmanufacturing	31	1.85	-	-	-	-	-	-	-	-	-	2	-	2	2	4	3	3	6	1	-	-	-	-	2	-	-	4
Mechanics, automotive (maintenance)	556	1.65	18	14	6	4	-	-	16	3	12	11	17	47	64	33	102	23	57	9	61	28	4	19	7	-	1	-
Manufacturing	128	1.68	-	14	-	-	-	-	2	2	7	2	3	14	-	23	1	12	6	3	7	13	4	13	2	-	-	-
Nonmanufacturing	428	1.64	18	-	6	4	-	-	14	1	5	9	14	33	64	10	101	11	51	6	54	15	-	6	5	-	1	-
Public utilities*	349	1.68	-	-	-	-	-	-	14	-	4	9	14	25	60	8	95	8	42	2	53	4	-	6	4	-	1	-
Retail trade	44	1.46	⁵ 12	-	-	4	-	-	-	1	1	-	-	1	4	2	2	1	6	4	-	6	-	-	-	-	-	-
Mechanics, maintenance	509	1.90	-	3	-	-	2	2	8	15	11	20	7	34	12	23	16	20	53	35	47	16	27	126	13	-	-	19
Manufacturing	335	1.84	-	-	-	-	2	2	8	10	10	20	7	33	2	17	6	10	33	29	30	10	17	78	10	-	-	1
Nonmanufacturing	174	2.02	-	3	-	-	-	-	-	5	1	-	-	1	10	6	10	10	20	6	17	6	10	48	3	-	-	18
Wholesale trade	54	1.83	-	-	-	-	-	-	-	5	-	-	-	-	5	3	5	4	10	2	8	2	5	2	2	-	-	1
Retail trade	40	1.91	-	-	-	-	-	-	-	-	1	-	-	1	2	1	2	4	9	4	1	4	5	4	1	-	-	1
Oilers	154	1.27	-	6	23	61	-	25	-	-	-	-	-	-	1	3	-	29	-	4	-	2	-	-	-	-	-	-
Manufacturing	153	1.27	-	6	23	61	-	25	-	-	-	-	-	-	-	3	-	29	-	4	-	2	-	-	-	-	-	-
Painters, maintenance	159	1.92	2	-	-	-	-	-	4	2	5	9	2	15	4	4	8	4	8	2	1	8	49	7	7	-	18	-
Manufacturing	78	2.06	-	-	-	-	-	-	4	2	1	-	2	1	-	1	1	-	2	-	3	48	4	5	-	4	-	
Nonmanufacturing	81	1.79	2	-	-	-	-	-	-	4	9	-	15	3	4	7	3	8	-	1	5	1	3	2	-	14	-	
Pipefitters, maintenance	102	2.16	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	2	13	4	-	11	58	-	12	-	-
Manufacturing	88	2.14	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	2	13	4	-	11	44	-	12	-	-
Sheet-metal workers, maintenance	38	2.29	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	2	5	1	1	7	1	2	18	-

¹ Excludes premium pay for overtime and nightwork.² Workers were distributed as follows: 16 at \$2.80 to \$2.90; 12 at \$2.90 to \$3.³ Workers were distributed as follows: 3 at \$0.65 to \$0.70; 2 at \$0.75 to \$0.80; 3 at \$0.80 to \$0.85; 2 at \$0.85 to \$0.90; 1 at \$0.90 to \$0.95; 2 at \$0.95 to \$1.⁴ Workers were distributed as follows: 12 at \$0.75 to \$0.80; 1 at \$0.85 to \$0.90.⁵ Workers were distributed as follows: 10 at \$0.90 to \$0.95; 2 at \$0.95 to \$1.

* 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 Atlanta, Ga., by industry division, March 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 and under .65	.65	.70	.75	.80	.85	.90	.95	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.70	1.80	1.90	2.00 and over
Guards -----	236	1.73	-	-	-	-	-	-	-	-	-	-	4	2	3	13	4	1	5	2	5	-	15	32	-	138	-	12
Manufacturing -----	192	1.81	-	-	-	-	-	-	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	31	-	138	-	12
Janitors, porters, and cleaners (men) -----	2,548	1.04	127	77	26	193	167	127	160	192	206	191	167	170	141	57	32	49	18	62	131	20	59	10	166	-	-	-
Manufacturing -----	1,193	1.18	-	-	-	-	60	47	87	109	147	129	58	58	40	33	3	22	2	54	114	7	53	9	161	-	-	-
Nonmanufacturing -----	1,355	.91	127	77	26	193	107	80	73	83	59	62	109	112	101	24	29	27	16	8	17	13	6	1	5	-	-	-
Public utilities* -----	326	1.12	-	-	-	4	2	14	3	8	27	6	68	70	70	-	21	12	4	-	17	-	-	-	-	-	-	-
Wholesale trade -----	190	1.13	-	-	-	-	12	4	24	16	5	9	20	25	10	9	-	15	11	6	-	13	5	1	5	-	-	-
Retail trade -----	308	.84	22	22	23	13	76	16	27	27	18	13	2	15	16	7	8	-	1	1	-	-	1	-	-	-	-	-
Finance** -----	330	.81	-	-	-	173	13	34	19	32	5	25	18	2	5	3	-	-	-	1	-	-	-	-	-	-	-	-
Janitors, porters, and cleaners (women) -----	525	.73	27	273	14	5	34	16	79	16	21	7	2	1	17	3	2	-	-	7	1	-	-	-	-	-	-	-
Manufacturing -----	119	.93	-	-	-	-	16	-	63	8	17	4	-	-	3	-	-	-	-	7	1	-	-	-	-	-	-	-
Nonmanufacturing -----	406	.67	27	273	14	5	18	16	16	8	4	3	2	1	17	-	2	-	-	-	-	-	-	-	-	-	-	-
Retail trade -----	69	.70	25	7	5	4	15	1	1	4	-	1	1	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance** -----	299	.62	-	266	9	1	1	13	6	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laborers, material handling -----	3,952	1.13	-	-	-	-	637	218	96	405	178	297	289	97	111	170	586	179	117	84	14	76	38	4	6	208	142	-
Manufacturing -----	2,081	1.15	-	-	-	-	331	124	23	255	159	217	232	12	52	91	8	2	50	65	12	71	37	-	4	207	129	-
Nonmanufacturing -----	1,871	1.10	-	-	-	-	306	94	73	150	19	80	57	85	59	79	578	177	67	19	2	5	1	4	2	1	13	-
Public utilities* -----	815	1.29	-	-	-	-	-	-	-	-	-	12	2	1	15	28	528	158	56	-	-	-	-	2	1	-	12	-
Wholesale trade -----	560	.98	-	-	-	-	193	9	10	59	16	53	41	59	24	24	37	13	4	9	-	3	1	2	1	1	1	-
Retail trade -----	496	.93	-	-	-	-	113	85	63	91	3	15	14	25	20	27	13	6	7	10	2	2	-	-	-	-	-	-
Order fillers -----	807	1.23	-	-	-	-	1	20	46	57	34	66	51	18	102	66	26	9	22	62	22	149	13	28	3	10	1	1
Manufacturing -----	187	1.24	-	-	-	-	-	20	6	6	15	5	13	1	7	18	14	-	14	7	-	54	3	-	-	4	-	-
Nonmanufacturing -----	620	1.23	-	-	-	-	1	-	40	51	19	61	38	17	95	48	12	9	8	55	22	95	10	28	3	6	1	1
Wholesale trade -----	375	1.19	-	-	-	-	-	-	39	35	-	42	19	10	91	41	9	3	2	30	-	7	9	27	3	6	1	1
Retail trade -----	245	1.30	-	-	-	-	1	-	1	16	19	19	7	4	7	3	6	6	25	22	88	1	1	-	-	-	-	-
Packers, shipping (men) -----	627	1.20	-	-	-	-	31	41	26	10	55	41	77	43	20	35	61	10	2	46	13	16	7	37	9	47	-	-
Manufacturing -----	291	1.16	-	-	-	-	29	38	19	2	44	16	40	11	4	7	-	1	-	-	-	10	-	17	7	45	-	-
Nonmanufacturing -----	336	1.24	-	-	-	-	2	3	7	8	11	25	37	32	19	31	54	10	1	46	13	6	7	20	2	2	-	-
Wholesale trade -----	225	1.26	-	-	-	-	-	3	6	-	6	-	25	26	18	11	50	6	-	44	10	-	-	19	1	-	-	-
Retail trade -----	111	1.18	-	-	-	-	2	-	1	8	5	25	12	6	1	20	4	4	1	2	3	6	7	1	1	2	-	-
Packers, shipping (women) -----	153	1.03	-	-	-	-	40	4	5	9	22	10	4	14	5	15	4	2	1	1	13	3	1	-	-	-	-	-
Nonmanufacturing -----	106	1.11	-	-	-	-	5	4	5	9	22	10	4	2	5	15	4	2	1	1	13	3	1	-	-	-	-	-
Retail trade -----	73	1.13	-	-	-	-	2	4	5	6	13	7	4	2	2	6	1	2	1	1	13	3	1	-	-	-	-	-
Receiving clerks -----	245	1.33	-	-	-	-	1	-	5	3	-	21	3	27	4	14	27	9	57	8	10	11	8	23	8	2	1	3
Manufacturing -----	70	1.29	-	-	-	-	-	-	-	2	-	9	2	4	3	10	12	3	6	6	3	2	-	2	2	-	1	3
Nonmanufacturing -----	175	1.35	-	-	-	-	1	-	5	1	-	12	1	23	1	4	15	6	51	2	7	9	8	21	6	2	-	-
Wholesale trade -----	63	1.33	-	-	-	-	-	-	-	-	-	-	-	20	-	4	8	3	5	-	6	5	-	9	3	-	-	-
Retail trade -----	65	1.34	-	-	-	-	-	-	5	-	-	12	1	3	1	-	7	3	2	2	1	4	7	12	3	2	-	-

See footnotes at end of table.

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

** Finance, insurance, and real estate.

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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 Atlanta, Ga., by industry division, March 1954)

Table with columns for Occupation and industry division, Number of Workers, Average hourly earnings, and a grid of worker counts for various hourly earnings levels from \$0.60 to \$2.00 and over.

1 Excludes premium pay for overtime and nightwork.
2 Data limited to men workers except where otherwise indicated.
3 Workers were distributed as follows: 3 at \$0.35 to \$0.40; 8 at \$0.50 to \$0.55; 14 at \$0.55 to \$0.60.
4 Workers were distributed as follows: 15 at \$2 to \$2.10; 7 at \$2.20 to \$2.30; 2 at \$2.30 to \$2.40; 2 at \$2.40 to \$2.50.
* Transportation (excluding railroads), communication, and other public utilities.
** Finance, insurance, and real estate.

B: Establishment Practices and Supplementary Wage Provisions

Table B-1: Shift Differential Provisions 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	80.1	67.4	18.0	4.4
With shift pay differential	63.4	55.2	13.6	2.3
Uniform cents (per hour)	49.9	44.7	12.7	2.3
Under 5 cents	4.2	1.0	.8	-
5 cents	10.1	10.6	1.9	.9
Over 5 and under 8 cents	4.2	.8	1.2	-
8 cents	23.6	18.7	8.5	.8
9 cents	-	2.6	-	.2
10 cents	3.4	5.8	.2	.3
Over 10 cents	4.4	5.1	.2	.1
Uniform percentage	12.0	10.5	.2	-
5 percent	10.5	1.1	.1	-
6 percent	1.4	-	.1	-
7½ percent	-	9.4	-	-
Paid lunch period (not paid first shift workers)	1.6	-	.7	-
No shift pay differential	16.7	12.2	4.3	2.1

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.

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	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	1.4	-	9.5	-	-	-		-	-	-	-	-	
Over 35 and under 37½ hours .....	.9	-	-	-	-	3.6		-	-	-	-	-	
37½ hours	15.1	7.9	63.1	4.6	8.2	7.1		3.7	6.5	-	-	-	
Over 37½ and under 40 hours	6.0	1.2	-	-	-	22.8		-	-	-	-	-	
40 hours	71.2	81.9	24.9	90.2	84.1	66.4		71.6	85.6	65.9	87.7	53.1	
Over 40 and under 44 hours	1.1	2.2	-	1.6	.4	.1		1.8	1.1	-	.3	5.8	
44 hours	2.9	6.3	2.2	3.6	3.5	-		2.4	1.3	2.9	3.0	5.9	
Over 44 and under 48 hours .....	.7	.4	.2	-	3.0	-		5.2	3.0	-	2.3	6.8	
48 hours .....	.4	-	-	-	.3	-		11.9	1.8	22.4	-	22.5	
Over 48 and under 50 hours	-	-	-	-	-	-		.2	-	-	3.4	-	
50 hours .....	.1	-	-	-	-	-		.7	.7	-	-	-	
Over 50 and under 54 hours .....	.1	-	-	-	-	-		.4	-	3.7	-	-	
54 hours .....	.1	-	-	-	.5	-		1.5	-	1.3	3.2	6.0	
Over 54 hours	-	-	-	-	-	-		.7	-	3.8	-	-	

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.

* 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	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	99.6	100.0	100.0	100.0	99.4	100.0		82.3	79.5	94.8	96.4	86.5	
1 or 2 days .....	.1	-	-	-	-	-		1.4	2.5	-	-	-	
3 days .....	.5	.3	-	-	3.0	-		1.7	2.0	-	5.7	1.5	
4 days	1.6	1.0	-	.3	3.7	2.2		5.9	2.5	-	3.2	10.6	
5 days	40.4	23.9	12.5	30.2	86.3	50.8		30.6	17.6	22.5	39.4	69.7	
6 days	43.2	72.7	69.2	51.4	6.4	16.7		38.5	51.0	59.8	39.0	4.7	
7 days	6.4	.9	18.3	14.6	-	4.7		3.5	2.8	12.5	9.2	-	
8 days	5.6	1.4	-	3.5	-	17.6		.7	1.1	-	-	-	
9 days .....	.8	-	-	-	-	3.2		-	-	-	-	-	
10 days	1.1	-	-	-	-	4.8		-	-	-	-	-	
Workers in establishments providing no paid holidays .....	.4	-	-	-	.6	-		17.7	20.5	5.2	3.6	13.5	

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.

* 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	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	99.9	100.0	100.0	100.0	100.0	100.0		93.2	91.7	100.0	96.4	95.6	
Length-of-time payment	99.9	100.0	100.0	100.0	100.0	100.0		82.5	74.1	100.0	96.4	95.6	
1 week	24.9	22.6	55.7	12.1	53.8	4.2		49.9	47.4	55.2	48.2	48.7	
2 weeks	74.6	77.4	44.3	85.7	46.2	95.8		32.6	26.7	44.8	47.9	46.9	
4 weeks and over .....	.4	-	-	2.3	-	-		(³)	-	-	.3	-	
Percentage payment ⁴	-	-	-	-	-	-		10.7	17.6	-	-	-	
2 percent	-	-	-	-	-	-		10.7	17.6	-	-	-	
Workers in establishments providing no paid vacations .....	.1	-	-	-	-	-		6.8	8.3	-	3.6	4.4	

See footnotes at end of table.

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

** Finance, insurance, and real estate.

Occupational Wage Survey, Atlanta, Ga., March 1954

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	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 2 years of service</u>													
Workers in establishments providing paid vacations -----	99.9	100.0	100.0	100.0	100.0	100.0		93.2	91.7	100.0	96.4	95.6	
Length-of-time payment -----	99.9	100.0	100.0	100.0	100.0	100.0		82.5	74.1	100.0	96.4	95.6	
1 week -----	7.0	14.0	8.6	-	4.6	3.7		30.3	32.9	22.3	19.6	19.5	
Over 1 and under 2 weeks -----	.2	-	-	-	1.1	-		5.2	7.4	-	6.2	1.8	
2 weeks -----	90.3	86.0	91.4	97.7	86.2	96.3		45.4	33.8	77.7	70.4	66.4	
Over 2 and under 3 weeks -----	2.1	-	-	-	8.2	-		1.6	-	-	-	7.9	
4 weeks and over -----	.4	-	-	2.3	-	-		(³)	-	-	.3	-	
Percentage payment ⁴ -----	-	-	-	-	-	-		10.7	17.6	-	-	-	
2 percent -----	-	-	-	-	-	-		10.7	17.6	-	-	-	
Workers in establishments providing no paid vacations -----	.1	-	-	-	-	-		6.8	8.3	-	3.6	4.4	
<u>After 3 years of service</u>													
Workers in establishments providing paid vacations -----	99.9	100.0	100.0	100.0	100.0	100.0		93.2	91.7	100.0	96.4	95.6	
Length-of-time payment -----	99.9	100.0	100.0	100.0	100.0	100.0		82.5	74.1	100.0	96.4	95.6	
1 week -----	5.4	9.5	6.8	-	4.6	3.7		18.7	17.6	15.6	14.7	15.0	
Over 1 and under 2 weeks -----	.1	-	-	-	1.1	-		5.7	7.7	-	11.0	1.8	
2 weeks -----	91.9	90.5	93.2	97.7	86.2	96.3		56.5	48.9	84.4	70.4	70.9	
Over 2 and under 3 weeks -----	2.1	-	-	-	8.2	-		1.6	-	-	-	7.9	
4 weeks and over -----	.4	-	-	2.3	-	-		(³)	-	-	.3	-	
Percentage payment ⁴ -----	-	-	-	-	-	-		10.7	17.6	-	-	-	
2 percent -----	-	-	-	-	-	-		10.7	17.6	-	-	-	
Workers in establishments providing no paid vacations -----	.1	-	-	-	-	-		6.8	8.3	-	3.6	4.4	
<u>After 5 years of service</u>													
Workers in establishments providing paid vacations -----	99.9	100.0	100.0	100.0	100.0	100.0		93.2	91.7	100.0	96.4	95.6	
Length-of-time payment -----	99.9	100.0	100.0	100.0	100.0	100.0		82.5	74.1	100.0	96.4	95.6	
1 week -----	1.6	1.5	1.5	-	4.6	-		8.7	4.2	3.8	14.7	15.0	
Over 1 and under 2 weeks -----	(³)	-	-	-	.2	-		1.4	1.6	-	2.3	1.8	
2 weeks -----	93.6	97.2	95.3	92.6	82.5	100.0		67.5	66.8	92.8	75.7	61.2	
Over 2 and under 3 weeks -----	1.0	-	-	-	-	-		-	-	-	-	-	
3 weeks -----	3.4	1.4	3.2	5.2	12.7	-		4.9	1.6	3.4	3.4	17.6	
4 weeks and over -----	.4	-	-	2.3	-	-		(³)	-	-	.3	-	
Percentage payment ⁴ -----	-	-	-	-	-	-		10.7	17.6	-	-	-	
2 percent -----	-	-	-	-	-	-		5.4	8.0	-	-	-	
4 percent -----	-	-	-	-	-	-		5.4	9.6	-	-	-	
Workers in establishments providing no paid vacations -----	.1	-	-	-	-	-		6.8	8.3	-	3.6	4.4	

See footnotes at end of table.

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

** Finance, insurance, and real estate.

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

Vacation policy	PERCENT OF OFFICE WORKERS EMPLOYED IN--							PERCENT OF PLANT WORKERS EMPLOYED IN--					
	All industries 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 10 years of service</u>													
Workers in establishments providing paid vacations -----	99.9	100.0	100.0	100.0	100.0	100.0		93.2	91.7	100.0	96.4	95.6	
Length-of-time payment -----	99.9	100.0	100.0	100.0	100.0	100.0		82.5	74.1	100.0	96.4	95.6	
1 week -----	1.3	.9	1.5	-	4.0	-		7.0	3.3	3.8	14.7	9.1	
Over 1 and under 2 weeks -----	-	-	-	-	-	-		.9	1.6	-	-	-	
2 weeks -----	89.1	95.4	95.3	91.7	69.0	91.1		66.0	65.7	92.8	75.9	57.0	
Over 2 and under 3 weeks -----	1.9	-	-	.9	13.2	-		2.4	-	-	2.1	11.9	
3 weeks -----	7.2	3.7	3.2	5.2	13.7	8.9		6.1	3.6	3.4	3.4	17.6	
4 weeks and over -----	.4	-	-	2.3	-	-		(³)	-	-	.3	-	
Percentage payment ⁴ -----	-	-	-	-	-	-		10.7	17.6	-	-	-	
2 percent -----	-	-	-	-	-	-		5.4	8.0	-	-	-	
4 percent -----	-	-	-	-	-	-		5.4	9.6	-	-	-	
Workers in establishments providing no paid vacations -----	.1	-	-	-	-	-		6.8	8.3	-	3.6	4.4	
<u>After 15 years of service</u>													
Workers in establishments providing paid vacations -----	99.9	100.0	100.0	100.0	100.0	100.0		93.2	91.7	100.0	96.4	95.6	
Length-of-time payment -----	99.9	100.0	100.0	100.0	100.0	100.0		82.5	74.1	100.0	96.4	95.6	
1 week -----	1.3	.9	1.5	-	4.0	-		7.0	3.3	3.8	14.7	9.1	
Over 1 and under 2 weeks -----	-	-	-	-	-	-		.9	1.6	-	-	-	
2 weeks -----	52.7	83.2	32.1	37.1	34.7	52.6		49.1	50.3	51.0	44.1	47.7	
3 weeks -----	45.5	15.9	66.4	60.7	61.3	47.4		25.5	19.0	45.2	37.3	38.8	
4 weeks and over -----	.4	-	-	2.3	-	-		(³)	-	-	.3	-	
Percentage payment ⁴ -----	-	-	-	-	-	-		10.7	17.6	-	-	-	
2 percent -----	-	-	-	-	-	-		5.4	8.0	-	-	-	
4 percent -----	-	-	-	-	-	-		3.9	6.9	-	-	-	
6 percent and over -----	-	-	-	-	-	-		1.5	2.6	-	-	-	
Workers in establishments providing no paid vacations -----	.1	-	-	-	-	-		6.8	8.3	-	3.6	4.4	
<u>After 20 years of service</u>													
Workers in establishments providing paid vacations -----	99.9	100.0	100.0	100.0	100.0	100.0		93.2	91.7	100.0	96.4	95.6	
Length-of-time payment -----	99.9	100.0	100.0	100.0	100.0	100.0		82.5	74.1	100.0	96.4	95.6	
1 week -----	1.3	.9	1.5	-	4.0	-		7.0	3.3	3.8	14.7	9.1	
Over 1 and under 2 weeks -----	-	-	-	-	-	-		.9	1.6	-	-	-	
2 weeks -----	43.5	82.8	11.0	35.1	24.2	39.2		42.7	48.3	24.6	43.1	36.7	
3 weeks -----	51.8	16.3	87.5	62.7	57.6	56.4		29.3	21.0	71.6	38.3	36.7	
4 weeks and over -----	3.3	-	-	2.3	14.3	4.3		2.6	-	-	.3	13.2	
Percentage payment ⁴ -----	-	-	-	-	-	-		10.7	17.6	-	-	-	
2 percent -----	-	-	-	-	-	-		5.4	8.0	-	-	-	
4 percent -----	-	-	-	-	-	-		3.9	6.9	-	-	-	
6 percent and over -----	-	-	-	-	-	-		1.5	2.6	-	-	-	
Workers in establishments providing no paid vacations -----	.1	-	-	-	-	-		6.8	8.3	-	3.6	4.4	

See footnotes at end of table.

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

** Finance, insurance, and real estate.

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

Vacation policy	PERCENT OF OFFICE WORKERS EMPLOYED IN--							PERCENT OF PLANT WORKERS EMPLOYED IN--					
	All industries 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	
After 25 years of service													
Workers in establishments providing paid vacations -----	99.9	100.0	100.0	100.0	100.0	100.0		93.2	91.7	100.0	96.4	95.6	
Length-of-time payment -----	99.9	100.0	100.0	100.0	100.0	100.0		82.5	74.1	100.0	96.4	95.6	
1 week -----	1.3	.9	1.5	-	4.0	-		7.0	3.3	3.8	14.7	9.1	
Over 1 and under 2 weeks -----	-	-	-	-	-	-		.9	1.6	-	-	-	
2 weeks -----	41.0	82.8	11.0	29.0	24.2	32.5		42.6	48.3	24.6	41.1	36.7	
3 weeks -----	42.2	16.3	87.5	52.9	18.1	44.6		25.8	21.0	71.6	32.8	20.4	
4 weeks and over -----	15.4	-	-	18.1	53.7	22.9		6.2	-	-	7.9	29.4	
Percentage payment ⁴ -----	-	-	-	-	-	-		10.7	17.6	-	-	-	
2 percent -----	-	-	-	-	-	-		5.4	8.0	-	-	-	
4 percent -----	-	-	-	-	-	-		3.9	6.9	-	-	-	
6 percent and over -----	-	-	-	-	-	-		1.5	2.6	-	-	-	
Workers in establishments providing no paid vacations -----	.1	-	-	-	-	-		6.8	8.3	-	3.6	4.4	

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 Less than 0.05 percent.

⁴ 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	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 -----	96.9	98.8	97.9	94.0	91.3	100.0		91.0	96.2	96.1	91.0	84.6	
Accidental death and dismemberment insurance -----	33.1	67.6	23.3	27.9	16.9	9.0		41.7	55.9	24.7	35.9	25.7	
Sickness and accident insurance -----	41.9	75.0	30.1	55.3	21.8	20.0		51.5	70.8	25.6	46.0	23.2	
Sick leave (full pay and no waiting period) -----	32.4	59.1	17.7	31.8	14.9	27.0		15.8	19.4	2.0	7.9	20.1	
Sick leave (partial pay or waiting period) -----	11.7	1.4	46.4	10.2	21.4	-		10.6	1.1	49.4	9.5	19.8	
Hospitalization insurance -----	78.6	95.2	39.8	78.5	83.4	85.7		76.3	91.6	49.9	66.8	65.6	
Surgical insurance -----	75.3	90.0	39.8	77.1	83.4	78.8		73.0	86.9	44.5	64.4	65.6	
Medical insurance -----	45.1	69.6	24.9	41.3	26.6	45.5		38.6	50.1	24.2	26.5	25.9	
Catastrophe insurance -----	8.2	1.8	-	-	31.2	15.4		2.5	1.6	-	-	8.3	
Retirement pension -----	83.3	76.0	86.3	82.3	81.5	91.4		55.8	58.4	72.4	56.0	57.7	
Health, insurance, or pension plan not listed above -----	.2	-	1.1	-	-	-		.1	-	1.3	-	-	
No health, insurance, or pension plan -----	.9	.3	-	-	3.9	-		6.0	1.4	-	3.6	11.2	

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, Atlanta, Ga., March 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	
<u>Daily overtime</u>													
Workers in establishments providing premium pay	36.3	56.1	71.0	26.3	20.1	13.2		51.6	65.2	77.3	38.8	19.6	
Time and one-half	32.7	55.5	50.6	23.4	20.1	13.2		49.5	64.1	69.1	38.8	17.8	
Effective after less than 8 hours	7.9	-	36.7	-	2.7	9.0		3.7	6.5	-	-	-	
Effective after 8 hours	24.8	55.5	13.8	23.4	17.4	4.2		44.7	56.4	65.2	38.8	17.8	
Effective after more than 8 hours	-	-	-	-	-	-		1.1	1.2	3.9	-	-	
Double time	-	-	-	-	-	-		-	-	-	-	-	
Other ³	3.7	.6	20.5	3.0	-	-		2.2	1.1	8.3	-	1.9	
Workers in establishments providing no premium pay or having no policy	63.7	43.9	29.0	73.7	79.9	86.8		48.4	34.8	22.7	61.2	80.4	
<u>Weekly overtime</u>													
Workers in establishments providing premium pay	96.8	99.1	99.0	100.0	87.5	98.3		87.5	98.2	96.2	100.0	70.0	
Time and one-half	84.4	92.5	78.6	95.0	82.6	73.4		85.3	97.1	93.3	100.0	66.3	
Effective after less than 40 hours	8.5	.2	36.7	-	2.7	11.3		3.7	6.5	-	-	-	
Effective after 40 hours	75.9	92.2	41.9	95.0	79.9	62.1		77.9	90.5	67.2	100.0	62.3	
Effective after more than 40 hours	-	-	-	-	-	-		3.7	-	26.1	-	4.1	
Double time	-	-	-	-	-	-		-	-	-	-	-	
Other ³	12.4	6.6	20.5	5.0	4.9	24.9		2.1	1.1	2.9	-	3.7	
Workers in establishments providing no premium pay or having no policy	3.2	.9	1.0	-	12.5	1.7		12.5	1.8	3.8	-	30.0	

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 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, Atlanta, Ga., March 1954
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	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 -----	63.2	85.9	87.7	76.6	39.7	36.8		66.3	76.6	89.4	82.6	39.5	
Regular rate only -----	-	-	-	-	-	-		.7	-	6.2	-	-	
Time and one-half -----	11.8	8.9	1.1	18.2	3.3	24.8		5.7	3.7	10.9	28.7	3.7	
Double time -----	42.1	68.7	80.5	44.1	20.2	7.0		50.9	65.0	68.9	40.7	18.6	
Double time and one-half -----	7.6	5.0	-	14.3	16.2	5.0		7.0	6.9	-	13.2	11.9	
Triple time -----	-	-	-	-	-	-		.6	1.1	-	-	-	
Equal time off -----	1.4	3.4	2.9	-	-	-		.6	-	-	-	3.2	
Other plan -----	.5	-	3.2	-	-	-		.8	-	3.4	-	2.2	
Workers in establishments with no formal policy -----	36.3	14.1	12.3	23.4	59.7	63.2		16.0	2.9	5.4	13.9	46.9	
Workers in establishments with no paid holidays -----	.4				.6			17.7	20.5	5.2	3.6	13.5	

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, Atlanta, Ga., March 1954
 U. S. DEPARTMENT OF LABOR
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Table B-8: Wage Structure Characteristics and Labor-Management Agreements

Item	PERCENT OF OFFICE WORKERS EMPLOYED IN—							PERCENT OF PLANT WORKERS EMPLOYED IN—					
	All industries 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	74	73	84	71	75	68		84	91	98	74	59	
Single rate	2	2	3	2	5	-		33	44	26	14	5	
Range of rates	72	70	81	69	70	68		50	47	72	60	55	
Individual rates	26	27	16	29	25	32		16	9	2	26	41	
METHOD OF WAGE PAYMENT FOR PLANT WORKERS													
All workers	DATA NOT COLLECTED							100	100	100	100	100	
Time workers	DATA NOT COLLECTED							81	77	96	96	79	
Incentive workers	DATA NOT COLLECTED							19	23	4	4	21	
Piecework	DATA NOT COLLECTED							12	19	-	1	1	
Bonus work	DATA NOT COLLECTED							3	4	-	-	4	
Commission	DATA NOT COLLECTED							4	-	4	3	16	
LABOR-MANAGEMENT AGREEMENTS⁴													
Workers in establishments with agreements covering a majority of such workers	20	⁵ 45	45					45	57	72	32	4	

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 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.

⁵ A 45-percent estimate of agreement coverage of office workers in the Atlanta metropolitan area reflects mainly such coverage in one large establishment.

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

** Finance, insurance, and real estate.

Occupational Wage Survey, Atlanta, Ga., March 1954
U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Nonagricultural wage and salary employment (including government) in the Boston area averaged 977,000 workers in 1953. Nearly a third of these workers were employed in manufacturing and a fourth were in trade. Service industries, such as hotels, laundries, dry-cleaning establishments, and educational institutions, accounted for an eighth of total employment in the area. Among the manufacturing industries, large groups of workers were found in firms manufacturing electrical and nonelectrical machinery, leather and leather products such as footwear, and printing and publishing.

This annual study of wages and related benefits presents data collected from 249 establishments employing 210,000 workers, which were selected to represent more than 1,200 establishments employing about 400,000 workers in 6 major industry groupings. (See table following.)

Wage Structure

Nearly three-fourths of the plant workers employed in the industries within the scope of the survey in Boston were paid on a time rate as distinguished from an incentive basis. Incentive systems of pay were important only in the manufacturing and retail-trade industry groups. Over five-sixths of the time-rated plant workers were in establishments with formal rate structures and over half of these workers were in establishments in which the rate structure provided for a range of rates for each job classification. Services was the only industry group studied in which over half of the time-rated plant workers were in establishments with single rates for each job classification.

About four-fifths of the office workers were in establishments with formal wage structures, and in nearly all of these cases a range of rates for each job classification was provided.

Formal wage structures which also provided for classifying jobs into a series of labor grades covered plant jobs in 30 establishments and office jobs in 49 of the 249 establishments studied. Labor-grade systems were distributed among a variety of manufacturing as well as nonmanufacturing industries. Only 21 of the 249 establishments studied had labor-grade systems covering both plant and office jobs.

Occupational Pay Levels

Average weekly salaries of women secretaries, general stenographers, and routine copy typists had increased from \$58, \$49.50, and \$41.50, respectively, in March 1953, the date of an earlier Bureau survey in Boston, to \$61, \$52.50, and \$43.50 in March 1954. For most of the office jobs studied increases in average salaries ranged from \$1.50 to \$3 per week during this period.

Straight-time average hourly earnings for the skilled maintenance trades studied ranged from \$1.77 for painters to \$2.23 for tool-and-die makers. Maintenance carpenters, machinists, and pipefitters averaged \$2.05, 13 cents more than automotive mechanics but 2 cents less than the average for electricians. Average pay levels for most of the skilled trades were 10 or 11 cents higher than in March 1953.

Among the lower paid plant jobs studied men janitors averaged \$1.29, laborers handling materials \$1.49, order fillers \$1.47, and watchmen \$1.32. Numerically, these occupations were among the most important studied. Straight-time average hourly earnings of truckdrivers ranged from \$1.51 on light trucks to \$1.92 on heavy trailer trucks. Pay levels for the custodial and material-movement jobs were generally 5 to 7 cents higher than in March 1953.

Manufacturing pay levels generally exceeded those in non-manufacturing for similar jobs. Among 28 office jobs permitting comparison, workers in 26 had higher average weekly salaries in manufacturing. Secretaries and routine copy typists, for example, averaged \$66 and \$47, respectively, in manufacturing, and \$59 and \$42.50 in nonmanufacturing. Similarly, pay levels for 21 of the 26 plant jobs permitting comparison were higher in manufacturing establishments.

Cost-of-Living and Annual Improvement Adjustments

Ten of the 249 firms studied reported provisions for periodic adjustment of wages based on changes in the cost of living. Two plans applied to plant workers only, 1 to office workers, and 7 covered both groups. Six firms reported annual improvement (productivity) provisions; 5 of these were found in establishments that also reported cost-of-living adjustments.

Labor-Management Agreements

Three-fourths of the plant workers in the surveyed industry and establishment-size groups were employed in establishments having labor-management agreements that covered a majority of their plant workers. Highest proportions of plant-worker coverage were found in manufacturing and public utilities. Nearly a sixth of the office workers were in establishments with agreements covering a majority of such workers. Four-fifths of the office workers in public utilities were so covered.

Work Schedules

Three-fourths of the plant workers in Boston were scheduled to work a 40-hour week in March 1954; longer hours were in effect for about an eighth of the plant workers. A majority of the

office workers, on the other hand, were scheduled to work less than 40 hours a week. Three-fifths of the office workers in public utilities and the finance group and about half in the service group had schedules of 37½ hours a week or less.

Overtime Pay

Premium pay for work after the regular workweek was provided for nearly all plant and office workers. Generally, time and one-half was paid after 40 hours or less. Premium pay for daily overtime was provided for three-fourths of the plant workers, generally time and one-half after 8 hours. Less than half of the office workers were employed in establishments with a policy of paying a premium rate for daily overtime to office workers.

Shift Operations

About an eighth of the plant workers in Boston manufacturing firms were employed on evening or night shifts at the time of the survey. Virtually all shift workers received extra pay for shift work. The differential was about evenly divided between cents-per-hour and percent additions to first-shift rates. Cents-per-hour dif-

ferentials for second-shift workers (accounting for four-fifths of extra-shift employment) were most commonly 10 cents, 5 cents, and 13 cents. Most of the shift workers in plants with percentage differentials received a 10-percent payment in addition to their regular rates.

Paid Holidays

Paid-holiday provisions were an established part of the wage policy of firms employing virtually all office and plant workers. Three-fourths of the office workers were provided 10 or more paid holidays. A fourth of the plant workers received 10 or more paid holidays annually, another fourth received 7 days, and most of the remainder were provided 6, 8, or 9 days. Among the industry groups studied, nine-tenths of the office workers in public utilities, wholesale trade, and the finance groups, and two-thirds of the plant workers in public utilities and wholesale trade, were in firms providing 10 or more holidays annually. About seven-eighths of the plant and four-fifths of the office workers in Boston were in establishments which made provision for extra pay for work performed on a paid holiday. Double time (including holiday pay) was the most common provision.

Establishments and Workers Within Scope of Survey and Number Studied in Boston, Mass.,¹ by Major Industry Division, March 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	-	1,208	249	398,800	210,060	46,670
Manufacturing	101	466	81	208,700	101,960	15,510
Nonmanufacturing	-	742	168	190,100	108,100	31,160
Transportation (excluding railroads), communication, and other public utilities	101	66	26	34,800	27,370	4,620
Wholesale trade	51	200	38	24,000	7,910	2,490
Retail trade	101	125	36	61,900	39,530	4,080
Finance, insurance, and real estate	51	161	31	42,400	23,860	18,310
Services ³	51	190	37	27,000	9,430	1,660

¹ The Boston Metropolitan Area (Suffolk County, 14 communities in Essex County, 28 in Middlesex County, 17 in Norfolk County, and 2 in Plymouth 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.

Paid Vacations

Virtually all workers, plant and office, were in establishments having formal provisions for paid vacations. Vacation pay was based on the worker's regular rate for a specified period of time for all except about a tenth of the plant workers, mainly in manufacturing, who received a percentage of annual earnings payment and a relatively few workers receiving a combination of time payment plus a percentage payment. Vacation provisions were generally more liberal for office workers than for plant workers. Office workers typically received 2 weeks' vacation with pay after a year's service and 3 weeks after 15 years' service; nearly a fourth were in offices that provided 4 weeks or more to employees with 25 years' service. Plant workers with a year of service more commonly received 1 week than 2 weeks' vacation with pay but this situation was reversed for employees who had completed 2 years of service. Two-thirds of the plant workers were employed by firms that provided at least 3 weeks' vacation with pay to plant workers with 15 years of service.

Health, Insurance, and Pension Plans

Nearly all plant and office workers were in establishments which paid at least part of the cost of some form of employee health, insurance, or pension plan. Life insurance, available to nine-tenths of the office workers and five-sixths of the plant workers, was the most common plan provided. Hospitalization and surgical insurance were the only other plans provided to over half of both plant and office workers. Sickness and accident insurance was available to three-fourths of the plant workers as compared to about a half of the office workers, but a half of the office workers were employed in establishments with sick leave plans as compared with about a fifth of the plant workers.

Pension plans for office workers were in effect in establishments that accounted for three-fourths of the office workers in the Boston Area. About half of the plant workers were in establishments with pension plans covering 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 Boston, Mass., by industry division, March 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)	\$ 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	\$ 75.00	\$ 80.00	\$ 85.00	\$ 90.00	\$ 95.00 and over
Men																									
Clerks, accounting, class A	619	38.0	66.00	-	-	-	-	-	-	11	21	49	67	37	65	29	36	71	22	70	33	36	29	19	24
Manufacturing	186	38.5	72.50	-	-	-	-	-	-	1	1	1	3	-	10	19	28	1	61	11	24	14	5	7	
Nonmanufacturing	433	38.0	63.50	-	-	-	-	-	-	10	20	48	64	37	55	29	17	43	21	9	22	12	15	14	17
Public utilities*	53	37.0	68.00	-	-	-	-	-	-	-	-	5	5	5	2	2	2	-	2	7	18	5	-	-	-
Wholesale trade	95	39.0	72.00	-	-	-	-	-	-	-	11	1	-	-	2	20	4	14	6	2	-	4	13	12	6
Finance**	233	38.0	57.00	-	-	-	-	-	-	8	20	28	55	24	47	5	11	20	9	-	4	1	-	-	1
Clerks, accounting, class B	295	38.5	58.00	-	-	1	1	23	4	25	35	26	27	21	14	31	14	18	9	13	15	2	2	12	2
Manufacturing	115	38.0	59.50	-	-	-	-	8	-	7	9	19	6	4	10	14	8	4	2	8	8	2	2	4	-
Nonmanufacturing	180	39.0	57.00	-	-	1	1	15	4	18	26	7	21	17	4	17	6	14	7	5	7	-	-	8	2
Public utilities*	33	37.5	58.50	-	-	-	-	8	-	-	-	6	-	3	-	5	-	5	5	-	-	-	-	1	-
Wholesale trade	79	40.5	57.00	-	-	-	-	-	-	1	22	1	10	11	2	16	1	13	-	-	2	-	-	-	-
Clerks, file, class B	74	39.5	41.50	-	1	31	11	9	1	8	3	1	3	-	-	2	2	1	1	-	-	-	-	-	-
Nonmanufacturing	74	39.5	41.50	-	1	31	11	9	1	8	3	1	3	-	-	2	2	1	1	-	-	-	-	-	-
Clerks, order	381	39.0	68.00	-	-	-	-	3	6	7	2	29	21	22	23	15	13	24	24	68	71	26	12	9	6
Manufacturing	115	38.5	65.50	-	-	-	-	3	6	6	2	3	5	6	19	2	6	7	6	19	8	10	5	4	-
Nonmanufacturing	266	39.5	69.00	-	-	-	-	-	-	1	2	26	16	16	4	13	7	17	18	49	63	16	7	5	6
Wholesale trade	243	39.5	70.00	-	-	-	-	-	-	-	2	20	16	8	4	13	7	14	18	49	58	16	7	5	6
Clerks, payroll	103	38.5	72.00	-	-	-	-	1	1	-	2	10	12	-	-	2	4	11	8	7	6	14	1	17	7
Nonmanufacturing	57	39.0	68.50	-	-	-	-	1	1	-	2	6	11	-	-	4	6	5	3	1	8	-	2	7	-
Office boys	751	38.5	40.00	57	46	213	131	89	68	72	13	14	14	3	9	-	-	17	-	5	-	-	-	-	-
Manufacturing	211	39.0	42.00	5	7	40	37	43	10	39	8	5	12	3	1	-	-	1	-	-	-	-	-	-	-
Nonmanufacturing	540	38.0	39.50	52	39	173	94	46	58	33	5	9	2	-	8	-	-	16	-	5	-	-	-	-	-
Public utilities*	38	39.5	38.50	-	6	5	20	3	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade	113	39.0	45.00	11	5	20	14	1	16	17	-	7	1	-	-	-	-	16	-	5	-	-	-	-	-
Finance**	210	36.5	40.00	12	16	64	39	20	39	9	-	2	1	-	8	-	-	-	-	-	-	-	-	-	-
Services	150	39.0	35.50	26	7	75	20	18	1	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tabulating-machine operators	360	38.5	60.50	-	-	2	1	5	7	47	10	22	19	48	15	31	13	41	17	47	18	13	-	1	3
Manufacturing	120	39.5	58.00	-	-	-	-	4	-	25	2	10	2	18	6	4	5	18	4	19	2	1	-	-	-
Nonmanufacturing	240	38.0	61.50	-	-	2	1	1	7	22	8	12	17	30	9	27	8	23	13	28	16	12	-	1	3
Finance**	112	37.5	57.50	-	-	-	1	1	5	12	8	6	16	17	7	16	-	5	2	9	7	-	-	-	-
Women																									
Billers, machine (billing machine)	435	38.5	48.00	12	4	9	29	56	23	126	58	32	5	17	11	3	13	-	15	22	-	-	-	-	-
Manufacturing	162	38.5	49.50	-	-	-	3	11	7	55	22	30	5	10	5	2	2	-	10	-	-	-	-	-	-
Nonmanufacturing	273	38.5	47.00	12	4	9	26	45	16	71	36	2	-	7	6	1	11	-	5	22	-	-	-	-	-
Wholesale trade	141	39.5	52.00	-	-	1	-	8	9	50	35	1	-	-	-	-	11	-	5	21	-	-	-	-	-
Retail trade	56	38.5	38.00	11	3	5	12	17	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Billers, machine (bookkeeping machine)	268	38.0	47.00	3	1	15	12	65	43	37	16	24	6	14	4	4	1	2	18	2	-	1	-	-	-
Manufacturing	55	39.0	49.00	-	-	-	-	-	18	22	6	-	-	2	-	-	-	7	-	-	-	-	-	-	-
Nonmanufacturing	213	38.0	46.50	3	1	15	12	65	25	15	10	24	6	12	4	4	1	2	11	2	-	1	-	-	-
Retail trade	69	38.0	41.50	3	-	14	9	18	7	7	6	5	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnote at end of table.

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

** Finance, insurance, and real estate.

Occupational Wage Survey, Boston, Mass., March 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 Boston, Mass., by industry division, March 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)	\$ 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	\$ 75.00	\$ 80.00	\$ 85.00	\$ 90.00	\$ 95.00	\$ 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	95.00	over		
Women - Continued																											
Bookkeeping-machine operators, class A	243	38.5	55.50	-	-	-	-	3	-	27	26	52	14	14	33	39	3	19	11	2	-	-	-	-	-	-	-
Manufacturing	95	39.5	56.00	-	-	-	-	-	-	9	5	26	3	5	7	28	-	3	7	2	-	-	-	-	-	-	-
Nonmanufacturing	148	38.5	55.00	-	-	-	-	3	-	18	21	26	11	9	26	11	3	16	4	-	-	-	-	-	-	-	-
Bookkeeping-machine operators, class B	1,520	38.5	49.00	17	10	65	83	206	122	222	154	170	133	92	47	153	5	1	6	27	4	2	1	-	-	-	-
Manufacturing	436	38.5	54.00	-	-	5	7	15	18	39	20	74	35	62	28	126	2	-	4	1	-	-	-	-	-	-	-
Nonmanufacturing	1,084	38.5	46.50	17	10	60	76	191	104	183	134	96	98	30	19	27	3	1	2	26	4	2	1	-	-	-	-
Wholesale trade	259	39.0	54.00	-	-	-	-	22	1	28	60	41	18	20	6	26	2	-	2	26	4	2	1	-	-	-	-
Retail trade	284	38.5	45.00	8	1	25	14	50	37	42	15	38	47	7	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance **	515	38.0	44.00	9	9	35	62	113	66	107	55	17	28	2	10	-	1	1	-	-	-	-	-	-	-	-	-
Clerks, accounting, class A	1,206	38.0	59.50	-	-	4	5	11	12	50	95	107	81	183	105	151	96	81	64	80	26	28	18	7	2	-	-
Manufacturing	355	39.5	62.50	-	-	-	-	-	3	15	3	14	17	69	40	42	28	27	32	23	15	15	10	2	-	-	-
Nonmanufacturing	851	38.0	58.50	-	-	4	5	11	9	35	92	93	64	114	65	109	68	54	32	57	11	13	8	5	2	-	-
Public utilities *	95	38.5	63.50	-	-	-	-	-	-	-	10	2	2	4	5	9	25	10	3	19	4	2	-	-	-	-	-
Wholesale trade	136	38.5	64.50	-	-	-	-	4	-	7	2	19	10	14	-	11	4	5	5	31	5	6	8	4	1	-	-
Retail trade	144	38.0	55.50	-	-	2	3	2	-	7	29	20	8	23	12	3	1	10	16	2	-	4	-	1	1	-	-
Finance **	363	37.5	55.50	-	-	2	2	-	4	21	51	52	41	40	45	43	34	17	5	4	1	1	-	-	-	-	-
Services	113	36.5	58.00	-	-	-	-	5	5	-	-	-	3	33	3	43	4	12	3	1	1	-	-	-	-	-	-
Clerks, accounting, class B	2,241	39.0	47.50	-	3	153	175	297	220	395	204	273	135	170	55	34	45	8	17	40	16	-	-	1	-	-	-
Manufacturing	439	39.5	51.00	-	-	3	13	27	17	87	69	90	21	26	22	12	31	1	-	5	15	-	-	-	-	-	-
Nonmanufacturing	1,802	38.5	46.50	-	3	150	162	270	203	308	135	183	114	144	33	22	14	7	17	35	1	-	-	1	-	-	-
Public utilities *	333	38.5	54.50	-	-	10	15	16	2	14	21	59	19	93	14	12	6	3	16	33	-	-	-	-	-	-	-
Wholesale trade	281	39.0	49.00	-	-	-	1	36	39	56	35	31	55	13	-	5	7	-	-	2	-	-	-	-	-	-	-
Retail trade	428	38.5	42.50	-	3	122	59	88	21	36	22	24	25	12	9	2	-	4	-	1	-	-	-	-	-	-	-
Finance **	626	38.5	44.50	-	-	13	86	110	132	179	39	51	5	-	8	2	1	-	-	-	-	-	-	-	-	-	-
Services	134	38.5	48.50	-	-	5	1	20	9	23	18	18	10	26	2	1	-	-	1	-	-	-	-	-	-	-	-
Clerks, file, class A	393	39.0	50.50	-	2	11	34	51	23	39	44	41	38	22	17	27	11	13	10	1	7	1	1	-	-	-	-
Manufacturing	80	39.5	52.00	-	-	-	2	2	5	4	23	12	12	8	3	-	4	1	3	-	1	-	-	-	-	-	-
Nonmanufacturing	313	39.0	50.00	-	2	11	32	49	18	35	21	29	26	14	14	27	7	12	7	1	6	1	1	-	-	-	-
Wholesale trade	55	39.5	59.00	-	-	-	2	-	5	5	1	7	-	-	-	17	-	11	-	-	5	1	1	-	-	-	-
Finance **	190	38.5	47.00	-	-	9	28	41	11	22	11	16	20	6	9	8	2	-	7	-	-	-	-	-	-	-	-
Clerks, file, class B	2,072	38.5	39.50	135	297	460	307	335	200	120	58	35	87	18	7	5	7	1	-	-	-	-	-	-	-	-	-
Manufacturing	418	39.5	44.00	6	15	66	46	89	42	32	14	6	75	16	7	2	2	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	1,654	38.0	38.50	129	282	394	261	246	158	88	44	29	12	2	-	3	5	1	-	-	-	-	-	-	-	-	-
Public utilities *	66	39.0	44.50	-	-	-	4	29	15	4	7	2	4	-	-	1	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade	140	39.5	43.50	-	4	4	23	40	39	14	-	5	1	2	-	2	5	1	-	-	-	-	-	-	-	-	-
Retail trade	146	38.5	36.50	47	20	26	6	18	4	24	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance **	1,109	38.0	38.00	82	258	272	223	112	72	38	23	22	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Services	193	37.5	39.00	-	-	92	5	47	28	8	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, order	639	39.0	49.50	10	6	32	21	120	46	55	70	56	54	75	23	19	6	1	14	11	-	20	-	-	-	-	-
Manufacturing	302	39.0	50.50	-	-	-	1	57	23	23	42	36	40	26	21	17	6	1	3	1	-	5	-	-	-	-	
Nonmanufacturing	337	39.0	48.00	10	6	32	20	63	23	32	28	20	14	49	2	2	-	-	11	10	-	15	-	-	-	-	-
Wholesale trade	200	39.5	54.00	-	-	-	4	25	19	13	22	15	14	48	2	2	-	-	11	10	-	15	-	-	-	-	-
Retail trade	111	38.5	40.00	10	6	24	16	25	4	14	6	5	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-

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 Boston, Mass., by industry division, March 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)	\$30.00 and under 32.50	\$32.50-35.00	\$35.00-37.50	\$37.50-40.00	\$40.00-42.50	\$42.50-45.00	\$45.00-47.50	\$47.50-50.00	\$50.00-52.50	\$52.50-55.00	\$55.00-57.50	\$57.50-60.00	\$60.00-62.50	\$62.50-65.00	\$65.00-67.50	\$67.50-70.00	\$70.00-75.00	\$75.00-80.00	\$80.00-85.00	\$85.00-90.00	\$90.00-95.00	\$95.00 and over		
Women - Continued																											
Clerks, payroll	1,421	39.0	54.00	-	-	32	14	60	50	229	114	127	136	147	128	203	44	25	15	58	28	3	6	2	-	-	-
Manufacturing	863	39.0	54.50	-	-	30	-	20	16	157	65	43	102	93	102	137	31	11	4	37	11	1	2	1	-	-	-
Nonmanufacturing	558	38.5	53.50	-	-	2	14	40	34	72	49	84	34	54	26	66	13	14	11	21	17	2	4	1	-	-	-
Public utilities*	141	38.0	56.50	-	-	2	3	9	2	16	6	11	9	11	9	32	6	6	2	13	4	-	-	-	-	-	-
Wholesale trade	70	39.0	61.50	-	-	-	-	5	1	1	7	16	2	5	1	6	-	-	4	4	12	1	4	1	-	-	
Retail trade	152	38.0	48.50	-	-	-	6	14	14	34	25	17	10	10	9	10	2	1	-	-	-	-	-	-	-	-	
Finance**	61	37.5	53.50	-	-	-	3	2	1	8	2	12	11	11	1	2	1	-	4	3	-	-	-	-	-	-	
Services	134	39.0	52.00	-	-	-	2	10	16	13	9	28	2	17	6	16	4	7	1	1	1	1	-	-	-	-	
Comptometer operators	1,453	38.5	49.00	13	21	37	68	139	167	234	140	160	126	134	73	58	10	28	20	13	7	2	3	-	-	-	-
Manufacturing	502	39.0	52.50	-	-	-	1	24	61	61	30	70	63	91	51	16	3	19	5	6	-	-	1	-	-	-	-
Nonmanufacturing	951	38.0	47.50	13	21	37	67	115	106	173	110	90	63	43	22	42	7	9	15	7	7	2	2	-	-	-	-
Wholesale trade	188	39.0	54.00	-	-	-	-	2	18	38	39	19	17	1	2	17	4	2	13	6	6	2	2	-	-	-	
Retail trade	473	38.0	45.00	12	20	14	43	81	51	69	54	53	35	24	7	3	1	4	2	-	-	-	-	-	-	-	
Finance**	147	37.5	45.00	1	1	23	17	24	17	25	9	10	2	7	5	3	-	1	-	1	1	-	-	-	-	-	
Duplicating-machine operators (mimeograph or ditto)	132	39.0	45.00	2	2	7	17	40	8	7	8	19	13	7	2	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	66	39.5	46.50	-	-	3	7	21	2	3	4	6	11	7	2	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	66	38.5	43.00	2	2	4	10	19	6	4	4	13	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Key-punch operators	1,140	38.5	47.50	3	4	36	110	163	146	154	83	135	80	79	70	55	12	5	1	-	1	3	-	-	-	-	-
Manufacturing	412	39.5	50.00	-	-	12	8	34	56	31	41	81	28	66	41	7	6	1	-	-	-	-	-	-	-	-	-
Nonmanufacturing	728	38.0	46.50	3	4	24	102	129	90	123	42	54	52	13	29	48	6	4	1	-	1	3	-	-	-	-	
Public utilities*	109	39.0	51.50	-	-	-	3	16	21	12	-	5	6	2	4	39	1	-	-	-	-	-	-	-	-	-	
Wholesale trade	90	39.0	53.00	-	-	-	4	10	5	20	2	3	7	6	12	7	5	4	1	-	1	3	-	-	-	-	
Finance**	454	37.5	44.00	2	2	23	82	94	50	87	36	33	38	2	3	2	-	-	-	-	-	-	-	-	-	-	
Office girls	533	38.0	40.00	19	38	129	97	140	26	42	10	1	31	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	183	39.0	42.50	5	4	34	15	73	2	13	7	-	30	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	350	37.5	39.00	14	34	95	82	67	24	29	3	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Finance**	225	37.0	39.50	9	12	72	45	38	19	28	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Secretaries	4,110	38.0	61.00	-	-	2	30	149	99	143	163	472	314	411	203	380	287	353	219	378	206	137	53	58	53	-	
Manufacturing	1,269	39.0	66.00	-	-	-	-	1	1	19	15	41	50	121	86	127	145	194	77	190	81	73	18	25	5	-	
Nonmanufacturing	2,841	37.5	59.00	-	-	2	30	148	98	124	148	431	264	290	117	253	142	159	142	188	125	64	35	33	48	-	
Public utilities*	241	38.5	73.00	-	-	-	-	-	-	2	2	18	2	9	5	12	13	23	29	26	49	12	11	5	23	-	
Wholesale trade	513	39.0	63.50	-	-	-	-	-	-	4	16	69	62	85	12	58	20	43	21	24	18	28	11	25	17	-	
Retail trade	247	38.0	57.50	-	-	2	14	1	7	24	11	31	14	38	9	25	8	8	17	17	8	2	7	1	3	-	
Finance**	1,188	37.5	58.50	-	-	-	16	34	51	45	85	137	110	115	60	151	71	80	66	105	41	15	4	1	1	-	
Services	652	36.0	52.00	-	-	-	-	113	40	49	34	176	76	43	31	7	30	5	9	16	9	7	2	1	4	-	
Stenographers, general	3,259	38.5	52.50	-	2	23	92	261	215	403	399	420	256	288	222	354	68	72	57	89	32	5	-	1	-	-	-
Manufacturing	1,326	39.0	54.00	-	-	-	7	51	48	145	124	206	138	130	133	272	33	13	12	10	3	1	-	-	-	-	
Nonmanufacturing	1,933	38.0	51.00	-	2	23	85	210	167	258	275	214	118	158	89	82	35	59	45	79	29	4	-	1	-	-	
Public utilities*	211	38.5	55.50	-	-	-	3	12	16	23	9	17	15	21	23	33	14	8	11	6	-	-	-	-	-	-	
Wholesale trade	569	39.0	57.00	-	-	-	6	43	19	29	99	57	19	73	15	22	14	35	31	73	29	4	-	1	-	-	
Retail trade	249	38.0	47.00	-	-	-	28	48	24	53	20	30	24	2	-	3	4	10	3	-	-	-	-	-	-	-	
Finance**	655	37.0	48.00	-	2	15	38	55	75	116	120	83	53	40	41	13	3	1	-	-	-	-	-	-	-	-	
Services	249	38.5	47.00	-	-	8	10	52	33	37	27	27	7	22	10	11	-	5	-	-	-	-	-	-	-	-	
Stenographers, technical	359	38.0	53.50	7	-	-	-	17	13	29	23	41	101	31	32	38	6	13	5	3	-	-	-	-	-	-	-
Manufacturing	175	37.0	55.00	-	-	-	-	1	3	8	33	73	21	10	13	4	7	1	1	-	-	-	-	-	-	-	
Nonmanufacturing	184	38.5	52.00	7	-	-	-	17	12	26	15	8	28	10	22	25	2	6	4	2	-	-	-	-	-	-	

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 Boston, Mass., by industry division, March 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)	\$ 30.00 and under 32.50	\$ 32.50	\$ 35.00	\$ 37.50	\$ 40.00	\$ 42.50	\$ 45.00	\$ 47.50	\$ 50.00	\$ 52.50	\$ 55.00	\$ 57.50	\$ 60.00	\$ 62.50	\$ 65.00	\$ 67.50	\$ 70.00	\$ 75.00	\$ 80.00	\$ 85.00	\$ 90.00	\$ 95.00 and over	
Women - Continued																										
Switchboard operators	754	38.5	48.50	2	1	32	81	122	61	83	53	90	57	39	28	45	20	11	14	8	5	1	1	-	-	
Manufacturing	147	39.0	57.00	-	-	-	-	-	8	8	5	13	26	19	15	27	7	1	10	7	-	1	-	-	-	
Nonmanufacturing	607	38.5	46.50	2	1	32	81	122	53	75	48	77	31	20	13	18	13	10	4	1	5	-	1	-	-	
Public utilities*	64	39.5	53.50	-	-	-	-	5	-	21	6	-	3	5	9	4	-	10	1	-	-	-	-	-	-	
Wholesale trade	62	39.0	52.50	-	-	-	-	12	-	15	-	17	1	1	-	6	-	3	1	5	-	-	1	-	-	
Retail trade	108	38.5	47.50	2	1	16	13	3	8	10	4	9	25	1	-	11	5	-	-	-	-	-	-	-	-	
Finance**	163	37.5	48.00	-	-	-	8	11	25	21	37	47	-	8	1	3	2	-	-	-	-	-	-	-	-	
Services	210	38.5	41.00	-	-	16	60	91	20	8	1	4	2	5	3	-	-	-	-	-	-	-	-	-	-	
Switchboard operator-receptionists	798	38.5	49.00	-	-	19	27	97	47	149	118	130	30	54	47	30	10	23	-	16	1	-	-	-	-	
Manufacturing	387	39.0	49.50	-	-	14	6	49	18	64	34	87	20	31	41	7	2	14	-	-	-	-	-	-	-	
Nonmanufacturing	411	38.0	49.00	-	-	5	21	48	29	85	84	43	10	23	6	23	8	9	-	16	1	-	-	-	-	
Wholesale trade	157	39.0	53.50	-	-	-	10	13	5	9	43	15	1	7	4	21	5	7	-	16	1	-	-	-	-	
Retail trade	91	37.5	46.00	-	-	-	10	16	3	21	13	17	-	11	-	-	-	-	-	-	-	-	-	-	-	
Finance**	56	37.5	46.50	-	-	-	1	11	25	11	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	
Services	87	37.0	47.00	-	-	5	-	13	-	30	16	11	-	5	2	-	3	2	-	-	-	-	-	-	-	
Tabulating-machine operators	341	38.0	53.50	-	-	4	7	9	34	16	24	59	34	53	19	41	15	19	4	3	-	-	-	-	-	
Manufacturing	85	40.0	58.00	-	-	-	-	-	2	-	3	8	4	16	4	36	8	2	-	2	-	-	-	-	-	
Nonmanufacturing	256	37.5	52.00	-	-	4	7	9	32	16	21	51	30	37	15	5	7	17	4	1	-	-	-	-	-	
Finance**	180	37.0	51.00	-	-	2	5	7	22	12	21	38	27	24	8	2	-	12	-	-	-	-	-	-	-	
Transcribing-machine operators, general	905	39.0	49.00	2	7	11	23	100	134	167	125	80	77	67	43	35	2	21	2	9	-	-	-	-	-	
Manufacturing	325	39.5	50.50	-	-	-	-	20	57	56	46	30	25	32	24	18	-	17	-	9	-	-	-	-	-	
Nonmanufacturing	580	38.5	48.00	2	7	11	23	80	77	111	79	50	52	35	19	17	2	4	2	9	-	-	-	-	-	
Wholesale trade	82	39.0	53.50	-	-	-	-	2	2	19	4	10	17	10	-	6	2	4	2	4	-	-	-	-	-	
Finance**	385	38.0	46.00	2	7	9	23	58	52	92	59	29	23	18	13	-	-	-	-	-	-	-	-	-	-	
Typists, class A	1,005	38.5	50.50	-	-	25	47	94	94	138	119	113	71	51	170	29	27	9	5	7	3	3	-	-	-	
Manufacturing	394	39.0	52.50	-	-	1	4	20	29	48	46	33	38	35	129	5	6	-	-	-	-	-	-	-	-	
Nonmanufacturing	611	38.0	49.00	-	-	24	43	74	65	90	73	80	33	16	41	24	21	9	5	7	3	3	-	-	-	
Wholesale trade	67	39.0	59.50	-	-	-	-	1	5	2	4	8	11	-	8	6	6	4	6	3	3	-	-	-	-	
Finance**	398	37.5	46.00	-	-	24	43	71	46	70	49	40	9	9	30	2	4	1	-	-	-	-	-	-	-	
Services	116	38.5	51.50	-	-	-	-	2	11	16	15	31	8	6	9	8	8	1	-	1	-	-	-	-	-	
Typists, class B	3,954	38.0	43.50	54	89	457	689	800	572	467	179	167	84	218	49	63	20	6	29	11	-	-	-	-	-	
Manufacturing	927	39.5	47.00	1	1	57	48	158	149	116	93	88	47	144	20	2	-	-	3	-	-	-	-	-	-	
Nonmanufacturing	3,027	37.5	42.50	53	88	400	641	642	423	351	86	79	37	74	29	61	20	6	26	11	-	-	-	-	-	
Wholesale trade	375	39.0	47.50	1	-	17	33	63	91	72	12	13	6	8	-	20	2	-	26	11	-	-	-	-	-	
Retail trade	217	38.5	41.50	35	3	16	29	37	27	23	31	12	1	-	2	-	-	1	-	-	-	-	-	-	-	
Finance**	1,599	37.5	41.00	16	84	230	430	307	253	192	26	13	13	21	14	-	-	-	-	-	-	-	-	-	-	
Services	494	37.0	40.00	1	1	137	106	139	42	33	4	17	8	-	6	-	-	-	-	-	-	-	-	-	-	

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 Boston, Mass., by industry division, March 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)	\$ 40.00 and under 45.00	\$ 45.00 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	\$ 140.00 145.00	\$ 145.00 and over		
Men																											
Draftsmen, leader	215	40.0	116.00	-	-	-	-	-	-	1	1	-	-	1	24	40	24	29	11	10	28	8	16	7	15		
Manufacturing	101	40.0	124.00	-	-	-	-	-	-	1	1	-	-	1	-	6	3	23	6	1	26	-	15	4	14		
Draftsmen, senior	1,836	40.0	87.00	-	-	2	13	37	63	280	95	449	246	326	57	83	22	26	90	16	7	24	-	-	-		
Manufacturing	1,332	40.0	87.00	-	-	2	12	36	48	224	53	370	145	176	21	76	13	24	88	14	7	23	-	-	-		
Nonmanufacturing	504	40.0	86.50	-	-	-	1	1	15	56	42	79	101	150	36	7	9	2	2	2	-	1	-	-	-		
Services	432	40.0	86.50	-	-	-	-	-	14	40	40	70	97	134	25	6	6	-	-	-	-	-	-	-	-		
Draftsmen, junior	670	40.0	66.50	3	13	74	77	140	52	172	80	43	15	1	-	-	-	-	-	-	-	-	-	-	-		
Manufacturing	546	40.0	66.50	2	11	63	49	123	32	159	80	11	15	1	-	-	-	-	-	-	-	-	-	-	-		
Nonmanufacturing	124	39.5	66.00	1	2	11	28	17	20	13	-	32	-	-	-	-	-	-	-	-	-	-	-	-	-		
Women																											
Draftsmen, senior	59	38.5	74.00	-	-	-	7	16	3	6	5	7	1	14	-	-	-	-	-	-	-	-	-	-	-		
Nurses, industrial (registered)	283	39.5	66.00	1	4	15	30	74	86	27	31	5	9	1	-	-	-	-	-	-	-	-	-	-	-		
One-nurse unit	180	39.5	66.50	-	1	11	15	49	69	4	21	3	7	-	-	-	-	-	-	-	-	-	-	-	-		
Multiple-nurse unit	103	39.5	66.00	1	3	4	15	25	17	23	10	2	2	1	-	-	-	-	-	-	-	-	-	-	-		
Manufacturing	199	39.5	67.00	-	-	5	15	60	72	19	20	2	5	1	-	-	-	-	-	-	-	-	-	-	-		
One-nurse unit	128	39.5	67.50	-	-	2	6	40	58	2	13	2	5	-	-	-	-	-	-	-	-	-	-	-	-		
Multiple-nurse unit	71	40.0	66.50	-	-	3	9	20	14	17	7	-	-	1	-	-	-	-	-	-	-	-	-	-	-		
Nonmanufacturing	84	38.5	64.50	1	4	10	15	14	14	8	11	3	4	-	-	-	-	-	-	-	-	-	-	-	-		
One-nurse unit	52	39.0	64.00	-	1	9	9	9	11	2	8	1	2	-	-	-	-	-	-	-	-	-	-	-	-		

¹ Hours reflect the workweek for which employees receive their straight-time salaries and the earnings correspond to these weekly hours.Occupational Wage Survey, Boston, Mass., March 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 Boston, Mass., by industry division, March 1954)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																											
			Under \$1.25	\$1.25 and under 1.30	1.30-1.35	1.35-1.40	1.40-1.45	1.45-1.50	1.50-1.55	1.55-1.60	1.60-1.65	1.65-1.70	1.70-1.75	1.75-1.80	1.80-1.85	1.85-1.90	1.90-1.95	1.95-2.00	2.00-2.05	2.05-2.10	2.10-2.15	2.15-2.20	2.20-2.25	2.25-2.30	2.30-2.35	2.35-2.40	2.40-2.45	\$2.45 and over		
Carpenters, maintenance	601	2.05	5	-	-	-	11	6	25	18	1	6	41	8	25	80	49	14	7	37	43	69	6	2	31	-	45	272		
Manufacturing	335	1.99	-	-	-	-	-	-	14	9	-	4	32	2	20	62	14	6	5	25	41	69	-	-	26	-	2	4		
Nonmanufacturing	266	2.13	5	-	-	-	11	6	11	9	1	2	9	6	5	18	35	8	2	12	2	-	6	2	5	-	43	68		
Retail trade	165	2.34	-	-	-	-	2	-	6	3	-	-	1	3	1	7	14	7	-	5	-	-	6	-	5	-	43	62		
Electricians, maintenance	959	2.07	-	-	-	22	-	15	19	-	20	16	11	16	57	25	47	54	97	69	76	90	215	34	10	17	17	32		
Manufacturing	715	2.09	-	-	-	-	-	14	14	-	16	15	6	11	44	21	25	40	67	63	43	63	212	2	9	14	15	21		
Nonmanufacturing	244	2.01	-	-	-	22	-	1	5	-	4	1	5	5	13	4	22	14	30	6	33	27	3	32	1	3	2	11		
Retail trade	52	1.96	-	-	-	1	-	-	5	-	2	-	1	-	-	1	22	7	4	-	1	-	-	-	-	3	-	5		
Engineers, stationary	467	2.02	-	8	8	14	1	-	6	-	9	14	35	30	24	8	36	19	42	35	16	15	15	6	58	-	3	365		
Manufacturing	306	2.10	-	-	-	6	-	-	6	-	-	14	26	9	4	2	28	18	32	23	12	14	13	4	31	-	2	62		
Nonmanufacturing	161	1.88	-	8	8	8	1	-	-	-	9	-	9	21	20	6	8	1	10	12	4	1	2	2	27	-	1	3		
Services	63	1.65	-	5	8	8	-	-	-	-	4	-	-	21	8	4	-	-	-	5	-	-	-	-	-	-	-	-		
Firemen, stationary boiler	743	1.68	66	60	31	7	32	15	-	33	92	32	23	64	36	28	50	70	8	71	12	4	4	-	-	-	-	5	-	
Manufacturing	426	1.72	6	42	-	7	28	-	-	28	67	23	10	46	28	28	22	20	5	49	8	4	-	-	-	-	-	5	-	
Nonmanufacturing	317	1.63	60	18	31	-	4	15	-	5	25	9	13	18	8	-	28	50	3	22	4	-	4	-	-	-	-	-	-	
Retail trade	70	1.68	14	2	3	-	4	-	-	-	2	2	7	1	-	-	3	25	3	-	4	-	-	-	-	-	-	-	-	
Services	90	1.46	8	16	16	-	-	10	-	-	21	4	-	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Helpers, trades, maintenance	1,238	1.66	27	32	49	35	31	55	117	59	87	54	171	112	146	218	25	18	1	-	1	-	-	-	-	-	-	-	-	
Manufacturing	898	1.67	11	31	46	29	19	28	64	44	44	40	139	68	112	206	17	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	340	1.63	16	1	3	6	12	27	53	15	43	14	32	44	34	12	8	18	1	-	1	-	-	-	-	-	-	-	-	
Public utilities*	157	1.71	1	1	-	-	-	10	31	-	1	14	28	12	30	12	-	17	-	-	-	-	-	-	-	-	-	-	-	
Wholesale trade	57	1.60	5	-	-	6	6	1	1	10	6	-	3	4	4	-	8	1	1	-	1	-	-	-	-	-	-	-	-	
Retail trade	64	1.56	8	-	-	-	-	7	19	-	1	-	1	28	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Machine-tool operators, toolroom	461	2.00	-	-	-	-	-	-	12	2	6	6	17	15	18	50	17	20	20	51	161	66	-	-	-	-	-	-	-	
Manufacturing	461	2.00	-	-	-	-	-	-	12	2	6	6	17	15	18	50	17	20	20	51	161	66	-	-	-	-	-	-	-	-
Machinists, maintenance	1,083	2.05	-	-	-	-	-	28	-	6	5	1	51	59	86	68	76	102	77	41	81	23	38	250	28	20	10	33		
Manufacturing	1,036	2.05	-	-	-	-	-	28	-	6	5	1	51	58	86	67	69	91	73	41	69	23	30	250	27	20	10	31		
Mechanics, automotive (maintenance)	766	1.92	-	-	1	-	6	5	6	9	21	20	47	103	109	45	84	103	31	71	19	22	2	9	12	23	3	15		
Manufacturing	175	2.03	-	-	1	-	-	-	-	-	-	-	1	14	-	7	21	11	29	24	9	16	20	1	3	2	10	-	6	
Nonmanufacturing	591	1.88	-	-	-	-	6	5	6	9	21	19	33	103	102	24	73	74	7	62	3	2	1	6	10	13	3	9		
Public utilities*	367	1.87	-	-	-	-	-	-	-	-	-	14	-	22	89	90	8	13	66	7	58	-	-	-	-	-	-	-	-	
Wholesale trade	76	2.05	-	-	-	-	5	5	5	-	5	7	-	1	-	-	-	-	-	-	4	1	2	1	6	9	13	3	9	
Retail trade	143	1.84	-	-	-	-	1	-	1	4	2	12	11	13	12	16	60	8	-	-	2	-	-	-	1	-	-	-	-	
Mechanics, maintenance	1,292	1.97	-	-	8	5	2	34	14	13	31	71	133	18	50	75	65	105	143	68	104	30	211	27	47	12	8	18		
Manufacturing	1,049	1.96	-	-	-	2	-	34	14	13	29	65	131	17	15	63	39	77	125	49	96	28	197	7	30	2	8	8		
Nonmanufacturing	243	2.01	-	-	8	3	2	-	-	-	2	6	2	1	35	12	26	28	18	19	8	2	14	20	17	10	-	10		
Public utilities*	106	2.08	-	-	-	-	-	-	-	-	-	6	-	-	-	-	7	26	15	16	8	1	10	2	-	10	-	5		
Retail trade	73	1.89	-	-	-	-	-	-	-	-	2	-	2	1	27	10	19	2	3	1	-	1	-	-	4	-	-	1		

See footnotes at end of table.

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

Occupational Wage Survey, Boston, Mass., March 1954
U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Table A-3: Maintenance and Powerplant Occupations - Continued

(Average hourly earnings¹ for men in selected occupations studied on an area basis in Boston, Mass., by industry division, March 1954)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																									
			Under \$1.25	\$1.25 and under 1.30	\$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	\$2.45 and over
Millwrights -----	287	\$ 1.96	-	-	-	-	-	-	-	5	8	21	25	3	22	35	5	43	-	58	30	6	3	1	-	9	11	2
Manufacturing -----	287	1.96	-	-	-	-	-	-	-	5	8	21	25	3	22	35	5	43	-	58	30	6	3	1	-	9	11	2
Oilers -----	276	1.65	19	4	6	-	14	13	5	68	17	25	7	11	21	10	38	18	-	-	-	-	-	-	-	-	-	-
Manufacturing -----	225	1.59	19	-	6	-	14	13	5	68	17	25	4	11	20	10	13	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing -----	51	1.87	-	4	-	-	-	-	-	-	-	-	3	-	1	-	25	18	-	-	-	-	-	-	-	-	-	-
Painters, maintenance -----	407	1.77	12	4	9	4	18	25	28	38	3	14	18	46	15	19	19	22	17	68	3	11	4	3	1	3	1	2
Manufacturing -----	168	1.98	-	-	-	-	-	3	-	2	2	4	3	21	5	11	8	17	7	60	3	11	3	2	-	3	1	2
Nonmanufacturing -----	239	1.62	12	4	9	4	18	22	28	36	1	10	15	25	10	8	11	5	10	8	-	-	1	1	1	-	-	-
Public utilities* -----	31	1.82	-	-	-	-	-	-	2	-	-	2	4	10	4	-	1	4	2	2	-	-	-	-	-	-	-	-
Finance** -----	80	1.60	-	-	-	-	-	9	11	36	1	6	7	2	5	-	1	-	-	-	-	-	1	-	1	-	-	-
Services -----	68	1.41	9	-	9	4	18	13	10	-	-	-	3	-	-	1	-	-	-	-	-	-	1	-	1	-	-	-
Pipefitters, maintenance -----	481	2.05	-	-	-	-	-	-	-	7	9	2	14	9	25	46	30	52	32	32	61	2	106	-	45	-	8	1
Manufacturing -----	411	2.06	-	-	-	-	-	-	-	7	2	2	14	9	25	46	28	14	30	27	60	2	100	-	36	-	8	1
Nonmanufacturing -----	70	2.02	-	-	-	-	-	-	-	-	7	-	-	-	-	-	2	38	2	5	1	-	6	-	9	-	-	-
Plumbers, maintenance -----	70	1.91	-	-	-	6	-	1	-	-	7	-	7	-	2	1	3	29	1	-	5	3	1	-	-	-	-	4
Sheet-metal workers, maintenance -----	147	2.04	-	-	-	-	-	-	1	-	1	1	-	3	4	14	-15	12	14	17	43	3	15	-	-	-	4	-
Manufacturing -----	133	2.06	-	-	-	-	-	-	1	-	1	1	-	1	4	8	11	10	14	17	43	3	15	-	-	-	4	-
Tool-and-die makers -----	1,408	2.23	-	-	-	-	-	-	-	-	-	-	14	-	34	20	53	40	126	64	27	137	167	195	38	13	430	50
Manufacturing -----	1,406	2.23	-	-	-	-	-	-	-	-	-	-	14	-	34	18	53	40	126	64	27	137	167	195	38	13	430	50

¹ Excludes premium pay for overtime and nightwork.² Workers were distributed as follows: 2 at \$2.45 to \$2.50; 10 at \$2.50 to \$2.70; 60 at \$2.70 to \$2.90.³ Workers were distributed as follows: 11 at \$2.45 to \$2.50; 48 at \$2.50 to \$2.70; 2 at \$2.70 to \$2.90; 4 at \$2.90 to \$3.10.

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

** Finance, insurance, and real estate.

Table A-4: Custodial and Material Movement Occupations

(Average hourly earnings¹ for selected occupations² studied on an area basis in Boston, Mass., by industry division, March 1954)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																									
			Under \$0.90	\$0.90 and under .95	\$0.95 to 1.00	\$1.00 to 1.05	\$1.05 to 1.10	\$1.10 to 1.15	\$1.15 to 1.20	\$1.20 to 1.25	\$1.25 to 1.30	\$1.30 to 1.35	\$1.35 to 1.40	\$1.40 to 1.45	\$1.45 to 1.50	\$1.50 to 1.55	\$1.55 to 1.60	\$1.60 to 1.65	\$1.65 to 1.70	\$1.70 to 1.75	\$1.75 to 1.80	\$1.80 to 1.85	\$1.85 to 1.90	\$1.90 to 2.00	\$2.00 to 2.10	\$2.10 to 2.20	\$2.20 to 2.30	\$2.30 and over
Guards	960	1.53	5	-	17	14	16	24	22	20	29	45	27	144	54	64	39	65	99	167	27	47	19	-	16	-	-	-
Manufacturing	610	1.59	-	-	6	4	13	17	9	3	5	11	11	106	25	15	17	41	86	154	6	47	18	-	16	-	-	
Nonmanufacturing	350	1.43	5	-	11	10	3	7	13	17	24	34	16	38	29	49	22	24	13	13	21	-	1	-	-	-	-	
Finance**	263	1.42	-	-	11	10	3	4	13	17	21	33	13	10	24	21	22	17	13	9	21	-	1	-	-	-	-	
Janitors, porters, and cleaners (men)	4,380	1.29	115	113	126	281	144	372	751	207	315	347	204	167	331	343	132	83	81	80	133	15	28	5	4	3	-	
Manufacturing	1,923	1.40	14	41	29	69	41	46	64	47	199	217	157	130	263	266	17	51	43	55	133	13	17	4	4	3	-	
Nonmanufacturing	2,457	1.20	101	72	97	212	103	326	687	160	116	130	47	37	68	77	115	32	38	25	-	2	11	1	-	-	-	
Public utilities*	383	1.41	-	-	-	17	1	49	42	2	13	20	16	5	40	43	87	9	19	20	-	-	-	-	-	-	-	
Wholesale trade	154	1.34	-	-	1	11	28	6	20	4	11	6	4	6	13	16	4	-	5	5	-	-	2	11	1	-	-	
Retail trade	717	1.13	61	48	48	100	38	103	142	24	14	50	14	6	15	14	3	23	14	-	-	-	-	-	-	-	-	
Finance**	960	1.20	10	-	2	7	3	168	470	130	63	49	13	20	-	4	21	-	-	-	-	-	-	-	-	-	-	
Services	243	.99	30	24	46	77	33	-	13	-	15	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Janitors, porters, and cleaners (women)	1,753	1.13	73	73	84	258	94	63	909	21	23	22	39	63	24	4	-	-	-	-	3	-	-	-	-	-	-	
Manufacturing	285	1.23	-	16	7	7	49	35	30	1	14	16	27	63	16	1	-	-	-	-	3	-	-	-	-	-	-	
Nonmanufacturing	1,468	1.11	73	57	77	251	45	28	879	20	9	6	12	-	8	3	-	-	-	-	-	-	-	-	-	-	-	
Retail trade	127	.92	53	36	21	3	-	3	2	2	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Finance**	1,098	1.14	1	9	12	145	41	19	857	13	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Laborers, material handling	5,162	1.49	113	41	1	114	158	193	144	388	152	100	313	252	280	466	528	419	279	252	477	116	27	282	35	-	12	20
Manufacturing	3,352	1.49	18	26	-	45	146	159	101	320	113	56	151	210	257	306	256	184	143	130	394	70	25	222	20	-	-	-
Nonmanufacturing	1,810	1.50	95	15	1	69	12	34	43	68	39	44	162	42	23	160	272	235	136	122	83	46	2	60	15	-	12	20
Wholesale trade	520	1.54	5	-	-	16	9	14	5	29	20	9	24	28	19	131	60	2	-	32	45	2	2	27	9	-	12	20
Retail trade	912	1.43	87	15	1	50	3	20	9	39	19	35	138	14	2	29	12	226	71	61	37	44	-	-	-	-	-	-
Order fillers	2,424	1.47	47	31	12	58	71	80	90	143	143	149	61	115	136	171	206	256	41	285	215	33	32	26	4	13	5	1
Manufacturing	977	1.58	-	-	-	-	1	18	-	19	66	33	3	57	79	66	73	225	29	217	21	23	18	6	4	13	5	1
Nonmanufacturing	1,447	1.39	47	31	12	58	70	62	90	124	77	116	58	58	57	105	133	31	12	68	194	10	14	20	-	-	-	-
Wholesale trade	1,024	1.36	15	5	10	50	65	55	87	91	65	84	33	39	49	105	133	23	12	53	6	10	14	20	-	-	-	-
Retail trade	423	1.46	32	26	2	8	5	7	3	33	12	32	25	19	8	-	-	8	-	15	188	-	-	-	-	-	-	-
Packers, shipping (men)	1,954	1.40	74	48	-	34	173	71	71	218	66	109	51	70	59	136	228	160	31	144	156	5	3	2	34	-	-	11
Manufacturing	1,313	1.44	12	-	-	14	154	44	58	170	20	28	51	44	45	97	163	151	3	141	70	3	1	-	33	-	-	11
Nonmanufacturing	641	1.33	62	48	-	20	19	27	13	48	46	81	-	26	14	39	65	9	28	3	86	2	2	2	1	-	-	-
Wholesale trade	399	1.47	-	-	-	11	10	12	3	33	27	58	-	23	13	36	63	1	15	1	86	2	2	2	1	-	-	-
Retail trade	226	1.09	62	48	-	9	9	15	10	15	19	7	-	3	1	3	2	8	13	2	-	-	-	-	-	-	-	-
Packers, shipping (women)	299	1.19	40	15	17	18	32	9	25	22	46	7	6	4	2	-	-	56	-	-	-	-	-	-	-	-	-	-
Manufacturing	139	1.26	28	-	-	-	26	-	9	6	10	4	-	-	-	-	-	56	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	160	1.12	12	15	17	18	6	9	16	16	36	3	6	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Receiving clerks	856	1.52	17	7	24	5	30	31	10	27	58	52	58	50	32	72	67	55	24	55	43	22	16	11	43	11	2	34
Manufacturing	399	1.68	-	-	-	-	14	5	-	9	4	1	34	32	10	15	53	43	15	45	6	16	8	7	43	5	-	34
Nonmanufacturing	457	1.38	17	7	24	5	16	26	10	18	54	51	24	18	22	57	14	12	9	10	37	6	8	4	-	6	2	-
Wholesale trade	181	1.51	-	-	-	1	-	10	-	1	17	35	6	-	9	39	9	-	2	8	31	5	-	-	-	6	2	-
Retail trade	220	1.31	17	1	16	1	3	11	10	17	37	16	18	12	13	18	5	12	1	1	2	1	8	-	-	-	-	-

See footnotes at end of table.

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

** Finance, insurance, and real estate.

Occupational Wage Survey, Boston, Mass., March 1954
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 Boston, Mass., by industry division, March 1954)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																										
			Under \$0.90	\$0.90 and under .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	2.00	2.10	2.20	2.30 and over		
Shipping clerks -----	862	1.58	16	8	24	37	17	10	7	9	23	5	81	56	9	52	101	67	64	28	54	21	50	31	3	20	36	33	
Manufacturing -----	376	1.75	-	-	-	-	-	-	-	1	5	4	16	32	4	24	37	29	56	7	28	14	24	28	3	20	17	27	
Nonmanufacturing -----	486	1.46	16	8	24	37	17	10	7	8	18	1	65	24	5	28	64	38	8	21	26	7	26	3	-	19	6		
Wholesale trade -----	239	1.62	-	-	-	-	-	1	1	2	5	-	37	12	-	23	63	12	8	18	11	7	23	-	-	14	2		
Retail trade -----	201	1.33	16	8	24	10	12	9	6	6	13	1	20	11	-	5	1	26	-	3	15	-	3	3	-	5	4		
Shipping-and-receiving clerks -----	540	1.56	-	-	-	11	5	42	-	55	14	20	5	13	21	25	29	51	17	89	48	19	51	6	11	2	6	-	
Manufacturing -----	194	1.67	-	-	-	-	-	-	-	-	14	3	5	-	14	8	19	5	-	51	16	2	51	-	6	-	-	-	
Nonmanufacturing -----	346	1.49	-	-	-	11	5	42	-	55	-	17	-	13	7	17	10	46	17	38	32	17	-	6	5	2	6	-	
Retail trade -----	182	1.57	-	-	-	11	-	9	-	9	-	17	-	2	-	9	1	29	6	38	32	15	-	3	1	-	-	-	
Truckdrivers, light (under 1½ tons) -----	395	1.51	10	-	-	11	1	24	1	18	25	9	14	75	64	28	3	14	16	20	17	2	1	8	-	-	2	32	
Manufacturing -----	186	1.67	-	-	-	-	-	14	-	-	-	-	6	46	28	1	1	14	8	20	9	-	-	7	-	-	-	32	
Nonmanufacturing -----	209	1.36	10	-	-	11	1	10	1	18	25	9	8	29	36	27	2	-	8	-	8	2	1	1	-	-	2	-	
Services -----	74	1.31	8	-	-	6	-	10	-	-	1	-	2	8	35	1	-	-	-	-	-	2	-	1	-	-	-	-	
Truckdrivers, medium (1½ to and including 4 tons) -----	1,094	1.63	-	9	-	11	-	11	-	1	85	7	27	41	53	29	158	197	29	258	2	51	13	4	75	1	-	26	
Manufacturing -----	470	1.75	-	-	-	-	-	-	-	-	4	24	38	17	2	30	48	12	142	2	32	13	4	75	1	-	26		
Nonmanufacturing -----	624	1.54	-	9	-	11	-	11	-	1	85	3	3	3	36	27	128	149	17	116	6	19	-	-	-	-	-		
Public utilities* -----	69	1.73	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	53	-	12	-	-	-	-	-	-	
Wholesale trade -----	202	1.54	-	-	-	11	-	11	-	-	11	-	-	-	2	1	40	87	5	32	2	-	-	-	-	-	-	-	
Retail trade -----	303	1.53	-	9	-	-	-	-	-	-	26	3	3	3	33	26	88	58	12	31	4	7	-	-	-	-	-	-	
Truckdrivers, heavy (over 4 tons, trailer type) -----	860	1.92	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	7	65	100	366	52	2	36	19	184	27	
Manufacturing -----	196	1.87	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	65	4	18	50	2	36	18	-	-	
Nonmanufacturing -----	664	1.93	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	4	-	96	348	2	-	-	1	184	27	
Wholesale trade -----	293	2.10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	81	-	-	-	-	-	1	184	27
Retail trade -----	153	1.80	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	4	-	15	130	2	-	-	-	-	-	
Truckdrivers, heavy (over 4 tons, other than trailer type) -----	815	1.78	-	-	-	-	14	-	-	-	-	-	7	5	-	49	28	35	126	152	132	72	26	18	28	39	58	26	
Manufacturing -----	145	1.88	-	-	-	-	14	-	-	-	-	-	-	5	-	-	-	-	1	15	4	-	26	18	28	39	-	-	
Nonmanufacturing -----	670	1.76	-	-	-	-	-	-	-	-	-	-	7	5	-	49	28	35	125	137	128	72	-	-	-	-	58	26	
Wholesale trade -----	223	1.88	-	-	-	-	-	-	-	-	-	-	-	5	-	28	28	-	-	-	78	-	-	-	-	-	58	26	
Truckers, power (forklift) -----	728	1.68	-	-	-	-	2	-	-	-	14	28	77	5	31	56	9	105	165	43	110	1	37	37	-	-	8	-	
Manufacturing -----	546	1.66	-	-	-	-	2	-	-	-	14	18	77	2	13	53	2	100	159	25	6	1	37	37	-	-	-	-	
Nonmanufacturing -----	182	1.74	-	-	-	-	-	-	-	-	-	10	-	3	18	3	7	5	6	18	104	-	-	-	-	-	8	-	
Truckers, power (other than forklift) -----	218	1.73	-	-	-	-	-	-	-	2	12	-	10	-	-	9	17	15	19	33	-	2	16	79	4	-	-	-	
Manufacturing -----	218	1.73	-	-	-	-	-	-	-	2	12	-	10	-	-	9	17	15	19	33	-	2	16	79	4	-	-	-	
Watchmen -----	1,151	1.32	32	40	10	34	59	75	86	57	183	107	79	58	48	87	39	70	45	22	-	2	6	8	4	-	-	-	
Manufacturing -----	759	1.35	-	28	-	-	54	62	-	14	164	91	62	39	24	74	35	62	44	2	-	-	-	-	4	-	-	-	
Nonmanufacturing -----	392	1.24	32	12	10	34	5	13	86	43	19	16	17	19	24	13	4	8	1	20	-	2	6	8	-	-	-	-	
Retail trade -----	111	1.21	4	9	8	5	1	10	8	32	5	7	4	-	-	10	4	4	-	-	-	-	-	-	-	-	-	-	
Finance** -----	160	1.21	-	2	14	4	3	78	8	11	5	9	15	8	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
Services -----	53	.99	22	3	-	15	-	-	-	3	1	1	4	2	1	-	-	1	-	-	-	-	-	-	-	-	-	-	

¹ Excludes premium pay for overtime and nightwork.² Data limited to men workers, except where otherwise indicated.³ Workers were distributed as follows: 20 at \$0.70 to \$0.80; 33 at \$0.80 to \$0.90.⁴ Workers were distributed as follows: 4 at \$0.70 to \$0.80; 36 at \$0.80 to \$0.90.

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

** Finance, insurance, and real estate.

B: Establishment Practices and Supplementary Wage Provisions

Table B-1: Shift Differential Provisions 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	Second shift	Third or other shift
Total	80.0	72.2	10.6	2.8
With shift pay differential	78.2	72.2	10.1	2.8
Uniform cents (per hour)	37.9	34.3	5.1	1.4
4 cents .....	.6	-	.1	-
5 cents	10.1	1.5	1.0	-
6 cents	1.1	-	.1	-
7 cents	2.8	1.2	.2	-
7½ cents	1.7	6.5	.3	.2
8 cents	2.5	2.2	.2	.1
9 or 9½ cents	2.4	4.4	.1	-
10 cents	13.2	13.0	1.7	.5
Over 10 and under 13 cents .....	.7	.6	.4	.1
13 cents	1.3	-	.9	-
Over 13 cents	1.6	4.9	.1	.4
Uniform percentage	37.5	36.5	5.0	1.4
5 percent	5.1	-	.6	-
7 or 7½ percent	2.4	5.2	.1	(²)
10 percent	28.3	23.3	3.8	.9
12½ percent	1.6	-	.5	-
15 percent	-	7.9	-	.5
Full day's pay for reduced hours	2.8	1.5	(²)	-
No shift pay differential	1.8	-	.5	-

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.

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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	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	100.0	100.0
Under 35 hours	1.1	0.4	-	-	-	2.7	-	0.5	-	-	-	-	4.2
35 hours	10.3	8.3	5.2	-	2.6	13.7	30.0	1.2	1.2	-	-	2.4	-
Over 35 and under 37½ hours	7.7	1.9	.4	7.2	15.9	11.7	7.7	-	-	-	-	-	-
37½ hours	24.5	12.4	55.1	15.2	19.7	32.9	15.8	6.8	6.5	-	1.8	13.8	-
Over 37½ and under 38¾ hours	6.4	1.4	-	7.8	14.8	10.0	1.1	2.9	-	-	3.8	14.1	-
38¾ hours	8.2	4.3	.9	3.8	4.4	16.1	-	-	-	-	-	-	-
Over 38¾ and under 40 hours	1.4	.9	-	-	9.6	-	2.0	.2	-	-	-	.9	-
40 hours	40.2	70.2	38.3	64.4	32.9	13.0	41.9	75.3	86.1	96.6	73.0	36.7	68.7
Over 40 and under 44 hours .....	.1	-	-	-	-	-	.9	3.9	-	-	4.9	17.0	6.0
44 hours .....	.2	-	-	1.7	-	-	.6	3.8	1.2	-	6.1	10.0	10.0
Over 44 and under 48 hours	-	-	-	-	-	-	-	.7	-	-	5.3	-	8.1
48 hours	-	-	-	-	-	-	-	2.9	2.1	3.4	5.1	5.1	3.0
Over 48 hours	-	-	-	-	-	-	-	1.8	3.0	-	-	-	-

¹ Data relate to women workers.

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

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

** Finance, insurance, and real estate.

Table B-3: Paid Holidays¹

Number of paid holidays	PERCENT OF OFFICE WORKERS EMPLOYED IN—							PERCENT OF PLANT WORKERS EMPLOYED IN—					
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries 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	100.0	100.0
Workers in establishments providing paid holidays	99.8	100.0	100.0	100.0	98.4	100.0	99.5	95.7	100.0	95.7	94.9	93.2	58.3
Less than 4 days	5	-	-	-	5.5	-	-	3.2	1.2	-	-	12.4	-
4 days	1.5	-	-	-	18.1	-	-	4.1	-	-	-	20.8	-
5 days .....	.5	-	-	-	5.7	-	.2	4.3	2.8	2.5	-	8.6	11.7
6 days	2.3	5.1	.9	1.6	.5	-	6.3	15.5	21.3	6.6	6.7	3.4	18.4
7 days	7.8	16.5	2.0	-	26.8	-	2.3	24.2	32.7	8.9	5.3	13.4	11.1
8 days	3.4	9.3	3.4	-	.2	-	2.4	11.1	17.6	-	-	.8	3.2
9 days	7.1	10.8	2.6	7.7	.2	6.4	4.0	6.9	8.9	9.9	11.2	-	4.6
10 days	19.6	25.3	56.9	41.6	27.5	2.9	8.2	18.1	10.2	51.9	29.7	29.4	3.7
11 days	56.4	31.8	34.1	49.2	13.9	90.7	66.1	7.8	4.7	15.9	42.0	4.4	5.6
Over 11 days .....	.9	1.1	-	-	-	-	10.0	.4	.6	-	-	-	-
Workers in establishments providing no paid holidays .....	.2	-	-	-	1.6	-	.5	4.3	-	4.3	5.1	6.8	41.7

¹ Estimates include only full-day holidays.

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

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

** Finance, insurance, and real estate.

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U.S. DEPARTMENT OF LABOR
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Table B-4: Paid Vacations (Formal Provisions)

Vacation policy	PERCENT OF OFFICE WORKERS EMPLOYED IN—							PERCENT OF PLANT WORKERS EMPLOYED IN—					
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries ¹	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All workers	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<u>After 1 year of service</u>													
Workers in establishments providing paid vacations	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.5	99.2	100.0	100.0	100.0	100.0
Length-of-time payment	100.0	100.0	100.0	100.0	100.0	100.0	100.0	89.1	83.0	100.0	100.0	100.0	91.4
Under 1 week	-	-	-	-	-	-	-	.7	1.2	-	-	-	-
1 week	5.3	6.2	1.7	5.1	25.2	-	12.4	45.9	60.2	11.5	25.2	15.4	74.3
Over 1 but less than 2 weeks	-	-	-	-	-	-	-	2.6	4.2	-	-	-	-
2 weeks	87.2	89.6	98.3	94.9	74.8	86.3	72.5	39.1	15.9	88.5	74.8	84.6	17.1
3 weeks	7.5	4.2	-	-	-	13.7	15.1	.9	1.5	-	-	-	-
Percentage payment ²	-	-	-	-	-	-	-	8.9	13.9	-	-	-	8.6
2 percent	-	-	-	-	-	-	-	7.2	11.0	-	-	-	8.6
3 percent	-	-	-	-	-	-	-	.6	1.1	-	-	-	-
4 percent	-	-	-	-	-	-	-	1.1	1.8	-	-	-	-
Other-type payment	-	-	-	-	-	-	-	1.4	2.3	-	-	-	-
Workers in establishments providing no paid vacations	-	-	-	-	-	-	-	.5	.8	-	-	-	-
<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	100.0	100.0
Length-of-time payment	100.0	100.0	100.0	100.0	100.0	100.0	100.0	89.6	83.8	100.0	100.0	100.0	91.4
Under 1 week	-	-	-	-	-	-	-	.7	1.2	-	-	-	-
1 week	2.1	4.1	1.7	1.8	3.8	-	3.5	24.3	34.3	9.7	10.2	2.4	30.4
Over 1 but less than 2 weeks	-	-	-	-	-	-	-	15.4	25.3	-	-	-	-
2 weeks	89.9	91.7	97.7	98.2	91.9	86.2	79.5	47.9	21.6	90.3	89.8	95.4	61.0
Over 2 but less than 3 weeks	.1	-	-	-	-	-	-	1.9	-	-	-	-	-
3 weeks	7.9	4.2	.6	-	4.3	13.8	15.1	1.3	1.5	-	-	2.2	-
Percentage payment ²	-	-	-	-	-	-	-	8.9	13.9	-	-	-	8.6
2 percent	-	-	-	-	-	-	-	7.2	11.0	-	-	-	8.6
3 percent	-	-	-	-	-	-	-	.6	1.1	-	-	-	-
4 percent	-	-	-	-	-	-	-	1.1	1.8	-	-	-	-
Other-type payment	-	-	-	-	-	-	-	1.4	2.3	-	-	-	-
Workers in establishments providing no paid vacations	-	-	-	-	-	-	-	-	-	-	-	-	-
<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	100.0	100.0
Length-of-time payment	100.0	100.0	100.0	100.0	100.0	100.0	100.0	89.6	83.8	100.0	100.0	100.0	91.4
Under 1 week	-	-	-	-	-	-	-	.7	1.2	-	-	-	-
1 week	1.4	2.4	-	1.8	3.8	-	3.5	15.8	21.0	7.7	6.7	1.6	30.4
Over 1 but less than 2 weeks	-	-	-	-	-	-	-	13.5	21.6	-	3.5	.8	-
2 weeks	89.8	93.4	98.5	98.2	91.9	86.2	68.6	58.1	38.4	89.8	89.8	95.4	61.0
Over 2 but less than 3 weeks	.1	-	-	-	-	-	-	1.9	-	-	-	-	-
3 weeks	8.6	4.2	1.5	-	4.3	13.8	26.0	1.6	1.5	2.5	-	2.2	-
Percentage payment ²	-	-	-	-	-	-	-	8.9	13.9	-	-	-	8.6
2 percent	-	-	-	-	-	-	-	6.2	9.3	-	-	-	8.6
3 percent	-	-	-	-	-	-	-	1.4	2.2	-	-	-	-
4 percent	-	-	-	-	-	-	-	1.4	2.4	-	-	-	-
Other-type payment	-	-	-	-	-	-	-	1.4	2.3	-	-	-	-
Workers in establishments providing no paid vacations	-	-	-	-	-	-	-	-	-	-	-	-	-

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	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries ¹	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All workers -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<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	100.0	100.0
Length-of-time payment -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	89.6	83.8	100.0	100.0	100.0	91.4
1 week -----	.5	-	-	1.8	3.8	-	-	1.2	1.2	1.8	5.3	.8	-
2 weeks -----	69.2	93.2	96.2	98.2	55.5	45.4	34.9	71.8	71.0	95.8	94.7	55.3	82.0
Over 2 but less than 3 weeks -----	3.0	.3	-	-	-	7.8	-	4.2	6.8	-	-	-	-
3 weeks -----	27.3	6.6	3.8	-	40.7	46.8	65.1	12.4	4.8	2.5	-	43.9	9.4
Percentage payment ² -----	-	-	-	-	-	-	-	8.9	13.9	-	-	-	8.6
2 percent -----	-	-	-	-	-	-	-	.7	1.2	-	-	-	-
3 percent -----	-	-	-	-	-	-	-	.6	1.1	-	-	-	-
4 percent -----	-	-	-	-	-	-	-	7.6	11.6	-	-	-	8.6
Other-type payment -----	-	-	-	-	-	-	-	1.4	2.3	-	-	-	-
Workers in establishments providing no paid vacations -----	-	-	-	-	-	-	-	-	-	-	-	-	-
<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	100.0	100.0
Length-of-time payment -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	89.6	83.8	100.0	100.0	100.0	91.4
1 week -----	.5	-	-	1.8	3.8	-	-	1.1	1.2	-	5.3	.8	-
2 weeks -----	60.1	88.5	94.7	87.7	46.3	30.7	29.5	67.6	68.3	95.1	86.8	48.8	73.4
Over 2 but less than 3 weeks -----	3.0	.3	-	-	-	7.8	-	2.9	4.7	-	-	-	-
3 weeks -----	33.8	11.2	5.3	10.5	19.9	61.5	66.5	10.5	7.5	4.9	7.9	18.4	18.0
Over 3 but less than 4 weeks -----	-	-	-	-	-	-	-	1.3	2.1	-	-	-	-
4 weeks and over -----	2.7	-	-	-	30.1	-	4.0	6.4	-	-	-	31.9	-
Percentage payment ² -----	-	-	-	-	-	-	-	8.9	13.9	-	-	-	8.6
2 percent -----	-	-	-	-	-	-	-	.7	1.2	-	-	-	-
3 percent -----	-	-	-	-	-	-	-	.6	1.1	-	-	-	-
4 percent -----	-	-	-	-	-	-	-	7.6	11.6	-	-	-	8.6
Other-type payment -----	-	-	-	-	-	-	-	1.4	2.3	-	-	-	-
Workers in establishments providing no paid vacations -----	-	-	-	-	-	-	-	-	-	-	-	-	-
<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	100.0	100.0
Length-of-time payment -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	89.6	83.8	100.0	100.0	100.0	91.4
1 week -----	.2	-	-	1.8	-	-	-	1.1	1.2	-	5.3	.8	-
2 weeks -----	18.6	27.2	5.1	46.1	17.5	6.7	23.3	29.1	27.9	12.7	48.9	23.1	69.4
Over 2 but less than 3 weeks -----	3.0	-	-	-	-	7.8	-	1.5	2.4	-	-	-	-
3 weeks -----	74.2	72.8	94.9	52.1	52.4	81.6	72.8	49.7	49.1	87.3	45.8	44.2	22.0
Over 3 but less than 4 weeks -----	-	-	-	-	-	-	-	1.9	3.1	-	-	-	-
4 weeks and over -----	4.1	-	-	-	30.1	3.9	4.0	6.4	-	-	-	31.9	-
Percentage payment ² -----	-	-	-	-	-	-	-	8.9	13.9	-	-	-	8.6
2 percent -----	-	-	-	-	-	-	-	.7	1.2	-	-	-	-
3 percent -----	-	-	-	-	-	-	-	.6	1.1	-	-	-	-
4 percent -----	-	-	-	-	-	-	-	2.3	3.0	-	-	-	8.6
6 percent and over -----	-	-	-	-	-	-	-	5.3	8.7	-	-	-	-
Other-type payment -----	-	-	-	-	-	-	-	1.4	2.3	-	-	-	-
Workers in establishments providing no paid vacations -----	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

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

** Finance, insurance, and real estate.

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

Vacation policy	PERCENT OF OFFICE WORKERS EMPLOYED IN—							PERCENT OF PLANT WORKERS EMPLOYED IN—					
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries ¹	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All workers -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<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	100.0
Length-of-time payment -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	89.6	83.8	100.0	100.0	100.0	91.4
1 week -----	.2	-	-	1.8	-	-	-	1.1	1.2	-	5.3	.8	-
2 weeks -----	16.4	23.3	5.1	39.9	12.9	6.7	23.3	26.1	25.9	12.7	39.0	15.7	69.4
Over 2 but less than 3 weeks -----	-	-	-	-	-	-	-	1.5	2.4	-	-	-	-
3 weeks -----	72.6	76.7	94.9	58.3	56.5	71.9	72.8	52.4	51.2	87.3	55.6	49.8	22.0
Over 3 but less than 4 weeks -----	-	-	-	-	-	-	-	1.9	3.1	-	-	-	-
4 weeks and over -----	10.8	-	-	-	30.6	21.4	4.0	6.7	-	-	-	33.7	-
Percentage payment ² -----	-	-	-	-	-	-	-	8.9	13.9	-	-	-	8.6
2 percent -----	-	-	-	-	-	-	-	.7	1.2	-	-	-	-
3 percent -----	-	-	-	-	-	-	-	.6	1.1	-	-	-	-
4 percent -----	-	-	-	-	-	-	-	2.3	3.0	-	-	-	8.6
6 percent and over -----	-	-	-	-	-	-	-	5.3	8.7	-	-	-	-
Other-type payment -----	-	-	-	-	-	-	-	1.4	2.3	-	-	-	-
Workers in establishments providing no paid vacations -----	-	-	-	-	-	-	-	-	-	-	-	-	-
<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	100.0
Length-of-time payment -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	89.6	83.8	100.0	100.0	100.0	91.4
1 week -----	.2	-	-	1.8	-	-	-	1.1	1.2	-	5.3	.8	-
2 weeks -----	13.4	22.8	4.8	36.6	12.5	.1	23.3	24.6	25.1	9.3	34.5	13.1	69.4
Over 2 but less than 3 weeks -----	-	-	-	-	-	-	-	1.5	2.4	-	-	-	-
3 weeks -----	62.9	70.0	93.7	50.8	40.9	57.5	70.9	50.4	48.2	87.7	51.5	49.3	22.0
Over 3 but less than 4 weeks -----	-	-	-	-	-	-	-	1.9	3.1	-	-	-	-
4 weeks and over -----	23.6	7.2	1.5	10.8	46.7	42.5	5.8	10.2	3.7	3.0	8.7	36.8	-
Percentage payment ² -----	-	-	-	-	-	-	-	8.9	13.9	-	-	-	8.6
2 percent -----	-	-	-	-	-	-	-	.7	1.2	-	-	-	-
3 percent -----	-	-	-	-	-	-	-	.6	1.1	-	-	-	-
4 percent -----	-	-	-	-	-	-	-	2.3	3.0	-	-	-	8.6
6 percent and over -----	-	-	-	-	-	-	-	5.3	8.7	-	-	-	-
Other-type payment -----	-	-	-	-	-	-	-	1.4	2.3	-	-	-	-
Workers in establishments providing no paid vacations -----	-	-	-	-	-	-	-	-	-	-	-	-	-

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

² 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	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries ¹	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All workers -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Workers in establishments providing:													
Life insurance -----	88.6	85.5	92.7	82.6	86.2	96.5	62.1	83.8	83.4	91.4	79.1	86.1	77.0
Accidental death and dismemberment -----	41.8	52.6	² 36.5	43.3	43.0	35.3	26.6	45.3	51.6	² 33.8	44.2	30.7	53.1
Sickness and accident insurance -----	49.8	77.9	² 26.9	47.6	67.9	27.3	44.2	74.5	84.8	² 32.8	42.2	72.3	68.5
Sick leave (full pay and no waiting period) -----	48.2	46.5	86.2	55.6	32.7	44.7	45.5	12.1	3.6	29.8	32.5	21.7	9.7
Sick leave (partial pay or waiting period) -----	3.7	3.6	1.1	1.6	20.6	-	10.0	8.8	5.3	46.1	7.0	5.5	3.2
Hospitalization insurance -----	77.3	84.9	45.7	78.3	53.7	85.4	50.4	70.8	85.4	38.6	69.9	44.9	68.3
Surgical insurance -----	75.2	85.7	45.8	72.2	50.4	83.0	40.7	67.3	84.0	38.6	69.5	43.6	26.0
Medical insurance -----	29.2	42.1	8.3	28.0	25.1	22.7	31.7	30.9	42.0	11.4	24.5	13.4	13.8
Catastrophe insurance -----	3.9	.3	-	1.8	-	9.7	-	.8	1.3	-	-	-	-
Retirement pension -----	76.1	68.1	85.4	70.2	55.7	89.3	61.6	48.1	46.5	80.9	62.8	50.1	1.8
Health, insurance, or pension plan not listed above -----	3.2	2.7	1.0	9.9	-	3.3	1.9	2.7	3.1	4.8	10.3	-	-
No health, insurance, or pension plan -----	1.8	2.0	5.0	4.6	3.3	.1	1.5	3.7	2.7	8.6	10.5	2.3	9.8

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

² Estimates are not comparable with those published in the previous (March 1953) bulletin since the decline in benefits shown does not reflect a decline in area practice but results from a revised interpretation of benefits of a major firm in the area.

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

** Finance, insurance, and real estate.

Occupational Wage Survey, Boston, Mass., March 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	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries ¹	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All workers -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<u>Daily overtime</u>													
Workers in establishments providing premium pay -----	44.9	69.7	91.6	50.5	42.4	14.2	46.0	76.3	91.9	96.6	60.5	37.9	39.6
Time and one-half -----	32.3	53.1	65.4	39.5	28.2	7.6	32.8	57.9	66.0	83.0	60.5	30.8	39.6
Effective after less than 8 hours -----	9.6	2.5	44.9	2.9	20.3	7.6	16.6	3.9	4.3	-	-	5.5	2.6
Effective after 8 hours -----	22.7	50.6	20.6	36.7	7.9	-	16.2	54.1	61.7	83.0	60.5	25.2	37.0
Effective after more than 8 hours -----	-	-	-	-	-	-	-	-	-	-	-	-	-
Other ² -----	12.6	16.6	26.2	11.0	14.2	6.6	13.2	18.3	25.9	13.6	-	7.1	-
Workers in establishments providing no premium pay or having no policy ---	55.1	30.3	8.4	49.5	57.6	85.8	54.0	23.7	8.1	3.4	39.5	62.1	60.4
<u>Weekly overtime</u>													
Workers in establishments providing premium pay -----	96.7	99.1	99.7	97.9	87.4	99.8	70.8	95.1	100.0	100.0	100.0	82.0	80.9
Time and one-half -----	57.1	85.2	71.9	78.2	56.9	25.7	54.9	90.8	98.9	88.7	100.0	70.9	76.7
Effective after less than 40 hours -----	15.3	10.3	44.9	11.9	25.1	12.6	16.6	5.5	6.9	-	5.5	5.5	-
Effective after 40 hours -----	41.8	74.9	27.1	66.3	31.8	13.0	38.3	82.1	92.0	85.3	94.5	51.6	74.1
Effective after more than 40 hours -----	-	-	-	-	-	-	-	3.2	-	3.4	-	13.7	2.6
Other ² -----	39.6	13.9	27.8	19.7	30.5	74.1	15.9	4.3	1.1	11.3	-	11.1	4.2
Workers in establishments providing no premium pay or having no policy ---	3.3	.9	.3	2.1	12.6	.2	29.2	4.9	-	-	-	18.0	19.1

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

² 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, Boston, Mass., March 1954
 U.S. DEPARTMENT OF LABOR
 Bureau of Labor Statistics

Table B-7: Rate of Pay for Holiday Work

Pay provisions	PERCENT OF OFFICE WORKERS EMPLOYED IN--							PERCENT OF PLANT WORKERS EMPLOYED IN--					
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries ¹	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All workers -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Workers in establishments with pay provisions for work on paid holidays ² -----	79.4	82.8	89.4	64.9	69.8	81.3	72.0	86.4	92.5	95.7	72.1	75.6	51.7
Regular rate only -----	1.5	-	-	-	-	3.9	-	-	-	-	-	-	-
Time and one-half -----	4.3	5.3	(³)	-	-	4.9	11.4	.9	.5	4.8	6.1	-	-
Double time -----	43.4	58.0	64.5	40.7	37.5	31.0	30.8	49.9	59.5	70.1	46.4	18.8	32.9
Double time and one-half -----	15.3	7.3	6.0	10.0	19.3	24.5	13.2	22.1	21.7	4.9	6.0	35.3	12.8
Triple time -----	.9	1.7	-	3.8	-	-	-	6.8	9.2	3.3	6.7	3.7	-
Equal time off -----	8.8	5.7	.3	3.0	8.5	13.1	16.6	3.6	1.0	3.1	3.7	10.4	6.0
Other plan -----	5.3	4.9	18.5	7.4	4.6	3.8	-	3.0	.7	9.4	3.2	7.4	-
Workers in establishments with no formal policy -----	20.4	17.2	10.6	35.1	28.5	18.7	27.5	9.2	7.5	-	22.7	17.5	6.6
Workers in establishments with no paid holidays -----	.2	-	-	-	1.6	-	.5	4.3	-	4.3	5.1	6.8	41.7

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

² Includes holiday pay and rate for work on paid holiday.

³ Less than 0.05 percent.

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

** Finance, insurance, and real estate.

Occupational Wage Survey, Boston, Mass., March 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	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries ¹	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
WAGE STRUCTURE FOR TIME-RATED WORKERS²													
All workers -----	100	100	100	100	100	100	100	100	100	100	100	100	100
Formal rate structure -----	79	76	92	72	56	88	62	85	93	100	70	60	79
Single rate -----	1	1	2	-	13	-	-	31	37	24	18	10	58
Range of rates -----	77	75	91	72	43	88	62	54	57	76	52	49	21
Individual rates -----	21	24	8	28	44	12	38	15	7	-	30	40	21
METHOD OF WAGE PAYMENT FOR PLANT WORKERS													
All workers -----	DATA NOT COLLECTED							100	100	100	100	100	100
Time workers -----	DATA NOT COLLECTED							73	65	100	97	75	89
Incentive workers -----	DATA NOT COLLECTED							27	35	(³)	3	25	11
Piecework -----	DATA NOT COLLECTED							11	18	(³)	1	(³)	3
Bonus work -----	DATA NOT COLLECTED							11	17	(³)	-	(³)	6
Commission -----	DATA NOT COLLECTED							5	-	-	2	25	2
LABOR-MANAGEMENT AGREEMENTS⁴													
Workers in establishments with agreements covering a majority of such workers -----	16	24	79	16	17		1	76	82	100	45	61	51

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

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

³ Less than 0.5 percent.

⁴ 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.

The Chicago area surveyed (Cook County) is outstanding both as a manufacturing and distribution center. Manufacturing employment, representing nearly half of the area's work force, is particularly high in metal industries ranging from basic smelting, refining, and casting to finished machinery products (electrical and nonelectrical), transportation equipment, and products of numerous other metal-fabricating industries. Nondurable goods manufacturing also accounted for large numbers of employees in such industries as meatpacking and processing of other food products, apparel, printing, chemicals, and leather tanning. In the nonmanufacturing field, trade industries and transportation, communication, and other public utilities industries are the largest groups in terms of employment; however, well over 100,000 workers are also employed in finance, insurance, and real estate, and nearly 200,000 in service industries.

This year's annual study presents March 1954 data obtained from 419 establishments, employing over 500,000 workers, which were selected to represent an estimated 3,000 establishments employing more than a million workers in 6 major industry divisions in Cook County. (See table following.)

Wage Structure

Chicago plant (nonoffice) workers within the industries and establishment-size groups studied were paid on a time-rate basis in the proportion of 3 for every 1 paid on an incentive basis. In manufacturing industries, a third of the workers were paid on an incentive basis with the proportion of those paid under production-bonus plans slightly higher than under piece-rate plans. Incentive workers in retail trade and public utilities industries (a fifth and an eighth, respectively) were generally paid on a commission basis.

Nine-tenths of the plant workers who were paid time rates were employed in establishments with formal wage structures providing either a single rate or a range of rates for each job classification. A majority of the time-rated plant workers in manufacturing, public utilities, and retail trade worked under rate-range plans; in wholesale trade and service industries, single rate plans covered a majority. Formal wage structures covered seven-tenths of the office workers and in nearly all cases provided a range of rates for each job category.

Formal wage structures with jobs classified into a series of labor grades or rate steps were reported by a number of employers. Of the 419 establishments studied, 51 had labor grade systems applying to plant jobs and 75 had such systems for office jobs. Of 166 manufacturing plants studied, 45 plants (mainly in metalworking) had labor grade systems; in 21 of these both plant and office jobs were covered, in 12 only production jobs were covered, and in the remaining 12 only office jobs were so grouped.

Although the number of labor grades varied widely, they ranged from 5 to 15 for both office and plant jobs in a high proportion of plants with these systems.

Occupational Pay Levels

Women secretaries and general stenographers, two of the largest occupational groups among the office jobs studied, had average salaries of \$72.50 and \$62 a week, respectively, in March 1954. Other office jobs in which weekly pay levels of women were within this range included class A accounting clerks (\$70), class A bookkeeping-machine operators (\$67.50), technical stenographers (\$67), tabulating-machine operators (\$63.50), and payroll clerks (\$63). Average salaries among more routine clerical and machine-operating jobs were: \$58 for billing-machine operators, \$57 for class B bookkeeping-machine operators, \$56 for class B accounting clerks, and \$51.50 for class B typists. Lowest weekly salaries were reported for office girls and routine file clerks, with averages of \$47 in both jobs. Salary levels for most of the women's office jobs had increased from \$2.50 to \$3.50 a week since March 1953, the date of the Bureau's previous study.

Straight-time average hourly earnings for selected maintenance trades were \$2.60 for tool-and-die makers, \$2.43 for carpenters, \$2.42 for electricians, \$2.38 for machinists, and \$2.18 for mechanics (other than automotive). Earnings of tool-and-die makers had increased 19 cents an hour since March 1953; in most of the other skilled maintenance trades, increases were between 10 and 16 cents. Trades helpers as a group averaged \$1.80, or 7 cents higher than in March 1953.

Among men's custodial and material-movement jobs, hourly earnings averages were \$1.62 for laborers, \$1.59 for shipping packers, \$1.53 for janitors, and \$1.23 for watchmen. Women shipping packers averaged \$1.41; janitresses averaged \$1.29. Earnings of truckdrivers were highest for operators of light trucks (under 1½ tons), who averaged \$2.15 an hour. A high proportion of these workers were employed in manufacturing industries. Drivers of medium-size trucks (1½ to 4 tons), mainly employed in nonmanufacturing, averaged \$2.01. Average pay levels for custodial and material-movement jobs had increased less, on a cents-per-hour basis, than pay scales for the skilled trades since the date of the previous survey. In general, earnings tended to be higher in manufacturing than in nonmanufacturing industries for office and the custodial and material-movement jobs, whereas averages for a number of the maintenance and powerplant jobs were higher in nonmanufacturing industries.

Cost-of-Living and Annual Improvement Adjustments

Provisions for periodic cost-of-living adjustment of wages applied to plant workers in 23 establishments and to office workers in 16 of the 419 establishments studied. Provisions for annual improvement (productivity) adjustments of plant wages were reported by 23 establishments and 16 reported such provisions for adjustment of office wages. Most of the establishments reporting cost-of-living and annual improvement wage adjustment provisions were in manufacturing.

Labor-Management Agreements

Seven-tenths of the plant workers in the industries and establishment-size groups covered by the survey were employed in establishments having labor-management agreements covering a majority of their plant workers. The proportion of workers covered by such agreements was slightly higher in manufacturing than in nonmanufacturing industries as a group. Among nonmanufacturing industry divisions, the proportion of workers covered ranged from about half in retail trade to all workers in public utilities industries. Agreements covered approximately a seventh of the office workers; the highest proportions of these workers covered were in public utilities (72 percent) and manufacturing (15 percent).

Work Schedules

Two-thirds of the office workers and almost four-fifths of the plant workers were scheduled to work 40 hours a week in March 1954. Nearly all other office workers were on shorter workweeks. Considerably more than half of the small proportion of plant workers not on a 40-hour week were on longer schedules; among industry divisions the proportion of plant workers on longer schedules varied from a tenth in manufacturing to slightly less than half in service industries.

Overtime Pay

Premium rates were paid for work beyond a specified number of weekly hours to nearly all plant and office workers. The most common practice was to pay time and one-half the regular rate for time worked in excess of 40 hours. In some establishments with regular weekly work schedules of less than 40 hours, the premium rate was paid for all hours worked beyond the regular workweek; however, for a considerable proportion of the office workers on such schedules the premium rate did not apply until 40 hours had been worked. Premium rates after a specified number of hours per day were paid by establishments with four-fifths of the plant workers and slightly over half the office workers. Under these provisions time and one-half was usually paid after 8 hours a day.

Establishments and Workers Within Scope of Survey and Number Studied in Chicago, Ill.,¹ by Major Industry Division, March 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		3,107	419	1,102,100	513,100	114,310
Manufacturing	101	1,383	166	647,300	272,170	41,750
Nonmanufacturing	-	1,724	253	454,800	240,930	72,560
Transportation (excluding railroads), communication, and other public utilities	101	122	32	89,000	71,480	18,460
Wholesale trade	51	539	53	74,700	14,550	4,660
Retail trade	101	206	51	143,000	98,400	20,360
Finance, insurance, and real estate	51	368	49	78,300	34,300	23,030
Services ³	51	489	68	69,800	22,200	6,050

¹ The Chicago Area (Cook 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.

Shift Operations

A fifth of the plant workers in manufacturing industries were working on evening or night shifts in March 1954. These workers were paid a premium over day-shift rates in nearly all establishments; however, there was considerable variation in the type and amount of the premium. The practice of paying uniform cents-per-hour differentials over day-shift rates was somewhat more prevalent than paying percentage differentials. Except for about a fourth of the extra-shift workers, who received a differential of 10 percent on second shifts, the amount of the differential varied widely for other workers.

Paid Holidays

Six holidays with pay were provided in establishments with about two-thirds of the office workers and three-fourths of the plant workers. Most of the other establishments provided more than 6 paid holidays. By contrast, three-fifths of the plant workers in the service industries received only 1 or 2 paid holidays. Two-fifths of the office workers in finance industries were in establishments providing 11 holidays, and a fourth of both office and plant workers in public utilities were employed in establishments providing 9 holidays. Provisions were reported for premium pay for work on paid holidays by establishments employing two-thirds of the office workers and nearly seven-eighths of the plant workers. Double time (including holiday pay) was commonly paid, although provisions for double time and one-half or triple time applied in establishments with a sixth of the office workers and about a fourth of the plant workers.

Paid Vacations

Virtually all office and plant workers were employed in establishments having formal provisions for paid vacations. Nearly four-fifths of the office workers were employed in establishments granting 2 weeks' vacation after a year of service. Other establishments that gave 1 week after a year of service, usually gave 2 weeks after 2 years of service. Service requirements varied

among establishments granting more than 2 weeks to office workers with long service. Establishments with almost a fourth of the office workers gave more than 2 weeks (commonly 3 weeks) after 10 years of service; after 15 years' service this proportion amounted to nearly three-fourths. Vacations of 4 weeks or more after 25 years of service were given by establishments which employed about a fourth of the office workers; retail trade establishments, with nearly two-thirds of the office workers, gave such vacations.

Vacation plans for plant workers commonly provided for 1 week's paid vacation after a year of service. Eligibility requirements for paid vacations of 2 weeks (or an equivalent of 4 percent of annual earnings) varied from 1 to 5 years. After 15 years of service, establishments with three-fourths of the plant workers gave 3 weeks' paid vacation and, after 25 years, those employing an eighth of the plant workers gave 4 weeks or more.

Health, Insurance, and Pension Plans

Plans providing health, insurance, or pension benefits with costs paid entirely or in part by employers were available to all but about 6 percent of the office and plant workers. The most prevalent plan—life insurance—was provided in establishments with nine-tenths of the office workers and almost as high a proportion of the plant workers. Hospitalization and surgical benefits ranked second and third in prevalence among other types of insurance made available to office and plant workers. Sickness and accident insurance was made available to a higher proportion of plant workers than office workers; however, close to half of the office workers as compared with a fifth of the plant workers were covered by paid sick leave plans. Retirement plans were provided in establishments with 70 percent of the office workers and 55 percent of the plant workers. Prevalence of each type of benefit plan varied among industry groups studied. For example, the percentage of office workers in establishments with pension plans for these workers ranged from 28 percent in service industries to 92 percent in public utilities. Similarly, employment in establishments with pension plans applying to plant workers ranged from 20 percent in services to 63 percent in public utilities industries.

Table A-2: Professional and Technical Occupations

(Average straight-time weekly hours and earnings¹ for selected occupations studied on an area basis in Chicago, Ill., by industry division, March 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 \$50.00	\$50.00 and under \$52.50	\$52.50	\$55.00	\$60.00	\$65.00	\$70.00	\$75.00	\$80.00	\$85.00	\$90.00	\$95.00	\$100.00	\$105.00	\$110.00	\$115.00	\$120.00	\$125.00	\$130.00	\$140.00	\$150.00	\$160.00 and over					
Men																														
Draftsmen, leader	521	39.5	\$130.00	-	-	-	-	-	-	-	2	4	2	2	2	7	42	17	70	61	69	91	74	25	53					
Draftsmen, senior	3,463	39.5	99.00	-	-	-	-	34	65	90	167	276	350	428	471	450	285	144	221	284	110	51	37	-	-					
Manufacturing	2,247	39.5	97.00	-	-	-	-	16	50	63	149	233	250	242	304	280	158	78	141	224	49	10	-	-	-					
Nonmanufacturing	1,216	39.5	102.50	-	-	-	-	18	15	27	18	43	100	186	167	170	127	66	80	60	61	41	37	-	-					
Draftsmen, junior	1,487	39.5	73.00	12	21	18	76	215	215	242	262	239	74	51	27	19	16	-	-	-	-	-	-	-	-					
Manufacturing	1,112	39.5	71.00	8	9	18	60	195	187	227	180	136	49	39	4	-	-	-	-	-	-	-	-	-	-					
Nonmanufacturing	375	39.5	79.00	4	12	-	16	20	28	15	82	103	25	12	23	19	16	-	-	-	-	-	-	-	-					
Tracers	140	40.0	61.00	10	5	11	50	10	46	4	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-					
Women																														
Nurses, industrial (registered)	765	39.5	72.00	-	-	3	16	141	180	171	115	77	28	29	5	-	-	-	-	-	-	-	-	-	-	-				
One-nurse unit	460	39.5	71.00	-	-	3	15	109	104	102	47	44	11	23	2	-	-	-	-	-	-	-	-	-	-	-				
Multiple-nurse unit	305	39.5	73.50	-	-	-	1	32	76	69	68	33	17	6	3	-	-	-	-	-	-	-	-	-	-	-				
Manufacturing	621	39.5	72.00	-	-	-	9	116	151	140	95	52	27	28	3	-	-	-	-	-	-	-	-	-	-	-				
One-nurse unit	375	40.0	71.50	-	-	-	8	90	79	94	40	30	10	22	2	-	-	-	-	-	-	-	-	-	-	-				
Multiple-nurse unit	246	39.5	73.00	-	-	-	1	26	72	46	55	22	17	6	1	-	-	-	-	-	-	-	-	-	-	-				
Nonmanufacturing	144	39.5	71.00	-	-	3	7	25	29	31	20	25	1	1	2	-	-	-	-	-	-	-	-	-	-	-				
One-nurse unit	85	39.5	69.00	-	-	3	7	19	25	8	7	14	1	1	-	-	-	-	-	-	-	-	-	-	-	-				
Multiple-nurse unit	59	40.0	74.50	-	-	-	-	6	4	23	13	11	-	-	2	-	-	-	-	-	-	-	-	-	-	-				

¹ Hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.Occupational Wage Survey, Chicago, Ill., March 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 Chicago, Ill., by industry division, March 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 and under 1.65	\$ 1.65 1.70	\$ 1.70 1.75	\$ 1.75 1.80	\$ 1.80 1.85	\$ 1.85 1.90	\$ 1.90 1.95	\$ 1.95 2.00	\$ 2.00 2.05	\$ 2.05 2.10	\$ 2.10 2.15	\$ 2.15 2.20	\$ 2.20 2.25	\$ 2.25 2.30	\$ 2.30 2.35	\$ 2.35 2.40	\$ 2.40 2.50	\$ 2.50 2.60	\$ 2.60 2.70	\$ 2.70 2.80	\$ 2.80 2.90	\$ 2.90 3.00	\$ 3.00 3.10	\$ 3.10 3.20	\$ 3.20 and over		
Carpenters, maintenance	1,706	2.43	-	9	11	-	14	25	66	76	172	81	34	62	173	55	118	61	88	35	29	17	20	21	15	520	2	2		
Manufacturing	1,023	2.16	-	-	11	-	14	3	62	59	163	74	31	48	162	52	116	48	84	34	12	7	8	21	2	12	-	-		
Nonmanufacturing	683	2.84	-	9	-	-	-	22	4	17	9	7	3	14	11	3	2	13	4	1	17	10	12	-	13	508	2	2		
Retail trade	167	2.67	-	-	-	-	-	2	4	13	9	-	-	13	11	1	1	5	-	1	1	-	11	-	13	78	2	2		
Electricians, maintenance	3,869	2.42	-	6	10	-	17	10	32	84	88	109	133	179	273	337	248	539	306	435	162	141	28	234	31	9	450	8		
Manufacturing	2,748	2.30	-	-	-	-	14	7	25	79	84	104	130	163	215	300	218	405	294	370	49	141	18	58	6	9	54	5		
Nonmanufacturing	1,121	2.71	-	-	10	-	3	3	7	5	4	5	3	16	58	37	30	134	12	65	113	-	10	176	25	-	396	3		
Public utilities*	373	2.34	-	6	2	-	3	3	4	3	2	1	2	-	23	30	3	131	10	42	107	-	-	-	-	-	-	-		
Engineers, stationary	2,435	2.44	1	-	13	-	28	45	20	41	11	130	97	84	213	130	64	158	54	153	125	273	373	393	7	15	2	5		
Manufacturing	1,212	2.36	-	-	-	-	25	6	23	11	58	87	58	113	129	51	147	39	67	35	148	142	71	-	-	1	1	1		
Nonmanufacturing	1,223	2.53	1	-	13	-	28	20	14	18	-	72	10	26	100	1	13	11	15	86	90	125	231	322	7	15	1	4		
Retail trade	247	2.50	-	-	-	-	-	-	14	6	-	3	6	14	16	1	13	2	-	1	69	20	36	41	4	-	1	-		
Finance**	469	2.80	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	8	2	-	175	275	3	-	-	4		
Firemen, stationary boiler	1,186	1.94	110	47	46	75	36	82	96	90	152	26	37	45	106	101	21	36	8	62	-	10	-	-	-	-	-	-		
Manufacturing	838	1.87	103	41	44	43	28	64	92	83	144	22	25	17	37	36	-	32	3	14	-	10	-	-	-	-	-	-		
Nonmanufacturing	348	2.11	7	6	2	32	8	18	4	7	8	4	12	28	69	65	21	4	5	48	-	-	-	-	-	-	-	-		
Retail trade	103	2.03	1	6	2	3	4	16	2	-	-	-	-	-	61	-	8	-	-	-	-	-	-	-	-	-	-	-		
Helpers trades, maintenance	2,596	1.80	161	426	121	345	328	294	371	114	118	118	77	20	75	9	7	-	-	-	6	4	2	-	-	-	-	-		
Manufacturing	2,115	1.78	144	401	96	299	301	246	289	80	40	115	17	11	57	7	1	-	-	-	6	4	1	-	-	-	-	-		
Nonmanufacturing	481	1.88	17	25	25	46	27	48	82	34	78	3	60	9	18	2	6	-	-	-	-	-	1	-	-	-	-	-		
Retail trade	73	1.88	8	1	1	-	4	26	4	8	1	-	-	-	18	2	-	-	-	-	-	-	-	-	-	-	-	-		
Machine-tool operators, toolroom	2,009	2.31	-	-	-	-	-	17	20	25	42	117	132	79	195	317	103	151	139	252	212	136	56	7	2	5	1	1		
Manufacturing	2,009	2.31	-	-	-	-	-	17	20	25	42	117	132	79	195	317	103	151	139	252	212	136	56	7	2	5	1	1		
Machinists, maintenance	3,573	2.38	-	-	-	-	-	-	25	64	14	132	207	295	67	127	189	584	605	385	410	221	12	30	-	22	153	31		
Manufacturing	3,365	2.38	-	-	-	-	-	-	25	64	14	132	187	235	63	124	182	571	601	348	355	221	9	28	-	22	153	31		
Mechanics, automotive (maintenance)	1,819	2.26	-	-	-	-	-	9	18	32	37	65	103	90	157	221	78	84	592	295	28	10	-	-	-	-	-	-		
Manufacturing	492	2.22	-	-	-	-	-	5	6	12	9	7	43	8	34	200	16	44	65	43	-	-	-	-	-	-	-	-		
Nonmanufacturing	1,327	2.28	-	-	-	-	-	4	12	20	28	58	60	82	123	21	62	40	527	252	28	10	-	-	-	-	-	-		
Public utilities*	751	2.31	-	-	-	-	-	-	1	-	8	28	10	12	96	4	5	24	435	118	10	-	-	-	-	-	-	-		
Retail trade	215	2.36	-	-	-	-	-	4	1	-	-	-	-	10	2	17	21	5	56	75	14	10	-	-	-	-	-	-		

See footnotes at end of table.

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

** Finance, insurance, and real estate.

Occupational Wage Survey, Chicago, Ill., March 1954
U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Table A-3: Maintenance and Powerplant Occupations - Continued

(Average hourly earnings¹ for men in selected occupations studied on an area basis in Chicago, Ill., by industry division, March 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 and under 1.65	\$ 1.65 1.70	\$ 1.70 1.75	\$ 1.75 1.80	\$ 1.80 1.85	\$ 1.85 1.90	\$ 1.90 1.95	\$ 1.95 2.00	\$ 2.00 2.05	\$ 2.05 2.10	\$ 2.10 2.15	\$ 2.15 2.20	\$ 2.20 2.25	\$ 2.25 2.30	\$ 2.30 2.35	\$ 2.35 2.40	\$ 2.40 2.50	\$ 2.50 2.60	\$ 2.60 2.70	\$ 2.70 2.80	\$ 2.80 2.90	\$ 2.90 3.00	\$ 3.00 3.10	\$ 3.10 3.20	\$ 3.20 over		
Mechanics, maintenance	2,834	2.18	2	-	2	-	11	39	149	316	129	140	299	66	172	322	287	170	353	306	57	7	6	-	-	-	-	1	-	
Manufacturing	2,641	2.18	-	-	-	7	36	147	305	92	136	293	60	165	312	280	159	318	296	22	7	6	-	-	-	-	-	-		
Nonmanufacturing	193	2.22	2	-	2	-	4	3	2	11	37	4	6	6	7	10	7	11	35	10	35	-	-	-	-	1	-			
Millwrights	2,252	2.21	-	-	-	-	5	73	31	35	48	64	153	174	419	558	129	271	129	95	13	12	7	36	-	-	-			
Manufacturing	2,139	2.21	-	-	-	-	5	73	31	35	48	64	153	173	319	558	129	261	129	93	13	12	7	36	-	-	-			
Oilers	1,498	1.81	² 209	32	103	135	269	194	130	184	82	27	24	20	75	-	-	-	-	13	-	-	1	-	-	-	-	-		
Manufacturing	1,324	1.79	206	32	103	131	266	188	128	154	2	27	14	20	53	-	-	-	-	-	-	-	-	-	-	-	-			
Nonmanufacturing	174	2.00	3	-	-	4	3	6	2	30	80	-	10	-	22	-	-	-	-	13	-	-	1	-	-	-	-			
Painters	1,266	2.48	-	1	-	29	11	30	96	42	36	39	146	39	33	27	55	8	48	46	41	5	1	34	3	492	3	1		
Manufacturing	602	2.17	-	-	-	9	9	28	87	41	35	34	98	23	25	23	5	46	35	21	5	1	30	-	21	3	-			
Nonmanufacturing	664	2.76	-	1	-	20	2	2	9	1	1	5	48	16	8	4	32	3	2	11	20	-	-	4	3	471	-	1		
Pipefitters, maintenance	1,403	2.31	-	-	-	-	-	10	15	49	30	43	157	44	191	146	92	160	46	144	99	41	17	93	4	22	-	-		
Manufacturing	1,271	2.27	-	-	-	-	-	10	14	49	30	42	156	36	187	146	92	147	45	137	65	41	8	65	1	-	-			
Nonmanufacturing	132	2.64	-	-	-	-	-	-	1	-	-	1	1	8	4	-	-	13	1	7	34	-	9	28	3	22	-	-		
Plumbers, maintenance	142	2.62	-	-	-	-	1	-	-	1	6	10	11	-	11	1	2	4	-	3	4	1	17	27	-	41	2	-		
Sheet-metal workers, maintenance	657	2.28	-	1	-	-	9	23	6	9	8	55	35	24	76	39	32	63	86	74	62	45	-	10	-	-	-	-		
Manufacturing	640	2.28	-	1	-	-	9	23	6	9	8	55	35	23	75	39	29	59	80	72	62	45	-	10	-	-	-			
Tool-and-die makers	4,132	2.60	-	-	-	-	-	-	-	-	6	9	22	30	56	133	149	110	208	759	602	418	747	434	260	133	16	40		
Manufacturing	4,132	2.60	-	-	-	-	-	-	-	-	6	9	22	30	56	133	149	110	208	759	602	418	747	434	260	133	16	40		

¹ Excludes premium pay for overtime and nightwork.² Workers were distributed as follows: 2 at \$1.30 to \$1.35; 32 at \$1.45 to \$1.50; 78 at \$1.50 to \$1.55; 97 at \$1.55 to \$1.60.

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

** Finance, insurance, and real estate.

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

(Average hourly earnings¹ for selected occupations² studied on an area basis in Chicago, Ill., by industry division, March 1954)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF-																												
			Under \$ 0.95	\$																											
				0.95 and under 1.00	1.00 to 1.05	1.05 to 1.10	1.10 to 1.15	1.15 to 1.20	1.20 to 1.25	1.25 to 1.30	1.30 to 1.35	1.35 to 1.40	1.40 to 1.45	1.45 to 1.50	1.50 to 1.55	1.55 to 1.60	1.60 to 1.65	1.65 to 1.70	1.70 to 1.75	1.75 to 1.80	1.80 to 1.90	1.90 to 2.00	2.00 to 2.10	2.10 to 2.20	2.20 to 2.30	2.30 to 2.40	2.40 to 2.50	2.50 and over			
Shipping clerks	1,537	\$ 1.91	-	-	-	-	-	1	1	5	1	1	12	5	61	58	129	72	88	94	419	144	159	90	37	47	3	110			
Manufacturing	853	1.97	-	-	-	-	-	-	-	-	-	-	-	-	-	33	107	35	36	27	154	82	138	88	27	47	3	76			
Nonmanufacturing	684	1.82	-	-	-	-	1	1	5	1	1	12	5	61	25	22	37	52	67	265	62	21	2	10	-	-	-	34			
Wholesale trade	477	1.89	-	-	-	-	-	-	-	-	-	4	-	42	6	9	-	12	53	238	54	15	-	10	-	-	-	34			
Retail trade	179	1.65	-	-	-	-	1	1	5	1	1	8	4	18	19	13	37	39	12	11	5	2	2	-	-	-	-	-			
Shipping-and-receiving clerks	1,303	1.87	-	-	-	-	-	-	19	-	30	27	-	69	51	54	129	20	28	383	116	176	57	57	40	6	41				
Manufacturing	681	1.86	-	-	-	-	-	-	-	-	13	-	-	41	27	32	81	19	1	252	7	103	38	27	34	-	6				
Nonmanufacturing	622	1.88	-	-	-	-	-	-	19	-	30	14	-	28	24	22	48	1	27	131	109	73	19	30	6	6	35				
Wholesale trade	359	1.97	-	-	-	-	-	-	-	-	-	9	-	5	24	8	28	-	-	83	85	47	11	30	-	-	29				
Truckdrivers, light (under 1½ tons)	1,908	2.15	-	-	-	-	24	-	14	-	15	-	1	7	-	7	-	9	31	131	272	393	33	-	971	-	-				
Manufacturing	1,221	2.27	-	-	-	-	-	-	-	-	14	-	-	7	-	-	-	-	31	31	90	48	33	-	967	-	-				
Nonmanufacturing	687	1.94	-	-	-	-	24	-	14	-	1	-	1	-	-	7	-	9	-	100	182	345	-	-	4	-	-				
Truckdrivers, medium (1½ to and including 4 tons)	3,940	2.01	-	-	-	-	-	-	-	-	3	-	-	-	28	-	-	-	6	31	193	1414	1545	495	15	193	12	5			
Manufacturing	694	2.03	-	-	-	-	-	-	-	-	-	-	-	28	-	-	-	-	-	36	160	233	207	15	15	-	-				
Nonmanufacturing	3,246	2.01	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	6	31	157	1254	1312	288	-	178	12	5			
Public utilities*	1,713	1.97	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	30	7	1005	651	17	-	-	-	-	-			
Wholesale trade	1,207	2.06	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	90	183	513	243	-	-	178	-	-			
Truckdrivers, heavy (over 4 tons, trailer type)	5,286	2.14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	58	558	3955	127	543	37	-				
Manufacturing	323	2.14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	31	49	128	114	1	-	-				
Nonmanufacturing	4,963	2.14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	27	509	3827	13	542	37	-				
Public utilities*	3,514	2.12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	111	3356	-	47	-	-				
Retail trade	966	2.12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	27	398	464	4	28	37	-				
Truckdrivers, heavy (over 4 tons, other than trailer type)	1,462	2.14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	73	549	338	93	409	-	-				
Manufacturing	205	2.08	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	83	109	6	2	-	-				
Nonmanufacturing	1,257	2.15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	68	466	229	87	407	-	-				
Truckers, power (forklift)	3,103	1.83	-	-	-	-	-	-	1	1	37	40	77	66	134	235	90	124	300	1185	403	242	129	34	5	-	-				
Manufacturing	2,734	1.81	-	-	-	-	-	-	-	-	35	37	76	66	132	224	87	120	280	1128	250	148	117	34	-	-	-				
Nonmanufacturing	369	1.94	-	-	-	-	-	-	1	1	2	3	1	-	2	11	3	4	20	57	153	94	12	-	5	-	-				
Retail trade	246	1.96	-	-	-	-	-	-	1	1	2	3	1	-	2	11	3	1	-	4	123	94	-	-	-	-	-				
Truckers, power (other than forklift)	1,065	1.79	-	-	-	-	-	-	-	-	-	-	-	32	1	9	18	261	39	25	128	196	252	48	10	46	-	-			
Manufacturing	1,001	1.78	-	-	-	-	-	-	-	-	-	-	-	32	-	9	18	260	37	25	128	176	250	10	10	46	-	-			
Watchmen	5,466	1.23	129	139	2329	211	166	143	79	183	135	264	159	216	224	276	164	234	158	134	41	10	2	70	-	-	-				
Manufacturing	1,747	1.48	7	-	62	27	65	119	36	174	42	176	71	102	126	164	53	198	124	100	22	9	-	70	-	-	-				
Nonmanufacturing	3,719	1.12	122	139	2267	184	101	24	43	9	93	88	88	114	98	112	111	36	34	34	19	1	2	-	-	-					
Wholesale trade	511	1.30	48	84	-	24	70	-	-	-	2	35	2	22	41	88	60	25	-	10	-	-	-	-	-	-	-				
Retail trade	389	1.35	6	15	11	16	22	12	31	9	34	50	50	14	51	20	47	1	-	-	-	-	-	-	-	-	-				

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)		(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	90.5	77.4	15.7	5.5
With shift pay differential	88.9	76.2	15.3	5.3
Uniform cents (per hour)	48.2	36.8	9.0	3.3
Under 5 cents	1.0	.4	.2	(2)
5 cents	7.0	2.5	1.1	-
6 cents	7.3	-	1.8	-
7 or 7½ cents	2.4	.8	.7	.1
8 or 8½ cents	1.5	1.4	.2	(2)
9 cents	5.6	12.1	.7	1.3
10 cents	17.4	7.8	2.4	.8
12 or 12½ cents	1.1	3.6	.5	.2
14 or 14½ cents .....	.5	1.0	.1	.1
15 cents	1.0	4.7	.2	.3
Over 15 cents	3.6	2.7	1.0	.3
Uniform percentage	40.7	36.6	6.4	1.6
5 percent	7.7	.8	1.6	-
7 percent .....	.6	.2	.1	(2)
7½ percent	-	4.5	-	.4
8 percent .....	.7	-	-	-
10 percent	30.0	25.0	4.5	.9
12½ percent	1.3	1.3	.2	(2)
15 percent .....	.4	4.9	.1	.3
Other ³	-	2.8	-	.4
No shift pay differential	1.6	1.1	.4	.2

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.

Occupational Wage Survey, Chicago, Ill., March 1954
U. S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Table B-2: Scheduled Weekly Hours

Weekly hours	PERCENT OF OFFICE WORKERS EMPLOYED IN—							PERCENT OF PLANT WORKERS EMPLOYED IN—					
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries 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	100.0	100.0
Under 35 hours	0.7	-	-	-	-	-	8.8	1.3	2.0	-	-	-	-
35 hours	3.2	2.6	1.6	-	0.1	6.2	7.6	.4	.3	-	-	-	3.6
Over 35 and under 37½ hours	4.3	4.2	-	3.3	.2	9.1	3.8	2.9	3.9	-	-	-	3.8
37½ hours	14.0	13.1	3.2	9.6	6.7	29.6	5.4	2.5	3.6	-	0.5	0.6	-
Over 37½ and under 40 hours	10.4	11.2	.6	1.2	2.1	18.8	17.9	.4	(³)	-	1.3	1.2	2.8
40 hours	65.4	67.4	94.3	80.7	89.4	36.2	46.0	77.8	80.0	88.7	78.7	73.5	43.0
Over 40 and under 44 hours	1.2	1.3	-	1.5	1.0	-	5.7	1.4	1.0	-	3.3	4.1	-
44 hours	.7	-	-	3.7	-	-	3.9	.8	-	-	1.0	3.7	4.3
Over 44 and under 48 hours	.1	-	-	-	.6	-	-	3.1	1.2	-	10.8	4.0	21.4
48 hours	.1	-	.2	-	-	-	.8	4.9	2.8	-	1.2	13.0	18.8
Over 48 and under 52 hours	-	-	-	-	-	-	-	2.8	3.9	-	3.2	-	.9
52 hours and over	-	-	-	-	-	-	-	1.8	1.4	11.3	-	-	1.4

¹ Data relate to women workers.

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

³ 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	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	100.0	100.0
Workers in establishments providing paid holidays	99.8	100.0	100.0	100.0	99.2	100.0	98.7	95.7	98.4	88.7	93.1	91.4	83.4
Less than 6 days	.3	.4	-	-	.2	-	.8	6.2	3.0	1.2	2.4	4.2	³ 58.0
6 days	63.9	77.7	14.6	88.8	96.0	29.3	73.4	74.7	81.1	29.4	78.2	84.1	24.0
7 days	15.9	13.4	59.4	8.7	2.6	11.8	16.2	7.7	6.2	34.4	12.5	3.0	.9
8 days	6.8	8.1	-	-	.4	15.0	2.3	5.3	7.9	-	-	-	.2
9 days	2.9	.3	26.1	-	-	.3	3.4	1.7	-	23.7	-	-	.1
10 days	.8	-	-	2.5	-	2.5	-	-	-	-	-	-	-
11 days	9.3	-	-	-	-	41.3	2.7	.2	.2	-	-	-	.1
Workers in establishments providing no paid holidays	.2	-	-	-	.8	-	1.3	4.3	1.6	11.3	6.9	8.6	16.6

¹ Estimates include only full-day holidays.

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

³ One or two days.

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

** Finance, insurance, and real estate.

Occupational Wage Survey, Chicago, Ill., March 1954
U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Table B-4: Paid Vacations (Formal Provisions)

Vacation policy	PERCENT OF OFFICE WORKERS EMPLOYED IN—							PERCENT OF PLANT WORKERS EMPLOYED IN—					
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries ¹	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All workers -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<u>After 1 year of service</u>													
Workers in establishments providing paid vacations -----	100.0	100.0	100.0	100.0	100.0	99.9	99.9	99.6	100.0	100.0	96.0	100.0	95.9
Length-of-time payment -----	98.9	98.4	100.0	100.0	95.9	99.9	99.9	90.7	88.1	100.0	96.0	94.5	93.2
1 week -----	20.5	18.1	8.3	26.9	63.0	4.2	27.4	74.5	78.3	63.3	63.0	61.5	84.1
Over 1 but less than 2 weeks -----	-	-	-	-	-	-	-	.6	.9	-	-	-	-
2 weeks -----	77.1	78.7	91.7	73.1	32.2	95.7	65.8	12.7	4.9	36.7	33.0	31.8	8.0
Over 2 but less than 3 weeks -----	.1	-	-	-	.7	-	-	.2	-	-	-	1.2	-
3 weeks -----	1.2	1.7	-	-	-	-	6.8	2.8	4.1	-	-	-	1.1
Percentage payment ² -----	1.1	1.6	-	-	4.1	-	-	7.7	10.4	-	-	5.5	-
2 percent -----	.2	.5	-	-	-	-	-	4.1	6.2	-	-	-	-
Over 2 but less than 3 percent -----	-	-	-	-	-	-	-	1.7	2.6	-	-	-	-
4 percent -----	.8	.7	-	-	4.1	-	-	1.2	.7	-	-	5.5	-
6 percent and over -----	.1	.3	-	-	-	-	-	.7	1.0	-	-	-	-
Other-type payment ³ -----	-	-	-	-	-	-	-	1.1	1.4	-	-	-	2.7
Workers in establishments providing no paid vacations -----	(⁴)	-	-	-	-	.1	.1	.4	-	-	4.0	-	4.1
<u>After 2 years of service</u>													
Workers in establishments providing paid vacations -----	100.0	100.0	100.0	100.0	100.0	99.9	99.9	99.7	100.0	100.0	97.6	100.0	95.9
Length-of-time payment -----	98.9	98.4	100.0	100.0	95.9	99.9	99.9	90.8	88.1	100.0	97.6	94.5	93.2
1 week -----	1.6	2.5	2.7	1.5	.8	-	1.7	39.0	46.5	31.5	34.5	13.4	38.9
Over 1 but less than 2 weeks -----	.2	-	-	2.3	-	-	-	4.4	6.1	-	4.0	-	2.4
2 weeks -----	93.7	90.2	97.3	96.2	94.3	99.9	85.7	44.0	30.9	68.5	59.1	79.9	50.8
Over 2 but less than 3 weeks -----	.2	-	-	-	.7	-	-	.2	-	-	-	1.2	-
3 weeks -----	3.1	5.8	-	-	-	-	10.9	-	3.3	4.8	-	-	1.1
Percentage payment ² -----	1.1	1.6	-	-	4.1	-	-	7.7	10.4	-	-	5.5	-
2 percent -----	.2	.5	-	-	-	-	-	3.0	4.5	-	-	-	-
Over 2 but less than 3 percent -----	-	-	-	-	-	-	-	2.2	3.4	-	-	-	-
4 percent -----	.8	.7	-	-	4.1	-	-	1.8	1.6	-	-	5.5	-
6 percent and over -----	.1	.3	-	-	-	-	-	.7	1.0	-	-	-	-
Other-type payment ³ -----	-	-	-	-	-	-	-	1.1	1.4	-	-	-	2.7
Workers in establishments providing no paid vacations -----	(⁴)	-	-	-	-	.1	.1	.3	-	-	2.4	-	4.1
<u>After 3 years of service</u>													
Workers in establishments providing paid vacations -----	100.0	100.0	100.0	100.0	100.0	99.9	99.9	99.7	100.0	100.0	97.6	100.0	95.9
Length-of-time payment -----	98.9	98.4	100.0	100.0	95.9	99.9	99.9	90.8	88.1	100.0	97.6	94.5	93.2
1 week -----	.6	.6	2.5	.6	.5	-	.6	20.2	25.3	6.6	17.1	9.5	13.2
Over 1 but less than 2 weeks -----	.1	.3	-	-	-	-	-	6.8	9.9	-	.7	-	2.4
2 weeks -----	93.7	90.7	97.5	99.4	94.6	99.9	77.4	59.4	46.7	93.4	79.8	83.8	76.5
Over 2 but less than 3 weeks -----	.5	.6	-	-	.7	-	-	1.2	1.5	-	-	1.2	-
3 weeks -----	4.0	6.1	-	-	-	-	20.3	3.3	4.8	-	-	-	1.1
Percentage payment ² -----	1.1	1.6	-	-	4.1	-	-	7.7	10.4	-	-	5.5	-
2 percent -----	-	-	-	-	-	-	-	1.5	2.2	-	-	-	-
Over 2 but less than 3 percent -----	-	-	-	-	-	-	-	1.7	2.5	-	-	-	-
Over 3 but less than 4 percent -----	-	-	-	-	-	-	-	.5	.7	-	-	-	-
4 percent -----	1.0	1.3	-	-	4.1	-	-	2.9	3.1	-	-	5.5	-
Over 4 but less than 6 percent -----	-	-	-	-	-	-	-	.6	.9	-	-	-	-
6 percent and over -----	.1	.3	-	-	-	-	-	.7	1.0	-	-	-	-
Other-type payment ³ -----	-	-	-	-	-	-	-	1.1	1.4	-	-	-	2.7
Workers in establishments providing no paid vacations -----	(⁴)	-	-	-	-	.1	.1	.3	-	-	2.4	-	4.1

See footnotes at end of table.

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

** Finance, insurance, and real estate.

Occupational Wage Survey, Chicago, Ill., March 1954
U. S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

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

Vacation policy	PERCENT OF OFFICE WORKERS EMPLOYED IN--							PERCENT OF PLANT WORKERS EMPLOYED IN--					
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries ¹	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All workers -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<u>After 5 years of service</u>													
Workers in establishments providing paid vacations -----	100.0	100.0	100.0	100.0	100.0	99.9	99.9	99.7	100.0	100.0	97.6	100.0	95.9
Length-of-time payment -----	98.9	98.4	100.0	100.0	95.9	99.9	99.9	90.8	88.1	100.0	97.6	94.5	93.2
Less than 2 weeks -----	.1	-	-	-	.5	-	(4)	1.4	1.2	-	4.6	2.6	-
2 weeks -----	91.6	89.7	100.0	96.2	91.8	93.8	77.8	82.6	79.2	100.0	91.8	80.9	91.8
Over 2 but less than 3 weeks -----	2.3	2.5	-	1.2	.7	4.3	1.6	1.2	1.5	-	.8	1.2	-
3 weeks -----	5.0	6.2	-	2.6	2.8	1.8	20.5	5.6	6.3	-	.5	9.7	1.0
4 weeks and over -----	-	-	-	-	-	-	-	(4)	-	-	-	-	.3
Percentage payment ² -----	1.1	1.6	-	-	4.1	-	-	7.7	10.4	-	-	5.5	-
2 percent -----	-	-	-	-	-	-	-	.3	.4	-	-	-	-
4 percent -----	1.0	1.3	-	-	4.1	-	-	5.1	6.4	-	-	5.5	-
Over 4 but less than 6 percent -----	-	-	-	-	-	-	-	1.7	2.6	-	-	-	-
6 percent and over -----	.1	.3	-	-	-	-	-	.7	1.0	-	-	-	-
Other-type payment ³ -----	-	-	-	-	-	-	-	1.1	1.4	-	-	-	2.7
Workers in establishments providing no paid vacations -----	(4)	-	-	-	-	.1	.1	.3	-	-	2.4	-	4.1
<u>After 10 years of service</u>													
Workers in establishments providing paid vacations -----	100.0	100.0	100.0	100.0	100.0	99.9	99.9	99.7	100.0	100.0	97.6	100.0	95.9
Length-of-time payment -----	98.9	98.4	100.0	100.0	95.9	99.9	99.9	90.8	88.1	100.0	97.6	94.5	93.2
Less than 2 weeks -----	.1	-	-	-	.5	-	(4)	.9	.4	-	4.6	2.6	-
2 weeks -----	75.4	74.7	97.7	88.0	71.1	68.3	62.7	70.4	68.1	97.2	82.2	62.8	89.6
Over 2 but less than 3 weeks -----	2.8	2.2	-	1.2	2.0	7.1	-	1.4	1.4	-	.8	3.1	-
3 weeks -----	18.5	17.5	2.3	8.2	22.2	24.5	34.0	18.1	18.3	2.8	9.6	25.9	3.2
4 weeks and over -----	2.1	4.1	-	2.6	-	-	3.3	(4)	-	-	.5	-	.4
Percentage payment ² -----	1.1	1.6	-	-	4.1	-	-	7.7	10.4	-	-	5.5	-
4 percent -----	.3	.5	-	-	.5	-	-	4.1	6.0	-	-	.7	-
Over 4 but less than 6 percent -----	-	-	-	-	-	-	-	1.7	2.6	-	-	-	-
6 percent and over -----	.8	1.1	-	-	3.7	-	-	1.9	1.8	-	-	4.9	-
Other-type payment ³ -----	-	-	-	-	-	-	-	1.1	1.4	-	-	-	2.7
Workers in establishments providing no paid vacations -----	(4)	-	-	-	-	.1	.1	.3	-	-	2.4	-	4.1
<u>After 15 years of service</u>													
Workers in establishments providing paid vacations -----	100.0	100.0	100.0	100.0	100.0	99.9	99.9	99.7	100.0	100.0	97.6	100.0	95.9
Length-of-time payment -----	98.9	98.4	100.0	100.0	95.9	99.9	99.9	90.8	88.1	100.0	97.6	94.5	93.2
Less than 2 weeks -----	.1	-	-	-	.5	-	-	.9	.4	-	4.6	2.6	-
2 weeks -----	24.1	16.6	7.3	28.4	18.7	34.0	62.0	22.6	18.6	-	26.1	25.8	88.0
Over 2 but less than 3 weeks -----	2.8	2.3	20.2	-	-	-	-	1.6	.5	18.4	-	-	-
3 weeks -----	69.1	75.5	72.5	68.9	76.6	63.1	34.7	65.7	68.7	78.3	66.4	66.0	4.8
4 weeks and over -----	2.8	4.1	-	2.6	-	2.8	3.3	(4)	-	-	.5	-	.4
Percentage payment ² -----	1.1	1.6	-	-	4.1	-	-	7.7	10.4	-	-	5.5	-
4 percent -----	.2	.5	-	-	-	-	-	1.3	2.0	-	-	-	-
Over 4 but less than 6 percent -----	-	-	-	-	-	-	-	.7	1.0	-	-	-	-
6 percent and over -----	.9	1.1	-	-	4.1	-	-	5.8	7.5	-	-	5.5	-
Other-type payment ³ -----	-	-	-	-	-	-	-	1.1	1.4	-	-	-	2.7
Workers in establishments providing no paid vacations -----	(4)	-	-	-	-	.1	.1	.3	-	-	2.4	-	4.1

See footnotes at end of table.

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

** Finance, insurance, and real estate.

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

Vacation policy	PERCENT OF OFFICE WORKERS EMPLOYED IN--							PERCENT OF PLANT WORKERS EMPLOYED IN--					
	All Industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All Industries†	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All workers -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<u>After 20 years of service</u>													
Workers in establishments providing paid vacations -----	100.0	100.0	100.0	100.0	100.0	99.9	99.9	99.7	100.0	100.0	97.6	100.0	95.9
Length-of-time payment -----	98.9	98.4	100.0	100.0	95.9	99.9	99.9	90.8	88.1	100.0	97.6	94.5	93.2
Less than 2 weeks -----	.1	-	-	-	.5	-	-	.9	.4	-	4.6	2.6	-
2 weeks -----	20.8	15.1	7.3	27.1	18.1	23.0	60.3	20.4	16.2	3.2	23.3	24.6	84.1
Over 2 but less than 3 weeks -----	(4)	.1	-	-	-	-	-	-	-	-	-	-	-
3 weeks -----	68.4	73.8	72.5	63.5	73.6	66.4	36.4	63.4	66.2	78.3	66.4	60.0	8.8
Over 3 but less than 4 weeks -----	3.4	1.7	20.2	-	-	3.6	-	1.9	.9	18.4	-	-	-
4 weeks and over -----	6.2	7.8	-	9.3	3.6	6.9	3.3	4.2	4.5	-	3.3	7.2	.4
Percentage payment ² -----	1.1	1.6	-	-	4.1	-	-	7.7	10.4	-	-	5.5	-
4 percent -----	.2	.5	-	-	-	-	-	.9	1.4	-	-	-	-
Over 4 but less than 6 percent -----	-	-	-	-	-	-	-	.7	1.0	-	-	-	-
6 percent and over -----	.9	1.1	-	-	4.1	-	-	6.1	8.0	-	-	5.5	-
Other-type payment ³ -----	-	-	-	-	-	-	-	1.1	1.4	-	-	-	2.7
Workers in establishments providing no paid vacations -----	(4)	-	-	-	-	.1	.1	.3	-	-	2.4	-	4.1
<u>After 25 years of service</u>													
Workers in establishments providing paid vacations -----	100.0	100.0	100.0	100.0	100.0	99.9	99.9	99.7	100.0	100.0	97.6	100.0	95.9
Length-of-time payment -----	98.9	98.4	100.0	100.0	95.9	99.9	99.9	90.8	88.1	100.0	97.6	94.5	93.2
Less than 2 weeks -----	.1	-	-	-	.5	-	-	.6	-	-	4.6	2.6	-
2 weeks -----	19.1	15.1	7.3	23.1	18.1	18.4	56.8	20.6	16.6	3.2	21.4	24.6	84.0
Over 2 but less than 3 weeks -----	(4)	.1	-	-	-	-	-	-	-	-	-	-	-
3 weeks -----	54.8	67.7	64.0	54.2	13.1	52.7	39.9	54.5	60.4	73.1	58.7	29.6	8.8
Over 3 but less than 4 weeks -----	.8	-	-	-	-	3.6	-	-	-	-	-	-	-
4 weeks and over -----	24.1	15.6	28.8	22.7	64.1	25.3	3.3	15.1	11.2	23.7	13.0	37.6	.4
Percentage payment ² -----	1.1	1.6	-	-	4.1	-	-	7.7	10.4	-	-	5.5	-
4 percent -----	.2	.5	-	-	-	-	-	.9	1.4	-	-	-	-
Over 4 but less than 6 percent -----	-	-	-	-	-	-	-	.7	1.0	-	-	-	-
6 percent and over -----	.9	1.1	-	-	4.1	-	-	6.1	8.0	-	-	5.5	-
Other-type payment ³ -----	-	-	-	-	-	-	-	1.1	1.4	-	-	-	2.7
Workers in establishments providing no paid vacations -----	(4)	-	-	-	-	.1	.1	.3	-	-	2.4	-	4.1

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

² Percent of annual earnings.

³ Includes flat-sum payment.

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	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries ¹	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All workers -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Workers in establishments providing:													
Life insurance -----	89.9	95.6	98.1	87.0	79.0	92.2	59.1	86.3	90.1	98.5	77.4	74.0	82.0
Accidental death and dismemberment insurance -----	38.3	45.1	10.7	37.7	40.5	43.8	15.8	39.6	46.3	35.0	33.8	23.1	23.3
Sickness and accident insurance -----	43.5	65.1	30.7	45.9	31.2	22.6	15.5	72.2	83.0	59.5	50.4	39.1	70.4
Sick leave (full pay and no waiting period) -----	31.8	32.5	39.8	36.8	5.2	41.8	20.4	5.9	2.9	30.9	16.6	3.0	9.9
Sick leave (partial pay or waiting period) -----	14.5	5.5	49.6	13.2	51.2	.6	7.5	13.7	10.2	32.1	10.2	27.4	.8
Hospitalization insurance -----	71.5	78.2	42.2	74.3	75.7	74.0	52.9	81.0	86.0	64.8	62.8	74.2	83.2
Surgical insurance -----	68.7	78.3	41.5	62.6	59.6	73.7	55.4	73.1	81.6	63.2	50.5	47.3	75.4
Medical insurance -----	48.6	51.8	10.1	45.5	46.4	64.4	38.8	50.4	53.8	25.0	41.5	42.7	68.7
Catastrophe insurance -----	5.6	1.0	-	1.4	22.6	11.4	.7	1.5	1.0	-	-	5.4	-
Retirement pension -----	69.3	71.6	91.7	60.6	56.8	78.7	28.0	54.8	58.5	63.0	47.7	53.9	19.8
Health, insurance, or pension plan not listed above -----	4.5	2.3	3.7	1.1	9.6	8.1	3.3	3.4	2.7	3.8	.5	7.2	4.2
No health, insurance, or pension plan -----	5.6	2.0	-	6.0	15.0	3.9	23.7	5.4	2.8	-	16.6	10.4	11.8

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

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

** Finance, insurance, and real estate.

Occupational Wage Survey, Chicago, Ill., March 1954
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	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries ¹	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All workers -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<u>Daily overtime</u>													
Workers in establishments providing premium pay -----	53.2	62.7	90.2	55.8	38.4	33.9	29.5	79.4	88.6	88.7	73.3	42.1	67.1
Time and one-half -----	39.1	45.5	83.7	50.0	34.4	13.0	17.1	74.6	81.9	87.6	71.9	42.1	63.9
Effective after less than 8 hours -----	4.7	3.2	-	5.1	2.4	9.4	8.4	4.6	4.9	-	.5	1.7	19.5
Effective after 8 hours -----	33.9	42.4	83.7	44.9	27.9	3.6	8.7	69.8	77.0	87.6	71.4	38.9	44.4
Effective after more than 8 hours -----	.5	-	-	-	4.1	-	-	.2	-	-	-	1.5	-
Double time -----	-	-	-	-	-	-	-	-	-	-	-	-	-
Other ² -----	14.1	17.2	6.5	5.8	4.0	20.9	12.4	4.8	6.7	1.2	1.3	-	3.3
Workers in establishments providing no premium pay or having no policy -----	46.8	37.3	9.8	44.2	61.6	66.1	70.5	20.6	11.4	11.3	26.7	57.9	32.9
<u>Weekly overtime</u>													
Workers in establishments providing premium pay -----	98.1	99.3	100.0	98.9	96.4	99.9	85.3	94.1	98.8	88.7	100.0	83.7	64.4
Time and one-half -----	75.1	79.6	92.5	90.2	90.0	51.1	56.9	94.0	98.8	88.7	98.7	83.7	63.8
Effective after less than 40 hours -----	8.7	9.1	-	5.1	4.0	13.9	14.6	4.7	6.6	-	.5	1.7	.1
Effective after 40 hours -----	66.2	70.6	92.3	85.2	86.0	37.3	40.5	86.0	91.9	88.7	98.2	74.7	27.1
Effective after more than 40 hours -----	.1	-	.2	-	-	-	1.8	3.3	.2	-	-	7.3	36.6
Double time -----	-	-	-	-	-	-	-	(³)	-	-	-	-	.6
Other ² -----	23.1	19.7	7.5	8.7	6.4	48.7	28.5	.1	(³)	-	1.3	-	.1
Workers in establishments providing no premium pay or having no policy -----	1.9	.7	-	1.1	3.6	.1	14.7	5.9	1.2	11.3	-	16.3	35.6

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

² 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.

³ Less than 0.05 percent.

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

** Finance, insurance, and real estate.

Occupational Wage Survey, Chicago, Ill., March 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	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries ¹	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All workers -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Workers in establishments with pay provisions for work on paid holidays ² -----	66.3	73.6	92.4	50.9	80.1	51.5	34.7	86.3	94.2	88.7	68.9	58.4	72.4
Regular rate only -----	(³)	-	-	-	.3	-	-	.2	-	-	-	1.3	-
Time and one-half -----	1.5	2.0	.4	1.5	.5	1.4	1.6	.9	(³)	4.5	1.3	2.9	1.8
Double time -----	46.4	54.1	81.4	47.8	69.4	14.4	16.7	57.8	59.2	68.7	61.2	46.5	66.4
Double time and one-half -----	12.2	5.6	7.8	.4	6.0	35.3	9.1	11.1	12.8	6.6	.1	3.6	3.4
Triple time -----	4.6	10.5	-	1.2	-	-	3.2	12.8	17.7	9.0	6.2	-	.6
Equal time off -----	1.0	-	2.7	-	4.0	.3	4.2	.6	-	-	-	4.1	.3
Other plan -----	.6	1.4	-	-	-	-	-	2.9	4.4	-	-	-	-
Workers in establishments with no formal policy -----	33.5	26.4	7.6	49.1	19.0	48.5	64.0	9.3	4.3	-	24.2	33.0	10.9
Workers in establishments with no paid holidays -----	.2	.	-	-	.8	-	1.3	4.3	1.6	11.3	6.9	8.6	16.6

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

² Includes holiday pay and rate for work on paid holiday.

³ Less than 0.05 percent.

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

** Finance, insurance, and real estate.

Occupational Wage Survey, Chicago, Ill., March 1954
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Table B-8: Wage Structure Characteristics and Labor-Management Agreements

Item	PERCENT OF OFFICE WORKERS EMPLOYED IN--							PERCENT OF PLANT WORKERS EMPLOYED IN--					
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries ¹	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
WAGE STRUCTURE FOR TIME-RATED WORKERS²													
All workers -----	100	100	100	100	100	100	100	100	100	100	100	100	100
Formal rate structure -----	71	70	91	47	81	75	46	89	90	100	79	80	87
Single rate -----	1	(³)	-	-	3	-	-	39	35	36	44	28	79
Range of rates -----	70	70	91	47	78	75	46	50	55	64	35	52	8
Individual rates -----	29	30	9	53	19	25	54	11	10	-	21	20	13
METHOD OF WAGE PAYMENT FOR PLANT WORKERS													
All workers -----	DATA NOT COLLECTED							100	100	100	100	100	100
Time workers -----	DATA NOT COLLECTED							73	68	88	97	79	83
Incentive workers -----	DATA NOT COLLECTED							27	32	12	3	21	17
Piecework -----	DATA NOT COLLECTED							11	15	(³)	1	1	15
Bonus work -----	DATA NOT COLLECTED							12	17	1	3	2	-
Commission -----	DATA NOT COLLECTED							4	-	11	-	19	2
LABOR-MANAGEMENT AGREEMENTS⁴													
Workers in establishments with agreements covering a majority of such workers -----	14	15	72	5	4		3	70	71	100	64	47	81

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

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

³ Less than 0.5 percent.

⁴ 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, Chicago, Ill., March 1954
 U.S. DEPARTMENT OF LABOR
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The industrial and commercial development of the Los Angeles area continues. Manufacturing industries currently employ 1 out of every 3 of the area's nonagricultural workers. Aircraft and parts, automobile, machinery, and fabricated metal products firms employ more than half the manufacturing work force; substantial numbers of workers are also employed in the manufacture of apparel, printing products, and products of stone, clay, and glass. Trade and finance account for a majority of the workers in nonmanufacturing industries.

This year's annual study is based upon March 1954 data from 290 firms employing almost 400,000 workers. These were selected to represent more than 2,000 firms employing 800,000 workers in 6 major industry groupings within the scope of the study. (See table following.)

Wage Structure

Most plant (nonoffice) workers in Los Angeles industries were paid on the basis of time rates as distinguished from incentive methods of pay. For every 7 workers paid time rates 1 worked on an incentive basis. Employers of most of the time workers had formal wage structures that provided an established rate or range of rates for each job classification. Fewer than 2 percent of the workers were employed in firms with informal structures, under which time rates were determined for each worker individually on the basis of his personal qualifications. Although workers under range-of-rates systems outnumbered those under single rates in manufacturing and public utilities, the majority in wholesale trade and the services industries were under single rates. Formal wage structures covered four-fifths of the office workers and in nearly all cases provided a range of rates for each job category.

Incentive methods of pay for plant workers were reported in 1 out of every 5 establishments studied and were used to some extent in 3 out of 10 manufacturing firms. Incentive pay systems were most prevalent in apparel, rubber, and glass manufacturing, and in taxicab companies, retail stores, and power laundries. Individual piece-rate systems were most widely used among manufacturing firms that reported incentive methods of pay. Group piecework and bonus systems were the chief types of incentive in only a minority of the manufacturing establishments. Payment on a commission basis was reported in most of the nonmanufacturing establishments which used incentive methods of pay.

Relatively few establishments had wage structures which made provision for labor-grade systems of classifying jobs into groups within a series of rate steps. Of 290 establishments studied,

labor-grade systems covered office jobs in 66 establishments, and plant jobs in 33. Labor-grade systems were reported most frequently in insurance and motion-picture manufacturing offices, and in the office and plant departments of a variety of manufacturing industries, chiefly in aircraft and other metalworking. Little uniformity was found in the number of labor grades in use.

Occupational Pay Levels

Average weekly salaries of women secretaries, general stenographers, and routine copy typists (class B) were \$73, \$62.50, and \$49.50 in March 1954 compared with \$69.50, \$59.50, and \$48, respectively, in February 1953, the date of an earlier survey by the Bureau in Los Angeles. Average salaries for most of the office jobs studied had increased from \$1.50 to \$3 over the 13-month period.

Straight-time average hourly earnings for the skilled maintenance jobs studied ranged from \$2.16 for maintenance mechanics to \$2.45 for tool-and-die makers. Averages for carpenters, automotive mechanics, and sheet-metal workers were closely grouped at the \$2.20 to \$2.23 level. Machinists, electricians, and plumbers' average earnings ranged between \$2.34 and \$2.37. Among the numerically most important men's plant jobs studied were drivers of trailer-type trucks (\$2.05), drivers of medium trucks (\$1.95), forklift truck operators (\$1.92), order fillers (\$1.83), guards (\$1.82), maintenance trades helpers (\$1.81), material-handling laborers (\$1.76), and janitors (\$1.47). Average pay levels in 1954 were generally higher than in 1953; increases ranging from 10 and 13 cents were reported for most skilled maintenance jobs; whereas hourly earnings for most jobs of lesser skill advanced 4 to 11 cents.

Average pay levels in manufacturing were higher, for almost all similar office jobs studied, than in nonmanufacturing industries. The greatest differences (exceeding \$10 a week) were found in the bookkeeping-machine operator (class B) and the file clerk (class B) categories. However, earnings in nonmanufacturing exceeded those in manufacturing in many of the plant jobs studied. Differences of 20 cents or more an hour were recorded in favor of carpenters, electricians, plumbers, and drivers of light trucks in nonmanufacturing industries; and favoring maintenance trades helpers, janitors, and janitresses in manufacturing industries. Earnings levels in motion-picture production were materially higher than for similar jobs in other nonmanufacturing industry groupings or in manufacturing.

Cost-of-Living and Annual Improvement Adjustments

Of 290 establishments studied, 19 in manufacturing and 3 in wholesale trade, 4 in retail trade, and 3 in services (excluding motion-picture production) reported provisions for periodic cost-of-living wage adjustments. In 12 instances these applied only to plant workers—5 in manufacturing, 1 in wholesale trade, 4 in retail trade, and 2 in services; and in 17 instances to both plant and office workers—14 in manufacturing, 2 in wholesale trade, and 1 in services. Annual improvement (productivity) adjustments were also provided to both groups in 4 of the manufacturing establishments and to plant workers in 1 other manufacturing establishment.

Labor-Management Agreements

Four-fifths of the plant workers in the industry and establishment-size groups covered by the survey in Los Angeles were employed in establishments having labor-management agreements covering a majority of the plant workers. Highest proportions of plant-worker coverage were found in public utilities and motion-picture production, although in no industry division was the proportion less than three-fourths. A fourth of the office workers were in establishments with agreements covering a majority of such workers. Five-sixths of the office workers in public utilities and all in motion-picture production were so covered.

Work Schedules

The most commonly scheduled workweek for both plant and office workers in Los Angeles during March 1954 was 40 hours. A tenth of the plant workers worked longer hours, and a smaller proportion of plant workers fewer hours. Virtually all office workers in manufacturing, public utilities, and motion-picture production were on 40-hour schedules. Weekly schedules of less than 40 hours were worked by a third of the office workers in finance and two-fifths in service industries (except motion-picture production).

Overtime Pay

Nearly all workers were employed in firms which provided premium rates of pay for work performed in excess of regular weekly work schedules. Such premium rates were almost always one and one-half times the regular rate, for work in excess of 40 hours in the workweek. A few employers provided this premium rate after fewer than 40 hours. Employers of almost all of the plant workers and four-fifths of the office workers provided premium rates of pay for hours worked beyond a specified number per day. These rates, too, were almost always one and one-half times the regular rate for work beyond 8 hours, and were provided after fewer than 8 hours by a few employers.

Establishments and Workers Within Scope of Survey and Number Studied in Los Angeles, Calif.,¹ by Major Industry Division, March 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	-	2,064	290	798,200	398,460	99,310
Manufacturing	101	871	110	469,000	247,730	51,530
Nonmanufacturing	-	1,193	180	329,200	150,730	47,780
Transportation (excluding railroads), communication, and other public utilities	101	74	21	77,000	62,560	13,230
Wholesale trade	51	369	45	54,500	12,470	4,050
Retail trade (excluding department stores)	101	235	27	82,400	19,980	1,890
Finance, insurance, and real estate	51	191	35	54,400	28,910	23,590
Services (excluding motion pictures) ³	51	307	41	47,400	14,870	3,230
Motion pictures ⁴	51	17	11	13,500	11,940	1,790

¹ Los Angeles Metropolitan Area (Los Angeles and Orange Counties).

² Total establishment employment. For wage study purposes, all outlets (within the area) of companies in such industries as trade, finance, auto repair services, 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.

⁴ Motion-picture production.

Shift Operations

Almost a fourth of the Los Angeles manufacturing plant labor force were employed on extra shifts at the time of the study. All of these workers were paid a premium when working on these shifts. Second-shift differentials (over first-shift rates) were most commonly 8 cents. Differentials paid workers on third or later shifts (accounting for only 3 percent of the plant labor force) were commonly in the form of a full day's pay for a shorter work schedule in combination with cents-per-hour differential payments.

Paid Holidays

Almost all of the office workers and more than nine-tenths of the plant workers in the Los Angeles area were in firms which provided paid holidays, typically 6 or more. The most liberal provisions were noted in the public utilities group, in which three-fourths of the office and almost three-fifths of the plant workers received 8 holidays with pay; and in the finance group, in which 45 percent of the office workers received from 8 to 11 holidays. Provisions for premium pay for work performed on paid holidays were made by establishments employing almost nine-tenths of the plant workers and three-fourths of the office workers. Double time (including holiday pay) was the most common provision; most of the remaining workers were in firms paying double time and one-half or triple time.

Paid Vacations

All office workers and virtually all plant workers were employed in firms having formal provisions for paid vacations. Employers of a fourth of the office workers provided a week's

vacation with pay to those with a year's service; all other employers provided at least 2 weeks' vacation with pay to office workers so qualified. Three-fifths of all plant workers were in firms providing a week's pay (or an equivalent 2 percent of annual earnings) for a year's service; employers of another third of the plant workers provided 2 weeks' pay to those so qualified. Virtually all 5-year workers (plant and office) were qualified to receive 2 weeks' or more vacation pay. Three-fifths of the office workers would become eligible for 3 weeks' pay, and an eighth for 4 weeks' pay by completing 25 years' service. In comparison, two-fifths of the plant workers would become eligible for 2 weeks' vacation pay, slightly less than half would receive 3 weeks' pay, and most of the remainder more than 3 weeks' pay. The percentage method of determining vacation pay, applicable to a sixth and a tenth of all plant and office workers, respectively, was of importance only in the manufacturing and motion-picture industries.

Health, Insurance, and Pension Plans

Almost all of the plant and office workers were in firms which paid wholly or in part for one or more forms of employee health, insurance, or pension plans. Life insurance was available to nine-tenths of the plant and almost all of the office workers, and pension plans were in effect in establishments that accounted for two-thirds of the office and two-fifths of the plant workers. Five-sixths of the office and plant workers were covered by hospitalization and surgical insurance, two-thirds by medical insurance, and a third by sickness and accident insurance. Sick leave plans covered two-thirds of the office workers and two-fifths of the plant workers.

Table A-1: Office Occupations - Continued

(Average straight-time weekly hours and earnings¹ for selected occupations studied on an area basis in Los Angeles, Calif., by industry division, March 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 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																															
Bookkeeping-machine operators, class A	537	40.0	69.00	-	-	-	-	-	-	-	21	-	47	27	90	27	96	73	118	35	2	-	-	1	-	-					
Manufacturing	249	40.0	71.00	-	-	-	-	-	-	-	-	-	7	10	56	9	26	40	84	17	-	-	-	-	-	-					
Nonmanufacturing	288	40.0	67.00	-	-	-	-	-	-	-	21	-	40	17	34	18	70	33	34	18	2	-	-	1	-	-					
Wholesale trade	118	40.0	70.00	-	-	-	-	-	-	-	-	-	-	-	22	18	44	8	8	18	-	-	-	-	-	-					
Bookkeeping-machine operators, class B	2,698	40.0	53.50	-	-	60	86	146	348	340	495	206	334	170	235	75	50	41	47	35	25	5	-	-	-	-					
Manufacturing	446	40.0	63.50	-	-	-	-	-	-	-	35	3	66	47	105	30	35	31	43	28	20	3	-	-	-	-					
Nonmanufacturing	2,252	40.0	51.50	-	-	60	86	146	348	340	460	203	268	123	130	45	15	10	4	7	5	2	-	-	-	-					
Wholesale trade	197	40.0	58.00	-	-	-	-	-	-	8	27	18	55	11	47	10	9	6	4	2	-	-	-	-	-	-					
Finance**	1,829	40.0	50.00	-	-	60	86	146	345	325	359	169	195	70	36	30	6	2	-	-	-	-	-	-	-	-					
Services (excluding motion pictures)	55	39.5	54.50	-	-	-	-	-	-	-	36	-	1	15	-	2	-	-	-	-	1	-	-	-	-	-					
Clerks, accounting, class A	1,613	40.0	71.00	-	-	-	-	-	-	-	19	3	26	137	137	144	303	465	201	77	58	20	8	15	-	-					
Manufacturing	846	40.0	71.00	-	-	-	-	-	-	-	-	-	4	55	34	80	163	368	94	32	15	-	1	-	-	-					
Nonmanufacturing	767	40.0	71.00	-	-	-	-	-	-	-	19	3	22	82	103	64	140	97	107	45	43	20	7	15	-	-					
Public utilities*	106	40.0	72.00	-	-	-	-	-	-	-	-	-	-	7	4	13	12	36	30	-	-	-	3	1	-	-					
Wholesale trade	100	40.5	73.00	-	-	-	-	-	-	-	-	-	6	6	9	17	16	4	16	4	22	-	-	-	-	-					
Finance**	175	39.0	64.50	-	-	-	-	-	-	-	19	3	10	25	45	27	17	24	1	4	-	-	-	-	-	-					
Services (excluding motion pictures)	175	39.5	72.00	-	-	-	-	-	-	-	-	-	2	15	23	5	43	26	31	17	13	-	-	-	-	-					
Motion pictures	45	40.0	95.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	2	20	4	14	-	-					
Clerks, accounting, class B	3,015	39.5	58.50	18	18	23	43	75	152	119	285	197	351	382	315	330	225	212	193	57	14	3	1	1	1	1					
Manufacturing	1,307	40.0	61.50	-	-	-	-	-	-	3	87	51	194	213	206	188	112	118	118	10	4	2	1	-	-	-					
Nonmanufacturing	1,708	39.5	56.50	18	18	23	43	75	152	116	198	146	157	169	109	142	113	94	75	47	10	1	-	1	1	-					
Public utilities*	334	40.0	61.50	-	-	-	-	-	8	31	21	22	40	13	13	26	87	31	24	17	1	-	-	-	-	-					
Wholesale trade	344	40.0	60.50	-	-	2	2	9	13	40	14	23	50	60	60	4	25	18	16	8	-	-	-	-	-	-					
Finance**	673	39.0	49.00	18	18	17	39	73	125	54	101	70	73	57	20	6	2	-	-	-	-	-	-	-	-	-					
Services (excluding motion pictures)	132	38.5	55.50	-	-	2	-	10	12	10	30	15	29	11	-	1	11	-	1	-	-	-	-	-	-	-					
Clerks, file, class A	437	39.5	62.00	-	-	-	8	6	6	15	23	38	51	24	79	34	29	13	83	7	16	-	4	1	-	-					
Manufacturing	253	40.0	64.00	-	-	-	-	-	-	-	-	21	22	22	51	28	19	11	78	1	-	-	-	-	-	-					
Nonmanufacturing	184	39.5	59.00	-	-	-	8	6	6	15	23	17	29	2	28	6	10	2	5	6	16	-	4	1	-	-					
Finance**	84	39.0	51.50	-	-	-	8	6	6	12	18	16	5	2	10	-	-	1	-	-	-	-	-	-	-	-					
Clerks, file, class B	2,797	39.5	47.50	146	174	243	351	300	305	205	126	211	227	282	163	37	5	14	8	-	-	-	-	-	-	-					
Manufacturing	799	40.0	56.50	-	-	-	-	18	44	15	17	130	181	242	144	7	1	-	-	-	-	-	-	-	-	-					
Nonmanufacturing	1,998	39.0	44.00	146	174	243	351	282	261	190	109	81	46	40	19	30	4	14	8	-	-	-	-	-	-	-					
Public utilities*	98	40.0	55.50	-	-	-	-	2	18	10	8	5	4	16	13	15	4	3	-	-	-	-	-	-	-	-					
Wholesale trade	270	40.0	51.50	-	6	2	6	25	33	47	42	39	19	24	6	13	-	2	6	-	-	-	-	-	-	-					
Finance**	1,407	38.5	41.50	146	167	215	320	237	150	106	37	17	12	-	-	-	-	-	-	-	-	-	-	-	-	-					
Services (excluding motion pictures)	79	39.0	44.00	-	1	14	18	3	34	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Clerks, order	854	40.0	62.00	-	-	-	-	-	14	2	19	66	220	67	82	93	130	15	20	63	54	9	-	-	-	-					
Manufacturing	353	40.0	62.50	-	-	-	-	-	10	-	3	32	90	1	45	28	78	10	10	29	8	-	-	-	-	-					
Nonmanufacturing	501	40.0	62.00	-	-	-	-	-	4	2	16	34	130	66	37	65	52	5	10	34	46	-	-	-	-	-					
Wholesale trade	184	39.5	68.50	-	-	-	-	-	-	-	14	4	12	23	7	25	4	5	10	34	46	-	-	-	-	-					

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 Los Angeles, Calif., by industry division, March 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 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 and over	
<u>Women - Continued</u>																									
Stenographers, technical	339	39.5	\$ 75.50	-	-	-	-	-	-	-	2	-	11	-	24	9	26	35	64	25	58	78	7	-	-
Nonmanufacturing	171	39.5	70.50	-	-	-	-	-	-	-	2	-	11	-	24	9	26	25	33	8	11	15	7	-	-
Finance**	61	39.0	63.50	-	-	-	-	-	-	-	-	-	11	-	17	3	11	16	1	2	-	-	-	-	-
Motion pictures	28	40.0	84.50	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	1	11	7	7	-	-
Switchboard operators	1,719	39.5	59.50	-	8	12	125	105	53	120	120	67	136	99	114	177	121	171	164	79	46	-	2	-	-
Manufacturing	476	40.0	66.50	-	-	-	-	-	-	-	-	18	31	15	25	73	65	120	110	15	2	-	2	-	-
Nonmanufacturing	1,243	39.5	56.50	-	8	12	125	105	53	120	120	49	105	84	89	104	56	51	54	64	44	-	-	-	-
Public utilities*	189	40.0	64.00	-	-	-	-	-	-	1	2	2	7	21	21	63	17	33	22	-	-	-	-	-	-
Wholesale trade	150	39.5	60.00	-	-	-	-	-	6	7	6	14	23	5	25	34	18	-	10	2	-	-	-	-	-
Finance**	261	39.5	53.50	-	-	5	16	18	44	54	23	34	24	27	6	10	-	-	-	-	-	-	-	-	-
Services (excluding motion pictures)	414	39.5	46.50	-	8	12	120	89	29	68	30	6	15	17	8	1	5	2	-	4	-	-	-	-	-
Motion pictures	127	37.0	79.00	-	-	-	-	-	-	-	-	-	-	-	-	2	7	16	58	44	-	-	-	-	-
Switchboard operator-receptionists	1,575	40.0	59.50	-	-	14	26	55	62	155	125	198	256	162	162	156	71	54	32	47	-	-	-	-	-
Manufacturing	731	40.0	59.50	-	-	-	17	11	22	35	54	145	103	113	83	82	17	19	7	23	-	-	-	-	-
Nonmanufacturing	844	40.0	59.00	-	-	14	9	44	40	120	71	53	153	49	79	74	54	35	25	24	-	-	-	-	-
Public utilities*	52	40.0	65.50	-	-	-	2	-	1	-	-	-	1	3	40	-	5	-	-	-	-	-	-	-	-
Wholesale trade	264	40.0	61.00	-	-	-	-	-	-	31	27	24	80	-	45	10	13	8	8	18	-	-	-	-	-
Finance**	167	39.5	54.00	-	-	2	6	29	30	19	29	1	24	1	10	-	16	-	-	-	-	-	-	-	-
Services (excluding motion pictures)	202	40.0	57.50	-	-	-	-	13	10	47	10	28	24	32	18	5	-	-	13	2	-	-	-	-	-
Tabulating-machine operators	278	39.5	72.00	-	-	-	-	-	-	-	-	1	4	9	17	30	42	38	39	53	23	4	3	10	5
Manufacturing	133	40.0	71.50	-	-	-	-	-	-	-	-	-	2	4	4	-	25	29	17	40	12	-	-	-	-
Nonmanufacturing	145	39.5	73.00	-	-	-	-	-	-	-	-	1	2	5	13	30	17	9	22	13	11	4	3	10	5
Wholesale trade	50	40.0	71.50	-	-	-	-	-	-	-	-	-	-	4	10	4	10	-	14	-	-	-	-	-	8
Transcribing-machine operators, general	560	39.5	57.50	-	-	-	1	11	59	63	127	49	57	54	64	15	55	1	4	-	-	-	-	-	-
Nonmanufacturing	479	39.5	57.50	-	-	-	1	11	59	63	97	27	57	54	35	15	55	1	4	-	-	-	-	-	-
Wholesale trade	109	39.5	59.00	-	-	-	2	12	13	12	5	24	11	5	-	21	-	4	-	-	-	-	-	-	-
Finance**	287	39.0	54.50	-	-	-	1	9	47	48	83	20	30	20	17	2	10	-	-	-	-	-	-	-	-
Typists, class A	2,463	40.0	58.00	-	-	11	21	157	154	329	190	253	370	324	156	302	57	78	22	25	14	-	-	-	-
Manufacturing	1,080	40.0	62.00	-	-	-	-	26	12	29	12	71	188	253	125	234	47	50	8	11	14	-	-	-	-
Nonmanufacturing	1,383	40.0	55.00	-	-	11	21	131	142	300	178	182	182	71	31	68	10	28	14	14	-	-	-	-	-
Wholesale trade	250	40.0	60.00	-	-	-	-	2	12	14	48	100	17	3	26	-	12	10	6	-	-	-	-	-	-
Finance**	899	39.5	52.00	-	-	11	21	113	120	267	145	119	58	37	3	3	1	1	-	-	-	-	-	-	-
Typists, class B	4,542	39.0	49.50	9	157	88	355	594	793	485	695	389	320	199	192	151	71	13	29	2	-	-	-	-	-
Manufacturing	1,099	40.0	54.50	-	-	5	22	33	73	246	237	202	128	94	42	15	-	-	2	-	-	-	-	-	-
Nonmanufacturing	3,443	39.0	48.00	9	157	88	350	572	760	412	449	152	118	71	98	109	56	13	29	-	-	-	-	-	-
Public utilities*	315	40.0	56.50	-	-	-	2	56	35	19	23	9	19	32	86	34	-	-	-	-	-	-	-	-	-
Wholesale trade	347	40.0	52.00	-	-	12	14	35	68	88	23	40	12	37	18	-	-	-	-	-	-	-	-	-	-
Finance**	2,144	38.5	45.00	9	157	88	319	478	518	210	234	49	40	30	12	-	-	-	-	-	-	-	-	-	-
Services (excluding motion pictures)	371	39.0	48.50	-	-	19	71	104	67	54	9	22	10	2	-	13	-	-	-	-	-	-	-	-	-

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 Los Angeles, Calif., by industry division, March 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 \$60.00	\$60.00 and under 62.50	\$62.50	\$65.00	\$67.50	\$70.00	\$75.00	\$80.00	\$85.00	\$90.00	\$95.00	\$100.00	\$105.00	\$110.00	\$115.00	\$120.00	\$125.00	\$130.00	\$135.00	\$140.00	\$145.00	\$150.00 and over
Men																									
Draftsmen, leader	143	40.0	\$124.00	-	-	-	-	-	1	1	1	4	5	1	3	9	2	6	60	5	2	23	8	-	12
Manufacturing	91	40.0	127.50	-	-	-	-	-	-	1	-	4	5	-	3	8	-	-	20	5	2	23	8	-	12
Draftsmen, senior	1,424	40.0	92.00	3	1	12	5	10	52	108	173	228	307	208	110	85	57	19	23	15	8	-	-	-	-
Manufacturing	1,249	40.0	92.00	-	-	6	4	8	50	93	160	216	291	175	86	39	56	19	23	15	8	-	-	-	-
Nonmanufacturing	175	40.0	93.50	3	1	6	1	2	2	15	13	12	16	33	24	46	1	-	-	-	-	-	-	-	-
Public utilities*	71	40.0	88.50	3	1	6	1	2	2	5	2	1	11	24	12	-	1	-	-	-	-	-	-	-	-
Draftsmen, junior	500	40.0	77.00	30	36	3	44	44	67	120	37	20	21	48	30	-	-	-	-	-	-	-	-	-	-
Manufacturing	401	40.0	74.00	27	35	1	40	30	66	119	36	8	16	23	-	-	-	-	-	-	-	-	-	-	-
Women																									
Nurses, industrial (registered)	454	40.0	78.50	-	3	4	24	7	100	98	187	17	6	4	2	-	1	-	-	1	-	-	-	-	-
One-nurse unit	187	40.0	75.50	-	2	2	21	7	69	35	37	5	1	4	2	-	1	-	-	1	-	-	-	-	-
Multiple-nurse unit	267	40.0	80.50	-	1	2	3	-	31	63	150	12	5	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	398	40.0	79.00	-	2	3	12	5	84	89	180	14	5	2	2	-	-	-	-	-	-	-	-	-	-
One-nurse unit	154	40.0	75.00	-	2	2	12	5	63	33	31	2	-	2	2	-	-	-	-	-	-	-	-	-	-
Multiple-nurse unit	244	40.0	81.50	-	-	1	-	-	21	56	149	12	5	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	56	40.0	76.50	-	1	1	12	2	16	9	7	3	1	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.

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

Occupational Wage Survey, Los Angeles, Calif., March 1954
U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

NOTE: Data for nonmanufacturing do not include information for department stores; the remainder of retail trade is appropriately represented in data for all industries combined and for nonmanufacturing. "Motion pictures" refers to motion picture production establishments (Group 7811) as defined in the Standard Industrial Classification Manual (1949 edition) prepared by the Bureau of the Budget.

Table A-3: Maintenance and Powerplant Occupations

(Average hourly earnings¹ for men in selected occupations studied on an area basis in Los Angeles, Calif., by industry division, March 1954)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																									
			\$ 1.20 and under	\$ 1.25	\$ 1.30	\$ 1.35	\$ 1.40	\$ 1.45	\$ 1.50	\$ 1.55	\$ 1.60	\$ 1.65	\$ 1.70	\$ 1.75	\$ 1.80	\$ 1.85	\$ 1.90	\$ 1.95	\$ 2.00	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90 and over
			1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.85	1.90	1.95	2.00	2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	over
Carpenters, maintenance	1,113	2.21	-	-	-	-	-	-	-	-	-	-	-	-	-	29	53	57	151	296	233	161	26	37	3	26	41	-
Manufacturing	851	2.16	-	-	-	-	-	-	-	-	-	-	-	-	-	26	52	50	123	258	171	133	18	3	3	14	-	
Nonmanufacturing	262	2.36	-	-	-	-	-	-	-	-	-	-	-	-	-	3	1	7	28	38	62	28	8	34	-	12	41	
Public utilities *	70	2.20	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	6	6	3	37	15	-	-	-	-	-	
Motion pictures	38	2.89	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	38	-	
Electricians, maintenance	2,073	2.37	-	-	-	-	-	-	-	-	-	-	-	-	2	7	24	160	289	280	648	293	47	64	18	214	27	
Manufacturing	1,698	2.32	-	-	-	-	-	-	-	-	-	-	-	-	2	3	22	142	253	244	639	215	46	62	18	25	27	
Nonmanufacturing	375	2.59	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	2	18	36	36	9	78	1	2	-	189	
Public utilities *	121	2.35	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	4	1	35	2	76	-	-	-	-	
Services (excluding motion pictures)	61	2.45	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	10	19	1	3	-	-	2	-	25	
Motion pictures	164	2.89	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	164	
Engineers, stationary	799	2.28	-	-	-	-	-	-	-	-	-	-	-	4	3	2	2	75	194	292	95	49	36	-	4	29	14	
Manufacturing	555	2.25	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	20	183	231	41	46	32	-	-	-	-	
Nonmanufacturing	244	2.35	-	-	-	-	-	-	-	-	-	-	-	4	3	-	2	55	11	61	54	3	4	-	4	29	14	
Services (excluding motion pictures)	103	2.38	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	55	3	-	4	-	4	-	4	16	14	
Firemen, stationary boiler	213	1.88	-	-	-	-	-	-	-	6	24	7	15	3	33	30	46	2	21	14	12	-	-	-	-	-	-	-
Manufacturing	126	1.89	-	-	-	-	-	-	-	-	24	1	9	3	33	3	6	-	21	14	12	-	-	-	-	-	-	-
Helpers, trades, maintenance	2,609	1.81	54	38	12	33	58	83	133	72	117	272	374	38	63	43	75	169	862	55	58	-	-	-	-	-	-	-
Manufacturing	1,719	1.89	-	-	-	27	2	8	46	27	53	188	231	28	49	19	26	114	853	48	-	-	-	-	-	-	-	-
Nonmanufacturing	890	1.66	54	38	12	6	56	75	87	45	64	84	143	10	14	24	49	55	9	7	58	-	-	-	-	-	-	-
Public utilities *	748	1.60	54	38	12	6	56	75	83	44	35	84	142	1	8	8	44	50	8	-	-	-	-	-	-	-	-	-
Machine-tool operators, toolroom	1,275	2.29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	5	18	161	510	456	108	2	-	9	-	5
Manufacturing	1,272	2.29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	5	18	159	509	456	108	2	-	9	-	5
Machinists, maintenance	1,381	2.36	-	-	-	-	-	-	-	-	-	-	-	-	-	10	-	22	31	139	186	564	294	24	10	37	53	11
Manufacturing	1,261	2.35	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	22	18	136	181	554	268	24	10	37	-	11
Nonmanufacturing	120	2.52	-	-	-	-	-	-	-	-	-	-	-	-	-	10	-	-	13	3	5	10	26	-	-	-	53	-
Public utilities *	52	2.31	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	13	-	3	10	26	-	-	-	-	
Mechanics, automotive (maintenance)	2,004	2.20	-	-	-	-	-	-	-	-	-	1	4	-	4	17	29	102	254	462	912	171	3	16	7	-	22	-
Manufacturing	535	2.18	-	-	-	-	-	-	-	-	-	-	-	-	-	15	13	70	40	112	207	75	3	-	-	-	-	
Nonmanufacturing	1,469	2.20	-	-	-	-	-	-	-	-	-	-	1	4	-	4	2	16	32	214	350	705	96	-	16	7	-	22
Public utilities *	1,080	2.19	-	-	-	-	-	-	-	-	-	-	1	4	-	3	2	7	5	154	237	651	16	-	-	-	-	-
Wholesale trade	136	2.19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	26	29	32	41	-	-	-	-	-	

See footnote at end of table.

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

Occupational Wage Survey, Los Angeles, Calif., March 1954
U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

NOTE: Data for nonmanufacturing do not include information for department stores; the remainder of retail trade is appropriately represented in data for all industries combined and for nonmanufacturing. "Motion pictures" refers to motion picture production establishments (Group 7811) as defined in the Standard Industrial Classification Manual (1949 edition) prepared by the Bureau of the Budget.

Table A-3: Maintenance and Powerplant Occupations - Continued

(Average hourly earnings¹ for men in selected occupations studied on an area basis in Los Angeles, Calif., by industry division, March 1954)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																										
			\$ 1.20 and under	\$ 1.25	\$ 1.30	\$ 1.35	\$ 1.40	\$ 1.45	\$ 1.50	\$ 1.55	\$ 1.60	\$ 1.65	\$ 1.70	\$ 1.75	\$ 1.80	\$ 1.85	\$ 1.90	\$ 1.95	\$ 2.00	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90 and over	
Mechanics, maintenance	2,470	2.16	-	-	-	-	-	-	-	-	-	-	-	65	57	51	69	53	286	720	814	280	59	11	-	5	-	-	
Manufacturing	2,301	2.16	-	-	-	-	-	-	-	-	-	-	-	65	53	45	67	53	247	676	776	255	53	8	-	3	-	-	
Nonmanufacturing	169	2.16	-	-	-	-	-	-	-	-	-	-	-	-	4	6	2	-	39	44	38	25	6	3	-	2	-	-	
Wholesale trade	75	2.10	-	-	-	-	-	-	-	-	-	-	-	-	2	6	-	-	32	-	32	1	-	-	-	-	-	-	
Millwrights	224	2.29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	15	10	85	89	-	11	9	-	-	
Manufacturing	213	2.28	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	15	10	85	89	-	-	9	-	-	
Oilers	436	1.79	-	-	-	-	-	-	2	4	25	45	50	112	110	30	8	44	3	3	-	-	-	-	-	-	-	-	
Manufacturing	432	1.79	-	-	-	-	-	-	2	4	23	45	50	112	110	29	8	44	2	3	-	-	-	-	-	-	-	-	
Painters, maintenance	884	2.17	-	-	-	-	-	-	-	-	-	-	-	-	21	24	32	89	191	210	56	211	6	2	16	-	21	5	
Manufacturing	661	2.17	-	-	-	-	-	-	-	-	-	-	-	-	2	24	17	69	157	134	35	206	6	-	8	-	-	3	
Nonmanufacturing	223	2.18	-	-	-	-	-	-	-	-	-	-	-	-	19	-	15	20	34	76	21	5	-	2	8	-	21	2	
Public utilities*	70	2.08	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	17	14	25	7	-	-	-	-	-	-	-	
Pipefitters, maintenance	605	2.27	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	83	9	110	43	319	32	-	-	-	4	5
Manufacturing	507	2.32	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	110	41	318	31	-	-	-	-	5
Plumbers, maintenance	268	2.34	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	21	48	91	50	2	-	2	-	50	-	
Manufacturing	199	2.22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	15	45	84	50	2	-	2	-	-	-	
Nonmanufacturing	69	2.67	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	1	6	3	7	-	-	-	-	-	50	-	
Motion pictures	50	2.89	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	50	-
Sheet-metal workers, maintenance	182	2.23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	56	61	16	31	-	1	-	-	16	-
Manufacturing	166	2.16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	56	61	16	31	-	1	-	-	-	-
Tool-and-die makers	2,316	2.45	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	17	124	187	371	1247	172	90	24	9	72
Manufacturing	2,306	2.45	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	17	124	187	371	1246	172	90	24	9	63

¹ Excludes premium pay for overtime and nightwork.

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

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

(Average hourly earnings¹ for selected occupations² studied on an area basis in Los Angeles, Calif., by industry division, March 1954)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																									
			Under \$ 1.00	\$ 1.00 and under 1.05	\$ 1.05 1.10	\$ 1.10 1.15	\$ 1.15 1.20	\$ 1.20 1.25	\$ 1.25 1.30	\$ 1.30 1.35	\$ 1.35 1.40	\$ 1.40 1.45	\$ 1.45 1.50	\$ 1.50 1.55	\$ 1.55 1.60	\$ 1.60 1.65	\$ 1.65 1.70	\$ 1.70 1.75	\$ 1.75 1.80	\$ 1.80 1.85	\$ 1.85 1.90	\$ 1.90 1.95	\$ 1.95 2.00	\$ 2.00 2.10	\$ 2.10 2.20	\$ 2.20 2.30	\$ 2.30 2.40	and over
Shipping-and-receiving clerks -----	894	1.93	-	-	-	-	-	-	-	13	2	4	-	22	10	3	28	8	139	28	155	126	24	156	88	6	74	8
Manufacturing -----	521	1.90	-	-	-	-	-	-	-	-	-	-	-	20	-	-	25	8	66	23	122	108	4	103	4	6	20	8
Nonmanufacturing -----	373	1.97	-	-	-	-	-	-	-	13	2	4	-	2	10	3	3	-	73	5	33	18	20	53	84	-	54	-
Wholesale trade -----	228	2.10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	-	32	18	20	24	72	-	54	-	
Truckdrivers, light (under 1½ tons) -----	1,890	1.87	-	-	3	-	22	18	3	2	59	39	27	55	45	72	62	49	32	83	409	96	58	591	17	148	-	-
Manufacturing -----	590	1.72	-	-	-	-	-	-	-	-	53	17	17	49	31	13	61	40	29	63	103	74	8	16	13	3	-	-
Nonmanufacturing -----	1,300	1.94	-	-	3	-	22	18	3	2	6	22	10	6	14	59	1	9	3	20	306	22	50	575	4	145	-	-
Motion pictures -----	109	2.30	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	109	-	-	-
Truckdrivers, medium (1½ to and including 4 tons) -----	4,674	1.95	-	-	-	-	4	4	-	2	1	25	3	-	29	72	91	39	239	1947	429	164	556	592	430	35	12	
Manufacturing -----	1,365	2.00	-	-	-	-	-	-	-	-	-	5	-	-	23	29	71	35	71	55	187	122	255	478	34	-	-	
Nonmanufacturing -----	3,309	1.93	-	-	-	-	4	4	-	2	1	20	3	-	6	43	20	4	168	1892	242	42	301	114	396	35	12	
Public utilities* -----	1,923	1.86	-	-	-	-	4	4	-	2	1	5	3	-	6	1	2	4	-	1677	21	-	190	3	-	-	-	
Wholesale trade -----	873	1.99	-	-	-	-	-	-	-	-	-	-	-	-	-	36	-	-	-	162	215	143	-	56	252	-	-	
Motion pictures -----	90	2.30	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	90	-	-	-
Truckdrivers, heavy (over 4 tons, trailer type) -----	2,911	2.05	-	-	-	-	-	-	-	-	-	-	-	2	-	-	45	23	15	467	659	240	315	404	650	91	-	
Manufacturing -----	696	2.03	-	-	-	-	-	-	-	-	-	-	-	-	-	45	23	15	5	9	182	251	45	65	56	-	-	
Nonmanufacturing -----	2,215	2.06	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	462	650	58	64	359	585	35	-	-	
Public utilities* -----	1,040	1.91	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	436	576	12	16	-	-	-	-	
Wholesale trade -----	357	2.08	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	26	74	26	48	105	76	2	-	
Motion pictures -----	63	2.30	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	63	-	-	-
Truckdrivers, heavy (over 4 tons, other than trailer type) -----	1,810	2.06	-	-	-	-	-	-	-	-	-	-	-	-	15	-	-	69	-	278	78	76	523	290	478	1	2	
Manufacturing -----	334	1.97	-	-	-	-	-	-	-	-	-	-	-	-	15	-	-	69	-	14	22	12	99	72	28	1	2	
Nonmanufacturing -----	1,476	2.08	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	264	56	64	424	218	450	-	-	
Public utilities* -----	623	1.97	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	240	-	1	382	-	-	-	-	
Wholesale trade -----	594	2.15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	24	56	-	-	200	314	-	-	
Motion pictures -----	66	2.30	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	66	-	-	-
Truckers, power (forklift) -----	2,545	1.92	-	-	-	-	-	-	-	-	-	38	5	10	64	100	133	203	265	344	458	226	241	337	103	-	18	
Manufacturing -----	1,672	1.88	-	-	-	-	-	-	-	-	-	-	-	38	5	10	62	87	120	171	95	344	268	218	108	41	87	18
Nonmanufacturing -----	873	2.00	-	-	-	-	-	-	-	-	-	-	-	-	-	2	13	13	32	170	-	190	8	133	296	16	-	
Wholesale trade -----	255	2.02	-	-	-	-	-	-	-	-	-	-	-	-	-	8	-	20	62	-	1	-	17	131	16	-	-	
Truckers, power (other than forklift) -----	893	1.86	-	-	-	-	-	-	-	-	-	-	5	29	45	100	107	46	128	84	103	-	176	70	-	-	-	
Manufacturing -----	635	1.77	-	-	-	-	-	-	-	-	-	-	5	29	45	100	101	46	122	84	103	-	-	-	-	-	-	
Watchmen -----	1,065	1.49	80	86	-	14	-	39	72	88	22	49	42	90	80	52	4	102	38	9	124	10	-	64	-	-	-	
Manufacturing -----	701	1.50	46	44	-	-	-	8	26	75	17	46	28	76	79	49	-	54	12	9	124	8	-	-	-	-	-	
Nonmanufacturing -----	364	1.45	34	42	-	14	-	31	46	13	5	3	14	14	1	3	4	48	26	-	-	2	-	64	-	-	-	
Public utilities* -----	26	1.26	-	11	-	-	-	-	8	-	-	-	-	-	-	3	4	-	-	-	-	-	-	-	-	-	-	
Finance** -----	112	1.34	14	4	-	4	-	14	38	7	1	3	-	8	1	-	4	-	6	-	-	-	12	-	-	-	-	
Services (excluding motion pictures) -----	110	1.40	20	19	-	2	-	17	-	4	-	-	10	-	-	-	-	-	-	-	2	-	36	-	-	-	-	

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 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	92.3	80.9	19.4	3.2
With shift pay differential	92.3	80.9	19.4	3.2
Uniform cents (per hour)	73.6	24.6	16.4	1.4
4 cents	1.0	-	.2	-
5 cents	7.1	-	.9	-
6 cents	7.1	2.4	1.5	.4
7 or 7½ cents	3.2	2.7	.2	(2)
8 cents	32.1	-	9.8	-
9 cents	-	.7	-	.2
10 cents	18.3	8.9	2.8	.4
12 cents .....	.9	3.3	-	.1
13, 13½ or 13¾ cents	3.2	-	.6	-
15 cents .....	.9	4.4	.3	.1
Over 15 cents	-	2.3	-	.1
Uniform percentage	7.0	6.8	1.2	.2
5 percent	4.3	-	.8	-
7½ percent	-	2.3	-	-
10 percent	2.7	3.6	.4	.2
12 percent	-	.9	-	-
Full day's pay for reduced hours	2.0	3.1	.2	.1
Other ³	9.6	46.4	1.7	1.6
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 cents or percentage differential in combination with paid lunch and/or full 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	Manu- facturing	Public utilities*	Wholesale trade	Finance**	Services (excluding motion pictures)	Motion pictures ³	All industries ⁴	Manu- facturing	Public utilities*	Wholesale trade	Services (excluding motion pictures)	Motion pictures ³
All workers	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
32 hours	-	-	-	-	-	-	-	0.3	0.4	-	-	-	-
35 hours	1.0	0.1	0.4	-	-	15.6	-	.3	.5	-	-	-	-
Over 35 and under 37½ hours	.8	-	-	1.6	2.6	-	-	.1	-	-	-	2.0	-
37½ hours	7.4	1.6	.6	.5	19.4	24.9	-	2.5	3.8	-	-	.8	-
Over 37½ and under 40 hours	3.6	.4	-	5.1	11.4	1.3	-	.1	-	-	1.7	-	-
40 hours	86.7	97.8	98.8	90.5	66.5	56.3	100.0	86.2	83.3	91.3	88.6	81.4	95.1
42 hours	(⁵)	-	.2	-	-	-	-	1.1	1.7	-	-	-	-
44 hours	.6	.1	-	2.2	-	1.1	-	1.2	1.1	-	7.0	-	-
45 hours	(⁵)	-	-	-	-	.8	-	3.9	5.7	1.1	-	1.7	-
48 hours	-	-	-	-	-	-	-	3.9	3.3	3.0	2.7	13.9	4.9
Over 48 hours	-	-	-	-	-	-	-	.4	-	4.6	-	.3	-

¹ Data relate to women workers.

² Includes data for retail trade (except department stores) in addition to those industry divisions shown separately.

³ Limited to establishments primarily engaged in the production of motion pictures (Group 7811) as defined in the Standard Industrial Classification Manual (1949 edition) prepared by the Bureau of the Budget.

⁴ Includes data for retail trade (except department stores) and real estate 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-3: Paid Holidays¹

Number of paid holidays	Percent of office workers employed in—							Percent of plant workers employed in—					
	All industries ²	Manu- facturing	Public utilities*	Wholesale trade	Finance**	Services (excluding motion pictures)	Motion pictures ³	All industries ⁴	Manu- facturing	Public utilities*	Wholesale trade	Services (excluding motion pictures)	Motion pictures ³
All workers	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Workers in establishments providing paid holidays	100.0	100.0	100.0	100.0	100.0	99.5	100.0	92.4	96.9	87.1	95.0	70.5	100.0
2 days	-	-	-	-	-	-	-	.8	-	-	-	6.5	-
4 days	.7	.6	-	4.3	-	-	-	.5	.4	-	5.8	-	-
5 days	(⁵)	.1	.2	-	-	-	-	.7	.9	-	-	2.3	-
6 days	65.9	86.4	18.3	41.3	52.6	60.3	100.0	64.8	77.4	20.1	41.2	57.3	100.0
7 days	11.9	10.9	3.8	35.9	2.1	25.9	-	16.0	13.4	8.2	35.8	2.0	-
8 days	15.0	2.0	77.5	18.4	19.8	7.7	-	9.7	4.8	58.8	12.2	2.0	-
9 days	.7	-	.2	-	1.9	5.6	-	(⁵)	-	-	-	.6	-
10 days	1.8	-	-	-	7.6	-	-	-	-	-	-	-	-
11 days	3.8	-	-	-	16.0	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	(⁵)	-	-	-	-	.5	-	7.5	3.1	12.9	5.0	29.5	-

¹ Estimates include only full-day holidays.

² Includes data for retail trade (except department stores) in addition to those industry divisions shown separately.

³ Limited to establishments primarily engaged in the production of motion pictures (Group 7811) as defined in the Standard Industrial Classification Manual (1949 edition) prepared by the Bureau of the Budget.

⁴ Includes data for retail trade (except department stores) and real estate 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, Los Angeles, Calif., March 1954
U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Table B-4: Paid Vacations (Formal Provisions)

Vacation policy	Percent of office workers employed in—							Percent of plant workers employed in—					
	All industries ¹	Manu- facturing	Public utilities *	Wholesale trade	Finance **	Services (excluding motion pictures)	Motion pictures ²	All industries ³	Manu- facturing	Public utilities *	Wholesale trade	Services (excluding motion pictures)	Motion pictures ²
All workers	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<u>After 1 year of service</u>													
Workers in establishments providing paid vacations	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.1	100.0	100.0	95.0	93.4	100.0
Length-of-time payment	90.7	82.4	91.1	100.0	100.0	100.0	73.8	82.7	79.0	90.7	95.0	90.8	-
1 week	21.5	12.0	84.8	38.9	.3	23.8	-	55.2	47.7	76.2	66.5	64.2	-
Over 1 but less than 2 weeks	1.1	1.7	.6	2.7	-	-	-	1.5	2.0	1.7	1.7	-	-
2 weeks	64.6	61.2	5.7	58.3	99.7	76.2	73.8	22.3	24.1	12.9	26.9	22.0	-
Over 2 but less than 3 weeks	.2	.4	-	-	-	-	-	.9	1.4	-	-	-	-
3 weeks	3.3	7.1	-	-	-	-	-	2.8	4.0	-	-	3.8	-
Over 3 but less than 4 weeks	-	-	-	-	-	-	-	(4)	-	-	-	.8	-
Percentage payment ⁵	9.3	17.6	8.9	-	-	-	26.2	16.4	21.0	9.3	-	2.6	100.0
Less than 2 percent	-	-	-	-	-	-	-	.3	.5	-	-	-	-
2 percent	1.7	2.1	7.8	-	-	-	-	4.8	6.7	5.1	-	-	-
Over 2 but less than 4 percent	.1	-	1.1	-	-	-	-	1.5	1.5	4.2	-	2.3	-
4 percent	7.5	15.5	-	-	-	-	26.2	9.8	12.2	-	-	.3	100.0
Workers in establishments providing no paid vacations	-	-	-	-	-	-	-	.9	-	-	5.0	6.6	-
<u>After 2 years of service</u>													
Workers in establishments providing paid vacations	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.1	100.0	100.0	95.0	93.4	100.0
Length-of-time payment	90.7	82.4	91.1	100.0	100.0	100.0	73.8	82.7	79.0	90.7	95.0	90.8	-
1 week	3.5	3.8	4.2	5.1	-	18.0	-	21.3	26.1	7.2	28.3	28.3	-
Over 1 but less than 2 weeks	.9	1.5	.6	1.9	-	.1	-	4.2	5.1	6.3	4.7	1.7	-
2 weeks	82.4	68.9	86.3	93.0	100.0	81.9	73.8	52.8	41.4	77.2	62.0	56.1	-
Over 2 but less than 3 weeks	.5	1.2	-	-	-	-	-	1.6	2.5	-	-	-	-
3 weeks	3.3	7.1	-	-	-	-	-	2.8	4.0	-	-	3.8	-
Over 3 but less than 4 weeks	-	-	-	-	-	-	-	(4)	-	-	-	.8	-
Percentage payment ⁵	9.3	17.6	8.9	-	-	-	26.2	16.4	21.0	9.3	-	2.6	100.0
Less than 2 percent	-	-	-	-	-	-	-	.3	.5	-	-	-	-
2 percent	1.0	.6	7.8	-	-	-	-	2.8	3.8	4.0	-	-	-
Over 2 but less than 4 percent	.1	-	1.1	-	-	-	-	2.1	2.5	4.2	-	2.3	-
4 percent	8.2	17.0	-	-	-	-	26.2	11.1	14.2	1.1	-	.3	100.0
Workers in establishments providing no paid vacations	-	-	-	-	-	-	-	.9	-	-	5.0	6.6	-
<u>After 3 years of service</u>													
Workers in establishments providing paid vacations	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.1	100.0	100.0	95.0	93.4	100.0
Length-of-time payment	90.7	82.4	91.1	100.0	100.0	100.0	73.8	82.7	79.0	90.7	95.0	90.8	-
1 week	1.2	1.8	-	1.4	-	3.3	-	7.1	8.3	4.2	9.4	15.7	-
Over 1 but less than 2 weeks	.7	1.4	.6	-	-	-	-	3.3	4.1	6.3	1.7	-	-
2 weeks	83.1	68.9	90.5	98.6	96.5	96.7	73.8	66.7	59.4	80.2	84.0	70.5	-
Over 2 but less than 3 weeks	.4	.8	-	-	-	-	-	1.0	1.6	-	-	-	-
3 weeks	5.3	9.5	-	-	3.5	-	-	4.5	5.7	-	-	3.8	-
Over 3 but less than 4 weeks	-	-	-	-	-	-	-	(4)	-	-	-	.8	-
Percentage payment ⁵	9.3	17.6	8.9	-	-	-	26.2	16.4	21.0	9.3	-	2.6	100.0
Less than 2 percent	-	-	-	-	-	-	-	.3	.5	-	-	-	-
2 percent	-	-	-	-	-	-	-	1.6	2.4	-	-	-	-
Over 2 but less than 4 percent	.8	-	8.9	-	-	-	-	2.4	2.5	8.2	-	2.3	-
4 percent	8.5	17.6	-	-	-	-	26.2	12.0	15.5	1.1	-	.3	100.0
Workers in establishments providing no paid vacations	-	-	-	-	-	-	-	.9	-	-	5.0	6.6	-

See footnotes at end of table.

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

** Finance, insurance, and real estate.

Occupational Wage Survey, Los Angeles, Calif., March 1954

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	Manu- facturing	Public utilities *	Wholesale trade	Finance **	Services (excluding motion pictures)	Motion pictures ²	All industries ³	Manu- facturing	Public utilities *	Wholesale trade	Services (excluding motion pictures)	Motion pictures ²
All workers -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<u>After 5 years of service</u>													
Workers in establishments providing paid vacations -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.1	100.0	100.0	95.0	93.4	100.0
Length-of-time payment -----	90.7	82.4	91.1	100.0	100.0	100.0	73.8	82.7	79.0	90.7	95.0	90.8	-
1 week -----	.2	.1	-	.4	-	2.4	-	2.8	2.5	4.2	2.7	10.8	-
Over 1 but less than 2 weeks -----	.2	.4	-	-	-	-	-	.8	1.0	-	1.7	-	-
2 weeks -----	80.9	69.1	90.5	94.2	90.8	85.7	73.8	70.1	63.4	84.8	88.0	73.5	-
Over 2 but less than 3 weeks -----	2.2	1.1	.6	2.7	5.7	-	-	1.5	2.1	1.7	1.7	-	-
3 weeks -----	7.2	11.7	-	2.7	3.5	11.9	-	7.3	10.0	-	.9	5.0	-
Over 3 but less than 4 weeks -----	-	-	-	-	-	-	-	(⁴)	-	-	-	.8	-
4 weeks and over -----	-	-	-	-	-	-	-	(⁴)	-	-	-	.8	-
Percentage payment ⁵ -----	9.3	17.6	8.9	-	-	-	26.2	16.4	21.0	9.3	-	2.6	100.0
Less than 2 percent -----	-	-	-	-	-	-	-	.3	.5	-	-	-	-
2 percent -----	-	-	-	-	-	-	-	(⁴)	-	-	-	-	-
Over 2 but less than 4 percent -----	.8	-	8.9	-	-	-	-	.9	-	8.2	-	2.3	-
4 percent -----	8.5	17.6	-	-	-	-	26.2	14.2	18.9	1.1	-	.3	100.0
Over 4 but less than 6 percent -----	-	-	-	-	-	-	-	1.0	1.5	-	-	-	-
Workers in establishments providing no paid vacations -----	-	-	-	-	-	-	-	.9	-	-	5.0	6.6	-
<u>After 10 years of service</u>													
Workers in establishments providing paid vacations -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.1	100.0	100.0	95.0	93.4	100.0
Length-of-time payment -----	90.7	82.4	91.1	100.0	100.0	100.0	73.8	82.7	79.0	90.7	95.0	90.8	-
1 week -----	.2	.1	-	.4	-	2.4	-	2.8	2.5	4.2	2.7	10.8	-
Over 1 but less than 2 weeks -----	-	-	-	-	-	-	-	.1	-	-	1.7	-	-
2 weeks -----	69.7	57.4	89.3	78.4	75.9	80.8	73.8	62.5	55.1	75.7	60.5	73.5	-
Over 2 but less than 3 weeks -----	2.8	.3	1.0	2.7	9.7	-	-	1.1	.4	7.8	1.7	-	-
3 weeks -----	17.9	24.5	.8	18.5	14.3	16.8	-	15.9	20.9	3.0	28.5	3.1	-
Over 3 but less than 4 weeks -----	(⁴)	.1	-	-	-	-	-	.1	.1	-	-	.8	-
4 weeks and over -----	-	-	-	-	-	-	-	.2	-	-	-	2.7	-
Percentage payment ⁵ -----	9.3	17.6	8.9	-	-	-	26.2	16.4	21.0	9.3	-	2.6	100.0
Less than 2 percent -----	-	-	-	-	-	-	-	.3	.5	-	-	-	-
2 percent -----	-	-	-	-	-	-	-	(⁴)	-	-	-	-	-
Over 2 but less than 4 percent -----	.8	-	8.9	-	-	-	-	.9	-	8.2	-	2.3	-
4 percent -----	8.5	17.6	-	-	-	-	26.2	14.2	18.9	1.1	-	.3	100.0
Over 4 but less than 6 percent -----	-	-	-	-	-	-	-	1.0	1.5	-	-	-	-
Workers in establishments providing no paid vacations -----	-	-	-	-	-	-	-	.9	-	-	5.0	6.6	-

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	Manu- facturing	Public utilities *	Wholesale trade	Finance **	Services (excluding motion pictures)	Motion pictures ²	All industries ³	Manu- facturing	Public utilities *	Wholesale trade	Services (excluding motion pictures)	Motion pictures ²
All workers -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<u>After 15 years of service</u>													
Workers in establishments providing paid vacations -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.1	100.0	100.0	95.0	93.4	100.0
Length-of-time payment -----	90.7	82.4	91.1	100.0	100.0	100.0	73.8	82.7	79.0	90.7	95.0	90.8	-
1 week -----	.2	.1	-	.4	-	2.4	-	2.8	2.5	4.2	2.7	10.8	-
2 weeks -----	38.8	29.7	13.7	39.8	55.8	52.5	73.8	38.0	30.4	10.1	32.7	66.4	-
Over 2 but less than 3 weeks -----	1.2	.3	.6	-	4.0	-	-	.8	.4	6.3	-	-	-
3 weeks -----	46.3	45.1	76.9	59.7	36.7	45.1	-	38.2	41.6	70.1	59.7	10.2	-
Over 3 but less than 4 weeks -----	3.3	7.2	-	-	-	-	-	2.7	4.1	-	-	.8	-
4 weeks and over -----	.8	-	-	-	3.5	-	-	.2	-	-	-	2.7	-
Percentage payment ⁵ -----	9.3	17.6	8.9	-	-	-	26.2	16.4	21.0	9.3	-	2.6	100.0
Less than 2 percent -----	-	-	-	-	-	-	-	.3	.5	-	-	-	-
2 percent -----	-	-	-	-	-	-	-	(4)	-	-	-	-	-
Over 2 but less than 4 percent -----	.8	-	8.9	-	-	-	-	.9	-	8.2	-	2.3	-
4 percent -----	.6	.6	-	-	-	-	26.2	4.2	3.4	1.1	-	-	100.0
Over 4 but less than 6 percent -----	-	-	-	-	-	-	-	1.0	1.5	-	-	-	-
6 percent and over -----	7.9	17.0	-	-	-	-	-	9.9	15.5	-	-	.3	-
Workers in establishments providing no paid vacations -----	-	-	-	-	-	-	-	.9	-	-	5.0	6.6	-
<u>After 20 years of service</u>													
Workers in establishments providing paid vacations -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.1	100.0	100.0	95.0	93.4	100.0
Length-of-time payment -----	90.7	82.4	91.1	100.0	100.0	100.0	73.8	82.7	79.0	90.7	95.0	90.8	-
1 week -----	.2	.1	-	.4	-	2.4	-	2.8	2.5	4.2	2.7	10.8	-
2 weeks -----	27.0	28.5	4.8	35.9	14.4	52.5	73.8	36.6	29.9	2.3	31.1	66.4	-
Over 2 but less than 3 weeks -----	.2	.3	.6	-	-	-	-	.8	.4	6.3	-	-	-
3 weeks -----	55.8	46.3	85.7	63.2	69.0	45.1	-	38.9	42.0	77.9	58.8	10.2	-
Over 3 but less than 4 weeks -----	3.3	7.2	-	-	-	-	-	2.7	4.1	-	-	.8	-
4 weeks and over -----	4.1	-	-	.5	16.6	-	-	.9	-	-	2.4	2.7	-
Percentage payment ⁵ -----	9.3	17.6	8.9	-	-	-	26.2	16.4	21.0	9.3	-	2.6	100.0
Less than 2 percent -----	-	-	-	-	-	-	-	.3	.5	-	-	-	-
2 percent -----	-	-	-	-	-	-	-	(4)	-	-	-	-	-
Over 2 but less than 4 percent -----	.8	-	8.9	-	-	-	-	.9	-	8.2	-	2.3	-
4 percent -----	.6	.6	-	-	-	-	26.2	4.2	3.4	1.1	-	-	100.0
Over 4 but less than 6 percent -----	-	-	-	-	-	-	-	1.0	1.5	-	-	-	-
6 percent and over -----	7.9	17.0	-	-	-	-	-	9.9	15.5	-	-	.3	-
Workers in establishments providing no paid vacations -----	-	-	-	-	-	-	-	.9	-	-	5.0	6.6	-

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	Manu- facturing	Public utilities *	Wholesale trade	Finance **	Services (excluding motion pictures)	Motion pictures ²	All industries ³	Manu- facturing	Public utilities *	Wholesale trade	Services (excluding motion pictures)	Motion pictures ²
All workers -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<u>After 25 years of service</u>													
Workers in establishments providing paid vacations -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.1	100.0	100.0	95.0	93.4	100.0
Length-of-time payment -----	90.7	82.4	91.1	100.0	100.0	100.0	73.8	82.7	79.0	90.7	95.0	90.8	-
1 week -----	.2	.1	-	.4	-	2.4	-	2.8	2.5	4.2	2.7	10.8	-
2 weeks -----	25.9	28.1	4.8	32.9	12.0	52.5	73.8	35.9	29.9	2.3	26.4	66.4	-
Over 2 but less than 3 weeks -----	.2	.3	.6	-	-	-	-	.8	.4	6.3	-	-	-
3 weeks -----	49.2	41.7	76.9	51.0	64.7	29.2	-	35.2	38.1	70.1	56.9	10.0	-
Over 3 but less than 4 weeks -----	3.3	7.2	-	-	-	-	-	2.7	4.1	-	-	.8	-
4 weeks and over -----	11.8	4.9	8.8	15.7	23.3	15.9	-	5.2	3.9	7.8	9.0	2.9	-
Percentage payment ⁵ -----	9.3	17.6	8.9	-	-	-	26.2	16.4	21.0	9.3	-	2.6	100.0
Less than 2 percent -----	-	-	-	-	-	-	-	.3	.5	-	-	-	-
2 percent -----	-	-	-	-	-	-	-	(.4)	-	-	-	-	-
Over 2 but less than 4 percent -----	.8	-	8.9	-	-	-	-	.9	-	8.2	-	2.3	-
4 percent -----	.6	.6	-	-	-	-	26.2	4.2	3.4	1.1	-	-	100.0
Over 4 but less than 6 percent -----	-	-	-	-	-	-	-	1.0	1.5	-	-	-	-
6 percent and over -----	7.9	17.0	-	-	-	-	-	9.9	15.5	-	-	.3	-
Workers in establishments providing no paid vacations -----	-	-	-	-	-	-	-	.9	-	-	5.0	6.6	-

¹ Includes data for retail trade (except department stores) in addition to those industry divisions shown separately.

² Limited to establishments primarily engaged in the production of motion pictures (Group 7811) as defined in the Standard Industrial Classification Manual (1949 edition) prepared by the Bureau of the Budget.

³ Includes data for retail trade (except department stores) and real estate in addition to those industry divisions shown separately.

⁴ Less than 0.05 percent.

⁵ 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	Manu- facturing	Public utilities *	Wholesale trade	Finance **	Services (excluding motion pictures)	Motion pictures ²	All industries ³	Manu- facturing	Public utilities *	Wholesale trade	Services (excluding motion pictures)	Motion pictures ²
All workers	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Workers in establishments providing:													
Life insurance	96.4	98.1	99.4	92.9	97.4	84.2	97.8	91.6	93.6	100.0	82.5	75.1	100.0
Accidental death and dismemberment insurance	59.6	79.9	26.4	43.8	44.7	49.9	62.3	59.1	70.9	32.7	38.4	39.2	83.9
Sickness and accident insurance	34.3	49.5	19.8	32.2	20.3	20.6	20.2	36.3	42.3	24.7	36.7	24.9	25.3
Sick leave (full pay and no waiting period)	63.3	70.3	78.7	53.2	51.4	50.6	100.0	37.0	38.0	65.8	28.5	12.5	38.5
Sick leave (partial pay or waiting period)	3.5	2.1	8.8	2.3	.9	-	-	7.4	2.8	8.9	12.1	7.2	-
Hospitalization insurance	85.7	97.8	42.7	81.0	88.0	63.9	48.0	88.0	94.6	51.5	84.3	76.0	100.0
Surgical insurance	85.6	97.6	42.7	81.0	88.0	63.9	48.0	86.9	94.3	51.5	84.3	73.5	100.0
Medical insurance	65.7	85.3	40.8	55.6	49.5	47.9	24.4	73.9	80.3	46.3	67.7	51.1	100.0
Catastrophe insurance	7.7	8.1	2.4	2.0	10.1	-	13.5	3.6	3.7	2.5	-	1.8	13.2
Retirement pension	64.5	51.8	84.9	69.7	85.6	57.0	45.6	42.7	43.2	74.9	49.7	19.8	46.5
Health, insurance, or pension plan not listed above	4.0	4.6	9.0	2.0	-	.4	-	3.1	3.2	4.8	2.4	.3	-
No health, insurance, or pension plan	1.4	.8	.6	2.2	1.8	6.1	-	2.6	1.7	-	6.9	13.4	-

¹ Includes data for retail trade (except department stores) in addition to those industry divisions shown separately.

² Limited to establishments primarily engaged in the production of motion pictures (Group 7811) as defined in the Standard Industrial Classification Manual (1949 edition) prepared by the Bureau of the Budget.

³ Includes data for retail trade (except department stores) and real estate in addition to those industry divisions shown separately.

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

** Finance, insurance, and real estate.

Occupational Wage Survey, Los Angeles, Calif., March 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	Manu- facturing	Public utilities *	Wholesale trade	Finance **	Services (excluding motion pictures)	Motion pictures ²	All industries ³	Manu- facturing	Public utilities *	Wholesale trade	Services (excluding motion pictures)	Motion pictures ²
All workers -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<u>Daily overtime</u>													
Workers in establishments providing													
premium pay -----	80.1	85.8	96.2	89.0	67.6	55.7	-	96.0	97.0	98.9	93.6	81.4	100.0
Time and one-half -----	72.8	85.3	93.2	84.7	46.9	25.3	-	91.2	91.2	97.3	93.6	75.5	100.0
Effective after less than 8 hours -----	2.1	1.4	-	2.7	4.2	-	-	2.3	3.0	-	1.7	3.7	-
Effective after 8 hours -----	70.7	83.8	93.2	81.9	42.7	25.3	-	88.5	88.2	92.8	92.0	71.9	100.0
Effective after more than 8 hours -----	-	-	-	-	-	-	-	.4	-	4.6	-	-	-
Double time -----	-	-	-	-	-	-	-	.7	.9	-	-	-	-
Other ⁴ -----	7.3	.5	3.0	4.4	20.7	30.3	-	4.0	4.9	1.5	-	5.9	-
Workers in establishments providing no premium pay or having no policy -----	19.9	14.2	3.8	11.0	32.4	44.3	100.0	4.0	3.0	1.1	6.4	18.6	-
<u>Weekly overtime</u>													
Workers in establishments providing													
premium pay -----	97.3	99.1	99.1	99.8	97.5	76.2	100.0	97.9	98.5	94.7	100.0	94.8	100.0
Time and one-half -----	84.4	99.1	98.6	94.2	52.6	40.9	100.0	96.0	96.4	94.7	100.0	87.1	100.0
Effective after less than 40 hours -----	3.0	1.4	-	7.7	6.7	5.6	-	2.2	3.0	-	1.7	2.5	-
Effective after 40 hours -----	81.3	97.7	98.6	91.5	46.0	34.3	100.0	92.5	92.9	90.1	98.3	75.5	100.0
Effective after more than 40 hours -----	(⁵)	-	-	-	-	1.0	-	1.3	.4	4.6	-	9.0	-
Double time -----	-	-	-	-	-	-	-	.6	.9	-	-	-	-
Double time and one-half -----	-	-	-	-	-	-	-	.2	-	-	-	3.1	-
Other ⁴ -----	12.9	-	.6	5.6	44.9	35.3	-	1.0	1.2	-	-	4.6	-
Workers in establishments providing no premium pay or having no policy -----	2.7	.9	.9	.2	2.5	23.8	-	2.1	1.5	5.3	-	5.2	-

¹ Includes data for retail trade (except department stores) in addition to those industry divisions shown separately.

² Limited to establishments primarily engaged in the production of motion pictures (Group 7811) as defined in the Standard Industrial Classification Manual (1949 edition) prepared by the Bureau of the Budget.

³ Includes data for retail trade (except department stores) and real estate 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.

⁵ Less than 0.05 percent.

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

** Finance, insurance, and real estate.

Occupational Wage Survey, Los Angeles, Calif., March 1954
U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Table B-7: Rate of Pay for Holiday Work

Pay provisions	Percent of office workers employed in—							Percent of plant workers employed in—					
	All industries ¹	Manu- facturing	Public utilities *	Wholesale trade	Finance **	Services (excluding motion pictures)	Motion pictures ³	All industries ²	Manu- facturing	Public utilities *	Wholesale trade	Services (excluding motion pictures)	Motion pictures ³
All workers -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Workers in establishments with pay provisions for work on paid holidays ⁴ -----	75.4	92.4	97.6	68.0	41.7	46.6	100.0	88.4	95.2	87.1	87.6	61.8	100.0
Regular rate only -----	.1	-	-	-	-	1.1	-	-	-	-	-	-	-
Time and one-half -----	4.4	1.0	16.2	12.1	3.8	3.2	-	2.5	1.8	-	5.9	12.2	-
Double time -----	57.4	87.2	59.7	37.0	16.5	15.3	100.0	62.1	73.7	72.9	57.4	22.2	100.0
Double time and one-half -----	10.7	2.7	21.7	9.3	17.8	21.0	-	17.0	11.5	14.2	18.6	19.7	-
Triple time -----	.8	1.4	-	-	-	-	-	6.6	8.2	-	4.2	7.7	-
Equal time off -----	1.8	-	-	7.3	3.5	5.9	-	.1	-	-	.6	-	-
Other plan -----	.2	-	-	2.3	-	-	-	(⁵)	-	-	.9	-	-
Workers in establishments with no formal policy -----	24.6	7.6	2.4	32.0	58.3	52.9	-	4.1	1.6	-	7.4	8.7	-
Workers in establishments with no paid holidays -----	(⁵)	-	-	-	-	.5	-	7.5	3.1	12.9	5.0	29.5	-

¹ Includes data for retail trade (except department stores) in addition to those industry divisions shown separately.

² Includes data for retail trade (except department stores) and real estate in addition to those industry divisions shown separately.

³ Limited to establishments primarily engaged in the production of motion pictures (Group 7811) as defined in the Standard Industrial Classification Manual (1949 edition) prepared by the Bureau of the Budget.

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.

Occupational Wage Survey, Los Angeles, Calif., March 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	Manu- facturing	Public utilities *	Wholesale trade	Finance **	Services (excluding motion pictures)	Motion pictures ³	All industries ²	Manu- facturing	Public utilities *	Wholesale trade	Services (excluding motion pictures)	Motion pictures ³
WAGE STRUCTURE FOR TIME-RATED WORKERS⁴													
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100
Formal rate structure	81	86	94	70	79	55	100	98	98	100	98	95	100
Single rate	1	-	1	5	-	10	-	44	37	31	67	83	100
Range of rates	80	86	93	65	79	45	100	55	61	69	31	12	-
Individual rates	19	14	6	30	21	45	-	2	2	-	2	5	-
METHOD OF WAGE PAYMENT FOR PLANT WORKERS													
All workers	DATA NOT COLLECTED							100	100	100	100	100	100
Time workers	DATA NOT COLLECTED							88	86	92	94	92	100
Incentive workers	DATA NOT COLLECTED							12	14	8	6	8	-
Piecework	DATA NOT COLLECTED							5	8	-	3	1	-
Bonus work	DATA NOT COLLECTED							4	6	2	1	4	-
Commission	DATA NOT COLLECTED							2	(%)	5	2	3	-
LABOR-MANAGEMENT AGREEMENTS⁵													
Workers in establishments with agreements covering a majority of such workers	24	28	83	11		17	100	79	76	98	76	78	100

¹ Includes data for retail trade (except department stores) in addition to those industry divisions shown separately.

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

³ Limited to establishments primarily engaged in the production of motion pictures (Group 7811) as defined in the Standard Industrial Classification Manual (1949 edition) prepared by the Bureau of the Budget.

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

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.

⁶ Less than 0.5 percent.

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

** Finance, insurance, and real estate.

Occupational Wage Survey, Los Angeles, Calif., March 1954
U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

A higher proportion of the Milwaukee labor force is employed in manufacturing industries than in most other large metropolitan areas. Durable goods industries, which provide employment to well over two-thirds of the manufacturing workers, are especially important for the production of agricultural and construction machinery, including motors; metalworking and other industrial machinery; electrical machinery, such as switchboard apparatus and industrial electrical controls; transportation equipment; and other fabricated metal products. Primary metal manufacturing industries, such as iron and steel forgings and nonferrous foundries, also account for substantial employment. Among nondurable goods industries, manufacturers of food and kindred products, particularly malt liquors, employ significant numbers of workers. Large numbers of workers also have jobs in the production of leather and leather products, paper and related products, apparel, and knit goods.

This year's annual study presents data from 180 establishments employing about 150,000 workers—selected to represent an estimated 727 establishments employing approximately 230,000 workers in 6 major industry groupings. (See table following.)

Wage Structure

For every 5 plant (nonoffice) workers surveyed in the Milwaukee industries and establishment-size groups, 3 were paid time rates and 2 were paid on an incentive basis. Nine of every 10 workers on time rates were employed in establishments having formal rate structures. Formal structures with a range of rates for each job applied to a slightly higher proportion of the plant workers than did single-rate plans. Incentive workers were represented in the ratio of 3 on production bonus, 2 on piece rates, and 1 on commission, for every 6 paid on an incentive basis. Workers on commission were employed in nonmanufacturing industries.

Formalized rate structures applying to office jobs generally provided for a range of rates; establishments with nearly three-fourths of the office workers had such systems, and in nearly all other cases office workers were paid individual rates.

Establishments with formal wage plans that included provisions for systematically classifying jobs according to rate steps or labor grades were mainly in manufacturing industries. Of the 180 establishments studied, 28 had labor-grade systems applying to plant jobs and, of these, 25 were in manufacturing industries, chiefly metalworking. Office jobs were classified into labor grades in 19 establishments of which 12 were in manufacturing industries. In 10 of the manufacturing establishments, labor-grade systems applied to both plant and office jobs. Typically, from 10 to 15 grades were established for plant jobs (other than supervisory) and from 6 to 12 for office jobs.

Occupational Pay Levels

Weekly salaries of women secretaries and general stenographers in the Milwaukee area averaged \$71 and \$55, respectively, in April 1954. Average salaries for 12 of the 23 women's clerical jobs surveyed ranged from \$50 to \$55 a week. Office girls and routine file clerks, whose jobs were the lowest paid among the 23 jobs surveyed, averaged \$42.50 and \$45, respectively. Salary levels for most of the women's office jobs studied were from \$4 to \$8 higher in manufacturing than in nonmanufacturing industries. Since the previous Bureau survey in April 1953, average weekly salaries for a large proportion of the office jobs had increases of from \$1.50 to \$4.

Straight-time average hourly earnings for the skilled maintenance trades ranged from \$2.15 for automotive mechanics to \$2.45 for tool-and-die makers. Averages were \$2.16 for maintenance mechanics (other than automotive); \$2.18 for carpenters and operators of machine tools in toolrooms. They ranged from \$2.20 to \$2.30 among five additional maintenance trades included in the survey. Maintenance machinists averaged \$2.41 an hour. Helpers to the skilled trades averaged \$1.73 an hour. Among custodial and material-movement jobs, pay levels of men ranged from \$1.32 for watchmen to \$2.12 for drivers of heavy trailer trucks. Laborers handling material, the largest job category in this group, averaged \$1.74. Women packing goods for shipment averaged \$1.34 and janitresses (or cleaners) \$1.19 an hour. Increases in earnings levels since April 1953 amounted to 19 cents an hour for maintenance machinists, 17 cents for tool-and-die makers, and around 10 cents for other skilled maintenance trades. Pay levels increased less than 5 cents an hour for janitors and watchmen, and from 9 to 14 cents for most of the material-movement jobs.

Cost-of-Living and Annual Improvement Adjustments

Among the 180 establishments studied, 22 had provisions for periodic cost-of-living wage adjustments. Such provisions applied to plant workers in 21 establishments, and to office workers in 11 establishments. Most establishments reporting cost-of-living provisions were in manufacturing, principally metalworking, and public utilities industries. In addition to provisions for cost-of-living adjustments, provisions for annual improvement (productivity) adjustments applied to plant workers in seven establishments and to office employees in an equal number. These establishments were in manufacturing industries except for two that were separate wholesale outlets of manufacturing establishments.

Labor-Management Agreements

Slightly over four-fifths of the plant workers within the surveyed industries and establishment-size groups were employed

in establishments with labor-management agreements covering a majority of their plant workers. In manufacturing industries, nine-tenths of the plant workers were covered by agreements. In public utilities the coverage was virtually complete, although for all nonmanufacturing industries combined the proportion was approximately three-fifths.

Labor-management agreements covering a majority of office workers were reported by employers of approximately a fifth of these workers. A higher proportion was covered in nonmanufacturing industries as a group than in manufacturing industries.

Work Schedules

Approximately four-fifths of the office workers and three-fourths of the plant workers in Milwaukee were scheduled to work 40 hours a week in April 1954. Shorter workweeks, most commonly 37½ hours, were scheduled for a sixth of the office workers. Plant workers not on a 40-hour workweek were generally on longer schedules; the most prevalent schedule was 45 hours. The proportion of office and plant workers on 40-hour schedules was higher in manufacturing industries and public utilities than in all industries combined.

Overtime Pay

Premium rates were paid to both office and plant workers for time worked beyond a specified number of weekly hours in es-

tablishments employing fully 95 percent of these workers. For most office and plant workers, the premium was time and one-half the regular rate for time worked in excess of 40 hours. This practice was also followed in a few establishments that had a regular workweek of less than 40 hours for office workers. Premium rates—usually time and one-half—were paid for work after a specified number of hours per day in establishments with three-fifths of the office workers and nine-tenths of the plant workers. Provisions were made in manufacturing industries for daily overtime premium pay in establishments with nearly all plant workers and three-fourths of the office workers. Although the premium rate paid to plant workers in manufacturing industries was commonly time and one-half after 8 hours, establishments with a fifth of these workers had other provisions for premium pay such as time and one-half after 8 hours and double time after 10 hours a day.

Shift Operations

A fifth of the plant workers in Milwaukee manufacturing industries were employed on evening or night shifts in April 1954. With few exceptions, these workers received a pay differential—usually in the form of a cents-per-hour addition to first-shift rates. There was little uniformity among establishments in the amount of this premium; however, for a high proportion of the second-shift workers, amounts ranging from 5 to 10 cents an hour were paid.

Establishments and Workers Within Scope of Survey and Number Studied in Milwaukee, Wis.,¹ by Major Industry Division, April 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	727	180	229,600	149,620	27,560
Manufacturing	51	384	92	162,300	107,680	17,490
Nonmanufacturing	51	343	88	67,300	41,940	10,070
Transportation (excluding railroads), communication, and other public utilities	51	43	16	17,600	14,760	3,340
Wholesale trade*	51	71	17	7,500	2,820	840
Retail trade*	51	126	26	27,400	16,860	1,640
Finance, insurance, and real estate*	51	48	14	8,200	5,080	3,760
Services ³ *	51	55	15	6,600	2,420	490

¹ The Milwaukee Metropolitan Area (Milwaukee 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.

Paid Holidays

Virtually all office workers and more than nine-tenths of the plant workers in Milwaukee had 6 or more full-day paid holidays a year. Although 6 days were provided to a majority of both office and plant workers, more than 6 days—usually 7 or 8—were granted to over a fourth of the office workers and to slightly less than a tenth of the plant workers. Provisions for pay on these holidays, if worked, were formalized in establishments with fully three-fifths of the office workers and four-fifths of the plant workers. Although the most common premium was to pay double time (including holiday pay), either double time and one-half or triple time was provided under provisions applying to a sixth of the office workers and almost two-fifths of the plant workers. Manufacturing establishments with about a third of plant workers paid triple time.

Paid Vacations

Virtually all workers, both office and plant, were employed in establishments with formal provisions for paid vacations. After a year of service, the proportions of office workers receiving 1 or 2 week's vacation with pay were about equal. Plant workers with a year of service typically received 1 week (with regular pay or, in some instances, 2 percent of annual earnings). Two weeks' paid vacation was granted to seven-eighths of the office workers after 2 years of service and to nine-tenths of the plant workers after 5

years. After 10 years of service, establishments with approximately a sixth of the office and plant workers granted 3 weeks' vacation with pay. Establishments with four-fifths of the office workers had provisions for vacations of 3 weeks or more with pay after 15 years of service, and such provisions applied to a similar proportion of the plant workers after 20 years of service. A small proportion of the office and plant workers were in establishments granting 4 weeks' vacation with pay after 25 years of service.

Health, Insurance, and Pension Plans

Some form of employee health, insurance, or pension plan, with the employer paying at least a part of the cost, was made available to all but 2 percent of the office and 4 percent of the plant workers. Life insurance, available to approximately nine-tenths of the office and plant workers, was the most common plan reported. Hospitalization and surgical plans were almost as prevalent. Sickness and accident insurance was available to a higher proportion of plant than office workers (79 and 72 percent, respectively); however, sick leave was provided to approximately two-fifths of the office as compared to a tenth of the plant workers. Nearly four-fifths of the office workers and two-thirds of the plant workers were in establishments with pension plans for these groups. With the exception of sick leave plans and catastrophe insurance, both insurance and pension plans were more prevalent in manufacturing than in nonmanufacturing industries as a group.

A: Occupational Earnings

Table A-1: Office Occupations

(Average straight-time weekly hours and earnings¹ for selected occupations studied on an area basis in Milwaukee, Wis., by industry division, April 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 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	\$72.50	\$75.00	\$80.00	\$85.00	\$90.00	\$95.00 and over						
Men																															
Clerks, accounting, class A	417	40.0	\$ 81.50	-	-	-	-	-	-	-	-	-	-	-	1	3	40	9	33	34	62	71	92	25	47						
Manufacturing	313	40.0	82.50	-	-	-	-	-	-	-	-	-	-	-	1	2	18	7	21	27	46	51	84	25	31						
Nonmanufacturing	104	40.0	78.00	-	-	-	-	-	-	-	-	-	-	-	-	1	22	2	12	7	16	20	8	-	16						
Clerks, accounting, class B	117	40.0	65.00	-	-	-	1	4	-	2	4	2	5	20	25	10	4	3	20	2	4	2	4	1	4						
Manufacturing	93	40.0	66.50	-	-	-	-	-	-	2	2	2	5	17	14	10	3	3	19	2	4	2	3	1	4						
Clerks, order	143	39.5	72.50	-	-	-	-	-	-	-	4	-	9	10	8	10	15	7	8	8	16	31	4	13	-						
Manufacturing	79	39.5	73.00	-	-	-	-	-	-	-	3	-	9	8	7	-	1	5	1	7	8	15	2	13	-						
Nonmanufacturing	64	40.0	72.00	-	-	-	-	-	-	-	1	-	-	2	1	10	14	2	7	1	8	16	2	-	-						
Clerks, payroll	123	40.0	66.50	-	-	-	-	-	1	21	7	-	21	5	2	1	4	5	6	6	20	9	7	7	1						
Office boys	171	40.0	43.50	15	17	39	13	10	18	24	17	5	7	5	-	-	1	-	-	-	-	-	-	-	-						
Manufacturing	146	40.0	43.50	15	14	37	9	7	10	21	15	5	7	5	-	-	1	-	-	-	-	-	-	-	-						
Tabulating-machine operators	174	40.0	75.00	-	-	-	3	-	3	5	-	-	-	1	9	6	20	12	14	12	34	22	8	14	11						
Manufacturing	115	40.0	76.50	-	-	-	-	-	-	1	-	-	-	-	8	-	15	8	12	11	20	17	8	11	4						
Women																															
Billers, machine (billing machine)	179	39.5	50.50	-	-	9	22	18	15	31	30	6	14	2	6	6	6	13	1	-	-	-	-	-	-						
Manufacturing	94	40.0	53.50	-	-	5	13	6	5	15	5	5	7	1	6	6	6	13	1	-	-	-	-	-	-						
Nonmanufacturing	85	39.5	47.50	-	-	4	9	12	10	16	25	1	7	1	-	-	-	-	-	-	-	-	-	-	-						
Billers, machine (bookkeeping machine)	53	40.0	56.50	-	-	1	4	2	2	7	4	3	5	4	4	3	-	3	11	-	-	-	-	-	-						
Bookkeeping-machine operators, class A	116	39.5	61.50	-	-	-	-	-	4	2	9	1	27	2	18	14	11	12	7	7	2	-	-	-	-						
Manufacturing	70	39.5	64.00	-	-	-	-	-	4	1	-	1	6	-	13	13	11	7	5	7	2	-	-	-	-						
Bookkeeping-machine operators, class B	479	40.0	52.50	-	-	7	20	47	54	70	82	20	24	34	64	19	23	3	12	-	-	-	-	-	-						
Manufacturing	213	40.0	55.00	-	-	2	3	2	12	20	43	18	22	25	51	7	2	3	3	-	-	-	-	-	-						
Nonmanufacturing	266	39.5	50.50	-	-	5	17	45	42	50	39	2	2	9	13	12	21	-	9	-	-	-	-	-	-						
Clerks, accounting, class A	264	40.0	64.50	-	-	-	-	-	2	7	12	6	42	33	25	16	15	32	17	10	32	10	1	4	-						
Manufacturing	121	40.0	67.00	-	-	-	-	-	1	1	1	2	23	7	6	8	4	26	7	9	21	3	1	1	-						
Nonmanufacturing	143	40.0	62.50	-	-	-	-	-	1	6	11	4	19	26	19	8	11	6	10	1	11	7	-	3	-						
Clerks, accounting, class B	1,015	40.0	53.00	5	10	32	61	60	146	61	175	90	100	58	71	54	28	10	5	12	32	2	3	-	-						
Manufacturing	434	40.0	56.00	-	-	6	8	16	54	26	96	38	33	23	42	18	13	10	3	12	31	2	3	-	-						
Nonmanufacturing	581	39.5	50.50	5	10	26	53	44	92	35	79	52	67	35	29	36	15	-	2	-	1	-	-	-	-						
Clerks, file, class A	146	39.5	55.00	-	-	-	18	1	6	9	11	18	17	15	32	13	2	1	-	3	-	-	-	-	-						
Manufacturing	103	40.0	58.00	-	-	-	-	-	1	7	7	16	14	10	31	11	2	1	-	3	-	-	-	-	-						
Clerks, file, class B	808	39.5	45.00	17	96	85	128	120	82	114	56	16	17	75	2	-	-	-	-	-	-	-	-	-	-						
Manufacturing	456	40.0	48.50	2	11	10	47	79	56	111	40	12	11	75	2	-	-	-	-	11	-	-	-	-	-						
Nonmanufacturing	352	39.0	40.50	15	85	75	81	41	26	3	16	4	6	-	-	-	-	-	-	-	-	-	-	-	-						
Clerks, order	301	40.0	51.00	6	9	24	37	13	45	24	32	9	20	9	32	5	8	4	13	7	1	3	-	-	-						
Manufacturing	170	40.0	51.00	-	3	10	18	9	32	15	21	8	14	9	13	4	4	4	4	1	1	-	-	-	-						
Nonmanufacturing	131	39.5	51.50	6	6	14	19	4	13	9	11	1	6	-	19	1	4	-	9	6	-	3	-	-	-						

See footnote at end of table.

Occupational Wage Survey, Milwaukee, Wis., April 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 Milwaukee, Wis., by industry division, April 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 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	\$72.50	\$75.00	\$80.00	\$85.00	\$90.00	\$95.00 and over	
Women - Continued																										
Clerks, payroll	714	40.0	\$6.00	-	-	1	19	42	99	52	73	51	96	50	81	34	24	38	17	11	16	3	7	-	-	
Manufacturing	528	40.0	\$5.50	-	-	-	14	36	85	40	61	29	51	47	55	23	15	38	11	9	7	2	5	-	-	
Nonmanufacturing	186	40.0	\$7.00	-	-	1	5	6	14	12	12	22	45	3	26	11	9	-	6	2	9	1	2	-	-	
Comptometer operators	784	39.5	\$2.50	-	12	12	30	49	95	83	155	74	62	67	65	36	18	9	16	-	1	-	-	-	-	
Manufacturing	391	40.0	\$4.50	-	-	7	14	9	42	31	65	42	41	40	41	29	14	8	7	-	1	-	-	-	-	
Nonmanufacturing	393	39.0	\$0.50	-	12	5	16	40	53	52	90	32	21	27	24	7	4	1	9	-	-	-	-	-	-	
Duplicating-machine operators (mimeograph or ditto)	163	39.5	\$0.50	1	6	3	11	25	17	26	7	5	3	54	5	-	-	-	-	-	-	-	-	-	-	
Manufacturing	116	40.0	\$3.00	-	2	-	4	9	15	17	7	4	3	51	4	-	-	-	-	-	-	-	-	-	-	
Key-punch operators	521	39.5	\$2.50	12	6	14	56	24	48	40	73	38	42	48	54	23	23	7	4	2	4	3	-	-	-	
Manufacturing	315	40.0	\$6.00	-	-	2	4	8	26	23	53	26	33	44	40	20	22	7	4	2	1	-	-	-	-	
Office girls	218	39.5	\$2.50	5	55	45	27	36	6	11	5	5	7	12	4	-	-	-	-	-	-	-	-	-	-	
Manufacturing	112	40.0	\$4.00	-	12	9	16	28	6	8	5	5	7	12	4	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	106	39.0	\$8.00	5	43	36	11	8	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Secretaries	1,280	39.5	\$7.00	-	-	-	-	2	10	19	45	8	33	72	118	115	129	93	113	82	170	112	76	29	54	
Manufacturing	762	40.0	\$7.00	-	-	-	-	2	-	2	6	-	17	16	56	85	71	83	73	68	104	72	50	20	37	
Nonmanufacturing	518	39.0	\$6.00	-	-	-	-	-	10	17	39	8	16	56	62	30	58	10	40	14	66	40	26	9	17	
Stenographers, general	1,866	39.5	\$5.00	2	-	6	37	93	187	196	238	216	239	141	216	87	118	43	31	11	5	-	-	-	-	
Manufacturing	1,219	40.0	\$6.00	-	-	-	8	34	113	130	158	120	175	90	155	63	100	38	21	9	5	-	-	-	-	
Nonmanufacturing	647	39.5	\$2.50	2	-	6	29	59	74	66	80	96	64	51	61	24	18	5	10	2	-	-	-	-	-	
Public utilities*	142	40.0	\$4.50	-	-	-	1	6	15	19	12	21	15	19	16	8	10	-	-	-	-	-	-	-	-	
Stenographers, technical	86	39.5	\$6.00	-	-	-	-	-	-	-	3	6	11	19	17	9	6	5	1	-	-	-	-	-	-	
Switchboard operators	266	40.5	\$1.00	3	4	3	16	21	83	12	28	19	12	18	11	14	11	4	4	2	1	-	-	-	-	
Manufacturing	83	40.0	\$9.00	-	-	-	2	-	2	-	21	5	4	8	9	11	11	4	3	2	1	-	-	-	-	
Nonmanufacturing	183	40.5	\$7.50	3	4	3	14	21	81	12	7	14	8	10	2	3	-	-	1	-	-	-	-	-	-	
Switchboard operator-receptionist*	451	40.0	\$2.00	-	12	5	35	26	107	22	66	14	33	16	66	15	7	8	13	1	4	1	-	-	-	
Manufacturing	241	40.0	\$4.50	-	-	-	4	8	57	19	31	8	26	12	43	12	-	8	8	1	3	1	-	-	-	
Nonmanufacturing	210	40.0	\$9.00	-	12	5	31	18	50	3	35	6	7	4	23	3	7	-	5	-	1	-	-	-	-	
Tabulating-machine operators	98	39.5	\$2.50	-	-	-	-	-	1	3	1	8	11	18	5	18	9	4	11	5	1	2	-	-	1	
Nonmanufacturing	56	39.5	\$0.50	-	-	-	-	-	1	2	-	4	9	16	4	9	-	1	5	4	1	-	-	-	-	
Transcribing-machine operators, general	369	39.5	\$2.00	-	2	11	59	9	14	38	55	46	47	41	18	16	4	-	-	-	9	-	-	-	-	
Manufacturing	184	39.5	\$5.50	-	-	1	7	1	9	12	35	31	31	12	18	16	2	-	-	-	9	-	-	-	-	
Nonmanufacturing	185	39.0	\$8.50	-	2	10	52	8	5	26	20	15	16	29	-	-	2	-	-	-	-	-	-	-	-	
Typists, class A	585	40.0	\$5.50	-	-	8	7	16	51	49	86	66	56	56	125	32	15	9	8	1	-	-	-	-	-	
Manufacturing	397	40.0	\$8.00	-	-	-	-	-	23	16	36	53	32	51	122	32	14	9	8	1	-	-	-	-	-	
Nonmanufacturing	188	39.5	\$9.50	-	-	8	7	16	28	33	50	13	24	5	3	-	1	-	-	-	-	-	-	-	-	
Typists, class B	1,946	39.5	\$6.00	4	175	198	204	235	316	253	238	109	124	60	29	1	-	-	-	-	-	-	-	-	-	
Manufacturing	1,082	40.0	\$8.50	1	5	31	78	103	214	216	211	74	81	49	18	1	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	864	38.5	\$3.00	3	170	167	126	132	102	37	27	35	43	11	11	-	-	-	-	-	-	-	-	-	-	
Public utilities*	92	40.0	\$6.00	-	-	3	17	22	25	9	3	2	11	-	-	-	-	-	-	-	-	-	-	-	-	

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 Milwaukee, Wis., by industry division, April 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)	\$ 50.00 and under 52.50	\$ 52.50 55.00	\$ 55.00 57.50	\$ 57.50 60.00	\$ 60.00 62.50	\$ 62.50 65.00	\$ 65.00 67.50	\$ 67.50 70.00	\$ 70.00 72.50	\$ 72.50 75.00	\$ 75.00 80.00	\$ 80.00 85.00	\$ 85.00 90.00	\$ 90.00 95.00	\$ 95.00 100.00	\$ 100.00 105.00	\$ 105.00 110.00	\$ 110.00 115.00	\$ 115.00 120.00	\$ 120.00 125.00	\$ 125.00 130.00	\$ 130.00 and over			
Men																												
Draftsmen, senior -----	1,034	40.0	90.50	-	-	-	-	-	-	-	33	2	19	133	92	173	205	199	114	49	3	5	3	2	2			
Manufacturing -----	983	40.0	90.50	-	-	-	-	-	-	-	33	2	19	122	89	170	200	183	108	45	1	4	3	2	2			
Draftsmen, junior -----	405	40.0	72.50	1	3	4	4	37	29	36	56	43	27	70	48	45	2	-	-	-	-	-	-	-	-	-	-	-
Manufacturing -----	385	40.0	72.50	1	3	3	4	37	29	27	56	41	27	69	48	38	2	-	-	-	-	-	-	-	-	-	-	-
Women																												
Nurses, industrial (registered) -----	236	40.0	67.00	3	5	10	12	43	29	44	17	15	14	20	18	6	-	-	-	-	-	-	-	-	-	-	-	-
One-nurse unit -----	117	40.0	65.50	3	5	6	7	29	14	25	3	1	1	5	12	6	-	-	-	-	-	-	-	-	-	-	-	-
Multiple-nurse unit -----	119	40.0	68.50	-	-	4	5	14	15	19	14	14	13	15	6	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing -----	219	40.0	67.00	2	5	9	12	41	27	41	17	15	13	18	17	2	-	-	-	-	-	-	-	-	-	-	-	-
One-nurse unit -----	103	40.0	65.00	2	5	5	7	28	12	23	3	1	1	3	11	2	-	-	-	-	-	-	-	-	-	-	-	-
Multiple-nurse unit -----	116	40.0	68.50	-	-	4	5	13	15	18	14	14	12	15	6	-	-	-	-	-	-	-	-	-	-	-	-	-

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

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Table A-3: Maintenance and Powerplant Occupations

(Average hourly earnings¹ for men in selected occupations studied on an area basis in Milwaukee, Wis., by industry division, April 1954)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																										
			Under \$1.45	\$1.45 and under 1.50	\$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	\$2.45	\$2.50	\$2.60	\$2.70	\$2.80 and over	
Carpenters, maintenance	371	2.18	-	-	-	-	-	-	4	8	1	30	26	27	32	48	30	22	17	7	16	7	23	-	40	24	-	9	
Manufacturing	254	2.16	-	-	-	-	-	-	3	8	1	22	26	27	16	15	25	3	16	6	15	7	18	-	40	6	-	-	
Nonmanufacturing	117	2.23	-	-	-	-	-	-	1	-	-	8	-	-	16	33	5	19	1	1	1	-	5	-	-	18	-	9	
Electricians, maintenance	998	2.30	-	-	-	-	-	-	-	-	-	33	39	33	60	47	60	61	101	80	66	86	41	48	166	17	21	39	
Manufacturing	823	2.26	-	-	-	-	-	-	-	-	-	33	39	33	56	44	47	56	98	74	45	84	38	4	142	3	7	20	
Engineers, stationary	367	2.22	-	-	-	-	-	-	-	3	-	6	3	30	55	10	46	15	69	15	6	1	35	25	44	4	-	-	
Manufacturing	284	2.27	-	-	-	-	-	-	-	-	-	6	-	2	40	6	30	14	69	6	5	1	35	25	43	2	-	-	
Firemen, stationary boiler	809	1.89	27	15	51	40	24	57	85	73	37	74	36	40	60	9	31	-	5	21	32	-	-	92	-	-	-	-	
Manufacturing	686	1.91	25	15	51	19	9	32	75	68	37	69	36	31	38	5	26	-	5	21	32	-	-	92	-	-	-	-	
Helpers, trades, maintenance	693	1.73	28	11	18	42	74	58	115	85	89	126	37	-	9	1	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	553	1.71	27	11	18	42	74	53	92	67	42	100	19	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	
Machine-tool operators, toolroom	661	2.18	-	-	-	-	-	-	-	-	7	45	56	20	54	50	67	32	95	22	68	62	27	18	27	11	-	-	
Manufacturing	659	2.18	-	-	-	-	-	-	-	-	7	45	56	20	54	50	65	32	95	22	68	62	27	18	27	11	-	-	
Machinists, maintenance	905	2.41	-	-	-	-	-	-	-	-	-	5	15	4	12	39	57	70	27	33	76	91	136	45	7	8	280	-	
Manufacturing	883	2.42	-	-	-	-	-	-	-	-	-	5	15	1	12	26	55	70	27	29	76	91	136	45	7	8	280	-	
Mechanics, automotive (maintenance)	547	2.15	-	-	-	-	-	-	-	5	11	5	18	19	103	104	48	28	74	51	15	8	8	-	18	32	-	-	
Manufacturing	139	2.24	-	-	-	-	-	-	-	5	-	5	1	3	14	14	28	6	4	15	7	-	-	-	-	32	-	-	
Nonmanufacturing	408	2.12	-	-	-	-	-	-	-	-	11	-	13	18	100	90	34	-	68	47	-	1	8	-	18	-	-	-	
Public utilities*	337	2.13	-	-	-	-	-	-	-	-	11	-	5	10	85	85	6	-	64	46	-	1	6	-	18	-	-	-	
Mechanics, maintenance	772	2.16	-	-	-	-	-	2	1	13	11	50	26	18	45	49	139	87	79	40	84	97	2	24	-	1	1	3	
Manufacturing	742	2.16	-	-	-	-	-	2	1	13	10	50	23	18	45	37	138	85	73	40	84	97	2	24	-	-	-	-	
Millwrights	500	2.20	-	-	-	-	-	-	-	10	-	19	27	36	33	13	32	40	83	22	100	24	7	-	48	6	-	-	
Manufacturing	497	2.20	-	-	-	-	-	-	-	10	-	19	27	36	33	13	31	40	82	21	100	24	7	-	48	6	-	-	
Oilers	429	1.93	4	1	5	22	17	18	10	93	46	38	27	4	48	3	1	1	-	-	4	83	-	4	-	-	-	-	
Manufacturing	420	1.93	4	1	5	22	17	18	10	93	46	29	27	4	48	3	1	1	-	-	4	83	-	4	-	-	-	-	
Painters, maintenance	256	2.22	-	-	-	-	-	-	-	3	6	7	12	20	15	9	29	19	17	19	3	2	7	3	-	84	1	-	-
Manufacturing	173	2.23	-	-	-	-	-	-	-	3	6	7	10	5	15	7	5	12	17	9	2	2	7	3	-	63	-	-	-
Pipefitters, maintenance	352	2.24	-	-	-	-	-	-	-	10	-	16	24	11	17	20	19	31	46	22	31	24	20	-	-	59	2	-	
Manufacturing	320	2.24	-	-	-	-	-	-	-	10	-	16	24	11	15	12	17	21	46	21	31	22	13	-	-	59	2	-	
Sheet-metal workers, maintenance	139	2.28	-	-	-	-	-	-	-	-	-	8	2	5	7	14	5	19	6	7	15	17	5	5	4	-	18	2	
Manufacturing	130	2.30	-	-	-	-	-	-	-	-	-	8	2	5	6	9	4	18	6	6	15	17	5	5	4	-	18	2	
Tool-and-die makers	1,588	2.45	-	-	-	-	-	-	-	-	-	-	-	1	9	8	29	57	91	74	77	200	243	111	400	264	18	6	
Manufacturing	1,586	2.45	-	-	-	-	-	-	-	-	-	-	-	1	9	8	28	57	90	74	77	200	243	111	400	264	18	6	

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 Milwaukee, Wis., by industry division, April 1954)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																									
			Under \$ 0.95	\$ 0.95 and under 1.00	\$ 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	\$ 2.10	\$ 2.20	\$ 2.30 and over
Guards	608	1.69	-	1	-	4	-	9	2	31	1	5	9	21	33	66	34	72	55	42	51	98	7	50	9	8	-	-
Manufacturing	585	1.70	-	-	4	-	7	1	31	-	5	8	20	26	65	32	72	55	42	51	92	7	50	9	8	-	-	
Janitors, porters, and cleaners (men)	2,364	1.49	27	48	54	112	65	55	56	98	87	112	98	134	250	259	279	154	242	34	69	80	43	4	4	-	-	
Manufacturing	1,649	1.57	-	-	1	18	14	25	8	51	42	82	86	101	223	244	255	90	205	27	61	68	43	1	4	-	-	
Nonmanufacturing	715	1.30	27	48	53	94	51	30	48	47	45	30	12	33	27	15	24	64	37	7	8	12	-	3	-	-	-	
Janitors, porters, and cleaners (women)	1,165	1.19	133	60	111	345	12	100	5	14	32	67	30	36	13	32	164	11	-	-	-	-	-	-	-	-	-	
Manufacturing	518	1.38	30	8	14	48	11	34	-	8	32	52	30	36	8	32	164	11	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	647	1.04	103	52	97	297	1	66	5	6	-	15	-	-	5	-	-	-	-	-	-	-	-	-	-	-	-	
Laborers, material handling	3,774	1.74	8	83	16	9	34	4	45	61	83	96	93	219	120	305	284	435	213	245	175	123	285	48	279	58	335	118
Manufacturing	2,720	1.75	-	1	-	-	-	-	37	42	68	76	91	212	106	232	267	427	190	161	67	50	75	29	81	55	335	118
Nonmanufacturing	1,054	1.71	8	82	16	9	34	4	8	19	15	20	2	7	14	73	17	8	23	84	108	73	210	19	198	3	-	-
Order fillers	1,628	1.80	1	2	14	-	14	-	3	10	2	22	20	23	45	53	99	195	61	156	63	183	174	265	173	47	3	-
Manufacturing	812	1.78	1	2	-	-	4	-	2	-	-	4	6	3	26	19	92	190	18	89	48	57	18	189	38	4	2	-
Nonmanufacturing	816	1.83	-	-	14	-	10	-	1	10	2	18	14	20	19	34	7	5	43	67	15	126	156	76	135	43	1	-
Packers, shipping (men)	985	1.75	-	-	8	-	-	9	-	8	15	17	21	36	17	113	40	102	67	142	66	52	44	129	37	59	3	-
Manufacturing	876	1.75	-	-	8	-	-	9	-	6	15	17	21	28	15	84	40	85	64	142	66	50	24	112	30	58	2	-
Nonmanufacturing	109	1.74	-	-	-	-	-	-	-	2	-	-	-	8	2	29	-	17	3	-	-	2	20	17	7	1	1	-
Packers, shipping (women)	361	1.34	26	10	50	20	20	9	26	9	13	5	-	2	74	30	3	7	8	47	-	2	-	-	-	-	-	-
Manufacturing	275	1.40	-	-	24	18	20	9	26	9	13	5	-	2	68	28	1	4	8	40	-	-	-	-	-	-	-	-
Nonmanufacturing	86	1.14	26	10	26	2	-	-	-	-	-	-	-	-	6	2	2	3	-	7	-	2	-	-	-	-	-	-
Receiving clerks	360	1.83	-	-	-	-	-	-	1	3	1	6	3	11	10	5	24	8	30	36	22	65	49	14	24	46	1	1
Manufacturing	193	1.83	-	-	-	-	-	-	-	-	-	-	-	-	3	-	22	6	30	15	14	28	45	14	12	4	-	
Nonmanufacturing	167	1.84	-	-	-	-	-	-	1	3	1	6	3	11	7	5	2	2	-	21	8	37	4	-	12	42	1	1
Shipping clerks	252	1.88	-	-	-	-	-	-	-	-	-	-	-	10	-	3	6	13	38	29	18	25	21	5	35	45	-	4
Manufacturing	178	1.84	-	-	-	-	-	-	-	-	-	-	-	-	3	6	12	38	22	18	22	18	5	32	-	-	2	
Nonmanufacturing	74	1.97	-	-	-	-	-	-	-	-	-	-	-	10	-	-	-	1	-	7	-	3	3	-	3	45	-	2
Shipping-and-receiving clerks	227	1.83	-	-	-	-	-	-	4	-	6	-	-	1	4	-	24	27	31	11	24	52	18	2	21	2	-	
Manufacturing	144	1.83	-	-	-	-	-	-	-	-	-	-	-	-	-	-	24	19	29	8	13	34	4	-	11	2	-	
Truckdrivers, light (under 1½ tons)	351	1.90	-	-	-	-	-	-	8	-	1	13	3	-	1	43	5	2	12	3	28	3	-	226	3	-	-	
Manufacturing	114	1.67	-	-	-	-	-	-	7	-	-	12	-	-	1	43	-	2	12	3	27	3	-	4	-	-	-	
Truckdrivers, medium (1½ to and including 4 tons)	938	1.91	-	-	-	-	-	10	-	-	10	50	-	13	11	17	6	15	77	12	99	51	35	18	215	299	-	-
Manufacturing	392	1.83	-	-	-	-	-	-	-	-	-	-	-	13	2	17	6	15	75	12	99	24	32	18	75	4	-	-
Nonmanufacturing	546	1.98	-	-	-	-	-	10	-	-	10	50	-	-	9	-	-	-	2	-	-	27	3	-	140	295	-	-
Public utilities*	355	2.10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	18	-	-	-	42	295	-	-

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 Milwaukee, Wis., by industry division, April 1954)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																									
			Under \$ 0.95	\$ 0.95 and under 1.00	\$ 1.00 1.05	\$ 1.05 1.10	\$ 1.10 1.15	\$ 1.15 1.20	\$ 1.20 1.25	\$ 1.25 1.30	\$ 1.30 1.35	\$ 1.35 1.40	\$ 1.40 1.45	\$ 1.45 1.50	\$ 1.50 1.55	\$ 1.55 1.60	\$ 1.60 1.65	\$ 1.65 1.70	\$ 1.70 1.75	\$ 1.75 1.80	\$ 1.80 1.85	\$ 1.85 1.90	\$ 1.90 1.95	\$ 1.95 2.00	\$ 2.00 2.10	\$ 2.10 2.20	\$ 2.20 2.30	\$ 2.30 and over
Truckdrivers, heavy (over 4 tons, trailer type) -----	1,021	\$ 2.12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	4	7	8	-	8	56	876	-	59
Manufacturing -----	91	2.18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	4	3	6	-	7	9	-	59	
Nonmanufacturing -----	930	2.12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	2	-	1	47	876	-	-
Public utilities* -----	734	2.13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	733	-	-
Truckdrivers, heavy (over 4 tons, other than trailer type) -----	428	2.09	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	-	-	6	7	147	264	-	-
Nonmanufacturing -----	417	2.10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	-	-	-	3	146	264	-	-
Public utilities* -----	142	2.12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	18	123	-	-	
Truckers, power (forklift) -----	696	1.87	-	-	-	10	-	-	-	-	9	-	16	-	5	33	25	19	57	66	62	98	21	174	12	4	4	³ 81
Manufacturing -----	651	1.88	-	-	-	-	-	-	-	9	-	16	-	5	32	25	19	57	64	62	94	11	170	-	2	4	81	
Truckers, power (other than forklift) -----	223	1.74	-	-	-	-	-	-	-	-	-	-	-	-	24	26	19	19	15	57	25	25	2	2	2	-	2	5
Manufacturing -----	204	1.73	-	-	-	-	-	-	-	-	-	-	-	-	24	26	19	19	15	57	25	7	1	2	2	-	2	5
Watchmen -----	698	1.32	⁴ 77	61	55	14	51	11	64	37	16	10	29	28	36	46	66	20	6	14	9	44	-	-	1	2	1	-
Manufacturing -----	390	1.47	-	-	4	9	19	6	58	29	10	6	29	20	32	46	55	20	4	14	-	29	-	-	-	-	-	-

¹ Excludes premium pay for overtime and nightwork.

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

³ Workers were distributed as follows: 51 at \$2.30 to \$2.40; 18 at \$2.40 to \$2.50; 12 at \$2.50 to \$2.60.

⁴ Workers were distributed as follows: 10 at \$0.85 to \$0.90; 67 at \$0.90 to \$0.95.

* 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	93.4	85.6	15.9	3.9
With shift pay differential	92.4	85.0	15.7	3.8
Uniform cents (per hour)	80.9	64.2	13.7	2.3
Under 5 cents	1.1	-	.3	-
5 cents	18.7	.6	2.7	-
6 cents	3.9	-	1.2	-
7 or 7½ cents	20.7	4.5	3.4	(2)
8 cents	15.0	2.5	2.3	.1
9 cents	1.7	2.4	.1	.1
10 cents	16.5	25.7	2.6	.9
11 cents	-	3.7	-	(2)
12 cents	2.0	15.6	.5	.9
12½ cents	-	.8	-	.1
Over 12½ and under 15 cents .....	.6	1.5	.4	.1
15 cents .....	.6	5.8	.1	.1
Over 15 cents	-	1.0	-	.1
Uniform percentage	11.5	11.5	2.0	.4
5 percent	6.8	-	1.3	-
6 percent	2.9	-	.5	-
7½ percent	-	3.7	-	-
9 percent	-	2.9	-	.3
10 percent	1.8	5.0	.3	.2
Other ³	-	9.2	-	1.0
No shift pay differential	1.0	.6	.2	.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 Includes provisions for full day's pay for reduced hours in combination with a cents or percentage differential.

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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*	All industries ³	Manufacturing	Public utilities*
All workers -----	100.0	100.0	100.0	100.0	100.0	100.0
Under 37½ hours -----	2.2	-	0.6	3.6	3.5	-
37½ hours -----	11.3	3.6	-	2.1	2.3	-
Over 37½ and under 40 hours -----	2.5	1.6	-	-	-	-
40 hours -----	81.1	94.4	99.2	76.4	77.9	88.8
Over 40 and under 44 hours -----	1.8	-	.2	2.4	-	-
44 hours -----	1.0	.5	-	1.7	.8	3.4
45 hours -----	-	-	-	7.3	10.0	-
Over 45 and under 48 hours -----	-	-	-	1.2	1.6	-
48 hours -----	-	-	-	3.8	2.9	-
Over 48 hours -----	-	-	-	1.6	1.0	7.8

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.

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 -----	99.9	100.0	100.0	92.7	97.1	87.7
Less than 6 days -----	-	-	-	1.8	2.5	-
6 days -----	72.6	77.1	85.0	81.6	84.7	79.7
7 days -----	18.0	21.4	15.0	6.2	7.4	7.6
8 days -----	8.6	1.5	-	1.8	2.5	-
9 days -----	.5	-	-	-	-	-
10 days -----	-	-	-	(⁴)	-	.4
11 days -----	.2	-	-	-	-	-
Other ⁵ -----	(⁴)	-	-	1.3	-	-
Workers in establishments providing no paid holidays -----	.1	-	-	7.3	2.9	12.3

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.

⁴ Less than 0.05 percent.

⁵ Three to six days, according to length of service.

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

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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 *	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 -----	100.0	100.0	100.0	98.9	100.0	100.0
Length-of-time payment -----	99.1	98.5	100.0	82.3	78.1	92.6
1 week -----	47.9	55.3	65.5	71.8	73.1	74.8
Over 1 but less than 2 weeks -----	.3	.4	-	1.1	1.5	-
2 weeks -----	50.9	42.8	34.5	9.4	3.5	17.8
Percentage payment ³ -----	.9	1.5	-	16.6	21.9	7.4
2 percent -----	.9	1.5	-	13.2	17.3	7.4
Over 2 but less than 3 percent -----	-	-	-	3.4	4.7	-
Workers in establishments providing no paid vacations -----	-	-	-	1.1	-	-
<u>After 2 years of service</u>						
Workers in establishments providing paid vacations -----	100.0	100.0	100.0	98.9	100.0	100.0
Length-of-time payment -----	99.1	98.5	100.0	82.3	78.1	92.6
1 week -----	9.8	11.6	3.6	46.9	54.3	18.2
Over 1 but less than 2 weeks -----	1.5	2.5	-	11.0	15.0	-
2 weeks -----	87.8	84.3	96.4	24.5	8.8	74.4
Percentage payment ³ -----	.9	1.5	-	16.6	21.9	7.4
2 percent -----	-	-	-	8.0	10.9	-
Over 2 but less than 3 percent -----	.9	1.5	-	8.0	11.0	-
4 percent -----	-	-	-	.5	-	7.4
Workers in establishments providing no paid vacations -----	-	-	-	1.1	-	-
<u>After 3 years of service</u>						
Workers in establishments providing paid vacations -----	100.0	100.0	100.0	98.9	100.0	100.0
Length-of-time payment -----	99.1	98.5	100.0	82.3	78.1	92.6
1 week -----	5.1	7.5	-	31.7	38.7	3.3
Over 1 but less than 2 weeks -----	2.1	3.4	-	13.2	17.8	-
2 weeks -----	91.4	86.8	100.0	37.5	21.5	89.3
3 weeks -----	.5	.8	-	-	-	-
Percentage payment ³ -----	.9	1.5	-	16.6	21.9	7.4
2 percent -----	-	-	-	8.0	10.9	-
Over 2 but less than 3 percent -----	-	-	-	2.3	3.1	-
Over 3 but less than 4 percent -----	.9	1.5	-	5.8	7.9	-
4 percent -----	-	-	-	.5	-	7.4
Workers in establishments providing no paid vacations -----	-	-	-	1.1	-	-

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 5 years of service</u>						
Workers in establishments providing paid vacations -----	100.0	100.0	100.0	98.9	100.0	100.0
Length-of-time payment -----	99.1	98.5	100.0	82.3	78.1	92.6
1 week -----	-	-	-	.9	-	-
Over 1 but less than 2 weeks -----	.3	.5	-	1.7	2.3	-
2 weeks -----	96.9	95.7	100.0	75.7	72.9	89.2
Over 2 but less than 3 weeks -----	.2	.4	-	1.7	2.4	-
3 weeks -----	1.7	1.9	-	2.3	.6	3.4
Percentage payment ³ -----	.9	1.5	-	16.6	21.9	7.4
4 percent -----	.7	1.5	-	13.6	17.9	7.4
Over 4 but less than 6 percent -----	-	-	-	2.9	4.0	-
Workers in establishments providing no paid vacations -----	-	-	-	1.1	-	-
<u>After 10 years of service</u>						
Workers in establishments providing paid vacations -----	100.0	100.0	100.0	98.9	100.0	100.0
Length-of-time payment -----	99.1	98.5	100.0	82.3	78.1	92.6
1 week -----	-	-	-	.9	-	-
Over 1 but less than 2 weeks -----	.3	.5	-	.5	.6	-
2 weeks -----	79.0	78.6	66.0	59.5	60.8	49.7
Over 2 but less than 3 weeks -----	2.5	3.9	-	4.3	5.9	-
3 weeks -----	17.2	15.5	34.0	17.2	10.7	43.0
Percentage payment ³ -----	.9	1.5	-	16.6	21.9	7.4
4 percent -----	.9	1.5	-	12.2	15.9	7.4
Over 4 but less than 6 percent -----	-	-	-	4.1	5.7	-
6 percent -----	-	-	-	.2	.3	-
Workers in establishments providing no paid vacations -----	-	-	-	1.1	-	-
<u>After 15 years of service</u>						
Workers in establishments providing paid vacations -----	100.0	100.0	100.0	98.9	100.0	100.0
Length-of-time payment -----	99.1	98.5	100.0	82.3	78.1	92.6
1 week -----	-	-	-	.9	-	-
2 weeks -----	18.3	11.7	4.0	13.2	7.1	.4
Over 2 but less than 3 weeks -----	.3	.5	-	1.7	2.1	-
3 weeks -----	80.3	85.9	96.0	64.2	65.6	92.2
Over 3 but less than 4 weeks -----	.2	.4	-	2.4	3.3	-
Percentage payment ³ -----	.9	1.5	-	16.6	21.9	7.4
4 percent -----	.9	1.5	-	3.3	3.8	7.4
Over 4 but less than 6 percent -----	-	-	-	.6	.9	-
6 percent and over -----	-	-	-	12.6	17.2	-
Workers in establishments providing no paid vacations -----	-	-	-	1.1	-	-

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 20 years of service</u>						
Workers in establishments providing paid vacations -----	100.0	100.0	100.0	98.9	100.0	100.0
Length-of-time payment -----	99.1	98.5	100.0	82.3	78.1	92.6
1 week -----	-	-	-	.9	-	-
2 weeks -----	16.8	10.9	4.0	12.3	6.6	.4
Over 2 but less than 3 weeks -----	.3	.5	-	1.7	2.1	-
3 weeks -----	80.1	84.4	96.0	64.2	65.7	92.2
Over 3 but less than 4 weeks -----	.2	.4	-	2.4	3.3	-
4 weeks and over -----	1.6	2.2	-	.9	.4	-
Percentage payment ³ -----	.9	1.5	-	16.6	21.9	7.4
4 percent -----	.9	1.5	-	3.3	3.8	7.4
Over 4 but less than 6 percent -----	-	-	-	.6	.9	-
6 percent and over -----	-	-	-	12.6	17.2	-
Workers in establishments providing no paid vacations -----	-	-	-	1.1	-	-
<u>After 25 years of service</u>						
Workers in establishments providing paid vacations -----	100.0	100.0	100.0	98.9	100.0	100.0
Length-of-time payment -----	99.1	98.5	100.0	82.3	78.1	92.6
1 week -----	-	-	-	.9	-	-
2 weeks -----	14.7	10.4	4.0	11.9	6.0	.4
Over 2 but less than 3 weeks -----	-	-	-	1.2	1.5	-
3 weeks -----	76.4	83.1	81.8	57.0	63.4	83.8
Over 3 but less than 4 weeks -----	.5	.9	-	2.9	3.9	-
4 weeks and over -----	7.5	4.1	14.1	8.5	3.2	8.4
Percentage payment ³ -----	.9	1.5	-	16.6	21.9	7.4
4 percent -----	.9	1.5	-	3.3	3.8	7.4
Over 4 but less than 6 percent -----	-	-	-	.6	.9	-
6 percent and over -----	-	-	-	12.6	17.2	-
Workers in establishments providing no paid vacations -----	-	-	-	1.1	-	-

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 Percent of annual earnings.

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

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

Type of plan	Percent of office workers employed in--			Percent of plant workers employed in--		
	All industries 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	92.0	96.3	99.7	89.3	93.6	100.0
Accidental death and dismemberment insurance	50.8	66.5	37.4	50.9	59.3	41.5
Sickness and accident insurance	68.0	89.5	35.0	77.4	91.5	40.8
Sick leave (full pay and no waiting period)	36.8	36.2	39.2	3.9	.8	1.4
Sick leave (partial pay or waiting period)	5.2	-	41.1	7.5	.6	60.0
Hospitalization insurance	88.3	97.5	56.0	88.5	95.8	68.8
Surgical insurance	86.7	97.5	53.9	86.4	95.4	68.8
Medical insurance	64.5	73.4	37.0	64.5	72.0	57.9
Catastrophe insurance	2.4	1.4	-	1.4	1.1	-
Retirement pension	78.8	82.9	93.1	65.9	69.4	71.4
Health, insurance, or pension plan not listed above	6.3	1.9	43.6	3.7	1.6	22.7
No health, insurance, or pension plan	1.9	1.3	.3	4.2	2.5	-

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), communications, 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 -----	59.5	74.9	92.6	88.7	97.2	92.6
Time and one-half -----	57.7	72.5	91.9	73.2	76.5	92.2
Effective after less than 8 hours -----	1.5	1.4	-	.4	.6	-
Effective after 8 hours -----	56.2	71.1	91.9	71.0	75.9	92.2
Effective after more than 8 hours -----	-	-	-	1.7	-	-
Double time -----	-	-	-	.4	-	-
Other ³ -----	1.8	2.3	.8	15.1	20.7	.4
Workers in establishments providing no premium pay or having no policy -----	40.5	25.1	7.4	11.3	2.8	7.4
<u>Weekly overtime</u>						
Workers in establishments providing premium pay -----	96.8	100.0	94.9	95.4	100.0	92.6
Time and one-half -----	85.5	97.5	94.2	93.7	98.2	92.2
Effective after less than 40 hours -----	1.8	1.4	-	.9	1.2	-
Effective after 40 hours -----	83.1	96.1	94.2	88.8	97.0	92.2
Effective after more than 40 hours -----	.6	-	-	4.0	-	-
Double time -----	-	-	-	.4	-	-
Other ³ -----	11.3	2.5	.8	1.3	1.8	.4
Workers in establishments providing no premium pay or having no policy -----	3.2	-	5.1	4.6	-	7.4

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.

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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 *	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 -----	61.7	70.9	90.6	82.1	95.6	87.7
Regular rate only -----	.5	-	-	-	-	-
Time and one-half -----	3.6	-	-	.7	-	-
Double time -----	40.8	53.8	47.0	43.2	48.8	58.8
Double time and one-half -----	5.3	2.6	13.4	11.0	12.2	6.9
Triple time -----	11.5	14.5	30.3	27.1	34.5	22.0
Equal time off -----	-	-	-	.1	.2	-
Workers in establishments with no formal policy -----	38.3	29.1	9.4	10.7	1.5	-
Workers in establishments with no paid holidays -----	.1	-	-	7.3	2.9	12.3

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.

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

Item	Percent of office workers employed in—			Percent of plant workers employed in—		
	All industries ¹	Manufacturing	Public utilities *	All industries ²	Manufacturing	Public utilities *
WAGE STRUCTURE FOR TIME-RATED WORKERS³						
All workers -----	100	100	100	100	100	100
Formal rate structure -----	73	81	87	91	94	100
Single rate -----	1	-	1	43	45	40
Range of rates -----	72	81	86	48	49	60
Individual rates -----	27	19	13	9	6	-
METHOD OF WAGE PAYMENT FOR PLANT WORKERS						
All workers -----	DATA NOT COLLECTED			100	100	100
Time workers -----				62	59	77
Incentive workers -----				38	41	23
Piecework -----				14	19	-
Bonus work -----				18	22	16
Commission -----				6	-	7
LABOR-MANAGEMENT AGREEMENTS⁴						
Workers in establishments with agreements covering a majority of such workers -----	19	13	50	82	91	100

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 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.

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About two-thirds of the workers in New York City are employed in various nonmanufacturing industries such as in wholesale and retail trade, and in establishments engaged in finance, insurance, and real estate. New York City is also one of the most important centers of certain manufacturing industries, e. g., the apparel trades which provide employment for several hundred thousand workers. Other large groups are employed in printing and publishing, food processing, metal fabricating, and establishments manufacturing electrical and nonelectrical machinery and equipment.

This year's annual study presents data from 585 establishments employing nearly 555,000 workers—selected to represent an estimated 4,783 establishments employing 1,461,000 workers in 6 major industry groupings. (See table following.)

Wage Structure

Four out of five plant (nonoffice) workers in New York City were paid on a time-rate rather than on an incentive basis. Eighty percent of the time-rated plant workers were employed in establishments with formal wage structures which provided a single rate or range of rates for each job classification. These workers were about evenly divided between those in establishments with single rates for each job and those with a range of rates for each job. Among the industry groups surveyed, formal wage structures were most prevalent in the public-utility group. Nine-tenths of the public-utility plant workers were in establishments with specified rate ranges for each job classification.

Over a third of the office workers were in establishments which determined rates for these workers primarily with reference to the qualifications of the individual worker. Nearly all of the other office workers were in establishments with a formal range of rates for each job classification.

A fifth of the plant workers in New York City were paid on an incentive basis. In manufacturing, nearly a third of the production workers were incentive workers; a large proportion of these were piece workers in the apparel industries.

Of the 585 establishments studied in New York City, 104 reported wage structures in which the jobs had been formally grouped into labor grades. Labor-grade systems were established under office wage structures more often than plant wage structures. The systems applied to both plant and office wage structures in 37 establishments, to office only in 57, and to plant only in 10 establishments. Most of the 31 manufacturing establishments reporting labor-grade systems were in metalworking industries. Although the number of labor grades employed varied widely most of the systems ranged from 5 to 12 grades.

Occupational Pay Levels

Women secretaries and general stenographers in the New York City area averaged \$71.50 and \$57 a week, respectively, in February 1954. Among the women's clerical jobs studied secretaries were the highest paid and office girls, averaging \$42, were the lowest paid. Copy typists and routine file clerks, averaged \$49 and \$45, respectively, and were the only other women's office jobs studied with average weekly salaries of less than \$50. Earnings for nearly all women's office jobs were from \$1.50 to \$3.50 higher than in February 1953.

Among the skilled maintenance trades studied, straight-time average hourly earnings ranged from \$1.88 for painters to \$2.41 for tool-and-die makers. Electricians, mechanics, and sheet-metal workers employed in maintenance work averaged \$2.15 an hour. Maintenance trades helpers averaged \$1.69 an hour. Average hourly earnings of maintenance workers were generally 8 to 12 cents higher than in February 1953. Average earnings of custodial workers studied were: \$1.56 for guards; \$1.38 for watchmen; and \$1.35 and \$1.20, respectively, for men and women janitors. Among the numerically most important material-movement jobs studied were men shipping packers (\$1.42), laborers engaged in handling materials (\$1.62), order fillers (\$1.62), and drivers of medium-sized trucks (\$1.98). Drivers of heavy trucks (other than trailer type) averaged \$2.41, reflecting, in part, the relatively high earnings under bonus plans recorded for nearly a fifth of the drivers in manufacturing. Cents-per-hour increases (over February 1953) in average hourly earnings for these custodial and material-movement jobs tended to be somewhat smaller than for the skilled maintenance trades.

Pay levels for similar jobs tended to be somewhat higher in manufacturing than in the nonmanufacturing industries. Average weekly salaries were higher in manufacturing for 16 of the 26 office jobs permitting comparison. Among the plant jobs permitting comparisons, 10 out of 12 maintenance jobs had higher average earnings in manufacturing, but among custodial and material-movement jobs earnings were higher in manufacturing in only half the jobs.

Cost-of-Living and Annual Improvement Adjustments

Plans calling for periodic wage adjustments based on changes in the cost-of-living were infrequent in this area. Of the 585 establishments studied only 7 in manufacturing, 4 in trade, and 2 in finance had provisions for such adjustments. In 5 establishments the provisions applied to both plant and office workers, in 6 to plant workers only, and in 2 to office workers only. None of the establishments studied had provisions for annual improvement (productivity) adjustments.

Labor-Management Agreements

Four-fifths of the New York City area plant workers in the industry and establishment-size groups covered in the study were employed in establishments with labor-management agreements covering a majority of their plant workers. Nine-tenths of the plant workers in manufacturing were in such establishments as compared with about three-fourths of the plant workers in nonmanufacturing.

About an eighth of the office workers were employed in establishments with labor-management agreements covering a majority of their office workers. The highest coverage among office workers (about five-eighths) was in the public-utility group.

Work Schedules

Seven-tenths of the plant workers in New York City were scheduled to work a 40-hour week in February 1954. About a tenth of the plant workers were in establishments which operated on longer schedules compared with about a fifth with shorter schedules. Nearly nine-tenths of the women office workers on the other hand were scheduled to work fewer than 40 hours a week; of these, over half were scheduled to work a 35-hour week.

Overtime Pay

Fully 95 percent of both plant and office workers were employed in establishments having provision for the payment of a premium rate for work in excess of the worker's scheduled weekly hours. For plant workers, this provision was usually one and a half times the regular rate for work in excess of 40 hours. The majority of the office workers were scheduled to work less than 40 hours but their overtime premium pay generally did not start until after 40 hours had been worked. Over four-fifths of the plant workers as compared with less than two-fifths of the office workers were employed in establishments with provisions for premium pay, usually time and a half, for hours worked in excess of daily scheduled hours.

Shift Operations

An eighth of the plant labor force in manufacturing were employed on evening or night shifts at the time of the survey. Nearly all shift workers received a differential over day shift rates. The differential was most often a uniform cents addition to first shift rates, the amount of the differential varying among the establishments studied.

Establishments and Workers Within Scope of Survey and Number Studied in New York, N. Y.,¹ by Major Industry Division, February 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	-	4,783	585	1,460,900	554,750	167,320
Manufacturing	101	1,354	159	404,000	105,560	15,350
Nonmanufacturing	-	3,218	373	973,400	403,850	125,980
Transportation (excluding railroads), communication, and other public utilities	101	262	54	239,300	163,700	32,340
Wholesale trade	51	935	79	135,100	20,910	8,030
Retail trade (except limited-price variety stores)	101	351	52	180,200	73,720	8,450
Finance, insurance, and real estate	51	757	77	237,000	92,420	63,860
Services ³	51	913	111	181,800	53,100	13,300
Central offices	51	211	53	83,500	45,340	25,990

¹ The New York City Area (Bronx, Kings, New York, Queens, and Richmond Counties, N. Y.).

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.

Paid Holidays

Virtually all office and plant workers were employed in establishments that provided holidays with pay. A majority of the plant workers received 6, 7, or 8 full-day holidays, whereas the majority of the office workers received 10, 11, or 12 full-day holidays. About five-sixths of the office workers in the finance industry group, and three-fourths in the public-utility group were in firms with provisions for 11 or more paid holidays a year. Over four-fifths of the plant and three-fourths of the office workers were in establishments which had extra pay provisions for work performed on paid holidays. Double time (including holiday pay) was the most common provision; provisions for double time and one-half were also quite common.

Paid Vacations

Virtually all workers, plant and office, were in establishments having formal provisions for paid vacations. Vacation pay was based on the worker's regular rate for a specified period of time for all except a small proportion of the plant workers re-

ceiving a percentage of annual earnings or a flat sum. Vacation provisions for office workers were more liberal than for plant workers. Over nine-tenths of the office workers qualified for 2 weeks' vacation after a year of service whereas plant workers more commonly qualified for a 1-week vacation after a year. After 25 years of service, over a third of the office workers as compared with about a tenth of the plant workers were eligible for 4 weeks or more of vacation.

Health, Insurance, and Pension Plans

Nearly all of the workers were employed in establishments which paid at least part of the cost of one or more forms of employee health, insurance, or pension plans. Benefits provided for a majority of both plant and office workers included life insurance, hospitalization, surgical insurance, and pension plans. Sickness and accident insurance was available to about two-thirds of the plant workers as compared with less than half of the office workers, but nearly half of the office workers were in establishments with formal sick leave plans as compared with only about three-tenths 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 New York, N. Y., by industry division, February 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 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		
<u>Men</u>																											
Billers, machine (billing machine) -----	154	36.0	\$ 58.00	-	-	-	-	-	9	-	24	-	20	50	10	-	33	3	5	-	-	-	-	-	-	-	-
Nonmanufacturing -----	138	36.0	57.50	-	-	-	-	-	9	-	24	-	20	49	-	-	33	1	2	-	-	-	-	-	-	-	-
Bookkeeping-machine operators, class A -----	308	36.0	70.00	-	-	-	-	-	-	-	-	-	14	5	14	20	49	47	64	77	15	-	3	-	-	-	-
Nonmanufacturing -----	258	35.5	70.00	-	-	-	-	-	-	-	-	-	-	5	14	20	44	43	64	54	11	-	3	-	-	-	-
Finance** -----	205	35.5	70.00	-	-	-	-	-	-	-	-	-	-	2	14	1	44	43	44	43	11	-	3	-	-	-	-
Bookkeeping-machine operators, class B -----	219	37.5	58.00	-	-	-	-	6	4	16	19	17	36	8	64	-	33	1	4	11	-	-	-	-	-	-	-
Nonmanufacturing -----	171	37.5	59.00	-	-	-	-	6	4	16	8	14	17	-	57	-	33	1	4	11	-	-	-	-	-	-	-
Clerks, accounting, class A -----	4,989	36.5	74.00	-	-	-	-	16	58	106	102	84	145	70	467	276	332	313	694	677	479	512	332	144	182	-	-
Manufacturing -----	515	36.5	79.00	-	-	-	-	-	-	-	-	-	-	-	20	13	55	34	68	89	69	81	51	6	29	-	-
Nonmanufacturing -----	3,725	37.0	73.50	-	-	-	-	16	58	98	89	78	138	57	350	201	234	202	492	489	351	382	250	128	112	-	-
Public utilities* -----	537	37.5	79.00	-	-	-	-	-	-	-	14	7	11	18	21	29	30	59	98	121	48	10	34	36	-	-	-
Wholesale trade -----	1,036	37.0	76.50	-	-	-	-	-	26	13	-	-	39	6	111	66	44	85	79	133	84	105	142	54	49	-	-
Retail trade ² -----	327	40.0	72.50	-	-	-	-	-	6	-	-	-	13	-	17	6	3	16	94	131	19	22	-	-	-	-	-
Finance** -----	1,457	36.0	69.00	-	-	-	-	16	32	79	64	68	58	32	158	104	135	69	168	84	78	203	69	32	8	-	-
Services -----	368	37.0	73.50	-	-	-	-	-	-	-	11	3	27	8	46	4	23	2	92	43	49	4	29	8	19	-	-
Central offices -----	749	35.0	74.00	-	-	-	-	-	8	13	6	7	13	97	62	43	77	134	99	59	49	31	10	41	-	-	-
Clerks, accounting, class B -----	2,529	36.5	58.50	-	8	19	52	56	174	198	246	167	399	157	347	85	149	55	135	167	46	41	7	14	7	-	-
Manufacturing -----	401	37.0	62.00	-	-	-	-	3	33	18	20	18	96	3	44	23	27	19	25	39	20	7	-	-	6	-	-
Nonmanufacturing -----	1,826	37.0	58.00	-	8	19	52	53	129	160	198	126	240	126	237	58	102	34	100	108	24	31	7	14	-	-	-
Public utilities* -----	214	36.5	62.00	-	-	3	2	18	9	22	5	19	26	24	12	23	6	13	13	4	9	5	1	-	-	-	-
Wholesale trade -----	501	38.0	64.50	-	-	13	-	-	2	15	40	13	47	36	81	25	31	20	44	87	14	20	-	13	-	-	-
Retail trade ² -----	143	39.5	55.50	-	-	-	-	17	-	10	24	-	16	3	63	4	-	2	4	-	-	-	-	-	-	-	-
Finance** -----	794	36.0	54.00	-	8	6	49	34	75	117	66	85	146	48	52	17	35	3	35	8	6	2	2	-	-	-	-
Services -----	174	37.0	54.00	-	-	-	-	-	34	9	46	23	12	13	17	-	13	3	4	-	-	-	-	-	-	-	-
Central offices -----	302	35.5	59.00	-	-	-	-	-	12	20	28	23	63	28	66	4	20	2	10	20	2	3	-	-	1	-	-
Clerks, file, class A -----	218	35.5	58.50	-	-	-	4	8	9	18	61	26	5	4	7	5	27	10	2	7	23	2	-	-	-	-	-
Nonmanufacturing -----	192	35.5	58.00	-	-	-	4	5	7	18	61	24	4	4	7	3	24	4	-	3	23	1	-	-	-	-	-
Clerks, file, class B -----	553	37.0	44.00	76	23	48	50	102	133	30	25	23	11	3	9	5	1	8	6	-	-	-	-	-	-	-	-
Nonmanufacturing -----	475	37.0	43.00	76	23	48	35	86	118	29	23	20	2	-	6	-	-	4	5	-	-	-	-	-	-	-	-
Finance** -----	306	36.5	40.00	76	23	44	7	75	60	10	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, order -----	1,952	36.5	70.50	-	-	7	1	-	78	12	158	39	155	88	145	26	132	106	403	228	74	89	12	16	183	-	-
Manufacturing -----	365	36.5	64.00	-	-	-	-	-	51	4	6	15	46	10	11	6	49	42	68	47	4	2	3	1	-	-	-
Nonmanufacturing -----	1,415	36.5	72.50	-	-	7	1	-	27	8	112	24	107	78	115	20	70	62	275	174	49	85	5	15	181	-	-
Wholesale trade -----	1,242	36.5	73.50	-	-	-	-	-	27	7	108	24	96	75	81	20	67	51	224	142	36	85	3	15	181	-	-

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 New York, N. Y., by industry division, February 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 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		
Men - Continued																											
Clerks, payroll -----	827	37.0	70.00	-	-	-	-	39	18	24	30	26	45	13	62	46	91	18	67	107	103	54	27	27	30		
Manufacturing -----	206	37.5	70.00	-	-	-	-	-	9	12	8	14	7	7	12	2	29	4	29	20	19	5	13	6	10		
Nonmanufacturing -----	571	37.0	70.00	-	-	-	-	39	9	12	22	12	38	6	44	31	53	14	36	76	82	48	11	18	20		
Public utilities * -----	198	36.5	71.00	-	-	-	-	-	7	-	10	2	24	4	8	5	42	3	6	24	34	5	11	3	10		
Wholesale trade -----	137	37.5	68.00	-	-	-	-	20	-	1	-	-	4	-	13	24	-	6	12	25	11	21	-	-			
Finance ** -----	103	36.0	68.50	-	-	-	-	19	2	-	6	-	4	-	12	2	4	3	13	2	22	6	-	1	7		
Duplicating-machine operators (mimeograph or ditto) -----	645	36.0	48.50	25	6	57	70	42	78	100	115	18	50	26	33	4	11	3	7	-	-	-	-	-	-		
Nonmanufacturing -----	545	36.0	48.50	25	6	54	64	30	62	81	97	8	48	25	23	3	10	2	7	-	-	-	-	-	-		
Wholesale trade -----	147	37.0	50.50	-	-	-	-	-	38	20	67	-	-	-	20	-	2	-	-	-	-	-	-	-	-		
Services -----	275	35.5	45.00	25	6	47	43	26	16	52	22	3	19	14	-	2	-	-	-	-	-	-	-	-	-		
Key-punch operators -----	100	38.0	54.50	-	-	-	6	7	3	-	32	5	8	8	18	6	1	1	4	1	-	-	-	-	-		
Office boys -----	8,269	36.5	42.00	662	1056	928	2468	790	902	598	410	115	112	77	95	7	14	9	13	1	12	-	-	-	-		
Manufacturing -----	1,208	36.5	42.50	73	278	115	228	55	134	161	56	37	6	10	24	5	13	9	-	-	4	-	-	-	-		
Nonmanufacturing -----	5,871	36.5	41.50	558	636	646	1939	598	646	343	268	46	65	53	56	2	1	-	13	1	-	-	-	-	-		
Public utilities * -----	456	37.0	43.50	-	44	69	129	52	65	15	28	10	11	24	6	2	1	-	-	-	-	-	-	-	-		
Wholesale trade -----	1,640	37.0	42.50	53	181	234	491	63	231	181	159	16	6	11	14	-	-	-	-	-	-	-	-	-	-		
Retail trade ² -----	179	37.5	41.50	8	13	30	62	34	20	6	3	1	-	-	-	-	-	-	1	1	-	-	-	-	-		
Finance ** -----	2,469	36.0	42.00	77	278	245	1045	374	183	96	45	16	48	18	32	-	-	-	12	-	-	-	-	-	-		
Services -----	1,127	36.5	38.00	420	120	68	212	75	147	45	33	3	-	-	4	-	-	-	-	-	-	-	-	-	-		
Central offices -----	1,190	35.5	43.50	31	142	167	301	137	122	94	86	32	41	14	15	-	-	-	-	-	8	-	-	-	-		
Secretaries -----	359	36.5	83.00	-	-	-	-	-	-	-	-	-	-	1	19	1	9	13	58	76	53	33	27	20	549		
Nonmanufacturing -----	192	37.0	75.50	-	-	-	-	-	-	-	-	-	-	1	19	-	5	13	40	56	34	16	2	3	3		
Stenographers, general -----	156	37.0	62.50	-	-	-	-	-	-	-	-	2	27	11	21	16	55	18	5	1	-	-	-	-	-		
Tabulating-machine operators -----	2,052	36.5	66.50	-	-	7	39	31	59	57	104	48	129	118	188	106	180	125	228	190	287	93	25	11	7		
Manufacturing -----	144	36.5	70.00	-	-	-	-	-	2	1	4	-	6	8	13	7	18	2	28	21	21	10	1	2	-		
Nonmanufacturing -----	1,569	36.5	67.00	-	-	7	38	30	55	44	58	36	89	94	149	68	142	103	146	152	244	76	23	8	7		
Wholesale trade -----	317	36.5	76.50	-	-	-	-	-	-	-	-	-	5	-	39	12	35	6	22	32	101	34	17	7	7		
Finance ** -----	946	36.0	62.50	-	-	7	38	30	51	30	38	30	81	73	96	50	81	88	88	95	49	15	6	-	-		
Central offices -----	339	35.5	63.50	-	-	1	1	2	12	42	12	54	16	26	30	20	54	17	22	7	1	1	1	-	-		
Typists, class A -----	310	36.0	59.00	-	-	-	2	2	10	7	64	37	19	31	65	11	11	14	3	11	20	-	-	3	-		
Nonmanufacturing -----	203	35.5	60.50	-	-	-	2	-	9	5	39	26	7	31	22	1	11	14	2	11	20	-	-	3	-		
Typists, class B -----	222	37.5	52.00	-	-	3	19	25	7	5	66	4	48	5	18	4	5	1	10	2	-	-	-	-	-		
Nonmanufacturing -----	174	38.0	51.00	-	-	1	19	25	7	5	48	4	39	5	13	-	2	1	4	1	-	-	-	-	-		
Women																											
Billers, machine (billing machine) -----	1,868	36.5	57.50	-	-	2	28	20	100	168	220	104	364	175	255	107	116	42	89	29	18	6	2	21	2		
Manufacturing -----	509	37.0	58.00	-	-	-	-	-	15	20	61	32	124	89	70	35	30	12	10	8	2	1	-	-	-		
Nonmanufacturing -----	1,140	36.5	57.00	-	-	2	28	20	81	144	146	56	185	65	147	57	64	14	79	18	6	3	2	21	2		
Wholesale trade -----	430	36.5	59.00	-	-	-	-	-	31	32	32	20	81	14	75	44	34	7	60	-	-	-	-	-	-		
Finance ** -----	426	36.0	56.50	-	-	-	12	20	18	65	56	29	50	47	43	7	28	3	14	18	6	3	2	3	2		
Services -----	168	39.0	51.50	-	-	2	16	-	10	44	37	4	41	-	10	-	4	-	-	-	-	-	-	-	-		
Central offices -----	219	35.5	60.00	-	-	-	-	-	4	4	13	16	55	21	38	15	22	16	-	3	10	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 New York, N. Y., by industry division, February 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 and under \$37.50	\$37.50 to \$40.00	\$40.00 to \$42.50	\$42.50 to \$45.00	\$45.00 to \$47.50	\$47.50 to \$50.00	\$50.00 to \$52.50	\$52.50 to \$55.00	\$55.00 to \$57.50	\$57.50 to \$60.00	\$60.00 to \$62.50	\$62.50 to \$65.00	\$65.00 to \$67.50	\$67.50 to \$70.00	\$70.00 to \$75.00	\$75.00 to \$80.00	\$80.00 to \$85.00	\$85.00 to \$90.00	\$90.00 to \$95.00	\$95.00 to \$100.00	\$100.00 and over				
Women - Continued																													
Tabulating-machine operators -----	1,016	36.5	\$ 60.50	-	-	-	8	8	54	55	65	78	162	108	135	48	54	67	74	46	43	7	2	2	-	-	-	-	
Nonmanufacturing -----	859	36.5	60.00	-	-	-	6	8	37	48	60	74	144	101	117	38	31	50	64	39	34	6	-	2	-	-	-	-	
Finance ** -----	557	36.5	58.50	-	-	-	2	5	24	47	44	61	97	50	90	30	25	29	29	11	5	6	-	2	-	-	-		
Services -----	131	35.5	64.00	-	-	-	4	-	-	-	12	10	13	23	14	3	-	5	20	20	7	-	-	-	-	-	-		
Transcribing-machine operators, general -----	3,095	36.0	56.00	1	-	22	116	76	221	258	427	179	447	315	394	243	163	103	79	29	7	7	3	4	1	-	-	-	
Manufacturing -----	317	36.5	54.00	-	-	-	51	15	9	23	47	24	37	37	7	11	14	33	9	-	-	-	-	-	-	-	-	-	
Nonmanufacturing -----	2,189	36.0	55.00	1	-	22	65	57	192	205	343	105	357	216	267	123	104	46	51	22	3	2	3	4	1	-	-	-	
Wholesale trade -----	708	36.0	58.50	-	-	-	-	-	20	-	127	10	125	83	167	73	46	25	30	10	2	-	-	-	-	-	-	-	
Finance ** -----	1,179	36.0	53.00	-	-	20	58	53	160	190	169	74	170	114	59	24	37	12	20	10	2	-	2	4	1	-	-		
Services -----	158	36.0	56.00	1	-	2	7	3	6	14	25	7	24	13	19	9	17	7	1	1	1	-	1	-	-	-	-		
Central offices -----	589	36.0	60.00	-	-	-	-	4	20	30	37	50	53	62	120	109	45	24	19	7	4	5	-	-	-	-	-		
Typists, class A -----	8,659	36.0	55.50	-	13	38	185	291	812	1083	1250	839	1044	723	758	427	353	248	159	102	192	71	48	11	12	-	-	-	
Manufacturing -----	1,205	36.5	56.00	-	-	-	-	6	156	167	167	79	134	174	106	44	94	26	5	10	8	5	3	9	12	-	-	-	
Nonmanufacturing -----	6,257	36.0	55.00	-	13	38	185	279	574	839	922	631	702	394	534	322	215	171	113	63	158	61	41	2	-	-	-	-	
Public utilities * -----	700	36.0	54.50	-	-	-	7	90	152	110	82	31	41	22	18	9	13	19	6	3	95	1	1	-	-	-	-	-	
Wholesale trade -----	963	36.5	62.50	-	-	-	-	-	19	18	70	41	134	95	237	96	38	58	38	27	30	46	16	6	2	-	-	-	
Retail trade ² -----	129	37.5	51.50	-	-	-	17	-	18	6	27	15	21	9	12	1	1	1	1	-	-	-	-	-	-	-	-	-	
Finance ** -----	3,264	36.0	52.50	-	7	34	144	178	318	580	598	409	312	216	161	111	73	51	34	6	10	14	6	2	-	-	-	-	
Services -----	1,201	36.0	57.50	-	6	4	17	11	67	125	145	135	194	52	106	105	90	42	34	27	23	-	18	-	-	-	-	-	
Central offices -----	1,197	35.5	58.00	-	-	-	-	6	82	77	161	129	208	155	118	61	44	51	41	29	26	5	4	-	-	-	-		
Typists, class B -----	13,992	36.5	49.00	93	124	498	1226	1682	2901	1846	2298	740	1044	418	446	277	150	74	128	33	8	4	2	-	-	-	-	-	
Manufacturing -----	1,649	36.5	51.00	-	20	22	104	126	324	190	265	98	222	48	91	62	48	3	14	9	3	-	-	-	-	-	-	-	
Nonmanufacturing -----	10,939	36.5	48.00	93	104	462	1052	1428	2350	1523	1827	503	680	279	288	135	63	44	85	18	1	4	-	-	-	-	-	-	
Public utilities * -----	730	38.0	53.00	-	-	-	24	48	166	77	126	57	64	20	47	29	3	1	61	6	1	-	-	-	-	-	-	-	
Wholesale trade -----	2,188	36.5	52.00	-	-	33	20	48	369	311	577	142	306	110	124	75	7	38	22	3	-	3	-	-	-	-	-	-	
Retail trade ² -----	559	37.5	48.00	10	13	16	51	39	159	83	79	8	47	38	6	4	2	1	2	-	1	-	-	-	-	-	-	-	
Finance ** -----	6,303	36.0	46.50	83	69	376	899	1183	1462	844	769	220	167	77	91	27	28	4	-	4	-	-	-	-	-	-	-	-	
Services -----	1,159	36.5	49.00	-	22	37	58	110	194	208	276	76	96	34	20	-	23	-	5	-	-	-	-	-	-	-	-	-	
Central offices -----	1,404	35.5	52.50	-	-	14	70	128	227	133	206	139	142	91	67	80	39	27	29	6	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 Excludes limited-price variety stores.
³ Workers were distributed as follows: 46 at \$27.50 to \$30; 30 at \$32.50 to \$35.
⁴ Workers were distributed as follows: 5 at \$25 to \$27.50; 49 at \$27.50 to \$30; 268 at \$30 to \$32.50; 98 at \$32.50 to \$35.
⁵ Workers were distributed as follows: 15 at \$100 to \$110; 26 at \$110 to \$120; 4 at \$120 to \$130; 4 at \$130 to \$140.
⁶ Workers were at \$32.50 to \$35.
⁷ Workers were distributed as follows: 106 at \$100 to \$105; 10 at \$105 to \$110; 22 at \$110 to \$115; 1 at \$135 to \$140; 19 at \$140 to \$145; 18 at \$150 to \$155.
* 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 New York, N. Y., by industry division, February 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)	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$			
				40.00 and under	45.00	50.00	55.00	60.00	65.00	70.00	75.00	80.00	85.00	90.00	95.00	100.00	105.00	110.00	115.00	120.00	125.00	130.00	140.00	150.00	160.00 and over	
<u>Men</u>																										
Draftsmen, leader	601	38.5	138.00	-	-	-	-	-	-	-	-	-	-	2	19	14	18	26	31	33	53	89	92	163	55	
Manufacturing	170	39.5	126.00	-	-	-	-	-	-	-	-	-	6	-	2	19	7	6	22	-	10	28	23	18	22	7
Nonmanufacturing	282	38.5	144.50	-	-	-	-	-	-	-	-	-	-	-	-	1	11	-	25	15	18	24	39	108	41	
Central offices	149	37.0	139.00	-	-	-	-	-	-	-	-	-	-	-	-	6	1	4	6	8	7	42	35	33	7	
Draftsmen, senior	2,727	38.0	103.50	-	-	-	5	8	25	75	111	191	244	268	278	274	276	200	197	134	142	136	80	74	9	
Manufacturing	623	38.5	94.00	-	-	-	3	5	5	40	24	73	105	87	89	26	60	36	31	23	5	10	1	-	-	
Nonmanufacturing	1,376	39.0	112.00	-	-	-	2	3	14	12	45	52	39	69	97	162	115	135	149	99	115	115	72	73	8	
Public utilities*	99	37.0	110.50	-	-	-	-	-	2	5	17	-	6	4	6	1	7	8	11	-	-	8	16	-	8	
Services	1,193	39.0	113.00	-	-	-	2	3	11	5	13	47	28	48	81	149	101	124	138	97	115	104	54	73	-	
Central offices	728	36.0	96.50	-	-	-	-	-	6	23	42	66	100	112	92	86	101	29	17	12	22	11	7	1	1	
Draftsmen, junior	1,122	38.5	73.00	2	27	62	84	114	168	76	210	121	93	85	66	12	2	-	-	-	-	-	-	-	-	
Manufacturing	473	38.5	71.00	-	4	45	23	61	110	36	82	33	36	13	16	12	2	-	-	-	-	-	-	-	-	
Nonmanufacturing	457	39.0	76.00	-	16	14	40	30	37	9	90	69	42	66	44	-	-	-	-	-	-	-	-	-	-	
Central offices	192	36.0	71.50	2	7	3	21	23	21	31	38	19	15	6	6	-	-	-	-	-	-	-	-	-	-	
Tracers	123	39.5	60.00	10	8	8	27	7	40	23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<u>Women</u>																										
Draftsmen, junior	98	37.5	63.00	2	-	14	14	40	12	6	3	4	2	-	1	-	-	-	-	-	-	-	-	-	-	
Nurses, industrial (registered)	668	37.5	74.00	-	-	18	25	62	114	122	153	95	25	26	18	6	4	-	-	-	-	-	-	-	-	
One-nurse unit	459	37.5	73.00	-	-	18	11	55	86	86	108	44	13	17	13	4	4	-	-	-	-	-	-	-	-	
Multiple-nurse unit	209	37.0	76.50	-	-	-	14	7	28	36	45	51	12	9	5	2	-	-	-	-	-	-	-	-	-	
Manufacturing	222	38.0	74.50	-	-	6	4	24	35	40	59	27	2	10	11	4	-	-	-	-	-	-	-	-	-	
One-nurse unit	199	38.0	73.50	-	-	6	4	24	35	34	54	17	2	10	10	3	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	374	37.5	72.50	-	-	12	19	35	73	74	64	61	15	13	5	1	2	-	-	-	-	-	-	-	-	
One-nurse unit	208	37.0	70.50	-	-	12	5	29	48	46	31	25	3	5	2	-	2	-	-	-	-	-	-	-	-	
Multiple-nurse unit	166	37.5	75.50	-	-	-	14	6	25	28	33	36	12	8	3	1	-	-	-	-	-	-	-	-	-	
Public utilities*	91	38.0	75.00	-	-	-	10	5	16	14	10	21	9	4	1	1	-	-	-	-	-	-	-	-	-	
Retail trade ²	77	38.5	67.00	-	-	6	8	11	18	10	15	4	5	-	-	-	-	-	-	-	-	-	-	-	-	
Finance**	143	36.5	74.50	-	-	-	1	13	37	30	26	23	-	9	2	-	2	-	-	-	-	-	-	-	-	
Central offices	72	35.5	79.00	-	-	-	2	3	6	8	30	7	8	3	2	1	2	-	-	-	-	-	-	-	-	

¹ Hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.² Excludes limited-price variety stores.

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

** Finance, insurance, and real estate.

Occupational Wage Survey, New York, N. Y., February 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 New York, N. Y., by industry division, February 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 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 and over
Carpenters, maintenance	1,655	2.07	-	-	-	84	2	14	30	147	34	64	30	36	119	116	149	87	33	56	103	82	274	98	9	18	46	24
Manufacturing	512	2.10	-	-	-	-	-	-	-	-	1	33	14	19	74	71	78	53	24	2	25	17	31	9	7	8	46	-
Nonmanufacturing	1,130	2.06	-	-	-	84	2	14	30	147	33	31	16	17	43	35	71	33	9	54	78	65	243	89	2	10	-	24
Retail trade ²	371	2.25	-	-	-	-	-	-	-	-	-	-	3	16	-	12	22	6	7	26	36	39	145	46	2	6	-	3
Finance **	407	1.93	-	-	-	22	-	-	-	132	2	24	-	-	36	18	46	11	2	25	27	2	18	38	-	4	-	-
Services	218	1.87	-	-	-	62	2	14	27	15	29	4	-	14	1	-	1	-	-	-	4	24	-	-	-	-	-	21
Electricians, maintenance	1,904	2.15	-	-	-	-	122	8	22	46	24	69	63	61	55	164	135	148	101	114	148	110	146	104	8	73	91	92
Manufacturing	618	2.30	-	-	-	-	-	-	-	-	7	13	6	28	18	39	64	49	59	53	46	34	20	27	-	5	77	73
Nonmanufacturing	1,279	2.08	-	-	-	-	122	8	22	46	17	56	57	33	37	125	71	99	42	59	102	74	125	76	8	68	14	18
Public utilities *	173	2.19	-	-	-	-	-	-	-	1	-	-	1	4	3	22	14	16	11	21	10	-	58	7	-	-	5	-
Retail trade ²	167	2.22	-	-	-	-	-	2	-	-	-	5	19	3	-	3	-	13	8	-	19	19	41	28	-	1	6	-
Finance **	529	2.05	-	-	-	-	44	-	11	34	1	36	-	26	2	90	33	43	11	30	69	5	22	26	-	42	3	1
Services	370	2.00	-	-	-	-	78	8	9	11	16	15	37	-	32	4	4	27	12	4	3	50	1	15	8	25	-	17
Engineers, stationary	2,052	2.21	-	-	-	-	1	1	42	64	16	75	48	83	60	113	105	319	93	91	99	156	119	145	111	130	95	86
Manufacturing	672	2.34	-	-	-	-	-	-	6	-	-	-	17	27	31	28	56	123	10	3	48	46	14	37	43	74	39	70
Nonmanufacturing	1,369	2.15	-	-	-	-	1	1	36	64	16	75	31	56	29	85	48	196	83	88	51	109	100	104	68	56	56	16
Retail trade ²	128	2.39	-	-	-	-	-	-	-	-	-	-	-	6	-	2	-	3	18	10	12	9	15	19	34	-	-	-
Finance **	484	2.17	-	-	-	-	1	-	-	38	7	36	22	-	26	1	9	47	46	11	27	54	28	84	8	22	3	14
Services	626	2.07	-	-	-	-	-	-	30	26	9	38	7	50	3	59	32	143	31	55	13	31	35	3	41	-	18	2
Firemen, stationary boiler	1,574	1.78	113	54	70	111	25	84	27	64	138	47	178	153	144	89	56	22	67	36	-	-	24	-	-	-	72	-
Manufacturing	567	1.89	29	3	35	4	7	39	10	49	90	25	24	35	6	53	30	16	-	16	-	-	24	-	-	-	72	-
Nonmanufacturing	997	1.72	84	51	35	107	18	45	17	15	45	20	150	117	138	36	26	6	67	20	-	-	-	-	-	-	-	-
Helpers, trades, maintenance	1,819	1.69	176	58	29	56	68	72	210	251	128	248	199	23	70	50	26	41	65	10	29	1	1	8	-	-	-	-
Manufacturing	732	1.69	54	18	29	11	38	47	44	167	33	119	63	11	16	-	2	-	60	10	-	1	1	8	-	-	-	-
Nonmanufacturing	1,084	1.68	122	40	-	45	30	25	166	84	95	129	135	12	54	48	24	41	5	-	29	-	-	-	-	-	-	-
Public utilities *	474	1.67	51	24	-	-	-	23	69	36	73	17	125	5	2	44	-	5	-	-	-	-	-	-	-	-	-	-
Retail trade ²	110	1.80	11	3	-	9	4	-	4	8	4	-	9	-	10	3	2	36	5	-	2	-	-	-	-	-	-	-
Finance **	339	1.73	-	2	-	-	22	2	93	39	18	98	1	-	42	-	22	-	-	-	-	-	-	-	-	-	-	-
Services	126	1.38	60	11	-	36	4	-	-	1	-	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Machine-tool operators, toolroom	204	2.19	-	-	-	-	-	-	-	-	-	3	-	10	9	21	9	3	25	21	17	29	19	14	20	4	-	-
Manufacturing	204	2.19	-	-	-	-	-	-	-	-	-	3	-	10	9	21	9	3	25	21	17	29	19	14	20	4	-	-
Machinists, maintenance	1,160	2.23	-	-	-	-	2	-	-	-	7	-	81	66	54	36	124	143	63	44	64	52	115	63	20	48	173	5
Manufacturing	990	2.21	-	-	-	-	-	-	-	-	7	-	80	64	52	35	122	141	36	44	61	52	54	16	4	47	173	2
Mechanics, automotive (maintenance)	3,051	2.09	13	27	4	42	-	95	12	16	10	51	19	86	206	852	155	93	472	76	64	83	250	140	181	2	102	-
Manufacturing	547	2.14	-	-	-	13	-	-	-	-	-	3	9	22	39	235	4	26	3	58	-	-	30	-	3	-	102	-
Nonmanufacturing	2,503	2.07	13	27	4	29	-	95	12	16	10	48	10	64	167	617	151	67	469	17	64	83	220	140	178	2	-	-
Public utilities *	1,780	2.03	13	27	4	29	-	60	2	3	10	38	4	20	122	539	143	59	363	17	61	73	42	124	27	-	-	-
Mechanics, maintenance	1,796	2.15	-	1	-	6	4	22	32	6	90	74	50	149	64	365	61	65	65	113	83	39	64	91	44	37	251	20
Manufacturing	1,263	2.17	-	-	-	-	-	-	12	-	72	42	36	139	37	303	33	57	52	94	6	17	26	12	17	37	251	20
Nonmanufacturing	532	2.09	-	1	-	6	4	22	20	6	18	32	14	10	27	62	28	8	13	19	77	22	37	79	27	-	-	-
Public utilities *	118	2.22	-	-	-	-	-	-	-	-	-	1	1	3	1	36	12	3	3	-	-	-	20	12	26	-	-	-
Retail trade ²	111	2.22	-	-	-	-	-	-	-	-	-	-	-	2	-	24	6	4	3	14	1	14	8	34	1	-	-	-
Finance **	122	2.11	-	-	-	-	1	-	-	1	21	-	1	12	-	-	-	1	7	-	66	6	3	3	-	-	-	-
Services	163	1.91	-	1	-	6	4	21	20	6	17	10	13	-	-	2	10	-	-	5	10	2	6	30	-	-	-	-

See footnotes at end of table.

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

** Finance, insurance, and real estate.

Occupational Wage Survey, New York, N. Y., February 1954
U. S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Table A-3: Maintenance and Powerplant Occupations - Continued

(Average hourly earnings¹ for men in selected occupations studied on an area basis in New York, N. Y., by industry division, February 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 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 and over				
Millwrights	63	\$ 2.09	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	13	3	8	22	-	-	8	2	3	2	2	-	-	-
Manufacturing	54	2.06	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	13	3	8	22	-	-	2	-	2	2	2	-	-	-
Oilers	455	1.76	24	92	6	11	9	9	14	55	39	36	25	32	2	10	1	39	1	-	-	-	-	-	-	-	-	-	-	50	-	-
Manufacturing	325	1.77	22	51	4	9	9	9	14	53	21	32	9	32	2	2	1	5	-	-	-	-	-	-	-	-	-	-	-	50	-	-
Painters, maintenance	1,973	1.88	-	-	-	280	108	73	334	57	122	16	113	110	36	64	80	48	72	11	65	30	143	97	7	-	-	18	89	-	-	-
Manufacturing	238	2.17	-	-	-	-	5	-	3	-	7	13	17	14	8	10	2	12	43	7	27	-	23	7	-	-	18	22	-	-	-	
Nonmanufacturing	1,719	1.84	-	-	-	280	103	73	331	57	114	3	96	88	26	54	78	33	29	4	38	30	118	90	7	-	-	-	67	-	-	-
Retail trade ²	113	2.20	-	-	-	-	-	-	-	-	6	3	-	5	4	-	23	-	4	3	-	11	13	41	-	-	-	-	-	-	-	
Finance**	882	1.82	-	-	-	99	-	-	275	33	28	-	77	81	22	48	49	18	22	1	33	-	50	46	-	-	-	-	-	-	-	
Pipefitters, maintenance	370	2.18	-	-	-	-	2	-	-	-	-	-	3	15	101	19	21	22	25	16	36	10	3	11	31	3	52	-	-	-	-	
Manufacturing	287	2.18	-	-	-	-	-	-	-	-	-	-	3	9	101	6	21	18	23	5	20	-	2	-	24	3	52	-	-	-	-	
Plumbers, maintenance	633	1.90	-	-	-	54	53	13	20	49	20	74	25	26	40	20	29	15	12	37	60	4	59	16	2	-	3	2	-	-	-	
Manufacturing	58	2.17	-	-	-	-	-	-	-	-	-	7	3	-	3	-	3	7	4	-	20	-	-	4	2	-	3	2	-	-	-	
Nonmanufacturing	575	1.88	-	-	-	54	53	13	20	49	20	67	22	26	37	20	26	8	8	37	40	4	59	12	-	-	-	-	-	-		
Finance**	323	1.89	-	-	-	-	31	-	11	44	-	55	13	24	31	9	25	1	3	33	30	-	10	3	-	-	-	-	-	-		
Services	143	1.62	-	-	-	54	22	13	9	5	14	12	-	-	3	5	-	-	-	-	4	-	2	-	-	-	-	-	-	-		
Sheet-metal workers, maintenance	90	2.15	-	-	-	-	-	-	-	-	-	-	-	5	4	11	13	7	7	3	19	2	3	16	-	-	-	-	-	-		
Manufacturing	66	2.13	-	-	-	-	-	-	-	-	-	-	-	5	4	9	13	7	-	2	8	1	3	14	-	-	-	-	-	-		
Tool-and-die makers	1,388	2.41	-	-	-	-	-	-	-	-	-	-	-	6	3	14	12	25	29	66	94	124	303	247	289	76	43	57	-	-	-	
Manufacturing	1,327	2.41	-	-	-	-	-	-	-	-	-	-	-	6	3	14	12	25	29	61	92	121	260	241	287	76	43	57	-	-	-	

¹ Excludes premium pay for overtime and nightwork.² Excludes limited-price variety stores.³ Workers were distributed as follows: 57 at \$2.80 to \$3; 5 at \$3 to \$3.20; 8 at \$3.20 to \$3.40; 3 at \$3.40 to \$3.60.⁴ Workers were distributed as follows: 3 at \$2.80 to \$3; 2 at \$3 to \$3.20; 65 at \$3.20 to \$3.40.⁵ Workers were distributed as follows: 8 at \$0.95 to \$1.05; 29 at \$1.05 to \$1.15; 38 at \$1.15 to \$1.25; 47 at \$1.25 to \$1.35.⁶ Workers were distributed as follows: 26 at \$1.15 to \$1.25; 34 at \$1.25 to \$1.35.

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

** Finance, insurance, and real estate.

Table A-4: Custodial and Material Movement Occupations

 (Average hourly earnings¹ for selected occupations² studied on an area basis in New York, N. Y., by industry division, February 1954)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																											
			Under \$0.95	\$0.95 and under 1.00	\$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	\$2.50	\$2.60 and over		
Guards	4,049	\$ 1.56	95	66	53	62	19	99	70	107	201	329	225	203	219	353	283	232	519	717	69	61	58	-	1	-	-	-	-	-
Manufacturing.....	1,076	1.59	62	3	14	-	3	19	19	19	4	93	41	8	56	191	75	43	230	79	13	47	57	-	-	-	-	-	-	
Nonmanufacturing.....	2,969	1.55	33	63	39	62	16	80	51	88	205	236	184	195	162	162	208	189	289	638	56	12	1	-	-	-	-	-	-	
Public utilities*.....	334	1.65	-	-	-	-	-	-	-	-	-	32	-	17	80	3	3	19	14	23	143	-	-	-	-	-	-	-		
Finance**.....	2,058	1.60	-	-	-	-	8	-	42	75	155	222	158	65	126	137	124	162	230	495	50	9	-	-	-	-	-	-		
Janitors, porters, and cleaners (men)	20,625	1.35	971	1197	1272	691	1384	934	1602	887	606	1103	794	750	1144	2867	2333	940	835	174	67	33	38	3	-	-	-	-	-	
Manufacturing.....	4,898	1.37	185	90	249	311	384	200	249	281	228	239	180	222	428	578	521	273	122	76	59	22	1	-	-	-	-	-	-	
Nonmanufacturing.....	15,115	1.34	786	1087	1023	380	1000	728	1344	606	372	857	600	501	671	2229	1759	643	624	76	8	3	15	3	-	-	-	-	-	
Public utilities*.....	1,497	1.51	5	10	13	-	49	18	65	45	12	155	45	209	28	496	53	23	249	22	-	-	-	-	-	-	-	-		
Wholesale trade.....	535	1.37	-	-	56	-	24	24	103	55	18	42	19	35	15	39	44	9	25	11	1	-	15	-	-	-	-	-		
Retail trade ³	2,917	1.17	344	253	297	296	279	299	249	178	144	148	102	83	31	59	15	38	11	2	-	-	-	-	-	-	-	-		
Finance**.....	6,043	1.52	-	-	132	-	117	24	762	66	141	194	110	52	462	1573	1553	569	272	12	-	2	-	2	-	-	-	-		
Services.....	4,323	1.15	437	824	525	84	531	363	165	262	57	318	324	116	83	90	50	27	40	20	5	1	-	1	-	-	-	-		
Central offices.....	412	1.61	-	20	-	-	-	6	9	-	6	7	14	27	45	60	53	24	89	22	-	8	22	-	-	-	-	-		
Janitors, porters, and cleaners (women)	9,794	1.20	474	153	882	481	748	167	4510	845	573	509	183	78	90	9	15	9	23	34	11	-	-	-	-	-	-	-	-	
Manufacturing.....	346	1.28	11	-	25	17	42	6	88	34	21	27	5	19	22	5	6	1	17	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing.....	9,225	1.19	463	153	857	426	706	159	4420	789	516	478	126	52	51	3	9	-	6	-	11	-	-	-	-	-	-	-		
Retail trade ³	378	1.19	19	4	30	60	67	46	20	15	47	25	18	21	1	1	4	-	-	-	-	-	-	-	-	-	-	-		
Finance**.....	6,284	1.22	72	66	113	282	378	53	4151	476	187	330	95	15	48	2	3	-	2	-	11	-	-	-	-	-	-	-		
Services.....	1,949	1.06	372	57	694	60	243	57	230	108	10	116	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Central offices.....	223	1.42	-	-	-	38	-	2	2	22	36	4	52	7	17	1	-	8	-	34	-	-	-	-	-	-	-	-		
Laborers, material handling	14,987	1.62	503	157	747	578	395	423	574	352	463	580	348	650	595	588	1221	734	1690	308	1778	135	1047	6	130	47	19	919		
Manufacturing.....	8,087	1.62	422	68	399	377	197	271	382	134	241	374	88	412	370	495	675	534	816	100	146	43	482	6	70	47	19	919		
Nonmanufacturing.....	6,810	1.63	81	89	348	182	186	146	188	210	221	202	257	232	221	93	546	200	874	208	1609	92	565	-	60	-	-	-		
Public utilities*.....	1,167	1.78	-	-	-	-	-	-	1	-	-	37	66	16	5	25	65	15	370	5	550	-	12	-	-	-	-	-		
Wholesale trade.....	2,780	1.77	-	-	80	68	40	7	23	52	76	40	27	63	76	4	385	177	70	191	850	12	479	-	60	-	-	-		
Retail trade ³	2,595	1.42	76	89	257	114	127	138	162	131	140	106	143	135	117	59	82	8	338	10	209	80	74	-	-	-	-	-		
Services.....	129	1.29	5	-	11	-	19	1	2	26	4	19	13	6	23	-	-	-	-	-	-	-	-	-	-	-	-	-		
Order fillers	4,402	1.62	52	22	66	62	129	27	108	349	243	171	179	198	156	108	371	669	165	321	454	367	15	16	-	146	-	8		
Manufacturing.....	1,643	1.52	52	22	36	15	78	14	50	27	178	107	78	45	42	60	112	462	77	89	56	15	-	-	-	20	-	8		
Nonmanufacturing.....	2,757	1.68	-	-	30	47	51	13	58	322	65	64	101	153	114	48	259	205	88	232	398	352	15	16	-	126	-	-		
Wholesale trade.....	1,758	1.68	-	-	-	-	-	-	38	274	12	39	74	123	51	43	227	201	44	193	299	-	-	-	-	14	-	-		
Retail trade ³	952	1.69	-	-	30	47	51	13	20	44	53	25	21	28	63	5	29	4	44	21	93	346	15	-	-	-	-	-		
Packers, shipping (men)	6,210	1.42	54	21	537	312	296	202	281	385	523	294	430	410	346	327	367	389	524	319	92	67	16	9	3	3	3	-		
Manufacturing.....	3,105	1.42	22	5	356	88	175	90	149	146	394	124	150	131	109	216	188	236	286	142	37	48	-	7	3	-	-	-		
Nonmanufacturing.....	3,019	1.42	32	16	181	224	121	112	129	239	127	167	277	268	234	88	168	145	233	164	55	19	15	2	-	3	-	-		
Wholesale trade.....	1,042	1.51	-	-	100	20	-	55	20	48	40	58	59	113	46	33	62	120	86	124	40	-	15	-	-	3	-	-		
Retail trade ³	1,624	1.38	32	16	81	204	112	20	26	148	85	103	114	136	176	45	92	25	147	36	9	17	-	-	-	-	-	-		
Packers, shipping (women)	870	1.25	114	46	34	65	18	48	53	41	91	73	137	52	63	12	8	5	7	3	-	-	-	-	-	-	-	-		
Manufacturing.....	449	1.31	14	42	25	3	5	22	10	14	58	66	106	33	29	12	6	1	3	-	-	-	-	-	-	-	-	-		
Nonmanufacturing.....	415	1.19	100	4	9	62	13	26	43	25	33	7	31	19	34	-	-	3	3	3	-	-	-	-	-	-	-	-		
Retail trade ³	303	1.28	-	4	9	62	7	26	43	25	27	7	31	19	34	-	-	3	3	3	-	-	-	-	-	-	-	-		
Receiving clerks	2,510	1.62	67	21	120	97	61	19	58	89	138	90	112	108	141	133	163	77	247	219	56	85	201	101	54	5	41	7		
Manufacturing.....	852	1.72	-	-	-	6	20	8	-	16	35	17	39	75	89	77	61	70	134	26	51	40	32	38	-	2	-	-		
Nonmanufacturing.....	1,643	1.56	67	21	120	91	41	11	58	73	121	55	95	67	64	43	86	12	177	84	29	33	160	69	16	5	39	6		
Wholesale trade.....	436	1.88	-	-	-	-	-	-	8	20	38	-	6	-	4	6	5	-	109	28	9	24	136	6	11	-	20	6		
Retail trade ³	1,055	1.38	67	21	120	91	39	8	47	53	79	48	75	61	57	36	61	9	66	50	20	3	14	20	5	5	-	-		
Services.....	61	1.51	-	-	-	-	2	3	2	-	4	6	14	3	2	1	17	-	2	1	-	3	-	1	-	-	-	-		

See footnotes at end of table.

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

** Finance, insurance, and real estate.

 Occupational Wage Survey, New York, N. Y., February 1954
 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 New York, N. Y., by industry division, February 1954)

Occupation and industry division	Number of Workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																										
			Under \$ 0.95	\$ 0.95 and under 1.00	\$ 1.00 - 1.05	\$ 1.05 - 1.10	\$ 1.10 - 1.15	\$ 1.15 - 1.20	\$ 1.20 - 1.25	\$ 1.25 - 1.30	\$ 1.30 - 1.35	\$ 1.35 - 1.40	\$ 1.40 - 1.45	\$ 1.45 - 1.50	\$ 1.50 - 1.55	\$ 1.55 - 1.60	\$ 1.60 - 1.65	\$ 1.65 - 1.70	\$ 1.70 - 1.80	\$ 1.80 - 1.90	\$ 1.90 - 2.00	\$ 2.00 - 2.10	\$ 2.10 - 2.20	\$ 2.20 - 2.30	\$ 2.30 - 2.40	\$ 2.40 - 2.50	\$ 2.50 - 2.60	\$ 2.60 and over	
			Shipping clerks	1,049	1.71	-	5	-	-	28	-	18	52	25	58	46	34	54	123	64	48	126	90	68	67	87	23	5	1	24	3
Manufacturing	533	1.71	-	5	-	-	-	-	15	17	19	16	21	7	42	80	44	28	46	38	55	54	23	11	5	-	4	3	
Nonmanufacturing	505	1.70	-	-	-	-	28	-	3	32	6	42	25	27	12	43	20	73	52	12	13	64	12	-	1	20	-		
Wholesale trade	180	1.80	-	-	-	-	3	-	-	20	-	20	3	-	-	-	-	32	47	12	4	10	6	-	-	20	-		
Retail trade ³	283	1.65	-	-	-	-	25	-	3	12	6	22	22	27	12	24	17	1	37	5	-	9	54	6	-	1	-		
Shipping-and-receiving clerks	1,435	1.71	-	-	15	-	-	-	20	11	10	99	100	59	99	49	117	49	263	131	254	100	21	20	3	12	3	-	
Manufacturing	610	1.66	-	-	15	-	-	-	-	11	-	42	91	36	35	27	16	28	107	92	42	41	7	19	1	-	-	-	
Nonmanufacturing	804	1.76	-	-	-	-	-	-	20	-	-	57	7	22	63	22	97	19	156	38	212	59	14	1	2	12	3	-	
Truckdrivers, light (under 1½ tons)	561	2.00	-	-	-	-	-	-	-	1	2	1	14	20	-	11	39	20	133	82	26	65	-	21	2	-	28	96	
Nonmanufacturing	364	1.87	-	-	-	-	-	-	-	1	2	1	14	20	-	11	37	-	72	70	22	65	-	21	-	-	28	-	
Truckdrivers, medium (1½ to and including 4 tons)	6,853	1.98	-	-	-	-	39	-	9	14	23	43	10	9	91	62	135	272	270	1492	2089	444	185	909	375	357	25	-	
Manufacturing	1,894	1.94	-	-	-	-	19	-	9	14	23	43	10	5	79	22	133	139	206	98	188	176	33	462	210	-	25	-	
Nonmanufacturing	4,943	1.99	-	-	-	-	20	-	-	-	-	-	-	4	12	40	2	133	64	1393	1887	268	152	447	164	357	-	-	
Public utilities*	2,058	1.92	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	16	2	941	965	3	124	7	-	-	-	
Wholesale trade	2,357	2.10	-	-	-	-	20	-	-	-	-	-	-	-	-	-	-	91	15	159	871	225	17	440	162	357	-	-	
Retail trade ³	286	1.85	-	-	-	-	-	-	-	-	-	-	-	10	27	-	3	33	144	46	21	-	-	2	-	-	-	-	
Truckdrivers, heavy (over 4 tons, trailer type)	1,319	2.12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	120	36	84	81	99	25	773	24	-	76	-	
Manufacturing	197	2.07	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	12	81	18	25	56	-	-	4	-		
Nonmanufacturing	1,116	2.12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	120	36	72	-	81	-	711	24	-	72	-	
Truckdrivers, heavy (over 4 tons, other than trailer type)	5,226	2.41	-	-	-	-	-	-	-	-	-	-	-	36	-	18	-	-	107	166	542	375	79	22	1690	33	1583	575	
Manufacturing	1,232	2.73	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	107	49	29	66	65	10	325	33	9	539	
Nonmanufacturing	3,982	2.24	-	-	-	-	-	-	-	-	-	-	-	36	-	18	-	-	-	117	513	309	2	12	1365	-	1574	36	
Truckers, power (forklift)	879	2.01	-	-	-	-	-	-	-	-	-	-	11	-	14	64	85	26	119	125	70	61	88	27	18	-	6	165	
Manufacturing	681	1.99	-	-	-	-	-	-	-	-	-	-	11	-	14	64	85	26	105	113	32	16	42	8	-	-	-	165	
Nonmanufacturing	198	2.09	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	12	38	45	46	19	18	-	6	-	
Watchmen	4,376	1.38	279	71	314	169	266	174	128	222	176	534	297	137	141	373	223	315	321	154	65	7	10	-	-	-	-	-	-
Manufacturing	1,206	1.33	146	30	59	26	89	82	54	75	42	59	67	47	81	140	48	21	64	27	47	2	-	-	-	-	-	-	-
Nonmanufacturing	3,111	1.39	133	41	255	143	177	92	74	147	132	475	230	90	54	230	162	283	249	124	15	5	-	-	-	-	-	-	-
Public utilities*	533	1.47	-	-	19	22	2	-	1	-	2	314	1	9	9	8	21	22	6	97	-	-	-	-	-	-	-	-	
Wholesale trade	381	1.32	-	20	-	6	45	48	8	65	14	69	54	-	2	-	-	3	25	3	14	5	-	-	-	-	-	-	
Retail trade ³	359	1.21	62	8	56	3	10	3	13	37	22	22	61	18	26	-	3	9	3	2	1	-	-	-	-	-	-	-	
Finance**	1,262	1.53	-	-	66	44	12	23	33	-	74	67	106	12	17	210	132	245	203	18	-	-	-	-	-	-	-	-	
Services	576	1.16	71	13	114	68	108	18	19	45	20	3	8	51	-	12	6	4	12	4	-	-	-	-	-	-	-	-	
Central offices	59	1.73	-	-	-	-	-	-	-	-	2	-	-	-	6	3	13	11	8	3	3	-	10	-	-	-	-	-	

¹ Excludes premium pay for overtime and nightwork.

² Study limited to men workers except where otherwise indicated.

³ Excludes limited-price variety stores.

⁴ Workers were at \$0.75 to \$0.95.

⁵ Workers were distributed as follows: 3 at \$0.65 to \$0.75; 369 at \$0.75 to \$0.95.

⁶ Workers were distributed as follows: 92 at \$2.60 to \$2.80; 4 at \$2.80 to \$3.

⁷ Workers were distributed as follows: 171 at \$2.60 to \$3; 79 at \$3 to \$3.40; 189 at \$3.40 to \$3.80; 112 at \$3.80 to \$4.20; 24 at \$4.20 to \$5.60.

⁸ Half of the workers in manufacturing (and one-eighth of the workers in the area) were excluded as nonclassifiable in February 1953, the date of a previous Bureau study in the area.

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

** Finance, insurance, and real estate.

B: Establishment Practices and Supplementary Wage Provisions

Table B-1: Shift Differential Provisions 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	61.7	48.4	9.6	2.5
With shift pay differential	60.0	47.3	9.3	2.2
Uniform cents (per hour)	32.3	19.6	7.0	1.3
5 cents	5.0	1.0	.1	-
6 cents	1.4	-	.2	-
7 cents	1.4	-	.1	-
7½ or 8 cents	2.7	1.1	.7	(2)
9 cents	3.7	3.9	1.0	.5
10 cents	5.5	5.3	.4	.2
11 cents	1.1	.1	.3	-
12 or 12½ cents	3.0	3.0	.7	.5
13¾ cents	5.4	-	2.9	-
Over 13¾ cents	3.0	5.1	.6	.2
Uniform percentage	26.5	20.4	2.3	.3
5 percent	2.0	-	.2	-
7 or 7½ percent	2.7	2.3	.4	-
10 percent	15.8	12.9	.8	.3
12 or 12½ percent	1.6	.3	(2)	-
15 percent	4.4	4.9	.9	(2)
Full day's pay for reduced hours	-	2.1	-	.1
Paid lunch period (not given first-shift workers)	1.0	-	(2)	-
Other formal paid differential .....	.2	5.2	(2)	.5
No shift differential	1.8	1.1	.3	.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.

Occupational Wage Survey, New York, N. Y. . February 1954
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Bureau of Labor Statistics

Table B-2: Scheduled Weekly Hours

Weekly hours	Percent of office workers ¹ employed in—								Percent of plant workers employed in—					
	All industries	Manu- facturing	Public utilities *	Wholesale trade	Retail trade ²	Finance **	Services	Central offices	All industries ³	Manu- facturing	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	100.0	100.0	100.0
Under 35 hours -----	0.8	-	-	0.6	0.8	1.4	-	1.9	0.9	1.4	-	-	-	2.1
35 hours -----	53.1	57.8	66.8	44.9	5.5	52.7	46.2	77.8	7.3	15.9	-	4.0	1.0	.6
Over 35 and under 36 ¹ / ₄ hours -----	1.6	.1	.4	-	-	3.6	2.9	-	.9	2.0	-	-	-	-
36 ¹ / ₄ hours -----	5.8	2.4	-	13.3	14.4	3.4	7.2	7.1	4.5	9.0	-	.7	3.3	-
Over 36 ¹ / ₄ and under 37 ¹ / ₂ hours -----	5.7	.2	.1	2.9	-	15.7	1.2	-	(⁴)	-	-	.6	-	-
37 ¹ / ₂ hours -----	19.2	20.5	16.4	28.7	43.2	14.1	22.6	8.0	4.6	.7	2.5	7.7	17.9	.8
Over 37 ¹ / ₂ and under 40 hours -----	2.9	5.9	1.5	.7	5.4	2.0	3.9	3.6	.9	.4	-	-	3.5	(⁴)
40 hours -----	10.7	12.2	14.7	9.1	30.5	7.1	15.9	1.6	69.8	66.2	80.4	87.0	53.0	82.8
Over 40 and under 45 hours -----	(⁴)	-	-	-	.1	(⁴)	.1	-	1.7	.7	-	-	1.1	7.0
45 hours -----	.1	.8	-	-	-	-	-	-	3.7	1.3	2.7	-	12.5	2.8
Over 45 and under 48 hours -----	-	-	-	-	-	-	-	-	.4	.3	-	-	-	-
48 hours -----	(⁴)	-	(⁴)	-	-	-	-	-	3.7	.6	8.3	-	7.9	4.0
50 hours -----	-	-	-	-	-	-	-	-	1.6	1.6	6.0	-	-	-

¹ Data relate to women workers.

² Excludes limited-price variety stores.

³ Includes data for real estate and central offices 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	Manu- facturing	Public utilities *	Wholesale trade	Retail trade ²	Finance **	Services	Central offices	All industries ³	Manu- facturing	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	100.0	100.0	100.0
Workers in establishments providing paid holidays -----	99.9	100.0	99.9	100.0	98.2	100.0	100.0	100.0	94.1	97.0	84.5	100.0	95.1	89.6
Under 5 days -----	(⁴)	-	.1	-	-	-	-	-	4.6	7.4	-	-	7.6	-
5 days -----	(⁴)	.1	-	-	-	-	-	-	-	-	-	-	-	-
6 days -----	3.1	3.3	4.1	5.3	1.3	.5	12.0	-	21.6	24.4	10.0	10.5	11.1	48.6
7 days -----	13.7	20.2	12.3	10.9	77.8	.1	29.4	11.2	27.1	18.8	9.3	26.1	65.3	25.1
8 days -----	10.4	28.6	1.6	21.6	4.1	.6	16.7	13.5	13.9	23.8	3.8	12.6	4.2	8.1
9 days -----	9.7	17.3	1.3	12.9	3.2	10.1	2.3	13.6	7.1	12.2	-	6.1	1.1	-
10 days -----	12.2	20.0	4.6	22.3	2.9	4.6	15.6	24.1	4.2	6.3	-	12.4	-	1.4
11 days -----	44.1	10.0	74.7	23.9	8.8	69.2	23.0	32.1	15.6	4.1	61.5	32.2	5.8	6.4
12 days -----	6.6	.5	1.1	3.1	-	14.8	-	5.5	(⁴)	-	-	-	-	-
Over 12 days -----	.1	-	.1	-	-	-	1.0	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays -----	.1	-	.1	-	1.8	-	-	-	5.9	3.0	15.5	-	4.9	10.4

¹ Estimates include only full-day holidays.

² Excludes limited-priced variety stores.

³ Includes data for real estate and central offices 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.

Occupational Wage Survey, New York, N. Y., February 1954
U. S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Table B-4: Paid Vacations (Formal Provisions)

Vacation policy	Percent of office workers employed in—								Percent of plant workers employed in—					
	All industries	Manu- facturing	Public utilities *	Wholesale trade	Retail trade ¹	Finance**	Services	Central offices	All industries ²	Manu- facturing	Public utilities *	Wholesale trade	Retail trade ¹	Services
All workers -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<u>After 1 year of service</u>														
Workers in establishments providing paid vacations -----	100.0	99.7	100.0	100.0	100.0	100.0	100.0	100.0	99.7	100.0	98.7	100.0	100.0	99.0
Length-of-time payment -----	99.9	99.5	100.0	100.0	100.0	100.0	99.9	100.0	91.9	84.4	95.6	100.0	97.7	97.4
1 week -----	6.8	11.9	.6	2.8	55.2	.3	13.0	4.7	46.1	50.0	20.4	20.3	46.9	78.0
Over 1 but less than 2 weeks -----	.3	.2	-	-	4.6	-	.2	-	4.1	1.7	.9	3.6	3.9	-
2 weeks -----	92.5	86.3	99.4	96.1	40.1	99.5	86.6	95.3	36.8	22.9	71.1	70.7	46.9	19.3
Over 2 but less than 3 weeks -----	.1	-	-	1.1	-	-	-	-	1.3	1.7	3.2	2.9	-	-
3 weeks -----	.2	1.1	-	-	-	.2	-	-	3.6	8.1	-	2.6	-	-
Percentage payment ³ -----	(⁴)	.2	-	-	-	-	.1	-	3.6	5.8	3.1	-	2.3	1.6
2 percent -----	(⁴)	-	-	-	-	-	.1	-	1.7	2.5	-	-	2.3	1.6
3 percent -----	(⁴)	(⁴)	-	-	-	-	-	-	.7	1.6	-	-	-	-
4 percent -----	(⁴)	.1	-	-	-	-	-	-	.6	.3	3.1	-	-	-
Over 4 but less than 6 percent -----	-	-	-	-	-	-	-	-	.6	1.4	-	-	-	-
Flat-sum payment -----	-	-	-	-	-	-	-	-	4.2	9.8	-	-	-	-
\$40 but less than \$50 -----	-	-	-	-	-	-	-	-	3.8	8.8	-	-	-	-
\$50 but less than \$60 -----	-	-	-	-	-	-	-	-	.4	1.0	-	-	-	-
Workers in establishments providing no paid vacations -----	(⁴)	.3	-	-	-	-	-	-	.3	-	1.3	-	-	1.0
<u>After 2 years of service</u>														
Workers in establishments providing paid vacations -----	100.0	99.7	100.0	100.0	100.0	100.0	100.0	100.0	99.7	100.0	98.7	100.0	100.0	99.0
Length-of-time payment -----	99.9	99.5	100.0	100.0	100.0	100.0	99.9	100.0	91.9	84.4	95.6	100.0	97.7	97.4
1 week -----	.8	3.9	.2	-	2.6	-	1.4	-	16.0	23.1	15.7	10.5	.8	23.9
Over 1 but less than 2 weeks -----	1.0	.1	-	-	-	.3	8.5	-	12.6	10.5	.9	-	-	36.5
2 weeks -----	95.7	94.4	99.8	98.9	88.6	95.2	90.0	100.0	56.8	41.0	75.8	80.5	89.7	37.0
Over 2 but less than 3 weeks -----	1.2	-	-	1.1	8.8	1.6	-	-	2.9	1.7	3.2	6.4	7.3	-
3 weeks -----	1.2	1.1	-	-	-	2.9	-	-	3.6	8.1	-	2.6	-	-
Percentage payment ³ -----	(⁴)	.2	-	-	-	-	.1	-	3.6	5.8	3.1	-	2.3	1.6
2 percent -----	-	-	-	-	-	-	-	-	.4	1.0	-	-	-	-
3 percent -----	(⁴)	(⁴)	-	-	-	-	-	-	.7	1.6	-	-	-	-
4 percent -----	(⁴)	.1	-	-	-	-	.1	-	1.9	1.8	3.1	-	2.3	1.6
Over 4 but less than 6 percent -----	-	-	-	-	-	-	-	-	.6	1.4	-	-	-	-
Flat-sum payment -----	-	-	-	-	-	-	-	-	4.2	9.8	-	-	-	-
\$40 but less than \$50 -----	-	-	-	-	-	-	-	-	3.8	8.8	-	-	-	-
\$50 but less than \$60 -----	-	-	-	-	-	-	-	-	.4	1.0	-	-	-	-
Workers in establishments providing no paid vacations -----	(⁴)	.3	-	-	-	-	-	-	.3	-	1.3	-	-	1.0

See footnotes at end of table.

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

** Finance, insurance, and real estate.

Occupational Wage Survey, New York, N. Y., February 1954

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	Manu- facturing	Public utilities *	Wholesale trade	Retail trade ¹	Finance**	Services	Central offices	All industries ²	Manu- facturing	Public utilities *	Wholesale trade	Retail trade ¹	Services
All workers -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<u>After 3 years of service</u>														
Workers in establishments providing paid vacations -----	100.0	99.7	100.0	100.0	100.0	100.0	100.0	100.0	99.7	100.0	98.7	100.0	100.0	99.0
Length-of-time payment -----	99.9	99.5	100.0	100.0	100.0	100.0	99.9	100.0	91.9	84.4	95.6	100.0	97.7	97.4
1 week -----	.4	.8	.1	-	2.6	-	1.2	-	8.2	11.7	7.1	7.4	.8	12.8
Over 1 but less than 2 weeks -----	(⁴)	.1	-	-	-	-	-	-	3.4	7.1	.9	-	-	-
2 weeks -----	95.0	85.7	98.9	98.9	81.8	94.9	98.4	100.0	72.5	55.8	84.4	83.5	84.3	83.3
Over 2 but less than 3 weeks -----	1.4	-	-	1.1	13.5	1.6	-	-	3.7	1.7	3.2	6.4	11.1	-
3 weeks -----	3.1	12.9	.9	-	2.2	3.5	.2	-	4.1	8.1	-	2.6	1.6	1.3
Percentage payment ³ -----	(⁴)	.2	-	-	-	-	.1	-	3.6	5.8	3.1	-	2.3	1.6
2 percent -----	(⁴)	-	-	-	-	-	-	-	.4	1.0	-	-	-	-
3 percent -----	(⁴)	(⁴)	-	-	-	-	-	-	.7	1.6	-	-	-	-
4 percent -----	(⁴)	.1	-	-	-	-	.1	-	1.9	1.8	3.1	-	2.3	1.6
Over 4 but less than 6 percent -----	-	-	-	-	-	-	-	-	.6	1.4	-	-	-	-
Flat-sum payment -----	-	-	-	-	-	-	-	-	4.2	9.8	-	-	-	-
\$40 but less than \$50 -----	-	-	-	-	-	-	-	-	3.8	8.8	-	-	-	-
\$50 but less than \$60 -----	-	-	-	-	-	-	-	-	.4	1.0	-	-	-	-
Workers in establishments providing no paid vacations -----	(⁴)	.3	-	-	-	-	-	-	.3	-	1.3	-	-	1.0
<u>After 5 years of service</u>														
Workers in establishments providing paid vacations -----	100.0	99.9	100.0	100.0	100.0	100.0	100.0	100.0	99.7	100.0	98.7	100.0	100.0	99.0
Length-of-time payment -----	100.0	99.8	100.0	100.0	100.0	100.0	99.9	100.0	91.9	84.4	95.6	100.0	97.7	97.4
1 week -----	.2	.6	.1	-	1.9	-	-	-	1.9	.7	7.1	-	-	4.4
Over 1 but less than 2 weeks -----	-	-	-	-	-	-	-	-	.6	1.4	-	-	-	-
2 weeks -----	77.9	68.2	96.5	96.1	70.9	67.6	74.6	89.4	74.3	68.1	81.0	89.0	75.4	90.3
Over 2 but less than 3 weeks -----	8.3	.1	-	2.4	4.6	20.5	-	1.7	5.0	2.9	3.2	6.5	3.9	-
3 weeks -----	13.6	30.9	3.3	1.5	22.6	11.9	25.3	8.9	10.1	11.3	4.3	4.5	18.5	2.7
Percentage payment ³ -----	(⁴)	.2	-	-	-	-	.1	-	3.6	5.8	3.1	-	2.3	1.6
3 percent -----	(⁴)	(⁴)	-	-	-	-	-	-	.7	1.6	-	-	-	-
4 percent -----	(⁴)	.1	-	-	-	-	.1	-	2.2	2.5	3.1	-	2.3	1.6
Over 4 but less than 6 percent -----	-	-	-	-	-	-	-	-	.7	1.7	-	-	-	-
Flat-sum payment -----	-	-	-	-	-	-	-	-	4.2	9.8	-	-	-	-
\$40 but less than \$50 -----	-	-	-	-	-	-	-	-	3.8	8.8	-	-	-	-
\$50 but less than \$60 -----	-	-	-	-	-	-	-	-	.4	1.0	-	-	-	-
Workers in establishments providing no paid vacations -----	(⁴)	.1	-	-	-	-	-	-	.3	-	1.3	-	-	1.0

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	Manu- facturing	Public utilities *	Wholesale trade	Retail trade ¹	Finance **	Services	Central offices	All industries ²	Manu- facturing	Public utilities *	Wholesale trade	Retail trade ¹	Services
All workers -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<u>After 10 years of service</u>														
Workers in establishments providing paid vacations -----	100.0	99.9	100.0	100.0	100.0	100.0	100.0	100.0	99.7	100.0	98.7	100.0	100.0	99.0
Length-of-time payment -----	100.0	99.8	100.0	100.0	100.0	100.0	99.9	100.0	91.9	84.4	95.6	100.0	97.7	97.4
1 week -----	.2	.6	.1	-	1.7	-	-	-	2.0	.7	7.1	-	-	4.4
2 weeks -----	54.4	52.8	88.0	65.3	56.4	40.3	46.0	65.3	63.4	58.1	74.5	64.2	54.0	88.9
Over 2 but less than 3 weeks -----	7.7	1.2	-	1.1	-	19.6	-	1.7	5.1	5.0	3.2	6.4	-	-
3 weeks -----	36.0	38.4	10.9	33.6	37.6	40.1	48.8	33.0	20.3	20.6	8.3	29.4	40.2	3.9
4 weeks and over -----	1.7	6.8	.9	-	4.3	-	5.0	-	1.1	(⁴)	2.5	-	3.5	.2
Percentage payment ³ -----	-	.2	-	-	-	-	.1	-	3.6	5.8	3.1	-	2.3	1.6
3 percent -----	(⁴)	(⁴)	-	-	-	-	-	-	.7	1.6	-	-	-	-
4 percent -----	(⁴)	.1	-	-	-	-	.1	-	1.7	2.5	-	-	2.3	1.6
Over 4 but less than 6 percent -----	-	-	-	-	-	-	-	-	.7	1.7	-	-	-	-
6 percent and over -----	-	-	-	-	-	-	-	-	.5	-	3.1	-	-	-
Flat-sum payment -----	-	-	-	-	-	-	-	-	4.2	9.8	-	-	-	-
\$40 but less than \$50 -----	-	-	-	-	-	-	-	-	3.8	8.8	-	-	-	-
\$50 but less than \$60 -----	-	-	-	-	-	-	-	-	.4	1.0	-	-	-	-
Workers in establishments providing no paid vacations -----	(⁴)	.1	-	-	-	-	-	-	.3	-	1.3	-	-	1.0
<u>After 15 years of service</u>														
Workers in establishments providing paid vacations -----	100.0	99.9	100.0	100.0	100.0	100.0	100.0	100.0	99.7	100.0	98.7	100.0	100.0	99.0
Length-of-time payment -----	100.0	99.8	100.0	100.0	100.0	100.0	99.9	100.0	91.9	84.4	95.6	100.0	97.7	97.4
1 week -----	.2	.6	.1	-	1.7	-	-	-	2.0	.7	7.1	-	-	4.4
2 weeks -----	18.0	27.1	10.8	35.0	36.6	7.4	35.1	4.9	38.2	34.6	10.1	40.2	39.9	80.7
Over 2 but less than 3 weeks -----	1.0	.8	-	1.1	-	2.1	-	-	2.6	1.4	3.2	2.9	-	-
3 weeks -----	75.2	54.0	88.2	62.5	56.0	85.2	56.3	95.1	47.1	47.7	72.7	56.8	49.8	11.6
Over 3 but less than 4 weeks -----	.8	-	-	1.3	-	1.6	-	-	(⁴)	-	-	.1	-	-
4 weeks and over -----	4.8	17.2	.9	-	5.6	3.7	8.5	-	2.0	(⁴)	2.5	-	8.0	.6
Percentage payment ³ -----	-	.2	-	-	-	-	.1	-	3.6	5.8	3.1	-	2.3	1.6
3 percent -----	(⁴)	(⁴)	-	-	-	-	-	-	.7	1.6	-	-	-	-
4 percent -----	(⁴)	-	-	-	-	-	.1	-	1.1	1.1	-	-	2.3	1.6
Over 4 but less than 6 percent -----	-	-	-	-	-	-	-	-	.7	1.7	-	-	-	-
6 percent and over -----	(⁴)	.1	-	-	-	-	-	-	1.1	1.4	3.1	-	-	-
Flat-sum payment -----	-	-	-	-	-	-	-	-	4.2	9.8	-	-	-	-
\$40 but less than \$50 -----	-	-	-	-	-	-	-	-	3.8	8.8	-	-	-	-
\$50 but less than \$60 -----	-	-	-	-	-	-	-	-	.4	1.0	-	-	-	-
Workers in establishments providing no paid vacations -----	(⁴)	.1	-	-	-	-	-	-	.3	-	1.3	-	-	1.0

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	Manu- facturing	Public utilities *	Wholesale trade	Retail trade ¹	Finance **	Services	Central offices	All industries ²	Manu- facturing	Public utilities *	Wholesale trade	Retail trade ¹	Services
All workers -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<u>After 20 years of service</u>														
Workers in establishments providing paid vacations -----	100.0	99.9	100.0	100.0	100.0	100.0	100.0	100.0	99.7	100.0	98.7	100.0	100.0	99.0
Length-of-time payment -----	100.0	99.8	100.0	100.0	100.0	100.0	99.9	100.0	91.9	84.4	95.6	100.0	97.7	97.4
1 week -----	.2	.6	.1	-	1.7	-	-	-	2.0	.7	7.1	-	-	4.4
2 weeks -----	16.4	26.6	6.8	33.2	34.2	5.3	35.1	4.9	36.5	34.6	10.1	34.0	32.4	80.7
Over 2 but less than 3 weeks -----	.9	-	-	1.1	-	2.1	-	-	2.3	.9	3.2	2.9	-	-
3 weeks -----	67.9	50.5	92.2	64.4	57.2	66.9	52.7	91.0	47.4	45.2	72.7	63.1	55.1	11.6
Over 3 but less than 4 weeks -----	.1	.5	-	-	-	-	-	-	.7	1.7	-	-	-	-
4 weeks and over -----	14.5	21.6	.9	1.3	6.9	25.8	12.1	4.1	3.0	1.3	2.5	.1	10.2	.6
Percentage payment ³ -----	-	.2	-	-	-	-	.1	-	3.6	5.8	3.1	-	2.3	1.6
3 percent -----	(⁴)	(⁴)	-	-	-	-	-	-	.7	1.6	-	-	-	-
4 percent -----	(⁴)	-	-	-	-	-	.1	-	1.1	1.1	-	-	2.3	1.6
Over 4 but less than 6 percent -----	-	-	-	-	-	-	-	-	.7	1.7	-	-	-	-
6 percent and over -----	(⁴)	.1	-	-	-	-	-	-	1.1	1.4	3.1	-	-	-
Flat-sum payment -----	-	-	-	-	-	-	-	-	4.2	9.8	-	-	-	-
\$40 but less than \$50 -----	-	-	-	-	-	-	-	-	3.8	8.8	-	-	-	-
\$50 but less than \$60 -----	-	-	-	-	-	-	-	-	.4	1.0	-	-	-	-
Workers in establishments providing no paid vacations -----	(⁴)	.1	-	-	-	-	-	-	.3	-	1.3	-	-	1.0
<u>After 25 years of service</u>														
Workers in establishments providing paid vacations -----	100.0	99.9	100.0	100.0	100.0	100.0	100.0	100.0	99.7	100.0	98.7	100.0	100.0	99.0
Length-of-time payment -----	100.0	99.8	100.0	100.0	100.0	100.0	99.9	100.0	91.9	84.4	95.6	100.0	97.7	97.4
1 week -----	.2	.6	.1	-	1.7	-	-	-	2.0	.7	7.1	-	-	4.4
2 weeks -----	15.2	24.9	6.6	33.2	30.2	4.0	34.9	2.9	36.0	34.2	10.1	34.0	31.7	79.8
Over 2 but less than 3 weeks -----	.1	-	-	.6	-	-	-	-	2.3	.9	3.2	2.9	-	-
3 weeks -----	47.2	51.1	89.4	54.8	27.8	29.3	43.6	65.4	40.9	43.7	68.5	53.7	30.3	12.5
Over 3 but less than 4 weeks -----	.1	.5	-	-	-	-	-	-	.7	1.7	-	-	-	-
4 weeks and over -----	37.2	22.7	3.8	11.4	40.3	66.7	21.4	31.7	10.0	3.2	6.7	9.4	35.7	.7
Percentage payment ³ -----	(⁴)	.2	-	-	-	-	.1	-	3.6	5.8	3.1	-	2.3	1.6
3 percent -----	(⁴)	(⁴)	-	-	-	-	-	-	.7	1.6	-	-	-	-
4 percent -----	(⁴)	-	-	-	-	-	.1	-	1.1	1.1	-	-	2.3	1.6
Over 4 but less than 6 percent -----	-	-	-	-	-	-	-	-	.7	1.7	-	-	-	-
6 percent and over -----	(⁴)	.1	-	-	-	-	-	-	1.1	1.4	3.1	-	-	-
Flat-sum payment -----	-	-	-	-	-	-	-	-	4.2	9.8	-	-	-	-
\$40 but less than \$50 -----	-	-	-	-	-	-	-	-	3.8	8.8	-	-	-	-
\$50 but less than \$60 -----	-	-	-	-	-	-	-	-	.4	1.0	-	-	-	-
Workers in establishments providing no paid vacations -----	(⁴)	.1	-	-	-	-	-	-	.3	-	1.3	-	-	1.0

¹ Excludes limited-price variety stores.

² Includes data for real estate and central offices 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	Manu- facturing	Public utilities *	Wholesale trade	Retail trade ¹	Finance **	Services	Central offices	All industries ²	Manu- facturing	Public utilities *	Wholesale trade	Retail trade ¹	Services
All workers -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Workers in establishments providing:														
Life insurance -----	89.8	86.7	97.8	85.7	79.5	93.4	79.3	93.7	91.5	93.0	96.0	93.3	87.3	84.7
Accidental death and dismemberment insurance -----	38.3	51.3	35.0	44.1	41.4	35.2	32.7	34.1	41.5	40.1	34.6	53.7	40.3	53.9
Sickness and accident insurance ³ -----	46.7	40.5	24.3	48.8	51.3	54.9	29.5	58.3	67.0	77.3	24.8	58.9	66.0	78.7
Sick leave (full pay and no waiting period) -----	43.3	55.2	73.4	34.3	34.0	37.2	36.4	44.3	19.3	13.0	28.3	53.4	21.8	12.0
Sick leave (partial pay or waiting period) -----	3.7	3.1	8.7	4.7	8.4	(⁴)	2.2	9.6	10.5	3.9	45.1	4.1	4.1	3.3
Hospitalization insurance -----	67.6	66.8	43.0	62.8	93.4	74.5	46.4	81.2	83.0	91.9	49.5	81.8	90.7	77.0
Surgical insurance -----	65.3	73.4	40.8	63.3	80.5	71.5	39.2	78.3	79.0	88.6	43.5	76.7	82.0	79.0
Medical insurance -----	44.1	41.7	29.0	27.5	44.5	56.2	30.8	52.7	48.2	56.9	25.1	42.5	48.4	50.6
Catastrophe insurance -----	6.5	-	3.4	-	11.7	13.8	-	4.2	1.3	-	3.6	-	4.1	-
Retirement pension -----	74.0	53.0	86.6	65.5	40.5	87.5	48.2	90.7	61.3	60.6	81.1	51.6	48.9	70.4
Health, insurance, or pension plan not listed above -----	3.6	-	-	1.3	1.9	8.5	2.3	-	.2	-	-	-	.9	.3
No health, insurance, or pension plan -----	1.9	4.9	.7	2.6	1.4	.2	6.9	-	2.5	2.2	1.4	.3	-	11.1

¹ Excludes limited-price variety stores.

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

³ Excludes plans which met only the minimum requirements of the State law as to benefits or employer contributions.

⁴ Less than 0.05 percent.

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

** Finance, insurance, and real estate.

Occupational Wage Survey, New York, N. Y., February 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	Manu- facturing	Public utilities *	Wholesale trade	Retail trade ¹	Finance **	Services	Central offices	All industries ²	Manu- facturing	Public utilities *	Wholesale trade	Retail trade ¹	Services
All workers -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<u>Daily overtime</u>														
Workers in establishments providing premium pay -----	37.0	58.8	66.7	39.4	60.1	20.7	27.3	34.5	82.5	90.0	85.6	89.2	68.6	69.8
Time and one-half -----	19.9	40.7	29.2	17.8	48.9	9.8	20.7	10.5	73.7	74.2	78.9	88.7	64.5	69.3
Effective after less than 8 hours -----	12.5	32.8	7.1	14.0	28.3	5.2	14.5	8.2	12.3	21.3	2.5	7.1	12.7	.1
Effective after 8 hours -----	7.4	7.9	22.0	3.8	20.7	4.6	6.2	2.3	59.6	52.8	76.3	81.6	44.6	66.1
Effective after more than 8 hours -----	-	-	-	-	-	-	-	-	1.8	-	-	-	7.2	3.1
Double time -----	.1	-	-	-	2.4	-	-	-	-	-	-	-	-	-
Other ³ -----	16.9	18.1	37.5	21.6	8.8	10.9	6.5	24.0	8.7	15.9	6.7	.5	4.1	.5
Workers in establishments providing no premium pay or having no policy -----	63.0	41.2	33.3	60.6	39.9	79.3	72.7	65.5	17.5	10.0	14.4	10.8	31.4	30.2
<u>Weekly overtime</u>														
Workers in establishments providing premium pay -----	96.9	96.3	97.0	100.0	94.4	97.6	89.4	100.0	95.9	97.9	85.6	99.5	100.0	94.2
Time and one-half -----	30.4	44.7	32.9	31.4	68.4	24.5	30.8	13.6	91.9	93.8	83.4	93.8	92.6	93.2
Effective after less than 40 hours -----	18.1	30.9	8.8	18.2	40.5	15.3	18.5	11.4	15.4	24.9	2.5	7.0	20.2	.5
Effective after 40 hours -----	12.3	13.8	24.1	13.1	28.0	9.1	12.4	2.3	69.2	68.9	78.2	86.8	45.1	86.1
Effective after more than 40 hours -----	(⁴)	-	-	-	-	.1	-	-	7.3	-	2.7	-	27.3	6.5
Double time -----	.1	-	-	-	2.4	-	-	-	-	-	-	-	-	-
Other ³ -----	66.4	51.6	64.0	68.6	23.5	73.1	58.5	86.4	4.0	4.1	2.2	5.7	7.4	1.0
Workers in establishments providing no premium pay or having no policy -----	3.1	3.7	3.0	-	5.6	2.4	10.6	-	4.1	2.1	14.4	.5	-	5.8

¹ Excludes limited-price variety stores.

² Includes data for real estate and central offices 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.

Occupational Wage Survey, New York, N. Y., February 1954
U. S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Table B-7: Rate of Pay for Holiday Work

Pay provisions	Percent of office workers employed in—								Percent of plant workers employed in—					
	All industries	Manu- facturing	Public utilities *	Wholesale trade	Retail trade ¹	Finance **	Services	Central offices	All industries ²	Manu- facturing	Public utilities *	Wholesale trade	Retail trade ¹	Services
All workers -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Workers in establishments with pay provisions for work on paid holidays ³ -----	75.4	74.2	89.7	72.5	60.7	73.1	72.9	83.6	82.6	82.8	84.4	83.2	77.3	80.8
Regular rate only -----	(4)	-	-	-	-	.1	-	-	-	-	-	-	-	-
Time and one-half -----	1.5	6.7	-	1.0	-	.1	3.0	2.0	1.4	1.3	.3	9.8	1.6	-
Double time -----	29.7	24.7	55.7	33.8	31.1	8.7	40.8	62.6	52.4	46.4	63.4	34.7	57.6	62.9
Double time and one-half -----	28.3	19.9	28.0	22.6	6.0	46.3	13.4	10.4	21.7	25.3	18.8	27.5	11.0	15.5
Triple time -----	3.8	6.1	.2	1.7	6.4	6.2	2.0	-	3.8	6.5	1.7	9.2	.7	1.4
Equal time off -----	4.5	10.7	2.8	3.3	11.0	1.5	9.0	2.9	.8	-	-	.1	2.4	.5
Other plan -----	7.6	6.1	2.9	10.0	6.3	10.3	4.7	5.6	2.4	3.2	.3	2.0	4.0	.4
Workers in establishments with no formal policy -----	24.5	25.8	10.1	27.5	37.5	26.9	27.1	16.4	11.5	14.2	-	16.8	17.7	8.8
Workers in establishments with no paid holidays -----	.1	-	.2	-	1.8	-	-	-	5.9	3.0	15.6	-	4.9	10.4

¹ Excludes limited-price variety stores.

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

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

⁴ Less than 0.05 percent.

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

** Finance, insurance, and real estate.

Occupational Wage Survey, New York, N. Y., February 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	Manu- facturing	Public utilities *	Wholesale trade	Retail trade ¹	Finance **	Services	Central offices	All industries ²	Manu- facturing	Public utilities *	Wholesale trade	Retail trade ¹	Services
WAGE STRUCTURE FOR TIME-RATED WORKERS³														
All workers -----	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Formal rate structure -----	63	44	81	42	58	70	43	85	80	73	99	77	71	82
Single rate -----	2	7	1	1	-	(*)	6	-	39	41	9	45	30	61
Range of rates -----	61	36	81	41	58	70	37	85	41	32	90	33	41	21
Individual rates -----	37	56	19	58	42	30	57	15	20	27	1	23	29	18
METHOD OF WAGE PAYMENT FOR PLANT WORKERS														
All workers -----	DATA NOT COLLECTED								100	100	100	100	100	100
Time workers -----	DATA NOT COLLECTED								80	70	86	92	84	87
Incentive workers -----	DATA NOT COLLECTED								20	30	14	8	16	13
Piecework -----	DATA NOT COLLECTED								10	22	(*)	1	1	7
Bonus work -----	DATA NOT COLLECTED								4	8	1	-	1	1
Commission -----	DATA NOT COLLECTED								6	(*)	14	7	15	5
LABOR-MANAGEMENT AGREEMENTS⁵														
Workers in establishments with agreements covering a majority of such workers -----	13	20	63	9	32	1	9	4	81	90	87	76	57	80

¹ Excludes limited-price variety stores.

² Includes data for real estate and central offices 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, New York, N. Y., February 1954
U. S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

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.

Office

BILLER, 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 Technical

DRAFTSMAN, 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, toolroom, 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 MovementGUARD

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

JANITOR, PORTER, OR CLEANER

(Sweeper; charwoman; janitress)

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

JANITOR, PORTER, OR CLEANER - Continued

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

LABORER, MATERIAL HANDLING

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

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

ORDER FILLER

(Order picker; stock selector; warehouse stockman)

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

PACKER, SHIPPING

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

SHIPPING-AND-RECEIVING CLERK

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

SHIPPING-AND-RECEIVING CLERK - Continued

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

For wage study purposes, workers are classified as follows:

Receiving clerk
Shipping clerk
Shipping-and-receiving clerk

TRUCKDRIVER

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

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

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

TRUCKER, POWER

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

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

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

WATCHMAN

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

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Appendix: Occupational Wage Differentials

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