

Wages and Related Benefits

17 LABOR MARKETS

1954-55

Bulletin No. 1172

UNITED STATES DEPARTMENT OF LABOR

James P. Mitchell, Secretary

BUREAU OF LABOR STATISTICS
Ewan Clague, Commissioner

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Wages and Related Benefits, 17 Labor Markets, 1954-55¹

Introduction

The U. S. Department of Labor's Bureau of Labor Statistics, in pursuance of its program of community wage studies, conducted surveys of occupational earnings and related practices in 17 important labor market areas during late 1954 and early 1955.² These studies are designed to meet a variety of governmental and nongovernmental needs for information on occupational earnings, establishment practices, and related wage provisions. Occupations common to a variety of manufacturing and nonmanufacturing industries are studied on a communitywide basis in selected areas. The area surveys provide earnings data 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 also collected and summarized on shift operations and differentials, weekly work schedules, and supplementary wage benefits such as paid vacations and paid holidays. These data, presented in detail in the individual area bulletins, are summarized and analyzed in the present bulletin.³

Each of the detailed area bulletins presents areawide information combining data for 6 major industry groupings. Separate data for the industry groups are provided only where feasible, depending largely on the relative size and importance of the industry group within a given area. Thus, the sampling techniques permitted computation of separate data for manufacturing and public utilities in each of the 17 areas; finance in 13; wholesale and retail trade in 12; and services in 5.

¹ Prepared in the Bureau's Division of Wages and Industrial Relations by Otto R. B. Hollberg and Alexander N. Jarrell, under the direction of James F. Walker. Area studies were conducted by the Bureau's Regional Wage Analysts.

² Since 1948, the Bureau has conducted one or more such areawide surveys in 51 labor markets. The earliest surveys covered office workers only. Surveys covering both office and plant workers were conducted in 40 areas in late 1951-early 1952; in 20 areas in 1952-53; and in 17 areas in each of the last 2 years. Some areas are studied annually and others biennially. A listing of area reports issued to date, including items covered, 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 5 regional offices.

³ See listing of occupational wage survey bulletins on last page.

The establishments within the scope of the surveys in the 17 areas provided employment to an estimated 6.8 million workers, of whom 5.6 million were plant and office workers, as defined on page 59.

Industrial Composition of the 17 Areas

The 17 areas covered by this report had a combined population of about 36 million in 1950—almost a fourth of the Nation's total. Sixteen States are represented, permitting some examination of interregional as well as intraregional variations in pay levels and associated practices.

The individual industry groups have about the same relative importance in the 17 areas as a group, as in the Nation as a whole (see chart 1). Manufacturing, construction, and trade are somewhat more important in the Nation than in the 17 areas; the reverse applies to public utilities, finance, and services. Among the 17 areas, the industrial composition of the individual areas varies substantially.

In 3 areas—Buffalo, Cleveland, and Newark-Jersey City—more workers are employed in manufacturing industries than in all nonmanufacturing industry groups combined. Nearly half of the labor force in Baltimore, Chicago, Philadelphia, and St. Louis are employed in manufacturing (see chart 1). On the other hand, Atlanta, Dallas, Denver, Memphis, Portland, and San Francisco-Oakland are areas in which manufacturing employment is relatively less important, employing less than a third of the labor force—fewer workers, in fact, than in the area's wholesale and retail trade establishments.

Similar employment variations are evident among the subgroup components of the broad industry divisions. Thus, marked differences among the areas are shown in relative employment in the various manufacturing industry groups (chart 2). Metals and metalworking firms employ the largest segment of the manufacturing labor force in most areas—from 50 to 75 percent in Baltimore, Buffalo, Chicago, Cleveland, Los Angeles, and St. Louis. In 5 areas in which the metals industries employed fewer than a third of the manufacturing workers, equal or larger proportions were employed in other industries or groups of industries—apparel industries in New York City; textiles and apparel in Atlanta; food, rubber, and printing industries in Denver; lumber, furniture, and paper in Portland and Memphis.

Comparability of Area Data

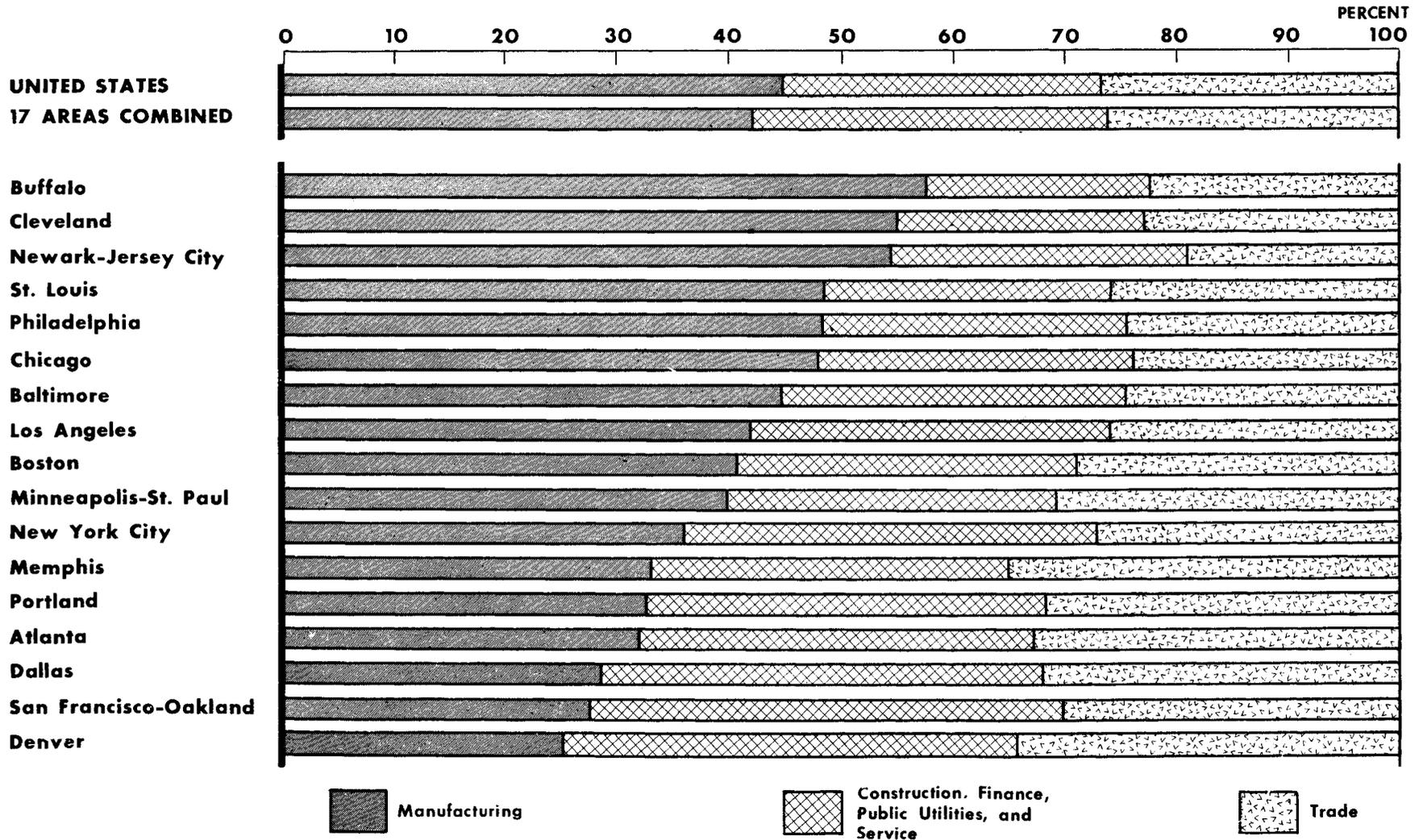
Areawide (all industry) estimates of wage levels and related practices are affected to some extent by the industrial composition of an area. Differences in estimates must, therefore, be viewed in terms of interarea differences in the proportion of employment accounted for both by the respective broad industry divisions and their subgroups. In a few areas, additional limitations on area-to-area comparisons arise from incomplete coverage of certain industries; these are indicated in the footnotes to tables beginning on page 22.

The exclusion from the current studies of taxicabs and services incidental to water transportation had no noticeable ef-

fect on earnings estimates in any area. In a few areas, however, the effect on nonwage related practices was great enough to warrant the footnoting of one or more of the public utilities estimates in the area bulletin, although in no instance was the all-industries estimate affected materially.

The largest area labor force (New York City proper) is more than 20 times the size of that of the smallest area (Memphis), and more than 10 times as large as that in either Atlanta, Dallas, Denver, or Portland. The 4 largest areas—Chicago, New York City, Los Angeles, and Philadelphia—account for more than half of both the manufacturing and the nonmanufacturing employment in the 17 areas combined.

Chart 1. RELATIVE EMPLOYMENT IN SELECTED INDUSTRY DIVISIONS
17 Labor Markets

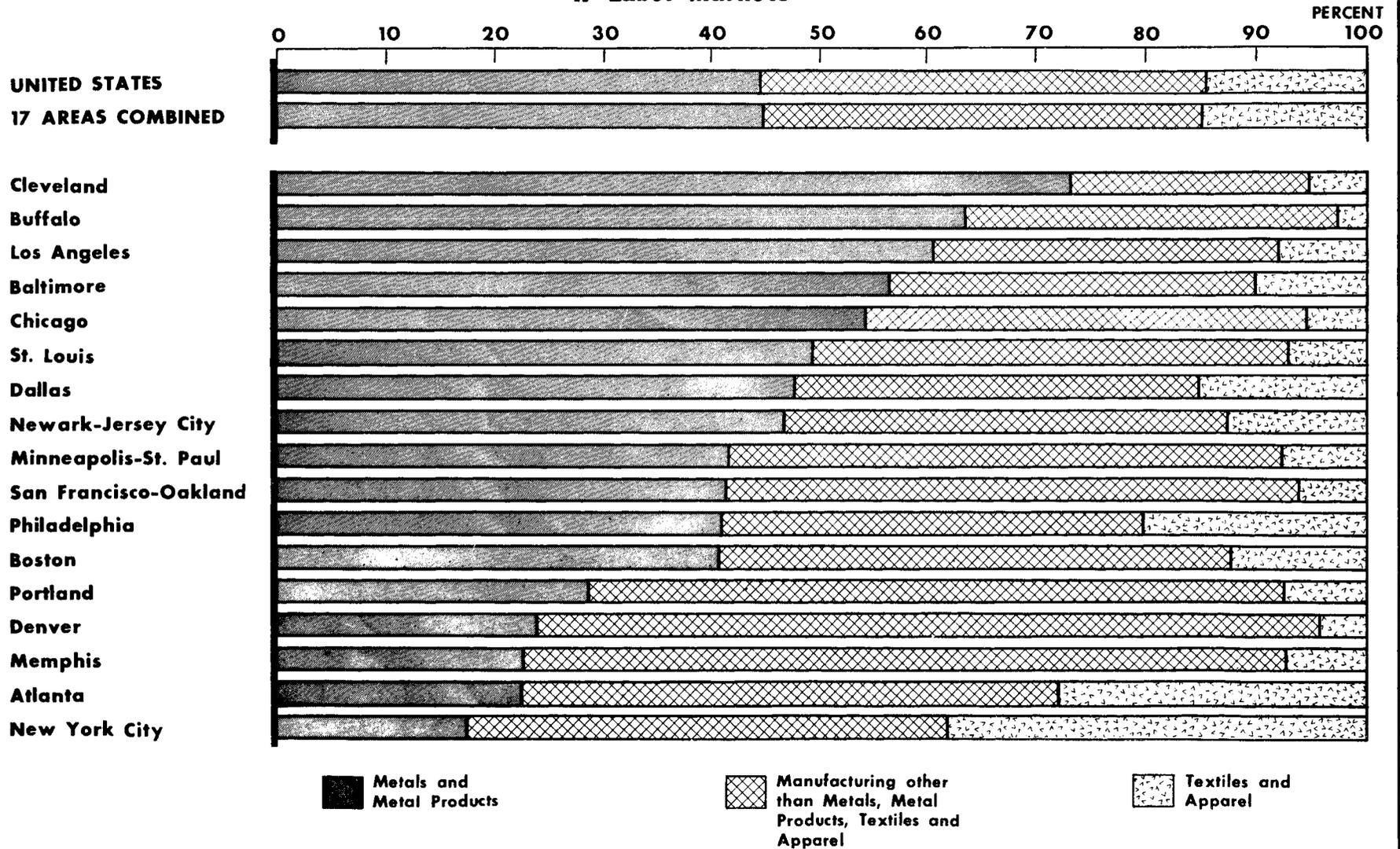


UNITED STATES DEPARTMENT OF LABOR
 BUREAU OF LABOR STATISTICS

Source: County Business Patterns, U.S. Department of Commerce.
 Employment in first quarter of 1953 under Old-Age and
 Survivors Insurance Program.

Chart 2. RELATIVE EMPLOYMENT IN SELECTED MANUFACTURING INDUSTRY GROUPS

17 Labor Markets



UNITED STATES DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS

Source: County Business Patterns, U. S. Department of Commerce.
Employment in first quarter of 1953 under Old-Age and
Insurance Program Survivors

Summary

The occupational wage studies made by the Bureau in 17 labor markets during the winter of 1954-55 reflected a continued rise in wage rates. They indicate an average increase of about 3 1/2 percent over the previous year for women office workers, skilled men maintenance workers, and unskilled men plant workers. Greater increases occurred in each of the 2 previous years when each of these occupational groups had average increases of more than 5 percent.

The 1954-55 rate of increase for office worker salaries was lower than for any period since 1949-50. Although comparable figures are not available for the plant worker groups, it appears that their pay adjustments also were characterized by the lowest rate of increase since that time.

Among the women's office occupations studied, secretaries had highest average salaries—about \$75 a week in the higher-paying areas and more than \$65 in most other areas. Routine file clerks averaged a little less than \$50 in the higher-paying areas and about \$40 in the lower-paying areas. Industrial nurses averaged from \$67 to \$80 weekly.

Class A accounting clerks generally had the highest salaries among the few office occupations studied for men. They averaged about \$80 in most areas, \$10 to \$20 more in most cases than women in the same occupation. Office boys, on the other hand, received little if any more than office girls, both generally averaging a little more than \$40 a week.

Expressed in terms of pay levels prevailing in New York City, pay relatives for office workers (men and women) ranged from 105-106 in Chicago, Los Angeles, and San Francisco-Oakland to 85 in Memphis. Clustered at 88-92 percent of the New York City level were Atlanta, Baltimore, Boston, Dallas, Denver, Minneapolis-St. Paul, and Philadelphia.

Most of the establishments included in the surveys reported a minimum hiring rate policy for inexperienced cler-

ical workers but the rates varied considerably between areas and between establishments within an area. In more than half of the cities, however, the most common hiring rate range for inexperienced workers was between \$40 and \$42.50 a week.

Skilled maintenance occupations averaged more than \$2 an hour except for a few classifications in the 4 Southern areas. Tool and die makers generally averaged more than \$2.40 an hour. In the unskilled group, janitors generally averaged about \$1 an hour less than tool and die makers, and material handling laborers averaged about 20 cents more than janitors in most areas. Differences between skilled and unskilled rates were usually greater in the Southern areas.

Average pay for the skilled maintenance occupations ranged from 109 percent of the New York City rate in Chicago to 87 percent in Memphis. Greater wage spreads were noted for custodial and material movement occupations between cities.

Manufacturing establishments generally paid higher rates than those in nonmanufacturing in both office and plant job classifications. Among the nonmanufacturing industries, earning levels were generally the highest in public utilities and wholesale trade. These industries frequently had higher occupational averages than manufacturing.

Nearly all workers received 6 or more paid holidays. Paid vacations were even more universal. Plant workers usually received 1 or more weeks' pay and office workers received 2 or more weeks after 1 year of service. For longer periods of service the benefits were greater and more often equal for plant and office workers.

The surveys showed that most office workers were paid every 2 weeks or twice a month, whereas 7 of 8 plant workers were paid each week. A continued trend toward shorter weekly hours for office workers was noted also.

Trends of Occupational Earnings, 1952-55

Economic conditions since World War II have stimulated a series of general wage increases which have made both employers and employees more keenly aware of the importance of wages in the American economy. They are interested, not only in the level of wages, but also in wage trends in different industries, geographical areas, and occupational groups. Widespread demand for such information led the Bureau of Labor Statistics to construct wage indexes for selected groups of workers, based on data from BLS community wage surveys in 17 large labor market areas.

The surveys were initiated in 1948 for office workers and later were extended to a number of typical plant jobs in manufacturing and nonmanufacturing industries. The indexes are limited to the period 1952 to 1955, when data were collected for the 3 groups of workers covered: Women office workers, skilled men maintenance workers, and unskilled men plant workers (see table 1).

For office workers, the indexes relate to average weekly salaries for normal hours of work, that is, the standard work schedule for which straight-time salaries are paid. For the plant worker groups, the indexes measure changes in straight-time average hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. The methods used in constructing the indexes and the limitations of the data are explained on page 10.

Movement of Wages, 1952-55

Occupational wage levels in the 17 areas studied during late 1954 and early 1955 differed widely among areas and occupational groups.⁴ Large interarea differences were also observed in earlier surveys. Despite these variations, the indexes for the 3 groups of workers disclose a broad similarity in wage movements over the last 3 years. Thus, average standard salaries for women office workers and straight-time average hourly earnings for the skilled and unskilled plant groups each rose about 16 percent on the average from 1952 to 1955.⁵

Most of the earnings increases in area-job groups ranged between 14 and 18 percent (table 2). The smallest increase was 11 percent in the average salaries of women office workers in Atlanta and Memphis. The largest increase—22 percent—occurred in the straight-time hourly earnings of unskilled men plant workers in Denver. The pay periods studied varied among the areas, and differences in survey timing could account for some of the interarea variation (table 3).

The smallest annual increase for all 3 groups of workers occurred in the 1954-55 survey period—about 3 1/2 percent. Between 1952 and 1953, the increases averaged about 6 percent, and from 5 to 6 percent between 1953 and 1954.

For the entire period surveyed (1952-55), despite the general similarity of relative increases for the 3 occupational groups in all areas combined, deviations from this overall trend were noticeable among individual areas. For example, in the 14 areas covered in both 1952 and 1955, unskilled workers received the highest percentage increases in 6 areas; skilled workers' increases were highest in 5 areas, and office workers outgained plant workers in the 3 remaining areas.

These comparative rates of increase for skilled and unskilled workers relate only to the last 4 years, as indicated. Earlier studies have shown a narrowing of relative differentials between wages paid to skilled and unskilled workers over a longer period of time.⁶ More recent surveys⁷ indicate a slowdown in this trend and a somewhat greater tendency to maintain percentage differentials among occupations.

The wage level and the geographic position of particular areas did not of themselves seem to influence appreciably the movement of wages over this period. Lowest percentage increases for women office workers were found in such widely scattered points as Atlanta, Memphis, Boston, San Francisco-Oakland, and New York City. Lowest rates of increase for skilled workers were found in Boston, San Francisco-Oakland, Memphis, and Newark-Jersey City, whereas Boston, Memphis, New York City, and Chicago showed the lowest increases for unskilled

⁴ See Occupational Earnings, p. 11, and Wage Differences Among Labor Markets, p. 33.

⁵ Simple averages, based on the 14 areas studied in both 1952 and 1955, were as follows: Office workers, 15.2 percent; skilled maintenance workers, 15.9 percent; and unskilled plant workers, 16.6 percent.

⁶ For a summary of long-term trends, see Monthly Labor Review, November 1953 (p. 1171).

⁷ See, for example, Wages and Related Practices in the Machinery Industries, 1953-54, Monthly Labor Review, June 1954 (p. 649).

Trends of Occupational Earnings

Table 1: Wage Indexes, Office and Plant

(Indexes of average weekly earnings or average hourly earnings¹ for selected occupational groups in 17 labor markets, 1952-55)

(1953 = 100)

Area	All industries				Manufacturing			
	1952	1953	1954	1955	1952	1953	1954	1955
Women office workers								
Atlanta	94.8	100.0	103.0	105.2	94.2	100.0	103.8	105.8
Baltimore	(²)	100.0	(²)	112.9	(²)	100.0	(²)	114.2
Boston	95.9	100.0	105.2	108.3	94.8	100.0	104.4	106.8
Buffalo	91.5	100.0	(²)	105.3	91.6	100.0	(²)	106.3
Chicago	94.7	100.0	105.8	109.5	95.1	100.0	106.2	109.8
Cleveland	92.9	100.0	(²)	110.3	93.1	100.0	(²)	111.3
Dallas	(²)	100.0	105.6	110.9	(²)	100.0	103.3	108.4
Denver	92.7	100.0	105.7	108.8	97.1	100.0	105.8	109.8
Los Angeles	93.3	100.0	104.6	108.4	92.2	100.0	105.2	109.0
Memphis	95.5	100.0	104.1	106.2	95.2	100.0	102.3	106.2
Minneapolis-St. Paul	93.7	100.0	106.3	109.9	91.7	100.0	105.8	109.6
Newark-Jersey City	93.4	100.0	105.7	109.8	94.2	100.0	105.9	109.8
New York City	94.8	100.0	104.3	108.0	94.7	100.0	105.2	110.2
Philadelphia	95.6	100.0	107.1	110.8	95.1	100.0	106.6	111.6
Portland (Oreg.)	(²)	100.0	104.7	110.3	(²)	100.0	104.3	110.1
St. Louis	94.0	100.0	105.7	110.1	92.9	100.0	105.5	108.8
San Francisco-Oakland	95.1	100.0	104.4	107.6	93.5	100.0	104.5	107.0
Skilled maintenance trades (men)								
Atlanta	93.2	100.0	105.3	108.3	93.6	100.0	104.9	108.2
Baltimore	(²)	100.0	(²)	115.7	(²)	100.0	(²)	116.7
Boston	95.4	100.0	105.3	107.2	95.6	100.0	105.6	107.6
Buffalo	93.0	100.0	(²)	106.7	93.3	100.0	(²)	106.7
Chicago	93.9	100.0	106.3	109.8	94.2	100.0	105.8	109.0
Cleveland	94.2	100.0	(²)	110.1	94.3	100.0	(²)	110.1
Dallas	(²)	100.0	105.9	109.9	(²)	100.0	107.0	110.7
Denver	93.8	100.0	108.1	113.0	91.9	100.0	109.2	112.5
Los Angeles	94.1	100.0	105.5	108.7	93.7	100.0	105.8	108.9
Memphis	93.8	100.0	103.5	106.5	93.8	100.0	101.6	103.9
Minneapolis-St. Paul	92.7	100.0	106.6	110.2	91.4	100.0	106.7	108.1
Newark-Jersey City	96.2	100.0	105.6	109.5	96.1	100.0	105.5	109.4
New York City	94.3	100.0	104.5	109.7	94.7	100.0	105.2	109.6
Philadelphia	95.2	100.0	107.2	111.9	95.2	100.0	107.2	111.4
Portland (Oreg.)	(²)	100.0	105.5	109.6	(²)	100.0	104.6	109.6
St. Louis	95.2	100.0	107.1	110.5	95.2	100.0	107.0	110.0
San Francisco-Oakland	94.5	100.0	104.0	106.5	94.5	100.0	104.0	106.3
Unskilled plant workers (men)								
Atlanta	93.4	100.0	105.9	107.9	92.2	100.0	104.9	106.7
Baltimore	(²)	100.0	(²)	115.2	(²)	100.0	(²)	117.1
Boston	96.0	100.0	105.1	107.6	96.6	100.0	105.5	108.8
Buffalo	92.5	100.0	(²)	107.6	92.9	100.0	(²)	107.8
Chicago	95.3	100.0	105.7	109.4	93.8	100.0	104.8	107.6
Cleveland	96.0	100.0	(²)	111.6	94.9	100.0	(²)	108.9
Dallas	(²)	100.0	103.6	107.1	(²)	100.0	109.5	113.8
Denver	93.6	100.0	108.0	114.2	97.1	100.0	112.4	118.9
Los Angeles	92.7	100.0	106.0	109.8	93.0	100.0	104.9	108.6
Memphis	96.3	100.0	105.2	108.8	95.2	100.0	103.4	107.7
Minneapolis-St. Paul	92.5	100.0	106.4	111.6	93.3	100.0	105.8	110.9
Newark-Jersey City	93.6	100.0	107.1	111.5	92.4	100.0	107.8	112.3
New York City	95.5	100.0	105.4	108.1	96.2	100.0	106.3	110.3
Philadelphia	93.2	100.0	104.5	109.0	91.4	100.0	103.3	107.9
Portland (Oreg.)	(²)	100.0	104.9	110.6	(²)	100.0	105.5	112.5
St. Louis	95.7	100.0	108.5	111.7	95.4	100.0	107.4	110.2
San Francisco-Oakland	93.6	100.0	106.1	109.3	93.6	100.0	104.2	108.5

¹ Average weekly earnings relate to standard salaries that are paid for standard work schedules. Average hourly earnings are straight-time hourly earnings excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Not surveyed during this period.

Table 2: Percent Increase, Office and Plant

(Percent of increase in average weekly earnings or average hourly earnings¹ for selected occupational groups in 14 labor markets, ² 1952-55)

Area	All industries			Manufacturing		
	Women office workers	Skilled maintenance workers (men)	Unskilled workers (men)	Women office workers	Skilled maintenance workers (men)	Unskilled workers (men)
Atlanta	11.0	16.3	15.5	12.3	15.5	15.7
Boston	13.0	12.5	12.1	12.7	12.6	12.6
Buffalo	15.1	14.7	16.3	16.0	14.4	16.0
Chicago	15.7	17.1	14.8	15.5	15.7	14.7
Cleveland	18.7	16.9	16.2	19.4	16.9	14.7
Denver	17.3	20.5	22.0	13.1	22.4	22.5
Los Angeles	16.2	15.5	18.5	18.2	16.2	16.8
Memphis	11.3	13.5	13.0	11.5	10.7	13.1
Minneapolis-St. Paul	17.2	18.8	20.6	19.6	18.3	18.8
Newark-Jersey City	17.5	13.8	19.2	16.6	13.9	21.5
New York City	13.9	16.2	13.2	16.3	15.9	14.6
Philadelphia	15.9	17.5	16.9	17.3	17.1	18.1
St. Louis	17.0	16.1	16.7	17.0	15.6	15.5
San Francisco-Oakland	13.1	12.6	16.7	14.5	12.5	16.0

¹ Average weekly earnings relate to standard salaries that are paid for standard work schedules. Average hourly earnings are straight-time hourly earnings excluding premium pay for overtime and for work on weekends, holidays, and late shifts.

² Baltimore, Dallas, and Portland were not studied in the 1952 series of surveys.

Table 3: Payroll Periods Covered

(Payroll periods covered in the community wage surveys, 17 labor markets, 1952-55¹)

Area	1952	1953	1954	1955
Atlanta	March 1952	March 1953	March 1954	March 1955
Baltimore	-	October 1952	-	April 1955
Boston	April 1952	March 1953	March 1954	April 1955
Buffalo	January 1952	April 1953	-	September 1954
Chicago	March 1952	March 1953	March 1954	April 1955
Cleveland	October 1951	October 1952	-	October 1954
Dallas	-	August 1952	September 1953	September 1954
Denver	November 1951	November 1952	December 1953	December 1954
Los Angeles	January 1952	February 1953	March 1954	March 1955
Memphis	November 1951	January 1953	January 1954	February 1955
Minneapolis-St. Paul	November 1951	November 1952	November 1953	November 1954
Newark-Jersey City	November 1951	November 1952	December 1953	December 1954
New York City	January 1952	February 1953	February 1954	March 1955
Philadelphia	October 1951	October 1952	October 1953	November 1954
Portland (Oreg.)	-	September 1952	September 1953	April 1955
St. Louis	January 1952	December 1952	January 1954	February 1955
San Francisco-Oakland	January 1952	January 1953	January 1954	January 1955

¹ Fiscal years ending June 30.

Table 4: Wage Indexes, Office

(Indexes of average weekly earnings¹ of women office workers in 8 labor markets, 1949-55)

(1950 = 100)

Area	All industries							Manufacturing						
	1949	1950	1951	1952	1953	1954	1955	1949	1950	1951	1952	1953	1954	1955
Atlanta	97.3	100.0	105.6	112.7	119.2	122.8	125.5	96.2	100.0	108.6	118.1	124.1	130.0	131.8
Boston	98.0	100.0	108.8	116.4	121.4	127.7	131.5	99.6	100.0	107.9	115.7	122.1	127.4	130.1
Chicago	98.3	100.0	107.4	114.2	120.6	127.6	132.2	99.2	100.0	107.4	114.0	119.9	127.5	131.7
Denver	-	100.0	108.8	112.5	121.6	128.4	132.1	-	100.0	110.7	121.3	126.7	134.2	139.2
Los Angeles	97.8	100.0	-	110.6	118.6	124.0	128.6	96.4	100.0	-	109.7	118.9	125.1	129.9
New York City	96.7	100.0	105.8	111.6	117.7	122.8	127.0	97.7	100.0	105.8	110.6	116.8	122.9	128.3
Philadelphia	97.7	100.0	-	110.9	116.1	124.4	128.7	97.2	100.0	-	110.5	116.3	124.0	129.6
San Francisco-Oakland	-	100.0	106.8	110.0	115.7	120.8	124.4	-	100.0	105.8	109.2	116.7	121.9	124.6

¹ Average weekly earnings relate to standard salaries that are paid for standard work schedules.

workers over the 3-year period. Thus, in each comparison, widely scattered areas and areas with both high and low wage levels appear.

On the whole, the difference in increases for manufacturing and those for all industries combined were relatively slight, as shown in table 2. In most cases, the difference in the amount of increase over the 3 years between manufacturing and all industries was less than 1 percentage point.

In addition to the indexes presented for 1952 to 1955, separate indexes are shown for women office workers in 8 areas, 1949-55 (see table 4). These data continue an index as presented in an earlier publication.⁸

Coverage and Method of Computing the Indexes

Nearly half of the women office employees in industries within the scope of the surveys in the 17 areas were employed in the 18 occupations used in constructing the office workers index. The 10 jobs used for the skilled maintenance index include all the numerically important maintenance jobs. In calculating the index for unskilled men plant workers, only 3 jobs were included, but these are among the most important unskilled jobs numerically. Nearly a tenth of all plant workers in the 17 areas were employed in the jobs used in computing the indexes for skilled and unskilled workers, the majority of these, of course, being in unskilled jobs. About three-fourths of the skilled maintenance workers covered by the index were employed in manufacturing establishments, whereas the unskilled workers were about evenly divided between manufacturing and nonmanufacturing. For office workers, the proportion in nonmanufacturing establishments was nearly two-thirds.

Average weekly salaries or average hourly earnings were computed for the specified occupations in each area.⁹ The average salaries or hourly earnings for each occupation were then multiplied by the average of 1953 and 1954 employment in each job in the particular area. These aggregates for individual occupations were then added to get an aggregate for each occupational group. Finally, the ratio of these group aggregates for a given year to the aggregate for the base year (1953) was computed and the result was multiplied by the base year index (100) to get the index for the given year, as follows:

$$\text{Index for year Y} = \frac{\text{Aggregate for year Y}}{\text{Aggregate for base year}} \times 100$$

Limitations of the Data

The indexes of average salaries and hourly earnings measure principally the effects of (1) general salary and wage changes; (2) merit or other increases in pay received by individual workers while in the same job; and (3) turnover, or force expansion or reduction that may change the proportion of workers at different pay levels within an occupation. Thus, extensive layoffs of workers, with resultant increases in the proportion of higher paid senior workmen in a specific occupation, would produce a rise in the index. The indexes are also affected by shifts in the proportion of workers employed by establishments with different pay levels. For example, the movement of a high-paying establishment out of an area would cause the index to drop, even though no change in rates occurred in other area establishments.

The use of constant employment weights eliminates the effects of changes in the proportion of workers represented in each job included in the index. To illustrate, an increase in the proportion of office workers employed as secretaries simultaneously with a decrease in the relative number of stenographers would not cause the index to rise, despite the fact that secretaries receive larger salaries. Nor are the indexes influenced by changes in standard work schedules or in premium pay for overtime, since they are based on pay for straight-time hours.

⁸ See *Salaries of Women in Office Work, 1949 to 1954*, in the *Monthly Labor Review*, September 1954, p. 972. In constructing the new indexes for skilled maintenance workers and unskilled workers, data were not available for sufficient areas to present indexes before 1952. Therefore, a 1953 base was used for these indexes and new office worker indexes also were prepared with that base for comparability.

⁹ The 1952 averages published in the community wage bulletins were not used, since they were based on a broader range of establishment size groups than were the subsequent surveys. In order to make the survey averages comparable, averages for 1952 were recomputed, using only reports from establishments in the same size ranges as were used beginning in 1953.

Occupational Earnings, 1954-55

Average earnings of women in 24 office and 2 plant occupations, and of men workers in 9 office and 31 plant categories are presented in the tables beginning on page 15. These occupations were chosen for their importance as benchmarks, either because of their position in the hierarchy of earnings levels, or because they are representative of especially large segments of workers in each area. Men generally earned more than women workers in comparable jobs. Earnings for both office and plant jobs were usually higher in manufacturing. A wide variation was usually reported in earnings for workers employed in the same job and area.

Women's Office Occupations

Secretaries generally averaged the highest weekly salary among the women's office occupations in the 17 labor markets. In 5 of these—Los Angeles, Chicago, New York City, Cleveland, and San Francisco-Oakland—their averages were clustered within a \$2 spread, ranging from \$74 to \$76 a week. In most other areas the averages ranged from \$65 to \$70.

Class A accounting clerks had equal or slightly higher salaries than secretaries in Baltimore, Memphis, and Portland, although in most other areas they earned from \$2 to \$3.50 less a week than secretaries. Stenographers capable of handling specialized technical subject matter generally earned \$4.50 to \$7 less than secretaries, except in Los Angeles, where their average was as high.

General stenographers earned from \$8.50 to \$14.50 a week less than secretaries, averaging from \$64 to \$65 a week in Chicago, Los Angeles, and San Francisco-Oakland, and \$62 in Cleveland. Except for the \$51.50 a week average in Memphis, their earnings in the other areas ranged between \$54.50 and \$59.50.

Occupations at lower levels of average earnings are best represented by the numerically important routine typists (class B). Earnings of these workers were at or near \$52 a week in Chicago, Cleveland, Los Angeles, and San Francisco-Oakland; at \$48 to \$50 in Buffalo, Newark-Jersey City, New York City, and Portland; \$47 in Denver, Minneapolis-St. Paul, and St. Louis; \$44 in Atlanta, Baltimore, Boston, Dallas, and Philadelphia; and \$41 in Memphis.

In most areas the earnings of routine file clerks were about \$4 below those of routine typists. Average earnings ranged from the \$48 to \$49 level in large Middle West and Far West areas to \$39 to \$41 in Southern areas. Their earnings gener-

ally averaged a little more than those of office girls but the reverse was true in a few areas.

Industrial nurses, the only women's professional occupation studied, earned \$80.50 in Los Angeles and \$78 in New York City, and about \$75 a week in Baltimore, Buffalo, Chicago, Cleveland, and San Francisco-Oakland. Nurses' salaries averaged lower in other areas, and were lowest (\$67 to \$68) in Boston, Denver, Memphis, and St. Louis.

Men's Office Occupations

Earnings for men were studied in 6 of the office clerical occupations also studied for women; in 5 of these men's salaries averaged higher in all of the areas. Men accounting clerks generally earned \$10 to \$15 more a week than did women; order clerks usually earned \$15 to \$21 more; payroll clerks \$13 to \$20 more; and men tabulating-machine operators, from \$5 to \$10 more. Office boys generally earned from 50 cents to \$4 more than office girls, although the latter had the higher earnings in Atlanta, Boston, and St. Louis.

Among technical workers, senior draftsmen averaged \$105.50 a week in New York City, and about \$100 in Chicago, Cleveland, and Philadelphia. Their earnings in most other areas were between \$90 and \$95 a week. Junior draftsmen averaged from \$20 to \$30 a week less than senior draftsmen in most areas.

Skilled Maintenance Occupations

Tool and die makers were generally the highest paid workers in the skilled maintenance occupations studied in the 17 areas. Their straight-time average hourly earnings were about \$2.65 in Chicago and San Francisco-Oakland, and ranged between \$2.40 and \$2.55 in most other areas; lowest earnings, between \$2.17 and \$2.24, were recorded in Dallas, Denver, and Memphis. Tool and die makers generally earned between 10 and 15 cents more an hour than workers in the next highest paid maintenance craft.

¹⁰ It should be noted that the earnings relate to the averages for jobs as they are found in an area. Earnings relationships between jobs as they occur in the same establishment are analyzed in Occupational Wage Relationships in Manufacturing, 1952-53, Monthly Labor Review, November 1953 (p. 1171). A briefer analysis, but also including public utilities, is contained in Wages and Related Benefits, 20 Labor Markets, 1952-53, Appendix A, BLS Bull. 1116, price 55 cents.

Among other skilled maintenance workers studied, electricians, machinists, pipefitters, and sheet-metal workers generally earned more than carpenters, automotive mechanics, millwrights, and painters.

Maintenance electricians were highest paid in Chicago—\$2.49 an hour. They averaged about \$2.40 in the 3 West Coast areas and in Minneapolis-St. Paul, with the lowest pay—\$2.10 to \$2.14—in Boston, Dallas, Denver, and Memphis.

Automotive mechanics averaged more than \$2 an hour in most areas, the highest, \$2.45 and \$2.40, in San Francisco-Oakland and Chicago. Averages were about \$2.25 in Los Angeles, Portland, and Cleveland; about \$2.10 in 7 other areas; slightly less than \$2 in Baltimore and Boston; and between \$1.70 and \$1.80 an hour in 3 Southern areas.

Unskilled Labor

Janitors, material handling laborers, and watchmen, in the order named, were the most numerous of the unskilled plant workers studied.

Men janitors averaged about \$1.60 an hour in San Francisco-Oakland and Chicago, from about \$1.35 to \$1.50 in most nonsouthern areas, \$1.25 in Baltimore and Denver, and \$1 to \$1.06 in 3 Southern areas. Janitors' earnings exceeded those of janitresses by amounts ranging from 10 cents an hour (Denver and San Francisco-Oakland) to about 35 cents (Atlanta, Baltimore, Buffalo, and Cleveland), and averaged about 25 cents an hour higher in the other areas.

Janitors' earnings were slightly higher than watchmen's in most of the areas. An extreme difference in earnings for watchmen and janitors was found in Chicago where they averaged \$1.24 and \$1.59, respectively. The all-industry average for janitors in Chicago reflected the comparatively high rates paid in office building service; watchmen's earnings on the other hand, averaged 10 to 30 cents an hour less than in other Middle West areas.

Laborers' earnings ranged from about \$1.20 in 3 Southern areas to about \$1.85 in the West Coast areas and Newark-Jersey City. These workers were engaged in loading and unloading, unpacking, shelving, storing, and transporting materials and merchandise by hand truck. They averaged about 10 cents an hour more than janitors in Atlanta and Chicago, about 15 cents more in Southern areas other than Atlanta, 20 cents in most Northeast areas, and 25 to 30 cents in Middle West areas other than Chicago and the Far West.

Interindustry Comparisons

In general, earnings for office and plant workers tended to be higher in manufacturing than in nonmanufacturing as a group. Manufacturing averages were frequently exceeded, however, in one or more of the 5 broad nonmanufacturing groups, particularly among office occupations. For example, secretaries' earnings were generally higher in public utilities than in manufacturing. Payroll clerks in manufacturing were lower than in wholesale trade in 6 of 8 areas, in public utilities in 5 of 13 areas, in finance in 4 of 6 areas, and in services in 3 of 4 areas in which comparisons were available.

A few other jobs were usually higher paid in one or more of the broad nonmanufacturing industry groups. These included accounting clerks and routine typists, as well as automotive mechanics and laborers. Such exceptions occurred most often in Atlanta, Boston, Chicago, New York City, and Philadelphia. Most of the higher-than-manufacturing averages were found in public utilities, followed by wholesale trade and, chiefly in plant jobs, retail trade.

Pay Variations Within Individual Occupations

Straight-time earnings varied considerably among individual workers who were employed at the same job in the same area. According to the job and area, highest individual earnings in a given job might exceed the lowest earnings by as little as 20 percent or by 300 percent or more.¹¹ Some spread in rates paid workers in the same job is accounted for by interindustry differences in pay. However, wide variations in pay rates for the same job are often reported not only among establishments in the same industry, but also among workers in the same establishment. These spreads result from a variety of factors. Important in this respect are the wage setting practices of individual firms (single rates, or formal rate ranges, in individual jobs; rate determination on an individual basis; incentive systems¹²),

¹¹ Using as example 2 areas taken at random: In Atlanta office jobs, the highest individual salary typically exceeded the lowest by 150 percent, and the highest straight-time hourly earnings typically exceeded the lowest 125 percent among maintenance, 150 percent among material movement, and 200 percent among custodial jobs. In San Francisco-Oakland the corresponding proportions were: Office jobs—100 percent; maintenance—50 percent; custodial—75 percent; material movement—50 percent.

¹² Production bonus systems were an important determining factor in the average earnings of truckdrivers in Newark-Jersey City and New York City.

the area's industrial composition (type of industry within the major industry groups, size of establishment), the composition of the labor force, and the extent to which employees may be covered by collective bargaining agreements.¹³

In any area, because of the variation in individual earnings in a particular job, it is commonplace that some of the workers in jobs requiring lesser skill or training receive higher salaries or average hourly earnings than those received by some workers in jobs requiring higher standards of aptitude and experience.¹⁴ As an example, in New York City manufacturing industries, general stenographers averaged \$63 a week and routine file clerks averaged \$50; but as shown by the overlapping distributions for these jobs, 7 percent of the file clerks, with salaries of \$50 or over, were higher paid than 2 percent of the stenographers whose salaries were less than \$50; 3 percent of the file clerks, with salaries of \$60 or more, received higher

salaries than did 11 percent of the stenographers. Similarly, although tool and die makers averaged 70 cents an hour higher than maintenance trades helpers in New York City manufacturing industries, earnings of 7 percent of the helpers equaled or exceeded \$2.20 an hour, whereas 8 percent of the tool and die makers earned less than this amount.

¹³ Discussions of labor-management agreement coverage by size of establishment, wage structure (types of wage payment plans) for plant and office workers, and method of wage payment for plant workers, as they relate to the major industry divisions appear in Wage Differences and Establishment Practices, 17 Labor Markets, 1953-54, BLS Bull. 1173, price 35 cents.

¹⁴ Frequency distributions presented in the area bulletins show the range from the lowest to the highest rates paid in the industries studied, for work at comparable tasks.

A: Occupational Earnings

Table A-1: Office Occupations (All Industries)

(Average weekly earnings¹ for selected occupations studied in 6 broad industry divisions)

Sex, occupation, and grade	Northeast					South			
	Boston	Buffalo	Newark- Jersey City	New York City	Philadelphia	Atlanta	Baltimore	Dallas	Memphis
Office clerical									
Men									
Clerks:									
Accounting, class A	\$73.00	\$81.50	\$84.00	\$79.50	\$78.00	\$78.00	\$81.50	\$79.50	\$79.50
Accounting, class B	58.00	74.50	73.50	61.00	60.50	59.00	68.50	63.00	61.00
Order	73.00	80.50	77.50	74.00	69.00	70.50	75.50	64.00	63.00
Payroll	76.50	86.50	77.50	72.00	72.50	70.00	80.50	72.00	69.50
Office boys	41.50	46.50	44.00	44.00	41.50	41.00	42.50	41.00	42.50
Tabulating-machine operators	65.00	74.00	68.00	68.00	67.00	63.50	64.00	66.50	72.00
Women									
Billers, machine:									
Billing machine	50.50	50.50	56.50	60.00	53.50	53.00	53.00	50.00	49.00
Bookkeeping machine	47.50	52.00	56.00	60.00	53.00	50.00	50.00	50.50	44.50
Bookkeeping-machine operators:									
Class A	58.00	59.00	59.00	64.00	61.00	56.50	60.00	57.00	60.00
Class B	49.00	45.50	53.00	55.50	48.00	50.50	45.00	48.00	46.50
Clerks:									
Accounting, class A	60.50	66.00	68.50	69.50	59.50	64.00	67.00	62.50	60.50
Accounting, class B	48.50	51.50	56.00	55.00	49.50	51.50	49.00	53.00	47.50
File, class A	51.00	53.50	56.50	59.50	53.00	53.50	53.50	49.50	47.00
File, class B	40.50	46.50	46.50	46.50	40.50	41.50	40.50	39.50	39.00
Order	52.00	-	58.50	57.50	48.50	49.50	48.50	49.50	49.50
Payroll	55.50	58.00	61.00	65.00	56.50	56.00	57.00	57.00	53.00
Comptometer operators	50.50	53.50	60.50	60.00	52.50	53.50	55.50	55.50	48.00
Duplicating-machine operators (mimeograph or ditto)	47.00	47.50	50.00	51.50	46.50	47.00	46.00	50.00	-
Key-punch operators	49.00	54.00	56.00	54.50	51.50	49.50	50.50	51.00	50.50
Office girls	42.00	42.00	43.50	43.00	39.50	41.50	39.50	40.50	38.50
Secretaries	63.00	69.00	72.00	74.00	68.00	66.00	65.50	67.50	60.50
Stenographers, general	54.50	58.50	59.50	59.50	54.50	56.50	55.50	58.00	51.50
Stenographers, technical	56.50	66.00	64.50	69.50	64.00	-	-	-	-
Switchboard operators	50.50	55.50	57.00	59.00	53.00	45.50	50.00	48.50	40.00
Switchboard operator-receptionists	51.00	52.00	55.50	56.50	50.50	50.50	52.50	50.00	48.00
Tabulating-machine operators	55.50	63.50	62.00	62.50	57.50	56.00	57.00	62.50	-
Transcribing-machine operators, general	50.00	52.50	54.50	59.00	51.50	50.50	52.00	49.50	47.50
Typists, class A	51.00	57.00	57.50	57.50	52.50	51.50	55.50	50.50	48.00
Typists, class B	44.50	48.50	49.00	50.50	44.50	43.50	43.50	45.00	40.50
Professional and technical									
Men									
Draftsmen, leader	121.00	123.00	112.50	144.50	122.00	122.00	109.50	103.50	91.00
Draftsmen, senior	92.00	95.00	97.00	105.50	100.00	89.00	91.50	83.00	91.00
Draftsmen, junior	69.50	74.00	71.00	71.50	68.50	66.50	63.00	58.00	64.50
Women									
Nurses, industrial (registered)	67.00	75.50	73.50	78.00	69.50	72.00	75.00	70.50	68.00

See footnote at end of table.

Table A-1: Office Occupations (All Industries) - Continued

(Average weekly earnings¹ for selected occupations studied in 6 broad industry divisions)

Sex, occupation, and grade	Middle West				Far West			
	Chicago	Cleveland	Minneapolis- St. Paul	St. Louis	Denver	Los Angeles	Portland	San Francisco- Oakland
Office clerical								
<u>Men</u>								
Clerks:								
Accounting, class A	\$83.50	\$82.50	\$76.50	\$82.00	\$73.00	\$81.50	\$82.50	\$81.00
Accounting, class B	65.00	68.00	60.00	64.50	60.00	69.50	71.00	68.50
Order	81.00	81.50	72.00	71.50	65.50	79.50	76.50	83.00
Payroll	78.00	77.50	-	76.00	68.00	81.50	78.00	81.50
Office boys	50.00	52.00	43.00	45.00	42.50	52.00	46.50	50.00
Tabulating-machine operators	74.50	82.50	66.50	73.00	70.50	79.00	80.00	73.50
<u>Women</u>								
Billers, machine:								
Billing machine	60.00	56.50	49.50	56.00	52.00	59.00	55.50	60.00
Bookkeeping machine	57.00	56.50	54.00	-	53.00	64.00	53.00	59.50
Bookkeeping-machine operators:								
Class A	71.50	68.50	61.50	62.50	61.00	72.00	66.50	69.50
Class B	60.00	54.50	49.50	50.00	50.00	55.50	52.50	57.00
Clerks:								
Accounting, class A	73.00	70.50	63.00	68.00	61.00	73.50	72.50	71.00
Accounting, class B	58.50	57.50	49.00	52.50	53.00	60.50	58.00	59.00
File, class A	59.50	59.50	52.00	57.00	52.00	63.50	60.00	62.00
File, class B	49.00	48.00	42.00	43.50	43.50	49.00	46.50	48.00
Order	59.50	55.50	50.50	52.50	51.50	66.00	57.00	66.50
Payroll	65.50	64.00	57.00	56.50	55.50	68.00	62.50	68.00
Comptometer operators	62.50	60.00	54.00	56.50	51.50	65.50	57.50	63.00
Duplicating-machine operators (mimeograph or ditto)	55.50	51.50	48.50	50.00	-	57.50	51.50	57.00
Key-punch operators	60.50	58.50	49.50	54.00	54.50	65.00	57.00	60.00
Office girls	49.00	46.50	40.00	46.50	42.00	48.50	42.00	49.50
Secretaries	75.00	74.00	65.50	70.00	67.00	76.00	72.00	74.00
Stenographers, general	64.00	62.00	54.50	56.50	57.00	64.50	58.50	65.00
Stenographers, technical	68.00	67.00	61.00	61.00	62.00	76.00	-	-
Switchboard operators	59.50	59.50	53.50	53.00	48.50	61.00	52.50	59.50
Switchboard operator-receptionists	59.00	57.50	50.50	53.00	52.00	61.50	55.00	59.50
Tabulating-machine operators	66.50	64.50	56.50	67.50	63.00	73.50	58.50	70.00
Transcribing-machine operators, general	60.00	59.00	51.00	52.00	53.50	58.00	55.00	61.00
Typists, class A	62.50	60.50	52.50	56.50	53.50	60.50	57.00	60.00
Typists, class B	53.00	52.00	46.50	47.50	47.00	52.50	50.00	52.00
Professional and technical								
<u>Men</u>								
Draftsmen, leader	127.00	112.00	-	-	125.00	124.50	-	-
Draftsmen, senior	101.00	99.00	88.00	93.00	90.00	95.00	94.50	90.50
Draftsmen, junior	74.00	77.00	73.00	73.00	66.50	79.50	76.00	78.00
<u>Women</u>								
Nurses, industrial (registered)	75.00	74.50	72.50	68.50	67.50	80.50	70.00	76.50

¹ Earnings relate to standard salaries that are paid for standard work schedules.

NOTE: Dashes indicate no data or insufficient data to warrant presentation.

Table A-2: Office Occupations (Manufacturing)

(Average weekly earnings¹ for selected occupations studied in manufacturing)

Sex, occupation, and grade	Northeast					South			
	Boston	Buffalo	Newark- Jersey City	New York City ²	Philadelphia	Atlanta	Baltimore	Dallas	Memphis
Office clerical									
<u>Men</u>									
Clerks:									
Accounting, class A	\$79.00	\$85.00	\$81.50	\$80.50	\$78.50	\$77.00	\$80.50	\$87.50	\$82.50
Accounting, class B	-	77.00	65.50	62.50	62.00	62.00	65.00	67.50	-
Order	71.50	82.00	78.00	70.00	70.50	73.50	-	69.50	-
Payroll	-	86.50	77.00	75.50	73.00	67.00	81.00	74.50	-
Office boys	42.50	46.50	46.00	45.00	43.50	40.50	43.50	42.00	-
Tabulating-machine operators	62.50	-	72.50	70.00	70.00	-	67.50	73.00	-
<u>Women</u>									
Billers, machine:									
Billing machine	49.50	55.00	55.00	60.50	54.00	53.50	55.50	56.00	51.00
Bookkeeping machine	56.50	-	58.00	58.00	60.00	-	-	-	-
Bookkeeping-machine operators:									
Class A	61.00	65.00	63.50	68.00	63.00	-	61.50	59.50	58.50
Class B	55.00	56.00	59.00	62.00	53.00	57.50	53.50	55.00	53.50
Clerks:									
Accounting, class A	62.50	69.00	72.00	72.50	63.50	64.50	69.50	69.00	63.00
Accounting, class B	52.50	56.50	57.00	57.00	51.00	52.50	54.00	56.00	53.00
File, class A	51.50	62.50	58.50	64.00	57.00	-	59.00	-	46.50
File, class B	45.50	53.00	50.00	50.00	47.00	48.50	45.50	49.50	43.50
Order	52.00	-	62.50	60.50	53.50	52.50	56.00	57.50	50.00
Payroll	55.50	59.50	61.50	65.00	56.50	58.50	58.50	56.50	55.50
Comptometer operators	54.00	57.00	61.50	63.50	55.50	60.50	59.00	-	55.00
Duplicating-machine operators (mimeograph or ditto)	47.00	49.00	-	52.50	49.00	43.50	-	-	-
Key-punch operators	50.50	56.00	57.00	59.00	55.00	66.00	55.00	59.00	53.00
Office girls	46.00	44.00	45.50	44.50	42.50	-	-	50.00	-
Secretaries	66.00	71.00	72.00	77.50	72.00	67.50	68.50	69.00	64.50
Stenographers, general	56.00	61.00	61.00	63.00	57.50	59.00	61.00	63.00	54.50
Stenographers, technical	57.00	66.50	62.50	70.00	65.50	-	-	-	-
Switchboard operators	60.00	63.50	61.50	64.00	61.00	49.00	59.50	58.50	-
Switchboard operator-receptionists	52.00	53.50	55.50	57.00	51.00	49.00	52.00	50.50	51.50
Tabulating-machine operators	58.50	67.50	66.00	-	63.50	70.50	-	-	-
Transcribing-machine operators, general	52.50	54.00	55.00	60.50	55.50	52.50	55.50	-	47.50
Typists, class A	53.50	60.50	58.50	60.00	56.00	64.00	60.00	-	47.00
Typists, class B	47.50	52.50	51.00	54.00	48.50	46.50	49.00	52.00	42.50
Professional and technical									
<u>Men</u>									
Draftsmen, leader	124.00	126.00	-	141.00	121.50	-	110.00	-	-
Draftsmen, senior	91.50	96.00	96.00	100.50	100.50	88.00	91.50	80.00	92.50
Draftsmen, junior	70.00	75.00	70.00	72.50	68.00	66.00	63.50	58.50	66.00
<u>Women</u>									
Nurses, industrial (registered)	67.50	76.00	73.50	80.00	70.50	73.50	76.00	72.00	69.00

See footnotes at end of table.

Table A-2: Office Occupations (Manufacturing) - Continued

(Average weekly earnings¹ for selected occupations studied in manufacturing)

Sex, occupation, and grade	Middle West				Far West			
	Chicago	Cleveland	Minneapolis- St. Paul	St. Louis	Denver	Los Angeles	Portland	San Francisco- Oakland
Office clerical								
<u>Men</u>								
Clerks:								
Accounting, class A	\$85.00	\$84.00	\$75.50	\$83.50	\$69.00	\$80.00	\$83.50	\$82.50
Accounting, class B	71.00	71.50	63.00	65.50	59.50	67.00	-	72.50
Order	79.00	87.50	72.00	74.00	70.00	85.00	89.00	83.50
Payroll	78.00	78.50	-	76.00	68.00	77.00	-	88.50
Office boys	50.00	52.00	43.00	47.00	-	55.00	-	50.00
Tabulating-machine operators	76.50	84.50	72.00	72.50	-	78.50	-	76.00
<u>Women</u>								
Billers, machine:								
Billing machine	59.50	56.50	-	58.00	-	60.00	-	65.50
Bookkeeping machine	-	-	-	-	-	65.50	-	-
Bookkeeping-machine operators:								
Class A	72.50	67.50	64.00	-	-	73.00	-	73.50
Class B	63.50	58.50	55.00	55.50	56.00	67.00	59.00	65.00
Clerks:								
Accounting, class A	75.00	71.00	63.00	68.00	62.50	73.50	71.00	76.50
Accounting, class B	61.00	60.00	51.50	55.00	52.50	62.50	57.50	65.50
File, class A	60.50	60.00	53.00	57.50	-	67.50	-	65.50
File, class B	50.50	50.00	42.50	45.00	48.00	57.50	52.00	56.00
Order	63.00	55.50	54.00	53.00	50.00	65.50	57.00	68.00
Payroll	65.50	65.50	57.00	54.50	56.50	67.00	63.00	69.00
Comptometer operators	64.00	63.00	55.50	56.50	56.00	66.00	58.50	64.00
Duplicating-machine operators (mimeograph or ditto)	55.00	53.50	-	49.50	-	60.00	-	58.50
Key-punch operators	60.50	60.00	52.50	53.50	55.00	68.50	57.00	62.00
Office girls	50.00	48.00	41.00	48.00	-	54.00	45.00	53.00
Secretaries	76.50	77.00	68.00	71.00	69.50	76.00	72.50	79.50
Stenographers, general	65.00	64.00	56.50	57.00	57.50	67.00	60.00	69.00
Stenographers, technical	-	-	-	61.50	-	77.00	-	-
Switchboard operators	64.00	63.50	58.50	60.00	58.50	67.50	-	69.00
Switchboard operator-receptionists	59.50	59.50	51.50	53.00	51.00	61.50	57.00	62.00
Tabulating-machine operators	-	68.00	-	64.00	-	73.50	-	69.50
Transcribing-machine operators, general	59.50	61.00	50.00	52.50	-	57.00	59.50	63.50
Typists, class A	63.50	61.50	53.00	57.50	54.50	66.50	61.50	64.50
Typists, class B	54.00	54.00	49.00	48.50	49.50	58.50	53.50	57.00
Professional and technical								
<u>Men</u>								
Draftsmen, leader	-	114.00	-	-	-	-	-	-
Draftsmen, senior	97.50	99.50	87.50	91.50	85.50	94.50	95.00	88.00
Draftsmen, junior	72.50	77.00	72.00	68.50	61.00	76.50	76.50	77.50
<u>Women</u>								
Nurses, industrial (registered)	75.00	74.50	73.50	68.50	-	81.00	69.50	77.00

¹ Earnings relate to standard salaries that are paid for standard work schedules.² Estimates are generally not comparable to those in previous studies due to the inclusion of data for central offices. See text, p. 33.

NOTE: Dashes indicate no data or insufficient data to warrant presentation.

Table A-3: Office Occupations (Nonmanufacturing)

(Average weekly earnings¹ for selected occupations studied in nonmanufacturing)

Sex, occupation, and grade	Northeast					South			
	Boston	Buffalo	Newark- Jersey City	New York City	Philadelphia	Atlanta	Baltimore	Dallas	Memphis
Office clerical									
Men									
Clerk:									
Accounting, class A	\$71.00	\$72.50	\$86.50	\$79.00	\$77.00	\$78.50	\$82.50	\$75.50	\$ 77.50
Accounting, class B	58.00	-	-	60.50	59.50	72.50	58.00	60.50	60.50
Order	73.50	-	77.00	75.50	68.00	68.50	74.50	62.50	62.00
Payroll	-	-	-	70.50	-	-	-	70.00	-
Office boys	41.00	-	42.50	43.50	39.50	41.00	41.50	41.00	42.00
Tabulating-machine operators	66.50	-	-	68.00	63.50	60.50	61.50	63.50	70.50
Women									
Billers, machine:									
Billing machine	51.00	44.00	57.50	60.00	53.50	52.50	49.00	49.00	47.50
Bookkeeping machine	46.00	49.50	54.00	60.50	49.50	49.50	48.00	50.00	44.50
Bookkeeping-machine operators:									
Class A	56.00	51.00	55.00	63.00	58.00	55.00	-	57.00	60.50
Class B	47.00	42.50	51.00	54.50	47.00	49.50	42.50	47.00	45.00
Clerks:									
Accounting, class A	60.00	63.00	63.50	68.50	57.50	64.00	66.00	60.50	59.00
Accounting, class B	47.00	47.00	55.00	54.50	49.00	51.00	47.00	52.00	46.50
File, class A	51.00	44.50	55.50	58.50	51.00	49.00	50.50	47.50	47.50
File, class B	39.50	38.00	45.00	45.50	39.00	40.50	39.00	39.00	38.50
Order	51.50	-	54.50	56.00	45.00	49.00	41.00	47.00	49.00
Payroll	55.50	53.00	60.00	65.00	56.00	54.00	55.00	57.50	50.50
Comptometer operators	49.00	48.50	60.00	59.00	51.50	52.50	52.50	53.50	45.00
Duplicating-machine operators (mimeograph or ditto)	-	-	49.00	51.00	42.50	-	44.50	47.50	-
Key-punch operators	48.50	50.50	54.50	53.50	49.50	46.50	48.00	49.00	48.50
Office girls	40.00	39.00	43.00	43.00	37.00	41.50	38.50	39.00	39.50
Secretaries	61.50	65.00	72.50	73.00	64.00	65.50	62.50	66.50	58.50
Stenographers, general	53.50	51.50	57.00	58.50	51.50	55.50	51.50	55.00	49.00
Stenographers, technical	56.00	-	66.00	69.00	-	-	-	-	-
Switchboard operators	48.50	50.00	54.50	58.00	49.50	45.00	47.00	46.50	38.50
Switchboard operator-receptionists	50.50	49.50	55.00	56.50	50.00	51.50	52.50	50.00	45.00
Tabulating-machine operators	54.50	58.00	58.50	61.50	54.00	50.50	53.50	61.50	-
Transcribing-machine operators, general	48.50	47.50	54.00	58.50	49.00	50.50	49.00	49.50	47.50
Typists, class A	49.50	48.50	55.50	57.00	49.50	50.50	50.00	49.00	48.50
Typists, class B	43.50	41.50	47.50	49.50	42.50	43.00	41.50	42.50	40.00
Professional and technical									
Men									
Draftsmen, senior	93.00	88.50	101.50	109.00	95.50	90.50	92.50	87.00	
Draftsmen, junior	66.50	-	76.50	69.00	-	67.50	-	55.50	
Women									
Nurses, industrial (registered)	66.50			76.50	66.50				

See footnote at end of table.

Table A-3: Office Occupations (Nonmanufacturing) - Continued

(Average weekly earnings¹ for selected occupations studied in nonmanufacturing)

Sex, occupation, and grade	Middle West				Far West			
	Chicago	Cleveland	Minneapolis- St. Paul	St. Louis	Denver	Los Angeles	Portland	San Francisco- Oakland
Office clerical								
<u>Men</u>								
Clerks:								
Accounting, class A	\$82.00	\$79.00	\$77.00	\$79.00	\$76.00	\$84.00	\$81.50	\$79.50
Accounting, class B	61.00	-	58.00	64.00	60.00	71.00	-	66.50
Order	82.00	79.00	72.50	68.50	62.50	77.50	73.50	83.00
Payroll	77.00	-	-	-	-	88.00	-	74.00
Office boys	49.50	52.00	42.50	43.50	42.50	50.50	47.50	50.50
Tabulating-machine operators	73.00	-	63.00	73.50	71.50	79.50	82.00	73.00
<u>Women</u>								
Billers, machine:								
Billing machine	60.00	57.00	48.00	54.00	51.50	59.00	53.50	57.00
Bookkeeping machine	57.00	-	54.00	-	-	62.50	52.50	59.00
Bookkeeping-machine operators:								
Class A	71.00	70.00	60.50	60.00	61.00	71.50	66.50	67.50
Class B	58.00	52.50	47.50	47.50	49.00	53.50	51.50	56.00
Clerks:								
Accounting, class A	72.00	69.50	63.00	68.50	60.50	74.00	73.50	70.50
Accounting, class B	57.50	55.00	49.00	51.00	53.00	59.50	58.50	57.50
File, class A	58.50	59.00	51.50	55.50	52.00	60.00	60.00	60.50
File, class B	48.50	46.00	42.00	42.50	43.00	45.50	45.00	47.50
Order	57.50	54.50	48.50	52.50	52.00	66.00	57.00	65.50
Payroll	66.00	59.50	57.00	61.50	55.00	69.00	62.00	67.50
Comptometer operators	61.50	56.50	53.50	56.50	50.00	65.00	57.00	62.00
Duplicating-machine operators (mimeograph or ditto)	56.50	-	47.50	50.50	-	54.00	50.00	55.50
Key-punch operators	60.50	55.00	48.00	54.50	54.00	63.00	57.00	59.50
Office girls	49.00	43.50	40.00	43.00	41.50	45.00	41.00	46.50
Secretaries	74.50	69.00	63.50	68.50	66.00	76.00	71.50	71.50
Stenographers, general	63.50	58.50	53.50	55.50	57.00	62.50	58.00	63.00
Stenographers, technical	-	-	-	-	-	75.00	-	-
Switchboard operators	58.00	56.00	52.00	50.50	46.50	58.50	52.00	57.50
Switchboard operator-receptionists	58.50	55.00	49.50	52.50	52.50	62.00	53.50	58.00
Tabulating-machine operators	68.50	61.00	54.00	71.00	61.00	73.50	57.00	70.00
Transcribing-machine operators, general	60.00	55.00	51.50	51.50	53.00	58.50	53.50	59.50
Typists, class A	62.00	57.00	51.50	55.50	53.50	56.00	56.00	58.50
Typists, class B	52.50	50.00	45.00	47.00	46.50	49.50	48.50	51.00
Professional and technical								
<u>Men</u>								
Draftsmen, senior	106.50	-	92.00	-	93.50	100.50	-	97.50
Draftsmen, junior	80.00	-	-	-	70.00	92.50	-	79.00
<u>Women</u>								
Nurses, industrial (registered)	75.50	-	-	-	-	77.00	-	-

¹ Earnings relate to standard salaries that are paid for standard work schedules.

NOTE: Dashes indicate no data or insufficient data to warrant presentation.

Table A-4: Office Occupations (Public Utilities)*

(Average weekly earnings¹ for selected occupations studied in transportation, communication, and other public utilities)

Sex, occupation, and grade	Northeast					South			
	Boston	Buffalo	Newark-Jersey City	New York City	Philadelphia	Atlanta	Baltimore	Dallas	Memphis
Office clerical									
<u>Men</u>									
Clerks, accounting, class A	\$80.50	\$77.50		\$85.00	\$81.50	\$86.50		\$77.00	
Tabulating-machine operators	-	-		77.50	71.50	63.50		66.50	
<u>Women</u>									
Clerks:									
Accounting, class A	63.00	-	-	76.50	66.50	76.50	-	-	-
Accounting, class B	49.00	61.50	\$55.00	63.50	63.00	-	-	59.00	-
File, class B	45.00	-	-	52.50	50.00	47.00	-	44.50	-
Payroll	59.00	60.50	-	61.00	54.00	54.50	\$58.50	-	-
Comptometer operators	-	-	-	64.50	60.00	-	-	-	-
Key-punch operators	54.00	60.50	-	56.50	55.00	53.00	-	55.00	-
Secretaries	76.50	77.50	80.00	80.50	85.50	75.00	-	69.50	\$63.00
Stenographers, general	58.50	61.00	59.00	58.50	58.50	59.50	-	55.00	-
Switchboard operators	58.00	-	-	61.00	62.00	55.00	56.50	52.00	-
Typists, class A	-	-	-	56.50	54.50	-	52.00	52.00	-
Typists, class B	-	45.50	52.50	54.00	52.50	47.00	43.50	44.50	-
Office clerical									
<u>Men</u>									
Clerks, accounting, class A		\$87.00					\$86.00		\$83.00
Tabulating-machine operators		-					78.50		79.50
<u>Women</u>									
Clerks:									
Accounting, class A		-	-	-	\$74.50	\$66.00	75.00	-	-
Accounting, class B		58.50	\$54.50	\$51.50	57.00	53.00	67.50	\$65.50	66.00
File, class B		-	-	46.00	48.00	-	57.50	-	55.50
Payroll		-	56.00	56.50	62.00	53.00	64.00	67.50	72.50
Comptometer operators	66.50	60.50	-	-	-	-	59.50	-	66.50
Key-punch operators	64.50	55.50	52.50	61.50	54.50	68.00	-	-	68.00
Secretaries	81.00	78.00	66.00	76.50	73.50	80.00	80.00	80.00	75.50
Stenographers, general	69.50	60.00	58.50	61.50	57.00	64.50	62.00	62.00	64.50
Switchboard operators	67.00	-	61.50	-	-	66.50	61.50	61.50	63.00
Typists, class A	65.50	58.00	59.50	59.50	-	-	-	-	64.50
Typists, class B	-	52.50	50.00	54.00	49.50	57.50	54.50	54.50	53.00
Office clerical									
<u>Men</u>									
Clerks, accounting, class A		\$87.00					\$86.00		\$83.00
Tabulating-machine operators		-					78.50		79.50
<u>Women</u>									
Clerks:									
Accounting, class A		-	-	-	\$74.50	\$66.00	75.00	-	-
Accounting, class B		58.50	\$54.50	\$51.50	57.00	53.00	67.50	\$65.50	66.00
File, class B		-	-	46.00	48.00	-	57.50	-	55.50
Payroll		-	56.00	56.50	62.00	53.00	64.00	67.50	72.50
Comptometer operators	66.50	60.50	-	-	-	-	59.50	-	66.50
Key-punch operators	64.50	55.50	52.50	61.50	54.50	68.00	-	-	68.00
Secretaries	81.00	78.00	66.00	76.50	73.50	80.00	80.00	80.00	75.50
Stenographers, general	69.50	60.00	58.50	61.50	57.00	64.50	62.00	62.00	64.50
Switchboard operators	67.00	-	61.50	-	-	66.50	61.50	61.50	63.00
Typists, class A	65.50	58.00	59.50	59.50	-	-	-	-	64.50
Typists, class B	-	52.50	50.00	54.00	49.50	57.50	54.50	54.50	53.00

¹ Earnings relate to standard salaries that are paid for standard work schedules.

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

NOTE: Dashes indicate no data or insufficient data to warrant presentation.

Table A-5: Office Occupations (Wholesale Trade)

(Average weekly earnings¹ for selected occupations studied in wholesale trade)

Sex, occupation, and grade	Northeast				South		Middle West				Far West	
	Boston	Newark-Jersey City	New York City	Philadelphia	Atlanta	Baltimore	Chicago	Cleveland	Minneapolis-St. Paul	St. Louis	Los Angeles	San Francisco-Oakland
Men												
Clerks:												
Accounting, class A -----	\$80.50	-	\$82.00	\$81.00	\$78.50	\$95.00	\$82.50	-	\$71.50	-	\$83.00	\$77.50
Accounting, class B -----	60.00	-	70.50	61.00	58.50	82.00	-	-	-	-	-	65.50
Order -----	74.50	\$76.50	76.00	69.00	69.00	-	83.50	\$78.50	73.00	-	77.00	83.50
Office boys -----	46.50	39.00	44.00	44.00	43.50	-	50.50	-	-	-	51.00	51.50
Women												
Billers, machine (billing machine) -----	53.50	-	59.00	-	53.50	-	60.00	-	-	-	61.00	57.50
Bookkeeping-machine operators:												
Class A -----	-	-	69.00	-	56.00	-	71.00	-	-	-	73.00	69.50
Class B -----	54.50	55.50	60.00	53.00	54.00	-	60.00	56.00	51.50	\$52.50	62.00	61.50
Clerks:												
Accounting, class A -----	66.00	-	71.50	67.00	64.50	67.00	73.50	-	-	-	77.50	75.50
Accounting, class B -----	50.50	58.00	56.50	55.50	52.50	58.50	59.50	-	48.50	55.00	62.00	63.00
File, class A -----	60.00	-	60.50	56.50	53.00	-	59.00	-	-	-	62.00	-
File, class B -----	43.50	44.50	49.00	44.00	46.00	46.00	50.50	47.50	45.50	46.00	53.00	49.00
Order -----	56.00	56.00	56.50	46.50	52.50	-	-	-	-	-	70.50	72.50
Payroll -----	61.50	-	68.50	-	57.50	-	67.00	-	61.50	63.00	66.00	70.50
Comptometer operators -----	55.00	62.50	60.00	55.50	53.00	61.50	62.50	57.50	53.00	54.50	64.50	63.00
Key-punch operators -----	55.00	-	59.00	55.00	47.00	-	-	-	-	-	64.00	65.50
Office girls -----	-	-	-	-	46.00	-	49.50	-	-	-	49.50	46.50
Secretaries -----	64.50	71.50	75.00	64.50	66.50	64.00	77.00	68.00	65.00	68.50	75.50	73.50
Stenographers, general -----	60.50	57.00	61.50	56.50	58.00	62.00	64.50	60.00	56.00	56.00	64.50	66.50
Switchboard operators -----	56.00	-	62.00	54.50	-	-	62.50	-	-	-	61.50	61.50
Switchboard operator-receptionists -----	55.00	57.50	56.50	51.00	54.00	53.00	59.50	56.00	50.50	-	64.00	56.50
Transcribing-machine operators, general -----	54.50	-	60.00	53.50	53.50	-	60.50	-	53.00	-	60.00	61.50
Typists, class A -----	60.50	-	63.00	52.00	55.50	-	63.50	-	-	-	60.50	61.50
Typists, class B -----	49.00	50.00	54.50	46.00	46.00	52.50	53.50	52.00	49.00	51.50	55.00	54.00

¹ Earnings relate to standard salaries that are paid for standard work schedules.

NOTE: Dashes indicate no data or insufficient data to warrant presentation.

Table A-6: Office Occupations (Retail Trade)

(Average weekly earnings¹ for selected occupations studied in retail trade)

Sex, occupation, and grade	Northeast				South			Middle West		Far West		
	Boston	Newark-Jersey City ²	New York City ²	Philadelphia ²	Atlanta	Baltimore	Dallas	Chicago	Minneapolis-St. Paul	Denver	Portland	San Francisco-Oakland
Women												
Billers, machine (bookkeeping machine) -----	\$43.00	-	\$56.00	\$50.00	-	\$44.50	\$48.00	-	-	-	-	\$59.50
Bookkeeping-machine operators, class B -----	47.00	-	56.50	50.00	\$48.50	-	48.50	\$57.00	\$51.00	\$54.00	\$55.00	60.00
Clerks:												
Accounting, class A -----	58.00	-	66.00	57.00	61.00	58.00	60.00	73.00	59.00	52.50	-	69.00
Accounting, class B -----	43.50	\$53.00	50.00	46.50	48.00	42.00	43.00	55.00	48.50	49.50	54.00	56.00
File, class B -----	38.00	-	45.00	37.50	40.50	34.00	38.00	50.50	41.00	46.00	-	50.50
Order -----	43.50	49.00	54.00	44.00	44.00	38.00	41.00	52.00	43.50	-	-	55.00
Payroll -----	50.50	-	61.50	50.50	51.50	52.00	55.00	62.00	54.00	52.00	56.50	62.50
Comptometer operators -----	47.00	56.00	57.00	49.50	52.00	50.50	52.00	61.00	54.50	49.50	56.50	61.00
Key-punch operators -----	44.50	-	52.00	50.50	46.50	-	-	58.00	-	-	-	-
Secretaries -----	61.00	65.00	69.00	64.00	62.50	59.00	65.50	70.50	60.50	61.00	63.50	69.00
Stenographers, general -----	48.50	54.00	56.50	50.50	50.50	52.00	51.50	57.50	51.00	53.00	50.50	63.00
Switchboard operators -----	48.00	48.50	55.50	46.00	48.00	43.50	42.00	56.00	47.00	45.50	48.00	56.00
Switchboard operator-receptionists -----	47.00	-	54.00	52.00	-	-	46.00	-	-	47.00	47.00	59.50
Typists, class A -----	-	-	56.50	-	52.00	50.50	-	-	-	53.00	-	-
Typists, class B -----	43.50	45.50	48.00	45.00	44.50	43.50	44.50	51.50	43.00	48.00	45.00	54.00

¹ Earnings relate to standard salaries that are paid for standard work schedules.² Excludes data for limited-price variety stores.

NOTE: Dashes indicate no data or insufficient data to warrant presentation.

Table A-7: Office Occupations (Finance)**

(Average weekly earnings¹ for selected occupations studied in finance, insurance, and real estate)

Sex, occupation, and grade	Northeast				South			Middle West				Far West	
	Boston	Newark-Jersey City	New York City	Philadelphia	Atlanta	Baltimore	Dallas	Chicago	Cleveland	Minneapolis-St. Paul	St. Louis	Los Angeles	San Francisco-Oakland
Men													
Clerks, accounting, class A	\$ 62.50	\$ 79.50	\$ 76.50	\$ 73.00	\$ 76.50	\$ 69.00	\$ 64.50	\$ 81.00	-	-	-	\$ 76.00	\$ 82.00
Office boys	40.50	42.50	44.00	38.50	38.50	40.50	40.00	49.00	\$ 53.00	-	-	48.00	49.50
Tabulating-machine operators	62.00	-	64.00	58.50	53.50	52.50	62.00	69.50	-	\$ 59.00	-	77.50	71.50
Women													
Bookkeeping-machine operators, class B	44.00	49.00	53.00	45.00	46.50	41.00	46.50	57.50	51.50	44.00	\$ 43.50	51.50	53.50
Clerks:													
Accounting, class A	57.50	-	66.50	54.00	56.50	61.50	47.00	71.00	-	63.50	-	68.00	64.50
Accounting, class B	46.00	55.00	53.00	45.00	45.50	42.50	45.00	57.50	-	-	46.00	52.00	53.00
File, class A	47.00	52.50	55.50	49.50	48.00	48.00	47.50	58.00	-	-	52.00	53.00	57.50
File, class B	38.50	43.00	43.50	38.00	38.00	37.50	38.00	46.50	46.50	41.00	40.50	42.00	45.00
Payroll	-	-	67.00	57.50	-	-	60.50	68.50	-	-	-	60.00	65.00
Comptometer operators	44.50	-	59.00	45.50	50.00	-	51.50	57.50	-	-	-	-	55.50
Key-punch operators	45.50	-	52.00	47.50	43.00	45.50	46.50	58.50	-	47.00	50.50	56.50	57.00
Office girls	-	-	42.50	35.00	39.50	-	38.50	48.00	-	38.50	-	42.00	45.50
Secretaries	60.50	73.00	72.50	62.00	61.50	59.50	68.50	73.00	67.50	65.00	59.50	70.50	70.50
Stenographers, general	51.00	54.00	56.50	47.50	53.00	48.00	53.50	62.00	56.50	51.50	51.50	59.50	62.50
Switchboard operators	49.50	54.50	58.50	50.50	50.00	47.50	54.00	62.00	-	53.50	48.50	54.00	59.50
Switchboard operator-receptionists	49.50	-	54.00	-	46.50	-	49.50	54.50	-	-	-	55.00	58.00
Tabulating-machine operators	54.00	-	60.50	52.00	46.50	49.50	63.50	-	-	52.50	-	69.00	66.50
Transcribing-machine operators, general	47.00	51.50	57.00	46.50	48.50	44.50	49.00	58.50	-	50.50	-	55.00	59.00
Typists, class A	46.50	53.00	54.00	48.00	47.00	46.50	48.50	59.50	56.00	49.50	-	53.50	56.50
Typists, class B	42.50	45.50	47.50	40.50	40.00	39.50	41.00	51.50	47.50	42.50	42.00	47.50	49.00

¹ Earnings relate to standard salaries that are paid for standard work schedules.

** Finance, insurance, and real estate.

NOTE: Dashes indicate no data or insufficient data to warrant presentation.

Table A-8: Office Occupations (Services)

(Average weekly earnings¹ for selected occupations studied in services)

Sex, occupation, and grade	Northeast			Middle West	Far West
	Boston	New York City	Philadelphia	Chicago	Los Angeles ²
Women					
Clerks:					
Accounting, class A	\$ 62.50	\$ 66.50	\$ 60.50	\$ 73.50	\$ 71.50
Accounting, class B	51.00	55.50	48.50	59.00	59.50
File, class B	40.50	46.00	-	49.50	-
Payroll	56.00	65.50	-	65.00	71.00
Secretaries	55.00	70.00	61.00	77.00	75.00
Stenographers, general	49.00	58.50	51.50	64.50	62.50
Switchboard operators	43.00	55.00	40.00	52.00	51.50
Switchboard operator-receptionists	48.00	56.00	48.50	62.00	58.00
Typists, class A	55.50	61.50	52.50	64.50	-
Typists, class B	41.00	51.50	42.00	54.00	47.00

¹ Earnings relate to standard salaries that are paid for standard work schedules.² Excludes data for motion picture production.

NOTE: Dashes indicate no data or insufficient data to warrant presentation.

Table A-9: Plant Occupations (All Industries)

(Average hourly earnings¹ for selected occupations studied in 6 broad industry divisions)

Occupation ²	Northeast					South			
	Boston	Buffalo	Newark- Jersey City	New York City	Philadelphia	Atlanta	Baltimore	Dallas	Memphis
Maintenance and powerplant									
Carpenters	\$2.02	\$2.19	\$2.29	\$2.19	\$2.29	\$1.92	\$2.06	\$1.98	\$1.84
Electricians	2.12	2.28	2.37	2.25	2.25	2.23	2.18	2.10	2.12
Engineers, stationary	2.09	2.11	2.48	2.30	1.98	1.71	1.94	1.75	1.94
Firemen, stationary boiler	1.76	1.84	1.99	1.86	1.72	1.34	1.70	1.55	1.14
Helpers, trades	1.71	1.87	1.90	1.75	1.82	1.50	1.70	1.44	1.19
Machine-tool operators, toolroom	2.05	2.29	2.25	2.32	2.09	-	2.06	-	2.04
Machinists	2.07	2.28	2.32	2.31	2.29	2.11	2.28	2.05	2.09
Mechanics	2.01	2.25	2.27	2.27	2.19	1.92	2.14	1.94	1.89
Mechanics, automotive	1.96	2.07	2.13	2.15	2.07	1.74	1.98	1.80	1.70
Millwrights	2.02	2.28	2.23	2.21	2.18	-	2.17	-	1.95
Oilers	1.69	1.91	1.92	1.83	1.66	1.38	1.80	1.62	1.68
Painters	1.80	2.02	2.15	2.08	2.05	1.93	1.92	1.89	1.80
Pipefitters	2.08	2.24	2.41	2.31	2.28	2.25	2.21	-	2.12
Plumbers	1.99	-	-	2.06	2.05	-	-	2.02	-
Sheet-metal workers	2.10	2.31	2.37	2.25	2.18	-	2.20	-	-
Tool and die makers	2.30	2.43	2.40	2.47	2.41	-	2.37	2.24	2.17
Custodial, warehousing, and shipping									
Guards	1.58	1.83	1.74	1.62	1.62	1.77	1.71	1.63	1.56
Janitors, porters, and cleaners (men)	1.33	1.53	1.53	1.41	1.36	1.06	1.26	1.06	1.00
Janitors, porters, and cleaners (women)	1.15	1.15	1.25	1.23	1.07	.72	.91	.79	.74
Laborers, material handling	1.52	1.70	1.80	1.62	1.55	1.15	1.44	1.23	1.14
Order fillers	1.55	1.71	1.83	1.65	1.57	1.29	1.43	1.27	1.16
Packers, shipping (men)	1.52	1.87	1.68	1.47	1.53	1.25	1.57	1.23	1.13
Packers, shipping (women)	1.20	1.33	1.31	1.27	1.22	1.18	-	-	.95
Receiving clerks	1.53	1.77	1.85	1.70	1.65	1.42	1.56	1.53	1.51
Shipping clerks	1.64	1.86	1.89	1.80	1.78	1.48	1.69	1.54	1.49
Shipping and receiving clerks	1.65	1.82	1.81	1.73	1.78	1.56	1.62	1.53	1.59
Truckdrivers:									
Light (under 1½ tons)	1.57	1.76	-	1.96	1.72	1.21	1.69	1.32	.93
Medium (1½ to and including 4 tons)	1.70	1.78	2.43	2.14	1.87	1.25	1.65	1.43	1.33
Heavy (over 4 tons, trailer type)	1.94	1.90	2.46	2.22	2.01	1.44	1.88	1.49	1.48
Heavy (over 4 tons, other than trailer type)	1.83	1.87	2.23	2.55	1.87	1.28	1.76	-	-
Truckers, power (forklift)	1.75	1.86	1.91	2.03	1.71	1.43	1.79	1.48	1.32
Truckers, power, (other than forklift)	1.77	1.91	1.86	-	1.68	-	1.81	1.60	-
Watchmen	1.34	1.46	1.43	1.44	1.33	1.03	1.10	1.06	.93

See footnotes at end of table.

Table A-9: Plant Occupations (All Industries) - Continued

(Average hourly earnings¹ for selected occupations studied in 6 broad industry divisions)

Occupation ²	Middle West				Far West			
	Chicago	Cleveland	Minneapolis-St. Paul	St. Louis	Denver	Los Angeles	Portland	San Francisco-Oakland
Maintenance and powerplant								
Carpenters	\$2.51	\$2.22	\$2.38	\$2.27	\$2.16	\$2.30	\$2.38	\$2.48
Electricians	2.49	2.32	2.38	2.35	2.14	2.42	2.38	2.40
Engineers, stationary	2.52	2.29	2.16	2.37	2.03	2.34	2.25	2.28
Firemen, stationary boiler	2.05	1.94	1.92	2.09	1.66	1.95	2.03	2.09
Helpers, trades	1.88	1.89	1.85	1.93	1.70	1.90	1.94	1.99
Machine-tool operators, toolroom	2.37	2.27	2.17	2.25	-	2.34	2.28	2.33
Machinists	2.47	2.28	2.31	2.41	2.09	2.43	2.35	2.40
Mechanics	2.24	2.29	2.12	2.15	2.01	2.21	2.26	2.31
Mechanics, automotive	2.40	2.22	2.10	2.13	2.07	2.27	2.23	2.45
Millwrights	2.27	2.23	2.24	2.27	-	2.36	2.29	2.30
Oilers	1.90	1.90	1.86	1.99	1.75	1.86	1.93	1.95
Painters	2.55	2.13	2.42	2.29	2.03	2.22	2.32	2.34
Pipefitters	2.40	2.28	2.45	2.39	2.16	2.33	2.29	2.40
Plumbers	2.64	-	-	-	-	2.33	-	-
Sheet-metal workers	2.37	2.24	2.42	2.37	-	2.40	-	2.39
Tool and die makers	2.67	2.46	2.44	2.52	2.19	2.55	2.50	2.65
Custodial, warehousing, and shipping								
Guards	1.72	1.83	1.75	1.74	1.68	1.86	1.79	1.72
Janitors, porters, and cleaners (men)	1.59	1.53	1.41	1.36	1.28	1.51	1.49	1.64
Janitors, porters, and cleaners (women)	1.43	1.18	1.22	1.08	1.17	1.27	1.30	1.53
Laborers, material handling	1.68	1.75	1.72	1.67	1.55	1.84	1.85	1.94
Order fillers	1.72	1.84	1.67	1.73	1.53	1.86	1.85	1.93
Packers, shipping (men)	1.66	1.83	1.71	1.65	1.40	1.73	1.77	1.85
Packers, shipping (women)	1.45	1.31	1.27	1.26	1.17	1.61	-	1.47
Receiving clerks	1.90	1.88	1.83	1.84	1.53	1.92	1.88	1.97
Shipping clerks	1.94	1.91	1.87	1.87	1.62	2.02	1.93	2.06
Shipping and receiving clerks	1.90	1.95	1.84	1.83	1.67	1.97	1.95	2.09
Truckdrivers:								
Light (under 1½ tons)	2.19	1.87	1.91	1.86	1.56	1.91	1.88	2.15
Medium (1½ to and including 4 tons)	2.11	2.04	1.92	2.02	1.70	2.03	2.00	2.19
Heavy, (over 4 tons, trailer type)	2.24	2.09	1.93	2.08	1.70	2.15	2.18	2.29
Heavy (over 4 tons, other than trailer type)	2.19	-	1.91	-	1.70	2.10	2.04	2.21
Truckers, power (forklift)	1.87	1.92	1.87	1.81	1.66	1.98	1.94	2.04
Truckers, power (other than forklift)	1.84	2.00	1.75	1.80	-	1.93	-	1.95
Watchmen	1.24	1.43	1.54	1.34	1.28	1.50	1.59	1.62

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Data limited to men workers except where otherwise indicated.

NOTE: Dashes indicate no data or insufficient data to warrant presentation.

Table A-10: Plant Occupations (Manufacturing)

(Average hourly earnings¹ for selected occupations studied in manufacturing)

Occupation ²	Northeast					South			
	Boston	Buffalo	Newark- Jersey City	New York City	Philadelphia	Atlanta	Baltimore	Dallas	Memphis
Maintenance and powerplant									
Carpenters	\$2.00	\$2.21	\$2.25	\$2.19	\$2.21	\$1.91	\$2.09	\$2.06	\$1.72
Electricians	2.16	2.29	2.33	2.39	2.26	2.21	2.19	2.15	2.17
Engineers, stationary	2.17	2.17	2.52	2.50	2.03	2.23	2.02	1.88	1.96
Firemen, stationary boiler	1.81	1.91	2.01	2.07	1.75	1.43	1.71	1.66	1.14
Helpers, trades	1.73	1.89	1.92	1.77	1.88	1.53	1.73	1.45	1.20
Machine-tool operators, toolroom	2.05	2.29	2.25	2.32	2.09	-	2.06	-	2.07
Machinists	2.06	2.28	2.31	2.29	2.27	2.11	2.29	2.13	2.09
Mechanics	1.99	2.26	2.29	2.31	2.19	1.88	2.15	1.98	1.93
Mechanics, automotive	2.05	2.17	2.25	2.22	2.09	1.74	2.09	1.80	1.66
Millwrights	2.02	2.28	2.21	2.19	2.18	-	2.17	-	1.95
Oilers	1.62	1.93	1.91	1.94	1.66	1.38	1.81	1.63	1.74
Painters	1.97	2.13	2.17	2.26	2.15	2.11	2.09	2.03	1.85
Pipefitters	2.08	2.23	2.39	2.33	2.28	2.24	2.21	-	2.12
Sheet-metal workers	2.11	2.32	2.36	2.22	2.17	-	2.22	-	-
Tool and die makers	2.30	2.43	2.40	2.47	2.41	-	2.37	2.24	2.17
Custodial, warehousing, and shipping									
Guards	1.65	1.84	1.76	1.67	1.71	-	1.80	1.72	1.60
Janitors, porters, and cleaners (men)	1.45	1.64	1.58	1.46	1.45	1.22	1.45	1.30	1.18
Janitors, porters, and cleaners (women)	1.27	1.46	1.41	1.39	1.27	.91	1.15	1.06	.93
Laborers, material handling	1.53	1.73	1.79	1.65	1.58	1.16	1.52	1.37	1.19
Order fillers	1.64	1.71	1.76	1.54	1.59	1.25	1.46	1.53	1.20
Packers, shipping (men)	1.53	1.89	1.71	1.48	1.62	1.29	1.66	1.37	1.16
Packers, shipping (women)	1.23	1.41	1.31	1.26	1.43	-	-	-	-
Receiving clerks	1.65	1.84	1.88	1.80	1.79	1.43	1.69	1.81	1.74
Shipping clerks	1.74	1.89	1.86	1.88	1.81	1.57	1.75	1.66	1.47
Shipping and receiving clerks	1.68	1.86	1.78	1.64	1.78	1.67	1.63	1.60	1.59
Truckdrivers:									
Light (under 1½ tons)	1.72	1.93	-	2.20	1.83	1.27	1.80	1.26	1.13
Medium (1½ to and including 4 tons)	1.82	1.84	2.83	2.14	1.93	1.04	1.67	1.49	1.29
Heavy (over 4 tons, trailer type)	1.91	-	2.61	2.29	1.95	1.37	1.64	1.53	1.45
Heavy (over 4 tons, other than trailer type)	1.89	1.85	2.23	2.88	2.01	-	1.96	-	-
Truckers, power (forklift)	1.72	1.86	1.89	2.02	1.71	1.50	1.79	1.56	1.49
Truckers, power (other than forklift)	1.77	1.91	1.75	-	1.68	-	1.82	1.77	-
Watchmen	1.40	1.54	1.46	1.41	1.42	.98	1.16	1.16	1.03

See footnotes at end of table.

Table A-10: Plant Occupations (Manufacturing) - Continued

(Average hourly earnings¹ for selected occupations studied in manufacturing)

Occupation ²	Middle West				Far West			
	Chicago	Cleveland	Minneapolis- St. Paul	St. Louis	Denver	Los Angeles	Portland	San Francisco- Oakland
Maintenance and powerplant								
Carpenters	\$2.25	\$2.21	\$2.22	\$2.25	\$2.15	\$2.25	\$2.34	\$2.41
Electricians	2.38	2.32	2.34	2.34	2.14	2.37	2.35	2.41
Engineers, stationary	2.41	2.31	2.18	2.40	2.09	2.35	2.26	2.43
Firemen, stationary boiler	1.97	1.94	1.92	2.09	1.82	2.01	2.02	2.14
Helpers, trades	1.85	1.91	1.82	1.94	1.68	1.91	1.93	2.01
Machine-tool operators, toolroom	2.37	2.27	2.17	2.25	-	2.34	2.28	2.32
Machinists	2.46	2.28	2.31	2.42	2.08	2.42	2.36	2.40
Mechanics	2.23	2.30	2.10	2.15	2.01	2.21	2.27	2.31
Mechanics, automotive	2.28	2.22	2.11	2.23	2.01	2.25	2.23	2.44
Millwrights	2.27	2.23	2.23	2.27	-	2.35	2.29	2.30
Oilers	1.87	1.91	1.86	1.99	1.75	1.85	1.90	1.93
Painters	2.25	2.17	2.33	2.27	2.11	2.20	2.32	2.33
Pipefitters	2.35	2.28	2.42	2.39	2.16	2.38	2.31	2.39
Sheet-metal workers	2.37	2.24	2.42	2.37	-	2.35	-	-
Tool and die makers	2.67	2.46	2.44	2.52	2.19	2.54	2.50	2.65
Custodial, warehousing, and shipping								
Guards	1.74	1.84	1.78	1.78	1.80	1.87	-	1.88
Janitors, porters, and cleaners (men)	1.58	1.64	1.57	1.49	1.45	1.62	1.62	1.77
Janitors, porters, and cleaners (women)	1.42	1.43	1.37	1.28	1.34	1.56	-	1.66
Laborers, material handling	1.65	1.73	1.70	1.65	1.57	1.84	1.84	1.92
Order fillers	1.72	1.91	1.68	1.69	1.58	1.77	1.94	1.98
Packers, shipping (men)	1.69	1.90	1.67	1.61	1.47	1.73	1.71	1.86
Packers, shipping (women)	1.45	1.38	1.33	1.27	-	1.61	-	1.46
Receiving clerks	1.93	1.90	1.88	1.83	1.65	1.90	2.02	1.98
Shipping clerks	2.02	1.89	1.88	1.85	1.65	1.95	1.93	2.10
Shipping and receiving clerks	1.90	1.95	1.83	1.79	1.66	1.97	1.92	2.04
Truckdrivers:								
Light (under 1½ tons)	2.32	1.95	2.11	1.93	1.57	1.79	1.90	2.31
Medium (1½ to and including 4 tons)	2.12	1.99	1.97	2.12	1.76	2.08	2.15	2.29
Heavy (over 4 tons, trailer type)	2.20	2.06	-	2.14	-	2.17	2.20	2.23
Heavy (over 4 tons, other than trailer type)	-	-	-	-	-	2.01	2.17	2.19
Truckers, power (forklift)	1.86	1.92	1.85	1.80	1.64	1.93	1.93	2.02
Truckers, power (other than forklift)	1.80	2.00	1.74	1.80	-	1.81	-	1.99
Watchmen	1.51	1.55	1.62	1.52	1.35	1.53	1.63	1.68

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Data limited to men workers except where otherwise indicated.

NOTE: Dashes indicate no data or insufficient data to warrant presentation.

Table A-11: Plant Occupations (Nonmanufacturing)

(Average hourly earnings¹ for selected occupations studied in nonmanufacturing)

Occupation ²	Northeast					South			
	Boston	Buffalo	Newark- Jersey City	New York City	Philadelphia	Atlanta	Baltimore	Dallas	Memphis
Maintenance and powerplant									
Carpenters	\$2.06	\$2.10	\$2.51	\$2.19	\$2.50	\$1.93	\$1.93	\$1.91	\$1.94
Electricians	2.00	2.16	2.66	2.18	2.22	2.30	2.08	1.95	-
Engineers, stationary	1.96	1.93	2.42	2.20	1.90	1.45	1.69	1.64	1.92
Firemen, stationary boiler	1.71	1.55	-	1.74	1.54	-	-	-	-
Helpers, trades	1.66	1.66	1.84	1.74	1.69	1.48	1.57	1.43	1.17
Mechanics	2.05	-	2.06	2.14	2.19	2.04	2.06	1.71	1.56
Mechanics, automotive	1.94	2.03	2.11	2.14	2.06	1.74	1.93	1.81	1.71
Painters	1.67	1.73	-	2.04	1.91	1.79	1.61	1.78	1.74
Custodial, warehousing, and shipping									
Guards	1.49	1.75	1.68	1.60	1.33	1.38	1.57	1.36	-
Janitors, porters, and cleaners (men)	1.23	1.14	1.43	1.39	1.25	.92	.97	.90	.84
Janitors, porters, and cleaners (women)	1.13	1.01	1.18	1.22	1.02	.67	.84	.72	.68
Laborers, material handling	1.50	1.58	1.83	1.58	1.49	1.14	1.28	1.13	1.10
Order fillers	1.50	1.70	1.88	1.71	1.57	1.30	1.42	1.16	1.15
Packers, shipping (men)	1.50	-	-	1.46	1.30	1.23	1.37	1.10	1.10
Packers, shipping (women)	1.16	-	-	1.29	1.07	1.11	-	-	-
Receiving clerks	1.41	1.53	1.75	1.64	1.45	1.41	1.45	1.26	1.39
Shipping clerks	1.56	-	-	1.74	1.65	1.37	1.59	1.38	1.51
Shipping and receiving clerks	1.64	1.73	1.84	1.80	1.79	1.50	1.60	1.48	1.60
Truckdrivers:									
Light (under 1½ tons)	1.45	1.55	-	1.86	-	1.20	1.59	1.35	.90
Medium (1½ to and including 4 tons)	1.60	1.76	2.02	2.15	1.83	1.31	1.65	1.41	1.34
Heavy (over 4 tons, trailer type)	1.95	1.88	2.40	2.21	2.02	1.50	2.00	1.47	1.50
Heavy (over 4 tons, other than trailer type)	1.82	-	2.23	2.40	1.84	-	1.71	-	-
Truckers, power (forklift)	1.82	1.79	1.97	2.06	1.71	1.28	1.68	1.34	1.06
Watchmen	1.23	1.25	1.36	1.45	1.23	1.11	1.02	.96	.81

See footnotes at end of table.

Table A-11: Plant Occupations (Nonmanufacturing) - Continued

(Average hourly earnings¹ for selected occupations studied in nonmanufacturing)

Occupation ²	Middle West				Far West			
	Chicago	Cleveland	Minneapolis- St. Paul	St. Louis	Denver	Los Angeles	Portland	San Francisco- Oakland
Maintenance and powerplant								
Carpenters	\$3.00	\$2.33	\$2.52	-	\$2.18	\$2.44	\$2.47	\$2.57
Electricians	2.89	2.30	2.56	-	2.13	2.67	2.61	-
Engineers, stationary	2.63	2.23	2.15	-	1.76	2.33	2.21	2.19
Firemen, stationary boiler	2.22	1.90	1.93	\$2.08	1.28	-	-	-
Helpers, trades	1.99	1.57	-	1.84	1.72	1.86	-	-
Mechanics	2.35	-	2.16	2.16	-	2.17	2.20	2.31
Mechanics, automotive	2.44	2.22	2.10	2.12	2.08	2.28	2.24	2.45
Painters	2.85	2.07	2.48	-	-	2.26	2.33	2.35
Custodial, warehousing, and shipping								
Guards	1.68	1.74	1.60	1.32	1.32	1.85	-	1.53
Janitors, porters, and cleaners (men)	1.59	1.19	1.28	1.12	1.14	1.41	1.37	1.58
Janitors, porters, and cleaners (women)	1.43	1.06	1.16	1.00	1.15	1.22	1.29	1.51
Laborers, material handling	1.73	1.77	1.74	1.70	1.54	1.84	1.85	1.96
Order fillers	1.72	1.78	1.67	1.77	1.51	1.88	1.83	1.91
Packers, shipping (men)	1.61	1.49	1.75	1.73	1.29	1.73	1.78	1.84
Packers, shipping (women)	1.42	-	1.19	-	-	-	-	1.55
Receiving clerks	1.87	1.82	1.77	1.84	1.47	1.94	1.83	1.97
Shipping clerks	1.83	2.01	1.85	1.93	1.60	2.09	1.93	2.01
Shipping and receiving clerks	1.90	1.94	1.84	1.87	1.68	1.96	1.98	2.12
Truckdrivers:								
Light (under 1½ tons)	1.96	1.78	-	1.78	1.56	1.97	1.85	2.07
Medium (1½ to and including 4 tons)	2.10	2.06	1.90	1.95	1.66	2.01	1.98	2.17
Heavy (over 4 tons, trailer type)	2.24	2.10	1.92	2.07	1.69	2.14	2.15	2.30
Heavy (over 4 tons, other than trailer type)	2.20	-	1.90	-	1.72	2.15	2.00	2.21
Truckers, power (forklift)	1.95	-	1.90	1.85	1.69	2.08	1.95	2.09
Watchmen	1.11	1.16	1.48	1.08	1.21	1.45	1.47	1.58

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Data limited to men workers except where otherwise indicated.

NOTE: Dashes indicate no data or insufficient data to warrant presentation.

Table A-12: Plant Occupations (Public Utilities)*

(Average hourly earnings¹ for selected occupations studied in transportation, communication, and other public utilities)

Occupation ²	Northeast					South			
	Boston	Buffalo	Newark-Jersey City	New York City	Philadelphia	Atlanta	Baltimore	Dallas	Memphis
Maintenance and powerplant									
Carpenters	-	-	-	-	\$2.10	-	-	-	-
Electricians	-	\$2.40	-	\$2.26	2.23	-	-	-	-
Helpers, trades	\$1.77	1.67	\$1.81	1.77	1.71	\$1.58	\$1.66	-	\$1.43
Mechanics, automotive	1.92	2.03	-	2.10	2.04	1.78	1.95	\$1.85	1.75
Painters	2.00	-	-	2.22	2.13	-	-	-	-
Custodial, warehousing, and shipping									
Janitors, porters, and cleaners (men)	1.49	1.48	1.61	1.58	1.56	1.16	1.30	1.18	.99
Janitors, porters, and cleaners (women)	-	-	-	-	1.33	-	1.15	1.04	.94
Laborers, material handling	-	1.73	1.92	1.79	1.66	1.31	1.39	1.26	1.20
Truckdrivers:									
Medium (1½ to and including 4 tons)	1.78	1.78	-	2.16	1.79	1.44	-	1.58	1.09
Heavy (over 4 tons, trailer type)	-	1.82	2.40	-	-	1.45	1.78	-	-
Truckers, power (forklift)	-	-	-	-	1.76	-	-	1.43	-
Watchmen	-	1.56	-	1.57	1.32	1.29	1.38	1.11	.84
Maintenance and powerplant									
	Middle West				Far West				
	Chicago	Cleveland	Minneapolis-St. Paul	St. Louis	Denver	Los Angeles	Portland	San Francisco-Oakland	
Carpenters	-	-	-	-	-	\$ 2.28	\$2.30	\$2.32	
Electricians	-	\$2.37	-	-	-	2.44	-	-	
Helpers, trades	-	-	-	-	\$1.73	-	-	-	
Mechanics, automotive	\$2.46	2.17	\$2.06	\$2.11	2.08	2.27	2.25	2.45	
Painters	-	-	-	-	-	2.21	-	2.23	
Custodial, warehousing, and shipping									
Janitors, porters, and cleaners (men)	1.68	-	1.57	1.52	1.32	1.58	-	1.58	
Janitors, porters, and cleaners (women)	1.43	-	-	1.28	-	-	-	1.43	
Laborers, material handling	1.92	1.89	1.85	1.80	1.64	1.90	1.96	2.03	
Truckdrivers:									
Medium (1½ to and including 4 tons)	2.09	-	1.90	1.96	1.68	1.97	1.96	2.13	
Heavy (over 4 tons, trailer type)	2.22	2.07	-	2.08	1.70	2.02	-	2.31	
Truckers, power (forklift)	-	-	-	-	1.75	2.03	-	2.15	
Watchmen	-	-	1.62	1.42	-	-	-	-	

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Data limited to men workers except where otherwise indicated.

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

NOTE: Dashes indicate no data or insufficient data to warrant presentation.

Table A-13: Plant Occupations (Wholesale Trade)

(Average hourly earnings¹ for selected occupations studied in wholesale trade)

Occupation ²	Northeast				South		Middle West				Far West	
	Boston	Newark-Jersey City	New York City	Philadelphia	Atlanta	Baltimore	Chicago	Cleveland	Minneapolis-St. Paul	St. Louis	Los Angeles	San Francisco-Oakland
Maintenance and powerplant												
Mechanics, automotive	\$2.13	\$2.41		\$2.18		\$2.16					\$2.27	
Custodial, warehousing, and shipping												
Janitors, porters, and cleaners	1.39	1.48	\$1.43	1.28	\$1.14	1.08	\$1.45	\$1.42	\$1.40	\$1.32	1.58	\$1.77
Laborers, material handling	1.52	1.85	1.72	1.49	1.00	1.27	1.69	1.71	1.77	1.62	1.85	1.91
Order fillers	1.46	1.83	1.68	1.48	1.25	1.42	1.71	1.77	1.79	1.77	1.83	1.91
Packers, shipping	1.59	-	1.47	1.34	1.26	-	1.63	1.55	1.79	1.73	1.73	1.87
Receiving clerks	1.57	-	1.83	1.57	1.42	-	1.98	-	1.88	1.80	1.88	1.97
Shipping clerks	1.64	-	1.78	-	1.48	-	-	-	1.90	2.00	2.09	1.99
Shipping and receiving clerks	1.51	1.69	1.78	-	1.60	1.59	-	-	1.93	1.86	-	2.19
Truckdrivers:												
Medium (1½ to and including 4 tons)	1.65	1.96	2.20	1.88	1.07	1.59	2.13	-	1.89	1.97	2.03	2.13
Heavy (over 4 tons, trailer type)	2.05	2.42	-	2.12	-	2.17	-	-	1.93	-	2.18	-
Heavy (over 4 tons, other than trailer type)	1.95	2.32	-	1.95	-	1.73	-	-	-	-	2.18	2.20
Truckers, power (forklift)	1.77	-	-	-	1.19	-	-	-	-	-	2.08	2.03
Watchmen	1.36	-	1.59	1.03	1.18	1.06	-	-	-	-	-	1.65

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Data limited to men workers.

NOTE: Dashes indicate no data or insufficient data to warrant presentation.

Table A-14: Plant Occupations (Retail Trade)

(Average hourly earnings¹ for selected occupations studied in retail trade)

Occupation ²	Northeast				South			Middle West		Far West		
	Boston	Newark-Jersey City	New York City	Philadelphia	Atlanta	Baltimore	Dallas	Chicago	Minneapolis-St. Paul	Denver	Portland	San Francisco-Oakland
Maintenance and powerplant												
Carpenters	\$2.24	-	\$2.34	\$2.89	\$2.03	-	-	\$2.77	-	-	-	-
Engineers, stationary	-	-	2.37	2.08	-	-	-	2.60	-	-	-	\$2.30
Mechanics	2.04	-	-	2.09	1.85	\$1.79	-	-	-	-	-	-
Mechanics, automotive	1.89	-	-	2.00	1.45	-	\$1.56	2.41	-	-	-	-
Custodial, warehousing, and shipping												
Janitors, porters, and cleaners (men)	1.17	\$1.26	1.28	1.19	.83	.91	.84	1.30	\$1.21	\$1.04	\$1.33	1.60
Janitors, porters, and cleaners (women) .....	.93	1.08	1.23	.96	.66	.83	.62	1.19	-	1.07	-	1.54
Laborers, material handling	1.44	1.59	1.41	1.44	.95	1.25	1.02	1.60	1.50	1.48	1.64	2.01
Order fillers	1.60	-	1.83	1.53	1.36	1.43	1.35	-	1.38	1.37	1.83	1.90
Packers, shipping	1.23	-	1.45	1.23	-	1.18	.99	1.54	1.41	1.17	-	1.73
Receiving clerks	1.34	1.65	1.49	1.39	1.42	1.41	1.22	1.82	1.61	1.35	1.78	1.97
Shipping clerks	1.46	-	1.65	-	1.22	1.56	-	-	-	-	-	-
Shipping and receiving clerks	1.71	-	-	-	1.34	-	1.15	-	-	-	1.88	2.00
Truckdrivers:												
Medium (1½ to and including 4 tons)	1.57	2.01	1.88	1.79	.94	1.41	-	-	-	1.67	2.01	2.32
Heavy (over 4 tons, trailer type)	1.87	-	-	1.77	-	-	-	2.25	1.96	-	-	-
Watchmen	1.19	-	1.35	1.32	1.05	.91	1.06	-	-	1.17	1.30	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Data limited to men workers except where otherwise indicated.³ Excludes data for limited-price variety stores.

NOTE: Dashes indicate no data or insufficient data to warrant presentation.

Table A-15: Plant Occupations (Finance)**

(Average hourly earnings¹ for selected occupations studied in finance, insurance, and real estate)

Occupation ²	Northeast				South			Middle West				Far West	
	Boston	Newark-Jersey City	New York City	Philadelphia	Atlanta	Baltimore	Dallas	Chicago	Cleveland	Minneapolis-St. Paul	St. Louis	Los Angeles	San Francisco-Oakland
Custodial, warehousing, and shipping													
Guards	\$1.48	\$1.49	\$1.67	\$1.30	\$1.43	-	\$1.39	\$1.68	-	\$1.60	\$1.30	-	\$1.62
Janitors, porters, and cleaners (men)	1.22	1.37	1.56	1.27	.80	\$0.88	.84	1.91	\$1.33	1.37	.99	\$1.24	1.58
Janitors, porters, and cleaners (women)	1.18	1.16	1.28	1.03	-	.79	.68	1.47	1.07	-	.98	1.14	1.53
Watchmen	1.22	1.38	1.57	1.20	-	.89	-	-	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Data limited to men workers except where otherwise indicated.

** Finance, insurance, and real estate.

NOTE: Dashes indicate no data or insufficient data to warrant presentation.

Table A-16: Plant Occupations (Services)

(Average hourly earnings¹ for selected occupations studied in services)

Occupation ²	Northeast			Middle West	Far West
	Boston	New York City	Philadelphia	Chicago	Los Angeles ³
Maintenance and powerplant					
Engineers, stationary	\$1.86	\$2.08	\$1.75		\$2.26
Firemen, stationary boiler	1.55	1.65	-		-
Custodial, warehousing, and shipping					
Janitors, porters, and cleaners (men) .....	.96	1.23	1.04	\$1.34	1.31
Janitors, porters, and cleaners (women) .....	.84	1.12	.94	1.37	-
Watchmen	1.04	1.24	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Data limited to men workers except where otherwise indicated.³ Excludes data for motion picture production.

NOTE: Dashes indicate no data or insufficient data to warrant presentation.

Wage Differences Among Labor Markets ¹⁵

Pay for office workers and skilled maintenance workers varied far less among various sections of the United States than was the case with pay for custodial workers and those in material movement jobs. Pay for office and maintenance workers in the highest wage city exceeded that in the lowest wage city by a fourth; the wage spread for custodial and for material movement jobs amounted to two-thirds. Excluding the 4 Southern areas, the maximum wage advantage for workers in any city amounted to a fifth for office and maintenance workers and a fourth for custodial and material movement workers. Pay levels for white-collar employees and skilled plant workers in the South generally compare more favorably with pay in other sections than is the case with unskilled and semiskilled workers.

Occupational data presented in the tables beginning on page 15 provided a basis for measuring these differences in pay levels among the labor markets studied. Measures of interarea wage relationships drawn from wage data for the types of jobs included in these community wage studies will not necessarily agree with measures based on averages for broader groups of workers—such as all plant workers combined. However, the use of data for the same jobs in each area eliminates the differences in occupational composition of the labor force as a factor in examining pay levels. As indicated by the charts shown on pages 3 and 4, industrial composition varies substantially among the 17 areas. This type of variation is necessarily reflected in and, in fact, tends to explain the city pay relatives presented in this study.

Method Used in Computing Data

The following method was used in computing the data used in the comparisons. For each area, aggregates for all

industries combined and for manufacturing and nonmanufacturing were computed by multiplying the average standard weekly salary for each of 18 office jobs and the average straight-time hourly earnings (excluding premium pay for overtime and nightwork) for each of 17 plant jobs by estimated total employment in the job in all industries and areas combined.¹⁶ The procedure assumed a constant employment relationship between jobs in all areas—in manufacturing, nonmanufacturing, and for both groups combined.

Aggregates for each field of work and industry group are expressed as percentages of like groups in New York City. Wage data for New York City were available for March 1955. The period studied in other areas differed from the survey month by 2 months or less except in Buffalo and Dallas (September 1954), Cleveland (October 1954), Minneapolis-St. Paul and Philadelphia (November 1954), and Denver and Newark-Jersey City (December 1954). The timing of wage adjustments varies among industries and establishments. Estimates of comparative pay position, particularly for areas in which the wage studies were conducted in late 1954, should be viewed in the light of this variation in payroll coverage.

Interarea Comparisons

Job Groups.—Office clerical weekly pay levels in Chicago, Los Angeles, and San Francisco-Oakland area were 105-106 percent of New York City levels (table A-17). Portland (Oreg.) and Newark-Jersey City were recorded at 99 percent of the New York City level. Clustered at the 88-92 percent level were Atlanta, Baltimore, Boston, Dallas, Denver, Minneapolis-St. Paul, and Philadelphia. Pay relatives for other areas studied ranged from 103 for Cleveland to 85 for Memphis.

Owing to differences among areas in scheduled weekly hours of work, office-worker tabulations based on hourly rates would result in a somewhat different ranking of area pay levels. The areas that would be affected primarily are suggested by the following listing of average weekly hours for stenographers: New York City—36 hours; Boston and Philadelphia—38 hours; Baltimore and Newark-Jersey City—38.5 hours; and all others—from 39 to 40 hours.

¹⁶ The office occupations covered 5 men's and 13 women's jobs, and the plant jobs included 6 maintenance trades and 4 custodial and 7 material movement jobs, all of which were men's occupations except for janitresses in the custodial group.

¹⁵ Earlier estimates of wage differences among labor markets are available in Wage Differences and Establishment Practices, 17 Labor Markets, 1953-54, BLS Bull. 1173, price 35 cents. Fourteen areas were in both studies, 3 areas (Detroit, Milwaukee, and New Orleans) were included only in the earlier study, and 3 areas (Baltimore, Buffalo, and Cleveland) in the current study were not included in the 1953-54 study. Although all-industry relatives (office and plant) in this study are comparable with data for 1953-54, city relatives for manufacturing and nonmanufacturing in the two studies are not comparable owing to the inclusion, in the more recent New York City study, of central offices in the appropriate industry division. This change had the effect of raising manufacturing averages in New York City sufficiently to lower relatives for other areas by 2 or 3 points in the case of office pay and by 1 or 2 points for custodial pay.

Pay level variations among the 3 plant job groups differed both in magnitude and in rank position of areas in the wage ladder. Average pay for the 6 skilled maintenance trades—expressed in terms of New York City pay—ranged from 109 percent in Chicago to 87 percent in Memphis (table A-18). Custodial workers (guards, janitors, janitresses, and watchmen) in the San Francisco Bay area averaged 116 percent of the New York City pay level, Chicago ranked second with 109, and Los Angeles and Portland were tied for third at 107.

The measurement of intercity wage differences for material movement jobs was based on averages for fork-lift operators, material handling laborers, order fillers, shipping packers, shipping and receiving clerks, and truckdrivers. San Francisco Bay area workers had the highest general level—114 percent of New York City and Newark-Jersey City workers held second position (110), largely because of the relatively high earnings of truckdrivers in the area.

Pay for custodial workers and material movement workers in Atlanta, Dallas, and Memphis was grouped at 70-76 percent of New York City levels. Also below New York City but at the 87-95 level for these groups were Baltimore, Boston, Denver, and Philadelphia.

Industry Groups.—Pay relationships are also shown separately for manufacturing and nonmanufacturing in tables A-17 and A-18. Maximum interarea differences in pay levels were similar for office workers in the two broad industry groups. Among plant jobs—particularly in maintenance and custodial work—the wage spread was greatest in nonmanufacturing.

Job group	Percent difference between highest and lowest area relatives	
	Manufacturing	Nonmanufacturing
All 17 areas:		
Office workers	23	27
Plant workers	47	64
Maintenance	24	54
Custodial	51	81
Material movement	61	69
Areas (13) excluding South:		
Office workers	20	19
Plant workers	22	27
Maintenance	16	33
Custodial	21	40
Material movement	24	29

Job group pay relatives for manufacturing and nonmanufacturing differed somewhat from their combined all-industry relationships. Office and plant pay levels in Chicago nonmanufacturing establishments, for example, ranked higher in the intercity scale than did manufacturing pay in the area. The reverse of this was found in Buffalo. In Minneapolis-St. Paul, St. Louis and some other areas, pay relatives for the two industry groups corresponded exactly or very closely with all industry estimates.

Intra-area Comparisons

Pay levels in nonmanufacturing industries are expressed as percentages of manufacturing pay in table A-19. Office worker averages for all nonmanufacturing ranged from 85 percent (Buffalo) to 97 percent (Chicago) of pay for comparable work in manufacturing. The lower salary level in nonmanufacturing was partly offset by shorter standard workweeks. Weekly hours for secretaries and stenographers, for example, averaged from a half hour to 2 hours less in nonmanufacturing in most areas.

Skilled maintenance workers' pay in nonmanufacturing equaled or exceeded that in manufacturing in 11 of 17 areas. Area relatives (to manufacturing) ranged from 89-92 in Baltimore, Buffalo, Dallas, and Memphis to 115 in Chicago.

Manufacturing-nonmanufacturing wage differences were greatest for the custodial job group. In the 4 Southern areas and in Buffalo, Cleveland, and St. Louis, workers in these jobs in nonmanufacturing averaged four-fifths or less than their counterparts. Only in New York City and Chicago were the relatives as high as 95.

Material movement workers also averaged lower hourly pay in nonmanufacturing but the wage spread between manufacturing and nonmanufacturing was only a few points in most areas.

Table A-17: Intercity Pay Comparisons, Office Workers

(Relative pay levels for office workers in 17 labor markets by industry division and sex, 1954-55)

(New York City = 100)

Labor market	All industries			Manufacturing			Nonmanufacturing		
	Men and women	Men	Women	Men and women	Men	Women	Men and women	Men	Women
Northeast:									
Boston	88	95	88	89	96	88	88	94	87
Buffalo	96	107	96	100	109	100	88	100	86
Newark-Jersey City	99	105	99	97	104	96	99	106	98
New York City	100	100	100	100	100	100	100	100	100
Philadelphia	91	97	90	92	99	91	88	94	87
South:									
Atlanta	91	96	90	93	99	92	90	95	90
Baltimore	91	101	90	96	102	96	88	102	86
Dallas	92	96	91	96	103	95	90	92	90
Memphis	85	97	83	87	101	85	83	95	82
Middle West:									
Chicago	105	108	105	103	109	102	105	107	105
Cleveland	103	111	102	105	114	105	99	106	98
Minneapolis-St. Paul	91	97	90	90	98	89	90	96	89
St. Louis	95	102	94	93	104	91	95	100	94
Far West:									
Denver	92	94	92	91	92	91	93	95	92
Los Angeles	106	109	106	106	110	106	105	110	104
Portland	99	107	98	98	108	97	100	107	99
San Francisco-Oakland	105	108	104	107	110	107	104	107	103

Table A-18: Intercity Pay Comparisons, Plant Workers

(Relative pay levels for plant workers in indirect jobs in 17 labor markets by industry division and work category, 1954-55)

(New York City = 100)

Labor market	All industries				Manufacturing			Nonmanufacturing				
	Maintenance, custodial, and material movement	Maintenance	Custodial	Material movement	Maintenance, custodial, and material movement	Maintenance	Custodial	Material movement	Maintenance, custodial, and material movement	Maintenance	Custodial	Material movement
Northeast:												
Boston	92	91	94	92	93	90	98	93	91	92	89	91
Buffalo	102	99	105	101	104	98	112	102	91	92	86	93
Newark-Jersey City	107	102	106	110	107	100	106	112	106	106	101	108
New York City	100	100	100	100	100	100	100	100	100	100	100	100
Philadelphia	95	99	95	94	96	96	98	95	93	102	87	91
South:												
Atlanta	77	89	76	71	77	87	82	71	75	93	68	71
Baltimore	90	95	87	88	93	94	97	90	83	91	73	83
Dallas	78	88	76	75	85	88	88	82	72	83	67	70
Memphis	74	87	71	70	77	84	79	72	69	79	62	68
Middle West:												
Chicago	106	109	109	103	103	101	106	102	109	122	108	105
Cleveland	105	102	106	106	105	99	112	105	100	104	88	104
Minneapolis-St. Paul	101	102	102	101	102	97	107	101	102	109	95	102
St. Louis	100	102	96	101	100	99	101	100	98	106	80	103
Far West:												
Denver	92	94	93	90	93	91	99	92	89	95	84	89
Los Angeles	107	104	107	108	107	100	111	108	108	110	103	109
Portland	107	104	107	109	107	101	109	109	106	108	101	109
San Francisco-Oakland	113	108	116	114	113	104	119	114	113	109	112	115

Table A-19: Nonmanufacturing - Manufacturing Pay Comparisons

(Pay levels in nonmanufacturing industries as percentages of manufacturing pay levels by job group, 17 labor markets, 1954-55)

(Manufacturing pay in each area and job group = 100)

Labor market	Plant workers in indirect jobs				
	Office workers	Maintenance, custodial, and material movement	Maintenance	Custodial	Material movement
Northeast:					
Boston	93	94	98	87	97
Buffalo	85	86	90	74	91
Newark-Jersey City	96	96	102	90	96
New York City	94	97	96	95	99
Philadelphia	90	94	101	84	95
South:					
Atlanta	92	95	102	79	101
Baltimore	88	87	92	73	92
Dallas	88	83	90	72	85
Memphis	90	87	89	74	94
Middle West:					
Chicago	97	103	115	97	102
Cleveland	92	92	100	76	98
Minneapolis-St. Paul	95	97	107	85	101
St. Louis	96	95	102	75	102
Far West:					
Denver	96	93	101	81	97
Los Angeles	93	98	105	88	101
Portland	96	96	102	87	99
San Francisco-Oakland	91	97	100	89	101

Establishment Practices and Supplementary Wage Provisions¹⁷

Scheduled Weekly Hours

A majority of the office workers in the 17 areas combined worked 40 hours a week at the time of the survey, with most of the others on shorter schedules (table B-1). Among industry divisions, the proportion working less than 40 hours ranged from 28 percent (retail trade) to 70 percent (finance, insurance, and real estate). Manufacturing industries reported 36 percent of its office labor force worked less than 40 hours, but this proportion in individual areas ranged from 90 percent in New York City to less than 3 percent in Los Angeles. In Newark-Jersey City and Philadelphia the proportion ranged between 45 and 50 percent; in Boston and Chicago, from 35 to 40 percent; in Baltimore, Minneapolis-St. Paul, and San Francisco-Oakland, between 20 and 30 percent. In Buffalo, Cleveland, St. Louis, and all the smallest areas, 15 percent or less of the manufacturing office workers worked fewer than 40 hours.

In 7 of the areas, 15 percent or less of the combined manufacturing and nonmanufacturing office workers were on weekly schedules of less than 40 hours, and in 6 other areas the proportion ranged from 23 to 36 percent. In New York City the proportion was 88 percent and about 60 percent in 3 other Northeast areas. The latter proportions reflect the combined effect of relatively large proportions of finance workers and the large numbers of such workers who work less than 40 hours a week.

Eighty percent of the combined plant work force in the 17 areas worked 40 hours a week; most other plant workers had longer work schedules. Weekly hours in excess of 40 affected a tenth of the plant workers in wholesale trade, and a fourth in retail trade and services. Among areas, the longer work schedules affected between 20 and 40 percent in Denver and the Southern areas.

In manufacturing, 85 percent of the plant workers had 40-hour work schedules; most of the remainder had shorter workweeks. Workweeks of less than 40 hours affected as many as a fourth of the manufacturing plant workers in New York City, and about a tenth in 7 other areas. As many as a fifth of the workers in Dallas and Memphis worked more than 40 hours.

¹⁷ Analysis relating to the individual major industry groupings is limited to those areas for which the industry data are presented (see text, p. 1).

Minimum Entrance Rates

Over half of the 4,200 establishments visited reported established minimum entrance rates for hiring inexperienced workers for typing or other clerical jobs. The rest of the establishments were almost equally divided between establishments which did not hire inexperienced workers and those which had no specified minimum rates for these jobs. Formal company practices for hiring inexperienced clerical workers were most common in Baltimore, Buffalo, Cleveland, Dallas, Newark-Jersey City, and New York City.

The minimum hiring salary for both inexperienced typists and other inexperienced clerical workers ranged from less than \$30 to more than \$65 a week among the more than 2,000 firms reporting an established minimum. The most common entrance salaries in the 17 areas ranged between \$37.50 and \$47.50 a week. Minimum salaries below \$42.50 were reported most frequently by the firms in Boston, Philadelphia, the 4 Southern areas, and Minneapolis-St. Paul. Minimum salaries ranging between \$42.50 and \$52.50 were reported by a substantial majority of the firms in Chicago, Cleveland, Los Angeles, and San Francisco-Oakland. The minimum of most firms in other areas was within the \$37.50 to \$47.50 range.

Late-Shift Pay Provisions (Manufacturing)

More than 85 percent of the manufacturing plant workers in the combined areas were employed in establishments having specific pay provisions for a second shift either through a labor-management agreement or by other formal means. About 75 percent were in firms with similar provisions relating to the operation of a third shift (table B-5).

Among areas, the proportion of manufacturing plant workers in firms having specified second-shift provisions ranged from 60-70 percent in New York City and Memphis to about 90 percent in Buffalo, Newark, Baltimore, and all Middle West and Far West areas except Denver and about 80 in all other cities. Typically, somewhat fewer workers were covered by provisions for third-shift operation than for second shift.

The late-shift provisions for most workers specified a pay differential. The common provision was for a cents-per-hour addition to first-shift rates. Except in Far West areas the next most common provision was for a uniform percentage added to the day rates.

Second-shift pay provisions covering up to 30 percent of the manufacturing plant workers in Far West areas specified other shift differentials such as a full day's pay for reduced work hours or this provision in combination with a cents or percentage differential. For third-shift work in these areas and in Dallas even more workers were subject to such "combination" type provisions.

As many as a fifth of all manufacturing plant workers in the 17 areas were actually employed on late shifts at the time of the survey (table B-6). Among areas, the proportion of late-shift workers ranged from about an eighth of the plant work force in Boston and New York City to a fourth in Baltimore, Buffalo, Cleveland, and Portland.

Evening-shift workers generally outnumbered night-(third) shift workers by 3 to 1. The ratio of evening to nightworkers in individual areas, however, ranged from less than 2 to 1 in Baltimore, Memphis, and Portland, to 5 to 1 in Dallas, Los Angeles, and Minneapolis-St. Paul.

Frequency of Pay

Information on the frequency of the pay period for both office and plant workers was obtained for the first time in this series of annual surveys (table B-7).

About 44 percent of office workers were paid weekly, 22 biweekly, and 33 percent semimonthly. Among industry divisions, weekly pay provisions prevailed for a majority of office workers in services, manufacturing, and retail trade. Among areas, about 50 to 60 percent of the office workers in the Northeast areas, Baltimore, and Chicago were paid weekly. The proportion in other areas averaged between 11 percent (San Francisco-Oakland) and 41 percent (Los Angeles).

In contrast, 7 out of 8 plant workers were paid each week. Only in public utilities did more than a fourth of the plant workers receive their pay less frequently. Among areas, pay was provided weekly to virtually all plant workers in Northeast areas and Baltimore; in Southern and most Middle West areas the proportion paid weekly ranged between 76 and 89 percent; and between 43 and 72 percent in Far West areas and Cleveland.

Paid Holidays

Regular pay for some holidays not worked was an almost universal practice, excepting only a few plant workers. Within areas, office workers usually received more holidays than plant workers in each major industry division studied (table B-8).

All but 3 percent of the office workers in the 17 areas combined received 6 or more paid holidays; 7 or more holidays were received by 2 out of every 3 workers; 8 or more by 2 out of 5; and 11 or more by 1 in every 4.

The granting of 6 or more paid holidays to office workers was a general practice in each of the industry divisions and areas studied, except for a large proportion of workers in most industry divisions in Atlanta, Dallas, and Memphis who received fewer than 6. The granting of 7 or more paid holidays to at least 80 percent of the office workers (and 70 percent of the plant workers) in each of the industry divisions (except services) was recorded only in Boston, Newark-Jersey City, New York City, and San Francisco-Oakland. In the first 3 of these areas and in Philadelphia, a fourth to a half of the office workers received 11 or more holidays, owing chiefly to prevailing practices in public utilities, wholesale trade, and finance establishments.

Although 9 of every 10 plant workers in the 17 areas combined were granted 6 or more holidays, the proportions receiving more than 6 were considerably lower than those of office workers. About 2 out of 5 plant workers got 7 or more holidays, 1 out of 5 got 8 or more, and only 1 out of 30 got 11 or more. In only the public utilities and wholesale trade industries did a substantial proportion of the plant workers get more than 7 paid holidays.

The proportion of plant workers receiving 6 or more holidays ranged between 40 and 45 percent in Southern areas except Baltimore, about 85 percent in Boston and Far West areas except Los Angeles, and between 90 and 95 percent in other areas.

Inquiry was made also as to the pay policies in establishments providing paid holidays, with respect to holidays falling on nonworkdays, i. e., holidays falling on Saturday, Sunday, or during the worker's vacation period. Such information was not collected in earlier community surveys (table B-9).

Employers of a substantial proportion of both the plant and office workers in the 17 areas had formal provisions for each of these situations—most frequently for Sunday holidays, and least frequently for Saturday.

About 95 percent of the office workers and 82 percent of the plant workers were in firms which provide another day off with pay when a holiday falls on Sunday. Most other office workers were in firms which either had no formal policy or which, as a matter of policy, provide for no pay for the holiday. Most other plant workers were employed in firms that provided an extra day's pay. These provisions applied to approximately similar proportions of the office and plant workers in each of the areas.

Provisions for holidays falling during vacations called for an additional day off with pay for 70 percent of the office workers, no provision or no pay for 15 percent, and an extra day's pay (with no added time off) for most others. Plant worker provisions differed somewhat from this pattern—only 42 percent of the workers were in firms which provided another day off with pay; about 30 percent were entitled to an extra day's pay, and most others received no pay or an option of the first two provisions.

Provisions for holidays falling on Saturday were slightly less frequent than for the two other types of nonworkday holidays. In part this was due to the fact that a moderate proportion of office and plant workers work on Saturday as part of the scheduled workweek. In addition, compensation for a Saturday holiday is also much less common for the office workers for whom Saturday is a nonworkday—over half of the office workers in the 17 areas are employed in firms that have no pay provisions; most of the remaining 40 percent receive another day off with pay. Only 20 percent of the plant workers are in firms with no pay provisions; 40 percent get an extra day's pay; most others get another day off with pay. Provisions for Saturday varied considerably between areas. Some of the variation was due to the proportion of workers who worked on Saturday which was most common in the Southern areas, and in Buffalo and Denver.

Paid Vacations

Virtually all workers in the industries included within the scope of the survey were entitled to vacations with pay. Some of the establishments that did not have formal arrangements, reported informal plans whereby time off was granted at the discretion of the employer or supervisor. Most workers not provided formal vacations were employed in plant departments of small manufacturing, wholesale, or services establishments, generally in the smallest areas studied.

With few exceptions, the plans provided for a specified time off at regular pay, graduated according to various qualifying periods of service. Plans which provide for other types of payments, such as a specified percentage of annual earnings or a flat-sum payment, were converted to their equivalent in terms of weeks' pay in table B-10. The percentage-type plans were applicable more frequently to plant than to office workers, and were the basis of vacation pay for a tenth to a fourth of the plant workers in Atlanta, Los Angeles, Memphis, Philadelphia, and San Francisco-Oakland, as well as to lesser proportions of office and plant workers in other areas. Almost all payments of this type, and flat-sum payments, were limited to manufacturing

Vacation benefits were generally more liberal for office than for plant workers. Compared with a customary 1 week's pay for plant workers after 1 year's service, the provision for most office workers was 2 weeks' pay. However, almost as high a proportion of plant as office workers were covered by a provision of 2 weeks' pay after 5 years of service. At least two-thirds of the office workers, except in Atlanta, Dallas, Memphis, Portland, and San Francisco-Oakland were covered by provisions for a third week of paid vacation after 15 years' service.

The proportion of plant workers covered by provisions for 3 weeks' pay after 15 years' service was approximately equal to or greater than that of office workers in 8 areas—Baltimore, Buffalo, Chicago, Cleveland, Memphis, Newark-Jersey City, St. Louis, and San Francisco-Oakland. In most other areas the office percentage figure was 10 to 15 points higher than the plant percentage.

The disparity between office and plant worker coverage for 3 weeks' after 25 years' service was even greater, and office proportions were approximated by the plant workers in only Buffalo and the 3 Middle West areas above.

Four weeks' pay after 25 years' service was a provision in firms employing about a fourth of the office workers in the combined areas, but this proportion was exceeded in only 3 areas—Newark-Jersey City (28 percent), New York City (41 percent), and Chicago (28 percent). Eleven to 23 percent of the office workers in other areas were covered.

Plant worker proportions covered for 4 weeks' pay after 25 years were highest in Chicago (20 percent), and ranged from 5 to 15 percent in other areas.

Health, Insurance, and Pension Plans¹⁸

The preceding year's survey (winter 1953-54) showed that most workers in 17 labor markets were covered by one or more types of private health, insurance, or pension benefits, under which the employer paid at least part of the cost of financing.

¹⁸ Health, insurance, and pension plans were omitted from the scope of the current surveys. The above text summarizes a previously published analysis of plans in the 17 areas included in last year's studies (see Monthly Labor Review, November 1954, p. 1228). This and other analyses of items not resurveyed currently—including pay provisions for daily and weekly overtime—are also included in BLS Bull. 1173 (see footnote 15).

About 9 of every 10 plant and office workers were covered by life insurance policies. Hospital insurance was available to about 8 of 10 workers, with most of these plans also providing for surgical attention. A somewhat smaller proportion, but still a majority of all workers were likewise protected by programs providing for sickness and accident insurance or paid sick leave and for medical care. Accidental death and dismemberment insurance was provided by establishments employing slightly less than half of all plant and office employees. Retirement or pension plans (exclusive of those provided by law) were available to 6 of every 10 workers.

The proportion of office and of plant workers covered by each specific benefit did not vary greatly; the greatest difference

was for pension plans, under which 71 percent of office workers and 56 percent of plant workers were covered.

In most instances, coverage for both office and plant workers was greater in manufacturing than in nonmanufacturing industries. However, under pension programs, a higher proportion of office workers in nonmanufacturing were covered than in manufacturing industries.

Noncontributory life insurance was provided to a majority of all covered workers. Employers of three-fourths of the workers, in firms with pension plans, reported noncontributory plans. Employer financing of life insurance and of pensions was relatively more prevalent for plant than for office workers.

Table B-1: Scheduled Weekly Hours (All Industries)

(Percent of office and plant workers employed in all establishments by scheduled hours of work per week)

Area or industry division	Office workers ¹						Plant workers ²					
	Under 40 hours				40 hours	Over 40 hours	Under 40 hours		40 hours	Over 40 hours		
	35	37½	38¾	Total ³			37½	Total ³		Total ³	45	48
17 areas combined -----	17	16	5	48	51	Δ	4	8	81	11	Δ	4
Manufacturing -----	14	11	6	36	63	Δ	4	9	85	6	Δ	Δ
Nonmanufacturing -----	18	18	4	54	45	Δ	4	7	74	19	4	7
Public utilities * -----	24	15	Δ	40	59	Δ	Δ	Δ	92	7	Δ	Δ
Wholesale trade -----	16	16	Δ	42	56	Δ	Δ	4	86	11	4	Δ
Retail trade -----	5	14	Δ	28	69	3	6	10	64	26	5	8
Finance ** -----	19	21	8	70	30	Δ	-	5	76	20	Δ	10
Services -----	26	18	Δ	59	36	5	4	11	63	26	4	12
Northeast:												
Boston -----	9	27	8	62	38	Δ	7	13	72	15	-	Δ
Buffalo -----	Δ	19	3	27	71	Δ	3	6	84	10	3	Δ
Newark-Jersey City -----	15	29	7	62	38	Δ	4	7	85	8	Δ	Δ
New York City -----	51	18	Δ	88	11	Δ	5	18	74	8	5	3
Philadelphia -----	10	25	9	59	41	Δ	6	9	85	7	Δ	Δ
South:												
Atlanta -----	Δ	15	5	23	73	4	Δ	Δ	74	24	3	10
Baltimore -----	6	12	3	25	72	3	Δ	4	77	19	3	6
Dallas -----	Δ	Δ	Δ	13	75	12	-	4	57	39	7	12
Memphis -----	-	6	Δ	9	76	15	Δ	Δ	62	37	8	16
Middle West:												
Chicago -----	3	15	8	36	62	Δ	3	7	80	13	Δ	3
Cleveland -----	Δ	9	Δ	14	84	Δ	Δ	4	85	11	Δ	5
Minneapolis-St. Paul -----	Δ	14	7	26	73	Δ	5	6	80	14	4	3
St. Louis -----	Δ	7	3	14	85	Δ	4	6	87	8	-	5
Far West:												
Denver -----	Δ	4	3	14	80	6	Δ	3	68	29	Δ	12
Los Angeles -----	Δ	7	3	12	86	Δ	Δ	Δ	90	7	Δ	4
Portland -----	-	9	5	15	84	Δ	Δ	5	94	Δ	Δ	Δ
San Francisco-Oakland -----	3	10	11	34	66	Δ	11	13	86	Δ	-	Δ

¹ Data relate to women office workers only.

² Data for finance and insurance establishments are excluded.

³ Includes weekly schedules other than those presented separately.

Δ Less than 2.5 percent.

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

** Finance, insurance, and real estate.

Table B-2: Scheduled Weekly Hours (Manufacturing)

(Percent of office and plant workers employed in manufacturing establishments by scheduled hours of work per week)

Area	Office workers ¹						Plant workers					
	Under 40 hours				40 hours	Over 40 hours	Under 40 hours		40 hours	Over 40 hours		
	35	37 $\frac{1}{2}$	38 $\frac{3}{4}$	Total ²			37 $\frac{1}{2}$	Total ²		Total ²	45	48
17 areas combined	14	11	6	36	63	Δ	4	9	85	6	Δ	Δ
Northeast:												
Boston	8	17	5	33	66	Δ	7	10	84	6	-	-
Buffalo	Δ	8	4	16	83	Δ	Δ	Δ	94	4	Δ	Δ
Newark-Jersey City	4	15	16	45	54	Δ	5	8	86	6	Δ	Δ
New York City	69	16	Δ	92	8	-	Δ	25	71	4	Δ	Δ
Philadelphia	3	21	17	49	51	Δ	7	11	86	4	Δ	-
South:												
Atlanta	-	8	Δ	10	87	3	4	4	90	5	-	Δ
Baltimore	3	12	3	19	79	Δ	3	4	88	9	Δ	4
Dallas	Δ	Δ	-	3	92	4	-	Δ	78	20	7	Δ
Memphis	-	Δ	-	Δ	91	7	Δ	Δ	73	25	4	15
Middle West:												
Chicago	3	14	11	39	60	Δ	4	9	81	10	Δ	Δ
Cleveland	-	7	-	7	92	Δ	-	5	91	4	3	Δ
Minneapolis-St. Paul	Δ	5	3	22 ³	76	Δ	7	8	84	8	5	Δ
St. Louis	Δ	3	Δ	6	94	-	6	6	90	3	-	Δ
Far West:												
Denver	-	-	-	5	89	6	4	6	85	9	Δ	4
Los Angeles	-	Δ	Δ	Δ	97	Δ	3	3	89	8	Δ	3
Portland	-	Δ	-	3	96	Δ	Δ	8	92	-	-	-
San Francisco-Oakland	Δ	9	11	27	73	-	11	13	87	-	-	-

¹ Data relate to women office workers only.² Includes weekly schedules other than those presented separately.³ Includes 13 percent at 39 $\frac{1}{4}$ hours.

Δ Less than 2.5 percent.

Table B-3: Minimum Entrance Rates¹ for Women Office Workers (All Industries)

Minimum rate (weekly straight-time salary)	Northeast					South				Middle West				Far West			
	Boston	Buffalo	Newark- Jersey City	New York City	Philadelphia	Atlanta	Baltimore	Dallas	Memphis	Chicago	Cleveland	Minneapolis- St. Paul	St. Louis	Denver	Los Angeles	Portland	San Francisco- Oakland
Establishments studied	250	224	263	539	317	190	171	171	132	427	228	237	229	140	296	144	248
Inexperienced typists																	
Establishments having a specified minimum ²	131	124	159	297	171	91	86	69	57	237	114	124	132	58	164	61	115
Under \$30	1	-	-	-	-	-	-	-	3	-	1	6	-	-	-	-	-
\$30 and under \$32.50	9	9	5	1	9	11	8	4	10	2	2	4	3	-	-	-	-
\$32.50 and under \$35	7	6	3	1	16	9	9	6	6	2	6	8	-	1	4	1	1
\$35 and under \$37.50	38	25	13	19	31	14	16	13	6	3	30	10	7	2	2	1	1
\$37.50 and under \$40	26	12	12	29	28	6	6	5	4	-	5	16	12	6	3	1	1
\$40 and under \$42.50	25	22	48	79	40	24	17	25	16	25	26	36	41	18	15	20	13
\$42.50 and under \$45	8	11	22	37	13	9	9	7	1	26	19	8	19	4	21	9	15
\$45 and under \$47.50	6	20	26	80	15	10	8	7	5	59	32	11	15	9	25	8	20
\$47.50 and under \$50	4	5	8	11	7	5	3	1	3	39	7	5	10	8	17	2	13
\$50 and under \$52.50	3	8	9	25	9	1	3	-	1	51	12	3	5	2	25	6	15
\$52.50 and under \$55	3	1	6	6	2	-	-	-	1	12	4	-	4	-	8	4	14
\$55 and under \$57.50	1	2	3	6	1	1	5	1	1	7	4	1	1	1	13	2	4
\$57.50 and under \$60	-	2	2	2	-	1	-	-	1	2	1	1	1	-	9	1	8
\$60 and under \$62.50	-	-	1	1	-	-	1	-	-	5	-	-	1	-	7	-	4
\$62.50 and under \$65	-	1	1	-	-	-	-	-	-	2	-	-	1	-	8	-	5
\$65 and over	-	-	-	-	-	-	1	-	-	2	-	-	-	-	7	-	1
Establishments having no specified minimum	53	39	41	103	73	45	18	26	21	87	44	72	67	36	65	40	60
Establishments which did not employ workers in this category	65	59	61	135	72	52	67	75	53	102	69	38	29	45	66	42	71
Information not available	1	2	2	4	1	2	-	1	1	1	1	3	1	1	1	1	2
Other inexperienced clerical workers³																	
Establishments having a specified minimum ²	145	129	159	325	189	95	91	89	63	259	131	123	145	70	163	58	126
Under \$30	1	2	-	-	-	1	2	4	4	-	1	7	-	-	-	-	-
\$30 and under \$32.50	11	12	7	1	22	16	19	10	10	2	5	2	8	3	-	-	1
\$32.50 and under \$35	9	6	3	5	14	15	11	12	9	2	3	14	9	3	1	5	1
\$35 and under \$37.50	42	19	17	40	42	13	11	14	7	7	4	26	18	10	2	3	2
\$37.50 and under \$40	29	13	13	42	28	7	8	10	6	3	3	15	11	7	12	6	5
\$40 and under \$42.50	29	31	53	107	38	23	17	17	13	38	35	32	41	23	17	10	13
\$42.50 and under \$45	9	15	22	33	15	7	9	8	1	37	21	9	23	9	19	10	17
\$45 and under \$47.50	4	15	19	62	12	6	4	8	5	67	27	10	12	4	22	6	21
\$47.50 and under \$50	4	4	4	8	6	4	1	3	4	36	12	4	10	7	16	2	13
\$50 and under \$52.50	4	9	8	13	9	1	3	2	2	42	12	3	4	2	20	10	16
\$52.50 and under \$55	2	1	7	8	3	-	-	-	-	9	4	-	4	1	13	2	14
\$55 and under \$57.50	1	-	2	6	-	1	4	1	1	7	4	-	1	1	11	2	9
\$57.50 and under \$60	-	1	1	-	-	1	-	-	1	2	-	1	3	-	11	2	7
\$60 and under \$62.50	-	-	1	-	-	-	2	-	-	3	-	-	1	-	5	-	3
\$62.50 and under \$65	-	1	2	-	-	-	-	-	-	3	-	-	-	-	5	-	3
\$65 and over	-	-	-	-	-	-	-	-	-	1	-	-	-	-	9	-	1
Establishments having no specified minimum	66	43	45	98	81	53	21	23	27	101	42	69	70	36	68	39	63
Establishments which did not employ workers in this category	38	50	57	112	46	40	59	58	41	66	54	42	13	33	64	46	57
Information not available	1	2	2	4	1	2	-	1	1	1	1	3	1	1	1	1	2

¹ Lowest formally established salary rate. Inexperienced workers are by definition excluded from the scope of occupational earnings tabulations (Series A tables).

² Regular straight-time salary corresponding to employees standard workweek. Data are presented for all workweeks combined.

³ Rates applicable to messengers, office girls, or similar subclerical jobs are not considered.

Table B-4: Minimum Entrance Rates¹ for Women Office Workers (Manufacturing)

Minimum rate (weekly straight-time salary)	Northeast					South				Middle West				Far West			
	Boston	Buffalo	Newark- Jersey City	New York City	Philadelphia	Atlanta	Baltimore	Dallas	Memphis	Chicago	Cleveland	Minneapolis- St. Paul	St. Louis	Denver	Los Angeles	Portland	San Francisco- Oakland
Establishments studied ²	85	130	141	175	139	59	64	53	50	167	105	89	107	46	110	60	81
Inexperienced typists																	
Establishments having a specified minimum	43	87	94	100	85	21	35	18	21	100	61	44	66	21	70	21	46
\$30 and under \$32.50	1	-	-	-	2	1	-	-	2	-	-	-	2	-	-	-	-
\$32.50 and under \$35	1	3	-	-	1	1	1	-	1	-	-	2	3	-	1	-	-
\$35 and under \$37.50	10	18	7	6	10	4	2	3	2	-	5	1	1	-	-	-	-
\$37.50 and under \$40	8	8	6	5	14	1	4	-	1	-	1	4	5	-	2	-	-
\$40 and under \$42.50	10	18	29	26	23	3	9	7	9	7	12	19	21	7	3	8	2
\$42.50 and under \$45	2	9	12	12	7	3	6	3	-	9	10	5	12	2	5	5	4
\$45 and under \$47.50	4	17	19	24	13	4	4	4	3	25	17	5	9	4	11	3	8
\$47.50 and under \$50	3	5	5	5	5	1	1	-	2	17	6	2	8	4	9	1	5
\$50 and under \$52.50	2	5	7	10	7	1	2	-	1	29	8	1	4	-	17	2	5
\$52.50 and under \$55	1	1	5	4	2	-	-	-	-	7	4	-	2	-	6	-	10
\$55 and under \$57.50	1	-	1	6	1	1	4	1	-	1	2	-	1	1	7	1	3
\$57.50 and under \$60	-	2	2	1	-	1	-	-	-	1	1	1	-	-	6	1	6
\$60 and over	-	1	1	1	-	-	2	-	-	4	-	-	-	-	3	-	3
Establishments having no specified minimum	22	18	23	32	30	17	7	10	7	42	23	37	35	10	18	15	14
Establishments which did not employ workers in this category	20	24	23	41	24	20	22	25	22	24	21	8	6	14	22	24	20
Information not available	-	1	1	2	-	1	-	-	-	1	-	-	-	1	-	-	1
Other inexperienced clerical workers³																	
Establishments having a specified minimum	51	81	91	107	86	20	32	22	24	101	73	43	66	21	70	20	48
\$30 and under \$32.50	2	1	-	-	3	2	2	1	2	-	3	-	-	1	-	-	-
\$32.50 and under \$35	2	2	-	-	1	-	-	2	3	-	1	1	3	-	1	1	-
\$35 and under \$37.50	12	12	9	13	16	3	3	2	2	-	7	3	2	-	-	-	-
\$37.50 and under \$40	11	8	4	9	14	1	5	1	1	-	6	4	1	2	-	1	-
\$40 and under \$42.50	12	22	31	34	21	5	8	4	9	10	14	17	20	9	5	3	2
\$42.50 and under \$45	3	11	14	9	7	1	5	3	-	14	16	4	16	2	8	6	4
\$45 and under \$47.50	2	12	13	21	10	4	2	5	3	27	17	5	6	1	5	2	9
\$47.50 and under \$50	3	4	3	3	4	1	-	1	3	15	8	1	7	3	9	1	6
\$50 and under \$52.50	3	6	6	7	8	1	1	2	1	23	7	1	3	-	14	3	4
\$52.50 and under \$55	-	1	6	5	2	-	-	-	-	6	3	-	2	1	9	1	10
\$55 and under \$57.50	1	-	2	6	-	1	4	1	-	1	1	-	1	1	8	1	7
\$57.50 and under \$60	-	1	1	-	-	1	-	-	-	1	2	1	1	-	6	2	2
\$60 and over	-	1	2	-	-	-	2	-	-	4	-	-	-	-	3	-	3
Establishments having no specified minimum	23	21	24	31	35	24	8	10	9	40	20	36	36	10	18	14	13
Establishments which did not employ workers in this category	11	27	25	35	18	14	24	21	17	25	12	10	5	14	22	26	19
Information not available	-	1	1	2	-	1	-	-	-	1	-	-	-	1	-	-	1

¹ Lowest formally established salary rate. Inexperienced workers are by definition excluded from the scope of occupational earnings tabulations (Series A tables).

² Hours reflect the workweek for which employees receive their regular straight-time salaries. Data are presented for all workweeks combined.

³ Rates applicable to messengers, office girls, or similar subclerical jobs are not considered.

Table B-5: Shift Differential Provisions (Manufacturing)

(Total plant workers in establishments having formal provisions for late shift operation)

Shift operation and shift pay differential	Percent of manufacturing plant workers																	
	17 areas	Northeast					South				Middle West				Far West			
		Boston	Buffalo	Newark-Jersey City	New York City	Philadelphia	Atlanta	Baltimore	Dallas	Memphis	Chicago	Cleveland	Minneapolis-St. Paul	St. Louis	Denver	Los Angeles	Portland	San Francisco-Oakland
Total plant workers in manufacturing establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
Second shift	85.9	78.8	90.0	91.9	62.6	82.2	77.7	88.0	78.2	68.5	92.7	90.2	88.1	88.2	84.6	94.5	89.4	89.6
With shift pay differential	83.9	76.6	88.8	91.9	61.4	75.8	63.9	83.4	74.8	58.4	91.5	89.0	87.4	88.2	84.6	94.5	81.1	89.6
Uniform cents (per hour)	51.1	36.3	61.8	43.2	33.5	33.9	47.5	48.6	68.5	42.6	49.2	60.5	69.3	61.8	74.4	73.6	55.7	40.3
Under 5 cents	1.6	1.5	2.7	1.0	-	.5	5.9	5.2	2.1	15.9	.6	.6	3.2	-	1.3	3.2	1.5	-
5 cents	9.8	9.2	9.2	11.7	4.8	11.3	11.4	8.0	14.0	15.4	10.2	13.2	14.6	15.5	7.3	6.3	8.7	6.9
6 cents	8.2	.9	16.8	3.7	1.9	6.0	2.7	27.2	1.1	1.3	7.2	13.8	-	9.3	21.4	8.1	20.5	15.1
7 or 7½ cents	4.8	6.6	11.7	4.5	1.9	5.5	2.5	-	7.2	2.6	2.7	15.1	4.6	6.5	14.1	2.1	4.0	1.0
8 cents	5.3	2.5	.8	.4	.9	-	18.7	-	-	-	-	3.7	4.8	.3	9.6	32.2	-	1.6
9 cents	2.5	1.4	1.9	1.8	1.0	.4	-	2.6	-	2.5	5.4	3.6	7.0	5.8	10.1	-	.5	-
Over 5 and under 10 cents, other	Δ	-	.2	.4	.2	-	-	-	-	.5	-	-	-	-	-	-	-	-
10 cents	12.9	9.3	8.1	16.3	10.2	6.8	2.3	4.4	20.8	3.1	15.6	8.6	29.2	18.8	4.1	19.4	13.1	7.7
Over 10 and under 15 cents	3.4	2.0	3.6	2.0	9.9	3.3	3.0	1.2	23.2	1.8	1.4	-	4.8	.3	7.7	2.7	2.7	5.6
15 cents and over	2.6	2.9	6.8	1.4	2.6	-	1.0	-	-	-	5.7	1.9	4.3	2.1	-	1.5	3.0	1.1
Uniform percentage	27.7	37.1	23.7	46.1	26.4	37.1	14.8	23.3	6.3	14.3	41.3	27.2	17.8	22.6	-	9.6	4.3	20.0
Under 5 percent	.1	-	-	.3	-	-	1.1	-	-	-	-	-	-	.7	-	-	-	-
5 percent	6.5	5.7	15.5	3.8	1.8	6.0	13.3	4.5	6.3	5.8	6.5	17.1	2.1	8.5	-	4.5	-	6.2
Over 5 and under 10 percent	2.8	1.1	1.2	3.8	3.2	7.4	1.5	4.9	-	1.2	1.5	1.4	10.9	5.9	-	-	-	-
10 percent	17.4	28.9	7.0	37.8	16.2	23.7	-	12.9	-	7.3	31.6	8.7	4.9	7.5	-	5.1	4.3	13.8
Over 10 and under 15 percent	.5	1.5	-	.4	1.2	-	-	-	-	-	1.3	-	-	-	-	-	-	-
15 percent	.5	-	-	4.0	-	-	-	-	-	-	.4	-	-	-	-	-	-	-
Other ¹	5.1	3.2	3.3	2.6	1.5	4.8	1.6	11.5	-	1.5	1.0	1.2	.3	3.8	10.2	11.2	21.0	29.2
No shift pay differential	2.0	2.2	1.1	-	1.1	6.4	13.8	4.6	3.4	10.1	1.2	1.2	.7	-	-	-	8.3	-
Third shift	77.3	69.5	86.4	82.0	49.7	77.2	65.6	82.7	66.5	61.6	82.3	81.5	79.7	84.5	71.4	82.7	85.7	88.6
With shift pay differential	76.3	69.5	86.1	82.0	48.8	75.3	56.3	80.0	65.6	54.4	81.1	81.1	79.0	84.5	71.4	82.7	83.2	88.6
Uniform cents (per hour)	37.1	33.2	51.7	40.8	19.2	30.6	41.3	46.2	30.4	39.7	38.5	51.3	60.9	51.7	51.5	22.8	47.4	33.3
Under 5 cents	.3	-	-	-	-	-	-	.9	-	11.0	.6	.6	.3	-	-	-	-	-
5 cents	2.1	1.3	2.4	2.5	2.0	2.9	8.7	2.0	7.5	11.6	2.5	2.1	3.1	-	-	.6	1.0	-
6 cents	1.4	-	.3	.9	-	.4	1.9	3.2	2.1	2.2	-	1.1	-	2.6	15.5	3.5	16.8	2.4
7 or 7½ cents	2.5	7.1	10.0	1.2	1.0	1.5	2.6	.7	-	-	8.2	1.6	1.9	-	1.7	4.5	-	-
8 cents	1.3	3.4	1.4	.1	-	.6	17.8	3.2	-	1.4	.5	2.0	1.1	2.3	1.4	-	2.3	-
9 cents	7.1	2.3	17.1	1.0	1.9	2.1	2.7	26.2	.5	2.5	11.4	13.1	7.0	10.7	10.1	.7	6.6	5.6
Over 5 and under 10 cents, other	.1	1.0	Δ	-	-	-	-	-	-	1.2	-	-	-	-	-	-	-	-
10 cents	11.9	12.2	12.2	14.4	7.5	15.8	4.6	2.3	14.2	7.0	12.6	17.3	17.4	21.4	6.7	8.1	4.4	6.7
12 cents	2.8	1.1	2.2	5.8	.4	4.3	-	2.1	3.1	1.0	1.4	2.5	8.3	4.4	5.9	2.3	-	8.6
Over 10 and under 15 cents, other	1.9	-	3.4	6.1	.6	1.0	-	1.8	.9	-	2.1	3.1	5.4	.8	9.1	.4	-	3.5
15 cents	4.1	1.2	.7	8.4	5.7	1.6	-	2.7	-	-	5.0	2.3	8.3	5.3	-	4.9	12.3	3.5
Over 15 cents	1.5	3.7	1.9	.5	-	.4	3.0	1.2	2.0	1.8	1.7	-	8.8	2.0	2.7	1.2	-	2.1
Uniform percentage	24.3	34.5	23.7	38.5	20.2	35.6	13.3	20.5	4.8	13.2	36.0	25.1	17.8	16.7	-	7.5	4.9	20.0
Under 7½ percent	1.8	2.2	.7	1.8	2.6	6.7	1.1	2.6	-	1.2	1.0	2.6	-	.9	-	-	-	-
7½ percent	4.6	2.4	13.5	4.9	.6	3.3	12.2	3.0	4.8	4.7	3.7	12.5	2.1	5.6	-	3.6	-	4.5
Over 7½ and under 10 percent	.1	-	1.6	.5	-	-	-	-	-	-	-	-	-	.4	-	-	-	-
10 percent	14.0	21.3	7.7	27.9	10.0	23.8	-	13.7	-	7.3	25.1	9.4	11.8	8.9	-	3.4	3.4	3.6
Over 10 and under 15 percent	.8	-	-	1.3	-	-	-	-	-	-	1.3	-	14.0	-	-	.5	-	-
15 percent	2.9	8.6	.2	2.1	6.9	1.8	-	1.2	-	-	4.8	.5	-	1.0	-	-	1.5	12.0
Other ¹	14.8	1.8	10.7	2.6	9.4	9.2	1.7	13.3	30.4	1.5	6.6	4.7	.3	16.1	19.9	52.4	30.9	35.2
No shift pay differential	1.0	-	.3	-	.9	1.9	9.3	2.7	.9	7.2	1.2	.4	.7	-	-	-	2.5	-

¹ Pay at regular rate for more hours than worked, or a paid lunch period not given first-shift workers. Most "Other" workers, however, were in establishments which provided, in addition, a cents or percentage differential for hours actually worked.

Δ Less than 0.05 percent.

Table B-6: Shift Differential Practices (Manufacturing)

(Workers employed on late shifts at time of survey)

Shift operation and shift pay differential	Percent of manufacturing plant workers																	
	17 areas	Northeast					South				Middle West				Far West			
		Boston	Buffalo	Newark-Jersey City	New York City	Philadelphia	Atlanta	Baltimore	Dallas	Memphis	Chicago	Cleveland	Minneapolis-St. Paul	St. Louis	Denver	Los Angeles	Portland	San Francisco-Oakland
Total plant workers in manufacturing establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Second shift employment	15.4	10.3	18.5	12.7	10.1	14.8	15.5	17.8	17.4	11.6	17.1	18.2	11.8	15.2	12.0	18.7	17.4	15.0
With shift pay differential	14.9	9.7	18.3	12.7	10.0	13.4	12.0	16.8	16.7	10.4	16.7	18.0	11.5	15.2	12.0	18.7	15.0	15.0
Uniform cents (per hour)	9.9	4.7	10.4	6.6	7.5	6.2	11.2	10.3	14.4	8.3	9.9	13.5	8.4	11.7	11.4	15.7	12.1	8.7
Under 5 cents	.4	.2	.6	.2	-	.1	1.0	1.5	.7	4.0	.1	.2	-	.8	-	.2	.8	.4
5 cents	1.5	.9	1.0	1.4	.3	2.3	1.6	1.2	2.1	2.3	2.2	1.5	2.0	2.9	1.4	.6	.9	1.0
6 cents	1.7	.1	1.4	.5	.3	1.2	.9	6.7	.1	.3	1.7	4.0	-	2.2	5.0	1.7	4.7	2.9
7 or 7½ cents	1.0	.6	2.5	1.0	.4	1.0	.6	-	1.5	-	.8	4.1	.5	1.4	2.0	.3	1.1	-
8 cents	1.4	.2	.1	-	.2	-	6.4	-	-	-	-	1.2	.7	.1	.7	8.5	-	.1
9 cents	.3	.1	.4	.3	.2	-	-	.2	-	.1	.8	.7	.1	.3	.7	-	.1	-
Over 5 and under 10 cents, other	Δ	-	Δ	Δ	.1	-	-	-	-	-	.2	-	-	-	-	-	-	-
10 cents	2.0	.9	1.2	2.8	1.5	1.0	Δ	.6	2.3	.5	2.4	1.6	3.0	3.7	.3	3.2	2.4	2.0
Over 10 and under 15 cents	1.0	1.1	.8	.3	3.9	.7	.7	.1	7.7	1.1	.5	-	.8	-	1.3	.6	1.0	2.1
15 cents and over	.6	.5	2.4	.1	.7	-	-	-	-	-	1.2	.3	1.1	.4	-	.6	1.1	.4
Uniform percentage	4.1	5.0	7.2	5.5	2.4	5.9	.2	3.8	2.3	2.1	6.5	4.4	3.0	3.0	-	1.2	.5	2.4
Under 5 percent	Δ	-	-	Δ	-	-	-	.2	-	-	-	-	-	.3	-	-	-	-
5 percent	1.1	.6	4.9	.5	.2	1.1	.1	.5	2.3	.1	1.4	2.5	.1	1.2	-	.7	-	.1
Over 5 and under 10 percent	.4	.1	.2	.5	.5	1.2	Δ	.8	-	.2	.1	.2	2.0	.8	-	-	-	-
10 percent	2.4	3.8	2.1	4.5	1.2	3.6	-	2.2	-	1.9	4.9	1.8	.9	.6	-	.5	.5	2.3
Over 10 and under 15 percent	.1	.5	-	Δ	Δ	-	-	-	-	-	.2	-	-	-	-	-	-	-
15 percent	.1	-	-	-	.5	-	-	-	-	-	.1	-	-	-	-	-	-	-
Other ¹	.8	Δ	.6	.6	Δ	1.4	.6	2.7	-	-	.3	.1	.1	.6	.7	1.7	2.4	3.8
No shift pay differential	.5	.6	.2	-	.1	1.4	3.5	1.0	.7	1.2	.4	.2	.3	-	-	-	2.4	-
Third shift employment	4.9	2.7	5.0	3.9	2.6	4.5	4.6	9.6	3.2	6.0	5.9	6.7	2.4	7.1	4.4	3.2	9.0	5.3
With shift pay differential	4.8	2.7	5.0	3.9	2.4	4.5	2.9	9.1	3.2	5.1	5.8	6.7	2.4	7.1	4.4	3.2	8.5	5.3
Uniform cents (per hour)	3.4	1.6	2.8	3.2	1.5	2.4	2.8	7.5	2.1	4.7	3.7	5.8	1.9	6.4	4.1	1.5	7.1	4.5
Under 5 cents	.1	-	-	-	-	-	-	.1	-	2.4	.1	.1	-	.1	-	-	-	.1
5 cents	.1	-	.2	.2	-	.2	.8	.1	.4	.7	-	.1	.1	-	-	-	-	.1
6 cents	.3	-	Δ	.1	-	.1	.1	.6	.5	.1	-	-	-	.9	3.1	.7	2.8	.6
7 or 7½ cents	.2	.2	.5	-	Δ	.2	.3	.2	-	-	.1	1.1	-	.3	-	Δ	.4	-
8 cents	.1	.2	.1	-	-	.2	.8	.6	-	.1	Δ	-	-	.4	-	-	.5	-
9 cents	.9	Δ	.9	.1	.3	.2	.4	5.0	.1	Δ	1.5	2.5	.1	1.1	.1	1.3	1.0	-
Over 5 and under 10 cents, other	Δ	Δ	Δ	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 cents	.9	.7	.3	.8	.7	.8	.1	.3	.3	1.3	1.3	1.5	1.1	2.2	.2	.3	.3	.5
12 cents	.3	.2	.2	.6	Δ	.5	-	.2	.2	-	Δ	.1	.1	.4	.6	.1	-	1.2
Over 10 and under 15 cents, other	.2	-	.2	.6	.1	.2	-	Δ	.1	-	.2	.2	.1	Δ	.1	Δ	-	Δ
15 cents	.3	Δ	-	.8	.4	-	-	.2	-	.3	Δ	.1	.9	-	.1	.8	.2	.2
Over 15 cents	.1	.3	.2	-	-	.3	.2	.6	Δ	.2	.2	-	.3	.1	-	.1	-	.8
Uniform percentage	.7	1.1	1.3	.5	.2	.6	.6	1.1	.2	.4	1.4	.9	.4	.3	-	.1	.1	Δ
Under 7½ percent	Δ	Δ	Δ	Δ	-	.1	-	.1	-	-	Δ	Δ	-	-	-	-	-	-
7½ percent	.1	Δ	.4	-	Δ	.1	-	-	.2	-	.4	.5	Δ	.1	-	Δ	-	-
Over 7½ and under 10 percent	Δ	-	.1	Δ	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 percent	.4	.8	.8	.5	.2	.5	-	1.0	-	.4	-	.3	Δ	.3	-	.1	.1	-
Over 10 and under 15 percent	Δ	-	-	-	-	-	-	-	-	-	Δ	.3	Δ	-	-	-	-	Δ
15 percent	.1	.3	-	Δ	-	-	-	Δ	-	-	.3	Δ	-	-	-	-	-	Δ
Other ¹	.7	-	.9	.2	.7	1.4	.1	.5	.9	-	.7	.1	.1	.4	.3	1.5	1.3	.8
No shift pay differential	.1	-	.1	-	.2	Δ	1.7	.5	Δ	.9	.1	Δ	Δ	-	-	-	.5	-

¹ See footnote 1, preceding table.
Δ Less than 0.05 percent.

Table B-7: Frequency of Wage Payment (All Industries)

(Percent of office and plant workers employed in all establishments by frequency of pay)

Area or industry division	Office workers					Plant workers				
	Weekly	Biweekly	Semi-monthly	Monthly	Other frequency	Weekly	Biweekly	Semi-monthly	Monthly	Other frequency
17 areas combined	44	22	33	Δ	Δ	87	9	4	Δ	Δ
Manufacturing	56	11	33	Δ	-	91	7	Δ	Δ	Δ
Nonmanufacturing	38	28	33	Δ	Δ	79	13	8	Δ	Δ
Public utilities *	44	41	15	Δ	Δ	66	29	5	-	-
Wholesale trade	40	13	44	3	-	77	13	10	Δ	-
Retail trade	77	11	12	Δ	-	87	6	6	-	Δ
Finance **	22	38	38	Δ	-	xxx	xxx	xxx	xxx	xxx
Services	50	6	44	Δ	-	79	4	16	-	Δ
Northeast:										
Boston	59	23	13	5	-	99	Δ	Δ	-	-
Buffalo	58	17	24	Δ	-	99	Δ	Δ	-	-
Newark-Jersey City	63	23	15	-	-	98	Δ	Δ	-	-
New York City	49	25	25	Δ	-	98	Δ	Δ	Δ	-
Philadelphia	59	19	19	3	-	99	Δ	Δ	-	-
South:										
Atlanta	38	28	33	Δ	-	85	11	4	-	-
Baltimore	58	23	18	Δ	-	98	Δ	Δ	-	-
Dallas	21	26	53	-	-	76	11	13	-	-
Memphis	36	25	38	Δ	-	89	6	5	-	-
Middle West:										
Chicago	47	19	34	Δ	-	87	10	3	-	Δ
Cleveland	15	25	58	Δ	-	67	25	Δ	-	6
Minneapolis-St. Paul	30	22	47	Δ	-	82	13	5	-	-
St. Louis	37	12	50	Δ	-	82	15	3	-	-
Far West:										
Denver	22	35	40	Δ	-	68	13	19	-	-
Los Angeles	41	21	36	Δ	-	72	20	8	-	Δ
Portland	17	13	59	12	Δ	43	26	29	3	Δ
San Francisco-Oakland	11	18	71	-	-	61	25	14	-	-

xxx Number of plant workers too small to justify presentation of data.

Δ Less than 2.5 percent.

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

** Finance, insurance, and real estate.

Table B-8: Paid Holidays

(Percent of office and plant workers employed in establishments that provide paid holidays by industry division and number of paid holidays provided¹)

Area or industry division	Office workers										Plant workers									
	Total with holidays	Under 5 days	5 days	6 days	7 days	8 days	9 days	10 days	11 days	Over 11 days	Total with holidays	Under 5 days	5 days	6 days	7 days	8 days	9 days	10 days	11 days	Over 11 days
	All industries																			
17 areas combined	99	Δ	Δ	32	19	11	5	5	19	6	95	3	3	47	23	10	3	Δ	3	Δ
Manufacturing	99	Δ	Δ	49	23	12	4	6	4	Δ	97	Δ	Δ	53	23	11	Δ	Δ	Δ	Δ
Nonmanufacturing	99	Δ	3	23	17	10	6	5	26	9	92	7	4	36	24	8	3	3	7	Δ
Public utilities*	99	Δ	Δ	15	24	20	8	6	24	Δ	98	Δ	3	25	19	18	7	5	19	Δ
Wholesale trade	99	Δ	3	29	27	11	6	9	14	Δ	97	Δ	5	38	25	11	3	4	9	Δ
Retail trade	99	3	5	50	27	4	Δ	5	4	-	91	9	4	40	30	3	Δ	Δ	Δ	-
Finance**	99	Δ	3	13	8	7	6	4	41	18	xxx	xxx	xxx	xxx	xxx	xxx	xxx	xxx	xxx	xxx
Services	99	Δ	Δ	32	25	13	5	3	15	3	81	12	6	39	16	4	Δ	Δ	3	Δ
Northeast:																				
Boston	99	Δ	Δ	Δ	9	3	6	23	54	Δ	94	5	3	14	27	8	8	21	8	Δ
Buffalo	99	-	-	54	24	4	Δ	3	12	Δ	96	-	Δ	66	23	4	Δ	Δ	Δ	-
Newark-Jersey City	99	Δ	Δ	8	27	13	11	Δ	4	35	99	Δ	Δ	22	38	19	9	3	4	3
New York City	99	-	-	3	13	10	10	10	45	9	96	4	-	21	27	14	7	6	18	Δ
Philadelphia	100	Δ	Δ	23	27	16	4	5	Δ	22	97	Δ	Δ	41	35	14	Δ	3	-	Δ
South:																				
Atlanta	99	Δ	37	43	8	8	Δ	Δ	-	-	79	7	30	36	4	Δ	-	-	-	-
Baltimore	100	Δ	Δ	30	26	11	13	5	-	13	98	Δ	4	57	23	7	4	Δ	Δ	Δ
Dallas	99	9	35	25	18	3	-	-	-	9	86	21	22	26	17	Δ	-	-	-	-
Memphis	99	5	48	22	10	3	Δ	12	-	-	84	11	32	34	5	Δ	-	-	-	-
Middle West:																				
Chicago	99	Δ	Δ	61	18	6	3	Δ	10	-	97	5	Δ	66	16	6	Δ	Δ	Δ	-
Cleveland	99	Δ	-	87	9	Δ	Δ	Δ	-	Δ	92	Δ	-	83	7	-	-	-	-	-
Minneapolis-St. Paul	99	-	-	71	17	8	4	-	-	-	97	Δ	Δ	77	11	5	Δ	-	-	-
St. Louis	99	-	Δ	39	34	24	-	-	Δ	-	97	-	4	48	35	10	-	-	-	-
Far West:																				
Denver	99	-	Δ	50	36	11	Δ	Δ	-	-	87	-	Δ	68	10	9	-	-	-	-
Los Angeles	100	Δ	Δ	64	13	17	Δ	Δ	4	-	94	Δ	Δ	65	16	11	Δ	-	-	-
Portland	99	-	Δ	51	34	14	-	-	Δ	-	85	3	Δ	54	23	4	-	-	-	-
San Francisco-Oakland	100	Δ	Δ	12	53	17	3	3	12	-	95	4	5	13	49	25	Δ	-	-	-

See footnote at end of table.

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

** Finance, insurance, and real estate.

Table B-8: Paid Holidays - Continued

(Percent of office and plant workers employed in establishments that provide paid holidays by industry division and number of paid holidays provided¹)

Area	Office workers										Plant workers									
	Total with holidays	Under 5 days	5 days	6 days	7 days	8 days	9 days	10 days	11 days	Over 11 days	Total with holidays	Under 5 days	5 days	6 days	7 days	8 days	9 days	10 days	11 days	Over 11 days
Manufacturing																				
Northeast:																				
Boston	100	-	-	4	19	6	13	30	26	Δ	100	Δ	4	20	33	12	11	14	4	Δ
Buffalo	99	-	-	63	33	4	-	Δ	-	-	98	-	-	64	30	4	-	Δ	-	-
Newark-Jersey City	100	-	Δ	13	45	25	11	Δ	Δ	Δ	100	-	Δ	24	38	24	8	3	Δ	Δ
New York City	100	-	-	3	14	25	15	24	18	Δ	96	6	-	24	12	25	12	9	8	Δ
Philadelphia	100	Δ	Δ	29	45	20	Δ	3	-	Δ	98	-	Δ	37	42	16	-	Δ	-	-
South:																				
Atlanta	99	Δ	21	71	3	3	-	-	-	-	73	6	16	45	3	3	-	-	-	-
Baltimore	100	-	3	36	45	7	5	4	-	-	99	-	Δ	62	28	5	Δ	Δ	-	-
Dallas	99	66	13	40	40	Δ	-	-	-	-	93	9	21	40	23	Δ	-	-	-	-
Memphis	100	7	33	41	12	5	Δ	-	-	-	88	8	21	50	7	Δ	-	-	-	-
Middle West:																				
Chicago	99	-	Δ	76	15	8	Δ	-	-	-	99	Δ	3	68	18	8	-	-	Δ	-
Cleveland	99	Δ	-	96	4	-	-	-	-	-	95	Δ	-	88	6	-	-	-	-	-
Minneapolis-St. Paul	99	-	-	84	10	5	Δ	-	-	-	97	-	Δ	77	9	10	Δ	-	-	-
St. Louis	100	-	3	46	40	11	-	-	-	-	100	-	3	50	37	10	-	-	-	-
Far West:																				
Denver	100	-	-	84	9	7	-	-	-	-	91	-	-	72	9	10	-	-	-	-
Los Angeles	100	Δ	Δ	84	10	5	-	-	-	-	98	Δ	Δ	79	11	6	-	-	-	-
Portland	100	-	Δ	72	25	Δ	-	-	-	-	83	3	Δ	48	30	Δ	-	-	-	-
San Francisco-Oakland	100	-	-	18	60	21	Δ	Δ	-	-	93	3	-	18	53	19	-	-	-	-
Public utilities*																				
Northeast:																				
Boston	100	-	-	Δ	Δ	6	Δ	55	35	-	100	-	Δ	7	9	-	9	52	21	-
Buffalo	99	-	-	20	3	17	23	-	37	-	99	-	-	45	3	10	18	-	23	-
Newark-Jersey City	100	-	Δ	4	-	-	49	-	7	38	100	Δ	-	20	3	-	26	-	22	28
New York City	100	-	-	5	12	Δ	Δ	6	75	Δ	99	-	-	13	13	3	-	-	72	-
Philadelphia	100	-	-	12	6	40	8	31	-	Δ	100	-	-	39	14	20	3	21	-	4
South:																				
Atlanta	100	-	14	64	22	-	-	-	-	-	98	-	26	59	13	-	-	-	-	-
Baltimore	100	-	-	4	7	36	51	-	-	Δ	100	-	-	21	9	29	40	-	-	Δ
Dallas	100	Δ	17	37	42	3	-	-	-	-	85	3	15	28	40	-	-	-	-	-
Memphis	99	-	15	74	10	-	-	-	-	-	92	-	23	68	Δ	-	-	-	-	-
Middle West:																				
Chicago	100	-	-	13	60	Δ	25	-	-	-	98	-	Δ	29	40	-	27	-	-	-
Cleveland	100	-	-	46	54	-	-	-	-	-	97	-	-	50	47	-	-	-	-	-
Minneapolis-St. Paul	100	-	-	84	10	5	Δ	-	-	-	98	11	-	61	26	-	-	-	-	-
St. Louis	100	-	Δ	14	49	35	-	-	-	-	98	-	15	15	36	32	-	-	-	-
Far West:																				
Denver	100	-	-	18	43	39	-	-	-	-	92	-	-	31	31	29	-	-	-	-
Los Angeles	100	-	-	14	6	80	Δ	-	-	-	93	-	-	20	8	64	-	-	-	-
Portland	99	-	-	32	38	29	-	-	-	-	85	-	-	31	33	21	-	-	-	-
San Francisco-Oakland	100	-	-	3	25	66	-	6	-	-	100	-	3	7	27	63	-	-	-	-

See footnote at end of table.

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

Table B-8: Paid Holidays - Continued

(Percent of office and plant workers employed in establishments that provide paid holidays by industry division and number of paid holidays provided¹)

Area	Office workers										Plant workers									
	Total with holidays	Under 5 days	5 days	6 days	7 days	8 days	9 days	10 days	11 days	Over 11 days	Total with holidays	Under 5 days	5 days	6 days	7 days	8 days	9 days	10 days	11 days	Over 11 days
Wholesale trade																				
Northeast:																				
Boston	100	-	-	Δ	-	Δ	5	43	50	-	95	-	-	8	4	3	8	35	38	-
Newark-Jersey City	100	-	-	21	21	Δ	9	14	15	19	95	-	-	25	16	Δ	15	10	20	9
New York City	100	-	-	3	14	19	12	17	33	3	99	-	-	3	23	14	8	12	35	4
Philadelphia	100	-	-	15	52	23	9	Δ	-	-	93	-	7	22	32	22	9	Δ	-	-
South:																				
Atlanta	100	-	30	55	13	Δ	-	-	-	-	92	4	30	47	11	-	-	-	-	-
Baltimore	100	-	4	36	15	8	21	16	-	-	86	-	11	32	11	25	7	-	-	-
Middle West:																				
Chicago	100	-	-	77	17	4	-	Δ	-	-	100	-	Δ	78	14	6	-	Δ	-	-
Cleveland	100	-	-	94	6	-	-	-	-	-	86	-	-	76	10	-	-	-	-	-
Minneapolis-St. Paul	100	-	-	48	43	9	-	-	-	-	97	-	-	57	39	-	-	-	-	-
St. Louis	98	-	-	39	57	Δ	-	-	-	-	100	-	5	34	60	Δ	-	-	-	-
Far West:																				
Los Angeles	100	-	-	47	34	19	-	-	-	-	96	-	-	52	28	16	-	-	-	-
San Francisco-Oakland	100	-	-	Δ	89	7	Δ	-	-	-	100	-	-	3	65	32	-	-	-	-
Retail trade																				
Northeast:																				
Boston	98	17	Δ	-	35	Δ	Δ	24	18	-	91	23	Δ	-	31	Δ	Δ	31	4	-
Newark-Jersey City ²	98	Δ	Δ	15	46	3	5	-	27	-	95	4	-	11	72	Δ	3	-	3	-
New York City ²	98	-	-	Δ	61	7	6	14	9	-	94	8	-	10	66	Δ	4	Δ	4	-
Philadelphia ²	100	-	-	78	18	3	-	-	-	-	98	-	14	60	21	3	-	-	-	-
South:																				
Atlanta	99	4	84	11	Δ	-	-	-	-	-	85	8	71	6	-	-	-	-	-	-
Baltimore	100	Δ	Δ	85	11	Δ	-	-	-	-	96	9	-	64	17	6	-	-	-	-
Dallas	100	51	28	21	-	-	-	-	-	-	85	52	25	7	-	-	-	-	-	-
Middle West:																				
Chicago	99	-	-	95	3	Δ	-	-	-	-	92	3	-	83	5	Δ	-	-	-	-
Minneapolis-St. Paul	100	-	-	90	10	-	-	-	-	-	98	4	-	86	8	-	-	-	-	-
Far West:																				
Denver	99	-	Δ	93	4	-	-	-	-	-	89	-	Δ	87	-	-	-	-	-	-
Portland	98	-	-	98	-	-	-	-	-	-	92	8	-	84	-	-	-	-	-	-
San Francisco-Oakland	100	Δ	Δ	8	83	8	-	-	-	-	98	15	Δ	Δ	66	14	-	-	-	-
Services																				
Northeast:																				
Boston	100	-	-	5	Δ	8	7	9	58	11	47	-	9	14	12	6	Δ	3	Δ	-
New York City	99	-	-	11	32	19	7	5	22	3	94	-	-	44	32	9	Δ	Δ	7	Δ
Philadelphia	100	-	-	45	25	5	-	-	25	-	86	7	-	70	4	4	-	-	-	Δ
Middle West:																				
Chicago	99	Δ	-	70	19	Δ	4	-	3	-	83	58	-	23	Δ	Δ	Δ	-	Δ	-
Far West:																				
Los Angeles ³	100	-	-	59	31	7	4	-	-	-	72	5	Δ	57	5	Δ	Δ	-	-	-

See footnotes at end of table.

Table B-8: Paid Holidays - Continued

(Percent of office workers employed in establishments that provide paid holidays by industry division and number of paid holidays provided¹⁾)

Area	Office workers												
	Total with holidays	Under 5 days	5 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days	13 days	Over 13 days	
	Finance**												
Northeast:													
Boston	100	-	-	-	-	-	3	8	89	-	-	-	-
Newark-Jersey City	100	-	-	-	6	-	Δ	-	-	93	-	-	-
New York City	100	-	-	Δ	-	Δ	12	Δ	67	19	-	-	-
Philadelphia	100	-	-	Δ	5	5	5	Δ	5	13	63	-	-
South:													
Atlanta	100	Δ	37	18	9	26	5	3	-	-	-	-	-
Baltimore	100	-	-	4	9	13	17	6	-	-	51	-	-
Dallas	100	Δ	59	8	Δ	5	-	-	-	-	-	-	26
Middle West:													
Chicago	98	-	-	27	12	9	Δ	6	42	-	-	-	-
Cleveland	100	-	-	66	7	8	Δ	15	-	3	-	-	-
Minneapolis-St. Paul	100	-	-	63	7	17	13	-	-	-	-	-	-
St. Louis	100	-	3	17	4	73	-	-	3	-	-	-	-
Far West:													
Los Angeles	100	-	-	49	10	17	-	7	17	-	-	-	-
San Francisco-Oakland	100	-	-	16	32	4	6	7	34	-	-	-	-

¹ Data limited to full-day holidays provided annually.² Excludes data for limited-price variety stores.³ Excludes data for motion-picture production; these data are included, however, in "all industries."

xxx Number of plant workers too small to justify presentation of data.

Δ Less than 2.5 percent.

** Finance, insurance, and real estate.

Table B-9: Provisions for Paid Holidays Occurring on Nonworkdays ¹ (All Industries)

Provisions	17 areas																	
	Northeast					South				Middle West				Far West				
	Boston	Buffalo	Newark-Jersey City	New York City	Philadelphia	Atlanta	Baltimore	Dallas	Memphis	Chicago	Cleveland	Minneapolis-St. Paul	St. Louis	Denver	Los Angeles	Portland	San Francisco-Oakland	
Office workers																		
All office workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
Workers in establishments providing paid holidays to office workers	99	99	99	99	99	100	99	100	99	99	99	99	99	99	100	99	100	
With provisions for holidays falling on Saturday ²	42	30	53	59	34	52	58	32	62	43	48	29	47	53	26	51	40	16
Another day off with pay	27	21	24	29	21	38	53	21	48	35	26	20	32	29	20	42	25	12
Extra day's pay	8	6	25	10	4	11	4	10	8	7	14	7	7	12	3	7	11	4
Option of another day off or extra day's pay	Δ	Δ	3	7	Δ	Δ	Δ	Δ	6	Δ	Δ	-	Δ	6	Δ	Δ	3	Δ
Saturday is a scheduled workday for all workers	Δ	Δ	5	Δ	-	Δ	6	3	18	28	Δ	Δ	Δ	Δ	8	Δ	3	3
No provisions (or no pay) for holidays falling on Saturday	56	70	42	40	66	48	35	65	20	28	50	70	51	46	66	49	57	81
With provisions for holidays falling on Sunday ²	97	96	97	98	99	99	94	99	92	85	93	87	95	95	98	99	99	96
Another day off with pay	95	96	94	97	98	96	92	96	92	82	90	87	93	93	98	97	99	96
Extra day's pay	Δ	-	3	Δ	Δ	4	Δ	Δ	Δ	Δ	Δ	Δ	Δ	Δ	Δ	Δ	Δ	Δ
Option of another day off or extra day's pay	Δ	Δ	Δ	Δ	Δ	-	Δ	Δ	-	Δ	-	-	Δ	-	Δ	-	-	Δ
No provisions (or no pay) for holidays falling on Sunday	3	4	Δ	Δ	Δ	Δ	5	Δ	7	14	6	13	4	5	Δ	Δ	Δ	4
With provisions for holidays falling during vacation ²	85	84	77	93	90	89	77	83	53	65	82	79	89	79	81	87	77	83
Another day off with pay	70	73	52	79	83	77	57	62	45	53	70	66	63	58	70	53	66	76
Extra day's pay	9	6	19	6	3	5	18	11	7	6	7	11	24	13	5	27	4	4
Option of another day off or extra day's pay	4	5	6	7	4	7	Δ	Δ	Δ	6	4	3	Δ	4	6	8	7	Δ
No provisions (or no pay) for holidays falling during vacation	15	16	22	7	10	11	22	17	46	34	17	20	11	20	18	13	22	17
Plant workers																		
All plant workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays to plant workers	95	94	96	99	96	97	79	98	86	84	97	92	97	97	87	94	85	95
With provisions for holidays falling on Saturday ²	70	60	77	83	81	83	51	66	52	39	72	62	69	76	25	68	58	41
Another day off with pay	25	24	17	23	26	28	32	20	34	19	20	15	30	16	11	39	25	18
Extra day's pay	40	31	57	52	44	53	18	44	15	17	46	47	36	55	11	25	32	18
Option of another day off or extra day's pay	3	3	Δ	5	8	Δ	Δ	Δ	3	3	Δ	-	Δ	Δ	Δ	3	Δ	3
Saturday is a scheduled workday for all workers	5	5	11	Δ	Δ	Δ	14	11	25	30	4	5	3	Δ	27	6	3	9
No provisions (or no pay) for holidays falling on Saturday	20	29	9	15	15	15	14	21	9	15	21	26	25	20	34	21	24	46
With provisions for holidays falling on Sunday ²	90	86	95	97	94	92	71	92	80	76	92	81	92	91	84	92	82	88
Another day off with pay	82	83	91	86	77	84	66	81	76	67	82	78	85	80	82	86	68	84
Extra day's pay	7	Δ	4	8	12	8	4	9	4	5	7	3	3	10	Δ	5	13	Δ
Option of another day off or extra day's pay	Δ	Δ	Δ	Δ	4	Δ	Δ	Δ	-	3	-	Δ	-	-	Δ	Δ	Δ	Δ
No provisions (or no pay) for holidays falling on Sunday	4	4	Δ	Δ	3	5	7	6	6	8	5	11	5	6	Δ	Δ	Δ	6
With provisions for holidays falling during vacation ²	84	74	85	90	90	85	64	82	52	66	88	79	91	84	79	87	75	81
Another day off with pay	42	41	27	38	45	44	33	37	33	45	46	36	49	29	55	38	43	60
Extra day's pay	32	24	52	38	33	29	27	36	17	16	30	39	35	44	16	37	25	14
Option of another day off or extra day's pay	8	8	6	13	11	11	3	3	Δ	5	7	Δ	7	7	8	12	8	8
No provisions (or no pay) for holidays falling during vacation	11	21	11	8	7	12	16	16	34	18	9	14	6	13	7	7	9	14

¹ Limited to provisions in establishments having a formal policy applying when holidays occur on nonworkdays; some of the estimates would be slightly higher if practices determined informally as the situation occurs were included.

² Includes provisions other than those shown separately.

Δ Less than 2.5 percent.

Table B-10: Paid Vacations (All Industries)

(Percent of office and plant workers employed in all establishments providing paid vacations by amount of vacation pay provided after specified length-of-service periods)

Amount of vacation pay ¹ and service period	Northeast						South				Middle West				Far West			
	17 areas	Boston	Buffalo	Newark- Jersey City	New York City	Philadelphia	Atlanta	Baltimore	Dallas	Memphis	Chicago	Cleveland	Minneapolis- St. Paul	St. Louis	Denver	Los Angeles	Portland	San Francisco- Oakland
Office workers																		
1 week or more:																		
1 year	99	100	100	100	99	99	99	99	99	99	100	100	99	99	99	99	99	100
2 weeks or more:																		
1 year	83	95	77	92	93	80	76	68	67	64	80	80	70	69	61	77	63	82
2 years	96	98	88	97	99	93	92	81	89	84	98	93	90	87	86	95	83	99
3 years	98	99	96	98	99	95	94	82	93	94	99	98	97	94	95	98	98	100
5 years	99	99	99	99	99	99	98	99	97	97	99	99	99	99	99	99	100	100
3 weeks or more:																		
3 years	3	7	Δ	Δ	3	-	-	Δ	-	Δ	4	Δ	Δ	3	4	6	3	3
5 years	9	26	5	6	16	5	4	Δ	Δ	3	6	Δ	4	5	4	7	3	7
10 years	27	37	20	20	44	25	7	12	4	7	23	10	29	19	16	17	15	19
15 years	75	80	78	79	82	74	51	71	50	39	78	81	80	76	70	68	61	63
20 years	80	84	80	85	83	81	58	77	54	55	83	83	81	77	71	79	70	79
25 years	82	87	83	87	86	83	59	81	56	57	84	84	81	78	75	80	70	80
4 weeks or more:																		
10 years	Δ	3	Δ	Δ	Δ	-	-	-	-	Δ	Δ	-	-	-	Δ	Δ	-	Δ
15 years	Δ	3	Δ	Δ	5	Δ	Δ	-	-	Δ	3	Δ	Δ	3	Δ	Δ	Δ	Δ
20 years	8	10	4	18	13	4	3	Δ	-	Δ	8	Δ	6	5	4	5	3	3
25 years	25	21	20	28	41	23	17	16	11	17	28	11	20	12	14	14	15	14
Plant workers																		
1 week or more:																		
1 year	99	99	99	99	99	99	92	98	93	95	99	99	98	99	99	99	99	100
2 weeks or more:																		
1 year	26	40	14	30	43	24	31	14	16	13	19	11	17	14	18	36	14	28
2 years	50	52	33	46	68	35	47	30	41	27	52	22	42	27	43	69	39	74
3 years	69	65	61	62	85	52	58	43	66	48	70	40	75	60	70	86	70	90
5 years	95	98	98	97	95	94	76	91	80	83	97	97	97	98	95	98	99	99
3 weeks or more:																		
3 years	Δ	Δ	Δ	Δ	5	Δ	-	Δ	-	Δ	4	Δ	Δ	Δ	-	3	Δ	5
5 years	6	12	4	7	11	3	5	Δ	Δ	4	7	3	6	Δ	Δ	6	Δ	7
10 years	18	22	14	19	24	22	7	8	Δ	4	21	11	27	13	7	14	8	11
15 years	64	67	81	73	53	60	36	65	34	34	78	80	69	78	52	56	38	60
20 years	66	69	82	76	54	62	39	68	37	36	81	81	70	78	54	57	42	61
25 years	67	71	84	76	55	65	39	68	39	41	81	81	72	79	55	58	43	61
4 weeks or more:																		
10 years	Δ	7	Δ	-	Δ	-	-	-	-	-	Δ	-	Δ	-	-	Δ	-	Δ
15 years	Δ	7	Δ	Δ	3	-	Δ	-	-	-	Δ	-	Δ	-	Δ	Δ	-	Δ
20 years	3	8	4	6	4	Δ	3	Δ	-	-	6	Δ	Δ	3	-	Δ	-	Δ
25 years	11	13	14	15	11	9	7	8	5	5	21	5	10	9	10	6	6	9

¹ Includes percentage- or flat-sum-type payments converted to equivalent weeks' pay. See text, p. 39.
 Δ Less than 2.5 percent.

Table B-11: Paid Vacations (Manufacturing)

(Percent of office and plant workers employed in all establishments providing paid vacations by amount of vacation pay provided after specified length-of-service periods)

Amount of vacation pay ¹ and service period	17 areas	Northeast					South					Middle West				Far West		
		Boston	Buffalo	Newark- Jersey City	New York City	Philadelphia	Atlanta	Baltimore	Dallas	Memphis	Chicago	Cleveland	Minneapolis- St. Paul	St. Louis	Denver	Los Angeles	Portland	San Francisco- Oakland
Office workers																		
1 week or more:																		
1 year -----	99	100	100	100	99	100	99	100	99	100	100	100	99	99	100	100	97	100
2 weeks or more:																		
1 year -----	84	96	81	89	92	83	80	58	65	63	83	89	76	72	70	86	68	92
2 years -----	94	98	88	95	98	92	88	68	89	80	98	97	90	85	83	96	85	100
3 years -----	96	99	95	97	99	93	91	68	93	94	99	97	95	92	91	98	94	100
5 years -----	99	100	98	98	99	99	96	99	97	99	100	99	98	99	100	99	100	100
3 weeks or more:																		
3 years -----	5	Δ	-	Δ	9	-	-	-	-	Δ	7	Δ	Δ	4	Δ	10	10	8
5 years -----	9	8	Δ	4	23	8	Δ	3	Δ	4	7	Δ	10	5	Δ	11	10	8
10 years -----	23	15	18	17	41	31	Δ	3	Δ	4	9	24	4	44	16	14	20	18
15 years -----	81	76	88	87	82	82	24	81	62	38	85	87	75	81	69	84	51	74
20 years -----	83	79	91	88	83	84	24	81	62	49	88	87	76	82	69	85	61	77
25 years -----	83	80	91	88	83	84	24	81	62	49	88	87	77	82	69	85	64	78
4 weeks or more:																		
10 years -----	Δ	Δ	-	-	6	-	-	-	-	-	5	-	-	-	-	-	-	-
15 years -----	3	Δ	Δ	-	11	Δ	-	-	-	-	5	-	-	4	-	-	-	-
20 years -----	4	Δ	Δ	4	12	Δ	-	-	-	Δ	9	-	Δ	7	-	Δ	5	Δ
25 years -----	14	6	14	14	27	6	Δ	12	12	7	21	7	11	9	13	7	7	10
Plant workers																		
1 week or more:																		
1 year -----	99	98	100	99	99	99	91	98	97	97	99	100	98	99	100	100	98	100
2 weeks or more:																		
1 year -----	20	20	11	19	37	23	24	8	9	3	13	7	7	11	13	42	11	27
2 years -----	36	25	27	36	53	25	31	19	32	10	40	13	23	17	26	62	22	56
3 years -----	57	47	55	53	69	43	46	31	70	34	60	29	63	52	59	83	53	83
5 years -----	96	97	99	96	89	97	74	99	86	85	98	99	95	99	100	98	98	100
3 weeks or more:																		
3 years -----	3	Δ	-	Δ	8	-	-	-	-	-	6	Δ	Δ	3	-	5	3	10
5 years -----	6	4	Δ	6	11	3	Δ	Δ	-	Δ	8	Δ	7	3	-	8	3	10
10 years -----	16	14	11	17	25	18	4	7	-	Δ	24	9	32	8	12	16	7	16
15 years -----	71	64	89	79	49	64	32	70	45	38	85	85	77	84	62	68	37	61
20 years -----	72	68	90	80	49	64	32	72	45	43	87	86	80	84	64	69	44	63
25 years -----	72	68	91	81	51	67	32	72	45	43	87	86	81	84	65	69	44	63
4 weeks or more:																		
10 years -----	Δ	Δ	-	-	Δ	-	-	-	-	-	-	-	-	-	-	-	-	-
15 years -----	Δ	Δ	-	Δ	Δ	-	-	-	-	-	-	-	-	-	-	-	-	Δ
20 years -----	Δ	Δ	Δ	4	3	-	-	Δ	-	-	5	-	Δ	3	-	Δ	-	Δ
25 years -----	9	6	15	15	6	5	Δ	8	3	3	17	3	11	8	11	5	Δ	13

¹ Includes percentage- or flat-sum-type payments converted to equivalent weeks' pay. See text, p. 39.

Δ Less than 2.5 percent.

Table B-12: Paid Vacations (Public Utilities)

(Percent of office and plant workers employed in all establishments providing paid vacations by amount of vacation pay provided after specified length-of-service periods)

Amount of vacation pay ¹ and service period	17 areas	Northeast					South				Middle West				Far West			
		Boston	Buffalo	Newark- Jersey City	New York City	Philadelphia	Atlanta	Baltimore	Dallas	Memphis	Chicago	Cleveland	Minneapolis- St. Paul	St. Louis	Denver	Los Angeles	Portland	San Francisco- Oakland
Office workers																		
1 week or more:																		
1 year -----	100	100	100	100	100	100	100	100	100	99	100	100	100	100	100	100	100	100
2 weeks or more:																		
1 year -----	69	99	67	99	99	87	52	90	46	30	92	29	28	19	50	5	40	41
2 years -----	95	99	92	99	100	98	91	96	87	72	99	70	89	93	98	90	81	95
3 years -----	99	100	96	100	100	99	95	99	97	99	99	99	98	100	98	98	100	100
5 years -----	99	100	100	100	100	100	100	99	98	100	100	100	100	100	100	99	100	100
3 weeks or more:																		
3 years -----	Δ	Δ	Δ	-	-	-	-	Δ	-	-	-	Δ	-	-	-	-	4	-
5 years -----	4	3	Δ	-	9	Δ	3	3	-	5	-	Δ	-	-	-	-	4	16
10 years -----	12	12	6	9	17	18	3	3	-	15	Δ	3	41	32	Δ	3	37	16
15 years -----	86	96	84	92	93	92	82	94	58	85	72	92	94	92	86	80	76	85
20 years -----	91	96	86	92	93	92	90	98	74	85	91	92	94	94	86	90	76	85
25 years -----	91	96	86	92	94	92	90	98	75	85	91	92	94	94	86	90	76	85
4 weeks or more:																		
10 years -----	Δ	-	-	-	Δ	-	-	-	-	7	-	-	-	-	-	-	-	Δ
15 years -----	Δ	-	-	-	Δ	-	-	-	-	9	-	-	-	-	-	-	-	Δ
20 years -----	Δ	Δ	-	Δ	Δ	-	Δ	-	-	9	Δ	-	-	Δ	-	-	-	Δ
25 years -----	10	4	-	Δ	Δ	7	Δ	-	-	9	30	11	-	30	-	23	-	5
Plant workers																		
1 week or more:																		
1 year -----	99	100	100	100	100	100	100	100	94	92	100	100	100	100	100	100	100	100
2 weeks or more:																		
1 year -----	51	91	44	79	89	43	48	70	33	23	40	18	22	34	29	13	32	36
2 years -----	81	92	49	79	93	60	82	91	62	64	77	53	70	87	76	84	72	96
3 years -----	93	94	64	100	100	70	92	100	80	85	97	95	80	100	90	89	100	100
5 years -----	99	100	100	100	100	100	100	100	96	100	100	100	100	100	100	90	100	100
3 weeks or more:																		
3 years -----	Δ	Δ	Δ	6	5	Δ	-	3	-	-	-	-	-	-	-	-	-	-
5 years -----	3	Δ	Δ	6	10	Δ	3	3	-	-	-	-	-	-	-	-	-	Δ
10 years -----	16	12	20	24	20	39	3	3	-	10	4	5	34	45	Δ	7	31	Δ
15 years -----	85	94	91	84	95	83	69	96	58	76	76	99	96	96	70	76	67	79
20 years -----	89	94	91	84	95	83	75	96	67	76	98	99	96	98	70	84	67	79
25 years -----	89	94	91	84	95	83	75	96	78	76	98	99	96	98	70	84	67	79
4 weeks or more:																		
10 years -----	Δ	-	-	-	Δ	-	-	-	-	-	-	-	-	-	-	-	-	Δ
15 years -----	Δ	-	-	-	Δ	-	-	-	-	-	-	-	-	-	-	-	-	Δ
20 years -----	3	-	-	-	Δ	-	-	-	-	-	19	-	-	Δ	-	-	-	Δ
25 years -----	10	7	-	-	Δ	8	-	-	-	-	49	7	-	27	-	15	-	Δ

¹ Includes percentage- or flat-sum-type payments converted to equivalent weeks¹ pay. See text, p. 39.

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

Δ Less than 2.5 percent.

Table B-13: Paid Vacations (Wholesale Trade)

(Percent of office and plant workers employed in all establishments providing paid vacations by amount of vacation pay provided after specified length-of-time periods)

Amount of vacation pay ¹ and service period	17 areas	Northeast				South		Middle West				Far West		
		Boston	Newark- Jersey City	New York City	Philadelphia	Atlanta	Baltimore	Chicago	Cleveland	Minneapolis- St. Paul	St. Louis	Los Angeles	San Francisco- Oakland	
Office workers														
1 week or more:														
1 year	100	100	100	100	100	100	100	100	100	100	100	100	100	100
2 weeks or more:														
1 year	83	94	89	98	78	91	81	77	78	60	72	64	79	
2 years	94	99	96	100	93	100	85	95	86	83	85	94	100	
3 years	99	99	96	100	96	100	87	99	100	100	99	99	100	
5 years	99	99	100	100	99	100	93	100	100	100	100	99	100	
3 weeks or more:														
3 years	Δ	-	-	-	-	-	-	-	-	-	-	-	-	-
5 years	3	-	7	4	Δ	6	-	3	Δ	-	-	3	5	
10 years	20	12	14	39	17	9	Δ	10	12	17	4	17	8	
15 years	69	58	73	74	70	62	59	73	61	79	55	69	76	
20 years	70	58	73	75	70	69	59	73	61	79	55	73	76	
25 years	72	65	78	75	70	69	61	76	61	79	57	76	76	
4 weeks or more:														
10 years	Δ	-	Δ	Δ	-	-	-	3	-	-	-	-	-	
15 years	Δ	-	Δ	Δ	-	3	-	3	-	-	-	Δ	-	
20 years	3	-	Δ	4	-	3	-	8	-	6	-	Δ	-	
25 years	19	12	20	20	20	14	42	23	7	22	9	18	16	
Plant workers														
1 week or more:														
1 year	96	100	95	100	86	95	98	96	83	100	95	96	100	
2 weeks or more:														
1 year	42	74	63	67	30	47	33	36	39	27	33	26	31	
2 years	68	88	84	92	45	75	47	62	55	63	59	64	94	
3 years	83	88	95	93	60	75	50	82	65	94	87	88	99	
5 years	94	94	95	100	86	82	66	98	79	100	95	94	100	
3 weeks or more:														
3 years	Δ	-	-	Δ	-	-	-	-	-	-	-	-	-	
5 years	Δ	-	23	5	-	3	-	Δ	Δ	-	-	Δ	-	
10 years	13	6	32	23	8	4	3	8	6	17	Δ	27	9	
15 years	58	49	73	63	39	41	43	67	50	82	55	62	71	
20 years	59	49	73	63	47	50	43	70	50	82	55	63	71	
25 years	62	58	78	64	47	50	45	74	50	82	57	67	73	
4 weeks or more:														
10 years	Δ	-	-	Δ	-	-	-	Δ	-	-	-	-	-	
15 years	Δ	-	Δ	Δ	-	Δ	-	Δ	-	-	-	-	-	
20 years	Δ	-	Δ	Δ	-	Δ	-	3	-	-	-	Δ	-	
25 years	11	5	12	15	12	8	25	12	18	11	4	7	6	

¹ Includes percentage- or flat-sum-type payments converted to equivalent weeks' pay. See text, p. 39.

Δ Less than 2.5 percent.

Table B-14: Paid Vacations (Retail Trade)

(Percent of office and plant workers employed in all establishments providing paid vacations by amount of vacation pay provided after specified length-of-service periods)

Amount of vacation pay ¹ and service period	17 areas	Northeast				South			Middle West		Far West		
		Boston	Newark- Jersey City ²	New York City ²	Philadelphia ²	Atlanta	Baltimore	Dallas	Chicago	Minneapolis- St. Paul	Denver	Portland	San Francisco- Oakland
Office workers													
1 week or more:	99	100	100	100	100	100	100	99	100	100	99	100	100
1 year													
2 weeks or more:	38	79	65	45	24	40	16	15	32	28	29	18	34
1 year													
2 years	93	100	99	97	87	92	86	76	99	77	80	88	100
3 years	97	100	99	99	99	92	92	84	99	93	94	100	100
5 years	99	100	100	99	100	95	95	91	99	99	97	100	100
3 weeks or more:													
3 years	Δ	-	-	Δ	-	-	-	-	-	-	14	-	-
5 years	13	42	11	27	7	17	Δ	Δ	Δ	Δ	19	-	5
10 years	30	58	33	47	35	18	21	Δ	26	19	19	-	7
15 years	67	89	53	62	72	65	67	33	86	71	71	43	59
20 years	69	89	53	64	78	70	69	41	87	71	71	43	59
25 years	71	90	53	67	82	70	69	44	87	72	71	43	59
4 weeks or more:													
10 years	3	33	-	Δ	-	-	-	-	-	-	14	-	-
15 years	4	33	8	4	-	-	-	-	-	-	14	-	-
20 years	9	34	31	10	11	15	Δ	-	8	Δ	14	-	-
25 years	45	56	43	41	56	52	32	30	74	33	38	30	13
Plant workers													
1 week or more:	99	100	100	100	100	93	100	89	100	100	98	100	100
1 year													
2 weeks or more:	34	77	67	41	20	44	9	18	35	39	19	Δ	22
1 year													
2 years	82	99	94	100	62	72	56	53	87	72	57	70	94
3 years	92	99	99	100	85	74	77	66	92	96	84	100	98
5 years	96	99	99	100	100	74	79	76	96	99	92	100	100
3 weeks or more:													
3 years	Δ	-	-	Δ	-	-	-	-	-	-	-	-	-
5 years	13	42	12	27	5	20	3	Δ	8	7	5	-	8
10 years	29	52	32	45	39	20	23	3	23	18	5	-	12
15 years	52	83	37	52	48	42	48	15	78	46	43	28	51
20 years	56	83	50	60	52	50	54	22	80	46	43	28	51
25 years	58	86	51	60	68	50	54	27	80	48	43	28	54
4 weeks or more:													
10 years	3	32	-	Δ	-	-	-	-	-	-	-	-	-
15 years	4	32	6	7	-	-	-	-	-	-	-	-	-
20 years	9	34	24	9	7	14	3	-	11	Δ	-	-	-
25 years	26	41	34	33	34	30	9	12	42	15	17	19	9

¹ Includes percentage- or flat-sum-type payments converted to equivalent weeks' pay. See text, p. 39.² Excludes limited-price variety stores.

Δ Less than 2.5 percent.

Table B-15: Paid Vacations (Services)

(Percent of office and plant workers employed in all establishments providing paid vacations by amount of vacation pay provided after specified length-of-service periods)

Amount of vacation pay ¹ and service period	17 areas	Northeast			Middle West	Far West
		Boston	New York City	Philadelphia	Chicago	Los Angeles ²
Office workers:						
1 week or more:						
1 year -----	99	100	99	100	100	100
2 weeks or more:						
1 year -----	79	81	88	75	73	76
2 years -----	90	95	93	87	98	82
3 years -----	96	95	99	87	99	98
5 years -----	99	100	99	92	99	98
3 weeks or more:						
3 years -----	7	26	Δ	-	24	4
5 years -----	23	55	29	3	24	15
10 years -----	45	62	55	43	44	22
15 years -----	55	69	62	43	50	46
20 years -----	57	69	63	69	52	46
25 years -----	59	70	63	71	55	46
4 weeks or more:						
10 years -----	5	10	7	-	5	4
15 years -----	5	10	8	-	5	4
20 years -----	6	10	10	-	5	4
25 years -----	16	10	26	-	8	21
Plant workers						
1 week or more:						
1 year -----	97	96	99	100	93	93
2 weeks or more:						
1 year -----	16	15	17	6	9	33
2 years -----	45	59	40	34	53	61
3 years -----	74	61	89	41	82	79
5 years -----	86	96	95	51	93	88
3 weeks or more:						
3 years -----	Δ	-	Δ	-	Δ	6
5 years -----	Δ	3	Δ	Δ	Δ	6
10 years -----	5	9	4	Δ	4	9
15 years -----	14	13	19	4	11	15
20 years -----	15	13	19	8	15	15
25 years -----	17	17	22	14	15	15
4 weeks or more:						
10 years -----	Δ	-	Δ	-	Δ	3
15 years -----	Δ	-	Δ	-	Δ	3
20 years -----	Δ	-	Δ	-	Δ	3
25 years -----	Δ	-	Δ	-	Δ	3

¹ Includes percentage- or flat-sum-type payments converted to equivalent weeks' pay. See text, p. 39.

² Excludes motion-picture production.

Δ Less than 2.5 percent.

Table B-16: Paid Vacations (Finance)

(Percent of office and plant workers employed in all establishments providing paid vacations by amount of vacation pay provided after specified length-of-service periods)

Amount of vacation pay ¹ and service period	17 areas	Northeast				South			Middle West			Far West		
		Boston	Newark-Jersey City	New York City	Philadelphia	Atlanta	Baltimore	Dallas	Chicago	Cleveland	Minneapolis-St. Paul	St. Louis	Los Angeles	San Francisco-Oakland
Office workers														
1 week or more:														
1 year -----	99	100	100	99	99	100	100	100	100	100	100	100	100	100
2 weeks or more:														
1 year -----	98	100	100	99	92	95	94	94	95	92	99	99	99	100
2 years -----	99	100	100	99	99	95	100	100	100	96	100	99	100	100
3 years -----	99	100	100	99	99	95	100	100	100	100	100	100	100	100
5 years -----	100	100	100	99	99	100	100	100	100	100	100	100	100	100
3 weeks or more:														
3 years -----	3	13	-	3	-	-	-	-	-	-	-	6	4	Δ
5 years -----	10	44	12	13	3	-	3	-	Δ	4	-	10	4	Δ
10 years -----	35	59	27	54	14	3	17	6	29	16	16	14	17	23
15 years -----	73	86	69	89	62	52	50	55	75	69	88	76	46	46
20 years -----	86	93	87	92	80	62	71	58	80	83	91	76	85	87
25 years -----	90	100	93	96	82	68	87	58	85	91	91	81	87	89
4 weeks or more:														
10 years -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
15 years -----	Δ	-	-	3	-	-	-	-	3	-	-	6	4	-
20 years -----	16	17	51	22	8	-	-	-	9	3	18	9	17	7
25 years -----	44	34	61	69	44	32	16	15	26	34	34	14	24	21

¹ Includes percentage- or flat-sum-type payments converted to equivalent weeks' pay. See text, p. 39.

Δ Less than 2.5 percent.

** Finance, insurance, and real estate.

Appendix A: Scope and Method of Survey ¹

Industry and Establishment Limitations.—The area survey data are obtained by personal visits of Bureau field agents to representative establishments within 6 broad industry divisions: (1) Manufacturing; (2) transportation (excluding railroads), communication, and other public utilities; (3) wholesale trade; (4) retail trade; (5) finance, insurance, and real estate; and (6) selected services. Excluded from the scope of the studies, besides railroads, are government institutions, and the construction and extractive industries.²

The scope of the studies is further limited within each of the 6 major industry groupings to establishments which employ more than a specified minimum number of workers, as indicated in the following table. Smaller establishments are omitted because they furnish insufficient employment in the occupations studied to warrant inclusion.

Over 4,200 establishments were included in the Bureau's sample out of more than 21,400 establishments within the scope of the studies in the 17 areas. To obtain appropriate accuracy at minimum cost, a greater proportion of large than of small establishments was studied. In combining the data, however, all establishments were given their appropriate weight. Estimates are presented, therefore, as relating to all establishments in the industry grouping and area, but not to those below the minimum size studied; an exception, however, is the tabulation of minimum entrance rates, which relates solely to provisions in establishments actually visited.

Occupational Earnings.—Workers are classified by occupation on the basis of uniform job descriptions designed to take account of minor interestablishment variation in duties within the same job; these job descriptions are listed in appendix B.

Average earnings are presented in the A-tables beginning on page 15. 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, and for work on weekends and holidays. Nonproduction bonuses are excluded also, but cost-of-living bonuses and incentive earnings are included. Average weekly earnings for office clerical, professional and technical occupations relate to standard salaries that are paid for standard work schedules; these have been rounded to the nearest 50 cents.

Establishment Practices and Supplementary Wage Provisions.—Information is presented on selected establishment practices and supplementary benefits as they relate to office and plant workers.³ The term, "office workers," as used in these studies, 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.

Shift-differential data (table I-5) are limited to manufacturing industries. This information is presented both in terms of (a) establishment policy⁴ and (b) effective practices 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.

Minimum entrance rates for women office workers (table B-3) refer to the lowest salary rate formally established for hiring inexperienced workers for typing or other clerical jobs.

¹ A more technical description of the methodology of community and other types of earnings studies is included in Studies of Occupational Wages and Supplementary Benefits, Monthly Labor Review, March 1954 (p. 292).

² See footnote 4 to table on p. 61 for areas in which public utilities are municipally operated and have been excluded. It should be noted that taxicabs and services incidental to transportation, although part of the public utilities group in earlier studies, are excluded from the current surveys.

³ Health, insurance, and pension plans were not studied in the current surveys. Last year's results are summarized on p. 39.

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.

The detailed tables in the individual area bulletins also present data for nonmanufacturing industries as a group; the entrance rates are also presented in terms of the most common work-weeks for which they were recorded.

Supplementary practices, other than minimum entrance rates for women office workers, and 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

⁵ Scheduled weekly hours for office workers (first section of tables B-1 and B-2) are presented in terms of the proportion of women office workers employed in offices with the indicated weekly hours for women workers.

may be smaller. Moreover, a practice was considered as applicable to all office or plant workers in an establishment if it applied to a majority of such workers. Because of rounding, sums of individual items in these tabulations do not necessarily equal totals.

The summary of vacation plans (table B-10) is limited to formal arrangements, excluding informal plans whereby time off with pay is granted at the discretion of the employer or the supervisor. The area bulletins provide separate estimates according to employer practice in computing vacation payments, such as time payments, percent of annual earnings, or flat-sum amounts. However, in the tabulations of vacation allowances by years of service, payments not on a time basis were converted; for example, a payment of 2 percent of annual earnings was considered as the equivalent of 1 week's pay.

Minimum size establishment and estimated number of workers in establishments within scope of surveys by industry division for 17 labor markets studied by the Bureau of Labor Statistics, winter 1954-55
(in thousands)

Labor market ¹	Payroll period	Minimum size establishment	Number of workers in establishments within scope of studies ²											
			All industries			Manufacturing			Nonmanufacturing ³			Public utilities ⁴		
			Total	Office	Plant	Total	Office	Plant	Total	Office	Plant	Total	Office	Plant
Northeast:														
Boston	April 1955	(⁵)	390.1	81.8	237.5	198.8	26.3	139.5	191.3	55.5	98.0	31.2	5.6	20.0
Buffalo	September 1954	51	254.2	31.1	182.4	185.4	18.9	137.0	68.8	12.2	45.4	15.9	2.3	10.5
Newark-Jersey City	December 1954	(⁵)	387.6	69.2	252.2	261.3	32.1	190.4	126.3	37.1	61.8	33.0	7.3	19.9
New York City	March 1955	(⁵)	1,388.5	397.9	630.4	6425.8	78.7	264.5	912.7	319.2	365.9	192.7	42.6	86.3
Philadelphia	November 1954	(⁵)	559.4	95.7	368.8	344.6	38.6	252.2	214.8	57.1	116.6	50.7	9.1	33.0
South:														
Atlanta	March 1955	51	148.1	28.7	94.0	72.1	8.0	53.9	76.0	20.7	40.1	18.6	4.1	10.0
Baltimore	April 1955	(⁵)	249.5	40.7	170.6	159.6	19.0	118.7	89.9	21.7	51.9	20.5	3.9	12.9
Dallas	September 1954	51	149.4	32.9	90.1	65.6	7.9	46.2	83.8	25.0	43.9	19.1	5.0	10.8
Memphis	February 1955	51	75.8	10.9	53.6	37.0	3.0	29.1	38.8	7.9	24.5	6.9	.9	4.4
Middle West:														
Chicago	April 1955	(⁵)	1,060.7	217.2	680.9	618.1	87.2	452.8	442.6	130.0	228.1	80.8	20.3	44.2
Cleveland	October 1954	(⁵)	330.0	48.8	225.7	237.9	30.7	175.9	92.1	18.1	49.8	26.6	4.9	11.3
Minneapolis-St. Paul	November 1954	51	225.3	46.6	139.7	114.6	16.1	79.3	110.7	30.5	60.4	24.7	4.7	15.1
St. Louis	February 1955	(⁵)	311.4	51.8	212.0	210.6	26.3	158.4	100.8	25.5	53.6	30.2	5.9	17.9
Far West:														
Denver	December 1954	51	91.5	18.8	56.7	33.6	4.1	25.0	57.9	14.7	31.7	16.9	4.4	8.7
Los Angeles	March 1955	(⁵)	813.6	173.9	506.9	478.5	82.6	321.2	335.1	91.3	185.7	70.8	16.1	42.6
Portland	April 1955	51	97.0	16.7	65.5	45.8	3.5	37.4	51.2	13.1	28.2	14.9	3.0	7.4
San Francisco-Oakland	January 1955	(⁵)	317.2	82.2	176.2	127.5	22.9	86.9	189.7	59.3	89.3	55.6	8.8	29.8
Wholesale trade														
Retail trade														
Finance⁷														
Services⁸														
			Total	Office	Plant	Total	Office	Plant	Total	Office	Plant	Total	Office	Plant
Northeast:														
Boston			26.2	8.0	9.4	62.3	6.5	50.1	42.8	30.7	28.8	4.7	15.7	
Buffalo			7.1	Δ	Δ	29.4	Δ	Δ	7.3	Δ	9.1	Δ	Δ	
Newark-Jersey City			16.2	4.0	7.1	26.6	2.4	21.3	28.5	20.3	22.0	Δ	Δ	
New York City			133.6	56.0	34.6	183.9	26.4	132.0	223.0	154.7	179.5	39.5	92.8	
Philadelphia			29.5	7.8	14.0	66.5	8.9	50.6	44.3	27.9	23.8	3.4	16.3	
South:														
Atlanta			13.0	4.4	5.7	25.9	3.8	18.4	10.7	6.8	7.8	Δ	Δ	
Baltimore			10.2	2.6	5.0	32.4	3.7	25.4	16.1	10.4	10.7	Δ	Δ	
Dallas			11.3	Δ	Δ	26.2	3.1	20.3	17.1	11.8	10.0	Δ	Δ	
Memphis			8.3	Δ	Δ	13.3	Δ	Δ	3.7	Δ	6.6	Δ	Δ	
Middle West:														
Chicago			76.9	22.0	35.3	134.5	24.0	96.7	79.9	49.1	70.5	14.6	41.7	
Cleveland			16.5	4.1	8.0	24.2	Δ	Δ	11.2	5.8	13.6	Δ	Δ	
Minneapolis-St. Paul			18.6	6.3	7.2	39.6	5.2	29.7	17.8	13.1	10.0	Δ	Δ	
St. Louis			19.2	5.8	9.1	20.5	Δ	Δ	16.7	9.2	14.2	Δ	Δ	
Far West:														
Denver			8.6	Δ	Δ	21.1	2.5	15.7	5.4	Δ	5.9	Δ	Δ	
Los Angeles			58.0	16.3	26.7	84.8	Δ	Δ	54.5	39.7	50.0	8.3	31.4	
Portland			9.3	Δ	Δ	16.9	2.1	13.1	5.6	Δ	4.5	Δ	Δ	
San Francisco-Oakland			32.9	11.8	12.3	42.4	6.1	31.2	37.3	28.9	21.5	Δ	Δ	

¹ Standard metropolitan areas, with the following exceptions: Newark-Jersey City Area (Essex, Hudson, and Union Counties); New York City Area (Bronx, Kings, New York, Queens, and Richmond Counties); Philadelphia Area (Philadelphia and Delaware Counties, Pa.; and Camden County, N. J.); Chicago Area (Cook County).

² Totals include executive, technical, professional, and other workers excluded from the separate office and plant categories.

³ Includes data for 5 broad nonmanufacturing industry groups shown separately.

⁴ Transportation (excluding railroads), communication, and other public utilities. Also excludes taxicabs, and services incidental to water transportation included in earlier studies. Municipally operated establishments are excluded. All or major local transit operations in Boston, Chicago, Cleveland, New York City, and San Francisco were municipally operated, as were electric utility operations in Los Angeles, and electric and gas operations in Memphis.

⁵ Minimum establishment size (employment-wise) was 51 workers in the wholesale trade, finance, and service industry groups; and 101 in manufacturing, public utility, and retail trade groups.

⁶ In earlier studies central offices were treated as a separate industry division in New York City. In the current study they are included in the industry division corresponding to the establishments' normal industrial classification; most were classified in manufacturing; the remainder were in retail trade, public utilities, and wholesale trade.

⁷ Finance, insurance, and real estate.

⁸ Hotels; personal services; business services; automobile repair shops; radio broadcasting and television; motion pictures; nonprofit membership organizations; and engineering and architectural services.

⁹ Excludes data for limited-price variety stores.

¹⁰ Excludes data for department stores.

¹¹ Excludes data for department and limited-price variety stores.

¹² Excludes data for motion-picture production; these data are included, however, in the "all industries" and "nonmanufacturing" figures.

Δ This industry division is represented in estimates for "all industries" and "nonmanufacturing," although coverage was insufficient to justify separate presentation of data.

NOTE: The "workers within scope of study" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the surveys. The estimates are not intended, however, to serve as a basis of comparison with other area employment indexes to measure employment trends or levels since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the pay period studied, and (2) small establishments are excluded from the scope of the survey.

Appendix B: Occupational Descriptions

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

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 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

TRANSCRIBING-MACHINE OPERATOR, GENERAL - Continued

included. A worker who takes dictation in shorthand or by stenotype or similar machine is classified as a stenographer, general.

TYPIST

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

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

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

Professional and TechnicalDRAFTSMAN, JUNIOR

(Assistant draftsman)

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

DRAFTSMAN, LEADER

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

DRAFTSMAN, LEADER - Continued

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

NURSE, INDUSTRIAL (REGISTERED) - Continued

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

TRACER

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

Maintenance and PowerplantCARPENTER, MAINTENANCE

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

ELECTRICIAN, MAINTENANCE

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

SHEET-METAL WORKER, MAINTENANCE - Continued

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 MovementELEVATOR OPERATOR, PASSENGER

Transports passengers between floors of an office building, apartment house, department store, hotel or similar establishment. Workers who operate elevators in conjunction with other duties such as those of starters and janitors are excluded.

GUARD

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

JANITOR, PORTER, OR CLEANER

(Sweeper; charwoman; janitress)

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

SHIPPING AND RECEIVING CLERK - Continued

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.

Occupational Wage Surveys

The Bureau of Labor Statistics has released the last of the 1954-55 occupational wage surveys for major labor markets. The studies cover 17 areas and were conducted during the winter 1954-55. The individual bulletins provide earnings information on about 60 jobs selected from several categories: Office clerical, professional and technical, maintenance and powerplant, and custodial and material movement.

In addition to areawide averages and distributions of workers by earnings classes for each job, information is provided wherever possible by major industry division, including manufacturing, public utilities, finance, trade, and services.

Also presented are data for paid holidays, paid vacations, scheduled weekly hours, frequency of wage payment, minimum entrance rates, and shift differential practices.

The areas covered, survey date, bulletin number, and price are as follows:

			Cents
Atlanta	March 1955	1172-11	20
Baltimore	April 1955	1172-15	25
Boston	April 1955	1172-17 *	25
Buffalo	September 1954	1172-1	25
Chicago	April 1955	1172-14 *	25
Cleveland	October 1954	1172-2 *	25
Dallas	September 1954	1172-3 *	20
Denver	December 1954	1172-6	25
Los Angeles	March 1955	1172-12	25
Memphis	February 1955	1172-9	20
Minneapolis-St. Paul	November 1954	1172-5 *	20
Newark-Jersey City	December 1954	1172-8	20
New York City	March 1955	1172-13	25
Philadelphia	November 1954	1172-4	25
Portland (Oreg.)	April 1955	1172-16	25
St. Louis	February 1955	1172-10	25
San Francisco-Oakland	January 1955	1172-7	20

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