Wage Differences and Establishment Practices

17 LABOR MARKETS
1953-54

Bulletin No. 1173

UNITED STATES DEPARTMENT OF LABOR
James P. Mitchell, Secretary

BUREAU OF LABOR STATISTICS
Aryness Joy Wickens, Acting Commissioner

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Wage Differences and Establishment Practices, 17 Labor Markets, 1953-54

Summary

The great majority of the workers in 17 major labor markets studied during late 1953 and early 1954 were employed in establishments with formal wage plans that specified a single rate or a rate range for each job category. The qualifications of the individual workers, on the other hand, primarily determined pay rates for about 1 in 4 office workers and 1 in 10 plant workers. Such personalized rates were most common in smaller organizations where occupational alignments were not rigid.

Office departments typically provided a range of rates for each job whereas such wage plans predominated in plant departments in only half the areas. Single-rate plans applied to four-fifths of the plant workers in Detroit, Portland, and San Francisco-Oakland.

Four-fifths of the plant workers, as compared with a sixth of the office workers, had their wages and working conditions governed by labor-management agreements. Establishments in areas in the Northeast and Middle West were characterized by a relatively high degree of union-contract coverage of plant workers. The Far West was next with the San Francisco-Oakland area recording one of the highest proportions of plant worker coverage in all areas. As a rule, contract coverage of plant and office workers in the public utility group exceeded that in manufacturing. Trade industries had the lowest coverage. A much larger proportion of large than of small firms had labor-management agreements.

Pay levels were generally highest in the large Midwestern and Western areas. The maximum spread between areas was smaller for office than for plant workers, and, within the latter group, the difference was only about half as great for skilled maintenance workers as for unskilled workers. The average level of pay tended to be highest in areas where employment was most heavily concentrated in manufacturing—particularly in metalworking and transportation equipment industries. Typically, employees in manufacturing establishments averaged higher pay than their occupational counterparts in nonmanufacturing in the same area. Office workers in public utilities, however, earned more than their counterparts in manufacturing in 9 of 17 areas.

Payment of premium rates for daily or weekly overtime was widely reported. The great majority of the office and plant workers in each area were in establishments which provided pay at time and one-half the regular rate for work beyond 40 hours a week. Slightly more than half of the plant workers in the 4 Southern areas and three-fourths or more in the remaining areas were employed in firms with daily overtime pay provisions; office workers were less widely covered.

Paid holidays were provided to nearly all office workers and the vast majority of the plant workers. The most prevalent practice was 6 holidays with pay in most areas, 7 days in Newark-Jersey City and the San Francisco Bay Area, and 5 days in Memphis. In Boston and New York City plant workers generally received 7 paid holidays whereas most office workers received 11 or more days.

With very few exceptions, workers in establishments studied became eligible for paid vacations upon completion of a specified period of service. After 1 year, the great majority of plant workers received 1 week and most office workers received 2 weeks. Vacation benefits were generally graduated according to length of service with 3 or more weeks' vacation pay commonly reported for 15-year employees.

Most workers were covered by one or more types of private health, insurance, or pension benefits (with the employer paying at least part of the cost) in addition to coverage provided under Federal and State statutory programs. The surveys disclose that all but 5 percent of the 6 million plant and office workers in the industries and areas studied were covered by some type of plan, thus reflecting the continued expansion of insurance and pension protection to substantial numbers of workers.

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Scope of the Studies

During late 1953 and early 1954, the Bureau of Labor Statistics collected information on occupational earnings and related establishment practices on an areawide basis in 17 major labor markets in the United States. Detailed information on the wage data and various establishment practices, including those summarized in this bulletin, were presented for each of the 17 areas in an earlier bulletin issued in three parts.[1] The present bulletin comprises a series of articles based on these individual studies which compare and analyze differences in occupational pay levels and other related practices among the 17 areas. The articles, some of which have appeared in the Monthly Labor Review, were prepared by members of the staff of the Bureau's Division of Wages and Industrial Relations.

Scope and Method

The area survey data used in this report were obtained by personal visits of Bureau field agents to representative establishments within 6 broad industry divisions: Manufacturing; transportation (excluding railroads), communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from the area studies are government institutions and the construction and extractive industries. Establishments having fewer than a prescribed number of workers were also omitted. Both the minimum size of establishment and the industrial coverage in each area are shown in the table on page 4.

The area surveys were conducted on a sample basis. 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. Except for a few instances noted in the articles, therefore, estimates are presented as relating to all establishments in the industry grouping and area, but excluding those below the minimum size studied. These surveys embraced a total employment of nearly 7,500,000 workers of which approximately 6,000,000 were plant and office workers as defined below.

The term "office workers," as used in this bulletin includes all office clerical employees exclusive of 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 on the firm's own properties are excluded. Cafeteria workers and routemen are excluded in manufacturing industries but are included as plant workers in nonmanufacturing industries. As applied to manufacturing employment, "plant workers" is synonymous with "production workers" for whom monthly estimates of employment are compiled by the Bureau.

For the analysis of wage differences, the area surveys provided 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. Workers were 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 available on request. Average earnings in each occupation studied are presented by area in the appendix tables.

Establishment practices and supplementary benefits selected for analysis in this bulletin were treated statistically on the basis that these provisions are applicable to all workers employed in offices or plant departments if they apply to a majority of such workers. Because of varying eligibility requirements, the proportion of workers actually receiving benefits may be smaller. An exception is made in the tabulation of plant workers by type of pay system, in which proportions of time and incentive workers reflect actual establishment employment under each system. Because of rounding, sums of individual items in these tabulations do not necessarily equal totals.

Limitations on Comparisons

As noted in these studies, wage levels varied among industry divisions in essentially the same manner within each area. Areawide (all industry) estimates of wage levels and related practices are determined to some extent by the industrial composition of an area. Differences in estimates for the several areas 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.

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[1] Each part of the earlier bulletin may be obtained from the Superintendent of Documents, Government Printing Office, Washington 25, D. C., and the BLS Regional Offices in New York City, Chicago, and San Francisco. See page 43 of this bulletin for description and price of each part.

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Thus, manufacturing industries in Detroit, Milwaukee, and Newark-Jersey City employ more than half of the workers in the labor force in these areas; Dallas, Denver, and New Orleans, however, are among the areas in which manufacturing employment is relatively far less important, employing less than a third of the labor force in the area (chart 1). Similarly, variations in employment among the subgroup components of the broad industry divisions further affect this variation in wage structures and related practices. Thus, marked differences among areas are shown in relative employment in the various manufacturing industry groups (chart 2).

Minimum size of 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 1953-54

Labor market [1]	Payroll period	Minimum size establishment	Number of workers within scope of study—							
			All industries	Manufacturing	Nonmanufacturing [2]	Public utilities [3]	Wholesale trade	Retail trade	Finance [4]	Services [5]
Northeast:										
Boston	March 1954	(6)	398,800	208,700	190,100	34,800	24,000	61,900	42,400	27,000
Newark-Jersey City	December 1953	(6)	429,300	297,100	132,200	37,800	15,100	[7] 30,500	25,400	23,400
New York City	February 1954	(6)	[8] 1,460,900	404,000	973,400	239,300	135,100	[7] 180,200	237,000	181,800
Philadelphia	October 1953	(6)	604,500	376,100	228,400	60,000	30,700	[7] 70,400	42,800	24,500
South:										
Atlanta	March 1954	51	142,900	67,800	75,100	18,900	13,100	24,600	10,000	8,500
Dallas	September 1953	51	147,800	61,900	85,900	22,400	12,000	29,000	14,200	8,300
Memphis	January 1954	51	79,800	38,900	40,900	8,000	9,000	13,900	3,300	6,700
New Orleans	November 1953	51	123,300	47,900	75,400	31,500	9,300	22,600	5,200	6,800
Middle West:										
Chicago	March 1954	(6)	1,102,100	647,300	454,800	89,000	74,700	143,000	78,300	69,800
Detroit	October 1953	(6)	817,900	624,300	193,600	48,100	23,100	[9] 64,400	25,700	32,300
Milwaukee	April 1954	51	229,600	162,300	67,300	17,600	7,500	27,400	8,200	6,600
Minneapolis-St. Paul	November 1953	51	238,600	[10] 122,800	115,800	27,700	18,100	42,500	16,000	11,500
St. Louis	January 1954	(6)	339,400	236,700	102,700	29,000	20,100	[11] 21,300	17,100	15,200
Far West:										
Denver	December 1953	51	93,500	33,800	59,700	18,400	8,700	22,200	5,000	5,400
Los Angeles	March 1954	(6)	[12] 798,200	469,000	[12] 329,200	77,000	54,500	[13] 82,400	54,400	47,400
Portland	September 1953	51	119,000	57,900	61,100	22,700	10,500	17,800	5,300	4,800
San Francisco-Oakland	January 1954	(6)	343,400	139,300	204,100	66,200	34,800	44,000	37,100	22,000

[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] Includes data for 5 broad nonmanufacturing industry groups shown separately.
[3] Transportation (excluding railroads), communication, and other public utilities.
[4] Finance, insurance, and real estate.
[5] Hotels; personal services; business services; automobile repair shops; radio broadcasting and television; motion pictures; nonprofit membership organizations; and engineering and architectural services.
[6] 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.
[7] Excludes data for limited-price variety stores.
[8] Includes data for central offices, not shown separately.
[9] Excludes data for two large department stores.
[10] Includes data for an ordnance establishment formerly government operated but now privately operated. This establishment was not included in earlier surveys in this area.
[11] Excludes data for department and limited-price variety stores.
[12] Includes data for motion-picture production, not otherwise shown separately.
[13] Excludes data for department stores.

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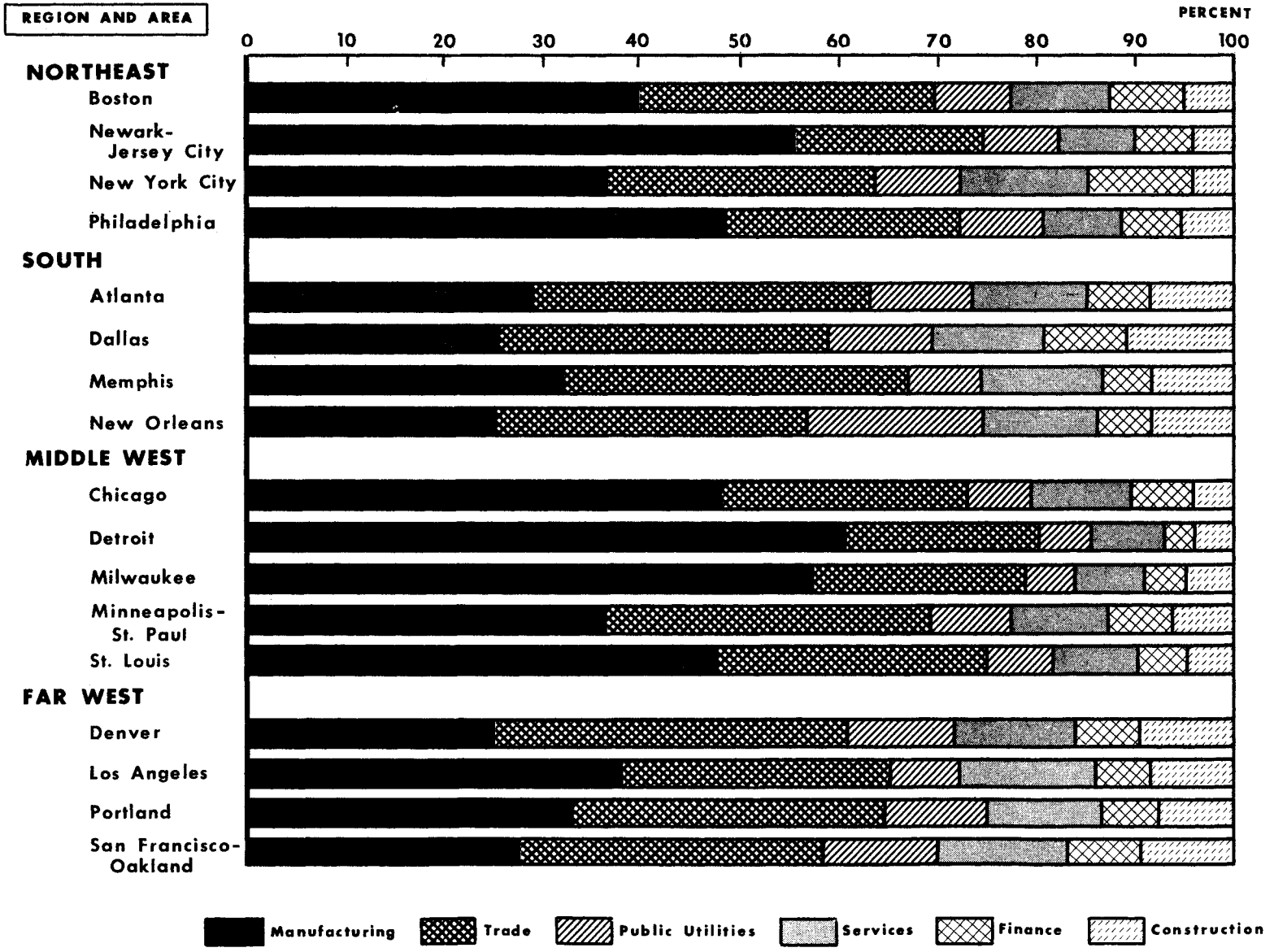
Chart 1. RELATIVE EMPLOYMENT IN 6 INDUSTRY DIVISIONS

17 Labor Markets



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Source: County Business Patterns, U.S. Department of Commerce. Employment in first quarter of 1951 under Old-Age and Survivors Insurance Program.

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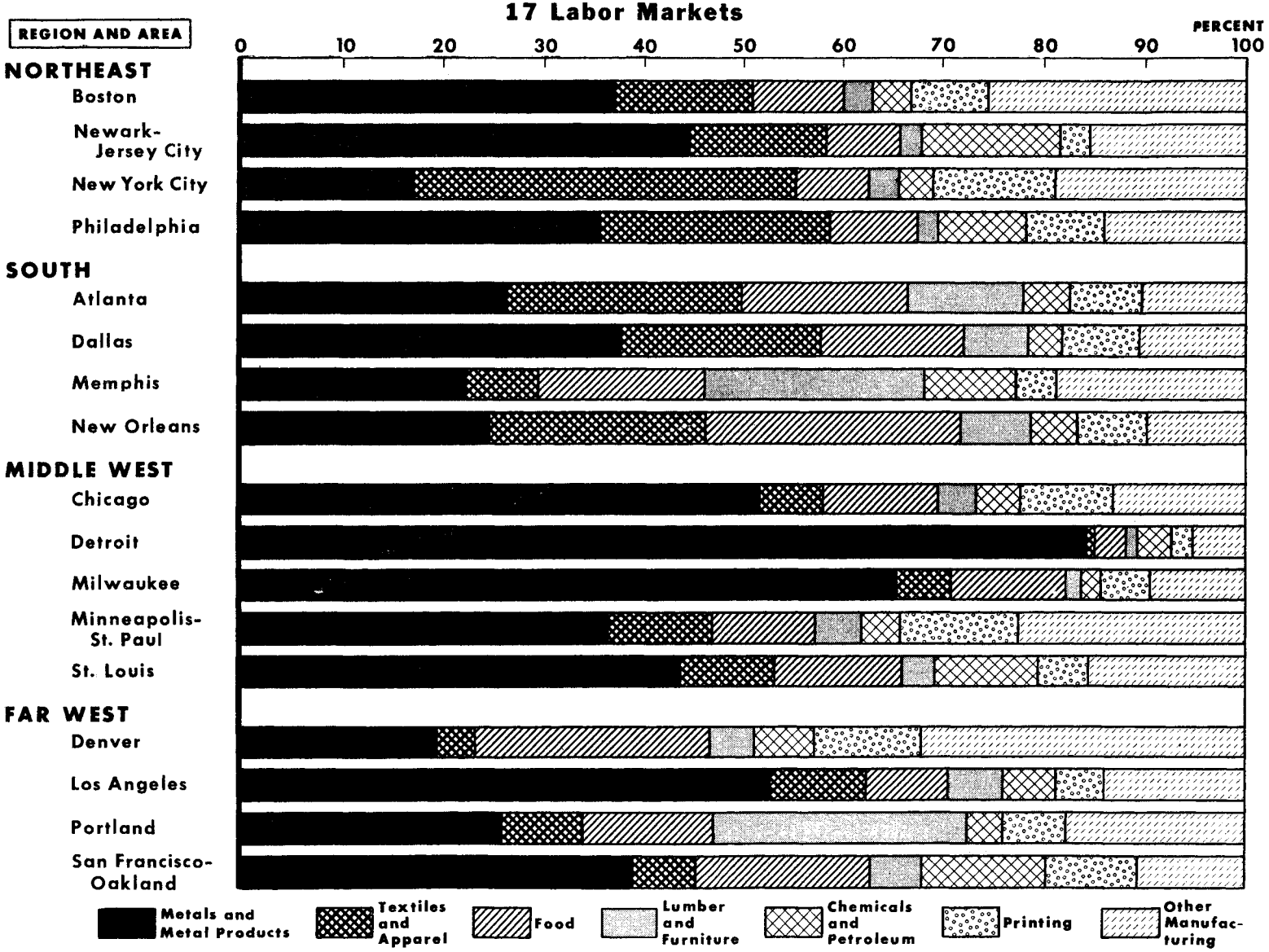
Chart 2. RELATIVE EMPLOYMENT IN SIGNIFICANT MANUFACTURING INDUSTRY GROUPS

17 Labor Markets



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Source: County Business Patterns, U.S. Department of Commerce. Employment in first quarter of 1951 under Old-Age and Survivors Insurance Program.

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Wage Differences Among Labor Markets

Comparisons of occupational wage data for 17 major labor markets studied during late 1953 and early 1954 disclosed significant differences in pay, not only in terms of geographical location, but also as between manufacturing and nonmanufacturing industries.[2] Comparable data from studies made 2 years earlier[3] had shown similar differences, but variations in rates of change in pay levels over this period resulted in some changes in the ranking of areas. In 1953-54, pay levels were generally highest in the large Midwestern and Western areas and they tended to be lowest in the 4 Southern areas studied. The spread between these areas was smaller for office workers than for plant workers, and, within the latter group, the difference was only about half as great for skilled maintenance workers as for unskilled workers employed in custodial jobs. The average level of pay tended to be highest in areas where employment was most heavily concentrated in manufacturing (particularly in metalworking and transportation equipment industries), with the notable exception of San Francisco, where wages were relatively high despite the comparative unimportance of employment in "high-wage" industries. This reflected the fact that employees in manufacturing establishments usually earned more, on the average, than their occupational counterparts in nonmanufacturing in the same labor market. Manufacturing pay levels for women office workers were, however, equaled in nonmanufacturing divisions such as public utilities and, to a lesser extent, wholesale trade.

Method

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 the plant jobs by estimated total employment in the job in all industries and areas combined. (The office occupations covered 5 men's and 13 women's jobs, while 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.) The procedure assumed a constant employment relationship between jobs in all industry groups and areas. A similar procedure was used in compiling separate data for 5 divisions within nonmanufacturing, but these aggregates were based on 8 women's office jobs of particular importance in these divisions.

For interarea comparisons, aggregates for each field of work and industry classification are expressed as percentages of like groups in New York City. Wage data for New York City were available for February 1954. The period studied in other areas differed from the survey month for New York City by 2 months or less except in Dallas and Portland (September 1953), Detroit and Philadelphia (October 1953), and Minneapolis-St. Paul and New Orleans (November 1953). Minor differences in rank order of these areas should, therefore, be viewed in the light of this variation in payroll coverage.[4]

For intra-area comparisons, aggregates for nonmanufacturing occupations and industry divisions are expressed as percentages of like groups in manufacturing in the same labor market.

Relative Levels Among Labor Markets

Occupational Comparisons.—Office pay levels ranged from 108 percent of that for New York City in Detroit to 86 percent in Memphis and New Orleans (table 1). In Chicago, Los Angeles, and the San Francisco Bay area, they were 106-107 percent of New York City levels. Newark-Jersey City, Milwaukee, and Portland (Oreg.) were 1 or 2 percentage points below New York City. Areas as widely separated geographically as Boston, Philadelphia, Atlanta, Dallas, Minneapolis-St. Paul, and Denver were clustered at about 90 percent of the New York City level.

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[2] Areawide job earnings used in this analysis are presented for all 17 areas in the appendix. More detailed data used in the analysis of interindustry and intracity differences in pay levels are available from published reports also described in the appendix.

[3] The earlier analysis is presented in Bulletin No. 1135, Wage Differentials and Rate Structures Among 40 Labor Markets, 1951-52, for sale by the Superintendent of Documents, U. S. Government Printing Office, Washington 25, D. C., price, 20 cents.

Also see Salary Trends for Women Office Workers, Selected Areas, 1949-54, Monthly Labor Review, September 1954 (p. 972).

[4] Adjustment of the area relatives for manufacturing to the same month date (February 1954) on the basis of change in gross average hourly earnings for production workers in manufacturing resulted in no change in 8 areas, a 1-point decrease for Milwaukee, a 1-point increase in Denver, Detroit, Memphis, Minneapolis-St. Paul, and Portland, and a 3-point increase in New Orleans. Monthly averages were not available for Dallas.

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In all areas, salary rates for men office workers compared more favorably with New York City levels than did salary rates for women. Whereas New York City ranked fifth in the scales for all office workers and for women office workers, it dropped to ninth position among men clerical workers.[5] To illustrate the substantial difference in the pay position of men and women (relative to New York City), relatives for men and women in Detroit were 118 and 107, respectively, and in Memphis were 99 and 84.

Plant worker wage comparisons were limited to skilled maintenance trades, custodial workers—guards, janitors, janitresses, and watchmen—and workers engaged in material-movement operations. Included in the latter group are forklift operators, material handling laborers, order fillers, shipping packers, shipping and receiving clerks, and truckdrivers. All of these workers are employed in so-called "indirect" jobs in contrast to those directly employed in plant production operations. Interarea wage relationships among these occupational groups will not necessarily agree with measures of wage differences based on averages relating to all plant workers. Interarea differences in industrial composition, for example, may strongly influence the earnings level for all plant workers combined. To illustrate, two establishments in different industries may have identical pay scales for indirect labor jobs but may have quite different overall averages due to sharply differing skill requirements for the direct-labor segment of the work force. Among other significant factors influencing plantwide averages are the type of wage plan and the ratio of men and women workers.

The maximum interarea difference in pay levels for plant indirect jobs exceeded that noted for office workers' pay. Southern plant workers were at a distinctly lower level (relative to New York City) than Southern office workers (chart 3). Whereas Chicago, Detroit, Los Angeles, and the San Francisco Bay area had nearly identical pay levels for office workers, indirect plant worker rates in San Francisco were 3 percent higher than in Detroit, 7 percent higher than in Los Angeles, and 9 percent higher than in Chicago. Pay levels in the 4 Southern areas approximated three-fourths of New York City pay and two-thirds of San Francisco Bay area pay.

[5] Although the normal workweek in New York City offices averaged about 36 hours as compared with 38 to 40 in the other areas, work schedules were generally similar for men and women within each area and, thus, do not appear to explain the less advantageous position in the intercity scale of men office workers in New York City.

Although most areas held a generally similar position in a ranking according to pay levels for plant workers and a ranking according to degree of unionization of these workers, several major exceptions were noted. St. Louis and Minneapolis-St. Paul ranked substantially higher in labor-management agreement coverage than in pay and the reverse was true for Chicago and Los Angeles. Estimates of agreement coverage of plant workers ranged from slightly less than half in Atlanta, Dallas, and New Orleans to 96 percent in San Francisco-Oakland. Agreement coverage of office workers was much smaller, amounting to as much as a fifth in only a few areas.

Maximum wage differences among areas for custodial and material-movement jobs greatly exceeded those for the maintenance trades (table 2). San Francisco custodial workers averaged 84 percent more than New Orleans custodial workers and the difference in pay levels for material-movement jobs amounted to 66 percent. Memphis had the lowest pay level for the maintenance trades—about 20 percent below the highest pay areas (San Francisco, Detroit, and Chicago). The greater spread for custodial workers reflects the greater-than-average skill differentials found in the South.

Rates paid to custodial workers in the three West Coast areas, and in Detroit, Newark-Jersey City, and Boston compared more favorably with New York City levels than did rates paid to skilled maintenance workers. Although the difference in the relatives for these groups generally amounted to 3 points or less, San Francisco differentials (over New York City) amounted to 18 percent for custodial workers as compared with 10 percent for maintenance workers.

Industrial Comparisons.—The all-industry wage relationships already mentioned are not precisely duplicated within industrial components, since the all-industry job averages reflect wage and employment levels in both manufacturing and the several nonmanufacturing divisions. However, most areas held very nearly the same rank position in manufacturing and nonmanufacturing as in the all-industry scale. (See tables 1 and 2.) With one exception, pay levels for office and plant workers in each area compared more favorably with New York City in manufacturing than in the industrial group that included utilities, trade, finance, and services industries.

Among office workers, major variations in area rankings as between manufacturing and nonmanufacturing involved Chicago, Detroit, Dallas, and Denver. Chicago office workers ranked fourth in manufacturing but were tied for first position, with Los Angeles and San Francisco, in nonmanufacturing. Detroit office pay in manufacturing and nonmanufacturing ranked first and fourth, respectively. Dallas office worker pay levels ranked ninth in

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manufacturing and thirteenth in nonmanufacturing. Even such differences in ranking involved only minor differences in the relationship between wages in manufacturing and those in nonmanufacturing from area to area. To illustrate, nonmanufacturing office workers in Detroit and Dallas averaged 87 and 88 percent, respectively, of manufacturing office pay. In 7 other areas, comparable ratios ranged from 89 to 92 percent and in only 4 areas did they exceed 95 percent.

Relatives for plant indirect jobs for Chicago indicated sixth place in the ranking of areas according to manufacturing pay levels; this area ranked third in nonmanufacturing. Chicago, incidentally, had the highest wages, among the areas studied, for maintenance trades in nonmanufacturing industries. As in the case of office salaries, Detroit plant-worker pay levels ranked higher in manufacturing than in the array of area relatives for nonmanufacturing.

Office worker pay in the highest-wage area exceeded that in the lowest wage area by a fourth in manufacturing as well as nonmanufacturing, as shown below. Among plant jobs, however, the maximum wage spread was much greater in nonmanufacturing, amounting to as much as 98 percent for custodial workers, between New Orleans and San Francisco.

Job group	Percent difference between highest and lowest area relatives	
	Manufacturing	Nonmanufacturing
Office workers	27	25
Plant workers	49	66
Maintenance	26	51
Custodial	54	98
Material movement	63	75

A partial explanation for the relatively smaller degree of wage dispersion among markets in the case of manufacturing lies in the fact that multilocation operations are more common among manufacturing enterprises. Moreover, wage structures in some manufacturing establishments, notably transportation-equipment producers, are largely industry-oriented, which also tends to narrow average differences among labor markets. To the extent that pay levels in manufacturing are higher than in other industry groups, relative differences would, of course, be smaller for any given amount of absolute difference in pay levels among areas.

Trends in Wage Differentials.—Comparison of interarea wage relatives based on the 1953-54 studies with those developed 2 years earlier reveals that average pay levels in some areas rose more rapidly than in others during this period, resulting in some shifts in the ranking of areas. Although New York City held the same rank position in both years, relatives for both office and plant workers in most other areas rose during the 2 years, generally by two or more percentage points. Thus, Milwaukee plant workers moved from sixth to fourth position among 15 areas included in both studies; Milwaukee relatives were 101 and 106, respectively, of the average for New York City. In 1952, office workers in Denver, Boston, and Philadelphia each stood at 89 percent; by 1954, the relatives for Denver and Philadelphia had changed to 93 and 91 percent, respectively, with that for Boston remaining unchanged; both Philadelphia and Boston ranked lower among the areas than in 1952, while Denver ranked higher.

Relative Levels Within Labor Markets

Comparisons of manufacturing and nonmanufacturing pay levels within labor markets showed a fairly consistent wage advantage for employees in manufacturing. As shown in table 3 and chart 4, office worker averages for all nonmanufacturing ranged from 87 percent (Detroit) to 98 percent (New York City) of pay for comparable work in manufacturing. In most areas, pay levels for men office workers compared more favorably with men's salaries in manufacturing than was the case among women workers.

Office workers in public utilities, however, earned more than their counterparts in manufacturing in 9 labor markets. The salary advantage averaged from 5 to 7 percent in Boston, New York City, Philadelphia, Portland, and St. Louis. Salaries in wholesale trade averaged 4 percent below public utilities and 3 percent below manufacturing pay levels. Services, retail trade, and finance were grouped about 10 percent below manufacturing.[6]

Weekly hours tended to be lowest in the finance group, offsetting the slightly lower average in salary rates. Stenographers in Boston, for example, averaged 37 hours in finance, 38 in retail trade, 38.5 in public utilities and services, and 39 hours in wholesale trade. In New York City, this job category averaged 36 hours in finance as against 36.5 hours in each of

[6] Data for wholesale and retail trade are based on 11 areas; for finance, 12; and for services, 6. Median area relatives were 90 for services, 89 for retail trade, and 87 for finance. In 5 of 8 areas for which comparisons covered both retail trade and finance, relatives were from 1 to 3 percentage points higher for the finance group.

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the other divisions. Stenographers in Chicago finance establishments averaged 37.5 hours, one-half hour less than in services and fully 2 hours less than in the other nonmanufacturing divisions. Stenographers in manufacturing offices averaged 40 hours in 10 areas, either 39 or 39.5 hours in 6 areas, and 36.5 hours in New York City.

Plant workers in all indirect jobs as a group averaged somewhat lower pay in nonmanufacturing in all areas other than Chicago and New York City. Area relatives (to manufacturing) ranged from 85 percent in Dallas to 101 percent in Chicago. As shown in chart 4, pay rates for maintenance workers and the material-handling group in nonmanufacturing were about on par with manufacturing pay rates. In contrast, custodial workers in nonmanufacturing averaged 84 percent (median area relative) of manufacturing pay. Only in Chicago and New York City did custodial workers average more than 90 percent of average rates paid to their counterparts in manufacturing plants.

Explanation for the difference in the comparative pay positions of maintenance and custodial workers is to be found largely in interindustry variations in requirements for such workers. Within nonmanufacturing, workers in the specialized maintenance trades covered in the study are mainly employed in large establishments in such industries as electric and gas utilities, telecommunications, and department stores. These types of establishments have generally higher pay levels or pay more for maintenance work than other segments of nonmanufacturing. Some firms in manufacturing and nonmanufacturing pay the higher construction industry rates for at least some of their maintenance workers. Custodial workers are more typically distributed throughout the whole range of nonmanufacturing activities. As among office salary comparisons, plant-worker pay tended to be higher in public utilities and wholesale trade than in the other nonmanufacturing groups. Plant workers tended to receive higher hourly pay in finance than in the service industries.[7]

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[7] The group referred to as finance includes banks, insurance carriers, and real estate. Among the major service industries are hotels, laundries, cleaning and dyeing plants, general auto repair shops, and radio broadcasting and television.

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Chart 3. RELATIVE PAY LEVELS FOR OFFICE WORKERS AND PLANT WORKERS IN INDIRECT JOBS
17 Labor Markets

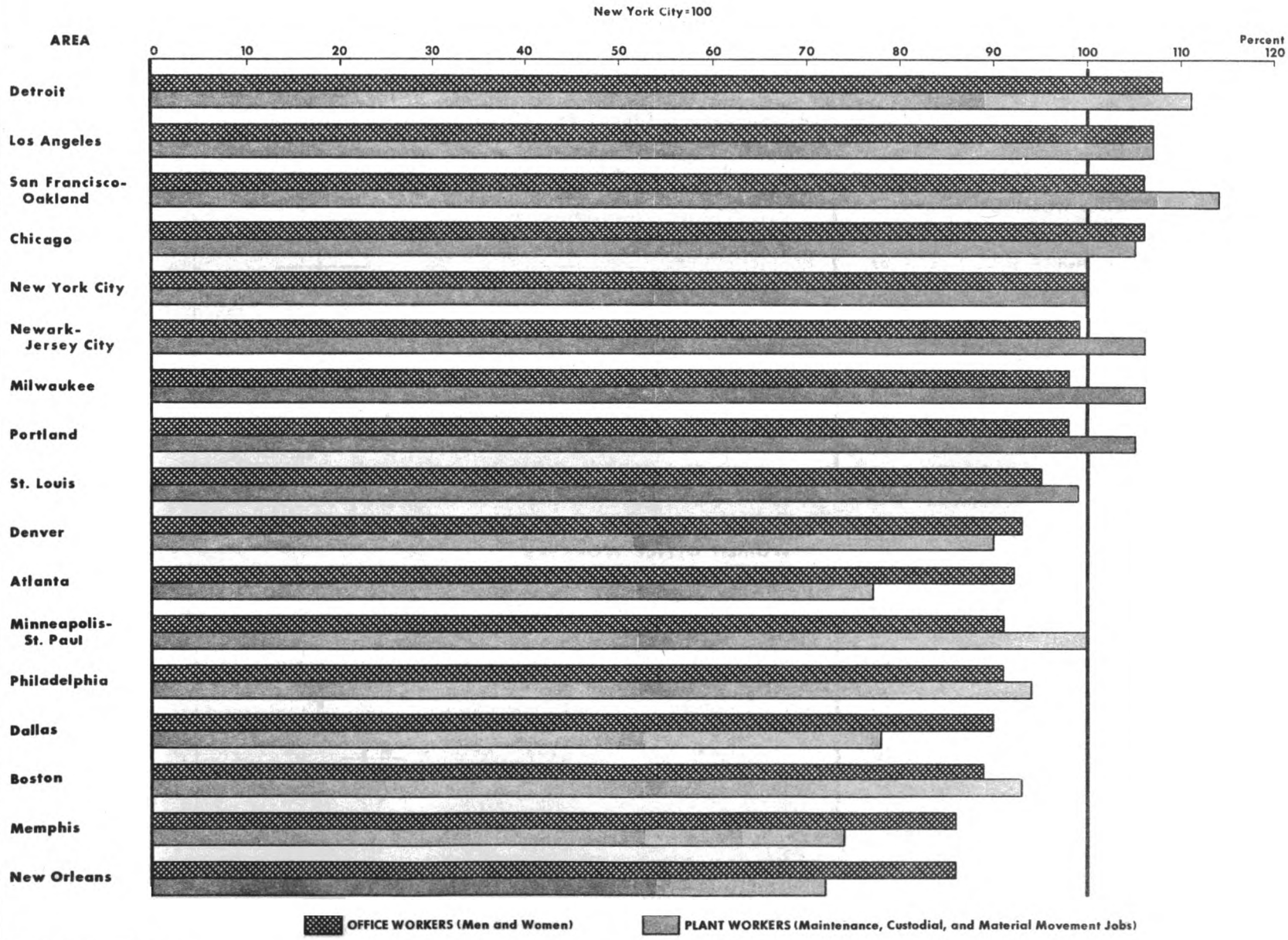

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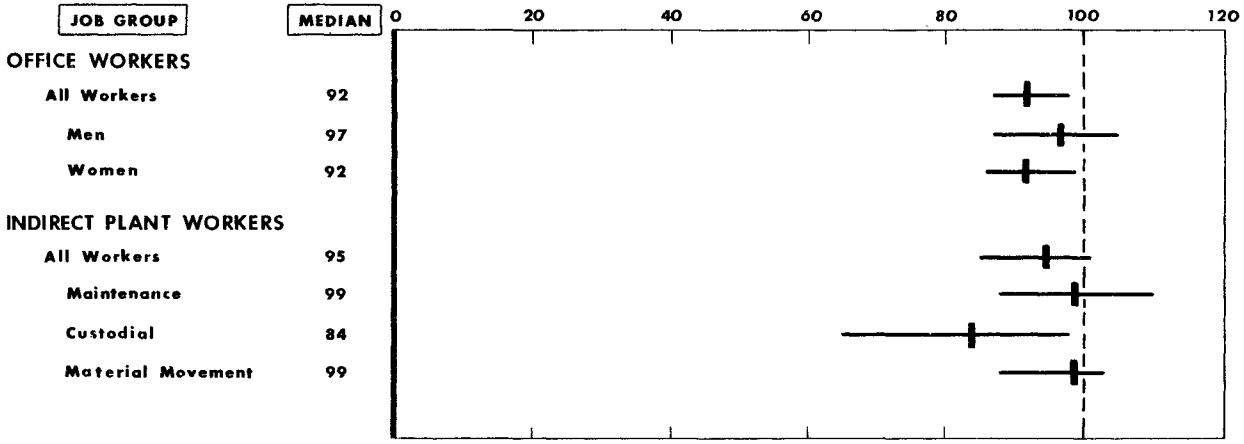
Chart 4. PAY LEVELS IN NONMANUFACTURING AS PERCENTAGES OF MANUFACTURING PAY LEVELS

17 Labor Markets

Manufacturing = 100

OFFICE WORKERS AND INDIRECT PLANT WORKERS

Median area percentages and range of individual area percentages



WOMEN OFFICE WORKERS

Median area percentages and range of individual area percentages

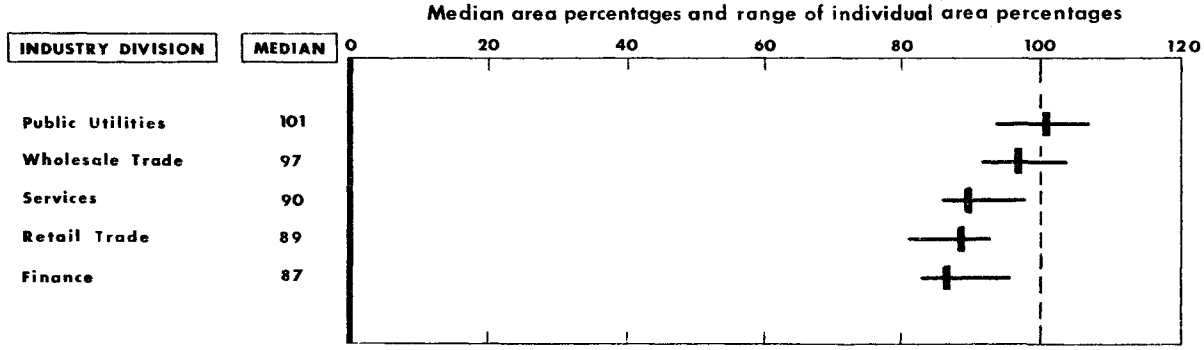


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TABLE I.—Relative pay levels for office workers in 17 labor markets by industry division and sex, 1953-54 [1]

(New York City = 100)

Labor market	All industries			Manufacturing			Nonmanufacturing							
									Women					
	Men and women	Men	Women	Men and women	Men	Women	Men and women	Men	Total	Public utilities *	Wholesale trade	Retail trade	Finance **	Services
Northeast:														
Boston	89	93	88	93	94	93	88	92	87	95	91	88	86	84
Newark-Jersey City	99	106	98	100	104	100	97	105	96	97	92	96	94	(2)
New York City	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Philadelphia	91	99	90	95	98	95	89	98	87	98	90	(2)	85	88
South:														
Atlanta	92	99	91	98	102	97	91	98	90	94	90	91	86	(2)
Dallas	90	98	89	99	104	98	89	93	88	88	(2)	91	89	(2)
Memphis	86	99	84	90	101	89	85	97	84	84	(2)	(2)	(2)	(2)
New Orleans	86	93	85	92	94	92	84	92	83	83	(2)	80	(2)	(2)
Middle West:														
Chicago	106	111	105	107	111	106	105	109	104	102	102	106	105	108
Detroit	108	118	107	114	122	113	101	111	100	103	101	(2)	97	102
Milwaukee	98	108	97	100	107	99	94	104	93	93	(2)	(2)	(2)	(2)
Minneapolis-St. Paul	91	99	90	94	99	93	90	98	89	88	89	91	89	(2)
St. Louis	95	104	94	97	105	96	94	101	93	97	92	(2)	86	(2)
Far West:														
Denver	93	99	93	95	93	95	94	100	93	92	(2)	95	(2)	(2)
Los Angeles	107	114	106	111	113	110	105	113	104	105	102	(2)	98	[3] 104
Portland	98	106	97	100	107	99	98	106	97	99	(2)	93	(2)	(2)
San Francisco-Oakland	106	111	105	113	111	113	105	109	104	105	103	109	101	(2)

[1] For description of methodology, see p. 7.
[2] Insufficient data to warrant comparison.
[3] Motion-picture production in Los Angeles was included in all-industry and nonmanufacturing estimates but excluded from the service group; the survey report referred to earlier provides separate data for this industry in Los Angeles.
* Transportation (excluding railroads), communication, and other public utilities.
** Finance, insurance, and real estate.

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TABLE 2.—Relative pay levels for plant workers in indirect jobs in 17 labor markets by industry division and work category, 1953-54 [1]

(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	93	94	96	90	95	92	101	93	90	94	91	88
Newark-Jersey City	106	103	106	107	108	101	109	111	103	107	98	104
New York City	100	100	100	100	100	100	100	100	100	100	100	100
Philadelphia	94	99	96	92	97	96	102	94	91	101	89	88
South:												
Atlanta	77	92	78	71	79	88	85	71	75	93	70	70
Dallas	78	89	77	74	85	90	88	81	72	83	69	69
Memphis	74	88	72	69	77	85	82	72	68	78	63	66
New Orleans	72	89	64	68	78	87	87	70	68	86	58	65
Middle West:												
Chicago	105	110	108	101	105	102	111	103	106	118	107	101
Detroit	111	110	115	109	114	107	126	111	101	106	95	102
Milwaukee	106	106	106	106	108	103	112	108	102	106	93	104
Minneapolis-St. Paul	100	103	102	98	102	99	110	99	99	105	95	97
St. Louis	99	103	98	98	102	101	105	100	94	105	81	96
Far West:												
Denver	90	94	91	89	94	92	100	92	88	94	85	86
Los Angeles	107	106	109	107	109	102	115	109	107	112	105	106
Portland	105	105	107	104	105	101	111	104	103	107	99	103
San Francisco-Oakland	114	110	118	113	115	107	125	114	113	109	115	114

[1] For description of methodology, see p. 7.

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TABLE 3.—Pay levels in nonmanufacturing industries as percentages of manufacturing pay levels by job group, 17 labor markets, 1953-54 [1]

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

Labor market	Office workers						Plant workers in indirect jobs			
	Total nonmanufacturing	Public utilities *	Wholesale trade	Retail trade	Finance **	Services	Maintenance, custodial, and material movement	Maintenance	Custodial	Material movement
Northeast:										
Boston	92	106	101	88	88	86	95	98	88	97
Newark-Jersey City	95	101	96	89	91	(2)	95	102	88	96
New York City	98	105	104	93	96	97	100	96	98	103
Philadelphia	91	107	97	(2)	85	89	94	100	85	96
South:										
Atlanta	91	102	97	88	86	(2)	95	101	80	101
Dallas	88	94	(2)	86	87	(2)	85	89	76	88
Memphis	92	99	(2)	(2)	(2)	(2)	88	88	75	95
New Orleans	89	95	(2)	81	(2)	(2)	87	95	65	96
Middle West:										
Chicago	96	101	99	92	95	98	101	110	95	100
Detroit	87	95	92	(2)	83	87	89	95	74	95
Milwaukee	91	97	(2)	(2)	(2)	(2)	94	99	82	99
Minneapolis-St. Paul	94	99	99	90	92	(2)	96	102	84	101
St. Louis	94	106	99	(2)	86	(2)	93	100	75	99
Far West:										
Denver	97	101	(2)	93	(2)	(2)	93	98	82	96
Los Angeles	93	100	96	(2)	85	[3] 91	98	105	88	100
Portland	96	105	(2)	88	(2)	(2)	98	103	87	102
San Francisco-Oakland	91	97	94	89	86	(2)	98	98	90	103

[1] For description of methodology, see p. 7.
[2] Insufficient data to warrant comparison.
[3] Motion-picture production in Los Angeles was included in all-industry and nonmanufacturing estimates but excluded from the service group; the survey report referred to earlier provides separate data for this industry in Los Angeles.
* Transportation (excluding railroads), communication, and other public utilities.
** Finance, insurance, and real estate.

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Coverage of Labor-Management Agreements

Establishments with at least half of their workers covered by labor-management agreements accounted for two-thirds of the employment among large- and medium-size firms in 17 labor markets in late 1953 and early 1954. Approximately four-fifths of the plant workers, as compared with about one-sixth of the office workers, had their wages and working conditions governed by union contracts.

Among the areas included in the Bureau of Labor Statistics' study, the greatest proportions (more than 90 percent) of plant workers subject to labor-management contracts were found in the San Francisco Bay area, Detroit, and St. Louis. As a rule, contract coverage in public utility industries exceeded that in manufacturing. It was lowest in the trade groups. Typically, larger establishments were more likely to have agreements than smaller establishments.

For this analysis, all plant workers or office workers were considered to be covered by a labor-management contract if the terms of one or more such agreements applied to a majority in the establishment. Similarly, if less than half the workers in an establishment were covered by an agreement, that establishment, and all of its employees, was classified with those which reported no labor-management agreements. Separate estimates of agreement coverage were developed in all instances for plant and office employees.

These estimates do not purport to reflect the proportions of workers belonging to labor organizations, since union membership is not generally coextensive with total plant or office employment; therefore, they are not a measure of union membership for the industry or area concerned. Nor are they an exact measurement of the proportion of all workers covered by contracts for the industries surveyed in the various areas inasmuch as the estimates, as previously pointed out, exclude comparatively small establishments. Moreover, establishments with agreements limited to maintenance crafts (where production workers constituted a majority of the employees) were considered as not covered by agreements.

With respect to the smaller establishments excluded from the survey, it may reasonably be assumed that in most instances the majority of workers in these plants were not covered by labor-management agreements.[8] In some instances, the smaller, unsurveyed establishments are known to include significant proportions of workers under agreement, including such service trades as barbers, butchers, and motion-picture operators. In the aggregate, however, employment in such groups, is not believed large enough to affect materially the overall estimates of coverage shown in table 4.

A few locally important industries, notably construction and railroads, which are typically covered by labor-management contracts were not covered in the individual labor market surveys, and, hence, are not covered in this study.[9] Finally, with roughly two-thirds of manufacturing employment outside the 17 labor-market areas surveyed, the following estimates of contract coverage have validity primarily in the areas covered. Within these limitations, nevertheless, it is believed the estimates do provide an insight into the approximate proportions of workers covered by labor-management contracts in the significant industrial sectors covered by the Bureau's community wage survey program.

Area Characteristics

Substantial variation in the proportions of workers covered by labor-management agreements occurred among the major geographical areas included in the survey. In general, establishments in areas in the Northeast and Middle West reflected a relatively high degree of contract coverage, as did also those in the Far West. In the South, smaller proportions of workers, as a rule, were included under labor-management agreements than in any of the other major areas.

Significant differences also occurred within each area. Thus, of the 4 Northeast areas studied, the highly industrial Newark-Jersey City area showed higher proportions of workers (plant and office combined) under agreement than its larger but less heavily industrial neighbor—New York City. Similarly, Chicago, although the largest of the 5 Midwest cities surveyed, had proportionately fewer workers covered by agreements than any of the 4 other cities. Again, in the Far West, sharp variations were noted between Denver and the San Francisco Bay area, with the latter having one of the highest proportions of worker coverage for the country as a whole. Although the same tendencies appeared among the cities in the South, the disparities were, on the whole, not as great.

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[8] As indicated in table 5, within the establishment-size group studied, the frequency of coverage rose progressively as plant employment increased.

[9] See table on p. 4, for coverage of these surveys in each of the 17 labor-market areas.

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Throughout all 17 areas, the proportions of plant workers under agreement greatly exceeded those for office workers. Only in 4 cities—Newark-Jersey City, Detroit, Atlanta, and Los Angeles—were as many as a fifth of the office workers covered by contracts; by contrast, more than four-fifths of the plant workers in 9 areas were so covered. In most of the areas at least three-fourths of the plant workers were covered by agreements, although in the South the proportion was about half; and in Denver about two-thirds.

Major Industry Characteristics

Some industries have operated under labor-management agreements for many years. In others, the practice of collective bargaining is of relatively recent origin. For some, written agreements exist only in areas where bargaining is characteristic of the community. Thus, the high proportion of coverage in the New York City and San Francisco-Oakland areas reflects to a substantial degree the presence for decades of labor-management relationships in important local industries, such as apparel (in New York City) and maritime (in San Francisco). Detroit's union contract coverage is heavily weighted by the automotive and allied industries—a development largely of the past 20 years. Somewhat similarly, St. Louis and Milwaukee reflect the growing industrialization of their areas, although in both areas employer-union bargaining in certain industries, such as brewing and street railways, have their roots in agreements negotiated around the turn of the century. For cities in the South and Far West (except San Francisco) the increase in the number of labor-management contracts and the attendant rise in the proportions of workers under such arrangements reflect developments arising out of more recent war and postwar shifts of industries, establishment of branch plants of formerly highly centralized industries, and emergence of virtually new industries such as aircraft in Southern California and elsewhere.

Among the broad industry divisions surveyed, the public utility group (transportation, communications, electric and gas plants, etc.) consistently reported the highest proportions of workers under labor-management agreements. In a number of areas, particularly the Middle West and Far West, this coverage included virtually all plant workers and sizable proportions of office workers.

Coverage in manufacturing establishments was generally somewhat less than in the public utility group, but markedly higher than in the trade and services groups. Exceptions were noted in Chicago, where the proportion of plant workers in the service trades under labor-management contracts somewhat exceeded that in manufacturing, and in Los Angeles, where a relatively high degree of coverage in the service and amusement trades brought the proportions for both plant and office workers above the comparable ratios in manufacturing. In the San Francisco-Oakland area, workers in retail and wholesale trade were largely covered by agreements, with the proportions of nonoffice workers covered the highest recorded among the 17 areas. Almost half of the office workers in retail trade establishments in the San Francisco Bay area were likewise under agreements—a proportion far in excess of that found for office workers in either retail or wholesale trade in any of the other areas. Comparisons involving the finance group of industries were limited to office workers in a few areas. Except for Newark-Jersey City, where about 1 out of 8 were under agreements, little, if any, coverage was indicated for this group.

Manufacturing.—Nearly all of the manufacturing industries had a high percentage of labor-management agreement coverage in the 17 surveyed areas;[10] almost all of the separate industry groups in the manufacturing division had a plant-worker coverage of 80 percent or more. Exceptions were industry groups such as tobacco, furniture, and textile-mill products which generally had relatively low employment in the large urban areas studied.

Within each of these broad manufacturing industry groups, however, there were segments which differed greatly in the extent of coverage. For example, the more than 80-percent coverage of plant workers in food-processing industries comprised a range of from almost complete coverage in the bakery, meatpacking, and malt and distilled liquor industries to an approximate 60-percent coverage in the confectionery-products and nonalcholic-beverage industries—50 percent among the miscellaneous food product establishments. Parts of the apparel industries likewise were extensively covered, but the overall proportion for this group was reduced to some extent by uncovered segments such as some of the cotton garment industries. Although the printing industries were historically among the early organized industries, they averaged, as a group, slightly less than 80 percent coverage. The high degree of coverage in the newspaper industry was offset by a lower prevalence of labor-management contracts in book and job printing.

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[10] Establishments were classified into industry groups on the basis of the Standard Industrial Classification Manual issued by the Bureau of the Budget (November 1945). This manual divides the manufacturing industries into 21 major groups and the nonmanufacturing industries within the scope of this survey into 35 major groups.

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Certain industries, such as steel, automobile, aircraft, and rubber, were almost completely organized in the areas surveyed. Where such plants were found in areas not otherwise highly organized, their inclusion had the effect of increasing the proportion of coverage significantly. Large transportation equipment companies in Atlanta, for example, accounted for a substantial percentage of total manufacturing coverage in that area. On the other hand, certain industries with relatively low contract coverage (e.g., textiles, nonalcoholic beverages, dairy products, and some lumber and lumber products) were generally covered by contracts when found in such highly organized areas as San Francisco-Oakland, St. Louis, or Detroit. Deviations from the usual industry pattern of contract coverage were most noticeable in the areas where employment in that industry was small.

Office worker coverage was generally, but not always, the highest in the same industries in which plant worker coverage was also the greatest. Relatively high office worker coverage (over 20 percent) among manufacturing industries was reported in printing (primarily newspapers), petroleum and coal products, electrical machinery, and transportation equipment.

Nonmanufacturing.—Among the nonmanufacturing industries included in the study were several in which nonoffice workers were almost entirely covered by contracts. These included local transportation, trucking, water transportation, communications, and the gas and electric utilities. Relatively high coverage (80 percent or more) was also reported for building material and food dealers, real estate, hotels, and personal-service establishments.. Coverage in the other nonmanufacturing industries varied considerably by area.

Highest coverage among office workers in nonmanufacturing establishments was reported for communications (about 90 percent), electric and gas utilities (between 50 and 60 percent), and local and highway transportation (about 50 percent). Coverage was also relatively high for office workers in hotels and the motion-picture industries.

Variation by Size of Establishment

Frequently expressed observations to the effect that larger plants are more often covered by labor-management contracts than smaller establishments were supported by an analysis of agreement coverage by size of establishment. The data showed that a much greater proportion of large firms than of small firms had labor-management agreements covering a majority of their workers. These proportions increased with each successive size group, from the smallest to the largest, for both plant and office workers (table 5). Only 55 percent of firms with 51-100 employees had labor-management agreements covering their plant workers and only 5 percent had office worker contracts, whereas 84 percent of the firms employing over 2,500 workers had plant coverage, and 30 percent had office coverage.[11]

The smaller manufacturing and nonmanufacturing groups reported about the same proportion of labor-management contract coverage for plant workers. For office workers, however, the proportion of smaller establishments with agreements was greater in nonmanufacturing. This divergence between the two groups is attributable to greater homogenity of white-collar employment in nonmanufacturing than in manufacturing.

Joint Office-Plant Agreements

Two-thirds of the contracts covering office workers were with unions which also represented plant workers in the same establishment. The frequency of such arrangements was about the same for AFL and CIO affiliates; it was slightly less among independent unions. In some areas, notably the South, nearly all office-worker coverage was by the plant union. In the Far West, about half of the office-worker contracts were with unions also covering the plant workers. Contracts covering both plant and office workers were slightly less common in manufacturing than in nonmanufacturing establishments. About three-fourths of the office-worker contracts in the public utility and the retail trade group were with the same unions which represented the plant workers.

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[11] Because of interarea differences in size of establishments within the scope of the study, estimates for the various areas in table 4 are not strictly comparable. See table on p. 4, for differences in coverage. If the 101 employment minimum adopted for manufacturing, public utilities, and retail trade in the 9 largest areas had also been applied in the 8 smaller areas, estimates of plant-worker coverage in the latter areas would have been higher by less than 3 percentage points, on the average, in these industry divisions.

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TABLE 4.—Labor-management-agreement coverage: Percent of workers in large- and medium-size establishments covered by agreements[1] in 17 labor markets, 1953-54

Area	Percent of plant workers covered in—						Percent of office workers covered in—						
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services
Northeast:													
Boston	70-79	80-89	90+	40-49	60-69	50-59	10-19	20-29	70-79	10-19	10-19	0-9	0-9
Newark-Jersey City	80-89	90+	90+	80-89	20-29	△	20-29	20-29	50-59	0-9	20-29	10-19	△
New York City	80-89	90+	80-89	70-79	50-59	80-89	10-19	20-29	60-69	0-9	30-39	0-9	0-9
Philadelphia	80-89	80-89	80-89	50-59	50-59	80-89	10-19	20-29	60-69	0-9	10-19	0-9	0-9
South:													
Atlanta	40-49	50-59	70-79	30-39	0-9	△	20-29	(2)	40-49	0-9	0-9	0-9	△
Dallas	40-49	60-69	70-79	△	0-9	△	10-19	0-9	30-39	△	0-9	0-9	△
Memphis	50-59	70-79	90+	△	△	△	0-9	10-19	40-49	△	△	△	△
New Orleans	40-49	60-69	80-89	△	0-9	△	0-9	0-9	20-29	△	0-9	△	△
Middle West:													
Chicago	70-79	70-79	90+	60-69	40-49	80-89	10-19	10-19	70-79	0-9	0-9	0-9	0-9
Detroit	90+	90+	90+	90+	△	80-89	20-29	20-29	30-39	20-29	△	0-9	0-9
Milwaukee	80-89	90+	90+	△	△	△	10-19	10-19	50-59	△	△	△	△
Minneapolis-St. Paul	80-89	80-89	90+	80-89	60-69	△	10-19	0-9	50-59	0-9	20-29	0-9	△
St. Louis	90+	90+	90+	80-89	△	△	10-19	10-19	80-89	10-19	△	0-9	△
Far West:													
Denver	60-69	70-79	90+	△	30-39	△	0-9	10-19	0-9	△	0-9	△	△
Los Angeles	70-79	70-79	90+	70-79	△	80-89	20-29	20-29	80-89	10-19	△	0-9	30-39
Portland	80-89	80-89	90+	△	60-69	△	10-19	0-9	60-69	△	10-19	△	△
San Francisco-Oakland	90+	90+	90+	90+	80-89	△	10-19	10-19	60-69	0-9	40-49	0-9	△

[1] Estimates relate to all workers (plant or office) employed in an establishment having a contract in effect covering a majority of the workers in their respective category. The estimates so obtained are not necessarily representative of the extent to which all workers in the area may be covered by the provisions of the labor-management agreements owing to the exclusion of smaller-size establishments. Coverage was limited to establishments with 51 or more employees except in the 9 largest areas where the minimum size was 101 employees in manufacturing, public utilities, and retail trade.

[2] An estimate of over 40-percent coverage of office workers in the Atlanta area reflects mainly such coverage in one large establishment.

△ Insufficient coverage to warrant separate presentation.

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

** Finance, insurance, and real estate.

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TABLE 5.—Labor-management agreement coverage by size of establishment: Percent of establishments having agreements covering a majority of their plant or office employees, 17 labor markets combined, 1953-54

Size of establishment	Percent having agreements covering majority of—					
	Plant workers			Office workers		
	All industries	Manufacturing	Nonmanufacturing	All industries	Manufacturing	Nonmanufacturing
All establishments	67	74	61	7	4	8
51 and under 100 employees [1]	55	55	56	5	1	6
101 and under 250 employees	69	74	63	6	3	9
251 and under 500 employees	74	80	65	7	3	11
501 and under 1,000 employees	78	82	70	13	10	16
1,001 and under 2,500 employees	79	84	70	16	12	20
2,501 employees and over	84	90	74	30	29	31

[1] Excludes employment in manufacturing, public utilities, and retail trade divisions in this size group in the 9 largest areas.

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Health, Insurance, and Pension Plans

Most workers in the 17 major labor market areas surveyed by the Bureau during the winter of 1953-54 were covered by one or more types of private health, insurance, or pension benefits, in addition to any coverage afforded under statutory programs. The types of benefits studied included retirement plans, life insurance, accidental death and dismemberment, sickness and accident, hospitalization, surgical, medical, and catastrophe insurance, as well as sick-leave arrangements. Only about 5 percent of the approximately 6 million plant and office workers in the industries and establishments studied were not covered by any type of private health, insurance, or pension arrangements.[12]

On the whole, the 1953-54 survey of these large labor markets indicates a continued extension of these types of benefits to larger proportions of both plant and office workers. Although precise comparisons with earlier labor market studies are limited because of differences in scope, it is evident that during the past 2 years insurance and pension protection has been made available for the first time to substantial numbers of workers, while for many others the number or types of benefits available have been increased.

Extent of Coverage

About 9 out of every 10 plant and office workers were covered by life insurance policies paid for in part or in whole by employer contributions. (See table 6.) Hospital insurance was available to about 8 of every 10 workers; furthermore, almost all of these plans also provided for defraying the cost of all or a portion of fees 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 and for medical care. The latter plans usually provided complete or partial payment of doctors' fees charged employees for home, office, or in-hospital calls and, in some instances, for a variety of other services as well.

Accidental death and dismemberment insurance was provided by establishments employing slightly less than half of all plant and office employees. Only a few (2 percent) were covered by catastrophe insurance. This relatively new type of benefit, sometimes referred to as "disaster" insurance, is designed to provide financial aid to an employee beset with a major medical expense. Typically, catastrophe insurance is limited to the payment of a worker's hospitalization, medical, or surgical costs above a certain minimum monetary level but with specific limitations on the maximum amounts payable.

Retirement or pension plans (exclusive of those provided by law) were available to 6 of every 10 workers included in the Bureau's survey.

With but few exceptions, the proportion of office and of plant workers covered by each specific benefit did not vary greatly. The most significant differences noted were for pension plans, under which 71 percent of office workers and 56 percent of plant workers were covered, and for sickness and accident insurance, with 65 percent of plant workers and 45 percent of office workers under such plans. However, a greater proportion of the office workers were covered by various types of paid sick-leave plans than was the case for the plant workers. Since sick-leave arrangements and sickness and accident insurance were seldom found in the same establishment, a combination of these two kinds of benefits indicates that, on the whole, the great majority of both plant and office workers were afforded one or the other of these benefits.

Some variation in the proportion of workers covered by the different benefits was noted as between manufacturing and nonmanufacturing industries. In most instances, coverage was greater in manufacturing than in nonmanufacturing establishments. This was true for both office and plant workers in the case of life insurance, accidental death and dismemberment, sickness and accident, hospitalization, surgical, and medical benefits. (See chart 5.) Pension programs also covered more plant workers in manufacturing industries than in nonmanufacturing, although for office workers the reverse was true. Relatively greater numbers of nonmanufacturing employees were covered by catastrophe insurance, but the proportion in both groups was very small.

A regional grouping of the 17 labor market areas revealed some differences in the proportion of workers covered by the various benefits. No single region, however, predominated in the extent to which all the various benefits were made available to plant or office workers. With respect to individual types of benefits, the Northeast region—Boston, New York City, Newark-Jersey City, and Philadelphia—was the highest only as

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[12] Collection of information on health, insurance, and pension plans was limited to plans under which the employer paid at least part of the cost of financing.

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to the proportion of office workers covered by pension plans, and it was the lowest in the proportion of office workers receiving life insurance and hospitalization coverage. Workers in the South—Atlanta, Dallas, Memphis, and New Orleans—were not, as a rule, covered to the same extent as were those in the other regions. In a number of instances, however, these differences were small. No pronounced regional concentration of coverage was found either for the benefits most commonly provided or for those relatively less common (e.g., accidental death and dismemberment, sickness and accident insurance, and medical care). Moreover, within a given region, coverage varied considerably among the individual areas for certain types of benefits. Retirement plans, for example, covered 67 percent of the office workers in the South but varied from 52 to 83 percent among the individual labor markets.

Noncoverage.—As indicated at the outset, about 5 percent of the workers covered by the Bureau's 1953-54 surveys were employed in establishments which reported none of the benefits under study. Among the individual areas, the absence of these benefits affected relatively few workers. The largest proportion of noncoverage was found in the South (except for Atlanta) and in Denver and Portland in the Far West; the smallest proportion was recorded for the four labor markets in the Northeast. For the 17 areas combined, a somewhat larger proportion of plant workers (5 percent) than of office workers (3 percent) were found in establishments which indicated the nonexistence of a health, insurance, or pension program.

Method of Financing

A review of the method of financing plans—limited here to life insurance and pension plans—revealed that large segments of the work force were employed by firms which paid all the financing costs. Life insurance was thus provided on a noncontributory basis to slightly more than half of all covered workers. (See chart 6.) Three-fourths of the workers employed by firms with pension plans were in establishments reporting noncontributory plans. Employer financing of life insurance and of pensions was relatively more prevalent for plant workers than for office workers. As shown in table 7, the extent to which insurance and pension plans were noncontributory varied greatly among the areas. Life insurance plans in Detroit, for example, were largely of the contributory type—in contrast to pension plans which were generally noncontributory. The four areas with highest noncontributory life insurance coverage for both plant and office workers were Philadelphia, New York City, Minneapolis-St. Paul, and San Francisco-Oakland.

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Chart 5. PERCENT OF WORKERS EMPLOYED IN ESTABLISHMENTS PROVIDING BENEFITS BY MAJOR INDUSTRY DIVISION AND TYPE OF WORKER

17 Labor Markets

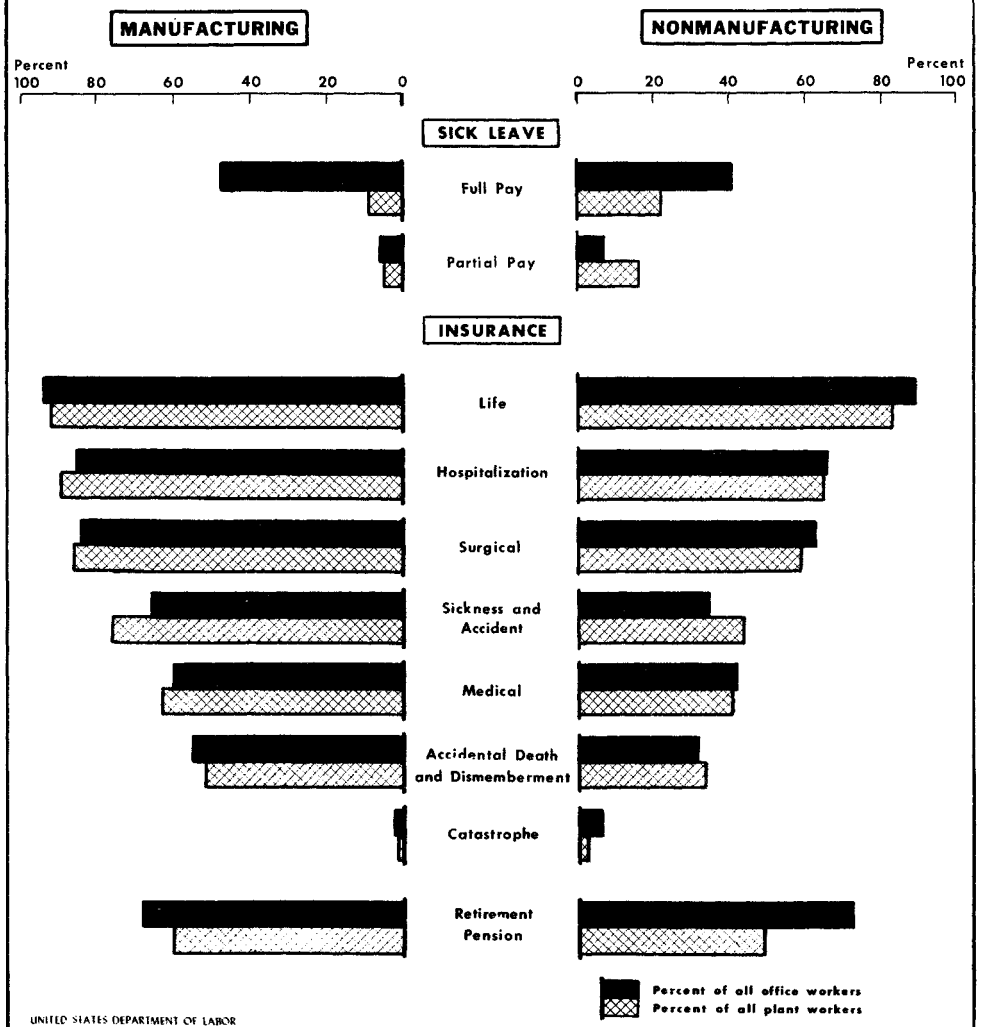

Chart 6. PERCENT OF ALL WORKERS EMPLOYED IN ESTABLISHMENTS PROVIDING BENEFITS BY TYPE OF FINANCING

17 Labor Markets

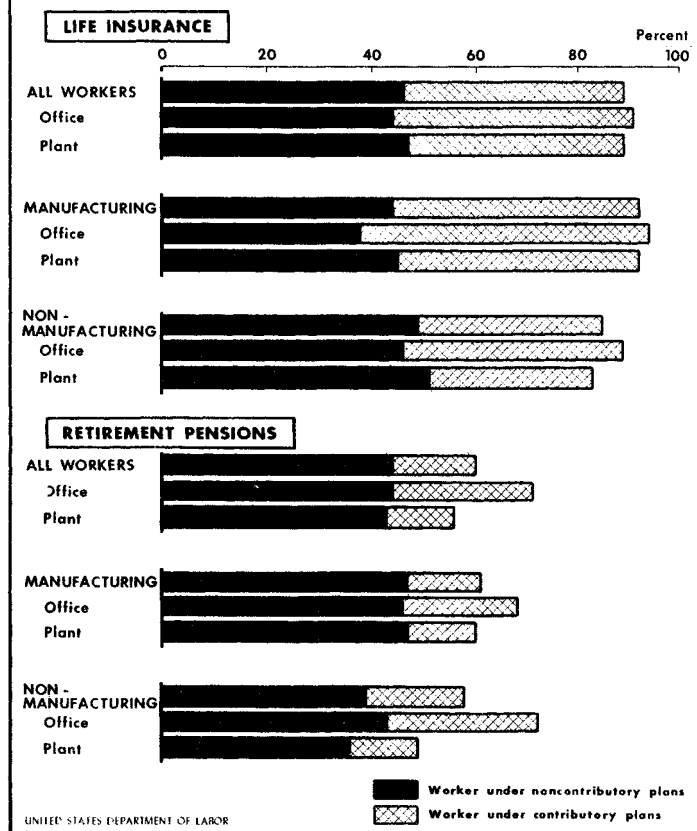

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TABLE 6.—Health, insurance, and pension plans: Percent of office and plant workers employed in establishments with formal provisions other than legally required, by type of plan, in 17 labor markets, 1953-54

Area	Insurance plans							Retirement pension plan	Sick leave plans		No health, insurance, or pension plan
	Life	Accidental death and dismemberment	Sickness and accident	Hospitalization	Surgical	Medical	Catastrophe		Full pay and no waiting period	Partial pay or waiting period	
All workers	89	44	60	79	75	53	2	60	21	8	5
Office workers (17 areas)	91	40	45	73	70	48	5	71	44	7	3
Northeast	90	37	49	68	65	40	5	75	44	3	2
Boston	89	42	50	77	75	29	4	76	48	4	2
Newark-Jersey City	88	31	60	71	70	51	1	77	44	3	1
New York City	90	38	47	68	65	44	7	74	43	4	2
Philadelphia	91	34	48	62	53	26	1	74	42	2	2
South	92	29	32	70	60	31	5	67	28	12	4
Atlanta	97	33	42	79	75	45	8	83	32	12	1
Dallas	91	17	23	69	51	17	4	66	29	12	6
Memphis	87	44	40	79	77	60	1	52	29	14	6
New Orleans	90	32	28	52	39	14	2	52	20	11	7
Middle West	91	41	50	76	74	56	3	70	39	12	5
Chicago	90	38	44	72	69	49	6	69	32	15	6
Detroit	92	44	62	84	82	69	(1)	73	55	13	3
Milwaukee	92	51	68	88	87	65	2	79	37	5	2
Minneapolis-St. Paul	88	38	44	73	70	51	1	68	41	4	8
St. Louis	90	45	47	73	70	58	1	64	38	8	4
Far West	94	49	33	78	78	60	9	64	55	5	3
Denver	79	20	23	51	50	38	1	54	46	9	13
Los Angeles	96	60	34	86	86	66	8	65	63	4	1
Portland	80	32	43	65	65	58	5	71	41	3	11
San Francisco-Oakland	95	37	30	72	71	54	13	66	44	6	2
Plant workers (17 areas)	89	45	65	80	76	55	2	56	14	9	5
Northeast	89	42	69	79	75	45	1	60	15	9	3
Boston	84	45	75	71	67	31	1	48	12	9	4
Newark-Jersey City	89	42	57	83	80	52	(1)	63	12	10	3
New York City	92	42	67	83	79	48	1	61	19	11	3
Philadelphia	89	39	76	76	70	43	(1)	62	13	5	4
South	81	31	44	63	57	26	1	44	11	10	14
Atlanta	91	42	52	76	73	39	3	56	16	11	6
Dallas	83	24	37	65	54	13	2	50	8	7	12
Memphis	74	39	45	64	60	44	(1)	36	14	14	18
New Orleans	74	21	44	45	39	14	(1)	30	6	10	22
Middle West	90	49	77	84	79	61	1	61	7	9	4
Chicago	86	40	72	81	73	50	2	55	6	14	5
Detroit	95	54	86	88	87	76	(1)	76	7	1	2
Milwaukee	89	51	77	89	86	65	1	66	4	8	4
Minneapolis-St. Paul	87	53	69	77	75	48	1	47	16	12	6
St. Louis	90	59	75	83	78	65	(1)	51	6	10	7
Far West	87	50	36	81	80	69	4	43	28	10	6
Denver	70	25	39	49	46	40	(1)	37	16	18	21
Los Angeles	92	59	36	88	87	74	4	43	37	7	3
Portland	71	35	46	65	65	61	3	44	6	9	19
San Francisco-Oakland	86	41	32	78	78	69	9	43	19	14	5

[1] Less than 0.5 percent.

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TABLE 7.—Method of financing life insurance and pensions: Percent of office and plant workers employed in establishments with life insurance and retirement pension plans and percent covered by noncontributory plans, 17 labor markets, 1953-54

Area	Life insurance				Retirement pension			
	Office workers		Plant workers		Office workers		Plant workers	
	All plans	Noncontributory plans	All plans	Noncontributory plans	All plans	Noncontributory plans	All plans	Noncontributory plans
Northeast:								
Boston	89	46	84	41	76	39	48	29
Newark-Jersey City	88	45	89	51	77	54	63	44
New York City	90	49	92	72	74	45	61	54
Philadelphia	91	57	89	61	74	54	62	49
South:								
Atlanta	97	36	91	33	83	61	56	46
Dallas	91	36	83	22	61	30	50	24
Memphis	87	34	74	31	52	30	36	25
New Orleans	90	32	74	30	52	25	30	20
Middle West:								
Chicago	90	37	86	43	69	38	55	41
Detroit	92	26	95	26	73	60	76	65
Milwaukee	92	35	89	33	79	59	66	56
Minneapolis-St. Paul	88	48	87	57	68	40	47	37
St. Louis	90	37	90	45	64	36	51	38
Far West:								
Denver	79	40	70	33	54	33	37	19
Los Angeles	96	46	92	43	65	43	43	30
Portland	80	36	71	40	71	35	44	24
San Francisco-Oakland	95	51	86	60	66	34	43	26

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Types of Wage Payment Plans

Major factors in the widespread "formalization" of wage payment plans have been the increasing specialization within the work force, the growth of labor-management-agreement coverage, and the effects of two recent periods of Government stabilization or regulation of wage rates. As referred to in this report, formal wage plans are those providing a single rate or a rate range for each job category in an establishment.

Of the more than 6 million plant and office workers within the scope of the Bureau's community wage studies in the 17 labor markets, well in excess of 5 million were employed in establishments with formal wage structures. Pay rates for fully a fourth of the office workers and perhaps a tenth of the plant workers were, nevertheless, determined primarily with reference to the qualifications of the individual worker. Such personalized rates were most common in smaller organizations where occupational alignments were not rigid.

The distribution of single-rate and rate-range plans in industry generally and of incentive wage systems in manufacturing industries is summarized below. A limited amount of data is likewise provided relating to labor-grade systems and to wage-adjustment provisions. Somewhat greater detail is provided in the bulletin described in the appendix on page 43.

Single-Rate and Rate-Range Structures

Formalized wage systems with single rates or rate ranges established for each job applied to a majority of the plant workers paid on a time basis[13] in all 17 areas surveyed (table 8). In over half of these areas, nine-tenths or more of these workers were covered by such plans. The proportion under formal plans ranged from approximately three-fourths of the plant workers in Dallas and Memphis to nearly all plant workers in West Coast areas. In 13 of the areas studied, formal plans covered between two-thirds and four-fifths of the office workers; in the remaining areas approximately three-fifths were under formal plans in Minneapolis-St. Paul, New York City, and New Orleans, and slightly less than half were under formal plans in Memphis (table 9).

Public utilities had higher proportions of both office and plant workers employed under formal plans than was the case in the other broad industry divisions studied. In this division, formal plans applied to more than four-fifths of the office workers in all areas except Memphis and Portland, where the proportion was slightly lower, and to more than nine-tenths of the plant workers in all areas. Manufacturing industries had the second highest proportion of plant workers under formal plans in most of the areas, with 13 areas having such plans applying to nine-tenths or more of the plant workers. For office workers, however, a number of areas had higher proportions covered by formal plans in trade and finance than in manufacturing industries. Comparisons between manufacturing and nonmanufacturing industry divisions other than public utilities were limited because of insufficient coverage in some divisions in a number of areas.

Formal plans covering office departments typically provided a range of rates for each job classification. Plans with single rates for office jobs in most areas applied to not more than one or two percent of the office workers. In plant departments, however, plans providing for a range of rates were predominant in only five of the areas. Single-rate plans applied to approximately four-fifths of the plant workers in Detroit, Portland, and San Francisco-Oakland, and to a third or more in all other areas except Dallas, where such plans applied only to a seventh of the plant workers.

Among manufacturing industries, both single-rate and rate-range plans were fairly common in most areas, with single-rate plans applying to a majority of the plant workers under formal plans in 10 areas. In each of four areas—Detroit, New Orleans, Portland, and San Francisco-Oakland—single-rate plans were clearly the predominant type of wage payment plan. Plant workers in public utilities were most commonly employed under rate-range plans. Single-rate plans predominated in service industries. The trade industries employed mainly single rates in some areas, as on the West Coast, and rate ranges in others.

Labor-Grade Plans

Various procedures were followed by establishments with formal wage plans in determining rates for individual jobs. Under many plans, the individual jobs were classified into a series of rate steps or labor grades. Depending upon the type of rate plan, a single rate or rate range was established for each labor grade and the rate applying to a particular job was determined by the labor-grade classification to which it was assigned.

Among all establishments studied in the 17 areas, a sixth had labor-grade systems applying to jobs in offices and a

[13] Plant workers paid on an incentive basis were studied separately in each establishment and omitted from tabulations relating to formal plans covering time workers.

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tenth to jobs in plant departments. Establishments with such systems were found in all areas and included both manufacturing and nonmanufacturing industries. The proportion of manufacturing establishments having labor-grade systems was about the same for both office and plant jobs, each representing about a sixth of the establishments studied. In many of these establishments the labor-grade plan was applicable either to the plant or the office jobs; however, a large proportion of the establishments had labor-grade plans applicable to both office and plant jobs.

Although manufacturing establishments reporting labor-grade plans represented a wide variety of industries, such plans were most common in metalworking industries. The number of grades provided under these plans varied widely because of such factors as differences in procedures and in job requirements of individual establishments.

Cost-Of-Living and Annual Improvement Adjustments

Despite their prevalence in several large industries, provisions for automatic cost-of-living adjustment of wages among the establishments studied were relatively infrequent. Among manufacturing establishments, these provisions applied to plant workers in a seventh of the establishments and to office workers in a tenth. Even fewer (approximately half) of these establishments also had provisions for annual improvement (productivity) wage adjustments. A lower proportion of nonmanufacturing than manufacturing establishments had cost-of-living and annual improvement provisions. Although these provisions occurred infrequently, they tended to be more prevalent in the larger manufacturing and nonmanufacturing establishments. As a result, they applied to more workers than is indicated by their prevalence in the establishments studied.

Incentive Wage Systems

Proportions of plant workers receiving incentive payments under wage plans in manufacturing industries varied by area, ranging from approximately a tenth in Detroit, Dallas, Portland, and San Francisco-Oakland to about two-fifths in Milwaukee and Philadelphia (table 10). With few exceptions, of which the most notable was Detroit, proportions of workers on incentive were lower in the Far West and South than in Northeast and Middle West areas.

Incentive wage plans in manufacturing industries were of two main types; those commonly known as piece-rate plans in which payments were made in direct proportion to total units produced and production bonus plans which provided for extra payments to individuals or groups of workers for production in excess of a quota or for completion of a job in less than standard time. Higher proportions of incentive workers were paid piece rates than production bonuses in all the Southern and Far Western areas. Except for New York City and Philadelphia, where well over half the incentive workers were on piece rates, both types of plans covered approximately equal proportions of workers in Northeastern and Middle Western areas.

Variations among areas in prevalence and type of incentive wage plan were traceable to some extent to industry differences among the areas. Use of incentive methods of pay was more characteristic of some manufacturing industries than others. For example, the high proportion of incentive workers, usually under piece-rate plans, in apparel and textile industries was reflected in New York City and to a lesser extent in Philadelphia and Boston. In contrast, transportation equipment manufacturing industries such as the automobile industry rarely had incentive plans, which accounted for the low incidence of such plans in Detroit. In other metalworking industries, both piece-rate and bonus plans were fairly common. These industries were prevalent in a number of Eastern and Middle Western areas and accounted for substantial proportions of workers under both types of incentive plans in these areas. This was particularly evident in Milwaukee where these industries account for a high proportion of the manufacturing employment.

In nonmanufacturing industries, incentive wage plans primarily related to commission payments in trade and transportation industries. Other types of incentive payments were provided mainly in service industries; e.g. pressers in laundries and mechanics in repair shops frequently were paid under piece-rate or bonus plans.

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TABLE 8.—Wage structure for plant workers: Percent of time-rated plant workers covered by formal wage plans in 17 labor markets, by industry division and type of wage structure, 1953-54

Labor market	All industries[1]		Manufacturing		Public utilities*		Wholesale trade		Retail trade		Services	
	Single rate	Rate range	Single rate	Rate range	Single rate	Rate range	Single rate	Rate range	Single rate	Rate range	Single rate	Rate range
Northeast:												
Boston	31	54	37	57	24	76	18	52	10	49	58	21
Newark-Jersey City	49	43	52	43	18	61	56	39	53	14	Δ	Δ
New York City	39	41	41	32	9	90	45	33	30	41	61	21
Philadelphia	54	34	56	34	55	45	43	31	39	40	71	8
South:												
Atlanta	33	50	44	47	26	72	14	60	5	55	Δ	Δ
Dallas	15	59	20	63	29	62	Δ	Δ	0	48	Δ	Δ
Memphis	37	37	47	38	41	55	Δ	Δ	Δ	Δ	Δ	Δ
New Orleans	57	26	73	16	49	48	Δ	Δ	30	34	Δ	Δ
Middle West:												
Chicago	39	50	35	55	36	64	44	35	28	52	79	8
Detroit	77	16	86	11	26	70	50	50	22	39	42	6
Milwaukee	43	48	45	49	40	60	Δ	Δ	Δ	Δ	Δ	Δ
Minneapolis-St. Paul	46	47	44	51	43	57	63	31	39	43	Δ	Δ
St. Louis	55	40	54	44	61	39	47	47	Δ	Δ	Δ	Δ
Far West:												
Denver	53	36	58	36	56	44	Δ	Δ	42	35	Δ	Δ
Los Angeles	44	55	37	61	31	69	67	31	Δ	Δ	83	12
Portland	79	19	92	6	52	48	Δ	Δ	51	47	Δ	Δ
San Francisco-Oakland	81	19	97	3	32	68	89	11	75	25	Δ	Δ

[1] Includes data for real estate in addition to industry divisions shown separately.
* Transportation (excluding railroads), communication, and other public utilities.
Δ Insufficient coverage to warrant separate presentation.

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TABLE 9.—Wage structure for office workers: Percent of office workers covered by formal wage plans[1] in 17 labor markets, by industry division, 1953-54

Labor market	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services
Northeast:							
Boston	78	76	93	72	56	88	62
Newark-Jersey City	80	80	95	47	48	87	Δ
New York City	63	43	82	42	58	70	43
Philadelphia	67	72	92	52	56	63	36
South:							
Atlanta	74	72	84	71	75	68	Δ
Dallas	69	81	82	Δ	54	67	Δ
Memphis	46	39	79	Δ	Δ	Δ	Δ
New Orleans	62	64	82	Δ	37	Δ	Δ
Middle West:							
Chicago	71	70	91	47	81	75	46
Detroit	76	87	83	54	26	74	27
Milwaukee	73	81	87	Δ	Δ	Δ	Δ
Minneapolis-St. Paul	63	65	82	54	60	62	Δ
St. Louis	66	72	86	59	Δ	67	Δ
Far West:							
Denver	67	64	88	Δ	68	Δ	Δ
Los Angeles	81	86	94	70	Δ	79	45
Portland	75	58	72	Δ	79	Δ	Δ
San Francisco-Oakland	80	86	90	64	77	81	Δ

[1] Most formal plans provided for a range of rates for each office job. Plans providing single job rates applied to 5 percent of the office workers in San Francisco-Oakland, 3 percent in Denver, and 2 percent or less in all other areas.

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

** Finance, insurance, and real estate.

Δ Insufficient coverage to warrant separate presentation.

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TABLE 10.—Method of wage payment for plant workers: Percent distribution of plant workers in manufacturing industries in 17 labor markets, 1953-54

Labor market	Time workers	Incentive workers	
		Piece work	Bonus
Northeast:			
Boston	65	18	17
Newark-Jersey City	68	15	18
New York City	70	22	8
Philadelphia	62	22	16
South:			
Atlanta	77	19	4
Dallas	90	7	2
Memphis	77	20	3
New Orleans	80	16	3
Middle West:			
Chicago	68	15	17
Detroit	91	4	5
Milwaukee	59	19	22
Minneapolis-St. Paul	83	9	8
St. Louis	75	14	12
Far West:			
Denver	72	20	8
Los Angeles	86	8	6
Portland	89	7	3
San Francisco-Oakland	90	6	3

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Pay Provisions for Daily and Weekly Overtime

Time worked beyond the regular hours of employment established by union agreement, by employer or industry practice, or by law, is commonly termed "overtime." Daily and weekly overtime are, respectively, time worked beyond regular, established daily and weekly work schedules. The number of hours worked before overtime is paid vary, but the great majority of the workers in industry are paid overtime rates after hours worked in excess of 8 a day or 40 a week.

As in preceding years, payment of premium rates for daily or weekly overtime was the general practice in the industries and establishments surveyed during the winter of 1953-54 in 17 labor-market areas. Upward of 93 percent of the office and 80 percent of the plant workers in these areas were in firms which provided premium pay for weekly overtime. Proportionately, more office than plant workers in most areas were covered by the weekly provisions. Provisions for weekly overtime at premium rates were much more prevalent than for daily overtime, in virtually all areas and major industry divisions studied (table 11). On an all-industry basis, however, a majority of the office workers in most areas, and of the plant workers in all areas were in firms providing premium rates for daily overtime.

Overtime work is typically compensated at premium rates but this is not the universal practice. Optional time off may be permitted at equal or extra time, or the worker may be required to take equal time off in order to spread the work. In some industries the Fair Labor Standards Act permits seasonal overtime work at straight-time rates, and in others premium pay for overtime may not be legally required as in industries not covered by the Act. Makeup time on regular days off, sometimes permitted because of sickness or death in the family, may, in some establishments, be classed as permitted overtime at regular rates or, in others, prohibited except at premium rates.

In industries or areas where work schedules of less than 8 hours a day or 40 hours a week are prevalent, a common practice is to pay premium overtime payments, generally at time and one-half, for time in excess of 8 or 40 hours. Thus, in firms with such schedules, the hours at premium pay may be preceded by a stipulated amount of "overtime" without any additional compensation or pro-rata based on the regular rate of pay. In establishments with work schedules of more than 8 or 40 hours, however, the premium rate may not begin until time has been worked in excess of scheduled hours.

Weekly Overtime

The great majority of the office and plant workers in each of the areas studied were employed in firms which provided pay at time and one-half the regular rate for work beyond 40 hours in the workweek. In many of the areas (particularly the 4 Northeastern areas), however, large numbers of office workers were employed on workweeks of less than 40 hours. In some areas proportions ranging up to a sixth of the office workers were employed in firms which provided premium pay for hours worked beyond a scheduled workweek of less than 40 hours. However, in these and other areas the great majority of the workers on shorter workweeks were employed in firms which provided either no additional pay, or pay at regular rates for work during the hours between the scheduled workweek and 40 hours.

Premium rates effective after fewer than 40 hours of work were applicable to significant proportions of office workers in the manufacturing industries in Boston, Newark-Jersey City, New York City, Philadelphia, and Chicago; of the office workers in the public utilities group in Boston, Philadelphia, Atlanta, Memphis, and New Orleans; and in retail trade firms in Boston, Newark-Jersey City, and New York City. Between a fourth and two-thirds of the office workers in Boston, Newark-Jersey City, New York City, Philadelphia, Chicago, and San Francisco-Oakland were employed in firms which had a policy of not compensating employees at more than their regular rate for overtime hours under 40 but which did provide payment of time and a half thereafter. Among the major industry divisions the high proportions of office workers employed in firms with such policies were recorded in manufacturing and public utilities groups in a half dozen of the areas, and in the finance group in most of the areas.

Variations from the usual overtime pay provisions of time and one-half after 40 hours were much more infrequent for plant than for office workers. For plant workers, variations from the customary overtime provision generally appeared within certain industry groups. Premium rates for fewer than 40 hours' work were provided more frequently in manufacturing and retail and wholesale trade than in other industry divisions, whereas premium rates applying after more than 40 hours were most frequently provided in retail trade, public utilities, and service establishments. On an all-industry basis, communitywise, the major exceptions to the customary overtime provision were applicable to 15 percent of the plant workers in New York City and

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9 percent in San Francisco-Oakland, who were paid premium rates after fewer than 40 hours' work, and 16 percent in Denver whose premium pay started after hours worked beyond 40 (i.e., 44 or 48 hours). The usual practice of time and one-half after 40 hours applied more uniformly in the Southern areas than in the other areas studied.

Portland and San Francisco-Oakland were the only areas with double time pay applicable to an appreciable proportion of the plant workers (mostly in manufacturing). Graduated scales of overtime pay were also found in scattered instances whereby the workers received time and a half for a specified number of hours of overtime and double time thereafter.

Daily Overtime

Provisions for the payment of premium rates for work beyond regular daily scheduled hours of work were considerably less prevalent than for weekly overtime. In 7 of the areas fewer than 40 percent of the office workers were employed in firms providing premium rates for daily overtime, and in the areas of highest incidence of such provisions (the 4 Far Western areas) from 70 to 80 percent were covered. Provisions were applicable to higher proportions of the plant than of the office workers in each area. Slightly more than half of the plant workers in the 4 Southern areas and three-fourths or more in the remaining areas were employed in firms with daily overtime pay provisions. Among the major industry divisions, the greatest proportionate coverage of both office and plant workers was recorded in public utilities, and, to a lesser extent, in manufacturing.

Premium overtime rates effective after fewer than 8 hours applied to 8 to 13 percent of the office workers in the 4 Northeastern areas and Atlanta and New Orleans; and to 8 to 12 percent of plant workers in San Francisco-Oakland and New York City.

Premium rates that began after more than 8 hours, and rates in excess of time and one-half were not important cross-industrywise in any area. The former policy related almost exclusively to plant workers and applied to significant proportions of the workers only in public utilities in Dallas and Memphis, and in retail trade in Newark-Jersey City and Minneapolis-St. Paul. Provisions for double time covered a seventh of the plant workers in manufacturing in Portland and San Francisco-Oakland.

Premium pay on a daily basis for hours beyond 8, following overtime at no additional pay or pay at regular rates for part of the hours under 8, was considerably less prevalent for office workers in most areas than its 40-hour weekly counterpart. This daily type of overtime payment had somewhat greater representation among plant workers than did the 40-hour provision. It occurred mainly in manufacturing, public utilities, and finance.

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TABLE 11.—Overtime premium pay practices: Percent of office and plant workers in establishments with provision for premium pay for daily and weekly overtime, in 17 labor markets, 1953-54

Labor market	Percent of office workers employed in—							Percent of plant workers employed in—					
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All workers in each area	100	100	100	100	100	100	100	100	100	100	100	100	100
Daily overtime													
Northeast:													
Boston	45	70	92	51	42	14	46	76	92	97	61	38	40
Newark-Jersey City	61	76	88	57	39	22	Δ	92	98	94	91	56	Δ
New York City	37	59	67	39	60	21	27	83	90	86	89	69	70
Philadelphia	52	61	90	46	37	35	23	85	94	90	55	58	40
South:													
Atlanta	36	56	71	26	20	13	Δ	52	65	77	39	20	Δ
Dallas	32	43	59	Δ	13	16	Δ	53	73	76	Δ	12	Δ
Memphis	29	58	73	Δ	Δ	Δ	Δ	56	82	79	Δ	Δ	Δ
New Orleans	31	42	37	Δ	39	Δ	Δ	58	70	77	Δ	24	Δ
Middle West:													
Chicago	53	63	90	56	38	34	30	79	89	89	73	42	67
Detroit	39	43	55	61	26	10	44	89	98	66	71	29	81
Milwaukee	60	75	93	Δ	Δ	Δ	Δ	89	97	93	Δ	Δ	Δ
Minneapolis-St. Paul	39	45	62	49	48	15	Δ	85	94	95	95	61	Δ
St. Louis	57	65	92	62	Δ	18	Δ	92	96	99	86	Δ	Δ
Far West:													
Denver	71	78	80	Δ	77	Δ	Δ	82	92	93	Δ	69	Δ
Los Angeles	80	86	96	89	Δ	68	56	96	97	99	94	Δ	81
Portland	79	79	88	Δ	82	Δ	Δ	95	97	100	Δ	90	Δ
San Francisco-Oakland	77	76	94	72	97	68	Δ	99	100	100	99	96	Δ
Weekly overtime													
Northeast:													
Boston	97	99	99	98	87	99	71	95	100	100	100	82	81
Newark-Jersey City	99	99	100	100	94	99	Δ	99	100	94	99	93	Δ
New York City	97	96	97	100	94	98	89	96	98	86	99	100	94
Philadelphia	97	99	99	96	99	92	89	97	99	90	98	98	77
South:													
Atlanta	97	99	99	100	88	98	Δ	88	98	96	100	70	Δ
Dallas	93	98	99	Δ	65	97	Δ	80	100	90	Δ	43	Δ
Memphis	93	99	95	Δ	Δ	Δ	Δ	82	100	100	Δ	Δ	Δ
New Orleans	94	98	99	Δ	72	Δ	Δ	82	95	92	Δ	46	Δ
Middle West:													
Chicago	98	99	100	99	96	99	85	94	99	89	100	84	64
Detroit	98	99	99	98	81	99	93	97	99	96	100	80	95
Milwaukee	97	100	95	Δ	Δ	Δ	Δ	95	100	93	Δ	Δ	Δ
Minneapolis-St. Paul	99	100	99	99	95	100	Δ	99	100	96	100	98	Δ
St. Louis	96	99	98	100	Δ	99	Δ	95	100	82	100	Δ	Δ
Far West:													
Denver	96	100	97	Δ	84	Δ	Δ	91	100	84	Δ	81	Δ
Los Angeles	97	99	99	99	-	98	76	98	99	95	100	Δ	95
Portland	98	99	98	Δ	98	Δ	Δ	99	100	100	Δ	100	Δ
San Francisco-Oakland	96	98	98	98	98	95	Δ	100	100	100	100	100	Δ

* Transportation (excluding railroads), communication, and other public utilities.
** Finance, insurance, and real estate.
Δ Insufficient data to warrant presentation.

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Paid Holidays

The practice of compensating employees at regular pay for holidays not worked covered nearly all office personnel and the vast majority of all plant workers in the 17 surveyed areas (table 12). More than four-fifths of the plant workers in each area except New Orleans were employed in establishments providing holiday pay and in the majority of these areas the proportions exceeded nine-tenths.

Six paid holidays were the most prevalent practice for both plant and office workers in most of the surveyed areas.[14] In the Newark-Jersey City and San Francisco-Oakland areas the most prevalent practice was 7 days, and in Memphis, 5 days. In Boston and New York City, plant workers most generally received from 6 to 8 paid holidays but a majority of office workers received 11 or more days. The greater number of paid holidays received by office workers in these two areas is attributable in part to the relative greater prevalence of finance and insurance companies, which commonly grant a large number of paid holidays. Moreover, most of the other major industry divisions in these areas granted 11 or more holidays to substantial proportions of office workers.

[14] Only full-day holidays provided annually were counted.

The Northeastern areas had the highest proportions of workers in establishments providing paid holidays. Establishments in these areas also provided the greatest number of holidays with large proportions of both office and plant workers receiving eight or more paid holidays. Proportions of workers receiving holiday pay in Midwestern areas were almost as high but generally seven or less holidays were provided. The Far Western areas had lower proportions of workers receiving paid holidays than the Midwestern areas but had more workers receiving eight or more holidays. The Southern areas, on the whole, had the lowest proportions of plant workers receiving holiday pay and were the only areas having large proportions of workers receiving less than six paid holidays.

In most areas, manufacturing establishments had a higher proportion of workers receiving paid holidays than did nonmanufacturing establishments. In a majority of the areas, however, one or more of the individual industry groups within nonmanufacturing had higher proportions of workers receiving paid holidays than were reported in manufacturing. Moreover, the number of paid holidays tended to be greatest in some of the nonmanufacturing groups, particularly in finance.

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TABLE 12.—Paid holidays: Percent of office and plant workers employed in establishments providing paid holidays, by number of holidays provided[1], all industries and manufacturing industries, 17 labor markets, 1953-54

Labor market	Office workers receiving—										Plant workers receiving—									
	Total	Number of holidays									Total	Number of holidays								
		Under 5	5	6	7	8	9	10	11	Over 11		Under 5	5	6	7	8	9	10	11	Over 11
All industries																				
Northeast:																				
Boston	100	2	1	2	8	3	7	20	56	1	96	7	4	16	24	11	7	18	8	(2)
Newark-Jersey City	100	(2)	-	9	32	13	10	2	3	31	98	2	-	22	42	18	7	3	3	2
New York City	100	(2)	(2)	3	14	10	10	12	44	7	94	5	-	22	27	14	7	4	16	(2)
Philadelphia	100	(2)	-	24	26	18	3	5	2	21	98	4	-	45	33	12	1	2	-	(2)
South:																				
Atlanta	100	2	40	43	6	6	1	1	-	-	82	9	31	39	4	1	-	-	-	-
Dallas	100	10	32	34	10	4	-	1	-	9	85	22	21	35	7	1	-	-	-	-
Memphis	99	5	46	24	10	2	-	(2)	12	-	84	12	34	32	3	3	-	-	-	-
New Orleans	99	1	1	56	12	17	2	1	-	10	72	10	3	44	7	8	1	-	-	-
Middle West:																				
Chicago	100	(2)	-	64	16	7	3	1	9	-	96	6	-	75	8	5	2	-	(2)	-
Detroit	100	(2)	-	86	6	1	4	3	-	(2)	83	(2)	(2)	81	2	(2)	(2)	-	-	-
Milwaukee	100	(2)	-	73	18	9	1	-	(2)	-	93	3	-	82	6	2	-	(2)	-	-
Minneapolis-St. Paul	100	-	(2)	78	13	6	2	(2)	1	(2)	97	2	(2)	81	8	5	(2)	-	-	-
St. Louis	100	-	2	44	29	24	-	1	-	1	96	-	4	53	30	10	-	-	-	-
Far West:																				
Denver	100	(2)	-	54	30	14	1	1	-	-	88	2	-	70	8	9	-	-	-	-
Los Angeles	100	1	(2)	66	12	15	1	2	4	-	92	1	1	65	16	10	(2)	-	-	-
Portland	100	-	-	55	30	11	-	4	-	-	84	2	1	57	23	2	-	-	-	-
San Francisco-Oakland	100	(2)	(2)	16	42	19	3	4	14	2	94	2	2	17	51	21	(2)	-	-	-
Manufacturing																				
Northeast:																				
Boston	100	-	-	5	17	9	11	25	32	1	100	1	3	21	33	18	9	10	5	1
Newark-Jersey City	100	(2)	-	15	49	26	6	1	1	3	99	1	-	25	41	23	6	3	1	(2)
New York City	100	-	(2)	3	20	29	17	20	10	1	97	7	-	24	19	24	12	6	4	-
Philadelphia	100	(2)	-	30	42	25	1	3	-	(2)	99	3	-	42	39	14	-	1	-	-
South:																				
Atlanta	100	1	24	73	1	1	-	-	-	-	80	7	18	51	3	1	-	-	-	-
Dallas	100	6	14	68	11	-	-	-	-	-	92	12	18	59	3	-	-	-	-	-
Memphis	98	3	33	43	14	5	-	-	-	-	90	6	26	49	4	4	-	-	-	-
New Orleans	97	-	2	57	11	22	2	2	-	-	69	13	4	37	9	7	-	-	-	-
Middle West:																				
Chicago	100	(2)	-	78	13	8	(2)	-	-	-	98	3	-	81	6	8	-	-	(2)	-
Detroit	100	-	-	100	-	-	-	-	-	-	82	-	-	82	-	-	-	-	-	-
Milwaukee	100	-	-	77	21	2	-	-	-	-	97	3	-	85	7	3	-	-	-	-
Minneapolis-St. Paul	100	-	-	87	7	5	1	-	-	-	97	-	-	84	4	8	1	-	-	-
St. Louis	100	-	3	53	33	11	-	-	-	-	99	-	3	56	31	10	-	-	-	-
Far West:																				
Denver	100	-	-	90	3	7	-	-	-	-	93	-	-	78	5	10	-	-	-	-
Los Angeles	100	1	(2)	86	11	2	-	-	-	-	97	(2)	1	77	13	5	-	-	-	-
Portland	100	-	-	75	21	4	-	-	-	-	83	1	-	56	25	1	-	-	-	-
San Francisco-Oakland	100	-	-	24	58	16	1	1	-	-	95	-	-	24	57	14	-	-	-	-

[1] Estimates include only full-day holidays provided annually.
[2] Less than 0.5 percent.

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Paid Vacations

The vast majority of the workers in the industries and labor markets studied were employed in establishments that had formal provisions for paid vacations (table 13). The comparatively small numbers of workers not covered by formal plans were employed for the most part in nonoffice jobs in small establishments in the Southern areas studied. Some of the establishments that did not have formal arrangements reported informal plans whereby time off with pay was granted at the discretion of the employer or supervisor.

Formal vacation plans generally specified service requirements for vacation eligibility and provided benefits graduated according to length of service. Methods of computing vacation pay also varied. Vacation pay for nearly all office workers and three-fourths or more of the plant workers in each area was calculated on a time payment basis—most commonly in terms of 1 or more weeks' pay. For as many as a fourth of the plant workers in Philadelphia, and smaller proportions in all other areas, vacation pay was based upon a specified percentage of annual earnings. In some areas, small proportions of workers (primarily in the garment industries) received vacation pay in the form of flat sum payments that were not related directly to the worker's pay rate or annual earnings.

Office workers typically became eligible for 2 weeks' vacation with pay upon completing minimum service requirements. The largest proportions receiving 2 or more weeks' vacation after 1 year of service were in the Northeast areas, Detroit, and the San Francisco-Oakland area. Relatively few office workers received more than 2 weeks' vacation after 1 year of service except in Boston (8 percent). After 5 years' service virtually all office workers received at least 2 weeks, and sizable proportions (ranging up to 30 percent in Boston) were eligible for longer vacations.[15] After 15 years' service the majority of all office workers except those in the Southern areas were eligible for 3 or more weeks' vacation pay. Upon completion of 25 years' service the majority were eligible for vacation pay of 3 or more weeks in all areas except New Orleans and Dallas (38 and 48 percent, respectively).

The great majority of plant workers received 1 week's vacation pay or its equivalent after 1 year's service.[16] After 5 years' service the proportions of plant workers receiving 2 or more weeks' pay was almost as high as for office workers in all areas studied except those in the South.

The proportions receiving more than 2 weeks' vacation after 5 years' service was about the same for plant and office workers in most of the 17 surveyed areas. In 6 of the areas, however, the proportion of office workers eligible for longer vacations was still considerably greater than for plant workers. In a few areas a slightly higher proportion of plant workers were eligible for longer vacations after 5 years of service.

After 15 years of service a majority of the plant workers in all but 6 areas (4 Southern areas, Denver, and Portland) were eligible for 3 or more weeks' vacation pay. The proportions of plant workers receiving vacations of 3 or more weeks increased after 25 years of service but were still less than a majority in the same 6 areas. The proportion of plant workers eligible for vacations of more than 3 weeks after 15 years did not exceed 3 percent except in Boston (8 percent). After 25 years, however, the proportion of plant workers receiving more than 3 weeks' vacation rose to 10 percent or more in 6 of the 17 areas.

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[15] Vacation provisions 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. Because of eligibility requirements, the proportion actually receiving the specific benefits is necessarily smaller.

[16] For this analysis, 2 percent of annual earnings was considered the equivalent of 1 week's pay; 4 percent, 2 weeks; 6 percent, 3 weeks.

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TABLE 13.—Paid vacations: Percent of office and plant workers in establishments having paid vacations, by selected years of service requirements, in 17 labor markets, 1953-54

Labor market	Office workers				Plant workers				Office workers				Plant workers			
	Total	1 week	2 weeks	More than 2 weeks	Total	1 week	2 weeks	More than 2 weeks	Total	2 weeks	3 weeks	More than 3 weeks	Total	2 weeks	3 weeks	More than 3 weeks
	After 1 year of service								After 15 years of service							
Northeast:																
Boston	100	5	87	8	100	53	40	1	100	19	74	4	100	31	55	8
Newark-Jersey City	100	6	92	1	100	68	24	3	100	21	74	4	100	24	70	1
New York City	100	7	93	(1)	100	48	37	6	100	18	75	6	100	39	48	2
Philadelphia	100	19	79	-	100	77	19	-	100	29	70	(1)	100	34	58	(1)
South:																
Atlanta	100	25	75	(1)	93	61	33	(1)	100	53	46	(1)	93	53	27	(1)
Dallas	100	36	64	-	93	77	16	-	100	56	41	-	94	60	23	-
Memphis	100	37	61	1	94	80	13	-	100	54	37	2	97	46	31	1
New Orleans	99	24	74	(1)	89	56	30	2	99	62	32	-	91	50	22	-
Middle West:																
Chicago	100	21	78	1	100	79	14	4	100	24	70	3	100	24	72	(1)
Detroit	100	12	88	(1)	99	84	8	2	100	15	83	1	100	14	81	1
Milwaukee	100	49	51	-	99	85	9	-	100	19	80	(1)	99	17	77	2
Minneapolis-St. Paul	100	31	67	-	100	77	16	1	100	22	76	2	100	35	61	(1)
St. Louis	100	30	69	1	100	85	12	2	100	33	63	3	100	32	65	1
Far West:																
Denver	100	41	57	3	99	82	15	(1)	100	42	54	2	99	50	44	-
Los Angeles	100	23	72	4	99	60	32	4	100	39	54	4	99	42	48	3
Portland	100	44	53	2	100	88	8	3	100	42	55	1	100	57	39	-
San Francisco-Oakland	100	18	82	(1)	100	63	27	2	100	39	59	(1)	100	45	51	(1)
	After 5 years of service								After 25 years of service							
Northeast:																
Boston	100	1	69	30	100	2	79	17	100	13	63	24	100	27	55	13
Newark-Jersey City	100	(1)	89	9	100	1	83	12	100	15	56	28	100	19	58	17
New York City	100	(1)	78	22	100	2	77	16	100	15	47	37	100	37	42	11
Philadelphia	100	(1)	91	9	100	2	92	3	100	18	61	19	100	29	53	10
South:																
Atlanta	100	2	94	5	93	14	73	5	100	41	42	15	93	47	27	6
Dallas	100	4	94	2	94	22	67	2	100	50	34	14	94	55	23	5
Memphis	100	4	94	2	97	18	75	3	100	46	36	14	97	40	34	4
New Orleans	99	5	92	2	91	14	72	4	99	55	30	8	91	44	26	3
Middle West:																
Chicago	100	-	93	7	100	(1)	88	8	100	19	56	25	100	22	60	16
Detroit	100	1	92	7	100	(1)	90	9	100	15	76	9	100	14	79	4
Milwaukee	100	-	98	2	99	1	89	7	100	16	76	8	99	15	68	13
Minneapolis-St. Paul	100	1	91	8	100	1	86	10	100	21	58	21	100	32	59	7
St. Louis	100	(1)	93	7	100	1	96	2	100	31	61	8	100	30	61	7
Far West:																
Denver	100	1	89	9	99	5	90	4	100	39	46	13	99	48	40	6
Los Angeles	100	(1)	89	10	99	3	84	10	100	27	56	16	99	40	45	8
Portland	100	(1)	96	4	100	1	95	3	100	36	49	15	100	54	38	5
San Francisco-Oakland	100	-	90	10	100	-	94	6	100	24	61	14	100	44	44	8

[1] Less than 0.5 percent.

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APPENDIX: OCCUPATIONAL WAGES IN 17 LABOR MARKETS, 1953-54

The following tables present average hourly earnings in 17 labor-market areas for selected occupations common to a variety of manufacturing and nonmanufacturing industries. Data are presented for the following types of occupations: (1) Office, professional, and technical; and (2) maintenance, powerplant, custodial, and material movement. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job; these job descriptions are available upon request and are also a part of the bulletin described below.

Data for these tables were obtained together with additional information from the Bureau's studies of occupational earnings and related wage practices conducted in 17 labor markets during late 1953 and early 1954. Detailed information for the 17 areas is available in a 3-part bulletin. This bulletin contains the following information by area: Wage rates (areawide and by industry group, with complete wage distributions for each occupational category); wage plans (formal rate structures, labor-grade plans, and incentive plans); wage adjustment provisions (cost-of-living and annual improvement); labor-management agreement coverage; work schedules; shift differentials; overtime pay provisions; paid holidays; paid vacation plans; health, insurance, and pension plans.

In order to assist you in obtaining this bulletin an order form is enclosed for your convenience. See last page of this bulletin.

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APPENDIX TABLE 1.—Office occupations (all industries)

(Average weekly salaries[1] for selected occupations in 6 broad industry divisions,[2] in 17 labor markets, September 1953 - April 1954)

Sex, occupation, and grade	Northeast				South				Middle West					Far West			
	Boston	Newark-Jersey City	New York City	Philadelphia	Atlanta	Dallas	Memphis	New Orleans	Chicago	Detroit	Milwaukee	Minneapolis-St. Paul	St. Louis	Denver	Los Angeles	Portland	San Francisco-Oakland
	March 1954	December 1953	February 1954	October 1953	March 1954	September 1953	January 1954	November 1953	March 1954	October 1953	April 1954	November 1953	January 1954	December 1953	March 1954	September 1953	January 1954
Office Clerical																	
Men																	
Clerks:	$	$	$	$	$	$	$	$	$	$	$	$	$	$	$	$	$
Accounting, class A	66.00	77.50	74.00	75.00	77.00	79.00	75.50	73.00	81.00	89.00	81.50	73.50	79.00	74.50	81.00	77.50	80.00
Accounting, class B	58.00	Δ	58.50	60.50	59.50	63.00	59.50	53.50	65.50	72.00	65.00	56.50	62.50	57.00	68.00	66.50	67.00
Order	68.00	75.50	70.50	68.00	67.00	59.50	64.50	60.00	77.50	84.00	72.50	70.00	68.50	65.00	79.00	74.50	80.00
Payroll	72.00	73.50	70.00	68.50	71.50	69.00	66.50	67.00	73.00	84.00	66.50	Δ	73.00	67.00	78.50	68.50	75.50
Office boys	40.00	42.50	42.00	39.00	40.50	39.00	40.50	35.50	48.50	46.00	43.50	41.50	43.00	43.00	51.00	44.00	47.50
Tabulating-machine operators	60.50	62.50	66.50	65.00	64.00	63.00	68.00	68.00	72.00	77.00	75.00	67.50	71.50	67.50	76.50	72.00	74.50
Women																	
Billers, machine:																	
Billing machine	48.00	54.00	57.50	50.50	52.50	46.50	46.50	46.00	58.00	57.50	50.50	47.50	54.00	49.00	59.00	52.50	58.50
Bookkeeping machine	47.00	53.00	59.00	49.00	47.50	47.50	42.00	42.50	54.00	56.50	56.50	51.00	Δ	51.50	63.00	50.00	59.00
Bookkeeping-machine operators:																	
Class A	55.50	60.00	64.50	62.00	58.00	55.00	59.50	52.50	67.50	68.50	61.50	57.50	61.50	58.50	69.00	64.50	67.00
Class B	49.00	51.50	53.50	47.00	49.00	46.00	46.00	44.00	57.00	55.00	52.50	47.50	48.50	48.00	53.50	52.00	55.00
Clerks:																	
Accounting, class A	59.50	64.00	66.00	57.00	64.00	59.00	57.50	60.00	70.00	71.50	64.50	61.50	63.00	60.00	71.00	68.50	68.50
Accounting, class B	47.50	53.00	53.50	50.00	50.00	49.00	47.00	46.00	56.00	56.00	53.00	48.00	50.50	51.00	58.50	56.50	58.50
File, class A	50.50	53.50	57.50	50.50	53.50	48.50	49.00	45.50	57.50	59.50	55.00	50.50	54.00	50.00	62.00	56.50	60.00
File, class B	39.50	44.50	45.00	39.50	41.00	38.00	37.50	39.50	47.00	46.50	45.00	41.00	42.00	43.00	47.50	44.50	46.00
Order	49.50	56.00	56.00	47.00	48.50	47.00	47.50	44.50	58.00	58.00	51.00	49.50	50.00	48.00	62.00	55.00	63.50
Payroll	54.00	59.00	61.50	53.50	55.50	54.00	51.50	49.00	63.00	65.50	56.00	55.50	54.00	54.00	65.00	59.00	66.00
Comptometer operators	49.00	57.50	58.50	51.00	52.00	52.00	48.00	49.50	61.00	63.00	52.50	52.00	54.50	50.50	64.00	55.00	61.00
Duplicating-machine operators (mimeograph or ditto)	45.00	49.00	51.00	44.00	45.00	48.50	Δ	Δ	54.00	54.00	50.50	46.00	48.50	47.50	54.50	50.50	56.50
Key-punch operators	47.50	53.50	53.50	49.50	48.50	48.50	48.00	47.50	58.00	60.00	52.50	47.50	52.00	53.00	63.50	54.50	59.00
Office girls	40.00	41.00	42.00	38.00	41.00	39.00	38.50	35.50	47.00	46.50	42.50	39.50	44.00	40.50	48.00	39.50	48.00
Secretaries	61.00	69.50	71.50	65.50	64.00	64.00	58.50	60.50	72.50	75.50	71.00	63.00	67.00	65.00	73.00	66.50	72.00
Stenographers, general	52.50	57.00	57.00	53.00	55.00	55.00	51.00	49.50	62.00	64.50	55.00	52.50	54.00	55.00	62.50	56.00	63.00
Switchboard operators	48.50	55.00	56.50	50.00	44.50	45.00	38.50	41.00	57.00	58.00	51.00	51.00	51.00	47.00	59.50	50.00	58.50
Switchboard operator-receptionists	49.00	54.00	56.00	48.00	48.50	48.00	45.50	45.00	57.50	58.00	52.00	49.00	50.00	51.00	59.50	53.00	58.50
Tabulating-machine operators	53.50	57.50	60.50	57.50	54.50	59.00	Δ	Δ	63.50	64.50	62.50	54.50	65.00	61.50	72.00	56.00	68.50
Transcribing-machine operators, general	49.00	54.00	56.00	49.00	50.00	48.00	43.00	47.00	58.00	57.50	52.00	49.50	50.00	53.00	57.50	51.50	59.00
Typists, class A	50.50	55.50	55.50	50.50	51.00	50.00	47.00	48.50	60.00	60.50	55.50	51.50	54.00	52.50	58.00	54.00	57.50
Typists, class B	43.50	47.50	49.00	43.50	43.00	42.50	41.00	40.00	51.50	51.00	46.00	45.50	46.00	46.50	49.50	46.00	51.00
Professional and Technical																	
Men																	
Draftsmen, leader	116.00	113.50	138.00	115.50	113.00	100.50	Δ	Δ	130.00	145.50	Δ	Δ	Δ	126.50	124.00	Δ	102.00
Draftsmen, senior	87.00	95.00	103.50	94.50	86.50	78.00	83.50	84.50	99.00	116.50	90.50	83.00	91.00	97.50	92.00	88.50	85.50
Draftsmen, junior	66.50	69.50	73.00	66.50	64.50	58.00	62.50	59.00	73.00	85.50	72.50	67.50	71.50	70.50	77.00	71.00	70.50
Tracers	Δ	54.50	60.00	49.50	Δ	Δ	Δ	Δ	61.00	65.00	Δ	59.50	Δ	Δ	Δ	Δ	Δ
Women																	
Nurses, industrial (registered)	66.00	70.50	74.00	67.50	69.00	65.50	63.50	65.00	72.00	75.50	67.00	69.50	66.50	67.50	78.50	65.50	72.00

[1] Earnings relate to standard salaries that are paid for standard work schedules.
[2] Manufacturing; transportation (excluding railroads), communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services.
Δ Insufficient data to warrant presentation.

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APPENDIX TABLE 2.—Plant occupations (all industries)

(Average hourly earnings[1] for selected occupations in 6 broad industry divisions[2] in 17 labor markets, September 1953 - April 1954)

Occupation[3]	Northeast				South				Middle West					Far West			
	Boston	Newark-Jersey City	New York City	Philadelphia	Atlanta	Dallas	Memphis	New Orleans	Chicago	Detroit	Milwaukee	Minneapolis-St. Paul	St. Louis	Denver	Los Angeles	Portland	San Francisco-Oakland
	March 1954	December 1953	February 1954	October 1953	March 1954	September 1953	January 1954	November 1953	March 1954	October 1953	April 1954	November 1953	January 1954	December 1953	March 1954	September 1953	January 1954
Maintenance and Powerplant	$	$	$	$	$	$	$	$	$	$	$	$	$	$	$	$	$
Carpenter	2.05	2.22	2.07	2.20	1.89	1.92	1.76	1.79	2.43	2.33	2.18	2.29	2.21	2.05	2.21	2.28	2.40
Electricians	2.07	2.33	2.15	2.16	2.18	2.04	2.02	2.00	2.42	2.40	2.30	2.33	2.30	2.05	2.37	2.29	2.34
Engineers, stationary	2.02	2.34	2.21	1.91	1.71	1.67	1.88	1.74	2.44	2.39	2.22	2.08	2.31	1.98	2.28	2.15	2.20
Firemen, stationary boiler	1.68	1.85	1.78	1.64	1.35	Δ	1.14	1.17	1.94	2.00	1.89	1.82	2.02	1.63	1.88	1.95	2.00
Helpers, trades	1.66	1.82	1.69	1.77	1.46	1.44	1.18	1.44	1.80	1.94	1.73	1.79	1.92	1.64	1.81	1.85	1.92
Machine-tool operators, toolroom	2.00	2.29	2.19	2.09	Δ	Δ	1.91	Δ	2.31	2.44	2.18	2.09	2.13	Δ	2.29	2.21	2.28
Machinists	2.05	2.21	2.23	2.21	2.05	1.94	2.06	2.00	2.38	2.40	2.41	2.25	2.32	2.02	2.36	2.28	2.35
Mechanics	1.97	2.16	2.15	2.08	1.90	1.82	1.84	1.94	2.18	2.40	2.16	2.05	2.07	1.95	2.16	2.13	2.24
Mechanics, automotive	1.92	2.06	2.09	1.93	1.65	1.75	1.61	1.73	2.26	2.18	2.15	1.92	2.00	1.95	2.20	2.17	2.41
Millwrights	1.96	2.12	2.09	2.07	Δ	Δ	1.96	1.95	2.21	2.34	2.20	2.25	2.23	2.10	2.29	2.20	2.23
Oilers	1.65	1.80	1.76	1.61	1.27	1.54	1.56	1.40	1.81	1.95	1.93	1.79	1.98	1.66	1.79	1.82	1.90
Painters	1.77	2.06	1.88	1.99	1.92	1.86	1.76	1.68	2.48	2.22	2.22	2.34	2.25	1.97	2.17	2.23	2.31
Pipefitters	2.05	2.35	2.18	2.22	2.16	Δ	2.09	1.89	2.31	2.34	2.24	2.51	2.31	2.05	2.27	2.21	2.36
Plumbers	1.91	2.08	1.90	1.94	Δ	1.97	Δ	Δ	2.62	Δ	Δ	Δ	Δ	Δ	2.34	Δ	Δ
Sheet-metal workers	2.04	2.29	2.15	2.06	2.29	Δ	Δ	1.90	2.28	2.35	2.28	Δ	2.29	Δ	2.23	2.21	2.29
Tool and die makers	2.23	2.32	2.41	2.33	Δ	2.18	2.16	Δ	2.60	2.55	2.45	2.37	2.47	2.20	2.45	2.33	2.57
Custodial, Warehousing, and Shipping																	
Guards	1.53	1.68	1.56	1.60	1.73	1.55	1.50	1.02	1.71	1.86	1.69	1.72	1.69	1.53	1.82	1.70	1.66
Janitors, porters, and cleaners (men)	1.29	1.48	1.35	1.32	1.04	1.04	.97	.90	1.53	1.63	1.49	1.34	1.34	1.20	1.47	1.45	1.61
Janitors, porters, and cleaners (women)	1.13	1.16	1.20	1.05	.73	.79	.70	.61	1.29	1.21	1.19	1.18	1.05	1.13	1.25	1.22	1.49
Laborers, material handling	1.49	1.72	1.62	1.47	1.13	1.18	1.10	1.06	1.62	1.81	1.74	1.64	1.60	1.47	1.76	1.73	1.86
Order fillers	1.47	1.78	1.62	1.52	1.23	1.22	1.16	1.24	1.69	1.83	1.80	1.59	1.65	1.49	1.83	1.72	1.88
Packers, shipping (men)	1.40	1.60	1.42	1.47	1.20	1.22	1.14	1.21	1.59	1.81	1.75	1.63	1.52	1.42	1.74	1.66	1.80
Packers, shipping (women)	1.19	1.38	1.25	Δ	1.03	1.06	Δ	.86	1.41	1.57	1.34	1.28	1.22	1.16	1.55	Δ	1.43
Receiving clerks	1.52	1.72	1.62	1.60	1.33	1.45	1.41	1.46	1.84	1.87	1.83	1.75	1.78	1.52	1.84	1.83	1.94
Shipping clerks	1.58	1.82	1.71	1.72	1.46	1.51	1.44	1.35	1.91	2.03	1.88	1.79	1.82	1.59	1.90	1.83	2.02
Shipping and receiving clerks	1.56	1.82	1.71	1.65	1.51	1.48	1.48	1.32	1.87	1.89	1.83	1.71	1.71	1.61	1.93	1.82	2.03
Truckdrivers:																	
Light (under 1½ tons)	1.51	Δ	2.00	1.72	1.12	1.25	.92	1.16	2.15	1.87	1.90	1.80	1.79	1.46	1.87	1.79	2.08
Medium (1½ to and including 4 tons)	1.63	2.43	1.98	1.83	1.23	1.37	1.23	1.17	2.01	2.01	1.91	1.83	1.87	1.64	1.95	1.90	2.15
Heavy (over 4 tons, trailer type)	1.92	2.23	2.12	1.89	1.39	1.46	1.42	1.27	2.14	2.05	2.12	1.84	1.96	1.67	2.05	2.03	2.28
Heavy (over 4 tons, other than trailer type)	1.78	2.05	2.41	1.83	Δ	Δ	Δ	1.27	2.14	2.01	2.09	1.84	Δ	1.69	2.06	1.95	2.19
Truckers, power (forklift)	1.68	1.80	2.01	1.64	1.33	1.42	1.35	1.41	1.83	1.88	1.87	1.75	1.74	1.60	1.92	1.84	2.04
Truckers, power (other than forklift)	1.73	1.74	Δ	1.65	Δ	1.50	1.34	1.42	1.79	1.94	1.74	1.63	1.76	Δ	1.86	2.01	1.90
Watchmen	1.32	1.38	1.38	1.31	1.01	1.01	.90	.92	1.23	1.45	1.32	1.48	1.34	1.23	1.49	1.54	1.64

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Manufacturing; transportation (excluding railroads), communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services.
[3] Data limited to men workers except where otherwise indicated.
Δ Insufficient data to warrant presentation.

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