Wages and Related Benefits

17 LABOR MARKETS

1955-56

- Occupational Earnings
- Earnings Trends
- Intercity Comparisons
- Occupational Wage Relationships
- Supplementary Practices

Bulletin No. 1188

UNITED STATES DEPARTMENT OF LABOR
James P. Mitchell, Secretary

BUREAU OF LABOR STATISTICS
Ewan Clague, Commissioner

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84th Congress, 2d Session

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Preface

The Community Wage Survey Program

The Bureau of Labor Statistics regularly conducts areawide wage surveys in a number of important industrial centers. The studies, made from late fall to early spring, provide data on occupational earnings and related supplementary benefits. A preliminary report is available on completion of the study in each area, usually in the month following the payroll period studied. The preliminary report is supplied free of charge. This is followed within a month by an area (for sale) summary bulletin that provides additional data not included in the earlier report. These include:

> For each occupation—areawide and industry-group average earnings and employment, and distributions of workers by earnings intervals.
>
> For each related ("fringe") benefit and supplementary wage practice—selective distributions of frequency of the practice and service requirements (where pertinent) by areawide and industry-group proportions of office and plant workers to whom applicable.
>
> A scope table—showing the number of establishments in scope, the number studied, and corresponding office and plant worker employment, in the area and industry groups, as defined.

This consolidated analytical bulletin summarizes the results for the surveys made during late 1955 and early 1956. A list of the for sale bulletins for the areas surveyed appears on the last page.

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Wages and Related Benefits, 17 Labor Markets, 1955-56[1]

Introduction

The U. S. Department of Labor's Bureau of Labor Statistics conducted surveys of occupational earnings and related practices in 17 important labor market areas during late 1955 and early 1956.[2] These studies are designed to meet a variety of governmental and nongovernmental needs for information on occupational earnings, establishment practices, and related wage provisions. Occupations common to a variety of manufacturing and nonmanufacturing industries are studied on a communitywide basis in selected areas. The area surveys provide earnings data for the following types of occupations: (a) Office clerical; (b) professional and technical; (c) maintenance and powerplant; and (d) custodial and material movement. Data are also collected and summarized on shift operations and differentials, weekly work schedules, and supplementary wage benefits such as paid vacations and paid holidays. These data, presented in detail in the individual area bulletins, are summarized and analyzed in the present bulletin.[3]

Each of the detailed area bulletins presents areawide information combining data for six major industry groupings. Separate data for the industry groups are provided where feasible, depending largely on the relative size and importance of the industry group within a given area. Thus, the sampling techniques permitted computation of separate data for manufacturing and public utilities in each of the 17 areas; retail trade in 13; finance in 11; wholesale trade in 10; and services in 5.

The establishments within the scope of the surveys in the 17 areas provided employment to an estimated 7.0 million workers, of whom 5.8 million were plant and office workers, as defined on page 83.

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

Industrial Composition of the 17 Areas

The 17 areas covered by this report had a combined population of almost 37 million in 1950—almost a fourth of the Nation's total. Sixteen States are represented, permitting some examination of interregional as well as intraregional variations in pay levels and associated practices.

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

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

Similar employment variations are evident among the subgroup components of the broad industry divisions. Thus, marked differences among the areas are shown in relative employment in the

---

[1] Prepared in the Bureau's Division of Wages and Industrial Relations. Area studies were supervised by the Bureau's Regional Wage Analysts.

[2] The studies in 6 of the areas were made subsequent to the change in the Federal Wage and Hour Law which increased the minimum wage requirement from 75 cents to $1 an hour, effective March 1, 1956.

Since 1948, the Bureau has conducted 1 or more areawide surveys in 51 labor markets. The earliest surveys covered office workers only. Surveys covering both office and plant workers were conducted in 40 areas in late 1951-early 1952; in 20 areas in 1952-53; and in 17 areas in each of the last 3 years. (Although similar techniques were used in preparing a February 1956 study in an 18th area—Lawrence, Mass.—the data are not included in this bulletin.) Some areas are studied annually and others biennially. A listing of area reports issued previously, including items covered, is available in Directory of Community Wage Surveys; copies are available upon request from the Bureau of Labor Statistics, Washington 25, D. C., or any of its 5 regional offices.

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

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various manufacturing industry groups (chart 2). Metals and metalworking firms employ the largest segment of the manufacturing labor force in most areas—from 50 to 85 percent in Chicago, Detroit, Los Angeles-Long Beach, and Milwaukee. In seven areas in which the metals industries employed fewer than a third of the manufacturing workers, equal or larger proportions were employed in other industries or groups of industries—apparel industries in New York City; textiles and apparel in Atlanta; food, rubber, and printing industries in Denver; food products and apparel in New Orleans; lumber, furniture, and paper in Portland and Memphis; and textiles in Providence.

Comparability of Area Data

Areawide (all industry) estimates of wage levels and related practices are affected to some extent by the industrial composition of an area. Differences in estimates must, therefore, be viewed in terms of interarea differences in the proportion of employment accounted for both by the respective broad industry divisions and their subgroups. In a few areas, additional limitations on area-to-area comparisons arise from incomplete coverage of certain industries; these are indicated in the footnotes to the table on page 85.

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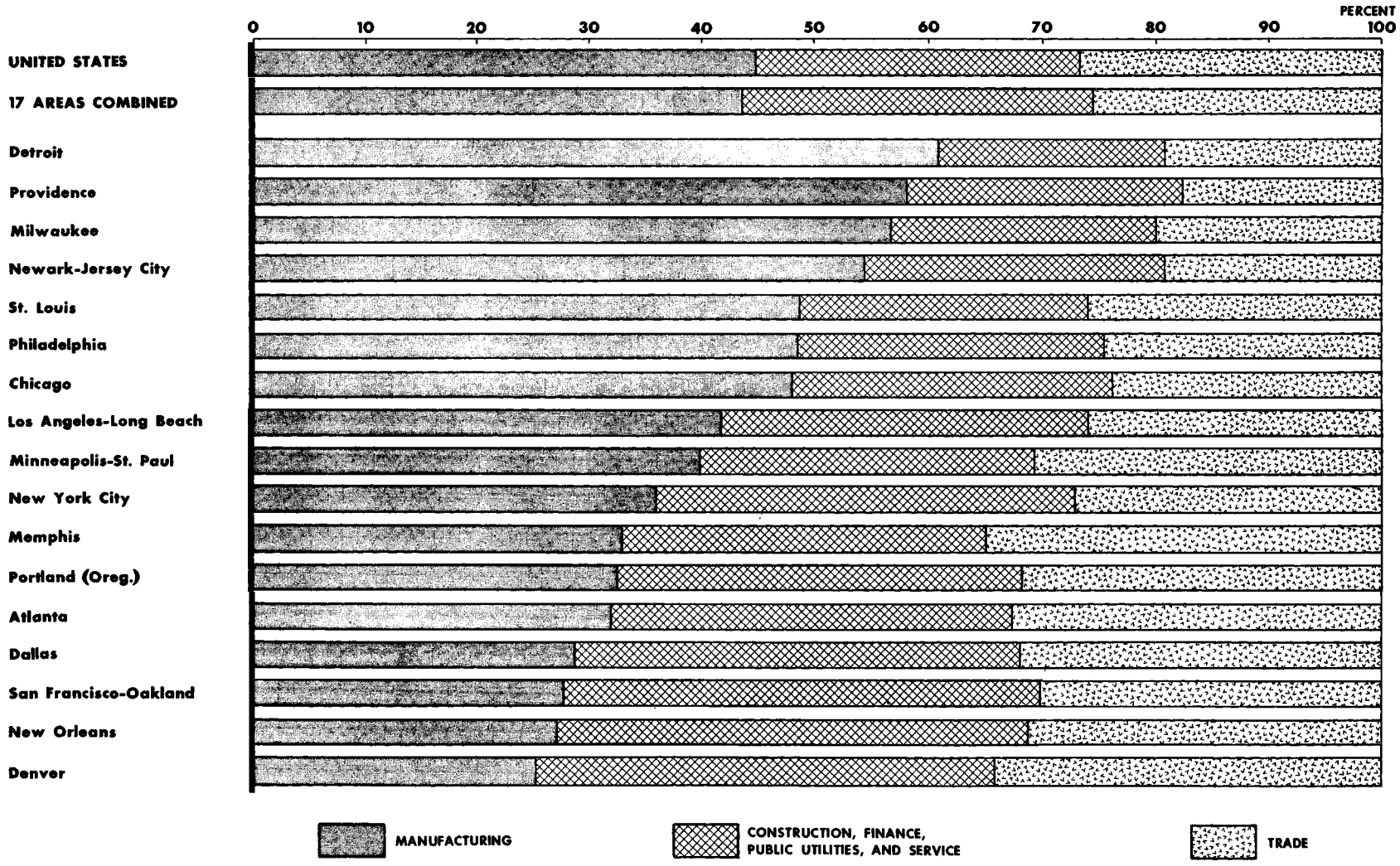
Chart 1: RELATIVE EMPLOYMENT IN SELECTED INDUSTRY DIVISIONS
17 Labor Markets



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

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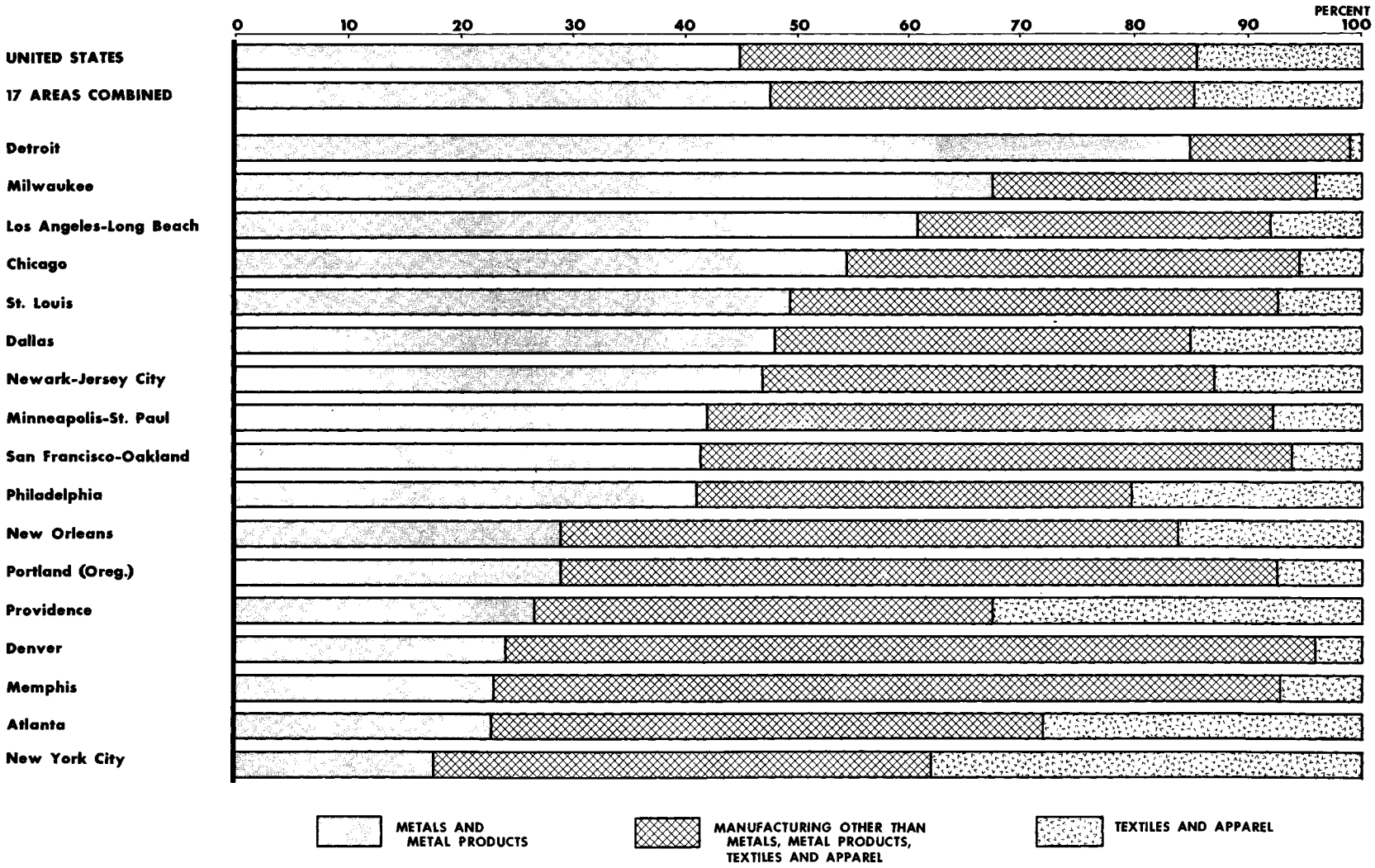
Chart 2: RELATIVE EMPLOYMENT IN SELECTED MANUFACTURING INDUSTRY GROUPS
17 Labor Markets



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

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Summary

Average weekly and hourly wages in 17 major labor markets in late 1955 and early 1956 were generally higher than those recorded for comparable jobs a year earlier. Supplementary benefits were also applicable to increased proportions of the workers in the industries and areas studied.

Wage levels as measured by Bureau indexes increased more during 1955 than in 1954, but somewhat less than in 1953. During 1955, wage levels of women office workers increased 4.7 percent, industrial nurses 4.8 percent, skilled maintenance workers 5.2 percent, and unskilled men plant workers 5.9 percent.

In general, earnings in comparable office and plant occupations tended to be higher in manufacturing than in nonmanufacturing industries, and higher for men than for women. Office occupational earnings differed less from area to area than did those for plant workers. Earnings for unskilled plant jobs varied much more from area to area than those for skilled jobs.

The long-term trend toward narrower skill differentials has apparently leveled off, at least temporarily, with little change occurring in the past 3 years in the areas studied. The average establishment pays its skilled maintenance men from 35 to 45 percent more per hour than it pays its janitors. Average hourly earnings of men office workers were generally less than those of skilled maintenance workers. Women in many office occupations receive less pay than material-handling laborers in individual establishments.

Comparisons of interarea pay relationships indicate that hourly pay for representative office and skilled maintenance jobs averaged 31 percent higher in the highest wage area than in the lowest wage area. For material movement and custodial jobs, the maximum interarea spread in earnings was 69 and 95 percent, respectively. Office pay levels were highest in Detroit and San Francisco-Oakland and lowest in New Orleans. Skilled maintenance workers were highest paid in Chicago and Detroit and lowest in the southern areas and Providence. Pay for material movement and custodial jobs averaged highest in San Francisco-Oakland and lowest in New Orleans. Manufacturing pay levels for office and custodial jobs were typically higher than nonmanufacturing. The reverse was true for skilled maintenance and material-movement jobs.

More than half of the establishments visited had established minimum entrance pay provisions for hiring inexperienced typists or other inexperienced clerical workers. The most common rate was about $40 in 11 areas and $42.50 or more in other areas.

Slightly more than half of the women office workers had 40-hour workweeks. Most of the remainder typically worked a 37½-hour or other workweek of less than 40 hours. Eighty percent of the plant workers worked 40 hours. Most others had longer schedules.

About 5 percent of the establishments reported that current workweeks were lower than 3 years ago. Most firms that reduced the workweek also reduced the maximum straight-time hours after which premium overtime is paid.

The great majority of manufacturing plant workers were employed in firms that have premium pay provisions for late-shift work. In terms of those employed, a fifth of all manufacturing plant workers were employed on late shifts.

Vacations with pay are within reach of virtually all office and plant workers. Almost half the workers can receive some vacation pay after 6 months' service. Virtually all can get a week's pay after a year's service; over 95 percent can get at least 2 weeks' pay after 5 years; a fourth, 3 or more weeks' pay after 10 years; and three-fourths, 3 or more weeks' pay after 15 years. One out of every 6 can receive 4 or more weeks' pay after 25 years. Pay provisions are typically more liberal for office than for plant workers. For 9 out of every 10 workers, vacation pay is expressed in terms of regular or average weekly earnings for a stated number of weeks.

Although 6 paid holidays was the number most usually provided, more than 60 percent of office workers and 40 percent of plant received 7 or more paid holidays.

Part or all of the cost of one or more types of employee health, insurance, or pension plans is paid by employers of virtually all office and plant workers. On this basis, life insurance is available to about nine-tenths of the workers; hospitalization insurance, surgical insurance, and either paid sick leave or sickness and accident insurance are each applicable to three-fourths or more; and for office workers, pension plans are available. Pensions are available to seven-tenths of the plant workers. Both medical insurance, and accidental death and dismemberment insurance apply to substantial proportions of office and plant workers. Catastrophe (extended medical) insurance is available to 16 percent of office workers and 7 percent of plant workers. Profit-sharing plans were found in establishments employing 8 percent of the workers.

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Trends of Occupational Earnings, 1953-56

Wage levels continued to rise during 1955 according to comparisons of the results of occupational wage studies made by the Bureau in 17 labor markets during the winter of 1955-56 with earlier wage studies made in these areas.[4] Wage levels, as measured by the Bureau's indexes of earnings for four selected occupational groups, increased more during 1955 than in 1954, but a little less than during 1953.[5]

During 1955, wage levels of women office workers increased 4.7 percent, skilled men maintenance workers 5.2 percent, and unskilled men plant workers 5.9 percent, compared with an increase of about 3½ percent in earnings of these groups during 1954. The salaries of women industrial nurses increased 4.8 percent, compared with 4.5 percent in the preceding year.[6]

Movement of Wages, All Industries, 1953-56

Between 1953, the base year of the indexes, and 1956, average hourly earnings of unskilled plant workers rose 15.6 percent, compared with an increase of 13.7 percent in salaries of women office workers. Salaries of women industrial nurses rose 15.2 percent and average hourly earnings of men in skilled maintenance trades rose 15 percent.

For office workers and industrial nurses, the indexes relate to average weekly salaries for normal hours of work, that is, the standard work schedule for which straight-time salaries are paid. For the plant-worker groups, the indexes measure changes in straight-time average hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. The methods used in constructing the indexes and the limitations of the data are explained on page 8.

Over this 3-year period most of the earnings increases in the four job groups were between 13 and 16 percent in individual areas. The smallest variation among areas was recorded in the percents of increase in salaries of women office workers; these ranged from 10.1 percent in Milwaukee to 16 percent in Portland. Variations were greatest for unskilled plant workers with increases ranging from 10.5 percent in Providence to 23.8 percent in Denver, the largest increase noted among areas and job groups. The smallest rise was 9.8 percent in the average salaries of industrial nurses in Dallas.

Within the same area, variations in amounts of increase in earnings among the four job groups were smallest in Philadelphia. Percents of increase for the four job groups in Philadelphia were: Women office workers—14.6; women industrial nurses—15.1; men unskilled plant workers—15.5; and men in skilled maintenance trades—16.4 percent. The greatest differences were in Atlanta where the average hourly earnings of men unskilled plant workers rose 22.6 percent over the 3 years, compared with an 11.8-percent increase in the salaries of women office workers. Variations in the percents of increase in wage levels by area and between job groups have resulted in some shifts in the ranking of areas by earnings for job groups.[7]

Percentage differences in pay between skilled and unskilled jobs have narrowed over a long period of years.[8] However, surveys in recent years have indicated a moderating trend and this is borne out by a comparison of the indexes for skilled maintenance workers and unskilled plant workers. Pay levels of both job groups have increased between 15 and 16 percent since 1953. Increases in earnings of the skilled maintenance group were higher than for the unskilled plant group over this 3-year period in 8 of the 15 areas. During the past few years, there has been a greater tendency to maintain percentage differentials among occupations by granting larger wage increases to skilled workers.

It should be noted that increases and differentials referred to in earlier paragraphs are percentage increases or differentials. Areas with the highest percentage increases were not necessarily the areas with the highest increases in terms of cents per hour. For example, the earnings of unskilled plant workers rose 17.2 percent in Memphis and 14.1 percent in San Francisco-Oakland. These percentage increases were equivalent to about 17 cents in Memphis, compared with about 23 cents in San Francisco-Oakland. Despite the narrowing of the percentage differences between skilled and unskilled workers' rates, absolute differences, as measured in cents per hour, have continued to increase between these job groups.

---

[4] Comparisons are limited to areas which were surveyed in the years for which earnings data are being compared.

[5] Increases are not limited to those which occurred during the calendar year but are the increases which occurred between surveys in an area. The pay periods studied were staggered over several months in different areas but in most cases the length of time between surveys was about the same. See table 3 for periods covered in each of the 17 areas.

[6] Increases shown are simple averages of the increases in the 13 areas covered in both the 1954-55 and 1955-56 surveys. Providence, New Orleans, Detroit, and Milwaukee were not among the areas studied during the winter of 1954-55. The indexes of salaries of women industrial nurses were added this year to give representation to the professional jobs covered by the community wage studies.

[7] See Wage Differences Among Labor Markets, p. 29.

[8] See Occupational Wage Relationships, p. 33.

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Coverage and Method of Computing the Indexes

Nearly half of the women office employees within the scope of the surveys were employed in the 18 occupations used in constructing the office workers' index. The 10 jobs used for the skilled maintenance index include all the numerically important maintenance jobs. In calculating the index for unskilled men plant workers, only three jobs were included, but these were among the most important unskilled jobs, numerically. Nearly a tenth of all plant workers in the 17 areas were employed in the jobs used in computing the indexes for skilled and unskilled workers, the majority of whom were unskilled. A large majority of the skilled maintenance workers covered by the index were employed in manufacturing establishments, whereas the unskilled workers were about evenly divided between manufacturing and nonmanufacturing. A large proportion of office workers were employed in nonmanufacturing establishments. The occupations used in construction of the indexes are listed below.

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

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

Limitations of the Data

The indexes measure principally the effects of (1) general salary and wage changes; (2) merit or other increases in pay received by individual workers while in the same job; and (3) changes in the labor force such as labor turnover, force expansions, force reductions, and changes in the proportion of workers employed by establishments with different pay levels. Changes in the labor force can cause increases or decreases in the indexes without actual wage changes. For example, a force expansion might increase the proportion of lower paid workers in a specific occupation and result in a drop in the index, whereas a reduction in the proportion of lower paid workers would have the opposite effect. The movement of a high paying establishment out of an area could cause the index to drop, even though no change in rates occurred in other area establishments.

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

Women office workers	Skilled men maintenance workers
Billers, machine (billing machine)	Carpenters
Bookkeeping-machine operators, class A	Electricians
Bookkeeping-machine operators, class B	Machinists
Comptometer operators	Mechanics
Clerks, file, class A	Mechanics (automotive)
Clerks, file, class B	Millwrights
Clerks, order	Painters
Clerks, payroll	Pipefitters
Key-punch operators	Sheet-metal workers
Office girls	Tool and die makers
Secretaries	
Stenographers, general	
Switchboard operators	**Unskilled men plant workers**
Switchboard operator-receptionists	
Tabulating-machine operators	
Transcribing-machine operators, general	Janitors, porters, and cleaners
Typists, class A	Laborers, material handling
Typists, class B	Watchmen

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Trends of Occupational Earnings

Table 1: Wage indexes, office and plant

(Indexes of average weekly earnings or average hourly earnings[1] for selected occupational groups in 15 labor markets, 1953-56[2])

(1953 = 100)

Area	Women office workers			Industrial nurses (women)			Skilled maintenance trades (men)			Unskilled plant workers (men)		
	1954	1955	1956	1954	1955	1956	1954	1955	1956	1954	1955	1956
	All industries											
Northeast:												
Newark-Jersey City	105.7	109.8	114.0	105.2	109.7	111.2	105.6	109.5	115.4	107.1	111.5	118.2
New York City	104.3	108.0	114.3	104.2	109.9	115.5	104.5	109.7	113.4	105.4	108.1	113.5
Philadelphia	107.1	110.8	114.6	107.1	110.3	115.1	107.2	111.9	116.4	104.5	109.0	115.5
Providence	(3)	(3)	113.0	(3)	(3)	114.5	(3)	(3)	113.8	(3)	(3)	110.5
South:												
Atlanta	103.0	105.2	111.8	105.3	109.9	119.8	105.3	108.3	114.1	105.9	107.9	122.6
Dallas	105.6	110.9	115.3	99.2	106.8	109.8	105.9	109.9	115.0	103.6	107.1	112.1
Memphis	104.1	106.2	113.2	106.7	114.3	121.0	103.5	106.5	115.2	105.2	108.8	117.2
Middle West:												
Chicago	105.8	109.5	114.3	105.9	110.3	116.9	106.3	109.8	115.5	105.7	109.4	114.4
Milwaukee	104.5	(3)	110.1	105.5	(3)	115.0	105.9	(3)	113.0	104.6	(3)	111.1
Minneapolis-St. Paul	106.3	109.9	114.1	109.4	114.2	118.1	106.6	110.2	115.5	106.4	111.6	117.1
St. Louis	105.7	110.1	114.7	106.4	109.6	116.8	107.1	110.5	117.3	108.5	111.7	116.6
Far West:												
Denver	105.7	108.8	113.3	108.0	108.0	115.2	108.1	113.0	120.9	108.0	114.2	123.8
Los Angeles-Long Beach	104.6	108.4	113.5	105.4	108.1	112.8	105.5	108.7	114.8	106.0	109.8	113.6
Portland	104.7	110.3	116.0	101.6	108.5	113.2	105.5	109.6	115.0	104.9	110.6	113.9
San Francisco-Oakland	104.4	107.6	112.7	104.3	110.9	113.8	104.0	106.5	110.4	106.1	109.3	114.1
	Manufacturing											
Northeast:												
Newark-Jersey City	105.9	109.8	113.9	105.2	109.7	111.2	105.5	109.4	115.7	107.8	112.3	120.1
New York City	105.2	110.2	119.7	108.0	115.9	121.7	105.2	109.6	113.2	106.3	110.3	114.5
Philadelphia	106.6	111.6	114.6	107.9	111.0	116.5	107.2	111.4	115.7	103.3	107.9	113.9
Providence	(3)	(3)	114.0	(3)	(3)	115.4	(3)	(3)	113.6	(3)	(3)	105.6
South:												
Atlanta	103.8	105.8	110.5	(4)	(4)	118.5	104.9	108.2	113.6	104.9	106.7	118.9
Dallas	103.3	108.4	112.7	97.0	106.7	108.1	107.0	110.7	114.6	109.5	113.8	115.0
Memphis	102.3	106.2	110.7	(4)	(4)	(4)	101.6	103.9	113.2	103.4	107.7	111.6
Middle West:												
Chicago	106.2	109.8	114.4	105.9	110.3	116.9	105.8	109.0	115.4	104.8	107.6	113.0
Milwaukee	105.5	(3)	112.6	105.5	(3)	115.0	106.3	(3)	113.6	105.8	(3)	113.6
Minneapolis-St. Paul	105.8	109.6	113.3	109.4	114.8	117.2	106.7	108.1	113.9	105.8	110.9	115.5
St. Louis	105.5	108.8	113.9	105.6	109.6	116.8	107.0	110.0	116.8	107.4	110.2	115.2
Far West:												
Denver	105.8	109.8	116.5	(4)	(4)	(4)	109.2	112.5	120.0	112.4	118.9	124.1
Los Angeles-Long Beach	105.2	109.0	113.7	106.8	109.5	114.2	105.8	108.9	115.2	104.9	108.6	112.9
Portland	104.3	110.0	114.6	100.8	108.6	114.1	104.6	109.6	115.1	105.5	112.5	116.0
San Francisco-Oakland	104.5	107.0	112.8	105.1	111.6	114.5	104.0	106.3	110.7	104.2	108.5	113.2

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

[2] See table 3 for payroll periods covered in each area. Indexes were not computed for Detroit or New Orleans. These areas were not surveyed during the base year (1953).

[3] Not surveyed during this period.

[4] Insufficient data to warrant presentation.

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Table 2: Percent increase, office and plant

(Percent of increase in average weekly earnings or average hourly earnings[1] for selected periods[2] and selected occupational groups in 14 labor markets)

Area	Women office workers			Industrial nurses (women)			Skilled maintenance trades (men)			Unskilled plant workers (men)		
	1953 to 1954	1954 to 1955	1955 to 1956	1953 to 1954	1954 to 1955	1955 to 1956	1953 to 1954	1954 to 1955	1955 to 1956	1953 to 1954	1954 to 1955	1955 to 1956
	All industries											
Northeast:												
Newark-Jersey City	5.7	3.9	3.8	5.2	4.3	1.4	5.6	3.7	5.4	7.1	4.2	6.0
New York City	4.3	3.5	5.9	4.2	5.4	5.1	4.5	5.0	3.4	5.4	2.6	5.0
Philadelphia	7.1	3.4	3.4	7.1	3.0	4.3	7.2	4.4	4.0	4.5	4.3	6.0
South:												
Atlanta	3.0	2.2	6.3	5.3	4.3	9.0	5.3	2.9	5.4	5.9	1.8	13.6
Dallas	5.6	5.0	4.0	(3)	7.6	2.8	5.9	3.8	4.6	3.6	3.3	4.7
Memphis	4.1	2.1	6.5	6.7	7.1	5.9	3.5	3.0	8.1	5.2	3.5	7.7
Middle West:												
Chicago	5.8	3.6	4.3	5.9	4.2	6.0	6.3	3.3	5.1	5.7	3.5	4.6
Milwaukee	4.5	(4)	(4)	5.5	(4)	(4)	5.9	(4)	(4)	4.6	(4)	(4)
Minneapolis-St. Paul	6.3	3.3	3.8	9.4	4.3	3.4	6.6	3.3	4.9	6.4	4.9	4.9
St. Louis	5.7	4.2	4.2	6.4	3.0	6.6	7.1	3.2	6.1	8.5	3.0	4.4
Far West:												
Denver	5.7	2.9	4.2	8.0	0.0	6.7	8.1	4.5	7.0	8.0	5.7	8.4
Los Angeles-Long Beach	4.6	3.6	4.7	5.4	2.5	4.3	5.5	3.0	5.6	6.0	3.6	3.4
Portland	4.7	5.4	5.2	1.6	6.9	4.3	5.5	3.9	4.9	4.9	5.4	3.0
San Francisco-Oakland	4.4	3.0	4.8	4.3	6.3	2.6	4.0	2.4	3.7	6.1	3.0	4.4
	Manufacturing											
Northeast:												
Newark-Jersey City	5.9	3.7	3.8	5.2	4.3	1.4	5.5	3.7	5.8	7.8	4.1	6.9
New York City	5.2	4.7	5.3	8.0	7.4	5.0	5.2	4.2	3.2	6.3	3.8	3.8
Philadelphia	6.6	4.6	2.8	7.9	2.9	5.0	7.2	3.9	3.8	3.3	4.5	5.5
South:												
Atlanta	3.8	1.9	4.4	(5)	(5)	8.8	4.9	3.1	5.0	5.0	3.9	1.4
Dallas	3.3	5.0	3.9	(3)	9.9	1.4	7.0	3.5	3.5	9.5	4.0	1.1
Memphis	2.3	3.9	4.7	(5)	(5)	(5)	1.6	2.3	8.9	3.4	4.2	3.6
Middle West:												
Chicago	6.2	3.4	4.2	5.9	4.2	6.0	5.8	3.1	5.8	4.8	2.7	5.0
Milwaukee	5.5	(4)	(4)	5.5	(4)	(4)	6.3	(4)	(4)	5.8	(4)	(4)
Minneapolis-St. Paul	5.8	3.6	3.4	9.4	5.0	2.0	6.7	1.4	5.4	5.8	4.8	4.2
St. Louis	5.5	3.1	4.8	5.6	3.8	6.6	7.0	2.9	6.2	7.4	2.6	4.6
Far West:												
Denver	5.8	3.8	6.1	(5)	(5)	(5)	9.2	3.1	6.6	2.4	5.8	4.3
Los Angeles-Long Beach	5.2	3.6	4.3	6.8	2.5	4.3	5.8	2.9	5.8	4.9	3.5	3.9
Portland	4.3	5.6	4.0	.8	7.8	5.0	4.6	4.7	5.1	5.5	6.7	3.1
San Francisco-Oakland	4.5	2.4	5.4	5.1	6.2	2.6	4.0	2.2	4.1	4.2	4.2	4.3

[1] Average weekly earnings relate to standard salaries that are paid for standard work schedules. Average hourly earnings are straight-time hourly earnings excluding premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] See table 3 for payroll periods covered in each area.
[3] Salaries declined during this period. This decline was probably due to a change in personnel rather than a decline in salaries as such.
[4] Not surveyed during 1955.
[5] Insufficient data to warrant presentation.

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Table 3: Payroll periods covered

(Payroll periods covered in the community wage surveys, 17 labor markets, 1953-56[1])

Area	1953	1954	1955	1956
Northeast:				
Newark-Jersey City	November 1952	December 1953	December 1954	December 1955
New York City	February 1953	February 1954	March 1955	April 1956
Philadelphia	October 1952	October 1953	November 1954	November 1955
Providence	December 1952	-	-	March 1956
South:				
Atlanta	March 1953	March 1954	March 1955	April 1956
Dallas	August 1952	September 1953	September 1954	October 1955
Memphis	January 1953	January 1954	February 1955	February 1956
New Orleans		November 1953	-	November 1955
Middle West:				
Chicago	March 1953	March 1954	April 1955	April 1956
Detroit		October 1953	-	October 1955
Milwaukee	April 1953	April 1954	-	November 1955
Minneapolis-St. Paul	November 1952	November 1953	November 1954	December 1955
St. Louis	December 1952	January 1954	February 1955	February 1956
Far West:				
Denver	November 1952	December 1953	December 1954	December 1955
Los Angeles-Long Beach	February 1953	March 1954	March 1955	March 1956
Portland	September 1952	September 1953	April 1955	April 1956
San Francisco-Oakland	January 1953	January 1954	January 1955	January 1956

[1] Fiscal year ending June 30.

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Occupational Earnings

Occupational pay levels among the 17 areas surveyed in late 1955 and early 1956 were generally highest for women office workers in Los Angeles-Long Beach and Detroit, and for plant workers in San Francisco-Oakland, Chicago, and Detroit. On the whole, the lowest averages for office workers were found in Providence and New Orleans and for plant workers in Memphis and New Orleans.[9] Wage differences among these areas were smaller for office workers than for plant workers and, within the latter group, they were much greater for unskilled workers than for skilled maintenance workers. In general, earnings of office and plant workers tended to be higher in manufacturing than in nonmanufacturing industries, and men earned more than women workers in comparable occupational categories.

Women's Office Occupations

Numerically, secretaries, general stenographers, and routine copy typists (class B) were the most important women's jobs studied. Secretaries had the highest average weekly salaries in 15 of the 17 areas; their average salaries ranged from $61.50 in Providence to $81 in Detroit and were $70 or more in 13 of the 17 areas. The salaries of stenographers were, on the average, about $12 below those of secretaries and about the same amount ($11.50) higher than those of class B (copy) typists. Among the 17 areas, the difference between the salaries of secretaries and general stenographers ranged from $8.50 in Memphis to $16 in Milwaukee and the difference between the salaries of stenographers and copy typists ranged from $6.50 in Providence to $16 in Detroit.

Accounting clerks (class A) generally had next to highest salaries among the women's office jobs studied. Their salaries were higher than those of secretaries in Memphis and New Orleans but were generally from $1 to $5 less in other areas.

Among the lower paid office jobs, class B typists generally earned about $3.50 more per week than routine file clerks and office girls. The average salaries of file clerks ranged from $40.50 in Dallas to $52 in Los Angeles-Long Beach.

Men's Office Occupations

Class A accounting clerks had the highest weekly salaries among the six men's office jobs studied. Their salaries ranged from $75 to $95.50, and in 10 of the 17 areas they were between $85 and $87.50. Men's salaries were higher than women's in comparable jobs in all except three areas: In Providence and St. Louis, office girls earned slightly more than office boys; and in San Francisco-Oakland their salaries were the same. In the other areas, office boys earned from 50 cents to $4.50 more than office girls. In other occupations, the average amount by which salaries of men exceeded those of women were as follows: Accounting clerks, $14; order clerks, $17; payroll clerks, $16; and tabulating-machine operators, $9.50.

Professional and Technical Occupations

The weekly salaries of industrial nurses, the only women's professional occupation studied, ranged from $67 in Providence to $84 in Los Angeles-Long Beach in 1955-56 (table A-1). Their salaries were commonly from $1 to $4.50 a week higher than the salaries of secretaries, the highest paid of the women's office jobs studied. However, in Milwaukee, Newark-Jersey City, Portland, and San Francisco-Oakland secretaries earned up to $2 a week more than industrial nurses and in St. Louis their salaries were the same.

Among men professional and technical workers, salaries of senior draftsmen averaged more than $95 in 12 of the 17 areas and ranged from $84.50 to $120.50; those of junior draftsmen ranged from $62 in Providence to $90 in Detroit. Differences in salaries between senior and junior draftsmen ranged from $17.50 in San Francisco-Oakland to $36.50 in New York City.

Skilled Maintenance Workers

Skilled maintenance workers in the areas studied generally averaged $2 or more an hour except in Providence and the four southern areas, where they averaged less in a few trades (table A-9). Tool and die makers, the highest paid skilled maintenance workers studied, had average hourly earnings ranging from $2.31 in Providence to $2.79 in Chicago. In Detroit, Milwaukee, St. Louis, and the three Pacific Coast areas, average hourly earnings in this trade also were $2.65 or more. Automotive mechanics generally had the lowest average hourly earnings among the skilled maintenance trades studied. They averaged less than $2 an hour in the four southern areas and were highest paid in San Francisco-Oakland ($2.55). In most of the other areas, the average hourly earnings were between $2.20 and $2.40 an hour. The majority of the automotive mechanics were found in nonmanufacturing establishments, whereas a majority of the other skilled maintenance workers studied were in manufacturing.

Custodial and Material-Movement Occupations

The highest pay levels for all of the custodial and material-movement jobs covered were found in San Francisco-Oakland, Detroit, or Chicago with the exception of truckdrivers (one of the more important jobs numerically) and drivers of industrial power trucks—other than forklift (table A-9). Workers in the latter job averaged $2.10 in Portland—2 cents more than in San Francisco-Oakland. Truckdrivers were highest paid in Newark-Jersey City ($2.42); next highest

[9] For a more detailed description of intercity wage differences, see Wage Differences Among Labor Markets, p. 29.

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earnings ($2.36) were found in New York City and in San Francisco-Oakland. A large proportion of the truckdrivers in Newark-Jersey City and New York City manufacturing establishments were paid under a bonus system, whereas in San Francisco-Oakland the drivers were on an hourly rate. In nonmanufacturing establishments, San Francisco truckdrivers averaged $2.35, compared with $2.23 in Newark-Jersey City, and $2.31 in New York City. Averages of less than $2 were recorded for this job in Denver and Providence ($1.81 and $1.83, respectively) and in the South where they ranged from $1.29 in New Orleans to $1.57 in Atlanta.

Among the unskilled jobs covered, straight-time average hourly earnings of material-handling laborers ranged from $1.16 in New Orleans to $2.03 in San Francisco-Oakland. In Newark-Jersey City, Detroit, Los Angeles, and Portland laborers also averaged $1.90 or more an hour. In the four southern areas, these workers averaged from $1.16 to $1.35 an hour. Laborers earned from 15 to 35 cents an hour more than janitors in the 17 areas studied. Janitors' and watchmen's rates were about the same except in Detroit, Milwaukee, and Chicago where janitors' rates exceeded those for watchmen by 18, 19, and 35 cents, respectively.

Earnings data for 1955-56 were collected for three women's nonoffice jobs—operators of passenger elevators, packers for shipping, and janitresses (table A-9). Shipping packers were the highest paid of these women workers, with average hourly earnings ranging from 92 cents in New Orleans to $1.84 in Detroit. Janitresses' earnings ranged from 61 cents in New Orleans to $1.60 in San Francisco-Oakland; they averaged from 74 to 81 cents in other southern areas, about $1.10 in Philadelphia and Providence, and $1.15 or more in the other areas. Earnings of women elevator operators ranged from 52 cents in Atlanta to $1.63 in San Francisco-Oakland. They averaged 55 cents in Memphis, 59 cents in New Orleans, 75 cents in Dallas, 99 cents in Denver, and more than $1 in the other areas. Typically, men in these jobs earned from 16 to 36 cents an hour more than women.[10]

Interindustry Comparisons

In the 17 areas studied, pay levels were generally higher among the manufacturing industries than in the nonmanufacturing industries as a group, but manufacturing averages were frequently exceeded in 1 or more of the 5 broad nonmanufacturing groups. Public utilities, followed by wholesale trade, generally had the highest earnings levels among the nonmanufacturing-industry groups surveyed. Averages for workers in these groups usually exceeded manufacturing averages. For example, average salaries of secretaries were higher in public utilities than in manufacturing in 11 of the 14 areas in which comparisons were possible. In a few of the nonoffice jobs studied, averages in retail trade were frequently higher than manufacturing. The higher earnings of the nonmanufacturing industry groups were found more often in office occupations than in plant.

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[10] A comparison of occupational earnings of men and women in the same establishment might record differences of lesser or greater magnitude. See p. 29 for an examination of Occupational Wage Relationships based on comparisons within individual establishments.

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Table A-1: Office occupations (all industries)

(Average weekly earnings[1] for selected occupations studied in 6 broad industry divisions)

Sex, occupation, and grade	Northeast				South				Middle West					Far West			
	Newark-Jersey City[2]	New York City[2]	Phila-delphia[2]	Provi-dence	Atlanta	Dallas	Memphis[2]	New Orleans	Chicago[2]	Detroit[2]	Mil-waukee	Minne-apolis-St. Paul	St. Louis[2]	Denver	Los Angeles-Long Beach[2]	Portland	San Fran-cisco-Oakland[2]
Office clerical																	
Men																	
Clerks:																	
Accounting, class A	$86.50	$82.50	$82.50	$87.50	$83.00	$85.00	$87.50	$79.50	$87.50	$95.50	$87.00	$79.50	$86.50	$75.00	$85.50	$86.00	$85.50
Accounting, class B	77.00	62.50	64.00	73.00	64.00	68.50	66.50	57.00	69.00	76.00	71.50	63.00	68.00	64.00	72.00	67.00	72.00
Order	80.50	71.50	71.00	70.50	71.00	72.50	64.00	64.00	86.00	91.00	76.50	76.00	75.00	68.00	84.00	80.50	85.00
Payroll	83.00	76.00	75.00	76.00	72.00	77.50	-	70.00	82.50	87.00	75.00	-	80.50	69.00	85.50	79.50	84.50
Office boys	46.50	46.50	42.00	42.00	45.50	42.50	44.50	37.00	52.00	50.00	46.50	46.00	46.50	46.00	55.00	49.50	52.00
Tabulating-machine operators	73.00	70.00	67.50	68.50	68.00	70.00	76.00	70.00	77.50	83.00	82.00	69.50	75.50	70.50	82.00	85.50	77.50
Women																	
Billers, machine:																	
Billing machine	60.00	62.50	55.50	47.00	53.00	53.50	49.00	47.00	61.00	63.50	54.50	52.00	58.00	54.50	60.00	58.50	66.00
Bookkeeping machine	57.00	62.00	54.00	45.50	51.50	52.00	43.50	46.50	61.00	-	-	56.00	-	55.00	69.50	52.50	61.50
Bookkeeping-machine operators:																	
Class A	62.00	66.00	61.00	56.00	60.00	62.50	60.00	59.00	73.50	73.00	66.00	62.00	61.50	65.50	75.00	69.50	74.00
Class B	54.00	59.00	49.00	49.50	54.50	51.50	51.00	46.00	62.00	58.50	54.50	52.00	53.00	51.50	57.00	55.50	58.50
Clerks:																	
Accounting, class A	71.50	73.50	64.00	58.50	68.00	64.50	64.00	68.00	76.00	78.00	69.50	66.50	70.00	63.50	76.00	74.00	75.00
Accounting, class B	58.50	58.50	52.00	49.50	53.50	54.00	51.00	50.50	61.00	60.50	56.00	52.00	54.00	55.00	64.00	60.50	62.00
File, class A	57.00	63.50	56.00	52.50	56.00	49.50	49.50	51.50	61.00	65.50	58.50	55.00	58.50	53.00	63.50	61.50	64.00
File, class B	47.50	49.00	41.00	42.50	44.50	40.50	42.50	41.50	51.00	48.50	46.50	44.00	45.50	45.50	52.00	48.00	50.00
Order	60.00	60.00	51.50	51.00	50.50	54.00	53.00	49.50	61.50	63.00	56.00	54.00	53.50	52.50	68.00	59.00	69.50
Payroll	63.50	68.00	58.50	52.50	58.50	58.50	56.50	54.00	68.50	70.50	59.50	59.00	60.50	59.00	72.50	64.00	71.00
Comptometer operators	63.50	63.50	54.50	51.00	57.00	56.50	51.50	51.00	65.50	67.00	55.50	57.00	58.00	54.00	68.50	61.00	65.00
Duplicating-machine operators (mimeograph or ditto)	54.00	55.50	48.50	44.50	48.50	54.50	46.00	-	56.50	58.50	53.50	51.50	53.50	-	59.50	55.00	59.50
Key-punch operators	58.50	57.50	54.00	49.00	53.50	52.50	53.00	52.00	63.50	64.50	55.00	50.50	57.00	56.50	67.50	62.00	63.00
Office girls	45.00	46.00	41.00	42.50	44.50	41.00	42.50	36.50	51.50	49.50	43.50	41.50	47.00	43.00	52.00	45.50	52.00
Secretaries	75.50	78.50	70.50	61.50	71.00	70.00	62.50	67.50	78.50	81.00	74.50	68.50	73.00	70.50	79.50	75.00	79.00
Stenographers, general	61.50	63.00	56.50	51.50	59.50	60.50	54.00	54.50	66.50	69.50	58.50	56.50	59.00	59.50	68.00	63.00	68.50
Stenographers, technical	66.00	72.50	66.50	59.50	-	-	-	-	73.00	81.00	-	-	64.00	66.00	79.50	-	-
Switchboard operators	59.50	62.00	55.00	50.50	48.00	48.50	41.50	42.00	62.50	63.00	53.00	55.00	55.50	50.50	63.00	53.50	63.00
Switchboard operator-receptionists	57.50	60.50	52.50	48.50	52.50	54.50	51.50	50.50	62.00	62.50	56.00	52.00	54.00	53.00	64.00	58.50	62.50
Tabulating-machine operators	63.50	66.00	61.00	57.00	61.00	61.00	64.00	60.50	71.00	68.50	61.50	58.50	70.50	67.50	77.00	69.00	72.50
Transcribing-machine operators, general	56.00	63.00	51.50	48.50	54.00	50.50	52.00	47.50	63.50	63.50	53.00	53.00	54.50	55.00	59.50	58.00	63.00
Typists, class A	58.50	61.50	54.00	50.50	53.50	54.00	54.00	49.50	65.00	67.00	58.00	54.00	58.50	55.50	64.00	60.00	62.00
Typists, class B	51.00	53.50	46.00	45.00	47.00	46.50	43.50	42.00	55.50	53.50	48.50	47.50	49.50	48.50	55.00	51.00	54.00
Professional and technical																	
Men																	
Draftsmen, leader	129.50	144.50	132.50	113.00	138.50	107.50	-	-	130.50	-	-	-	-	129.50	130.50	118.00	118.50
Draftsmen, senior	100.00	108.50	97.50	85.00	96.00	84.50	99.50	94.50	106.00	120.50	98.50	93.50	106.00	104.00	98.50	97.50	94.50
Draftsmen, junior	71.50	72.00	73.00	62.00	69.50	63.50	67.50	69.50	78.00	90.00	78.00	75.50	79.50	84.50	80.50	79.50	77.00
Tracers	58.00	-	-	-	-	52.50	-	-	63.00	71.50	-	62.50	-	-	-	-	-
Women																	
Nurses, industrial (registered)	74.50	82.00	72.50	67.00	78.50	72.50	72.00	70.50	79.50	81.50	73.00	75.00	73.00	72.00	84.00	73.00	78.50

[1] Earnings relate to standard salaries that are paid for standard work schedules.
[2] Exceptions to the standard industry limitations are shown in footnotes 4 and/or 6 to the table in appendix A.

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

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Table A-2: Office occupations (manufacturing)

(Average weekly earnings [1] for selected occupations studied in 6 broad industry divisions)

Sex, occupation, and grade	Northeast				South				Middle West					Far West			
	Newark-Jersey City	New York City	Phila-delphia	Provi-dence	Atlanta	Dallas	Memphis	New Orleans	Chicago	Detroit	Mil-waukee	Minne-apolis-St. Paul	St. Louis	Denver	Los Angeles-Long Beach	Portland	San Fran-cisco-Oakland
Office clerical																	
Men																	
Clerks:																	
Accounting, class A	$86.00	$85.00	$84.50	$89.50	$86.00	$92.00	$86.00	$78.50	$89.00	$95.50	$89.00	$78.50	$88.50	$74.50	$85.50	$86.00	$87.50
Accounting, class B	68.50	66.00	68.50	58.00	66.50	73.00	62.00	57.00	76.00	82.00	71.00	63.00	71.00	-	68.50	-	79.00
Order	81.50	71.50	72.00	70.50	73.00	71.00	-	66.50	83.50	97.00	79.50	76.50	80.50	73.50	89.00	91.00	87.00
Payroll	83.50	77.00	75.00	74.00	68.50	81.50	-	72.50	83.00	91.00	-	-	81.00	69.50	80.50	-	89.50
Office boys	48.50	47.00	44.50	43.00	47.50	43.50	-	38.50	51.50	52.50	47.00	45.50	48.00	-	56.00	44.50	52.50
Tabulating-machine operators	77.00	75.00	70.00	59.50	83.00	77.50	72.50		78.00	84.50	82.00	74.50	75.50	71.50	81.00	-	82.00
Women																	
Billers, machine:																	
Billing machine	56.50	63.00	57.00	51.00	53.00	57.50	-	50.00	60.00	67.00	60.00	-	59.50	-	62.50	61.50	69.50
Bookkeeping machine	59.50	61.00	61.00	-	-	55.00	-	-	-	-	-	-	-	-	69.50	-	-
Bookkeeping-machine operators:																	
Class A	68.00	69.50	62.00	55.00	-	68.00	-	59.00	74.00	74.50	69.50	-	-	66.50	77.00	68.00	76.50
Class B	59.00	64.50	54.00	51.00	58.00	56.50	56.50	59.50	66.00	67.50	57.00	58.00	57.50	60.00	71.00	60.50	70.50
Clerks:																	
Accounting, class A	73.50	74.50	68.50	63.00	68.50	76.00	67.50	72.50	77.00	85.00	72.00	63.50	72.00	69.00	77.00	73.00	82.00
Accounting, class B	59.00	60.00	54.00	54.50	55.00	58.50	55.50	52.00	64.50	68.50	59.00	54.50	58.00	59.00	65.50	59.50	69.50
File, class A	58.50	66.50	59.00	49.50	69.00	-	47.50	-	60.50	-	60.50	54.00	59.50	-	68.00	-	68.00
File, class B	51.50	53.00	47.50	41.50	57.00	51.50	47.50	50.00	52.50	53.50	51.50	45.00	46.50	51.00	60.00	53.50	59.50
Order	64.00	63.50	53.00	51.00	51.50	60.50	54.50	51.00	63.50	72.00	56.50	59.00	53.50	54.00	68.00	63.00	70.50
Payroll	64.00	67.50	58.50	51.50	60.00	58.00	59.00	57.00	68.50	73.50	59.50	58.00	58.00	60.50	72.00	65.00	70.50
Comptometer operators	64.00	67.50	59.00	52.50	65.00	63.00	57.50	59.00	67.00	70.50	57.00	58.00	58.00	58.50	69.50	61.50	68.50
Duplicating-machine operators (mimeograph or ditto)	51.50	55.50	51.00	44.00	-	-	-	-	56.50	60.50	57.50	-	53.00	-	63.00	-	59.00
Key-punch operators	60.00	61.50	56.50	50.00	65.50	61.50	57.50	-	64.00	68.50	59.00	54.50	57.00	60.50	69.50	60.00	65.00
Office girls	47.50	48.00	44.00	43.00	-	62.50	45.00	-	52.50	52.50	47.50	43.00	-	-	55.50	50.50	54.50
Secretaries	75.50	81.50	73.50	62.50	73.00	72.00	65.00	70.50	80.50	85.00	77.50	70.50	76.00	73.50	79.00	73.50	85.00
Stenographers, general	63.00	66.50	59.00	52.50	60.00	65.50	55.50	57.50	67.00	72.00	61.00	57.50	60.00	61.00	70.00	63.50	73.00
Stenographers, technical	61.00	74.00	68.00	-	-	-	-	-	-	-	-	-	65.00	-	89.50	-	-
Switchboard operators	64.00	66.50	63.50	54.50	60.00	61.00	-	-	67.00	70.50	64.00	60.50	64.00	61.50	71.00	-	72.50
Switchboard operator-receptionists	57.50	60.50	54.00	48.50	49.50	53.50	54.50	53.50	63.50	65.00	59.00	54.00	54.50	52.00	64.00	60.00	64.50
Tabulating-machine operators	68.00	-	68.50	56.00	-	-	-	-	-	78.50	62.00	-	68.50	-	78.00	-	73.00
Transcribing-machine operators, general	58.00	64.50	54.00	48.50	51.50	51.50	52.00	-	63.50	66.00	58.00	51.50	55.50	61.50	57.00	61.50	65.00
Typists, class A	59.50	65.50	59.00	55.50	64.00	62.00	54.50	52.50	65.50	68.00	62.50	54.50	59.50	58.00	70.00	64.00	67.50
Typists, class B	53.00	57.00	49.50	47.00	51.00	54.50	45.00	45.00	56.50	57.00	51.00	50.00	51.00	52.50	60.00	53.50	60.00
Professional and technical																	
Men																	
Draftsmen, leader	123.50	145.00	132.50	113.00	143.00	94.00	-	-	-	-	-	-	-	104.00	129.50	-	-
Draftsmen, senior	99.00	105.50	97.50	85.00	96.00	81.00	101.00	95.50	103.50	117.50	98.50	93.50	106.50	90.50	97.00	97.00	95.00
Draftsmen, junior	70.50	72.00	73.00	61.00	71.00	62.00	67.50	71.50	76.50	88.00	77.50	74.50	79.00	69.50	77.50	79.00	77.50
Women																	
Nurses, industrial (registered)	74.50	84.00	74.00	67.50	80.00	73.00	-	71.50	79.50	82.00	73.00	75.00	73.00		84.50	73.00	79.00

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

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

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Table A-3: Office occupations (nonmanufacturing)

(Average weekly earnings [1] for selected occupations studied in nonmanufacturing)

Sex, occupation, and grade	Northeast				South				Middle West					Far West			
	Newark-Jersey City[2]	New York City[2]	Philadelphia[2]	Providence	Atlanta	Dallas	Memphis[2]	New Orleans	Chicago[2]	Detroit[2]	Milwaukee	Minneapolis-St. Paul	St. Louis[2]	Denver	Los Angeles-Long Beach[2]	Portland	San Francisco-Oakland[2]
Office clerical																	
Men																	
Clerks:																	
Accounting, class A	$87.00	$82.00	$79.50	$86.00	$82.00	$82.00	-	$79.50	$86.00	$95.00	$80.00	$80.00	$83.50	$75.00	$85.50	$86.00	$82.00
Accounting, class B	-	62.00	61.50	80.50	63.00	65.00	$69.50	57.00	63.50	69.00	-	63.00	66.00	64.50	76.50	66.00	67.50
Order	79.50	71.50	71.00	-	70.50	72.50	63.50	63.50	87.00	87.50	72.50	75.50	71.00	66.00	82.00	77.50	84.00
Payroll	-	75.00	-	-	-	75.00	-	67.50	80.50	-	-	-	-	69.00	97.00	-	79.00
Office boys	45.00	46.00	39.50	41.50	45.00	42.50	44.50	36.50	52.00	48.00	-	46.00	44.50	46.00	54.00	53.50	51.50
Tabulating-machine operators	70.00	69.00	65.50	76.00	64.00	66.00	78.00	66.00	77.00	81.00	-	67.00	75.50	70.00	83.50	86.00	75.00
Women																	
Billers, machine:																	
Billing machine	64.50	62.50	54.50	-	53.00	51.50	49.50	46.00	62.00	60.00	50.00	51.50	57.00	54.50	59.50	57.50	64.00
Bookkeeping machine	55.50	62.50	50.50	47.00	50.50	51.00	43.00	45.00	60.50	-	-	56.00	-	-	69.50	52.50	61.00
Bookkeeping-machine operators:																	
Class A	57.00	65.50	59.50	-	59.50	61.50	60.50	57.50	73.50	71.50	-	-	59.00	64.50	73.50	70.50	72.50
Class B	51.50	58.50	48.50	47.50	53.50	50.50	49.50	44.50	60.50	56.00	52.50	50.00	50.00	50.00	55.00	54.50	56.50
Clerks:																	
Accounting, class A	68.00	73.50	61.00	56.50	68.00	62.00	62.50	66.00	75.50	74.00	67.50	67.00	68.00	62.00	75.50	74.50	73.50
Accounting, class B	58.00	58.50	51.00	44.00	53.50	52.50	50.00	50.00	59.50	57.50	54.00	51.50	52.50	54.00	63.00	60.50	59.60
File, class A	56.50	62.50	53.50	56.50	53.00	48.00	-	51.50	61.00	61.00	-	56.00	56.50	52.50	61.00	61.00	63.50
File, class B	46.00	48.00	40.00	42.50	43.50	40.00	41.50	40.50	50.00	47.50	42.50	44.00	45.00	45.00	48.00	47.00	49.50
Order	56.00	57.50	49.50	49.50	50.00	51.00	51.50	49.50	60.00	59.50	56.00	52.00	53.50	51.50	67.50	58.00	69.00
Payroll	61.50	68.50	58.00	54.50	57.50	59.00	53.50	51.50	69.00	65.50	60.00	60.00	64.50	57.50	73.00	63.50	71.00
Comptometer operators	63.50	62.50	52.50	49.00	56.00	55.00	49.50	48.50	64.00	61.50	53.50	56.50	58.50	53.00	68.00	60.50	64.00
Duplicating-machine operators (mimeograph or ditto)	51.50	55.50	44.50	-	-	-	46.00	-	57.00	56.00	-	50.50	54.00	-	54.50	53.00	60.00
Key-punch operators	57.00	57.00	52.00	48.00	51.00	50.00	51.00	48.50	62.50	59.00	-	49.00	57.00	55.50	66.00	62.50	62.00
Office girls	44.00	45.50	39.00	-	44.50	39.00	41.50	36.00	51.50	47.50	40.50	41.50	48.00	42.50	49.50	44.50	50.50
Secretaries	75.00	77.50	66.50	59.50	70.00	69.00	61.50	65.50	77.00	75.00	70.50	66.50	68.50	69.50	79.50	75.50	75.50
Stenographers, general	59.50	62.00	53.50	50.50	59.50	57.50	53.00	53.00	65.50	64.50	55.00	55.50	58.00	59.00	66.00	63.00	66.00
Stenographers, technical	69.00	72.00	-	-	-	-	-	-	-	-	-	-	-	-	74.00	-	-
Switchboard operators	57.00	61.00	51.50	49.50	45.50	46.50	40.00	41.00	61.00	57.50	49.50	53.50	52.50	48.00	60.00	53.50	61.00
Switchboard operator-receptionists	58.00	60.50	51.00	49.00	54.00	55.00	49.50	48.50	61.00	60.00	52.50	50.50	54.00	53.50	64.00	57.50	61.50
Tabulating-machine operators	60.00	69.00	57.50	58.00	56.50	60.00	-	-	70.50	63.00	61.00	56.00	72.50	65.50	76.50	68.00	72.50
Transcribing-machine operators, general	54.50	62.50	50.00	48.00	54.00	50.50	52.00	46.50	63.50	62.50	49.50	53.50	53.50	53.50	61.00	56.50	62.50
Typists, class A	56.50	60.50	51.00	48.00	52.50	52.00	54.00	49.00	64.50	63.50	51.00	53.00	57.50	55.00	59.00	68.50	60.50
Typists, class B	49.50	53.00	44.00	42.00	46.00	44.00	43.00	41.50	54.50	51.00	45.50	46.50	48.50	47.50	52.00	50.00	53.00
Professional and technical																	
Men																	
Draftsmen, senior	103.00	110.50	97.50	-	95.50	90.50	-	92.50	111.00	-	-	95.00	-	110.50	110.00	-	92.50
Draftsmen, junior	78.50	71.50	-	-	67.50	-	-	-	83.50	-	-	-	-	90.50	98.50		-
Women																	
Nurses, industrial (registered)	-	80.50	68.50	-	-	-	-	-	78.50	-	-	-	-	-	82.00	-	-

[1] Earnings relate to standard salaries that are paid for standard work schedules.
[2] Exceptions to the standard industry limitations are shown in footnotes 4 and/or 6 to the table in appendix A.

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

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Table A-4: Office occupations (public utilities)*

(Average weekly earnings[1] for selected occupations studied in transportation, communication, and other public utilities)

Sex, occupation, and grade	Northeast				South				Middle West					Far West			
	Newark-Jersey City	New York City[2]	Philadelphia	Providence	Atlanta	Dallas	Memphis[2]	New Orleans	Chicago[2]	Detroit[2]	Milwaukee	Minneapolis-St. Paul	St. Louis	Denver	Los Angeles-Long Beach[2]	Portland	San Francisco-Oakland[2]
Office clerical																	
Men																	
Clerks:																	
Accounting, class A	$82.00	$89.00	$88.50	-	$92.00	$81.50	-	$74.50	$92.50	$95.50	-	-	-	-	$85.00	$86.50	$85.50
Office boys	49.00	50.50	42.00	-	-	-	-	37.00	58.50	52.50	-	-	-	-	-	-	52.50
Tabulating-machine operators	-	79.50	76.00	-	66.50	67.50	-	-	83.50	-	-	-	-	-	83.00	-	-
Women																	
Clerks:																	
Accounting, class A	-	85.00	67.50	-	79.00	-	-	66.00	-	81.50	-	-	$79.00	$66.50	77.50	-	73.50
Accounting, class B	57.50	67.50	64.50	-	-	59.50	-	-	62.00	64.00	-	$57.00	59.00	56.50	71.00	67.50	65.00
File, class B	-	53.00	51.00	-	51.00	45.00	-	-	-	44.00	-	47.50	50.50	-	62.50	55.50	58.00
Payroll	-	65.50	54.00	-	60.50	-	-	-	-	63.00	-	60.50	64.50	59.00	68.00	69.50	77.00
Comptometer operators	-	68.00	-	-	-	-	-	51.00	67.50	59.00	-	-	-	-	61.50	-	72.50
Key-punch operators	-	59.50	58.00	-	61.50	56.50	-	-	67.00	61.50	-	52.00	65.00	60.00	71.00	61.50	70.50
Office girls	43.50	43.50	-	-	-	-	-	-	-	54.00	-	49.50	-	-	-	-	-
Secretaries	82.50	83.50	89.00	-	82.50	72.50	-	67.50	84.00	89.50	-	69.50	78.50	78.00	81.50	83.00	79.00
Stenographers, general	61.00	62.00	60.00	$59.00	62.50	56.50	$60.50	51.00	72.50	68.00	$60.00	62.00	63.50	60.00	68.50	64.50	69.00
Switchboard operators	65.00	64.00	65.50	-	61.50	55.50	-	47.50	68.50	69.50	-	65.00	-	-	68.50	63.50	70.50
Switchboard operator-receptionists	54.50	63.50	59.00	-	65.00	60.50	-	-	-	58.00	-	-	-	56.50	73.00	-	72.00
Typists, class A	-	59.00	-	-	53.50	53.50	-	50.00	69.50	71.50	-	-	-	55.00	-	61.00	66.00
Typists, class B	54.00	58.00	52.50	-	51.00	46.50	-	43.50	-	56.50	49.00	57.00	54.50	53.00	60.00	57.50	55.00

[1] Earnings relate to standard salaries that are paid for standard work schedules.
[2] One or more utilities are municipally operated, and therefore excluded from the scope of the studies. See footnote 4 to the table in appendix A.
* Transportation (excluding railroads), communication, and other public utilities.

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

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Table A-5: Office occupations (wholesale trade)

(Average weekly earnings[1] for selected occupations studied in wholesale trade)

Sex, occupation, and grade	Northeast			South	Middle West				Far West	
	Newark-Jersey City	New York City	Phila-delphia	Atlanta	Chicago	Detroit	Minne-apolis-St. Paul	St. Louis	Los Angeles-Long Beach	San Fran-cisco-Oakland
Office clerical										
Men										
Clerks:										
Accounting, class A	$96.00	$84.50	$82.00	$81.50	$88.00	-	$73.50	-	$88.00	$79.00
Accounting, class B	-	68.00	64.50	65.50	68.00	-	-	-	-	-
Order	81.00	71.00	69.50	71.50	88.00	$85.50	75.00	-	81.50	84.00
Office boys	-	47.00	45.50	47.00	51.00	-	-	-	-	-
Women										
Billers, machine (billing machine)	-	63.00	-	56.00	63.00	-	-	-	61.50	-
Bookkeeping-machine operators:										
Class A	-	74.00	-	60.00	73.00	-	-	-	76.50	72.00
Class B	56.50	63.50	56.50	57.50	63.50	68.00	54.00	$57.00	66.50	62.00
Clerks:										
Accounting, class A	-	75.50	70.00	71.50	79.50	-	-	-	78.00	76.00
Accounting, class B	61.50	62.50	58.00	57.00	62.00	64.00	53.00	56.00	65.50	65.00
File, class A	-	61.50	60.00	-	60.50	-	-	-	64.00	-
File, class B	45.50	51.00	46.00	47.50	53.50	53.00	49.00	50.00	53.00	51.50
Order	57.50	57.50	58.00	52.00	64.50	-	-	-	73.50	-
Payroll	-	71.00	-	61.00	70.00	-	65.50	67.50	71.00	75.50
Comptometer operators	67.00	64.50	55.50	57.00	65.50	64.50	56.00	56.00	69.50	64.00
Key-punch operators	59.00	60.00	58.50	52.00	-	-	-	-	69.50	70.50
Office girls	-	-	-	47.00	54.00	-	-	-	52.50	-
Secretaries	73.00	78.50	67.00	71.00	79.00	77.00	68.50	69.00	79.00	79.00
Stenographers, general	61.50	64.50	59.00	63.50	67.00	65.00	58.50	58.00	67.50	69.00
Switchboard operators	-	64.50	61.50	-	67.00	-	-	-	64.50	63.00
Switchboard operator-receptionists	61.50	61.50	50.50	53.50	61.50	62.00	52.50	-	66.50	60.00
Transcribing-machine operators, general	-	66.50	53.50	57.00	62.00	-	55.00	-	63.00	62.00
Typists, class A	-	66.50	56.50	56.00	68.50	-	-	-	64.00	63.50
Typists, class B	54.50	57.50	49.00	49.00	55.50	55.50	50.00	52.50	55.50	54.00

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

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

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Table A-6: Office occupations (retail trade)

(Average weekly earnings [1] for selected occupations studied in retail trade)

Sex, occupation, and grade	Northeast				South			Middle West			Far West		
	Newark-Jersey City [2]	New York City [2]	Phila-delphia [2]	Provi-dence	Atlanta	Dallas	New Orleans	Chicago	Detroit [3]	Minne-apolis-St. Paul	Denver	Portland	San Fran-cisco-Oakland
Office clerical													
Men													
Clerks, accounting, class A		$78.50			$76.50	$72.50	$73.50	$84.00					
Women													
Billers, machine (bookkeeping machine)		61.00	$51.00	$46.00	-	48.00	45.00	54.00	-	-	-	-	$62.00
Bookkeeping-machine operators, class B	-	59.00	52.50	46.00	52.00	49.50	44.50	59.50	-	$53.00	$52.00	$54.50	61.00
Clerks:													
Accounting, class A	-	71.00	61.00	-	66.00	57.00	57.00	77.00	-	-	56.50	69.00	73.00
Accounting, class B	$58.00	54.00	49.00	43.50	48.50	44.00	48.00	57.00	$52.50	50.50	52.50	56.00	58.00
File, class B	-	46.50	38.50	-	41.50	36.50	38.00	50.00	45.00	44.00	47.50	-	51.00
Order	51.50	57.00	46.00	-	44.50	41.00	43.50	54.00	51.50	46.00	-	-	59.00
Payroll	-	63.50	53.00	51.50	54.00	56.50	47.50	67.00	-	58.00	53.50	57.00	65.50
Comptometer operators	58.00	60.00	52.50	49.00	54.00	53.50	44.50	63.50	62.50	58.00	52.50	54.50	63.50
Key-punch operators	-	55.00	52.50	-	48.50	-	46.50	59.00	-	-	-	52.50	-
Secretaries	68.50	74.00	67.00	55.00	66.50	67.50	62.50	74.50	74.50	65.00	62.00	63.50	73.50
Stenographers, general	57.00	61.00	53.00	-	52.50	53.50	50.50	59.50	61.00	53.50	56.50	52.50	66.00
Switchboard operators	51.00	58.00	47.00	41.00	49.00	43.50	39.50	57.50	60.50	50.00	47.00	49.00	60.50
Switchboard operator-receptionists	-	59.00	53.00	46.00	-	47.50	46.00	-	57.50	-	50.50	49.00	-
Typists, class A	-	59.50	-	-	58.00	55.00	-	-	-	-	54.50	-	59.00
Typists, class B	47.50	50.50	45.00	-	46.50	45.50	41.00	52.50	48.50	43.50	48.00	45.00	55.50

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

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Table A-7: Office occupations (finance)**

(Average weekly earnings[1] for selected occupations studied in finance, insurance, and real estate)

Sex, occupation, and grade	Northeast			South		Middle West				Far West	
	Newark-Jersey City	New York City	Philadelphia	Atlanta	Dallas	Chicago	Detroit	Minneapolis-St. Paul	St. Louis	Los Angeles-Long Beach	San Francisco-Oakland
Office clerical											
Men											
Clerks, accounting, class A	$79.50	$78.50	$77.50	$79.50	$71.00	$83.50	-	-	-	$76.00	-
Office boys	44.00	46.00	37.50	43.00	42.50	52.50	$43.50	-	-	49.00	$51.50
Tabulating-machine operators	-	65.50	59.00	60.50	64.50	73.50	-	$64.00	-	77.50	70.50
Women											
Bookkeeping-machine operators, class B	50.00	57.00	46.50	50.50	49.50	59.50	54.00	46.50	$46.00	53.50	54.50
Clerks:											
Accounting, class A	61.00	72.00	57.50	60.00	51.50	72.00	69.00	66.00	-	67.50	68.00
Accounting, class B	56.00	56.50	47.00	47.00	47.50	58.00	53.50	-	47.50	54.00	56.00
File, class A	53.50	61.00	50.50	52.50	47.00	61.00	60.50	-	54.00	55.50	61.50
File, class B	44.00	47.00	39.00	41.50	38.50	48.50	47.50	42.50	43.00	45.00	46.50
Payroll	-	71.50	58.50	-	58.50	70.50	-	-	-	68.00	69.50
Comptometer operators	-	62.00	47.50	-	53.00	61.00	57.50	-	-	-	56.00
Key-punch operators	58.00	55.50	48.50	47.50	45.50	61.00	57.50	48.00	52.50	59.50	58.50
Office girls	41.00	46.00	37.00	44.00	39.00	49.50	46.50	40.00	-	46.00	49.50
Secretaries	73.00	78.00	63.50	65.50	69.00	76.00	72.00	68.00	62.50	74.00	74.50
Stenographers, general	55.50	60.50	50.00	56.00	54.50	63.50	63.50	53.00	54.00	63.50	65.00
Switchboard operators	56.00	62.00	50.50	56.00	57.00	64.50	58.00	55.00	50.50	56.00	62.50
Switchboard operator-receptionists	60.00	59.00	-	45.50	52.50	57.00	-	-	-	59.00	60.50
Tabulating-machine operators	-	66.00	55.50	52.50	-	-	-	54.00	-	73.00	67.00
Transcribing-machine operators, general	53.00	59.50	46.50	52.00	49.00	62.50	-	52.50	-	57.50	62.00
Typists, class A	54.00	57.50	50.00	49.50	51.00	62.00	-	50.00	-	55.50	59.00
Typists, class B	47.00	51.00	42.00	44.50	42.50	54.00	49.00	44.50	45.00	51.00	51.50

[1] Earnings relate to standard salaries that are paid for standard work schedules.
** Finance, insurance, and real estate.

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

Table A-8: Office occupations (services)

(Average weekly earnings[1] for selected occupations studied in services)

Sex, occupation, and grade	Northeast		Middle West		Far West
	New York City	Philadelphia	Chicago	Detroit	Los Angeles-Long Beach[2]
Office clerical					
Women					
Clerks:					
Accounting, class A	$71.00	$60.50	-	$76.00	$74.50
Accounting, class B	59.50	53.00	$60.00	58.00	63.50
File, class B	49.00	37.50	50.50	48.50	47.50
Payroll	68.00	56.00	68.00	63.50	72.00
Secretaries	74.00	63.50	78.00	72.50	74.50
Stenographers, general	62.50	53.00	67.00	63.50	62.00
Switchboard operators	57.50	43.50	55.00	50.00	52.00
Switchboard operator-receptionists	60.00	50.50	65.00	63.00	59.00
Typists, class A	64.00	55.00	65.00	-	66.50
Typists, class B	55.50	45.00	57.00	-	50.50

[1] Earnings relate to standard salaries that are paid for standard work schedules.
[2] Excludes motion-picture production and allied services; data for these industries are included, however, in "all industries" and "nonmanufacturing."

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Table A-9. Plant occupations (all industries)

(Average hourly earnings[1] for selected occupations studied in 6 broad industry divisions)

Occupation[2]	Northeast				South				Middle West					Far West			
	Newark-Jersey City[3]	New York City[3]	Philadelphia[3]	Providence	Atlanta	Dallas	Memphis[3]	New Orleans	Chicago[3]	Detroit[3]	Milwaukee	Minneapolis-St. Paul	St. Louis[3]	Denver	Los Angeles-Long Beach[3]	Portland	San Francisco-Oakland[3]
Maintenance and powerplant																	
Carpenters	$2.43	$2.29	$2.37	$1.98	$2.05	$2.06	$1.98	$1.91	$2.58	$2.51	$2.35	$2.48	$2.41	$2.28	$2.43	$2.49	$2.50
Electricians	2.51	2.33	2.35	1.95	2.27	2.17	2.30	2.20	2.65	2.60	2.47	2.52	2.50	2.25	2.57	2.49	2.49
Engineers, stationary	2.52	2.37	2.08	2.09	1.77	1.86	2.00	1.76	2.61	2.57	2.36	2.28	2.44	2.11	2.50	2.34	2.40
Firemen, stationary boiler	2.02	1.91	1.82	1.65	1.46	1.56	1.14	1.38	2.13	2.14	1.98	2.04	2.20	1.69	2.03	2.10	2.21
Helpers, trades	1.93	1.82	1.90	1.56	1.58	1.45	1.23	1.57	1.99	2.10	1.86	1.96	2.07	1.78	2.08	1.97	2.08
Machine-tool operators, toolroom	2.37	2.35	2.19	1.97	-	2.03	-	-	2.48	2.62	2.39	2.20	2.42	-	2.47	2.36	2.37
Machinists	2.43	2.45	2.37	2.00	2.18	2.15	2.29	2.17	2.61	2.64	2.56	2.46	2.54	2.25	2.57	2.44	2.50
Mechanics	2.38	2.30	2.27	1.79	2.00	2.00	1.99	2.08	2.37	2.59	2.30	2.22	2.29	2.18	2.33	2.40	2.44
Mechanics, automotive	2.22	2.23	2.19	2.01	1.90	1.91	1.81	1.94	2.48	2.39	2.25	2.19	2.25	2.23	2.36	2.32	2.55
Millwrights	2.39	2.29	2.26	1.86	-	-	2.22	-	2.44	2.54	2.30	2.37	2.47	-	2.48	2.43	2.45
Oilers	2.01	1.91	1.73	1.48	1.45	1.65	1.83	1.49	1.99	2.08	2.09	1.96	2.07	-	1.94	1.96	2.00
Painters	2.30	2.12	2.14	1.88	2.07	1.97	1.87	1.88	2.59	2.41	2.31	2.53	2.43	2.14	2.36	2.53	2.41
Pipefitters	2.56	2.36	2.37	1.96	2.38	-	2.37	1.94	2.54	2.54	2.37	2.52	2.52	2.28	2.59	2.42	2.50
Plumbers	2.51	2.14	2.11	-	-	2.10	-	-	2.79	-	-	-	-	-	2.47	-	-
Sheet-metal workers	2.48	2.38	2.28	2.09	-	-	-	-	2.55	2.53	2.43	2.45	2.50	-	2.52	2.46	2.46
Tool and die makers	2.53	2.56	2.49	2.31	-	2.33	2.42	-	2.79	2.75	2.65	2.55	2.67	2.32	2.67	2.66	2.68
Custodial, warehousing, and shipping																	
Elevator operators, passenger (men)	1.38	1.58	1.38	1.30	-	.85	.66	.77	1.89	1.56	1.34	1.28	1.15	-	1.22	1.32	1.54
Elevator operators, passenger (women)	1.08	1.41	1.19	1.02	.52	.75	.55	.59	1.18	1.11	1.03	1.32	1.08	.99	1.29	1.15	1.63
Guards	1.84	1.66	1.67	1.44	1.82	1.64	1.72	1.11	1.81	2.10	1.81	1.83	1.82	1.75	1.95	1.92	1.78
Janitors, porters, and cleaners (men)	1.60	1.49	1.43	1.31	1.12	1.11	1.07	.91	1.63	1.72	1.57	1.46	1.45	1.34	1.56	1.54	1.70
Janitors, porters, and cleaners (women)	1.29	1.30	1.11	1.08	.76	.81	.74	.61	1.47	1.29	1.25	1.28	1.15	1.19	1.32	1.36	1.60
Laborers, material handling	1.92	1.68	1.65	1.50	1.35	1.29	1.23	1.16	1.78	1.93	1.86	1.82	1.73	1.71	1.90	1.90	2.03
Order fillers	1.88	1.76	1.71	1.45	1.34	1.35	1.26	1.26	1.78	1.93	1.90	1.77	1.75	1.61	1.94	1.91	2.03
Packers, shipping (men)	1.71	1.52	1.56	1.34	1.30	1.35	1.30	1.19	1.72	1.96	1.87	1.81	1.71	1.49	1.83	1.81	1.93
Packers, shipping (women)	1.31	1.40	1.27	1.13	1.33	-	1.08	.92	1.55	1.84	1.42	1.32	1.35	1.23	1.67	-	1.52
Receiving clerks	1.91	1.78	1.71	1.53	1.56	1.58	1.59	1.49	1.95	2.01	1.92	1.93	1.87	1.65	1.99	1.89	2.07
Shipping clerks	1.99	1.87	1.85	1.65	1.59	1.64	1.64	1.48	2.00	2.15	1.95	1.98	1.93	1.69	2.08	2.05	2.13
Shipping and receiving clerks	1.91	1.82	1.94	1.67	1.70	1.72	1.63	1.47	1.95	2.08	2.04	1.92	1.91	1.72	2.01	2.03	2.16
Truckdrivers[4]	2.42	2.36	2.08	1.83	1.57	1.55	1.47	1.29	2.27	2.20	2.12	2.02	2.13	1.81	2.15	2.10	2.36
Light (under 1½ tons)	-	2.07	1.92	1.34	1.30	1.38	1.00	1.22	2.28	2.03	2.01	2.02	2.01	1.64	1.90	1.92	2.26
Medium (1½ to and including 4 tons)	2.50	2.30	2.07	1.82	1.56	1.61	1.45	1.24	2.20	2.20	2.04	2.01	2.12	1.82	2.10	2.05	2.35
Heavy (over 4 tons, trailer type)	2.53	2.34	2.18	1.80	1.77	1.65	1.64	1.37	2.31	2.24	2.22	2.03	2.18	1.97	2.20	2.22	2.46
Heavy (over 4 tons, other than trailer type)	2.17	2.63	2.07	1.77	-	-	-	1.51	2.30	2.27	2.20	2.04	-	1.82	2.25	2.11	2.38
Truckers, power (forklift)	2.02	2.08	1.83	1.70	1.58	1.56	1.44	1.46	1.97	2.01	1.95	1.93	1.89	1.81	2.05	1.99	2.11
Truckers, power (other than forklift)	1.82	1.99	1.77	1.55	-	1.69	1.49	1.49	1.94	2.03	1.94	1.89	1.82	-	2.03	2.10	2.08
Watchmen	1.53	1.53	1.40	1.28	1.19	1.08	1.00	.93	1.28	1.54	1.38	1.56	1.36	1.34	1.60	1.65	1.73

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Data limited to men workers except where otherwise indicated.
[3] Exceptions to the standard industry limitations are shown in footnotes 4 and/or 6 to the table in appendix A.
[4] Includes all drivers, regardless of size and type of truck operated. Drivers of more than 1 type of truck, formerly classified to the major type of truck operated, are now included only in the general average for truckdrivers. Data for individual types therefore may not be strictly comparable to the earlier studies.

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Table A-10: Plant occupations (manufacturing)

(Average hourly earnings[1] for selected occupations studied in manufacturing)

Occupation[2]	Northeast				South				Middle West					Far West			
	Newark-Jersey City	New York City	Phila-delphia	Provi-dence	Atlanta	Dallas	Memphis	New Orleans	Chicago	Detroit	Mil-waukee	Minne-apolis-St. Paul	St. Louis	Denver	Los Angeles-Long Beach	Portland	San Fran-cisco-Oakland
Maintenance and powerplant																	
Carpenters	$2.39	$2.28	$2.31	$1.97	$2.05	$2.16	$1.90	$1.95	$2.36	$2.50	$2.32	$2.38	$2.41	$2.27	$2.38	$2.43	$2.49
Electricians	2.48	2.45	2.36	1.94	2.27	2.24	2.36	2.19	2.55	2.60	2.44	2.48	2.49	2.23	2.52	2.47	2.52
Engineers, stationary	2.54	2.53	2.15	1.94	2.21	-	2.07	1.74	2.52	2.66	2.38	2.30	2.53	2.20	2.50	2.34	2.62
Firemen, stationary boiler	2.04	2.16	1.87	1.57	1.50	1.67	1.14	1.45	2.05	2.21	1.99	2.09	2.22	1.93	2.10	2.05	2.25
Helpers, trades	1.95	1.79	1.94	1.54	1.63	1.47	1.21	1.58	1.97	2.12	1.83	1.93	2.09	1.78	2.08	1.96	2.11
Machine-tool operators, toolroom	2.37	2.35	2.19	1.97	-	2.03	-	-	2.48	2.62	2.39	2.20	2.42	-	2.47	2.36	2.37
Machinists	2.43	2.41	2.35	2.00	2.16	2.24	2.30	2.16	2.60	2.65	2.57	2.45	2.55	2.25	2.55	2.45	2.50
Mechanics	2.41	2.34	2.26	1.78	1.96	2.02	2.02	2.08	2.36	2.59	2.31	2.21	2.29	2.17	2.33	2.40	2.45
Mechanics, automotive	2.42	2.28	2.20	-	1.97	1.83	1.69	1.87	2.38	2.41	2.35	2.26	2.34	2.13	2.36	2.29	2.54
Millwrights	2.37	2.33	2.26	1.86	-	-	2.22	-	2.44	2.54	2.30	2.37	2.47	-	2.48	2.43	2.45
Oilers	1.99	2.01	1.73	1.48	1.45	1.67	1.90	1.51	1.96	2.09	2.09	1.96	2.08	-	1.94	1.95	2.00
Painters	2.31	2.36	2.26	1.92	2.22	2.09	2.05	2.06	2.35	2.44	2.29	2.46	2.40	2.21	2.35	2.50	2.46
Pipefitters	2.54	2.36	2.37	1.95	2.37	-	2.37	1.91	2.49	2.53	2.38	2.50	2.52	2.29	2.59	2.42	2.50
Sheet-metal workers	2.47	2.36	2.27	2.09	-	-	-	-	2.55	2.53	2.44	2.46	2.50	-	2.51	-	2.46
Tool and die makers	2.53	2.56	2.49	2.31	-	2.33	2.42	-	2.79	2.75	2.65	2.55	2.67	2.32	2.67	2.66	2.68
Custodial, warehousing, and shipping																	
Guards	1.86	1.76	1.79	1.45	1.94	1.74	1.77	1.58	1.85	2.13	1.82	1.88	1.88	1.92	1.95	-	1.93
Janitors, porters, and cleaners (men)	1.66	1.52	1.53	1.33	1.35	1.32	1.26	1.20	1.66	1.85	1.67	1.62	1.58	1.53	1.70	1.69	1.84
Janitors, porters, and cleaners (women)	1.45	1.45	1.29	1.20	1.06	1.10	.98	1.08	1.49	1.68	1.48	1.45	1.29	1.44	1.62	-	1.70
Laborers, material handling	1.93	1.71	1.67	1.43	1.29	1.38	1.22	1.22	1.73	1.95	1.89	1.78	1.71	1.63	1.89	1.88	2.00
Order fillers	1.81	1.64	1.68	1.42	1.31	1.58	1.29	.98	1.79	2.00	1.86	1.78	1.71	1.74	1.86	2.06	2.11
Packers, shipping (men)	1.74	1.51	1.64	1.37	1.38	1.48	1.26	1.28	1.78	1.97	1.87	1.76	1.72	1.58	1.83	1.73	1.93
Packers, shipping (women)	1.32	1.42	1.50	1.13	-	-	1.08	-	1.58	1.88	1.50	1.39	1.32	1.25	1.67	-	-
Receiving clerks	1.89	1.94	1.83	1.56	1.57	1.89	1.84	1.48	2.01	2.07	1.94	1.99	1.89	1.86	1.94	2.05	2.07
Shipping clerks	1.93	2.01	1.88	1.63	1.64	1.79	1.69	1.46	2.10	-	1.94	1.97	1.95	1.78	2.09	2.10	2.09
Shipping and receiving clerks	1.91	1.72	1.90	1.67	1.77	1.72	1.58	1.42	1.92	-	2.05	1.93	1.91	1.66	2.01	2.05	2.09
Truckdrivers[3]	2.76	2.47	2.07	1.58	1.33	1.56	1.34	1.37	2.33	2.17	1.99	2.07	2.20	1.78	2.11	2.14	2.41
Light (under 1½ tons)	-	2.16	1.85	1.36	1.44	1.44	-	1.24	2.43	-	1.87	2.15	2.08	1.62	1.85	1.88	2.40
Medium (1½ to and including 4 tons)	2.88	2.45	2.10	1.74	1.22	1.52	1.39	1.37	2.23	2.19	1.93	2.04	2.21	1.84	2.16	2.09	2.45
Heavy (over 4 tons, trailer type)	2.94	2.36	2.05	1.74	1.49	1.63	1.46	1.54	2.32	2.18	2.23	-	2.28	-	2.16	2.23	2.40
Heavy (over 4 tons, other than trailer type)	2.17	2.76	2.05	1.60	-	-	-	-	-	-	-	-	-	-	2.21	2.18	2.31
Truckers, power (forklift)	1.99	2.05	1.80	1.67	1.65	1.62	1.57	1.52	1.95	2.01	1.94	1.86	1.88	1.72	1.98	1.98	2.10
Truckers, power (other than forklift)	1.79	-	1.76	1.55	-	1.78	1.72	-	1.92	-	1.93	1.88	1.82	-	1.92	2.10	2.13
Watchmen	1.57	1.46	1.48	1.24	1.15	1.17	1.07	1.16	1.60	1.84	1.56	1.67	1.60	1.39	1.64	1.68	1.80

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Data limited to men workers except where otherwise indicated.
[3] Includes all drivers, regardless of size and type of truck operated. Drivers of more than 1 type of truck, formerly classified to the major type of truck operated, are now included only in the general average for truckdrivers. Data for individual types therefore may not be strictly comparable to the earlier studies.

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Table A-11: Plant occupations (nonmanufacturing)

(Average hourly earnings[1] for selected occupations studied in nonmanufacturing)

Occupation[2]	Northeast				South				Middle West					Far West			
	Newark-Jersey City[3]	New York City[3]	Philadelphia[3]	Providence	Atlanta	Dallas	Memphis[3]	New Orleans	Chicago[3]	Detroit[3]	Milwaukee	Minneapolis-St. Paul	St. Louis[3]	Denver	Los Angeles-Long Beach[3]	Portland	San Francisco-Oakland[3]
Maintenance and powerplant																	
Carpenters	$2.64	$2.29	$2.51	$2.01	$2.05	$2.01	$2.05	$1.89	-	$2.55	$2.39	$2.61	-	$2.30	$2.58	$2.59	$2.53
Electricians	2.77	2.26	2.35	2.00	2.27	1.97	-	2.24	$2.98	2.62	-	2.65	-	2.29	2.83	2.73	-
Engineers, stationary	2.48	2.29	1.94	-	1.59	1.68	1.90	1.78	2.71	2.39	-	2.26	-	1.86	2.50	2.32	2.25
Firemen, stationary boiler	1.95	1.78	1.58	-	-	-	-	1.00	2.34	1.91	-	1.98	$2.15	1.31	-	-	-
Helpers, trades	1.87	1.84	1.81	1.77	1.55	1.41	1.27	1.50	2.09	1.93	-	-	1.95	1.79	2.07	-	-
Mechanics	2.17	2.19	2.32	-	2.12	1.91	1.72	-	2.44	2.54	-	2.23	2.32	-	2.32	-	2.36
Mechanics, automotive	2.16	2.22	2.19	2.03	1.89	1.93	1.83	1.96	2.51	2.37	2.21	2.19	2.23	2.24	2.36	2.32	2.55
Painters	2.25	2.06	2.01	-	1.86	1.91	1.71	1.70	-	2.34	-	2.57	-	-	2.41	2.60	2.34
Plumbers	-	2.11	2.02	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Custodial, warehousing, and shipping																	
Elevator operators, passenger (men)	1.34	1.57	1.36	1.08	-	.76	.60	.75	1.88	1.23	-	1.27	1.08	-	1.21	1.32	1.53
Elevator operators, passenger (women)	1.07	1.41	1.13	1.01	.52	.75	.55	.59	1.16	1.11	1.02	1.32	1.06	.98	1.27	1.15	1.60
Guards	1.80	1.64	1.37	-	1.44	1.36	-	.93	1.74	1.68	-	1.61	1.34	1.33	1.98	-	1.59
Janitors, porters, and cleaners (men)	1.49	1.47	1.31	1.26	.96	.97	.90	.80	1.59	1.36	1.33	1.35	1.20	1.20	1.45	1.42	1.63
Janitors, porters, and cleaners (women)	1.21	1.30	1.06	1.01	.67	.76	.66	.59	1.47	1.13	1.08	1.21	1.08	1.16	1.27	1.34	1.59
Laborers, material handling	1.92	1.63	1.61	1.68	1.39	1.23	1.24	1.12	1.83	1.83	1.80	1.85	1.78	1.74	1.91	1.91	2.06
Order fillers	1.92	1.81	1.72	1.54	1.36	1.27	1.25	1.28	1.78	1.88	1.93	1.77	1.79	1.55	1.96	1.87	2.00
Packers, shipping (men)	1.54	1.53	1.37	1.16	1.25	1.22	1.33	1.15	1.64	-	1.89	1.84	1.69	1.34	1.84	1.84	1.92
Packers, shipping (women)	-	1.38	1.09	-	1.24	-	1.07	-	1.44	-	-	1.24	-	-	-	-	-
Receiving clerks	1.99	1.70	1.54	1.47	1.55	1.26	1.39	1.50	1.90	1.77	1.88	1.86	1.81	1.55	2.06	1.83	2.08
Shipping clerks	-	1.78	1.75	1.74	1.53	1.41	1.59	1.49	1.87	2.24	-	1.99	1.89	1.64	2.07	2.02	2.18
Shipping and receiving clerks	1.91	1.91	1.96	1.66	1.65	1.73	1.75	1.51	1.99	2.15	-	1.92	1.91	1.84	2.00	2.03	2.21
Truckdrivers[4]	2.23	2.31	2.09	1.95	1.64	1.55	1.51	1.27	2.25	2.24	2.16	2.01	2.11	1.82	2.16	2.09	2.35
Light (under 1½ tons)	-	1.97	1.94	1.26	1.27	1.36	.97	1.22	2.09	1.88	-	-	1.88	1.65	1.95	1.97	2.17
Medium (1½ to and including 4 tons)	2.12	2.21	2.05	1.87	1.66	1.62	1.48	1.19	2.20	2.22	2.09	2.01	2.05	1.81	2.07	2.05	2.32
Heavy (over 4 tons, trailer type)	2.43	2.33	2.19	1.82	1.86	1.66	1.67	1.34	2.31	2.28	2.22	2.03	2.16	1.97	2.22	2.20	2.47
Heavy (over 4 tons, other than trailer type)	2.17	2.57	2.08	1.85	-	-	-	1.51	2.30	2.31	2.19	2.02	-	1.86	2.27	2.09	2.40
Truckers, power (forklift)	2.08	2.13	1.92	1.88	1.36	1.45	1.12	1.34	2.05	2.03	-	1.99	1.99	1.94	2.20	2.01	2.16
Watchmen	1.45	1.56	1.28	1.50	1.26	.98	.90	.87	1.15	1.26	-	1.48	1.14	1.28	1.52	1.53	1.63

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Data limited to men workers except where otherwise indicated.
[3] Exceptions to the standard industry limitations are shown in footnotes 4, 6, and 7 to the table in appendix A.
[4] Includes all drivers, regardless of size and type of truck operated. Drivers of more than 1 type of truck, formerly classified to the major type of truck operated, are now included only in the general average for truckdrivers. Data for individual types therefore may not be strictly comparable to the earlier studies.

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

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Table A-12: Plant occupations (public utilities)*

(Average hourly earnings [1] for selected occupations studied in transportation, communication, and other public utilities)

Occupation [2]	Northeast				South				Middle West					Far West			
	Newark-Jersey City	New York City [3]	Phila-delphia	Provi-dence	Atlanta	Dallas	Memphis [3]	New Orleans	Chicago [3]	Detroit [3]	Mil-waukee	Minne-apolis-St. Paul	St. Louis	Denver	Los Angeles-Long Beach [3]	Portland	San Fran-cisco-Oakland [3]
Maintenance and powerplant																	
Carpenters	$2.49	$2.41	$2.18	-	-	-	-	-	-	-	-	-	-	-	$2.29	$2.42	$2.39
Helpers, trade	1.79	1.84	1.83	$1.81	$1.66	$1.51	$1.52	-	-	-	-	-	-	-	-	-	-
Mechanics, automotive	-	2.19	2.15	1.97	1.94	2.04	1.91	$1.96	$2.50	$2.39	$2.23	$2.15	$2.22	$2.24	2.35	2.33	2.56
Custodial, warehousing, and shipping																	
Janitors, porters, and cleaners (men)	1.71	1.61	1.65	1.54	1.24	1.26	1.11	1.11	1.70	1.72	-	1.63	1.58	1.44	1.67	1.63	1.65
Janitors, porters, and cleaners (women)	-	-	1.42	-	-	1.08	.94	-	1.47	-	-	-	1.37	-	-	1.43	1.49
Laborers, material handling	2.02	1.82	1.84	1.74	1.77	1.51	-	1.20	2.07	2.11	-	1.98	1.85	1.94	2.00	2.04	2.20
Truckdrivers [4]	2.33	2.27	2.00	1.82	1.89	1.77	1.83	1.43	2.24	2.31	2.20	2.01	2.14	1.91	2.09	2.05	2.37
Medium ($1^1/_2$ to and including 4 tons)	2.21	2.25	2.02	-	1.89	1.79	1.79	1.40	2.16	-	2.20	2.01	2.07	1.90	2.08	2.04	2.31
Heavy (over 4 tons, trailer type)	2.41	-	-	1.82	1.91	1.77	-	1.37	2.29	2.33	2.22	-	2.19	2.02	2.10	2.11	2.48
Truckers, power (forklift)	2.09	-	1.97	1.82	-	1.57	-	1.36	-	2.09	-	-	-	2.10	2.15	-	2.26
Watchmen	1.57	1.64	1.42	-	1.40	1.09	.94	.96	-	1.72	-	1.67	1.51	-	-	-	-

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Data limited to men workers except where otherwise indicated.
[3] One or more utilities are municipally operated, and therefore excluded from the scope of the studies. See footnote 4 to the table in appendix A.
[4] Includes all drivers, regardless of size and type of truck operated. Drivers of more than 1 type of truck, formerly classified to the major type of truck operated, are now included only in the general average for truckdrivers. Data for individual types therefore may not be strictly comparable to the earlier studies.
* Transportation (excluding railroads), communication, and other public utilities.

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

Table A-13: Plant occupations (wholesale trade)

(Average hourly earnings [1] for selected occupations studied in wholesale trade)

Occupation [2]	Northeast			South	Middle West				Far West	
	Newark-Jersey City	New York City	Phila-delphia	Atlanta	Chicago	Detroit	Minne-apolis-St. Paul	St. Louis	Los Angeles-Long Beach	San Fran-cisco-Oakland
Maintenance and powerplant										
Mechanics, automotive	$2.48	-	$2.32	$1.86		$2.32		-	$2.33	-
Custodial, warehousing, and shipping										
Janitors, porters, and cleaners	1.54	$1.48	1.40	1.31	$1.53	1.66	$1.49	$1.39	1.65	$1.74
Laborers, material handling	1.92	1.75	1.57	1.14	1.79	1.81	1.86	1.70	1.93	1.97
Order fillers	1.84	1.78	1.63	1.35	1.77	1.89	1.89	1.79	1.95	2.00
Packers, shipping	1.58	1.53	1.40	1.27	1.67	-	1.87	-	1.84	1.94
Receiving clerks	-	1.86	1.70	1.55	2.00	-	1.98	-	1.99	2.09
Shipping clerks	-	1.85	1.83	1.63	1.91	-	1.99	-	2.08	2.16
Shipping and receiving clerks	1.87	1.91	2.13	1.69	2.05	-	1.99	1.90	-	2.29
Truckdrivers [3]	2.25	2.32	2.20	1.32	2.28	2.21	2.02	2.10	2.19	2.30
Medium ($1^1/_2$ to and including 4 tons)	2.07	2.22	2.15	1.26	2.24	-	2.02	2.04	2.09	2.24
Heavy (over 4 tons, trailer type)	2.56	-	2.27	-	-	-	2.05	-	2.32	-
Heavy (over 4 tons, other than trailer type)	2.19	-	2.12	-	-	-	-	-	2.36	2.36
Truckers, power (forklift)	1.95	-	-	1.31	-	-	-	-	2.21	2.09
Watchmen	1.37	1.68	1.12	1.41	-	-	-	-	-	-

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Data limited to men workers.
[3] Includes all drivers, regardless of size and type of truck operated. Drivers of more than 1 type of truck, formerly classified to the major type of truck operated, are now included only in the general average for truckdrivers. Data for individual types therefore may not be strictly comparable to the earlier studies.

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Table A-14: Plant occupations (retail trade)

(Average hourly earnings[1] for selected occupations studied in retail trade)

Occupation[2]	Northeast				South			Middle West			Far West		
	Newark-Jersey City[3]	New York City[3]	Phila-delphia[3]	Provi-dence	Atlanta	Dallas	New Orleans	Chicago	Detroit[4]	Minne-apolis-St. Paul	Denver	Portland	San Fran-cisco-Oakland
Maintenance and powerplant													
Carpenters	-	$2.43	$2.92	-	$2.20	$2.19	$2.25	-	-	-	-	-	-
Engineers, stationary	-	2.38	2.21	-	-	1.62	2.07	$2.75	-	-	-	-	$2.35
Mechanics, automotive	$2.28	-	2.17	-	1.52	1.60	-	2.50	-	-	-	$2.27	-
Custodial, warehousing, and shipping													
Elevator operators, passenger (women)	1.04	-	1.24	-	-	.77	-	1.17	$1.00	-	$1.09	1.12	1.62
Janitors, porters, and cleaners (men)	1.28	1.31	1.23	$1.13	.87	.91	.70	1.33	1.24	$1.31	1.07	1.38	1.62
Janitors, porters, and cleaners (women)	1.08	1.29	.99	-	.77	.65	.50	1.24	1.06	-	1.11	-	1.63
Laborers, material handling	1.67	1.51	1.57	1.42	1.07	1.03	.98	1.67	1.68	-	1.56	1.63	2.09
Order fillers	2.02	1.92	1.66	-	1.36	1.38	1.01	-	1.89	1.51	1.40	1.90	2.05
Packers, shipping (men)	-	1.51	1.31	-	1.16	-	1.03	1.55	-	-	1.23	-	1.86
Receiving clerks	1.82	1.54	1.43	1.43	1.51	1.23	1.23	1.85	-	1.76	1.45	1.76	2.07
Shipping clerks	-	1.67	-	-	1.28	-	1.29	1.75	-	-	-	-	-
Shipping and receiving clerks	-	-	1.90	-	1.46	-	1.20	-	-	-	-	1.95	2.01
Truckdrivers[5]	-	2.53	2.05	1.46	1.25	1.26	1.15	2.29	2.17	2.01	1.78	2.13	2.45
Medium (1½ to and including 4 tons)	-	2.07	1.95	-	1.15	1.16	1.22	-	-	-	1.77	2.09	2.48
Truckers, power (forklift)	2.13	-	1.92	-	1.34	-	-	2.07	-	-	-	-	-
Watchmen	-	1.44	1.35	-	1.20	1.05	.86	1.36	1.34	-	1.24	1.33	-

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Data limited to men workers except where otherwise indicated.
[3] Excludes data for limited-price variety stores.
[4] Excludes data for 2 large department stores.
[5] Includes all drivers, regardless of size and type of truck operated. Drivers of more than 1 type of truck, formerly classified to the major type of truck operated, are now included only in the general average for truckdrivers. Data for individual types therefore may not be strictly comparable to the earlier studies.

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

Table A-15: Plant occupations (finance)**

(Average hourly earnings[1] for selected occupations studied in finance, insurance, and real estate)

Occupation[2]	Northeast			South		Middle West				Far West	
	Newark-Jersey City	New York City	Phila-delphia	Atlanta	Dallas	Chicago	Detroit	Minne-apolis-St. Paul	St. Louis	Los Angeles-Long Beach	San Fran-cisco-Oakland
Custodial, warehousing, and shipping											
Elevator operators, passenger (men)	$1.52	$1.63	$1.37	-	-	$1.99	-	-	-	$1.26	$1.63
Elevator operators, passenger (women)	-	-	1.35	-	$0.81	-	$1.12	-	$1.05	-	-
Guards	1.54	1.81	1.32	$1.48	1.40	1.71	1.62	-	1.35	1.50	1.66
Janitors, porters, and cleaners (men)	1.46	1.65	1.33	.84	.87	1.94	1.35	$1.40	1.04	1.31	1.64
Janitors, porters, and cleaners (women)	1.21	1.33	1.06	.63	.74	1.50	1.11	-	1.05	1.22	1.61
Watchmen	1.49	1.70	1.29	-	-	-	-	-	-	1.34	-

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Data limited to men workers except where otherwise indicated.
**Finance, insurance, and real estate.

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

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Table A-16: Plant occupations (services)

(Average hourly earnings[1] for selected occupations studied in services)

Occupation[2]	Northeast		Middle West		Far West
	New York City	Philadelphia	Chicago	Detroit	Los Angeles-Long Beach[3]
Maintenance and powerplant					
Engineers, stationary	$2.19	$1.79			$2.32
Custodial, warehousing, and shipping					
Elevator operators, passenger (men)	1.32	-	-	-	1.07
Elevator operators, passenger (women)	1.36	-	-	$1.11	-
Janitors, porters, and cleaners (men)	1.36	1.08	$1.39	1.29	1.35
Janitors, porters, and cleaners (women)	1.25	.99	1.47	1.20	-
Watchmen	1.30	.90	-	-	1.33

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Data limited to men workers except where otherwise indicated.
[3] Excludes data for motion-picture production and allied services; data for these industries are included, however, in "all industries" and "nonmanufacturing."

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Wage Differences Among Labor Markets

Occupational wage tables presented on pages 15 to 27 permit a comparison of pay levels, for any of the jobs studied, among industry divisions within a particular labor market as well as among the various labor markets. Estimates of pay relationships within and among markets vary somewhat, depending upon the occupations selected for comparison. By averaging the pay for groupings of occupations, useful benchmarks can be provided for office, skilled maintenance, custodial, and material-movement workers. Interarea pay relationships for these fields of employment will not necessarily agree with measures based on averages for broader groups of workers or occupational averages for a specific industry.

The use of data for the same jobs in each labor market, together with the assumption of a constant employment relationship between jobs in all markets, eliminates interarea differences in occupational composition as a factor in examining pay levels. Industrial composition, however, varies substantially among labor markets. This type of variation is necessarily reflected in and, in fact, tends to explain the area pay relatives presented in tables 4 to 6.

Pay for office workers and skilled maintenance workers in the highest wage area exceeded that in the lowest area wage by 31 percent. The interarea wage spread for material-movement workers was 69 percent and that for custodial workers was 95 percent. This variation in interarea wage spread by job group is largely accounted for by the nature of the wage structure in southern communities where most, but not all, of the lowest jobs averages were recorded. Pay levels for white-collar employees and skilled plant workers in the South compare more favorably with pay in other regions than is the case with semiskilled and unskilled plant workers.

Method of Computing Area Relatives

The following method was used in computing the data used in the comparisons. For each area, aggregates for all industries combined and for manufacturing and nonmanufacturing were computed by multiplying the average standard weekly salary for each of 18 office jobs and the average straight-time hourly earnings (excluding premium pay for overtime and nightwork) for each of 17 plant jobs by estimated total employment in the job in all industries and areas combined.[11] The procedure assumed a constant employment relationship between jobs in all areas—in manufacturing, nonmanufacturing, and for both groups combined.

Aggregates for each occupational group and industry group are expressed as percentages of like groups in New York City. Wage data for New York City relate to April 1956. Most of the other areas were studied earlier. Dallas, Detroit, Milwaukee, New Orleans, and Philadelphia were studied during October or November 1955. The timing of wage adjustments varies among industries and establishments. The Fair Labor Standards Amendments of 1955 raised the minimum wage from 75 cents an hour to $1, effective March 1, 1956. Estimates of comparative pay position should, therefore, be viewed in light of the variations in the dates when data were collected.

Interarea Comparisons

Job Groups.—Office clerical pay levels in Detroit and Los Angeles-Long Beach were 106 percent of New York City levels (table 4); Chicago and San Francisco-Oakland were recorded at 104 percent of the New York City level. Newark-Jersey City and Portland(Oreg.) almost equaled New York City (98-99 percent) with pay relatives for other areas ranging from 94 for Milwaukee and St. Louis to 81 percent for New Orleans. These estimates are based on average standard weekly salaries for jobs ranging in pay from entry-level work to secretarial and accounting clerk categories.

Scheduled weekly hours of work varied somewhat among areas studied with the lowest weekly hours found in New York City. Accordingly, tabulations based on average hourly rates would indicate somewhat different pay relationships.[12]

Based on all-industry averages for six skilled maintenance trades, Chicago and Detroit workers' hourly pay was 110 percent of the New York City level (table 5). San Francisco-Oakland at 108 percent ranked third with Los Angeles and Portland tied for fourth at 106 percent. Three other midwestern areas and Newark-Jersey City had pay relatives of 103-104 for these skilled workers. The lowest area pay relative—84 percent in Providence—was about 5 points below those recorded in the four areas studied in the South.

Pay relatives for custodial workers (guards, janitors, janitresses, and watchmen) ranged from 115 percent in San Francisco-Oakland to 59 percent in New Orleans. Newark-Jersey City in the Northeast, Chicago, Detroit, and Milwaukee in the Middle West, and Los Angeles and Portland in the Far West held a pay position intermediate between New York City and San Francisco.

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

[12] Average weekly hours for stenographers, for example, were as follows: New York City—36 hours; Newark-Jersey City and Philadelphia—38 hours; San Francisco-Oakland—38.5 hours; and all others—from 39 to 40 hours.

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The measurement of interarea wage differences for material-movement jobs was based on averages (and employment) for forklift operators, material-handling laborers, order fillers, shipping packers, shipping and receiving clerks, and truckdrivers. Workers in these jobs generally earn more than custodial workers but less than the skilled maintenance workers. As in the case of the custodial group, San Francisco-Oakland ranked highest and New Orleans lowest with 115 and 68 percent of New York City pay, respectively.

Industry Groups.—Except for office workers, as shown below, maximum wage differences among areas were greater in nonmanufacturing than in manufacturing.

Percentage difference between highest and lowest area relatives

Job group	Manufacturing	Nonmanufacturing
Office workers	32	27
Plant workers	50	66
Maintenance	35	50
Custodial	51	108
Material movement	65	77

The smaller degree of wage dispersion among markets in manufacturing is believed to be accounted for in part by the fact that wage structures in some manufacturing industries, notably transportation-equipment producers, are largely industry oriented and are not established on an area-by-area basis.

Excluding the 4 areas in the South and the New England area (Providence), the maximum wage differences among the 12 other areas ranged from 16 percent for maintenance workers in manufacturing to 36 percent for custodial workers in nonmanufacturing. Estimates for other job-industry categories fell in the 20- to 24-point range.

Pay relationships shown separately for manufacturing and nonmanufacturing in tables 4 and 5 differed, for some cities, from the relationships based on all-industry averages for jobs studied. One of the more striking differences was noted in the relative pay position of custodial workers in Detroit. In manufacturing, custodial workers in Detroit were the highest paid among the 17 areas—averaging 21 percent more than in New York City; in the nonmanufacturing comparison, however, Detroit held eighth position with pay equaling 91 percent of the New York City pay level. In the case of the maintenance trades, some of the interarea variation in pay is attributable to the fact that some firms pay the typically higher construction industry rates for at least some of their maintenance workers. Variation among industries and cities in the proportions paid construction rates is also a factor in determining pay relationships between manufacturing and nonmanufacturing in individual cities.

Intra-area Comparisons

Comparisons of manufacturing and nonmanufacturing pay levels within labor markets showed a consistent wage advantage for office and custodial workers in manufacturing, whereas maintenance and material-movement workers in a majority of areas had higher earnings in nonmanufacturing. Pay levels in nonmanufacturing industries are expressed as percentages of manufacturing pay in table 6.

Office worker averages for nonmanufacturing ranged from 88 percent (Dallas) to 98 percent (Portland) of pay for comparable work in manufacturing. The lower salary level in nonmanufacturing was offset in most areas, however, by shorter workweeks.[13]

Custodial-job pay showed the greatest differences between manufacturing and nonmanufacturing industries. In the four southern areas and in Denver, Detroit, Milwaukee, and St. Louis, custodial workers in nonmanufacturing averaged four-fifths or less than their counterparts in manufacturing. The smallest differences (4 percentage points) were found in New York City and Providence.

Skilled maintenance workers' pay differed between manufacturing and nonmanufacturing by 5 points or less in 14 areas, higher averages being recorded in nonmanufacturing in 10 of these areas. Nonmanufacturing pay levels in Dallas and Memphis were 92 and 88 percent, respectively, of manufacturing pay. Chicago maintenance workers averaged 12 percent more in nonmanufacturing.

Material-movement job pay also differed (between the broad industry groups) by only a few percentage points in most areas. The greatest differences were noted in Dallas and Providence.

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[13] Differences in pay levels for women office workers among 5 industry divisions within nonmanufacturing are presented in Wage Differences and Establishment Practices, 17 Labor Markets, 1953-54, BLS Bull. 1173.

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Table 4: Interarea pay comparisons, office workers

(Relative pay levels for office workers in 17 labor markets by industry division and sex, winter 1955-56)

(New York City = 100)

Labor market	All industries			Manufacturing			Nonmanufacturing		
	Men and women	Men	Women	Men and women	Men	Women	Men and women	Men	Women
Northeast:									
Newark-Jersey City	98	107	97	95	105	94	97	108	96
New York City	100	100	100	100	100	100	100	100	100
Philadelphia	89	98	88	90	98	89	86	95	85
Providence	84	102	82	82	96	81	82	105	79
South:									
Atlanta	91	100	90	94	103	92	91	99	90
Dallas	90	101	89	95	103	94	89	99	87
Memphis	85	101	83	86	97	84	85	103	82
New Orleans	81	92	80	87	91	87	83	91	82
Middle West:									
Chicago	104	111	103	102	109	101	104	110	103
Detroit	106	118	104	107	118	106	101	115	99
Milwaukee	94	107	93	95	106	93	90	103	88
Minneapolis-St. Paul	90	100	88	88	97	87	89	100	88
St. Louis	94	105	93	93	105	91	93	102	91
Far West:									
Denver	91	96	90	92	94	92	91	96	90
Los Angeles-Long Beach	106	112	105	105	110	105	104	113	103
Portland	99	109	97	96	107	94	99	110	98
San Francisco-Oakland	104	110	103	108	111	107	102	108	101

Table 5: Interarea pay comparisons, plant workers

(Relative pay levels for plant workers in indirect jobs in 17 labor markets by industry division and work category, winter 1955-56)

(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:												
Newark-Jersey City	107	104	105	110	109	103	107	114	106	107	100	108
New York City	100	100	100	100	100	100	100	100	100	100	100	100
Philadelphia	96	99	94	96	97	97	99	96	95	102	86	96
Providence	85	84	86	85	83	80	86	82	88	86	86	91
South:												
Atlanta	81	90	77	78	81	89	87	74	80	94	68	80
Dallas	79	89	75	77	84	89	85	81	74	84	66	74
Memphis	76	90	72	73	78	88	81	71	72	80	62	73
New Orleans	70	89	59	68	76	87	80	69	68	91	53	66
Middle West:												
Chicago	106	110	106	103	104	104	107	102	108	120	104	105
Detroit	110	110	112	109	112	108	121	109	103	109	91	106
Milwaukee	104	103	102	106	105	101	107	105	100	103	86	106
Minneapolis-St. Paul	102	103	100	102	102	100	106	100	102	108	93	104
St. Louis	100	104	96	100	101	102	102	100	98	107	81	102
Far West:												
Denver	94	97	92	94	94	93	101	92	93	99	83	95
Los Angeles-Long Beach	107	106	106	107	107	103	112	106	108	111	101	109
Portland	106	106	106	106	107	102	113	106	105	109	98	108
San Francisco-Oakland	113	108	115	115	114	106	119	114	113	107	110	117

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Table 6: Nonmanufacturing and manufacturing pay comparisons

(Pay levels in nonmanufacturing industries as percentages of manufacturing pay levels by job group, 17 labor markets, 1955-56)

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

Labor market	Plant workers in indirect jobs				
	Office workers	Maintenance, custodial, and material movement	Maintenance	Custodial	Material movement
Northeast:					
Newark-Jersey City	96	94	101	90	94
New York City	94	98	97	96	99
Philadelphia	90	95	102	84	98
Providence	94	104	103	96	110
South:					
Atlanta	92	96	102	75	107
Dallas	88	87	92	75	91
Memphis	93	90	88	74	101
New Orleans	90	88	101	64	95
Middle West:					
Chicago	96	102	112	93	102
Detroit	89	89	98	72	96
Milwaukee	90	93	99	77	99
Minneapolis-St. Paul	95	98	105	84	103
St. Louis	94	94	101	76	101
Far West:					
Denver	93	96	102	79	102
Los Angeles-Long Beach	93	98	105	87	102
Portland	98	96	103	84	100
San Francisco-Oakland	89	97	98	89	101

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Occupational Wage Relationships

The average establishment pays its skilled maintenance men from 35 to 45 percent more than it pays its janitors. Men office workers generally received less than the skilled maintenance workers and pay for most women's office occupations ranked below that for material-handling laborers.[14] (See table 7.)

Skill differentials were smaller in the manufacturing industries than among the nonmanufacturing divisions included in the study. The service and retail trade divisions had the highest pay differentials.

Among areas studied, the greatest wage differentials were found in the four southern areas. Differences in pay between skilled and unskilled workers were generally smallest in the West Coast areas and some of the Middle West areas (table 8).

The long-term trend toward narrowing of skill differentials has leveled off temporarily, at least, with skilled manual workers, office workers, and unskilled workers maintaining their relative pay position in the past 3 years.

Method of Measurement

Occupational averages obtained in a wage survey are obtained from rates of pay that commonly differ among industries and among establishments in the same industry. Owing to differences in occupational staffing requirements, individual establishments may be represented in varying proportions in averages computed for the occupations studied. Because of these factors, the pay relationship obtainable from averages may fail to reflect accurately the wage spread or differential maintained among jobs in individual establishments. It is for this reason that examination is made here of wage relationships found in individual establishments.

As in a similar study made in 1953, the average hourly earnings for men janitors in each establishment was used as a base (100).[15] Average hourly earnings for each other occupation studied in that establishment were converted to a percentage of that base. Janitors were selected because they are employed in most establishments and in greater number than most of the other jobs studied.[16] Because of their position near the bottom of the wage scale, the percentage differentials between them and higher paying jobs can be readily obtained by subtracting 100 from the percentages shown in the tables.

[14] See appendix B for descriptions of jobs covered in the study.

[15] See Wages and Related Benefits, 20 Labor Markets, 1952-53, BLS Bull. 1116.

[16] Approximately three-fourths of the more than 4,000 establishments studied employed men janitors. These establishments were approximately evenly divided between manufacturing and nonmanufacturing industries.

To obtain a basis of comparison for each area and industry group, the median or midpoint in an array of establishment relatives for the same occupation was selected. Indications of the variation in wage-setting practices among establishments are provided in some of the accompanying tables in the form of "middle ranges"—the central part of the array excluding the upper and lower fourths of the establishments. Since comparisons were made only in establishments that employed men janitors and workers in at least one of the other jobs used in the study, the number of establishments involved varied somewhat among the job pairings.

The 1953 study was limited to selected plant occupations in the manufacturing and public utilities industries. This study attempts to broaden the examination to other industry groups and also to make observations on the relationship of office jobs to the manual jobs.

Plant Jobs

Tool and die makers, the highest paid manual workers studied, averaged 56 percent above the janitor rate in this latest study. The median wage differentials for other skilled maintenance workers ranged from 36 percent for painters and millwrights to 48 percent for plumbers. Median differentials for maintenance carpenters, machinists, and electricians were 42, 45, and 46 percent, respectively. Oilers and maintenance helpers' rates averaged 14 percent above janitor rates in these same establishments.

Among the custodial and material-movement jobs studied, laborers and guards averaged from 6 to 8 percent more than janitors; truckdrivers from 19 to 32 percent, depending on type of truck; order fillers, 11 percent. Shipping clerks held a higher position in the wage scale than receiving clerks (26, compared with a 21-percent differential over janitor pay).

Watchmen averaged 1 percent more than janitors. Pay for women janitors and elevator operators was about 7 percent below men janitors.

As might be expected, the smallest variations in relative position within a job as measured by the middle range[17] was found among the lower paid jobs such as elevator operators, watchmen, guards, oilers, laborers, and packers. Greatest variations were found in the higher paid jobs and particularly among those where skill or responsibility among individual jobs have considerable diversity, such as stationary engineers, carpenters, and painters.

Greater uniformity in pay relationships was noted in the manufacturing division than in any of the nonmanufacturing divisions.

[17] The middle range as used here is the central part of the array, excluding the upper and lower fourths of the establishments.

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Office Jobs

Pay for only one of the men's office jobs studied was comparable to skilled maintenance workers. Accounting clerks (class A) averaged 37 percent above the janitor rate—the pay position of automotive mechanics, painters, and pipefitters. Payroll clerks and tabulating-machine operators generally ranked with truckdrivers and firemen.

Stenographers shared the same comparative pay position with material-handling laborers; typists (class A) and Comptometer operators were paid about the same as watchmen and janitors. Routine copy typists' (class B) and duplicating-machine operators' pay ranked slightly below that for women elevator operators and janitresses.

The differentials for the men's jobs were typically 10 to 20 percentage points higher than the same classification for women. The only exception was for the office boys' and office girls' classification. Both were nearly 20 percent below the janitor rate and the girls' differential was often higher than the boys'. Among the factors that may influence the indicated pay position of men and women in the same job classification are differences in length of service or experience, possible variation in duties and responsibilities, as well as differences in the establishments where they are employed.

Industry Differences

Although the manual jobs studied were selected because they are found in a variety of industries, their occurrence rate is often much higher in the manufacturing establishments than in the nonmanufacturing industries within the scope of the study. For example, tool and die makers and millwrights are generally found only in manufacturing. Elevator operators, on the other hand, were more often reported in nonmanufacturing establishments.

Skill differentials in nonmanufacturing establishments were almost consistently greater than in manufacturing. The only exceptions among the manual jobs studied were the three women's occupations which came nearer to the janitor average in manufacturing plants.

Among the skilled maintenance jobs, the differentials in nonmanufacturing were generally 10 to 20 points greater and among other maintenance jobs generally 5 to 10 points larger. Although skill differentials were greater in nonmanufacturing, the actual levels of wages were generally higher in manufacturing, especially for the unskilled occupations.

Among the nonmanufacturing industries the largest differentials were found in the retail and service divisions, with the former generally having the larger differentials of the two. Differentials in wholesale trade and public utilities were also generally larger than in manufacturing but usually by only a few points.

The differentials in manufacturing industries for office workers were also consistently smaller than those in each of the nonmanufacturing industry divisions. The greatest differentials for office workers in nonmanufacturing were generally found in the service divisions followed by finance and retail trade. Differentials for office workers in public utilities and wholesale trade were larger than in manufacturing and to a greater degree than they were for manual workers.

The 1953 study showed that the size of establishment in terms of employment had no consistent effect on skill differentials, but considerable variation in wage differentials was noted among manufacturing industries. Larger than average differentials were found in the newspaper, malt liquor, paperboard container, and basic steel industries. Small differential industries were industrial chemicals, paper, automobiles, and petroleum refining. Manufacturing industries with the least variation in pay differentials among establishments were automobiles, meatpacking, and cotton textiles. Widest ranges were found in malt liquors, newspapers, and drugs and medicine industries. Although no comparisons were made in the current study, it is believed that this basic pattern remains largely unchanged.

Regional Differential Patterns

The differentials for plant workers did not vary greatly from one region to another except in the South where the differentials for skilled workers were much greater. A comparison of average hourly earnings by occupation, however, indicates that the larger differential is traceable to the lower rates paid in the South to unskilled workers. Pay for skilled workers in the South compared favorably with that of workers in comparable jobs in some of the northern areas.

Smallest differentials were fairly consistently found in the western areas for skilled maintenance jobs. Differentials in the custodial and material-movement jobs were quite uniform in all areas except for the semiclerical types of jobs such as shipping and receiving clerks. In these categories, the southern areas again reflected the greatest differentials.

Outside of the four southern areas, the median differentials for office workers in the other areas were fairly close to the medians for the 17 areas combined. The southern area differentials were consistently larger, with the largest differentials found in New Orleans and next largest generally in Dallas.

Smallest differentials for office work were found in the Milwaukee and Minneapolis-St. Paul areas followed closely by San Francisco and Portland. Other areas with relatively small differentials were Detroit and Newark-Jersey City. The only cities outside of the South with differentials above average were the New York City and Denver areas. The other areas, Providence, Philadelphia, Chicago, St. Louis, and Los Angeles-Long Beach generally had differentials very close to the 17-area medians.

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No consistent relationship was found between levels of wages and the amount of skill differential. Providence, with the lowest wage levels of the 13 areas outside of the South, had among the smallest differentials. The southern areas, all relatively low in general wage levels had the largest differentials. San Francisco-Oakland and Detroit, both high in wage levels, had relatively small differentials whereas Los Angeles and Chicago, which also rank among the high wage areas, had differentials generally approximating those for the 17 areas combined.

Long-Term Trend

Earlier Bureau studies on occupational wage relationships [18] have noted the trend of narrowing skill differentials from 105 percent (of the unskilled workers rate) in 1907 to 37 percent in 1953. Skill differentials in the past have tended to narrow during periods of full employment and to widen during periods of unemployment. The 1953 study indicated that the narrowing trend had slowed to some extent and also noted that more labor-management negotiations were recognizing the problem of maintaining skill differentials. A recent analysis of wage settlements made by the Bureau [19] indicated that about one-third of the settlements specifically dealt with the maintenance of skill differentials and these agreements covered even a higher proportion of workers (40 percent). This current study indicates that during the past 3 years the differentials, where comparisons proved feasible, have remained about the same. A figure comparable to the 1953 study estimate of a 37-percent skill differential for skilled maintenance workers in manufacturing was computed currently to be 38 percent. [20]

As pointed out in previous reports, the reductions in skill differentials have primarily resulted from the emergence of the industrial-type union, the widespread practice of granting flat cents-per-hour increases during the postwar period rather than percentage wage increases, and minimum-wage legislation. Other factors such as plant mechanization, increased minimum living costs, and greater educational opportunities have also contributed to the trend. There is also some evidence that part of the skills of the top manual jobs have been transferred to salaried technicians, and that broad all-round skill requirements have been reduced by specialization.

The effect of some of the above factors may have been small, but all have contributed to the compression in wage structures as reflected in interjob pay relatives.

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[18] Ibid., and Occupational Wage Differentials, 1907-1947, Monthly Labor Review, August 1948 (p. 127).

[19] Current Wage Developments, No. 98, February 1956.

[20] Based on a comparison of 12 jobs in manufacturing establishments in 15 areas that were included in both surveys.

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Chart 3: PAY RELATIONSHIPS BETWEEN SELECTED OCCUPATIONS AND MEN JANITORS IN INDIVIDUAL ESTABLISHMENTS

ALL INDUSTRIES, 17 LABOR MARKETS

Men Janitors=100

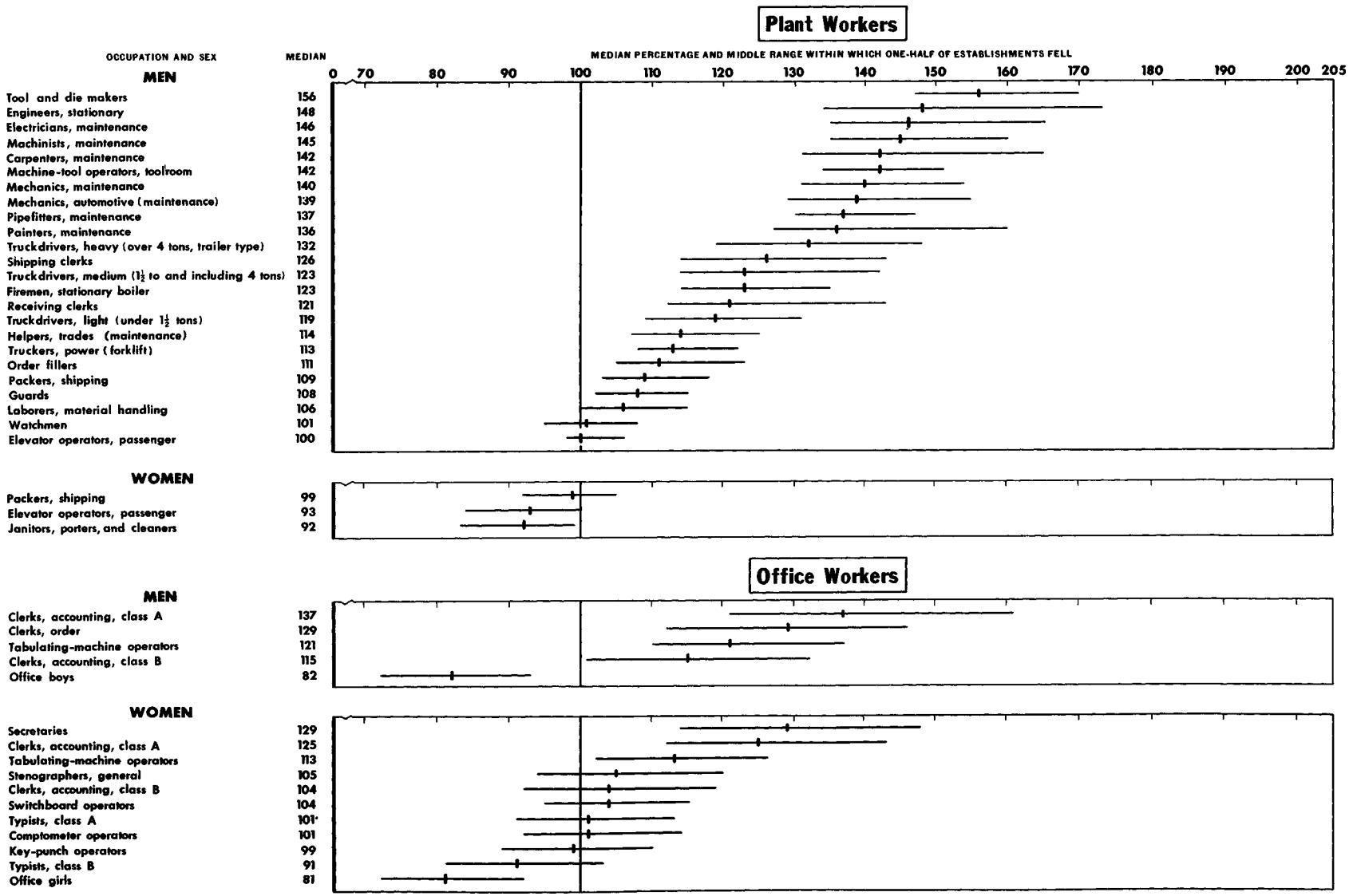

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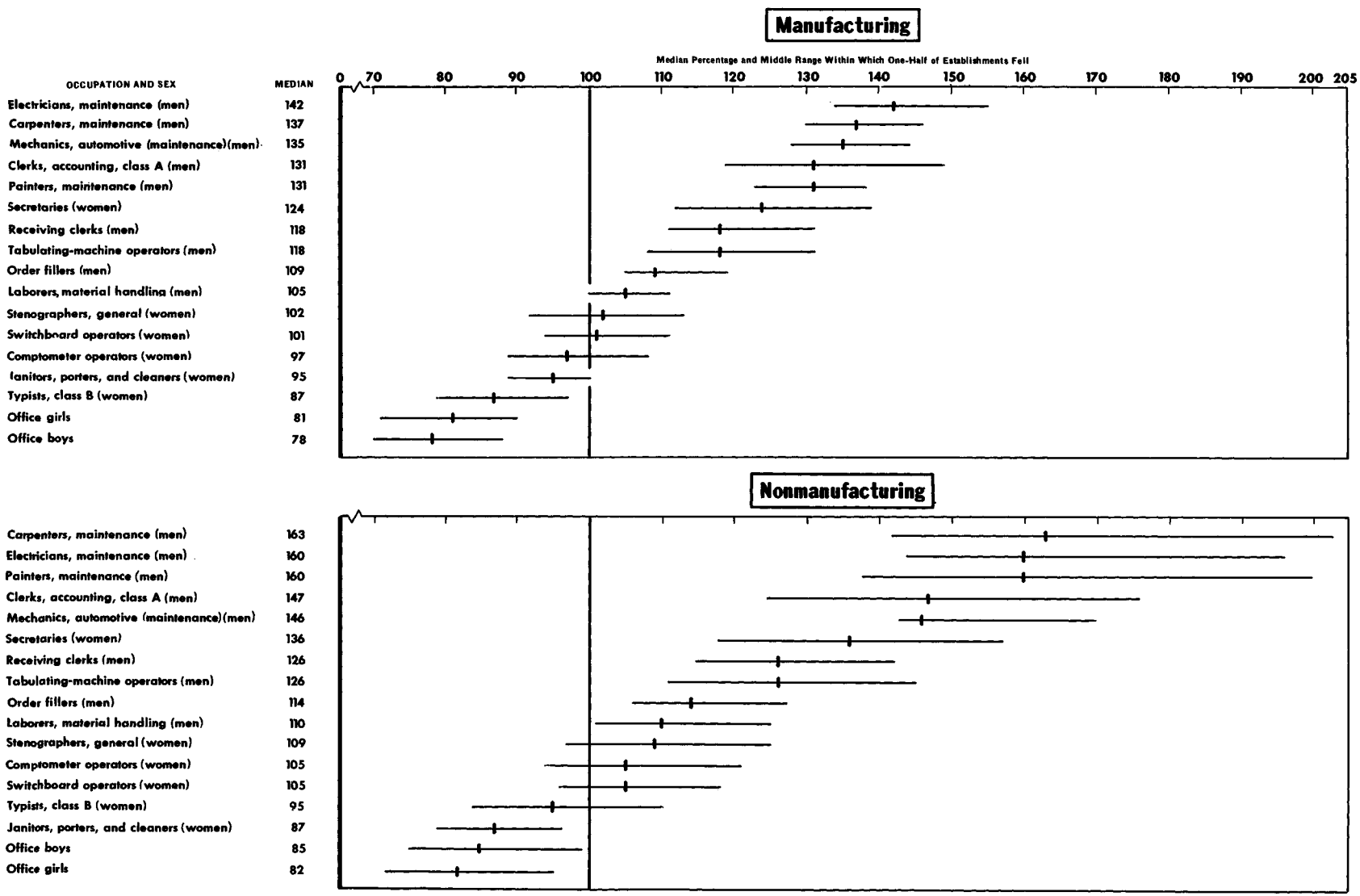
Chart 4: PAY RELATIONSHIPS BETWEEN SELECTED OCCUPATIONS AND MEN JANITORS IN INDIVIDUAL ESTABLISHMENTS

MANUFACTURING AND NONMANUFACTURING, 17 LABOR MARKETS

Men Janitors = 100



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Occupational Wage Relationships

Table 7: Occupational wage relationships by industry division

(Job averages as percentages of pay for men janitors[1] in 17 areas combined)

Occupation and sex	Median establishment relative in—							
	All industries	Manufacturing	Nonmanufacturing	Public utilities *	Wholesale trade	Retail trade	Finance **	Services
Office clerical								
Men								
Clerks, accounting, class A	137	131	147	135	140	152	159	163
Clerks, accounting, class B	115	111	119	115	117	123	121	128
Clerks, order	129	129	130	-	130	136	-	-
Clerks, payroll	122	120	130	127	128	131	-	134
Office boys	82	78	85	82	83	85	88	88
Tabulating-machine operators	121	118	126	122	123	125	129	136
Women								
Billers, machine (billing machine)	102	101	104	102	104	104		111
Billers, machine (bookkeeping machine)	107	103	108	-	-	106	-	130
Bookkeeping-machine operators, class A	117	113	121	126	115	124	122	133
Bookkeeping-machine operators, class B	105	103	107	102	107	109	101	116
Clerks, accounting, class A	125	121	129	125	128	129	130	141
Clerks, accounting, class B	104	101	107	102	105	106	107	118
Clerks, file, class A	104	99	110	110	103	105	111	113
Clerks, file, class B	87	84	90	89	85	91	90	98
Clerks, order	103	105	100	-	106	95	-	-
Clerks, payroll	112	108	119	110	118	115	123	126
Comptometer operators	101	97	105	107	103	105	108	121
Duplicating-machine operators (mimeograph or ditto)	89	88	93	90	91	93	97	-
Key-punch operators	99	95	103	99	101	106	101	106
Office girls	81	81	82	78	82	88	81	92
Secretaries	129	124	136	131	129	135	140	147
Stenographers, general	105	102	109	105	107	112	111	121
Stenographers, technical	115	110	123	122	-	-	127	-
Switchboard operators	104	101	105	102	105	103	111	106
Switchboard operator-receptionists	103	101	107	105	104	107	113	115
Tabulating-machine operators	113	111	114	111	112	118	116	-
Transcribing-machine operators, general	102	99	104	100	100	107	107	-
Typists, class A	101	98	105	102	102	105	110	109
Typists, class B	91	87	95	90	92	97	95	106
Professional and technical								
Men								
Draftsmen, leader	197	193	222	-	-	-		-
Draftsmen, senior	152	150	166	149	167	199		173
Draftsmen, junior	117	116	126	120	126	142		-
Women								
Nurses, industrial (registered)	121	117	132	132	122	131	140	137

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

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Table 7: Occupational wage relationships by industry division - Continued

(Job averages as percentage of pay for men janitors[1] in 17 areas combined)

Occupation and sex	Median establishment relative in—						
	All industries	Manufacturing	Nonmanufacturing	Public utilities *	Wholesale trade	Retail trade	Services
Maintenance and powerplant							
Men							
Carpenters, maintenance	142	137	163	139	130	195	172
Electricians, maintenance	146	142	160	146	146	201	178
Engineers, stationary	148	141	164	140	141	171	185
Firemen, stationary boiler	123	122	128	117	-	142	148
Helpers, trades, maintenance	114	113	117	110	-	127	123
Machine-tool operators, toolroom	142	142	-	-	-	-	-
Machinists, maintenance	145	145	146	143	-	-	-
Mechanics, automotive (maintenance)	139	135	146	143	137	149	174
Mechanics, maintenance	140	140	146	139	139	158	157
Millwrights	136	136	-	-	-	-	-
Oilers	114	113	132	-	-	-	-
Painters, maintenance	136	131	160	141	-	187	166
Pipefitters, maintenance	137	137	148	138	-	-	-
Plumbers, maintenance	148	139	158	140	-	182	177
Sheet-metal workers, maintenance	138	138	147	-	-	-	-
Tool and die makers	156	156	-	-	-	-	-
Custodial, warehousing, and shipping							
Men							
Elevator operators, passenger	100	101	100	100	-	100	101
Guards	108	106	111	110	-	108	110
Laborers, material handling	106	105	110	115	109	111	103
Order fillers	111	109	114	118	111	121	-
Packers, shipping	109	109	110	-	110	109	-
Receiving clerks	121	118	126	120	123	131	123
Shipping clerks	126	124	130	-	130	133	-
Shipping and receiving clerks	126	124	129	124	129	132	133
Truckdrivers, light (under $1^1/_2$ tons)	119	117	121	119	112	128	133
Truckdrivers, medium ($1^1/_2$ to 4 tons)	123	120	133	128	128	144	139
Truckdrivers, heavy (over 4 tons, trailer type)	132	128	139	133	135	146	-
Truckdrivers, heavy (over 4 tons, other than trailer type)	128	126	135	125	137	147	-
Truckers, power (forklift)	113	111	122	122	115	131	-
Truckers, power (other than forklift)	110	109	115	-	-	118	-
Watchmen	101	101	101	100	101	104	100
Women							
Elevator operators, passenger	93	94	92	91	-	89	97
Janitors, porters, and cleaners	92	95	87	90	88	84	90
Packers, shipping	99	100	96	-	104	96	-

[1] These percentages show the relationship between average earnings for selected jobs. In each establishment studied the average earnings for men janitors was used as a base (100); average earnings for other jobs were converted to a percentage of that base.

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

NOTE: Dashes indicate insufficient data to warrant presentation.

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Table 8: Occupational wage relationships, all industries by area

(Job averages as percentages of pay for men janitors [1])

Occupation	Total		Northeast								South							
	17 areas		Newark-Jersey City		New York City		Philadelphia		Providence		Atlanta		Dallas		Memphis		New Orleans	
	Median	Middle range [2]	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range
Office clerical																		
Men																		
Clerks, accounting, class A	137	121-161	125	108-142	139	122-164	142	125-163	146	121-177	168	144-206	175	147-205	160	134-192	197	147-234
Clerks, accounting, class B	115	101-132	110	102-120	116	97-131	119	96-132	112	97-133	131	114-151	138	123-159	131	112-192	139	118-166
Clerks, order	129	112-146	135	112-145	134	103-151	131	108-152	-	-	142	120-160	144	125-173	136	116-173	139	126-161
Clerks, payroll	122	111-140	116	103-128	128	113-142	124	109-140	-	-	130	122-163	162	140-200	-	-	177	141-200
Office boys	82	72-93	80	67-89	80	70-93	77	68-90	80	76-85	100	86-108	93	87-118	97	88-112	90	75-103
Tabulating-machine operators	121	110-137	122	103-131	122	106-138	116	107-132	126	114-139	132	119-172	152	126-178	135	106-159	158	129-192
Women																		
Bookkeeping-machine operators, class A	117	105-136	112	100-123	119	106-140	124	108-145	110	102-126	138	119-157	149	130-169	163	126-174	150	125-176
Bookkeeping-machine operators, class B	105	92-120	98	89-109	108	93-127	103	87-122	104	95-112	119	107-132	126	114-142	127	108-144	132	112-161
Clerks, accounting, class A	125	112-143	119	110-137	133	119-151	127	108-137	124	110-143	151	134-166	144	128-170	144	128-172	170	134-195
Clerks, accounting, class B	104	92-119	100	90-110	109	95-125	101	90-119	105	86-112	119	106-134	120	106-140	125	109-150	129	111-167
Clerks, file, class A	104	93-119	97	92-107	109	98-125	105	99-122	97	90-119	120	109-135	120	110-137	112	102-133	125	110-137
Clerks, file, class B	87	77-99	80	74-88	88	77-99	84	75-95	84	78-91	101	94-110	103	97-112	104	96-114	107	100-122
Clerks, payroll	112	99-129	107	96-119	123	109-138	114	101-133	106	92-114	129	116-149	135	114-165	135	117-157	141	124-188
Comptometer operators	101	92-114	97	90-111	108	96-120	102	93-111	96	87-109	120	106-137	125	109-143	115	104-129	124	107-143
Key-punch operators	99	89-110	94	87-104	98	90-113	97	89-108	97	90-101	113	106-129	123	108-136	109	98-120	129	111-155
Nurses, industrial (registered)	121	110-135	118	105-129	133	122-143	122	111-134	122	111-137	152	127-184	152	122-166	143	115-182	163	131-205
Office girls	81	72-92	75	66-87	78	71-88	79	72-90	83	69-89	97	85-101	98	82-112	100	89-105	100	83-106
Secretaries	129	114-148	124	111-137	137	121-154	131	118-153	129	114-138	149	136-179	158	133-189	146	128-169	171	135-210
Stenographers, general	105	94-120	101	94-111	108	97-124	104	93-118	101	91-110	125	107-138	121	111-141	120	107-141	132	115-165
Switchboard operators	104	95-115	102	94-110	107	100-119	102	94-113	103	95-112	120	107-140	123	108-140	123	105-141	126	110-144
Switchboard operator-receptionists	103	92-118	104	94-119	115	102-132	103	91-118	100	92-112	117	103-133	123	109-142	112	103-135	116	103-133
Tabulating-machine operators	113	102-126	108	97-121	117	106-130	109	102-118	108	100-119	131	122-160	139	120-178	-	-	-	-
Typists, class A	101	91-113	97	86-101	105	95-118	103	92-113	98	87-111	120	110-133	120	108-139	115	102-140	113	103-147
Typists, class B	91	81-103	87	80-97	95	84-109	89	80-102	91	84-100	107	96-119	109	99-124	107	94-119	112	100-129
Maintenance and powerplant [3]																		
Carpenters, maintenance	142	131-165	138	129-150	142	131-160	143	131-162	140	128-151	168	138-211	175	140-208	155	140-243	178	138-229
Electricians, maintenance	146	135-165	141	132-153	144	133-164	148	135-164	140	131-156	173	148-196	159	141-190	161	148-190	186	148-231
Engineers, stationary	148	134-173	142	132-161	157	140-177	140	129-163	134	127-162	166	140-195	169	144-199	168	145-267	210	153-274
Firemen, stationary boiler	123	114-135	124	115-134	124	114-135	120	112-128	118	112-129	117	100-129	128	117-161	113	104-119	115	109-161
Helpers, trades, maintenance	114	107-125	110	105-118	114	108-124	114	108-122	113	108-125	117	106-133	120	107-134	114	106-129	127	108-160
Machinists, maintenance	145	135-160	140	134-150	145	133-162	145	137-154	145	132-173	165	140-183	144	137-191	155	147-165	150	141-186
Mechanics, automotive (maintenance)	139	129-155	134	128-141	132	125-157	138	131-155	125	110-141	154	138-187	151	138-167	153	140-186	175	140-201
Mechanics, maintenance	140	131-154	135	125-144	143	133-159	139	131-162	127	121-140	162	143-180	152	139-180	150	143-171	152	141-210
Oilers	114	108-122	111	107-117	116	112-131	115	109-120	113	106-116	111	107-112	115	108-128	125	113-135	114	108-135
Painters, maintenance	136	127-160	130	119-137	136	126-150	135	127-150	131	118-144	157	138-187	160	130-228	179	137-244	162	127-235
Pipefitters, maintenance	137	130-147	139	132-146	135	129-148	138	131-147	137	124-143	144	132-175	-	-	144	140-148	139	134-156
Tool and die makers	156	147-170	156	147-166	157	150-170	153	145-163	173	154-192	-	-	162	147-188	-	-	-	-
Custodial, warehousing, and shipping [3]																		
Guards	108	102-115	107	100-113	105	100-111	106	101-115	105	101-110	119	110-138	110	107-126	117	104-121	115	101-136
Janitors, porters, and cleaners (women)	92	83-99	90	83-97	89	79-96	92	82-100	95	86-100	93	83-97	89	81-96	91	82-100	87	72-95
Laborers, material handling	106	100-115	106	101-114	109	100-120	107	101-113	105	100-112	102	100-110	106	100-119	101	100-109	104	99-113
Packers, shipping	109	103-118	108	103-116	110	103-119	112	106-129	104	99-115	106	100-111	116	109-125	106	100-117	106	100-123
Receiving clerks	121	112-143	120	111-133	121	110-138	119	111-133	122	111-137	131	116-159	133	121-146	124	115-141	130	116-161
Shipping clerks	126	114-143	119	110-140	125	115-146	126	117-144	124	111-148	135	119-159	134	121-151	139	115-164	136	115-153
Truckdrivers, light (under 1½ tons)	119	109-131	111	107-122	124	115-153	123	115-141	117	110-129	109	100-121	119	109-139	108	105-125	120	105-138
Truckdrivers, medium (1½ to 4 tons)	123	114-142	125	115-147	135	120-153	127	119-151	117	111-159	109	101-135	131	114-145	112	106-123	116	107-150
Truckdrivers, heavy (over 4 tons, trailer type)	132	119-148	146	130-166	147	130-165	137	125-155	125	116-145	147	132-160	118	111-123	132	111-158	125	118-156
Truckers, power (forklift)	113	108-122	113	108-120	121	111-133	112	107-120	113	108-129	110	107-119	113	108-125	110	104-118	112	104-119
Watchmen	101	95-108	102	92-109	100	95-107	102	97-109	105	97-109	105	100-121	106	94-114	104	99-116	104	97-116

See footnotes at end of table.

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Table 8: Occupational wage relationships, all industries by area - Continued

(Job averages as percentages of pay for men janitors [1])

Occupation	Middle West										Far West							
	Chicago		Detroit		Milwaukee		Minneapolis-St. Paul		St. Louis		Denver		Los Angeles-Long Beach		Portland		San Francisco-Oakland	
	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range
Office clerical																		
Men																		
Clerks, accounting, class A	132	121-149	135	125-154	130	118-147	123	111-148	141	123-162	139	117-164	128	114-142	126	117-138	121	113-131
Clerks, accounting, class B	109	98-122	113	104-134	110	95-119	103	92-117	113	102-131	126	107-147	110	103-119	-	-	104	91-115
Clerks, order	129	114-145	134	111-164	111	102-133	121	110-133	128	114-146	134	115-161	129	111-142	128	113-141	122	114-128
Clerks, payroll	122	113-136	114	99-136	123	106-130	116	96-133	118	104-129	121	102-125	120	113-133	-	-	122	111-131
Office boys	84	74-94	79	70-86	74	65-86	73	66-82	79	70-89	87	76-102	89	78-96	82	75-89	79	74-86
Tabulating-machine operators	118	106-137	114	109-134	121	109-129	111	97-127	122	108-131	124	110-149	127	116-140	123	116-131	116	110-125
Women																		
Bookkeeping-machine operators, class A	113	104-129	114	97-139	107	98-118	102	96-113	-	-	119	106-128	118	111-132	107	100-118	105	98-121
Bookkeeping-machine operators, class B	105	94-117	99	89-111	91	84-103	93	83-103	105	93-117	109	96-122	107	101-118	106	94-114	99	90-115
Clerks, accounting, class A	120	109-137	121	110-137	117	106-128	111	97-128	131	119-150	118	104-128	122	113-134	126	111-132	114	105-126
Clerks, accounting, class B	103	93-115	98	85-111	98	83-105	96	84-105	103	93-116	108	97-120	104	98-116	97	84-106	92	84-107
Clerks, file, class A	100	90-111	98	89-113	93	84-99	94	85-103	101	92-118	107	94-114	107	99-118	-	-	103	94-114
Clerks, file, class B	86	78-94	83	69-92	72	67-82	78	67-88	84	75-100	95	83-101	90	82-95	84	76-96	83	78-89
Clerks, payroll	109	98-121	104	94-122	102	93-115	-	-	107	93-121	116	101-128	115	107-129	105	91-115	102	93-114
Comptometer operators	101	93-110	96	88-104	90	82-99	94	78-105	99	88-112	104	97-115	104	97-114	98	93-112	92	88-102
Key-punch operators	100	90-112	93	85-101	86	78-92	85	76-97	97	88-106	103	91-112	105	99-112	92	84-103	95	87-105
Nurses, industrial (registered)	120	112-131	113	105-133	111	103-117	117	104-127	114	105-126	121	106-132	123	115-132	115	103-128	113	107-124
Office girls	82	73-92	80	70-88	69	63-80	71	66-80	80	69-94	86	76-94	84	74-91	80	75-86	81	71-87
Secretaries	127	113-140	123	111-144	118	105-136	118	105-135	125	111-147	131	116-144	126	113-140	117	107-134	118	107-126
Stenographers, general	103	94-113	100	91-117	91	84-101	94	86-107	103	92-119	108	96-123	106	100-115	97	88-106	100	91-108
Switchboard operators	102	94-112	103	94-115	93	89-102	96	86-103	105	97-115	106	98-116	106	100-113	96	92-100	96	89-106
Switchboard operator-receptionists	106	96-116	98	90-110	96	86-107	93	84-103	96	85-108	101	92-115	103	94-111	93	80-108	94	82-106
Tabulating-machine operators	114	102-131	106	99-119	100	90-107	101	91-113	120	103-133	116	112-134	120	112-134	112	104-130	109	103-117
Typists, class A	102	93-111	97	88-109	90	85-95	90	79-100	103	93-116	107	95-116	101	95-108	94	83-104	94	87-105
Typists, class B	90	82-100	86	75-96	79	71-86	80	69-91	90	80-99	94	85-102	90	86-99	82	74-91	85	78-91
Maintenance and powerplant [3]																		
Carpenters, maintenance	145	134-166	137	131-165	136	130-148	147	131-187	144	130-160	138	129-176	142	131-160	138	129-192	144	130-173
Electricians, maintenance	149	141-171	140	134-150	141	135-153	150	138-186	150	135-160	139	130-157	147	139-160	134	123-151	138	131-155
Engineers, stationary	147	138-178	148	139-187	144	133-161	142	132-167	148	137-161	156	137-169	140	133-160	150	128-181	133	127-156
Firemen, stationary boiler	127	116-140	123	114-130	123	115-138	127	118-143	124	116-139	127	110-136	127	117-139	-	-	120	114-133
Helpers, trades, maintenance	114	109-126	118	110-129	113	108-119	116	106-120	117	108-132	113	103-125	111	106-124	107	104-117	115	109-121
Machinists, maintenance	151	141-171	140	133-146	142	133-156	145	130-160	153	134-164	139	130-147	147	138-157	131	126-142	137	130-151
Mechanics, automotive (maintenance)	138	129-151	133	125-139	133	127-143	134	124-146	136	128-154	139	122-158	137	129-148	136	124-155	143	132-153
Mechanics, maintenance	140	132-156	141	132-144	138	129-144	134	125-146	142	132-159	131	124-135	141	134-147	130	128-142	131	126-139
Oilers	114	107-124	111	108-118	117	111-125	112	106-125	115	109-126	-	-	113	109-118	109	104-112	114	109-118
Painters, maintenance	136	130-161	134	128-165	133	126-141	153	129-184	134	127-146	136	121-169	137	130-160	144	128-190	138	125-162
Pipefitters, maintenance	139	131-152	137	131-140	135	131-143	142	127-165	137	128-148	-	-	137	125-147	131	125-134	133	126-142
Tool and die makers	170	155-188	147	144-150	150	141-167	153	142-162	174	169-188	-	-	156	149-161	-	-	152	145-156
Custodial, warehousing, and shipping [3]																		
Guards	107	102-115	109	102-114	104	100-111	111	100-109	108	104-114	110	101-114	112	106-116	-	-	103	99-110
Janitors, porters, and cleaners (women)	92	78-97	90	81-98	87	74-95	89	83-96	96	87-100	97	90-100	97	90-100	89	83-96	100	94-100
Laborers, material handling	106	100-115	105	102-113	107	102-115	108	102-121	107	101-115	107	102-120	110	103-117	111	103-127	107	103-123
Packers, shipping	109	102-118	107	103-112	110	104-114	112	104-122	111	105-120	108	101-119	105	102-111	111	102-123	107	104-121
Receiving clerks	120	113-134	113	107-131	117	112-131	121	114-133	119	113-132	120	111-139	119	111-130	118	113-135	118	108-128
Shipping clerks	125	116-143	115	109-141	121	112-132	127	117-136	125	112-142	125	112-137	130	120-140	128	114-138	120	111-135
Truckdrivers, light (under 1½ tons)	130	121-140	111	109-120	115	109-126	121	112-133	119	108-135	120	111-135	115	108-122	114	105-123	127	121-140
Truckdrivers, medium (1½ to 4 tons)	135	124-154	112	109-121	119	113-128	126	113-142	123	115-140	126	114-148	119	114-131	130	115-144	134	122-143
Truckdrivers, heavy (over 4 tons, trailer type)	143	126-154	120	111-135	123	116-129	129	113-151	132	122-142	138	109-172	128	122-137	133	123-156	139	127-150
Truckers, power (forklift)	113	109-120	109	107-116	113	109-121	114	109-126	113	108-122	120	112-132	115	109-122	111	109-116	114	109-121
Watchmen	100	91-107	103	97-111	103	98-109	101	100-105	100	90-107	100	89-108	100	96-105	100	97-101	100	97-103

[1] See footnote 1, table 7.
[2] The middle range is the central part of the array excluding the upper and lower fourths of the establishments.
[3] Limited to men workers except when otherwise noted.

NOTE: Dashes indicate insufficient data to warrant presentation.

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Table 9: Occupational wage relationships, manufacturing industries by area

(Job averages as percentage of pay for men janitors[1])

Occupation	Total		Northeast								South							
	17 areas		Newark-Jersey City		New York City		Philadelphia		Providence		Atlanta		Dallas		Memphis		New Orleans	
	Median	Middle range[2]	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range
Office clerical																		
Men																		
Clerks, accounting, class A	131	119-149	121	105-139	133	119-154	135	122-148		-	191	141-209	155	139-179	148	135-188	147	133-206
Clerks, accounting, class B	111	100-125	115	97-120	106	98-119	103	90-124		-	131	112-157	132	118-147	-	-	120	110-139
Clerks, order	129	112-148	137	112-149	129	97-153	133	113-162	-	-	146	112-186	-	-	-	-	133	116-161
Clerks, payroll	120	109-137	116	103-123	121	111-138	122	107-136	-	-	124	114-146	160	122-203	-	-	157	120-183
Office boys	78	70-88	77	69-87	76	69-94	75	65-83	79	76-86	100	83-109	91	79-93	-	-	79	72-93
Tabulating-machine operators	118	108-131	122	109-133	119	110-137	115	108-127	126	115-134	-	-	-	-	-	-	-	-
Women																		
Bookkeeping-machine operators, class A	113	104-127	115	108-126	124	107-147	114	101-142	-	-	-	-	-	-	-	-	136	121-183
Bookkeeping-machine operators, class B	103	91-116	100	92-110	123	96-127	99	87-114	104	98-106	118	105-133	118	109-136	134	107-159	123	107-147
Clerks, accounting, class A	121	109-136	117	107-135	132	115-150	118	104-131	133	115-145	152	128-169	138	118-183	133	118-158	149	120-177
Clerks, accounting, class B	101	90-113	99	89-109	108	97-121	96	90-108	108	97-118	119	103-132	120	102-135	121	104-138	110	102-127
Clerks, file, class A	99	90-112	97	93-108	109	100-134	100	90-111	97	88-118	-	-	-	-	-	-	-	-
Clerks, file, class B	84	75-95	80	75-92	92	79-102	81	70-89	84	75-96	101	98-110	102	97-109	102	93-115	-	-
Clerks, payroll	108	97-121	105	96-117	124	108-139	111	99-125	103	91-113	126	115-141	115	104-154	122	105-145	124	110-137
Comptometer operators	97	89-108	97	89-111	105	94-116	98	93-106	96	87-109	-	-	115	98-127	105	91-116	108	96-123
Key-punch operators	95	87-105	94	87-100	101	92-114	93	86-103	100	91-107	121	108-138	108	100-137	-	-	-	-
Nurses, industrial (registered)	117	107-129	115	104-126	130	119-141	119	109-130	124	109-136	145	111-162	125	119-142	-	-	137	121-167
Office girls	81	71-90	79	70-96	76	70-92	78	69-90	83	74-91	-	-	-	-	-	-	-	-
Secretaries	124	112-139	122	111-134	135	120-150	126	116-143	130	116-138	150	134-171	139	127-162	132	117-150	138	127-164
Stenographers, general	102	92-113	101	93-111	110	98-123	100	91-108	103	92-113	125	101-139	113	106-140	114	101-134	118	106-137
Switchboard operators	101	94-111	103	95-111	108	98-117	100	93-109	107	95-119	-	-	114	99-123	-	-	-	-
Switchboard operator-receptionists	101	91-114	103	92-116	118	103-133	101	90-113	100	93-109	117	103-135	115	98-127	107	96-127	111	100-130
Tabulating-machine operators	111	102-123	110	102-121	121	114-137	109	102-119	113	105-133	-	-	-	-	-	-	-	-
Typists, class A	98	90-107	97	89-99	103	94-114	100	90-106	-	-	-	-	114	97-123	-	-	103	93-110
Typists, class B	87	79-97	87	79-96	97	86-107	85	76-95	91	84-101	113	91-121	100	93-110	100	94-110	103	87-123
Maintenance and powerplant[3]																		
Carpenters, maintenance	137	130-146	136	128-142	136	128-144	136	131-147	137	127-149	143	135-158	146	125-173	142	132-151	145	136-179
Electricians, maintenance	142	134-155	140	132-152	140	131-152	144	133-154	140	130-149	164	142-186	148	134-176	151	145-161	157	141-209
Engineers, stationary	141	132-154	139	131-149	145	134-167	137	128-151	131	127-150	-	-	-	-	147	134-165	146	135-179
Firemen, stationary boiler	122	113-131	123	115-131	121	112-128	122	112-128	117	109-128	119	102-134	-	-	110	103-114	113	108-145
Helpers, trades, maintenance	113	108-122	110	106-115	113	110-121	114	109-120	113	110-125	117	108-137	121	108-129	110	105-143	114	107-143
Machinists, maintenance	145	135-157	140	134-148	145	133-161	145	138-154	145	135-173	164	139-183	139	133-191	155	146-163	148	139-178
Mechanics, automotive (maintenance)	135	128-144	133	125-139	130	121-133	136	130-143	-	-	146	136-179	149	136-153	145	126-155	144	138-182
Mechanics, maintenance	140	131-150	134	126-142	139	129-153	139	132-152	127	121-138	157	143-179	150	134-168	151	143-170	149	140-176
Oilers	113	108-119	111	106-117	114	110-123	115	109-120	114	105-117	111	107-112	114	108-127	125	113-135	113	108-119
Painters, maintenance	131	123-138	126	118-133	130	122-137	131	125-141	131	120-142	139	129-152	130	118-156	-	-	133	121-150
Pipefitters, maintenance	137	130-144	138	131-145	134	127-141	137	131-145	137	125-144	-	-	-	-	144	140-148	-	-
Tool and die makers	156	147-170	154	146-167	157	150-170	154	146-163	173	154-192	-	-	162	147-188	-	-	-	-
Custodial, warehousing, and shipping[3]																		
Guards	106	102-112	107	100-111	105	101-109	106	103-114	105	101-111	-	-	108	103-111	109	104-118	-	-
Janitors, porters, and cleaners (women)	95	89-100	92	87-98	90	84-98	95	92-100	97	95-100	95	92-100	94	91-100	98	87-100	-	-
Laborers, material handling	105	100-111	105	100-111	108	101-124	105	101-111	105	100-109	102	100-108	104	100-110	101	100-105	100	99-107
Packers, shipping	109	103-117	109	104-116	112	103-124	112	107-133	107	100-122	107	101-113	114	109-123	104	101-110	-	-
Receiving clerks	118	111-131	118	111-130	124	111-145	117	111-130	119	109-130	127	110-146	127	114-145	123	113-142	126	113-139
Shipping clerks	124	113-140	117	109-137	127	118-149	124	116-134	125	109-155	134	116-182	129	120-151	139	116-169	130	115-153
Truckdrivers, light (under 1½ tons)	117	109-125	113	108-121	130	115-159	126	115-139	117	111-129	116	107-121	113	105-124	-	-	114	104-123
Truckdrivers, medium (1½ to 4 tons)	120	111-133	121	115-132	134	121-152	126	118-139	115	111-145	108	101-118	114	105-130	109	105-113	111	107-142
Truckdrivers, heavy (over 4 tons, trailer type)	128	118-140	136	130-166	138	130-160	133	123-139	-	-	-	-	118	111-123	-	-	124	113-150
Truckers, power (forklift)	111	108-118	112	107-119	117	111-126	111	107-118	111	108-123	111	108-118	111	107-119	110	104-115	110	103-120
Watchmen	101	96-107	100	90-108	100	93-106	103	100-106	105	99-109	102	100-109	104	100-110	101	97-113	100	94-105

See footnotes at end of table.

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Table 9: Occupational wage relationships, manufacturing industries by area - Continued

(Job averages as percentage of pay for men janitors[1])

Occupation	Middle West										Far West							
	Chicago		Detroit		Milwaukee		Minneapolis-St. Paul		St. Louis		Denver		Los Angeles-Long Beach		Portland		San Francisco-Oakland	
	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range
Office clerical																		
Men																		
Clerks, accounting, class A	131	122-146	134	124-147	129	118-146	121	108-145	134	123-146	123	112-153	123	114-133	121	116-137	121	115-132
Clerks, accounting, class B	111	101-123	115	107-130	110	92-120	100	86-107	109	102-116	-	-	104	95-116	-	-	107	102-123
Clerks, order	130	118-139	140	114-170	122	104-136	119	106-130	129	115-141	126	113-165	134	127-143	120	110-136	123	104-128
Clerks, payroll	122	113-135	118	101-134	-	-	-	-	119	104-132	-	-	118	112-122	-	-	115	108-129
Office boys	84	75-92	73	66-81	74	65-86	69	64-75	74	67-81	-	-	88	79-94	-	-	77	72-86
Tabulating-machine operators	118	110-135	113	109-129	121	110-130	111	95-119	118	104-127	-	-	118	110-130	-	-	115	106-120
Women																		
Bookkeeping-machine operators, class A	115	107-126	99	92-118	108	97-117	-	-	-	-	111	105-122	116	111-125	-	-	-	-
Bookkeeping-machine operators, class B	108	98-118	92	86-103	91	84-97	94	84-102	95	85-111	106	86-115	106	98-114	-	-	99	91-113
Clerks, accounting, class A	120	109-133	114	102-130	118	105-134	108	88-126	125	114-135	105	98-118	116	112-129	123	111-135	110	103-124
Clerks, accounting, class B	104	94-112	95	81-102	98	83-106	90	83-100	102	89-114	100	91-117	101	96-106	95	83-102	92	85-100
Clerks, file, class A	101	90-111	-	-	93	84-105	88	84-100	97	89-113	-	-	99	92-103	-	-	-	-
Clerks, file, class B	86	80-94	75	67-81	71	68-84	72	65-81	79	72-90	-	-	88	82-93	87	70-99	82	75-87
Clerks, payroll	110	100-120	99	90-111	100	93-110	95	85-110	99	89-114	105	88-125	112	110-115	102	86-112	101	90-111
Comptometer operators	102	96-110	92	82-97	88	80-94	86	78-97	95	86-109	99	79-108	105	97-113	96	93-111	94	88-101
Key-punch operators	99	90-105	89	83-95	88	80-93	84	74-93	94	88-103	-	-	101	92-106	93	89-104	93	83-102
Nurses, industrial (registered)	120	112-127	108	103-117	109	102-115	111	102-121	113	104-123	-	-	120	112-129	114	102-119	112	103-119
Office girls	83	75-92	74	67-81	73	63-80	69	64-76	-	-	-	-	84	74-91	-	-	82	74-87
Secretaries	125	116-136	114	107-129	116	104-132	110	102-123	118	109-137	122	113-145	119	112-131	109	97-126	115	108-125
Stenographers, general	105	97-111	96	87-103	94	84-100	93	85-103	97	88-111	100	91-119	104	98-110	92	84-102	97	91-107
Switchboard operators	102	96-113	96	90-103	93	90-101	95	82-101	100	89-106	108	89-119	104	98-109	-	-	97	95-108
Switchboard operator-receptionists	105	98-114	95	89-101	98	88-110	92	77-101	91	84-105	100	81-113	103	92-107	89	80-102	92	83-100
Tabulating-machine operators	114	104-118	104	96-107	100	90-106	-	-	119	97-126	-	-	118	112-124	-	-	111	101-117
Typists, class A	102	95-111	93	85-102	90	86-98	82	75-91	102	93-113	-	-	100	94-105	91	80-102	93	87-102
Typists, class B	90	82-98	81	71-88	79	72-83	76	72-86	82	75-91	86	77-96	88	85-94	80	71-101	85	80-91
Maintenance and powerplant[3]																		
Carpenters, maintenance	141	131-155	133	128-138	136	131-141	141	130-159	144	131-155	132	126-138	138	130-145	129	124-138	133	125-142
Electricians, maintenance	147	138-157	139	133-141	140	135-151	146	134-156	151	135-159	138	130-150	143	133-152	132	123-144	136	131-152
Engineers, stationary	144	135-157	142	132-149	140	132-154	136	125-151	147	139-157	142	133-161	136	131-143	140	126-182	131	122-140
Firemen, stationary boiler	123	114-133	123	114-130	121	114-131	125	114-134	125	119-138	125	109-135	-	-	-	-	118	110-125
Helpers, trades, maintenance	114	109-122	116	111-124	113	110-120	116	106-123	118	109-135	109	102-120	110	104-123	106	104-117	114	109-121
Machinists, maintenance	152	142-171	140	134-146	144	136-160	145	130-159	153	136-164	139	130-146	147	135-156	131	129-142	137	130-151
Mechanics, automotive (maintenance)	136	129-140	133	129-137	136	129-144	134	127-143	131	126-147	126	120-139	135	126-140	132	126-149	137	126-145
Mechanics, maintenance	140	133-150	141	132-142	140	130-145	134	125-146	145	133-159	131	123-134	140	133-145	131	128-140	131	127-136
Oilers	112	107-119	111	108-117	117	110-125	112	106-125	115	109-126	-	-	112	109-118	109	104-110	114	109-119
Painters, maintenance	132	126-138	132	123-135	129	126-136	133	125-151	131	127-145	130	117-136	133	127-138	131	124-144	129	124-137
Pipefitters, maintenance	138	130-144	137	131-140	136	131-144	136	127-153	136	128-147	-	-	137	125-147	130	129-135	135	127-140
Tool and die makers	170	155-188	146	144-150	150	141-167	153	142-162	174	169-188	-	-	156	149-161	-	-	152	145-156
Custodial, warehousing, and shipping[3]																		
Guards	104	101-114	105	101-112	105	101-111	111	100-118	107	104-112	-	-	111	104-116	-	-	105	99-110
Janitors, porters, and cleaners (women)	95	92-99	97	88-100	92	86-98	93	88-100	97	91-100	-	-	99	89-100	-	-	100	93-100
Laborers, material handling	105	100-112	105	102-109	107	102-114	104	101-110	104	100-111	107	102-113	110	103-116	105	101-110	104	100-188
Packers, shipping	108	102-118	107	103-111	110	104-114	112	102-120	109	104-115	107	99-119	105	102-110	-	-	106	102-112
Receiving clerks	121	113-133	110	106-116	116	113-122	119	113-131	118	112-127	118	109-126	115	108-126	117	113-120	111	107-119
Shipping clerks	129	119-149	114	106-123	121	112-131	121	115-130	121	112-132	125	112-136	127	120-138	127	113-143	116	110-126
Truckdrivers, light (under 1½ tons)	127	121-132	110	109-114	115	107-122	120	112-132	118	107-127	114	110-130	114	108-121	-	-	125	121-142
Truckdrivers, medium (1½ to 4 tons)	132	115-143	110	108-114	119	114-125	123	111-139	123	115-129	119	110-140	119	114-131	128	109-143	129	121-141
Truckdrivers, heavy (over 4 tons, trailer type)	143	134-150	112	110-121	123	117-129	-	-	125	119-135	-	-	128	124-139	-	-	130	121-145
Truckers, power (forklift)	113	109-119	108	107-111	113	108-121	113	108-124	112	108-118	117	111-127	115	109-119	111	108-112	112	108-116
Watchmen	102	93-107	100	96-110	104	100-110	100	100-107	101	96-109	98	85-108	100	95-103	100	96-102	100	96-103

[1] See footnote 1, table 7.
[2] See footnote 2, table 8.
[3] Limited to men workers except where otherwise noted.

NOTE: Dashes indicate insufficient data to warrant presentation.

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Establishment Practices and Supplementary Wage Provisions

Minimum Entrance Rates for Office Workers

Half of the four-thousand-odd establishments visited in the survey reported established minimum entrance rate provisions for hiring inexperienced typists (table B-1). Fewer than a fourth had no set policy and the remaining fourth either did not hire inexperienced workers or did not use typists. Three-fifths of the establishments had a minimum hiring rate policy for other inexperienced clerical help.

The median hiring rate for typists was $45 and for other clerical workers, $42.50.[21] However, the most common hiring rate was about $40 for both groups in every area except Portland ($42.50), New York City ($45), and Chicago, Detroit, Los Angeles-Long Beach, and San Francisco-Oakland where the practice was less clearly defined and generally higher rates prevailed.

There was no appreciable difference in hiring rate policies for office workers between manufacturing and nonmanufacturing establishments.

Scheduled Workweeks

Slightly more than half of the women office workers in 17 major labor market areas had 40-hour workweeks (table B-3). Nearly all of the remainder worked fewer than 40 hours. A 37½-hour workweek applied to more women office workers in each area except Dallas and New York City than did any other schedule of fewer than 40 hours.

Eighty percent of the combined plant (nonoffice) work force in the 17 areas worked 40 hours a week; most other plant workers had longer schedules.

Relatively few of the establishments visited reported reductions in their workweek for either office or plant workers since January 1, 1953. Of the firms that had reduced the workweek, most had also reduced the maximum straight-time hours (after which premium overtime was paid). For example, with a decrease from 44 to 42 hours, premium pay was granted after 42 instead of 44 hours as was previously done.

[21] Most of the cities were surveyed prior to March 1, 1956, the date the new Federal minimum rate of $1 became effective.

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The great majority of manufacturing plant workers were employed in firms that had specific pay provisions for late-shift operations. A fifth of all manufacturing plant workers in the 17 areas were employed on late shifts.

A 40-hour week applied to three-fourths of the combined office and plant workers in the 17 areas. The proportion for women office workers was a third in the finance and services groups, more than a half in wholesale trade, and about two-thirds in the other three major groups. The proportions of plant workers with 40-hour schedules ranged from about two-thirds of the total in retail trade and services, to more than nine-tenths in public utilities.

Workweeks under 40 Hours.—In a majority of the 17 areas somewhat fewer than a fourth of the women office workers had workweeks of less than 40 hours. However, in Philadelphia and Newark-Jersey City about two-thirds had workweeks of less than 40 hours; in New York City all but about one-eighth of the women office workers worked fewer than 40, typically 35 hours per week.

In the combined nonmanufacturing industries slightly more than half the women office workers worked fewer than 40 hours a week. The proportion ranged from 26 percent (retail trade) to 68 percent (finance, insurance, and real estate).

Manufacturing industries, which accounted for a third of the women office workers within the scope of the studies in the 17 areas, reported 33 percent of their women workers at less than 40 hours (table B-4). Nine out of 10 women office workers in New York City factories were scheduled to work fewer than 40 hours a week. In other areas, the proportion ranged from a half in Newark-Jersey City and Philadelphia, a third in Chicago and San Francisco-Oakland, to a fifth or less in 12 areas.

A 40-hour week applied to the overwhelming majority of plant workers. Only 7 percent of the plant workers in the 17 areas had weekly schedules of less than 40 hours. This proportion was exceeded in only Newark-Jersey City, Philadelphia, San Francisco-Oakland, and with the highest proportion (19 percent), New York City.

Fewer than a tenth of the plant workers in any industry division in the 17 areas combined worked less than 40-hour schedules. In manufacturing, a fourth of the workers in New York City had schedules under 40 hours. In only three other areas—Newark-Jersey City, Philadelphia, and San Francisco-Oakland—were as many as 10 percent of the factory plant workers operating on schedules of less than 40 hours per week.

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The combined nonmanufacturing industries had as many as 6 percent of their plant workers at less than 40 hours—a proportion that was exceeded in only New York City, Providence, and San Francisco-Oakland. In New York City, such shorter workweeks applied to more than a fourth of the nonoffice workers in retail trade, and to a seventh in wholesale trade; in Providence, to a fifth in retail trade. In San Francisco, the largest proportions with schedules under 40 hours were in retail trade and the service industries.

Workweeks over 40 Hours.—Relatively few of the women office workers in any area had longer than 40-hour work schedules. On the other hand, such longer schedules applied to 1 out of every 8 plant workers in the combined areas. Among areas, the highest proportions of office workers (an eighth) and plant workers (about a third) at more than 40-hour schedules were recorded in Dallas, Memphis, and New Orleans. Fewer than a tenth of the plant workers were on the longer schedules in New York City, Philadelphia, St. Louis, and the three West Coast areas.

Among industry groups in the combined areas, the proportions of office and plant workers on the longer workweeks were highest in retail trade and services.

Reductions in Weekly Hours.—Employers visited by Bureau representatives were asked if any reductions in scheduled weekly hours had been made since January 1953. On the average, reductions in the workweeks of office workers were recorded in 1 out of every 25 firms visited, and for plant workers in 1 out of every 20 firms. Some reductions were noted in each city studied. Only 1 in every 50 firms in the 3 West Coast areas had reduced the weekly hours of either office or plant workers below the 1953 schedule. Among areas, Denver, Milwaukee, and the 4 southern areas reported the most frequent reduction in scheduled hours; industrywise, such reductions were most common in nonmanufacturing.

A third of the firms that shortened the workweeks of women office workers also reduced the maximum straight-time hours beyond which overtime is paid. In about half such firms, mostly in northern cities, the straight-time reduction was from 40 hours to an amount less than 40 hours. More than half the firms that reduced the weekly hours of plant workers also reduced the weekly maximum straight-time hours. In 1 in every 5 such firms, the new maximum provided for overtime pay after fewer than 40 hours[1] work per week. In 2 out of 5, however, the new maximum, though lower than formerly, was still in excess of 40 hours; firms reporting these types of adjustments were in the retail trade, service, and trucking industries.

Late-Shift Pay Provisions (Manufacturing)

Seven out of every 8 manufacturing plant workers in the combined areas were employed in establishments having specific pay provisions for second-shift work, either through a labor-management agreement or by other formal means. More than 3 out of 4 were in firms with similar provisions relating to the operation of a third shift (table B-10).

Among areas, the proportion of manufacturing plant workers in firms having specified second-shift provisions ranged from approximately two-thirds in New York City and New Orleans to virtually all workers in Detroit. The proportion was about 90 percent in Newark-Jersey City and the Middle West and West Coast areas studied, and 80 percent in other cities. Typically, somewhat fewer workers in each area were covered by provisions for third-shift operations than for second shift.

Pay differentials for late-shift work were almost universally specified in each area except Atlanta, Memphis, New Orleans, and Providence. In these areas, the shift provisions for about a sixth of the workers did not specify a pay differential.

The common provision in most areas was for a uniform cents-per-hour addition to first-shift rates. The next most common provision, except in Far West areas, was for a uniform percentage addition to the day rates. Percentage differentials were the type most commonly specified in Newark-Jersey City, Philadelphia, and Detroit.

Second-shift pay provisions covering up to a third of the manufacturing plant workers in West Coast areas specified other types of shift differentials such as a full day's pay for reduced work hours, or much more frequently, this provision in combination with a cents or percentage differential. Such "combination" type provisions for third-shift work applied to up to a half of the plant workers in West Coast areas; up to a fourth in Atlanta, Dallas, and St. Louis; and to a tenth in Denver, Milwaukee, New York City, and Philadelphia.

A wide variety of cents and percentage denominations was in use in most areas. No single denomination of either type of differential applied to a majority in any area except Detroit. However, as few as 2 or 3 denominations, taken together, typically covered a majority of the manufacturing plant workers who were subject to shift provisions.

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The following tabulation shows the two most common second- and third-shift differentials in each area. Each such pair of differentials in eight areas (see asterisk) was applicable to half or more of the plant workers in establishments that had provisions for the indicated shift. In the remaining areas, the pairs applied to a third to a half of the workers.

	Most common shift differentials			
	Second shift (rank)		Third shift (rank)	
	1	2	1	2
Newark-Jersey City *	10 percent	10 cents	10 percent	10 cents
New York City	10 percent	10 cents	10 percent	10 cents
Philadelphia *	10 percent	5 cents	10 percent	10 cents
Providence	5 cents	4 cents	10 cents	7 cents
Atlanta *	12 cents	5 percent	(1)	10 percent
Dallas *	12 cents	10 cents	(1)	10 cents
Memphis	5 cents	3 cents	3 cents	5 cents
New Orleans	6 cents	4 cents	6 cents	12 cents
Chicago *	10 percent	10 cents	10 percent	10 cents
Detroit *	5 percent	-	10 percent	5 percent
Milwaukee	5 cents	8 cents	10 cents	12 cents
Minneapolis-St. Paul	10 cents	5 cents	10 cents	15 cents
St. Louis	5 cents	6 cents	10 cents	(1)
Denver	6 cents	7 cents	10 cents	12 cents
Los Angeles-Long Beach	10 cents	8 cents	(1)	-
Portland (Oreg.) *	(1)	7 cents	(1)	7 cents
San Francisco-Oakland *	(1)	6 cents	(1)	12 cents

[1] Combination type—typically, a full day's pay for reduced hours, plus a cents differential.

Cents differentials for second-shift work for a majority of workers were less than 10 cents an hour, except in New York City, Atlanta, Chicago, Dallas, Los Angeles-Long Beach, and Minneapolis-St. Paul. Relatively few workers in any area were subject to differentials of 13 cents or higher.

Cents differentials for third-shift work were commonly 10 to 15 cents an hour in Milwaukee, Minneapolis-St. Paul, Los Angeles-Long Beach, and San Francisco-Oakland. They were typically less than 10 cents in southern areas except Dallas, and from 5 to 10 cents an hour in other areas.

Percentage differentials were provided extensively in only Newark-Jersey City, New York City, Philadelphia, Chicago, Detroit, and St. Louis. In most of these and other areas, the common amount was 10 percent for each shift. However, 5 percent was the predominant percentage differential for second-shift work in Detroit, Atlanta, Dallas, and Milwaukee.

More than a fifth of all manufacturing workers in the 17 areas were actually employed on late shifts at the time of the survey (table B-11). Among areas, the proportion of late-shift workers ranged from about an eighth of the plant workers in New York City to a third in Detroit.

Second-shift workers (evening) generally outnumbered third-shift workers (night) by 3 or 4 to 1. The ratio of evening to night workers in individual areas, however, ranged from 2 to 1 in Memphis, St. Louis, and Portland to 6 to 1 in Minneapolis-St. Paul and Los Angeles.

Paid Holidays

The most common paid holiday provision in the 17 areas combined called for 6 paid holidays. Almost two-thirds of the office workers and two-fifths of the plant workers were in establishments providing seven or more paid holidays. Provisions for more than eight holidays were not common for plant workers, but nearly a third of office workers were in establishments having such provisions (table B-12).

The most liberal holiday provisions were reported in the northeast areas, particularly in New York City where over half of the office workers and a fifth of the plant workers received 11 or more paid holidays. Workers in 3 of the 4 southern areas had the fewest paid holidays with large proportions of office workers (nearly 60 percent in Memphis) receiving 5 or fewer paid holidays. About 40 percent of the plant workers in those areas received fewer than 6 paid holidays and an additional 15 percent received no paid holidays. In New Orleans, where only 14 percent had fewer than 6 paid holidays, a large proportion of plant workers (23 percent) had no paid holidays.

The Middle West areas generally provided 6 or 7 holidays to both plant and office workers with only Chicago and St. Louis having appreciable numbers receiving 8 or more. In the Far West areas, about half the workers received 6 paid holidays except in the San Francisco-Oakland area where 7 days was most prevalent and 8 days were frequently granted.

More than 15 percent of the workers now receive pay for at least 1 half holiday in addition to their full holidays, 1 or 2 half days being the usual amount. Among industry divisions, paid half holidays were most frequent among office workers in the finance, services, and manufacturing divisions, and among plant workers in manufacturing and wholesale trade. In Detroit, three-fourths of the manufacturing workers received 2 half holidays.

Manufacturing industries as a group usually did not provide as many full-day paid holidays as most of the nonmanufacturing industry divisions. In manufacturing establishments, more than half of both plant and office workers received 6 paid holidays. Although substantial numbers received 7 or 8 holidays, relatively few had 9 or more.

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By contrast, among the nonmanufacturing industries (tables B-14 to B-18), paid holiday practices were most liberal in the finance and public utilities divisions. Half of the office workers in the finance group were given 11 or more holidays. Nearly a third of public utility office workers and a fourth of such plant workers received 9 or more paid holidays.

Most wholesale trade establishments provided 6 or 7 paid holidays, but over a third of the office workers and a fourth of the nonoffice were in establishments providing 8 or more. Relatively few workers in retail establishments received more than 7 holidays. Twelve percent of nonoffice workers in retail trade received fewer than 6 holidays and another 7 percent had no paid holidays.

The services industries reported the greatest variation in paid holiday provisions between plant and office workers. Provisions for office workers compared favorably with other industry divisions, about 40 percent being in offices having 8 or more paid holidays. Nearly a fifth of the plant workers in services received no paid holidays and an additional fifth received fewer than 6.

Paid Vacations

Vacation pay today is within reach of 99 percent of the workers in the industries and areas surveyed (table B-19). With few exceptions, the amount of pay is graduated on a sliding scale, based on length of service, ranging from as little as 1 day's pay for a short length of employment to as much as 4 or more weeks' pay for long service with the employer. Nearly half the 5¾ million office and plant workers in scope of the surveys are provided vacation pay after as little as 6 months' service. As length of service increases, workers in these areas may progressively earn the following benefits: Virtually all can qualify for at least 1 week's vacation pay by completing a year's service; more than 95 percent can qualify for 2 weeks' pay after 5 years' service; 3 or more weeks' pay is available to a fourth after 10 years, and to almost three-fourths of the workers after 15 years' service. One out of every six office and plant workers can receive 4 or more weeks' pay after 25 years' service.

In addition to the 17 percent of the workers who may eventually qualify for vacation pay of 4 weeks or more, 57 percent can reach a maximum of at least 3 weeks' pay but less than 4 weeks; 23 percent can eventually get 2 weeks but less than 3; and the remaining 3 percent can get top vacation pay of less than 2 weeks.

For most workers, vacation pay was expressed in terms of regular or average weekly earnings for a stated number of weeks, depending upon length of service with the employer. Ninety percent of the office and plant workers in the 17 areas were or could become eligible for benefits under such arrangements. Some plans of this type also provide 1 day's pay for each year of service as a means of progression for intermediate years.

Plans which expressed vacation pay as a percentage of the workers' annual earnings applied to 2 percent of the office and 10 percent of the plant workers. The great majority of workers within the scope of the survey who were covered by percentage-type plans were employed in the production departments of manufacturing firms. Although applicable to only a few workers in some areas, the method applied to almost a third of the manufacturing plant workers in Providence and to a fourth in Philadelphia; 1 in every 6 in Los Angeles and Milwaukee; 1 in 8 in Atlanta and Memphis; and 1 in 12 in Detroit and St. Louis.

Flat-sum and other types of vacation payment applied to less than 1 percent of all office and plant workers.[22]

Typically, provisions were more liberal for office employees, particularly as to the maximum amount of vacation pay such employees might eventually receive. These provisions were also more liberal for office workers as to the amount of pay granted for comparable service or seniority. These observations apply to the 17 areas as a group, as well as to each individual area. They are also true of individual industry groups with few exceptions.

Maximum vacation pay of 4 weeks or more was available to 28 percent of the office workers but to only 13 percent of the plant workers. As much as 3 weeks' pay (but less than 4) was offered to a majority of both groups. Conversely, more plant workers (29 percent), as against 16 percent of office workers, had maximum vacation pay provisions of less than 3 weeks.

Vacation pay provisions for office employees with relatively short service (6 months; 1, 2, 3 years) likewise were more liberal than for plant workers with comparable periods of service. Provisions were about the same for both groups for employees with 5 years' service. However, vacation pay arrangements corresponding to 10, 15, 20, and 25 years of service progressively favor office workers, tending to provide such workers with 3 and 4 weeks' vacation after fewer years than plant workers were required to serve to be eligible for comparable vacation allowances.

Two or more weeks' pay was offered to virtually every office worker in each of the industry divisions studied: Manufacturing; public utilities; wholesale and retail trade; finance, insurance, and real estate; and selected service industries.

For as little as 6 months' service, 89 percent of the office workers in finance were offered a week or more and 20 percent were offered 2 weeks' pay compared with 63 percent and 3 percent, the approximate respective proportions in most of the other industry divisions studied in the 17 areas.

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[22] In preparing the tabulations, all percentage- and flat-sum-type payments were converted to their "length-of-time" equivalent; for example, 2 percent of annual earnings was considered as 1 week's pay.

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Three or more weeks' pay may be earned by 64 percent of office workers in services, by about 75 percent in trade, and about 90 percent in the manufacturing, finance, and public utilities branches. However, almost half the workers in services may get this amount for 10 or fewer years' service, whereas in each other industry division the largest increase in number qualifying for 3 weeks' vacation occurs at 15 years. Four weeks' pay can be earned by almost half the workers in retail trade and finance—more than twice the proportion in any other industry division. Almost 20 percent in finance were offered this amount for 20 years' service compared with 10 percent in retail trade.

Among the five industry divisions for which data are presented for plant workers, public utilities leads in the proportion of workers (nearly half) who were offered a week's pay for as little as 6 months' seniority, and 2 weeks' after 1 year.

Two or more weeks' pay is ultimately available to 97 percent or more of the plant workers in each industry division except services where the availability was slightly less (89 percent). Public utilities and retail trade each provide about 80 percent of their employees with 2 weeks' pay after 2 years, while after 3 years this proportion rose to about 95 percent. In contrast, only 55 percent of the factory workers surveyed can become eligible for 2 weeks' vacation after 3 years' service (table B-20).

Longer vacations—3 weeks' pay or more—can be achieved by 91 percent of the plant workers in public utilities, 76 in manufacturing, 70 in wholesale trade, 62 in retail trade, and 20 percent in services. Public utilities are also in the forefront in providing 89 percent of their plant workers 3 weeks' pay for 15 years' service, although 30 percent in retail trade can expect vacations of this length for 10 years' service.

Retail trade, next to lowest among industry divisions in the proportion of plant workers who were offered 3 weeks or more, leads all divisions in offering 4 weeks' pay to 28 percent of its nonoffice workers, as against a proportion of 19 percent of plant workers offered 4 weeks' pay in the next highest industry division—public utilities.

Some marked differences for both office and plant workers were noted among the areas, not only in respect to maximum pay offered but also as regards length of service. Moreover, not all of the areas that offer the most (or least) liberal vacation provisions for office workers held the same relative rank with respect to plant workers. To some extent, such variations reflect the local importance of particular industries. In New York City, for example, financial institutions and in Detroit the automobile industry, provide employment to an unusually high porportion of the total office and manufacturing plant workers, respectively, in the area. Thus, vacation practices in these industries influenced the overall data for those cities. All areas had in common, however, the practice of at least 1 week's pay for 1 year's service—applicable to 99 percent or more of the office and 91 percent of the plant workers in each area.

Vacation pay of 3 weeks or more for both office and plant workers appeared least widespread in Providence and the southern areas, and most extensive in Newark-Jersey City, New York City, Philadelphia, San Francisco-Oakland, and Middle West areas. Among the 17 areas, the office worker proportions eligible for 3 weeks' vacation ranged from 44 percent (New Orleans) to 91 percent (Detroit); and for plant workers the spread was from 31 percent (New Orleans) to 86-87 percent (Milwaukee and Detroit).

The proportions of workers who may ultimately become eligible for paid vacations of 4 weeks were lower—ranging from 9 to 44 percent for office workers in Providence and New York City, respectively, and 3 to 23 percent for plant workers (Providence and Minneapolis-St. Paul)—but also varied considerably within the broad regions.

Health and Insurance Plans

Life insurance coverage was the most common benefit provision. It was available to 90 percent or more of workers in each industry division except retail trade and services, where about 80 percent were covered (tables B-27 to B-32).

The most widespread health insurance provision was for hospitalization, covering 78 percent of office workers and 85 percent of plant workers. In recent years, many of these plans have been broadened to cover surgical and to a lesser extent some medical expenses. Thus, the total workers covered for surgical are now only 3 percentage points less than those covered for hospitalization. Medical-care provisions now cover 56 percent of office workers and 61 percent of plant workers.

Insurance coverage in the combined areas was generally more prevalent in manufacturing establishments than in nonmanufacturing. Among the nonmanufacturing divisions, life insurance coverage was highest in finance and public utilities. Coverage of other types of insurance was generally highest in wholesale trade.

Provision for employee illnesses may take the form of sick leave with full or partial pay or insurance benefits. Many establishments provided both sickness insurance and sick leave. About 80 percent of both office and plant workers were covered by at least some type of sickness pay.

Sick-leave plans providing for full pay and requiring no waiting period were much more prevalent for office workers than for plant workers, 55 percent, compared with 15 percent. On the other hand, sickness and accident insurance was more commonly provided for plant workers, 65 percent, compared with 43 percent for office workers. Limited-type sick leave requiring a waiting period or providing partial pay or both was provided to about 10 percent of the workers. Illness plans were more prevalent in manufacturing establishments than in nonmanufacturing divisions except

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public utilities. Some sick leave with full pay was provided to more than 60 percent of office workers in the public utilities and finance divisions and to a third of the plant workers in public utilities and wholesale trade.

Retirement Plans

Retirement plans were somewhat more prevalent for office workers than for plant workers. About 75 percent of office workers and over 60 percent of plant workers in major labor markets studied are now covered by plans. In public utilities, the coverage was about 90 percent for both groups. Lowest pension plan coverage was in services and retail trade.

Pension coverage for office workers ranged from 50 percent in New Orleans to more than 80 percent in Newark-Jersey City and Atlanta. Highest coverage for plant workers was in Detroit (79 percent) and lowest in Providence (31 percent). Coverage in the individual areas, however, varied widely among industry divisions.

Profit-Sharing Plans

The extent to which various types of profit-sharing plans were made available to workers was studied for the first time in the Bureau's wage surveys of major labor markets. Profit-sharing plans of all types surveyed, in which eligibility to participate was extended to a majority of the office or plant workers, were reported by establishments employing about 13 percent of the office and 7 percent of the plant workers within scope of these studies in the 17 areas combined. The collection of data was limited to formal plans: (1) Having definite formulas for computing profit shares to be distributed among employees; (2) whose formulas were communicated to employees in advance of the determination of profits; and (3) in which eligibility for participation extended to a majority of the office or plant employees. The wide variety of such plans found were classified into four broad groups according to provisions for distributing profit shares to employees: (1) Current or cash distribution of profit shares within a short period after profits were determined; (2) deferred distribution of profit shares, after a specified number of years; (3) deferred distribution of profit shares, primarily upon retirement; and (4) combination of current and deferred distribution of profit shares (table B-33).

Among the four types of plans studied, those deferring the distribution of profit shares to employees until retirement were by far the most prevalent in all industries combined as well as in each industry division. Establishments with such plans accounted for 10 of the 13 percent of office workers and 5 of the 7 percent of plant workers employed in establishments reporting the existence of profit-sharing plans. These retirement-type plans provide for the irrevocable deposit of profit shares allocated under the profit-sharing formula to each participant with a trustee until such time as the employee becomes eligible for retirement. Although workers who continue to be employed with the company normally do not receive payment until retirement, these plans typically provide full or partial vesting rights to profit shares after a specified number of years of participation and payment may be made upon separation, disability, death, or approved earlier retirement. Provisions sometimes are made for participating employees to borrow against a portion of their deposits for certain purposes, subject to approval of the trustees of the fund. Provisions for payment upon retirement may permit the option of payment in a lump sum (cash or in some instances company stock); payment over a specified period of years; or purchase of a life annuity.[23] However, this option may be subject to approval of the trustees. When full payment to those who drop out of the plan prior to retirement is not permitted, the amount left in the fund is shared among remaining participants. In addition to these forfeitures, participants eligible for retirement share in accumulated dividends or interest on invested profit shares to their credit, and in the increased (or decreased) value of these investments.

The second most prevalent type of plan was the current or cash plan, although establishments employing only slightly more than 1 percent of the office workers and about 1 percent of the plant workers reported such plans. Profit shares under these plans are distributed, usually in cash, within a short period after profits have been determined for a given accounting period, which is at least once each year.

Plans that deferred payment of profit shares to employees for a specified number of years were in effect in establishments with less than 1 percent of the office and plant workers. For example, among such plans were those that provided for the payment of each eligible employee's share of annual profits, as determined under the profit-sharing formula, into a trust fund. These funds are invested by the trustees of the fund as provided for in the plan. Each year, after the fifth year of participation, the employee is paid one-fifth of the accumulated value of profit shares to his credit. The payments include each employee's portion of the market value of invested profit shares, interest and dividends on these investments, and forfeitures from accounts of participants who leave the company before full vesting rights are acquired. These plans are frequently described as thrift or savings plans, and under some of these plans employees are permitted the option of leaving their shares in the fund until they retire or are separated.

Establishments having plans providing for a combination of current distribution of part of each employee's profit share and deferred distribution of the remainder also accounted for less than 1 percent of the office and plant workers. Included in this group were establishments that had 2 separate plans, 1 providing for current distribution of profit shares and the other a deferred distribution plan, if eligibility in both plans applied to a majority of the

[23] Retirement-type plans that provided for regular payments to retirees for the remainder of their lives were also included in the tabulation of retirement pension plans.

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office or plant workers. A majority of the combination plans provided for distribution of the deferred portion upon retirement, or upon earlier separation, of the employee.

Establishments with profit-sharing plans were found in all industry divisions, although they were seldom reported in establishments within the public utilities division and the proportion varied widely among other industry divisions. Plans of all types combined were available to the highest proportion of workers in retail trade, with about 29 percent of the office workers and 15 percent of the nonoffice workers employed in establishments having profit-sharing plans as defined for the study. Department stores, mail-order houses, and food chains in some areas, accounted for a high proportion of workers in retail trade establishments with such plans. The finance division, mainly banks and insurance companies, ranked second in proportion of office workers in establishments with plans (18 percent), followed by services (16 percent), manufacturing, and wholesale trade (9 percent in each). For nonoffice workers, wholesale trade ranked ahead of manufacturing industries (8 and 6 percent, respectively), and the proportion of these workers in service industries (2 percent) was much lower than the proportion of office workers, partly because a number of these establishments with plans employed mainly office workers.[24]

Profit-sharing plans that applied to both office and plant workers of the establishment were in the majority; 1 in 7 plans applied to office workers only, and none of the plans applied exclusively to plant workers. Classified according to number of employees, 3 of every 5 plans were in establishments with fewer than 500 workers, although plans in establishments with more than 500 workers were available to a larger proportion of the workers.[25] Comparatively few very large multiestablishment firms with profit-sharing plans accounted for a sizable proportion of the employment in establishments with profit-sharing plans.

Among establishments with profit-sharing plans, 4 percent of the office workers and 42 percent of the plant workers were in establishments that had labor-management agreements covering a majority of these workers. These proportions were considerably lower than the coverage of such agreements in all establishments within scope of the study.[26] Industry divisions that ranked highest in the proportion of workers in establishments with profit-sharing plans (such as retail trade, finance, and service industries), generally ranked lowest in the proportion of workers covered by labor-management agreements. In some instances, the profit-sharing plan was a part of the labor-management agreement.

Among the 17 areas surveyed, profit-sharing plans were the most prevalent in Chicago, where 21 percent of the office workers and 13 percent of the plant workers within scope of the study were employed in establishments with such plans. Among the other areas, the proportions ranged from 4 to 17 percent for office workers and from 2 to 12 percent for plant workers. Areas with above average proportions were widely distributed geographically. Much of the variation among areas in the proportion of workers in establishments with plans appeared to be accounted for by differences in the extent to which the very large multiestablishment firms with profit-sharing plans were located in an area (table B-34).

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[24] The relatively few nonoffice workers in banking and insurance establishments were not included in tabulations.

[25] Profit-sharing plans of multiestablishment firms were counted separately for each establishment and classified according to their employment in each area.

[26] For information on coverage of labor-management agreements by area and industry division, see Wage Differences and Establishment Practices BLS Bull. 1173 (p. 17).

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Table B-1: Minimum entrance rates[1] for women office workers (all industries)

(Distribution of establishments studied by minimum hiring rate for selected occupations)

Minimum rate (weekly straight-time salary)	Northeast				South				Middle West					Far West			
	Newark-Jersey City	New York City	Phila-delphia	Provi-dence	Atlanta	Dallas	Memphis	New Orleans	Chicago	Detroit	Mil-waukee	Minne-apolis-St. Paul	St. Louis	Denver	Los Angeles-Long Beach	Portland	San Fran-cisco-Oakland
Establishments studied	271	544	322	128	191	174	134	154	427	254	177	234	224	139	304	145	248
Inexperienced typists																	
Establishments having a specified minimum[2]	157	286	173	73	90	78	51	48	235	146	104	128	129	58	160	61	114
Under $30.00	-	-	-	-	-	-	3	2	-	-	-	-	-	-	-	-	-
$30.00 and under $32.50	5	-	5	3	-	1	6	5	1	2	1	6	2	-	-	-	-
$32.50 and under $35.00	1	1	8	-	-	4	-	7	-	5	1	6	2	4	-	1	-
$35.00 and under $37.50	2	3	27	2	-	7	5	9	2	3	8	12	4	3	1	2	-
$37.50 and under $40.00	8	8	24	6	3	11	5	-	-	3	9	11	9	7	1	1	2
$40.00 and under $42.50	48	43	36	53	50	27	17	14	15	18	33	43	38	11	12	9	8
$42.50 and under $45.00	13	28	14	6	13	12	6	5	13	18	15	23	25	7	15	12	13
$45.00 and under $47.50	28	94	26	-	10	7	3	2	38	23	12	9	17	9	18	8	16
$47.50 and under $50.00	13	27	10	1	4	3	-	-	54	15	7	7	12	8	15	2	11
$50.00 and under $52.50	18	52	11	1	5	5	2	3	49	23	11	7	10	3	27	6	15
$52.50 and under $55.00	7	9	8	-	-	-	2	-	23	13	4	3	2	2	12	6	13
$55.00 and under $57.50	6	13	4	1	3	-	1	-	18	9	2	-	3	4	14	10	9
$57.50 and under $60.00	4	3	-	-	1	1	1	-	6	8	1	-	1	-	12	-	14
$60.00 and under $62.50	2	3	-	-	1	-	-	-	10	4	-	1	3	-	9	1	1
$62.50 and under $65.00	1	1	-	-	-	-	-	-	1	1	-	-	1	-	7	2	5
$65.00 and over	1	1	-	-	-	-	-	1	5	1	-	-	-	-	17	1	7
Establishments having no specified minimum	49	109	74	30	30	30	24	39	91	43	27	63	62	37	72	49	67
Establishments which did not employ workers in this category	64	147	74	24	70	65	58	66	101	63	44	42	32	44	71	34	66
Information not available	1	2	1	1	1	1	1	1	-	2	2	1	1	-	1	1	1
Other inexperienced clerical workers[3]																	
Establishments having a specified minimum[2]	165	311	185	83	94	86	57	54	252	164	123	132	138	71	169	64	128
Under $30.00	-	-	-	-	-	2	4	4	-	1	1	-	-	-	-	-	-
$30.00 and under $32.50	6	-	14	8	1	5	5	5	1	1	3	7	2	-	1	-	-
$32.50 and under $35.00	1	1	7	1	1	4	2	12	-	6	1	6	3	5	-	1	1
$35.00 and under $37.50	5	15	30	4	1	19	8	7	2	5	13	12	7	8	-	2	1
$37.50 and under $40.00	9	16	29	4	8	11	4	-	2	7	13	18	12	4	4	1	4
$40.00 and under $42.50	58	78	48	60	53	22	17	13	27	35	43	46	46	19	20	11	12
$42.50 and under $45.00	12	42	12	3	8	8	7	4	20	17	13	17	25	9	19	13	12
$45.00 and under $47.50	28	88	20	-	7	4	2	3	59	26	11	10	15	8	22	9	17
$47.50 and under $50.00	13	21	6	2	4	1	2	-	43	14	12	4	11	6	15	3	12
$50.00 and under $52.50	12	22	8	-	5	8	3	4	44	22	6	7	8	3	23	6	19
$52.50 and under $55.00	6	12	8	-	-	1	2	-	20	9	5	4	3	4	10	7	9
$55.00 and under $57.50	6	12	3	1	3	-	-	-	16	7	2	-	2	4	16	8	16
$57.50 and under $60.00	3	-	-	-	1	1	1	-	4	5	-	-	1	1	9	-	13
$60.00 and under $62.50	3	4	-	-	2	-	-	1	8	5	-	1	2	-	10	2	4
$62.50 and under $65.00	1	-	-	-	-	-	-	-	1	3	-	-	1	-	6	1	5
$65.00 and over	2	-	-	-	-	-	-	1	5	1	-	-	-	-	14	-	3
Establishments having no specified minimum	58	111	86	35	52	36	39	48	106	45	29	58	64	37	73	45	69
Establishments which did not employ workers in this category	47	120	50	9	44	51	37	51	69	43	23	43	21	31	61	35	50
Information not available	1	2	1	1	1	1	1	1	-	2	2	1	1	-	1	1	1

[1] Lowest formally established salary rate. Inexperienced workers are by definition excluded from the scope of occupational earnings tabulations (Series A tables).
[2] Regular straight-time salary corresponding to employee's standard workweek. Data are presented for all workweeks combined.
[3] Rates applicable to messengers, office girls, or similar subclerical jobs are not considered.

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Table B-2: Minimum entrance rates[1] for women office workers (manufacturing)

(Distribution of establishments studied by minimum hiring rate for selected occupations)

Minimum rate (weekly straight-time salary)	Northeast				South				Middle West					Far West			
	Newark-Jersey City	New York City	Phila-delphia	Provi-dence	Atlanta	Dallas	Memphis	New Orleans	Chicago	Detroit	Mil-waukee	Minne-apolis-St. Paul	St. Louis	Denver	Los Angeles-Long Beach	Portland	San Fran-cisco-Oakland
Establishments studied	141	177	145	70	60	55	52	53	165	87	86	86	104	46	111	62	81
Inexperienced typists																	
Establishments having a specified minimum[2]	93	93	85	43	21	20	17	15	103	61	53	44	64	22	67	22	43
$30.00 and under $32.50	-	-	3	-	-	-	-	-	-	-	-	1	-	-	-	-	-
$32.50 and under $35.00	-	-	-	-	-	-	-	1	-	-	-	2	-	2	-	-	-
$35.00 and under $37.50	1	-	6	1	-	-	3	3	-	1	3	4	2	1	-	-	-
$37.50 and under $40.00	4	1	7	1	-	1	1	-	-	1	1	2	5	-	1	-	-
$40.00 and under $42.50	25	15	24	37	7	5	5	6	5	6	18	13	15	4	3	1	1
$42.50 and under $45.00	6	7	5	3	3	3	5	2	2	5	10	10	12	3	3	4	2
$45.00 and under $47.50	23	27	16	-	6	5	-	1	16	8	8	6	10	3	6	4	3
$47.50 and under $50.00	8	7	6	-	1	2	-	-	21	6	5	3	8	5	5	-	4
$50.00 and under $52.50	12	17	8	1	1	3	1	1	25	10	4	2	8	1	14	3	9
$52.50 and under $55.00	4	4	6	-	-	-	1	-	13	8	2	-	1	-	6	1	6
$55.00 and under $57.50	4	7	4	-	2	-	1	-	8	6	2	-	2	3	11	6	3
$57.50 and under $60.00	3	3	-	-	1	1	-	-	5	6	-	-	1	-	8	-	9
$60.00 and under $62.50	2	3	-	-	-	-	-	-	4	2	-	1	-	-	6	1	-
$62.50 and under $65.00	1	1	-	-	-	-	-	-	1	1	-	-	-	-	3	1	4
$65.00 and over	-	1	-	-	-	-	-	1	3	1	-	-	-	-	1	1	2
Establishments having no specified minimum	20	34	33	21	15	11	10	16	42	17	21	28	29	13	23	23	20
Establishments which did not employ workers in this category	28	50	27	6	24	24	25	22	20	8	12	14	11	11	21	17	18
Information not available	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
Other inexperienced clerical workers[3]																	
Establishments having a specified minimum[2]	96	100	84	43	21	20	21	18	101	56	59	41	62	21	69	22	48
$30.00 and under $32.50	-	-	3	-	-	-	-	1	-	-	1	1	-	-	-	-	-
$32.50 and under $35.00	-	-	-	-	-	-	-	1	-	-	-	1	-	2	-	-	-
$35.00 and under $37.50	3	1	8	1	-	1	3	2	-	1	3	2	3	1	-	-	-
$37.50 and under $40.00	4	4	7	1	-	1	1	-	-	1	2	3	5	-	1	-	1
$40.00 and under $42.50	28	27	27	39	10	6	6	7	9	7	24	16	15	5	3	-	1
$42.50 and under $45.00	8	8	5	1	2	2	5	1	5	4	8	9	13	3	6	6	1
$45.00 and under $47.50	22	26	15	-	5	2	1	2	22	7	8	6	9	3	9	4	6
$47.50 and under $50.00	10	6	3	1	-	-	2	-	17	8	6	-	7	2	3	-	6
$50.00 and under $52.50	7	11	7	-	1	6	2	2	19	9	2	2	5	2	13	4	9
$52.50 and under $55.00	3	5	6	-	-	1	1	-	13	7	3	-	2	-	6	-	4
$55.00 and under $57.50	4	8	3	-	2	-	-	-	6	4	2	-	1	3	12	6	10
$57.50 and under $60.00	2	-	-	-	1	1	-	-	3	5	-	-	1	-	8	-	6
$60.00 and under $62.50	3	4	-	-	-	-	-	1	3	2	-	1	-	-	5	2	-
$62.50 and under $65.00	1	-	-	-	-	-	-	-	1	1	-	-	1	-	1	-	3
$65.00 and over	1	-	-	-	-	-	-	1	3	-	-	-	-	-	2	-	1
Establishments having no specified minimum	26	39	39	23	28	14	18	21	38	19	22	22	30	13	23	19	19
Establishments which did not employ workers in this category	19	38	22	4	11	21	13	14	26	11	5	23	12	12	19	21	14
Information not available	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-

[1] Lowest formally established salary rate. Inexperienced workers are by definition excluded from the scope of occupational earnings tabulations (Series A tables).
[2] Hours reflect the workweek for which employees receive their regular straight-time salaries. Data are presented for all workweeks combined.
[3] Rates applicable to messengers, office girls, or similar subclerical jobs are not considered.

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Table B-3: Scheduled weekly hours (all industries)

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

Area or industry division	Office workers [1]							Plant workers [2]									
	Under 40 hours					40 hours	Over 40 hours	Under 40 hours			40 hours	Over 40 hours					
	35	36¼	37½	38¾	Total [3]			Under 37½	37½	Total [3]		Total [3]	42	44	45	48	Over 48
17 areas combined	16	4	15	5	46	53	†	4	3	7	80	13	†	†	3	4	†
Manufacturing	13	†	10	6	33	66	†	5	3	8	82	9	†	†	3	3	†
Nonmanufacturing	18	5	17	5	52	47	†	†	3	6	76	18	†	3	4	5	†
Public utilities *	21	†	16	†	38	62	†	†	†	†	93	6	†	†	†	†	†
Wholesale trade	18	6	14	†	42	56	†	†	3	4	86	10	†	†	3	†	†
Retail trade	4	3	13	3	26	70	4	†	5	8	67	25	3	3	5	8	†
Finance **	19	8	20	8	68	32	†	xxx	xxx	xxx	xxx	xxx	xxx	xxx	xxx	xxx	xxx
Services	26	5	21	3	61	35	4	5	4	9	64	26	†	7	5	10	†
Northeast:																	
Newark-Jersey City [4]	16	4	28	8	65	35	†	7	3	10	78	12	†	†	3	4	4
New York City [4]	50	9	18	†	87	13	†	13	5	19	72	9	†	†	5	†	†
Philadelphia [4]	9	7	27	11	61	39	†	†	5	8	84	8	†	†	†	†	†
Providence	3	7	15	7	39	60	†	†	†	3	78	19	†	†	8	†	†
South:																	
Atlanta	†	†	17	10	31	66	4	-	3	3	70	27	†	†	4	11	4
Dallas	3	-	†	4	12	76	12	†	†	4	58	39	†	6	7	11	8
Memphis [4]	†	-	6	†	12	74	14	-	†	†	67	32	†	†	8	11	†
New Orleans	†	-	15	†	23	66	11	†	†	3	67	30	3	†	6	13	5
Middle West:																	
Chicago [4]	4	3	14	8	36	63	†	3	3	6	78	16	†	3	4	5	4
Detroit [4]	†	†	9	3	16	83	†	†	†	3	85	12	†	3	†	4	†
Milwaukee	†	†	10	3	17	81	†	3	†	6	78	16	†	†	7	4	†
Minneapolis-St. Paul	†	†	15	9	29	69	†	3	†	6	77	17	†	†	6	4	3
St. Louis [4]	3	†	8	4	18	80	†	†	5	7	86	7	†	†	†	†	†
Far West:																	
Denver	†	3	4	3	14	82	4	†	3	3	77	19	†	4	3	9	†
Los Angeles-Long Beach [4]	†	†	8	3	15	84	†	†	3	3	90	8	†	†	†	3	†
Portland	-	-	8	6	15	84	†	3	†	4	93	3	†	†	-	†	-
San Francisco-Oakland [4]	†	†	17	10	37	63	-	†	11	13	86	†	†	†	-	†	-

[1] Data relate to women office workers only.
[2] Data for finance and insurance establishments are excluded.
[3] Includes weekly schedules other than those presented separately.
[4] Exceptions to the standard industry limitations are shown in footnotes 4 and/or 6, to the table in appendix A.
† Less than 2.5 percent.
* Transportation (excluding railroads), communication, and other public utilities.
** Finance, insurance, and real estate.
xxx Number of plant workers too small to justify presentation of data.

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Table B-4: Scheduled weekly hours (manufacturing)

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

Area	Office workers[1]							Plant workers							
	Under 40 hours					40 hours	Over 40 hours	Under 40 hours			40 hours	Over 40 hours			
	35	36¼	37½	38¾	Total[2]			Under 37½	37½	Total[2]		Total[2]	45	48	Over 48
17 areas combined	13	†	10	6	33	66	†	5	3	8	82	9	3	3	†
Northeast:															
Newark-Jersey City	7	4	14	17	50	50	†	9	3	11	78	11	†	4	5
New York City	71	4	14	†	92	7	†	24	†	26	69	5	†	†	†
Philadelphia	3	6	25	18	54	46	†	†	6	10	84	6	†	†	†
Providence	†	5	3	3	13	87	-	†	†	†	83	15	10	3	†
South:															
Atlanta	†	†	6	†	10	88	3	-	4	4	86	11	-	6	†
Dallas	-	-	†	-	†	93	4	†	-	†	77	21	6	†	10
Memphis	-	-	3	-	4	86	10	-	†	†	82	17	8	3	-
New Orleans	†	-	5	5	12	79	9	3	†	5	82	14	7	5	†
Middle West:															
Chicago	3	†	14	13	36	64	†	4	4	8	77	15	5	3	5
Detroit	-	-	3	†	5	95	†	†	†	3	92	5	-	4	†
Milwaukee	-	†	5	3	8	92	-	3	†	6	78	16	9	3	†
Minneapolis-St. Paul	-	-	6	4	20	77	3	5	†	8	73	19	9	5	5
St. Louis	†	†	5	3	10	89	†	†	6	7	88	5	-	†	†
Far West:															
Denver	-	-	-	-	5	93	†	†	6	8	87	6	†	3	-
Los Angeles-Long Beach	-	-	†	†	†	97	†	†	4	4	88	8	†	3	†
Portland	-	-	†	-	3	97	†	6	†	7	91	†	-	-	-
San Francisco-Oakland	†	†	16	10	33	67	-	†	10	12	87	†	-	-	-

[1] Data relate to women office workers only.
[2] Includes weekly schedules other than those presented separately.
† Less than 2.5 percent.

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Table B-5: Scheduled weekly hours (public utilities)*

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

Area	Office workers [1]						Plant workers						
	Under 40 hours				40 hours	Over 40 hours	Under 40 hours		40 hours	Over 40 hours			
	35	37½	38¾	Total [2]			37½	Total [2]		Total [2]	45	48	Over 48
17 areas combined	21	16	†	38	62	†	†	†	93	6	†	†	†
Northeast:													
Newark-Jersey City	74	†	†	76	24	-	-	-	99	†	-	-	-
New York City [3]	64	15	†	80	20	-	5	5	90	5	5	-	-
Philadelphia	13	55	-	70	30	-	-	†	99	-	-	-	-
Providence	†	83	-	84	16	-	-	-	86	14	-	3	†
South:													
Atlanta	9	61	-	70	27	3	-	-	58	42	†	9	6
Dallas	†	†	-	3	92	6	-	-	64	36	17	3	5
Memphis [3]	-	60	-	60	33	7	-	-	67	33	11	7	-
New Orleans	6	46	-	61	39	-	†	†	95	5	5	-	-
Middle West:													
Chicago [3]	†	3	†	5	95	†	-	-	100	-	-	-	-
Detroit [3]	-	54	†	54	46	-	-	-	98	†	-	†	-
Milwaukee	†	-	-	†	99	†	-	-	96	4	-	-	†
Minneapolis-St. Paul	-	†	-	†	99	-	-	-	98	†	-	-	-
St. Louis	4	†	†	8	91	†	-	-	96	4	-	†	-
Far West:													
Denver	-	-	-	-	97	3	-	-	83	17	5	4	-
Los Angeles-Long Beach [3]	-	-	-	-	100	-	-	-	95	5	-	†	3
Portland	-	4	-	4	96	-	-	-	100	-	-	-	-
San Francisco-Oakland [3]	†	6	7	16	83	-	†	†	98	†	-	-	-

[1] Data relate to women office workers only.
[2] Includes weekly schedules other than those presented separately.
[3] One or more utilities are municipally operated, and therefore excluded from the scope of the studies. See footnote 4 to the table in appendix A.
† Less than 2.5 percent.
* Transportation (excluding railroads), communication, and other public utilities.

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Table B-6: Scheduled weekly hours (wholesale trade)

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

Area	Office workers[1]							Plant workers								
	Under 40 hours					40 hours	Over 40 hours	Under 40 hours			40 hours	Over 40 hours				
	35	36 1/4	37 1/2	38 3/4	Total[2]			Under 37 1/2	37 1/2	Total[2]		Total[2]	44	45	48	Over 48
17 areas combined	18	6	14	†	42	56	†	†	3	4	86	10	†	3	†	†
Northeast:																
Newark-Jersey City	4	11	23	5	43	57	-	†	†	†	95	3	†	-	-	-
New York City	50	12	26	†	91	9	-	6	7	14	86	-	-	-	-	-
Philadelphia	†	†	15	10	35	65	-	-	†	†	98	†	-	-	-	-
South:																
Atlanta	-	-	17	3	19	77	4	-	†	†	68	29	3	-	10	10
Middle West:																
Chicago	6	3	10	†	21	76	3	-	†	†	84	14	-	10	-	3
Detroit	†	-	12	†	16	81	4	-	-	-	79	20	7	-	-	8
Minneapolis-St. Paul	-	3	7	-	9	91	-	-	-	-	97	3	-	3	-	-
St. Louis	-	-	3	-	7	93	-	-	-	-	93	7	3	-	-	-
Far West:																
Los Angeles-Long Beach	-	†	3	6	10	90	†	-	3	5	90	5	3	-	-	-
San Francisco-Oakland	-	6	9	6	21	79	-	-	9	9	91	-	-	-	-	-

[1] Data relate to women office workers only.
[2] Includes weekly schedules other than those presented separately.
† Less than 2.5 percent.

Table B-7: Scheduled weekly hours (retail trade)

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

Area	Office workers[1]							Plant workers									
	Under 40 hours					40 hours	Over 40 hours	Under 40 hours			40 hours	Over 40 hours					
	35	36 1/4	37 1/2	38 3/4	Total[2]			Under 37 1/2	37 1/2	Total[2]		Total[2]	42	44	45	48	Over 48
17 areas combined	4	3	13	3	26	70	4	†	5	8	67	25	3	3	5	8	†
Northeast:																	
Newark-Jersey City[3]	8	-	22	-	33	67	†	-	3	5	67	28	-	†	22	3	†
New York City[3]	16	13	37	4	74	25	†	7	16	27	53	20	-	-	14	5	-
Philadelphia[3]	3	-	12	10	27	72	†	-	6	7	78	16	5	6	-	4	-
Providence	-	5	8	28	53	39	8	-	3	19	28	54	26	3	-	-	7
South:																	
Atlanta	-	3	6	-	9	82	9	-	-	-	51	49	6	5	15	10	11
Dallas	5	-	3	-	14	66	20	-	-	9	31	61	-	12	3	23	8
New Orleans	-	-	7	-	10	65	26	-	-	-	38	62	8	†	6	26	9
Middle West:																	
Chicago	†	†	5	-	5	93	†	-	-	-	78	22	3	3	3	11	-
Detroit[4]	-	3	†	†	10	86	4	†	†	5	34	62	11	11	3	10	-
Minneapolis-St. Paul	-	-	7	-	12	86	†	-	-	-	85	15	†	6	-	†	-
Far West:																	
Denver	-	-	-	18	18	72	10	-	-	-	70	30	5	-	-	18	5
Portland	-	-	-	3	3	94	3	-	-	-	94	4	†	†	-	-	-
San Francisco-Oakland	†	-	9	-	9	91	-	†	13	14	83	†	-	-	-	†	-

[1] Data relate to women office workers only.
[2] Includes weekly schedules other than those presented separately.
[3] Excludes limited-price variety stores.
[4] Excludes data for 2 large department stores.
† Less than 2.5 percent.

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Table B-8: Scheduled weekly hours (finance)**

(Percent of office workers employed in finance establishments by scheduled hours of work per week)

Area	Office workers[1]						
	Under 40 hours					40 hours	Over 40 hours
	35	36¼	37½	38¾	Total[2]		
17 areas combined	19	8	20	8	68	32	†
Northeast:							
Newark-Jersey City	17	5	62	-	99	†	-
New York City	43	13	11	†	88	12	†
Philadelphia	22	16	28	5	90	10	-
South:							
Atlanta	3		12	32	48	52	†
Dallas	5	-	-	13	23	77	†
Middle West:							
Chicago	5	8	29	10	69	31	-
Detroit	5	†	5	10	25	75	-
Minneapolis-St. Paul	†	-	36	23	62	38	-
St. Louis	11	4	20	11	49	51	-
Far West:							
Los Angeles-Long Beach	-	3	19	9	40	60	-
San Francisco-Oakland	†	-	24	17	54	46	-

[1] Data relate to women office workers only.
[2] Includes weekly schedules other than those presented separately.
† Less than 2.5 percent.
** Finance, insurance, and real estate.

Table B-9: Scheduled weekly hours (services)

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

Area	Office workers[1]							Plant workers								
	Under 40 hours					40 hours	Over 40 hours	Under 40 hours			40 hours	Over 40 hours				
	35	36¼	37½	38¾	Total[2]			Under 37½	37½	Total[2]		Total[2]	44	45	48	Over 48
17 areas combined	26	5	21	3	61	35	4	5	4	9	64	26	7	5	10	†
Northeast:																
New York City	50	7	24	-	87	13	-	6	†	7	83	10	-	5	3	-
Philadelphia	6	†	46	3	57	42	†	-	†	†	64	34	26	-	7	†
Middle West:																
Chicago	10	†	13	9	55	42	3	7	-	9	62	29	12	-	12	5
Detroit	22	-	13	11	47	48	6	5	-	5	59	37	25	-	5	7
Far West:																
Los Angeles-Long Beach[3]	6	5	28	-	42	57	†	-	†	†	87	11	-	†	9	-

[1] Data relate to women office workers only.
[2] Includes weekly schedules other than those presented separately.
[3] Excludes motion-picture production and allied services; data for these industries are included, however, in "all industries."
† Less than 2.5 percent.

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Table B-10: Shift differential provisions (manufacturing)

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

Shift operation and shift-pay differential	Percent of manufacturing plant workers																	
	17 areas	Northeast				South				Middle West					Far West			
		Newark-Jersey City	New York City	Phila-delphia	Provi-dence	Atlanta	Dallas	Memphis	New Orleans	Chicago	Detroit	Mil-waukee	Minne-apolis-St. Paul	St. Louis	Denver	Los Angeles-Long Beach	Portland	San Fran-cisco-Oakland
Total plant workers in manufacturing establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Second shift	87.9	88.8	64.1	81.8	76.1	79.4	77.7	76.0	71.7	92.3	99.3	93.6	86.9	89.4	81.0	93.8	90.0	93.8
With shift-pay differential	85.3	88.8	62.5	75.9	60.2	65.6	74.4	55.0	53.8	91.2	98.4	91.9	86.2	89.4	81.0	93.8	83.9	93.8
Uniform cents (per hour)	47.0	38.7	35.1	33.4	42.4	47.7	66.6	39.9	53.0	48.7	29.1	78.4	66.6	52.3	72.6	70.4	56.0	42.9
Under 5 cents	1.6	.7	-	.3	9.1	5.5	1.5	13.5	15.2	.6	-	1.1	-	3.2	-	1.8	4.0	2.8
5 and under 6 cents	8.2	10.7	4.9	11.8	12.5	6.2	11.9	12.6	10.4	4.9	4.7	17.6	13.5	17.0	12.2	5.8	6.7	4.2
6 and under 7 cents	5.8	3.7	3.0	6.1	3.7	2.7	1.7	-	18.0	7.3	5.1	2.8	.4	12.0	18.4	5.0	6.4	13.1
7 and under 8 cents	4.1	2.6	2.4	5.1	7.1	2.3	10.2	2.7	3.5	2.8	5.3	10.8	2.4	2.6	15.2	1.1	19.2	1.6
8 and under 9 cents	4.0	1.1	1.0	-	3.1	2.6	-	2.2	-	1.8	2.0	17.4	3.5	.2	7.0	15.9	-	1.0
9 and under 10 cents	1.9	1.5	.3	.9	-	.9	-	2.5	-	4.4	.5	3.1	7.7	5.4	11.6	.5	.5	-
10 and under 11 cents	12.4	11.8	10.0	6.5	6.1	6.7	19.0	4.8	4.4	18.9	7.0	10.7	28.5	9.8	.7	19.5	13.1	10.8
11 and under 12 cents	.6	3.5	-	-	-	-	-	-	-	-	1.3	-	-	-	-	.9	-	-
12 and under 13 cents	4.4	2.0	4.9	1.0	.9	20.2	20.1	-	1.5	.8	1.4	10.7	1.3	-	-	15.9	-	-
13 and under 14 cents	1.6	-	6.2	1.5	-	-	-	1.6	-	.9	-	-	3.2	-	7.6	2.2	2.9	6.9
14 and under 15 cents	.2	-	-	-	-	-	2.2	-	-	.5	-	-	2.1	-	-	-	-	-
15 and under 16 cents	1.9	.4	2.4	-	-	.6	-	-	-	5.0	1.7	1.3	3.3	2.3	-	1.0	3.2	1.4
16 cents and over	.5	.6	-	-	-	-	-	-	-	.9	-	2.9	.5	-	-	.8	-	1.0
Uniform percentage	33.2	47.3	26.2	37.5	13.3	16.2	7.8	13.6	-	39.9	68.0	12.9	18.6	31.0	.6	11.7	3.5	15.8
Under 5 percent	†	.7	-	-	-	-	-	-	-	-	-	-	-	.7	-	-	-	-
5 percent	15.4	5.2	1.6	6.6	2.5	14.6	7.8	4.9	-	8.1	63.5	8.3	2.3	9.3	-	5.5	-	6.8
Over 5 and under 10 percent	3.0	4.1	2.5	5.3	2.8	1.6	-	1.3	-	1.2	2.4	3.5	10.4	11.3	-	.6	-	-
10 percent	14.0	37.3	16.9	25.7	8.0	-	-	7.4	-	28.8	2.1	1.2	5.9	9.6	.6	5.6	3.5	9.1
11 percent and over	.8	-	5.1	-	-	-	-	-	-	1.8	-	-	-	-	-	-	-	-
Other [1]	5.1	2.8	1.2	5.0	4.5	1.7	-	1.5	.8	2.5	1.3	.6	.9	6.3	7.8	11.7	24.4	35.1
No shift-pay differential	2.6	-	1.6	5.9	15.9	13.8	3.3	21.0	17.9	1.1	.9	1.7	.7	-	-	-	6.1	-
Third shift	78.9	78.6	49.8	74.3	61.5	71.7	61.4	67.1	58.7	81.6	94.1	85.1	78.6	86.8	71.6	83.5	84.6	91.3
With shift-pay differential	78.1	78.5	48.8	73.4	61.5	66.7	60.5	50.3	49.4	80.5	94.1	84.5	78.6	86.8	71.6	83.5	84.6	91.3
Uniform cents (per hour)	33.6	34.7	22.2	29.2	41.1	28.4	29.1	35.0	43.3	36.6	25.0	61.3	59.0	50.4	59.8	24.3	46.0	34.3
Under 5 cents	.3	-	-	-	.9	-	-	11.1	3.3	.6	-	-	-	-	-	-	-	-
5 and under 6 cents	1.6	.4	2.0	3.3	5.6	9.8	2.8	8.9	7.0	.7	1.0	.4	2.5	-	-	-	.9	1.0
6 and under 7 cents	1.5	.7	.9	.3	-	1.6	1.5	-	11.9	-	1.3	-	-	3.2	14.5	3.6	1.5	2.8
7 and under 8 cents	1.9	1.1	1.1	1.2	11.7	3.6	1.8	-	1.7	.8	2.1	3.1	1.3	-	-	1.1	19.1	1.0
8 and under 9 cents	.8	-	-	.6	2.9	1.6	-	1.3	1.8	.6	1.5	2.7	1.1	1.5	-	-	.3	-
9 and under 10 cents	4.8	.9	1.9	2.1	.7	3.7	1.1	2.5	6.6	10.5	4.7	2.5	7.7	12.8	11.6	1.4	6.9	5.4
10 and under 11 cents	10.8	14.4	8.9	14.9	16.3	5.3	15.6	6.5	1.0	11.3	6.4	15.9	16.8	21.5	15.4	6.6	2.6	4.2
11 and under 12 cents	.4	1.1	-	-	-	-	-	-	-	.6	-	3.4	1.2	.3	-	-	-	-
12 and under 13 cents	3.5	5.2	.6	5.1	.9	1.4	2.6	1.1	8.5	2.0	2.0	14.2	4.5	5.8	15.4	1.0	-	10.3
13 and under 14 cents	.7	-	-	-	1.2	-	-	-	-	.9	.6	6.0	.8	-	-	.3	-	1.0
14 and under 15 cents	.5	1.2	-	-	-	-	-	-	-	.7	.8	-	2.8	-	-	-	.7	.6
15 and under 16 cents	4.4	4.4	5.6	1.6	1.0	-	1.5	2.0	1.4	6.2	2.1	7.2	10.5	4.4	-	5.9	13.9	4.9
16 cents and over	2.6	5.2	1.2	.1	-	1.4	2.2	1.6	-	1.7	2.5	5.8	9.7	.9	2.9	4.3	.1	3.2
Uniform percentage	29.5	40.6	17.8	35.8	17.4	14.5	5.6	13.6	-	36.8	65.7	12.9	18.6	18.4	-	7.2	2.6	14.3
Under 7 percent	.5	.7	-	1.1	3.2	.8	-	2.4	-	.7	-	-	-	.6	-	-	-	-
7 and under 8 percent	5.8	2.4	2.5	6.9	2.8	2.1	5.6	3.8	-	2.9	22.7	-	2.3	1.6	-	.7	-	-
8 and under 10 percent	.3	.4	-	-	-	-	-	-	-	-	-	3.5	-	.3	-	.6	-	-
10 percent	20.2	33.7	9.8	25.8	7.1	11.6	-	7.4	-	27.2	42.5	9.4	2.2	13.6	-	6.0	1.9	10.1
11 and under 15 percent	.8	1.9	-	-	-	-	-	-	-	1.3	.5	-	14.1	1.3	-	-	-	-
15 percent and over	1.9	1.6	5.5	1.9	4.3	-	-	-	-	4.7	-	-	-	1.0	-	-	.7	4.2
Other [1]	14.9	3.1	8.8	8.5	3.0	23.8	25.8	1.7	6.1	7.1	3.4	10.3	.9	18.0	11.7	51.9	36.0	42.7
No shift-pay differential	.8	.2	.9	.9	-	5.0	.9	16.8	9.3	1.1	-	.6	-	-	-	-	-	-

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

† Less than 0.05 percent.

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Table B-11: Shift differential practices (manufacturing)

(Workers employed on late shifts at time of survey)

Shift operation and shift-pay differential	17 areas	Percent of manufacturing plant workers																
		Northeast				South				Middle West					Far West			
		Newark-Jersey City	New York City	Philadelphia	Providence	Atlanta	Dallas	Memphis	New Orleans	Chicago	Detroit	Milwaukee	Minneapolis-St. Paul	St. Louis	Denver	Los Angeles-Long Beach	Portland	San Francisco-Oakland
Total plant workers in manufacturing establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Second shift employment	17.9	14.1	10.7	15.5	12.1	17.6	14.9	13.2	15.4	19.2	25.7	18.2	13.4	17.0	12.7	20.0	16.9	15.9
With shift-pay differential	17.3	14.1	10.6	14.1	9.7	14.0	14.1	10.6	11.7	18.8	25.4	17.8	13.2	17.0	12.7	20.0	15.3	15.9
Uniform cents (per hour)	9.7	6.2	8.1	6.1	7.8	12.9	11.4	8.7	11.7	10.4	6.6	14.6	9.8	10.0	12.6	15.8	11.6	9.1
Under 5 cents	.4	.1	-	.1	2.7	1.0	.4	4.2	2.5	.1	-	.3	-	.8	-	.4	.5	.6
5 and under 6 cents	1.4	1.4	.5	2.5	2.2	1.0	1.5	1.6	2.7	1.1	1.0	3.0	2.0	2.9	3.5	.6	.3	.4
6 and under 7 cents	1.3	.5	.4	1.0	.5	.9	.1	-	3.8	1.8	1.5	.7	-	3.0	4.4	1.1	1.6	2.5
7 and under 8 cents	.8	.4	.7	.9	.9	.6	2.0	.1	1.2	.7	1.0	2.3	.4	.5	2.3	.3	4.6	.4
8 and under 9 cents	.9	.3	.2	-	.5	.1	-	1.0	-	.5	.4	3.6	.7	†	.4	3.8	-	.2
9 and under 10 cents	.2	.3	†	.1	-	-	-	.2	-	.6	.2	.2	.1	.3	.7	.1	.1	-
10 and under 11 cents	2.2	2.0	1.7	1.0	.8	.8	1.4	.6	.9	3.4	1.6	1.1	4.0	2.0	-	3.6	2.6	2.5
11 and under 12 cents	.1	.7	-	-	-	-	-	-	-	-	.2	-	-	-	-	.2	-	-
12 and under 13 cents	1.2	.3	.8	.3	.2	8.4	5.7	-	.6	.3	.2	2.5	.1	-	-	4.9	-	-
13 and under 14 cents	.5	-	3.1	.2	-	-	-	1.0	-	.2	-	-	.8	-	1.3	.5	1.0	2.0
14 and under 15 cents	†	-	-	-	-	-	.3	-	-	.2	-	-	.4	-	-	-	-	-
15 and under 16 cents	.5	.1	.7	-	-	-	-	-	-	1.4	.6	.1	1.0	.4	-	.2	.9	.3
16 cents and over	.1	†	-	-	-	-	-	-	-	.1	-	.8	.2	-	-	.3	-	-
Uniform percentage	6.6	7.3	2.4	6.7	1.1	.3	2.7	1.9	-	7.8	18.3	2.8	3.2	5.7	-	1.6	.9	1.7
Under 5 percent	†	.1	-	-	-	-	-	-	-	-	-	-	-	.2	-	-	-	-
5 percent	3.8	.8	.2	1.3	.3	.2	2.7	.1	-	1.9	17.8	1.9	.1	1.3	-	1.0	-	-
Over 5 and under 10 percent	.5	.6	.4	1.1	.1	.1	-	.2	-	.1	.2	.9	1.9	2.7	-	-	-	-
10 percent	2.2	5.9	1.3	4.3	.6	-	-	1.6	-	5.5	.3	.2	1.2	1.6	-	.6	.9	1.7
11 percent and over	.1	-	.6	-	-	-	-	-	-	.3	-	-	-	-	-	-	-	-
Other[1]	1.0	.5	.1	1.4	.8	.8	-	-	-	.6	.5	.4	.3	1.2	.2	2.5	2.8	5.1
No shift-pay differential	.5	-	.1	1.4	2.4	3.6	.8	2.6	3.7	.4	.3	.4	.3	-	-	-	1.6	-
Third shift employment	5.2	4.1	2.7	4.7	5.3	5.7	3.4	6.8	5.5	6.5	7.0	4.6	2.3	7.7	4.0	3.4	8.4	5.5
With shift-pay differential	5.1	4.1	2.4	4.7	5.3	4.3	3.3	5.1	5.2	6.4	7.0	4.5	2.3	7.7	4.0	3.4	8.4	5.5
Uniform cents (per hour)	3.0	3.3	1.5	2.6	4.3	2.0	2.2	4.7	4.7	3.6	2.6	2.9	1.9	6.3	3.9	1.8	6.4	4.7
Under 5 cents	†	-	-	-	-	-	-	2.8	.1	.1	-	-	-	-	-	-	-	-
5 and under 6 cents	.1	-	-	.3	.3	.9	†	.5	.6	-	.2	-	†	-	-	-	.2	.1
6 and under 7 cents	.3	.1	-	.1	-	.1	.3	-	1.9	-	.3	-	-	1.1	2.9	.7	.3	.6
7 and under 8 cents	.2	-	.1	.1	1.8	.3	.2	-	.4	.2	.1	†	-	-	-	.1	2.9	.2
8 and under 9 cents	.1	-	-	.1	.3	-	-	.1	.3	†	†	.2	-	.2	-	-	.1	-
9 and under 10 cents	.7	.1	.3	.2	-	.5	.3	†	1.1	1.7	.9	.1	.1	1.4	.2	.3	1.2	.9
10 and under 11 cents	.7	.9	.6	1.1	1.6	.1	.5	1.1	-	.8	.4	.8	1.1	2.1	.3	.4	.1	-
11 and under 12 cents	†	.2	-	-	-	-	-	-	-	†	-	-	†	†	-	-	-	-
12 and under 13 cents	.3	.6	.1	.7	.1	†	.1	†	.3	.2	.2	.8	†	.7	.5	†	-	1.2
13 and under 14 cents	†	-	-	-	.2	-	-	-	-	-	†	.5	†	-	-	†	-	.1
14 and under 15 cents	†	.2	-	-	-	-	-	-	-	.1	.1	-	.1	-	-	-	.1	.1
15 and under 16 cents	.2	.2	.5	†	-	-	†	.1	†	.3	†	.2	.2	.8	-	.1	1.5	.3
16 cents and over	.3	1.1	-	-	-	.1	.7	†	-	.1	.3	.5	.3	.1	-	.3	-	1.1
Uniform percentage	1.3	.5	.2	1.2	1.0	.1	.3	.4	-	2.0	4.3	.7	.3	.4	-	.1	.1	.1
Under 7 percent	†	†	-	-	.2	.1	-	†	-	-	-	-	-	-	-	-	-	-
7 and under 8 percent	.4	-	†	.3	-	-	.3	-	-	.2	1.9	-	†	.1	-	-	-	-
8 and under 10 percent	†	†	-	-	-	-	-	-	-	-	-	.4	-	-	-	-	-	-
10 percent	.8	.4	.2	1.0	.8	-	-	.4	-	1.4	2.3	.3	†	.3	-	.1	.1	.1
11 and under 15 percent	†	†	-	-	-	-	-	-	-	†	.1	-	.2	-	-	-	-	-
15 percent and over	.1	†	-	-	-	-	-	-	-	.4	-	-	-	-	-	-	-	†
Other[1]	.8	.3	.7	.9	-	2.3	.8	-	.5	.9	.2	.9	.2	1.1	.1	1.6	1.9	.7
No shift-pay differential	.1	†	.2	-	-	1.4	.1	1.7	.3	†	-	†	-	-	-	-	-	-

[1] See footnote 1, table B-10.
† Less than 0.05 percent.

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Table B-12: Paid holidays (all industries)

(Percent of office and plant workers employed in all establishments that provide paid holidays by number of paid holidays provided[1])

Number of paid holidays	17 areas	Northeast				South				Middle West					Far West			
		Newark-Jersey City[2]	New York City[2]	Phila-delphia[2]	Provi-dence	Atlanta	Dallas	Memphis[2]	New Orleans	Chicago[2]	Detroit[2]	Mil-waukee	Minne-apolis-St. Paul	St. Louis[2]	Denver	Los Angeles-Long Beach[2]	Portland	San Fran-cisco-Oakland[2]
	Office workers																	
Workers in establishments providing paid holidays	99	99	99	100	98	99	99	100	99	99	99	99	100	99	99	100	99	100
Under 5 holidays	†	†	-	†	†	†	10	4	†	†	†	-	-	-	-	-	-	†
5 holidays	†	†	-	†	†	37	29	54	†	†	-	-	-	†	†	†	†	†
Full days only	†	†	-	†	†	31	22	53	†	†	-	-	-	†	†	†	†	†
Plus 1 or more half days	†	-	-	-	-	6	7	†	†	-	-	-	-	-	-	-	-	-
6 holidays	34	6	†	25	8	35	41	17	64	56	83	65	66	33	48	53	49	5
Full days only	26	4	†	20	6	29	38	14	42	49	31	50	51	28	43	49	49	5
Plus 1 or more half days	8	†	†	5	†	7	3	3	21	7	52	15	15	6	5	4	-	†
7 holidays	21	26	13	24	8	16	15	20	14	22	8	24	24	41	22	25	36	50
Full days only	19	22	11	20	7	14	15	19	12	21	8	23	17	38	22	20	36	48
Plus 1 or more half days	†	4	†	4	†	†	-	†	†	†	†	†	7	†	-	5	-	†
8 holidays	12	16	11	17	14	9	4	5	18	7	†	10	6	23	29	15	10	36
Full days only	10	13	8	17	14	8	†	†	9	5	†	3	3	23	29	14	6	34
Plus 1 or more half days	†	3	3	†	-	†	3	3	9	†	†	7	3	†	-	†	4	†
9 holidays	7	11	13	4	31	†	-	-	3	3	5	†	4	-	-	†	4	7
Full days only	5	11	11	4	31	†	-	-	2	3	5	-	-	-	-	†	4	4
Plus 1 or more half days	†	†	†	†	-	-	-	-	†	†	†	†	4	-	-	†	-	3
10 holidays	4	†	9	5	22	†	-	-	†	†	3	-	-	-	†	†	†	†
Full days only	3	†	7	4	20	-	-	-	†	†	3	-	-	-	†	†	-	†
Plus 1 or more half days	†	†	†	†	†	†	-	-	-	†	-	-	-	-	-	†	†	†
11 holidays	14	6	43	†	14	-	-	-	-	9	-	-	-	-	-	3	-	†
Full days only	12	5	36	†	14	-	-	-	-	8	-	-	-	-	-	†	-	-
Plus 1 or more half days	†	†	7	†	-	-	-	-	-	†	-	-	-	-	-	†	-	†
Over 11 holidays	6	33	9	23	-	-	-	-	-	-	†	-	-	†	-	-	-	-
Workers in establishments providing no paid holidays	†	†	†	-	†	†	†	-	†	†	†	†	-	†	†	-	†	-
	Plant workers[3]																	
Workers in establishments providing paid holidays	96	98	98	99	97	83	87	85	77	97	98	94	98	99	91	94	89	95
Under 5 holidays	3	†	4	†	3	8	18	12	10	6	†	†	†	-	†	†	†	3
5 holidays	3	†	-	†	4	30	24	32	4	†	†	†	†	3	†	†	†	4
Full days only	3	†	-	†	4	28	22	32	3	†	†	†	†	†	†	†	†	4
Plus 1 or more half days	†	-	-	-	-	†	†	-	†	-	-	†	-	†	-	-	-	-
6 holidays	48	15	16	39	25	38	28	23	40	61	90	70	73	42	61	59	55	12
Full days only	36	11	16	35	23	30	25	19	36	53	30	55	61	37	61	53	55	10
Plus 1 or more half days	12	4	†	4	3	9	3	4	3	7	60	15	12	5	†	6	-	†
7 holidays	25	42	29	37	14	6	16	16	12	21	7	17	18	43	18	24	28	49
Full days only	23	35	24	34	14	6	16	16	11	21	7	17	16	42	18	24	28	47
Plus 1 or more half days	†	7	5	3	-	†	-	†	†	†	†	-	†	†	-	†	-	†
8 holidays	10	20	14	15	20	†	†	†	11	6	†	5	6	10	11	9	4	27
Full days only	9	16	13	15	20	†	†	†	11	6	†	5	5	10	11	9	4	26
Plus 1 or more half days	†	5	†	-	-	-	-	-	-	†	-	-	†	-	-	-	-	†
9 holidays	3	8	9	†	27	†	-	-	†	†	†	-	-	-	-	†	-	†
Full days only	†	7	6	†	27	†	-	-	†	†	†	-	-	-	-	-	-	†
Plus 1 or more half days	†	†	3	†	-	-	-	-	-	-	-	-	-	-	-	†	-	-
10 holidays	†	†	5	†	4	-	-	-	-	†	-	-	-	-	-	-	-	-
Full days only	†	†	5	†	4	-	-	-	-	†	-	-	-	-	-	-	-	-
Plus 1 or more half days	†	-	†	†	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	3	6	18	†	-	-	-	-	-	†	-	†	-	-	-	-	-	-
Full days only	3	5	17	†	-	-	-	-	-	†	-	†	-	-	-	-	-	-
Plus 1 or more half days	†	†	†	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 11 holidays	†	4	†	†	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	4	†	†	†	3	17	13	15	23	3	†	6	†	†	9	6	11	5

[1] Estimates relate to full-day holidays provided annually, as in earlier studies. These are further divided between workers who receive merely the indicated number of full-day holidays, and those who receive 1 or more half holidays in addition.
[2] Exceptions to the standard industry limitations are shown in footnotes 4 and/or 6 to the table in appendix A.
[3] Data for finance and insurance establishments are excluded.
† Less than 2.5 percent.

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Table B-13: Paid holidays (manufacturing)

(Percent of office and plant workers employed in manufacturing establishments that provide paid holidays by number of paid holidays provided[1])

Number of paid holidays	17 areas	Northeast				South				Middle West					Far West			
		Newark-Jersey City	New York City	Philadelphia	Providence	Atlanta	Dallas	Memphis	New Orleans	Chicago	Detroit	Milwaukee	Minneapolis-St. Paul	St. Louis	Denver	Los Angeles-Long Beach	Portland	San Francisco-Oakland
Office workers																		
Workers in establishments providing paid holidays	99	100	100	100	99	99	99	100	99	99	100	100	100	100	100	100	100	100
Under 5 holidays	†	-	-	-	†	†	5	5	†	-	†	-	-	-	-	-	-	-
5 holidays	†	†	-	†	†	22	19	32	†	†	-	-	-	†	-	†	†	-
Full days only	†	†	-	†	†	22	18	31	†	†	-	-	-	†	-	†	†	-
Plus 1 or more half days	†	-	-	-	-	-	†	†	-	-	-	-	-	-	-	-	-	-
6 holidays	52	9	†	33	14	69	44	26	55	68	95	66	78	37	76	76	64	11
Full days only	35	5	†	23	10	60	41	22	38	57	18	49	54	34	50	70	64	9
Plus 1 or more half days	17	4	†	10	4	10	3	4	18	10	77	17	24	3	26	7	-	3
7 holidays	24	42	11	38	15	4	31	31	17	25	5	32	17	53	13	20	32	69
Full days only	22	37	7	33	14	†	31	28	16	24	5	32	8	46	13	19	32	68
Plus 1 or more half days	†	6	4	5	†	†	-	3	†	†	-	-	10	7	-	†	-	†
8 holidays	11	31	26	21	25	†	†	5	20	6	-	†	5	8	11	4	†	19
Full days only	10	26	19	21	25	†	†	5	15	6	-	†	4	7	11	4	†	19
Plus 1 or more half days	†	5	7	†	-	-	-	-	5	-	-	-	†	†	-	-	-	-
9 holidays	4	8	18	3	38	†	-	-	5	†	-	-	-	-	-	-	-	†
Full days only	3	8	14	3	38	†	-	-	4	†	-	-	-	-	-	-	-	†
Plus 1 or more half days	†	†	4	†	-	-	-	-	†	†	-	-	-	-	-	-	-	-
10 holidays	4	†	21	3	†	-	-	-	-	-	-	-	-	-	-	-	-	†
Full days only	3	†	18	3	†	-	-	-	-	-	-	-	-	-	-	-	-	-
Plus 1 or more half days	†	†	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	†
11 holidays	3	5	21	-	†	-	-	-	-	-	-	-	-	-	-	-	-	-
Full days only	3	3	17	-	†	-	-	-	-	-	-	-	-	-	-	-	-	-
Plus 1 or more half days	†	†	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 11 holidays	†	†	†	†	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	†	-	-	-	†	†	†	-	†	†	-	-	-	-	-	-	-	-
Plant workers																		
Workers in establishments providing paid holidays	98	99	99	99	98	78	91	88	68	99	[2]100	98	98	100	96	99	89	92
Under 5 holidays	†	-	7	†	†	6	7	7	11	†	†	†	-	-	-	†	†	†
5 holidays	†	†	-	†	5	14	22	23	†	3	-	†	†	3	-	†	†	-
Full days only	†	†	-	†	5	14	20	23	†	3	-	†	†	†	-	†	†	-
Plus 1 or more half days	†	-	-	-	-	-	†	-	-	-	-	†	-	†	-	-	-	-
6 holidays	54	17	19	36	29	52	40	34	29	61	93	67	75	41	58	73	47	16
Full days only	35	12	17	29	26	38	35	28	29	50	19	50	54	35	57	64	47	11
Plus 1 or more half days	19	5	†	7	3	14	6	6	†	11	74	17	21	6	†	9	-	4
7 holidays	24	42	14	42	17	3	21	21	13	25	6	22	11	47	25	21	39	56
Full days only	22	36	8	37	17	†	21	20	13	24	6	22	11	45	25	20	39	53
Plus 1 or more half days	†	6	6	5	-	†	-	†	-	†	-	-	†	†	-	†	-	3
8 holidays	11	26	25	17	23	†	†	3	10	8	-	6	11	9	13	3	†	20
Full days only	10	20	22	17	23	†	†	3	10	8	-	6	9	9	13	3	†	18
Plus 1 or more half days	†	6	3	-	-	-	-	-	-	-	-	-	†	-	-	-	-	†
9 holidays	3	6	14	†	21	†	-	-	3	-	-	-	-	-	-	-	-	-
Full days only	†	5	9	†	21	-	-	-	3	-	-	-	-	-	-	-	-	-
Plus 1 or more half days	†	†	6	†	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays	†	†	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full days only	†	†	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Plus 1 or more half days	†	-	†	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	†	5	11	†	-	-	-	-	-	†	-	-	-	-	-	-	-	-
Full days only	†	4	9	†	-	-	-	-	-	†	-	-	-	-	-	-	-	-
Plus 1 or more half days	†	†	†	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 11 holidays	†	-	†	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	†	†	†	†	†	22	9	12	32	†	-	†	†	-	4	†	11	8

[1] Estimates relate to full-day holidays provided annually, as in earlier studies. These are further divided between workers who receive merely the indicated number of full-day holidays, and those who receive 1 or more half holidays in addition.

[2] The increase from 82 percent reported in a similar study made in October 1953 resulted chiefly from conversion to paid holidays in establishments which formerly gave pay in lieu of holidays.

† Less than 2.5 percent.

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Table B-14: Paid holidays (public utilities)*

(Percent of office and plant workers employed in public utilities establishments that provide paid holidays by number of paid holidays provided[1])

Number of paid holidays	17 areas	Northeast				South				Middle West					Far West			
		Newark-Jersey City	New York City[2]	Philadelphia	Providence	Atlanta	Dallas	Memphis[2]	New Orleans	Chicago[2]	Detroit[2]	Milwaukee	Minneapolis-St. Paul	St. Louis	Denver	Los Angeles-Long Beach[2]	Portland	San Francisco-Oakland[2]
Office workers																		
Workers in establishments providing paid holidays	99	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	99	100
Under 5 holidays	†	-	-	-	-	-	†	†	-	-	-	-	-	-	-	-	-	-
5 holidays	†	-	-	-	-	10	18	12	-	-	-	-	-	†	-	-	-	†
Full days only	†	-	-	-	-	9	15	12	-	-	-	-	-	†	-	-	-	†
Plus 1 or more half days	†	-	-	-	-	†	3	-	-	-	-	-	-	-	-	-	-	-
6 holidays	16	†	5	9	†	27	36	39	32	13	53	84	36	18	16	3	31	†
Full days only	14	†	5	3	†	27	36	39	5	12	50	53	35	18	16	3	31	†
Plus 1 or more half days	†	†	-	6	-	-	-	-	27	†	3	31	†	-	-	-	-	-
7 holidays	30	†	13	5	-	63	43	48	30	63	47	16	64	46	41	14	41	20
Full days only	28	†	13	5	-	63	43	48	26	63	47	16	38	46	41	14	41	20
Plus 1 or more half days	†	-	†	†	-	-	-	-	4	-	-	-	26	-	-	-	-	†
8 holidays	21	†	4	42	-	-	3	-	30	†	-	-	-	35	43	82	27	72
Full days only	20	-	3	42	-	-	3	-	11	†	-	-	-	35	43	82	27	72
Plus 1 or more half days	†	†	†	-	-	-	-	-	19	-	-	-	-	-	-	-	-	-
9 holidays	7	49	†	9	7	-	-	-	8	23	-	-	-	-	-	-	-	†
Full days only	7	49	†	7	7	-	-	-	8	23	-	-	-	-	-	-	-	†
Plus 1 or more half days	†	-	-	†	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays	4	-	5	31	92	-	-	-	†	-	-	-	-	-	-	-	-	†
Full days only	4	-	5	26	92	-	-	-	†	-	-	-	-	-	-	-	-	-
Plus 1 or more half days	†	-	†	5	-	-	-	-	-	-	-	-	-	-	-	-	-	†
11 holidays	19	5	71	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full days only	18	5	69	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Plus 1 or more half days	†	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 11 holidays	†	41	†	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	†	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	†	-
Plant workers																		
Workers in establishments providing paid holidays	97	99	99	100	100	99	85	88	79	97	97	98	98	100	93	95	88	100
Under 5 holidays	†	†	-	-	-	-	†	-	-	-	-	-	-	-	-	-	-	-
5 holidays	†	-	-	-	-	18	15	20	-	-	-	-	-	†	-	-	-	-
Full days only	†	-	-	-	-	18	13	20	-	-	-	-	-	†	-	-	-	-
Plus 1 or more half days	†	-	-	-	-	-	†	-	-	-	-	-	-	-	-	-	-	-
6 holidays	23	†	6	33	4	43	27	30	18	30	57	88	44	33	31	11	33	7
Full days only	23	†	6	33	4	43	27	30	18	30	55	70	44	33	31	11	33	7
Plus 1 or more half days	†	-	-	-	-	-	-	-	†	-	†	19	†	-	-	-	-	-
7 holidays	28	19	22	17	-	37	40	39	32	42	41	9	54	33	30	22	34	23
Full days only	27	19	22	17	-	37	40	39	32	42	41	9	42	33	30	22	34	23
Plus 1 or more half days	†	-	-	-	-	-	-	-	-	-	-	-	12	-	-	-	-	-
8 holidays	19	-	5	20	-	-	-	-	27	-	-	-	-	32	33	62	21	70
Full days only	19	-	5	20	-	-	-	-	27	-	-	-	-	32	33	62	21	70
Plus 1 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 holidays	5	22	-	3	25	-	-	-	†	26	-	-	-	-	-	-	-	-
Full days only	5	22	-	3	25	-	-	-	†	26	-	-	-	-	-	-	-	-
Plus 1 or more half days	†	-	-	†	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays	3	-	-	23	71	-	-	-	-	-	-	-	-	-	-	-	-	-
Full days only	†	-	-	15	71	-	-	-	-	-	-	-	-	-	-	-	-	-
Plus 1 or more half days	†	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	15	17	67	-	-	-	-	-	-	-	-	†	-	-	-	-	-	-
Full days only	15	17	67	-	-	-	-	-	-	-	-	†	-	-	-	-	-	-
Plus 1 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 11 holidays	†	36	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	3	†	†	-	-	†	15	12	21	3	3	†	†	-	7	5	12	-

[1] Estimates relate to full-day holidays provided annually, as in earlier studies. These are further divided between workers who receive merely the indicated number of full-day holidays, and those who receive 1 or more half holidays in addition.

[2] One or more utilities are municipally operated, and therefore, excluded from the scope of the studies. See footnote 4 to the table in appendix A.

† Less than 2.5 percent.

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

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Table B-15: Paid holidays (wholesale trade)

(Percent of office and plant workers employed in wholesale trade establishments that provide paid holidays by number of paid holidays provided[1])

Number of paid holidays	17 areas	Northeast			South	Middle West				Far West	
		Newark-Jersey City	New York City	Phila-delphia	Atlanta	Chicago	Detroit	Minne-apolis-St. Paul	St. Louis	Los Angeles-Long Beach	San Fran-cisco-Oakland
Office workers											
Workers in establishments providing paid holidays	99	100	100	100	100	100	100	100	97	100	100
Under 5 holidays	†	-	-	-	-	-	-	-	-	-	-
5 holidays	3	-	-	-	36	-	-	-	3	-	-
Full days only	3	-	-	-	36	-	-	-	3	-	-
Plus 1 or more half days	-	-	-	-	-	-	-	-	-	-	-
6 holidays	30	12	†	13	56	69	77	45	27	43	9
Full days only	27	8	†	12	51	62	64	42	24	41	9
Plus 1 or more half days	3	4	-	†	5	7	14	3	3	†	-
7 holidays	29	25	19	46	8	25	19	49	63	37	75
Full days only	28	16	19	42	8	25	19	44	63	34	75
Plus 1 or more half days	†	8	†	4	-	-	-	5	-	†	-
8 holidays	12	†	18	28	†	4	4	6	5	20	15
Full days only	10	†	12	28	†	4	†	6	5	20	15
Plus 1 or more half days	†	-	6	-	-	†	3	-	-	-	-
9 holidays	9	16	22	11	-	-	-	-	-	-	-
Full days only	7	16	16	11	-	-	-	-	-	-	-
Plus 1 or more half days	†	-	6	-	-	-	-	-	-	-	-
10 holidays	6	7	14	†	-	†	-	-	-	-	-
Full days only	4	6	9	†	-	†	-	-	-	-	-
Plus 1 or more half days	†	†	5	-	-	-	-	-	-	-	-
11 holidays	9	22	25	-	-	-	-	-	-	-	-
Full days only	9	22	24	-	-	-	-	-	-	-	-
Plus 1 or more half days	†	-	†	-	-	-	-	-	-	-	-
Over 11 holidays	†	16	†	†	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	†	-	-	-	-	-	-	-	3	-	-
Plant workers											
Workers in establishments providing paid holidays	98	96	99	97	94	100	96	100	100	97	100
Under 5 holidays	†	-	-	-	-	-	-	-	-	-	-
5 holidays	5	-	-	5	40	†	6	-	6	-	-
Full days only	5	-	-	5	40	†	6	-	6	-	-
Plus 1 or more half days	-	-	-	-	-	-	-	-	-	-	-
6 holidays	40	28	3	19	45	75	75	53	30	46	7
Full days only	37	22	3	19	37	72	69	50	22	46	7
Plus 1 or more half days	3	6	-	-	8	3	6	4	7	-	-
7 holidays	27	15	25	40	8	18	12	47	60	30	57
Full days only	26	10	24	39	8	18	12	47	60	29	57
Plus 1 or more half days	†	5	†	†	-	-	-	-	-	†	-
8 holidays	10	-	12	22	†	5	-	-	4	21	36
Full days only	10	-	11	22	†	3	-	-	4	21	36
Plus 1 or more half days	†	-	†	-	-	†	-	-	-	-	-
9 holidays	4	15	11	9	-	-	3	-	-	-	-
Full days only	4	15	9	9	-	-	3	-	-	-	-
Plus 1 or more half days	†	-	†	-	-	-	-	-	-	-	-
10 holidays	3	6	11	†	-	†	-	-	-	-	-
Full days only	†	6	10	†	-	†	-	-	-	-	-
Plus 1 or more half days	†	-	†	-	-	-	-	-	-	-	-
11 holidays	7	25	33	-	-	-	-	-	-	-	-
Full days only	7	25	31	-	-	-	-	-	-	-	-
Plus 1 or more half days	†	-	†	-	-	-	-	-	-	-	-
Over 11 holidays	†	9	4	†	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	†	4	†	3	6	-	4	-	-	3	-

[1] Estimates relate to full-day holidays provided annually, as in earlier studies. These are further divided between workers who receive merely the indicated number of full-day holidays, and those who receive 1 or more half holidays in addition.

† Less than 2.5 percent.

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Table B-16: Paid holidays (retail trade)

(Percent of office and plant workers employed in retail trade establishments that provide paid holidays by number of paid holidays provided[1])

Number of paid holidays	17 areas	Northeast				South			Middle West			Far West		
		Newark-Jersey City[2]	New York City[2]	Philadelphia[2]	Providence	Atlanta	Dallas	New Orleans	Chicago	Detroit[3]	Minneapolis-St. Paul	Denver	Portland	San Francisco-Oakland
Office workers														
Workers in establishments providing paid holidays	99	97	98	100	93	100	99	99	99	100	100	98	98	100
Under 5 holidays	†	†	-	†	-	3	44	†	-	-	-	-	-	†
5 holidays	5	-	-	†	-	93	30	-	-	-	-	†	-	†
Full days only	4	-	-	†	-	60	30	-	-	-	-	†	-	†
Plus 1 or more half days	†	-	-	-	-	33	-	-	-	-	-	-	-	-
6 holidays	54	7	†	72	5	3	26	85	97	96	93	90	98	9
Full days only	52	7	†	72	5	3	26	79	97	82	93	90	98	9
Plus 1 or more half days	†	-	-	-	-	-	-	6	-	14	-	-	-	-
7 holidays	25	57	59	23	-	-	-	-	†	†	7	3	-	78
Full days only	22	55	58	12	-	-	-	-	†	-	6	3	-	71
Plus 1 or more half days	†	†	†	11	-	-	-	-	-	†	†	-	-	6
8 holidays	4	†	8	4	8	-	-	10	†	†	-	4	-	9
Full days only	3	†	3	4	8	-	-	10	†	†	-	4	-	9
Plus 1 or more half days	†	-	4	-	-	-	-	-	-	-	-	-	-	-
9 holidays	4	4	11	-	79	-	-	4	†	-	-	-	-	3
Full days only	†	4	5	-	79	-	-	-	-	-	-	-	-	3
Plus 1 or more half days	†	-	6	-	-	-	-	4	†	-	-	-	-	-
10 holidays	3	-	12	-	†	-	-	-	-	-	-	-	-	-
Full days only	†	-	5	-	†	-	-	-	-	-	-	-	-	-
Plus 1 or more half days	†	-	7	-	-	-	-	-	-	-	-	-	-	-
11 holidays	3	28	8	-	-	-	-	-	-	-	-	-	-	-
Full days only	†	15	6	-	-	-	-	-	-	-	-	-	-	-
Plus 1 or more half days	†	13	†	-	-	-	-	-	-	-	-	-	-	-
Over 11 holidays	†	-	†	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	†	3	†	-	7	-	†	†	†	-	-	†	†	-
Plant workers														
Workers in establishments providing paid holidays	93	93	95	100	91	93	88	88	96	93	100	91	92	99
Under 5 holidays	7	†	8	10	7	13	47	16	7	-	3	†	4	16
5 holidays	5	-	-	†	-	78	30	-	-	-	-	†	-	-
Full days only	4	-	-	†	-	71	28	-	-	-	-	†	-	-
Plus 1 or more half days	†	-	-	-	-	7	3	-	-	-	-	-	-	-
6 holidays	43	10	†	55	4	†	12	64	82	85	82	87	88	4
Full days only	43	9	†	55	4	†	12	64	82	83	82	87	88	4
Plus 1 or more half days	†	†	-	-	-	-	-	-	-	†	-	-	-	-
7 holidays	30	73	74	30	-	-	-	-	6	4	15	†	-	62
Full days only	27	47	62	30	-	-	-	-	6	3	12	†	-	60
Plus 1 or more half days	4	26	12	-	-	-	-	-	-	†	3	-	-	†
8 holidays	3	†	†	3	8	-	-	9	†	4	-	-	-	15
Full days only	†	†	†	3	8	-	-	9	†	4	-	-	-	15
Plus 1 or more half days	†	-	†	-	-	-	-	-	-	-	-	-	-	-
9 holidays	†	3	4	-	72	-	-	-	-	-	-	-	-	†
Full days only	†	3	3	-	72	-	-	-	-	-	-	-	-	†
Plus 1 or more half days	†	-	†	-	-	-	-	-	-	-	-	-	-	-
10 holidays	†	-	†	-	-	-	-	-	-	-	-	-	-	-
Full days only	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Plus 1 or more half days	†	-	†	-	-	-	-	-	-	-	-	-	-	-
11 holidays	†	-	5	-	-	-	-	-	-	-	-	-	-	-
Full days only	†	-	5	-	-	-	-	-	-	-	-	-	-	-
Plus 1 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 11 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	7	7	5	-	9	7	12	12	4	7	-	9	8	†

[1] Estimates relate to full-day holidays provided annually, as in earlier studies. These are further divided between workers who receive merely the indicated number of full-day holidays, and those who receive 1 or more half holidays in addition.
[2] Excludes limited-price variety stores.
[3] Excludes data for 2 large department stores.
† Less than 2.5 percent.

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Table B-17: Paid holidays (finance)**

(Percent of office workers employed in finance establishments that provide paid holidays by number of paid holidays provided [1])

Number of paid holidays	17 areas	Northeast			South		Middle West				Far West	
		Newark-Jersey City	New York City	Philadelphia	Atlanta	Dallas	Chicago	Detroit	Minneapolis-St. Paul	St. Louis	Los Angeles-Long Beach	San Francisco-Oakland
	Office workers											
Workers in establishments providing paid holidays	99	100	100	100	100	100	98	100	100	100	100	100
Under 5 holidays	-	-	-	-	-	-	-	-	-	-	-	-
5 holidays	†	-	-	-	39	43	-	-	-	†	-	-
Full days only	†	-	-	-	35	23	-	-	-	†	-	-
Plus 1 or more half days	†	-	-	-	4	20	-	-	-	-	-	-
6 holidays	13	-	†	†	12	50	26	42	60	15	23	†
Full days only	10	-	†	†	4	45	18	31	38	8	23	†
Plus 1 or more half days	3	-	-	†	8	5	9	11	21	7	†	-
7 holidays	10	6	-	3	17	-	8	†	15	7	39	27
Full days only	7	4	-	†	12	-	5	†	15	7	21	27
Plus 1 or more half days	3	†	-	†	5	-	3	-	-	-	18	-
8 holidays	13	-	†	6	29	7	17	†	12	74	13	51
Full days only	8	-	†	6	25	-	6	†	†	74	6	47
Plus 1 or more half days	5	-	†	-	4	7	11	-	10	-	7	5
9 holidays	10	†	12	5	-	-	4	35	13	-	7	15
Full days only	8	†	12	5	-	-	3	34	-	-	7	8
Plus 1 or more half days	†	-	-	-	-	-	†	†	13	-	-	8
10 holidays	3	-	†	†	4	-	3	20	-	-	6	†
Full days only	3	-	†	-	-	-	†	20	-	-	6	†
Plus 1 or more half days	†	-	†	†	4	-	†	-	-	-	†	-
11 holidays	33	-	65	7	-	-	40	-	-	-	12	5
Full days only	26	-	52	3	-	-	37	-	-	-	7	-
Plus 1 or more half days	7	-	13	4	-	-	3	-	-	-	4	5
Over 11 holidays	17	92	20	75	-	-	-	†	-	3	-	-
Workers in establishments providing no paid holidays	†	-	-	-	-	-	†	-	-	-	-	-

[1] Estimates relate to full-day holidays provided annually, as in earlier studies. These are further divided between workers who receive merely the indicated number of full-day holidays, and those who receive 1 or more half holidays in addition.

† Less than 2.5 percent.

** Finance, insurance, and real estate.

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Table B-18: Paid holidays (services)

(Percent of office and plant workers employed in services establishments that provide paid holidays by number of paid holidays provided[1])

Number of paid holidays	17 areas	Northeast		Middle West		Far West	17 areas	Northeast		Middle West		Far West
		New York City	Phila-delphia	Chicago	Detroit	Los Angeles-Long Beach[2]		New York City	Phila-delphia	Chicago	Detroit	Los Angeles-Long Beach[2]
	Office workers						**Plant workers**					
Workers in establishments providing paid holidays	99	99	100	100	99	100	81	94	93	83	65	67
Under 5 holidays	†	-	-	†	3	-	13	-	6	59	†	5
5 holidays	†	-	-	-	-	-	5	-	-	-	†	†
Full days only	†	-	-	-	-	-	4	-	-	-	†	†
Plus 1 or more half days	†	-	-	-	-	-	†	-	-	-	-	-
6 holidays	33	7	60	65	96	53	39	42	72	23	62	49
Full days only	29	7	40	59	80	52	38	42	72	23	60	49
Plus 1 or more half days	4	-	20	6	16	†	†	-	-	†	†	-
7 holidays	24	29	36	22	-	16	14	26	10	†	-	9
Full days only	17	18	26	17	-	16	14	25	10	†	-	9
Plus 1 or more half days	7	11	10	4	-	-	†	†	-	†	-	-
8 holidays	14	18	4	3	-	17	5	12	4	†	-	†
Full days only	13	18	4	3	-	17	5	12	4	†	-	†
Plus 1 or more half days	†	†	-	-	-	-	-	-	-	-	-	-
9 holidays	6	8	-	6	-	14	3	5	-	†	-	†
Full days only	3	4	-	6	-	†	†	4	-	†	-	-
Plus 1 or more half days	3	3	-	-	-	12	†	†	-	-	-	†
10 holidays	5	11	-	-	-	-	†	†	-	-	-	-
Full days only	5	10	-	-	-	-	†	†	-	-	-	-
Plus 1 or more half days	†	†	-	-	-	-	-	-	-	-	-	-
11 holidays	11	22	-	3	-	-	3	7	-	†	-	-
Full days only	9	20	-	-	-	-	3	7	-	†	-	-
Plus 1 or more half days	†	3	-	3	-	-	-	-	-	-	-	-
Over 11 holidays	†	4	-	-	-	-	†	†	†	-	-	-
Workers in establishments providing no paid holidays	†	†	-	-	†	-	19	6	7	17	35	33

[1] Estimates relate to full-day holidays provided annually, as in earlier studies. These are further divided between workers who receive merely the indicated number of full-day holidays, and those who receive 1 or more half holidays in addition.

[2] Excludes motion-picture production and allied services; data for these industries are included, however, in "all industries."

† Less than 2.5 percent.

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Table B-19: Paid vacations (all industries)

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

Amount of vacation pay[1] and service period	17 areas	Northeast				South				Middle West					Far West			
		Newark-Jersey City[2]	New York City[2]	Phila-delphia[2]	Provi-dence	Atlanta	Dallas	Memphis[2]	New Orleans	Chicago[2]	Detroit[2]	Mil-waukee	Minne-apolis-St. Paul	St. Louis[2]	Denver	Los Angeles-Long Beach[2]	Portland	San Fran-cisco-Oakland[2]
	Office workers																	
1 week or more	99	100	99	99	100	99	99	100	99	99	99	99	99	99	99	100	100	100
6 months	69	75	86	69	73	59	54	54	67	63	78	49	57	56	34	51	48	66
1 year	99	100	99	99	100	99	99	100	99	99	99	99	99	99	99	100	99	100
2 weeks or more	99	99	99	99	97	98	98	99	95	99	99	99	99	99	99	99	100	100
6 months	7	6	12	17	14	†	†	†	6	6	†	†	†	4	†	5	†	9
1 year	82	93	93	81	76	78	66	65	73	79	88	50	69	69	59	80	64	82
2 years	96	97	98	95	78	92	87	82	86	97	96	92	90	87	87	96	85	99
3 years	98	98	98	97	84	95	92	92	89	98	98	95	98	94	94	99	98	100
5 years	99	99	99	99	97	98	97	99	95	99	99	99	99	99	99	99	100	100
3 weeks or more	84	87	88	85	62	65	54	64	44	87	91	88	85	81	77	81	76	86
3 years	3	†	3	†	4	-	-	-	-	4	†	†	†	3	†	5	†	4
5 years	9	7	16	7	7	3	3	4	4	5	4	3	5	6	3	7	†	8
10 years	34	26	49	28	24	11	6	16	9	30	64	24	32	22	15	18	16	19
15 years	79	81	85	78	56	61	46	46	39	84	90	83	84	79	71	74	66	70
20 years	83	87	87	83	60	65	51	61	43	86	90	84	85	80	74	80	75	83
25 years	84	87	88	85	62	65	54	64	44	87	91	88	85	81	77	81	76	86
4 weeks or more	28	31	44	24	9	22	14	15	13	31	14	13	31	16	14	16	17	19
10 years	†	†	†	-	†	-	-	†	-	†	†	†	-	-	†	†	-	†
15 years	†	†	5	†	†	-	-	†	-	3	†	†	†	6	†	†	-	†
20 years	9	17	15	3	8	3	†	3	4	10	5	†	6	7	4	6	4	4
25 years	28	31	44	24	9	22	14	15	13	31	14	13	31	16	14	16	17	19
	Plant workers[3]																	
1 week or more	99	100	98	99	98	96	98	98	91	99	98	99	99	99	99	99	100	100
6 months	20	27	37	22	25	19	15	16	21	15	7	11	11	14	12	21	5	30
1 year	99	99	98	99	98	96	98	97	91	98	98	99	99	99	99	99	99	100
2 weeks or more	96	98	96	96	87	86	87	86	78	99	98	98	99	99	95	97	99	99
6 months	†	†	†	†	†	-	-	-	†	†	†	-	†	-	-	†	-	-
1 year	24	28	43	24	15	33	20	12	26	20	7	9	18	15	17	36	14	29
2 years	47	44	70	35	19	50	45	26	39	52	18	25	45	32	38	67	36	81
3 years	68	63	87	57	35	67	72	54	53	70	40	40	79	62	71	88	68	93
5 years	96	97	95	95	87	83	85	84	77	98	98	97	99	98	95	97	99	99
3 weeks or more	71	78	62	69	45	43	42	45	31	83	87	86	76	80	56	64	52	69
3 years	†	†	5	†	†	-	†	-	-	4	†	†	†	3	†	4	†	5
5 years	6	7	14	4	3	3	†	†	†	6	4	3	6	3	3	7	†	9
10 years	19	21	31	24	8	11	†	6	4	25	9	19	27	15	7	15	10	15
15 years	69	76	62	66	39	41	36	39	29	81	87	85	72	80	55	62	46	67
20 years	70	78	62	66	43	43	39	41	31	82	87	85	73	80	55	63	51	69
25 years	71	78	62	69	45	43	42	45	31	83	87	86	76	80	56	64	52	69
4 weeks or more	13	16	12	11	3	9	7	6	5	22	8	18	23	13	10	8	6	10
10 years	†	†	†	-	†	-	-	-	-	†	†	†	†	-	-	†	-	†
15 years	†	3	4	-	†	-	-	-	-	†	†	4	†	†	-	†	-	†
20 years	4	6	5	†	†	5	†	†	†	8	4	5	3	3	-	†	†	†
25 years	13	16	12	11	3	9	7	6	5	22	8	18	23	13	10	8	6	10

[1] Includes percentage- or flat-sum-type payments converted to equivalent weeks' pay.
[2] Exceptions to the standard industry limitations are shown in footnotes 4 and/or 6 to the table in appendix A.
[3] Data for finance and insurance establishments are excluded.
† Less than 2.5 percent.

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Table B-20: Paid vacations (manufacturing)

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

Amount of vacation pay[1] and service period	17 areas	Northeast				South				Middle West					Far West			
		Newark-Jersey City	New York City	Phila-delphia	Provi-dence	Atlanta	Dallas	Memphis	New Orleans	Chicago	Detroit	Mil-waukee	Minne-apolis-St. Paul	St. Louis	Denver	Los Angeles-Long Beach	Portland	San Fran-cisco-Oakland
	Office workers																	
1 week or more	99	100	100	100	100	99	99	100	99	100	100	100	99	99	100	100	100	100
6 months	65	78	81	75	61	32	38	46	54	64	93	43	67	54	13	37	55	61
1 year	99	100	100	100	100	99	99	100	99	100	100	100	99	99	100	100	98	100
2 weeks or more	99	100	100	99	93	97	96	99	95	100	100	100	99	99	100	99	100	100
6 months	3	5	5	5	3	†	†	-	†	8	†	-	†	4	-	-	3	-
1 year	85	90	94	86	59	79	61	64	77	83	96	40	77	74	66	89	73	93
2 years	94	94	99	94	60	87	88	79	81	95	98	90	90	86	81	96	90	99
3 years	97	97	99	94	70	93	93	92	84	98	99	92	97	93	90	98	94	100
5 years	99	99	100	99	93	97	96	99	95	100	100	100	99	99	100	99	100	100
3 weeks or more	86	87	89	86	52	31	56	60	51	91	95	91	83	84	75	85	70	82
3 years	4	†	8	-	-	-	-	-	-	5	†	-	†	4	-	9	9	7
5 years	9	6	24	10	†	-	4	†	4	6	†	†	11	7	†	11	9	7
10 years	37	25	48	37	6	15	7	21	18	33	77	21	45	18	16	21	17	24
15 years	84	86	88	85	40	31	56	49	48	88	95	89	81	83	75	85	56	80
20 years	86	86	89	86	48	31	56	58	51	91	95	89	82	83	75	85	65	82
25 years	86	87	89	86	52	31	56	60	51	91	95	91	83	84	75	85	70	82
4 weeks or more	15	18	32	8	-	†	17	9	20	22	†	6	27	13	15	8	7	18
10 years	†	†	7	-	-	-	-	-	-	3	-	-	-	-	-	†	-	-
15 years	3	3	11	†	-	-	-	-	-	3	†	†	†	7	-	†	-	-
20 years	5	4	14	†	-	-	-	†	5	7	†	†	†	7	-	3	†	4
25 years	15	18	32	8	-	†	17	9	20	22	†	6	27	13	15	8	7	18
	Plant workers																	
1 week or more	99	100	98	100	98	95	98	99	88	100	100	100	100	99	100	100	100	100
6 months	14	16	23	25	18	8	6	7	9	13	5	†	7	11	7	16	†	29
1 year	99	99	98	100	98	95	96	97	88	99	99	99	100	99	100	100	99	100
2 weeks or more	97	99	92	97	86	83	87	84	82	99	100	100	100	98	100	98	99	99
6 months	†	-	†	†	-	-	-	-	-	†	†	-	-	-	-	-	-	-
1 year	19	17	38	25	5	29	9	†	8	15	4	4	8	13	13	40	11	26
2 years	33	33	56	26	5	38	30	10	17	40	10	10	25	24	33	59	19	69
3 years	55	52	73	48	24	56	71	40	43	59	32	23	67	55	61	85	48	88
5 years	96	97	89	96	86	81	87	82	81	99	100	98	99	98	100	98	99	99
3 weeks or more	76	84	59	67	40	35	44	44	36	88	93	93	85	85	67	70	58	69
3 years	3	†	9	-	-	-	†	-	-	6	†	-	†	4	-	5	3	9
5 years	6	6	16	4	†	-	†	†	-	7	2	†	8	4	†	8	3	10
10 years	18	18	34	21	4	6	†	†	6	28	8	13	35	11	12	16	9	20
15 years	74	81	59	65	34	35	43	42	34	87	93	91	82	84	67	70	46	67
20 years	75	83	59	65	39	35	44	44	36	88	93	92	83	84	67	70	54	69
25 years	76	84	59	67	40	35	44	44	36	88	93	93	85	85	67	70	58	69
4 weeks or more	9	15	7	7	-	†	6	3	6	18	3	12	25	12	13	6	†	14
10 years	†	†	†	-	-	-	-	-	-	-	-	-	-	-	-	†	-	-
15 years	†	3	3	-	-	-	-	-	-	-	-	5	†	3	-	†	-	-
20 years	3	4	5	†	-	-	-	-	3	4	2	6	5	3	-	†	-	†
25 years	9	15	7	7	-	†	6	3	6	18	3	12	25	12	13	6	†	14

[1] Includes percentage- or flat-sum-type payments converted to equivalent weeks' pay.
† Less than 2.5 percent.

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Table B-21: Paid vacations (public utilities)*

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

Amount of vacation pay [1] and service period	17 areas	Northeast				South				Middle West					Far West			
		Newark-Jersey City	New York City [2]	Philadelphia	Providence	Atlanta	Dallas	Memphis [2]	New Orleans	Chicago [2]	Detroit [2]	Milwaukee	Minneapolis-St. Paul	St. Louis	Denver	Los Angeles-Long Beach [2]	Portland	San Francisco-Oakland [2]
Office workers																		
1 week or more	99	100	100	100	100	100	100	100	100	100	100	99	100	100	100	100	100	100
6 months	63	99	92	56	74	75	72	64	93	53	26	29	7	55	35	52	36	53
1 year	99	100	100	100	100	100	100	99	100	100	100	99	100	100	100	100	100	100
2 weeks or more	99	100	100	100	100	100	99	100	100	100	100	99	100	100	100	100	100	100
6 months	†	-	†	-	52	-	-	-	12	-	†	-	-	-	-	-	-	-
1 year	67	99	99	91	97	52	45	28	72	91	56	34	29	21	47	8	40	39
2 years	96	100	100	98	99	90	86	66	100	98	96	94	89	95	100	91	83	93
3 years	99	100	100	99	99	100	97	98	100	100	100	99	97	99	100	99	99	100
5 years	99	100	100	100	100	100	98	100	100	100	100	99	100	100	100	100	100	100
3 weeks or more	91	94	93	98	95	91	79	92	77	91	94	97	93	92	88	89	84	90
3 years	†	-	5	†	-	-	-	-	-	-	-	-	-	-	-	-	4	3
5 years	5	†	12	†	-	3	-	6	17	-	-	-	-	-	-	-	4	16
10 years	14	10	21	14	42	7	-	24	17	†	4	32	50	35	†	†	34	16
15 years	89	94	93	96	95	83	62	91	65	91	91	97	92	92	88	78	84	90
20 years	91	94	93	96	95	91	78	92	69	91	94	97	93	92	88	89	84	90
25 years	91	94	93	98	95	91	79	92	77	91	94	97	93	92	88	89	84	90
4 weeks or more	16	9	3	6	-	4	3	20	5	28	48	44	26	39	-	24	7	5
10 years	†	-	†	-	-	-	-	6	-	-	-	-	-	-	-	-	-	†
15 years	†	-	†	-	-	-	-	7	-	-	-	-	-	-	-	-	-	†
20 years	4	†	†	-	-	4	3	20	5	17	†	-	-	5	-	-	7	†
25 years	16	9	3	6	-	4	3	20	5	28	48	44	26	39	-	24	7	5
Plant workers																		
1 week or more	99	100	100	100	100	100	100	100	99	100	100	100	100	100	100	100	100	100
6 months	48	79	87	32	61	48	51	43	38	5	16	21	7	41	25	48	28	75
1 year	99	100	100	100	100	100	97	95	99	100	100	100	100	100	100	100	100	100
2 weeks or more	99	100	100	100	100	100	97	100	91	100	100	100	100	100	100	98	100	100
6 months	†	†	†	-	38	-	-	-	†	-	-	-	-	-	-	-	-	-
1 year	47	79	87	44	82	44	35	25	49	37	44	22	22	34	28	13	36	39
2 years	81	82	92	63	86	72	66	63	77	75	81	78	72	86	75	81	74	99
3 years	95	100	100	73	86	99	82	90	85	100	99	98	96	98	83	96	100	100
5 years	99	100	100	100	100	100	95	100	91	100	100	100	100	100	100	98	100	100
3 weeks or more	91	80	94	88	100	90	84	84	73	99	99	99	97	98	71	84	75	88
3 years	†	3	4	†	-	-	-	-	-	-	-	-	-	-	-	-	-	4
5 years	3	8	12	†	-	3	-	-	†	-	-	4	-	-	-	-	-	6
10 years	19	25	24	37	45	21	-	18	†	5	-	45	37	48		7	29	6
15 years	89	80	94	88	100	85	64	84	72	99	99	99	97	98	71	76	75	88
20 years	90	80	94	88	100	90	70	84	73	99	99	99	97	98	71	84	75	88
25 years	91	80	94	88	100	90	84	84	73	99	99	99	97	98	71	84	75	88
4 weeks or more	19	18	3	11	-	18	3	10	4	48	51	52	12	40	-	19	8	†
10 years	†	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	†
15 years	†	-	3	-	-	-	-	-	-	†	-	-	-	-	-	-	-	†
20 years	8	†	3	-	-	18	3	10	4	41	11	4	-	8	-	-	8	†
25 years	19	18	3	11	-	18	3	10	4	48	51	52	12	40	-	19	8	†

[1] Includes percentage- or flat-sum-type payments converted to equivalent weeks' pay.
[2] One or more utilities are municipally operated, and therefore excluded from the scope of the studies. See footnote 4 to the table in appendix A.
† Less than 2.5 percent.
* Transportation (excluding railroads), communication, and other public utilities.

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Table B-22: Paid vacations (wholesale trade)

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

Amount of vacation pay[1] and service period	17 areas	Northeast			South	Middle West				Far West	
		Newark-Jersey City	New York City	Philadelphia	Atlanta	Chicago	Detroit	Minneapolis-St. Paul	St. Louis	Los Angeles-Long Beach	San Francisco-Oakland
Office workers											
1 week or more	100	100	100	100	100	100	100	100	100	100	100
6 months	57	71	79	46	37	56	42	32	56	40	29
1 year	100	100	100	100	100	100	100	100	100	100	100
2 weeks or more	99	100	100	100	98	100	100	100	100	100	100
6 months	†	-	5	6	-	-	-	-	-	-	-
1 year	81	90	98	77	87	75	78	63	63	65	72
2 years	94	96	100	93	95	95	92	82	80	97	100
3 years	99	96	100	98	95	99	100	100	99	100	100
5 years	99	100	100	100	96	100	100	100	100	100	100
3 weeks or more	76	87	82	73	65	75	77	85	65	74	79
3 years	†	-	-	-	-	-	-	-	-	†	-
5 years	3	6	3	3	6	3	7	-	-	4	†
10 years	25	29	38	19	6	20	42	31	12	20	3
15 years	74	85	80	70	56	75	77	85	57	69	79
20 years	75	85	82	73	62	75	77	85	63	73	79
25 years	76	87	82	73	65	75	77	85	65	74	79
4 weeks or more	21	22	22	21	17	25	16	26	12	18	15
10 years	†	3	-	-	-	3	-	-	-	-	-
15 years	†	3	-	-	-	3	†	-	-	-	-
20 years	3	3	3	-	-	8	†	6	-	†	-
25 years	21	22	22	21	17	25	16	26	12	18	15
Plant workers											
1 week or more	98	100	100	90	94	98	100	100	100	97	100
6 months	29	45	56	18	20	26	24	18	33	18	8
1 year	98	100	100	90	94	96	100	100	100	97	100
2 weeks or more	97	100	99	90	88	98	100	100	100	97	100
6 months	†	-	-	-	-	-	-	-	-	-	-
1 year	42	65	68	33	40	35	39	31	30	33	27
2 years	72	84	90	45	72	63	69	70	62	80	99
3 years	86	100	91	73	79	82	81	95	96	94	99
5 years	97	100	99	90	87	98	100	100	100	97	100
3 weeks or more	70	91	74	56	50	77	68	89	62	74	90
3 years	†	-	†	-	-	-	-	-	-	-	-
5 years	6	23	15	-	†	†	16	-	-	†	9
10 years	20	40	31	10	4	18	23	29	7	30	9
15 years	68	89	74	56	37	73	68	88	53	69	90
20 years	69	89	74	56	47	75	68	88	61	71	90
25 years	70	91	74	56	50	77	68	89	62	74	90
4 weeks or more	14	10	18	14	8	19	24	16	5	9	6
10 years	†	-	-	-	-	†	-	-	-	-	-
15 years	†	†	-	-	-	†	-	-	-	-	-
20 years	4	†	†	-	-	7	10	-	-	3	-
25 years	14	10	18	14	8	19	24	16	5	9	6

[1] Includes percentage- or flat-sum-type payments converted to equivalent weeks' pay.
† Less than 2.5 percent.

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Table B-23: Paid vacations (retail trade)

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

Amount of vacation pay [1] and service period	17 areas	Northeast				South			Middle West			Far West		
		Newark-Jersey City [2]	New York City [2]	Phila-delphia [2]	Provi-dence	Atlanta	Dallas	New Orleans	Chicago	Detroit [3]	Minne-apolis-St. Paul	Denver	Portland	San Fran-cisco-Oakland
Office clerical														
1 week or more	99	100	100	100	100	100	100	99	100	100	100	99	100	100
6 months	33	74	55	16	81	37	12	42	26	30	19	25	†	21
1 year	99	100	100	100	100	100	100	99	100	100	100	99	100	100
2 weeks or more	99	100	99	100	100	97	98	80	99	100	100	97	100	100
6 months	†	-	-	-	-	-	-	-	†	-	-	13	-	-
1 year	37	69	47	22	87	41	18	43	31	41	23	26	19	38
2 years	92	96	97	86	95	90	78	67	99	94	80	83	88	99
3 years	97	99	99	99	95	91	89	71	99	100	95	94	100	100
5 years	99	100	99	100	100	96	94	80	99	100	100	96	100	100
3 weeks or more	72	52	71	91	40	73	50	14	88	71	73	74	46	66
3 years	†	-	†	-	12	-	-	-	-	-	-	13	-	-
5 years	12	15	29	8	32	12	†	-	†	21	5	18	-	8
10 years	34	46	56	35	33	18	†	-	35	47	10	18	7	13
15 years	70	52	69	86	39	70	38	11	88	70	71	73	46	66
20 years	71	52	69	87	40	73	46	14	88	71	72	73	46	66
25 years	72	52	71	91	40	73	50	14	88	71	73	74	46	66
4 weeks or more	46	41	42	56	29	58	30	11	76	41	46	43	29	14
10 years	†	-	3	-	27	-	-	-	-	11	-	13	-	-
15 years	†	12	4	-	27	-	-	-	-	11	-	13	-	-
20 years	10	35	11	8	28	16	-	-	15	15	†	14	-	-
25 years	46	41	42	56	29	58	30	11	76	41	46	43	29	14
Plant workers														
1 week or more	99	100	100	100	95	97	97	94	100	100	100	98	100	100
6 months	28	69	46	9	56	38	15	33	29	15	20	12	-	12
1 year	99	100	100	100	94	97	97	93	100	100	100	98	100	100
2 weeks or more	97	100	100	99	92	92	89	64	98	100	100	93	100	100
6 months	†	-	†	-	-	-	-	-	†	-	-	-	-	-
1 year	32	73	46	14	61	46	22	35	38	17	38	17	6	28
2 years	81	94	99	59	84	75	62	51	91	60	79	58	64	95
3 years	93	99	100	93	85	83	76	51	93	95	98	89	100	98
5 years	96	99	100	99	91	87	85	64	98	100	100	93	100	100
3 weeks or more	62	52	68	86	53	54	31	8	79	74	53	46	29	62
3 years	†	-	†	-	8	-	-	-	-	-	-	-	-	-
5 years	11	18	18	5	27	15	†	-	8	17	7	6	-	10
10 years	30	35	50	39	30	26	†	-	30	33	8	6	6	13
15 years	58	52	68	79	50	53	18	4	78	72	49	44	29	59
20 years	60	52	68	79	52	54	26	8	79	74	52	44	29	59
25 years	62	52	68	86	53	54	31	8	79	74	53	46	29	62
4 weeks or more	28	34	35	35	26	32	11	4	42	33	29	15	16	11
10 years	†	-	3	-	21	-	-	-	-	9	-	-	-	-
15 years	4	12	8	-	21	-	-	-	-	9	-	-	-	-
20 years	9	31	10	5	23	16	-	-	16	17	†	-	-	-
25 years	28	34	35	35	26	32	11	4	42	33	29	15	16	11

[1] Includes percentage- or flat-sum-type payments converted to equivalent weeks' pay.
[2] Excludes limited-price variety stores.
[3] Excludes 2 large department stores.
† Less than 2.5 percent.

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Table B-24: Paid vacations (finance)**

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

Amount of vacation pay [1] and service period	17 areas	Northeast			South		Middle West				Far West	
		Newark-Jersey City	New York City	Phila-delphia	Atlanta	Dallas	Chicago	Detroit	Minne-apolis-St. Paul	St. Louis	Los Angeles-Long Beach	San Fran-cisco-Oakland
	Office workers											
1 week or more	99	100	99	99	100	100	99	100	100	100	100	100
6 months	89	62	97	87	91	69	89	82	86	78	82	96
1 year	99	100	99	99	100	100	99	100	100	100	100	100
2 weeks or more	99	100	99	99	100	100	99	100	100	100	100	100
6 months	20	13	26	48	3	5	11	-	†	10	20	24
1 year	98	100	98	92	96	100	97	97	97	100	99	100
2 years	99	100	99	99	96	100	99	100	100	100	100	100
3 years	99	100	99	99	96	100	99	100	100	100	100	100
5 years	99	100	99	99	100	100	99	100	100	100	100	100
3 weeks or more	90	92	96	85	79	50	93	87	94	88	81	93
3 years	†	-	†	-	-	-	-	-	-	6	3	†
5 years	7	11	13	3	-	4	3	8	-	10	3	†
10 years	37	29	59	17	7	8	35	62	20	19	15	16
15 years	78	74	89	65	74	44	88	84	91	81	61	55
20 years	86	92	92	81	79	47	88	87	94	81	77	90
25 years	90	92	96	85	79	50	93	87	94	88	81	93
4 weeks or more	48	63	73	44	44	18	34	34	36	20	27	28
10 years	-	-	-	-	-	-	-	-	-	-	-	-
15 years	†	-	3	-	-	-	3	†	-	11	3	-
20 years	18	48	23	8	4	-	11	18	18	14	19	8
25 years	48	63	73	44	44	18	34	34	36	20	27	28

[1] Includes percentage- or flat-sum-type payments converted to equivalent weeks' pay.
** Finance, insurance, and real estate.
† Less than 2.5 percent.

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Table B-25: Paid vacations (services)

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

Amount of vacation pay [1] and service period	17 areas	Northeast		Middle West		Far West	17 areas	Northeast		Middle West		Far West
		New York City	Phila-delphia	Chicago	Detroit	Los Angeles-Long Beach [2]		New York City	Phila-delphia	Chicago	Detroit	Los Angeles-Long Beach [2]
	Office workers						**Plant workers**					
1 week or more	99	100	100	100	99	100	97	99	100	96	94	90
6 months	66	77	68	58	58	49	12	16	6	4	8	13
1 year	99	100	100	100	99	98	96	99	100	93	93	86
2 weeks or more	99	100	92	100	99	98	89	97	61	93	87	84
6 months	3	4	8	-	†	†	†	†	-	-	-	4
1 year	79	88	67	72	72	76	16	16	6	9	8	27
2 years	90	94	85	98	83	83	43	45	33	52	21	57
3 years	96	99	87	99	83	98	76	96	41	84	29	79
5 years	99	100	92	99	99	98	88	97	61	93	87	84
3 weeks or more	64	74	53	57	64	49	20	33	19	15	10	14
3 years	6	3	†	22	-	†	†	†	3	†	†	4
5 years	21	29	4	24	7	12	†	3	3	†	†	4
10 years	47	58	50	46	60	27	6	6	3	3	†	7
15 years	60	72	51	51	61	48	17	28	9	11	†	14
20 years	61	72	52	53	61	48	18	28	13	15	†	14
25 years	64	74	53	57	64	49	20	33	19	15	10	14
4 weeks or more	18	28	-	11	6	21	†	†	-	†	†	4
10 years	5	8	-	5	-	†	†	†	-	†	-	4
15 years	7	13	-	7	5	†	†	†	-	†	†	4
20 years	9	17	-	7	6	†	†	†	-	†	†	4
25 years	18	28	-	11	6	21	†	†	-	†	†	4

[1] Includes percentage- or flat-sum-type payments converted to equivalent weeks' pay.
[2] Excludes motion-picture production and allied services; data for these industries are included, however, in "all industries."
† Less than 2.5 percent.

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Table B-26: Health, insurance, and pension plans (all industries)

(Percent of office and plant workers employed in all establishments with formal provisions other than legally required by type of plan, in 17 labor markets, 1955-56

Area	Insurance plans						Sickness and accident insurance and/or sick leave				Retirement pension plan	No health, insurance, or pension plan
	Life	Accidental death and dismemberment	Hospitalization	Surgical	Medical	Catastrophe	Total [1]	Sickness and accident insurance	Sick leave (full pay and no waiting period)	Sick leave (part pay or waiting period)		
Office workers (17 areas)	93	44	78	75	56	16	78	43	55	8	74	†
Northeast:												
Newark-Jersey City [2]	93	35	75	73	53	6	83	[3] 41	54	13	83	†
New York City [2]	92	40	75	70	49	14	87	41	[3] 74	4	78	†
Philadelphia [2]	93	33	63	54	31	9	74	43	52	6	78	†
Providence	81	38	92	82	41	3	51	24	33	†	56	†
South:												
Atlanta	98	52	81	80	45	30	70	38	42	14	84	†
Dallas	90	46	74	72	62	15	69	33	41	14	64	4
Memphis [2]	91	50	85	85	44	10	62	37	28	13	61	†
New Orleans	89	43	67	63	41	14	51	23	25	9	50	5
Middle West:												
Chicago [2]	93	42	79	78	51	17	75	44	35	16	73	3
Detroit [2]	94	46	86	86	77	14	84	67	56	18	78	3
Milwaukee	93	48	87	86	64	9	81	65	37	6	77	3
Minneapolis-St. Paul	91	45	76	75	60	10	70	42	42	4	74	6
St. Louis [2]	94	54	75	73	68	11	78	53	50	8	73	†
Far West:												
Denver	81	22	58	57	45	4	68	19	46	13	64	10
Los Angeles-Long Beach [2]	95	64	84	84	68	34	77	40	63	3	64	†
Portland	85	41	76	76	69	9	70	45	38	8	74	6
San Francisco-Oakland [2]	95	42	77	76	63	15	66	[3] 30	47	6	70	†
Plant workers (17 areas)	91	51	85	82	61	7	80	65	15	10	61	4
Northeast:												
Newark-Jersey City [2]	92	47	82	81	55	5	75	59	15	15	70	†
New York City [2]	91	40	86	83	55	†	85	68	[3] 24	10	69	3
Philadelphia [2]	91	45	79	74	45	4	88	79	12	8	56	4
Providence	81	54	92	80	44	†	35	26	9	3	31	†
South:												
Atlanta	93	53	83	82	47	16	72	58	18	12	60	5
Dallas	84	47	74	73	56	10	56	43	9	12	49	7
Memphis [2]	72	41	66	64	32	5	60	48	11	11	42	20
New Orleans	74	42	55	47	30	8	62	50	8	8	34	17
Middle West:												
Chicago [2]	92	47	86	83	55	7	87	73	5	14	64	3
Detroit [2]	97	57	92	92	81	†	93	88	9	4	79	†
Milwaukee	92	50	91	89	64	3	85	77	4	7	63	4
Minneapolis-St. Paul	88	48	78	76	53	4	88	70	16	13	58	4
St. Louis [2]	93	70	86	82	69	6	91	79	10	12	63	3
Far West:												
Denver	72	31	56	55	45	5	66	43	15	21	38	18
Los Angeles-Long Beach [2]	93	68	89	89	79	22	66	40	35	8	48	3
Portland	70	45	78	78	71	3	71	61	6	9	49	12
San Francisco-Oakland [2]	95	49	79	79	74	8	55	[3] 23	17	20	51	†

[1] Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately.
[2] Exceptions to the standard industry limitations are shown in footnotes 4 and/or 6 to the table in appendix A.
[3] Not comparable with results in earlier surveys.
† Less than 2.5 percent.

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Table B-27: Health, insurance, and pension plans (manufacturing)

(Percent of office and plant workers employed in manufacturing establishments with formal provisions other than legally required by type of plan in 17 labor markets, 1955-56)

Area	Insurance plans						Sickness and accident insurance and/or sick leave				Retirement pension plan	No health, insurance, or pension plan
	Life	Accidental death and dismemberment	Hospitalization	Surgical	Medical	Catastrophe	Total [1]	Sickness and accident insurance	Sick leave (full pay and no waiting period)	Sick leave (part pay or waiting period)		
Office workers (17 areas)	95	58	88	87	68	17	84	64	54	8	72	†
Northeast:												
Newark-Jersey City	95	47	82	81	54	3	90	[2]62	53	[2]13	81	†
New York City	89	40	79	75	50	5	86	42	[2]70	5	75	†
Philadelphia	92	46	75	72	45	6	80	69	49	†	76	†
Providence	83	57	98	87	50	†	39	27	21	-	39	†
South:												
Atlanta	99	70	95	92	65	44	78	74	61	3	79	†
Dallas	96	64	91	93	76	9	83	61	50	†	78	†
Memphis	91	60	86	85	50	5	73	69	22	5	52	5
New Orleans	85	55	64	63	41	8	71	42	35	-	43	8
Middle West:												
Chicago	97	53	88	87	59	9	84	67	39	9	77	†
Detroit	98	56	97	97	90	18	95	92	56	27	88	†
Milwaukee	98	64	99	99	75	†	92	89	36	-	81	†
Minneapolis-St. Paul	95	54	85	82	58	10	82	71	36	†	70	†
St. Louis	97	71	89	88	78	16	84	71	55	†	72	†
Far West:												
Denver	90	60	72	72	64	-	78	41	46	3	55	8
Los Angeles-Long Beach	96	84	94	94	85	54	83	57	66	†	50	†
Portland	86	56	84	83	74	4	75	50	47	-	60	10
San Francisco-Oakland	94	55	86	86	73	12	57	[2]27	44	†	70	†
Plant workers (17 areas)	94	57	92	90	68	7	83	76	10	6	64	†
Northeast:												
Newark-Jersey City	94	50	87	86	59	4	77	66	11	14	74	†
New York City	95	36	94	89	59	†	81	78	[2]14	3	70	†
Philadelphia	90	49	88	84	52	4	92	87	7	5	59	3
Providence	82	58	95	83	49	†	29	26	4	†	28	†
South:												
Atlanta	97	67	96	94	57	22	79	79	21	†	62	4
Dallas	90	51	84	85	65	8	61	57	6	3	57	3
Memphis	69	51	70	67	40	3	66	64	4	5	45	23
New Orleans	74	49	60	53	30.	4	79	72	7	3	33	14
Middle West:												
Chicago	97	54	91	90	60	5	92	84	†	11	69	2
Detroit	99	58	98	98	87	-	96	95	3	†	89	-
Milwaukee	97	59	99	98	72	†	93	92	†	†	65	†
Minneapolis-St. Paul	89	48	89	86	62	5	90	85	8	14	64	3
St. Louis	95	74	91	89	75	8	94	86	6	10	65	†
Far West:												
Denver	85	43	70	70	64	-	77	66	6	20	36	12
Los Angeles-Long Beach	95	80	96	96	84	30	70	51	36	4	44	†
Portland	83	57	88	88	81	-	72	71	†	†	44	12
San Francisco-Oakland	98	65	90	90	80	7	46	[2]31	13	5	52	†

[1] Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately.
[2] Not comparable with results in earlier surveys.
† Less than 2.5 percent.

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Table B-28: Health, insurance, and pension plans (public utilities)*

(Percent of office and plant workers employed in public utilities establishments with formal provisions other than legally required by type of plan, in 17 labor markets, 1955-56)

Area	Insurance plans						Sickness and accident insurance and/or sick leave				Retirement pension plan	No health, insurance, or pension plan
	Life	Accidental death and dismemberment	Hospitalization	Surgical	Medical	Catastrophe	Total[1]	Sickness and accident insurance	Sick leave (full pay and no waiting period)	Sick leave (part pay or waiting period)		
Office workers (17 areas)	96	23	42	40	32	8	92	23	63	23	91	†
Northeast:												
Newark-Jersey City	[2]95	[2] 5	16	16	12	-	96	[2] 5	46	[2]49	94	†
New York City[3]	98	37	47	45	35	5	91	20	[2]79	8	93	-
Philadelphia	97	10	15	4	4	†	93	41	82	9	93	3
Providence	96	25	44	41	†	-	80	[3]25	57	†	95	†
South:												
Atlanta	100	38	47	47	28	6	89	45	20	43	89	-
Dallas	98	43	43	42	36	5	74	29	27	39	85	†
Memphis[3]	100	34	59	59	37	7	85	47	27	42	59	-
New Orleans	99	10	66	62	54	19	59	7	29	26	78	†
Middle West:												
Chicago[3]	96	18	42	41	18	16	95	30	35	49	92	†
Detroit[3]	98	9	60	60	54	7	97	14	92	†	91	-
Milwaukee	99	36	55	53	35	29	95	35	50	44	91	†
Minneapolis-St. Paul	96	19	32	32	26	†	95	24	84	6	77	†
St. Louis	96	18	49	27	44	†	95	24	40	47	85	†
Far West:												
Denver	75	13	44	44	40	-	94	14	69	21	83	†
Los Angeles-Long Beach[3]	99	25	40	40	39	13	95	20	82	10	99	†
Portland	83	7	51	51	38	4	96	41	56	17	80	-
San Francisco-Oakland[3]	95	13	33	33	33	8	91	[2]16	58	29	87	-
Plant workers (17 areas)	96	31	50	47	34	7	93	34	34	38	89	†
Northeast:												
Newark-Jersey City	[2] 98	[2]28	48	48	32	-	88	[2]19	32	42	85	-
New York City[3]	96	40	53	45	31	3	99	28	[2]34	48	92	-
Philadelphia	100	14	31	22	14	†	100	72	30	29	84	-
Providence	100	46	58	47	14	-	88	46	-	42	86	-
South:												
Atlanta	100	49	63	63	31	-	89	55	5	46	90	-
Dallas	96	49	49	47	29	9	83	43	24	36	82	4
Memphis[3]	83	35	44	44	19	3	78	57	5	41	63	17
New Orleans	84	23	43	43	43	27	49	12	7	34	72	16
Middle West:												
Chicago[3]	96	29	56	56	26	20	96	47	33	38	85	2
Detroit[3]	97	20	63	63	58	4	100	22	40	37	99	-
Milwaukee	100	44	76	76	65	19	99	46	8	65	90	-
Minneapolis-St. Paul	97	29	44	44	22	†	97	28	39	34	85	-
St. Louis	100	41	67	51	50	-	99	47	32	37	93	-
Far West:												
Denver	85	30	56	56	52	-	84	26	19	44	65	-
Los Angeles-Long Beach[3]	100	33	49	49	46	10	85	23	67	9	96	-
Portland	71	8	55	55	45	-	100	51	17	45	96	-
San Francisco-Oakland[3]	94	14	23	23	23	8	85	[2] 8	34	49	94	-

[1] Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately.
[2] Not comparable with results in earlier surveys.
[3] One or more utilities are municipally operated, and therefore excluded from the scope of the studies. See footnote 4 to table in appendix A.
† Less than 2.5 percent.
* Transportation (excluding railroads), communication, and other public utilities.

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Table B-29: Health, insurance, and pension plans (wholesale trade)

(Percent of office and plant workers employed in wholesale trade establishments with formal provisions other than legally required by type of plan, in 17 labor markets, 1955-56)

Area	Insurance plans						Sickness and accident insurance and/or sick leave				Retirement pension plan	No health, insurance, or pension plan
	Life	Accidental death and dismemberment	Hospitalization	Surgical	Medical	Catastrophe	Total[1]	Sickness and accident insurance	Sick leave (full pay and no waiting period)	Sick leave (part pay or waiting period)		
Office workers (17 areas)	90	52	78	77	55	9	75	43	57	4	66	3
Northeast:												
Newark-Jersey City	97	[2] 83	85	81	66	10	75	54	54	3	59	-
New York City	86	51	69	70	47	7	86	47	[2] 72	†	71	†
Philadelphia	85	44	76	67	39	7	72	44	64	†	79	6
South:												
Atlanta	94	60	83	81	46	14	81	36	52	10	78	
Middle West:												
Chicago	91	58	82	81	58	7	67	38	44	4	68	4
Detroit	82	48	83	81	72	16	76	53	68	†	52	5
Minneapolis-St. Paul	89	52	89	89	70	14	64	49	28	5	71	7
St. Louis	93	65	83	83	74	3	77	50	44	14	67	3
Far West:												
Los Angeles-Long Beach	96	47	83	83	61	9	69	32	55	3	59	†
San Francisco-Oakland	99	56	83	79	70	14	66	[2] 22	47	9	47	†
Plant workers (17 areas)	89	51	81	80	56	6	75	52	34	12	55	5
Northeast:												
Newark-Jersey City	96	[2] 65	84	78	62	8	66	53	18	7	53	-
New York City	96	56	78	78	48	8	93	64	[2] 67	11	74	4
Philadelphia	76	41	78	74	41	5	77	51	31	7	55	15
South:												
Atlanta	94	50	73	71	28	6	69	45	24	9	54	
Middle West:												
Chicago	87	51	78	76	51	5	66	53	21	7	55	8
Detroit	93	58	82	82	54	4	90	74	40	5	45	4
Minneapolis-St. Paul	97	69	99	99	70	5	87	77	23	4	63	-
St. Louis	93	63	79	79	65	4	81	54	50	12	64	7
Far West:												
Los Angeles-Long Beach	90	43	86	86	72	4	75	44	27	17	46	3
San Francisco-Oakland	100	67	87	87	83	14	64	[2] 6	11	49	35	-

[1] Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately.
[2] Not comparable with results in earlier surveys.
† Less than 2.5 percent.

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Table B-30: Health, insurance, and pension plans (retail trade)

(Percent of office and plant workers employed in retail trade establishments with formal provisions other than legally required by type of plan, in 17 labor markets, 1955-56)

Area	Insurance plans						Sickness and accident insurance and/or sick leave				Retirement pension plan	No health, insurance, or pension plan
	Life	Accidental death and dismemberment	Hospitalization	Surgical	Medical	Catastrophe	Total [1]	Sickness and accident insurance	Sick leave (full pay and no waiting period)	Sick leave (part pay or waiting period)		
Office workers (17 areas)	79	33	76	71	40	23	75	34	27	29	51	9
Northeast:												
Newark-Jersey City [2]	80	[3] 29	89	80	64	19	76	51	41	9	55	†
New York City [2]	79	36	85	81	54	14	86	51	[3] 44	11	57	†
Philadelphia [2, 3]	94	20	79	73	21	33	86	42	28	39	67	†
Providence	83	13	80	76	18	-	80	6	76	-	15	7
South:												
Atlanta	92	17	88	88	28	40	77	10	12	56	82	†
Dallas	82	60	75	70	60	38	60	20	19	42	48	7
New Orleans	83	45	50	40	32	16	50	27	13	14	28	14
Middle West:												
Chicago	82	24	79	68	21	39	83	23	5	59	64	13
Detroit [4]	73	62	48	48	44	-	69	48	35	13	18	16
Minneapolis-St. Paul	64	30	48	48	30	15	74	30	35	14	42	20
Far West:												
Denver	59	23	46	44	29	12	45	11	20	25	48	26
Portland	35	29	47	47	44	9	30	16	11	9	23	32
San Francisco-Oakland	76	38	78	83	80	15	41	[3] 29	17	9	26	7
Plant workers (17 areas)	80	39	77	72	50	7	69	46	21	15	43	8
Northeast:												
Newark-Jersey City [2]	74	[3] 22	79	70	55	14	66	48	35	14	59	5
New York City [2]	83	37	94	92	62	3	83	67	[3] 29	4	59	4
Philadelphia [2, 3]	92	40	70	64	30	6	75	59	16	15	44	†
Providence	73	23	84	73	15	-	67	18	49	-	24	8
South:												
Atlanta	87	28	79	79	40	14	62	18	16	31	58	5
Dallas	71	46	64	58	45	20	39	22	8	21	33	12
New Orleans	74	41	47	34	26	7	48	37	6	8	27	21
Middle West:												
Chicago	77	32	80	66	38	11	74	49	3	29	53	7
Detroit [4]	86	69	66	66	50	-	76	65	33	9	24	3
Minneapolis-St. Paul	77	48	60	60	44	4	80	50	24	6	41	11
Far West:												
Denver	53	17	40	37	18	13	47	20	26	16	37	25
Portland	38	32	62	62	52	14	42	30	10	12	30	18
San Francisco-Oakland	86	29	93	93	91	10	46	[3] 28	20	12	25	†

[1] Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately.
[2] Excludes limited-price variety stores.
[3] Estimate(s) not comparable with results in earlier surveys.
[4] Excludes data for 2 large department stores.
† Less than 2.5 percent.

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Table B-31: Health, insurance, and pension plans (finance)**

(Percent of office workers employed in finance establishments with formal provisions other than legally required by type of plan in 17 labor markets, 1955-56)

Area	Insurance plans						Sickness and accident insurance and/or sick leave				Retirement pension plan	No health, insurance, or pension plan
	Life	Accidental death and dismemberment	Hospitalization	Surgical	Medical	Catastrophe	Total [1]	Sickness and accident insurance	Sick leave (full pay and no waiting period)	Sick leave (part pay or waiting period)		
Office workers (17 areas)	96	36	81	76	55	22	72	31	62	†	83	†
Northeast:												
Newark-Jersey City	92	18	82	79	65	12	69	[2]17	[2]62	-	92	-
New York City	98	37	83	74	52	27	89	44	[2]81	3	85	†
Philadelphia	96	22	54	34	22	9	60	10	54	†	85	-
South:												
Atlanta	100	53	87	85	48	41	57	21	51	-	92	-
Dallas	81	35	79	73	69	21	66	14	53	7	58	7
Middle West:												
Chicago	97	40	84	88	65	30	58	27	40	†	73	†
Detroit	92	20	77	77	61	12	46	9	42	4	73	8
Minneapolis-St. Paul	97	45	87	85	82	12	50	15	47	-	96	3
St. Louis	97	22	49	55	54	15	55	26	51	†	81	†
Far West:												
Los Angeles-Long Beach	95	49	88	88	52	21	68	28	58	†	82	5
San Francisco-Oakland	100	39	83	83	61	21	77	[2]42	56	3	84	-

[1] Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately.
[2] Not comparable with results in earlier surveys.
† Less than 2.5 percent.
** Finance, insurance, and real estate.

Table B-32: Health, insurance, and pension plans (services)

(Percent of office and plant workers employed in services establishments with formal provisions other than legally required by type of plan in 17 labor markets, 1955-56)

Area	Insurance plans						Sickness and accident insurance and/or sick leave				Retirement pension plan	No health, insurance, or pension plan
	Life	Accidental death and dismemberment	Hospitalization	Surgical	Medical	Catastrophe	Total [1]	Sickness and accident insurance	Sick leave (full pay and no waiting period)	Sick leave (part pay or waiting period)		
Office workers (17 areas)	81	37	63	59	45	3	62	26	47	3	55	5
Northeast:												
New York City	84	43	63	57	46	†	84	35	[2]72	†	64	†
Philadelphia	79	26	42	38	34	8	40	22	28	†	41	16
Middle West:												
Chicago	71	21	60	62	40	7	46	18	25	10	38	9
Detroit	77	33	71	71	34	-	51	34	37	-	30	8
Far West:												
Los Angeles-Long Beach[3]	88	53	75	75	69	3	45	11	35	-	58	6
Plant workers (17 areas)	82	46	78	74	58	†	63	54	14	5	34	14
Northeast:												
New York City	87	54	83	82	55	†	84	75	[2]21	4	68	8
Philadelphia	88	64	68	56	54	-	69	58	26	5	4	9
Middle West:												
Chicago	86	26	87	80	70	5	76	72	10	†	22	9
Detroit	89	38	80	80	67	-	80	79	3	-	10	11
Far West:												
Los Angeles-Long Beach[2]	82	51	78	78	70	†	18	7	14	4	34	16

[1] Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately.
[2] Not comparable with results in earlier surveys.
[3] Excludes motion-picture production and allied services; data for these industries are included, however, in "all industries."
† Less than 2.5 percent.

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Table B-33: Profit-sharing plans (by type of plan)

(Percent of office and plant workers employed in establishments having profit-sharing plans[1] in 17 areas combined by type of plan and industry division)

Type of plan	Office workers							Plant workers					
	All industries	Manufacturing	Public utilities *	Wholesale trade	Retail trade	Finance **	Services	All industries[2]	Manufacturing	Public utilities *	Wholesale trade	Retail trade	Services
Workers in 17 areas combined	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Workers in establishments having profit-sharing plans	12.8	9.1	1.1	8.7	28.6	18.4	16.0	6.5	5.8	0.3	7.7	15.5	1.8
Current distribution plans providing for distribution of profit shares to employees within a short period after determination of profits	1.1	1.4	.1	.4	1.8	1.4	.3	.9	1.2	.2	.9	.9	.2
Deferred distribution plans providing for distribution of profit shares to employees after a specified number of years	.9	.4	†	†	.1	1.4	5.5	.2	.3	.1	-	.2	
Deferred distribution plans providing for distribution of profit shares upon retirement	10.0	6.9	1.0	8.1	26.7	13.6	10.2	5.1	4.1	.1	6.5	14.4	1.5
Combination plans providing for current and deferred distribution of profit shares to employees, or both a current and a deferred distribution plan	.8	.5	-	.2	-	2.0	-	.2	.3	-	.3	-	
Workers in establishments having no profit-sharing plans	87.2	90.9	98.9	91.3	71.4	81.6	84.0	93.5	94.2	99.7	92.3	84.5	98.2

[1] The study was limited to formal plans: (1) Having definite formulas for computing profit shares to be distributed among employees; (2) whose formulas were communicated to employees in advance of the determination of profits; and (3) in which eligibility extends to a majority of the office or plant workers.
[2] Includes data for real estate in addition to those industry divisions shown separately.
† Less than 0.05 percent.
* Transportation (excluding railroads), communication, and other public utilities.
** Finance, insurance, and real estate.

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Table B-34: Profit-sharing plans (all types by area)

(Percent of office and plant workers employed in establishments having profit-sharing plans[1] by area and industry division)

Area	Office workers						Plant workers				
	All industries[2]	Manufacturing	Wholesale trade	Retail trade[3]	Finance **	Services	All industries[4]	Manufacturing	Wholesale trade	Retail trade[3]	Services
17 areas combined	13	9	9	29	18	16	7	6	8	15	†
Northeast:											
Newark-Jersey City	4	5	3	28	-	(5)	4	4	†	19	(5)
New York City	16	13	8	24	22	18	3	†	4	13	†
Philadelphia	15	11	19	38	16	18	6	5	16	14	-
Providence	6	11	(5)	†	(5)	(5)	5	6	(5)	†	(5)
South:											
Atlanta	16	8	†	43	26	(5)	8	6	5	23	(5)
Dallas	13	†	(5)	42	18	(5)	11	4	(5)	25	(5)
Memphis	14	7	(5)	(5)	(5)	(5)	10	5	(5)	(5)	(5)
New Orleans	10	-	(5)	18	(5)	(5)	4	†	(5)	11	(5)
Middle West:											
Chicago	21	20	10	38	26	22	13	14	9	22	†
Detroit	7	3	3	26	17	23	4	†	-	22	4
Milwaukee	9	10	(5)	(5)	(5)	(5)	12	13	(5)	(5)	(5)
Minneapolis-St. Paul	9	6	8	23	10	(5)	3	†	4	7	(5)
St. Louis	7	5	4	(5)	16	(5)	4	3	†	(5)	(5)
Far West:											
Denver	9	27	(5)	12	(5)	(5)	10	16	(5)	7	(5)
Los Angeles-Long Beach	10	5	10	(5)	21	10	5	5	7	(5)	3
Portland	17	18	(5)	14	(5)	(5)	11	11	(5)	20	(5)
San Francisco-Oakland	4	†	3	10	6	(5)	†	-	†	10	(5)

[1] See footnote 1 to table B-33 for types of profit-sharing plans included in the study.
[2] Includes data for public utilities (excluding railroads) in addition to those industry divisions shown separately.
[3] Exceptions to the standard industry limits, made in some areas, are shown in footnotes 4 and 6 to the table in appendix A.
[4] Includes data for public utilities (excluding railroads) and real estate in addition to those industry divisions shown separately.
[5] Survey coverage was insufficient to justify separate presentation of data.
† Less than 2.5 percent.
** Finance, insurance, and real estate.

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Appendix A: Scope and Method of Survey [27]

Industry and Establishment Limitations

The area survey data are obtained by personal visits of Bureau field agents to representative establishments within six broad industry divisions: (1) Manufacturing; (2) transportation (excluding railroads), communication, and other public utilities; (3) wholesale trade; (4) retail trade; (5) finance, insurance, and real estate; and (6) selected services. Excluded from the scope of the studies, besides railroads, are government institutions, [28] and the construction and extractive industries.

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

Over 4,000 establishments were included in the Bureau's sample out of more than 21,000 establishments within the scope of the studies in the 17 areas. To obtain appropriate accuracy at minimum cost, a greater proportion of large than of small establishments was studied. In combining the data, however, all establishments were given their appropriate weight. Estimates are presented, therefore, as relating to all establishments in the industry grouping and area, but not to those below the minimum size studied; an exception, however, is the tabulation of minimum entrance rates, which relates solely to provisions in the establishments actually visited.

Occupational Earnings

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

Average earnings are presented in the A-tables, beginning on page 15. Data are shown for full-time workers, i.e., those hired to work a full-time schedule for the given occupational classification. Earnings data exclude premium pay for overtime and nightwork, and for work on weekends and holidays. Nonproduction bonuses are excluded also, but cost-of-living bonuses and incentive earnings are included. Average weekly earnings for office clerical, professional and technical occupations relate to standard salaries that are paid for standard work schedules, i.e., to the straight-time salary corresponding to the worker's normal weekly work schedule excluding all overtime hours. Weekly earnings have been rounded to the nearest half dollar.

Establishment Practices and Supplementary Wage Provisions

Information is presented (in the B-series tables) on selected establishment practices and supplementary benefits as they relate to office and plant workers. The term "office workers," as used in these studies, includes all office clerical employees and excludes administrative, executive, professional, and technical personnel. "Plant workers" include working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in nonoffice functions. Administrative, executive, professional, and technical employees, and force account construction employees who are utilized as a separate work force are excluded. Cafeteria workers and routemen are excluded in manufacturing industries but are included as plant workers in nonmanufacturing industries.

Minimum entrance rates.—Tables B-1 and B-2 relate only to the establishments visited. They are presented on an establishment rather than on an employment basis. The detailed tables in the individual area bulletins also present data for nonmanufacturing industries as a group; the entrance rates are also presented in terms of the most common workweeks for which they were recorded.

Shift-differential data.—Tables B-10 and B-11 are limited to manufacturing industries. This information is presented both in terms of (a) establishment policy, [29] and (b) effective practices for workers actually employed on extra shifts at the time of the survey. Tabulations relating to establishment policy are presented in terms of total plant work employment; estimates in the second tabulation relate only to those workers actually employed on the specified shift.

Scheduled hours; paid holidays; paid vacations; profit-sharing plans; and health, insurance, and pension plans are treated statistically on the basis that these are applicable to all plant or office workers if a majority of such workers are eligible or may eventually qualify for the practices listed. [30] Because of rounding, sums of items in these tabulations do not necessarily equal totals.

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

[28] See footnote 4 to the table on page 85, for areas in which public utilities are municipally operated and have been excluded.

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

[30] Scheduled weekly hours for office workers (first section of tables B-3 to B-9) are presented in terms of the proportion of women office workers employed in offices with the indicated weekly hours for women workers.

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The summary of vacation plans is limited to formal arrangements, excluding informal plans whereby time off with pay is granted at the discretion of the employer. In the tabulations of vacation allowances by weeks of pay and years of service, payments not on a time basis were converted; for example, a payment of 2 percent of annual earnings was considered as the equivalent of 1 week's pay. The pay amounts and service periods for which data are presented are typical but not universal. Data for intermediate service periods were not tabulated. Complete data for intermediate payments are available in the individual area bulletins, as is also a tabulation of employer practice in computing vacation payments, such as time payments, percent of annual earnings, or flat-sum amounts.

Data are presented for all health, insurance, and pension plans for which at least a part of the cost is borne by the employer, excepting only legal requirements such as workmen's compensation and social security (tables B-27 to B-32). Such plans include those underwritten by a commercial insurance company and those provided through a union fund or paid directly by the employer out of current operating funds or from a fund set aside for this purpose. Death benefits are included as a form of life insurance.

Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly or monthly basis during illness or accident disability. Information is presented for all such plans to which the employer contributes. However, in New York and New Jersey, which have enacted temporary disability insurance laws which require employer contributions,[31] plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employee with benefits which exceed the requirements of the law. Tabulations of paid sick-leave plans are limited to formal plans which provide full pay or a proportion of the worker's pay during absence from work because of illness. Separate tabulations are provided according to (1) plans which provide full pay and no waiting period, and (2) plans providing either partial pay or a waiting period. In addition to the presentation of the proportions of workers who are provided sickness and accident insurance or paid sick leave, an unduplicated total is shown of workers who receive either or both types of benefit.

Catastrophe insurance, sometimes referred to as extended medical insurance, includes those plans which are designed to protect employees in case of sickness and injury involving expenses beyond the normal coverage of hospitalization, medical, and surgical plans. Medical insurance refers to plans providing for complete or partial payment of doctors' fees. Such plans may be underwritten by commercial insurance companies or nonprofit organizations or they may be self-insured. Tabulations of retirement pension plans are limited to those plans that provide monthly payments for the remainder of the worker's life.

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[31] The temporary disability laws in California and Rhode Island do not require employer contributions.

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Minimum-size establishment and estimated number of workers in establishments within scope of survey by industry division for 17 labor markets studied by the Bureau of Labor Statistics, winter 1955-56
(in thousands)

Labor market[1]	Payroll period	Minimum-size establishment	Number of workers in establishments within scope of studies[2]											
			All industries			Manufacturing			Nonmanufacturing[3]			Public utilities[4]		
			Total	Office	Plant	Total	Office	Plant	Total	Office	Plant	Total	Office	Plant
Northeast:														
Newark-Jersey City	December 1955	(5)	395.5	69.2	259.4	267.0	32.5	196.3	128.5	36.7	63.1	33.9	7.3	21.0
New York City	April 1956	(5)	1,345.0	401.0	618.1	429.3	77.8	267.1	915.7	323.2	351.0	182.7	38.8	80.4
Philadelphia	November 1955	(5)	575.0	96.6	381.2	355.3	39.9	260.8	219.7	56.7	120.4	49.3	8.5	32.4
Providence	March 1956	51	144.1	16.2	109.1	111.9	8.4	90.2	32.2	7.8	18.9	8.4	1.7	5.6
South:														
Atlanta	February 1956	51	161.8	30.7	103.1	78.0	7.6	59.0	83.8	23.1	44.1	20.6	4.3	10.6
Dallas	October 1955	51	150.4	31.4	89.6	66.4	7.1	45.9	84.0	24.3	43.7	20.3	5.2	10.7
Memphis	February 1956	51	80.3	11.1	56.8	39.7	3.1	31.7	40.6	8.0	25.1	7.1	1.0	4.6
New Orleans	November 1955	51	117.2	15.8	74.7	45.3	3.6	35.8	71.9	12.2	38.9	24.7	3.2	8.9
Middle West:														
Chicago	April 1956	(5)	1,086.6	223.0	693.5	634.5	89.3	463.4	452.1	133.7	230.1	86.4	21.1	47.3
Detroit	October 1955	(5)	797.7	120.2	568.5	598.7	75.4	456.5	199.0	44.8	112.0	46.1	10.3	22.6
Milwaukee	November 1955	51	241.5	39.0	172.4	169.2	22.5	126.2	72.3	16.5	46.2	16.9	3.9	10.9
Minneapolis-St. Paul	December 1955	51	227.3	46.6	140.9	113.2	16.2	77.2	114.1	30.4	63.7	25.8	4.5	16.4
St. Louis	February 1956	(5)	316.6	52.0	213.2	216.3	26.7	161.3	100.3	25.3	51.9	31.7	5.5	17.9
Far West:														
Denver	December 1955	51	95.4	19.4	60.3	34.6	3.9	26.3	60.8	15.5	34.0	18.6	5.0	9.7
Los Angeles-Long Beach	March 1956	(5)	894.3	191.7	547.7	541.7	92.0	357.4	352.6	99.7	190.3	77.1	16.4	47.6
Portland	April 1956	51	101.4	17.6	66.4	49.9	3.8	38.0	51.5	13.8	28.4	15.1	3.3	7.9
San Francisco-Oakland	January 1956	(5)	315.1	80.5	176.3	129.3	22.7	88.0	185.8	57.8	88.3	54.3	8.8	29.9

Labor market[1]	Wholesale trade			Retail trade[6]			Finance[7]		Services[8]		
	Total	Office	Plant	Total	Office	Plant	Total	Office	Total	Office	Plant
Northeast:											
Newark-Jersey City	18.5	4.4	8.1	25.9	2.4	20.8	27.6	19.6	22.6	†	†
New York City	141.4	57.8	35.7	174.9	25.1	125.1	233.9	160.8	182.8	40.7	89.7
Philadelphia	28.1	7.7	12.9	72.2	9.2	55.7	45.4	28.3	24.7	3.0	16.8
Providence	2.8	†	†	13.2	1.3	10.4	5.0	†	2.8	†	†
South:											
Atlanta	15.6	5.1	7.2	26.1	3.4	19.5	12.5	8.5	9.0	†	†
Dallas	11.0	†	†	28.2	3.3	21.7	15.3	10.6	9.2	†	†
Memphis	8.7	†	†	13.9	†	†	4.0	†	6.9	†	†
New Orleans	11.0	†	†	23.1	2.3	18.3	6.1	†	7.0	†	†
Middle West:											
Chicago	79.7	23.5	36.4	135.9	25.1	96.2	78.4	49.4	71.7	14.6	41.4
Detroit	25.8	6.2	11.3	68.9	†	†	28.0	17.5	30.2	4.8	18.3
Milwaukee	8.7	†	†	29.8	†	†	8.6	†	8.3	†	†
Minneapolis-St. Paul	17.1	5.9	6.8	42.1	5.5	32.0	18.4	13.3	10.7	†	†
St. Louis	19.0	6.0	8.5	17.7	†	†	17.6	9.4	14.3	†	†
Far West:											
Denver	8.5	†	†	21.8	2.6	16.8	5.9	†	6.0	†	†
Los Angeles-Long Beach	57.1	17.7	24.9	81.8	†	†	60.6	44.8	[9] 55.3	10.0	31.6
Portland	9.3	†	†	17.1	2.1	13.2	5.9	†	4.1	†	†
San Francisco-Oakland	30.3	9.4	12.6	42.2	5.8	31.6	37.6	29.6	21.4	†	†

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

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

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

[4] Transportation (excluding railroads), communication, and other public utilities. Taxicabs and services incidental to water transportation are also excluded, as are municipally operated establishments. All or major local transit operations in Chicago, Detroit, New York City, and San Francisco were municipally operated, as were electric utility operations in Los Angeles, and electric and gas operations in Memphis.

[5] Minimum-size establishment (employmentwise) was 51 workers in the wholesale trade, finance, and services industry groups; and 101 in the manufacturing, public utilities, and retail trade groups.

[6] Estimates for Newark-Jersey City, New York City, and Philadelphia exclude limited-price variety stores; those for Detroit, 2 large department stores; Los Angeles-Long Beach, department stores; and St. Louis, department and limited-price variety stores. In each instance, however, the remainder of retail trade is appropriately represented in the A- and B-table estimates for all industries combined, and, where presented, nonmanufacturing.

[7] Finance, insurance, and real estate. Data for nonoffice (plant) workers in finance and insurance establishments are excluded from the total, as well as from the B-table estimates for all industries combined, and nonmanufacturing. Data for plant workers in real estate, not presented separately, however, are included.

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

[9] Excludes data for motion-picture production and allied services; data for the industries are included, however, in "all industries" and "nonmanufacturing."

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

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

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Appendix B: Occupational Descriptions

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

Office

BILLER, MACHINE

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

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

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

BOOKKEEPING-MACHINE OPERATOR

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

BOOKKEEPING-MACHINE OPERATOR - Continued

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

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

CLERK, ACCOUNTING

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

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

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CLERK, FILE

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

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

CLERK, ORDER

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

CLERK, PAYROLL

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

COMPTOMETER OPERATOR

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

DUPLICATING-MACHINE OPERATOR (MIMEOGRAPH OR DITTO)

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

KEY-PUNCH OPERATOR

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

OFFICE BOY OR GIRL

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

SECRETARY

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

STENOGRAPHER, GENERAL

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

STENOGRAPHER, TECHNICAL

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

SWITCHBOARD OPERATOR

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

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SWITCHBOARD OPERATOR-RECEPTIONIST

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

TABULATING-MACHINE OPERATOR

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

TRANSCRIBING-MACHINE OPERATOR, GENERAL

Primary duty is to transcribe dictation involving a normal routine vocabulary from transcribing machine records. May also type from written copy and do simple clerical work. Workers transcribing dictation involving a varied technical or specialized vocabulary such as legal briefs or reports on scientific research are not

TRANSCRIBING-MACHINE OPERATOR, GENERAL - Continued

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

TYPIST

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

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

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

Professional and Technical

DRAFTSMAN, JUNIOR

(Assistant draftsman)

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

DRAFTSMAN, LEADER

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

DRAFTSMAN, LEADER - Continued

emergencies or as a regular assignment, or perform related duties of a supervisory or administrative nature.

DRAFTSMAN, SENIOR

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

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NURSE, INDUSTRIAL (REGISTERED)

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

NURSE, INDUSTRIAL (REGISTERED) - Continued

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

TRACER

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

Maintenance and Powerplant

CARPENTER, MAINTENANCE

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

ELECTRICIAN, MAINTENANCE

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generating, distribution, or utilization of electric energy in an establishment. Work involves most of the following: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layout, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ENGINEER, STATIONARY

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

FIREMAN, STATIONARY BOILER

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

HELPER, TRADES, MAINTENANCE

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

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MACHINE-TOOL OPERATOR, TOOLROOM

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

MACHINIST, MAINTENANCE

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

MECHANIC, AUTOMOTIVE (MAINTENANCE)

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

MECHANIC, MAINTENANCE

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

MILLWRIGHT

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

OILER

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

PAINTER, MAINTENANCE

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

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PIPEFITTER, MAINTENANCE

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

PLUMBER, MAINTENANCE

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

SHEET-METAL WORKER, MAINTENANCE

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofing) of an establishment. Work involves most of the following: Planning

SHEET-METAL WORKER, MAINTENANCE - Continued

and laying out all types of sheet-metal maintenance work from blueprints, models, or other specifications; setting up and operating all available types of sheet-metal-working machines; using a variety of handtools in cutting, bending, forming, shaping, fitting, and assembling; installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

TOOL AND DIE MAKER

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

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

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

Custodial and Material Movement

ELEVATOR OPERATOR, PASSENGER

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

GUARD

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

JANITOR, PORTER, OR CLEANER

(Sweeper; charwoman; janitress)

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve a combination of the following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

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LABORER, MATERIAL HANDLING

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

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

ORDER FILLER

(Order picker; stock selector; warehouse stockman)

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

PACKER, SHIPPING

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

SHIPPING AND RECEIVING CLERK

Prepares merchandise for shipment, or receives and is responsible for incoming shipment of merchandise or other materials. Shipping work involves: A knowledge of shipping procedures, practices, routes, available means of transportation and rates; and preparing records of the goods shipped, making up bills of lading, posting weight and shipping charges, and keeping a file of shipping records. May direct or assist in preparing the merchandise for shipment. Receiving work involves: Verifying or directing others in verifying the correctness of shipments against bills of lading, invoices, or

SHIPPING AND RECEIVING CLERK - Continued

other records; checking for shortages and rejecting damaged goods; routing merchandise or materials to proper departments; maintaining necessary records and files.

For wage study purposes, workers are classified as follows;

Receiving clerk
Shipping clerk
Shipping and receiving clerk

TRUCKDRIVER

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

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

Truckdriver (combination of sizes listed separately)
Truckdriver, light (under $1^1/_2$ tons)
Truckdriver, medium ($1^1/_2$ to and including 4 tons)
Truckdriver, heavy (over 4 tons, trailer type)
Truckdriver, heavy (over 4 tons, other than trailer type)

TRUCKER, POWER

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

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

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

WATCHMAN

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

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Occupational Wage Surveys

The Bureau of Labor Statistics has released the last of this year's occupational wage surveys for major labor markets. The studies cover 18 areas and were conducted during the winter 1955-56. The individual bulletins provide earnings information on about 60 jobs selected from several categories: Office clerical, professional and technical, maintenance and powerplant, and custodial and material movement.

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

Also presented are data for paid holidays; paid vacations; scheduled weekly hours, health, insurance, and pension plans; minimum entrance rates; and shift differential practices.

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

			Cents
Atlanta	April 1956	1188-18	25
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Dallas	October 1955	1188-1	30
Denver	December 1955	1188-6	25
Detroit	October 1955	1188-2	25
Lawrence	February 1956	1188-11	25
Los Angeles-Long Beach	March 1956	1188-13	25
Memphis	February 1956	1188-12	25
Milwaukee	November 1955	1188-3 *	25
Minneapolis-St. Paul	December 1955	1188-8 *	25
New Orleans	November 1955	1188-5	25
New York City	April 1956	1188-17	25
Newark-Jersey City	December 1955	1188-10	20
Philadelphia	November 1955	1188-4	25
Portland (Oregon)	April 1956	1188-16	25
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