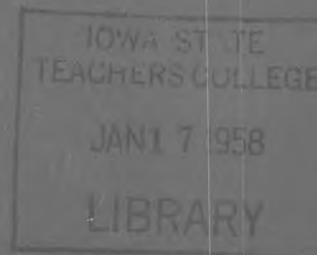


Wages and Related Benefits

17 LABOR MARKETS

1956-57



- **Earnings Trends**
- **Intercity Comparisons**
- **Occupational Earnings**
- **Supplementary Practices**

Bulletin No. 1202

UNITED STATES DEPARTMENT OF LABOR
James P. Mitchell, Secretary

BUREAU OF LABOR STATISTICS
Ewan Clague, Commissioner

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Preface

The Community Wage Survey Program

The U. S. Department of Labor's 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 2 months by an area summary bulletin (for sale) that provides additional data not included in the earlier report. These include:

For each occupation—areawide and selected 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 bulletin summarizes and analyzes the results of the individual area bulletins for the surveys made during late 1956 and early 1957. A list of the bulletins for the areas surveyed appears on the last page.

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Wages and Related Benefits, 17 Labor Markets, 1956-57¹

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 1956 and early 1957.² These studies were part of a continuing program 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 non-manufacturing 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 this bulletin.³

Each of the detailed area bulletins presents areawide information combining data for six major industry groupings. Separate data for each industry group 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 and 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 million workers, of whom 5.7 million were plant and office workers, as defined on page 76.

¹ Prepared by Otto Hollberg and Herbert Schaffer in the Division of Wages and Industrial Relations of the Bureau of Labor Statistics. Area studies were supervised by the Bureau's Regional Wage Analysts.

² 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 and early 1952; in 20 areas in 1952-53; and in 17 areas in each of the last 4 years. 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 U. S. Department of Labor, Bureau of Labor Statistics, Washington 25, D. C., or from any of its 5 regional offices.

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

The largest area labor force (New York City proper) is more than 20 times the size of that in either of the smallest areas (Memphis and Birmingham), and more than 10 times as large as that in either Atlanta, Dallas, Portland (Oreg.), or Seattle. The 3 largest areas studied—Chicago, 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 about 35 million in 1950—nearly 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 divisions have about the same relative importance in the 17 areas as a group as in the Nation as a whole (chart 1). Among the 17 areas, the industrial composition of the individual areas varies substantially.

In each of three areas—Buffalo, Cleveland, and Pittsburgh—more workers are employed in manufacturing industries than in all nonmanufacturing industry groups combined. Nearly half of the labor force in Philadelphia and Chicago is employed in manufacturing (chart 1). On the other hand, Seattle, Portland (Oreg.), Memphis, Atlanta, Dallas, and San Francisco-Oakland are areas in which manufacturing employment is relatively less important, employing approximately a third of the labor force. Moreover, in the latter four areas, employment in manufacturing establishments is less than in wholesale and retail trade establishments.

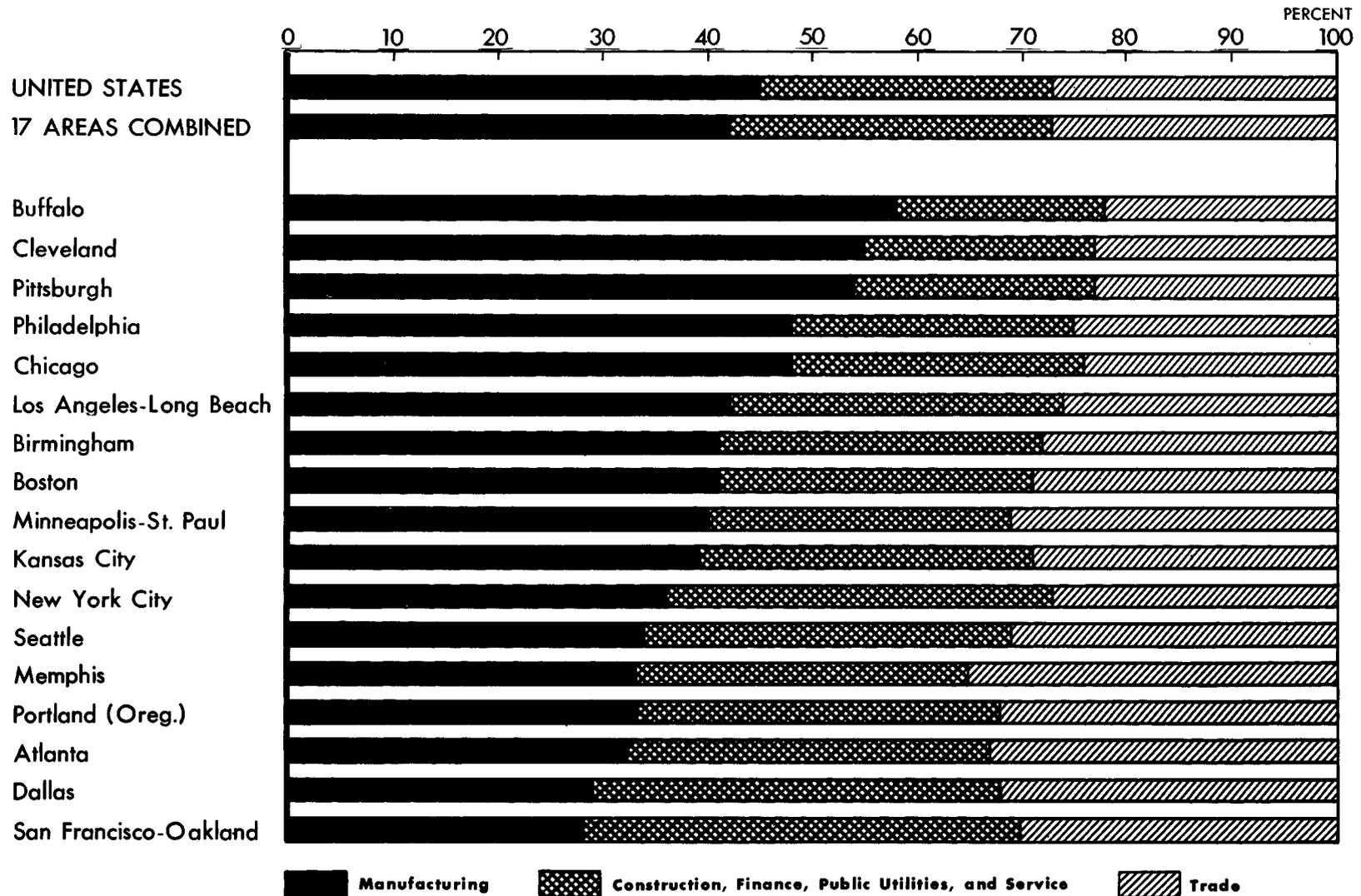
Similar employment variations are evident among the components of the broad industry divisions. Thus, marked differences among the areas are shown in relative employment in the various industry groups within the manufacturing division (chart 2). The

group of related industries with the largest segment of the manufacturing labor force in most areas was made up of metals and metal-working firms. The strongest concentrations of employment in these manufacturing industries, ranging from more than 50 to 75 percent, are found in Pittsburgh, Cleveland, Birmingham, Seattle, Buffalo, Los Angeles-Long Beach, and Chicago. Those areas showing the weakest concentrations of employment in the metal industries (less than three-tenths) are Portland (Oreg.), Memphis, Atlanta, and New York City. The latter two areas showed larger proportions of employment in the textiles and apparel industries than in the metals and metal products industries.

Comparability of Area Data

Areawide (all industries) estimates of wage levels and related practices are affected to some extent by the industrial composition of an area. The proportion of employment accounted for, both by the respective broad industry divisions and their subgroups, varies considerably from area to area. The estimates must, therefore, be viewed in terms of these interarea differences. 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 in appendix B on page 78.

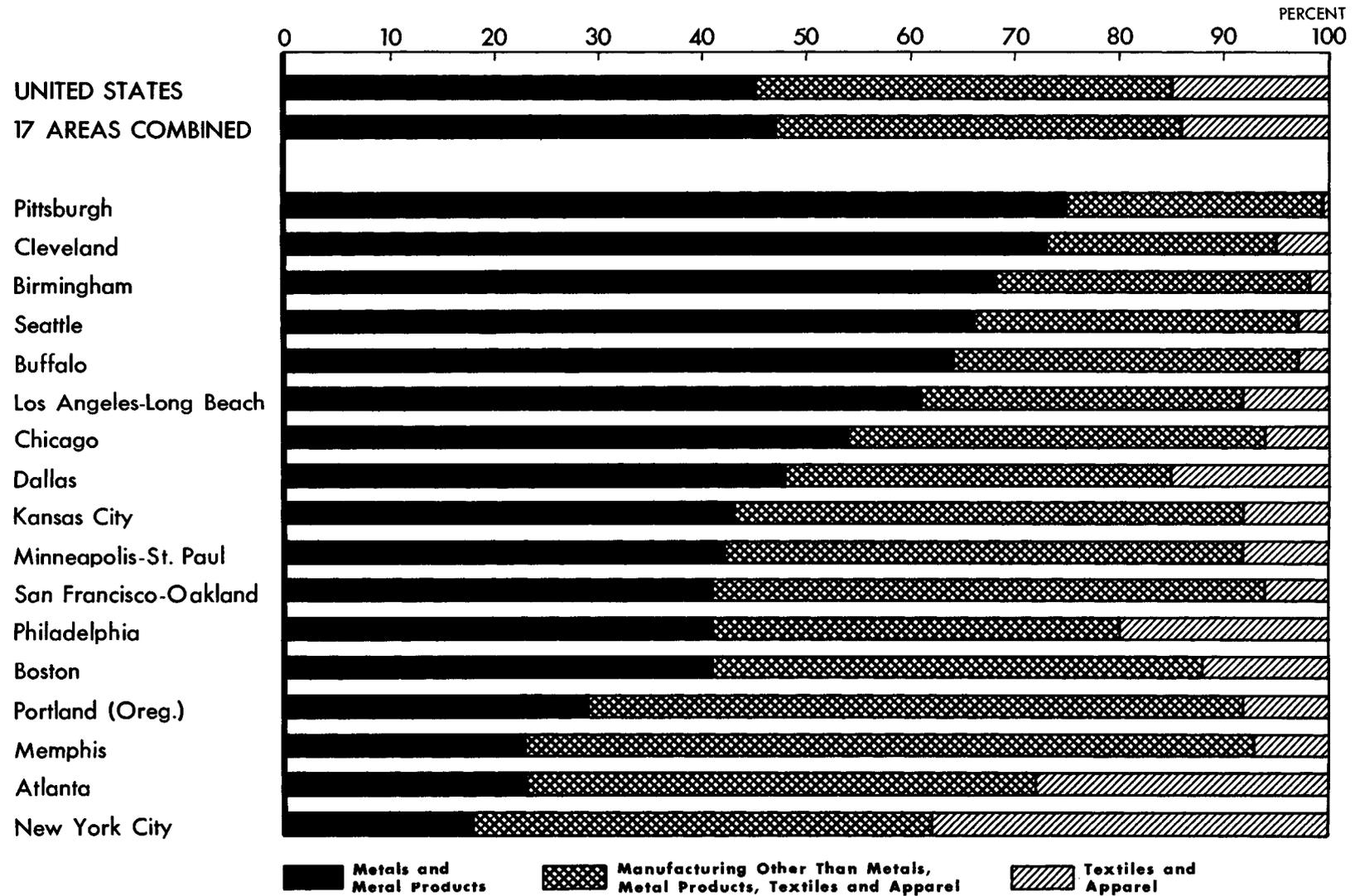
**Chart 1. RELATIVE EMPLOYMENT IN 6 INDUSTRY DIVISIONS
17 LABOR MARKETS**



UNITED STATES DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS

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

**Chart 2. RELATIVE EMPLOYMENT IN SELECTED MANUFACTURING INDUSTRY DIVISIONS
17 LABOR MARKETS**



UNITED STATES DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS

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

Summary

A continued rise in wage rates during the previous year was reflected by the occupational wage studies conducted in 17 major labor markets during the winter of 1956-57. Supplementary benefits, also, were generally made available to increased proportions of workers.

Of the 17 areas, 10 that had been surveyed approximately a year earlier (winter 1955-56) provide earnings comparisons for 4 selected skill-occupational groupings. Over approximately 12 months, all-industry average weekly or hourly earnings for these groups increased by amounts ranging from 2.1 to 7.5 percent in individual areas. Simple, 10-area averages of the increases indicate a wage rise of approximately 5 percent for each of the 4 groups. Similarly, simple averages of Bureau area indexes for these groupings in 14 areas affording comparison, indicate that earnings in each group advanced approximately 20 percent in the 4 years between 1953 and 1957. However, among the individual groups there was a diversity of "4-year" increases that ranged, among areas, between 14.4 and 28.6 percent. The greatest variation in wage rise among areas occurred in the unskilled worker group—due partly, in a few areas, to the March 1, 1956, adjustment of rates to the \$1 Federal minimum wage.

Average earnings in individual occupations were generally higher in manufacturing than in nonmanufacturing industries in the 17 areas. Earnings in some occupations, however, averaged higher in one or more nonmanufacturing groupings, most frequently public utilities and wholesale trade. Among areas, occupational earnings tended to be higher in the larger western and North Central areas and lowest in southern areas. Office and maintenance jobs showed much less geographical variation, as measured by the range between the areas of highest and lowest pay, than did custodial and material movement jobs. The wage spreads between the highest and lowest pay areas for both maintenance and custodial workers were markedly greater in the combined nonmanufacturing industries than in manufacturing.

A 40-hour workweek applied to a majority of women office workers in almost all areas. Nearly all of the remainder worked fewer than 40 hours, 37½ hours being the most usual schedule. Less than 40-hour schedules for office workers were found more often in nonmanufacturing industries than in manufacturing. At least 4 out of every 5 plant workers in a majority of the areas worked 40 hours a week. Most other plant workers had schedules of more than 40 hours.

The great majority of manufacturing workers were employed in firms that have premium pay provisions for late-shift work, commonly a uniform cents-per-hour addition to first-shift rates. In terms of those employed, from about a seventh to a third of the workers were actually working on late shifts at the time of the survey.

Six paid full-day holidays was the most common provision in a majority of the areas for both office and plant workers. Seven

days was the next most common provision. One or more paid half holidays in addition to the full-day holidays were a frequent provision in most areas. When half-day holidays are combined with the full days to arrive at estimated total holiday time, 6 and 7 days remain the 2 most common provisions for office and plant workers.

Vacation pay is almost universally available in the industries and areas surveyed, often after as little as 6 months' service, and, to the extent of a week's pay, to virtually all workers after 1 year's service. Almost as many may qualify for 2 weeks' pay after 5 years' service. Three or more weeks' pay is available to a fourth after 10 years and to almost three-fourths after 15 years in most areas. Every fourth office worker and 1 out of every 7 plant workers in a majority of the areas can receive 4 weeks' pay after 25 years' service. Pay-service provisions are typically more liberal for office than for plant workers.

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 90 percent or more of the office workers and to 84 percent or more of the plant workers in the great majority of areas. Hospitalization and surgical insurance is available to 70 to 90 percent or more of both office and plant workers in all but 4 areas; and medical insurance to half or more in a majority of the areas. Hospitalization and surgical insurance are generally available to proportionately more plant than office workers. During the preceding 4 years, both surgical and medical insurance became newly available to more office and plant workers than did hospitalization. Provisions for employee illness, in the form either of paid sick leave or insurance benefits, applied to as many or more workers in half the areas, as did hospitalization or surgical insurance. Plans for compensating for illness were more prevalent in manufacturing than in any nonmanufacturing division except public utilities. Paid sick leave was the typical provision for office workers and sickness and accident insurance for plant workers. Catastrophe (extended medical) insurance applied to a fourth to a half of the office workers in 5 areas and to a tenth to a fifth in the remaining areas, but to as many as a tenth of the plant workers in only 6 areas. Retirement plans applied to more than 70 percent of the office workers and to more than 50 percent of the plant workers in virtually all areas.

Establishments having a majority of their plant employees covered by labor-management agreements accounted for at least two-thirds of the plant worker employment in 14 areas, and almost half of such employees in the remaining 3 areas. The proportion of office workers in firms with a majority of such workers covered by collective bargaining agreements ranged between 10 and 20 percent in most areas. Within areas, coverage of both office and plant workers was generally highest in public utilities, followed by manufacturing, and lowest in retail trade. Areas in the West generally had the highest proportions of both plant and office workers under agreements.

Trends of Occupational Earnings, 1953-57

Movement of Wages, All industries, 1956-57

Average pay levels for 4 selected occupational groups, as a whole, rose about 5 percent during 1956 according to studies conducted by the U. S. Department of Labor's Bureau of Labor Statistics during the winter of 1956-57.⁴

From the winter of 1955-56 to the winter of 1956-57 average pay levels of women office workers increased 5.2 percent; industrial nurses, 5.1 percent; skilled maintenance men, 4.9 percent; and unskilled men plant workers, 5.2 percent. The increases in earnings of women office and industrial nurses slightly exceeded those recorded during 1955.⁵ In fact, earnings of women office workers increased more during the past year than in any of the years studied since 1953. Increases for skilled maintenance men and unskilled men plant workers during 1956 were slightly below the 1955 rise in earnings. The amount of increase during the year varied by area and job group as shown below:

Job group	Percent increase in pay during year	
	Lowest	Highest
Office workers -----	3.4 - Atlanta	6.5 - Philadelphia
Industrial nurses -----	2.1 - Portland	6.9 - Dallas
Skilled maintenance men ---	3.4 - Dallas	7.5 - San Francisco- Oakland
Unskilled plant workers ----	4.0 - Chicago Dallas	7.2 - Memphis

Movement of Wages, All Industries, 1953-57

Over a 4-year period, 1953-57, an all-industry average for workers in the 4 occupational groups studied increased about 20 percent. This rise in straight-time earnings approximated that of workers in manufacturing industries. Average all-industry salaries for women office workers rose 19.7 percent and for women industrial nurses,

⁴ Ten of the 17 areas surveyed in 1956-57 were also studied in the winter of 1955-56. The increase is a simple average of the percentage increases recorded in these 10 areas. Increases within areas were not measured over identical periods. In most instances, however, the time span was 1 year. (See table 3.)

⁵ Comparisons are limited to those areas in the current study which were also surveyed in the winters of 1954-55 and 1955-56.

21.5 percent; average hourly earnings for men in skilled maintenance trades rose 20.3 percent and for unskilled men plant workers, 21.1 percent.⁶

Percent increases in earnings levels during this period varied substantially among areas. Largest increases were recorded in Kansas City for office workers (23.6 percent), nurses (26.6 percent), and skilled maintenance workers (24.8 percent), whereas pay rates for unskilled plant workers rose most (28.6 percent) in Atlanta. The smallest increases over the 4-year period were 15.2 percent for office workers in Buffalo, 15.5 percent for nurses in Portland, and 16.4 and 14.4 percent for maintenance men and unskilled workers, respectively, in Boston.⁷ Thus, the greatest variation in wage rise occurred in the unskilled worker group.

The variation in amount of increase among the 4 job groups was least in Los Angeles-Long Beach and Philadelphia and greatest in Atlanta where office pay rose 3 to 4 percentage points less than that of nurses and maintenance men and 13 points less than pay rates for unskilled workers. The larger increase noted in unskilled pay in Atlanta and a few other areas reflects in part some adjustment of rates to the \$1 Federal minimum wage that went into effect in March 1956.

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, during 1953-57, the earnings of unskilled plant workers rose 25.6 percent in Memphis and 19.4 percent in San Francisco-Oakland. These percentage increases were equivalent to about 26 cents in Memphis, compared with about 31 cents in San Francisco-Oakland.

In 13 areas affording comparisons, the cents-per-hour differences increased between the skilled and unskilled job groups. However, in 7 of these areas, the percentage differences moderately narrowed between these job groups.

⁶ Simple averages of percentage increases recorded in individual areas. The number of areas was limited to 14 since Pittsburgh, Birmingham, and Seattle were not surveyed in 1953, the base year of the index.

⁷ The "4-year period" covered only 41 months in Buffalo, 42 months in Boston, and 48 or more in other areas. If the rates of increase per month were compared, lowest rates of increase occurred in Atlanta for office workers, New York City for skilled maintenance workers, and in Dallas for unskilled plant workers.

Coverage and Method of Computing the Indexes

For office clerical 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 plant worker groups, they measure changes in straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. The indexes are based on data for selected key occupations and include most of the numerically important jobs within each group. The office clerical data are based on women in the following 18 jobs: Billers, machine (billing machine); bookkeeping-machine operators, class A and B; Comptometer operators; clerks, file, class A and B; clerks, order; clerks, payroll; key-punch operators; office girls; secretaries; stenographers, general; switchboard operators; switchboard operator-receptionists; tabulating-machine operators; transcribing-machine operators, general; and typists, class A and B. The industrial nurse data are based on women industrial nurses. Men in the following 10 skilled maintenance jobs and 3 unskilled jobs were included in the plant worker data: Skilled—carpenters; electricians; machinists; mechanics; mechanics, automotive; millwrights; painters; pipefitters; sheet-metal workers; and tool and die makers; unskilled—janitors, porters, and cleaners; laborers, material handling; and watchmen.

Nearly half of the women office employees in all industries within the scope of the surveys were employed in the 18 occupations used in constructing the office workers' index. Less than a tenth of all plant workers in the 17 areas were employed in the 13 occupations used in computing the indexes for skilled and unskilled workers, the majority of whom were unskilled. These jobs were not necessarily representative of production workers more directly connected with the actual manufacturing, processing, or of servicing jobs which vary widely among plants and industries. 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 industries.

Average weekly salaries or average hourly earnings were computed for each of the selected occupations. The average salaries or hourly earnings were multiplied by the average of 1953 and 1954 employment in each job in the particular areas. These weighted earnings for individual occupations were totaled 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 (survey month, winter 1952-53) was computed and the result multiplied by the base year index (100) to get the index for the given year.

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 occupational averages 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 average, 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 average earnings 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 data. 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.

Trends of Occupational Earnings

Table 1: Wage indexes, office and plant

(Indexes of average weekly earnings or average hourly earnings¹ for selected occupational groups in 14 labor markets,² 1955-57³)

(1953 = 100)

Area	Women office workers			Industrial nurses (women)			Skilled maintenance trades (men)			Unskilled plant workers (men)		
	1955	1956	1957	1955	1956	1957	1955	1956	1957	1955	1956	1957
All industries												
Northeast:												
Boston	108.3	(⁴)	117.0	108.1	(⁴)	117.7	107.2	(⁴)	116.4	107.6	(⁴)	114.4
Buffalo	105.3	(⁴)	115.2	107.9	(⁴)	117.1	106.7	(⁴)	119.5	107.6	(⁴)	118.2
New York City	108.0	114.3	120.3	109.9	115.5	121.1	109.7	113.4	117.7	108.1	113.5	119.6
Philadelphia	110.8	114.6	122.0	110.3	115.1	122.2	111.9	116.4	122.5	109.0	115.5	120.9
South:												
Atlanta	105.2	111.8	115.6	109.9	119.8	124.4	108.3	114.1	119.1	107.9	122.6	128.6
Dallas	110.9	115.3	122.0	106.8	109.8	117.4	109.9	115.0	119.4	107.1	112.1	116.6
Memphis	106.2	113.2	118.0	114.3	121.0	126.1	106.5	115.2	121.4	108.8	117.2	125.6
North Central:												
Chicago	109.5	114.3	120.5	110.3	116.9	122.8	109.8	115.5	121.3	109.4	114.4	119.0
Cleveland	110.3	(⁴)	122.0	112.0	(⁴)	124.8	110.1	(⁴)	121.9	111.6	(⁴)	124.7
Kansas City	(⁴)	(⁴)	123.6	(⁴)	(⁴)	126.6	(⁴)	(⁴)	124.8	(⁴)	(⁴)	124.3
Minneapolis-St. Paul	109.9	114.1	121.3	114.2	118.1	124.4	110.2	115.5	121.7	111.6	117.1	125.1
West:												
Los Angeles-Long Beach	108.4	113.5	120.5	108.1	112.8	119.5	108.7	114.8	119.4	109.8	113.6	119.0
Portland	110.3	116.0	120.2	108.5	113.2	115.5	109.6	115.0	121.2	110.6	113.9	119.1
San Francisco-Oakland	107.6	112.7	118.3	110.9	113.8	121.0	106.5	110.4	118.6	109.3	⁵ 115.2	119.4
Manufacturing												
Northeast:												
Boston	106.8	(⁴)	114.6	108.0	(⁴)	117.6	107.6	(⁴)	117.1	106.0	(⁴)	114.2
Buffalo	106.3	(⁴)	116.7	107.8	(⁴)	117.7	106.7	(⁴)	119.5	107.8	(⁴)	118.9
New York City	110.2	⁵ 116.0	122.8	115.9	121.7	127.5	109.6	113.2	119.4	110.3	114.5	123.1
Philadelphia	111.6	114.6	120.4	111.0	116.5	123.6	111.4	115.7	122.0	107.9	113.9	119.0
South:												
Atlanta	105.8	110.5	116.0	108.9	118.5	124.4	108.2	113.6	118.6	106.7	118.9	126.7
Dallas	108.4	112.7	118.9	106.7	108.1	116.3	110.7	114.6	119.3	113.8	115.0	121.5
Memphis	106.2	110.7	117.0	116.0	(⁶)	132.8	103.9	113.2	118.5	107.7	111.6	119.7
North Central:												
Chicago	109.8	114.4	120.6	110.3	116.9	122.8	109.0	115.4	121.7	107.6	113.0	118.5
Cleveland	111.3	(⁴)	123.6	112.0	(⁴)	124.1	110.1	(⁴)	122.0	108.9	(⁴)	121.2
Kansas City	(⁴)	(⁴)	123.1	(⁴)	(⁴)	122.3	(⁴)	(⁴)	124.8	(⁴)	(⁴)	126.3
Minneapolis-St. Paul	109.6	113.3	119.3	114.8	117.2	123.4	108.1	113.9	119.7	110.9	115.5	121.7
West:												
Los Angeles-Long Beach	109.0	113.7	120.2	109.5	114.2	120.3	108.9	115.2	119.8	108.6	112.9	117.9
Portland	110.0	114.6	120.7	108.6	114.1	114.8	109.6	115.1	122.3	112.5	116.0	121.3
San Francisco-Oakland	107.0	112.8	118.1	111.6	114.5	122.5	106.3	110.7	120.1	108.5	⁵ 111.6	118.4

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 Pittsburgh, Birmingham, and Seattle, included in the current studies, were not surveyed in 1953 (the base year of the indexes), 1954, 1955, or 1956.

³ Fiscal years ending June 30. See table 3 for payroll periods covered in each area.

⁴ Not surveyed this period.

⁵ Revised estimate.

⁶ Insufficient data to warrant presentation.

Table 2: Percent increase, office and plant

(Percent of increase in average weekly earnings or average hourly earnings¹ for selected periods² and selected occupational groups in 11 labor markets³)

Area	Women office workers				Industrial nurses (women)				Skilled maintenance trades (men)				Unskilled plant workers (men)			
	1953 to 1954	1954 to 1955	1955 to 1956	1956 to 1957	1953 to 1954	1954 to 1955	1955 to 1956	1956 to 1957	1953 to 1954	1954 to 1955	1955 to 1956	1956 to 1957	1953 to 1954	1954 to 1955	1955 to 1956	1956 to 1957
All industries																
Northeast:																
Boston	5.2	2.9	(⁴)	(⁴)	6.5	1.5	(⁴)	(⁴)	5.3	1.9	(⁴)	(⁴)	5.1	2.4	(⁴)	(⁴)
New York City	4.3	3.5	5.9	5.2	4.2	5.4	5.1	4.9	4.5	5.0	3.4	3.8	5.4	2.6	5.0	5.3
Philadelphia	7.1	3.4	3.4	6.5	7.1	3.0	4.3	6.2	7.2	4.4	4.6	5.2	4.5	4.3	0.0	4.7
South:																
Atlanta	3.0	2.2	6.3	3.4	5.3	4.3	9.0	3.8	5.3	2.9	5.4	4.3	5.9	1.8	13.6	4.9
Dallas	5.6	5.0	4.0	5.8	(⁵)	7.6	2.8	6.9	5.9	3.8	4.6	3.4	3.6	3.3	4.7	4.0
Memphis	4.1	2.1	6.5	4.3	6.7	7.1	5.9	4.2	3.5	3.0	8.1	5.4	5.2	3.5	7.7	7.2
North Central:																
Chicago	5.8	3.6	4.3	5.4	5.9	4.2	6.0	5.0	6.3	3.3	5.1	5.0	5.7	3.5	4.6	4.0
Minneapolis-St. Paul	6.3	3.3	3.8	6.3	9.4	4.3	3.4	5.3	6.6	3.3	4.9	5.3	6.4	4.9	4.9	6.8
West:																
Los Angeles-Long Beach	4.6	3.6	4.7	6.2	5.4	2.5	4.3	6.0	5.5	3.0	5.6	4.0	6.0	3.6	3.4	5.3
Portland	4.7	5.4	5.2	3.6	1.6	6.9	4.3	2.1	5.5	3.9	4.9	5.5	4.9	5.4	3.0	4.6
San Francisco-Oakland	4.4	3.0	4.8	5.0	4.3	6.3	2.6	6.4	4.0	2.4	3.7	7.5	6.1	3.0	4.4	5.5
Manufacturing																
Northeast:																
Boston	4.4	2.3	(⁴)	(⁴)	7.2	0.7	(⁴)	(⁴)	5.6	1.9	(⁴)	(⁴)	5.5	3.1	(⁴)	(⁴)
New York City	5.2	4.7	5.3	5.9	8.0	7.4	5.0	4.8	5.2	4.2	3.2	5.5	6.3	3.8	3.8	7.5
Philadelphia	6.6	4.6	2.8	5.1	7.9	2.9	5.0	6.1	7.2	3.9	3.8	5.4	3.3	4.5	5.5	4.5
South:																
Atlanta	3.8	1.9	4.4	5.0	(⁶)	(⁶)	8.8	5.0	4.9	3.1	5.0	3.9	4.9	1.7	11.4	6.6
Dallas	3.3	5.0	3.9	5.5	(⁵)	9.9	1.4	7.5	7.0	3.5	3.5	4.2	9.5	4.0	1.1	5.7
Memphis	2.3	3.9	4.7	5.6	(⁶)	(⁶)	(⁶)	(⁶)	1.6	2.3	8.9	4.8	3.4	4.2	3.6	7.3
North Central:																
Chicago	6.2	3.4	4.2	5.4	5.9	4.2	6.0	5.0	5.8	3.1	5.8	5.5	4.8	2.7	5.0	4.9
Minneapolis-St. Paul	5.8	3.6	3.4	5.3	9.4	5.0	2.0	5.3	6.7	1.4	5.4	5.1	5.8	4.8	4.2	5.4
West:																
Los Angeles-Long Beach	5.2	3.6	4.3	5.8	6.8	2.5	4.3	5.3	5.8	2.9	5.8	4.0	4.9	3.5	3.9	4.4
Portland	4.3	5.6	4.0	5.3	.8	7.8	5.0	.7	4.6	4.7	5.1	6.2	5.5	6.7	3.1	4.6
San Francisco-Oakland	4.5	2.4	5.4	4.7	5.1	6.2	2.6	7.0	4.0	2.2	4.1	8.5	4.2	4.2	4.3	6.0

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

² See table 3 for payroll periods covered in each area.

³ Birmingham, Buffalo, Cleveland, Kansas City, Pittsburgh, and Seattle were not surveyed in consecutive periods between 1953 and 1957.

⁴ Not surveyed in 1955-56

⁵ Decrease. This decline was probably due to a change in employment rather than to a decline in salaries.

⁶ Insufficient data to warrant presentation.

Table 3: Payroll periods covered

(Payroll periods covered in the community wage surveys, 17 labor markets, 1953-57¹)

Area	1953	1955	1956	1957
Northeast:				
Boston	March 1953	April 1955	-	September 1956
Buffalo	April 1953	September 1954	-	September 1956
New York City	February 1953	March 1955	April 1956	April 1957
Philadelphia	October 1952	November 1954	November 1955	November 1956
Pittsburgh	-	-	-	December 1956
South:				
Atlanta	March 1953	March 1955	April 1956	April 1957
Birmingham	-	-	-	January 1957
Dallas	August 1952	September 1954	October 1955	October 1956
Memphis	January 1953	February 1955	February 1956	February 1957
North Central:				
Chicago	March 1953	April 1955	April 1956	April 1957
Cleveland	October 1952	October 1954	-	October 1956
Kansas City	October 1952	-	-	December 1956
Minneapolis-St. Paul	November 1952	November 1954	December 1955	March 1957
West:				
Los Angeles-Long Beach	February 1953	March 1955	March 1956	March 1957
Portland	September 1952	April 1955	April 1956	April 1957
San Francisco-Oakland	January 1953	January 1955	January 1956	January 1957
Seattle	-	-	-	August 1956

¹ Fiscal years ending June 30.

Wage Differences Among Labor Markets

Occupational wage tables presented on pages 19 to 33 to 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.⁸ 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 and 5.

Interarea differences in pay levels were most marked for custodial and material movement workers and least for office workers and skilled maintenance crafts. 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 job 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 separately were

⁸ The office occupations covered 5 men's and 13 women's jobs: Men—clerks, accounting, class A; clerks, accounting, class B; order clerks; office boys; tabulating-machine operators; Women—billers, machine (billing); bookkeeping-machine operators, class B; Comptometer operators; accounting clerks, class A; accounting clerks, class B; file clerks, class B; payroll clerks; key-punch operators; secretaries; stenographers, general; switchboard operators; typists, class A; typists, class B. The plant jobs included 6 maintenance trades and 4 custodial and 7 material movement jobs: Maintenance—automotive mechanics, carpenters, electricians, machinists, mechanics, and painters; Custodial—guards, janitors, janitresses, and watchmen; Material Movement—forklift operators, material handling laborers, order fillers, shipping packers, shipping and receiving clerks; truckdrivers, medium; and truckdrivers, heavy, trailer type.

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. The procedure assumed a constant employment relationship between jobs in all areas—in manufacturing, nonmanufacturing, and for both groups combined.

For purposes of this comparison, aggregates for each occupational group and industry group are expressed as percentages of like groups in New York City, adjusted for differences in survey timing. Wage data for New York City relate to April 1957, as did those for Atlanta, Chicago, and Portland. Most of the other areas were studied earlier—Seattle in August 1956, Boston and Buffalo in September, Dallas and Cleveland in October, Philadelphia in November, and Birmingham, Kansas City, and Pittsburgh in December. The four remaining areas were studied between January and March 1957. The adjustment for timing differences assumed that New York City wages increased uniformly over the 12-month period between annual studies and that an intermediate level such as for August 1956 could be obtained by adding the estimated wage increment to April 1956 pay levels. The comparisons in the present study are not comparable with similar but unadjusted analyses made in past years, in which the interim between the New York City survey and most other areas ranged from 1 to 6 months.

Interarea Comparisons

Jobs Groups.—The office clerical pay level in Los Angeles-Long Beach was 107 percent of the New York City level (table 4).⁹ Chicago, Cleveland, and San Francisco-Oakland pay levels were at 104-105 percent of New York City and pay relatives for other areas ranged from 100 for Seattle to 85 for Memphis. (See table 4). Pay relatives for women closely followed this pattern, reflecting their predominance in office clerical employment. For men, however, pay relatives ranged from 117 in Cleveland to 96 in Atlanta and Boston and were 108 or more in the 4 western areas and in Buffalo, Chicago, Cleveland, and Pittsburgh.

All-industry averages for skilled maintenance workers (based on 6 trades), expressed as percentages of the New York City level, ranged from 112 in San Francisco-Oakland to 91 in Atlanta, Dallas, and Memphis. Areas as widely dispersed geographically as Buffalo,

⁹ If comparisons of office worker pay were based on average hourly earnings, New York City would rank first among these areas. Whereas stenographers, for example, averaged a 36-hour workweek in New York City, they worked from 38 to 40 hours, on the average, in other areas.

Birmingham, Cleveland, Kansas City, Minneapolis-St. Paul, Los Angeles-Long Beach, Portland, and Seattle had pay relatives of 104 to 107.

Custodial workers were highest paid in the San Francisco Bay Area (118 percent of New York City) and second highest, with a relative of 112, in Pittsburgh. Grouped at 106 to 109 percent (of New York City) were Buffalo, Chicago, Cleveland, and the 3 West Coast areas other than San Francisco-Oakland. Reflecting the generally lower pay level for unskilled workers in the South, custodial workers in Atlanta, Dallas, and Memphis averaged 75-77 percent of New York City pay.

Pay relatives for material movement workers fell into the same pattern of variation within and among regions. In the West, they ranged from 113 in the San Francisco Bay Area to 105 in Portland; among North Central areas from 109 in Cleveland to 99 in Kansas

City; in the Northeast from 109 in Pittsburgh to 92 in Boston; and in the South from 80 in Birmingham to 75 in Memphis.

Industry Groups.—As shown below, the wage spreads between the highest and lowest pay areas for office workers and material movement workers were about the same in manufacturing and non-manufacturing but for maintenance and custodial workers were definitely greater in nonmanufacturing.

Exclusion of the southern areas from the measure of wage dispersion would not materially affect the estimates for office workers in either industry group or for maintenance jobs in manufacturing; in other cases, however, the estimates of wage spread outside the South would decline sharply. In the case of custodial workers in nonmanufacturing, for example, a 41-percent difference existed between high and low wage areas, whereas inclusion of the South raised the spread to 78 percent.

<u>Percentage difference between highest and lowest area relatives</u>		
<u>Job group</u>	<u>Manufac- turing</u>	<u>Nonmanu- facturing</u>
Office workers -----	24	25
Plant workers -----	44	55
Maintenance -----	24	48
Custodial -----	42	78
Material movement -----	54	57

Table 4: Interarea pay comparisons, office workers

(Relative pay levels for office workers in 17 labor markets by industry division and sex, winter 1956-57)

(New York City = 100)

Labor market	All industries			Manufacturing			Nonmanufacturing		
	Men and women	Men	Women	Men and women	Men	Women	Men and women	Men	Women
Northeast:									
Boston	88	96	87	88	94	87	88	96	87
Buffalo	97	112	95	99	114	97	89	102	87
New York City	100	100	100	100	100	100	100	100	100
Philadelphia	92	101	91	92	99	91	90	100	89
Pittsburgh	99	115	97	101	115	99	94	109	92
South:									
Atlanta	90	96	89	92	94	92	90	97	89
Birmingham	93	105	92	99	107	98	87	98	85
Dallas	93	102	92	97	107	96	91	99	90
Memphis	85	98	83	86	94	85	84	99	82
North Central:									
Chicago	104	109	103	101	107	100	104	108	104
Cleveland	105	117	104	104	116	103	101	113	99
Kansas City	95	102	94	95	103	94	94	100	94
Minneapolis-St. Paul	91	100	90	88	96	87	91	101	90
West:									
Los Angeles-Long Beach	107	111	106	105	108	105	105	111	105
Portland	97	108	96	96	107	94	98	109	96
San Francisco-Oakland	105	109	104	107	109	107	103	107	103
Seattle	100	110	99	104	114	103	98	109	96

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 1956-57)

(New York City = 100)

Labor market	All industries				Manufacturing				Nonmanufacturing			
	Maintenance, custodial, and material movement	Maintenance	Custodial	Material movement	Maintenance, custodial, and material movement	Maintenance	Custodial	Material movement	Maintenance, custodial, and material movement	Maintenance	Custodial	Material movement
Northeast:												
Boston	93	93	94	92	93	92	98	91	93	94	89	94
Buffalo	106	106	109	105	107	104	115	105	97	100	89	101
New York City	100	100	100	100	100	100	100	100	100	100	100	100
Philadelphia	99	103	96	98	99	100	102	96	96	105	87	100
Pittsburgh	110	109	112	109	109	105	116	108	108	112	100	111
South:												
Atlanta	81	91	77	79	81	88	87	76	81	96	67	80
Birmingham	87	104	84	80	92	102	94	86	78	93	71	74
Dallas	80	91	77	77	85	90	89	81	75	84	68	74
Memphis	78	91	75	75	79	88	86	72	74	82	64	76
North Central:												
Chicago	105	111	106	102	103	104	108	100	108	121	103	105
Cleveland	108	106	108	109	108	104	114	107	104	105	90	111
Kansas City	99	104	95	99	103	101	109	101	95	105	81	98
Minneapolis-St. Paul	103	105	103	103	102	101	106	99	105	111	98	106
West:												
Los Angeles-Long Beach	107	107	107	107	106	102	112	104	109	114	102	110
Portland	106	107	106	105	105	103	109	104	105	110	98	107
San Francisco-Oakland	114	112	118	113	114	109	122	111	115	112	114	116
Seattle	107	105	107	108	107	101	110	108	108	108	104	110

Occupational Earnings

Among the 17 areas surveyed, occupational pay levels for women office workers were generally highest in Los Angeles-Long Beach and for plant workers in San Francisco-Oakland. The lowest averages for office and plant workers were generally found in Memphis.¹⁰ Among the highest paid jobs studied were secretaries in women's office jobs; class A accounting clerks in men's office jobs; tool and die makers in skilled maintenance jobs; and truckdrivers in custodial, warehousing, and shipping jobs. 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.

Pay rates of individual employees varied greatly in each occupation and labor market studied. In general, average earnings of office and plant workers tended to be higher in manufacturing than in nonmanufacturing. Each of these groups, however, include a wide variety of industries that differ in level of rates paid. Such nonmanufacturing industries as public utilities and wholesale trade, for example, are characterized by pay levels that frequently equal or exceed manufacturing averages for comparable work in the same area. Job rate variation is also typical among and within establishments within the same industry. Particularly in the case of office workers, length of service influences individual pay rates within an occupation and establishment. Thus, in viewing the accompanying tables, it should be noted that all figures are averages, and do not indicate either the broad range of earnings that may occur within a given occupation or the overlapping of pay rates between occupations.¹¹

Women's Office Occupations

Secretaries and general stenographers were numerically among the most important women's jobs studied. Secretaries had the highest average weekly salaries in 13 of the 17 areas; their average salaries ranged from \$65.50 in Memphis to \$84 in Los Angeles-Long Beach and were over \$75 in 9 areas including all 4 western areas (table A-1). General stenographers averaged \$60 or more in all areas except Memphis (\$56.50) and Boston (\$58.50). Among the 17 areas, the difference between the salaries of secretaries and general stenographers ranged from \$9 in Memphis and Boston to \$16 in New York City.

Class A accounting clerks had next to the highest salaries among the women's office jobs in 8 areas. Although their salaries were higher than those of secretaries in Birmingham and Kansas City, they usually averaged \$2 to \$6 less in the other areas.

¹⁰ For a more detailed description of intercity wage differences, see *Wage Differences Among Labor Markets*, p. 13.

¹¹ The distribution of workers by average hourly or weekly earnings are presented in the bulletins for the various areas. See last page.

Among the lower paid office jobs, average salaries of office girls ranged from \$43.50 in Memphis to \$56 in Los Angeles-Long Beach and San Francisco-Oakland.

Men's Office Occupations

Class A accounting clerks had the highest weekly salaries among the six men's office jobs studied. Their average salaries ranged from \$80 in Boston to \$98 in Pittsburgh, and in 10 of the 17 areas they were between \$87 and \$91.50. Men's salaries were higher than women's in similar occupations. Among areas, the median amount of difference between salaries of men and women was as follows: Order clerks, \$21; payroll clerks, \$15.50; accounting clerks, class A, \$17; accounting clerks, class B, \$13; and tabulating-machine operators, \$7.50. By way of contrast, differences in averages for office boys and office girls were small in most areas. Among the factors that may influence the higher pay position of men over women in the same job classifications are differences in length of service or experience, as well as differences in the establishments and type of industry where they are employed.

Professional and Technical Occupations

Salaries of industrial nurses, the only women's professional occupation studied, ranged from \$73 in Boston to \$89 in Los Angeles-Long Beach (table A-1), and fell in the range of \$75 to \$85 in 12 areas. Whereas in a majority of the areas nurses averaged \$3 to \$7 more than secretaries, they averaged \$2.50 a week less in Portland and the same as secretaries in Cleveland. The greatest difference in pay was noted in Birmingham where nurses averaged \$84.50 and secretaries, \$72.50.

Among men professional and technical workers, salaries of senior draftsmen averaged \$100 to \$110 a week except in Dallas (\$88.50), Seattle (\$94), Pittsburgh (\$113), Birmingham and Chicago (\$115), and New York City (\$117). Weekly salaries of junior draftsmen ranged from \$66.50 in Memphis to \$83.50 in Portland. Differences in salaries between senior and junior draftsmen ranged from \$17.50 in Portland to \$45 in Birmingham.

Skilled Maintenance Workers

Maintenance electricians and machinists averaged \$2.30 or more an hour in all areas except Dallas.¹² Hourly averages for maintenance carpenters and mechanics fell below \$2.30 in Atlanta, Boston, Dallas, and Memphis (table A-9). Maintenance painters earned

¹² In addition to the wage data collected in 17 labor areas, earnings for plant workers in Milwaukee and St. Louis are found in appendix A.

somewhat less and averaged below \$2 in Boston and Memphis, and more than \$2.30 in 9 areas, of which virtually all were located in the North Central and West regions. Tool and die makers, the highest paid skilled maintenance workers studied, had average hourly earnings ranging from \$2.43 in Dallas to \$2.97 in San Francisco-Oakland. In Pittsburgh, Chicago, Cleveland, Kansas City, Los Angeles-Long Beach, and Seattle, average hourly earnings in this trade were also \$2.70 or more. The San Francisco Bay Area ranked first among the highest pay areas for most of the skilled trades studied.

Custodial and Material Movement Occupations

The highest pay levels for most of the custodial and material movement jobs covered were also found in San Francisco-Oakland. One of the exceptions was truckdrivers (one of the more important jobs numerically), for which the highest average was recorded in New York City (\$2.47), 5 cents an hour more than in San Francisco-Oakland. A large portion of the truckdrivers in New York City manufacturing establishments were paid on a bonus basis, while in San Francisco-Oakland the drivers were on an hourly rate. In nonmanufacturing establishments, however, San Francisco-Oakland truckdrivers averaged \$2.40 compared with \$2.36 in New York City. The lowest pay levels for this job (less than \$2) were found in the South and Boston.

The all-industry averages for laborers engaged in material handling activities illustrate the geographic differences that exist in unskilled worker pay. Among the 4 southern areas, averages for laborers ranged from \$1.32 in Memphis to \$1.51 in Birmingham. Laborers averaged \$1.61 in Boston, \$1.72 in Philadelphia, and \$1.80 or more in the other 11 areas. The highest average (\$2.07) was recorded in San Francisco-Oakland and laborers averaged from \$1.94 to \$2 in the other western areas and in Cleveland, Minneapolis-St. Paul, and Pittsburgh. Men janitors earned from 16 to 38 cents

an hour less than laborers. Averages for watchmen were generally between those of laborers and janitors.

Earnings data were collected for three women's nonoffice jobs—operators of passenger elevators, packers for shipping, and janitresses (table A-9). Of these, shipping packers were the highest paid, with average hourly earnings ranging from \$1.13 in Memphis to \$1.76 in Los Angeles-Long Beach; they averaged more than \$1.40 in most of the areas. Janitresses' earnings ranged from 76 cents in Atlanta to \$1.72 in San Francisco-Oakland; they averaged about 85 cents in the other southern areas and about \$1.35 to \$1.50 in most of the remaining areas. Earnings of women elevator operators ranged from 55 cents in Atlanta to \$1.75 in San Francisco-Oakland. These operators averaged less than \$1 in all southern areas and less than \$1.50 in the remaining areas. Typically, men in similar jobs earned more than women.

Interindustry Comparisons

In the 17 areas studied, earnings of office and plant workers were generally higher in manufacturing industries than in nonmanufacturing industries as a group. However, manufacturing averages were sometimes exceeded in 1 or more of the 5 broad nonmanufacturing groups, particularly among office occupations. For example, average salaries of secretaries were higher in public utilities than in manufacturing in 14 of the 17 areas; earnings of general transcribing-machine operators were higher in wholesale trade than in manufacturing in 5 of 8 areas where comparisons could be made. Earnings of carpenters were higher in retail trade than in manufacturing in all six areas where comparisons were possible. Public utilities, followed by wholesale trade, generally had the highest averages among the nonmanufacturing groups surveyed. Since the importance of the various industry groups differs by area, this factor should be considered in evaluating interarea occupational wage differentials.

Table A-1: Office occupations - all industries

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

Sex, occupation, and grade	Northeast					South				North Central				West			
	Boston ²	Buffalo	New York City ²	Phila- delphia ²	Pitts- burgh	Atlanta	Birming- ham	Dallas	Memphis ²	Chicago ²	Cleve- land ²	Kansas City	Minne- apolis- St. Paul	Los Angeles- Long Beach ²	Portland	San Fran- cisco- Oakland ²	Seattle ²
Office clerical																	
<u>Men</u>																	
Clerks:																	
Accounting, class A	\$80.00	\$86.00	\$87.50	\$87.00	\$98.00	\$86.00	\$93.50	\$90.00	\$88.00	\$91.00	\$95.00	\$88.50	\$84.50	\$89.50	\$91.50	\$89.00	\$88.50
Accounting, class B	59.50	80.50	68.50	68.50	84.00	65.50	70.50	70.50	69.00	71.50	79.00	70.00	65.50	76.00	70.50	74.50	77.50
Order	76.00	92.00	75.50	76.00	86.50	71.50	76.50	73.00	66.50	89.00	87.50	73.00	82.00	88.00	86.00	86.50	84.00
Payroll	78.00	98.50	79.00	79.00	91.00	77.50	92.00	81.00	-	86.50	82.50	76.00	-	90.50	84.00	87.50	80.00
Office boys	44.50	52.50	49.50	46.50	53.00	48.00	46.50	46.00	44.00	55.00	56.00	47.00	48.50	58.00	51.50	54.50	49.50
Tabulating-machine operators	68.50	82.00	73.50	70.00	82.50	59.00	78.50	73.00	79.50	81.50	91.00	76.50	74.00	85.00	89.00	82.00	80.50
<u>Women</u>																	
Billers, machine:																	
Billing machine	56.00	58.50	64.00	57.50	57.00	56.00	54.00	55.50	51.00	65.00	61.50	58.50	55.50	65.00	57.50	70.00	59.50
Bookkeeping machine	48.50	53.00	65.00	56.00	55.50	54.00	53.00	54.00	44.50	64.50	67.00	-	58.50	70.00	59.00	63.50	65.50
Bookkeeping-machine operators:																	
Class A	61.00	65.00	71.50	64.00	68.50	62.00	67.00	63.50	62.00	77.00	74.50	66.00	66.50	79.00	75.00	76.00	68.50
Class B	52.50	51.50	61.00	53.50	53.00	56.00	51.00	54.00	51.50	65.00	59.50	56.00	55.50	60.00	55.50	60.00	57.00
Clerks:																	
Accounting, class A	65.50	72.50	78.50	68.50	74.50	71.00	73.00	68.00	64.50	79.00	76.00	74.50	71.50	80.00	74.50	77.00	71.00
Accounting, class B	52.50	54.00	62.00	55.00	59.50	55.00	57.00	57.50	52.50	65.00	65.00	57.00	55.50	67.00	63.00	65.00	59.50
File, class A	57.50	58.50	66.00	59.00	55.50	56.00	66.00	56.00	53.00	66.00	66.00	60.50	58.50	67.00	62.00	68.50	62.00
File, class B	44.50	48.00	52.00	45.00	49.50	45.50	50.00	44.50	46.50	53.50	52.00	47.50	47.50	55.50	48.50	52.50	51.50
Order	55.00	57.00	63.50	51.50	59.00	53.00	58.00	55.50	55.50	65.50	63.00	57.00	57.50	73.00	61.50	72.50	61.00
Payroll	59.00	66.00	73.00	61.00	72.00	62.00	63.00	62.50	58.50	73.00	70.00	64.50	63.00	76.00	66.50	76.50	68.00
Comptometer operators	54.00	57.00	66.00	58.50	62.00	59.00	54.00	58.50	52.50	68.50	66.00	62.50	59.50	72.50	63.50	69.00	64.50
Duplicating-machine operators (mimeograph or ditto)	49.50	52.50	56.00	52.50	52.50	51.50	50.50	-	-	60.50	59.50	53.00	56.50	63.50	55.50	62.50	53.50
Key-punch operators	54.50	59.00	61.00	53.50	61.00	56.00	59.00	55.00	57.00	67.00	66.00	60.50	54.50	71.50	64.50	65.50	62.00
Office girls	45.00	47.00	49.00	44.50	48.00	43.50	50.50	44.50	43.50	54.00	52.50	46.00	45.00	56.00	47.50	56.00	50.00
Secretaries	67.50	76.00	82.50	74.00	79.00	73.00	72.50	74.00	65.50	83.00	83.00	74.00	72.00	84.00	77.00	82.50	77.00
Stenographers, general	58.50	64.00	66.50	60.50	65.50	61.00	62.50	64.00	56.50	70.00	68.00	63.00	60.50	72.00	65.00	71.00	66.50
Stenographers, technical	62.00	69.50	79.00	70.00	71.00	-	-	79.00	-	78.00	77.50	-	-	82.00	-	69.00	69.50
Switchboard operators	54.50	53.50	64.50	57.00	61.00	53.50	53.00	51.00	44.50	65.50	64.00	55.00	58.50	67.00	57.00	66.00	62.00
Switchboard operator-receptionists	55.50	57.00	64.00	55.50	61.00	55.00	55.00	58.00	54.00	66.50	63.50	56.50	55.50	68.00	60.50	66.00	61.00
Tabulating-machine operators	61.00	76.00	71.00	64.00	76.00	59.00	63.50	66.00	67.50	74.00	74.50	70.00	62.50	82.00	73.00	76.50	67.50
Transcribing-machine operators, general	54.50	54.00	66.50	55.00	54.50	55.50	56.00	53.50	54.00	67.50	65.00	60.50	56.00	63.50	60.00	66.00	58.00
Typists, class A	53.50	61.50	64.50	58.00	61.00	56.00	63.00	56.50	55.50	67.50	68.50	66.00	56.00	69.00	62.50	66.00	62.00
Typists, class B	48.50	52.50	56.50	49.50	52.00	48.50	51.00	49.00	45.50	58.50	57.00	51.50	50.50	59.00	54.50	57.00	51.50
Professional and technical																	
<u>Men</u>																	
Draftsmen, leader	132.50	138.50	149.00	137.50	149.00	145.00	-	114.00	-	133.50	126.50	-	-	141.50	-	122.00	109.50
Draftsmen, senior	100.50	108.50	117.00	102.50	113.00	101.50	115.00	88.50	106.50	115.00	109.50	104.50	101.50	103.50	101.00	104.50	94.00
Draftsmen, junior	75.00	78.00	78.50	76.00	82.50	72.00	70.00	70.00	66.50	81.50	80.00	79.00	77.00	83.00	83.50	80.50	73.00
Tracers	56.50	-	72.50	-	79.50	-	-	55.50	-	66.00	-	-	63.00	70.00	-	-	-
<u>Women</u>																	
Nurses, industrial (registered)	73.00	82.00	86.00	77.00	85.50	81.50	84.50	77.50	75.00	83.50	83.00	81.00	79.00	89.00	74.50	83.50	83.00

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 B.

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

Table A-2: Office Occupations—manufacturing

(Average weekly earnings¹ for selected occupations studied in manufacturing)

Sex, occupation, and grade	Northeast					South				North Central				West			
	Boston	Buffalo	New York City	Philadelphia	Pittsburgh	Atlanta	Birmingham	Dallas	Memphis	Chicago	Cleveland	Kansas City	Minneapolis-St. Paul	Los Angeles-Long Beach	Portland	San Francisco-Oakland	Seattle
Office clerical																	
Men																	
Clerks:																	
Accounting, class A	\$83.50	\$92.00	\$88.50	\$88.00	\$101.50	\$85.50	\$98.00	\$97.00	\$88.00	\$93.00	\$96.50	\$91.50	\$82.00	\$89.00	\$88.50	\$92.00	\$88.50
Accounting, class B	58.00	83.50	73.00	76.50	87.00	65.50	72.00	76.00	67.50	78.50	81.50	80.50	67.00	74.50	-	79.00	-
Order	76.50	97.50	79.00	72.00	87.50	70.00	84.00	77.50	65.50	88.00	94.00	74.00	84.00	90.50	94.00	91.00	-
Payroll	79.50	98.50	80.00	80.00	91.50	77.50	92.50	-	-	87.00	84.00	72.00	-	86.00	-	92.50	78.00
Office boys	45.00	53.50	52.00	47.00	56.00	47.00	49.50	49.50	-	55.50	55.50	48.00	47.00	60.50	49.50	53.50	56.50
Tabulating-machine operators	67.50	84.00	77.50	71.50	86.50	81.50	80.50	83.50	77.50	82.50	91.50	-	77.50	84.50	-	87.00	-
Women																	
Billers, machine:																	
Billing machine	55.00	62.00	65.50	59.50	57.50	61.00	62.50	57.50	52.00	64.00	63.00	-	-	66.50	63.50	73.50	-
Bookkeeping machine	62.00	-	64.00	64.00	-	-	-	59.00	-	-	-	-	-	73.00	-	-	-
Bookkeeping-machine operators:																	
Class A	66.00	72.00	73.00	64.00	-	75.50	75.00	71.00	-	76.50	74.00	-	-	79.50	77.50	75.50	-
Class B	58.00	62.50	69.00	58.50	60.00	60.00	60.50	60.00	58.00	69.00	64.00	60.00	60.50	74.50	62.00	73.00	65.50
Clerks:																	
Accounting, class A	68.00	73.50	80.00	73.00	80.50	74.00	83.50	79.50	67.00	81.50	79.00	80.50	71.50	81.00	74.00	83.50	82.50
Accounting, class B	57.00	61.00	64.50	57.50	69.00	58.50	62.50	62.50	57.00	68.00	70.50	61.00	58.00	68.50	64.50	73.50	65.50
File, class A	58.00	69.50	73.00	62.00	65.50	-	71.00	60.50	51.00	66.50	67.00	-	56.50	72.00	-	73.50	-
File, class B	48.50	55.50	56.50	49.50	56.00	59.50	60.00	55.50	50.00	56.00	55.50	49.50	48.00	63.00	55.50	59.50	64.50
Order	55.00	61.00	65.00	53.00	70.50	57.00	61.50	61.50	57.50	68.00	64.00	54.00	62.00	72.00	66.50	74.00	65.00
Payroll	59.00	67.00	73.00	61.50	73.00	63.00	67.50	63.00	61.50	72.50	72.00	65.00	63.00	75.50	66.50	77.00	70.00
Comptometer operators	58.50	63.00	68.50	61.50	66.50	67.50	64.50	65.50	61.00	71.00	68.50	66.50	61.00	73.50	65.50	71.00	68.50
Duplicating-machine operators (mimeograph or ditto)	50.50	57.50	59.50	54.00	54.50	-	-	-	-	59.50	60.50	-	-	67.50	-	62.50	-
Key-punch operators	56.00	61.00	65.50	61.00	67.00	69.00	63.00	65.00	60.50	68.00	67.00	-	57.50	73.00	63.50	68.00	64.50
Office girls	51.00	49.00	49.50	46.00	50.00	-	-	54.00	44.50	55.50	54.50	-	46.00	61.00	52.00	58.50	-
Secretaries	69.50	79.00	86.50	77.00	83.00	75.50	77.50	77.50	68.50	84.50	85.50	74.00	73.50	84.00	76.00	89.50	82.50
Stenographers, general	61.00	67.50	70.00	62.50	69.50	62.50	70.50	69.50	59.50	70.50	71.00	69.00	61.00	74.00	68.00	75.00	70.00
Stenographers, technical	63.00	68.50	83.50	73.50	70.00	-	-	-	-	-	-	-	-	88.50	-	-	-
Switchboard operators	67.50	68.50	72.00	66.00	71.00	68.50	68.00	64.50	-	70.50	70.50	65.00	62.50	74.50	-	74.50	67.50
Switchboard operator-receptionists	57.00	58.50	65.00	57.00	63.00	54.00	61.50	58.00	57.00	67.00	65.50	55.50	57.50	68.50	62.00	68.00	62.50
Tabulating-machine operators	66.50	75.00	70.00	71.00	77.50	-	-	75.50	-	-	79.00	-	-	82.00	-	76.00	-
Transcribing-machine operators, general	57.00	56.00	67.50	56.50	61.50	56.00	59.50	53.50	53.50	68.00	66.00	-	55.00	61.50	66.50	71.50	-
Typists, class A	55.50	65.00	68.50	62.50	64.00	67.00	69.00	62.50	56.00	68.00	70.50	68.50	56.00	73.50	68.50	72.00	66.50
Typists, class B	51.00	56.50	61.00	51.50	56.00	54.50	57.50	56.00	49.00	59.50	59.50	54.00	52.00	63.50	59.00	62.50	58.50
Professional and technical																	
Men																	
Draftsmen, leader	134.50	138.50	151.50	138.00	150.00	-	-	101.50	-	131.00	130.00	-	-	142.00	-	121.00	-
Draftsmen, senior	97.00	109.50	108.00	102.50	114.00	99.00	116.00	88.00	108.50	113.00	109.50	106.00	101.50	101.00	101.50	107.50	92.50
Draftsmen, junior	73.00	78.00	72.00	78.00	84.00	73.00	71.00	70.00	69.00	80.00	80.50	83.00	76.00	84.50	82.00	70.00	-
Tracers	-	-	-	-	80.50	-	-	-	-	66.00	-	-	58.50	72.00	-	-	-
Women																	
Nurses, industrial (registered)	73.50	83.00	88.00	78.50	86.00	84.00	86.00	78.50	-	83.50	82.50	79.50	79.00	89.00	73.50	84.50	84.50

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

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

Table A-3: Office occupations—nonmanufacturing

(Average weekly earnings¹ for selected occupations studied in nonmanufacturing)

Sex, occupation, and grade	Northeast					South				North Central				West			
	Boston ²	Buffalo	New York City ²	Philadelphia ²	Pittsburgh	Atlanta	Birmingham	Dallas	Memphis ²	Chicago ²	Cleveland ²	Kansas City	Minneapolis-St. Paul	Los Angeles-Long Beach ²	Portland	San Francisco-Oakland ²	Seattle ²
Office clerical																	
<u>Men</u>																	
Clerks:																	
Accounting, class A	\$78.50	\$75.50	\$87.00	\$86.00	\$91.00	\$86.50	\$84.00	\$86.00	\$88.00	\$88.50	\$90.00	\$86.00	\$86.50	\$90.00	\$93.50	\$84.50	\$88.50
Accounting, class B	60.50	-	67.50	64.50	81.00	65.50	68.00	64.00	70.50	68.50	-	66.50	64.50	77.00	68.00	71.00	75.50
Order	76.00	-	74.50	77.00	83.00	72.00	71.50	71.50	66.50	90.00	83.50	72.00	81.00	87.00	83.50	84.50	82.50
Payroll	-	-	78.50	-	-	77.50	-	76.50	-	85.00	-	-	-	98.50	-	82.50	-
Office boys	44.50	-	49.00	46.00	50.50	48.00	43.00	45.00	43.00	54.50	57.00	46.50	49.50	56.00	52.00	55.00	47.50
Tabulating-machine operators	69.00	-	73.00	69.00	76.00	66.50	75.50	68.00	81.00	81.00	-	74.50	72.00	85.00	89.50	79.50	83.00
<u>Women</u>																	
Billers, machine:																	
Billing machine	57.00	51.50	63.50	56.50	56.50	53.50	50.50	54.50	50.50	66.00	58.50	58.50	55.00	65.00	56.00	65.50	59.00
Bookkeeping machine	46.50	52.00	65.50	52.50	54.50	53.00	50.50	52.50	44.50	63.00	-	-	58.50	67.00	58.00	63.50	65.00
Bookkeeping-machine operators:																	
Class A	58.50	60.00	71.00	63.50	65.50	58.50	57.00	62.00	62.50	78.00	75.50	64.00	-	78.00	73.00	76.00	68.00
Class B	50.00	48.50	60.00	52.50	51.00	55.50	49.00	52.50	49.50	64.00	58.00	55.50	53.50	57.50	54.50	58.00	56.50
Clerks:																	
Accounting, class A	64.00	71.00	75.50	66.00	69.50	70.50	70.00	66.00	63.00	78.00	74.00	73.00	71.50	79.00	75.00	76.00	69.00
Accounting, class B	51.50	49.00	61.50	54.50	54.00	54.50	54.50	56.00	52.00	63.00	59.00	56.50	55.00	65.50	63.00	62.50	59.00
File, class A	57.00	50.00	64.00	56.00	49.00	54.00	56.00	55.00	-	65.50	65.00	60.00	60.50	64.50	62.00	67.50	57.50
File, class B	44.00	41.50	51.00	43.50	46.50	44.50	43.00	44.00	46.00	52.50	49.50	47.50	47.50	50.50	47.50	57.00	48.50
Order	55.00	50.00	63.00	50.50	55.50	52.50	54.50	52.00	53.00	64.00	61.00	58.00	55.50	74.50	60.00	71.50	60.50
Payroll	59.00	63.50	73.00	59.50	70.00	61.50	56.50	62.00	55.00	73.50	65.00	64.00	63.50	77.50	66.50	75.50	66.50
Comptometer operators	52.50	52.50	65.00	57.50	59.00	57.50	49.00	57.00	50.00	67.00	61.50	61.00	59.00	71.50	62.50	67.50	63.50
Duplicating-machine operators																	
(mimeograph or ditto)	48.50	-	56.50	-	48.00	-	47.50	-	-	62.50	-	52.50	57.00	58.50	53.50	63.00	53.50
Key-punch operators	53.50	55.00	60.50	56.00	55.00	53.50	53.00	52.50	55.50	66.00	61.50	60.00	53.50	69.50	64.50	64.50	60.00
Office girls	43.50	43.00	49.00	43.50	45.50	46.50	44.00	42.00	43.00	53.50	50.00	45.50	44.50	52.50	46.00	53.50	48.00
Secretaries	66.00	70.00	80.50	70.50	73.50	72.00	69.00	72.50	64.00	82.00	79.50	74.50	71.00	84.00	77.50	79.00	73.00
Stenographers, general	57.00	57.00	65.50	58.00	60.00	60.50	55.00	60.00	54.50	70.00	64.00	59.50	60.00	70.00	64.00	69.00	63.00
Stenographers, technical	61.50	-	75.00	-	-	-	-	69.00	-	-	-	-	-	76.50	-	-	-
Switchboard operators	52.50	52.00	63.50	54.00	56.50	50.00	47.00	49.00	43.00	63.50	59.50	52.50	57.00	64.00	56.50	64.00	60.00
Switchboard operator-receptionists	54.50	54.00	63.00	54.00	59.00	55.50	48.50	57.50	52.50	65.50	61.00	57.00	54.50	67.00	59.50	64.50	60.50
Tabulating-machine operators	59.50	62.00	71.50	60.00	73.50	56.00	61.50	62.00	-	73.50	69.00	68.50	60.50	87.00	-	76.50	61.50
Transcribing-machine operators,																	
general	53.00	51.00	66.00	54.00	52.00	55.50	-	53.50	54.00	67.00	63.00	61.00	56.00	64.00	58.00	64.50	58.00
Typists, class A	55.50	52.50	63.50	54.50	54.50	55.00	56.50	54.50	55.50	67.00	64.00	63.50	56.00	64.50	61.00	63.50	57.50
Typists, class B	47.50	46.50	55.50	48.50	49.50	47.50	46.50	47.50	44.50	57.50	54.00	50.00	49.50	56.00	53.00	56.00	50.00
Professional and technical																	
<u>Men</u>																	
Draftsmen, senior																	
Draftsmen, senior	104.50	98.50	124.50	102.50	99.00	105.50	-	89.50	-	118.00	-	-	100.00	122.50	98.50	98.50	-
Draftsmen, junior	78.50	-	82.50	68.00	71.50	71.00	67.00	70.00	-	87.00	-	-	-	-	-	78.00	-
<u>Women</u>																	
Nurses, industrial (registered)																	
Nurses, industrial (registered)	72.00	-	84.50	73.50	-	-	-	-	-	83.50	-	-	-	88.50	-	-	-

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 B.

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

Table A-4: Office occupations - public utilities *

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

Sex, occupation, and grade	Northeast					South				North Central				West			
	Boston ²	Buffalo	New York City ²	Philadelphia	Pittsburgh	Atlanta	Birmingham	Dallas	Memphis ²	Chicago ²	Cleveland ²	Kansas City	Minneapolis-St. Paul	Los Angeles-Long Beach ²	Portland	San Francisco-Oakland ²	Seattle ²
Office clerical																	
<u>Men</u>																	
Clerks, accounting, class A	\$89.00	\$87.00	\$96.00	\$93.50	\$104.50	\$101.00	-	\$87.00	-	\$96.00	-	\$82.50	-	\$88.00	\$93.50	\$92.50	\$87.00
Clerks, accounting, class B	-	-	79.50	-	97.50	84.00	-	66.50	-	-	-	69.50	-	72.00	-	81.50	-
Office boys	43.00	-	51.50	45.50	48.50	51.50	\$42.00	44.00	-	59.50	-	-	-	-	-	58.00	-
Tabulating-machine operators	-	-	84.00	-	-	71.50	-	71.00	-	88.50	-	83.00	-	84.50	-	85.50	-
<u>Women</u>																	
Billers, machine (billing machine)	-	-	-	-	-	-	54.50	-	-	68.00	-	63.00	\$63.00	-	-	71.50	64.50
Clerks:																	
Accounting, class A	69.50	-	88.00	-	-	84.50	85.00	80.00	-	-	-	81.50	-	79.50	81.50	76.50	73.00
Accounting, class B	59.50	73.50	71.00	70.00	68.50	58.50	-	63.50	-	64.50	\$57.50	61.50	60.50	73.50	73.00	69.50	64.00
File, class B	45.00	-	55.00	53.00	-	51.50	-	48.50	-	-	-	52.50	50.50	65.00	57.50	62.50	56.00
Payroll	61.50	-	72.50	-	-	65.50	-	63.50	-	-	62.00	60.00	64.50	74.50	77.50	82.00	68.50
Comptometer operators	-	-	70.50	-	63.00	64.50	-	64.50	-	69.00	-	65.00	-	68.50	-	77.50	-
Key-punch operators	59.00	62.50	62.50	57.50	56.00	61.50	60.00	60.50	-	68.50	-	65.00	57.00	73.50	63.50	73.00	68.00
Office girls	-	-	47.50	44.50	45.50	-	-	43.50	-	-	-	-	-	-	-	-	-
Secretaries	81.00	84.00	89.00	99.00	85.00	88.50	85.50	76.00	\$75.50	89.00	85.50	86.00	74.00	88.00	84.00	83.00	80.50
Stenographers, general	60.00	69.00	67.50	61.50	62.00	64.50	61.00	60.50	68.50	74.00	65.00	62.00	66.00	77.50	77.00	73.00	65.00
Switchboard operators	64.00	65.50	67.00	66.50	63.50	64.00	-	59.00	-	72.00	-	66.00	69.00	73.00	66.50	77.00	-
Switchboard operator-receptionists	-	-	69.50	61.00	61.00	67.00	-	66.50	-	-	-	-	-	76.50	-	77.50	61.00
Tabulating-machine operators	55.50	-	75.00	64.00	73.50	-	-	-	-	-	-	-	-	-	-	85.00	-
Typists, class A	-	-	63.50	-	55.50	-	-	56.00	-	73.50	62.00	-	-	68.00	62.50	70.50	59.00
Typists, class B	48.00	53.00	60.00	53.50	52.00	53.50	-	49.00	-	-	59.50	-	58.50	64.50	61.00	61.00	-
Professional and technical																	
<u>Men</u>																	
Draftsmen, senior	-	-	114.50	-	104.50	110.00	-	76.00	-	112.00	-	-	-	105.00	95.00	-	-
Draftsmen, junior	68.50	-	71.50	-	-	69.50	-	-	-	94.00	-	-	-	-	-	-	-

¹ Earnings relate to standard salaries that are paid for standard work schedules.² 1 or more utilities are municipally operated, and therefore excluded from the scope of the studies. See footnote 4 to the table in appendix B.

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

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

Table A-5: Office occupations—wholesale trade

(Average weekly earnings¹ for occupations studied in wholesale trade)

Sex, occupation, and grade	Northeast				South	North Central			West	
	Boston	New York City	Philadelphia	Pittsburgh	Atlanta	Chicago	Cleveland	Minneapolis-St. Paul	Los Angeles-Long Beach	San Francisco-Oakland
Office clerical										
Men										
Clerks:										
Accounting, class A	\$83.50	\$88.00	\$92.50	\$96.50	\$85.00	\$89.50	-	\$80.50	\$91.00	\$81.50
Accounting, class B	66.50	73.50	73.50	69.00	65.50	70.00	-	-	-	-
Order	76.00	74.50	76.50	83.00	73.00	91.00	\$84.00	80.00	87.00	84.00
Office boys	48.50	52.00	50.50	48.50	48.00	53.50	-	-	56.50	-
Tabulating-machine operators	75.50	77.50	80.00	-	73.50	83.50	-	-	85.00	87.50
Women										
Billers, machine (billing machine)	60.00	66.50	-	54.50	58.50	68.00	-	-	68.50	-
Bookkeeping-machine operators:										
Class A	63.50	72.50	-	-	66.00	78.00	-	-	80.50	70.00
Class B	56.50	66.50	63.00	56.50	57.50	65.00	62.50	57.00	69.50	64.00
Clerks:										
Accounting, class A	71.50	75.50	71.00	-	71.00	81.50	-	-	78.00	77.50
Accounting, class B	56.00	67.00	62.50	61.50	58.00	67.00	-	56.50	69.00	67.50
File, class A	66.50	64.00	-	-	60.50	60.50	-	-	70.00	70.50
File, class B	48.00	53.50	49.00	50.50	49.50	57.00	51.50	52.50	55.00	55.00
Order	61.00	64.50	-	-	53.50	69.00	-	-	80.50	84.00
Payroll	67.50	77.00	-	-	65.50	76.00	-	71.00	79.00	82.50
Comptometer operators	59.00	65.00	64.00	60.00	58.50	72.00	62.50	60.00	73.00	67.50
Key-punch operators	60.50	63.00	62.00	63.00	55.50	-	-	-	74.00	69.50
Office girls	-	48.50	-	-	49.50	55.50	-	-	54.50	-
Secretaries	70.00	80.50	72.00	74.50	72.50	85.00	78.50	73.50	82.50	83.00
Stenographers, general	62.00	66.50	64.00	63.00	64.50	71.00	67.00	64.00	72.00	72.00
Switchboard operators	59.00	67.00	63.50	-	-	72.50	-	-	66.50	66.00
Switchboard operator-receptionists	59.50	64.00	54.50	61.00	56.50	66.00	63.50	55.50	70.00	63.50
Transcribing-machine operators,										
general	58.00	69.00	-	56.00	59.50	66.00	-	57.00	60.00	64.50
Typists, class A	66.00	67.50	-	-	58.00	72.00	-	-	69.50	65.50
Typists, class B	51.00	59.50	52.00	51.00	51.00	59.00	55.50	54.00	62.00	57.50

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

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

Table A-6: Office occupations—retail trade

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

Sex, occupation, and grade	Northeast				South		North Central		West		
	Boston	New York City ²	Philadelphia ²	Pittsburgh	Atlanta	Dallas	Chicago	Minneapolis-St. Paul	Portland	San Francisco-Oakland	Seattle
Office clerical											
Men											
Clerks, accounting, class A -----	-	\$84.00	-	-	\$82.00	\$85.00	\$87.00	-	-	-	-
Clerks, accounting, class B -----	-	63.50	-	-	65.50	63.00	70.00	-	-	-	-
Women											
Billers, machine:											
Billing machine -----	-	-	-	-	46.00	-	-	\$51.50	\$46.50	-	\$55.50
Bookkeeping machine -----	\$44.00	64.00	\$52.00	\$53.50	-	50.00	57.00	-	-	\$65.00	-
Bookkeeping-machine operators, class B -----	49.50	63.00	55.00	-	54.50	48.50	64.00	57.50	57.50	68.50	61.50
Clerks:											
Accounting, class A -----	60.00	73.50	66.50	69.00	69.50	63.50	-	-	72.50	76.50	63.50
Accounting, class B -----	47.00	56.50	52.50	56.00	50.50	52.00	61.00	53.00	57.00	64.00	57.00
File, class B -----	42.00	48.00	40.00	49.50	41.50	39.00	52.00	47.00	-	54.00	50.50
Order -----	46.00	57.50	46.50	53.50	48.50	43.50	56.00	49.50	-	60.50	58.00
Payroll -----	54.00	68.00	57.00	65.50	56.00	58.50	-	60.50	59.00	69.50	66.00
Comptometer operators -----	50.50	63.00	55.00	56.00	56.50	56.00	63.50	61.00	59.00	67.50	61.00
Key-punch operators -----	50.00	56.50	57.50	54.50	48.00	-	62.00	-	57.00	66.50	-
Secretaries -----	65.00	76.00	72.00	67.50	67.00	71.00	78.50	69.00	66.50	77.00	70.50
Stenographers, general -----	52.50	63.00	58.00	56.50	55.50	56.00	66.00	57.00	53.50	69.00	61.50
Switchboard operators -----	51.50	58.50	49.00	54.50	46.50	44.50	58.50	53.00	53.00	64.50	60.50
Switchboard operator-receptionists -----	49.00	60.00	55.50	-	51.00	52.50	-	-	52.50	-	62.50
Typists, class B -----	48.00	52.50	50.00	49.50	45.50	48.00	56.50	47.00	49.00	59.00	57.00

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

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

Table A-7: Office Occupations-finance**

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

Sex, occupation, and grade	Northeast				South		North Central			West	
	Boston	New York City	Philadelphia	Pittsburgh	Atlanta	Dallas	Chicago	Cleveland	Minneapolis-St. Paul	Los Angeles-Long Beach	San Francisco-Oakland
Office clerical											
Men											
Clerks, accounting, class A	\$68.50	\$84.50	\$84.00	\$76.50	\$75.50	\$80.50	\$86.50	-	-	\$86.00	-
Clerks, accounting, class B	50.00	62.50	55.50	-	57.50	-	-	-	-	-	\$69.00
Office boys	44.00	49.00	45.00	-	45.50	43.50	55.00	\$60.50	-	51.50	54.50
Tabulating-machine operators	68.00	69.50	63.50	69.00	62.50	66.00	76.50	-	\$69.00	80.00	73.00
Women											
Bookkeeping-machine operators:											
Class A	57.00	70.50	62.00	55.50	-	63.00	-	-	-	-	-
Class B	47.50	58.50	50.00	49.00	52.50	49.50	63.00	56.50	50.50	55.50	55.50
Clerks:											
Accounting, class A	63.50	74.50	64.50	65.00	62.00	55.50	75.00	-	69.00	71.00	68.50
Accounting, class B	50.00	59.00	50.00	49.00	49.50	49.50	61.50	-	-	57.50	57.50
File, class A	53.50	62.50	53.00	-	52.00	51.50	65.50	-	-	58.50	65.50
File, class B	43.50	50.00	42.50	44.50	43.50	42.50	50.50	49.00	46.50	47.50	48.50
Payroll	58.00	74.50	56.50	-	56.50	60.00	76.50	-	-	72.00	71.00
Comptometer operators	49.50	64.50	-	-	-	55.50	62.00	-	-	-	-
Key-punch operators	51.00	60.00	53.50	49.00	50.00	48.50	64.50	-	50.50	61.50	60.50
Office girls	44.50	49.50	42.00	46.00	45.00	42.50	53.50	-	43.50	49.50	51.00
Secretaries	66.00	81.50	67.00	67.00	67.00	72.50	80.00	76.00	72.00	79.00	77.50
Stenographers, general	55.50	64.00	54.00	54.00	55.00	58.50	68.00	60.50	57.00	67.00	67.00
Switchboard operators	53.50	64.00	55.00	55.50	59.00	57.00	68.00	-	60.00	62.00	64.00
Switchboard operator-receptionists	53.00	60.00	51.00	-	49.50	56.00	62.50	-	-	61.00	62.50
Tabulating-machine operators	60.00	71.50	59.50	-	55.50	58.50	-	-	58.00	77.50	70.50
Transcribing-machine operators, general	51.50	64.50	50.50	-	53.00	51.00	66.00	-	55.00	61.00	64.00
Typists, class A	53.00	60.50	53.50	53.00	53.50	53.00	65.50	66.00	53.00	60.50	61.00
Typists, class B	47.00	54.00	46.50	47.00	46.00	45.50	57.00	52.50	48.50	54.50	54.00

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

** Finance, insurance, and real estate.

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

Table A-8: Office occupations— services

(Average weekly earnings¹ for selected occupations studied in services)

Sex, occupation, and grade	Northeast			North Central	West
	Boston	New York City	Phila- delphia	Chicago	Los Angeles- Long Beach ²
Office clerical					
<u>Women</u>					
Bookkeeping-machine operators, class B -----	-	\$67.50	-	\$69.50	\$60.50
Clerks:					
Accounting, class A -----	\$66.50	74.00	-	-	80.50
Accounting, class B -----	54.50	61.00	\$59.00	62.00	66.00
File, class B -----	45.00	52.00	44.00	53.00	52.50
Payroll -----	59.50	71.50	-	76.00	74.50
Secretaries -----	60.00	78.50	65.00	82.50	79.50
Stenographers, general -----	52.00	67.00	58.00	73.00	68.00
Switchboard operators -----	45.50	61.00	44.50	57.00	54.00
Switchboard operator-receptionists -----	52.00	62.50	51.50	67.00	63.50
Typists, class A -----	58.00	67.50	58.50	69.00	-
Typists, class B -----	45.50	58.50	50.00	61.50	56.00

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."

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

Table A-9: Plant occupations— all industries

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

Occupation ²	Northeast					South				North Central				West			
	Boston ³	Buffalo	New York City ³	Phila- delphia ³	Pitts- burgh	Atlanta	Birming- ham	Dallas	Memphis ³	Chicago ³	Cleve- land ³	Kansas City	Minne- apolis- St. Paul	Los Angeles- Long Beach ³	Portland	San Fran- cisco- Oakland ³	Seattle ³
Maintenance and powerplant																	
Carpenters	\$2.22	\$2.50	\$2.38	\$2.48	\$2.50	\$2.08	\$2.50	\$2.16	\$2.13	\$2.65	\$2.47	\$2.52	\$2.58	\$2.52	\$2.63	\$2.70	\$2.38
Electricians	2.32	2.63	2.40	2.47	2.66	2.41	2.66	2.18	2.37	2.77	2.58	2.66	2.67	2.66	2.71	2.51	
Engineers, stationary	2.26	2.34	2.56	2.16	2.43	1.93	2.47	1.86	2.09	2.75	2.52	2.41	2.43	2.64	2.44	2.54	2.36
Firemen, stationary boiler	1.88	2.07	2.00	1.99	2.16	1.51	1.93	1.59	1.22	2.20	2.14	2.13	2.18	2.23	2.19	2.38	2.07
Helpers, trades	1.83	2.16	1.89	2.05	2.09	1.63	2.04	1.48	1.33	2.11	2.12	1.98	2.05	2.09	2.05	2.20	1.98
Machine-tool operators, toolroom	2.25	2.51	2.34	2.37	2.58	-	2.28	-	-	2.59	2.52	-	2.32	2.60	2.50	2.64	-
Machinists	2.30	2.56	2.56	2.55	2.71	2.30	2.89	2.26	2.43	2.75	2.59	2.53	2.58	2.68	2.61	2.70	2.48
Mechanics	2.14	2.52	2.42	2.38	2.55	2.06	2.31	2.12	2.07	2.49	2.48	2.40	2.32	2.46	2.52	2.63	2.47
Mechanics, automotive	2.07	2.26	2.30	2.32	2.49	2.03	2.04	1.97	1.96	2.59	2.43	2.31	2.37	2.46	2.42	2.65	2.43
Millwrights	2.19	2.54	2.44	2.36	2.63	-	-	2.25	2.35	2.60	2.50	2.58	2.51	2.60	2.61	2.66	2.39
Oilers	1.81	2.17	2.00	1.84	2.13	1.55	2.09	1.77	1.91	2.09	2.12	2.03	2.07	2.05	2.07	2.17	2.09
Painters	1.96	2.23	2.18	2.23	2.33	2.11	2.25	2.04	1.90	2.76	2.35	2.56	2.63	2.41	2.63	2.57	2.39
Pipefitters	2.24	2.47	2.42	2.53	2.50	2.52	-	-	2.46	2.68	2.54	2.58	2.65	2.62	2.56	2.69	2.37
Plumbers	2.24	-	2.17	2.31	2.30	-	-	2.14	-	2.78	-	-	2.59	-	-	-	-
Sheet-metal workers	2.29	2.53	2.45	2.43	2.52	-	-	-	-	2.69	2.49	2.53	2.60	2.61	2.65	2.60	-
Tool and die makers	2.51	2.69	2.69	2.58	2.78	-	2.46	2.43	2.61	2.92	2.71	2.73	2.65	2.78	2.97	2.72	2.72
Custodial, warehousing, and shipping																	
Elevator operators, passenger (men)	1.16	1.24	1.62	1.48	1.73	-	-	.86	.74	1.97	1.24	1.02	1.42	1.33	-	1.62	-
Elevator operators, passenger (women)	1.06	1.07	1.46	1.21	1.34	.55	.63	.85	.56	1.25	1.12	1.08	1.34	1.36	1.21	1.75	1.38
Guards	1.72	2.03	1.69	1.68	2.15	1.93	1.82	1.72	1.80	1.94	2.03	1.73	1.93	2.02	2.03	1.85	1.88
Janitors, porters, and cleaners (men)	1.42	1.70	1.54	1.49	1.68	1.17	1.30	1.16	1.14	1.69	1.67	1.47	1.57	1.64	1.61	1.81	1.57
Janitors, porters, and cleaners (women)	1.22	1.27	1.37	1.17	1.41	.76	.85	.84	.85	1.51	1.30	1.17	1.36	1.38	1.36	1.72	1.48
Laborers, material handling	1.61	1.86	1.80	1.72	1.96	1.42	1.51	1.33	1.32	1.86	1.98	1.82	1.94	2.00	1.99	2.07	1.94
Order fillers	1.67	1.95	1.83	1.87	2.06	1.41	1.52	1.44	1.37	1.87	1.96	1.82	1.87	2.03	1.97	2.10	2.00
Packers, shipping (men)	1.59	2.06	1.57	1.66	2.00	1.40	1.38	1.33	1.38	1.79	2.01	1.69	1.89	1.92	1.89	1.99	1.90
Packers, shipping (women)	1.31	1.54	1.45	1.33	1.66	1.27	-	1.15	1.13	1.66	1.52	1.39	1.41	1.76	-	1.64	1.59
Receiving clerks	1.69	1.92	1.87	1.80	2.05	1.60	1.70	1.71	1.58	2.00	2.04	1.91	2.02	2.09	1.98	2.17	1.87
Shipping clerks	1.81	2.01	2.03	2.03	2.16	1.71	1.64	1.70	1.73	2.11	2.13	1.98	2.07	2.14	2.15	2.19	2.05
Shipping and receiving clerks	1.79	2.01	1.92	2.02	2.02	1.79	1.77	1.76	1.73	2.06	-	1.99	2.03	2.14	2.07	2.30	2.03
Truckdrivers ⁵	1.98	2.13	2.47	2.21	2.37	1.71	1.55	1.63	1.63	2.38	2.28	2.04	2.18	2.26	2.19	2.42	2.25
Light (under 1½ tons)	1.73	1.99	2.07	1.96	2.26	1.34	1.48	1.46	1.09	2.36	1.97	1.78	2.19	2.01	2.02	2.37	2.13
Medium (1½ to and including 4 tons)	1.86	2.07	2.44	2.19	2.40	1.68	1.45	1.69	1.60	2.33	2.26	2.04	2.16	2.22	2.14	2.39	2.18
Heavy (over 4 tons, trailer type)	2.17	2.20	2.40	2.31	2.51	2.02	1.63	1.66	1.76	2.44	2.31	2.11	2.20	2.30	2.29	2.49	2.33
trailer type)	2.02	2.21	2.73	2.20	2.26	-	2.06	-	-	2.40	-	-	2.20	2.35	2.20	2.45	2.29
Truckers, power (forklift)	1.87	2.07	2.26	1.94	2.03	1.70	1.74	1.61	1.50	2.08	2.09	2.04	2.06	2.14	2.08	2.16	2.04
Truckers, power (other than forklift)	1.89	2.15	2.16	1.84	2.40	-	-	1.82	1.53	2.02	2.37	1.86	1.99	2.13	2.19	2.25	2.04
Watchmen	1.42	1.61	1.65	1.52	1.79	1.24	1.31	1.20	1.08	1.31	1.60	1.50	1.64	1.72	1.77	1.86	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 B.⁴ Certain manufacturing workers included in earlier reports were reclassified and excluded. Had they been included the earnings would have been \$2.13.⁵ Includes all drivers, regardless of size and type of truck operated.

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

Table A-10: Plant occupations - manufacturing

(Average hourly earnings¹ for selected occupations studied in manufacturing)

Occupation ²	Northeast					South				North Central				West			
	Boston	Buffalo	New York City	Philadelphia	Pittsburgh	Atlanta	Birmingham	Dallas	Memphis	Chicago	Cleveland	Kansas City	Minneapolis-St. Paul	Los Angeles-Long Beach	Portland	San Francisco-Oakland	Seattle
Maintenance and powerplant																	
Carpenters	\$2.17	\$2.51	\$2.42	\$2.44	\$2.48	\$2.08	\$2.52	\$2.20	\$1.99	\$2.47	\$2.45	\$2.55	\$2.56	\$2.46	\$2.56	\$2.66	\$2.37
Electricians	2.36	2.64	2.57	2.48	2.66	2.41	2.68	2.32	2.44	2.72	2.59	2.55	2.62	2.63	2.65	2.74	2.49
Engineers, stationary	2.36	2.41	2.80	2.25	2.47	2.35	2.73	2.16	2.22	2.67	2.56	2.59	2.42	2.64	2.45	2.77	2.32
Firemen, stationary boiler	1.93	2.11	2.31	2.03	2.19	1.54	2.02	1.73	1.21	2.11	2.15	2.23	2.21	2.36	2.14	2.43	2.09
Helpers, trades	1.85	2.18	1.93	2.10	2.09	1.69	2.11	1.57	1.26	2.09	2.16	2.11	2.01	2.09	2.03	2.25	1.97
Machine-tool operators, toolroom	2.25	2.51	2.34	2.37	2.58	-	2.28	-	-	2.59	2.52	-	2.32	2.60	2.50	2.64	-
Machinists	2.30	2.56	2.56	2.54	2.71	2.28	2.89	2.35	2.44	2.74	2.59	2.56	2.57	2.67	2.63	2.71	2.49
Mechanics	2.11	2.52	2.48	2.38	2.54	1.99	2.32	2.15	2.10	2.48	2.49	2.39	2.31	2.46	2.53	2.65	2.46
Mechanics, automotive	2.26	2.39	2.41	2.39	2.55	2.05	2.19	1.93	1.78	2.50	2.45	2.34	2.39	2.42	2.40	2.68	2.37
Millwrights	2.19	2.54	2.45	2.36	2.63	-	-	-	2.35	2.60	2.50	2.58	2.51	2.60	2.61	2.66	2.39
Oilers	1.80	2.19	2.10	1.84	2.14	1.55	2.09	1.77	2.01	2.06	2.12	2.04	2.07	2.04	2.07	2.17	2.09
Painters	2.10	2.31	2.44	2.35	2.35	2.34	2.25	2.21	2.14	2.50	2.42	2.53	2.60	2.38	2.62	2.64	2.33
Pipefitters	2.24	2.47	2.48	2.52	2.53	2.52	-	-	2.46	2.64	2.54	2.59	2.64	2.62	2.57	2.69	2.38
Sheet-metal workers	2.31	2.54	2.45	2.43	2.51	-	-	-	-	2.69	2.49	2.53	2.60	2.60	-	-	-
Tool and die makers	2.52	2.69	2.69	2.58	2.78	-	2.46	2.43	2.61	2.92	2.71	2.73	2.65	2.77	-	2.97	2.72
Custodial, warehousing, and shipping																	
Guards	1.78	2.04	1.87	1.92	2.16	2.07	1.87	1.82	1.86	1.98	2.05	2.09	1.97	2.02	-	2.03	1.91
Janitors, porters, and cleaners (men)	1.54	1.83	1.57	1.61	1.80	1.38	1.53	1.39	1.35	1.73	1.80	1.71	1.68	1.78	1.77	1.96	1.69
Janitors, porters, and cleaners (women)	1.34	1.57	1.53	1.40	1.67	1.10	1.17	1.21	1.24	1.57	1.63	1.58	1.54	1.69	1.46	1.82	-
Laborers, material handling	1.59	1.90	1.88	1.73	1.97	1.40	1.61	1.45	1.31	1.82	1.94	1.88	1.89	1.96	1.97	2.01	1.93
Order fillers	1.76	1.87	1.64	1.73	2.00	1.39	1.89	1.66	1.44	1.88	2.00	1.83	1.87	1.90	2.13	2.18	2.06
Packers, shipping (men)	1.59	2.08	1.55	1.70	2.04	1.55	1.50	1.44	1.34	1.83	2.04	1.93	1.86	1.94	1.83	2.02	1.90
Packers, shipping (women)	1.38	1.62	1.43	1.52	1.65	-	-	1.13	1.70	1.58	1.55	1.48	1.75	-	-	-	-
Receiving clerks	1.79	2.02	1.92	1.94	2.06	1.71	2.03	1.98	1.87	2.07	2.05	1.98	2.08	2.04	2.26	2.18	1.85
Shipping clerks	1.91	2.08	2.08	2.01	2.17	1.79	1.93	1.87	1.81	2.24	2.13	1.98	2.06	2.08	2.22	2.17	2.10
Shipping and receiving clerks	1.79	2.06	1.82	1.87	1.96	1.94	1.88	1.82	1.71	2.06	-	2.01	2.05	2.13	2.17	2.27	2.08
Truckdrivers ⁴	2.01	2.15	2.66	2.19	2.41	1.41	1.69	1.57	1.43	2.43	2.20	2.07	2.18	2.24	2.22	2.50	2.35
Light (under 1½ tons)	1.92	2.05	2.14	2.10	2.29	1.42	1.70	1.44	1.33	2.53	2.06	1.76	2.26	1.93	1.98	2.48	-
Medium (1½ to and including 4 tons)	2.00	2.03	2.62	2.23	2.56	1.26	1.71	1.42	1.48	2.34	2.18	2.13	2.14	2.28	2.17	2.51	2.28
Heavy (over 4 tons, trailer type)	2.00	-	2.47	2.17	2.31	1.85	1.52	1.78	1.55	2.42	2.31	-	-	2.34	2.30	2.50	2.38
Heavy (over 4 tons, other than trailer type)	2.06	2.22	2.95	2.17	2.22	-	2.06	-	-	-	-	-	-	2.30	2.28	2.49	-
Truckers, power (forklift)	1.83	2.07	2.24	1.92	2.00	1.77	1.75	1.68	1.65	2.08	2.09	2.08	1.95	2.09	2.09	2.15	2.02
Truckers, power (other than forklift)	1.89	2.15	-	1.83	2.39	-	-	1.94	1.83	2.00	2.37	2.06	1.98	1.99	2.22	2.26	2.04
Watchmen	1.49	1.71	1.58	1.61	1.83	1.24	1.37	1.34	1.14	1.69	1.75	1.66	1.75	1.78	1.74	1.91	1.70

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 Certain workers included in earlier reports were reclassified and excluded. Had they been included the earnings would have been \$2.13.⁴ Includes all drivers, regardless of size and type of truck operated.

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

Table A-II: Plant occupations - nonmanufacturing

(Average hourly earnings¹ for selected occupations studied in nonmanufacturing)

Occupation ²	Northeast					South				North Central				West			
	Boston ³	Buffalo	New York City ³	Phila-delphia ³	Pitts-burgh	Atlanta	Birming-ham	Dallas	Memphis ³	Chicago ³	Cleve-land ³	Kansas City	Minne-apolis-St. Paul	Los Angeles-Long Beach ³	Portland	San Fran-cisco-Oakland ³	Seattle ³
Maintenance and powerplant																	
Carpenters	\$2.31	\$2.44	\$2.36	\$2.60	\$2.61	\$2.08	-	\$2.14	\$2.27	\$3.01	\$2.56	\$2.43	\$2.61	\$2.69	\$2.76	\$2.80	\$2.41
Electricians	2.15	2.43	2.29	2.43	2.68	2.38	\$2.29	1.95	-	2.98	2.52	2.42	2.78	2.85	-	-	2.64
Engineers, stationary	2.07	2.12	2.44	1.97	2.31	1.71	-	1.73	1.93	2.83	2.43	2.25	2.43	2.64	2.39	2.37	2.48
Firemen, stationary boiler	1.79	1.73	1.84	1.78	1.97	-	-	-	-	2.42	2.02	-	2.15	-	-	-	2.02
Helpers, trades	1.76	1.87	1.88	1.89	-	1.59	1.17	1.37	1.43	2.17	1.71	1.76	-	2.11	-	-	-
Machinists	2.34	-	2.59	-	-	-	-	-	-	2.90	-	-	-	2.82	-	2.58	-
Mechanics	2.22	-	2.26	2.38	2.82	2.22	-	1.98	1.74	2.55	-	2.46	2.32	2.47	2.39	2.50	2.51
Mechanics, automotive	2.04	2.21	2.28	2.29	2.44	2.03	1.96	1.97	2.00	2.63	2.42	2.30	2.37	2.46	2.43	2.65	2.44
Painters	1.82	1.86	2.11	2.09	2.25	1.89	-	1.91	1.74	3.01	2.21	-	2.66	2.50	2.65	2.49	2.42
Plumbers	-	-	2.13	2.23	-	-	-	-	-	-	-	-	-	2.79	-	-	-
Custodial, warehousing, and shipping																	
Elevator operators, passenger (men)	1.14	1.18	1.61	1.45	1.69	-	-	.78	.66	1.97	1.24	-	1.40	1.35	-	1.61	-
Elevator operators, passenger (women)	1.05	1.07	1.46	1.18	1.31	.55	.63	.85	.56	1.23	1.12	-	1.33	1.33	1.21	1.72	1.38
Guards	1.63	1.90	1.65	1.33	1.96	1.49	-	1.39	-	1.84	1.89	-	1.75	2.05	-	1.63	1.75
Janitors, porters, and cleaners (men)	1.31	1.28	1.53	1.37	1.48	1.00	1.04	1.00	.95	1.64	1.30	1.27	1.50	1.51	1.48	1.74	1.50
Janitors, porters, and cleaners (women)	1.20	1.11	1.36	1.12	1.26	.70	.82	.80	.75	1.50	1.19	1.11	1.29	1.34	1.35	1.71	1.42
Laborers, material handling	1.65	1.74	1.70	1.71	1.92	1.43	1.32	1.24	1.35	1.91	2.03	1.76	1.98	2.02	2.01	2.12	1.95
Order fillers	1.63	2.03	1.92	1.96	2.10	1.42	1.25	1.37	1.34	1.87	1.93	1.82	1.87	2.06	1.95	2.07	1.99
Packers, shipping (men)	1.59	-	1.59	1.45	1.87	1.28	1.22	1.23	1.40	1.72	1.75	1.62	1.91	1.90	1.90	1.96	1.89
Packers, shipping (women)	1.21	1.25	1.46	1.23	-	1.16	-	-	1.13	1.48	-	1.27	1.32	-	-	1.74	1.52
Receiving clerks	1.59	1.78	1.84	1.63	2.04	1.52	1.42	1.40	-	1.93	1.99	1.84	1.93	2.16	1.90	2.16	1.93
Shipping clerks	1.74	-	1.99	2.11	2.14	1.60	1.35	1.51	1.65	1.94	2.13	1.97	2.09	2.20	2.08	2.21	2.03
Shipping and receiving clerks	1.79	1.91	2.01	2.07	2.17	1.69	1.37	1.71	1.79	2.05	-	1.97	2.01	2.15	2.00	2.32	1.95
Truckdrivers ⁴	1.97	2.12	2.36	2.22	2.33	1.79	1.44	1.65	1.69	2.37	2.30	2.03	2.18	2.27	2.18	2.40	2.23
Light (under 1½ tons)	1.53	-	2.02	1.69	2.23	1.32	1.35	1.46	1.06	2.23	1.93	1.32	-	2.08	2.06	2.30	2.10
Medium (1½ to and including 4 tons)	1.77	2.08	2.32	2.17	2.17	1.80	1.32	1.73	1.65	2.33	2.29	2.00	2.16	2.19	2.13	2.36	2.17
Heavy (over 4 tons, trailer type)	2.20	2.18	2.38	2.33	2.57	2.04	1.93	1.61	1.79	2.44	2.31	2.12	2.20	2.27	2.29	2.48	2.33
Heavy (over 4 tons, other than trailer type)	2.01	-	2.57	2.21	2.35	-	-	-	-	2.40	-	-	2.20	2.38	2.18	2.44	2.29
Truckers, power (forklift)	1.99	2.07	2.30	2.03	2.52	1.50	-	1.52	1.19	2.14	-	-	2.16	2.30	2.08	2.20	2.08
Watchmen	1.32	1.35	1.67	1.37	1.62	1.25	1.25	1.08	.99	1.18	1.32	1.22	1.56	1.61	1.63	1.78	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 Exceptions to the standard industry limitations are shown in footnotes 4 and/or 6 to the table in appendix B.⁴ Includes all drivers, regardless of size and type of truck operated.

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

Table A-12: Plant occupations- public utilities *

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

Occupation ²	Northeast					South				North Central				West			
	Boston ³	Buffalo	New York City ⁴	Philadelphia	Pittsburgh	Atlanta	Birmingham	Dallas	Memphis ³	Chicago ³	Cleveland ³	Kansas City	Minneapolis-St. Paul	Los Angeles-Long Beach ³	Portland	San Francisco-Oakland ³	Seattle ³
Maintenance and powerplant																	
Carpenters	-	-	\$2.39	\$2.29	\$2.25	-	-	-	-	-	-	-	-	\$2.34	-	\$2.53	\$2.35
Engineers, stationary	-	-	2.30	-	2.15	-	-	\$1.91	-	-	-	-	-	-	-	-	-
Helpers, trades	\$1.95	\$1.90	1.88	1.94	-	\$1.72	\$1.40	1.53	\$1.71	-	-	-	-	2.02	-	-	-
Mechanics, automotive	2.03	2.22	2.25	2.27	2.42	2.10	1.99	2.11	2.13	\$2.66	\$2.37	\$2.31	\$2.33	2.46	\$2.43	2.65	2.43
Painters	2.12	-	2.33	2.34	2.48	-	-	-	-	2.59	-	-	-	2.35	-	2.43	-
Custodial, warehousing, and shipping																	
Guards	-	-	1.93	-	-	-	-	-	-	-	-	-	-	1.92	-	1.69	-
Janitors, porters, and cleaners (men)	1.59	1.57	1.61	1.72	1.60	1.29	1.30	1.32	1.19	1.76	-	1.62	1.85	1.75	1.68	1.74	1.68
Janitors, porters, and cleaners (women)	-	-	-	1.41	1.37	-	-	1.13	1.04	1.52	-	1.49	-	-	1.49	1.58	-
Laborers, material handling	1.93	1.98	1.92	1.97	-	1.93	1.66	1.55	1.76	2.21	2.22	2.05	2.17	2.11	2.11	2.25	2.06
Truckdrivers ⁴	2.09	2.11	2.38	2.17	2.20	2.10	1.93	1.97	2.15	2.37	2.32	2.16	2.21	2.20	2.15	2.37	2.16
Medium (1½ to and including 4 tons)	2.02	2.11	2.41	2.18	-	2.11	-	1.96	2.09	2.29	-	2.11	2.19	2.18	2.12	2.30	2.15
Heavy (over 4 tons, trailer type)	2.10	2.12	2.44	2.24	2.26	2.08	-	1.95	2.21	2.43	2.33	-	-	2.19	2.25	2.48	2.23
Heavy (over 4 tons, other than trailer type)	2.11	-	2.28	2.15	2.12	-	-	-	-	-	-	-	-	-	2.17	2.43	-
Truckers, power (forklift)	-	2.08	-	2.04	-	-	-	1.64	-	-	-	-	-	2.26	-	2.19	-
Watchmen	1.74	1.62	1.70	1.56	1.80	1.50	1.41	-	.98	-	-	-	1.75	-	-	-	-

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 1 or more utilities are municipally operated, and therefore excluded from the scope of the studies. See footnote 4 to the table in appendix B.⁴ Includes all drivers, regardless of size and type of truck operated.

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

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

Table A-13: Plant occupations— wholesale trade

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

Occupation ²	Northeast				South	North Central			West	
	Boston	New York City	Philadelphia	Pittsburgh	Atlanta	Chicago	Cleveland	Minneapolis-St. Paul	Los Angeles-Long Beach	San Francisco-Oakland
Maintenance and powerplant										
Mechanics	\$2.48	-	-	-	\$2.10	-	-	-	\$2.48	-
Mechanics, automotive	2.12	-	\$2.43	-	1.82	\$2.58	-	-	2.43	-
Custodial, warehousing, and shipping										
Janitors, porters, and cleaners	1.47	\$1.55	1.45	\$1.63	1.30	1.61	\$1.56	\$1.61	1.71	\$1.85
Laborers, material handling	1.64	1.76	1.70	1.86	1.16	1.84	1.83	1.97	2.08	2.00
Order fillers	1.62	1.92	1.99	1.94	1.40	1.87	1.92	2.00	2.03	2.06
Packers, shipping	1.74	1.62	-	1.86	1.32	1.76	1.81	1.96	1.90	1.99
Receiving clerks	1.71	2.16	1.91	2.03	1.59	2.01	-	2.06	2.07	2.13
Shipping clerks	1.82	2.03	2.33	2.00	1.67	1.98	-	2.08	2.18	2.19
Shipping and receiving clerks	1.83	2.06	2.11	-	1.69	2.10	-	2.06	2.28	2.40
Truckdrivers ³	2.11	2.35	2.32	2.36	1.45	2.42	2.24	2.14	2.28	2.39
Light (under 1½ tons)	1.64	-	-	-	1.28	-	-	-	2.00	2.29
Medium (1½ to and including 4 tons)	1.86	2.29	2.20	2.20	1.34	2.40	-	2.13	2.24	2.33
Heavy (over 4 tons, trailer type)	2.37	-	2.42	-	-	2.53	-	2.19	2.15	-
Heavy (over 4 tons, other than trailer type)	2.11	-	2.31	-	-	-	-	-	2.41	2.45
Truckers, power (forklift)	1.93	-	-	-	1.36	2.10	-	-	2.28	2.19
Watchmen	1.44	1.91	-	1.75	-	-	-	-	-	-

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.

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

Table A-14: Plant occupations - retail trade

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

Occupation ²	Northeast				South		North Central		West		
	Boston	New York City ³	Philadelphia ³	Pittsburgh	Atlanta	Dallas	Chicago	Minneapolis-St. Paul	Portland	San Francisco-Oakland	Seattle
Maintenance and powerplant											
Carpenters	\$2.50	\$2.54	\$3.06	-	\$2.26	\$2.30	\$2.85	-	-	-	-
Electricians	-	2.56	2.81	-	-	-	2.80	-	-	-	-
Engineers, stationary	-	2.61	2.26	\$2.74	1.76	1.68	2.77	-	-	\$2.48	\$2.43
Mechanics	2.16	-	2.25	2.90	2.15	1.71	-	-	-	-	-
Mechanics, automotive	2.00	-	2.24	2.53	1.66	1.58	2.51	-	\$2.38	-	2.45
Custodial, warehousing, and shipping											
Elevator operators, passenger (women) ----	.97	-	1.22	-	.67	.90	1.18	-	1.19	1.74	1.37
Janitors, porters, and cleaners (men) ----	1.24	1.27	1.31	1.34	.90	.95	1.39	\$1.38	1.45	1.72	1.47
Janitors, porters, and cleaners (women) ----	1.03	1.33	1.06	1.16	-	.71	1.31	-	1.13	1.75	1.40
Laborers, material handling	1.53	1.59	1.63	1.97	1.12	1.11	1.74	-	1.79	2.20	1.94
Order fillers	1.65	1.89	1.90	2.28	1.47	1.49	1.87	1.60	1.95	2.12	-
Packers, shipping (men)	1.27	1.53	1.42	1.91	-	1.13	1.58	-	-	1.89	-
Packers, shipping (women)	1.24	1.45	1.24	-	1.11	-	-	-	-	-	-
Receiving clerks	1.53	1.63	1.50	2.18	1.48	1.40	1.91	1.85	1.84	2.21	1.89
Shipping clerks	1.61	1.91	-	-	1.43	1.47	1.84	-	-	-	1.97
Shipping and receiving clerks	1.77	-	2.11	2.10	1.58	1.50	1.86	-	2.03	2.14	-
Truckdrivers ⁴	1.83	2.38	2.18	2.50	1.28	1.33	2.35	2.12	2.18	2.53	2.32
Medium (1½ to and including 4 tons)	1.72	2.06	2.10	2.37	1.19	1.23	-	-	2.15	2.53	-
Heavy (over 4 tons, trailer type)	-	-	2.27	2.80	-	-	2.41	2.17	-	-	-
Truckers, power (forklift)	2.03	-	2.05	-	-	-	2.21	-	-	-	2.10
Watchmen	1.25	1.50	1.42	1.61	1.14	1.15	1.42	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Data limited to men workers except where otherwise indicated.³ Excludes data for limited-price variety stores.⁴ Includes all drivers, regardless of size and type of truck operated.

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		North Central			West	
	Boston	New York City	Philadelphia	Pittsburgh	Atlanta	Dallas	Chicago	Cleveland	Minneapolis-St. Paul	Los Angeles-Long Beach	San Francisco-Oakland
Maintenance and powerplant											
Engineers, stationary	-	\$2.54	\$1.95	\$2.36	-	\$1.77	\$2.93	-	-	-	\$2.25
Custodial, warehousing, and shipping											
Elevator operators, passenger (men)	\$1.26	1.67	1.52	-	-	-	2.05	\$1.25	-	\$1.42	1.75
Elevator operators, passenger (women)	1.18	-	1.41	-	-	.88	-	1.22	-	-	-
Guards	1.59	1.89	1.44	-	-	1.47	1.83	-	-	1.65	1.68
Janitors, porters, and cleaners (men)	1.33	1.72	1.41	1.64	\$0.86	.95	1.97	1.39	\$1.52	1.41	1.76
Janitors, porters, and cleaners (women)	1.24	1.37	1.14	1.36	.67	.78	1.53	1.18	-	1.30	1.75
Watchmen	1.34	1.86	1.39	-	-	-	-	-	-	1.45	-

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

** Finance, insurance, and real estate.

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

Table A-16: Plant occupations—services

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

Occupation ²	Northeast			North Central	West
	Boston	New York City	Philadelphia	Chicago	Los Angeles-Long Beach ³
Maintenance and powerplant					
Engineers, stationary	-	\$2.30	\$1.75	\$2.83	\$2.54
Firemen, stationary boiler	\$1.55	1.70	-	-	-
Painters	1.48	1.92	-	-	2.51
Custodial, warehousing, and shipping					
Elevator operators, passenger (men)94	1.40	-	-	1.15
Elevator operators, passenger (women)	-	1.42	.97	-	-
Janitors, porters, and cleaners (men)	1.01	1.45	1.13	1.43	1.41
Janitors, porters, and cleaners (women)90	1.35	1.04	1.49	-
Truckdrivers ⁴	1.40	2.00	1.70	-	-
Light (under 1½ tons)	1.44	-	1.73	-	-
Watchmen	1.16	1.34	1.04	1.11	1.53

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."⁴ Includes all drivers, regardless of size and type of truck operated.

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

Establishment Practices and Supplementary Wage Provisions

Introduction

Data on the nature and prevalence of selected establishment practices and supplementary wage provisions in 17 areas appear in the series B tables which follow. The scope of the data is described in footnotes to the tables and under Scope and Method beginning on page 76.

Three of the areas—Birmingham, Pittsburgh, and Seattle—were last surveyed during the winter of 1951-52. Kansas City was last studied in 1952-53; Boston, Buffalo, and Cleveland, 1954-55; and the remaining 10 areas, in 1955-56. Data in tables B-3 to B-33 for two of the latter areas (Memphis and Minneapolis-St. Paul) relate to a 1955-56 payroll period. (See footnote 21, page 76.)

Labor-Management Agreement Coverage

Establishments with at least half of their plant or office workers covered by collective agreements accounted for about four-fifths of the plant workers and a sixth of the office workers employed in large and medium-sized firms in the 17 labor markets.¹³ The proportion of plant workers whose wages and working conditions were governed by collective agreements exceeded 95 percent in San Francisco-Oakland and Seattle and 80 percent in 8 other areas. Los Angeles-Long Beach, Seattle, and Pittsburgh were the only areas studied in which as many as a fifth of the office workers were covered by union contracts. Among the 17 areas, those in the West generally had the highest proportion of both plant and office workers under agreements. Plant worker coverage in Los Angeles-Long Beach (75-79 percent) was, however, exceeded in 4 of 5 areas in the Northeast and by 3 areas in the North Central region and equaled in Birmingham. Detroit, Milwaukee, Newark-Jersey City, and St. Louis studied earlier are also among the areas with the highest proportions of plant workers under agreements.¹⁴

Office worker coverage estimates did not differ greatly among areas, nearly all falling between 10 to 20 percent. Those outside

¹³ For this analysis, all plant or office workers were considered to be covered by an agreement if the terms of one or more agreements applied to a majority in the establishment. Similarly, if less than half the workers in an establishment were covered by an agreement, that establishment and all of its employees were classified as not being covered by an agreement. The term "plant workers" as used in these studies includes working foremen and all nonsupervisory employees engaged in nonoffice functions. "Office workers" includes all office clerical employees and excludes administrative, professional and technical personnel. The minimum employment in establishments within scope of the studies appears in the table in appendix B, p. 78.

¹⁴ See Wage Differences and Establishment Practices, 17 Labor Markets, 1953-54, BLS Bull. 1173, p. 17.

this range were generally very close to it. In 2 of the 4 southern areas, Atlanta and Dallas, where the proportion of plant workers under contract was substantially less than in the northern areas, the office worker coverage was almost as large as in other regions. Among the southern areas, Birmingham had the highest proportion of plant workers under contract but ranked with Memphis in having the lowest proportion of office worker coverage (table B-1).

In most of the areas, a high proportion (usually over half) of office workers in public utilities, were covered by agreements.¹⁵ In other industry divisions, the variation among areas was considerable. Relatively high proportions of retail trade office workers were under agreement in Seattle, San Francisco-Oakland, and Minneapolis-St. Paul, even though all of these areas had relatively low coverage of office workers in manufacturing. In Atlanta, coverage of office workers in manufacturing was as high as in public utilities.

Coverage for plant workers in industry divisions other than public utilities and manufacturing was most often highest in the service industries and lowest in retail trade. In a few areas, particularly in the West, the coverage in wholesale trade was substantial.

With the exception of public utilities, there did not seem to be any significant positive correlation between the extent of collective bargaining agreements for office and plant workers. A high coverage of plant workers in a specific industry division was not necessarily accompanied by relatively high coverage for office workers. An earlier (1953-54) study indicated, however, that when office workers were covered by an agreement, about two-thirds of these contracts were negotiated by the union that covered a majority of the plant workers in the same establishment.

These estimates, of course, do not represent the proportions of workers belonging to labor organizations, since there are union members in establishments not having labor-management agreements and there are also workers who are not union members that are working under terms of a labor-management agreement. Nor are the estimates a measurement of the proportions of workers covered by contracts within an area or industry division, since the establishments in the study do not represent all industries in an area and do not include representation of comparatively small establishments. The excluded establishment-size groups account for a much smaller proportion of employment in manufacturing and public utilities than in the other industry divisions. Moreover, establishments with agreements limited to maintenance crafts, comprising a minority of the employees in the establishment, were not included in the total of firms having contracts

¹⁵ Municipally owned utilities were excluded from the scope of the studies. For cities with municipally operated utilities, see footnote 4 to the table in appendix B, p. 78.

covering a majority of workers. The construction and railroads industries which are typically covered by labor-management contracts are also omitted from these surveys. These estimates, therefore, are representative only of medium and large employers in the industries within the scope of the study and in the areas studied.

Minimum Entrance Rates for Office Workers

Half of the establishments visited in 15 areas reported established minimum entrance rate provisions for hiring inexperienced typists (table B-2), a fifth had no set policy, the remaining three-tenths either did not hire inexperienced workers or did not employ typists. More than half of the establishments had a minimum hiring rate policy for other inexperienced clerical help.

Establishment entrance rates ranged from less than \$40 to \$60 or more a week within each area. Median rates by area, however, exhibited the same pattern of salary differences among areas noted in the earlier discussion of office job pay: Median entrance rates for typists of \$42-\$45 were paid in the southern and northeastern areas (except New York City); \$49-\$50 medians were recorded in New York City, Cleveland, Portland (Oreg.), and Seattle with higher medians prevailing in Chicago (\$52), San Francisco-Oakland (\$54), and Los Angeles-Long Beach (\$54.50).

All-industry median entrance rates for other inexperienced clerical workers were slightly below typist rates. Entrance rates in offices of manufacturing concerns were also widely dispersed but the general levels for both typists and others, as measured by medians, were higher than all-industry levels by \$2 or more in most areas.

Scheduled Workweeks

Slightly more than half of the women office workers in the 17 labor market areas combined had 40-hour workweeks. Nearly all 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.

Almost five-sixths of the combined plant (nonoffice) work force in the 17 areas worked 40 hours a week. Most plant workers not on a 40-hour week had shorter schedules in 7 areas in the Northeast and West, longer schedules in the 10 other areas studied.

Workweeks Under 40 Hours.—In a majority of the areas, somewhat fewer than a third of the women office workers had workweeks of less than 40 hours. However, in Boston and Philadelphia about two-thirds had workweeks of less than 40 hours; in New York City all but about one-ninth of the women office workers worked fewer than 40, typically 35 hours per week (table B-4).

In the combined nonmanufacturing industries, 55 percent of the women office workers worked fewer than 40 hours a week. The proportion ranged from 33 percent (retail trade) to 75 percent (finance, insurance, and real estate) in these areas for which data were available.

Manufacturing industries, which accounted for slightly fewer than a third of the women office workers within the scope of the studies in the 17 areas, reported 35 percent of their women workers at less than 40 hours (table B-5). 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 Philadelphia, almost two-fifths in Boston and Chicago, a third in San Francisco-Oakland, to less than a fourth in 12 areas.

A 40-hour week applied to the overwhelming majority of plant workers. Only 8 percent of the plant workers in the 17 areas combined had weekly schedules of less than 40 hours. This proportion was exceeded only in Boston, Philadelphia, San Francisco-Oakland, and with the highest proportion (19 percent) in New York City.

Fewer than an eighth 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 3 other areas—Boston, 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.

In the combined nonmanufacturing industries 7 percent of the plant workers had schedules of less than 40 hours—a proportion that was exceeded only in Boston, Buffalo, New York City, and San Francisco-Oakland. In New York City, such shorter workweeks applied to a fourth of the nonoffice workers in retail trade and to a sixth in wholesale trade; in Boston, to three-tenths in retail trade.

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 schedules applied to 1 out of every 9 plant workers in the combined areas. Among areas, the highest proportions of office workers at more than 40-hour schedules were recorded in Memphis and Dallas. The highest such proportions of plant workers were also recorded in these two areas and Atlanta. Few plant workers were on the longer schedules in Buffalo, New York City, Philadelphia, and the four 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.

Late-Shift Pay Provisions (Manufacturing)

The great majority of manufacturing 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. About 9 in every 10 workers covered by second-shift provisions were also covered by third-shift provisions (table B-11).

Among areas, the proportion of manufacturing plant workers in firms having specified second-shift provisions ranged from approximately two-thirds in New York City to virtually all workers in Pittsburgh. The proportion was above 90 percent in Buffalo, Birmingham, Chicago, Cleveland, and the West Coast areas studied, and ranged from 76 to 87 percent in the 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 and Memphis. In these areas, the shift provisions covering 14 and 21 percent respectively, of the workers did not specify a pay differential.

The common form of differential in most areas for both second and third shifts was a uniform cents-per-hour addition to first-shift rates. The next most common provision, generally, was for a uniform percentage addition to the day rates. Percentage differentials were the type most commonly specified for second-shift work in Philadelphia and for third-shift work in Boston, Philadelphia, and Chicago. Second-shift pay provisions covering from a fifth to a third of the workers in Portland, Seattle, and San Francisco-Oakland 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 between a third and three-fourths of the plant workers in all four West Coast areas studied; about a fourth in Atlanta and Dallas; and a tenth in Buffalo, Birmingham, and New York City.

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 of the workers in establishments having provisions in any area except Pittsburgh, Birmingham, and Seattle. 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.

The following tabulation shows the two most common second- and third-shift differentials in each area. Each such pair of differentials in six areas (see footnote 1) was applicable to half or more of the plant workers in establishments that had provisions for the indicated shifts. Half or more were also covered by the second-shift pairs in Boston and Chicago, and by the third-shift pairs in Kansas City and Portland. In the remaining areas, the pairs applied to from a third to a half of the workers. It should be noted that the most common third-shift differentials do not necessarily relate to the same plants or workers as those shown for the second shift.

Cents differentials for second-shift work for a majority of the workers were less than 9 cents an hour, except in Atlanta, Chicago, Dallas, Los Angeles-Long Beach, Minneapolis-St. Paul, New York

City, San Francisco-Oakland, and Seattle. Relatively few workers were covered by provisions for differentials of 13 cents or higher, except in the San Francisco-Oakland area.

City	Most common shift differentials by rank			
	Second shift		Third shift	
	1	2	1	2
Boston	10 percent	10 cents	10 percent	15 percent
Buffalo	6 cents	5 percent	9 cents	10 percent
New York City	10 percent	10 cents	10 cents	10 percent
Philadelphia ¹	10 percent	5 cents	10 percent	10 cents
Pittsburgh ¹	6 cents	-	9 cents	-
Atlanta	12 cents	5 percent	(²)	5 cents
Birmingham ¹	6 cents	-	9 cents	-
Dallas ¹	12 cents	5 cents	(²)	10 cents
Memphis	5 cents	3 cents	3 cents	5 cents
Chicago	10 percent	10 cents	10 percent	9 cents
Cleveland	5 percent	10 cents	10 cents	10 percent
Kansas City	5 percent	5 cents	10 cents	10 percent
Minneapolis-St. Paul	10 cents	7½ percent	10 cents	15 cents
Los Angeles-Long Beach ¹	12 cents	10 cents	(²)	-
Portland	(²)	7 cents	(²)	7 cents
San Francisco-Oakland	(²)	10 cents	(²)	16 cents
Seattle ¹	12 cents	-	(²)	-

¹ Differentials listed are applicable to at least half of the plant workers in establishments that had provisions for the indicated shifts.

² Full day's pay for reduced hours plus cents differential.

³ Full day's pay for reduced hours plus percentage differential.

Cents differentials for third-shift work were commonly 10 to 15 cents an hour in Chicago, Los Angeles-Long Beach, Minneapolis-St. Paul, New York City, and Philadelphia; and 15 cents or higher in San Francisco-Oakland. They were typically 9 cents in Birmingham and Pittsburgh; 9 or 10 cents in Buffalo, Dallas, Cleveland, and Kansas City; and generally less than 10 cents in other areas.

Percentage differentials were provided extensively in all Northeast and North Central areas except Pittsburgh. In most areas, the common amount was 10 percent for each shift. However, 5 percent was the predominant percentage differential for second-shift work in Atlanta, Buffalo, Cleveland, Dallas, and Kansas City.

At the time of the survey, the proportion of plant workers actually working on late shifts ranged from about a seventh in Boston, New York City, Kansas City, and Minneapolis-St. Paul, to a third or more in Birmingham and Pittsburgh (table B-12).

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

Paid Holidays

The most commonly paid holiday provisions for office workers were 6 or 7 paid full-day holidays in a majority of the areas. However, in Memphis 5 paid full-day holidays was the most common provision, and in Atlanta about as many received 5 as received 6. In Boston and New York City, office workers most commonly received 11 paid full-day holidays. The most common provisions for plant workers were 6 or 7 full-day paid holidays in most areas studied. In Memphis, 5 days was most common; in Atlanta, the proportions receiving 5 and 6 days were about equal; in Dallas, provisions for 5, 6, or 7 full-day holidays all covered sizable groups of workers.

Seven or more paid full-day holidays were provided to almost all office workers in Boston, New York City, San Francisco-Oakland, and Seattle. The proportion of office workers granted 7 or more paid full-day holidays ranged between 50 and 75 percent in the other northeastern and western areas and in Birmingham. Among the remaining areas, this proportion was lowest (20 to 30 percent) in the other southern areas and in Cleveland. The 4 areas that provided 7 or more holidays to the highest proportion of office workers also led, along with Pittsburgh, in providing 7 or more holidays to the highest proportion of plant workers (approximately 75 to 85 percent), followed by Birmingham and Philadelphia with about 60 percent. The lowest proportions of plant workers receiving 7 or more paid full-day holidays (10 to 25 percent) were recorded in the same areas as for office workers. Provisions for more than 8 paid full-day holidays were not common for plant workers except in Boston and New York City, nor for office workers except in these 2 areas and Philadelphia.

The most liberal holiday provisions were reported in the northeast areas, particularly Boston and New York City where 55 and 53 percent, respectively, of the office workers and 10 and 20 percent of the plant workers received 11 or more holidays, and Philadelphia where 22 percent of the office workers were provided more than 11 full-day paid holidays. Workers in the 4 southern areas received the fewest paid holidays, with large proportions of office workers (nearly 60 percent in Memphis) receiving 5 or fewer paid holidays. In 3 of the southern areas, about 40 percent of the plant workers received fewer than 6 paid full-day holidays and an additional 11 to 15 percent had no paid holidays.

Six or 7 holidays were generally provided to both office and plant workers in Buffalo, Birmingham, Los Angeles-Long Beach, Pittsburgh, Portland, and the 4 North Central areas. Among these areas, Buffalo, Chicago, Kansas City, and Pittsburgh had appreciable numbers of office and plant workers in establishments with provisions for eight or more. Seven or 8 holidays were most common in Seattle and San Francisco-Oakland, and in the latter area 9 days or more were frequently granted to office workers.

In each of the major industry groups surveyed, virtually all office workers and the great majority of plant workers received one or more paid full-day holidays. In a few industries and areas, more than

10 percent of the plant workers received no paid full-day holidays—factory, public utility, and retail trade workers in a few southern areas, factory workers in Seattle and Portland (tables B-14 and B-15), and plant workers in service industries in 4 of the 5 areas for which data are presented (table B-19).

Manufacturing industries as a group usually did not provide as many full-day paid holidays as most of the nonmanufacturing divisions. In manufacturing establishments, the usual provision was 6 or 7 paid holidays, although substantial numbers received 8 or more in 5 areas and 9 or more in 2 of those areas. By contrast, among the nonmanufacturing industries, paid holiday practices were most liberal in finance and public utility divisions, where the proportions of workers receiving 8 and 9 or more full-day holidays was greater than in manufacturing in a number of areas. Provisions in wholesale trade also were more liberal than in manufacturing in nearly all of the 10 areas affording comparison. Information for retail trade in 11 areas showed that the great bulk of office and nonoffice workers received 5 or fewer full-day holidays in 2 (southern) areas, 6 full-day holidays in 5 areas scattered from the Atlantic to the Pacific, 7 in 3 areas in the Northeast and West, and 7, 10, or 11 in Boston. In 3 areas, about 10 percent of the nonoffice workers in retail trade received no paid holidays.

Among service industries in 5 of the largest areas, most office workers were provided just 6 full-day holidays in 3 of the areas, 8 or more in New York City, and 11 or more in Boston. However, about a tenth of the plant workers in 3 areas, and a third of the plant workers in Boston and Los Angeles-Long Beach received no paid holidays. Less than 5 holidays in 1 area, and 6 full-day holidays in the remaining 4 was the usual number received by plant workers.

Total Holiday Time.—More than a sixth of the office workers and an eleventh of the plant workers in most areas now receive pay for at least 1 half holiday in addition to their full holidays, 1 or 2 half days being the usual amount. Paid half holidays were most prevalent in the Northeast and North Central areas studied. One or more paid half holidays were received by from 20 to 30 percent of the plant workers in Boston, Buffalo, and Cleveland and by similar proportions of the office workers in these areas, as well as in Minneapolis-St. Paul and New York City. Among industry divisions, paid half holidays were most frequent among office workers in the finance and manufacturing divisions, and among plant workers in manufacturing. One or more half holidays were received by more than half the office workers in Boston public utilities and retail trade and in Pittsburgh finance, and by half the plant workers in Boston public utilities.

To determine workers' total paid holiday time, inclusive of half holidays, the half-day holidays were added to the basic full-holiday data shown in table B-13. For example, workers receiving 7 full days and 2 half days were considered as having received 8 days of paid holiday time. These workers, added to those who received 8 full days but no half days, provided a new estimate—of workers who received 8 days' paid holiday time. Estimates calculated in this manner are presented in table B-13a in a cumulative form.

A majority of office workers in Boston and New York City received total holiday time equal to 11 or more days. A majority received an equivalent of 8 or more days in Philadelphia and San Francisco-Oakland and 6 or 7 or more days in all other areas except Memphis (5 or more).

A majority of plant workers received the equivalent of 8 or more days in Boston, $7\frac{1}{2}$ or more in New York City and from 6 to 7 or more in all other areas except 3 in the South (5 or more). Birmingham plant workers generally received 7 or more.

Paid Vacations

Vacation pay is granted to virtually all of the workers in the industries and areas surveyed (table B-20). The amount of pay is generally 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 weeks' pay for long service with the employer. In most areas, a majority of the office and as many as a third of the 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 office and plant workers in each area can qualify for at least 1 week's vacation pay by completing a year's service; 95 percent or more (except plant workers in southern areas) 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 after 15 years' service in most areas. At least 1 of every 4 office workers and 1 out of every 7 plant workers in a majority of the areas can receive 4 or more weeks' pay after 25 years' service.

For most workers, vacation pay is expressed in terms of regular or average weekly earnings for a stated number of weeks, depending on length of service with the employer.¹⁶ 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 worker's annual earnings applied to higher proportions of the plant than of the office workers. The great majority of the 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 factory workers in Philadelphia and to a fifth in Los Angeles-Long Beach, Memphis, and San Francisco-Oakland; 1 in every 6 in Atlanta; 1 in 7 in Boston; 1 in 10 in Buffalo and Pittsburgh; 1 in 11 in Dallas and Kansas City; and 1 in 12 in Chicago, Minneapolis-St. Paul, and Seattle.

Flat-sum and other types of payment were most commonly found in Cleveland, New York City, and Philadelphia, where they were applicable to from 3 to 4 percent of the plant workers.

¹⁶ See listing of occupational wage survey bulletins on last page.

Typically, provisions were more liberal for office workers as to the maximum amount of vacation pay they might eventually receive, and as to the amount of pay granted for comparable service or seniority, although some marked differences for both office and plant workers were noted among the areas. For example, not all of the areas that offered 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 Birmingham and Pittsburgh, the steel industry, provide employment to an unusually high proportion of the total office and manufacturing plant workers, respectively, in the area.¹⁷ 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 the great majority of the office and plant workers in each area.

For the bulk of both plant and office workers in most areas, vacation pay for 3 weeks was the maximum provided. The proportion of plant workers for whom the maximum vacation pay provision was 2 weeks was somewhat greater than the proportion of office workers with this maximum. A greater proportion of office than plant workers could expect eventually to receive vacation pay for 4 weeks or more.

Maximum pay of 4 weeks or more was available to about 20 to 30 percent of the office workers in most areas. Although up to 17 percent (New York City) might qualify with 20 years' service, the common requirement was 25 years. The same service requirement applied also to plant workers, but the 4 weeks' pay maximum was available to a smaller proportion of the plant than of the office workers in each area. Maximum vacation pay of 3 weeks (but less than 4) was offered to from 50 to 65 percent of the office workers in most areas. Fifteen¹⁸ years' service was required for the majority of the workers in each area except New York City (10 years). Fifteen years was also the usual service requirement for plant workers with this pay maximum. The proportion of plant workers who had 3 weeks as a maximum was on a level with that of office workers in almost half the areas, trailed the office proportion by 10 to 15 percent in 4 areas, and exceeded the office proportion by from 7 to 35 percent in the remaining areas.

Maximum vacation pay provisions of less than 3 weeks applied generally to higher proportions of plant than of office workers. The proportion of office workers whose maximum was under 3 weeks ranged by area from about 10 up to 50 percent. The plant proportion was the higher in 10 of the areas. However, in 5 areas the proportion for both classes was about the same (about 10 percent). In 2 areas,

¹⁷ See also charts 1 and 2, pp. 3 and 4.

¹⁸ It should be noted that in the tabulation of data to the selected 5-, 10-, 15-, 20-, and 25-year service periods, workers with intermediate service provisions were included in the data for next higher selected year. Thus, 15 years includes, technically 11, 12, 13, 14, or 15 years.

the proportion of office workers with a maximum vacation of less than 3 weeks was higher than the proportion of plant workers with similar maximum vacation pay provisions.

In respect to the amount of pay granted for comparable service or seniority, the greatest differences between vacation pay benefits for office and plant workers were in the provisions for service periods up to 3 years. Much larger proportions of office workers than of plant workers, for example, qualified for vacation pay after 6 months, and pay for 2 weeks or more after a year of service was much more widely granted to office workers. Provisions for 2 weeks or more were about the same for both groups for employees with 5 years' service except in Atlanta and Memphis. However, vacation pay arrangements corresponding to 10, 15, 20, and 25 years of service progressively favor office workers in most areas, tending to provide a higher proportion of such workers with 3 and 4 weeks' vacations.

Data are presented in (tables B-21 to B-26) for manufacturing and public utilities in 17 areas, for wholesale trade, retail trade, and the finance group in 10 or 11 areas, and for services in 5 areas. Within these limits 2 or more weeks' pay after 5 or fewer years of service was offered to virtually every office worker in each industry division. The finance group led in the proportion of office workers offered either a week or 2 weeks' pay for 6 months' service. Three weeks or more could eventually be earned by higher proportions of office workers in public utilities and finance than in other divisions. Retail trade and finance generally led in offering 4 weeks' pay to 30 to 60 percent of their office workers in most areas. Although generally available only after 25 years' service, this pay amount was available after 20 or fewer years to from half to all the office workers in establishments having 4-week plans in certain industries and areas: Manufacturing—Los Angeles-Long Beach; public utilities—New York City, Birmingham, Dallas, Memphis, Chicago, Kansas City and Portland; retail trade—Boston and Pittsburgh; finance—Minneapolis-St. Paul and Los Angeles-Long Beach; services—Boston, New York City, and Chicago.

Among the 5 industry divisions for which data are presented for plant workers, public utilities led in the proportion (50 to 90 percent in most areas) who were offered a week's pay for as little as 6 months' service. Two or more weeks' pay, ultimately available to the great bulk of plant workers in each area and industry division, was generally available in public utilities and retail trade for less service than in other industries. Three or more weeks' pay was available in most areas to nine-tenths or more of the plant workers in public utilities, to three-fourths or more in trade and manufacturing, and to about a fifth in services. Public utilities were also in the forefront in providing nine-tenths or more of their plant workers in most areas with 3 weeks' pay for 15 years' service. However, retail trade, next to lowest among industry divisions in the proportion of plant workers who were offered 3 weeks or more, provides a third or more in most areas with vacations of this length after 10 years' service.

Retail trade also led all divisions in offering 4 weeks' pay to a third, or more of its nonoffice workers in most areas, as against a proportion of a sixth or more in most areas in the next highest industry division—public utilities.

Health and Insurance Plans

Life insurance was the most common benefit provision. It was available to 90 percent or more of the office workers in each area except Boston and Portland, and to 84 percent or more of the plant workers in each area except Memphis and Portland (table B-27).

Provisions for hospitalization insurance and surgical insurance applied to from 70 to 90 percent or more of both the office and plant workers in each area except Philadelphia, Birmingham, Memphis, and Seattle. Among the latter areas, however, the proportionate coverage of office workers in Memphis (85 percent) and of plant workers in Seattle (90 percent) ranked among the highest of the 17 areas. Medical insurance was available to half or more of the office and plant workers in a majority of the areas.

Hospitalization, surgical, and medical insurance have each become increasingly available in recent years in all areas studied. Between 1953 and 1957, hospitalization became newly available to an additional 15 to 39 percent of the office workers in a third of the areas and to an additional 15 to 68 percent of the plant workers in nearly half the areas (chart 3). Furthermore, during this 4-year span in almost all of 14 areas affording comparison, more office workers newly received surgical and medical coverage than hospitalization.

In both 1952-53 and 1956-57, surgical plans were available to higher proportions of plant than of office workers in about two-thirds of 14 areas for which data are available (chart 3), and medical in about half the areas (chart 4). Hospitalization, earlier available to more office than plant workers in a majority of the areas, is now available to more plant than office workers in two-thirds of the areas. The proportion of plant workers now receiving hospitalization and surgical exceeds that of office workers by 35 percent in Seattle and by from 10 to 18 percent in New York City, Philadelphia, Pittsburgh, and Birmingham. In only 2 of the areas in which the office worker coverage was the greater (Boston and Memphis) did the difference between office and plant coverage exceed 5 percent.

Benefit provisions for employee illnesses may take the form of sick leave with full or partial pay or insurance coverage. Many establishments provided both sickness insurance and sick leave. In about half of the areas, the proportions of office and plant workers covered by at least some type of sickness pay equaled or exceeded the proportions who are provided hospitalization and surgical insurance.

Sick-leave plans providing for full pay and requiring no waiting period were much more prevalent for office workers than for plant workers. For example, the area proportions of workers covered by such plans ranged between 28 and 83 percent of the office workers as against a maximum proportion of 36 percent of the plant workers (Los Angeles-Long Beach). On the other hand, sickness and accident insurance was more commonly provided for plant workers, for whom the proportions covered ranged from 26 to 89 percent, as compared with a range of 31 to 51 percent for office workers. Limited-type sick leave requiring a waiting period or providing partial pay or both was provided to up to 15 percent of office and up to 23 percent of plant workers. Illness plans were more prevalent in manufacturing establishments than in nonmanufacturing divisions except public utilities.

Catastrophe (extended medical) insurance information, which was first collected in the winter of 1953-54, is available to from 25 to 40 percent of the office workers in Atlanta, Chicago, New York City, Los Angeles-Long Beach, and San Francisco-Oakland, and to 10 to 20 percent in most other areas. In 9 areas permitting comparison, the 3-year increment in the proportion of office workers covered ranged between 12 and 35 percentage points. Catastrophe insurance is available to as many as 10 percent of the plant workers in only 6 areas, the 3-year increment in 9 comparable areas ranging between 2 and 8 percentage points in 5 areas and between 10 and 24 points in the remaining 4 areas.

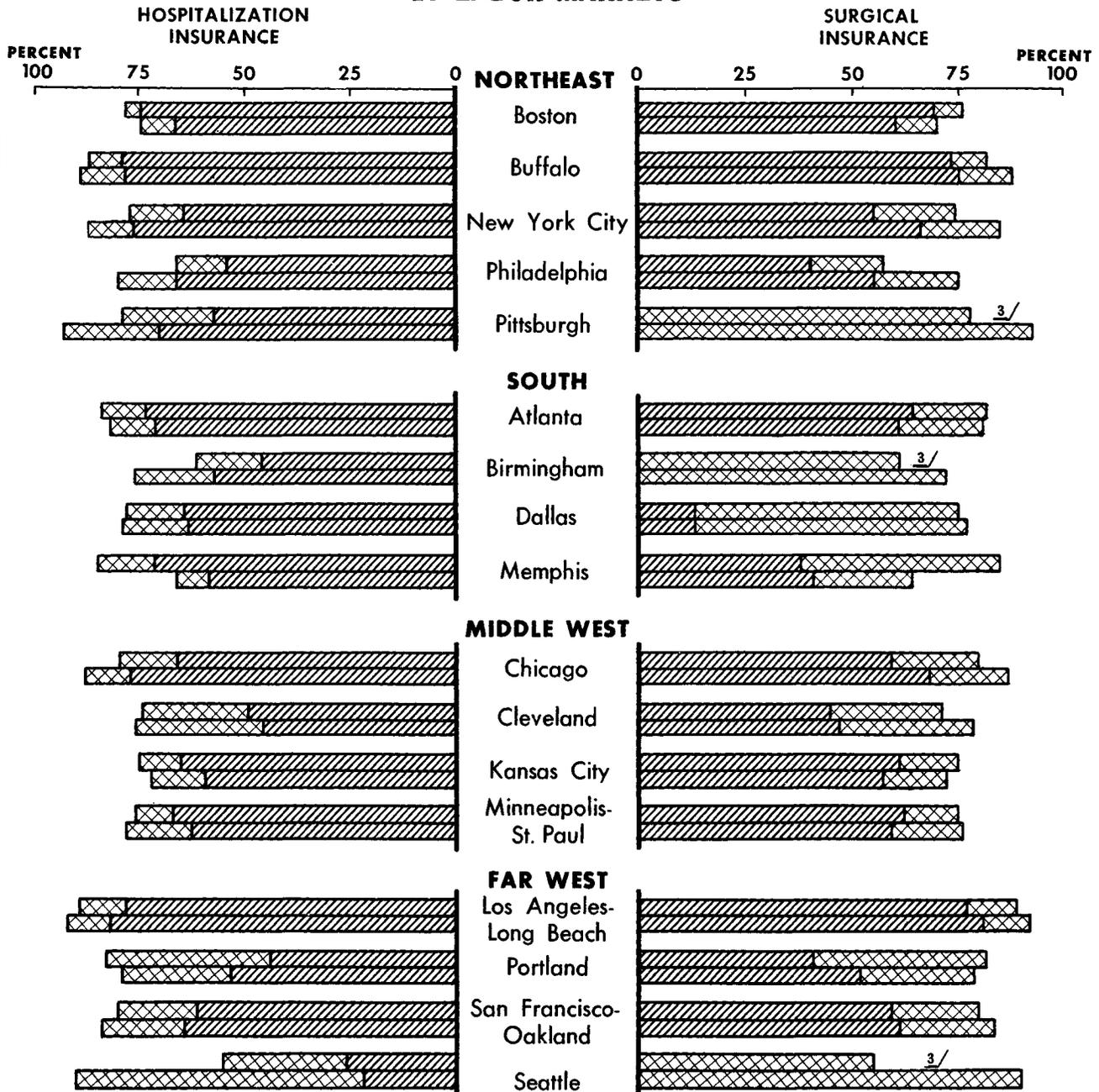
Retirement Plans

Retirement plans were somewhat more prevalent for office workers than for plant workers in 1956-57. Pension coverage for office workers ranged from 60-70 percent (in Birmingham, Dallas, and Memphis) to 80-85 percent in Atlanta, Buffalo, Los Angeles-Long Beach, Philadelphia, and Pittsburgh. Plant worker coverage ranged more widely, from about 40 percent in Memphis and 50-55 percent in Boston, Dallas, and Portland, up to 74-75 percent in New York City and Buffalo, and over 80 percent in Pittsburgh.

Coverage in individual areas varied widely among industry divisions. Relatively more workers were covered in public utilities than in the other major industry groups studied. Lowest pension plan coverage was in services and retail trade.

Between 1953 and 1957, pensions became available to additional office and plant workers in each area (chart 4). The increment in the proportion of office workers covered by pension provisions ranged between 11 and 15 percent in half of the areas. The increment in plant workers covered by pension plans was generally greater than that of office workers, ranging between 13 and 19 percent in most areas.

Chart 3. PROPORTIONS OF OFFICE AND PLANT WORKERS SUBJECT TO THE PROVISIONS OF HOSPITALIZATION AND SURGICAL INSURANCE PLANS Winter 1952-53^{1/} and Winter 1956-57^{2/} 17 LABOR MARKETS



^{1/} Estimates for Pittsburgh, Birmingham, and Seattle relate to winter 1951-52, except that information for Surgical insurance in these areas is not available for any early period.
^{2/} Estimates for Memphis and Minneapolis-St. Paul relate to winter 1955-56.
^{3/} No Earlier Data.

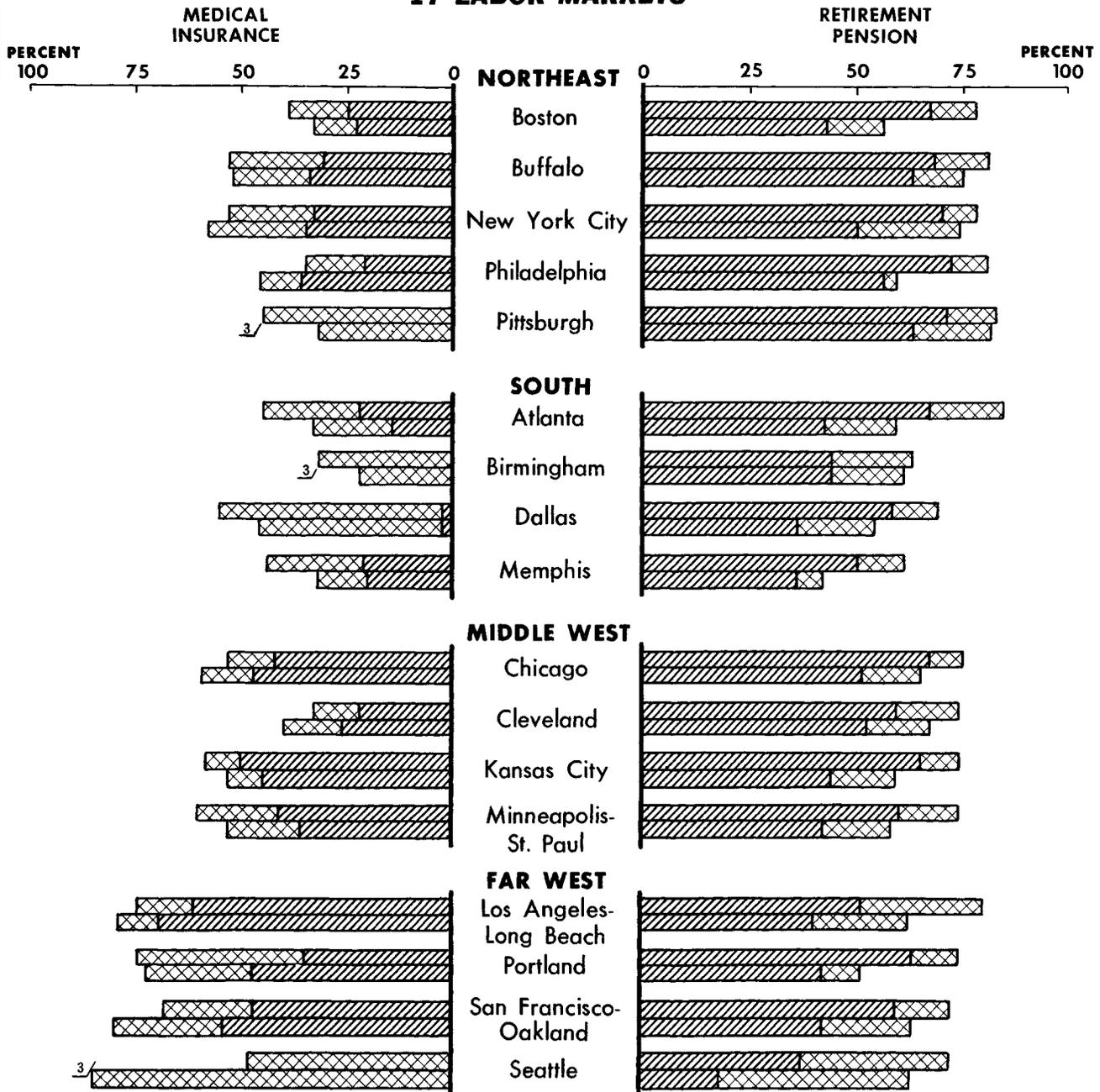
Winter 1952-53
 Office
 Plant

Increase since 1952-53
 Office
 Plant

Chart 4. PROPORTIONS OF OFFICE AND PLANT WORKERS SUBJECT TO THE PROVISIONS OF MEDICAL INSURANCE AND RETIREMENT PENSION PLANS

Winter 1952-53^{1/} and Winter 1956-57^{2/}

17 LABOR MARKETS



^{1/} Estimates for Pittsburgh, Birmingham, and Seattle relate to winter 1951-52, except that information for medical insurance in these areas is not available for any early period.
^{2/} Estimates for Memphis and Minneapolis-St. Paul relate to winter 1955-56.
^{3/} No Earlier Data.

Winter 1952-53
 Office Plant
 Increase since 1952-53
 Office Plant

B: Establishment Practices and Supplementary Wage Provisions

Table B-1: Labor-management agreement coverage

(Percent of all office and plant workers employed in large- and medium-size establishments in which a contract or contracts covered a majority of workers in the respective categories ¹)

Area	Percent of office workers employed in—							Percent of plant workers employed in—					
	All industries	Manu- facturing	Public utilities ²	Wholesale trade	Retail trade	Finance ³	Services	All industries ⁴	Manu- facturing	Public utilities ²	Wholesale trade	Retail trade	Services
Northeast:													
Boston	15-19	20-24	80-84	15-19	10-14	0-4	0-4	70-74	75-79	95+	50-54	55-59	50-54
Buffalo	15-19	15-19	80-84	(⁵)	(⁵)	(⁵)	(⁵)	85-89	90-94	95+	(⁵)	(⁵)	(⁵)
New York City	10-14	10-14	55-59	5-9	35-39	0-4	10-14	80-84	90-94	95+	70-74	55-59	85-89
Philadelphia	15-19	20-24	65-69	0-4	15-19	0-4	10-14	80-84	85-89	80-84	70-74	55-59	80-84
Pittsburgh	20-24	20-24	65-69	10-14	25-29	0-4	(⁵)	90-94	95+	95+	75-79	45-49	(⁵)
South:													
Atlanta	15-19	40-44	40-44	5-9	0-4	0-4	(⁵)	50-54	60-64	80-84	40-44	5-9	(⁵)
Birmingham	5-9	0-4	35-39	(⁵)	(⁵)	(⁵)	(⁵)	75-79	90-94	80-84	(⁵)	(⁵)	(⁵)
Dallas	10-14	0-4	45-49	(⁵)	0-4	0-4	(⁵)	45-49	60-64	90-94	(⁵)	5-9	(⁵)
Memphis	5-9	10-14	45-49	(⁵)	(⁵)	(⁵)	(⁵)	50-54	75-79	90-94	(⁵)	(⁵)	(⁵)
North Central:													
Chicago	15-19	10-14	70-74	5-9	20-24	0-4	0-4	70-74	70-74	95+	65-69	45-49	80-84
Cleveland	10-14	5-9	55-59	0-4	(⁵)	0-4	(⁵)	90-99	90-94	95+	75-79	(⁵)	(⁵)
Kansas City	15-19	15-19	40-44	(⁵)	(⁵)	(⁵)	(⁵)	80-84	90-94	90-94	(⁵)	(⁵)	(⁵)
Minneapolis-St. Paul	10-14	5-9	45-49	5-9	40-44	0-4	(⁵)	85-89	90-94	95+	85-89	60-64	(⁵)
West:													
Los Angeles-Long Beach	20-24	25-29	80-84	10-14	(⁵)	0-4	⁶ 10-14	75-79	75-79	95+	80-84	(⁵)	⁶ 75-79
Portland	15-19	0-4	55-59	(⁵)	35-39	(⁵)	(⁵)	80-84	90-94	95+	(⁵)	60-64	(⁵)
San Francisco-Oakland	15-19	10-14	70-74	0-4	60-64	0-4	(⁵)	95+	95+	95+	90-94	85-89	(⁵)
Seattle	25-29	5-9	75-79	(⁵)	90-94	(⁵)	(⁵)	95+	95+	95+	(⁵)	95+	(⁵)

¹ All other office and plant workers were employed in establishments that either did not have labor-management contracts in effect, or had contracts that applied to fewer than half of their office or plant workers. The estimates are not necessarily representative of the extent to which all workers in the area may be covered by the provisions of labor-management agreements, due to the exclusion of smaller-size establishments. Data are limited to establishments with 51 or more employees except in the 8 largest areas where the minimum size adopted was 101 employees in manufacturing, public utilities, and retail trade.

² Transportation (excluding railroads), communication, and other public utilities. Municipally owned utilities were excluded from the survey. All or major local transit operations in Boston, Chicago, Cleveland, New York City, San Francisco-Oakland, and Seattle were municipally operated, as were electric utility operations in Los Angeles-Long Beach and Seattle, and electric and gas operations in Memphis.

³ Finance, insurance, and real estate.

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

⁵ Insufficient data to warrant separate presentation.

⁶ Excludes data for motion-picture production and allied services. Data for these industries are, however, included in "all industries."

Table B-2: Minimum entrance rates¹ 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			North Central			West			
	Boston ²	Buffalo	New York City ²	Phila- delphia ²	Pittsburgh	Atlanta	Birming- ham	Dallas	Chicago ³	Cleveland ²	Kansas City	Los Angeles- Long Beach ²	Portland	San Francisco- Oakland ²	Seattle ²
Establishments studied	249	230	553	322	222	195	110	179	433	235	184	301	148	250	133
Inexperienced typists															
Establishments having a specified minimum ³	129	113	283	151	135	89	46	67	235	125	92	152	60	117	64
Under \$37.50	5	6	-	5	6	-	4	3	2	1	1	3	3	-	-
\$37.50 and under \$40.00	10	2	4	8	6	3	2	2	-	1	1	1	1	1	2
\$40.00 and under \$42.50	56	30	27	48	40	40	14	24	7	10	27	2	9	-	4
\$42.50 and under \$45.00	21	10	9	25	12	16	4	16	6	11	12	5	7	5	14
\$45.00 and under \$47.50	16	24	60	24	16	13	9	5	17	18	16	13	10	15	5
\$47.50 and under \$50.00	5	4	48	8	7	1	3	7	29	17	12	9	1	10	9
\$50.00 and under \$52.50	6	9	76	11	12	7	1	1	72	33	9	28	5	23	12
\$52.50 and under \$55.00	3	9	16	8	7	3	2	2	26	9	2	22	3	8	2
\$55.00 and under \$57.50	4	8	20	8	11	2	3	4	31	8	2	13	3	15	2
\$57.50 and under \$60.00	2	5	8	3	1	2	2	1	14	10	4	17	10	12	3
\$60.00 and under \$62.50	-	3	11	3	2	2	-	1	19	3	2	10	1	9	5
\$62.50 and under \$65.00	1	-	2	-	3	-	-	1	4	1	3	6	4	7	5
\$65.00 and under \$67.50	-	1	1	-	5	-	1	-	4	3	-	8	1	3	-
\$67.50 and under \$70.00	-	2	1	-	-	-	-	-	-	-	1	7	1	-	1
\$70.00 and under \$72.50	-	-	-	-	7	-	1	-	1	1	-	2	-	7	-
\$72.50 and over	-	-	-	-	-	-	-	-	3	-	-	9	1	2	-
Establishments having no specified minimum	59	33	109	73	35	37	28	34	101	40	32	67	51	71	24
Establishments which did not employ workers in this category	60	81	160	96	50	67	35	77	96	68	57	81	36	61	44
Information not available	1	3	1	2	2	2	1	1	1	2	3	1	1	1	1
Other inexperienced clerical workers⁴															
Establishments having a specified minimum ³	142	130	312	161	146	96	50	79	250	141	95	163	67	132	70
Under \$37.50	9	9	-	8	8	3	4	5	2	3	2	-	3	1	-
\$37.50 and under \$40.00	13	3	10	14	5	4	3	5	-	-	3	-	1	1	3
\$40.00 and under \$42.50	71	39	56	62	41	43	17	35	13	19	38	3	10	3	7
\$42.50 and under \$45.00	12	13	27	19	16	15	8	12	11	18	8	9	9	9	15
\$45.00 and under \$47.50	16	25	80	23	21	11	5	4	35	14	13	18	9	17	5
\$47.50 and under \$50.00	4	7	38	7	7	2	1	6	31	17	10	16	5	10	10
\$50.00 and under \$52.50	4	8	53	7	11	7	5	4	71	33	9	30	5	26	11
\$52.50 and under \$55.00	2	7	12	9	6	5	1	1	23	9	3	16	4	6	1
\$55.00 and under \$57.50	8	9	17	7	14	3	2	6	21	16	1	18	5	13	6
\$57.50 and under \$60.00	2	6	6	2	1	1	2	-	13	6	2	15	9	16	4
\$60.00 and under \$62.50	-	1	11	2	2	2	-	-	17	1	2	5	1	9	3
\$62.50 and under \$65.00	1	-	1	1	3	-	-	1	4	2	2	6	4	8	4
\$65.00 and under \$67.50	-	1	1	-	10	-	2	-	6	3	1	7	1	7	-
\$67.50 and under \$70.00	-	2	-	-	-	-	-	-	-	-	1	6	-	2	1
\$70.00 and under \$72.50	-	-	-	-	1	-	-	-	-	-	-	2	-	2	-
\$72.50 and over	-	-	-	-	-	-	-	-	3	-	-	10	1	2	-
Establishments having no specified minimum	71	39	106	89	34	48	27	34	109	36	43	68	45	71	22
Establishments which did not employ workers in this category	35	58	134	70	40	49	32	65	73	56	43	69	35	46	40
Information not available	1	3	1	2	2	2	1	1	1	2	3	1	1	1	1

¹ Lowest formally established salary rate.² Exceptions to the standard industry limitations are shown in footnotes 4 and/or 6 to the table in appendix B.³ Regular straight-time salary corresponding to employee's standard workweek. Data are presented for all workweeks combined.⁴ Rates applicable to messengers, office girls, or similar subclerical jobs are not considered.

Table B-3: Minimum entrance rates¹ for women office workers—manufacturing

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

Minimum rate (weekly straight-time salary)	Northeast					South			North Central			West			
	Boston	Buffalo	New York City	Phila- delphia	Pittsburgh	Atlanta	Birming- ham	Dallas	Chicago	Cleveland	Kansas City	Los Angeles- Long Beach	Portland	San Francisco- Oakland	Seattle
Establishments studied	84	131	177	143	83	56	49	58	171	109	68	111	63	83	46
Inexperienced typists															
Establishments having a specified minimum ²	45	74	89	69	64	17	20	17	103	62	30	62	23	43	18
Under \$40.00	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-
\$40.00 and under \$42.50	17	20	11	19	13	7	4	2	1	2	5	1	2	-	-
\$42.50 and under \$45.00	8	6	3	10	4	1	2	4	2	3	5	2	1	-	3
\$45.00 and under \$47.50	8	15	17	9	8	3	5	3	2	8	3	2	4	1	2
\$47.50 and under \$50.00	1	4	8	5	6	1	2	3	15	6	5	2	1	3	1
\$50.00 and under \$52.50	3	6	22	9	3	1	-	1	28	19	4	9	3	8	5
\$52.50 and under \$55.00	1	7	6	4	4	-	1	1	9	6	1	11	-	3	1
\$55.00 and under \$57.50	3	7	7	7	9	1	2	2	16	1	-	7	1	9	1
\$57.50 and under \$60.00	1	5	7	3	1	1	2	-	8	9	3	12	5	5	1
\$60.00 and under \$62.50	-	1	5	3	2	2	-	1	12	3	1	6	-	5	3
\$62.50 and under \$65.00	1	-	1	-	3	-	-	-	3	1	2	5	3	3	1
\$65.00 and under \$67.50	-	1	1	-	5	-	1	-	4	3	-	2	1	3	-
\$67.50 and under \$70.00	-	1	1	-	-	-	-	-	-	-	1	2	1	-	-
\$70.00 and under \$72.50	-	-	-	-	6	-	1	-	1	1	-	-	-	2	-
\$72.50 and over	-	-	-	-	-	-	-	-	2	-	-	1	1	1	-
Establishments having no specified minimum	25	21	33	33	8	18	12	11	47	23	10	23	23	23	9
Establishments which did not employ workers in this category	14	34	55	41	10	20	17	30	21	23	26	26	17	17	19
Information not available	-	2	-	-	1	1	-	-	-	1	2	-	-	-	-
Other inexperienced clerical workers³															
Establishments having a specified minimum ²	50	74	95	75	66	20	20	18	102	73	28	65	25	50	17
Under \$40.00	3	1	1	1	-	-	-	-	-	-	-	-	-	-	-
\$40.00 and under \$42.50	23	21	16	24	12	8	4	4	1	4	5	1	1	-	-
\$42.50 and under \$45.00	7	8	6	10	7	3	3	2	5	5	4	2	2	1	3
\$45.00 and under \$47.50	7	15	19	13	10	3	4	2	7	7	4	5	5	2	2
\$47.50 and under \$50.00	2	4	7	4	6	1	1	4	15	9	4	2	2	4	1
\$50.00 and under \$52.50	2	7	22	6	2	1	2	4	26	21	4	13	3	12	4
\$52.50 and under \$55.00	-	4	5	6	4	-	1	-	9	7	2	9	1	3	1
\$55.00 and under \$57.50	4	6	6	6	9	1	1	2	12	10	-	7	1	6	2
\$57.50 and under \$60.00	1	5	4	2	1	1	2	-	7	4	1	12	5	9	1
\$60.00 and under \$62.50	-	1	7	2	2	2	-	-	10	1	1	5	-	4	2
\$62.50 and under \$65.00	1	-	1	1	3	-	-	-	3	2	2	4	3	4	1
\$65.00 and under \$67.50	-	1	1	-	10	-	2	-	5	3	-	2	1	3	-
\$67.50 and under \$70.00	-	1	-	-	-	-	-	-	-	-	1	1	-	-	-
\$70.00 and under \$72.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$72.50 and over	-	-	-	-	-	-	-	-	2	-	-	2	1	2	-
Establishments having no specified minimum	27	23	35	43	8	23	13	13	44	19	17	23	17	21	9
Establishments which did not employ workers in this category	7	32	47	25	8	12	16	27	25	16	21	23	21	12	20
Information not available	-	2	-	-	1	1	-	-	-	1	2	-	-	-	-

¹ Lowest formally established salary rate.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.

Table B-5: 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	36 1/4	37 1/2	38 3/4	Total ²			Under 37 1/2	37 1/2	Total ²		Total ²	45	48	Over 48		
Northeast:																	
Boston	9	†	17	8	36	62	†	3	7	10	85	5	-	†	†	†	
Buffalo	4	†	11	4	22	78	-	-	†	†	93	4	†	†	†	†	
New York City	70	5	14	†	92	8	-	26	†	27	70	3	-	†	†	†	
Philadelphia	5	3	22	20	51	49	†	†	10	11	85	4	†	†	†	-	
Pittsburgh	†	†	6	4	16	84	†	-	†	†	92	8	-	†	6	-	
South:																	
Atlanta	†	†	8	-	10	88	†	-	7	7	85	8	-	†	†	†	
Birmingham	†	-	9	†	12	88	†	-	†	†	94	5	3	†	†	†	
Dallas	-	-	3	-	3	90	7	†	-	†	75	23	10	3	4	4	
Memphis	-	-	3	-	4	86	10	-	†	†	82	17	8	3	-	-	
North Central:																	
Chicago	†	†	15	14	39	60	†	5	4	8	84	7	†	3	†	†	
Cleveland	-	-	10	†	12	87	†	†	6	8	77	15	4	4	5	5	
Kansas City	-	-	†	†	3	95	†	4	4	7	81	11	†	-	5	5	
Minneapolis-St. Paul	-	-	6	4	20	77	3	5	†	8	73	19	9	5	5	5	
West:																	
Los Angeles-Long Beach	†	-	†	-	†	97	†	†	3	3	91	6	†	†	†	†	
Portland	-	-	†	-	†	98	†	4	†	5	93	†	-	-	-	-	
San Francisco-Oakland	3	-	14	12	34	66	-	3	9	13	87	†	-	-	-	-	
Seattle	-	-	3	-	3	97	-	5	†	7	93	-	-	-	-	-	

¹ Data relate to women office workers only.² Includes weekly schedules other than those presented separately.

† Less than 2.5 percent.

Table B-6: 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
Northeast:													
Boston ³	3	61	-	63	37	-	-	-	98	†	-	†	-
Buffalo	†	70	-	72	28	-	-	-	88	12	-	†	-
New York City ³	63	14	-	78	22	-	3	3	93	4	4	-	-
Philadelphia	14	59	-	74	26	-	†	†	99	†	-	†	-
Pittsburgh	-	68	-	71	29	-	-	-	75	25	5	-	7
South:													
Atlanta	8	58	-	66	33	†	-	-	64	36	†	8	5
Birmingham	-	42	-	44	54	†	-	-	80	20	3	-	-
Dallas	†	†	-	3	93	5	-	-	62	38	4	3	4
Memphis ³	-	60	-	60	33	7	-	-	67	33	11	7	-
North Central:													
Chicago ³	†	3	†	5	94	†	-	-	100	-	-	-	-
Cleveland ³	-	†	-	3	96	†	-	-	100	-	-	-	-
Kansas City	-	-	-	-	100	-	-	-	90	10	6	†	-
Minneapolis-St. Paul	-	†	-	†	99	-	-	-	98	†	-	-	-
West:													
Los Angeles-Long Beach ³	-	-	†	†	99	-	-	-	96	4	-	-	†
Portland	-	6	-	6	94	-	-	-	100	-	-	-	-
San Francisco-Oakland ³	†	7	7	17	83	-	-	†	97	†	-	-	-
Seattle ³	-	-	-	-	100	-	-	-	100	-	-	-	-

¹ Data relate to women office workers only.² Includes weekly schedules other than those presented separately.³ 1 or more utilities are municipally operated and, therefore, excluded from the scope of the studies. See footnote 4 to table in appendix B.

† Less than 2.5 percent.

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

Table B-7: 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	36¼	37½	38¾	Total ²			Under 37½	37½	Total ²		Total ²	44	45	48	Over 48			
Northeast:																			
Boston	-	7	32	4	48	50	†	-	3	3	75	22	4	-	-	7	-	-	
New York City	50	11	22	5	90	10	-	4	11	17	83	-	-	-	-	-	-	-	
Philadelphia	8	-	19	19	48	52	-	7	†	8	86	6	4	-	-	-	-	-	
Pittsburgh	3	3	15	†	27	73	-	†	-	†	88	11	-	-	-	4	-	7	
South:																			
Atlanta	-	-	15	3	18	80	†	-	6	6	60	34	8	-	-	7	-	13	
North Central:																			
Chicago	3	3	17	-	25	68	7	-	†	†	83	16	†	6	†	-	-	3	
Cleveland	4	-	8	-	14	86	-	-	5	5	94	†	†	-	-	-	-	-	
Minneapolis-St. Paul	-	3	7	-	9	91	-	-	-	-	97	3	-	3	-	-	-	-	
West:																			
Los Angeles-Long Beach	-	†	3	7	11	89	-	-	-	†	94	5	†	-	-	-	-	-	
San Francisco-Oakland	-	5	8	6	20	80	-	-	6	6	94	-	-	-	-	-	-	-	

¹ Data relate to women office workers only.² Includes weekly schedules other than those presented separately.

† Less than 2.5 percent.

Table B-8: 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	36¼	37½	38¾	Total ²			Under 37½	37½	Total ²		Total ²	42	44	45	48	Over 48		
Northeast:																			
Boston	11	6	18	6	71	29	-	†	16	30	43	27	19	-	†	6	-	-	
New York City ³	15	17	29	4	71	29	†	8	14	26	56	18	†	-	13	5	-	-	
Philadelphia ³	7	-	11	8	33	66	†	†	7	11	74	14	5	5	-	3	-	-	
Pittsburgh	3	-	8	-	12	78	10	-	-	-	81	19	†	10	-	5	-	-	
South:																			
Atlanta	-	8	5	-	13	78	9	-	-	-	56	44	4	9	14	4	-	10	
Dallas	†	-	7	-	14	74	13	-	4	4	40	55	-	12	†	24	-	10	
North Central:																			
Chicago	-	†	4	-	5	93	†	-	-	-	77	23	3	†	6	12	-	-	
Minneapolis-St. Paul	-	-	7	-	12	86	†	-	-	-	85	15	†	6	-	†	-	-	
West:																			
Portland	-	-	-	-	-	97	3	-	-	-	98	†	-	†	-	-	-	-	
San Francisco-Oakland	†	-	11	†	12	88	-	†	1?	14	84	†	-	-	-	†	-	-	
Seattle	-	-	-	-	-	100	-	-	-	-	96	4	-	-	-	4	-	-	

¹ Data relate to women office workers only.² Includes weekly schedules other than those presented separately.³ Excludes limited-price variety stores.

† Less than 2.5 percent.

Table B-9: 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	36 $\frac{1}{4}$	37 $\frac{1}{2}$	38 $\frac{3}{4}$	Total ²		
Northeast:							
Boston	7	18	30	15	90	10	-
New York City	51	18	9	†	94	6	-
Philadelphia	24	13	25	3	90	10	-
Pittsburgh	21	†	54	-	78	22	-
South:							
Atlanta	3	-	8	42	53	47	†
Dallas	6	-	-	10	25	75	†
North Central:							
Chicago	6	8	31	9	69	31	-
Cleveland	11	-	25	15	57	43	-
Minneapolis-St. Paul	†	-	36	23	62	38	-
West:							
Los Angeles-Long Beach	-	3	18	15	46	54	-
San Francisco-Oakland	†	-	30	11	52	48	-

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-10: 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	36 $\frac{1}{4}$	37 $\frac{1}{2}$	38 $\frac{3}{4}$	Total ²			Under 37 $\frac{1}{2}$	37 $\frac{1}{2}$	Total ²		Total ²	44	45	48	Over 48	
Northeast:																	
Boston	25	6	15	-	51	49	†	5	-	5	61	34	20	-	3	-	
New York City	55	5	26	-	91	9	-	4	†	4	86	9	-	5	-	-	
Philadelphia	15	†	18	8	45	55	†	-	†	3	87	10	4	-	†	5	
North Central:																	
Chicago	12	3	13	7	52	46	†	7	†	9	66	24	7	-	9	4	
West:																	
Los Angeles-Long Beach ³	5	5	28	-	42	57	†	-	†	†	89	10	-	†	8	-	

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.

Table B-11: 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																
	Northeast					South				North Central				West			
	Boston	Buffalo	New York City	Philadelphia	Pittsburgh	Atlanta	Birmingham	Dallas	Memphis	Chicago	Cleveland	Kansas City	Minneapolis-St. Paul	Los Angeles-Long Beach	Portland	San Francisco-Oakland	Seattle
Total plant workers in manufacturing establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Second shift	80.4	91.5	62.2	83.4	99.6	81.5	93.0	78.9	76.0	91.5	95.6	82.5	86.9	93.9	93.7	92.9	95.2
With shift-pay differential	80.4	91.0	60.6	79.3	98.0	67.1	89.6	76.7	55.0	90.5	93.5	81.7	86.2	93.9	86.9	92.9	95.2
Uniform cents (per hour)	39.9	62.4	33.7	38.0	88.2	50.7	88.7	69.7	39.9	44.9	59.7	59.6	66.6	72.7	58.3	48.5	72.4
Under 5 cents	2.4	1.5	-	3	5.7	5.6	1.9	1.4	13.5	5	7	1.7	1.5	7.2	2.4	1.5	-
5 and under 6 cents	8.6	4.7	4.9	13.5	2.8	7.9	4.4	12.7	12.6	4.6	10.2	13.2	13.5	5.8	7.2	1.8	5.5
6 and under 7 cents	-	21.1	1.9	2.7	64.6	3.0	63.9	5	-	6.6	9.9	11.4	4	5.3	6.0	5.0	5.5
7 and under 8 cents	7.4	3.8	3.0	3.2	2.7	3.4	4.6	9.6	2.7	3.7	11.8	5.5	2.4	20.5	3.1	-	-
8 and under 9 cents	3.1	4.6	1.1	5.6	1.1	3.5	4	6	2.2	4.9	3.1	4.2	3.5	1.5	-	9.3	2.5
9 and under 10 cents	1.5	3.4	-	1.5	5.0	8	1.2	-	2.5	4.3	6.9	7.1	7.7	4	5	-	-
10 and under 11 cents	11.3	12.9	10.3	7.2	2.6	6.1	1.3	11.5	4.8	16.9	14.9	6.4	28.5	21.4	10.3	11.9	6.8
11 and under 12 cents	-	.3	4	-	-	-	-	-	-	-	-	.9	-	.8	-	-	-
12 and under 13 cents	1.1	2.0	3.4	-	3.8	19.6	11.0	30.4	-	1.4	4	5.7	1.3	31.3	-	-	49.8
13 and under 14 cents	.7	-	5.8	4.0	-	-	-	-	1.6	9	-	-	3.2	1.9	3.0	7.3	-
14 and under 15 cents	-	.3	.5	-	-	-	-	2.0	-	4	-	1.8	2.1	.2	-	-	1.8
15 and under 16 cents	2.1	5.4	2.4	-	-	8	-	9	-	1.2	2.5	.7	3.3	1.1	3.6	2.5	-
16 cents and over	1.7	2.4	-	-	-	-	-	-	-	3.3	-	1.8	.5	.8	-	5.3	-
Uniform percentage	37.5	22.4	25.3	38.2	9.5	14.5	-	7.0	13.6	41.8	30.4	21.7	18.6	12.0	6.3	8.9	1.2
Under 5 percent	-	.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 percent	4.5	13.5	2.1	2.9	1.2	12.8	-	7.0	4.9	8.4	18.8	13.3	2.3	3.7	1.3	1.7	.6
Over 5 and under 10 percent	2.3	1.4	3.4	5.2	.4	1.7	-	-	1.3	5	1.8	6.4	10.4	2.2	-	-	-
10 percent	29.4	7.3	13.8	30.1	8.0	-	-	-	7.4	31.0	9.9	2.0	5.9	6.2	5.1	7.1	.6
12, 12½, or 15 percent	1.4	-	5.9	-	-	-	-	-	-	1.9	-	-	-	-	-	-	-
Other ¹	2.9	6.1	1.6	3.0	.3	1.9	.9	1.5	3.8	3.3	.5	.9	9.3	22.4	35.5	21.7	-
No shift-pay differential	-	.6	1.5	4.1	1.6	14.4	3.4	2.2	21.0	1.0	2.1	.8	.7	-	6.7	-	-
Third shift	66.8	88.0	52.7	76.1	97.4	73.3	89.4	67.8	67.1	81.2	84.8	72.1	78.6	84.6	84.2	92.0	91.6
With shift-pay differential	66.8	88.0	51.8	74.7	97.4	68.0	88.0	65.2	50.3	80.2	84.3	71.4	78.6	84.6	84.2	92.0	91.6
Uniform cents (per hour)	29.1	54.0	23.5	32.3	88.2	31.5	76.3	31.3	35.0	34.8	51.3	47.2	59.0	24.3	43.2	35.8	16.4
Under 5 cents	1.0	-	-	-	1.0	-	-	-	11.1	4	-	-	-	-	-	-	-
5 and under 6 cents	.9	1.0	-	2.6	.5	8.8	2.8	2.4	8.9	1.1	1.4	-	2.5	.1	.2	.9	.8
6 and under 7 cents	-	-	1.1	.3	5.5	1.5	2.8	1.4	-	1	-	-	3.9	-	2.4	2.3	-
7 and under 8 cents	6.1	1.9	.7	1.0	1.7	3.6	-	2.3	-	1.0	1.7	1.3	1.2	21.4	1.0	3.0	-
8 and under 9 cents	3.1	2.6	-	-	.5	2.3	-	-	1.3	.7	.6	-	1.1	-	1.0	-	1.2
9 and under 10 cents	2.5	24.4	.8	3.7	65.5	3.8	63.8	.5	2.5	9.6	12.5	12.5	7.7	1.2	6.5	5.0	3.7
10 and under 11 cents	8.9	14.7	11.7	13.9	5.3	8.6	5.7	18.1	6.5	9.0	21.8	20.9	16.8	7.0	2.8	4.1	4.8
11 and under 12 cents	-	-	.4	-	2.0	-	-	-	-	.7	-	.8	1.2	-	-	-	-
12 and under 13 cents	1.1	3.7	1.3	2.5	5.2	1.4	-	1.4	1.1	1.5	3.4	4.3	4.5	.7	-	-	-
13 and under 14 cents	.7	-	.4	.9	-	-	-	-	-	.9	1.0	-	.8	.3	-	1.9	-
14 and under 15 cents	-	.3	.9	-	-	-	-	-	-	.5	2.8	.9	2.8	-	.7	.8	-
15 and under 16 cents	2.1	2.0	5.3	2.5	.5	-	-	2.6	2.0	8.0	5.7	2.6	10.5	6.4	10.6	4.6	.6
16 cents and over	2.8	3.3	.9	4.9	.6	1.5	1.2	2.6	1.6	1.4	.4	3.3	9.8	3.5	-	15.0	-
Uniform percentage	36.0	22.2	20.3	36.1	8.9	12.8	-	5.6	13.6	38.1	28.2	21.7	18.6	6.0	4.9	7.9	1.2
Under 7 percent	-	-	-	1.5	-	2.1	-	-	2.4	.6	.2	-	-	-	-	-	-
7 and under 8 percent	4.0	5.7	3.4	6.0	.8	2.4	-	5.6	3.8	3.5	9.0	2.5	2.3	.6	-	-	-
8 and under 10 percent	-	.7	-	1.3	-	-	-	-	-	-	-	-	-	-	-	-	-
10 percent	22.5	15.8	9.9	25.0	8.1	8.3	-	-	7.4	27.9	18.6	19.2	2.2	5.3	3.7	1.7	.6
12, 12½, or 13 percent	-	-	-	.5	-	-	-	-	-	2.1	-	-	14.1	-	-	-	-
15 percent	9.6	-	6.9	1.9	-	-	-	-	-	4.0	.5	-	-	-	1.2	6.2	.6
Other ¹	1.7	11.7	8.0	6.3	.3	23.8	11.7	28.3	1.7	7.3	4.8	2.5	.9	54.4	36.1	48.4	74.0
No shift-pay differential	-	†	.9	1.4	-	5.3	1.4	2.6	16.8	1.0	.5	.8	-	-	-	-	-

¹ Pay at regular rate for more hours than worked, a paid lunch period not given first-shift workers, a flat sum per shift, and other provisions. Most "other" workers, however, were in establishments which provided 1 such provision in combination with a cents or percentage differential for hours actually worked.

† Less than 0.05 percent.

Table B-12: Shift differential practices - manufacturing

(Workers employed on late shifts at time of survey)

Shift operation and shift-pay differential	Percent of manufacturing plant workers																
	Northeast					South				North Central				West			
	Boston	Buffalo	New York City	Philadelphia	Pittsburgh	Atlanta	Birmingham	Dallas	Memphis	Chicago	Cleveland	Kansas City	Minneapolis-St. Paul	Los Angeles-Long Beach	Portland	San Francisco-Oakland	Seattle
Total plant workers in manufacturing establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Second shift employment	11.4	21.5	11.4	15.7	23.6	18.8	22.2	16.1	13.2	19.2	20.8	11.1	13.4	17.1	17.7	16.3	25.0
With shift-pay differential	11.4	21.5	11.2	14.8	23.2	15.0	21.2	15.6	10.6	18.8	20.6	10.9	13.2	17.1	15.9	16.3	25.0
Uniform cents (per hour)	5.4	13.7	8.2	6.5	20.6	13.4	21.1	13.1	8.7	9.2	13.4	10.1	9.8	13.1	11.7	9.7	20.8
Under 5 cents	.3	.4	-	.1	1.3	1.0	.1	.4	4.2	.1	-	.3	-	.4	.9	.6	.1
5 and under 6 cents	1.1	.8	1.0	2.6	.7	1.0	1.0	1.9	1.6	.7	1.2	1.8	2.0	.5	.6	.3	.9
6 and under 7 cents	-	5.2	.4	.5	15.9	1.0	14.6	.1	-	1.9	2.9	2.6	-	1.3	1.5	1.2	1.1
7 and under 8 cents	.7	.7	.8	.6	.5	.4	1.0	1.7	.1	.9	2.8	.6	.4	.1	5.1	.4	-
8 and under 9 cents	.3	.7	.2	1.0	.1	.2	.1	-	1.0	.2	.8	.7	.7	.1	1.6	.3	-
9 and under 10 cents	.1	.5	-	.1	.9	†	.1	-	.2	.5	2.1	.8	.1	†	†	-	-
10 and under 11 cents	1.3	2.2	1.6	.9	.6	.9	.4	.6	.6	3.0	3.2	.7	4.0	4.2	1.5	2.2	.8
11 and under 12 cents	-	.1	.2	-	-	-	-	-	-	-	-	.2	-	.1	-	-	-
12 and under 13 cents	.6	.4	.6	-	.7	8.9	3.8	7.7	-	.4	†	1.1	.1	5.3	-	-	17.1
13 and under 14 cents	.5	-	2.7	.7	-	-	-	-	1.0	.2	-	.8	.4	1.2	1.7	-	-
14 and under 15 cents	-	†	-	-	-	-	-	.4	-	.2	-	.7	†	-	-	-	.5
15 and under 16 cents	.4	2.3	†	-	-	-	-	.2	-	.5	.1	1.0	.5	1.0	.8	-	-
16 cents and over	.2	.4	-	-	-	-	-	-	.9	-	.4	.2	.2	.2	.8	-	-
Uniform percentage	5.8	6.9	2.9	7.2	2.6	.8	-	2.5	1.9	8.6	6.4	.8	3.2	2.2	1.9	1.2	.2
Under 5 percent	-	.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 percent	.6	4.4	.4	.2	.5	.7	-	2.5	.1	2.1	3.9	.1	.1	.8	.5	†	.2
Over 5 and under 10 percent	.2	.3	.6	1.1	.1	.1	-	-	.2	.1	.3	.6	1.9	.7	-	-	-
10 percent	4.5	2.1	1.1	5.8	2.0	-	-	-	1.6	6.0	2.2	-	1.2	.8	1.4	1.2	-
12, 12½, or 15 percent	.5	-	.7	-	-	-	-	-	-	.4	-	-	-	-	-	-	-
Other ¹	.2	.9	.1	1.1	.1	.9	.1	-	-	1.0	.8	-	.3	1.8	2.4	5.3	4.0
No shift-pay differential	-	-	.1	1.0	.4	3.8	1.0	.5	2.6	.4	.2	.2	.3	-	1.7	-	-
Third shift employment	2.4	7.9	2.9	5.4	14.4	5.5	11.4	3.7	6.8	6.1	6.4	4.0	2.3	3.6	8.4	4.8	5.7
With shift-pay differential	2.4	7.9	2.7	5.4	14.4	4.1	11.1	3.3	5.1	6.0	6.4	3.9	2.3	3.6	8.4	4.8	5.7
Uniform cents (per hour)	1.3	5.7	1.7	2.9	13.8	2.0	10.6	2.0	4.7	3.2	5.1	3.9	1.9	1.8	6.2	3.9	1.5
Under 5 cents	-	-	-	.1	.3	1.0	.3	†	.5	-	.1	-	†	-	-	.1	-
5 and under 6 cents	-	†	-	.1	.1	-	†	.3	-	-	-	-	†	-	.9	.6	.1
6 and under 7 cents	-	-	-	.1	1.1	-	†	.3	-	.1	†	-	-	.9	.2	.2	-
7 and under 8 cents	.3	.1	†	.1	.1	.3	-	.2	-	.2	.1	†	-	.1	3.2	.4	.1
8 and under 9 cents	.2	.3	-	-	-	-	-	-	.1	.1	†	-	-	.4	-	-	-
9 and under 10 cents	†	3.7	.1	.4	10.8	.5	9.8	.2	†	1.4	2.3	1.4	.1	.2	1.1	.8	1.0
10 and under 11 cents	.4	.9	.7	1.3	.6	.1	.3	.5	1.1	.6	1.8	1.6	1.1	.3	.1	†	.3
11 and under 12 cents	-	-	-	.2	-	-	-	-	-	†	-	.1	†	-	-	-	-
12 and under 13 cents	.1	.1	.1	.3	.3	†	-	†	†	.2	.2	.3	†	-	-	.3	-
13 and under 14 cents	†	-	-	-	-	-	-	-	-	-	.4	-	†	-	-	-	-
14 and under 15 cents	-	†	.1	-	-	-	-	-	.1	.1	.4	.1	.1	.1	.1	.1	-
15 and under 16 cents	.1	.2	.6	.1	.1	.1	.1	.1	.1	.5	.1	.1	.2	.1	1.3	.2	†
16 cents and over	.3	.4	†	.5	.1	.1	.2	.7	†	.1	†	.4	.3	.2	1.6	.1	.1
Uniform percentage	1.1	1.1	.2	1.7	.6	.1	.3	.4	2.1	1.2	1.2	.1	.3	.1	.2	.1	.1
Under 7 percent	-	-	-	†	-	.1	-	†	-	-	-	-	-	-	-	-	-
7 and under 8 percent	.1	.3	†	.2	†	-	-	.3	-	.2	.9	-	†	-	-	-	-
8 and under 10 percent	-	.1	-	.1	-	-	-	-	-	-	-	-	-	-	-	-	-
10 percent	.7	.8	.1	1.4	.6	-	-	-	.4	1.4	.2	.1	†	.1	.2	†	.1
12, 12½, or 13 percent	-	-	-	†	-	-	-	-	-	.1	-	-	-	-	-	-	-
15 percent	.4	-	†	-	-	-	-	-	-	.3	†	-	.2	-	-	†	-
Other ¹	-	1.0	.8	.8	.1	2.0	.5	1.0	-	.7	.1	-	.2	1.7	2.0	.8	4.1
No shift-pay differential	-	†	.2	†	-	1.4	.3	.4	1.7	.1	†	†	-	-	-	-	-

¹ See footnote 1, table B-11.

† Less than 0.05 percent.

Table B-13: Paid holidays - all industries

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

Number of paid holidays	Northeast					South				North Central				West			
	Boston ¹	Buffalo	New York City ¹	Phila- delphia ¹	Pitts- burgh	Atlanta	Birming- ham	Dallas	Memphis ¹	Chicago ¹	Cleve- land ¹	Kansas City	Minne- apolis- St. Paul	Los Angeles- Long Beach ¹	Portland	San Fran- cisco- Oakland ¹	Seattle ¹
Office workers																	
Workers in establishments providing																	
paid holidays	99	99	99	100	99	99	99	99	100	99	99	100	100	99	100	100	
Under 5 holidays	†	-	-	†	†	2	1	8	4	†	-	1	-	-	†	†	
5 holidays	-	-	-	†	†	30	25	20	53	†	†	2	-	†	†	-	
5 holidays plus 1 half day	-	-	-	-	-	4	†	8	†	-	-	-	-	-	-	-	
5 holidays plus 2 or more half days	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	
6 holidays	1	23	1	20	24	29	16	33	14	38	52	45	51	43	45	2	
6 holidays plus 1 half day	†	1	†	2	10	2	†	3	-	4	4	1	6	1	-	-	
6 holidays plus 2 or more half days	1	14	1	3	3	4	2	2	3	8	21	4	9	4	-	†	
7 holidays	1	26	11	15	42	16	46	20	19	26	18	27	17	22	39	47	
7 holidays plus 1 half day	†	6	2	4	1	1	-	-	-	1	-	-	2	7	-	1	
7 holidays plus 2 or more half days	9	4	1	2	2	2	-	-	1	1	†	6	†	-	1	-	
8 holidays	2	5	8	21	9	8	†	2	2	5	17	3	15	10	31	37	
8 holidays plus 1 half day	-	-	2	†	1	-	-	1	3	1	1	†	1	5	2	-	
8 holidays plus 2 or more half days	1	1	1	†	-	-	-	1	-	†	-	3	1	1	1	3	
9 holidays	4	2	10	4	3	2	-	-	-	3	†	†	2	-	9	†	
9 holidays plus 1 half day	2	-	1	†	1	-	-	-	-	1	-	4	1	-	2	-	
9 holidays plus 2 or more half days	†	-	†	-	-	-	-	-	-	†	-	-	-	-	-	-	
10 holidays	18	3	7	4	2	-	-	-	-	1	1	3	1	-	1	1	
10 holidays plus 1 half day	6	-	2	2	†	1	-	-	-	†	-	-	1	1	†	-	
10 holidays plus 2 or more half days	-	-	2	†	-	-	-	-	-	-	-	-	-	-	-	-	
11 holidays	51	13	34	1	1	-	-	-	-	8	-	-	2	-	1	-	
11 holidays plus 1 half day	2	-	7	-	-	-	-	-	-	1	-	-	†	-	-	-	
11 holidays plus 2 or more half days	1	-	1	†	-	-	-	-	1	-	-	-	1	-	-	-	
Over 11 holidays	1	1	11	22	1	-	8	-	-	-	†	-	-	-	2	-	
Workers in establishments providing no paid holidays	†	1	†	-	†	†	1	†	-	†	†	-	-	†	-	-	
Plant workers²																	
Workers in establishments providing																	
paid holidays	95	97	97	99	97	85	94	89	85	98	97	98	98	95	89	95	93
Under 5 holidays	3	1	5	2	1	8	4	17	12	4	4	3	1	1	1	3	5
5 holidays	1	-	†	1	-	30	12	22	32	2	†	3	1	1	1	4	†
5 holidays plus 1 half day	1	-	-	-	-	1	1	2	-	-	-	-	-	-	-	-	1
5 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	8	30	14	32	19	28	18	18	19	42	46	47	61	44	51	6	4
6 holidays plus 1 half day	1	1	†	2	1	1	-	1	-	1	1	1	9	2	-	-	†
6 holidays plus 2 or more half days	2	16	1	3	1	6	1	4	4	12	27	10	3	5	-	1	-
7 holidays	18	35	26	32	63	9	56	22	16	28	16	24	16	25	32	51	50
7 holidays plus 1 half day	-	2	2	1	1	1	-	-	-	-	-	-	1	2	-	1	1
7 holidays plus 2 or more half days	9	3	2	2	2	-	-	1	†	1	-	2	-	-	-	-	-
8 holidays	11	5	11	19	7	†	2	1	2	7	†	8	5	14	4	28	32
8 holidays plus 1 half day	-	-	1	1	-	-	-	-	-	-	-	-	1	-	-	1	-
8 holidays plus 2 or more half days	1	1	1	-	-	-	-	-	-	†	-	-	-	-	-	-	-
9 holidays	7	1	6	3	1	1	-	-	-	2	-	1	-	-	-	†	-
9 holidays plus 1 half day	1	-	1	†	-	-	-	-	-	†	-	-	-	†	-	-	-
9 holidays plus 2 or more half days	†	-	†	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays	17	†	5	1	1	-	-	-	-	-	-	1	-	-	-	-	-
10 holidays plus 1 half day	5	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays plus 2 or more half days	-	-	†	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	8	2	17	1	1	-	-	-	-	†	-	-	-	-	-	-	-
11 holidays plus 1 half day	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 2 or more half days	†	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 11 holidays	†	-	1	†	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	5	3	3	1	3	15	6	11	15	2	3	2	2	5	11	5	7

¹ Exceptions to the standard industry limitations are shown in footnotes 4 and/or 6 to the table in appendix B.² Data for finance and insurance establishments are excluded.

† Less than 0.5 percent.

Table B-13a: Paid holiday time - all industries

(Percent of office and plant workers employed in all establishments that provide paid holidays by sum of full-day and half-day holidays provided annually, ¹ cumulative)

Total paid holiday time (days)	Northeast					South				North Central				West			
	Boston	Buffalo	New York City	Phila-delphia	Pitts-burgh	Atlanta	Birming-ham	Dallas	Memphis	Chicago	Cleve-land	Kansas City	Minne-apolis-St. Paul	Los Angeles-Long Beach	Portland	San Fran-cisco-Oakland	Seattle
Office workers																	
13 or more	-	-	†	19	-	-	8	-	-	-	-	-	-	-	-	-	-
12 1/2 or more	1	-	2	20	-	-	8	-	-	-	-	-	-	-	-	2	-
12 or more	2	1	12	22	1	-	8	-	-	1	†	-	-	1	-	2	-
11 1/2 or more	4	1	19	22	1	-	8	-	-	2	†	-	-	1	-	3	-
11 or more	56	14	53	23	3	-	8	-	-	9	†	-	-	3	-	3	-
10 1/2 or more	61	14	55	25	3	1	8	-	-	10	†	-	-	3	1	3	-
10 or more	79	17	63	29	4	1	8	-	-	11	2	3	-	4	1	4	3
9 1/2 or more	81	17	64	29	5	1	8	-	-	12	2	3	4	5	1	6	3
9 or more	86	21	75	33	8	3	8	1	-	17	2	3	6	7	1	16	6
8 1/2 or more	86	21	77	33	10	3	8	2	3	18	3	3	8	8	5	19	6
8 or more	96	29	85	57	20	13	8	6	6	24	5	20	16	23	16	50	43
7 1/2 or more	97	35	87	61	22	14	8	6	6	26	5	20	19	29	16	51	44
7 or more	99	75	99	78	65	33	57	28	28	58	44	51	42	55	54	98	99
6 1/2 or more	99	76	99	80	76	35	57	31	28	62	48	52	49	57	54	98	99
6 or more	99	99	99	99	99	64	73	64	42	99	99	97	100	99	99	99	100
5 1/2 or more	99	99	99	99	99	68	73	72	42	99	99	97	100	99	99	99	100
5 or more	99	99	99	99	99	98	98	92	96	99	99	100	100	99	99	99	100
Total receiving paid holidays	99	99	99	100	99	99	99	99	100	99	99	99	100	100	99	100	100
Plant workers																	
11 or more	10	2	19	1	1	-	-	-	-	†	-	-	-	-	-	-	-
10 1/2 or more	15	2	20	2	1	-	-	-	-	-	-	-	-	-	-	-	-
10 or more	32	2	26	4	1	-	-	-	-	†	-	1	-	-	-	-	-
9 1/2 or more	33	2	27	4	1	-	-	-	-	†	-	1	-	†	-	-	-
9 or more	41	5	34	7	2	1	-	-	-	2	-	2	-	†	-	†	-
8 1/2 or more	41	5	36	7	2	1	-	-	-	2	-	2	1	†	-	1	-
8 or more	61	13	48	28	11	1	2	1	3	9	1	10	8	14	4	30	32
7 1/2 or more	62	15	51	29	12	2	2	1	3	9	1	10	8	16	4	31	33
7 or more	81	65	78	63	76	17	59	28	22	48	44	43	27	46	36	82	83
6 1/2 or more	82	66	78	65	77	17	59	28	22	50	46	44	36	48	36	82	83
6 or more	90	96	93	97	96	45	77	46	41	91	93	91	97	92	87	88	87
5 1/2 or more	91	96	93	97	96	47	78	49	41	91	93	91	97	92	87	88	88
5 or more	92	96	93	98	96	77	90	71	73	93	93	95	97	93	88	92	88
4 1/2 or more	92	96	93	98	96	78	90	72	73	93	93	95	97	93	88	92	88
4 or more	93	96	93	98	96	81	93	85	81	94	95	96	97	93	88	92	89
Total receiving paid holidays	95	97	97	99	97	85	94	89	85	98	97	98	98	95	89	95	93

¹ All combinations of full and half days that add to the same amount are combined; for example, the proportion of workers receiving a total of 7 days includes those with 7 full days and no half days, 6 full days and 2 half days, 5 full days and 4 half days, and so on.
 † Less than 0.5 percent.

Table B-14: Paid holidays - manufacturing

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

Number of paid holidays	Northeast					South				North Central				West			
	Boston	Buffalo	New York City	Philadelphia	Pittsburgh	Atlanta	Birmingham	Dallas	Memphis	Chicago	Cleveland	Kansas City	Minneapolis-St. Paul	Los Angeles-Long Beach	Portland	San Francisco-Oakland	Seattle
Office workers																	
Workers in establishments providing paid holidays -----	100	100	100	100	99	99	99	99	100	99	99	100	100	100	100	100	100
Under 5 holidays -----	-	-	-	-	-	1	1	5	5	-	-	2	-	-	-	-	-
5 holidays -----	-	-	-	†	†	22	6	15	31	†	†	†	-	†	1	-	-
5 holidays plus 1 half day -----	-	-	-	-	-	-	-	†	1	-	-	-	-	-	-	-	-
5 holidays plus 2 or more half days -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays -----	1	16	1	22	14	58	20	19	22	35	45	32	54	57	53	1	2
6 holidays plus 1 half day -----	†	1	†	2	3	3	-	1	-	6	2	4	15	2	-	-	1
6 holidays plus 2 or more half days -----	1	24	3	6	5	9	2	8	4	14	34	13	9	7	-	1	-
7 holidays -----	4	41	7	23	68	5	70	50	28	35	16	37	8	24	43	68	20
7 holidays plus 1 half day -----	1	4	3	2	-	†	-	-	-	1	-	-	2	3	-	1	-
7 holidays plus 2 or more half days -----	13	8	†	6	2	-	-	-	3	†	2	-	8	†	-	2	-
8 holidays -----	6	4	15	29	8	2	1	1	5	8	†	10	4	6	2	23	77
8 holidays plus 1 half day -----	-	-	2	-	-	-	-	-	-	-	-	-	1	-	-	2	-
8 holidays plus 2 or more half days -----	2	2	1	†	-	-	-	-	-	-	-	-	-	-	-	-	-
9 holidays -----	9	-	15	5	-	1	-	-	-	-	-	1	-	-	-	2	†
9 holidays plus 1 half day -----	†	-	1	†	-	-	-	-	-	-	-	-	-	-	-	-	-
9 holidays plus 2 or more half days -----	-	-	†	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays -----	27	†	19	2	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays plus 1 half day -----	5	-	3	-	-	-	-	-	-	-	-	-	-	-	-	1	-
10 holidays plus 2 or more half days -----	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays -----	27	-	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 1 half day -----	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 2 or more half days -----	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 11 holidays -----	2	-	4	1	†	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays -----	-	-	-	-	†	†	1	†	-	†	†	-	-	-	-	-	-
Plant workers																	
Workers in establishments providing paid holidays -----	99	98	98	100	97	78	96	93	88	99	98	100	98	98	87	91	89
Under 5 holidays -----	2	1	8	-	†	4	1	7	7	1	3	1	-	†	-	1	1
5 holidays -----	1	-	†	1	-	17	5	19	23	2	-	5	1	1	1	-	-
5 holidays plus 1 half day -----	1	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	2
5 holidays plus 2 or more half days -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays -----	9	16	13	28	8	36	20	20	28	33	43	32	54	51	38	4	6
6 holidays plus 1 half day -----	1	1	1	3	1	1	-	1	-	1	3	2	17	2	-	-	-
6 holidays plus 2 or more half days -----	3	21	1	4	1	11	1	9	6	17	34	17	4	7	-	2	-
7 holidays -----	26	45	13	31	78	5	67	34	20	34	14	29	11	27	47	61	26
7 holidays plus 1 half day -----	-	2	3	1	1	1	-	-	-	-	-	-	-	3	-	1	-
7 holidays plus 2 or more half days -----	5	4	†	3	2	-	-	1	-	1	-	1	1	1	-	1	-
8 holidays -----	17	5	21	24	6	1	2	1	3	10	†	12	9	5	1	19	55
8 holidays plus 1 half day -----	-	-	2	1	-	-	-	-	-	-	-	-	2	-	-	2	-
8 holidays plus 2 or more half days -----	2	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 holidays -----	10	†	7	2	-	1	-	-	-	-	-	2	-	-	-	-	-
9 holidays plus 1 half day -----	1	-	1	†	-	-	-	-	-	-	-	-	-	-	-	-	-
9 holidays plus 2 or more half days -----	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays -----	14	†	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays plus 1 half day -----	2	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays plus 2 or more half days -----	-	-	†	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays -----	5	-	9	2	-	-	-	-	-	†	-	-	-	-	-	-	-
11 holidays plus 1 half day -----	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 2 or more half days -----	-	-	†	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 11 holidays -----	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays -----	1	2	2	-	3	22	4	7	12	1	2	-	2	2	13	9	11

† Less than 0.5 percent.

Table B-15: 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 annually)

Number of paid holidays	Northeast					South				North Central				West			
	Boston ¹	Buffalo	New York City ¹	Philadelphia	Pittsburgh	Atlanta	Birmingham	Dallas	Memphis	Chicago ¹	Cleveland ¹	Kansas City	Minneapolis-St. Paul	Los Angeles-Long Beach ¹	Portland	San Francisco-Oakland ¹	Seattle ¹
Office workers																	
Workers in establishments providing paid holidays	100	99	100	100	100	100	100	100	100	100	100	99	100	100	99	100	100
Under 5 holidays	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-
5 holidays	-	-	-	-	-	8	23	14	12	-	-	-	-	-	-	-	-
5 holidays plus 1 half day	-	-	-	-	-	-	-	5	-	-	-	-	-	-	-	-	-
5 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	1	13	†	1	2	26	15	33	39	14	21	19	35	5	36	2	3
6 holidays plus 1 half day	-	-	3	†	-	†	†	-	-	-	-	-	-	-	-	-	1
6 holidays plus 2 or more half days	-	4	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-
7 holidays	1	2	18	4	3	66	62	46	48	60	79	50	38	12	31	23	84
7 holidays plus 1 half day	-	-	-	5	†	-	-	-	-	-	-	-	-	-	-	-	-
7 holidays plus 2 or more half days	-	-	†	†	3	-	-	-	3	-	-	26	-	-	-	2	-
8 holidays	1	17	2	47	39	-	-	2	-	1	-	25	-	83	32	69	13
8 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8 holidays plus 2 or more half days	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 holidays	3	18	1	8	19	-	-	-	-	21	-	-	-	-	-	1	-
9 holidays plus 1 half day	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
9 holidays plus 2 or more half days	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays	11	-	2	26	16	-	-	-	-	-	-	5	-	-	-	3	-
10 holidays plus 1 half day	53	-	-	4	3	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays plus 2 or more half days	-	-	†	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	29	45	66	-	15	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 1 half day	-	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 2 or more half days	-	-	†	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 11 holidays	-	-	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	-	1	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-
Plant workers																	
Workers in establishments providing paid holidays	100	99	100	100	100	100	100	88	88	98	98	100	98	95	97	100	97
Under 5 holidays	-	-	†	-	-	1	1	-	-	-	-	-	-	-	-	-	1
5 holidays	3	-	-	-	-	14	20	11	20	-	-	-	-	-	-	-	-
5 holidays plus 1 half day	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	-	-
5 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	5	39	5	5	15	41	23	30	30	33	33	44	12	40	7	3	
6 holidays plus 1 half day	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	1
6 holidays plus 2 or more half days	-	†	-	-	-	-	-	-	-	-	-	†	-	-	-	-	-
7 holidays	7	7	25	42	10	44	56	41	39	39	66	48	42	20	37	24	87
7 holidays plus 1 half day	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-
7 holidays plus 2 or more half days	-	-	-	-	7	-	-	-	-	-	-	12	-	-	-	-	-
8 holidays	-	10	3	22	36	-	-	-	-	-	-	13	-	64	20	70	5
8 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 holidays	8	16	†	4	10	-	-	-	-	25	-	-	-	-	-	-	-
9 holidays plus 1 half day	-	-	-	†	-	-	-	-	-	-	-	-	-	-	-	-	-
9 holidays plus 2 or more half days	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays	6	27	-	14	8	-	-	-	-	-	-	6	-	-	-	-	-
10 holidays plus 1 half day	48	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	21	-	65	-	11	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 1 half day	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 11 holidays	-	-	†	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	-	1	-	-	-	-	-	12	12	2	2	-	2	5	3	-	3

¹ 1 or more utilities are municipally operated and, therefore, excluded from the scope of the studies. See footnote 4 to table in appendix B.

† Less than 0.5 percent.

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

Table B-16: 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 annually)

Number of paid holidays	Northeast				South	North Central			West	
	Boston	New York City	Philadelphia	Pittsburgh	Atlanta	Chicago	Cleveland	Minneapolis-St. Paul	Los Angeles-Long Beach	San Francisco-Oakland
Office workers										
Workers in establishments providing paid holidays	100	100	100	100	100	99	100	100	100	100
Under 5 holidays	-	-	-	†	-	-	-	-	-	-
5 holidays	-	-	1	-	26	-	-	-	-	-
5 holidays plus 1 half day	-	-	-	-	1	-	-	-	-	-
5 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-
6 holidays	2	1	19	31	55	47	78	42	31	6
6 holidays plus 1 half day	-	-	5	†	-	5	9	-	2	-
6 holidays plus 2 or more half days	-	-	1	-	4	5	-	3	5	-
7 holidays	1	15	23	48	14	32	10	44	34	78
7 holidays plus 1 half day	-	5	9	10	-	-	-	5	6	-
7 holidays plus 2 or more half days	-	†	-	-	-	-	-	-	-	-
8 holidays	-	9	35	10	-	9	2	6	22	13
8 holidays plus 1 half day	-	2	-	-	-	-	-	-	-	-
8 holidays plus 2 or more half days	-	1	-	-	-	1	-	-	-	-
9 holidays	2	19	6	-	-	-	-	-	-	3
9 holidays plus 1 half day	3	-	-	-	-	-	-	-	-	-
9 holidays plus 2 or more half days	-	3	-	-	-	-	-	-	-	-
10 holidays	40	8	1	-	-	-	-	-	-	-
10 holidays plus 1 half day	-	6	-	-	-	-	-	-	-	-
10 holidays plus 2 or more half days	-	3	-	-	-	-	-	-	-	-
11 holidays	49	22	-	-	-	2	-	-	-	-
11 holidays plus 1 half day	-	2	-	-	-	-	-	-	-	-
11 holidays plus 2 or more half days	4	†	-	-	-	-	-	-	-	-
Over 11 holidays	-	4	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	-	-	-	-	-	†	-	-	-	-
Plant workers										
Workers in establishments providing paid holidays	100	100	95	97	98	97	96	100	98	100
Under 5 holidays	-	-	-	3	-	-	-	-	-	-
5 holidays	-	-	9	-	39	2	-	-	-	-
5 holidays plus 1 half day	-	-	-	-	2	-	-	-	-	-
5 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-
6 holidays	7	2	22	29	39	62	57	50	29	4
6 holidays plus 1 half day	-	-	-	-	-	2	6	-	-	-
6 holidays plus 2 or more half days	-	-	-	-	3	4	-	4	3	-
7 holidays	4	21	20	45	15	20	30	47	45	55
7 holidays plus 1 half day	-	1	1	6	-	-	-	-	1	-
7 holidays plus 2 or more half days	4	2	-	-	-	-	-	-	-	-
8 holidays	-	7	23	14	-	4	3	-	20	41
8 holidays plus 1 half day	-	3	3	-	-	-	-	-	-	-
8 holidays plus 2 or more half days	-	-	-	-	-	2	-	-	-	-
9 holidays	8	14	15	-	-	-	-	-	-	-
9 holidays plus 1 half day	2	-	-	-	-	-	-	-	-	-
9 holidays plus 2 or more half days	-	†	-	-	-	-	-	-	-	-
10 holidays	42	6	1	-	-	-	-	-	-	-
10 holidays plus 1 half day	-	1	-	-	-	-	-	-	-	-
10 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-
11 holidays	31	30	-	-	-	†	-	-	-	-
11 holidays plus 1 half day	-	2	-	-	-	-	-	-	-	-
11 holidays plus 2 or more half days	2	5	-	-	-	-	-	-	-	-
Over 11 holidays	-	6	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	-	-	5	3	2	3	4	-	2	-

† Less than 0.5 percent.

Table B-17 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 annually)

Number of paid holidays	Northeast				South		North Central		West		
	Boston	New York City ¹	Phila-delphia ¹	Pitts-burgh	Atlanta	Dallas	Chicago	Minne-apolis-St. Paul	Portland	San Fran-cisco-Oakland	Scattle
Office workers											
Workers in establishments providing paid holidays -----	97	99	100	100	100	99	100	100	99	100	100
Under 5 holidays -----	2	-	†	2	7	39	-	-	-	†	-
5 holidays -----	-	-	-	-	62	35	-	-	-	-	-
5 holidays plus 1 half day -----	-	-	-	-	28	2	-	-	-	-	-
5 holidays plus 2 or more half days -----	-	-	-	-	-	-	-	-	-	-	-
6 holidays -----	-	1	67	86	3	23	96	93	96	3	-
6 holidays plus 1 half day -----	-	-	-	-	-	-	-	-	-	-	-
6 holidays plus 2 or more half days -----	3	-	3	†	-	-	†	-	-	-	-
7 holidays -----	-	56	17	8	-	-	2	6	2	82	100
7 holidays plus 1 half day -----	-	2	9	-	-	-	-	1	-	7	-
7 holidays plus 2 or more half days -----	48	†	-	4	-	-	-	-	-	-	-
8 holidays -----	-	2	4	-	-	-	1	-	-	5	-
8 holidays plus 1 half day -----	-	2	1	-	-	-	-	-	-	-	-
8 holidays plus 2 or more half days -----	-	2	-	-	-	-	-	-	-	-	-
9 holidays -----	†	3	-	-	-	-	-	-	-	2	-
9 holidays plus 1 half day -----	1	5	-	-	-	-	†	-	-	-	-
9 holidays plus 2 or more half days -----	†	-	-	-	-	-	†	-	-	-	-
10 holidays -----	23	5	-	-	-	-	-	-	-	-	-
10 holidays plus 1 half day -----	†	8	-	-	-	-	-	-	-	-	-
10 holidays plus 2 or more half days -----	-	5	-	-	-	-	-	-	-	-	-
11 holidays -----	20	5	-	-	-	-	-	-	-	-	-
11 holidays plus 1 half day -----	-	2	-	-	-	-	-	-	-	-	-
11 holidays plus 2 or more half days -----	-	-	-	-	-	-	-	-	-	-	-
Over 11 holidays -----	-	1	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays -----	3	1	-	-	-	†	-	-	1	-	-
Plant workers											
Workers in establishments providing paid holidays -----	91	97	100	97	94	87	96	100	90	99	98
Under 5 holidays -----	9	6	9	10	15	46	7	3	3	16	6
5 holidays -----	-	-	-	-	72	30	-	-	-	-	-
5 holidays plus 1 half day -----	-	-	-	-	5	-	-	-	-	-	-
5 holidays plus 2 or more half days -----	-	-	-	-	-	-	-	-	-	-	-
6 holidays -----	4	5	57	79	2	11	82	82	87	4	-
6 holidays plus 1 half day -----	-	-	-	-	-	-	-	-	-	-	-
6 holidays plus 2 or more half days -----	1	2	-	†	-	-	-	-	-	-	-
7 holidays -----	2	60	33	8	-	-	6	12	-	60	92
7 holidays plus 1 half day -----	-	5	-	-	-	-	-	2	-	2	-
7 holidays plus 2 or more half days -----	32	8	-	-	-	-	-	1	-	-	-
8 holidays -----	5	1	2	-	-	-	†	-	-	17	-
8 holidays plus 1 half day -----	-	1	-	-	-	-	-	-	-	-	-
8 holidays plus 2 or more half days -----	-	†	-	-	-	-	-	-	-	-	-
9 holidays -----	-	4	-	-	-	-	-	-	-	-	-
9 holidays plus 1 half day -----	2	†	-	-	-	-	†	-	-	-	-
9 holidays plus 2 or more half days -----	-	-	-	-	-	-	-	-	-	-	-
10 holidays -----	30	-	-	-	-	-	-	-	-	-	-
10 holidays plus 1 half day -----	-	1	-	-	-	-	-	-	-	-	-
10 holidays plus 2 or more half days -----	-	†	-	-	-	-	-	-	-	-	-
11 holidays -----	5	3	-	-	-	-	-	-	-	-	-
11 holidays plus 1 half day -----	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 2 or more half days -----	-	-	-	-	-	-	-	-	-	-	-
Over 11 holidays -----	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays -----	9	3	-	3	6	13	4	-	10	1	2

¹ Excludes limited-price variety stores.

† Less than 0.5 percent.

Table B-18: Paid holidays - finance **

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

Number of paid holidays	Northeast				South		North Central			West	
	Boston	New York City	Philadelphia	Pittsburgh	Atlanta	Dallas	Chicago	Cleveland	Minneapolis-St. Paul	Los Angeles-Long Beach	San Francisco-Oakland
Office workers											
Workers in establishments providing paid holidays -----	100	100	100	100	100	100	100	100	100	100	100
Under 5 holidays -----	-	-	-	-	-	†	-	-	-	-	-
5 holidays -----	-	-	-	-	33	18	-	-	-	-	-
5 holidays plus 1 half day -----	-	-	-	-	3	18	-	-	-	-	-
5 holidays plus 2 or more half days -----	-	-	-	-	-	5	-	-	-	-	-
6 holidays -----	-	†	†	23	6	50	13	67	38	26	-
6 holidays plus 1 half day -----	-	-	1	52	-	2	4	10	4	†	-
6 holidays plus 2 or more half days -----	-	-	†	2	4	-	7	-	18	-	-
7 holidays -----	-	-	2	-	11	-	5	-	15	19	21
7 holidays plus 1 half day -----	-	-	3	-	3	-	2	-	-	17	-
7 holidays plus 2 or more half days -----	-	-	†	-	6	-	3	-	-	-	-
8 holidays -----	-	2	4	†	25	-	4	2	2	5	36
8 holidays plus 1 half day -----	-	2	-	6	-	3	5	6	-	6	5
8 holidays plus 2 or more half days -----	-	-	-	-	-	4	5	3	10	2	2
9 holidays -----	-	8	2	7	5	-	3	1	-	7	21
9 holidays plus 1 half day -----	3	-	-	5	-	-	2	-	13	-	5
9 holidays plus 2 or more half days -----	-	-	-	-	-	-	2	-	-	-	-
10 holidays -----	7	2	2	-	-	-	2	9	-	3	3
10 holidays plus 1 half day -----	-	-	4	-	4	-	†	-	-	3	-
10 holidays plus 2 or more half days -----	-	-	-	-	-	-	-	-	-	-	3
11 holidays -----	86	49	5	-	-	-	35	-	-	8	-
11 holidays plus 1 half day -----	4	14	-	-	-	-	5	-	-	1	-
11 holidays plus 2 or more half days -----	-	1	1	-	-	-	3	-	-	3	-
Over 11 holidays -----	-	22	77	5	-	-	-	2	-	-	5
Workers in establishments providing no paid holidays -----	-	-	-	-	-	-	-	-	-	-	-

† Less than 0.5 percent.

** Finance, insurance, and real estate.

Table B-19: Paid holidays - services

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

Number of paid holidays	Northeast			North Central	West	Northeast			North Central	West
	Boston	New York City	Phila-delphia	Chicago	Los Angeles-Long Beach ¹	Boston	New York City	Phila-delphia	Chicago	Los Angeles-Long Beach ¹
	Office workers					Plant workers				
Workers in establishments providing paid holidays -----	100	100	100	99	100	64	92	88	88	67
Under 5 holidays -----	-	-	-	1	-	-	-	3	52	5
5 holidays -----	-	-	-	-	-	12	-	-	-	2
5 holidays plus 1 half day -----	-	-	-	-	-	-	-	-	-	-
5 holidays plus 2 or more half days -----	-	-	-	-	-	-	-	-	-	-
6 holidays -----	2	7	48	64	51	27	46	66	31	49
6 holidays plus 1 half day -----	-	-	16	4	†	-	-	-	1	-
6 holidays plus 2 or more half days -----	2	-	2	3	1	-	-	1	†	-
7 holidays -----	1	16	22	14	18	9	23	15	3	9
7 holidays plus 1 half day -----	-	5	5	1	-	-	1	-	-	-
7 holidays plus 2 or more half days -----	2	5	-	5	-	-	†	-	†	-
8 holidays -----	1	25	8	2	18	4	6	3	†	†
8 holidays plus 1 half day -----	-	2	-	-	-	-	†	-	-	-
8 holidays plus 2 or more half days -----	1	1	-	-	-	-	-	-	-	-
9 holidays -----	17	4	-	5	-	4	6	-	-	-
9 holidays plus 1 half day -----	-	5	-	-	11	-	1	-	-	2
9 holidays plus 2 or more half days -----	-	†	-	-	-	-	-	-	-	-
10 holidays -----	8	11	-	-	-	3	2	-	-	-
10 holidays plus 1 half day -----	-	-	-	-	-	-	-	-	-	-
10 holidays plus 2 or more half days -----	-	1	-	-	-	-	-	-	-	-
11 holidays -----	44	13	-	-	-	5	7	-	†	-
11 holidays plus 1 half day -----	-	-	-	3	-	-	-	-	-	-
11 holidays plus 2 or more half days -----	12	-	-	-	-	-	-	-	-	-
Over 11 holidays -----	11	6	-	-	-	-	†	-	-	-
Workers in establishments providing no paid holidays -----	-	-	-	†	-	36	8	12	12	33

¹ Excludes motion-picture production and allied services; data for these industries are included, however, in "all industries."
† Less than 0.5 percent.

Table B-20: 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	Northeast					South				North Central				West			
	Boston ²	Buffalo	New York City ²	Phila- delphia ²	Pitts- burgh	Atlanta	Birming- ham	Dallas	Memphis ²	Chicago ²	Cleve- land ²	Kansas City	Minne- apolis- St. Paul	Los Angeles- Long Beach ²	Portland	San Fran- cisco- Oakland ²	Seattle ²
Office workers																	
1 week or more	100	100	99	99	99	100	100	99	100	99	100	99	100	100	100	100	100
6 months	85	68	86	68	60	58	61	56	54	64	67	39	57	51	50	66	40
1 year	100	100	99	99	99	100	100	99	100	99	100	99	99	99	100	100	100
2 weeks or more	99	99	99	99	99	99	94	98	99	99	100	99	99	100	100	100	100
6 months	26	†	15	13	3	†	6	†	†	5	†	†	†	5	†	9	-
1 year	96	81	92	77	78	78	62	67	65	80	84	64	69	80	68	82	83
2 years	99	90	99	94	95	93	84	89	82	97	94	89	90	96	89	99	96
3 years	99	97	99	95	97	95	91	93	92	99	97	96	98	99	98	100	99
5 years	99	99	99	99	99	98	94	97	99	99	99	99	99	100	100	100	100
3 weeks or more	91	89	90	87	92	68	59	60	64	88	90	78	85	85	75	88	50
3 years	7	†	5	†	†	-	†	-	-	3	†	†	†	8	3	4	†
5 years	26	6	18	7	†	†	†	3	4	6	†	†	5	8	3	8	†
10 years	42	37	56	33	13	†	8	9	16	37	21	23	32	24	24	27	9
15 years	85	88	88	83	88	64	55	51	46	85	89	72	84	80	69	81	42
20 years	88	89	88	85	92	66	58	58	61	86	90	75	85	85	74	88	50
25 years	91	89	90	87	92	68	59	60	64	88	90	78	85	85	75	88	50
4 weeks or more	29	26	49	32	15	26	7	16	15	32	14	29	31	18	21	24	22
10 years	4	-	†	†	-	-	-	-	†	†	-	†	†	†	-	†	-
15 years	4	†	5	†	†	-	-	-	†	†	†	†	†	†	-	†	-
20 years	10	7	17	4	3	5	†	†	3	11	3	7	6	7	4	5	5
25 years	29	26	49	32	15	26	7	16	15	32	14	29	31	18	21	24	22
Plant workers																	
1 week or more	99	100	99	99	100	96	98	98	98	99	99	99	99	99	100	100	99
6 months	38	16	37	24	5	22	8	15	16	14	10	13	11	21	5	29	38
1 year	99	99	99	99	100	95	98	98	97	99	99	99	99	99	100	100	99
2 weeks or more	98	99	95	97	98	85	91	90	86	99	99	97	99	98	100	100	97
6 months	4	†	3	†	†	-	-	-	-	†	-	-	†	†	-	-	-
1 year	40	18	44	24	6	32	6	18	12	18	11	19	18	38	13	26	43
2 years	51	34	68	38	18	49	24	48	26	51	22	38	45	73	36	82	68
3 years	64	57	87	58	28	59	37	74	54	72	33	63	79	90	68	92	80
5 years	98	99	95	95	98	83	91	88	84	98	99	97	99	98	100	100	97
3 weeks or more	77	88	64	72	94	45	76	43	45	84	89	65	76	76	55	88	72
3 years	†	†	7	†	†	-	-	†	-	4	†	-	†	4	†	6	†
5 years	13	7	15	5	†	3	†	†	7	†	†	4	6	12	†	11	†
10 years	26	28	35	34	8	16	4	3	6	30	15	12	27	25	18	31	39
15 years	74	86	63	71	92	42	73	38	39	82	87	65	72	76	50	87	71
20 years	76	87	63	71	94	44	76	41	41	84	87	65	73	76	53	88	72
25 years	77	88	64	72	94	45	76	43	45	84	89	65	76	76	55	88	72
4 weeks or more	16	22	14	18	11	12	†	8	6	24	11	20	23	11	16	17	9
10 years	7	-	†	-	-	-	-	-	-	†	-	-	†	†	-	†	-
15 years	7	†	4	-	†	-	-	-	-	†	-	-	†	†	†	†	†
20 years	9	7	6	3	5	7	†	†	†	10	4	†	3	5	3	3	†
25 years	16	22	14	18	11	12	†	8	6	24	11	20	23	11	16	17	9

¹ Includes percentage- or flat-sum-type payments converted to equivalent weeks' pay. Periods of service were arbitrarily chosen and do not necessarily reflect the individual provisions for progressions. For example, the changes in proportions indicated at 10 years' service include changes in provisions occurring between 5 and 10 years. Estimates are cumulative. Thus, the proportion receiving 3 weeks' pay or more after 5 years includes those who receive 3 weeks' pay or more after fewer years of service.

² Exceptions to the standard industry limitations are shown in footnotes 4 and/or 6 to the table in appendix B.

† Less than 2.5 percent.

Table B-21: 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	Northeast					South				North Central				West			
	Boston	Buffalo	New York City	Philadelphia	Pittsburgh	Atlanta	Birmingham	Dallas	Memphis	Chicago	Cleveland	Kansas City	Minneapolis-St. Paul	Los Angeles-Long Beach	Portland	San Francisco-Oakland	Seattle
Office workers																	
1 week or more	100	100	100	100	99	99	100	99	100	100	100	100	99	100	100	100	100
6 months	77	65	78	71	60	35	70	43	46	66	80	36	67	37	56	65	15
1 year	100	100	100	100	99	99	100	99	100	100	100	99	100	100	100	100	100
2 weeks or more	100	99	100	99	99	98	99	98	99	100	100	100	99	100	100	100	100
6 months	11	†	5	5	†	-	†	†	-	6	-	†	†	-	3	-	-
1 year	97	85	93	86	86	84	76	63	64	83	91	75	77	88	72	94	92
2 years	99	90	98	91	94	92	93	88	79	96	96	85	90	96	89	99	97
3 years	99	95	98	92	97	94	95	96	92	99	97	96	97	99	94	100	99
5 years	100	99	100	99	99	98	99	98	99	100	100	100	99	100	100	100	100
3 weeks or more	85	94	88	88	96	28	80	62	60	91	94	83	83	89	73	82	17
3 years	†	-	9	-	-	-	-	-	-	5	†	-	†	8	10	8	5
5 years	9	4	21	14	†	-	†	5	†	7	†	3	11	10	10	8	5
10 years	17	32	55	43	8	15	13	21	21	40	19	22	45	25	22	32	7
15 years	82	93	88	87	91	28	79	61	49	89	92	82	81	89	64	81	17
20 years	84	94	88	88	95	28	79	61	58	91	92	83	82	89	71	82	17
25 years	85	94	88	88	96	28	80	62	60	91	94	83	83	89	73	82	17
4 weeks or more	8	22	43	26	11	3	11	15	9	28	10	22	27	10	19	22	†
10 years	†	-	6	-	-	-	-	-	-	3	-	-	-	†	-	-	-
15 years	†	†	15	†	†	-	-	-	-	3	-	-	†	†	-	-	-
20 years	†	5	18	†	†	-	-	-	†	9	†	-	†	5	†	5	†
25 years	8	22	43	26	11	3	11	15	9	28	10	22	27	10	19	22	†
Plant workers																	
1 week or more	100	100	100	100	100	95	99	98	99	99	100	100	100	100	100	100	99
6 months	23	10	25	28	†	8	3	4	7	11	8	6	7	16	†	29	50
1 year	100	100	100	100	100	94	99	98	97	99	100	100	100	100	100	100	99
2 weeks or more	98	99	90	98	99	82	97	90	84	99	99	100	100	99	100	99	97
6 months	†	-	†	†	-	-	-	-	-	-	-	-	-	-	-	-	-
1 year	19	14	40	28	3	26	3	11	†	12	7	17	8	42	8	24	53
2 years	26	27	55	29	6	36	18	36	10	38	11	24	25	67	15	69	60
3 years	47	46	73	50	12	43	28	74	40	61	19	50	67	87	47	85	66
5 years	98	99	90	96	99	81	97	90	82	98	99	100	99	99	100	99	97
3 weeks or more	72	92	61	72	97	33	90	48	44	89	94	74	85	78	62	88	83
3 years	†	-	13	-	†	-	-	†	-	6	†	-	†	5	3	8	†
5 years	5	†	16	7	†	-	†	†	†	8	†	4	8	8	3	11	3
10 years	14	20	37	29	5	11	4	5	†	31	11	13	35	20	16	29	57
15 years	69	90	60	72	96	33	90	47	42	67	92	72	82	78	52	86	82
20 years	71	92	61	72	97	33	90	47	44	89	92	74	83	78	59	88	83
25 years	72	92	61	72	97	33	90	48	44	89	94	74	85	78	62	88	83
4 weeks or more	7	23	9	16	7	3	†	7	3	19	8	20	25	8	17	19	†
10 years	†	-	3	-	-	-	-	-	-	-	-	-	-	†	-	-	-
15 years	†	†	5	-	†	-	-	-	-	-	-	-	†	†	-	-	-
20 years	†	6	6	3	†	-	-	-	-	6	3	-	5	4	†	4	†
25 years	7	23	9	16	7	3	†	7	3	19	8	20	25	8	17	19	†

¹ Includes percentage- or flat-sum-type payments converted to equivalent weeks' pay. See footnote 1, table B-20.

† Less than 2.5 percent.

Table B-22: 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	Northeast					South				North Central				West			
	Boston ²	Buffalo	New York City ²	Philadelphia	Pittsburgh	Atlanta	Birmingham	Dallas	Memphis	Chicago ²	Cleveland ²	Kansas City	Minneapolis-St. Paul	Los Angeles-Long Beach ²	Portland	San Francisco-Oakland ²	Seattle ²
Office workers																	
1 week or more	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
6 months	89	73	89	60	56	69	54	73	64	53	14	69	7	48	43	60	65
1 year	100	100	100	100	100	100	100	100	99	100	100	100	100	100	100	100	100
2 weeks or more	100	100	100	100	100	100	100	100	100	100	100	98	100	100	100	100	100
6 months	53	†	17	-	-	19	-	-	-	†	-	-	-	-	-	-	-
1 year	96	72	97	47	49	54	51	41	28	88	54	70	29	7	47	38	85
2 years	99	95	100	99	98	93	88	87	66	98	93	87	89	91	83	93	89
3 years	99	100	100	99	98	100	100	98	98	100	95	95	97	99	100	100	95
5 years	99	100	100	100	100	100	100	98	100	100	100	98	100	100	100	100	100
3 weeks or more	98	89	95	97	97	96	68	93	92	90	90	89	93	93	78	93	76
3 years	†	-	5	-	-	-	-	-	-	†	-	-	-	-	3	3	3
5 years	3	†	-	†	-	†	-	-	6	-	-	-	-	-	-	17	3
10 years	25	21	24	12	3	19	8	†	24	3	3	15	50	†	38	23	14
15 years	98	89	95	96	96	89	68	75	91	90	90	89	92	93	78	93	72
20 years	98	89	95	96	97	96	68	92	92	90	90	89	93	93	78	93	76
25 years	98	89	95	97	97	96	68	93	92	90	90	89	93	93	78	93	76
4 weeks or more	30	3	8	5	36	12	5	7	20	25	36	24	26	25	12	29	-
10 years	-	-	†	-	-	-	-	-	6	-	-	-	-	-	-	†	-
15 years	-	-	†	-	-	-	-	-	7	-	-	-	-	-	-	†	-
20 years	†	-	5	-	-	4	5	7	20	18	†	16	-	-	12	†	-
25 years	30	3	8	5	36	12	5	7	20	25	36	24	26	25	12	29	-
Plant workers																	
1 week or more	100	100	100	100	100	100	100	99	100	100	100	100	100	100	100	100	100
6 months	80	56	88	33	42	53	49	54	43	5	14	61	7	48	26	74	55
1 year	100	100	100	100	100	100	100	99	95	100	100	100	100	100	100	100	100
2 weeks or more	100	100	100	100	100	100	100	99	100	100	100	100	100	99	100	100	100
6 months	47	†	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1 year	89	49	80	23	13	31	34	30	25	32	37	48	22	11	30	36	65
2 years	92	56	94	64	86	73	79	69	63	70	69	73	72	63	73	96	68
3 years	93	99	100	70	91	99	99	88	90	100	98	87	96	97	100	100	96
5 years	100	100	100	100	100	100	100	99	100	100	100	100	100	99	100	100	100
3 weeks or more	100	99	93	81	99	95	92	90	84	99	100	99	97	86	75	93	67
3 years	5	-	5	-	-	-	-	-	-	-	-	-	-	-	-	9	†
5 years	5	†	11	†	-	3	-	-	-	-	-	-	-	-	-	11	†
10 years	23	40	24	33	14	22	12	-	18	4	-	10	37	7	26	15	16
15 years	100	98	93	81	99	90	92	71	84	99	100	99	97	86	75	93	67
20 years	100	99	93	81	99	95	92	81	84	99	100	99	97	86	75	93	67
25 years	100	99	93	81	99	95	92	90	84	99	100	99	97	86	75	93	67
4 weeks or more	25	17	3	9	20	22	12	14	10	55	56	26	12	22	13	18	-
10 years	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	†	-
15 years	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	†	-
20 years	-	-	3	-	†	22	12	14	10	48	29	19	-	-	13	†	-
25 years	25	17	3	9	20	22	12	14	10	55	56	26	12	22	13	18	-

¹ Includes percentage- or flat-sum-type payments converted to equivalent weeks' pay. See footnote 1, table B-20.² 1 or more utilities are municipally operated and, therefore, excluded from the scope of the studies. See footnote 4 to table in appendix B.³ Estimate for previous study should read "52" instead of "91."⁴ Estimate for previous study should read "27" instead of "44."

† Less than 2.5 percent.

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

Table B-23: 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	Northeast				South	North Central			West	
	Boston	New York City	Philadelphia	Pittsburgh	Atlanta	Chicago	Cleveland	Minneapolis-St. Paul	Los Angeles-Long Beach	San Francisco-Oakland
Office workers										
1 week or more	100	100	100	100	100	100	100	100	100	100
6 months	76	89	54	37	29	51	59	32	39	28
1 year	100	100	100	100	100	100	100	100	100	100
2 weeks or more	98	100	95	100	100	100	100	100	100	100
6 months	7	13	6	-	-	-	-	-	-	-
1 year	97	97	81	78	85	74	77	63	65	69
2 years	98	100	89	94	97	93	84	82	99	100
3 years	98	100	92	98	98	98	100	100	100	100
5 years	98	100	95	100	98	100	100	100	100	100
3 weeks or more	80	84	72	94	69	76	80	85	80	78
3 years	†	-	†	†	-	-	-	-	†	-
5 years	†	6	7	†	5	3	†	-	6	-
10 years	31	51	37	21	21	37	25	31	36	11
15 years	73	83	72	94	65	75	74	85	76	78
20 years	73	84	72	94	66	75	80	85	79	78
25 years	80	84	72	94	69	76	80	85	80	78
4 weeks or more	17	27	29	14	15	32	14	26	26	26
10 years	†	†	†	-	-	3	-	-	-	-
15 years	†	†	†	-	-	3	-	-	-	-
20 years	†	6	†	4	-	13	-	6	†	-
25 years	17	27	29	14	15	32	14	26	26	26
Plant workers										
1 week or more	100	100	84	100	96	98	92	100	98	100
6 months	55	66	16	12	19	22	25	18	17	10
1 year	100	100	84	100	96	97	92	100	98	100
2 weeks or more	92	100	80	87	89	98	89	100	98	100
6 months	7	†	-	-	-	-	-	-	-	-
1 year	68	75	28	36	38	42	47	31	32	21
2 years	82	94	37	55	73	72	62	70	90	100
3 years	87	96	62	68	81	84	70	95	95	100
5 years	92	100	80	87	88	98	89	100	98	100
3 weeks or more	80	77	48	93	47	80	65	89	87	100
3 years	7	3	-	-	-	-	-	-	-	5
5 years	7	19	-	-	†	†	†	-	†	5
10 years	25	42	26	22	10	40	15	29	45	27
15 years	75	75	48	93	38	78	63	88	83	100
20 years	75	77	48	93	45	78	65	88	85	100
25 years	80	77	48	93	47	80	65	89	87	100
4 weeks or more	16	19	11	12	6	33	25	16	12	15
10 years	7	-	-	-	-	†	-	-	-	-
15 years	7	-	-	-	-	†	-	-	-	-
20 years	7	†	-	3	-	8	-	-	4	6
25 years	16	19	11	12	6	33	25	16	12	15

¹ Includes percentage- or flat-sum-type payments converted to equivalent weeks⁴ pay. See footnote 1, table B-20.
† Less than 2.5 percent.

Table B-24: 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	Northeast				South		North Central		West		
	Boston	New York City ²	Phila- delphia ²	Pitts- burgh	Atlanta	Dallas	Chicago	Minne- apolis- St. Paul	Portland	San Fran- cisco- Oakland	Seattle
Office clerical											
1 week or more	100	100	100	100	100	100	100	100	100	100	100
6 months	74	48	25	4	41	13	26	19	†	17	17
1 year	100	99	100	100	100	100	100	100	100	100	100
2 weeks or more	100	99	100	98	97	98	99	100	100	100	100
6 months	-	-	-	†	-	-	†	-	-	-	-
1 year	82	45	25	18	44	15	31	23	24	35	26
2 years	100	98	87	91	89	81	99	80	88	100	100
3 years	100	99	98	96	90	89	99	95	100	100	100
5 years	100	99	100	98	96	96	99	100	100	100	100
3 weeks or more	96	81	91	89	76	50	87	73	44	90	82
3 years	-	4	-	-	-	-	-	-	-	-	-
5 years	47	28	5	3	12	†	3	5	-	11	†
10 years	66	73	48	11	52	†	59	10	13	33	11
15 years	92	81	89	85	68	38	84	71	44	90	82
20 years	95	81	89	89	76	46	87	72	44	90	82
25 years	96	81	91	89	76	50	87	73	44	90	82
4 weeks or more	56	39	54	36	60	32	73	46	30	19	45
10 years	35	†	-	-	-	-	-	-	-	-	-
15 years	35	†	-	-	-	-	-	-	-	-	-
20 years	38	11	7	20	19	-	12	†	-	†	†
25 years	56	39	54	36	60	32	73	46	30	19	45
Plant workers											
1 week or more	100	99	100	100	97	96	100	100	100	100	98
6 months	68	37	7	-	47	15	31	20	-	6	14
1 year	100	99	100	100	97	96	100	100	100	100	98
2 weeks or more	99	99	98	94	92	90	98	100	99	100	98
6 months	-	-	-	-	-	-	†	-	-	-	-
1 year	79	42	13	12	53	19	36	38	10	19	18
2 years	98	99	56	60	75	66	90	79	66	95	94
3 years	98	99	90	90	82	76	93	98	99	96	98
5 years	99	99	98	94	87	88	98	100	99	100	98
3 weeks or more	96	73	88	76	59	30	81	53	31	89	69
3 years	-	4	-	-	-	-	-	-	-	-	-
5 years	43	20	4	-	12	†	9	7	-	18	3
10 years	63	54	64	26	37	†	40	8	17	42	14
15 years	90	72	82	74	56	17	77	49	31	89	69
20 years	94	72	82	76	59	25	81	52	31	89	69
25 years	96	73	88	76	59	30	81	53	31	89	69
4 weeks or more	43	36	36	38	37	10	41	29	15	18	29
10 years	30	†	-	-	-	-	-	-	-	-	-
15 years	30	6	-	6	-	-	-	-	-	-	-
20 years	36	10	4	35	22	-	17	†	-	4	3
25 years	43	36	36	38	37	10	41	29	15	18	29

¹ Includes percentage- or flat-sum-type payments converted to equivalent weeks' pay. See footnote 1, table B-20.² Excludes limited-price variety stores.

† Less than 2.5 percent.

Table B-25: 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	Northeast				South		North Central			West	
	Boston	New York City	Phila- delphia	Pitts- burgh	Atlanta	Dallas	Chicago	Cleve- land	Minne- apolis- St. Paul	Los Angeles- Long Beach	San Fran- cisco- Oakland
	Office workers										
1 week or more -----	100	99	99	100	100	100	99	100	100	100	100
6 months -----	95	97	90	96	90	72	91	61	86	86	91
1 year -----	100	99	99	100	100	100	99	100	100	100	100
2 weeks or more -----	100	99	99	100	100	100	99	100	100	100	100
6 months -----	45	25	38	12	9	†	11	6	†	22	24
1 year -----	100	98	95	98	96	100	98	92	97	100	100
2 years -----	100	99	99	100	96	100	99	95	100	100	100
3 years -----	100	99	99	100	96	100	99	100	100	100	100
5 years -----	100	99	99	100	100	100	99	100	100	100	100
3 weeks or more -----	100	96	91	82	83	53	94	98	94	87	94
3 years -----	12	4	-	-	-	-	-	-	-	3	†
5 years -----	43	16	†	-	-	3	3	3	-	7	†
10 years -----	60	61	17	20	10	6	31	26	20	20	19
15 years -----	87	92	75	76	79	44	89	98	91	69	75
20 years -----	93	93	84	82	79	53	89	98	94	85	94
25 years -----	100	96	91	82	83	53	94	98	94	87	94
4 weeks or more -----	47	77	49	10	50	21	30	18	36	27	28
10 years -----	-	-	-	-	-	-	-	-	-	-	-
15 years -----	-	†	-	-	-	-	†	-	-	3	-
20 years -----	14	24	7	3	10	3	9	6	18	18	8
25 years -----	47	77	49	10	50	21	30	18	36	27	28

¹ Includes percentage- or flat-sum-type payments converted to equivalent weeks¹ pay. See footnote 1, table B-20.

† Less than 2.5 percent.

** Finance, insurance, and real estate.

Table B-26: 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	Northeast			North Central	West	Northeast			North Central	West
	Boston	New York City	Phila- delphia	Chicago	Los Angeles- Long Beach ²	Boston	New York City	Phila- delphia	Chicago	Los Angeles- Long Beach ²
	Office workers					Plant workers				
1 week or more	100	100	100	100	100	97	99	100	99	92
6 months	81	82	53	57	51	8	17	9	5	13
1 year	100	100	100	100	99	97	99	100	99	88
2 weeks or more	100	100	98	99	100	97	96	84	98	89
6 months	13	8	†	-	†	†	†	-	-	4
1 year	85	87	79	75	80	16	16	9	12	31
2 years	96	95	90	99	85	54	35	40	58	61
3 years	97	100	90	99	99	60	93	48	90	83
5 years	100	100	98	99	100	97	96	82	98	89
3 weeks or more	74	77	64	60	51	26	29	16	22	20
3 years	25	5	†	17	†	-	†	†	†	5
5 years	44	37	5	26	12	7	4	†	3	5
10 years	64	64	36	48	31	15	8	†	8	12
15 years	74	76	62	56	51	26	27	9	18	20
20 years	74	77	63	57	51	26	27	11	22	20
25 years	74	77	64	60	51	26	29	16	22	20
4 weeks or more	9	26	†	10	27	-	†	-	†	8
10 years	9	7	-	†	†	-	†	-	†	5
15 years	9	12	-	4	†	-	†	-	†	5
20 years	9	19	-	5	†	-	†	-	†	5
25 years	9	26	†	10	27	-	†	-	†	8

¹ Includes percentage- or flat-sum-type payments converted to equivalent weeks' pay. See footnote 1, table B-20.² Excludes motion-picture production and allied services; data for these industries are included, however, in "all industries."

† Less than 2.5 percent.

Table B-27: 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, 1956-57)

Area	Insurance plans						Sickness and accident insurance and/or sick leave				Retirement pension plan	No health, insurance, or pension plans
	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 (partial pay or waiting period)		
Office workers												
Northeast:												
Boston ²	89	46	78	76	39	16	74	44	60	4	78	†
Buffalo	93	39	87	82	53	11	91	48	75	†	81	†
New York City ²	93	41	77	74	53	30	92	34	82	4	78	†
Philadelphia ²	94	30	66	57	35	15	87	37	69	6	81	†
Pittsburgh	95	42	79	78	45	16	94	38	83	†	83	†
South:												
Atlanta	98	55	84	82	45	37	71	43	44	14	85	†
Birmingham	93	29	61	61	32	6	68	40	40	5	63	4
Dallas	92	47	78	75	55	19	68	33	39	13	69	4
Memphis ²	91	50	85	85	44	10	62	37	28	13	61	†
North Central:												
Chicago ²	95	41	80	80	53	24	80	46	39	15	75	†
Cleveland ²	93	45	74	71	33	14	72	49	44	6	74	4
Kansas City	91	56	75	75	58	20	79	51	45	15	74	4
Minneapolis-St. Paul	91	45	76	75	60	10	70	42	42	4	74	6
West:												
Los Angeles-Long Beach ²	97	68	89	89	74	43	80	42	68	3	80	†
Portland	88	44	83	82	74	18	70	43	39	9	74	4
San Francisco-Oakland ²	94	40	80	80	68	27	72	31	53	7	72	†
Seattle ²	98	73	55	55	48	15	93	40	60	9	72	†
Plant workers												
Northeast:												
Boston ²	84	52	74	70	33	3	91	77	13	10	56	3
Buffalo	91	38	89	88	52	4	80	68	10	9	75	3
New York City ²	92	42	87	85	58	6	85	64	27	12	74	†
Philadelphia ²	93	43	80	75	46	5	88	76	13	9	59	4
Pittsburgh	99	43	93	93	32	8	95	89	7	4	82	†
South:												
Atlanta	94	56	82	81	33	17	72	57	16	13	59	3
Birmingham	89	23	76	72	22	†	80	69	10	6	61	7
Dallas	86	49	79	77	46	13	58	45	9	11	54	6
Memphis ²	72	41	66	64	32	5	60	48	11	11	42	20
North Central:												
Chicago ²	92	47	88	87	59	10	89	75	5	15	65	†
Cleveland ²	95	52	76	79	40	5	85	79	5	†	67	4
Kansas City	84	50	72	72	53	13	77	65	15	14	59	9
Minneapolis-St. Paul	88	48	78	76	53	4	88	70	16	13	58	4
West:												
Los Angeles-Long Beach ²	93	70	92	92	79	28	67	40	36	10	62	†
Portland	71	47	79	79	72	6	74	63	7	9	51	11
San Francisco-Oakland ²	94	49	84	84	80	19	55	26	16	23	63	†
Seattle ²	93	52	90	90	85	6	91	83	6	7	63	3

¹ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately. Sick-leave plans are limited to those which definitely establish at least the minimum number of days¹ pay that can be expected by each employee. Informal sick-leave allowances determined on an individual basis are excluded.

² Exceptions to the standard industry limitations are shown in footnotes 4 and/or 6 to the table in appendix B.

† Less than 2.5 percent.

Table B-28: 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, 1956-57)

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 (partial pay or waiting period)		
Office workers												
Northeast:												
Boston	88	59	83	80	43	7	90	69	73	†	76	†
Buffalo	97	48	96	92	53	11	92	62	70	3	84	†
New York City	91	46	85	85	63	23	92	41	80	3	74	†
Philadelphia	95	42	77	76	49	12	91	65	68	†	82	3
Pittsburgh	98	35	98	98	65	19	97	46	87	-	90	†
South:												
Atlanta	99	70	95	92	63	51	82	76	61	4	79	†
Birmingham	96	26	87	87	50	-	80	49	49	†	75	†
Dallas	96	62	90	94	54	9	81	64	50	†	80	†
Memphis	91	60	86	85	50	5	73	69	22	5	52	5
North Central:												
Chicago	99	49	85	85	61	14	88	67	44	8	79	†
Cleveland	96	49	84	86	45	14	85	66	55	3	78	†
Kansas City	92	57	90	89	71	13	84	74	52	9	76	4
Minneapolis-St. Paul	95	54	85	82	58	10	82	71	36	†	70	†
West:												
Los Angeles-Long Beach	99	90	98	98	83	61	86	60	73	†	82	†
Portland	84	54	84	82	74	7	72	53	45	-	65	10
San Francisco-Oakland	90	57	88	88	81	32	64	26	53	†	72	†
Seattle	96	88	26	26	24	4	95	16	85	†	83	†
Plant workers												
Northeast:												
Boston	82	56	85	82	40	3	93	89	5	5	58	4
Buffalo	95	42	96	95	57	4	84	79	3	8	80	†
New York City	96	40	96	94	65	†	81	73	19	6	74	†
Philadelphia	92	48	87	84	52	6	90	84	7	6	64	5
Pittsburgh	99	35	98	98	32	9	96	94	†	3	92	†
South:												
Atlanta	96	66	93	92	43	22	79	78	21	†	58	†
Birmingham	94	21	90	88	26	-	84	82	†	5	71	4
Dallas	89	52	86	87	48	9	61	59	†	3	56	5
Memphis	69	51	70	67	40	3	66	64	4	5	45	23
North Central:												
Chicago	96	54	91	91	63	7	94	86	†	11	70	†
Cleveland	98	55	83	87	45	4	89	88	†	†	72	†
Kansas City	83	54	83	81	62	6	81	74	9	13	63	10
Minneapolis-St. Paul	89	48	89	86	62	5	90	85	8	14	64	3
West:												
Los Angeles-Long Beach	96	83	100	100	85	36	70	49	39	5	64	-
Portland	83	58	88	88	81	-	75	74	†	3	44	12
San Francisco-Oakland	95	67	95	95	89	22	42	28	11	8	60	-
Seattle	90	31	93	93	90	†	89	89	-	-	69	5

¹ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately. Sick-leave plans are limited to those which definitely establish at least the minimum number of days' pay that can be expected by each employee. Informal sick-leave allowances determined on an individual basis are excluded.

† Less than 2.5 percent.

Table B-29: 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, 1956-57)

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 (partial pay or waiting period)		
Office workers												
Northeast:												
Boston ²	98	36	44	44	7	†	98	26	88	†	94	-
Buffalo	96	³ 11	50	50	38	18	97	³ 8	94	†	88	†
New York City ²	96	40	52	49	38	35	99	19	92	6	94	-
Philadelphia	99	82	14	9	7	†	98	30	87	9	95	†
Pittsburgh	99	64	45	40	17	16	100	26	99	-	94	-
South:												
Atlanta	100	34	50	50	23	11	89	48	30	39	90	-
Birmingham	100	12	62	62	38	15	86	10	45	37	90	-
Dallas	99	44	43	42	35	10	76	15	29	40	87	†
Memphis ²	100	34	59	59	37	7	85	47	27	42	59	-
North Central:												
Chicago ²	96	22	44	44	22	26	92	30	33	50	88	†
Cleveland ²	95	13	36	36	3	23	94	16	44	45	91	4
Kansas City	97	³ 65	69	69	48	39	95	³ 53	25	58	84	3
Minneapolis-St. Paul	96	19	32	32	26	†	95	24	84	6	77	†
West:												
Los Angeles-Long Beach ²	99	24	40	40	39	18	96	18	78	14	98	†
Portland	85	7	58	58	58	29	96	28	52	20	80	-
San Francisco-Oakland ²	95	13	42	42	42	15	92	39	56	32	82	-
Seattle ²	98	35	42	42	39	†	93	33	21	53	79	†
Plant workers												
Northeast:												
Boston	96	34	45	45	14	4	100	30	31	52	87	-
Buffalo	98	³ 36	70	70	37	17	88	³ 26	34	29	87	-
New York City ²	96	41	56	48	32	28	99	26	34	50	97	-
Philadelphia	100	10	55	33	18	4	100	65	29	25	80	-
Pittsburgh	100	64	57	54	8	8	100	44	59	11	90	-
South:												
Atlanta	100	40	58	58	19	-	90	52	7	51	92	-
Birmingham	100	28	51	51	33	10	92	31	43	37	96	-
Dallas	98	50	51	49	26	14	85	42	22	35	88	†
Memphis ²	83	35	44	44	19	3	78	57	5	41	63	17
North Central:												
Chicago ²	99	35	62	62	34	27	99	55	31	36	96	-
Cleveland ²	100	37	37	37	29	8	100	37	37	34	100	-
Kansas City	95	³ 55	60	60	51	38	92	³ 60	19	51	91	5
Minneapolis-St. Paul	97	29	44	44	22	†	97	28	39	34	85	-
West:												
Los Angeles-Long Beach ²	100	33	46	46	42	15	86	22	64	12	96	-
Portland	74	8	57	57	54	16	100	44	16	46	97	-
San Francisco-Oakland ²	95	16	37	37	37	26	86	30	34	50	96	-
Seattle ²	95	36	54	54	42	6	100	44	30	48	94	-

¹ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately. Sick-leave plans are limited to those which definitely establish at least the minimum number of days' pay that can be expected by each employee. Informal sick-leave allowances determined on an individual basis are excluded.

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

³ Not comparable with estimate in last previous study.

† Less than 2.5 percent.

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

Table B-30: 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, 1956-57)

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) ²	Sick leave (partial pay or waiting period)		
Office workers												
Northeast:												
Boston	82	40	84	81	38	15	63	40	55	3	62	†
New York City	88	45	69	65	44	17	88	41	82	†	73	†
Philadelphia	84	36	74	61	44	15	85	34	75	3	76	6
Pittsburgh	89	52	70	68	34	23	93	61	79	-	64	3
South:												
Atlanta	94	66	88	86	41	19	81	43	55	10	82	-
North Central:												
Chicago	86	48	81	79	53	18	77	44	48	3	69	†
Cleveland	84	38	57	57	27	15	56	42	30	3	58	13
Minneapolis-St. Paul	89	52	89	89	70	14	64	49	28	5	71	7
West:												
Los Angeles-Long Beach	96	54	86	83	61	27	72	36	59	3	60	†
San Francisco-Oakland	97	46	82	81	73	18	73	19	55	11	48	†
Plant workers												
Northeast:												
Boston	84	36	74	76	38	5	67	44	40	14	57	5
New York City	95	61	78	76	48	8	90	56	65	9	76	-
Philadelphia	85	35	76	68	36	3	82	58	23	7	44	7
Pittsburgh	86	48	72	69	37	19	82	64	25	6	63	13
South:												
Atlanta	94	59	85	83	30	10	69	45	22	9	56	†
North Central:												
Chicago	88	51	79	78	53	7	74	57	19	6	56	6
Cleveland	86	30	66	66	25	27	73	42	39	6	57	9
Minneapolis-St. Paul	97	69	99	99	70	5	87	77	23	4	63	-
West:												
Los Angeles-Long Beach	89	46	88	88	74	9	67	40	34	16	52	†
San Francisco-Oakland	100	64	83	81	78	16	77	3	18	57	72	-

¹ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately. Sick-leave plans are limited to those which definitely establish at least the minimum number of days' pay that can be expected by each employee. Informal sick-leave allowances determined on an individual basis are excluded.

† Less than 2.5 percent.

Table B-31: 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, 1956-57)

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 (partial pay or waiting period)		
Office workers												
Northeast:												
Boston	86	44	53	50	23	3	83	65	33	23	52	-
New York City ²	79	32	88	86	56	19	88	42	41	22	54	†
Philadelphia ²	95	18	77	76	26	31	88	37	29	36	70	-
Pittsburgh	98	72	82	80	15	12	99	69	33	14	37	-
South:												
Atlanta	93	34	88	85	3	37	72	8	12	54	82	†
Dallas	89	65	78	73	59	43	64	20	16	40	58	4
North Central:												
Chicago	91	36	95	90	22	42	94	33	7	60	72	†
Minneapolis-St. Paul	64	30	48	48	30	15	74	30	35	14	42	20
West:												
Portland	59	50	74	74	47	9	59	41	17	9	49	7
San Francisco-Oakland	79	39	82	87	84	12	48	28	19	16	30	7
Seattle	97	66	96	96	63	35	97	65	7	31	64	-
Plant workers												
Northeast:												
Boston	88	48	55	52	23	†	39	73	23	11	54	-
New York City ²	84	37	94	94	62	4	85	64	29	6	60	†
Philadelphia ²	94	36	71	70	31	6	82	60	21	14	58	†
Pittsburgh	93	71	82	81	28	3	93	77	26	4	31	7
South:												
Atlanta	90	49	79	77	5	17	59	18	11	32	60	5
Dallas	79	52	71	66	45	25	43	21	12	20	44	9
North Central:												
Chicago	78	29	90	84	45	17	76	46	†	34	50	3
Minneapolis-St. Paul	77	48	60	60	44	4	80	50	24	6	41	11
West:												
Portland	44	39	70	70	53	14	52	42	10	10	42	12
San Francisco-Oakland	86	29	94	94	93	13	50	31	17	15	40	†
Seattle	100	91	98	98	89	21	94	85	8	9	53	-

¹ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately. Sick-leave plans are limited to those which definitely establish at least the minimum number of days' pay that can be expected by each employee. Informal sick-leave allowances determined on an individual basis are excluded.

² Excludes limited-price variety stores.

† Less than 2.5 percent.

Table B-32: 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, 1956-57)

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 (partial pay or waiting period)		
Office workers												
Northeast:												
Boston	96	45	90	90	46	33	55	24	53	-	89	†
New York City	98	38	85	79	55	42	91	29	86	3	87	-
Philadelphia	96	25	62	38	24	22	79	3	78	-	87	-
Pittsburgh	92	41	49	46	12	8	91	6	91	-	90	3
South:												
Atlanta	100	55	88	85	55	54	58	33	53	-	91	-
Dallas	83	36	84	77	67	22	57	15	41	4	59	9
North Central:												
Chicago	98	38	83	86	70	41	62	28	48	†	75	†
Cleveland	94	59	80	48	15	10	22	6	20	-	83	†
Minneapolis-St. Paul	97	45	87	85	82	12	50	15	47	-	96	3
West:												
Los Angeles-Long Beach	95	46	92	92	77	29	69	23	63	†	89	-
San Francisco-Oakland	100	37	86	86	63	34	80	41	59	3	88	-

¹ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately. Sick-leave plans are limited to those which definitely establish at least the minimum number of days' pay that can be expected by each employee. Informal sick-leave allowances determined on an individual basis are excluded.

† Less than 2.5 percent.

**Finance, insurance, and real estate.

Table B-33: 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, 1956-57)

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 (partial pay or waiting period)		
Office workers												
Northeast:												
Boston	60	13	46	40	36	†	75	24	45	10	56	-
New York City	88	44	63	63	47	14	98	33	85	-	58	†
Philadelphia	72	19	69	56	51	-	68	20	62	-	32	†
North Central:												
Chicago	74	24	68	67	42	5	49	23	28	4	42	6
West:												
Los Angeles-Long Beach ²	93	57	83	83	75	26	49	14	39	-	56	4
Plant workers												
Northeast:												
Boston	82	68	80	51	28	-	84	69	12	4	8	†
New York City	89	54	82	82	63	†	81	71	22	4	75	8
Philadelphia	94	71	75	53	66	-	64	55	21	†	4	†
North Central:												
Chicago	84	30	85	83	73	†	78	74	11	†	25	9
West:												
Los Angeles-Long Beach ²	83	53	80	80	71	4	19	7	13	7	34	13

¹ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately. Sick-leave plans are limited to those which definitely establish at least the minimum number of days' pay that can be expected by each employee. Informal sick-leave allowances determined on an individual basis are excluded.

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

† Less than 2.5 percent.

Appendix A: Occupational Earnings - Milwaukee and St. Louis

(Average hourly earnings¹ for selected plant occupations studied in manufacturing and public utilities in Milwaukee and St. Louis²)

Occupation ³	Milwaukee	St. Louis		Occupation ³	Milwaukee	St. Louis	
	Manufacturing	Manufacturing	Public utilities*		Manufacturing	Manufacturing	Public utilities*
Maintenance and powerplant				Custodial, warehousing, and shipping			
Carpenters	\$2.48	\$2.54	-	Janitors, porters, and cleaners (men)	\$1.78	\$1.67	\$1.67
Electricians	2.61	2.63	-	Janitors, porters, and cleaners (women)	1.58	1.41	1.47
Engineers, stationary	2.51	2.65	-	Laborers, material handling	1.99	1.81	1.99
Firemen, stationary boiler	2.13	2.33	-	Order fillers	1.99	1.80	-
Helpers, trades	1.95	2.17	-	Packers, shipping (men)	1.97	1.82	-
Machine-tool operators, toolroom	2.54	2.55	-	Packers, shipping (women)	1.66	1.41	-
Machinists	2.75	2.70	-	Truckdrivers ⁴	2.12	2.34	2.25
Mechanics	2.43	2.43	\$2.51	Light (under 1 1/2 tons)	1.96	2.23	-
Mechanics, automotive	2.50	2.45	2.31	Medium (1 1/2 to and			
Millwrights	2.46	2.60	-	including 4 tons)	2.09	2.38	2.18
Oilers	2.20	2.22	-	Heavy (over 4 tons,			
Painters	2.43	2.52	-	trailer type)	2.34	2.36	2.29
Pipefitters	2.57	2.63	-	Truckers, power (forklift)	2.08	1.99	-
Sheet-metal workers	2.61	2.60	-	Truckers, power (other than			
Tool and die makers	2.82	2.83	-	forklift)	2.03	1.93	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

² Data relate to April 1957 (Milwaukee) and February 1957 (St. Louis). Information, based on telephone inquiries by Bureau representatives, was limited to straight-time hourly earnings in selected plant worker occupations in the manufacturing and public utilities establishments included in the full-scale surveys conducted in the winter of 1955-56 in these areas.

³ Data limited to men workers except where otherwise indicated.

⁴ Includes all drivers, regardless of size and type of truck operated.

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

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

Appendix B: Scope and Method of Survey ¹⁹Industry and Establishment Limitations

The area survey data are obtained by personal visits of Bureau field agents ²⁰ 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 ²¹ 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.

More than 4,100 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.

¹⁹ 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).

²⁰ Exceptions were made in a few areas. In a partial resurvey of Memphis, the data were obtained chiefly by mail questionnaire; and in Minneapolis-St. Paul, chiefly by telephone inquiries of Bureau representatives. Full-scale occupational employment and earnings information (A-tables) was obtained in each of the industry divisions, from the same establishments that was included in the regular full-scale surveys made in the winter of 1955-56 in these 2 areas. However, no data were requested for current establishment practices or supplementary wage provisions (B-tables). The Memphis and Minneapolis-St. Paul data presented in the B-tables relate, therefore, to the last previous surveys (winter 1955-56). In addition to the data for the 17 areas, earnings estimates are also presented (in appendix A) for St. Louis (manufacturing and public utilities) and Milwaukee (manufacturing). Data were compiled chiefly on the basis of general wage changes in the establishments included in the regular full-scale surveys of 1955-56. Information was obtained chiefly by telephone.

²¹ See footnote 4 to the table, p. 78, for areas in which public utilities are municipally operated and have been excluded.

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 19. 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 the standard salaries that are paid for standard work schedules; i. e., to the straight-time salary corresponding to the workers' 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 non-manufacturing industries.

Minimum Entrance Rates.—Tables B-2 and B-3 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-11 and B-12 are limited to manufacturing industries. This information is presented both in terms of (a) establishment policy, ²² and (b) effective practices for workers actually employed on extra shifts at the time of the survey. Tabulations

²² 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.

relating to establishment policy are presented in terms of total plant worker employment; estimates in the second tabulation relate only to those workers actually employed on the specified shift.

Labor-management agreements; scheduled hours; paid holidays; paid vacations; and health, insurance, and pension plans are treated statistically on the basis that these are applicable to all plant or office workers²³ if a majority of such workers are eligible or may eventually qualify for the practices listed. Because of rounding, sums of items in these tabulations do not necessarily equal totals.

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 do not necessarily reflect the individual provisions for progressions. For example, the changes in proportions indicated at 10 years' service include changes in provisions occurring between 5 and 10 years. Furthermore, estimates are cumulative. Thus, the proportion receiving 3 or more weeks' pay after 5 years includes those who receive 3 or more weeks' pay after fewer years of service. Data for intermediate service periods were not tabulated. Data on employer practice in computing vacation payments, such as time payments, percent of annual earnings, or flat-sum amounts, are available in the individual area bulletins. These bulletins also present, for selected industry divisions, the predominant pay amount corresponding to each selected service period.

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

²³ Scheduled weekly hours for office workers (first section of tables B-4 to B-10) are presented in terms of the proportion of women office workers employed in offices with the indicated weekly hours for women workers.

social security (tables B-27 to B-33). 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,²⁴ 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. Sick-leave plans include only those which definitely establish at least the minimum number of days' pay that can be expected by each employee. Informal sick-leave allowances determined on an individual basis are excluded. 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 plans are limited to those plans that provide monthly payments for the remainder of the worker's life.

²⁴ The temporary disability laws in California and Rhode Island do not require employer contributions.

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 1956-67
(in thousands)

Labor market ¹	Payroll period	Minimum-size establishment	Number of workers in establishments within scope of studies ²											
			All industries			Manufacturing			Nonmanufacturing ³			Public utilities ⁴		
			Total	Office	Plant	Total	Office	Plant	Total	Office	Plant	Total	Office	Plant
Northeast:														
Boston	September 1956	(5)	411.4	87.8	250.2	212.3	27.7	151.3	199.1	60.1	98.9	32.6	6.6	20.2
Buffalo	September 1956	(5)	262.2	32.1	186.9	188.3	18.5	140.6	73.9	13.6	46.3	18.9	2.6	11.3
New York City	April 1957	(5)	1,394.2	415.8	631.8	434.0	85.5	262.1	960.2	330.3	369.7	195.8	41.7	85.6
Philadelphia	November 1956	(5)	547.9	91.3	357.3	322.4	36.1	233.1	225.5	55.2	124.2	52.9	9.0	33.5
Pittsburgh	December 1956	(5)	419.3	60.4	301.6	301.1	32.3	234.6	118.2	28.1	67.0	30.9	5.8	18.9
South:														
Atlanta	April 1957	51	164.6	34.4	102.0	75.5	7.9	56.3	89.1	26.5	45.7	21.7	4.9	11.3
Birmingham	January 1957	51	101.5	14.5	71.7	68.1	6.7	53.1	33.4	7.8	18.6	8.0	1.6	4.2
Dallas	October 1956	51	160.2	33.1	95.5	71.7	7.8	48.9	88.5	25.3	46.6	20.4	5.3	10.7
Memphis	February 1957	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
North Central:														
Chicago	April 1957	(5)	1,130.8	235.8	708.4	657.0	96.3	472.9	473.8	139.5	235.5	90.6	24.1	46.6
Cleveland	October 1956	(5)	361.9	54.0	239.7	258.5	32.9	187.7	103.4	21.1	52.0	30.8	4.7	12.1
Kansas City	December 1956	51	176.8	33.4	112.6	85.8	9.0	64.7	91.0	24.4	47.9	23.8	5.2	12.4
Minneapolis-St. Paul	March 1957	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
West:														
Los Angeles-Long Beach	March 1957	(5)	973.5	204.8	592.2	604.9	101.5	396.8	368.6	103.3	195.4	80.5	16.9	48.5
Portland	April 1957	51	99.4	17.3	65.4	47.7	3.9	36.9	51.7	12.4	28.5	15.0	2.9	8.2
San Francisco-Oakland	January 1957	(5)	326.3	82.1	183.6	132.8	22.4	91.3	193.5	59.7	92.3	57.4	9.0	32.2
Seattle	August 1956	51	141.8	29.0	87.5	75.2	12.3	50.2	66.6	16.7	37.3	15.5	2.6	7.4
Wholesale trade														
Retail trade⁶														
Finance⁷														
Services⁸														
Northeast:														
Boston			25.3	7.9	9.3	65.5	7.8	51.8	45.7	32.2	30.0	5.6	15.3	
Buffalo			7.5	†	†	30.5	†	†	7.8	†	9.2	†	†	
New York City			133.1	53.9	33.9	190.6	27.6	137.3	247.0	163.4	193.7	43.7	91.2	
Philadelphia			28.5	7.9	12.4	74.4	9.6	57.0	42.6	24.8	27.1	3.9	18.3	
Pittsburgh			16.6	5.1	6.5	38.1	3.3	31.3	16.8	10.1	15.8	†	†	
South:														
Atlanta			16.9	5.8	7.7	27.1	3.7	20.1	14.1	9.8	9.3	†	†	
Birmingham			4.8	†	†	12.0	†	†	5.0	†	3.6	†	†	
Dallas			11.3	†	†	29.0	3.4	22.6	16.9	11.4	10.9	†	†	
Memphis			8.7	†	†	13.9	†	†	4.0	†	6.9	†	†	
North Central:														
Chicago			85.3	25.1	40.8	136.3	24.2	97.4	81.1	51.1	80.5	15.0	42.1	
Cleveland			18.6	4.9	8.5	25.2	†	†	14.9	8.0	13.9	†	†	
Kansas City			16.2	†	†	31.5	†	†	10.6	†	8.9	†	†	
Minneapolis-St. Paul			17.1	5.9	6.8	42.1	5.5	32.0	18.4	13.3	10.7	†	†	
West:														
Los Angeles-Long Beach			60.0	18.7	25.9	84.2	†	†	63.5	45.7	58.4	11.0	32.0	
Portland			8.8	†	†	17.1	2.0	13.2	6.8	†	4.0	†	†	
San Francisco-Oakland			31.7	9.7	13.5	43.5	6.0	32.6	39.1	30.8	21.8	†	†	
Seattle			9.1	†	†	24.6	3.1	18.7	10.3	†	7.1	†	†	

¹ Standard metropolitan areas, with the following exceptions: 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 Boston, Chicago, Cleveland, New York City, San Francisco, and Seattle were municipally operated, as were electric utility operations in Los Angeles and Seattle, and electric and gas operations in Memphis.

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

⁶ Estimates for New York City and Philadelphia exclude limited-price variety stores; those for Cleveland and Los Angeles-Long Beach, department 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 these 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 study.

Appendix C: Occupational Descriptions

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

Office

BILLER, MACHINE

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

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

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

BOOKKEEPING-MACHINE OPERATOR

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

BOOKKEEPING-MACHINE OPERATOR - Continued

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

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

CLERK, ACCOUNTING

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

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

CLERK, FILE

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

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

CLERK, ORDER

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

CLERK, PAYROLL

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

COMPTOMETER OPERATOR

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

DUPLICATING-MACHINE OPERATOR (MIMEOGRAPH OR DITTO)

Under general supervision and with no supervisory responsibilities, reproduces multiple copies of typewritten or 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.

SWITCHBOARD OPERATOR-RECEPTIONIST

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

TABULATING-MACHINE OPERATOR

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

TRANSCRIBING-MACHINE OPERATOR, GENERAL

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

TRANSCRIBING-MACHINE OPERATOR, GENERAL - Continued

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

TYPIST

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

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

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

Professional and TechnicalDRAFTSMAN, JUNIOR

(Assistant draftsman)

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

DRAFTSMAN, LEADER

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

DRAFTSMAN, LEADER - Continued

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

DRAFTSMAN, SENIOR

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

NURSE, INDUSTRIAL (REGISTERED)

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

NURSE, INDUSTRIAL (REGISTERED) - Continued

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

TRACER

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

Maintenance and PowerplantCARPENTER, MAINTENANCE

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

ELECTRICIAN, MAINTENANCE

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

ENGINEER, STATIONARY

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

FIREMAN, STATIONARY BOILER

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

HELPER, TRADES, MAINTENANCE

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

MACHINE-TOOL OPERATOR, TOOLROOM

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

MACHINIST, MAINTENANCE

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

MECHANIC, AUTOMOTIVE (MAINTENANCE)

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

MECHANIC, MAINTENANCE

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

MILLWRIGHT

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

OILER

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

PAINTER, MAINTENANCE

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

PIPEFITTER, MAINTENANCE

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

PLUMBER, MAINTENANCE

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

SHEET-METAL WORKER, MAINTENANCE

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

SHEET-METAL WORKER, MAINTENANCE - Continued

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

TOOL AND DIE MAKER

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

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

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

Custodial and Material MovementELEVATOR OPERATOR, PASSENGER

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

GUARD

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

JANITOR, PORTER, OR CLEANER

(Sweeper; charwoman; janitress)

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

LABORER, MATERIAL HANDLING

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

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

ORDER FILLER

(Order picker; stock selector; warehouse stockman)

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

PACKER, SHIPPING

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

SHIPPING AND RECEIVING CLERK

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

SHIPPING AND RECEIVING CLERK - Continued

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

For wage study purposes, workers are classified as follows:

Receiving clerk
Shipping clerk
Shipping and receiving clerk

TRUCKDRIVER

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

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

Truckdriver (combination of sizes listed separately)
Truckdriver, light (under 1½ tons)
Truckdriver, medium (1½ to and including 4 tons)
Truckdriver, heavy (over 4 tons, trailer type)
Truckdriver, heavy (over 4 tons, other than trailer type)

TRUCKER, POWER

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

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

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

WATCHMAN

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

Occupational Wage Survey

The U. S. Department of Labor's Bureau of Labor Statistics has released the last of this year's occupational wage surveys for major labor markets. The studies cover 17 areas and were conducted during the winter 1956-57. 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 for all areas except Memphis and Minneapolis-St. Paul 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 1957	1202-16	25
Birmingham	January 1957	1202-10	20
Boston	September 1956	1202-4	25
Buffalo	September 1956	1202-2	25
Chicago	April 1957	1202-15	25
Cleveland	October 1956	1202-3	25
Dallas	October 1956	1202-5	25
Kansas City	December 1956	1202-6	25
Los Angeles-Long Beach	March 1957	1202-11	25
Memphis	February 1957	1202-13	20
Minneapolis-St. Paul	March 1957	1202-14	20
New York City	April 1957	1202-17	25
Philadelphia	November 1956	1202-7	25
Pittsburgh	December 1956	1202-9	25
Portland (Oreg.)	April 1957	1202-12	25
San Francisco-Oakland	January 1957	1202-8	25
Seattle	August 1956	1202-1	25

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