

Occupational Wage Survey

CHICAGO, ILLINOIS

APRIL 1958

Bulletin No. 1224-14

UNITED STATES DEPARTMENT OF LABOR
James P. Mitchell, Secretary

BUREAU OF LABOR STATISTICS
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Preface

The Community Wage Survey Program

The Bureau of Labor Statistics regularly conducts areawide wage surveys in a number of important industrial centers. The studies, made from late fall to early spring, relate to 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. This bulletin provides additional data not included in the earlier report. A consolidated analytical bulletin summarizing the results of all of the year's surveys is issued after completion of the final area bulletin for the current round of surveys.

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* NOTE: Similar tabulations for most of these items are available in the Chicago area reports for April 1951, March 1952, March 1953, March 1954, April 1955, April 1956, and April 1957. Prior to the present report, data on wage structure characteristics, labor-management agreements, and overtime pay provisions were last shown in the 1954 summary report. The 1955 report included data on frequency of wage payments, and pay provisions for holidays falling on nonworkdays not included in other reports. A directory indicating date of study and the price of the reports, as well as reports for other major areas, is available upon request.

Current reports on occupational earnings and supplementary wage practices in the Chicago area are also available for the machinery industries (April 1958), and fabricated structural steel (March 1957). Union scales, indicative of prevailing pay levels, are available for the following trades or industries: Building construction, printing, local-transit operating employees, and motortruck drivers and helpers.

Occupational Wage Survey - Chicago, Ill.*

Introduction

The Chicago area is one of several important industrial centers in which the Department of Labor's Bureau of Labor Statistics has conducted surveys of occupational earnings and related wage benefits on an areawide basis. In each area, data are obtained by Bureau field agents from representative establishments within six broad industry divisions: Manufacturing; transportation (excluding railroads), communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies, besides railroads, are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted also because they furnish insufficient employment in the occupations studied to warrant inclusion.¹ Wherever possible, separate tabulations are provided for each of the broad industry divisions.

These surveys are conducted on a sample basis because of the unnecessary cost involved in surveying all establishments. To obtain appropriate accuracy at minimum cost, a greater proportion of large than of small establishments is studied. In combining the data, however, all establishments are given their appropriate weight. Estimates based on the establishments studied are presented, therefore, as relating to all establishments in the industry grouping and area, except for those below the minimum size studied.

Occupations and Earnings

The occupations selected for study are common to a variety of manufacturing and nonmanufacturing industries. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job (see appendix for listing of these descriptions). Earnings data are presented (in the A-series tables) for the following types of occupations: (a) Office clerical; (b) professional and technical; (c) maintenance and powerplant; and (d) custodial and material movement.

Occupational employment and earnings data are shown for full-time workers, i. e., those hired to work a regular weekly schedule in the given occupational classification. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Nonproduction bonuses are excluded also, but cost-of-living bonuses and incentive earnings are included. Where weekly hours are reported, as for office clerical occupations, reference is

to the work schedules (rounded to the nearest half hour) for which straight-time salaries are paid; average weekly earnings for these occupations have been rounded to the nearest half dollar.

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because of differences in occupational structure among establishments, the estimates of occupational employment obtained from the sample of establishments studied serve only to indicate the relative importance of the jobs studied. These differences in occupational structure do not materially affect the accuracy of the earnings data.

Establishment Practices and Supplementary Wage Provisions

Information is presented also (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 this bulletin, includes all office clerical employees and excludes administrative, executive, professional, and technical personnel. "Plant workers" include working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in nonoffice functions. Administrative, executive, professional, and technical employees, and force-account construction employees who are utilized as a separate work force are excluded. Cafeteria workers and routemen are excluded in manufacturing industries, but are included as plant workers in nonmanufacturing industries.

Shift differential data (table B-1) are limited to manufacturing industries. This information is presented both in terms of (a) establishment policy,² presented in terms of total plant worker employment, and (b) effective practice, presented on the basis of workers actually employed on the specified shift at the time of the survey. In establishments having varied differentials, the amount applying to a majority was used or, if no amount applied to a majority, the classification "other" was used. In establishments in which some late-shift hours are paid at normal rates, a differential was recorded only if it applied to a majority of the shift hours.

Minimum entrance rates (table B-2) relate only to the establishments visited. They are presented on an establishment, rather than on an employment basis. Overtime pay practices; 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

* This report was prepared in the Bureau's regional office in Chicago, Ill., by Woodrow C. Linn, under the direction of George E. Votava, Regional Wage and Industrial Relations Analyst.

¹ See table on page 2 for minimum-size establishment covered.

² 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.

workers if a majority of such workers are eligible or may eventually qualify for the practices listed. Scheduled hours, wage structure characteristics, and labor-management agreements are treated statistically on the basis that these are applicable to all plant or office workers if a majority are covered.³ Because of rounding, sums of individual items in these tabulations do not necessarily equal totals.

The first part of the paid holidays table presents the number of whole and half holidays actually provided. The second part combines whole and half holidays to show total holiday time. The third section presents a list of the paid holidays and the proportions of workers to whom they are granted annually.

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. Separate estimates are provided according to employer practice in computing vacation payments, such as time payments, percent of annual earnings, or flat-sum amounts. However, in the tabulations of vacation allowances, 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.

Data are presented for all health, insurance, and pension plans for which at least a part of the cost is borne by the employer, excepting only legal requirements such as workmen's compensation and social security. Such plans include those underwritten by a commercial insurance company and those provided through a union fund or

³ Scheduled weekly hours for office workers (first section of table B-3) were presented in earlier years in terms of the proportion of women office workers employed in offices with the indicated weekly hours for women workers.

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,⁴ 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 plans⁵ which provide full pay or a proportion of the worker's pay during absence from work because of illness. Separate tabulations are provided according to (1) plans which provide full pay and no waiting period, and (2) plans providing either partial pay or a waiting period. In addition to the presentation of the proportions of workers who are provided sickness and accident insurance or paid sick leave, an unduplicated total is shown of workers who receive either or both types of benefits.

⁴ The temporary disability laws in California and Rhode Island do not require employer contributions.

⁵ An establishment was considered as having a formal plan if it established at least the minimum number of days of sick leave that could be expected by each employee. Such a plan need not be written, but informal sick leave allowances, determined on an individual basis, were excluded.

Table 1: Establishments and workers within scope of survey and number studied in Chicago, Ill.,¹ by major industry division, April 1958

Industry division	Minimum employment in establishments in scope of study	Number of establishments		Workers in establishments			
		Within scope of study ²	Studied	Within scope of study			Studied
				Total ³	Office	Plant		Total^{3}
All divisions	-	3,168	435	1,053,100	230,100	632,900	503,830
Manufacturing	101	1,327	168	581,700	92,200	401,100	252,370
Nonmanufacturing	-	1,841	267	471,400	137,900	231,800	251,460
Transportation (excluding railroads), communication, and other public utilities ⁴	101	130	33	87,600	20,800	48,100	69,090
Wholesale trade	51	607	64	86,100	25,900	38,500	23,780
Retail trade	101	216	47	137,000	25,700	96,700	95,740
Finance, insurance, and real estate	51	363	49	81,400	51,000	8,400	37,350
Services ⁴	51	525	74	79,300	14,500	40,100	25,500

¹ The Chicago Area (Cook County). 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 survey. The estimates are not intended, however, to serve as a basis of comparison with other area employment indexes to measure employment trends or levels since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the pay period studied, and (2) small establishments are excluded from the scope of the survey.

² Includes all establishments with total employment at or above the minimum-size limitation. All outlets (within the area) of companies in such industries as trade, finance, auto repair service, and motion-picture theaters are considered as 1 establishment.

³ Includes executive, technical, professional, and other workers excluded from the separate office and plant categories.

⁴ Also excludes taxicabs, and services incidental to water transportation. Chicago's transit system is municipally operated and, therefore, excluded by definition from the scope of the studies.

⁵ Estimate relates to real estate establishments only.

⁶ Hotels; personal services; business services; automobile repair shops; radio broadcasting and television; motion pictures; nonprofit membership organizations; and engineering and architectural services.

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

With reference to wage structure characteristics, proportions of time and incentive workers directly reflect employment under each

pay system. However, because of technical considerations, all time-rated workers (plant or office) in an establishment were classified to the predominant type of rate structure applying to these workers. Incentive-worker employment was classified according to the predominant type of incentive plan in each establishment.

Graduated provisions for premium overtime pay were classified to the first effective premium rate. For example, a plan calling for time and one-half after 8 and double time after 10 hours a day was tabulated as time and one-half after 8 hours. Similarly, a plan calling for no pay or pay at regular rate after 37½ hours (regular weekly schedule) and time and one-half after 40 was considered as time and one-half after 40 hours.

Wage Trends for Selected Occupational Groups

The table below presents indexes of salaries of office clerical workers and industrial nurses, and of average earnings of selected plant worker groups.

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.

Average weekly salaries or average hourly earnings were computed for each of the selected occupations. The average salaries or hourly earnings were then multiplied by the average of 1953 and 1954 employment in the job. These weighted earnings for individual

occupations were then 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.

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.

Indexes for the period 1953 to 1957 for workers in 14 major labor markets appeared in BLS Bull. 1202, *Wages and Related Benefits, 17 Labor Markets, 1956-57*.

Table 2: Indexes of standard weekly salaries and straight-time hourly earnings for selected occupational groups in Chicago, Ill., April 1958 and April 1957, and percent of increase for selected periods

Industry and occupational group	Indexes (March 1953=100)		Percent increases from—					
	April 1958	April 1957	April 1957	April 1956	April 1955	March 1954	March 1953	March 1952
			to April 1958	to April 1957	to April 1956	to April 1955	to March 1954	to March 1953	to March 1952
All industries:								
Office clerical (women)	126.1	120.5	4.7	5.4	4.3	3.6	5.8	5.7
Industrial nurses (women)	130.9	122.8	6.6	5.0	6.0	4.2	5.9	5.4
Skilled maintenance (men)	127.6	121.3	5.3	5.0	5.1	3.3	6.3	6.5
Unskilled plant (men)	124.8	119.0	4.9	4.0	4.6	3.5	5.7	4.9
Manufacturing:								
Office clerical (women)	127.3	120.6	5.5	5.4	4.2	3.4	6.2	5.2
Industrial nurses (women)	130.9	122.8	6.6	5.0	6.0	4.2	5.9	4.6
Skilled maintenance (men)	128.2	121.7	5.3	5.5	5.8	3.1	5.8	6.1
Unskilled plant (men)	124.6	118.5	5.1	4.9	5.0	2.7	4.8	6.6

Table A-1: Office Occupations

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis in Chicago, Ill., by industry division, April 1958)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF—																	
		Weekly hours (Standard)	Weekly earnings (Standard)	Under \$ 45.00	\$ 45.00 and under 50.00	50.00-55.00	55.00-60.00	60.00-65.00	65.00-70.00	70.00-75.00	75.00-80.00	80.00-85.00	85.00-90.00	90.00-95.00	95.00-100.00	100.00-105.00	105.00-110.00	110.00-115.00	115.00-120.00	120.00-125.00	\$ 125.00 and over
<u>Men</u>																					
Clerks, accounting, class A	2,164	39.0	97.50	-	-	-	-	7	13	50	123	173	216	384	337	219	248	173	69	73	79
Manufacturing	1,085	39.5	99.00	-	-	-	-	1	3	32	58	67	84	166	170	131	152	96	48	35	42
Nonmanufacturing	1,079	39.0	96.50	-	-	-	-	6	10	18	65	106	132	218	167	88	96	77	21	38	37
Public utilities †	147	39.0	102.00	-	-	-	-	-	-	2	8	6	29	24	9	17	10	10	1	4	27
Wholesale trade	444	39.5	97.00	-	-	-	-	1	5	18	45	42	92	79	53	42	48	11	5	3	3
Retail trade	125	39.0	98.00	-	-	-	-	-	1	12	18	7	13	19	13	9	11	3	19	-	-
Finance ††	298	37.5	92.00	-	-	-	-	6	7	8	20	34	45	86	44	1	22	2	6	10	7
Clerks, accounting class B	1,179	39.0	77.50	-	-	1	44	102	193	207	144	150	161	65	49	38	6	1	18	-	-
Manufacturing	403	39.0	82.00	-	-	-	15	25	48	53	43	43	41	37	37	-	-	-	18	-	-
Nonmanufacturing	776	39.5	75.00	-	-	1	29	77	145	154	101	107	118	24	12	1	6	1	-	-	-
Wholesale trade	325	39.5	73.50	-	-	1	19	49	45	90	35	32	32	14	3	1	4	-	-	-	-
Finance ††	131	39.0	75.50	-	-	-	-	9	52	11	5	23	31	-	-	-	-	-	-	-	-
Clerks, order	2,147	39.5	94.50	-	-	-	2	48	11	121	126	300	291	301	209	178	169	131	61	80	119
Manufacturing	602	39.5	92.00	-	-	-	-	6	1	64	39	73	98	75	64	90	42	17	-	3	30
Nonmanufacturing	1,545	40.0	95.50	-	-	-	2	42	10	57	87	227	193	226	145	88	127	114	61	77	89
Wholesale trade	1,366	40.0	97.00	-	-	-	2	33	6	43	59	192	152	200	136	83	127	114	61	69	89
Clerks, payroll	470	39.0	91.50	-	-	-	2	7	11	36	56	53	54	69	37	44	36	46	5	9	5
Manufacturing	329	39.0	91.50	-	-	-	1	5	-	23	43	34	43	59	32	25	24	28	4	7	1
Nonmanufacturing	141	39.0	91.00	-	-	-	1	2	11	13	13	19	11	10	5	19	12	18	1	2	4
Office boys	1,777	38.5	57.50	68	158	486	429	331	218	37	23	8	11	-	8	-	-	-	-	-	-
Manufacturing	515	39.0	59.00	5	54	115	138	111	43	12	10	8	11	-	8	-	-	-	-	-	-
Nonmanufacturing	1,262	38.0	56.50	63	104	371	291	220	175	25	13	-	-	-	-	-	-	-	-	-	-
Public utilities †	103	39.5	64.50	-	3	5	12	13	64	6	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade	157	39.0	57.50	-	3	76	16	28	21	4	8	-	-	-	-	-	-	-	-	-	-
Retail trade	105	39.5	57.00	-	6	25	36	35	3	-	-	-	-	-	-	-	-	-	-	-	-
Finance ††	591	37.0	56.00	45	76	153	124	107	79	7	7	-	-	-	-	-	-	-	-	-	-
Services	306	38.0	55.00	18	15	112	103	37	8	8	5	-	-	-	-	-	-	-	-	-	-
Tabulating-machine operators	2,174	39.0	85.00	-	-	2	34	78	220	196	284	330	223	258	198	149	117	43	16	7	19
Manufacturing	906	39.0	88.00	-	-	-	12	54	89	103	145	122	117	94	70	56	18	7	6	13	13
Nonmanufacturing	1,268	39.0	83.00	-	-	2	34	66	166	107	181	185	101	141	104	79	61	25	9	1	6
Public utilities †	180	39.5	89.50	-	-	-	1	6	12	12	14	18	15	32	32	18	13	1	-	5	5
Wholesale trade	257	39.5	86.00	-	-	-	3	16	25	23	12	53	17	35	14	30	15	9	1	-	-
Retail trade	138	39.0	80.50	-	-	-	12	22	9	18	39	10	4	12	5	5	1	1	-	-	-
Finance ††	547	38.0	78.50	-	-	2	30	31	95	50	123	59	48	47	25	14	15	5	1	1	1
<u>Women</u>																					
Billers, machine (billing machine)	1,352	39.5	68.50	-	4	66	64	414	274	180	165	100	36	17	11	21	-	-	-	-	-
Manufacturing	686	39.5	68.50	-	-	26	14	250	161	64	83	53	3	16	-	16	-	-	-	-	-
Nonmanufacturing	666	39.0	68.50	-	4	40	50	164	113	116	82	47	33	1	11	5	-	-	-	-	-
Public utilities †	209	40.0	74.50	-	-	-	-	4	51	34	62	41	11	1	-	5	-	-	-	-	-
Wholesale trade	292	39.0	68.50	-	-	26	9	85	46	78	11	4	22	-	11	-	-	-	-	-	-
Billers, machine (bookkeeping machine)	435	38.5	65.00	-	38	31	41	166	30	14	61	28	26	-	-	-	-	-	-	-	-
Nonmanufacturing	359	38.0	63.00	-	-	38	38	166	21	12	13	14	26	-	-	-	-	-	-	-	-
Bookkeeping-machine operators, class A	1,056	38.5	80.50	-	-	-	7	60	134	84	133	290	126	177	17	15	11	2	-	-	-
Manufacturing	448	39.0	80.00	-	-	-	7	46	35	32	20	176	54	69	2	5	-	2	-	-	-
Nonmanufacturing	608	38.0	80.50	-	-	-	-	14	99	52	113	114	72	108	15	10	11	-	-	-	-
Wholesale trade	207	39.0	81.50	-	-	-	-	2	36	1	13	62	55	36	2	-	-	-	-	-	-
Retail trade	101	40.5	78.00	-	-	-	-	5	26	22	11	5	13	-	11	8	-	-	-	-	-
Finance ††	229	36.0	79.00	-	-	-	-	4	36	24	83	41	2	39	-	-	-	-	-	-	-

See footnote at end of table.

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

†† Finance, insurance, and real estate.

Table A-1: Office Occupations - Continued

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis in Chicago, Ill., by industry division, April 1958)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF--																			
		Weekly hours ¹ (Standard)	Weekly earnings ² (Standard)	Under \$45.00	\$45.00 and under 50.00	\$50.00	\$55.00	\$60.00	\$65.00	\$70.00	\$75.00	\$80.00	\$85.00	\$90.00	\$95.00	\$100.00	\$105.00	\$110.00	\$115.00	\$120.00	\$125.00	\$125.00 and over	
Women - Continued																							
Bookkeeping-machine operators, class B -----	4,094	38.5	\$ 68.00	-	9	99	339	960	1301	675	285	221	157	46	2	-	-	-	-	-	-	-	-
Manufacturing -----	1,006	39.0	71.50	-	-	7	101	102	229	207	134	102	102	21	1	-	-	-	-	-	-	-	-
Nonmanufacturing -----	3,088	38.0	67.00	-	9	92	238	858	1072	468	151	119	55	25	1	-	-	-	-	-	-	-	-
Wholesale trade -----	462	39.5	66.00	-	-	20	54	145	111	82	34	9	1	5	1	-	-	-	-	-	-	-	-
Retail trade -----	264	40.0	65.50	-	6	21	41	55	41	59	14	19	8	-	-	-	-	-	-	-	-	-	-
Finance †† -----	2,156	37.5	67.00	-	-	51	138	624	848	300	98	64	13	20	-	-	-	-	-	-	-	-	-
Services -----	141	38.0	71.50	-	3	-	5	30	45	14	5	6	33	-	-	-	-	-	-	-	-	-	-
Clerks, accounting, class A -----	2,490	39.0	84.00	-	-	20	1	81	111	286	433	483	322	341	136	145	74	18	10	8	21	-	-
Manufacturing -----	918	39.0	86.50	-	-	-	1	8	25	43	171	228	131	89	65	100	31	10	10	-	6	-	-
Nonmanufacturing -----	1,572	39.0	82.50	-	-	20	-	73	86	243	262	255	191	252	71	45	43	8	-	8	15	-	-
Public utilities † -----	248	40.0	87.50	-	-	-	-	-	3	45	47	40	25	34	4	9	30	-	-	8	3	-	-
Wholesale trade -----	336	39.5	85.00	-	-	-	-	11	10	53	35	57	65	47	19	22	-	6	-	-	-	-	11
Retail trade -----	219	39.5	82.50	-	-	-	-	2	3	39	31	67	25	24	13	11	3	-	-	-	-	-	1
Finance †† -----	577	38.0	79.00	-	-	-	-	52	66	74	131	83	62	73	28	-	8	-	-	-	-	-	-
Services -----	192	38.0	81.00	-	-	20	-	8	4	32	18	8	14	74	7	3	2	2	-	-	-	-	-
Clerks, accounting, class B -----	5,284	39.0	68.00	9	118	393	544	1169	906	703	711	356	199	93	57	21	2	3	-	-	-	-	-
Manufacturing -----	1,564	39.0	71.50	-	-	30	126	328	285	253	180	183	95	39	22	18	2	3	-	-	-	-	-
Nonmanufacturing -----	3,720	39.0	66.50	9	118	363	418	841	621	450	531	173	104	54	35	3	-	-	-	-	-	-	-
Public utilities † -----	296	39.5	69.50	-	-	7	7	93	61	63	21	22	3	9	10	-	-	-	-	-	-	-	-
Wholesale trade -----	800	40.0	71.00	-	-	13	60	186	108	129	146	88	46	6	17	1	-	-	-	-	-	-	-
Retail trade -----	1,234	39.5	64.50	9	48	149	142	293	177	152	221	15	19	1	8	-	-	-	-	-	-	-	-
Finance †† -----	1,006	38.0	63.50	-	70	141	147	219	212	75	83	27	32	-	-	-	-	-	-	-	-	-	-
Services -----	384	38.5	68.00	-	-	53	62	50	63	31	60	21	4	38	-	2	-	-	-	-	-	-	-
Clerks, file, class A -----	1,805	38.5	68.00	1	6	83	199	397	423	267	217	139	30	13	26	3	1	-	-	-	-	-	-
Manufacturing -----	647	39.0	69.50	-	-	15	65	91	179	112	80	79	14	8	4	-	-	-	-	-	-	-	-
Nonmanufacturing -----	1,158	38.5	67.50	1	6	68	134	306	244	155	137	60	16	5	22	3	1	-	-	-	-	-	-
Wholesale trade -----	192	39.0	71.00	-	-	12	-	44	33	42	33	26	2	-	-	-	-	-	-	-	-	-	-
Finance †† -----	561	38.0	65.50	-	3	51	81	190	125	24	34	21	6	3	22	-	1	-	-	-	-	-	-
Clerks, file, class B -----	6,221	38.5	55.50	356	729	1821	1597	1147	332	153	59	19	3	4	-	1	-	-	-	-	-	-	-
Manufacturing -----	1,434	39.0	59.00	-	78	300	418	390	156	45	32	9	3	2	-	1	-	-	-	-	-	-	-
Nonmanufacturing -----	4,787	38.5	54.50	356	651	1521	1179	757	176	108	27	10	-	-	-	-	-	-	-	-	-	-	-
Public utilities † -----	472	40.0	59.50	-	-	80	144	166	48	31	1	2	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade -----	691	39.0	59.00	-	56	178	137	172	59	55	26	6	-	2	-	-	-	-	-	-	-	-	-
Retail trade -----	624	40.0	54.00	79	86	174	134	105	45	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance †† -----	2,581	37.5	53.00	277	475	860	703	232	20	14	-	-	-	-	-	-	-	-	-	-	-	-	-
Services -----	419	39.0	55.00	-	34	229	61	82	4	7	-	2	-	-	-	-	-	-	-	-	-	-	-
Clerks, order -----	1,807	39.5	68.00	7	65	184	212	350	305	226	91	130	79	104	23	4	19	8	-	-	-	-	-
Manufacturing -----	639	39.0	72.50	-	-	17	27	94	157	135	26	60	55	30	23	-	15	-	-	-	-	-	-
Nonmanufacturing -----	1,168	39.5	65.50	7	65	167	185	256	148	91	65	70	24	74	-	4	4	8	-	-	-	-	-
Wholesale trade -----	627	39.5	72.00	-	-	16	91	97	114	85	53	60	22	73	-	4	4	8	-	-	-	-	-
Retail trade -----	483	40.0	65.50	7	64	140	85	150	29	4	2	1	-	1	-	-	-	-	-	-	-	-	-
Clerks, payroll -----	2,379	39.0	76.50	1	7	43	81	302	206	391	467	343	212	179	51	43	14	19	5	10	5	-	-
Manufacturing -----	1,305	39.0	76.50	-	2	17	36	184	118	212	270	181	99	87	44	28	12	15	-	-	-	-	-
Nonmanufacturing -----	1,074	39.0	76.50	1	5	26	45	118	88	179	197	162	113	92	7	15	2	4	5	10	5	-	-
Public utilities † -----	208	39.5	79.00	-	-	-	2	13	34	59	20	36	22	6	-	-	2	-	1	8	5	-	-
Wholesale trade -----	228	39.5	76.50	-	-	-	5	46	8	47	40	38	19	7	5	13	-	47	-	-	-	-	-
Retail trade -----	266	40.0	69.50	1	5	23	29	36	18	40	70	10	24	10	-	-	-	-	-	-	-	-	-
Finance †† -----	159	37.0	81.50	-	-	-	3	7	9	13	27	50	19	21	2	-	-	4	4	-	-	-	-
Services -----	213	38.5	79.00	-	-	3	6	16	19	20	40	28	29	48	-	2	-	-	-	2	-	-	-

See footnote at end of table.

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

†† Finance, insurance, and real estate.

Table A-1: Office Occupations - Continued

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis in Chicago, Ill., by industry division, April 1958)

Sex, occupation, and industry division	Number of workers	AVERAGES		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF—																	
		Weekly hours ¹ (Standard)	Weekly earnings ¹ (Standard)	Under \$ 45.00	\$ 45.00 and under 50.00	\$ 50.00	\$ 55.00	\$ 60.00	\$ 65.00	\$ 70.00	\$ 75.00	\$ 80.00	\$ 85.00	\$ 90.00	\$ 95.00	\$ 100.00	\$ 105.00	\$ 110.00	\$ 115.00	\$ 120.00	\$ 125.00 and over
			\$																		
Women - Continued																					
Comptometer operators	3,602	39.5	72.00	2	22	68	236	617	669	622	623	353	135	194	35	25	1	-	-	-	-
Manufacturing	1,256	39.5	75.50	-	-	9	19	141	270	202	192	226	86	59	29	23	-	-	-	-	-
Nonmanufacturing	2,346	39.5	70.00	2	22	59	217	476	399	420	431	127	49	135	6	2	1	-	-	-	-
Public utilities †	133	39.5	74.00	-	1	4	6	12	8	37	23	26	7	9	-	-	-	-	-	-	-
Wholesale trade	595	39.0	76.00	-	-	2	25	89	74	96	134	29	15	124	4	2	1	-	-	-	-
Retail trade	876	39.5	66.00	2	20	35	97	252	167	145	115	31	8	2	2	-	-	-	-	-	-
Finance ††	285	37.5	64.50	-	1	18	56	73	94	29	6	-	8	-	-	-	-	-	-	-	-
Services	457	40.0	71.50	-	-	-	33	50	56	113	153	41	11	-	-	-	-	-	-	-	-
Duplicating-machine operators (mimeograph or ditto)	420	39.0	63.50	-	18	44	115	55	69	82	20	13	3	1	-	-	-	-	-	-	-
Manufacturing	245	39.5	62.50	-	15	24	71	42	35	40	8	8	1	1	-	-	-	-	-	-	-
Nonmanufacturing	175	39.0	65.00	-	3	20	44	13	34	42	12	5	2	-	-	-	-	-	-	-	-
Key-punch operators	4,279	38.5	69.50	5	42	139	431	700	906	738	745	334	154	70	13	1	1	-	-	-	-
Manufacturing	1,725	39.0	71.00	5	-	10	126	274	441	281	271	176	102	34	5	-	-	-	-	-	-
Nonmanufacturing	2,554	38.5	68.50	-	42	129	305	426	465	457	474	158	52	36	8	1	1	-	-	-	-
Public utilities †	329	39.5	72.50	-	-	4	30	28	71	59	69	45	13	2	6	1	1	-	-	-	-
Wholesale trade	514	39.5	68.50	-	-	32	104	58	71	98	95	14	25	15	2	-	-	-	-	-	-
Retail trade	351	39.5	66.00	-	3	8	53	94	65	73	43	4	8	-	-	-	-	-	-	-	-
Finance ††	1,034	38.0	66.50	-	27	77	111	228	244	168	133	36	6	4	-	-	-	-	-	-	-
Office girls	1,140	39.0	56.50	26	112	368	372	98	97	46	16	3	2	-	-	-	-	-	-	-	-
Manufacturing	396	39.0	59.50	10	8	125	94	40	72	27	15	3	2	-	-	-	-	-	-	-	-
Nonmanufacturing	744	39.5	55.00	16	104	243	278	58	25	19	1	-	-	-	-	-	-	-	-	-	-
Wholesale trade	105	39.0	55.00	-	13	34	47	5	2	3	1	-	-	-	-	-	-	-	-	-	-
Retail trade	167	40.0	54.50	5	40	49	43	18	9	3	-	-	-	-	-	-	-	-	-	-	-
Finance ††	371	39.5	55.00	1	43	131	157	26	2	11	-	-	-	-	-	-	-	-	-	-	-
Secretaries	11,403	39.0	87.00	-	-	10	46	226	555	770	1681	2023	1833	1716	736	777	352	241	158	81	198
Manufacturing	4,823	39.0	88.50	-	-	1	2	66	191	258	705	809	730	752	321	399	228	140	73	57	91
Nonmanufacturing	6,580	38.5	85.50	-	-	9	44	160	364	512	976	1214	1103	964	415	378	124	101	85	24	107
Public utilities †	530	39.5	92.00	-	-	5	-	10	16	32	46	81	72	82	41	30	32	33	22	5	23
Wholesale trade	1,332	39.0	88.00	-	-	-	-	15	34	94	236	200	249	171	88	122	25	26	31	2	39
Retail trade	1,353	39.5	83.00	-	-	4	15	57	92	113	151	245	267	262	78	44	13	1	1	1	9
Finance ††	2,040	37.5	84.00	-	-	-	1	65	152	169	362	434	280	276	117	107	35	31	12	6	2
Services	1,316	37.5	86.00	-	-	-	28	13	70	104	181	254	235	173	91	75	19	10	19	10	34
Stenographers, general	10,456	38.5	74.00	-	5	35	418	1584	1934	1734	1933	1396	670	389	254	65	19	20	-	-	-
Manufacturing	4,858	39.0	75.00	-	-	17	154	824	657	781	813	824	371	191	137	57	15	17	-	-	-
Nonmanufacturing	5,598	38.5	73.00	-	5	18	264	760	1277	953	1120	572	299	198	117	8	4	3	-	-	-
Public utilities †	505	39.5	78.00	-	-	14	52	71	48	98	82	56	33	44	2	2	3	-	-	-	-
Wholesale trade	1,464	39.0	73.50	-	-	1	35	123	350	311	399	38	39	57	2	-	-	-	-	-	-
Retail trade	528	40.0	69.00	-	5	12	39	105	102	127	86	40	11	1	-	-	-	-	-	-	-
Finance ††	1,957	37.5	70.50	-	-	-	142	340	542	318	358	140	83	33	1	-	-	-	-	-	-
Services	1,144	37.5	75.50	-	-	5	34	140	212	149	179	201	111	92	15	4	2	-	-	-	-
Stenographers, technical	375	38.5	83.50	-	-	-	1	16	21	32	83	63	50	53	15	14	21	6	-	-	-
Manufacturing	113	40.0	86.00	-	-	-	-	-	-	-	29	26	14	32	8	2	1	1	-	-	-
Nonmanufacturing	262	38.0	82.50	-	-	-	1	16	21	32	54	37	36	21	7	12	20	5	-	-	-

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

Table A-1: Office Occupations - Continued

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis in Chicago, Ill., by industry division, April 1958)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF--																		
		Weekly hours ¹ (Standard)	Weekly earnings ¹ (Standard)	Under \$	\$ 45.00 and under 50.00	\$ 50.00 - 55.00	\$ 55.00 - 60.00	\$ 60.00 - 65.00	\$ 65.00 - 70.00	\$ 70.00 - 75.00	\$ 75.00 - 80.00	\$ 80.00 - 85.00	\$ 85.00 - 90.00	\$ 90.00 - 95.00	\$ 95.00 - 100.00	\$ 100.00 - 105.00	\$ 105.00 - 110.00	\$ 110.00 - 115.00	\$ 115.00 - 120.00	\$ 120.00 - 125.00	\$ 125.00 and over	
				45.00	50.00	55.00	60.00	65.00	70.00	75.00	80.00	85.00	90.00	95.00	100.00	105.00	110.00	115.00	120.00	125.00		
Women - Continued																						
Switchboard operators -----	2,045	39.5	\$ 68.00	14	110	301	129	244	271	372	282	117	98	81	13	7	1	-	4	-	1	
Manufacturing -----	524	39.0	74.50	-	-	-	6	69	82	114	113	67	45	24	2	1	1	-	-	-	-	
Nonmanufacturing -----	1,521	39.5	66.00	14	110	301	123	175	189	258	169	50	53	57	11	6	-	-	4	-	1	
Public utilities † -----	164	40.0	76.00	-	-	1	18	21	4	38	15	19	24	22	1	-	-	-	-	-	1	
Wholesale trade -----	206	39.5	74.00	-	-	-	4	11	36	83	34	13	8	15	2	-	6	-	-	-		
Retail trade -----	221	40.0	62.50	2	11	41	28	60	23	36	12	-	2	-	-	-	-	-	-	-		
Finance †† -----	365	38.0	70.50	-	-	-	23	46	34	97	59	59	7	16	20	-	-	-	4	-		
Services -----	565	40.5	58.50	12	99	236	27	49	29	42	49	11	3	-	8	-	-	-	-	-		
Switchboard operator-receptionists -----	2,132	39.0	70.00	-	26	19	101	349	567	442	389	167	31	25	15	-	-	-	1	-	-	
Manufacturing -----	1,097	39.0	71.00	-	-	-	58	193	253	206	232	117	15	23	-	-	-	-	-	-		
Nonmanufacturing -----	1,035	38.5	69.00	-	26	19	43	156	314	236	157	50	16	2	15	-	-	-	1	-		
Public utilities † -----	111	39.5	70.00	-	-	-	5	22	24	28	28	-	2	-	1	-	-	-	1	-		
Wholesale trade -----	518	39.0	68.00	-	26	-	35	55	169	136	42	43	10	2	-	-	-	-	-	-		
Retail trade -----	123	39.5	71.00	-	-	1	1	29	15	37	29	1	2	-	8	-	-	-	-	-		
Finance †† -----	169	36.5	67.50	-	-	-	18	2	28	75	26	20	-	-	-	-	-	-	-	-		
Services -----	114	38.0	72.00	-	-	-	-	22	31	9	38	6	2	-	6	-	-	-	-	-		
Tabulating-machine operators -----	1,080	38.0	77.00	-	-	5	24	24	270	202	131	193	69	77	63	13	5	2	1	1	-	
Nonmanufacturing -----	511	38.5	76.50	-	-	5	24	23	61	112	81	113	39	11	7	3	-	-	-	-		
Finance †† -----	134	38.0	78.50	-	-	-	-	2	15	27	32	28	23	3	2	2	-	-	-	-		
Transcribing-machine operators, general -----	1,890	38.5	70.00	-	1	25	106	419	439	376	312	126	65	13	2	-	6	-	-	-		
Manufacturing -----	717	39.0	70.50	-	-	1	41	180	128	143	112	63	34	9	-	-	6	-	-	-		
Nonmanufacturing -----	1,173	38.5	69.50	-	1	24	65	239	311	233	200	63	31	4	2	-	-	-	-	-		
Wholesale trade -----	501	38.5	70.50	-	-	2	5	99	149	103	119	17	3	2	2	-	-	-	-	-		
Finance †† -----	400	38.0	68.00	-	-	8	38	94	118	79	45	12	6	-	-	-	-	-	-	-		
Services -----	149	39.0	72.50	-	-	-	11	19	23	28	28	23	17	-	-	-	-	-	-	-		
Typists, class A -----	4,812	38.5	71.00	-	-	16	308	791	1355	887	662	519	158	72	22	20	2	-	-	-		
Manufacturing -----	2,303	39.0	72.00	-	-	-	156	253	693	417	315	317	83	34	14	19	2	-	-	-		
Nonmanufacturing -----	2,509	38.0	70.00	-	-	16	152	538	662	470	347	202	75	38	8	1	-	-	-	-		
Public utilities † -----	169	39.5	76.50	-	-	-	1	23	24	23	31	39	12	11	5	-	-	-	-	-		
Wholesale trade -----	225	39.5	76.50	-	-	-	4	18	5	48	83	33	27	4	2	1	-	-	-	-		
Finance †† -----	1,492	37.5	68.00	-	-	13	134	380	483	265	126	57	29	4	1	-	-	-	-	-		
Services -----	391	38.5	73.00	-	-	-	7	57	84	59	89	70	7	18	-	-	-	-	-	-		
Typists, class B -----	10,371	39.0	61.00	21	306	1261	2769	3357	1442	841	262	73	35	3	1	-	-	-	-	-		
Manufacturing -----	3,525	39.5	63.00	-	13	236	997	997	692	398	124	36	29	2	1	-	-	-	-	-		
Nonmanufacturing -----	6,846	38.5	60.00	21	293	1025	1772	2360	750	443	138	37	6	1	-	-	-	-	-	-		
Public utilities † -----	378	39.5	60.00	-	-	105	99	79	34	46	14	1	-	-	-	-	-	-	-	-		
Wholesale trade -----	1,083	39.0	62.50	-	49	113	125	425	195	117	49	7	2	1	-	-	-	-	-	-		
Retail trade -----	1,111	40.0	58.50	9	94	239	216	413	69	46	25	-	-	-	-	-	-	-	-	-		
Finance †† -----	3,341	38.0	59.00	12	144	473	1158	1102	370	62	17	3	-	-	-	-	-	-	-	-		
Services -----	933	38.5	63.00	-	6	95	174	341	82	172	33	26	4	-	-	-	-	-	-	-		

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

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

†† Finance, insurance, and real estate.

Table A-2: Professional and Technical Occupations

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis in Chicago, Ill., by industry division, April 1958)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF--																									
		Weekly hours (Standard)	Weekly earnings (Standard)	Under \$ 70.00	\$ 70.00 and under 75.00	\$ 75.00	\$ 80.00	\$ 85.00	\$ 90.00	\$ 95.00	\$ 100.00	\$ 105.00	\$ 110.00	\$ 115.00	\$ 120.00	\$ 125.00	\$ 130.00	\$ 135.00	\$ 140.00	\$ 145.00	\$ 150.00	\$ 155.00	\$ 160.00	\$ 165.00	\$ 170.00	\$ 170.00 and over			
Men																													
Draftsmen, leader -----	707	39.5	\$ 140.00	-	-	-	-	1	6	5	1	21	5	53	53	73	87	104	43	29	64	42	32	33	55	-	-	-	
Manufacturing -----	292	39.0	136.50	-	-	-	-	1	6	5	1	6	3	13	6	24	52	84	24	21	8	10	2	17	9	-	-	-	
Draftsmen, senior -----	3,710	39.5	121.50	-	1	8	48	44	262	296	305	239	284	313	231	298	371	277	201	129	160	104	69	50	20	-	-	-	
Manufacturing -----	2,069	39.5	117.00	-	1	3	31	28	148	189	237	186	219	202	137	131	210	72	74	51	54	35	21	39	2	-	-	-	
Nonmanufacturing -----	1,641	39.5	126.50	-	1	5	17	16	114	107	68	53	65	111	94	167	161	205	127	78	106	69	48	11	18	-	-	-	
Public utilities † -----	102	39.5	120.00	-	-	-	-	5	2	5	11	8	2	10	10	22	7	14	1	1	1	3	-	-	-	-	-		
Draftsmen, junior -----	2,404	39.5	87.00	189	231	339	438	455	189	108	155	98	97	42	43	13	4	2	-	-	-	-	-	-	-	-	-	-	
Manufacturing -----	1,791	39.5	84.50	159	218	310	309	364	152	75	80	34	51	18	11	10	-	2	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing -----	613	39.5	94.00	30	13	29	129	91	37	33	75	64	46	24	32	3	4	2	-	1	-	-	-	-	-	-	-	-	
Public utilities † -----	92	39.5	99.00	-	-	2	17	3	5	14	21	23	3	3	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
Tracers -----	180	40.0	70.00	92	29	47	6	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing -----	115	40.0	69.50	63	28	13	5	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women																													
Nurses, industrial (registered) -----	654	39.5	89.00	9	39	97	127	92	98	60	62	39	10	20	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing -----	517	39.5	89.00	2	30	77	102	81	83	45	38	36	8	14	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing -----	137	39.0	88.50	7	9	20	25	11	15	15	24	3	2	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Retail trade -----	50	40.0	79.50	5	6	16	11	3	6	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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

² Workers were distributed as follows: 3 at \$50 to \$55; 13 at \$55 to \$60; 40 at \$60 to \$65; and 36 at \$65 to \$70.

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

Table A-3: Maintenance and Powerplant Occupations

(Average straight-time hourly earnings for men in selected occupations studied on an area basis in Chicago, Ill., by industry division, April 1958)

Occupation and industry division	Number of workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																					
			Under \$ 1.80	\$ 1.80 and under 1.90	\$ 1.90	\$ 2.00	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.10	\$ 3.20	\$ 3.30	\$ 3.40	\$ 3.50	\$ 3.60	\$ 3.70	\$ 3.80 and over
Carpenters, maintenance -----	1,090	\$ 2.83	-	-	4	35	61	21	68	85	112	62	89	146	79	16	14	1	4	286	2	-	5	-
Manufacturing -----	688	2.62	-	-	4	28	47	19	63	66	83	57	80	124	75	11	13	1	1	14	2	-	-	-
Nonmanufacturing -----	402	3.18	-	-	-	7	14	2	5	19	29	5	9	22	4	5	1	-	3	272	-	-	5	-
Retail trade -----	143	2.95	-	-	-	4	12	1	4	18	27	1	-	-	-	1	-	-	3	67	-	-	5	-
Finance †† -----	163	3.44	-	-	-	-	-	-	-	-	-	-	-	-	2	4	-	-	-	157	-	-	-	-
Electricians, maintenance -----	3,004	2.90	-	-	1	21	11	28	66	181	96	338	313	509	600	203	214	43	22	66	1	281	10	-
Manufacturing -----	2,325	2.85	-	-	-	20	10	13	55	175	83	322	208	455	559	103	114	13	17	60	1	109	8	-
Nonmanufacturing -----	679	3.10	-	-	1	1	1	15	11	6	13	16	105	54	41	100	100	30	5	6	-	172	2	-
Retail trade -----	87	2.96	-	-	-	-	-	2	2	-	7	-	-	33	27	1	2	-	-	1	-	10	2	-
Finance †† -----	220	3.36	-	-	-	-	-	-	2	-	2	5	-	1	2	84	-	-	5	-	-	119	-	-
Services -----	166	2.90	-	-	-	-	-	9	-	4	2	8	88	1	-	-	-	30	-	5	-	19	-	-

See footnote at end of table.

†† Finance, insurance, and real estate.

Table A-3: Maintenance and Powerplant Occupations - Continued

(Average straight-time hourly earnings for men in selected occupations studied on an area basis in Chicago, Ill., by industry division, April 1958)

Occupation and industry division	Number of workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																											
			Under \$1.80	\$1.80 and under 1.90	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.80 and over					
Engineers, stationary	2,191	2.86	-	1	-	22	15	55	139	107	102	151	215	199	188	693	192	6	37	13	8	22	-	-	-	-	-	-	-	26
Manufacturing	1,124	2.78	-	-	-	22	12	15	75	96	88	63	201	87	144	175	112	1	25	-	8	-	-	-	-	-	-	-	-	
Nonmanufacturing	1,067	2.94	-	1	-	-	3	40	64	11	14	88	14	112	44	518	80	5	12	13	-	22	-	-	-	-	-	-	26	
Wholesale trade	114	3.03	-	-	-	-	-	-	1	-	2	-	-	20	3	4	78	-	-	-	-	-	-	-	-	-	-	-	-	
Retail trade	213	2.82	-	1	-	-	2	15	2	9	2	1	14	75	39	46	2	4	-	-	-	-	-	-	-	-	-	-	-	
Finance††	343	3.06	-	-	-	-	-	-	-	2	-	-	-	-	-	341	-	-	-	-	-	-	-	-	-	-	-	-	-	
Services	367	2.90	-	-	-	-	-	20	61	-	-	-	-	-	-	127	-	1	12	13	-	22	-	-	-	-	-	26		
Firemen, stationary boiler	1,022	2.28	59	82	80	142	61	128	41	99	77	112	84	44	9	-	4	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	709	2.20	58	48	72	142	61	87	35	60	38	24	29	42	9	-	4	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	313	2.47	1	34	8	-	-	41	6	39	39	88	55	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Retail trade	78	2.39	1	3	8	-	-	6	5	33	16	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Helpers, trades, maintenance	1,865	2.27	31	46	115	205	240	513	318	158	99	62	12	5	60	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	1,461	2.26	24	26	113	185	202	456	165	115	44	61	6	3	60	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	404	2.31	7	20	2	20	38	57	153	43	55	1	6	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Machine-tool operators, toolroom	2,439	2.73	-	-	-	6	36	20	108	181	276	151	666	540	177	121	90	36	23	8	-	-	-	-	-	-	-	-	-	-
Manufacturing	2,439	2.73	-	-	-	6	36	20	108	181	276	151	666	540	177	121	90	36	23	8	-	-	-	-	-	-	-	-	-	-
Machinists, maintenance	2,909	2.89	-	1	1	8	6	16	49	130	241	271	209	685	516	222	260	54	5	40	16	150	17	12	-	-	-	-	-	-
Manufacturing	2,732	2.88	-	-	-	6	6	12	48	128	240	264	189	682	504	206	199	12	5	40	14	149	16	12	-	-	-	-	-	-
Nonmanufacturing	177	3.02	-	1	1	2	-	4	1	2	1	7	20	3	12	16	61	42	-	-	2	1	1	-	-	-	-	-	-	-
Mechanics, automotive (maintenance)	1,950	2.71	-	-	4	27	29	16	75	63	87	377	803	322	107	30	10	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	477	2.67	-	-	-	14	2	16	6	22	265	89	17	24	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	1,473	2.72	-	-	4	27	15	14	59	57	65	112	714	305	83	8	10	-	-	-	-	-	-	-	-	-	-	-	-	-
Public utilities†	1,010	2.76	-	-	4	4	12	-	26	28	30	12	613	182	83	6	10	-	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade	281	2.67	-	-	-	12	-	1	23	12	14	75	56	88	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mechanics, maintenance	3,615	2.63	2	38	17	78	139	355	240	244	475	470	351	351	485	114	233	21	-	-	-	-	-	-	-	-	-	-	2	-
Manufacturing	2,805	2.62	-	-	-	52	93	294	198	207	373	399	342	337	397	30	66	17	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	810	2.67	2	38	17	26	46	61	42	37	102	71	9	14	88	84	167	4	-	-	-	-	-	-	-	-	-	-	2	-
Millwrights	1,479	2.76	-	-	-	8	28	29	46	89	146	110	344	392	58	174	9	17	1	27	1	-	-	-	-	-	-	-	-	-
Manufacturing	1,407	2.76	-	-	-	8	28	29	46	88	142	110	284	387	57	174	9	17	1	27	1	-	-	-	-	-	-	-	-	-
Others	955	2.24	27	34	69	118	87	262	184	98	18	52	2	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	866	2.21	27	32	69	117	85	257	183	56	18	17	2	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	89	2.52	-	2	-	1	2	5	1	42	-	35	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Painters, maintenance	864	2.90	-	3	-	4	53	55	71	47	60	37	69	102	18	11	24	1	-	224	80	-	3	2	-	-	-	-	-	-
Manufacturing	420	2.62	-	3	-	2	19	48	39	44	40	33	35	76	18	11	12	-	15	-	-	-	3	2	-	-	-	-	-	-
Nonmanufacturing	444	3.16	-	-	-	2	34	7	12	3	20	4	34	26	-	12	1	-	209	80	-	-	-	-	-	-	-	-	-	-
Public utilities†	66	2.75	-	-	-	-	-	2	2	-	3	3	33	23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade	50	2.85	-	-	-	-	-	-	10	3	17	-	-	2	-	-	-	-	18	-	-	-	-	-	-	-	-	-	-	-
Pipefitters, maintenance	1,192	2.87	-	-	-	-	-	9	26	36	134	137	146	219	197	31	130	3	22	73	29	-	-	-	-	-	-	-	-	-
Manufacturing	1,069	2.83	-	-	-	-	-	9	24	32	128	136	134	219	195	29	92	-	70	1	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	123	3.18	-	-	-	-	-	-	2	4	6	1	12	-	2	2	38	3	22	3	28	-	-	-	-	-	-	-	-	-
Plumbers, maintenance	104	2.99	-	-	-	1	-	-	-	19	4	16	5	2	3	10	1	-	11	20	12	-	-	-	-	-	-	-	-	-
Nonmanufacturing	63	3.14	-	-	-	1	-	-	-	-	1	13	-	2	-	10	1	-	11	20	4	-	-	-	-	-	-	-	-	-
Sheet-metal workers, maintenance	404	2.83	-	-	-	-	2	2	13	14	27	22	68	145	13	38	57	1	1	-	1	-	-	-	-	-	-	-	-	-
Manufacturing	400	2.84	-	-	-	-	2	2	11	13	27	22	67	145	13	38	57	1	1	-	1	-	-	-	-	-	-	-	-	-
Tool and die makers	4,325	3.05	-	-	-	-	-	-	22	10	36	119	256	879	434	730	715	474	297	115	170	67	1	-	-	-	-	-	-	-
Manufacturing	4,325	3.05	-	-	-	-	-	-	22	10	36	119	256	879	434	730	715	474	297	115	170	67	1	-	-	-	-	-	-	-

1 Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
† Transportation (excluding railroads), communication, and other public utilities.
†† Finance, insurance, and real estate.

Table A-4: Custodial and Material Movement Occupations

(Average straight-time hourly earnings for selected occupations studied on an area basis in Chicago, Ill., by industry division, April 1958)

Occupation ¹ and industry division	Number of workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																											
			Under \$ 1.00	\$ 1.00 and under 1.10	1.10	1.20	1.30	1.40	1.50	1.60	1.70	1.80	1.90	2.00	2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00 and over						
Elevator operators, passenger (men) -----	1,901	2.01	-	17	43	16	16	78	29	2	11	24	10	30	1609	14	2	-	-	-	-	-	-	-	-	-	-	-		
Nonmanufacturing -----	1,796	2.01	-	17	43	16	16	78	29	-	4	16	10	18	1535	12	2	-	-	-	-	-	-	-	-	-	-	-		
Finance †† -----	1,505	2.09	-	-	-	11	11	-	-	-	-	4	-	10	1455	12	2	-	-	-	-	-	-	-	-	-	-	-		
Elevator operators, passenger (women) -----	648	1.27	-	192	88	58	63	195	22	5	18	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Nonmanufacturing -----	627	1.25	-	192	88	58	63	195	22	4	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Retail trade -----	209	1.24	-	51	44	35	39	21	16	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Guards -----	2,702	2.00	-	-	-	-	10	42	306	191	362	164	224	342	151	291	381	165	72	1	-	-	-	-	-	-	-	-		
Manufacturing -----	1,732	2.06	-	-	-	-	-	124	71	262	83	160	284	87	167	259	165	69	1	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing -----	970	1.88	-	-	-	-	10	42	182	120	100	81	64	58	64	124	122	-	3	-	-	-	-	-	-	-	-	-	-	
Finance †† -----	643	1.87	-	-	-	-	10	42	146	52	45	59	55	39	30	123	39	-	3	-	-	-	-	-	-	-	-	-	-	
Janitors, porters, and cleaners (men) -----	13,879	1.76	80	141	766	629	455	1110	1188	1666	945	1369	1165	2815	885	194	268	68	75	18	7	-	-	17	18	-	-	-	-	
Manufacturing -----	7,577	1.81	-	20	72	199	161	514	701	1114	700	1152	909	1089	390	168	265	66	54	-	3	-	-	-	-	-	-	-	-	-
Nonmanufacturing -----	6,302	1.70	80	121	694	430	294	596	487	552	245	217	256	1726	495	26	3	2	21	18	4	-	-	17	18	-	-	-	-	
Public utilities † -----	644	1.85	-	20	-	49	17	18	36	33	72	70	29	108	172	20	-	-	-	-	-	-	-	-	-	-	-	-	-	
Wholesale trade -----	548	1.71	-	-	-	26	12	97	40	131	32	44	87	55	3	2	-	1	18	-	-	-	-	-	-	-	-	-	-	
Retail trade -----	1,752	1.43	17	71	365	143	227	212	254	218	116	15	54	14	44	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Finance †† -----	1,977	2.02	-	-	107	-	18	24	28	8	15	3	5	1460	263	-	3	1	3	18	4	-	-	17	-	-	-	-	-	
Services -----	1,381	1.49	63	30	222	212	20	245	129	162	10	85	81	89	13	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Janitors, porters, and cleaners (women) -----	4,929	1.56	4	100	79	277	152	179	3181	581	129	50	104	41	7	-	-	-	-	-	45	-	-	-	-	-	-	-	-	
Manufacturing -----	687	1.64	-	16	3	53	69	63	92	85	111	47	101	40	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing -----	4,242	1.54	4	84	76	224	83	116	3089	496	18	3	3	1	-	-	-	-	-	-	45	-	-	-	-	-	-	-	-	
Public utilities † -----	96	1.58	-	-	-	2	2	7	53	28	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Wholesale trade -----	94	1.26	-	26	11	22	5	3	23	-	-	-	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Retail trade -----	389	1.32	4	35	21	125	76	42	64	17	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Finance †† -----	2,952	1.57	-	11	1	-	-	6	2755	171	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Services -----	711	1.57	-	12	43	75	-	58	194	280	4	-	-	-	-	-	-	-	-	-	45	-	-	-	-	-	-	-	-	
Laborers, material handling -----	19,268	1.96	8	24	36	231	312	733	1038	2016	1601	2392	1495	2219	1921	1800	2366	609	214	26	49	20	134	24	-	-	-	-	-	
Manufacturing -----	10,452	1.92	-	-	-	156	148	534	585	886	1082	1631	1038	1633	1095	605	320	485	28	21	47	20	134	24	-	-	-	-	-	
Nonmanufacturing -----	8,816	2.01	8	24	36	75	164	199	453	1130	519	761	457	586	826	1195	2046	124	186	5	2	20	-	-	-	-	-	-	-	-
Public utilities † -----	2,219	2.34	-	-	-	-	-	-	3	7	7	9	14	7	21	289	1754	11	77	-	-	20	-	-	-	-	-	-	-	
Wholesale trade -----	3,846	1.95	-	-	-	1	60	88	266	458	302	525	263	471	420	626	248	81	37	-	-	-	-	-	-	-	-	-	-	
Retail trade -----	2,622	1.85	8	24	25	63	104	93	151	656	204	207	163	107	384	278	44	32	72	5	2	-	-	-	-	-	-	-	-	
Order fillers -----	6,790	1.99	-	-	2	139	66	270	263	310	897	600	627	583	1264	716	816	155	24	12	1	-	3	42	-	-	-	-	-	
Manufacturing -----	2,484	1.98	-	-	4	28	37	40	124	341	404	421	384	321	174	92	51	14	4	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing -----	4,306	1.99	-	-	2	135	38	233	223	186	556	196	206	199	943	542	724	104	10	8	1	-	-	-	-	-	-	-	-	
Wholesale trade -----	3,019	1.99	-	-	1	130	19	101	91	108	507	153	61	185	829	407	394	25	8	-	-	-	-	-	-	-	-	-	-	
Retail trade -----	1,274	2.00	-	-	1	5	19	129	132	77	47	39	143	14	114	135	330	78	10	-	1	-	-	-	-	-	-	-	-	
Packers, shipping (men) -----	5,484	1.88	-	-	62	122	185	335	333	719	602	509	437	759	640	253	316	41	21	10	23	38	33	46	-	-	-	-	-	
Manufacturing -----	3,398	1.95	-	-	27	60	134	47	170	440	300	294	375	562	338	219	240	21	21	10	23	38	33	46	-	-	-	-	-	
Nonmanufacturing -----	2,086	1.77	-	-	35	62	51	288	163	279	302	215	62	197	302	34	76	20	-	-	-	-	-	-	-	-	-	-	-	
Wholesale trade -----	1,718	1.78	-	-	26	26	37	250	125	234	248	154	46	177	300	19	76	-	-	-	-	-	-	-	-	-	-	-	-	
Retail trade -----	352	1.71	-	-	9	36	10	31	35	43	54	61	16	20	2	15	-	20	-	-	-	-	-	-	-	-	-	-	-	
Packers, shipping (women) -----	1,921	1.68	9	18	11	36	144	418	247	266	90	177	131	203	147	13	-	-	5	-	1	-	5	-	-	-	-	-	-	
Manufacturing -----	1,340	1.73	-	14	10	14	54	258	142	248	63	34	131	201	147	13	-	-	5	-	1	-	5	-	-	-	-	-	-	
Nonmanufacturing -----	581	1.55	9	4	1	22	90	160	105	18	27	143	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Receiving clerks -----	1,718	2.11	-	-	-	2	27	29	32	80	45	131	160	192	329	205	277	122	50	16	3	-	-	18	-	-	-	-	-	
Manufacturing -----	738	2.16	-	-	-	2	27	29	32	6	16	51	87	103	142	103	122	39	23	11	1	-	17	-	-	-	-	-	-	
Nonmanufacturing -----	980	2.07	-	-	-	2	27	24	20	74	29	80	73	89	187	102	155	83	27	5	2	-	1	-	-	-	-	-	-	
Wholesale trade -----	519	2.13	-	-	-	-	5	2	-	50	2	57	-	12	126	94	148	5	13	4	1	-	-	-	-	-	-	-	-	
Retail trade -----	422	2.02	-	-	-	-	15	14	15	20	27	22	73	73	57	7	5	77	14	1	1	-	-	-	-	-	-	-	-	

See footnotes at end of table.

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

†† Finance, insurance, and real estate.

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

(Average straight-time hourly earnings for selected occupations studied on an area basis in Chicago, Ill., by industry division, April 1958)

Occupation ¹ and industry division	Number of workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																									
			Under \$ 1.00	\$ 1.00 and under 1.10	\$ 1.10	\$ 1.20	\$ 1.30	\$ 1.40	\$ 1.50	\$ 1.60	\$ 1.70	\$ 1.80	\$ 1.90	\$ 2.00	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00 and over				
Shipping clerks	1,584	2.21	-	-	-	-	12	13	63	58	48	123	51	112	294	209	169	149	114	33	16	75	32	13				
Manufacturing	866	2.31	-	-	-	-	-	-	-	-	25	35	2	89	269	87	69	80	75	30	14	48	31	12				
Nonmanufacturing	718	2.09	-	-	-	-	12	13	63	58	23	88	49	23	25	122	100	69	39	3	2	27	1	1				
Wholesale trade	515	2.14	-	-	-	-	-	1	53	49	13	68	-	17	4	100	78	65	37	1	1	27	-	1				
Retail trade	170	1.93	-	-	-	-	12	12	10	9	6	8	49	6	21	20	11	4	-	2	-	-	-	-				
Shipping and receiving clerks	1,190	2.10	-	-	-	-	8	38	47	77	222	95	137	162	119	83	49	52	49	2	2	1	47					
Manufacturing	724	2.12	-	-	-	-	-	-	27	60	155	62	115	40	99	24	25	40	43	-	-	-	-	34				
Nonmanufacturing	466	2.08	-	-	-	-	8	38	20	17	67	33	22	122	20	59	24	12	6	2	2	1	13					
Wholesale trade	251	2.13	-	-	-	-	-	10	10	10	19	14	8	96	4	54	8	8	4	2	-	-	4					
Retail trade	117	1.90	-	-	-	-	8	18	3	4	41	11	7	1	10	-	10	2	-	-	2	-	-					
Truckdrivers ²	12,883	2.52	-	-	-	26	-	17	28	2	10	12	1	335	327	2293	1725	2647	3203	2166	52	9	30					
Manufacturing	2,201	2.49	-	-	-	-	-	8	-	-	10	-	-	40	82	521	327	211	943	55	4	-	-					
Nonmanufacturing	10,682	2.53	-	-	-	26	-	17	20	2	-	12	1	295	245	1772	1398	2436	2260	2111	48	9	30					
Public utilities †	6,118	2.53	-	-	-	-	-	-	-	-	-	-	-	-	12	45	796	1249	1987	1499	455	36	9					
Wholesale trade	2,444	2.56	-	-	-	-	-	-	-	-	-	-	-	-	264	3	428	59	421	253	1282	8	-					
Retail trade	1,695	2.49	-	-	-	-	-	16	19	-	-	8	1	19	197	433	88	28	508	374	4	-	-					
Truckdrivers, light (under 1 1/2 tons)	1,954	2.47	-	-	-	26	-	17	28	2	-	8	-	141	75	270	420	42	802	48	36	9	30					
Manufacturing	907	2.56	-	-	-	-	-	8	-	-	-	-	-	20	30	80	3	-	766	-	-	-	-					
Nonmanufacturing	1,047	2.40	-	-	-	26	-	17	20	2	-	8	-	121	45	190	417	42	36	48	36	9	30					
Truckdrivers, medium (1 1/2 to and including 4 tons)	4,134	2.46	-	-	-	-	-	-	-	-	10	4	1	22	218	1448	709	1006	291	417	8	-	-					
Manufacturing	779	2.41	-	-	-	-	-	-	-	-	10	-	-	19	52	398	113	37	150	-	-	-	-					
Nonmanufacturing	3,355	2.47	-	-	-	-	-	-	-	-	-	4	1	3	166	1050	596	969	141	417	8	-	-					
Public utilities †	1,971	2.43	-	-	-	-	-	-	-	-	-	-	-	-	-	711	547	713	-	-	-	-	-					
Wholesale trade	1,116	2.56	-	-	-	-	-	-	-	-	-	-	-	-	-	3	310	47	256	125	367	8	-					
Truckdrivers, heavy (over 4 tons, trailer type)	4,877	2.59	-	-	-	-	-	-	-	-	-	-	-	10	34	321	350	1202	1757	1199	4	-	-					
Manufacturing	268	2.52	-	-	-	-	-	-	-	-	-	-	-	-	-	24	63	135	22	20	4	-	-					
Nonmanufacturing	4,609	2.60	-	-	-	-	-	-	-	-	-	-	-	10	34	297	287	1067	1735	1179	-	-	-					
Public utilities †	2,915	2.57	-	-	-	-	-	-	-	-	-	-	-	-	-	50	255	1052	1386	172	-	-	-					
Wholesale trade	896	2.70	-	-	-	-	-	-	-	-	-	-	-	-	-	-	68	-	-	61	767	-	-					
Retail trade	798	2.56	-	-	-	-	-	-	-	-	-	-	-	10	34	179	32	15	288	240	-	-	-					
Truckdrivers, heavy (over 4 tons, other than trailer type)	1,518	2.58	-	-	-	-	-	-	-	-	-	-	-	5	-	235	152	267	353	502	4	-	-					
Nonmanufacturing	1,355	2.59	-	-	-	-	-	-	-	-	-	-	-	5	-	235	58	238	348	467	4	-	-					
Truckers, power (forklift)	4,319	2.21	-	-	-	1	4	15	86	179	259	297	523	587	568	925	430	80	155	210	-	-	-					
Manufacturing	3,695	2.20	-	-	-	-	-	15	73	167	249	294	477	517	435	660	399	56	155	198	-	-	-					
Nonmanufacturing	624	2.25	-	-	-	1	4	-	13	12	10	3	46	70	133	265	31	24	-	12	-	-	-					
Wholesale trade	410	2.23	-	-	-	-	-	-	12	1	7	-	44	66	122	122	1	23	-	12	-	-	-					
Retail trade	205	2.27	-	-	-	1	4	-	1	11	3	3	2	4	11	143	21	1	-	-	-	-	-					
Truckers, power (other than forklift)	704	2.18	-	-	-	-	-	1	24	63	30	26	138	49	90	195	28	13	47	-	-	-	-					
Manufacturing	610	2.17	-	-	-	-	-	-	12	63	30	22	137	49	89	135	19	7	47	-	-	-	-					
Watchmen	5,002	1.37	43	300	2727	199	116	209	222	329	208	171	147	150	64	46	11	-	-	12	48	-	-	-				
Manufacturing	1,124	1.77	-	36	-	29	45	119	119	178	58	139	124	126	50	41	-	-	-	12	48	-	-	-				
Nonmanufacturing	3,878	1.25	43	264	2727	170	71	90	103	151	150	32	23	24	14	5	11	-	-	-	-	-	-	-				
Public utilities †	64	1.87	-	10	-	-	-	-	-	5	6	-	-	14	2	8	-	-	-	-	-	-	-	-				
Wholesale trade	374	1.31	-	180	-	33	-	2	51	26	46	15	19	2	-	-	-	-	-	-	-	-	-	-				
Retail trade	312	1.48	1	33	21	13	23	38	48	66	60	2	4	3	-	-	-	-	-	-	-	-	-	-				
Services	2,917	1.18	42	41	2706	48	18	50	2	2	4	-	-	2	-	-	-	-	-	-	-	-	-	-				

- ¹ Data limited to men workers except where otherwise indicated.
² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
³ Includes all drivers regardless of size and type of truck operated.
† Transportation (excluding railroads), communication, and other public utilities.

B: Establishment Practices and Supplementary Wage Provisions

Table B-1: Shift Differentials¹

Shift differential	Percent of manufacturing plant workers—			
	(a) In establishments having formal provisions for—		(b) Actually working on—	
	Second shift work	Third or other shift work	Second shift	Third or other shift
Total	91.6	80.4	17.8	5.0
With shift pay differential	90.4	79.3	17.4	5.0
Uniform cents (per hour)	44.8	34.2	9.0	2.6
Under 5 cents .....	.4	.2	*	*
5 cents	4.1	.8	.8	-
6 cents	6.4	.2	1.8	-
7 or 7½ cents	3.4	1.2	.9	.2
8 or 8½ cents	1.7	.7	.4	*
9 cents .....	.4	5.9	.1	.9
9½ cents .....	.3	.3	.1	*
10 cents	20.5	11.4	2.9	.5
11 cents	-	.2	-	-
12 or 12½ cents	1.0	1.3	.3	.1
13 cents	1.0	1.0	.3	-
14 or 14½ cents .....	.3	1.3	.1	.2
15 cents	1.2	7.9	.3	.4
Over 15 cents	4.1	1.7	1.1	.1
Uniform percentage	41.4	36.8	7.3	1.6
5 percent	8.5	.5	2.0	-
7 percent .....	.5	.5	.1	*
7½ percent	-	2.2	-	.1
10 percent	30.4	27.5	4.9	1.0
12½ percent	1.3	2.0	.2	.2
15 percent .....	.6	4.1	.1	.4
Full day's pay for reduced hours, plus cents or percentage differential .....	.7	5.7	.1	.2
Other formal pay differential	3.5	2.6	1.0	.5
No shift pay differential	1.2	1.2	.4	.1

¹ Shift differential data are presented in terms of (a) establishment policy, and (b) workers actually employed on late shifts at the time of the survey. An establishment was considered as having a policy if it met either of the following conditions: (1) Operated late shifts at the time of the survey, or (2) had formal provisions covering late shifts.
* Less than 0.25 percent.

Occupational Wage Survey, Chicago, Ill., April 1958
U. S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Table B-2: Minimum Entrance Rates for Women Office Workers¹

Minimum rate (weekly salary)	Number of establishments with specified minimum hiring rate in—							Number of establishments with specified minimum hiring rate in—						
	All industries	Manufacturing			Nonmanufacturing			All industries	Manufacturing			Nonmanufacturing		
		Based on standard weekly hours ² of—							Based on standard weekly hours ² of—					
		All schedules	37½	40	All schedules	37½	40		All schedules	37½	40	All schedules	37½	40
Establishments studied	435	168	xxxx	xxxx	267	xxxx	xxxx	435	168	xxxx	xxxx	267	xxxx	xxxx
	For Inexperienced Typists							For Other Inexperienced Clerical Workers ³						
Establishments having a specified minimum	234	102	13	76	132	21	85	251	101	13	75	150	23	98
Under \$35.00	2	-	-	-	2	-	-	2	-	-	-	2	-	-
\$35.00 and under \$37.50	1	-	-	-	1	-	1	1	-	-	-	1	-	1
\$37.50 and under \$40.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$40.00 and under \$42.50	4	-	-	-	4	-	4	9	-	-	-	9	-	9
\$42.50 and under \$45.00	2	-	-	-	2	-	2	4	-	-	-	4	-	3
\$45.00 and under \$47.50	9	2	-	2	7	-	6	24	6	1	5	18	2	8
\$47.50 and under \$50.00	19	4	3	-	15	1	7	24	5	3	1	19	1	14
\$50.00 and under \$52.50	57	23	4	16	34	7	24	64	28	6	16	36	7	23
\$52.50 and under \$55.00	27	11	2	9	16	3	8	32	10	-	10	22	7	12
\$55.00 and under \$57.50	36	15	3	10	21	5	12	30	14	2	9	16	4	9
\$57.50 and under \$60.00	22	9	-	7	13	3	8	14	6	-	5	8	-	7
\$60.00 and under \$62.50	19	11	1	9	8	1	5	13	8	1	7	5	1	4
\$62.50 and under \$65.00	7	6	-	5	1	-	1	6	5	-	5	1	-	1
\$65.00 and under \$67.50	14	9	-	7	5	1	4	13	7	-	6	6	1	4
\$67.50 and under \$70.00	2	-	-	2	2	-	2	3	1	-	1	2	-	2
\$70.00 and under \$72.50	2	2	-	2	-	-	-	1	1	-	1	-	-	-
\$72.50 and under \$75.00	7	7	-	6	-	-	-	8	8	-	7	-	-	-
\$75.00 and over	4	3	-	3	1	-	1	3	2	-	2	1	-	1
Establishments having no specified minimum	101	45	xxxx	xxxx	56	xxxx	xxxx	113	44	xxxx	xxxx	69	xxxx	xxxx
Establishments which did not employ workers in this category	100	21	xxxx	xxxx	79	xxxx	xxxx	71	23	xxxx	xxxx	48	xxxx	xxxx

¹ Lowest salary rate formally established for hiring inexperienced workers for typing or other clerical jobs.

² Standard hours reflect the workweek for which employees receive their regular straight-time salaries. Data are presented for all workweeks combined, and for the most common workweeks reported.

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

Occupational Wage Survey, Chicago, Ill., April 1958
U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Table B-3: Scheduled Weekly Hours

Weekly hours	PERCENT OF OFFICE WORKERS EMPLOYED IN--							PERCENT OF PLANT WORKERS EMPLOYED IN--					
	All industries	Manufacturing	Public utilities †	Wholesale trade	Retail trade	Finance ††	Services	All industries ‡	Manufacturing	Public utilities †	Wholesale trade	Retail trade	Services
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100
Under 35 hours	**	**	-	-	-	-	5	4	6	-	-	-	**
35 hours	3	1	2	2	-	7	12	2	3	-	-	-	4
36 hours	**	-	-	-	-	**	-	**	-	-	-	-	1
36 1/4 hours	5	2	-	3	**	15	3	2	4	-	-	-	**
Over 36 1/4 and under 37 1/2 hours	3	4	-	-	-	5	6	-	-	-	-	-	-
37 1/2 hours	16	14	5	21	6	26	16	4	6	-	1	-	1
Over 37 1/2 and under 38 1/4 hours	1	**	-	-	-	4	4	**	-	-	-	-	-
38 1/4 hours	9	15	1	1	6	9	3	**	**	-	-	-	**
Over 38 1/4 and under 40 hours	1	2	-	-	-	-	-	-	-	-	-	-	-
40 hours	61	62	92	70	86	33	48	80	78	100	83	76	72
Over 40 and under 44 hours	**	-	-	2	1	-	2	1	**	-	5	3	-
44 hours	-	-	-	-	-	-	-	1	1	-	-	2	8
Over 44 and under 48 hours	**	-	-	1	1	-	-	2	1	-	5	7	-
48 hours	**	**	-	-	-	-	1	3	1	-	3	12	9
Over 48 hours	-	-	-	-	-	-	-	1	**	-	3	-	5

¹ Estimates for office workers are not comparable with earlier studies. See Introduction, page 2.

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

** Less than 0.5 percent.

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

†† Finance, insurance, and real estate.

Table B-4: Overtime Pay

Overtime policy	PERCENT OF OFFICE WORKERS EMPLOYED IN--							PERCENT OF PLANT WORKERS EMPLOYED IN--					
	All industries	Manufacturing	Public utilities †	Wholesale trade	Retail trade	Finance ††	Services	All industries ¹	Manufacturing	Public utilities †	Wholesale trade	Retail trade	Services
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100
Daily overtime													
Workers in establishments providing premium pay ²	50	67	87	56	39	15	26	79	86	100	75	54	48
Time and one-half	50	67	87	56	39	15	26	79	86	100	75	54	48
Effective after less than 8 hours	5	6	1	5	1	4	19	6	10	-	-	-	2
Effective after 8 hours	45	61	86	51	38	9	7	73	77	100	75	51	47
Effective after more than 8 hours	**	-	-	-	-	2	-	1	-	-	-	3	-
Workers in establishments providing no premium pay or having no policy	50	33	13	44	61	85	74	21	14	-	25	46	52
Weekly overtime													
Workers in establishments providing premium pay ²	98	100	100	97	95	98	82	97	100	100	100	90	81
Time and one-half	96	100	100	97	95	93	82	96	99	100	100	86	81
Effective after less than 40 hours	8	8	4	8	2	9	25	6	9	-	1	-	2
Effective after 40 hours	88	92	96	89	93	83	57	88	89	100	99	77	70
Effective after more than 40 hours	-	-	-	-	-	-	-	2	**	-	-	9	10
Double time	-	-	-	-	-	-	-	1	1	-	-	-	-
Effective after less than 40 hours	-	-	-	-	-	-	-	1	1	-	-	-	-
Other	1	-	-	-	-	6	-	1	-	-	-	4	-
Workers in establishments providing no premium pay or having no policy	2	-	-	3	5	2	18	3	-	-	-	10	19

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

² Graduated provisions are classified to the first effective premium rate. For example, a plan calling for time and one-half after 8 and double time after 10 hours a day would be considered as time and one-half after 8 hours. Similarly, a plan calling for no pay or pay at regular rate after 37 1/2 and time and one-half after 40 hours would be considered as time and one-half after 40 hours.

** Less than 0.5 percent.

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

†† Finance, insurance, and real estate.

Occupational Wage Survey, Chicago, Ill., April 1936
U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Table B-5: Wage Structure Characteristics and Labor-Management Agreements

Item	PERCENT OF OFFICE WORKERS EMPLOYED IN—							PERCENT OF PLANT WORKERS EMPLOYED IN—					
	All industries	Manufacturing	Public utilities †	Wholesale trade	Retail trade	Finance ††	Services	All industries 1	Manufacturing	Public utilities †	Wholesale trade	Retail trade	Services
Wage structure for time-rated workers²													
Formal rate structure	74	79	89	40	82	78	48	94	97	100	82	89	89
Single rate	2	1	-	3	1	2	9	40	38	32	46	31	75
Range of rates	72	77	89	38	81	76	39	54	59	68	37	58	14
Individual rates	26	21	11	60	18	22	52	6	3	-	18	11	11
Method of wage payment for plant workers													
Time workers	DATA NOT COLLECTED							75	67	99	97	81	85
Incentive workers	DATA NOT COLLECTED							25	33	1	3	19	15
Piecework	DATA NOT COLLECTED							8	12	1	-	-	9
Bonus work	DATA NOT COLLECTED							14	21	1	1	3	1
Commission	DATA NOT COLLECTED							3	-	-	1	15	5
Labor-management agreements													
Workers in establishments with agreements covering a majority of such workers	15-19	10-14	60-64	5-9	20-24	0-4	0-4	70-74	70-74	95+	65-69	50-54	80-84

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

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

³ Estimates relate to all workers (office or plant) employed in an establishment having a contract in effect covering a majority of the workers in their respective category. The estimates so obtained are not necessarily representative of the extent to which all workers in the area may be covered by provisions of labor-management agreements, due to the exclusion of smaller size establishments.

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

†† Finance, insurance, and real estate.

Occupational Wage Survey, Chicago, Ill., April 1958
U. S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Table B-6: Paid Holidays¹

Item	PERCENT OF OFFICE WORKERS EMPLOYED IN--							PERCENT OF PLANT WORKERS EMPLOYED IN--					
	All industries	Manufacturing	Public utilities †	Wholesale trade	Retail trade	Finance ††	Services	All industries ‡	Manufacturing	Public utilities †	Wholesale trade	Retail trade	Services
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	99	99	100	99	100	100	99	98	99	98	95	99	86
Workers in establishments providing no paid holidays	**	**	-	**	-	-	**	2	1	2	5	1	14
Number of days													
Less than 6 holidays	-	-	-	-	-	-	-	3	2	-	-	4	29
6 holidays	37	31	12	50	92	14	70	41	28	29	59	89	53
6 holidays plus 1 half day	4	7	-	1	-	5	**	2	2	-	1	-	1
6 holidays plus 2 half days	7	13	6	9	1	-	1	11	17	-	6	-	-
6 holidays plus 3, 6, or 7 half days	1	-	-	**	-	3	**	-	-	-	-	-	-
7 holidays	21	35	17	23	6	5	14	28	39	7	18	6	2
7 holidays plus 1 half day	2	3	-	-	-	4	1	**	**	-	-	-	-
7 holidays plus 2 half days	**	**	-	-	-	1	-	**	**	-	2	-	-
7 holidays plus 3, 4, or 6 half days	1	-	3	-	-	1	5	**	-	-	-	-	**
8 holidays	10	10	36	14	1	4	-	10	9	41	7	**	**
8 holidays plus 1 half day	1	-	-	-	-	5	-	-	-	-	-	-	-
8 holidays plus 2 half days	1	-	-	1	-	3	-	**	-	-	2	-	-
9 holidays	4	1	23	-	-	6	5	2	1	22	-	-	-
9 holidays plus 1 half day	**	-	-	-	**	2	-	**	-	-	-	**	-
9 holidays plus 2 half days	**	-	-	-	**	2	-	-	-	-	-	-	-
10 holidays	1	-	2	-	-	2	-	-	-	-	-	-	-
10 holidays plus 1 half day	**	-	-	-	-	**	-	-	-	-	-	-	-
11 holidays	8	-	-	2	-	35	-	**	**	-	**	-	**
11 holidays plus 1 half day	1	-	-	-	-	5	3	-	-	-	-	-	-
11 holidays plus 2 half days	1	-	-	-	-	3	-	-	-	-	-	-	-
Total holiday time³													
12 days	1	-	-	-	-	3	-	-	-	-	-	-	-
11 1/2 or more days	2	-	-	-	-	8	3	-	-	-	-	-	-
11 or more days	10	-	-	2	-	43	3	**	**	-	**	-	**
10 1/2 or more days	10	-	-	2	-	43	3	**	**	-	**	-	**
10 or more days	11	-	2	2	**	47	8	**	**	-	**	-	**
9 1/2 or more days	12	-	2	2	1	50	8	**	**	-	**	-	**
9 or more days	18	1	25	2	1	62	13	3	1	22	3	**	**
8 1/2 or more days	19	-	28	2	1	68	13	3	1	22	3	**	**
8 or more days	29	11	64	16	1	73	13	12	11	63	11	**	1
7 1/2 or more days	31	14	64	16	1	77	14	12	11	63	11	**	1
7 or more days	59	62	88	49	8	81	29	51	67	70	34	6	3
6 1/2 or more days	63	69	88	50	8	86	30	53	69	70	35	6	4
6 or more days	99	99	100	99	100	100	99	94	97	98	95	96	57
5 or more days	99	99	100	99	100	100	99	95	98	98	95	96	57
4 or more days	99	99	100	99	100	100	99	95	99	98	95	96	57
3 or more days	99	99	100	99	100	100	99	97	99	98	95	96	86
1 or more days	99	99	100	99	100	100	99	98	99	98	95	99	86

See footnotes at end of table.

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

†† Finance, insurance, and real estate.

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Table B-6: Paid Holidays¹ - Continued

Item	PERCENT OF OFFICE WORKERS EMPLOYED IN--							PERCENT OF PLANT WORKERS EMPLOYED IN--					
	All industries	Manufacturing	Public utilities †	Wholesale trade	Retail trade	Finance ††	Services	All industries ²	Manufacturing	Public utilities †	Wholesale trade	Retail trade	Services
Holidays⁴													
New Year's Day	99	99	100	99	100	100	99	96	98	98	95	96	85
Washington's Birthday	32	9	82	19	4	75	27	12	8	70	16	**	5
Decoration Day	99	99	100	99	100	100	99	95	98	98	95	96	57
July 4th	99	99	100	99	100	100	99	95	99	98	95	96	54
Labor Day	99	99	100	99	100	100	99	96	98	98	95	96	86
Armistice Day	16	3	23	2	**	55	8	5	5	22	3	**	**
Thanksgiving Day	99	99	100	99	100	100	99	95	99	98	95	96	58
Christmas	99	99	100	99	100	100	99	97	98	98	95	99	86
Good Friday	23	21	-	15	1	56	8	12	18	-	8	**	**
Lincoln's Birthday	13	-	25	2	1	45	3	2	-	22	**	**	**
Columbus Day	12	1	2	2	**	49	3	**	1	-	**	-	**
Christmas Eve	5	10	-	5	-	-	-	7	11	-	3	-	-
Day after Thanksgiving	3	7	-	4	-	2	-	3	5	-	1	-	-
Employee Birthday	1	1	-	-	1	-	-	3	3	-	1	6	-
Floating Holiday	2	4	-	**	-	3	-	2	3	-	1	-	-
Half day Christmas Eve	15	22	9	10	**	15	6	13	19	-	8	-	1
Half day New Year's Eve	8	13	9	8	-	6	6	11	17	-	6	-	**
Half day Good Friday	5	1	3	2	1	14	6	1	1	-	1	**	**
Half day Washington's Birthday	2	1	-	-	1	6	**	**	**	-	-	-	-

¹ Estimates relate to holidays provided annually.

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

³ 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. Proportions were then cumulated.

⁴ Only the holidays or half-day holidays provided to at least 2 percent of the office or plant workers in the area are shown in this tabulation. A few other holidays or half-holidays were provided.

** Less than 0.5 percent.

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

†† Finance, insurance, and real estate.

Table B-7: Paid Vacations

Vacation policy	PERCENT OF OFFICE WORKERS EMPLOYED IN--							PERCENT OF PLANT WORKERS EMPLOYED IN--					
	All industries	Manufacturing	Public utilities †	Wholesale trade	Retail trade	Finance ††	Services	All industries 1	Manufacturing	Public utilities †	Wholesale trade	Retail trade	Services
All workers -----	100	100	100	100	100	100	100	100	100	100	100	100	100
Method of payment													
Workers in establishments providing paid vacations -----	99	100	100	100	100	99	100	100	100	100	100	100	100
Length-of-time payment -----	99	99	100	100	96	99	100	93	90	100	94	95	99
Percentage payment -----	1	1	-	-	4	-	-	6	8	-	6	5	-
Flat-sum payment -----	-	-	-	-	-	-	-	**	-	-	-	-	**
Other -----	-	-	-	-	-	-	-	1	2	-	-	-	-
Workers in establishments providing no paid vacations -----	**	-	-	-	-	**	-	-	-	-	-	-	-
Amount of vacation pay ²													
<u>After 6 months of service</u>													
Less than 1 week -----	5	9	-	1	-	3	7	17	27	-	4	-	4
1 week -----	52	54	43	55	27	63	44	13	8	5	23	31	8
Over 1 and under 2 weeks -----	9	7	-	4	2	20	13	3	4	-	3	**	**
2 weeks -----	5	7	3	-	-	7	1	-	-	-	-	-	-
<u>After 1 year of service</u>													
Less than 1 week -----	-	-	-	-	-	-	-	**	-	-	-	-	**
1 week -----	19	15	14	21	67	3	25	77	82	67	55	65	86
Over 1 and under 2 weeks -----	1	1	2	-	-	-	-	2	3	4	-	-	1
2 weeks -----	78	82	85	75	33	97	67	16	8	29	44	35	13
Over 2 and under 3 weeks -----	1	-	-	4	-	-	1	1	1	-	1	-	-
3 weeks -----	1	2	-	-	-	**	8	4	6	-	-	-	**
<u>After 2 years of service</u>													
Less than 1 week -----	-	-	-	-	-	-	-	**	-	-	-	-	**
1 week -----	2	3	2	3	1	-	1	41	53	23	22	12	37
Over 1 and under 2 weeks -----	**	-	-	4	-	-	-	5	6	1	5	-	6
2 weeks -----	94	91	98	89	99	99	88	49	33	77	72	88	56
Over 2 and under 3 weeks -----	1	-	-	4	-	-	3	1	1	-	1	-	-
3 weeks -----	3	6	-	-	-	**	8	5	7	-	-	-	**
<u>After 3 years of service</u>													
Less than 1 week -----	-	-	-	-	-	-	-	**	-	-	-	-	**
1 week -----	**	**	-	-	1	-	-	9	12	-	6	7	3
Over 1 and under 2 weeks -----	**	**	-	2	-	-	-	14	21	-	4	-	6
2 weeks -----	95	92	100	93	99	99	79	70	56	99	88	93	90
Over 2 and under 3 weeks -----	1	1	-	4	-	-	3	2	3	1	1	-	-
3 weeks -----	4	6	-	-	-	**	19	5	8	-	-	-	**
<u>After 5 years of service</u>													
1 week -----	**	-	-	-	1	-	-	1	1	-	-	2	1
Over 1 and under 2 weeks -----	-	-	-	-	-	-	-	**	1	-	-	-	-
2 weeks -----	88	87	99	87	94	87	70	86	83	99	95	83	97
Over 2 and under 3 weeks -----	5	5	-	6	3	10	3	4	5	1	2	4	-
3 weeks -----	7	9	**	7	3	3	27	8	10	-	3	11	2

See footnotes at end of table.

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

†† Finance, insurance, and real estate.

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NOTE: In the tabulations of vacation allowances by years of service, payments other than "length-of-time," such as percentage of annual earnings or flat-sum payments, were converted to an equivalent time basis; for example, a payment of 2 percent of annual earnings was considered as 1 week's pay.

Table B-7: Paid Vacations - Continued

Vacation policy	PERCENT OF OFFICE WORKERS EMPLOYED IN--							PERCENT OF PLANT WORKERS EMPLOYED IN--					
	All industries	Manufacturing	Public utilities †	Wholesale trade	Retail trade	Finance ††	Services	All industries 1	Manufacturing	Public utilities †	Wholesale trade	Retail trade	Services
Amount of vacation pay 2: Continued													
After 10 years of service													
1 week -----	**	-	-	-	1	-	-	1	1	-	-	2	1
2 weeks -----	48	45	64	64	36	46	47	49	43	73	56	46	91
Over 2 and under 3 weeks -----	11	10	24	9	3	17	1	16	21	23	7	4	-
3 weeks -----	38	41	12	24	60	37	50	33	34	4	36	48	8
Over 3 and under 4 weeks -----	-	-	-	-	-	-	-	**	1	-	-	-	-
4 weeks -----	2	4	-	4	-	-	2	**	-	-	1	-	**
After 15 years of service													
1 week -----	**	-	-	-	1	-	-	1	1	-	-	2	1
2 weeks -----	12	9	5	22	11	7	38	16	10	-	24	17	85
Over 2 and under 3 weeks -----	2	2	-	4	-	2	1	1	1	-	1	-	-
3 weeks -----	81	85	72	70	88	88	53	79	86	76	74	80	14
Over 3 and under 4 weeks -----	2	-	23	-	-	-	-	3	2	23	-	-	-
4 weeks -----	3	4	-	4	-	3	8	**	-	1	1	-	**
After 20 years of service													
1 week -----	**	-	-	-	1	-	-	1	1	-	-	2	1
2 weeks -----	11	9	5	22	9	6	37	14	8	-	21	15	80
Over 2 and under 3 weeks -----	1	-	-	4	-	4	1	1	1	-	1	-	-
3 weeks -----	72	76	67	61	77	78	53	71	81	52	68	63	19
Over 3 and under 4 weeks -----	1	1	-	-	-	2	-	2	3	-	-	-	-
4 weeks -----	12	14	5	13	13	11	9	9	6	26	10	20	**
Over 4 weeks -----	2	-	23	-	-	-	-	2	-	22	-	-	-
After 25 years of service													
1 week -----	**	-	-	-	1	-	-	1	1	-	-	2	1
2 weeks -----	10	9	5	21	9	6	31	13	8	-	20	15	75
Over 2 and under 3 weeks -----	1	-	-	4	-	-	1	1	1	-	1	-	-
3 weeks -----	49	53	65	42	15	54	54	53	61	51	42	37	22
Over 3 and under 4 weeks -----	2	3	1	2	-	2	-	5	8	-	2	-	-
4 weeks -----	35	34	6	31	75	36	15	24	20	27	36	47	2
Over 4 weeks -----	3	1	23	-	-	2	-	2	1	22	-	-	-

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

2 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.

** Less than 0.5 percent.

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

†† Finance, insurance, and real estate.

Table B-8: Health, Insurance, and Pension Plans

Type of plan	PERCENT OF OFFICE WORKERS EMPLOYED IN--							PERCENT OF PLANT WORKERS EMPLOYED IN--					
	All industries	Manufacturing	Public utilities†	Wholesale trade	Retail trade	Finance ††	Services	All industries 1	Manufacturing	Public utilities †	Wholesale trade	Retail trade	Services
All workers -----	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:													
Life insurance -----	95	99	96	86	93	99	72	93	98	99	88	83	82
Accidental death and dismemberment insurance -----	44	54	30	50	36	38	21	48	57	30	50	29	25
Sickness and accident insurance or sick leave or both 2 -----	80	88	93	79	90	64	51	89	95	99	72	79	75
Sickness and accident insurance -----	47	67	37	45	32	29	22	74	87	48	56	52	70
Sick leave (full pay and no waiting period) -----	41	44	41	51	8	49	32	5	1	28	18	4	13
Sick leave (partial pay or waiting period) -----	15	9	42	3	56	2	44	15	10	44	5	29	1
Hospitalisation insurance -----	82	87	54	83	95	83	68	87	91	54	81	92	87
Surgical insurance -----	82	86	54	81	90	87	68	86	91	54	80	87	85
Medical insurance -----	55	63	31	58	23	70	44	56	60	29	57	45	75
Catastrophe insurance -----	32	25	31	27	43	47	12	12	10	21	11	19	4
Retirement pension -----	74	74	85	71	65	83	39	60	65	96	65	45	17
No health, insurance, or pension plan -----	1	**	1	1	1	**	10	2	1	-	5	3	10

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

² Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately below. 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 0.5 percent.

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

†† Finance, insurance, and real estate.

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Appendix: Job 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 paychecks and assist paymaster in making up and distributing pay envelopes. May use a calculating machine.

COMPTOMETER OPERATOR

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

DUPLICATING-MACHINE OPERATOR (MIMEOGRAPH OR DITTO)

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

KEY-PUNCH OPERATOR

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

OFFICE BOY OR GIRL

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

SECRETARY

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

STENOGRAPHER, GENERAL

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

STENOGRAPHER, TECHNICAL

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

SWITCHBOARD OPERATOR

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

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 sim; 'e 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, buses, motortrucks, and tractors of an establishment. Work involves most of the following: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such handtools as wrenches, gauges, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; 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 1 1/2 tons)
Truckdriver, medium (1 1/2 to and including 4 tons)
Truckdriver, heavy (over 4 tons, trailer type)
Truckdriver, heavy (over 4 tons, other than trailer type)

TRUCKER, POWER

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

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

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

WATCHMAN

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

Occupational Wage Surveys

Occupational wage surveys are being conducted in 19 major labor markets during late 1957 and early 1958. These bulletins, numbered 1224-1 through 1224-19, when available may be purchased from the Superintendent of Documents, U. S. Government Printing Office, Washington 25, D. C., or from any of the regional offices shown below.

A summary bulletin containing data for all labor markets combined with additional analysis will be issued early in 1959.

Bulletins for the labor markets listed below are now available.

Seattle, Wash., August 1957 – BLS Bull. 1224-1, price 20 cents
 Boston, Mass., September 1957 – BLS Bull. 1224-2, price 25 cents
 Baltimore, Md., August 1957 – BLS Bull. 1224-3, price 25 cents
 Dallas, Tex., October 1957 – BLS Bull. 1224-4, price 20 cents
 St. Louis, Mo., November 1957 – BLS Bull. 1224-5, price 25 cents
 Philadelphia, Pa., October 1957 – BLS Bull. 1224-6, price 25 cents
 Denver, Colo., December 1957 – BLS Bull. 1224-7, price 25 cents

San Francisco-Oakland, Calif., January 1958 – BLS Bull. 1224-8, price 25 cents
 Memphis, Tenn., January 1958 – BLS Bull. 1224-9, price 25 cents
 Minneapolis-St. Paul, Minn., January 1958 – BLS Bull. 1224-10, price 25 cents
 New Orleans, La., February 1958 – BLS Bull. 1224-11, price 20 cents
 Newark-Jersey City, N. J., December 1957 – BLS Bull. 1224-12, price 25 cents



