Wages and Related Benefits



UNITED STATES DEPARTMENT OF LABOR James P. Mitchell, Secretary

BUREAU OF LABOR STATISTICS Ewan Clague, Commissioner

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Wages and Related Benefits

19 LABOR MARKETS

1957-58



Intercity Comparisons

- Occupational Earnings
- Supplementary Practices

Bulletin No. 1224-20

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Preface

The Community Wage Survey Program

The U. S. Department of Labor's Bureau of Labor Statistics regularly conducts areawide wage surveys in a number of important industrial centers. The studies, made from late fall to early spring, provide data on occupational earnings and related supplementary benefits. A preliminary report is available on completion of the study in each area, usually in the month following the payroll period studied. The preliminary report is supplied free of charge. This is followed within 2 months by an area summary bulletin (for sale) that provides additional data not included in the earlier report. These include:

For each occupation—areawide and selected industry-group average earnings and employment and distributions of workers by earnings intervals.

For each related "fringe" benefit and supplementary wage practice—selective distributions of frequency of the practice and service requirements (where pertinent) by areawide and industry-group proportions of office and plant workers to whom applicable.

A scope table—showing the number of establishments in scope, the number studied, and corresponding office and plant worker employment, in the area and industry groups, as defined.

This consolidated bulletin summarizes and analyzes the results of the individual area bulletins for the surveys made during late 1957 and early 1958. A list of the bulletins for the areas surveyed appears on the last page.

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Introduction

The U. S. Department of Labor's Bureau of Labor Statistics conducted surveys of occupational earnings and related practices in 19 important labor market areas during late 1957 and early 1958.² These studies were part of a continuing program designed to meet a variety of governmental and nongovernmental needs for information on occupational earnings, establishment practices, and related wage provisions. Occupations common to a variety of manufacturing and nonmanufacturing industries are studied on a communitywide basis in selected areas. The area surveys provide earnings data for the following types of occupations: (a) Office clerical; (b) professional and technical; (c) maintenance and powerplant; and (d) custodial and material movement. Data are also collected and summarized on shift operations and differentials, weekly work schedules, and supplementary wage benefits such as paid vacations and paid holidays. These data, presented in detail in the individual area bulletins, are summarized and analyzed in this bulletin.³

Each of the detailed area bulletins presents areawide information combining data for six major industry groupings. (See table in appendix B.) Separate data for each industry group are provided where feasible, depending largely on the relative size and importance of the industry group within a given area. Thus, the sampling techniques permitted computation of separate data for manufacturing and public utilities in each of the 19 areas; retail trade in 14; finance in 13; wholesale trade in 12; and services in 5.

The establishments within the scope of the surveys in the 19 areas provided employment to an estimated $7\frac{1}{4}$ million workers, of whom 5.8 million were plant and office workers, as defined on page 84.

At the time of the latest study, the largest area labor force (New York City proper) was more than 20 times the size of that in the smallest area (Memphis), and more than 10 times as large as that in either Atlanta, Dallas, Denver, New Orleans, Portland (Oreg.), or Seattle. The 3 largest areas studied-Chicago, Los Angeles-Long Beach, and New York City-accounted for almost half of both the manufacturing and the nonmanufacturing employment in the 19 areas combined.

Industrial Composition of the 19 Areas

The 19 areas covered by this report had a combined population of about 37 million in 1950--nearly a fourth of the Nation's total. Eighteen States were represented, permitting some examination of interregional as well as intraregional variations in pay levels and associated practices.

The individual industry divisions had about the same relative importance in the 19 areas as a group as in the Nation as a whole (chart 1). Among the 19 areas, the industrial composition of the individual areas varied substantially.

In each of the areas, Milwaukee, Cleveland, and Newark-Jersey City, more workers were employed in manufacturing industries than in all nonmanufacturing industry groups combined. (See chart 1.) More than 40 percent of the labor force in 5 other areas was employed in manufacturing. On the other hand, manufacturing industries employed fewer than a third of the workers in Memphis, Portland (Oreg.), Dallas, San Francisco-Oakland, Denver, and New Orleans; and in these areas the proportion of the labor force engaged in trade was greater than that engaged in manufacturing.

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

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

Since 1948, the Bureau has conducted 1 or more areawide surveys in 51 labor markets. The earliest surveys covered office workers only. Surveys covering both office and plant workers were conducted in 40 areas in late 1951 and early 1952; in 20 areas in 1952-53; and in 17 areas in each of the next 4 years. Some areas are studied annually and others biennially. A listing of area reports issued previously, including items covered, is available in Directory of Community Wage Surveys; copies are available upon request from the U.S. Department of Labor, Bureau of Labor Statistics, Washington 25, D. C., or from any of its 5 regional offices. ³ See listing of occupational wage survey bulletins on last page.

industry groups within the manufacturing division (chart 2). The group of related industries with the largest segment of the manufacturing labor force in 11 of the 19 areas was made up of metals and metalworking firms. The strongest concentrations of employment in these manufacturing industries, ranging from 50 to 72 percent, were found in Cleveland, Seattle, Milwaukee; Los Angeles-Long Beach, Baltimore, Chicago, and Dallas. Those areas showing the weakest concentration in the metal industries (less than 30 percent) were Denver, New Orleans, Memphis, and New York City. The latter area showed a larger proportion of employment in the textiles and apparel industries than in the metal and metal products industries.

Comparability of Area Data

Areawide (all industries) estimates of wage levels and related practices were affected to some extent by the industrial composition of the area. The proportion of employment accounted for, both by the respective broad industry divisions and their subgroups, varied considerably from area to area. The estimates must, therefore, be viewed in terms of these interarea differences. In a few areas, additional limitations on area-to-area comparisons arose from incomplete coverage of certain industries; these are indicated in the footnotes to the table in appendix B on page 86.





Summary

Over a period of years, occupational wage rates and wage supplements as regularly studied under the Bureau's community wage survey program, have registered continuous improvement. Wage rates have risen and the proportion of workers entitled to receive supplementary wage benefits has increased. In addition, the substantive nature of the supplementary wage benefits has been enlarged or liberalized in some way.

During the winter of 1957-58, 19 labor markets were surveyed under this program. Of these 19 areas, 10 that had been surveyed in each of the years beginning with 1952-53 provided earnings comparisons for 4 selected occupational groupings. Increases in pay levels during the period between the 1956-57 and 1957-58 studies, were slightly greater than those recorded a year earlier for 3 of the 4 occupational groups for which wage trends were computed. Earnings of industrial nurses increased 5.3 percent, compared with 5.2 percent a year earlier; skilled maintenance workers, 5.3 percent, compared with 5.1 percent; and unskilled men plant workers, 5.2 percent, compared with 5.1 percent. Increases in salaries of women office workers averaged 4.3 percent during 1957-58 compared with 5.3 a year earlier. Over the 5-year period 1952-53 to 1957-58, median increases in all-industry average earnings for workers in the 4 occupational groups ranged from 24.8 percent for women office workers to 29.1 for women industrial nurses.

Pay levels for office, professional and technical, and plant workers in the 19 labor markets surveyed during 1957-58 were generally highest in the larger West Coast and North Central areas. Wage differences among the 19 areas were greater for unskilled plant workers than for skilled maintenance and office workers and were substantially greater for plant workers in nonmanufacturing than in manufacturing. Earnings of office and plant workers tended to be higher in manufacturing than in nonmanufacturing industries and men earned more than women in similar jobs.

Data were collected on establishment practices and supplementary wage benefits in only 17 of the 19 areas in 1957-58. Twothirds or more of the plant workers in 14 of these 17 areas were covered by labor-managementagreements which established their wages and working conditions. Such coverage among office workers was much lower, with from 20 to 30 percent covered in 3 areas, 10 to 19 percent in 12 areas, and less than 10 percent covered in the other 2 areas.

Formal rate structures providing single rates or a range of rates for each job category have been widely adopted in industry particularly in manufacturing and public utilities and more commonly for plant than office workers. Formal rates covering office departments typically provided a range of rates for each job category, whereas in plant departments, plans providing for a range of rates were predominant in only 5 of the 17 areas. A 40-hour workweek applied to a little more than half of the office workers, virtually the same as in the winter of 1952-53; nearly all of the remaining office workers worked fewer than 40 hours.⁴ Work schedules of less than 40 hours for office workers were found more often in nonmanufacturing than in manufacturing. Eighty-two percent of the plant workers worked 40 hours, compared with 74 percent in the earlier period. About 9 percent had schedules of more than 40 hours, compared with 21 percent in 1952-53.

Premium pay at time and one-half was the almost universal provision for overtime pay at the time of the survey. The number of hours worked before overtime was paid varied, but the great majority of the workers in industry were paid overtime rates after hours worked in excess of 8 a day or 40 a week, except in industries or areas where schedules of less than 8 hours a day or 40 hours a week were prevalent. In the latter case, the hours at premium pay might immediately follow the scheduled hours, or they might be preceded by a stipulated amount of "overtime" without any additional compensation, or pro rata based on the regular rate of pay (straight-time).

The great majority of manufacturing workers were employed in firms that had premium pay provisions for late-shift work, commonly a uniform cents-per-hour addition to first-shift rates—a practice that has not changed during the past 5 years. In terms of those employed, from about a tenth to a little more than one-fourth of the manufacturing plant workers were actually working on late shifts at the time of the survey.

The most common provision for both office and plant workers was 6 paid holidays. The next most common provision was 7 holidays. Increasing numbers of workers were granted 7 or 8 holidays in the period between 1952-53 and 1957-58. Half day paid holidays in addition to the standard holidays also became more common in this period. Thus, in 18 areas, in the 5-year period, the proportion of office workers whose total paid holiday time equaled 7 days or more increased from 60 to 77 percent, and that of plant workers, from 31 to 64 percent.

⁴ Time comparisons in the remaining sections of this summary are based on 18 areas. The larger labor markets have generally been surveyed each year whereas others have been covered biennially or less often. In order to present the best possible measure of changes in supplementary wage provisions, this and later comparisons are based on data for a constant list of 18 areas. Since some of the 18 areas were not surveyed in the years of reference, it was necessary to include data from the previous or following year. Areas for which current information was available for each year of reference accounted for 80 percent or more of the employment covered.

Vacation pay was almost universally available in the industries and areas surveyed, often after as little as 6 months' service, and, to the extent of a week's pay, to virtually all workers after a year's service. Almost as many were eligible for 2 weeks' pay after 5 years' service. Three weeks' pay after 10 years' service was available in 1957-58 to 41 percent of the office workers and 26 percent of the plant workers—up from 21 and 11 percent, respectively, the proportions recorded in 1952-53. Four weeks' pay, usually requiring 25 years' service, was available to 35 percent of the office and 19 percent of the plant workers, up from 19 and 7 percent, respectively, in 1952-53. Vacation pay provisions were typically more liberal for office than for plant workers.

Part or all of the cost of one or more types of employee health, insurance, or pension plan was paid by employers of virtually all office and plant workers. On this basis, life insurance was available to 94 percent of the office and 92 percent of the plant workers, up from 87 and 88 percent, respectively, in 1952-53. Hospitalization and surgical insurance were available to from about 80 to 84 percent of the office and plant workers, up about 11 percentage points (hospitalization) and 16 percentage points (surgical) from the earlier levels. About 60 percent were provided medical insurance, compared with 40 percent in the earlier period. Provisions for employee illness, in the form either of paid sick leave or insurance benefits, applied to about as many workers as did hospitalization or surgical insurance in 1957-58, although the proportions covered were unchanged from 1952-53. Paid sick leave was the typical provision for office workers and sickness and accident insurance for plant workers. Catastrophe (extended medical) insurance applied to about three-tenths of the office and a tenth of the plant workers, compared with a 2-percent proportion of each group in 1952-53. Retirement plans applied to about 79 percent of the office and 68 percent of the plant workers, coverage having been extended to an added seventh of either group during the preceding 5 years.

Trends of Occupational Earnings, 1953-58

Movement of Wages, All Industries, 1957-58

Average pay levels of women industrial nurses and skilled men maintenance workers increased 5.3 percent and unskilled men plant workers, 5.2 percent during the interim between the 1957 and 1958 studies.⁵ Women office workers whose weekly salaries increased 4.3 percent in this period made up the only group of the 4 considered in which the increase was less than a year earlier. For these workers, during the past year the increase in salaries was the second lowest since 1953, whereas the increases for the other job categories were nearly the same as the highest increases, granted between 1953 and 1954. (For yearly indexes, see table 1; for year-to-year percentage increments, see table 2.)

Differences in survey timing among areas accounted for some of the interarea variation in the relative increases in earnings. To cite the extreme, Cleveland showed the largest increases during the period between the 1957 and 1958 surveys, but the lapsed time in Cleveland was 20 months between surveys, compared with from 10 to 13 months between surveys in the other 12 areas surveyed in both periods.

In these other areas, increases in earnings during the year ranged by area and occupational group as follows: For women office workers, from 2.4 percent in Memphis to 5.7 percent in Boston and Philadelphia; for women industrial nurses, from 3.3 percent in Memphis to 7.4 percent in Portland; for skilled maintenance men, from 4.1 percent in Minneapolis-St. Paul to 6.3 percent in Memphis; and for unskilled men plant workers, from 4.5 percent in Memphis to 6.0 percent in Philadelphia.

Movement of Wages, All Industries, 1953-58

Over the 5-year period between 1953 and 1958, median increases in all-industry average earnings for workers in the 4 occupational groups considered, ranged from 24.8 percent for women office workers to 29.1 percent for industrial nurses in the 10 areas which were studied in all periods from 1953 to 1958.⁶ Earnings of unskilled plant and skilled maintenance groups increased 25.9 and 26.6 percent, respectively.

Even though the average increase in salaries of wowen office workers was the lowest among the four occupational groups, deviations from the overall trend were noticeable among individual areas. For example, in the 17 areas covered both in 1953 and 1958, unskilled workers and industrial nurses received the highest percentage increases in 7 and 6 areas, respectively; skilled maintenance and office workers' earnings increased more than the other groups in 2 areas.

Percent of increase in earnings level during the 5-year period varied substantially among areas.⁷ Increases for women office workers ranged from 20.8 percent in Memphis to 29.7 percent in Baltimore. For women industrial nurses, increases ranged from 22.7 percent in Dallas to 32.8 percent in Baltimore. New York City registered the lowest increase over this period for skilled maintenance men and Dallas for unskilled men plant workers, 22.7 and 23.5, respectively. Highest increases for those groups were the 35.2 percent in Denver for skilled maintenance men and the 40.0 percent for unskilled plant workers in Baltimore (table 1). Thus, the greatest interarea variation in increases was in the unskilled worker group.

The least variation in increases granted over the 5-year period among the 4 groups within a single labor market was in Los Angeles-Long Beach—1.4 percentage points. Greatest variation was in Atlanta where the average pay for unskilled workers rose nearly 14 percentage points more than the average pay for women office workers.

⁵ Years shown refer to fiscal years ending June 30 during which studies were conducted. Studies are not conducted during the same month in all areas. For example, the 1958 study includes areas with pay periods varying from August 1957 to June 1958. However, the interim between studies is usually 12 months in each of the areas. Pay periods studied in each area are shown in table 3.

The percentage increases in this paragraph are median area increases in 10 of the 19 areas surveyed in 1958 which were also studied in each of the years 1953-58. These areas include New York City, Philadelphia, Atlanta, Dallas, Memphis, Chicago, Minneapolis-St. Paul, Los Angeles-Long Beach, Portland (Oreg.), and San Francisco-Oakland.

⁶ The "5-year period" covered 67 months in Portland and 60, 61, or 62 months in the other 9 areas.

⁷ Part of this variation is due to differences in the length of the 5-year period (varied from 54 months in Boston to 68 months in Cleveland). To minimize these differences, the ranges shown are for the 14 areas where the 5-year period covered from 58 to 62 months. Excluded are Boston (54 months), Portland (67 months), and Cleveland (68 months).

It should be noted that increases referred to in earlier paragraphs are percentage increases. Highest percentage increases were not necessarily the highest increases in terms of cents per hour. For example, from 1952 to 1958, earnings of unskilled plant workers rose 35.7 percent in Atlanta and 25.9 percent in San Francisco-Oakland. These percentage increases were equivalent to about 37 cents in Atlanta and 42 cents in San Francisco-Oakland. Thus, even though the percentage differential in earnings for unskilled workers in these areas narrowed during this period, the actual differential (cents-perhour) increased.

In the 17 areas which were studied in both 1953 and 1958, percent differences in earnings of the skilled maintenance men and unskilled men plant worker groups narrowed slightly. Changes in the percentage differential over this period varied from an increase of nearly 4 percent in Portland (Oreg.), to a decrease of nearly 13 percent in Atlanta. Differentials between the skilled and unskilled groups narrowed in 9 areas, increased in 7 areas, and remained the same in Los Angeles-Long Beach. Cents-per-hour differences, however, increased in all areas over this period.

Movement of Wages, Manufacturing

On the whole, the difference in increases for manufacturing industries and those for all industries combined were relatively slight. In most cases, where comparison was possible the difference in the amount of increase over the 5 years between manufacturing and all industries was less than 2 percentage points. Part of this similarity in wage movement was due to the importance of manufacturing in the all industries classification. For example, most of the industrial nurses and nearly all of the skilled maintenance workers except automotive mechanics were employed in manufacturing industries. The greatest difference between the increase in manufacturing and the increase for all industries was for industrial nurses in New York City. Their earnings increased 26.8 percent in all industries, compared with 34.1 percent in manufacturing. New York City was the only area in which more than half of the industrial nurses were employed in nonmanufacturing industries.

Coverage and Method of Computing the Indexes

For office clerical workers and industrial nurses, the indexes relate to average weekly salaries for normal hours of work, that is, the standard work schedule for which straight-time salaries are paid. For plant worker groups, they measure changes in straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. The indexes are based on data for selected key occupations and include most of the numerically important jobs within each group. The office clerical data are based on women in the following 18 jobs: Billers, machine (billing machine); bookkeeping-machine operators, class A and B; Comptometer operators; clerks, file, class A and B; clerks, order; clerks, payroll; keypunch operators; office girls; secretaries; stenographers, general; switchboard operators; switchboard operator-receptionists; tabulatingmachine 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: <u>Skilled</u>carpenters; electricians; machinists; mechanics; mechanics, <u>automo-</u> tive; millwrights; painters; pipefitters; sheet-metal workers; and tool and die makers; <u>unskilled</u>-janitors, porters, and cleaners; laborers, material handling; and watchmen.

Nearly a third of the office employees in all industries within the scope of the surveys were employed in the 18 occupations used in constructing the office workers' index. Less than a tenth of all plant workers, the majority of whom were unskilled, were employed in the 13 occupations used in computing the indexes for skilled and unskilled workers. These jobs were not necessarily representative of production workers more directly connected with the actual manufacturing, processing, or of servicing jobs which vary widely among plants and industries. A large majority of the skilled maintenance workers covered by the index was employed in manufacturing establishments, whereas the unskilled workers were about evenly divided between manufacturing and nonmanufacturing. A large proportion of office workers was employed in nonmanufacturing industries.

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

Limitations of the Data

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

The use of constant employment weights eliminates the effects of changes in the proportion of workers represented in each job included in the data. Nor are the indexes affected by changes in standard work schedules or in premium pay for overtime, since they are based on pay for straight-time hours.

Table 1. Wage indexes, office and plant

(Indexes of average weekly earnings or average hourly earnings¹ for selected occupational groups in 17 labor markets,² 1956-58³)

·····	(1953 = 100) Women office Industrial nurses Skilled maintenance trades Unskiller												
Åres		Women office workers			ndustrial nurse (women)	8	Skilled	l maintenance t (men)	rades	(men)			
D1 46	1956	1957	1958	1956	1957	1958	1956	1957	1958	1956	1957	1958	
						All indus							
Northeast: Boston Newark-Jersey City New York City Philadelphia	(4) 114.0 114.3 114.6	117.0 (*) 120.3 122.0	123.8 125.0 124.5 129.0	(4) 111.2 115.5 115.1	117.7 (⁴) 121.1 122.2	123.4 126.1 126.8 130.2	(4) 115.4 113.4 116.4	116.4 (4) 117.7 122.5	122.5 127.4 122.7 128.8	(4) 118.2 113.5 115.5	114.4 (*) 119.6 120.9	119.7 128.4 125.1 128.1	
South: Atlanta Baltimore Dallas Memphis	111.8 (4) 115.3 113.2	115.6 (*) 122.0 118.0	122.1 129.7 127.3 120.8	119.8 (*) 109.8 121.0	124.4 (⁴) 117.4 126.1	131.3 132.8 122.7 130.3	114.1 (*) 115.0 115.2	119.1 (*) 119.4 121.4	126.4 134.5 124.2 129.0	122.6 (⁴) 112.1 117.2	128.6 (*) 116.6 125.6	135.7 140.0 123.5 131.2	
North Central: Chicago Cleveland Milwaukee Minneapolis-St. Paul St. Louis	114.3 (⁴) 110.1 114.1 114.7	120.5 122.0 (^{\$}) 121.3 (^{\$})	126.1 131.9 125.1 125.0 124.0	116.9 (*) 115.0 118.1 116.8	122.8 124.8 (⁵) 124.4 (⁵)	130.9 138.3 131.5 129.1 128.8	115.5 (⁴) 113.0 115.5 117.3	121.3 121.9 (³) 121.7 (⁵)	127.6 130.5 128.2 126.7 129.0	114.4 (*) 111.1 117.1 116.6	119.0 124.7 (⁵) ⁶ 124.6 (⁵)	124.8 134.5 126.3 131.1 127.5	
West: Denver Los Angeles-Long Beach Portland San Francisco-Oakland	113.3 113.5 116.0 112.7	(4) 120.5 120.2 118.3	125.8 124.4 126.3 123.3	115.2 112.8 113.2 113.8	(4) 119.5 115.5 121.0	129.6 125.5 124.0 129.0	120.9 114.8 115.0 110.4	(*) 119.4 121.2 118.6	135.2 125.7 128.3 125.6	123.8 113.6 113.9 113.2	(4) 119.6 119.1 119.4	137.3 125.8 125.3 125.9	
						Manufact	uring						
Northeast: Boston Newark-Jersey City New York City Philadelphia	(4) 113.9 110.0 114.6	114.6 (⁴) 122.8 120.4	121.6 126.2 126.4 127.9	(*) 111.2 121.7 116.5	117.6 (⁴) 127.5 123.6	122.4 126.1 134.1 130.7	(*) 115.7 113.2 115.7	117.1 (⁴) 119.4 122.0	123.5 127.6 124.1 128.2	(⁴) 120.1 114.5 113.9	114.2 (*) 123.1 119.0	119.4 132.2 129.8 125.9	
South: Atlanta Baltimore Dallas Memphis	110.5 (4) 112.7 110.7	116.0 (*) 118.9 117.1	123.9 132.1 124.4 122.3	118,5 (⁴) 108.1 (⁷)	124.4 (⁴) 116.3 132.8	131.9 133.8 122.2 (⁷)	113.6 (*) 114.6 113.2	118.0 (⁴) 119.3 118.5	126.0 136.3 124.5 124.8	118.9 (4) 115.0 111.6	126.7 {*) 121.5 119.7	136.0 140.9 126.9 126.7	
North Central: Chicago Cleveland Milwaukee Minneapolie-St. Paul St. Louis	114.4 (*) 112.6 113.3 113.9	120.6 123.6 (⁵) 119.3 (⁵)	127.3 134.7 127.2 122.9 124.3	116.9 (*) 115.0 117.2 116.8	122.8 124.1 (⁵) 123.4 (⁵)	130.9 138.3 131.5 128.9 128.8	115.4 (*) 113.6 113.9 116.8	121.7 122.0 (^{\$}) 119.7 (^{\$})	128.2 130.3 128.9 125.1 128.5	113.0 (*) 113.6 115.5 115.2	118.5 121.2 (⁵) 121.7 (⁵)	124.6 129.8 127.5 127.1 126.7	
West: Denver Los Angeles Long Beach Portland San Francisco-Oakland	116.5 113.7 114.6 112.8	(*) 120.2 120.7 118.1	129.7 125.5 125.3 123.0	(⁷) 114.2 114.1 114.5	(⁴) 120.3 114.8 122.5	(⁷) 127.0 123.4 130.4	120.0 115.2 115.1 110.7	(*) 119.8 122.3 120.1	137.4 126.4 129.9 127.8	124.1 112.9 116.0 111.6	(*) 117.9 121.3 118.4	141.5 124.3 127.7 124.8	
			1										

Average weekly earnings relate to standard salaries that are paid for standard work schedules. Average hourly earnings are straight-time hourly earnings, excluding premium pay for overtime and for work on weekende, holidays, and late shifts.
 New Orleans and Seattle, included in the current studies, were not surveyed in 1953 (the base year of the indexes).
 Fiscal years ending June 30. See table 3 for payroll periods covered in each area.
 Not surveyed this period.
 Data were collected only for selected plant workers in manufacturing industries in Milwaukee and for plant workers in manufacturing and public utilities industries in St. Louis.
 Revised estimate.
 Insufficient data to meet publication criteria.

(Percent of increase in average weekly earnings or average hourly earnings¹ for selected periods³ and selected occupational groups in 14 labor markets³)

	Women office workers					[Industrial nurses (women)					Skilled maintenance trades (men)					Unskilled plant workers (men)				
Area	1953 to 1954	1954 to 1955	1955 to 1956	1956 to 1957	1957 to 1958	1953 to 1954	1954 to 1955	1955 to 1956	1956 to 1957	1957 to 1958	1953 to 1954	1954 to 1955	1955 to 1956	1956 to 1957	1957 to 1958	1953 to 1954	1954. to 1955	1955 to 1956	1956 to 1957	1957 to 1958	
										Àll in	lustries					••••••					
Ifortheast: Boston Newark-Jersey City Philadelphia South: Atlanta Dallas Memphis North Central: Chicago St. Louis West: Denver Los Angeles-Long Beach Portland San Francisco-Oakland	5.2 5.7 4.3 7.1 3.0 5.6 4.1 5.8 6.3 5.7 5.7 4.6 4.4	2.9 3.9 3.4 2.2 5.0 2.1 3.6 3.3 4.2 2.9 3.6 5.4 3.0	(4) 3.8 5.9 3.4 6.3 4.0 6.5 4.3 3.8 4.2 4.2 4.2 4.2 4.2 4.8	(4) (4) 5.2 6.5 3.4 5.8 4.3 5.4 6.3 (7) (4) 6.2 3.6 5.0	5.7 (*) 3.5 5.7 5.6 4.3 2.4 4.7 3.0 (7) (*) 3.3 5.1 4.2	6.5 5.2 4.2 7.1 5.3 (*) 6.7 5.9 9.4 6.4 8.0 5.4 1.6 4.3	1.5 4.3 5.4 3.0 4.3 7.6 7.1 4.2 4.3 3.0 0 2.5 6.9 6.3	(4) 1.4 5.1 4.3 9.0 2.8 5.9 6.0 3.4 6.6 6.7 4.3 2.6	(4) (4) 4.9 6.2 3.8 6.9 4.2 5.0 5.3 (7) (4) 6.0 2.1 6.4	4.8 (4) 4.7 6.5 5.5 4.5 3.3 6.6 3.8 (7) (4) 5.1 7.4 6.6	5.3 5.6 4.5 7.2 5.3 5.9 3.5 6.3 6.6 7.1 8.1 5.5 5.5 4.0	1.9 3.7 5.0 4.4 2.9 3.8 3.0 3.3 3.3 3.2 4.5 3.0 3.9 2.4	(4) 5.4 3.4 4.0 5.4 4.6 8.1 5.1 4.9 6.1 7.0 5.6 4.9 3.7	(4) (4) 3.8 5.2 4.3 3.4 5.4 5.0 5.3 (7) (4) 4.0 5.5 7.5	5.2 (4) 4.3 5.2 6.2 4.4 6.3 5.3 4.1 (7) (4) 5.3 5.9	5.1 7.1 5.4 4.5 5.9 3.6 5.2, 5.7 6.4 8.5 8.0 6.0 4.9 6.1	2.4 4.2 2.6 4.3 1.8 3.3 3.5 3.5 4.9 3.0 5.7 3.6 5.4 3.0	(4) 6.0 5.0 13.6 4.7 7.7 4.6 4.9 4.4 8.4 3.4 3.4 3.4	(4) (5) 5, 3 4, 7 4, 9 4, 0 7, 2 4, 0 6, 4 (7) (6) 5, 3 4, 6 5, 5	4.7 (*) 4.6 6.0 5.6 5.9 4.5 4.9 5.2 (*) (*) 5.2 5.2 5.2 5.4	
			1	}		L	.I	L	<u></u>	Manuf	cturing	I		L		L		L	.	L	
Northeast: Boston Newark-Jersey City New York City Philadelphia South: Aflanta Dallas Memphis North Central: Chicago Minneapolis-St. Paul St. Louis West: Denver Los Angeles-Long Beach San Francisco-Oakland	4.4 5.9 5.2 6.6 3.8 3.3 2.3 6.2 5.8 5.5 5.8 5.2 4.3 4.5	2.3 3.7 4.7 4.6 1.9 5.0 3.9 3.4 3.6 3.1 3.8 3.6 5.6 2.4	(4) 3.8 5.3 2.8 4.4 3.9 4.7 4.2 3.4 4.8 6.1 4.3 4.0 5.4	(*) (*) 5.9 5.1 5.0 5.5 5.6 5.4 5.3 (*) (*) (*) 5.8 5.3 4.7	6.1 (4) 2.9 6.2 6.8 4.6 4.6 4.6 5.5 3.0 (7) (4) 4.4 3.8 4.2	7.2 5.2 8.0 7.9 (*) (*) (*) (*) 5.9 9.4 5.6 (*) 6.8 .8 5.1	0.7 4.3 7.4 2.9 (*) 9.9 (*) 4.2 5.0 3.8 (*) 2.5 7.8 6.2	(4) 1.4 5.0 5.0 8.8 1.4 (^a) 6.0 2.0 6.6 (^a) 4.3 5.0 2.6	(4) (4) 4.8 6.1 5.0 7.5 (4) 5.3 (7) (4) 5.3 .7 7.0	4.1 (4) 5.1 5.7 6.0 5.1 (*) 6.6 4.4 (*) (*) (*) 5.6 7.5 6.5	5.6 5.5 5.2 7.0 1.6 5.8 6.7 7.0 9.2 5.8 4.6 4.0	1.9 3.7 4.2 3.9 3.1 3.5 2.3 3.1 1.4 2.9 4.7 2.2	(*) 5.8 3.2 3.8 5.0 3.5 8.9 5.8 5.4 6.2 6.6 5.8 5.1 4.1	(*) (*) 5.5 5.4 3.9 4.2 4.8 5.5 5.1 (⁷) (*) 4.0 6.2 8.5	5.4 (*) 3.9 5.1 6.8 4.4 5.4 5.3 4.4 (*) 5.5 6.2 6.4	5.5 7.8 6.3 3.3 4.9 5.3 4.8 5.8 7.4 12.4 9 5.5 4.2	3.1 4.1 3.8 4.5 1.7 4.0 4.2 2.7 4.8 2.6 5.8 3.5 6.7 4.2	(4) 6.9 3.8 5.5 11.4 1.1 3.6 5.0 4.2 4.6 4.3 3.9 3.1 4.3	(4) (4) 7.5 4.5 6.6 5.7 7.3 4.9 5.4 (7) (4) 4.4 4.6 6.0	4.6 (4) 5.5 5.8 7.3 4.4 5.8 5.1 4.4 (7) (4) 5.4 5.5	

¹ Average weekly earnings relate to standard salaries that are paid for standard work schedules. Average hourly earnings are straight-time hourly earnings excluding premium pay for overtime and for work on weekends, holidays, and late shifts.
 ² Fiscal years ending June 30. See table 3 for payroll periods covered in each area.
 ³ Baltimore, Cleveland, Milwaukee, New Orleans, and Seattle were not surveyed in consecutive periods between 1953 and 1958.
 ⁴ Not surveyed during both periods.
 ⁵ Decrease. This decline was probably due to a change in employment rather than to a decline in salaries.

Revised.

Data were collected only for selected plant workers in manufacturing and public utilities industries during 1957. Insufficient data to meet publication criteria. 7

8

Table 3. Payroll periods covered

Area	1953	1954	1955	1956	1957	1958
Northeast: Boston Newark-Jersey City New York City Philadelphia	March 1953 November 1952 February 1953 October 1952	March 1954 December 1953 February 1954 October 1953	April 1955 December 1954 March 1955 November 1954	December 1955 April 1956 November 1955	September 1956 April 1957 November 1956	September 1957 December 1957 April 1958 October 1957
South: Atlanta Baltimore Dallas Memphis New Orleans	March 1953 October 1952 August 1952 January 1953	March 1954 September 1953 January 1954 November 1953	March 1955 April 1955 September 1954 February 1955 -	April 1956 October 1955 February 1956 November 1955	April 1957 October 1956 February 1957	May 1958 August 1957 October 1957 January 1958 February 1958
North Central: Chicago Cleveland Milwaukee Minneapolis-St. Paul St. Louis	March 1953 October 1952 April 1953 November 1952 December 1952	March 1954 April 1954 November 1953 January 1954	April 1955 October 1954 November 1954 February 1955	April 1956 November 1955 December 1955 February 1956	April 1957 October 1956 April 1957 ² March 1957 February 1957 ³	April 1958 June 1958 May 1958 January 1958 November 1957
West: Denver Los Angeles-Long Beach Portland San Francisco-Oakland Seattle	November 1952 February 1953 September 1952 January 1953	December 1953 March 1954 September 1953 January 1954	December 1954 March 1955 April 1955 January 1955 -	December 1955 March 1956 April 1956 January 1956 -	March 1957 April 1957 January 1957 August 1956	December 1957 March 1958 April 1958 January 1958 August 1957

(Payroll periods covered in the community wage surveys, 19 labor markets, 1953-58¹)

Fiscal years ending June 30.
 Limited to plant workers in manufacturing industries.
 Limited to plant workers in manufacturing industries and public utilities.

Digitized for FRASER http://fraser.stlouisfed.org/ Federal Reserve Bank of St. Louis The magnitude of wage differences between any two of the areas studied varied somewhat among occupations, and in some cases, between men and women in the same occupation. Average pay for men payroll clerks in Baltimore, for example, exceeded that in San Francisco-Oakland by \$8 a week, whereas women payroll clerks were higher paid in San Francisco-Oakland—earning \$80.50, compared with \$66 in Baltimore. Therefore, to get a more representative indicator of interarea wage differences, area estimates were constructed for groups of workers in office, skilled maintenance, custodial, and material movement jobs.⁸ Interarea wage differences for these groups of workers will not necessarily agree with measures based on averages for broader groups of workers or occupational averages for a specific industry.

The use of data for the same jobs in each labor market, together with the assumption of a constant employment relationship between jobs in all markets eliminates interarea differences in occupational composition as a factor in examining pay levels. Industrial composition, however, varies substantially among labor markets, particularly in manufacturing. This type of variation is necessarily reflected in the area estimates.

Method of Computing Area Relatives

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

For purposes of this comparison, aggregates for each occupational group and industry group are expressed as percentages of like groups in New York City, adjusted for differences in survey timing. Wage data for New York City relate to April 1958, as did those for Chicago and Portland. The other 16 areas were surveyed during the following months: 1957-August-Baltimore, Seattle; September-Boston; October-Dallas, Philadelphia; November-St. Louis; December-Denver, Newark-Jersey City; 1958-January-Memphis, Minneapolis-St. Paul, San Francisco-Oakland; February-New Orleans; March-Los Angeles-Long Beach; May-Atlanta, Milwaukee; and June-Cleveland. The adjustment for timing differences assumed that New York City wages increased uniformly over the 12-month period between annual studies and that an intermediate level for any intervening month could be obtained by adding the estimated wage increment to April 1957 pay levels. The comparisons in the present study are comparable with analyses made in the 1956-57 study but not with the unadjusted computations for earlier years.

Interarea Comparisons

Office clerical pay levels in Chicago, Cleveland, Los Angeles-Long Beach, and San Francisco-Oakland were at 105 to 106 percent of the New York City level (table 4).⁹ Office worker salaries in Milwaukee, Newark-Jersey City, Portland, and Seattle did not differ significantly from those in New York City. Clustered at 93 to 95 percent of New York City pay were Baltimore, Dallas, Denver, Philadelphia, and St. Louis; below 90 percent were Boston, New Orleans, and Memphis.

Area pay relatives for manufacturing differed in both level and rank from those for nonmanufacturing. With average salaries in New York City manufacturing expressed as 100, manufacturing pay of office workers in other areas ranged from 108 in the San Francisco Bay area to 86 in Memphis. In nonmanufacturing, pay relatives ranged from 105 in Chicago and Los Angeles-Long Beach to 83 in Memphis. Pay relatives tended to be higher in manufacturing than in nonmanufacturing. Within both industry divisions, pay relatives for men office workers were higher than those for women in each of the 18 areas. Men's salaries averaged less than 95 percent of the New York City level in manufacturing only in New Orleans and in nonmanufacturing only in Memphis and New Orleans. For women, pay relatives were less than 95 in 7 areas in manufacturing and 11 areas in nonmanufacturing.

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

⁹ If comparison were based on average hourly earnings instead of average weekly salaries, New York City would rank first among these areas. Whereas general stenographers, for example, average a 36-hour week in New York City, they averaged from 38.5 to 39.5 hours in the 4 areas with the highest salary levels.

Skilled maintenance workers were highest paid in San Francisco-Oakland (114 percent of New York City) with relatives of 105 or higher also recorded in the 3 other West Coast areas, the 5 North Central areas, and in Newark-Jersey City (table 5). Lowest rates (91 percent of New York City) were found in Atlanta and Dallas. Within manufacturing, pay relatives ranged from 111 in San Francisco-Oakland to 89 in Atlanta and Memphis. Nonmanufacturing relatives for skilled maintenance workers were highest (120) in Chicago and lowest (83) in Memphis. In four-fifths of the areas, average pay for skilled maintenance workers in nonmanufacturing compared more favorably with the New York City level than was the case in manufacturing.

All-industry averages for custodial workers were also highest in San Francisco-Oakland; they were above New York City in all areas except Boston, Philadelphia, St. Louis, Denver, and the 5 southern areas. In sharp contrast to pay relationships for skilled maintenance men, custodial pay in manufacturing in all areas compared more favorably with the New York City level than did nonmanufacturing levels. Excluding Baltimore, southern averages were 87 to 90 percent of New York City in manufacturing but 59 to 67 percent in nonmanufacturing.

In summary, the wage spread between the highest and lowest pay areas was greater for custodial workers than skilled maintenance and office workers and, except for the latter, were substantially greater in nonmanufacturing than in manufacturing. With southern areas excluded, the wage spreads were sharply reduced.

Table 4. Interarea pay comparisons, office workers

		All industries			Manufacturing		Nonmanufacturing				
Labor market	Men and women	Men	Women	Men and women	Men	Women	Men and women	Men	Women		
Northeast:					ļ						
Boston	89	96	89	89	96	88	89	95	88		
Newark-Jersey City	99	107	98	97	104	96	98	108	97		
New York City	100	100	100	100	100	100	100	100	100		
Philadelphia	94	100	93	93	99	92	92	1 100	91		
South:									, -		
Atlanta	91	96	90	95	97	95	90	96	90		
Baltimore	93	106	92	97	106	96	89	105	87		
Dallas	93	101	92	97	107	96	91	98	90		
Memphis	84	96	82	86	97	85	83	94	81		
New Orleans	87	92	87	89	93	89	87	92	87		
North Central:											
Chicago	105	111	105	103	110	102	105	110	104		
Cleveland	106	117	105	107	117	105	101	111	100		
Milwaukee	98	109	96	97	107	96	94	104	92		
Minneapolis-St. Paul	91	100	90	88	97	87	92	102	90		
St. Louis	95	103	93	93	103	92	93	100	92		
West:											
Denver	94	98	93	94	96	94	94	99	93		
Los Angeles-Long Beach	106	111	106	107	110	106	105	110	104		
Portland	99	113	97	96	107	95	100	116	98		
San Francisco-Oakland	105	112	104	108	112	108	104	L 109	103		
Seattle	100	110	99	103	115	102	98	1 110	96		

(Relative pay levels for office workers in 19 labor markets by industry division and sex, winter 1957-58)

Table 5. Interarea pay comparisons, plant workers

(Relative pay levels for plant workers in 19 labor markets by industry division and work category, winter 1957-58)

			(New York	City = 100)								
	All ind	istries			Manufa	cturing		Nonmanufacturing				
Maintenance, custodial, and material movement	Maintenance	Custodial	Material movement	Maintenance, custodial, and material movement	Maintenance	Custodial	Material movement	Maintenance, custodial, and material movement	Maintenance	Custodial	Material movement	
93 108 100 100 83 94 80 78 75 106 108 107 104 102 97 108 106 115 107	94 106 100 104 91 91 92 95 112 106 107 105 108 101 108 109 114 106	95 106 100 96 77 90 77 75 64 105 107 106 103 97 95 109 106 118 109	91 110 100 82 94 78 74 72 104 109 108 104 102 97 108 105 114 106	93 109 100 99 82 85 81 80 103 107 106 102 103 98 107 105 114	93 104 100 101 89 99 90 89 92 105 103 104 104 104 104 105 111 100	99 110 100 103 88 102 90 87 87 109 114 112 109 106 104 115 110 124 112	89 111 100 96 77 80 74 74 70 99 105 103 99 100 95 103 102 111 106	92 107 100 99 82 87 75 73 74 108 106 105 106 99 97 109 106 116 108	94 115 100 106 95 94 86 83 95 120 107 110 111 105 114 110 114 109	88 98 100 86 67 73 67 63 59 101 92 89 96 80 80 80 80 80 80 99 113 105	93 109 100 103 84 92 75 74 73 107 112 111 108 105 99 111 108 109	
107	106	109	106	106	100	112	106	108	109	105	109	
	Maintenance, custodial, and material movement 93 108 100 100 83 94 80 78 75 106 108 107 104 102 97 108 106 115 107	All inde Maintenance, custodial, and material movement Maintenance 93 94 108 106 100 104 83 91 94 101 80 91 75 95 106 112 108 106 107 107 104 105 106 112 108 106 107 107 104 105 108 108 108 108 106 109 105 114 107 106	All industries Maintenance, custodial, and material movement Maintenance Custodial 93 94 95 108 106 106 100 100 100 100 104 96 83 91 77 94 101 90 80 91 77 75 95 64 106 112 105 108 106 107 107 107 106 104 105 103 105 103 106 106 112 105 108 106 107 107 107 106 104 105 103 105 108 108 106 109 106 105 114 118 107 106 109	(New York Maintenance, custodial, and material movement Maintenance Custodial Material movement 93 94 95 91 108 106 106 110 100 100 100 100 100 104 96 100 83 91 77 82 94 101 90 94 80 91 77 78 75 95 64 72 106 112 105 104 108 106 107 109 107 107 106 108 104 105 103 104 102 108 97 102 97 101 95 97 108 108 109 103 104 105 103 104 105 103 104 105 105	(New York City = 100) All industries Maintenance, custodial, and material movement Maintenance, custodial, and movement Material movement Maintenance, custodial, and movement 93 94 95 91 93 94 95 91 go and material movement and material movement and material movement and material movement and material movement go and	$\begin{array}{c c c c c c c c c c c c c c c c c c c $	$\begin{array}{ c c c c c c c c c c c c c c c c c c c$	$\begin{array}{c c c c c c c c c c c c c c c c c c c $	$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$	(New York City = 100) All industries Maintenance custodial, and material movement Custodial and movement Maintenance custodial, and movement 93 94 95 91 100 100 100 100 100 100 100 100 100	New York City = 100) Maintenance, custodial, and material movement Maintenance, custodial, and movement Maintenance, custodial, and movement Nonmanufacturing 93 94 95 91 93 93 99 89 92 94 88 108 106 106 110 109 104 110 111 107 115 98 108 106 106 100 110 100 100 <	

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Occupational Earnings

Occupational pay differed widely among and within areas. Among the 19 labor markets surveyed, occupational averages were nearly always highest in San Francisco-Oakland, Los Angeles-Long Beach, Chicago, or Cleveland.¹⁰ Among the office jobs studied, men payroll clerks and class B accounting clerks in Baltimore were the only jobs in which average salaries exceeded the salaries of similar workers in all four of the above areas. The only exceptions in maintenance and powerplant jobs studied were in Milwaukee; oilers in this area were the highest paid among the 19 areas and Milwaukee rates for maintenance machinists were equaled only by Chicago. Among the custodial, warehousing, and shipping jobs studied, truckdrivers in Newark-Jersey City and New York City and operators of forklift power trucks in New York City were the highest paid among the 19 areas. Men leader and senior draftsmen, the highest paid in New York City, were the exceptions among professional and technical occupations studied.

In general, average earnings of plant and office workers tended to be higher in manufacturing than in nonmanufacturing industries and within these groups pay levels varied widely. Average rates in individual nonmanufacturing industries, however, frequently equaled or exceeded those in manufacturing. Most of the higher than manufacturing averages were found in public utilities, followed by wholesale trade and, chiefly in some maintenance jobs, by retail trade. To illustrate, salaries of secretaries in manufacturing exceeded those in nonmanufacturing in 18 of the 19 labor markets, but in the 18 areas where comparisons were possible, salaries of secretaries employed by public utilities exceeded those paid in manufacturing in 13 areas and were the same in another area. Similarly, maintenance carpenters generally averaged higher pay in retail trade than in manufacturing plants.

In using the accompanying tables, it should be noted that all figures are averages, and that a very substantial overlapping of individual earnings were found among industry divisions and labor markets.¹¹ For example, even though secretaries in Cleveland averaged \$85 a week in nonmanufacturing industries as a group, compared with \$74.50 in Philadelphia, over a tenth of the Philadelphia secretaries were earning more than \$90, whereas two-thirds of the Cleveland secretaries earned less than this figure. Secretaries in Philadelphia public utilities averaged \$99.50, compared with \$95 in Cleveland public utilities. Office Occupations. —Secretaries were the highest paid women office workers studied in 18 of the 19 areas (table A-1). Their average weekly salaries ranged from \$66 in Memphis to \$89.50 in Cleveland, and exceeded \$75 in all other areas except Boston and Minneapolis-St. Paul (table A-1). Women accounting clerks (class A) had average salaries that were from \$1 to \$8 lower than those of secretaries in all areas except Memphis where accounting clerks averaged \$1.50 a week more (\$67.50). The difference between the salaries of secretaries and general stenographers ranged from \$7.50in Memphis to \$17 in Milwaukee. Salaries of stenographers exceeded \$60 in all areas except Memphis (58.50) and were highest in Los Angeles-Long Beach (\$75), although they were nearly as high (\$74) in Chicago, Cleveland, and San Francisco-Oakland.

Among the lower paid women office jobs, average salaries of office girls ranged from \$40.50 in New Orleans to \$57.50 in Cleveland, Los Angeles-Long Beach, and San Francisco-Oakland.

Among the 6 men's office jobs studied, class A accounting clerks had the highest weekly salaries, averaging from \$83.50 in Boston to \$102 in Cleveland. In 13 of the 19 areas, they averaged \$90 or more a week. Salaries of men office workers exceeded those for women in similar occupations. The average amount by which men's salaries exceeded those of women were as follows: Order clerks, \$20.50; payroll clerks, \$17.50; accounting clerks (class A), \$16.50; accounting clerks (class B), \$13.50; and tabulating-machine operators, \$10; differences in averages for office boys and office girls were small.

Although available information does not permit an exhaustive analysis of the differences between men's and women's average salaries, certain conclusions can be drawn from data for individual offices. For example, although men tabulating-machine operators in St. Louis averaged \$9 more a week than women, men and women both averaged \$81 in establishments employing both sexes in the job. The higher average for men reflects the fact that the average was \$87 in offices reporting only men in the job, compared with \$68 in offices reporting only women.

Among the 6 office jobs for which data were collected for both men and women, the greatest difference in their average salaries was for payroll clerks in Baltimore; men averaged \$100 a week, compared with \$66 for women. Men payroll clerks in Baltimore averaged \$102.50 in establishments which reported only men in this job, \$37.50 higher than the average for women in establishments reporting only women payroll clerks. In nearly a third of the Baltimore offices employing both men and women payroll clerks, the highest

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

¹ The distribution of workers by average hourly or weekly earnings are presented in the bulletins for the various areas. See last page for listing of these bulletins.

It should be noted further that more than nine-tenths of the men payroll clerks in Baltimore were found in manufacturing establishments whose averages were generally higher than those in nonmanufacturing, whereas nearly half of the women were employed in the latter type of establishment.

Job descriptions used in classifying employees in these surveys were usually more generalized that those used in individual establishments to allow for minor differences among establishments in specific duties performed.¹² Moreover, it can be conjectured that women generally had less service than men in a job. To the extent that individual salaries were adjusted on the basis of length of service or merit review, longer average service for men would result in higher average pay when both sexes are employed within the same rate range.

For information by industry groups for office workers, see tables A-2 to A-8.

Professional and Technical Occupations.—Among the professional and technical workers covered by the survey, draftsmen leaders had the highest weekly salaries—from \$112.50 in Seattle to \$159 in New York City. Senior draftsmen averaged \$110 or more in 7 of the 19 areas, and in 9 of the other 12 areas their earnings ranged from \$105 to \$109.50. In the remaining 3 areas, senior draftsmen averaged \$92 in Dallas, \$96.50 in Seattle, and \$101.50 in Minneapolis-St. Paul.

Weekly pay of industrial nurses—the only profession in which women's earnings were studied—ranged from \$76.50 in Boston to \$93.50 in Los Angeles-Long Beach. In 17 of the 19 areas, their salaries exceeded salaries of secretaries, generally the highest paid women's office job studied, by from \$1.50 to \$11.50. In Milwaukee, nurses and secretaries averaged the same and in Portland, nurses salaries were 50 cents a week less than secretaries salaries.

For information by industry groups for professional and technical occupations, see tables A-2, A-3, and A-4.

Plant Occupations. — Tool and die makers, the highest paid skilled maintenance workers studied, had average hourly earnings ranging from \$2.54 in Dallas to \$3.15 in San Francisco-Oakland (table A-9). In all the North Central and western areas, except Denver, tool and die makers averaged \$2.81 or more an hour. Baltimore tool and die makers, averaging \$2.79 an hour, were the highest paid among the northeastern and southern areas.

Maintenance electricians and machinists averaged \$2.40 or more an hour in all areas except Dallas. In each of these trades, average rates exceeding \$2.75 were recorded in all but 1 of the North Central and Pacific Coast labor markets. Hourly earnings of maintenance carpenters were below \$2.40 in Boston and all 5 of the southern areas. Maintenance painters averaged less than \$2.40 in Boston, New York City, Philadelphia, and the 5 southern areas but more than \$2.75 in Chicago, Minneapolis-St. Paul, and Portland (Oreg.).

Janitors in San Francisco-Oakland averaged \$1.90—83 percent more than in New Orleans. Excluding the southern areas, the difference between the highest and lowest area averages for janitors was only 28 percent. Among the jobs studied, the greatest difference in average hourly earnings between areas was for women operators of passenger elevators. Their average hourly earnings in San Francisco-Oakland (\$1.83) were more than 3 times as high as in Atlanta (60 cents). Average hourly earnings of material handling laborers in the southern areas, excluding Baltimore, ranged from \$1.38 in Memphis to \$1.52 in Atlanta. Laborers averaged \$1.67 in Boston, \$1.79 in Baltimore, \$1.83 in Philadelphia, \$1.88 in New York City, and \$1.90 or more in the other 11 areas.

For information by industry groups for plant occupations, see tables A-10 to A-16.

 $^{^{12}}$ This is essential to permit grouping of occupational wage rates representing comparable job content. The job descriptions used are in appendix C, p. 87.

A: Occupational Earnings

Table A-1. Office occupations-all industries

(Average weekly earnings 1 for selected occupations studied in 6 broad industry divisions, winter 1957-58)

	Γ	Nort	heast		South					North Central					West				
Sex, occupation, and grade	Boston ² -	Newark- Jersey City ²	New York City ²	Phila- delphia ²	Atlanta	Balti- more	Dallas	Memphis ²	New Orleans	Chicago ²	Cleve- land ²	Milwau- kee	Minne- apolis- St. Paul	St. Louis ²	Denver	Los Angeles- Long Beach ²	Portland	San Fran- cisco- Oakland ²	Seattle ²
Office clerical													}		İ				
Men													ļ						
Clerks: Accounting, class A Order Payroll Office boys Tabulating-machine operators	\$83.50 62.00 80.00 83.50 47.50 71.00	\$92.50 81.50 87.50 86.50 53.50 79.50	\$91.50 69.00 79.00 79.50 52.00 76.00	\$91.50 66.50 81.00 80.50 48.00 75.00	\$87.50 70.00 74.50 82.00 49.00 76.00	\$93.50 83.00 83.00 100.00 48.00 80.00	\$93.50 73.50 75.50 82.00 48.50 76.50	\$89.50 72.00 67.00 44.50 82.00	\$87.00 66.00 66.00 80.50 44.50 77.00	\$97.50 77.50 94.50 91.50 57.50 85.00	\$102.00 83.50 95.00 90.50 63.00 97.00	\$99.50 77.50 83.00 91.00 56.50 86.00	\$88.50 69.00 84.00 78.00 49.00 76.00	\$90.00 73.00 80.50 86.50 50.00 83.50	\$87.50 75.00 72.00 80.50 49.50 78.50	\$95.00 78.00 91.50 97.00 59.00 88.00	\$98.50 91.50 54.50 96.00	\$95.00 84.50 91.50 92.00 58.00 85.00	\$93.00 85.00 87.50 88.50 55.00 83.00
Women							}			ĺ								ļ	
Billers, machine: Billing machine Bookkeeping machine Bookkeeping machine	61.50 52.00	62.50 57.50	66.00 68.50	61.00 58.00	58.00	58.00 54.50	60.50 56.50	55,00 45.50	53.00 47.00	68.50 65.00	66.50 71.50	56.00 59.00	55.50 61.50	61.50 63.50	61.00 55.50	67.00 71.50	63.00 58.00	74.50 66.50	60.50 68.50
Class B	63.00 55.50	73.00 58.00	74.50 63.50	67.00 56.50	63.00 59.00	65.50 51.50	66.50 55.00	68.00 52.50	62.00 52.50	80.50 68.00	79.00 64.50	73.50 60.00	69.00 56.50	64.50 56.00	71.00 56.00	81.50 62.00	76.00 59.50	81.00 60.50	72.50 58.00
Accounting, class A Accounting, class B File, class A File, class B Order Pavroll	68.50 56.50 58.50 47.00 58.50 63.00	76.50 62.50 63.50 50.50 64.50 71.50	81.00 64.50 67.50 54.00 66.00 75.50	72.50 57.50 61.50 47.50 53.50 65.00	74.50 57.00 60.00 47.50 56.00 64.50	70.50 58.00 57.50 46.00 53.50 66.00	70.00 59.50 58.00 47.00 58.50 64.50	67.50 54.50 56.00 46.50 55.50 59.50	74.00 56.00 59.00 45.50 56.50 59.00	84.00 68.00 68.00 55.50 68.00 76.50	81.50 69.00 69.00 57.00 68.00 76.00	81.00 62.50 64.50 56.00 63.50 67.00	73.00 57.50 59.50 48.50 59.00 65.50	77.00 58.50 61.00 50.50 59.00 65.00	72.00 60.00 61.50 52.50 56.00 67.00	84.00 70.00 67.50 55.00 75.50 78.50	79.00 67.00 63.50 49.50 63.50 70.50	79.50 68.50 71.50 55.00 76.00 80.50	74.00 62.50 67.50 54.50 65.50 71.00
Comptometer operators Duplicating-machine operators (mimeograph or ditto)	57.50 53.50 57.50	68.00 61.50 63.50	68.50 59.00	62.00 55.00	62.50 53.00	63.50 56.00 58.50	61.50 61.00	54.50 - 58.50	58.00	72.00 63.50 69.50	71.50 67.50 71.50	61.00 61.00 63.00	62.50 53.50 56.00	63.50 57.50 62.50	60.50 56.50 59.50	76.00 66.50 74.00	67.00 61.00 67.00	72.00 66.00 68.00	66.00 54.50 65.50
Office girls Secretaries Stenographers, general Stenographers, technical Switchboard operators	47.50 71.50 61.50 64.00 58.50	53.50 83.00 67.50 72.50 65.50	51.00 85.00 69.00 82.00 67.50	46.50 78.00 64.50 72.50 60.50	48.00 77.50 65.50 56.50	46.00 76.00 64.00 57.00	46.50 77.00 66.50 83.00 53.50	45.50 66.00 58.50 43.50	40.50 76.50 62.00 46.50	56.50 87.00 74.00 83.50 68.00	57.50 89.50 74.00 82.50 69.00	50.00 83.50 66.50 61.50	46.50 74.00 62.00 64.00 60.00	50.50 79.00 63.50 69.50 60.50	47.50 79.00 66.50 77.00 56.50	57.50 87.00 75.00 84.50 70.00	49.00 80.50 69.00 60.50	57.50 85.00 74.00 72.50 68.50	55.50 82.00 69.50 71.50 64.50
Switchboard operator- receptionists Tabulating-machine operators Transcribing-machine operators.	58.50 62.50	63.50 69.00	66.50 72.50	58.50 65.50	57.50 63.00	57.50 65.00	61.00 68.00	55.00 68.50	56.50 71.00	70.00 77.00	68.00 77.00	61.00 72.50	57.00 67.50	59.00 74.50	60.00 70.50	70.00 85.50	64.00 82.00	68.00 80.50	64.00 73.50
general Typists, class A Typists, class B	58.50 58.50 51.00	62.50 65.00 55.50	69.00 66.00 58.50	58, 50 62, 50 52, 50	58.00 59.50 50.00	60.00 64.00 51.50	55.50 59.00 51.00	54.00 58.00 46.50	60.50 56.00 50.00	70.00 71.00 61.00	69.00 73.00 62.50	61.00 67.00 56.50	58.50 59.00 52.00	60.00 62.50 53.50	60.00 59.50 53.00	66.50 70.50 60.50	62.50 64.50 56.50	68.50 70.50 59.50	61.00 65.00 54.50
Professional and technical			ļ										1						
Men																			
Draftsmen, leader Draftsmen, senior Draftsmen, junior Tracers	142.00 107.00 79.50 59.00	126.50 107.50 80.00	159.00 126.00 84.00 78.50	148.50 105.00 82.00 59.50	154.00 105.50 78.00 -	135.00 107.00 74.50 69.00	114.50 92.00 74.00 61.50	107.50 66.50	109.50 75.50	140.00 121.50 87.00 70.00	141.00 117.50 91.50 84.50	138.50 110.00 86.00 66.50	101.50 80.50 61.00	142.00 112.50 84.00 69.00	150.00 122.00 81.00	141.00 111.50 85.00	105.00 88.00	124.00 108.50 85.50	112.50 96.50 73.50 -
Women	76 50	84 50	90.00	82 00	86.00	85.00	81 00	77 50	80.00	89 00	92.00	83 50	82 00	80 50	81 00	93 50	80.00	89.00	89 00
wurses, industriat (registered)	10.50	04, 50	70.00	02.00	00.00	05.00	01.00	1 11.50	00.00	07.00	92.00	03.50	02.00	00,50	1 01.00	73, 50	00.00	07.00	07.00

Earnings relate to standard salaries that are paid for standard work schedules.
 Exceptions to the standard industry limitations are shown in footnotes 4 and/or 7 to the table in appendix B.

	Northeast			1		South			1	1	lorth Cen	tral				West			
Sex, occupation, and grade	Boston	Newark- Jersey City	New York City	Phila- delphia	Atlanta	Balti- more	Dallas	Memphis	New Orleans	Chicago	Cleve- land	Milwau- kee	Minne- apolis- St. Paul	St. Louis	Denver	Los Angeles - Long Beach	Portland	San Fran- cisco- Oakland	Seattle
Office clerical																			, ,
Men																			
Clerks: Accounting, class A Accounting, class B Order Payroll Office boys Tabulating-machine operators	\$91.50 63.00 79.50 - 47.50 72.00	\$92.00 74.50 92.00 84.00 54.00 84.50	\$94.50 74.50 80.00 84.00 52.50 79.00	\$91.50 73.50 79.00 80.50 49.50 80.50	\$90.00 72.50 74.50 80.00 51.00 89.00	\$96.00 78.00 100.50 49.00 87.50	\$102.50 79.00 84.50 85.50 52.00 84.50	\$91.00 - - 86.00	\$87.50 69.00 69.00 81.00 46.50	\$99.00 82.00 92.00 91.50 59.00 88.00	\$105.00 86.50 98.00 93.50 63.50 101.00	\$101.00 80.00 84.00 90.00 57.00 89.00	\$84.50 69.00 87.50 - 49.00 79.50	\$92.00 80.00 83.50 87.00 52.00 83.50	\$87.00 75.50 75.50 78.50 - -	\$97.50 76.50 91.00 97.50 63.50 89.00	\$94.00 98.50 50.00	\$98.00 89.00 96.50 97.50 58.00 88.00	\$92.00 - 63.50
Women									ļ										
Billers, machine: Billing machine	59.00	61.50 60.00	66.50 68.00	61.50 64.50	62.50	58.50	60.00	56.50	60.00	68.50	68.50	61.00	:	62.50	-	68.50 74.50	67.00 -	81.00	:
Class A	70.00 61.00	77.00 65.00	76.50 68.50	69.50 61.00	76.50 64.00	68.00 62.00	72.50 61.00	68.00 61.50	65.00 63.50	80.00 71.50	79.50 68.50	78.00 63.50	60.50	72.50 62.50	65.50	82.50 76.50	77.50 64.50	83.50 74.50	67.50
Accounting, class A	70.50 60.50 59.50 50.50 58.50 62.00	79.50 62.50 69.00 56.50 67.50 72.50	83.00 67.00 73.00 58.50 65.50 75.50	77.50 60.00 64.00 53.50 58.50 66.50	76.50 62.50 58.00 61.50 56.50 64.00	76.00 67.00 57.50 50.50 67.50	82.50 65.00 63.00 59.50 65.50 66.00	72.50 59.00 56.50 49.50 58.50 62.50	74.50 57.50 63.50 62.00	86.50 71.50 69.50 59.00 72.50 76.50	88.00 74.00 70.00 62.00 69.00 79.00	82.50 67.00 68.00 62.50 57.50 67.50	73.50 59.00 58.00 49.50 63.00 64.00	80.00 61.00 62.50 51.50 61.50 62.00	79.00 62.00 - 68.00	85.50 72.00 74.50 66.00 75.00 78.50	81.50 67.50 56.50 71.00	86.50 77.00 76.50 64.50 79.00 81.00	86.00 72.00 66.00 68.00 75.00
Comptometer operators Duplicating-machine operators (mimeograph or ditto) Key-punch operators Office girls Secretaries Stenographers, technical	63.50 53.00 59.50 56.00 74.50 64.00 64.00	68.50 68.00 53.50 83.50 70.50 70.00	71.00 61.00 67.00 51.00 89.00 72.50 84.50	64.00 59.00 63.00 50.00 81.50 67.00 74.50	75.00 73.50 81.00 70.00	67.50 65.50 66.50 82.00 72.00	68.50 66.00 56.00 80.00 73.50	66.00 - 64.00 47.50 67.50 63.50 -	67.50 74.50 79.50 65.50	75.50 62.50 71.00 59.50 88.50 75.00 86.00	74, 50 69, 00 75, 00 60, 50 92, 50 77, 50 82, 50	65.50 64.00 66.50 54.00 85.50 68.00	64.00 58.00 46.50 76.00 62.00	64.00 57.00 62.00 50.50 82.00 65.00 71.00	65.00 68.00 81.50 70.00	79.00 71.00 75.50 59.50 87.50 78.00 89.50	70.00 60.50 55.00 79.50 70.50	74.00 67.50 72.00 61.00 90.50 78.00	70.00 67.50 62.50 86.00 72.00
Switchboard operators	66.50 61.00 71.00	71.50 63.00 72.50	72.50 67.00 75.00	68.50 59.50 74.50	73.50 56.00	68.50 58.00	67.00	57.50	- 56.00 -	74.50	69.50 86.50	74.00 64.00 76.50	59.00 -	59.50 59.50 75.50	58.00	78.50 71.00 86.50	- 65.00	79.00 69.00 82.50	65,50
Transcribing-machine operators, general Typists, class A Typists, class B	63.50 57.00 54.00	64.50 66.00 58.50	70.00 73.00 62.50	59.00 67.00 54.50	59.00 69.00 56.00	64.50 66.00 61.00	56.00 63.00 59.00	54.50 60.00 51.00	62.00 52.00	70.50 72.00 63.00	71.00 76.00 66.50	62.00 70.50 59.00	58.50 58.50 54.00	60.50 65.00 57.00	65.00 61.50 55.50	65.00 75.00 67.00	64.00 71.00 60.50	72.50 76.50 65.50	- 68.50 61.50
Frofessional and technical																			
<u>Men</u> Draftsmen, leader Draftsmen, senior Draftsmen, junior Tracers	150.50 104.50 79.00	127.00 107.00 82.50	158.50 114.50 77.00	149.50 104.00 82.50 59.50	105.00 80.00	135.50 108.50 78.50 69.00	102.00 91.00 74.00	109.50 69.00	110.00 73.50	136.50 117.00 84.50 69.50	141.00 117.50 90.00 84.00	136.50 110.00 85.50 66.50	101.50 80.50 61.00	143.50 113.00 83.00	122.50 98.50 75.50	141.50 109.50 82.50 -	106.50 88.50	123.00 110.00 87.00	95.50 72.00
<u>Women</u> Nurses, industrial (registered)	76.50	84.50	92.50	83.00	89.00	87.00	82.50	-	83.00	89.00	92.00	83. 50	82.50	80.50	83.00	94.00	79.00	90.00	90.00

(Average weekly earnings¹ for selected occupations studied in manufacturing, winter 1957-58)

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

Table A-3. Office occupations-nonmanufacturing

(Average weekly earnings 1	for selected	occupations	studied in	nonmanufacturing,	winter	1937-58)

	r	Northeast South																	
	L	North	east		L	·····	South				1	lorth Cen	tral	.			√est		
Sex, occupation, and grade	Boston ²	Newark- Jersey City ²	New York City ²	Phila- delphia ²	Atlanta	Balti- more	Dallas	Memphis ²	New Orleans	Chicago ²	Cleve- land ²	Milwau- kee	Minne- apolis- St. Paul	St. Louis ²	Denver	Los Angeles- Long Beach ²	Portland	San Fran- cisco- Oakland ²	Seattle ²
Office clerical							[}								
Men				1	1														
			1	}					1		}	1]				
Accounting close A	*** **	e 02 60		#07 00	e 07 00					A 04 20					0 02 20				1 an
Accounting, class B	61 50	87 00	67 50	64 00	69 00	00 50	46 00	\$61.50	00.5U	390.50	394.00	\$90.00	\$ 92.00	\$ 80.50	\$ 87.50	391.50	12 100.20	\$90.50	\$93.50
Order	80.00	83.50	79.00	82.00	74.50	81.00	73.50	66.00	65.50	95 50	92 50	82 50	82 50	78.00	71 00	91 50	87 50	89 00	86 00
Payroll	-	-	77.50	81.50	84.00	-	79.00	-	80.00	91.00		02.50	02.50	-		96.00	-	86.00	-
Office boys	47.50	53.50	52.00	47.50	49.00	46.50	47.50	43.00	44.00	56.50	62.00	54.00	49.00	48.00	50.00	57.00	58.50	58.00	51.00
Tabulating-machine operators	69.50	76.00	75.00	70.00	72.00	74.50	70.50	78.00	74.50	83.00	87.50	79.00	74.50	83.00	77.00	87.00	97.50	83.50	87.50
Women																			
Billers, machine:		1	1						1					1					1
Billing machine	64.00	64.00	66.00	60.50	56.50	i _	60.50	52.50	50.50	68.50	62.50	54.00	55.00	61.00	61.00	67.00	61.50	72.00	60.00
Bookkeeping machine	50.00	55.00	68.50	54.50	-	49.50	56.00	45.50	47.00	63.00	-	58.50	61.50	-	53.50	68.50	55.50	60.00	68.50
Bookkeeping-machine operators:		1																	1
Class A	60.00	65.00	73.50	63.00	60.50	62.50	65.50	68.00	60.00	80.50	77.50	-	67.50	62.00	70.50	81.00	- 1	78.00	72.50
Class B	54.00	55.50	63.00	56.00	58.00	49.50	53.50	50.50	51.00	67.00	63.00	58.00	55.00	53.50	55.50	59.50	59.00	59.50	57.50
Clerks;	/			1 /			1 10 00											1	
Accounting, class A	67.50	73.50	80.00	69.50	74.00	68.00	68.00	66.00	74.00	82.50	77.50	79.50	73.00	73.50	70.50	82.50	77.50	78.50	71.00
File class A	59.50	60.50	64.00	57.00	50.00	55.50	58.00	53.50	55.00	00.50	64.00	60.00	57.00	57.00	59.50	68.50	67.00	00.50	61.00
File, class B	46.00	49.00	53.00	46 00	47 00	45 00	45 50	46 00	45 50	54 50	34 00	a	48 50	49.50	50.50	62 00	48 50	34 50	49 60
Order	58.00	61.00	66.00	51.00	56.00	52.00	54.00	52.50	55 00	65 50	65 50	58.00	57.50	57.50	55.50	76.50	63.00	75.00	65.00
Payroll	63.50	68.50	73.50	62.00	64.50	64.00	64.00	55.50	57.00	76.50	70.50	66.50	67.00	71.00	66.00	79.00	70.00	80.00	68.50
Comptometer operators	56.00	67.00	68.00	61.00	61.50	51.50	59.50	51.00	56.00	70.00	67.50	58.00	62.00	63.00	59.50	74.50	66.00	71.00	63.00
Duplicating-machine operators	}																		
(mimeograph or ditto)	•	-	57.00	- 1	50.30	47.00	- 1	-	-	65.00	-		-	58.00	- 1	61.50	-	64.30	54.00
Key-punch operators	56.00	60.50	62.50	58.00	57.50	55.00	56.00	56.00	56.00	68.50	64.00	58.50	54.50	62.50	58.00	72.50	70.00	67.00	63.50
Office girls	45.00	53.50	51.00	45.00	47.50	45.00	44.50	44.00	40.00	55.00	54.50	47.50	46.50	51.00	47.00	56.00	47.50	54.50	50.00
Secretaries	70.50	82.00	83.50	74.50	76.50	71.50	75.50	65.50	75.50	85.50	85.00	80.50	73.00	75.50	78.50	86.00	81.00	82.00	77.50
Stenographers, general	59.50	65.00	07.50	61.50	64.50	57.00	62.00	55.50	61.00	73.00	69.00	63.00	62.00	62.00	65.00	72.50	68.50	72.00	66.00
Switchboard operators	56.50	62.00	66.50	57.50	53.00	52.50	50 50	41 50	45.50	66 00	62 00	56.50	58.00	55 50	54.00	66.50	60.50	67.00	62.00
Switchboard operator-receptionists	57.00	64.50	66.20	57.50	58.50	57.00	61.00	54.00	57.00	69.00	65.50	57.00	56.00	58.50	60.50	69.50	63.00	67.00	63.00
Tabulating-machine operators	59.50	66.00	72.00	61.00	60.00	62.00	66.50		-	76.50	-	69.00	64.50	74.00	68.00	85.00	-	79.50	68.50
Transcribing-machine operators,		1	I																
general	56.00	61.50	69.00	58.50	58.00	57.50	55.50	54.00	60.00	69.50	65.50	60.00	58.50	59.50	57.50	67.00	62.50	68.00	61.00
Typists, class A	60.00	62.50	65.00	58.00	58.00	58.00	58.00	56.50	55.50	70.00	67.00	59.50	59.50	60.50	58.50	67.00	62.50	67.50	61.00
Typists, class D	50.00	54.00	\$7.50	51.00	49.50	47.50	49.50	45.50	49.50	60.00	59.00	53.50	51.50	50.50	52.50	57.50	55.50	50.00	32.00
Professional and technical																	ŀ		1
Men																l			
Draftsmen, senior	110.50	111.00	134.50	110.50	107.00	102.50	95.50	- 1	107.50	126.50	-	-	101.50	109.50	- 1	122.50	102.00	104.50	107.00
Draftsmen, junior	80.50	74.50	88.50	77.50	75.00	69.00	75.00	- 1	-	94.00	-	-	78.50	88.00	88.50	100.50	-	81.50	-
Women																			
Nurses industrial (registered)	75.00	Ι.	88.50	78.50	.					88.50	Ι.			.	-	89.50	-	-	
			00.50	1.0.30		-		_	_					-		0,			

Earnings relate to standard salaries that are paid for standard work schedules.
 Exceptions to the standard industry limitations are shown in footnotes 4 and/or 7 to the table in appendix B.

Table A-4. Office occupations-public utilities †

		North	east				South					forth Cen	tral				Nest		
Sex, occupation, and grade	Boston ²	Newark- Jersey City	New York City ²	Phila- delphia	Atlanta	Balti- more	Dallas	Memphis ²	New Orleans	Chicago ²	Cleve- land ²	Milwau- kee	Minne- apolis- St. Paul	St. Louis	Denver	Los Angeles- Long Beach ²	Portland	San Fran- cisco- Oakland ²	Seattle ²
Office clerical <u>Men</u> Clerks, accounting, class A <u>Clerks</u> , accounting, class B <u>Clerks</u> , accounting, accounting, accounting, accounting, accounting, accounting, accounting, accounting,	\$90.50 45.00	\$89.00 - - -	\$ 101.00 80.00 53.00 89.50	\$ 101.00 80.50 46.50	\$ 102.50 80.00 78.50	- - -	\$90.00 70.50 75.00	-	\$ 84.00 65.50 44.50	\$ 102.00 64.50 89.50	\$99.50 - - -	\$ 102.50	\$ 101.00 69.00 - -	\$ 85,50 - -	\$ 85.00	\$90.00 - 87.00	\$ 103.00 - - -	\$ 97.50 83.50 60.50 88.50	\$ 89.50 - -
Billers, machine (billing machine) Clerks: Accounting, class A Accounting, class B File, class B Payroll Comptometer operators Key-punch operators Secretaries Stenographers, general Switchboard operators Switchboard operators Switchboard operators Tabulating-machine operators Typists, class A Typists, class B	71.00 62.00 48.50 66.00 62.00 85.50 64.50 67.00 	64.50 84.00 62.50 - - 87.00 63.00 66.00 63.00 64.00 63.00 64.00 59.00	91.00 74.00 58.00 74.00 64.50 49.00 70.00 70.00 71.50 67.00 62.00	83.00 74.00 57.00 58.50 99.50 66.00 70.50 65.00 63.50 56.50	84.00 61.50 52.50 70.00 65.50 66.00 91.50 68.00 71.00 59.00	\$ 70.00 57.00 62.50 56.00 55.00	82.50 68.00 53.50 69.00 66.00 47.00 84.00 64.00 73.50 60.00 52.50	- - - - - - - - - - - - - - - - - -	76.00 60.00 57.50 77.50 58.00 57.00 60.00 56.00 55.00	74.50 87.50 69.50 59.50 74.00 72.50 72.00 76.00 76.00 76.50 60.00	65.00 59.50 68.50 95.00 71.50 70.00 67.50 65.50	68.00 55.50 69.00 62.50 92.50 69.50 65.50 	56.50 75.50 63.00 51.00 69.50 58.00 74.50 68.50 72.00 58.00 68.50	83.50 63.50 54.50 72.00 85.00 70.00 64.00 85.50 60.50	61.50 62.50 52.00 67.50 59.50 87.00 69.00 68.50	83.50 73.00 68.50 83.00 70.00 76.50 61.50 93.00 77.50 76.00 81.00 81.00 67.00	- 77.50 75.00 67.50 90.00 72.00 71.50 - - 65.50 62.00	74.00 79.50 72.00 65.50 84.50 79.00 75.00 75.00 86.50 71.50 81.00 84.50 73.00 63.50	65.00 75.50 65.50 58.00 70.50 70.00 85.50 70.00 66.00 62.50 57.00
Professional and technical <u>Men</u> Draftsmen, senior Draftsmen, junior		-	119.00 73.50		108.06 69.50	-	82.50	-		12 0. 00 99. 00	-		-	-	83.00	114.50	102.50	-	-

(Average weekly earnings ¹ for selected occupations studied in transportation, communication, and other public utilities, winter 1957-58)

Earni...s : clate to standard salaries that are paid for standard work schedules.
 l or more utilities are municipally operated, and, therefore, excluded from the scope of the studies. See footnote 4 to the table in appendix B.
 † Transportation (excluding railroads), communication, and other public utilities.

Table A-5. Office occupations-wholesale trade

		No	rtheast		So	uth	1	North	Central		W e	est
Sex, occupation, and grade	Boston	Newark- Jersey City	New York City	Phila- delphia	Atlanta	Balti- more	Chicago	Cleve- land	Minne- apolis- St. Paul	St. Louis	Los Angeles- Long Beach	San Fran- cisco- Oakland
Office clerical												
Men												
Clerks: Accounting, class A Accounting, class B Order Office boys Tabulating-machine operators	\$83.50 69.50 80.50 53.00	\$ 107.50 - 84.00 47.50 -	\$91.50 73.00 79.00 54.00 81.00	\$96.00 67.00 81.50 51.00 76.00	\$ 85.50 69.00 75.06 52.06 79.00	\$97.00 84.00	\$97.00 73.50 97.00 57.50 86.00	\$91.50 94.00	\$84.00 69.56 81.50 53.50	\$ 93.00 80.00 51.00	\$90.50 91.00 39.30 85.50	\$93.00 88.50 94.00
women Billers, machine (billing machine) Bookkeeping-machine operators:	69.50	-	69.00	-	65.50	-	68.50	-	55.50	-	75.50	-
Class B	62.50	59.00	73.50	67.50	67.50	-	81.50 66.00	68.00	73.00 57.50	62.00	83.50	79.50 67.50
Accounting, class A Accounting, class B File, class A File, class B Order	75.50 59.00 49.50 63.50	68.00 48.00 64.00	82.50 69.50 66.50 56.00 67.00	79.50 65.50 73.00 51.00	75.00 60.50 62.00 53.50 57.50	63.C0 53.00	85.00 71.00 71.00 59.00 72.00	76.50 69.50 56.50 74.00	72.50 57.50 53.50 71.50	76.00 61.00 53.00	79.50 71.00 77.00 58.50 84.00	80.00 71.50 59.00 89.50
Payroll Comptometer operators Key-punch operators Office girls Secretaries Stengraphers, general Suitchboard operators	74.50 61.50 63.50 -74.50 67.50 63.50	72.50 65.50 78.50 69.00	81.50 68.30 67.00 	82.50 66.50 60.00 - 78.50 66.50 68.00	69.00 63.50 61.50 78.00 68.30	68.00 67.00 72.50 76.00	76.50 76.00 68.50 55.00 88.00 73.50 74.00	77.00 67.50 68.50 	74.50 62.00 59.00 49.50 77.50 65.00	75.50 63.00 69.00 77.50 63.50	83.50 77.00 77.00 58.50 85.00 75.00 73.00	86.00 71.50 72.50 88.00 75.50 69.50
Switchboard operator- receptionists Transcribing-machine operators, general Typists, class A	62.50 63.00 72.00	67.00	68.00 72.00 69.00	57.00 65.50 68.50	60.50 66.50 64.50	57.50	68.00 70.50 76.50	68.00 65.50 73.00	57.50 61.00 63.00	58.00	71.50 69.50 72.50	67.00 69.00 69.00
Typists, class B	55.00	60.00	62.50	54.50	54.50	54.00	62.50	59.50	54.00	53.50	64.50	61.00

(Average weekly earnings ¹ for selected occupations studied in wholesale trade, winter 1957-58)

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

Table A-6. Office occupations-retail trade

		Nort	heast			Sou	ith		Nort	h Central		W	est	
Sex, occupation, and grade	Boston	Newark- Jersey City	New York City ²	Phila- delphia ²	Atlanta	Balti- more	Dallas	New Orleans	Chicago	Minne- apolis- St. Paul	Denver	Portland	San Fran- cisco- Oakland	Seattle
Office clerical <u>Men</u> Clerks, accounting, class A <u>Women</u>	-	-	\$85.00	-	\$85.50	-	\$84.00	\$78.00	\$98. 00	\$90.50	-	-	-	-
Billers, machine: Billing machine Bookkeeping machine operators, class B Clerks: Accounting, class A Accounting, class B Order Payroll Comptometer operators Coffice girls Stenographers, general Switchboard operators Switchboard operators Typists, class B Typists, class B	\$ 49.00 52.00 64.00 51.50 44.50 48.00 57.50 54.00 53.00 54.00 55.50 55.00 50.50 49.00	\$64.50 53.00 63.00 61.00 74.00 55.50 	65.50 66.50 78.50 59.00 51.00 68.50 66.00 58.00 	\$ 53. 50 58. 00 69. 50 55. 50 42. 00 49. 00 59. 00 58. 50 60. 00 74. 00 59. 50 51. 50	49.50 55.50 70.00 53.00 44.50 51.50 59.00 60.00 51.50 57.50 50.50 50.00 48.00	\$ 48. 50 49. 50 61. 00 53. 00 41. 00 47. 50 60. 00 60. 00 	55.00 53.00 65.50 55.00 40.00 46.00 58.50 58.50 42.50 72.00 56.50 45.50 53.50 60.50 49.50	47.00 47.50 67.00 52.50 42.00 47.50 56.00 50.50 54.00 53.50 53.50 44.00 	65.50 82.50 64.50 54.00 56.50 69.50 66.00 54.50 83.00 69.00 62.50 71.00 58.50	53.00 57.50 75.50 53.00 47.50 51.00 61.50 61.00 72.50 60.50 52.50 54.50 52.00	\$55, 50 65, 00 55, 50 61, 50 61, 50 54, 50 45, 50 56, 50 56, 50 55, 00 49, 50	\$61.50 64.00 64.00 62.50 71.00 52.50	\$ 67.00 70.50 79.50 67.00 58.00 65.00 73.50 70.00 68.00 80.00 68.00 68.00 60.50	\$56.00 63.50 65.00 58.00 58.00 68.00 64.00 72.50 63.00 64.50 58.50

(Average weekly earnings ¹ for selected occupations studied in retail trade, winter 1957-58)

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

		Nort	heast			South			North Centr	al		West	
Sex, occupation, and grade	Boston	Newark- Jersey City	New York City	Phila- delphia	Atlanta	Balti- more	Dallas	Chicago	Cleve- land	Minne- apolis- St. Paul	St. Louis	Los Angeles- Long Beach	San Fran- cisco- Oakland
Office clerical <u>Men</u>													
Clerks, accounting, class A Clerks, accounting, class B Office boys Tabulating-machine operators	\$71.00 54.00 47.00 65.00	\$54.00	\$86.50 62.50 51.50 71.00	\$88.50 56.00 47.50 65.50	\$80.00 63.00 45.50 64.50	\$81.50 46.50 65.00	\$87.50 46.00 69.50	\$92.00 75.50 56.00 78.50	- \$63.00 -	\$45.50 72.00	\$ 77. 50 46. 00	\$84.00 53.00 83.00	\$82.50 57.00 78.50
Women													
Bookkeeping-machine operators: Class A	59.00 51.00 52.00 55.00 45.50 60.50 53.50 45.50 68.50 57.00 57.00 57.00 54.00 54.00 54.00 54.00	54.00 68.00 59.00 57.00 47.00 71.50 60.50 51.00 60.50 60.00 61.50 60.00 63.50 59.50 59.50 51.00	73.50 61.00 64.50 51.50 76.00 67.50 61.00 53.50 83.50 65.50 67.00 62.50 73.00 67.00 62.50 73.00	62.50 53.00 66.50 52.50 56.50 45.50 59.00 	55.00 66.00 50.00 54.50 59.50 51.50 47.00 71.50 58.50 59.50 53.00 59.00 55.00 55.00 55.00 55.00	48.50 67.00 50.00 54.50 43.00 53.50 43.00 70.00 54.00 54.00 55.00 56.00 54.00 54.00 54.00	67.00 49.50 59.50 53.00 44.00 61.00 56.00 51.50 44.00 74.50 60.00 59.50 60.50 53.00 55.00 53.00	79.00 67.00 63.50 65.50 53.00 81.50 64.50 55.00 84.00 70.50 70.50 67.50 68.00 68.00 68.00 68.00	61.00 62.50 53.00 59.50 60.50 81.50 65.00 64.00	52.00 69.50 56.00 46.50 61.00 52.50 44.00 73.50 57.50 59.00 56.50 62.50 56.00 53.50 49.50	55.50 50.00 67.50 49.50 57.00 46.50 	57.50 75.50 61.00 59.50 49.50 78.00 64.50 52.50 82.50 70.00 65.50 63.00 81.50 63.50 64.00 55.50	57.50 71.50 61.50 69.00 51.00 77.50 52.50 52.50 66.00 69.50 66.00 62.50 74.50 67.00 65.50
Typists, class B	49.50	51.00	55.50	49.00	47.50	46.00	47.50	59.00	58.00	49.50	46.50	55.50	56.50

(Average weekly earnings 1 for selected occupations studied in finance, insurance, and real estate, winter 1957-58)

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

		Northeast	<u>.</u>	North Central	West
Sex, occupation, and grade	Boston	New York City	Phila- delphia	Chicago	Los Angeles- Long Beach ²
Office clerical <u>Men</u>	A44 50	450.00		***	A T(00
Unice boys	\$44. 50	\$50.00	\$45.00	\$55.00	\$20.00
Women					
Bookkeeping-machine operators, class B	-	70.00	-	71.50	66.50
Accounting, class A Accounting, class B File, class B Payroll Comptometer operators Secretaries Stenographers, general Switchboard operator-receptionists Switchboard operator-receptionists Typists, class B	71.50 60.00 48.50 65.50 	78.50 63.00 55.00 74.50 81.00 69.50 64.00 64.00 67.50 61.00	6.00 46.00 - 69.00 62.00 48.00 55.50 59.00 53.50	81.00 68.00 55.00 79.00 71.50 86.00 75.50 58.50 72.00 73.00 63.00	81.50 67.00 52.50 74.00 64.00 84.00 70.00 56.50 64.00 70.00 59.50

(Average weekly earnings¹ for selected occupations studied in services, winter 1957-58)

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

Table A-9. Plant occupations-all industries

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(Average hourly earnings ¹ for selected occupations studied in 6 broad industry divisions, winter 1957-58)

		North	east				South				1	North Cen	tral				West		
Occupation ²	Boston ³	Newark- Jersey City ³	New York City ³	Phila- delphia ³	Atlanta	Balti- more	Dallas	Memphis ³	New Orleans	Chicago ³	Cleve- land ³	Milwau- kee	Minne- apolis- St. Paul	St. Louis ³	Denver	Los Angeles- Long Beach ³	Portland	San Fran- cisco- Oakland ³	Seattle ³
Maintenance and powerplant																			
Carpenters Electricians Engineers, stationary Firemen, stationary boiler Helpers, trades Machine-tool operators.	\$2.32 2.44 2.36 2.00 1.90	\$2.66 2.78 2.83 2.25 2.07	\$2.47 2.52 2.66 2.09 2.02	\$2.60 2.61 2.24 2.09 2.18	\$2.21 2.56 1.98 1.58 1.69	\$2.34 2.51 2.29 2.06 1.96	\$2.25 2.28 1.91 1.72 1.58	\$2.13 2.41 2.15 1.28 1.52	\$2.19 2.54 1.92 1.56 1.79	\$2.83 2.90 2.86 2.28 2.27	\$2.69 2.78 2.67 2.34 2.27	\$2.63 2.80 2.62 2.28 2.08	\$2.72 2.77 2.51 2.26 2.14	\$2.63 2.77 2.64 2.40 2.30	\$2.53 2.56 2.37 1.95 1.91	\$2.65 2.81 2.73 2.40 2.28	\$2.79 2.84 2.62 2.27 2.14	\$2.80 2.90 2.72 2.49 2.33	\$2.49 2.62 2.44 2.13 2.04
toolroom Machinists Mechanics Mechanics Mechanics, automotive Millwrights Oilers Painters	2.37 2.44 2.24 2.18 2.31 1.89 2.08	2.63 2.72 2.64 2.37 2.66 2.24 2.46	2.58 2.70 2.54 2.41 2.55 2.09 2.23	2.49 2.64 2.50 2.45 2.51 1.95 2.36	- 2.45 2.12 2.15 2.64 1.59 2.19	2.50 2.70 2.53 2.24 2.50 2.07 2.17	2.38 2.21 2.06 2.32 1.85 2.05	2.50 2.21 2.19 2.49 1.97 2.01	2.52 2.42 2.20 1.81	2.73 2.89 2.63 2.71 2.76 2.24 2.90	2.72 2.73 2.64 2.60 2.71 2.29 2.52	2.68 2.89 2.59 2.56 2.65 2.34 2.64	2.38 2.69 2.39 2.42 2.62 2.15 2.77	2.62 2.82 2.54 2.46 2.73 2.27 2.62	2.51 2.52 2.41 2.06	2.71 2.80 2.61 2.61 2.75 2.15 2.55	2.70 2.76 2.71 2.55 2.74 2.19 2.78	2.82 2.86 2.82 2.75 3.07 2.26 2.72	2.61 2.55 2.56 2.44 2.14 2.14
Pipefitters Plumbers Sheet-metal workers Tool and die makers Custodiel, worehousing, and shipping	2.39 2.30 2.43 2.62	2.77 2.94 2.69 2.76	2.53 2.26 2.57 2.78	2.66 2.42 2.55 2.72	2.71	2.58	2.24	2.68	2.38	2.87 2.99 2.83 3.05	2.73	2.72	2.79	2.76	2.62	2.79 2.69 2.79 2.88	2.73	2.85 2.78 3.15	2.45
Elevator operators. passenger (men) Elevator operators. passenger (women)	1.21	1.52	1.69	1.53	60	1.00	.93 .86	. 72 .66	.83	2.01	1.33	1.80	1.47	1.22	-	1.45 1.42	-	1.71 1.83	-
Janitors, porters, and cleaners (men) Janitors, porters, and	1.50	1.74	1.62	1.58	1.20	1.45	1.22	1.20	1.04	1.76	1.81	1,80	1.65	1.58	1,48	1.74	1.69	1.90	1.66
cleaners (women) Laborers, material handling Order fillers Packers, shipping (men) Packers, shipping (women) Receiving clerks Shipping clerks	1.26 1.67 1.75 1.67 1.39 1.80 1.88 1.86	1.38 2.09 2.05 1.84 1.44 2.05 2.21 2.18	1.46 1.88 1.89 1.66 1.55 1.94 2.13 2.06	1.21 1.83 1.97 1.73 1.40 1.87 2.13 2.12	.83 1.52 1.51 1.45 1.32 1.66 1.83 2.00	1.05 1.79 1.62 1.68 1.16 1.84 1.93 1.89	.88 1.42 1.51 1.40 - 1.82 1.78 1.81	.89 1.38 1.37 1.45 1.11 1.55 1.71 1.70	.74 1.39 1.41 1.31 .98 1.56 1.58 1.75	1.56 1.96 1.99 1.88 1.68 2.11 2.21 2.10	1.38 2.14 2.11 2.11 1.61 2.17 2.23 2.18	1.44 2.10 2.09 2.09 1.73 2.13 2.19 2.33	1.37 2.03 1.96 1.95 1.47 2.10 2.20 2.16	1.26 1.91 1.92 1.86 1.58 2.06 2.11 2.04	1.36 1.90 1.83 1.64 1.40 1.78 1.86 2.03	1.49 2.09 2.12 2.03 1.85 2.21 2.23 2.24	1.48 2.09 2.03 1.98 2.08 2.25 2.13	1.81 2.19 2.23 2.15 1.65 2.30 2.36 2.42	1.57 2.02 2.05 1.96 1.70 1.91 2.11 2.12
Truckdrivers Light (under 1½ tons) Medium (1½ to and including 4 tons)	2.09 1.82 1.96	2.58 2.07 2.65	2.56 2.13 2.54	2.36 2.10 2.34	1.93 1.39 1.96	2.03 1.01 1.94	1.77 1.52 1.90	1.74 1.14 1.67	1.61 1.39 1.55	2.52 2.47 2.46	2.48 2.10 2.49	2.45 2.34 2.28	2.29 2.28 2.28	2.36 2.18 2.36	2.04 1.86 2.06	2.36 2.14 2.33	2.26 2.07 2.21	2.50 2.46 2.50	2.32 2.14 2.24
Heavy (over 4 tons, trailer type) Heavy (over 4 tons, other than trailer type) Truckers, power (forklift)	2.28	2.66 2.43 2.20	2.44	2.47 2.37 2.03	2.28	2.23 2.01 2.12	1.69	1.81	1.53 2.00 1.70	2.59 2.58 2.21	2.49	2.58 2.44 2.25	2.33	2.39	2.20 2.00 1.99	2,44 2,45 2,24	2.34 2.28 2.17	2,58 2,50 2,28	2.41 2.37 2.10
Truckers, power (other than forklift) Watchmen	2.01	1.97	2.27	1.91	1.28	2.24	1.89	1.75	1,58	2.18	2.55	2.18 1.60	2.14	2.02	1.48	2.22	2.24	2.55	2.11

Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
 Data limited to men workers except where otherwise indicated.
 Exceptions to the standard industry limitations are shown in footnotes 4 and/or 7 to the table in appendix B.
 Includes all drivers, regardless of size and type of truck operated.

Table A-10. Plant occupations-manufacturing

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(Average hourly earnings	¹ for selected occupations	studied in manufacturing,	winter 1957-58)
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Northeast						South						North Cen	tral		west					
Occupation ²	Boston	Newark- Jersey City	New York City	Phila- delphia	Atlanta	Balti- more	Dallas	Memphis	New Orleans	Chicago	Cleve~ land	Milwau- kee	Minne- apolis- St. Paul	St. Louis	Denver	Los Angeles- Long Beach	Portland	San Fran- cisco- Oakland	Seattle	
Kaintenance and powerplant																				
Carpenters Electricians Firemen, stationary Firemen, stationary boiler Helpers, trades Machine-tool operators, toolroom Machanics Mechanics Mechanics, automotive Millwrights Oilers Painters Pipefitters Sheet-metal workers Tool and die makers Custodial, warehousing, and shipping Guards Janitors, porters, and cleaners (men) Janitors, porters, and cleaners (men) Custodialrers Order fillers Packers, shipping (men) Packers, shipping (men) Packers, shipping (men) Shipping and receiving clerks Shipping and receiving clerks Truckdrivers ^ Light (under 1 ½ tons) Medium (1½ to and including Heavy (over 4 tons, trailer type)	\$2.27 2.48 2.45 2.03 1.92 2.37 2.45 2.22 2.44 2.31 2.31 2.45 2.63 1.87 1.64 1.83 1.64 1.83 1.64 1.83 1.64 1.88 2.24 2.45 2.63 2.45 2.63 2.45 2.63 2.45 2.63 2.45 2.63 2.45 2.63 2.45 2.63 2.45 2.63 2.45 2.63 2.45 2.63 2.45 2.63 2.45 2.63 2.45 2.63 2.45 2.63 2.45 2.63 2.64 2.63 2.64 2.63 2.64 2.64 2.64 2.64 2.65 2.64 2.65 2.64 2.65 2.64 2.65 2.64 2.65 2.65 2.65 2.65 2.65 2.65 2.65 2.65	\$ 2.56 2.73 2.87 2.27 2.03 2.63 2.71 2.65 2.64 2.64 2.64 2.64 2.64 2.67 2.75 2.03 1.83 1.64 2.13 1.95 1.86 1.55 2.04 2.13 2.24 2.24 2.24 3.08 3.02 2.46	\$2.52 2.69 2.91 2.41 2.01 2.58 2.69 2.57 2.47 2.60 2.57 2.54 2.58 2.78 1.97 1.64 1.54 2.58 2.78 1.97 1.64 1.59 2.01 2.17 2.03 2.79 2.12 2.79 2.57 3.06	\$2.57 2.62 2.32 2.13 2.24 2.62 2.50 2.50 2.51 2.51 2.56 2.56 2.56 2.72 2.00 1.71 1.42 2.83 1.81 1.77 1.70 1.98 2.13 1.83 2.29 2.34 2.36 2.34	\$2.20 3.60 2.50 1.60 1.91 2.42 2.06 2.49 2.151 1.50 1.50 1.50 1.50 1.34 2.03 -	\$2.40 2.54 2.39 2.08 1.99 2.50 2.71 2.50 2.57 2.57 2.57 2.57 2.57 2.57 2.57 2.57	\$2.30 2.41 2.22 1.79 1.65 2.24 2.24 2.24 2.54 1.91 1.47 1.25 1.50 1.78 1.51 1.51 1.56 1.84 -	\$ 1.97 2.51 2.34 1.27 1.38 - 2.50 2.23 2.04 2.49 2.28 2.68 2.28 2.68 - 2.77 2.02 1.42 1.25 1.55 1.55 1.55 1.57 1.76 -	\$2.21 2.57 1.89 1.65 1.82 2.42 2.08 1.84 2.32 2.35 - - 1.95 1.43 1.23 1.24 1.31 - 1.71 1.68 1.71 1.62 1.32 1.57 1.64	\$2.62 2.85 2.78 2.20 2.26 2.73 2.88 2.62 2.76 2.76 2.62 2.83 3.05 2.06 1.81 1.64 1.92 1.98 1.95 2.10 2.10 2.10 2.10 2.10 2.56 2.41 2.52	\$2.61 2.78 2.76 2.35 2.35 2.71 2.63 2.71 2.63 2.71 2.60 2.73 2.68 2.89 2.22 1.93 1.74 2.09 2.16 2.15 1.64 2.23 2.28 2.28 2.28 2.28 2.28 2.28 2.51	\$2.61 2.66 2.68 2.31 2.04 2.68 2.69 2.69 2.68 2.65 2.34 2.63 2.76 3.02 2.05 1.90 1.72 2.10 1.95 2.10 1.95 2.10 1.79 2.11 2.31 2.21 2.21 2.21 2.21 2.21 2.21	\$2.64 2.72 2.52 2.28 2.09 2.38 2.68 2.38 2.60 2.62 2.62 2.63 2.63 2.81 2.05 1.79 1.60 1.98 1.98 1.98 1.98 1.98 1.98 2.21 2.21 2.21 2.38 2.27 -	\$2.62 2.76 2.71 2.38 2.31 2.62 2.52 2.54 2.73 2.62 2.73 2.62 2.74 2.89 2.08 1.73 1.50 1.89 1.87 1.88 1.59 2.04 2.04 2.04 2.04 2.21 2.55 -	\$ 2. 53 2. 56 2. 51 2. 24 1. 88 - 2. 52 2. 49 - - 2. 06 2. 59 2. 62 - 2. 70 2. 15 1. 72 1. 51 1. 89 1. 93 1. 66 2. 04 1. 92 1. 36 2. 01 1. 80 2. 10 - - -	\$2.60 2.79 2.78 2.51 2.28 2.71 2.79 2.60 2.75 2.75 2.77 2.88 2.77 2.88 2.17 1.90 1.77 2.88 2.17 1.90 1.77 2.26 2.05 2.17 2.26 2.05 2.42 2.53 2.43	\$2.77 2.83 2.63 2.23 2.79 2.74 2.79 2.74 2.79 2.74 2.79 2.74 2.79 2.74 2.83 	\$2.75 2.95 2.94 2.59 2.87 2.87 2.81 3.07 2.25 2.77 2.86 3.15 2.16 2.05 1.92 1.32 2.31 2.30 2.331 2.39 2.331 2.397 2.53 2.59 2.55	\$2.46 2.59 2.41 2.16 2.61 2.57 2.46 2.44 2.44 2.42 2.88 2.03 1.79 - 2.01 2.14 1.98 2.19 2.40 2.40 2.44 2.42 - 2.40 2.44 - 2.45 - 2.46 - 2.44 - 2.88 - - - - - - - - - - - - -	
Truckers, power (forklift) Truckers, power (other than forklift) Watchmen	1.95 2.01 1.58	2.18 1.97 1.68	2.32 2.25 1.63	2.00 1.89 1.68	1.92 1.26	2.13 2.24 1.44	1.77 2.13 1.39	1.68 1.92 1.20	1. 81	2.20 2.17 1.77	2.26 2.55 1.77	2.24 2.18 1.81	2.04 2.15 1.89	2.10 2.01 1.73	1.97 1.50	2.20 2.14 1.91	2.18 2.28 1.87	2.27 2.54 2.01	2.08 2.10 1.87	

Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
 Data limited to men workers except where otherwise indicated.
 Includes all drivers, regardless of size and type of truck operated.

				•	Table /	A-11. J	Plant o	ccupation	isnonn	nanufac	turing								
			(Average	hourly ea	arnings ¹	for sele	cted occu	pations stu	died in n	onmanufa	cturing,	winter l	957-58)						
	<u> </u>	North		T		South			Γ	1	lorth Cen	tral		West					
Occupation ^a	Boston ³	Newark- Jersey City ³	New York City ³	Phila- delphia ³	Atlanta	Balti- more	Dallas	Memphis ³	New Orleans	Chicago ³	Cleve- land ³	Milwau- kee	Minne- apolis- St. Paul	St. Louis ³	Denver	Los Angeles- Long Beach ³	Portland	San Fran- cisco- Oakland ³	Seattle ³
Maintenance and powerplant																			
Carpenters	\$2.43 2.25 2.18 1.94 1.84 - 2.28 2.14 1.87 -	\$3.07 3.17 2.76 2.22 2.20 2.94 2.61 2.28 2.51 3.25	\$2.45 2.40 2.53 1.89 2.04 2.73 2.43 2.40 2.16 2.49 2.22	\$2.69 2.52 2.08 1.92 1.96 - - - 2.48 2.43 2.20 - - 2.32	\$2.21 2.38 1.72 - 1.55 2.79 2.25 2.16 1.95 -	\$2.08 2.21 2.01 1.92 1.79 - 2.35 2.23 1.78 - -	\$2.21 2.05 1.78 1.49 2.10 2.07 1.90	\$2.25 1.88 1.72 1.84 2.21 1.86	\$2.17 2.44 1.95 1.04 1.67 - 2.44 2.24 1.76 -	\$3.18 3.10 2.94 2.47 2.31 3.02 2.67 2.72 3.16 3.18 3.14	\$2.92 2.71 2.49 1.94 - 2.59 2.36 -	\$2.67 2.43 - - 2.51 2.70 -	\$2.83 2.95 2.50 2.21 - - 2.39 2.41 2.78 - -	- - - 2.52 2.44 - -	\$2.54 2.55 2.15 1.48 1.97 - 2.41 - -	\$2.81 2.91 2.64 - 2.23 2.99 2.71 2.61 2.57 -	\$2.84 2.59 - 2.60 2.53 2.57 - -	\$2.91 2.52 2.73 2.75 2.74 2.65	\$2.55 2.81 2.55 - 2.41 2.59 2.58 - -
Custodial, warehousing, and shipping Elevator operators, passenger (men)	1.20	1.45	1.68	1.50	-	. 96	.85	.63	.82	2.01	1,33	-	1.45	1.13	-	1.44	_	1.69	
Elevator operators, passenger (women) Guards Janitors, porters, and	1.10	1.25 1.89	1.55	1.23	.60 1.67	.95 1.67	.85 1.40	.66	.70 1.21	1.25	1.13 2.01	1.14	1.35 1.78	1.15 1.39	1.07	1.40 2.07	1.30	1.81 1.70	1.45 1.80
cleaners (men) Janitors, porters, and cleaners (women)	1.36	1.57	1.61 1.46	1.43	1.02	1.09	1.04	1.00	.94 .72	1.70 1.54	1.47	1.56	1.54	1.29	1.30 1.34	1,61	1.57 1.46	1.82	1.58 1.50
Laborers, material handling Order filters Packers, shipping (men) Packers, shipping (women)	1.70 1.70 1.65 1.36 1.69	2.03 2.11 1.74 1.33 2.08	1.77 1.99 1.69 1.55 1.91	1.84 2.07 1.52 1.27 1.75	1.53 1.52 1.38 1.26 1.57	1.66 1.64 1.46 1.34 1.65	1.34 1.42 1.28 - 1.45	1.37 1.30 1.38 - 1.21	1.38 1.43 1.31 .92 1.47	2.01 1.99 1.77 1.55 2.07	2,21 2.05 1.86 - 2,11	2.10 2.20 2.00 1.51 2.12	2.08 1.96 1.97 1.36 2.04	1.95 1.96 1.83 - 2.00	1.90 1.79 1.59 - 1.70	2.11 2.16 2.03 2.22	2.10 2.01 2.03 -	2.24 2.21 2.10 1.73 2.27	2.03 1.95 1.62 2.00 2.08
Shipping clerks Shipping and receiving clerks Truckfrivers * Light (under 1½ tons) Maduum (1½ to and including	1.81 1.85 2.07 1.58	- 2.12 2.39 -	2.09 2.08 2.44 2.14	2.14 2.22 2.37 1.77	1.70 1.88 2.03 1.37	1.82 1.97 2.01 -	1.56 1.72 1.79 1.52	1.61 1.73 1.77 1.12	1.51 1.79 1.63 1.40	2.09 2.08 2.53 2.40	2.22 2.07 2.50 2.05	2.13	2.19 2.11 2.29	1:98 2.05 2.32 2.13	1:.84 2.11 2.05 1.87	2.31 2.22 2.35 2.21	2.16 2.08 2.25 2.12	2.38 2.45 2.49 2.42	2.02 2.03 2.29 2.11
4 tons) Heavy (over 4 tons, trailer type) Heavy (over 4 tons, other than	1.85 2.30	2.33 2.57	2.37 2.41	2.33 2.49	2.14 2.31	1.94 2.31	1.94 1.61	1.71 1.82	1.54 1.52	2.47	2.52 2.49	2.30 2.59	2.29 2.33	2.24 2.37	2.05 2.20	2.29 2.39	2.20 2.33	2.48 2.57	2.21
trailer type) Truckers, power (forklift) Watchmen	2.14 2.03 1.39	2.42 2.25 1.55	2.72 2.39 1.73	2.38 2.16 1.43	1.56 1.30	2.00 1.19	- 1.58 1.09	1.20 .98	2.01 1.52 1.06	2.59 2.25 1.25	2.66 2.38 1.46	2.46 2.32	2.28 2.27 1.62	2.15 1.20	1.99 2.01 1.47	2.46 2.34 1.63	2.27 2.16 1.74	2.49 2.29 1.82	2.37 2.16

Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
 Data limited to men workers except where otherwise indicated.
 Exceptions to the standard industry limitations are shown in footnotes 4 and/or 7 to the table in appendix B.
 Includes all drivers, regardless of size and type of truck operated.

Table A-12. Plant occupations-public utilities †

Occupation ²	North	heast		ł															
Occupation ²	News rk-			1	South			North Central						West					
Boston ³	Jersey City	New York City ³	Phila- delphia	Atlanta	Balti- more	Dallas	Memphis ³	New Orleans	Chicago ³	Cleve- land ³	Milwau- kee	Minne- apolis- St. Paul	St. Louis	Denver	Los Angeles- Long Beach ³	Portland	San Fran- cisco- Oakland ³	Seattle ³	
Maintenance and powerplant								1							}				
Carpenters - Electricians - Engineers, stationary - Firemen, stationary boiler - Helpers, trades 2.41 Mechanics 2.41 Painters -	\$2.75 2.63 2.26 2.05 2.67 - 2.59	\$2.58 2.47 2.41 2.09 2.05 2.52 2.37 2.46	\$2.45 2.66 - 2.03 - 2.41 2.48	- - \$ 1.63 2.21	- - \$ 1.91 2.28	\$2.02 1.65 2.23	\$2.03 2.40	\$2.18 - - 2.59 2.28	- - - \$2.76 2.75	- - - \$2.55	- - - \$2.57	- - - \$2.40	- \$2.23 2.65 2.43	- - - \$2.41	\$2.58 2.85 - 2.17 - 2.60 2.49	- - - \$2.58	\$2.64 - - 2.74	\$2.51 - - 2.59	
Custodial, warehousing, and shipping																			
Guards - Janitors, porters, and cleaners (men) - Janitors, porters, and cleaners (women) 1.63 Laborers, material handling 2.01 Truckdrivers ⁴ 2.16 Medium (1½ to and including 4 tons) 4 tons) 2.10 Heavy (over 4 tons, trailer type) 2.17 Heavy (over 4 tons, other than trailer type) 2.16 Truckers, power (forklift) - 1.63	- 1.86 - 2.16 2.44 2.34 2.52 - 2.23 1.72	1.94 1.68 2.10 2.44 2.45 2.47 2.31 1.77	- 1.79 1.51 2.13 2.32 2.38 2.41 2.30 1.65	- 1.30 - 2.07 2.36 2.37 2.41 - 1.56	1.61 1.45 - 2.06 - - 2.14 1.58	- 1.38 1.21 1.70 2.23 2.22 2.08 - 1.74	- 1.25 1.10 1.92 2.30 2.25 - - 1.02	1.24 1.57 1.97 1.93 1.51	- 1.85 1.58 2.34 2.53 2.43 2.57 - -	- 1.77 1.44 2.51 2.57 - 2.58 - - -	- 1. 33 2. 34 2. 58 2. 53 2. 63 2. 64 -	- 1. 78 2. 30 2. 32 2. 33 2. 34 - 2. 34 1. 79	- 1. 78 1. 52 2. 08 2. 33 2. 24 2. 36 - 1. 70	- 1.60 2.13 2.17 2.15 2.21 - 2.20	2.01 1.84 - 2.17 2.30 2.26 2.31 2.31 2.33	- 1.74 1.55 2.21 2.20 2.24 2.26 2.20	1.80 1.62 1.63 2.34 2.45 2.41 2.54 2.47 2.30	- 1.75 - 2.14 2.22 2.20 2.31 - -	

(Average hourly earnings ¹ for selected occupations studied in transportation, communication, and other public utilities, winter 1957-58)

Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
 Data limited to men workers except where otherwise indicated.
 I or more utilities are municipally operated, and, therefore, excluded from the scope of the studies. See footnote 4 to the table in appendix B.
 Includes all drivers, regardless of size and type of truck operated.
 Transportation (excluding railroads), communication, and other public utilities.
Table A-13. Plant occupations-wholesale trade

		Nort	heast		Sou	ıth		North (Central		₩e	st
Occupation ²	Boston	Newark- Jersey City	New York City	Phila- delphia	Atlanta	Balti- more	Chicago	Cleve- land	Minne- apolis- St. Paul	St. Louis	Los Angeles- Long Beach	San Fran- cisco- Oakland
Kaintenance and powerplant	\$2.64	-	_	-	\$2.26	-	-	_	_	-	\$ 2.82	_
Mechanics, automotive	2.22	\$2.60	-	\$2.53	1.86	-	\$2.67	-	-	-	2.62	-
Custodial, warehousing, and shipping												
Janitors, porters, and cleaners (men)	1.59	1.76	\$ 1.58	1.58	1.36	\$ 1.35	1.71	\$ 1.89	\$ 1.73	\$ 1.57	1.85	\$ 1.94
cleaners (women)	-	-	1.38	1.18	-	-	1.26	- 1	-	-	-	-
Laborers, material handling	1.68	2.09	1.72	1, 81	1.22	1.69	1.95	1.95	2.07	1.86	2.22	2.13
Order fillers	1.68	2.04	1.98	2.10	1.48	1.56	1.99	2.03	2.06	1.98	2.14	2.20
Packers, shipping	1.83	1.73	1.68	1.56	1.41	-	1.78	1.92	2.00	1.85	2.03	2.14
Receiving clerks	1.76	-	2.16	2.03	1.01	-	2.13	2.07	2.13	1.94	2,15	2.20
Shipping and passiving clarks	1.91	2 08	2.10	2.31	1.74	-	2.14	2.11	2.17	2.01	2.30	2,30
Truckdrivers ³	2.21	2.49	2.43	2.46	1.59	2.03	2.56	2.41	2.26	2.37	2.36	2.48
Light (under 1 ¹ / ₂ tons)	1.66	-	-	-	1.32	-	-		-	-	2.08	2.35
4 tons) Heavy (over 4 tons.	1.91	2.38	2.35	2.38	1.50	1.86	2.56	2.46	2.23	2.28	2.34	2.43
trailer type) Heavy (over 4 tons, other than	2.56	2.81	-	2.54	-	2.36	2.70	2.39	2.31	2.46	2.38	2.63
trailer type)	2.23	2.45	-	2.48	-	-	-	-	-	-	2.53	2.50
Truckers, power (forklift)	1,98	-	-	-	1.43	-	2.23	-	2.15	2.16	2.34	2.26
Watchmen	1.49	1.49	1.75	-	1.41	-	1.31	-	-	-		-
						ļ						

(Average hourly earnings ¹ for selected occupations studied in wholesale trade, winter 1957-58)

Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
 Data limited to men workers except where otherwise indicated.
 Includes all drivers, regardless of size and type of truck operated.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table A-14. Plant occupations-retail trade

		North	least			Sou	ıth		North Central		We	st	
Occupation ²	Boston	Newark- Jersey City ³	New York City ³	Phila- delphia ³	Atlanta	Balti- more	Dallas	New Orleans	Chicago	Denver	Portland	San Fran- cisco- Oakland	Seattle
Maintenance and powerplant			-	1									
Carpenters Electricians Engineers, stationary Mechanics Mechanics, automotive	\$ 2.66 - 2.19 2.10	\$2.97 2.43	\$2.62 2.62 2.77 -	\$3.32 2.95 2.42 2.40 2.42	\$2.38 2.03 2.28	- - \$ 2. 03	\$2.35 - 1.74 1.91 1.62	\$2.52 2.29 -	\$2.95 2.96 2.82 -		- - \$ 2.52	\$2.65	- - \$2.57
Custodial, warehousing, and shipping					,								
Elevator operators, passenger (women) Janitors, porters, and cleapers (men)	1.04	1.13	-	1.28	. 69	. 88	. 85	.73	1.24	\$1. 14	1.20	1.74	1.38
Cleaners (women) Laborers, material handling Order fillers Packers, shipping Receiving clerks Shipping and receiving clerks Truckdrivers ⁴ Medium (1 ¹ / ₂ to and including 4 tons) Truckers, power (forklift)	1.07 1.59 1.75 1.26 1.64 1.64 1.85 1.95 1.82 2.05 1.33	1. 13 1. 72 2. 19 1. 79 - 2. 37 2. 22 2. 31	1. 40 1. 70 2. 01 1. 63 1. 71 1. 95 - 2. 59 2. 09 - 1. 53	1.08 1.76 2.01 1.46 2.33 2.35 - 2.21 1.46	.79 1.27 1.66 1.26 1.54 1.58 1.77 1.47 1.43 1.78 1.78 1.78	. 87 1. 54 1. 74 1. 28 1. 56 1. 79 - 1. 93 1. 66 -	.72 1.15 1.57 1.23 1.48 1.59 1.60 1.36 1.23	.68 1.19 1.27 1.16 1.31 1.47 1.65 1.41 1.48 1.48 1.40 .99	1. 32 1. 32 1. 85 2. 00 1. 71 2. 02 1. 93 1. 90 2. 49 - 2. 27 1. 48	1. 11 1. 16 1. 69 1. 66 1. 59 - 2. 00 1. 91 1. 32	1. 30 1. 87 2. 00 1. 91 2. 10 2. 27 2. 24	2.32 2.24 2.03 2.31 2.29 2.66 2.66	1. 33 1. 40 2. 02 - - 2. 39 - - 2. 17

(Average hourly earnings ¹ for selected occupations studied in retail trade, winter 1957-58)

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

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table A-15. Plant occupations-finance*

		Nort	heast			South		T	North	Central		W	est
Occupation ²	Boston	Newark- Jersey City	New York City	Phila- delphia	Atlanta	Balti- more	Dallas	Chicago	Cleve- land	Minne- apolis- St. Paul	St. Louis	Los Angeles- Long Beach	San Fran- cisco- Oakland
Maintenance and powerplant								1					
Carpenters Electricians Engineers, stationary Painters Custodial, warehousing, and shipping	-	- - -	\$2.48 2.54 2.60 2.38	\$ 2. 05 2. 02 1. 88	- - -	- - -	- \$1.85 -	\$3.44 3.36 3.06 -	\$2.94 - 2.40	- - -	-	-	-
Elevator operators, passenger (men) Elevator operators, gassenger (women) Guards Janitors, porters, and cleaners(men) Janitors, porters, and cleaners (women)	\$1.30 - 1.59 1.35 1.26	\$1.74 1.55	1. 74 1. 93 1. 75	1.57 1.48 1.51 1.44	- - \$0.93	\$0.98 1.09	- . 92 1. 46 1. 00	2.09 1.87 2.02	1.33 1.95 1.52	- \$1.77 1.59	\$1.17 1.15 1.38 1.14	\$1.49 1.49 1.71 1.50	\$1.84 1.76 1.85
Watchmen	1. 40	1.53	1.93	1.43	-	1.04	-	-	1. 42	-	1.18	1. 49	-

(Average hourly earnings¹ for selected occupations studied in finance, insurance, and real estate, winter 1957-58)

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

* Finance, insurance, and real estate.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table A-16. Plant occupations-services

(Average hourly earnings¹ for selected occupations studied in services, winter 1957-58)

		Northeast		North Central	West	
Occupation ²	Boston	New Yo r k City	Phila- delphia	Chicago	Los Angeles- Long Beach ³	
Maintenance and powerplant						
Engineers, stationary Painters	\$1.53	\$2.40 1.92	\$1.86	\$2.90	\$ 2. 44 2. 61	
Elevator operators, passenger (men) Elevator operators, passenger (women) Ianitors, porters, and cleaners (men) Initors, porters, and cleaners (women) Fruckdrivers ⁴ Light (under 1 ¹ / ₂ tons) Watchmen	1.04 1.13 1.39 1.47	1. 46 1. 53 1. 58 1. 44 2. 08	.98 1.16 1.02 1.67 1.68 1.05	1. 49 1. 57 - 1. 18	1. 33 1. 17 1. 56 1. 44 - 1. 56	

Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
 ^a Data limited to men workers except where otherwise indicated.
 ^b Excludes data for motion-picture production and allied services; data for these industries are included, however, in "all industries" and "nonmanufacturing."
 ⁴ Includes all drivers, regardless of size and type of truck operated.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

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Establishment Practices and Supplementary Wage Provisions

Introduction

Data on the nature and prevalence of selected establishment practices and supplementary wage provisions for office and plant workers in 17 areas¹³ appear in the B-series tables which follow. Analyses of trends, however, are based on 18 identical areas, as explained in footnote 4, page 5. The scope of the data is described in footnotes to the tables and under Scope and Method beginning on page 84.

Where the estimates relate to the availability of certain benefits to the overall groups of office or plant workers, data are limited to plans under which the employer contributes at least part of the cost. The provisions have been treated statistically on the basis that they are applicable to all plant or office workers if a majority of such workers are eligible or may eventually qualify for the benefits. For each benefit, aside from the factor of cost allocation, there is a wide (but unmeasured) range in the dollars-and-cents value to the worker of the benefits specified. Varying length-of-service (seniority) requirements are an obvious factor in evaluating the extent to which individual workers participate or benefit by a particular supplementary benefit. Thus, length of service is a limiting factor, both as to the number of workers who receive the benefit in any given period and the amount of the benefit. Relatively long seniority requirements, as in the case of retirement programs, limit the number of workers who ultimately qualify, or, as in the case of paid vacations, limit the number who receive 3- or 4-week pay amounts at any given time.

Labor-Management Agreement Coverage

Among the 17 areas for which data were collected, the proportion of plant workers whose wages and working conditions were governed by collective agreements exceeded 95 percent in San Francisco-Oakland and St. Louis, and 80 percent in 8 other areas; Atlanta and New Orleans were the only areas with fewer than half of their plant workers covered by labor-management agreements (table B-1).¹⁴ Newark-Jersey City, Milwaukee, and Los Angeles-Long Beach were the only areas studied in which as many as 20 percent of the office workers were covered by union contracts; from 10 to 19 percent of the office workers were covered in the other areas except Memphis and New Orleans. In these 2 areas, less than 10 percent of the office workers were in establishments with agreements covering a majority of the office workers.

Among industry divisions, labor-management agreement coverage was highest in public utilities.¹⁵ Ninety-five percent or more of the plant workers in public utilities were covered by collective agreements in 12 of the 17 areas. High proportions of office workers were also covered in public utilities—more than half in all areas except Denver and the four southern areas. Manufacturing industries had the next highest coverage, but Atlanta was the only area in which coverage of office workers was as high in manufacturing as in public utilities. Relatively high proportions of retail trade office workers were working under agreements in New York City, Minneapolis-St. Paul, Portland, and San Francisco-Oakland and in other areas, office coverage in retail trade was generally higher than in wholesale trade, finance, or services. Among plant workers, coverage was lowest in retail trade.

With the exception of public utilities, there seemed to be no significant positive correlation between the extent of collective bargaining agreements for office and plant workers. A high coverage of plant workers in a specific industry division was not necessarily accompanied by relatively high coverage for office workers.

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

¹³ In 2 of the 19 areas—Dallas and Seattle—data collection was limited to occupational earnings.

¹⁴ For this analysis, all plant or office workers were considered to be covered by an agreement if the terms of one or more agreements applied to a majority in the establishment. Similarly, if fewer than half of the workers in an establishment were covered by an agreement, that establishment and all of its employees were classified as not being covered by an agreement.

¹⁵ Municipally owned utilities were excluded from the scope of the studies. For cities with municipally operated utilities, see footnote 4, to the table in appendix B, p. &6.

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

Minimum Entrance Rates for Office Workers

About half of the establishments visited reported established minimum entrance-rate provisions for hiring inexperienced women typists (table B-2). A fifth had no specified minimum and the remaining firms either did not hire inexperienced workers or did not employ typists. Interarea differences in entrance rates followed about the same pattern as differences in occupational averages. Lowest median entrance rates for inexperienced typists (\$40-\$45) were found in Atlanta, Memphis, Minneapolis-St. Paul, and New Orleans; \$45-\$50 medians were recorded in Baltimore, Boston, Denver, Milwaukee, Philadelphia, and St. Louis. The 4 highest median entrance rates for typists were found in Chicago and Cleveland (\$52.50-\$55) and in Los Angeles-Long Beach and San Francisco-Oakland (\$55-\$57.50).

Median entrance rates for other inexperienced clerical workers were generally slightly below typist rates. Manufacturing establishments (table B-3) generally reported higher entrance rates than nonmanufacturing establishments.

Types of Wage Payment Plans

More than four-fifths of the office and plant workers within the scope of the Bureau's community wage studies in 17 labor markets were employed in establishments with formal rate structures. Workers paid under incentive plans comprised about a fourth of the plant workers in such establishments and even though this analysis is concerned mainly with the nature of the rate structures for timerated workers, information is also presented on the incidence of incentive pay plans in manufacturing industries.

Single Rate and Rate Range Plans.—Formal rate structures providing single rates or a range of rates for each job category have been widely adopted in industry—particularly in manufacturing and public utilities—and more commonly for plant than office workers.¹⁶ The proportion under formal plans ranged from about two-thirds of the time-rated plant workers in Memphis to nearly all plant workers in all the Western areas except Denver. In 14 of the areas studied, between 60 and 77 percent of the office workers were in establishments with formal rate structures. The proportions in Memphis, New Orleans, and Denver ranged between 37 and 47 percent. Thus, in some areas, pay rates for considerable proportions of the office and plant workers were, nevertheless, determined primarily with reference to the qualifications of the individual workers. Individually determined rates were more common in smaller organizations and this occurence is probably understated in that the surveys related only to plants above a certain size.¹⁷

Formal rate structures were more common in manufacturing than in nonmanufacturing industries as a group. However, public utilities had higher proportions of both office and plant workers employed under formal plans than did the other broad industry divisions studied. In this division, formal plans applied to about four-fifths or more of the office workers in all areas except Memphis and New Orleans where about two-thirds were covered. Virtually all plant workers in public utilities were covered by formal plans. Manufacturing industries had the second highest proportion of plant workers under formal plans in most of the areas, with 13 areas having such plans applying to nine-tenths or more of the plant workers. For office workers, however, the proportions covered by formal plans in finance exceeded manufacturing in 5 areas and were equal in 2 other areas out of the 12 areas in which comparisons were possible.

Formal rate structures covering office departments typically provided a range of rates for each job category. Boston and San Francisco-Oakland were the only areas in which as many as 5 percent were in establishments with structures which provided single rates. In the other areas, such plans applied to only 3 percent or less of the office workers. In plant departments, however, plans providing for a range of rates were predominant in only 5 of the 17 areas. Single rate plans applied to four-fifths of the plant workers in San Francisco-Oakland, two-thirds in Portland, and from two- to threefifths in all other areas except Boston and Atlanta where about a third of the plant workers were covered.

Among manufacturing industries, both single rate and rate range plans were fairly common in most areas, with single rate plans applying to a majority of the time-rated plant workers under formal plans in 13 areas. However, even though a majority of the manufacturing plant workers in these 13 areas were covered by single rate plans, rate ranges applied in establishments employing from 25 to 47 percent of the plant workers in 10 of these areas. Single rate plans were clearly the predominant type of wage payment plans in only New Orleans, Denver, Portland, and San Francisco-Oakland. Los Angeles-Long Beach was the only Far West area in which structures involving a range of rates predominated. This is partially due to the importance of the aircraft industry in this area; rate structures in the aircraft industry nearly always involve rate ranges. Plant workers in public utilities in 14 of the 17 areas were most commonly employed under rate range plans. In service industries, single rate plans predominated whereas in the trade industries there was no consistent pattern, with about an equal number of areas in which single rate and range of rate plans dominated.

 $^{^{16}}$ See footnote 1, table B-4, for definition of types of rate structures.

¹⁷ See table on scope of surveys in appendix B for minimum size of establishments included in the survey.

Incentive Wage Systems. — Proportions of plant workers receiving incentive payments under wage plans in manufacturing industries (table B-5) ranged from slightly less than a tenth in San Francisco-Oakland to more than two-fifths in Milwaukee.¹⁸ Proportions of workers on incentives were lowest in the Far West and highest in the North Central region. Incentive systems applied to 30 percent or more of the plant workers in 4 of the 5 North Central areas surveyed and in 2 of the 4 Northeastern areas.

Variations among areas in prevalence and type of incentive wage plans were traceable to some extent to industry differences among the areas. Use of incentive methods of pay are more characteristic of some manufacturing industries than others. For example, cotton and synthetic textile industries and such apparel industries as women's dresses, men's shirts, suits and coats, hosiery, and footwear all employ a high proportion of incentive workers, usually pieceworkers.¹⁹ On the other hand, industries such as motor vehicles, chemicals, and petroleum refining rarely have incentive plans. In the machinery industries, both piece rate and bonus plans are fairly common. Metalworking industries account for a large proportion of the employment in Milwaukee, the area with the highest proportion of incentive paid workers.

Scheduled Workweeks

Workweeks of 40 Hours.—Three-fifths or more of all office workers were on a 40-hour workweek in each of 13 labor market areas for which these data were obtained in the South, North Central States, and West (table B-6). Among 4 Northeast areas, however, a 40-hour schedule applied to only a tenth in New York City and from a third to two-fifths in the other areas.

The proportion of plant workers with the 40-hour schedules exceeded that for office workers in all except 4 areas—Cleveland, Denver, Memphis, and New Orleans. A 40-hour workweek applied to about two-thirds of the plant (nonoffice) workers in New Orleans, seven-tenths in Atlanta, and to about three-fourths or more in the other areas.

Workweeks Under 40 Hours.—In a majority of the areas, a fourth or more of all office workers had workweeks of fewer than 40 hours, the proportion ranging up to about three-fifths in 3 North-east areas and nine-tenths in New York City. Such workers typically worked $37\frac{1}{2}$ hours a week except in New York City (35 hours) and Atlanta ($38^{3}/_{4}$ hours).

In 2 nonmanufacturing industries—finance, insurance, and real estate and services—the proportion of office workers who worked fewer than 40 hours generally was higher than in manufacturing, ranging from about 40 to 95 percent of the workers in finance and services in the areas affording comparison. Proportions in retail trade with workweeks of less than 40 hours were generally the lowest of any industry division. (See tables B-7 to B-12.)

Proportions of plant workers with workweeks of fewer than 40 hours were highest (10 to 20 percent) in Boston, New York City, Philadelphia, Chicago, Cleveland, and San Francisco-Oakland. The proportions of workers with workweeks of fewer than 40 hours in manufacturing were higher than in the combined nonmanufacturing industries in each area except Boston, ranging as high as an eighth to a fourth of the manufacturing plant workers in 8 areas. Weekly work schedules of fewer than 40 hours for plant workers in public utilities were recorded in only 4 areas. The highest proportions in nonmanufacturing industries were recorded in New York City, where such shorter workweeks applied to a fourth of the nonoffice workers in retail trade and to a fifth in wholesale trade; and Boston, to three-tenths in retail trade.

Workweeks Over 40 Hours.—Relatively few of all office workers in any area had workweeks of more than 40 hours, the proportion being highest in New Orleans (12 percent). On the other hand, such schedules applied to 5 percent or more of the plant workers in all but the 3 Pacific Coast areas, ranging from 12 to 33 percent in Denver and each southern area.

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

Trends.—In the combined 18 areas selected for trend purposes, the proportions of women office workers with weekly work schedules of 40 hours and of more than 40 hours were both 2 percentage points lower in the winter of 1957-58 than in the winter of 1952-53. Correspondingly, the proportions with less than 40-hour schedules were higher by 4 percentage points. (See table, page 39.) The latter increases were attributable chiefly to the proportions of manufacturing office workers who had schedules of 35 and $38^3/_4$ hours in 1957-58, each of which group had increased by 6 percentage points. The proportions of manufacturing office workers at 40 hours and at more than 40 hours were 4 and 3 percentage points lower, respectively, than in 1952-53.

¹⁸ Proportions on incentives may be understated, owing to the minimum size of establishment covered. In New York City, for example, many apparel plants with high proportions of workers on piecework would be excluded.

¹⁹ Incentive wage plans in manufacturing industries are of 2 main types: Piece rate plans under which payments are made in direct proportion to total units produced and production bonuses which provide for extra payments for production in excess of a quota or for completion of a job in less than standard time.

Over the same 5-year period in the 18 areas, the proportion of plant workers with workweeks in excess of 40 hours declined by almost 12 percentage points and those at 40 and fewer than 40 increased by about 8 and 4 percentage points, respectively. Corresponding movements in manufacturing industries amounted to a decrease of almost 12 percentage points in the proportion of workers at over 40-hour schedules, balancing increases of $6^{1}/_{2}$ and 5 points in those working 40-hour and less than 40-hour schedules.

Overtime Pay Provisions

Time worked beyond the regular hours of employment established by union agreement, by employer or industry practice, or by law, is commonly called "overtime."²⁰ The number of hours worked before overtime is paid varies, but the great majority of the workers in industry are paid overtime rates after hours worked in excess of 8 a day or 40 a week, except in industries or areas where schedules of less than 8 hours a day or 40 hours a week are prevalent.

Although overtime work is typically compensated at premium rates there are some exceptions. The worker may have the option of taking time off at equal (or extra) time, or he may be required to take time off in order to spread the work. The Fair Labor Standards Act permits seasonal overtime work at straight-time rates in some industries, and in others, not covered by the act, premium overtime may not be legally required. Lost time made up on regular days off may be permitted at regular rates, or may be prohibited under working rules except at premium rates, depending, in some establishments, on the reason for the lost time. In some firms with work schedules of less than 8 hours a day or 40 hours a week, the hours at premium pay may be preceded by a stipulated amount of "overtime" either without any additional compensation, or pro rata based on the regular rate of pay.²¹

Payment of premium rates for daily or weekly overtime was the general practice in the industries and establishments surveyed during the winter of 1957-58 in the 17 labor market areas.²² Seventynine percent or more of the plant workers and 93 percent or more of the office workers in these areas were in establishments that provided premium pay for weekly overtime (table B-13). Proportionately, more office than plant workers in most areas were covered by these provisions. A much larger proportion of both office and plant workers were covered by provisions for weekly overtime than for daily overtime.

Weekly Overtime

The great majority of office and plant workers in each of the areas studied in 1957-58 were employed in firms which provided pay at time and one-half the regular rate for work beyond 40 hours in the workweek. In some areas, in which large proportions of workers were employed on workweeks of fewer than 40 hours, proportions ranging up to almost a fourth of the office, and up to a seventh of the plant workers were provided premium pay for hours worked beyond these shorter workweeks. However, the great majority of office workers on shorter workweeks received no additional pay, or pay at regular rates, for work during the hours between the scheduled workweek and 40 hours. In contrast, except in Cleveland and Milwaukee, most of the plant workers whose work schedule was less than 40 hours received pay at premium rates for time worked in excess of their regular workweek.

In some industry divisions, significant proportions of the office workers were provided premium rates after fewer than 40 hours of work—15 to 25 percent in most industry divisions in the Northeast areas; a third in public utilities in Atlanta, Memphis, and New Orleans; a sixth in retail trade in San Francisco-Oakland; an eighth in finance in Atlanta, Baltimore, and Minneapolis-St. Paul; a fourth in services in Chicago; and a tenth in Los Angeles-Long Beach. In public utilities and retail trade in the areas cited, these proportions generally constituted two-thirds or more of the office workers who had shorter workweeks.

Variations from the usual overtime pay provision of time and one-half after 40 hours were less frequent for plant than for office workers. The proportions of plant workers who received premium overtime pay after fewer than 40 hours ranged, at their highest, from 7 to 14 percent in the Northeast areas, Minneapolis-St. Paul, and San Francisco-Oakland. Premium rates for fewer than 40 hours' work were provided to the greatest extent for plant workers in manufacturing and trade.

Premium pay at time and one-half provided only after employees worked some time in excess of 40 hours at the regular rate, was the basis of overtime pay for a token number of plant workers in most areas. This practice applied to 8 percent of the plant workers in New Orleans and 10 percent in Denver. Premium overtime pay on this basis, related to specific industry groups, was provided chiefly in retail trade and services, covering as many as 7 to

²⁰ Penalty pay for work before or after specified hours was considered as "overtime pay;" e. g., "time and one-half before 8 a. m. and after 4:30 p. m." was considered daily overtime.

²¹ Such practices were classified in earlier BLS studies as "other premium pay." In the current studies, they are classified by the first premium rate, if any (see footnote 1, table B-13). Thus, substantial increases occur in the proportions of workers reported at time and one-half when compared with earlier studies.

²² For results of the last previous survey of this subject in most of the same labor market areas, see Wage Differences and Establishment Practices, 17 Labor Markets, 1953-54, BLS Bull. 1173 (pp. 35-37), and for more detailed treatment of the data in individual areas, see Wages and Related Benefits, Major Labor Markets, 1953-54, BLS Bulls. 1157-1, 1157-2, and 1157-3.

18 percent of the nonoffice (plant) workers in retail trade in 7 of the 12 areas for which separate estimates were available for this industry division.

New Orleans, Portland, and San Francisco-Oakland were the only areas where double time was applicable to an appreciable proportion of plant workers (chiefly in manufacturing in each area, and also in public utilities in Portland). Graduated scales of overtime, whereby the workers received time and one-half for a specified number of hours of overtime and double time thereafter, were also found in scattered instances.

Daily Overtime

Provisions for the payment of premium rates for daily overtime were not as prevalent as for weekly overtime. In 7 of the areas, fewer than half of the office workers were covered by provisions for premium rates for daily overtime; and in the areas of highest incidence of such provisions—the 3 West Coast areas—from 83 to 92 percent were covered. Provisions were applicable to higher proportions of the plant than of the office workers in each area. From 45 to 50 percent of the plant workers in Atlanta, Memphis, and New Orleans, and 79 percent or more in the remaining areas were covered by premium-pay provisions for daily overtime. Among the major industry divisions, the greatest proportionate coverage of both office and plant workers was recorded in public utilities, and, to a lesser extent, in manufacturing.

By far the greatest proportion of office and plant workers covered by provisions for daily overtime were provided pay at time and one-half for work beyond 8 hours. Premium overtime rates effective after fewer than 8 hours applied, however, to from 13 to 23 percent of the office workers in the 4 Northeastern areas, and 9 percent in Atlanta; and to from 8 to 12 percent of the plant workers in the 4 Northeastern areas and San Francisco-Oakland.

Premium rates that began after more than 8 hours, and rates in excess of time and one-half were not applicable to significant proportions of workers in the combined total of the 6 industry divisions in any area. The former policy applied almost exclusively to plant workers and applied to significant proportions of those workers only in public utilities in New Orleans, wholesale trade in Baltimore and retail trade (applicable to both office and plant workers) in Minneapolis-St. Paul. Where provided in the 17 areas, premium rates typically became effective after $8^{1}/_{2}$ or 9 hours of work, or for some plant workers, after 10 hours. Provisions for double time (typically after 8 hours) covered over a fifth of the office workers in public utilities in Portland; and, of the plant workers, as many as a sixth in manufacturing in San Francisco-Oakland, a seventh in manufacturing and public utilities in Portland, and a tenth in wholesale trade in Milwaukee.

Trend of Scheduled Hours and Overtime Premium Pay Since Winter 1952-53.—Fewer women office workers, and plant workers had work schedules of more than 40 hours in the 1957-58 survey than 5 years earlier, as measured in 18 identical areas.²³ The extent of the decline and the changes in the proportions of workers at 40 hours and less than 40 hours is as indicated in the following tabulation:

roportions of office and plant workers in 18 identical areas,	
winters of 1952-53 and 1957-58, by scheduled weekly hours	
and hours after which premium overtime is paid	

Women	office	workers	P	lant wor	kers
Less than 40 hours	40 hours	Over 40 hours	Less than 40 hours	40 hours	Over 40 hours
44	53	3	6	74	20
48	51	ī	10	82	8
10	84	(1)	4	86	5
12	83	(1)	6	87	2
	Women Less than 40 hours 44 48 10 12	Women office Y Less than 40 40 hours hours 44 53 48 51 10 84 12 83	Women office workers Less Over 40 40 40 hours hours hours 44 53 3 48 51 1 10 84 (1) 12 83 (1)	Women office workers P Less than Over Less 40 40 40 40 hours hours hours hours 44 53 3 6 48 51 1 10 10 84 (1) 4 12 83 (1) 6	Women office workers Plant workers Less Less than Over 40 40 hours hours 44 53 3 48 51 1 10 84 (1) 12 83 (1)

¹ Less than 0.5 percent.

What part of these changes was attributable to economic changes in the 5-year period is open to question. That at least some of the reductions in the workweek may be permanent is suggested by the increased proportions of workers who are covered by provisions for the payment of weekly overtime at premium rates of pay after fewer than 40 hours of work.

Late-Shift Pay Provisions (Manufacturing)

From 63 percent (New York City) to 96 percent (Cleveland) of the plant workers in manufacturing industries in 17 areas were employed in establishments that had specific provisions for second-shift work, either through a labor-management agreement or by other formal means (table B-15). A great majority of the workers who were covered by second-shift provisions were also covered by third-shift provisions.

²³ The data in table B-6 relate to all office workers but a test comparison revealed that although these proportions sometimes differ significantly from those of women office workers in individual areas and industry groups, the proportions in all industries combined in 18 areas were virtually identical.

A uniform cents-per-hour addition to first-shift rates was the common form of differential in most areas for both second and third shifts. The next most common provision was a uniform percentage addition to the day rates. Percentage differentials were the most common provision for second-shift work in Newark-Jersey City and Philadelphia, and for third-shift work in these two cities and in Boston and Chicago.

For second-shift work, other types of pay differential covered from 11 to 39 percent of the manufacturing plant workers in Baltimore and the 3 West Coast areas. For third-shift work, the other provisions applied to from 10 to 20 percent in 5 areas, and from 33 to 74 percent in the West Coast areas. The differential pay provisions for the great majority of these workers consisted of pay for more hours than worked, in combination with either a cents- or percentagetype differential, or, less commonly, a flat-sum amount per shift.

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

The following tabulation shows the two most common secondand third-shift differentials in each area. Each such pair of differentials in two areas (see footnote 1 to the following tabulation) was applicable to half or more of the plant workers in establishments that had provisions for operating the indicated shifts. Half or more were also covered by the second-shift pairs in Newark-Jersey City, Chicago. and Minneapolis-St. Paul. Except in New York City, Atlanta, Memphis, and New Orleans, the pairs applied to from a third to a half of the workers. It should be noted that the most common third-shift differentials do not necessarily relate to the same plants or workers as those shows for the second shift.

A majority of the workers with cents-per-hour differentials for second-shift work had differentials of less than 10 cents an hour in 9 areas.²⁴

Cents-per-hour differentials for the third shift were commonly 10 to 15 cents an hour, and 15 cents or higher in San Francisco-Oakland. They were typically 8 cents in New Orleans, 9 or 10 cents in Cleveland, 9 cents in Baltimore, 7 cents in Boston, and were 10 cents or less in Atlanta, Memphis, and Portland.

Most common differentials by rank

	Second	shift	Third shift				
Area	1	2	1	2			
Boston	10 percent	10 cents	10 percent	15 percent			
Newark-Jersey City	10 percent	10 cents	10 percent	10 cents			
New York City	10 percent	10 cents	10 cents	10 percent			
Philadelphia	10 percent	5 cents	10 percent	10 cents			
Atlanta	12 cents	5 percent	(¹)	10 percent			
Baltimore 2	6 cents	10 percent	Q cents	10 percent			
Memphis	5 cents	6 cents	5 cente	10 percent			
New Orleans	6 cents	10 cents	9 cents	12 cents			
Chicago	10 percent	10 cents	10 percent	10 cents			
Cleveland	5 percent	10 cents	10 cents	10 percent			
Milwaukee	10 cents	12 cents	10 cents	12 cents			
Minneapolis-St. Paul	10 cents	7 ¹ / percent	10 cents	12 ¹ / percent			
St. Louis	5 cents	10 cents	10 cents	(3)			
Denver Los Angeles-	10 cents	6 cents	10 cents	6 cents			
Long Beach	12 cents	10 cents	(¹)	10 cents			
Portland (Oreg.)	(¹)	7 cents	(1)	7 cents			
San Francisco- Oakland ²	(³)	10 cents	(3)	16 cents			

Pay for more hours than worked, plus cents differential. 2

² Differentials listed are applicable to at least half of the plant workers in establishments that had provisions for operating the indicated shifts.

³ Pay for more hours than worked, plus percentage differential.

Percentage differentials on second and third shifts were provided extensively in all Northeast and North Central areas except Milwaukee, and in Baltimore. In most areas, the common amount was 10 percent for each shift. However, 5 percent was the predominant percentage differential for second-shift work in Atlanta, Cleveland, and Milwaukee; $7\frac{1}{2}$ percent in Minneapolis-St. Paul; and 7 percent in St. Louis.

At the time of the survey, the proportion of plant workers working on late shifts ranged from about a tenth in Boston, and a seventh in New York City and Minneapolis-St. Paul to a fourth or more in Baltimore and St. Louis (table B-16). Generally, there were 2 to $3\frac{1}{2}$ times as many workers employed on second-shift (evening) work as on third-shift (night) work.

²⁴ The comparison in this paragraph excludes the cents or percentage differentials that are included in combination type differentials.

Trend of Shift Differentials Since Winter 1952-53

Since the winter of 1952-53, the proportions of workers in establishments having provisions for a pay differential for work on the second shift increased from 84 to 87 percent; similar proportions for third-shift work increased from 75 to 80 percent, as shown in the following tabulation:

Percent	of plant	workers,	18 ma	jor la	bor	markets,	1
	winter	of 1952-	53 and	1957	-58		

	Secon	d shift	Third	shift
and shift pay differential	<u>1953</u>	<u>1958</u>	<u>1953</u>	<u>1958</u>
All plant workers	100	100	100	100
In firms with provisions for:				
Shift operation	87	89	76	81
Shift differential	84	87	75	80
Uniform cents per hour	46	48	36	35
Under 7 cents	22	14	6	ź
7 and under 10 cents	13	9	11	7
10 cents and over	11	25	20	25
Uniform percentage	34	35	30	31
Under 10 percent	17	19	14	7
10 percent	16	15	13	20
Over 10 percent	1	1	3	3
Other type differential (chiefly			-	-
combination-type)	3	. 5	9	14

¹ See footnote 4, p. 5.

In both periods, shift differentials applied to nearly all workers covered by provisions for shift operation. The proportions covered by the several types of differentials (cents, percentage, or other) were essentially unchanged from 5 years earlier, except for a tendency toward combination-type differentials; the latter proportions increased 2 and 5 percent for second- and third-shift work, respectively.

The level of the cents differential provided was generally higher, in the latter period, for workers on both shifts. For example, the proportion of workers in firms with a second-shift differential of less than 7 cents an hour decreased from 22 to 14 percent; with differentials of 7 and under 10 cents, from 13 to 9 percent; whereas the proportion of workers with differentials of 10 cents or more increased from 11 to 25 percent of the plant workers in the combined 18 areas. A similar but less extensive shift to higher than 10-cents differentials was noted in the provisions for thirdshift operation. For third-shift work with a percentage differential, the proportions who were provided a differential of under 10 percent decreased from 14 to 7 percent; a corresponding increase from 13 to 20 percent was recorded in the proportions who were provided a differential of 10 percent of the day rate.

Paid Holidays

In the 17 areas studied in the winter of 1957-58, paid holidays were provided to virtually all office workers, and to 90 percent or more of the plant workers in all areas except New Orleans (79 percent) and Atlanta (87 percent) (table B-17). The number of paid holidays varied widely within and among areas.

<u>Total Holiday Time.</u>—In order to determine total paid holiday time for workers, data on half-day holidays and full-day holidays were added. For example, workers receiving 7 full days and 2 half days (or 6 full days and 4 half days, and so on) were considered as having received 8 days of paid holiday time. These workers, added to those who received 8 full days but no half days, provided an estimate of workers who received a total of 8 days' paid holiday time.

The most liberal holiday provisions were reported in the Northeast area where a majority of the office workers in Boston and New York City received 11 or more days, and a majority of the plant workers in Boston, Newark-Jersey City, and New York City received 8 or more days total paid holiday time (table B-17a). More than half of the office workers in Newark-Jersey City received an equivalent of 9 or more days, and more than half in Philadelphia and San Francisco-Oakland received an equivalent of 8 or more days; an equivalent of 7 or more days were provided in 9 other areas for the majority of office workers. A majority of the plant workers received 7 or more holidays in all areas except Atlanta, Denver, Memphis, Minneapolis-St. Paul, New Orleans, and Portland.

The most common full-holiday provision was for 6 full-day holidays for both office and plant workers but in only 4 North Central areas were as many as half the office and plant workers covered by such provisions. Seven full-day holidays was the most common fullholiday provision for office workers in 4 areas, and for plant workers in 7. Eleven or more full-day holidays were provided to a majority of the office workers in Boston and to about two-fifths in Newark-Jersey City and New York City. Five days were as commonly granted as 6 or 7 days in 2 of the southern areas.

The great majority of workers were provided full-day holidays only. However, 1 or more paid half holidays in addition were provided to more than a sixth of the office workers and to a smaller proportion of the plant workers in most areas. Paid half holidays were most prevalent in the Northeast and North Central areas studied— 1 or more paid half holidays were received by as many as a fifth to a third of the plant workers in 5 of these \exists areas and by similar proportions of office workers in 6 areas. Among industry divisions (tables B-18 to B-23), paid half holidays were most frequent among office workers in the finance and manufacturing divisions, and among plant workers in manufacturing. One or more half holidays were received by about half of the office workers in Boston public utilities and retail trade, Cleveland manufacturing, and New Orleans public utilities, and by about half of the plant workers in Boston public utilities.

Common Holidays .- New Year's Day, July 4th, Labor Day, Thanksgiving, Christmas, and Decoration Day (except in 3 southern areas) were paid holidays for virtually all office workers in the 17 areas (table 6.) Each of these holidays was provided to more than nine-tenths of the plant workers in a majority of areas, and to no fewer than seven-tenths in any area, except for Decoration Day in 3 southern areas. A few other paid holidays were provided to a majority of the office or plant workers in certain areas (table 6); Lincoln's Birthday, to office workers in New York City; Washington's Birthday, to office workers in areas in the northeast, Baltimore, and San Francisco-Oakland, and to plant workers in all but 2 of these areas; Good Friday, to office workers in Newark-Jersey City and Philadelphia; Columbus Day, to office workers in 3 of the areas in the northeast; Election Day, to office workers in Newark-Jersey City and New York City; Veterans Day, to office workers in 3 northeast areas and St. Louis. Other holidays that were provided to a majority of office or plant workers are listed in footnotes 2 and 3 to table 7.

These 6 basic holidays were usually provided to as high or higher proportions of the office and plant workers in manufacturing compared with nonmanufacturing industries as a group, although the proportions in manufacturing were generally equaled or exceeded by those in public utilities and finance, and less frequently by those in wholesale and retail trade. Other paid holidays for which the proportions in manufacturing exceeded that of the combined nonmanufacturing industries for both office and plant workers included Good Friday, the day after Thanksgiving, Christmas Eve, a half day on Christmas Eve, and a half day on New Year's Eve. Two holidays— Washington's Birthday and Veterans Day—were provided to the greatest extent in nonmanufacturing industries, particularly to office workers in finance and public utilities and plant workers in public utilities and wholesale trade.

Trends. —More paid holiday time was provided in the winter of 1957-58 than 5 years earlier. (See chart 3.) The gain occurred chiefly in the proportion of workers receiving 7 or 8 holidays. The 37 percent of office workers whose paid holiday time totaled 6 days in the winter of 1952-53 declined to 19 percent in 1957-58, while increases to 28 and 15 percent, respectively, were recorded in the proportions provided 7 or $7^{1}/_{2}$, and 8 or $8^{1}/_{2}$ days. Similarly, the 55 percent of plant workers in firms providing total paid holiday time of 6 days declined to 26 percent, and the proportions getting 7 or $7^{1}/_{2}$ and 8 or $8^{1}/_{2}$, advanced to 41 and 13 percent, respectively, from 16 and 10 percent.

Paid Vacations

One week's pay or more after a year's service was an almost universal provision for office and plant workers in each of the 17 labor markets surveyed in the winter of 1957-58 (table B-24). Two weeks' pay after 5 years' service was available to almost as many workers except for plant workers in the southern areas, except Baltimore. A fifth to a half of plant and office workers were eligible for 3 or more weeks' pay after 10 years, and three-fourths to nine-tenths after 15 years, in most areas. Four weeks' pay was generally available to from a fourth to a half of the office and a sixth to two-fifths of the plant workers, with 25 years' service.

Three weeks' vacation pay was the maximum provided for the bulk of both plant and office workers in most areas. Provisions limiting maximum vacation pay to 2 weeks applied to a somewhat greater proportion of plant workers than office workers. A greater proportion of office than plant workers could expect eventually to receive vacation pay for 4 weeks or more.

The maximum vacation pay attainable and the amount of pay for comparable service were more liberal for office workers in the great majority of the areas and in individual industry divisions. The greatest difference between the benefits for office and plant workers was in the provisions for service periods up to 3 years. Much larger proportions of office workers, for example, qualify for vacation pay after 6 months. Also, pay of 2 weeks or more after a year of service was much more widely granted to office workers. Provisions were about the same for both groups for employees with 5 years' service, except in 2 southern areas, where the proportion receiving 2 weeks' vacation was lower for plant employees than for office workers. However, vacation pay arrangements pertaining to 10, 15, 20, and 25 years of service progressively favor office workers in most areas, tending to provide an increasingly higher proportion of such workers with 3 or 4 weeks' vacations.

Some marked differences for both office and plant workers were noted among the areas not only in respect to maximum vacation pay offered, but also in regard to length-of-service requirements. Moreover, not all of the areas that offer the most (or least) liberal vacation provisions for office workers held the same relative rank with respect to plant workers. To some extent, such variations reflect the local importance of particular industries. For example, in New York City, financial institutions provide employment to an unusually high proportion of the total office workers in the area. Thus, vacation practices in this industry influence the overall data for New York City.

Length-of-service requirements were generally more liberal for plant workers in the public utilities industry than for such workers in the other industry divisions for which data are available (tables B-25 to B-30). Among 5 industry divisions (excluding finance), public utilities led in the proportions of plant workers who were offered a week's pay for as little as 6 months' service. The proportions of



Table 6. Major paid holidays

	1	North	east			So	with			N	orth Cent	ral			w	est	
Major paid holidays ¹	Boston ²	Newark- Jersey City	New York City	Phila- delphia	Atlanta	Balti- more	Memphis	New Orleans ³	Chicago	Cleve- land	Milwau- kee	Minne- apolis- St. Paul	St. Louis	Denver	Los Angeles- Long Beach ⁴	Portland	San Fran- cisco- Oakland ⁵
								Offic	e workers								
New Year's Day	99 *** 92 *** 99 99 99 81 4 86 99 *** 13 99 3	99 44 89 51 *** 99 99 51 50 99 51 50 99 4 *** 13 99 10	99 60 96 22 12 *** 99 99 66 69 52 99 3 *** 11 99 5	100 24 54 50 8 10 100 99 29 29 29 26 37 100 3 7 8 100 ***	99 *** 17 6 *** 3 62 99 99 *** 16 99 5 13 7 99 3	99 3 53 46 5 3 99 99 12 **2 99 12 **5 99 13 ***	97 *** 8 *** 29 99 98 *** 10 99 *** 7 9 100 3	99 *** 26 20 *** 4 99 99 *** 99 *** 99 *** 99 99 *** 16 99 99	99 13 223 5 *** 99 99 12 *** 16 99 3 5 15 15 99 8	99 *** 14 15 *** 99 99 3 5 3 99 ** 6 32 99 28	99 *** 12 7 10 *** 99 99 *** *** 5 99 *** 5 20 26 99 ***	100 3 21 14 12 *** 100 100 99 *** 12 100 *** 4 25 100 100 10	999 *** 29 9 *** 98 99 99 99 *** 50 99 5 *** 6 99 ***	100 *** 37 4 *** 97 100 *** 31 100 *** 31 100 5 6 3 100 ***	100 5 36 *** 9 *** 100 100 93 3 *** 26 100 5 4 8 100 4	99 *** 30 *** 99 99 99 99 *** 36 99 3 *** 1 99 ***	100 3 90 7 12 *** 100 100 100 3 *** 3 *** 3 100 ***
		Ļ	!			L	l	Pla	nt workers	J	L	L	L	L	·	L	L
New Year's Day	94 *** 6** **** 93 88 95 45 95 45 95 *** * * * * * * * * * * * * * * * *	98 14 68 24 *** 98 95 98 16 25 17 97 6 4 16 97 12	94 29 85 **** 98 93 93 95 31 37 22 93 *** 6 95 3	97 *** 27 26 3 20 98 97 98 6 9 98 6 7 8 98 6 7 8 99 ***	80 *** 3 *** *** 43 82 84 *** 5 82 *** 5 82 *** 14 10 85 7	96 **23 30 *** 92 95 95 *** 4 95 10 *** 57 ***	75 *** 5 *** 34 84 *** 6 85 *** 6 85 *** 16 5 87 3	72 *** 23 4 *** 71 *** 6 71 *** 6 71 *** 5 3 77 ***	96 *** 12 12 *** 95 95 96 *** *** 5 95 3 7 13 97 11	95 *** 7 14 *** 96 94 94 95 *** 3 *** 96 4 5 34 96 34	95 ** 4 5 *** 95 9** ** 95 23 24 5 **	99 *** 7 5 *** 99 99 98 *** *** 9 98 *** 7 18 99 99 99	98 *** 13 12 *** 98 98 *** ** 98 98 *** 7 98 8 *** 7 98 4	89 *** 13 4 *** 90 89 89 *** 12 89 *** 9 *** 89 *** 89 ***	92 *** 30 3 *** 91 92 92 *** 13 93 7 4 7 93 7 4 7 94 4	88 *** 16 4 *** 89 89 89 *** 12 90 7 *** *** *** 90 ***	90 *** 74 6 *** 90 91 94 *** 3 17 97 *** 3 97 ***

Limited to paid holidays provided annually. A number of holidays and half day holidays other that those listed here or in footnotes, were provided. In general, they applied to fewer than 5 percent of the office or plant workers, and were represented in fewer than half of the areas.
 Also, Patriot's Day: Office, 84 percent; plant, 45 percent; and Bunker Hill Day: Office, 45 percent; plant, 11 percent.
 Also, Martiot Gras: Office, 99 percent; plant, 45 percent; and All Saints Day: Office, 21 percent; plant, 11 percent.
 Also, Admission Day: Office, 21 percent; plant, 4 percent.
 Also, Admission Day: Office, 42 percent; plant, 4 percent.
 Also, Admission Day: Office, 42 percent; plant, 12 percent.
 Data for Atlanta include Southern Memorial Day: Office, 34 percent; plant, 17 percent.
 **** Less than 2.5 percent.

plant workers to whom 2 or more weeks' pay was available after a year's service were also highest in public utilities or wholesale trade in most areas affording comparison: Likewise 2 weeks or more pay after 2 and 3 years' service was generally available to the greatest extent in public utilities and retail trade. Three or more weeks' pay after 10 years' service was available to plant workers to the greatest extent in retail trade and after 15 years' service, in public utilities (tables B-26 and B-28).

Public utilities led all divisions in offering 4 weeks' pay to a fourth to two-thirds of its plant workers in most areas; this was the only division in which such proportions were generally higher for plant than for office workers.

The 1957-58 surveys indicate that for most workers, vacation pay is expressed in terms of regular or average earnings, graduated on a sliding scale from as little as 1 day's pay after a short length of employment to as much as 4 weeks' pay after long service. Some plans of this type also provide 1 day's pay for each year of service, thus providing progression for intermediate years. Another type of graduated plan expresses vacation pay as a percentage of the workers' annual earnings. This latter type applied to higher proportions of plant than of office workers; a great majority of these workers were production employees of manufacturing firms. This practice applied to almost a third of the factory workers in Philadelphia, a fifth in Atlanta, Denver, and Milwaukee, and from 8 to 16 percent in almost all other areas. Other types of payment, including flat-sum payments, were unusual; they applied to as many as 3 or 4 percent of the plant workers in only 3 areas.

<u>Trends.</u>—During the past 5 years, the limits on maximum vacation pay were raised for both office and plant workers. (See chart 3, page 43.) In the winter of 1952-53, maximum vacation pay of 2 weeks was available to 28 percent of the office workers in 18 areas combined;²⁵ a maximum of 3 weeks' pay to 52 percent, and 4 weeks to 19 percent. By the winter of 1957-58, the proportion with a 2-week maximum had decreased to 12 percent of the office workers, and the proportion with a maximum of 4 or more weeks' pay had increased to 35 percent. In this 5-year period, plant workers with a maximum of 2 weeks 'paid vacation decreased from 37 to 19 percent, those with a maximum of 3 weeks increased by 9 percentage points to 60 percent, and those with 4 weeks increased from 7 to 19 percent.

In the winter of 1957-58, for many workers in these same areas, a larger amount of vacation pay was available than was provided for comparable service 5 years earlier. For example, 3 or more weeks' pay, available to 22 percent of the office workers after 10 years' service in the earlier period, was available to 42 percent in 1957-58, for comparable service (chart 3).

Health and Insurance Plans

Life insurance coverage was available to 87 percent or more of both plant and office workers in each area, except plant workers in Denver, Memphis, New Orleans, and Portland (72 to 76 percent) (table B-31). As measured in 18 areas combined,²⁶ life insurance coverage was extended to an additional 6 percent of office and 3 percent of plant workers between the winters of 1952-53 and 1955-56. Increases in coverage between 1955-56 and 1957-58 have averaged 1 percent for both office and plant workers. Among the 18 areas, the 5-year increase in the proportions of workers provided life insurance coverage ranged from 3 to 29 percent for office workers and from 2 to 17 percent for plant workers.

Provisions for hospitalization insurance and surgical insurance applied to 70 to 90 percent of both the office and plant workers in most areas with lower coverage recorded for one or both employee groups in Baltimore, Denver, Memphis, New Orleans, and Philadelphia. Medical insurance was available to more than half of the office and plant workers in a majority of the areas.

Hospitalization, surgical, and medical insurance have each become increasingly available in recent years. Between the winters of 1952-53 and 1955-56, hospitalization coverage of office workers increased from 66 to 77 percent with a corresponding increase from 73 to 84 percent for plant workers. Subsequent increases (to the winter of 1957-58) extended coverage to an additional 3 percent of office and 2 percent of plant workers. (See chart 3, page 43.) In this 5-year period, increases in both office- and plant-worker coverage have varied widely among areas, ranging between 6 percent in Boston and 37 percent in Portland for office workers and between 9 percent in Atlanta and Los Angeles-Long Beach and 36 percent in Portland for plant workers.

Furthermore, during this 5-year span, surgical and medical coverage grew more rapidly than hospitalization. Surgical and medical insurance in the winter of 1952-53 were available to 58 and 39 percent, respectively, of the office workers in the 18 areas combined. Increases in coverage of 21 percentage points (surgical) and 19 percentage points (medical) brought surgical coverage to within 1 point of the 1957-58 hospitalization coverage (80 percent) of office workers. For plant workers, 5-year coverage increases of 18 percentage points (surgical) and 16 percentage points (medical) resulted in surgical coverage for 84 percent and medical for 60 percent of the plant workers, compared with 86 percent hospitalization coverage of such workers in these areas.

In the winter of 1957-58, catastrophe (extended medical) insurance was available to between 30 and 50 percent of the office

²⁶ Ibid.

²⁵ See footnote 4, p. 5.

workers in Atlanta, Chicago, Los Angeles-Long Beach, New York City, Portland, and San Francisco-Oakland, and between 14 and 29 percent of the office workers in other areas. Plant-worker coverage in the winter of 1957-58 ranged from less than 10 percent in 7 areas to 29 percent in Los Angeles-Long Beach and 25 percent in San Francisco-Oakland. In the combined areas permitting comparison with the winter of 1953-54, when information was first collected; catastrophe insurance coverage increased from 2 to 30 percent of the office workers in the combined areas, the increment ranging between 13 and 40 percent of the office workers in individual areas. Coverage rose from 2 to 11 percent of the plant workers in the combined areas, with increments ranging between 2 and 25 percent of the plant workers in individual areas.

Income protection against employee illnesses (sickness and accident) may take the form of sick leave with full or partial pay, or insurance benefits. In the great majority of the areas surveyed during the winter of 1957-58, income protection against illness extended to 70 to 95 percent of both office and plant workers. In about half the areas, the proportions of plant workers so protected equaled or exceeded the proportion who were provided hospitalization. Among areas, up to a third of the office and up to a fifth of the plant workers were employed in firms that provided both illness insurance and sickleave pay.

Sick-leave plans providing for full pay and requiring no waiting period were much more prevalent for office workers than for plant workers. On the other hand, sickness and accident insurance was more commonly provided for plant workers. Limited-type sick leave requiring a waiting period or providing partial pay or both was provided up to about a fourth of both office and plant workers. Tables B-32 to B-37 present data for prevalence of health and insurance plans by major industry groupings.

Retirement Plans

Retirement plans were somewhat more prevalent for office workers than for plant workers in each area studied in the winter of 1957-58. Pension coverage for office workers ranged from 57 percent in New Orleans to 86 and 87 percent in Newark-Jersey City and Baltimore, respectively. Plant-worker coverage ranged more widely, from 37 percent in New Orleans, to between 75 and 80 percent in Baltimore, Newark-Jersey City, and New York City. Coverage also varied widely among industry divisions. Relatively more workers were covered in public utilities than in other major groups studied; public utilities was also the only division in which retirement plans were generally more prevalent for plant than for office workers. Lowest pension plan coverage was in services and retail trade.

The 1957-58 surveys also provided insight into the type of pension coverage provided. The great majority of the pension lans were of the actuarial type, i. e., specific payments were required of the employer, and specific and regular payments to retirees for the remainder of their lives (table 7). In the 17 areas combined, about 6 percent of the office and 3 percent of the plant workers were covered by a profit-sharing type of pension plan providing for the purchase of a life annuity, upon retirement. Profit-sharing coverage extended to as many as 7 percent of the office workers in New York City and Philadelphia; 9 percent of the plant workers in Portland; from 7 to 10 percent of both office and plant workers in Atlanta. Baltimore, and Memphis; and from 1 to 6 percent of the office and plant workers in these and other areas. In manufacturing industries, such coverage amounted to more than 6 percent of the office workers in Atlanta, Baltimore, Minneapolis-St. Paul, and Portland. Coverage of the profit-sharing type generally extended to higher proportions of office and plant workers in manufacturing than in any nonmanufacturing division, except retail trade. In the latter division, coverage of profit-sharing type plans extended to 22 percent of the office and to 10 percent of the plant workers in the combined areas. A minor proportion (fewer than 1 percent of office or plant workers in the combined areas) were covered by both an actuarial and a profit-sharing type pension plan. Among areas, the proportion of workers under such combination coverage did not exceed 2 percent, except for office workers in Milwaukee (3 percent) and Baltimore (6 percent).

<u>Trends.</u>—Between 1952-53 and 1957-58, the proportions of workers covered by pension provisions increased from 66 to 79 percent of the office workers and from 53 to 68 percent of the plant workers. (See chart 3, page 43.) The gain covered between 10 and 20 percent of the workers in most areas, with slightly larger increases in coverage noted for plant than for office workers in a majority of the areas. Since the winter of 1955-56, the proportion of office workers covered by retirement pension plans has not increased greatly in any area except Los Angeles-Long Beach (17 percentage points). However, increases of from 8 to 18 percentage points in the proportions of plant workers covered by pension plans were recorded in Denver, Los Angeles-Long Beach, New York City, Philadelphia, Portland, and San Francisco-Oakland.

		Office v	vorkers	<u> </u>	Plant workers					
Агеа	Actuarial plan ¹	Profit- sharing plan ²	Both types of plan	No retirement pension plan	Actuarial plan ¹	Profit- sharing plan ²	Both types of plan	No retirement pension plan		
Northeast: Boston New York City Newark-Jersey City Philadelphia	74 75 85 75	3 5 1 6	(³) 2 1	23 19 14 18	55 77 75 60	3 1 1 3	(³) 1 - -	41 21 25 37		
South: Atlanta Baltimore Memphis New Orleans	74 77 50 52	7 4 11 4	2 (⁶ (³) 1	16 13 39 43	53 73 36 34	6 5 10 3	$\begin{pmatrix} 1\\ 2\\ \binom{3}{3}\\ \binom{3}{3} \end{pmatrix}$	40 20 54 63		
North Central: Chicago Cleveland Milwaukee Minneapolis-St. Paul St. Louis	67 77 73 74 76	6 2 3 4 2	(³) 3 1	26 21 21 21 21 22	56 68 60 61 66	4 1 4 1 (³)	(³) - - (³) -	40 31 35 37 33		
West: Denver Los Angeles-Long Beach Portland San Francisco-Oakland	62 75 69 75	1 5 4 4	2 1 1 1	35 19 26 20	46 62 48 66	1 3 9 (³)	1 2 - 1	52 34 43 33		

(Percent of office and plant workers covered, 17 labor markets, winter 1957-58)

¹ Specific payments required of employer, specific and regular payments to retirees for the remainder of their lives. ² Definite formula for computing the profit-share to be set aside, and regular payments to the retiree for life through provisions in the plan for pur-chase of an annuity with the accumulated funds to his credit. Excludes plans under which payments are made in a lump sum, or spread over a specified number of years. ³ Less than 0.5 percent.

B: Establishment Practices and Supplementary Wage Provisions

Table B-1. Labor-management agreement coverage

(Percent of all office and plant workers employed in large- and medium-size establishments in which a contract or contracts covered a majority of workers in the respective categories, winter 1957-58)

	·]	Percent of offi	ce workers ei	nployed in				Perce	nt of plant wo	rkers employ	ed in—	
Area	All industries	Manu- facturing	Public utilities†	Wholesale trade	Retail trade	Finance*	Services	All industries ²	Manu- facturing	Public utilities †	Wholesale trade	Retail trade	Services
Northeast: Boston ³ Newark-Jersey City ³ New York City ³ Philadelphia ³	15-19 25-29 10-14 15-19	20-24 30-34 10-14 25-29	75-79 50-54 55-59 65-69	15-19 5-9 5-9 5-9	10- 14 20-24 30- 34 15- 19	(4) 10-14 0-4 0-4	0-4 (4) 10-14 10-14	70-74 85-89 80-84 80-84	75-79 85-89 90-94 85-89	90-94 95+ 95+ 80-84	50-54 85-89 70-74 65-69	60-64 50-54 55-59 50-54	50-54 (*) 85-89 80-84
South: Atlanta Baltimore Memphis ³ New Orleans	15-19 10-14 5-9 5-9	⁵ 40-44 15-19 10-14 0-4	40-44 30-34 40-44 30-34	5-9 0-4 (*) (*)	0-4 15-19 (*) 0-4	0-4 0-4 (4) (4)	(*) (*) (*)	45-49 65-69 50-54 40-44	60-64 80-84 75-79 50-54	70-74 60-64 85-89 95+	35-39 45-49 (*) (*)	5-9 30-34 (⁴) 5-9	(*) (*) (*) (*)
North Central: Chicago ³ Cleveland ³ Milwaukee Minneapolis-St. Paul St. Louis ³	15- 19 10- 14 25-29 10- 14 10- 14	10- 14 5-9 10- 14 0~4 5-9	60-64 60-64 90-94 60-64 75-79	5-9 0-4 (*) 5-9 5-9	20-24 (4) (4) 30-34 (4)	0-4 0-4 (4) 0-4 0-4	0-4 (*) (*) (*) (*)	70-74 90-94 80-84 80-84 95+	70-74 90-94 90-94 90-94 90-94 95+	95+ 95+ 95+ 95+ 95+ 95+	65-69 80-84 (4) 85-89 80-84	50-54 (*) (4) 60-64 (*)	80-84 (4) (4) (4) (4) (4)
West: Denver Los Angeles-Long Beach³ Portland San Francisco-Oakland³	10- 14 20-24 15- 19 15- 19	5-9 25-29 0-4 10-14	10- 14 80- 84 60- 64 75- 79	(4) 10-14 (4) 0-4	20-24 (*) 35-39 60-64	(*) 0-4 (*) 0-4	(*) 6 5-9 (*) (*)	65-69 80-84 80-84 95+	75-79 75-79 85-89 95+	95+ 95+ 95+ 95+ 95+	(*) 75-79 (*) 85-89	45-49 (*) 60-64 85-89	(*) 6 65-69 (*) (*)

1 All other office and plant workers were employed in establishments that either did not have labor-management contracts in effect, or had contracts that applied to fewer than half of their office or plant All other office and plant workers were employed in establishments that either did not have labor-management contracts in effect, or has contracts that applied to lewer than half of their office or plant workers. The estimates are not necessarily representative of the extent to which all workers in the area may be covered by the provisions of labor-managements, owing to the exclusion of smaller size establishments. Data are limited to establishments with 51 or more employees except in the 10 largest areas where the minimum size adopted was 101 employees in manufacturing, public utilities, and retail trade.
 ³ Includes data for real estate in addition to those industry divisions shown in footnets 4 and/or 7 to the table in appendix B.
 ⁴ Insufficient coverage to warrant separate presentation of data.

⁵ Estimate reflects mainly such coverage in 1 large establishment.

⁶ Excludes data for motion-picture production and allied services. Data for these industries are, however, included in "all industries." † Transportation (excluding railroads), communication, and other public utilities.

* Finance, insurance, and real estate.

Table B-2. Minimum entrance rates¹ for women office workers-all industries

	ľ	Nort	heast			So	outh		[1	orth Centr	al			We	est	
Minimum rate (weekly straight-time salary)	Boston ²	Newark- Jersey City ²	New York City ²	Phila- delphia ³	Atlanta	Balti- more	Memphis ²	New Orleans	Chicago ³	Cleve- land ²	Milwau- kee	Minne- apolis- St. Paul	St. Louis ²	Denver	Los Angeles- Long Beach ²	Portland	San Fran- cisco- Oakland ⁸
Establishments studied	249	277	551	323	191	180	131	159	435	235	1 78	241	230	146	319	148	251
			L		I	1	I	inex,	perjenced typ	ists		J		.	L		4 ,
Establishments having a specified minimum 3 Under \$37.50 \$37.50 and under \$40.00 \$42.50 and under \$42.50 \$42.50 and under \$45.00 \$45.00 and under \$45.50 \$55.00 and under \$55.50 \$55.00 and under \$55.50 \$55.00 and under \$55.50 \$55.00 and under \$55.50 \$57.50 and under \$57.50 \$60.00 and under \$60.00 \$62.50 and under \$65.00 \$66.50 and under \$65.00 \$67.50 and under \$65.00 \$67.50 and under \$65.00 \$67.50 and under \$65.00 \$67.50 and under \$65.00 \$70.00 and under \$75.00 \$75.00 and	130 6 3 23 30 12 11 3 4 1 1 - -	155 - 4 18 5 24 20 32 8 15 11 6 5 5 2 2 - -	262 - 1 10 9 36 28 86 22 36 16 6 6 3 2 - - 1	162 2 5 31 17 35 14 27 7 9 4 5 2 4 - - -	89 - 1 31 16 14 8 4 4 4 4 1 2 - 2 1 - 1 - 1 -	89 2 - 19 11 23 5 5 8 2 1 4 5 3 1 - - -	51 7 - 20 7 4 1 4 3 1 - - 2 1 1 - - 1	56 6 1 19 9 7 3 4 3 2 2 - - - - - - - -	234 3 - 9 19 57 27 36 22 19 7 14 2 2 7 4	121 - - 4 8 9 9 24 18 15 12 6 8 2 3 3 2 5 1	91 - 1 8 11 12 19 8 6 3 1 - 4 1 - -	128 1 3 34 34 20 11 6 7 4 4 - 1 1 1 1 1 1 1 -	133 - 1 24 16 21 17 11 12 12 12 12 5 4 - - -	65 - 1 12 3 14 9 13 3 2 6 1 - - - - -	156 - 2 5 3 13 16 19 24 21 11 11 6 8 5 10 5 9	58 - 1 5 6 9 3 6 2 4 6 5 1 5 1 1 2 1	123 - - 1 8 9 26 9 12 17 9 5 9 4 6 7 1
Establishments which did not employ workers in this category Information not available	64 54 1	37 84 1	118 171	73 86 2	41 60 1	14 76 1	16 64 -	27 76 -	101 100 -	42 71 1	36 51 -	67 46 -	66 31 -	39 42 -	64 99 -	50 40 -	70 58 -
		.k	L		4	L. <u></u>	0	ther inexper	ienced cleric	al workers ⁴	L	d	4	1	4		J
Establishments having a specified minimum ³ Under \$37.50 \$37.50 and under \$40.00 \$42.50 and under \$45.00 \$45.00 and under \$45.00 \$47.50 and under \$50.00 \$50.00 and under \$50.00 \$52.50 and under \$55.00 \$55.00 and under \$55.00 \$55.00 and under \$55.00 \$56.00 and under \$55.00 \$57.50 and under \$60.00 \$60.00 and under \$60.50 \$66.00 and under \$60.50 \$66.50 and under \$60.50 \$67.50 and under \$67.50 \$57.50 and under \$67.50 \$57.50 and under \$67.50 \$50.50 and under \$67.50 \$50.50 and under \$75.50 \$57.50 and under \$75.50 \$57.50 and under \$75.00 \$70.00 and under \$75.00 \$72.50 and under \$75.00	138 8 6 31 32 27 10 8 4 3 1 1 3 1 1 - -	167 1 5 23 12 28 17 31 10 12 8 9 6 1 2 - - 2	289 - 5 29 17 67 28 70 17 26 13 8 6 1 1 2 - - -	169 2 9 46 15 33 17 19 7 7 5 4 2 3 - - -	97 1 2 41 10 9 6 1 3 3 1 - 2 1 - 1 - 1 -	102 7 2 31 16 8 3 6 3 - 5 5 5 2 - - - - - -	54 7 - 23 7 4 2 5 2 - - 2 1 - - 1 -	62 8 3 20 10 5 3 6 2 2 2 1 - - - - -	251 3 -9 4 24 24 64 32 30 13 6 13 6 13 6 13 3 1 8 3	132 2 - 9 13 9 19 17 13 12 15 1 3 5 - 5 -	105 1 1 1 1 1 1 1 1 1 1 1 1 1	131 1 5 48 27 22 5 6 6 4 3 - 1 1 1 - 1 - 1	143 4 33 19 20 17 11 12 9 7 2 5 2 1 1 -	70 - 3 13 4 17 7 11 4 6 3 1 - - - -	166 - 1 2 10 8 14 27 16 17 20 10 5 7 8 10 3 8	68 - 1 9 5 10 3 10 2 7 5 6 1 6 1 - 1 1	136 - - 4 13 25 14 11 16 15 8 8 6 4 3 2
Establishments having no specified minimum	73 37 1	49 60 1	124 138	92 60 2	44 49 1	24 53 1	25 52	33 64	113 71	42 60 1	45 28 -	64 46	68 19 -	41 35 -	67 86 -	44 36 -	68 47 -

(Distribution of establishments studied by minimum hiring rate for selected occupations, winter 1957-58)

1

2

Lowest formally established salary rate. Exceptions to the standard industry limitations are shown in footnotes 4 and/or 7 to the table in appendix B. Regular straight-time salary corresponding to employee's standard workweek. Data are presented for all workweeks combined. Rates applicable to messengers, office girls, or similar subclerical jobs are not considered. 3

4

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

· · · · · · · · · · · · · · · · · · ·		Nortl	heast			So	outh		<u> </u>	N	iorth Ćentr	al	• - <u>-</u>		Ŵ	est	
Minimum rate (weekly straight-time salary)	Boston	Newark- Jersey City	New York City	Phila- delphia	Atlanta	Balti- more	Memphis	New Orleans	Chicago	Cleve- land	Milwau- kee	Minne- apolis- St. Paul	St. Louis	Denver	Los Angeles- Long Beach	Portland	San Fran- cisco- Oakland
Establishments studied	84	144	176	144	57	66	52	52	168	109	88	91	104	46	111	62	83
		L	L	ļ	L	I	L	luext	l	ists	1	I	4		L		I
Establishments having a specified minimum ³ Under \$ 40.00 \$ 40.00 and under \$ 42.50 \$ 42.50 and under \$ 45.00 \$ 45.00 and under \$ 47.50 \$ 50.00 and under \$ 50.00 \$ 55.00 and under \$ 55.00 \$ 55.00 and under \$ 55.00 \$ 57.50 and under \$ 57.50 \$ 60.00 and under \$ 57.50 \$ 60.00 and under \$ 60.00 \$ 62.50 and under \$ 65.00 \$ 67.50 and under \$ 65.00 \$ 67.50 and under \$ 75.00 \$ 77.00 and under \$ 75.00 \$ 77.00 and under \$ 75.00 \$ 72.50 and under \$ 75.00 \$ 72.50 and under \$ 75.00 \$ 72.50 and under \$ 75.00 \$ 72.00 and under \$ 75.00 \$ 72.00 and under \$ 75.00 \$ 75.00 and	47 1 7 9 15 3 4 1 1 3 - 2 1 - -	89 - 7 3 15 11 18 3 11 8 4 3 4 2 - -	83 -4 1 14 8 19 6 12 9 1 3 3 2 -	76 - 11 8 13 6 17 3 5 4 3 2 4 - -	16 	36 - 4 2 9 1 3 5 - 1 3 5 2 1 -	17 5 4 2 - 3 1 - - - -	14 6 2 1 1 1 1 2 - - -	102 - - 2 4 23 11 15 9 11 6 9 - 2 7 3	63 - - 1 1 1 7 11 8 6 6 7 2 3 1 5	49 - - - - - -	43 -9 13 5 7 3 1 3 - 1 - 1	68 1 5 10 7 9 6 9 8 7 1 2 3 -	22 - 2 1 4 4 5 2 1 2 - - 1 - - -	63 	22 - 2 1 3 - 1 2 1 1 3 - 1 1 1	41
Establishments having no specified minimumEstablishments which did not employ workers in this category Information not available	27 10 -	16 39 -	35 58 -	34 34 -	23 17 1	7 23 -	7 28 -	11 27 -	45 21 -	21 24 1	24 15 -	30 18 -	27 9 -	15 9 -	21 27 -	23 17	24 18 -
							C)ther inexper	ienced cleric	al workers ³							
Establishments having a specified minimum ³ Under \$40.00 \$42.50 and under \$42.50 \$42.50 and under \$45.00 \$42.50 and under \$45.00 \$50.00 and under \$50.00 \$50.00 and under \$50.00 \$57.50 and under \$55.00 \$57.50 and under \$55.00 \$60.00 and under \$55.50 \$62.50 and under \$67.50 \$62.50 and under \$60.00 \$60.00 and under \$67.50 \$62.50 and under \$67.50 \$67.50 and under \$67.50 \$67.50 and under \$70.00 \$70.00 and under \$72.50 \$77.50 and under \$75.00 \$72.50 and under \$75.00 \$75.00 and under \$75.00	48 2 10 11 10 5 3 1 - - 2 1 2 1 - - - -	93 - 10 4 19 8 17 6 8 7 6 4 1 2 - - 1	91 - 10 4 19 7 18 7 9 7 2 5 1 2 - -	79 1 18 7 14 8 11 3 5 5 2 2 3 - - -	19 - 8 1 - 1 - 1 - 1 - 1 - - 1 - - - - - - - - - - - - -	34 - 5 7 5 2 4 2 5 2 	19 6 4 3 - - - - 1 - - - 1	15 - 2 2 1 1 1 - - - - - -	101 - - 6 5 28 10 14 6 8 5 7 1 1 8 2	69 - 4 3 2 10 11 6 5 14 1 3 4 - 5 -	53 - 6 5 11 8 9 4 1 1 - - -	41 - 9 12 2 3 1 3 - - - 1 - 1 -	66 1 7 9 7 9 5 8 6 7 1 2 2 1 1 -	20 - 1 7 2 4 1 1 2 - - 1 - - -	64 - - 2 2 - 12 6 8 11 6 5 3 4 3 - 2	25 - - 3 6 - 2 2 1 1 3 1 - - 1	49
Establishments having no specified minimum	28 8 -	25 26	37 48 -	42 23	25 12 1	12 20	11 22	16 21	44 23 -	22 17 1	28 7 -	25 25 -	28 10 -	15 11 -	21 26 -	17 20	21 13 -

(Distribution of establishments studied by minimum hiring rate for selected occupations, winter 1957-58)

Lowest formally established salary rate.
 Regular straight-time salary corresponding to employee's standard workweek. Data are presented for all workweeks combined.
 Rates applicable to messengers, office girls, or similar subclerical jobs are not considered.

Table B-4. Rate structure characteristics

										• •		<i>/</i>									
	Al	l industr	ies	Ma	nufactur	ing	Pub	lic utiliti	.est	Who	olesale tr	ade	Rei	tail trad	le	_	Finance	*		Service	8
Labor market	Form	al plan	Indi-	Form	al plan	Indi-	Forma	al plan	Indi-	Forma	al plan	Indi-	Form	al plan	Indi-	Form	al plan	Indi-	Form	al pian	Indi-
	Range of <u>rates</u>	Single rate	vidual rates	Range of rates	Single rate	vidual rates	Range of rates	Single rate	vidual rates	Range of rates	Single rate	vidual rates	Range of rates	Single rate	vidual rates	Range of rates	Single rate	vidual rates	Range of rates	Single rate	vidual rates
										Office wo	rkers										
Northeast: Boston ² Newark-Jersey City ² New York City ⁴ Philadelphia ² South: Atlanta Baltimore Memphis ⁴ New Orleans North Central: Cleveland ² Minneapolis-St. Paul St. Louis ² Los Angeles-Long Beach ² Portland Senericon Ohlmel ²	61 71 59 62 67 66 41 36 72 69 67 63 46 73 61	5 2 1 2 3 1 1 2 3 2 1 1 1 1 1	33 27 40 36 31 58 63 26 23 28 31 36 53 25 39 24	57 66 65 69 63 76 34 23 77 73 73 74 68 66 67 9 32	12 3 1 3 6 - 2 1 4 - 3 1 4 - 3 1 - - 2 - - 2 - - - - - - - - - - - - -	32 31 34 28 34 19 66 75 21 23 21 23 32 31 20 68 22	86 86 80 91 64 64 64 89 88 59 79 84 88 83 87 79	6 2 5 2 1 5 1 - 31 - 3 3 4	8 12 20 6 8 9 -31 35 11 12 9 21 14 12 3 10	$\begin{array}{c} 43\\ 48\\ 45\\ 58\\ 57\\ (^{3})\\ (^{3})\\ 38\\ 50\\ (^{3})\\ 31\\ 50\\ (^{3})\\ (^{$	$ \begin{array}{c} 4\\ 2\\ (4)\\ 3\\ 5\\ (3)\\ 3\\ 5\\ (3)\\ 7\\ 2\\ (3)\\ (4)\\ (3)\\ (4)\\ (3)\\ (4)\\ (3)\\ (3)\\ (4)\\ (3)\\ (4)\\ (3)\\ (4)\\ (3)\\ (4)\\ (3)\\ (4)\\ (3)\\ (4)\\ (3)\\ (4)\\ (3)\\ (4)\\ (3)\\ (4)\\ (3)\\ (4)\\ (3)\\ (4)\\ (3)\\ (4)\\ (3)\\ (4)\\ (4)\\ (3)\\ (4)\\ (4)\\ (3)\\ (4)\\ (3)\\ (4)\\ (4)\\ (4)\\ (3)\\ (4)\\ (4)\\ (4)\\ (4)\\ (4)\\ (4)\\ (4)\\ (4$	53 50 53 54 39 38 (³) (³) 60 45 (³) 62 48 (³) 62 48 (³)	45 32 45 75 51 35 (³) 12 81 (³) (³) 59 (³) 58 (³) 68 (³)	$ \begin{array}{c} 10 \\ -5 \\ 1 \\ -2 \\ (^3) \\ -1 \\ (^3) \\ (^3) \\ (^3) \\ (^3) \\ (^3) \\ (^3) \\ -7 \\ (^3) \\ (^3) \\ -7 \\ (^3) \\ (^$	44 68 50 24 49 63 (³) 88 18 (³) (³) 38 (³) 42 (³) 32	69 87 65 47 79 56 (³) (³) 79 67 (³) 67 (³)	$ \begin{array}{c} - \\ (4) \\ (3) \\ (3) \\ (3) \\$	$ \begin{array}{c} 31\\ 13\\ 35\\ 53\\ 21\\ 44\\ (^3)\\ (^3)\\ 22\\ 7\\ (^3)\\ 21\\ 33\\ (^3)\\ 24\\ (^3)\\ (^3)\\ 24\\ (^3)\\$	$ \begin{array}{c} 52\\ (3)\\ 30\\ 53\\ (3)\\ (3)\\ (3)\\ (3)\\ (3)\\ (3)\\ (3)\\ (3$	$ \begin{bmatrix} 3 \\ 3 \\ 1 \\ 3 \\ 3 \\ 3 \\ 3 \\ 3 \\ 3 \\ 3 \\ 3 \\ 3 \\ 3$	$ \begin{array}{c} 48\\ (^{3})\\ 67\\ 46\\ (^{3})\\ (^{3})\\ (^{3})\\ (^{3})\\ 52\\ (^{3})$
		1	I		L	L	I	L	j Tim	-rated plant	workers	L	L	<u> </u>	I	L	Ĺ	l	L		I
Northeast: Boston ² Newark-Jersey City ² New York City ² Philadelphia ² Baltimore Baltimore Memphis ² New Orleans North Central: Chicago ² Cleveland ² Minneapolis-St. Paul St. Louis ² West: Denver Los Angeles-Long Beach ² Portland San Francisco-Oakland ²	45 39 33 38 37 40 23 18 54 42 48 45 41 32 52 30 18	32 51 52 35 43 55 40 51 44 50 51 44 50 54 53 45 68 81	23 10 22 10 28 18 35 27 6 7 9 5 5 15 3 1 1	51 37 28 38 32 40 25 13 59 41 48 47 36 20 59 25 3	35 54 53 52 53 56 77 38 57 46 50 59 72 38 75 97	14 8 9 16 7 19 10 3 2 6 3 5 8 3 -	81 /2 79 51 74 70 47 38 68 55 55 74 60 74 35 61	19 28 21 49 26 30 49 61 32 21 44 45 26 40 26 65 39	- (⁴) - (⁴) 1 4 1 - (⁴) - - - - -	35 27 36 20 36 32 37 37 37 37 37 37 37 37 37 37 37 37 37	30 62 34 60 23 29 (³) 46 51 (³) 72 43 (³) 77	35 10 30 20 41 39 (3) (3) (3) (3) - 5 (3) 10 (3) -	31 29 48 31 28 (³) 19 58 (³) (³) 52 (³) 51 26	$ \begin{array}{r} 19\\ 40\\ 30\\ 39\\ 6\\ 13\\ (^{3})\\ 27\\ 31\\ (^{3})\\ (^{3})\\ 36\\ (^{3})\\ 47\\ (^{3})\\ 43\\ 69\\ \end{array} $	$ \begin{array}{c} 49\\31\\41\\13\\63\\59\\(^{3})\\54\\11\\(^{3})\\(^{3})\\12\\(^{3})\\22\\(^{3})\\6\\5\end{array}$	$ \begin{pmatrix} 6 \\ (6)$	$ \begin{array}{c} (6)\\ (6)\\ (6)\\ (6)\\ (6)\\ (6)\\ (6)\\ (6)\\$	$ \begin{pmatrix} 6 \\ (6)$	$ \begin{array}{c} 8 \\ (^3) \\ 11 \\ 16 \\ (^3) \\ ($	$ \begin{array}{c} 62 \\ (3) \\ 64 \\ (3) \\ $	$ \begin{array}{c} 31 \\ (3) \\ 28 \\ 19 \\ (3) \\ (3) \\ (3) \\ 11 \\ (3) \\ (3$

(Percent of office and time-rated plant workers covered by formal and informal wake plans, by type of rate structure, winter 195/-58)

¹ 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.

The 3 basic types of rate structure for time-rated workers were defined as: (1) A (formal) range of rates for the same job, with the specific rates within the range determined by merit, length of service, or a combination of various concepts of merit and length of service. Automatic progression from the minimum to the maximum is common; (2) a (formal) single rate which is the same for all workers may occasionally be paid above ro holow the entire time that he is holding the job. Individual workers may occasionally be paid above ro holow the usual rule; and (3) individual rates—in establishments in which there is no formal rate structure (either job rates or rate ranges), the rates paid being set on an individual basis. These rates may be based in a loose way upon the job being done, or may be related to the training, ability or skill of the individual worker. ² Exceptions to the standard industry limitations are shown in footnotes 4 and/or 7 to the table in appendix B.

Insufficient coverage to warrant separate presentation of data. This industry division is appropriately represented in "all industries."

Less than 0.5 percent.

Excludes data for motion-pictur , roduction and allied services. Data for these industries are included in "all industries." Data were collected for real .state establishments only; this industry is appropriately represented in the estimates for "all industries." 6

† Transportation (excluding rel' roads), communication, and other public utilities.
* Finance, insurance, and real estate.

NOTE: Because of rounding, sums of individual items do not necessarily add to 100 percent.

Table B-5. Method of wage payment (plant workers)-manufacturing

(Percent distribution of plant workers in manufacturing industries by method of wage payment, ¹ winter 1957-58)

Timeworkers	Incentive	workers
	Piecework	Bonus work
64	20	16
71	12	17
76	18	6
66	22	11
77	18	5
70	7	22
76	21	3
85	8	7
67	12	21
70	17	13
57	18	25
80	6	13
71	15	15
80	15	4
87	3	10
90	7	3
93	4	4
	Timeworkers 64 71 76 66 85 85 67 70 70 85 85 80 71 80 71 80 80 87 90 93	Incentive Timeworkers Piecework 64 20 71 12 76 18 66 22 77 18 70 7 75 8 67 12 77 18 85 8 67 12 70 17 57 18 80 6 71 15 80 15 87 3 90 7 93 4

¹ Proportions of time and incentive workers directly reflect employment under each pay system. However, because of technical considerations, incentive-worker employment was classified according to the predominant type of incentive plan (piecework or bonus work) in each establishment. Piecework is defined as work for which a predetermined amount is paid for each unit of output. Bonus work is work for which an extra payment is made for production in excess of a quota or for the completion of a job in less than standard time. Both types of payment may be based on individual or group output.

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Table B-6. Scheduled weekly hours-all industries

			Off	ice worker	s ¹							Plant w	orkers ²				
Area		U	nder 40 hou	ırs		40	Over	Un	der 40 hou	ırs	40			Over 40	hours		
	35	36¼	371/2	383/4	Total ³	hours	40 hours	Under 371/2	3742	Total ³	hours	Total ³	42	44	45	48	Over 48
Northeast:				ł													
Boston 4	8	10	25	8	66	34	1	2	8	12	79	9	2	1 1	1	4	-
Newark-Jersey City ⁴	16	3	29	10	63	37	(5)	6	2	8	87	5	ī	(5)	_	2	2
New York City ⁴	56	10	16	1	90	10	1	13	5	19	76	5	1	ĺ ľ	2	(5)	(5)
Philadelphia 4	10	3	26	11	59	41	(5)	2	8	10	85	5	1	1	1 1	(5)	(5)
South:							1								-		1 . 1
Atlanta	2	1 -	15	16	34	63	3	3	4	8	69	23	1	6	3	7	3
Baltimore	8	1	10	4	29	70	1	z	2	5	82	12	-	2	2	5	2
Memphis ⁴	3	-	6	1	11	81	8	-	1	2	75	23	1	1 ī	4	10	3
New Orleans	2	1	i 11	1	21	67	12	2	1	2	65	33	2	2	8	15	3
North Central:		1		-						-			-	-	-		-
Chicago 4	3	5	16	9	39	61	1	9	4	12	80	8	1	1	2	3	1 1
Cleveland 4	2		14	3	25	74	i î	14	5	20	73	7	2	2	(5)	2	l î
Milwaukee	(⁵)	1 1	10	4	16	84	(5)		ž	7	88	5	(5)	l ī	2	(5)	l î
Minneanolis-St. Paul	. `ı'	(5)	17	8	31	68	1 1		4	i i	86		(5)	2	ĩ	1 72	1
St Louis 4	Â		i ii	Å	10	80	1	1 5	Â	6	88	6	3	ĩ	1 1	1 2	1 1
Wast.	-	1		1 1	1 1/		-	۲ <i>۲</i>	-	l v		ľ		•	-	-	-
Denvor		1 2	6	(5)	1 11	86	4		2	5	76	19		4	1	0	1 2
Los Angeles-Long Beach	1				15	85	(5)	1	1		6	1 10	1 1	(5)	1 1		1 1
Dostland	(5)	1 4			17	92					94	1 3			1 1	1 î	1
Formanu		1 7	1 1	1 1	1 12	62	1 1	1	1 10	1,2	04		<i>2</i>	-	(5)	1 (5)	1
San Francisco-Oakland -	2	1 1	1 15	1 10	1 32	80	-	1 3	10	1 13	00	1 1	- 1	-	(()	1 (9)	1 -

(Percent of office and plant workers employed in all establishments by scheduled hours of work per week, winter 1957-58)

¹ Data relate to all office workers and are not comparable with earlier studies. See appendix B, p. 85.

¹ Data relate to all othice workers and are not comparable with earlier statist, but appendix 2, p. c., ² Data for finance and insurance are excluded.
³ Includes weekly schedules other than those presented separately.
⁴ Exceptions to the standard industry limitations are shown in footnotes 4 and/or 7 to the table in appendix B.
⁵ Less than 0.5 percent.

Table B-7. Scheduled weekly hours-manufacturing

(Percent of office and plant workers employed in manufacturing establishments by scheduled hours of work per week, winter 1957-58)

			Offic	e workers	1							Plant w	orkers		<u> </u>		
Area		Unde	r 40 hours	•		40	Over	Und	er 40 hour	rs –	40			Over 4) hours		
	35	361/4	37 ¹ /2	38 ³ /4	Total ²	hours	40 hours	Under 37 ¹ /2	37¥₂	Total ²	hours	Total ²	42	44	45	48	Over 48
Northeast: Boston Newark-Jersey City Philadelphia South: Atlanta Baltimore Memphis New Orleans North Central: Chicago Cleveland Milwaukee Minwaepolis-St. Paul St. Louis West: Denver	9 8 68 5 1 3 - 1 1 1 1 (³) 1 -	2 3 7 2 (³) - 2 (³) - 1	15 15 14 23 7 5 4 7 14 11 4 5 8 $(\overline{3})$	9 20 1 18 - 4 - 6 15 1 3 5 3 -	36 46 91 48 9 13 5 14 38 20 8 20 13 1	63 54 9 52 89 85 92 68 68 62 80 92 78 87 87 87 98	$ \begin{array}{c} 2 \\ - \\ 3 \\ 2 \\ 3 \\ 18 \\ (^3) \\ (^3) \\ - \\ 2 \\ (^3) \\ (^3$	2 7 26 2 6 2 - 3 13 18 3 8 1 5 5	7 2 10 7 2 2 2 6 6 6 5 5 5 8	9 9 28 12 13 5 5 19 24 8 13 6 13 7	84 85 69 86 81 88 90 83 78 75 90 84 88 84 88 81 90	7 5 2 6 7 7 1? 3 1 2 3 6 6 3	1 - - - - - - - - - - - - - - - - - - -		1 - 1 2 10 1 - 1 - 2 - 2 10	4 2 1 4 2 3 1 (³) - 2 4	48
Portland San Francisco-Oakland	- 2	-	2 9	12	3 27	95 73	2	5	1 8	6 13	91 87	2	2	-	-	-	-

¹ Data relate to all office workers and are not comparable with earlier studies. See appendix B, p. 25.
 ² Includes weekly schedules other than those presented separately.
 ³ Less than 0.5 percent.

Table B-8. Scheduled weekly hours-public utilities †

			Offi	ce worke:	rs ¹							Plant w	orkers				
Area		U	nder 40 hou	rs		40	Over	U	Inder 40 ho	ours	40			Over 40	hours	•	
	35	361/4	37 1/2	38 ³ /4	Total ²	hours	40 hours	Under $37\frac{1}{2}$	37 ¹ / ₂	Total ²	hours	Total ²	42	44	45	48	Ove 48
Northeast:						1											1
Boston ³	3	-	55	-	58	42	-	-	-	-	98	2	-	-	- 1	2	
Newark-Jersey City	59	-	(*)	2	61	39	- 1		-		99	ī	1	-	- 1		
New York City 3	52	-	16	-	69	31	-	-	4	4	93	4	- 1	-	4	-	- 1
Philadelphia	13	2	49	1	64	36	- 1	-	-	(*)	99	1	- 1	- 1	- 1	1	-
South:												1		1			
Atlanta	7	-	46	-	53	46	1	-	-	- 1	83	17	-	4	- 1	8	5
Baltimore	1	-	32	2	38	62		-	-	-	98	2	-	-	- 1	2	-
Memphis ³	-	-	39	-	39	58	3	-	-	-	87	13	-	-	4	8	-
New Orleans	6	-	32	-	48	51	1	-	(*)	(*)	89	511	-	(*)	- 1	-	-
North Central;							1										
Chicago 3	2	-	5	1	8	92	- 1	-	-	-	100	-	- 1	-	-	-	
Cleveland ³	-	-	1	2	3	97	- 1	-	-	-	100	-	-	-	- 1	-	- 1
Milwaukee	-	-	-	-		100	-	-	-	í -	93	7	5	-	- 1	2	- 1
Minneapolis-St. Paul	-	-	(*)	-	(*)	99	-	-	-	-	98	2	-	-	-	-	- 1
St. Louis	4	-	2	3	10	90	1	- (-	-	96	4	2	- 1	- 1	2	1 -
West:												1					1
Denver	-	-	-	-	-	98	2	-	-	-	94	6	-	6	-	-	1 -
Los Angeles-Long Beach 3	-	- 1	-	1	1	99	-	- 1	-	-	98	2	-	2	- 1	-	-
Portland	-	-	3	-	3	97	-		-	- 1	100	-	-	-	-	-	-
San Francisco-Oakland ³	1	- 1	7	6	16	84	-	-	2	2	97	1	- 1	- 1	- 1	-	- 1

(Percent of office and plant workers employed in public utilities establishments by scheduled hours of work per week, winter 1957-58)

Data relate to all office workers and are not comparable with earlier studies. See appendix B, p. 85.
 Includes weekly schedules other than those presented separately.
 I or more utilities are municipally operated, and therefore, excluded from the scope of the studies. See footnote 4 to the table in appendix B.

Less than 0.5 percent.

⁵ Includes 11 percent at $41\frac{1}{2}$ hours.

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

Table B-9. Scheduled weekly hours-wholesale trade

.

(Percent of office and plant workers employed in wholesale trade establishments by scheduled hours of work per week, winter 1957-58)

			Offi	ce worke	rs ¹							Plant w	orkers				
Area		U	nder 40 hou	rs		40	Over	U	nder 40 ho	urs	40			Over 40) hours		
	35	36 1/4	37 1/2	38 ³ /4	Total ²	hours	hours	Under $37\frac{1}{2}$	37 1/2	Total ²	hours	Total ²	42	44	45	48	Over 48
Northeast; Boston Newark-Jersey City New York City Philadelphia South; Atlanta Baltimore North Central; Chicago Cleveland St. Louis West; Los Angeles-Long Beach	- 8 50 4 - - 2 3 - - -	8 11 12 - - 3 3 - - 1	31 21 24 21 15 6 20 12 8 9 9	4 5 23 11 8 1 - - - 8	51 44 93 48 26 17 27 20 11 10 10	49 56 7 52 73 83 69 80 89 90 85			2 	4 1 19 8 5 5 5 1 12 - - 2	74 99 81 87 62 79 83 87 97 97 97	³ 22 1 6 32 16 17 1 3 3 5		- 1 - - - - - - - - - - - - - - - - - -	- - - 5 12 5 - 3 -	7	
San Francisco-Oakland	-	4	8	7	19	81	-	-	6	6	94	-	-	-	-	-	-

¹ Data relate to all office workers and are not comparable with earlier studies. See appendix B, p. 85. ² Includes weekly schedules other than those presented separately. ³ Includes 10 percent at $42\frac{1}{2}$ and 5 percent at $47\frac{1}{2}$ hours.

Table B-10. Scheduled weekly hours-retail trade

(Percent of office and plant workers employed in retail trade establishments by scheduled hours of work per week, winter 1957-58)

			Of	fice worke:	r s ¹							Plant wo	rkers				
Area		Un	der 40 hou	irs		40	Over	Ŭı	nder 40 hou	rs	40			Over 40 h	ours		
	35	36 ¹ /4	371/2	383/4	Total 2	hours	hours	Under 37 ¹ /2	371/2	Total ²	hours	Total ²	42	44	45	48	Over 48
Northeast:																	
Boston	12	7	19	6	78	22	1 -	2	15	30	58	12	5	-	-	6	-
Newark-Jersev City ³	8		24	-	35	64	1 1	-	3	6	87	6	-	1	-	3	2
New York City ³	16	19	35	3	79	20	1 ī	8	15	26	64	10	1 1	4	3	(*)	-
Philadelphia ³	8	-	15	8	38	61	(4)	1	8	13	74	13	7	5	-	ì	- 1
South:						1	.,	-	-								1
Atlanta	-	-	5	-	5	82	13	-	- 1	- 1	51	49	2	17	10	2	7
Baltimore	4	-	(4)	-	8	92	-	1 -	-	9	57	34	-	1 11	- 1	9	7
New Orleans	-	-	2	-	4	67	29	-	-	-	39	\$61	5	4	9	30	5
North Central:						1			ł							ļ	
Chicago	-	(4)	6	6	1 13	86	1 1	1 - ·	-	- 1	76	24	3	2	5	12	1 -
Minneapolis-St. Paul	-	-	7	4	14	86	-	-	-	-	91	9	1	7	-	- 1	- 1
West:			1				ł									ļ	l
Denver	-	-	1	2	3	78	19	-	- 1	-	68	32	7	- 1	1 -	18	1 5
Portland	-	-	1 -	-	-	98	2	- 1	- 1	- 1	98	2	2	-	-	- 1	- 1
San Francisco-Oakland	(4)	-	8	11	19	81	-	2	12	14	84	2	-	-	-	1	-

Data relate to all office workers and are not comparable with earlier studies. See appendix B, p. 85.
 Includes weekly schedules other than those presented separately.
 Excludes limited-price variety stores.
 Less than 0.5 percent.
 Includes 8 percent at 43 hours.

Table B-11, Scheduled weekly hours-finance *

(Percent of office workers employed in finance establishments by scheduled hours of work per week, winter 1957-58)

			Of	fice worker	s ¹		
Area		τ	nder 40 hou	rs		40	Over
	35	361/4	371/2	38 ³ /4	Total ²	hours	40 hours
Northeast:							
Boston	9	22	28	11	94	6	- 1
Newark-Jersey City	19	5	62	-	99	1	- 1
New York City	58	13	10	1	96	4	-
Philadelphia	19	9	30	3	86	14	-
South:		-		1	1	1	i i
Atlanta	4	-	12	45	60	40	(3)
Baltimore	27	4	16	5	60	40	-
North Central:		_					
Chicago	7	15	26	9	67	33	-
Cleveland	8		31	11	57	43	-
Minneapolia-St. Paul	4	1 -	43	21	68	32	Į -
St. Louis	15	2	17	11	47	53	- 1
West		-					l.
Los Angeles-Long Beach	-	6	15	1 11	39	61	- 1
San Francisco-Oakland	(3)	1 -	24	1 ii	44	56	-
	.,			1	1	1	

Data relate to all office workers and are not comparable with earlier studies. See appendix B, p. 85.
 Includes weekly schedules other than those shown separately.
 Less than 0.5 percent.
 Finance, insurance, and real estate.

Table B-12. Scheduled weekly hours-services

				-	Office w	orkers ¹				
Area				Under 40 ho	urs	· · · ·		40		Over
	35		361/4	37 ¹ /2	38	13/4	Total ³	hour	•	40 hours
ortheast: Boston New York City Philadelphia Orth Central; Chicago	19 62 11		6 5 2	13 21 21			56 93 52 49	43 7 48 48		1
est: Los Angeles-Long Beach ³	12		4	26		-	43	56		2
		I			Plant w	orkers		I		
	U	nder 40 ho	urs	40			Over 4	0 hours		
	Under 37 ¹ /2	37 ¹ /2	Total ²	hours	Total ²	42	44	45	48	Over 48
rtheast: Boston New York City Philadelphia rth Central: Chicago	5 (³) 5	2 1 1	7 1 3 7	76 90 76 72	17 9 21 22	2 5 - -	11 10 8	- 4	(⁴ (⁴) 4 9	- - 7 5
Los Angeles-Long Beach ³	-	2	2	90	9	-	- 1	1	8	-

(Percent of office and plant workers employed in services establishments by scheduled hours of work per week, winter 1957-58)

Table B-13. Overtime premium pay-all industries

(Percent of office and plant workers in establishments with provisions for premium pay¹ for daily or weekly overtime by rate of pay and hours after which effective, winter 1957-58)

	l	D	aily overtim	ne			٧	Veekly overt	ime	
		Ti	me and one- fective after	half			T	ime and one	-half	
Area	Total	Less than 8 hours	8 hours	More than 8 hours	Other premium rate	Total	Less than 40 hours	40 hours	More than 40 hours	- Other premium rate
					Office	workers				
Northeast: Boston ^a New Ark-Jersey City ^a New York City ^a Philadelphia ^a South: Atlanta Baltimore Memphis ^a Morth Central: Cheega ^a Cleveland ^a Milwaukee Milwaukes Mineapolis-5t. Paul St. Louis ^a Porteand Los Angeles-Long Beach ^a Fortland San Francisco-Oakland ^a	48 72 34 56 48 24 19 58 62 33 57 58 83 90 92	14 23 13 19 9 2 5 6 5 (2) 3 6 5 (2) 3 (2) 5 5	32 49 21 37 26 46 19 13 45 58 59 27 51 58 80 86 86 86	- (⁹) - - - (⁹) 1 - - - (⁹)	2 (3) - - - (3) - - 1 - - - - - - - - - - - - - - - -	97 98 93 96 94 93 93 93 93 97 99 98 97 98 98 96 95 99	21 15 23 23 10 5 6 9 8 3 4 6 5 (3) 4 (5) 6	75 82 70 73 83 90 87 68 88 94 92 92 92 92 92 91 93	(*) (*) - - (*) - (*) - (*) - (*) - (*)	$ \begin{array}{c} (3) \\ - \\ (3) \\ 1 \\ (3) \\ - \\ 1 \\ (3) \\ 5 \\ 4 \\ (3) \\ 5 \\ 4 \\ (3) \\ (3) \\ 5 \\ 4 \\ (3) \\ (3) \\ 5 \\ (4) \\ (5) \\ $
					Plant w	orkers				
Northeast; Boston ² Newark-Jersey City ² New York City ² Philadelphia ³ Battimore Mathematical Stress New Orleans North Central: Chicago ³ Cleveland ⁴ Milwaukee Mineapolis-St. Paul St. Louis ³ West: Denver San Francisco-Oakland ³	80 90 81 86 50 84 45 49 79 87 87 87 85 93 85 93 85 96 96 99	8 12 8 4 2 2 (³) 6 1 3 6 5 4 3 3 12	72 81 67 77 46 81 43 44 73 85 84 75 87 80 93 82 79	- 2 (*) - 1 1 1 1 1 1 4 (*) 1 - - -	- (3) (3) (3) (3) (3) (3) (3) (3) (3) (3)	97 98 97 94 89 95 79 82 97 96 96 96 96 96 98 99 93 98 99 93 93 93	7 8 14 8 4 3 2 1 6 5 3 7 5 4 3 3 12	89 89 81 84 80 89 76 69 88 88 88 90 89 92 79 94 83 75	1 1 2 1 4 3 1 8 2 2 2 2 2 2 2 2 2 10 1 (?) (?)	$ \begin{array}{c} - \\ (3) \\ (3) \\ (3) \\ (3) \\ - \\ 5 \\ 4 \\ 2 \\ 1 \\ 1 \\ (3) \\ 5 \\ 10 \\ 5 \\ 12 \\ \end{array} $

¹ 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 time and one-half after 8 hours. Similarly, a plan calling for no pay or pay at regular rate after 37¹/₂ and time and one-half after 40 hours. ⁴ Exceptions to the standard industry limitations are shown in footnotes 4 and/or 7 to the table in appendix B. ⁵ Less than 0.5 percent. ⁴ Applicable objection to a standard industry limitations are shown in footnotes 4 and/or 7 to the table in appendix B. ⁵ Less than 0.5 percent. ⁴ Applicable objection to a standard industry limitations are shown in footnotes 4 and/or 7 to the table in appendix B.

Applicable chiefly to finance workers on a fluctuating workweek. 5 Double time.

		D	aily overtin	ie .			W	eekly overti	me	
		Tir	ne and one-	half	T		Ti	me and one-	half	
Area	Total	Less than 8 hours	8 hours	More than 8 hours	Other premium rate	Total	Less than 40 hours	40 hours	More than 40 hours	Other premium rate
					Office	workers				
Northeast: Boston Newark-Jersey City New York City Philadelphia South: Atlanta Baltimore Memphis New Orleans New Orleans Chicago Cleveland Milwaukee Minneapolis-St. Paul -St. Louis West: Denver Los Angeles-Long Beach Portland	70 82 45 77 66 69 43 23 67 70 80 53 72 90 94 92	7 15 18 20 (^a) - 2 (^a) - 2 (^a) - 2 0 10 10 6 - 1 -	63 67 27 57 65 69 43 19 61 70 78 43 65 90 93 92	-	1 - - - - - - - - - - - - - - -	99 99 95 98 96 98 97 97 97 100 100 100 100 100 100 98 98 98 96	12 18 20 25 (^a) 3 - - - 3 8 1 3 2 7 7 1 1 -	87 81 75 72 96 95 97 91 92 99 97 98 93 98 93 98 97 96		(²) - (²) - - - - - - - - - - - - - - - - - - -
San Francisco-Oakland	94	6	80	2	- Plant	workers	6	91	-	2
Northeast: Boston New York City Philadelphia South: Aflanta Baltimore Memphis New Orleans North Central: Chicago Cleveland Minneapolis-St. Paul St. Louis West: Denver Los Angeles-Long Beach San Francisco-Oakland	85 95 89 95 68 95 69 60 86 97 96 93 98 97 98 98 100	8 9 23 10 7 3 3 - 10 1 4 8 6 11 5 6 13	77 85 64 85 61 91 65 55 77 95 91 85 85 92 86 93 77 72	- - - 1 2 - - - - - - - - - -	- - - 3 5 - - - - - - - - - - - - - - - - - - -	99 99 98 95 98 99 99 99 100 100 100 100 100 100 100 10	8 9 25 10 8 4 3 2 9 6 4 10 6 11 5 6 13	90 90 73 85 90 95 96 90 89 90 89 90 94 89 95 79 64	- - - - - - - - - - - - - - - - - - -	- - - - - - - - - - - - - - - - - - -

(Percent of office and plant workers in establishments with provisions for premium pay¹ for daily or weekly overtime by rate of pay and hours after which effective, winter 1957-58)

¹ Graduated provisions are classified to the first effective premium rate. For example, a plan calling for time and one-half after 3 and double time after 10 hours a day would be considered time and one-half after 8 hours. Similarly, a plan calling for no pay or pay at regular rate after 37⁴/₂ and time and one-half after 40 hours would be considered as time and one-half after 40 hours. ² Less than 0.5 percent. ³ Double time.

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Table B-15. Shift differential provisions-manufacturing

								Percer	nt of man	ufacturin	g plant w	orkers							
Shift operation and shift-		North	east				South			Γ	1	North Cen	tral		1		West		
pay differential	Boston	Newark- Jersey City	New York City	Phila- delphia	Atlanta	Balti- more	Dallas	Memphis	New Orleans	Chicago	Cleve- land	Milwau- kee	Minne- apolis- St. Paul	St. Louis	Denver	Los Angeles- Long Beach	Portland	San Fran- cisco- Oakland	Seattle
Total plant workers in manufacturing establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Second shift With shift-pay differential Uniform cents (per hour) 5 and under 5 cents 6 and under 6 cents 7 and under 7 cents 9 and under 7 cents 9 and under 8 cents 10 and under 9 cents 11 and under 10 cents 12 and under 11 cents 13 and under 12 cents 14 and under 14 cents 15 and under 16 cents 16 cents and over 16 cents and over Uniform percentage Under 5 percent 5 percent 10 percent 10 percent 10 percent 12, 12/y, or 15 percent 10 percent 110 percent 12, 12/y, or 15 percent 10 percent 12, 15 percent 10 percent 110 percent 12 percent 13 percent 14 percent <td>81.6 81.6 41.8 2.4 8.1 - - - - 1.1 - - - - - - 1.1 - - - - -</td> <td>88.8 87.8 40.0 .3 6.2 1.7 3.9 3.1 1.0 14.4 4.8 1.3 - - 2.3 1.0 45.5 .1 3.5 3.5 3.5 3.5 3.5 3.1 0</td> <td>62.8 61.3 36.1 2.5 2.4 3.6 .4 10.8 1.2 5.6 .4 5.3 1.0 23.4 2.1 4.0 11.8 4.5 1.5 4 5.3 1.0 23.4 2.1 4.0 11.8 4 5.3 1.2 5.2 5.2 5.2 5.2 5.2 5.2 5.2 5.2 5.2 5</td> <td>83.0 79.0 36.8 11.6 3.3 4.2 6.3 4.2 6.3 .1 7.4 7 7 2.4 - 7 39.4 - 1.8 8.0 29.6 2.8</td> <td>83.4 66.8 49.1 6.9 7.4 4.9 3.8 9.2 14.2 7 7 15.8 14.1 1.7 - 1.9 1.6 6</td> <td>89.4 88.0 47.8 3.6 4.0 31.8 - 1.6 1.7 4.0 - - 1.1 - - - 28.4 2.4 2.9 9.3 13.8 11.7 1.4</td> <td>78.9 76.7 69.7 1.4 12.7</td> <td>$\begin{array}{c} 72.2 \\ 61.7 \\ 43.2 \\ 1.9 \\ 12.4 \\ 9.7 \\ 2.6 \\ 3.4 \\ - \\ 9.3 \\ 1.7 \\ 2.2 \\ - \\ 13.1 \\ - \\ 4.1 \\ 1.4 \\ 7.6 \\ - \\ 5.4 \\ 10.5 \end{array}$</td> <td>71.8 54.8 51.1 4.4 8.3 20.1 8.2 8.2 8.4 1.7 - 2.1 2.1 2.1 2.1 2.1 2.1 2.1 2.1 2.1 2.1</td> <td>91.6 90.4 44.8 4.4 4.1 6.4 3.4 1.7 20.5 1.0 1.0 1.0 1.0 1.0 4.2 4.0 41.4 8.5 .5 30.4 4.3 1.2</td> <td>95.5 94.1 58.9 9.9 9.9 9.7 7.8 5.2 6.1 15.4 2.4 32.6 19.3 1.7 11.6 2.7</td> <td>95.4 94.6 79.5 .6 11.7 7.2 9.7 6.9 17.1 .4 16.2 2.3 4.6 2.7 14.0 7.6 5.7 .7 .7</td> <td>87.2 86.5 66.8 .6 11.0 3.8 6.3 32.0 3.4 1.5 2.8 2.2 2.2 2.2 19.7 2.0 13.1 4.6</td> <td>90.9 90.9 91.2 3.6 17.0 6 5 3.7 3.1 13.8 - - 2.2 - 33.9 8.1 15.8 9.4 - 5.8</td> <td>86.8 86.8 74.4 - 9.1 15.3 15.3 15.3 2.3 - 21.9 - 10.8 3.7 3.0 - 4.4 - 2.3 - 2.1 - 8.0 -</td> <td>94.2 94.2 69.2 .9 7.1 5.1 .6 2.0 .4 18.4 26.3 2.7 .1 1.6 13.8 3.8 3.6 6.5 11.0</td> <td>94.2 89.1 61.6 6.3 8.0 4.3 20.7 1.5 11.5 1.2 2.1 4.45 7.6 - 1.7 5.9 19.9</td> <td>92.9 92.9 49.5 2.5 1.9 4.0 12.5 13.4 - - 7.4 2.3 3.7 4.6 1.7 2.9 38.7</td> <td>95.2 95.2 72.4 5 5.5 5.5 2.5 6.8 49.8 1.8 - 1.2 .6 21.7</td>	81.6 81.6 41.8 2.4 8.1 - - - - 1.1 - - - - - - 1.1 - - - - -	88.8 87.8 40.0 .3 6.2 1.7 3.9 3.1 1.0 14.4 4.8 1.3 - - 2.3 1.0 45.5 .1 3.5 3.5 3.5 3.5 3.5 3.1 0	62.8 61.3 36.1 2.5 2.4 3.6 .4 10.8 1.2 5.6 .4 5.3 1.0 23.4 2.1 4.0 11.8 4.5 1.5 4 5.3 1.0 23.4 2.1 4.0 11.8 4 5.3 1.2 5.2 5.2 5.2 5.2 5.2 5.2 5.2 5.2 5.2 5	83.0 79.0 36.8 11.6 3.3 4.2 6.3 4.2 6.3 .1 7.4 7 7 2.4 - 7 39.4 - 1.8 8.0 29.6 2.8	83.4 66.8 49.1 6.9 7.4 4.9 3.8 9.2 14.2 7 7 15.8 14.1 1.7 - 1.9 1.6 6	89.4 88.0 47.8 3.6 4.0 31.8 - 1.6 1.7 4.0 - - 1.1 - - - 28.4 2.4 2.9 9.3 13.8 11.7 1.4	78.9 76.7 69.7 1.4 12.7	$\begin{array}{c} 72.2 \\ 61.7 \\ 43.2 \\ 1.9 \\ 12.4 \\ 9.7 \\ 2.6 \\ 3.4 \\ - \\ 9.3 \\ 1.7 \\ 2.2 \\ - \\ 13.1 \\ - \\ 4.1 \\ 1.4 \\ 7.6 \\ - \\ 5.4 \\ 10.5 \end{array}$	71.8 54.8 51.1 4.4 8.3 20.1 8.2 8.2 8.4 1.7 - 2.1 2.1 2.1 2.1 2.1 2.1 2.1 2.1 2.1 2.1	91.6 90.4 44.8 4.4 4.1 6.4 3.4 1.7 20.5 1.0 1.0 1.0 1.0 1.0 4.2 4.0 41.4 8.5 .5 30.4 4.3 1.2	95.5 94.1 58.9 9.9 9.9 9.7 7.8 5.2 6.1 15.4 2.4 32.6 19.3 1.7 11.6 2.7	95.4 94.6 79.5 .6 11.7 7.2 9.7 6.9 17.1 .4 16.2 2.3 4.6 2.7 14.0 7.6 5.7 .7 .7	87.2 86.5 66.8 .6 11.0 3.8 6.3 32.0 3.4 1.5 2.8 2.2 2.2 2.2 19.7 2.0 13.1 4.6	90.9 90.9 91.2 3.6 17.0 6 5 3.7 3.1 13.8 - - 2.2 - 33.9 8.1 15.8 9.4 - 5.8	86.8 86.8 74.4 - 9.1 15.3 15.3 15.3 2.3 - 21.9 - 10.8 3.7 3.0 - 4.4 - 2.3 - 2.1 - 8.0 -	94.2 94.2 69.2 .9 7.1 5.1 .6 2.0 .4 18.4 26.3 2.7 .1 1.6 13.8 3.8 3.6 6.5 11.0	94.2 89.1 61.6 6.3 8.0 4.3 20.7 1.5 11.5 1.2 2.1 4.45 7.6 - 1.7 5.9 19.9	92.9 92.9 49.5 2.5 1.9 4.0 12.5 13.4 - - 7.4 2.3 3.7 4.6 1.7 2.9 38.7	95.2 95.2 72.4 5 5.5 5.5 2.5 6.8 49.8 1.8 - 1.2 .6 21.7
Third shift	69.0 69.0 29.2 1.0 .8 5.7 3.0 2.1 2.1 2.4 .8 2.3 .4 38.1 1.0 4.5 23.1 9.5 1.7	80.6 80.4 36.8 -	52.6 51.5 24.1 .0 .8 1.5 10.9 1.9 1.9 2.6 4.1 9 1.4 19.4 4.1 8.7 6.6 8.0 1.1	77.4 74.7 31.6 1.9 2.0 9 2.6 14.2 2.7 - 7 - 1.8 4.1 .7 35.4 .5 6.7 .7 25.1 .5 1.8 4.7 7.7 2.7	73.0 65.8 33.1 8.7 1.2 2.8 2.1 9.3 - - - .8 - - 1.6 14.1 .5 2.4 11.2 - 18.7 7.2	84.7 83.1 45.7 2.5 1.7 32.5 2.9 2.4 2.4 1.0 1.1 25.6 7.8 16.2 1.6 11.7 1.6	67.8 65.2 31.3 2.4 1.4 2.3 - 5 18.1 - - 2.6 .6 2.1 5.6 - 5.6 - - 2.8,3 2.6	66.3 55.8 37.3 12.0 9.6 - - 9.7 - 2.6 - - 2.7 13.1 1.4 4.1 - 7.6 - 5.4 10.5	58.0 46.8 41.9 2.4 2.5 7.0 8.2 1.0 3.2 7.8 - - - 5.6 1.9 - - - - - - 5.3 11.2	80.4 79.3 34.2 .2 1.3 .7 6.2 11.4 1.4 .2 1.3 1.0 1.3 1.0 1.3 7.9 .7 1.0 36.8 .5 2.7 2.7 2.5 2.0 4.1 8.3 .1 2	82.8 82.2 49.4 .8 1.3 .8 10.0 21.1 3.5 - - 3.3 7.2 1.3 - 29.0 8.2 20.1 - .7 3.6 - -	88.3 87.7 63.0 	78.0 78.0 59.2 3.5 23.6 1.0 7.6 9 2.7 10.8 3.4 4.5 18.0 3.4 4.5 18.0 1.1 8 15.0	89.1 89.1 48.7 - - - - - - - - - - - - - - - - - - -	78.8 78.8 62.9 13.00 2.3 - - 21.8 4.3 2.8 4.7 - 9.2 1.5 - 1.5 - - - 1.5 - - - - - - - - - - - - - - - - - - -	82.4 82.4 27.1 - - - - - - - - - - - - - - - - - - -	85.9 85.9 47.3 - - 22.9 1.6 4.3 3.1 - - - - - - - - - - - - - - - - - - -	92.0 92.0 36.4 .9 2.5 1.0 - 5.1 - 5.1 - 5.1 - 5.1 - 5.1 - 5.1 - 5.1 - 5.1 - 5.1 - 5.1 - 5.1 - 5.5 5.1 - 5.5 5.1 - 5.5 5.1 - 5.5 5.1	91.6 91.6 16.4 2.3 3.0 1.2 3.7 4.8 - - - 1.2 - .6 - .6 - .6 - .6 - .6 - .6 - .6 -

(Total plant workers in establishments having formal provisions for late shift operations, winter 1957-58)

Includes 0.6 percent with differential of more than 15 percent.
^a Pay at regular rate for more hours than worked, a paid lunch period not given first-shift workers, a flat sum per shift, and other provisions. Most "other" workers, however, were in establishments which provided 1 such provision in combination with a cents or percentage differential for hours actually worked.

Table B-16. Shift differential practices-manufacturing

(Workers employed on late shifts at time of survey, winter 1957-58)

							Perc	ent of man	ufacturing	plant worl	cer s	× .					
Shift operation and shift-		North	heast		Ι	So	uth			N	orth Centi	al			We	st	
pay differential	Boston	Newark- Jersey City	New York City	Phila- delphia	Atlanta	Balti- more	Memphis	New Orleans	Chicago	Cleve- land	Milwau- kee	Minne- apolis- St. Paul	St. Louis	Denver	Los Angeles- Long Beach	Portland	San Fran- cisco- Oakland
Total plant workers in manufacturing establishments	100. 0	100.0	100. 0	100.0	100.0	100.0	100.0	100.0	100. 0	100.0	100. 0	100.0	100.0	100.0	100.0	100.0	100.0
Second shift	7.8 7.8 5.3 .3 1.0 .2 .2 .4 1.3 .3 .6 .4 .8 2.1 .3 .3 1.1 .4 .3 .3 1.4 .3 .3	$ \begin{array}{c} 15.0\\ 15.0\\ 15.0\\ 7.4\\ .1\\ 1.2\\ .4\\ .7\\ .5\\ .3\\ 2.6\\ 1.0\\ .3\\ -\\ .2\\ .1\\ (1)\\ .6\\ .6\\ 5.9\\ -\\ .5\\ (1) \end{array} $	$12.2 \\ 12.1 \\ 9.1 \\ .1 \\ .0 \\ .7 \\ (1) \\ \\ \\ \\ \\ \\ \\ \\ $	15.2 14.3 6.3 - 2.2 .6 .7 1.0 (1) .8 .8 .1 .1 7.2 .1 1.6 5.5 .8 .9	14. 2 9. 8 8, 7 1. 1 - 7 - 6 - 7 - 2 - 2 - 1 - 1 - 2 - 1 - 1 - 2 - 1 - 3 - 1 - 3 	18.8 18.4 10.7 8 .6 8.3 -4 .1 .6 - .1 .5 .0 .6 .2 2.0 2.2 2.0 .4	12.9 11.6 7.9 .3 8 2.9 .2 .6 - 1.8 - .2 1.1 - .2 .2 - 1 2.1 - .1 2.1 - .5 1.3	15.3 12.4 11.8 .7 .7 1.3 5.1 1.5 .2 .2 .2 .2 .2 .2 .2 .2 .2 .2 .2 .2 .2	17.8 17.4 9.0 (¹) .8 .9 .4 .1 2.9 .3 .3 .1 .3 1.0 7.3 .3 .1 .3 1.0 .3 .1 .3 1.0 .3 .1 .3 1.0 .3 .1 .3 .1 .4 .5 .5 .5 .5 .5 .5 .5 .5 .5 .5	15.4 15.2 10.4 8.2.1 1.6 9 1.8 1.9 1.0 - - 2.7 2.7 2.7 1.9 - 2.2 2.2	$17.2 \\ 16.9 \\ 14.3 \\ .2 \\ 2.0 \\ 1.7 \\ 1.3 \\ 1.4 \\ 1.8 \\7 \\ .4 \\ 2.1 \\ \\ 1.2 \\ 1.0 \\ (1) \\4 \\ .3 \end{bmatrix}$	12. 1 11.8 8.7 1.5 .1 .4 1.0 - 2.6 - .9 .2 .7 .4 .9 .2 .7 .4 .9 .2 .7 .4 .9 .1 .1 .5 .1 .4 .5 .1 .4 .5 .1 .5 .5 .1 .5 .5 .1 .5 .5 .7 .7 .7 .7 .4 .9 .5 .7 .7 .4 .9 .1 .5 .1 .7 .7 .7 .7 .7 .7 .7 .7 .7 .1 .5 .1 .5 .1 .5 .1 .5 .7 .7 .7 .7 .7 .7 .7 .7 .7 .1 .5 .1 .5 .1 .1 .5 .1 .5 .1 .5 .1 .5 .1 .5 .5 .5 .5 .5 .5 .5 .5 .5 .5	$ \begin{array}{c} 18.4\\ 18.4\\ 10.2\\ 1.1\\ 3.1\\ 1.4\\ (^1)\\ 9\\ .8\\ 2.5\\ -\\ -\\ .\\ .\\ .\\ .\\ .\\ .\\ .\\ .\\ .\\ .\\ .\\ .\\ .\\$	13.7 13.0 1.2 3.9 1.7 .2 2.0 .2 1.0 .2 1.0 .2 1.0 .3 .3 .5 .5	$ \begin{array}{c} 18.4\\ 18.4\\ 18.4\\ 13.6\\ .2\\ .7\\ .2\\ .2\\ .2\\ .2\\ .2\\ .2\\ .2\\ .2\\ .2\\ .2$	$ \begin{array}{c} 16. 1 \\ 14. 9 \\ 11. 8 \\ .5 \\ 1. 0 \\ .9 \\ 4. 9 \\ .2 \\ .1 \\ .1 \\ .1 \\ .1 \\ .1 \\ .1 \\ .5 \\ .5 \\ .2 \\ .1 \\ .1 \\ .1 \\ .1 \\ .1 \\ .1 \\ .1 \\ .1$	16.3 16.3 10.0 .6 .3 .7 .3 2.2 2 .8 .7 .7 .7 .7 .7 .7 .1 .7 .7 .1 .7 .7 .1 .7 .7 .1 .7 .7 .1 .7 .7 .1 .7 .7 .1 .7 .7 .1 .7 .7 .7 .7 .7 .7 .7 .7 .7 .7 .7 .7 .7
Third shift With shift-pay differential With shift-pay differential Uniform cents (per hour) Under 5 cents 5 and under 6 cents 5 and under 6 cents 6 and under 7 cents 7 and under 7 cents 7 9 and under 7 cents 10 and under 10 cents 10 and under 10 cents 12 and under 12 cents 11 and under 12 cents 12 and under 14 cents 12 and under 15 cents 13 and under 16 cents 13 and under 16 cents 16 and under 17 cents 16 and under 17 cents 17 and under 18 cents 17 and under 10 cents 17 and under 10 cents 16 and under 17 cents 17 and under 20 cents 17 and under 20 cents 10 and under 7 percent 18 and under 10 percent 10 percent 19 and under 10 percent 10 percent 10 percent 12 , 12 ½, and 13 percent 15 percent 10 percent 19 percent 12 percent 10 percent 10 percent	$\begin{bmatrix} 2.5 \\ 2.5 \\ 1.3 \\ - \\ - \\ 2.2 \\ (1) \\ .3 \\ (1) \\ .2 \\ - \\ - \\ .1 \\ (1) \\ .3 \\ - \\ .1 \\ (1) \\ (1) \\ .3 \\ - \\ .7 \\ - \\ .4 \\ - \\ - \end{bmatrix}$	$\begin{array}{c} 4.3 \\ 4.3 \\ 3.2 \\ - \\ - \\ - \\ - \\ - \\ - \\ - \\ - \\ - \\ $	$\begin{array}{c} 2.8\\ 2.8\\ 2.8\\ 1.8\\ -\\ -\\ -\\ -\\ -\\ -\\ -\\ -\\ -\\ -\\ -\\ -\\ -\\$	$\begin{array}{c} 5.4 \\ 5.4 \\ 2.8 \\ \mathbf{-1} \\ .1 \\ .4 \\ 1.1 \\ .4 \\ \mathbf{-1} \\ .5 \\ .1 \\ .5 \\ .$	4.0 2.5 1.6 - - - - - - - - - - - - - - - - - - -	$\begin{array}{c} 8.6\\ 8.5\\ 6.2\\ -\\ -4\\ -4\\ -4\\ -1\\ 1\\ -\\ -\\ -\\ -\\ 2\\ 2\\ -\\ -\\ -\\ -\\ -\\ -\\ -\\ -\\ -\\ -\\ -\\ -\\ -\\$	6.2 5.3 4.7 .7 2.4 - .1.4 - .1 (1) .1 (1) .4 (1) .4 (1) - .4 (1) .4 .4 (1) - .2 .9	4.8 4.3 4.3 - - - 1.5 1.4 - - - - - - - - - - - - - - - - - - -	5.0 5.0 2.6 (1) 1.0 .5 .1 .2 .4 .1 1.6 .1 .1 .2 .4 .1 1.0 .2 .1 .1 .1 .1 .1 .1 .1 .1 .1 .1	$\begin{array}{c} \textbf{4.8} \\ \textbf{4.7} \\ \textbf{4.0} \\ \textbf{-} \\ -$	4.2 4.1 2.6 - - .1 .7 .5 .1 .2 .5 .1 .4 .4 - .3 .1 .2 .5 .1 .1 .2 .5 .1 .1 .2 .5 .1 .1 .2 .5 .1 .1 .2 .5 .1 .1 .2 .5 .1 .1 .1 .1 .1 .1 .1 .1 .1 .1 .1 .1 .1	2.8 2.8 2.2 (¹) - - -	$\begin{array}{c} 8.1\\ 8.1\\ 6.1\\ -\\ -\\ -\\ 1.1\\ .6\\ 2.0\\ (1)\\ .9\\ -\\ -\\ .9\\ .4\\ -\\ .\\ .\\ .\\ .\\ .\\ .\\ .\\ .\\ .\\ .\\ .\\ .\\ .\\$	3.9 3.9 3.7 - - - - - - - - - - - - - - - - - - -	3.4 3.4 3.4 2.1 - - - - - - - - - - - - - - - - - - -	7.6 7.6 6.3 - - .1 - .1 - .1 - .1 - .1 - .1 - .1	4.6 4.6 4.1 -1 -5 -5 - - - - - - - - - - - - - - -

Less than 0.05 percent.
 See footnote 1, table B-15.

Table B-17. Paid holidays-all industries

	1	North	east			s	outh		1		North Cent:	ral		<u> </u>	W	est	
Number of paid holidays	Boston ¹	Newark- Jersey City ¹	New York City ¹	Phila- delphia ¹	Atlanta	Balti- more	Memphis ¹	New Orleans	Chicago ¹	Cleve- land ¹	Milwau- kee	Minne- apolis- St. Paul	St. Louis ¹	Denver	Los Angeles- Long Beach ¹	Portland	San Fran- cisco- Oakland ¹
Warkeys in establishments providing				r		r	······	, 	Office worker	'S	·			·····	·		
Workers in establishments providing paid holidays Under 5 holidays 5 holidays plus 1 half day 5 holidays plus 2 or more half days 6 holidays plus 2 or more half days 7 holidays plus 2 or more half days 7 holidays plus 2 or more half days 7 holidays plus 2 or more half days 8 holidays plus 2 or more half days 9 holidays plus 2 or more half days 9 holidays plus 2 or more half days 10 holidays plus 2 or more half days 10 holidays plus 2 or more half days 11 holidays plus 2 or more half days	1000 (*) - 1 - 1 - 1 - 2 (*) 8 2 2 (*) 1 5 2 (*) 9 6 (*) 9 6 (*) 1 5 2 (*) 1 5 2 (*) 1 5 2 (*) 1 - - - - - - - - - - - - - - - - - -	99 	99 (*) - - 1 (*) 1 9 1 2 8 2 2 9 1 1 6 2 2 3 1 6 3 13 (*)	100 (*) 15 2 3 17 4 3 22 (*) 4 (*) 4 (*) - - - - - - - - - - - - -	$\begin{array}{c} 99 \\ 1 \\ 29 \\ 5 \\ (^2) \\ 1 \\ 4 \\ 27 \\ (^2) \\ 2 \\ 7 \\ - \\ 3 \\ 1 \\ - \\ - \\ 3 \\ 1 \\ - \\ - \\ (^2)$	$\begin{array}{c} 99\\ (^{2})\\ 1\\ (^{3})\\ (^{3})\\ 14\\ 2\\ 2\\ 2\\ 37\\ 1\\ 11\\ -2\\ 14\\ -\\ -\\ 14\\ -\\ -\\ 14\\ -\\ -\\ 1\\ (^{3})\\ -\\ 1\\ (^{3})\\ (^{3}$	100 (4 55 3 1 13 2 13 2 1 3 1 1 - - - - - - - - - - - - - - - -	99 ($^{(2)}$) 	$\begin{array}{c} 99\\ -\\ -\\ -\\ -\\ -\\ -\\ -\\ -\\ 37\\ 4\\ 8\\ 21\\ 2\\ 1\\ 10\\ 1\\ 1\\ 1\\ 1\\ 1\\ 4\\ 4\\ 2\\ 1\\ -\\ 8\\ 1\\ 1\\ -\\ (2)\\ -\\ 8\\ 1\\ 1\\ -\\ (2)\\ $	$99^{\binom{2}{2}}$	$99 ({}^{2})$	100 - - 44 8 8 8 17 3 6 8 8 - 3 1 1 - 4 (²) - - - - - - - - - - -	$ \begin{array}{c} 99\\ -\\ 23\\ 4\\ 39\\ 1\\ (^{2})\\ 26\\ -\\ -\\ -\\ -\\ -\\ -\\ -\\ 1\\ (^{2})\\ (^{2})\\ 2\\ -\\ -\\ -\\ -\\ -\\ 1\\ (^{2})\\ $	99 (*) 2 - - 38 2 (*) 29 - - 28 - - - - - - - - - - - - - - - -	100 (^a) - - 33 1 2 27 9 (^b) 17 2 (^b) 3 1 1 - - 2 (^b) 3 1 - - 2 (^b) - - - - - - - - - - - - -	$ \begin{array}{c} 99\\ (^{2})\\ -\\ -\\ -\\ -\\ -\\ -\\ -\\ -\\ -\\ -\\ -\\ -\\ -\\$	100 { ² } (²) - - - - - - - - - - - - -
		L		L	L		I	L	Plant worker	s	I	ł	L	I	l	<u> </u>	_
Workers in establishments providing paid holidays	96 2 1 	98 (a) 1 -7 (b) 232 35 18 45 7 1 1 3 (a) 4 (a) 15 2	98 5 (*) 10 (*) 12 2 2 2 2 2 2 2 3 2 2 2 2 8 (*) (*) (*) 17 1 1 1 1 2 2	99 1 - - 23 32 1 3 26 1 - - 2 1 - - - - - - - - - - - - -	87 8 32 - - - - - - - - - - - - - - - - - -	97 2 4 (^a) 25 1 2 51 2 7 7 (^a) 3 - - - - 3 3	90 13 33 (^a) 18 (^a) 3 19 (^a) 1 2 - - - - - - - - - - - - -	79 8 5 - - 30 1 4 19 - (⁵) 9	$\begin{array}{c} 98\\ 3\\ 1\\ -\\ -\\ 41\\ 2\\ 11\\ 28\\ (^{2})\\ 10\\ -\\ (^{2})\\ 2\\ (^{3})\\ -\\ -\\ -\\ -\\ -\\ -\\ -\\ 2\end{array}$	98 4 - - 27 1 32 30 - - - - - - - - - - - - - - - - - -	96 (²) - - 35 1 23 30 (²) - - - - - - - - - - - - - - - - - - -	99 (*) 55 9 7 18 1 2 7 - - - 1 1 - - 1 - 1 - 1	98 1 1 33 (²) 5 41 1 - - - - - - - - - - - - -	90 (*) - - 56 (*) (*) 22 - - 10 - - - - - - - - - - - - - - - -	94 2 1 - - 35 1 4 29 3 (²) 18 - - - - - - - - - - - - - - - - - -	90 1 2 - 49 - - - - - - - - - - - - -	97 3 7 - 5 1 50 1 (²) 28 1 (²) 1 - - - - - - - - - - - - -

(Percent of office and plant, workers employed in all establishments that provide paid holidays by number of paid holidays provided annually, winter 1957-58)

 1 Exceptions to the standard industry limitations are shown in footnotes 4 and/or 7 to the table in appendix B. 2 Less than 0.5 percent.

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(Percent of office and plant workers employed in all establishments that provide paid holidays by sum of full-day and half-day holidays provided annually, 1 cumulative, winter 1957-58)

	1	North	east			So	uth			N	orth Centr	al		Γ	We	est	
holiday time (days)	Boston	Newark- Jersey City	New York City	Phila- delphia	Atlanta	Balti- more	Memphis	New Orleans	Chicago	Cleve- land	Milwau- kee	Minne- apolis- St. Paul	St. Louis	Denver	Los Angeles- Long Beach	Portland	San Fran- cisco- Oakland
				-				Off	ice workers								
13 or more days 12 ½ or more days 12 or more days 11 ½ or more days 10 or more days 10 or more days 10 or more days 9 or more days 9 or more days 8 ½ or more days 7 ar more days 7 ar more days 7 or more days 6 or more days 6 ½ or more days 6 ½ or more days 5 ½ or more days 5 or more days 5 or more days	1 2 3 10 54 60 79 80 86 96 97 99 99 99 99 99 99	2 4 38 39 43 43 45 47 58 60 76 77 98 98 98 99 99 99 99	1 3 16 23 55 56 63 65 75 75 78 87 88 87 88 99 99 99 99 99 99	19 20 23 24 25 30 30 34 35 60 63 82 85 99 99 100	- - - 1 4 4 4 4 13 14 44 45 65 70 98	(²) (²) 1 1 15 32 32 43 43 45 83 85 99 99 99	- - - - - 1 5 7 22 25 38 41 96	- - - - - 1 7 12 28 31 60 61 99 99 99	- 1 2 10 10 11 12 18 19 29 31 59 63 99 99 99	$ \begin{array}{c} - \\ (^{2})\\ (^{2})\\ (^{2})\\ 3\\ 4\\ 11\\ 12\\ 66\\ 68\\ 99\\ 99\\ 99\\ 99\\ 99\\ 99\\ 99\\ 99\\ 99\\ 9$	- - - - - - - - - - - - - - - - - - -	- - - 1 4 5 8 8 21 25 48 56 100 100 100	- - 1 1 1 1 1 2 29 30 72 76 98 98 99	- - - - - - - - - - - - - - - - - - -	- - 1 3 4 5 5 8 10 28 37 66 67 99 99 100	- - - 1 1 1 5 19 57 57 57 99 99 99	2 2 2 2 3 4 7 15 58 59 99 99 99 99 99 99
Total receiving paid holidays	100	99	99	100	99	99	100	99	99	99	99	100	99	99	100	99	100
								Pic	int workers								
12 or more days 11 ½ or more days 10 or more days 10 ya or more days 9½ or more days 9½ or more days 9½ or more days 8½ or more days 7½ or more days 7½ or more days 7½ or more days 7½ or more days 6 or more days 5½ or more days 5½ or more days 5½ or more days 4½ or more days 40 or more days 40 or more days 10 ar more days 11 ar ceeiving paid holidays	(^a) 3 11 16 34 44 45 63 83 83 92 93 94 95 96	6 6 10 14 16 26 30 55 6 90 97 97 97 97 97 97 98 98	2 2 20 21 27 28 36 38 54 82 83 93 93 93 93 93 94 94 98	(*) 2 4 8 8 7 3 8 7 3 8 7 3 7 7 9 7 9 7 9 7 9 8 9 8 9 8 9 8 9 8 9 9 9 9	- - - 1 1 2 27 28 45 47 78 45 47 78 82 87	- - 1 4 4 11 13 65 66 91 91 95 95 96 97	- - - - 2 3 24 24 43 43 76 77 83 ,90	- - - 3 3 3 14 14 14 35 36 66 66 66 72 72 72 72 79	- (²) (²) (³) (³) (³) 3 3 12 12 51 51 53 94 95 95 95 95 95 98	- - - - 4 4 66 67 93 93 93 93 93 93 96 98	- (a) (a) (a) (a) (a) (a) (a) (a)	- - - 1 10 10 10 10 10 10 10 10 10 10 10 10 1	- - - 3 3 15 16 62 63 96 97 98 98 98 98 98 98	- - - - - - - - - - - - - - - - - - -	- - - (²) (³) (²) 19 22 55 56 91 91 93 93 93 93 93 94	- - - - - 6 6 38 38 87 87 89 89 89 89 89 89	- - - 30 31 82 82 37 94 94 94 97

¹ All combinations of full and half days that add to the same amount are combined; for example, the proportion of workers receiving a total of 7 days include 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. ² Less than 0.5 percent.

<u> </u>		North	east			Sc	uth			N	orth Centi	al		<u> </u>	77	est	
Number of paid holidays	Boston	Newark- Jersey City	New York City	Phila- delphia	Atlanta	Balti- more	Memphis	New Orleans	Chicago	Cleve- land	Milwau- kee	Minne- apolis- St. Paul	St. Louis	Denver	Los Angeles- Long Beach	Portland	San Fran- cisco- Oal:land
								c	ffice worker	\$						•••••	
Workers in establishments providing paid holidays Under 5 holidays	100	100	100	100	99 2	99 (¹)	100 5	99 -	99 -	99	100 (¹)	100	100	100	100	100	100
5 holidays jus 1 half day 5 holidays plus 2 or more half days 6 holidays jus 1 half day 6 holidays jus 2 or more half days 7 holidays plus 2 or more half days 7 holidays plus 2 or more half days 8 holidays plus 2 or more half days 8 holidays plus 2 or more half days 9 holidays plus 2 or more half days 9 holidays plus 2 or more half days 10 holidays plus 1 half day 10 holidays plus 2 or more half days 10 holidays plus 2 or more half days 11 holidays plus 2 or more half days 11 holidays plus 2 or more half days 11 holidays plus 2 or more half days 12 holidays jus 2 or more half days 13 holidays plus 2 or more half days 14 holidays plus 2 or more half days 15 holidays plus 2 or more half days 16 holidays plus 2 or more half days 10 holidays plus 2 or more half days 11 holidays plus 2 or more half days 12 holidays jus 2 or more half days 13 holidays jus 2 or more half days 14 holidays plus 2 or more half days 16 holidays jus 2 or more half days 16 holidays jus 2 or more half days 17 holidays jus 2 or more half days 18 holidays jus 2 or more half days 19 holidays jus 2 or more half days 10 holidays 10 holidays	- - - - - - - - - - - - - - - - - - -	- - - - - - - - - - - - - - - - - - -	- (¹) (¹) 4 8 3 (¹) 16 3 1 14 2 1 17 4 4 1 2 4 -	(') 19 2 5 22 1 7 33 - - - - - - - - - - - - -	17 (¹) 1 16 2 10 49 1 - - - - - - - - - - - - - - - - - -	1 1 2 2 71 2 - 10 - - - - - - - - - - - - -	19 - 2 31 - 4 26 7 3 4 - - - - - - - - - - - - - - - - - -	1 	- - - - - - - - - - - - - - - - - - -	(1) 	- 17 2 31 43 - - - - - - - - - - - - - - - - - -	- - 43 19 6 8 5 5 5 5 5 12 - (') - - 1 - 1 - - - - - - - - - - -	2 - - - - - - - - - - - - - - - - - - -	- - - - - - - - - - - - - - - - - - -	(1) 	1	- - 1 56 3 3 1 2 1 2 - - - - - - - - - - - - - - - -
								F	lant workers								
Workers in establishments providing paid holidays	99 2 - 1 - 8 - 3 27 - 7 13 1 1 10 2 - - 6 2 - 1 1	99 - - - - - - - - - - - - -	99 10 (') - - - - - - 1 1 1 9 3 - - - - - - - - - - - - -	100 ,) , - , - , - , - , - , - , - , -	79 6 18 - - 16 1 1 - - - - - - - - - - - - - -	999 1 2 21 1 2 63 2 - - - - - - - - - - - - -	91 7 19 - 1 26 - 5 28 1 1 3 - - - - - - - - - - - - - - - - -	71 3 6 - 19 - 19 - - - - - - - - - - - - -	99 1 1 - - 28 2 17 39 (¹) 9 - - - (¹) - - (¹) - - 1 - - - - - - - - - - - - -	99 3 - - - - - - - - - - - - -	100 1 - 21 1 30 - - - - - - - - - - - - -	100 - - - - - - - - - - - - -	100 1 1 - - - - - - - - - - - - -	95 	98 (¹) 2 42 1 7 32 4 - - - - - - - - - - 2	90 - - - - - - - - - - - - -	96 1 6 - - - - - - - - - - - - -

(Percent of office and plant workers employed in manufacturing establishments that provide paid holidays by number of paid holidays provided annually, winter 1957-58)

¹ Less than 0.5 percent.

(Percent of office and plant workers employed in public utilities establishments that provide paid holidays by number of paid holidays provided annually, winter 1957-58)

	T	North	ast		ſ	S	outh		· · · · · ·	N	lorth Centr	al			w	est	<u></u>
Number of paid holidays	Boston ¹	Newark- Jersey City	New York City ¹	Phila- delphia	Atlanta	Balti- more	Memphis ¹	New Orleans	Chicago ¹	Cleve- land ¹	Milwau- kee	Minne- apolis- St. Paul	St. Louis	Denver	Los Angeles- Long Beach ¹	Portland	San Fran- cisco- Oakland ¹
								C	office worker	8							
Workers in establishments providing paid holidays	100 - - - 1 - - - - - - - - - - - - - -	100 - - 1 (³) 2 - - - 1 49 - - - - 6	100 	100 - - 1 (⁴) - 2 5 - - 47 (⁴) - 8 2 - - - - - - - - - - - - - - - - -	100 	100 - - - - - - - - - - - - - - - - - -	100 (⁴) 10 - - 32 - 57 - - - - - - - - - - - - - - - - -	100 - - 7 27 31 3 - - - - - - - - - - - - - - - - -	100 - - 12 - 6 17 - 3 6 17 - - 2 2 - - - - - - - - - - - - - - -	100 	100 - - - - - - - - - - - - - - - - - -	100 	100- (⁷) - - 18 - - - - - - - - - - -	100 	100 - - 4 - 10 2 2 - - - - - - - - - - - -	99 - - 28 - 39 1 - - - - - - - - - - - - -	100
Il holidays plus I hall day Il holidays plus 2 or more half days Over 11 holidays Workers in establishments providing no paid holidays	-	41	в 3 1 -		-	(^ā) -	-	-	-	-	-	-	-	-	-	- - (²)	-
Washers in establishments providing		1		r	·····	1		ا 	Plant workers	• 		1		r		r	
paid holidays	100 - - - - - - - - - - - - - - - - - -	98 1 - - - - - - - - - - - - - - - - - -	100 (*) - - 5 - - 13 - - - - - - - - - - - - - - - -	100 - - - 3 - - - - - - - - - - - - - - -	99 1 16 	99 (*) - - 2 27 - - 34 - - - - - - - - - - - - - - - -	92 3 117 - - 34 - - - - - - - - - - - - - - - -	90 7 - 20 (⁴⁾) 39 - 22 - 22 - 1 - - - - - - - - - - - - -	98 	100 1 - - - - - - - - - - - - -	99 - - - - - - - - - - - - - - - - - -	100 	100 2	94 	98 	97 7 - 37 - - 33 - - - - - - - - - - - -	100

¹ 1 or more utilities are municipally operated, and, therefore, excluded from the scope of the studies. See footnote 4 to the table in appendix B. ² Less than 0.5 percent. † Transportation (excluding railroads), communication, and other public utilities.

Table B-20. Paid holidays-wholesale trade

(Percent of office and plant workers employed in wholesale trade establishments that provide paid holidays by number of paid holidays provided annually, winter 1957-58)

	Т	Nor	theast			,		Ne-4	Cantanal			
		10/1						INOPER			We	ast
Number of paid holidays	Boston	Newark- Jersey City	New York City	Phila- delphia	Atlanta	Balti- more	Chicago	Cleve- land	Minne- apolis- St. Paul	St. Louis	Los Angeles- Long Beach	San Fran- cisco- Oakland
						Office	workers					
Workers in establishments providing		T 1			T		[T	T	T	Г	Г
paid holidays	100	100	100	100	100	100	99	100	100	98	100	100
5 holidays			-		20	3			1 .	1 :	-	1 :
5 holidays plus 1 half day	-	-	-	-	2	-	-	-	-	-	- 1	-
5 holidays plus 2 or more half days	;				44	1.	-		25	1	<u></u>	
6 holidays plus 1 half day	-		-	5	40	11		9	-		6	
6 holidays plus 2 or more half days	-	4	-	- 44	3	6	9	4	11	1	i	-
7 holidays	-	17	12	21	24	26	23	18	31	54	30	69
7 holidays plus 1 half day		2	4			, ,			2		2	
8 holidays	1	8	7	30	5	10	14	15	18	17	24	23
8 holidays plus 1 half day	-	-	4	5	-	-	-	-	-	-	-	-
8 holidays plus 2 or more half days	5		7	1	-	Ē	1	-	-	-	;	
9 holidays plus 1 half day	-	-	2	1 -	1 .	-		1 :			-	-
9 holidays plus 2 or more half days	-	-	2	- 1	-	-	- 1	-	-	-	-	-
10 holidays	34	6	10	4	-	20	-	-	-	-	-	-
10 holidays plus 1 half day	3	()	2	-		-				:		
11 holidays	47	20	16	-	-	-	2	-	-	-	-	·-
11 holidays plus 1 half day	3	-	3	-	-	-	-	-	-		-	- 1
Il holidays plus 2 or more half days	4	21	4	-	-	-	-	-		-	-	-
Workers in establishments providing	-			-	-	-	-	-	1 -	1 -	-	•
no paid holidays	- 1	-	-	-	-	-	(*)	-	-	2	-	-
		l	I	L	L	l	workers	1		-iL		L
Wenkens in setablishments providing		.	r	r	r		·	i				
paid holidays	100	96	100	95	98	95	95	98	100	100	99	100
Under 5 holidays	7	1 1				-	-	1	-	-		-
5 holidays	-	-	- 1	6	38	14	-	-	-	-	-	- 1
5 holidays plus 2 or more half days			-		-			1		1 :		1 :
6 holidays	4	26	2	21	33	19	59	42	39	30	23	(1)
6 holidays plus 1 half day			-	-		4		5	1.5	1	3	-
7 holidays	4	13	17	15	21	31	18	25	33	55	39	54
7 holidays plus 1 half day	1	-	1	1	-	2	1 :	i -	1 :	1 -	4	- (
7 holidays plus 2 or more half days	5		2		1 ;	1	27		3	1 10	2	
8 holidays plus half day		-	3		-	-		-	13	-	-	-
8 holidays plus 2 or more half days	-	-	(*)	-	-	-	2	-	-	-	-	:
9 holidays	11	15	14	16	-	8	-	-				3
9 holidays plus 2 or more half days		-	1 1				1 -	1 -		1 - 2	1 -	-
10 holidays	35	5	6	5	-	-	-	-	-	-	-	-
10 holidays plus 1 half day	-	-	(*)	-		·-	-	-				
IU holidays plus 2 or more half days	28	19	27	1 1	:	:	ெ]	:	1 :	1 :	
11 holidays plus 1 half day	-	1 -	3	-	-	-	-	-	-	-	-	l -
11 holidays plus 2 or more half days	2	1 .:	5	-	-	-		-	-	- 1		-
Over 11 holidays	-	11	1 7		-		1 -		1 -	-	-	-
no paid holidays	-	4	- 1	5	2	5	5	2	-	-	1	-
• • • • • • • • • • • • • • • • • • • •						1	1	1	1		1	
		1	1	l	1	1	1	1	l'	1	1	1

¹ Less than 0.5 percent.

65

Table B-21. Paid holidays-retail trade

(Percent of office and plant workers employed in retail trade establishments that provide paid holidays by number of paid holidays provided annually, winter 1957-58)

· · · · · · · · · · · · · · · · · · ·					· · · ·			1		T		
		Nort	heast			South		North	Central		West	
Number of paid holidays	Boston	Newark- Jersey City ¹	New York City ¹	Phila- delphia ¹	Atlanta	Balti- more	New Orleans	Chicago	Minne- apolis- St. Paul	Denver	Portland	San Fran- cisco- Oakland
	_	-				Office	workers					<u> </u>
Workers in establishments providing			[<u> </u>	
paid holidays	100	96	99	100	100	100	99	100	100	99	99	100
5 holidays	-	1 -	1 -	-	62	(^ā)		-	-	2	1 -	(2)
5 holidays plus 1 half day	-	-	-	-	31	-	-	-	-	-	-	-
5 holidays plus 2 or more half days	:		,ā,	4	;	2	- 70		-	-	07	
6 holidays plus 1 half day	:		<u> </u>	-	-	2	3	72	-	-	-	-
6 holidays plus 2 or more half days	3	- 1	-	1	-	Z	5	1	-		-	-
7 holidays	-	55	51	44	-	27	-	6	8	5	2	75
7 holidays plus 1 hair day	51	-			-	2	-	-	-	1 -	1	-
8 holidays	-	1	1	4	-	-	21	1	1	2	-	11
8 holidays plus 1 half day	-	-	2	1	-	÷	-	-	-	-	-	-
9 holidays	ē	3	7	-	-	-		-	-	1 -	-	2
9 holidays plus 1 half day	ì	-	2	-	-	-	-	(²)	-	-	-	-
9 holidays plus 2 or more half days	24	-	4	-	-	-	-	(*)	-	-	-	-
10 holidays plus I half day	(1)	15	9		-	-				1 -		-
10 holidays plus 2 or more half days	1 2	-	6	-	-	-	-	-	-	-	-	-
11 holidays	18	7	6	-	-	-	-	-	-	- 1	-	-
Il holidays plus I half day	-	8	-	-	-	-		-			-	-
Over 11 holidays	-	1	2	-	-	-	- 1	-	-	-	-	-
Workers in establishments providing			(2)				(2)				1	_
no paid holidays	-	-		-	-	-		-	-	1 .		-
						Plan	t workers					
Workers in establishments providing												
paid holidays	94	92	97	100	100	90	83	99	100	85	91	16
5 holidays	z	(3)	-	-	77	ż		1 1	:	-	-	
5 holidays plus 1 half day	-	-	-	-	8	-	-	1 -	-	-	-	-
5 holidays plus 2 or more half days	-	1	5	48	- 2	57	58	89	83	83	87	4
6 holidays plus 1 half day	-	i i			1	1	2		-	-	-	-
6 holidays plus 2 or more half days	1		2	3	-		-	-	12		-	62
7 holidays plus I half day	2	13	5		-	-	-	-	2	-	-	2
7 holidays plus 2 or more half days	29	15	7	-	-	-	-		1	-	-	
8 holidays	5	3	1	29	-	-	8		(*)	-	-	16
8 holidays plus 1 hair day	-	(ق)	2	-	1	(ق)	1 2	1 .		-	-	
9 holidays	-	3	4	- 1	-	-	-	.5	-	-	-	-
9 holidays plus 1 half day	2	-	(*)	- 1	-	-	-	(-)	-			-
9 holidays plus 2 or more hall days	36	-	(^a)		-	1 -]	-	1 -	-	
10 holidays plus 1 half day		-	l ìí	-	-	-	-	-	-	-	-	-
10 holidays plus 2 or more half days	:	-	(*)	-	- 1	-	- 1	- 1	· ·		-	
11 holidays	4	-	-	1 -			1 :	:	-	-	-	-
11 holidays plus 2 or more half days	-	-	- 1	-	-	- 1	- 1	- 1	-	-	-	-
Over 11 holidays	-	-	1	-	-	-	-	-	-	-	-	-
Workers in establishments providing	6	8	3	-	-	10	17	1	-	15	9	1
no bara nouragio	Ť	÷	-									1
			j]]				1	1		

Excludes limited-price variety stores.
 Less than 0.5 percent.
		Nort	heast		Sou	ith		North (Central		We	est
Number of paid holidays	Boston	Newark- Jersey City	New York City	Phila- delphia	Atlanta	Balti- more	Chicago	. Cleve- land	Minne- apolis- St. Paul	St. Louis	Los Angeles- Long Beach	San Fran- cisco- Oakland
						Offic	ce workers					
Workers in establishments providing			100	100	100	100	100	100	100	100	100	100
paid holidays	100	100	100	100	100	100	100	100	100	100	100	100
5 holidays	:		-		36	-						
5 holidays plug 1 holf day		_	_		50	_			_			_
5 holidays plus 1 han day	-				5	-	-	-	-	1 -	-	
4 halidana	-	-	1	1 10		2	14	65	25		-	-
6 helidays alve 1 helf day	-	-	0			4	5	3	35	i s	7	-
6 holidays plus 1 half day	-		-	1		-	3	, s	15	2	-	
7 halidaya prus 2 or more nam days	-		-		12	,		, v	14	2	24	10
7 holidays	-	-	-	1	16	-		-	(1)	1	23	17
7 holidays plus I hali day	•		-			-	2	-		-	23	-
7 holidays plus 2 or more hall days	-	- ²	1			10		-	1			20
o holidays	1	-		, ,	10	10		1 4		1 "	2	30
8 holidays plus I half day	-	-	1	-	•	-				-	2	10
8 holidays plus 2 or more half days	-		()		-			9		-	14	
9 holidays	-	-	•	,	-	32		1 1	4		1 10	10
9 holidays plus 1 half day	5		-	-		-	2	-		-	-	9
9 holidays plus 2 or more half days	-		-			-	2		13	-	3	2
10 holidays	9		2	(')	10	50	2	11	-	-	4	2
10 holidays plus 1 half day	-		(•)	4	4	-	(*)		-	- 1	-	- 1
10 holidays plus 2 or more half days	-	-	-	•	-	-		-	-	-	1 :	-
11 holidays	67	-	44	2	-	1	35	- 1	-		7	-
11 holidays plus 1 half day	18	-	12	- 1	-	- 1	5		-		1	-
11 holidays plus 2 or more half days	2	-	3	5	-	-	3		-	-	4	i -
Over 11 holidays	-	94	27	77	-	3	j -	1	-	3	-	5
Workers in establishments providing								-				
no paid holidays	-		-	-	-	-	-	-	-	-	-	-
					1	ł			1	ł		

(Percent of office workers employed in finance establishments that provide paid holidays by number of paid holidays provided annually, winter 1957-58)

¹ Less than 0.5 percent. * Finance, insurance, and real estate.

(Percent of office and plant workers employed in services establishments that provide paid holidays by number of paid holidays provided annually, winter 1957-58)

		Northeast		North Central	West		Northeast		North Central	West
Number of paid holidays	Boston	New York City	Phila- delphia	Chicago	Los Angeles- Long Beach ¹	Boston	New York City	Phila- delphia	Chicago	Los Angeles- Long Beach ¹
			Office workers					Plant workers		
Workers i. establishments providing paid holidays Under 5 holidays 5 holidays plus 1 half day 5 holidays plus 2 or more half days 6 holidays plus 1 half day 6 holidays plus 2 or more half days 7 holidays plus 1 half day 8 holidays plus 2 or more half days 9 holidays plus 2 or more half days 9 holidays plus 1 half day 9 holidays plus 2 or more half days 10 holidays plus 2 or more half days 10 holidays plus 2 or more half days 10 holidays plus 2 or more half days 11 holidays plus 2 or more half days 11 holidays plus 2 or more half days 11 holidays plus 2 or more half days Workers in establishments providing no paid holidays	100 - - - - - - - - - - - - - - - - - -	100 	100 	99 - - - - - - - - - - - - - - - - - -	100 - - 53 (*) (*) (*) 17 2 - - - - - - - - - - - - - - - - - -	67 5 	92 - - 40 (^a) 23 1 (^a) 1 (^b) (^a) 3 1 - - 7 7 (^a) 8	88 3 	86 29 - 53 1 2 (³) (³) - - - - - - - - - - - - - - - - - - -	70 3 4 - 40 2 - - - - - - - - - - - - -

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

Table B-24. Paid vacations- all industries

· <u></u>	1	Northeast					outh		-		North Cart	ral		T.			
Amount of vacation pay ¹ and service period	Boston ²	Newark- Jersey City	New York City ^a	Phila- delphia ²	Atlanta	Balti- more	Memphis ²	New Orleans	Chicago ²	Cleve- land ²	Milwau- kee	Minne- apolis- St. Paul	St. Louis ²	Denver	Los Angeles- Long Beach ²	Portland	San Fran- cisco- Oakland ²
						,		Of	lice workers								
l week or more 6 months l year	100 82 100	100 76 99	99 88 99	99 68 99	99 58 99	99 55 99	100 50 100	99 69 99	99 65 99	99 65 99	100 51 100	100 54 100	99 57 99	160 29 100	99 53 99	160 46 100	100 66 100
2 weeks or more 6 months 1 year 2 years 3 years 5 years	99 27 96 99 99 99	99 5 93 97 97 97	99 15 93 99 99 99	99 12 79 94 96 99	99 2 77 93 95 99	99 3 68 83 85 99	98 (³) 61 81 92 98	96 3 75 87 91 96	99 5 80 98 99 99	99 - 85 95 98 99	100 1 52 92 96 100	99 1 71 90 99 99	99 3 70 88 95 99	99 - 59 83 91 99	99 6 78 96 99 99	100 (3) 68 89 98 100	100 9 81 99 100 100
3 weeks or more 3 years 3 years	91 7 28 47 86 89 91	91 1 32 89 90 91	90 5 20 58 88 89 90	89 (³) 8 37 85 87 89	70 - 21 68 69 70	87 3 4 23 81 83 87	62 1 4 25 42 58 62	45 1 5 16 40 45 45	89 4 7 40 86 88 89	92 1 2 9 91 92 92	92 1 6 26 88 88 92	90 1 6 39 88 90 90	88 I 5 26 84 86 88	79 2 23 74 79 79	86 4 9 29 83 85 86	80 3 37 75 80 80	93 4 36 86 92 93
4 weeks or more	38 4 12 35 38	39 1 6 24 39 39	57 2 6 21 56 57	41 (3) (3) 10 40 41	32 - 10 29 32	28 (³) 4 27 28	14 (³) 1 5 14 14	18 (³) 10 18 18	40 2 3 14 38 40	20 1 8 19 20	41 (³) 3 14 41 41	48 (³) 1 17 44 48	23 4 12 23 23	20 - 1 8 19 20	27 1 2 10 19 27	29 - 10 25 29	27 (³) (³) 10 23 27
								P	ant workers								
l week or more 6 months l year	100 36 100	100 29 100	99 38 99	99 21 99	98 24 96	99 14 99	99 15 97	91 23 91	100 15 99	99 10 99	99 10 99	99 12 99	99 12 99	100 11 100	99 21 99	100 8 100	100 30 100
2 weeks or more 6 months 1 year 2 years 3 years 5 years	99 4 41 52 67 99	98 (³) 30 46 63 97	95 3 44 70 88 95	97 1 24 38 61 96	86 - 33 49 59 84	94 (³) 14 31 43 93	90 	78 (³) 26 39 55 77	99 - 21 55 77 98	99 - 13 24 37 99	99 - 8 26 48 97	99 (³) 18 46 85 99	99 - 12 35 70 99	95 (³) 19 46 77 95	98 	100 	99 26 82 91 99
3 weeks or more 3 years 5 years 10 years 15 years 20 years 25 years 25 years	79 2 14 29 77 78 79	82 5 9 29 81 81 82	66 7 16 38 65 65 65 66	78 (³) 6 38 77 77 78	49 - 17 48 49 49	76 1 2 17 74 76 76	52 	33 2 3 9 31 33 33	85 5 34 83 84 85	89 1 3 18 87 87 87 89	88 (³) 7 24 87 88 88 88	84 1 7 30 81 82 84	87 3 22 87 87 87 87	61 (³) 4 14 60 60 61	77 4 14 30 77 77 77	66 2 21 62 64 66	92 6 12 43 92 92 92 92
4 weeks or more	20 7 7 10 20 20	25 2 9 25 25	19 2 4 8 18 19	23 - 7 22 23	14 - - 8 14 14	12 - - 2 12 12 12	11 - - 4 11 11	10 - 2 6 10 10	28 (³) (³) 11 27 28	16 (³) 8 16 16	42 (³) 4 16 42 42 42	35 - 2 11 34 35	23 2 10 22 23	16 (³) 2 16 16	12 2 6 11 12	21 - 6 21 21	19 (³) (³) 8 19 19

(Percent of office and plant workers employed in all establishments providing paid vacations by amount of vacation pay provided after specified length-of-service periods, winter 195/-58)

¹ Includes percentage- or flat-sum type payments converted to equivalent weeks' pay. Periods of service were arbitrarily chosen and do not necessarily reflect the individual provisions for progressions. For example, the changes in proportions indicated at 10 years' service include changes in provisions occurring between 5 and 10 years. Estimates are cumulative. Thus, the proportion receiving 3 weeks' pay or more after 5 years include those who receive 3 weeks' pay or more after fewer years of service. ³ Exceptions to the standard industry limitations are shown in footnotes 4 and/or 7 to the table in appendix B. ³ Less than 0.5 percent.

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Table B-25. Paid vacations-manufacturing

7	0	
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(Percent of office and plant workers employed in manufacturing establishments providing paid vacations by amount of vacation pay provided after specified length-of-service periods, winter 1957-58)

		Nort	heast			Sout	th			N	orth Centra	al			We	st	
Amount of vacation pay ¹ and service period	Boston	Newark- Jersey City	New York City	Phila- delphia	Atlanta	Balti- more	Memphis	New Orleans	Chicago	Cleve- land	Milwau- kee	Minne- apolis- St. Paul	St. Louis	Denver	Los Angeles- Long Beach	Portland	San Fran- cisco- Oakland
								Offi	ce workers								
l week or more 6 months 1 year	100 78 100	100 82 99	99 84 99	100 72 100	99 33 99	100 36 100	100 43 100	99 55 99	100 68 100	100 77 100	100 48 100	100 59 100	99 57 99	100 16 100	100 37 100	100 51 100	100 61 100
2 weeks or more 6 months 1 year 2 years 3 years 5 years	100 12 95 98 98 100	100 4 90 94 95 99	99 4 94 99 99 99	99 5 86 92 94 99	98 83 89 92 98	99 2 61 68 71 99	99 63 83 95 99	91 4 75 80 82 91	100 7 84 97 99 100	100 - 92 97 97 100	100 - 46 90 95 100	99 - 77 90 97 97 99	99 3 75 87 93 99	100 56 67 75 100	99 - 86 96 99 99	100 2 75 90 95 100	100 - 94 99 100 100
3 weeks or more 3 years 3 years	87 3 11 20 84 86 87	91 3 6 26 90 90 91	87 10 22 60 86 87 87	90 - 14 44 90 90 90	36 - 16 36 36 36	90 3 4 20 88 90 90	63 - 32 52 61 63	40 - 4 25 38 39 40	91 6 9 45 89 91 91	95 (²) 1 27 94 94 95	94 - 6 20 94 94 94	88 2 13 49 87 87 88	93 2 5 24 93 93 93	89 - 8 25 89 89 89	88 9 10 29 88 88 88 88	69 9 31 63 67 69	92 8 9 36 92 92 92
4 weeks or more	16 2 3 15 16	21 3 5 9 21 21	46 5 16 25 46 46	30 (²) 11 30 30	4 - - 4 4	15 - 4 15 15	13 - 1 13 13	21 - 1 11 21 21	36 4 14 35 36	15 - 1 7 15 15	43 - 5 10 43 43	47 1 1 22 47 47	23 5 10 23 23	35 5 7 35 35	13 (²) 1 9 13 13	20 - 2 20 20	28 - 19 27 28
								Plan	t workers								
l week or more 6 months l year	100 19 100	100 18 100	99 25 99	100 24 100	96 11 95	100 9 100	98 6 97	92 13 92	100 13 100	100 8 100	99 2 99	100 9 100	99 9 99	100 7 100	100 15 100	100 5 100	100 34 100
2 weeks or more 6 months 1 year 2 years 3 years 5 years	99 (²) 20 28 51 99	98 - 18 35 53 96	91 1 40 56 74 91	97 1 29 30 53 97	83 - 27 33 40 82	99 1 10 21 30 99	89 - 3 11 44 89	85 12 19 48 83 85	99. - 15 41 67 98	99 - 8 13 22 99	99 - 4 9 33 97	100 - 8 26 75 99	99 	100 15 35 71 100	99 - 38 69 90 99	100 - 11 20 64 100	99 - 23 71 83 99
3 weeks or more 3 years 3 years	74 2 7 17 73 73 74	85 5 7 25 84 85 85	65 14 17 41 62 65 65	78 - 8 32 78 78 78 78	40 - - 11 40 40 40	80 1 2 9 79 80 80	55 - 2 8 50 51 55	39 - 2 8 35 38 39	90 8 10 35 88 90 90	95 1 2 12 91 92 95	95 7 15 95 95 95	86 2 7 36 83 84 86	94 3 4 20 94 94 94	78 - 19 78 78 78 78	80 6 8 23 80 80 80 80	78 3 22 72 15 78	94 8 11 30 94 94 94
4 weeks or more 10 years 15 years 20 years 25 years 30 or more years	13 1 3 13 13	22 3 4 6 22 22 22	12 3 5 8 12 12	21 - - 9 21 21	5 - - 5 5	9 - 2 9 9	7 - - 7 7	14 - 4 8 14 14	23 - 6 21 23	11 - 4 11 11	41 - 5 12 41 41 41	36 2 10 36 36	21 3 9 21 21	27 (²) 3 27 27	9 (2) (2) 4 9 9	22 - 1 22 22	21 - 11 21 21

Includes percentage- or flat-sum-type payments converted to equivalent weeks' pay. See footnote 1, table B-24.
 Less than 0.5 percent.

Table B-26. Paid vacations-public utilities †

(Percent of office and plant workers employed in public utilities establishments providing paid vacations by amount of vacation pay provided after specified length-of-service periods, winter 1957-58)

		Nort	heast			Sou	ith			1	orth Cent	ral			₩e	st	
Amount of vacation pay ¹ and service period	Boston ²	Newark- Jersey City	New York City ²	Phila- delphia	Atlanta	Balti- more	Memphis ²	New Orleans	Chicago ²	Cleve- land ²	Milwau- kee	Minne- apolis- St. Paul	St. Louis	Denver	Los Angeles- Long Beach ²	Portland	San F.ran- cisco- Oakland ²
					_			Of	fice workers								
l week or more 6 months l year	100 89 100	100 99 100	100 88 100	100 60 100	100 68 100	100 95 100	100 70 100	100 89 100	100 46 100	99 13 99	100 32 100	100 7 100	100 52 100	100 20 100	100 51 100	100 37 100	100 64 100
2 weeks or more 6 months 1 year 2 years 3 years 5 years	100 55 97 99 99 99	100 98 100 100 100	100 17 97 100 100 100	100 - 99 99 100	100 	100 92 96 99 100	100 	100 7 65 94 99 100	100 3 85 98 100 100	99 - 55 97 99 99	100 36 96 100 100	100 26 92 100 100	100 - 20 94 99 100	100 - 44 97 97 100	100 - 7 90 99 100	100 - 43 85 99 100	100 - 33 94 100 100
3 weeks or more3 years5 years5 years10 years15 years20 years25 years	98 3 98 98 98	98 - 7 14 98 98 98	94 4 10 27 94 94 94	98 - 3 14 98 98 98 98	98 - 11 90 98 98	95 (³) 2 95 95 95	84 - 5 16 84 84 84 84	83 - 16 17 83 83 83	95 (³) 12 95 95 95	94 1 2 16 94 94 94	97 - 46 97 97 97	90 - 42 89 90 90	91 	88 - 4 88 88 88	91 - 12 91 91 91	86 3 5 40 86 86 86 86	95 3 14 38 95 95 95
4 weeks or more	29 - 1 28 29	37 - 2 36 37	33 1 2 10 30 33	34 - - 33 34	12 - 3 9 12	58 - - 56 58	13 5 6 12 12 13	20 - 11 19 20	31 - 28 29 31	34 - 33 34	49 - - 38 49 49	31 - 2 10 29 31	41 - - 33 40 41	3 - 3 3 3	36 - - 24 36	36 - - 33 35 36	27 1 1 25 27
								Plan	nt workers								
l week or more 6 months 1 year	100 79 100	100 79 100	100 86 100	100 34 100	100 53 100	99 72 99	100 41 93	99 29 99	100 5 100	100 15 100	100 21 100	100 8 100	100 38 100	100 17 100	100 48 100	100 25 100	100 67 100
2 weeks or more 6 months 1 year 2 years 3 years 5 years	100 45 89 92 93 100	100 (3) 77 81 100 100	100 18 80 94 100 100	100 22 63 68 100	98 - 34 71 95 98	99 72 87 99 99	100 19 56 86 100	88 - 40 66 77 88	100 29 77 100 100	100 - 41 77 99 100	100 21 82 97 100	100 22 72 96 100	100 - 17 84 98 100	100 30 70 79 100	100 11 77 98 100	100 33 76 100 100	100 - 47 96 100 100
3 weeks or more 3 years 5 years 10 years 20 years 20 years 25 years	100 5 35 100 100	95 15 21 38 95 95 95	93 5 12 25 93 93 93	100 2 50 100 100 100	90 - 15 85 90 90	99 (3) 2 99 99 99	81 - 25 81 81 81	78 - 14 78 78 78 78	100 - 4 100 100 100	100 - 10 100 100 100	98 - 52 98 98 98 98	97 - 37 97 97 97	99 - 47 99 99 99	92 - 24 92 92 92 92	80 - 10 80 80 80	77 - 26 77 77 77	92 10 12 31 92 92 92
4 weeks or more	27 - 24 27	47 - 2 45 47	35 3 12 30 35	32 - - 28 32	18 - 14 14 18	50 - - 50 50	28 - 25 25 25 28	17 - 13 14 17	52 - 1 48 49 52	54 - 22 51 54	67 - 58 65 67	46 - 8 32 43 46	61 - 40 59 61	- - - -	25 - - 14 25	29 - 26 26 29	23 2 2 20 23

¹ Includes percentage- or flat-sum type payments converted to equivalent weeks¹ pay. See footnote 1, table B-24.
 ² 1 or more utilities are municipally operated, and, therefore, excluded from the scope of the studies. See footnote 4 to the table in appendix B.
 ³ Less than 0.5 percent.
 ⁴ Transportation (excluding railroads), communication, and other public utilities.

Table B-27. Paid vacations-wholesale trade

(Percent of office and plant workers employed in wholesale trade establishments providing paid vacations by amount of vacation pay provided after specified length-of-service periods, winter 1957-58)

		Nort	heast		Sou	ith		North	Central	· · · · · · ·	We	st
Amount of vacation pay ¹ and s ervice period	Boston	Newark- Jersey City	New York City	Phila- delphia	Atlanta	Balti- more	Chicago	Cleve- land	Minne- apolis- St. Paul	St. Louis	Los Angeles- Long Beach	San Fran- cisco- Oakland
						Office wo	rkers					
l week or more6 months1 year1	100 67 100	100 71 100	100 85 100	100 54 100	100 33 100	99 42 99	100 59 100	100 60 100	100 33 100	100 53 100	100 44 100	100 41 100
2 weeks or more 6 months 1 year 2 years 3 years 5 years	98 6 97 98 98 98	100 93 96 96 100	100 13 97 100 100 100	100 5 83 90 92 100	100 - 84 99 100 100	94 6 85 88 92 94	100 - - 93 98 100	100 - 76 87 100 100	100 - 66 80 100 100	100 63 84 99 100	100 	100 - 71 100 100 100
3 weeks or more3 years 5 years10 years10 years 10 years20 years25 years	75 - - 30 73 73 75	89 3 9 36 86 86 89	85 	75 2 10 39 75 75 75	74 6 33 72 72 74	64 - 54 64 64 64	75 - 28 73 74 75	81 - 32 76 81 81	89 - 50 89 89 89	70 - - 19 61 67 70	80 2 6 45 79 80 80	88 - 27 88 88 88 88
4 weeks or more	16 - 13 16 16	32 3 6 11 32 32	36 1 13 36 36	30 2 22 30 30	28 - - 24 28 28 28	37 4 36 37 37	33 4 13 31 33	15 - 9 15 15	47 2 22 47 47	22 - 15 22 22 22	21 - 8 21 21	29 - 11 29 29
						Plant w	orkers					
l week or more 6 months l year 2 weeks or more 6 months	100 48 100 92 7 49	100 44 100 100	100 70 100 100 100	86 14 86 86	98 23 98 92	100 19 100 75 1	100 26 100 100	94 21 94 90	100 24 100 100	100 32 100 100	99 20 99 99	100 12 100 100
2 years 3 years 5 years	81 87 92	86 95 100	95 98 100	31 57 86	75 84 92	40 48 75	73 90 100	60 73 90	73 95 100	63 95 100	88 99 99	99 99 100
3 weeks or more 3 years 5 years 10 years 15 years 20 years 25 years	77 7 24 74 74 77	90 1 31 55 88 88 90	78 7 22 45 78 78 78 78	57 - - 29 57 57 57	48 - 2 18 46 46 46 48	59 - - 24 59 59 59	79 - 37 75 78 79	82 - 1 39 81 82 82	97 - 48 97 97 97 97	67 - - 4 60 67 67	84 ~ 1 45 82 84 84	100 - 21 100 100 100
4 weeks or more	17 7 17 17 17	40 1 29 37 40 40	21 - 4 21 21	11 - 10 11 11	12 - 11 12 12	13 - 13 13 13	36 1 10 36 36	31 - - 27 31 31	46 6 14 46 46	7 - 7 7 7 7	8 4 8 8	15 - 9 15 15

¹ Includes percentage- or flat-sum type payments converted to equivalent weeks' pay. See footnote 1, table B-24.

Table B-28. Paid vacations-retail trade

(Percent of office and plant workers employed in retail trade establishments providing paid vacations by amount of vacation pay provided after specified length-of-service periods, winter 1957-58)

	I	Nort	heast			South		North C	entral		West	
Amount of vacation pay ¹ and service period	Boston	Newark- Jersey City ²	New York City ²	Phila- delphia ²	Atlanta	Balti- more	New Orleans	Chicago	Minne- apolis- St. Paul	Denver	Portland	San Fran- cisco- Oakland
						Office w	orkers					
l week or more6 months1 year	100 75 100	100 71 100	100 54 100	100 22 100	100 41 100	100 9 100	100 48 100	100 29 100	100 19 100	100 7 100	100 4 100	100 18 100
2 weeks or more 6 months 1 year 2 years 3 years 5 years	100 - 82 100 100 100	100 - - 93 98 100	99 53 99 99 99	100 - 24 85 99 100	96 - 47 91 92 96	99 - 13 90 94 99	88 - 50 74 76 88	99 - 33 99 99 99	100 28 78 96 100	97 - 18 76 95 97	100 - 24 81 100 100	100 - 35 99 100 100
3 weeks or more 3 years 5 years 10 years 20 years 20 years 25 years	97 - 47 80 94 97 97 97	57 19 55 57 57 57	86 4 34 75 86 86 86	89 - - 82 86 86 86 89	73 - 11 55 72 73 73	80 - 53 79 80 80	15 1 13 13 15 15	90 - 3 60 88 90 90	88 - 9 36 88 88 88	65 - 3 11 59 64 65	70 - 17 70 70 70	94 - 13 84 94 94 94 94
4 weeks or more	57 36 37 41 57 57	46 - 12 37 46 46 46	49 1 2 15 49 4 9	53 - - 7 53 53	62 - 21 62 62	42 - - 1 42 42	12 - - 12 12 12	75 - 13 75 75	51 - 7 51 51	37 - 3 37 37	34 - - 34 34	20 - 2 19 20
						Plant wor	kers					
l week or more6 months1 year	100 70 100	100 65 100	99 36 99	100 8 100	100 49 100	100 13 100	87 32 87	100 31 100	100 19 100	100 10 100	100 4 100	100 6 100
2 weeks or more 6 months 1 year 2 years 3 years 5 years	99 - 80 99 99 99	100 - 70 94 99 100	98 - 42 98 98 98 98	98 - 14 56 93 98	93 	91 - 54 80 84	64 - 26 46 49 64	98 - 35 88 93 98	100 	94 - 14 48 90 94	100 - 13 58 100 100	100 - 19 96 97 100
3 weeks or more 3 years 5 years 10 years 15 years 20 years 25 years	97 - 40 64 91 95 95 97	66 - 18 50 66 66 66	74 20 54 74 74 74	88 - 4 71 81 81 81 88	65 - 11 38 64 65 65	73 5 61 67 73 73	14 6 10 10 14 14	83 - 11 48 80 83 83	86 - 10 16 86 86 86	39 - 5 8 35 35 39	37 - - 18 37 37 37 37	95 - 21 87 95 95 95
4 weeks or more	41 28 30 35 41 41	34 - 15 30 34 34	35 2 6 10 35 35	34 - - 4 34 34	41 - - 25 41 41	13 - - 5 13 13	5 - - 5 5	47 - 20 47 47	34 - 7 34 34	15 - - 2 15 15	19 - - 4 19 19	19 - - 4 17 19

Includes percentage- or flat-sum type payments converted to equivalent weeks' pay. See footnote 1, table B-24.
 Excludes limited-price variety stores.

Table B-29. Paid vacations-finance*

(Percent of office workers employed in finance establishments providing paid vacations by amount of vacation pay provided after specified length-of-service periods, winter 1957-58)

		North	neast		Sou	ıth		North C	entral		₩e	st
Amount of vacation pay ¹ and service period	Boston	Newark- Jersey City	New York City	Phila- delphia	Atlanta	Balti- more	Chicago	Cleve- land	Minne- apolis- St. Paul	St. Louis	Los Angeles- Long Beach	San Fran- cisco- Oakland
						Office w	orkers					
l week or more6 months1 year	100 89 100	100 63 100	99 97 99	99 90 99	100 90 100	100 92 100	99 90 99	100 62 100	100 86 100	100 80 100	100 86 100	100 86 100
2 weeks or more 6 months 1 year 2 years 3 years 5 years	100 45 100 100 100 100	100 9 100 100 100 100	99 25 98 99 99 99	99 33 96 99 99 99	100 7 96 96 96 100	100 8 92 100 100 100	99 7 97 99 99 99	100 - 91 95 100 100	100 3 96 100 100 100	100 9 99 100 100	100 20 98 100 100	100 23 100 100 100 100
3 weeks or more 3 3 years 5 5 years 5 10 years 5 15 years 5 20 years 5 20 years 5	100 13 48 65 88 93 100	96 - 21 40 94 96 96 96	95 4 18 62 93 94 95	92 - 18 76 85 92	82 - - 11 78 78 82	87 - 15 70 74 87	94 (²) 37 90 90 94	98 - 35 98 98 98 98	99 - 24 92 99 99	91 - 21 78 83 91	90 8 23 82 87 90	94 2 25 77 92 94
4 weeks or more	64 - - 16 58 64	71 - 10 57 71 71	81 - 25 81 81	65 - - 9 59 65	59 - 10 54 59	34 - - 3 33 34	43 - 3 11 38 43	35 - 11 30 35	61 - - 18 45 61	24 - 8 10 24 24	50 - - - - - - - - - - - - - - - - - - -	29 - - 8 20 29

Includes percentage- or flat-sum type payments converted to equivalent weeks' pay. See footnotel, table B-24.
 Less than 0.5 percent.
 Finance, insurance, and real estate.

Table B-30. Paid vacations-services

North North Northeast West Northeast West Central Central Amount of vacation pay 1 Los Los New New and service period Phila-Angeles-Phila-Angeles-Boaton York Chicago Boston York delphia Long Beach² delphia Chicago Long Beach² City City Office workers **Plant workers** 52 98 17 99 l week or more 6 months _____ 99 l year (³) 20 42 96 96 2 weeks or more _____ 89 96 6 months 96 90 l year ... 2 years 62 99 3 years 5 years (³) 5 (³) (3) 3 weeks or more _____ 3 years . 60 71 68 75 52 61 5 years ____ -----10 years 73 29 15 years 71 76 75 62 29 20 years 68 25 years _____ 4 weeks or more _____ (² (³) $\binom{5}{3}$ $\binom{3}{3}$ $\binom{3}{3}$ $\begin{pmatrix} 3\\ 3\\ \\ 3\\ \\ 3 \end{pmatrix}$ 5 5 10 years _____ 15 years -37 37 20 years _____ -`2 3 31 25 years -30 or more years

(Percent of office and plant workers employed in services establishments providing paid vacations by amount of vacation pay provided after specified length-of-service periods, winter 1957-58)

Includes percentage- or flat-sum type payments converted to equivalent weeks¹ pay. See footnote 1, table B-24.
 Excludes motion-picture production and allied services; data for these industries are included, however, in "all industries."

³ Less than 0.5 percent.

(Percent of office and plant workers employed in all establishments with formal provisions other than legally required by type of plan, winter 1957-58)

······································	1		Insuranc	e plans		·. ·.]	Sickness and ac and/or s	cident insuranc ick leave	e	Patinamant.	No health,
Area	Life	Accidental death and dismem- berment	Hospitali- zation	Surgical	Medical	Catastrophe	Total ¹	Sickness and accident insurance	Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)	Retirement pension plan	insurance, or pension plan
						Office	workers					
Northeast: Boston ^a Newark-Jersey City ^a New York City ^a Philadelphia ^a South: Aflanta Baltimore Memphis ^a New Orleans North Central: Chicago ^a Cleveland ^a Milwauke Minneapolis-St. Paul St. Louis ^a West: Denver Los Angeles-Long Beach ^a	90 94 93 95 98 91 91 92 95 95 95 95 93 94 87 97	51 48 41 36 55 37 46 48 44 49 51 42 56 37 56	80 76 77 67 84 68 82 70 82 70 82 78 90 81 75 69 89 89	79 75 60 83 67 81 65 82 74 89 80 76 69 89	52 57 54 36 44 29 37 39 55 38 67 63 68 51 75	29 14 31 18 47 16 25 25 25 32 20 18 27 23 17 48	77 (*) 96 85 72 93 65 54 80 70 83 71 77 73 80	42 51 32 36 42 37 40 27 47 48 64 64 40 52 34 35	63 (*) 89 68 44 54 29 25 41 44 39 44 53 47 69 64	3 7 2 5 15 24 14 10 15 6 6 3 6 13 4	77 86 81 82 84 87 61 57 74 79 79 79 79 79 78 65 81	(3) (3) (3) 2 (3) 1 2 3 1 2 3 1 3 2 6 1
Portland San Francisco-Oakland ²	88 95	49 41	81	82	73 70	32 36	71 76	33	44 54	10	80	(3)
		L	•			Plant	workers			·	A	· · · · · ·
Northeast: Boston ² New York City ² Philadelphia ² Baltimore Baltimore Memphis ² New Orleans North Central: Chicago ² Milwaukee Milwaukee Mineapolis ² St. Louis ² West: Denver Los Angeles-Long Beach ² San Francisco-Oakland ²	88 92 93 93 94 89 73 76 93 97 92 87 93 76 92 72 93	59 52 45 45 40 43 40 43 40 43 55 53 49 69 43 74 52 50	78 86 87 81 80 75 70 59 87 80 94 82 87 82 87 65 91 83 83 87	74 84 84 75 79 75 68 51 86 81 92 80 85 65 91 83 87	45 61 59 42 28 17 34 30 56 43 71 57 71 48 80 72 84	3 11 5 7 15 4 10 11 11 12 9 5 5 12 12 11 29 16 25	94 81 85 89 62 60 89 88 88 91 92 72 67 81 54	79 71 67 77 55 71 48 50 74 81 78 73 81 52 33 69 24	14 19 25 12 14 7 14 8 5 6 6 6 16 20 17 34 6 17	11 7 11 9 15 20 10 8 15 3 7 12 9 19 14 13 22	59 76 79 64 61 80 46 37 69 66 63 67 48 66 57 67	1 2 3 5 15 15 2 1 2 2 3 12 2 3 12 2 8 (*)

¹ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately. Sick-leave plans are limited to those which definitely establish at least the minimum number of days' pay that can be expected by each employee. Informal sick-leave allowances determined on an individual basis are excluded.
 ³ Exceptions to the standard industry limitations are shown in footnotes 4 and/or 7 to the table in appendix B.
 ⁴ Information not available.
 ⁵ Not comparable with estimate in last previous study.

(Percent of office and plant workers employed in manufacturing establishments with formal provisions other than legally required by type of plan, winter 1957-58)

			Insuranc	e plans			5	ickness and acc and/or si	ident insuranc ick leave	e	D	No health.
Агеа	Life	Accidental death and dismem- berment	Hospitali- zation	Surgical	Medical	Catastrophe	Total ¹	Sickness and accident insurance	Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)	pension plan	insurance, or pension plan
	 					Office	workers			_		
Northeast: Boston Newark-Jerssy City Philadelphia South: Atlanta Baltimore	89 95 91 95 98 98	59 62 42 42 72 57	85 83 84 78 95 83	83 82 84 77 94 85	65 58 68 49 61 32	12 14 23 14 51 9	93 (*) 96 91 85. 97	64 77 39 59 80 58	73 (*) 86 71 62 51	4 3 2 4 30	73 85 78 84 83 91	1 (³) 1 4 1
Memphis	91 85	66 50	88 73	88 72	55 39	9 19	75 78	69 50	21 33	7 5	54 68	4 3
Chicago	99 98 95 97	54 48 67 49 71	87 88 99 91 91	86 89 99 88 90	63 46 80 57 81	25 22 7 13 28	88 81 94 81 84	67 63 92 68 68	44 55 39 38 58	9 3 - 1 1	74 82 79 73 81	(*) (3) 1
Denver Los Angeles-Long Beach Portland San Francisco-Oakland	92 99 80 90	70 90 54 57	82 98 79 90	82 98 79 90	56 81 71 83	4 66 11 37	87 88 73 73	66 46 48 29	41 74 46 62	25 3 3 2	63 81 59 79	5 (³) 9 (³)
						Plant	workers					
Northeast: Böston Newark-Jersey City New York City Philadelphia South: Aflanta Baltimore Memphis New Orleans North Central: Chicago Cleveland Milnwakee Minnespolis-St. Paul St. Louis West: Denver Los Angeles-Long Beach Portland San Francisco-Oakland	87 93 95 92 95 94 73 74 98 95 95 89 95 89 95 87 95 87 95 81 95	59 55 40 47 63 45 53 42 57 55 63 49 73 50 86 60 67	88 91 95 89 92 86 81 68 91 84 99 92 93 74 180 88 94	87 90 93 85 92 86 77 62 91 87 98 89 90 74 100 88 94	53 64 65 46 37 16 47 31 60 49 78 63 76 61 88 83 88	4 13 2 8 18 3 4 12 10 9 4 4 13 1 39 3 29	94 81 91 83 67 76 95 88 93 92 94 83 70 77 42	89 79 74 86 81 83 65 69 87 87 92 87 88 73 42 73 27	5 14 16 6 15 1 4 6 1 1 1 9 18 6 36 1 10	7 3 5 7 2 19 3 4 10 1 1 1 1 1 7 24 7 6 9	59 79 80 67 60 86 50 40 65 75 68 67 71 49 62 51 63	1 1 1 4 3 12 12 12 12 1 1 (³) 2 - - - - - - - - - - - - -

¹ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately. Sick-leave plans are limited to those which definitely establish at least the minimum number of days' pay that can be expected by each employee. Informal sick-leave allowances determined on an individual basis are excluded.
 ³ Information not available.
 ³ Less than 0.5 percent.

Table B-33. Health, insurance, and pension plans-public utilities T

(Percent of office and plant workers employed in public utilities establishments with formal provisions other than legally required, by type of plan, winter 1957-58)

			Insuran	ce plans			S	ickness and ac and/or si	cident insuran ck leave	e	ì	No health.
Area	Life	Accidental death and dismem- berment	Hospitali- zation	Surgical	Medical	Catastrophe	Total ¹	Sickness and accident insurance	Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)	Retirement pension plan	insurance, or pension plans
						Office	workers					
Northeast: Boston ²	96	89	42	42	9	6	99	25	90	1	95	-
Newark-Jersey City New York City ² Philadelphia	98 95 100	56 64 58	18 53 16	18 50 11	12 39 9	413 1	(³) 98 98	36 33 32	(³) 92 86	49 5 9	95 95 95	-
South: Atlanta Baltimore	100 100	30 3	47 9	47 9	19 3	31	87 100	44 5	32 44	44 56	91 93	:
New Orleans North Central:	100 99	28 14	61 70	61 66	42 49	30 17	94 64	56 12	31 30	39 28	78 73	ī
Chicago [*] Cleveland [*] Milwaukee Minneapolis-St. Paul	96 99 99 94	30 55 48 19	54 38 57 45	54 38 57 45	31 29 41 28	31 24 31 1	93 97 94 94	37 19 39 21	41 46 51 84	42 47 41 6	85 90 93 78	1
St. Louis West: Denver	93	20 34	53	53 53	47 52	27	96 93	24	40 83	47	82 85	3
Los Angeles-Long Beach ² Portland San Francisco-Oakland ²	99 86 96	59 46 12	39 53 54	39 54 54	37 53 54	28 28 30	92 96 92	13 23 31	79 70 46	12 10 44	99 80 87	1
		L		,	·	Plant	workers	· I	d. <u></u>	h	L	1
Northeast: Boston ²	93	78	44	44	17	1	100	28	34	50	88	-
Newark-Jersey City New York City ² Philadelphia	100 94 100	27 67 29	48 57 54	48 49 33	36 34 18	411 3	97 99 100	51 39 65	31 38 30	43 47 26	95 99 95	
South: Atlanta Baltimore Memphis ²	98 100 91	34 15 44	52 30 55	52 30 55	13 15 18	15	87 85 86	41 15 64	9 35 8	48 35 36	89 99 81	
New Orleans North Central: Chicago ²	94 99	35 30	54 54	51 54	38 29 33	22	99	48	28	44	96	-
Milwaukee Minneapolis-St. Paul St. Louis	100 97 100	48 28 41	75 56 69	75 56 69	62 32 50	19 (⁵) 17	99 97 100	47 28 47	7 31 32	64 42 36	97 97 93	
West: Denver Los Angeles-Long Beach ^a	100 98 77	49 69 40	70 45 63	70 45 63	67 41 60	28 22 14	85 81 99	40 16 49	32 66 17	30 11 48	88 98 97	
San Francisco-Oakland ²	94	19	59	59	59	42	84	37	41	39	97	-

¹ Uncuplicated total of workers receiving sick leave or sickness and accident insurance shown separately. Sick-leave plans are limited to those which definitely establish at least the minimum number of days' pay that can be expected by each employee. Informal sick-leave allowances determined on an individual basis are excluded.
⁴ 1 or more utilities are municipally operated, and, therefore, excluded from the scope of the studies. See footnote 4 to the table in appendix B.

³ Information not available.

⁴ Not comparable with estimates in earlier surveys.

bess than 0.5 percent.
 Transportation (excluding railroads), communication, and other public utilities.

Table B-34. Health, insurance, and pension plans-wholesale trade

	Insurance plans							Sickness and accident insurance and/or sick leave				No health,
Area	Life	Accidental death and dismem- berment	Hospitali- zation	Surgical	Medical	Catastrophe	Total ¹	Sickness and accident insurance	Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)	pension plan	insurance, or pension plan
						Office v	vorkers					
Northeast: Boston Newark-Jersey City New York City Philadelphia South: Atlanta Baltimore North Central: Chicago Cleveland Minneapolis-St. Paul St. Louis West: Los Angeles-Long Beach San Francisco-Oakland	85 97 90 86 94 85 86 89 89 93 93 95 97	44 83 47 37 53 47 50 43 46 77 57 48	81 85 70 69 92 86 83 59 88 81 91 77	83 83 66 55 90 84 81 59 88 81 88 81 88 75	41 68 45 40 49 37 58 35 78 78 76 68 67	24 24 26 23 21 3 27 25 28 10 32 29	72 (*) 97 86 73 87 79 60 66 81 73 76	41 58 32 33 38 28 45 47 44 53 34 18	70 (*) 94 72 51 60 51 28 32 57 57 63	- 1 2 10 11 3 3 5 3 1 10	65 67 76 72 81 79 71 65 69 61 62 62	$ \begin{array}{c} 2 \\ - \\ 3 \\ (^{3}) \\ 1 \\ 7 \\ 6 \\ 3 \\ (^{3}) \\ 1 \end{array} $
						Plant	workers					
Northeast: Boston Newark-Jersey City New York City Philadelphia South: Atlanta Baltimore North Central: Chicago Cleveland Minneapolis-St. Paul St. Louis West: Los Angeles-Long Beach San Francisco-Oakland	84 96 96 83 95 68 88 88 91 91 96 89 90 100	40 67 63 34 49 34 50 41 69 66 51 62	70 79 77 76 87 75 81 66 93 75 75 86 79	75 79 76 69 83 66 80 67 91 75 86 76	37 64 43 43 36 22 57 31 71 60 75 74	9 9 12 5 9 (³) 11 14 14 11 14 25	69 77 93 87 59 58 72 79 92 80 73 86	45 62 57 67 35 34 56 47 73 59 43 5	43 18 64 22 20 18 35 31 57 35 18	10 8 10 3 9 9 5 7 4 7 18 68	55 70 81 55 67 44 65 61 59 68 63 88	6 4 - 7 2 18 5 9 - 11 11 1

(Percent of office and plant workers employed in wholesale trade establishments with formal provisions other than legally required by type of plan, winter 1957-58)

¹ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately. Sick-leave plans are limited to those which definitely establish at least the minimum number of days¹ pay that can be expected by each employee. Informal sick-leave allowances determined on an individual basis are excluded. ² Information not available. ³ Less than 0.5 percent.

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Table B-35. Health, insurance, and pension plans-retail trade

	Insurance plans							Sickness and accident insurance and/or sick leave				No health.
Агеа	Life	Accidental death and dismem- berment	Hospitali- zation	Surgical	Medical	Catastrophe	Total ¹	Sickness and accident insurance	Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)	Retirement pension plan	insurance, or pension plan
						Office	workers					
Northeast: Boston Newark-Jersey City ² Philadelphia ² Philadelphia ² Baltimore New Orleans North Central: Chicago Minneapolis-St. Paul West: Denver Portland San Francisco-Oakland	86 80 86 99 95 86 90 90 93 79 78 71 78	48 34 25 21 36 44 51 36 44 44 44 59 37	61 88 88 76 84 66 52 95 61 62 69 87	55 81 86 72 82 66 40 90 59 62 69 87	34 61 69 24 17 33 33 23 30 27 39 84	3 24 22 31 39 41 16 43 30 37 40 13	97 (³) 89 91 82 100 62 90 85 81 77 44	70 52 53 41 16 55 31 32 45 50 42 22	45 (3) 44 29 13 14 22 8 35 35 35 30 19	21 5 13 37 56 36 15 56 10 18 13 16	54 66 72 81 79 30 65 62 56 58 37	- - - 9 1 9 5 1
		J	<u> </u>	L	I	lPlant	vorkers	I		L		<u> </u>
Northeast: Boston Newark-Jersey City ² New York City ² Philadelphia ² South: Atlanta Baltimore New Orleans North Central: Chicago Minneapolis-St. Paul West: Portland San Francisco-Oakland	90 75 91 98 94 76 74 83 79 59 52 86	52 34 36 39 54 35 40 29 46 40 42 29	65 86 95 70 78 54 45 92 68 51 81 94	60 80 93 69 76 54 32 87 66 51 81 94	40 61 67 30 18 28 24 45 48 24 45 48 24 42 93	1 16 5 6 16 9 5 19 9 17 51 14	97 85 85 86 67 91 44 79 89 57 80 50	79 52 67 65 21 52 33 52 59 36 67 21	26 43 26 21 15 18 8 4 26 24 3 20	9 8 4 16 34 28 11 29 5 10 14 15	61 68 71 53 59 70 22 45 50 38 54 48	- 2 2 22 3 2 19 -

(Percent of office and plant workers employed in retail trade establishments with formal provisions other than legally required by type of plan, winter 1957-58)

¹ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately. Sick-leave plans are limited to those which definitely establish at least the minimum number of days! pay that can be expected by each employee. Informal sick-leave allowances determined on an individual basis are excluded. ² Excludes limited-price variety stores. ³ Information not available.

Table B-36. Health, insurance, and pension plans-finance*

(Percent of office workers employed in finance establishments with formal provisions other than legally required, by type of plan, winter 1957-58)

Area Accidental desth and dismem- berment Hospitali- zation Surgical Medical Catastrophe Total ¹ Sickness and accident insurance Sick leave (full pay and mowaiting period) ? Northeast: Boston Newark-Jersey City 96 46 93 93 59 58 54 22 52 Newark-Jersey City 96 21 85 85 72 16 (³) 16 (³) New York City 98 36 83 81 53 45 96 26 94	Sick leave (partial pay or waiting	Retirement pension	insurance.
Northeast: 96 46 93 93 59 58 54 22 52 Boston 96 21 85 85 72 16 (³) 16 (³) New York City 98 36 83 81 53 45 96 26 94 Philip Libriu 98 28 64 50 27 26 71	period)	plan	or pension plan
Northeast: 96 46 93 93 59 58 54 22 52 Boston 96 21 85 85 72 16 (³) 16 (³) New Xork City 98 36 83 81 53 45 96 26 94 New York City 98 28 64 50 27 26 71			
Boston 96 46 93 93 59 58 54 22 52 New Arc-Jersey City 96 21 85 85 72 16 (³) 16 (³) New York City 98 36 83 81 53 45 96 26 94 New Jork City 98 28 64 50 27 26 71 71	T		
Newark-Jersey City 96 21 85 85 72 16 $(^3)$ 16 $(^3)$ New York City 98 36 83 81 53 45 96 26 94 New York City 98 36 83 81 53 45 96 26 94	-	89	(2)
New York City 98 36 83 81 53 45 96 26 94 94 98 28 64 50 27 26 71 98 36 71	-	92	-
	- I	88	
	1 - 1	87	
South:			
Atlanta 100 58 87 87 43 75 61 29 51	-	83	-
Baltimore 88 15 66 62 32 26 80 7 75	-	92	(²)
North Central:			1 . /
Chicago 99 38 83 87 70 47 64 29 49	2	83	(²)
Cleveland 95 58 81 55 21 11 24 8 19	-	84	(*)
Mineapolis-St. Paul 96 39 90 90 90 51 52 14 49		99	· · ·
St. Louis 99 27 49 58 54 25 52 28 49	(3)	89	(2)
West			1 . /
Los Angeles-Long Beach 96 425 92 92 84 36 71 26 67	2	89	-
San Francisco-Oakland 100 43 88 88 67 44 81 46 57	3	94	-
		<i>,</i> -	1

1 Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately. Sick-leave plans are limited to those which definitely establish at least the minimum number of days' pay that can be expected by each employee. Informal sick-leave allowances determined on an individual basis are excluded. Less than 0.5 percent.

3

Information not available.

⁴ Not comparable with estimate in last previous study.

* Finance, insurance, and real estate.

Table B-37. Health, insurance, and pension plans-services

(Percent of office and plant workers employed in services establishments with formal provisions other than legally required, by type of plan, winter 1957-58)

	Insurance plans							Sickness and accident insurance and/or sick leave				No health,
Атеа	Life	Accidental death and dismem- berment	Hospitali- zation	Surgical	Medical	Catastrophe	Total ¹	Sickness and accident insurance	Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)	pension plan	insurance, or pension plan
					·	Office worke	brs					
Northeast: Boston New York City North Central: Chicago West: Los Angeles-Long Beach ³	60 86 71 72 94	16 38 18 21 56	50 67 72 68 91	43 63 61 68 91	38 53 46 44 75	8 26 10 12 35	90 99 63 51 52	32 29 34 22 17	52 94 55 32 46	(²) 4	58 63 41 39 65	(²) 5 10 4
Northeast: Boston	90	77	79	49	23	(²)	90	78	11	4	16	1
New York City Philadelphia North Central:	89 97 82	51 67	86 74 87	83 51 85	63 63 75		83 64 75	73 50 70	19	2	10	(²) 10
West: Los Angeles-Long Beach ³	84	51	82	82	76	7	22	8	13	9	34	14

¹ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately. Sick-leave plans are limited to those which definitely establish at least the minimum number of days' pay that can be expected by each employee. Informal sick-leave allowances determined on an individual basis are excluded. ² Less than 0.5 percent.

³ Excludes motion-picture production and allied services; data for these industries are included, however, in "all industries."

Appendix A: Occupational Earnings, Buffalo, N.Y.

(Average hourly earnings¹ for selected plant occupations studied in manufacturing and public utilities in Buffalo³)

Occupation ³	Manufacturing	Public utilities †	Occupation ³	Manufacturing	Public utilities †
Maintenance and powerplant			Custodial, warehousing, and shipping		
Carpenters	\$2.64 2.78 2.53 2.22 2.32 2.64 2.69 2.66 2.51 2.69 2.32 2.32 2.45 2.59 2.66 2.84	\$2.04 	Guards Janitors, porters, and cleaners (men) Janitors, porters, and cleaners (women) Laborers, material handling Order fillers Packers, shipping (men) Packers, shipping (women) Receiving clerks Shipping and receiving clerks Light (under 1 ¹ / ₄ tons) Medium (1 ¹ / ₄ tons) Heavy (over 4 tons, trailer type) Heavy (over 4 tons, other than trailer type) Truckers, power (other than forklift) Truckers, power (other than forklift)	\$2.17 1.94 1.67 2.00 1.99 2.19 1.73 2.14 2.21 2.18 2.27 2.12 2.12 2.12 2.35 2.20 2.27 1.80	\$1.65 2.13 - - 2.22 2.24 2.25 2.22 1.69

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
 ^a Data relate to September 1957. Information, based on telephone inquiries by Bureau representatives, was limited to straight-time hourly earnings in selected plant worker occupations in the manufacturing and public utilities establishments included in the full-scale survey conducted in September 1956 in this area.
 ³ Data limited to men workers except where otherwise indicated.
 ⁴ Includes all drivers, regardless of size and type of truck operated.
 ⁴ Transportation (excluding railroads), communication, and other public utilities.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

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Industry and Establishment Limitations

The area survey data were obtained by personal visits of Bureau field agents²⁸ to representative establishments within six broad industry divisions: (1) Manufacturing; (2) transportation (excluding railroads), communication, and other public utilities; (3) wholesale trade; (4) retail trade; (5) finance, insurance, and real estate; and (6) selected services. Excluded from the scope of the studies, besides railroads, were government institutions²⁹ and the construction and extractive industries.

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

More than 4,500 establishments were included in the Bureau's sample out of more than 23,000 establishments within the scope of the studies in the 19 areas. To obtain appropriate accuracy at minimum cost, a greater proportion of large than of small establishments was studied. In combining the data, however, all establishments were given their appropriate weight. Estimates are presented, therefore, as relating to all establishments in the industry grouping and area, but not to those below the minimum size studied; an exception, however, is the tabulation of minimum entrance rates, which relates solely to provisions in the establishments actually visited.

²⁹ See footnote 4 to the table, p. 86, for areas in which public utilities were municipally operated and have been excluded.

Occupational Earnings

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

Average earnings are presented in the A-tables, beginning on page 19. Data are shown for full-time workers; i. e., those hired to work a full-time schedule for the given occupational classification. Earnings data exclude premium pay for overtime and nightwork, and for work on weekends and holidays. Nonproduction bonuses are excluded also, but cost-of-living bonuses and incentive earnings are included. Average weekly earnings for office clerical, professional, and technical occupations relate to the standard salaries that were paid for standard work schedules; i. e., to the straight-time salary corresponding to the workers' normal weekly work schedule excluding all overtime hours. Weekly earnings were rounded to the nearest half dollar.

Establishment Practices and Supplementary Wage Provisions

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

<u>Minimum Entrance Rates.</u>—Tables B-2 and B-3 relate only to the establishments visited. They are presented on an establishment rather than on an employment basis. The detailed tables in the individual area bulletins also present data for nonmanufacturing industries as a group; the entrance rates are also presented in terms of the most common workweeks for which they were recorded.

<u>Shift-Differential Data</u>.—Tables B-15 and B-16 are limited to manufacturing industries. This information is presented both in terms of (a) establishment policy, ³⁰ 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.

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

²⁸ Exceptions were made in 2 areas. In partial resurveys of Dallas and Seattle, the data were obtained chiefly by mail questionnaire, from the establishments visited by field agents in the regular full-scale survey made in the winter of 1956-57. Personal visits were made to nonrespondents and to those respondents reporting unusual changes since the previous survey. Full-scale employment and earnings information (A-tables) were obtained in each of the industry divisions, for occupations reported in the earlier study, but no data were requested for current establishment practices or supplementary wage provisions. In addition to the earnings data for the 19 areas, earnings estimates are also presented (in appendix A) for Buffalo manufacturing and public utilities. Data were compiled chiefly on the basis of general wage changes in the establishments included in the regular full-scale survey of September 1956. Information was obtained chiefly by telephone.

 $^{^{30}}$ 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.

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.

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 workers if a majority of such workers are eligible or may eventually qualify for the practices listed. Scheduled hours, wage structure characteristics, and <u>labor-management</u> agreements are treated statistically on the basis that these are applicable to all plant or office workers if a majority are covered.³¹ Because of rounding, sums of individual items in these tabulations do not necessarily equal totals.

With reference to wage structure characteristics, proportions of time and incentive workers directly reflected 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 $37\frac{1}{2}$ hours (regular weekly schedule) and time and one-half after 40 was considered as time and one-half after 40 hours.

The <u>paid holidays</u> tables present the number of whole and half holidays actually provided. Table B-17a (all industries) combines whole and half holidays to show <u>total holiday time</u>. Table 6 (page 45) presents a list of the major paid holidays and the proportions of workers to whom they are granted annually.

The summary of <u>vacation plans</u> is limited to formal arrangements, excluding informal plans whereby time off with pay was granted at the discretion of the employer. In the tabulations of vacation allowances by weeks of pay and years of service, payments not on a time basis were converted; for example, a payment of 2 percent of annual earnings was considered as the equivalent of 1 week's pay. The pay amounts and service periods for which data are presented are typical but do not necessarily reflect the individual provisions for progressions. For example, the changes in proportions indicated at 10 years' service include changes in provisions occurring between 5 and 10 years. Furthermore, estimates are cumulative. Thus, the proportion receiving 3 or more weeks' pay after 5 years includes those who receive 3 or more weeks' pay after fewer years of service. Data for intermediate service periods were not tabulated. Data on employer practice in computing vacation payments, such as time payments, percent of annual earnings, or flat-sum amounts, are available in the individual area bulletins.

Data are presented for all <u>health</u>, <u>insurance</u>, <u>and pension</u> <u>plans</u> for which at least a part of the cost was borne by the employer, excepting only legal requirements such as workmen's compensation and social security (tables B-31 to B-37). Such plans included those underwritten by a commercial insurance company and those provided through a union fund or paid directly by the employer out of current operating funds or from a fund set aside for this purpose. Death benefits were included as a form of life insurance.

Sickness and accident insurance data are limited to that type of insurance under which predetermined cash payments were 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,³² plans were included only if the employer (1) contributed more than was legally required, or (2) provided the employee with benefits which exceed the requirements of the law. Tabulations of paid sick-leave plans are limited to formal plans which provided 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 provided full pay and no waiting period, and (2) plans providing either partial pay or a waiting period. Sickleave plans include only those which definitely established at least the minimum number of days' pay that could be expected by each employee. Informal sick-leave allowances determined on an individual basis were excluded. In addition to the presentation of the proportions of workers who are provided sickness and accident insurance or paid sick leave, an unduplicated total is shown of workers who received either or both types of benefit.

<u>Catastrophe insurance</u>, sometimes referred to as extended medical insurance, includes those plans which were 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 might be underwritten by commercial insurance companies or nonprofit organizations or they might be self-insured. Tabulations of retirement plans are limited to those plans that provided monthly payments for the remainder of the worker's life.

³¹ In earlier years, scheduled weekly hours for office workers (first section of tables B-6 to B-12) were presented in terms of the proportion of women office workers employed in offices with the indicated weekly hours for women workers.

³² The temporary disability laws in California and Rhode Island did not require employer contributions.

	1	Minimum-	1			Number	of monkone	in ostablish	manta withi		tudi og 2			
Labor market ¹	Payroll	size				Number	OI WOFKETS	ments withi	n scope of s	tumes				
	period	ment	Total	Office	Plant	Total	Office	lg Plant	Total	Office	Plant	Total	Office	Plant
Nextherest													1	
Beston	Santamber 1957	(5)	414 7	86.3	249.2	212 1	26.6	ر ويدر	202 6	59.7	100 3	33.8	1 66	20.7
Nowark Jargar City	December 1957	}₅{	388 8	71.9	246 5	253 5	32 1	183 1	135 3	30.8	63 4	34.8	7.6	20.5
New York City	April 1958	5	1 376 0	412 4	615 1	419.2	83 9	246 3	956 8	328 5	368 8	195.0	42 1	85.6
Dhiladelphia	October 1957	} ₅{	537 7	93.2	344 1	314 2	37 1	223 4	223 5	56 1	120 7	51.7	1 201	31 4
South	October 1751		331.1	/ //		311.0	37.1	205.1	665.5	30.1	120.1	51.1	,	1 31.4
Atlanta	May 1958	51	157.3	34.4	95.0	66.6	7.2	49.3	90.7	27.2	45.7	23.0	5.0	11.6
Baltimore	August 1957	(5)	277.8	43.3	186.4	178.1	19.3	130.9	99.7	24.0	55.5	22.9	4.6	13.2
Dallas	October 1957	51	160.2	33.1	95.5	71.7	7.8	48.9	88.5	25.3	46.6	20.4	5 3	10.7
Memphis	January 1958	51	83.7	11.3	58.6	39.2	3.1	30.7	44.5	8.2	27.9	8.2	1.2	4.9
New Orleans	February 1958	51	126.6	19.1	80.6	43.2	3.6	34.6	83.4	15.5	46.0	27.1	4.1	10.2
North Central:				1							1			
Chicago	April 1958	(5)	1.053.1	230.1	632.9	581.7	92.2	401.1	471.4	137.9	231.8	87.6	20.8	48.1
Cleveland	June 1958	(5)	309.7	54.3	194.6	212.6	32.9	146.8	97.1	21.4	47.8	27.8	4.8	11.3
Milwaukee	May 1958	51	237.9	41.5	161.8	162.7	23.4	116.2	75.2	18.1	45.6	17.7	4.2	11.0
Minneapolis-St. Paul	January 1958	51	239.3	50.9	139.6	117.3	17.0	75.5	122.0	33.9	64.1	26.8	5.2	15.8
St. Louis	November 1957	(5)	326.9	53.6	216.7	220.1	26.8	162.3	106.8	26.8	54.4	32.3	5.5	17.7
West:		• • •	1											
Denver	December 1957	51	107.2	21.9	64.4	37.8	5.0	25.6	69.4	16.9	38.8	18.7	4.1	9.3
Los Angeles-Long Beach	March 1958	(⁵)	934.1	201.2	538.2	529.2	89.4	329.9	404.9	111.8	208.3	89.0	17.9	52.6
Portland	April 1958	51	95.3	17.1	61.6	45.7	4.1	34.2	49.6	13.0	27.4	14.0	3.0	8.0
San Francisco-Oakland	January 1958	(5)	338.2	83.2	179.7	133.3	22.7	89.7	204.9	65.5	90.0	62.5	11.8	27.8
Seattle [*]	August 1957	51	141.8	29.0	87.5	75.2	12.3	50.2	66.6	16.7	37.3	15.5	2.6	7.4
	L		L				L	Datail trada		Final	<u> </u>		Source 9	
				Total "	Office	Plant	Total		Plant	Total	Office	Total	1 Office	Plant
														+
Northeast:				1	[1					1	i	1	
Boston				25.1	7.9	9.2	67.7	7.5	54.4	47.3	32.5	28.7	5.2	14.5
Newark-Jersey City	*******			18.4	4.3	8.3	25.6	2.7	20.1	31.1	21.5	25.4	(10)	(10)
New York City				131.0	53.4	33.6	186.7	25.3	135.7	250.1	164.8	193.1	42.9	93.4
Philadelphia	****			30.9	8.6	13.1	71.7	9.2	55.3	42.5	25.5	26.7	3.8	18.0
South:														
Atlanta				18.8	6.3	8.5	25.5	3.5	19.2	14.1	10.0	9.3		(10)
Baltimore	*********		********	10.6	2.2	4.9	37.1	4.9	28.6	17.6	11.0	11.5	10	1 (10)
Dallas				11.3	1 210	10	29.0	(10)	22.0	10.9	11.4	10.9	10	10
Nemphis				, , , , ,	10	10	10.0			3.5	1 205	1	1 200	10
New Orleans				16.1		(-)	20.0	3.0	22.7	1.4	1 ()	0.2		
Chicago				86.1	25.9	38.5	137.0	25.7	96.7	814	51.0	70 3	14.5	40 1
Cleveland				17.3	4.6	7.6	23.6	(10)	(10)	15.4	8.6	13.0	(10)	101
Milwaukee				7.6	(10)	(10)	30.5	105	2105	9.9	(10)	9.5	10	10
Minneapous-St. Paul				19.2	6.6	7.2	42.7	5.5	32.5	20.7	1 15.1	12.6	(10)	2105
St. Louis				20.1	6.1	8.5	21.5	(10)	(10)	18.6	10.4	14.3	(10)	(10)
West:								1	• •	1				
Denver				11.0	(10)	(10)	25.1	2,5	19.8	7.2	(10)	7.4	(10)	(10)
Los Angeles-Long Beach				62.7	18.3	26.1	95.4	(10)	(10)	74.0	51.7	1165.1	12.5	35.5
Portland				8.0	(10)	(10)	16.7	1.9	12.8	6.7	(00)	4.2	(10)	(10)
San Francisco-Oakland				31.9	9.7	13.6	44.7	6.0	33.7	43.1	34.1	22.7	(10)	(10)
Seattle ⁶				9.1	(¹⁰)	(10)	24.6	3.1	18.7	10.3	(10)	7.1	(10)	(10)

Minimum-size establishment and estimated number of workers in establishments within scope of survey by industry division for 19 labor markets studied by the Bureau of Labor Statistics, winter 1957-58

¹ Standard metropolitan areas, with the following exceptions: New York City Area (Bronx, New York, Kings, Queens, and Richmond Counties); Philadelphia Area (Philadelphia and Delaware Counties, Pa.; and Camden County, N. J.); Chicago Area (Cook County). ² Totals include executive, technical, professional, and other workers excluded from the separate office and plant categories.

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³ Includes data for 5 broad nonmanufacturing industry groups shown separately.
⁴ Transportation (excluding railroads), communication, and other public utilities. Taxicabs and services incidental to water transportation are also excluded. as are municipally operated establishments. All or major local-transit operations in Boston, Chicago, Cleveland, Los Angeles-Long Beach, New York City, San Francisco-Oakland, and Seattle were municipally operated as were electric utility operations in Los Angeles-Long Beach and Seattle, and electric and gas operations in Memphis.

Minimum-size establishment (in terms of employment) was 51 workers in the wholesale trade, finance, and services industry groups; and 101 in the manufacturing, public utilities, and retail trade groups. Payroll period relates to occupational data in the series A-tables. Estimates shown here relate to October 1956 (Dallas) and August 1956 (Seattle).

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

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

⁹ Hotels; personal services; business services; auto repair shops; radio broadcasting and television; motion pictures; nonprofit membership organizations; and engineering and architectural services.
¹⁹ This industry division is represented in estimates for "all industries" and "nonmanu/acturing" although coverage was insufficient to justify separate presentation of data.

¹¹ Excludes data for motion-picture production and allied services; data for these industries are included, however, in "all industries" and "nonmanufacturing."

NOTE: The 'workers within scope of study' estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the surveys. The estimates are not intended, however, to serve as a basis of comparison with other area employment indexes to measure employment trends or levels since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the study. 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, ar⁴ 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 customers⁶ 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 customers³ bills as part of the accounts receivable operation. Generally involves the simultaneous entry of figures on customers³ 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

<u>Class A</u> — 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.

<u>Class B</u> — 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

<u>Class A</u>—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 assignations and allocations. May assist in preparing, adjusting, and closing journal entries; may direct class B accounting clerks.

<u>Class B</u>—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

<u>Class A</u>—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.

<u>Class B</u>—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 <u>any combination of the</u> following: Quoting prices to customers; making out an order sheet listing the items to make up the order; checking prices and quantities of items on order sheet; distributing order sheets to respective departments to be filled. May check with credit department to determine credit rating of customer, acknowledge receipt of orders from customers, follow up orders to see that they have been filled, keep file of orders received, and check shipping invoices with original orders.

CLERK, PAYROLL

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

COMPTOMETER OPERATOR

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

DUPLICATING-MACHINE OPERATOR (MIMEOGRAPH OR DITTO)

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

KEY-PUNCH OPERATOR

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

OFFICE BOY OR GIRL

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

SECRETARY

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

STENOGRAPHER, GENERAL

Primary duty is to take dictation from one or more persons, either in shorthand or by stenotype or similar machine, involving a normal routine vocabulary, and to transcribe this dictation on a typewriter. May also type from written copy. May also set up and keep files in order, keep simple records, etc. <u>Does not include tran-</u> scribing-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. <u>Does not include</u> 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 operatorreceptionist.

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

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TRANSCRIBING-MACHINE OPERATOR, GENERAL --- Continued

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

TYPIST

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

<u>Class A</u>—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 foreignlanguage copy; combining material from several sources, or planning layout of complicated statistical tables to maintain uniformity and balance in spacing; typing tables from rough draft in final form. May type routine form letters, varying details to suit circumstances.

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

Professional and Technical

DRAFTSMAN, JUNIOR

(Assistant draftsman)

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

DRAFTSMAN, LEADER

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

DRAFTSMAN, LEADER---Continued

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

DRAFTSMAN, SENIOR

Prepares working plans and detail drawings from notes, rough or detailed sketches for engineering, construction, or manufacturing purposes. Duties involve <u>a combination of the following</u>: 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 Powerplant

CARPENTER, MAINTENANCE

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves <u>most of</u> 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 boilerroom 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 <u>most of the following</u>: 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 machineshop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MECHANIC, AUTOMOTIVE (MAINTENANCE)

Repairs automobiles, busses, motortrucks, and tractors of an establishment. Work involves <u>most of the following</u>: 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 <u>most of the following</u>: 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 <u>primary duties</u> 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 <u>involves the following</u>: 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 sheetmetal 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; heattreating of metal parts during fabrication as well as of finished tools and dies to achieve required qualities; working to close tolerances; fitting and assembling of parts to prescribed tolerances and allowances; selecting appropriate materials, tools, and processes. In general, the tool and die maker's work requires a rounded training in machine-shop and toolroom practice usually acquired through a formal apprenticeship or equivalent training and experience.

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

Custodial and Material Movement

ELEVATOR OPERATOR, PASSENGER

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

GUARD

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

JANITOR, PORTER, OR CLEANER

(Sweeper; charwoman; janitress)

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve a combination of the following: Sweeping, mopping, or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded. (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, customers⁹ 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 customers⁹ 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 $(1\frac{1}{2}$ 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 Survey

The U. S. Department of Labor's Bureau of Labor Statistics has released the last of this year's occupational wage surveys for major labor markets. The studies cover 19 areas and were conducted during the winter 1957-58. The individual bulletins provide earnings information on about 60 jobs selected from several categories: Office clerical, professional and technical, maintenance and powerplant, and custodial and material movement.

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

Also presented for all areas except Dallas and Seattle are data for paid holidays; paid vacations; scheduled weekly hours; health, insurance, and pension plans; minimum entrance rates for women office workers; shift differentials; overtime pay; wage structure characteristics; and labor-management agreements.

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

			Cents
Atlanta	May 1958	1224-17	25
Baltimore	August 1957	1224-3	25
Boston	September 1957	1224-2	25
Chicago	April 1958	1224-14	25
Cleveland	June 1958	1224-19	25
Dallas	October 1957	1224-4	20
Denver	December 1957	122 4-7	25
Los Angeles-Long Beach	March 1958	1224-13	25
Memphis	January 1958	1224-9	25
Milwaukee	May 1958	1224-18	25
Minneapolis-St. Paul	January 1958	1224-10	25
Newark-Jersey City	December 1957	1224-12	25
New Orleans	February 1958	1224-11	20
New York City	April 1958	1224-15	25
Philadelphia	October 1957	1224 - 6	25
Portland (Oreg.)	April 1958	1224-16	25
San Francisco-Oakland	January 1958	1224-8	25
St. Louis	November 1957	1224-5	25
Seattle	August 1957	1224-1	20

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