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# Occupational Wage Survey

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**DETROIT, MICHIGAN**  
**JANUARY 1959**

**Bulletin No. 1240-12**

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**UNITED STATES DEPARTMENT OF LABOR**  
**James P. Mitchell, Secretary**

**BUREAU OF LABOR STATISTICS**  
**Ewan Clague, Commissioner**



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## Preface

## Contents

### The Community Wage Survey Program

The Bureau of Labor Statistics regularly conducts areawide wage surveys in a number of important industrial centers. The studies, made from late fall to early spring, relate to occupational earnings and related supplementary benefits. A preliminary report is available on completion of the study in each area, usually in the month following the payroll period studied. This bulletin provides additional data not included in the earlier report. A consolidated analytical bulletin summarizing the results of all of the year's surveys is issued after completion of the final area bulletin for the current round of surveys.

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

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\* NOTE: Similar tabulations for most of these items are available in the Detroit area reports for December 1951, October 1953, and October 1955. The 1953 report (BLS Bull. 1157-1) presents, in addition, data on rate of pay for holiday work, overtime pay provisions, wage structure characteristics, and labor-management agreements. A directory indicating date of study and the price of the reports, as well as reports for other major areas, is available upon request.

A current report on occupational earnings and supplementary wage practices is also available for auto dealer repair shops in the Detroit area (August 1958). A report on occupational earnings in the machinery industries will be available in June, 1959; data for supplementary wage practices were included in the machinery industries report of March 1958. Union scales, indicative of prevailing pay levels, are available for the following trades or industries: Building construction, printing, local-transit operating employees, and motortruck drivers and helpers.



## Occupational Wage Survey—Detroit, Mich.

### Introduction

This area is one of several important industrial centers in which the U. S. Department of Labor's Bureau of Labor Statistics has conducted surveys of occupational earnings and related wage benefits on an areawide basis. In this area, data were obtained by personal visits of Bureau field agents<sup>1</sup> to representative establishments within six broad industry divisions: Manufacturing; transportation (excluding railroads), communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies, besides railroads, are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted also because they furnish insufficient employment in the occupations studied to warrant inclusion.<sup>2</sup> Wherever possible, separate tabulations are provided for each of the broad industry divisions.

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

### Occupations and Earnings

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

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<sup>1</sup> Data were obtained by mail from some of the smaller establishments for which visits by Bureau field agents in the last previous survey indicated employment in relatively few of the occupations studied. Unusual changes reported by mail were verified with employers.

<sup>2</sup> See table on page 2 for minimum-size establishment covered.

Occupational employment and earnings data are shown for full-time workers, i. e., those hired to work a regular weekly schedule in the given occupational classification. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Nonproduction bonuses are excluded also, but cost-of-living bonuses and incentive earnings are included. Where weekly hours are reported, as for office clerical occupations, reference is to the work schedules (rounded to the nearest half hour) for which straight-time salaries are paid; average weekly earnings for these occupations have been rounded to the nearest half dollar.

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

### Establishment Practices and Supplementary Wage Provisions

Information is presented also (in the B-series tables) on selected establishment practices and supplementary benefits as they relate to office and plant workers. The term "office workers," as used in this bulletin, includes working supervisors and nonsupervisory workers performing clerical or related 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 are utilized as a separate work force are excluded. Cafeteria workers and routemen are excluded in manufacturing industries, but are included as plant workers in nonmanufacturing industries.

Shift differential data (table B-1) are limited to manufacturing industries. This information is presented both in terms of (a) establishment policy,<sup>3</sup> presented in terms of total plant worker employment, and (b) effective practice, presented on the basis of workers

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<sup>3</sup> 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.

actually employed on the specified shift at the time of the survey. In establishments having varied differentials, the amount applying to a majority was used or, if no amount applied to a majority, the classification "other" was used. In establishments in which some late-shift hours are paid at normal rates, a differential was recorded only if it applied to a majority of the shift hours.

Minimum entrance rates (table B-2) relate only to the establishments visited. They are presented on an establishment, rather than on an employment basis. 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 are treated statistically on the basis that these are applicable to all plant or office workers if a majority are covered.<sup>4</sup> Because of rounding, sums of individual items in these tabulations do not necessarily equal totals.

<sup>4</sup> Scheduled weekly hours for office workers (first section of table B-3) in surveys made prior to late 1957 and early 1958 were presented in terms of the proportion of women office workers employed in offices with the indicated weekly hours for women workers.

The first part of the paid holidays table presents the number of whole and half holidays actually provided. The second part combines whole and half holidays to show total holiday time.

The summary of vacation plans is limited to formal arrangements, excluding informal plans whereby time off with pay is granted at the discretion of the employer. Separate estimates are provided according to employer practice in computing vacation payments, such as time payments, percent of annual earnings, or flat-sum amounts. However, in the tabulations of vacation allowances, payments not on a time basis were converted; for example, a payment of 2 percent of annual earnings was considered as the equivalent of 1 week's pay.

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

TABLE 1. Establishments and workers within scope of survey and number studied in Detroit, Mich.,<sup>1</sup> by major industry division,<sup>2</sup> January 1959

Industry division	Minimum employment in establishments in scope of study	Number of establishments		Workers in establishments			
		Within scope of study <sup>3</sup>	Studied	Within scope of study			Studied
				Total <sup>4</sup>	Office	Plant	
All divisions	-	1,244	266	606,000	121,000	378,800	440,490
Manufacturing	101	495	100	426,100	73,700	285,200	333,890
Nonmanufacturing	-	749	166	179,900	47,300	93,600	106,600
Transportation (excluding railroads), communication, and other public utilities <sup>5</sup>	101	69	25	42,100	10,000	20,000	33,880
Wholesale trade	51	191	34	24,700	6,400	10,600	9,090
Retail trade <sup>6</sup>	101	124	30	56,300	5,200	45,400	37,900
Finance, insurance, and real estate	51	151	37	28,900	18,800	72,800	17,540
Services <sup>7</sup>	51	214	40	27,900	6,900	14,800	8,190

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

<sup>2</sup> The 1957 revised edition of the Standard Industrial Classification Manual was used in classifying establishments by industry division. Major changes from the earlier edition used in previous surveys are the transfer of milk pasteurization plants and ready mixed concrete establishments from trade (wholesale or retail) to manufacturing, and the transfer of radio and television broadcasting from services to the transportation, communication, and other public utilities division.

<sup>3</sup> Includes all establishments with total employment at or above the minimum-size limitation. All outlets (within the area) of companies in such industries as trade, finance, auto repair service, and motion-picture theaters are considered as 1 establishment.

<sup>4</sup> Includes executive, professional, and other workers excluded from the separate office and plant categories.

<sup>5</sup> Also excludes taxicabs, and services incidental to water transportation. Detroit's transit system is municipally operated and, therefore, excluded by definition from the scope of the studies.

<sup>6</sup> Excludes data for 2 large department stores.

<sup>7</sup> Estimate relates to real estate establishments only.

<sup>8</sup> Hotels; personal services; business services; automobile repair shops; motion pictures; nonprofit membership organizations; and engineering and architectural services.

Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly or monthly basis during illness or accident disability. Information is presented for all such plans to which the employer contributes. However, in New York and New Jersey, which have enacted temporary disability insurance laws which require employer contributions,<sup>5</sup> plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employee with benefits which exceed the requirements of the law. Tabulations of paid sick-leave plans are limited to formal plans<sup>6</sup> which provide

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<sup>5</sup> The temporary disability laws in California and Rhode Island do not require employer contributions.

<sup>6</sup> An establishment was considered as having a formal plan if it established at least the minimum number of days of sick leave that could be expected by each employee. Such a plan need not be written, but informal sick-leave allowances, determined on an individual basis, were excluded.

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

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

## Wage Trends for Selected Occupational Groups

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

For office clerical workers and industrial nurses, the percents of change 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 percentages 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; tabulating-machine operators; transcribing-machine operators, general; and typists, class A and B. The industrial nurse data are based on women industrial nurses. Men in the following 10 skilled maintenance jobs and 3 unskilled jobs were included in the plant worker data: Skilled—carpenters; electricians; machinists; mechanics; mechanics, automotive; millwrights; painters; pipefitters; sheet-metal workers; and tool and die makers; unskilled—janitors, porters, and cleaners; laborers, material handling; and watchmen.

Average weekly salaries or average hourly earnings were computed for each of the selected occupations. The average salaries or hourly earnings were then multiplied by the average of October 1953 and October 1955 employment in the job. These weighted earnings for

individual occupations were then totaled to obtain an aggregate for each occupational group. Finally, the ratio of these group aggregates for a given year to the aggregate for other years was computed and the difference between the result and 100 is the percent of change from one period to another.

The percent of change measures, 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 percents of change influenced by changes in standard work schedules or in premium pay for overtime, since they are based on pay for straight-time hours.

Indexes for the period 1953 to 1958 for workers in 17 major labor markets appeared in BLS Bull. 1224-20, Wages and Related Benefits, 19 Labor Markets, Winter 1957-58.

TABLE 2. Percents of increase in standard weekly salaries and straight-time hourly earnings for selected occupational groups in Detroit, Mich., for selected periods

Industry and occupational group	Percent increases from—			
	October 1955 to January 1959	October 1953 to October 1955	December 1951 to October 1953	December 1951 to January 1959
All industries:				
Office clerical (women) .....	19.8	7.5	11.8	44.0
Industrial nurses (women) .....	20.2	7.9	10.2	43.1
Skilled maintenance (men) .....	17.0	8.3	11.0	40.7
Unskilled plant (men) .....	15.8	6.2	10.0	35.3
Manufacturing:				
Office clerical (women) .....	23.3	7.1	12.0	47.8
Industrial nurses (women) .....	20.7	7.9	10.1	43.5
Skilled maintenance (men) .....	17.2	8.1	11.1	40.8
Unskilled plant (men) .....	17.6	6.4	8.0	35.1

## A: Occupational Earnings

### Table A-1. Office Occupations

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis,  
by industry division, Detroit, Mich., January 1959)

Sex, occupation, and industry division	Number of workers	Averages		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF—																									
		Weekly hours (Standard)	Weekly earnings (Standard)	Under \$40.00	\$40.00 and under 45.00	45.00	50.00	55.00	60.00	65.00	70.00	75.00	80.00	85.00	90.00	95.00	100.00	105.00	110.00	115.00	120.00	125.00	130.00	135.00	140.00 and over				
<b>Men</b>																													
Clerks, accounting, class A -----	1,713	40.0	\$112.50	-	-	-	-	-	-	5	1	16	61	55	108	78	206	171	295	149	154	151	195	12	56				
Manufacturing -----	1,356	40.0	114.00	-	-	-	-	-	-	-	-	1	7	30	85	61	157	156	272	132	124	134	155	12	30				
Nonmanufacturing -----	357	39.5	106.50	-	-	-	-	-	-	5	1	15	54	25	23	17	49	15	23	17	30	17	40	-	26				
Public utilities * -----	77	40.0	106.50	-	-	-	-	-	-	-	1	1	5	7	7	11	9	7	7	1	10	5	2	-	4				
Wholesale trade -----	153	39.5	112.50	-	-	-	-	-	-	-	-	4	21	7	14	1	2	5	16	9	20	2	38	-	14				
Clerks, accounting, class B -----	327	40.0	85.50	-	-	-	8	17	32	38	40	20	33	50	20	26	17	14	6	6	-	-	-	-	-				
Manufacturing -----	166	40.0	94.00	-	-	-	-	-	9	12	7	8	19	38	17	21	15	10	4	6	-	-	-	-	-				
Nonmanufacturing -----	161	40.0	77.50	-	-	-	8	17	23	26	33	12	14	12	3	5	2	4	2	-	-	-	-	-	-				
Public utilities * -----	38	39.5	84.50	-	-	-	-	2	-	5	5	2	13	6	-	5	-	-	-	-	-	-	-	-	-				
Wholesale trade -----	51	39.0	80.50	-	-	-	-	2	15	-	14	10	-	-	2	-	4	2	-	-	-	-	-	-	-				
Clerks, order -----	670	40.0	106.50	-	-	-	-	5	3	27	38	28	41	56	94	90	36	14	30	61	36	34	21	56					
Manufacturing -----	233	40.0	114.50	-	-	-	-	5	-	-	11	13	3	18	37	3	9	14	32	13	19	21	32						
Nonmanufacturing -----	437	40.0	102.50	-	-	-	-	-	3	27	27	15	38	38	57	87	33	5	16	29	23	15	-	24					
Wholesale trade -----	407	40.0	102.50	-	-	-	-	-	3	27	27	15	32	35	56	84	18	5	16	29	21	15	-	24					
Clerks, payroll -----	272	40.0	108.50	-	-	-	-	-	1	4	14	10	20	10	25	33	31	28	20	14	18	37	-	7					
Manufacturing -----	209	40.0	114.00	-	-	-	-	-	1	-	2	3	2	8	20	28	30	28	17	14	17	32	-	7					
Nonmanufacturing -----	63	39.5	91.00	-	-	-	-	-	-	4	12	7	18	2	5	5	1	-	3	-	1	5	-	-					
Office boys -----	641	39.0	62.00	-	30	58	84	154	69	94	40	50	40	22	-	-	-	-	-	-	-	-	-	-	-				
Manufacturing -----	302	39.5	67.50	-	3	11	22	71	9	63	26	46	29	22	-	-	-	-	-	-	-	-	-	-	-				
Nonmanufacturing -----	339	38.5	57.00	-	27	47	62	83	60	31	14	4	11	-	-	-	-	-	-	-	-	-	-	-	-				
Public utilities * -----	99	38.0	60.00	-	6	-	4	54	18	8	2	5	-	-	-	-	-	-	-	-	-	-	-	-	-				
Finance † -----	89	39.0	53.50	-	9	19	21	19	14	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Services -----	101	38.5	55.50	-	9	21	26	8	18	10	3	-	6	-	-	-	-	-	-	-	-	-	-	-	-				
Tabulating-machine operators -----	625	40.0	95.00	-	-	-	-	2	9	20	38	40	74	76	118	168	99	69	56	22	18	4	5	1	6				
Manufacturing -----	505	40.0	100.00	-	-	-	-	-	-	2	5	39	34	80	134	62	59	49	22	9	-	3	1	6					
Nonmanufacturing -----	320	39.5	87.50	-	-	-	-	2	9	20	36	35	35	42	38	34	37	10	7	-	4	2	-	-					
Public utilities * -----	72	39.5	98.00	-	-	-	-	-	-	-	2	5	12	13	15	7	9	4	-	-	3	2	-	-					
Wholesale trade -----	93	40.0	88.00	-	-	-	-	-	1	15	15	10	6	5	15	23	-	3	-	-	-	-	-	-					
Finance † -----	91	40.0	77.00	-	-	-	-	8	16	16	14	9	21	4	3	-	-	-	-	-	-	-	-	-					
<b>Women</b>																													
Billers, machine (billing machine) -----	409	39.0	71.00	-	2	4	36	27	65	47	90	58	20	29	23	2	6	-	-	-	-	-	-	-	-				
Manufacturing -----	198	40.0	74.00	-	-	-	27	14	19	8	31	36	6	26	23	2	6	-	-	-	-	-	-	-	-				
Nonmanufacturing -----	211	38.5	68.00	-	2	4	9	13	46	39	59	22	14	3	-	-	-	-	-	-	-	-	-	-	-				
Billers, machine (bookkeeping machine) -----	160	39.5	62.50	-	5	10	29	32	28	12	22	13	-	3	6	-	-	-	-	-	-	-	-	-	-				
Bookkeeping-machine operators, class A -----	498	39.5	82.50	-	-	-	-	8	7	56	100	60	68	57	52	34	13	42	1	-	-	-	-	-	-				
Manufacturing -----	222	39.5	88.00	-	-	-	-	-	1	20	24	37	37	50	28	11	13	1	-	-	-	-	-	-	-				
Nonmanufacturing -----	276	39.5	78.00	-	-	-	-	8	7	55	80	36	31	20	2	6	2	29	-	-	-	-	-	-	-				
Wholesale trade -----	53	38.5	89.50	-	-	-	-	-	-	3	2	3	10	18	2	-	2	13	-	-	-	-	-	-	-				
Finance † -----	136	40.0	72.50	-	-	-	-	8	4	24	63	24	6	1	-	6	-	-	-	-	-	-	-	-	-				

See footnote at end of table.

Table A-1. Office Occupations—Continued

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis,  
by industry division, Detroit, Mich., January 1959)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF—																											
		Weekly hours <sup>1</sup> (Standard)	Weekly earnings <sup>2</sup> (Standard)	Under \$40.00	\$40.00 and under 45.00	\$45.00 to 50.00	\$50.00 to 55.00	\$55.00 to 60.00	\$60.00 to 65.00	\$65.00 to 70.00	\$70.00 to 75.00	\$75.00 to 80.00	\$80.00 to 85.00	\$85.00 to 90.00	\$90.00 to 95.00	\$95.00 to 100.00	\$100.00 to 105.00	\$105.00 to 110.00	\$110.00 to 115.00	\$115.00 to 120.00	\$120.00 to 125.00	\$125.00 to 130.00	\$130.00 to 135.00	\$135.00 to 140.00	\$140.00 and over						
<b>Women—Continued</b>																															
Bookkeeping-machine operators, class B	1,723	40.0	\$ 67.00	-	-	11	219	345	353	254	104	107	78	92	88	52	20	-	-	-	-	-	-	-	-	-	-	-	-		
Manufacturing	414	40.0	79.00	-	-	-	-	25	53	29	34	67	39	50	57	46	14	-	-	-	-	-	-	-	-	-	-	-	-		
Nonmanufacturing	1,309	40.0	63.00	-	-	11	219	320	300	225	70	40	39	42	31	6	6	-	-	-	-	-	-	-	-	-	-	-	-		
Public utilities *	43	39.5	75.00	-	-	-	-	4	-	16	3	4	4	10	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Wholesale trade	121	39.5	78.00	-	-	-	-	1	9	25	20	13	14	13	26	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Retail trade <sup>2</sup>	143	40.5	60.00	-	-	9	36	35	14	23	18	3	-	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Finance †	884	40.0	59.50	-	-	2	179	280	270	106	28	13	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Services	118	39.0	74.50	-	-	-	4	-	7	55	1	7	18	14	-	6	6	-	-	-	-	-	-	-	-	-	-	-	-		
Clerks, accounting, class A	1,003	39.5	93.00	-	-	5	9	3	5	29	76	144	98	49	75	98	165	91	91	32	21	6	-	-	-	-	-	-	6		
Manufacturing	429	40.0	104.50	-	-	-	-	-	-	-	-	10	11	19	24	48	121	69	78	31	9	6	-	-	-	-	-	-	3		
Nonmanufacturing	574	39.0	84.00	-	-	5	9	3	5	29	76	134	87	30	51	50	44	22	13	1	12	-	-	-	-	-	-	-	3		
Public utilities *	75	39.0	97.00	-	-	-	-	-	-	-	-	1	11	1	14	21	1	8	1	1	11	-	-	-	-	-	-	-	-		
Wholesale trade	91	40.0	85.00	-	-	-	-	-	-	-	7	28	36	-	1	3	9	4	2	-	1	-	-	-	-	-	-	-	-		
Retail trade <sup>2</sup>	126	40.5	81.00	-	-	1	3	1	3	5	36	16	9	21	2	7	21	1	-	-	-	-	-	-	-	-	-	-	-		
Finance †	154	38.5	78.50	-	-	4	6	2	2	19	21	41	23	1	11	9	8	7	-	-	-	-	-	-	-	-	-	-	-		
Services	128	38.5	86.50	-	-	-	-	-	-	5	7	48	8	7	23	10	5	2	10	-	-	-	-	-	-	-	-	-	3		
Clerks, accounting, class B	2,377	39.5	70.50	-	18	61	147	204	473	401	249	162	269	160	124	68	20	19	2	-	-	-	-	-	-	-	-	-	-		
Manufacturing	642	39.5	83.00	-	-	1	-	2	45	51	84	45	144	69	94	66	20	19	2	-	-	-	-	-	-	-	-	-	-		
Nonmanufacturing	1,735	39.5	66.00	-	18	61	146	202	428	350	165	117	125	91	30	2	-	-	-	-	-	-	-	-	-	-	-	-	-		
Public utilities *	441	39.0	74.00	-	-	2	3	23	71	77	45	89	53	52	26	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Wholesale trade	207	40.0	67.50	-	-	-	1	-	83	79	23	3	10	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Retail trade <sup>2</sup>	509	41.0	59.00	-	18	48	108	88	98	85	46	12	4	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-		
Finance †	383	38.5	65.50	-	-	11	14	78	120	52	40	6	39	23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Services	195	38.5	66.50	-	-	-	20	13	56	57	11	7	19	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Clerks, file, class A	792	40.0	82.50	-	-	2	14	26	64	48	32	33	50	201	297	17	5	3	-	-	-	-	-	-	-	-	-	-	-		
Nonmanufacturing	219	39.5	68.50	-	-	2	10	26	64	37	30	13	6	8	21	-	-	-	2	-	-	-	-	-	-	-	-	-	-		
Finance †	116	39.0	65.00	-	-	-	9	16	39	23	17	3	3	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Clerks, file, class B	1,634	39.0	57.00	24	113	304	307	379	253	61	44	73	54	15	4	3	-	-	-	-	-	-	-	-	-	-	-	-	-		
Manufacturing	320	40.0	67.50	-	-	-	24	67	94	18	26	24	46	14	4	3	-	-	-	-	-	-	-	-	-	-	-	-	-		
Nonmanufacturing	1,314	39.0	54.50	24	113	304	283	312	159	43	18	49	8	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Public utilities *	137	38.5	57.00	2	8	29	9	31	34	16	3	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Wholesale trade	148	39.5	59.00	-	-	7	26	59	31	15	4	-	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Retail trade <sup>2</sup>	273	40.0	52.50	22	36	31	63	72	49	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Finance †	511	39.0	53.50	-	24	130	152	146	44	6	6	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Services	245	38.0	54.00	-	45	107	33	4	1	6	5	44	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Clerks, order	448	40.0	71.50	8	15	24	47	27	38	53	49	15	58	34	24	43	7	1	3	2	-	-	-	-	-	-	-	-	-		
Manufacturing	150	39.5	80.00	-	-	-	9	9	-	16	12	7	35	31	7	22	2	-	-	-	-	-	-	-	-	-	-	-	-		
Nonmanufacturing	298	40.0	67.50	8	15	24	38	18	38	37	37	8	23	3	17	21	5	1	3	2	-	-	-	-	-	-	-	-	-		
Wholesale trade	176	40.0	76.00	-	-	-	-	7	35	34	36	4	18	-	10	21	5	1	3	2	-	-	-	-	-	-	-	-	-		
Clerks, payroll	1,199	39.5	82.00	-	1	14	19	48	92	130	108	171	108	110	128	89	67	59	31	9	11	1	-	-	-	-	-	3	-		
Manufacturing	754	40.0	88.00	-	-	-	-	27	21	47	43	95	81	93	99	76	67	54	29	7	11	1	-	-	-	-	3	-			
Nonmanufacturing	445	38.5	72.00	-	1	14	19	21	71	83	65	76	27	17	29	13	-	5	2	2	-	-	-	-	-	-	-	-	-		
Public utilities *	129	39.0	70.50	-	-	2	6	6	34	16	26	16	10	3	5	2	-	3	-	-	-	-	-	-	-	-	-	-	-		
Retail trade <sup>2</sup>	99	40.0	63.50	-	1	12	10	8	20	24	7	6	8	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Services	137	37.5	75.00	-	-	-	3	2	12	29	16	45	7	5	17	1	-	-	-	-	-	-	-	-	-	-	-	-	-		

See footnotes at end of table.

Table A-1. Office Occupations—Continued

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis,  
by industry division, Detroit, Mich., January 1959)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF—																							
		Weekly hours (Standard)	Weekly earnings <sup>1</sup> (Standard)	Under \$40.00	\$40.00 and under \$45.00	\$45.00	\$50.00	\$55.00	\$60.00	\$65.00	\$70.00	\$75.00	\$80.00	\$85.00	\$90.00	\$95.00	\$100.00	\$105.00	\$110.00	\$115.00	\$120.00	\$125.00	\$130.00	\$135.00	\$140.00 and over		
<b>Women—Continued</b>																											
Comptometer operators -----	1,812	40.0	\$ 78.50	-	5	45	36	93	108	267	161	136	243	221	252	197	34	12	1	1	-	-	-	-	-	-	-
Manufacturing -----	1,165	40.0	84.50	-	-	-	5	44	37	71	81	51	209	189	243	187	34	12	1	1	-	-	-	-	-	-	-
Nonmanufacturing -----	647	40.0	67.50	-	5	45	31	49	71	196	80	85	34	32	9	10	-	-	-	-	-	-	-	-	-	-	-
Public utilities * -----	50	38.5	70.00	-	-	-	4	6	5	14	3	12	-	1	5	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade -----	190	40.0	75.00	-	-	-	4	2	13	23	46	57	28	7	4	10	-	-	-	-	-	-	-	-	-	-	-
Retail trade <sup>2</sup> -----	163	39.5	64.00	-	5	35	13	12	18	18	20	12	6	24	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance† -----	88	40.0	61.50	-	-	-	14	24	33	6	7	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Duplicating-machine operators (mimeograph or ditto) -----	173	38.5	70.00	-	-	17	12	23	24	10	14	21	15	15	21	1	-	-	-	-	-	-	-	-	-	-	-
Manufacturing -----	89	40.0	77.50	-	-	-	5	2	8	9	13	5	15	15	16	1	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing -----	84	37.0	62.50	-	-	17	7	21	16	1	1	16	-	-	5	-	-	-	-	-	-	-	-	-	-	-	-
Key-punch operators -----	1,891	40.0	77.50	-	14	15	45	69	314	206	198	147	186	205	299	136	55	2	-	-	-	-	-	-	-	-	-
Manufacturing -----	1,100	40.0	84.50	-	-	-	-	122	44	76	74	151	187	284	124	36	2	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing -----	791	39.5	68.00	-	14	15	45	69	192	162	122	73	35	18	15	12	19	-	-	-	-	-	-	-	-	-	-
Public utilities * -----	171	38.5	68.50	-	6	6	2	11	53	24	16	28	15	6	2	2	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade -----	163	40.0	77.00	-	-	-	-	3	42	14	39	5	12	6	13	10	19	-	-	-	-	-	-	-	-	-	-
Retail trade <sup>2</sup> -----	122	40.0	59.50	-	8	5	25	15	40	11	11	5	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance† -----	229	40.0	66.00	-	-	4	15	37	48	51	39	24	8	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Services -----	106	39.5	68.50	-	-	-	3	3	9	62	17	11	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Office girls -----	291	39.5	61.50	6	3	45	56	60	15	29	24	8	9	36	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing -----	138	39.5	70.50	-	-	6	12	20	3	29	23	5	4	36	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing -----	153	39.5	53.50	6	3	39	44	40	12	-	1	3	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Public utilities * -----	28	38.5	64.00	-	-	4	-	8	7	-	1	3	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance† -----	77	39.5	50.50	6	-	26	28	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Secretaries -----	4,683	39.5	94.50	-	-	1	18	15	101	171	224	346	345	473	504	610	776	399	306	160	117	81	8	4	24	-	-
Manufacturing -----	2,677	40.0	101.50	-	-	-	-	-	7	32	48	58	107	171	255	411	633	342	280	148	94	63	8	4	16	-	-
Nonmanufacturing -----	2,006	38.5	85.50	-	-	1	18	15	94	139	176	288	238	302	249	199	143	57	26	12	23	18	-	-	8	-	-
Public utilities * -----	251	38.5	88.50	-	-	2	4	6	22	19	19	37	14	57	19	13	17	3	2	15	2	-	-	-	-	-	-
Wholesale trade -----	374	39.5	87.00	-	-	-	-	-	-	3	45	79	67	46	45	33	17	19	14	1	4	1	4	-	-	-	-
Retail trade <sup>2</sup> -----	234	40.0	83.50	-	-	3	5	7	17	36	37	38	18	23	15	20	1	3	-	1	8	-	-	2	-	-	-
Finance† -----	645	38.5	83.50	-	-	1	13	6	49	58	36	95	54	126	63	67	46	17	4	3	3	4	-	-	-	-	-
Services -----	502	37.5	86.00	-	-	-	-	-	32	39	40	58	42	98	61	65	47	3	2	6	3	-	-	-	6	-	-
Stenographers, general -----	6,076	39.5	85.00	-	-	15	30	172	356	428	389	483	809	895	1387	553	255	159	141	3	1	-	-	-	-	-	-
Manufacturing -----	4,384	40.0	89.50	-	-	2	58	128	93	152	240	546	772	1312	532	245	159	141	3	1	-	-	-	-	-	-	-
Nonmanufacturing -----	1,692	38.5	73.00	-	-	15	28	114	228	335	237	243	263	123	75	21	10	-	-	-	-	-	-	-	-	-	-
Public utilities * -----	238	39.0	77.50	-	-	-	-	3	31	19	53	25	46	29	28	2	2	-	-	-	-	-	-	-	-	-	-
Wholesale trade -----	482	39.5	76.00	-	-	-	-	26	48	68	74	90	79	45	34	10	8	-	-	-	-	-	-	-	-	-	-
Retail trade <sup>2</sup> -----	85	40.0	64.50	-	-	2	3	24	27	8	3	8	1	9	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance† -----	448	39.0	70.00	-	-	4	19	43	86	87	56	75	44	17	10	7	-	-	-	-	-	-	-	-	-	-	-
Services -----	439	37.0	72.00	-	-	9	6	18	36	153	51	45	93	23	3	2	-	-	-	-	-	-	-	-	-	-	-
Stenographers, technical -----	207	39.0	94.00	-	-	-	-	1	2	5	8	12	15	16	34	63	17	17	16	1	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-1. Office Occupations—Continued

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis, by industry division, Detroit, Mich., January 1959)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF—																								
		Weekly hours (Standard)	Weekly earnings (Standard)	Under \$40.00	\$40.00 and under 45.00	\$45.00	\$50.00	\$55.00	\$60.00	\$65.00	\$70.00	\$75.00	\$80.00	\$85.00	\$90.00	\$95.00	\$100.00	\$105.00	\$110.00	\$115.00	\$120.00	\$125.00	\$130.00	\$135.00	\$140.00 and over			
<b>Women—Continued</b>																												
Switchboard operators -----	1,043	40.0	74.50	7	8	22	136	54	59	104	109	96	89	150	184	12	9	4	-	-	-	-	-	-	-	-	-	-
Manufacturing -----	448	40.0	86.50	-	-	-	-	-	14	13	10	38	58	125	167	12	9	2	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing -----	595	40.0	65.50	7	8	22	136	54	45	91	99	58	31	25	17	-	-	-	-	-	-	-	-	-	-	-	-	-
Public utilities * -----	40	39.0	83.50	-	-	1	-	-	-	1	-	2	7	9	10	10	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade -----	99	40.0	77.00	-	-	-	-	4	-	8	37	24	7	12	5	-	-	2	-	-	-	-	-	-	-	-	-	
Retail trade <sup>2</sup> -----	106	40.5	62.50	-	1	3	14	22	19	26	7	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance † -----	147	40.0	63.50	7	7	10	10	19	7	32	38	7	9	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Services -----	203	40.5	58.50	-	-	8	112	9	18	25	15	8	6	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Switchboard operator-receptionists -----	773	39.5	71.50	12	-	2	42	44	163	101	111	119	67	57	14	6	13	9	-	-	-	13	-	-	-	-	-	-
Manufacturing -----	387	40.0	75.50	-	-	-	-	15	68	42	68	66	38	50	12	6	13	9	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing -----	386	39.0	67.50	12	-	2	42	29	95	59	43	53	29	7	2	-	-	-	-	-	-	13	-	-	-	-	-	-
Public utilities * -----	58	39.0	68.00	-	-	2	-	10	15	8	6	10	2	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade -----	129	39.5	75.50	-	-	-	-	12	26	10	24	19	23	2	-	-	-	-	-	-	13	-	-	-	-	-	-	-
Finance † -----	94	39.0	64.50	-	-	2	12	6	26	29	7	10	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tabulating-machine operators -----	334	40.0	87.50	-	2	2	4	3	12	14	27	27	39	34	46	62	45	13	3	1	-	-	-	-	-	-	-	-
Manufacturing -----	198	40.0	95.50	-	-	-	-	-	-	1	8	15	23	34	59	41	13	3	1	-	-	-	-	-	-	-	-	-
Nonmanufacturing -----	136	39.5	75.50	-	2	2	4	3	12	14	26	19	24	11	12	3	4	-	-	-	-	-	-	-	-	-	-	-
Transcribing-machine operators, general -----	648	39.5	74.00	-	-	17	54	74	94	87	36	53	29	53	94	29	-	19	9	-	-	-	-	-	-	-	-	-
Manufacturing -----	204	40.0	86.50	-	-	-	-	-	5	8	14	24	9	36	79	29	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing -----	444	39.0	68.00	-	-	17	54	74	89	79	22	29	20	17	15	-	-	19	9	-	-	-	-	-	-	-	-	-
Wholesale trade -----	50	40.0	77.50	-	-	-	-	4	7	8	-	4	11	-	15	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance † -----	228	38.5	64.50	-	-	12	43	33	35	56	11	12	9	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Typists, class A -----	3,483	40.0	84.50	-	-	1	23	76	113	157	140	178	618	872	1168	83	39	15	-	-	-	-	-	-	-	-	-	-
Manufacturing -----	2,841	40.0	87.00	-	-	-	-	-	22	32	50	122	565	824	1089	83	39	15	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing -----	642	39.0	72.00	-	-	1	23	76	91	125	90	56	53	48	79	-	-	-	-	-	-	-	-	-	-	-	-	-
Public utilities * -----	143	38.5	81.00	-	-	-	-	-	16	11	10	14	34	23	35	-	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade -----	100	39.0	80.50	-	-	-	-	-	3	26	9	10	1	11	40	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance † -----	330	39.5	76.00	-	-	1	22	76	55	62	62	25	15	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Typists, class B -----	4,058	39.5	65.50	-	13	145	487	758	735	612	369	365	317	176	43	29	-	-	9	-	-	-	-	-	-	-	-	-
Manufacturing -----	1,601	40.0	73.00	-	-	30	83	107	163	273	155	275	280	159	38	29	-	-	9	-	-	-	-	-	-	-	-	-
Nonmanufacturing -----	2,457	39.0	61.00	-	13	115	404	651	572	339	214	90	37	17	5	-	-	-	-	-	-	-	-	-	-	-	-	-
Public utilities * -----	306	38.5	67.00	-	-	6	11	44	93	27	52	51	14	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade -----	355	39.5	67.00	-	-	-	18	36	74	115	72	18	11	9	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade <sup>2</sup> -----	239	40.0	56.50	-	10	28	68	50	45	32	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance † -----	1,020	39.0	58.00	-	3	81	238	274	271	110	27	12	1	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Services -----	537	38.5	60.50	-	-	-	69	247	89	55	57	9	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> Standard hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.<sup>2</sup> Excludes data for 2 large department stores.

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

† Finance, insurance, and real estate.

Table A-2. Professional and Technical Occupations

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis, by industry division, Detroit, Mich., January 1959)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF--																											
		Weekly hours (Standard)	Weekly earnings (Standard)	Under \$ 70.00	\$ 70.00 and under 75.00	\$ 75.00 80.00	\$ 80.00 85.00	\$ 85.00 90.00	\$ 90.00 95.00	\$ 95.00 100.00	\$ 100.00 105.00	\$ 105.00 110.00	\$ 110.00 115.00	\$ 115.00 120.00	\$ 120.00 125.00	\$ 125.00 130.00	\$ 130.00 135.00	\$ 135.00 140.00	\$ 140.00 145.00	\$ 145.00 150.00	\$ 150.00 155.00	\$ 155.00 160.00	\$ 160.00 165.00	\$ 165.00 170.00	and over						
<b>Men</b>																															
Draftsmen, senior	2,667	40.0	\$ 136.50	-	-	-	-	2	6	38	49	92	135	201	250	228	334	190	247	169	211	149	208	93	65						
Manufacturing	1,899	40.0	135.50	-	-	-	-	1	5	35	33	73	89	178	156	186	260	168	130	121	108	109	113	90	44						
Nonmanufacturing	768	40.0	138.50	-	-	-	-	1	1	3	16	19	46	23	94	42	74	22	117	48	103	40	95	3	21						
Public utilities *	117	38.5	124.00	-	-	-	-	-	1	2	2	10	27	8	23	14	2	5	5	4	14	-	-	-	-						
Services	646	40.0	141.50	-	-	-	-	-	-	-	14	9	18	14	70	28	72	17	112	44	89	40	95	3	21						
Draftsmen, junior	1,215	39.5	96.00	62	9	57	126	88	194	151	234	85	118	61	12	10	4	1	1	2	-	-	-	-	-						
Manufacturing	903	40.0	97.50	33	1	43	83	62	142	129	186	67	88	39	12	10	4	1	1	2	-	-	-	-	-						
Nonmanufacturing	312	39.5	92.50	29	8	14	43	26	52	22	48	18	30	22	-	-	-	-	-	-	-	-	-	-	-						
Public utilities *	38	38.5	91.50	-	-	-	13	4	7	8	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-						
Services	270	39.5	92.50	29	8	13	30	20	45	13	45	15	30	22	-	-	-	-	-	-	-	-	-	-	-						
Tracers	235	39.5	85.00	16	18	19	28	85	44	16	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
<b>Women</b>																															
Nurses, industrial (registered)	481	40.0	98.00	3	3	8	33	40	80	90	128	73	12	5	1	2	3	-	-	-	-	-	-	-	-						
Manufacturing	438	40.0	99.00	-	-	7	25	29	79	84	123	71	11	4	-	2	3	-	-	-	-	-	-	-	-						

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

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

Table A-3. Maintenance and Powerplant Occupations

(Average straight-time hourly earnings for men in selected occupations studied on an area basis, by industry division, Detroit, Mich., January 1959)

Occupation and industry division	Number of workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																	
			Under \$ 2.00	\$ 2.00 and under 2.10	\$ 2.10 2.20	\$ 2.20 2.30	\$ 2.30 2.40	\$ 2.40 2.50	\$ 2.50 2.60	\$ 2.60 2.70	\$ 2.70 2.80	\$ 2.80 2.90	\$ 2.90 3.00	\$ 3.00 3.10	\$ 3.10 3.20	\$ 3.20 3.30	\$ 3.30 3.40	\$ 3.40 3.50	\$ 3.50 3.60	and over
<b>Carpenters, maintenance</b>																				
	866	\$ 2.90	-	1	2	26	10	5	36	22	57	153	223	263	6	26	5	26	-	5
Manufacturing	667	2.94	-	-	-	-	-	2	17	12	39	100	211	256	6	11	5	8	-	-
Nonmanufacturing	199	2.77	-	1	2	26	10	3	19	10	18	53	12	7	-	15	-	18	-	5
Retail trade *	51	2.98	-	-	2	-	-	1	12	8	1	1	-	1	-	3	-	17	-	5
Finance †	56	2.53	-	-	-	24	10	1	5	2	1	1	-	-	12	-	-	-	-	-
<b>Electricians, maintenance</b>																				
	3,575	3.07	-	-	1	18	1	18	3	59	82	328	291	1085	1365	38	153	31	-	102
Manufacturing	3,296	3.07	-	-	-	-	-	10	3	37	81	308	275	1073	1200	38	153	31	-	89
Nonmanufacturing	279	3.03	-	-	1	18	1	8	-	22	1	20	18	12	165	-	-	-	-	13
<b>Engineers, stationary</b>																				
	703	2.98	3	-	35	19	14	5	10	59	41	98	22	145	77	75	13	8	26	53
Manufacturing	527	3.08	-	-	-	-	-	-	9	56	17	83	20	145	58	46	13	8	26	46
Nonmanufacturing	176	2.69	3	-	35	19	14	5	1	3	24	15	2	19	29	-	-	-	-	7
Services	84	2.69	-	-	30	-	-	1	-	1	11	5	1	-	12	9	-	-	-	6

See footnotes at end of table.

Table A-3. Maintenance and Powerplant Occupations—Continued

(Average straight-time hourly earnings for men in selected occupations studied on an area basis, by industry division, Detroit, Mich., January 1959)

Occupation and industry division	Number of workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																	
			Under \$ 2.00	\$ 2.00 and under 2.10	2.10 - 2.20	2.20 - 2.30	2.30 - 2.40	2.40 - 2.50	2.50 - 2.60	2.60 - 2.70	2.70 - 2.80	2.80 - 2.90	2.90 - 3.00	3.00 - 3.10	3.10 - 3.20	3.20 - 3.30	3.30 - 3.40	3.40 - 3.50	3.50 - 3.60	3.60 and over
Firemen, stationary boiler	778	2.51	96	61	24	61	54	36	87	59	62	120	89	7	-	-	10	12	-	-
Manufacturing	629	2.61	15	61	2	61	35	35	87	37	59	119	89	7	-	-	10	12	-	-
Nonmanufacturing	149	2.08	81	-	22	-	19	1	-	22	3	1	-	-	-	-	-	-	-	-
Services	101	1.91	77	-	22	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Helpers, trades, maintenance	815	2.40	22	13	25	19	425	71	149	58	8	25	-	-	-	-	-	-	-	-
Manufacturing	681	2.42	-	-	20	16	404	29	138	46	8	20	-	-	-	-	-	-	-	-
Nonmanufacturing	134	2.30	22	13	5	3	21	42	11	12	-	5	-	-	-	-	-	-	-	-
Public utilities*	68	2.41	1	5	5	-	18	34	-	-	-	5	-	-	-	-	-	-	-	-
Machine-tool operators, toolroom	2,724	3.06	-	-	-	-	-	-	5	83	110	58	289	719	1235	162	55	7	1	-
Manufacturing	2,723	3.06	-	-	-	-	-	-	4	83	110	58	289	719	1235	162	55	7	1	-
Machinists, maintenance	555	3.06	-	-	-	-	4	11	7	3	24	52	74	248	35	3	19	-	75	-
Manufacturing	535	3.07	-	-	-	-	4	11	7	-	18	52	63	248	35	3	19	-	75	-
Mechanics, automotive (maintenance)	1,305	2.80	7	-	7	14	36	48	42	73	357	422	151	131	5	10	-	-	2	-
Manufacturing	604	2.84	-	-	-	-	30	10	12	46	83	208	82	125	5	1	-	-	2	-
Nonmanufacturing	701	2.76	7	-	7	14	6	38	30	27	274	214	69	6	-	9	-	-	-	-
Public utilities*	500	2.81	-	-	-	1	1	7	30	20	191	179	69	2	-	-	-	-	-	-
Wholesale trade	132	2.60	7	-	7	13	-	15	-	5	49	32	-	4	-	-	-	-	-	-
Mechanics, maintenance	3,604	3.04	-	-	28	-	-	16	17	79	173	438	369	441	1844	114	3	42	24	16
Manufacturing	3,377	3.04	-	-	24	-	-	14	5	37	154	425	369	438	1712	114	3	42	24	16
Nonmanufacturing	227	2.97	-	-	4	-	-	2	12	42	19	13	-	3	132	-	-	-	-	-
Millwrights	2,979	3.01	-	-	-	-	6	6	118	20	5	255	455	1745	75	5	289	-	-	-
Manufacturing	2,974	3.01	-	-	-	-	6	6	117	20	5	255	455	1741	75	5	289	-	-	-
Oilers	1,021	2.47	2	12	7	21	292	436	113	42	67	18	4	-	2	5	-	-	-	-
Manufacturing	1,007	2.48	-	-	7	21	292	436	113	42	67	18	4	-	2	5	-	-	-	-
Painters, maintenance	797	2.80	-	2	24	33	34	7	13	99	165	79	135	127	55	19	3	1	1	-
Manufacturing	572	2.86	-	-	-	-	15	-	8	35	163	77	133	127	-	13	1	-	-	-
Nonmanufacturing	225	2.65	-	2	24	33	19	7	5	64	2	2	2	-	55	6	2	1	1	-
Finance†	112	2.69	-	-	8	31	17	-	1	1	2	-	-	-	52	-	-	-	-	-
Pipefitters, maintenance	1,995	3.00	-	-	-	-	-	3	10	3	55	243	410	1086	62	54	61	-	-	8
Manufacturing	1,918	2.99	-	-	-	-	-	3	9	2	47	242	403	1080	9	54	61	-	-	8
Plumbers, maintenance	123	2.82	-	-	1	5	18	3	-	4	16	16	22	19	14	-	-	-	-	5
Manufacturing	79	2.98	-	-	-	-	-	-	-	-	12	9	22	19	14	-	-	-	-	3
Sheet-metal workers, maintenance	430	2.96	-	-	-	-	-	-	-	1	22	75	94	227	5	3	3	-	-	-
Manufacturing	422	2.97	-	-	-	-	-	-	-	-	21	69	94	227	5	3	3	-	-	-
Tool and die makers	5,216	3.17	-	-	-	-	-	-	-	79	24	169	40	622	1340	2677	189	7	69	-
Manufacturing	5,215	3.17	-	-	-	-	-	-	-	79	24	169	40	622	1339	2677	189	7	69	-

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

2 Excludes data for 2 large department stores.

3 Workers were distributed as follows: 4 at \$1.40 to \$1.50; 4 at \$1.50 to \$1.60; 2 at \$1.60 to \$1.70; 14 at \$1.70 to \$1.80; 46 at \$1.80 to \$1.90; 26 at \$1.90 to \$2.

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

† Finance, insurance, and real estate.

Table A-4. Custodial and Material Movement Occupations

(Average straight-time hourly earnings for selected occupations studied on an area basis, by industry division, Detroit, Mich., January 1959)

Occupation <sup>1</sup> and industry division	Number of workers	Average hourly earnings <sup>2</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																					
			Under \$1.00	\$1.00 and under 1.10	1.10	1.20	1.30	1.40	1.50	1.60	1.70	1.80	1.90	2.00	2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00 and over
Elevator operators, passenger (men) -----	173	1.83	-	-	15	18	12	9	23	1	1	-	-	-	2	92	-	-	-	-	-	-	-	-
Nonmanufacturing -----	60	1.32	-	-	15	18	12	9	2	1	1	-	-	-	2	-	-	-	-	-	-	-	-	-
Elevator operators, passenger (women) -----	696	1.21	378	41	57	301	190	20	5	1	1	-	-	1	-	1	-	-	-	-	-	-	-	-
Nonmanufacturing -----	694	1.21	78	41	57	301	190	20	3	1	1	-	-	1	-	1	-	-	-	-	-	-	-	-
Retail trade <sup>4</sup> -----	111	1.00	50	41	8	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance† -----	434	1.26	-	-	49	195	183	3	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Services -----	125	1.20	28	-	-	94	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Guards -----	3,520	2.45	-	-	-	2	2	4	7	15	21	41	70	83	106	123	172	1152	1566	38	116	-	2	-
Manufacturing -----	3,333	2.48	-	-	-	-	-	-	-	-	-	-	18	54	53	85	119	133	1149	1566	38	116	-	2
Nonmanufacturing -----	187	1.99	-	-	-	2	2	4	7	15	21	23	16	30	21	4	39	3	-	-	-	-	-	-
Finance† -----	137	1.88	-	-	-	2	-	4	7	13	21	23	16	30	21	-	-	-	-	-	-	-	-	-
Janitors, porters, and cleaners (men) -----	8,970	1.99	35	181	285	359	299	367	287	272	199	225	268	557	1982	2731	576	181	91	41	4	30	-	-
Manufacturing -----	6,270	2.19	-	-	-	19	53	43	35	25	35	217	508	1876	2581	543	156	85	41	4	30	-	-	-
Nonmanufacturing -----	2,700	1.52	35	181	285	340	280	314	244	237	174	190	51	49	106	150	33	25	6	-	-	-	-	-
Public utilities* -----	436	1.96	-	2	2	-	4	22	27	23	12	132	9	1	84	82	21	15	-	-	-	-	-	-
Wholesale trade -----	188	1.94	-	-	-	-	7	16	7	19	-	30	17	9	17	60	2	4	-	-	-	-	-	-
Retail trade <sup>4</sup> -----	927	1.29	33	138	133	279	95	59	100	39	24	-	2	14	2	8	1	-	-	-	-	-	-	-
Finance† -----	605	1.50	-	-	20	24	126	91	107	156	60	10	3	5	3	-	-	-	-	-	-	-	-	-
Services -----	544	1.45	2	41	130	37	48	126	3	-	78	18	20	20	-	9	6	6	-	-	-	-	-	-
Janitors, porters, and cleaners (women) -----	2,842	1.47	50	154	80	792	658	390	33	18	62	52	7	82	353	80	15	7	9	-	-	-	-	-
Manufacturing -----	777	1.95	-	-	-	48	93	1	14	10	57	36	7	82	318	80	15	7	9	-	-	-	-	-
Nonmanufacturing -----	2,065	1.29	50	154	80	744	565	389	19	8	5	16	-	-	35	-	-	-	-	-	-	-	-	-
Public utilities* -----	59	1.77	-	3	4	10	5	1	-	1	-	-	-	-	35	-	-	-	-	-	-	-	-	-
Retail trade <sup>4</sup> -----	264	1.16	12	86	23	71	69	2	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Finance† -----	1,092	1.29	8	5	20	528	416	110	1	1	-	3	-	-	-	-	-	-	-	-	-	-	-	-
Services -----	626	1.30	30	53	33	135	75	276	18	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laborers, material handling -----	10,590	2.24	-	110	28	57	109	62	46	139	170	616	291	202	752	2965	2513	1050	901	420	121	28	-	10
Manufacturing -----	7,877	2.30	-	-	-	-	-	9	9	72	275	281	46	450	2738	2258	987	267	360	115	-	-	-	10
Nonmanufacturing -----	2,713	2.08	-	110	28	57	109	62	37	130	98	341	10	156	302	227	255	63	634	60	6	28	-	-
Public utilities* -----	756	2.53	-	-	-	-	-	-	-	-	-	-	-	1	-	94	37	15	601	2	6	-	-	-
Wholesale trade -----	1,080	2.07	-	-	-	-	-	1	6	63	80	325	9	68	183	36	149	48	26	58	-	28	-	-
Retail trade <sup>4</sup> -----	851	1.72	-	92	28	57	108	60	30	67	18	16	1	87	119	97	64	-	7	-	-	-	-	-
Order fillers -----	2,209	2.24	-	13	11	2	9	3	44	34	195	29	46	124	75	230	1021	127	107	96	7	2	-	34
Manufacturing -----	678	2.37	-	-	-	-	-	-	-	-	-	-	3	7	15	136	354	53	34	56	-	-	-	20
Nonmanufacturing -----	1,531	2.19	-	13	11	2	9	3	44	34	195	29	43	117	60	94	667	74	73	40	7	2	-	14
Wholesale trade -----	1,078	2.18	-	-	-	-	3	1	37	34	172	28	28	105	37	66	419	12	73	40	7	2	-	14
Retail trade <sup>4</sup> -----	323	2.18	-	8	1	2	6	2	7	-	23	1	15	12	23	28	192	3	-	-	-	-	-	-
Packers, shipping (men) -----	1,353	2.25	-	-	8	4	3	9	43	30	1	21	-	8	316	435	245	78	64	39	27	22	-	-
Manufacturing -----	1,155	2.28	-	-	-	-	-	19	-	-	19	-	-	8	313	376	245	77	42	11	27	18	-	-
Nonmanufacturing -----	198	2.06	-	-	8	4	3	9	24	30	1	2	-	-	3	59	-	1	22	28	-	4	-	-
Wholesale trade -----	163	2.20	-	-	-	-	-	2	16	28	-	-	-	-	3	59	-	1	22	28	-	4	-	-
Packers, shipping (women) -----	413	2.16	-	12	2	5	-	5	-	-	7	3	6	32	-	325	8	4	4	-	-	-	-	-
Manufacturing -----	380	2.22	-	-	-	-	-	-	-	-	7	-	-	32	-	325	8	4	4	-	-	-	-	-
Receiving clerks -----	416	2.34	-	-	1	-	14	3	9	3	3	9	1	8	59	34	17	151	42	42	7	5	1	7
Manufacturing -----	292	2.39	-	-	-	-	-	-	-	-	-	-	-	8	50	32	13	131	21	29	3	4	1	-
Nonmanufacturing -----	124	2.21	-	-	1	-	14	3	9	3	3	9	1	-	9	2	4	20	21	13	4	1	-	7
Wholesale trade -----	59	2.57	-	-	-	-	-	-	-	-	7	-	-	-	-	1	8	20	12	3	1	-	-	7
Retail trade <sup>4</sup> -----	54	1.96	-	-	1	-	6	3	7	3	3	2	1	-	9	2	3	12	1	-	1	-	-	-
Shipping clerks -----	534	2.46	-	-	-	1	3	-	1	-	2	11	8	16	14	41	40	265	37	22	15	24	14	20
Manufacturing -----	435	2.49	-	-	-	-	-	-	-	-	-	8	5	33	40	255	24	4	7	17	14	14	20	-
Nonmanufacturing -----	99	2.34	-	-	-	1	3	-	1	-	2	11	-	8	9	8	-	10	13	18	8	7	-	-
Wholesale trade -----	57	2.49	-	-	-	-	-	-	-	-	-	7	-	7	-	-	-	1	13	15	7	7	-	-

See footnotes at end of table.

Table A-4. Custodial and Material Movement Occupations—Continued

(Average straight-time hourly earnings for selected occupations studied on an area basis, by industry division, Detroit, Mich., January 1959)

Occupation <sup>1</sup> and industry division	Number of workers	Average hourly earnings <sup>2</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																						
			Under \$1.00	\$1.00 and under 1.10	1.10-1.20	1.20-1.30	1.30-1.40	1.40-1.50	1.50-1.60	1.60-1.70	1.70-1.80	1.80-1.90	1.90-2.00	2.00-2.10	2.10-2.20	2.20-2.30	2.30-2.40	2.40-2.50	2.50-2.60	2.60-2.70	2.70-2.80	2.80-2.90	2.90-3.00 and over		
Shipping and receiving clerks	1,357	2.39	-	-	-	-	-	-	-	7	12	35	38	13	14	55	799	136	59	69	29	54	-	37	
Manufacturing	998	2.43	-	-	-	-	-	-	-	-	-	-	-	-	11	14	23	697	97	4	56	21	46	-	29
Nonmanufacturing	359	2.29	-	-	-	-	-	-	-	7	12	35	38	2	-	32	102	39	55	13	8	8	-	6	
Public utilities*	87	2.46	-	-	-	-	-	-	-	-	-	-	3	-	-	10	2	13	50	9	-	-	-	-	
Wholesale trade	220	2.22	-	-	-	-	-	-	-	7	12	35	28	-	-	-	95	17	1	2	8	8	-	7	
Truckdrivers <sup>5</sup>	5,934	2.57	-	2	4	-	3	3	34	6	6	10	25	126	34	379	464	512	1250	1361	1502	9	-	<sup>6</sup> 204	
Manufacturing	2,539	2.54	-	-	-	-	3	3	34	6	6	10	7	18	-	19	193	432	326	929	285	124	9	204	
Nonmanufacturing	3,395	2.59	-	2	4	-	3	3	34	6	6	10	7	126	15	186	32	186	321	1076	1378	-	-	-	
Public utilities*	1,468	2.69	-	-	-	-	-	-	-	-	-	1	5	5	4	12	9	57	21	11	1343	-	-	-	
Wholesale trade	1,163	2.52	-	-	-	-	-	-	-	-	-	-	-	100	-	169	7	7	105	774	1	-	-	-	
Retail trade <sup>4</sup>	622	2.55	-	-	-	-	1	-	22	-	2	5	-	9	9	5	16	52	183	284	34	-	-	-	
Truckdrivers, light (under 1½ tons)	478	2.30	-	2	4	-	2	3	31	6	4	10	25	26	14	25	73	43	138	68	4	-	-	-	
Manufacturing	304	2.45	-	-	-	-	-	-	-	-	-	-	18	-	1	14	64	39	136	28	4	-	-	-	
Nonmanufacturing	174	2.06	-	2	4	-	2	3	31	6	4	10	7	26	13	11	9	4	2	40	-	-	-	-	
Truckdrivers, medium (1½ to and including 4 tons)	2,004	2.55	-	-	-	-	-	-	3	-	-	-	-	-	35	20	288	330	205	395	353	162	9	<sup>6</sup> 204	
Manufacturing	1,283	2.59	-	-	-	-	-	-	-	-	-	-	-	-	18	114	309	149	263	170	47	9	-	204	
Nonmanufacturing	721	2.49	-	-	-	-	-	-	3	-	-	-	-	-	35	2	174	21	56	132	183	115	-	-	
Wholesale trade	391	2.41	-	-	-	-	-	-	-	-	-	-	-	-	35	-	169	-	3	10	173	1	-	-	
Retail trade <sup>4</sup>	163	2.55	-	-	-	-	-	-	3	-	-	-	-	-	-	-	5	16	-	122	3	14	-	-	
Truckdrivers, heavy (over 4 tons, trailer type)	2,757	2.62	-	-	-	-	1	-	-	-	2	-	-	65	-	40	50	93	634	753	1119	-	-	-	
Manufacturing	768	2.53	-	-	-	-	-	-	-	-	-	-	-	-	-	40	49	41	499	75	64	-	-	-	
Nonmanufacturing	1,989	2.65	-	-	-	-	1	-	-	-	2	-	-	65	-	-	1	52	135	678	1055	-	-	-	
Public utilities*	1,055	2.72	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	8	11	1035	-	-	-	
Wholesale trade	521	2.54	-	-	-	-	-	-	-	-	-	-	-	65	-	-	-	-	70	386	-	-	-	-	
Truckdrivers, heavy (over 4 tons, other than trailer type)	240	2.64	-	-	-	-	-	-	-	-	-	-	-	-	-	1	10	9	61	22	137	-	-	-	
Manufacturing	57	2.52	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	8	31	-	9	-	-	-	
Nonmanufacturing	183	2.68	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	30	22	128	-	-	-	
Public utilities*	143	2.70	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	13	-	128	-	-	-	
Truckers, power (forklift)	3,776	2.36	-	-	-	-	1	1	5	1	-	-	-	114	139	234	2148	806	161	44	95	-	-	27	
Manufacturing	3,349	2.36	-	-	-	-	-	-	1	1	5	1	-	-	79	128	216	1972	696	122	32	77	-	27	
Nonmanufacturing	427	2.36	-	-	-	-	-	-	1	1	5	1	-	-	35	11	18	176	110	39	12	18	-	-	
Public utilities*	103	2.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	17	35	39	12	-	-	-	-	
Wholesale trade	203	2.33	-	-	-	-	-	-	4	1	-	-	-	35	-	-	70	75	-	-	18	-	-	-	
Retail trade <sup>4</sup>	121	2.31	-	-	-	-	1	1	1	1	-	-	-	-	11	18	89	-	-	-	-	-	-	-	
Truckers, power (other than forklift)	1,087	2.47	-	-	-	-	1	-	1	-	1	-	5	-	-	11	45	763	106	10	8	29	9	99	
Watchmen	755	1.75	-	47	64	110	20	51	17	22	70	43	4	48	77	32	101	3	25	12	5	3	1	-	
Manufacturing	376	2.05	-	-	-	40	-	-	6	-	40	38	4	38	62	20	79	3	25	12	5	3	1	-	
Nonmanufacturing	379	1.47	-	47	64	70	20	51	11	22	30	5	-	10	15	12	22	-	-	-	-	-	-	-	
Public utilities*	34	2.20	-	-	2	-	-	-	2	-	-	-	-	-	1	8	21	-	-	-	-	-	-	-	
Retail trade <sup>4</sup>	68	1.40	-	4	7	15	5	27	1	3	1	1	-	4	-	-	-	-	-	-	-	-	-	-	
Finance†	51	1.59	-	-	-	-	-	24	1	5	17	4	-	-	-	-	-	-	-	-	-	-	-	-	
Services	209	1.30	-	43	57	53	15	-	7	14	-	-	-	6	14	-	-	-	-	-	-	-	-	-	

<sup>1</sup> Data limited to men workers except where otherwise indicated.<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>3</sup> Workers were distributed as follows: 24 at \$0.80 to \$0.90 and 54 at \$0.90 to \$1.<sup>4</sup> Excludes data for 2 large department stores.<sup>5</sup> Includes all drivers regardless of size and type of truck operated.<sup>6</sup> All workers were at \$3.20 to \$3.30.

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

† Finance, insurance, and real estate.

Table B-1. Shift Differentials

(Percent of manufacturing plant workers in establishments having formal provisions for shift work, and in establishments actually operating late shifts by type and amount of differential, Detroit, Mich., January 1959)

Shift differential	In establishments having formal provisions <sup>1</sup> for—		In establishments actually operating—	
	Second shift work	Third or other shift work	Second shift	Third or other shift
Total .....	99.2	96.9	22.7	6.6
With shift pay differential .....	99.2	96.9	22.7	6.6
Uniform cents (per hour) .....	33.5	32.2	6.6	2.9
5 cents .....	3.3	.5	.7	-
6 cents .....	.9	-	.2	-
7 or 7½ cents .....	4.9	1.6	1.0	.1
8 cents .....	9.1	2.3	1.8	.1
8½ cents .....	1.4	1.4	.3	.3
9 or 9½ cents .....	.6	1.3	.1	( <sup>2</sup> )
10 cents .....	7.5	8.0	1.4	.6
11 cents .....	.7	.4	.1	-
12 or 12½ cents .....	2.4	8.3	.4	1.2
13 or 14 cents .....	-	-	-	-
15 cents .....	2.7	2.9	.7	.2
Over 15 cents .....	-	5.6	-	.4
Uniform percentage .....	64.0	62.2	15.4	3.5
4 percent .....	.2	-	.1	-
5 percent .....	60.5	-	14.9	-
7 percent .....	-	.5	-	.1
7½ percent .....	.4	20.7	.1	1.5
10 percent .....	2.9	41.0	.3	2.0
Other .....	1.7	2.5	.7	.1
No shift pay differential .....	-	-	-	-

<sup>1</sup> Includes establishments currently operating late shifts, and establishments with formal provisions covering late shifts even though they were not currently operating late shifts.

<sup>2</sup> Less than 0.05 percent.

Table B-2. Minimum Entrance Salaries for Women Office Workers

(Distribution of establishments studied in all industries and in industry divisions by minimum entrance salary for selected categories of inexperienced women office workers, Detroit, Mich., January 1959)

Minimum weekly salary <sup>1</sup>	Inexperienced typists							Other inexperienced clerical workers <sup>2</sup>								
	All industries	Manufacturing		Nonmanufacturing				All industries	Manufacturing		Nonmanufacturing					
		Based on standard weekly hours <sup>3</sup> of—							Based on standard weekly hours <sup>3</sup> of—							
		All schedules	40	All schedules	37½	38¾	40		All schedules	40	All schedules	37½	38¾	40		
Establishments studied	266	100	xxx	166	xxx	xxx	xxx	266	100	xxx	166	xxx	xxx	xxx		
Establishments having a specified minimum	155	60	56	95	11	11	64	174	64	60	110	12	12	76		
Under \$37.50	2	-	-	2	-	-	2	3	-	-	3	1	-	2		
\$37.50 and under \$40.00	2	-	-	2	1	-	1	3	-	-	3	1	-	2		
\$40.00 and under \$42.50	6	-	-	6	-	-	5	11	-	-	11	-	-	10		
\$42.50 and under \$45.00	4	1	1	3	-	1	2	10	2	2	8	-	2	6		
\$45.00 and under \$47.50	16	1	1	15	-	2	12	22	3	3	19	2	2	13		
\$47.50 and under \$50.00	10	2	2	8	-	-	7	10	2	2	8	1	-	5		
\$50.00 and under \$52.50	26	9	9	17	4	2	8	26	8	8	18	2	1	13		
\$52.50 and under \$55.00	11	3	2	8	-	2	5	13	6	4	7	1	2	3		
\$55.00 and under \$57.50	16	5	4	11	5	-	5	16	5	5	11	4	-	6		
\$57.50 and under \$60.00	12	6	5	6	1	1	4	15	9	8	6	-	1	5		
\$60.00 and under \$62.50	18	10	10	8	-	2	6	15	8	8	7	-	3	4		
\$62.50 and under \$65.00	5	2	2	3	-	1	2	6	2	2	4	-	1	2		
\$65.00 and under \$67.50	7	5	5	2	-	-	1	4	4	4	-	-	-	-		
\$67.50 and under \$70.00	6	6	6	-	-	-	-	3	3	3	-	-	-	-		
\$70.00 and under \$72.50	2	2	2	-	-	-	-	2	1	1	1	-	-	1		
\$72.50 and under \$75.00	3	2	2	1	-	-	1	5	4	4	1	-	-	1		
\$75.00 and under \$77.50	2	1	1	1	-	-	1	4	3	3	1	-	-	1		
\$77.50 and under \$80.00	4	3	3	1	-	-	1	2	1	1	1	-	-	1		
\$80.00 and over	3	2	1	1	-	-	1	4	3	2	1	-	-	1		
Establishments having no specified minimum	45	22	xxx	23	xxx	xxx	xxx	46	23	xxx	23	xxx	xxx	xxx		
Establishments which did not employ workers in this category	66	18	xxx	48	xxx	xxx	xxx	46	13	xxx	33	xxx	xxx	xxx		

<sup>1</sup> Lowest salary rate formally established for hiring inexperienced workers for typing or other clerical jobs.<sup>2</sup> Rates applicable to messengers, office girls, or similar subclerical jobs are not considered.<sup>3</sup> Hours reflect the workweek for which employees receive their regular straight-time salaries. Data are presented for all workweeks combined, and for the most common workweeks reported.

Table B-3. Scheduled Weekly Hours

(Percent distribution of office and plant workers in all industries and in industry divisions by scheduled weekly hours of first-shift workers, Detroit, Mich., January 1959)

Weekly hours	OFFICE WORKERS:							PLANT WORKERS					
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade <sup>1</sup>	Finance†	Services	All industries <sup>2</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade <sup>1</sup>	Services
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100
Under 35 hours	( <sup>3</sup> )	-	-	-	-	-	3	1	1	-	-	-	8
35 hours	1	-	-	2	-	( <sup>3</sup> )	16	( <sup>3</sup> )	-	-	-	-	-
Over 35 and under 37½ hours	2	-	-	-	-	10	-	1	1	-	-	-	-
37½ hours	6	2	39	6	3	6	12	2	2	( <sup>3</sup> )	-	2	-
Over 37½ hours and under 40 hours	6	1	27	12	3	10	8	-	-	-	-	-	-
40 hours	85	97	34	80	87	74	57	90	92	98	95	75	82
Over 40 and under 44 hours	( <sup>3</sup> )	-	-	-	6	-	4	2	( <sup>3</sup> )	-	-	14	-
44 hours	-	-	-	-	-	-	-	1	1	-	-	3	( <sup>3</sup> )
Over 44 and under 48 hours	-	-	-	-	-	-	-	1	( <sup>3</sup> )	1	3	2	-
48 hours	( <sup>3</sup> )	-	-	-	1	-	1	2	2	-	3	3	4
Over 48 hours	-	-	-	-	-	-	-	( <sup>3</sup> )	-	-	-	-	6

<sup>1</sup> Excludes data for 2 large department stores.<sup>2</sup> Includes data for real estate in addition to those industry divisions shown separately.<sup>3</sup> Less than 0.5 percent.

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

† Finance, insurance, and real estate.

Table B-4. Paid Holidays

(Percent distribution of office and plant workers in all industries and in industry divisions by number of paid holidays provided annually, Detroit, Mich., January 1959)

Item	OFFICE WORKERS							PLANT WORKERS					
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade <sup>1</sup>	Finance†	Services	All industries <sup>2</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade <sup>1</sup>	Services
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	99	100	100	100	100	100	98	97	99	100	100	94	65
Workers in establishments providing no paid holidays	( <sup>3</sup> )	-	-	-	-	-	2	3	1	-	-	6	35
<b>Number of days</b>													
1 holiday	-	-	-	-	-	-	-	1	-	-	-	5	-
3 holidays	( <sup>3</sup> )	-	1	-	-	-	-	( <sup>3</sup> )	-	2	-	-	-
3 holidays plus 2 half days	-	-	-	-	-	-	-	1	2	-	-	-	-
5 holidays	-	-	-	-	-	-	-	( <sup>3</sup> )	-	-	-	-	5
6 holidays	20	7	17	49	84	21	86	22	8	22	61	83	60
6 holidays plus 1 half day	2	( <sup>3</sup> )	3	4	11	4	13	1	( <sup>3</sup> )	1	-	-	( <sup>3</sup> )
6 holidays plus 2 half days	51	82	( <sup>3</sup> )	11	4	-	-	54	72	-	13	1	-
6 holidays plus 3 half days	1	-	-	2	-	4	-	( <sup>3</sup> )	-	-	2	-	-
7 holidays	12	9	79	6	-	3	-	16	15	74	10	3	-
7 holidays plus 1 half day	1	1	-	3	-	3	-	1	1	-	3	-	-
7 holidays plus 2 half days	1	1	-	-	-	1	-	1	1	-	-	-	-
8 holidays	2	( <sup>3</sup> )	-	23	1	3	-	1	1	-	9	2	-
8 holidays plus 2 half days	( <sup>3</sup> )	-	-	-	-	2	-	-	-	-	-	-	-
9 holidays	8	-	-	-	-	54	-	-	-	-	-	-	-
9 holidays plus 1 half day	1	-	-	-	-	5	-	-	-	-	-	-	-
9 holidays plus 2 half days	( <sup>3</sup> )	-	-	3	-	-	-	-	-	-	-	-	-
10 holidays	-	-	-	-	-	-	-	( <sup>3</sup> )	-	-	2	-	-
12 holidays	( <sup>3</sup> )	-	-	-	-	1	-	-	-	-	-	-	-
<b>Total holiday time<sup>4</sup></b>													
12 days	( <sup>3</sup> )	-	-	-	-	1	-	-	-	-	-	-	-
10 or more days	( <sup>3</sup> )	-	-	3	-	1	-	( <sup>3</sup> )	-	-	2	-	-
9½ or more days	1	-	-	3	-	6	-	( <sup>3</sup> )	-	-	2	-	-
9 or more days	10	-	-	3	-	62	-	( <sup>3</sup> )	-	-	2	-	-
8 or more days	13	2	-	26	1	66	-	2	2	-	11	2	-
7½ or more days	14	2	-	30	1	72	-	3	3	-	16	2	-
7 or more days	78	93	79	47	5	75	-	73	89	74	39	6	-
6½ or more days	80	93	82	51	16	79	13	74	90	76	39	6	( <sup>3</sup> )
6 or more days	99	100	99	100	100	100	98	95	98	98	100	89	60
5 or more days	99	100	100	100	100	100	98	95	98	98	100	89	65
4 or more days	99	100	100	100	100	100	98	97	99	98	100	89	65
3 or more days	99	100	100	100	100	100	98	97	99	100	100	89	65
1 or more days	99	100	100	100	100	100	98	97	99	100	100	94	65

<sup>1</sup> Excludes data for 2 large department stores.<sup>2</sup> Includes data for real estate in addition to those industry divisions shown separately.<sup>3</sup> Less than 0.5 percent.<sup>4</sup> All combinations of full and half days that add to the same amount are combined; for example, the proportion of workers receiving a total of 7 days includes those with 7 full days and no half days, 6 full days and 2 half days, 5 full days and 4 half days, and so on. Proportions were then cumulated.

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

† Finance, insurance, and real estate.

Table B-5. Paid Vacations

(Percent distribution of office and plant workers in all industries and in industry divisions by vacation pay provisions, Detroit, Mich., January 1959)

Vacation policy	OFFICE WORKERS							PLANT WORKERS					
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade <sup>1</sup>	Finance†	Services	All industries <sup>2</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade <sup>1</sup>	Services
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100
<b>Method of payment</b>													
Workers in establishments providing paid vacations	99	100	100	100	100	100	99	99	100	100	100	100	92
Length-of-time payment	99	99	100	100	100	100	88	90	87	99	95	100	92
Percentage payment	1	1	-	-	-	-	12	10	13	1	5	-	-
Other	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-
Workers in establishments providing no paid vacations	( <sup>3</sup> )	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	8
<b>Amount of vacation pay *</b>													
<u>After 6 months of service</u>													
Less than 1 week	2	1	1	-	13	1	7	10	12	-	12	6	( <sup>3</sup> )
1 week	74	87	27	45	23	80	41	5	2	18	9	18	6
Over 1 and under 2 weeks	3	2	( <sup>3</sup> )	3	-	3	11	1	1	-	1	-	1
2 weeks	3	4	( <sup>3</sup> )	-	-	3	11	1	2	-	-	-	-
<u>After 1 year of service</u>													
Less than 1 week	-	-	-	-	-	-	-	1	1	-	-	-	-
1 week	12	3	46	20	71	2	29	85	88	53	75	83	86
Over 1 and under 2 weeks	-	-	-	-	-	-	-	4	6	-	-	-	-
2 weeks	88	97	54	80	29	98	70	9	4	47	25	17	6
Over 2 and under 3 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-
3 weeks	-	-	-	-	-	-	-	1	1	-	-	-	-
<u>After 2 years of service</u>													
1 week	2	( <sup>3</sup> )	3	9	8	-	16	<sup>5</sup> 70	<sup>5</sup> 80	15	44	34	76
Over 1 and under 2 weeks	( <sup>3</sup> )	1	-	-	-	-	-	<sup>6</sup> 6	<sup>6</sup> 7	1	( <sup>3</sup> )	-	-
2 weeks	97	99	97	91	92	100	72	23	11	83	56	66	16
Over 2 and under 3 weeks	1	-	-	-	-	-	12	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-
3 weeks	-	-	-	-	-	-	-	1	1	1	-	-	-
<u>After 3 years of service</u>													
1 week	1	-	-	-	-	-	15	7	6	-	12	-	57
Over 1 and under 2 weeks	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	<sup>7</sup> 55	<sup>7</sup> 73	1	13	-	4
2 weeks	97	98	100	100	97	100	73	<sup>8</sup> 35	<sup>8</sup> 19	98	75	98	32
Over 2 and under 3 weeks	1	1	-	-	-	-	12	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-
3 weeks	1	1	-	-	3	-	-	2	2	1	-	2	-

See footnotes at end of table.

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

Table B-5. Paid Vacations—Continued

(Percent distribution of office and plant workers in all industries and in industry divisions by vacation pay provisions, Detroit, Mich., January 1959)

Vacation policy	OFFICE WORKERS:							PLANT WORKERS					
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade <sup>1</sup>	Finance†	Services	All industries <sup>2</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade <sup>1</sup>	Services
<b>Amount of vacation pay<sup>4</sup>—Continued</b>													
<u>After 5 years of service</u>													
1 week	-	-	-	-	-	-	-	( <sup>3</sup> )	-	-	-	-	6
2 weeks	82	79	98	86	70	87	73	90	91	98	80	81	86
Over 2 and under 3 weeks	13	19	-	6	-	4	12	5	6	-	-	-	-
3 weeks	5	1	2	7	30	9	15	5	3	2	20	19	1
<u>After 10 years of service</u>													
1 week	-	-	-	-	-	-	-	( <sup>3</sup> )	-	-	-	-	6
2 weeks	20	14	47	29	36	16	37	18	9	51	38	31	78
Over 2 and under 3 weeks	4	5	-	2	-	2	-	58	76	1	15	-	-
3 weeks	75	80	53	67	57	82	59	23	15	48	45	65	8
4 weeks	1	( <sup>3</sup> )	-	3	7	-	3	1	( <sup>3</sup> )	-	1	4	( <sup>3</sup> )
<u>After 15 years of service</u>													
1 week	-	-	-	-	-	-	-	( <sup>3</sup> )	-	-	-	-	6
2 weeks	8	6	6	9	25	6	31	8	4	-	13	14	56
Over 2 and under 3 weeks	( <sup>3</sup> )	1	-	-	-	-	-	3	4	-	-	-	-
3 weeks	89	93	94	89	68	87	62	84	87	100	76	82	29
Over 3 and under 4 weeks	( <sup>3</sup> )	-	-	-	-	3	-	3	4	-	-	-	-
4 weeks	2	1	-	3	7	4	7	2	1	-	11	4	1
<u>After 20 years of service</u>													
1 week	-	-	-	-	-	-	-	( <sup>3</sup> )	-	-	-	-	6
2 weeks	8	6	6	9	25	6	31	8	4	-	13	14	56
Over 2 and under 3 weeks	( <sup>3</sup> )	1	-	-	-	-	-	3	4	-	-	-	-
3 weeks	82	91	73	66	59	74	51	79	84	75	49	69	29
Over 3 and under 4 weeks	( <sup>3</sup> )	1	-	-	-	-	-	4	5	-	-	-	-
4 weeks	9	2	21	25	16	20	17	7	3	25	38	17	1
<u>After 25 years of service</u>													
1 week	-	-	-	-	-	-	-	( <sup>3</sup> )	-	-	-	-	6
2 weeks	8	6	6	9	25	6	25	7	4	-	13	14	49
Over 2 and under 3 weeks	( <sup>3</sup> )	1	-	-	-	-	-	3	4	-	-	-	-
3 weeks	73	87	42	52	27	56	57	71	80	43	43	45	37
Over 3 and under 4 weeks	1	1	-	-	-	-	-	4	5	-	-	-	-
4 weeks	19	5	52	40	48	38	17	15	7	57	45	41	1

<sup>1</sup> Excludes data for 2 large department stores.<sup>2</sup> Includes data for real estate in addition to those industry divisions shown separately.<sup>3</sup> Less than 0.5 percent.<sup>4</sup> 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.<sup>5</sup> The October 1955 data (BLS Bull. 1188-2) should read as follows: All industries 74; manufacturing 83.<sup>6</sup> The October 1955 data (BLS Bull. 1188-2) should read as follows: All industries 6; manufacturing 7.<sup>7</sup> The October 1955 data (BLS Bull. 1188-2) should read as follows: All industries 60; manufacturing 75.<sup>8</sup> The October 1955 data (BLS Bull. 1188-2) should read as follows: All industries 28; manufacturing 15.

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

† Finance, insurance, and real estate.

Table B-6. Health, Insurance, and Pension Plans

(Percent of office and plant workers in all industries and in industry divisions employed in establishments providing health, insurance, or pension benefits, Detroit, Mich., January 1959)

Type of benefit	OFFICE WORKERS							PLANT WORKERS					
	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade <sup>1</sup>	Finance†	Services	All industries <sup>2</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade <sup>1</sup>	Services
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:													
Life insurance	97	99	100	89	82	95	96	96	98	100	95	92	72
Accidental death and dismemberment insurance	57	60	50	59	61	47	49	63	66	52	62	61	46
Sickness and accident insurance or sick leave or both <sup>3</sup>	88	96	97	88	52	70	66	93	96	98	91	78	71
Sickness and accident insurance	67	93	15	68	30	10	39	85	96	21	80	57	70
Sick leave (full pay and no waiting period)	61	60	94	67	33	61	44	11	4	44	37	37	6
Sick leave (partial pay or waiting period)	17	26	1	5	10	2	-	4	( <sup>4</sup> )	36	4	11	-
Hospitalization insurance	90	98	64	82	58	87	81	92	99	63	87	66	80
Surgical insurance	90	99	64	79	58	87	81	92	99	63	87	66	80
Medical insurance	80	95	52	59	39	62	58	79	89	57	47	36	70
Catastrophe insurance	30	28	4	30	23	59	21	3	2	( <sup>4</sup> )	7	15	-
Retirement pension	83	90	91	58	42	87	40	79	89	97	50	42	9
No health, insurance, or pension plan	1	( <sup>4</sup> )	-	8	15	( <sup>4</sup> )	4	1	-	-	3	5	10

<sup>1</sup> Excludes data for 2 large department stores.<sup>2</sup> Includes data for real estate in addition to those industry divisions shown separately.<sup>3</sup> Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately below. Sick-leave plans are limited to those which definitely establish at least the minimum number of days' pay that can be expected by each employee. Informal sick-leave allowances determined on an individual basis are excluded.<sup>4</sup> Less than 0.5 percent.

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

† Finance, insurance, and real estate.

## Appendix : Occupational Descriptions

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

### Office

#### BILLER, MACHINE

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

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

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

#### BOOKKEEPING-MACHINE OPERATOR

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

#### BOOKKEEPING-MACHINE OPERATOR—Continued.

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

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

#### CLERK, ACCOUNTING

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

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

CLERK, FILE

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

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

CLERK, ORDER

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

CLERK, PAYROLL

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

COMPTOMETER OPERATOR

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

DUPLICATING-MACHINE OPERATOR (MIMEOGRAPH OR DITTO)

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

KEY-PUNCH OPERATOR

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

OFFICE BOY OR GIRL

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

SECRETARY

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

STENOGRAPHER, GENERAL

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

STENOGRAPHER, TECHNICAL

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

SWITCHBOARD OPERATOR

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

SWITCHBOARD OPERATOR-RECEPTIONIST

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

TABULATING-MACHINE OPERATOR

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

TRANSCRIBING-MACHINE OPERATOR, GENERAL

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

TRANSCRIBING-MACHINE OPERATOR, GENERAL—Continued

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

TYPIST

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

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

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

Professional and Technical \*DRAFTSMAN, JUNIOR

(Assistant draftsman)

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

DRAFTSMAN, LEADER

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

DRAFTSMAN, LEADER—Continued

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

DRAFTSMAN, SENIOR

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

NURSE, INDUSTRIAL (REGISTERED)

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

NURSE, INDUSTRIAL (REGISTERED)—Continued

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

TRACER

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

Maintenance and PowerplantCARPENTER, MAINTENANCE

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

ELECTRICIAN, MAINTENANCE

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

ENGINEER, STATIONARY

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

FIREMAN, STATIONARY BOILER

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

HELPER, TRADES, MAINTENANCE

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

MACHINE-TOOL OPERATOR, TOOLROOM

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

MACHINIST, MAINTENANCE

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

MECHANIC, AUTOMOTIVE (MAINTENANCE)

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

MECHANIC, MAINTENANCE

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

MILLWRIGHT

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

OILER

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

PAINTER, MAINTENANCE

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

PIPEFITTER, MAINTENANCE

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

PLUMBER, MAINTENANCE

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

SHEET-METAL WORKER, MAINTENANCE

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

SHEET-METAL WORKER, MAINTENANCE—Continued

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

TOOL AND DIE MAKER

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

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

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

Custodial and Material MovementELEVATOR OPERATOR, PASSENGER

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

GUARD

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

JANITOR, PORTER, OR CLEANER

(Sweeper; charwoman; janitress)

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

LABORER, MATERIAL HANDLING

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

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

ORDER FILLER

(Order picker; stock selector; warehouse stockman)

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

PACKER, SHIPPING

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

SHIPPING AND RECEIVING CLERK

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

SHIPPING AND RECEIVING CLERK—Continued

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

For wage study purposes, workers are classified as follows:

Receiving clerk  
Shipping clerk  
Shipping and receiving clerk

TRUCKDRIVER

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

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

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

TRUCKER, POWER

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

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

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

WATCHMAN

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



## Occupational Wage Surveys

Occupational wage surveys are being conducted in 20 major labor markets during late 1958 and early 1959. These bulletins, numbered 1240-1 through 1240-20, when available, may be purchased from the Superintendent of Documents, Government Printing Office, Washington 25, D. C., or from any of the BLS regional sales offices shown below.

A summary bulletin (1240-21) containing data for all labor markets, combined with additional analysis will be issued early in 1960.

Bulletins for the areas listed below are now available.

Seattle, Wash., August 1958 – BLS Bull. 1240-1, price 25 cents  
Baltimore, Md., August 1958 – BLS Bull. 1240-2, price 25 cents  
Buffalo (Erie and Niagara Counties), N. Y., September 1958 –  
BLS Bull. 1240-3, price 25 cents  
St. Louis, Mo., October 1958 – BLS Bull. 1240-4, price 15 cents

Dallas, Tex., October 1958 – BLS Bull. 1240-5, price 25 cents  
Boston, Mass., October 1958 – BLS Bull. 1240-6, price 25 cents  
Denver, Colo., December 1958 – BLS Bull. 1240-7, price 20 cents  
Philadelphia, Pa., November 1958 – BLS Bull. 1240-8, price 30 cents



