

Occupational Wage Survey

BALTIMORE, MARYLAND
AUGUST 1958

Bulletin No. 1240-2

UNITED STATES DEPARTMENT OF LABOR
James P. Mitchell, Secretary

BUREAU OF LABOR STATISTICS
Ewan Clague, Commissioner

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Preface

The Community Wage Survey Program

The 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 New York, N. Y., by Frederick W. Mueller under the direction of Paul E. Warwick, Regional Wage and Industrial Relations Analyst.

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* NOTE: Similar tabulations for most of these items are available in the Baltimore area reports for June 1951, October 1952, April 1955, and August 1957. The 1951 report also provides tabulations of Christmas, year-end, profit-sharing, and other types of nonproduction bonuses; the 1955 report, frequency of wage payments, and pay provisions for holidays falling on nonworkdays; the 1957 report, wage structure characteristics, labor-management agreements, and overtime pay provisions. A directory indicating date of study and the price of the report, as well as reports for other major areas, is available upon request.

Current reports on occupational earnings and supplementary wage practices in the Baltimore area are also available for auto dealer repair shops (August 1958), and men's and boys' suits and coats (March 1958). A machinery industries report will be available in early 1959. 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—Baltimore, Md.

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 agents¹ 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.² 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.

¹ 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.

² 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,³ presented in terms of total plant worker employment, and (b) effective practice, presented on the basis of workers

³ 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.⁴ Because of rounding, sums of individual items in these tabulations do not necessarily equal totals.

⁴ 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 Baltimore, Md.,¹ by major industry division,² August 1958

Industry division	Minimum employment in establishments in scope of study	Number of establishments		Workers in establishments			
		Within scope of study ³	Studied	Within scope of study			Studied
				Total ⁴	Office	Plant	
All divisions	-	627	181	258,300	40,700	171,100	174,230
Manufacturing	101	270	71	163,000	16,900	119,400	112,710
Nonmanufacturing	-	357	110	95,300	23,800	51,700	61,520
Transportation (excluding railroads), communication, and other public utilities ⁵	101	25	13	21,800	4,400	12,300	19,050
Wholesale trade	51	94	29	10,200	2,200	4,700	4,540
Retail trade	101	74	24	33,900	4,100	26,000	23,300
Finance, insurance, and real estate	51	84	25	17,800	11,600	⁶ 500	10,200
Services ⁷	51	80	19	11,600	(⁸)	(⁸)	4,430

¹ The Baltimore Metropolitan Area (Baltimore City, Baltimore and Anne Arundel 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.

² The 1957 revised edition of the Standard Industrial Classification Manual (as prepared by the Bureau of the Budget) 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.

³ 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.

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

⁵ Also excludes taxicabs and services incidental to water transportation.

⁶ Estimate relates to real estate establishments only.

⁷ Hotels; personal services; business services; automobile repair shops; motion pictures; nonprofit membership organizations; and engineering and architectural services.

⁸ This industry division is represented in estimates for "all industries" and "nonmanufacturing" in the Series A and B tables, although coverage was insufficient to justify separate presentation of data.

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,⁵ 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 plans⁶ which provide

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

⁶ 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 indexes of salaries of office clerical workers and industrial nurses, and of average earnings of selected plant worker groups.

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

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

occupations were then totaled to obtain an aggregate for each occupational group. Finally, the ratio of these group aggregates for a given year to the aggregate for the base period (survey month, winter 1952-53) was computed and the result multiplied by the base year index (100) to get the index for the given year.

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

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

Indexes for the period 1953 to 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. Indexes of standard weekly salaries and straight-time hourly earnings for selected occupational groups in Baltimore, Md., August 1958 and August 1957, and percent of increase for selected periods

Industry and occupational group	Indexes (October 1952=100)		Percent increases from—			
	August 1958	August 1957	August 1957 to August 1958	April 1955 to August 1957	October 1952 to April 1955	June 1952 to October 1952
All industries:						
Office clerical (women).....	134.2	129.7	3.5	14.9	12.9	9.1
Industrial nurses (women).....	139.1	132.8	4.7	13.3	17.2	7.6
Skilled maintenance (men).....	141.6	134.5	5.3	16.3	15.7	7.7
Unskilled plant (men).....	143.6	140.0	2.5	21.6	15.2	6.5
Manufacturing:						
Office clerical (women).....	139.2	132.1	5.4	15.7	14.2	8.5
Industrial nurses (women).....	140.8	133.8	5.2	14.5	16.9	8.3
Skilled maintenance (men).....	143.7	136.3	5.4	16.8	16.7	6.9
Unskilled plant (men).....	145.8	140.9	3.5	20.3	17.1	6.9

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, Baltimore, Md., August 1958)

Sex, occupation, and industry division	Number of workers	Average		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF--																	
		Weekly hours* (Standard)	Weekly earnings (Standard)	\$ 30.00 and under 35.00	\$ 35.00 40.00	\$ 40.00 45.00	\$ 45.00 50.00	\$ 50.00 55.00	\$ 55.00 60.00	\$ 60.00 65.00	\$ 65.00 70.00	\$ 70.00 75.00	\$ 75.00 80.00	\$ 80.00 85.00	\$ 85.00 90.00	\$ 90.00 95.00	\$ 95.00 100.00	\$ 100.00 105.00	\$ 105.00 110.00	\$ 110.00 115.00	\$ 115.00 and over
Men																					
Clerks, accounting, class A	387	39.0	96.50	-	-	-	-	2	5	23	14	7	44	32	29	53	28	29	14	18	89
Manufacturing	236	39.5	100.00	-	-	-	-	-	-	22	3	1	20	20	19	34	13	13	8	9	74
Nonmanufacturing	151	38.0	91.50	-	-	-	-	2	5	1	11	6	24	12	10	19	15	16	6	9	15
Finance †	83	37.0	83.00	-	-	-	-	2	1	1	5	4	22	12	5	14	14	3	-	-	-
Clerks, accounting, class B	142	40.0	84.50	-	-	-	1	3	9	15	7	20	17	14	2	6	7	5	10	13	13
Manufacturing	83	39.5	82.50	-	-	-	1	3	8	2	5	11	9	14	2	6	7	3	-	5	7
Nonmanufacturing	59	40.0	87.00	-	-	-	-	-	1	13	2	9	8	-	-	-	-	2	10	8	6
Clerks, order	156	40.5	81.50	-	-	-	-	4	15	38	2	6	8	13	9	20	9	8	8	3	13
Nonmanufacturing	117	40.0	82.50	-	-	-	-	-	11	34	2	4	6	11	7	5	5	8	8	3	13
Wholesale trade	72	40.0	86.50	-	-	-	-	-	-	20	-	4	2	11	4	4	5	8	1	3	10
Clerks, payroll	159	40.0	107.50	-	-	-	-	-	2	2	6	6	4	3	13	20	5	17	2	12	67
Manufacturing	143	40.0	110.00	-	-	-	-	-	2	1	2	5	4	3	10	15	5	17	2	11	66
Office boys	245	38.5	49.50	-	12	79	64	48	9	12	7	4	5	1	-	4	-	-	-	-	-
Manufacturing	125	39.0	51.00	-	-	42	30	27	8	4	3	1	5	1	-	4	-	-	-	-	-
Nonmanufacturing	120	38.0	47.50	-	12	37	34	21	1	8	4	3	-	-	-	-	-	-	-	-	-
Finance †	59	37.0	47.50	-	12	19	16	-	1	7	4	-	-	-	-	-	-	-	-	-	-
Tabulating-machine operators	301	39.0	84.50	-	-	-	1	3	7	13	30	45	28	31	26	32	55	5	5	6	14
Manufacturing	126	39.5	93.00	-	-	-	-	-	-	-	3	10	10	12	18	27	24	-	5	4	13
Nonmanufacturing	175	38.5	78.00	-	-	-	1	3	7	13	27	35	18	19	8	5	31	5	-	2	1
Finance †	78	39.0	69.50	-	-	-	1	3	7	10	17	22	12	2	-	2	-	-	-	-	-
Women																					
Billers, machine (billing machine)	102	39.0	60.50	-	-	-	17	8	32	14	10	10	8	-	-	3	-	-	-	-	-
Manufacturing	65	38.5	61.50	-	-	-	5	5	31	8	-	6	7	-	-	3	-	-	-	-	-
Billers, machine (bookkeeping machine)	103	39.5	54.50	-	-	15	16	24	21	7	18	-	-	-	2	-	-	-	-	-	-
Nonmanufacturing	73	39.5	51.00	-	-	15	16	22	6	5	9	-	-	-	-	-	-	-	-	-	-
Retail trade	59	40.0	50.50	-	-	15	16	11	3	5	9	-	-	-	-	-	-	-	-	-	-
Bookkeeping-machine operators, class A	124	39.0	67.50	-	-	1	1	7	17	16	26	35	10	3	1	-	7	-	-	-	-
Manufacturing	71	38.5	70.00	-	-	-	-	1	9	8	15	23	8	-	-	7	-	-	-	-	-
Nonmanufacturing	53	39.5	64.50	-	-	1	1	6	8	8	11	12	2	3	1	-	-	-	-	-	-
Bookkeeping-machine operators, class B	688	39.0	53.00	-	1	108	183	165	116	47	34	17	9	3	-	1	-	4	-	-	-
Manufacturing	77	39.0	64.00	-	-	-	5	4	10	27	13	8	4	3	-	1	-	2	-	-	-
Nonmanufacturing	611	38.5	51.50	-	1	108	178	161	106	20	21	9	5	-	-	-	-	2	-	-	-
Retail trade	97	40.0	51.00	-	-	16	27	22	17	12	3	-	-	-	-	-	-	-	-	-	-
Finance †	406	39.0	50.00	-	1	87	150	100	50	5	4	9	-	-	-	-	-	-	-	-	-
Clerks, accounting, class A	503	38.5	73.00	-	-	4	8	49	20	54	74	90	13	109	29	23	9	13	6	-	2
Manufacturing	116	38.5	81.00	-	-	-	-	13	-	23	2	4	3	14	20	13	3	13	6	-	2
Nonmanufacturing	387	38.5	70.50	-	-	4	8	36	20	31	72	86	10	95	9	10	6	-	-	-	-
Retail trade	106	40.0	60.00	-	-	4	8	36	10	10	20	9	-	-	4	1	4	-	-	-	-
Finance †	82	37.5	69.00	-	-	-	-	-	4	16	42	8	-	4	4	4	-	-	-	-	-

See footnotes at end of table.

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Table A-1. Office Occupations—Continued

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis, by industry division, Baltimore, Md., August 1958)

Sex, occupation, and industry division	Number of workers	Averages		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF—																		
		Weekly hours (Standard)	Weekly earnings (Standard)	\$ 30.00 and under	\$ 35.00	\$ 40.00	\$ 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 and over	
				35.00	40.00	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	and over	
Women—Continued																						
Clerks, accounting, class B	1,138	38.0	62.00	-	1	58	96	160	187	182	162	182	46	20	19	6	10	-	2	6	1	
Manufacturing	221	39.5	71.00	-	-	-	3	15	29	14	29	52	29	18	19	6	2	-	-	4	1	
Nonmanufacturing	917	37.5	60.00	-	1	58	93	145	158	168	133	130	17	2	-	-	8	-	2	2	-	
Wholesale trade	56	39.5	69.00	-	-	-	5	13	3	10	7	3	1	2	-	-	8	-	2	2	-	
Retail trade	153	40.0	53.50	-	-	22	25	39	31	27	2	5	-	-	-	-	-	-	-	-	-	
Finance †	256	38.0	54.50	-	1	35	62	47	47	17	21	15	11	-	-	-	-	-	-	-	-	
Clerks, file, class A	117	38.5	65.00	-	-	-	1	25	29	10	12	21	8	3	1	2	-	1	-	4	-	
Nonmanufacturing	81	38.0	60.00	-	-	-	1	24	28	9	4	10	-	2	1	1	-	1	-	-	-	
Finance †	53	37.0	57.00	-	-	-	-	20	21	5	2	5	-	-	-	-	-	-	-	-	-	
Clerks, file, class B	822	38.0	47.50	7	59	273	192	173	66	33	8	11	-	-	-	-	-	-	-	-	-	
Manufacturing	151	39.0	54.00	-	-	30	26	20	34	25	7	9	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	671	38.0	46.00	7	59	243	166	153	32	8	1	2	-	-	-	-	-	-	-	-	-	
Wholesale trade	75	39.0	48.50	-	-	24	20	23	-	5	1	2	-	-	-	-	-	-	-	-	-	
Retail trade	87	40.0	42.50	7	1	53	14	11	-	1	-	-	-	-	-	-	-	-	-	-	-	
Finance †	418	37.5	44.50	-	57	165	130	51	15	-	-	-	-	-	-	-	-	-	-	-	-	
Clerks, order	421	38.5	54.00	-	12	60	76	87	60	75	21	8	12	1	3	6	-	-	-	-	-	
Manufacturing	136	38.5	55.50	-	-	7	40	28	20	23	6	1	2	1	3	5	-	-	-	-	-	
Nonmanufacturing	285	38.5	53.50	-	12	53	36	59	40	52	15	7	10	-	-	1	-	-	-	-	-	
Retail trade	166	40.0	49.00	-	12	47	36	29	31	3	-	7	1	-	-	-	-	-	-	-	-	
Clerks, payroll	542	39.0	67.00	-	1	11	31	48	61	135	55	62	53	28	10	20	4	7	11	4	1	
Manufacturing	298	39.0	68.00	-	-	-	24	26	25	80	32	19	35	26	5	6	1	6	9	4	-	
Nonmanufacturing	244	38.5	66.00	-	1	11	7	22	36	55	23	43	18	2	5	14	3	1	2	-	1	
Public utilities *	44	37.5	72.00	-	-	1	-	2	6	8	6	2	6	2	1	10	-	-	-	-	-	
Retail trade	89	40.0	62.50	-	1	3	4	6	16	25	11	11	10	-	-	2	-	-	-	-	-	
Finance †	65	37.0	65.00	-	-	1	3	11	8	8	6	21	2	-	4	-	-	1	-	-	-	
Comptometer operators	452	38.0	65.50	-	-	18	43	54	41	83	69	45	20	20	31	8	20	-	-	-	-	
Manufacturing	159	39.0	70.50	-	-	1	2	21	14	20	29	17	15	7	23	3	7	-	-	-	-	
Nonmanufacturing	293	37.5	63.00	-	-	17	41	33	27	63	40	28	5	13	8	5	13	-	-	-	-	
Wholesale trade	75	40.0	68.50	-	-	-	12	9	6	16	3	-	4	5	8	2	10	-	-	-	-	
Retail trade	110	37.0	62.50	-	-	8	14	19	12	10	18	14	1	8	-	3	3	-	-	-	-	
Duplicating-machine operators (mimeograph or ditto)	72	39.5	61.50	-	2	10	8	11	5	3	1	26	2	4	-	-	-	-	-	-	-	
Key-punch operators	725	38.5	62.00	1	6	22	87	78	164	129	65	46	55	36	13	9	6	8	-	-	-	
Manufacturing	212	39.5	69.00	-	-	4	6	14	40	31	22	11	33	22	13	8	-	8	-	-	-	
Nonmanufacturing	513	38.0	59.00	1	6	18	81	64	124	98	43	35	22	14	-	1	6	-	-	-	-	
Public utilities *	91	39.0	61.50	-	-	-	1	12	33	18	11	12	4	-	-	-	-	-	-	-	-	
Wholesale trade	52	40.0	79.00	-	-	-	-	-	2	4	10	15	14	-	-	1	6	-	-	-	-	
Finance †	224	37.5	55.50	1	6	16	41	37	50	38	19	13	3	-	-	-	-	-	-	-	-	
Office girls	121	39.0	48.00	-	5	44	30	28	8	-	-	2	4	-	-	-	-	-	-	-	-	
Nonmanufacturing	107	39.0	46.50	-	5	42	29	25	5	-	-	1	-	-	-	-	-	-	-	-	-	
Public utilities *	26	39.0	49.50	-	-	1	11	14	-	-	-	-	-	-	-	-	-	-	-	-	-	
Finance †	63	39.0	43.50	-	3	39	17	4	-	-	-	-	-	-	-	-	-	-	-	-	-	

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, Baltimore, Md., August 1958)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF—																	
		Weekly hours (Standard)	Weekly earnings (Standard)	\$ 30.00 and under	\$ 35.00	\$ 40.00	\$ 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 and over
				35.00	40.00	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	
Women—Continued																					
Secretaries	1,972	38.5	78.50	-	-	-	12	48	107	165	248	293	308	171	170	132	127	52	56	54	29
Manufacturing	789	39.0	85.00	-	-	-	-	17	20	26	55	90	118	73	75	69	99	35	56	40	16
Nonmanufacturing	1,183	37.5	74.00	-	-	-	12	31	87	139	193	203	190	98	95	63	28	17	-	14	13
Public utilities *	97	39.0	89.50	-	-	-	-	-	8	2	5	6	6	13	34	3	2	-	-	11	5
Wholesale trade	170	39.5	75.00	-	-	-	-	-	8	44	25	25	12	16	19	2	9	-	-	3	7
Retail trade	131	39.5	68.00	-	-	-	8	12	3	26	20	15	32	5	6	2	-	2	-	-	-
Finance †	567	37.5	72.00	-	-	-	4	19	66	59	91	110	98	41	36	15	14	13	-	-	1
Stenographers, general	1,676	38.5	66.00	-	1	70	150	195	241	284	199	101	84	95	122	23	52	53	3	2	1
Manufacturing	734	39.5	76.00	-	-	-	19	13	46	113	113	77	54	66	112	22	40	53	3	2	1
Nonmanufacturing	942	38.0	58.50	-	1	70	131	182	195	171	86	24	30	29	10	1	12	-	-	-	-
Wholesale trade	66	39.5	78.50	-	-	-	-	-	5	3	7	4	18	11	6	-	12	-	-	-	-
Retail trade	55	39.5	60.50	-	-	-	6	7	17	12	3	5	-	-	4	1	-	-	-	-	-
Finance †	684	37.5	54.50	-	1	70	125	168	145	115	55	2	1	2	-	-	-	-	-	-	-
Switchboard operators	397	40.0	58.00	27	3	35	52	83	42	49	27	18	17	4	34	2	-	-	4	-	-
Manufacturing	109	39.5	72.50	-	-	-	-	14	10	22	6	8	13	1	31	2	-	-	2	-	-
Nonmanufacturing	288	40.0	52.50	27	3	35	52	69	32	27	21	10	4	3	3	-	-	-	2	-	-
Public utilities *	42	39.5	64.50	-	-	-	-	10	4	3	12	9	4	-	-	-	-	-	-	-	-
Retail trade	83	40.0	49.00	-	2	17	27	24	7	3	3	-	-	-	-	-	-	-	-	-	-
Finance †	81	38.0	55.00	-	-	1	16	30	15	12	6	1	-	-	-	-	-	-	-	-	-
Switchboard operator-receptionists	349	39.0	59.50	-	-	11	22	88	80	59	55	12	7	2	2	-	3	8	-	-	-
Manufacturing	203	39.5	59.50	-	-	8	13	64	51	14	31	4	5	1	1	-	3	8	-	-	-
Nonmanufacturing	146	38.5	59.50	-	-	3	9	24	29	45	24	8	2	1	1	-	-	-	-	-	-
Wholesale trade	55	39.5	60.00	-	-	-	5	14	9	9	10	5	1	1	1	-	-	-	-	-	-
Tabulating-machine operators	126	38.0	67.00	-	-	6	4	6	16	26	28	11	10	6	9	-	4	-	-	-	-
Nonmanufacturing	99	37.5	63.00	-	-	6	4	6	16	25	27	9	3	1	-	-	2	-	-	-	-
Transcribing-machine operators, general	210	39.0	62.00	-	-	7	25	43	37	35	17	4	13	7	14	-	7	1	-	-	-
Manufacturing	53	38.5	69.50	-	-	-	3	8	7	12	1	-	4	1	10	-	7	-	-	-	-
Nonmanufacturing	157	39.0	59.00	-	-	7	22	35	30	23	16	4	9	6	4	-	1	-	-	-	-
Finance †	111	38.5	56.00	-	-	3	21	31	27	15	10	-	-	4	-	-	-	-	-	-	-
Typists, class A	794	39.0	68.00	-	-	14	41	62	91	151	54	143	83	103	15	17	18	2	-	-	-
Manufacturing	510	39.5	73.00	-	-	3	14	19	22	77	35	118	75	101	15	17	12	2	-	-	-
Nonmanufacturing	284	38.5	59.50	-	-	11	27	43	69	74	19	25	8	2	-	-	6	-	-	-	-
Public utilities *	55	39.0	59.50	-	-	-	-	16	12	9	-	1	1	-	-	-	-	-	-	-	-
Finance †	144	37.5	58.50	-	-	4	19	14	39	46	6	15	1	-	-	-	-	-	-	-	-
Typists, class B	1,386	38.5	52.50	-	8	214	434	305	188	98	49	40	11	10	7	6	14	2	-	-	-
Manufacturing	300	39.5	63.50	-	-	2	32	59	53	45	30	32	9	10	6	6	14	2	-	-	-
Nonmanufacturing	1,086	38.5	49.50	-	8	212	402	246	135	53	19	8	2	-	1	-	-	-	-	-	-
Public utilities *	46	39.0	56.50	-	-	1	3	13	18	8	3	-	-	-	-	-	-	-	-	-	-
Wholesale trade	92	40.0	56.50	-	-	-	12	32	17	9	12	8	2	-	-	-	-	-	-	-	-
Retail trade	124	40.0	51.00	-	-	25	46	16	20	16	-	-	-	-	1	-	-	-	-	-	-
Finance †	815	38.0	48.00	-	8	186	338	182	77	20	4	-	-	-	-	-	-	-	-	-	-

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

² Workers were distributed as follows: 21 at \$115 to \$125; 46 at \$125 to \$135; 22 at \$135 and over.

³ All workers were at \$115 to \$130.

⁴ Workers were distributed as follows: 12 at \$115 to \$125; 52 at \$125 to \$135; 3 at \$135 and over.

* 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, Baltimore, Md., August 1958)

Sex, occupation, and industry division	Number of workers	Average		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF--																											
		Weekly 1 hours (Standard)	Weekly 1 earnings (Standard)	Under \$ 60.00	\$ 60.00 and under 65.00	\$ 65.00 70.00	\$ 70.00 75.00	\$ 75.00 80.00	\$ 80.00 85.00	\$ 85.00 90.00	\$ 90.00 95.00	\$ 95.00 100.00	\$ 100.00 105.00	\$ 105.00 110.00	\$ 110.00 115.00	\$ 115.00 120.00	\$ 120.00 125.00	\$ 125.00 130.00	\$ 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 and over						
<u>Men</u>																															
Draftsmen, leader -----	206	40.0	138.50	-	-	-	-	-	-	-	-	-	-	2	38	6	3	6	38	14	26	9	8	32	24						
Manufacturing -----	140	40.0	141.00	-	-	-	-	-	-	-	-	-	-	2	38	1	3	1	13	3	6	9	8	32	24						
Draftsmen, senior -----	696	39.5	112.00	-	-	1	12	11	39	29	25	50	111	80	71	27	47	48	31	76	9	9	4	12	4						
Manufacturing -----	491	40.0	115.00	-	-	1	12	1	32	6	3	28	81	66	48	15	25	43	19	76	9	6	4	12	4						
Nonmanufacturing -----	205	39.5	104.50	-	-	-	-	10	7	23	22	22	30	14	23	12	22	5	12	-	-	3	-	-	-						
Draftsmen, junior -----	448	40.0	77.00	34	28	59	71	53	101	40	29	21	5	4	3	-	-	-	-	-	-	-	-	-	-						
Manufacturing -----	186	40.0	82.00	14	3	19	13	16	43	25	22	19	5	4	3	-	-	-	-	-	-	-	-	-	-						
Nonmanufacturing -----	262	40.0	73.00	20	25	40	58	37	58	15	7	2	-	-	-	-	-	-	-	-	-	-	-	-	-						
<u>Women</u>																															
Nurses, industrial (registered) -----	156	39.5	89.00	-	5	5	13	27	15	21	7	30	9	6	5	2	11	-	-	-	-	-	-	-	-						
Manufacturing -----	124	40.0	91.50	-	1	2	10	23	10	16	5	25	8	6	5	2	11	-	-	-	-	-	-	-	-						

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.² Workers were distributed as follows: 14 at \$160 to \$170; 10 at \$170 to \$180.

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, Baltimore, Md., August 1958)

Occupation and industry division	Number of workers	Average hourly earnings ¹	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																											
			Under \$ 1.20	\$ 1.20 and under 1.30	\$ 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	\$ 3.10	\$ 3.20	\$ 3.30	\$ 3.40	\$ 3.50			
Carpenters, maintenance	372	2.52	-	-	1	-	4	2	26	3	14	60	21	25	4	13	35	26	14	10	21	8	50	35	-	-	-	-	-	
Manufacturing	301	2.58	-	-	-	2	-	20	1	3	55	5	20	3	11	27	26	14	10	21	3	50	30	-	-	-	-	-		
Nonmanufacturing	71	2.22	-	-	1	-	2	2	6	2	11	5	16	5	1	2	8	-	-	-	-	5	-	-	-	-	-	5		
Electricians, maintenance	693	2.62	-	-	-	-	11	3	6	8	54	37	27	46	14	45	74	162	29	70	47	60	-	-	-	-	-	-		
Manufacturing	624	2.66	-	-	-	-	7	2	2	3	52	21	19	42	9	43	73	145	29	70	47	60	-	-	-	-	-			
Nonmanufacturing	69	2.30	-	-	-	-	4	1	4	5	2	16	8	4	5	2	1	17	-	-	-	-	-	-	-	-	-			
Engineers, stationary	441	2.38	-	-	13	-	6	19	11	13	22	18	62	14	41	19	45	28	66	9	34	4	11	6	-	-	-	-		
Manufacturing	348	2.46	-	-	-	6	14	-	12	15	11	53	6	33	12	44	21	66	7	29	2	11	6	-	-	-	-			
Nonmanufacturing	93	2.10	-	-	13	-	5	11	1	7	7	9	8	8	7	1	7	-	2	5	2	-	-	-	-	-	-			
Firemen, stationary boiler	367	2.13	4	-	-	3	4	27	122	3	2	14	57	8	-	-	38	57	12	-	16	-	-	-	-	-	-	-		
Manufacturing	317	2.15	-	-	-	2	4	26	122	-	-	5	38	1	-	-	38	53	12	-	16	-	-	-	-	-	-	-		
Helpers, trades, maintenance	936	2.13	6	31	12	53	11	59	136	16	11	33	123	56	165	18	12	69	124	-	1	-	-	-	-	-	-	-		
Manufacturing	802	2.16	-	28	12	43	8	55	126	6	7	7	73	48	165	18	12	69	124	-	1	-	-	-	-	-	-	-		
Nonmanufacturing	134	1.92	6	3	-	10	3	4	10	10	4	26	50	8	-	-	-	-	-	-	-	-	-	-	-	-	-			
Public utilities*	103	2.02	-	-	-	-	3	4	10	6	2	25	45	8	-	-	-	-	-	-	-	-	-	-	-	-	-			
Machine-tool operators, toolroom	318	2.67	-	-	-	-	-	-	-	-	-	-	3	16	23	2	28	20	210	1	14	1	-	-	-	-	-	-		
Manufacturing	318	2.67	-	-	-	-	-	-	-	-	-	-	3	16	23	2	28	20	210	1	14	1	-	-	-	-	-	-		
Machinists, maintenance	1,320	2.90	-	-	-	-	-	-	-	2	-	10	32	61	25	10	57	147	183	68	197	90	119	319	-	-	-	-		
Manufacturing	1,289	2.91	-	-	-	-	-	-	-	2	-	10	28	53	25	9	56	145	169	67	197	90	119	319	-	-	-	-		
Mechanics, automotive (maintenance)	618	2.34	-	-	-	-	-	-	40	23	22	33	151	20	197	56	45	25	5	1	-	-	-	-	-	-	-			
Manufacturing	233	2.29	-	-	-	-	-	-	40	13	13	26	47	2	5	26	44	15	1	1	-	-	-	-	-	-	-			
Nonmanufacturing	385	2.37	-	-	-	-	-	-	-	10	9	7	104	18	192	30	1	10	4	-	-	-	-	-	-	-	-			
Public utilities*	304	2.36	-	-	-	-	-	-	-	1	2	4	104	-	171	22	-	-	-	-	-	-	-	-	-	-	-			
Mechanics, maintenance	1,397	2.67	-	-	-	2	6	4	41	29	73	61	32	60	50	129	153	222	20	187	155	98	75	-	-	-	-			
Manufacturing	1,253	2.69	-	-	-	-	4	2	32	27	69	52	27	50	36	115	137	197	20	157	155	98	75	-	-	-	-			
Nonmanufacturing	144	2.50	-	-	-	2	2	2	9	2	4	9	5	10	14	14	16	25	-	30	-	-	-	-	-	-	-			
Millwrights	161	2.61	-	-	-	-	-	-	-	-	5	-	28	-	2	11	50	47	3	10	2	3	-	-	-	-	-			
Manufacturing	161	2.61	-	-	-	-	-	-	-	-	5	-	28	-	2	11	50	47	3	10	2	3	-	-	-	-	-			
Oilers	491	2.15	1	62	14	-	4	6	4	29	43	22	13	59	52	49	96	15	14	8	-	-	-	-	-	-	-	-		
Manufacturing	481	2.15	-	62	14	-	4	6	4	26	43	19	10	59	52	49	96	15	14	8	-	-	-	-	-	-	-			
Painters, maintenance	243	2.21	4	12	-	8	8	13	5	26	5	14	16	17	29	4	18	27	10	12	-	1	14	-	-	-	-			
Manufacturing	148	2.40	-	-	-	6	-	10	-	10	-	9	8	10	17	3	18	27	10	6	-	-	14	-	-	-	-			
Nonmanufacturing	95	1.91	4	12	-	2	8	3	5	16	5	5	8	7	12	1	-	-	-	6	-	1	-	-	-	-	-			
Pipefitters, maintenance	365	2.61	-	-	-	-	-	-	-	-	25	16	31	7	12	51	48	110	40	13	2	10	-	-	-	-	-			
Manufacturing	313	2.60	-	-	-	-	-	-	-	-	25	11	30	7	7	48	39	81	40	13	2	10	-	-	-	-	-			
Sheet-metal workers, maintenance	117	2.79	-	-	-	-	-	-	-	-	5	1	1	9	4	14	17	9	15	9	7	13	13	-	-	-	-			
Manufacturing	109	2.81	-	-	-	-	-	-	-	-	5	-	1	9	3	8	17	9	15	9	7	13	13	-	-	-	-			
Tool and die makers	287	2.94	-	-	-	-	-	-	-	-	-	-	-	6	5	5	12	29	38	79	64	43	6	-	-	-	-			
Manufacturing	276	2.95	-	-	-	-	-	-	-	-	-	-	-	5	5	4	11	24	35	79	64	43	6	-	-	-	-			

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² All workers were at \$3.20 to \$3.30.³ Workers were distributed as follows: 1 at \$3.20 to \$3.30; 318 at \$3.30 to \$3.40.⁴ All workers were at \$3.40 to \$3.50.

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

Table A-4. Custodial and Material Movement Occupations
(Average straight-time hourly earnings for selected occupations studied on an area basis,
by industry division, Baltimore, Md., August 1958)

Occupation ¹ and industry division	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																					
			Under \$ 0.70	\$ 0.70 and under .80	\$.80 .90	\$.90 1.00	\$ 1.00 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 and over
Elevator operators, passenger (men) -----	69	1.00	-	29	3	9	12	4	2	-	2	-	1	6	-	-	-	1	-	-	-	-	-	-
Nonmanufacturing -----	66	.98	-	29	3	9	12	4	-	2	-	1	6	-	-	-	-	-	-	-	-	-	-	
Elevator operators, passenger (women) -----	214	.99	16	23	8	61	50	25	8	5	11	1	-	6	-	-	-	-	-	-	-	-	-	
Nonmanufacturing -----	214	.99	16	23	8	61	50	25	8	5	11	1	-	6	-	-	-	-	-	-	-	-	-	
Retail trade -----	84	.92	-	23	8	26	17	8	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Finance† -----	96	1.03	-	-	-	35	33	17	6	5	-	-	-	-	-	-	-	-	-	-	-	-	-	
Guards -----	988	2.02	-	-	-	1	3	14	10	24	13	15	34	231	18	22	124	119	244	30	44	2	28	12
Manufacturing -----	625	2.17	-	-	-	-	-	-	1	12	9	4	32	13	18	16	41	119	244	30	44	2	28	12
Nonmanufacturing -----	363	1.76	-	-	-	1	3	14	9	12	4	11	2	218	-	6	83	-	-	-	-	-	-	-
Public utilities* -----	28	1.69	-	-	-	-	-	-	1	-	-	11	-	10	-	6	-	-	-	-	-	-	-	-
Janitors, porters, and cleaners (men) -----	3,022	1.46	49	-	87	202	682	192	197	161	130	118	147	151	148	38	309	330	80	1	-	-	-	-
Manufacturing -----	1,563	1.78	-	-	-	66	65	110	99	65	86	81	138	114	29	306	324	80	-	-	-	-	-	-
Nonmanufacturing -----	1,459	1.12	49	-	87	202	616	127	87	62	65	32	66	13	34	9	3	6	-	1	-	-	-	-
Public utilities* -----	148	1.56	-	-	-	-	-	1	5	14	44	10	58	6	9	-	-	1	-	-	-	-	-	-
Wholesale trade -----	62	1.43	-	-	-	18	3	2	10	-	9	1	6	7	3	2	-	-	1	-	-	-	-	-
Retail trade -----	542	1.08	-	-	65	189	118	67	36	21	8	3	5	1	18	5	1	5	-	-	-	-	-	-
Finance† -----	291	1.10	-	-	-	5	174	54	30	15	10	1	2	-	-	-	-	-	-	-	-	-	-	-
Janitors, porters, and cleaners (women) -----	783	1.06	49	127	57	24	232	117	26	33	64	3	5	8	5	5	7	21	-	-	-	-	-	-
Manufacturing -----	227	1.32	-	-	-	64	75	15	14	9	1	3	8	5	5	7	21	-	-	-	-	-	-	-
Nonmanufacturing -----	556	.95	49	127	57	24	168	42	11	19	55	2	2	-	-	-	-	-	-	-	-	-	-	-
Retail trade -----	105	.81	24	16	27	24	7	2	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance† -----	353	.96	-	105	24	-	149	36	7	16	14	2	-	-	-	-	-	-	-	-	-	-	-	-
Laborers, material handling -----	4,847	1.85	-	-	4	-	39	159	266	219	279	603	281	460	291	241	350	784	166	181	421	42	22	39
Manufacturing -----	3,758	1.88	-	-	-	-	15	84	182	144	255	509	160	430	239	134	107	694	138	165	400	41	22	39
Nonmanufacturing -----	1,089	1.74	-	-	4	-	24	75	84	75	24	94	121	30	52	107	243	90	28	16	21	1	-	-
Public utilities* -----	198	2.06	-	-	-	-	-	-	-	-	-	-	-	-	-	-	172	26	-	-	-	-	-	-
Wholesale trade -----	267	1.73	-	-	-	-	12	9	4	15	3	4	15	-	37	95	10	1	4	-	21	-	-	-
Retail trade -----	618	1.65	-	-	4	-	11	64	43	60	21	90	104	30	14	12	61	63	24	16	-	1	-	-
Order fillers -----	1,147	1.69	-	-	-	-	177	67	47	92	47	78	89	63	51	218	90	164	1	30	-	-	3	-
Manufacturing -----	173	1.57	-	-	-	-	3	14	14	6	11	43	62	4	5	1	-	5	-	5	-	-	-	-
Nonmanufacturing -----	974	1.71	-	-	-	-	104	53	33	86	36	35	27	59	46	217	90	159	1	25	-	-	3	-
Wholesale trade -----	477	1.62	-	-	-	-	95	16	24	39	8	15	13	-	16	211	17	20	-	-	-	-	3	-
Retail trade -----	488	1.80	-	-	-	-	9	37	8	43	26	20	13	58	30	6	73	139	1	25	-	-	-	-
Packers, shipping (men) -----	355	1.75	-	-	-	4	44	34	10	51	23	4	-	10	6	45	40	14	-	11	-	3	-	56
Manufacturing -----	236	1.85	-	-	-	-	32	19	-	39	16	-	-	-	2	36	9	13	-	11	-	3	-	56
Nonmanufacturing -----	119	1.56	-	-	-	4	12	15	10	12	7	4	-	10	4	9	31	1	-	-	-	-	-	-
Retail trade -----	66	1.30	-	-	-	4	12	15	9	7	6	3	-	9	-	-	1	-	-	-	-	-	-	-
Packers, shipping (women) -----	506	1.25	-	-	-	1	64	185	68	109	31	26	-	5	5	-	-	4	-	8	-	-	-	-
Manufacturing -----	418	1.21	-	-	-	-	60	181	55	99	11	-	-	5	5	-	-	4	-	8	-	-	-	-
Nonmanufacturing -----	88	1.44	-	-	-	1	4	4	13	10	20	26	-	-	-	-	-	-	-	-	-	-	-	-
Receiving clerks -----	257	1.81	-	-	-	24	-	1	7	20	7	-	19	19	25	7	19	20	14	18	31	6	16	4
Manufacturing -----	109	2.07	-	-	-	-	-	-	5	-	-	-	2	10	10	-	19	8	10	9	14	5	13	4
Nonmanufacturing -----	148	1.62	-	-	-	24	-	1	7	15	7	-	17	9	15	7	-	12	4	9	17	1	3	-
Retail trade -----	106	1.52	-	-	-	24	-	1	7	14	7	-	9	1	12	7	-	3	9	8	1	3	-	-
Shipping clerks -----	237	2.01	-	-	-	-	-	-	2	18	3	19	12	21	35	1	36	19	11	13	13	17	4	13
Manufacturing -----	116	2.22	-	-	-	-	-	-	-	5	3	-	2	4	20	1	11	7	7	12	11	17	3	13
Nonmanufacturing -----	121	1.81	-	-	-	-	-	-	2	13	-	19	10	17	15	-	25	12	4	1	2	-	1	-
Retail trade -----	81	1.74	-	-	-	-	-	-	2	13	-	14	10	17	6	-	2	12	1	1	2	-	1	-

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, Baltimore, Md., August 1958)

Occupation ¹ and industry division	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																					
			Under \$ 0.70	\$ 0.70 and under .80	\$ 0.80 .90	\$ 0.90 1.00	\$ 1.00 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 and over
Shipping and receiving clerks	226	1.94	-	-	-	-	1	-	20	1	-	11	52	23	12	13	-	10	44	12	8	8	5	6
Manufacturing	159	1.92	-	-	-	-	-	-	15	-	-	-	49	16	5	11	-	7	44	-	2	4	-	6
Nonmanufacturing	67	1.97	-	-	-	-	1	-	5	1	-	11	3	7	7	2	-	3	-	12	6	4	5	-
Truckdrivers ⁴	2,647	2.12	-	-	-	-	1	34	43	100	28	45	64	94	176	78	427	219	640	81	272	218	83	44
Manufacturing	780	2.19	-	-	-	-	-	-	20	3	7	34	15	44	99	34	26	21	28	34	232	174	9	-
Nonmanufacturing	1,867	2.09	-	-	-	-	1	34	23	97	21	11	49	50	77	44	401	198	612	47	40	44	74	44
Public utilities*	748	2.18	-	-	-	-	-	-	-	-	-	-	32	9	22	11	60	28	586	-	-	-	-	-
Wholesale trade	573	2.11	-	-	-	-	-	12	17	74	9	8	3	3	18	29	32	170	25	9	40	6	74	44
Retail trade	491	2.03	-	-	-	-	-	12	3	6	-	-	13	33	36	3	308	-	1	38	-	38	-	-
Truckdrivers, light (under 1½ tons)	218	2.04	-	-	-	-	1	13	7	23	14	6	-	4	-	15	1	2	5	-	112	15	-	-
Manufacturing	167	2.26	-	-	-	-	-	-	-	3	7	6	-	4	-	14	-	2	4	-	112	15	-	-
Nonmanufacturing	51	1.32	-	-	-	-	1	13	7	20	7	-	-	-	-	1	1	-	1	-	-	-	-	-
Truckdrivers, medium (1½ to and including 4 tons)	810	1.96	-	-	-	-	9	24	47	14	34	64	80	79	34	43	147	130	9	13	83	-	-	-
Manufacturing	227	2.03	-	-	-	-	-	-	20	-	-	28	15	36	12	2	6	1	2	9	13	83	-	-
Nonmanufacturing	583	1.93	-	-	-	-	9	4	47	14	6	49	44	67	32	37	146	128	-	-	-	-	-	-
Public utilities*	170	2.06	-	-	-	-	-	-	-	-	-	-	32	6	15	6	8	-	103	-	-	-	-	-
Wholesale trade	273	1.98	-	-	-	-	-	-	-	25	9	3	3	3	18	26	15	146	25	-	-	-	-	-
Retail trade	105	1.74	-	-	-	-	9	1	5	-	-	-	13	30	33	-	14	-	-	-	-	-	-	-
Truckdrivers, heavy (over 4 tons, trailer type)	825	2.30	-	-	-	-	-	-	-	18	-	5	-	4	50	22	19	30	393	69	25	76	70	44
Manufacturing	163	2.13	-	-	-	-	-	-	-	-	-	-	4	48	17	14	6	15	22	5	32	-	-	-
Nonmanufacturing	662	2.34	-	-	-	-	-	-	-	18	-	5	-	-	2	5	5	24	378	47	20	44	70	44
Wholesale trade	204	2.48	-	-	-	-	-	-	-	18	-	5	-	-	-	3	5	24	-	9	20	6	70	44
Truckdrivers, heavy (over 4 tons, other than trailer type)	551	2.11	-	-	-	-	12	12	12	-	-	-	-	-	38	-	287	11	25	1	118	31	4	-
Manufacturing	184	2.32	-	-	-	-	-	-	-	-	-	-	-	-	38	-	5	11	-	1	98	31	-	-
Truckers, power (forklift)	1,520	2.30	-	-	-	-	1	11	12	-	1	24	174	52	37	86	23	183	121	321	262	38	174	174
Manufacturing	1,387	2.32	-	-	-	-	-	-	10	8	-	-	22	170	50	15	54	8	142	113	321	262	38	174
Nonmanufacturing	133	2.06	-	-	-	-	1	1	4	-	1	2	4	2	22	32	15	41	8	-	-	-	-	-
Public utilities*	48	2.26	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	40	8	-	-	-	-
Retail trade	52	2.01	-	-	-	-	1	-	-	-	-	-	2	4	2	-	27	15	1	-	-	-	-	-
Truckers, power (other than forklift)	439	2.31	-	-	-	-	-	-	10	-	-	-	37	14	51	1	23	34	-	43	37	59	19	111
Manufacturing	438	2.31	-	-	-	-	-	-	10	-	-	-	37	13	51	1	23	34	-	43	37	59	19	111
Watchmen	569	1.36	1	2	39	35	85	30	112	46	29	61	21	41	12	-	21	17	17	-	-	-	-	-
Manufacturing	329	1.47	-	-	30	6	-	4	85	41	26	52	4	26	11	-	18	10	16	-	-	-	-	-
Nonmanufacturing	240	1.21	1	2	9	29	85	26	27	5	3	9	17	15	1	-	3	7	1	-	-	-	-	-
Public utilities*	39	1.61	-	-	-	-	2	4	6	2	-	-	2	15	1	-	-	7	-	-	-	-	-	-
Retail trade	60	1.12	-	-	1	15	31	1	2	-	2	-	6	-	-	-	1	-	1	-	-	-	-	-
Finance †	78	1.09	1	2	1	14	21	16	19	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ Data limited to men workers except where otherwise indicated.² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.³ Workers were distributed as follows: 21 at \$0.50 to \$0.60; 3 at \$0.60 to \$0.70.⁴ Includes all drivers regardless of size and type of truck operated.⁵ All workers were at \$3.10 to \$3.20.⁶ Workers were distributed as follows: 155 at \$2.70 to \$2.80; 19 at \$2.80 to \$2.90.⁷ Workers were distributed as follows: 99 at \$2.70 to \$2.80; 12 at \$2.80 to \$2.90.

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

† Finance, insurance, and real estate.

B: Establishment Practices and Supplementary Wage Provisions

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, Baltimore, Md., August 1958)

Shift differential	In establishments having formal provisions ¹ for—		In establishments actually operating—	
	Second shift work	Third or other shift work	Second shift	Third or other shift
Total	89.8	84.5	17.7	8.6
With shift pay differential	87.3	82.8	17.2	8.5
Uniform cents (per hour)	51.7	47.7	11.6	6.7
2 cents	2.5	-	.7	-
3 cents	.5	-	.1	-
4 cents	1.5	-	.3	-
4½ cents	.4	.4	(²)	(²)
5 cents	4.1	2.7	.6	.3
6 cents	7.8	-	2.2	-
8 cents	26.8	.3	6.7	(²)
9 cents	-	8.2	-	1.1
10 cents	6.9	4.9	.9	.5
11 cents	-	.9	-	.1
12 cents	-	25.1	-	4.1
12½ cents	-	2.4	-	.1
13½ cents	1.2	-	.1	-
15 cents	-	.8	-	.1
16 cents and over	-	2.0	-	.4
Uniform percentage	25.8	25.3	3.2	1.7
5 percent	3.3	-	.1	-
7 percent	7.7	7.7	.9	.2
7½ percent	1.2	-	.3	-
10 percent	13.6	15.9	1.9	1.4
15 percent	-	1.7	-	.1
8 hours' pay for 7½ hours' work	1.2	1.2	.3	.1
Other formal pay differential	8.6	8.6	2.1	(²)
No shift pay differential	2.5	1.7	.5	.1

¹ Includes establishments currently operating late shifts, and establishments with formal provisions covering late shifts even though they were not currently operating late shifts.² 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, Baltimore, Md., August 1958)

Minimum weekly salary ¹	Inexperienced typists							Other inexperienced clerical workers ²						
	All industries	Manufacturing		Nonmanufacturing				All industries	Manufacturing		Nonmanufacturing			
		Based on standard weekly hours ³ of—							Based on standard weekly hours ³ of—					
		All schedules	40	All schedules	40	37½	35		All schedules	40	All schedules	40	37½	35
Establishments studied	181	71	xxx	110	xxx	xxx	xxx	181	71	xxx	110	xxx	xxx	xxx
Establishments having a specified minimum	88	37	29	51	30	8	7	96	36	28	60	35	9	7
Under \$35.00	-	-	-	-	-	-	-	1	-	-	1	1	-	-
\$35.00 and under \$37.50	1	-	-	1	-	-	-	3	-	-	3	-	-	1
\$37.50 and under \$40.00	-	-	-	-	-	-	-	1	-	-	1	-	-	-
\$40.00 and under \$42.50	12	3	3	9	7	1	1	29	4	4	25	18	3	2
\$42.50 and under \$45.00	14	2	2	12	7	1	4	9	3	3	6	2	1	3
\$45.00 and under \$47.50	19	5	3	14	7	4	2	13	6	4	7	3	2	1
\$47.50 and under \$50.00	5	2	2	3	1	1	-	8	3	1	5	2	2	-
\$50.00 and under \$52.50	12	8	4	4	2	1	-	11	7	3	4	2	1	-
\$52.50 and under \$55.00	7	3	2	4	3	-	-	3	1	1	2	1	-	-
\$55.00 and under \$57.50	4	2	1	2	2	-	-	4	1	1	3	2	-	-
\$57.50 and under \$60.00	1	1	1	-	-	-	-	2	2	2	-	-	-	-
\$60.00 and under \$62.50	-	-	-	-	-	-	-	2	-	-	2	-	-	-
\$62.50 and under \$65.00	4	4	4	-	-	-	-	3	3	3	-	-	-	-
\$65.00 and under \$67.50	3	2	2	1	-	-	-	3	3	3	-	-	-	-
\$67.50 and under \$70.00	2	1	1	1	1	-	-	2	1	1	1	1	-	-
\$70.00 and under \$72.50	1	1	1	-	-	-	-	-	-	-	-	-	-	-
\$72.50 and under \$75.00	2	2	2	-	-	-	-	1	1	1	-	-	-	-
\$75.00 and under \$77.50	1	1	1	-	-	-	-	1	1	1	-	-	-	-
Establishments having no specified minimum	19	9	xxx	10	xxx	xxx	xxx	26	14	xxx	12	xxx	xxx	xxx
Establishments which did not employ workers in this category	74	25	xxx	49	xxx	xxx	xxx	59	21	xxx	38	xxx	xxx	xxx

¹ Lowest salary rate formally established for hiring inexperienced workers for typing or other clerical jobs.² Rates applicable to messengers, office girls, or similar subclerical jobs are not considered.³ 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, Baltimore, Md., August 1958)

Weekly hours	OFFICE WORKERS ¹							PLANT WORKERS					
	All industries ¹	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance†	Services	All industries ²	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All workers	100	100	100	100	100	100		100	100	100	100	100	
Under 35 hours	2	(³)	-	-	-	-		2	2	1	2	-	
35 hours	9	3	1	-	4	27		-	-	-	-	-	
Over 35 and under 37½ hours	3	1	4	2	-	7		1	1	-	-	-	
37½ hours	10	7	30	7	1	14		2	3	-	-	-	
Over 37½ and under 38¾ hours	1	2	-	-	-	-		1	1	-	-	5	
38¾ hours	4	4	2	9	-	4		-	-	-	-	-	
Over 38¾ and under 40 hours	(³)	-	-	-	-	-		1	-	-	-	3	
40 hours	69	82	63	82	92	47		82	87	97	85	63	
Over 40 and under 44 hours	1	1	-	-	3	-		2	-	-	-	9	
44 hours	(³)	-	-	-	-	-		2	(³)	-	2	9	
45 hours	(³)	-	-	-	-	-		2	2	-	11	-	
46½ hours	(³)	-	-	-	-	-		-	-	-	-	-	
48 hours	(³)	-	(³)	-	-	-		3	3	2	-	4	
Over 48 hours	-	-	-	-	-	-		2	1	-	-	7	

¹ Includes data for services in addition to those industry divisions shown separately.² Includes data for real estate and services in addition to those industry divisions shown separately.³ 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, Baltimore, Md., August 1958)

Item	OFFICE WORKERS:							PLANT WORKERS					
	All industries ¹	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance†	Services	All industries ²	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All workers	100	100	100	100	100	100		100	100	100	100	100	
Workers in establishments providing paid holidays	99	99	100	100	100	100		98	99	99	98	93	
Workers in establishments providing no paid holidays	(³)	(³)	-	-	-	-		2	1	1	2	7	
Number of days													
Less than 5 holidays	(³)	(³)	-	-	-	-		2	1	(³)	4	4	
5 holidays	1	1	-	-	-	-		3	1	-	-	5	
5 holidays plus:													
2 half days	-	-	-	-	-	-		(³)	-	-	12	-	
1 or 3 half days	(³)	(³)	-	-	-	-		(³)	-	-	-	-	
6 holidays	13	9	(³)	13	67	2		17	11	-	16	55	
6 holidays plus:													
1 half day	2	2	-	11	2	-		3	3	-	4	1	
2 half days	1	2	(³)	5	-	-		2	3	1	3	-	
3 half days	1	(³)	4	-	-	-		(³)	-	1	-	-	
4 half days	(³)	-	2	-	-	-		-	-	-	-	-	
7 holidays	35	73	6	30	25	(³)		55	69	26	33	27	
7 holidays plus:													
1 half day	1	-	-	5	-	2		(³)	-	-	3	-	
8 holidays	11	8	30	11	-	11		9	8	33	13	-	
8 holidays plus:													
1 half day	(³)	1	-	-	-	-		1	1	-	-	-	
2 half days	3	(³)	-	-	5	-		(³)	-	-	-	1	
9 holidays	8	2	-	6	-	23		1	1	-	9	-	
9 holidays plus:													
1 half day	2	-	-	-	-	9		-	-	-	-	-	
10 holidays	22	(³)	57	20	-	50		3	(³)	38	-	-	
11 holidays	1	(³)	-	-	-	2		1	1	-	-	-	
12 or 13 holidays	(³)	-	(³)	-	-	1		-	-	-	-	-	
Total holiday time⁴													
13 days	(³)	-	-	-	-	1		-	-	-	-	-	
12 or more days	(³)	-	(³)	-	-	1		-	-	-	-	-	
11 or more days	1	(³)	(³)	-	-	3		1	1	-	-	-	
10 or more days	23	1	57	20	-	53		3	1	38	-	-	
9½ or more days	25	1	57	20	-	62		3	1	38	-	-	
9 or more days	35	3	57	25	5	85		5	2	38	9	1	
8½ or more days	36	4	57	25	5	85		5	3	38	9	1	
8 or more days	47	12	89	36	5	96		14	12	71	22	1	
7½ or more days	48	12	93	41	5	97		14	12	71	24	1	
7 or more days	84	87	100	76	31	98		72	83	99	61	27	
6½ or more days	86	89	100	87	33	98		74	87	99	65	29	
6 or more days	99	98	100	100	100	100		92	97	99	93	84	
5 or more days	99	99	100	100	100	100		96	99	99	93	89	
1 or more days	99	99	100	100	100	100		98	99	99	98	93	

¹ Includes data for services in addition to those industry divisions shown separately.² Includes data for real estate and services in addition to those industry divisions shown separately.³ Less than 0.5 percent.⁴ 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, Baltimore, Md., August 1958)

Vacation policy	OFFICE WORKERS:							PLANT WORKERS					
	All industries ¹	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance†	Services	All industries ²	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All workers	100	100	100	100	100	100		100	100	100	100	100	
Method of payment													
Workers in establishments providing paid vacations	99	100	100	100	100	100		99	99	99	100	100	
Length-of-time payment	99	100	100	100	100	100		90	88	99	83	100	
Percentage payment	-	-	-	-	-	-		7	9	-	17	-	
Other	-	-	-	-	-	-		2	3	-	-	-	
Workers in establishments providing no paid vacations	(³)	-	-	-	-	-		1	(³)	1	-	-	
Amount of vacation pay⁴													
After 6 months of service													
Under 1 week	8	6	-	5	31	7		16	13	-	2	45	
1 week	45	47	95	22	12	42		14	8	72	10	15	
Over 1 and under 2 weeks	15	1	(³)	15	-	41		1	1	1	7	-	
2 weeks	3	1	-	5	-	9		(³)	-	-	1	-	
Over 2 and under 3 weeks	1	2	-	-	-	-		(³)	1	-	-	-	
After 1 year of service													
Under 1 week	-	-	-	-	-	-		(³)	-	-	-	-	
1 week	18	14	8	18	78	5		73	78	26	63	82	
Over 1 and under 2 weeks	11	24	-	-	11	-		10	12	-	-	11	
2 weeks	70	60	92	82	11	95		11	5	71	37	7	
Over 2 and under 3 weeks	(³)	-	-	-	-	-		2	3	1	-	-	
3 weeks	1	2	-	-	-	-		1	1	(³)	-	-	
After 2 years of service													
1 week	6	7	4	12	11	-		53	60	11	60	39	
Over 1 and under 2 weeks	11	26	-	-	-	-		14	19	-	-	-	
2 weeks	82	65	96	88	89	100		29	16	87	40	61	
Over 2 and under 3 weeks	(³)	-	-	-	-	-		2	3	1	-	-	
3 weeks	1	2	-	-	-	-		1	1	(³)	-	-	
After 3 years of service													
1 week	3	4	(³)	9	1	-		16	17	1	32	9	
Over 1 and under 2 weeks	11	26	-	-	(³)	-		37	51	-	20	7	
2 weeks	83	66	99	91	98	100		42	28	97	48	84	
Over 2 and under 3 weeks	(³)	-	-	-	-	-		2	3	1	-	-	
3 weeks	3	4	-	-	-	-		1	1	(³)	-	-	

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, Baltimore, Md., August, 1958)

Vacation policy	OFFICE WORKERS:							PLANT WORKERS					
	All industries ¹	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance†	Services	All industries ²	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
Amount of vacation pay⁴—Continued													
<u>After 5 years of service</u>													
1 week	1	(³)	-	5	1	-	-	4	1	-	19	6	-
Over 1 and under 2 weeks	-	-	-	-	-	-	-	1	-	-	-	7	-
2 weeks	92	95	99	95	97	92	86	90	98	81	81	83	-
Over 2 and under 3 weeks	2	-	-	-	-	6	6	7	1	-	-	-	-
3 weeks	5	5	(³)	-	2	2	2	2	(³)	-	-	4	-
<u>After 10 years of service</u>													
1 week	1	(³)	-	5	1	-	-	4	1	-	19	6	-
2 weeks	67	61	98	42	53	80	51	50	98	37	37	38	-
Over 2 and under 3 weeks	9	20	-	1	-	-	28	39	1	20	-	-	-
3 weeks	23	19	2	52	45	20	14	7	(³)	24	56	-	-
Over 3 and under 4 weeks	-	-	-	-	-	-	2	2	-	-	-	-	-
<u>After 15 years of service</u>													
1 week	1	(³)	-	5	1	-	-	4	1	-	19	6	-
2 weeks	17	12	5	32	24	24	16	15	1	23	24	24	-
Over 2 and under 3 weeks	(³)	-	-	-	-	-	4	5	-	-	-	-	-
3 weeks	82	88	95	59	75	76	73	77	98	57	57	70	-
Over 3 and under 4 weeks	-	-	-	-	-	-	2	2	1	-	-	-	-
4 weeks	(³)	-	-	4	-	-	(³)	-	-	-	1	-	-
<u>After 20 years of service</u>													
1 week	1	(³)	-	5	1	-	-	4	1	-	19	6	-
2 weeks	15	10	5	32	24	18	15	13	1	23	24	24	-
Over 2 and under 3 weeks	(³)	-	-	-	-	-	4	5	-	-	-	-	-
3 weeks	79	84	94	28	73	79	71	75	98	45	45	66	-
Over 3 and under 4 weeks	-	-	-	-	-	-	2	3	1	-	-	-	-
4 weeks	5	6	(³)	35	2	3	2	2	-	13	4	-	-
<u>After 25 years of service</u>													
1 week	1	(³)	-	5	1	-	-	4	1	-	19	6	-
2 weeks	11	10	5	25	24	5	15	13	1	21	24	24	-
Over 2 and under 3 weeks	(³)	-	-	-	-	-	4	5	-	-	-	-	-
3 weeks	52	59	37	31	37	57	40	40	45	27	49	49	-
Over 3 and under 4 weeks	6	13	-	1	-	-	22	30	1	17	-	-	-
4 weeks	30	17	57	38	38	38	15	11	53	16	20	-	-

¹ Includes data for services in addition to those industry divisions shown separately.² Includes data for real estate and services in addition to those industry divisions shown separately.³ Less than 0.5 percent.⁴ 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.

* 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, Baltimore, Md., August 1958)

Type of benefit	OFFICE WORKERS							PLANT WORKERS					
	All industries ¹	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance†	Services	All industries ²	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All workers	100	100	100	100	100	100		100	100	100	100	100	
Workers in establishments providing:													
Life insurance	96	97	100	95	83	99		90	95	100	69	75	
Accidental death and dismemberment insurance	40	60	3	42	45	25		35	39	13	34	32	
Sickness and accident insurance or sick leave or both ³	83	94	96	84	93	57		91	96	84	58	87	
Sickness and accident insurance	36	58	3	27	57	5		74	90	13	33	48	
Sick leave (full pay and no waiting period)	44	46	37	55	4	53		5	1	33	20	6	
Sick leave (partial pay or waiting period)	23	29	57	11	36	-		21	17	38	9	40	
Hospitalization insurance	68	83	9	86	63	65		75	87	29	74	49	
Surgical insurance	68	85	9	84	62	62		75	88	29	65	47	
Medical insurance	30	32	3	40	34	36		19	19	16	24	22	
Catastrophe insurance	35	36	-	6	35	48		10	11	-	4	9	
Retirement pension	88	90	93	78	81	92		80	87	99	42	72	
No health, insurance, or pension plan	1	2	-	-	-	(4)		5	3	-	19	2	

¹ Includes data for services in addition to those industry divisions shown separately.² Includes data for real estate and services in addition to those industry divisions shown separately.³ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately. Sick-leave plans are limited to those which definitely establish at least the minimum number of days' pay that can be expected by each employee. Informal sick-leave allowances determined on an individual basis are excluded. In some instances the proportions of workers covered by provisions for paid sick leave (full pay and no waiting period) are somewhat lower than reported in earlier studies, due to a more rigid adherence to the criteria distinguishing formal from informal plans.⁴ 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:

Billers, 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.

Billers, 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 TechnicalDRAFTSMAN, JUNIOR

(Assistant draftsman)

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

DRAFTSMAN, LEADER

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

DRAFTSMAN, LEADER—Continued

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

DRAFTSMAN, SENIOR

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

NURSE, INDUSTRIAL (REGISTERED)

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

NURSE, INDUSTRIAL (REGISTERED)—Continued

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

TRACER

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

Maintenance and PowerplantCARPENTER, MAINTENANCE

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

ELECTRICIAN, MAINTENANCE

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

ENGINEER, STATIONARY

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

FIREMAN, STATIONARY BOILER

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

HELPER, TRADES, MAINTENANCE

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

MACHINE-TOOL OPERATOR, TOOLROOM

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

MACHINIST, MAINTENANCE

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

MECHANIC, AUTOMOTIVE (MAINTENANCE)

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

MECHANIC, MAINTENANCE

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

MILLWRIGHT

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

OILER

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

PAINTER, MAINTENANCE

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

PIPEFITTER, MAINTENANCE

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

PLUMBER, MAINTENANCE

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

SHEET-METAL WORKER, MAINTENANCE

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

SHEET-METAL WORKER, MAINTENANCE—Continued

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

TOOL AND DIE MAKER

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

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

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

Custodial and Material MovementELEVATOR OPERATOR, PASSENGER

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

GUARD

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

JANITOR, PORTER, OR CLEANER

(Sweeper; charwoman; janitress)

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

LABORER, MATERIAL HANDLING

(Loader and unloader; handler and stacker; shelve; 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 regional sales offices shown.

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

A bulletin for the area listed below is now available.

Seattle, Wash., August 1958 – BLS Bull. 1240-1, price 25 cents



