

Occupational Wage Survey

BUFFALO, NEW YORK

(ERIE AND NIAGARA COUNTIES)

SEPTEMBER 1958

Bulletin No. 1240-3

UNITED STATES DEPARTMENT OF LABOR
James P. Mitchell, Secretary

BUREAU OF LABOR STATISTICS
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Preface

The Community Wage Survey Program

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

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 Buffalo area reports for January 1950, January 1952, April 1953, September 1954, September 1956, and September 1957. The latter report was limited to occupational earnings of plant workers in manufacturing and public utilities. The 1954 report also included data on frequency of wage payments, and pay provisions for holidays falling on nonworkdays. A directory indicating date of study and the price of the reports, as well as reports for other major areas, is available upon request.

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

Occupational Wage Survey—Buffalo, N. Y.

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, 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 Buffalo (Erie and Niagara Counties), N. Y., ¹ by major industry division, ² September 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	51	751	204	224,100	29,000	157,500	149,180
Manufacturing	51	388	112	154,800	16,500	113,900	110,070
Nonmanufacturing	51	363	92	69,300	12,500	43,600	39,110
Transportation (excluding railroads), communication, and other public utilities ⁵	51	69	26	17,600	2,700	11,400	14,190
Wholesale trade	51	79	16	7,200	(6)	(6)	2,450
Retail trade	51	126	27	29,100	(6)	(6)	15,750
Finance, insurance, and real estate	51	40	10	8,300	(6)	(6)	3,360
Services ⁷	51	49	13	7,100	(6)	(6)	3,360

¹ The Buffalo Metropolitan Area (Erie and Niagara 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 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 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.

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

Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly or monthly basis during illness or accident disability. Information is presented for all such plans to which the employer contributes. However, in New York and New Jersey, which have enacted temporary disability insurance laws which require employer contributions,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 weekends, holidays, and late shifts. The indexes are based on data for selected key occupations and include most of the numerically important jobs within each group. The office clerical data are based on women in the following 18 jobs: Billers, machine (billing machine); bookkeeping-machine operators, class A and B; Comptometer operators; clerks, file, class A and B; clerks, order; clerks, payroll; key-punch operators; office girls; secretaries; stenographers, general; switchboard operators; switchboard operator-receptionists; tabulating-machine operators; transcribing-machine operators, general; and typists, class A and B. The industrial nurse data are based on women industrial nurses. Men in the following 10 skilled maintenance jobs and 3 unskilled jobs were included in the plant worker data: Skilled—carpenters; electricians; machinists; mechanics; mechanics, automotive; millwrights; painters; pipefitters; sheet-metal workers; and tool and die makers; unskilled—janitors, porters, and cleaners; laborers, material handling; and watchmen.

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

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

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

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

Indexes for the period 1953 to 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 Buffalo (Erie and Niagara Counties), N. Y., September 1958 and September 1956, and percents of increase for selected periods

Industrial and occupational group	Indexes (April 1953 = 100)		Percent increases from—			
	September 1958	September 1956	September 1956 to September 1958	September 1954 to September 1956	April 1953 to September 1954	January 1952 to April 1953
All industries:						
Office clerical (women)	128.6	115.2	11.6	9.4	5.3	9.3
Industrial nurses (women)	131.4	117.1	12.2	8.6	7.9	7.7
Skilled maintenance (men)	131.3	119.5	9.8	12.0	6.7	7.5
Unskilled plant (men)	132.4	118.2	12.0	9.9	7.6	8.1
Manufacturing:						
Office clerical (women)	132.3	116.7	13.4	9.8	6.3	9.1
Industrial nurses (women)	131.9	117.7	12.0	9.2	7.8	6.8
Skilled maintenance (men)	131.0	119.5	9.6	11.9	6.7	7.2
Unskilled plant (men)	132.7	118.9	11.6	10.4	7.8	7.7

A: Occupational Earnings

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Table A-1. Office Occupations

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis, by industry division, Buffalo (Erie and Niagara Counties), N. Y., September 1958)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF—																		
		Weekly hours ¹ (Standard)	Weekly earnings ¹ (Standard)	\$ 35.00 and under 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	\$ 115.00 120.00	\$ 120.00 and over	
				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	120.00		
Men																						
Clerks, accounting, class A	327	39.5	\$ 100.50	-	-	-	-	1	1	3	13	23	14	19	33	58	72	8	20	13	² 49	
Manufacturing	236	39.5	105.50	-	-	-	-	-	-	1	4	11	2	9	21	51	56	8	13	11	49	
Erie County	180	40.0	104.50	-	-	-	-	-	-	1	4	11	2	4	12	44	47	5	10	6	34	
Niagara County	56	38.5	108.00	-	-	-	-	-	-	-	-	-	-	5	9	7	9	3	3	5	15	
Nonmanufacturing	91	38.5	89.00	-	-	-	-	1	1	2	9	12	12	10	12	7	16	-	7	2	-	
Public utilities*	30	39.5	96.00	-	-	-	-	-	-	-	-	8	-	1	-	1	13	-	5	2	-	
Clerks, accounting, class B	131	39.5	90.50	-	-	-	-	2	-	25	1	7	23	12	13	16	2	6	7	1	³ 16	
Manufacturing	96	39.5	95.50	-	-	-	-	-	-	9	1	3	19	11	11	12	1	6	6	1	16	
Erie County	71	40.0	90.50	-	-	-	-	-	-	9	-	3	18	9	6	11	1	5	1	1	7	
Clerks, order	141	40.5	97.50	-	-	-	-	-	-	6	1	21	15	11	17	9	5	24	5	6	⁴ 21	
Manufacturing	96	40.0	102.00	-	-	-	-	-	-	6	1	6	15	-	7	9	2	20	4	5	21	
Erie County	61	40.0	105.00	-	-	-	-	-	-	-	1	3	15	-	5	9	2	18	3	5	20	
Clerks, payroll	104	40.0	107.50	-	-	-	1	-	-	-	-	6	2	5	8	7	18	23	9	-	⁵ 25	
Manufacturing	90	40.0	110.50	-	-	-	-	-	-	-	-	2	2	5	4	6	18	19	9	-	25	
Erie County	76	40.0	113.00	-	-	-	-	-	-	-	-	1	-	4	1	6	18	13	8	-	25	
Office boys	126	39.0	55.50	3	25	16	22	31	5	5	5	2	7	5	-	-	-	-	-	-	-	
Manufacturing	76	39.5	58.50	-	14	14	5	16	5	5	3	2	7	5	-	-	-	-	-	-	-	
Erie County	52	39.5	51.50	-	14	12	3	16	3	2	-	2	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	50	38.5	51.00	3	11	2	17	15	-	-	2	-	-	-	-	-	-	-	-	-	-	
Tabulating-machine operators	105	39.5	94.00	-	-	-	-	-	-	7	9	6	11	15	13	13	5	10	4	-	⁶ 12	
Manufacturing	82	39.5	97.00	-	-	-	-	-	-	5	4	5	8	12	5	13	5	9	4	-	12	
Erie County	62	39.5	100.00	-	-	-	-	-	-	2	3	4	5	9	2	11	4	7	4	-	11	
Women																						
Billers, machine (billing machine)	145	39.5	71.00	-	-	2	3	25	25	16	24	18	17	-	3	12	-	-	-	-	-	
Manufacturing	118	39.5	73.00	-	-	2	3	12	25	9	17	18	17	-	3	12	-	-	-	-	-	
Erie County	88	40.0	73.50	-	-	-	1	12	22	6	13	2	17	-	3	12	-	-	-	-	-	
Niagara County	30	38.5	70.50	-	-	2	2	-	3	3	4	16	-	-	-	-	-	-	-	-	-	
Billers, machine (bookkeeping machine)	90	38.5	56.00	-	7	16	10	20	34	3	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	83	38.0	56.00	-	7	16	5	19	33	3	-	-	-	-	-	-	-	-	-	-	-	
Bookkeeping-machine operators, class A	156	39.0	71.00	-	-	-	2	18	49	8	17	18	22	16	3	-	3	-	-	-	-	
Manufacturing	64	40.0	81.00	-	-	-	-	-	-	-	11	17	16	16	3	-	1	-	-	-	-	
Erie County	55	40.0	81.00	-	-	-	-	-	-	-	9	13	16	15	1	-	1	-	-	-	-	
Nonmanufacturing	92	38.5	64.00	-	-	-	2	18	49	8	6	1	6	-	-	-	2	-	-	-	-	
Bookkeeping-machine operators, class B	516	38.0	53.00	-	62	224	75	34	29	68	4	4	8	5	1	2	-	-	-	-	-	
Manufacturing	100	39.5	64.50	-	6	3	6	16	21	29	4	4	7	1	1	2	-	-	-	-	-	
Erie County	77	39.5	67.50	-	-	-	2	12	17	28	3	4	7	1	1	2	-	-	-	-	-	
Nonmanufacturing	416	37.5	50.00	-	56	221	69	18	8	39	-	-	1	4	-	-	-	-	-	-	-	
Clerks, accounting, class A	319	39.0	80.00	-	-	-	3	13	21	35	41	34	61	20	35	30	15	3	6	-	2	
Manufacturing	195	39.0	82.50	-	-	-	-	10	11	11	25	23	26	15	33	26	8	3	2	-	2	
Erie County	161	39.0	82.50	-	-	-	-	8	5	9	22	21	21	15	23	25	8	3	1	-	-	
Niagara County	34	39.0	81.50	-	-	-	-	2	6	2	3	2	5	-	10	1	-	-	1	-	2	
Nonmanufacturing	124	38.5	77.00	-	-	-	3	3	10	24	16	11	35	5	2	4	7	-	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, Buffalo (Erie and Niagara Counties), N. Y., September 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)	\$ 35.00 and under	\$ 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	\$ 120.00 and over
				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	120.00	over
Women—Continued																					
Clerks, accounting, class B	701	39.0	\$ 63.50	-	23	73	103	118	88	106	48	44	41	21	21	13	-	1	-	-	1
Manufacturing	342	39.5	69.50	-	-	9	13	61	57	58	21	43	37	19	16	6	-	1	-	-	1
Erie County	251	39.5	68.00	-	-	8	11	51	49	43	9	31	23	9	13	2	-	1	-	-	1
Niagara County	91	39.5	73.50	-	-	1	2	10	8	15	12	12	14	10	3	4	-	-	-	-	-
Nonmanufacturing	359	38.0	57.50	-	23	64	90	57	31	48	27	1	4	2	5	7	-	-	-	-	-
Clerks, file, class A	96	39.0	66.00	-	7	10	16	6	17	3	9	2	5	4	16	1	-	-	-	-	-
Manufacturing	55	39.5	75.50	-	-	-	3	2	13	3	9	2	2	4	16	1	-	-	-	-	-
Niagara County	31	40.0	82.50	-	-	-	3	1	2	-	3	1	1	3	16	1	-	-	-	-	-
Clerks, file, class B	397	39.0	54.50	10	93	93	53	35	30	33	7	1	3	39	-	-	-	-	-	-	-
Manufacturing	161	39.5	67.50	-	-	13	9	26	30	33	7	1	3	39	-	-	-	-	-	-	-
Erie County	93	39.5	62.00	-	-	12	2	22	20	30	5	-	2	-	-	-	-	-	-	-	-
Niagara County	68	39.5	75.50	-	-	1	7	4	10	3	2	1	1	39	-	-	-	-	-	-	-
Nonmanufacturing	236	38.5	45.50	10	93	80	44	9	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, order	131	39.5	65.00	-	5	13	6	28	37	10	10	3	9	2	-	-	2	1	3	1	1
Manufacturing	104	39.5	67.00	-	-	9	6	27	21	10	10	3	9	1	-	-	2	1	3	1	1
Erie County	76	40.0	68.00	-	-	4	-	23	18	9	6	1	8	-	-	-	2	1	2	1	1
Niagara County	28	38.0	63.00	-	-	5	6	4	3	1	4	2	1	1	-	-	-	1	-	-	-
Clerks, payroll	471	39.0	71.50	-	3	2	49	54	81	57	71	42	16	14	20	36	5	12	6	1	2
Manufacturing	387	39.0	73.00	-	-	-	30	46	66	48	68	30	13	14	20	26	5	12	6	1	2
Erie County	300	39.0	72.50	-	-	-	27	38	54	35	52	18	10	8	10	23	4	12	6	1	2
Niagara County	87	39.5	73.50	-	-	-	3	8	12	13	16	12	3	6	10	3	1	-	-	-	-
Nonmanufacturing	84	38.5	66.50	-	3	2	19	8	15	9	3	12	3	-	-	10	-	-	-	-	-
Comptometer operators	450	39.5	66.50	2	9	25	44	66	74	67	48	35	41	11	23	5	-	-	-	-	-
Manufacturing	265	39.0	71.00	-	-	-	30	33	28	48	28	26	33	11	23	5	-	-	-	-	-
Erie County	252	39.0	71.00	-	-	-	30	32	27	48	23	24	30	11	22	5	-	-	-	-	-
Nonmanufacturing	185	39.5	60.00	2	9	25	14	33	46	19	20	9	8	-	-	-	-	-	-	-	-
Duplicating-machine operators (mimeo-graph or ditto)	53	39.5	61.00	-	1	10	9	7	10	5	6	1	1	2	-	1	-	-	-	-	-
Key-punch operators	380	39.5	67.50	-	4	30	29	40	50	69	50	46	23	22	12	2	1	2	-	-	-
Manufacturing	230	39.5	73.00	-	-	-	17	10	31	35	44	38	19	21	10	2	1	2	-	-	-
Erie County	176	39.5	73.50	-	-	-	12	6	24	26	32	31	18	15	7	2	1	2	-	-	-
Niagara County	54	39.5	70.50	-	-	-	5	4	7	9	12	7	1	6	3	-	-	-	-	-	-
Nonmanufacturing	150	39.0	59.50	-	4	30	12	30	19	34	6	8	4	1	2	-	-	-	-	-	-
Office girls	123	39.0	54.00	1	21	23	24	21	12	15	4	1	1	-	-	-	-	-	-	-	-
Manufacturing	81	39.5	56.50	-	5	16	15	17	10	13	4	-	1	-	-	-	-	-	-	-	-
Erie County	52	39.5	57.00	-	2	10	10	12	7	6	4	-	1	-	-	-	-	-	-	-	-
Niagara County	29	39.0	56.00	-	3	6	5	5	3	7	-	-	-	-	-	-	-	-	-	-	-
Secretaries	1,298	39.5	82.50	-	-	2	7	26	74	113	167	174	186	133	143	121	63	43	19	15	12
Manufacturing	866	39.5	85.00	-	-	-	2	7	34	46	111	125	123	85	107	109	45	30	16	14	12
Erie County	570	39.5	85.00	-	-	-	2	5	22	24	86	83	91	52	73	42	35	22	15	10	8
Niagara County	296	39.5	86.00	-	-	-	-	2	12	22	25	42	32	33	34	67	10	8	1	4	4
Nonmanufacturing	432	38.5	77.50	-	-	2	5	19	40	67	56	49	63	48	36	12	18	13	3	1	-
Public utilities*	107	39.0	88.00	-	-	-	-	-	6	6	-	7	21	19	25	4	3	13	2	1	-

See footnotes at end of table.

Table A-1. Office Occupations—Continued

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis,
by industry division, Buffalo (Erie and Niagara Counties), N. Y., September 1958)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF—																	
		Weekly hours ¹ (Standard)	Weekly earnings ² (Standard)	\$ 35.00 and under 40.00	\$ 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	\$ 120.00 and over
				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	120.00	
Women—Continued																					
Stenographers, general	1,468	39.0	72.00	-	3	30	141	147	163	225	141	163	131	121	136	38	12	10	7	-	-
Manufacturing	1,000	39.5	77.00	-	1	3	34	49	89	161	127	122	97	114	136	38	12	10	7	-	-
Erie County	678	39.5	75.00	-	-	-	27	45	69	125	106	94	74	43	33	35	12	8	7	-	-
Niagara County	322	40.0	81.00	-	1	3	7	4	20	36	21	28	23	71	103	3	-	2	-	-	-
Nonmanufacturing	468	38.0	62.00	-	2	27	107	98	74	64	14	41	34	7	-	-	-	-	-	-	-
Public utilities *	81	38.5	73.00	-	-	3	7	4	6	3	9	14	34	1	-	-	-	-	-	-	-
Stenographers, technical	123	40.0	78.50	-	-	-	1	2	11	10	20	23	17	21	18	-	-	-	-	-	-
Manufacturing	55	39.5	73.50	-	-	-	1	2	11	6	9	10	8	8	-	-	-	-	-	-	-
Niagara County	46	40.0	73.00	-	-	-	1	2	11	6	3	8	7	8	-	-	-	-	-	-	-
Switchboard operators	311	40.0	65.00	-	21	64	25	21	20	24	46	19	18	18	28	6	1	-	-	-	-
Manufacturing	129	39.5	77.50	-	-	5	-	9	10	17	14	14	11	18	25	5	1	-	-	-	-
Erie County	80	39.5	77.00	-	-	5	-	5	5	6	13	10	10	15	7	3	1	-	-	-	-
Niagara County	49	40.0	77.50	-	-	-	-	4	5	11	1	4	1	3	18	2	-	-	-	-	-
Nonmanufacturing	182	40.0	56.50	-	21	59	25	12	10	7	32	5	7	-	3	1	-	-	-	-	-
Public utilities *	46	39.5	70.50	-	-	-	6	-	2	2	23	5	7	-	-	1	-	-	-	-	-
Switchboard operator-receptionists	434	39.5	62.50	-	34	30	31	50	80	91	58	38	4	15	3	-	-	-	-	-	-
Manufacturing	264	39.0	66.50	-	10	8	16	17	43	70	45	36	4	14	1	-	-	-	-	-	-
Erie County	214	39.0	65.50	-	10	4	16	11	39	58	32	32	1	10	1	-	-	-	-	-	-
Niagara County	50	39.5	69.00	-	-	4	-	6	4	12	13	4	3	4	-	-	-	-	-	-	-
Nonmanufacturing	170	39.5	57.00	-	24	22	15	33	37	21	13	2	-	1	2	-	-	-	-	-	-
Tabulating-machine operators	114	40.0	81.00	-	-	-	6	4	5	14	14	7	13	5	31	6	-	7	2	-	-
Manufacturing	82	40.0	86.50	-	-	-	-	-	4	4	11	5	10	4	30	5	-	7	2	-	-
Erie County	47	40.0	85.00	-	-	-	-	-	2	4	8	4	8	3	9	3	-	4	2	-	-
Niagara County	35	40.0	88.00	-	-	-	-	-	2	-	3	1	2	1	21	2	-	3	-	-	-
Transcribing-machine operators, general	261	39.0	62.00	-	3	10	35	53	87	37	5	16	12	3	-	-	-	-	-	-	-
Manufacturing	162	39.0	63.50	-	3	-	19	33	44	37	2	12	11	1	-	-	-	-	-	-	-
Erie County	135	39.0	64.50	-	-	-	13	27	41	31	1	11	11	-	-	-	-	-	-	-	-
Niagara County	27	39.0	59.00	-	3	-	6	6	3	6	1	1	-	1	-	-	-	-	-	-	-
Nonmanufacturing	99	39.0	59.50	-	-	10	16	20	43	-	3	4	1	2	-	-	-	-	-	-	-
Typists, class A	414	39.0	69.50	-	11	38	27	19	53	47	68	46	19	70	9	4	3	-	-	-	-
Manufacturing	282	39.5	75.50	-	-	1	2	5	49	37	47	36	19	70	9	4	3	-	-	-	-
Erie County	167	39.5	74.50	-	-	1	2	5	31	22	31	27	19	13	9	4	3	-	-	-	-
Niagara County	115	39.5	77.50	-	-	-	-	-	18	15	16	9	-	57	-	-	-	-	-	-	-
Nonmanufacturing	132	38.0	57.00	-	11	37	25	14	4	10	21	10	-	-	-	-	-	-	-	-	-
Typists, class B	1,086	39.0	58.50	4	123	138	197	165	196	44	59	55	90	10	5	-	-	-	-	-	-
Manufacturing	620	39.5	64.00	-	15	42	81	113	143	26	51	52	90	2	5	-	-	-	-	-	-
Erie County	401	39.5	61.50	-	10	36	48	88	107	12	39	43	11	2	5	-	-	-	-	-	-
Niagara County	219	40.0	69.00	-	5	6	33	25	36	14	12	9	79	-	-	-	-	-	-	-	-
Nonmanufacturing	466	38.5	51.50	4	108	96	116	52	53	18	8	3	-	8	-	-	-	-	-	-	-
Public utilities *	108	39.5	59.00	-	3	7	37	20	15	7	8	3	-	8	-	-	-	-	-	-	-

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: 19 at \$120 to \$130; 30 at \$130 to \$140.³ Workers were distributed as follows: 12 at \$120 to \$130; 6 at \$130 to \$140.⁴ Workers were distributed as follows: 7 at \$120 to \$130; 14 at \$130 to \$140.⁵ Workers were distributed as follows: 2 at \$120 to \$130; 23 at \$130 to \$140.⁶ Workers were distributed as follows: 2 at \$120 to \$130; 10 at \$130 to \$140.

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

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, Buffalo (Erie and Niagara Counties), N. Y., September 1958)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF—																											
		Weekly hours (Standard)	Weekly earnings (Standard)	Under \$ 65.00	\$ 65.00 and under 70.00	70.00	75.00	80.00	85.00	90.00	95.00	100.00	105.00	110.00	115.00	120.00	125.00	130.00	135.00	140.00	145.00	150.00	155.00	160.00	165.00 and over						
Men																															
Draftsmen, leader	49	39.0	\$ 153.50	-	-	-	-	-	-	-	-	-	-	-	-	-	5	1	2	9	4	2	4	14	8						
Manufacturing	45	39.0	156.00	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	9	4	2	4	14	8						
Erie County	42	39.0	156.50	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	2	9	4	-	4	14	8						
Draftsmen, senior	616	39.0	119.00	-	1	-	1	1	10	31	36	82	75	44	64	38	66	43	31	32	24	14	5	2	16						
Manufacturing	520	39.5	120.00	-	1	-	-	-	9	22	35	68	47	35	47	35	63	39	30	29	24	13	5	2	16						
Erie County	404	39.0	122.00	-	-	-	-	-	9	16	28	48	40	23	35	26	28	36	30	27	22	13	5	2	16						
Niagara County	116	40.0	114.50	-	1	-	-	-	-	6	7	20	7	12	12	9	35	3	-	2	2	-	-	-	-						
Nonmanufacturing	96	38.5	111.50	-	-	-	1	1	1	9	1	14	28	9	17	3	3	4	1	3	-	1	-	-	-						
Draftsmen, junior	375	39.0	87.00	13	29	48	23	29	68	94	15	5	19	17	7	3	3	2	-	-	-	-	-	-	-						
Manufacturing	331	39.0	87.00	13	27	42	23	27	62	66	15	5	19	17	7	3	3	2	-	-	-	-	-	-	-						
Erie County	299	39.0	87.50	12	25	41	20	23	49	65	12	3	17	17	7	3	3	2	-	-	-	-	-	-	-						
Niagara County	32	40.0	86.00	1	2	1	3	4	13	1	3	2	2	-	-	-	-	-	-	-	-	-	-	-	-						
Women																															
Nurses, industrial (registered)	181	39.5	92.00	4	-	7	14	23	31	30	21	22	23	3	1	2	-	-	-	-	-	-	-	-	-						
Manufacturing	169	39.5	93.00	-	-	5	14	23	29	30	17	22	23	3	1	2	-	-	-	-	-	-	-	-	-						
Erie County	130	39.5	93.00	-	-	3	10	21	21	26	12	18	13	3	1	2	-	-	-	-	-	-	-	-	-						
Niagara County	39	39.5	93.50	-	-	2	4	2	8	4	5	4	10	-	-	-	-	-	-	-	-	-	-	-	-						

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.
² All workers were at \$175 to \$185.

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, Buffalo (Erie and Niagara Counties), N. Y., September 1958)

Occupation and industry division	Number of workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																	
			Under \$ 1.80	\$ 1.80 and under 1.90	1.90 2.00	2.00 2.10	2.10 2.20	2.20 2.30	2.30 2.40	2.40 2.50	2.50 2.60	2.60 2.70	2.70 2.80	2.80 2.90	2.90 3.00	3.00 3.10	3.10 3.20	3.20 3.30	3.30 3.40	3.40 and over
Carpenters, maintenance	481	2.70	15	6	-	10	10	29	13	33	35	14	140	90	20	28	-	20	-	18
Manufacturing	400	2.72	-	-	-	8	10	26	11	31	33	12	115	88	17	28	-	20	-	1
Erie County	335	2.72	-	-	-	8	10	25	11	29	23	9	75	79	17	28	-	20	-	1
Niagara County	65	2.70	-	-	-	-	-	1	-	2	10	3	40	9	-	-	-	-	-	-
Nonmanufacturing	81	2.61	² 15	6	-	2	-	3	2	2	2	2	25	2	3	-	-	-	-	³ 17
Electricians, maintenance	1,380	2.86	-	-	2	-	19	14	17	73	124	77	253	279	158	25	135	65	88	⁴ 51
Manufacturing	1,346	2.87	-	-	2	-	19	13	13	72	122	77	253	275	139	23	134	65	88	51
Erie County	995	2.92	-	-	2	-	13	13	9	55	45	47	146	218	94	23	134	57	88	51
Niagara County	351	2.72	-	-	-	-	6	-	4	17	77	30	107	57	45	-	8	-	-	-
Engineers, stationary	797	2.59	6	6	-	27	58	54	7	79	181	61	124	85	46	10	24	1	3	5
Manufacturing	663	2.64	-	-	-	15	58	16	3	68	180	38	123	73	46	10	24	1	3	5
Erie County	518	2.65	-	-	-	-	58	10	3	64	125	18	100	57	40	10	24	1	3	5
Niagara County	145	2.59	-	-	-	15	-	6	-	4	55	20	23	16	6	-	-	-	-	-
Nonmanufacturing	134	2.36	6	6	-	12	-	38	4	11	1	43	1	12	-	-	-	-	-	-
Firemen, stationary boiler	522	2.33	6	25	32	32	37	68	141	67	40	41	20	3	-	10	-	-	-	-
Manufacturing	484	2.34	6	20	32	31	26	49	139	67	40	41	20	3	-	10	-	-	-	-
Erie County	275	2.38	-	5	6	21	9	28	116	25	16	16	20	3	-	10	-	-	-	-
Niagara County	209	2.28	6	15	26	10	17	21	23	42	24	25	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-3. Maintenance and Powerplant Occupations—Continued

(Average straight-time hourly earnings for men in selected occupations studied on an area basis, by industry division, Buffalo (Erie and Niagara Counties), N. Y., September 1958)

Occupation and industry division	Number of workers	Average hourly earnings ¹	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																	
			Under \$1.80	\$1.80 and under 1.90	\$1.90 2.00	\$2.00 2.10	\$2.10 2.20	\$2.20 2.30	\$2.30 2.40	\$2.40 2.50	\$2.50 2.60	\$2.60 2.70	\$2.70 2.80	\$2.80 2.90	\$2.90 3.00	\$3.00 3.10	\$3.10 3.20	\$3.20 3.30	\$3.30 3.40	\$3.40 and over
Helpers, trades, maintenance -----	960	2.38	12	10	29	31	159	85	295	59	10	145	125	-	-	-	-	-	-	-
Manufacturing -----	906	2.40	10	4	27	30	123	82	291	59	10	145	125	-	-	-	-	-	-	-
Erie County -----	744	2.44	10	4	13	20	74	56	231	59	7	145	125	-	-	-	-	-	-	-
Niagara County -----	162	2.23	-	-	14	10	49	26	60	-	3	-	-	-	-	-	-	-	-	-
Nonmanufacturing -----	54	2.09	2	6	2	1	36	3	4	-	-	-	-	-	-	-	-	-	-	-
Public utilities * -----	35	2.11	-	-	2	1	32	-	-	-	-	-	-	-	-	-	-	-	-	-
Machine-tool operators, toolroom -----	688	2.70	-	-	-	-	-	5	21	38	128	185	31	197	57	26	-	-	-	-
Manufacturing -----	688	2.70	-	-	-	-	-	5	21	38	128	185	31	197	57	26	-	-	-	-
Erie County -----	624	2.71	-	-	-	-	-	5	18	38	97	178	27	186	57	18	-	-	-	-
Niagara County -----	64	2.66	-	-	-	-	-	-	3	-	31	7	4	11	-	8	-	-	-	-
Machinists, maintenance -----	985	2.82	-	-	-	-	20	-	10	68	103	58	164	261	42	97	65	97	-	-
Manufacturing -----	974	2.82	-	-	-	-	20	-	10	64	103	58	164	261	35	97	65	97	-	-
Erie County -----	775	2.82	-	-	-	-	20	-	10	64	72	43	72	254	19	93	65	63	-	-
Niagara County -----	199	2.81	-	-	-	-	-	-	-	-	31	15	92	7	16	4	-	34	-	-
Mechanics, automotive (maintenance) -----	531	2.51	-	3	-	-	15	17	128	124	86	42	75	38	3	-	-	-	-	-
Manufacturing -----	186	2.62	-	-	-	-	-	1	1	49	42	18	59	16	-	-	-	-	-	-
Erie County -----	147	2.60	-	-	-	-	-	1	1	49	39	8	38	11	-	-	-	-	-	-
Niagara County -----	39	2.69	-	-	-	-	-	-	-	-	3	10	21	5	-	-	-	-	-	-
Nonmanufacturing -----	345	2.45	-	3	-	-	15	16	127	75	44	24	16	22	3	-	-	-	-	-
Public utilities * -----	321	2.44	-	-	-	-	15	16	125	73	44	24	2	22	-	-	-	-	-	-
Mechanics, maintenance -----	1,273	2.77	-	-	-	20	20	44	31	134	149	137	161	180	108	27	74	181	7	-
Manufacturing -----	1,211	2.77	-	-	-	20	20	44	19	121	146	129	159	156	108	27	74	181	7	-
Erie County -----	884	2.82	-	-	-	-	8	44	13	114	50	64	121	99	82	27	74	181	7	-
Niagara County -----	327	2.64	-	-	-	20	12	-	6	7	96	65	38	57	26	-	-	-	-	-
Nonmanufacturing -----	62	2.63	-	-	-	-	-	-	12	13	3	8	2	24	-	-	-	-	-	-
Millwrights -----	1,052	2.77	-	-	-	-	-	17	23	26	158	215	261	159	66	28	15	-	84	-
Manufacturing -----	1,052	2.77	-	-	-	-	-	17	23	26	158	215	261	159	66	28	15	-	84	-
Erie County -----	673	2.62	-	-	-	-	-	15	21	14	45	138	180	87	46	28	15	-	84	-
Niagara County -----	379	2.68	-	-	-	-	-	2	2	12	113	77	81	72	20	-	-	-	-	-
Oilers -----	560	2.38	19	1	12	19	59	129	85	73	29	21	98	15	-	-	-	-	-	-
Manufacturing -----	541	2.40	13	1	12	17	48	129	85	73	29	21	98	15	-	-	-	-	-	-
Erie County -----	404	2.46	1	1	2	15	22	108	51	54	16	21	98	15	-	-	-	-	-	-
Niagara County -----	137	2.20	12	-	10	2	26	21	34	19	13	-	-	-	-	-	-	-	-	-
Painters, maintenance -----	351	2.57	12	7	5	-	8	11	21	56	34	70	57	59	4	1	-	-	6	-
Manufacturing -----	305	2.60	-	-	5	-	8	10	17	55	31	70	48	56	4	-	-	-	1	-
Erie County -----	155	2.57	-	-	5	-	8	10	12	24	9	21	48	13	4	-	-	-	1	-
Niagara County -----	150	2.63	-	-	-	-	-	-	5	31	22	49	-	43	-	-	-	-	-	-
Pipefitters, maintenance -----	826	2.69	-	-	-	9	12	8	6	87	142	56	270	208	2	18	8	-	-	-
Manufacturing -----	821	2.69	-	-	-	9	12	8	6	87	142	56	270	205	-	18	8	-	-	-
Erie County -----	474	2.71	-	-	-	4	12	8	4	77	23	22	156	142	-	18	8	-	-	-
Niagara County -----	347	2.66	-	-	-	5	-	-	2	10	119	34	114	63	-	-	-	-	-	-
Sheet-metal workers, maintenance -----	285	2.76	-	-	-	-	-	-	5	17	14	37	102	74	21	13	-	-	-	2
Manufacturing -----	281	2.77	-	-	-	-	-	-	2	16	14	37	102	74	21	13	-	-	-	2
Erie County -----	212	2.79	-	-	-	-	-	-	2	16	3	8	98	49	21	13	-	-	-	2
Niagara County -----	69	2.72	-	-	-	-	-	-	-	-	11	29	4	25	-	-	-	-	-	-
Tool and die makers -----	1,090	2.98	-	-	-	-	-	-	2	15	60	55	144	68	160	187	75	318	-	6
Manufacturing -----	1,090	2.98	-	-	-	-	-	-	2	15	60	55	144	68	160	187	75	318	-	6
Erie County -----	991	2.99	-	-	-	-	-	-	2	14	55	45	137	51	157	131	75	318	-	6
Niagara County -----	99	2.90	-	-	-	-	-	-	-	1	5	10	7	17	3	56	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Workers were distributed as follows: 9 at \$1.60 to \$1.70; 6 at \$1.70 to \$1.80.³ Workers were distributed as follows: 7 at \$3.50 to \$3.60; 10 at \$3.70 to \$3.80.⁴ 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, Buffalo (Erie and Niagara Counties), N. Y., September 1958)

Occupation ¹ and industry division	Number workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																				
			Under \$ 1.00	\$ 1.00 and under 1.10	\$ 1.10 1.20	\$ 1.20 1.30	\$ 1.30 1.40	\$ 1.40 1.50	\$ 1.50 1.60	\$ 1.60 1.70	\$ 1.70 1.80	\$ 1.80 1.90	\$ 1.90 2.00	\$ 2.00 2.10	\$ 2.10 2.20	\$ 2.20 2.30	\$ 2.30 2.40	\$ 2.40 2.50	\$ 2.50 2.60	\$ 2.60 2.70	\$ 2.70 2.80	\$ 2.80 2.90	\$ 2.90 3.00 and over
Elevator operators, passenger (women) -----	235	1.22	-	71	66	12	6	78	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing -----	222	1.21	-	71	66	10	2	71	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Guards -----	891	2.31	-	-	-	4	4	-	-	38	-	1	25	103	55	80	248	116	151	56	1	9	-
Manufacturing -----	849	2.32	-	-	-	2	-	-	-	36	-	1	25	94	55	55	248	116	151	56	1	9	-
Erie County -----	584	2.32	-	-	-	2	-	-	-	36	-	1	22	63	32	37	115	111	150	5	1	9	-
Niagara County -----	265	2.34	-	-	-	-	-	-	-	-	-	-	3	31	23	18	133	5	1	51	-	-	-
Janitors, porters, and cleaners (men) -----	2,214	1.91	20	89	42	48	65	78	62	82	139	192	159	377	449	257	149	6	-	-	-	-	-
Manufacturing -----	1,723	2.04	-	4	10	2	6	27	36	49	97	156	128	352	449	257	144	6	-	-	-	-	-
Erie County -----	1,293	2.03	-	4	10	2	3	24	34	47	88	114	68	290	261	205	143	-	-	-	-	-	-
Niagara County -----	430	2.07	-	-	-	-	3	3	2	2	9	42	60	62	188	52	1	6	-	-	-	-	-
Nonmanufacturing -----	491	1.44	20	85	32	46	59	51	26	33	42	36	31	25	-	5	-	-	-	-	-	-	-
Public utilities * -----	117	1.79	-	-	-	3	-	4	7	16	23	24	31	9	-	-	-	-	-	-	-	-	-
Janitors, porters, and cleaners (women) -----	1,129	1.41	36	139	185	124	82	248	32	72	36	15	36	73	35	16	-	-	-	-	-	-	-
Manufacturing -----	345	1.75	-	-	17	-	33	52	15	25	32	15	36	69	35	16	-	-	-	-	-	-	-
Erie County -----	270	1.74	-	-	17	-	27	52	10	23	8	9	19	61	31	13	-	-	-	-	-	-	-
Niagara County -----	75	1.81	-	-	-	-	6	-	5	2	24	6	17	8	4	3	-	-	-	-	-	-	-
Nonmanufacturing -----	784	1.26	36	139	168	124	49	196	17	47	4	-	-	4	-	-	-	-	-	-	-	-	-
Laborers, material handling -----	4,327	2.09	-	143	21	44	99	37	67	99	124	296	186	369	628	903	1022	217	28	11	24	9	-
Manufacturing -----	3,161	2.13	-	-	-	-	73	8	53	49	106	270	180	348	494	621	757	163	28	1	1	9	-
Erie County -----	2,612	2.15	-	-	-	-	43	8	35	49	85	233	142	316	307	487	741	131	24	1	1	9	-
Niagara County -----	549	2.07	-	-	-	-	30	-	18	-	21	37	38	32	187	134	16	32	4	-	-	-	-
Nonmanufacturing -----	1,166	1.97	-	143	21	44	26	29	14	50	18	26	6	21	134	282	265	54	-	10	23	-	-
Public utilities * -----	270	2.26	-	-	-	-	-	-	-	-	-	-	3	2	118	-	98	49	-	-	-	-	-
Order fillers -----	678	2.24	-	-	1	-	-	1	-	-	20	14	25	36	113	189	210	14	40	3	12	-	-
Manufacturing -----	274	2.17	-	-	-	-	-	-	-	-	20	14	17	33	97	18	29	3	40	3	-	-	-
Erie County -----	246	2.18	-	-	-	-	-	-	-	-	20	-	17	33	89	18	29	-	37	3	-	-	-
Niagara County -----	28	2.06	-	-	-	-	-	-	-	-	-	14	-	8	-	-	3	3	-	-	-	-	-
Nonmanufacturing -----	404	2.29	-	-	1	-	-	1	-	-	-	-	8	3	16	171	181	11	-	-	12	-	-
Packers, shipping (men) -----	701	2.19	-	-	7	8	1	12	1	14	22	31	29	81	195	88	30	28	103	10	9	-	32
Manufacturing -----	670	2.22	-	-	-	-	-	10	-	14	21	29	22	79	195	88	30	28	103	10	9	-	32
Erie County -----	588	2.21	-	-	-	-	-	10	-	14	21	19	22	73	180	82	29	27	73	-	6	-	32
Niagara County -----	82	2.33	-	-	-	-	-	-	-	-	-	10	-	6	15	6	1	30	10	3	-	-	-
Packers, shipping (women) -----	405	1.81	-	19	1	6	34	-	50	77	32	2	18	87	-	61	18	-	-	-	-	-	-
Manufacturing -----	303	1.90	-	10	-	4	34	-	-	37	32	2	18	87	-	61	18	-	-	-	-	-	-
Erie County -----	240	1.86	-	10	-	4	34	-	-	13	32	2	18	87	-	40	-	-	-	-	-	-	-
Nonmanufacturing -----	102	1.54	-	9	1	2	-	-	50	40	-	-	-	-	-	-	-	-	-	-	-	-	-
Receiving clerks -----	328	2.16	-	-	-	3	5	16	14	4	11	12	16	19	25	49	87	40	17	3	4	-	2
Manufacturing -----	177	2.25	-	-	-	-	-	-	7	2	8	5	10	12	22	26	30	31	14	3	4	-	2
Erie County -----	136	2.26	-	-	-	-	-	-	7	2	2	5	6	12	18	23	18	21	12	3	4	-	2
Niagara County -----	41	2.22	-	-	-	-	-	-	-	-	6	-	4	-	4	3	12	10	2	-	-	-	-
Nonmanufacturing -----	151	2.07	-	-	-	3	5	16	7	2	3	7	6	7	3	23	57	9	3	-	-	-	-
Shipping clerks -----	178	2.34	-	-	-	-	2	1	17	-	4	-	18	15	15	7	21	17	11	5	9	-	14
Manufacturing -----	162	2.38	-	-	-	-	-	-	17	-	1	-	15	11	15	6	21	17	11	5	7	-	14
Erie County -----	138	2.36	-	-	-	-	-	-	17	-	1	-	15	10	11	6	13	10	11	5	7	-	14
Shipping and receiving clerks -----	264	2.20	-	-	-	-	1	6	17	1	19	11	10	11	3	83	43	14	25	-	17	-	3
Manufacturing -----	148	2.28	-	-	-	-	-	-	-	-	8	-	8	-	-	74	42	2	11	-	-	-	3
Erie County -----	144	2.26	-	-	-	-	-	-	-	-	8	-	8	-	-	74	42	1	11	-	-	-	-
Nonmanufacturing -----	116	2.11	-	-	-	-	1	6	17	1	11	11	2	11	3	9	1	12	14	-	17	-	-

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, Buffalo (Erie and Niagara Counties), N. Y., September 1958)

Occupation ¹ and industry division	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																					
			Under \$ 1.00	\$ 1.00 and under 1.10	\$ 1.10 1.20	\$ 1.20 1.30	\$ 1.30 1.40	\$ 1.40 1.50	\$ 1.50 1.60	\$ 1.60 1.70	\$ 1.70 1.80	\$ 1.80 1.90	\$ 1.90 2.00	\$ 2.00 2.10	\$ 2.10 2.20	\$ 2.20 2.30	\$ 2.30 2.40	\$ 2.40 2.50	\$ 2.50 2.60	\$ 2.60 2.70	\$ 2.70 2.80	\$ 2.80 2.90	\$ 2.90 3.00 and over	
Truckdrivers ³ -----	2,451	2.40	-	-	-	-	6	2	16	87	23	4	4	15	137	427	291	725	386	107	113	63	45	-
Manufacturing -----	846	2.39	-	-	-	-	-	-	4	20	10	2	3	14	78	140	93	251	103	30	3	-	-	-
Erie County -----	706	2.40	-	-	-	-	-	-	1	20	4	1	2	14	74	122	70	44	218	103	30	3	-	-
Niagara County -----	140	2.35	-	-	-	-	-	-	3	-	6	1	1	-	4	18	23	51	33	-	-	-	-	-
Nonmanufacturing -----	1,605	2.41	-	-	-	-	6	2	12	67	13	2	1	1	59	287	198	630	135	4	83	60	45	-
Public utilities * -----	930	2.43	-	-	-	-	-	-	-	-	-	-	-	17	197	6	630	80	-	-	-	-	-	-
Truckdrivers, light (under 1½ tons) -----	413	2.20	-	-	-	-	-	-	15	9	17	4	-	8	29	266	12	26	27	-	-	-	-	-
Manufacturing -----	177	2.25	-	-	-	-	-	-	4	9	4	2	-	7	2	92	12	21	24	-	-	-	-	-
Erie County -----	160	2.26	-	-	-	-	-	-	1	9	4	1	-	7	2	91	2	19	24	-	-	-	-	-
Truckdrivers, medium (1½ to and including 4 tons) -----	549	2.24	-	-	-	-	6	2	1	78	-	-	3	7	86	118	40	169	24	1	1	1	12	-
Manufacturing -----	167	2.25	-	-	-	-	-	-	-	11	-	-	2	7	57	6	36	31	14	1	1	1	-	-
Erie County -----	133	2.23	-	-	-	-	-	-	-	11	-	-	2	7	53	3	28	12	14	1	1	1	-	-
Niagara County -----	34	2.36	-	-	-	-	-	-	-	-	-	-	-	-	4	3	8	19	-	-	-	-	-	
Nonmanufacturing -----	382	2.23	-	-	-	-	6	2	1	67	-	-	1	-	29	112	4	138	10	-	-	-	12	-
Public utilities * -----	176	2.42	-	-	-	-	-	-	-	-	-	-	-	-	16	22	-	138	-	-	-	-	-	-
Truckdrivers, heavy (over 4 tons, trailer type) -----	754	2.55	-	-	-	-	-	-	-	-	-	-	-	-	-	-	36	422	163	-	40	60	33	-
Nonmanufacturing -----	585	2.55	-	-	-	-	-	-	-	-	-	-	-	-	-	-	26	419	8	-	39	60	33	-
Public utilities * -----	425	2.47	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	419	-	-	-	-	-	-
Truckdrivers, heavy (over 4 tons, other than trailer type) -----	579	2.48	-	-	-	-	-	-	-	-	-	-	-	22	19	196	85	125	102	28	2	-	-	-
Manufacturing -----	243	2.51	-	-	-	-	-	-	-	-	-	-	-	19	18	28	17	29	102	28	2	-	-	-
Erie County -----	223	2.51	-	-	-	-	-	-	-	-	-	-	-	19	17	25	5	25	102	28	2	-	-	-
Nonmanufacturing -----	336	2.46	-	-	-	-	-	-	-	-	-	-	-	3	1	168	68	96	-	-	-	-	-	-
Public utilities * -----	149	2.53	-	-	-	-	-	-	-	-	-	-	-	-	1	-	68	80	-	-	-	-	-	-
Truckers, power (forklift) -----	1,487	2.31	-	-	-	-	6	9	-	11	10	77	99	112	399	189	379	100	44	12	26	-	14	-
Manufacturing -----	1,297	2.30	-	-	-	-	6	9	-	11	10	77	95	85	349	168	313	80	42	12	26	-	14	-
Erie County -----	977	2.35	-	-	-	-	-	-	-	8	9	13	68	74	309	58	286	58	42	12	26	-	14	-
Niagara County -----	320	2.18	-	-	-	-	6	9	-	3	1	64	27	11	40	110	27	22	-	-	-	-	-	-
Nonmanufacturing -----	190	2.34	-	-	-	-	-	-	-	-	-	-	4	27	50	21	66	20	2	-	-	-	-	-
Public utilities * -----	86	2.36	-	-	-	-	-	-	-	-	-	-	-	24	-	-	62	-	-	-	-	-	-	-
Truckers, power (other than forklift) -----	499	2.30	-	-	-	-	-	-	10	3	1	58	73	80	39	120	8	21	16	-	52	4	14	-
Manufacturing -----	490	2.30	-	-	-	-	-	-	10	3	1	58	73	80	39	120	8	12	16	-	52	4	14	-
Erie County -----	366	2.31	-	-	-	-	-	-	10	3	1	58	65	41	31	58	1	12	16	-	52	4	14	-
Niagara County -----	124	2.25	-	-	-	-	-	-	-	-	-	-	8	39	8	62	7	-	-	-	-	-	-	-
Watchmen -----	459	1.71	-	24	26	54	40	15	7	29	42	39	8	105	33	29	8	-	-	-	-	-	-	-
Manufacturing -----	340	1.82	-	9	20	21	25	4	5	10	42	30	2	103	32	29	8	-	-	-	-	-	-	-
Erie County -----	214	1.73	-	9	20	21	13	4	5	-	32	18	2	57	28	2	3	-	-	-	-	-	-	-
Niagara County -----	126	1.96	-	-	-	-	12	-	-	10	10	12	-	46	4	27	5	-	-	-	-	-	-	-
Nonmanufacturing -----	119	1.40	-	15	6	33	15	11	2	19	-	9	6	2	1	-	-	-	-	-	-	-	-	-
Public utilities * -----	32	1.57	-	-	-	12	-	6	-	-	-	7	5	2	-	-	-	-	-	-	-	-	-	-

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

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

B: Establishment Practices and Supplementary Wage Provisions

Table B-1. Shift 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, Buffalo (Erie and Niagara Counties), N. Y., September 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	90.0	87.5	19.2	6.9
With shift pay differential	90.0	87.4	19.2	6.9
Uniform cents (per hour)	57.3	52.6	11.2	4.8
4 cents	1.1	-	.3	-
5 cents	4.8	.4	.7	(²)
6 or 6½ cents	3.4	-	.4	-
7 or 7½ cents	2.2	1.1	.4	.1
8 cents	19.5	1.9	4.5	.2
9 or 9½ cents	4.7	7.6	.8	.6
10 cents	10.5	11.9	1.0	.5
11 cents3	-	-	-
12 cents	2.2	20.2	.4	3.0
Over 12 and under 15 cents	2.4	2.4	.9	(²)
15 cents	4.6	4.0	1.7	.2
Over 15 cents	1.6	3.1	.1	.2
Uniform percentage	25.0	23.7	6.7	.9
3 percent4	-	.1	-
5 percent	14.7	-	5.0	-
7 percent	1.1	-	.2	-
7½ percent	-	4.6	-	.3
9 percent	-	.6	-	(²)
10 percent	8.8	18.0	1.4	.6
12 percent	-	.5	-	-
Other ³	7.7	11.1	1.3	1.2
No shift pay differential	-	.1	-	(²)

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.

³ Includes differentials varying according to occupation or according to degree of shift rotation, combination of a cents differential plus a paid lunch period, and other provisions.

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, Buffalo (Erie and Niagara Counties), N. Y., September 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	37½	40		All schedules	40	All schedules	37½	40
Establishments studied -----	204	112	xxx	92	xxx	xxx	204	112	xxx	92	xxx	xxx
Establishments having a specified minimum -----	97	62	49	35	14	17	106	61	49	45	16	22
\$37.50 and under \$40.00 -----	3	-	-	3	3	-	6	-	-	6	6	-
\$40.00 and under \$42.50 -----	11	4	4	7	3	1	16	5	5	11	3	4
\$42.50 and under \$45.00 -----	5	2	1	3	1	2	5	3	1	2	-	2
\$45.00 and under \$47.50 -----	12	7	3	5	2	3	13	8	3	5	2	3
\$47.50 and under \$50.00 -----	6	6	4	-	-	-	9	5	5	4	2	-
\$50.00 and under \$52.50 -----	18	8	7	10	3	6	19	11	10	8	2	5
\$52.50 and under \$55.00 -----	4	4	2	-	-	-	5	4	2	1	1	-
\$55.00 and under \$57.50 -----	8	6	6	2	-	2	4	2	2	2	-	2
\$57.50 and under \$60.00 -----	8	6	5	2	1	1	6	5	5	1	-	1
\$60.00 and under \$62.50 -----	9	9	8	-	-	-	11	9	8	2	-	2
\$62.50 and under \$65.00 -----	5	4	3	1	-	1	4	3	2	1	-	1
\$65.00 and under \$67.50 -----	2	1	1	1	1	-	2	1	1	1	-	1
\$67.50 and under \$70.00 -----	2	2	2	-	-	-	2	2	2	-	-	-
\$70.00 and under \$72.50 -----	1	-	-	1	-	1	1	-	-	1	-	1
\$72.50 and under \$75.00 -----	1	1	1	-	-	-	1	1	1	-	-	-
\$75.00 and over -----	2	2	2	-	-	-	2	2	2	-	-	-
Establishments having no specified minimum -----	35	24	xxx	11	xxx	xxx	40	26	xxx	14	xxx	xxx
Establishments which did not employ workers in this category -----	71	25	xxx	46	xxx	xxx	57	24	xxx	33	xxx	xxx
Data not available -----	1	1	xxx	-	xxx	xxx	1	1	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, Buffalo (Erie and Niagara Counties), N. Y., September 1958)

Weekly hours	OFFICE WORKERS			PLANT WORKERS		
	All industries ¹	Manufacturing	Public utilities*	All industries ²	Manufacturing	Public utilities*
All workers	100	100	100	100	100	100
Under 37½ hours	5	2	1	1	2	-
37½ hours	29	11	60	8	3	-
Over 37½ and under 40 hours	3	5	-	1	(³)	-
40 hours	62	82	39	85	92	98
Over 40 and under 45 hours	-	-	-	3	2	-
45 hours and over	(³)	(³)	(³)	2	1	2

¹ Includes data for wholesale trade; retail trade; finance, insurance, and real estate; and services in addition to those industry divisions shown separately.² Includes data for wholesale trade, retail trade, 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.

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, Buffalo (Erie and Niagara Counties), N. Y., September 1958)

Item	OFFICE WORKERS			PLANT WORKERS		
	All industries ¹	Manufacturing	Public utilities*	All industries ²	Manufacturing	Public utilities*
All workers	100	100	100	100	100	100
Workers in establishments providing paid holidays	99	100	100	97	98	100
Workers in establishments providing no paid holidays	(³)	-	-	3	2	-
Number of days						
Less than 6 holidays	(³)	(³)	1	1	1	1
6 holidays	23	14	17	25	10	20
6 holidays plus 1 half day	2	2	-	(³)	-	-
6 holidays plus 2 half days	8	14	-	11	15	-
6 holidays plus 3 half days	(³)	-	2	(³)	1	-
6 holidays plus 4 half days	-	-	-	(³)	-	(³)
7 holidays	21	34	2	29	38	19
7 holidays plus 1 half day	1	2	-	2	2	-
7 holidays plus 2 half days	8	14	-	9	12	-
7 holidays plus 6 half days	1	1	-	-	-	-
8 holidays	8	13	-	14	17	14
8 holidays plus 1 half day	3	-	-	(³)	-	-
8 holidays plus 2 half days	3	5	-	1	2	-
8 holidays plus 4 half days	(³)	1	-	-	-	-
9 holidays	3	-	31	1	-	15
10 holidays	1	(³)	2	1	1	3
11 holidays	16	-	45	2	-	28
12 holidays	1	-	-	-	-	-
Total holiday time ⁴						
12 days	1	-	-	-	-	-
11 or more days	17	-	45	2	-	28
10 or more days	19	2	47	3	1	32
9 or more days	25	7	79	5	2	47
8 1/2 or more days	28	7	79	5	2	47
8 or more days	44	33	79	28	31	61
7 1/2 or more days	45	35	80	30	34	61
7 or more days	75	83	83	71	87	80
6 1/2 or more days	76	86	83	71	87	80
6 or more days	99	100	99	96	97	99
5 or more days	99	100	99	96	97	99
2 or more days	99	100	100	97	98	100

¹ Includes data for wholesale trade; retail trade; finance, insurance, and real estate; and services in addition to those industry divisions shown separately.

² Includes data for wholesale trade, retail trade, 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.

Table B-5. Paid Vacations

(Percent distribution of office and plant workers in all industries and in industry divisions by vacation pay provisions, Buffalo (Erie and Niagara Counties), N. Y., September 1958)

Vacation policy	OFFICE WORKERS			PLANT WORKERS		
	All industries ¹	Manufacturing	Public utilities*	All industries ²	Manufacturing	Public utilities*
All workers	100	100	100	100	100	100
Method of payment						
Workers in establishments providing paid vacations	100	100	100	100	100	100
Length-of-time payment	99	98	100	89	86	99
Percentage payment	1	1	-	8	11	1
Flat-sum payment	-	-	-	1	-	-
Other	(³)	1	-	2	3	-
Workers in establishments providing no paid vacations	-	-	-	-	-	-
Amount of vacation pay⁴						
After 6 months of service						
Under 1 week	6	6	-	16	17	1
1 week	65	68	55	12	6	36
Over 1 and under 2 weeks	6	2	17	2	1	15
2 weeks	(³)	(³)	-	-	-	-
After 1 year of service						
Under 1 week	-	-	-	(³)	-	-
1 week	19	16	28	78	86	48
Over 1 and under 2 weeks	1	-	1	4	2	4
2 weeks	80	84	71	17	12	48
Over 2 and under 3 weeks	(³)	-	-	-	-	-
After 2 years of service						
Under 1 week	-	-	-	(³)	-	-
1 week	10	9	4	54	61	31
Over 1 and under 2 weeks	(³)	-	3	10	11	16
2 weeks	87	91	93	32	28	53
Over 2 and under 3 weeks	2	-	-	2	-	-
3 weeks	1	-	-	1	-	-
After 3 years of service						
Under 1 week	-	-	-	(³)	-	-
1 week	2	4	1	10	12	2
Over 1 and under 2 weeks	1	1	-	28	39	-
2 weeks	93	95	99	57	49	96
Over 2 and under 3 weeks	2	-	-	2	-	2
3 weeks	2	-	-	3	1	-

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, Buffalo (Erie and Niagara Counties), N. Y., September 1958)

Vacation policy	OFFICE WORKERS			PLANT WORKERS		
	All industries ¹	Manufacturing	Public utilities*	All industries ²	Manufacturing	Public utilities*
Amount of vacation pay ⁴—Continued						
<u>After 5 years of service</u>						
1 week -----	(³)	(³)	-	(³)	(³)	-
2 weeks -----	90	94	94	89	95	93
Over 2 and under 3 weeks -----	3	1	-	2	2	2
3 weeks -----	7	5	6	8	2	4
<u>After 10 years of service</u>						
1 week -----	(³)	(³)	-	(³)	(³)	-
2 weeks -----	42	39	74	34	31	57
Over 2 and under 3 weeks -----	12	16	-	29	39	2
3 weeks -----	46	45	26	37	30	40
<u>After 15 years of service</u>						
1 week -----	(³)	(³)	-	(³)	(³)	-
2 weeks -----	9	6	9	11	6	(³)
Over 2 and under 3 weeks -----	(³)	-	-	1	1	2
3 weeks -----	89	90	91	83	86	97
Over 3 and under 4 weeks -----	1	2	-	3	4	-
4 weeks -----	1	2	-	2	3	-
<u>After 20 years of service</u>						
1 week -----	(³)	(³)	-	(³)	(³)	-
2 weeks -----	8	5	9	10	6	(³)
Over 2 and under 3 weeks -----	(³)	-	-	1	2	-
3 weeks -----	82	86	85	76	78	95
Over 3 and under 4 weeks -----	1	2	-	3	4	2
4 weeks -----	9	7	6	9	11	2
<u>After 25 years of service</u>						
1 week -----	(³)	(³)	-	(³)	(³)	-
2 weeks -----	7	5	9	10	6	(³)
Over 2 and under 3 weeks -----	(³)	-	-	1	1	-
3 weeks -----	46	44	50	45	41	51
Over 3 and under 4 weeks -----	7	12	-	13	18	2
4 weeks -----	40	39	41	31	34	46

¹ Includes data for wholesale trade; retail trade; finance, insurance, and real estate; and services in addition to those industry divisions shown separately.

² Includes data for wholesale trade, retail trade, 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.

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, Buffalo (Erie and Niagara Counties) N. Y., September 1958)

Type of benefit	OFFICE WORKERS			PLANT WORKERS		
	All industries ¹	Manufacturing	Public utilities*	All industries ²	Manufacturing	Public utilities*
All workers _____	100	100	100	100	100	100
Workers in establishments providing:						
Life insurance _____	95	98	98	92	96	98
Accidental death and dismemberment insurance _____	45	55	61	43	48	63
Sickness and accident insurance or sick leave or both ³ _____	91	93	94	83	87	93
Sickness and accident insurance _____	50	67	7	69	82	30
Sick leave (full pay and no waiting period) _____	73	66	92	14	7	38
Sick leave (partial pay or waiting period) _____	4	6	1	8	8	29
Hospitalization insurance _____	85	94	53	88	96	71
Surgical insurance _____	82	92	52	87	95	71
Medical insurance _____	61	64	46	51	53	48
Catastrophe insurance _____	16	15	19	7	5	33
Retirement pension _____	81	81	89	77	81	89
No health, insurance, or pension plan _____	1	1	(⁴)	3	1	-

¹ Includes data for wholesale trade; retail trade; finance, insurance, and real estate; and services in addition to those industry divisions shown separately.² Includes data for wholesale trade, retail trade, 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 below. Sick-leave plans are limited to those which definitely establish at least the minimum number of days' pay that can be expected by each employee. Informal sick-leave allowances determined on an individual basis are excluded. Excludes sickness and accident or combination plans which meet only the minimum requirements of the State law as to benefits or employer contributions. In some instances, the proportions of workers covered by 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.

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:

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

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

BOOKKEEPING-MACHINE OPERATOR

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

BOOKKEEPING-MACHINE OPERATOR—Continued

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

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

CLERK, ACCOUNTING

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

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

CLERK, FILE

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

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

CLERK, ORDER

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

CLERK, PAYROLL

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

COMPTOMETER OPERATOR

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

DUPLICATING-MACHINE OPERATOR (MIMEOGRAPH OR DITTO)

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

KEY-PUNCH OPERATOR

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

OFFICE BOY OR GIRL

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

SECRETARY

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

STENOGRAPHER, GENERAL

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

STENOGRAPHER, TECHNICAL

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

SWITCHBOARD OPERATOR

Operates a single- or multiple-position telephone switchboard. Duties involve handling incoming, outgoing, and intrapant 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; shelver; trucker; stockman or stock helper; warehouseman or warehouse helper)

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

ORDER FILLER

(Order picker; stock selector; warehouse stockman)

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

PACKER, SHIPPING

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

SHIPPING AND RECEIVING CLERK

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

SHIPPING AND RECEIVING CLERK—Continued

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

For wage study purposes, workers are classified as follows:

Receiving clerk
Shipping clerk
Shipping and receiving clerk

TRUCKDRIVER

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

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

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

TRUCKER, POWER

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

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

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

WATCHMAN

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

Occupational Wage Surveys

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

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

A bulletin for the labor market listed below is now available.

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



