

# Occupational Wage Survey

**DALLAS, TEXAS**

**OCTOBER 1958**

**Bulletin No. 1240-5**

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

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



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## Preface

### The Community Wage Survey Program

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

This report was prepared in the Bureau's regional office in Atlanta, Ga., by Bernard J. Fahres under the direction of Louis B. Woytych, Regional Wage and Industrial Relations Analyst.

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\* NOTE: Similar tabulations for most of these items are available in the Dallas area reports for June 1951, August 1952, September 1953, September 1954, and October in 1955, 1956, and 1957. The latter report was limited to occupational earnings. The 1953 report also provides tabulations of wage structure characteristics, labor-management agreements, and overtime pay provisions. 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 Dallas area (April 1958). A similar report for machinery industries will be available early in 1959. Union scales, indicative of prevailing pay levels, are available for the following trades or industries: Building construction, printing, local-transit operating employees, and motortruck drivers and helpers.



# Occupational Wage Survey—Dallas, Tex.

## Introduction

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

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

### Occupations and Earnings

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

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

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

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

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

### Establishment Practices and Supplementary Wage Provisions

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

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

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<sup>3</sup> An establishment was considered as having a policy if it met either of the following conditions: (1) Operated late shifts at the time of the survey, or (2) had formal provisions covering late shifts.

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

Minimum entrance rates (table B-2) relate only to the establishments visited. They are presented on an establishment, rather than on an employment basis. Paid holidays; paid vacations; and health, insurance, and pension plans are treated statistically on the basis that these are applicable to all plant or office workers if a majority of such workers are eligible or may eventually qualify for the practices listed. Scheduled hours are treated statistically on the basis that these are applicable to all plant or office workers if a majority are covered.<sup>4</sup> Because of rounding, sums of individual items in these tabulations do not necessarily equal totals.

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

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

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

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

Table 1. Establishments and workers within scope of survey and number studied in Dallas, Tex.,<sup>1</sup> by major industry division,<sup>2</sup> October 1958

Industry division	Minimum employment in establishments in scope of study	Number of establishments		Workers in establishments			
		Within scope of study <sup>3</sup>	Studied	Within scope of study			Studied
				Total <sup>4</sup>	Office	Plant	
All divisions	51	808	181	163,500	36,000	96,500	93,770
Manufacturing	51	263	57	73,500	9,200	50,400	44,480
Nonmanufacturing	51	545	124	90,000	26,800	46,100	49,290
Transportation (excluding railroads), communication, and other public utilities <sup>5</sup>	51	59	25	21,600	5,700	11,000	17,210
Wholesale trade	51	147	19	13,600	( <sup>6</sup> )	( <sup>6</sup> )	2,860
Retail trade	51	141	34	27,300	3,300	21,100	17,360
Finance, insurance, and real estate	51	122	28	18,200	12,600	7,700	8,310
Services <sup>6</sup>	51	76	18	9,300	( <sup>6</sup> )	( <sup>6</sup> )	3,550

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

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

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

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

<sup>5</sup> Also excludes taxicabs, and services incidental to water transportation.

<sup>6</sup> 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.

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

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

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

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

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

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

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

## Wage Trends for Selected Occupational Groups

The table below presents 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 Dallas, Tex., October 1958 and October 1957, and percent of change for selected periods

Industry and occupational group	Indexes (August 1952=100)		Percent change <sup>1</sup> from—						
	October 1958	October 1957	October 1957	October 1956	October 1955	September 1954	September 1953	August 1952	June 1951
			to October 1958	to October 1957	to October 1956	to October 1955	to September 1954	to September 1953	to September 1953
All industries:									
Office clerical (women) .....	131.6	127.3	3.4	4.3	5.8	4.0	5.0	5.6	6.1
Industrial nurses (women) .....	127.3	122.7	3.7	4.5	6.9	2.8	7.6	-1.8	9.1
Skilled maintenance (men) .....	131.8	124.2	6.1	4.4	3.4	4.6	3.8	5.9	10.0
Unskilled plant (men) .....	130.6	123.5	5.7	5.9	4.0	4.7	3.3	3.6	7.7
Manufacturing:									
Office clerical (women) .....	127.5	124.4	2.5	4.6	5.5	3.9	5.0	3.3	8.7
Industrial nurses (women) .....	125.9	122.2	3.0	5.1	7.5	1.4	9.9	-3.0	11.6
Skilled maintenance (men) .....	129.5	124.5	4.0	4.4	4.2	3.5	3.5	7.0	5.9
Unskilled plant (men) .....	130.5	126.9	2.8	4.4	5.7	1.1	4.0	9.5	6.5

<sup>1</sup> Unless otherwise indicated, all are increases.

# A: Occupational Earnings

## Table A-1: Office Occupations

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

Sex, occupation, and industry division	Number of workers	Average		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF—																	
		Weekly hours (Standard)	Weekly earnings (Standard)	\$ 30.00 and under	\$ 35.00	\$ 40.00	\$ 45.00	\$ 50.00	\$ 55.00	\$ 60.00	\$ 65.00	\$ 70.00	\$ 75.00	\$ 80.00	\$ 85.00	\$ 90.00	\$ 95.00	\$ 100.00	\$ 105.00	\$ 110.00	\$ 15.00 and over
				35.00	40.00	45.00	50.00	55.00	60.00	65.00	70.00	75.00	80.00	85.00	90.00	95.00	100.00	105.00	110.00	115.00	
<b>Men</b>																					
Clerks, accounting, class A	590	40.0	96.00	-	-	-	-	-	2	7	13	25	68	47	40	61	74	77	61	34	79
Manufacturing	140	40.0	108.50	-	-	-	-	-	2	9	2	5	3	2	8	11	16	13	8	16	56
Nonmanufacturing	450	40.0	92.00	-	-	-	-	-	-	11	20	65	45	32	50	58	64	53	18	23	
Public utilities*	176	40.0	90.00	-	-	-	-	-	3	4	12	30	17	12	30	24	17	14	8	5	
Retail trade	33	42.5	92.50	-	-	-	-	-	-	-	-	2	11	3	-	1	16	-	-	-	
Finance†	88	39.0	88.00	-	-	-	-	-	1	3	8	25	6	7	4	22	-	2	-	10	
Clerks, accounting, class B	364	40.0	77.00	-	-	-	3	11	15	51	37	29	40	72	69	17	3	9	2	2	4
Manufacturing	152	39.5	80.50	-	-	-	1	9	2	11	8	5	18	16	62	11	2	1	-	2	4
Nonmanufacturing	212	40.0	74.00	-	-	-	2	2	13	40	29	24	22	56	7	6	1	8	2	-	-
Public utilities*	95	40.0	75.50	-	-	-	-	1	5	12	22	14	10	12	5	5	-	7	2	-	-
Finance†	51	39.5	66.50	-	-	-	2	1	-	28	6	6	1	5	2	-	-	-	-	-	-
Clerks, order	343	40.5	74.50	-	-	-	7	4	13	74	69	29	14	69	15	14	13	16	2	-	4
Manufacturing	285	40.5	74.50	-	-	-	7	1	7	61	61	25	14	53	13	14	13	10	2	-	4
Retail trade	49	42.5	88.00	-	-	-	-	1	-	1	6	4	-	4	2	11	11	9	-	-	-
Clerks, payroll	65	39.5	80.50	-	-	-	-	6	-	1	-	13	19	-	10	6	3	1	2	-	4
Manufacturing	29	39.5	82.50	-	-	-	-	-	-	-	-	10	6	-	8	1	2	1	-	-	1
Nonmanufacturing	36	40.0	79.00	-	-	-	-	6	-	1	-	3	13	-	2	5	1	-	2	-	3
Office boys	276	39.5	49.00	3	3	96	73	44	26	9	9	12	1	-	-	-	-	-	-	-	-
Manufacturing	54	40.0	53.00	-	-	13	9	16	2	5	1	8	-	-	-	16	-	-	-	-	-
Nonmanufacturing	222	39.0	48.00	3	3	83	64	28	24	4	8	4	1	-	-	-	-	-	-	-	-
Public utilities*	32	40.0	50.00	1	-	11	7	8	1	2	-	1	1	-	-	-	-	-	-	-	-
Finance†	158	38.5	47.00	-	-	66	50	16	21	-	5	-	-	-	-	-	-	-	-	-	-
Tabulating-machine operators	329	40.0	76.50	-	-	-	1	9	18	39	46	36	45	49	23	38	11	5	3	-	6
Manufacturing	104	40.0	88.00	-	-	-	-	-	-	1	3	7	15	19	14	27	6	4	2	-	6
Nonmanufacturing	225	39.5	71.50	-	-	-	1	9	18	38	43	29	30	30	9	11	5	1	1	-	-
Public utilities*	58	39.5	76.50	-	-	-	-	-	6	5	6	7	8	12	7	7	-	-	-	-	-
Finance†	136	39.5	69.50	-	-	-	1	9	12	20	36	14	22	13	1	3	4	1	-	-	-
<b>Women</b>																					
Billers, machine (billing machine)	148	40.0	61.50	-	-	9	41	6	8	33	11	16	14	2	-	4	-	-	4	-	-
Manufacturing	44	39.0	67.50	-	-	-	7	-	-	11	-	12	14	-	-	-	-	-	-	-	-
Nonmanufacturing	104	40.5	59.00	-	-	9	34	6	8	22	11	4	-	2	-	4	-	-	4	-	-
Billers, machine (bookkeeping machine)	98	41.5	55.00	-	-	2	20	23	21	28	1	1	-	-	1	1	-	-	-	-	-
Manufacturing	87	41.5	53.50	-	-	2	20	23	19	22	1	-	-	-	-	-	-	-	-	-	-
Retail trade	33	40.0	51.00	-	-	2	10	14	2	5	-	-	-	-	-	-	-	-	-	-	-
Bookkeeping-machine operators, class A	246	40.0	68.50	-	-	-	2	5	43	79	30	11	28	24	8	14	2	-	-	-	-
Manufacturing	53	40.0	72.00	-	-	-	-	-	10	5	15	2	3	13	4	1	-	-	-	-	-
Nonmanufacturing	193	39.5	67.50	-	-	-	2	5	33	74	15	9	25	11	4	13	2	-	-	-	-
Finance†	59	38.5	69.50	-	-	-	2	4	11	17	3	1	2	10	-	9	-	-	-	-	-
Bookkeeping-machine operators, class B	472	40.0	57.00	-	-	26	115	126	64	31	27	49	26	3	5	-	-	-	-	-	-
Manufacturing	103	39.5	61.50	-	-	2	6	34	13	9	11	19	4	3	2	-	-	-	-	-	-
Nonmanufacturing	369	40.0	55.50	-	-	24	109	92	51	22	16	30	22	-	3	-	-	-	-	-	-
Retail trade	33	41.0	58.00	-	-	2	2	2	17	2	8	-	-	-	-	-	-	-	-	-	-
Finance†	280	39.5	52.50	-	-	22	103	90	33	14	-	-	18	-	-	-	-	-	-	-	-

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, Dallas, Tex., October 1958)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF—																	
		Weekly hours (Standard)	Weekly earnings (Standard)	\$ 30.00 and under	\$ 35.00	\$ 40.00	\$ 45.00	\$ 50.00	\$ 55.00	\$ 60.00	\$ 65.00	\$ 70.00	\$ 75.00	\$ 80.00	\$ 85.00	\$ 90.00	\$ 95.00	\$ 100.00	\$ 105.00	\$ 110.00	\$ 115.00 and over
				35.00	40.00	45.00	50.00	55.00	60.00	65.00	70.00	75.00	80.00	85.00	90.00	95.00	100.00	105.00	110.00	115.00	over
<b>Women—Continued</b>																					
Clerks, accounting, class A	640	39.5	75.00	-	-	-	-	50	82	24	109	76	52	78	37	90	36	-	3	1	2
Manufacturing	158	39.5	80.00	-	-	-	-	1	4	2	39	15	22	24	15	19	11	-	3	1	2
Nonmanufacturing	482	39.5	73.00	-	-	-	-	49	78	22	70	61	30	54	22	71	25	-	-	-	-
Retail trade	81	40.0	70.00	-	-	-	-	6	21	4	16	5	7	7	-	14	1	-	-	-	-
Finance†	203	39.5	64.50	-	-	-	-	43	55	16	25	3	9	4	9	5	-	-	-	-	-
Clerks, accounting, class B	1,659	39.5	59.50	-	13	188	273	231	153	206	185	136	181	50	33	4	4	-	-	1	1
Manufacturing	328	39.5	69.00	-	-	3	5	13	17	68	94	53	25	29	18	1	-	-	-	1	1
Nonmanufacturing	1,331	39.5	57.50	-	13	185	268	218	136	138	91	83	156	21	15	3	4	-	-	-	-
Public utilities*	269	40.0	72.00	-	-	-	10	4	15	28	27	46	106	17	10	2	4	-	-	-	-
Retail trade	129	40.5	57.00	-	13	13	5	18	25	23	4	15	12	1	-	-	-	-	-	-	-
Finance†	684	39.0	50.00	-	-	162	243	125	67	41	36	6	4	-	-	-	-	-	-	-	-
Clerks, file, class A	304	39.5	58.50	-	-	-	-	86	35	56	37	16	17	5	-	1	-	-	-	-	-
Manufacturing	40	40.0	63.50	-	-	-	12	-	1	6	3	14	3	-	-	1	-	-	-	-	-
Nonmanufacturing	264	39.0	58.00	-	-	-	39	86	34	50	34	2	14	5	-	-	-	-	-	-	-
Finance†	229	39.0	57.00	-	-	-	32	81	33	40	32	2	9	-	-	-	-	-	-	-	-
Clerks, file, class B	1,119	39.5	48.50	1	20	426	332	166	35	74	42	16	7	-	-	-	-	-	-	-	-
Nonmanufacturing	1,031	39.5	47.50	1	20	419	330	159	30	26	26	13	7	-	-	-	-	-	-	-	-
Public utilities*	93	40.0	56.00	-	-	13	15	25	7	12	9	6	6	-	-	-	-	-	-	-	-
Retail trade	45	40.0	41.50	1	10	24	7	2	1	-	-	-	-	-	-	-	-	-	-	-	-
Finance†	796	39.0	45.50	-	10	380	271	116	19	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, order	326	39.5	59.50	-	5	14	13	78	83	41	61	13	4	9	2	-	-	-	3	-	-
Manufacturing	120	39.5	64.00	-	-	7	-	10	17	30	37	6	2	6	2	-	-	-	3	-	-
Nonmanufacturing	206	39.5	56.50	-	5	7	13	68	66	11	24	7	2	3	-	-	-	-	-	-	-
Retail trade	66	40.0	53.00	-	5	7	13	19	6	7	3	3	2	1	-	-	-	-	-	-	-
Clerks, payroll	473	40.0	67.50	-	-	3	11	60	44	140	65	29	33	41	18	2	10	11	4	-	2
Manufacturing	154	39.5	68.00	-	-	-	7	16	16	56	16	6	-	14	9	-	4	9	-	-	1
Nonmanufacturing	319	40.0	67.00	-	-	3	4	44	28	84	49	23	33	27	9	2	6	2	4	-	1
Public utilities*	61	40.0	72.50	-	-	-	-	2	7	15	14	4	2	4	3	2	4	-	4	-	-
Retail trade	74	40.0	64.00	-	-	-	4	13	5	24	6	3	14	1	3	2	-	1	-	-	-
Finance†	59	39.5	65.50	-	-	1	-	9	9	12	9	8	2	7	-	-	2	-	-	-	-
Comptometer operators	572	39.5	64.50	-	1	5	17	79	102	128	75	52	71	20	12	8	2	-	-	-	-
Manufacturing	214	39.0	70.00	-	-	-	3	13	19	47	36	26	39	16	8	6	1	-	-	-	-
Nonmanufacturing	358	39.5	61.50	-	1	5	14	66	83	81	39	26	32	4	4	2	1	-	-	-	-
Public utilities*	47	40.0	72.50	-	-	-	-	5	3	2	5	1	29	-	2	-	-	-	-	-	-
Retail trade	188	39.5	60.00	-	1	4	12	21	45	57	21	23	3	1	-	-	-	-	-	-	-
Finance†	30	40.0	58.00	-	-	1	2	5	9	8	5	-	-	-	-	9	-	-	-	-	-
Duplicating-machine operators (mimeograph or ditto)	38	40.0	59.50	-	-	1	11	1	3	12	4	2	-	4	-	-	-	-	-	-	-
Key-punch operators	663	40.0	61.00	-	-	35	82	104	78	130	94	68	44	18	7	3	-	-	-	-	-
Manufacturing	156	40.0	68.50	-	-	-	-	3	4	46	56	17	12	11	7	-	-	-	-	-	-
Nonmanufacturing	507	40.0	58.50	-	-	35	82	101	74	84	38	51	32	7	-	3	-	-	-	-	-
Public utilities*	125	39.5	68.00	-	-	2	1	1	15	23	27	27	23	4	-	2	-	-	-	-	-
Finance†	296	40.0	53.50	-	-	32	80	73	49	42	10	10	-	-	-	-	-	-	-	7	-
Office girls	275	39.5	48.50	1	-	102	81	38	17	30	2	1	3	-	-	-	-	-	-	-	-
Manufacturing	57	39.5	58.50	-	-	1	1	17	9	25	-	1	3	-	-	-	-	-	-	-	-
Nonmanufacturing	218	39.5	45.50	1	-	101	80	21	8	5	2	-	-	-	-	-	-	-	-	-	-
Public utilities*	40	39.5	49.50	1	-	11	10	12	1	4	1	-	-	-	-	-	-	-	-	-	-
Finance†	133	39.5	44.00	-	-	87	34	6	6	-	-	-	-	-	-	-	-	-	-	-	-

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, Dallas, Tex., October 1958)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF—																	
		Weekly hours <sup>1</sup> (Standard)	Weekly earnings <sup>1</sup> (Standard)	\$ 30.00 and under 35.00	\$ 35.00 - 40.00	\$ 40.00 - 45.00	\$ 45.00 - 50.00	\$ 50.00 - 55.00	\$ 55.00 - 60.00	\$ 60.00 - 65.00	\$ 65.00 - 70.00	\$ 70.00 - 75.00	\$ 75.00 - 80.00	\$ 80.00 - 85.00	\$ 85.00 - 90.00	\$ 90.00 - 95.00	\$ 95.00 - 100.00	\$ 100.00 - 105.00	\$ 105.00 - 110.00	\$ 110.00 - 115.00	\$ 115.00 and over
<b>Women—Continued</b>																					
Secretaries .....	1,771	39.5	79.00	-	-	-	21	25	73	187	178	171	274	277	139	167	126	51	24	24	34
Manufacturing .....	484	40.0	81.50	-	-	-	-	5	16	46	26	48	98	73	30	60	31	25	8	9	9
Nonmanufacturing .....	1,287	39.5	78.50	-	-	-	21	20	57	141	152	123	176	204	109	107	95	26	16	15	25
Public utilities* .....	252	40.0	83.00	-	-	-	-	-	-	20	25	17	27	43	25	60	25	7	-	2	1
Retail trade .....	181	40.0	74.50	-	-	-	4	7	12	19	47	18	19	18	4	15	3	3	-	10	2
Finance† .....	524	39.0	77.00	-	-	-	12	8	34	36	63	73	98	88	45	14	24	13	10	1	5
Stenographers, general .....	2,313	39.5	69.00	-	1	9	79	144	274	409	394	268	329	144	186	27	31	18	-	-	-
Manufacturing .....	916	40.0	75.50	-	-	-	-	12	36	103	138	151	188	87	155	25	10	11	-	-	-
Nonmanufacturing .....	1,397	39.5	65.00	-	1	9	79	132	238	306	256	117	141	57	31	2	21	7	-	-	-
Public utilities* .....	391	40.0	66.00	-	-	-	30	31	35	90	61	55	69	15	-	-	-	5	-	-	-
Retail trade .....	84	40.0	60.00	-	1	9	3	8	11	24	9	18	1	-	-	-	-	-	-	-	-
Finance† .....	419	38.5	61.50	-	-	-	31	46	103	96	93	21	25	-	4	-	-	-	-	-	-
Stenographers, technical .....	137	40.0	88.00	-	-	-	-	2	2	8	9	4	13	12	12	31	13	13	11	5	2
Nonmanufacturing .....	54	40.0	78.00	-	-	-	-	2	2	2	9	4	13	8	-	13	-	-	-	-	1
Switchboard operators .....	347	42.0	56.00	2	1	60	52	65	38	52	27	25	12	9	1	3	-	-	-	-	-
Manufacturing .....	61	40.0	69.00	-	-	-	2	3	6	4	14	18	5	7	1	1	-	-	-	-	-
Nonmanufacturing .....	286	42.5	53.00	2	1	60	50	62	32	48	13	7	7	2	-	2	-	-	-	-	-
Public utilities* .....	29	40.0	62.50	-	-	-	-	7	6	2	11	1	1	1	-	-	-	-	-	-	-
Retail trade .....	88	40.5	49.50	2	1	25	4	33	18	4	1	-	-	-	-	-	-	-	-	-	-
Finance† .....	52	40.0	59.50	-	-	-	6	10	7	20	1	4	4	-	-	-	-	-	-	-	-
Switchboard operator-receptionists .....	438	39.5	63.00	-	-	-	31	87	76	83	67	34	15	21	2	16	-	4	-	-	2
Manufacturing .....	129	40.0	62.00	-	-	-	6	31	13	37	13	19	3	6	1	-	-	-	-	-	-
Nonmanufacturing .....	309	39.5	63.50	-	-	-	25	56	63	46	54	15	12	15	1	16	-	4	-	-	2
Public utilities* .....	40	40.0	72.00	-	-	-	-	7	2	13	2	4	1	2	-	3	-	4	-	-	2
Retail trade .....	49	42.0	59.50	-	-	-	5	13	7	14	6	-	-	4	-	-	-	-	-	-	-
Finance† .....	93	38.0	61.00	-	-	-	20	1	26	3	30	4	-	9	-	-	-	-	-	-	-
Tabulating-machine operators .....	96	39.5	68.00	-	-	-	17	1	15	8	7	17	17	4	1	8	1	-	-	-	-
Nonmanufacturing .....	81	39.5	66.00	-	-	-	17	1	15	8	7	6	17	4	-	6	-	-	-	-	-
Public utilities* .....	28	39.5	77.00	-	-	-	-	-	-	-	7	4	12	-	-	5	-	-	-	-	-
Finance† .....	37	39.5	58.00	-	-	-	10	1	15	7	-	1	1	2	-	-	-	-	-	-	-
Transcribing-machine operators, general .....	407	39.5	56.00	-	-	14	78	116	85	50	48	7	6	3	-	-	-	-	-	-	-
Manufacturing .....	25	40.0	60.00	-	-	-	-	1	13	9	1	-	-	1	-	-	-	-	-	-	-
Nonmanufacturing .....	382	39.5	56.00	-	-	14	78	115	72	41	47	7	6	2	-	-	-	-	-	-	-
Finance† .....	325	39.5	54.50	-	-	14	71	104	72	39	19	4	2	-	-	-	-	-	-	-	-
Typists, class A .....	805	39.5	61.50	-	-	7	21	149	188	200	101	48	71	14	6	-	-	-	-	-	-
Manufacturing .....	218	40.0	64.00	-	-	6	-	43	37	54	19	4	48	1	6	-	-	-	-	-	-
Nonmanufacturing .....	587	39.5	61.00	-	-	1	21	106	151	146	82	44	23	13	-	-	-	-	-	-	-
Public utilities* .....	121	40.0	63.50	-	-	-	-	10	22	43	25	10	11	-	-	-	-	-	-	-	-
Retail trade .....	39	41.0	58.00	-	-	1	7	5	6	15	4	1	-	-	-	-	-	-	-	-	-
Finance† .....	334	38.5	60.50	-	-	-	12	62	110	65	41	25	10	9	-	-	-	-	-	-	-
Typists, class B .....	1,668	39.5	52.50	-	-	194	497	536	194	87	102	45	13	-	-	-	-	-	-	-	-
Manufacturing .....	278	40.0	60.50	-	-	4	12	80	37	48	64	29	4	-	-	-	-	-	-	-	-
Nonmanufacturing .....	1,390	39.5	50.50	-	-	190	485	456	157	39	38	16	9	-	-	-	-	-	-	-	-
Public utilities* .....	108	40.0	52.00	-	-	12	23	43	13	11	4	-	2	-	-	-	-	-	-	-	-
Retail trade .....	128	40.5	50.50	-	-	28	36	37	15	1	10	1	-	-	-	-	-	-	-	-	-
Finance† .....	798	39.5	49.00	-	-	150	356	194	76	13	9	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> Standard hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.<sup>2</sup> Workers were distributed as follows: 30 at \$115 to \$125; 15 at \$125 to \$135; 11 at \$135 and over.<sup>3</sup> All workers were at \$115 to \$125.

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

† Finance, insurance, and real estate.

Table A-2. Professional and Technical Occupations

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

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF--																							
		Weekly hours <sup>1</sup> (Standard)	Weekly earnings <sup>1</sup> (Standard)	\$ 50.00 and under 55.00	\$ 55.00 60.00	\$ 60.00 65.00	\$ 65.00 70.00	\$ 70.00 75.00	\$ 75.00 80.00	\$ 80.00 85.00	\$ 85.00 90.00	\$ 90.00 95.00	\$ 95.00 100.00	\$ 100.00 105.00	\$ 105.00 110.00	\$ 110.00 115.00	\$ 115.00 120.00	\$ 120.00 125.00	\$ 125.00 130.00	\$ 130.00 135.00	\$ 135.00 140.00	\$ 140.00 145.00	\$ 145.00 150.00	\$ 150.00 155.00	\$ 155.00 and over		
<b>Men</b>																											
Draftsmen, leader -----	154	40.5	120.50	-	-	-	-	-	-	1	-	11	10	35	16	7	3	5	-	22	6	8	18	7	5		
Manufacturing -----	91	40.0	106.50	-	-	-	-	-	-	-	11	10	35	16	7	2	3	-	3	-	2	-	-	-	-	-	-
Nonmanufacturing -----	63	41.5	141.00	-	-	-	-	-	-	1	-	-	-	-	-	1	2	-	-	19	6	6	18	6	4		
Draftsmen, senior -----	433	40.5	97.00	-	-	-	-	1	30	76	64	68	44	21	29	40	11	28	5	12	2	2	-	-	-	-	-
Manufacturing -----	335	40.0	93.00	-	-	-	-	-	28	71	62	66	32	12	16	22	3	17	2	-	2	-	-	-	-	-	-
Nonmanufacturing -----	98	41.0	109.50	-	-	-	-	1	2	5	2	2	12	9	13	18	8	11	3	12	-	-	-	-	-	-	-
Public utilities* -----	27	40.0	97.50	-	-	-	-	1	2	5	2	2	5	2	1	-	2	5	-	-	-	-	-	-	-	-	-
Draftsmen, junior -----	281	40.5	76.00	<sup>2</sup> 6	9	34	40	52	51	36	23	2	12	16	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing -----	154	40.0	73.00	-	4	18	29	38	38	18	8	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing -----	127	40.5	79.00	6	5	16	11	14	13	18	15	1	12	16	-	-	-	-	-	-	-	-	-	-	-	-	-
Public utilities* -----	30	40.0	63.00	6	5	7	5	4	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Women</b>																											
Nurses, industrial (registered) -----	80	40.0	84.00	-	2	1	9	21	5	8	6	3	13	4	3	-	4	1	-	-	-	-	-	-	-	-	-
Manufacturing -----	61	40.0	85.00	-	-	-	7	20	4	5	3	1	10	3	3	-	4	1	-	-	-	-	-	-	-	-	-

<sup>1</sup> Standard hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.<sup>2</sup> Includes 1 worker at under \$50.

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

Table A-3. Maintenance and Powerplant Occupations

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

Occupation and industry division	Number of workers	Average hourly earnings <sup>1</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																					
			\$ 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	\$ 3.00 3.10	\$ 3.10 and over
Carpenters, maintenance -----	138	2.37	-	-	-	-	-	2	3	14	5	3	1	13	10	10	35	15	3	6	4	-	2	<sup>2</sup> 12
Manufacturing -----	73	2.36	-	-	-	-	-	2	3	1	-	-	-	12	8	4	34	6	1	2	2	-	-	-
Nonmanufacturing -----	65	2.38	-	-	-	-	-	-	-	13	5	3	1	1	2	6	1	9	2	4	2	-	2	12
Electricians, maintenance -----	243	2.32	-	-	-	-	8	9	22	6	7	7	11	19	40	26	52	3	7	7	4	12	3	
Manufacturing -----	159	2.42	-	-	-	-	6	2	-	-	4	4	11	16	33	21	26	3	7	6	4	12	-	
Nonmanufacturing -----	84	2.14	-	-	-	-	2	7	22	6	3	3	-	1	7	5	24	-	-	1	-	-	3	
Engineers, stationary -----	333	2.07	-	6	13	-	8	19	46	34	21	10	24	11	17	6	31	36	27	2	14	3	5	-
Manufacturing -----	129	2.26	-	-	-	-	-	-	36	-	-	-	-	3	12	3	27	26	13	1	-	3	5	-
Nonmanufacturing -----	204	1.94	-	6	13	-	8	19	10	34	21	10	24	8	5	3	4	10	14	1	14	-	-	-
Public utilities * -----	72	2.01	-	-	-	-	4	13	4	12	5	6	8	3	-	2	1	-	-	-	14	-	-	-
Retail trade -----	38	1.87	-	6	3	-	2	2	2	2	1	-	4	4	1	1	3	6	-	1	-	-	-	-
Finance † -----	56	2.04	-	-	-	-	-	4	3	14	7	-	10	-	4	-	1	3	10	-	-	-	-	-
Helpers, trades, maintenance -----	363	1.68	7	21	25	51	7	41	31	44	15	58	42	9	-	1	5	6	-	-	-	-	-	-
Manufacturing -----	265	1.76	6	9	10	21	3	38	23	28	11	55	40	9	-	1	5	6	-	-	-	-	-	-
Nonmanufacturing -----	98	1.45	1	12	15	30	4	3	8	16	4	3	2	-	-	-	-	-	-	-	-	-	-	-
Machinists, maintenance -----	117	2.35	-	-	-	-	-	-	6	11	-	-	1	24	6	18	11	10	1	5	17	7	-	-
Manufacturing -----	96	2.47	-	-	-	-	-	-	-	-	-	-	1	24	6	18	10	7	1	5	17	7	-	-
Mechanics, automotive (maintenance) -----	649	2.23	-	1	14	11	23	9	42	48	24	6	68	29	12	145	24	29	44	39	68	13	-	-
Manufacturing -----	116	2.05	-	-	6	3	5	8	11	10	-	2	21	3	5	9	12	6	9	-	-	-	-	-
Nonmanufacturing -----	533	2.26	-	1	8	8	18	1	31	38	24	4	47	26	3	136	22	17	38	30	68	13	-	-
Public utilities * -----	456	2.31	-	-	-	8	18	-	18	37	10	4	34	19	1	135	8	7	38	30	66	13	-	-
Mechanics, maintenance -----	540	2.32	-	-	-	-	14	10	5	15	10	24	35	75	44	106	42	44	25	33	45	7	2	4
Manufacturing -----	440	2.30	-	-	-	-	9	9	4	2	8	20	35	73	38	103	41	7	15	33	40	3	-	-
Nonmanufacturing -----	100	2.38	-	-	-	-	5	1	1	13	2	4	-	2	6	3	1	37	10	-	5	4	2	4
Oilers -----	78	1.94	-	4	-	-	-	1	6	12	7	18	11	7	-	9	3	-	-	-	-	-	-	-
Manufacturing -----	73	1.98	-	-	-	-	-	1	6	12	7	17	11	7	-	9	3	-	-	-	-	-	-	-
Painters, maintenance -----	131	2.18	-	-	-	-	5	8	10	7	12	-	7	3	11	28	17	12	1	-	3	-	6	<sup>2</sup> 1
Manufacturing -----	75	2.30	-	-	-	-	-	-	3	3	-	-	7	3	9	26	16	5	-	3	-	-	-	-
Nonmanufacturing -----	56	2.02	-	-	-	-	5	8	7	4	12	-	-	-	2	2	1	7	1	-	-	-	6	1
Plumbers, maintenance -----	49	2.38	-	-	-	-	3	1	-	5	-	2	-	1	5	5	14	5	6	-	-	-	-	-
Tool and die makers -----	310	2.72	-	-	-	-	-	-	-	2	-	1	6	3	1	30	4	22	77	9	125	13	2	<sup>2</sup> 15
Manufacturing -----	310	2.72	-	-	-	-	-	-	-	2	-	1	6	3	1	30	4	22	77	9	125	13	2	15

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>2</sup> All workers were at \$3.10 to \$3.20.

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

† Finance, insurance, and real estate.



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

(Average straight-time hourly earnings for selected occupations studied on an area basis,  
by industry division, Dallas, Tex., October 1958)

Occupation <sup>1</sup> and industry division	Number of workers	Average hourly earnings <sup>2</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																					
			\$ 0.50 and under .60	\$ 0.60 .70	\$ 0.70 .80	\$ 0.80 .90	\$ 0.90 1.00	\$ 1.00 1.10	\$ 1.10 1.20	\$ 1.20 1.30	\$ 1.30 1.40	\$ 1.40 1.50	\$ 1.50 1.60	\$ 1.60 1.70	\$ 1.70 1.80	\$ 1.80 1.90	\$ 1.90 2.00	\$ 2.00 2.10	\$ 2.10 2.20	\$ 2.20 2.30	\$ 2.30 2.40	\$ 2.40 2.50	\$ 2.50 2.60 and over	
Truckdrivers <sup>4</sup> .....	2,335	1.85	-	-	-	-	14	113	119	343	141	104	87	52	86	210	65	27	69	50	171	598	-	44
Manufacturing .....	385	1.81	-	-	-	-	-	-	16	26	30	22	45	11	16	19	46	17	81	37	13	6	-	-
Nonmanufacturing .....	1,950	1.86	-	-	-	-	14	113	103	317	111	82	42	41	72	191	35	10	8	13	158	552	-	44
Public utilities* .....	888	2.32	-	-	-	-	-	-	-	20	13	27	11	3	36	8	5	4	3	6	158	550	-	-
Retail trade .....	391	1.41	-	-	-	-	10	76	46	76	25	3	18	13	21	63	30	6	3	1	-	-	-	-
Truckdrivers, light (under 1½ tons) .....	481	1.50	-	-	-	-	14	24	67	68	49	23	28	38	20	100	35	5	1	6	2	1	-	-
Manufacturing .....	76	1.56	-	-	-	-	-	-	9	10	12	10	4	5	3	14	3	-	-	2	1	-	-	-
Nonmanufacturing .....	405	1.49	-	-	-	-	14	24	58	58	37	13	24	33	17	97	21	2	1	6	-	-	-	-
Retail trade .....	116	1.47	-	-	-	-	10	15	22	-	2	2	16	6	7	12	21	2	1	-	-	-	-	-
Truckdrivers, medium (1½ to and including 4 tons) .....	1,352	1.91	-	-	-	-	-	57	31	226	88	76	38	9	65	56	45	21	29	13	164	432	-	2
Manufacturing .....	173	1.76	-	-	-	-	-	-	7	16	18	7	20	3	13	5	32	13	22	6	6	5	-	-
Nonmanufacturing .....	1,179	1.93	-	-	-	-	-	57	24	210	70	69	18	6	52	51	13	8	7	7	158	427	-	2
Public utilities* .....	707	2.30	-	-	-	-	-	-	-	20	9	24	11	1	34	6	4	4	3	6	158	427	-	-
Retail trade .....	224	1.30	-	-	-	-	-	57	24	76	23	1	2	5	11	9	9	4	2	1	-	-	-	-
Truckdrivers, heavy (over 4 tons, trailer type) .....	307	1.78	-	-	-	-	-	28	21	49	4	5	21	5	3	54	3	-	55	15	-	2	-	42
Manufacturing .....	110	1.55	-	-	-	-	-	-	-	-	-	5	21	3	-	11	-	-	55	15	-	-	-	-
Nonmanufacturing .....	197	1.69	-	-	-	-	-	28	21	49	4	-	-	2	3	43	3	-	-	-	-	2	-	42
Truckers, power (forklift) .....	584	1.73	-	-	-	-	-	-	11	65	52	25	87	58	104	8	7	63	27	-	2	23	32	-
Manufacturing .....	346	1.79	-	-	-	-	-	-	5	17	21	68	37	67	5	-	76	27	-	-	-	23	-	-
Nonmanufacturing .....	238	1.63	-	-	-	-	-	-	11	60	35	4	19	21	37	3	7	7	-	-	2	-	32	-
Public utilities* .....	151	1.65	-	-	-	-	-	-	4	36	35	4	12	21	7	-	-	-	-	-	-	32	-	-
Truckers, power (other than forklift) .....	189	2.03	-	-	-	-	-	-	-	-	-	-	6	44	18	1	12	4	26	44	15	7	12	-
Manufacturing .....	55	2.22	-	-	-	-	-	-	-	-	-	-	6	1	2	-	-	-	18	-	15	1	12	-
Nonmanufacturing .....	134	1.95	-	-	-	-	-	-	-	-	-	-	-	43	16	1	12	4	8	44	-	6	-	-
Watchmen .....	292	1.25	1	15	8	5	12	77	27	47	29	18	6	8	5	1	12	8	3	4	6	-	-	-
Manufacturing .....	147	1.38	-	-	-	-	10	30	16	29	14	12	6	-	-	1	12	7	3	1	6	-	-	-
Nonmanufacturing .....	145	1.13	1	15	8	5	2	47	11	18	15	6	-	8	5	-	-	1	-	3	-	-	-	-
Retail trade .....	55	1.11	-	15	-	3	2	3	4	8	9	5	-	5	1	-	-	-	-	-	-	-	-	-
Finance† .....	33	1.06	-	-	4	2	-	14	4	5	4	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> Data limited to men workers except where otherwise indicated.<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>3</sup> Includes 2 workers at \$0.40 to \$0.50.<sup>4</sup> Includes all drivers regardless of size and type of truck operated.<sup>5</sup> Workers were distributed as follows: 2 at \$2.60 to \$2.70; 26 at \$2.70 to \$2.80; 14 at \$2.80 to \$2.90.

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

† Finance, insurance, and real estate.

## B: Establishment Practices and Supplementary Wage Provisions

Table B-1. Shift Differentials

(Percent of manufacturing plant workers in establishments having formal provisions for shift work, and in establishments actually operating late shifts by type and amount of differential, Dallas, Tex., October 1958)

Shift differential	In establishments having formal provisions <sup>1</sup> for—		In establishments actually operating—	
	Second shift work	Third or other shift work	Second shift	Third or other shift
Total .....	74.8	67.3	10.7	3.2
With shift pay differential .....	73.3	65.8	10.5	3.0
Uniform cents (per hour) .....	68.8	33.9	10.4	1.8
5 cents .....	4.7	-	.8	-
6 cents .....	1.0	-	.2	-
7 cents .....	7.6	1.0	.6	.1
7½ cents .....	3.3	-	.4	-
8 cents .....	4.0	1.6	.3	( <sup>2</sup> )
10 cents .....	16.1	11.2	1.5	.4
12 cents .....	29.5	4.4	6.2	.2
Over 12 and under 15 cents .....	1.8	-	.2	-
15 cents .....	-	12.4	-	.5
Over 15 cents .....	.8	3.3	.2	.6
Uniform percentage .....	4.5	3.3	.1	-
5 percent .....	1.2	-	.1	-
7½ percent .....	2.6	-	-	-
10 percent .....	.7	3.3	( <sup>2</sup> )	-
Other <sup>3</sup> .....	-	28.6	-	1.2
No shift pay differential .....	1.5	1.5	.2	.2

<sup>1</sup> Includes establishments currently operating late shifts, and establishments with formal provisions covering late shifts even though they were not currently operating late shifts.<sup>2</sup> Less than 0.05 percent.<sup>3</sup> Full day's pay for reduced hours, and either 7½ cents or 10 cents per hour.

**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, Dallas, Tex., October 1958)

Minimum weekly salary <sup>1</sup>	Inexperienced typists					Other inexperienced clerical workers				
	All industries	Manufacturing		Nonmanufacturing		All industries	Manufacturing		Nonmanufacturing	
		Based on standard weekly hours <sup>3</sup> of—					Based on standard weekly hours <sup>3</sup> of—			
		All schedules	40	All schedules	40		All schedules	40	All schedules	40
Establishments studied	181	57	xxx	124	xxx	181	57	xxx	124	xxx
Establishments having a specified minimum	69	19	17	50	43	75	18	16	57	48
\$32.50 and under \$35.00	-	-	-	-	-	2	-	-	2	2
\$35.00 and under \$37.50	1	-	-	1	1	1	-	-	1	1
\$37.50 and under \$40.00	1	-	-	1	1	2	-	-	2	1
\$40.00 and under \$42.50	15	3	3	12	10	21	3	3	18	15
\$42.50 and under \$45.00	10	1	1	9	7	12	2	2	10	9
\$45.00 and under \$47.50	8	2	2	6	4	9	2	2	7	4
\$47.50 and under \$50.00	9	3	3	6	6	5	-	-	5	5
\$50.00 and under \$52.50	8	1	1	7	7	7	3	3	4	4
\$52.50 and under \$55.00	3	2	-	1	1	3	2	-	1	1
\$55.00 and under \$57.50	3	3	3	-	-	1	1	1	-	-
\$57.50 and under \$60.00	3	-	-	3	2	3	1	1	2	2
\$60.00 and under \$62.50	2	1	1	1	1	3	2	2	1	1
\$62.50 and under \$65.00	3	2	2	1	1	3	1	1	2	2
\$65.00 and under \$67.50	1	1	1	-	-	3	1	1	2	1
\$67.50 and under \$70.00	2	-	-	2	2	-	-	-	-	-
Establishments having no specified minimum	35	10	xxx	25	xxx	37	11	xxx	26	xxx
Establishments which did not employ workers in this category	77	28	xxx	49	xxx	69	28	xxx	41	xxx

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

<sup>2</sup> Rates applicable to messengers, office girls, or similar subclerical jobs are not considered.

<sup>3</sup> Hours reflect the workweek for which employees receive their regular straight-time salaries. Data are presented for all workweeks combined, and for the most common workweek 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, Dallas, Tex., October 1958)

Weekly hours	OFFICE WORKERS					PLANT WORKERS			
	All industries <sup>1</sup>	Manufacturing	Public utilities*	Retail trade	Finance†	All industries <sup>2</sup>	Manufacturing	Public utilities*	Retail trade
All workers	100	100	100	100	100	100	100	100	100
35 hours	4	1	3	-	8	1	2	-	-
37½ hours	3	3	1	4	-	1	-	-	3
38¼ hours	4	-	-	-	10	-	-	-	-
Over 38¼ and under 40 hours	4	-	-	-	10	-	-	-	-
40 hours	80	89	90	78	71	64	77	64	42
Over 40 and under 44 hours	4	6	4	4	( <sup>3</sup> )	7	7	21	2
44 hours	1	1	2	6	-	6	4	-	18
44½ hours	1	-	-	6	-	( <sup>3</sup> )	-	4	-
45 hours	1	-	-	( <sup>3</sup> )	-	8	5	4	15
Over 45 and under 48 hours	-	-	-	-	-	( <sup>3</sup> )	-	-	-
48 hours	( <sup>3</sup> )	-	-	1	-	7	4	4	6
Over 48 and under 54 hours	-	-	-	-	-	2	1	-	1
54 hours and over	-	-	-	-	-	4	-	3	13

<sup>1</sup> Includes data for wholesale trade and services in addition to those industry divisions shown separately.

<sup>2</sup> Includes data for wholesale trade, real estate, and services in addition to those industry divisions shown separately.

<sup>3</sup> Less than 0.5 percent.

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

† Finance, insurance, and real estate.

Table B-4. Paid Holidays

(Percent distribution of office and plant workers in all industries and in industry divisions by number of paid holidays provided annually, Dallas, Tex., October 1958)

Item	OFFICE WORKERS					PLANT WORKERS			
	All industries <sup>1</sup>	Manufacturing	Public utilities*	Retail trade	Finance†	All industries <sup>2</sup>	Manufacturing	Public utilities*	Retail trade
All workers -----	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays -----	99	100	100	97	100	89	91	97	86
Workers in establishments providing no paid holidays -----	( <sup>3</sup> )	-	-	3	-	11	9	3	14
<b>Number of days</b>									
Less than 4 holidays -----	( <sup>3</sup> )	( <sup>3</sup> )	-	1	-	4	1	9	10
4 holidays -----	5	4	1	36	-	12	4	1	37
4 holidays plus 1 half day -----	( <sup>3</sup> )	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-
5 holidays -----	23	9	15	38	26	21	14	14	29
5 holidays plus 1 half day -----	8	-	3	-	19	1	-	3	-
5 holidays plus 6 half days -----	1	-	-	-	4	-	-	-	-
6 holidays -----	32	24	38	22	41	19	23	27	10
6 holidays plus 1 half day -----	1	1	-	-	-	1	1	-	-
6 holidays plus 2 half days -----	3	5	-	-	4	2	5	-	-
7 holidays -----	20	44	40	-	3	25	37	43	-
7 holidays plus 1 half day -----	( <sup>3</sup> )	1	-	-	-	1	1	-	-
8 holidays -----	5	11	3	-	-	3	4	-	-
8 holidays plus 2 half days -----	1	-	-	-	2	-	-	-	-
9 holidays -----	( <sup>3</sup> )	1	-	-	-	( <sup>3</sup> )	1	-	-
<b>Total holiday time<sup>4</sup></b>									
9 days -----	1	1	-	-	2	( <sup>3</sup> )	1	-	-
8 or more days -----	7	12	3	-	6	3	5	-	-
7½ or more days -----	7	13	3	-	6	4	6	-	-
7 or more days -----	30	62	42	-	14	31	48	43	-
6½ or more days -----	31	63	42	-	14	32	49	43	-
6 or more days -----	63	87	81	22	55	51	72	69	10
5½ or more days -----	71	87	84	22	74	52	72	72	10
5 or more days -----	94	96	99	61	100	72	86	87	39
4½ or more days -----	94	96	99	61	100	73	86	87	39
4 or more days -----	99	100	100	96	100	85	90	88	76
3½ or more days -----	99	100	100	96	100	85	91	88	76
3 or more days -----	99	100	100	96	100	86	91	97	76
2 or more days -----	99	100	100	96	100	88	91	97	80
1 or more days -----	99	100	100	97	100	89	91	97	86

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

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

† Finance, insurance, and real estate.

Table B-5. Paid Vacations

(Percent distribution of office and plant workers in all industries and in industry divisions by vacation pay provisions, Dallas, Tex., October 1958)

Vacation policy	OFFICE WORKERS					PLANT WORKERS			
	All industries <sup>1</sup>	Manufacturing	Public utilities*	Retail trade	Finance†	All industries <sup>2</sup>	Manufacturing	Public utilities*	Retail trade
All workers -----	100	100	100	100	100	100	100	100	100
<b>Method of payment</b>									
Workers in establishments providing paid vacations -----	99	99	100	98	100	97	96	100	97
Length-of-time payment -----	99	99	100	98	100	94	89	100	97
Percentage payment -----	-	-	-	-	-	3	7	-	-
Workers in establishments providing no paid vacations -----	( <sup>3</sup> )	( <sup>3</sup> )	-	2	-	3	4	-	3
<b>Amount of vacation pay<sup>4</sup></b>									
<u>After 6 months of service</u>									
Less than 1 week -----	6	8	11	1	4	21	32	17	4
1 week -----	48	47	71	12	46	17	7	52	19
Over 1 and under 2 weeks -----	11	2	( <sup>3</sup> )	2	23	1	-	5	-
2 weeks -----	2	1	-	-	4	-	-	-	-
<u>After 1 year of service</u>									
Less than 1 week -----	-	-	-	-	-	( <sup>3</sup> )	-	-	-
1 week -----	27	31	51	78	-	75	81	61	77
Over 1 and under 2 weeks -----	( <sup>3</sup> )	1	-	-	-	1	1	-	-
2 weeks -----	71	68	49	20	97	20	14	37	20
Over 2 and under 3 weeks -----	2	-	-	-	3	( <sup>3</sup> )	-	-	-
<u>After 2 years of service</u>									
Less than 1 week -----	-	-	-	-	-	( <sup>3</sup> )	-	-	-
1 week -----	7	8	11	21	-	30	33	29	21
Over 1 and under 2 weeks -----	1	1	2	-	-	4	3	1	-
2 weeks -----	89	91	87	77	97	62	60	69	76
Over 2 and under 3 weeks -----	2	-	-	-	3	( <sup>3</sup> )	-	-	-
<u>After 3 years of service</u>									
Less than 1 week -----	-	-	-	-	-	( <sup>3</sup> )	-	-	-
1 week -----	4	4	2	10	-	14	12	4	16
Over 1 and under 2 weeks -----	1	-	3	-	-	4	3	10	-
2 weeks -----	93	96	95	88	97	79	81	85	81
Over 2 and under 3 weeks -----	2	-	-	-	3	( <sup>3</sup> )	-	-	-

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 payment, 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, Dallas, Tex., October 1958)

Vacation policy	OFFICE WORKERS					PLANT WORKERS			
	All industries <sup>1</sup>	Manufacturing	Public utilities*	Retail trade	Finance†	All industries <sup>2</sup>	Manufacturing	Public utilities*	Retail trade
<b>Amount of vacation pay<sup>4</sup> — Continued</b>									
<u>After 5 years of service</u>									
1 week .....	3	3	2	7	-	8	5	2	11
Over 1 and under 2 weeks .....	1	-	2	-	-	2	-	1	-
2 weeks .....	92	90	95	90	97	85	88	96	83
Over 2 and under 3 weeks .....	2	4	-	-	-	1	1	-	-
3 weeks .....	2	3	1	1	3	1	2	( <sup>3</sup> )	2
<u>After 10 years of service</u>									
1 week .....	2	3	2	6	-	8	5	2	10
2 weeks .....	78	73	96	73	77	80	78	96	79
Over 2 and under 3 weeks .....	8 <sup>†</sup>	1	-	-	16	2	3	-	-
3 weeks .....	11	23	2	19	7	7	10	2	8
<u>After 15 years of service</u>									
1 week .....	2	3	2	2	-	7	5	2	8
2 weeks .....	37	29	25	58	41	46	38	18	72
Over 2 and under 3 weeks .....	2	-	-	-	5	-	-	-	-
3 weeks .....	59	67	73	38	53	44	53	80	17
4 weeks .....	( <sup>3</sup> )	1	-	-	-	-	-	-	-
<u>After 20 years of service</u>									
1 week .....	2	3	2	2	-	7	5	2	8
2 weeks .....	34	29	9	49	41	42	38	9	57
3 weeks .....	57	58	83	47	50	46	51	77	32
Over 3 and under 4 weeks .....	2	( <sup>3</sup> )	-	-	5	( <sup>3</sup> )	1	-	-
4 weeks .....	5	10	6	-	3	2	1	12	-
<u>After 25 years of service</u>									
1 week .....	2	3	2	2	-	7	5	2	8
2 weeks .....	34	29	9	49	41	42	38	9	57
3 weeks .....	33	17	83	17	25	26	20	77	19
Over 3 and under 4 weeks .....	1	-	-	-	-	( <sup>3</sup> )	-	-	-
4 weeks .....	30	51	6	30	34	22	33	12	13

<sup>1</sup> Includes data for wholesale trade and services in addition to those industry divisions shown separately.<sup>2</sup> Includes data for wholesale trade, real estate, and services in addition to those industry divisions shown separately.<sup>3</sup> Less than 0.5 percent.<sup>4</sup> Periods of service were arbitrarily chosen and do not necessarily reflect the individual provisions for progressions. For example, the changes in proportions indicated at 10 years' service include changes in provisions occurring between 5 and 10 years.

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

† Finance, insurance, and real estate.

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

(Percent of office and plant workers in all industries and in industry divisions employed in establishments providing health, insurance, or pension benefits, Dallas, Tex., October 1958)

Type of benefit	OFFICE WORKERS					PLANT WORKERS			
	All industries <sup>1</sup>	Manufacturing	Public utilities*	Retail trade	Finance†	All industries <sup>2</sup>	Manufacturing	Public utilities*	Retail trade
All workers -----	100	100	100	100	100	100	100	100	100
Workers in establishments providing:									
Life insurance -----	93	97	98	91	91	87	91	96	76
Accidental death and dismemberment insurance -----	44	48	41	86	29	45	47	45	44
Sickness and accident insurance or sick leave or both <sup>3</sup> -----	60	82	69	60	39	59	63	83	43
Sickness and accident insurance -----	30	66	18	18	5	44	59	40	18
Sick leave (full pay and no waiting period) -----	39	58	27	17	34	11	4	25	13
Sick leave (partial pay or waiting period) -----	9	2	33	31	-	11	5	33	17
Hospitalization insurance -----	84	95	56	76	89	80	92	49	68
Surgical insurance -----	82	96	56	71	82	78	90	49	62
Medical insurance -----	52	43	44	47	63	40	42	29	34
Catastrophe insurance -----	19	10	21	35	17	12	8	16	22
Retirement pension -----	69	81	85	63	55	63	66	85	53
No health, insurance, or pension plan -----	2	( <sup>4</sup> )	2	2	3	4	1	4	7

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

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

† Finance, insurance, and real estate.

## Appendix : Occupational Descriptions

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

### Office

#### BILLER, MACHINE

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

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

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

#### BOOKKEEPING-MACHINE OPERATOR

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

#### BOOKKEEPING-MACHINE OPERATOR—Continued

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

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

#### CLERK, ACCOUNTING

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

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

CLERK, FILE

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

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

CLERK, ORDER

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

CLERK, PAYROLL

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

COMPTOMETER OPERATOR

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

DUPLICATING-MACHINE OPERATOR (MIMEOGRAPH OR DITTO)

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

KEY-PUNCH OPERATOR

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

OFFICE BOY OR GIRL

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

SECRETARY

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

STENOGRAPHER, GENERAL

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

STENOGRAPHER, TECHNICAL

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

SWITCHBOARD OPERATOR

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

SWITCHBOARD OPERATOR-RECEPTIONIST

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

TABULATING-MACHINE OPERATOR

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

TRANSCRIBING-MACHINE OPERATOR, GENERAL

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

TRANSCRIBING-MACHINE OPERATOR, GENERAL—Continued

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

TYPIST

Uses a typewriter to make copies of various material or to make out bills after calculations have been made by another person. May do clerical work involving little special training, such as keeping 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



