

Occupational Wage Survey

PHILADELPHIA, PENNSYLVANIA

NOVEMBER 1959

Bulletin No. 1265-16

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 Elliott A. Browar, under the direction of Frederick W. Mueller, Regional Wage and Industrial Relations Analyst.

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*.NOTE: Similar tabulations are available in the Philadelphia area reports for October of 1951, 1952, and 1953, November 1954, 1955, and 1956, October 1957, and November 1958. Most of the reports also include data on these or related establishment practices and supplementary wage provisions. A directory indicating date of study and the price of the reports, as well as reports for other major areas, is available upon request.

Current reports on occupational earnings and supplementary wage practices in the Philadelphia area are also available for the leather tanning and finishing industry (Philadelphia-Camden-Wilmington) (May 1959), and for gray iron foundries (Philadelphia) (April 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—Philadelphia, Pa.

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 economists¹ to representative establishments within six broad industry divisions: Manufacturing; transportation,² communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies 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. 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 economists in the last previous survey indicated employment in relatively few of the occupations studied. Unusual changes reported by mail were verified with employers.

² Railroads, formerly excluded from the scope of these studies, have been added in nearly all of the areas to be studied during the winter of 1959-60; railroads will be added in the remaining areas next year. For scope of survey in this area, see footnote to "transportation, communication, and other public utilities" in table 1.

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.

Average earnings of men and women are presented separately for selected occupations in which both sexes are commonly employed. Differences in pay levels of men and women in these occupations are largely due to (1) differences in the distribution of the sexes among industries and establishments; (2) differences in specific duties performed, although the occupations are appropriately classified within the same survey job description; and (3) differences in length of service or merit review when individual salaries are adjusted on this basis. Longer average service of men would result in higher average pay when both sexes are employed within the same rate range. Job descriptions used in classifying employees in these surveys are usually more generalized than those used in individual establishments to allow for minor differences among establishments in specific duties performed.

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

Establishment Practices and Supplementary Wage Provisions

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

Shift differential data (table B-1) are limited to manufacturing industries. This information is presented both in terms of (a) establishment policy,³ presented in terms of total plant worker employment, and (b) effective practice, presented on the basis of workers 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 may not equal totals.

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.

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.

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.

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.

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 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.

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.

Table 1. Establishments and workers within scope of survey and number studied in Philadelphia, Pa.,¹ by major industry division,² November 1959

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		Total^{4}
All divisions	-	1,482	319	566,600	110,400	343,800	350,420
Manufacturing	101	635	134	312,000	41,500	213,600	182,510
Nonmanufacturing	-	847	185	254,600	68,900	130,200	167,910
Transportation, communication, and other public utilities ⁵	101	73	29	77,500	15,200	44,800	67,300
Wholesale trade	51	278	38	34,200	10,300	13,600	7,530
Retail trade ⁶	101	98	32	69,000	9,400	52,500	56,700
Finance, insurance, and real estate	51	185	46	44,800	27,900	72,500	27,900
Services ⁸	51	213	40	29,100	6,100	16,800	8,480

¹ The Philadelphia Area (Philadelphia and Delaware Counties, Pa., and Camden County, N.J.). 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 payroll 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 the Bureau's labor market wage survey program prior to the winter of 1958-1959) 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 Railroads were included; taxicabs and services incidental to water transportation were excluded.

⁶ Excludes limited-price variety stores.

⁷ Estimate relates to real estate establishments only.

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

Table 2. Indexes of standard weekly salaries and straight-time hourly earnings for selected occupational groups in Philadelphia, Pa., November 1959 and November 1958, and percents of increase for selected periods

Industry and occupational group	Indexes (October 1952 = 100)		Percent increases from—						
	November 1959	November 1958	November 1958 to November 1959	October 1957 to November 1958	November 1956 to October 1957	November 1955 to November 1956	November 1954 to November 1955	October 1953 to November 1954	October 1952 to October 1953
All industries:									
Office clerical (women)	138.6	134.1	3.4	4.0	5.7	6.5	3.4	3.4	7.1
Industrial nurses (women)	142.1	134.9	5.3	3.7	6.5	6.2	4.3	3.0	7.1
Skilled maintenance (men)	139.7	132.9	5.1	3.2	5.2	5.2	4.0	4.4	7.2
Unskilled plant (men)	140.8	134.5	4.7	5.0	6.0	4.7	6.0	4.3	4.5
Manufacturing:									
Office clerical (women)	137.4	133.3	3.1	4.2	6.2	5.1	2.8	4.6	6.6
Industrial nurses (women)	141.7	133.9	5.9	2.4	5.7	6.1	5.0	2.9	7.9
Skilled maintenance (men)	138.9	132.3	5.0	3.2	5.1	5.4	3.8	3.9	7.2
Unskilled plant (men)	139.6	132.1	5.7	4.9	5.8	4.5	5.5	4.5	3.3

Wage Trends for Selected Occupational Groups

Presented in table 2 are indexes of salaries of office clerical workers and industrial nurses, and of average earnings of selected plant worker groups.

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

Average weekly salaries or average hourly earnings were computed for each of the selected occupations. The average salaries or hourly earnings were then multiplied by the average of 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.

Adjustments have been made where necessary to maintain comparability. For example, in most of the areas surveyed, railroads were included in the coverage of the surveys for the first time this year. In computing the indexes, data relating to the railroad industry were excluded.

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 1959 for workers in 17 major labor markets appeared in BLS Bull. 1240-22, Wages and Related Benefits, 20 Labor Markets, Winter 1958-59.

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, Philadelphia, Pa., November 1959)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF—																			
		Weekly hours (Standard)	Weekly earnings (Standard)	\$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	
Men																							
Clerks, accounting, class A	633	38.5	\$92.00	-	-	4	5	5	48	11	47	57	64	57	63	52	34	42	34	49	61		
Manufacturing	328	39.0	94.50	-	-	-	-	-	16	10	16	35	25	26	32	49	20	30	19	17	33		
Nonmanufacturing	305	37.5	89.50	-	-	4	5	5	32	1	31	22	39	31	3	14	12	15	32	28			
Public utilities ³	33	38.5	111.00	-	-	-	-	-	-	-	-	2	-	-	-	6	3	15	-	5			
Wholesale trade	102	38.0	89.50	-	-	-	-	-	6	-	12	6	22	19	14	-	3	7	-	13			
Finance ³	105	36.5	84.50	-	-	4	4	5	15	1	17	12	3	4	5	2	4	-	-	20	9		
Services	50	37.0	86.00	-	-	-	-	-	11	-	-	3	8	5	11	1	-	-	-	11	-		
Clerks, accounting, class B	326	38.0	77.00	-	-	3	21	20	32	57	11	34	39	28	38	12	9	18	2	2	-		
Manufacturing	140	38.5	75.50	-	-	-	14	2	25	10	7	20	25	13	17	1	1	1	2	2	-		
Nonmanufacturing	186	38.0	78.50	-	-	3	7	18	7	47	4	14	14	15	21	11	8	17	-	-	-		
Public utilities ³	40	40.0	101.50	-	-	-	-	-	-	-	-	-	1	1	6	9	7	16	-	-	-		
Wholesale trade	62	39.0	77.50	-	-	-	-	-	-	26	-	12	4	5	15	-	-	-	-	-	-		
Finance ³	61	35.5	67.00	-	-	3	4	17	2	17	-	-	9	9	-	-	-	-	-	-	-		
Clerks, file, class B	71	38.5	59.50	-	5	5	18	18	4	3	15	-	2	-	1	-	-	-	-	-	-		
Nonmanufacturing	43	38.0	53.00	-	5	5	12	18	1	2	-	-	-	-	-	-	-	-	-	-	-		
Clerks, order	305	38.5	85.00	-	-	-	-	12	-	11	19	38	73	69	29	6	28	15	-	1	4		
Manufacturing	141	39.0	84.50	-	-	-	-	-	-	2	16	22	29	47	8	6	8	-	-	1	2		
Nonmanufacturing	164	38.5	85.50	-	-	-	-	12	-	9	3	16	44	22	21	7	20	15	-	-	2		
Wholesale trade	146	39.0	85.00	-	-	-	-	12	-	8	2	15	36	20	19	-	19	15	-	-	-		
Clerks, payroll	182	39.0	91.00	-	-	-	-	-	8	11	7	13	10	14	29	53	3	19	1	1	13		
Manufacturing	119	39.0	92.50	-	-	-	-	-	1	11	6	3	10	14	8	38	1	12	1	1	13		
Nonmanufacturing	63	39.0	88.50	-	-	-	-	-	7	-	1	10	-	-	21	15	2	7	-	-	-		
Office boys	727	38.5	54.50	20	168	147	124	70	53	29	40	15	33	-	28	-	-	-	-	-	-		
Manufacturing	329	39.0	51.50	16	90	75	47	21	30	13	23	13	1	-	-	-	-	-	-	-	-		
Nonmanufacturing	398	38.0	57.00	4	78	72	77	49	23	16	17	2	32	-	28	-	-	-	-	-	-		
Wholesale trade	63	39.0	59.50	-	6	7	3	17	3	12	15	-	-	-	-	-	-	-	-	-	-		
Finance ³	144	37.0	49.00	2	37	40	32	20	10	3	-	-	-	-	-	-	-	-	-	-	-		
Services	72	38.0	49.50	-	22	12	28	3	7	-	-	-	-	-	-	-	-	-	-	-	-		
Tabulating-machine operators, class A	312	39.0	95.50	-	-	1	5	6	2	4	2	18	30	35	44	49	31	18	22	12	33		
Manufacturing	195	39.0	100.00	-	-	-	-	-	-	-	-	4	18	24	29	24	15	20	11	21			
Nonmanufacturing	117	38.5	88.50	-	-	1	5	6	2	4	2	14	12	11	15	20	7	3	2	1	12		
Finance ³	63	38.0	77.00	-	-	1	5	6	2	4	2	13	8	5	11	5	1	-	-	-	-		
Tabulating-machine operators, class B	634	38.5	81.00	-	-	5	5	11	38	62	81	71	100	103	79	50	15	7	4	1	2		
Manufacturing	310	39.0	83.50	-	-	-	-	-	6	33	31	32	67	56	45	25	7	1	4	1	2		
Nonmanufacturing	324	37.5	78.50	-	-	5	5	11	32	29	50	39	33	47	34	25	8	6	-	-	-		
Wholesale trade	86	37.5	82.00	-	-	-	-	-	-	9	18	7	6	34	4	8	-	-	-	-	-		
Finance ³	143	37.5	75.00	-	-	5	5	10	8	18	24	24	15	8	12	7	7	-	-	-	-		
Tabulating-machine operators, class C	261	38.0	64.00	-	6	15	29	56	31	28	49	31	2	3	11	-	-	-	-	-	-		
Manufacturing	76	38.5	67.00	-	-	-	-	22	9	13	21	7	1	3	-	-	-	-	-	-	-		
Nonmanufacturing	185	37.5	63.00	-	6	15	29	34	22	15	28	24	1	-	11	-	-	-	-	-	-		
Finance ³	110	37.5	57.50	-	6	14	21	29	19	12	6	3	-	-	-	-	-	-	-	-	-		

See footnotes at end of table.

NOTE: Estimates for all industries, nonmanufacturing, and public utilities include data for railroads (SIC 40), omitted from the scope of all labor market wage surveys made before the winter of 1959-60. Where significant, the effect of the inclusion of railroads is greatest on the data shown separately for the public utilities division. The trend of earnings in selected occupational groups in all industries, excluding railroads, appears in table 2, p. 3.

Table A-1. Office Occupations--Continued

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

Sex, occupation, and industry division	Number of workers	Average		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF--																		
		Weekly hours (Standard)	Weekly earnings (Standard)	\$ 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	
Women																						
Billers, machine (billing machine) -----	324	38.0	\$ 67.00	-	1	10	82	71	16	55	62	2	21	2	1	-	-	-	-	-	-	
Manufacturing -----	129	38.5	70.00	-	-	-	20	35	11	7	34	-	19	2	1	-	-	-	-	-	-	
Nonmanufacturing -----	195	37.5	65.50	-	1	10	62	36	5	48	28	2	2	-	-	-	-	-	-	-	-	
Billers, machine (bookkeeping machine) -----	184	38.5	61.50	-	8	14	29	26	35	30	23	9	1	9	-	-	-	-	-	-	-	
Nonmanufacturing -----	149	38.5	59.00	-	7	14	28	26	25	22	20	6	1	-	-	-	-	-	-	-	-	
Retail trade ⁵ -----	136	38.5	58.50	-	7	14	28	26	24	13	17	6	1	-	-	-	-	-	-	-	-	
Bookkeeping-machine operators, class A -----	251	37.5	75.00	-	-	4	5	36	16	30	42	29	26	10	27	24	2	-	-	-	-	
Manufacturing -----	165	37.5	78.00	-	-	-	-	20	2	26	34	14	10	6	27	24	2	-	-	-	-	
Nonmanufacturing -----	86	37.5	69.00	-	-	4	5	16	14	4	8	15	16	4	-	-	-	-	-	-	-	
Bookkeeping-machine operators, class B -----	1,381	38.5	58.50	4	47	206	297	302	199	153	36	61	48	12	4	6	-	6	-	-	-	
Manufacturing -----	315	39.0	64.50	-	1	3	34	67	58	84	20	17	15	12	1	3	-	-	-	-	-	
Nonmanufacturing -----	1,066	38.0	56.50	4	46	203	263	235	141	69	16	44	33	-	3	3	-	6	-	-	-	
Wholesale trade -----	230	39.0	65.50	-	12	20	9	26	54	40	6	37	14	-	3	3	-	6	-	-	-	
Retail trade ⁵ -----	95	38.5	62.00	-	4	6	11	24	19	7	4	1	19	-	-	-	-	-	-	-	-	
Finance ³ -----	702	38.0	53.00	4	30	177	241	177	52	15	6	-	-	-	-	-	-	-	-	-	-	
Clerks, accounting, class A -----	1,022	38.0	78.50	-	-	5	18	43	91	129	139	175	132	94	61	35	30	11	16	30	13	
Manufacturing -----	365	38.5	86.00	-	-	-	-	3	5	17	50	66	68	37	33	26	13	9	3	30	5	
Nonmanufacturing -----	657	37.5	74.50	-	-	5	18	40	86	112	89	109	64	57	28	9	17	2	13	-	8	
Public utilities ² -----	50	38.5	83.00	-	-	-	-	-	6	6	8	8	3	-	1	-	-	-	4	-	5	
Wholesale trade -----	103	39.0	82.00	-	-	-	-	-	12	18	-	6	42	3	4	7	2	-	-	-	3	
Retail trade ⁵ -----	154	38.5	72.50	-	-	8	16	16	15	23	35	16	7	18	-	-	-	-	-	-	-	
Finance ³ -----	304	36.0	71.50	-	-	5	10	24	46	55	57	49	27	5	4	4	9	-	9	-	-	
Clerks, accounting, class B -----	2,300	37.5	61.50	12	44	127	502	438	428	289	129	169	66	37	21	5	9	13	5	3	3	
Manufacturing -----	811	38.0	63.00	-	11	8	192	138	122	99	92	86	45	8	3	2	2	1	2	-	-	
Nonmanufacturing -----	1,489	37.5	61.00	12	33	119	310	300	306	190	37	83	21	29	18	3	7	12	3	3	3	
Public utilities ² -----	188	36.5	70.00	-	-	-	22	30	46	31	2	8	14	8	14	-	1	12	-	-	-	
Wholesale trade -----	221	39.0	69.00	-	6	-	20	31	60	19	14	43	2	12	-	-	5	-	3	3	3	
Retail trade ⁵ -----	663	38.0	56.50	12	25	85	165	157	112	66	19	3	2	9	4	3	1	-	-	-	-	
Finance ³ -----	287	35.5	56.50	-	2	31	103	57	74	7	-	13	-	-	-	-	-	-	-	-	-	
Services -----	130	37.0	65.50	-	-	3	-	25	14	67	2	16	3	-	-	-	-	-	-	-	-	
Clerks, file, class A -----	443	37.5	67.00	-	6	26	63	84	47	27	60	50	27	26	8	16	-	3	-	-	-	
Manufacturing -----	182	38.5	71.50	-	-	12	29	12	8	12	25	30	14	24	1	15	-	-	-	-	-	
Nonmanufacturing -----	261	37.0	63.50	-	6	14	34	72	39	15	35	20	13	2	7	1	-	3	-	-	-	
Wholesale trade -----	55	38.5	68.50	-	6	-	-	20	-	-	14	3	3	-	6	-	-	3	-	-	-	
Finance ³ -----	152	36.5	63.00	-	-	10	18	48	28	8	14	12	10	2	1	1	-	-	-	-	-	
Clerks, file, class B -----	1,765	38.0	51.00	-	432	489	340	253	124	67	48	7	3	2	-	-	-	-	-	-	-	
Manufacturing -----	363	38.5	56.00	-	37	57	82	77	39	26	39	5	1	-	-	-	-	-	-	-	-	
Nonmanufacturing -----	1,402	38.0	49.50	-	395	432	258	176	85	41	9	2	2	2	-	-	-	-	-	-	-	
Public utilities ² -----	57	37.5	62.00	-	-	-	25	3	7	11	5	2	2	2	-	-	-	-	-	-	-	
Wholesale trade -----	177	39.5	54.50	-	42	-	35	50	26	20	4	-	-	-	-	-	-	-	-	-	-	
Retail trade ⁵ -----	257	39.5	45.50	-	133	75	34	11	4	-	-	-	-	-	-	-	-	-	-	-	-	
Finance ³ -----	812	37.0	48.50	-	201	331	156	94	20	10	-	-	-	-	-	-	-	-	-	-	-	
Services -----	99	38.0	52.50	-	19	26	8	18	28	-	-	-	-	-	-	-	-	-	-	-	-	
Clerks, order -----	893	39.0	62.00	-	42	154	129	157	82	107	17	46	69	35	34	15	1	2	-	-	3	
Manufacturing -----	273	37.5	62.00	-	-	33	39	45	65	45	4	8	13	17	-	1	1	2	-	-	-	
Nonmanufacturing -----	620	39.5	62.50	-	42	121	90	112	17	62	13	38	56	18	34	14	-	-	-	-	3	
Wholesale trade -----	456	39.5	65.00	-	15	100	59	60	14	32	13	38	56	18	34	14	-	-	-	-	3	
Retail trade ⁵ -----	134	39.5	52.00	-	27	21	31	52	3	-	-	-	-	-	-	-	-	-	-	-	-	

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, Philadelphia, Pa., November 1959)

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	\$ 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																					
Clerks, payroll	1,133	38.0	\$ 69.00	-	5	15	106	166	130	231	79	174	113	31	31	22	7	15	2	1	5
Manufacturing	730	38.5	70.00	-	-	7	70	63	79	186	61	114	89	18	10	17	5	11	-	-	-
Nonmanufacturing	403	38.0	68.00	-	5	8	36	103	51	45	18	60	24	13	21	5	2	4	2	1	5
Public utilities ²	92	37.5	68.00	-	-	-	11	42	1	4	2	14	1	-	11	2	1	-	-	1	2
Wholesale trade	76	39.5	78.50	-	-	-	-	9	6	14	-	20	3	9	6	2	-	2	2	-	3
Retail trade ⁵	104	38.5	63.50	-	5	8	14	23	9	16	2	3	20	-	1	1	2	-	-	-	-
Finance ³	82	35.5	64.00	-	-	-	11	26	12	5	10	13	-	3	2	-	-	-	-	-	-
Comptometer operators	973	38.5	65.50	7	10	36	107	145	204	151	98	78	64	19	39	9	4	2	-	-	-
Manufacturing	324	38.5	70.00	-	-	1	24	41	43	82	31	31	21	11	32	4	1	2	-	-	-
Nonmanufacturing	649	38.5	63.00	7	10	35	83	104	161	69	67	47	43	8	7	5	3	-	-	-	-
Wholesale trade	209	39.0	68.50	-	-	2	6	14	68	41	23	13	34	3	-	2	3	-	-	-	-
Retail trade ⁵	360	38.0	59.50	7	10	27	74	84	46	25	42	32	8	4	1	-	-	-	-	-	-
Duplicating-machine operators (Mimeograph or Ditto)	151	38.0	60.50	1	7	18	35	18	13	17	23	11	7	-	1	-	-	-	-	-	-
Manufacturing	57	39.0	64.50	-	-	5	5	10	7	12	9	6	2	-	1	-	-	-	-	-	-
Nonmanufacturing	94	37.5	58.00	1	7	13	30	8	6	5	14	5	5	-	-	-	-	-	-	-	-
Keypunch operators	2,343	38.0	63.50	-	44	78	381	381	470	394	219	164	74	44	74	18	2	-	-	-	-
Manufacturing	869	39.0	67.00	-	18	15	69	127	125	189	107	95	48	39	31	4	2	-	-	-	-
Nonmanufacturing	1,474	37.5	61.50	-	26	63	312	254	345	205	112	69	26	5	43	14	-	-	-	-	-
Public utilities ²	215	38.0	69.59	-	-	-	32	61	29	10	4	15	2	5	43	14	-	-	-	-	-
Wholesale trade	470	38.5	61.50	-	-	-	148	49	132	56	37	42	6	-	-	-	-	-	-	-	-
Retail trade ⁵	133	38.5	61.50	-	2	1	35	24	25	19	13	5	9	-	-	-	-	-	-	-	-
Finance ³	583	37.0	58.50	-	24	62	97	118	139	82	45	7	9	-	-	-	-	-	-	-	-
Office girls	333	37.5	49.00	7	60	141	66	40	3	7	5	4	-	-	-	-	-	-	-	-	-
Manufacturing	124	38.5	51.00	1	8	64	18	18	2	5	4	4	-	-	-	-	-	-	-	-	-
Nonmanufacturing	209	37.0	47.50	6	52	77	48	22	1	2	1	-	-	-	-	-	-	-	-	-	-
Wholesale trade	62	39.5	48.00	-	6	40	2	14	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance ³	89	35.5	47.00	4	34	26	20	3	-	2	-	-	-	-	-	-	-	-	-	-	-
Secretaries	6,920	38.0	84.50	-	6	5	37	122	306	544	787	1096	1031	787	656	423	272	208	166	227	247
Manufacturing	3,289	38.5	89.00	-	-	-	4	23	50	192	331	453	465	443	318	270	188	172	108	103	169
Nonmanufacturing	3,631	37.5	81.00	-	6	5	33	99	256	352	456	643	566	344	338	153	84	36	58	124	78
Public utilities ²	299	39.0	107.00	-	-	-	-	-	-	6	11	13	16	8	23	21	6	20	16	116	43
Wholesale trade	1,106	38.5	83.00	-	-	-	-	6	12	73	81	211	258	158	160	68	40	9	20	6	4
Retail trade ⁵	268	38.5	74.50	-	6	5	8	16	29	24	32	36	41	21	37	5	6	-	-	2	-
Finance ³	1,352	36.5	76.50	-	-	-	18	61	170	196	220	210	153	94	110	42	29	7	22	-	20
Services	606	38.0	76.00	-	-	-	7	16	45	53	112	173	98	63	8	17	3	-	-	-	11
Stenographers, general	4,856	38.5	69.00	3	4	149	401	670	886	622	643	556	334	189	139	157	31	41	6	25	-
Manufacturing	2,618	39.0	70.50	-	-	78	146	311	386	342	398	340	289	146	106	23	25	28	-	-	-
Nonmanufacturing	2,238	37.5	67.00	3	4	71	255	359	500	280	245	216	45	43	33	134	6	13	6	25	-
Public utilities ²	445	39.0	82.00	-	-	1	16	60	47	21	40	34	10	10	26	134	4	11	6	25	-
Wholesale trade	500	38.5	67.00	-	-	12	28	58	124	105	55	57	20	30	7	-	2	2	-	-	-
Retail trade ⁵	197	38.0	62.00	3	2	11	25	34	51	23	18	22	8	-	-	-	-	-	-	-	-
Finance ³	1,010	37.0	61.50	-	2	47	178	200	255	113	109	100	4	2	-	-	-	-	-	-	-
Services	86	39.5	65.50	-	-	-	8	7	23	18	23	3	3	1	-	-	-	-	-	-	-
Stenographers, technical	135	39.0	76.50	-	-	-	1	17	17	22	5	11	20	13	9	15	5	-	-	-	-
Manufacturing	100	39.5	81.00	-	-	-	5	6	19	2	9	18	12	9	15	5	-	-	-	-	-
Nonmanufacturing	35	37.5	64.00	-	-	-	1	12	11	3	3	2	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, Philadelphia, Pa., November 1959)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF—																	
		Weekly hours (Standard)	Weekly earnings (Standard)	\$ 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
Women—Continued																					
Switchboard operators	1,086	38.5	\$65.00	6	32	135	68	142	189	104	91	162	45	59	35	12	3	3	-	-	-
Manufacturing	292	38.5	72.50	-	-	-	9	14	45	51	27	96	26	11	7	3	2	1	-	-	-
Nonmanufacturing	794	38.5	62.50	6	32	135	59	128	144	53	64	66	19	48	28	9	1	2	-	-	-
Public utilities ⁴	130	39.5	83.00	-	-	-	-	-	7	5	21	11	7	48	23	5	1	2	-	-	-
Wholesale trade	78	39.5	70.50	-	-	6	-	12	12	6	4	18	11	-	5	4	-	-	-	-	-
Retail trade ⁵	143	39.0	55.50	6	4	26	25	50	19	2	1	9	1	-	-	-	-	-	-	-	-
Finance ³	232	37.0	61.00	-	-	-	27	49	100	21	34	1	-	-	-	-	-	-	-	-	-
Services	211	38.0	53.00	-	28	103	7	17	6	19	4	27	-	-	-	-	-	-	-	-	-
Switchboard operator-receptionists	912	38.0	63.50	-	-	27	81	192	259	114	123	45	41	21	7	2	-	-	-	-	-
Manufacturing	424	38.5	64.50	-	-	12	45	76	109	49	60	19	38	7	7	2	-	-	-	-	-
Nonmanufacturing	488	37.5	63.00	-	-	15	36	116	150	65	63	26	3	14	-	-	-	-	-	-	-
Public utilities ⁴	53	37.5	67.50	-	-	-	4	7	8	-	18	16	-	-	-	-	-	-	-	-	-
Wholesale trade	232	38.5	63.50	-	-	-	12	59	84	31	29	10	2	5	-	-	-	-	-	-	-
Retail trade ⁵	54	38.0	59.00	-	-	-	14	5	27	7	1	-	-	-	-	-	-	-	-	-	-
Finance ³	72	35.5	62.50	-	-	9	-	22	18	9	4	-	1	9	-	-	-	-	-	-	-
Services	77	38.0	60.50	-	-	6	6	23	13	18	11	-	-	-	-	-	-	-	-	-	-
Tabulating-machine operators, class A	63	39.0	93.50	-	-	-	-	1	1	4	1	4	8	9	4	5	13	2	6	3	2
Nonmanufacturing	32	38.0	84.00	-	-	-	-	1	1	4	-	4	7	9	3	1	-	-	-	1	1
Tabulating-machine operators, class B	251	38.0	74.00	-	1	-	7	18	15	69	34	45	16	16	12	6	7	5	-	-	-
Manufacturing	77	38.5	81.50	-	-	-	-	-	-	11	17	12	11	4	11	3	6	2	-	-	-
Nonmanufacturing	174	37.5	70.50	-	1	-	7	18	15	58	17	33	5	12	1	3	1	3	-	-	-
Public utilities ⁴	52	37.0	73.50	-	-	-	3	14	3	4	3	10	5	2	1	3	1	3	-	-	-
Finance ³	99	37.5	68.50	-	1	-	4	4	12	48	13	7	-	10	-	-	-	-	-	-	-
Tabulating-machine operators, class C	314	38.0	58.50	-	1	13	64	125	56	22	23	8	2	-	-	-	-	-	-	-	-
Nonmanufacturing	289	37.5	57.50	-	1	13	63	124	56	22	6	4	-	-	-	-	-	-	-	-	-
Finance ³	64	36.5	59.00	-	-	7	9	10	34	1	2	1	-	-	-	-	-	-	-	-	-
Transcribing-machine operators, general	845	38.0	62.50	-	4	85	147	171	103	97	105	64	44	6	12	4	3	-	-	-	-
Manufacturing	284	38.5	66.00	-	-	15	34	64	19	29	50	31	32	4	2	1	3	-	-	-	-
Nonmanufacturing	561	37.5	60.50	-	4	70	113	107	84	68	55	33	12	2	10	3	-	-	-	-	-
Wholesale trade	136	39.0	67.50	-	-	-	3	32	25	25	10	29	7	-	5	-	-	-	-	-	-
Finance ³	332	36.5	57.00	-	-	54	98	56	52	35	35	-	2	-	-	-	-	-	-	-	-
Typists, class A	1,436	38.5	72.00	-	-	9	99	186	245	184	137	212	75	89	55	144	1	-	-	-	-
Manufacturing	735	39.0	72.00	-	-	-	24	68	111	112	115	144	57	76	21	6	1	-	-	-	-
Nonmanufacturing	701	38.0	71.50	-	-	9	75	118	134	72	22	68	18	13	34	138	-	-	-	-	-
Public utilities ⁴	235	39.5	86.00	-	-	-	18	26	5	4	2	5	-	3	34	138	-	-	-	-	-
Wholesale trade	125	38.0	68.50	-	-	-	6	20	31	19	11	23	5	10	-	-	-	-	-	-	-
Finance ³	235	37.0	61.00	-	-	7	37	59	78	23	6	25	-	-	-	-	-	-	-	-	-
Services	80	37.0	67.00	-	-	-	12	11	13	17	1	13	13	-	-	-	-	-	-	-	-
Typists, class B	3,703	38.5	56.50	-	135	589	965	762	629	356	122	94	12	6	29	1	3	-	-	-	-
Manufacturing	1,325	39.5	59.00	-	16	114	340	299	268	137	58	74	12	6	1	-	-	-	-	-	-
Nonmanufacturing	2,378	37.5	55.50	-	119	475	625	463	361	219	64	20	-	-	28	1	3	-	-	-	-
Public utilities ⁴	107	38.5	71.00	-	-	-	16	17	11	11	13	10	-	-	28	1	-	-	-	-	-
Wholesale trade	528	39.5	59.00	-	6	51	96	120	130	79	43	-	-	-	-	-	-	-	-	-	-
Retail trade ⁵	399	39.0	53.00	-	67	105	79	46	38	57	6	1	-	-	-	-	-	-	-	-	-
Finance ³	1,146	36.5	53.00	-	46	286	393	224	142	44	2	9	-	-	-	-	-	-	-	-	-
Services	198	38.5	56.50	-	-	33	41	56	40	28	-	-	-	-	-	-	-	-	-	-	-

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.² Transportation, communication, and other public utilities.³ Finance, insurance, and real estate.⁴ Workers were distributed as follows: 32 at \$120 to \$130; 1 at \$130 and over.⁵ Excludes limited-price variety stores.⁶ Workers were distributed as follows: 27 at \$120 to \$130; 15 at \$130 to \$140; 1 at \$140 and over.

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, Philadelphia, Pa., November 1959)

Sex, occupation, and industry division	Number of workers	Averages		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF--																	
		Weekly hours ¹ (Standard)	Weekly earnings (Standard)	Under \$ 60.00	\$ 60.00 and under 65.00	\$ 65.00 - 70.00	\$ 70.00 - 75.00	\$ 75.00 - 80.00	\$ 80.00 - 85.00	\$ 85.00 - 90.00	\$ 90.00 - 95.00	\$ 95.00 - 100.00	\$ 100.00 - 105.00	\$ 105.00 - 110.00	\$ 110.00 - 115.00	\$ 115.00 - 120.00	\$ 120.00 - 125.00	\$ 125.00 - 130.00	\$ 130.00 - 135.00	\$ 135.00 - 140.00	\$ 140.00 and over
Men																					
Draftsmen, leader	265	40.0	\$161.00	-	-	-	-	-	-	-	-	-	-	-	-	3	9	3	26	10	² 214
Manufacturing	162	40.0	154.50	-	-	-	-	-	-	-	-	-	-	-	-	3	8	3	19	-	³ 129
Nonmanufacturing	103	39.5	171.00	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	7	10	85
Draftsmen, senior	1,875	40.0	116.00	-	-	19	7	26	38	49	118	139	217	180	221	172	155	83	63	75	313
Manufacturing	1,487	40.0	112.00	-	-	19	7	26	36	43	96	115	189	150	200	165	137	77	43	68	⁴ 116
Nonmanufacturing	388	39.5	132.00	-	-	-	-	-	2	6	22	24	28	30	21	7	18	6	20	7	⁵ 197
Draftsmen, junior	1,186	40.0	97.50	6	1	32	54	74	117	131	218	72	144	19	78	15	119	-	25	13	68
Manufacturing	515	39.5	89.00	-	1	24	32	48	67	85	129	60	36	13	1	4	9	-	2	2	2
Nonmanufacturing	671	40.0	104.00	6	-	8	22	26	50	46	89	12	108	6	77	11	110	-	23	11	66
Tracers	108	40.0	63.00	⁶ 42	26	12	15	10	3	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	80	40.0	64.50	31	15	10	14	7	3	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	28	40.0	59.00	11	11	2	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Women																					
Nurses, industrial (registered)	299	39.0	89.50	1	1	8	24	50	31	44	41	33	19	24	12	4	2	2	-	-	-
Manufacturing	240	39.5	90.00	-	-	2	17	40	25	36	34	29	18	24	11	1	1	2	-	-	-
Nonmanufacturing	59	38.5	87.50	1	1	6	7	10	6	8	7	4	1	-	1	3	1	-	-	-	3

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: 74 at \$140 to \$160; 85 at \$160 to \$180; 22 at \$180 to \$200; 33 at \$200 and over.³ Workers were distributed as follows: 26 at \$140 to \$150; 25 at \$150 to \$160; 38 at \$160 to \$170; 40 at \$170 to \$180.⁴ Workers were distributed as follows: 109 at \$140 to \$150; 7 at \$150 and over.⁵ Workers were distributed as follows: 12 at \$140 to \$150; 97 at \$150 to \$160; 88 at \$160 to \$170.⁶ Workers were distributed as follows: 17 at \$50 to \$55; 25 at \$55 to \$60.

NOTE: See note on p. 5, relative to the inclusion of railroads.

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, Philadelphia, Pa., November 1959)

Occupation and industry division	Number of workers	Average hourly earnings ¹	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																					
			Under \$ 1.60	\$ 1.60 and under 1.70	1.70	1.80	1.90	2.00	2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	3.60 and over
Carpenters, maintenance	900	\$2.80	2	5	2	4	-	15	35	48	41	136	107	72	48	63	42	3	163	-	4	-	8	² 102
Manufacturing	575	2.75	-	-	-	2	-	5	22	46	24	51	73	59	40	61	17	3	158	-	-	-	8	6
Nonmanufacturing	325	2.88	2	5	2	2	-	10	13	2	17	85	34	13	8	2	25	-	5	-	4	-	96	
Public utilities ³	123	2.54	-	-	-	-	-	-	-	-	2	79	25	5	7	-	-	-	1	-	4	-	-	
Retail trade ⁴	130	3.54	-	-	-	-	-	-	-	-	-	-	-	8	1	-	21	-	4	-	-	-	96	
Electricians, maintenance	1,605	2.80	14	-	-	-	28	7	2	58	71	116	233	116	218	145	110	115	156	84	81	13	2	36
Manufacturing	1,312	2.82	-	-	-	-	21	4	-	43	35	101	176	96	208	140	67	113	155	63	54	12	2	22
Nonmanufacturing	293	2.72	14	-	-	-	7	3	2	15	36	15	57	20	10	5	43	2	1	21	27	1	-	14
Public utilities ³	102	2.78	-	-	-	-	-	-	-	1	7	3	52	-	9	3	-	1	-	1	25	-	-	-
Retail trade ⁴	97	3.07	-	-	-	-	-	-	-	1	1	7	2	8	-	-	39	1	1	20	2	1	-	14
Finance ⁵	63	2.36	-	-	-	-	7	2	-	11	28	5	3	-	1	2	4	-	-	-	-	-	-	-
Engineers, stationary	849	2.42	-	10	39	52	31	18	30	111	57	117	140	99	35	28	22	40	4	6	1	9	-	-
Manufacturing	522	2.55	-	-	-	-	1	10	25	83	48	68	81	94	23	20	14	39	-	6	1	9	-	-
Nonmanufacturing	327	2.22	-	10	39	52	30	8	5	28	9	49	59	5	12	8	8	1	4	-	-	-	-	-
Public utilities ³	58	2.51	-	1	4	-	4	1	-	1	2	2	26	1	8	-	4	-	4	-	-	-	-	-
Finance ⁵	115	2.27	-	-	-	9	26	3	5	11	4	33	15	1	1	3	4	-	-	-	-	-	-	-
Services	107	1.85	-	9	35	43	-	4	-	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Firemen, stationary boiler	457	2.29	10	14	8	46	9	56	55	59	44	43	6	23	28	13	12	28	3	-	-	-	-	-
Manufacturing	359	2.37	-	6	-	45	3	8	50	59	39	40	6	22	28	10	12	28	3	-	-	-	-	-
Nonmanufacturing	98	1.99	10	8	8	1	6	48	5	-	5	3	-	1	-	3	-	-	-	-	-	-	-	-
Helpers, trades, maintenance	1,461	2.35	66	12	26	19	61	65	174	249	81	152	205	14	336	1	-	-	-	-	-	-	-	-
Manufacturing	1,091	2.42	44	-	19	16	37	37	86	137	41	146	197	14	316	1	-	-	-	-	-	-	-	-
Nonmanufacturing	370	2.15	22	12	7	3	24	28	88	112	40	6	8	-	20	-	-	-	-	-	-	-	-	-
Public utilities ³	248	2.22	-	7	7	3	-	10	83	100	7	6	5	-	20	-	-	-	-	-	-	-	-	-
Machine-tool operators, toolroom	600	2.75	-	-	-	-	-	2	2	8	29	16	44	196	99	49	45	76	25	6	-	-	-	3
Manufacturing	600	2.75	-	-	-	-	-	2	2	8	29	16	44	196	99	49	45	76	25	6	-	-	-	3
Machinists, maintenance	1,473	2.82	-	-	-	-	-	-	48	79	16	123	226	52	117	236	90	33	362	3	68	4	-	16
Manufacturing	1,258	2.81	-	-	-	-	-	-	48	79	16	102	225	52	109	236	90	31	359	2	1	2	-	16
Nonmanufacturing	205	2.85	-	-	-	-	-	-	-	-	-	-	-	-	8	-	-	2	3	1	67	2	-	
Public utilities ³	203	2.85	-	-	-	-	-	-	-	-	-	-	-	21	101	-	-	2	3	1	67	-	-	
Mechanics, automotive (maintenance)	1,473	2.62	-	-	-	-	-	8	23	6	153	215	296	447	101	103	33	20	68	-	-	-	-	-
Manufacturing	314	2.63	-	-	-	-	-	-	3	-	9	60	81	95	17	5	5	9	30	-	-	-	-	-
Nonmanufacturing	1,159	2.61	-	-	-	-	-	8	20	6	144	155	215	352	84	98	28	11	38	-	-	-	-	-
Public utilities ³	580	2.64	-	-	-	-	-	-	-	-	120	79	12	231	37	24	28	11	38	-	-	-	-	-
Wholesale trade	452	2.60	-	-	-	-	-	6	6	24	60	60	181	101	6	68	-	-	-	-	-	-	-	-
Retail trade ⁴	73	2.66	-	-	-	-	-	-	-	-	-	8	2	16	41	6	-	-	-	-	-	-	-	-
Services	54	2.36	-	-	-	-	-	8	14	-	-	8	20	4	-	-	-	-	-	-	-	-	-	-
Mechanics, maintenance	1,710	2.68	-	-	2	1	6	73	47	123	59	200	158	189	260	167	123	27	231	34	10	-	-	-
Manufacturing	1,644	2.68	-	-	2	1	6	73	47	121	59	178	135	183	255	164	119	26	231	34	10	-	-	-
Nonmanufacturing	66	2.58	-	-	-	-	-	-	-	2	-	22	23	6	5	3	4	1	-	-	-	-	-	-
Millwrights	356	2.74	-	-	-	-	-	2	6	26	20	70	45	43	19	34	58	33	-	-	-	-	-	-
Manufacturing	355	2.74	-	-	-	-	-	2	6	25	20	70	45	43	19	34	58	33	-	-	-	-	-	-
Oilers	540	2.07	28	111	4	41	69	18	29	42	42	40	99	11	1	5	-	-	-	-	-	-	-	-
Manufacturing	533	2.07	28	111	3	41	69	18	29	42	39	37	99	11	1	5	-	-	-	-	-	-	-	-

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, Philadelphia, Pa., November 1959)

Occupation and industry division	Number of workers	Average hourly earnings ¹	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																					
			Under \$ 1.60	\$ 1.60 and under 1.70	\$ 1.70	\$ 1.80	\$ 1.90	\$ 2.00	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.10	\$ 3.20	\$ 3.30	\$ 3.40	\$ 3.50	\$ 3.60 and over
Painters, maintenance	559	\$2.58	35	1	4	-	27	7	31	33	30	58	68	68	35	11	5	21	87	2	36	-	-	-
Manufacturing	343	2.66	-	-	-	-	1	5	29	21	21	34	54	58	15	11	5	2	87	-	-	-	-	-
Nonmanufacturing	216	2.44	35	1	4	-	26	2	2	12	9	24	14	10	20	-	-	19	-	2	36	-	-	-
Public utilities ²	78	2.69	-	-	-	-	-	-	-	-	7	15	14	3	20	-	-	19	-	-	-	-	-	-
Finance ⁵	60	2.17	-	1	2	-	26	1	2	12	2	9	-	5	-	-	-	-	-	-	-	-	-	-
Pipefitters, maintenance	893	2.87	-	-	-	2	-	2	-	61	19	54	83	43	139	54	22	48	323	7	25	1	-	10
Manufacturing	828	2.87	-	-	-	-	-	2	-	61	17	54	70	43	122	54	22	47	319	6	-	1	-	10
Nonmanufacturing	65	2.94	-	-	-	2	-	-	-	-	2	-	13	-	17	-	-	1	4	1	25	-	-	-
Public utilities ²	63	2.97	-	-	-	-	-	-	-	-	2	-	13	-	17	-	-	1	4	1	25	-	-	-
Plumbers, maintenance	116	2.53	2	3	11	2	3	1	2	1	20	1	30	10	4	5	-	1	9	2	2	-	-	7
Manufacturing	91	2.47	2	3	11	2	3	1	1	1	16	-	29	6	1	3	-	-	1	2	2	-	-	7
Public utilities ²	32	2.54	-	-	-	-	-	-	-	-	3	-	27	-	-	1	-	-	-	-	-	-	-	-
Sheet-metal workers, maintenance	233	2.75	-	-	-	-	-	1	-	6	14	6	63	11	31	53	7	7	24	3	6	-	-	1
Manufacturing	198	2.76	-	-	-	-	-	1	-	6	2	6	49	11	29	52	7	7	24	3	1	-	-	-
Nonmanufacturing	35	2.67	-	-	-	-	-	-	-	-	12	-	14	-	2	1	-	-	-	-	5	-	-	1
Public utilities ²	33	2.64	-	-	-	-	-	-	-	-	12	-	14	-	2	-	-	-	-	-	5	-	-	-
Tool and die makers	1,848	3.03	-	-	-	-	-	-	-	29	17	45	41	33	56	179	135	535	372	257	26	104	-	19
Manufacturing	1,846	3.04	-	-	-	-	-	-	-	29	17	45	39	33	56	179	135	535	372	257	26	104	-	19

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² All workers were at \$3.70 to \$3.80.³ Transportation, communication, and other public utilities.⁴ Excludes limited-price variety stores.⁵ Finance, insurance, and real estate.

NOTE: See note on p. 5, relative to the inclusion of railroads.

Table A-4. Custodial and Material Movement Occupations

(Average straight-time hourly earnings for selected occupations studied on an area basis by industry division, Philadelphia, Pa., November 1959)

Occupation ¹ and industry division	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																					
			Under \$ 0.90	\$ 0.90 and under 1.00	\$ 1.00	\$ 1.10	\$ 1.20	\$ 1.30	\$ 1.40	\$ 1.50	\$ 1.60	\$ 1.70	\$ 1.80	\$ 1.90	\$ 2.00	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90 and over
Elevator operators, passenger (men) -----	800	\$1.64	-	-	43	8	88	-	103	15	168	174	90	14	64	7	14	12	-	-	-	-	-	-
Manufacturing -----	123	1.88	-	-	-	-	4	-	14	1	5	1	25	14	56	-	3	-	-	-	-	-	-	-
Nonmanufacturing -----	677	1.59	-	-	43	8	84	-	89	14	163	173	65	-	8	7	11	12	-	-	-	-	-	-
Public utilities ³ -----	32	2.19	-	-	-	-	-	-	-	-	-	-	-	-	-	7	11	11	-	-	-	-	-	-
Retail trade ⁴ -----	88	1.50	-	-	-	-	12	-	62	2	4	-	1	-	-	-	-	-	-	-	-	-	-	-
Finance ⁵ -----	498	1.63	-	-	-	2	66	-	27	12	158	173	60	-	-	-	-	-	-	-	-	-	-	-
Elevator operators, passenger (women) -----	312	1.31	-	-	139	1	16	3	67	29	19	15	15	3	3	-	-	2	-	-	-	-	-	-
Nonmanufacturing -----	277	1.28	-	-	139	1	2	2	67	28	19	12	2	3	-	-	-	2	-	-	-	-	-	-
Retail trade ⁴ -----	79	1.41	-	-	13	-	-	1	62	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-
Finance ⁵ -----	50	1.55	-	-	-	1	2	1	5	27	2	12	-	-	-	-	-	-	-	-	-	-	-	-
Guards -----	2,646	1.65	-	-	990	180	17	38	29	30	49	97	133	174	183	130	221	127	97	124	27	-	-	-
Manufacturing -----	1,082	2.17	-	-	-	-	2	5	2	-	6	31	71	158	180	119	207	69	85	124	23	-	-	-
Nonmanufacturing -----	1,564	1.28	-	-	990	180	15	33	27	30	43	66	62	16	3	11	14	58	12	-	4	-	-	-
Finance ⁵ -----	286	1.69	-	-	-	-	4	33	27	30	40	66	54	16	3	11	2	-	-	-	-	-	-	-
Janitors, porters, and cleaners (men) -----	6,209	1.74	10	2	288	290	345	286	419	406	515	552	890	382	454	888	193	171	110	8	-	-	-	-
Manufacturing -----	3,228	1.87	-	-	20	59	128	124	14	100	369	317	601	244	360	554	178	43	109	8	-	-	-	-
Nonmanufacturing -----	2,981	1.60	10	2	268	231	217	162	405	306	146	235	289	138	94	334	15	128	1	-	-	-	-	-
Public utilities ³ -----	828	2.05	-	-	-	-	6	-	5	3	11	24	167	73	92	319	7	121	-	-	-	-	-	-
Wholesale trade -----	110	1.63	-	-	-	26	12	-	3	-	-	29	-	28	-	6	6	-	-	-	-	-	-	-
Retail trade ⁴ -----	795	1.38	-	2	130	32	137	78	241	43	8	42	29	34	2	7	2	7	1	-	-	-	-	-
Finance ⁵ -----	695	1.62	-	-	2	7	22	19	60	250	103	140	87	3	-	2	-	-	-	-	-	-	-	-
Services -----	553	1.22	10	-	136	166	40	65	96	10	24	-	6	-	-	-	-	-	-	-	-	-	-	-
Janitors, porters, and cleaners (women) -----	2,977	1.37	8	-	146	768	632	410	160	187	295	96	133	36	23	61	18	4	-	-	-	-	-	-
Manufacturing -----	673	1.60	-	-	38	44	40	27	131	39	91	90	62	31	21	44	11	4	-	-	-	-	-	-
Nonmanufacturing -----	2,304	1.30	8	-	108	724	592	383	29	148	204	6	71	5	2	17	7	-	-	-	-	-	-	-
Public utilities ³ -----	194	1.72	-	-	-	1	3	1	20	65	4	4	65	5	2	17	7	-	-	-	-	-	-	-
Wholesale trade -----	72	1.22	-	-	32	12	4	12	6	-	-	-	6	-	-	-	-	-	-	-	-	-	-	-
Retail trade ⁴ -----	235	1.18	-	-	30	164	28	1	1	1	8	2	-	-	-	-	-	-	-	-	-	-	-	-
Finance ⁵ -----	1,282	1.33	-	-	31	61	557	357	2	82	192	-	-	-	-	-	-	-	-	-	-	-	-	-
Laborers, material handling -----	9,604	2.04	-	1	115	197	220	128	431	238	303	606	678	645	540	1362	1444	1509	792	84	17	294	-	-
Manufacturing -----	5,349	2.06	-	-	18	82	79	26	111	178	171	332	566	536	370	1093	658	79	675	72	17	286	-	-
Nonmanufacturing -----	4,255	2.02	-	1	97	115	141	102	320	60	132	274	112	109	170	269	786	1430	117	12	-	8	-	-
Public utilities ³ -----	1,433	2.30	-	-	-	-	-	-	-	-	-	-	-	-	-	-	78	497	766	88	-	-	-	-
Wholesale trade -----	1,237	2.00	-	-	-	-	12	12	268	30	73	-	41	-	67	150	253	288	26	9	-	8	-	-
Retail trade ⁴ -----	1,561	1.79	-	1	97	99	121	90	52	30	59	274	71	105	103	41	36	376	3	3	-	-	-	-
Order fillers -----	2,919	2.06	-	-	10	119	33	72	136	167	86	144	245	140	212	140	529	480	215	5	47	33	22	84
Manufacturing -----	1,271	2.01	-	-	-	48	16	46	42	43	36	73	160	132	144	32	248	183	8	2	-	27	10	21
Nonmanufacturing -----	1,648	2.10	-	-	10	71	17	26	94	124	50	71	85	8	68	108	281	297	207	3	47	6	12	63
Wholesale trade -----	1,195	2.12	-	-	-	68	6	20	80	114	43	24	9	6	36	105	186	222	150	-	45	6	12	63
Retail trade ⁴ -----	453	2.03	-	-	10	3	11	6	14	10	7	47	76	2	32	3	95	75	57	3	2	-	-	-
Packers, shipping (men) -----	1,303	1.82	-	-	28	31	49	69	150	135	77	88	110	154	17	77	198	15	18	28	25	2	16	16
Manufacturing -----	872	1.89	-	-	21	5	30	53	74	36	40	51	94	150	16	77	137	14	12	9	25	2	10	16
Nonmanufacturing -----	431	1.68	-	-	7	26	19	16	76	99	37	37	16	4	1	-	61	1	6	19	-	-	6	-
Wholesale trade -----	287	1.76	-	-	-	12	6	-	60	84	26	6	3	-	-	-	60	-	6	18	-	-	6	-
Retail trade ⁴ -----	144	1.53	-	-	7	14	13	16	16	15	11	31	13	4	1	-	1	-	1	-	-	-	-	-

See footnotes at end of table.

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

(Average straight-time hourly earnings for selected occupations studied on an area basis by industry division, Philadelphia, Pa., November 1959)

Occupation ¹ and industry division	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																						
			Under \$ 0.90	\$ 0.90 and under 1.00	\$ 1.00	\$ 1.10	\$ 1.20	\$ 1.30	\$ 1.40	\$ 1.50	\$ 1.60	\$ 1.70	\$ 1.80	\$ 1.90	\$ 2.00	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90 and over	
Packers, shipping (women) -----	584	\$1.45	-	-	71	58	101	63	59	17	60	88	39	1	6	6	5	10	-	-	-	-	-	-	-
Manufacturing -----	239	1.53	-	-	22	2	40	25	25	4	24	64	16	-	6	6	5	-	-	-	-	-	-	-	-
Nonmanufacturing -----	345	1.39	-	-	49	56	61	38	34	13	36	24	23	1	-	-	-	10	-	-	-	-	-	-	-
Retail trade ⁴ -----	283	1.41	-	-	49	56	19	24	34	7	36	24	23	1	-	-	-	10	-	-	-	-	-	-	-
Receiving clerks -----	893	2.04	-	-	10	5	13	22	37	41	46	44	99	85	82	55	95	76	24	115	31	1	4	8	
Manufacturing -----	481	2.18	-	-	-	-	-	2	22	4	9	42	57	76	29	73	70	6	60	19	1	4	7		
Nonmanufacturing -----	412	1.89	-	-	10	5	13	22	35	19	42	35	57	28	6	26	22	6	18	55	12	-	-	1	
Wholesale trade -----	160	2.13	-	-	-	-	-	-	-	6	28	20	20	3	-	-	-	6	10	55	12	-	-	-	
Retail trade ⁴ -----	205	1.75	-	-	10	5	11	21	13	11	10	13	37	20	6	21	20	-	6	-	-	-	-	-	1
Shipping clerks -----	565	2.20	-	-	-	-	15	6	18	13	11	52	74	43	48	65	56	43	49	24	4	24	20		
Manufacturing -----	384	2.26	-	-	-	-	6	6	18	13	11	52	74	43	48	65	56	43	49	24	4	24	20		
Nonmanufacturing -----	181	2.06	-	-	-	-	15	6	18	13	11	21	5	8	27	8	-	10	24	6	-	14	1		
Wholesale trade -----	151	2.06	-	-	-	-	15	6	18	12	6	14	-	6	26	6	-	4	24	6	-	14	-		
Shipping and receiving clerks -----	396	2.29	-	-	-	5	5	-	12	5	6	37	11	24	23	54	31	14	122	5	20	7	15		
Manufacturing -----	128	2.16	-	-	-	5	5	-	6	5	6	35	7	1	6	26	1	1	-	-	18	-	15		
Nonmanufacturing -----	268	2.35	-	-	-	-	-	-	6	5	4	2	4	23	17	28	30	13	122	5	2	7	-		
Wholesale trade -----	83	2.39	-	-	-	-	-	-	-	-	-	-	-	4	13	22	6	3	26	3	-	6	-		
Retail trade ⁴ -----	151	2.40	-	-	-	-	-	-	-	5	4	-	4	1	4	4	18	10	96	2	2	1	-		
Truckdrivers ⁶ -----	8,632	2.52	-	-	-	6	6	13	12	28	46	40	37	165	149	114	209	3930	625	1867	795	516	74		
Manufacturing -----	2,539	2.54	-	-	-	-	-	-	-	6	30	22	28	78	87	63	92	679	297	276	748	104	29		
Nonmanufacturing -----	6,093	2.51	-	-	-	6	6	13	12	22	16	18	9	87	62	51	117	3251	328	1591	47	412	45		
Public utilities ³ -----	3,232	2.46	-	-	-	-	-	1	-	14	10	9	9	8	24	22	111	2288	166	570	-	-	-		
Wholesale trade -----	1,980	2.61	-	-	-	6	6	6	-	-	6	-	-	13	6	4	6	680	132	611	47	412	45		
Retail trade ⁴ -----	737	2.54	-	-	-	-	-	-	4	-	-	-	1	-	9	-	-	283	30	410	-	-	-		
Services -----	144	2.01	-	-	-	-	6	8	8	8	-	8	-	66	32	16	-	-	-	-	-	-	-		
Truckdrivers, light (under 1½ tons) -----	476	2.24	-	-	-	6	6	13	10	22	34	9	24	32	30	5	53	127	32	33	40	-	-		
Manufacturing -----	243	2.41	-	-	-	-	-	-	-	-	18	-	16	-	2	-	52	83	32	-	40	-	-		
Nonmanufacturing -----	233	2.06	-	-	-	6	6	13	10	22	16	9	8	32	28	5	1	44	-	33	-	-	-		
Wholesale trade -----	114	2.23	-	-	-	6	6	6	-	-	6	-	-	13	-	-	-	44	-	33	-	-	-		
Truckdrivers, medium (1½ to and including 4 tons) -----	3,379	2.51	-	-	-	-	-	-	2	6	12	31	13	113	31	82	47	1526	351	487	639	30	9		
Manufacturing -----	1,438	2.58	-	-	-	-	-	-	-	6	12	22	12	64	17	38	30	222	90	247	639	30	9		
Nonmanufacturing -----	1,941	2.46	-	-	-	-	-	-	2	-	9	1	49	14	44	17	1304	261	240	-	-	-	-		
Public utilities ³ -----	1,495	2.47	-	-	-	-	-	-	-	-	-	-	1	1	19	11	1117	166	180	-	-	-	-		
Wholesale trade -----	235	2.51	-	-	-	-	-	-	-	-	-	-	-	-	6	4	6	94	65	60	-	-	-		
Truckdrivers, heavy (over 4 tons, trailer type) -----	2,490	2.59	-	-	-	-	-	-	-	-	-	-	-	-	68	6	5	987	4	945	8	467	-		
Manufacturing -----	348	2.47	-	-	-	-	-	-	-	-	-	-	-	-	60	6	5	194	-	13	-	70	-		
Nonmanufacturing -----	2,142	2.61	-	-	-	-	-	-	-	-	-	-	-	-	8	-	-	793	4	932	8	397	-		
Public utilities ³ -----	823	2.53	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	433	-	390	-	-	-		
Wholesale trade -----	1,129	2.67	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	346	4	374	8	397	-		
Truckdrivers, heavy (over 4 tons, other than trailer type) -----	752	2.55	-	-	-	-	-	-	-	-	-	-	-	14	8	7	1	424	147	28	43	15	65		
Manufacturing -----	254	2.52	-	-	-	-	-	-	-	-	-	-	-	14	8	7	1	116	84	-	4	-	20		
Nonmanufacturing -----	498	2.56	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	308	63	28	39	15	45		
Wholesale trade -----	328	2.61	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	160	63	6	39	15	45		

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, Philadelphia, Pa., November 1959)

Occupation ¹ and industry division	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																						
			Under \$ 0.90	\$ 0.90 and under 1.00	\$ 1.00	\$ 1.10	\$ 1.20	\$ 1.30	\$ 1.40	\$ 1.50	\$ 1.60	\$ 1.70	\$ 1.80	\$ 1.90	\$ 2.00	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90 and over	
Truckers, power (forklift) -----	1,994	\$2.21	-	-	-	-	-	-	-	-	24	28	69	142	240	124	193	354	304	157	308	21	13	-	17
Manufacturing -----	1,524	2.17	-	-	-	-	-	-	-	-	24	-	64	139	222	122	147	282	286	68	125	15	13	-	17
Nonmanufacturing -----	470	2.33	-	-	-	-	-	-	-	-	-	28	5	3	18	2	46	72	18	89	183	6	-	-	-
Public utilities ³ -----	89	2.30	-	-	-	-	-	-	-	-	-	-	5	3	1	-	1	24	4	51	-	-	-	-	-
Wholesale trade -----	155	2.29	-	-	-	-	-	-	-	-	-	28	-	-	-	-	-	40	-	81	6	-	-	-	-
Retail trade ⁴ -----	226	2.36	-	-	-	-	-	-	-	-	-	-	-	-	17	2	45	8	14	38	102	-	-	-	-
Truckers, power (other than forklift) -----	394	2.09	-	-	-	-	-	-	-	5	54	-	24	46	80	44	59	29	37	-	8	-	-	8	-
Manufacturing -----	327	2.07	-	-	-	-	-	-	-	5	54	-	24	46	54	42	21	29	36	-	8	-	-	8	-
Nonmanufacturing -----	67	2.17	-	-	-	-	-	-	-	-	-	-	-	-	26	2	38	-	1	-	-	-	-	-	-
Watchmen -----	1,328	1.68	-	-	96	56	61	93	145	99	107	226	38	76	114	83	18	23	91	1	1	-	-	-	-
Manufacturing -----	751	1.84	-	-	8	6	11	79	78	84	174	9	56	41	77	12	23	91	1	1	-	-	-	-	-
Nonmanufacturing -----	577	1.48	-	-	96	48	55	82	66	21	23	52	29	20	73	6	6	-	-	-	-	-	-	-	-
Public utilities ³ -----	116	1.98	-	-	-	-	1	-	1	-	-	-	26	7	69	6	6	-	-	-	-	-	-	-	-
Retail trade ⁴ -----	113	1.37	-	-	14	-	21	50	10	2	-	3	13	-	-	-	-	-	-	-	-	-	-	-	-
Finance ⁵ -----	174	1.52	-	-	-	9	30	21	22	16	20	52	-	-	4	-	-	-	-	-	-	-	-	-	-
Services -----	100	1.23	-	-	28	25	3	11	33	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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 Transportation, communication, and other public utilities.⁴ Excludes limited-price variety stores.⁵ Finance, insurance, and real estate.⁶ Includes all drivers regardless of size and type of truck operated.

NOTE: See note on p. 5, relative to the inclusion of railroads.

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, Philadelphia, Pa., November 1959)

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	84.2	80.7	14.4	5.8
With shift pay differential	82.5	79.2	14.3	5.8
Uniform cents (per hour)	35.3	33.0	5.9	2.7
4 cents .....	.7	.7	.1	-
5 cents	6.9	1.1	1.1	-
5½ cents .....	.6	.6	-	-
6 cents	1.8	-	.5	-
7 cents	2.0	-	.5	-
7½ cents	4.0	2.8	.5	.2
8 cents	9.4	1.5	1.6	(²)
9 cents .....	.6	.8	.2	.1
10 cents	4.9	10.2	.5	.8
11 cents .....	.4	-	.1	-
12 cents	1.0	5.4	.1	.7
13, 13⅓, or 14 cents	2.4	1.6	.6	.1
15 cents	-	2.1	-	.1
16 cents	-	4.0	-	.5
Over 16 cents .....	.7	2.1	-	.1
Uniform percentage	43.5	41.3	7.3	2.2
5 percent	4.3	.4	.8	-
7 percent	6.6	5.8	1.1	.2
7½ percent	2.0	1.8	.5	(²)
8¼ percent	1.1	1.1	.4	(²)
10 percent	29.6	28.6	4.5	1.8
12 percent	-	.7	-	(²)
15 percent	-	2.9	-	.1
Other formal paid differential	3.7	4.9	1.1	.8
No shift pay differential	1.7	1.5	.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.

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

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

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	37½	38¾	40	All schedules	35	37½	38¾	40	All schedules		37½	38¾	40	All schedules	35	37½	38¾	40		
Establishments studied	319	134	xxx	xxx	xxx	185	xxx	xxx	xxx	xxx	319	134	xxx	xxx	xxx	185	xxx	xxx	xxx	xxx		
Establishments having a specified minimum	176	82	15	10	52	94	16	24	8	34	188	86	18	10	51	102	19	24	8	39		
\$35.00 and under \$37.50	1	-	-	-	-	1	-	-	-	1	1	-	-	-	-	1	-	-	-	1		
\$37.50 and under \$40.00	1	-	-	-	-	1	-	-	-	-	3	1	1	-	-	2	-	-	1	-		
\$40.00 and under \$42.50	14	4	3	-	1	10	1	-	1	6	26	4	2	-	2	22	3	1	2	11		
\$42.50 and under \$45.00	13	3	1	-	1	10	2	1	2	3	15	6	2	-	3	9	-	5	1	1		
\$45.00 and under \$47.50	43	14	2	3	8	29	7	12	2	6	38	14	3	3	6	24	7	7	2	7		
\$47.50 and under \$50.00	15	7	2	2	3	8	2	1	2	1	15	6	1	2	3	9	2	2	1	3		
\$50.00 and under \$52.50	26	15	4	3	8	11	2	3	-	3	29	17	4	3	9	12	3	3	-	4		
\$52.50 and under \$55.00	12	8	2	-	3	4	-	2	-	2	12	9	2	-	4	3	1	1	-	1		
\$55.00 and under \$57.50	13	7	1	-	6	6	1	2	-	3	18	10	3	-	7	8	2	2	-	4		
\$57.50 and under \$60.00	8	5	-	-	5	3	-	1	-	2	3	1	-	-	1	2	-	-	-	2		
\$60.00 and under \$62.50	9	5	-	-	5	4	-	2	-	2	7	5	-	1	4	2	-	2	-	-		
\$62.50 and under \$65.00	7	5	-	1	4	2	1	-	1	-	9	7	-	1	6	2	1	-	1	-		
\$65.00 and under \$67.50	4	4	-	1	3	-	-	-	-	-	2	1	-	-	1	1	-	1	-	-		
\$67.50 and under \$70.00	2	1	-	-	1	1	-	-	-	1	3	2	-	-	2	1	-	-	-	1		
\$70.00 and under \$72.50	1	1	-	-	1	-	-	-	-	-	1	1	-	-	1	-	-	-	-	-		
\$72.50 and under \$75.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
\$75.00 and under \$77.50	3	3	-	-	3	-	-	-	-	-	2	2	-	-	2	-	-	-	-	-		
\$77.50 and under \$80.00	2	-	-	-	-	2	-	-	-	2	2	-	-	-	-	2	-	-	-	2		
\$80.00 and over	2	-	-	-	-	2	-	-	-	2	2	-	-	-	-	2	-	-	-	2		
Establishments having no specified minimum	78	31	xxx	xxx	xxx	47	xxx	xxx	xxx	xxx	92	39	xxx	xxx	xxx	53	xxx	xxx	xxx	xxx		
Establishments which did not employ workers in this category	64	21	xxx	xxx	xxx	43	xxx	xxx	xxx	xxx	38	9	xxx	xxx	xxx	29	xxx	xxx	xxx	xxx		
Data not available	1	-	xxx	xxx	xxx	1	xxx	xxx	xxx	xxx	1	-	xxx	xxx	xxx	1	xxx	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.

NOTE: See note on p. 17, relative to the inclusion of railroads.

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, Philadelphia, Pa., November 1959)

Weekly hours	OFFICE WORKERS							PLANT WORKERS					
	All industries	Manufacturing	Public utilities ¹	Wholesale trade	Retail trade ²	Finance ³	Services	All industries ⁴	Manufacturing	Public utilities ¹	Wholesale trade	Retail trade ²	Services
All workers -----	100	100	100	100	100	100	100	100	100	100	100	100	100
Under 35 hours -----	2	-	-	-	-	8	-	-	-	-	-	-	-
35 hours -----	9	6	7	7	7	18	7	3	4	-	8	2	-
Over 35 and under 36 $\frac{1}{4}$ hours -----	-	-	-	-	-	-	-	(⁵)	-	-	-	-	6
36 $\frac{1}{4}$ hours -----	5	4	-	1	-	12	9	(⁵)	-	-	-	-	(⁵)
Over 36 $\frac{1}{4}$ and under 37 $\frac{1}{2}$ hours -----	3	1	-	-	-	11	-	-	-	-	-	-	-
37 $\frac{1}{2}$ hours -----	23	17	23	26	24	25	41	8	11	-	2	9	1
Over 37 $\frac{1}{2}$ and under 38 $\frac{3}{4}$ hours -----	1	1	(⁵)	-	1	1	1	(⁵)	-	-	-	2	-
38 $\frac{3}{4}$ hours -----	10	17	(⁵)	15	4	5	13	(⁵)	(⁵)	-	2	-	2
Over 38 $\frac{3}{4}$ and under 40 hours -----	2	-	-	-	5	7	-	1	-	-	-	4	-
40 hours -----	44	54	69	51	59	13	29	83	82	100	82	76	74
Over 40 and under 44 hours -----	-	-	-	-	-	-	-	1	-	-	7	5	-
44 hours -----	(⁵)	-	-	-	(⁵)	-	(⁵)	(⁵)	-	-	-	-	8
Over 44 hours -----	-	-	-	-	-	-	-	2	2	-	-	2	9

¹ Transportation, communication, and other public utilities.² Excludes limited-price variety stores.³ Finance, insurance, and real estate.⁴ Includes data for real estate in addition to those industry divisions shown separately.⁵ Less than 0.5 percent.

NOTE: Estimates for all industries and public utilities include data for railroads (SIC 40), omitted from the scope of all labor market wage surveys made before the winter of 1959-60. Where significant, the effect of the inclusion of railroads is greatest on the data shown separately for the public utilities division.

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, Philadelphia, Pa., November 1959)

Item	OFFICE WORKERS:							PLANT WORKERS					
	All industries	Manufacturing	Public utilities ¹	Wholesale trade	Retail trade ²	Finance ³	Services	All industries ⁴	Manufacturing	Public utilities	Wholesale trade	Retail trade ²	Services
All workers -----	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays -----	100	100	100	100	100	100	100	99	100	100	92	99	83
Workers in establishments providing no paid holidays -----	-	-	-	-	-	-	-	1	-	-	8	1	17
Number of days													
Less than 6 holidays -----	(⁵)	(⁵)	-	-	-	-	-	2	1	(⁵)	-	6	-
6 holidays -----	12	13	(⁵)	19	34	-	46	16	10	1	6	39	67
6 holidays plus 1 half day -----	3	4	-	8	1	-	11	1	2	-	1	-	2
6 holidays plus 2, 3, 4, or 5 half days -----	2	3	(⁵)	2	1	-	3	3	4	-	3	3	5
7 holidays -----	20	24	47	15	18	2	14	32	35	47	7	22	4
7 holidays plus 1 half day -----	6	6	2	11	11	1	23	2	3	-	2	-	-
7 holidays plus 2, 3, or 5 half days -----	3	7	-	3	-	(⁵)	-	2	3	-	(⁵)	-	-
8 holidays -----	18	26	25	23	31	1	2	27	30	29	53	15	1
8 holidays plus 1 or 2 half days -----	3	7	(⁵)	3	1	-	(⁵)	6	7	1	10	9	2
9 holidays -----	5	4	3	8	3	8	1	3	3	2	8	5	3
9 holidays plus 1 or 2 half days -----	1	-	-	1	-	4	-	(⁵)	1	-	-	-	-
10 holidays -----	4	4	16	5	-	(⁵)	-	2	1	11	2	-	-
10 holidays plus 1 half day -----	2	-	4	-	-	4	-	1	-	5	-	-	-
11 holidays -----	1	-	-	-	-	2	(⁵)	1	2	-	-	-	-
11 holidays plus 1 or 2 half days -----	1	-	-	-	-	3	-	-	-	-	-	-	-
12 holidays -----	17	1	2	-	-	64	-	(⁵)	-	2	-	-	-
12 holidays plus 1 half day -----	1	-	-	-	-	2	-	-	-	-	-	-	-
13 holidays -----	2	-	1	-	-	8	-	(⁵)	-	2	-	-	-
Total holiday time⁶													
13 days -----	2	-	1	-	-	8	-	(⁵)	-	2	-	-	-
12 1/2 or more days -----	3	-	1	-	-	11	-	(⁵)	-	2	-	-	-
12 or more days -----	20	1	2	-	-	76	-	(⁵)	-	4	-	-	-
11 1/2 or more days -----	21	1	2	-	-	78	-	(⁵)	-	4	-	-	-
11 or more days -----	21	1	2	-	-	80	(⁵)	2	2	4	-	-	-
10 1/2 or more days -----	23	1	6	-	-	85	(⁵)	2	2	8	-	-	-
10 or more days -----	28	5	22	5	-	88	(⁵)	5	4	19	2	-	-
9 1/2 or more days -----	28	5	22	6	-	89	(⁵)	5	4	19	2	-	-
9 or more days -----	34	11	25	14	3	96	1	10	8	21	9	5	3
8 1/2 or more days -----	36	17	25	20	4	96	1	15	13	22	19	15	6
8 or more days -----	58	49	50	45	35	97	3	43	46	52	75	30	6
7 1/2 or more days -----	64	56	53	57	46	98	26	45	49	52	77	30	6
7 or more days -----	85	83	100	73	65	100	43	80	87	98	84	54	14
6 1/2 or more days -----	88	87	100	81	66	100	54	81	89	98	86	54	16
6 or more days -----	99	99	100	100	100	100	100	97	99	100	92	93	83
4 or more days -----	100	100	100	100	100	100	100	98	100	100	92	93	83
1 or more days -----	100	100	100	100	100	100	100	99	100	100	92	99	83

¹ Transportation, communication, and other public utilities.² Excludes limited-price variety stores.³ Finance, insurance, and real estate.⁴ Includes data for real estate in addition to those industry divisions shown separately.⁵ Less than 0.5 percent.⁶ All combinations of full and half days that add to the same amount are combined; for example, the proportions 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.

NOTE: See note on p. 17, relative to the inclusion of railroads.

Table B-5. Paid Vacations

(Percent distribution of office and plant workers in all industries and in industry divisions by vacation pay provisions, Philadelphia, Pa., November 1959)

Vacation policy	OFFICE WORKERS							PLANT WORKERS					
	All industries	Manufacturing	Public utilities ¹	Wholesale trade	Retail trade ²	Finance ³	Services	All industries ⁴	Manufacturing	Public utilities ¹	Wholesale trade	Retail trade ²	Services
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100
Method of payment													
Workers in establishments providing paid vacations	99	100	100	100	100	99	100	99	100	100	91	100	100
Length-of-time payment	99	99	100	100	99	99	94	79	70	100	87	100	65
Percentage payment	(⁵)	(⁵)	-	-	-	-	-	17	28	-	-	-	-
Other	(⁵)	-	-	-	(⁵)	-	6	3	2	-	4	-	35
Workers in establishments providing no paid vacations	(⁵)	-	-	-	-	(⁵)	-	(⁵)	-	-	9	-	-
Amount of vacation pay⁶													
<u>After 6 months of service</u>													
Under 1 week	12	9	19	15	20	7	14	21	23	5	7	31	28
1 week	43	55	25	33	16	50	38	18	19	21	30	9	7
Over 1 and under 2 weeks	12	14	2	22	2	16	15	2	2	3	3	1	2
2 weeks	9	3	-	3	-	26	18	1	1	-	-	-	-
<u>After 1 year of service</u>													
1 week	24	12	71	16	81	1	16	73	71	81	51	84	62
Over 1 and under 2 weeks	(⁵)	(⁵)	(⁵)	-	-	-	6	4	5	2	-	-	31
2 weeks	76	87	28	84	19	99	78	22	25	15	40	16	7
3 weeks	-	-	-	-	-	-	-	(⁵)	-	2	-	-	-
<u>After 2 years of service</u>													
1 week	12	6	47	13	15	-	8	47	50	56	41	33	24
Over 1 and under 2 weeks	1	1	-	-	(⁵)	-	6	17	24	-	8	1	40
2 weeks	87	93	53	87	84	99	80	35	25	42	41	65	36
Over 2 and under 3 weeks	(⁵)	-	-	-	-	-	6	-	-	-	-	-	-
3 weeks	-	-	-	-	-	-	-	1	1	2	-	-	-
<u>After 3 years of service</u>													
1 week	9	4	47	6	1	-	7	20	18	53	15	5	18
Over 1 and under 2 weeks	1	2	-	-	-	-	6	19	27	-	11	-	37
2 weeks	88	89	53	94	99	99	81	58	51	46	65	95	45
Over 2 and under 3 weeks	1	1	-	-	-	-	6	1	1	-	-	-	-
3 weeks	1	3	-	-	-	-	-	2	3	2	-	-	-
<u>After 5 years of service</u>													
1 week	(⁵)	(⁵)	-	-	-	-	5	1	1	-	-	1	2
Over 1 and under 2 weeks	(⁵)	-	-	-	-	-	1	1	1	-	-	-	8
2 weeks	87	82	98	87	89	97	49	86	83	97	91	93	61
Over 2 and under 3 weeks	4	7	1	-	-	2	12	6	7	1	-	-	29
3 weeks	8	10	1	13	11	1	34	6	9	2	-	6	-

See footnotes at end of table.

Table B-5. Paid Vacations—Continued

(Percent distribution of office and plant workers in all industries and in industry divisions by vacation pay provisions, Philadelphia, Pa., November 1959)

Vacation policy	OFFICE WORKERS							PLANT WORKERS					
	All industries	Manufacturing	Public utilities ¹	Wholesale trade	Retail trade ²	Finance ³	Services	All industries ⁴	Manufacturing	Public utilities	Wholesale trade	Retail trade ²	Services
Amount of vacation pay⁵—Continued													
<u>After 10 years of service</u>													
1 week -----	(⁵)	(⁵)	-	-	-	-	5	1	1	-	-	1	2
Over 1 and under 2 weeks -----	(⁵)	-	-	-	-	-	1	(⁵)	-	-	-	-	8
2 weeks -----	57	43	89	55	16	79	34	47	46	61	47	30	59
Over 2 and under 3 weeks -----	3	4	-	-	-	5	5	10	14	-	-	-	29
3 weeks -----	39	52	11	45	84	17	46	41	37	39	44	69	2
Over 3 and under 4 weeks -----	(⁵)	(⁵)	-	-	-	-	-	1	2	-	-	-	-
4 weeks -----	1	-	-	-	-	-	9	-	-	-	-	-	-
<u>After 15 years of service</u>													
1 week -----	(⁵)	(⁵)	-	-	-	-	5	1	1	-	-	1	2
2 weeks -----	13	10	3	24	14	16	31	15	14	-	27	15	60
Over 2 and under 3 weeks -----	(⁵)	-	-	-	-	-	4	1	-	-	-	-	22
3 weeks -----	85	89	97	76	86	84	50	76	74	100	64	84	9
Over 3 and under 4 weeks -----	(⁵)	(⁵)	-	-	-	-	1	7	11	-	-	-	7
4 weeks -----	1	1	(⁵)	-	-	-	9	(⁵)	(⁵)	-	-	-	-
<u>After 20 years of service</u>													
1 week -----	(⁵)	(⁵)	-	-	-	-	5	1	1	-	-	1	2
2 weeks -----	11	9	3	21	14	10	30	14	14	-	27	15	52
Over 2 and under 3 weeks -----	(⁵)	-	-	-	-	-	5	1	-	-	-	-	28
3 weeks -----	75	72	95	63	80	77	51	65	63	86	53	71	11
Over 3 and under 4 weeks -----	1	1	-	-	-	-	1	6	9	-	-	-	7
4 weeks -----	13	17	3	16	6	12	9	13	14	14	11	13	-
<u>After 25 years of service</u>													
1 week -----	(⁵)	(⁵)	-	-	-	-	5	1	1	-	-	1	2
2 weeks -----	10	9	3	21	13	6	30	14	14	-	27	14	52
Over 2 and under 3 weeks -----	(⁵)	-	-	-	-	-	5	1	-	-	-	-	28
3 weeks -----	47	50	73	54	27	34	39	45	46	66	38	35	11
Over 3 and under 4 weeks -----	1	2	-	-	-	-	1	6	9	-	-	-	7
4 weeks -----	42	40	25	25	60	60	21	33	31	34	26	50	-

¹ Transportation, communication, and other public utilities.² Excludes limited-price variety stores.³ Finance, insurance, and real estate.⁴ Includes data for real estate in addition to those industry divisions shown separately.⁵ Less than 0.5 percent.⁶ 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.

NOTE: See note on p. 17, relative to the inclusion of railroads. 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-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, Philadelphia, Pa., November 1959)

Type of benefit	OFFICE WORKERS							PLANT WORKERS					
	All industries	Manufacturing	Public utilities ¹	Wholesale trade	Retail trade ²	Finance ³	Services	All industries ⁴	Manufacturing	Public utilities ¹	Wholesale trade	Retail trade ²	Services
All workers -----	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:													
Life insurance -----	91	99	54	89	97	99	79	89	92	69	87	94	99
Accidental death and dismemberment insurance -----	35	43	33	36	27	25	33	40	39	31	33	46	76
Sickness and accident insurance or sick leave or both ⁵ -----	78	92	67	77	90	63	65	88	96	69	81	82	60
Sickness and accident insurance -----	39	64	21	50	47	8	33	78	90	45	68	68	56
Sick leave (full pay and no waiting period) -----	62	71	60	71	32	57	56	12	8	21	23	16	10
Sick leave (partial pay or waiting period) -----	4	(⁶)	4	-	38	-	2	8	4	18	-	18	8
Hospitalization insurance -----	72	86	58	67	85	62	52	85	92	67	79	78	71
Surgical insurance -----	68	84	54	55	79	59	31	79	89	51	65	76	52
Medical insurance -----	46	56	54	39	28	41	18	49	53	42	45	33	59
Catastrophe insurance -----	36	29	47	29	33	51	14	14	13	31	14	7	1
Retirement pension -----	80	87	50	76	79	96	40	71	76	71	74	70	9
No health, insurance, or pension plan ---	1	(⁶)	(⁶)	3	-	-	6	1	1	-	8	2	-

¹ Transportation, communication, and other public utilities.² Excludes limited-price variety stores.³ Finance, insurance, and real estate.⁴ Includes data for real estate in addition to those industry divisions shown separately.⁵ 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.⁶ Less than 0.5 percent.

NOTE: See note on p. 17, relative to the inclusion of railroads.

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 economists 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 memorandums, 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.

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

CLERK, ACCOUNTING—Continued

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 or accounts payable vouchers, entering vouchers in voucher registers; reconciling bank accounts; posting subsidiary ledgers controlled by general ledgers, or posting simple cost accounting data. 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—In an established filing system containing a number of varied subject matter files, classifies and indexes correspondence or other material; may also file this material. May keep records of various types in conjunction with files or may 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 which is easily identifiable, or locates or assists in locating material in 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.

KEYPUNCH 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 keypunch machine, following written information on records. May duplicate cards by using the duplicating device attached to machine. May keep 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 memorandums 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

Class A—Operates a variety of tabulating or electrical accounting machines, typically including such machines as the tabulator, calculator, interpreter, collator and others. Performs complete reporting assignments without close supervision, and performs difficult wiring as required. The complete reporting and tabulating assignments typically involve a variety of long and complex reports which often are of irregular or nonrecurring type requiring some planning and sequencing of steps to be taken. As a more experienced operator, is typically involved in training new operators in machine operations, or partially trained operators in wiring from diagrams and operating sequences of long and complex reports. *Does not include* working supervisors performing tabulating-machine operations and day-to-day supervision of the work and production of a group of tabulating-machine operators.

Class B—Operates more difficult tabulating or electrical accounting machines such as the tabulator and calculator, in addition to the sorter, reproducer, and collator. This work is performed under specific instructions and may include the performance of some wiring from diagrams. The work typically involves, for example, tabulations involving a repetitive accounting exercise, a complete but small tabulating study, or parts of a longer and more complex report. Such reports and studies are usually of a recurring nature where the procedures are well established. May also include the training of new employees in the basic operation of the machine.

Class C—Operates simple tabulating or electrical accounting machines such as the sorter, reproducing punch, collator, etc., with specific instructions. May include simple wiring from diagrams and some filing work. The work typically involves portions of a work unit, for example, individual sorting or collating runs, or repetitive operations.

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 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 include typing of stencils, mats, or similar materials for use in duplicating processes. 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 when it involves combining material from several sources or responsibility for correct spelling, syllabication, punc-

TYPIST—Continued

tuation, etc., of technical or unusual words or foreign language material; planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters varying details to suit circumstances.

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

PROFESSIONAL AND TECHNICAL**DRAFTSMAN, JUNIOR**

(Assistant draftsman)

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

DRAFTSMAN, LEADER

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

DRAFTSMAN, SENIOR—Continued

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

TRACER

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

MAINTENANCE AND POWERPLANT

CARPENTER, MAINTENANCE

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves *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 boilerroom equipment.

HELPER, TRADES, MAINTENANCE

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

MACHINE-TOOL OPERATOR, TOOLROOM

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

MACHINIST, MAINTENANCE

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves *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

MACHINIST, MAINTENANCE—Continued

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; aligning 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

MILLWRIGHT—Continued

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; aligning 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 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.

CUSTODIAL AND MATERIAL MOVEMENT**ELEVATOR OPERATOR, PASSENGER**

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

GUARD

Performs routine police duties, either at fixed post or on tour, maintaining order, using arms or force where necessary. *Includes gate-men 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

TOOL AND DIE MAKER

(Die maker; jig maker; tool maker; 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.

JANITOR, PORTER, OR CLEANER—Continued

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

LABORER, MATERIAL HANDLING—Continued

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

SHIPPING AND RECEIVING CLERK—Continued

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 60 major labor markets during late 1959 and early 1960. These bulletins, when available, may be purchased from the Superintendent of Documents, U.S. Government Printing Office, Washington 25, D.C., or from any of the BLS regional sales offices shown below.

A summary bulletin containing data for all labor markets, combined with additional analysis, will be issued early in 1961.

Bulletins for the areas listed below are now available.

Cleveland, Ohio, September 1959—BLS Bull. 1265-1, price 20 cents
 Seattle, Wash., August 1959—BLS Bull. 1265-2, price 25 cents
 Dallas, Tex., October 1959—BLS Bull. 1265-3, price 20 cents
 Buffalo, N.Y., October 1959—BLS Bull. 1265-4, price 20 cents
 St. Louis, Mo., October 1959—BLS Bull. 1265-5, price 25 cents
 Miami, Fla., December 1959—BLS Bull. 1265-6, price 20 cents
 Baltimore, Md., September 1959—BLS Bull. 1265-7, price 15 cents

Boston, Mass., October 1959—BLS Bull. 1265-8, price 25 cents
 Dayton, Ohio, December 1959—BLS Bull. 1265-9, price 25 cents
 Canton, Ohio, December 1959—BLS Bull. 1265-10, price 25 cents
 Denver, Colo., December 1959—BLS Bull. 1265-11, price 25 cents
 Portland, Maine, November 1959—BLS Bull. 1265-12, price 20 cents
 Fort Worth, Tex., November 1959—BLS Bull. 1265-13, price 25 cents



