

Occupational Wage Survey

SAN FRANCISCO-OAKLAND, CALIFORNIA

JANUARY 1960

Bulletin No. 1265-17

UNITED STATES DEPARTMENT OF LABOR

James P. Mitchell, Secretary

BUREAU OF LABOR STATISTICS

Ewan Clague, Commissioner

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Preface

The Community Wage Survey Program

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

This report was prepared in the Bureau's regional office in San Francisco, Calif., by William P. O'Connor under the direction of John L. Dana, Regional Wage and Industrial Relations Analyst.

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* NOTE: Similar tabulations are available in the San Francisco-Oakland area reports for January of each year since 1950. 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.

A current report on occupational earnings and supplementary wage practices is also available for gray iron foundries in the San Francisco-Oakland area (April 1959). Union scales, indicative of prevailing paylevels, are available for the following trades or industries: Building construction, printing, local-transit operating employees, and motortruck drivers and helpers.

Occupational Wage Survey—San Francisco-Oakland, Calif.

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 San Francisco-Oakland, Calif.,¹ by major industry division, ² January 1960

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	-	1,162	259	366,200	99,000	188,300	200,580
Manufacturing	101	378	86	142,800	25,300	92,100	64,960
Nonmanufacturing	-	784	173	223,400	73,700	96,200	135,620
Transportation, communication, and other public utilities ⁵	101	68	33	74,800	17,500	32,100	65,590
Wholesale trade	51	246	34	31,500	10,000	13,000	7,550
Retail trade	101	115	46	47,200	5,900	35,800	30,170
Finance, insurance, and real estate	51	184	35	45,000	35,700	⁶ 1,100	23,730
Services ⁷	51	171	25	24,900	(⁸)	(⁸)	8,580

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

² The 1957 revised edition of the Standard Industrial Classification Manual was used in classifying establishments by industry division. Major changes from the earlier edition (used in the Bureau's labor market wage survey program prior to the winter of 1958-59) 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. San Francisco's transit system is municipally operated and is excluded by definition from the scope of the studies.

⁶ Estimate relates to real estate establishments only.

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

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

TABLE 2. Indexes of standard weekly salaries and straight-time hourly earnings for selected occupational groups in San Francisco-Oakland, Calif., January 1960 and January 1959, and percents of increase for selected periods

Industry and occupational group	Indexes (January 1953 = 100)		Percent increases from—						
	January 1960	January 1959	January 1959	January 1958	January 1957	January 1956	January 1955	January 1954	January 1953
			to January 1960	to January 1959	to January 1958	to January 1957	to January 1956	to January 1955	to January 1954
All industries:									
Office clerical (women)	132.8	129.2	2.8	4.8	4.2	5.0	4.8	3.0	4.4
Industrial nurses (women)	139.9	136.2	2.7	5.6	6.6	6.4	2.6	6.3	4.3
Skilled maintenance (men)	136.0	132.2	2.9	5.3	5.9	7.5	3.7	2.4	4.0
Unskilled plant (men)	139.1	133.4	4.3	5.9	5.4	5.5	4.4	3.0	6.1
Manufacturing:									
Office clerical (women)	132.5	129.3	2.5	5.1	4.2	4.7	5.4	2.4	4.5
Industrial nurses (women)	141.3	137.7	2.6	5.6	6.5	7.0	2.6	6.2	5.1
Skilled maintenance (men)	137.3	134.4	2.2	5.1	6.4	8.5	4.1	2.2	4.0
Unskilled plant (men)	138.4	133.5	3.7	6.9	5.5	6.0	4.3	4.2	4.2

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

Average weekly salaries or average hourly earnings were computed for each of the selected occupations. The average salaries or hourly earnings were then multiplied by the average of 1953 and 1954 employment in the job. These weighted earnings for individual occupations were then totaled to obtain an aggregate for each occupational group. Finally, the ratio of these group aggregates for a given year to the aggregate for the base period (survey month, winter 1952-53)

was computed and the result multiplied by the base year index (100) to get the index for the given year.

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

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Table A-1. Office Occupations

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, San Francisco-Oakland, Calif., January 1960)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF—																		
		Weekly hours ¹ (Standard)	Weekly earnings ² (Standard)	Under \$45.00	\$45.00 and under 50.00	\$50.00	\$55.00	\$60.00	\$65.00	\$70.00	\$75.00	\$80.00	\$85.00	\$90.00	\$95.00	\$100.00	\$105.00	\$110.00	\$115.00	\$120.00	\$125.00 and over	
Men																						
Clerks, accounting, class A	729	39.0	\$101.00	-	-	-	-	10	-	7	36	41	90	107	50	113	106	56	45	10	58	-
Manufacturing	440	39.5	102.50	-	-	-	-	-	-	7	16	7	57	73	33	74	64	44	13	9	43	-
Nonmanufacturing	289	39.0	99.00	-	-	-	-	10	-	-	20	34	33	34	17	39	42	12	32	1	15	-
Public utilities ³	100	39.0	106.50	-	-	-	-	-	-	-	5	2	12	5	8	25	11	6	17	-	9	-
Wholesale trade	93	40.0	99.50	-	-	-	-	-	-	-	13	6	-	23	3	13	15	6	12	-	2	-
Finance ³	70	38.0	87.00	-	-	-	-	10	-	-	2	18	19	4	4	-	11	-	2	-	-	-
Clerks, accounting, class B	329	39.5	91.00	-	-	-	-	1	3	32	25	58	64	23	25	58	15	1	18	4	2	-
Manufacturing	155	39.5	94.00	-	-	-	-	-	1	16	8	17	28	19	3	35	7	1	18	-	2	-
Nonmanufacturing	174	39.0	89.00	-	-	-	-	1	2	16	17	41	36	4	22	23	8	-	-	4	-	-
Public utilities ³	67	40.0	97.50	-	-	-	-	1	2	-	3	2	6	4	22	15	8	-	-	4	-	-
Clerks, order	877	39.5	103.00	-	-	-	-	-	13	23	29	54	61	136	132	96	38	71	76	56	92	-
Manufacturing	260	39.5	111.50	-	-	-	-	-	-	5	11	18	4	28	16	28	20	6	36	36	452	-
Nonmanufacturing	617	40.0	99.50	-	-	-	-	-	13	18	18	36	57	108	116	68	18	65	40	20	40	-
Wholesale trade	567	40.0	100.00	-	-	-	-	-	13	13	8	36	52	101	106	67	18	65	40	12	36	-
Clerks, payroll	162	39.5	103.50	-	-	1	-	-	1	11	18	7	5	7	11	11	27	22	25	-	16	-
Manufacturing	65	39.5	114.00	-	-	1	-	-	1	1	-	1	-	-	6	3	18	16	2	-	16	-
Nonmanufacturing	97	39.5	96.00	-	-	-	-	-	-	10	18	6	5	7	5	8	9	6	23	-	-	-
Public utilities ³	53	40.0	103.50	-	-	-	-	-	-	-	-	5	3	7	5	7	4	6	16	-	-	-
Office boys	651	38.5	63.50	-	19	142	122	105	99	51	42	58	13	-	-	-	-	-	-	-	-	-
Manufacturing	224	39.5	65.50	-	3	38	48	45	24	16	2	35	13	-	-	-	-	-	-	-	-	-
Nonmanufacturing	427	38.0	63.00	-	16	104	74	60	75	35	40	23	-	-	-	-	-	-	-	-	-	-
Public utilities ³	80	39.5	72.50	-	-	1	14	9	2	4	27	23	-	-	-	-	-	-	-	-	-	-
Finance ³	224	38.0	60.50	-	2	65	47	47	33	18	12	-	-	-	-	-	-	-	-	-	-	-
Tabulating-machine operators, class A	137	39.0	108.00	-	-	-	-	-	-	3	3	2	4	4	27	16	20	19	12	11	16	-
Nonmanufacturing	93	39.5	105.00	-	-	-	-	-	-	3	3	2	4	4	22	14	17	2	7	3	612	-
Tabulating-machine operators, class B	571	39.0	93.00	-	-	-	-	-	35	9	43	52	62	131	89	41	50	30	19	9	1	-
Manufacturing	204	39.5	95.50	-	-	-	-	-	8	-	8	7	29	51	41	16	12	28	4	-	-	-
Nonmanufacturing	367	39.0	91.50	-	-	-	-	-	27	9	35	45	33	80	48	25	38	2	15	9	1	-
Public utilities ³	82	39.0	96.50	-	-	-	-	-	-	2	2	3	7	13	40	4	5	-	1	5	-	-
Finance ³	189	38.5	82.50	-	-	-	-	-	27	7	33	42	26	48	4	-	2	-	-	-	-	-
Tabulating-machine operators, class C	223	39.0	80.00	-	-	2	3	21	45	14	32	26	22	28	17	7	4	2	-	-	-	-
Nonmanufacturing	192	39.0	78.50	-	-	2	2	21	45	14	32	14	12	25	17	2	4	2	-	-	-	-
Finance ³	129	39.0	72.00	-	-	2	2	21	43	12	31	10	8	-	-	-	-	-	-	-	-	-
Women																						
Billers, machine (billing machine)	238	39.5	87.50	-	-	-	-	12	12	34	43	38	5	16	7	14	47	1	3	6	-	-
Nonmanufacturing	196	39.5	87.50	-	-	-	-	1	7	30	43	37	4	10	7	6	47	1	3	-	-	-
Billers, machine (bookkeeping machine)	209	39.5	72.00	-	-	-	17	12	41	103	13	6	8	3	2	3	1	-	-	-	-	-
Nonmanufacturing	168	40.0	72.50	-	-	-	10	12	27	94	13	5	-	2	1	3	1	-	-	-	-	-
Retail trade	142	40.0	72.50	-	-	-	10	6	23	80	13	3	-	2	1	3	1	-	-	-	-	-

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, San Francisco—Oakland, Calif., January 1960)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF--																	
		Weekly hours (Standard)	Weekly earnings (Standard)	Under \$45.00	\$45.00 and under 50.00	\$50.00	\$55.00	\$60.00	\$65.00	\$70.00	\$75.00	\$80.00	\$85.00	\$90.00	\$95.00	\$100.00	\$105.00	\$110.00	\$115.00	\$120.00	\$125.00 and over
Women--Continued																					
Bookkeeping-machine operators, class A	259	38.5	\$87.50	-	-	-	-	-	13	20	7	77	32	58	12	30	10	-	-	-	-
Manufacturing	125	39.0	88.50	-	-	-	-	-	-	-	-	56	10	41	10	-	8	-	-	-	-
Nonmanufacturing	134	38.5	86.50	-	-	-	-	-	13	20	7	21	22	17	2	30	2	-	-	-	-
Wholesale trade	86	38.5	87.00	-	-	-	-	-	13	13	1	13	6	14	-	26	-	-	-	-	-
Bookkeeping-machine operators, class B	1,681	40.0	65.50	-	23	182	295	431	267	184	115	116	41	16	4	7	-	-	-	-	-
Manufacturing	186	39.0	80.00	-	-	-	-	3	19	27	31	59	22	15	3	7	-	-	-	-	-
Nonmanufacturing	1,495	40.0	64.00	-	23	182	295	428	248	157	84	57	19	1	1	-	-	-	-	-	-
Wholesale trade	256	40.0	74.00	-	-	-	13	12	38	90	46	44	13	-	-	-	-	-	-	-	-
Retail trade	52	39.5	75.50	-	-	-	-	10	7	2	17	9	6	1	-	-	-	-	-	-	-
Finance ³	1,141	40.0	60.50	-	23	182	277	401	182	59	16	1	-	-	-	-	-	-	-	-	-
Clerks, accounting, class A	847	39.0	87.00	-	-	-	-	33	40	53	137	131	123	124	61	59	37	23	25	-	1
Manufacturing	234	39.5	93.50	-	-	-	-	-	-	-	33	29	44	18	31	39	18	13	8	-	1
Nonmanufacturing	613	39.0	84.50	-	-	-	-	33	40	53	104	102	79	106	30	20	19	10	17	-	-
Public utilities ⁴	92	39.5	93.50	-	-	-	-	1	1	3	15	10	8	18	8	8	5	2	13	-	-
Wholesale trade	151	39.5	86.00	-	-	-	-	-	25	-	13	40	12	31	11	-	13	6	-	-	-
Retail trade	121	39.5	83.00	-	-	-	-	-	7	28	21	16	16	22	3	4	1	2	1	-	-
Finance ³	144	38.5	80.50	-	-	-	-	32	7	10	9	24	19	25	8	8	-	-	2	-	-
Clerks, accounting, class B	2,106	39.0	73.50	-	6	89	85	253	478	394	239	260	134	64	30	41	25	-	6	1	1
Manufacturing	468	39.5	82.00	-	-	-	-	22	41	54	111	63	91	35	6	35	2	-	6	1	1
Nonmanufacturing	1,638	39.0	71.00	-	6	89	85	231	437	340	128	197	43	29	24	6	23	-	-	-	-
Public utilities ⁴	340	40.0	78.00	-	-	-	17	42	57	47	31	69	11	14	23	6	23	-	-	-	-
Wholesale trade	187	39.5	78.50	-	-	-	-	13	19	23	24	87	21	-	-	-	-	-	-	-	-
Retail trade	301	40.0	70.00	-	-	-	-	33	185	31	29	16	4	3	-	-	-	-	-	-	-
Finance ³	678	38.0	66.50	-	6	89	68	124	137	178	40	22	2	12	-	-	-	-	-	-	-
Clerks, file, class A	412	39.0	76.50	-	6	6	35	40	65	53	66	43	10	47	9	7	7	2	16	-	-
Manufacturing	73	39.0	83.50	-	-	-	-	-	6	20	11	-	-	31	5	-	-	-	-	-	-
Nonmanufacturing	339	39.0	75.00	-	6	6	35	40	59	33	55	43	10	16	4	7	7	2	16	-	-
Public utilities ⁴	68	39.5	86.00	-	-	-	2	11	9	4	10	2	6	-	4	1	1	2	16	-	-
Finance ³	183	38.5	72.00	-	6	6	19	11	46	25	35	11	3	9	-	6	6	-	-	-	-
Clerks, file, class B	2,334	38.5	58.50	67	390	483	528	434	159	111	43	32	58	29	-	-	-	-	-	-	-
Manufacturing	146	39.0	70.00	-	-	-	16	50	23	19	7	2	23	6	-	-	-	-	-	-	-
Nonmanufacturing	2,188	38.5	57.50	67	390	483	512	384	136	92	36	30	35	23	-	-	-	-	-	-	-
Public utilities ⁴	227	40.0	75.50	-	-	3	22	34	12	51	23	30	29	23	-	-	-	-	-	-	-
Wholesale trade	142	40.0	59.00	-	6	28	56	24	25	1	-	-	2	-	-	-	-	-	-	-	-
Retail trade	159	39.5	62.50	-	2	3	12	118	14	2	8	-	-	-	-	-	-	-	-	-	-
Finance ³	1,519	38.0	54.00	67	382	449	303	191	85	38	4	-	-	-	-	-	-	-	-	-	-
Clerks, order	322	40.0	81.00	-	-	9	8	26	32	32	51	64	38	16	9	15	-	6	6	-	10
Manufacturing	105	40.0	87.00	-	-	-	-	-	8	6	10	18	28	11	9	9	-	6	-	-	-
Nonmanufacturing	217	40.0	78.50	-	-	9	8	26	24	26	41	46	10	5	-	-	-	6	-	-	10
Retail trade	74	40.0	66.50	-	-	9	8	13	11	26	2	-	5	-	-	-	-	-	-	-	-
Clerks, payroll	828	39.0	87.50	-	-	3	2	18	33	76	97	95	171	134	61	49	68	9	9	-	3
Manufacturing	380	39.0	89.00	-	-	3	-	9	11	20	54	31	84	65	29	33	26	9	3	-	3
Nonmanufacturing	448	39.0	86.50	-	-	-	2	9	22	56	43	64	87	69	32	16	42	-	6	-	-
Public utilities ⁴	105	39.5	92.50	-	-	-	2	3	4	2	2	8	26	18	7	4	23	-	6	-	-
Wholesale trade	93	39.5	93.50	-	-	-	-	-	-	-	6	12	22	16	12	7	18	-	-	-	-
Retail trade	103	39.5	78.50	-	-	-	-	4	10	31	26	9	11	8	4	-	-	-	-	-	-

See footnotes at end of table.

Table A-1. Office Occupations—Continued

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis
by industry division, San Francisco-Oakland, Calif., January 1960)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF--																	
		Weekly hours (Standard)	Weekly earnings (Standard)	Under \$ 45.00	\$ 45.00 and under 50.00	\$50.00 -	\$55.00 -	\$60.00 -	\$65.00 -	\$70.00 -	\$75.00 -	\$80.00 -	\$85.00 -	\$90.00 -	\$95.00 -	\$100.00 -	\$105.00 -	\$110.00 -	\$115.00 -	\$120.00 -	\$125.00 and over
Women--Continued																					
Comptometer operators	1,414	39.5	\$80.00	-	-	19	30	60	140	268	247	183	191	151	66	43	16	-	-	-	-
Manufacturing	486	39.5	82.00	-	-	-	4	13	19	89	95	67	117	34	27	21	-	-	-	-	-
Nonmanufacturing	928	39.5	78.50	-	-	19	26	47	121	179	152	116	74	117	39	22	16	-	-	-	-
Public utilities	192	39.5	92.00	-	-	-	-	-	8	4	10	14	4	96	31	9	16	-	-	-	-
Wholesale trade	288	39.5	78.00	-	-	-	9	12	42	52	65	46	35	6	8	13	-	-	-	-	-
Retail trade	319	40.0	76.00	-	-	-	1	17	54	102	50	55	25	15	-	-	-	-	-	-	-
Finance	100	39.0	64.00	-	-	19	16	16	17	15	-	-	-	-	-	-	-	-	-	-	-
Duplicating-machine operators (Mimeograph or Ditto)	191	39.5	71.00	3	-	1	4	37	35	55	27	15	9	5	-	-	-	-	-	-	-
Manufacturing	94	39.5	73.50	-	-	1	-	-	22	41	10	13	2	5	-	-	-	-	-	-	-
Nonmanufacturing	97	39.0	68.00	3	-	-	4	37	13	14	17	2	7	-	-	-	-	-	-	-	-
Keypunch operators	2,318	39.0	76.00	-	2	30	206	219	381	286	386	173	200	260	98	21	56	-	-	-	-
Manufacturing	597	39.0	77.50	-	-	-	3	57	134	63	105	70	89	49	6	5	16	-	-	-	-
Nonmanufacturing	1,721	39.0	75.50	-	2	30	203	162	247	223	281	103	111	211	92	16	40	-	-	-	-
Public utilities	483	40.0	88.50	-	-	-	-	27	28	40	37	22	6	188	79	16	40	-	-	-	-
Wholesale trade	232	39.5	77.00	-	-	-	6	12	33	56	55	12	36	10	12	-	-	-	-	-	-
Retail trade	100	40.0	75.50	-	-	-	-	3	2	44	35	14	1	-	1	-	-	-	-	-	-
Finance	799	38.5	67.00	-	2	30	197	120	171	79	122	52	24	2	-	-	-	-	-	-	-
Office girls	409	39.0	60.50	-	38	84	120	57	39	39	16	6	5	2	3	-	-	-	-	-	-
Manufacturing	160	39.0	65.50	-	2	10	64	14	16	30	9	6	4	2	3	-	-	-	-	-	-
Nonmanufacturing	249	39.0	57.50	-	36	74	56	43	23	9	7	-	1	-	-	-	-	-	-	-	-
Public utilities	33	40.0	64.50	-	-	-	10	12	4	5	1	-	1	-	-	-	-	-	-	-	-
Wholesale trade	51	40.0	60.00	-	6	6	5	18	14	2	-	-	-	-	-	-	-	-	-	-	-
Finance	106	39.0	54.00	-	28	40	25	9	2	1	1	-	-	-	-	-	-	-	-	-	-
Secretaries	4,315	39.0	91.50	-	-	-	-	-	117	238	482	722	698	512	413	357	309	102	182	58	125
Manufacturing	1,610	39.5	95.50	-	-	-	-	-	1	63	152	232	250	172	172	154	168	57	86	43	60
Nonmanufacturing	2,705	38.5	89.50	-	-	-	-	-	116	175	330	490	448	340	241	203	141	45	96	15	65
Public utilities	400	39.5	97.50	-	-	-	-	-	4	11	38	33	54	47	61	41	27	8	39	3	34
Wholesale trade	484	39.5	93.50	-	-	-	-	-	-	25	28	47	131	80	58	28	41	11	11	10	14
Retail trade	258	39.5	87.00	-	-	-	-	-	2	19	46	53	50	39	13	18	12	3	1	1	1
Finance	1,168	38.5	87.50	-	-	-	-	-	40	34	203	292	195	131	97	94	31	8	31	-	12
Stenographers, general	4,042	39.0	80.50	-	1	11	50	203	523	498	815	697	408	336	228	118	95	12	45	2	-
Manufacturing	1,354	39.5	85.00	-	-	-	-	18	101	138	189	268	213	168	123	86	42	6	2	-	-
Nonmanufacturing	2,688	39.0	78.50	-	1	11	50	185	422	360	626	429	195	168	105	32	53	6	43	2	-
Public utilities	648	39.5	85.00	-	-	-	10	27	95	68	80	86	33	78	63	14	47	5	42	-	-
Wholesale trade	392	39.0	80.50	-	-	-	-	16	8	45	131	85	38	30	23	14	2	-	-	-	-
Retail trade	80	39.0	76.50	-	-	-	-	4	8	27	16	15	5	1	3	1	-	-	-	-	-
Finance	1,137	39.5	74.50	-	1	11	40	100	165	202	312	182	90	30	4	-	-	-	-	-	-
Stenographers, technical	243	40.0	83.50	-	-	9	1	18	28	29	50	16	4	9	7	46	16	2	8	-	-
Nonmanufacturing	201	40.0	82.00	-	-	9	1	18	28	29	38	5	4	7	5	34	13	2	8	-	-
Public utilities	35	40.0	106.50	-	-	-	-	-	-	1	-	-	-	-	5	10	9	2	8	-	-
Switchboard operators	1,004	39.0	75.00	3	-	1	7	253	127	212	89	122	52	62	38	8	30	-	-	-	-
Manufacturing	208	39.5	83.50	-	-	-	-	1	14	26	31	52	37	31	15	1	-	-	-	-	-
Nonmanufacturing	796	39.0	72.50	3	-	1	7	252	113	186	58	70	15	31	23	7	30	-	-	-	-
Public utilities	140	39.5	89.00	-	-	-	-	5	11	19	14	9	9	27	11	5	30	-	-	-	-
Wholesale trade	58	39.5	78.00	-	-	-	-	3	6	9	10	21	2	1	4	2	-	-	-	-	-
Retail trade	122	40.0	72.50	-	-	-	-	5	14	77	9	13	2	2	-	-	-	-	-	-	-
Finance	243	38.5	69.50	3	-	1	7	58	62	61	25	17	2	1	6	-	-	-	-	-	-

See footnotes at end of table.

Table A-1. Office Occupations—Continued

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, San Francisco—Oakland, Calif., January 1960)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF—																		
		Weekly hours ¹ (Standard)	Weekly earnings ² (Standard)	Under \$ 45.00	\$ 45.00 and under 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 - 125.00	\$ 125.00 and over	
Women—Continued																						
Switchboard operator-receptionists	772	39.0	\$73.50	-	1	16	11	91	179	194	115	65	51	10	34	5	-	-	-	-	-	
Manufacturing	306	39.0	74.00	-	-	-	4	39	59	91	45	35	18	5	5	5	-	-	-	-	-	
Nonmanufacturing	466	39.0	73.50	-	1	16	7	52	120	103	70	30	33	5	29	-	-	-	-	-	-	
Public utilities ³	31	40.0	90.50	-	-	-	-	-	-	2	-	2	10	5	12	-	-	-	-	-	-	
Wholesale trade	253	39.5	74.00	-	-	-	-	26	52	79	48	19	12	-	17	-	-	-	-	-	-	
Finance ³	97	37.5	66.50	-	1	16	1	18	34	20	4	-	3	-	-	-	-	-	-	-	-	
Tabulating-machine operators, class B	447	39.5	85.00	-	-	-	-	-	23	29	52	88	140	56	37	17	4	1	-	-	-	
Manufacturing	143	39.5	86.50	-	-	-	-	-	-	-	28	41	34	16	6	15	2	1	-	-	-	
Nonmanufacturing	304	39.5	84.00	-	-	-	-	-	23	29	24	47	106	40	31	2	2	-	-	-	-	
Public utilities ³	139	40.0	84.50	-	-	-	-	-	10	24	2	6	63	4	29	1	-	-	-	-	-	
Finance ³	140	39.0	82.50	-	-	-	-	-	13	5	22	41	25	34	-	-	-	-	-	-	-	
Tabulating-machine operators, class C	104	39.5	72.50	-	-	-	-	27	21	18	25	4	4	-	-	5	-	-	-	-	-	
Nonmanufacturing	76	39.0	72.00	-	-	-	-	19	15	15	17	4	4	-	-	2	-	-	-	-	-	
Finance ³	62	39.0	70.00	-	-	-	-	19	12	14	14	2	1	-	-	-	-	-	-	-	-	
Transcribing-machine operators, general	731	38.5	74.50	-	-	8	10	69	118	156	234	77	30	12	5	6	1	1	2	-	2	
Manufacturing	169	39.0	78.50	-	-	-	-	1	-	28	96	32	2	7	-	3	-	-	-	-	-	
Nonmanufacturing	562	38.5	73.50	-	-	8	10	68	118	128	138	45	28	5	5	3	1	1	2	-	2	
Wholesale trade	144	39.0	73.50	-	-	-	-	13	31	30	52	16	-	-	2	-	-	-	-	-	-	
Finance ³	371	38.0	73.00	-	-	8	10	50	74	91	74	28	27	-	-	3	1	1	2	-	2	
Typists, class A	1,582	39.0	74.00	6	14	19	92	177	307	339	211	134	80	104	66	13	20	-	-	-	-	
Manufacturing	345	39.5	82.50	-	-	-	-	4	32	40	76	53	58	36	31	9	6	-	-	-	-	
Nonmanufacturing	1,237	39.0	71.50	6	14	19	92	173	275	299	135	81	22	68	35	4	14	-	-	-	-	
Public utilities ³	200	40.0	82.50	-	-	-	1	25	35	23	17	3	6	39	33	4	14	-	-	-	-	
Wholesale trade	96	39.5	75.00	-	-	-	-	-	16	46	14	13	2	3	2	-	-	-	-	-	-	
Finance ³	818	39.0	68.00	6	14	19	91	144	173	201	97	54	8	11	-	-	-	-	-	-	-	
Typists, class B	3,467	39.0	64.00	17	71	330	631	975	666	456	204	50	55	7	1	4	-	-	-	-	-	
Manufacturing	648	39.5	70.00	-	-	1	24	174	168	113	107	29	28	3	1	-	-	-	-	-	-	
Nonmanufacturing	2,819	39.0	62.50	17	71	329	607	801	498	343	97	21	27	4	-	4	-	-	-	-	-	
Public utilities ³	156	39.5	69.00	-	-	6	34	38	20	18	9	8	17	2	-	4	-	-	-	-	-	
Wholesale trade	258	39.5	67.00	-	-	19	36	52	42	87	10	4	6	2	-	-	-	-	-	-	-	
Retail trade	90	40.0	67.00	-	-	-	14	39	11	5	20	1	-	-	-	-	-	-	-	-	-	
Finance ³	2,120	38.5	61.50	17	71	304	523	534	388	217	58	8	-	-	-	-	-	-	-	-	-	

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

² Transportation, communication, and other public utilities.

³ Finance, insurance, and real estate.

⁴ Workers were distributed as follows: 22 at \$125 to \$135; 6 at \$135 to \$145; 24 at \$145 and over.

⁵ Workers were distributed as follows: 9 at \$125 to \$135; 1 at \$135 to \$145; 6 at \$145 and over.

⁶ Workers were distributed as follows: 4 at \$125 to \$135; 7 at \$135 to \$145; 1 at \$145 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, San Francisco-Oakland, Calif., January 1960)

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)	Under \$ 75. 00	\$ 75. 00 and under 80. 00	\$ 80. 00 85. 00	\$ 85. 00 90. 00	\$ 90. 00 95. 00	\$ 95. 00 100. 00	\$ 100. 00 105. 00	\$ 105. 00 110. 00	\$ 110. 00 115. 00	\$ 115. 00 120. 00	\$ 120. 00 125. 00	\$ 125. 00 130. 00	\$ 130. 00 135. 00	\$ 135. 00 140. 00	\$ 140. 00 145. 00	\$ 145. 00 150. 00	\$ 150. 00 155. 00 and over	
<u>Men</u>																					
Draftsmen, leader -----	119	39.5	\$ 133.50	-	-	-	-	-	-	-	-	3	9	8	46	8	9	12	15	5	+
Nonmanufacturing -----	72	40.0	133.50	-	-	-	-	-	-	-	-	-	3	3	40	4	1	2	15	2	2
Draftsmen, senior -----	491	40.0	119.50	5	4	1	2	14	14	68	21	29	111	54	55	24	31	42	6	6	+
Manufacturing -----	321	40.0	121.00	-	-	-	1	12	14	22	16	22	79	26	55	2*	20	19	5	4	2
Nonmanufacturing -----	170	40.0	117.00	5	4	1	1	2	-	46	5	7	32	28	-	-	11	23	1	2	2
Public utilities ² -----	58	40.0	109.50	5	4	1	1	2	-	5	5	6	17	1	-	-	9	2	-	-	-
Draftsmen, junior -----	187	40.0	94.50	-	14	25	28	45	19	25	5	13	11	-	1	1	-	-	-	-	-
Manufacturing -----	120	40.0	97.00	-	3	24	12	13	17	24	3	13	10	-	1	-	-	-	-	-	-
Nonmanufacturing -----	67	40.0	90.00	-	11	1	16	32	2	1	2	-	1	-	-	1	-	-	-	-	-
<u>Women</u>																					
Nurses, industrial (registered) -----	143	39.5	96.50	2	2	24	32	15	15	12	11	15	9	5	-	1	-	-	-	-	-
Manufacturing -----	113	40.0	97.50	-	-	22	27	9	10	8	9	14	9	5	-	-	-	-	-	-	-

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.

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, San Francisco-Oakland, Calif., January 1960)

Occupation and industry division	Number of workers	Average hourly earnings ¹	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																	
			Under \$ 2.20	\$ 2.20 and under 2.30	\$ 2.30 to 2.40	\$ 2.40 to 2.50	\$ 2.50 to 2.60	\$ 2.60 to 2.70	\$ 2.70 to 2.80	\$ 2.80 to 2.90	\$ 2.90 to 3.00	\$ 3.00 to 3.10	\$ 3.10 to 3.20	\$ 3.20 to 3.30	\$ 3.30 to 3.40	\$ 3.40 to 3.50	\$ 3.50 to 3.60	\$ 3.60 to 3.70	\$ 3.70 to 3.80	\$ 3.80 and over
Carpenters, maintenance	358	\$ 3.05	-	-	-	4	8	6	7	51	150	43	15	4	1	5	64	-	-	-
Manufacturing	257	2.98	-	-	-	-	4	-	5	51	133	29	12	3	-	-	20	-	-	-
Nonmanufacturing	101	3.20	-	-	-	4	4	6	2	-	17	14	3	1	1	5	44	-	-	-
Public utilities ²	33	2.95	-	-	-	-	4	-	-	-	12	14	3	-	-	-	-	-	-	-
Electricians, maintenance	663	3.09	-	-	-	4	3	12	5	90	144	123	152	6	72	2	22	1	-	27
Manufacturing	509	3.09	-	-	-	-	-	12	5	89	130	100	50	6	71	2	22	-	-	22
Engineers, stationary	607	3.01	-	-	-	54	49	25	41	80	84	78	59	32	4	2	16	82	1	-
Manufacturing	346	3.16	-	-	-	-	3	1	11	52	69	78	48	-	-	2	-	82	-	-
Nonmanufacturing	261	2.81	-	-	-	54	46	24	30	28	15	-	11	32	4	-	16	-	1	-
Retail trade	52	2.98	-	-	-	-	-	6	2	27	-	-	8	-	3	-	6	-	-	-
Firemen, stationary boiler	88	2.62	1	14	1	15	10	13	10	11	9	-	-	-	-	4	-	-	-	-
Manufacturing	67	2.71	-	-	-	15	9	13	9	8	9	-	-	-	-	4	-	-	-	-
Helpers, trades, maintenance	941	2.51	2	29	43	250	542	8	41	26	-	-	-	-	-	-	-	-	-	-
Manufacturing	712	2.55	-	-	15	85	537	8	41	26	-	-	-	-	-	-	-	-	-	-
Machine-tool operators, toolroom	312	3.08	-	-	-	-	-	-	-	21	7	85	165	34	-	-	-	-	-	-
Manufacturing	312	3.08	-	-	-	-	-	-	-	21	7	85	165	34	-	-	-	-	-	-
Machinists, maintenance	1,451	3.09	-	-	-	1	-	-	4	90	344	240	517	154	42	12	24	8	-	15
Manufacturing	1,327	3.10	-	-	-	-	-	-	4	89	306	160	513	154	42	12	24	8	-	15
Nonmanufacturing	124	2.99	-	-	-	1	-	-	-	1	38	80	4	-	-	-	-	-	-	-
Mechanics, automotive (maintenance)	936	3.02	-	-	-	-	35	-	4	34	141	622	59	34	7	-	-	-	-	-
Manufacturing	194	3.04	-	-	-	-	-	-	2	20	37	78	32	20	5	-	-	-	-	-
Nonmanufacturing	742	3.01	-	-	-	-	35	-	2	14	104	544	27	14	2	-	-	-	-	-
Public utilities ²	650	3.00	-	-	-	-	35	-	2	4	81	506	10	10	-	-	-	-	-	-
Mechanics, maintenance	979	3.05	-	-	-	6	18	-	37	221	110	210	111	200	4	-	62	-	-	-
Manufacturing	877	3.06	-	-	-	-	8	-	37	198	93	210	111	158	-	-	62	-	-	-
Nonmanufacturing	102	2.97	-	-	-	6	10	-	23	17	-	-	-	42	4	-	-	-	-	-
Oilers	212	2.52	-	17	24	40	72	53	-	6	-	-	-	-	-	-	-	-	-	-
Manufacturing	159	2.51	-	17	24	40	19	53	-	6	-	-	-	-	-	-	-	-	-	-
Painters, maintenance	300	2.97	-	-	-	26	5	21	6	73	80	24	9	2	-	-	54	-	-	-
Manufacturing	176	2.97	-	-	-	-	-	-	6	59	77	10	6	2	-	-	14	-	-	-
Nonmanufacturing	124	2.96	-	-	-	26	5	21	-	14	3	14	1	-	-	-	40	-	-	-
Public utilities ²	34	2.87	-	-	-	-	5	-	-	14	-	14	1	-	-	-	-	-	-	-
Pipefitters, maintenance	384	2.96	-	-	-	-	-	1	6	47	253	64	3	-	-	-	-	-	10	-
Manufacturing	354	2.96	-	-	-	-	-	-	6	46	225	64	3	-	-	-	-	-	10	-
Sheet-metal workers, maintenance	66	2.93	-	-	-	-	-	-	2	33	20	4	7	-	-	-	-	-	-	-
Manufacturing	59	2.93	-	-	-	-	-	-	2	32	16	2	7	-	-	-	-	-	-	-
Tool and die makers	844	3.47	-	-	-	-	-	-	-	-	-	2	-	23	49	580	97	49	10	34
Manufacturing	842	3.47	-	-	-	-	-	-	-	-	-	-	-	23	49	580	97	49	10	34

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

² Transportation, communication, and other public utilities.

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, San Francisco-Oakland, Calif., January 1960)

Occupation ¹ and industry division	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																									
			Under \$1.40	\$1.40 and under 1.50	\$1.50 to 1.60	\$1.60 to 1.70	\$1.70 to 1.80	\$1.80 to 1.90	\$1.90 to 2.00	\$2.00 to 2.10	\$2.10 to 2.20	\$2.20 to 2.30	\$2.30 to 2.40	\$2.40 to 2.50	\$2.50 to 2.60	\$2.60 to 2.70	\$2.70 to 2.80	\$2.80 to 2.90	\$2.90 to 3.00	\$3.00 to 3.10	\$3.10 to 3.20	\$3.20 to 3.30	\$3.30 to 3.40	\$3.40 and over				
Elevator operators, passenger (men) -----	225	\$1.80	-	-	120	-	1	2	12	79	3	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing -----	202	1.76	-	-	120	-	1	2	8	71	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Elevator operators, passenger (women) -----	197	1.96	8	7	11	17	-	1	-	135	-	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing -----	175	1.93	8	7	11	17	-	1	-	131	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Guards -----	1,240	1.96	2	2	190	6	17	98	587	45	31	28	3	156	59	4	11	1	-	-	-	-	-	-	-	-	-	
Manufacturing -----	268	2.41	-	-	-	-	-	6	-	19	13	25	3	127	59	4	11	1	-	-	-	-	-	-	-	-	-	
Nonmanufacturing -----	972	1.84	2	2	190	6	17	92	587	26	18	3	-	29	-	-	-	-	-	-	-	-	-	-	-	-	-	
Public utilities -----	55	2.23	-	-	-	-	1	2	13	2	11	1	-	25	-	-	-	-	-	-	-	-	-	-	-	-	-	
Finance -----	109	1.90	2	2	4	6	16	12	34	24	7	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Janitors, porters, and cleaners (men) -----	4,972	2.07	10	104	233	54	95	297	502	1449	778	694	362	366	28	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing -----	1,666	2.24	-	-	-	7	26	44	89	78	309	550	237	326	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing -----	3,306	1.99	10	104	233	47	69	253	413	1371	469	144	125	40	28	-	-	-	-	-	-	-	-	-	-	-	-	
Public utilities -----	498	2.02	-	-	22	23	26	50	136	68	50	115	-	4	4	-	-	-	-	-	-	-	-	-	-	-	-	
Wholesale trade -----	110	2.05	-	-	-	-	13	14	-	47	12	18	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Retail trade -----	224	1.89	-	6	54	3	4	68	13	27	10	4	12	23	-	-	-	-	-	-	-	-	-	-	-	-	-	
Finance -----	581	2.04	-	-	1	2	21	10	10	386	151	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Janitors, porters, and cleaners (women) -----	659	1.98	2	7	9	34	52	18	111	326	82	14	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing -----	64	2.06	2	-	-	-	4	10	2	3	28	14	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing -----	595	1.97	-	7	9	34	48	8	109	323	54	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Public utilities -----	54	1.83	-	-	1	31	-	4	3	-	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Laborers, material handling -----	4,722	2.44	-	-	-	-	4	24	58	8	305	1294	872	503	544	215	441	385	66	3	-	-	-	-	-	-	-	
Manufacturing -----	2,281	2.38	-	-	-	-	-	-	48	-	105	845	458	449	184	30	63	75	21	3	-	-	-	-	-	-	-	
Nonmanufacturing -----	2,441	2.49	-	-	-	-	4	24	10	8	200	449	414	54	360	185	378	310	45	-	-	-	-	-	-	-	-	
Public utilities -----	995	2.62	-	-	-	-	-	2	2	-	172	73	12	39	48	-	344	303	-	-	-	-	-	-	-	-	-	
Wholesale trade -----	957	2.34	-	-	-	-	-	14	-	-	28	341	387	13	122	26	26	-	-	-	-	-	-	-	-	-	-	
Retail trade -----	487	2.54	-	-	-	-	4	8	8	8	-	35	15	2	188	159	8	7	45	-	-	-	-	-	-	-	-	
Order fillers -----	1,556	2.47	-	-	-	9	23	26	2	28	12	61	676	242	56	128	95	7	26	165	-	-	-	-	-	-	-	
Manufacturing -----	468	2.56	-	-	-	8	16	-	-	-	12	17	182	66	7	-	10	1	-	149	-	-	-	-	-	-	-	
Nonmanufacturing -----	1,088	2.44	-	-	-	1	7	26	2	28	-	44	494	176	49	128	85	6	26	16	-	-	-	-	-	-	-	
Wholesale trade -----	833	2.44	-	-	-	-	-	-	-	-	-	39	418	176	45	97	32	-	26	-	-	-	-	-	-	-	-	
Retail trade -----	249	2.40	-	-	-	1	7	26	2	28	-	5	76	-	4	31	53	-	-	16	-	-	-	-	-	-	-	
Packers, shipping (men) -----	689	2.31	-	-	-	9	1	14	7	16	133	138	212	45	58	44	11	-	-	-	-	-	-	-	-	-	1	
Manufacturing -----	350	2.34	-	-	-	-	-	-	-	-	133	-	106	44	52	12	2	-	-	-	-	-	-	-	-	-	1	
Nonmanufacturing -----	339	2.28	-	-	-	9	1	14	7	16	-	138	106	1	6	32	9	-	-	-	-	-	-	-	-	-	-	
Wholesale trade -----	225	2.35	-	-	-	-	-	-	-	-	-	99	90	-	6	24	6	-	-	-	-	-	-	-	-	-	-	
Retail trade -----	113	2.15	-	-	-	9	1	14	7	16	-	39	16	-	-	8	3	-	-	-	-	-	-	-	-	-	-	
Packers, shipping (women) -----	220	1.71	-	9	64	96	5	-	-	27	-	-	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing -----	70	1.91	-	9	16	-	5	-	-	27	-	-	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Retail trade -----	57	1.81	-	9	16	-	5	-	-	27	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Receiving clerks -----	430	2.56	-	-	-	-	-	-	1	8	2	47	29	73	107	68	37	17	-	40	1	-	-	-	-	-	-	
Manufacturing -----	182	2.62	-	-	-	-	-	-	1	1	-	11	26	20	43	24	19	2	-	35	-	-	-	-	-	-	-	
Nonmanufacturing -----	248	2.52	-	-	-	-	-	-	-	7	2	36	3	53	64	44	18	15	-	5	1	-	-	-	-	-	-	
Wholesale trade -----	161	2.49	-	-	-	-	-	-	-	-	-	28	-	46	58	21	6	-	-	2	-	-	-	-	-	-	-	
Retail trade -----	78	2.59	-	-	-	-	-	-	-	7	2	7	-	7	5	19	12	15	-	3	1	-	-	-	-	-	-	
Shipping clerks -----	224	2.60	-	-	-	-	-	-	-	1	3	2	-	39	103	20	26	17	4	8	1	-	-	-	-	-	-	
Manufacturing -----	74	2.59	-	-	-	-	-	-	-	-	-	-	-	-	56	13	1	1	3	-	-	-	-	-	-	-	-	
Nonmanufacturing -----	150	2.60	-	-	-	-	-	-	-	1	3	2	-	39	47	7	25	16	1	8	1	-	-	-	-	-	-	
Wholesale trade -----	117	2.58	-	-	-	-	-	-	-	-	3	-	-	35	42	2	20	13	-	2	-	-	-	-	-	-	-	

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, San Francisco-Oakland, Calif., January 1960)

Occupation ¹ and industry division	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																						
			Under \$1.40	\$1.40 and under 1.50	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40 and over	
Shipping and receiving clerks	633	\$2.61	-	-	-	-	-	-	2	5	8	10	64	105	44	264	62	1	49	19	-	-	-	-	
Manufacturing	189	2.59	-	-	-	-	-	-	-	-	-	-	32	67	4	33	11	-	36	6	-	-	-	-	
Nonmanufacturing	444	2.62	-	-	-	-	-	-	2	5	8	10	32	38	40	231	51	1	13	13	-	-	-	-	
Public utilities ³	32	2.59	-	-	-	-	-	-	-	-	-	-	14	2	-	-	16	-	-	-	-	-	-	-	
Wholesale trade	272	2.69	-	-	-	-	-	-	-	-	-	-	12	-	-	37	184	13	-	13	-	-	-	-	
Retail trade	138	2.52	-	-	-	-	-	-	2	5	6	10	6	36	3	47	22	1	-	-	-	-	-	-	
Truckdrivers ⁵	4,070	2.82	-	-	-	-	1	3	12	10	17	21	25	227	128	368	880	801	906	323	274	35	-	39	
Manufacturing	767	2.86	-	-	-	-	-	-	-	-	-	-	3	7	35	85	148	157	215	37	54	-	-	26	
Nonmanufacturing	3,303	2.81	-	-	-	-	1	3	12	10	17	21	22	220	93	283	732	644	691	286	220	35	-	13	
Public utilities ³	1,913	2.81	-	-	-	-	1	3	12	10	17	15	19	183	55	261	359	498	394	86	-	-	-	-	
Wholesale trade	785	2.81	-	-	-	-	-	-	-	-	-	-	3	36	26	22	273	140	256	29	-	-	-	-	
Retail trade	514	3.05	-	-	-	-	-	-	-	-	-	6	-	-	12	-	16	-	41	171	220	35	-	13	
Truckdrivers, light (under 1½ tons)	547	2.69	-	-	-	-	1	1	11	5	9	3	23	41	57	10	256	71	32	-	27	-	-	-	
Manufacturing	166	2.81	-	-	-	-	-	-	-	-	-	-	3	-	35	10	4	71	18	-	25	-	-	-	
Nonmanufacturing	381	2.63	-	-	-	-	1	1	11	5	9	3	20	41	22	-	252	-	14	-	2	-	-	-	
Public utilities ³	199	2.56	-	-	-	-	1	1	11	5	9	3	17	10	22	-	120	-	-	-	-	-	-	-	
Wholesale trade	85	2.67	-	-	-	-	-	-	-	-	-	-	3	30	-	-	38	-	14	-	-	-	-	-	
Truckdrivers, medium (1½ to and including 4 tons)	1,507	2.82	-	-	-	-	-	-	-	-	-	6	2	185	12	65	437	288	279	34	177	2	-	20	
Manufacturing	321	2.89	-	-	-	-	-	-	-	-	-	-	-	6	-	34	67	54	122	6	25	-	-	7	
Nonmanufacturing	1,186	2.80	-	-	-	-	-	-	-	-	-	6	2	179	12	31	370	234	157	28	152	2	-	13	
Public utilities ³	633	2.71	-	-	-	-	-	-	-	-	-	-	2	173	-	25	212	152	69	-	-	-	-	-	
Wholesale trade	313	2.81	-	-	-	-	-	-	-	-	-	-	-	6	-	6	152	76	47	26	-	-	-	-	
Retail trade	234	3.03	-	-	-	-	-	-	-	-	-	6	-	-	12	-	6	-	41	2	152	2	-	13	
Truckdrivers, heavy (over 4 tons, trailer type)	803	2.91	-	-	-	-	-	-	-	-	-	-	-	-	19	80	83	95	332	88	60	27	-	19	
Manufacturing	160	2.93	-	-	-	-	-	-	-	-	-	-	-	-	-	16	33	2	67	23	-	-	-	19	
Nonmanufacturing	643	2.90	-	-	-	-	-	-	-	-	-	-	-	-	19	64	50	93	265	65	60	27	-	-	
Public utilities ³	529	2.87	-	-	-	-	-	-	-	-	-	-	-	-	19	64	26	93	265	62	-	-	-	-	
Truckdrivers, heavy (over 4 tons, other than trailer type)	799	2.88	-	-	-	-	-	-	-	-	-	-	-	-	-	34	69	340	223	117	10	6	-	-	
Manufacturing	101	2.78	-	-	-	-	-	-	-	-	-	-	-	-	-	22	44	23	8	-	4	-	-	-	
Nonmanufacturing	698	2.90	-	-	-	-	-	-	-	-	-	-	-	-	-	12	25	317	215	117	6	6	-	-	
Public utilities ³	313	2.86	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	253	60	-	-	-	-	-	
Wholesale trade	259	2.86	-	-	-	-	-	-	-	-	-	-	-	-	-	12	25	64	155	3	-	-	-	-	
Truckers, power (forklift)	1,606	2.51	-	-	-	-	-	-	-	-	62	41	374	355	242	399	27	31	75	-	-	-	-	-	
Manufacturing	1,247	2.49	-	-	-	-	-	-	-	-	62	41	268	255	228	391	-	-	2	-	-	-	-	-	
Nonmanufacturing	359	2.58	-	-	-	-	-	-	-	-	-	-	106	100	14	8	27	31	73	-	-	-	-	-	
Public utilities ³	129	2.64	-	-	-	-	-	-	-	-	-	-	57	-	6	5	-	20	41	-	-	-	-	-	
Wholesale trade	144	2.48	-	-	-	-	-	-	-	-	-	-	18	100	8	-	-	-	18	-	-	-	-	-	
Retail trade	86	2.65	-	-	-	-	-	-	-	-	-	-	31	-	-	3	27	11	14	-	-	-	-	-	
Truckers, power (other than forklift)	285	2.64	-	-	-	-	-	-	-	-	-	92	44	-	10	7	9	-	110	13	-	-	-	-	
Manufacturing	214	2.71	-	-	-	-	-	-	-	-	-	38	40	-	10	7	9	-	110	-	-	-	-	-	
Watchmen	331	2.11	9	14	16	1	6	15	7	69	35	61	51	43	-	4	-	-	-	-	-	-	-	-	
Manufacturing	208	2.22	-	-	10	-	-	4	6	26	33	48	41	40	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	123	1.93	9	14	6	1	6	11	1	43	2	13	10	3	-	4	-	-	-	-	-	-	-	-	

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 Finance, insurance, and real estate.⁵ Includes all drivers regardless of size and type of truck operated.⁶ Workers were distributed as follows: 13 at \$3.40 to \$3.50; 6 at \$3.50 to \$3.60.

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

B: Establishment Practices and Supplementary Wage Provisions

13

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, San Francisco-Oakland, Calif., January 1960)

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 -----	92.4	90.9	16.8	5.1
With shift pay differential -----	92.4	90.9	16.8	5.1
Uniform cents (per hour) -----	49.3	38.5	10.3	4.6
4 cents -----	1.0	-	.2	-
5 cents -----	2.8	1.7	.7	.2
6 cents -----	1.6	1.0	.5	.2
7 cents -----	1.0	1.0	.3	.2
8 cents -----	13.2	-	2.2	-
9 cents -----	1.1	1.6	.3	.5
10 cents -----	14.6	1.7	3.0	(^a)
11½ cents -----	.7	.7	.3	-
12 cents -----	-	5.7	-	.5
12½ cents -----	.5	.5	.1	.1
13 cents -----	-	1.9	-	.2
14¼ cents -----	1.1	-	(^a)	-
14½ cents -----	5.8	-	1.7	-
15 cents -----	3.0	10.1	.9	1.0
16 cents -----	-	6.7	-	.9
20 cents -----	2.9	2.9	.1	-
23 cents -----	-	3.0	-	.8
Uniform percentage -----	7.0	5.4	.4	.1
4 percent -----	.3	-	-	-
5 percent -----	2.8	-	.1	-
10 percent -----	3.9	2.7	.3	.1
15 percent -----	-	2.7	-	(^a)
Other ³ -----	36.1	47.0	6.1	.4
No shift pay differential -----	-	-	-	-

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

^a Less than 0.05 percent.

³ Primarily combination plans providing full day's pay for reduced hours plus percentage differential. Most other plans provide full day's pay for reduced hours plus either a flat sum per shift or per week, or paid lunch period not provided to the first shift workers.

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

(Distribution of establishments studied in all industries and in industry divisions by minimum entrance salary for selected categories of inexperienced women office workers, San Francisco-Oakland, Calif., January 1960)

Minimum weekly salary ¹	Inexperienced typists							Other inexperienced clerical workers ²						
	All industries	Manufacturing		Nonmanufacturing				All industries	Manufacturing		Nonmanufacturing			
		Based on standard weekly hours ³ of—							Based on standard weekly hours ³ of—					
		All schedules	40	All schedules	37½	38¾	40		All schedules	40	All schedules	37½	38¾	40
Establishments studied -----	259	86	xxx	173	xxx	xxx	xxx	259	86	xxx	173	xxx	xxx	xxx
Establishments having a specified minimum ---	122	43	35	79	13	7	52	132	46	37	86	6	3	60
\$42.50 and under \$45.00 -----	1	-	-	1	-	-	-	1	-	-	1	-	-	-
\$45.00 and under \$47.50 -----	-	-	-	-	-	-	-	6	1	-	5	1	-	2
\$47.50 and under \$50.00 -----	1	-	-	1	-	-	1	7	-	-	7	2	-	3
\$50.00 and under \$52.50 -----	11	1	-	10	3	-	4	9	-	-	9	1	-	6
\$52.50 and under \$55.00 -----	21	-	-	21	3	2	16	17	1	-	16	-	-	14
\$55.00 and under \$57.50 -----	10	2	1	8	4	-	4	16	5	4	11	2	-	6
\$57.50 and under \$60.00 -----	20	10	9	10	-	2	6	17	9	7	8	-	2	5
\$60.00 and under \$62.50 -----	7	3	2	4	-	-	3	10	6	5	4	-	-	4
\$62.50 and under \$65.00 -----	12	7	6	5	1	-	4	14	9	8	5	-	-	4
\$65.00 and under \$67.50 -----	7	3	2	4	1	-	3	7	1	1	6	-	-	5
\$67.50 and under \$70.00 -----	8	6	6	2	-	1	1	3	2	2	1	-	-	-
\$70.00 and under \$72.50 -----	7	2	1	5	-	2	3	6	2	1	4	-	1	3
\$72.50 and under \$75.00 -----	3	1	1	2	-	-	2	6	2	2	4	-	-	4
\$75.00 and under \$77.50 -----	2	1	1	1	-	-	1	2	1	1	1	-	-	1
\$77.50 and under \$80.00 -----	6	3	3	3	1	-	2	8	4	4	4	-	-	3
\$80.00 and over -----	6	4	3	2	-	-	2	3	3	2	-	-	-	-
Establishments having no specified minimum---	70	22	xxx	48	xxx	xxx	xxx	69	21	xxx	48	xxx	xxx	xxx
Establishments which did not employ workers in this category -----	67	21	xxx	46	xxx	xxx	xxx	58	19	xxx	39	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. 15, 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, San Francisco-Oakland, Calif., January 1960)

Weekly hours	OFFICE WORKERS							PLANT WORKERS					
	All industries ¹	Manufacturing	Public utilities ²	Wholesale trade	Retail trade	Finance ³	Services	All industries ⁴	Manufacturing	Public utilities ²	Wholesale trade	Retail trade	Services
All workers -----	100	100	100	100	100	100		100	100	100	100	100	
Under 35 hours -----	-	-	-	-	-	-		(⁵)	-	-	-	-	
35 hours -----	2	2	1	-	(⁵)	(⁵)		5	9	-	-	1	
36 1/4 hours -----	1	1	-	5	-	-		-	-	-	-	-	
36 7/8 hours -----	1	4	-	-	-	-		-	-	-	-	-	
37 1/2 hours -----	15	6	5	7	10	28		6	3	2	6	8	
Over 37 1/2 and under 38 7/8 hours -----	3	-	-	-	-	9		1	1	-	-	-	
38 7/8 hours -----	12	19	5	8	5	13		-	-	-	-	-	
40 hours -----	66	68	89	80	84	49		87	87	97	94	89	
Over 40 hours -----	-	-	-	-	-	-		(⁵)	-	1	-	2	

¹ Includes data for services in addition to those industry divisions shown separately.

² Transportation, communication, and other public utilities.

³ Finance, insurance, and real estate.

⁴ Includes data for real estate and services 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, San Francisco-Oakland, Calif., January 1960)

Item	OFFICE WORKERS							PLANT WORKERS					
	All industries ¹	Manufacturing	Public utilities ²	Wholesale trade	Retail trade	Finance ³	Services	All industries ⁴	Manufacturing	Public utilities ²	Wholesale trade	Retail trade	Services
All workers	100	100	100	100	100	100		100	100	100	100	100	
Workers in establishments providing paid holidays	100	100	100	100	100	100		99	99	100	100	100	
Workers in establishments providing no paid holidays	-	-	-	-	-	-		1	(⁵)	-	-	-	
Number of days													
Less than 5 holidays	(⁵)	-	-	-	(⁵)	-		3	-	-	-	15	
5 holidays	(⁵)	-	-	-	-	-		3	-	-	-	-	
6 holidays	1	(⁵)	-	5	2	-		4	2	6	(⁵)	1	
6 holidays plus 2 half days	(⁵)	1	-	-	-	-		1	2	-	-	-	
7 holidays	26	28	46	14	76	6		35	30	36	4	61	
7 holidays plus 1 half day	(⁵)	(⁵)	-	-	5	-		(⁵)	-	-	-	1	
7 holidays plus 2 half days	6	19	1	3	-	-		8	17	-	2	-	
8 holidays	48	46	52	75	13	50		41	42	57	85	22	
8 holidays plus 1 half day	2	(⁵)	-	-	-	3		2	-	-	-	-	
8 holidays plus 2 half days	(⁵)	(⁵)	-	-	-	-		(⁵)	1	-	-	-	
9 holidays	10	1	-	4	3	25		2	1	2	8	-	
9 holidays plus 1 half day	2	-	-	-	-	5		-	-	-	-	-	
9 holidays plus 2 half days	1	-	-	-	-	2		-	-	-	-	-	
9 holidays plus 3 half days	1	-	-	-	-	2		-	-	-	-	-	
10 holidays	1	(⁵)	1	-	-	3		1	2	-	-	-	
10 holidays plus 1 half day	(⁵)	1	-	-	-	-		-	-	-	-	-	
11 holidays	-	-	-	-	-	-		(⁵)	-	(⁵)	-	-	
13 holidays	1	-	-	-	-	4		-	-	-	-	-	
Total holiday time⁶													
13 days	1	-	-	-	-	4		-	-	-	-	-	
11 or more days	1	-	-	-	-	4		(⁵)	-	(⁵)	-	-	
10 1/2 or more days	2	1	-	-	-	6		(⁵)	-	(⁵)	-	-	
10 or more days	4	1	1	-	-	11		1	2	(⁵)	-	-	
9 1/2 or more days	6	1	1	-	-	16		1	2	(⁵)	-	-	
9 or more days	17	3	1	4	3	42		3	4	2	8	-	
8 1/2 or more days	18	5	1	4	3	44		4	5	2	8	-	
8 or more days	72	70	54	81	16	94		53	65	59	96	22	
7 1/2 or more days	73	70	54	81	22	94		53	65	59	96	23	
7 or more days	99	100	100	95	98	100		89	97	94	100	84	
6 or more days	100	100	100	100	100	100		93	99	100	100	85	
5 or more days	100	100	100	100	100	100		96	99	100	100	85	
2 or more days	100	100	100	100	100	100		99	99	100	100	100	

¹ Includes data for services in addition to those industry divisions shown separately.

² Transportation, communication, and other public utilities.

³ Finance, insurance, and real estate.

⁴ Includes data for real estate and services 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 proportion of workers receiving a total of 7 days includes those with 7 full days and no half days, 6 full days and 2 half days, 5 full days and 4 half days, and so on. Proportions were then cumulated.

NOTE: See note on p.15, 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, San Francisco-Oakland, Calif., January 1960)

Vacation policy	OFFICE WORKERS							PLANT WORKERS					
	All industries ¹	Manufacturing	Public utilities ²	Wholesale trade	Retail trade	Finance ³	Services	All industries ⁴	Manufacturing	Public utilities ²	Wholesale trade	Retail trade	Services
All workers	100	100	100	100	100	100		100	100	100	100	100	
Method of payment													
Workers in establishments providing paid vacations	100	100	100	100	100	100		99	100	100	92	100	
Length-of-time payment	99	99	100	100	100	100		96	93	100	92	100	
Percentage payment	(⁵)	1	-	-	-	-		3	6	-	-	-	
Flat-sum payment	-	-	-	-	-	-		(⁵)	1	-	-	-	
Other	-	-	-	-	-	-		(⁵)	1	-	-	-	
Workers in establishments providing no paid vacations	-	-	-	-	-	-		1	-	-	8	-	
Amount of vacation pay⁶													
<u>After 6 months of service</u>													
Under 1 week	1	1	2	-	-	-		6	12	3	-	-	
1 week	53	63	42	41	15	62		23	24	52	13	6	
Over 1 and under 2 weeks	3	3	-	-	-	3		2	2	6	-	-	
2 weeks	7	-	-	-	-	19		-	-	-	-	-	
<u>After 1 year of service</u>													
1 week	23	4	78	22	70	-		59	53	59	71	71	
Over 1 and under 2 weeks	-	-	-	-	-	-		11	22	-	2	-	
2 weeks	75	95	22	78	30	97		24	20	28	19	29	
Over 2 and under 3 weeks	1	-	1	-	-	3		2	-	13	-	-	
3 weeks	(⁵)	1	-	-	-	-		3	6	-	-	-	
<u>After 2 years of service</u>													
1 week	(⁵)	-	1	-	-	-		12	16	11	-	3	
Over 1 and under 2 weeks	6	-	34	-	-	-		5	10	1	-	1	
2 weeks	92	99	64	100	100	97		75	65	75	92	96	
Over 2 and under 3 weeks	(⁵)	-	1	-	-	-		3	1	13	-	-	
3 weeks	1	1	-	-	-	3		4	8	-	-	-	
<u>After 3 years of service</u>													
1 week	(⁵)	-	1	-	-	-		3	2	11	-	-	
Over 1 and under 2 weeks	-	-	-	-	-	-		7	14	-	-	1	
2 weeks	96	93	96	99	100	97		83	76	76	90	99	
Over 2 and under 3 weeks	-	-	-	-	-	-		(⁵)	1	-	-	-	
3 weeks	3	7	3	1	-	3		6	8	13	2	-	
<u>After 5 years of service</u>													
Over 1 and under 2 weeks	-	-	-	-	-	-		(⁵)	1	-	-	-	
2 weeks	82	87	88	93	39	84		74	83	84	77	39	
Over 2 and under 3 weeks	5	-	-	3	-	13		1	1	-	2	-	
3 weeks	14	13	12	4	61	3		24	15	16	13	61	
4 weeks	(⁵)	-	-	-	-	-		-	-	-	-	-	

See footnotes at end of table.

Table B-5. Paid Vacations—Continued

(Percent distribution of office and plant workers in all industries and industry divisions by vacation pay provisions, San Francisco—Oakland, Calif., January 1960)

Vacation policy	OFFICE WORKERS							PLANT WORKERS					
	All industries ¹	Manufacturing	Public utilities ²	Wholesale trade	Retail trade	Finance ³	Services	All industries ⁴	Manufacturing	Public utilities ²	Wholesale trade	Retail trade	Services
Amount of vacation pay⁶—Continued													
<u>After 10 years of service</u>													
Under 2 weeks -----	-	-	-	-	-	-	-	(⁵)	1	-	-	-	-
2 weeks -----	48	21	66	50	16	67	-	33	38	46	32	9	-
Over 2 and under 3 weeks -----	9	11	3	3	-	15	-	8	11	16	2	-	-
3 weeks -----	43	68	30	47	84	18	-	57	50	33	56	91	-
4 weeks -----	(⁵)	-	1	-	-	-	-	1	-	5	2	-	-
<u>After 15 years of service</u>													
Under 2 weeks -----	-	-	-	-	-	-	-	(⁵)	1	-	-	-	-
2 weeks -----	9	3	2	14	5	16	-	4	2	-	-	4	-
3 weeks -----	89	95	96	84	95	80	-	90	94	86	84	96	-
Over 3 and under 4 weeks -----	1	-	-	-	-	4	-	(⁵)	1	-	-	-	-
4 weeks -----	1	2	2	1	-	-	-	4	3	14	8	-	-
<u>After 20 years of service</u>													
Under 2 weeks -----	-	-	-	-	-	-	-	(⁵)	1	-	-	-	-
2 weeks -----	6	3	2	14	5	6	-	4	2	-	-	4	-
3 weeks -----	84	74	95	76	93	85	-	82	82	83	80	90	-
Over 3 and under 4 weeks -----	(⁵)	2	-	-	-	-	-	(⁵)	1	-	-	-	-
4 weeks -----	10	21	3	9	2	9	-	13	15	17	12	6	-
<u>After 25 years of service</u>													
Under 2 weeks -----	-	-	-	-	-	-	-	(⁵)	1	-	-	-	-
2 weeks -----	5	3	2	14	5	5	-	4	2	-	-	4	-
3 weeks -----	69	53	77	56	74	76	-	70	67	71	73	80	-
Over 3 and under 4 weeks -----	2	9	-	-	-	-	-	3	6	-	-	-	-
4 weeks -----	24	34	21	30	21	20	-	22	24	29	19	16	-

¹ Includes data for services in addition to those industry divisions shown separately.² Transportation, communication, and other public utilities.³ Finance, insurance, and real estate.⁴ Includes data for real estate and services 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. 15, 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, San Francisco-Oakland, Calif., January 1960)

Type of benefit	OFFICE WORKERS							PLANT WORKERS					
	All industries ¹	Manufacturing	Public utilities ²	Wholesale trade	Retail trade	Finance ³	Services	All industries ⁴	Manufacturing	Public utilities ²	Wholesale trade	Retail trade	Services
All workers	100	100	100	100	100	100		100	100	100	100	100	
Workers in establishments providing:													
Life insurance	90	92	65	94	80	100		92	95	82	100	89	
Accidental death and dismemberment insurance	46	63	45	51	29	41		57	68	60	78	24	
Sickness and accident insurance or sick leave or both ⁵	79	74	97	79	79	76		64	44	85	81	89	
Sickness and accident insurance	29	35	9	32	11	39		21	27	20	18	13	
Sick leave (full pay and no waiting period)	59	55	67	67	19	62		18	12	45	21	12	
Sick leave (partial pay or waiting period)	10	1	29	9	55	3		34	11	39	61	71	
Hospitalization insurance	86	96	69	79	89	89		92	98	64	98	95	
Surgical insurance	86	96	69	77	89	89		91	98	64	94	95	
Medical insurance	76	90	69	69	86	69		88	93	64	79	94	
Catastrophe insurance	58	43	60	35	61	77		34	31	52	28	45	
Retirement pension	78	81	59	63	41	96		70	69	86	89	51	
No health, insurance, or pension plan	(⁶)	(⁶)	-	3	-	-		(⁶)	-	-	-	-	

¹ Includes data for services in addition to those industry divisions shown separately.² Transportation, communication, and other public utilities.³ Finance, insurance, and real estate.⁴ Includes data for real estate and services 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.15, 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

uation, 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; alining wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the automotive mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

MECHANIC, MAINTENANCE

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

MILLWRIGHT

Installs new machines or heavy equipment and dismantles and installs machines or heavy equipment when changes in the plant layout

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; alining and balancing of equipment; selecting standard tools, equipment, and parts to be used; installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

OILER

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

PAINTER, MAINTENANCE

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

PIPEFITTER, MAINTENANCE

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

PLUMBER, MAINTENANCE

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

SHEET-METAL WORKER, MAINTENANCE

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofing) of an establishment. Work involves *most of the following*: Planning and laying out all types of sheet-metal maintenance work from blueprints, models, or other specifications; setting up and operating all available types of sheet-metal-working machines; using a variety of handtools in cutting, bending, forming, shaping, fitting, and assembling; installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

TOOL AND DIE MAKER

(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.

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

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; sheller; 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. *Longshoremens, 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



