

Wages and Related Benefits

60 LABOR MARKETS

1959-60

- Earnings Trends
- Occupational Earnings
- Supplementary Practices

Bulletin No. 1265-62



UNITED STATES DEPARTMENT OF LABOR
Arthur J. Goldberg, Secretary

BUREAU OF LABOR STATISTICS
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Preface

The Community Wage Survey Program

The Bureau of Labor Statistics regularly conducts areawide wage surveys in a number of important industrial centers. The studies, made from late fall to early spring, provide data on 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. The preliminary report is supplied free of charge. This is followed within 2 months by an area bulletin (for sale) that provides additional data not included in the earlier report. These include:

For each occupation—areawide and selected industry-group average earnings and employment and distributions of workers by earnings intervals.

For each related "fringe" benefit and supplementary wage practice—selective distributions of frequency of the practice and service requirements (where pertinent) by areawide and industry-group proportions of office and plant workers to whom applicable.

A scope table—showing the number of establishments in scope, the number studied, and corresponding office and plant worker employment, in the area and industry groups, as defined.

The present consolidated bulletin summarizes and analyzes the results of the individual area bulletins for the surveys made during the period July 1959 to June 1960. A list of the bulletins for the areas surveyed appears on inside back cover.

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Wages and Related Benefits, 60 Labor Markets, 1959-60¹

Introduction

The Bureau of Labor Statistics conducted surveys of occupational earnings and related practices in 60 metropolitan areas during late 1959 and early 1960.² These studies were part of a continuing program designed to meet a variety of governmental and nongovernmental needs for information on occupational earnings, establishment practices, and related wage provisions. Occupations common to a variety of manufacturing and nonmanufacturing industries were studied on a communitywide basis in the selected areas. The area surveys provide earnings data for the following types of occupations: (a) Office clerical; (b) professional and technical; (c) maintenance and power-plant; and (d) custodial and material movement. Data were also collected and summarized on shift operations and differentials, weekly work schedules, and supplementary wage benefits, such as paid vacations and paid holidays.³ These data, presented in detail in the individual area bulletins, are summarized and analyzed in this bulletin.⁴

Each of the detailed area bulletins presents areawide information combining data for six major industry groupings.⁵ Separate data for each industry group are provided where feasible, depending

¹ Prepared by Alexander N. Jarrell assisted by John H. Hawkes and Leon Rib of the Division of Wages and Industrial Relations of the Bureau of Labor Statistics. Area studies were supervised by the Bureau's Assistant Regional Directors for Wages and Industrial Relations.

² This bulletin incorporates data for 60 areas, comprising an area sample of the 188 Standard Metropolitan Statistical Areas in the United States, excluding Hawaii, as established by the Bureau of the Budget through 1959. (See appendix A.) A listing of area reports issued previously, including items covered, is available upon request from the U.S. Department of Labor, Bureau of Labor Statistics, Washington 25, D.C., or from any of its five regional offices.

³ Beginning with surveys conducted in the winter of 1956-57, data on establishment practices and supplementary wage provisions in some areas are collected only biennially. See footnote 12, p. 57.

⁴ See listing of area bulletins on inside back cover.

⁵ See note at end of table in appendix A relating to the adoption of the revised Standard Industrial Classification system. In addition, because of the inclusion of railroads within the scope of the transportation, communication, and other public utilities division in 56 of the areas in this report, data for this division (or "all industries" or "nonmanufacturing") are not strictly comparable with any of the Bureau's earlier studies in these areas.

largely on the relative size and importance of the industry group within a given area. Thus, the sampling techniques provided for presentation of separate data for manufacturing in each of the 60 areas; public utilities in 58; retail trade in 21; finance and wholesale trade in 16; and services in 7.

The establishments within the scope of the surveys in the 60 areas provided employment to an estimated 12 million workers. The 60 areas covered by this report had a combined population of about 71 million in 1960—about two-fifths of the Nation's total. Thirty-seven States and the District of Columbia were represented, permitting some examination of intraregional as well as interregional variations in pay levels and associated practices.

Industrial Composition of the 60 Areas

In 36 of the 60 areas, employment in the establishments within scope of the survey was greater in manufacturing industries than in all nonmanufacturing industry groups combined. (See table 1.) At least 80 percent of the in-scope employment in Canton, Lawrence-Haverhill, Muskegon-Muskegon Heights, Rockford, and Waterbury was in manufacturing establishments. In eight areas the proportion ranged between 70 and 80 percent. In Albuquerque, Jacksonville, Lubbock, Miami, New York City, New Orleans, and Washington, D.C., however, manufacturing establishments gave employment to less than a third of the workers.

Marked differences among the areas are to be noted in relative employment in the various industry groups within the manufacturing division (table 1). For example, more than three-fourths of the manufacturing employment in Pittsburgh was in metals and metal-working firms, whereas in Akron over half of the manufacturing employment was in the rubber and plastics industry.

In eight other areas, 50 percent or more of the manufacturing employment was accounted for by one major group as follows: Transportation equipment—Fort Worth, Seattle, and South Bend; Food—Lubbock, and Sioux Falls; Textiles—Greenville; Chemicals—Charleston, W. Va.; and Petroleum refining—Beaumont-Port Arthur. Of the 10 areas with 50 percent or more of manufacturing employment concentrated in one major industry group, 5 are in the South and 3 are in the North Central region. All except Seattle and Sioux Falls had at least one secondary industry with 10 percent or more of manufacturing employment.

Table 1. Manufacturing employment

(Proportion of workers within scope of survey¹ employed in manufacturing industries and the major groups within manufacturing in each of 60 Standard Metropolitan Statistical Areas surveyed between July 1959 and June 1960)

Labor market	Manufacturing employment as percent of total	Major industry groups ² by percent of all manufacturing employment					Labor market	Manufacturing employment as percent of total	Major industry groups ² by percent of all manufacturing employment				
		50 percent and over	40 and under 50 percent	30 and under 40 percent	20 and under 30 percent	10 and under 20 percent			50 percent and over	40 and under 50 percent	30 and under 40 percent	20 and under 30 percent	10 and under 20 percent
<u>Northeast</u>							<u>South—Continued</u>						
Albany-Schenectady-Troy	64	-	-	-	35	23, 36	Richmond	46	-	-	-	21	20, 26, 28
Allentown-Bethlehem-Easton	79	-	-	-	33	23	Savannah	56	-	26	-	-	20, 24, 36
Boston	48	-	-	-	36	20, 37	Washington, D. C.—Md.—Va.	13	-	-	27	20	36
Buffalo	67	-	-	-	33	28, 37	<u>North Central</u>						
Lawrence-Haverhill	88	-	-	-	31	19, 22, 36	Akron	73	30	-	-	-	34, 37
Newark and Jersey City	62	-	-	-	36	20, 28, 35	Canton	83	-	33	-	35	34
New Haven	63	-	-	-	-	23, 33, 37	Chicago	52	-	-	-	36	20, 33, 34, 35
New York City	30	-	-	-	-	20, 23, 27	Cincinnati	65	-	-	-	37	20, 35
Paterson-Clifton-Passaic	74	-	-	-	-	22, 37, 38	Cleveland	64	-	-	-	-	33, 34, 35, 37
Philadelphia	57	-	-	-	-	20, 35, 36	Dayton	75	-	-	-	35, 36	-
Pittsburgh	67	33	-	-	-	36	Des Moines	42	-	-	-	20, 35	27, 30, 37
Portland	50	-	-	20, 26	-	34	Detroit	66	-	37	-	-	33, 35
Providence	75	-	-	-	22, 39	-	Indianapolis	57	-	-	37	-	20, 35, 36
Waterbury	87	-	-	-	33	30, 34, 38	Kansas City	49	-	-	-	-	19, 20, 37
Worcester	75	-	-	-	35	32, 33	Milwaukee	66	-	-	35	-	20, 36, 37
York	80	-	-	-	-	23, 35	Minneapolis-St. Paul	50	-	-	-	20	27, 35, 38
<u>South</u>							Muskegon-Muskegon Heights	85	-	-	-	33, 35, 37	-
Atlanta	41	-	-	37	-	20	Rockford	83	-	-	-	34, 35	37, 38
Baltimore	63	-	-	-	33, 37	36	St. Louis	62	-	-	-	37	20, 33
Beaumont-Port Arthur	67	29	-	-	-	28	Sioux Falls	53	20	-	-	-	-
Birmingham	56	-	33	-	-	34, 37	South Bend	77	37	-	-	-	30, 35
Charleston, W. Va.	55	28	-	-	-	32	<u>West</u>						
Charlotte	45	-	-	-	22	20, 37	Albuquerque	21	-	-	19	20	32
Dallas	44	37	-	-	37	20, 23, 36	Denver	37	-	-	-	20, 37	30
Fort Worth	56	37	-	-	-	20	Los Angeles-Long Beach	57	-	-	37	-	36
Greenville	79	22	-	-	23	-	Phoenix	42	-	-	-	37	20, 33, 35, 36
Houston	41	-	-	-	-	20, 28, 29, 34, 35	Portland	45	-	-	-	-	20, 24, 26, 33
Jackson	41	-	-	-	20, 25	36	San Bernardino-Riverside-Ontario	49	-	-	33	37	32
Jacksonville	28	-	-	-	20	21, 26, 37	San Francisco-Oakland	38	-	-	-	20	34
Lubbock	27	20	-	-	-	27, 35	Seattle	58	37	-	-	-	-
Memphis	44	-	-	-	20	24							
Miami	21	-	-	-	20	23, 25, 34, 37							
New Orleans	33	-	-	-	20	23, 32, 37							

¹ Based on estimates of employment derived from universe materials compiled prior to actual survey. Proportions in various groups may differ from those based on the results of the survey. For these estimates and for scope of survey, see appendix A, p. 129.

² Major industry groups are:

19 - Ordnance
20 - Food
21 - Tobacco
22 - Textiles
23 - Apparel
24 - Lumber
25 - Furniture

26 - Paper
27 - Printing
28 - Chemicals
29 - Petroleum Refining
30 - Rubber and Plastics
31 - Leather
32 - Stone, Clay, and Glass

33 - Primary Metals
34 - Fabricated Metals
35 - Machinery (except electrical)
36 - Electrical Machinery
37 - Transportation Equipment
38 - Scientific Instruments
39 - Miscellaneous Manufacturing

By way of contrast, manufacturing activity in 9 of the 60 areas was diversified to the point that no single industry group accounted for as much as 20 percent of manufacturing employment. Outstanding in this respect is York, Pa., with apparel and nonelectrical machinery each accounting for as much as 10 but less than 20 percent. Areas in which three industry groups fell in the 10-19 percent category included New Haven, New York City,⁶ Paterson-Clifton-Passaic, Philadelphia, and Kansas City. Areas in which four industry groups fell in the same percentage category were Cleveland, Houston, and Portland (Oreg.). Of these nine "most highly diversified" areas, five were in the Northeast and two were in the North Central region.

⁶ This discussion refers to the "within scope" industries and size of establishments covered. Some industry groups are affected more by the limitation on size of establishment included. For example, in New York City only firms with 100 or more employees are included in scope. This eliminates many apparel firms and apparel is relatively less important within the 100 or more employment limitation than in the overall universe.

The food group accounted for 10 percent or more of the manufacturing employment in 33 of the 60 areas. A similar degree of employment concentration was noted in transportation equipment in 30 areas; in machinery (other than electrical machinery), in 21 areas; in primary metals and in electrical machinery, in 17 areas; in fabricated metal products, in 11 areas; and in apparel manufacture, in 9 areas. Other major groups accounted for 10 percent or more of the manufacturing employment in from one to six areas.

Variations also exist in the proportion of workers employed in the different nonmanufacturing industry groups such as public utilities, trade, finance, and services.

Comparability of Area Data

Areawide (all industries) estimates of wage levels and related practices are affected to some extent by the industrial composition of the area. As noted above, the proportion of employment accounted for, both by broad industry divisions and their subgroups, varied considerably among areas. The estimates of wage levels must, therefore, be viewed in terms of these interarea differences. In a few areas, additional limitations on area-to-area comparisons arose from incomplete coverage of certain industries; these are indicated in the footnotes to the table in appendix A on pages 132 and 133.

Summary

Occupational wage rates and supplementary benefits studied under the Bureau's community wage survey program have advanced continuously over the years during which the program has been in operation. Levels of wage rates have risen and types of supplementary benefits have tended to spread throughout the labor markets studied. The nature of the supplementary wage benefits also has improved.

During 1959-60, 40 new labor markets were added to the regular annual survey schedule. The Bureau also conducted wage surveys in 20 major labor markets which have been studied, usually annually, in previous years, providing earnings comparisons for 4 selected occupational groupings. In these 20 markets, average pay levels of women industrial nurses, skilled men maintenance workers, and unskilled men plant workers increased 3.9 percent between the 1959 and 1960 surveys. Weekly salaries of women office workers increased 3.6 percent during this period. Over the 7-year period between 1953 and 1960, for which comparable data are available for the 20 areas, median increases in all-industry average earnings for workers in the 4 occupational groups ranged from 34.6 percent for women office workers to 38.6 percent for industrial nurses. Earnings of unskilled plant and skilled maintenance groups increased 36.8 and 37.4 percent, respectively.

Pay levels for office workers and for workers in maintenance, powerplant, custodial, and material handling jobs tended to be highest in the larger West Coast and North Central areas studied. Pay rates by occupation differed widely among and within geographic areas, industry groups, and even within individual establishments. Average earnings of plant and office workers tended to be higher in manufacturing than in nonmanufacturing industries; however, each of these groups includes a wide variety of industries and establishments that differ in the level of rates paid. Maximum wage differences among the 60 areas were greater for unskilled plant workers than for skilled maintenance and office workers.

The 40-hour workweek applied to the majority of office workers studied in 50 areas; shorter workweeks were reported for a majority of office workers in Boston, Newark and Jersey City, New York City, and Philadelphia. Work schedules in excess of 40 hours applied to as many as a tenth of the office work force in three areas—all in the South. Forty-hour schedules also applied to most plant workers in all except a few areas. Longer workweeks were reported for a tenth or more of the plant workers in 30 areas.

The great majority of manufacturing workers were employed in firms that had premium pay provisions for late-shift work. A uniform cents-per-hour addition to the first-shift rate was the most common form of differential in 43 areas for both second- and third-shift work. Other types of pay differentials, such as pay at the regular

rate for more hours than worked, in combination with either a cents- or percentage-type of differential, covered large percentages of workers in several areas.

Office and plant workers were almost universally provided with a week or more of vacation pay after a year's service. In many areas, 2 weeks' vacation pay was provided to most workers after 5 years' service. Proportions of plant and office workers eligible for 3 or more weeks' vacation pay after 10 years' service ranged from a tenth to a half in individual areas. Four weeks' vacation pay was available to from a fourth to a half of office workers with 25 years' service in about half of the areas; appreciably smaller proportions of plant workers received 4 weeks or more of vacation pay.

Paid holidays were provided to virtually all office workers; with the exception of a few areas in the South; 85 percent or more of the plant workers in each area studied also received paid holidays. The most liberal holiday provisions were reported in the Northeast area where a majority of the office workers in Boston and New York City received 11 or more days, and a majority of the plant workers in Boston, Newark and Jersey City, New Haven, New York City, and Paterson-Clifton-Passaic received a total of 8 or more days paid holiday time. A majority of the plant workers in 34 areas received 7 or more days of cumulative paid holiday time. No fewer than 6 days of cumulative holiday time were provided the great majority of the plant and office workers in all the Northeast, North Central, and Western areas. In the South, workers receiving paid holidays were generally given proportionally less holiday time, with most workers receiving a total of 5 days.

Employers of virtually all office and plant workers were underwriting part or all of the cost of one or more types of employee health, insurance, or pension plans. Life insurance was available to more than 80 percent of the office workers and more than 75 percent of the plant workers in all but a few Southern areas. Hospitalization and surgical insurance plans were available to at least three-fourths of the plant and office employees in the great majority of the 54 areas. In 40 areas, a majority of the office workers were covered by medical insurance; in 36 areas, a majority of the plant workers were similarly covered. Catastrophe (extended medical) insurance was available to widely varying proportions of workers, usually a minority, among individual areas. From all indications, catastrophe insurance will tend to follow the usual pattern of fringe-benefit diffusion and extend to increasing proportions of employees annually. Within the majority of the 54 areas, sick leave with full or partial pay, or insurance benefits, combined to provide income protection during employee illnesses to more than 70 percent of the office and plant workers. Establishments with retirement plans employed more than half of the office workers in each of the 54 areas and more than half of the plant workers in 42 of the 54 areas.

Trends of Occupational Earnings, 1953-1960

Movement of Wages, All Industries, 1959-60

Average pay levels of women industrial nurses, skilled men maintenance workers, and unskilled men plant workers each increased by 3.9 percent between the 1959 and 1960 surveys.⁷ Weekly salaries of women office workers increased 3.6 percent during this period (table 3).

In 11 areas⁸ which have been studied in each year since 1957, median area increases for the 4 groups were as follows:

	Percent increases		
	1957-58	1958-59	1959-60
Women office workers -----	4.3	3.4	3.4
Women industrial nurses -----	5.1	3.7	3.8
Men skilled maintenance workers---	5.3	4.6	3.9
Men unskilled plant workers -----	5.2	4.9	3.9

For the 20 areas studied in both 1959 and 1960, increases in earnings ranged as follows: Women office workers, from 2.1 percent in New Orleans to 5.1 percent in Seattle; women industrial nurses, from 2.3 percent in Milwaukee to 7.1 percent in New Orleans; skilled maintenance men, from 0.9 percent in New Orleans to 5.1 percent in Philadelphia; and for unskilled men plant workers, from 0.1 percent in New Orleans to 5.7 percent in Seattle (table 3).

Movement of Wages, All Industries, 1953-60

Over the 7-year period between 1953 and 1960, median increases in all-industry average earnings for workers in the 4 occupational groups considered, ranged from 34.6 percent for women office workers to 38.6 percent for industrial nurses in the 20 areas

⁷ Percentage increases are median area increases in the 20 areas. Years shown refer to fiscal years ending June 30 during which studies were conducted. Studies are not conducted during the same month in all areas. However, the interim between studies is usually 12 months in each of the areas. The time interval between surveys in each area is shown in table 3.

⁸ Boston, New York City, Philadelphia, Atlanta, Dallas, Memphis, Chicago, Minneapolis-St. Paul, Los Angeles-Long Beach, Portland (Oreg.), and San Francisco-Oakland.

which were studied in both 1953 and 1960.^{*} Earnings of unskilled plant and skilled maintenance groups increased 36.8 and 37.4 percent, respectively.

Percentage increases in earnings levels over the 7-year period varied substantially among areas (table 2). Increases for women office workers ranged from 27.7 percent in Memphis to 39.6 percent in Baltimore. The greatest interarea variation in increases for the same job group occurred among unskilled plant workers, from 28.3 percent in Providence to 53 percent in Denver.

The length of the "7-year period" varied among areas. Correction for this variation was made possible by computing for each area the average 12-month rate of increase for each of the four groups over the span of survey study. Twelve-month average increases in the salaries of women office workers varied from 3.6 percent in Memphis to 5 percent in Detroit. Earnings of women industrial nurses showed an average 12-month rate of increase ranging from 3.1 percent in Providence to 5.6 percent in Baltimore and Cleveland. Increases for skilled maintenance men ranged from a 12-month average of 4.1 percent in New York City to 6.1 percent in New Orleans. Earnings of men unskilled plant workers increased at a 12-month average rate ranging from 3.5 percent in Providence to 6.2 percent in Baltimore and Denver. Median area 12-month average increases for the four groups were as follows: Women office workers, 4.4 percent; women industrial nurses, 4.9 percent; skilled maintenance men, 4.6 percent; and unskilled men plant workers, 4.6 percent.

The highest percentage increases in earnings did not necessarily result in the highest increases in terms of cents per hour. For example, from 1953 to 1960, the earnings of unskilled plant workers rose 39.3 percent in Atlanta and 36.8 percent in Los Angeles-Long Beach. These percentage increases were equivalent to about 48 cents in Atlanta and 55 cents in Los Angeles-Long Beach. Thus, even though the percentage differential in earnings for unskilled plant workers in these areas narrowed during this period, the cents-per-hour differential increased.

Among the 20 areas which were studied in both 1953 and 1960, percentage differences between earnings of skilled maintenance men and unskilled men plant worker groups varied from an increase of more than 3 percent in Providence, to a decrease of more than 3 percent in Kansas City, compared with 1953 percentage differences. Differentials between the skilled and unskilled groups have narrowed in 11 areas and increased in 9 areas. Cents-per-hour differences, however, increased in all areas over this period.

Movement of Wages, Manufacturing

On the whole, there was great similarity between the relative wage or salary increases for workers in manufacturing establishments and the relative increases for all industries shown in table 2. With few exceptions, differences in relative increases over the 7-year period between manufacturing and areawide earnings were less than 2-percentage points. It should be noted that most industrial nurses and the great majority of the skilled maintenance workers, for example, were employed in manufacturing industries. The few instances of wide differences between manufacturing and areawide earnings increases can be traced to situations where nonmanufacturing employment predominates.

Coverage and Method of Computing the Indexes

For office clerical workers and industrial nurses, the indexes relate to average weekly salaries for normal hours of work, that is, the standard work schedule for which straight-time salaries are paid. For plant worker groups, they measure changes in straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. The indexes are based on data for selected key occupations and include most of the numerically important jobs within each group. The office clerical data are based on women in the following 18 jobs: Billers, machine (billing machine); bookkeeping-machine operators, class A and B; Comptometer operators; clerks, file, class A and B; clerks, order; clerks, payroll; keypunch operators; office girls; secretaries; stenographers, general; switchboard operators; switchboard operator-receptionists; tabulating-machine operators; transcribing-machine operators, general; and typists, class A and B. The industrial nurses data are based on women industrial nurses. Men in the following 10 skilled maintenance jobs and the 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.

Nearly a third of the office employees in all industries within the scope of the surveys were employed in the 18 occupations used in constructing the office workers' index. Less than a tenth of all plant workers, the majority of whom were unskilled, were employed in the 13 occupations used in computing the indexes for skilled and unskilled workers. Changes in earnings levels in these jobs were not necessarily representative of changes for direct processing jobs in manufacturing, or for servicing jobs which vary widely among plants and

industries. A large majority of the skilled maintenance workers covered by the index were employed in manufacturing establishments, whereas the unskilled workers were about evenly divided between manufacturing and nonmanufacturing. A large proportion of the office workers were employed in nonmanufacturing industries.

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 so that the year-to-year comparisons are based on the same industry and occupational coverage. For example, railroads have been included in the coverage of the surveys only since July 1959. In computing the indexes for the first year in which railroads were included, data relating to railroads were excluded. Indexes for subsequent years include data for railroads.

Limitations of the Data

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 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 premiums for overtime, since they are based on pay for straight-time hours.

Table 2. Wage indexes, office and plant—all industries and manufacturing

(Indexes of average weekly earnings or average hourly earnings¹ for selected occupational groups studied in 6 broad industry divisions in 20 labor markets, ² 1954-60³)

Occupational group	(1953 = 100)																	
	Northeast																	
	Boston			Buffalo			Newark and Jersey City			New York City			Philadelphia			Providence		
	Time interval (months)	All in-dus-tries	Manu-fac-turing	Time interval (months)	All in-dus-tries	Manu-fac-turing	Time interval (months)	All in-dus-tries	Manu-fac-turing	Time interval (months)	All in-dus-tries	Manu-fac-turing	Time interval (months)	All in-dus-tries	Manu-fac-turing	Time interval (months)	All in-dus-tries	Manu-fac-turing
Women office workers:																		
1954 -----	12	105.2	104.4	-	-	-	13	105.7	105.9	12	104.3	105.2	12	107.1	106.6	-	-	-
1955 -----	25	108.3	106.8	17	105.3	106.3	25	109.8	109.8	25	108.0	110.2	25	110.8	111.6	-	-	-
1956 -----	-	-	-	-	-	-	37	114.0	113.9	38	114.3	116.0	37	114.6	114.6	39	113.0	114.0
1957 -----	42	117.0	114.6	41	115.2	116.7	-	-	-	50	120.3	122.8	49	122.0	120.4	-	-	-
1958 -----	54	123.8	121.6	(*)	(*)	(*)	61	125.0	126.2	62	124.5	126.4	60	129.0	127.9	-	-	-
1959 -----	67	130.3	127.4	65	128.6	132.3	73	129.3	132.0	74	128.2	130.9	73	134.1	133.3	-	-	-
1960 -----	79	134.7	132.4	78	132.3	135.3	87	135.6	136.1	86	133.4	136.3	85	138.6	137.4	87	130.9	133.6
Industrial nurses (women):																		
1954 -----	12	106.5	107.2	-	-	-	13	105.2	105.2	12	104.2	108.0	12	107.1	107.9	-	-	-
1955 -----	25	108.1	108.0	17	107.9	107.8	25	109.7	109.7	25	109.9	115.9	25	110.3	111.0	-	-	-
1956 -----	-	-	-	-	-	-	37	111.2	111.2	38	115.5	121.7	37	115.1	116.5	39	114.5	115.4
1957 -----	42	117.7	117.6	41	117.1	117.7	-	-	-	50	121.1	127.5	49	122.2	123.6	-	-	-
1958 -----	54	123.4	122.4	(*)	(*)	(*)	61	126.1	126.1	62	126.8	134.1	60	130.2	130.7	-	-	-
1959 -----	67	130.6	130.4	65	131.4	131.9	73	132.1	132.1	74	131.0	140.6	73	134.9	133.9	-	-	-
1960 -----	79	136.3	135.2	78	136.4	136.9	87	136.6	136.6	86	135.9	145.7	85	142.1	141.7	87	124.8	123.9
Skilled maintenance trades (men):																		
1954 -----	12	105.3	105.6	-	-	-	13	105.6	105.5	12	104.5	105.2	12	107.2	107.2	-	-	-
1955 -----	25	107.2	107.6	17	106.7	106.7	25	109.5	109.4	25	109.7	109.6	25	111.9	111.4	-	-	-
1956 -----	-	-	-	-	-	-	37	115.4	115.7	38	113.4	113.2	37	116.4	115.7	39	113.8	113.6
1957 -----	42	116.4	117.1	41	119.5	119.5	-	-	-	50	117.7	119.4	49	122.5	122.0	-	-	-
1958 -----	54	122.5	123.5	(*)	(*)	(*)	61	127.4	127.6	62	122.7	124.1	60	128.8	128.2	-	-	-
1959 -----	67	129.1	130.1	65	131.3	131.0	73	132.3	132.2	74	128.1	130.0	73	132.9	132.3	-	-	-
1960 -----	79	134.5	135.6	78	136.2	136.0	87	137.4	137.4	86	133.6	134.9	85	139.7	138.9	87	135.0	134.0
Unskilled plant workers (men):																		
1954 -----	12	105.1	105.5	-	-	-	13	107.1	107.8	12	105.4	106.3	12	104.5	103.3	-	-	-
1955 -----	25	107.6	108.8	17	107.6	107.8	25	111.5	112.3	25	108.1	110.3	25	109.0	107.9	-	-	-
1956 -----	-	-	-	-	-	-	37	118.2	120.1	38	113.5	114.5	37	115.5	113.9	39	110.5	105.6
1957 -----	42	114.4	114.2	41	118.2	118.9	-	-	-	50	119.6	123.1	49	120.9	119.0	-	-	-
1958 -----	54	119.7	119.4	(*)	(*)	(*)	61	128.4	132.2	62	125.1	129.8	60	128.1	125.9	-	-	-
1959 -----	67	128.2	128.8	65	132.4	132.7	73	134.9	139.6	74	130.4	134.8	73	134.5	132.1	-	-	-
1960 -----	79	133.3	133.4	78	136.8	138.7	87	138.9	144.5	86	136.1	137.6	85	140.8	139.6	87	128.3	121.6

See footnotes at end of table.

Table 2. Wage indexes, office and plant—all industries and manufacturing—Continued

(Indexes of average weekly earnings or average hourly earnings¹ for selected occupational groups studied in 6 broad industry divisions in 20 labor markets, ² 1954-60³)

(1953 = 100)

Occupational group	South											
	Atlanta			Baltimore			Dallas			Memphis		
	Time interval (months)	All in-dus-tries	Manu-fac-turing	Time interval (months)	All in-dus-tries	Manu-fac-turing	Time interval (months)	All in-dus-tries	Manu-fac-turing	Time interval (months)	All in-dus-tries	Manu-fac-turing
Women office workers:												
1954 -----	12	103.0	103.8	-	-	-	13	105.6	103.3	12	104.1	102.3
1955 -----	24	105.2	105.8	30	112.9	114.2	25	110.9	108.4	25	106.2	106.2
1956 -----	37	111.8	110.5	-	-	-	38	115.3	112.7	37	113.2	110.7
1957 -----	49	115.6	116.0	-	-	-	50	122.0	118.9	49	118.0	117.0
1958 -----	62	122.1	123.9	58	129.7	132.1	62	127.3	124.4	60	120.8	122.3
1959 -----	74	126.9	127.0	70	134.2	139.2	74	131.6	127.5	72	125.0	124.4
1960 -----	87	132.5	134.5	83	139.6	144.7	86	135.5	131.4	84	127.7	127.3
Industrial nurses (women):												
1954 -----	12	105.3	(⁵)	-	-	-	13	99.2	97.0	12	106.7	(⁵)
1955 -----	24	109.9	108.9	30	117.2	116.9	25	106.8	106.7	25	114.3	(⁵)
1956 -----	37	119.8	118.5	-	-	-	38	109.8	108.1	37	121.0	(⁵)
1957 -----	49	124.4	124.4	-	-	-	50	117.4	116.3	49	126.1	(⁵)
1958 -----	62	131.3	131.9	58	132.8	133.8	62	122.7	122.2	60	130.3	(⁵)
1959 -----	74	137.4	138.5	70	139.1	140.8	74	127.3	125.9	72	134.5	(⁵)
1960 -----	87	143.5	145.9	83	146.1	146.2	86	130.3	128.1	84	140.3	(⁵)
Skilled maintenance trades (men):												
1954 -----	12	105.3	104.9	-	-	-	13	105.9	107.0	12	103.5	101.6
1955 -----	24	108.3	108.2	30	115.7	116.7	25	109.9	110.7	25	106.5	103.9
1956 -----	37	114.1	113.6	-	-	-	38	115.0	114.6	37	115.2	113.2
1957 -----	49	119.1	118.0	-	-	-	50	119.4	119.3	49	121.4	118.5
1958 -----	62	126.4	126.0	58	134.5	136.3	62	124.2	124.5	60	129.0	124.8
1959 -----	74	131.5	130.3	70	141.6	143.7	74	131.8	129.5	72	131.9	127.3
1960 -----	87	136.7	134.3	83	146.6	148.3	86	137.6	135.0	84	137.1	131.4
Unskilled plant workers (men):												
1954 -----	12	105.9	104.9	-	-	-	13	103.6	109.5	12	105.2	103.4
1955 -----	24	107.9	106.7	30	115.2	117.1	25	107.1	113.8	25	108.8	107.7
1956 -----	37	122.6	118.9	-	-	-	38	112.1	115.0	37	117.2	111.6
1957 -----	49	128.6	126.7	-	-	-	50	116.6	121.5	49	125.6	119.7
1958 -----	62	135.7	136.0	58	140.0	140.9	62	123.5	126.9	60	131.2	126.7
1959 -----	74	137.1	138.8	70	143.6	145.8	74	130.6	130.5	72	132.4	128.0
1960 -----	87	139.3	137.4	83	151.5	154.4	86	134.1	132.7	84	136.9	130.1

See footnotes at end of table.

Table 2. Wage indexes, office and plant—all industries and manufacturing—Continued

(Indexes of average weekly earnings or average hourly earnings¹ for selected occupational groups studied in 6 broad industry divisions in 20 labor markets, ² 1954-60³)

Occupational group	(1953 = 100)																	
	North Central																	
	Chicago			Cleveland			Kansas City			Milwaukee			Minneapolis-St. Paul			St. Louis		
	Time interval (months)	All in-dus-tries	Manu-fac-turing	Time interval (months)	All in-dus-tries	Manu-fac-turing	Time interval (months)	All in-dus-tries	Manu-fac-turing	Time interval (months)	All in-dus-tries	Manu-fac-turing	Time interval (months)	All in-dus-tries	Manu-fac-turing	Time interval (months)	All in-dus-tries	Manu-fac-turing
Women office workers:																		
1954	12	105.8	106.2	-	-	-	-	-	-	12	104.5	105.5	12	106.3	105.8	13	105.7	105.5
1955	25	109.5	109.8	24	110.3	111.3	-	-	-	-	-	-	24	109.9	109.6	26	110.1	108.8
1956	37	114.3	114.4	-	-	-	-	-	-	31	110.1	112.6	37	114.1	113.3	38	114.7	113.9
1957	49	120.5	120.6	48	122.0	123.6	50	123.6	123.1	(⁴)	(⁴)	(⁴)	52	121.3	119.3	(⁴)	(⁴)	(⁴)
1958	61	126.1	127.3	68	131.9	134.7	-	-	-	61	125.1	127.2	62	125.0	122.9	59	124.0	124.3
1959	73	129.9	131.0	-	-	-	-	-	-	72	128.7	132.0	74	129.2	126.7	70	128.9	129.7
1960	85	133.6	134.4	83	136.7	139.7	87	138.0	140.9	84	133.4	136.7	86	133.3	130.9	82	134.6	134.9
Industrial nurses (women):																		
1954	12	105.9	105.9	-	-	-	-	-	-	12	105.5	105.5	12	109.4	109.4	13	106.4	105.6
1955	25	110.3	110.3	24	112.0	112.0	-	-	-	-	-	-	24	114.2	114.8	26	109.6	109.6
1956	37	116.9	116.9	-	-	-	-	-	-	31	115.0	115.0	37	118.1	117.2	38	116.8	116.8
1957	49	122.8	122.8	48	124.8	124.1	50	126.6	122.3	(⁴)	(⁴)	(⁴)	52	124.4	123.4	(⁴)	(⁴)	(⁴)
1958	61	130.9	130.9	68	138.3	138.3	-	-	-	61	131.5	131.5	62	129.1	128.9	59	128.8	128.8
1959	73	135.3	135.3	-	-	-	-	-	-	72	137.0	137.0	74	133.9	133.6	70	136.0	136.0
1960	85	139.7	140.4	83	145.9	145.1	87	143.0	142.3	84	140.2	140.9	86	138.6	137.5	82	142.4	142.4
Skilled maintenance trades (men):																		
1954	12	106.3	105.8	-	-	-	-	-	-	12	105.9	106.3	12	106.6	106.7	13	107.1	107.0
1955	25	109.8	109.0	24	110.1	110.1	-	-	-	-	-	-	24	110.2	108.1	26	110.5	110.0
1956	37	115.5	115.4	-	-	-	-	-	-	31	113.0	113.6	37	115.5	113.9	38	117.3	116.8
1957	49	121.3	121.7	48	121.9	122.0	50	124.8	124.8	(⁴)	(⁴)	(⁴)	52	121.7	119.7	(⁴)	(⁴)	(⁴)
1958	61	127.6	128.2	68	130.5	130.3	-	-	-	61	128.2	128.9	62	126.7	125.1	59	129.0	128.5
1959	73	133.6	134.0	-	-	-	-	-	-	72	133.2	134.2	74	132.6	130.2	70	134.4	133.8
1960	85	137.4	137.6	83	139.6	139.6	87	142.1	141.6	84	139.7	140.6	86	137.1	134.5	82	140.1	139.8
Unskilled plant workers (men):																		
1954	12	105.7	104.8	-	-	-	-	-	-	12	104.6	105.8	12	106.4	105.8	13	108.5	107.4
1955	25	109.4	107.6	24	111.6	108.9	-	-	-	-	-	-	24	111.6	110.9	26	111.7	110.2
1956	37	114.4	113.0	-	-	-	-	-	-	31	111.1	113.6	37	117.1	115.5	38	116.6	115.2
1957	49	119.0	118.5	48	124.7	121.2	50	124.3	126.3	(⁴)	(⁴)	(⁴)	52	124.6	121.7	(⁴)	(⁴)	(⁴)
1958	61	124.8	124.6	68	134.5	129.8	-	-	-	61	126.3	127.5	62	130.9	126.7	59	127.5	126.7
1959	73	130.6	129.3	-	-	-	-	-	-	72	131.2	131.6	74	137.4	133.7	70	131.5	132.0
1960	85	133.8	133.2	83	142.1	138.8	87	134.9	141.2	84	134.5	134.8	86	142.6	138.1	82	136.9	138.3

See footnotes at end of table.

Table 2. Wage indexes, office and plant—all industries and manufacturing—Continued

(Indexes of average weekly earnings or average hourly earnings¹ for selected occupational groups studied in 6 broad industry divisions in 20 labor markets,² 1954-60³)

Occupational group	(1953=100)											
	West ⁴											
	Denver			Los Angeles— Long Beach			Portland			San Francisco— Oakland		
	Time interval (months)	All in- dus- tries	Manu- fac- turing	Time interval (months)	All in- dus- tries	Manu- fac- turing	Time interval (months)	All in- dus- tries	Manu- fac- turing	Time interval (months)	All in- dus- tries	Manu- fac- turing
Women office workers:												
1954	13	105.7	105.8	13	104.6	105.2	12	104.7	104.3	12	104.4	104.5
1955	25	108.8	109.8	25	108.4	109.0	31	110.3	110.0	24	107.6	107.0
1956	37	113.3	116.5	37	113.5	113.7	43	116.0	114.6	36	112.7	112.8
1957	-	-	-	49	120.5	120.2	55	120.2	120.7	48	118.3	118.1
1958	61	125.8	129.7	61	124.4	125.5	67	126.3	125.3	60	123.3	123.0
1959	73	130.4	136.3	73	130.2	131.1	79	130.3	129.1	72	129.2	129.3
1960	85	135.5	140.2	86	135.7	136.6	92	135.1	135.1	84	132.8	132.5
Industrial nurses (women):												
1954	13	108.0	(⁵)	13	105.4	106.8	12	101.6	100.8	12	104.3	105.1
1955	25	108.0	(⁵)	25	108.1	109.5	31	108.5	108.6	24	110.9	111.6
1956	37	115.2	(⁵)	37	112.8	114.2	43	113.2	114.1	36	113.8	114.5
1957	-	-	-	49	119.5	120.3	55	115.5	114.8	48	121.0	122.5
1958	61	129.6	(⁵)	61	125.5	127.0	67	124.0	123.4	60	129.0	130.4
1959	73	132.0	(⁵)	73	130.2	132.4	79	131.8	131.3	72	136.2	137.7
1960	85	136.0	(⁵)	86	135.6	137.8	92	135.7	133.6	84	139.9	141.3
Skilled maintenance trades (men):												
1954	13	108.1	109.2	13	105.5	105.8	12	105.5	104.6	12	104.0	104.0
1955	25	113.0	112.5	25	108.7	108.9	31	109.6	109.6	24	106.5	106.3
1956	37	120.9	120.0	37	114.8	115.2	43	115.0	115.1	36	110.4	110.7
1957	-	-	-	49	119.4	119.8	55	121.2	122.3	48	118.6	120.1
1958	61	135.2	137.4	61	125.7	126.4	67	128.3	129.9	60	125.6	127.8
1959	73	140.6	142.8	73	132.5	132.7	79	134.0	135.4	72	132.2	134.4
1960	85	146.6	146.9	86	136.8	137.0	92	138.9	140.0	84	136.0	137.3
Unskilled plant workers (men):												
1954	13	108.0	112.4	13	106.0	104.9	12	104.9	105.5	12	106.1	104.2
1955	25	114.2	118.9	25	109.8	108.6	31	110.6	112.5	24	109.3	108.5
1956	37	123.8	124.1	37	113.6	112.9	43	113.9	116.0	36	113.2	111.6
1957	-	-	-	49	119.6	117.9	55	119.1	121.3	48	119.4	118.4
1958	61	137.3	141.5	61	125.9	124.3	67	125.3	127.7	60	125.9	124.8
1959	73	145.1	149.3	73	132.3	129.5	79	130.1	130.4	72	133.4	133.5
1960	85	153.0	156.5	86	136.8	135.1	92	135.4	136.3	84	139.1	138.4

¹ Average weekly earnings relate to standard salaries that are paid for standard work schedules. Average hourly earnings are straight-time hourly earnings, excluding premium pay for over-time and for work on weekends, holidays, and late shifts.² Limited to the 20 areas which were surveyed in 1953 (the base year of the indexes).³ Fiscal years ending June 30.⁴ Limited surveys. Data were collected only for selected plant workers in manufacturing industries in Milwaukee and for plant workers in manufacturing and public utilities industries in Buffalo and St. Louis.⁵ Insufficient data to meet publication criteria.

NOTE: Dashes indicate not surveyed this period.

Table 3. Percent increases, office and plant—all industries and manufacturing

(Percent changes in average weekly earnings or average hourly earnings¹ for selected occupational groups studied in 6 broad industry divisions in 25 labor markets, 1954-60²)

Occupational group	Northeast																				
	Boston			Buffalo			Newark and Jersey City			New York City			Philadelphia			Pittsburgh			Providence		
	Time interval (months)	All in-dus-tries	Manu-fac-turing	Time interval (months)	All in-dus-tries	Manu-fac-turing	Time interval (months)	All in-dus-tries	Manu-fac-turing	Time interval (months)	All in-dus-tries	Manu-fac-turing	Time interval (months)	All in-dus-tries	Manu-fac-turing	Time interval (months)	All in-dus-tries	Manu-fac-turing	Time interval (months)	All in-dus-tries	Manu-fac-turing
Women office workers:																					
1954	12	5.2	4.4	-	-	-	13	5.7	5.9	12	4.3	5.2	12	7.1	6.6	-	-	-	-	-	-
1955	13	2.9	2.3	17	5.3	6.3	12	3.9	3.7	13	3.5	4.7	13	3.4	4.6	-	-	-	-	-	-
1956	-	-	-	-	-	-	12	3.8	3.8	13	5.9	5.3	12	3.4	2.8	-	-	-	39	13.0	14.0
1957	17	8.0	7.3	24	9.4	9.8	-	-	-	12	5.2	5.9	12	6.5	5.1	-	-	-	-	-	-
1958	12	5.7	6.1	(³)	(³)	(³)	24	9.6	10.8	12	3.5	2.9	11	5.7	6.2	-	-	-	-	-	-
1959	13	5.3	4.6	24	11.6	13.4	12	3.5	4.6	12	3.0	3.6	13	4.0	4.2	-	-	-	-	-	-
1960	12	3.4	3.9	13	2.8	2.2	14	4.9	3.1	12	4.1	4.2	12	3.4	3.1	36	15.8	16.8	48	15.9	17.2
Industrial nurses (women):																					
1954	12	6.5	7.2	-	-	-	13	5.2	5.2	12	4.2	8.0	12	7.1	7.9	-	-	-	-	-	-
1955	13	1.5	.7	17	7.9	7.8	12	4.3	4.3	13	5.4	7.4	13	3.0	2.9	-	-	-	-	-	-
1956	-	-	-	-	-	-	12	1.4	1.4	13	5.1	5.0	12	4.3	5.0	-	-	-	39	14.5	15.4
1957	17	9.0	8.9	24	8.6	9.2	-	-	-	12	4.9	4.8	12	6.2	6.1	-	-	-	-	-	-
1958	12	4.8	4.1	(³)	(³)	(³)	24	13.4	13.4	12	4.7	5.1	11	6.5	5.7	-	-	-	-	-	-
1959	13	5.9	6.5	24	12.2	12.0	12	4.7	4.7	12	3.3	4.9	13	3.7	2.4	-	-	-	-	-	-
1960	12	4.3	3.7	13	3.8	3.8	14	3.4	3.4	12	3.8	3.6	12	5.3	5.9	36	15.2	15.1	48	9.0	7.4
Skilled maintenance trades (men):																					
1954	12	5.3	5.6	-	-	-	13	5.6	5.5	12	4.5	5.2	12	7.2	7.2	-	-	-	-	-	-
1955	13	1.9	1.9	17	6.7	6.7	12	3.7	3.7	13	5.0	4.2	13	4.4	3.9	-	-	-	-	-	-
1956	-	-	-	-	-	-	12	5.4	5.8	13	3.4	3.2	12	4.0	3.8	-	-	-	39	13.8	13.6
1957	17	8.5	8.9	24	12.0	11.9	-	-	-	12	3.8	5.5	12	5.2	5.4	-	-	-	-	-	-
1958	12	5.2	5.4	(³)	(³)	(³)	24	10.4	10.3	12	4.3	3.9	11	5.2	5.1	-	-	-	-	-	-
1959	13	5.4	5.3	24	9.8	9.6	12	3.9	3.6	12	4.4	4.7	13	3.2	3.2	-	-	-	-	-	-
1960	12	4.2	4.2	13	3.8	3.8	14	3.8	3.9	12	4.3	3.7	12	5.1	5.0	36	13.8	13.2	48	18.7	17.9
Unskilled plant workers (men):																					
1954	12	5.1	5.5	-	-	-	13	7.1	7.8	12	5.4	6.3	12	4.5	3.3	-	-	-	-	-	-
1955	13	2.4	3.1	17	7.6	7.8	12	4.2	4.1	13	2.6	3.8	13	4.3	4.5	-	-	-	-	-	-
1956	-	-	-	-	-	-	12	6.0	6.9	13	5.0	3.8	12	6.0	5.5	-	-	-	39	10.5	5.6
1957	17	6.3	5.0	24	9.9	10.4	-	-	-	12	5.3	7.5	12	4.7	4.5	-	-	-	-	-	-
1958	12	4.7	4.6	(³)	(³)	(³)	24	8.6	10.1	12	4.6	5.5	11	6.0	5.8	-	-	-	-	-	-
1959	13	7.1	7.9	24	12.0	11.6	12	5.0	5.6	12	4.2	3.9	13	5.0	4.9	-	-	-	-	-	-
1960	12	4.0	3.6	13	3.4	4.5	14	3.0	3.5	12	4.4	2.1	12	4.7	5.7	36	13.0	13.0	48	16.1	15.2

See footnotes at end of table.

Table 3. Percent increases, office and plant—all industries and manufacturing—Continued

(Percent changes in average weekly earnings or average hourly earnings¹ for selected occupational groups studied in 6 broad industry divisions in 25 labor markets, 1954-60²)

Occupational group	South																	
	Atlanta			Baltimore			Birmingham			Dallas			Memphis			New Orleans		
	Time interval (months)	All in-dus-tries	Manu-fac-turing	Time interval (months)	All in-dus-tries	Manu-fac-turing	Time interval (months)	All in-dus-tries	Manu-fac-turing	Time interval (months)	All in-dus-tries	Manu-fac-turing	Time interval (months)	All in-dus-tries	Manu-fac-turing	Time interval (months)	All in-dus-tries	Manu-fac-turing
Women office workers:																		
1954	12	3.0	3.8	-	-	-	-	-	-	13	5.6	3.3	12	4.1	2.3	23	10.2	11.4
1955	12	2.2	1.9	30	12.9	14.2	-	-	-	12	5.0	5.0	13	2.1	3.9	-	-	-
1956	13	6.3	4.4	-	-	-	-	-	-	13	4.0	3.9	12	6.5	4.7	24	8.0	8.1
1957	12	3.4	5.0	-	-	-	-	-	-	12	5.8	5.5	12	4.3	5.6	-	-	-
1958	13	5.6	6.8	28	14.9	15.7	-	-	-	12	4.3	4.6	11	2.4	4.6	27	13.4	12.4
1959	12	3.9	2.5	12	3.5	5.4	-	-	-	12	3.4	2.5	12	3.4	1.8	12	2.7	1.1
1960	13	4.4	5.9	13	4.0	3.9	38	10.1	14.7	12	3.0	3.1	12	2.2	2.3	12	2.1	5.0
Industrial nurses (women):																		
1954	12	5.3	(*)	-	-	-	-	-	-	13	(*)	(*)	12	6.7	(*)	23	23.8	25.7
1955	12	4.3	(*)	30	17.2	16.9	-	-	-	12	7.6	9.9	13	7.1	(*)	-	-	-
1956	13	9.0	8.8	-	-	-	-	-	-	13	2.8	1.4	12	5.9	(*)	24	8.5	8.3
1957	12	3.8	5.0	-	-	-	-	-	-	12	6.9	7.5	12	4.2	(*)	-	-	-
1958	13	5.5	6.0	28	13.3	14.5	-	-	-	12	4.5	5.1	11	3.3	(*)	27	13.5	16.1
1959	12	4.7	5.1	12	4.7	5.2	-	-	-	12	3.7	3.0	12	3.2	(*)	12	5.6	4.8
1960	13	4.4	5.4	13	5.1	3.8	38	12.4	13.4	12	2.4	1.8	12	4.4	(*)	12	7.1	9.8
Skilled maintenance trades (men):																		
1954	12	5.3	4.9	-	-	-	-	-	-	13	5.9	7.0	12	3.5	1.6	23	21.8	22.2
1955	12	2.9	3.1	30	15.7	16.7	-	-	-	12	3.8	3.5	13	3.0	2.3	-	-	-
1956	13	5.4	5.0	-	-	-	-	-	-	13	4.6	3.5	12	8.1	8.9	24	9.0	7.6
1957	12	4.3	3.9	-	-	-	-	-	-	12	3.4	4.2	12	5.4	4.8	-	-	-
1958	13	6.2	6.8	28	16.3	16.8	-	-	-	12	4.4	4.4	11	6.3	5.4	27	15.2	16.4
1959	12	4.0	3.4	12	5.3	5.4	-	-	-	12	6.1	4.0	12	2.3	1.9	12	5.2	6.6
1960	13	4.0	3.1	13	3.5	3.2	38	13.3	13.3	12	4.4	4.3	12	3.9	3.2	12	.9	1.7
Unskilled plant workers (men):																		
1954	12	5.9	4.9	-	-	-	-	-	-	13	3.6	9.5	12	5.2	3.4	23	10.7	4.7
1955	12	1.8	1.7	30	15.2	17.1	-	-	-	12	3.3	4.0	13	3.5	4.2	-	-	-
1956	13	13.6	11.4	-	-	-	-	-	-	13	4.7	1.1	12	7.7	3.6	24	6.0	8.7
1957	12	4.9	6.6	-	-	-	-	-	-	12	4.0	5.7	12	7.2	7.3	-	-	-
1958	13	5.6	7.3	28	21.6	20.3	-	-	-	12	5.9	4.4	11	4.5	5.8	27	18.1	15.2
1959	12	1.0	2.1	12	2.5	3.5	-	-	-	12	5.7	2.8	12	.9	1.0	12	4.2	4.8
1960	13	1.6	⁵ -1.0	13	5.5	5.9	38	11.7	19.3	12	2.7	1.7	12	3.5	1.6	12	4.1	6.6

See footnotes at end of table.

Table 3. Percent increases, office and plant—all industries and manufacturing—Continued

(Percent changes in average weekly earnings or average hourly earnings¹ for selected occupational groups studied in 6 broad industry divisions in 25 labor markets, 1954-60²)

Occupational group	North Central																				
	Chicago			Cleveland			Detroit			Kansas City			Milwaukee			Minneapolis— St. Paul			St. Louis		
	Time interval (months)	All in- dus- tries	Manu- fac- turing	Time interval (months)	All in- dus- tries	Manu- fac- turing	Time interval (months)	All in- dus- tries	Manu- fac- turing	Time interval (months)	All in- dus- tries	Manu- fac- turing	Time interval (months)	All in- dus- tries	Manu- fac- turing	Time interval (months)	All in- dus- tries	Manu- fac- turing	Time interval (months)	All in- dus- tries	Manu- fac- turing
Women office workers:																					
1954	12	5.8	6.2	-	-	-	22	11.8	12.0	-	-	-	12	4.5	5.5	12	6.3	5.8	13	5.7	5.5
1955	13	3.6	3.4	24	10.3	11.3	-	-	-	-	-	-	-	-	-	12	3.3	3.6	13	4.2	3.1
1956	12	4.3	4.2	-	-	-	24	7.5	7.1	-	-	-	19	5.3	6.7	13	3.8	3.4	12	4.2	4.8
1957	12	5.4	5.4	24	10.6	11.1	-	-	-	50	23.6	23.1	(3)	(3)	(3)	15	6.3	5.3	(3)	(3)	(3)
1958	12	4.7	5.5	20	8.1	9.0	-	-	-	-	-	-	30	13.6	13.0	10	3.0	3.0	21	8.1	9.1
1959	12	3.0	3.0	-	-	-	39	19.8	23.3	-	-	-	11	2.9	3.8	12	3.4	3.1	11	4.0	4.3
1960	12	2.9	2.6	15	3.6	3.7	12	3.1	3.9	37	11.7	14.5	12	3.6	3.6	12	3.2	3.3	12	4.4	4.0
Industrial nurses (women):																					
1954	12	5.9	5.9	-	-	-	22	10.2	10.1	-	-	-	12	5.5	5.5	12	9.4	9.4	13	6.4	5.6
1955	13	4.2	4.2	24	12.0	12.0	-	-	-	-	-	-	-	-	-	12	4.3	5.0	13	3.0	3.8
1956	12	6.0	6.0	-	-	-	24	7.9	7.9	-	-	-	19	9.0	9.0	12	3.4	2.0	12	6.6	6.6
1957	12	5.0	5.0	24	11.4	10.7	-	-	-	50	26.6	22.3	(3)	(3)	(3)	15	5.3	5.3	(3)	(3)	(3)
1958	12	6.6	6.6	20	10.8	11.5	-	-	-	-	-	-	30	14.4	14.4	10	3.8	4.4	21	10.3	10.3
1959	12	3.4	3.4	-	-	-	39	20.2	20.7	-	-	-	11	4.2	4.2	12	3.7	3.6	11	5.6	5.6
1960	12	3.3	3.8	15	5.4	4.9	12	4.1	4.0	37	13.0	16.4	12	2.3	2.9	12	3.5	2.9	12	4.7	4.7
Skilled maintenance trades (men):																					
1954	12	6.3	5.8	-	-	-	22	11.0	11.1	-	-	-	12	5.9	6.3	12	6.6	6.7	13	7.1	7.0
1955	13	3.3	3.1	24	10.1	10.2	-	-	-	-	-	-	-	-	-	12	3.3	1.4	13	3.2	2.9
1956	12	5.1	5.8	-	-	-	24	8.3	8.1	-	-	-	19	6.7	6.9	13	4.9	5.4	12	6.1	6.2
1957	12	5.0	5.5	24	10.7	10.7	-	-	-	50	24.8	24.8	(3)	(3)	(3)	15	5.3	5.1	(3)	(3)	(3)
1958	12	5.3	5.3	20	7.1	6.9	-	-	-	-	-	-	30	13.5	13.4	10	4.1	4.4	21	10.0	10.0
1959	12	4.7	4.6	-	-	-	39	17.0	17.2	-	-	-	11	3.9	4.2	12	4.6	4.1	11	4.2	4.1
1960	12	2.8	2.7	15	7.0	7.1	12	3.0	3.1	37	13.9	13.4	12	4.9	4.8	12	3.4	3.3	12	4.3	4.5
Unskilled plant workers (men):																					
1954	12	5.7	4.8	-	-	-	22	10.0	8.0	-	-	-	12	4.6	5.8	12	6.4	5.8	13	8.5	7.4
1955	13	3.5	2.7	24	11.6	8.9	-	-	-	-	-	-	-	-	-	12	4.9	4.8	13	3.0	2.6
1956	12	4.6	5.0	-	-	-	24	6.2	6.4	-	-	-	19	6.2	7.4	13	4.9	4.2	12	4.4	4.6
1957	12	4.0	4.9	24	11.7	11.3	-	-	-	50	24.3	26.3	(3)	(3)	(3)	15	6.4	5.4	(3)	(3)	(3)
1958	12	4.9	5.1	20	7.9	7.1	-	-	-	-	-	-	30	13.7	12.3	10	5.2	4.1	21	9.4	10.0
1959	12	4.6	3.8	-	-	-	39	15.8	17.6	-	-	-	11	3.8	3.2	12	4.9	5.5	11	3.2	4.2
1960	12	2.5	3.0	15	5.6	6.9	12	3.4	3.2	37	8.5	11.8	12	2.5	2.4	12	3.9	3.3	12	4.1	4.8

See footnotes at end of table.

Table 3. Percent increases, office and plant—all industries and manufacturing—Continued

(Percent changes in average weekly earnings or average hourly earnings¹ for selected occupational groups studied in 6 broad industry divisions in 25 labor markets, 1954-60²)

Occupational group	West														
	Denver			Los Angeles— Long Beach			Portland			San Francisco— Oakland			Seattle		
	Time interval (months)	All in- dus- tries	Manu- fac- turing	Time interval (months)	All in- dus- tries	Manu- fac- turing	Time interval (months)	All in- dus- tries	Manu- fac- turing	Time interval (months)	All in- dus- tries	Manu- fac- turing	Time interval (months)	All in- dus- tries	Manu- fac- turing
Women office workers:															
1954	13	5.7	5.8	13	4.6	5.2	12	4.7	4.3	12	4.4	4.5	-	-	-
1955	12	2.9	3.8	12	3.6	3.6	19	5.4	5.6	12	3.0	2.4	-	-	-
1956	12	4.2	6.1	12	4.7	4.3	12	5.2	4.0	12	4.8	5.4	-	-	-
1957	-	-	-	12	6.2	5.8	12	3.6	5.3	12	5.0	4.7	59	23.6	22.2
1958	24	11.0	11.3	12	3.3	4.4	12	5.1	3.8	12	4.2	4.2	12	5.0	3.9
1959	12	3.6	5.1	12	4.6	4.5	12	3.2	3.1	12	4.8	5.1	12	4.9	5.3
1960	12	3.9	2.8	13	4.2	4.2	13	3.7	4.7	12	2.8	2.5	12	5.1	4.3
Industrial nurses (women):															
1954	13	8.0	(⁴)	13	5.4	6.8	12	1.6	.8	12	4.3	5.1	-	-	-
1955	12	0	(⁴)	12	2.5	2.5	19	6.9	7.8	12	6.3	6.2	-	-	-
1956	12	6.7	(⁴)	12	4.3	4.3	12	4.3	5.0	12	2.6	2.6	-	-	-
1957	-	-	-	12	6.0	5.3	12	2.1	.7	12	6.4	7.0	59	(⁴)	(⁴)
1958	24	12.5	(⁴)	12	5.1	5.6	12	7.4	7.5	12	6.6	6.5	12	(⁴)	(⁴)
1959	12	1.9	(⁴)	12	3.7	4.3	12	6.3	6.3	12	5.6	5.6	12	(⁴)	(⁴)
1960	12	3.0	(⁴)	13	4.1	4.1	13	2.9	1.8	12	2.7	2.6	-	-	-
Skilled maintenance trades (men):															
1954	13	8.1	9.2	13	5.5	5.8	12	5.5	4.6	12	4.0	4.0	-	-	-
1955	12	4.5	3.1	12	3.0	2.9	19	3.9	4.7	12	2.4	2.2	-	-	-
1956	12	7.0	6.6	12	5.6	5.8	12	4.9	5.1	12	3.7	4.1	-	-	-
1957	-	-	-	12	4.0	4.0	12	5.5	6.2	12	7.5	8.5	59	21.0	20.8
1958	24	11.8	14.5	12	5.3	5.5	12	5.8	6.2	12	5.9	6.4	12	4.7	4.0
1959	12	4.0	4.0	12	5.3	5.0	12	4.4	4.2	12	5.3	5.1	12	5.2	5.9
1960	12	4.3	2.9	13	3.3	3.3	13	3.6	3.4	12	2.9	2.2	12	4.5	3.5
Unskilled plant workers (men):															
1954	13	8.0	12.4	13	6.0	4.9	12	4.9	5.5	12	6.1	4.2	-	-	-
1955	12	5.7	5.8	12	3.6	3.5	19	5.4	6.7	12	3.0	4.2	-	-	-
1956	12	8.4	4.3	12	3.4	3.9	12	3.0	3.1	12	4.4	4.3	-	-	-
1957	-	-	-	12	5.3	4.4	12	4.6	4.6	12	5.5	6.0	59	23.0	15.2
1958	24	10.9	14.0	12	5.2	5.4	12	5.2	5.3	12	5.4	5.5	12	4.9	5.3
1959	12	5.7	5.5	12	5.1	4.2	12	3.6	2.1	12	5.9	6.9	12	5.7	5.5
1960	12	5.4	4.8	13	3.4	4.3	13	4.1	4.5	12	4.3	3.7	12	5.7	4.4

¹ Average weekly earnings relate to standard salaries that are paid for standard work schedules. Average hourly earnings are straight-time hourly earnings, excluding premium pay for over-time and for work on weekends, holidays, and late shifts.

² Fiscal years ending June 30.

³ Limited survey. Data were collected only for selected plant workers in manufacturing industries in Milwaukee and for plant workers in manufacturing and public utilities industries in Buffalo and St. Louis.

⁴ Insufficient data to meet publication criteria.

⁵ Rate increases for workers in this category since the 1959 survey were more than offset by the omission from the 1960 study of the earnings of some higher paid workers no longer classified in this category because of a change in their duties.

⁶ Increases for this group in manufacturing industries were offset by a decline in nonmanufacturing industries; the decline in the latter group largely reflects shifts in employments in this job group between high-and-low-rate establishments rather than wage decreases.

NOTE: Dashes indicate not surveyed this period.

Occupational Earnings

Pay levels for office workers and for workers in maintenance, powerplant, custodial, and material handling jobs tended to be highest in the larger areas of the West Coast and North Central regions. (See tables A-1—A-16, inclusive.) Above-average pay levels were also recorded outside these regions, reflecting the importance of employment in comparatively high-wage industries. Thus, in two of the smaller Southern areas, Beaumont-Port Arthur, Tex., and Charleston, W. Va., pay levels ranked among the highest in nearly all jobs studied. Highest averages for individual jobs were spread among 13 areas—3 located in the Northeast, 3 in the South, 4 in North Central, and 3 in the West.

Pay rates differed widely among and within geographic areas, industry groups, and even within individual establishments. Part of the spread in the rates paid to workers in the same job and area was accounted for by interindustry differences in pay. In general, average earnings of plant and office workers tended to be higher in manufacturing than in nonmanufacturing industries and each of these groups included a wide variety of industries and establishments that differed in level of rates paid. This would also partially explain intercity wage differences; the areas studied varied substantially in industrial composition. Maximum wage differences among the 60 areas were greater for unskilled plant workers than for skilled maintenance and office workers.

Office Occupations

Secretaries and general stenographers were numerically among the most important women's office jobs studied. In the 60 areas, there were about 139,000 secretaries and 100,000 stenographers. In 33 of the 60 areas, secretaries had higher average weekly salaries than any of the other women office workers whose jobs were studied; their average salaries ranged from \$67.50 in Portland (Maine), to \$98 in Detroit (table A-1). The proportion of secretaries with salaries of \$90 or more ranged from less than a tenth in Greenville and Jackson to more than two-thirds in Detroit and Los Angeles-Long Beach. Women accounting clerks (class A) had the highest average weekly salaries in 7 of the 60 areas; in 3 other areas their salaries were high, but were equaled by either secretaries or order clerks. Average salaries of women accounting clerks ranged from \$68.50 in Portland (Maine); Charlotte, and Des Moines, to \$94 in Paterson-Clifton-Passaic and Charleston. Highest salaries for general stenographers were paid in Dayton, averaging \$88 a week and equaling those of secretaries in Dayton. In the other areas, the salaries of secretaries and general stenographers differed, the differences ranging from \$5 in Portland (Maine), to \$17.50 in York, Cincinnati, and Milwaukee. From the Dayton high, stenographers' salaries ranged to a low of \$60 in Providence and Jackson.

Among the lower paid women's office jobs, average salaries of office girls ranged from \$43.50 in New Orleans to \$69 in Allentown-Bethlehem-Easton. They averaged over \$50 a week in 33 of the 44 areas in which earnings were shown for this occupation.

Among men's office jobs studied, class A accounting clerks had average salaries ranging from \$81 in Lawrence to \$122.50 in Beaumont-Port Arthur; in 44 areas they averaged \$95 or more a week. Average weekly salaries of men payroll clerks ranged from \$77 in York to \$123.50 in Beaumont-Port Arthur; in 25 areas they averaged \$90 or more a week. Tabulating-machine operators (class A) had the highest weekly salaries of men office employees in 24 areas, including New York City and Chicago. Average weekly salaries for this group ranged from \$87 in Jacksonville to \$121.50 in Beaumont-Port Arthur. Earnings of men tabulating-machine operators (class B) ranged from \$72.50 in Boston to \$112 in Beaumont-Port Arthur. In 22 other areas they averaged more than \$85 a week.

Professional and Technical Occupations

Among five professional and technical occupations studied, draftsmen leaders received highest pay, with area averages ranging from \$126 a week in Seattle to \$170 a week in New York City. Salaries of draftsmen leaders exceeded those of senior draftsmen by about \$26, on the average. Senior draftsmen averaged around \$28 more than junior draftsmen (table A-1).

Weekly pay of industrial nurses ranged from \$73 in Providence and Greenville to \$111.50 in Beaumont-Port Arthur. Their salaries exceeded the salaries of secretaries by amounts ranging from 50 cents to \$30 in all areas except Providence, York, Akron, Rockford, and Denver.

Plant Occupations

Tool and die makers, the highest paid plant workers studied in nearly all areas, had average hourly earnings ranging from \$2.46 in Miami to \$3.47 in San Francisco-Oakland (table A-9). Areawide hourly averages for tool and die makers exceeded \$3 in 22 of 44 areas, where data permitted publication. Average pay rates for maintenance electricians ranged from \$1.87 in Greenville to \$3.16 in Charleston, Detroit, and Birmingham. Electricians' pay exceeded \$2.75 an hour in 37 of 57 areas. Maintenance machinists' pay ranged from \$1.87 in Greenville to \$3.17 in Detroit.

Truckdrivers, material handling laborers, and janitors were numerically the most important among the custodial and material movement jobs studied. Earnings of truckdrivers ranged from \$1.59 in

Lubbock to \$2.82 in San Francisco—Oakland, with average hourly rates exceeding \$2.25 in 31 areas. For the approximately 187,000 material handling laborers in the 60 areas, average hourly earnings ranged from \$1.24 in Greenville to \$2.44 in San Francisco—Oakland. Average hourly earnings of men janitors, about 145,000 in the 60 areas, ranged from \$1.03 in Jackson to \$2.19 in Akron.

Pay Variations in Occupational Earnings

Earnings of individual workers varied considerably not only among occupations and labor markets but also within the same occupations and labor markets. The earnings presented are averages and do not indicate either the wide distribution of earnings that may occur within a given occupation or the overlapping of pay rates among occupations, industry divisions, and labor markets. The averages may approximate the actual earnings of only a few of the workers. In order to understand better and use the averages, it is necessary to note the individual earnings of which they are composed.⁹ For example, although stationary engineers in Albany—Schenectady—Troy averaged \$2.54 an hour, nearly two-thirds were earning less than \$2.50 an hour while most of the remainder of the workers were earning more than \$2.80 an hour. In Detroit, on the other hand, tool and die makers averaged \$3.28, with earnings of 82 percent of the workers concentrated between \$3.20 and \$3.40 an hour.

Part of the spread in rates for the same job within an area and in average earnings among areas is due to different distributions of workers by industry. Each of the 60 areas has a wide variety of industries which differ in level of rates paid and in their employment of workers in the jobs studied. Manufacturing industries employed more than half of the workers within scope of the surveys in 36 of the 60 areas studied.¹⁰ Nearly all of the areas surveyed in the Northeast and North Central regions were predominantly industrial. Non-manufacturing industries dominated employment in only Boston and New York City in the Northeastern region and Des Moines and Kansas City in the North Central region. On the other hand, manufacturing firms employed more than half of the workers in only 2 of 8 Western areas and 7 of the 19 Southern areas studied. In general, average earnings of plant and office workers tended to be higher in manufacturing than in nonmanufacturing industries. Each of these broad divisions, however, includes a wide variety of industries with different

⁹ The distribution of workers by average hourly or weekly earnings is presented in the individual area bulletins. See last page for listings of these bulletins.

¹⁰ The minimum size of establishment "cutoff point" employed in the surveys has the effect of excluding a larger proportion of establishments (and employments) in trade, finance, and service industries than in manufacturing or in public utilities.

pay levels. A majority of the manufacturing workers in Beaumont—Port Arthur and Charleston were employed in relatively high wage industries—oil refineries in the former and chemicals in Charleston. Such nonmanufacturing industries as public utilities and wholesale trade are characterized by pay levels that frequently equal or exceed manufacturing averages for comparable work in the same area. For example, men accounting clerks (class A) in manufacturing establishments in Philadelphia averaged \$94.50 weekly (table A-2), somewhat above the areawide average of \$92. In public utilities in Philadelphia, men accounting clerks (class A) averaged \$111 a week (table A-4).

Variation in job rates is also typical, of course, among establishments within the same industry and even among workers in the same establishment. Wide distributions in earnings can be observed in establishments with a formal range of rates for each job.

Because of the spread or variation in individual earnings within an area, it is commonplace to find some workers in jobs requiring less skill or training who receive higher salaries or average hourly earnings than those in jobs requiring higher skills. For example, in Chicago, secretaries averaged \$94.50 a week in manufacturing, compared with an average of \$66.50 for typists (class B) in this industry group (table A-2). Nevertheless, nearly 12 percent of the typists (class B) were earning \$75 or more while 15 percent of the secretaries in the area were earning \$75 or less. This overlap in individual earnings is also common among areas and industry groups with widely divergent average earnings levels.

Differences in Pay Rates for Men and Women

With few exceptions, areawide averages for men exceeded the averages for women in the same job categories and areas. The average amounts by which men's average weekly salaries exceeded those of women office workers were as follows: Accounting clerks (class A), \$19.50; accounting clerks (class B), \$19; order clerks, \$22.50; payroll clerks, \$20.50; tabulating-machine operators (class A), \$6.50; tabulating-machine operators (class B), \$8; tabulating-machine operators (class C), \$5.50; and office boys and girls, \$3.50. Among plant workers, men's average hourly earnings exceeded those of women as follows: Janitors, porters, and cleaners, 31 cents; shipping packers, 36 cents; and passenger elevator operators, 20 cents. These are averages of pay differences from among those of the 60 areas in which comparable data were available; they do not represent a comparison of earnings in identical establishments.

A 1959 study indicated that, in the great majority of cases, the differences between men's and women's earnings are greatly reduced when the comparison made is limited to establishments employing both men and women in the same job.¹¹ The greatest earnings

¹¹ See Bull. 1240-22, Wages and Related Benefits, 20 Labor Markets, 1958-59, pp. 37-45.

differences in the same job category were found to be between workers in establishments employing only men in the job and those in establishments employing only women in the job.

One factor contributing to differences in earnings of men and women in the same job classification is the variation in the establishments and type of industry in which men and women are employed. This factor is most significant when comparing the firms which employ only one sex in the job under consideration. This was the area in which the greatest differences were found between men's and women's earnings. In eight of the nine jobs for which comparisons were made, a greater proportion of men than of women were employed in manufacturing, public utilities, and wholesale trade industry group firms. Workers in these industry groups are generally the highest paid. The greatest difference between men's and women's earnings in the same job category was for order clerks. More than

nine-tenths of the men order clerks compared with about seven-tenths of the women order clerks were employed in manufacturing or wholesale trade firms which employed only one sex in this job.

To the extent that individual pay rates are adjusted on the basis of length of service and consequent experience, men workers are likely to earn higher average pay in the same job, since men workers commonly average longer service than women in a particular job. Differences among men and women workers in assignment of functions, tasks, and responsibilities within the same job categories would also be likely to influence their relative pay positions. A job description used for wage survey purposes must make allowance for the variety of minor differences actually found in establishments. Thus, unmeasured factors of length of service and experience, and some differences in duties and responsibilities, may account in some measure for differences in pay rates for men and women in the same job categories.

A: Occupational Earnings

Table A-1. Office occupations—all industries

(Average weekly earnings¹ for selected occupations studied in 6 broad industry divisions, late 1959 and early 1960)

Sex, occupation, and grade	Northeast															
	Albany-Schenectady-Troy	Allentown-Bethlehem-Easton	Boston ²	Buffalo	Lawrence-Haverhill	Newark and Jersey City ³	New Haven	New York City ⁴	Paterson-Clifton-Passaic	Philadelphia ⁵	Pittsburgh	Portland	Providence	Waterbury	Worcester	York
Office clerical																
<u>Men</u>																
Clerks:																
Accounting, class A	\$96.50	\$118.00	\$94.50	\$106.50	\$81.00	\$97.50	\$101.50	\$96.00	\$104.50	\$92.00	\$111.50	\$100.50	-	\$92.00	-	\$92.50
Accounting, class B	89.00	88.00	72.50	96.50	-	86.50	96.00	74.00	86.00	77.00	96.00	-	-	-	-	70.00
Order	-	-	89.00	103.00	-	91.50	94.50	84.50	89.00	85.00	98.00	85.00	\$78.00	-	\$93.00	74.50
Payroll	102.00	111.00	84.00	109.50	-	93.00	-	87.50	-	91.00	105.50	-	-	-	-	77.00
Office boys	56.50	79.50	52.00	61.00	-	58.00	60.50	55.00	61.50	54.50	61.00	51.00	51.50	60.50	49.00	-
Tabulating-machine operators:																
Class A	100.00	117.00	91.00	-	-	95.00	-	99.00	107.00	95.50	109.50	-	-	-	92.50	102.50
Class B	81.00	99.50	72.50	-	-	84.50	86.00	86.00	86.00	81.00	94.00	-	82.00	86.50	78.50	-
Class C	72.50	80.50	66.00	-	-	73.50	-	67.50	81.50	64.00	65.00	-	-	-	-	-
<u>Women</u>																
Billers, machine:																
Billing machine	53.50	53.00	67.50	73.50	61.50	70.00	68.00	73.00	66.50	67.00	71.00	53.00	61.50	62.00	59.50	59.50
Bookkeeping machine	67.00	-	55.00	56.00	-	61.50	75.00	73.00	-	61.50	63.50	-	53.50	-	-	-
Bookkeeping-machine operators:																
Class A	71.00	59.50	70.00	72.50	-	76.50	70.50	79.00	82.00	75.00	69.50	-	59.50	66.00	70.50	62.00
Class B	61.50	53.50	60.50	55.00	54.50	65.00	56.00	69.00	62.50	58.50	61.50	47.50	52.50	61.50	56.50	55.50
Clerks:																
Accounting, class A	81.50	82.50	75.50	84.00	73.00	85.50	84.50	88.00	94.00	78.50	90.50	68.50	74.00	84.50	82.00	77.00
Accounting, class B	67.50	66.00	62.00	65.00	63.00	67.00	65.50	69.00	67.50	61.50	72.50	54.50	54.50	66.50	63.00	55.00
File, class A	66.50	79.50	64.00	67.00	-	67.00	73.50	69.50	63.00	67.00	67.50	-	58.50	68.00	66.50	-
File, class B	53.50	64.50	50.50	55.50	53.50	54.50	53.00	57.50	53.00	51.00	58.50	48.00	47.50	54.00	51.00	49.00
Order	-	82.50	63.00	65.00	74.00	69.00	73.50	71.50	65.50	62.00	72.50	55.00	57.50	71.00	70.50	57.50
Payroll	73.50	61.50	69.00	73.00	63.50	76.50	71.50	80.00	75.50	69.00	81.50	59.50	63.50	77.50	66.50	66.50
Comptometer operators	71.00	79.50	65.00	69.00	-	75.00	79.50	73.50	72.00	65.00	72.00	65.50	62.50	65.50	65.50	-
Duplicating-machine operators (Mimeograph or Ditto)	-	-	56.00	-	-	61.00	-	63.50	-	60.50	69.00	-	-	67.00	57.50	-
Key-punch operators	70.00	76.00	63.50	69.50	65.50	68.50	71.50	68.50	70.00	63.50	72.00	61.50	59.00	70.50	58.50	66.00
Office girls	54.00	69.00	50.50	55.50	-	57.50	59.50	55.00	58.50	49.00	55.50	-	46.50	-	50.50	-
Secretaries	86.00	78.00	79.00	85.50	81.00	89.00	85.50	91.50	86.50	84.50	89.50	67.50	73.50	91.00	82.00	83.50
Stenographers, general	75.00	68.50	67.00	74.00	64.50	73.50	73.00	74.50	72.50	69.00	75.50	62.50	60.00	75.50	66.50	66.00
Stenographers, technical	-	-	71.50	81.50	-	76.00	77.50	90.00	-	76.50	85.00	-	-	92.50	-	-
Switchboard operators	66.50	62.00	65.50	65.50	64.00	72.00	67.50	72.50	72.50	65.00	74.00	51.00	56.50	73.50	62.50	-
Switchboard operator-receptionists	61.50	59.50	64.50	66.00	57.50	69.00	66.50	72.50	68.00	63.50	69.00	54.00	58.00	65.00	61.00	59.00
Tabulating-machine operators:																
Class A	-	-	83.50	-	-	89.50	-	97.00	-	93.50	100.00	-	-	-	-	-
Class B	-	-	65.00	-	-	81.50	88.50	79.50	74.50	74.00	83.00	-	71.50	88.50	75.00	77.50
Class C	73.50	80.50	59.50	-	-	66.50	69.50	72.50	63.00	58.50	66.00	-	56.50	-	-	-
Transcribing-machine operators, general	65.50	76.50	62.00	67.50	-	65.50	66.00	72.00	64.00	62.50	64.50	50.50	57.50	71.00	61.00	65.00
Typists:																
Class A	75.00	76.50	65.50	71.00	-	69.00	66.50	70.00	75.50	72.00	75.00	58.00	58.50	73.00	64.00	59.50
Class B	57.00	62.00	55.50	59.00	53.50	60.00	60.00	62.50	63.50	56.50	62.50	48.50	48.00	62.00	55.00	56.00
Professional and technical																
<u>Men</u>																
Draftsmen, leader	-	146.50	154.00	154.00	-	141.50	135.00	170.00	-	161.00	162.50	-	-	-	142.50	126.50
Draftsmen, senior	-	116.50	119.50	123.50	96.00	116.50	107.50	128.00	115.00	116.00	131.50	-	106.00	113.50	117.50	104.00
Draftsmen, junior	92.00	98.50	90.50	94.50	74.00	86.50	82.00	90.50	93.00	97.50	96.00	-	83.50	86.50	84.00	83.00
Tracers	-	-	66.50	-	-	69.00	-	83.00	-	63.00	-	-	-	-	-	-
<u>Women</u>																
Nurses, industrial (registered)	94.00	92.00	84.50	95.50	82.00	91.50	91.50	96.50	93.50	89.50	98.50	76.92	73.00	91.50	86.50	78.00

See footnotes at end of table.

Table A-1. Office occupations—all industries—Continued

(Average weekly earnings¹ for selected occupations studied in 6 broad industry divisions, late 1959 and early 1960)

Sex, occupation, and grade	South																		
	Atlanta	Balti- more	Beau- mont- Port Arthur	Birming- ham	Charles- ton, W. Va.	Char- lotte	Dallas	Fort Worth	Green- ville	Houston	Jackson	Jack- sonville ²	Lubbock	Memphis ²	Miami	New Orleans	Rich- mond ²	Savan- nah	Wash- ington ²
Office clerical																			
Men																			
Clerks:																			
Accounting, class A	\$97.50	\$100.00	\$122.50	\$102.00	\$113.00	\$110.00	\$101.50	\$91.00	\$89.50	\$103.50	\$92.00	\$91.00	-	\$96.00	\$92.00	\$92.50	\$102.00	\$107.00	\$96.50
Accounting, class B	80.50	86.00	95.50	86.50	99.50	97.00	82.50	71.00	-	83.00	77.00	69.00	-	82.50	76.50	68.50	80.50	86.00	72.50
Order	78.00	86.50	97.50	75.50	-	71.00	77.00	83.00	-	88.00	76.00	67.50	-	69.00	72.00	73.00	79.50	-	89.00
Payroll	90.50	108.00	123.50	93.50	111.00	82.50	86.50	83.00	-	103.50	-	78.00	-	-	82.00	89.50	85.00	97.50	-
Office boys	56.00	52.00	63.00	55.00	68.00	53.00	52.50	52.00	-	53.50	57.50	51.50	-	50.00	53.00	52.00	53.00	61.50	55.50
Tabulating-machine operators:																			
Class A	99.00	-	121.50	107.50	116.00	106.00	-	102.50	-	112.00	-	87.00	-	100.00	-	95.00	98.00	-	-
Class B	81.00	-	112.00	79.00	-	77.00	-	83.00	-	91.00	-	76.50	-	78.00	82.00	80.50	83.00	-	86.00
Class C	74.50	-	-	-	-	72.50	-	59.50	-	81.00	-	-	-	-	-	-	-	-	80.50
Women																			
Billers, machine:																			
Billing machine	62.00	63.00	-	62.00	59.50	58.50	66.50	59.00	56.00	63.50	58.00	57.50	-	57.50	61.00	56.56	56.56	66.00	63.00
Bookkeeping machine	60.50	55.00	-	57.00	43.50	61.50	55.50	54.00	53.00	56.50	53.00	57.50	-	50.00	69.00	52.50	56.50	-	68.00
Bookkeeping-machine operators:																			
Class A	68.00	72.50	83.50	69.00	79.50	64.50	70.50	65.00	-	78.50	62.50	59.50	\$67.00	-	66.50	66.00	67.50	-	77.50
Class B	63.00	55.00	53.00	56.00	57.50	55.00	59.50	57.50	53.00	62.50	49.50	54.50	53.50	53.00	58.00	54.50	57.00	51.50	61.50
Clerks:																			
Accounting, class A	83.50	77.50	92.00	79.50	94.00	68.50	77.00	76.50	69.50	86.50	75.50	71.50	71.50	73.00	78.50	77.00	75.50	81.00	80.00
Accounting, class B	63.50	64.00	73.00	63.00	62.00	61.50	62.00	57.50	52.00	67.50	58.00	61.50	52.50	55.00	63.50	59.00	60.50	59.00	64.50
File, class A	69.00	66.00	86.50	60.00	82.00	61.50	59.00	-	50.50	63.30	56.00	-	-	58.50	59.50	59.00	59.50	-	64.00
File, class B	51.00	50.00	60.50	52.00	55.00	50.00	49.00	44.00	45.00	53.50	46.00	48.00	49.50	51.00	50.00	48.00	51.50	-	52.00
Order	62.50	58.50	-	66.00	80.50	64.50	63.00	53.50	58.00	69.50	58.00	58.00	55.00	60.50	64.50	57.50	65.60	-	61.50
Payroll	72.50	69.00	81.50	69.50	86.50	63.50	70.50	62.00	57.00	80.50	66.50	71.00	67.00	63.50	71.00	66.00	70.50	77.00	75.50
Comptometer operators	70.00	69.00	70.00	61.00	59.00	60.00	67.50	64.00	-	67.50	53.50	60.00	52.00	57.50	59.50	61.50	61.00	-	69.50
Duplicating-machine operators (Mimeograph or Ditto)	59.00	62.50	-	-	-	-	60.00	59.50	-	56.00	-	-	-	56.00	55.50	-	-	-	65.50
Keypunch operators	69.50	65.50	77.00	68.50	78.00	59.00	64.50	61.00	53.50	73.50	57.50	59.50	61.00	60.00	67.00	63.50	66.00	67.50	68.00
Office girls	52.50	52.00	-	47.50	61.50	-	51.50	51.50	-	52.00	-	49.50	-	50.00	48.50	43.50	52.00	-	52.50
Secretaries	84.00	82.00	96.00	84.50	89.50	74.00	82.00	73.00	72.00	88.50	70.00	73.00	74.00	71.00	76.50	79.50	81.50	85.00	85.00
Stenographers, general	72.50	67.00	81.50	70.00	83.00	62.00	71.00	64.50	61.50	76.50	60.00	63.00	65.00	63.00	66.50	64.50	72.00	78.50	75.50
Stenographers, technical	86.00	-	-	-	-	-	92.00	-	-	91.00	-	-	-	-	82.50	-	-	-	77.50
Switchboard operators	63.00	62.50	62.00	62.00	66.00	57.00	59.50	61.00	48.50	68.50	47.50	49.50	48.50	46.00	55.00	51.50	62.00	50.00	59.00
Switchboard operator-receptionists	65.00	61.50	62.50	63.00	65.50	58.00	65.00	55.00	59.50	65.50	53.00	57.00	52.50	58.50	58.00	58.50	60.50	56.00	66.00
Tabulating-machine operators:																			
Class A	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Class B	72.00	-	-	64.50	-	66.50	-	83.50	66.50	-	-	65.00	-	-	-	74.50	68.50	-	-
Class C	82.50	-	-	-	-	-	-	-	-	-	-	61.00	56.00	-	-	-	54.50	-	-
Transcribing-machine operators, general	62.00	62.00	-	59.50	64.50	62.00	57.50	54.00	-	65.00	-	61.50	-	57.00	58.00	60.00	61.50	-	70.50
Typists:																			
Class A	62.50	71.00	80.00	66.50	87.00	66.50	63.50	62.00	-	67.00	56.00	54.00	59.50	60.00	64.00	64.50	62.00	-	67.00
Class B	54.50	54.50	60.50	53.00	58.50	51.00	53.00	48.50	47.00	58.00	52.00	48.50	-	48.00	52.50	52.00	54.00	54.00	61.00
Professional and technical																			
Men																			
Draftsmen, leader	147.00	148.00	147.50	161.50	-	-	131.50	-	-	135.00	-	-	-	-	-	132.00	-	-	128.50
Draftsmen, senior	115.50	113.00	129.50	124.50	-	101.00	105.50	98.00	100.50	109.00	93.50	106.00	-	116.50	111.50	114.00	123.00	106.00	109.00
Draftsmen, junior	87.50	81.00	95.50	88.00	108.50	81.00	78.50	72.00	-	81.50	64.50	80.00	-	73.50	82.50	84.50	89.50	-	85.00
Tracers	-	-	-	-	-	-	66.00	-	-	-	-	-	-	-	-	-	-	-	-
Women																			
Nurses, industrial (registered)	94.00	93.50	111.50	95.50	101.50	-	86.00	103.00	73.00	102.00	-	-	-	83.50	78.50	90.50	95.00	86.50	86.00

See footnotes at end of table.

Table A-1. Office occupations—all industries—Continued

(Average weekly earnings¹ for selected occupations studied in 6 broad industry divisions, late 1959 and early 1960)

Sex, occupation, and grade	North Central																
	Akron	Canton	Chicago ²	Cincinnati ²	Cleveland ²	Dayton	Des Moines	Detroit ²	Indianapolis ²	Kansas City	Milwaukee	Minneapolis-St. Paul	Muskegon-Muskegon Heights	Rockford	St. Louis ²	Sioux Falls	South Bend
Office clerical																	
Men																	
Clerks:																	
Accounting, class A	\$114.00	\$116.00	\$105.50	\$95.50	\$106.00	\$109.00	\$91.50	\$118.00	\$98.50	\$96.50	\$109.50	\$95.50	\$108.50	\$100.50	\$98.50	\$97.00	\$100.00
Accounting, class B	88.50	110.00	86.50	81.00	85.50	81.50	-	87.00	87.00	73.50	83.50	77.00	-	84.50	83.50	77.50	82.00
Order	99.50	100.00	103.00	92.00	99.00	85.00	-	112.50	79.50	94.00	93.50	92.50	104.00	120.50	87.50	-	90.00
Payroll	-	107.50	96.00	84.00	96.50	97.50	-	110.50	100.50	89.50	96.00	88.00	-	-	94.50	-	84.50
Office boys	55.00	-	62.50	56.00	63.50	57.50	52.00	62.50	56.50	53.50	59.00	56.50	-	61.00	60.00	-	58.50
Tabulating-machine operators:																	
Class A	102.50	114.00	109.00	101.50	-	116.50	94.50	-	106.00	106.50	104.50	100.00	-	-	104.50	-	107.50
Class B	-	98.00	89.50	91.50	-	99.50	77.00	-	87.00	86.50	89.50	84.50	89.00	79.50	88.00	-	93.50
Class C	73.00	-	76.50	76.50	-	87.50	72.00	-	77.00	75.50	73.50	70.00	-	-	82.00	-	-
Women																	
Billers, machine:																	
Billing machine	68.50	61.00	73.50	64.50	69.00	66.00	-	74.50	69.50	72.00	64.00	63.00	62.00	63.50	70.00	48.00	64.50
Bookkeeping machine	61.50	-	69.50	-	72.50	59.50	-	65.50	61.00	62.00	66.50	60.50	-	62.00	71.50	-	-
Bookkeeping-machine operators:																	
Class A	76.00	-	84.50	72.50	85.50	82.50	69.50	85.50	73.00	81.00	78.00	72.50	73.00	71.50	70.50	-	70.50
Class B	58.00	48.50	72.50	60.50	66.00	71.00	59.50	70.00	60.00	58.50	67.50	60.50	57.00	63.00	61.50	54.50	57.50
Clerks:																	
Accounting, class A	87.50	76.50	91.50	84.00	85.50	80.50	68.50	93.50	78.50	81.00	87.00	78.50	83.00	80.50	85.00	69.50	79.00
Accounting, class B	66.50	75.50	72.50	64.50	71.00	61.50	58.00	72.00	67.00	63.00	66.50	62.00	74.00	66.50	63.00	59.00	63.50
File, class A	71.00	-	71.50	67.00	72.50	78.00	58.50	84.00	62.00	67.00	68.50	63.50	58.50	67.50	68.00	-	74.00
File, class B	54.00	56.50	60.50	52.50	58.00	58.00	47.50	59.00	52.50	52.50	56.50	52.50	-	55.50	55.50	47.00	-
Order	61.00	-	74.50	65.00	71.00	61.00	67.50	76.00	64.00	64.50	63.50	65.50	-	67.50	63.00	-	62.50
Payroll	81.00	81.00	81.00	74.50	78.50	77.50	68.50	84.50	78.00	73.00	72.50	71.00	68.00	72.00	71.00	-	73.00
Comptometer operators	69.00	65.50	77.00	67.50	74.50	71.50	62.50	81.00	73.50	71.00	67.00	69.00	72.50	70.00	71.00	-	73.50
Duplicating-machine operators (Mimeograph or Ditto)	-	-	67.50	62.50	69.50	65.50	48.50	70.00	61.50	58.50	60.50	59.00	-	59.50	66.50	-	67.50
Keypunch operators	77.50	70.50	75.50	68.50	74.00	74.00	57.00	80.50	70.50	67.50	67.50	63.00	64.50	64.00	70.50	-	68.50
Office girls	52.00	-	60.50	49.00	58.50	55.00	47.00	63.50	57.00	49.50	53.00	47.50	-	54.00	54.00	-	61.50
Secretaries	92.00	82.50	93.00	87.50	93.50	88.00	79.00	98.00	87.50	84.50	89.00	79.00	82.00	84.50	85.00	74.00	88.50
Stenographers, general	76.00	69.50	78.00	70.00	76.50	88.00	64.00	87.00	82.00	72.50	71.50	68.50	69.50	69.50	70.00	63.50	74.00
Stenographers, technical	-	81.50	90.50	-	84.50	-	-	99.00	85.00	74.50	-	70.50	-	-	74.00	-	-
Switchboard operators	70.00	67.50	73.00	68.00	73.50	67.00	55.50	77.00	63.50	61.50	67.50	65.00	60.50	66.00	65.50	-	67.00
Switchboard operator-receptionists	64.00	63.50	75.00	66.50	70.00	66.50	61.50	73.00	63.50	63.00	66.50	62.50	65.50	67.50	65.00	-	64.00
Tabulating-machine operators:																	
Class A	-	-	91.00	-	-	-	-	-	-	-	-	-	-	-	-	-	98.50
Class B	-	-	82.50	76.00	-	80.50	-	-	74.50	82.00	75.00	76.00	-	-	81.00	-	85.00
Class C	-	-	78.50	59.50	-	74.00	63.00	-	61.50	65.00	70.00	67.50	-	-	76.00	-	-
Transcribing-machine operators, general	66.50	66.50	76.50	63.00	71.00	66.00	57.50	73.50	63.00	62.00	66.00	61.50	59.50	68.50	64.50	-	62.50
Typists:																	
Class A	70.50	71.50	75.00	68.50	77.00	80.00	59.50	87.50	74.00	74.00	72.00	64.50	75.50	66.50	69.00	-	77.00
Class B	61.50	57.00	65.00	58.00	63.00	63.50	50.50	68.00	57.50	56.50	60.00	56.60	56.00	58.00	58.00	52.50	57.50
Professional and technical																	
Men																	
Draftsmen, leader	159.00	153.00	149.00	139.00	145.50	138.00	-	163.50	128.00	144.00	148.00	141.50	133.50	127.00	157.00	-	-
Draftsmen, senior	124.00	128.00	126.50	116.50	120.50	126.00	108.00	141.50	124.50	113.00	118.00	111.00	111.00	114.00	120.00	-	138.00
Draftsmen, junior	99.00	101.50	95.00	92.00	94.50	104.00	76.50	98.50	92.50	90.00	93.00	87.50	87.50	86.00	95.00	-	101.00
Tracers	-	-	-	-	-	-	-	91.00	-	-	73.00	64.50	-	-	-	-	-
Women																	
Nurses, industrial (registered)	91.50	93.50	95.50	94.50	97.00	93.00	88.50	102.00	96.00	91.50	89.50	88.00	85.00	82.50	89.00	-	92.50

See footnotes at end of table.

Table A-1. Office occupations—all industries—Continued

(Average weekly earnings¹ for selected occupations studied in 6 broad industry divisions, late 1959 and early 1960)

Sex, occupation, and grade	West							
	Albuquerque	Denver	Los Angeles—Long Beach ²	Phoenix	Portland	San Bernardino—Riverside—Ontario	San Francisco—Oakland ²	Seattle ²
Office clerical								
<u>Men</u>								
Clerks:								
Accounting, class A	\$92.00	\$96.50	\$106.00	\$95.00	\$106.00	\$99.50	\$101.00	\$100.00
Accounting, class B	-	81.00	86.00	79.50	87.50	-	91.00	87.50
Order	82.50	77.00	98.50	83.00	100.50	90.50	103.00	95.50
Payroll	-	83.50	104.00	-	102.50	-	103.50	98.00
Office boys	59.50	54.50	66.00	55.50	58.00	59.50	63.50	60.00
Tabulating-machine operators:								
Class A	-	100.50	105.50	107.00	112.00	-	108.00	-
Class B	-	79.50	94.00	-	97.50	100.00	93.00	-
Class C	-	-	82.00	-	-	-	80.00	-
<u>Women</u>								
Billers, machine:								
Billing machine	60.50	66.50	74.00	61.50	69.00	60.00	87.50	71.00
Bookkeeping machine	-	58.00	81.00	-	58.50	65.00	72.00	69.00
Bookkeeping-machine operators:								
Class A	68.50	73.50	88.50	78.50	81.00	81.00	87.50	73.50
Class B	57.50	61.00	65.50	56.50	65.50	56.50	65.50	61.00
Clerks:								
Accounting, class A	81.50	78.50	90.50	81.00	85.00	80.00	87.00	81.50
Accounting, class B	63.50	65.00	73.50	65.00	70.00	69.00	73.50	71.50
File, class A	63.00	65.50	73.50	-	69.50	-	76.50	77.50
File, class B	52.50	54.50	62.00	58.00	55.00	60.50	58.50	61.00
Order	56.00	64.00	84.50	64.50	72.00	-	81.00	72.00
Payroll	79.00	74.50	86.00	71.50	79.00	72.50	87.50	77.50
Comptometer operators	63.50	67.00	83.50	63.50	73.50	-	80.00	72.50
Duplicating-machine operators (Mimeograph or Ditto)	-	-	70.50	-	63.00	-	71.00	57.50
Keypunch operators	73.50	64.50	80.00	70.00	73.00	81.50	76.00	73.50
Office girls	-	50.50	61.50	-	51.00	-	60.50	53.50
Secretaries	90.50	85.00	94.50	80.50	85.50	86.00	91.50	90.00
Stenographers, general	75.00	71.50	81.50	72.00	74.50	76.50	80.50	77.50
Stenographers, technical	-	-	91.50	-	-	-	83.50	-
Switchboard operators	58.50	62.50	75.50	58.50	68.00	72.00	75.00	70.00
Switchboard operator-receptionists	59.50	65.50	77.00	59.00	67.50	64.50	73.50	68.50
Tabulating-machine operators:								
Class A	-	-	106.50	-	-	-	-	-
Class B	-	76.00	89.50	-	90.00	-	85.00	-
Class C	-	-	-	-	-	-	72.50	-
Transcribing-machine operators, general	-	63.00	72.50	69.50	66.00	-	74.50	70.00
Typists:								
Class A	71.50	66.50	78.50	68.50	68.00	70.00	74.00	73.00
Class B	55.50	56.50	65.50	56.50	59.00	62.50	64.00	61.00
Professional and technical								
<u>Men</u>								
Draftsmen, leader	-	155.00	149.50	-	-	-	133.50	126.00
Draftsmen, senior	-	125.00	119.00	111.50	114.50	134.00	119.50	105.50
Draftsmen, junior	87.50	85.50	91.50	92.00	93.00	98.50	94.50	89.00
Tracers	-	-	-	-	-	-	-	-
<u>Women</u>								
Nurses, industrial (registered)	-	85.00	101.00	92.50	87.50	96.50	96.50	98.50

¹ Earnings relate to standard salaries that are paid for standard work schedules.² Exceptions to the standard industry limitations are shown in footnotes 4 and/or 5 to the table in appendix A.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table A-2. Office occupations—manufacturing.

(Average weekly earnings¹ for selected occupations studied in manufacturing, late 1959 and early 1960)

Sex, occupation, and grade	Northeast															
	Albany-Schenectady-Troy	Allentown-Bethlehem-Easton	Boston	Buffalo	Lawrence-Haverhill	Newark and Jersey City	New Haven	New York City	Paterson-Clifton-Passaic	Philadelphia	Pittsburgh	Portland	Providence	Waterbury	Worcester	York
Office clerical																
Men																
Clerks:																
Accounting, class A	\$96.00	\$126.00	\$98.50	\$110.50	-	\$98.50	\$104.00	\$102.00	\$105.00	\$94.50	\$117.00	-	-	\$92.00	-	\$91.00
Accounting, class B	80.50	93.00	71.00	101.00	-	83.50	-	81.50	81.00	75.50	98.00	-	-	-	-	68.00
Order	-	-	79.50	108.00	-	95.00	96.00	82.50	96.00	84.50	103.50	-	\$78.00	-	\$94.00	74.50
Payroll	-	115.00	92.00	112.00	-	92.50	-	88.00	-	92.50	107.50	-	-	-	-	76.00
Office boys	56.50	82.00	52.50	63.50	-	57.00	50.50	55.50	59.00	51.50	64.50	-	51.50	63.00	50.50	-
Tabulating-machine operators:																
Class A	100.50	118.50	92.00	-	-	95.00	-	103.00	108.50	100.00	113.50	-	-	-	-	102.50
Class B	88.00	103.00	77.00	-	-	88.50	-	88.00	90.00	83.50	101.50	-	-	-	-	-
Class C	-	80.50	71.00	-	-	77.50	-	69.00	81.50	67.00	-	-	-	-	-	-
Women																
Billers, machine:																
Billing machine	56.50	54.50	65.00	74.50	-	68.00	-	78.00	68.00	70.00	85.50	-	64.00	-	70.50	63.50
Bookkeeping machine	-	-	-	-	-	63.50	-	70.00	-	-	69.50	-	-	-	-	-
Bookkeeping-machine operators:																
Class A	75.50	-	75.00	82.50	-	80.00	-	81.50	80.50	78.00	-	-	69.50	-	73.50	63.00
Class B	66.00	57.00	66.00	65.00	\$64.50	71.00	63.00	76.00	69.50	64.50	69.50	-	52.50	-	64.50	54.50
Clerks:																
Accounting, class A	87.00	82.50	77.50	86.00	72.00	87.50	83.00	89.00	93.50	86.00	101.00	-	75.50	84.50	90.00	78.00
Accounting, class B	68.50	70.00	66.50	70.50	63.50	69.50	69.50	70.50	74.50	63.00	84.50	\$65.00	60.50	67.50	62.50	58.50
File, class A	67.00	84.00	67.00	-	-	74.00	-	79.00	69.00	71.50	76.50	-	58.50	67.00	78.50	-
File, class B	62.00	70.00	57.00	69.50	-	62.50	58.50	62.50	61.50	56.00	72.50	-	47.50	58.50	53.50	60.00
Order	73.00	83.00	64.00	67.50	74.00	72.50	78.00	71.00	69.50	62.00	90.00	-	58.00	72.00	71.00	58.50
Payroll	72.00	61.00	68.00	74.00	62.00	76.00	72.00	79.50	77.50	70.00	86.50	64.00	64.50	78.50	68.50	66.00
Comptometer operators	72.00	66.00	63.00	72.50	-	76.00	70.50	80.00	75.50	70.00	77.00	-	66.50	66.00	68.00	-
Duplicating-machine operators (Mimeograph or Ditto)	-	-	55.00	-	-	-	-	-	-	64.50	71.50	-	-	67.00	57.00	-
Key punch operators	76.50	78.00	65.50	77.00	66.50	71.50	68.00	70.50	72.50	67.00	78.50	-	61.50	71.50	63.50	67.50
Office girls	-	72.50	56.00	59.00	-	60.00	-	60.00	-	51.00	58.00	-	45.50	-	52.00	-
Secretaries	86.50	82.50	80.50	87.50	82.00	89.50	85.00	95.00	87.00	89.00	94.00	76.00	74.00	93.00	84.00	86.00
Stenographers, general	75.50	68.50	70.00	79.00	64.00	76.00	71.50	79.00	73.50	70.50	79.50	66.00	62.50	75.50	68.50	66.50
Stenographers, technical	-	-	71.50	-	-	77.50	73.50	-	-	81.00	89.00	-	-	92.50	-	-
Switchboard operators	78.00	71.00	70.00	77.50	-	75.50	-	78.00	77.50	72.50	81.50	-	61.50	79.50	67.00	-
Switchboard operator-receptionists	67.50	59.50	65.50	69.50	58.50	69.50	67.00	73.00	68.50	64.50	70.50	51.50	57.50	66.50	62.00	60.50
Tabulating-machine operators:																
Class A	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Class B	-	-	-	-	-	82.00	-	-	-	81.50	87.00	-	72.50	88.50	77.50	79.50
Class C	-	-	61.50	-	-	71.00	-	-	-	-	-	-	63.00	-	-	-
Transcribing-machine operators, general	-	-	64.00	68.50	-	69.00	68.00	76.50	-	66.00	71.00	-	60.00	75.00	65.00	67.00
Typists:																
Class A	79.50	72.50	65.50	77.50	-	71.50	67.00	76.00	-	72.00	77.50	-	60.50	73.50	65.50	60.00
Class B	65.50	64.50	60.50	63.50	-	63.00	60.00	66.50	66.00	59.00	67.50	-	49.00	62.00	55.50	58.00
Professional and technical																
Men																
Draftsmen, leader	-	147.50	147.50	156.00	-	139.50	135.00	171.00	-	154.50	163.50	-	-	-	142.50	128.00
Draftsmen, senior	-	116.00	119.00	125.00	96.00	113.00	107.00	119.50	115.00	112.00	134.50	-	107.50	113.50	117.50	105.50
Draftsmen, junior	-	98.50	90.00	95.00	74.00	86.00	79.50	83.00	92.50	89.00	99.50	-	84.00	86.50	-	86.00
Women																
Nurses, industrial (registered)	94.00	92.50	84.50	96.50	82.00	91.50	90.00	100.50	93.50	90.00	99.00	-	72.50	91.00	86.00	78.00

See footnote at end of table.

Table A-2. Office occupations—manufacturing—Continued.

(Average weekly earnings¹ for selected occupations studied in manufacturing, late 1959 and early 1960)

Sex, occupation, and grade	South																		
	Atlanta	Balti- more	Beau- mont- Port Arthur	Birming- ham .	Charles- ton, W. Va.	Char- lotte	Dallas	Fort Worth	Green- ville	Houston	Jackson	Jack- sonville	Lubbock	Memphis	Miami	New Orleans	Rich- mond	Savan- nah	Wash- ington
Office clerical																			
Men																			
Clerks:																			
Accounting, class A	\$95.00	\$102.50	\$126.50	\$113.50	\$123.00	-	\$117.50	\$94.00	-	\$103.00	-	\$92.00	-	\$96.00	\$86.00	\$95.50	\$103.50	-	\$95.50
Accounting, class B	79.50	84.50	95.00	78.50	-	-	89.00	-	-	83.50	-	-	-	84.50	68.50	75.50	91.00	-	-
Order	83.00	-	-	90.50	-	\$76.00	76.50	-	-	89.00	\$74.00	-	-	69.00	80.00	-	-	-	-
Payroll	86.50	110.00	-	100.00	112.50	81.50	91.50	-	-	-	-	-	-	-	-	91.50	-	-	-
Office boys	-	55.00	-	49.50	77.00	-	55.00	53.50	-	-	-	-	-	49.00	51.50	47.50	-	-	-
Tabulating-machine operators:																			
Class A	-	-	-	-	-	-	-	-	-	-	-	-	-	104.50	-	-	-	-	-
Class B	95.00	-	112.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Class C	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women																			
Billers, machine:																			
Billing machine	65.50	63.50	-	71.50	-	-	70.50	-	\$55.50	-	-	-	-	53.50	-	65.50	-	-	-
Bookkeeping machine	63.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bookkeeping-machine operators:																			
Class A	74.00	74.50	-	-	-	-	73.00	-	-	-	-	-	-	-	67.50	74.50	70.50	-	-
Class B	67.50	67.00	-	68.00	-	57.00	69.00	61.00	60.00	63.50	-	-	-	58.00	-	67.00	61.50	-	-
Clerks:																			
Accounting, class A	87.00	89.00	103.50	94.50	102.00	72.50	84.50	86.00	70.00	92.00	76.00	75.50	-	83.00	79.00	74.50	79.00	\$92.50	-
Accounting, class B	69.00	74.00	87.00	71.50	80.00	62.00	70.00	63.50	52.00	72.00	60.50	61.00	-	58.50	63.00	67.00	70.50	58.00	71.00
File, class A	79.50	-	-	83.00	-	-	64.00	-	-	73.00	-	-	-	-	-	-	-	-	-
File, class B	62.50	57.50	68.00	70.50	-	46.50	63.50	-	46.00	-	-	-	-	47.50	-	50.50	61.50	-	-
Order	63.50	60.50	-	72.50	-	-	68.00	60.50	57.00	74.00	-	-	-	63.50	-	-	66.50	-	-
Payroll	69.50	71.00	91.50	70.50	64.00	60.00	71.50	68.00	57.00	83.50	-	-	-	65.00	68.00	64.50	72.00	74.00	-
Comptometer operators	78.00	73.50	-	69.00	-	63.00	74.00	68.50	-	67.00	-	-	-	70.00	58.50	68.50	62.00	-	69.00
Duplicating-machine operators (Mimeograph or Ditto)																			
Keypunch operators	81.00	74.00	85.50	82.00	92.00	62.50	71.00	72.50	54.50	80.50	-	-	-	69.50	-	72.00	75.00	66.50	72.50
Office girls	-	-	-	-	-	-	62.00	57.00	-	-	-	-	-	-	-	-	-	-	-
Secretaries	86.00	88.50	102.00	92.00	102.50	80.00	85.00	79.50	74.00	93.00	70.50	76.00	-	74.00	74.50	85.50	86.50	85.00	86.00
Stenographers, general	78.50	78.00	89.00	81.00	93.00	66.50	77.50	75.00	62.00	82.00	57.00	66.50	\$65.50	66.50	60.50	67.50	75.00	-	-
Stenographers, technical	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Switchboard operators	83.00	78.50	85.00	81.00	85.00	-	71.50	74.50	-	77.00	-	-	-	61.50	56.50	64.00	75.50	-	-
Switchboard operator-receptionists	63.50	62.00	70.00	68.50	-	54.50	65.00	56.50	57.00	69.50	-	60.00	-	59.50	60.00	61.50	63.00	-	65.00
Tabulating-machine operators:																			
Class A	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Class B	-	-	-	-	-	-	-	-	66.50	-	-	-	-	-	-	-	-	-	-
Class C	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transcribing-machine operators, general																			
Typists:	61.00	71.00	-	64.50	-	-	-	62.50	-	68.50	-	-	-	53.50	-	-	-	-	-
Class A	75.50	76.00	82.50	79.00	91.50	-	67.00	71.50	-	71.00	-	-	-	71.00	60.00	75.50	70.00	-	64.50
Class B	60.00	64.50	66.50	65.50	67.50	51.50	58.50	49.00	51.00	56.50	-	52.50	-	50.50	54.50	60.00	55.50	-	66.00
Professional and technical																			
Men																			
Draftsmen, leader																			
Draftsmen, senior	144.50	148.00	147.50	163.00	-	-	111.50	-	-	131.00	-	-	-	-	-	-	-	-	-
Draftsmen, junior	117.00	118.50	130.00	128.50	-	97.00	102.00	101.00	-	108.00	-	-	-	118.00	110.00	122.00	120.50	-	108.00
	89.00	86.00	96.00	92.00	112.50	83.50	76.00	75.50	-	80.00	-	-	-	75.50	79.00	91.00	87.00	-	77.00
Women																			
Nurses, industrial (registered)	98.50	95.00	111.50	97.50	102.50	-	86.50	-	73.00	106.00	-	-	-	-	-	95.50	97.50	86.50	-

See footnote at end of table.

Table A-2. Office occupations—manufacturing—Continued

(Average weekly earnings¹ for selected occupations studied in manufacturing, late 1959 and early 1960)

Sex, occupation, and grade	North Central																
	Akron	Canton	Chicago	Cincinnati	Cleveland	Dayton	Des Moines	Detroit	Indianapolis	Kansas City	Milwaukee	Minneapolis-St. Paul	Muskegon-Muskegon Heights	Rockford	St. Louis	Sioux Falls	South Bend
Office clerical																	
Men																	
Clerks:																	
Accounting, class A	\$119.00	\$119.00	\$107.00	\$96.50	\$108.50	\$110.00	\$98.00	\$119.50	\$100.50	\$100.00	\$111.50	\$95.00	\$109.00	\$103.00	\$100.50	-	\$102.00
Accounting, class B	-	110.50	88.50	81.00	88.00	-	-	101.00	80.50	-	83.50	77.00	-	84.00	91.00	-	-
Order	115.50	-	103.00	90.50	102.50	95.50	-	119.50	89.00	86.00	95.50	98.00	104.00	123.00	89.50	-	94.00
Payroll	-	107.50	96.00	-	98.50	97.50	-	116.50	100.50	83.50	93.50	-	-	-	93.00	-	83.00
Office boys	55.00	-	64.00	59.00	65.00	58.00	-	68.50	61.00	55.00	59.50	51.50	-	-	58.50	-	60.50
Tabulating-machine operators:																	
Class A	104.00	115.00	109.00	100.50	-	-	-	-	106.50	-	104.50	-	-	-	104.00	-	106.50
Class B	-	98.50	89.50	94.00	-	100.50	-	-	95.50	93.00	90.00	81.50	-	-	85.50	-	99.00
Class C	-	-	-	-	-	-	-	-	88.00	-	-	-	-	-	-	-	-
Women																	
Billers, machine:																	
Billing machine	69.50	-	74.50	63.50	72.00	69.00	-	77.00	73.50	-	67.00	-	-	-	72.00	-	68.50
Bookkeeping machine	-	-	-	-	73.00	-	-	78.00	-	-	-	-	-	-	-	-	-
Bookkeeping-machine operators:																	
Class A	95.50	-	82.50	79.50	86.00	82.00	78.50	90.50	77.50	81.00	83.00	78.50	-	-	77.50	-	-
Class B	68.00	59.50	78.00	65.00	70.50	80.00	64.50	81.50	70.50	65.50	69.00	66.50	-	66.50	69.50	-	74.00
Clerks:																	
Accounting, class A	92.00	74.50	93.50	89.50	91.50	81.00	-	108.00	86.00	86.00	89.00	81.00	81.00	78.50	86.50	-	80.50
Accounting, class B	71.00	78.00	74.00	66.50	75.50	-	74.00	85.50	74.50	66.00	71.00	63.50	69.00	64.00	65.00	\$70.00	70.00
File, class A	72.50	-	73.00	68.50	73.00	71.50	-	-	68.00	66.50	71.00	62.50	-	68.50	68.50	-	79.00
File, class B	62.00	60.50	63.00	55.00	63.50	68.50	-	67.50	66.00	57.50	65.50	53.50	-	58.50	57.00	-	-
Order	-	-	77.00	64.00	71.00	62.50	70.50	84.50	65.50	60.50	66.50	71.00	-	67.50	68.50	-	63.00
Payroll	83.00	83.50	80.00	74.50	80.00	78.50	72.50	91.00	81.50	71.00	72.00	70.50	67.50	70.50	68.00	-	76.00
Comptometer operators	75.50	68.00	80.50	71.00	76.50	84.50	64.00	87.50	75.50	75.00	70.00	74.00	72.50	72.50	71.00	-	73.50
Duplicating-machine operators (Mimeograph or Ditto)	-	-	66.00	-	72.50	69.00	-	74.50	64.50	-	62.50	-	-	-	61.50	-	75.50
Key punch operators	81.00	71.50	75.50	73.50	78.00	74.00	70.50	89.50	76.50	71.00	71.00	61.50	65.00	65.00	67.00	-	74.50
Office girls	-	-	61.50	-	61.00	-	53.50	74.50	-	-	58.00	48.00	-	54.50	51.50	-	-
Secretaries	94.00	86.00	94.50	89.50	97.00	87.50	77.50	106.00	98.50	89.50	91.50	80.00	83.50	85.50	86.50	-	93.50
Stenographers, general	78.00	71.50	78.50	72.50	79.50	92.50	67.50	92.50	87.00	78.00	74.50	66.00	70.50	70.50	71.50	-	77.00
Stenographers, technical	-	81.50	-	-	84.50	-	-	-	91.00	-	-	-	-	-	75.50	-	-
Switchboard operators	79.50	79.50	78.50	76.50	83.50	82.00	-	90.00	79.00	73.50	79.50	69.00	-	73.50	76.50	-	73.00
Switchboard operator-receptionists	66.00	66.50	76.50	68.00	71.50	68.50	65.50	75.50	64.50	62.00	70.50	66.00	63.50	69.00	64.50	-	65.00
Tabulating-machine operators:																	
Class A	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Class B	-	-	-	-	-	78.00	-	-	-	-	-	-	-	-	83.00	-	86.00
Class C	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transcribing-machine operators, general	79.50	66.50	77.50	64.00	73.50	66.00	64.00	86.00	66.50	62.50	69.00	64.00	59.50	68.50	65.00	-	67.50
Typists:																	
Class A	73.50	73.50	74.50	72.50	81.00	82.00	69.00	91.00	78.50	78.00	76.50	63.00	76.00	66.50	71.50	-	78.50
Class B	66.50	62.00	66.50	60.50	67.50	67.50	59.00	77.00	64.50	60.50	63.00	56.50	57.00	59.50	61.50	-	69.00
Professional and technical																	
Men																	
Draftsmen, leader	160.00	153.00	140.50	130.50	145.00	138.50	-	163.50	133.00	145.00	148.00	137.00	133.50	126.00	158.50	-	-
Draftsmen, senior	124.00	129.50	120.00	115.00	120.50	126.50	111.00	141.50	126.00	113.00	117.50	109.50	111.00	114.00	120.00	-	138.50
Draftsmen, junior	99.50	102.50	89.00	91.00	93.50	105.50	83.00	100.50	93.00	93.00	93.00	87.00	87.50	86.00	92.50	-	102.50
Women																	
Nurses, industrial (registered)	91.50	93.50	95.50	93.00	96.50	93.00	90.50	103.00	99.00	92.50	89.50	88.00	85.00	82.50	89.00	-	92.50

See footnote at end of table.

Table A-2. Office occupations—manufacturing—Continued

(Average weekly earnings¹ for selected occupations studied in manufacturing, late 1959 and early 1960)

Sex, occupation, and grade	West							
	Albu- querque	Denver	Los Angeles— Long Beach	Phoenix	Portland	San Bernardino— Riverside— Ontario	San Francisco— Oakland	Seattle
Office clerical								
<u>Men</u>								
Clerks:								
Accounting, class A	-	\$96.50	\$110.00	\$100.50	\$101.00	-	\$102.50	\$103.00
Accounting, class B	-	82.50	83.00	84.50	76.50	-	94.00	-
Order	-	82.00	98.00	-	102.50	-	111.50	-
Payroll	-	79.50	103.00	-	-	-	114.00	-
Office boys	-	54.50	69.50	-	50.50	-	65.50	62.50
Tabulating-machine operators:								
Class A	-	-	105.50	-	-	-	-	-
Class B	-	83.00	96.00	-	-	-	95.50	-
Class C	-	-	83.00	-	-	-	-	-
<u>Women</u>								
Billers, machine:								
Billing machine	-	-	74.50	-	68.50	-	-	-
Bookkeeping machine	-	-	-	-	-	-	-	-
Bookkeeping-machine operators:								
Class A	-	-	90.00	-	81.00	-	88.50	-
Class B	-	66.00	82.50	-	74.50	-	80.00	72.00
Clerks:								
Accounting, class A	-	84.00	91.50	90.50	87.50	\$83.50	93.50	90.50
Accounting, class B	\$65.50	67.50	76.50	70.00	72.50	72.50	82.00	80.50
File, class A	-	-	82.00	-	69.50	-	83.50	-
File, class B	-	64.50	71.00	-	61.50	-	70.00	73.00
Order	-	71.00	82.50	72.50	69.00	-	87.00	72.00
Payroll	-	75.00	86.50	77.00	78.50	73.00	89.00	80.00
Comptometer operators	-	69.00	87.00	66.00	77.00	-	82.00	78.00
Duplicating-machine operators (Mimeograph or Ditto)	-	-	73.00	-	-	-	73.50	-
Keypunch operators	-	71.50	82.00	85.00	70.00	80.00	77.50	76.50
Office girls	-	-	65.50	-	-	-	65.50	63.50
Secretaries	97.00	86.50	96.00	88.00	84.00	92.00	95.50	94.50
Stenographers, general	-	75.50	84.50	76.00	77.00	82.50	85.00	79.50
Stenographers, technical	-	-	95.00	-	-	-	-	-
Switchboard operators	-	75.00	85.00	74.00	66.50	82.50	83.50	77.00
Switchboard operator-receptionists	-	65.50	77.50	63.00	68.00	68.00	74.00	70.50
Tabulating-machine operators:								
Class A	-	-	106.50	-	-	-	-	-
Class B	-	-	90.50	-	-	-	86.50	-
Class C	-	-	-	-	-	-	-	-
Transcribing-machine operators, general	-	68.50	75.50	-	73.50	-	78.50	-
Typists:								
Class A	-	70.50	83.00	-	72.00	74.00	82.50	76.00
Class B	-	59.00	72.00	67.00	67.00	69.50	70.00	67.00
Professional and technical								
<u>Men</u>								
Draftsmen, leader	-	-	145.00	-	-	-	-	126.00
Draftsmen, senior	-	114.00	115.50	110.50	114.50	140.50	121.00	102.50
Draftsmen, junior	-	82.00	92.50	93.00	92.50	101.00	97.00	82.50
<u>Women</u>								
Nurses, industrial (registered)	-	-	102.00	-	85.50	99.00	97.50	100.00

¹ Earnings relate to standard salaries that are paid for standard work schedules.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table A-3. Office occupations-nonmanufacturing

(Average weekly earnings¹ for selected occupations studied in nonmanufacturing, late 1959 and early 1960)

Sex, occupation, and grade	Northeast															
	Albany-Schenectady-Troy	Allentown-Bethlehem-Easton	Boston ²	Buffalo	Lawrence-Haverhill	Newark and Jersey City ²	New Haven	New York City ²	Paterson-Clifton-Passaic	Philadelphia ²	Pittsburgh	Portland	Providence	Waterbury	Worcester	York
Office clerical																
Men																
Clerks:																
Accounting, class A	\$98.00	\$93.50	\$93.50	\$96.00	-	\$96.50	\$100.00	\$93.50	-	\$89.50	\$98.50	\$97.50	-	-	-	-
Accounting, class B	-	-	73.00	-	-	88.50	-	72.00	-	78.50	93.00	-	-	-	-	-
Order	-	-	91.50	-	-	88.00	-	85.50	-	85.50	86.50	86.00	-	-	-	-
Payroll	-	-	80.00	-	-	-	-	87.00	-	88.50	93.50	-	-	-	-	-
Office boys	57.50	-	52.00	-	-	59.00	68.00	54.50	\$64.00	57.00	59.00	52.50	\$51.50	-	-	-
Tabulating-machine operators:																
Class A	-	-	89.50	-	-	94.50	-	98.00	-	88.50	-	-	-	-	-	-
Class B	75.00	-	69.00	-	-	82.50	87.00	85.50	-	78.50	85.00	-	83.50	-	-	-
Class C	74.50	-	64.00	-	-	70.50	-	67.00	-	63.00	-	-	-	-	-	-
Women																
Billers, machine:																
Billing machine	-	-	69.00	-	\$60.00	73.00	-	71.00	-	65.50	61.50	52.50	-	-	-	\$52.50
Bookkeeping machine	-	-	52.00	56.00	-	60.00	-	73.50	-	59.00	61.00	-	53.00	-	-	-
Bookkeeping-machine operators:																
Class A	67.00	-	68.00	66.00	-	70.00	-	78.00	-	69.00	70.00	-	49.50	-	-	-
Class B	58.50	50.00	58.50	52.50	51.00	62.00	52.50	68.00	59.00	56.50	58.50	47.00	52.50	-	\$52.50	56.50
Clerks:																
Accounting, class A	75.00	-	75.00	81.50	76.00	83.50	86.50	87.50	95.50	74.50	78.00	67.00	71.50	\$86.00	69.00	-
Accounting, class B	-	55.50	60.50	59.50	63.00	64.50	62.50	69.00	63.50	61.00	63.50	51.50	51.00	59.50	63.50	-
File, class A	-	-	62.50	-	-	65.00	-	68.00	-	63.50	62.00	-	59.00	-	-	-
File, class B	51.00	46.00	49.50	47.00	-	52.00	51.50	56.50	48.50	49.50	53.00	48.50	48.00	50.00	48.50	43.50
Order	-	-	62.50	-	-	64.00	-	71.50	57.00	62.50	62.00	-	55.50	-	-	-
Payroll	73.50	-	70.00	69.00	-	78.00	70.50	80.00	71.00	68.00	73.00	55.00	58.50	-	61.50	-
Comptometer operators	70.50	-	66.00	63.00	-	74.00	82.50	72.00	71.00	63.00	68.50	67.50	59.00	-	-	-
Duplicating-machine operators (Mimeograph or Ditto)	-	-	57.50	-	-	-	-	63.50	-	58.00	-	-	-	-	-	-
Keypunch operators	62.50	71.50	62.50	61.00	-	66.00	72.50	68.00	66.00	61.50	66.00	60.50	57.00	-	53.00	-
Office girls	-	-	49.50	50.50	-	57.00	-	54.50	-	47.50	53.50	-	47.00	-	-	-
Secretaries	85.50	62.50	78.00	81.50	76.00	88.50	86.00	89.50	85.50	81.00	84.00	64.50	72.50	73.50	76.00	70.50
Stenographers, general	74.50	70.00	65.50	65.00	66.50	71.50	74.00	72.50	70.00	67.00	70.50	61.00	57.50	77.00	62.00	63.50
Stenographers, technical	-	-	71.50	-	-	74.50	-	83.00	-	64.00	79.00	-	-	-	-	-
Switchboard operators	60.00	55.50	64.00	58.00	-	70.00	66.00	71.50	65.50	62.50	69.50	49.00	54.50	-	58.50	-
Switchboard operator-receptionists	56.00	-	63.50	60.50	-	68.50	-	72.50	67.50	63.00	67.50	56.00	61.00	-	58.50	54.50
Tabulating-machine operators:																
Class A	-	-	82.50	-	-	-	-	96.50	-	84.00	-	-	-	-	-	-
Class B	-	-	63.50	-	-	80.50	-	79.00	-	70.50	76.00	-	70.00	-	66.50	-
Class C	-	-	59.00	-	-	64.50	-	72.00	62.50	57.50	63.50	-	52.00	-	-	-
Transcribing-machine operators, general	68.00	-	61.00	64.50	-	63.00	62.50	71.00	-	60.50	62.50	50.50	51.50	-	-	-
Typists:																
Class A	66.00	-	65.50	59.50	-	65.50	66.50	69.00	-	71.50	71.50	58.00	53.00	-	62.50	-
Class B	54.00	55.00	53.50	54.50	51.00	58.50	59.50	61.50	60.00	55.50	58.50	48.00	47.50	-	53.50	47.50
Professional and technical																
Men																
Draftsmen, leader	-	-	157.50	-	-	148.00	-	169.50	-	171.00	-	-	-	-	-	-
Draftsmen, senior	-	-	121.00	116.50	-	128.00	-	133.00	-	132.00	117.50	-	-	-	-	92.50
Draftsmen, junior	-	-	91.50	-	-	88.50	-	94.50	-	104.00	84.50	-	-	-	-	75.00
Women																
Nurses, industrial (registered)	-	-	84.00	-	-	91.50	-	93.50	-	87.50	-	-	-	-	-	-

See footnotes at end of table.

Table A-3. Office occupations—nonmanufacturing—Continued

(Average weekly earnings¹ for selected occupations studied in nonmanufacturing, late 1959 and early 1960)

Sex, occupation, and grade	South																		
	Atlanta	Balti- more	Beau- mont- Port Arthur	Birming- ham	Charles- ton, W. Va.	Char- lotte	Dallas	Fort Worth	Green- ville	Houston	Jackson	Jack- sonville ²	Lubbock	Memphis ²	Miami	New Orleans	Rich- mond ²	Savan- nah	Wash- ington ²
Office clerical																			
Men																			
Clerks:																			
Accounting, class A	\$98.50	\$95.00	\$107.50	\$91.50	\$87.50	\$112.00	\$93.50	\$89.50	-	\$103.50	\$94.00	\$91.00	-	\$96.00	\$93.50	\$91.50	\$100.50	\$109.00	\$96.50
Accounting, class B	80.50	88.00	-	92.50	-	99.50	76.00	71.00	-	83.00	74.50	69.00	-	-	79.50	66.00	74.50	89.50	71.00
Order	77.00	87.00	-	70.50	-	69.50	77.00	-	-	87.50	77.00	66.00	-	69.00	-	72.50	76.00	-	91.00
Payroll	93.50	-	-	-	-	83.50	82.00	-	-	103.50	-	-	-	-	-	80.00	88.00	-	-
Office boys	55.50	49.00	-	58.50	56.50	55.50	52.00	51.50	-	51.50	57.50	52.00	-	-	54.00	53.50	52.50	62.50	56.00
Tabulating-machine operators:																			
Class A	96.50	-	-	-	-	108.00	-	94.50	-	108.00	-	-	-	95.50	-	-	94.50	-	-
Class B	77.00	-	-	72.00	-	77.00	-	76.50	-	89.50	-	76.50	-	-	82.00	78.50	78.50	-	85.50
Class C	70.50	-	-	-	-	-	-	59.00	-	81.00	-	-	-	-	-	-	-	-	81.00
Women																			
Billers, machine:																			
Billing machine	60.50	-	-	58.00	59.00	60.00	65.00	56.50	-	56.50	58.00	58.50	-	59.00	61.50	54.50	52.50	66.00	63.50
Bookkeeping machine	57.00	52.00	-	55.00	42.00	61.50	53.50	50.00	\$51.50	54.50	52.50	56.50	-	48.50	69.00	52.00	54.00	-	67.50
Bookkeeping-machine operators:																			
Class A	66.00	-	-	63.50	-	63.00	69.50	62.00	-	75.50	59.50	59.00	\$66.50	-	65.00	63.50	65.50	-	77.50
Class B	62.00	53.50	52.50	53.00	57.50	54.50	57.50	56.50	50.00	62.50	48.00	53.50	53.50	52.00	57.50	53.00	56.00	51.50	61.50
Clerks:																			
Accounting, class A	83.00	72.50	79.00	76.00	87.50	68.00	75.00	71.50	-	83.50	75.50	71.00	71.00	68.00	78.50	78.00	75.00	74.00	80.00
Accounting, class B	63.00	61.00	66.50	60.50	55.00	61.00	60.50	56.50	52.50	66.00	57.50	61.50	52.50	54.00	63.50	58.00	59.50	59.50	63.50
File, class A	66.50	61.50	-	54.50	-	63.50	58.50	-	-	61.00	-	-	-	57.50	60.00	57.50	58.50	-	64.00
File, class B	50.00	48.00	57.00	47.50	53.50	51.00	48.00	44.00	44.00	53.00	46.00	47.50	49.50	51.50	49.50	47.50	49.50	-	51.50
Order	62.00	57.50	-	60.00	-	63.50	59.50	51.50	-	66.50	-	54.00	52.50	58.50	64.50	56.50	-	-	59.50
Payroll	74.00	67.50	70.00	68.00	71.50	66.00	70.50	58.50	56.00	78.50	65.00	71.50	-	62.00	72.50	67.50	70.00	-	76.00
Comptometer operators	69.00	66.50	-	58.50	57.50	58.50	64.00	62.00	-	68.00	53.50	60.00	-	54.50	59.50	60.50	61.00	-	69.50
Duplicating-machine operators (Mimeograph or Ditto)	-	-	-	-	-	-	-	-	-	53.00	-	-	-	55.50	55.50	-	-	-	65.50
Keypunch operators	67.50	60.50	-	62.00	-	58.00	62.50	55.50	-	71.00	55.00	59.50	61.00	56.00	67.50	61.50	64.50	-	67.50
Office girls	53.00	49.00	-	48.00	-	-	47.00	47.00	-	50.50	-	49.50	-	50.50	48.50	42.50	51.00	-	52.50
Secretaries	83.00	77.00	86.00	79.00	79.50	71.50	80.50	69.50	70.00	86.00	69.50	73.00	74.00	68.50	76.50	77.50	78.50	85.50	85.00
Stenographers, general	71.00	59.00	69.50	63.00	73.00	60.50	66.50	61.00	61.50	74.00	60.50	62.50	65.00	60.50	67.00	64.00	70.50	83.50	75.50
Stenographers, technical	-	-	-	-	-	-	81.00	-	-	90.00	-	-	-	-	-	-	-	-	78.00
Switchboard operators	59.00	56.00	52.00	56.50	55.50	56.00	57.00	56.50	47.50	65.00	46.50	49.00	48.50	42.50	55.00	50.50	58.50	45.50	58.50
Switchboard operator-receptionists	66.00	61.50	-	58.00	62.00	60.00	65.50	53.50	-	62.00	52.50	56.00	52.00	58.00	57.00	56.50	59.00	-	66.50
Tabulating-machine operators:																			
Class A	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Class B	68.50	-	-	63.00	-	-	-	-	-	-	-	64.50	-	-	-	-	68.00	-	-
Class C	-	-	-	-	-	-	-	-	-	-	-	60.50	56.00	-	-	-	53.50	-	-
Transcribing-machine operators, general	62.00	60.00	-	56.00	-	63.00	57.50	52.50	-	64.00	-	61.50	-	58.00	-	60.00	60.00	-	70.50
Typists:																			
Class A	60.50	62.00	-	56.50	69.50	66.00	62.00	57.50	-	65.50	55.50	54.00	60.00	56.00	65.00	62.50	60.00	-	67.50
Class B	54.00	51.00	54.50	49.50	54.50	50.50	52.00	48.50	45.50	58.50	52.00	48.50	-	47.50	52.50	50.50	53.50	54.50	61.00
Professional and technical																			
Men																			
Draftsmen, leader	-	-	-	-	-	-	143.00	-	-	-	-	-	-	-	-	-	-	-	129.50
Draftsmen, senior	114.50	102.50	-	104.50	-	-	115.50	92.50	-	110.00	-	-	-	-	113.00	98.50	128.00	-	109.00
Draftsmen, junior	85.50	73.00	-	78.50	-	-	81.00	69.00	-	85.50	-	80.00	-	-	92.50	77.00	-	-	86.50
Women																			
Nurses, industrial (registered)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	80.00	-	-	-	-

See footnotes at end of table.

Table A-3. Office occupations—nonmanufacturing—Continued

(Average weekly earnings¹ for selected occupations studied in nonmanufacturing, late 1959 and early 1960)

Sex, occupation, and grade	North Central																
	Akron	Canton	Chicago ¹	Cincinnati ²	Cleveland ²	Dayton	Des Moines	Detroit ²	Indianapolis ²	Kansas City	Milwaukee	Minneapolis-St. Paul	Muskegon-Muskegon Heights	Rockford	St. Louis ²	Sioux Falls	South Bend
Office clerical																	
Men																	
Clerks:																	
Accounting, class A	\$99.50	-	\$104.00	\$93.00	\$98.00	-	\$85.00	\$112.50	\$96.50	\$94.00	\$103.50	\$96.00	-	-	\$96.50	\$99.50	\$98.00
Accounting, class B	-	-	86.00	80.50	78.50	-	-	80.50	90.00	72.50	-	77.50	-	-	79.00	-	-
Order	-	-	103.00	93.00	96.00	-	-	109.00	76.00	99.00	91.50	90.50	-	-	86.00	-	-
Payroll	-	-	96.50	-	-	-	-	89.50	-	94.50	-	-	-	-	97.00	-	-
Office boys	-	-	61.50	52.50	62.00	-	50.50	58.50	54.50	52.50	59.00	58.50	-	-	61.00	-	-
Tabulating-machine operators:																	
Class A	-	-	109.50	-	-	-	96.50	-	105.00	102.50	-	102.50	-	-	105.50	-	-
Class B	-	-	89.00	-	-	-	74.50	-	84.50	84.00	89.50	86.00	-	-	91.00	-	-
Class C	-	-	76.50	-	-	-	-	-	71.50	75.50	-	67.50	-	-	-	-	-
Women																	
Billers, machine:																	
Billing machine	67.50	-	72.50	66.00	62.50	\$61.50	-	71.50	68.50	72.50	62.00	63.00	\$60.00	\$64.50	68.50	-	61.00
Bookkeeping machine	61.00	-	68.50	-	-	56.50	-	61.00	59.00	62.00	63.00	60.00	-	-	-	-	-
Bookkeeping-machine operators:																	
Class A	-	-	86.50	67.50	82.00	-	63.50	81.00	71.50	80.50	-	70.50	-	-	68.50	-	-
Class B	56.50	\$45.50	71.00	59.50	64.50	62.00	58.00	66.00	57.00	57.00	67.00	58.50	-	59.50	57.50	52.00	54.00
Clerks:																	
Accounting, class A	80.00	-	90.50	78.00	81.50	80.00	67.50	86.00	76.00	79.00	85.00	77.50	85.00	86.00	84.00	69.50	76.50
Accounting, class B	59.50	-	71.50	63.00	66.00	61.50	55.50	67.50	64.50	62.50	64.50	61.50	77.50	-	62.00	51.50	57.00
File, class A	-	-	71.00	-	72.00	84.50	58.00	70.50	60.50	67.50	64.00	64.50	-	-	68.00	-	-
File, class B	51.00	-	60.00	51.00	54.50	54.50	47.00	56.50	51.50	52.00	52.00	52.50	-	50.50	54.50	45.00	-
Order	60.00	-	73.00	67.00	70.00	60.00	-	72.00	62.50	66.00	62.00	62.00	-	-	59.50	-	-
Payroll	77.00	-	82.00	74.00	74.00	73.50	64.50	75.50	73.00	74.00	73.00	71.50	-	-	77.00	-	63.50
Comptometer operators	61.50	-	75.50	65.50	71.00	63.00	62.00	71.00	72.50	69.00	65.00	67.00	-	-	71.50	-	-
Duplicating-machine operators (Mimeograph or Ditto)	-	-	69.00	-	-	-	48.50	66.00	59.50	57.00	58.50	-	-	-	-	-	-
Key punch operators	68.50	-	76.00	62.00	67.50	73.50	54.50	72.00	68.00	66.50	62.50	63.00	-	60.00	73.50	-	-
Office girls	-	-	60.00	50.00	56.00	-	46.00	55.00	54.50	49.00	50.00	47.50	-	-	56.00	-	-
Secretaries	86.50	74.50	92.00	84.50	88.50	88.50	80.00	88.50	80.00	83.00	85.00	78.50	76.00	81.00	83.50	-	75.50
Stenographers, general	67.00	66.00	78.00	66.00	72.00	73.50	63.00	76.50	74.00	69.50	67.50	70.00	65.00	66.50	68.50	59.50	60.00
Stenographers, technical	-	-	90.00	-	-	-	-	-	-	-	-	70.50	-	-	68.00	-	-
Switchboard operators	64.00	57.00	71.00	63.50	66.00	57.00	53.00	69.00	56.50	59.00	62.00	63.50	-	61.50	60.50	-	54.50
Switchboard operator-receptionists	62.50	-	73.50	65.00	67.00	61.50	59.00	70.00	63.00	63.50	61.50	60.50	-	62.50	65.50	-	62.00
Tabulating-machine operators:																	
Class A	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Class B	-	-	90.00	73.50	-	-	-	-	-	83.00	73.00	76.50	-	-	79.50	-	-
Class C	-	-	79.00	57.00	-	-	61.00	-	56.50	63.50	69.00	66.50	-	-	76.50	-	-
Transcribing-machine operators, general	60.50	-	76.00	61.00	66.00	-	56.00	68.50	61.50	62.00	62.50	60.50	-	-	64.00	-	-
Typists:																	
Class A	66.50	-	75.50	62.50	69.50	68.50	56.50	75.00	66.50	70.50	64.00	65.50	-	-	65.50	-	60.00
Class B	54.50	50.50	64.50	54.50	59.50	55.00	49.00	61.00	55.50	55.00	56.00	56.50	-	49.50	55.00	50.00	-
Professional and technical																	
Men																	
Draftsmen, leader	-	-	156.50	-	-	-	-	163.00	-	-	-	-	-	-	-	-	-
Draftsmen, senior	-	118.50	136.00	131.00	-	-	-	143.00	-	113.50	-	115.00	-	-	119.50	-	-
Draftsmen, junior	-	-	108.00	-	-	-	-	94.50	89.50	82.50	-	88.50	-	-	104.00	-	-
Women																	
Nurses, industrial (registered)	-	-	96.50	-	-	-	-	93.00	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-3. Office occupations—nonmanufacturing—Continued

(Average weekly earnings¹ for selected occupations studied in nonmanufacturing, late 1959 and early 1960)

Sex, occupation, and grade	West							
	Albu- querque	Denver	Los Angeles— Long Beach ²	Phoenix	Portland	San Bernardino— Riverside— Ontario	San Francisco— Oakland ²	Seattle ²
Office clerical								
<u>Men</u>								
Clerks:								
Accounting, class A	\$91.00	\$96.50	\$102.00	-	\$107.50	\$100.00	\$99.00	\$98.50
Accounting, class B	-	80.50	90.00	-	94.50	-	89.00	-
Order	-	75.50	98.50	-	99.50	89.00	99.50	94.00
Payroll	-	-	105.00	-	-	-	96.00	-
Office boys	-	55.00	64.50	-	62.50	-	63.00	58.00
Tabulating-machine operators:								
Class A	-	101.50	106.00	-	-	-	105.00	-
Class B	-	78.00	92.00	-	98.00	-	91.50	-
Class C	-	-	80.00	-	-	-	78.50	-
<u>Women</u>								
Billers, machine:								
Billing machine	59.50	66.50	74.00	\$61.50	69.50	-	87.50	71.00
Bookkeeping machine	-	57.00	-	-	57.50	-	72.50	68.00
Bookkeeping-machine operators:								
Class A	69.00	72.00	87.50	72.00	80.00	-	86.50	72.00
Class B	57.00	60.50	63.00	55.50	64.00	56.00	64.00	60.00
Clerks:								
Accounting, class A	78.50	76.50	89.00	78.00	83.50	78.50	84.50	80.00
Accounting, class B	62.50	64.00	71.50	63.50	69.50	64.50	71.00	68.50
File, class A	63.00	64.50	71.00	-	-	-	75.00	71.00
File, class B	49.50	52.50	58.50	54.50	54.00	57.50	57.50	56.00
Order	61.00	62.50	86.00	-	73.50	-	78.50	72.00
Payroll	81.00	74.50	85.50	65.00	79.50	72.00	86.50	75.50
Comptometer operators	-	66.50	81.50	60.50	70.50	-	78.50	71.00
Duplicating-machine operators (Mimeograph or Ditto)	-	-	67.00	-	-	-	68.00	57.50
Keypunch operators	-	63.00	78.50	62.60	74.50	83.00	75.50	70.00
Office girls	-	50.00	59.00	-	50.00	-	57.50	51.00
Secretaries	89.50	84.50	93.50	76.00	86.50	81.50	89.50	84.00
Stenographers, general	74.50	70.00	79.00	68.50	73.50	72.50	78.50	73.50
Stenographers, technical	-	-	86.50	-	-	-	82.00	-
Switchboard operators	57.50	60.00	72.00	54.50	68.50	68.00	72.50	68.50
Switchboard operator-receptionists	-	65.00	76.50	57.50	67.50	60.50	73.50	67.50
Tabulating-machine operators:								
Class A	-	-	-	-	-	-	-	-
Class B	-	-	89.00	-	-	-	84.00	-
Class C	-	-	-	-	-	-	72.00	-
Transcribing-machine operators, general	-	61.50	70.50	-	64.00	-	73.50	70.50
Typists:								
Class A	72.00	64.50	75.50	63.50	65.50	65.50	71.50	68.50
Class B	55.50	56.00	63.00	52.50	56.00	59.00	62.50	59.00
Professional and technical								
<u>Men</u>								
Draftsmen, leader	-	-	166.50	-	-	-	133.50	-
Draftsmen, senior	-	-	135.50	-	113.50	113.50	117.00	129.50
Draftsmen, junior	-	91.00	88.50	-	-	95.00	90.00	108.50
<u>Women</u>								
Nurses, industrial (registered)	-	-	97.50	-	-	-	-	-

¹ Earnings relate to standard salaries that are paid for standard work schedules.² Exceptions to the standard industry limitations are shown in footnotes 4 and/or 5 to the table in appendix A.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table A-4. Office occupations—public utilities

(Average weekly earnings¹ for selected occupations studied in transportation, communication, and other public utilities, late 1959 and early 1960)

Sex, occupation, and grade	Northeast														
	Albany— Schenec- tady—Troy	Allentown— Bethlehem— Easton	Boston ²	Buffalo	Newark and Jersey City	New Haven	New York City ³	Paterson— Clifton— Passaic	Phila- delphia	Pitts- burgh	Portland	Provi- dence	Water- bury	Worcester	York
Office clerical															
Men															
Clerks:															
Accounting, class A	-	\$102.50	-	-	\$95.00	\$105.50	\$102.50	-	\$111.00	\$113.50	-	-	-	-	-
Accounting, class B	-	-	\$67.50	-	-	-	84.00	-	101.50	101.00	-	-	-	-	-
Office boys	-	-	54.50	-	71.00	-	58.50	-	-	71.50	-	-	-	-	-
Women															
Clerks:															
Accounting, class A	-	-	85.50	-	89.50	-	95.50	-	83.00	-	-	-	-	-	-
Accounting, class B	-	-	70.50	-	-	74.00	80.00	-	70.00	87.50	\$66.00	-	-	-	-
File, class B	-	-	53.00	-	-	-	60.50	-	62.00	-	-	-	-	-	-
Payroll	\$81.00	-	75.00	-	-	-	83.00	\$68.50	68.00	88.00	-	-	-	-	-
Comptometer operators	-	-	-	-	74.50	-	78.00	-	-	-	74.50	-	-	-	-
Keypunch operators	-	83.00	73.00	\$72.00	-	74.00	69.50	-	69.50	71.00	75.00	\$67.50	-	-	-
Office girls	-	-	-	-	-	-	52.50	-	-	-	-	-	-	-	-
Secretaries	104.00	-	95.00	94.00	93.00	103.00	96.00	92.00	107.00	99.50	-	77.50	-	-	\$70.50
Stenographers, general	82.50	83.00	74.50	77.50	72.00	80.50	78.00	69.50	82.00	79.00	72.00	70.50	-	-	-
Switchboard operators	83.50	-	78.00	73.00	80.00	-	79.50	-	83.00	82.00	-	72.50	-	-	-
Switchboard operator-receptionists	-	-	-	-	69.50	-	74.00	65.00	67.50	-	-	-	-	-	-
Typists:															
Class A	-	-	-	-	-	-	71.50	-	86.00	74.50	-	-	-	-	-
Class B	-	61.00	-	63.00	66.00	-	67.50	-	71.00	63.50	-	-	-	-	-
Professional and technical															
Men															
Draftsmen, senior	-	-	-	-	-	-	123.50	-	-	117.50	-	-	-	-	-
Draftsmen, junior	-	-	-	-	92.00	-	81.50	-	-	93.00	-	-	-	-	-

See footnotes at end of table.

Table A-4. Office occupations—public utilities—Continued

(Average weekly earnings¹ for selected occupations studied in transportation, communication, and other public utilities, late 1959 and early 1960)

Sex, occupation, and grade	South																		
	Atlanta	Balti- more	Beau- mont- Port Arthur	Birming- ham	Charles- ton, W. Va.	Char- lotte	Dallas	Fort Worth	Green- ville	Houston	Jackson	Jack- sonville ²	Lubbock	Memphis ²	Miami	New Orleans	Rich- mond ²	Savan- nah	Wash- ington
Office clerical																			
Men																			
Clerks:																			
Accounting, class A	\$108.50	-	-	-	-	\$98.00	\$92.50	\$89.00	-	\$102.50	-	-	-	-	-	\$87.00	\$105.50	-	\$100.50
Accounting, class B	79.00	-	-	-	-	-	81.50	-	-	85.00	-	-	-	-	\$83.50	63.50	85.50	-	-
Office boys	66.00	-	-	\$62.00	-	-	59.50	63.50	-	55.50	-	-	-	-	58.50	61.50	65.00	-	64.50
Women																			
Clerks:																			
Accounting, class A	94.00	-	-	96.00	-	82.50	90.00	83.50	-	93.50	\$82.50	-	-	-	86.50	82.50	77.00	-	82.50
Accounting, class B	67.00	-	-	-	-	-	76.00	67.00	-	69.50	-	-	\$62.00	-	68.00	-	64.00	-	68.00
File, class B	64.00	-	-	-	-	50.50	61.00	-	-	70.50	-	-	-	-	53.50	-	53.00	-	57.00
Payroll	84.00	\$72.50	-	-	-	69.00	80.00	-	-	81.50	-	\$79.00	-	-	77.00	75.50	-	-	85.50
Comptometer operators	-	-	-	-	\$73.00	-	79.00	80.00	-	76.50	-	-	-	-	-	63.50	-	-	-
Keypunch operators	82.50	66.00	-	68.00	-	53.50	76.50	66.50	-	76.00	-	-	-	-	73.00	61.50	78.00	-	78.00
Office girls	-	-	-	-	-	-	54.00	-	-	52.50	-	-	-	-	-	-	-	-	-
Secretaries	98.50	90.00	\$98.50	98.50	91.50	79.00	90.00	85.00	-	89.50	88.50	85.00	76.50	\$84.00	82.50	84.00	93.00	\$96.00	90.50
Stenographers, general	78.00	-	-	69.50	78.50	71.50	70.50	73.00	-	77.00	67.50	69.50	73.50	79.00	75.00	64.50	85.00	91.00	84.50
Switchboard operators	79.50	69.50	-	81.00	82.00	72.50	69.00	77.50	-	77.00	-	-	-	-	72.00	71.00	78.00	-	77.00
Switchboard operator-receptionists	78.50	-	-	-	-	-	70.50	-	-	61.00	-	-	-	-	-	62.50	-	-	79.50
Typists:																			
Class A	-	62.50	-	-	-	-	66.00	62.00	-	67.00	-	-	-	-	69.00	69.50	65.50	-	73.50
Class B	66.00	58.00	58.50	-	59.50	-	55.50	53.00	-	59.00	-	-	-	-	-	51.50	71.00	-	69.00
Professional and technical																			
Men																			
Draftsmen, senior	108.50	-	-	-	-	-	111.50	-	-	110.00	-	-	-	-	-	-	129.50	-	118.50
Draftsmen, junior	-	-	-	-	-	-	64.00	-	-	78.50	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-4. Office occupations—public utilities.—Continued

(Average weekly earnings¹ for selected occupations studied in transportation, communication, and other public utilities, late 1959 and early 1960)

Sex, occupation, and grade	North Central																
	Akron	Canton	Chicago ²	Cincinnati	Cleveland ²	Dayton	Des Moines	Detroit ²	Indianapolis ²	Kansas City	Milwaukee	Minneapolis-St. Paul	Muskegon-Muskegon Heights	Rockford	St. Louis	Sioux Falls	South Bend
Office clerical																	
Men																	
Clerks:																	
Accounting, class A	\$98.00	-	\$109.50	\$102.50	\$103.00	-	\$84.50	\$111.50	\$101.00	\$99.00	\$107.00	\$104.00	-	-	\$102.00	-	-
Accounting, class B	-	-	95.50	92.00	-	-	-	91.00	94.00	76.50	-	83.50	-	-	94.50	-	-
Office boys	-	-	72.50	-	-	-	-	64.50	68.50	66.50	-	74.00	-	-	74.50	-	-
Women																	
Clerks:																	
Accounting, class A	80.00	-	98.00	-	-	-	-	95.50	78.00	88.50	87.00	87.50	-	-	93.50	-	-
Accounting, class B	69.00	-	80.00	-	65.50	-	70.50	76.00	67.50	67.00	70.50	68.00	-	-	75.50	-	-
File, class B	59.50	-	68.50	58.00	63.50	-	-	61.50	-	57.00	59.00	59.50	-	-	65.50	-	-
Payroll	-	-	92.00	74.50	74.50	-	-	74.50	80.50	82.50	75.00	83.00	-	-	80.50	-	-
Comptometer operators	76.00	-	87.00	-	83.00	-	-	82.00	85.00	85.00	-	87.50	-	-	85.00	-	-
Keypunch operators	72.50	-	87.50	72.50	-	-	62.50	80.50	76.50	70.00	66.50	77.00	-	-	85.00	-	-
Office girls	-	-	-	-	61.00	-	-	-	-	-	-	-	-	-	62.50	-	-
Secretaries	94.50	-	102.00	93.50	99.00	-	90.50	94.50	91.00	90.50	100.00	81.50	-	-	95.00	-	\$89.50
Stenographers, general	74.00	\$75.50	89.00	81.00	75.00	-	70.50	87.50	87.00	75.00	74.50	83.50	-	\$75.00	81.00	\$70.00	-
Switchboard operators	-	-	85.00	80.50	77.00	-	-	87.50	87.00	81.50	76.00	82.50	-	-	82.50	-	-
Switchboard operator-receptionists	-	-	79.50	-	72.50	-	-	70.50	70.00	69.00	-	63.00	-	-	75.00	-	-
Typists:																	
Class A	67.50	-	82.00	64.00	72.50	-	-	80.00	77.00	72.00	66.50	75.50	-	-	75.50	-	-
Class B	63.00	-	70.50	54.50	68.00	-	54.50	68.00	67.50	60.50	58.00	74.50	-	-	69.50	-	-
Professional and technical																	
Men																	
Draftsmen, senior	-	118.50	128.00	-	-	-	-	129.50	-	114.00	-	118.50	-	-	140.50	-	-
Draftsmen, junior	-	-	105.00	-	-	-	-	104.00	-	-	-	103.00	-	-	-	-	-

See footnotes at end of table.

Table A-4. Office occupations—public utilities—Continued

(Average weekly earnings¹ for selected occupations studied in transportation, communication, and other public utilities, late 1959 and early 1960)

Sex, occupation, and grade	West						
	Albuquerque	Denver	Los Angeles—Long Beach ²	Portland	San Bernardino—Riverside—Ontario	San Francisco—Oakland ²	Seattle ²
Office clerical							
<u>Men</u>							
Clerks:							
Accounting, class A	-	\$98.00	\$100.00	\$109.50	-	\$106.50	\$98.50
Accounting, class B	-	83.50	-	101.00	-	97.50	-
Office boys	-	-	70.50	68.50	-	72.50	-
<u>Women</u>							
Clerks:							
Accounting, class A	-	86.50	93.50	-	-	93.50	83.50
Accounting, class B	-	72.50	71.00	87.50	-	78.00	73.50
File, class B	\$53.50	56.50	76.00	75.50	-	75.50	67.00
Payroll	-	85.00	94.00	88.00	-	92.50	78.00
Comptometer operators	-	84.00	87.00	-	-	92.00	-
Key punch operators	-	69.50	77.00	78.50	-	88.50	77.00
Office girls	-	-	65.00	-	-	64.50	-
Secretaries	86.50	92.00	99.50	94.50	\$92.00	97.50	90.50
Stenographers, general	64.50	78.50	87.50	86.50	86.50	85.00	73.50
Switchboard operators	-	83.50	82.50	82.00	-	88.00	80.00
Switchboard operator-receptionists	-	68.50	90.50	70.00	-	90.50	70.00
Typists:							
Class A	-	74.00	77.50	67.00	-	82.50	68.50
Class B	-	72.00	75.00	67.50	-	69.00	62.00
Professional and technical							
<u>Men</u>							
Draftsmen, senior	-	-	129.50	114.00	113.50	109.50	-
Draftsmen, junior	-	94.00	-	-	-	-	-

¹ Earnings relate to standard salaries that are paid for standard work schedules.² 1 or more utilities are municipally operated and, therefore, excluded from the scope of the studies. See footnote 4 to the table in appendix A.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table A-5. Office occupations-wholesale trade

(Average weekly earnings¹ for selected occupations studied in wholesale trade, late 1959 and early 1960)

Sex, occupation, and grade	Northeast					South				North Central					West	
	Boston	Newark and Jersey City	New York City	Philadelphia	Pittsburgh	Atlanta	Baltimore	Houston	Washington	Chicago	Cleveland	Detroit	Minneapolis-St. Paul	St. Louis	Los Angeles-Long Beach	San Francisco-Oakland
Office clerical																
<u>Men</u>																
Clerks:																
Accounting, class A -----	\$100.00	\$114.50	\$96.00	-	-	\$100.50	-	\$104.00	-	\$108.50	\$99.00	\$120.00	\$87.50	\$94.50	\$104.00	\$99.50
Accounting, class B -----	84.00	-	78.00	-	-	82.50	-	-	-	77.50	-	84.00	72.00	-	-	-
Order -----	92.00	91.50	86.50	\$85.00	\$86.50	77.50	\$90.50	88.00	\$91.00	104.50	96.00	109.00	88.50	89.00	98.00	100.00
Office boys -----	61.50	-	57.00	59.50	-	54.00	-	-	-	60.00	-	-	57.50	-	66.00	-
Tabulating-machine operators:																
Class A -----	-	-	-	-	-	-	-	-	-	117.00	-	-	-	-	106.50	-
Class B -----	-	-	91.00	82.00	-	75.00	-	96.00	-	87.50	-	-	-	-	96.00	-
<u>Women</u>																
Billers, machine:																
Billing machine -----	75.00	75.50	75.00	-	58.00	65.50	-	-	-	71.00	-	-	-	62.00	80.00	-
Bookkeeping-machine operators:																
Class A -----	-	-	81.00	-	-	-	-	78.00	-	85.00	-	95.50	76.50	-	87.50	87.00
Class B -----	67.00	65.00	77.50	65.50	58.50	66.00	-	65.50	-	70.00	67.00	83.00	63.00	67.50	75.50	74.00
Clerks:																
Accounting, class A -----	82.00	-	91.00	82.00	80.50	-	-	85.50	-	91.00	-	86.50	79.00	85.50	87.50	86.00
Accounting, class B -----	65.00	-	75.00	69.00	71.00	69.00	67.50	71.00	-	75.00	75.00	70.50	62.50	66.00	76.50	78.50
File, class A -----	-	-	71.00	68.50	-	70.50	-	65.00	-	73.50	-	-	-	-	70.00	-
File, class B -----	52.00	52.50	59.50	54.50	55.00	57.50	53.00	59.00	-	63.00	56.00	61.50	57.00	54.50	63.00	59.00
Order -----	66.50	69.00	74.00	65.00	-	65.50	-	69.00	69.50	77.50	79.00	80.00	70.50	61.00	89.00	-
Payroll -----	76.50	-	88.00	78.50	-	79.00	-	-	-	80.00	79.00	-	76.50	82.50	86.50	93.50
Comptometer operators -----	66.00	86.50	74.00	68.50	67.00	71.00	72.50	67.00	67.50	73.00	69.50	77.00	65.50	68.00	80.50	78.00
Key punch operators -----	73.50	74.00	71.50	61.50	68.50	71.00	-	74.00	-	75.00	69.00	79.00	61.00	74.50	82.50	77.00
Office girls -----	-	-	-	48.00	-	-	-	-	-	-	-	-	-	-	60.50	60.00
Secretaries -----	79.50	90.00	92.00	83.00	84.00	85.50	77.50	92.00	88.00	95.00	87.50	90.50	83.00	81.00	94.00	93.50
Stenographers, general -----	75.00	76.50	77.00	67.00	71.50	74.00	77.00	77.50	-	76.00	75.00	79.50	68.50	66.00	81.00	80.50
Switchboard operators -----	66.50	77.50	74.50	70.50	-	-	-	-	-	77.00	70.50	77.00	-	-	79.00	78.00
Switchboard operator-receptionists -----	68.00	73.00	74.50	63.50	67.00	68.50	61.50	65.00	68.50	71.50	69.50	78.50	63.00	64.50	80.00	74.00
Transcribing-machine operators, general -----	68.00	-	71.00	67.50	69.00	67.00	-	-	-	80.50	70.00	-	62.00	66.50	74.50	73.50
Typists:																
Class A -----	70.50	73.50	74.50	68.50	-	64.00	-	68.00	-	76.50	-	82.00	66.00	-	78.50	75.00
Class B -----	60.00	62.50	66.50	59.00	61.50	56.00	61.50	-	64.50	65.50	61.50	69.50	55.00	56.50	68.50	67.00

¹ Earnings relate to standard salaries that are paid for standard work schedules.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table A-6. Office occupations-retail trade

(Average weekly earnings¹ for selected occupations studied in retail trade, late 1959 and early 1960)

Sex, occupation, and grade	Northeast						South						
	Boston	Newark and Jersey City	New York City ²	Philadelphia ³	Pittsburgh	Providence	Atlanta	Baltimore	Dallas	Houston	Miami	New Orleans	Washington ³
Office clerical													
Women													
Billers, machine:													
Billing machine	-	-	-	-	-	-	\$58.50	-	-	\$57.00	\$59.50	-	-
Bookkeeping machine	\$50.50	-	\$68.00	\$58.50	-	\$52.50	-	\$52.00	\$49.50	-	-	\$51.50	-
Bookkeeping-machine operators:													
Class B	59.00	-	73.50	62.00	-	50.50	61.50	53.00	60.50	61.50	70.00	51.00	\$61.50
Clerks:													
Accounting, class A	68.50	-	78.00	72.50	-	66.00	78.00	65.50	71.00	76.50	68.00	74.50	85.00
Accounting, class B	55.00	\$65.00	67.00	56.50	\$62.00	48.00	60.00	56.50	58.00	64.00	62.00	54.00	56.00
File, class B	45.50	-	54.00	45.50	52.00	-	48.00	46.00	41.50	-	48.50	46.50	-
Order	51.50	53.50	65.00	52.00	60.50	47.00	55.50	52.00	55.50	-	63.00	58.00	-
Payroll	64.50	-	70.50	63.50	72.50	52.00	67.50	65.00	66.50	70.00	68.00	60.50	70.00
Comptometer operators	57.00	72.00	69.50	59.50	67.00	50.50	64.50	-	61.00	64.00	56.50	56.00	69.00
Keypunch operators	57.00	65.00	63.50	61.50	-	-	53.50	-	63.50	-	54.50	57.50	-
Office girls	46.50	-	-	-	-	-	-	-	-	-	-	-	-
Secretaries	76.00	81.50	89.00	74.50	71.00	-	76.00	72.50	74.50	79.50	75.00	71.50	77.50
Stenographers, general	59.00	-	71.00	62.00	63.50	-	62.50	59.50	62.50	66.50	63.50	56.00	-
Switchboard operators	59.50	59.00	64.00	55.50	57.00	47.50	55.50	52.50	51.50	53.50	54.50	47.50	55.50
Switchboard operator-receptionists	57.00	-	-	59.00	-	-	60.00	-	63.50	-	56.50	57.00	61.00
Typists:													
Class A	-	-	68.00	-	-	-	53.00	55.00	64.00	-	-	-	-
Class B	53.00	57.50	60.50	53.00	56.50	51.00	54.00	51.50	53.00	-	51.50	50.00	55.00
	North Central						West						
	Chicago	Detroit ³	Indianapolis	Minneapolis-St. Paul	Denver	Portland	San Francisco-Oakland	Seattle					
Billers, machine:													
Billing machine	-	-	-	\$57.50	-	-	-	-					
Bookkeeping machine	\$62.50	\$63.00	-	53.50	\$55.00	-	\$72.50	\$68.00					
Bookkeeping-machine operators:													
Class B	68.50	66.00	\$57.00	56.00	61.00	\$68.50	75.50	62.00					
Clerks:													
Accounting, class A	86.00	83.00	76.00	72.50	69.00	80.50	83.00	73.50					
Accounting, class B	68.00	59.50	61.50	56.00	62.50	66.50	70.00	69.00					
File, class B	57.50	55.00	49.50	50.50	49.00	-	62.50	58.50					
Order	63.50	56.50	54.50	53.00	56.00	-	66.50	69.50					
Payroll	73.00	65.50	57.00	61.00	70.50	70.00	78.50	76.50					
Comptometer operators	71.00	66.00	61.50	57.50	58.00	66.00	76.00	68.50					
Keypunch operators	71.00	62.50	-	-	-	-	75.50	-					
Office girls	59.50	-	-	48.00	49.00	-	-	-					
Secretaries	88.50	87.00	76.00	77.50	75.00	78.50	87.00	81.00					
Stenographers, general	75.00	67.00	58.00	65.00	63.00	-	76.50	73.00					
Switchboard operators	65.50	64.50	53.00	54.00	56.00	58.00	72.50	69.50					
Switchboard operator-receptionists	74.00	65.00	61.50	56.50	63.50	62.00	-	71.00					
Typists:													
Class A	74.50	-	-	-	63.00	-	-	-					
Class B	64.00	58.00	54.50	55.00	53.00	-	67.00	68.00					

¹ Earnings relate to standard salaries that are paid for standard work schedules.² Excludes data for limited-price variety stores.³ Excludes data for 2 large department stores.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table A-7 Office occupations—finance

(Average weekly earnings¹ for selected occupations studied in finance, insurance, and real estate, late 1959 and early 1960)

Sex, occupation, and grade	Northeast					South				North Central					West	
	Boston	Newark and Jersey City	New York City	Philadelphia	Pittsburgh	Atlanta	Baltimore	Dallas	Washington	Chicago	Cleveland	Detroit	Minneapolis-St. Paul	St. Louis	Los Angeles-Long Beach	San Francisco-Oakland
Office clerical																
Men																
Clerks:																
Accounting, class A	\$76.50	\$84.50	\$87.00	\$84.50	\$87.50	\$92.00	\$87.50	\$94.50	-	\$98.00	-	-	-	\$88.00	\$92.00	\$87.00
Accounting, class B	-	-	63.50	67.00	-	-	-	63.00	-	80.00	-	-	-	59.00	-	-
Office boys	50.50	55.50	54.50	49.00	52.50	48.00	47.50	49.00	\$52.50	59.50	\$61.50	\$53.50	-	48.00	59.00	60.50
Tabulating-machine operators:																
Class A	84.50	-	93.00	77.00	-	-	-	-	-	100.50	-	-	-	-	102.50	-
Class B	64.50	77.50	83.00	75.00	77.50	67.50	-	-	-	84.50	-	-	\$78.00	-	84.50	82.50
Class C	56.00	-	65.50	57.50	-	-	-	-	-	73.50	-	-	63.00	-	71.00	72.00
Women																
Bookkeeping-machine operators:																
Class A	64.00	-	76.00	-	-	-	-	70.50	77.50	-	-	75.00	-	62.00	-	-
Class B	54.50	59.50	65.50	53.00	58.50	56.50	52.00	54.50	61.00	70.50	64.00	62.50	53.50	52.50	61.00	60.50
Clerks:																
Accounting, class A	73.00	73.00	86.00	71.50	-	72.50	69.00	65.50	75.50	86.50	-	81.50	74.50	75.50	81.50	80.50
Accounting, class B	56.50	60.50	63.50	56.50	57.00	55.50	55.50	53.00	63.00	68.50	64.50	66.00	60.50	53.00	67.00	66.50
File, class A	59.50	60.00	66.00	63.00	63.00	63.00	-	57.00	63.50	69.00	72.00	67.00	63.00	-	66.00	72.00
File, class B	49.00	50.50	55.50	48.50	52.50	47.50	45.50	46.00	52.50	57.00	53.00	55.50	51.00	50.00	56.00	54.00
Payroll	66.00	-	82.50	64.00	66.50	69.00	66.00	67.50	-	85.50	-	-	-	-	82.00	-
Comptometer operators	54.00	65.00	70.00	-	-	-	-	59.50	-	68.00	-	63.50	63.00	-	-	64.00
Keypunch operators	58.50	64.50	67.00	58.50	59.50	58.50	56.00	55.50	66.50	69.50	64.50	65.50	56.00	59.00	71.00	67.00
Office girls	49.50	53.50	55.50	47.00	-	52.00	-	45.00	-	58.00	-	54.00	45.50	50.00	55.00	54.00
Secretaries	74.50	82.50	89.50	76.50	80.00	75.00	74.50	78.00	85.50	88.50	84.50	85.00	76.50	72.50	89.50	87.50
Stenographers, general	60.00	64.00	69.00	61.50	65.50	62.00	56.00	62.50	63.00	74.50	68.00	70.00	60.00	60.00	75.50	74.50
Switchboard operators	63.00	64.00	71.50	61.00	69.50	63.50	56.50	62.50	52.50	76.50	67.50	66.00	64.50	60.00	70.00	69.50
Switchboard operator-receptionists	61.00	64.50	70.50	62.50	-	57.00	-	63.00	-	74.50	63.50	68.00	62.50	60.50	68.00	66.50
Tabulating-machine operators:																
Class B	66.00	-	81.50	68.50	-	-	-	-	-	-	-	-	-	66.50	-	82.50
Class C	56.50	-	-	59.00	-	-	-	-	-	-	-	-	67.00	-	-	70.00
Transcribing-machine operators, general	59.00	63.00	69.50	57.00	-	58.00	57.50	56.00	70.50	71.50	65.50	65.00	58.50	58.00	69.50	73.00
Typists:																
Class A	62.00	61.00	66.00	61.00	61.50	59.00	60.50	60.50	70.50	73.00	65.50	69.50	58.50	59.00	72.00	68.00
Class B	52.50	54.50	60.00	53.00	55.00	52.50	49.50	50.00	60.00	63.00	57.50	58.50	53.50	48.50	61.00	61.50

¹ Earnings relate to standard salaries that are paid for standard work schedules.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table A-8. Office occupations—services

(Average weekly earnings¹ for selected occupations studied in services, late 1959 and early 1960)

Sex, occupation, and grade	Northeast			South	North Central		West
	Boston	New York City	Philadelphia	Washington	Chicago	Detroit	Los Angeles—Long Beach ²
Office clerical							
<u>Men</u>							
Clerks:							
Accounting, class A	\$91.50	\$95.00	\$86.00	-	-	\$105.50	
Office boys	48.50	52.50	49.50	\$55.00	\$58.50	56.00	\$69.00
<u>Women</u>							
Clerks:							
Accounting, class A	74.00	86.50	-	76.00	90.50	88.50	85.50
Accounting, class B	66.50	67.50	65.50	69.00	71.50	69.00	75.50
File, class B	52.00	58.00	52.50	52.00	59.00	55.00	57.00
Payroll	75.00	78.00	-	74.50	80.00	77.50	78.50
Comptometer operators	-	72.50	-	-	78.50	-	-
Keypunch operators	-	69.00	-	58.50	80.00	67.00	80.00
Secretaries	78.50	86.00	76.00	84.50	90.00	88.50	93.00
Stenographers, general	65.50	74.50	65.50	76.50	79.00	71.50	74.00
Switchboard operators	54.00	69.00	53.00	56.50	60.50	61.00	62.00
Switchboard operator-receptionists	64.00	70.00	60.50	65.50	73.00	63.00	71.00
Typists:							
Class A	65.50	73.50	67.00	65.00	79.00	-	79.00
Class B	56.00	64.00	56.50	60.50	68.00	60.00	63.50
Professional and technical							
<u>Men</u>							
Draftsmen, leader	158.00	-	-	128.00	-	164.00	-
Draftsmen, senior	121.50	133.50	-	106.50	139.50	146.00	137.00
Draftsmen, junior	92.50	97.50	-	84.00	-	93.50	-

¹ Earnings relate to standard salaries that are paid for standard work schedules.² Excludes motion-picture production and allied services; data for these industries are included, however, in "all industries" and "nonmanufacturing."

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table A-9. Plant occupations—all industries

(Average hourly earnings¹ for selected occupations studied in 6 broad industry divisions, late 1959 and early 1960)

Occupation ²	Northeast															
	Albany-Schenectady-Troy	Allentown-Bethlehem-Easton	Boston ³	Buffalo	Lawrence-Haverhill	Newark and Jersey City ⁴	New Haven	New York City ³	Paterson-Clifton-Passaic	Philadelphia ³	Pittsburgh	Portland	Providence	Waterbury	Worcester	York
Maintenance and powerplant																
Carpenters -----	\$2.63	\$2.53	\$2.56	\$2.77	\$2.27	\$2.78	\$2.42	\$2.67	\$2.71	\$2.80	\$2.81	\$2.07	\$2.21	\$2.41	\$2.39	\$2.36
Electricians -----	2.82	2.61	2.69	2.97	2.48	2.95	2.59	2.78	2.82	2.80	2.97	2.20	2.29	2.66	2.76	2.47
Engineers, stationary -----	2.54	2.67	2.59	2.67	2.33	3.08	2.41	2.97	2.71	2.42	2.80	2.08	2.33	2.76	2.56	-
Firemen, stationary boiler -----	2.06	2.26	2.18	2.41	2.10	2.50	2.17	2.48	2.27	2.29	2.64	1.87	1.91	1.96	2.21	1.94
Helpers, trades -----	2.25	2.43	2.05	2.46	1.85	2.20	1.99	2.23	2.08	2.35	2.46	1.85	1.90	2.10	1.97	1.87
Machine-tool operators, toolroom -----	-	-	2.57	2.91	-	2.89	2.38	-	-	2.75	3.07	-	2.24	-	2.33	2.49
Mechanists -----	2.78	2.69	2.74	2.93	2.38	2.96	2.50	2.90	2.72	2.82	3.03	-	2.33	2.63	2.68	2.40
Mechanics -----	2.53	2.73	2.43	2.84	2.43	2.82	2.56	2.75	2.59	2.68	2.90	2.13	2.27	2.59	2.52	2.46
Mechanics, automotive -----	2.45	2.44	2.37	2.62	2.31	2.65	2.44	2.65	2.59	2.62	2.79	2.09	2.38	2.43	2.36	2.46
Millwrights -----	2.86	2.81	2.54	2.90	2.18	2.86	2.48	2.81	2.88	2.74	3.00	-	2.16	2.56	2.62	2.50
Oilers -----	2.06	2.45	2.04	2.45	1.89	2.35	1.97	2.32	2.27	2.07	2.51	-	1.65	2.31	2.20	1.93
Painters -----	2.56	2.53	2.27	2.65	2.23	2.62	2.35	2.39	2.51	2.58	2.67	1.84	2.11	2.39	2.47	2.09
Pipefitters -----	2.85	2.60	2.66	2.80	2.45	2.95	2.57	2.76	2.77	2.87	2.87	-	2.27	-	2.66	2.37
Plumbers -----	-	-	2.60	-	-	2.91	-	2.49	2.70	2.53	2.70	-	-	2.51	-	-
Sheet-metal workers -----	2.87	2.89	2.64	2.91	-	2.91	2.52	2.78	2.70	2.75	2.83	-	2.29	2.72	-	-
Tool and die makers -----	-	2.66	2.86	3.11	2.73	3.01	2.68	3.03	3.03	3.03	3.12	-	2.83	2.80	2.62	2.63
Custodial, warehousing, and shipping																
Elevator operators, passenger (men)-----	1.46	-	1.33	-	-	1.79	-	1.84	-	1.64	1.74	-	-	1.27	-	-
Elevator operators, passenger (women)-----	1.13	-	1.21	1.25	-	1.35	-	1.69	-	1.31	1.53	1.02	1.13	-	1.17	-
Guards -----	2.13	2.29	2.00	2.36	-	-	2.03	1.82	2.23	1.65	2.43	-	1.51	2.08	1.97	1.84
Janitors, porters, and cleaners (men)-----	1.72	1.88	1.66	1.95	1.54	1.85	1.64	1.77	1.78	1.74	1.93	1.53	1.45	1.82	1.68	1.64
Janitors, porters, and cleaners (women)-----	1.34	-	1.34	1.43	1.55	1.50	1.59	1.56	1.67	1.37	1.49	1.20	1.28	1.45	1.42	1.42
Laborers, material handling -----	1.90	2.21	1.89	2.17	1.83	2.28	1.94	2.11	2.00	2.04	2.23	1.77	1.82	1.95	1.82	1.86
Order fillers -----	2.05	1.65	1.93	2.34	-	2.28	2.16	2.02	2.13	2.06	2.31	1.74	1.65	2.19	1.86	1.93
Packers, shipping (men) -----	1.67	1.79	1.76	2.31	1.93	2.00	1.83	1.78	1.95	1.82	-	1.78	1.60	2.12	2.08	1.88
Packers, shipping (women) -----	-	-	1.44	1.98	1.31	1.52	1.62	1.74	1.55	1.45	-	-	1.20	1.86	1.27	1.48
Receiving clerks -----	1.99	1.95	1.91	2.28	1.93	2.23	2.00	2.05	2.34	2.04	2.33	1.74	1.72	2.00	1.99	1.99
Shipping clerks -----	2.14	2.38	2.05	2.43	1.91	2.37	2.17	2.24	2.24	2.20	2.44	1.86	1.80	2.18	2.10	2.09
Shipping and receiving clerks -----	1.97	2.09	2.00	2.24	1.90	2.33	2.16	2.22	2.22	2.29	2.37	1.71	1.80	2.27	1.97	1.65
Truckdrivers ⁴ -----	2.41	2.28	2.29	2.49	2.17	2.77	2.32	2.70	2.49	2.52	2.68	2.04	2.19	2.16	2.10	2.19
Light (under 1 1/2 tons) -----	-	1.89	1.96	2.28	-	2.13	1.82	2.32	2.24	2.24	2.53	1.90	1.51	1.87	1.75	-
Medium (1 1/2 to and including 4 tons) -----	2.14	2.20	2.18	2.32	-	2.76	2.19	2.64	2.45	2.51	2.64	1.80	2.02	1.91	2.00	2.00
Heavy (over 4 tons, trailer type) -----	-	2.41	2.43	2.65	-	2.86	2.50	2.66	2.65	2.59	2.91	2.54	2.47	2.29	2.31	2.13
Heavy (over 4 tons, other than trailer type) -----	2.74	2.22	2.33	2.55	-	2.59	2.31	3.04	2.29	2.55	2.57	-	2.22	1.97	2.14	-
Truckers, power (forklift)-----	2.21	2.21	2.14	2.39	2.10	2.38	1.99	2.51	2.23	2.21	2.38	1.86	1.90	2.46	2.18	2.04
Truckers, power (other than forklift) -----	2.26	2.31	2.14	2.36	-	2.18	2.19	2.41	2.53	2.09	2.69	-	1.66	2.18	2.32	-
Watchmen -----	1.76	1.45	1.66	1.77	1.64	1.84	1.50	1.83	1.65	1.68	1.89	1.47	1.42	1.82	1.78	1.64

See footnotes at end of table.

Table A-9. Plant occupations—all industries—Continued

(Average hourly earnings¹ for selected occupations studied in 6 broad industry divisions, late 1959 and early 1960)

Occupation ²	South																		
	Atlanta	Balti- more	Beau- mont- Port Arthur	Birming- ham	Charles- ton, W. Va.	Charlotte	Dallas	Fort Worth	Green- ville	Houston	Jackson	Jack- sonville	Lubbock	Memphis ³	Miami	New Orleans	Rich- mond ³	Savan- nah	Wash- ington ³
Maintenance and powerplant																			
Carpenters	\$2.43	\$2.62	\$3.05	\$2.83	\$3.16	\$1.97	\$2.46	\$2.43	\$1.72	\$2.94	-	\$2.28	-	\$2.21	\$2.40	\$2.25	\$2.46	\$2.46	\$2.62
Electricians	2.81	2.73	3.11	3.16	3.16	2.34	2.42	2.81	1.87	3.00	\$2.48	2.59	-	2.61	2.51	2.68	2.78	2.83	2.59
Engineers, stationary	2.54	2.47	2.87	2.95	3.00	2.28	2.13	2.64	2.01	2.45	2.07	2.22	-	2.39	2.03	2.04	2.29	-	2.70
Firemen, stationary boiler	1.71	2.22	2.83	2.54	-	1.52	-	-	1.26	-	-	1.88	-	1.48	-	1.87	1.67	2.00	1.73
Helpers, trades	1.84	2.19	2.53	2.38	2.56	1.36	1.67	1.73	1.33	2.37	-	2.00	-	1.64	1.95	1.90	1.92	1.99	1.99
Machine-tool operators, toolroom	-	2.73	-	2.89	-	-	-	-	-	2.77	-	-	-	-	-	-	-	-	-
Machinists	2.56	2.95	3.15	3.14	3.16	2.21	2.44	2.73	1.87	2.92	2.46	2.57	-	2.56	2.70	2.70	2.78	2.94	2.70
Mechanics	2.35	2.76	3.02	2.97	3.18	2.06	2.42	2.16	1.94	2.80	2.20	2.16	-	2.33	2.23	2.56	2.63	2.41	2.70
Mechanics, automotive	2.44	2.45	2.79	2.41	2.53	2.13	2.35	2.04	2.24	2.39	2.13	2.22	\$2.45	2.41	2.35	2.29	2.18	2.35	2.35
Millwrights	-	2.75	-	2.87	3.15	-	-	-	2.45	-	-	3.21	-	2.65	-	2.67	-	-	-
Oilers	1.96	2.26	2.55	2.48	2.64	-	2.00	2.14	1.33	2.31	-	-	-	1.97	1.51	2.01	1.91	2.21	-
Painters	2.34	2.31	3.02	2.63	3.08	-	2.24	2.49	1.57	2.84	-	2.12	-	2.11	2.13	2.21	2.38	2.53	2.21
Pipefitters	2.89	2.74	3.17	-	3.20	-	-	-	-	3.21	-	2.74	-	2.83	-	2.78	2.86	-	2.66
Plumbers	-	-	-	-	-	-	2.36	-	1.70	-	-	-	-	-	-	-	-	-	-
Sheet-metal workers	-	2.79	3.14	-	3.24	-	-	-	-	3.25	-	-	-	-	-	-	2.88	-	-
Tool and die makers	2.95	3.04	-	2.79	-	-	2.82	3.00	-	2.97	-	-	-	2.84	2.46	-	-	-	-
Custodial, warehousing, and shipping																			
Elevator operators, passenger (men)	-	1.06	-	-	-	-	1.07	-	-	-	-	-	-	.74	.87	.87	-	-	1.05
Elevator operators, passenger (women)	.65	1.08	-	.65	.80	-	.91	.94	-	1.00	.58	-	-	.70	.82	.72	.74	-	1.06
Guards	2.21	1.97	2.62	2.09	2.77	-	1.90	2.33	-	2.17	-	1.49	-	2.14	1.55	1.52	2.23	1.96	1.68
Janitors, porters, and cleaners (men)	1.26	1.52	1.69	1.41	1.88	1.18	1.29	1.43	1.18	1.35	1.03	1.17	1.17	1.18	1.26	1.07	1.32	1.14	1.35
Janitors, porters, and cleaners (women)	.95	1.16	.96	.84	1.44	.98	1.01	1.04	.97	1.08	.80	.96	1.05	.81	1.14	.75	1.05	.89	1.14
Laborers, material handling	1.60	1.96	1.85	1.72	2.23	1.57	1.60	1.62	1.24	1.49	1.25	1.39	1.35	1.49	1.58	1.48	1.38	1.76	1.81
Order fillers	1.65	1.78	1.44	1.33	-	1.36	1.62	1.48	1.39	1.71	1.22	1.58	1.31	1.51	1.59	1.42	1.60	1.75	1.86
Packers, shipping (men)	1.56	1.76	-	2.24	-	1.22	1.41	1.42	1.39	1.35	-	1.35	-	1.58	1.53	1.38	1.34	-	1.41
Packers, shipping (women)	1.43	1.30	-	-	-	-	1.46	-	-	-	-	-	-	-	-	.98	-	-	-
Receiving clerks	1.82	1.92	2.04	1.87	2.70	1.56	1.87	1.52	1.47	1.93	1.41	1.66	1.62	1.58	1.75	1.73	1.92	2.13	1.84
Shipping clerks	1.93	2.12	2.10	2.49	-	1.79	1.89	1.77	1.62	1.95	1.84	1.61	-	1.82	2.01	1.78	1.96	2.20	2.00
Shipping and receiving clerks	2.23	1.97	2.22	2.37	2.90	1.86	1.88	2.08	1.60	2.02	1.88	2.04	-	1.85	2.04	1.83	1.92	-	2.01
Truckdrivers ⁴	2.07	2.21	2.29	1.92	2.41	1.90	1.99	1.65	1.64	1.92	1.61	1.64	1.59	1.89	1.93	1.60	1.69	1.98	2.08
Light (under 1½ tons)	1.42	2.12	2.01	1.18	-	1.53	1.49	1.32	-	1.53	1.07	1.27	1.36	1.26	1.66	1.32	1.35	1.34	1.60
Medium (1½ to and including 4 tons)	2.18	2.04	2.31	1.93	2.43	1.98	2.12	1.74	1.31	1.95	1.46	1.54	1.62	1.77	1.84	1.62	1.64	2.10	2.04
Heavy (over 4 tons, trailer type)	2.37	2.39	-	1.91	2.38	2.36	1.99	1.79	2.36	2.16	-	1.82	1.68	2.14	2.10	1.70	1.75	2.11	2.29
Heavy (over 4 tons, other than trailer type)	-	2.20	-	1.83	2.45	-	-	1.77	1.94	-	-	-	-	-	-	2.09	-	-	2.23
Truckers, power (forklift)	1.88	2.39	2.41	2.19	2.36	1.97	1.84	1.92	1.39	2.14	1.31	1.64	1.34	1.50	1.54	1.84	1.62	1.92	1.72
Truckers, power (other than forklift)	1.65	2.48	-	1.88	-	-	2.11	-	-	-	-	-	-	2.07	-	1.82	-	-	-
Watchmen	1.38	1.45	2.01	1.40	1.55	1.16	1.36	1.26	1.22	1.30	1.23	1.29	1.16	1.07	1.24	1.14	1.43	1.47	1.29

See footnotes at end of table.

Table A-9. Plant occupations—all industries—Continued

(Average hourly earnings¹ for selected occupations studied in 6 broad industry divisions, late 1959 and early 1960)

Occupation ²	North Central																
	Akron	Canton	Chicago ³	Cincinnati ³	Cleveland ³	Dayton	Des Moines	Detroit ³	Indianapolis ³	Kansas City	Milwaukee	Minneapolis—St. Paul	Muskegon—Muskegon Heights	Rockford	St. Louis ³	Sioux Falls	South Bend
Maintenance and powerplant																	
Carpenters	\$2.83	\$2.69	\$2.99	\$2.72	\$2.90	\$2.98	\$2.72	\$2.96	\$2.68	\$2.76	\$2.79	\$2.75	\$2.63	\$2.36	\$2.83	-	\$2.98
Electricians	2.92	2.89	3.10	2.81	2.97	3.02	2.91	3.16	2.90	2.95	3.04	2.95	2.68	2.74	3.03	-	2.98
Engineers, stationary	2.92	2.66	3.01	2.90	2.85	2.91	2.46	3.05	2.75	2.76	2.79	2.68	-	2.62	2.81	-	2.83
Firemen, stationary boiler	2.75	2.48	2.50	2.46	2.50	2.53	2.17	2.57	2.17	2.24	2.44	2.48	2.27	2.09	2.64	-	2.62
Helpers, trades	2.39	-	2.42	2.12	2.48	2.24	2.26	2.45	2.23	2.41	2.20	2.35	2.28	2.02	2.55	-	2.34
Machine-tool operators, toolroom	-	2.99	2.91	2.80	2.87	-	-	3.17	3.07	2.93	2.94	2.52	2.88	2.63	2.88	-	2.85
Machinists	2.84	3.01	3.09	2.78	2.95	3.07	2.83	3.17	2.98	2.88	3.16	2.96	2.82	2.65	3.03	-	2.86
Mechanics	2.92	2.71	2.84	2.56	2.80	2.97	2.82	3.12	2.82	2.73	2.81	2.60	2.58	2.45	2.76	-	2.98
Mechanics, automotive	2.81	2.56	2.95	2.50	2.77	2.64	2.66	2.87	2.57	2.64	2.79	2.65	2.63	2.25	2.71	\$2.41	2.77
Millwrights	2.92	2.85	3.01	2.86	2.95	-	-	3.10	2.93	3.02	2.88	2.82	2.66	2.51	3.02	-	2.98
Oilers	2.68	2.34	2.42	2.38	2.44	2.39	2.42	2.54	2.52	2.30	2.53	2.36	2.31	2.14	2.50	-	2.48
Painters	2.78	2.67	3.05	2.67	2.69	2.85	2.73	2.90	2.43	2.76	2.88	2.91	2.78	2.42	2.72	-	2.92
Pipefitters	2.89	2.87	3.08	2.93	2.90	-	-	3.08	2.93	2.96	2.93	2.95	2.63	2.65	2.96	-	3.01
Plumbers	-	-	3.07	-	-	2.82	-	2.87	2.49	-	-	-	-	-	-	-	-
Sheet-metal workers	2.94	-	3.08	2.93	2.85	-	-	3.07	2.99	2.91	2.97	-	-	2.76	2.99	-	3.00
Tool and die makers	3.16	2.94	3.25	2.96	3.07	3.32	2.97	3.28	3.08	3.02	3.31	3.03	2.94	2.93	3.17	-	3.22
Custodial, warehousing, and shipping																	
Elevator operators, passenger (men)	2.06	-	2.12	-	1.36	-	-	1.85	1.19	1.05	-	1.56	-	-	1.26	-	-
Elevator operators, passenger (women)	1.51	.95	1.36	1.13	1.21	1.04	1.04	1.26	.87	1.20	1.21	1.45	-	-	1.32	-	.97
Guards	2.46	2.37	2.15	2.35	2.31	2.42	2.38	2.50	2.05	1.80	2.18	2.17	2.24	1.65	2.20	-	2.39
Janitors, porters, and cleaners (men)	2.19	2.00	1.86	1.72	1.91	1.94	1.70	2.07	1.67	1.67	1.97	1.79	2.04	1.79	1.67	1.57	2.08
Janitors, porters, and cleaners (women)	1.69	1.52	1.65	1.32	1.46	1.75	1.19	1.52	1.42	1.39	1.54	1.49	1.69	1.46	1.29	-	1.28
Laborers, material handling	2.42	2.20	2.14	2.02	2.26	2.11	2.05	2.32	2.07	1.96	2.21	2.23	2.14	1.97	2.09	1.88	2.38
Order fillers	2.48	2.15	2.17	1.84	2.23	2.07	2.11	2.33	1.93	2.12	2.29	2.21	2.25	2.02	2.20	1.71	2.24
Packers, shipping (men)	2.66	2.32	2.00	1.69	2.23	2.17	2.21	2.30	1.92	1.85	2.21	2.18	2.14	1.91	2.09	-	2.30
Packers, shipping (women)	-	-	1.80	1.72	1.71	1.65	-	2.21	1.28	1.40	1.72	1.63	-	-	1.78	-	-
Receiving clerks	2.05	2.28	2.32	1.96	2.24	2.07	2.06	2.27	2.16	2.08	2.33	2.26	2.24	2.04	2.25	-	2.40
Shipping clerks	2.57	2.51	2.44	2.07	2.24	2.35	2.19	2.53	2.17	2.25	2.44	2.41	2.37	2.07	2.22	-	2.41
Shipping and receiving clerks	2.41	2.20	2.34	2.25	2.34	2.27	1.98	2.48	2.30	2.38	2.38	2.32	-	2.03	2.23	-	-
Truckdrivers ⁴	2.64	2.25	2.74	2.51	2.60	2.39	2.33	2.64	2.28	2.39	2.58	2.51	2.39	2.23	2.57	2.05	2.57
Light (under 1½ tons)	2.54	-	2.73	2.03	2.25	2.08	1.86	2.39	1.84	1.96	2.52	2.47	-	2.02	2.42	-	-
Medium (1½ to and including 4 tons)	2.57	2.22	2.67	2.46	2.59	2.19	2.12	2.56	2.15	2.35	2.44	2.51	2.42	2.17	2.55	2.20	2.46
Heavy (over 4 tons, trailer type)	2.73	2.39	2.81	2.59	2.64	-	2.40	2.72	2.54	2.41	2.74	2.57	-	2.39	2.59	1.83	2.50
Heavy (over 4 tons, other than trailer type)	-	2.24	2.77	2.61	2.73	2.09	2.29	2.72	2.61	2.52	2.60	2.44	-	-	-	-	-
Truckers, power (forklift)	2.71	2.28	2.40	2.29	2.43	-	2.28	2.45	2.24	2.31	2.45	2.35	2.21	2.10	2.31	-	2.43
Truckers, power (other than forklift)	2.79	2.49	2.41	2.18	2.66	2.22	-	2.53	2.18	2.26	2.35	2.14	2.19	2.05	2.34	-	-
Watchmen	1.97	1.78	1.49	1.69	1.77	1.70	1.63	1.67	1.36	1.55	1.70	1.84	1.88	1.79	1.51	-	1.85

See footnotes at end of table.

Table A-9. Plant occupations—all industries—Continued

(Average hourly earnings¹ for selected occupations studied in 6 broad industry divisions, late 1959 and early 1960)

Occupation ²	West							
	Albuquerque	Denver	Los Angeles—Long Beach ³	Phoenix	Portland	San Bernardino—Riverside—Ontario	San Francisco—Oakland ⁴	Seattle ⁵
Maintenance and powerplant								
Carpenters	\$2.78	\$2.70	\$2.87	\$2.76	\$2.88	\$2.67	\$3.05	\$2.73
Electricians	3.02	2.79	3.04	3.09	3.06	3.01	3.09	-
Engineers, stationary	2.79	2.61	3.05	2.72	2.81	2.86	3.01	2.75
Firemen, stationary boiler	-	2.05	2.60	-	2.38	2.42	2.62	2.38
Helpers, trades	2.24	2.17	2.42	2.01	2.37	2.36	2.51	2.25
Machine-tool operators, toolroom	-	-	2.92	-	2.87	-	3.08	-
Machinists	-	2.66	3.01	-	3.01	2.98	3.09	2.89
Mechanics	2.98	2.67	2.81	2.89	2.91	2.86	3.05	2.82
Mechanics, automotive	2.68	2.67	2.87	2.60	2.77	2.83	3.02	2.74
Millwrights	-	-	3.01	-	2.91	-	-	2.72
Oilers	2.16	2.23	2.32	2.16	2.38	2.33	2.52	2.33
Painters	-	2.64	2.79	2.88	2.98	2.62	2.97	2.81
Pipefitters	-	2.79	2.96	-	2.97	2.84	2.96	-
Plumbers	-	-	2.92	-	-	-	-	-
Sheet-metal workers	-	2.75	2.87	-	2.87	-	2.93	-
Tool and die makers	3.35	2.88	3.10	3.03	-	-	3.47	3.00
Custodial, warehousing, and shipping								
Elevator operators, passenger (men)	-	-	1.47	-	-	-	1.80	-
Elevator operators, passenger (women)	-	1.18	1.60	-	1.33	-	1.96	1.60
Guards	-	2.13	2.32	2.25	2.35	2.38	1.96	2.27
Janitors, porters, and cleaners (men)	1.59	1.62	1.87	1.48	1.82	1.83	2.07	1.88
Janitors, porters, and cleaners (women)	1.30	1.49	1.64	-	1.58	-	1.98	1.75
Laborers, material handling	2.06	2.14	2.30	1.85	2.28	1.96	2.44	2.24
Order fillers	1.76	2.01	2.29	2.31	2.26	1.73	2.47	2.23
Packers, shipping (men)	-	1.84	2.17	-	2.25	2.26	2.31	2.18
Packers, shipping (women)	-	1.57	2.00	-	-	-	1.71	1.95
Receiving clerks	2.19	1.92	2.41	1.92	2.34	1.99	2.56	2.16
Shipping clerks	-	2.09	2.40	-	2.41	-	2.60	2.37
Shipping and receiving clerks	2.14	2.29	2.41	-	2.43	2.42	2.61	2.39
Truckdrivers ⁴	1.99	2.24	2.61	2.04	2.53	2.54	2.82	2.57
Light (under 1½ tons)	2.03	1.96	2.37	1.76	2.37	1.95	2.69	2.33
Medium (1½ to and including 4 tons)	2.06	2.26	2.56	2.27	2.49	2.06	2.82	2.48
Heavy (over 4 tons, trailer type)	2.22	2.41	2.71	2.18	2.60	2.70	2.91	2.65
Heavy (over 4 tons, other than trailer type)	1.94	2.17	2.62	-	2.61	-	2.88	2.65
Truckers, power (forklift)	2.20	2.18	2.47	2.15	2.38	2.33	2.51	2.33
Truckers, power (other than forklift)	-	-	2.44	-	2.37	2.42	2.64	2.28
Watchmen	1.72	1.60	1.92	1.34	1.96	-	2.11	2.01

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Data limited to men workers except where otherwise indicated.³ Exceptions to the standard industry limitations are shown in footnotes 4 and/or 5 to the table in appendix A.⁴ Includes all drivers, regardless of size and type of truck operated.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table A-10. Plant occupations—manufacturing

(Average hourly earnings¹ for selected occupations studied in manufacturing, late 1959 and early 1960)

Occupation ²	Northeast															
	Albany-Schenectady-Troy	Allentown-Bethlehem-Easton	Boston	Buffalo	Lawrence-Haverhill	Newark and Jersey City	New Haven	New York City	Paterson-Clifton-Passaic	Philadelphia	Pittsburgh	Portland	Providence	Waterbury	Worcester	York
Maintenance and powerplant																
Carpenters	\$2.69	\$2.57	\$2.51	\$2.79	\$2.27	\$2.75	\$2.40	\$2.78	\$2.71	\$2.75	\$2.84	-	\$2.14	\$2.42	\$2.36	\$2.36
Electricians	2.81	2.61	2.72	2.97	2.48	2.92	2.59	2.91	2.82	2.82	3.01	\$2.23	2.26	2.65	2.77	2.47
Engineers, stationary	2.62	2.69	2.73	2.71	2.28	3.13	2.39	3.22	2.72	2.55	2.86	-	2.09	2.78	2.57	-
Firemen, stationary boiler	2.08	2.29	2.23	2.42	2.05	2.51	2.17	2.79	2.26	2.37	2.65	1.74	1.84	1.95	2.20	1.95
Helpers, trades	2.51	2.44	2.05	2.48	1.84	2.16	1.93	2.21	2.06	2.42	2.48	-	1.87	2.08	1.95	1.93
Machine-tool operators, toolroom	-	-	2.57	2.91	-	2.89	2.38	-	-	2.75	3.07	-	2.24	-	2.33	2.49
Machinists	2.77	2.68	2.74	2.93	2.38	2.95	2.49	2.90	2.72	2.81	3.07	-	2.33	2.63	2.68	2.38
Mechanics	2.54	2.73	2.40	2.85	2.42	2.83	2.53	2.77	2.58	2.68	2.90	2.08	2.21	2.57	2.51	2.46
Mechanics, automotive	2.45	2.72	2.50	2.72	-	2.90	-	2.80	2.61	2.63	2.88	2.02	2.61	2.45	2.53	2.45
Millwrights	2.83	2.83	2.54	2.90	2.18	2.84	2.48	2.83	2.88	2.74	3.00	-	2.16	2.56	2.63	2.50
Oilers	2.06	2.45	2.04	2.47	1.82	2.33	1.99	2.37	2.25	2.07	2.52	-	1.64	2.31	2.18	1.93
Painters	2.56	2.54	2.47	2.69	2.23	2.59	-	2.64	2.54	2.66	2.69	-	2.08	2.42	2.47	2.09
Pipefitters	2.84	2.59	2.66	2.80	2.45	2.90	2.57	2.75	2.77	2.87	2.87	-	2.26	-	2.66	2.37
Plumbers	-	-	-	-	-	2.88	-	2.63	-	-	-	-	-	2.51	-	-
Sheet-metal workers	2.85	2.95	2.64	2.91	-	2.90	-	2.79	2.70	2.76	2.90	-	2.28	2.72	-	-
Tool and die makers	-	2.66	2.86	3.11	2.73	3.00	2.68	3.03	3.03	3.04	3.16	-	2.83	2.80	2.62	2.63
Custodial, warehousing, and shipping																
Guards	2.15	2.33	2.03	2.37	-	-	2.02	2.08	2.31	2.17	2.43	-	1.77	2.07	2.00	1.86
Janitors, porters, and cleaners (men)	1.77	1.96	1.81	2.13	1.56	1.98	1.75	1.79	1.82	1.87	2.08	1.73	1.44	1.92	1.73	1.71
Janitors, porters, and cleaners (women)	1.55	-	1.64	1.79	-	1.71	1.58	1.66	1.95	1.60	1.83	-	1.41	-	1.60	1.53
Laborers, material handling	1.80	2.20	1.86	2.23	1.74	2.33	1.91	2.08	1.88	2.06	2.21	1.67	1.68	1.98	1.64	1.78
Order fillers	2.05	1.65	2.01	2.26	-	2.24	2.18	1.81	1.90	2.01	2.22	1.85	1.58	2.29	2.00	2.04
Packers, shipping (men)	1.69	1.79	1.74	2.33	1.93	2.01	1.83	1.75	1.94	1.89	-	-	1.62	2.13	2.08	1.93
Packers, shipping (women)	-	-	1.49	2.15	1.31	1.71	-	-	1.57	1.53	-	-	1.21	1.86	1.27	1.48
Receiving clerks	2.14	1.97	2.01	2.29	1.93	2.22	2.01	2.24	2.28	2.18	2.36	-	1.70	2.00	2.06	2.11
Shipping clerks	2.20	2.38	2.14	2.49	1.92	2.23	2.09	2.25	2.05	2.26	2.48	-	1.73	2.24	2.11	2.10
Shipping and receiving clerks	-	2.10	2.11	2.36	1.90	2.35	2.13	2.18	2.24	2.16	2.46	1.87	1.79	2.26	1.97	1.81
Truckdrivers ³	2.19	2.26	2.34	2.44	2.02	3.15	2.19	3.00	2.39	2.54	2.73	1.73	1.80	2.10	2.07	1.82
Light (under 1½ tons)	-	2.07	2.25	2.32	-	2.19	1.90	2.29	2.26	2.41	2.64	-	1.54	1.87	1.79	-
Medium (1½ to and including 4 tons)	2.15	2.13	2.36	2.32	-	3.21	-	3.05	2.44	2.58	2.85	1.80	1.81	1.91	1.96	1.88
Heavy (over 4 tons, trailer type)	-	-	2.32	-	-	3.15	2.25	2.78	2.53	2.47	2.62	-	-	2.27	-	1.72
Heavy (over 4 tons, other than trailer type)	-	2.30	2.32	2.58	-	2.73	-	3.25	2.29	2.52	2.58	-	-	-	2.24	-
Truckers, power (forklift)	2.17	2.23	2.11	2.38	1.84	2.35	1.97	2.56	2.17	2.17	2.37	-	1.83	2.46	2.19	2.05
Truckers, power (other than forklift)	-	-	2.13	2.36	-	2.14	2.19	2.38	2.54	2.07	2.72	-	1.61	-	2.32	-
Watchmen	1.79	1.51	1.75	1.87	1.69	1.91	1.66	1.77	1.65	1.84	1.99	-	1.49	1.87	1.80	1.64

See footnotes at end of table.

Table A-10. Plant occupations—manufacturing—Continued

(Average hourly earnings¹ for selected occupations studied in manufacturing, late 1959 and early 1960)

Occupation ²	South																		
	Atlanta	Balti- more	Beau- mont- Port Arthur	Birming- ham	Charles- ton, W. Va.	Char- lotte	Dallas	Fort Worth	Green- ville	Houston	Jackson	Jack- sonville	Lubbock	Memphis	Miami	New Orleans	Rich- mond	Savan- nah	Wash- ington
Maintenance and powerplant																			
Carpenters	\$2.34	\$2.70	\$3.10	\$2.87	\$3.17	\$2.04	\$2.44	\$2.61	\$1.72	\$3.09	-	-	-	\$2.14	-	\$2.48	\$2.57	\$2.52	-
Electricians	2.85	2.77	3.12	3.18	3.17	2.32	2.56	2.88	1.88	3.13	\$2.44	\$2.68	-	2.68	\$2.28	2.78	2.78	2.83	-
Engineers, stationary	2.86	2.52	3.09	3.09	3.02	2.39	2.33	2.82	2.03	2.63	-	-	-	2.61	2.35	2.05	2.31	-	-
Firemen, stationary boiler	1.73	2.25	2.83	2.77	-	1.55	-	-	1.33	-	-	1.98	-	1.42	-	2.07	1.76	1.98	-
Helpers, trades	1.96	2.20	2.56	2.43	-	1.32	1.76	1.78	1.34	2.48	-	1.88	-	1.62	1.73	1.97	1.89	1.99	-
Machine-tool operators, toolroom	-	2.73	-	2.89	-	-	-	-	-	2.77	-	-	-	-	-	-	-	-	-
Machinists	2.54	2.95	3.15	3.14	3.18	2.14	2.93	2.81	1.87	3.04	2.44	2.64	-	2.57	2.42	2.75	2.78	2.97	-
Mechanics	2.31	2.78	3.05	3.03	3.22	2.09	2.39	2.27	1.94	2.90	2.14	2.07	-	2.35	2.10	2.56	2.63	2.40	-
Mechanics, automotive	2.22	2.36	2.97	2.50	2.64	1.85	2.10	2.10	-	2.61	-	2.01	-	1.99	2.03	2.13	2.04	2.44	\$2.12
Millwrights	-	2.75	-	2.87	3.15	-	-	2.44	-	3.21	-	2.65	-	2.67	-	-	-	-	-
Oilers	1.96	2.26	2.58	2.48	2.64	-	2.05	2.14	1.33	2.31	-	-	-	2.05	1.45	2.06	1.91	2.17	-
Painters	2.76	2.51	3.07	2.65	3.10	-	2.44	2.52	1.56	3.11	-	-	-	2.39	-	2.62	2.65	-	-
Pipefitters	2.89	2.73	3.17	-	3.20	-	-	-	-	3.21	-	-	-	2.83	-	2.79	2.86	-	-
Plumbers	-	-	-	-	-	-	-	-	1.70	-	-	-	-	-	-	-	-	-	-
Sheet-metal workers	-	2.80	3.14	-	3.24	-	-	-	-	3.25	-	-	-	-	-	-	2.88	-	-
Tool and die makers	2.95	3.05	-	2.79	-	-	2.82	3.00	-	2.98	-	-	-	2.84	2.46	-	-	-	-
Custodial, warehousing, and shipping																			
Guards	2.44	2.28	2.64	2.23	2.77	-	2.11	2.33	-	2.53	-	1.67	-	2.16	-	2.19	-	1.96	-
Janitors, porters, and cleaners (men)	1.60	1.86	2.08	1.78	2.20	1.23	1.56	1.77	1.21	1.75	1.29	1.46	\$1.20	1.44	1.38	1.54	1.53	1.43	1.44
Janitors, porters, and cleaners (women)	1.24	1.38	-	-	-	-	1.38	-	1.04	1.50	-	-	-	1.26	-	.75	1.16	-	-
Laborers, material handling	1.46	2.00	1.97	1.94	2.45	1.19	1.50	1.78	1.16	1.53	1.21	1.27	1.26	1.44	1.45	1.56	1.48	1.78	1.81
Order fillers	1.56	1.62	-	2.04	-	1.33	1.85	1.67	1.33	1.70	-	-	-	1.69	-	1.40	1.79	-	-
Packers, shipping (men)	1.69	1.83	-	-	-	1.18	1.50	1.79	1.41	1.45	-	1.38	-	1.71	1.64	1.60	1.40	-	-
Packers, shipping (women)	1.39	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Receiving clerks	1.87	2.19	2.49	2.36	2.78	1.53	2.09	1.90	1.48	2.19	-	-	-	1.77	1.76	2.03	2.16	-	-
Shipping clerks	1.93	2.30	2.48	2.74	-	1.80	2.02	2.04	1.66	1.94	-	1.76	-	1.88	2.15	1.87	1.96	2.26	-
Shipping and receiving clerks	2.32	1.95	2.58	2.48	-	-	1.82	-	1.60	2.17	2.24	-	-	1.71	2.14	1.93	1.95	-	-
Truckdrivers ³	1.55	2.28	2.58	2.08	2.58	1.55	1.85	1.73	1.29	1.74	1.38	1.53	1.56	1.60	1.58	1.53	1.60	1.65	2.16
Light (under 1½ tons)	1.40	2.43	-	1.41	-	1.30	1.50	1.46	-	1.66	-	-	-	1.52	1.58	1.47	-	-	1.79
Medium (1½ to and including 4 tons)	1.49	2.10	2.46	1.96	2.56	1.34	1.79	1.90	1.24	1.68	-	1.48	-	1.66	1.39	1.65	1.58	1.67	1.97
Heavy (over 4 tons, trailer type)	-	2.21	-	-	2.51	-	2.03	2.03	-	1.60	-	1.57	-	1.76	1.78	1.64	-	-	2.27
Heavy (over 4 tons, other than trailer type)	-	2.36	-	-	-	-	-	1.77	-	-	-	-	-	-	-	-	-	-	-
Truckers, power (forklift)	1.89	2.40	2.50	2.37	2.31	-	1.85	2.01	1.26	2.36	1.30	1.71	1.33	1.69	1.42	2.02	1.63	1.91	-
Truckers, power (other than forklift)	-	-	-	2.02	-	-	2.30	-	-	-	-	-	-	2.26	-	-	-	-	-
Watchmen	1.37	1.56	2.22	1.62	1.72	1.21	1.54	1.19	1.26	1.48	1.25	1.40	-	1.15	-	1.55	1.63	1.43	-

See footnotes at end of table.

Table A-10. Plant occupations—manufacturing—Continued

(Average hourly earnings¹ for selected occupations studied in manufacturing, late 1959 and early 1960)

Occupation ²	North Central															
	Akron	Canton	Chicago	Cincinnati	Cleveland	Dayton	Des Moines	Detroit	Indianapolis	Kansas City	Milwaukee	Minneapolis-St. Paul	Muskegon-Muskegon Heights	Rockford	St. Louis	Sioux Falls
Maintenance and powerplant																
Carpenters	\$2.84	\$2.80	\$2.89	\$2.65	\$2.87	\$2.97	\$2.85	\$3.01	\$2.81	\$2.79	\$2.84	\$2.76	\$2.60	\$2.38	\$2.86	-
Electricians	2.91	2.89	3.05	2.84	2.97	3.02	2.91	3.16	2.95	2.94	3.01	2.93	2.68	2.73	3.03	-
Engineers, stationary	2.92	2.68	3.02	3.04	2.98	2.90	2.79	3.17	2.80	2.94	2.86	2.70	-	2.60	3.02	-
Firemen, stationary boiler	2.77	2.50	2.46	2.48	2.51	2.52	2.35	2.65	2.25	2.23	2.47	2.52	2.36	2.09	2.64	-
Helpers, trades	2.39	-	2.44	2.12	2.51	2.29	2.20	2.46	2.27	2.44	2.15	2.31	2.28	2.01	2.56	-
Machine-tool operators, toolroom	-	2.99	2.91	2.80	2.87	-	-	3.17	3.07	2.93	2.97	2.52	2.88	2.63	2.88	-
Machinists	2.86	3.01	3.08	2.81	2.95	3.07	2.86	3.17	3.03	2.91	3.17	2.96	2.82	2.65	3.02	-
Mechanics	2.92	2.70	2.81	2.58	2.79	2.96	2.81	3.13	2.37	2.70	2.80	2.55	2.58	2.43	2.76	-
Mechanics, automotive	2.91	2.61	2.99	2.71	2.83	2.77	2.59	2.93	2.87	2.61	2.81	2.61	2.60	2.26	2.82	-
Millwrights	2.92	2.85	3.01	2.86	2.94	-	-	3.10	2.93	3.02	2.88	2.83	2.66	2.51	3.02	-
Oilers	2.68	2.34	2.39	2.41	2.45	2.39	2.42	2.55	2.56	2.30	2.53	2.35	2.31	2.09	2.51	-
Painters	2.80	2.71	2.84	2.70	2.84	2.88	2.79	2.95	2.64	2.77	2.88	2.79	2.76	-	2.89	-
Pipefitters	2.89	2.87	3.05	2.93	2.90	-	-	3.08	2.94	2.97	2.94	2.95	2.63	2.65	2.96	-
Plumbers	-	-	-	-	-	2.82	-	3.09	-	-	-	-	-	-	-	-
Sheet-metal workers	2.94	-	3.06	3.00	2.85	-	-	3.08	2.99	2.91	2.97	-	-	2.76	3.00	-
Tool and die makers	3.16	2.94	3.25	2.96	3.07	3.32	2.97	3.28	3.08	3.02	3.32	3.03	2.94	2.93	3.17	-
Custodial, warehousing, and shipping																
Guards	2.48	2.43	2.22	2.33	2.35	-	-	2.59	2.38	2.43	2.22	2.20	2.24	1.65	2.30	-
Janitors, porters, and cleaners (men)	2.29	2.09	1.92	1.90	2.06	2.06	1.96	2.27	1.92	1.97	2.05	1.94	2.10	1.85	1.89	\$1.76
Janitors, porters, and cleaners (women)	2.07	1.95	1.75	1.64	1.86	2.00	-	2.03	1.97	1.52	1.88	1.62	1.88	1.66	1.64	-
Laborers, material handling	2.41	2.24	2.06	1.98	2.25	2.17	2.17	2.37	2.02	2.09	2.20	2.14	2.15	1.84	2.06	-
Order fillers	-	-	2.13	1.84	2.27	2.14	1.86	2.48	2.05	2.23	2.20	2.07	2.12	1.91	2.13	1.86
Packers, shipping (men)	2.73	2.32	2.02	1.71	2.28	2.23	-	2.33	2.00	2.06	2.23	2.08	2.12	1.94	2.15	1.78
Packers, shipping (women)	-	-	1.85	1.83	1.77	-	-	2.26	-	1.57	1.87	-	-	-	1.79	-
Receiving clerks	2.58	2.46	2.38	2.04	2.27	2.33	2.15	2.48	2.24	2.22	2.32	2.29	2.25	2.04	2.25	-
Shipping clerks	2.62	2.52	2.52	2.12	2.24	2.36	2.26	2.61	2.31	2.19	2.42	2.41	2.46	2.07	2.26	-
Shipping and receiving clerks	2.44	2.24	2.33	2.29	2.40	-	2.29	2.50	-	2.43	2.47	2.36	-	2.03	2.21	-
Truckdrivers ³	2.71	2.32	2.79	2.28	2.59	2.31	2.23	2.60	2.19	2.40	2.46	2.52	2.36	2.11	2.72	2.17
Light (under 1½ tons)	-	-	2.87	1.90	2.40	2.13	-	2.50	1.97	1.95	2.30	2.59	-	2.11	2.54	-
Medium (1½ to and including 4 tons)	2.72	-	2.67	2.27	2.51	2.18	2.13	2.62	2.11	2.40	2.40	2.54	-	2.06	2.78	-
Heavy (over 4 tons, trailer type)	-	2.33	2.82	2.51	2.70	-	-	2.60	2.08	2.31	2.62	-	-	2.12	-	-
Heavy (over 4 tons, other than trailer type)	-	2.15	-	-	-	-	-	2.51	-	-	-	2.32	-	-	-	-
Truckers, power (forklift)	2.74	2.28	2.40	2.28	2.43	-	2.31	2.45	2.22	2.39	2.44	2.24	2.21	2.10	2.28	-
Truckers, power (other than forklift)	-	2.49	2.42	-	2.66	2.22	-	-	2.25	2.38	2.35	2.31	2.19	2.05	2.35	-
Watchmen	2.22	-	1.90	1.79	1.87	1.66	1.77	2.05	1.43	1.71	2.05	1.85	1.93	1.79	1.97	-

See footnotes at end of table.

Table A-10. Plant occupations—manufacturing—Continued

(Average hourly earnings¹ for selected occupations studied in manufacturing, late 1959 and early 1960)

Occupation ²	West							
	Albuquerque	Denver	Los Angeles—Long Beach	Phoenix	Portland	San Bernardino—Riverside—Ontario	San Francisco—Oakland	Seattle
Maintenance and powerplant								
Carpenters	-	\$2.74	\$2.82	-	\$2.86	\$2.75	\$2.98	\$2.67
Electricians	-	2.77	3.05	\$3.09	3.07	3.00	3.09	-
Engineers, stationary	-	2.74	3.12	2.80	2.82	-	3.16	2.74
Firemen, stationary boiler	-	2.34	2.87	-	2.36	2.54	2.71	2.39
Helpers, trades	-	2.04	2.43	1.88	2.36	-	2.55	2.25
Machine-tool operators, toolroom	-	-	2.92	-	2.87	-	3.08	-
Machinists	-	2.69	3.01	-	3.03	2.99	3.10	2.89
Mechanics	\$2.99	2.66	2.84	2.95	2.92	2.88	3.06	2.83
Mechanics, automotive	2.52	2.71	2.90	2.66	2.73	2.91	3.04	2.71
Millwrights	-	-	3.01	-	2.91	-	-	2.72
Oilers	-	2.26	2.32	2.16	2.38	2.33	2.51	2.33
Painters	-	2.80	2.80	-	2.98	2.65	2.97	2.72
Pipefitters	-	2.79	2.99	-	2.98	2.84	2.96	-
Plumbers	-	-	2.90	-	-	-	-	-
Sheet-metal workers	-	-	3.02	-	-	-	2.93	-
Tool and die makers	-	2.88	3.09	3.03	-	-	3.47	3.00
Custodial, warehousing, and shipping								
Guards	-	2.27	2.34	2.29	-	2.38	2.41	2.30
Janitors, porters, and cleaners (men)	1.63	1.89	2.06	1.85	1.97	1.98	2.24	2.00
Janitors, porters, and cleaners (women)	-	1.70	1.93	-	-	-	2.06	-
Laborers, material handling	1.68	2.09	2.23	1.78	2.22	2.05	2.38	2.20
Order fillers	-	2.09	2.12	-	2.38	2.18	2.56	2.38
Packers, shipping (men)	-	1.90	2.16	-	-	2.26	2.34	2.16
Packers, shipping (women)	-	-	2.06	-	-	-	-	2.03
Receiving clerks	-	2.16	2.38	-	2.39	-	2.62	2.11
Shipping clerks	-	2.14	2.29	-	2.44	-	2.59	2.39
Shipping and receiving clerks	-	2.20	2.35	-	2.56	-	2.59	2.45
Truckdrivers ³	1.94	2.19	2.61	2.00	2.59	2.62	2.86	2.70
Light (under 1½ tons)	-	1.93	2.32	1.92	2.21	-	2.81	-
Medium (1½ to and including 4 tons)	1.94	2.26	2.64	1.83	2.53	1.98	2.89	2.65
Heavy (over 4 tons, trailer type)	2.00	2.47	2.79	2.06	2.59	2.66	2.93	2.69
Heavy (over 4 tons, other than trailer type)	1.92	-	2.61	-	2.80	-	2.78	2.60
Truckers, power (forklift)	-	2.14	2.39	2.14	2.35	2.32	2.49	2.29
Truckers, power (other than forklift)	-	-	2.32	-	2.37	-	2.71	2.28
Watchmen	-	1.64	2.02	1.52	1.98	-	2.22	2.01

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

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table A-11. Plant occupations—nonmanufacturing

(Average hourly earnings¹ for selected occupations studied in nonmanufacturing, late 1959 and early 1960)

Occupation ²	Northeast															
	Albany-Schenectady-Troy	Allentown-Bethlehem-Easton	Boston ³	Buffalo	Lawrence-Haverhill	Newark and Jersey City ³	New Haven	New York City ³	Paterson-Clifton-Passaic	Philadelphia ³	Pittsburgh	Portland	Providence	Waterbury	Worcester	York
Maintenance and powerplant																
Carpenters	\$2.52	-	\$2.66	\$2.65	-	\$2.87	\$2.45	\$2.62	-	\$2.88	\$2.73	-	\$2.48	-	-	-
Electricians	2.86	-	2.53	-	-	3.11	-	2.64	-	2.72	2.77	-	2.51	-	-	-
Engineers, stationary	2.40	-	2.34	2.44	-	2.94	2.43	2.81	-	2.22	2.62	\$2.06	2.63	-	-	-
Firemen, stationary boiler	2.02	-	2.10	-	-	2.47	-	2.19	-	1.99	-	2.14	2.31	-	-	-
Helpers, trades	2.23	-	2.08	2.22	-	2.25	2.11	2.25	\$2.13	2.15	2.34	-	2.12	\$2.14	\$2.05	\$1.72
Machinists	-	-	2.68	-	-	3.17	2.52	2.85	-	2.85	2.62	-	-	-	-	-
Mechanics	-	-	2.57	-	-	2.80	-	2.71	2.63	2.58	2.94	-	2.75	-	-	-
Mechanics, automotive	2.44	-	2.33	2.57	\$2.20	2.55	2.43	2.61	2.59	2.61	2.70	2.11	2.33	2.42	2.31	2.46
Painters	2.57	-	2.05	-	-	2.70	-	2.34	-	2.44	2.58	-	-	-	-	-
Plumbers	-	-	2.49	-	-	2.65	-	2.46	-	2.47	2.64	-	-	-	-	-
Custodial, warehousing, and shipping																
Elevator operators, passenger (men)	-	-	1.32	-	-	1.76	-	1.82	-	1.59	1.72	-	-	-	-	-
Elevator operators, passenger (women)	1.13	-	1.21	1.23	-	1.34	-	1.69	-	1.28	-	1.02	1.12	-	1.15	-
Guards	2.05	-	1.95	-	-	-	-	1.78	1.89	1.28	2.41	-	1.32	-	-	-
Janitors, porters, and cleaners (men)	1.59	\$1.49	1.55	1.45	1.40	1.63	1.53	1.76	1.65	1.60	1.68	1.25	1.49	-	1.48	1.32
Janitors, porters, and cleaners (women)	1.22	-	1.30	1.26	-	1.42	-	1.56	1.31	1.30	1.36	1.14	1.19	-	1.25	-
Laborers, material handling	2.13	2.24	1.93	2.04	-	2.22	2.02	2.12	2.13	2.02	2.27	1.82	2.05	1.84	2.04	2.25
Order fillers	-	-	1.89	2.38	-	2.31	-	2.12	2.42	2.10	2.34	1.69	1.75	-	-	1.74
Packers, shipping (men)	-	-	1.78	-	-	1.90	-	1.82	1.96	1.68	-	1.12	1.35	-	-	1.28
Packers, shipping (women)	-	-	1.37	1.62	-	-	-	1.65	-	1.39	-	-	-	-	-	-
Receiving clerks	1.83	-	1.83	2.27	-	2.23	-	1.94	2.52	1.89	2.29	1.71	1.79	-	1.78	1.65
Shipping clerks	-	-	1.96	-	-	2.70	-	2.23	2.63	2.06	2.32	1.81	2.20	-	-	-
Shipping and receiving clerks	-	2.06	1.90	2.09	-	2.32	-	2.15	-	2.35	2.33	-	1.84	-	-	-
Truckdrivers ⁴	2.54	2.30	2.27	2.51	2.31	2.55	2.39	2.53	2.53	2.51	2.65	2.13	2.36	2.23	2.14	2.28
Light (under 1½ tons)	-	-	1.70	-	-	2.12	1.79	2.34	2.22	2.06	2.43	1.92	-	-	-	-
Medium (1½ to and including 4 tons)	-	-	2.04	2.32	-	2.41	-	2.45	2.46	2.46	2.51	1.80	2.20	-	-	2.10
Heavy (over 4 tons, trailer type)	-	2.41	2.45	2.68	-	2.78	2.54	2.61	2.68	2.61	3.01	2.58	2.52	2.32	-	2.28
Heavy (over 4 tons, other than trailer type)	-	-	2.34	2.54	-	2.54	2.40	2.84	-	2.56	2.56	-	-	1.97	-	-
Truckers, power (forklift)	2.29	-	2.22	2.45	-	2.48	-	2.45	2.35	2.33	2.66	1.86	2.38	-	-	2.02
Watchmen	1.68	-	1.50	1.46	-	1.68	1.31	1.85	1.64	1.48	1.64	1.58	1.25	-	-	-

See footnotes at end of table.

Table A-11. Plant occupations—nonmanufacturing—Continued

(Average hourly earnings¹ for selected occupations studied in nonmanufacturing, late 1959 and early 1960)

Occupation ²	South																		
	Atlanta	Balti- more	Beau- mont- Port Arthur	Birming- ham	Charles- ton, W. Va.	Char- lotte	Dallas	Fort Worth	Green- ville	Houston	Jackson	Jack- sonville ³	Lubbock	Memphis ³	Miami	New Orleans	Rich- mond ³	Savan- nah	Wash- ington ³
Maintenance and powerplant																			
Carpenters -----	\$2.48	\$2.18	-	-	-	-	\$2.49	\$1.90	-	\$2.53	-	\$2.25	-	\$2.28	\$2.48	\$2.08	-	-	\$2.62
Electricians -----	2.66	2.38	-	-	-	-	2.18	-	-	-	-	-	-	-	2.64	2.53	-	-	2.55
Engineers, stationary -----	2.15	2.28	-	\$2.26	-	-	2.01	2.34	-	2.38	-	1.90	-	2.09	1.89	2.03	-	-	2.67
Firemen, stationary boiler -----	-	2.10	-	-	-	-	-	-	-	-	-	-	-	1.77	-	-	\$1.47	-	1.71
Helpers, trades -----	1.67	2.11	\$1.51	1.74	-	-	1.53	1.60	-	1.89	-	2.11	-	1.66	2.04	1.75	2.03	-	2.00
Machinists -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2.89	2.55	-	-	2.70
Mechanics -----	2.45	2.68	2.75	2.35	-	-	2.52	1.98	-	2.46	-	2.34	-	2.10	2.44	2.57	2.56	-	2.63
Mechanics, automotive -----	2.49	2.50	2.49	2.37	\$2.47	\$2.24	2.38	1.97	\$2.31	2.27	\$2.17	2.26	-	2.57	2.40	2.33	2.20	\$2.21	2.43
Painters -----	2.02	1.94	-	-	-	-	2.01	-	-	2.06	-	-	-	1.90	2.13	1.91	1.66	-	2.19
Plumbers -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Custodial, warehousing, and shipping																			
Elevator operators, passenger (men) -----	-	1.06	-	-	-	-	.94	-	-	-	-	-	-	.71	.87	.85	-	-	1.05
Elevator operators, passenger (women) -----	.65	1.08	-	.65	.80	-	.91	.94	-	1.00	.58	-	-	.70	.81	.72	.72	-	1.06
Guards -----	1.69	1.54	-	-	-	-	1.48	-	-	1.35	-	1.37	-	2.11	1.60	1.39	-	-	1.66
Janitors, porters, and cleaners (men) -----	1.09	1.15	1.26	1.08	1.37	1.12	1.15	1.15	1.05	1.20	.91	1.08	\$1.16	1.04	1.23	.98	1.17	.98	1.34
Janitors, porters, and cleaners (women) -----	.91	1.05	.82	.79	1.33	.97	.95	.97	-	1.05	.74	.95	1.05	.73	1.13	.71	1.01	-	1.14
Laborers, material handling -----	1.72	1.84	1.51	1.49	1.96	1.78	1.69	1.43	1.64	1.47	1.36	1.54	1.38	1.57	1.66	1.41	1.27	1.68	1.82
Order fillers -----	1.67	1.81	-	1.18	-	1.37	1.49	1.31	-	1.71	1.21	1.59	1.30	1.46	1.59	1.42	1.52	-	1.85
Packers, shipping (men) -----	1.46	1.64	-	-	-	1.26	1.34	1.20	-	-	-	1.29	-	1.50	1.48	1.29	1.29	-	1.38
Packers, shipping (women) -----	1.47	1.47	-	-	-	-	-	-	-	-	-	-	-	-	-	.95	-	-	-
Receiving clerks -----	1.77	1.71	1.61	1.46	-	1.59	1.65	1.41	-	1.78	1.33	1.63	1.64	1.52	1.75	1.61	1.78	-	1.85
Shipping clerks -----	1.93	1.91	-	1.64	-	-	1.74	1.54	-	1.95	-	1.46	-	1.75	1.86	1.71	1.95	-	1.92
Shipping and receiving clerks -----	2.15	2.00	1.84	2.14	-	1.87	1.93	1.55	-	1.92	1.66	2.08	-	2.03	1.90	1.81	-	-	2.03
Truckdrivers ⁴ -----	2.18	2.18	2.02	1.84	2.12	1.96	2.01	1.57	1.90	1.97	1.82	1.68	1.60	2.02	1.98	1.61	1.72	2.17	2.04
Light (under 1½ tons) -----	1.42	1.35	-	1.10	-	1.56	1.49	1.25	-	1.48	1.06	1.27	1.36	1.22	1.68	1.29	1.31	-	1.57
Medium (1½ to and including 4 tons) -----	2.33	2.01	2.22	1.91	2.29	2.03	2.15	1.69	1.38	2.01	1.65	1.57	1.69	1.83	1.93	1.61	1.66	2.29	2.06
Heavy (over 4 tons, trailer type) -----	2.49	2.43	-	2.17	-	2.54	1.97	-	2.49	2.25	-	1.90	-	2.20	2.15	1.71	1.74	-	2.30
Heavy (over 4 tons, other than trailer type) -----	-	2.10	-	-	-	-	-	-	-	-	-	-	-	-	-	2.11	-	-	1.88
Truckers, power (forklift) -----	1.86	2.22	-	1.64	-	-	1.83	1.66	-	1.65	-	1.59	1.35	1.27	1.61	-	1.59	-	1.85
Watchmen -----	1.38	1.28	-	1.16	1.35	1.05	1.21	1.45	1.02	1.14	1.16	1.22	-	.98	1.23	1.09	1.04	-	1.29

See footnotes at end of table.

Table A-11. Plant occupations—nonmanufacturing—Continued

(Average hourly earnings¹ for selected occupations studied in nonmanufacturing, late 1959 and early 1960)

Occupation ²	North Central																
	Akron	Canton	Chicago ³	Cincinnati ³	Cleveland ³	Dayton	Des Moines	Detroit ³	Indianapolis ³	Kansas City	Milwaukee	Minneapolis-St. Paul	Muskegon Heights	Rockford	St. Louis ³	Sioux Falls	South Bend
Maintenance and powerplant																	
Carpenters	-	-	\$3.10	\$2.89	\$3.00	-	-	\$2.80	\$2.35	\$2.71	\$2.69	\$2.74	-	-	\$2.64	-	-
Electricians	-	-	3.24	2.72	2.89	-	-	3.11	2.51	2.96	-	2.99	-	-	-	-	-
Engineers, stationary	-	-	3.01	2.71	-	-	\$2.10	2.71	-	2.50	2.58	2.66	-	-	2.26	-	-
Firemen, stationary boiler	-	-	2.60	2.36	-	-	1.94	2.12	1.80	-	2.29	2.41	-	-	2.66	-	-
Helpers, trades	-	-	2.38	2.10	2.06	-	-	2.40	2.11	2.20	2.26	2.49	-	-	-	-	-
Machinists	-	-	3.17	2.59	-	-	-	-	2.58	-	-	-	-	-	-	-	-
Mechanics	-	-	3.03	2.31	-	-	-	3.09	2.12	2.92	-	2.74	-	-	2.78	-	-
Mechanics, automotive	\$2.77	\$2.46	2.93	2.46	2.73	\$2.36	2.67	2.83	2.66	2.65	2.77	2.66	\$2.69	\$2.24	2.69	-	\$2.77
Painters	-	-	3.26	2.62	2.39	-	-	2.75	2.11	-	2.87	2.96	-	-	2.26	-	-
Plumbers	-	-	3.08	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Custodial, warehousing, and shipping																	
Elevator operators, passenger (men)	-	-	2.12	-	1.36	-	-	1.35	1.16	1.05	-	1.56	-	-	1.16	-	-
Elevator operators, passenger (women)	1.40	.95	1.35	1.13	1.19	1.05	1.00	1.26	.87	1.19	1.12	1.45	-	-	1.28	-	.97
Guards	-	-	2.06	2.55	2.11	-	-	2.20	1.37	-	-	2.10	-	-	1.85	-	-
Janitors, porters, and cleaners (men)	1.63	1.57	1.79	1.33	1.49	1.53	1.35	1.60	1.32	1.40	1.71	1.66	1.77	1.56	1.36	\$1.40	1.53
Janitors, porters, and cleaners (women)	1.37	1.18	1.64	1.22	1.34	1.31	1.15	1.32	1.15	1.36	1.29	1.45	1.36	1.07	1.19	-	-
Laborers, material handling	2.42	1.94	2.20	2.18	2.29	1.91	1.89	2.18	2.13	1.88	2.25	2.27	-	2.42	2.14	-	2.44
Order fillers	-	-	2.20	1.85	2.16	2.04	-	2.25	1.87	2.09	2.33	2.25	-	-	2.25	1.64	2.13
Packers, shipping (men)	-	-	1.96	1.62	1.99	1.81	-	2.14	1.41	1.81	2.13	2.26	-	-	-	-	-
Packers, shipping (women)	-	-	1.58	-	-	-	-	-	1.20	1.31	1.51	1.45	-	-	-	-	-
Receiving clerks	1.64	1.96	2.28	1.76	2.13	1.92	1.97	2.15	2.07	1.99	2.35	2.22	-	-	2.24	-	2.06
Shipping clerks	-	-	2.35	1.97	2.22	-	-	2.36	1.92	2.38	-	2.41	-	-	2.15	-	-
Shipping and receiving clerks	2.31	-	2.35	2.09	2.28	-	1.84	2.42	2.18	2.34	2.27	2.29	-	2.04	2.26	-	-
Truckdrivers ⁴	2.62	2.20	2.73	2.56	2.61	2.45	2.39	2.67	2.31	2.38	2.63	2.51	-	2.30	2.52	1.93	2.61
Light (under 1½ tons)	-	-	2.63	2.11	2.19	2.01	1.88	2.17	1.78	1.97	-	2.38	-	-	2.25	-	-
Medium (1½ to and including 4 tons)	2.50	2.13	2.67	2.51	2.66	2.19	2.11	2.46	2.17	2.32	2.47	2.51	-	2.27	2.45	-	2.51
Heavy (over 4 tons, trailer type)	2.62	-	2.81	2.59	2.63	-	-	2.76	2.58	2.44	2.77	2.57	-	2.44	2.58	-	2.47
Heavy (over 4 tons, other than trailer type)	-	-	2.77	-	-	-	-	2.77	-	2.49	2.62	2.52	-	-	-	-	-
Truckers, power (forklift)	2.56	-	2.40	2.34	2.48	-	-	2.46	2.33	2.07	2.48	2.46	-	-	2.46	-	-
Watchmen	1.27	-	1.39	1.39	1.54	-	-	1.44	1.26	1.42	-	1.83	-	-	-	-	-

See footnotes at end of table.

Table A-11. Plant occupations-nonmanufacturing-Continued

(Average hourly earnings¹ for selected occupations studied in nonmanufacturing, late 1959 and early 1960)

Occupation ²	West							
	Albu- querque	Denver	Los Angeles- Long Beach ³	Phoenix	Portland	San Bernardino- Riverside- Ontario	San Francisco- Oakland ³	Seattle ³
Maintenance and powerplant								
Carpenters	-	\$2.65	\$2.97	-	\$2.90	-	\$3.20	\$2.85
Electricians	-	-	3.00	-	2.96	\$3.09	-	-
Engineers, stationary	\$2.76	2.39	2.90	\$2.67	2.77	-	2.81	2.81
Firemen, stationary boiler	-	-	-	-	-	-	-	-
Helpers, trades	2.24	2.24	2.38	-	2.39	-	-	-
Machinists	-	2.61	2.95	-	-	-	2.99	-
Mechanics	-	-	-	-	-	-	2.97	-
Mechanics, automotive	2.74	2.67	2.86	2.59	2.79	2.58	3.01	2.75
Painters	2.75	-	2.75	-	-	-	2.96	2.90
Plumbers	-	-	2.99	-	-	-	-	-
Custodial, warehousing, and shipping								
Elevator operators, passenger (men)	-	-	1.46	-	-	-	1.76	-
Elevator operators, passenger (women)	-	1.17	1.58	-	1.33	-	1.93	1.60
Guards	-	1.60	2.28	-	-	-	1.84	1.97
Janitors, porters, and cleaners (men)	1.57	1.45	1.75	1.23	1.71	1.67	1.99	1.78
Janitors, porters, and cleaners (women)	1.30	1.47	1.59	-	1.57	-	1.97	1.69
Laborers, material handling	2.14	2.15	2.32	1.87	2.33	1.83	2.49	2.28
Order fillers	1.66	1.98	2.31	2.06	2.25	-	2.44	2.21
Packers, shipping (men)	-	1.79	2.18	-	2.29	-	2.28	2.21
Packers, shipping (women)	-	-	-	-	-	-	1.91	1.88
Receiving clerks	2.18	1.85	2.44	-	2.27	1.97	2.52	2.29
Shipping clerks	-	2.06	2.49	-	2.38	-	2.60	2.36
Shipping and receiving clerks	2.10	2.38	2.50	-	2.33	-	2.62	2.24
Truckdrivers ⁴	2.03	2.25	2.61	2.06	2.52	2.33	2.81	2.54
Light (under 1½ tons)	2.07	1.97	2.43	1.63	2.41	-	2.63	2.26
Medium (1½ to and including 4 tons)	2.19	2.25	2.54	2.40	2.49	2.17	2.80	2.46
Heavy (over 4 tons, trailer type)	-	2.41	2.67	2.06	2.60	-	2.90	2.64
Heavy (over 4 tons, other than trailer type)	-	-	2.63	-	2.49	-	2.90	2.66
Truckers, power (forklift)	-	2.24	2.63	-	2.43	2.35	2.58	2.43
Watchmen	-	1.56	1.72	-	1.93	-	1.93	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Data limited to men workers except where otherwise indicated.³ Exceptions to the standard industry limitations are shown in footnotes 4 and/or 5 to the table in appendix A.⁴ Included all drivers, regardless of size and type of truck operated.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table A-12. Plant occupations—public utilities

(Average hourly earnings¹ for selected occupations studied in transportation, communication, and other public utilities, late 1959 and early 1960)

Occupation ²	Northeast																		
	Albany-Schenectady-Troy	Allentown-Bethlehem-Easton	Boston ³	Buffalo	Newark and Jersey City	New Haven	New York City ³	Paterson-Clifton-Passaic	Philadelphia	Pittsburgh	Portland	Providence	Waterbury	Worcester	York				
Maintenance and powerplant																			
Carpenters	\$2.50	-	\$2.52	-	\$2.63	-	\$2.78	-	\$2.54	\$2.52	-	-	-	-	-	-			
Electricians	-	-	2.70	-	2.96	-	2.76	-	2.78	2.72	-	\$2.71	-	-	-	-			
Engineers, stationary	-	-	2.62	\$2.73	2.97	-	2.86	-	2.51	2.55	\$2.03	-	-	-	-	-			
Helpers, trades	-	-	2.29	2.22	-	\$2.20	2.29	\$2.18	2.22	-	-	2.18	\$2.14	\$2.06	\$1.72	-			
Mechanics, automotive	2.44	-	2.35	2.56	-	2.42	2.63	2.60	2.64	2.69	2.02	2.28	2.44	2.31	2.48	-			
Painters	-	-	2.53	-	2.75	-	2.74	-	2.69	2.69	-	-	-	-	-	-			
Custodial, warehousing, and shipping																			
Guards	-	-	-	-	-	-	2.27	-	-	2.69	-	-	-	-	-	-			
Janitors, porters, and cleaners (men)	1.96	\$1.92	1.91	1.88	2.03	1.97	1.94	1.88	2.05	2.00	-	1.86	-	1.91	1.47	-			
Janitors, porters, and cleaners (women)	-	-	-	1.46	-	-	-	-	1.72	1.55	-	-	-	-	-	-			
Laborers, material handling	2.34	2.63	2.23	2.31	2.33	2.25	2.35	2.18	2.30	2.35	2.27	2.28	2.30	2.38	2.29	-			
Truckdrivers ⁴	2.50	2.40	2.35	2.54	2.55	2.30	2.51	2.60	2.46	2.57	2.29	2.34	2.36	2.40	2.39	-			
Medium (1½ to and including 4 tons)	-	-	-	2.52	2.43	-	2.45	2.54	2.47	2.50	-	-	-	-	-	-			
Heavy (over 4 tons, trailer type)	-	2.42	2.34	2.58	2.68	-	-	2.68	2.53	2.84	-	2.34	2.34	-	-	-			
Heavy (over 4 tons, other than trailer type)	-	-	2.35	2.65	-	-	-	-	-	-	-	-	-	-	-	-			
Truckers, power (forklift)	-	-	2.26	2.47	2.48	-	2.41	2.37	2.30	-	-	-	-	-	-	-			
Watchmen	-	-	2.05	1.57	1.93	-	2.10	-	1.98	-	-	-	-	-	-	-			
South																			
	Atlanta	Baltimore	Beaumont-Port Arthur	Birmingham	Charleston, W. Va.	Charlotte	Dallas	Fort Worth	Greenville	Houston	Jackson	Jacksonville ³	Lubbock	Memphis ³	Miami	New Orleans	Richmond ³	Savannah	Washington
Maintenance and powerplant																			
Carpenters	-	-	-	-	-	-	\$2.43	-	-	-	-	-	-	-	-	-	-	-	-
Electricians	-	-	-	-	-	-	-	-	-	-	-	-	-	-	\$2.79	\$2.68	-	-	-
Engineers, stationary	-	-	-	-	-	-	2.08	-	-	-	-	-	-	-	-	-	-	-	-
Helpers, trades	-	\$2.18	-	\$1.92	-	-	1.68	-	-	\$2.57	-	-	-	-	-	-	-	-	\$2.92
Mechanics, automotive	\$2.51	2.51	\$2.70	2.43	\$2.50	\$2.28	2.40	\$2.03	\$2.24	2.20	\$2.19	2.40	-	\$2.67	2.17	1.89	-	-	2.04
Painters	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2.57	2.38	\$2.22	\$2.21	2.41
Custodial, warehousing, and shipping																			
Guards	-	1.75	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2.03
Janitors, porters, and cleaners (men)	1.51	1.62	-	1.57	1.67	1.22	1.50	1.68	1.30	1.45	1.36	1.60	\$1.38	1.44	1.77	1.39	1.60	1.66	1.82
Janitors, porters, and cleaners (women)	1.51	-	-	-	1.48	-	1.32	-	-	1.39	-	-	-	1.23	1.68	-	-	-	1.51
Laborers, material handling	2.12	2.18	1.73	2.23	2.49	2.09	1.96	1.99	2.27	1.63	2.24	1.91	-	-	1.97	1.57	1.96	-	2.03
Truckdrivers ⁴	2.58	2.29	2.46	2.45	2.49	2.43	2.43	2.12	1.94	2.51	2.61	2.51	2.43	2.56	-	2.05	1.98	2.60	2.19
Medium (1½ to and including 4 tons)	2.57	2.14	2.48	2.45	-	2.32	2.43	2.12	-	2.49	-	2.46	2.44	2.55	2.37	2.23	1.94	2.60	2.25
Heavy (over 4 tons, trailer type)	2.62	-	-	-	-	2.53	-	-	2.57	-	-	-	-	2.56	2.41	-	-	-	-
Heavy (over 4 tons, other than trailer type)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Truckers, power (forklift)	-	2.39	-	2.58	-	-	1.85	-	-	-	-	-	-	-	-	1.81	-	-	-
Watchmen	1.44	1.66	-	-	-	-	-	-	-	1.11	-	-	-	1.05	-	1.15	-	-	-

See footnotes at end of table.

Table A-12. Plant occupations—public utilities—Continued

(Average hourly earnings¹ for selected occupations studied in transportation, communication, and other public utilities, late 1959 and early 1960)

Occupation ²	North Central																
	Akron	Canton	Chicago ³	Cincinnati	Cleveland ³	Dayton	Des Moines	Detroit ³	Indianapolis ³	Kansas City	Milwaukee	Minneapolis-St. Paul	Muskegon-Muskegon Heights	Rockford	St. Louis	Sioux Falls	South Bend
Maintenance and powerplant																	
Carpenters	-	-	\$2.49	-	-	-	-	\$2.81	-	-	\$2.43	\$2.42	-	-	\$2.46	-	-
Electricians	-	-	3.10	\$2.70	-	-	-	-	\$2.89	-	-	2.89	-	-	-	-	-
Engineers, stationary	-	-	2.63	-	-	-	-	-	-	-	-	2.45	-	-	-	-	-
Helpers, trades	-	-	2.34	2.13	-	-	-	2.54	2.35	\$2.22	2.37	-	-	-	-	-	-
Mechanics, automotive	\$2.80	\$2.46	2.95	2.46	\$2.70	\$2.35	\$2.67	2.89	2.70	2.66	2.79	2.65	\$2.69	\$2.32	2.69	-	\$2.78
Painters	-	-	-	2.44	-	-	-	-	-	-	-	2.60	-	-	-	-	-
Custodial, warehousing, and shipping																	
Guards	-	-	2.47	2.72	-	-	-	-	2.54	-	-	2.95	-	-	2.42	-	-
Janitors, porters, and cleaners (men)	1.90	1.91	2.05	1.77	1.98	-	1.68	2.05	1.91	1.83	2.03	1.97	2.05	1.92	1.98	-	1.73
Janitors, porters, and cleaners (women)	1.60	-	1.95	1.59	-	-	-	1.72	1.56	1.79	1.44	1.69	-	-	1.54	-	-
Laborers, material handling	2.66	2.28	2.41	2.52	2.62	2.44	-	2.59	2.49	2.29	2.57	2.38	-	-	2.25	-	2.73
Truckdrivers ⁴	2.78	2.23	2.73	2.64	2.69	2.59	2.57	2.76	2.67	2.54	2.71	2.54	-	-	2.53	-	2.81
Medium (1½ to and including 4 tons)	-	-	2.63	2.64	-	-	-	2.62	2.59	2.50	2.67	2.53	-	-	2.48	-	-
Heavy (over 4 tons, trailer type)	-	-	2.80	2.62	2.69	-	-	2.80	2.71	-	2.78	2.56	-	-	2.56	-	-
Heavy (over 4 tons, other than trailer type)	-	-	2.81	-	-	-	-	2.78	-	-	-	-	-	-	-	-	-
Truckers, power (forklift)	2.77	-	2.48	2.40	-	-	-	2.58	-	-	2.59	2.48	-	-	2.38	-	-
Watchmen	-	-	2.26	-	-	-	-	2.12	-	1.72	-	2.23	-	-	-	-	-
West																	
	Albuquerque	Denver	Los Angeles-Long Beach ³		Portland		San Bernardino-Riverside-Ontario		San Francisco-Oakland ³		Seattle ³						
Maintenance and powerplant																	
Carpenters	-	\$2.58	\$2.68		\$2.78		-		\$2.95		\$2.79						
Electricians	-	-	2.91		2.97		\$3.09		-		-						
Engineers, stationary	-	2.69	2.70		-		-		-		-						
Helpers, trades	-	2.23	2.36		2.36		-		-		-						
Mechanics, automotive	\$2.75	2.72	2.86		2.78		2.58		3.00		2.76						
Painters	-	-	2.81		-		-		2.87		-						
Custodial, warehousing, and shipping																	
Guards	-	-	2.44		-		-		2.23		-						
Janitors, porters, and cleaners (men)	1.65	1.77	2.05		1.87		2.03		2.02		1.90						
Janitors, porters, and cleaners (women)	-	-	-		1.60		-		1.83		-						
Laborers, material handling	2.25	2.37	2.36		2.46		-		2.62		2.42						
Truckdrivers ⁴	2.46	2.39	2.57		2.50		2.33		2.75		2.49						
Medium (1½ to and including 4 tons)	-	2.36	2.56		2.49		-		2.71		2.45						
Heavy (over 4 tons, trailer type)	-	2.43	2.59		2.54		-		2.87		2.59						
Heavy (over 4 tons, other than trailer type)	-	-	2.55		2.50		-		2.86		-						
Truckers, power (forklift)	-	2.41	2.59		2.43		-		2.64		-						
Watchmen	-	-	2.20		2.08		-		-		-						

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Data limited to men workers except where otherwise indicated.³ 1 or more utilities are municipally operated and, therefore, excluded from the scope of the studies. See footnote 4 to the table in appendix A.⁴ Includes all drivers, regardless of size and type of truck operated.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table A-13. Plant occupations-wholesale trade

(Average hourly earnings¹ for selected occupations studied in wholesale trade, late 1959 and early 1960)

Occupation ²	Northeast					South				North Central					West	
	Boston	Newark and Jersey City	New York City	Philadelphia	Pittsburgh	Atlanta	Baltimore	Houston	Washington	Chicago	Cleveland	Detroit	Minneapolis-St. Paul	St. Louis	Los Angeles-Long Beach	San Francisco-Oakland
Maintenance and powerplant																
Mechanics, automotive -----	\$2.29	\$2.81	-	\$2.60	-	-	-	\$2.51	-	\$2.74	-	\$2.61	-	-	\$2.83	-
Custodial, warehousing, and shipping																
Janitors, porters, and cleaners -----	1.80	1.79	\$1.66	1.63	\$1.74	\$1.65	\$1.55	-	\$1.59	1.84	-	1.97	\$1.81	\$1.67	1.95	\$2.05
Laborers, material handling -----	1.93	2.21	1.98	2.00	2.25	1.38	1.87	1.50	1.66	2.12	\$2.02	2.15	2.33	1.98	2.43	2.34
Order fillers -----	1.83	2.11	2.12	2.12	2.21	1.63	1.70	1.72	1.62	2.23	2.15	2.22	2.29	2.25	2.30	2.44
Packers, shipping -----	1.99	2.00	1.83	1.76	-	1.47	-	-	1.41	1.99	-	2.28	2.27	-	2.20	2.35
Receiving clerks -----	1.89	2.01	2.18	2.13	2.38	1.78	-	1.85	2.00	2.31	2.07	2.61	2.33	2.11	2.38	2.49
Shipping clerks -----	2.08	-	2.27	2.06	2.24	1.95	-	1.98	-	2.44	2.17	2.61	2.40	2.24	2.45	2.58
Shipping and receiving clerks -----	2.07	2.39	2.09	2.39	-	2.00	-	1.96	-	2.47	-	2.38	2.33	2.36	2.64	2.69
Truckdrivers ³ -----	2.34	2.63	2.59	2.61	2.64	1.68	2.16	1.55	2.01	2.75	2.53	2.57	2.46	2.49	2.66	2.81
Light (under 1½ tons) -----	1.79	-	-	2.23	-	1.50	-	1.35	1.59	-	-	-	-	-	-	2.67
Medium (1½ to and including 4 tons) -----	2.07	2.37	2.46	2.51	2.56	1.70	2.08	1.42	2.15	2.78	2.63	-	2.48	-	2.48	2.81
Heavy (over 4 tons, trailer type) -----	2.70	2.96	-	2.67	-	-	2.50	1.93	2.39	2.90	-	2.70	2.64	2.62	2.70	-
Heavy (over 4 tons, other than trailer type) -----	2.23	2.45	-	2.61	-	-	-	-	-	-	-	-	-	-	2.70	2.86
Truckers, power (forklift) -----	2.08	-	-	2.29	-	1.70	-	1.60	-	2.37	-	2.45	2.42	2.53	2.63	2.48

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

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table A-14. Plant occupations-retail trade

(Average hourly earnings¹ for selected occupations studied in retail trade, late 1959 and early 1960)

Occupation ²	Northeast						South						
	Boston	Newark and Jersey City ³	New York City ³	Phila- delphia ³	Pitts- burgh	Provi- dence	Atlanta	Balti- more	Dallas	Houston	Miami	New Orleans	Wash- ington ³
Maintenance and powerplant													
Carpenters	\$2.99	-	\$2.86	\$3.54	-	-	\$2.77	-	\$2.93	-	-	\$2.86	-
Engineers, stationary	-	-	3.01	-	\$3.01	-	-	-	1.80	-	-	2.39	\$3.08
Mechanics, automotive	-	-	-	2.66	-	-	2.35	-	2.33	-	\$1.96	1.99	-
Custodial, warehousing, and shipping													
Elevator operators, passenger (women)	1.12	\$1.20	-	1.41	-	\$1.07	-	\$1.02	-	-	-	.75	1.05
Janitors, porters, and cleaners (men)	1.41	1.42	1.46	1.38	1.56	1.31	1.02	1.12	1.05	\$1.21	1.11	.86	1.24
Janitors, porters, and cleaners (women)	1.12	-	1.44	1.18	1.31	-	.92	.90	.82	1.01	.91	.62	1.06
Laborers, material handling	1.74	1.90	1.82	1.79	2.28	1.81	1.50	1.72	1.45	1.14	1.36	1.32	1.48
Order fillers	1.99	2.49	2.08	2.03	2.59	-	1.75	1.90	1.65	-	1.56	1.66	2.05
Packers, shipping (men)	1.34	-	1.77	1.53	-	1.24	1.37	1.39	1.34	-	-	1.08	-
Packers, shipping (women)	1.45	-	1.61	1.41	-	-	1.47	-	-	-	-	-	-
Receiving clerks	1.82	2.22	1.78	1.75	2.29	-	1.77	1.60	1.69	1.78	1.58	1.47	1.70
Shipping clerks	1.72	-	2.09	-	2.45	-	-	1.85	-	-	1.59	-	-
Shipping and receiving clerks	-	-	-	2.40	-	-	2.16	-	1.80	-	-	2.05	-
Truckdrivers ⁵	2.13	2.77	2.54	2.54	2.87	2.27	1.46	2.12	1.53	1.66	1.73	1.52	2.09
Medium (1½ to and including 4 tons)	2.00	-	2.18	-	2.48	-	1.49	1.73	1.44	1.57	1.68	1.51	1.74
Truckers, power (forklift)	2.33	2.56	-	2.36	-	-	1.90	2.25	-	-	1.53	1.66	-
Watchmen	1.41	-	1.67	1.37	1.74	1.40	1.40	-	1.25	-	-	1.06	1.19
North Central													
West													
	Chicago	Detroit ⁴	Indian- apolis	Minne- apolis- St. Paul	Denver	Portland	San Francisco- Oakland	Seattle					
Maintenance and powerplant													
Carpenters	\$2.95	-	-	-	-	-	-	-	-	-	-	-	-
Engineers, stationary	3.07	-	-	-	-	-	-	-	-	-	\$2.98	-	-
Mechanics, automotive	-	-	-	-	-	-	-	-	-	-	-	-	-
Custodial, warehousing, and shipping													
Elevator operators, passenger (women)	1.29	\$1.01	\$1.08	\$1.36	\$1.20	\$1.32	-	\$1.57					
Janitors, porters, and cleaners (men)	1.52	1.37	1.22	1.56	1.28	1.62	1.89	1.77					
Janitors, porters, and cleaners (women)	1.41	1.19	1.12	1.26	1.29	-	-	-					
Laborers, material handling	2.04	1.79	1.50	1.79	1.89	1.87	2.54	2.14					
Order fillers	2.11	2.30	1.98	2.08	1.88	2.25	2.40	2.30					
Packers, shipping (men)	1.84	-	-	2.15	1.47	-	2.15	-					
Packers, shipping (women)	-	-	1.20	1.43	-	-	1.81	-					
Receiving clerks	2.17	1.89	2.18	2.11	1.76	2.17	2.59	2.29					
Shipping clerks	2.10	-	-	-	-	-	-	-					
Shipping and receiving clerks	2.15	-	-	-	-	-	2.52	2.33					
Truckdrivers ⁵	2.72	2.66	2.11	2.47	2.15	2.51	3.05	2.64					
Medium (1½ to and including 4 tons)	-	2.63	1.81	2.46	-	-	3.03	-					
Truckers, power (forklift)	2.43	2.37	-	2.44	-	-	2.65	-					
Watchmen	1.61	1.39	1.17	-	-	-	-	-					

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Data limited to men workers except where otherwise indicated.³ Excludes data for limited-price variety stores.⁴ Excludes data for 2 large department stores.⁵ Includes all drivers, regardless of size and type of truck operated.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table A-15. Plant occupations—finance

(Average hourly earnings¹ for selected occupations studied in finance, insurance, and real estate, late 1959 and early 1960)

Occupation ²	Northeast					South				North Central					West	
	Boston	Newark and Jersey City	New York City	Philadelphia	Pittsburgh	Atlanta	Baltimore	Dallas	Washington	Chicago	Cleveland	Detroit	Minneapolis—St. Paul	St. Louis	Los Angeles—Long Beach	San Francisco—Oakland
Maintenance and powerplant																
Engineers, stationary	-	-	\$2.85	\$2.27	\$2.57	-	-	\$2.11	\$2.21	\$3.21	-	-	\$2.77	-	-	-
Painters	-	-	2.50	2.17	-	-	-	-	1.84	-	\$2.46	\$2.79	-	-	-	-
Custodial, warehousing, and shipping																
Elevator operators, passenger (men)	\$1.36	-	1.88	1.63	-	-	-	-	1.14	2.20	-	-	-	\$1.21	\$1.58	-
Elevator operators, passenger (women)	1.31	-	-	1.55	-	-	\$1.08	.98	-	-	-	1.29	-	1.21	1.58	-
Guards	1.84	-	2.04	1.69	-	\$1.63	-	1.56	-	2.03	2.07	1.93	1.88	1.51	1.85	\$1.90
Janitors, porters, and cleaners (men)	1.47	\$1.68	1.87	1.62	1.73	.99	1.13	1.08	1.07	2.16	1.60	1.56	1.75	1.19	1.59	-
Janitors, porters, and cleaners (women)	1.34	1.43	1.58	1.33	1.49	-	1.07	.85	1.11	1.67	1.35	1.33	1.45	1.17	1.50	-
Watchmen	1.49	1.66	1.99	1.52	-	-	1.16	1.07	1.26	-	1.48	-	-	-	1.58	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Data limited to men workers except where otherwise indicated.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table A-16. Plant occupations—services

(Average hourly earnings¹ for selected occupations studied in services, late 1959 and early 1960)

Occupation ^a	Northeast			South	North Central		West
	Boston	New York City	Phila- delphia	Wash- ington	Chicago	Detroit	Los Angeles- Long Beach ^b
Maintenance and powerplant							
Carpenters -----	-	\$2. 17	-	\$2. 21	-	-	\$2. 82
Electricians -----	-	2. 29	-	2. 27	\$3. 12	-	2. 84
Engineers, stationary -----	-	2. 61	\$ 1. 85	2. 57	2. 92	\$ 2. 67	2. 86
Firemen, stationary boiler -----	\$ 1. 89	-	-	-	-	1. 92	-
Painters -----	1. 75	2. 04	-	2. 09	-	-	-
Custodial, warehousing, and shipping							
Elevator operators, passenger (men) -----	-	1. 59	-	. 98	-	-	1. 37
Elevator operators, passenger (women) -----	-	1. 67	-	1. 04	-	1. 27	-
Janitors, porters, and cleaners (men) -----	1. 25	1. 73	1. 22	1. 32	1. 57	1. 56	1. 70
Janitors, porters, and cleaners (women) -----	1. 19	1. 55	-	1. 06	1. 39	1. 33	1. 63
Truckdrivers ^c -----	1. 61	2. 25	2. 01	1. 43	-	-	2. 26
Light (under 1½ tons) -----	1. 55	-	-	1. 51	-	-	-
Watchmen -----	-	1. 53	1. 23	-	1. 32	1. 30	1. 49

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Data limited to men workers except where otherwise indicated.³ Excludes data for motion-picture production and allied services; data for these industries are included, however, in "all industries" and "nonmanufacturing."⁴ Includes all drivers, regardless of size and type of truck operated.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Establishment Practices and Supplementary Wage Provisions

Introduction

Data pertaining to the nature and prevalence of selected establishment practices and supplementary wage provisions for office and plant workers in 54 areas¹² appear in the B tables, 1-32, inclusive. The scope of the data is described in footnotes to the tables and under Scope and Method of Survey beginning on page 129.

Where the estimates relate to the availability of certain benefits to the overall groups of office or plant workers, data are limited to plans under which the employer contributes at least part of the cost. The provisions have been treated statistically on the basis that they are applicable to all plant or office workers if a majority of such workers are eligible or may eventually qualify for the benefits. For each benefit, aside from the factor of cost allocation, there is a wide (but unmeasured) range in the dollars-and-cents value to the worker of the benefits specified. Varying length-of-service (seniority) requirements are an obvious factor in evaluating the extent to which individual workers participate or benefit by a particular supplementary benefit. Thus, length of service is a limiting factor, both as to the number of workers who receive the benefit in any given period and the amount of the benefit. Relatively long seniority requirements, as in the case of retirement programs, limit the number of workers who ultimately qualify, or, as in the case of paid vacations, limit the number who receive payment for 3 or 4 weeks at any given time.

Minimum Entrance Salaries for Women Office Workers

Interarea differences in entrance rates followed about the same pattern as differences in occupational averages (table B-1). The highest median entrance rates for inexperienced typists were found in Los Angeles—Long Beach (\$60—\$62.50) and in Charleston, W. Va., Chicago, and San Francisco—Oakland (\$57.50—\$60). Lowest median entrance rates for typists (\$40—\$42.50) were found in Fort Worth and Albuquerque; \$42.50—\$45 was recorded in Portland (Maine), Providence, Canton, Des Moines, Sioux Falls, Charlotte, and Lubbock.

¹² In 6 of the 60 areas—Baltimore, Buffalo, Cleveland, Dallas, Detroit, and Seattle—data collection was limited to occupational earnings. For 5 of these areas, the latest information on supplementary wage provisions is contained in Wages and Related Benefits, 20 Labor Markets, 1958-59 (BLS Bull. 1240-22). The latest information for Cleveland appears in Occupational Wage Survey, Cleveland, Ohio, June 1958 (BLS Bull. 1224-19).

Median entrance rates for other inexperienced clerical workers were generally below typist rates. Entrance rates in manufacturing establishments were, in nearly all cases, higher than in non-manufacturing establishments.

Scheduled Workweeks

Workweeks of 40 Hours.—The 40-hour week continues to be the scheduled workweek for the majority of office and plant workers in major labor market areas. Sixty percent or more of all office workers were on a 40-hour schedule in 44 of the 54 labor market areas (table B-3). Eight of the areas with more than two-fifths of their office workers scheduled to work other than 40-hour schedules were located in the Northeast. The other two areas were Jacksonville and Richmond.

The proportion of plant workers with 40-hour schedules exceeded that for office workers in 28 areas and were the same in 2 areas.

Workweeks Under 40 Hours.—Scheduled workweeks of less than 40 hours were reported more frequently for office than for plant workers. The only important exception was in Akron where half of the plant workers were scheduled to work less than 40 hours. More than half of the office workers in Boston, New York City, Newark and Jersey City, and Philadelphia had work schedules of less than 40 hours. Such schedules were most prevalent for office workers in New York City where 87 percent of the workers were scheduled to work less than 40 hours and over half were scheduled to work 35 hours. Other areas in which 35-hour schedules applied to at least a tenth of the office workers were Boston, Newark and Jersey City, Paterson—Clifton—Passaic, Portland (Maine), and Miami. Typically, however, office workers with less than 40-hour schedules worked 37½ hours a week.

The proportion of office workers scheduled to work less than 40 hours was generally greater in nonmanufacturing than in manufacturing industries; the largest proportions were found in the finance group. Among plant workers, on the other hand, the proportions scheduled to work less than 40 hours were generally greater in manufacturing than in the combined nonmanufacturing industries.

Workweeks Over 40 Hours.—Relatively few office workers had workweeks of more than 40 hours, the proportion being highest in Lubbock (29 percent); and Miami, and New Orleans (11 percent). On the other hand, more than half the plant workers in Lubbock and Rockford were scheduled to work more than 40 hours a week and a fourth or more of the plant workers in over half of the Southern areas worked such schedules.

Late-Shift Pay Provisions (Manufacturing)

From 63 percent (New York City) to 99 percent (Akron) of the plant workers in manufacturing industries in 54 areas were employed in establishments that had specific provisions for second-shift work, either through a labor-management agreement or by other formal means (table B-10). Somewhat fewer workers in individual areas were covered by provisions for third-shift operations than for the second shift.

The proportion of plant workers in manufacturing industries who were employed in establishments that had pay differentials for second-shift work, ranged from less than 3 percent (Greenville) to more than 98 percent (Muskegon-Muskegon Heights). In 29 areas, more than 80 percent of the manufacturing workers were in establishments that paid a shift differential for second-shift work. The median percentage of area plant employment under such provisions was 83 percent for the 54 areas.

Pay differentials for third-shift work for these workers covered by third-shift provisions were almost universally specified. Only in Portland (Maine), where half of the workers covered by third-shift provisions were not offered shift differentials, was an appreciable deviation from this pattern noted.

A uniform cents-per-hour addition to first-shift rates was the most common form of differential in 43 areas for both second- and third-shift work. In other areas, including Boston, Newark and Jersey City, and Philadelphia, percentage additions to the day rates were the most common differential provided for second- and third-shift employment.

Other types of pay differentials, such as pay at the regular rate for more hours than worked, in combination with either a cents- or percentage-type of differential, covered large percentages of workers in several areas; in Fort Worth, Los Angeles-Long Beach, and San Francisco-Oakland, such differentials were the most common provisions found for third-shift work.

Several cents and percentage denominations were found in pay differential provisions in most areas. A single denomination of either type of differential applied to a majority of workers covered by shift-differential provisions in a few areas. As few as two or three denominations combined typically covered a majority of the manufacturing plant workers who were subject to shift provisions in the remaining areas.

The following tabulation shows the two most common second- and third-shift differentials in each area. The initial second- and

Most common shift differentials by rank

Area	Second shift		Third shift	
	1	2	1	2
Northeast:				
Albany-Schenectady-Troy	10 percent	5 cents	10 percent	10 cents
Allentown-Bethlehem-Easton	8 cents	10 percent	12 cents	10 percent
Boston	10 percent	10 cents	10 percent	15 percent
Lawrence-Haverhill	10 percent	5 cents	10 percent	15 percent
Newark and Jersey City	10 percent	10 cents	10 percent	10 cents
New Haven	12 cents	10 cents	Other ¹	10 cents
New York City	10 cents	10 percent	10 cents	15 percent
Paterson-Clifton-Passaic	10 percent	5 cents	10 percent	10 cents
Philadelphia	10 percent	8 cents	10 percent	10 cents
Pittsburgh	8 cents	6 cents	12 cents	9 cents
Portland, Maine	10 cents	5 cents	10 cents	5 cents
Providence	10 cents	10 percent	7 cents	10 cents
Waterbury	7½ cents	5 percent	10 cents	6 cents
Worcester	10 percent	10 cents	10 percent	10 cents
York	10 cents	10 percent	10 cents	10 percent
South:				
Atlanta	5 percent	12 cents	Other ²	10 percent
Beaumont-Port Arthur	8 cents	7 cents	16 cents	12 cents
Birmingham	8 cents	12 cents	12 cents	10 cents
Charleston	17 cents	6 cents	25 cents	9 cents
Charlotte	5 cents	12 cents	5 cents	Other ²
Fort Worth	12 cents	5 cents	Other ²	12 cents
Greenville	3 cents	18½ cents	5 cents	5 percent
Houston	8 cents	9 cents	12 cents	16 cents
Jackson	5 cents	4 cents	5 cents	7 cents
Jacksonville	5 cents	10 cents	5 cents	8 cents
Lubbock	5 cents	13 cents	-	-
Memphis	5 cents	6 cents	5 cents	6 cents
Miami	5 cents	7 cents	12 cents	10 cents
New Orleans	6 cents	8 cents	12 cents	9 cents
Richmond	8 percent	10 percent	10 percent	12 cents
Savannah	5 cents	7 percent	8 cents	7 percent
Washington	Other ³	16 cents	Other ³	24 cents
North Central:				
Akron	6 cents	5 percent	6 cents	Other ⁴
Canton	8 cents	9 cents	12 cents	8 cents
Chicago	10 percent	10 cents	10 percent	12 cents
Cincinnati	10 cents	10 percent	10 percent	10 cents
Dayton	5 percent	10 percent	10 percent	10 cents
Des Moines	12½ cents	8 cents	12 cents	9½ cents
Indianapolis	5 percent	10 percent	10 percent	10 cents
Kansas City	5 percent	12 cents	10 percent	12 cents
Milwaukee	10 cents	5 percent	15 cents	10 cents
Minneapolis-St. Paul	10 cents	5 cents	10 cents	12 cents
Muskegon-Muskegon Heights	5 cents	Other ⁴	Other ¹	10 cents
Rockford	10 cents	10 percent	16 cents	9 percent
St. Louis	5 cents	10 cents	10 cents	10 percent
Sioux Falls	12 cents	5 cents	12 cents	Other ¹
South Bend	8 percent	13 cents	10 percent	13 cents
West:				
Albuquerque	10 cents	5 cents	15 cents	Other ⁵
Denver	10 cents	6 cents	10 cents	12 cents
Los Angeles-Long Beach	12 cents	10 cents	Other ²	15 cents
Phoenix	18 cents	5 cents	Other ⁶	12 cents
Portland, Oreg.	10 cents	Other ²	Other ²	9 cents
San Bernardino-Riverside-Ontario	8 cents	12 cents	12 cents	10 cents
San Francisco-Oakland	Other ⁷	10 cents	Other ¹	15 cents

¹ Other shift differential.

² Full day's pay for reduced hours, plus cents differential.

³ Primarily cents-per-hour differentials, varying by occupation.

⁴ Full day's pay for reduced hours.

⁵ 8 hours' pay for 7½ hours' work.

⁶ Primarily combination plans providing full day's pay for reduced hours plus cents or percentage differential.

⁷ 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 first-shift workers.

third-shift differentials listed were applicable to half or more of all plant workers studied in Pittsburgh, Beaumont-Port Arthur, Birmingham, Akron, Charleston, Canton, and Sioux Falls. In Savannah, Albuquerque, and San Bernardino-Riverside-Ontario, the initial differential shown was applicable to half or more of those workers in establishments with second- and third-shift provisions. For 15 additional areas, the pair of differentials shown was applicable to half or more of the plant workers in establishments that had provisions for operating the indicated shift. It should be noted that the most common third-shift differentials do not necessarily relate to the same plants or workers as those shown for the second shift.

A majority of the workers with cents-per-hour differentials for second-shift work had differentials of less than 11 cents an hour in 45 areas. Cents-per-hour differentials for the third shift were commonly 10 to 15 cents an hour.

Percentage differentials for second- and third-shift work were provided in many establishments in most Northeast and North Central areas. Percentage differentials of 10 percent on the second- or third-shifts were found in many areas. Several areas in the Northeast had some workers with percentage differentials of 15 percent for third-shift work.

At the time of the survey, the proportion of plant workers working on late shifts ranged from 5 percent in Sioux Falls to 40 percent in Akron and Canton (table B-11). Most larger communities in the Northeast, such as Boston and New York City, had smaller proportions of workers on late shifts than the larger North Central areas. Generally, there were from 2 to 3½ times as many workers employed on second-shift (evening) work as on third-shift (night) work, except in the South.

Paid Holidays

In 54 areas studied in 1959-1960, paid holidays were provided to virtually all office workers, with the exception of a few areas in the South; 85 percent or more of the plant workers in each area studied also received paid holidays (table B-12). The number of paid holidays varied widely within and among areas.

Total Holiday Time.—To determine total holiday time for workers, data on half-day holidays and full-day holidays were cumulated. For example, workers receiving 7 full days and 2 half days, 6 full days and 4 half days, and other equivalent combinations were considered as having received 8 days of cumulative paid holiday time. These workers, added to those who received 8 full days but no half days, constituted the area estimates of workers receiving a total of 8 days' paid holiday time.

The most liberal holiday provisions were reported in the Northeast area where a majority of the office workers in Boston and New York City received 11 or more days, and a majority of the plant workers in Boston, Newark and Jersey City, New Haven, New York City, and Paterson-Clifton-Passaic received 8 or more days total paid holiday time (table B-12a). More than half of the office workers in these areas—Charleston, Washington, D. C., Albuquerque, and San Francisco-Oakland—received this equivalent of 8 or more days. The equivalent of 7 or more days was provided in 35 other areas for the majority of office workers. A majority of the plant workers in 34 areas received 7 or more days of cumulative paid holiday time. In Boston, Newark and Jersey City, New Haven, New York City, Paterson-Clifton-Passaic, Beaumont-Port Arthur, and San Francisco-Oakland, a majority of the plant workers were receiving 8 or more days of cumulative holiday time.

At least 6 days of cumulative holiday time were provided the great majority of the plant and office workers in all of the Northeast, North Central, and Western areas. In the South, workers receiving paid holidays were generally given proportionally less holiday time, with most workers receiving a total of 5 days cumulative holiday time. In 11 of 17 Southern areas, however, a substantial majority of office workers received a total of 6 days cumulative holiday time.

The great majority of workers were provided full-day holidays only (table B-12). For certain areas, however, appreciable numbers of workers were receiving holiday pay combinations that included half holidays. In Portland (Oreg.), and Dayton, about half the plant workers studied were receiving 6 full days plus 2 or more half days. Similar distinctive patterns of paid holiday provisions appeared in other areas. Partial observance of local and regional holidays and religious holidays accounts in some measure for half-holiday provisions in individual areas.

Within industry divisions (tables B-13 to B-18 inclusive), plant and office workers in public utilities frequently received proportionately more paid holiday time than workers in the same areas in manufacturing industries. An extreme observation of this dissimilarity was found in New York City where about half of the plant and office employees in public utilities received 11 paid holidays. The corresponding number of employees who received 11 paid holidays in manufacturing comprised only 18 percent of the office, and 8 percent of the plant workers studied. A less extreme difference between holiday remuneration in manufacturing and public utilities was also noted in many areas. In the other industry divisions, with the exception of finance, holiday pay provisions were generally less liberal. Holidays granted to a majority of office workers in finance in individual areas ranged from 6 in Pittsburgh to over 11 holidays in Newark and Jersey City, and Philadelphia.

Vacation Pay

With the exception of plant workers in Charlotte, N.C., office and plant workers in the 54 areas were almost universally provided with a week or more of vacation pay after a year's service (table B-19). Two weeks' vacation pay was provided in most areas to almost as many workers after 5 years' service. In some Southern areas, however, plant workers received less liberal vacation pay allowances after all intervals of service. Proportions of plant and office workers eligible for 3 or more weeks' vacation pay after 10 years' service ranged from a tenth to a half in individual areas. Among most areas about three-fourths to nine-tenths of the plant and office workers were eligible for 3 or more weeks' pay after 15 years. Four weeks' vacation pay was available to from a fourth to a half of office workers with 25 years' service in nearly two-thirds of the areas; smaller proportions of plant workers received vacation pay for 4 weeks or more in most comparable areas.

Three weeks' vacation pay was the maximum provided to the bulk of both plant and office workers in most areas. Provisions limiting maximum vacation pay to 2 weeks applied to a somewhat greater proportion of plant workers than office workers. Generally, a greater proportion of office than plant workers were provided a maximum of 4 weeks or more vacation pay.

Vacation provisions with comparable service were more liberal for office than plant workers in the great majority of the areas and in individual industry divisions. The greatest difference between the benefits for office and plant workers appeared in provisions for service periods up to 3 years. Much larger proportions of office workers in individual areas qualified for vacation pay after 6 months' service. Vacation pay of 2 weeks or more after a year of service was much more widely granted to office workers. Among employees credited with 5 years' service, however, similar percentages in both plant and office were covered by such provisions, except in most areas of the South. However, vacation pay arrangements after 10, 15, 20, 25, and 30 years of service tended again to favor office workers in most areas, providing higher proportions of them with 3 and 4 weeks' vacation pay.

Some marked differences for both office and plant workers were noted among the 54 areas in maximum vacation pay offered and in corresponding length-of-service requirements. Not all of the areas that offered relatively liberal vacation provisions for office workers had similar plant vacation provisions. In a few areas, however, relatively more liberal plant vacation provisions coverage after long periods of service were observed. To some extent, such variations reflect the local influence of particular industries. For example, in New York City, financial institutions provide employment to a high proportion of the total office workers. The overall data for office workers in this area are significantly influenced by vacation practices in this industry.

Length-of-service requirements corresponding to given vacation pay provisions were generally less for plant workers in public utilities than for such workers in the other industry divisions for which data are available (tables B-20 to B-25). Among five industry divisions (excluding finance) where comparisons could be made, public utilities led in the proportions of plant workers who were offered a week's paid vacation for as little as 6 months' service. The proportions of plant workers who were receiving 2 or more weeks' vacation pay after a year's service were also highest in public utilities or wholesale trade in most areas affording comparison. Vacation pay for 2 weeks or more after 2 and 3 years' service was generally provided plant workers to the greatest extent in wholesale and retail trade. Three or more weeks' vacation pay after 10 years' service was provided in some areas to substantial proportions of plant workers in manufacturing. In public utilities, the great majority of plant employees were receiving 3 or more weeks' vacation pay after 15 years' service.

Public utilities led all industry divisions in offering 4 weeks' vacation pay to plant workers with 25 and 30 years of service. Among most areas, proportions of workers covered in this industry division by such provisions ranged from a fourth to two-thirds of total public utility employment.

Individual establishments employing the great majority of workers conventionally determined vacation pay from regular or average earnings, expressed in weekly or hourly terms. The vacation pay plans might yield from as little as 1 day's pay to the vacationing worker after a short period of employment to as much as 4 weeks' pay after long service. Some plans of this type limited payment units earned to progressive weekly intervals; other plans provided a graduated scale of days of vacation pay varying with years of service. Another category of graduated vacation payment plan expressed the rate of pay as a percentage, depending upon length of service of the workers' annual earnings. Other types of payments, including flat-sum payments, were encountered less frequently. Vacation pay provisions in an establishment featuring an incentive system of wage payment frequently tended to involve somewhat complex computations.

Health, Insurance, and Pension Plans

Life insurance was the most common benefit in the great majority of the 54 areas, for both office and plant workers (table B-26). It was provided to 80 percent or more of the office workers in all areas except Lubbock, Miami, and Savannah, and to 80 percent or more of the plant workers in all areas except Providence, 6 Southern, and 4 Western areas. In at least half of the 54 areas, 91 percent or more of the office workers and 87 percent or more of the plant workers were covered by life insurance.

Provisions for hospitalization insurance as well as surgical insurance applied to 75 percent or more of both office and plant workers in the great majority of the 54 areas. The proportion of workers covered by either of the plans was not less than 65 percent of the office workers in any area or of the plant workers except in the New Orleans and Richmond areas. Corresponding to the 91 and 87 percentages recorded above for life insurance, the median area-percentages of office and plant workers covered by hospitalization insurance or surgical insurance ranged between 83 and 85 percent.

Hospitalization, surgical, and medical insurance plans have been found to cover gradually increasing proportions of workers annually in areas for which comparable data are available. Thus, in the New York City area, hospitalization coverage of office workers increased from 64 to 80 percent between 1953 and 1960, with a corresponding increase in coverage from 76 to 87 percent for plant workers. Similar increases were noted in other areas.

Catastrophe (extended medical) insurance was available to widely varying proportions of workers within the 54 areas. Proportions of office workers covered by catastrophe insurance ranged from 11 percent in Canton to 70 percent in Beaumont-Port Arthur and Albuquerque. (See table B-26.) Proportions of plant workers similarly covered ranged from 2 percent in Canton and Lawrence-Haverhill to 54 percent in San Bernardino-Riverside-Ontario. Within 19 areas, more than 25 percent of the workers in both plant and office groups were offered extended medical coverage. It appears that catastrophe insurance provisions will tend to follow the usual pattern of fringe-benefit diffusion and continue to cover increasing proportions of employees annually.

Provisions offering income protection to the employee during illnesses (through sickness or accident) may take the form of sick leave with full or partial pay, or insurance benefits. In the majority of the 54 areas, with exceptions occurring principally in the South, this protection combined, extended to from 70 to 95 percent of both office and plant workers. In about half the areas, the proportions of plant workers so protected closely approximated the proportions who were provided hospitalization.

Sick leave plans providing full pay and requiring no waiting period were offered to much larger proportions of office workers than plant workers within the 54 areas. On the other hand, sickness and accident insurance was more commonly provided for plant workers. Limited-provision sick leave characterized by a waiting period or partial wage payment, or combining these features, had narrower coverage among plant and office employees. Tables B-27 to B-32, inclusive, present data indicating the prevalence of health and insurance plans among major industry groupings.

Retirement plans were offered to somewhat larger proportions of office than plant workers in nearly all of the 54 areas. Pension coverage for office workers ranged from 55 percent in Miami to 94 percent in Waterbury; plant worker coverage ranged more widely, from 28 percent in Greenville to 84 percent in Pittsburgh and 88 percent in Waterbury.

In each area, proportions of workers in establishments with retirement plan coverage varied widely among industry divisions. In finance, retirement plans had wide coverage. In many areas relatively fewer office workers in public utilities were covered under retirement plans than office workers in manufacturing industries. However, retirement plans for plant workers had somewhat wider coverage in public utilities than in any other industry division. In services and retail trade, the smallest proportions of workers were covered by retirement plan provisions in nearly all areas.

Experience indicates that the great majority of pension plans are likely to be of the actuarial type, i.e., providing specific and regular payments to retirees for the remainder of their lives, financed through specific employer contributions and/or employee payments to an established fund. A less common type of retirement plan may provide for the purchase of life annuity upon retirement, financed through profit-sharing. Other methods of providing life annuities are sometimes employed by individual establishments in underwriting retirement benefits. Lump-sum severance payments or short-term annuities, however, were not classified as retirement plans for survey purposes.

B: Establishment Practices and Supplementary Wage Provisions

Table B-1: Minimum entrance rates¹ for women office workers—all industries

(Distribution of establishments studied, by minimum hiring rate for selected occupations, late 1959 and early 1960)

Minimum rate (weekly straight-time salary)	Northeast														
	Albany- Schenec- tady-Troy	Allentown- Bethlehem- Easton	Boston ²	Lawrence- Haverhill	Newark and Jersey City ³	New Haven	New York City ⁴	Paterson- Clifton- Passaic	Phila- delphia ⁵	Pitts- burgh	Portland	Provi- dence	Water- bury	Worcester	York
Establishments studied	95	100	255	74	264	93	553	156	319	207	70	134	57	84	86
Inexperienced typists															
Establishments having a specified minimum ³	45	40	134	25	158	48	246	55	176	121	28	79	26	44	16
Under \$37.50	-	1	1	-	-	-	-	-	1	-	1	2	2	1	-
\$37.50 and under \$40.00	1	4	2	-	1	3	-	1	1	2	5	5	-	1	-
\$40.00 and under \$42.50	6	6	13	8	11	2	1	-	14	14	5	29	2	9	5
\$42.50 and under \$45.00	3	2	5	3	3	5	3	2	13	5	4	12	-	9	-
\$45.00 and under \$47.50	8	7	39	4	13	13	13	9	43	14	3	15	9	7	2
\$47.50 and under \$50.00	2	2	17	1	12	5	12	4	15	4	3	3	2	1	2
\$50.00 and under \$52.50	7	10	24	6	38	4	49	9	26	19	1	4	4	8	3
\$52.50 and under \$55.00	1	1	11	1	10	1	29	-	12	9	-	4	3	2	1
\$55.00 and under \$57.50	2	1	7	1	19	4	63	10	13	5	1	1	2	2	1
\$57.50 and under \$60.00	2	-	2	1	5	2	20	2	8	15	-	1	-	-	1
\$60.00 and under \$62.50	3	-	4	-	16	1	32	4	9	5	2	1	-	2	-
\$62.50 and under \$65.00	1	-	1	-	5	2	6	2	7	6	3	-	1	-	1
\$65.00 and under \$67.50	4	-	-	-	6	3	6	4	4	3	-	-	-	-	-
\$67.50 and under \$70.00	1	-	3	-	5	-	4	1	2	5	-	1	-	-	-
\$70.00 and under \$72.50	1	2	1	-	2	-	1	4	1	-	-	-	-	1	-
\$72.50 and under \$75.00	1	2	-	-	7	-	3	-	-	7	-	-	-	-	-
\$75.00 and under \$77.50	1	2	-	-	1	-	-	-	3	1	-	-	-	-	-
\$77.50 and under \$80.00	1	-	2	-	1	1	1	-	2	5	-	-	-	1	-
\$80.00 and over	1	-	2	-	3	2	3	3	2	2	-	1	1	-	-
Establishments having no specified minimum	9	37	70	8	49	12	122	28	78	40	17	29	15	14	11
Establishments which did not employ workers in this category	41	23	51	41	57	33	185	73	64	45	25	26	16	26	59
Information not available	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-
Other inexperienced clerical workers ⁴															
Establishments having a specified minimum ³	45	41	139	38	165	42	275	64	188	129	30	74	35	45	34
Under \$37.50	-	1	2	1	1	1	-	-	1	1	1	2	2	1	1
\$37.50 and under \$40.00	1	3	3	-	3	2	1	1	3	3	5	7	-	2	-
\$40.00 and under \$42.50	7	7	13	15	12	5	6	7	26	14	7	30	5	11	12
\$42.50 and under \$45.00	1	3	8	5	4	7	7	1	15	5	5	9	1	8	2
\$45.00 and under \$47.50	7	7	43	4	21	7	28	11	38	19	4	10	10	8	9
\$47.50 and under \$50.00	3	2	13	2	9	6	29	6	15	4	3	4	2	2	2
\$50.00 and under \$52.50	6	10	28	10	46	3	70	9	29	21	1	3	6	7	2
\$52.50 and under \$55.00	1	1	9	1	8	1	28	1	12	11	-	4	4	2	1
\$55.00 and under \$57.50	6	1	6	-	19	2	39	9	18	4	1	1	3	1	1
\$57.50 and under \$60.00	3	-	2	-	7	1	19	4	3	13	-	2	1	-	1
\$60.00 and under \$62.50	1	-	2	-	7	-	25	1	7	5	-	1	-	2	1
\$62.50 and under \$65.00	1	-	2	-	7	1	3	2	9	5	3	-	-	-	1
\$65.00 and under \$67.50	4	1	-	-	4	3	6	3	2	3	-	-	-	-	1
\$67.50 and under \$70.00	1	-	2	-	6	-	5	1	3	5	-	-	-	-	-
\$70.00 and under \$72.50	-	2	2	-	1	-	2	4	1	1	-	-	-	-	-
\$72.50 and under \$75.00	1	2	4	-	5	-	2	-	-	7	-	-	-	-	-
\$75.00 and under \$77.50	-	1	-	-	1	-	-	-	2	1	-	-	-	-	-
\$77.50 and under \$80.00	-	-	-	-	1	1	1	-	2	6	-	-	-	1	-
\$80.00 and over	2	-	-	-	3	2	4	4	2	1	-	1	1	-	-
Establishments having no specified minimum	9	37	79	19	53	13	135	28	92	42	19	25	15	18	39
Establishments which did not employ workers in this category	41	22	37	17	46	38	143	64	38	35	21	35	7	21	13
Information not available	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-

See footnotes at end of table.

Table B-1. Minimum entrance rates¹ for women office workers—all industries—Continued

(Distribution of establishments studied, by minimum hiring rate for selected occupations, late 1959 and early 1960)

Minimum rate (weekly straight-time salary)	South																
	Atlanta	Beau- mont- Port Arthur	Birming- ham	Charles- ton, W. Va.	Char- lotte	Fort Worth	Green- ville	Houston	Jackson	Jack- sonville ¹	Lubbock	Memphis ²	Miami	New Orleans	Rich- mond ²	Savan- nah	Wash- ington ²
Establishments studied	209	76	123	66	105	104	75	213	77	116	64	146	159	170	116	59	215
Inexperienced typists																	
Establishments having a specified minimum ³	77	36	41	25	30	34	23	55	26	42	9	69	35	66	52	21	92
Under \$37.50	-	-	1	-	-	2	2	-	-	1	-	6	-	2	-	-	-
\$37.50 and under \$40.00	-	-	2	-	1	-	-	-	1	2	-	-	-	1	-	-	-
\$40.00 and under \$42.50	12	5	13	5	10	16	5	6	9	12	3	21	8	15	9	3	8
\$42.50 and under \$45.00	16	3	2	1	4	-	3	5	2	5	2	7	4	11	6	3	2
\$45.00 and under \$47.50	7	4	4	3	5	10	3	8	6	5	-	10	11	7	7	5	10
\$47.50 and under \$50.00	6	2	2	-	4	1	1	6	1	4	-	6	3	2	3	-	3
\$50.00 and under \$52.50	12	5	5	2	2	-	7	7	3	5	3	4	6	15	16	2	25
\$52.50 and under \$55.00	3	2	2	-	2	1	2	5	2	2	1	3	-	-	2	1	7
\$55.00 and under \$57.50	2	1	2	-	1	2	-	7	-	3	-	2	1	3	1	1	14
\$57.50 and under \$60.00	8	2	2	3	-	-	-	2	-	-	-	1	-	4	2	1	6
\$60.00 and under \$62.50	3	2	-	2	1	-	-	2	1	-	-	3	2	3	2	-	9
\$62.50 and under \$65.00	-	-	1	3	-	-	-	1	-	-	-	-	-	1	1	-	3
\$65.00 and under \$67.50	5	1	2	1	-	-	-	2	-	1	-	3	-	1	1	-	1
\$67.50 and under \$70.00	-	-	1	4	-	-	-	2	-	1	-	-	-	-	1	-	1
\$70.00 and under \$72.50	-	2	-	1	-	1	-	2	-	1	-	-	-	-	-	1	-
\$72.50 and under \$75.00	2	2	-	-	-	1	-	-	-	-	-	1	-	-	-	-	2
\$75.00 and under \$77.50	-	3	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
\$77.50 and under \$80.00	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	1	-
\$80.00 and over	1	2	-	-	-	-	-	-	1	-	-	1	-	1	1	3	1
Establishments having no specified minimum	31	7	17	8	6	23	6	18	6	44	1	20	31	24	15	13	47
Establishments which did not employ workers in this category	101	33	65	33	69	45	46	140	45	30	54	57	93	79	49	25	76
Information not available	-	-	-	-	-	2	-	-	-	-	-	-	-	1	-	-	-
Other inexperienced clerical workers ⁴																	
Establishments having a specified minimum ³	91	43	60	41	52	40	42	84	36	45	21	78	39	72	43	30	84
Under \$37.50	-	1	1	6	1	3	6	-	3	5	-	8	-	2	1	3	-
\$37.50 and under \$40.00	-	-	3	1	1	2	1	1	3	1	-	1	-	2	1	-	-
\$40.00 and under \$42.50	19	9	17	9	17	19	12	14	15	11	7	24	14	17	13	4	9
\$42.50 and under \$45.00	16	4	5	4	8	2	3	6	1	5	5	7	2	12	1	3	4
\$45.00 and under \$47.50	7	3	8	4	8	8	7	22	7	6	2	13	10	9	11	5	8
\$47.50 and under \$50.00	6	2	3	-	6	-	1	2	1	5	1	5	2	1	1	4	6
\$50.00 and under \$52.50	17	5	9	2	6	1	11	10	2	5	5	4	6	15	9	3	25
\$52.50 and under \$55.00	5	2	2	-	2	1	-	6	1	1	-	2	-	1	2	-	9
\$55.00 and under \$57.50	2	1	1	-	1	1	-	10	-	3	-	3	2	3	-	1	9
\$57.50 and under \$60.00	8	2	3	3	-	-	-	2	-	-	-	1	1	3	-	1	5
\$60.00 and under \$62.50	1	3	-	4	2	1	-	3	1	-	1	4	1	3	1	1	4
\$62.50 and under \$65.00	1	-	2	3	-	-	-	1	-	1	-	1	-	2	1	-	1
\$65.00 and under \$67.50	5	1	1	-	-	-	-	3	-	1	-	1	1	-	1	1	1
\$67.50 and under \$70.00	1	-	1	4	-	-	-	1	-	-	-	-	-	-	-	-	1
\$70.00 and under \$72.50	-	2	-	1	-	1	-	1	-	1	-	-	-	-	-	-	1
\$72.50 and under \$75.00	2	2	1	-	-	1	-	-	-	-	-	1	-	-	-	-	1
\$75.00 and under \$77.50	-	2	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
\$77.50 and under \$80.00	-	-	2	-	-	-	-	1	1	-	-	1	-	-	-	1	-
\$80.00 and over	1	4	1	-	-	-	1	1	1	-	-	1	-	2	1	3	1
Establishments having no specified minimum	51	9	21	10	11	24	8	38	7	43	8	20	37	28	18	16	49
Establishments which did not employ workers in this category	67	24	42	15	42	38	25	91	34	28	35	48	83	69	55	13	82
Information not available	-	-	-	-	-	2	-	-	-	-	-	-	-	1	-	-	-

See footnotes at end of table.

Table B-1. Minimum entrance rates¹ for women office workers—all industries—Continued

(Distribution of establishments studied, by minimum hiring rate for selected occupations, late 1959 and early 1960)

Minimum rate (weekly straight-time salary)	North Central													
	Akron	Canton	Chicago ²	Cincinnati	Dayton	Des Moines	Indianapolis ²	Kansas City	Milwaukee	Minneapolis-St. Paul	Muskegon-Muskegon Heights	Rockford	St. Louis ²	Sioux Falls
Establishments studied	94	79	459	168	102	93	172	172	184	253	52	74	244	50
Inexperienced typists														
Establishments having a specified minimum ³	43	46	248	86	47	39	92	76	92	143	24	38	134	20
Under \$37.50	-	-	2	-	-	1	3	1	-	-	-	-	-	-
\$37.50 and under \$40.00	-	1	-	-	-	-	-	1	1	-	-	-	-	-
\$40.00 and under \$42.50	4	17	2	10	5	11	11	13	2	13	4	4	15	9
\$42.50 and under \$45.00	4	6	1	7	1	9	8	4	1	24	1	1	13	3
\$45.00 and under \$47.50	3	4	6	15	8	6	9	8	14	32	3	5	17	3
\$47.50 and under \$50.00	2	3	4	3	4	1	10	6	12	12	3	5	8	1
\$50.00 and under \$52.50	10	2	18	12	8	6	14	9	21	26	7	15	19	2
\$52.50 and under \$55.00	5	5	20	9	3	-	5	8	7	10	1	3	12	-
\$55.00 and under \$57.50	6	2	57	7	4	-	10	2	14	5	1	3	8	-
\$57.50 and under \$60.00	3	1	27	2	1	1	5	8	5	7	2	2	10	-
\$60.00 and under \$62.50	2	1	32	5	3	3	5	3	5	1	1	-	4	1
\$62.50 and under \$65.00	1	-	15	3	2	-	2	2	5	6	-	-	5	-
\$65.00 and under \$67.50	1	-	18	3	1	1	1	1	-	1	1	-	3	-
\$67.50 and under \$70.00	-	-	9	-	1	-	2	2	2	1	-	-	3	-
\$70.00 and under \$72.50	-	-	6	5	1	-	-	1	1	-	-	-	6	-
\$72.50 and under \$75.00	-	-	8	1	5	-	4	4	1	-	-	-	1	1
\$75.00 and under \$77.50	-	-	3	-	-	-	-	2	-	-	-	-	3	-
\$77.50 and under \$80.00	1	3	9	1	-	-	2	-	-	-	-	-	2	-
\$80.00 and over	1	1	11	3	-	-	1	1	1	5	-	-	5	-
Establishments having no specified minimum	6	13	97	27	5	3	12	40	30	57	9	11	61	4
Establishments which did not employ workers in this category	45	20	114	54	50	51	68	56	62	53	19	25	49	26
Information not available	-	-	-	1	-	-	-	-	-	-	-	-	-	-
Other inexperienced clerical workers ⁴														
Establishments having a specified minimum ³	55	46	267	92	50	39	105	76	102	137	28	40	147	22
Under \$37.50	1	-	2	-	-	1	3	1	1	-	-	-	-	-
\$37.50 and under \$40.00	-	1	-	-	-	2	-	1	1	1	-	-	2	1
\$40.00 and under \$42.50	6	17	7	13	9	14	12	18	5	23	5	4	22	10
\$42.50 and under \$45.00	6	6	2	9	2	5	11	6	9	26	2	2	14	3
\$45.00 and under \$47.50	8	3	7	15	7	7	10	13	14	29	6	9	18	3
\$47.50 and under \$50.00	4	3	12	3	3	1	8	1	13	6	2	5	12	1
\$50.00 and under \$52.50	12	2	36	12	8	5	19	9	20	22	7	12	19	2
\$52.50 and under \$55.00	5	5	33	8	2	-	6	7	7	7	-	2	12	-
\$55.00 and under \$57.50	4	2	53	9	5	1	11	3	12	6	1	3	7	-
\$57.50 and under \$60.00	2	1	22	3	1	-	6	5	5	4	2	2	12	-
\$60.00 and under \$62.50	1	1	27	4	3	2	4	-	7	1	1	-	2	1
\$62.50 and under \$65.00	3	-	9	2	2	-	2	2	1	5	-	-	3	-
\$65.00 and under \$67.50	1	-	17	4	1	1	4	2	1	1	1	1	3	-
\$67.50 and under \$70.00	-	1	5	-	-	-	1	1	2	1	-	-	3	-
\$70.00 and under \$72.50	-	-	9	5	1	-	-	1	1	2	-	-	6	-
\$72.50 and under \$75.00	-	-	8	1	6	-	4	3	1	1	-	-	1	1
\$75.00 and under \$77.50	-	-	1	-	-	-	-	2	-	-	-	-	4	-
\$77.50 and under \$80.00	1	3	6	1	-	-	2	-	-	1	-	-	3	-
\$80.00 and over	1	1	11	3	-	-	2	1	2	1	-	-	4	-
Establishments having no specified minimum	10	18	108	30	4	5	17	48	42	60	9	12	66	4
Establishments which did not employ workers in this category	29	15	84	45	48	49	50	48	40	56	15	22	31	24
Information not available	-	-	-	1	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table B-1. Minimum entrance rates¹ for women office workers—all industries—Continued

(Distribution of establishments studied by minimum hiring rate for selected occupations, late 1959 and early 1960)

Minimum rate (weekly straight-time salary)	West						
	Albu- querque	Denver	Los Angeles- Long Beach ²	Phoenix	Portland	San Bernardino- Riverside- Ontario	San Francisco- Oakland ²
Establishments studied	73	154	326	91	151	85	259
Inexperienced typists							
Establishments having a specified minimum ³	18	63	175	22	62	29	122
Under \$37.50	1	-	-	1	-	-	-
\$37.50 and under \$40.00	-	1	-	1	-	-	-
\$40.00 and under \$42.50	9	8	-	2	1	1	-
\$42.50 and under \$45.00	-	4	1	-	5	4	1
\$45.00 and under \$47.50	2	5	4	4	7	3	-
\$47.50 and under \$50.00	3	3	4	3	5	2	1
\$50.00 and under \$52.50	1	14	11	4	10	2	11
\$52.50 and under \$55.00	-	6	16	2	4	2	21
\$55.00 and under \$57.50	-	7	13	2	2	6	10
\$57.50 and under \$60.00	-	6	28	2	3	2	20
\$60.00 and under \$62.50	1	3	20	-	3	-	7
\$62.50 and under \$65.00	-	2	19	-	2	-	12
\$65.00 and under \$67.50	-	1	6	-	6	1	7
\$67.50 and under \$70.00	-	1	4	-	6	2	8
\$70.00 and under \$72.50	1	-	8	-	-	-	7
\$72.50 and under \$75.00	-	1	10	-	2	1	3
\$75.00 and under \$77.50	-	-	6	-	2	1	2
\$77.50 and under \$80.00	-	-	7	-	-	1	6
\$80.00 and over	-	-	18	1	4	1	6
Establishments having no specified minimum	-	43	54	11	39	5	70
Establishments which did not employ workers in this category	55	48	97	58	50	51	67
Information not available	-	-	-	-	-	-	-
Other inexperienced clerical workers ⁴							
Establishments having a specified minimum ³	38	71	173	32	72	38	132
Under \$37.50	1	-	-	1	-	-	-
\$37.50 and under \$40.00	-	1	-	1	-	-	-
\$40.00 and under \$42.50	-	9	-	6	3	2	-
\$42.50 and under \$45.00	13	7	4	1	5	7	1
\$45.00 and under \$47.50	1	8	7	5	9	3	6
\$47.50 and under \$50.00	6	2	6	3	6	-	7
\$50.00 and under \$52.50	3	17	18	3	10	6	9
\$52.50 and under \$55.00	6	6	16	2	2	4	17
\$55.00 and under \$57.50	1	5	10	3	3	5	16
\$57.50 and under \$60.00	-	6	26	5	8	1	17
\$60.00 and under \$62.50	2	5	18	-	4	-	10
\$62.50 and under \$65.00	-	2	17	1	3	1	14
\$65.00 and under \$67.50	2	1	3	-	5	2	7
\$67.50 and under \$70.00	-	1	4	-	3	-	3
\$70.00 and under \$72.50	2	-	7	-	1	1	6
\$72.50 and under \$75.00	-	1	12	-	5	1	6
\$75.00 and under \$77.50	-	-	4	-	-	1	2
\$77.50 and under \$80.00	-	-	9	-	-	1	8
\$80.00 and over	-	-	12	1	5	3	3
Establishments having no specified minimum	1	43	57	10	39	5	69
Establishments which did not employ workers in this category	34	40	96	49	40	42	58
Information not available	-	-	-	-	-	-	-

¹ Lowest formally established salary rate.² Exception to the standard industry limitations are shown in footnotes 4 and/or 5 to the table in appendix A.³ Regular straight-time salary corresponding to employee's standard workweek. Data are presented for all workweeks combined.⁴ Rates applicable to messengers, office girls, or similar subclerical jobs are not considered.

Table B-2. Minimum entrance rates¹ for women office workers—manufacturing

(Distribution of establishments studied, by minimum hiring rate for selected occupations, late 1959 and early 1960)

Minimum rate (weekly straight-time salary)	Northeast														
	Albany- Schenec- tady-Troy	Allentown- Bethlehem- Easton	Boston	Lawrence- Haverhill	Newark and Jersey City	New Haven	New York City	Paterson- Clifton- Passaic	Phila- delphia	Pitts- burgh	Portland	Provi- dence	Water- bury	Worcester	York
Establishments studied -----	46	61	85	46	133	47	166	94	134	83	25	78	33	50	55
Inexperienced typists															
Establishments having a specified minimum ² -----	23	26	49	16	89	25	71	35	82	59	6	39	17	26	11
Under \$40.00 -----	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-
\$40.00 and under \$42.50 -----	3	4	3	3	1	1	-	-	4	6	1	12	-	5	3
\$42.50 and under \$45.00 -----	1	1	-	1	1	3	-	1	3	1	1	8	-	4	-
\$45.00 and under \$47.50 -----	3	6	13	4	7	7	2	3	14	1	1	8	8	3	1
\$47.50 and under \$50.00 -----	1	2	6	-	4	-	5	2	7	2	1	3	-	1	2
\$50.00 and under \$52.50 -----	3	6	14	6	25	2	15	5	15	8	-	2	3	8	2
\$52.50 and under \$55.00 -----	-	1	5	-	5	1	5	-	8	5	-	3	3	1	1
\$55.00 and under \$57.50 -----	2	-	2	1	11	4	16	8	7	3	1	-	2	1	1
\$57.50 and under \$60.00 -----	2	-	-	1	3	2	5	2	5	9	-	1	-	-	-
\$60.00 and under \$62.50 -----	2	-	2	-	10	1	11	2	5	3	-	1	-	1	-
\$62.50 and under \$65.00 -----	1	-	1	-	4	2	4	2	5	3	1	-	1	-	1
\$65.00 and under \$67.50 -----	2	-	-	-	6	1	1	4	4	2	-	-	-	-	-
\$67.50 and under \$70.00 -----	1	-	3	-	4	-	2	1	1	5	-	1	-	-	-
\$70.00 and under \$72.50 -----	-	1	-	-	2	-	1	4	1	-	-	-	-	1	-
\$72.50 and under \$75.00 -----	1	2	-	-	5	-	2	-	-	6	-	-	-	-	-
\$75.00 and under \$77.50 -----	1	1	-	-	-	-	-	-	3	1	-	-	-	-	-
\$77.50 and under \$80.00 -----	-	-	-	-	-	1	-	-	-	3	-	-	-	1	-
\$80.00 and over -----	-	-	-	-	1	-	2	1	-	1	-	-	-	-	-
Establishments having no specified minimum -----	7	21	30	6	19	9	35	13	31	11	10	23	10	12	7
Establishments which did not employ workers in this category -----	16	14	6	24	25	13	60	46	21	13	9	16	6	12	37
Information not available -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other inexperienced clerical workers ³															
Establishments having a specified minimum ² -----	21	26	47	24	87	22	76	35	86	62	8	33	21	27	21
Under \$40.00 -----	-	2	-	-	-	-	-	-	1	-	-	-	-	-	-
\$40.00 and under \$42.50 -----	4	3	4	8	2	2	1	1	4	6	2	12	-	7	5
\$42.50 and under \$45.00 -----	-	2	-	2	2	4	1	1	6	1	2	5	1	3	1
\$45.00 and under \$47.50 -----	3	6	14	4	8	6	4	3	14	3	1	5	9	3	7
\$47.50 and under \$50.00 -----	1	2	3	1	5	1	5	2	6	1	1	4	-	2	2
\$50.00 and under \$52.50 -----	1	6	17	9	26	2	21	5	17	10	-	1	4	7	1
\$52.50 and under \$55.00 -----	-	1	3	-	4	1	8	1	9	5	-	3	3	2	1
\$55.00 and under \$57.50 -----	4	-	1	-	10	2	10	8	10	3	1	-	3	1	1
\$57.50 and under \$60.00 -----	3	-	-	-	4	1	8	3	1	9	-	2	1	-	1
\$60.00 and under \$62.50 -----	-	-	1	-	5	-	8	-	5	3	-	1	-	1	-
\$62.50 and under \$65.00 -----	1	-	1	-	7	1	2	2	7	3	1	-	-	-	1
\$65.00 and under \$67.50 -----	2	-	-	-	4	1	2	3	1	2	-	-	-	-	1
\$67.50 and under \$70.00 -----	1	-	2	-	4	-	2	1	2	5	-	-	-	-	-
\$70.00 and under \$72.50 -----	-	2	1	-	1	-	1	4	1	-	-	-	-	-	-
\$72.50 and under \$75.00 -----	1	2	-	-	4	-	2	-	-	6	-	-	-	-	-
\$75.00 and under \$77.50 -----	-	-	-	-	-	-	-	-	2	1	-	-	-	-	-
\$77.50 and under \$80.00 -----	-	-	-	-	-	1	-	-	-	4	-	-	-	1	-
\$80.00 and over -----	-	-	-	-	1	-	1	1	-	-	-	-	-	-	-
Establishments having no specified minimum -----	7	21	31	11	22	8	40	14	39	12	12	19	10	14	25
Establishments which did not employ workers in this category -----	18	14	7	11	24	17	50	45	9	9	5	26	2	9	9
Information not available -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table B-2. Minimum entrance rates¹ for women office workers—manufacturing—Continued

(Distribution of establishments studied, by minimum hiring rate for selected occupations, late 1959 and early 1960)

Minimum rate (weekly straight-time salary)	South																
	Atlanta	Beau- mont- Port Arthur	Birming- ham	Charles- ton, W. Va.	Charlotte	Fort Worth	Green- ville	Houston	Jackson	Jack- sonville	Lubbock	Memphis	Miami	New Orleans	Rich- mond	Savan- nah	Wash- ington
Establishments studied	68	31	48	26	45	41	42	69	28	38	18	60	47	54	43	22	45
Inexperienced typists																	
Establishments having a specified minimum ²	17	20	14	10	12	10	14	17	9	8	2	30	8	19	18	8	19
Under \$40.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$40.00 and under \$42.50	3	1	1	1	5	3	3	1	3	1	1	7	2	2	3	1	1
\$42.50 and under \$45.00	-	2	-	-	-	-	1	1	1	2	-	4	3	-	-	1	-
\$45.00 and under \$47.50	-	-	2	-	2	4	2	1	3	1	-	7	2	3	1	-	-
\$47.50 and under \$50.00	1	-	-	-	-	-	-	-	-	-	-	3	-	-	8	-	7
\$50.00 and under \$52.50	6	2	3	-	2	-	7	3	-	3	1	3	3	6	-	2	7
\$52.50 and under \$55.00	1	1	1	-	2	-	1	-	1	-	-	3	-	3	1	-	4
\$55.00 and under \$57.50	1	1	1	-	-	1	-	4	-	1	-	1	1	3	1	1	1
\$57.50 and under \$60.00	1	2	1	1	-	-	-	1	-	-	-	-	-	1	2	1	1
\$60.00 and under \$62.50	-	2	-	-	1	-	-	2	1	-	-	1	-	1	-	-	4
\$62.50 and under \$65.00	-	-	1	2	-	-	-	-	-	-	-	1	-	-	1	-	-
\$65.00 and under \$67.50	1	1	1	-	-	-	-	-	-	-	-	-	-	-	1	-	1
\$67.50 and under \$70.00	-	-	1	4	-	-	-	2	-	-	-	-	-	-	-	-	-
\$70.00 and under \$72.50	-	2	-	1	-	1	-	1	-	-	-	-	-	-	1	1	-
\$72.50 and under \$75.00	2	2	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-
\$75.00 and under \$77.50	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$77.50 and under \$80.00	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	1	-
\$80.00 and over	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Establishments having no specified minimum	16	4	9	3	5	11	5	5	3	21	-	8	7	9	6	3	13
Establishments which did not employ workers in this category	35	7	25	13	28	18	23	47	16	9	16	22	32	26	19	11	13
Information not available	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-
Other inexperienced clerical workers ³																	
Establishments having a specified minimum ²	21	21	23	13	20	13	23	28	10	9	7	32	8	19	10	15	16
Under \$40.00	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	2	-
\$40.00 and under \$42.50	3	1	4	1	8	5	7	4	4	2	3	8	2	2	3	2	1
\$42.50 and under \$45.00	-	2	1	1	1	2	1	1	1	2	2	4	-	3	-	-	-
\$45.00 and under \$47.50	1	-	3	-	2	2	5	1	3	1	-	8	2	3	1	-	1
\$47.50 and under \$50.00	2	-	-	-	2	-	-	-	-	1	-	3	-	-	-	4	1
\$50.00 and under \$52.50	8	2	6	-	4	1	10	5	-	2	2	3	3	6	5	2	5
\$52.50 and under \$55.00	-	1	1	-	2	-	-	1	1	-	-	2	-	-	-	-	2
\$55.00 and under \$57.50	1	1	-	-	-	1	-	5	-	1	-	1	1	2	-	1	2
\$57.50 and under \$60.00	1	2	3	1	-	-	-	1	-	-	-	1	-	1	-	1	1
\$60.00 and under \$62.50	-	3	-	1	1	-	-	3	1	-	-	1	-	2	-	1	2
\$62.50 and under \$65.00	-	-	1	2	-	-	-	1	-	-	-	-	-	-	1	-	-
\$65.00 and under \$67.50	1	-	1	-	-	-	-	3	-	-	-	-	-	-	-	1	1
\$67.50 and under \$70.00	1	-	1	4	-	-	-	1	-	-	-	-	-	-	-	-	-
\$70.00 and under \$72.50	-	2	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-
\$72.50 and under \$75.00	2	2	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-
\$75.00 and under \$77.50	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$77.50 and under \$80.00	-	-	2	-	-	-	-	1	-	-	-	-	-	-	-	-	-
\$80.00 and over	1	3	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-
Establishments having no specified minimum	26	4	12	4	8	12	4	17	3	21	3	7	8	11	8	3	14
Establishments which did not employ workers in this category	21	6	13	9	17	14	15	24	15	8	8	21	31	24	25	4	15
Information not available	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table B-2. Minimum entrance rates¹ for women office workers—manufacturing—Continued

(Distribution of establishments studied, by minimum hiring rate for selected occupations, late 1959 and early 1960)

Minimum rate (weekly straight-time salary)	North Central														
	Akron	Canton	Chicago	Cincinnati	Dayton	Des Moines	Indianapolis	Kansas City	Milwaukee	Minneapolis-St. Paul	Muskegon-Muskegon Heights	Rockford	St. Louis	Sioux Falls	South Bend
Establishments studied	41	43	176	88	56	36	72	72	91	95	31	43	100	16	32
Inexperienced typists															
Establishments having a specified minimum ²	17	26	108	54	31	11	39	27	51	49	17	24	66	4	13
Under \$40.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$40.00 and under \$42.50	-	7	-	5	3	1	5	2	1	-	1	1	3	1	1
\$42.50 and under \$45.00	1	2	-	3	1	1	2	-	7	1	1	-	5	1	1
\$45.00 and under \$47.50	2	3	2	7	3	3	1	4	6	8	3	2	9	-	1
\$47.50 and under \$50.00	2	2	1	2	2	1	2	2	6	9	3	4	5	-	1
\$50.00 and under \$52.50	3	2	4	11	5	2	5	1	9	9	5	12	12	1	1
\$52.50 and under \$55.00	3	3	8	4	2	-	2	3	4	6	1	3	5	-	1
\$55.00 and under \$57.50	3	2	20	5	3	-	7	1	13	3	1	2	3	-	2
\$57.50 and under \$60.00	1	-	10	1	1	-	3	3	4	3	1	-	8	-	1
\$60.00 and under \$62.50	1	1	17	4	2	2	4	2	2	-	-	-	2	-	-
\$62.50 and under \$65.00	-	-	9	3	2	-	2	-	2	2	-	-	2	-	4
\$65.00 and under \$67.50	-	-	9	1	-	1	1	-	-	-	1	-	2	-	-
\$67.50 and under \$70.00	-	-	7	-	1	-	-	2	2	1	-	-	1	-	-
\$70.00 and under \$72.50	-	-	4	5	1	-	-	1	1	-	-	-	4	-	-
\$72.50 and under \$75.00	-	-	4	1	5	-	3	4	1	-	-	-	1	1	-
\$75.00 and under \$77.50	-	-	1	-	-	-	1	-	-	-	-	-	2	-	-
\$77.50 and under \$80.00	-	3	6	-	-	-	1	-	-	-	-	-	-	-	-
\$80.00 and over	1	1	6	2	-	-	1	1	-	1	-	-	2	-	-
Establishments having no specified minimum	3	8	46	16	2	-	3	19	19	26	8	6	24	2	4
Establishments which did not employ workers in this category	21	9	22	17	23	25	30	26	21	20	6	13	10	10	15
Information not available	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
Other inexperienced clerical workers ³															
Establishments having a specified minimum ²	21	26	109	54	29	12	49	26	53	44	17	25	65	5	15
Under \$40.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$40.00 and under \$42.50	1	7	-	6	3	1	5	2	1	-	1	1	4	2	1
\$42.50 and under \$45.00	2	1	-	4	2	2	3	1	2	6	1	-	6	1	1
\$45.00 and under \$47.50	5	3	2	6	2	5	2	6	5	13	5	6	11	-	1
\$47.50 and under \$50.00	4	2	3	2	2	-	2	1	8	5	2	4	4	-	2
\$50.00 and under \$52.50	2	2	9	9	4	1	9	1	10	6	5	10	10	1	3
\$52.50 and under \$55.00	5	3	10	4	1	-	3	3	4	5	-	2	4	-	-
\$55.00 and under \$57.50	1	2	25	5	3	-	6	1	10	2	1	1	3	-	1
\$57.50 and under \$60.00	-	-	10	2	1	-	5	3	4	2	1	-	7	-	2
\$60.00 and under \$62.50	-	1	11	4	3	2	3	-	4	1	-	-	1	-	1
\$62.50 and under \$65.00	-	-	6	2	2	-	2	-	1	2	-	-	2	-	3
\$65.00 and under \$67.50	-	-	9	2	-	1	4	1	-	-	1	1	2	-	-
\$67.50 and under \$70.00	-	1	3	-	-	-	-	1	2	1	-	-	1	-	-
\$70.00 and under \$72.50	-	-	4	5	1	-	-	1	1	-	-	-	4	-	-
\$72.50 and under \$75.00	-	-	4	1	5	-	3	3	1	-	-	-	1	1	-
\$75.00 and under \$77.50	-	-	1	-	-	-	-	1	-	-	-	-	2	-	-
\$77.50 and under \$80.00	-	3	6	-	-	-	1	-	-	-	-	-	-	-	-
\$80.00 and over	1	1	6	2	-	-	1	1	-	1	-	-	3	-	-
Establishments having no specified minimum	5	11	47	17	2	1	4	23	22	25	8	7	25	2	6
Establishments which did not employ workers in this category	15	6	20	16	25	23	19	23	16	26	6	11	10	9	11
Information not available	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table B-2. Minimum entrance rates¹ for women office workers—manufacturing—Continued

(Distribution of establishments studied, by minimum hiring rate for selected occupations, late 1959 and early 1960)

Minimum rate (weekly straight-time salary)	West						
	Albu- querque	Denver	Los Angeles— Long Beach	Phoenix	Portland	San Bernardino— Riverside— Ontario	San Francisco— Oakland
Establishments studied -----	22	48	116	33	63	37	86
Inexperienced typists							
Establishments having a specified minimum ² -----	1	24	75	9	24	12	43
Under \$40.00 -----	-	-	-	-	-	-	-
\$40.00 and under \$42.50 -----	1	2	-	1	-	1	-
\$42.50 and under \$45.00 -----	-	-	-	-	1	-	-
\$45.00 and under \$47.50 -----	-	1	1	2	3	-	-
\$47.50 and under \$50.00 -----	-	1	-	-	2	1	-
\$50.00 and under \$52.50 -----	-	6	3	2	4	2	1
\$52.50 and under \$55.00 -----	-	3	4	1	2	-	-
\$55.00 and under \$57.50 -----	-	2	4	1	-	4	2
\$57.50 and under \$60.00 -----	-	4	13	2	2	1	10
\$60.00 and under \$62.50 -----	-	3	8	-	-	-	3
\$62.50 and under \$65.00 -----	-	-	12	-	2	-	7
\$65.00 and under \$67.50 -----	-	1	4	-	2	-	3
\$67.50 and under \$70.00 -----	-	1	3	-	2	1	6
\$70.00 and under \$72.50 -----	-	-	4	-	-	-	2
\$72.50 and under \$75.00 -----	-	-	6	-	2	-	1
\$75.00 and under \$77.50 -----	-	-	6	-	1	1	3
\$77.50 and under \$80.00 -----	-	-	1	-	-	1	3
\$80.00 and over -----	-	-	6	-	1	-	4
Establishments having no specified minimum -----	-	14	15	6	21	2	22
Establishments which did not employ workers in this category -----	21	10	26	18	18	23	21
Information not available -----	-	-	-	-	-	-	-
Other inexperienced clerical workers ³							
Establishments having a specified minimum ² -----	12	20	67	11	28	13	46
Under \$40.00 -----	-	-	-	-	-	-	-
\$40.00 and under \$42.50 -----	2	1	-	2	-	-	-
\$42.50 and under \$45.00 -----	1	-	-	-	1	1	-
\$45.00 and under \$47.50 -----	2	1	1	1	3	1	1
\$47.50 and under \$50.00 -----	-	1	1	-	3	-	-
\$50.00 and under \$52.50 -----	4	7	4	-	5	3	-
\$52.50 and under \$55.00 -----	1	2	4	1	1	2	1
\$55.00 and under \$57.50 -----	-	1	5	2	-	3	5
\$57.50 and under \$60.00 -----	-	3	12	4	5	-	9
\$60.00 and under \$62.50 -----	1	3	7	-	-	-	6
\$62.50 and under \$65.00 -----	-	-	9	1	1	-	9
\$65.00 and under \$67.50 -----	1	1	2	-	2	1	1
\$67.50 and under \$70.00 -----	-	-	1	-	2	-	2
\$70.00 and under \$72.50 -----	-	-	6	-	-	-	2
\$72.50 and under \$75.00 -----	-	-	9	-	4	-	2
\$75.00 and under \$77.50 -----	-	-	2	-	-	1	1
\$77.50 and under \$80.00 -----	-	-	1	-	-	1	4
\$80.00 and over -----	-	-	3	-	1	-	3
Establishments having no specified minimum -----	-	14	16	6	20	2	21
Establishments which did not employ workers in this category -----	10	14	33	16	15	22	19
Information not available -----	-	-	-	-	-	-	-

¹ Lowest formally established salary rate.² Regular straight-time salary corresponding to employee's standard workweek. Data are presented for all workweeks combined.³ Rates applicable to messengers, office girls, or similar subclerical jobs are not considered.

Table B-3. Scheduled weekly hours—all industries

(Percent of office and plant workers employed in all establishments, by scheduled hours of work per week, late 1959 and early 1960)

Area	Office workers ¹							Plant workers ²									
	Under 40 hours					40 hours	Over 40 hours	Under 40 hours			40 hours	Over 40 hours					
	35	36 1/4	37 1/2	38 3/4	Total ³			Under 37 1/2	37 1/2	Total ³		Total ³	42	44	45	48	Over 48
Northeast:																	
Albany-Schenectady-Troy	1	(4)	26	(4)	31	68	1	2	10	12	83	6	-	2	-	3	-
Allentown-Bethlehem-Easton	3	(4)	11	3	23	75	2	5	3	8	87	6	-	3	-	3	-
Boston ⁵	10	8	25	6	62	38	(4)	2	7	12	80	7	(4)	2	-	3	(4)
Lawrence-Haverhill	(4)	-	4	4	10	89	1	2	-	2	86	11	-	(4)	5	4	2
Newark and Jersey City ⁵	17	3	25	7	59	41	-	4	3	8	88	4	1	(4)	1	1	1
New Haven	1	(4)	25	2	41	58	(4)	5	4	14	70	16	2	2	5	1	3
New York City ⁵	54	9	17	(4)	87	13	(4)	12	5	19	77	4	1	1	2	1	(4)
Paterson-Clifton-Passaic	21	-	21	2	46	53	(4)	4	4	9	89	3	1	(4)	-	-	1
Philadelphia ⁵	9	5	23	10	55	44	(4)	4	8	13	83	4	1	(4)	-	2	(4)
Pittsburgh	1	1	17	1	24	75	(4)	1	1	2	94	4	2	(4)	1	1	-
Portland	10	2	23	4	43	52	5	6	6	12	50	38	24	2	3	(4)	3
Providence	4	5	21	6	44	56	-	2	1	4	79	17	1	2	4	(4)	4
Waterbury	1	-	5	-	18	80	2	4	4	10	69	21	1	2	1	9	2
Worcester	1	13	12	(4)	27	73	(4)	2	2	7	84	9	-	5	1	2	1
York	(4)	-	6	1	12	86	1	2	2	4	78	18	1	1	1	7	8
South:																	
Atlanta	1	1	15	12	29	68	3	1	3	5	74	20	2	3	(4)	6	4
Beaumont-Port Arthur	-	-	3	1	4	89	7	-	1	1	87	13	3	1	-	4	1
Birmingham	1	-	8	4	13	82	5	1	2	3	75	21	2	2	2	5	8
Charleston, W. Va.	3	-	12	-	18	78	4	5	2	9	83	8	-	1	3	2	1
Charlotte	-	-	25	2	29	68	3	2	1	4	61	35	1	2	9	17	3
Fort Worth	-	-	(4)	-	(4)	94	6	2	-	2	80	18	2	5	2	6	3
Greenville	-	7	2	-	11	80	8	-	1	1	62	36	-	8	4	21	1
Houston	-	-	4	1	5	86	8	-	(4)	1	75	25	1	6	6	5	3
Jackson	(4)	-	21	7	28	62	9	-	2	3	62	35	1	3	4	7	14
Jacksonville ⁵	(4)	6	29	-	41	55	4	1	2	2	65	33	2	7	5	10	5
Lubbock	-	-	1	-	4	67	29	-	3	8	28	63	-	16	8	17	18
Memphis ⁵	3	1	4	2	10	81	8	(4)	1	2	74	22	-	3	4	9	1
Miami	11	1	5	1	21	68	11	2	-	2	58	40	1	3	8	23	3
New Orleans	3	2	12	1	24	65	11	1	1	2	64	34	2	3	6	16	4
Richmond ⁵	3	10	23	(4)	45	54	(4)	(4)	3	3	73	24	3	5	4	8	1
Savannah	(4)	2	6	-	9	84	7	-	1	1	74	25	6	1	4	6	6
Washington ⁵	5	(4)	17	8	33	65	2	2	5	7	76	18	2	4	1	7	3
North Central:																	
Akron	(4)	-	2	-	3	94	3	47	(4)	50	41	9	-	3	(4)	2	2
Canton	(4)	-	3	5	9	88	3	(4)	1	2	94	4	-	2	(4)	1	(4)
Chicago ⁵	5	5	16	8	39	60	(4)	5	3	8	86	6	(4)	1	1	3	1
Cincinnati ⁵	6	3	8	2	21	79	(4)	(4)	3	3	93	3	-	1	1	1	(4)
Dayton	2	-	7	-	11	84	4	-	7	7	86	7	-	2	2	3	-
Des Moines	-	-	19	4	24	73	3	1	9	11	81	8	(4)	1	-	6	(4)
Indianapolis ⁵	4	(4)	8	9	24	75	2	(4)	2	2	83	14	(4)	1	3	7	3
Kansas City	-	2	4	3	10	88	1	1	2	3	88	9	3	(4)	1	3	1
Milwaukee	(4)	1	8	4	14	85	1	1	3	4	91	5	1	1	2	(4)	2
Minneapolis-St. Paul	1	1	18	8	31	68	1	3	3	6	89	5	(4)	2	2	1	(4)
Muskegon-Muskegon Heights	-	-	-	-	-	98	2	-	-	-	83	17	-	1	2	13	1
Rockford	-	-	-	-	(4)	91	9	-	1	2	46	53	-	14	21	2	11
St. Louis ⁵	3	2	8	4	18	82	1	3	3	7	90	4	2	(4)	-	2	-
Sioux Falls	-	-	-	-	-	92	8	-	-	-	79	21	1	1	9	4	4
South Bend	-	-	1	2	3	95	2	1	1	2	91	6	-	2	(4)	3	-
West:																	
Albuquerque	-	-	1	-	1	95	4	1	1	2	82	16	2	4	2	4	3
Denver	-	2	2	2	8	89	3	2	3	5	81	15	1	3	-	9	2
Los Angeles-Long Beach ⁵	1	1	8	4	16	83	(4)	1	1	2	95	3	1	(4)	1	(4)	-
Phoenix	-	-	3	-	3	90	6	-	3	3	69	28	2	7	1	13	2
Portland	-	-	7	5	17	82	2	3	-	3	95	2	(4)	1	(4)	(4)	-
San Bernardino-Riverside-Ontario	-	-	-	2	2	95	3	1	1	2	87	10	1	5	1	3	-
San Francisco-Oakland ⁵	2	1	15	12	34	66	-	5	6	12	87	(4)	-	-	(4)	-	-

¹ Data relate to all office workers and are not comparable with studies made prior to July 1957.² Data for finance and insurance are excluded.³ Includes weekly schedules other than those presented separately.⁴ Less than 0.5 percent.⁵ Exceptions to the standard industry limitations are shown in footnotes 4 and/or 5 to the table in appendix A.⁶ Virtually all workers were at 36 hours.

Table B-4. Scheduled weekly hours—manufacturing

(Percent of office and plant workers employed in manufacturing establishments, by scheduled hours of work per week, late 1959 and early 1960)

Area	Office workers ¹							Plant workers									
	Under 40 hours					40 hours	Over 40 hours	Under 40 hours			40 hours	Over 40 hours					
	35	36½	37½	38¾	Total ²			Under 37½	37½	Total		Total ²	42	44	45	48	Over 48
Northeast:																	
Albany-Schenectady-Troy	(³)	1	5	1	13	87	-	2	9	11	87	2	-	-	-	2	-
Allentown-Bethlehem-Easton	1	1	11	5	17	83	(³)	5	4	9	87	4	-	2	-	2	-
Boston	8	2	17	7	35	64	1	2	4	6	88	6	-	1	-	2	-
Lawrence-Haverhill	-	-	5	1	6	94	(³)	-	-	-	90	10	-	-	4	3	1
Newark and Jersey City	8	2	18	14	44	56	-	5	3	9	88	4	1	-	1	-	1
New Haven	1	-	3	2	7	93	1	6	6	12	74	14	-	3	6	-	3
New York City	65	8	17	1	92	8	-	*25	3	30	68	2	-	-	1	-	1
Paterson-Clifton-Passaic	8	-	19	1	28	71	(³)	5	4	9	90	1	-	-	-	-	1
Philadelphia	6	4	17	17	46	54	-	4	11	15	82	2	-	-	-	2	-
Pittsburgh	(³)	-	3	1	7	93	(³)	-	2	2	96	3	2	-	-	1	-
Portland	6	-	3	-	9	90	1	-	4	4	54	42	35	(³)	4	-	-
Providence	3	(³)	10	8	22	78	-	2	1	2	81	17	1	2	4	-	4
Waterbury	1	-	1	-	15	84	1	4	4	8	72	20	-	1	1	10	2
Worcester	(³)	-	1	(³)	3	97	(³)	1	2	3	87	11	-	6	1	2	1
York	-	-	3	1	8	91	1	1	1	2	78	20	-	-	1	9	10
South:																	
Atlanta	(³)	-	7	-	8	88	4	-	6	8	87	6	1	1	1	1	1
Beaumont-Port Arthur	-	-	1	2	2	93	4	-	1	1	97	2	1	-	-	-	-
Birmingham	-	-	2	1	3	96	1	-	3	3	85	12	2	1	1	(³)	7
Charleston, W. Va.	-	-	3	-	3	96	1	-	2	2	95	3	-	-	-	2	-
Charlotte	-	-	23	-	23	75	2	1	3	4	65	31	-	1	9	17	-
Fort Worth	-	-	-	-	-	95	5	3	-	3	88	9	1	2	2	-	4
Greenville	-	-	1	-	1	93	5	-	1	1	64	35	-	9	2	24	(³)
Houston	-	-	1	-	1	85	*14	-	1	1	87	13	-	-	5	2	1
Jackson	-	-	-	-	1	83	16	-	4	4	79	17	2	-	4	1	8
Jacksonville	-	5	-	-	5	90	4	2	4	6	80	14	5	4	-	-	1
Lubbock	-	-	-	-	-	35	*65	-	10	10	6	84	-	25	13	28	19
Memphis	(³)	-	5	-	5	93	1	-	2	2	88	10	-	2	4	1	1
Miami	-	-	3	-	4	91	4	3	-	3	84	13	-	2	-	7	1
New Orleans	3	-	5	-	9	80	*12	2	2	4	83	14	-	-	9	3	2
Richmond	2	5	13	1	21	79	-	-	3	3	88	9	3	-	3	3	-
Savannah	(³)	6	2	-	11	84	5	-	2	2	84	14	5	1	-	2	4
Washington	2	-	17	3	22	74	4	12	29	40	58	2	-	-	1	1	-
North Central:																	
Akron	-	-	1	-	1	99	1	*60	-	62	32	6	-	1	-	1	2
Canton	(³)	-	4	3	8	91	1	-	1	1	99	-	-	-	-	-	-
Chicago	6	3	16	14	39	61	(³)	7	4	11	87	2	-	-	1	1	1
Cincinnati	-	(³)	10	2	13	87	-	-	3	3	96	1	-	-	1	-	-
Dayton	-	-	10	-	10	85	5	-	8	8	88	4	-	-	2	2	-
Des Moines	-	-	1	-	1	94	6	-	14	14	82	4	1	1	-	2	-
Indianapolis	1	-	3	-	4	96	(³)	(³)	3	3	91	6	-	-	3	2	2
Kansas City	-	-	2	(³)	2	95	2	2	3	6	84	11	4	1	-	4	1
Milwaukee	-	(³)	3	2	7	93	-	1	2	3	94	2	-	-	2	(³)	(³)
Minneapolis-St. Paul	-	1	11	4	25	75	1	5	5	10	85	5	1	-	3	1	-
Muskegon-Muskegon Heights	-	-	-	-	-	99	1	-	-	-	83	17	-	1	2	13	1
Rockford	-	-	-	-	-	95	5	-	1	1	46	53	-	13	24	-	13
St. Louis	1	1	8	4	14	86	(³)	2	5	7	90	3	2	-	-	1	-
Sioux Falls	-	-	-	-	-	95	5	-	-	-	92	8	2	-	2	-	3
South Bend	-	-	1	2	3	97	-	-	-	-	98	2	-	-	-	2	-
West:																	
Albuquerque	-	-	-	-	-	96	4	-	5	5	83	11	5	-	-	5	-
Denver	-	-	-	-	1	98	1	3	6	10	88	2	-	-	-	2	-
Los Angeles-Long Beach	(³)	-	1	-	1	98	1	2	1	3	94	4	2	-	2	-	-
Phoenix	-	-	(³)	-	(³)	96	3	-	4	4	86	10	-	-	-	5	-
Portland	-	-	4	-	4	93	3	5	-	5	94	1	-	-	1	-	-
San Bernardino-Riverside-Ontario	-	-	-	1	1	98	1	1	1	2	92	5	-	3	2	1	-
San Francisco-Oakland	2	1	6	19	32	68	-	10	3	13	87	-	-	-	-	-	-

¹ Data relate to all office workers and are not comparable with studies made prior to July 1957.² Includes weekly schedules other than those presented separately.³ Less than 0.5 percent.⁴ Virtually all workers were at either 35 or 36½ hours.⁵ Most workers were at 44 hours.⁶ Virtually all workers were at 36 hours.

Table B-5. Scheduled weekly hours—public utilities ¹

(Percent of office and plant workers employed in public utilities establishments, by scheduled hours of work per week, late 1959 and early 1960)

Area	Office workers ²							Plant workers									
	Under 40 hours					40 hours	Over 40 hours	Under 40 hours			40 hours	Over 40 hours					
	35	36 1/4	37 1/2	38 3/4	Total ³			Under 37 1/2	37 1/2	Total ³		Total ³	42	44	48	Over 48	
Northeast:																	
Albany-Schenectady-Troy	4	-	74	-	78	22	-	-	-	-	100	-	-	-	-	-	-
Allentown-Bethlehem-Easton	-	-	6	-	6	94	-	-	-	-	100	-	-	-	-	-	-
Boston ⁴	2	-	47	-	49	51	-	-	-	-	96	4	-	2	2	-	-
Newark and Jersey City	47	-	-	1	48	52	-	-	-	-	100	-	-	-	-	-	-
New Haven	(⁵)	(⁵)	57	-	57	43	-	-	-	-	87	13	-	-	-	-	2
New York City ⁴	44	6	7	-	57	43	-	(⁵)	3	3	94	3	-	-	-	-	-
Paterson-Clifton-Passaic	58	-	3	-	61	39	-	-	-	-	100	-	-	-	-	-	-
Philadelphia	7	-	23	(⁵)	30	69	-	-	-	-	100	-	-	-	-	-	-
Pittsburgh	-	-	36	-	38	62	(⁵)	-	-	-	93	7	-	-	1	-	-
Portland	1	-	38	-	38	60	2	-	-	-	77	23	-	-	2	5	-
Providence	2	2	76	-	80	20	-	-	-	-	98	2	-	-	-	-	-
Waterbury	-	-	2	-	2	98	-	-	-	-	91	9	-	-	-	-	3
Worcester	-	-	31	-	31	69	-	-	-	-	100	-	-	-	-	-	-
York	2	-	12	-	14	86	-	-	-	-	97	3	-	2	-	-	1
South:																	
Atlanta	6	-	28	-	34	63	2	-	-	-	86	14	5	-	5	4	-
Beaumont-Port Arthur	-	-	-	-	-	99	1	-	-	-	95	5	-	-	5	-	-
Birmingham	-	-	25	-	27	73	-	-	-	-	86	14	-	-	6	-	-
Charleston, W. Va.	-	-	31	-	31	69	-	-	-	-	96	4	-	-	-	4	-
Charlotte	-	-	31	-	31	68	2	-	-	-	84	16	5	-	-	-	-
Fort Worth	-	-	-	-	-	100	-	-	-	-	95	5	-	-	-	5	-
Greenville	-	-	16	-	16	71	13	-	-	-	80	20	-	7	-	-	11
Houston	-	-	-	-	-	98	2	-	1	1	88	12	(⁵)	-	(⁵)	4	-
Jackson	-	-	47	-	47	53	-	-	-	-	95	5	-	-	5	-	-
Jacksonville ⁴	-	-	36	-	37	62	(⁵)	-	-	-	94	6	-	-	1	6	-
Lubbock	-	-	-	-	-	92	8	-	-	-	89	11	-	5	6	-	-
Memphis ⁴	-	-	16	-	16	80	4	-	-	-	91	9	-	-	9	-	-
Miami	36	2	8	-	47	53	-	-	-	-	93	7	-	-	7	-	-
New Orleans	5	-	22	4	31	63	6	-	(⁵)	(⁵)	92	8	3	(⁵)	4	-	-
Richmond ⁴	-	-	33	-	34	66	-	-	-	-	78	22	-	-	12	-	-
Savannah	-	-	16	-	16	82	2	-	-	-	93	7	-	-	6	1	-
Washington	4	-	29	13	47	53	-	-	-	-	97	3	-	-	-	-	2
North Central:																	
Akron	-	-	-	-	-	99	1	-	-	-	87	13	-	4	-	-	-
Canton	-	-	-	-	-	99	1	-	-	-	88	12	-	-	5	3	-
Chicago ⁴	2	-	3	1	5	94	-	-	-	-	97	3	-	-	1	-	-
Cincinnati	-	-	1	-	1	98	1	-	-	-	91	9	-	-	6	2	-
Dayton	-	-	-	-	-	100	-	-	-	-	94	6	-	-	6	-	-
Des Moines	-	-	4	-	4	96	-	-	8	8	91	2	-	-	-	2	-
Indianapolis ⁴	-	-	-	-	-	100	-	-	-	-	100	-	-	-	-	-	-
Kansas City	-	-	-	-	-	100	-	-	-	-	93	7	2	-	4	1	-
Milwaukee	-	-	-	-	-	100	-	-	-	-	93	7	7	-	-	-	-
Minneapolis-St. Paul	-	-	-	-	-	100	-	-	-	-	97	3	-	-	-	1	-
Muskegon-Muskegon Heights	-	-	-	-	-	100	-	-	-	-	93	7	-	-	1	-	-
Rockford	-	-	-	-	-	100	-	-	-	-	80	20	-	7	-	3	-
St. Louis	4	-	1	1	6	94	-	-	-	-	98	2	1	-	1	-	-
Sioux Falls	-	-	-	-	-	100	-	-	-	-	79	21	-	-	2	8	-
South Bend	-	-	-	-	-	97	2	-	-	-	89	11	-	11	-	-	-
West:																	
Albuquerque	-	-	-	-	-	96	4	-	-	-	97	3	-	3	-	-	-
Denver	-	-	2	-	2	98	(⁵)	-	-	-	100	-	-	-	-	-	-
Los Angeles-Long Beach ⁴	6	-	1	1	7	93	-	-	-	-	100	-	-	-	-	-	-
Portland	-	-	2	-	2	98	-	-	-	-	100	-	-	-	-	-	-
San Bernardino-Riverside-Ontario	-	-	-	-	-	100	-	-	-	-	98	2	-	-	-	-	-
San Francisco-Oakland ⁴	1	-	4	5	11	89	-	-	3	3	97	1	-	-	-	-	-

¹ Transportation, communication, and other public utilities.² Data relate to all office workers and are not comparable with studies made prior to July 1957.³ Includes weekly schedules other than those presented separately.⁴ 1 or more utilities are municipally operated and, therefore, excluded from the scope of the studies. See footnote 4 to the table in appendix A.⁵ Less than 0.5 percent.

Table B-6. Scheduled weekly hours—wholesale trade

(Percent of office and plant workers employed in wholesale trade establishments, by scheduled hours of work per week, late 1959 and early 1960)

Area	Office workers ¹							Plant workers								
	Under 40 hours					40 hours	Over 40 hours	Under 40 hours			40 hours	Over 40 hours				
	35	36¼	37½	38¾	Total ²			Under 37½	37½	Total ²		Total ²	42	44	48	Over 48
Northeast:																
Boston	-	7	27	6	45	54	1	-	2	4	79	18	-	1	8	-
Newark and Jersey City	9	7	26	3	45	55	-	3	2	5	94	1	-	1	-	-
New York City	41	9	36	2	92	8	-	6	11	20	80	-	-	-	-	-
Philadelphia	7	1	26	15	49	51	-	8	2	12	82	7	-	-	-	-
Pittsburgh	-	2	3	7	11	89	-	(³)	-	(³)	94	6	-	-	6	-
South:																
Atlanta	-	-	6	9	15	85	(³)	-	-	-	78	22	-	1	-	8
Houston	-	-	1	4	5	87	9	-	-	-	68	32	6	16	1	7
Washington	3	3	11	-	16	78	5	(³)	-	(³)	90	9	3	2	-	-
North Central:																
Chicago	3	2	19	4	32	66	2	1	1	1	85	13	-	-	2	3
Minneapolis-St. Paul	-	3	7	-	10	90	-	-	-	-	93	7	-	7	-	-
St. Louis	-	-	10	-	11	89	-	-	-	-	98	2	-	2	-	-
West:																
Los Angeles-Long Beach	-	-	6	7	14	86	-	1	5	7	90	2	-	-	-	-
San Francisco-Oakland	-	5	8	8	20	80	-	-	6	6	94	-	-	-	-	-

¹ Data relate to all office workers and are not comparable with studies made prior to July 1957.² Includes weekly schedules other than those presented separately.³ Less than 0.5 percent.

Table B-7. Scheduled weekly hours—retail trade

(Percent of office and plant workers employed in retail trade establishments by scheduled hours of work per week, late 1959 and early 1960)

Area	Office workers ¹							Plant workers									
	Under 40 hours					40 hours	Over 40 hours	Under 40 hours			40 hours	Over 40 hours					
	35	36¼	37½	38¾	Total ²			Under 37½	37½	Total ²		Total ²	42	44	48	Over 48	
Northeast:																	
Boston	14	4	12	6	77	23	(³)	4	20	39	49	12	2	-	6	1	
Newark and Jersey City ⁴	7	-	23	-	32	68	-	-	4	10	84	6	-	-	6	-	
New York City ⁴	23	17	24	2	74	26	(³)	8	12	24	68	8	1	5	1	-	
Philadelphia ⁴	7	-	24	4	41	59	(³)	2	9	17	76	7	5	-	2	-	
Pittsburgh	4	(³)	5	-	10	85	5	-	-	-	87	13	5	2	4	-	
Providence	-	11	17	5	50	50	-	8	7	25	64	11	-	-	-	-	
South:																	
Atlanta	-	-	11	-	11	76	14	1	2	3	50	47	2	11	11	8	
Houston	-	-	-	2	2	83	15	-	-	-	55	45	2	20	10	7	
Miami	-	-	3	-	4	73	23	2	-	2	40	58	-	6	22	8	
New Orleans	-	-	4	-	5	79	17	-	-	-	41	59	5	8	30	-	
Washington ⁴	-	-	6	-	6	86	8	-	3	3	70	26	-	3	14	5	
North Central:																	
Chicago	1	(³)	6	-	7	91	2	2	(³)	2	80	18	3	1	8	(³)	
Indianapolis	-	-	5	-	5	85	9	-	-	-	63	37	-	3	23	8	
Minneapolis-St. Paul	-	-	4	5	14	86	-	-	-	-	93	7	-	6	-	-	
West:																	
Denver	-	-	1	2	3	79	17	-	-	-	70	30	3	-	21	6	
Portland	-	-	-	-	-	95	5	-	-	-	93	7	2	5	-	-	
San Francisco-Oakland	(³)	-	10	5	16	84	-	(³)	8	9	89	2	-	-	-	-	

¹ Data relate to all office workers and are not comparable with studies made prior to July 1957.² Includes weekly schedules other than those presented separately.³ Less than 0.5 percent.⁴ Excludes limited-price variety stores.

Table B-8. Scheduled weekly hours—finance¹

(Percent of office workers employed in finance establishments, by scheduled hours of work per week, late 1959 and early 1960)

Area	Office workers ²						
	Under 40 hours					40 hours	Over 40 hours
	35	36 ¹ / ₄	37 ¹ / ₂	38 ³ / ₄	Total ³		
Northeast:							
Boston	14	15	32	8	93	7	-
Newark and Jersey City	26	8	48	1	99	1	-
New York City	58	11	11	-	93	7	-
Philadelphia	18	12	25	5	87	13	-
Pittsburgh	4	3	56	-	78	22	-
Worcester	-	50	29	-	79	21	-
South:							
Atlanta	-	5	20	33	58	42	-
Washington	9	-	23	18	59	41	1
North Central:							
Chicago	7	17	24	9	73	26	-
Minneapolis-St. Paul	4	-	44	24	72	28	-
St. Louis	9	5	15	11	43	57	-
West:							
Los Angeles-Long Beach	4	3	29	-	36	63	1
San Francisco-Oakland	(⁴)	-	28	13	51	49	-

¹ Finance, insurance, and real estate.² Data relate to all office workers and are not comparable with studies made prior to July 1957.³ Includes weekly schedules other than those presented separately.⁴ Less than 0.5 percent.

Table B-9. Scheduled weekly hours—services

(Percent of office and plant workers employed in service establishments by scheduled hours of work per week, late 1959 and early 1960)

Area	Office workers ¹							Plant workers									
	Under 40 hours					40 hours	Over 40 hours	Under 40 hours			40 hours	Over 40 hours					
	35	36 ¹ / ₄	37 ¹ / ₂	38 ³ / ₄	Total ²			Under 37 ¹ / ₂	37 ¹ / ₂	Total ²		Total ²	42	44	45	48	Over 48
Northeast:																	
Boston	11	7	15	-	46	54	-	4	3	7	85	8	-	8	-	-	-
New York City	56	4	28	-	94	6	-	(³)	2	2	87	11	3	-	5	3	-
Philadelphia	7	9	41	13	71	29	(³)	6	1	9	74	17	-	8	-	2	6
South:																	
Washington	7	-	6	-	14	85	1	(³)	-	(³)	76	24	8	11	-	2	2
North Central:																	
Chicago	14	3	28	8	63	36	1	3	1	5	69	26	-	8	-	13	4
West:																	
Los Angeles-Long Beach ⁴	4	3	29	-	36	63	1	-	1	1	92	7	-	-	1	6	-

¹ Data relate to all office workers and are not comparable with studies made prior to July 1957.² Includes weekly schedules other than those presented separately.³ Less than 0.5 percent.⁴ Excludes motion-picture and allied services; data for these industries are included, however, in "all industries."

Table B-10. Shift-differential provisions—manufacturing

(Total plant workers in establishments having formal provisions for late-shift operations, late 1959 and early 1960)

Shift operations and shift-pay differential	Percent of manufacturing plant workers														
	Northeast														
	Albany-Schenectady-Troy	Allentown-Bethlehem-Easton	Boston	Lawrence-Haverhill	Newark and Jersey City	New Haven	New York City	Paterson-Clifton-Passaic	Philadelphia	Pittsburgh	Portland	Providence	Waterbury	Worcester	York
Total plant workers in manufacturing establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Second shift	85.2	72.9	80.9	65.4	88.2	79.9	62.5	80.6	84.2	95.8	74.0	73.2	89.5	76.3	73.0
With shift-pay differential	84.0	66.8	79.9	60.0	87.1	78.2	61.0	79.7	82.5	95.1	37.7	52.1	89.5	71.1	73.0
Uniform cents (per hour)	46.9	53.2	36.0	22.6	38.9	68.5	38.1	33.1	35.3	86.7	37.7	40.1	65.0	46.1	46.9
Under 5 cents	-	2.1	-	5.1	-	2.9	-	-	-	1.6	-	8.2	-	1.5	1.0
5 and under 6 cents	11.5	6.5	7.4	7.9	6.9	11.3	4.4	14.0	7.5	9.0	5.5	6.0	15.5	12.5	12.5
6 and under 7 cents	1.6	1.4	1.7	4.1	1.5	2.2	1.0	-	1.8	11.0	-	3.3	13.5	.6	2.6
7 and under 8 cents	7.0	3.1	2.7	1.8	5.1	10.7	3.0	5.3	5.9	1.5	-	6.2	23.5	-	3.4
8 and under 9 cents	3.4	30.7	2.6	1.4	5.5	3.9	1.2	-	9.4	59.2	-	4.4	-	6.1	3.9
9 and under 10 cents	3.9	.5	1.4	-	1.1	-	-	.6	-	2.9	-	-	14.7	1.7	-
10 and under 11 cents	8.8	8.5	10.7	2.3	9.1	16.4	13.6	6.9	4.9	3.8	19.0	11.9	5.4	17.8	17.9
11 and under 12 cents	2.2	-	-	-	2.5	-	-	-	.4	-	-	-	-	-	-
12 and under 13 cents	3.3	.5	2.4	-	.8	16.8	1.3	1.0	1.0	4.6	5.8	.6	-	-	2.5
13 and under 14 cents	4.7	-	1.1	-	-	1.0	6.7	.5	2.4	-	-	-	1.2	2.9	-
14 and under 15 cents	-	-	-	-	.5	-	.2	2.3	-	.6	-	-	-	-	-
15 and under 16 cents	-	-	2.4	-	4.2	1.7	5.8	.9	-	-	-	-	-	-	-
16 cents and over	.5	-	3.6	-	1.6	1.6	.4	.7	.7	.1	3.9	-	.8	-	3.1
Uniform percentage	37.1	13.6	42.7	37.3	44.1	8.1	20.1	45.3	43.5	8.4	-	11.0	20.6	25.0	18.9
Under 5 percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.9
5 percent	5.3	-	2.9	-	3.8	5.0	1.6	11.1	4.3	1.4	-	1.1	15.0	1.8	1.1
Over 5 and under 10 percent	7.1	-	5.1	-	2.2	-	.4	11.4	9.6	.6	-	-	3.6	-	3.0
10 percent	24.6	13.6	31.7	37.3	38.2	2.5	12.9	22.9	29.6	6.0	-	8.9	2.0	23.2	12.9
Over 10 and under 15 percent	-	-	3.0	-	-	-	1.5	-	-	-	-	-	-	-	-
15 percent	-	-	-	-	-	.6	3.7	-	-	.4	-	-	-	-	-
Over 15 percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other ¹	-	-	1.3	-	4.0	1.6	2.7	1.2	3.7	-	-	1.0	3.9	-	7.2
No shift-pay differential	1.1	6.1	1.0	5.5	1.1	1.7	1.5	1.0	1.7	.7	36.4	21.1	-	5.3	-
Third shift	77.4	64.1	74.0	59.9	78.4	67.3	47.1	72.2	80.7	94.5	66.4	64.8	79.4	65.3	51.4
With shift-pay differential	77.4	62.5	74.0	56.3	78.3	67.3	45.9	71.1	79.2	94.5	32.7	58.9	79.4	65.3	51.4
Uniform cents (per hour)	43.5	50.7	31.0	18.9	34.0	44.6	22.9	30.5	33.0	86.5	30.3	42.6	65.7	34.3	28.3
Under 5 cents	-	-	-	-	-	-	.4	-	.7	-	-	1.0	-	-	-
5 and under 6 cents	3.9	1.5	.6	1.1	1.7	2.0	-	-	1.7	.7	7.8	3.2	-	7.6	-
6 and under 7 cents	-	-	1.0	-	-	-	1.0	-	-	-	-	2.3	17.4	-	-
7 and under 8 cents	-	3.1	5.1	5.1	-	6.1	.8	2.2	2.8	-	-	14.5	3.4	1.5	-
8 and under 9 cents	-	-	1.0	-	-	-	-	-	2.8	2.8	-	3.3	-	-	.7
9 and under 10 cents	-	.7	.6	2.1	.6	-	-	.6	9.6	-	-	-	-	1.7	.8
10 and under 11 cents	11.0	7.4	10.4	4.5	8.8	13.7	9.9	16.9	10.2	3.6	12.6	11.0	26.0	8.8	15.4
11 and under 12 cents	1.6	1.2	.8	-	.5	-	-	-	-	1.2	-	-	-	2.9	-
12 cents	8.6	31.1	2.1	5.2	5.5	4.0	.8	.9	5.4	62.0	5.8	2.4	-	6.1	7.5
12½ cents	-	-	2.2	-	1.9	-	2.6	2.5	-	3.6	-	-	-	-	-
13 and under 14 cents	3.8	.8	-	-	1.2	1.0	-	.5	.8	.4	-	-	3.5	-	-
14 and under 15 cents	5.0	-	1.2	-	-	12.5	1.1	3.0	.8	.6	-	-	-	-	-
15 and under 16 cents	2.7	4.9	2.9	.9	3.1	3.7	3.2	2.8	2.1	.4	4.1	4.9	14.7	5.6	1.5
16 cents	-	-	.9	-	5.0	-	.4	-	4.0	.6	-	-	-	-	-
17 and under 20 cents	1.4	-	1.1	-	4.8	-	1.9	1.0	2.1	-	-	-	-	-	-
20 cents and over	5.6	-	2.1	-	.8	1.6	.7	-	-	-	-	-	.7	-	2.4
Uniform percentage	33.9	11.9	43.0	37.3	40.2	7.5	13.8	38.6	41.3	8.0	-	13.9	13.7	31.0	14.8
Under 7 percent	-	-	1.3	-	.1	3.5	.4	1.0	.4	.8	-	1.1	1.6	-	-
7 and under 8 percent	1.5	-	5.3	-	1.0	1.5	-	3.8	7.6	.6	-	1.0	9.7	-	-
8 and under 10 percent	-	-	-	-	.2	-	-	-	1.1	-	-	-	.8	-	-
10 percent	32.4	10.5	20.4	21.2	36.3	2.5	6.5	26.8	28.6	6.6	-	10.1	1.5	31.0	14.8
Over 10 and under 15 percent	-	-	2.5	-	-	-	.4	.7	-	-	-	-	-	-	-
15 percent	-	1.3	13.5	16.1	2.6	-	6.9	6.5	2.9	-	-	1.7	-	-	-
Other ¹	-	-	-	-	4.0	15.2	9.3	2.0	4.9	-	2.4	2.4	-	-	8.3
No shift-pay differential	-	1.6	-	3.7	.1	-	1.2	1.1	1.5	-	33.7	5.9	-	-	-

See footnote at end of table.

Table B-10. Shift-differential provisions—manufacturing—Continued

(Total plant workers in establishments having formal provisions for late-shift operations, late 1959 and early 1960)

Shift operations and shift-pay differential	Percent of manufacturing plant workers																
	South																
	Atlanta	Beau- mont- Port Arthur	Birming- ham	Charles- ton, W. Va.	Char- lotte	Fort Worth	Green- ville	Houston	Jackson	Jack- sonville	Lubbock	Memphis	Miami	New Orleans	Rich- mond	Savan- nah	Wash- ington
Total plant workers in manufacturing establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Second shift	74.2	95.1	93.9	94.1	79.1	85.9	69.8	84.9	71.1	84.4	70.0	67.1	63.6	78.4	72.5	82.5	81.4
With shift-pay differential	60.3	94.0	86.7	93.2	37.2	85.3	2.6	82.3	63.5	63.2	34.7	52.6	45.3	63.9	72.5	71.4	73.8
Uniform cents (per hour)	45.5	94.0	86.7	89.0	27.4	79.6	2.6	81.4	58.5	61.1	34.7	43.6	44.5	61.4	28.6	65.0	49.9
Under 5 cents	2.7	-	1.9	1.0	1.7	3.2	1.4	3.6	16.2	1.7	-	3.9	1.2	4.8	.9	6.1	7.0
5 and under 6 cents	5.1	3.4	2.4	1.1	9.5	7.3	-	7.1	28.4	34.2	18.4	11.2	11.0	8.0	7.7	50.0	2.9
6 and under 7 cents	2.9	5.6	4.3	19.2	-	2.2	-	8.1	1.1	7.0	-	10.3	2.2	17.2	3.7	3.6	-
7 and under 8 cents	2.7	7.6	3.7	-	3.8	6.1	.5	10.0	8.1	3.8	-	-	9.6	6.1	-	.9	4.6
8 and under 9 cents	6.6	75.0	64.8	-	-	3.7	-	29.7	-	1.6	-	6.2	9.5	16.2	5.6	-	-
9 and under 10 cents	-	-	2.1	-	-	-	-	12.3	-	-	-	-	-	-	-	-	-
10 and under 11 cents	12.7	2.3	3.2	15.2	2.7	4.1	-	6.0	.6	12.8	6.7	8.3	7.1	7.0	4.4	2.2	2.5
11 and under 12 cents	-	-	-	5.3	-	-	-	-	-	-	-	-	-	-	-	-	-
12 and under 13 cents	12.0	-	4.4	.6	6.2	44.5	-	3.2	4.1	-	-	1.4	-	2.1	4.0	-	-
13 and under 14 cents	-	-	-	-	1.7	3.2	-	.6	-	-	9.6	2.3	-	-	1.6	2.2	6.8
14 and under 15 cents	-	-	-	-	-	-	-	.8	-	-	-	-	-	-	-	-	8.3
15 and under 16 cents	.7	-	-	-	1.8	5.3	-	-	-	-	-	-	3.9	-	.7	-	3.0
16 cents and over	-	-	-	46.7	-	-	.7	-	-	-	-	-	-	-	-	-	14.9
Uniform percentage	14.2	-	-	2.5	9.8	5.7	-	.9	5.0	-	-	8.0	.8	2.5	42.7	6.4	6.5
Under 5 percent	-	-	-	-	5.7	-	-	-	-	-	-	-	.8	2.5	-	-	-
5 percent	14.2	-	-	-	-	5.0	-	.9	-	-	-	-	-	-	-	-	2.3
Over 5 and under 10 percent	-	-	-	2.5	3.1	-	-	-	-	-	-	6.4	-	-	25.9	6.4	-
10 percent	-	-	-	-	1.0	.7	-	-	5.0	-	-	1.6	-	-	16.8	-	2.1
Over 10 and under 15 percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
15 percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2.1
Over 15 percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other ¹	.7	-	-	1.7	-	-	-	-	-	2.1	-	1.0	-	-	1.2	-	17.4
No shift-pay differential	13.9	1.1	7.2	.9	41.9	.6	67.2	2.6	7.6	21.2	35.2	14.5	18.3	14.5	-	11.0	7.6
Third shift	66.3	89.5	83.4	90.4	62.9	80.5	65.5	73.8	67.4	76.5	44.8	55.3	32.0	59.6	45.2	79.5	68.6
With shift-pay differential	60.8	88.4	81.6	90.4	50.2	79.9	57.4	73.8	59.9	61.1	-	47.4	23.8	48.1	45.2	68.4	61.4
Uniform cents (per hour)	32.2	88.4	77.5	87.9	33.5	28.3	52.6	72.9	54.9	61.1	-	39.0	23.8	45.1	16.9	59.8	39.6
Under 5 cents	-	-	-	-	-	-	-	-	-	-	-	.5	-	-	-	5.3	5.7
5 and under 6 cents	9.0	.7	3.9	-	20.9	4.3	52.0	2.6	29.4	20.8	-	14.1	1.7	-	.7	4.0	-
6 and under 7 cents	-	-	.7	1.0	1.7	-	-	2.4	-	3.6	-	10.3	-	2.7	.9	.9	-
7 and under 8 cents	2.0	-	-	-	3.8	3.1	.5	4.0	19.7	-	-	-	-	-	-	2.9	2.3
8 and under 9 cents	1.8	1.3	-	-	1.3	2.6	-	-	-	12.7	-	1.1	1.2	6.3	3.8	43.2	-
9 and under 10 cents	-	-	1.1	18.1	-	-	-	2.8	1.1	2.6	-	-	-	6.6	-	2.4	-
10 and under 11 cents	8.2	.7	5.8	-	1.4	4.3	-	6.1	.6	15.7	-	9.3	7.5	2.8	2.2	-	1.0
11 and under 12 cents	-	2.8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 cents	7.1	7.9	64.7	1.1	-	8.8	-	24.1	4.1	5.2	-	1.4	9.5	19.0	7.7	1.3	-
12½ cents	-	-	-	-	-	-	-	3.1	-	-	-	-	-	-	-	-	-
13 and under 14 cents	-	-	1.0	-	-	-	-	.7	-	-	-	-	-	1.1	-	-	-
14 and under 15 cents	-	-	.3	-	-	-	-	1.4	-	-	-	-	-	-	-	-	-
15 and under 16 cents	.9	-	-	15.2	2.7	-	-	-	-	.5	-	-	3.9	3.1	-	-	3.0
16 cents	1.6	75.0	-	.6	-	1.9	-	20.5	-	-	-	-	-	3.5	1.6	-	-
17 and under 20 cents	-	-	-	5.3	-	-	-	5.2	-	-	-	-	-	-	-	-	-
20 cents and over	1.6	-	-	46.7	1.7	3.3	-	-	-	-	-	2.3	-	-	-	-	27.6
Uniform percentage	14.2	-	-	2.5	8.8	5.0	4.8	.9	5.0	-	-	8.1	-	-	26.1	6.4	4.4
Under 7 percent	-	-	-	-	5.7	-	4.8	-	-	-	-	2.0	-	-	1.5	-	2.3
7 and under 8 percent	-	-	-	-	-	-	-	.9	-	-	-	-	-	-	-	6.4	-
8 and under 10 percent	-	-	-	-	3.1	-	-	-	-	-	-	4.4	-	-	2.6	-	-
10 percent	11.6	-	-	-	-	5.0	-	-	5.0	-	-	1.6	-	-	22.0	-	-
Over 10 and under 15 percent	2.6	-	-	2.5	-	-	-	-	-	-	-	-	-	-	-	-	2.1
15 percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other ¹	14.4	-	4.1	-	8.0	46.6	-	-	-	-	-	.3	-	3.0	2.2	2.2	17.4
No shift-pay differential	5.5	1.1	1.8	-	12.7	.6	8.1	-	7.5	15.4	44.8	7.9	8.2	11.5	-	11.0	7.2

See footnote at end of table.

Table B-10. Shift-differential provisions—manufacturing—Continued

(Total plant workers in establishments having formal provisions for late-shift operations, late 1959 and early 1960)

Shift operations and shift-pay differential	Percent of manufacturing plant workers														
	North Central														
	Akron	Canton	Chicago	Cincinnati	Dayton	Des Moines	Indianapolis	Kansas City	Milwaukee	Minneapolis-St. Paul	Muskegon-Muskegon Heights	Rockford	St. Louis	Sioux Falls	South Bend
Total plant workers in manufacturing establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Second shift	99.6	94.8	89.5	79.7	95.2	88.6	90.9	81.9	93.0	86.5	98.4	88.0	90.9	93.0	95.2
With shift-pay differential	89.9	93.3	88.4	79.4	93.7	88.6	89.3	80.0	91.3	86.3	98.4	86.1	90.9	93.0	94.8
Uniform cents (per hour)	77.2	90.2	42.0	50.4	27.0	57.1	35.4	58.8	69.9	65.5	69.4	51.7	50.3	93.0	55.9
Under 5 cents	1.6	-	.5	-	-	10.5	-	-	.9	.7	-	-	-	-	-
5 and under 6 cents	6.5	7.6	4.1	3.0	5.0	6.0	5.0	12.0	8.6	12.1	31.6	1.1	14.5	12.7	1.8
6 and under 7 cents	53.5	3.5	1.5	7.0	3.6	-	4.2	1.1	-	1.9	21.7	-	5.1	-	14.3
7 and under 8 cents	7.5	2.9	1.7	3.6	3.5	2.6	1.4	2.7	6.5	2.7	10.3	1.5	-	8.1	-
8 and under 9 cents	5.8	54.2	7.5	3.3	3.7	9.4	2.4	11.1	5.4	4.0	.3	-	11.8	-	6.8
9 and under 10 cents	-	14.3	1.6	-	-	-	-	.8	1.0	-	-	2.5	-	-	-
10 and under 11 cents	1.4	7.7	18.4	23.5	7.8	6.8	8.2	10.7	20.3	25.3	2.6	30.3	12.9	5.0	9.8
11 and under 12 cents	-	-	-	1.7	1.0	-	-	-	1.3	-	-	-	-	-	-
12 and under 13 cents	-	-	2.4	1.6	.5	21.9	6.1	15.9	10.1	7.1	-	12.6	2.7	67.2	-
13 and under 14 cents	-	-	.8	1.5	1.9	-	-	2.0	2.1	4.9	-	-	-	-	21.3
14 and under 15 cents	-	-	.5	2.7	-	-	4.4	-	7.0	2.5	-	-	-	-	1.4
15 and under 16 cents	.9	-	1.0	-	-	-	2.0	.8	3.5	1.0	1.5	1.4	3.3	-	.5
16 cents and over	-	-	1.8	2.5	-	-	1.7	1.7	3.3	3.3	1.4	2.2	-	-	-
Uniform percentage	10.7	3.1	37.7	26.4	59.7	12.7	47.1	19.5	19.5	20.0	6.4	30.5	37.1	-	38.8
Under 5 percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 percent	10.0	3.1	9.2	9.8	37.2	4.0	23.1	14.4	13.1	2.0	6.4	-	8.5	-	3.7
Over 5 and under 10 percent	.5	-	-	1.6	4.5	1.1	4.7	5.1	5.8	13.8	-	13.2	17.1	-	29.6
10 percent	.2	-	27.7	13.5	18.0	7.6	18.3	-	.6	4.1	-	17.3	11.5	-	5.6
Over 10 and under 15 percent	-	-	.5	-	-	-	1.0	-	-	-	-	-	-	-	-
15 percent	-	-	.2	-	-	-	-	-	-	-	-	-	-	-	-
Over 15 percent	-	-	-	1.5	-	-	-	-	-	-	-	-	-	-	-
Other ¹	2.0	-	8.7	2.6	7.0	18.8	6.8	1.7	1.9	.8	22.7	3.9	3.5	-	-
No shift-pay differential	9.7	1.5	1.1	.3	1.5	-	1.6	1.9	1.7	.2	-	1.9	-	-	.5
Third shift	90.5	90.9	79.5	62.6	85.2	81.7	84.1	78.8	86.4	79.1	87.7	67.6	88.8	69.9	85.9
With shift-pay differential	90.5	90.9	78.3	62.3	83.7	81.7	83.5	76.9	85.4	79.1	87.7	67.6	88.8	69.9	85.9
Uniform cents (per hour)	72.7	87.8	34.7	36.3	19.7	63.7	30.6	43.1	57.1	59.4	63.9	39.0	46.0	67.2	49.9
Under 5 cents	1.1	-	.5	-	-	-	-	-	-	-	-	-	-	-	-
5 and under 6 cents	1.3	3.2	.6	-	-	7.7	1.3	1.7	-	4.4	7.1	-	.7	-	-
6 and under 7 cents	62.1	-	-	-	-	-	1.5	-	.5	-	16.2	-	-	-	14.3
7 and under 8 cents	1.1	-	.6	1.3	.9	3.9	-	-	-	1.2	11.3	-	-	-	-
8 and under 9 cents	.4	6.8	-	2.8	-	-	.6	-	-	-	1.1	-	1.3	-	-
9 and under 10 cents	-	2.8	-	2.3	-	13.1	1.1	.8	-	-	-	-	2.4	-	-
10 and under 11 cents	1.7	6.9	7.4	13.4	8.5	7.1	8.9	13.2	14.6	16.4	19.8	4.7	20.2	-	7.1
11 and under 12 cents	-	.8	.1	-	-	-	-	-	2.4	1.2	1.7	-	.5	-	-
12 cents	.3	64.0	9.5	4.7	3.3	16.6	6.2	14.4	12.0	12.5	3.8	1.4	10.7	67.2	2.9
12½ cents	-	-	2.8	-	-	-	-	1.9	-	.6	-	-	-	-	-
13 and under 14 cents	1.7	-	.8	.8	3.6	-	-	1.2	.7	.8	-	-	-	-	21.3
14 and under 15 cents	-	-	1.2	1.4	-	-	5.0	1.8	1.3	2.8	.9	-	.3	-	-
15 and under 16 cents	-	2.5	9.0	2.5	3.4	2.3	3.3	5.6	16.3	10.4	-	5.7	5.7	-	4.3
16 cents	3.0	.8	-	.2	-	-	.5	1.7	1.3	1.1	-	15.4	2.8	-	-
17 and under 20 cents	-	-	.9	4.4	-	13.0	.9	-	3.0	-	1.4	10.9	-	-	-
20 cents and over	-	-	1.2	2.5	-	-	1.3	.8	5.0	8.6	-	.9	1.4	-	-
Uniform percentage	10.0	3.1	33.7	16.4	58.8	12.7	46.1	17.6	19.5	18.9	1.0	25.1	22.0	-	36.0
Under 7 percent	-	-	1.4	-	1.8	-	1.2	-	-	-	1.0	-	-	-	-
7 and under 8 percent	4.6	-	1.0	1.7	1.0	-	4.1	-	3.1	-	-	-	-	-	-
8 and under 10 percent	-	-	-	-	1.6	-	-	-	3.6	.9	-	11.7	.2	-	-
10 percent	5.4	3.1	27.1	14.7	52.9	12.7	40.8	17.6	12.8	3.0	-	11.1	16.2	-	36.0
Over 10 and under 15 percent	-	-	.9	-	-	-	-	-	-	15.0	-	-	3.3	-	-
15 percent	-	-	3.3	-	-	-	-	-	-	-	-	2.3	2.3	-	-
Other	7.8	-	9.9	9.6	5.2	5.3	6.8	16.2	8.8	.8	22.7	3.5	20.8	2.7	-
No shift-pay differential	-	-	1.1	.3	1.5	-	.6	1.9	1.0	-	-	-	-	-	-

See footnote at end of table.

Table B-10: Shift-differential provisions—manufacturing—Continued

(Total plant workers in establishments having formal provisions for late-shift operations, late 1959 and early 1960)

Shift operations and shift-pay differential	Percent of manufacturing plant workers						
	West						
	Albuquerque	Denver	Los Angeles—Long Beach	Phoenix	Portland	San Bernardino—Riverside—Ontario	San Francisco—Oakland
Total plant workers in manufacturing establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Second shift	72.7	86.4	95.4	89.7	97.4	89.3	92.4
With shift-pay differential	57.9	86.4	95.4	89.7	92.7	89.3	92.4
Uniform cents (per hour)	52.9	77.2	71.1	67.7	61.1	79.4	49.3
Under 5 cents	-	-	.3	4.2	11.3	1.8	1.0
5 and under 6 cents	4.9	8.0	6.0	14.0	4.2	8.3	2.8
6 and under 7 cents	-	16.5	3.4	-	-	-	1.6
7 and under 8 cents	-	8.3	.4	6.3	5.7	2.6	1.0
8 and under 9 cents	-	8.3	3.3	11.3	5.9	48.0	13.2
9 and under 10 cents	1.8	-	.3	-	11.6	-	1.1
10 and under 11 cents	41.9	16.7	20.4	5.0	14.5	1.1	14.6
11 and under 12 cents	-	-	1.0	-	-	-	.7
12 and under 13 cents	-	3.5	29.3	12.7	.4	17.6	.5
13 and under 14 cents	4.2	7.8	1.7	-	1.4	-	-
14 and under 15 cents	-	3.9	1.2	-	1.8	-	6.9
15 and under 16 cents	-	4.2	1.9	-	2.6	-	3.0
16 cents and over	-	-	1.9	14.2	1.8	-	2.9
Uniform percentage	1.1	4.8	14.6	11.2	13.6	6.9	7.0
Under 5 percent	-	-	-	-	-	-	.3
5 percent	-	2.1	4.3	-	.9	6.9	2.8
Over 5 and under 10 percent	-	-	2.9	-	-	-	-
10 percent	1.1	2.7	7.4	11.2	12.7	-	3.9
Over 10 and under 15 percent	-	-	-	-	-	-	-
15 percent	-	-	-	-	-	-	-
Over 15 percent	-	-	-	-	-	-	-
Other ¹	4.0	4.4	9.7	10.8	18.0	3.0	36.1
No shift-pay differential	14.7	-	-	-	4.7	-	-
Third shift	58.4	79.7	84.7	84.6	91.3	87.7	90.9
With shift-pay differential	53.7	79.7	84.7	84.6	91.2	87.7	90.9
Uniform cents (per hour)	46.9	68.7	28.8	39.9	50.5	63.1	38.5
Under 5 cents	-	-	-	1.7	-	1.8	-
5 and under 6 cents	3.2	-	1.2	2.0	-	-	1.7
6 and under 7 cents	-	13.8	1.6	2.5	-	-	1.0
7 and under 8 cents	-	2.0	1.0	4.4	12.9	1.1	1.0
8 and under 9 cents	-	-	-	4.2	-	-	-
9 and under 10 cents	1.8	-	2.1	-	11.6	-	1.6
10 and under 11 cents	-	15.1	6.6	9.4	7.1	8.3	1.7
11 and under 12 cents	-	-	-	-	-	1.5	.7
12 cents	-	14.7	3.0	13.2	5.5	44.1	5.7
12½ cents	-	1.6	-	-	-	-	.5
13 and under 14 cents	-	3.7	.3	-	-	1.1	1.9
14 and under 15 cents	-	1.7	-	-	-	2.9	-
15 and under 16 cents	41.9	11.2	6.7	1.9	9.7	-	10.1
16 cents	-	1.0	2.1	-	.8	1.1	6.7
17 and under 20 cents	-	3.9	1.5	-	1.4	-	-
20 cents and over	-	-	2.6	.6	1.6	1.2	5.9
Uniform percentage	1.1	-	6.0	11.2	8.5	5.0	5.4
Under 7 percent	-	-	1.4	-	-	-	-
7 and under 8 percent	-	-	-	-	-	-	-
8 and under 10 percent	-	-	-	-	-	-	-
10 percent	1.1	-	4.6	11.2	3.2	5.0	2.7
Over 10 and under 15 percent	-	-	-	-	-	-	-
15 percent	-	-	-	-	5.3	-	2.7
Other ¹	5.7	11.0	49.9	33.5	32.2	19.6	47.0
No shift-pay differential	4.7	-	-	-	.1	-	-

¹ Pay at regular rate for more hours than worked, a paid lunch period not given first-shift workers, a flat sum per shift, and other provisions. Most "other" workers, however, were in establishments which provided 1 such provision in combination with a cents or percentage differential for hours actually worked.

Table B-11. Shift-differential practices—manufacturing

(Workers employed on late shifts at time of survey, late 1959 and early 1960)

Shift operation and shift-pay differential	Percent of manufacturing plant workers														
	Northeast														
	Albany-Schenectady-Troy	Allentown-Bethlehem-Easton	Boston	Lawrence-Haverhill	Newark and Jersey City	New Haven	New York City	Paterson-Clifton-Passaic	Philadelphia	Pittsburgh	Portland	Providence	Waterbury	Worcester	York
Total plant workers in manufacturing establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Second shift	15.9	13.2	9.8	11.4	14.2	14.3	11.3	16.4	14.4	20.6	16.7	14.1	18.5	13.4	12.6
With shift-pay differential	15.7	12.1	9.7	10.5	14.1	14.0	11.0	16.3	14.3	20.3	8.4	9.5	18.5	12.7	12.6
Uniform cents (per hour)	8.6	10.3	4.5	4.3	6.7	12.7	8.9	7.8	5.9	18.8	8.4	7.6	14.1	7.7	8.5
Under 5 cents	-	.5	-	1.1	-	.8	.1	-	.1	.4	-	2.7	-	.4	.4
5 and under 6 cents	1.9	1.1	.8	1.0	1.4	1.1	.5	3.8	1.1	.4	2.6	1.0	1.0	2.6	3.4
6 and under 7 cents	.3	.2	.3	1.2	.4	.6	.3	-	.5	2.7	-	1.0	3.7	-	.6
7 and under 8 cents	1.7	(1)	.1	.5	.7	1.4	.6	.9	1.0	.3	-	1.3	4.9	-	-
8 and under 9 cents	.7	7.3	.1	.3	1.0	.6	.3	.3	1.6	12.8	-	.7	-	1.3	.7
9 and under 10 cents	.8	.2	.2	-	.1	-	-	.1	.2	.3	-	-	3.5	.3	-
10 and under 11 cents	1.0	.8	1.5	.1	1.4	2.0	2.2	1.0	.5	.8	2.5	.8	.4	3.1	2.1
11 and under 12 cents	-	-	-	-	.7	-	-	-	.1	.3	-	-	-	-	-
12 and under 13 cents	.6	.1	(1)	-	(1)	5.4	.3	.3	.1	.5	1.8	.2	-	-	.7
13 and under 14 cents	1.5	-	.6	-	-	.2	3.4	.1	.6	-	-	-	.4	.1	-
14 and under 15 cents	-	-	-	-	-	-	.2	.9	-	.3	-	-	-	-	-
15 and under 16 cents	-	-	.3	-	.8	.1	1.1	.4	-	-	-	-	-	-	-
16 cents and over	.1	-	.6	-	.1	.5	(1)	(1)	-	-	1.5	-	.2	-	.6
Uniform percentage	7.2	1.9	5.1	6.1	6.5	1.2	1.8	8.3	7.3	1.5	-	1.7	3.4	5.0	3.4
Under 5 percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	.5
5 percent	1.7	-	.4	-	.6	1.1	.3	2.3	.8	-	-	.1	1.9	.8	.2
Over 5 and under 10 percent	.4	-	.7	-	.2	-	.1	2.3	2.0	.1	-	1.6	.5	-	.8
10 percent	5.1	1.9	3.7	6.1	5.7	.1	1.0	3.7	4.5	1.4	-	-	1.0	4.2	1.9
Over 10 and under 15 percent	-	-	.3	-	-	-	-	-	-	-	-	-	-	-	-
15 percent	-	-	-	-	-	-	.5	-	-	(1)	-	-	-	-	-
Over 15 percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other ²	-	-	.1	-	.9	.1	.3	.3	1.1	-	-	.2	1.0	-	.7
No shift-pay differential	.2	1.1	.1	.9	.1	.3	.3	.1	.1	.3	8.3	4.6	-	.7	-
Third shift	7.2	6.5	2.2	2.7	4.1	6.5	2.8	3.8	5.8	12.5	8.4	7.6	5.6	2.7	5.2
With shift-pay differential	7.2	6.3	2.2	2.3	4.1	6.5	2.7	3.8	5.8	12.5	.9	7.0	5.6	2.7	5.2
Uniform cents (per hour)	4.5	6.1	1.1	1.9	3.0	3.6	1.9	2.5	2.7	12.0	.9	6.1	5.2	1.6	4.0
Under 5 cents	-	-	-	-	-	-	.1	-	-	-	-	-	-	-	-
5 and under 6 cents	-	.2	-	.2	.1	-	-	-	-	.1	.5	.3	-	(1)	-
6 and under 7 cents	-	-	-	-	-	-	-	-	-	-	-	.7	1.4	-	-
7 and under 8 cents	-	(1)	.1	.6	-	.9	-	.3	.2	.1	-	3.1	.2	.3	-
8 and under 9 cents	-	-	(1)	-	-	-	-	-	(1)	.7	-	.6	-	-	-
9 and under 10 cents	-	.1	(1)	.2	.1	-	-	.1	.1	1.6	-	-	-	(1)	.1
10 and under 11 cents	1.0	.5	.3	.1	.5	1.0	.7	1.2	.8	.4	-	.6	1.7	.1	2.4
11 and under 12 cents	.3	.3	(1)	-	-	-	-	-	-	(1)	-	-	-	.1	-
12 cents	1.5	4.6	(1)	.4	.6	.4	.1	.1	.7	8.8	.4	.4	-	.8	1.2
12½ cents	-	-	.1	-	.4	-	.2	.3	-	.2	-	-	-	-	-
13 and under 14 cents	-	.1	-	-	(1)	.2	-	(1)	-	(1)	-	-	-	-	-
14 and under 15 cents	.7	-	.1	-	.7	.1	.1	.2	.1	(1)	-	-	-	-	-
15 and under 16 cents	.1	.2	.1	.3	.1	.1	.2	.3	.1	(1)	-	.4	1.8	.3	-
16 cents	-	-	(1)	-	.5	-	.1	-	.5	.1	-	-	-	-	-
17 and under 20 cents	(1)	-	.2	-	.7	-	.3	-	.1	-	-	-	-	-	-
20 cents and over	.9	-	(1)	-	.2	.1	-	-	-	-	-	-	.1	-	.3
Uniform percentage	2.8	.2	1.1	.4	.6	.5	.1	1.1	2.2	.5	-	.8	.4	1.0	1.0
Under 7 percent	-	-	.1	-	-	.1	-	-	-	-	-	.1	-	-	-
7 and under 8 percent	.1	-	(1)	-	-	.3	-	.3	-	(1)	-	-	.3	-	-
8 and under 10 percent	-	-	-	-	(1)	-	-	-	(1)	-	-	-	.1	-	-
10 percent	2.7	.2	.5	.3	.6	.1	.1	.6	1.8	.5	-	.7	-	1.0	1.0
Over 10 and under 15 percent	-	-	(1)	-	-	-	(1)	-	(1)	-	-	-	-	-	-
15 percent	-	-	.5	.1	(1)	-	(1)	.2	.1	-	-	-	-	-	.2
Other	-	-	-	-	.4	2.4	.8	.2	.8	-	-	-	-	-	-
No shift-pay differential	-	.2	-	.4	(1)	-	.1	-	(1)	-	7.5	.6	-	-	-

See footnotes at end of table.

Table B-11. Shift-differential practices—manufacturing—Continued.

(Workers employed on late shifts at time of survey, late 1959 and early 1960)

Shift operation and shift-pay differential	Percent of manufacturing plant workers																
	South																
	Atlanta	Beaumont-Port Arthur	Birmingham	Charleston, W. Va.	Charlotte	Fort Worth	Greenville	Houston	Jackson	Jacksonville	Lubbock	Memphis	Miami	New Orleans	Richmond	Savannah	Washington
Total plant workers in manufacturing establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Second shift	12.7	16.3	19.3	14.3	16.4	14.5	20.3	17.2	19.2	18.4	16.1	14.9	12.6	17.1	14.0	20.3	16.2
With shift-pay differential	8.9	15.9	17.6	14.2	6.6	14.5	1.1	16.1	17.6	14.3	4.5	11.9	7.2	14.8	14.0	17.3	14.4
Uniform cents (per hour)	8.9	15.9	17.6	13.3	4.5	14.4	1.1	15.7	15.5	13.7	4.5	10.1	7.2	14.2	6.1	15.4	9.4
Under 5 cents	.5	-	-	.2	.6	.2	.4	.3	2.6	.5	-	.6	.3	.5	-	.9	1.5
5 and under 6 cents	.8	1.0	.2	.2	1.6	1.0	-	.6	9.1	7.7	.7	1.6	3.7	1.7	1.9	12.0	-
6 and under 7 cents	.8	1.5	.3	3.9	-	.6	-	2.1	.3	1.6	-	3.6	.2	5.1	.9	.5	-
7 and under 8 cents	.7	1.8	.6	-	.6	.8	.2	3.0	3.0	.8	-	-	1.6	1.1	-	.3	.1
8 and under 9 cents	1.0	10.8	14.6	-	-	.7	-	5.7	-	.1	-	.9	.4	2.7	1.9	-	-
9 and under 10 cents	-	-	.3	-	-	-	-	1.9	-	-	-	-	-	-	-	-	-
10 and under 11 cents	1.5	.9	.7	2.7	.7	.7	-	.9	.1	3.0	1.0	2.1	-	1.9	-	.6	.2
11 and under 12 cents	-	-	-	1.1	-	-	-	-	-	-	-	-	-	-	-	-	-
12 and under 13 cents	3.7	-	1.0	.1	-	8.4	-	.8	.4	-	-	.2	-	1.2	.5	-	-
13 and under 14 cents	-	-	-	-	.9	.7	-	.2	-	-	2.8	1.1	-	-	.7	1.1	2.3
14 and under 15 cents	-	-	-	-	-	-	-	.3	-	-	-	-	-	-	-	-	1.1
15 and under 16 cents	-	-	-	-	.1	1.3	-	-	-	-	-	-	1.0	-	.2	-	.2
16 cents and over	-	-	-	5.1	-	-	.4	-	-	-	-	-	-	-	-	-	4.0
Uniform percentage	-	-	-	-	2.1	.1	-	.4	2.1	-	-	1.8	-	.6	7.9	1.9	1.2
Under 5 percent	-	-	-	-	1.2	-	-	-	-	-	-	-	-	.6	-	-	-
5 percent	-	-	-	-	-	-	-	.4	-	-	-	-	-	-	-	-	.4
Over 5 and under 10 percent	-	-	-	-	.6	-	-	-	-	-	-	1.2	-	-	5.2	1.9	-
10 percent	-	-	-	-	.3	.1	-	-	2.1	-	-	.6	-	-	2.7	-	.8
Over 10 and under 15 percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
15 percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 15 percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other ^a	-	-	-	1.0	-	-	-	-	-	.6	-	-	-	-	-	-	3.7
No shift-pay differential	3.8	.4	1.7	.1	9.8	.1	19.3	1.0	1.6	4.1	11.6	3.0	5.4	2.3	-	3.0	1.8
Third shift	3.8	10.7	10.6	12.2	10.4	2.6	15.9	8.4	2.8	7.7	5.6	7.2	3.1	5.8	4.9	13.7	5.9
With shift-pay differential	2.7	10.6	10.2	12.2	7.6	2.5	14.8	8.4	1.4	7.1	-	6.1	1.6	5.4	4.9	13.0	5.6
Uniform cents (per hour)	2.2	10.6	10.1	12.2	6.2	1.2	14.1	8.2	1.4	7.1	-	5.6	1.6	5.1	2.2	13.0	2.9
Under 5 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	.2	.5
5 and under 6 cents	1.0	-	.6	-	5.0	.2	14.1	.3	.7	1.5	-	1.4	-	-	.2	-	-
6 and under 7 cents	-	-	-	.1	.3	-	-	.1	-	.7	-	2.3	-	.3	-	(1)	-
7 and under 8 cents	.1	-	-	-	.2	-	-	.7	.6	-	-	-	-	-	-	.2	(1)
8 and under 9 cents	(1)	.1	-	-	.1	(1)	-	-	-	2.5	-	.2	.3	1.4	.4	12.0	-
9 and under 10 cents	-	-	-	3.0	-	-	-	-	.1	.7	-	-	.9	-	.3	-	-
10 and under 11 cents	.2	-	-	-	(1)	.3	-	.4	-	1.3	-	1.6	.2	.1	.2	-	-
11 and under 12 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 cents	.7	(1)	9.4	.2	-	.2	-	2.7	-	.4	-	(1)	.4	1.8	1.2	.2	-
12½ cents	-	-	-	-	-	-	-	.5	-	-	-	-	-	-	-	-	-
13 and under 14 cents	-	-	.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
14 and under 15 cents	-	-	(1)	-	-	-	-	.3	-	-	-	-	-	-	-	-	-
15 and under 16 cents	(1)	-	-	2.7	.4	-	-	-	-	-	-	-	.7	.2	-	-	.1
16 cents	.1	10.4	-	.1	-	.3	-	2.6	-	-	-	-	-	.4	.2	-	-
17 and under 20 cents	-	-	-	1.1	-	-	-	.7	-	-	-	-	-	-	-	-	-
20 cents and over	.1	-	-	5.1	.2	(1)	-	-	-	-	-	.1	-	-	-	-	2.3
Uniform percentage	-	-	-	-	1.1	-	.7	.1	-	-	-	.4	-	-	2.7	-	.2
Under 7 percent	-	-	-	-	1.1	-	.7	-	-	-	-	-	-	-	.1	-	(1)
7 and under 8 percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8 and under 10 percent	-	-	-	-	-	-	-	.1	-	-	-	.2	-	-	-	-	-
10 percent	-	-	-	-	-	-	-	-	-	-	-	.2	-	-	2.6	-	-
Over 10 and under 15 percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	.2
15 percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other ^a	.5	-	.1	-	.3	1.3	-	-	-	-	-	.1	-	.3	-	-	2.5
No shift-pay differential	1.1	.1	.4	-	2.8	.1	1.1	-	1.4	.6	5.6	1.1	1.5	.4	-	.7	.3

See footnotes at end of table.

Table B-11. Shift-differential practices—manufacturing—Continued

(Workers employed on late shifts at time of survey, late 1959 and early 1960)

Shift operation and shift-pay differential	Percent of manufacturing plant workers														
	North Central														
	Akron	Canton	Chicago	Cincinnati	Dayton	Des Moines	Indianapolis	Kansas City	Milwaukee	Minneapolis-St. Paul	Muskegon-Muskegon Heights	Rockford	St. Louis	Sioux Falls	South Bend
Total plant workers in manufacturing establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Second shift	24.6	25.5	18.8	16.2	11.2	20.8	16.1	14.1	19.6	13.9	15.4	19.4	18.6	4.6	14.2
With shift-pay differential	22.2	25.1	18.4	16.2	11.1	20.8	15.9	13.9	19.4	13.9	15.4	19.1	18.6	4.6	14.1
Uniform cents (per hour)	20.4	23.9	8.9	9.5	5.4	10.2	5.8	11.3	13.8	10.4	11.2	12.9	10.3	4.6	10.5
Under 5 cents	.5	-	.1	-	-	2.5	-	-	.1	-	-	-	-	-	-
5 and under 6 cents	1.0	2.2	.6	.7	.8	.5	.8	2.7	1.5	1.7	6.0	.1	2.4	.8	-
6 and under 7 cents	15.7	.8	.4	2.0	.9	-	.8	(1)	-	.3	2.6	-	1.3	-	1.9
7 and under 8 cents	1.4	.9	.6	.4	.7	.2	-	.2	1.9	.4	2.0	.1	-	-	-
8 and under 9 cents	1.4	13.4	2.0	.6	.9	2.0	.7	2.3	1.1	.7	(1)	-	3.1	-	1.8
9 and under 10 cents	-	4.8	.4	-	-	-	-	.1	.3	-	-	.8	-	-	-
10 and under 11 cents	.3	1.8	3.3	3.8	1.7	1.1	1.5	1.4	3.2	3.7	.3	8.8	2.8	.5	2.4
11 and under 12 cents	-	-	-	.5	.1	-	-	-	.1	-	-	-	-	-	-
12 and under 13 cents	-	-	.5	.6	.1	3.9	.8	3.8	2.7	.5	-	2.6	.2	3.3	-
13 and under 14 cents	-	-	.3	.2	.2	-	-	.2	.1	1.2	-	-	-	-	4.3
14 and under 15 cents	-	-	.1	.1	-	-	.9	-	1.7	.6	-	-	-	-	.1
15 and under 16 cents	.1	-	.2	-	-	-	.3	.2	.5	(1)	.1	.1	.5	-	.1
16 and under 17 cents	-	-	.3	.6	-	-	.1	.4	.7	1.4	.2	.4	-	-	-
Uniform percentage	1.4	1.2	6.9	6.7	3.8	3.5	8.0	1.9	5.1	3.4	1.0	5.2	7.5	-	3.6
Under 5 percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 percent	1.4	1.2	2.3	3.0	1.3	1.0	2.8	1.3	3.9	-	1.0	-	1.1	-	1.0
Over 5 and under 10 percent	-	-	-	.6	.7	.2	.4	.6	1.1	2.2	-	1.3	4.4	-	1.5
10 percent	(1)	-	4.5	2.9	1.8	2.3	4.5	-	.1	1.2	-	3.9	2.0	-	1.1
Over 10 and under 15 percent	-	-	(1)	-	-	-	.3	-	-	-	-	-	-	-	-
15 percent	-	-	(1)	-	-	-	-	-	-	-	-	-	-	-	-
Over 15 percent	-	-	-	.2	-	-	-	-	-	-	-	-	-	-	-
Other ²	.5	-	2.6	(1)	1.9	7.1	2.1	.7	.5	.1	3.3	1.0	.8	-	.1
No shift-pay differential	2.3	.4	.4	(1)	(1)	-	.2	.2	.2	(1)	-	.3	-	-	.1
Third shift	15.8	14.2	6.0	4.1	3.3	10.6	4.3	4.8	5.5	2.9	4.8	3.4	7.2	.5	7.9
With shift-pay differential	15.8	14.2	6.0	4.1	3.3	10.6	4.2	4.4	5.4	2.9	4.8	3.4	7.2	.5	7.9
Uniform cents (per hour)	15.0	13.4	3.5	2.5	1.6	8.3	2.1	3.6	2.7	2.3	4.3	2.2	5.8	.4	6.8
Under 5 cents	.2	-	(1)	-	-	-	-	-	-	-	-	-	-	-	-
5 and under 6 cents	.2	.5	-	-	-	2.0	-	-	-	.1	.9	-	-	-	-
6 and under 7 cents	13.3	-	-	-	-	-	.4	-	-	-	-	-	-	-	1.9
7 and under 8 cents	-	-	.1	.1	(1)	.1	-	-	-	-	1.6	-	-	-	-
8 and under 9 cents	(1)	.7	(1)	.1	-	.1	.1	-	-	-	(1)	-	.2	-	-
9 and under 10 cents	-	.1	-	-	-	.2	.1	(1)	-	-	-	-	.6	-	-
10 and under 11 cents	.1	.3	.3	.5	1.1	.5	.5	.8	.6	.9	.3	.7	1.8	-	1.2
11 and under 12 cents	-	.1	-	-	-	-	-	-	(1)	-	.2	-	.2	-	-
12 cents	.1	11.2	1.8	.5	.4	.3	.3	1.6	.8	.4	1.0	-	1.5	.4	.1
12½ cents	-	.4	-	-	-	-	-	.4	-	-	-	-	-	-	-
13 and under 14 cents	(1)	-	(1)	(1)	(1)	-	-	-	(1)	-	-	-	-	-	3.2
14 and under 15 cents	-	-	.2	.2	-	-	.2	.3	.1	.1	.1	-	.1	-	-
15 and under 16 cents	-	.4	.4	.1	-	-	.2	.1	.8	.1	-	.2	.9	-	.4
16 cents	1.0	.1	-	(1)	-	-	.1	.3	.1	.2	-	.6	.4	-	-
17 and under 20 cents	-	-	.1	.6	-	1.3	-	-	(1)	-	.2	.7	-	-	-
20 cents and over	-	-	.1	.3	-	-	.1	.1	.4	.5	-	(1)	.1	-	-
Uniform percentage	.5	.8	1.9	1.3	.8	2.3	1.7	.1	1.7	.5	(1)	1.1	.4	-	1.2
Under 7 percent	-	-	.1	-	.5	-	-	-	-	-	(1)	-	-	-	-
7 and under 8 percent	.5	-	.1	.2	(1)	-	.1	-	.1	-	-	-	-	-	-
8 and under 10 percent	-	-	-	-	-	-	-	-	.4	(1)	-	.1	-	-	-
10 percent	-	.8	1.3	1.1	.2	2.3	1.6	.1	1.2	-	-	1.0	.3	-	1.2
Over 10 and under 15 percent	-	-	(1)	-	-	-	-	-	-	.5	-	-	.1	-	-
15 percent	-	-	.4	-	.1	-	-	-	-	-	-	-	-	-	-
Other ²	.3	-	.6	.3	.9	(1)	.4	.7	1.0	.1	.4	(1)	1.0	.1	-
No shift-pay differential	-	-	(1)	(1)	(1)	-	(1)	.4	(1)	-	-	-	-	-	-

See footnotes at end of table.

Table B-11. Shift-differential practices—manufacturing—Continued

(Workers employed on late shifts at time of survey, late 1959 and early 1960)

Shift operation and shift-pay differential	Percent of manufacturing plant workers						
	West						
	Albuquerque	Denver	Los Angeles—Long Beach	Phoenix	Portland	San Bernardino—Riverside—Ontario	San Francisco—Oakland
Total plant workers in manufacturing establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Second shift	18.5	12.9	18.7	21.7	18.4	19.7	16.8
With shift-pay differential	16.5	12.9	18.7	21.7	17.3	19.7	16.8
Uniform cents (per hour)	16.5	12.8	13.5	17.9	11.1	17.7	10.3
Under 5 cents	-	-	.1	.9	1.9	.4	.2
5 and under 6 cents	1.2	1.0	1.1	2.3	(1)	2.2	.7
6 and under 7 cents	-	4.1	.9	-	-	-	.5
7 and under 8 cents	-	1.5	(1)	2.1	1.3	.6	.3
8 and under 9 cents	-	1.3	.5	3.7	1.2	10.8	2.2
9 and under 10 cents	.3	-	(1)	-	2.7	-	.3
10 and under 11 cents	12.8	2.1	2.9	1.8	2.1	.3	3.0
11 and under 12 cents	-	-	.3	-	-	-	.3
12 and under 13 cents	-	.3	6.0	3.3	(1)	3.4	.1
13 and under 14 cents	2.2	1.4	.3	-	.1	-	-
14 and under 15 cents	-	-	.4	-	1.0	-	1.7
15 and under 16 cents	-	1.2	.6	-	.4	-	.9
16 cents and over	-	-	.4	3.9	.3	-	.1
Uniform percentage	-	-	3.1	2.1	4.1	1.5	.4
Under 5 percent	-	-	-	-	-	-	-
5 percent	-	-	1.0	-	.4	1.5	.1
Over 5 and under 10 percent	-	-	1.3	-	-	-	-
10 percent	-	-	.8	2.1	3.7	-	.3
Over 10 and under 15 percent	-	-	-	-	-	-	-
15 percent	-	-	-	-	-	-	-
Over 15 percent	-	-	-	-	-	-	-
Other ²	-	.1	2.1	1.6	2.1	.5	6.1
No shift-pay differential	2.0	-	-	-	1.1	-	-
Third shift	5.0	4.2	3.8	7.3	7.0	13.0	5.1
With shift-pay differential	4.8	4.2	3.8	7.3	6.9	13.0	5.1
Uniform cents (per hour)	4.8	4.0	2.2	5.2	5.0	11.9	4.6
Under 5 cents	-	-	-	.5	-	-	-
5 and under 6 cents	-	-	.4	.1	-	-	.2
6 and under 7 cents	-	2.7	.3	.3	-	-	.2
7 and under 8 cents	-	-	-	-	1.2	.1	.2
8 and under 9 cents	-	-	-	-	-	-	-
9 and under 10 cents	.4	-	.4	-	1.8	-	.5
10 and under 11 cents	-	.2	.1	.6	(1)	.8	(1)
11 and under 12 cents	-	-	-	-	-	.3	-
12 cents	-	.4	.2	3.6	.9	9.8	.5
12½ cents	-	.1	-	-	-	-	.1
13 and under 14 cents	-	.1	(1)	-	-	-	.2
14 and under 15 cents	-	-	-	-	-	.6	-
15 and under 16 cents	4.4	.3	(1)	-	.7	-	1.0
16 cents	-	.2	.3	-	-	.1	.9
17 and under 20 cents	-	-	.1	-	.1	-	-
20 cents and over	-	-	.5	-	.1	.2	.8
Uniform percentage	-	-	(1)	-	.8	.4	.1
Under 7 percent	-	-	-	-	-	-	-
7 and under 8 percent	-	-	-	-	-	-	-
8 and under 10 percent	-	-	-	-	-	-	-
10 percent	-	-	(1)	-	.1	.4	.1
Over 10 and under 15 percent	-	-	-	-	-	-	-
15 percent	-	-	-	-	.6	-	(1)
Other ²	-	.2	1.6	2.0	1.1	.7	.4
No shift-pay differential	.2	-	-	-	.1	-	-

¹ Less than 0.05 percent.² Pay at regular rate for more hours than worked, a paid lunch period not given first-shift workers, a flat sum per shift, and other provisions. Most "other" workers, however, were in establishments which provided 1 such provision in combination with a cents or percentage differential for hours actually worked.

Table B-12. Paid holidays—all industries

(Percent of office and plant workers employed in all establishments that provide paid holidays, by number of paid holidays provided annually, late 1959 and early 1960)

Number of paid holidays	Northeast														
	Albany-Schenectady-Troy	Allentown-Bethlehem-Easton	Boston ¹	Lawrence-Haverhill	Newark and Jersey City ¹	New Haven	New York City ¹	Paterson-Clifton-Passaic	Philadelphia ¹	Pittsburgh	Portland	Providence	Waterbury	Worcester	York
Office workers															
Workers in establishments providing paid holidays	100	100	100	99	99	100	99	100	100	100	99	99	100	100	99
Under 5 holidays	1	1	(²)	1	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	2
5 holidays	(²)	1	-	-	(²)	(²)	-	(²)	(²)	(²)	-	-	-	(²)	2
5 holidays plus 1 half day	-	-	-	-	-	-	-	(²)	-	-	-	2	-	-	-
5 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	(²)	-
6 holidays	18	15	(²)	7	2	2	1	5	12	14	5	6	2	7	24
6 holidays plus 1 half day	1	1	-	-	(²)	-	-	(²)	3	10	-	(²)	(²)	1	1
6 holidays plus 2 or more half days	(²)	1	1	(²)	2	2	(²)	3	2	5	-	-	-	4	8
7 holidays	22	44	3	39	12	12	12	22	20	48	16	10	62	24	24
7 holidays plus 1 half day	(²)	-	(²)	1	2	2	2	(²)	6	4	-	(²)	-	2	5
7 holidays plus 2 or more half days	3	2	4	1	8	1	2	2	3	3	-	-	11	2	9
8 holidays	33	22	2	3	15	44	7	10	18	7	13	13	12	18	18
8 holidays plus 1 half day	-	-	5	24	1	11	2	7	2	2	-	-	1	4	-
8 holidays plus 2 or more half days	-	1	1	(²)	3	(²)	4	13	1	-	-	-	-	-	-
9 holidays	5	4	8	1	10	5	9	12	5	2	48	29	4	2	-
9 holidays plus 1 half day	(²)	-	2	1	1	3	1	1	(²)	1	15	7	1	-	-
9 holidays plus 2 or more half days	(²)	(²)	(²)	-	1	1	1	2	1	-	1	-	-	-	-
10 holidays	(²)	(²)	16	18	4	1	7	6	4	3	1	18	-	29	1
10 holidays plus 1 half day	-	-	6	-	1	1	2	1	2	(²)	-	3	-	2	-
10 holidays plus 2 or more half days	-	-	1	-	1	(²)	4	-	-	-	-	-	-	3	-
11 holidays	15	7	41	-	2	15	29	2	1	-	-	11	7	-	5
11 holidays plus 1 half day	-	-	8	2	1	-	3	2	1	-	-	-	-	-	-
11 holidays plus 2 or more half days	-	-	1	-	2	-	4	1	(²)	-	-	-	-	-	-
Over 11 holidays	1	(²)	1	-	30	-	12	11	20	(²)	-	-	-	-	1
Workers in establishments providing no paid holidays	-	-	-	1	(²)	(²)	(²)	-	-	-	1	(²)	-	-	1
Plant workers															
Workers in establishments providing paid holidays	99	99	98	98	98	96	98	99	99	98	91	97	100	95	96
Under 5 holidays	4	3	3	4	1	1	2	1	1	1	4	3	(²)	-	5
5 holidays	3	2	1	3	(²)	1	1	(²)	1	(²)	3	-	3	2	5
5 holidays plus 1 half day	-	-	1	-	-	-	-	1	-	-	-	1	-	1	-
5 holidays plus 2 or more half days	-	1	(²)	-	-	-	-	-	-	-	-	-	-	1	-
6 holidays	22	16	6	16	5	5	10	5	16	16	10	21	4	16	31
6 holidays plus 1 half day	2	3	-	-	(²)	1	-	(²)	1	1	-	3	2	2	2
6 holidays plus 2 or more half days	1	-	2	-	2	-	1	7	3	1	-	-	-	5	5
7 holidays	56	64	19	44	23	32	28	21	32	67	35	19	75	27	28
7 holidays plus 1 half day	1	-	(²)	2	3	4	2	1	2	1	-	1	-	3	4
7 holidays plus 2 or more half days	1	1	7	-	6	2	2	6	2	1	-	-	-	4	2
8 holidays	3	4	8	6	21	35	13	18	27	7	16	19	11	16	13
8 holidays plus 1 half day	-	-	8	18	2	7	1	4	5	-	-	-	1	6	-
8 holidays plus 2 or more half days	-	2	1	-	6	-	3	6	1	-	-	-	-	1	-
9 holidays	3	1	8	1	9	3	7	16	3	1	21	20	3	4	-
9 holidays plus 1 half day	-	-	1	-	1	1	1	-	-	-	2	4	-	-	-
9 holidays plus 2 or more half days	-	-	1	-	2	-	1	1	(²)	-	-	-	-	-	-
10 holidays	1	(²)	17	3	6	1	6	5	2	2	1	4	-	6	1
10 holidays plus 1 half day	-	-	4	-	-	1	1	(²)	1	-	-	-	-	-	-
10 holidays plus 2 or more half days	-	-	(²)	-	-	1	1	-	-	-	-	-	-	-	-
11 holidays	4	(²)	10	-	2	1	16	4	1	-	-	(²)	-	-	-
11 holidays plus 1 half day	-	-	1	-	(²)	-	-	(²)	-	-	-	-	-	-	-
11 holidays plus 2 or more half days	-	-	(²)	-	1	-	1	-	-	-	-	-	-	-	-
Over 11 holidays	-	-	(²)	-	7	-	2	2	(²)	-	-	-	-	-	-
Workers in establishments providing no paid holidays	(²)	1	2	2	2	4	2	1	1	2	9	3	-	5	4

See footnotes at end of table.

Table B-12. Paid holidays -all industries-Continued

(Percent of office and plant workers employed in all establishments that provide paid holidays, by number of paid holidays provided annually, late 1959 and early 1960)

Number of paid holidays	South																
	Atlanta	Beau- mont- Port Arthur	Birming- ham	Charles- ton, W. Va.	Char- lotte	Fort Worth	Green- ville	Houston	Jackson	Jack- sonville ¹	Lubbock	Memphis ¹	Miami	New Orleans	Rich- mond ¹	Savan- nah	Wash- ington ¹
	Office workers																
Workers in establishments providing paid holidays	99	99	99	96	98	97	78	99	100	99	98	99	98	99	97	99	99
Under 5 holidays	1	(²)	1	(²)	5	4	21	1	7	1	11	3	5	-	2	3	2
5 holidays	29	14	25	(²)	34	29	42	10	49	31	29	44	18	1	2	33	1
5 holidays plus 1 half day	2	-	5	-	1	-	-	(²)	3	11	(²)	1	(²)	-	1	-	(²)
5 holidays plus 2 or more half days	-	-	-	-	-	-	-	(²)	(²)	-	-	-	-	-	-	-	(²)
6 holidays	16	14	12	15	33	44	7	34	10	13	11	12	36	30	32	8	14
6 holidays plus 1 half day	2	-	(²)	(²)	-	1	-	3	3	8	-	3	3	1	3	-	3
6 holidays plus 2 or more half days	3	-	1	-	-	2	-	-	3	1	-	2	1	20	1	-	1
7 holidays	34	33	52	10	16	12	8	21	23	13	25	21	31	17	27	56	20
7 holidays plus 1 half day	(²)	4	(²)	-	-	-	-	5	-	4	-	3	1	2	1	-	2
7 holidays plus 2 or more half days	2	-	-	(²)	-	2	-	-	-	-	1	-	2	-	-	-	1
8 holidays	6	29	3	62	6	3	1	21	2	1	(²)	7	3	14	22	1	39
8 holidays plus 1 half day	1	-	-	-	3	-	-	-	-	-	-	3	-	2	6	-	8
8 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	-	2
9 holidays	(²)	-	-	-	-	-	-	(²)	-	-	-	-	-	2	1	-	5
9 holidays plus 1 half day	2	-	-	-	-	-	-	-	-	-	-	-	-	(²)	-	-	-
9 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays	-	2	-	-	-	-	-	3	-	16	-	-	-	1	-	-	(²)
10 holidays plus 1 half day	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
11 holidays	-	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-	1
11 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 11 holidays	-	2	-	-	-	-	-	-	-	-	21	-	-	-	-	-	-
Workers in establishments providing no paid holidays	(²)	(²)	1	4	2	3	22	(²)	-	(²)	2	(²)	2	1	3	1	1
	Plant workers																
Workers in establishments providing paid holidays	88	96	91	92	70	89	44	91	86	80	92	92	84	77	93	89	96
Under 5 holidays	5	2	1	2	15	10	23	3	17	17	36	12	13	6	10	10	7
5 holidays	32	16	13	1	23	21	12	8	29	33	26	32	11	5	4	17	4
5 holidays plus 1 half day	(²)	-	1	-	3	-	-	(²)	1	(²)	1	-	1	-	1	-	1
5 holidays plus 2 or more half days	-	-	-	-	-	-	-	(²)	-	-	-	-	-	-	-	-	(²)
6 holidays	15	3	9	25	13	31	5	31	20	6	12	16	30	23	26	15	18
6 holidays plus 1 half day	1	-	-	1	-	1	-	1	1	3	-	1	4	2	4	-	6
6 holidays plus 2 or more half days	7	-	1	-	-	3	-	(²)	4	-	-	1	-	5	2	-	1
7 holidays	25	17	64	15	13	16	4	26	13	19	16	27	22	20	33	45	24
7 holidays plus 1 half day	(²)	(²)	-	-	-	-	-	2	-	-	-	(²)	1	-	-	-	1
7 holidays plus 2 or more half days	-	-	-	-	-	3	-	-	-	-	-	1	1	1	-	-	-
8 holidays	2	57	2	48	4	4	(²)	19	2	2	(²)	2	2	9	14	2	32
8 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
8 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	(²)	-	-	(²)
9 holidays	1	-	-	-	-	-	-	(²)	-	(²)	-	-	-	3	-	-	(²)
9 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-
10 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(²)
11 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 11 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	12	4	9	8	30	11	56	9	14	20	8	8	16	23	7	11	4

See footnotes at end of table.

Table B-12. Paid holidays—all industries—Continued

(Percent of office and plant workers employed in all establishments that provide paid holidays, by number of paid holidays provided annually, late 1959 and early 1960)

Number of paid holidays	North Central														
	Akron	Canton	Chicago ¹	Cincinnati ¹	Dayton	Des Moines	Indianapolis ¹	Kansas City	Milwaukee	Minneapolis-St. Paul	Muskegon-Muskegon Heights	Rockford	St. Louis ¹	Sioux Falls	South Bend
Office workers															
Workers in establishments providing paid holidays	100	99	99	99	99	99	99	99	99	100	99	99	99	99	99
Under 5 holidays	-	(²)	(²)	(²)	3	(²)	1	(²)	(²)	-	-	(²)	-	1	(²)
5 holidays	-	1	(²)	1	-	-	4	(²)	-	-	-	(²)	1	2	1
5 holidays plus 1 half day	-	-	-	1	(²)	-	-	-	-	-	-	-	-	-	-
5 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	19	24	30	28	36	64	33	35	22	41	8	29	14	23	32
6 holidays plus 1 half day	2	2	4	7	(²)	10	8	2	7	8	-	22	2	-	-
6 holidays plus 2 or more half days	2	7	9	8	43	7	16	4	24	6	59	9	3	-	-
7 holidays	74	43	28	41	13	16	25	34	32	20	20	18	47	47	65
7 holidays plus 1 half day	-	14	4	2	1	-	1	-	2	1	-	7	(²)	1	-
7 holidays plus 2 or more half days	-	4	1	1	1	1	2	(²)	1	6	-	2	(²)	6	-
8 holidays	2	3	9	8	1	1	9	22	3	10	3	3	27	19	1
8 holidays plus 1 half day	-	-	2	-	1	-	-	-	-	-	-	-	1	-	-
8 holidays plus 2 or more half days	-	-	1	-	-	-	-	-	-	4	-	2	1	-	-
9 holidays	(²)	-	3	1	1	-	(²)	1	1	1	6	-	1	-	(²)
9 holidays plus 1 half day	-	-	(²)	(²)	-	-	-	-	4	-	-	-	-	-	-
9 holidays plus 2 or more half days	-	-	(²)	(²)	-	-	-	-	(²)	2	-	-	-	-	-
10 holidays	-	-	(²)	1	-	-	-	1	2	(²)	3	-	-	-	-
10 holidays plus 1 half day	-	-	(²)	-	1	-	-	-	-	-	-	6	-	-	-
10 holidays plus 2 or more half days	-	-	(²)	-	-	-	-	-	-	1	-	-	-	-	-
11 holidays	-	-	7	-	-	-	-	-	-	-	-	-	2	-	-
11 holidays plus 1 half day	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 2 or more half days	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Over 11 holidays	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Workers in establishments providing no paid holidays	-	1	(²)	(²)	(²)	(²)	1	1	(²)	-	(²)	1	(²)	(²)	1
Plant workers															
Workers in establishments providing paid holidays	99	96	98	99	98	92	91	98	96	99	99	99	99	98	99
Under 5 holidays	2	1	2	4	4	1	1	4	1	(²)	1	1	-	5	1
5 holidays	-	1	(²)	1	-	-	6	3	-	-	-	2	2	1	(²)
5 holidays plus 1 half day	-	-	-	1	-	-	-	-	-	-	-	-	1	-	-
5 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	16	16	35	32	22	39	24	39	23	47	13	24	19	21	19
6 holidays plus 1 half day	-	-	2	2	-	3	1	3	1	11	-	26	(²)	-	-
6 holidays plus 2 or more half days	6	8	13	15	50	9	16	9	26	7	69	13	5	-	-
7 holidays	72	61	34	33	17	31	28	29	37	23	14	29	52	24	75
7 holidays plus 1 half day	(²)	2	1	1	1	-	1	-	1	1	-	-	1	(²)	-
7 holidays plus 2 or more half days	-	1	(²)	1	1	3	2	(²)	(²)	1	-	-	1	4	-
8 holidays	3	5	7	8	1	7	12	9	4	7	3	3	15	43	1
8 holidays plus 1 half day	-	-	-	-	1	-	-	-	-	(²)	-	-	1	-	-
8 holidays plus 2 or more half days	-	-	(²)	-	-	-	-	-	-	-	-	1	-	-	-
9 holidays	(²)	-	3	2	(²)	-	-	2	-	(²)	-	-	1	-	2
9 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays	-	-	-	-	-	-	-	1	3	1	-	-	-	-	-
10 holidays plus 1 half day	-	-	(²)	-	(²)	-	-	-	-	-	-	-	-	-	-
10 holidays plus 2 or more half days	-	-	(²)	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	-	-	(²)	-	-	-	-	-	-	-	-	-	2	-	-
11 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 11 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	(²)	4	2	1	2	8	9	2	4	1	(²)	1	1	2	1

See footnotes at end of table.

Table B-12. Paid holidays—all industries—Continued

(Percent of office and plant workers employed in all establishments that provide paid holidays, by number of paid holidays provided annually, late 1959 and early 1960)

Number of paid holidays	West						
	Albu- querque	Denver	Los Angeles— Long Beach ¹	Phoenix	Portland	San Bernardino— Riverside— Ontario	San Francisco— Oakland ¹
Office workers							
Workers in establishments providing paid holidays	99	99	99	98	99	99	100
Under 5 holidays	1	-	-	1	(²)	1	(²)
5 holidays	1	(²)	(²)	8	-	3	(²)
5 holidays plus 1 half day	-	-	-	-	-	1	-
5 holidays plus 2 or more half days	-	-	-	-	-	-	-
6 holidays	31	31	13	45	33	14	1
6 holidays plus 1 half day	(²)	(²)	1	1	(²)	-	(²)
6 holidays plus 2 or more half days	1	3	3	-	-	-	(²)
7 holidays	5	36	39	27	48	48	26
7 holidays plus 1 half day	(²)	1	6	-	(²)	-	(²)
7 holidays plus 2 or more half days	(²)	-	1	-	-	-	6
8 holidays	47	28	22	16	13	17	48
8 holidays plus 1 half day	(²)	-	7	-	5	4	2
8 holidays plus 2 or more half days	3	-	(²)	-	-	-	(²)
9 holidays	9	-	3	-	(²)	5	10
9 holidays plus 1 half day	-	-	1	-	-	4	2
9 holidays plus 2 or more half days	-	(²)	(²)	-	-	-	2
10 holidays	1	(²)	1	-	-	-	1
10 holidays plus 1 half day	-	-	-	-	-	-	(²)
10 holidays plus 2 or more half days	-	-	1	-	-	-	-
11 holidays	-	-	2	-	-	-	-
11 holidays plus 1 half day	-	-	-	-	-	-	-
11 holidays plus 2 or more half days	-	-	1	-	-	-	-
Over 11 holidays	-	-	(²)	-	(²)	-	1
Workers in establishments providing no paid holidays	(²)	1	(²)	2	(²)	1	-
Plant workers							
Workers in establishments providing paid holidays	89	88	97	85	96	94	99
Under 5 holidays	7	(²)	4	5	2	2	3
5 holidays	2	-	1	1	1	3	3
5 holidays plus 1 half day	-	-	-	-	-	(²)	-
5 holidays plus 2 or more half days	-	-	-	-	-	-	-
6 holidays	25	45	15	31	35	19	4
6 holidays plus 1 half day	-	-	1	-	-	1	-
6 holidays plus 2 or more half days	1	4	4	1	46	-	1
7 holidays	10	26	44	35	-	54	35
7 holidays plus 1 half day	-	-	4	-	(²)	-	(²)
7 holidays plus 2 or more half days	(²)	-	(²)	-	11	-	8
8 holidays	33	11	22	11	-	13	41
8 holidays plus 1 half day	(²)	-	-	-	-	2	1
8 holidays plus 2 or more half days	1	-	(²)	-	-	-	(²)
9 holidays	9	-	1	-	-	-	2
9 holidays plus 1 half day	-	-	(²)	-	-	-	-
9 holidays plus 2 or more half days	-	-	-	-	-	-	-
10 holidays	-	-	(²)	-	-	-	1
10 holidays plus 1 half day	-	-	-	-	-	-	-
10 holidays plus 2 or more half days	-	-	-	-	-	-	-
11 holidays	-	-	-	-	-	-	(²)
11 holidays plus 1 half day	-	-	-	-	-	-	-
11 holidays plus 2 or more half days	-	-	-	-	-	-	-
Over 11 holidays	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	11	12	3	15	4	6	1

¹ Exceptions to the standard industry limitations are shown in footnotes 4 and/or 5 to the table in appendix A.² Less than 0.5 percent.

Table B-12a. Paid holiday time—all industries

(Percent of office and plant workers employed in all establishments that provide paid holidays, by sum of full-day and half-day holidays provided annually, ¹ cumulative, late 1959 and early 1960)

Total paid holiday time	Northeast														
	Albany-Schenectady-Troy	Allentown-Bethlehem-Easton	Boston	Lawrence-Haverhill	Newark and Jersey City	New Haven	New York City	Paterson-Clifton-Passaic	Philadelphia	Pittsburgh	Portland	Providence	Waterbury	Worcester	York
Office workers															
13 or more days	-	-	1	-	1	-	1	-	2	-	-	-	-	-	-
12½ or more days	-	-	2	-	4	-	5	(²)	3	-	-	-	-	-	-
12 or more days	1	(²)	2	-	33	-	17	12	20	(²)	-	-	-	-	1
11½ or more days	1	(²)	10	-	34	-	20	14	21	(²)	-	-	-	-	1
11 or more days	16	7	52	2	36	16	52	16	21	(²)	-	11	7	3	6
10½ or more days	16	7	58	2	37	18	53	17	23	1	-	14	7	6	6
10 or more days	17	8	74	21	42	19	61	25	28	4	2	32	7	35	7
9½ or more days	17	10	76	22	43	22	63	27	28	4	16	39	8	35	7
9 or more days	22	15	84	23	58	27	75	52	34	7	65	68	12	38	7
8½ or more days	22	15	89	47	60	37	78	59	36	9	65	68	13	42	7
8 or more days	58	37	96	51	82	83	85	71	58	19	77	81	36	62	33
7½ or more days	58	37	96	53	84	86	87	72	64	24	77	81	36	64	38
7 or more days	81	82	99	92	97	98	99	95	85	75	93	91	98	91	70
6½ or more days	81	83	99	92	97	98	99	95	88	86	93	92	98	92	71
6 or more days	99	98	100	99	99	99	99	99	99	99	99	97	99	99	95
5½ or more days	99	98	100	99	99	99	99	99	99	99	99	99	99	99	95
5 or more days	99	99	100	99	99	99	99	99	99	99	99	99	99	100	97
4½ or more days	99	100	100	99	99	99	99	99	99	99	99	99	99	100	97
4 or more days	100	100	100	99	99	99	99	99	100	99	99	99	99	100	98
3½ or more days	100	100	100	99	99	99	99	99	100	99	99	99	99	100	98
3 or more days	100	100	100	99	99	99	99	99	100	99	99	99	100	100	99
2½ or more days	100	100	100	99	99	99	99	99	100	99	99	99	100	100	99
2 or more days	100	100	100	99	99	100	99	99	100	99	99	99	100	100	99
1½ or more days	100	100	100	99	99	100	99	99	100	99	99	99	100	100	99
1 or more days	100	100	100	99	99	100	99	100	100	100	99	99	100	100	99
½ or more days	100	100	100	99	99	100	99	100	100	100	99	99	100	100	99
No paid holidays	-	-	-	1	(²)	-	(²)	-	-	-	1	(²)	-	-	1
Total receiving paid holidays	100	100	100	99	99	100	99	100	100	100	99	99	100	100	99
Plant workers															
12 or more days	-	(²)	1	-	8	-	3	2	(²)	-	-	-	-	-	-
11½ or more days	-	(²)	1	-	8	-	4	3	(²)	-	-	-	-	-	-
11 or more days	4	(²)	11	-	10	1	21	6	2	-	-	(²)	-	-	-
10½ or more days	4	(²)	16	-	10	2	22	7	2	-	-	(²)	-	-	-
10 or more days	5	(²)	34	3	18	3	28	13	5	2	1	4	-	6	1
9½ or more days	5	(²)	35	3	20	4	30	13	5	2	3	9	-	6	1
9 or more days	7	4	43	4	34	7	39	35	10	3	23	29	3	12	1
8½ or more days	7	4	51	22	36	15	40	39	15	3	23	29	5	18	1
8 or more days	12	9	66	28	63	51	55	63	43	11	39	48	16	39	16
7½ or more days	13	9	66	31	66	55	56	67	45	12	39	49	16	41	20
7 or more days	69	73	87	74	92	87	85	92	80	81	74	68	91	74	53
6½ or more days	72	76	87	74	92	88	85	93	81	82	74	71	93	76	55
6 or more days	93	93	94	90	97	94	96	98	97	97	85	92	97	93	86
5½ or more days	93	93	94	90	97	94	96	99	97	97	85	94	97	93	86
5 or more days	96	96	95	94	97	95	96	99	97	98	87	94	99	95	91
4½ or more days	96	97	95	94	97	96	96	99	97	98	87	94	100	95	91
4 or more days	99	98	96	94	97	96	97	99	98	98	89	94	100	95	92
3½ or more days	99	98	96	94	97	96	97	99	98	98	89	94	100	95	92
3 or more days	99	98	96	97	98	96	98	99	98	98	91	94	100	95	94
2½ or more days	99	98	96	97	98	96	98	99	98	98	91	94	100	95	94
2 or more days	99	98	97	97	98	96	98	99	98	98	91	94	100	95	94
1½ or more days	99	98	97	97	98	96	98	99	98	98	91	94	100	95	94
1 or more days	99	99	98	98	98	96	98	99	99	98	91	97	100	95	96
½ or more days	99	99	98	98	98	96	98	99	99	98	91	97	100	95	96
No paid holidays	(²)	1	2	2	2	4	2	1	1	2	9	3	-	5	4
Total receiving paid holidays	99	99	98	98	98	96	98	99	99	98	91	97	100	95	96

See footnotes at end of table.

Table B-12a. Paid holiday time—all industries—Continued

(Percent of office and plant workers employed in all establishments that provide paid holidays, by sum of full-day and half-day holidays provided annually, ¹ cumulative, late 1959 and early 1960)

Total paid holiday time	South																
	Atlanta	Beau- mont- Port Arthur	Birming- ham	Charles- ton, W. Va.	Char- lotte	Fort Worth	Green- ville	Houston	Jackson	Jack- sonville	Lubbock	Memphis	Miami	New Orleans	Rich- mond	Savan- nah	Wash- ington
	Office workers																
13 or more days	-	-	-	-	-	-	-	-	-	-	21	-	-	-	-	-	-
12½ or more days	-	2	-	-	-	-	-	-	-	-	21	-	-	-	-	-	-
12 or more days	-	2	-	-	-	-	-	-	-	-	21	-	-	-	-	-	-
11½ or more days	-	2	-	-	-	-	-	-	-	-	21	-	-	-	-	-	-
11 or more days	-	2	-	8	-	-	-	-	-	-	21	-	-	-	-	-	1
10½ or more days	1	2	-	8	-	-	-	-	-	-	21	-	-	-	-	-	1
10 or more days	1	4	-	8	-	-	-	3	-	17	21	-	-	1	-	-	2
9½ or more days	4	4	-	8	-	-	-	3	-	17	21	-	-	9	-	-	2
9 or more days	5	4	-	8	-	-	-	3	-	17	21	-	-	9	1	-	9
8½ or more days	6	4	-	8	3	-	-	3	-	17	21	3	-	14	7	-	17
8 or more days	14	34	3	70	9	5	1	25	2	17	21	11	3	34	28	1	57
7½ or more days	14	37	3	70	9	5	1	30	2	21	21	13	4	38	30	1	60
7 or more days	50	70	57	80	25	19	8	51	28	34	46	36	35	68	57	56	80
6½ or more days	52	70	57	81	25	19	8	54	30	43	46	40	39	68	60	56	83
6 or more days	68	84	68	95	58	65	15	88	41	56	58	52	74	98	93	64	97
5½ or more days	70	84	73	95	59	65	15	89	44	67	58	53	75	98	94	64	97
5 or more days	99	99	98	96	93	93	57	99	93	99	88	97	93	99	96	97	98
4½ or more days	99	99	98	96	93	93	57	99	93	99	88	97	93	99	96	97	98
4 or more days	99	99	99	96	95	95	65	99	98	99	91	99	95	99	97	98	99
3½ or more days	99	99	99	96	95	95	65	99	98	99	91	99	95	99	97	98	99
3 or more days	99	99	99	96	98	96	71	99	100	99	94	99	95	99	97	99	99
2½ or more days	99	99	99	96	98	96	71	99	100	99	94	99	95	99	97	99	99
2 or more days	99	99	99	96	98	96	78	99	100	99	96	99	96	99	97	99	99
1½ or more days	99	99	99	96	98	96	78	99	100	99	97	99	96	99	97	99	99
1 or more days	99	99	99	96	98	97	78	99	100	99	98	99	98	99	97	99	99
½ or more days	99	99	99	96	98	97	78	99	100	99	98	99	98	99	97	99	99
No paid holidays	(²)	(²)	1	4	2	3	22	(²)	-	(²)	2	(²)	2	1	3	1	1
Total receiving paid holidays	99	99	99	96	98	97	78	99	100	99	98	99	98	99	97	99	99
	Plant workers																
12 or more days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11½ or more days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(²)
11 or more days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(²)
10½ or more days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(²)
10 or more days	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	(²)
9½ or more days	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	-	(²)
9 or more days	1	-	-	-	-	-	-	(²)	-	(²)	-	-	-	6	-	-	1
8½ or more days	1	-	-	-	-	-	-	(²)	-	(²)	-	-	-	6	-	-	1
8 or more days	3	57	2	48	4	8	(²)	19	2	2	(²)	3	2	17	14	2	33
7½ or more days	3	58	2	48	4	8	(²)	21	2	2	(²)	3	2	18	14	2	34
7 or more days	35	75	67	63	17	26	4	48	19	20	17	31	25	42	49	47	60
6½ or more days	35	75	67	64	17	27	4	48	20	24	17	32	28	44	53	47	66
6 or more days	50	77	76	89	30	58	9	80	40	30	29	48	59	67	79	62	84
5½ or more days	51	77	77	89	32	58	9	80	41	30	30	48	59	67	79	62	84
5 or more days	83	94	90	90	55	79	21	88	70	63	56	80	71	72	84	80	89
4½ or more days	83	94	90	90	55	79	21	88	70	65	56	80	71	72	84	80	89
4 or more days	84	94	91	90	61	82	24	88	80	73	59	85	72	72	87	86	91
3½ or more days	84	94	91	90	61	82	24	88	80	73	59	85	72	72	87	86	91
3 or more days	85	94	91	92	67	83	35	88	83	74	62	88	77	72	87	88	91
2½ or more days	85	94	91	92	67	83	35	88	83	76	62	88	77	72	87	88	91
2 or more days	86	94	91	92	67	83	42	88	85	77	77	88	77	73	90	89	91
1½ or more days	86	94	91	92	68	83	42	88	85	77	77	88	77	73	90	89	91
1 or more days	88	96	91	92	70	89	44	91	86	80	92	92	84	77	93	89	96
½ or more days	88	96	91	92	70	89	44	91	86	80	92	92	84	77	93	89	96
No paid holidays	12	4	9	8	30	11	56	9	14	20	8	8	16	23	7	11	4
Total receiving paid holidays	88	96	91	92	70	89	44	91	86	80	92	92	84	77	93	89	96

See footnotes at end of table.

Table B-12a. Paid holiday time—all industries—Continued

(Percent of office and plant workers employed in all establishments that provide paid holidays, by sum of full-day and half-day holidays provided annually, ¹ cumulative, late 1959 and early 1960)

Total paid holiday time	North Central														
	Akron	Canton	Chicago	Cincinnati	Dayton	Des Moines	Indianapolis	Kansas City	Milwaukee	Minneapolis-St. Paul	Muskegon-Muskegon Heights	Rockford	St. Louis	Sioux Falls	South Bend
Office workers															
13 or more days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 1/2 or more days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 or more days	-	-	1	-	-	-	-	-	-	1	-	-	1	-	-
11 1/2 or more days	-	-	2	-	-	-	-	-	-	1	-	-	1	-	-
11 or more days	-	-	10	-	-	-	-	-	-	1	-	-	2	-	-
10 1/2 or more days	-	-	10	-	1	-	-	-	-	1	-	6	2	-	-
10 or more days	-	-	11	1	1	-	-	1	2	3	3	6	2	-	-
9 1/2 or more days	-	-	11	1	1	-	-	1	6	4	3	6	2	-	-
9 or more days	(²)	-	15	2	2	-	(²)	2	9	9	9	8	4	-	(²)
8 1/2 or more days	(²)	-	17	2	3	-	(²)	2	9	9	9	8	6	-	(²)
8 or more days	3	7	27	11	4	2	11	23	13	24	12	14	33	25	1
7 1/2 or more days	3	22	31	13	5	2	12	23	15	25	12	23	34	27	1
7 or more days	79	71	66	62	19	26	53	62	70	51	92	47	84	74	67
6 1/2 or more days	81	73	70	69	62	35	61	64	77	59	92	70	85	74	67
6 or more days	100	98	99	97	97	99	95	99	99	100	99	98	99	97	98
5 1/2 or more days	100	98	99	98	97	99	95	99	99	100	99	98	99	97	98
5 or more days	100	99	99	99	97	99	99	99	99	100	99	98	99	99	99
4 1/2 or more days	100	99	99	99	97	99	99	99	99	100	99	98	99	99	99
4 or more days	100	99	99	99	97	99	99	99	99	100	99	98	99	99	99
3 1/2 or more days	100	99	99	99	97	99	99	99	99	100	99	98	99	99	99
3 or more days	100	99	99	99	97	99	99	99	99	100	99	98	99	99	99
2 1/2 or more days	100	99	99	99	97	99	99	99	99	100	99	98	99	99	99
2 or more days	100	99	99	99	99	99	99	99	99	100	99	98	99	99	99
1 1/2 or more days	100	99	99	99	99	99	99	99	99	100	99	98	99	99	99
1 or more days	100	99	99	99	99	99	99	99	99	100	99	98	99	99	99
1/2 or more days	100	99	99	99	99	99	99	99	99	100	99	99	99	99	99
No paid holidays	-	1	(²)	(²)	(²)	(²)	1	1	(²)	-	(²)	1	(²)	(²)	1
Total receiving paid holidays	100	99	99	99	99	99	99	99	99	100	99	99	99	99	99
Plant workers															
12 or more days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 1/2 or more days	-	-	(²)	-	-	-	-	-	-	-	-	-	-	-	-
11 or more days	-	-	(²)	-	-	-	-	-	-	-	-	-	2	-	-
10 1/2 or more days	-	-	(²)	-	(²)	-	-	-	-	-	-	-	2	-	-
10 or more days	-	-	(²)	-	(²)	-	-	1	3	1	-	-	2	-	-
9 1/2 or more days	(²)	-	(²)	-	(²)	-	(²)	1	3	1	-	1	2	-	-
9 or more days	(²)	-	3	2	2	-	(²)	2	3	1	-	1	3	-	2
8 1/2 or more days	3	7	11	11	3	10	14	11	7	9	3	4	20	47	3
8 or more days	3	9	12	12	4	10	15	11	8	10	3	4	20	47	3
7 1/2 or more days	82	78	58	60	21	50	60	50	71	40	86	45	78	71	78
7 or more days	82	78	60	61	71	52	60	53	72	52	86	72	78	71	78
6 1/2 or more days	97	94	95	93	93	91	84	92	95	99	99	96	97	92	97
6 or more days	97	94	95	94	93	91	84	92	95	99	99	96	97	92	97
5 1/2 or more days	97	95	95	95	93	91	90	95	95	99	99	98	99	93	97
5 or more days	97	95	95	95	93	91	90	95	95	99	99	98	99	93	97
4 1/2 or more days	98	95	97	98	94	91	90	96	95	99	99	98	99	96	98
4 or more days	98	95	97	98	94	91	90	96	95	99	99	98	99	96	98
3 1/2 or more days	99	96	97	98	95	92	91	96	95	99	99	98	99	96	98
3 or more days	99	96	97	98	95	92	91	96	95	99	99	98	99	96	98
2 1/2 or more days	99	96	97	98	97	92	91	96	95	99	99	98	99	96	98
2 or more days	99	96	97	98	97	92	91	96	95	99	99	98	99	96	98
1 1/2 or more days	99	96	97	98	98	92	91	96	95	99	99	98	99	98	98
1 or more days	99	96	98	99	98	92	91	98	96	99	99	98	99	98	99
1/2 or more days	99	96	98	99	98	92	91	98	96	99	99	99	99	98	99
No paid holidays	(²)	4	2	1	2	8	9	2	4	1	(²)	1	1	2	1
Total receiving paid holidays	99	96	98	99	98	92	91	98	96	99	99	99	99	98	99

See footnotes at end of table.

Table B-12a. Paid holiday time—all industries—Continued

(Percent of office and plant workers employed in all establishments that provide paid holidays, by sum of full-day and half-day holidays provided annually, ¹ cumulative, late 1959 and early 1960)

Total paid holiday time	West						
	Albuquerque	Denver	Los Angeles—Long Beach	Phoenix	Portland	San Bernardino—Riverside—Ontario	San Francisco—Oakland
Office workers							
13 or more days	-	-	(²)	-	-	-	1
12½ or more days	-	-	(²)	-	-	-	1
12 or more days	-	-	1	-	(²)	-	1
11½ or more days	-	-	1	-	(²)	-	1
11 or more days	-	-	3	-	(²)	-	1
10½ or more days	-	-	3	-	(²)	-	2
10 or more days	1	(²)	5	-	(²)	-	4
9½ or more days	1	(²)	6	-	(²)	4	6
9 or more days	13	(²)	9	-	1	10	10
8½ or more days	13	(²)	16	-	5	14	17
8 or more days	60	28	39	16	18	31	18
7½ or more days	60	29	45	16	19	31	72
7 or more days	66	68	87	43	66	81	73
6½ or more days	66	68	87	44	66	81	99
6 or more days	98	99	99	89	99	95	100
5½ or more days	98	99	99	89	99	96	100
5 or more days	98	99	99	97	99	98	100
4½ or more days	98	99	99	97	99	98	100
4 or more days	99	99	99	97	99	99	100
3½ or more days	99	99	99	97	99	99	100
3 or more days	99	99	99	98	99	99	100
2½ or more days	99	99	99	98	99	99	100
2 or more days	99	99	99	98	99	99	100
1½ or more days	99	99	99	98	99	99	100
1 or more days	99	99	99	98	99	99	100
½ or more days	99	99	99	98	99	99	100
No paid holidays	(²)	1	(²)	2	(²)	1	-
Total receiving paid holidays	99	99	99	98	99	99	100
Plant workers							
12 or more days	-	-	-	-	-	-	-
11½ or more days	-	-	-	-	-	-	(²)
11 or more days	-	-	-	-	-	-	(²)
10½ or more days	-	-	(²)	-	-	-	1
10 or more days	-	-	(²)	-	-	-	1
9½ or more days	-	-	1	-	-	-	3
9 or more days	11	-	1	-	-	2	4
8½ or more days	11	-	-	-	-	-	-
8 or more days	44	11	23	11	12	14	53
7½ or more days	44	11	28	11	12	14	53
7 or more days	55	42	76	47	58	68	89
6½ or more days	55	42	77	47	58	69	89
6 or more days	80	87	92	79	92	89	93
5½ or more days	80	87	92	79	92	89	93
5 or more days	82	87	92	80	94	92	96
4½ or more days	82	87	92	80	94	92	96
4 or more days	87	87	92	80	95	93	96
3½ or more days	87	87	92	80	95	93	96
3 or more days	89	87	92	81	95	94	96
2½ or more days	89	87	92	81	95	94	96
2 or more days	89	87	94	85	96	94	99
1½ or more days	89	87	94	85	96	94	99
1 or more days	89	88	97	85	96	94	99
½ or more days	89	88	97	85	96	94	99
No paid holidays	11	12	3	15	4	6	1
Total receiving paid holidays	89	88	97	85	96	94	99

¹ 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. See footnote 1 in table 12 for exceptions to standard industry limitations in 14 areas.² Less than 0.5 percent.

Table B-13. Paid holidays—manufacturing

(Percent of office and plant workers employed in manufacturing establishments that provide paid holidays, by number of paid holidays provided annually, late 1959 and early 1960)

Number of paid holidays	Northeast														
	Albany-Schenectady-Troy	Allentown-Bethlehem-Easton	Boston	Lawrence-Haverhill	Newark and Jersey City	New Haven	New York City	Paterson-Clifton-Passaic	Philadelphia	Pittsburgh	Portland	Providence	Waterbury	Worcester	York
Office workers															
Workers in establishments providing paid holidays	100	100	100	99	100	100	100	100	100	100	100	100	100	100	100
Under 5 holidays	-	1	-	-	-	-	-	(1)	-	-	(1)	-	-	-	1
5 holidays	-	1	-	-	-	-	-	-	(1)	-	-	(1)	-	1	3
5 holidays plus 1 half day	-	-	-	-	-	-	-	(1)	-	-	-	3	-	-	-
5 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-
6 holidays	15	5	(1)	6	3	1	-	6	13	8	8	10	1	10	21
6 holidays plus 1 half day	1	2	-	-	-	-	-	(1)	4	1	-	(1)	(1)	1	2
6 holidays plus 2 or more half days	1	2	1	-	2	5	(1)	4	3	4	-	-	-	4	11
7 holidays	38	56	6	50	14	22	11	24	24	70	63	17	71	36	26
7 holidays plus 1 half day	(1)	-	1	2	2	4	3	-	6	7	-	(1)	-	3	6
7 holidays plus 2 or more half days	2	(1)	-	1	11	1	(1)	3	7	4	-	-	13	2	12
8 holidays	43	32	2	4	29	38	10	16	26	5	8	22	12	28	18
8 holidays plus 1 half day	-	-	15	32	1	26	5	8	5	-	-	-	1	7	-
8 holidays plus 2 or more half days	-	1	3	(1)	6	1	7	15	2	-	-	-	-	-	-
9 holidays	(1)	(1)	11	1	11	2	13	8	4	1	18	34	1	2	-
9 holidays plus 1 half day	-	-	1	1	1	-	2	2	-	3	12	-	-	-	-
9 holidays plus 2 or more half days	-	-	-	-	1	-	1	3	-	-	-	-	-	-	-
10 holidays	-	-	26	2	9	1	16	8	4	(1)	-	1	-	(1)	-
10 holidays plus 1 half day	-	-	4	-	-	-	2	2	-	-	-	-	-	1	-
10 holidays plus 2 or more half days	-	-	2	-	1	-	3	-	-	-	-	-	-	5	-
11 holidays	-	-	26	-	1	-	18	-	-	-	-	-	-	-	-
11 holidays plus 1 half day	-	-	1	-	1	-	3	2	-	-	-	-	-	-	-
11 holidays plus 2 or more half days	-	-	1	-	3	-	1	-	-	-	-	-	-	-	-
Over 11 holidays	-	-	1	-	4	-	5	(1)	1	-	-	-	-	-	-
Workers in establishments providing no paid holidays	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
Plant workers															
Workers in establishments providing paid holidays	100	100	100	99	99	96	100	99	100	100	97	98	100	98	97
Under 5 holidays	-	3	2	3	-	1	3	(1)	-	-	7	2	-	-	5
5 holidays	-	2	(1)	4	-	-	2	-	1	-	5	1	2	2	5
5 holidays plus 1 half day	-	-	1	-	-	-	-	1	-	-	-	2	-	1	-
5 holidays plus 2 or more half days	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	12	13	5	15	7	4	7	6	10	11	11	24	3	16	32
6 holidays plus 1 half day	3	4	-	-	-	2	-	1	2	1	-	4	2	1	6
6 holidays plus 2 or more half days	2	-	2	-	3	-	2	8	4	1	-	-	-	5	-
7 holidays	73	69	29	47	19	24	21	18	35	77	51	22	79	31	28
7 holidays plus 1 half day	1	-	-	2	3	4	3	-	3	1	-	1	-	3	5
7 holidays plus 2 or more half days	2	1	-	-	6	3	-	4	3	1	-	-	-	2	-
8 holidays	5	3	10	7	27	42	19	22	30	6	6	22	11	19	12
8 holidays plus 1 half day	-	-	12	19	2	10	2	5	5	-	-	-	2	8	-
8 holidays plus 2 or more half days	-	3	1	-	8	-	6	7	-	-	-	-	-	-	-
9 holidays	1	-	11	1	3	10	17	3	1	14	15	1	4	-	-
9 holidays plus 1 half day	-	-	1	-	(1)	-	1	-	-	4	5	-	-	-	-
9 holidays plus 2 or more half days	-	-	1	-	2	-	1	(1)	1	-	-	-	-	-	-
10 holidays	-	-	14	2	8	1	8	-	1	1	-	-	-	3	-
10 holidays plus 1 half day	1	-	2	-	-	-	1	7	-	-	-	-	-	-	-
10 holidays plus 2 or more half days	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-
11 holidays	-	-	7	-	(1)	1	8	1	2	-	-	-	-	-	-
11 holidays plus 1 half day	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-
11 holidays plus 2 or more half days	-	-	1	-	1	-	(1)	-	-	-	-	-	-	-	-
Over 11 holidays	-	-	(1)	-	4	-	3	1	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	-	-	-	1	1	4	-	1	-	-	3	2	-	2	3

See footnote at end of table.

Table B-13. Paid holidays—manufacturing—Continued

(Percent of office and plant workers employed in manufacturing establishments that provide paid holidays, by number of paid holidays provided annually, late 1959 and early 1960)

Number of paid holidays	South																
	Atlanta	Beau- mont- Port Arthur	Birming- ham	Charles- ton, W. Va.	Charlotte	Fort Worth	Green- ville	Houston	Jackson	Jack- sonville	Lubbock	Memphis	Miami	New Orleans	Rich- mond	Savan- nah	Wash- ington
	Office workers																
Workers in establishments providing paid holidays	99	99	99	100	98	96	60	99	100	100	100	100	99	97	100	98	97
Under 5 holidays	1	1	1	(1)	13	2	28	-	23	4	34	4	-	-	8	1	-
5 holidays	20	6	5	-	28	10	20	7	28	31	45	28	25	2	1	16	2
5 holidays plus 1 half day	-	-	2	-	5	-	-	1	4	1	-	-	-	-	5	-	-
5 holidays plus 2 or more half days	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1
6 holidays	13	5	10	9	24	61	11	28	20	38	21	27	45	27	15	11	12
6 holidays plus 1 half day	2	-	-	(1)	-	2	-	5	-	2	-	2	3	-	8	-	7
6 holidays plus 2 or more half days	10	-	2	-	-	4	-	-	17	-	-	3	3	10	3	-	3
7 holidays	49	30	79	6	14	7	-	34	6	17	-	27	16	7	23	69	24
7 holidays plus 1 half day	(1)	1	-	-	-	-	-	-	-	-	-	-	2	12	-	-	-
7 holidays plus 2 or more half days	-	-	-	(1)	-	4	-	-	-	-	-	4	-	3	-	-	-
8 holidays	2	57	(1)	85	14	6	-	26	3	7	-	5	5	19	34	1	46
8 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	5	4	-	-	1
8 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
9 holidays	2	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	-
9 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-
9 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	-
10 holidays	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	-
10 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 11 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	(1)	(1)	1	-	2	4	40	(1)	-	-	-	-	1	3	-	2	3
	Plant workers																
Workers in establishments providing paid holidays	85	98	96	99	58	90	34	96	91	79	100	95	93	74	97	92	91
Under 5 holidays	2	1	-	1	13	5	20	1	21	25	43	6	4	(1)	8	9	-
5 holidays	26	6	3	-	20	12	9	5	13	25	34	25	31	3	2	12	3
5 holidays plus 1 half day	-	-	(1)	-	3	-	-	1	2	-	-	-	-	-	-	-	-
5 holidays plus 2 or more half days	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	2
6 holidays	13	-	8	15	9	44	5	21	36	10	23	26	33	15	16	21	20
6 holidays plus 1 half day	1	-	-	1	-	2	-	1	-	4	-	1	4	4	3	-	(1)
6 holidays plus 2 or more half days	13	-	1	-	-	5	-	-	8	-	-	1	-	4	3	-	7
7 holidays	25	14	81	16	9	9	-	34	8	11	-	31	14	21	46	47	24
7 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-
7 holidays plus 2 or more half days	-	-	-	-	-	5	-	-	-	-	-	1	-	2	-	-	-
8 holidays	2	77	2	66	4	8	-	33	3	4	-	4	7	10	20	3	35
8 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
8 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 holidays	2	-	-	-	-	-	-	-	-	-	-	-	-	8	-	-	-
9 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	-	-
10 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 11 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	15	2	4	1	42	10	66	4	9	21	-	5	7	26	3	8	9

See footnote at end of table.

Table B-13. Paid holidays—manufacturing—Continued

(Percent of office and plant workers employed in manufacturing establishments that provide paid holidays, by number of paid holidays provided annually, late 1959 and early 1960)

Number of paid holidays	North Central														
	Akron	Canton	Chicago	Cincinnati	Dayton	Des Moines	Indianapolis	Kansas City	Milwaukee	Minneapolis-St. Paul	Muskegon-Muskegon Heights	Rockford	St. Louis	Sioux Falls	South Bend
Office workers															
Workers in establishments providing paid holidays	100	99	99	99	100	100	99	100	100	100	100	100	100	99	99
Under 5 holidays	-	-	-	(1)	1	-	-	-	(1)	-	-	-	-	1	(1)
5 holidays	-	1	-	(1)	-	-	1	1	-	-	-	(1)	1	-	1
5 holidays plus 1 half day	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
5 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	2	15	29	16	21	38	17	21	10	41	7	23	13	8	12
6 holidays plus 1 half day	1	(1)	6	3	-	2	1	6	1	19	-	31	1	-	-
6 holidays plus 2 or more half days	2	7	15	11	57	27	27	15	34	8	83	12	3	-	-
7 holidays	92	49	33	47	12	24	35	45	43	11	7	20	57	43	86
7 holidays plus 1 half day	-	19	6	3	1	-	2	-	2	2	-	9	1	-	-
7 holidays plus 2 or more half days	-	6	(1)	1	1	5	1	-	-	5	-	3	(1)	-	-
8 holidays	2	2	7	14	1	5	14	9	4	10	3	1	18	47	(1)
8 holidays plus 1 half day	-	-	1	-	2	-	-	-	-	-	-	-	-	-	-
8 holidays plus 2 or more half days	-	-	(1)	-	-	-	-	-	-	3	-	-	1	-	-
9 holidays	-	-	2	2	1	-	(1)	3	1	-	-	-	1	-	-
9 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays	-	-	-	-	-	-	-	-	4	1	-	-	-	-	-
10 holidays plus 1 half day	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-
10 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-
11 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 11 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	-	(1)	(1)	(1)	-	-	1	-	-	-	-	-	-	1	(1)
Plant workers															
Workers in establishments providing paid holidays	99	97	99	99	99	98	97	99	100	100	100	100	99	98	99
Under 5 holidays	1	-	1	1	4	-	1	-	2	-	-	-	-	4	-
5 holidays	-	1	(1)	(1)	-	-	2	5	-	-	-	2	2	-	(1)
5 holidays plus 1 half day	-	-	-	1	-	-	-	-	-	-	-	-	1	-	-
5 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	4	7	23	24	12	26	13	22	11	37	9	20	11	3	13
6 holidays plus 1 half day	-	-	3	2	-	5	1	6	1	18	-	31	-	-	-
6 holidays plus 2 or more half days	8	10	17	20	62	14	25	16	32	13	77	14	7	-	-
7 holidays	82	69	42	35	16	38	32	33	44	19	11	31	57	23	83
7 holidays plus 1 half day	(1)	3	1	1	1	-	1	-	1	1	-	-	1	-	-
7 holidays plus 2 or more half days	-	1	(1)	1	1	5	1	-	-	1	-	-	1	-	-
8 holidays	3	6	8	12	1	11	19	14	5	9	3	2	16	68	1
8 holidays plus 1 half day	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-
8 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 holidays	-	-	3	3	(1)	-	1	3	-	(1)	-	-	1	-	2
9 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays plus 1 half day	-	-	-	-	(1)	-	-	-	4	2	-	-	-	-	-
10 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	-	-	1	-	-	-	-	-	-	-	-	-	3	-	-
11 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 11 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	(1)	3	1	1	1	2	3	(1)	-	-	-	-	(1)	2	(1)

See footnote at end of table.

Table B-13. Paid holidays—manufacturing—Continued

(Percent of office and plant workers employed in manufacturing establishments that provide paid holidays, by number of paid holidays provided annually, late 1959 and early 1960)

Number of paid holidays	West						
	Albu- querque	Denver	Los Angeles— Long Beach	Phoenix	Portland	San Bernardino— Riverside— Ontario	San Francisco— Oakland
Office workers							
Workers in establishments providing paid holidays	100	99	100	98	100	99	100
Under 5 holidays	1	-	-	-	-	2	-
5 holidays	2	-	(¹)	2	-	1	-
5 holidays plus 1 half day	-	-	-	-	-	2	-
5 holidays plus 2 or more half days	-	-	-	-	-	-	-
6 holidays	28	27	12	22	48	13	(¹)
6 holidays plus 1 half day	-	-	1	1	1	-	-
6 holidays plus 2 or more half days	8	6	4	-	-	5	1
7 holidays	-	56	57	65	39	71	28
7 holidays plus 1 half day	-	-	5	-	-	-	(¹)
7 holidays plus 2 or more half days	(¹)	-	1	-	1	-	19
8 holidays	-	10	19	9	10	5	46
8 holidays plus 1 half day	1	-	-	-	-	-	2
8 holidays plus 2 or more half days	-	-	-	-	-	-	(¹)
9 holidays	60	-	1	-	(¹)	-	1
9 holidays plus 1 half day	-	-	-	-	-	-	-
9 holidays plus 2 or more half days	-	-	-	-	-	-	-
10 holidays	-	-	(¹)	-	-	-	(¹)
10 holidays plus 1 half day	-	-	-	-	-	-	1
10 holidays plus 2 or more half days	-	-	-	-	-	-	-
11 holidays	-	-	-	-	-	-	-
11 holidays plus 1 half day	-	-	-	-	-	-	-
11 holidays plus 2 or more half days	-	-	-	-	-	-	-
Over 11 holidays	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	-	1	-	2	-	(¹)	-
Plant workers							
Workers in establishments providing paid holidays	88	96	99	100	98	97	99
Under 5 holidays	9	-	(¹)	6	-	2	-
5 holidays	5	-	1	1	-	2	-
5 holidays plus 1 half day	-	-	-	-	-	1	-
5 holidays plus 2 or more half days	-	-	-	-	-	-	-
6 holidays	26	37	13	29	25	15	2
6 holidays plus 1 half day	-	-	1	-	-	2	-
6 holidays plus 2 or more half days	5	10	6	3	-	-	2
7 holidays	-	32	58	58	59	74	30
7 holidays plus 1 half day	-	-	7	-	-	-	-
7 holidays plus 2 or more half days	(¹)	-	-	-	1	-	17
8 holidays	-	17	12	2	14	2	42
8 holidays plus 1 half day	1	-	-	-	-	-	2
8 holidays plus 2 or more half days	-	-	-	-	-	-	1
9 holidays	42	-	1	-	-	-	1
9 holidays plus 1 half day	-	-	-	-	-	-	-
9 holidays plus 2 or more half days	-	-	-	-	-	-	-
10 holidays	-	-	(¹)	-	-	-	2
10 holidays plus 1 half day	-	-	-	-	-	-	-
10 holidays plus 2 or more half days	-	-	-	-	-	-	-
11 holidays	-	-	-	-	-	-	-
11 holidays plus 1 half day	-	-	-	-	-	-	-
11 holidays plus 2 or more half days	-	-	-	-	-	-	-
Over 11 holidays	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	12	4	1	-	2	3	(¹)

¹ Less than 0.5 percent.

Table B-14. Paid holidays—public utilities ¹

(Percent of office and plant workers employed in public utilities establishments that provide paid holidays, by number of paid holidays provided annually, late 1959 and early 1960)

Number of paid holidays	Northeast													
	Albany-Schenectady-Troy	Allentown-Bethlehem-Easton	Boston ²	Newark and Jersey City	New Haven	New York City ²	Paterson-Clifton-Passaic	Philadelphia	Pittsburgh	Portland	Providence	Waterbury	Worcester	York
Office workers														
Workers in establishments providing paid holidays	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Under 5 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 holidays	-	1	-	-	(³)	-	-	-	(³)	-	-	-	-	-
5 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	5	1	1	1	-	-	10	(³)	-	1	-	-	-	7
6 holidays plus 1 half day	1	-	-	-	-	-	-	(³)	1	-	-	-	-	-
6 holidays plus 2 or more half days	-	-	-	(³)	-	-	-	(³)	-	-	-	-	-	-
7 holidays	17	16	2	12	2	30	15	47	37	-	7	3	13	38
7 holidays plus 1 half day	-	-	-	-	-	-	2	2	-	-	-	-	-	-
7 holidays plus 2 or more half days	-	-	-	-	-	1	-	-	-	-	-	-	-	-
8 holidays	-	6	6	-	83	9	-	25	22	6	-	29	-	46
8 holidays plus 1 half day	-	-	-	-	-	-	-	(³)	-	-	-	-	-	-
8 holidays plus 2 or more half days	-	-	-	1	-	6	-	-	-	-	-	-	4	-
9 holidays	23	28	4	39	-	-	54	3	15	48	12	68	19	-
9 holidays plus 1 half day	-	-	-	-	8	1	-	-	-	38	-	-	-	-
9 holidays plus 2 or more half days	-	-	(³)	-	4	-	-	-	-	4	-	-	-	-
10 holidays	-	1	6	-	-	2	-	16	23	3	39	-	25	9
10 holidays plus 1 half day	-	-	46	-	2	-	-	4	2	-	42	-	39	-
10 holidays plus 2 or more half days	-	-	-	-	1	1	-	-	-	-	-	-	-	-
11 holidays	54	47	36	3	-	45	-	-	-	-	-	-	-	-
11 holidays plus 1 half day	-	-	-	-	-	1	-	-	-	-	-	-	-	-
11 holidays plus 2 or more half days	-	-	-	-	-	3	-	-	-	-	-	-	-	-
Over 11 holidays	-	-	-	44	-	1	19	2	-	-	-	-	-	-
Workers in establishments providing no paid holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Plant workers														
Workers in establishments providing paid holidays	100	100	99	100	100	98	100	100	100	90	97	100	100	100
Under 5 holidays	-	-	-	-	-	-	-	(³)	-	-	-	-	-	-
5 holidays	-	11	-	1	3	-	-	-	1	-	-	-	-	-
5 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	6	-	7	3	9	4	1	1	5	8	-	13	-	3
6 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7 holidays	39	43	11	35	40	27	25	47	60	27	9	-	23	37
7 holidays plus 1 half day	-	-	-	-	2	-	-	-	1	-	-	-	-	-
7 holidays plus 2 or more half days	-	-	-	-	-	(³)	-	-	-	-	-	-	-	-
8 holidays	-	18	4	4	21	15	5	29	15	10	-	36	-	40
8 holidays plus 1 half day	-	-	-	-	-	-	-	1	-	-	-	-	-	-
8 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 holidays	18	18	9	18	6	-	30	2	6	42	21	51	14	-
9 holidays plus 1 half day	-	-	-	-	7	(³)	-	-	-	-	-	-	-	-
9 holidays plus 2 or more half days	-	-	2	-	-	1	-	-	-	-	-	-	-	-
10 holidays	-	6	6	-	-	-	-	11	12	2	67	-	62	20
10 holidays plus 1 half day	-	-	35	-	5	-	-	5	-	-	-	-	-	-
10 holidays plus 2 or more half days	-	-	-	-	6	-	-	-	-	-	-	-	-	-
11 holidays	37	3	26	12	-	51	17	-	-	-	-	-	-	-
11 holidays plus 1 half day	-	-	-	-	-	(³)	-	-	-	-	-	-	-	-
11 holidays plus 2 or more half days	-	-	-	-	-	1	-	-	-	-	-	-	-	-
Over 11 holidays	-	-	-	26	-	(³)	22	4	-	-	-	-	-	-
Workers in establishments providing no paid holidays	-	-	1	-	-	2	-	-	-	10	3	-	-	-

See footnotes at end of table.

Table B-14. Paid holidays—public utilities¹—Continued

(Percent of office and plant workers employed in public utilities establishments that provide paid holidays, by number of paid holidays provided annually, late 1959 and early 1960)

Number of paid holidays	South																
	Atlanta	Beau- mont- Port Arthur	Birming- ham	Charles- ton, W. Va.	Char- lotte	Fort Worth	Green- ville	Houston	Jackson	Jack- sonville	Lubbock	Memphis ^a	Miami	New Orleans	Rich- mond ^b	Savan- nah	Wash- ington
Office workers																	
Workers in establishments providing paid holidays	100	99	100	100	100	100	100	99	100	100	100	100	100	100	100	100	100
Under 5 holidays	-	-	-	-	1	-	18	-	-	-	12	-	-	-	-	-	-
5 holidays	12	12	3	-	3	21	1	5	3	7	3	9	(³)	(³)	-	2	-
5 holidays plus 1 half day	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
5 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	24	6	20	14	49	21	9	15	8	25	17	38	8	6	10	11	1
6 holidays plus 1 half day	1	-	(³)	-	-	-	-	3	12	(³)	-	(³)	(³)	1	-	-	-
6 holidays plus 2 or more half days	-	-	4	-	-	-	-	-	4	3	-	-	-	22	-	-	-
7 holidays	59	63	72	16	47	58	72	30	77	65	67	53	92	40	58	87	38
7 holidays plus 1 half day	-	15	-	-	-	-	-	21	-	-	-	-	-	1	-	-	(³)
7 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8 holidays	5	3	-	70	-	-	-	25	-	-	1	-	-	5	31	-	59
8 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	20	-	-	2
9 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-	-	-
9 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 11 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	-	1	-	-	-	-	-	(³)	-	-	-	-	-	-	-	-	-
Plant workers																	
Workers in establishments providing paid holidays	99	91	100	96	100	95	100	94	84	98	94	91	100	94	100	93	99
Under 5 holidays	-	-	-	-	3	-	12	-	-	-	16	-	-	4	8	-	4
5 holidays	12	13	9	-	5	8	-	2	-	6	5	10	-	-	-	-	-
5 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	33	9	20	20	38	14	13	20	9	12	5	28	18	9	18	9	3
6 holidays plus 1 half day	-	-	-	-	-	-	-	2	7	-	-	-	2	-	-	-	-
6 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	(³)	-	-	-
7 holidays	54	53	71	28	53	73	74	42	68	78	67	54	80	57	52	84	37
7 holidays plus 1 half day	-	5	-	-	-	-	-	12	-	-	-	-	-	-	-	-	-
7 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8 holidays	(³)	10	-	48	-	-	-	16	-	-	1	-	-	21	23	-	55
8 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
9 holidays	-	-	-	-	-	-	-	-	-	2	-	-	-	1	-	-	-
9 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 11 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	1	9	-	4	-	5	-	6	16	2	6	9	-	6	-	7	1

See footnotes at end of table.

Table B-14. Paid holidays—public utilities ¹—Continued

(Percent of office and plant workers employed in public utilities establishments that provide paid holidays, by number of paid holidays provided annually, late 1959 and early 1960)

Number of paid holidays	North Central													
	Akron	Canton	Chicago ²	Cincinnati	Dayton	Des Moines	Indianapolis ²	Kansas City	Minneapolis-St. Paul	Muskegon-Muskegon Heights	Rockford	St. Louis	Sioux Falls	South Bend
Office workers														
Workers in establishments providing paid holidays	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Under 5 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	26	3	5	15	7	15	13	19	23	7	27	11	24	44
6 holidays plus 1 half day	15	-	-	1	-	7	13	-	-	-	-	-	-	-
6 holidays plus 2 or more half days	-	-	6	2	58	-	2	-	1	-	-	(¹)	-	-
7 holidays	55	77	54	82	35	77	57	51	60	93	33	65	46	41
7 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7 holidays plus 2 or more half days	-	-	2	-	-	-	14	-	-	-	-	-	21	-
8 holidays	4	19	21	-	-	1	-	26	16	-	40	19	8	16
8 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	5	-	-
8 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 holidays	-	-	12	-	-	-	-	-	-	-	-	-	-	-
9 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays	-	-	1	-	-	-	-	4	-	-	-	-	-	-
10 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 11 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Plant workers														
Workers in establishments providing paid holidays	99	92	100	97	100	92	98	100	100	100	100	100	100	100
Under 5 holidays	-	-	-	-	9	-	-	-	-	-	-	-	-	6
5 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	33	1	25	31	14	20	23	31	33	19	24	17	19	25
6 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays plus 2 or more half days	-	-	-	-	30	-	2	-	(³)	-	-	-	-	-
7 holidays	59	80	41	65	48	70	64	55	58	81	43	52	48	60
7 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7 holidays plus 2 or more half days	-	-	-	-	-	-	9	-	-	-	-	-	28	-
8 holidays	8	11	20	-	-	3	-	9	9	-	33	25	4	10
8 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	6	-	-
8 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 holidays	-	-	14	-	-	-	-	-	-	-	-	-	-	-
9 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays	-	-	-	-	-	-	-	5	-	-	-	-	-	-
10 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 11 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	(¹)	8	-	3	-	8	2	-	-	-	-	-	-	-

See footnotes at end of table.

Table B-14. Paid holidays—public utilities ¹—Continued

(Percent of office and plant workers employed in public utilities establishments that provide paid holidays, by number of paid holidays provided annually, late 1959 and early 1960)

Number of paid holidays	West					
	Albu- querque	Denver	Los Angeles— Long Beach ²	Portland	San Bernardino— Riverside— Ontario	San Francisco— Oakland ²
Office workers						
Workers in establishments providing paid holidays	99	100	100	99	100	100
Under 5 holidays	3	-	-	-	-	-
5 holidays	-	-	-	-	-	-
5 holidays plus 1 half day	-	-	-	-	-	-
5 holidays plus 2 or more half days	-	-	-	-	-	-
6 holidays	4	18	3	4	(³)	-
6 holidays plus 1 half day	-	-	-	-	-	-
6 holidays plus 2 or more half days	-	-	-	-	-	-
7 holidays	16	56	18	71	43	46
7 holidays plus 1 half day	-	-	-	1	-	-
7 holidays plus 2 or more half days	-	-	-	-	-	1
8 holidays	60	26	79	24	34	52
8 holidays plus 1 half day	-	-	-	-	22	-
8 holidays plus 2 or more half days	17	-	-	-	-	-
9 holidays	-	-	-	-	-	-
9 holidays plus 1 half day	-	-	-	-	-	-
9 holidays plus 2 or more half days	-	-	-	-	-	-
10 holidays	-	-	-	-	-	1
10 holidays plus 1 half day	-	-	-	-	-	-
10 holidays plus 2 or more half days	-	-	-	-	-	-
11 holidays	-	-	-	-	-	-
11 holidays plus 1 half day	-	-	-	-	-	-
11 holidays plus 2 or more half days	-	-	-	-	-	-
Over 11 holidays	-	-	-	-	-	-
Workers in establishments providing no paid holidays	(³)	-	-	(³)	-	-
Plant workers						
Workers in establishments providing paid holidays	95	96	97	97	100	100
Under 5 holidays	-	3	1	-	-	-
5 holidays	-	-	-	5	-	-
5 holidays plus 1 half day	-	-	-	-	-	-
5 holidays plus 2 or more half days	-	-	-	-	-	-
6 holidays	8	11	3	7	2	6
6 holidays plus 1 half day	-	-	-	-	-	-
6 holidays plus 2 or more half days	-	-	-	-	-	-
7 holidays	39	59	31	72	62	36
7 holidays plus 1 half day	-	-	-	-	-	-
7 holidays plus 2 or more half days	-	-	-	-	-	-
8 holidays	41	24	62	14	28	57
8 holidays plus 1 half day	-	-	-	-	8	-
8 holidays plus 2 or more half days	6	-	-	-	-	-
9 holidays	-	-	-	-	-	2
9 holidays plus 1 half day	-	-	-	-	-	-
9 holidays plus 2 or more half days	-	-	-	-	-	-
10 holidays	-	-	-	-	-	-
10 holidays plus 1 half day	-	-	-	-	-	-
10 holidays plus 2 or more half days	-	-	-	-	-	-
11 holidays	-	-	-	-	-	(³)
11 holidays plus 1 half day	-	-	-	-	-	-
11 holidays plus 2 or more half days	-	-	-	-	-	-
Over 11 holidays	-	-	-	-	-	-
Workers in establishments providing no paid holidays	5	4	3	3	-	-

¹ Transportation, communication, and other public utilities.² 1 or more utilities are municipally operated and, therefore, excluded from the scope of the studies. See footnote 4 to the table in appendix A.³ Less than 0.5 percent.

Table B-15. Paid holidays—wholesale trade

(Percent of office and plant workers employed in wholesale trade establishments that provide paid holidays, by number of paid holidays provided annually, late 1959 and early 1960)

Number of paid holidays	Northeast					South			North Central			West	
	Boston	Newark and Jersey City	New York City	Philadelphia	Pittsburgh	Atlanta	Houston	Washington	Chicago	Minneapolis-St. Paul	St. Louis	Los Angeles-Long Beach	San Francisco-Oakland
Office workers													
Workers in establishments providing paid holidays	100	100	100	100	100	100	98	100	100	100	100	100	100
Under 5 holidays	-	-	-	-	-	-	1	-	-	-	-	-	-
5 holidays	-	-	-	-	1	22	14	4	-	-	-	-	-
5 holidays plus 1 half day	-	-	-	-	-	1	-	-	-	-	-	-	-
5 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	-	8	1	19	25	20	25	17	49	36	28	25	5
6 holidays plus 1 half day	-	-	-	8	5	-	5	8	1	2	-	1	-
6 holidays plus 2 or more half days	-	10	-	2	11	3	-	3	16	7	-	1	-
7 holidays	7	9	11	15	37	34	8	19	14	19	56	27	14
7 holidays plus 1 half day	-	-	3	11	-	2	-	3	-	2	-	5	-
7 holidays plus 2 or more half days	-	3	2	3	-	-	-	-	-	14	3	3	3
8 holidays	1	24	8	23	21	16	43	31	13	19	13	31	75
8 holidays plus 1 half day	-	1	5	3	-	-	-	9	-	-	-	-	-
8 holidays plus 2 or more half days	-	5	6	-	-	-	-	-	4	-	-	2	-
9 holidays	7	10	14	8	-	-	2	3	-	-	-	5	4
9 holidays plus 1 half day	-	-	-	1	-	-	-	-	-	-	-	-	-
9 holidays plus 2 or more half days	-	3	3	-	-	-	-	-	-	-	-	-	-
10 holidays	34	4	11	5	-	-	-	3	-	-	-	1	-
10 holidays plus 1 half day	-	2	4	-	-	-	-	-	-	-	-	-	-
10 holidays plus 2 or more half days	9	-	7	-	-	-	-	-	-	-	-	-	-
11 holidays	37	9	9	-	-	-	-	-	3	-	-	-	-
11 holidays plus 1 half day	2	-	3	-	-	-	-	-	-	-	-	-	-
11 holidays plus 2 or more half days	4	-	9	-	-	-	-	-	-	-	-	-	-
Over 11 holidays	-	11	3	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	-	-	-	-	-	-	2	-	-	-	-	-	-
Plant workers													
Workers in establishments providing paid holidays	100	96	100	92	100	100	90	100	100	100	100	100	100
Under 5 holidays	-	-	-	-	-	-	4	-	2	-	-	-	-
5 holidays	-	-	-	-	6	40	17	7	-	-	-	-	-
5 holidays plus 1 half day	-	-	-	-	-	2	-	-	-	-	-	-	-
5 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	-	4	2	6	14	20	44	20	45	40	33	13	(¹)
6 holidays plus 1 half day	-	-	-	1	-	-	2	(¹)	2	2	-	3	-
6 holidays plus 2 or more half days	4	7	-	3	7	2	-	5	27	9	3	2	-
7 holidays	6	7	11	7	42	24	8	14	14	26	56	28	4
7 holidays plus 1 half day	5	-	2	2	3	(¹)	-	2	-	-	-	3	-
7 holidays plus 2 or more half days	2	1	(¹)	(¹)	-	-	-	-	-	3	1	3	2
8 holidays	(¹)	14	14	53	28	12	13	39	9	20	7	39	85
8 holidays plus 1 half day	-	-	4	10	-	-	-	4	-	1	-	-	-
8 holidays plus 2 or more half days	-	3	(¹)	-	-	-	-	-	1	-	-	2	-
9 holidays	11	15	10	8	-	-	2	8	-	-	-	3	8
9 holidays plus 1 half day	-	5	-	-	-	-	-	-	-	-	-	-	-
9 holidays plus 2 or more half days	-	6	1	-	-	-	-	-	-	-	-	-	-
10 holidays	44	5	9	2	-	-	-	-	-	-	-	4	-
10 holidays plus 1 half day	-	-	5	-	-	-	-	-	-	-	-	-	-
10 holidays plus 2 or more half days	1	-	(¹)	-	-	-	-	-	-	-	-	-	-
11 holidays	24	23	25	-	-	-	-	-	(¹)	-	-	-	-
11 holidays plus 1 half day	-	-	3	-	-	-	-	-	-	-	-	-	-
11 holidays plus 2 or more half days	2	-	3	-	-	-	-	-	-	-	-	-	-
Over 11 holidays	-	7	7	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	-	4	-	8	-	-	10	-	-	-	-	-	-

¹ Less than 0.5 percent.

Table B-16. Paid holidays—retail trade

(Percent of office and plant workers employed in wholesale trade establishments that provide paid holidays, by number of paid holidays provided annually, late 1959 and early 1960)

Number of paid holidays	Northeast						South					North Central			West		
	Boston	Newark and Jersey City ¹	New York City ¹	Philadelphia ¹	Pittsburgh	Providence	Atlanta	Houston	Miami	New Orleans	Washington ¹	Chicago	Indianapolis	Minneapolis-St. Paul	Denver	Portland	San Francisco-Oakland
Office workers																	
Workers in establishments providing paid holidays	100	98	99	100	100	88	99	99	98	97	98	100	100	100	99	100	100
Under 5 holidays	4	-	(²)	-	3	-	5	3	2	-	5	-	3	-	-	1	(²)
5 holidays	-	1	-	-	-	-	49	13	15	-	-	-	39	-	1	-	-
5 holidays plus 1 half day	-	-	-	-	-	-	1	-	2	-	-	-	-	-	-	-	-
5 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	3	-	(²)	34	72	-	7	67	55	47	39	65	53	79	81	92	2
6 holidays plus 1 half day	-	-	-	1	-	-	-	-	14	3	11	3	1	4	2	-	-
6 holidays plus 2 or more half days	3	-	-	1	-	-	-	-	2	9	-	2	(²)	2	-	-	-
7 holidays	(²)	62	56	18	25	8	38	14	8	15	25	29	4	13	13	7	76
7 holidays plus 1 half day	-	1	1	11	-	-	-	-	-	1	-	-	-	-	-	-	5
7 holidays plus 2 or more half days	59	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8 holidays	1	2	3	31	-	4	-	3	-	21	18	-	-	2	2	-	13
8 holidays plus 1 half day	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
8 holidays plus 2 or more half days	-	-	5	-	-	-	-	-	-	-	-	-	-	1	-	-	-
9 holidays	(²)	1	2	3	-	72	-	-	-	-	-	-	-	-	-	-	3
9 holidays plus 1 half day	1	-	(²)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 holidays plus 2 or more half days	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays	23	-	6	-	-	4	-	-	-	-	-	-	-	-	-	-	-
10 holidays plus 1 half day	(²)	15	8	-	-	-	-	-	-	-	-	1	-	-	-	-	-
10 holidays plus 2 or more half days	-	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	5	5	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 2 or more half days	-	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 11 holidays	-	-	(²)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	-	2	(²)	-	-	12	1	(²)	2	3	2	-	-	-	1	-	-
Plant workers																	
Workers in establishments providing paid holidays	95	94	98	99	92	89	89	84	78	75	96	98	86	100	78	90	100
Under 5 holidays	5	5	4	6	7	7	15	12	12	17	14	4	4	2	-	11	15
5 holidays	2	-	-	-	-	-	60	6	4	-	-	-	28	-	-	-	-
5 holidays plus 1 half day	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-
5 holidays plus 2 or more half days	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	5	-	8	39	53	-	5	53	48	45	20	74	49	76	74	75	1
6 holidays plus 1 half day	-	1	-	-	-	-	-	-	8	2	13	-	-	9	-	-	-
6 holidays plus 2 or more half days	3	-	-	3	-	-	-	-	-	-	-	1	1	-	-	-	-
7 holidays	-	53	55	22	32	4	9	10	4	4	19	17	4	12	4	4	61
7 holidays plus 1 half day	-	13	3	-	-	-	-	-	-	-	-	-	-	-	-	-	1
7 holidays plus 2 or more half days	33	16	8	-	-	-	-	-	-	-	-	-	-	1	-	-	-
8 holidays	2	(²)	7	15	-	5	-	2	-	7	29	1	-	(²)	-	-	22
8 holidays plus 1 half day	-	-	(²)	9	-	-	-	-	-	-	-	-	-	-	-	-	-
8 holidays plus 2 or more half days	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 holidays	-	-	1	5	-	65	-	-	-	-	-	-	-	-	-	-	-
9 holidays plus 1 half day	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 holidays plus 2 or more half days	1	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays	36	-	(²)	-	-	8	-	-	-	-	-	-	-	-	-	-	-
10 holidays plus 1 half day	-	-	(²)	-	-	-	-	-	-	-	-	(²)	-	-	-	-	-
10 holidays plus 2 or more half days	-	-	(²)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	4	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 1 half day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 11 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	5	6	2	1	8	11	11	16	22	25	4	2	14	-	22	10	-

¹ Excludes limited-price variety stores.² Less than 0.5 percent.

Table B-17. Paid holidays—finance ¹

(Percent of office and plant workers employed in wholesale trade establishments that provide paid holidays, by number of paid holidays provided annually, late 1959 and early 1960)

Number of paid holidays	Northeast					South		North Central			West	
	Boston	Newark and Jersey City	New York City	Philadelphia	Pittsburgh	Atlanta	Washington	Chicago	Minneapolis-St. Paul	St. Louis	Los Angeles-Long Beach	San Francisco-Oakland
Office workers												
Workers in establishments providing paid holidays	100	100	100	100	100	100	99	100	100	100	100	100
Under 5 holidays	-	-	-	-	-	-	-	-	-	-	-	-
5 holidays	-	-	-	-	-	39	(²)	-	-	-	-	-
5 holidays plus 1 half day	-	-	-	-	-	4	-	-	-	-	-	-
5 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	-	-	(²)	-	9	12	5	9	38	3	2	-
6 holidays plus 1 half day	-	-	-	-	55	-	1	4	4	3	-	-
6 holidays plus 2 or more half days	-	3	-	-	7	-	-	3	9	2	-	-
7 holidays	-	(²)	1	2	7	13	5	11	13	7	32	6
7 holidays plus 1 half day	-	4	(²)	1	-	-	-	7	-	-	10	-
7 holidays plus 2 or more half days	-	9	-	(²)	-	5	4	2	5	-	-	-
8 holidays	-	-	4	1	2	8	47	6	5	74	7	50
8 holidays plus 1 half day	-	-	-	-	14	5	17	5	-	3	26	3
8 holidays plus 2 or more half days	-	1	(²)	-	-	-	3	2	10	4	-	-
9 holidays	4	-	10	8	-	-	13	3	5	-	8	25
9 holidays plus 1 half day	3	-	-	-	4	8	-	-	-	-	-	5
9 holidays plus 2 or more half days	-	-	(²)	-	-	-	-	-	8	-	1	4
10 holidays	6	-	2	(²)	-	-	-	4	-	-	3	3
10 holidays plus 1 half day	2	-	(²)	4	-	5	-	(²)	-	-	-	-
10 holidays plus 2 or more half days	-	-	3	-	-	-	-	2	3	-	2	-
11 holidays	62	1	44	2	-	-	3	32	-	-	7	-
11 holidays plus 1 half day	21	-	3	2	-	-	-	6	-	-	2	-
11 holidays plus 2 or more half days	2	3	7	1	-	-	-	3	-	-	-	-
Over 11 holidays	-	78	25	75	2	-	-	-	-	3	(²)	4
Workers in establishments providing no paid holidays	-	-	-	-	-	-	1	-	-	-	-	-

¹ Finance, insurance, and real estate.² Less than 0.5 percent.

Table B-18. Paid holidays—services

(Percent of office and plant workers employed in wholesale trade establishments that provide paid holidays, by number of paid holidays provided annually, late 1959 and early 1960)

Number of paid holidays	Northeast			South	North Central	West	Northeast			South	North Central	West
	Boston	New York City	Philadelphia	Washington	Chicago	Los Angeles—Long Beach ¹	Boston	New York City	Philadelphia	Washington	Chicago	Los Angeles—Long Beach ¹
	Office workers						Plant workers					
Workers in establishments providing paid holidays	100	100	100	99	99	99	87	94	83	97	85	74
Under 5 holidays	-	-	-	-	-	-	9	-	-	3	23	14
5 holidays	-	-	-	4	1	-	-	-	-	22	-	-
5 holidays plus 1 half day	-	-	-	1	-	-	-	-	-	4	-	-
5 holidays plus 2 or more half days	-	-	-	(²)	-	-	-	-	-	-	-	-
6 holidays	2	5	46	20	65	30	23	33	67	25	60	35
6 holidays plus 1 half day	-	-	11	-	3	1	-	-	2	-	-	3
6 holidays plus 2 or more half days	1	1	3	(²)	(²)	19	-	(²)	5	-	(²)	2
7 holidays	1	14	14	17	13	23	3	26	4	26	(²)	19
7 holidays plus 1 half day	(²)	6	23	10	(²)	(²)	4	1	-	5	1	-
7 holidays plus 2 or more half days	(²)	13	-	-	10	-	-	1	-	-	(²)	-
8 holidays	13	10	2	23	5	12	26	5	1	11	-	(²)
8 holidays plus 1 half day	-	8	(²)	12	-	-	-	-	2	1	-	-
8 holidays plus 2 or more half days	1	3	-	4	-	-	-	(²)	-	(²)	-	-
9 holidays	27	10	1	6	-	-	1	11	3	(²)	-	-
9 holidays plus 1 half day	-	1	-	-	-	15	-	2	-	-	-	1
9 holidays plus 2 or more half days	-	2	-	-	-	-	-	-	-	-	-	-
10 holidays	6	9	-	-	-	-	4	7	-	-	-	-
10 holidays plus 1 half day	2	-	-	-	-	-	2	-	-	-	-	-
10 holidays plus 2 half days	-	2	-	2	-	-	-	2	-	(²)	-	-
11 holidays	41	12	(²)	-	-	-	14	6	-	-	(²)	-
11 holidays plus 1 half day	-	4	-	-	4	-	-	(²)	-	-	-	-
11 holidays plus 2 or more half days	-	-	-	-	-	-	-	-	-	-	-	-
Over 11 holidays	6	1	-	-	-	-	(²)	(²)	-	-	-	-
Workers in establishments providing no paid holidays	-	-	-	(²)	(²)	(²)	13	6	17	3	15	26

¹ Excludes motion-picture production and allied services; data for these industries are included, however, in "all industries."² Less than 0.5 percent.

Table B-19. Paid vacations—all industries

(Percent of office and plant workers employed in all establishments providing paid vacations, by amount of vacation pay after specified length-of-service periods, late 1959 and early 1960)

Amount of vacation pay ¹ and service period	Northeast														
	Albany- Schenec- tady-Troy	Allentown- Bethlehem- Easton	Boston ²	Lawrence- Haverhill	Newark and Jersey City ²	New Haven	New York City ²	Paterson- Clifton- Passaic	Phila- delphia ²	Pitts- burgh	Portland	Provi- dence	Water- bury	Worcester	York
Office workers															
1 week or more	100	100	100	100	100	100	99	99	99	100	100	99	100	100	99
6 months	43	51	84	84	76	74	85	78	65	53	47	60	87	86	38
1 year	99	99	100	100	99	100	99	99	99	100	100	99	99	100	99
2 weeks or more	99	98	100	96	99	99	99	99	99	99	98	96	99	99	92
6 months	2	1	26	3	3	4	15	14	9	1	8	11	1	19	8
1 year	83	61	95	88	93	82	91	83	76	75	76	68	91	90	41
2 years	92	79	98	90	97	88	96	93	88	88	78	73	96	95	49
3 years	96	82	99	92	98	97	98	99	90	91	84	80	97	96	55
5 years	99	98	100	96	99	99	99	99	99	98	98	96	99	99	91
3 weeks or more	87	84	94	72	92	94	91	85	90	93	74	68	96	89	75
3 years	1	-	6	(³)	2	1	5	2	1	(³)	4	(³)	-	-	-
5 years	2	3	26	3	10	2	22	9	8	3	7	3	1	2	1
10 years	16	22	50	12	40	17	63	44	40	20	30	32	27	15	20
15 years	84	83	89	72	91	93	90	85	86	89	69	63	96	80	73
20 years	87	84	92	72	92	93	91	85	88	92	69	66	96	89	73
25 years	87	84	94	72	92	94	91	85	90	93	74	68	96	89	75
4 weeks or more	36	22	46	12	55	47	61	39	48	25	25	15	19	34	19
10 years	-	-	5	-	1	-	2	-	1	-	-	1	-	1	-
15 years	(³)	1	5	-	4	-	8	1	1	1	-	1	-	1	-
20 years	6	3	15	6	26	5	24	12	13	6	3	7	3	3	13
25 years	30	18	40	12	45	29	56	31	42	22	17	12	18	31	19
30 or more years	36	22	46	12	55	47	61	39	48	25	25	15	19	34	19
Plant workers															
1 week or more	100	100	100	98	100	97	99	99	99	100	98	97	99	100	99
6 months	29	13	36	11	29	23	38	28	21	6	16	18	11	17	16
1 year	100	97	100	98	99	95	99	99	99	100	98	97	98	100	97
2 weeks or more	97	85	99	90	99	93	96	96	99	99	89	89	97	93	88
6 months	1	-	4	(³)	(³)	1	4	(³)	1	(³)	4	2	-	3	3
1 year	30	9	40	9	30	26	48	27	22	6	30	15	5	20	9
2 years	40	20	51	30	47	32	71	42	36	16	35	20	15	33	13
3 years	53	26	74	55	68	62	87	73	60	28	69	37	35	44	28
5 years	96	85	99	90	97	92	95	95	98	97	89	89	95	92	82
3 weeks or more	76	65	84	54	84	80	75	70	83	98	62	47	90	73	59
3 years	4	-	2	1	5	2	8	2	2	(³)	6	(³)	-	-	-
5 years	7	1	15	3	8	5	18	6	6	1	13	3	1	3	2
10 years	25	15	38	10	38	20	45	34	42	11	40	13	16	11	10
15 years	72	65	82	53	84	77	73	68	83	95	60	42	90	63	58
20 years	76	65	83	53	84	78	74	70	83	98	62	45	90	73	58
25 years	76	65	84	54	84	80	75	70	83	98	62	47	90	73	59
4 weeks or more	29	12	28	7	34	34	28	26	35	18	33	13	23	23	14
10 years	(³)	-	9	-	2	1	2	-	-	-	-	2	-	1	-
15 years	2	(³)	9	-	3	1	5	(³)	(³)	1	-	3	-	1	-
20 years	9	1	13	3	13	6	11	13	13	7	4	4	1	4	9
25 years	25	8	25	7	27	29	22	23	33	17	29	11	22	20	14
30 or more years	29	12	28	7	34	34	28	26	35	18	33	13	23	23	14

See footnotes at end of table.

Table B.19. Paid vacations—all industries—Continued

(Percent of office and plant workers employed in all establishments providing paid vacations by amount of vacation pay after specified length-of-service periods, late 1959 and early 1960)

Amount of vacation pay ¹ and service period	South																
	Atlanta	Beaumont- Port Arthur	Birming- ham	Charles- ton, W. Va.	Char- lotte	Fort Worth	Green- ville	Houston	Jackson	Jack- sonville ²	Lubbock	Memphis ²	Miami	New Orleans	Rich- mond ²	Savan- nah	Wash- ington ²
	Office workers																
1 week or more	99	99	100	100	99	98	100	99	100	100	100	100	99	100	97	99	99
6 months	53	38	55	59	45	34	39	34	56	33	30	44	56	63	54	30	66
1 year	99	99	100	100	99	98	100	99	100	100	100	100	99	100	97	99	99
2 weeks or more	98	98	99	99	95	90	81	99	95	99	97	95	96	96	96	98	99
6 months	1	(³)	2	5	1	-	-	(³)	1	3	-	(³)	1	1	3	-	3
1 year	74	74	66	63	49	60	47	70	67	61	48	55	72	75	60	57	82
2 years	87	84	85	92	84	82	66	86	86	88	68	75	90	84	80	70	92
3 years	93	88	92	96	89	85	70	91	92	94	94	89	94	89	90	97	97
5 years	98	98	99	98	95	90	80	99	95	99	96	95	96	96	96	98	99
3 weeks or more	74	74	71	85	57	54	30	73	68	65	44	61	70	55	81	82	87
3 years	-	3	-	-	-	-	-	1	(³)	1	-	-	2	(³)	-	-	9
5 years	2	4	2	1	2	2	1	4	3	1	-	1	19	3	2	3	18
10 years	26	51	9	56	16	9	11	38	13	14	18	21	44	19	26	31	59
15 years	70	74	70	84	57	54	30	71	65	59	44	44	70	50	75	82	86
20 years	73	74	71	85	57	54	30	72	65	60	44	57	70	55	81	82	87
25 years	74	74	71	85	57	54	30	73	68	65	44	61	70	55	81	82	87
4 weeks or more	40	50	23	73	16	15	9	38	35	39	18	23	36	28	31	48	39
10 years	-	-	-	-	2	-	-	1	-	-	-	(³)	14	(³)	-	2	5
15 years	(³)	3	1	-	2	-	(¹)	4	-	1	-	1	18	1	-	2	13
20 years	12	37	6	48	6	(³)	2	27	4	27	9	7	24	12	12	4	22
25 years	35	48	11	65	10	11	8	36	24	33	13	22	33	23	23	43	33
30 or more years	40	50	23	73	16	15	9	38	35	39	18	23	36	28	31	48	39
	Plant workers																
1 week or more	95	98	98	99	83	97	91	94	90	92	94	97	94	91	97	96	99
6 months	20	9	8	8	22	20	6	12	16	14	13	15	20	23	30	7	40
1 year	94	98	97	99	81	97	91	92	90	92	92	97	94	91	97	89	99
2 weeks or more	83	95	92	95	70	88	74	86	71	81	84	88	82	78	82	85	94
6 months	-	1	(³)	-	2	-	-	(³)	3	-	-	-	-	(³)	4	-	(³)
1 year	28	65	10	49	19	40	2	24	20	11	15	12	28	25	40	8	47
2 years	42	75	19	69	38	62	9	51	40	35	49	30	63	38	54	19	74
3 years	56	87	32	76	46	72	11	70	52	57	72	61	76	53	67	62	87
5 years	80	94	92	93	68	88	72	85	71	81	84	88	82	78	82	85	94
3 weeks or more	50	79	75	83	35	59	9	60	33	48	27	52	44	38	60	65	73
3 years	-	-	-	-	-	-	-	(¹)	-	(³)	-	(³)	3	(³)	-	-	7
5 years	5	2	2	1	1	3	1	3	-	4	1	3	8	2	2	4	14
10 years	19	65	9	50	10	6	2	25	5	13	9	17	26	9	38	39	51
15 years	49	79	73	82	34	59	7	59	33	48	27	45	44	35	57	63	72
20 years	50	79	75	83	34	59	9	60	33	48	27	47	44	38	60	63	73
25 years	50	79	75	83	35	59	9	60	33	48	27	52	44	38	60	65	73
4 weeks or more	20	60	7	59	13	15	3	25	11	19	12	18	18	14	31	38	32
10 years	-	-	-	-	-	-	-	(¹)	-	-	-	-	2	1	-	1	1
15 years	1	-	(³)	-	-	-	-	1	-	-	-	-	3	1	(³)	2	8
20 years	9	56	3	47	8	(³)	1	17	4	6	3	5	7	5	20	4	16
25 years	16	59	5	56	10	12	2	22	7	13	6	15	14	9	26	36	23
30 or more years	20	60	7	59	13	15	3	25	11	19	12	18	18	14	31	38	32

See footnotes at end of table.

Table B-19. Paid vacations—all industries—Continued.

(Percent of office and plant workers employed in all establishments providing paid vacations, by amount of vacation pay after specified length-of-service periods, late 1959 and early 1960)

Amount of vacation pay ¹ and service period	North Central														
	Akron	Canton	Chicago ²	Cincinnati ²	Dayton	Des Moines	Indianapolis ²	Kansas City	Milwaukee	Minneapolis—St. Paul	Muskegon—Muskegon Heights	Rockford	St. Louis ²	Sioux Falls	South Bend
Office workers															
1 week or more	100	100	99	99	100	100	100	100	99	100	100	100	100	93	100
6 months	44	69	60	52	68	64	55	36	51	49	62	50	52	14	22
1 year	100	100	99	99	100	100	100	100	99	100	100	100	100	93	100
2 weeks or more	100	98	99	99	99	99	99	99	99	99	99	99	100	94	100
6 months	2	-	4	3	-	-	4	2	1	1	-	3	2	-	-
1 year	81	75	74	79	71	75	65	64	53	67	77	56	66	42	81
2 years	93	83	92	92	85	94	83	85	90	87	96	87	83	73	89
3 years	98	90	97	98	93	98	94	97	95	99	97	90	98	88	93
5 years	100	98	99	99	99	99	99	99	99	99	99	99	100	93	99
3 weeks or more	93	84	92	88	89	92	84	82	95	94	88	74	92	75	89
3 years	-	-	4	1	-	7	(³)	-	1	1	1	2	1	-	-
5 years	2	2	7	2	7	14	4	6	6	6	3	4	7	1	16
10 years	12	39	43	23	59	41	40	37	36	46	28	19	32	37	36
15 years	91	84	90	86	82	78	82	77	92	94	88	74	89	74	89
20 years	93	84	91	86	85	92	84	79	92	94	88	74	91	75	89
25 years	93	84	92	88	89	92	84	82	95	94	88	74	92	75	89
4 weeks or more	68	32	45	33	25	33	44	43	59	54	19	12	29	49	14
10 years	-	-	2	1	-	(¹)	(³)	1	3	(³)	-	2	2	(³)	(³)
15 years	1	1	3	1	3	(¹)	(³)	1	4	(³)	-	3	4	(³)	-
20 years	4	3	16	14	6	16	16	15	16	23	4	5	15	8	3
25 years	66	31	38	28	22	26	36	40	55	47	10	9	25	37	11
30 or more years	68	32	45	33	25	33	44	43	59	54	19	12	29	49	14
Plant workers															
1 week or more	99	97	100	99	100	100	98	100	99	99	100	100	100	96	99
6 months	1	4	14	15	8	32	8	11	8	10	4	8	11	1	5
1 year	99	97	100	99	100	100	98	99	99	99	100	100	100	96	99
2 weeks or more	99	95	99	99	99	94	97	99	99	98	99	98	99	97	97
6 months	-	-	-	(³)	-	-	3	-	-	(³)	-	1	(³)	-	-
1 year	3	4	20	15	9	19	10	20	7	18	3	5	12	6	2
2 years	14	13	51	33	17	42	33	39	21	45	11	18	34	29	15
3 years	83	22	75	60	54	72	47	70	42	83	19	23	71	84	34
5 years	99	95	99	97	99	94	95	99	98	98	98	98	99	97	97
3 weeks or more	97	89	86	77	93	81	81	70	90	88	89	78	89	82	67
3 years	-	-	4	2	-	4	(³)	-	-	2	-	-	3	-	-
5 years	6	3	8	4	5	10	2	4	7	8	1	2	5	3	1
10 years	20	11	38	27	39	25	26	23	28	39	17	11	27	60	34
15 years	97	76	84	77	90	73	80	70	90	86	86	78	89	81	67
20 years	97	77	86	77	91	81	81	70	90	87	89	78	89	82	67
25 years	97	89	86	77	93	81	81	70	90	88	89	78	89	82	67
4 weeks or more	73	15	35	26	34	47	32	29	54	41	12	11	26	62	20
10 years	-	(³)	(³)	(³)	-	-	(³)	-	3	1	-	1	2	-	-
15 years	(³)	1	1	2	3	1	(³)	1	4	2	-	4	2	1	1
20 years	9	9	14	12	10	16	11	10	18	20	5	6	13	5	3
25 years	71	14	29	24	32	43	30	26	53	37	11	9	23	57	17
30 or more years	73	15	35	26	34	47	32	29	54	41	12	11	26	62	20

See footnotes at end of table.

Table B-19. Paid vacations—all industries—Continued

(Percent of office and plant workers employed in all establishments providing paid vacations, by amount of vacation pay after specified length-of-service periods, late 1959 and early 1960)

Amount of vacation pay ¹ and service period	West						
	Albu- querque	Denver	Los Angeles— Long Beach ²	Phoenix	Portland	San Bernardino— Riverside— Ontario	San Francisco— Oakland ²
Office workers							
1 week or more	99	100	99	100	100	100	100
6 months	67	32	49	40	44	42	62
1 year	99	100	99	100	100	100	100
2 weeks or more	99	99	99	97	99	98	100
6 months	-	-	6	-	1	7	7
1 year	69	53	75	66	62	66	77
2 years	95	75	95	89	79	92	94
3 years	98	97	99	96	98	97	99
5 years	99	99	99	97	99	98	100
3 weeks or more	81	89	88	74	87	86	95
3 years	38	-	3	-	3	(³)	3
5 years	38	7	10	4	3	2	14
10 years	63	30	37	42	41	26	43
15 years	81	86	87	74	85	80	91
20 years	81	89	88	74	86	80	94
25 years	81	89	88	74	87	86	95
4 weeks or more	62	30	35	38	35	29	41
10 years	37	-	1	-	-	-	(¹)
15 years	37	-	2	-	-	-	1
20 years	39	11	15	11	13	9	10
25 years	50	22	23	20	26	19	24
30 years or more	62	30	35	38	35	29	41
Plant workers							
1 week or more	98	100	99	96	100	98	99
6 months	39	15	16	18	9	8	25
1 year	97	100	99	96	100	98	99
2 weeks or more	91	96	98	85	99	93	99
6 months	-	(¹)	(¹)	-	-	-	-
1 year	38	16	32	20	15	16	29
2 years	70	44	74	48	35	49	82
3 years	83	79	92	67	79	70	89
5 years	90	96	98	85	99	93	99
3 weeks or more	58	74	86	50	84	76	95
3 years	27	(³)	2	-	2	-	6
5 years	27	4	12	2	2	7	24
10 years	31	16	35	27	45	23	58
15 years	57	73	86	49	82	76	95
20 years	57	73	86	49	84	76	95
25 years	58	74	86	50	84	76	95
4 weeks or more	35	21	17	14	21	20	28
10 years	25	-	1	-	-	-	1
15 years	26	-	3	-	-	-	4
20 years	26	2	9	-	6	7	13
25 years	28	17	12	8	18	15	22
30 or more years	35	21	17	14	21	20	281

¹ Includes percentage- or flat-sum type payments converted to equivalent weeks' pay. 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. Estimates are cumulative. Thus, the proportion receiving 3 weeks' pay or more after 5 years includes those who receive 3 weeks' pay or more after fewer years of service.

² Exceptions to the standard industry limitations are shown in footnotes 4 and/or 5 to the table in appendix A.

³ Less than 0.5 percent.

Table B-20. Paid vacations—manufacturing

(Percent of office and plant workers employed in manufacturing establishments providing paid vacations by amount of vacation pay provided after specified length-of-service periods, late 1959 and early 1960)

Amount of vacation pay ¹ and service period	Northeast													
	Albany- Schenec- tady-Troy	Allentown- Bethlehem- Easton	Boston	Lawrence- Haverhill	Newark and Jersey City	New Haven	New York City	Paterson- Clifton- Passaic	Phila- delphia	Pitts- burgh	Portland	Provi- dence	Water- bury	York
Office workers														
1 week or more	99	100	100	100	100	100	100	99	100	100	100	99	100	99
6 months	36	67	83	91	83	78	85	75	72	59	65	42	93	40
1 year	99	99	100	100	100	100	100	99	100	100	100	99	99	99
2 weeks or more	99	99	100	95	100	99	100	99	99	100	94	93	100	93
6 months	-	2	11	2	1	6	3	16	3	-	-	5	1	7
1 year	88	78	96	87	93	84	91	83	88	79	74	52	96	44
2 years	90	86	99	89	97	93	95	93	93	89	77	56	97	49
3 years	93	88	99	91	99	94	99	99	94	90	90	65	97	54
5 years	99	99	100	95	99	99	100	99	99	97	94	93	100	93
3 weeks or more	91	85	93	80	91	93	86	85	91	95	73	60	97	79
3 years	2	-	3	-	3	-	8	1	3	(²)	-	-	-	-
5 years	4	2	10	(²)	6	2	21	4	10	3	3	2	-	1
10 years	23	18	24	4	37	12	66	33	53	15	59	13	19	18
15 years	91	84	89	80	91	91	85	85	90	91	70	51	97	76
20 years	91	85	91	80	91	91	86	85	90	95	70	56	97	76
25 years	91	85	93	80	91	93	86	85	91	95	73	60	97	79
4 weeks or more	26	15	23	7	43	48	55	31	42	19	53	9	16	16
10 years	-	-	2	-	3	-	5	-	-	-	-	-	-	-
15 years	1	1	2	-	6	-	15	1	1	1	-	(²)	-	-
20 years	9	1	7	1	15	2	32	17	17	3	-	2	2	14
25 years	26	11	22	7	32	46	51	31	40	19	53	9	16	16
30 years	26	15	23	7	43	48	55	31	42	19	53	9	16	16
Plant workers														
1 week or more	100	100	100	98	100	96	100	99	100	100	100	97	100	99
6 months	22	13	22	10	17	17	29	20	22	2	6	12	9	16
1 year	100	97	100	98	100	94	100	99	100	100	100	97	99	97
2 weeks or more	98	85	99	91	99	93	93	96	99	100	89	88	98	87
6 months	1	-	(²)	-	-	1	2	-	1	-	-	1	-	3
1 year	23	8	22	6	18	18	45	19	25	3	12	7	3	9
2 years	29	14	28	28	35	20	59	32	26	5	16	8	8	9
3 years	44	21	62	55	59	60	80	66	55	12	68	27	31	26
5 years	98	85	99	91	97	91	93	94	98	97	89	88	96	82
3 weeks or more	81	66	84	55	88	81	65	64	86	99	66	42	93	56
3 years	5	-	2	-	5	2	14	1	3	(²)	-	-	-	-
5 years	7	(²)	6	3	7	5	20	3	9	1	6	1	-	1
10 years	25	13	24	8	33	14	42	24	39	6	46	5	13	7
15 years	79	65	81	54	87	77	62	62	85	98	62	37	93	54
20 years	81	66	83	54	88	79	65	64	86	99	65	40	93	54
25 years	81	66	84	55	88	81	65	64	86	99	66	42	93	56
4 weeks or more	28	8	20	5	31	31	18	19	31	12	44	8	21	9
10 years	1	-	2	-	3	2	2	-	-	-	-	-	-	-
15 years	2	(²)	2	-	3	2	7	(²)	(²)	2	-	1	-	-
20 years	11	(²)	6	2	12	4	11	9	14	3	-	1	-	7
25 years	28	4	20	5	26	29	16	18	31	12	44	8	21	9
30 years	28	8	20	5	31	31	18	19	31	12	44	8	21	9

See footnotes at end of table.

Table B-20. Paid vacations—manufacturing—Continued

(Percent of office and plant workers employed in manufacturing establishments providing paid vacations, by amount of vacation pay provided after specified length-of-service periods, late 1959 and early 1960)

Amount of vacation pay ¹ and service period	South																
	Atlanta	Beau- mont- Port Arthur	Birming- ham	Charles- ton, W. Va.	Char- lotte	Fort Worth	Green- ville	Houston	Jackson	Jack- sonville	Lubbock	Memphis	Miami	New Orleans	Rich- mond	Savan- nah	Wash- ington
Office workers																	
1 week or more	99	100	100	100	98	100	100	100	97	99	100	100	100	99	100	99	100
6 months	31	39	63	90	55	14	40	31	17	40	13	42	44	61	71	11	72
1 year	99	100	100	100	98	100	100	100	97	99	100	100	100	99	100	99	100
2 weeks or more	96	99	99	99	93	92	70	99	93	96	84	96	93	96	97	98	100
6 months	-	-	-	10	3	-	-	-	-	8	-	1	-	-	10	-	3
1 year	78	89	76	95	73	76	46	63	57	73	37	69	57	80	84	82	84
2 years	86	89	90	97	79	85	48	93	78	83	64	81	76	85	91	86	91
3 years	89	92	92	99	80	89	51	96	79	93	72	91	89	89	94	94	95
5 years	95	99	99	99	91	92	70	99	93	96	79	96	93	96	97	98	100
3 weeks or more	32	76	78	98	46	78	19	76	23	60	13	53	55	63	71	80	84
3 years	-	-	-	-	-	-	-	2	-	5	-	-	13	(²)	-	-	28
5 years	1	1	2	-	-	4	2	13	-	5	-	2	18	3	2	-	44
10 years	22	61	7	91	22	14	2	41	6	35	6	19	39	36	28	68	78
15 years	32	76	77	97	44	78	19	76	23	60	13	43	53	60	69	78	84
20 years	32	76	78	98	44	78	19	76	23	60	13	47	55	63	71	78	84
25 years	32	76	78	98	46	78	19	76	23	60	13	53	55	63	71	80	84
4 weeks or more	6	55	3	87	14	9	5	38	8	14	-	28	21	19	16	69	30
10 years	-	-	-	-	-	-	-	-	-	-	-	-	13	1	-	-	1
15 years	-	-	-	-	-	-	-	5	-	2	-	-	13	1	-	-	26
20 years	-	55	-	86	2	(²)	-	29	3	6	-	5	16	9	15	1	28
25 years	6	55	3	87	14	9	5	38	8	14	-	28	21	19	16	69	30
30 or more years	6	55	3	87	14	9	5	38	8	14	-	28	21	19	16	69	30
Plant workers																	
1 week or more	94	99	100	100	78	100	92	99	86	89	100	98	94	95	97	94	95
6 months	10	5	3	2	17	11	4	5	1	10	9	6	12	14	30	3	43
1 year	94	99	100	100	75	99	92	98	86	89	100	98	94	95	97	91	95
2 weeks or more	83	97	98	99	61	90	74	92	77	80	85	90	77	88	87	91	95
6 months	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-
1 year	26	77	5	64	20	50	1	20	6	5	19	4	25	7	50	5	60
2 years	34	80	9	70	26	60	2	55	32	10	49	12	42	18	60	8	79
3 years	44	92	19	74	26	73	4	72	45	47	59	52	68	48	69	64	86
5 years	81	97	98	99	60	90	74	91	77	80	85	90	77	88	87	91	95
3 weeks or more	38	92	92	97	25	72	3	71	37	53	10	51	32	54	63	68	85
3 years	-	-	-	-	-	-	-	1	-	-	-	(²)	4	1	-	-	19
5 years	4	1	2	-	-	3	-	4	-	-	-	3	9	4	1	-	41
10 years	14	81	6	65	7	7	-	40	4	12	-	10	22	15	46	46	73
15 years	37	92	90	96	23	72	1	71	37	53	10	47	32	49	61	65	85
20 years	38	92	92	97	23	72	3	71	37	53	10	50	32	54	63	65	85
25 years	38	92	92	97	25	72	3	71	37	53	10	51	32	54	63	68	85
4 weeks or more	9	73	2	69	4	12	-	35	5	15	-	15	11	16	26	44	23
10 years	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	(²)
15 years	2	-	-	-	-	-	-	2	-	-	-	-	-	4	3	1	17
20 years	2	73	-	67	3	-	-	27	1	2	-	1	8	11	17	-	18
25 years	9	73	2	68	4	12	-	35	5	15	-	15	11	16	24	44	23
30 or more years	9	73	2	69	4	12	-	35	5	15	-	15	11	16	26	44	23

See footnotes at end of table.

Table B-20. Paid vacations—manufacturing—Continued

(Percent of office and plant workers employed in manufacturing establishments providing paid vacations, by amount of vacation pay provided after specified length-of-service periods, late 1959 and early 1960)

Amount of vacation pay ¹ and service period	North Central														
	Akron	Canton	Chicago	Cincinnati	Dayton	Des Moines	Indianapolis	Kansas City	Milwaukee	Minneapolis-St. Paul	Muskegon-Muskegon Heights	Rockford	St. Louis	Sioux Falls	South Bend
Office workers															
1 week or more	100	100	100	99	100	100	100	100	100	100	100	100	100	100	100
6 months	53	80	66	50	76	69	68	32	49	55	74	48	57	-	22
1 year	100	100	100	99	100	100	100	100	100	100	100	100	100	99	100
2 weeks or more	100	98	100	99	100	99	99	100	100	100	99	100	100	100	100
6 months	2	-	8	4	-	77	75	(2)	-	-	-	4	3	-	-
1 year	97	86	83	87	75	77	75	73	51	76	94	58	76	71	88
2 years	98	88	98	95	82	86	90	90	88	92	97	86	87	81	91
3 years	99	90	99	99	91	90	94	95	94	98	97	88	97	88	91
5 years	99	98	100	99	100	99	99	100	99	99	99	100	100	97	99
3 weeks or more	98	91	91	90	96	83	91	84	97	95	91	88	96	82	93
3 years	-	-	8	2	-	14	(2)	-	-	3	2	-	2	-	-
5 years	1	-	11	2	9	37	1	2	7	12	3	5	9	1	23
10 years	6	40	49	25	72	56	57	30	28	70	17	19	39	53	33
15 years	98	91	88	90	92	83	87	84	97	94	91	88	96	82	93
20 years	98	91	91	90	92	83	91	84	97	95	91	88	96	82	93
25 years	98	91	91	90	96	83	91	84	97	95	91	88	96	82	93
4 weeks or more	81	33	47	22	16	28	41	26	62	51	4	4	30	51	11
10 years	-	-	4	-	-	-	-	-	4	1	-	3	4	-	-
15 years	(2)	-	4	(2)	-	-	-	-	4	1	-	4	5	1	-
20 years	(2)	(2)	17	12	1	-	10	9	14	43	2	4	14	1	1
25 years	81	33	40	22	16	26	33	26	62	50	4	4	29	51	11
30 or more years	81	33	47	22	16	28	41	26	62	51	4	4	30	51	11
Plant workers															
1 week or more	100	98	100	99	100	100	99	100	100	100	100	100	100	100	100
6 months	(2)	1	14	13	6	33	8	4	1	9	3	5	9	-	2
1 year	100	98	100	99	100	100	98	99	100	100	100	100	100	99	100
2 weeks or more	100	96	98	97	99	98	98	99	99	100	100	100	99	100	100
6 months	-	-	-	-	-	-	4	-	-	-	-	1	-	-	-
1 year	1	1	16	14	2	17	9	16	4	11	3	3	12	3	1
2 years	3	5	41	25	4	24	25	26	8	28	4	8	28	8	5
3 years	84	9	68	52	45	60	35	54	31	78	10	13	62	85	22
5 years	99	96	98	96	99	98	96	99	98	98	98	100	99	98	97
3 weeks or more	99	91	91	82	96	88	88	74	95	90	90	82	95	90	69
3 years	-	-	6	3	-	5	-	-	-	3	-	-	4	-	-
5 years	1	-	9	5	5	13	(2)	3	7	10	(2)	2	7	2	2
10 years	8	4	39	31	35	27	31	17	20	48	12	7	25	77	37
15 years	99	75	89	82	94	88	86	74	95	86	86	81	95	90	69
20 years	99	76	91	82	94	88	88	74	95	87	90	81	95	90	69
25 years	99	91	91	82	96	88	88	74	95	87	90	81	95	90	69
4 weeks or more	77	8	31	21	27	46	34	21	56	38	6	5	24	74	18
10 years	-	-	-	-	-	-	-	-	4	2	-	1	3	-	-
15 years	(2)	-	(2)	2	2	-	-	1	5	2	-	5	3	1	2
20 years	(2)	4	9	7	2	2	9	7	15	25	2	5	11	1	2
25 years	77	8	25	21	27	46	34	21	56	38	6	5	23	74	18
30 or more years	77	8	31	21	27	46	34	21	56	38	6	5	24	74	18

See footnotes at end of table.

Table B-20. Paid vacations—manufacturing—Continued

(Percent of office and plant workers employed in manufacturing establishments providing paid vacations, by amount of vacation pay provided after specified length-of-service periods, late 1959 and early 1960)

Amount of vacation pay ¹ and service period	West						
	Albu- querque	Denver	Los Angeles— Long Beach	Phoenix	Portland	San Bernardino— Riverside— Ontario	San Francisco— Oakland
Office workers							
1 week or more	99	100	100	100	100	100	100
6 months	76	13	34	27	48	46	66
1 year	98	100	100	100	100	100	100
2 weeks or more	99	99	100	98	100	97	100
6 months	-	-	-	-	3	-	-
1 year	81	40	75	73	66	83	96
2 years	93	53	96	90	86	95	100
3 years	96	97	99	95	95	96	100
5 years	99	99	99	98	100	97	100
3 weeks or more	88	90	91	82	80	77	97
3 years	-	-	6	-	8	(²)	7
5 years	-	7	9	2	8	(²)	13
10 years	77	16	40	44	47	18	68
15 years	88	90	91	82	73	77	97
20 years	88	90	91	82	78	77	97
25 years	88	90	91	82	80	77	97
4 weeks or more	60	21	23	14	17	17	35
10 years	-	-	(²)	-	-	-	-
15 years	-	-	2	-	-	-	2
20 years	-	1	20	-	5	2	21
25 years	60	21	23	14	17	17	34
30 or more years	60	21	23	14	17	17	35
Plant workers							
1 week or more	100	100	100	100	100	100	100
6 months	5	5	12	17	8	2	26
1 year	98	100	100	100	100	100	100
2 weeks or more	96	100	99	96	100	93	100
6 months	-	-	-	-	-	-	-
1 year	6	12	38	21	13	19	25
2 years	60	35	71	43	20	36	74
3 years	71	85	91	64	73	54	84
5 years	92	100	99	94	100	93	99
3 weeks or more	22	84	89	70	88	77	98
3 years	-	-	3	-	3	-	8
5 years	-	5	6	4	4	-	15
10 years	8	19	29	41	51	12	50
15 years	19	84	89	70	86	77	98
20 years	19	84	89	70	88	77	98
25 years	22	84	89	70	88	77	98
4 weeks or more	-	28	13	9	19	12	25
10 years	-	-	(²)	-	-	-	-
15 years	-	-	2	-	-	-	3
20 years	-	2	10	-	1	1	15
25 years	-	28	13	9	19	12	24
30 or more years	-	28	13	9	19	12	25

¹ Includes percentage- or flat-sum payments converted to equivalent weeks' pay. See footnote 1, table B-19.² Less than 0.5 percent.

Table B-21. Paid vacations—public utilities ¹

(Percent of office and plant workers employed in public utilities establishments providing paid vacations; by amount of vacation pay provided after specified length-of-service periods, late 1959 and early 1960)

Amount of vacation pay ² and service period	Northeast													
	Albany- Schenec- tady-Troy	Allentown- Bethlehem- Easton	Boston ³	Newark and Jersey City	New Haven	New York City ³	Paterson- Clifton- Passaic	Phila- delphia	Pitts- burgh	Portland	Provi- dence	Water- bury	Worcester	York
Office workers														
1 week or more -----	100	100	100	100	100	100	100	100	100	100	100	100	100	100
6 months -----	57	7	75	87	67	73	90	28	35	47	54	27	43	12
1 year -----	100	100	100	100	100	100	100	100	100	100	100	100	100	100
2 weeks or more -----	100	100	99	100	100	100	100	100	100	100	100	100	100	100
6 months -----	-	-	44	-	-	15	(⁴)	-	-	38	37	-	39	-
1 year -----	77	2	80	89	71	81	89	28	36	59	87	35	68	12
2 years -----	78	42	80	90	72	81	91	53	68	60	91	90	87	33
3 years -----	98	54	98	93	99	83	100	53	79	60	98	98	100	59
5 years -----	100	100	99	100	100	100	100	100	100	100	100	100	100	100
3 weeks or more -----	95	96	98	97	99	98	87	97	97	89	98	94	91	93
3 years -----	-	-	1	-	-	3	-	-	-	-	2	-	-	-
5 years -----	-	-	2	9	-	16	-	1	-	-	2	8	-	-
10 years -----	24	5	33	42	13	43	25	11	23	5	48	63	42	17
15 years -----	95	96	98	97	99	98	87	97	92	89	98	94	91	93
20 years -----	95	96	98	97	99	98	87	97	97	89	98	94	91	93
25 years -----	95	96	98	97	99	98	87	97	97	89	98	94	91	93
4 weeks or more -----	77	38	70	79	67	58	79	48	62	51	76	77	68	32
10 years -----	-	-	-	-	-	3	-	-	-	-	-	-	-	-
15 years -----	-	-	-	2	-	5	-	(⁴)	-	-	-	-	-	-
20 years -----	-	-	(⁴)	8	-	10	3	3	2	4	24	-	25	9
25 years -----	23	32	25	42	11	31	26	25	41	13	39	55	38	30
30 or more years -----	77	38	70	79	67	58	79	48	62	51	76	77	68	32
Plant workers														
1 week or more -----	100	100	100	100	100	100	100	100	100	100	100	100	100	100
6 months -----	61	18	65	63	38	72	69	24	19	36	43	36	57	-
1 year -----	100	100	100	100	100	100	100	100	100	100	100	100	100	100
2 weeks or more -----	100	100	100	100	100	100	100	100	100	100	100	100	100	99
6 months -----	-	-	36	(⁴)	-	19	2	-	-	25	26	-	43	-
1 year -----	55	11	77	62	38	74	67	17	6	47	63	31	76	-
2 years -----	61	57	77	68	48	82	67	44	41	58	79	78	76	20
3 years -----	70	66	88	89	54	88	96	47	65	63	79	78	86	23
5 years -----	100	100	100	100	100	100	100	100	100	100	100	100	100	99
3 weeks or more -----	99	100	100	93	97	99	99	100	100	83	100	100	100	99
3 years -----	-	-	5	8	-	5	22	2	-	-	1	-	-	-
5 years -----	-	-	5	17	1	12	22	2	-	-	1	-	-	-
10 years -----	33	20	34	49	28	41	69	39	17	8	48	47	43	20
15 years -----	99	100	100	93	97	99	99	100	100	77	100	100	100	99
20 years -----	99	100	100	93	97	99	99	100	100	83	100	100	100	99
25 years -----	99	100	100	93	97	99	99	100	100	83	100	100	100	99
4 weeks or more -----	63	57	61	56	39	65	70	52	38	38	65	82	76	74
10 years -----	-	-	1	-	1	5	-	-	-	-	2	-	-	-
15 years -----	-	-	1	-	1	5	-	-	-	-	2	-	-	-
20 years -----	8	12	1	5	1	16	20	14	6	3	22	4	19	33
25 years -----	26	39	22	36	19	33	48	34	24	13	36	51	29	62
30 or more years -----	63	57	61	56	39	65	70	52	38	38	65	82	76	74

See footnotes at end of table.

Table B-21: Paid vacations—public utilities ¹—Continued

(Percent of office and plant workers employed in public utilities establishments providing paid vacations, by amount of vacation pay provided after specified length-of-service periods, late 1959 and early 1960)

Amount of vacation pay ² and service period	South																
	Atlanta	Beau- mont- Port Arthur	Birming- ham	Charles- ton, W. Va.	Charlotte	Fort Worth	Green- ville	Houston	Jackson	Jack- sonville ³	Lubbock	Memphis ³	Miami	New Orleans	Rich- mond ³	Savan- nah	Wash- ington
Office workers																	
1 week or more -----	100	99	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
6 months -----	51	28	48	5	33	48	40	35	49	40	24	45	60	77	47	18	63
1 year -----	100	99	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
2 weeks or more -----	100	99	100	100	95	100	93	99	100	100	100	100	100	100	100	100	100
6 months -----	-	-	6	-	-	-	-	1	-	1	-	-	-	3	-	-	-
1 year -----	51	66	48	5	11	21	19	56	33	23	47	30	87	63	4	13	77
2 years -----	70	79	73	89	69	67	73	71	80	82	63	47	95	80	52	30	79
3 years -----	95	82	86	94	86	76	93	77	100	89	97	90	98	93	84	99	99
5 years -----	100	99	100	100	95	100	93	99	100	100	100	100	100	100	100	100	100
3 weeks or more -----	98	96	95	96	75	77	82	94	95	93	88	89	98	80	92	95	99
3 years -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 years -----	-	-	-	-	-	-	-	-	-	-	-	6	3	11	-	7	5
10 years -----	12	52	6	5	(⁴)	8	3	40	-	11	17	25	25	12	-	8	33
15 years -----	91	96	95	93	75	77	82	94	95	93	88	89	98	80	92	95	99
20 years -----	98	96	95	96	75	77	82	94	95	93	88	89	98	80	92	95	99
25 years -----	98	96	95	96	75	77	82	94	95	93	88	89	98	80	92	95	99
4 weeks or more -----	36	63	27	82	23	35	23	32	47	49	35	40	30	37	33	23	57
10 years -----	-	-	-	-	-	-	-	4	-	-	-	4	3	-	-	7	-
15 years -----	1	-	-	-	-	-	3	9	-	-	-	8	3	2	-	7	3
20 years -----	11	3	1	(⁴)	-	(⁴)	7	17	-	10	19	22	4	11	-	7	3
25 years -----	12	50	1	51	-	8	7	22	-	11	19	23	21	19	1	7	29
30 or more years -----	36	63	27	82	23	35	23	32	47	49	35	40	30	37	33	23	57
Plant workers																	
1 week or more -----	100	90	100	100	100	100	95	91	100	100	94	91	100	99	100	100	100
6 months -----	39	38	32	3	42	36	40	35	46	30	39	25	49	30	25	21	47
1 year -----	99	90	100	100	100	100	95	91	100	100	94	91	100	99	100	100	100
2 weeks or more -----	99	90	100	100	94	100	95	90	100	100	89	99	100	98	100	100	100
6 months -----	-	-	1	-	-	-	-	3	-	-	-	-	-	-	-	-	-
1 year -----	30	58	33	8	29	12	13	31	30	16	25	12	66	44	2	18	57
2 years -----	51	78	58	81	59	44	59	51	72	41	58	36	87	64	38	36	72
3 years -----	74	81	75	87	82	51	66	56	81	58	89	64	91	78	67	62	82
5 years -----	99	90	100	100	94	100	95	90	100	100	89	99	100	98	100	100	100
3 weeks or more -----	95	86	97	100	83	86	87	87	89	97	78	83	97	77	93	93	97
3 years -----	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-
5 years -----	-	-	-	-	-	-	-	1	-	2	-	(⁴)	2	2	-	5	14
10 years -----	17	41	13	6	-	1	-	8	-	14	5	20	33	8	-	9	35
15 years -----	92	86	97	96	83	86	87	87	89	97	78	83	97	77	93	93	97
20 years -----	95	86	97	100	83	86	87	87	89	97	78	83	97	77	93	93	97
25 years -----	95	86	97	100	83	86	87	87	89	97	78	83	97	77	93	93	97
4 weeks or more -----	37	59	36	74	44	27	41	31	46	42	40	43	39	33	37	27	44
10 years -----	-	-	-	-	-	-	-	2	-	-	-	-	2	-	-	5	-
15 years -----	-	-	-	-	-	-	-	2	-	-	-	-	3	(⁴)	-	5	13
20 years -----	15	10	11	6	21	1	7	10	9	9	7	19	7	6	4	9	14
25 years -----	16	40	13	55	21	2	7	12	9	12	7	20	20	10	6	9	32
30 or more years -----	37	59	36	74	44	27	41	31	46	42	40	43	39	33	37	27	44

See footnotes at end of table.

Table B-21: Paid vacations—public utilities ¹—Continued

(Percent of office and plant workers employed in public utilities establishments providing paid vacations, by amount of vacation pay provided after specified length-of-service periods, late 1959 and early 1960)

Amount of vacation pay ² and service period	North Central														
	Akron	Canton	Chicago ³	Cincinnati	Dayton	Des Moines	Indianapolis ³	Kansas City	Milwaukee	Minneapolis—St. Paul	Muskegon—Muskegon Heights	Rockford	St. Louis	Sioux Falls	South Bend
Office workers															
1 week or more -----	100	100	100	100	100	100	100	100	99	100	100	100	100	100	100
6 months -----	1	-	27	43	6	5	41	46	31	6	7	80	37	5	46
1 year -----	100	100	100	100	100	100	100	100	99	100	100	100	100	100	100
2 weeks or more -----	100	100	100	100	100	100	100	100	99	100	100	96	100	100	100
6 months -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1 year -----	30	24	49	43	8	24	28	58	32	20	11	48	15	12	18
2 years -----	71	54	54	74	99	82	63	63	83	62	89	81	55	77	58
3 years -----	94	100	81	97	99	99	88	98	98	99	95	96	99	99	100
5 years -----	100	100	100	100	100	100	100	100	99	100	100	96	100	100	100
3 weeks or more -----	97	98	100	95	96	96	91	94	96	92	94	88	96	89	95
3 years -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 years -----	-	-	1	-	-	4	2	1	-	-	-	-	-	-	3
10 years -----	29	24	10	3	58	23	13	18	45	30	32	1	23	42	3
15 years -----	97	98	100	95	96	96	91	94	96	92	94	88	96	89	95
20 years -----	97	98	100	95	96	96	91	94	96	92	94	88	96	89	95
25 years -----	97	98	100	95	96	96	91	94	96	92	94	88	96	89	95
4 weeks or more -----	52	53	43	65	84	79	65	50	76	43	87	87	45	76	63
10 years -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
15 years -----	-	-	1	-	-	-	-	-	-	1	-	-	-	-	-
20 years -----	-	-	17	1	-	24	12	19	44	4	10	14	21	21	10
25 years -----	27	40	21	29	58	24	29	31	44	24	30	46	23	38	26
30 or more years -----	52	53	43	65	84	79	65	50	76	43	87	87	45	76	63
Plant workers															
1 week or more -----	99	96	100	100	100	100	100	100	100	100	100	100	100	100	100
6 months -----	-	-	4	24	3	9	17	26	18	8	5	42	25	(4)	55
1 year -----	99	96	100	100	100	100	100	100	100	100	100	100	100	100	100
2 weeks or more -----	99	100	100	100	100	100	100	100	100	100	100	100	100	99	100
6 months -----	-	-	-	1	-	-	-	-	-	2	-	-	1	-	-
1 year -----	10	15	24	14	3	45	16	34	19	19	9	4	12	14	7
2 years -----	58	52	46	40	70	80	37	35	65	54	74	82	52	72	68
3 years -----	93	92	70	78	86	97	54	84	79	75	93	95	94	80	96
5 years -----	99	100	100	100	100	100	100	100	100	100	100	100	100	99	100
3 weeks or more -----	98	100	100	95	100	99	100	99	100	96	100	96	100	99	100
3 years -----	-	-	-	1	-	-	2	-	-	2	-	-	1	-	-
5 years -----	-	-	1	1	-	8	6	1	7	2	-	-	1	-	-
10 years -----	42	21	7	5	38	35	10	7	45	29	41	7	30	31	-
15 years -----	98	100	100	95	100	99	100	99	100	96	100	96	100	99	100
20 years -----	98	100	100	95	100	99	100	99	100	96	100	96	100	99	100
25 years -----	98	100	100	95	100	99	100	99	100	96	100	96	100	99	100
4 weeks or more -----	78	59	57	55	74	78	48	50	78	57	79	90	58	68	83
10 years -----	-	4	-	1	-	-	-	-	-	-	-	-	1	-	-
15 years -----	-	7	2	1	-	-	1	-	-	5	-	-	1	-	-
20 years -----	15	7	34	18	8	42	21	23	58	22	16	12	38	13	18
25 years -----	51	36	35	36	37	43	32	33	59	36	46	50	40	31	28
30 or more years -----	78	59	57	55	74	78	48	50	78	57	79	90	58	68	83

See footnotes at end of table.

Table B-21: Paid vacations—public utilities ¹—Continued

(Percent of office and plant workers employed in public utilities establishments providing paid vacations, by amount of vacation pay provided after specified length-of-service periods, late 1959 and early 1960)

Amount of vacation pay ² and service period	West					
	Albu- querque	Denver	Los Angeles— Long Beach ³	Portland	San Bernardino— Riverside— Ontario	San Francisco— Oakland ³
Office workers						
1 week or more -----	99	100	100	100	100	100
6 months -----	48	53	45	30	16	42
1 year -----	99	100	100	100	100	100
2 weeks or more -----	99	100	100	100	100	100
6 months -----	-	-	-	-	-	-
1 year -----	34	36	15	34	19	22
2 years -----	84	72	81	61	81	65
3 years -----	98	100	99	100	100	99
5 years -----	99	100	100	100	100	100
3 weeks or more -----	95	92	99	98	100	98
3 years -----	-	-	-	3	-	3
5 years -----	-	-	5	3	(4)	12
10 years -----	17	2	28	29	43	31
15 years -----	95	92	99	98	100	98
20 years -----	95	92	99	98	100	98
25 years -----	95	92	99	98	100	98
4 weeks or more -----	65	29	69	52	56	50
10 years -----	-	-	-	-	-	1
15 years -----	-	-	-	-	-	2
20 years -----	-	3	-	25	27	2
25 years -----	-	3	22	27	42	21
30 or more years -----	65	29	69	52	56	50
Plant workers						
1 week or more -----	99	100	100	100	100	100
6 months -----	47	50	37	19	16	57
1 year -----	99	100	100	100	100	100
2 weeks or more -----	99	100	100	100	100	100
6 months -----	-	-	3	-	-	-
1 year -----	23	24	14	25	13	41
2 years -----	59	59	60	52	57	88
3 years -----	94	64	93	74	96	89
5 years -----	99	100	100	100	100	100
3 weeks or more -----	94	99	97	99	100	100
3 years -----	-	3	3	-	-	13
5 years -----	-	3	3	-	2	16
10 years -----	10	25	18	19	20	38
15 years -----	94	99	97	99	100	100
20 years -----	94	99	97	99	100	100
25 years -----	94	99	97	99	100	100
4 weeks or more -----	46	24	50	37	40	59
10 years -----	-	-	3	-	-	5
15 years -----	4	-	3	-	-	14
20 years -----	4	-	3	18	10	17
25 years -----	4	-	13	18	18	29
30 or more years -----	46	24	50	37	40	59

¹ Transportation, communication, and other public utilities.² Includes percentage- or flat-sum type payments converted to equivalent weeks' pay. See footnote 1, table B-19.³ 1 or more utilities are municipally operated and, therefore, excluded from the scope of the studies. See footnote 4 to the table in appendix A.⁴ Less than 0.5 percent.

Table B-22. Paid vacations—wholesale trade

(Percent of office and plant workers employed in wholesale trade establishments providing paid vacations, by amount of vacation pay provided after specified length-of-service periods, late 1959 and early 1960)

Amount of vacation pay ¹ and service period	Northeast					South			North Central			West	
	Boston	Newark and Jersey City	New York City	Phila- delphia	Pitts- burgh	Atlanta	Houston	Wash- ington	Chicago	Minne- apolis- St. Paul	St. Louis	Los Angeles- Long Beach	San Francisco- Oakland
Office workers													
1 week or more	100	100	100	100	100	100	100	100	100	100	100	100	100
6 months	73	67	72	57	48	44	16	47	54	25	48	45	41
1 year	100	100	100	100	91	100	100	100	100	100	100	100	100
2 weeks or more	98	100	100	100	100	100	99	98	100	100	100	100	100
6 months	9	-	7	3	-	-	-	-	-	-	-	-	-
1 year	95	86	97	84	76	90	85	69	78	71	55	71	78
2 years	98	91	100	87	92	99	94	82	95	86	78	99	100
3 years	98	98	100	94	98	99	96	86	98	100	98	100	100
5 years	98	100	100	100	100	100	99	98	100	100	100	100	100
3 weeks or more	73	94	83	79	90	79	72	75	81	89	75	88	86
3 years	-	2	1	-	-	-	-	5	1	-	-	1	1
5 years	-	7	11	13	-	-	-	9	7	6	-	17	4
10 years	30	27	54	45	14	34	53	40	41	61	20	50	47
15 years	69	89	82	76	90	79	70	75	77	89	71	85	86
20 years	69	91	83	79	90	79	72	75	78	89	75	86	86
25 years	73	94	83	79	90	79	72	75	81	89	75	86	86
4 weeks or more	16	28	29	26	10	37	55	34	41	52	18	31	32
10 years	-	2	(²)	-	-	-	-	-	4	-	-	-	-
15 years	-	2	(²)	-	-	-	8	-	4	-	-	1	1
20 years	12	3	16	16	7	23	55	5	24	29	11	17	9
25 years	16	26	29	25	10	35	55	27	38	52	15	29	30
30 or more years	16	28	29	26	10	37	55	34	41	52	18	31	32
Plant workers													
1 week or more	100	100	100	91	100	100	97	100	100	100	100	100	93
6 months	44	33	63	33	11	32	8	32	24	16	28	20	13
1 year	100	100	100	91	100	97	95	100	100	100	100	100	93
2 weeks or more	95	100	97	91	100	90	89	95	100	100	100	100	93
6 months	8	-	(²)	-	-	-	-	-	-	-	-	-	-
1 year	69	42	85	40	35	43	40	47	38	39	28	33	19
2 years	87	75	93	41	51	63	69	69	68	69	57	94	93
3 years	87	92	96	65	71	76	83	84	85	97	91	100	93
5 years	95	100	97	91	90	90	88	95	100	100	100	100	93
3 weeks or more	76	84	85	64	94	49	47	73	82	98	69	90	93
3 years	13	1	7	-	-	-	-	8	-	-	-	-	2
5 years	13	5	27	-	-	-	-	13	3	1	-	24	13
10 years	30	34	61	44	29	21	17	41	40	55	25	53	58
15 years	71	82	83	64	94	49	43	73	82	98	65	88	93
20 years	71	84	85	64	94	49	47	73	82	98	69	90	93
25 years	76	84	85	64	94	49	47	73	82	98	69	90	93
4 weeks or more	18	22	22	29	24	23	16	32	41	48	15	22	31
10 years	8	1	-	-	-	-	-	-	1	-	-	-	2
15 years	8	1	3	-	-	-	2	-	4	-	-	4	8
20 years	17	4	14	11	14	6	16	8	24	29	8	9	12
25 years	18	17	22	26	24	19	16	21	39	48	12	16	19
30 or more years	18	22	22	29	24	23	16	32	41	48	15	22	31

¹ Includes percentage- or flat-sum type payments converted to equivalent weeks' pay. See footnote 1, table B-19.² Less than 0.5 percent.

Table B-23. Paid vacations—retail trade

(Percent of office and plant workers employed in retail trade establishments providing paid vacations, by amount of vacation pay provided after specified length-of-service periods, late 1959 and early 1960)

Amount of vacation pay ¹ and service period	Northeast						South					North Central			West		
	Boston	Newark and Jersey City ²	New York City ²	Phila- delphia ²	Pitts- burgh	Provi- dence	Atlanta	Houston	Miami	New Orleans	Wash- ington ²	Chicago	Indian- apolis	Minne- apolis- St. Paul	Denver	Portland	San Francisco- Oakland
Office workers																	
1 week or more	100	100	100	100	100	100	100	100	100	98	100	100	100	100	100	100	100
6 months	76	71	60	18	31	57	25	28	29	43	57	26	4	12	7	6	15
1 year	100	99	100	100	100	100	100	100	100	98	100	100	100	100	100	100	100
2 weeks or more	100	100	99	100	98	96	93	92	100	90	97	100	100	100	98	99	100
6 months	-	-	-	-	-	-	-	(3)	-	-	-	-	-	1	-	-	-
1 year	79	69	60	19	39	63	30	34	39	55	69	28	7	21	18	15	30
2 years	100	98	99	84	93	81	78	58	99	79	91	99	59	80	80	77	100
3 years	100	99	99	99	97	93	89	89	100	79	94	99	91	97	96	99	100
5 years	100	100	99	100	98	96	91	92	100	90	97	100	100	100	98	99	100
3 weeks or more	99	73	87	87	97	53	74	49	55	23	78	94	78	88	71	81	95
3 years	-	3	4	-	-	5	-	-	(3)	-	-	-	-	-	-	-	-
5 years	54	27	39	11	6	36	15	5	15	-	7	4	3	5	9	1	61
10 years	93	73	85	84	32	53	58	31	51	15	72	65	25	36	18	23	84
15 years	99	73	87	86	97	53	74	49	52	19	76	90	77	88	66	81	95
20 years	99	73	87	86	97	53	74	49	55	23	78	94	77	88	70	81	95
25 years	99	73	87	87	97	53	74	49	55	23	78	94	78	88	71	81	95
4 weeks or more	64	62	65	60	52	24	61	26	35	15	39	76	46	67	40	38	21
10 years	45	-	2	-	-	22	-	-	8	-	-	-	-	-	-	-	-
15 years	45	11	2	-	-	22	-	-	11	-	4	-	-	-	-	-	-
20 years	52	51	23	6	35	24	23	15	16	-	33	14	30	9	4	4	2
25 years	64	62	65	60	52	24	61	26	35	15	39	76	46	67	40	38	21
30 or more years	64	62	65	60	52	24	61	26	35	15	39	76	46	67	40	38	21
Plant workers																	
1 week or more	100	100	99	100	100	100	95	85	95	84	100	100	94	100	100	100	100
6 months	62	68	41	10	10	46	29	14	11	38	36	27	8	13	10	4	6
1 year	100	100	99	100	100	100	95	85	91	84	100	100	94	100	100	100	100
2 weeks or more	98	100	96	99	94	89	81	80	94	59	97	100	94	100	88	98	100
6 months	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1 year	74	71	49	16	19	57	34	21	13	34	42	31	8	32	15	7	29
2 years	96	99	96	65	57	78	57	38	82	47	72	88	58	82	48	59	96
3 years	98	99	96	95	90	89	71	77	92	47	95	95	76	100	85	96	99
5 years	98	100	96	99	91	89	71	80	94	59	97	100	94	100	88	98	100
3 weeks or more	95	73	79	85	90	62	55	42	41	10	74	85	73	87	67	72	96
3 years	-	2	4	-	-	4	-	-	5	-	8	-	-	-	-	-	-
5 years	49	16	27	6	4	30	12	4	17	-	8	12	8	11	6	2	61
10 years	90	73	71	69	44	62	35	18	38	4	69	61	26	33	10	49	91
15 years	93	73	79	84	84	62	55	42	41	6	72	83	72	87	64	72	96
20 years	93	73	79	84	90	62	55	42	41	10	74	85	72	87	65	72	96
25 years	95	73	79	85	90	62	55	42	41	10	74	85	73	87	67	72	96
4 weeks or more	46	49	46	50	49	23	37	14	19	4	26	51	25	46	16	20	16
10 years	37	-	2	-	-	21	-	-	4	-	-	-	-	-	-	-	-
15 years	37	11	4	-	-	21	-	-	5	-	3	-	-	-	-	-	-
20 years	45	47	17	13	37	23	23	9	8	-	20	25	16	9	3	9	6
25 years	46	49	46	50	49	23	37	14	19	4	26	51	25	46	16	20	16
30 or more years	46	49	46	50	49	23	37	14	19	4	26	51	25	46	16	20	16

¹ Includes percentage- or flat-sum type payments converted to equivalent weeks' pay. -See footnote 1, table B-19.² Excludes limited-price variety stores.³ Less than 0.5 percent.

Table B-24: Paid vacations—finance ¹

(Percent of office workers employed in finance establishments providing paid vacations, by amount of vacation pay provided after specified length-of-service periods, late 1959 and early 1960)

Amount of vacation pay ² and service period	Northeast						South		North Central			West	
	Boston	Newark and Jersey City	New York City	Phila- delphia	Pitts- burgh	Worcester	Atlanta	Wash- ington	Chicago	Minne- apolis- St. Paul	St. Louis	Los Angeles- Long Beach	San Francisco- Oakland
Office workers													
1 week or more -----	100	100	99	99	100	100	100	100	99	100	100	100	100
6 months -----	91	64	96	92	59	100	84	63	92	89	61	75	84
1 year -----	100	100	99	99	100	100	100	100	99	100	100	100	100
2 weeks or more -----	100	100	99	99	100	100	100	100	99	100	100	100	100
6 months -----	47	6	27	26	-	11	5	7	5	3	5	18	19
1 year -----	100	100	99	99	99	100	95	95	98	96	100	99	100
2 years -----	100	100	99	99	100	100	95	100	99	100	100	100	100
3 years -----	100	100	99	99	100	100	95	100	99	100	100	100	100
5 years -----	100	100	99	99	100	100	100	100	99	100	100	100	100
3 weeks or more -----	100	95	97	94	88	100	89	89	97	99	97	91	95
3 years -----	8	-	5	-	-	-	-	-	-	-	(³)	-	3
5 years -----	45	16	20	1	5	-	-	13	3	-	6	9	3
10 years -----	67	39	68	17	28	15	22	63	41	25	25	29	18
15 years -----	91	93	96	84	85	100	83	87	97	99	84	86	84
20 years -----	97	95	96	90	88	100	86	89	97	99	87	91	94
25 years -----	100	95	97	94	88	100	89	89	97	99	97	91	95
4 weeks or more -----	71	79	83	66	19	43	67	32	38	66	24	46	50
10 years -----	-	-	1	-	-	-	-	-	-	-	-	-	-
15 years -----	-	3	8	-	-	-	-	2	2	-	8	1	-
20 years -----	20	57	29	12	12	-	15	18	11	16	11	14	9
25 years -----	65	73	81	60	19	38	67	30	34	51	24	20	20
30 or more years -----	71	79	83	66	19	43	67	32	38	66	24	46	50

¹ Finance, insurance, and real estate.² Includes percentage- or flat-sum type payments converted to equivalent weeks' pay. See footnote 1, table B-19.³ Less than 0.5 percent.

Table B-25. Paid vacations—services

(Percent of office and plant workers employed in service establishments providing paid vacations, by amount of vacation pay provided after specified length-of-service periods, late 1959 and early 1960)

Amount of vacation pay ¹ and service period	Northeast			South	North Central	West	Northeast			South	North Central	West
	Boston	New York City	Phila- delphia	Wash- ington	Chicago	Los Angeles- Long Beach ²	Boston	New York City	Phila- delphia	Wash- ington	Chicago	Los Angeles- Long Beach ²
	Office workers						Plant workers					
1 week or more	100	100	100	99	100	99	100	98	100	100	100	84
6 months	89	81	71	79	58	43	34	16	9	37	7	14
1 year	100	100	100	99	100	99	100	98	100	100	100	84
2 weeks or more	100	100	95	99	100	99	100	96	90	81	100	84
6 months	14	7	18	2	-	11	3	-	-	3	-	1
1 year	92	86	78	81	73	11	37	18	7	41	13	30
2 years	99	97	86	98	98	89	64	63	36	76	58	57
3 years	99	99	87	99	100	99	79	94	45	78	93	80
5 years	100	100	95	99	100	99	100	96	90	81	100	84
3 weeks or more	84	82	61	86	73	65	43	68	18	40	25	35
3 years	18	2	-	21	15	11	(³)	-	-	5	1	1
5 years	25	38	34	32	27	17	6	1	-	9	3	1
10 years	68	60	55	67	48	52	18	20	2	17	8	30
15 years	84	81	60	84	70	65	43	64	15	40	17	35
20 years	84	81	61	84	71	65	43	65	18	40	21	35
25 years	84	82	61	86	73	65	43	68	18	40	25	35
4 weeks or more	12	24	21	37	16	29	6	2	-	11	2	4
10 years	7	6	9	22	3	11	-	(³)	-	5	-	1
15 years	7	9	9	36	9	11	-	1	-	10	(³)	1
20 years	9	14	9	36	9	12	-	2	-	10	(³)	2
25 years	12	24	21	37	16	29	6	2	-	11	2	4
30 or more years	12	24	21	37	16	29	6	2	-	11	2	4

¹ Includes percentage- or flat-sum type payments converted to equivalent weeks' pay. See footnote 1, table B-19.² Excludes motion-picture production and allied services; data for these industries are included, however, in "all industries."³ Less than 0.5 percent.

Table B-26. Health, insurance, and pension plans—all industries

(Percent of office and plant workers employed in all establishments with formal provisions other than legally required, by type of plan, late 1959 and early 1960)

Area	Insurance plans						Sickness and accident insurance and/or sick leave				Retirement pension plan	No health, insurance, or pension plan
	Life	Accidental death and dismemberment	Hospitalization	Surgical	Medical	Catastrophe	Total ¹	Sickness and accident insurance	Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)		
	Office workers											
Northeast:												
Albany-Schenectady-Troy	94	67	84	84	53	57	91	58	76	1	82	2
Allentown-Bethlehem-Easton	84	31	86	80	72	27	95	60	77	2	76	2
Boston ²	92	52	83	82	59	45	77	40	66	3	80	1
Lawrence-Haverhill	92	73	68	67	64	19	84	48	43	29	80	2
Newark and Jersey City ²	94	58	87	82	56	36	94	50	77	5	87	(³)
New Haven	98	52	78	73	52	49	86	49	71	-	80	1
New York City ²	92	41	80	78	57	45	85	31	75	2	79	(³)
Paterson-Clifton-Passaic	90	52	88	85	60	40	95	51	78	7	71	1
Philadelphia ²	91	35	72	68	46	36	78	39	62	4	80	1
Pittsburgh	93	41	81	79	48	32	84	38	70	1	85	(³)
Portland	86	62	79	68	47	33	87	29	71	-	66	2
Providence	83	52	93	92	55	24	60	27	49	(³)	69	3
Waterbury	98	83	93	93	88	43	98	46	87	1	94	1
Worcester	94	69	92	92	86	37	90	69	79	7	87	1
York	94	69	97	96	59	31	95	79	56	2	67	-
South:												
Atlanta	95	60	90	89	49	66	69	39	48	13	82	(³)
Beaumont-Port Arthur	93	53	93	93	70	70	86	48	61	7	80	1
Birmingham	94	40	72	71	42	28	65	43	43	6	72	1
Charleston, W. Va.	92	29	89	85	74	31	87	55	43	37	87	1
Charlotte	94	69	89	89	29	50	72	25	53	7	69	3
Fort Worth	92	70	84	84	58	43	81	45	63	11	65	3
Greenville	92	48	88	88	4	33	52	30	27	4	78	(³)
Houston	88	50	89	89	-38	67	63	24	46	7	71	1
Jackson	89	65	83	83	39	47	76	33	45	14	75	3
Jacksonville ²	90	61	79	79	61	37	79	46	55	11	81	1
Lubbock	77	47	84	84	67	52	53	20	40	6	59	3
Memphis ²	85	39	83	82	47	39	51	33	20	14	61	4
Miami	75	61	82	82	47	37	78	30	53	16	55	3
New Orleans	91	53	79	75	53	42	49	24	21	10	62	3
Richmond ²	87	41	65	65	41	29	83	27	61	11	67	3
Savannah	78	35	91	91	56	62	64	52	47	7	57	2
Washington ²	87	46	69	67	44	45	82	31	68	6	72	1
North Central:												
Akron	98	82	92	92	79	44	81	60	60	2	86	1
Canton	94	43	89	87	57	11	91	61	47	8	76	1
Chicago ²	91	51	85	84	61	49	81	46	47	13	71	1
Cincinnati ²	87	65	81	73	45	36	79	58	47	11	79	3
Dayton	93	74	88	87	63	18	90	68	53	12	69	4
Des Moines	96	49	87	87	60	39	70	23	50	12	72	1
Indianapolis ²	84	66	87	87	67	29	94	66	53	10	77	1
Kansas City	87	54	78	78	58	37	74	42	42	12	69	4
Milwaukee	95	53	92	91	73	26	82	65	44	2	82	1
Minneapolis-St. Paul	89	46	87	85	74	48	73	39	46	3	77	2
Muskegon-Muskegon Heights	99	77	88	88	86	31	96	56	48	4	78	(³)
Rockford	94	74	94	92	77	55	88	83	24	6	63	3
St. Louis ²	87	53	75	76	68	40	76	45	52	7	73	3
Sioux Falls	87	48	79	78	74	39	88	32	54	17	68	-
South Bend	98	79	97	96	84	69	96	65	81	5	75	(³)
West:												
Albuquerque	90	85	85	85	82	70	87	65	37	41	84	1
Denver	82	52	77	77	57	30	77	41	46	17	67	5
Los Angeles-Long Beach ²	97	62	91	90	77	58	77	33	64	5	79	(³)
Phoenix	89	61	82	82	53	52	79	29	61	10	61	6
Portland	85	46	85	85	80	40	72	38	44	10	72	2
San Bernardino-Riverside-Ontario ²	91	50	94	94	76	64	80	27	71	5	74	3
San Francisco-Oakland ²	90	46	86	86	76	58	79	29	59	10	78	(³)

See footnotes at end of table.

Table B-26. Health, insurance, and pension plans—all industries—Continued

(Percent of office and plant workers employed in all establishments with formal provisions other than legally required, by type of plan, late 1959 and early 1960)

Area	Insurance plans						Sickness and accident insurance and/or sick leave				Retirement pension plan	No health, insurance, or pension plan
	Life	Accidental death and dismemberment	Hospitalization	Surgical	Medical	Catastrophe	Total ¹	Sickness and accident insurance	Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)		
	Plant workers											
Northeast:												
Albany-Schenectady-Troy	88	57	83	83	49	29	69	54	11	7	74	6
Allentown-Bethlehem-Easton	87	40	82	76	57	9	85	80	8	2	67	5
Boston ²	89	58	81	78	55	17	92	77	17	9	70	2
Lawrence-Haverhill	88	64	72	69	56	2	85	65	2	19	54	8
Newark and Jersey City ²	92	53	90	86	60	17	76	62	22	6	75	1
New Haven	97	40	86	83	46	23	90	76	16	5	74	1
New York City ²	92	47	87	84	61	9	81	63	23	12	78	2
Paterson-Clifton-Passaic	91	53	92	90	55	13	73	57	19	6	64	1
Philadelphia ²	89	40	85	79	49	14	88	78	12	8	71	1
Pittsburgh	92	37	94	94	41	15	89	84	6	4	84	1
Portland	85	64	75	69	41	8	81	59	21	7	54	4
Providence	77	56	91	90	43	5	39	31	8	2	42	4
Waterbury	97	81	95	95	92	14	94	88	8	15	88	2
Worcester	87	64	83	83	70	22	82	76	4	3	70	6
York	97	66	95	94	52	21	94	87	9	2	56	-
South:												
Atlanta	88	55	85	84	35	31	69	52	14	15	55	5
Beaumont-Port Arthur	93	43	91	91	74	52	86	68	26	26	76	3
Birmingham	86	31	78	77	24	14	77	62	10	8	66	6
Charleston, W. Va.	91	35	92	86	73	20	90	79	12	43	81	1
Charlotte	86	59	79	79	20	20	64	47	16	5	41	10
Fort Worth	82	63	82	81	65	35	66	53	38	10	60	8
Greenville	81	40	79	79	3	12	50	46	3	4	28	6
Houston	80	46	80	80	41	41	59	35	17	11	51	10
Jackson	64	33	80	80	21	27	61	38	9	18	43	13
Jacksonville ²	73	52	80	79	53	28	48	32	15	12	48	8
Lubbock	68	43	69	69	56	48	48	19	31	7	45	14
Memphis ²	72	41	71	69	39	15	57	43	10	10	42	13
Miami	78	55	82	82	46	20	62	38	29	7	38	7
New Orleans	77	42	63	57	32	11	55	44	6	10	45	15
Richmond ²	80	32	67	64	42	14	75	52	19	24	61	8
Savannah	83	25	84	84	55	50	72	64	6	4	50	8
Washington ²	82	49	77	74	37	29	82	50	38	16	56	6
North Central:												
Akron	95	75	96	96	83	4	95	85	7	4	82	(³)
Canton	94	38	93	91	64	2	90	83	4	5	71	1
Chicago ²	90	53	89	88	59	23	88	74	7	13	58	1
Cincinnati ²	82	62	83	77	40	14	82	75	6	5	62	9
Dayton	93	75	91	90	66	7	92	87	2	4	72	4
Des Moines	87	68	82	81	56	13	80	58	19	14	62	3
Indianapolis ²	87	67	82	82	66	23	83	75	7	17	70	5
Kansas City	83	52	83	83	65	28	74	60	11	11	56	4
Milwaukee	93	52	96	94	74	8	89	81	6	5	74	1
Minneapolis-St. Paul	84	47	86	84	68	17	86	70	14	11	62	3
Muskegon-Muskegon Heights	98	77	92	92	87	31	96	79	11	15	79	1
Rockford	96	79	96	95	83	35	92	89	2	3	57	2
St. Louis ²	88	65	85	83	70	19	87	75	17	9	69	4
Sioux Falls	94	29	82	81	76	22	94	31	17	53	70	1
South Bend	96	88	95	93	76	27	95	89	9	2	81	1
West:												
Albuquerque	78	57	71	71	65	49	73	53	12	47	54	9
Denver	78	56	72	72	61	19	76	52	12	26	47	7
Los Angeles-Long Beach ²	92	76	93	93	82	37	65	27	36	15	71	1
Phoenix	83	67	84	84	58	30	64	42	22	10	45	9
Portland	76	58	89	89	81	22	83	71	6	14	54	3
San Bernardino-Riverside-Ontario	78	65	88	88	87	54	66	31	45	14	64	7
San Francisco-Oakland ²	92	57	92	91	88	34	64	21	18	34	70	(³)

¹ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately. Sick leave plans are limited to those which definitely established 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.

² Exceptions to the standard industry limitations are shown in footnotes 4 and/or 5 to the table in appendix A.

³ Less than 0.5 percent.

Table B-27. Health, insurance, and pension plans—manufacturing

(Percent of office and plant workers employed in manufacturing establishments with formal provisions other than legally required, by type of plan, late 1959 and early 1960)

Area	Insurance plans						Sickness and accident insurance and/or sick leave				Retirement pension plan	No health, insurance, or pension plan
	Life	Accidental death and dismemberment	Hospitalization	Surgical	Medical	Catastrophe	Total ¹	Sickness and accident insurance	Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)		
Office workers												
Northeast:												
Albany-Schenectady-Troy	98	77	89	89	64	47	93	73	79	2	84	2
Allentown-Bethlehem-Easton	95	43	89	87	76	19	94	86	72	1	88	3
Boston	94	61	95	92	76	30	91	64	76	3	78	1
Lawrence-Haverhill	97	86	60	58	55	10	95	53	44	37	81	2
Newark and Jersey City	97	60	88	88	53	25	97	71	84	(²)	86	(²)
New Haven	99	61	97	96	66	43	97	88	79	-	82	(²)
New York City	92	39	85	86	67	34	91	37	79	5	80	1
Paterson-Clifton-Passaic	93	49	97	97	68	33	98	66	80	2	73	(²)
Philadelphia	99	43	86	84	56	29	92	64	71	(²)	87	(²)
Pittsburgh	97	34	98	97	59	29	87	46	71	-	93	(²)
Portland	89	72	90	81	77	42	93	38	73	-	76	-
Providence	80	46	94	93	42	19	49	30	32	1	60	3
Waterbury	99	92	99	99	98	43	99	50	90	1	97	1
Worcester	96	75	96	96	87	15	97	86	79	-	88	-
York	99	76	99	99	58	34	98	91	1	1	72	-
South:												
Atlanta	97	74	98	94	62	56	83	75	66	3	79	(²)
Beaumont-Port Arthur	98	55	98	98	81	72	94	80	60	5	90	1
Birmingham	96	37	89	89	59	20	80	72	54	3	88	(²)
Charleston, W. Va.	99	16	98	98	90	10	93	91	19	59	95	1
Charlotte	92	72	86	86	29	37	76	44	51	2	59	7
Fort Worth	98	82	94	94	86	58	90	76	75	1	85	1
Greenville	91	45	81	81	4	4	32	27	4	1	71	(²)
Houston	94	52	88	88	36	64	69	40	50	1	78	2
Jackson	76	37	84	84	42	25	76	47	35	11	56	7
Jacksonville	94	73	91	87	69	62	56	33	45	4	73	1
Lubbock	88	61	89	89	64	64	37	24	13	-	41	6
Memphis	92	56	90	87	49	22	61	54	20	1	49	3
Miami	94	77	91	91	33	46	63	49	26	2	38	4
New Orleans	85	51	81	81	34	14	67	44	30	4	74	7
Richmond	91	31	81	80	58	34	75	58	51	6	72	1
Savannah	100	18	100	100	86	72	80	80	64	-	83	-
Washington	82	52	81	78	47	41	85	44	51	15	65	4
North Central:												
Akron	99	93	99	99	89	51	89	70	72	-	96	(²)
Canton	99	43	99	99	63	9	98	72	45	7	83	-
Chicago	99	57	88	88	61	38	87	68	45	7	71	(²)
Cincinnati	92	75	90	89	59	39	90	82	54	2	80	3
Dayton	98	78	96	95	71	9	96	91	62	5	77	1
Des Moines	98	61	95	93	77	11	80	30	40	29	73	1
Indianapolis	97	74	88	89	80	23	95	88	60	5	84	2
Kansas City	92	63	92	92	72	28	82	70	50	6	69	3
Milwaukee	99	69	99	99	84	10	92	91	40	-	86	(²)
Minneapolis-St. Paul	95	53	94	91	74	31	82	70	42	(²)	78	1
Muskegon-Muskegon Heights	100	79	99	99	97	43	95	61	46	4	75	-
Rockford	100	77	100	99	88	66	95	95	23	2	69	-
St. Louis	95	70	91	89	79	37	81	65	55	1	84	3
Sioux Falls	98	25	97	97	87	32	93	29	74	1	62	-
South Bend	99	94	99	99	87	71	97	80	84	(²)	86	(²)
West:												
Albuquerque	95	94	93	93	92	78	95	88	77	-	68	1
Denver	90	70	89	89	50	6	87	66	30	42	76	4
Los Angeles-Long Beach	99	85	96	96	77	66	84	44	74	2	76	(²)
Phoenix	98	93	99	99	90	62	93	73	81	-	87	1
Portland	87	62	85	85	80	21	78	56	47	2	71	6
San Bernardino-Riverside-Ontario	93	84	95	95	94	54	84	34	84	-	84	1
San Francisco-Oakland	92	63	96	96	90	43	74	35	55	1	81	(²)

See footnotes at end of table.

Table B-27. Health, insurance, and pension plans—manufacturing—Continued

(Percent of office and plant workers employed in manufacturing establishments with formal provisions other than legally required, by type of plan, late 1959 and early 1960)

Area	Insurance plans						Sickness and accident insurance and/or sick leave				Retirement pension plan	No health, insurance, or pension plan
	Life	Accidental death and dismemberment	Hospitalization	Surgical	Medical	Catastrophe	Total ¹	Sickness and accident insurance	Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)		
	Plant workers											
Northeast:												
Albany-Schenectady-Troy	96	66	94	94	56	31	79	74	5	4	84	4
Allentown-Bethlehem-Easton	90	40	85	81	58	7	87	87	5	-	70	5
Boston	92	60	94	93	67	21	96	90	8	6	74	1
Lawrence-Haverhill	91	67	72	68	55	2	87	68	-	20	55	6
Newark and Jersey City	96	55	93	93	64	18	76	69	17	2	82	1
New Haven	99	42	97	95	50	22	98	93	6	7	80	-
New York City	95	40	94	93	67	6	78	72	14	7	78	1
Paterson-Clifton-Passaic	92	54	95	95	59	12	70	60	12	4	64	1
Philadelphia	92	39	92	89	53	13	96	90	8	4	76	1
Pittsburgh	99	30	98	98	35	9	96	96	(²)	1	94	-
Portland	93	69	93	84	43	4	90	79	9	6	65	-
Providence	76	56	92	93	47	5	32	29	4	1	40	3
Waterbury	100	87	100	100	97	14	96	94	4	16	91	-
Worcester	91	69	92	92	78	23	87	85	-	2	74	4
York	100	69	98	98	52	23	94	94	6	-	55	-
South:												
Atlanta	96	64	97	96	38	21	79	76	15	3	56	2
Beaumont-Port Arthur	97	36	97	97	84	57	97	83	22	31	87	2
Birmingham	92	25	92	90	20	8	86	78	1	8	81	2
Charleston, W. Va.	100	32	99	99	87	10	97	97	1	61	92	-
Charlotte	90	53	79	79	22	14	54	46	10	-	31	9
Fort Worth	93	79	91	91	82	39	82	79	50	2	74	6
Greenville	82	42	80	80	2	7	49	48	1	2	23	6
Houston	91	50	87	87	47	47	65	51	15	3	69	7
Jackson	55	23	88	88	28	32	62	37	2	24	50	12
Jacksonville	76	60	90	87	62	38	43	33	9	9	55	4
Lubbock	90	63	89	89	68	60	26	17	10	-	43	5
Memphis	77	52	80	76	49	10	67	66	4	2	45	10
Miami	92	72	94	92	30	30	55	45	22	1	23	4
New Orleans	79	40	75	73	33	5	81	73	7	4	51	11
Richmond	83	24	76	70	49	10	78	59	2	33	64	8
Savannah	92	28	88	88	68	55	81	81	-	-	59	8
Washington	88	52	78	72	36	22	83	66	14	7	41	2
North Central:												
Akron	99	84	100	100	87	2	99	93	4	2	92	-
Canton	99	39	99	98	69	1	97	96	-	3	77	-
Chicago	98	61	92	93	57	18	95	88	2	9	63	1
Cincinnati	87	65	88	85	45	13	89	87	4	1	69	9
Dayton	96	81	97	97	78	5	94	94	(²)	-	78	3
Des Moines	95	79	96	96	72	12	86	70	9	15	73	3
Indianapolis	95	74	87	87	72	16	91	91	4	17	82	3
Kansas City	87	60	86	86	71	15	81	75	7	11	64	5
Milwaukee	97	59	100	98	81	5	93	92	1	1	79	-
Minneapolis-St. Paul	89	46	93	90	75	6	92	87	10	10	70	2
Muskegon-Muskegon Heights	100	80	98	98	92	34	98	83	9	15	80	-
Rockford	100	84	100	99	88	38	94	94	1	-	59	-
St. Louis	95	70	90	87	74	15	95	86	15	7	78	2
Sioux Falls	99	20	96	96	88	13	95	25	3	71	77	-
South Bend	99	93	99	97	83	28	96	95	1	-	87	1
West:												
Albuquerque	83	36	80	80	70	59	70	67	6	44	42	13
Denver	83	54	85	85	73	4	81	69	5	26	51	3
Los Angeles-Long Beach	98	87	99	99	87	48	68	33	41	8	69	-
Phoenix	92	85	96	96	70	31	71	70	15	2	67	3
Portland	90	75	91	91	83	8	88	82	1	12	53	3
San Bernardino-Riverside-Ontario	92	82	94	94	93	60	72	40	57	10	78	3
San Francisco-Oakland	95	68	98	98	93	31	44	27	12	11	69	-

¹ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately. Sick leave plans are limited to those which definitely established 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.

² Less than 0.5 percent.

Table B-28. Health, insurance, and pension plans—public utilities ¹

(Percent of office and plant workers in public utilities establishments with formal provisions other than legally required, by type of plan, late 1959 and early 1960)

Area	Insurance plans						Sickness and accident insurance and/or sick leave				Retirement pension plan	No health, insurance, or pension plan
	Life	Accidental death and dismemberment	Hospitalization	Surgical	Medical	Catastrophe	Total ²	Sickness and accident insurance	Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)		
Office workers												
Northeast:												
Albany-Schenectady-Troy	82	59	44	44	40	40	79	2	77	3	78	-
Allentown-Bethlehem-Easton	45	9	91	91	91	55	99	8	86	7	39	-
Boston ³	80	74	53	53	33	22	94	15	88	1	77	-
Newark and Jersey City	90	49	63	41	37	15	88	28	50	37	84	-
New Haven	99	58	45	44	41	38	98	5	97	-	71	-
New York City ³	81	57	71	73	56	44	82	31	73	5	73	-
Paterson-Clifton-Passaic	88	60	37	19	18	9	88	30	33	53	76	7
Philadelphia	54	33	58	54	54	47	67	21	60	4	50	(*)
Pittsburgh	68	32	70	63	59	53	68	22	64	-	64	-
Portland	61	53	58	58	57	10	99	9	95	-	58	-
Providence	97	84	63	63	12	10	89	32	89	-	85	-
Waterbury	100	37	79	79	79	62	100	67	45	-	81	-
Worcester	74	74	68	68	68	25	100	47	100	-	68	-
York	79	35	85	85	52	10	93	39	60	-	50	-
South:												
Atlanta	81	50	75	75	49	61	70	41	37	23	71	-
Beaumont-Port Arthur	93	28	85	85	67	71	73	2	71	-	71	1
Birmingham	78	32	74	74	57	46	66	9	34	28	69	-
Charleston, W. Va.	91	43	66	66	60	55	98	3	92	5	86	-
Charlotte	87	43	77	77	59	59	97	18	70	25	74	-
Fort Worth	76	56	73	73	64	38	49	14	38	29	66	-
Greenville	80	36	84	84	20	59	52	18	29	16	67	-
Houston	72	37	83	83	35	57	55	20	44	10	65	(*)
Jackson	88	88	52	52	29	27	87	28	21	47	81	2
Jacksonville ³	83	66	61	61	19	78	39	29	29	41	67	-
Lubbock	85	58	84	84	76	58	73	23	70	3	59	-
Memphis ³	77	44	81	81	61	54	73	48	35	17	62	(*)
Miami	59	52	55	55	33	15	94	32	73	17	87	(*)
New Orleans	82	37	81	81	68	55	56	14	29	18	60	1
Richmond ³	71	50	67	67	62	4	99	8	61	31	46	-
Savannah	39	20	82	82	71	79	84	59	67	16	28	1
Washington	77	45	65	63	41	47	84	25	82	(*)	74	-
North Central:												
Akron	93	63	67	67	52	24	68	41	29	22	79	1
Canton	55	15	86	86	83	17	55	20	42	13	53	-
Chicago ³	64	42	73	73	71	67	88	22	60	25	52	(*)
Cincinnati	81	73	37	37	26	18	83	14	11	63	76	-
Dayton	91	89	70	70	68	68	96	7	5	84	90	4
Des Moines	100	94	45	44	32	14	91	9	35	55	86	-
Indianapolis ³	74	62	58	58	46	49	94	36	34	37	64	2
Kansas City	75	59	74	74	63	52	92	48	47	38	61	2
Milwaukee	89	43	67	67	55	40	99	41	91	3	78	1
Minneapolis-St. Paul	66	33	79	79	67	52	92	13	86	3	51	-
Muskegon-Muskegon Heights	95	69	43	43	43	5	100	66	34	-	87	-
Rockford	95	95	57	57	55	15	92	47	5	40	73	-
St. Louis	58	37	72	72	67	61	93	16	63	26	50	2
Sioux Falls	85	69	39	39	39	27	100	32	47	43	74	-
South Bend	94	58	51	51	33	10	94	24	33	53	66	(*)
West:												
Albuquerque	83	69	52	52	52	20	83	20	67	-	79	(*)
Denver	73	66	72	72	69	55	89	28	81	5	61	2
Los Angeles-Long Beach ³	87	52	52	52	50	41	81	13	67	11	86	1
Portland	61	29	73	73	73	55	81	16	33	38	62	-
San Bernardino-Riverside-Ontario	81	64	86	86	86	53	100	32	69	24	81	-
San Francisco-Oakland ³	65	45	69	69	69	60	97	9	67	29	59	-

See footnotes at end of table.

Table B-28. Health, insurance, and pension plans—public utilities.¹—Continued

(Percent of office and plant workers in public utilities establishments with formal provisions other than legally required, by type of plan, late 1959 and early 1960)

Area	Insurance plans						Sickness and accident insurance and/or sick leave				Retirement pension plan	No health, insurance, or pension plan
	Life	Accidental death and dismemberment	Hospitalization	Surgical	Medical	Catastrophe	Total ^a	Sickness and accident insurance	Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)		
	Plant workers											
Northeast:												
Albany-Schenectady-Troy	70	51	57	57	57	49	64	9	18	37	70	-
Allentown-Bethlehem-Easton	76	37	76	76	76	24	76	33	21	24	76	-
Boston ³	83	68	57	57	33	19	84	27	30	37	78	-
Newark and Jersey City	80	42	80	62	48	22	78	43	24	31	77	-
New Haven	93	31	77	77	70	52	60	18	41	-	56	-
New York City ³	87	65	62	57	49	26	88	37	36	38	84	-
Paterson-Clifton-Passaic	92	51	78	59	55	18	88	56	22	31	92	-
Philadelphia	69	31	67	51	42	31	69	45	21	18	71	-
Pittsburgh	48	28	81	81	70	61	49	27	17	18	48	-
Portland	65	57	68	68	62	15	67	17	30	25	49	-
Providence	99	79	71	71	16	11	79	50	22	26	87	-
Waterbury	100	47	69	69	69	39	95	64	31	-	95	-
Worcester	90	90	67	67	67	23	90	57	19	33	90	-
York	85	34	71	71	49	8	94	43	50	-	91	-
South:												
Atlanta	76	51	72	72	45	48	69	37	6	37	68	1
Beaumont-Port Arthur	91	45	70	70	38	49	69	5	64	-	68	1
Birmingham	77	41	71	71	51	42	70	22	33	25	70	-
Charleston, W. Va.	87	40	77	77	62	59	90	16	51	25	82	-
Charlotte	89	66	76	76	32	27	87	33	32	31	83	-
Fort Worth	56	44	76	76	67	54	28	12	20	26	53	-
Greenville	72	48	67	67	28	41	66	14	26	33	66	-
Houston	60	40	72	72	43	43	50	11	24	20	58	7
Jackson	86	86	64	64	31	18	84	33	14	36	81	-
Jacksonville ³	50	37	64	64	64	29	47	17	4	32	53	-
Lubbock	79	65	61	61	50	50	57	13	52	5	73	6
Memphis ³	56	50	64	64	38	36	56	33	4	23	56	13
Miami	69	52	58	58	40	18	90	38	49	25	84	1
New Orleans	82	55	69	68	55	40	55	28	8	28	67	1
Richmond ³	64	52	77	77	66	8	64	25	17	23	55	-
Savannah	44	21	75	75	66	72	57	36	19	18	37	1
Washington	73	47	69	67	51	51	73	35	56	14	72	4
North Central:												
Akron	86	58	67	67	41	13	84	41	8	42	79	1
Canton	59	30	77	77	66	14	59	18	15	37	59	-
Chicago ³	74	51	76	76	69	49	79	42	33	22	66	-
Cincinnati	73	64	65	65	32	28	73	38	5	35	68	-
Dayton	92	84	57	57	40	40	92	25	-	67	86	-
Des Moines	100	81	63	55	38	15	91	19	42	37	86	-
Indianapolis ³	52	43	80	80	79	72	54	34	6	21	52	2
Kansas City	64	44	74	74	64	44	56	35	13	20	56	-
Milwaukee	80	39	81	81	75	37	95	39	38	36	79	-
Minneapolis-St. Paul	71	41	76	76	63	40	66	19	22	27	68	1
Muskegon-Muskegon Heights	93	63	67	67	60	7	100	54	46	-	79	-
Rockford	95	95	67	67	48	5	90	58	-	40	90	-
St. Louis	64	43	78	78	64	57	64	30	20	22	61	-
Sioux Falls	91	63	44	44	44	23	91	31	25	37	80	-
South Bend	96	73	38	38	14	4	96	24	62	10	89	-
West:												
Albuquerque	66	58	63	63	63	12	60	18	14	33	64	1
Denver	89	83	76	76	69	39	80	43	30	24	84	-
Los Angeles-Long Beach ³	81	58	56	56	52	33	67	14	51	9	80	-
Portland	52	26	81	81	81	43	70	38	14	30	71	-
San Bernardino-Riverside-Ontario ...	57	45	82	82	80	63	55	23	37	12	55	-
San Francisco-Oakland ³	82	60	64	64	64	52	85	20	45	39	86	-

¹ Transportation, communication, and other public utilities.² Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately. Sick leave plans are limited to those which definitely establish at least the minimum number of days' pay that can be expected by each employee. Informal sick leave allowances determined on an individual basis are excluded.³ 1 or more utilities are municipally operated and, therefore, excluded from the scope of the studies. See footnote 4 to the table in appendix A.⁴ Less than 0.5 percent.

Table B-29. Health, insurance, and pension plans—wholesale trade

(Percent of office and plant workers employed in wholesale trade establishments with formal provisions other than legally required, by type of plan, late 1959 and early 1960)

Area	Insurance plans						Sickness and accident insurance and/or sick leave				Retirement pension plan	No health, insurance, or pension plan
	Life	Accidental death and dismemberment	Hospitalization	Surgical	Medical	Catastrophe	Total ¹	Sickness and accident insurance	Sick leave (full pay and no waiting period)	Sick leave (partial pay no waiting period)		
	Office workers											
Northeast:												
Boston	98	40	81	82	58	25	65	43	54	-	65	2
Newark and Jersey City	92	77	89	84	60	31	88	50	66	2	77	-
New York City	91	47	71	68	50	36	85	36	75	-	77	1
Philadelphia	89	36	67	55	39	29	77	50	71	-	76	3
Pittsburgh	93	63	71	70	42	23	92	53	85	4	65	4
South:												
Atlanta	99	71	96	93	54	48	78	47	57	9	90	1
Houston	92	57	92	92	46	78	73	6	68	3	73	2
Washington	92	49	75	53	43	38	82	41	71	12	73	-
North Central:												
Chicago	91	65	86	84	64	42	82	45	62	2	76	1
Minneapolis-St. Paul	91	46	92	91	85	34	65	46	29	5	74	4
St. Louis	93	66	84	84	74	21	77	62	45	8	59	5
West:												
Los Angeles-Long Beach	97	61	97	92	72	38	75	25	57	5	66	(²)
San Francisco-Oakland	94	51	79	77	69	35	79	32	67	9	63	3
	Plant workers											
Northeast:												
Boston	94	42	72	74	59	28	73	50	39	9	60	6
Newark and Jersey City	89	62	77	68	39	11	66	42	35	8	61	-
New York City	98	58	91	87	49	14	84	52	60	-	80	1
Philadelphia	87	33	79	65	45	14	81	68	23	-	74	8
Pittsburgh	80	58	75	75	52	12	76	57	32	4	66	11
South:												
Atlanta	87	53	84	77	35	36	66	44	32	8	63	13
Houston	74	50	81	81	58	42	56	18	38	5	35	10
Washington	90	60	72	61	37	29	84	45	53	18	61	-
North Central:												
Chicago	91	57	90	89	61	24	71	55	26	3	61	3
Minneapolis-St. Paul	97	62	100	98	85	21	92	70	35	6	56	-
St. Louis	85	61	78	78	52	11	74	56	49	8	63	15
West:												
Los Angeles-Long Beach	90	68	89	89	79	20	69	29	30	34	68	-
San Francisco-Oakland	100	78	98	94	79	28	81	18	21	61	89	-

¹ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately. Sick leave plans are limited to those which definitely establish at least the minimum number of days' pay that can be expected by each employee. Informal sick leave allowances determined on an individual basis are excluded.

² Less than 0.5 percent.

Table B-30. Health, insurance, and pension plans—retail trade

(Percent of office and plant workers employed in retail trade establishments with formal provisions other than legally required, by type of plan, late 1959 and early 1960)

Area	Insurance plans						Sickness and accident insurance and/or sick leave				Retirement pension plan	No health, insurance, or pension plan
	Life	Accidental death and dismemberment	Hospitalization	Surgical	Medical	Catastrophe	Total ¹	Sickness and accident insurance	Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)		
	Office workers											
Northeast:												
Boston	92	56	69	65	43	21	91	68	44	26	81	(²)
Newark and Jersey City ³	87	27	80	74	48	27	93	52	60	6	71	2
New York City ³	92	33	84	81	61	14	90	50	42	13	72	1
Philadelphia ³	97	27	85	79	28	33	90	47	32	38	79	-
Pittsburgh	95	78	84	84	13	15	89	69	14	15	71	2
Providence	74	33	80	80	31	-	74	17	57	-	29	12
South:												
Atlanta	94	35	92	92	31	68	83	23	14	55	71	-
Houston	83	46	78	78	25	35	78	20	20	43	42	3
Miami	78	45	96	96	66	28	89	34	70	2	53	1
New Orleans	91	50	72	52	23	19	59	33	14	19	44	6
Washington ³	87	37	75	70	31	28	91	35	58	26	70	2
North Central:												
Chicago	90	42	91	86	26	62	93	35	9	56	75	(²)
Indianapolis	97	67	77	77	67	49	92	68	21	23	71	1
Minneapolis-St. Paul	89	44	75	67	35	60	90	60	31	12	66	5
West:												
Denver	77	52	60	60	22	36	85	54	33	18	59	4
Portland	74	63	77	77	47	54	73	41	22	16	54	1
San Francisco-Oakland	80	29	89	89	86	61	79	11	19	55	41	-
	Plant workers											
Northeast:												
Boston	88	49	61	57	37	4	92	70	28	10	72	3
Newark and Jersey City ³	84	34	86	80	53	16	86	51	44	8	69	2
New York City ³	92	41	94	90	71	5	83	64	28	7	76	2
Philadelphia ³	94	46	78	76	33	7	82	68	16	18	70	2
Pittsburgh	91	74	84	84	40	4	86	72	28	4	69	9
Providence	78	40	86	86	23	-	74	32	42	-	35	8
South:												
Atlanta	83	39	74	74	24	42	62	24	13	31	53	9
Houston	84	49	77	77	23	26	60	25	12	28	30	8
Miami	77	42	92	92	63	20	69	46	31	3	39	3
New Orleans	70	37	50	35	13	4	35	29	4	10	37	24
Washington ³	88	45	82	77	27	19	86	48	33	26	63	5
North Central:												
Chicago	79	36	85	76	44	31	81	49	3	38	50	2
Indianapolis	88	62	68	68	55	21	79	55	13	21	55	6
Minneapolis-St. Paul	82	45	71	69	50	30	89	65	19	6	54	6
West:												
Denver	71	53	58	58	44	37	77	33	13	36	32	6
Portland	54	43	90	90	71	56	74	61	4	15	44	5
San Francisco-Oakland	89	24	95	95	94	45	89	13	12	71	51	-

¹ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately. Sick leave plans are limited to those which definitely establish at least the minimum number of days' pay that can be expected by each employee. Informal sick leave allowances determined on an individual basis are excluded.

² Less than 0.5 percent.

³ Excludes limited-price variety stores.

Table B-31. Health, insurance, and pension plans—finance ¹

(Percent of office workers employed in finance establishments with formal provisions other than legally required, by type of plan, late 1959 and early 1960)

Area	Insurance plans						Sickness and accident insurance and/or sick leave				Retirement pension plan	No health, insurance, or pension plan
	Life	Accidental death and dismemberment	Hospitalization	Surgical	Medical	Catastrophe	Total ²	Sickness and accident insurance	Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)		
	Office workers											
Northeast:												
Boston -----	97	46	92	92	60	76	57	21	57	-	89	(³)
Newark and Jersey City -----	96	61	98	95	73	66	92	25	85	-	97	-
New York City -----	96	40	88	83	59	63	81	25	77	-	88	-
Philadelphia -----	99	25	62	59	41	51	63	8	57	-	96	-
Pittsburgh -----	100	46	44	42	21	37	81	12	81	-	90	-
South:												
Atlanta -----	99	56	89	89	41	82	55	14	53	2	90	-
Washington -----	93	44	64	64	51	55	74	29	59	-	76	-
North Central:												
Chicago -----	99	48	86	88	72	59	67	35	56	2	84	(³)
Minneapolis-St. Paul -----	97	48	89	89	89	70	55	12	46	-	99	-
St. Louis -----	99	28	41	50	48	46	55	27	43	7	80	(³)
West:												
Los Angeles-Long Beach -----	97	30	97	97	89	65	69	24	56	8	89	-
San Francisco-Oakland -----	100	41	89	89	69	77	76	39	62	3	96	-

¹ Finance, insurance, and real estate.² Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately. Sick leave plans are limited to those which definitely establish at least the minimum number of days' pay that can be expected by each employee. Informal sick leave allowances determined on an individual basis are excluded.³ Less than 0.5 percent.

Table B-32. Health, insurance, and pension plans—services

(Percent of office and plant workers employed in services establishments with formal provisions other than legally required, by type of plan, late 1959 and early 1960)

Area	Insurance plans						Sickness and accident insurance and/or sick leave				Retirement pension plan	No health, insurance, or pension plan	
	Life	Accidental death and dismemberment	Hospitalization	Surgical	Medical	Catastrophe	Total ¹	Sickness and accident insurance	Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)			
Office workers													
	Northeast:												
	Boston	65	33	48	45	36	27	90	32	74	-	56	2
	New York City	87	34	54	52	37	28	87	25	79	(²)	50	(²)
	Philadelphia	79	33	52	31	18	14	65	33	56	2	40	6
	South:												
	Washington	90	53	69	69	45	44	84	28	78	-	68	(²)
	North Central:												
	Chicago	74	39	72	63	49	27	59	30	39	6	57	8
	West:												
	Los Angeles-Long Beach ³	96	72	96	96	84	53	53	34	48	-	74	2
	Plant workers												
		Northeast:											
Boston		88	71	72	53	38	12	83	66	25	5	30	8
New York City		89	54	82	79	56	5	78	64	21	5	72	5
Philadelphia		99	76	71	52	59	1	60	56	10	8	9	-
South:													
Washington		79	57	78	78	39	34	83	66	46	2	38	15
North Central:													
Chicago		82	28	90	88	80	9	76	72	13	1	20	9
West:													
Los Angeles-Long Beach ³		78	53	83	83	80	10	14	6	9	5	40	17

¹ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately. Sick leave plans are limited to those which definitely establish at least the minimum number of days' pay that can be expected by each employee. Informal sick leave allowances determined on an individual basis are excluded.² Less than 0.5 percent.³ Excludes motion-picture production and allied services; data for these industries are included, however, in "all industries."

Appendix A: Scope and Method of Survey

Occupational pay data for each area are collected annually. In Boston, Chicago, Los Angeles—Long Beach, New York City, Philadelphia, and San Francisco—Oakland, the data are collected by personal visits of Bureau field representatives each year except for some of the smaller establishments. In these establishments, data are obtained by mail in alternate years if the last survey indicated employment in relatively few of the occupations studied. Occupational pay data in the other 54 areas are collected by personal visits of Bureau field representatives to all establishments in the sample at 2-year intervals and by a combination of personal visits and mail, primarily the latter, in the intervening years.

Supplementary wage practices are covered only in the surveys conducted through field representative visits. Of the 60 areas covered in this report, 54 involved this type of survey. In the other six areas—Baltimore, Buffalo, Cleveland, Dallas, Detroit, and Seattle—data were obtained chiefly by mail questionnaire, from the establishments visited by field representatives in the regular full-scale survey made in the winter of 1958–59. Personal visits were made to non-respondents and to those respondents reporting unusual changes since the previous survey. Full-scale employment and earnings information (A tables) were obtained, but no data were requested for current establishment practices or supplementary wage provisions.

Industry and Establishment Coverage

Area survey data were obtained from representative establishments within six broad industry divisions: (1) Manufacturing; (2) transportation, communication, and other public utilities; (3) wholesale trade; (4) retail trade; (5) finance, insurance, and real estate; and (6) selected services. Excluded from the scope of the studies were government institutions¹³ and the construction and extractive industries.

The scope of the studies was further limited within each of the six major industry groupings to establishments which employed more than a specified minimum number of workers, as indicated in the following table. Smaller establishments were omitted because they furnished insufficient employment in the occupations studied to warrant inclusion.

¹³ See footnote 4 to the table, p.133, for areas in which public utilities were municipally operated and have been excluded.

Sampling and Estimating Procedures

During the fiscal year ending June 30, 1960, the number of areas studied as part of the labor market wage survey program was increased from 20 to 60, with an increase to 80 areas planned for the fiscal year ending June 30, 1961. The increase to 60 and later to 80 areas is part of a sample design which will, when the areas are appropriately weighted, permit the preparation of estimates for the composites of all 188 Standard Metropolitan Statistical Areas in the United States, excluding Alaska and Hawaii, as established by the Bureau of the Budget through 1959. Such estimates are not a part of this bulletin, but will be released in forthcoming publications.

The present sampling plan can be described as a two-stage design consisting of an area sample and an establishment sample. The area sample is designed to allow presentation of data for all metropolitan areas and the establishment sample is designed to allow presentation of data for each particular area.

The area sample of 60 areas was based upon the selection of 1 area from a stratum of similar areas. The criteria of stratification were region and type of industrial activity. Each area had a chance of selection roughly proportionate to its total nonagricultural employment. Each of the 26 largest areas formed a stratum by itself, and was certain of inclusion in the sample. Each of these areas represented only itself, but each of the 34 other areas represented itself and similar units.

The establishment sample is stratified as precisely as available information permits. Each geographic-industry unit for which a separate analysis is to be presented is sampled independently. Within these broad groupings, a finer stratification by product and size of establishment is made. Each sampled stratum will be represented in the sample by a number of establishments proportionate to its share of the total employment. The size of the sample in a particular survey depends on the size of the universe, the diversity of occupations and their distribution, the relative dispersion of earnings among establishments, the distribution of the establishment by size, and the degree of accuracy required.

Nearly 9,300 establishments were included in the Bureau's sample of more than 38,500 establishments within the scope of the studies in the 60 areas. To obtain appropriate accuracy at minimum cost, a greater proportion of large than of small establishments was

studied; however, all establishments were given their appropriate weight. Estimates are presented, therefore, as relating to all establishments in the industry grouping and area, but not to those below the minimum size studied; an exception, however, is the tabulation of minimum entrance rates, which relates solely to provisions in the establishments actually visited.

Occupational Earnings

Workers were classified by occupation on the basis of uniform job descriptions designed to take account of minor interestablishment variation in duties within the same job; these job descriptions are listed in appendix B.

Average earnings are presented in the A tables, beginning on page 20. Data are shown for full-time workers; i.e., those hired to work a full-time schedule for the given occupational classification. Earnings data exclude premium pay for overtime and nightwork, and for work on weekends and holidays. Nonproduction bonuses are excluded also, but cost-of-living bonuses and incentive earnings are included. Average weekly earnings for office clerical, professional, and technical occupations relate to the standard salaries that were paid for standard work schedules; i.e., to the straight-time salary corresponding to the workers' normal weekly work schedule excluding all overtime hours. Weekly earnings were rounded to the nearest half dollar.

Establishment Practices and Supplementary Wage Provisions

Information is presented (in the B tables) on selected establishment practices and supplementary benefits as they relate to office and plant workers in 54 areas. The term "office workers," as used in these studies, includes working supervisors and nonsupervisory workers performing clerical 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 were excluded. Cafeteria workers and routemen were excluded in manufacturing industries but were included as plant workers in nonmanufacturing industries.

Minimum Entrance Rates.—Tables B-1 and B-2 relate only to the establishments in each area sample. They are presented on an establishment rather than on an employment basis. The detailed tables in the individual area bulletins also present data for nonmanufacturing industries as a group; the entrance rates are also presented in terms of the most common workweeks for which they were recorded.

Shift-Differential Data.—Tables B-10 and B-11 are limited to manufacturing industries. This information is presented both in terms of (a) establishment policy ¹⁴ 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.

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. Because of rounding, sums of individual items in these tabulations may not equal totals.

The paid holidays tables present the number of whole and half holidays actually provided. Table B-12a (all industries) 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 was granted at the discretion of the employer. In the tabulations of vacation allowances by weeks of pay and years of service, 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. The pay amounts and service periods for which data are presented are typical but 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. Furthermore, estimates are cumulative. Thus, the proportion receiving 3 or more weeks' pay after 5 years includes those who receive 3 or more weeks' pay after fewer years of service. Data for intermediate service periods were not tabulated. Data on employer practice in computing vacation payments, such as time payments, percent of annual earnings, or flat-sum amounts, are available in the individual area bulletins.

Data are presented for all health, insurance, and pension plans for which at least a part of the cost was borne by the employer, excepting only legal requirements such as workmen's compensation,

¹⁴ 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.

railroad retirement, and social security (tables B-26 to B-32). Such plans included 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 were included as a form of life insurance.

Sickness and accident insurance data are limited to that type of insurance under which predetermined cash payments were 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. In New York City and New Jersey, however, which have enacted temporary disability insurance laws which require employer contributions,¹⁵ plans were included only if the employer (1) contributed more than was legally required, or (2) provided the employee with benefits which exceed the requirements of the law. Tabulations of paid sick leave plans are limited to formal plans which provided full pay or a proportion of the worker's pay during absence

¹⁵ The temporary disability laws in California and Rhode Island did not require employer contributions.

from work because of illness. Separate tabulations are provided according to (1) plans which provided full pay and no waiting period, and (2) plans providing either partial pay or a waiting period. Sick leave plans include only those which definitely established at least the minimum number of days' pay that could be expected by each employee. Informal sick leave allowances determined on an individual basis were excluded. 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 received either or both types of benefit.

Catastrophe insurance, sometimes referred to as extended medical insurance, includes those plans which were 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 might be underwritten by commercial insurance companies or nonprofit organizations or they might be self-insured. Tabulations of retirement plans are limited to those plans that provided monthly payments for the remainder of the worker's life.

Minimum-size establishment and estimated number of workers within scope of survey, by industry division, for 60 labor markets studied by the Bureau of Labor Statistics, July 1959-June 1960

(In thousands)

Labor markets ¹	Payroll period	Minimum size establishment	(in thousands) Number of workers in establishments within scope of studies ²																							
			All industries			Manufacturing			Nonmanufacturing ³			Public utilities ⁴			Wholesale trade			Retail trade ⁵			Finance ⁶		Services ⁷			
			Total	Office	Plant	Total	Office	Plant	Total	Office	Plant	Total	Office	Plant	Total	Office	Plant	Total	Office	Plant	Total	Office	Total	Office	Plant	
Northeast:																										
Albany-Schenectady-Troy, N. Y.	Mar. 1960	51	97.5	16.8	59.8	60.2	8.5	40.6	37.3	8.3	19.2	12.0	2.1	6.2	3.3	(⁸)	(⁸)	12.0	(⁸)	(⁸)	4.7	(⁸)	5.3	(⁸)	(⁸)	
Allentown-Bethlehem-Easton, Pa.-N. J.	Mar. 1960	51	104.0	13.9	76.3	84.4	9.2	65.0	19.6	4.7	11.3	8.0	2.1	3.9	1.3	(⁸)	(⁸)	6.6	(⁸)	(⁸)	2.0	(⁸)	1.7	(⁸)	(⁸)	
Boston, Mass.	Oct. 1959	(⁹)	419.0	90.6	253.1	214.5	28.8	152.0	204.5	61.8	101.1	38.3	7.6	22.7	22.1	7.3	8.0	61.3	6.4	49.6	48.8	33.1	34.0	7.4	18.4	
Buffalo, N. Y. ¹⁰	Oct. 1959	51	231.4	-	-	162.7	-	-	68.7	-	-	17.7	-	-	7.3	-	-	28.5	-	-	8.3	-	6.9	-	-	
Lawrence-Haverhill, Mass.-N. H.	June 1960	51	41.5	4.5	32.1	37.2	3.5	29.6	4.3	1.0	2.5	1.0	(⁸)	(⁸)	.3	(⁸)	(⁸)	1.7	(⁸)	(⁸)	.9	(⁸)	.4	(⁸)	(⁸)	
Newark and Jersey City, N. J.	Feb. 1960	(⁷)	415.8	75.0	262.7	260.5	33.8	185.2	155.3	41.2	77.5	49.3	9.2	29.3	20.1	4.7	8.8	25.7	2.6	20.3	29.2	20.5	31.0	(⁸)	(⁸)	
New Haven, Conn.	Feb. 1960	51	60.5	11.0	39.7	38.7	4.5	28.8	21.8	6.5	10.9	10.4	3.2	4.5	2.0	(⁸)	(⁸)	5.0	(⁸)	(⁸)	3.0	(⁸)	1.4	(⁸)	(⁸)	
New York, N. Y.	Apr. 1960	(⁹)	1,406.1	422.1	631.2	450.5	90.8	269.2	955.6	331.3	362.0	226.6	49.3	102.0	117.4	47.1	31.4	162.7	24.1	118.3	257.4	168.4	191.5	42.4	92.3	
Paterson-Clifton-Passaic, N. J.	May 1960	51	165.9	23.7	117.6	123.2	14.1	90.0	42.7	9.6	27.6	14.5	2.5	9.5	5.4	(⁸)	(⁸)	14.2	(⁸)	(⁸)	3.2	(⁸)	5.4	(⁸)	(⁸)	
Philadelphia, Pa.	Nov. 1959	(⁹)	566.6	110.4	343.8	312.0	41.5	213.6	254.6	68.9	130.2	77.5	15.2	44.8	34.2	10.3	13.6	69.0	9.4	52.5	44.8	27.9	29.1	6.1	16.8	
Pittsburgh, Pa.	Dec. 1959	(⁹)	432.3	65.6	303.3	294.0	34.6	223.5	138.3	31.0	79.8	54.1	8.4	36.1	16.1	5.3	5.9	32.2	3.0	26.0	17.4	11.2	18.5	(⁸)	(⁸)	
Portland, Maine	Nov. 1959	51	21.1	3.3	13.7	10.1	.8	7.3	11.0	2.5	6.4	3.8	.7	2.2	1.7	(⁸)	(⁸)	3.3	(⁸)	(⁸)	1.4	(⁸)	.8	(⁸)	(⁸)	
Providence, R. I.	Mar. 1960	51	146.8	20.0	109.3	113.9	11.4	90.4	32.9	8.6	18.9	8.6	1.5	5.6	2.6	(⁸)	(⁸)	12.6	1.1	10.0	6.6	(⁸)	2.5	(⁸)	(⁸)	
Mass.	Mar. 1960	51	41.3	5.2	30.0	35.8	4.3	26.7	5.5	.9	3.3	2.0	.3	1.3	.2	(⁸)	(⁸)	2.0	(⁸)	(⁸)	1.0	(⁸)	.3	(⁸)	(⁸)	
Waterbury, Conn.	Mar. 1960	51	60.2	9.8	43.2	46.5	6.0	35.6	13.7	3.8	7.6	3.1	.5	2.2	.9	(⁸)	(⁸)	5.6	(⁸)	(⁸)	3.6	(⁸)	.5	(⁸)	(⁸)	
Worcester, Mass.	June 1960	51	45.1	6.0	32.9	37.0	4.5	28.2	8.1	1.5	4.7	3.3	.5	1.8	.6	(⁸)	(⁸)	2.7	(⁸)	(⁸)	.7	(⁸)	.8	(⁸)	(⁸)	
York, Pa.	Feb. 1960	51																								
South:																										
Atlanta, Ga.	June 1960	51	170.8	34.2	106.1	70.2	7.2	51.9	100.6	27.0	54.2	31.3	6.0	17.4	17.6	5.5	8.1	29.1	3.8	22.1	13.9	9.8	8.7	(⁸)	(⁸)	
Baltimore, Md. ¹⁰	Sept. 1959	(⁹)	265.1	-	-	169.6	-	-	95.5	-	-	20.9	-	-	10.4	-	-	34.8	-	-	18.0	-	11.4	-	-	
Beaumont-Port Arthur, Tex.	May 1960	51	41.7	4.4	30.5	28.1	2.2	22.2	13.6	2.2	8.3	6.0	1.0	2.7	1.0	(⁸)	(⁸)	4.0	(⁸)	(⁸)	.7	(⁸)	1.9	(⁸)	(⁸)	
Birmingham, Ala.	Mar. 1960	51	99.7	15.0	67.7	58.4	6.1	43.8	41.3	8.9	23.9	12.4	2.3	6.8	6.9	(⁸)	(⁸)	11.9	(⁸)	(⁸)	6.1	(⁸)	4.0	(⁸)	(⁸)	
Charleston, W. Va.	Apr. 1960	51	36.3	6.0	23.7	21.6	3.0	14.8	14.7	3.0	8.9	6.5	1.6	3.0	1.3	(⁸)	(⁸)	5.3	(⁸)	(⁸)	.7	(⁸)	.9	(⁸)	(⁸)	
Charlotte, N. C.	Apr. 1960	51	46.6	8.2	30.7	21.3	1.6	16.6	25.3	6.6	14.1	8.0	2.0	3.9	4.8	(⁸)	(⁸)	7.4	(⁸)	(⁸)	3.0	(⁸)	2.1	(⁸)	(⁸)	
Dallas, Tex. ¹⁰	Oct. 1959	51	162.1	-	-	69.6	-	-	92.5	-	-	24.3	-	-	12.2	-	-	29.0	-	-	18.1	-	8.9	-	-	
Fort Worth, Tex.	Nov. 1959	51	84.7	15.7	50.8	46.0	6.8	28.6	38.7	8.9	22.2	12.6	2.2	6.9	5.2	(⁸)	(⁸)	14.2	(⁸)	(⁸)	3.6	(⁸)	3.1	(⁸)	(⁸)	
Greenville, S. C.	May 1960	51	36.4	2.6	30.3	29.3	1.4	25.7	7.1	1.2	4.6	1.8	.2	1.2	.3	(⁸)	(⁸)	2.9	(⁸)	(⁸)	1.0	(⁸)	1.1	(⁸)	(⁸)	
Houston, Tex.	June 1960	51	178.1	33.1	111.8	74.9	8.8	51.5	103.2	24.3	60.3	31.1	8.0	16.6	18.3	6.4	8.6	32.8	2.7	25.8	10.3	(⁸)	10.7	(⁸)	(⁸)	
Jackson, Miss.	Feb. 1960	51	19.1	3.5	12.3	8.0	.7	6.2	11.1	2.8	6.1	3.5	.8	1.5	1.2	(⁸)	(⁸)	3.1	(⁸)	(⁸)	1.7	(⁸)	1.7	(⁸)	(⁸)	
Jacksonville, Fla.	Dec. 1959	51	53.8	11.2	33.4	16.1	1.1	13.1	37.7	10.1	20.3	9.5	1.5	5.0	4.3	(⁸)	(⁸)	12.5	(⁸)	(⁸)	7.4	(⁸)	4.0	(⁸)	(⁸)	
Lubbock, Tex.	June 1960	51	9.3	1.5	6.0	2.4	.2	1.6	6.9	1.3	4.4	2.2	.5	1.1	.5	(⁸)	(⁸)	3.1	(⁸)	(⁸)	.5	(⁸)	.6	(⁸)	(⁸)	
Memphis, Tenn.	Jan. 1960	51	85.6	11.9	60.1	37.5	3.2	29.1	48.1	8.7	31.0	11.4	1.3	7.4	8.2	(⁸)	(⁸)	17.6	(⁸)	(⁸)	4.6	(⁸)	6.3	(⁸)	(⁸)	
Miami, Fla.	Dec. 1959	51	111.5	19.2	76.0	22.9	2.2	17.5	88.6	17.0	58.5	28.7	5.8	16.9	4.0	(⁸)	(⁸)	31.3	3.1	24.8	8.0	(⁸)	16.6	(⁸)	(⁸)	
New Orleans, La.	Feb. 1960	51	122.0	18.6	76.5	38.5	3.1	29.8	83.5	15.5	46.7	27.6	4.2	10.7	12.5	(⁸)	(⁸)	26.2	2.6	21.1	8.2	(⁸)	8.9	(⁸)	(⁸)	
Richmond, Va.	Feb. 1960	51	73.8	13.9	45.7	34.8	2.7	26.2	39.0	11.2	19.5	11.6	3.4	5.3	5.2	(⁸)	(⁸)	12.1	(⁸)	(⁸)	6.9	(⁸)	3.2	(⁸)	(⁸)	
Savannah, Ga.	June 1960	51	21.2	2.8	15.6	12.9	1.1	10.5	8.3	1.7	5.1	3.8	.8	2.0	.4	(⁸)	(⁸)	2.3	(⁸)	(⁸)	.7	(⁸)	1.1	(⁸)	(⁸)	
Washington, D. C.																										
Md.-Va.	Dec. 1959	51	177.2	34.1	110.3	23.2	3.4	14.7	154.0	30.7	95.6	37.4	6.7	24.1	9.1	1.9	4.8	54.6	4.6	45.1	16.0	9.5	36.9	8.0	19.2	

¹ Standard Metropolitan Statistical Areas, with the following exceptions: Newark and Jersey City Area (Essex, Hudson, Morris, and Union Counties); New York City Area (Bronx, New York, Kings, Queens, and Richmond Counties); Philadelphia Area (Philadelphia and Delaware Counties, Pa., and Camden County, N. J.); and Chicago Area (Cook County).

² Totals include executive, professional, and other workers excluded from the separate office and plant categories. The estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the surveys. They are not intended, however, to serve as a basis of comparison with other area employment indexes to measure employment trends or levels since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the studies.

³ Includes data for 5 broad nonmanufacturing industry groups shown separately.

Minimum-size establishment and estimated number of workers within scope of survey, by industry division, for 60 labor markets studied by the Bureau of Labor Statistics, July 1959-June 1960—Continued

(In thousands)																										
Labor markets ¹	Payroll period	Mini- mum size estab- lish- ment	Number of workers in establishments within scope of studies ²																							
			All industries			Manufacturing			Nonmanufacturing ³			Public utilities ⁴			Wholesale trade			Retail trade ⁵			Finance ⁶		Services ⁷			
			Total	Office	Plant	Total	Office	Plant	Total	Office	Plant	Total	Office	Plant	Total	Office	Plant	Total	Office	Plant	Total	Office	Total	Office	Plant	
North Central:																										
Akron, Ohio	June 1960	51	104.3	21.1	66.3	77.8	15.3	51.9	26.5	5.8	14.4	10.0	2.2	3.9	2.7	(8)	(8)	10.4	(8)	(8)	1.8	(8)	(8)	1.6	(8)	(8)
Canton, Ohio	Dec. 1959	51	65.4	7.3	49.7	51.9	5.4	40.7	13.5	1.9	9.0	4.8	.7	2.9	1.5	(8)	(8)	5.5	(8)	(8)	1.1	(8)	(8)	.6	(8)	(8)
Chicago, Ill.	Apr. 1960	(9)	1,103.8	248.4	652.3	593.1	92.5	416.3	510.7	155.9	236.0	136.9	34.6	65.7	81.4	28.3	32.2	131.5	25.6	91.1	83.0	52.7	77.9	14.7	39.7	
Cincinnati, Ohio-Ky.	Feb. 1960	51	205.5	35.0	133.5	139.2	20.1	95.2	66.3	14.9	38.3	26.0	4.1	15.5	7.8	(8)	(8)	13.4	(8)	(8)	9.9	(8)	(8)	9.2	(8)	(8)
Cleveland, Ohio ¹⁰	Sept. 1959	(9)	337.0	-	-	242.9	-	-	94.1	-	-	28.4	-	-	17.7	-	-	19.9	-	-	15.8	-	-	12.3	-	-
Dayton, Ohio	Dec. 1959	51	121.8	16.6	88.5	92.2	10.8	69.5	29.6	5.8	19.0	6.9	1.6	4.3	2.7	(8)	(8)	14.5	(8)	(8)	2.1	(8)	(8)	3.4	(8)	(8)
Des Moines, Iowa	Feb. 1960	51	43.3	10.0	22.5	18.4	1.9	12.9	8.1	9.6	6.3	1.2	2.9	3.3	(8)	(8)	5.4	(8)	(8)	7.3	(8)	(8)	2.6	(8)	(8)	
Detroit, Mich. ¹⁰	Jan. 1960	(9)	634.4	-	-	447.5	-	-	186.9	-	-	47.2	-	-	23.5	-	-	58.9	-	-	28.8	-	-	28.5	-	-
Indianapolis, Ind.	Jan. 1960	51	165.6	27.5	107.0	96.1	10.8	67.1	69.5	16.7	39.9	18.8	3.2	10.8	9.5	(8)	(8)	23.8	2.7	18.5	10.5	(8)	(8)	6.9	(8)	(8)
Kansas City, Mo.-	Jan. 1960	51	201.7	35.6	126.4	92.7	10.0	66.3	109.0	25.6	60.1	33.3	5.8	17.0	16.9	(8)	(8)	39.2	(8)	(8)	10.9	(8)	(8)	8.7	(8)	(8)
Milwaukee, Wis.	Apr. 1960	51	260.4	43.8	177.6	182.8	24.8	134.1	77.6	19.0	43.5	21.9	4.2	12.4	9.6	(8)	(8)	27.8	(8)	(8)	10.1	(8)	(8)	8.2	(8)	(8)
Minneapolis-St. Paul, Minn.	Jan. 1960	51	257.9	54.9	147.5	120.0	17.4	77.1	137.9	37.5	70.4	43.4	8.6	23.3	20.5	7.0	7.7	40.8	5.3	30.6	20.8	15.2	12.4	(8)	(8)	
Muskegon-Muskegon Heights, Mich.	May 1960	51	28.6	3.1	21.5	24.2	2.1	19.1	4.4	1.0	2.4	2.1	.5	.9	.3	(8)	(8)	1.4	(8)	(8)	.4	(8)	(8)	.2	(8)	(8)
Rockford, Ill.	Apr. 1960	51	43.4	5.9	31.4	36.2	4.2	26.8	7.2	1.7	4.6	1.8	.4	1.2	.8	(8)	(8)	3.3	(8)	(8)	.8	(8)	(8)	.5	(8)	(8)
St. Louis, Mo.-Ill.	Oct. 1959	(9)	327.9	55.0	211.4	208.6	25.3	150.7	119.3	29.7	60.7	50.6	10.2	27.5	19.4	5.2	8.6	17.4	(8)	(8)	17.2	9.9	14.7	(8)	(8)	(8)
Sioux Falls, S. Dak.	Feb. 1960	51	8.7	1.1	5.9	4.7	.4	3.7	4.0	.7	2.2	1.8	.3	.8	.4	(8)	(8)	1.3	(8)	(8)	.3	(8)	(8)	.2	(8)	(8)
South Bend, Ind.	Apr. 1960	51	48.7	7.9	31.8	38.0	5.5	26.3	10.7	2.4	5.5	3.4	.5	1.7	1.0	(8)	(8)	3.4	(8)	(8)	1.8	(8)	(8)	1.1	(8)	(8)
West:																										
Albuquerque, N. Mex.	May 1960	51	24.8	5.3	15.1	5.1	.8	3.4	19.7	4.5	11.7	5.1	.9	2.8	.8	(8)	(8)	3.7	(8)	(8)	1.5	(8)	(8)	8.6	(8)	(8)
Denver, Colo.	Dec. 1959	51	125.6	26.7	71.9	48.0	6.9	30.4	77.6	19.8	41.5	25.4	5.6	11.7	10.0	(8)	(8)	25.2	2.5	19.7	9.4	(8)	(8)	7.6	(8)	(8)
Los Angeles-Long Beach, Calif.	Apr. 1960	(9)	984.7	200.6	577.0	554.1	80.3	361.0	430.6	120.3	216.0	106.7	20.5	61.7	60.5	17.6	25.3	94.0	(8)	(8)	80.1	55.9	1169.9	115.0	1133.2	
Phoenix, Ariz.	Apr. 1960	51	55.4	9.7	34.5	24.7	2.8	15.5	30.7	6.9	19.0	8.0	(8)	(8)	2.2	(8)	(8)	11.8	(8)	(8)	4.5	(8)	(8)	4.2	(8)	(8)
Portland, Oreg.-	May 1960	51	107.3	19.5	70.3	52.0	4.8	39.6	55.3	14.7	30.7	20.0	4.3	10.7	8.3	(8)	(8)	15.8	1.7	12.5	7.4	(8)	(8)	3.8	(8)	(8)
San Bernardino-Riverside-Ontario, Calif.	Nov. 1959	51	58.7	7.8	40.8	27.7	2.4	21.5	31.0	5.4	19.3	14.1	1.5	8.1	2.6	(8)	(8)	7.9	(8)	(8)	3.4	(8)	(8)	3.0	(8)	(8)
San Francisco-Oakland, Calif.	Jan. 1960	(9)	366.2	99.0	188.3	142.8	25.3	92.1	223.4	73.7	96.2	74.8	17.5	32.1	31.5	10.0	13.0	47.2	5.9	35.8	45.0	35.7	24.9	(8)	(8)	
Seattle, Wash. ¹⁰	Aug. 1959	51	166.3	-	-	99.2	-	-	67.1	-	-	17.2	-	-	9.0	-	-	23.2	-	-	10.3	-	-	7.4	-	-

⁴ Transportation, communication, and other public utilities. Data are not comparable with prior surveys due to the inclusion of railroads in all but 4 of the areas. Taxicabs and services incidental to water transportation are also excluded, as are municipally operated establishments. All or major local transit operations in Boston, Chicago, Cleveland, Detroit, Los Angeles-Long Beach, New York City, San Francisco-Oakland, and Seattle were municipally operated as were electric utility operations in Jacksonville, Los Angeles-Long Beach, and Seattle, and electric and gas operations in Memphis; and gas operations in Indianapolis and Richmond.

⁵ Estimates for Newark and Jersey City, New York City, Philadelphia, and Washington exclude limited-price variety stores; those for Cincinnati, Cleveland, and Los Angeles-Long Beach, department stores; for Detroit, 2 large department stores; and for St. Louis, department and limited-price variety stores. In each instance, however, the remainder of retail trade is appropriately represented in the A- and B-table estimates for all industries combined, and where presented, for nonmanufacturing.

⁶ Finance, insurance, and real estate. Data for nonoffice (plant) workers in finance and insurance establishments are excluded from the total, as well as from the estimates for "all industries" and "nonmanufacturing"; data for plant workers in real estate, however, are included.

⁷ Hotels; personal services; business services; auto 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" although coverage was insufficient to justify separate presentation of data.

⁹ Minimum-size establishment (in terms of employment) was 51 workers in the wholesale trade, finance, and services industry groups; and 101 in the manufacturing, public utilities, and retail trade groups.

¹⁰ Survey limited to occupational earnings; separate office and plant employment totals were not compiled. Dashes indicate, however, that coverage was sufficient to justify separate presentation of data in the series A tables.

¹¹ Excludes data for motion-picture production and allied services; data for these industries are included, however, in "all industries" and "nonmanufacturing."

NOTE: 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 surveys made prior to July 1958 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.

Appendix B: Occupational Descriptions

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

OFFICE

BILLER, MACHINE

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

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

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

BOOKKEEPING-MACHINE OPERATOR

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

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

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

CLERK, ACCOUNTING

Class A—Under general direction of a bookkeeper or accountant, has responsibility for keeping one or more sections of a complete set of books or records relating to one phase of an establishment's business transactions. Work involves posting and balancing subsidiary ledger or ledgers such as accounts receivable or accounts

CLERK, ACCOUNTING—Continued

payable; examining and coding invoices or vouchers with proper accounting distribution; requires judgment and experience in making proper assignments and allocations. May assist in preparing, adjusting and closing journal entries; may direct class B accounting clerks.

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

CLERK, FILE

Class A—In an established filing system containing a number of varied subject matter files, classifies and indexes correspondence or other material; may also file this material. May keep records of various types in conjunction with files or may supervise others in filing and locating material in the files. May perform incidental clerical duties.

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

CLERK, ORDER

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

CLERK, PAYROLL

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

COMPTOMETER OPERATOR

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

DUPLICATING-MACHINE OPERATOR (MIMEOGRAPH OR DITTO)

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

KEYPUNCH OPERATOR

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

OFFICE BOY OR GIRL

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

SECRETARY

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

STENOGRAPHER, GENERAL

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

STENOGRAPHER, TECHNICAL

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

SWITCHBOARD OPERATOR

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

SWITCHBOARD OPERATOR-RECEPTIONIST

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

TABULATING-MACHINE OPERATOR

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

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

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

TRANSCRIBING-MACHINE OPERATOR, GENERAL

Primary duty is to transcribe dictation involving a normal routine vocabulary from transcribing-machine records. May also type from written copy and do simple clerical work. Workers transcribing dictation involving a varied technical or specialized vocabulary such as legal briefs or reports on scientific research are not included. A worker who takes dictation in shorthand or by Stenotype or similar machine is classified as a stenographer, general.

TYPIST

Uses a typewriter to make copies of various material or to make out bills after calculations have been made by another person. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Class A—Performs one or more of the following: Typing material in final form when it involves combining material from several sources or responsibility for correct spelling, syllabication, punc-

TYPIST—Continued

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

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

PROFESSIONAL AND TECHNICAL**DRAFTSMAN, JUNIOR**

(Assistant draftsman)

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

DRAFTSMAN, LEADER

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

DRAFTSMAN, SENIOR

Prepares working plans and detail drawings from notes, rough or detailed sketches for engineering, construction, or manufacturing purposes. Duties involve *a combination of the following*: Preparing working plans, detail drawings, maps, cross-sections, etc., to scale by use of drafting instruments; making engineering computations such as those

DRAFTSMAN, SENIOR—Continued

involved in strength of materials, beams and trusses; verifying completed work, checking dimensions, materials to be used, and quantities; writing specifications; making adjustments or changes in drawings or specifications. May ink in lines and letters on pencil drawings, prepare detail units of complete drawings, or trace drawings. Work is frequently in a specialized field such as architectural, electrical, mechanical, or structural drafting.

NURSE, INDUSTRIAL (REGISTERED)

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

TRACER

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

MAINTENANCE AND POWERPLANT

CARPENTER, MAINTENANCE

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

ELECTRICIAN, MAINTENANCE

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

ENGINEER, STATIONARY

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

FIREMAN, STATIONARY BOILER

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

HELPER, TRADES, MAINTENANCE

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

MACHINE-TOOL OPERATOR, TOOLROOM

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

MACHINIST, MAINTENANCE

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves *most of the following*: Interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and

MACHINIST, MAINTENANCE—Continued

operating standard machine tools; shaping of metal parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for his work; fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MECHANIC, AUTOMOTIVE (MAINTENANCE)

Repairs automobiles, buses, motortrucks, and tractors of an establishment. Work involves *most of the following*: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such handtools as wrenches, gauges, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustments; 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.

CUSTODIAL AND MATERIAL MOVEMENT

ELEVATOR OPERATOR, PASSENGER

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

GUARD

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

JANITOR, PORTER, OR CLEANER

(Sweeper; charwoman; janitress)

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial

TOOL AND DIE MAKER

(Die maker; jig maker; tool maker; fixture maker; gauge maker)

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

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

JANITOR, PORTER, OR CLEANER—Continued

or other establishment. Duties involve *a combination of the following*: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

LABORER, MATERIAL HANDLING

(Loader and unloader; handler and stacker; shelver; trucker; stockman or stock helper; warehouseman or warehouse helper)

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve *one or more of the following*: Loading and unloading various materials and merchandise on or

LABORER, MATERIAL HANDLING—Continued

from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; transporting materials or merchandise by hand truck, car, or wheelbarrow. *Longshoremen, who load and unload ships are excluded.*

ORDER FILLER

(Order picker; stock selector; warehouse stockman)

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

PACKER, SHIPPING

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

SHIPPING AND RECEIVING CLERK

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

SHIPPING AND RECEIVING CLERK—Continued

For wage study purposes, workers are classified as follows:

Receiving clerk
Shipping clerk
Shipping and receiving clerk

TRUCKDRIVER

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

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

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

TRUCKER, POWER

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

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

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

WATCHMAN

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

Occupational Wage Surveys

Occupational wage surveys were conducted in the 60 major labor markets listed below during late 1959 and early 1960. Bulletins may be purchased from the Superintendent of Documents, U.S. Government Printing Office, Washington 25, D.C., or from any of the following BLS regional sales offices.

18 Oliver Street
Boston 10, Mass.

341 Ninth Avenue
New York 1, N.Y.

1371 Peachtree Street, NE.
Atlanta 9, Ga.

105 West Adams Street
Chicago 3, Ill.

630 Sansome Street
San Francisco 11, Calif.

Akron, Ohio—Bull. 1265-59, price 25 cents
Albany—Schenectady—Troy, N.Y.—
Bull. 1265-40, price 25 cents
Albuquerque, N. Mex.—Bull. 1265-54,
price 25 cents

Allentown—Bethlehem—Easton, Pa.—N.J.—
Bull. 1265-33, price 25 cents
Atlanta, Ga.—Bull. 1265-60, price 25 cents
Baltimore, Md.—Bull. 1265-7,
price 15 cents

Beaumont—Port Arthur, Tex.—
Bull. 1265-58, price 25 cents
Birmingham, Ala.—Bull. 1265-37, price 25 cents
Boston, Mass.—Bull. 1265-8, price 25 cents
Buffalo, N.Y.—Bull. 1265-4, price 20 cents

Canton, Ohio—Bull. 1265-10, price 25 cents
Charleston, W. Va.—Bull. 1265-48,
price 25 cents
Charlotte, N.C.—Bull. 1265-39, price 20 cents
Chicago, Ill.—Bull. 1265-45, price 25 cents

Cincinnati, Ohio—Ky.—Bull. 1265-31,
price 25 cents
Cleveland, Ohio—Bull. 1265-1, price 20 cents
Dallas, Tex.—Bull. 1265-3, price 20 cents
Dayton, Ohio—Bull. 1265-9, price 25 cents

Denver, Colo.—Bull. 1265-11, price 25 cents
Des Moines, Iowa—Bull. 1265-30, price 25 cents
Detroit, Mich.—Bull. 1265-25, price 20 cents
Fort Worth, Tex.—Bull. 1265-13, price 25 cents
Greenville, S.C.—Bull. 1265-46, price 20 cents

Houston, Tex.—Bull. 1265-56, price 25 cents
Indianapolis, Ind.—Bull. 1265-22, price 25 cents
Jackson, Miss.—Bull. 1265-26, price 25 cents
Jacksonville, Fla.—Bull. 1265-14, price 25 cents
Kansas City, Mo.—Kans.—Bull. 1265-23,
price 25 cents

Lawrence—Haverhill, Mass.—N.H.—
Bull. 1265-57, price 25 cents
Los Angeles—Long Beach, Calif.—
Bull. 1265-35, price 25 cents
Lubbock, Tex.—Bull. 1265-51, price 25 cents

Memphis, Tenn.—Bull. 1265-19, price 25 cents
Miami, Fla.—Bull. 1265-6, price 20 cents
Milwaukee, Wis.—Bull. 1265-43, price 25 cents
Minneapolis—St. Paul, Minn.—
Bull. 1265-21, price 25 cents

Muskegon—Muskegon Heights, Mich.—
Bull. 1265-55, price 20 cents
Newark and Jersey City, N.J.—
Bull. 1265-28, price 25 cents
New Haven, Conn.—Bull. 1265-41, price 25 cents
New Orleans, La.—Bull. 1265-32, price 25 cents

New York, N.Y.—Bull. 1265-44, price 25 cents
Paterson—Clifton—Passaic, N.J.—
Bull. 1265-50, price 25 cents
Philadelphia, Pa.—Bull. 1265-16, price 25 cents
Phoenix, Ariz.—Bull. 1265-42, price 25 cents

Pittsburgh, Pa.—Bull. 1265-20, price 25 cents
Portland, Maine—Bull. 1265-12, price 20 cents
Portland, Oreg.—Wash.—Bull. 1265-49,
price 25 cents
Providence—Pawtucket, R.I.—Mass.—
Bull. 1265-34, price 25 cents

Richmond, Va.—Bull. 1265-24, price 25 cents
Rockford, Ill.—Bull. 1265-47, price 25 cents
St. Louis, Mo.—Ill.—Bull. 1265-5, price 25 cents
San Bernardino—Riverside—Ontario, Calif.—
Bull. 1265-15, price 25 cents

San Francisco—Oakland, Calif.—
Bull. 1265-17, price 25 cents
Savannah, Ga.—Bull. 1265-53, price 25 cents
Seattle, Wash.—Bull. 1265-2, price 25 cents
Sioux Falls, S. Dak.—Bull. 1265-29, price 20 cents

South Bend, Ind.—Bull. 1265-38, price 25 cents
Washington, D.C.—Md.—Va.—
Bull. 1265-18, price 25 cents
Waterbury, Conn.—Bull. 1265-36, price 25 cents
Worcester, Mass.—Bull. 1265-52, price 25 cents
York, Pa.—Bull. 1265-27, price 25 cents

* U.S. GOVERNMENT PRINTING OFFICE : 1961 O—594516

