

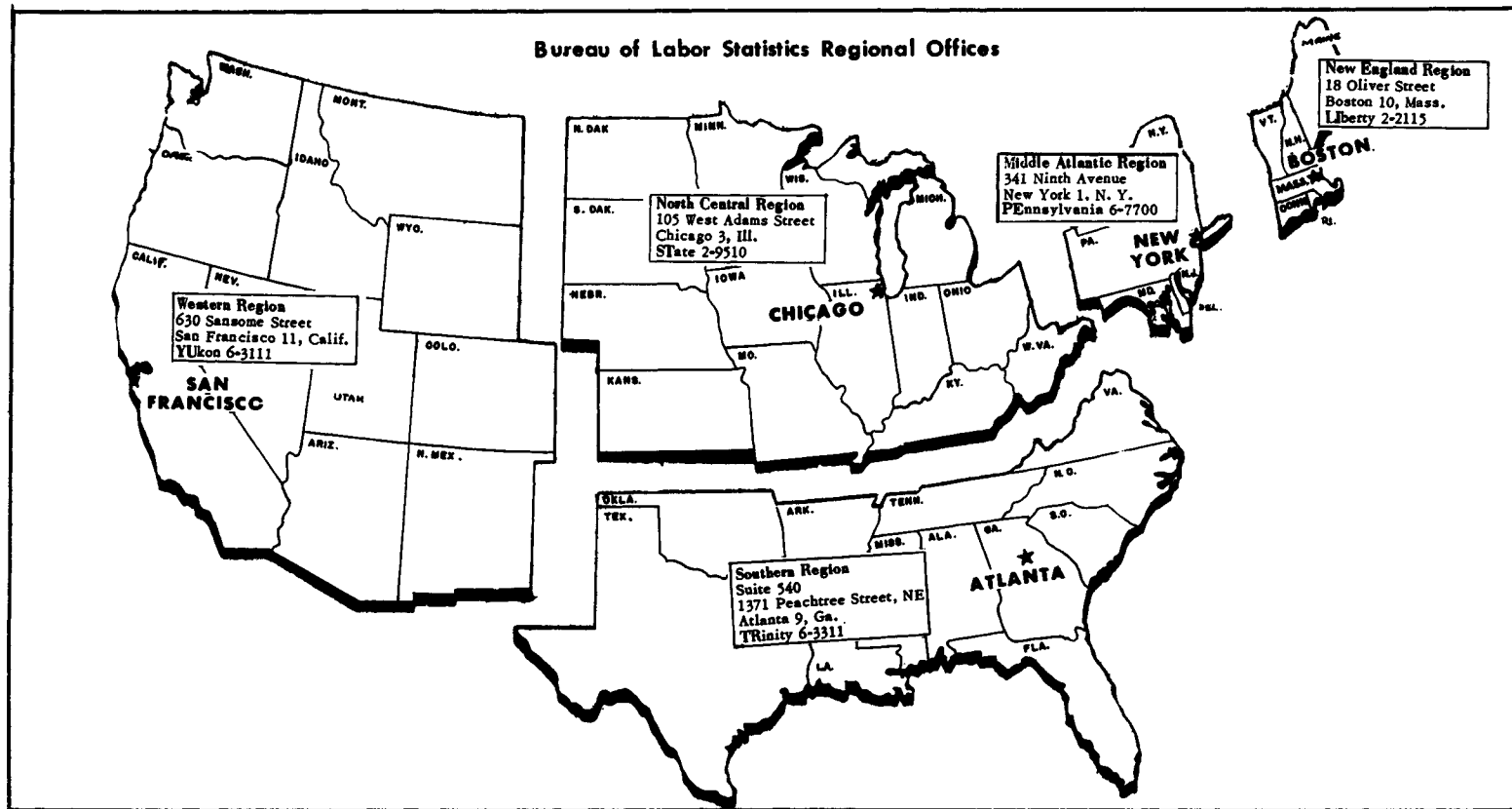
Occupational Wage Survey

PHILADELPHIA, PENNSYLVANIA
NOVEMBER 1960

Bulletin No. 1285-24

UNITED STATES DEPARTMENT OF LABOR
Arthur J. Goldberg, Secretary

BUREAU OF LABOR STATISTICS
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The Community Wage Survey Program

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

This report was prepared in the Bureau's regional office in New York, N. Y., by Elliot A. Browar, under the direction of Frederick W. Mueller, Assistant Regional Director for Wages and Industrial Relations.

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* NOTE: Similar tabulations are available in the Philadelphia area reports for October of 1951, 1952, and 1953, November 1954, 1955, and 1956, October 1957, November 1958 and 1959. Most of the reports include data on establishment practices and supplementary wage provisions. A directory indicating date of study and the price of the reports, as well as reports for other major areas, is available upon request.

Current reports on occupational earnings and supplementary wage practices in the Philadelphia area are also available for the machinery industries (March 1960), hotels (March 1960), banking (May 1960), powerlaundries and dry cleaners (April 1960), nonferrous foundries (May 1960), fluid milk (June 1960), and hospitals (July 1960). Union scales, indicative of prevailing pay levels, are available for the following trades or industries: Building construction, printing, local-transit operating employees, and motortruck drivers and helpers.

Occupational Wage Survey—Philadelphia, Pa.

Introduction

This area is one of several important industrial centers in which the U.S. Department of Labor's Bureau of Labor Statistics has conducted surveys of occupational earnings and related wage benefits on an areawide basis. In this area, data were obtained by personal visits of Bureau field economists¹ to representative establishments within six broad industry divisions: Manufacturing; transportation,² communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted also because they furnish insufficient employment in the occupations studied to warrant inclusion. Wherever possible, separate tabulations are provided for each of the broad industry divisions.

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

Occupations and Earnings

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

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

² Railroads, formerly excluded from the scope of these studies, were included in all of the areas studied since July 1959, except Baltimore, Buffalo, Cleveland, and Seattle. Railroads are now included in the scope of all labor-market wage surveys.

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

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

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

Establishment Practices and Supplementary Wage Provisions

Information is presented also (in the B-series tables) on selected establishment practices and supplementary benefits as they relate to office and plant workers. The term "office workers," as used in this bulletin, includes working supervisors and nonsupervisory workers performing clerical or related functions, and excludes administrative, executive, and professional personnel. "Plant workers" include working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in nonoffice functions. Administrative,

executive, and professional employees, and force-account construction employees who are utilized as a separate work force are excluded. Cafeteria workers and routemen are excluded in manufacturing industries, but are included as plantworkers in nonmanufacturing industries.

Shift differential data (table B-1) are limited to manufacturing industries. This information is presented both in terms of (a) establishment policy,³ presented in terms of total plant worker employment, and (b) effective practice, presented on the basis of workers actually employed on the specified shift at the time of the survey. In establishments having varied differentials, the amount applying to a majority was used or, if no amount applied to a majority, the classification "other" was used. In establishments in which some late-shift hours are paid at normal rates, a differential was recorded only if it applied to a majority of the shift hours.

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

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

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

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

⁴ Scheduled weekly hours for office workers (first section of table B-3) in surveys made prior to July 1957 were presented in terms of the proportion of women office workers employed in offices with the indicated weekly hours for women workers.

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

Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly or monthly basis during illness or accident disability. Information is presented for all such plans to which the employer contributes. However, in New York and New Jersey, which have enacted temporary disability insurance laws which require employer contributions,⁵ plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employee with benefits which exceed the requirements of the law. Tabulations of paid sick-leave plans are limited to formal plans⁶ which provide full pay or a proportion of the worker's pay during absence from work because of illness. Separate tabulations are provided according to (1) plans which provide full pay and no waiting period, and (2) plans providing either partial pay or a waiting period. In addition to the presentation of the proportions of workers who are provided sickness and accident insurance or paid sick leave, an unduplicated total is shown of workers who receive either or both types of benefits.

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

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

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

Table 1. Establishments and workers within scope of survey and number studied in Philadelphia, Pa.,¹ by major industry division,² November 1960

Industry division	Minimum employment in establishments in scope of study	Number of establishments		Workers in establishments			
		Within scope of study ³	Studied	Within scope of study			Studied
				Total ⁴	Office	Plant		Total^{4}
All divisions	-	1,436	310	553,800	109,500	337,400	345,050
Manufacturing	100	645	129	304,700	40,000	208,600	178,370
Nonmanufacturing	-	791	181	249,100	69,500	128,800	166,680
Transportation, communication, and other public utilities ⁵	100	72	28	75,000	16,200	42,700	65,390
Wholesale trade	50	250	37	30,000	9,300	11,800	7,090
Retail trade	100	106	31	71,100	9,200	54,800	55,980
Finance, insurance, and real estate	50	176	45	45,600	28,800	62,300	29,330
Services ⁷	50	187	40	27,400	6,000	17,200	8,890

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

² The 1957 revised edition of the Standard Industrial Classification Manual was used in classifying establishments by industry division. Major changes from the earlier edition (used in the Bureau's labor market wage surveys conducted 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.

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

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

⁵ Taxicabs and services incidental to water transportation were excluded.

⁶ Estimate relates to real estate establishments only.

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

Table 2. Indexes of standard weekly salaries and straight-time hourly earnings for selected occupational groups in Philadelphia, Pa., November 1960 and November 1959, and percents of increase for selected periods

Industry and occupational group	Indexes (October 1952 = 100)		Percent increases from—							
	November 1960	November 1959	November 1959 to November 1960	November 1958 to November 1959	October 1957 to November 1958	November 1956 to October 1957	November 1955 to November 1956	November 1954 to November 1955	October 1953 to November 1954	October 1952 to October 1953
All industries:										
Office clerical (women)	143.0	138.6	3.2	3.4	4.0	5.7	6.5	3.4	3.4	7.1
Industrial nurses (women)	146.1	142.1	2.8	5.3	3.7	6.5	6.2	4.3	3.0	7.1
Skilled maintenance (men)	143.8	139.7	3.0	5.1	3.2	5.2	5.2	4.0	4.4	7.2
Unskilled plant (men)	143.5	140.8	1.9	4.7	5.0	6.0	4.7	6.0	4.3	4.5
Manufacturing:										
Office clerical (women)	141.9	137.4	3.3	3.1	4.2	6.2	5.1	2.8	4.6	6.6
Industrial nurses (women)	145.6	141.7	2.8	5.9	2.4	5.7	6.1	5.0	2.9	7.9
Skilled maintenance (men)	142.1	138.9	2.3	5.0	3.2	5.1	5.4	3.8	3.9	7.2
Unskilled plant (men)	141.7	139.6	1.5	5.7	4.9	5.8	4.5	5.5	4.5	3.3

Wage Trends for Selected Occupational Groups

Presented in table 2 are indexes of salaries of office clerical workers and industrial nurses, and of average earnings of selected plant worker groups. In areas which were not surveyed during the fiscal 1953 base year (July 1952 to June 1953) this table is limited to percents of change between selected periods.

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 nurse data are based on women industrial nurses. Men in the following 10 skilled maintenance jobs and 3 unskilled jobs were included in the plant worker data: Skilled—carpenters; electricians; machinists; mechanics; mechanics, automotive; millwrights; painters; pipefitters; sheet-metal workers; and tool and die makers; unskilled—janitors, porters, and cleaners; laborers, material handling; and watchmen.

Average weekly salaries or average hourly earnings were computed for each of the selected occupations. The average salaries or hourly earnings were then multiplied by the average of 1953 and 1954 employment in the job. These weighted earnings for individual occupations were then totaled to obtain an aggregate for each occupational group. Finally, the ratio of these group aggregates for a given year to the aggregate for the base period (survey month, winter 1952-53) was computed and the result multiplied by the base year index (100) to get the index for the given year.

Similar procedures were followed in compiling "percents of change" in areas not surveyed during 1953.

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.

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

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

Indexes for the period 1953 to 1960 for workers in 20 major labor markets will appear in BLS Bull. 1265-62, *Wages and Related Benefits*, 60 Labor Markets, Winter 1959-60.

Table A-1. Office Occupations

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Philadelphia, Pa., November 1960)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF—																	
		Weekly hours (Standard)	Weekly earnings (Standard)	\$ 35.00 and under 40.00	\$ 40.00 45.00	\$ 45.00 50.00	\$ 50.00 55.00	\$ 55.00 60.00	\$ 60.00 65.00	\$ 65.00 70.00	\$ 70.00 75.00	\$ 75.00 80.00	\$ 80.00 85.00	\$ 85.00 90.00	\$ 90.00 95.00	\$ 95.00 100.00	\$ 100.00 105.00	\$ 105.00 110.00	\$ 110.00 115.00	\$ 115.00 120.00	\$ 120.00 and over
<u>Men</u>																					
Clerks, accounting, class A	563	38.5	\$ 94.50	-	-	-	1	-	8	11	55	61	37	83	58	37	30	63	30	49	40
Manufacturing	271	39.0	97.50	-	-	-	-	-	7	27	21	12	35	17	18	22	40	22	29	21	
Nonmanufacturing	292	37.5	92.50	-	-	-	1	-	8	4	28	40	25	48	41	19	8	23	8	20	19
Wholesale trade	109	38.0	91.00	-	-	-	-	-	-	6	11	3	34	24	12	-	17	-	-	-	2
Finance ²	91	36.5	85.50	-	-	-	-	-	1	4	9	22	12	10	14	5	-	4	1	9	-
Services	50	37.5	98.50	-	-	-	-	-	7	-	8	7	5	-	2	-	7	-	1	-	³ 13
Clerks, accounting, class B	397	38.5	77.00	-	-	5	25	32	42	64	19	25	66	22	29	30	5	11	12	4	6
Manufacturing	143	39.0	76.50	-	-	-	-	16	8	46	2	8	22	21	8	4	2	1	-	2	3
Nonmanufacturing	254	38.0	77.50	-	-	5	25	16	34	18	17	17	44	1	21	26	3	10	12	2	3
Public utilities ⁴	38	40.0	105.50	-	-	-	-	-	-	-	-	-	-	-	2	11	3	10	12	-	-
Wholesale trade	108	37.5	76.00	-	-	-	-	-	24	10	5	12	42	-	10	5	-	-	-	-	-
Finance ²	50	38.0	71.50	-	-	5	4	9	4	5	5	-	-	-	9	9	-	-	-	-	-
Clerks, file, class B	75	39.0	58.00	-	-	9	25	15	4	11	5	6	-	-	-	-	-	-	-	-	-
Clerks, order	425	39.0	91.50	-	-	-	-	10	12	3	22	29	43	34	112	80	9	41	1	25	4
Manufacturing	176	39.5	90.50	-	-	-	-	-	-	2	20	18	13	8	48	41	9	14	-	-	3
Nonmanufacturing	249	39.0	92.00	-	-	-	-	10	12	1	2	11	30	26	64	39	-	27	1	25	1
Wholesale trade	229	39.5	92.00	-	-	-	-	9	12	-	-	11	29	24	57	38	-	24	-	25	-
Clerks, payroll	180	39.0	88.50	-	-	-	15	-	11	5	-	15	7	23	22	31	18	21	1	-	11
Manufacturing	117	39.0	92.50	-	-	-	-	-	10	1	-	14	2	23	11	16	17	12	-	-	11
Nonmanufacturing	63	39.5	81.50	-	-	-	15	-	1	4	-	1	5	-	11	15	1	9	1	-	-
Office boys	701	38.5	56.00	20	52	212	131	88	54	38	26	13	16	25	26	-	-	-	-	-	-
Manufacturing	290	39.0	55.50	10	23	81	49	35	29	28	13	11	11	-	-	-	-	-	-	-	-
Nonmanufacturing	411	38.0	56.50	10	29	131	82	53	25	10	13	2	5	25	26	-	-	-	-	-	-
Wholesale trade	81	37.5	58.50	-	-	8	22	21	12	6	12	-	-	-	-	-	-	-	-	-	-
Finance ²	152	37.0	48.00	10	13	72	34	16	4	3	-	-	-	-	-	-	-	-	-	-	-
Services	65	38.0	50.00	-	7	34	9	12	3	-	-	-	-	-	-	-	-	-	-	-	-
Secretaries	55	39.0	102.00	-	-	-	-	-	-	1	1	-	16	1	12	1	1	1	7	4	⁵ 10
• Tabulating-machine operators, class A	292	39.0	101.50	-	-	-	-	-	-	3	5	6	38	21	26	45	39	23	17	16	⁶ 53
Manufacturing	201	39.5	104.50	-	-	-	-	-	-	-	2	23	10	21	29	25	21	16	13	41	
Nonmanufacturing	91	38.0	95.50	-	-	-	-	-	-	3	5	4	15	11	5	16	14	2	1	3	12
Tabulating-machine operators, class B	611	38.5	81.00	-	-	-	13	15	54	53	54	107	89	53	68	53	22	17	6	4	3
Manufacturing	299	39.5	83.00	-	-	-	-	-	16	30	17	72	57	32	21	23	13	10	1	4	3
Nonmanufacturing	312	38.0	79.50	-	-	-	13	15	38	23	37	35	32	21	47	30	9	7	5	-	-
Wholesale trade	70	38.0	89.00	-	-	-	-	-	-	2	-	10	9	13	28	2	2	4	-	-	-
Finance ²	136	37.5	70.50	-	-	-	13	15	30	17	8	24	7	5	5	12	-	-	-	-	-

See footnotes at end of table.

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

Table A-1. Office Occupations—Continued

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Philadelphia, Pa., November 1960)

Sex, occupation, and industry division	Number of workers	Average		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF—																	
		Weekly hours ¹ (Standard)	Weekly earnings ¹ (Standard)	\$ 35.00 and under 40.00	\$ 40.00 45.00	\$ 45.00 50.00	\$ 50.00 55.00	\$ 55.00 60.00	\$ 60.00 65.00	\$ 65.00 70.00	\$ 70.00 75.00	\$ 75.00 80.00	\$ 80.00 85.00	\$ 85.00 90.00	\$ 90.00 95.00	\$ 95.00 100.00	\$ 100.00 105.00	\$ 105.00 110.00	\$ 110.00 115.00	\$ 115.00 120.00	\$ 120.00 and over
Men—Continued																					
Tabulating-machine operators, class C -----	341	38.5	\$64.50	-	-	7	80	57	53	48	18	43	11	6	13	5	-	-	-	-	-
Manufacturing -----	111	38.5	69.00	-	-	-	14	18	7	18	8	28	6	6	5	1	-	-	-	-	-
Nonmanufacturing -----	230	38.0	62.00	-	-	7	66	39	46	30	10	15	5	-	8	4	-	-	-	-	-
Finance ² -----	164	37.5	58.00	-	-	7	64	27	36	20	6	4	-	-	-	-	-	-	-	-	-
Women																					
Billers, machine (billing machine) -----	222	38.0	65.00	-	-	5	42	2	86	10	21	46	3	4	2	-	1	-	-	-	-
Manufacturing -----	107	37.5	63.00	-	-	-	34	-	34	8	6	19	1	2	2	-	1	-	-	-	-
Nonmanufacturing -----	115	38.5	66.50	-	-	5	8	2	52	2	15	27	2	2	-	-	-	-	-	-	-
Billers, machine (bookkeeping machine) -----	234	38.0	65.00	-	-	8	24	34	49	38	32	34	4	7	4	-	-	-	-	-	-
Manufacturing -----	73	37.5	72.00	-	-	-	4	-	4	16	25	17	1	2	4	-	-	-	-	-	-
Nonmanufacturing -----	161	38.5	62.00	-	-	8	20	34	45	22	7	17	3	5	-	-	-	-	-	-	-
Retail trade -----	153	38.5	61.50	-	-	8	20	32	45	18	5	17	3	5	-	-	-	-	-	-	-
Bookkeeping-machine operators, class A -----	249	38.0	76.00	-	-	-	2	11	48	33	39	33	24	9	18	9	21	-	2	-	-
Manufacturing -----	159	38.0	79.50	-	-	-	-	7	21	12	36	14	14	7	16	9	21	-	2	-	-
Nonmanufacturing -----	90	38.0	69.00	-	-	-	2	4	27	21	3	19	10	2	2	-	-	-	-	-	-
Bookkeeping-machine operators, class B -----	1,341	38.5	59.50	-	44	160	274	255	255	122	111	30	54	8	17	7	-	2	2	-	-
Manufacturing -----	315	38.5	68.00	-	1	3	2	29	93	70	58	15	24	8	9	3	-	-	-	-	-
Nonmanufacturing -----	1,026	38.0	57.00	-	43	157	272	226	162	52	53	15	30	-	8	4	-	2	2	-	-
Wholesale trade -----	182	39.0	64.50	-	18	-	11	21	55	12	34	4	17	-	2	4	-	2	2	-	-
Retail trade -----	90	38.0	64.50	-	3	3	7	10	34	11	3	2	11	-	6	-	-	-	-	-	-
Finance ² -----	725	38.0	54.00	-	22	154	254	186	65	21	15	8	-	-	-	-	-	-	-	-	-
Clerks, accounting, class A -----	1,010	38.0	80.00	-	-	1	4	43	53	118	114	167	192	111	68	46	37	13	17	14	12
Manufacturing -----	387	38.5	83.50	-	-	1	-	20	2	40	34	49	80	57	36	18	15	11	5	9	10
Nonmanufacturing -----	623	37.5	78.00	-	-	-	4	23	51	78	80	118	112	54	32	28	22	2	12	5	2
Wholesale trade -----	88	39.0	84.00	-	-	-	-	-	-	18	6	-	18	26	2	5	9	2	-	-	2
Retail trade -----	172	38.5	74.50	-	-	-	4	20	27	14	14	33	23	11	8	18	-	-	-	-	-
Finance ² -----	285	36.0	77.50	-	-	-	-	3	24	41	53	83	23	8	21	5	13	-	11	-	-
Clerks, accounting, class B -----	1,901	38.0	63.50	12	23	119	246	388	326	322	164	116	84	26	14	29	5	6	11	-	10
Manufacturing -----	484	38.5	71.00	-	-	4	18	55	63	107	64	75	54	20	7	4	5	3	1	-	4
Nonmanufacturing -----	1,417	37.5	61.00	12	23	115	228	333	263	215	100	41	30	6	7	25	-	3	10	-	6
Public utilities ⁴ -----	210	37.0	71.00	-	-	-	32	14	33	40	36	5	13	2	5	21	-	1	8	-	-
Wholesale trade -----	165	39.0	64.00	-	6	-	30	40	24	17	23	12	5	2	-	-	-	-	-	-	6
Retail trade -----	582	38.0	57.00	12	17	87	131	124	108	56	27	7	1	2	2	4	-	2	2	-	-
Finance ² -----	345	36.5	59.00	-	-	28	29	131	78	60	4	11	4	-	-	-	-	-	-	-	-
Services -----	115	37.5	64.00	-	-	-	6	24	20	42	10	6	7	-	-	-	-	-	-	-	-
Clerks, file, class A -----	389	37.5	69.00	-	6	18	40	62	52	34	27	46	55	31	5	6	2	2	-	3	-
Manufacturing -----	144	38.5	71.00	-	-	14	17	16	7	10	18	7	20	30	3	-	2	-	-	-	-
Nonmanufacturing -----	245	37.0	67.50	-	6	4	23	46	45	24	9	39	35	1	2	6	-	2	-	3	-
Wholesale trade -----	69	38.0	73.00	-	6	-	-	6	10	4	-	18	18	-	-	5	-	2	-	-	-
Finance ² -----	119	37.0	65.50	-	-	-	10	36	28	11	3	15	12	1	2	1	-	-	-	-	-

See footnotes at end of table.

Table A-1. Office Occupations—Continued

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Philadelphia, Pa., November 1960)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF—																	
		Weekly hours ¹ (Standard)	Weekly earnings ¹ (Standard)	\$ 35.00 and under 40.00	\$ 40.00 45.00	\$ 45.00 50.00	\$ 50.00 55.00	\$ 55.00 60.00	\$ 60.00 65.00	\$ 65.00 70.00	\$ 70.00 75.00	\$ 75.00 80.00	\$ 80.00 85.00	\$ 85.00 90.00	\$ 90.00 95.00	\$ 95.00 100.00	\$ 100.00 105.00	\$ 105.00 110.00	\$ 110.00 115.00	\$ 115.00 120.00	\$ 120.00 and over
Women—Continued																					
Clerks, file, class B	1,674	38.0	\$52.00	-	173	582	410	222	177	40	33	25	9	3	-	-	-	-	-	-	-
Manufacturing	306	38.5	58.50	-	4	29	83	72	54	21	17	17	7	2	-	-	-	-	-	-	-
Nonmanufacturing	1,368	38.0	50.50	-	169	553	327	150	123	19	16	8	2	1	-	-	-	-	-	-	-
Public utilities ⁴	57	38.0	60.50	-	-	-	22	12	5	3	10	2	2	1	-	-	-	-	-	-	-
Wholesale trade	111	39.5	58.50	-	-	12	17	28	37	8	6	3	-	-	-	-	-	-	-	-	-
Retail trade	256	39.0	48.00	-	89	80	50	21	16	-	-	-	-	-	-	-	-	-	-	-	-
Finance ²	835	37.0	49.00	-	80	432	224	67	31	1	-	-	-	-	-	-	-	-	-	-	-
Services	109	37.5	56.50	-	-	29	14	22	34	7	-	3	-	-	-	-	-	-	-	-	-
Clerks, order	665	39.0	63.00	-	17	79	110	90	91	124	38	26	40	33	-	9	3	1	2	-	2
Manufacturing	220	39.0	72.50	-	-	-	1	35	12	74	20	13	26	24	-	9	3	1	2	-	-
Nonmanufacturing	445	39.5	58.00	-	17	79	109	55	79	50	18	13	14	9	-	-	-	-	-	-	2
Wholesale trade	275	39.5	58.50	-	3	66	69	45	30	6	18	13	14	9	-	-	-	-	-	-	2
Retail trade	129	39.5	55.00	-	14	13	40	10	49	3	-	-	-	-	-	-	-	-	-	-	-
Clerks, payroll	1,013	38.0	72.00	-	-	10	43	134	138	174	109	136	115	58	37	18	12	16	4	2	7
Manufacturing	660	38.5	72.50	-	-	7	29	73	63	121	99	79	93	43	13	11	12	12	3	-	2
Nonmanufacturing	353	37.5	71.00	-	-	3	14	61	75	53	10	57	22	15	24	7	-	4	1	2	5
Public utilities ⁴	61	38.0	72.00	-	-	-	4	11	18	2	1	12	2	1	2	4	-	1	-	-	3
Wholesale trade	74	39.0	82.00	-	-	-	-	6	-	12	-	17	12	3	18	2	-	2	-	-	2
Retail trade	96	38.5	66.50	-	3	10	11	33	11	4	9	-	11	-	-	-	-	1	1	2	-
Finance ²	83	35.5	66.50	-	-	-	-	29	16	11	5	12	5	-	4	1	-	-	-	-	-
Comptometer operators	884	38.5	68.50	5	11	22	68	118	169	139	77	93	92	22	54	5	2	5	2	-	-
Manufacturing	316	39.0	73.50	-	-	2	-	21	78	59	24	37	31	12	47	-	1	2	2	-	-
Nonmanufacturing	568	38.5	65.50	5	11	20	68	97	91	80	53	56	61	10	7	5	1	3	-	-	-
Wholesale trade	150	39.5	71.00	-	-	-	-	15	20	33	29	18	30	3	-	-	-	2	-	-	-
Retail trade	364	38.0	62.50	5	10	19	64	80	48	38	24	36	31	4	4	-	-	1	-	-	-
Duplicating-machine operators (Mimeograph or Ditto)	96	38.5	61.50	-	2	11	16	16	14	15	8	10	3	-	1	-	-	-	-	-	-
Manufacturing	54	39.0	67.50	-	-	-	3	9	6	14	8	10	3	-	1	-	-	-	-	-	-
Keypunch operators	2,292	38.5	65.50	-	23	74	267	380	443	401	221	169	140	40	88	25	19	2	-	-	-
Manufacturing	1,155	39.0	68.00	-	-	-	111	177	221	171	154	126	82	37	53	16	5	2	-	-	-
Nonmanufacturing	1,137	37.5	63.00	-	23	74	156	203	222	230	67	43	58	3	35	9	14	-	-	-	-
Public utilities ⁴	228	38.0	70.50	-	-	-	31	41	45	30	12	8	3	-	35	9	14	-	-	-	-
Wholesale trade	174	38.5	69.00	-	-	6	9	20	26	44	13	16	40	-	-	-	-	-	-	-	-
Retail trade	115	38.5	62.50	-	3	6	17	28	15	16	8	12	10	-	-	-	-	-	-	-	-
Finance ²	545	37.0	58.00	-	20	62	99	114	119	90	27	6	5	3	-	-	-	-	-	-	-
Services	75	37.5	65.00	-	-	-	-	-	17	50	7	1	-	-	-	-	-	-	-	-	-
Office girls	340	37.5	52.00	4	23	136	60	80	14	3	5	5	10	-	-	-	-	-	-	-	-
Manufacturing	120	38.5	56.50	-	-	46	20	23	10	2	4	5	10	-	-	-	-	-	-	-	-
Nonmanufacturing	220	37.5	50.00	4	23	90	40	57	4	1	1	-	-	-	-	-	-	-	-	-	-
Wholesale trade	64	39.5	51.00	-	-	26	13	25	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance ²	100	36.0	48.50	2	21	42	11	24	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-1. Office Occupations--Continued

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Philadelphia, Pa., November 1960)

Sex, occupation, and industry division	Number of workers	Averages		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF--																		
		Weekly hours ¹ (Standard)	Weekly earnings ¹ (Standard)	\$ 35.00 and under 40.00	\$ 40.00 45.00	\$ 45.00 50.00	\$ 50.00 55.00	\$ 55.00 60.00	\$ 60.00 65.00	\$ 65.00 70.00	\$ 70.00 75.00	\$ 75.00 80.00	\$ 80.00 85.00	\$ 85.00 90.00	\$ 90.00 95.00	\$ 95.00 100.00	\$ 100.00 105.00	\$ 105.00 110.00	\$ 110.00 115.00	\$ 115.00 120.00	\$ 120.00 and over	
Women--Continued																						
Secretaries	6,669	38.5	\$88.50	-	-	2	13	85	239	429	592	874	922	739	787	526	321	342	167	260	371	
Manufacturing	3,485	39.0	91.50	-	-	-	2	30	53	136	222	404	479	408	459	337	209	249	132	116	249	
Nonmanufacturing	3,184	38.0	84.50	-	-	2	11	55	186	293	370	470	443	331	328	189	112	93	35	144	122	
Public utilities ⁴	378	39.0	111.50	-	-	-	-	-	-	-	3	24	23	18	23	27	22	27	10	114	787	
Wholesale trade	786	38.5	86.50	-	-	-	-	12	8	26	69	104	141	127	126	88	26	31	6	13	9	
Retail trade	236	38.5	78.50	-	-	-	3	19	22	23	28	33	22	24	19	17	16	7	1	1	1	
Finance ²	1,329	37.0	78.50	-	-	2	1	23	143	199	217	211	155	102	122	46	43	23	8	16	18	
Services	455	38.0	80.50	-	-	-	7	1	13	45	53	98	102	60	38	11	5	5	10	-	7	
Stenographers, general	4,800	38.0	71.50	-	2	41	310	561	788	702	579	640	454	214	174	235	35	42	6	3	14	
Manufacturing	2,483	39.0	73.50	-	-	7	111	216	291	390	353	361	300	168	146	82	22	36	-	-	-	
Nonmanufacturing	2,317	37.5	69.00	-	2	34	199	345	497	312	226	279	154	46	28	153	13	6	6	3	14	
Public utilities ⁴	452	38.5	82.00	-	-	-	22	26	70	38	35	27	26	7	21	140	11	6	6	3	14	
Wholesale trade	587	37.5	70.50	-	-	-	13	49	122	86	80	142	59	18	6	10	2	-	-	-	-	
Retail trade	218	37.5	63.50	-	-	13	26	33	50	49	21	10	15	1	-	-	-	-	-	-	-	
Finance ²	1,006	37.0	63.50	-	2	21	138	237	235	139	64	96	50	20	1	3	-	-	-	-	-	
Stenographers, technical	158	38.0	78.00	-	-	-	4	3	24	28	19	3	27	12	10	9	10	9	-	-	-	
Manufacturing	65	39.5	88.50	-	-	-	-	-	-	8	4	2	16	6	5	9	6	9	-	-	-	
Nonmanufacturing	93	37.0	71.00	-	-	-	4	3	24	20	15	1	11	6	5	-	4	-	-	-	-	
Finance ²	59	37.0	66.00	-	-	-	4	3	24	12	10	1	2	2	1	-	-	-	-	-	-	
Switchboard operators	984	38.5	67.50	9	23	84	72	100	151	138	88	107	90	29	61	21	9	-	2	-	-	
Manufacturing	286	39.0	75.50	-	-	-	6	20	18	40	32	70	57	23	8	7	4	-	1	-	-	
Nonmanufacturing	698	38.5	64.00	9	23	84	66	80	133	98	56	37	33	6	53	14	5	-	1	-	-	
Public utilities ⁴	95	40.0	87.50	-	-	-	-	-	1	1	13	6	4	6	44	14	5	-	1	-	-	
Wholesale trade	85	39.0	74.50	-	-	-	-	9	9	13	5	15	26	-	8	-	-	-	-	-	-	
Retail trade	137	39.0	56.50	8	1	14	39	20	39	5	1	9	1	-	-	-	-	-	-	-	-	
Finance ²	234	37.5	62.00	-	-	10	11	43	78	63	27	-	2	-	-	-	-	-	-	-	-	
Services	147	39.0	53.50	1	22	60	16	8	6	16	10	7	-	-	1	-	-	-	-	-	-	
Switchboard operator-receptionists	847	38.0	64.50	-	15	11	113	78	199	164	134	67	35	20	10	1	-	-	-	-	-	
Manufacturing	442	38.5	65.50	-	12	-	62	23	94	93	70	42	25	10	10	1	-	-	-	-	-	
Nonmanufacturing	405	38.0	63.50	-	3	11	51	55	105	71	64	25	10	-	-	-	-	-	-	-	-	
Public utilities ⁴	50	38.5	68.00	-	-	-	-	-	11	19	10	10	-	-	-	-	-	-	-	-	-	
Wholesale trade	165	38.5	65.50	-	-	6	12	18	54	24	25	15	9	2	-	-	-	-	-	-	-	
Retail trade	57	38.5	59.50	-	3	-	19	-	17	7	11	-	-	-	-	-	-	-	-	-	-	
Finance ²	65	35.0	63.50	-	-	-	11	21	2	15	7	-	1	8	-	-	-	-	-	-	-	
Services	68	38.5	60.50	-	-	5	9	16	21	6	11	-	-	-	-	-	-	-	-	-	-	
Tabulating-machine operators, class A	57	38.5	97.50	-	-	-	-	-	-	1	2	7	8	6	4	1	4	9	6	3	6	
Tabulating-machine operators, class B	234	38.0	77.00	-	-	-	1	2	42	32	40	21	30	26	13	11	6	5	4	-	1	
Manufacturing	87	39.0	82.00	-	-	-	-	-	15	7	6	10	6	14	8	9	6	5	-	-	1	
Nonmanufacturing	147	37.5	74.00	-	-	-	1	2	27	25	34	11	24	12	5	2	-	-	4	-	-	
Public utilities ⁴	28	37.0	80.00	-	-	-	-	-	8	1	4	-	8	1	-	2	-	-	4	-	-	
Finance ²	101	38.0	72.00	-	-	-	1	2	17	22	28	10	6	11	4	-	-	-	-	-	-	
Tabulating-machine operators, class C	372	37.5	61.00	-	-	7	78	89	104	45	21	24	4	-	-	-	-	-	-	-	-	
Nonmanufacturing	346	37.0	60.00	-	-	7	78	89	102	42	21	4	3	-	-	-	-	-	-	-	-	
Finance ²	54	37.0	58.00	-	-	6	16	8	12	9	2	1	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

Table A-1. Office Occupations—Continued

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Philadelphia, Pa., November 1960)

Sex, occupation, and industry division	Number of workers	Averages		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF—																	
		Weekly hours (Standard)	Weekly earnings (Standard)	\$ 35.00 and under 40.00	\$ 40.00	\$ 45.00	\$ 50.00	\$ 55.00	\$ 60.00	\$ 65.00	\$ 70.00	\$ 75.00	\$ 80.00	\$ 85.00	\$ 90.00	\$ 95.00	\$ 100.00	\$ 105.00	\$ 110.00	\$ 115.00	\$ 120.00 and over
Women—Continued																					
Transcribing-machine operators, general	825	38.0	\$ 64.00	-	3	45	126	127	174	98	115	71	26	15	9	11	5	-	-	-	-
Manufacturing	254	38.5	67.50	-	-	-	13	28	77	39	50	19	11	9	2	1	5	-	-	-	-
Nonmanufacturing	571	38.0	62.50	-	3	45	113	99	97	59	65	52	15	6	7	10	-	-	-	-	
Wholesale trade	188	39.0	68.00	-	-	-	14	11	55	28	30	12	3	5	-	-	-	-	-	-	
Finance ²	253	37.0	58.00	-	-	32	74	66	25	23	21	10	-	2	-	-	-	-	-	-	
Typists, class A	1,392	38.5	73.00	-	-	18	90	161	226	153	163	130	127	109	55	146	14	-	-	-	
Manufacturing	640	39.5	74.50	-	-	-	36	29	82	69	108	103	74	89	44	4	2	-	-	-	
Nonmanufacturing	752	38.0	72.00	-	-	18	54	132	144	84	55	27	53	20	11	142	12	-	-	-	
Public utilities ⁴	238	39.0	87.50	-	-	-	16	21	12	-	10	5	5	4	11	142	12	-	-	-	
Wholesale trade	134	38.0	70.50	-	-	-	12	11	29	17	11	16	28	10	-	-	-	-	-	-	
Finance ²	274	37.0	61.00	-	-	17	25	89	82	28	10	3	20	-	-	-	-	-	-	-	
Services	76	38.0	67.50	-	-	-	-	6	16	32	16	-	-	6	-	-	-	-	-	-	
Typists, class B	3,689	38.0	58.00	-	59	579	847	799	636	400	185	87	57	6	18	14	2	-	-	-	
Manufacturing	1,362	39.0	60.50	-	11	84	235	353	298	217	73	35	47	6	3	-	-	-	-	-	
Nonmanufacturing	2,327	37.5	56.50	-	48	495	612	446	338	183	112	52	10	-	15	14	2	-	-	-	
Public utilities ⁴	99	38.5	75.50	-	-	-	5	7	15	18	8	12	5	-	15	14	-	-	-	-	
Retail trade	416	38.5	55.00	-	26	80	113	82	30	46	33	5	1	-	-	-	-	-	-	-	
Finance ²	1,260	36.5	53.50	-	22	376	413	207	150	77	4	11	-	-	-	-	-	-	-	-	
Services	150	38.5	58.50	-	-	10	35	34	56	8	7	-	-	-	-	-	-	-	-	-	

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.² Finance, insurance, and real estate.³ Workers were distributed as follows: 7 at \$ 120 to \$ 125; 3 at \$ 175 to \$ 180; 3 at \$ 205 to \$ 210.⁴ Transportation, communication, and other public utilities.⁵ Workers were distributed as follows: 3 at \$ 120 to \$ 125; 3 at \$ 130 to \$ 135; 4 at \$ 140 and over.⁶ Workers were distributed as follows: 13 at \$ 120 to \$ 125; 29 at \$ 125 to \$ 130; 8 at \$ 130 to \$ 135; 1 at \$ 135 to \$ 140; 2 at \$ 140 and over.⁷ Workers were distributed as follows: 42 at \$ 120 to \$ 140; 34 at \$ 140 to \$ 160; 11 at \$ 160 to \$ 180.

Table A-2. Professional and Technical Occupations

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Philadelphia, Pa., November 1960)

Sex, occupation, and industry division	Number of workers	Averages		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF--																	
		Weekly hours (Standard)	Weekly earnings (Standard)	Under \$ 60.00	\$ 60.00 and under 65.00	65.00 70.00	70.00 75.00	75.00 80.00	80.00 85.00	85.00 90.00	90.00 95.00	95.00 100.00	100.00 105.00	105.00 110.00	110.00 115.00	115.00 120.00	120.00 125.00	125.00 130.00	130.00 135.00	135.00 140.00	140.00 and over
<u>Men</u>																					
Draftsmen, leader -----	244	40.0	\$164.00	-	-	-	-	-	-	-	-	-	-	-	-	17	8	6	10	6	² 197
Manufacturing -----	131	39.5	155.00	-	-	-	-	-	-	-	-	-	-	-	-	16	7	5	7	-	96
Nonmanufacturing -----	113	40.0	174.50	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	3	6	101
Draftsmen, senior -----	1,542	39.5	121.00	-	-	7	4	26	23	30	89	79	153	182	112	152	81	92	76	50	386
Manufacturing -----	1,103	40.0	113.00	-	-	7	4	26	23	30	88	62	120	156	108	133	56	78	53	25	134
Nonmanufacturing -----	439	39.5	141.50	-	-	-	-	-	-	-	1	17	33	26	4	19	25	14	23	25	³ 252
Public utilities ⁴ -----	27	38.5	128.00	-	-	-	-	-	-	-	-	-	-	5	1	3	1	-	9	4	4
Draftsmen, junior -----	900	40.0	102.00	7	3	8	19	55	96	56	133	84	117	24	45	14	63	3	81	1	91
Manufacturing -----	310	39.5	91.50	7	3	5	4	28	40	33	58	70	27	20	5	1	3	3	1	1	1
Nonmanufacturing -----	590	40.0	107.50	-	-	3	15	27	56	23	75	14	90	4	40	13	60	-	80	-	⁵ 90
Public utilities ⁴ -----	36	38.0	104.50	-	-	-	-	-	-	2	3	1	14	4	8	4	-	-	-	-	-
Tracers -----	154	39.5	62.00	⁶ 40	79	3	13	8	10	1	-	-	-	-	-	-	-	-	-	-	-
Manufacturing -----	98	39.0	62.00	38	39	-	7	4	9	1	-	-	-	-	-	-	-	-	-	-	-
<u>Women</u>																					
Draftsmen, junior -----	53	40.0	88.50	-	19	1	-	1	2	3	-	5	2	-	20	-	-	-	-	-	-
Nurses, industrial (registered) -----	274	39.0	92.00	1	1	4	8	28	42	52	42	24	25	17	6	9	9	1	2	1	2
Manufacturing -----	218	39.5	92.50	-	-	-	5	21	36	42	33	20	23	16	5	9	5	1	2	-	-
Nonmanufacturing -----	56	38.5	90.50	1	1	4	3	7	6	10	9	4	2	1	1	-	4	-	-	1	2

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.² Workers were distributed as follows: 56 at \$140 to \$160; 69 at \$160 to \$180; 22 at \$180 to \$200; 50 at \$200 to \$220.³ Workers were distributed as follows: 47 at \$140 to \$150; 55 at \$150 to \$160; 80 at \$160 to \$170; 40 at \$170 to \$180; 30 at \$190 to \$200.⁴ Transportation, communication, and other public utilities.⁵ All workers were at \$140 to \$150.⁶ Workers were distributed as follows: 20 at \$50 to \$55; 20 at \$55 to \$60.

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

Table A-3. Maintenance and Powerplant Occupations

(Average straight-time hourly earnings for men in selected occupations studied on an area basis by industry division, Philadelphia, Pa., November 1960)

Occupation and industry division	Number of workers	Average hourly earnings ¹	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																					
			Under \$ 1.60	\$ 1.60 and under 1.70	\$ 1.70	\$ 1.80	\$ 1.90	\$ 2.00	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.10	\$ 3.20	\$ 3.30	\$ 3.40	\$ 3.50	\$ 3.60 and over
Carpenters, maintenance	850	\$ 2.85	-	-	2	6	14	13	12	43	20	24	175	79	22	97	56	38	133	15	1	1	4	95
Manufacturing	530	2.82	-	-	-	-	13	3	1	36	13	5	69	64	15	84	55	17	133	15	-	-	7	
Nonmanufacturing	320	2.92	-	-	2	6	1	10	11	7	7	19	106	15	7	13	1	21	-	-	1	1	4	88
Public utilities ²	127	2.61	-	-	-	-	-	-	-	-	-	6	95	13	-	7	-	-	-	-	1	1	4	-
Retail trade	126	3.59	-	-	-	-	-	-	-	-	-	-	4	1	7	5	21	-	-	-	-	-	-	388
Electricians, maintenance	1,704	2.88	-	3	-	3	-	18	4	38	32	135	118	265	46	286	131	96	283	74	84	6	47	35
Manufacturing	1,430	2.89	-	-	-	-	-	13	1	37	23	86	109	208	42	273	125	56	283	63	70	3	15	23
Nonmanufacturing	274	2.85	-	3	-	3	-	5	3	1	9	49	9	57	4	13	6	40	-	11	14	3	32	12
Public utilities ²	114	2.90	-	-	-	-	-	-	-	-	1	9	1	53	-	9	6	-	-	9	-	-	26	-
Retail trade	94	3.16	-	-	-	-	-	-	1	1	1	5	4	3	3	-	39	-	2	14	3	6	4	12
Engineers, stationary	919	2.50	-	2	26	50	28	48	21	70	62	140	79	173	60	56	29	14	25	7	21	5	3	-
Manufacturing	616	2.55	-	-	-	27	1	40	10	55	51	92	35	141	46	40	20	11	24	7	11	5	-	-
Nonmanufacturing	303	2.40	-	2	26	23	27	8	11	15	11	48	44	32	14	16	9	3	1	-	10	-	3	-
Public utilities ²	64	2.69	-	-	-	1	2	2	3	2	-	-	26	4	1	9	4	-	-	-	10	-	-	-
Retail trade	61	2.68	-	-	-	-	-	-	-	-	-	9	16	14	12	5	1	-	1	-	-	-	3	-
Finance ³	121	2.34	-	-	4	-	25	3	8	7	11	39	2	12	1	2	4	3	-	-	-	-	-	-
Services	57	1.90	-	2	22	22	-	3	-	6	-	-	-	2	-	-	-	-	-	-	-	-	-	-
Firemen, stationary boiler	507	2.25	12	8	47	49	25	21	34	110	27	63	31	4	31	19	-	20	-	6	-	-	-	-
Manufacturing	436	2.28	-	-	43	49	24	15	9	106	27	60	27	4	30	16	-	20	-	6	-	-	-	-
Nonmanufacturing	71	2.02	6	12	8	4	-	1	6	25	4	-	3	4	-	1	3	-	-	-	-	-	-	-
Helpers, trades, maintenance	1,120	2.32	49	12	17	51	16	105	174	60	209	39	100	68	201	19	-	-	-	-	-	-	-	-
Manufacturing	763	2.39	23	5	12	50	16	46	66	46	105	29	100	64	201	-	-	-	-	-	-	-	-	-
Nonmanufacturing	357	2.18	26	7	5	1	-	59	108	14	104	10	-	4	-	19	-	-	-	-	-	-	-	-
Public utilities ²	265	2.28	-	-	-	1	-	24	103	9	103	6	-	-	-	19	-	-	-	-	-	-	-	-
Machine-tool operators, toolroom	576	2.84	-	-	-	-	-	-	-	18	6	29	2	12	136	226	12	49	45	32	3	2	2	2
Manufacturing	576	2.84	-	-	-	-	-	-	-	18	6	29	2	12	136	226	12	49	45	32	3	2	2	2
Machinists, maintenance	1,595	2.89	-	-	-	-	-	2	26	76	5	66	170	208	66	153	220	63	270	182	7	1	68	12
Manufacturing	1,374	2.88	-	-	-	-	-	2	26	76	5	66	146	106	65	140	220	63	270	171	5	1	-	12
Nonmanufacturing	221	2.95	-	-	-	-	-	-	-	-	-	-	24	102	1	13	-	-	-	11	2	-	68	-
Public utilities ²	220	2.94	-	-	-	-	-	-	-	-	-	-	24	102	1	13	-	-	-	11	2	-	67	-
Mechanics, automotive (maintenance)	1,037	2.71	-	-	-	-	13	11	19	-	9	182	96	152	288	94	34	22	61	56	-	-	-	-
Manufacturing	279	2.70	-	-	-	-	13	-	-	-	9	12	38	87	63	8	-	1	45	3	-	-	-	-
Nonmanufacturing	758	2.71	-	-	-	-	-	11	19	-	-	170	58	65	225	86	34	21	16	53	-	-	-	-
Public utilities ²	550	2.74	-	-	-	-	-	-	-	-	-	162	47	3	213	7	28	21	16	53	-	-	-	-
Wholesale trade	121	2.71	-	-	-	-	-	-	-	-	-	6	8	62	-	45	-	-	-	-	-	-	-	-
Retail trade	54	2.65	-	-	-	-	-	11	-	-	-	-	3	-	-	34	6	-	-	-	-	-	-	-
Mechanics, maintenance	2,003	2.69	-	2	-	-	197	34	6	21	177	73	231	234	81	306	245	83	189	74	33	17	-	-
Manufacturing	1,955	2.69	-	2	-	-	197	34	6	21	177	73	221	224	72	297	245	82	189	65	33	17	-	-
Millwrights	322	2.89	-	-	-	-	-	-	-	2	5	11	4	67	20	57	25	43	68	20	-	-	-	-
Manufacturing	321	2.89	-	-	-	-	-	-	-	2	5	10	4	67	20	57	25	43	68	20	-	-	-	-
Oilers	462	2.09	52	78	1	11	41	44	11	38	64	25	56	25	8	8	-	-	-	-	-	-	-	-
Manufacturing	455	2.09	52	78	1	11	40	44	11	38	61	22	56	25	8	8	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-3. Maintenance and Powerplant Occupations—Continued

(Average straight-time hourly earnings for men in selected occupations studied on an area basis by industry division, Philadelphia, Pa., November 1960)

Occupation and industry division	Number of workers	Average hourly earnings ¹	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																					
			Under \$ 1.60	\$ 1.60 and under 1.70	\$ 1.70	\$ 1.80	\$ 1.90	\$ 2.00	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.10	\$ 3.20	\$ 3.30	\$ 3.40	\$ 3.50	\$ 3.60 and over
Painters, maintenance	493	\$ 2.71	10	1	8	7	11	21	3	10	46	17	51	51	44	59	11	5	62	37	39	-	-	-
Manufacturing	294	2.79	-	-	-	-	-	-	2	9	26	10	37	40	38	35	11	5	62	19	-	-	-	-
Nonmanufacturing	199	2.58	10	1	8	7	11	21	1	1	20	7	14	11	6	24	-	-	-	18	39	-	-	-
Public utilities ²	71	2.82	-	-	-	-	-	-	-	-	6	13	11	-	23	-	-	-	-	18	-	-	-	-
Finance ³	59	2.19	-	1	-	2	11	17	1	1	20	-	1	-	4	1	-	-	-	-	-	-	-	-
Pipefitters, maintenance	955	2.90	-	-	-	-	26	13	3	9	67	14	74	85	22	120	72	39	298	68	7	1	28	9
Manufacturing	886	2.88	-	-	-	-	26	13	3	9	67	12	74	72	22	104	72	39	298	59	6	-	1	9
Nonmanufacturing	69	3.12	-	-	-	-	-	-	-	-	2	-	13	-	16	-	-	-	-	9	1	1	27	-
Public utilities ²	69	3.12	-	-	-	-	-	-	-	-	2	-	13	-	16	-	-	-	-	9	1	1	27	-
Plumbers, maintenance	121	2.70	-	-	4	8	4	-	1	1	1	20	7	27	2	15	2	1	2	12	3	1	1	9
Manufacturing	88	2.63	-	-	4	8	4	-	1	-	1	14	4	27	2	8	1	-	1	-	2	1	1	9
Public utilities ²	31	2.61	-	-	-	-	-	-	-	-	-	4	-	26	-	-	1	-	-	-	-	-	-	-
Sheet-metal workers, maintenance	237	2.83	-	-	-	-	13	-	-	1	5	12	6	58	9	39	30	8	17	29	2	2	5	1
Manufacturing	200	2.83	-	-	-	-	13	-	-	1	5	-	6	44	9	36	29	8	17	29	2	1	-	-
Nonmanufacturing	37	2.78	-	-	-	-	-	-	-	-	-	12	-	14	-	3	1	-	-	-	-	-	5	1
Public utilities ²	35	2.74	-	-	-	-	-	-	-	-	-	12	-	14	-	3	-	-	-	-	-	1	5	-
Tool and die makers	1,261	3.12	-	-	-	-	-	-	-	9	9	9	30	60	14	69	82	149	362	293	60	40	56	19
Manufacturing	1,259	3.12	-	-	-	-	-	-	-	9	9	9	30	58	14	69	82	149	362	293	60	40	56	19

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Transportation, communication, and other public utilities.³ All workers were at \$3.80 to \$3.90.⁴ Workers were distributed as follows: 9 at \$4 to \$4.10; 3 at \$4.10 to \$4.20.⁵ Finance, insurance, and real estate.⁶ Workers were distributed as follows: 4 at \$1.30 to \$1.40; 8 at \$1.50 to \$1.60.⁷ Workers were distributed as follows: 4 at \$1.20 to \$1.30; 4 at \$1.30 to \$1.40; 32 at \$1.40 to \$1.50; 12 at \$1.50 to \$1.60.

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

Table A-4. Custodial and Material Movement Occupations

(Average straight-time hourly earnings for selected occupations studied on an area basis by industry division, Philadelphia, Pa., November 1960)

Occupation ¹ and industry division	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																					
			Under \$1.00	\$1.00 and under 1.10	1.10	1.20	1.30	1.40	1.50	1.60	1.70	1.80	1.90	2.00	2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00 and over
Elevator operators, passenger (men) -----	759	\$1.65	9	42	4	21	75	81	31	100	268	24	5	47	19	18	2	13	-	-	-	-	-	-
Manufacturing -----	107	1.92	-	-	1	2	-	-	14	5	-	21	4	40	18	-	2	-	-	-	-	-	-	-
Nonmanufacturing -----	652	1.61	9	42	3	19	75	81	17	95	268	3	1	7	1	18	-	13	-	-	-	-	-	-
Public utilities ³ -----	32	2.30	-	-	-	-	-	-	-	-	-	-	1	-	1	18	-	12	-	-	-	-	-	-
Retail trade -----	85	1.52	-	-	3	5	4	51	10	4	-	-	-	7	-	-	-	1	-	-	-	-	-	-
Finance ⁴ -----	469	1.65	-	-	-	2	71	30	7	91	268	-	-	-	-	-	-	-	-	-	-	-	-	-
Elevator operators, passenger (women) -----	263	1.44	-	68	11	4	4	33	67	24	14	31	2	3	-	-	-	2	-	-	-	-	-	-
Manufacturing -----	222	1.38	-	68	11	3	4	32	59	24	14	-	2	3	-	-	-	2	-	-	-	-	-	-
Retail trade -----	95	1.38	-	24	1	-	4	32	31	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-
Finance ⁴ -----	53	1.58	-	-	-	3	-	-	28	8	14	-	-	-	-	-	-	-	-	-	-	-	-	-
Guards -----	2,387	1.70	-	717	132	38	146	27	70	38	44	196	35	254	51	148	153	148	150	12	28	-	-	-
Manufacturing -----	1,056	2.20	-	-	-	4	-	2	2	-	19	160	29	254	42	131	153	86	138	12	24	-	-	-
Nonmanufacturing -----	1,331	1.30	-	717	132	34	146	25	68	38	25	36	6	-	9	17	-	62	12	-	4	-	-	-
Finance ⁴ -----	251	1.66	-	-	-	16	21	21	68	32	25	36	6	-	9	17	-	-	-	-	-	-	-	-
Janitors, porters, and cleaners (men) -----	6,361	1.79	25	166	274	263	227	400	609	472	738	556	594	543	293	861	127	181	28	4	-	-	-	-
Manufacturing -----	3,228	1.93	-	20	33	77	14	76	195	105	497	405	418	385	183	622	109	64	25	-	-	-	-	-
Nonmanufacturing -----	3,133	1.64	25	146	241	186	213	324	414	367	241	151	176	158	110	239	18	117	3	4	-	-	-	-
Public utilities ³ -----	766	2.11	-	7	-	-	-	5	3	9	14	49	121	102	105	227	9	115	-	-	-	-	-	-
Wholesale trade -----	108	1.78	-	-	-	18	-	3	5	6	23	14	6	15	5	9	4	-	-	-	-	-	-	-
Retail trade -----	924	1.45	2	108	26	131	169	204	112	12	11	67	29	36	-	3	5	2	3	4	-	-	-	-
Finance ⁴ -----	762	1.62	2	14	6	15	24	34	104	334	183	21	20	5	-	-	-	-	-	-	-	-	-	-
Services -----	573	1.32	21	17	209	22	20	78	190	6	10	-	-	-	-	-	-	-	-	-	-	-	-	-
Janitors, porters, and cleaners (women) -----	2,549	1.37	43	92	266	984	493	68	109	155	60	79	95	23	16	46	12	8	-	-	-	-	-	-
Manufacturing -----	584	1.65	-	2	58	49	27	55	60	82	53	74	29	21	16	39	11	8	-	-	-	-	-	-
Nonmanufacturing -----	1,965	1.29	43	90	208	935	466	13	49	73	7	5	66	2	-	7	1	-	-	-	-	-	-	-
Public utilities ³ -----	179	1.74	-	-	-	2	10	2	14	70	2	3	66	2	-	7	1	-	-	-	-	-	-	-
Wholesale trade -----	50	1.21	-	12	17	3	12	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade -----	239	1.20	-	35	83	105	3	1	2	3	5	2	-	-	-	-	-	-	-	-	-	-	-	-
Finance ⁴ -----	1,136	1.28	24	35	69	530	441	10	27	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laborers, material handling -----	8,823	2.08	-	69	160	217	183	289	664	318	224	444	719	365	624	1473	607	1616	504	14	330	3	-	-
Manufacturing -----	4,918	2.08	-	6	16	73	91	218	376	233	115	205	626	284	474	951	433	156	340	-	321	-	-	-
Nonmanufacturing -----	3,905	2.08	-	63	144	144	92	71	288	85	109	239	93	81	150	522	174	1460	164	14	9	3	-	-
Public utilities ³ -----	1,380	2.37	-	-	-	-	-	-	-	-	-	-	-	4	-	432	20	851	73	-	-	-	-	-
Wholesale trade -----	1,020	2.02	-	-	-	36	24	30	255	39	12	-	12	3	85	57	125	282	52	-	8	-	-	-
Retail trade -----	1,497	1.85	-	63	144	108	60	41	33	46	97	239	81	74	65	33	29	327	39	14	1	3	-	-
Order fillers -----	2,549	2.14	-	14	31	43	57	146	170	134	60	95	323	56	83	110	244	508	261	63	3	42	16	90
Manufacturing -----	1,105	2.06	-	-	-	30	34	57	54	51	37	46	287	31	65	39	144	159	-	-	-	26	9	36
Nonmanufacturing -----	1,444	2.19	-	14	31	13	23	89	116	83	23	49	36	25	18	71	100	349	261	63	3	16	7	54
Wholesale trade -----	1,023	2.20	-	-	24	-	12	84	108	78	15	12	-	-	18	71	100	225	152	51	-	13	6	54
Retail trade -----	421	2.19	-	14	7	13	11	5	8	5	8	37	36	25	-	-	-	124	109	12	3	3	1	-
Packers, shipping (men) -----	1,358	1.83	-	8	8	68	52	217	147	94	130	71	107	88	32	56	164	49	21	14	9	9	10	4
Manufacturing -----	840	1.94	-	-	-	34	29	95	41	43	86	49	104	63	32	56	158	4	2	13	9	8	10	4
Nonmanufacturing -----	518	1.66	-	8	8	34	23	122	106	51	44	22	3	25	-	-	6	45	19	1	-	1	-	-
Wholesale trade -----	333	1.66	-	-	6	30	6	96	69	45	12	6	-	-	-	-	45	18	-	-	-	-	-	-
Retail trade -----	185	1.67	-	8	2	4	17	26	37	6	32	16	3	25	-	-	6	-	1	1	-	1	-	-

See footnotes at end of table.

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

(Average straight-time hourly earnings for selected occupations studied on an area basis by industry division, Philadelphia, Pa., November 1960)

Occupation ¹ and industry division	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																						
			Under \$1.00	\$1.00 and under 1.10	\$1.10 1.20	\$1.20 1.30	\$1.30 1.40	\$1.40 1.50	\$1.50 1.60	\$1.60 1.70	\$1.70 1.80	\$1.80 1.90	\$1.90 2.00	\$2.00 2.10	\$2.10 2.20	\$2.20 2.30	\$2.30 2.40	\$2.40 2.50	\$2.50 2.60	\$2.60 2.70	\$2.70 2.80	\$2.80 2.90	\$2.90 3.00	\$3.00 and over	
Packers, shipping (women) -----	459	\$1.52	-	18	44	64	96	34	25	12	31	86	24	19	5	-	1	-	-	-	-	-	-	-	-
Manufacturing -----	188	1.58	-	8	2	32	43	9	-	-	11	67	12	-	3	-	1	-	-	-	-	-	-	-	-
Nonmanufacturing -----	271	1.47	-	10	42	32	53	25	25	12	20	19	12	19	2	-	-	-	-	-	-	-	-	-	-
Retail trade -----	220	1.51	-	10	42	26	11	22	25	12	20	19	12	19	2	-	-	-	-	-	-	-	-	-	-
Receiving clerks -----	868	2.13	-	11	3	11	33	16	17	40	36	92	88	66	59	63	93	46	51	99	16	17	3	8	
Manufacturing -----	490	2.28	-	-	-	-	-	1	2	6	21	55	40	43	45	39	57	46	26	66	16	17	2	8	
Nonmanufacturing -----	378	1.93	-	11	3	11	33	15	15	34	15	37	48	23	14	24	36	-	25	33	-	-	-	-	
Wholesale trade -----	144	2.11	-	-	-	-	12	-	6	12	6	24	12	-	-	-	18	-	21	33	-	-	-	-	
Retail trade -----	201	1.82	-	11	3	9	18	12	2	21	2	13	35	22	14	18	18	-	2	-	-	-	1	-	
Shipping clerks -----	582	2.27	-	-	-	-	9	6	12	25	1	47	32	43	19	133	39	19	87	49	27	1	14	19	
Manufacturing -----	434	2.34	-	-	-	-	-	6	-	-	-	35	27	36	15	118	20	18	68	37	24	1	10	19	
Nonmanufacturing -----	148	2.09	-	-	-	-	9	-	12	25	1	12	5	7	4	15	19	1	19	12	3	-	4	-	
Wholesale trade -----	121	2.08	-	-	-	-	9	-	12	24	-	6	-	6	-	12	19	-	15	12	3	-	3	-	
Shipping and receiving clerks -----	422	2.39	-	-	-	-	-	5	11	-	22	27	35	12	39	33	13	114	47	27	10	2	25		
Manufacturing -----	163	2.28	-	-	-	-	-	5	-	-	21	21	35	6	7	9	1	14	6	16	-	-	22		
Nonmanufacturing -----	259	2.46	-	-	-	-	-	-	11	-	1	6	-	6	32	24	12	100	41	11	10	2	3		
Wholesale trade -----	65	2.45	-	-	-	-	-	-	-	-	-	6	-	4	-	18	-	7	24	3	3	-	-		
Retail trade -----	160	2.52	-	-	-	-	-	-	11	-	-	-	-	2	5	-	12	93	17	8	7	2	3		
Truckdrivers ⁶ -----	8,041	2.60	-	-	-	12	1	16	20	33	12	40	34	82	82	204	199	3808	2158	457	764	9	110		
Manufacturing -----	2,273	2.60	-	-	-	-	-	6	6	26	-	26	32	73	21	80	132	833	266	328	409	6	29		
Nonmanufacturing -----	5,768	2.60	-	-	-	12	1	10	14	7	12	14	2	9	61	124	67	2975	1892	129	355	3	81		
Public utilities ³ -----	3,555	2.56	-	-	-	-	-	-	1	3	3	12	6	2	9	33	112	5	2397	939	33	-	-		
Wholesale trade -----	1,560	2.69	-	-	-	12	-	-	-	-	-	-	-	-	-	18	-	48	441	591	11	355	3		
Retail trade -----	619	2.62	-	-	-	-	-	5	6	-	-	-	-	-	10	-	14	137	362	85	-	-	-		
Truckdrivers, light (under 1½ tons) -----	415	2.32	-	-	-	12	1	16	14	19	11	14	20	5	22	11	74	94	81	21	-	-	-		
Manufacturing -----	240	2.44	-	-	-	-	-	6	-	12	-	-	18	-	4	7	73	51	48	21	-	-	-		
Nonmanufacturing -----	175	2.17	-	-	-	12	1	10	14	7	11	14	2	5	18	4	1	43	33	-	-	-	-		
Wholesale trade -----	87	2.43	-	-	-	12	-	-	-	-	-	-	-	-	-	-	-	42	33	-	-	-	-		
Truckdrivers, medium (1½ to and including 4 tons) -----	3,024	2.59	-	-	-	-	-	-	6	14	1	26	14	63	33	48	57	1755	415	280	302	-	10		
Manufacturing -----	1,167	2.62	-	-	-	-	-	-	6	14	-	26	14	61	3	13	53	327	91	247	302	-	10		
Nonmanufacturing -----	1,857	2.56	-	-	-	-	-	-	-	-	1	-	-	2	30	35	4	1428	324	33	-	-	-		
Public utilities ³ -----	1,515	2.57	-	-	-	-	-	-	-	-	1	-	-	2	7	23	4	1221	224	33	-	-	-		
Wholesale trade -----	158	2.56	-	-	-	-	-	-	-	-	-	-	-	-	18	-	70	-	70	-	-	-	-		
Truckdrivers, heavy (over 4 tons, trailer type) -----	2,605	2.64	-	-	-	-	-	-	-	-	-	-	-	-	-	42	15	1103	1014	11	420	-	-		
Manufacturing -----	435	2.59	-	-	-	-	-	-	-	-	-	-	-	-	-	42	1	272	10	3	107	-	-		
Nonmanufacturing -----	2,170	2.65	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	831	1004	8	313	-	-		
Public utilities ³ -----	1,135	2.60	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	645	490	-	-	-	-		
Wholesale trade -----	851	2.72	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	186	344	8	313	-	-		
Truckdrivers, heavy (over 4 tons, other than trailer type) -----	796	2.66	-	-	-	-	-	-	-	-	-	-	-	12	8	9	48	461	102	5	42	9	100		
Manufacturing -----	241	2.62	-	-	-	-	-	-	-	-	-	-	-	12	8	9	-	101	84	2	-	6	19		
Nonmanufacturing -----	555	2.68	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	48	360	18	3	42	3		
Wholesale trade -----	320	2.77	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	48	143	-	3	42	3		

See footnotes at end of table.

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

(Average straight-time hourly earnings for selected occupations studied on an area basis by industry division, Philadelphia, Pa., November 1960)

Occupation ¹ and industry division	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																					
			Under \$ 1.00	\$ 1.00 and under 1.10	\$ 1.10	\$ 1.20	\$ 1.30	\$ 1.40	\$ 1.50	\$ 1.60	\$ 1.70	\$ 1.80	\$ 1.90	\$ 2.00	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00 and over
Truckers, power (forklift) -----	2,192	\$ 2.26	-	-	-	-	-	-	18	24	-	214	235	218	188	168	303	297	292	160	36	3	-	36
Manufacturing -----	1,747	2.21	-	-	-	-	-	-	18	-	-	214	226	206	185	164	236	287	69	89	15	2	-	36
Nonmanufacturing -----	445	2.46	-	-	-	-	-	-	-	-	24	-	9	12	3	4	67	10	223	71	21	1	-	-
Wholesale trade -----	137	2.40	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12	-	59	39	3	-	-	-
Retail trade -----	245	2.48	-	-	-	-	-	-	-	-	-	-	5	10	2	2	55	7	113	32	18	1	-	-
Truckers, power (other than forklift) -----	394	2.20	-	-	-	-	-	-	5	28	-	60	84	35	29	43	58	36	4	-	-	-	-	12
Manufacturing -----	358	2.18	-	-	-	-	-	-	5	28	-	60	84	33	29	14	58	33	2	-	-	-	-	12
Watchmen -----	1,154	1.66	-	103	28	113	79	141	112	60	91	68	17	119	105	70	2	45	-	1	-	-	-	-
Manufacturing -----	577	1.84	-	-	6	21	8	83	90	31	45	40	7	62	70	66	2	45	-	1	-	-	-	-
Nonmanufacturing -----	577	1.48	-	103	22	92	71	58	22	29	46	28	10	57	35	4	-	-	-	-	-	-	-	-
Public utilities ³ -----	116	1.93	-	8	-	8	-	2	-	-	-	-	2	57	35	4	-	-	-	-	-	-	-	-
Retail trade -----	127	1.32	-	25	-	39	32	17	3	-	-	4	7	-	-	-	-	-	-	-	-	-	-	-
Finance ⁴ -----	174	1.55	-	1	4	27	15	22	19	26	35	24	1	-	-	-	-	-	-	-	-	-	-	-
Services -----	94	1.27	-	21	18	18	12	17	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ Data limited to men workers except where otherwise indicated.² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.³ Transportation, communication, and other public utilities.⁴ Finance, insurance, and real estate.⁵ All workers were at \$ 3 to \$ 3.10.⁶ Includes all drivers regardless of size and type of truck operated.⁷ Workers were distributed as follows: 30 at \$ 3 to \$ 3.20; 39 at \$ 3.20 to \$ 3.40; 12 at \$ 3.40 and over.

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

B: Establishment Practices and Supplementary Wage Provisions

Table B-1. Shift Differentials

(Shift differentials of manufacturing plant workers by type and amount of differential, Philadelphia, Pa., November 1960)

Shift differential	Percent of manufacturing plant workers—			
	In establishments having formal provisions ¹ for—		Actually working on—	
	Second shift work	Third or other shift work	Second shift	Third or other shift
Total	85.6	82.8	14.3	5.6
With shift pay differential	83.5	79.8	13.9	5.3
Uniform cents (per hour)	39.4	35.4	6.6	2.7
Under 5 cents .....	.9	.6	.1	-
5 cents	8.1	1.9	1.4	.1
5 $\frac{1}{3}$ cents .....	.5	.5	(²)	-
6 cents	2.3	-	.6	-
7 cents	1.7	-	.4	-
7 $\frac{1}{2}$ cents	5.2	4.1	1.0	.5
8 cents	7.9	1.4	1.3	(²)
9 cents .....	.8	.9	.1	.1
10 cents	6.0	10.9	.8	.6
11 cents .....	.8	-	.3	-
12 cents	2.5	5.7	.2	.7
13, 13 $\frac{1}{3}$ or 14 cents	2.0	1.6	.4	.1
15 cents	-	1.9	-	.1
16 cents	-	3.5	-	.5
Over 16 cents .....	.7	2.3	(²)	.1
Uniform percentage	40.6	40.2	6.1	1.9
5 percent	4.2	-	.6	-
7 percent	6.6	6.0	1.0	.1
7 $\frac{1}{2}$ percent	2.0	1.9	.5	.1
8 $\frac{1}{4}$ percent .....	.9	.9	.2	(²)
10 percent	27.0	28.4	3.9	1.7
12 percent	-	.5	-	(²)
15 percent	-	2.4	-	(²)
Other formal paid differential	3.5	4.2	1.2	.7
No shift pay differential	2.1	2.9	.4	.3

¹ Includes establishments currently operating late shifts, and establishments with formal provisions covering late shifts even though they were not currently operating late shifts.² Less than 0.05 percent.

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

(Distribution of establishments studied in all industries and in industry divisions by minimum entrance salary for selected categories of inexperienced women office workers, Philadelphia, Pa., November 1960)

Minimum weekly salary ¹	Inexperienced typists										Other inexperienced clerical workers ²											
	All industries	Manufacturing					Nonmanufacturing					All industries	Manufacturing					Nonmanufacturing				
		Based on standard weekly hours ³ of—											Based on standard weekly hours ³ of—									
		All schedules	37½	38¾	40	All schedules	35	37½	38¾	40	All schedules		37½	38¾	40	All schedules	35	37½	38¾	40		
Establishments studied -----	310	129	xxx	xxx	xxx	181	xxx	xxx	xxx	xxx	310	129	xxx	xxx	xxx	181	xxx	xxx	xxx	xxx		
Establishments having a specified minimum -----	163	69	14	9	42	94	16	26	7	33	178	77	17	10	44	101	17	26	7	40		
\$40.00 and under \$42.50 -----	8	2	-	-	-	6	1	-	-	4	20	3	3	-	-	17	1	1	2	9		
\$42.50 and under \$45.00 -----	3	-	-	-	-	3	-	-	1	2	8	1	-	-	1	7	1	3	1	2		
\$45.00 and under \$47.50 -----	42	11	4	3	2	31	6	11	2	6	35	10	3	3	2	25	5	9	1	6		
\$47.50 and under \$50.00 -----	13	3	2	1	-	10	1	5	1	-	15	5	2	1	2	10	-	6	1	1		
\$50.00 and under \$52.50 -----	24	12	1	2	9	12	3	2	1	5	30	14	3	2	8	16	8	1	1	6		
\$52.50 and under \$55.00 -----	9	3	-	-	3	6	3	2	-	1	9	4	-	1	3	5	2	2	-	1		
\$55.00 and under \$57.50 -----	16	6	2	1	2	10	2	3	1	3	17	11	4	1	4	6	-	2	-	3		
\$57.50 and under \$60.00 -----	9	7	3	-	4	2	-	-	-	2	10	7	2	-	4	3	-	1	-	2		
\$60.00 and under \$62.50 -----	13	10	-	-	10	3	-	1	-	2	11	6	-	1	5	5	-	-	-	5		
\$62.50 and under \$65.00 -----	4	1	-	1	-	3	-	1	1	1	4	3	-	1	2	1	-	-	1	-		
\$65.00 and under \$67.50 -----	7	4	-	1	2	3	-	1	-	2	3	2	-	-	2	1	-	1	-	-		
\$67.50 and under \$70.00 -----	3	3	-	-	3	-	-	-	-	-	4	4	-	-	4	-	-	-	-	-		
\$70.00 and under \$72.50 -----	2	2	-	-	2	-	-	-	-	-	2	2	-	-	2	-	-	-	-	-		
\$72.50 and under \$75.00 -----	1	-	-	-	-	1	-	-	-	-	1	-	-	-	-	1	-	-	-	1		
\$75.00 and under \$77.50 -----	2	2	-	-	2	-	-	-	-	-	2	2	-	-	2	-	-	-	-	-		
\$77.50 and under \$80.00 -----	1	1	-	-	1	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-		
\$80.00 and under \$82.50 -----	2	1	-	-	1	1	-	-	-	1	2	1	-	-	1	1	-	-	-	1		
\$82.50 and under \$85.00 -----	2	1	-	-	1	1	-	-	-	1	2	1	-	-	1	1	-	-	-	1		
\$85.00 and over -----	2	-	-	-	-	2	-	-	-	2	2	-	-	-	-	2	-	-	-	2		
Establishments having no specified minimum -----	60	27	xxx	xxx	xxx	33	xxx	xxx	xxx	xxx	84	39	xxx	xxx	xxx	45	xxx	xxx	xxx	xxx		
Establishments which did not employ workers in this category -----	86	33	xxx	xxx	xxx	53	xxx	xxx	xxx	xxx	47	13	xxx	xxx	xxx	34	xxx	xxx	xxx	xxx		
Data not available -----	1	-	xxx	xxx	xxx	1	xxx	xxx	xxx	xxx	1	-	xxx	xxx	xxx	1	xxx	xxx	xxx	xxx		

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

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

³ Hours reflect the workweek for which employees receive their regular straight-time salaries. Data are presented for all workweeks combined and for the most common workweeks reported.

NOTE: See note on p. 18, relative to the inclusion of railroads.

Table B-3. Scheduled Weekly Hours

(Percent distribution of office and plant workers in all industries and in industry divisions by scheduled weekly hours of first-shift workers, Philadelphia, Pa., November 1960)

Weekly hours	OFFICE WORKERS ¹							PLANT WORKERS					
	All industries	Manufacturing	Public utilities ¹	Wholesale trade	Retail trade	Finance ²	Services	All industries ³	Manufacturing	Public utilities ¹	Wholesale trade	Retail trade	Services
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100
Under 35 hours	1	(⁴)	-	-	(⁴)	4	-	-	-	-	-	-	-
35 hours	8	5	6	7	6	17	3	2	3	-	-	-	2
36 hours	(⁴)	-	-	-	2	-	-	(⁴)	-	-	-	1	6
36 ¹ / ₄ hours	7	4	4	6	-	16	8	(⁴)	-	(⁴)	-	-	-
Over 36 ¹ / ₄ and under 37 ¹ / ₂ hours	4	1	-	-	-	13	1	-	-	-	-	-	-
37 ¹ / ₂ hours	23	20	22	21	23	24	47	7	10	-	(⁴)	4	5
Over 37 ¹ / ₂ and under 38 ³ / ₄ hours	(⁴)	1	(⁴)	-	1	-	1	1	-	-	-	7	-
38 ³ / ₄ hours	10	17	(⁴)	15	3	5	10	(⁴)	-	-	1	-	1
Over 38 ³ / ₄ and under 40 hours	2	-	-	-	-	8	(⁴)	-	-	-	-	-	-
40 hours	44	52	68	52	63	14	29	86	86	99	87	79	73
42 hours	-	-	-	-	-	-	-	1	-	-	4	5	-
Over 42 and under 48 hours	(⁴)	-	-	-	(⁴)	-	1	1	-	-	8	-	5
48 hours and over	(⁴)	-	-	-	1	-	-	1	-	-	-	5	9

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

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

Table B-4. Paid Holidays

(Percent distribution of office and plant workers in all industries and industry divisions by number of paid holidays provided annually, Philadelphia, Pa., November 1960)

Item	OFFICE WORKERS:							PLANT WORKERS					
	All industries	Manufacturing	Public utilities ¹	Wholesale trade	Retail trade	Finance ²	Services	All industries ³	Manufacturing	Public utilities ¹	Wholesale trade	Retail trade	Services
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	100	100	100	100	100	100	100	98	100	100	89	99	80
Workers in establishments providing no paid holidays	-	-	-	-	-	-	-	2	-	-	11	1	20
Number of days													
Less than 6 holidays	-	-	-	-	-	-	-	2	1	(⁴)	-	5	-
6 holidays	11	13	(⁴)	16	35	-	43	15	9	2	10	39	62
6 holidays plus 1 half day	2	1	-	12	2	-	15	1	1	-	2	2	2
6 holidays plus 2, 3, or 4 half days	2	4	(⁴)	2	-	-	4	4	5	-	3	-	4
7 holidays	20	28	39	15	18	2	9	33	38	47	12	14	6
7 holidays plus 1 half day	7	8	2	11	7	4	23	2	4	-	2	-	-
7 holidays plus 2, 3, or 5 half days	3	5	-	4	-	1	1	2	3	-	(⁴)	-	-
8 holidays	18	26	24	26	32	1	5	28	27	32	51	34	1
8 holidays plus 1 half day	1	3	(⁴)	-	4	-	-	2	2	-	-	-	2
8 holidays plus 2, 3, or 5 half days	2	2	-	6	-	1	-	1	2	-	-	-	-
9 holidays	4	5	3	4	3	4	1	4	4	2	6	5	2
9 holidays plus 1 or 2 half days	3	1	4	-	-	7	-	1	1	(⁴)	-	-	-
10 holidays	5	5	21	5	-	-	-	2	1	10	2	-	-
10 holidays plus 1 half day	1	-	3	-	-	-	-	1	-	5	-	-	-
11 holidays	1	-	(⁴)	-	-	3	(⁴)	1	1	-	-	-	-
11 holidays plus 1 half day	1	-	-	-	-	4	-	-	-	-	-	-	-
12 holidays	18	(⁴)	2	-	-	67	-	(⁴)	-	2	-	-	-
13 holidays	2	-	(⁴)	-	-	7	-	(⁴)	-	(⁴)	-	-	-
Total holiday time ⁵													
13 days	2	-	(⁴)	-	-	7	-	(⁴)	-	(⁴)	-	-	-
12 or more days	20	(⁴)	2	-	-	74	-	(⁴)	-	2	-	-	-
11½ or more days	21	(⁴)	2	-	-	78	-	(⁴)	-	2	-	-	-
11 or more days	22	(⁴)	2	-	-	80	(⁴)	1	1	2	-	-	-
10½ or more days	23	(⁴)	6	-	-	81	(⁴)	2	1	7	-	-	-
10 or more days	30	5	27	5	-	88	(⁴)	3	2	17	2	-	-
9½ or more days	31	5	31	10	-	88	(⁴)	4	3	17	2	-	-
9 or more days	36	13	34	15	3	92	1	10	9	19	8	5	2
8½ or more days	37	15	34	19	6	92	1	11	12	19	8	5	4
8 or more days	58	46	58	47	39	94	7	41	42	51	62	39	5
7½ or more days	66	55	60	57	46	98	31	44	46	51	64	39	5
7 or more days	87	86	100	73	64	100	43	80	89	98	76	53	16
6½ or more days	89	87	100	84	65	100	57	82	90	98	79	55	18
6 or more days	100	100	100	100	100	100	100	97	99	100	89	94	80
5 or more days	100	100	100	100	100	100	100	98	100	100	89	94	80
4½ or more days	100	100	100	100	100	100	100	98	100	100	89	94	80
1 or more days	100	100	100	100	100	100	100	98	100	100	89	99	80

¹ Transportation, communication, and other public utilities.² Finance, insurance, and real estate.³ Includes data for real estate in addition to those industry divisions shown separately.⁴ Less than 0.5 percent.⁵ All combinations of full and half days that add to the same amount are combined; for example, the proportion of workers receiving a total of 7 days includes those with 7 full days and no half days, 6 full days and 2 half days, 5 full days and 4 half days, and so on. Proportions were then cumulated.NOTE: See note on p. 18, ⁵ relative to the inclusion of railroads.

Table B-5. Paid Vacations

(Percent distribution of office and plant workers in all industries and in industry divisions by vacation pay provisions, Philadelphia, Pa., November 1960)

Vacation policy	OFFICE WORKERS							PLANT WORKERS					
	All industries	Manufacturing	Public utilities ¹	Wholesale trade	Retail trade	Finance ²	Services	All industries ³	Manufacturing	Public utilities ¹	Wholesale trade	Retail trade	Services
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100
Method of payment													
Workers in establishments providing paid vacations	99	100	100	100	100	99	100	99	100	100	91	100	100
Length-of-time payment	99	99	100	100	100	99	93	79	70	100	83	100	66
Percentage payment	(⁴)	1	-	-	-	-	-	18	28	-	3	-	3
Flat-sum payment	-	-	-	-	-	-	-	(⁴)	-	-	5	-	-
Other	(⁴)	-	-	-	-	-	7	3	2	-	-	-	31
Workers in establishments providing no paid vacations	(⁴)	-	-	-	-	(⁴)	-	(⁴)	-	-	9	-	-
Amount of vacation pay⁵													
<u>After 6 months of service</u>													
Under 1 week	12	10	24	12	18	7	7	21	21	5	7	34	25
1 week	44	50	24	40	19	56	51	17	18	23	18	11	8
Over 1 and under 2 weeks	12	14	6	17	2	13	13	2	3	3	1	1	5
2 weeks	8	3	-	2	-	23	17	1	1	-	-	-	-
<u>After 1 year of service</u>													
Under 1 week	-	-	-	-	-	-	-	(⁴)	-	-	-	3	-
1 week	24	13	64	18	79	1	13	74	73	81	63	79	59
Over 1 and under 2 weeks	(⁴)	(⁴)	-	-	-	-	7	3	3	-	-	-	30
2 weeks	76	86	36	82	21	99	80	22	25	19	23	18	10
Over 2 and under 3 weeks	-	-	-	-	-	-	-	(⁴)	-	-	5	-	-
3 weeks	-	-	-	-	-	-	-	(⁴)	-	(⁴)	-	-	-
<u>After 2 years of service</u>													
1 week	7	7	14	14	9	-	3	49	53	56	57	34	24
Over 1 and under 2 weeks	5	1	26	-	1	-	8	15	19	-	5	5	40
2 weeks	88	92	61	84	90	100	76	35	27	44	24	61	36
Over 2 and under 3 weeks	1	-	-	-	-	-	13	(⁴)	-	-	5	-	-
3 weeks	(⁴)	-	-	2	-	-	-	1	1	(⁴)	-	-	-
<u>After 3 years of service</u>													
1 week	4	3	14	7	2	-	2	19	16	51	21	5	17
Over 1 and under 2 weeks	1	2	-	-	-	-	8	18	26	-	8	3	36
2 weeks	93	92	86	92	98	100	77	60	54	48	57	92	47
Over 2 and under 3 weeks	1	(⁴)	-	-	-	-	13	1	2	-	5	-	-
3 weeks	1	2	-	2	-	-	-	2	3	(⁴)	-	-	-
<u>After 5 years of service</u>													
1 week	(⁴)	(⁴)	-	-	-	-	-	1	1	-	-	1	7
Over 1 and under 2 weeks	(⁴)	-	-	-	-	-	1	2	1	-	-	3	10
2 weeks	87	82	95	83	92	95	53	85	84	97	86	87	57
Over 2 and under 3 weeks	5	7	-	-	-	4	19	5	6	-	5	-	26
3 weeks	8	10	5	17	8	1	27	7	8	3	-	9	-

See footnotes at end of table.

Table B-5. Paid Vacations—Continued

(Percent distribution of office and plant workers in all industries and in industry divisions by vacation pay provisions, Philadelphia, Pa., November 1960)

Vacation policy	OFFICE WORKERS							PLANT WORKERS					
	All industries	Manufacturing	Public utilities ¹	Wholesale trade	Retail trade	Finance ²	Services	All industries ³	Manufacturing	Public utilities ¹	Wholesale trade	Retail trade	Services
Amount of vacation pay —Continued⁵													
<u>After 10 years of service</u>													
1 week	(⁴)	(⁴)	-	-	-	-	-	1	1	-	-	1	3
Over 1 and under 2 weeks	(⁴)	-	-	-	-	-	1	1	-	-	-	3	10
2 weeks	53	41	65	56	14	77	46	43	44	49	46	27	58
Over 2 and under 3 weeks	3	3	-	-	-	5	3	10	14	-	7	-	21
3 weeks	43	55	35	42	86	19	40	45	41	51	38	69	3
Over 3 and under 4 weeks	(⁴)	-	-	-	-	-	4	1	1	-	-	-	5
4 weeks	(⁴)	-	-	2	-	-	7	-	-	-	-	-	-
<u>After 15 years of service</u>													
1 week	(⁴)	(⁴)	-	-	-	-	-	1	1	-	-	1	3
Over 1 and under 2 weeks	(⁴)	-	-	-	-	-	(⁴)	1	-	-	-	3	2
2 weeks	11	9	3	21	11	9	38	15	15	-	25	13	53
Over 2 and under 3 weeks	(⁴)	-	-	-	-	1	2	1	-	-	5	-	16
3 weeks	88	90	96	77	89	89	48	76	75	100	55	83	15
Over 3 and under 4 weeks	1	(⁴)	-	-	-	1	5	6	10	-	-	-	10
4 weeks	1	(⁴)	1	2	-	-	7	(⁴)	(⁴)	-	5	-	-
<u>After 20 years of service</u>													
1 week	(⁴)	(⁴)	-	-	-	-	-	1	1	-	-	1	3
Over 1 and under 2 weeks	(⁴)	-	-	-	-	-	(⁴)	1	-	-	-	3	2
2 weeks	9	9	3	21	11	3	38	14	14	-	25	13	48
Over 2 and under 3 weeks	(⁴)	-	-	-	-	-	2	1	-	-	5	-	21
3 weeks	74	68	93	58	68	84	48	60	64	82	32	48	15
Over 3 and under 4 weeks	1	2	-	-	-	-	5	5	7	-	-	-	10
4 weeks	15	21	4	21	21	13	7	18	14	18	28	35	-
<u>After 25 years of service</u>													
1 week	(⁴)	(⁴)	-	-	-	-	-	1	1	-	-	1	3
Over 1 and under 2 weeks	(⁴)	-	-	-	-	-	(⁴)	1	-	-	-	3	2
2 weeks	9	10	3	21	10	3	37	14	14	-	25	11	42
Over 2 and under 3 weeks	(⁴)	-	-	-	-	-	2	1	-	-	5	-	21
3 weeks	42	43	67	52	16	30	46	37	38	63	29	18	21
Over 3 and under 4 weeks	(⁴)	(⁴)	-	-	-	-	5	5	7	-	-	-	10
4 weeks	49	47	30	27	75	66	10	41	40	37	31	68	-

¹ Transportation, communication, and other public utilities.² Finance, insurance, and real estate.³ Includes data for real estate in addition to those industry divisions shown separately.⁴ Less than 0.5 percent.⁵ Periods of service were arbitrarily chosen and do not necessarily reflect the individual provisions for progressions. For example, the changes in proportions indicated at 10 years' service include changes in provisions occurring between 5 and 10 years.

NOTE: See note on p. 18, relative to the inclusion of railroads. In the tabulations of vacation allowances by years of service, payments other than "length of time" such as percentage of annual earnings or flat-sum payments, were converted to an equivalent time basis; for example, a payment of 2 percent of annual earnings was considered as 1 week's pay.

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

(Percent of office and plant workers in all industries and in industry divisions employed in establishments providing health, insurance, or pension benefits, Philadelphia, Pa., November 1960)

Type of benefit	OFFICE WORKERS							PLANT WORKERS					
	All industries	Manufacturing	Public utilities ¹	Wholesale trade	Retail trade	Finance ²	Services	All industries ³	Manufacturing	Public utilities ¹	Wholesale trade	Retail trade	Services
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:													
Life insurance	92	99	62	94	95	98	79	90	93	72	96	92	88
Accidental death and dismemberment insurance	33	43	35	33	25	22	33	42	42	29	45	48	58
Sickness and accident insurance or sick leave or both ⁴	77	90	61	81	87	65	55	87	96	72	84	80	55
Sickness and accident insurance	39	63	30	44	38	9	29	77	91	47	67	61	46
Sick leave (full pay and no waiting period)	61	69	57	79	27	61	41	12	7	20	28	18	12
Sick leave (partial pay or waiting period)	5	4	4	-	39	-	3	8	3	19	-	18	7
Hospitalization insurance	70	86	54	66	82	56	51	87	94	71	91	77	73
Surgical insurance	67	86	50	57	75	54	31	82	93	55	75	74	54
Medical insurance	49	64	49	40	32	41	30	55	60	40	45	49	56
Catastrophe insurance	40	33	47	32	35	52	20	15	14	34	25	7	2
Retirement pension	79	86	57	79	76	91	36	73	79	72	78	70	8
No health, insurance, or pension plan	(⁵)	(⁵)	(⁵)	1	1	-	2	1	1	-	-	2	6

¹ Transportation, communication, and other public utilities.² Finance, insurance, and real estate.³ Includes data for real estate in addition to those industry divisions shown separately.⁴ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately below. Sick-leave plans are limited to those which definitely establish at least the minimum number of days' pay that can be expected by each employee. Informal sick-leave allowances determined on an individual basis are excluded.⁵ Less than 0.5 percent.

NOTE: See note on p. 18, relative to the inclusion of railroads.

Appendix: Occupational Descriptions

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

OFFICE

BILLER, MACHINE

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

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

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

BOOKKEEPING-MACHINE OPERATOR

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

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

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

CLERK, ACCOUNTING

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

CLERK, ACCOUNTING—Continued

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

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

CLERK, FILE

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

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

CLERK, ORDER

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

CLERK, PAYROLL

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

COMPTOMETER OPERATOR

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

DUPLICATING-MACHINE OPERATOR (MIMEOGRAPH OR DITTO)

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

KEYPUNCH OPERATOR

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

OFFICE BOY OR GIRL

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

SECRETARY

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

STENOGRAPHER, GENERAL

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

STENOGRAPHER, TECHNICAL

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

SWITCHBOARD OPERATOR

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

SWITCHBOARD OPERATOR-RECEPTIONIST

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

TABULATING-MACHINE OPERATOR

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

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

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

TRANSCRIBING-MACHINE OPERATOR, GENERAL

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

TYPIST

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

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

TYPIST—Continued

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

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

PROFESSIONAL AND TECHNICAL**DRAFTSMAN, JUNIOR**

(Assistant draftsman)

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

DRAFTSMAN, LEADER

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

DRAFTSMAN, SENIOR

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

DRAFTSMAN, SENIOR—Continued

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

NURSE, INDUSTRIAL (REGISTERED)

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

TRACER

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

MAINTENANCE AND POWERPLANT

CARPENTER, MAINTENANCE

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

ELECTRICIAN, MAINTENANCE

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

ENGINEER, STATIONARY

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

FIREMAN, STATIONARY BOILER

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

HELPER, TRADES, MAINTENANCE

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

MACHINE-TOOL OPERATOR, TOOLROOM

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

MACHINIST, MAINTENANCE

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

MACHINIST, MAINTENANCE—Continued

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

MECHANIC, AUTOMOTIVE (MAINTENANCE)

Repairs automobiles, buses, motortrucks, and tractors of an establishment. Work involves *most of the following*: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such handtools as wrenches, gauges, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustments; alining wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the automotive mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

MECHANIC, MAINTENANCE

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

MILLWRIGHT

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

MILLWRIGHT—Continued

are required. Work involves *most of the following*: Planning and laying out of the work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; alining and balancing of equipment; selecting standard tools, equipment, and parts to be used; installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

OILER

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

PAINTER, MAINTENANCE

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

PIPEFITTER, MAINTENANCE

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

PLUMBER, MAINTENANCE

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

SHEET-METAL WORKER, MAINTENANCE

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

TOOL AND DIE MAKER

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

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

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

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

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

GUARD

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

JANITOR, PORTER, OR CLEANER

(Sweeper; charwoman; janitress)

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

JANITOR, PORTER, OR CLEANER—Continued

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

LABORER, MATERIAL HANDLING

(Loader and unloader; handler and stacker; 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 will be conducted in the 82 major labor markets listed below during late 1960 and early 1961. Bulletins, when available, may be purchased from the Superintendent of Documents, U.S. Government Printing Office, Washington 25, D.C., or from any of the BLS regional sales offices shown on the inside front cover.

A summary bulletin containing data for 80 labor markets, combined with additional analysis, will be issued early in 1962.

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| <p>Akron, Ohio—Bull. 1285-
 Albany—Schenectady—Troy, N.Y.—Bull. 1285-
 Albuquerque, N. Mex.—Bull. 1285-
 Allentown—Bethlehem—Easton,
 Pa.—N.J.—Bull. 1285-
 Atlanta, Ga.—Bull. 1285-
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 Beaumont—Port Arthur, Tex.—Bull. 1285-
 Birmingham, Ala.—Bull. 1285-</p> | <p>*Green Bay, Wis.—Bull. 1285-2
 Greenville, S.C.—Bull. 1285-
 Houston, Tex.—Bull. 1285-
 Indianapolis, Ind.—Bull. 1285-
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 Kansas City, Mo.—Kans.—Bull. 1285-18
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 Portland, Oreg.—Wash.—Bull. 1285-
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 *Manchester, N.H.—Bull. 1285-1
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 Milwaukee, Wis.—Bull. 1285-
 Minneapolis—St. Paul, Minn.—Bull. 1285-
 Muskegon—Muskegon Heights, Mich.—Bull. 1285-</p> | <p>San Antonio, Tex.—Bull. 1285-
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 Calif.—Bull. 1285-4
 San Francisco—Oakland, Calif.—Bull. 1285-
 Savannah, Ga.—Bull. 1285-
 **Scranton, Pa.—Bull. 1285-8
 **Seattle, Wash.—Bull. 1285-7
 ***Sioux Falls, S. Dak.—Bull. 1285-17
 South Bend, Ind.—Bull. 1285-</p> |
| <p>Cincinnati, Ohio—Ky.—Bull. 1285-
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 Columbus, Ohio—Bull. 1285-
 Dallas, Tex.—Bull. 1285-21
 **Davenport—Rock Island—Moline, Iowa—Ill.—
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 Denver, Colo.—Bull. 1285-
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 Worcester, Mass.—Bull. 1285-
 York, Pa.—Bull. 1285-</p> |

An asterisk preceding a labor market indicates the availability and price of the bulletin. Please do not order copies in advance.

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- * Price, 20 cents.
 - ** Price, 25 cents.
 - *** Price, 15 cents.

