

Occupational Wage Survey

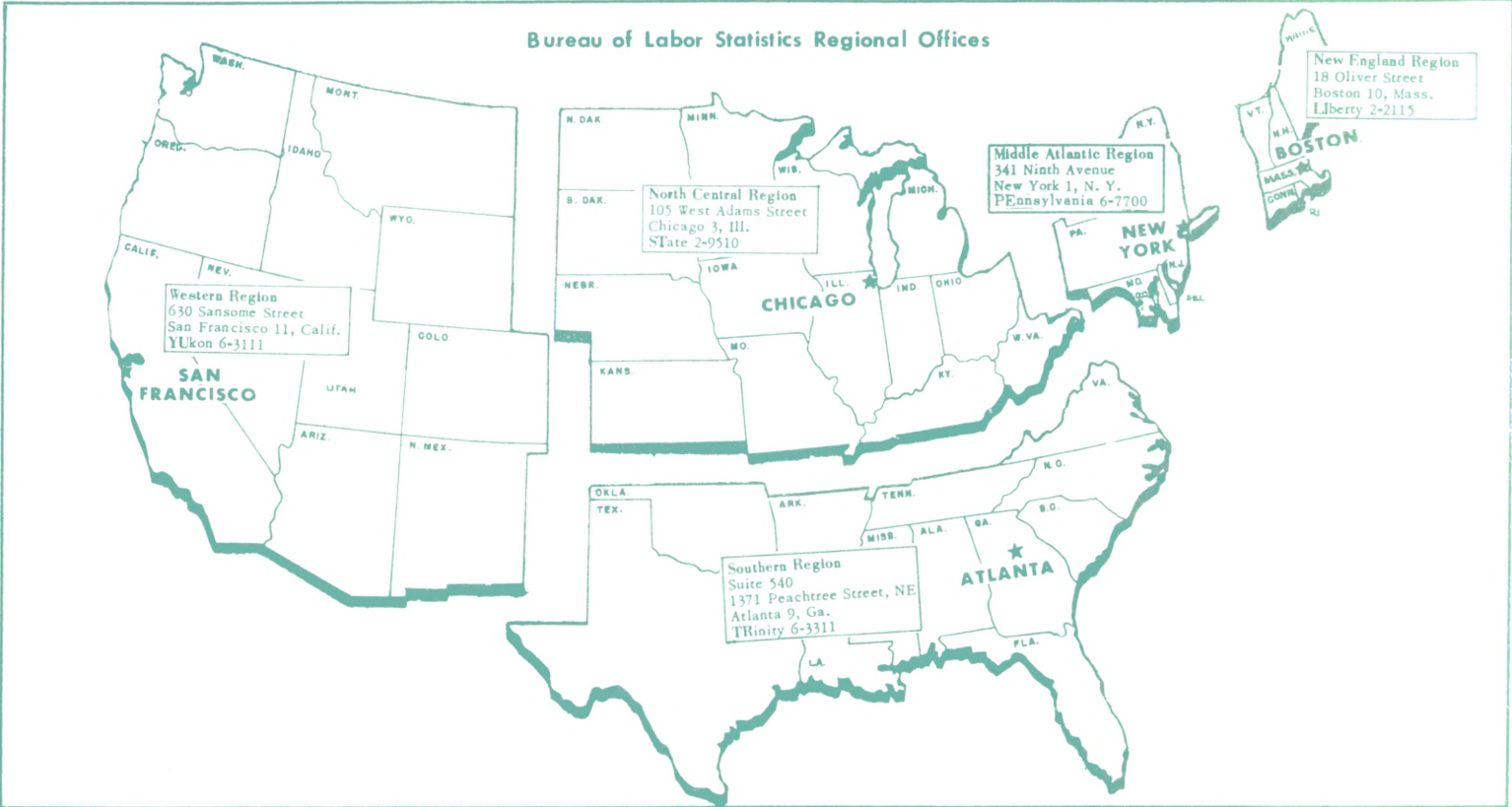
MINNEAPOLIS—ST. PAUL, MINNESOTA

JANUARY 1962

Bulletin No. 1303-36

UNITED STATES DEPARTMENT OF LABOR
Arthur J. Goldberg, Secretary

BUREAU OF LABOR STATISTICS
Ewan Clague, Commissioner



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Preface

The Labor Market Occupational Wage Survey Program

The Bureau of Labor Statistics annually conducts occupational wage surveys in 82 labor markets. The studies provide data on occupational earnings and related supplementary benefits. A preliminary report furnishing trend data and average earnings is released within a month of the completion of each study. This bulletin provides additional data not included in the preliminary report.

Two bulletins, bringing together the results of all of the area surveys, are issued after completion of the final area bulletin in the current round of surveys. The first of these bulletins will be available late in 1962 and the other early in 1963. During the survey year, summary releases presenting area wide occupational earnings data for 25 to 30 labor markets, are issued as data become available.

This bulletin was prepared in the Bureau's regional office in Chicago, Ill., by Kenneth Thorsten, under the direction of Elliott A. Browar. The study was under the general direction of Woodrow C. Linn, Assistant Regional Director for Wages and Industrial Relations.

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* NOTE: Similar tabulations for these items and also tabulations on establishment practices and supplementary wage provisions are available in previous area reports for Minneapolis—St. Paul and for other major areas. A directory indicating the areas, dates of study, and prices of these reports is available upon request.

Current reports on occupational earnings and supplementary wage practices in the Minneapolis—St. Paul area are also available for the machinery industries (May 1961), contract cleaning services (August 1961), life insurance (June 1961), and miscellaneous plastics products (February 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—Minneapolis—St. Paul, Minn.

Introduction

This area is 1 of 82 labor markets in which the U.S. Department of Labor's Bureau of Labor Statistics conducts surveys of occupational earnings and related wage benefits on an area basis.

The bulletin presents current occupational employment and earnings information obtained largely by mail from the establishments visited by Bureau field economists in the last previous survey for occupations reported in that earlier study. Personal visits were made to nonrespondents and to those respondents reporting unusual changes since the previous survey.

In each area, data are obtained from representative establishments within six broad industry divisions: Manufacturing; transportation, 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 tend to furnish insufficient employment in the occupations studied to warrant inclusion. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

These surveys are conducted on a sample basis because of the unnecessary cost involved in surveying all establishments. To obtain optimum 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.

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.

Table 1. Establishments and workers within scope of survey and number studied in Minneapolis-St. Paul, Minn.,¹
by major industry division,² January 1962

Industry division	Number of establishments		Workers in establishments	
	Within scope of study ³	Studied	Within scope of study	Studied
All divisions	1,068	261	258,600	162,220
Manufacturing	426	96	120,800	76,430
Nonmanufacturing	642	165	137,800	85,790
Transportation, communication, and other public utilities ⁴	111	34	41,400	31,980
Wholesale trade	149	40	21,200	10,140
Retail trade	200	41	41,400	26,730
Finance, insurance, and real estate	93	29	21,500	13,300
Services ^{5,6}	89	21	12,300	3,640

¹ The Minneapolis-St. Paul Standard Metropolitan Statistical Area consists of Anoka, Dakota, Hennepin, Ramsey, and Washington Counties. The "workers within scope of study" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. The estimates are not intended, however, to serve as a basis of comparison with other area employment indexes to measure employment trends or levels since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the 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 (50 employees). 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 Taxicabs and services incidental to water transportation were excluded.

⁵ Hotels; personal services; business services; automobile repair shops; motion pictures; nonprofit membership organizations; and engineering and architectural services.

⁶ This industry division is represented in estimates for "all industries" and "nonmanufacturing" in the Series A tables. Separate presentation of data for this division is not made for one or more of the following reasons: (1) Employment in the division is too small to provide enough data to merit separate study, (2) the sample was not designed initially to permit separate presentation, (3) response was insufficient or inadequate to permit separate presentation, and (4) there is possibility of disclosure of individual establishment data.

Wage Trends for Selected Occupational Groups

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

For office clerical workers and industrial nurses, the percents of change 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 percentages 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 men and women in the following 19 jobs: Bookkeeping-machine operators, class B; clerks, accounting, class A and B; clerks, file, class A, B, and C; clerks, order; clerks, payroll; Comptometer operators; keypunch operators, class A and B; office boys and girls; secretaries; stenographers, general; stenographers, senior; switchboard operators; tabulating-machine operators, class B; and typists, class A and B. The industrial nurse data are based on men and women industrial nurses. Men in the following 8 skilled maintenance jobs and 2 unskilled jobs were included in the plant worker data: Skilled—carpenters; electricians; machinists; mechanics; mechanics, automotive; painters; pipefitters; and tool and die makers; unskilled—janitors, porters, and cleaners; and laborers, material handling.

Average weekly salaries or average hourly earnings were computed for each of the selected occupations. The average sal-

aries or hourly earnings were then multiplied by the average employment in the job during the period surveyed in 1961. 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 the one year to the aggregate for the other year was computed and the difference between the result and 100 is the percent of change from the one period to the other.

The percent of change measures, 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 proportions 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 percents of change influenced by changes in standard work schedules or in premium pay for overtime, since they are based on pay for straight-time hours.

The above text represents the method used in computing a new trend series (table 2). This series initiated with the expansion of the labor market wage survey programs to 82 areas will replace the old series (1953 base) shown in table 3. Changes in the jobs surveyed and job descriptions since the start of the old series called for a reexamination of the jobs and job groupings for which trends were to be computed.

The new series covers the same job groupings as the earlier series with the following exceptions: The women clerical group is replaced by an office clerical group (men and women) and the industrial nurse category includes both men and women. Changes were also made in the jobs included within job groupings in order that an identical list could be employed in all areas.

Table 2. Percents of increase in standard weekly salaries and straight-time hourly earnings for selected occupational groups in Minneapolis-St. Paul, Minn., January 1961 to January 1962

Industry and occupational group	January 1961 to January 1962	January 1960 to January 1961
All industries:		
Office clerical (men and women) -----	3.3	3.4
Industrial nurses (men and women) -----	2.7	5.1
Skilled maintenance (men) -----	3.5	3.7
Unskilled plant (men) -----	4.0	4.5
Manufacturing:		
Office clerical (men and women) -----	4.2	3.1
Industrial nurses (men and women) -----	1.6	5.1
Skilled maintenance (men) -----	3.8	3.8
Unskilled plant (men) -----	4.0	3.6

Table 3. Indexes of standard weekly salaries and straight-time hourly earnings for selected occupational groups in Minneapolis-St. Paul, Minn., January 1961 and January 1962, and percents of increase for selected periods

Industry and occupational group	Indexes (November 1952 = 100)		Percent increases from—								
	January 1962	January 1961	January 1961 to January 1962	January 1960 to January 1961	January 1959 to January 1960	January 1958 to January 1959	March 1957 to January 1958	December 1955 to March 1957	November 1954 to December 1955	November 1953 to November 1954	November 1952 to November 1953
All industries:											
Office clerical (women) -----	141.9	137.7	3.1	3.3	3.2	3.4	3.0	6.3	3.8	3.3	6.3
Industrial nurses (women) -----	149.6	145.7	2.7	5.1	3.5	3.7	3.8	5.3	3.4	4.3	9.4
Skilled maintenance (men) -----	146.9	142.0	3.5	3.6	3.4	4.6	4.1	5.3	4.9	3.3	6.6
Unskilled plant (men) -----	154.6	148.7	4.0	4.3	3.9	4.9	5.1	6.4	4.9	4.9	6.4
Manufacturing:											
Office clerical (women) -----	140.8	135.1	4.2	3.2	3.3	3.1	3.0	5.3	3.4	3.6	5.8
Industrial nurses (women) -----	147.6	145.3	1.6	5.7	2.9	3.6	4.4	5.3	2.0	5.0	9.4
Skilled maintenance (men) -----	144.6	139.4	3.7	3.6	3.3	4.1	4.4	5.1	5.4	1.4	6.7
Unskilled plant (men) -----	148.7	143.1	3.9	3.6	3.3	5.5	4.1	5.4	4.2	4.8	5.8

Table A-1. Office Occupations—Men and Women—Continued

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis
by industry division, Minneapolis-St. Paul, Minn., January 1962)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF—																						
		Weekly hours (Standard)	Weekly earnings (Standard)	\$ 40.00 and under	\$ 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	\$ 125.00	\$ 130.00	\$ 135.00	\$ 140.00	\$ 145.00 and over	
				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	125.00	130.00	135.00	140.00	145.00	over	
Women—Continued																										
Bookkeeping-machine operators, class A	185	39.5	\$ 77.00	-	-	4	5	12	54	24	13	35	1	25	1	3	7	1	-	-	-	-	-	-	-	-
Nonmanufacturing	136	39.5	74.50	-	-	4	5	12	49	13	10	24	-	13	1	1	3	1	-	-	-	-	-	-	-	-
Wholesale trade	63	40.0	79.50	-	-	-	2	9	3	6	10	19	-	10	1	-	3	-	-	-	-	-	-	-	-	-
Bookkeeping-machine operators, class B	958	39.5	62.00	-	142	138	111	228	159	64	44	42	6	8	10	6	-	-	-	-	-	-	-	-	-	-
Manufacturing	186	40.0	70.50	-	3	15	13	30	31	30	23	26	5	4	-	6	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	772	39.5	60.00	-	139	123	98	198	128	34	21	16	1	4	10	-	-	-	-	-	-	-	-	-	-	-
Public utilities ²	47	40.0	72.50	-	-	4	-	10	12	3	8	-	-	1	9	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade	193	40.0	66.50	-	-	13	8	77	54	18	9	11	1	1	1	-	-	-	-	-	-	-	-	-	-	-
Retail trade	133	40.0	64.00	-	2	16	8	46	43	7	4	5	-	2	-	-	-	-	-	-	-	-	-	-	-	-
Finance ³	381	39.0	54.00	-	137	90	64	65	19	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, accounting, class A	713	39.5	84.00	-	-	-	4	24	75	95	122	69	101	68	47	49	35	16	4	2	-	2	-	-	-	-
Manufacturing	183	39.5	86.00	-	-	-	-	4	7	43	31	42	16	17	20	-	2	-	-	-	1	-	-	-	-	-
Nonmanufacturing	530	39.5	83.00	-	-	-	4	24	71	88	79	38	59	52	30	29	35	14	4	2	-	1	-	-	-	-
Public utilities ²	108	40.0	91.50	-	-	-	2	1	9	9	16	4	6	13	4	16	12	10	4	2	-	-	-	-	-	-
Wholesale trade	119	39.5	83.00	-	-	-	-	1	8	34	10	7	24	14	3	8	6	4	-	-	-	-	-	-	-	-
Retail trade	108	40.0	78.50	-	-	-	-	9	35	10	4	19	5	7	18	1	-	-	-	-	-	-	-	-	-	-
Finance ³	142	38.5	81.50	-	-	-	2	10	16	29	29	2	14	15	5	3	17	-	-	-	-	-	-	-	-	-
Clerks, accounting, class B	1,886	39.0	66.00	13	79	179	335	355	403	180	128	71	63	30	14	26	3	7	-	-	-	-	-	-	-	-
Manufacturing	313	39.0	67.50	-	1	21	60	45	70	27	43	23	20	2	1	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	1,573	39.0	65.50	13	78	158	275	310	333	153	85	48	43	28	13	26	3	7	-	-	-	-	-	-	-	-
Public utilities ²	363	40.0	69.50	-	-	22	84	85	38	33	9	5	13	10	24	3	4	-	-	-	-	-	-	-	-	-
Wholesale trade	215	40.0	67.50	-	17	17	38	35	46	6	7	11	20	10	3	2	-	3	-	-	-	-	-	-	-	-
Retail trade	294	39.5	61.50	13	16	27	65	50	82	23	7	1	10	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance ³	637	38.0	64.50	-	45	92	79	96	159	91	37	27	6	5	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, file, class A ⁴	180	39.0	69.50	-	-	4	6	44	45	47	15	10	5	1	3	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	74	39.0	71.50	-	-	-	1	6	26	23	11	4	2	1	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	106	39.0	68.50	-	-	4	5	38	19	24	4	6	3	-	3	-	-	-	-	-	-	-	-	-	-	-
Finance ³	60	38.5	65.00	-	-	4	5	26	14	7	1	1	1	-	1	-	-	-	-	-	-	-	-	-	-	-
Clerks, file, class B ⁴	1,026	39.0	56.50	4	167	405	200	97	68	37	28	4	7	2	4	3	-	-	-	-	-	-	-	-	-	-
Manufacturing	147	39.5	60.50	-	3	50	22	28	23	14	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	879	39.0	56.00	4	164	355	178	69	45	23	23	2	7	2	4	3	-	-	-	-	-	-	-	-	-	-
Public utilities ²	89	40.0	65.50	-	6	24	23	1	6	10	2	7	2	4	3	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade	121	40.0	59.50	-	4	39	27	21	6	17	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade	148	39.5	53.00	4	47	59	21	-	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance ³	486	38.5	54.50	-	104	221	87	47	21	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, file, class C ⁴	374	39.5	49.50	5	234	103	15	12	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	80	39.5	52.50	-	33	28	11	5	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	294	39.5	49.00	5	201	75	4	7	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Public utilities ²	37	40.0	53.00	-	9	24	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance ³	181	39.0	47.50	2	163	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, order	345	39.5	69.50	2	11	30	23	87	37	28	49	46	16	5	3	1	3	1	1	-	2	-	-	-	-	-
Manufacturing	116	39.0	75.00	-	-	10	5	5	18	10	27	17	16	5	3	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	229	40.0	67.00	2	11	20	18	82	19	18	22	29	-	-	-	1	3	1	1	-	2	-	-	-	-	-
Wholesale trade	116	40.0	71.50	-	-	-	-	53	9	16	18	12	-	-	-	1	3	1	1	-	2	-	-	-	-	-
Retail trade	58	40.0	55.00	2	11	16	15	10	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-1. Office Occupations—Men and Women—Continued

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Minneapolis—St. Paul, Minn., January 1962)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF—																							
		Weekly hours (Standard)	Weekly earnings (Standard)	\$ 40.00 and under	\$ 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	\$ 125.00	\$ 130.00	\$ 135.00	\$ 140.00	\$ 145.00	\$ 145.00 and over	
				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	125.00	130.00	135.00	140.00	145.00	145.00		
Women—Continued																											
Stenographers, senior ⁴	1,119	39.5	\$ 78.50	-	-	-	4	92	178	256	263	106	45	35	22	28	32	35	15	4	4	-	-	-	-	-	-
Manufacturing	576	40.0	76.00	-	-	-	2	50	102	125	139	85	31	20	4	4	9	1	2	1	1	-	-	-	-	-	-
Nonmanufacturing	543	39.0	81.50	-	-	-	2	42	76	131	124	21	14	15	18	24	23	34	13	3	3	-	-	-	-	-	-
Public utilities ²	182	40.0	95.50	-	-	-	-	2	20	19	15	-	8	8	17	17	23	34	13	3	3	-	-	-	-	-	
Wholesale trade	55	39.0	81.00	-	-	-	1	-	1	16	20	3	-	6	1	7	-	-	-	-	-	-	-	-	-	-	
Finance ³	135	39.0	72.00	-	-	-	-	33	23	28	30	16	5	-	-	-	-	-	-	-	-	-	-	-	-	-	
Switchboard operators	457	40.5	68.50	1	32	54	33	98	42	56	35	26	53	8	7	10	1	1	-	-	-	-	-	-	-	-	-
Manufacturing	113	39.5	74.00	-	-	-	7	16	21	21	19	13	7	4	3	2	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	344	40.5	67.00	1	32	54	26	82	21	35	16	13	46	4	4	8	1	1	-	-	-	-	-	-	-	-	-
Public utilities ²	68	40.0	88.50	-	-	-	-	-	-	-	11	3	36	4	4	8	1	1	-	-	-	-	-	-	-	-	-
Retail trade	82	39.5	56.50	⁵ 1	22	15	15	12	7	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance ³	64	38.5	69.50	-	-	2	-	22	13	15	4	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Switchboard operator-receptionists	613	39.5	67.50	4	-	63	66	141	108	99	56	37	14	12	7	6	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	245	39.5	70.00	-	-	22	9	42	44	58	35	13	12	8	-	2	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	368	39.5	65.50	4	-	41	57	99	64	41	21	24	2	4	7	4	-	-	-	-	-	-	-	-	-	-	-
Public utilities ²	66	40.0	68.50	-	-	6	6	19	13	2	5	8	2	-	5	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade	138	39.5	68.50	-	-	-	18	49	24	17	14	6	-	4	2	4	-	-	-	-	-	-	-	-	-	-	-
Retail trade	82	40.0	57.50	4	-	25	18	15	19	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance ³	53	37.5	68.00	-	-	2	14	4	8	14	1	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tabulating-machine operators, class B	69	39.5	80.50	-	-	-	1	-	5	22	7	13	9	7	1	1	3	-	-	-	-	-	-	-	-	-	-
Tabulating-machine operators, class C	107	39.0	63.00	-	8	9	29	33	8	7	3	6	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	90	39.0	61.50	-	8	9	29	22	7	5	3	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance ³	57	38.5	61.50	-	4	9	14	15	5	5	2	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transcribing-machine operators, general	602	39.0	66.00	-	11	53	83	147	131	67	59	33	9	6	-	3	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	211	39.0	66.50	-	-	31	17	65	27	18	33	16	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	391	39.0	66.00	-	11	22	66	82	104	49	26	17	5	6	-	3	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade	158	40.0	67.00	-	2	6	12	38	61	20	11	1	4	-	6	3	-	-	-	-	-	-	-	-	-	-	-
Finance ³	183	38.5	63.50	-	9	16	49	32	38	17	9	7	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-
Typists, class A	665	39.5	69.50	-	-	19	76	123	153	115	84	52	21	9	7	4	2	-	-	-	-	-	-	-	-	-	-
Manufacturing	299	39.5	69.50	-	-	3	26	68	58	78	43	10	9	-	1	1	2	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	366	39.0	69.50	-	-	16	50	55	95	37	41	42	12	9	6	3	-	-	-	-	-	-	-	-	-	-	-
Public utilities ²	88	40.0	78.50	-	-	-	5	8	9	7	7	28	7	8	6	3	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade	54	40.0	73.50	-	-	1	-	7	8	14	12	10	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance ³	169	38.5	63.50	-	-	15	35	29	70	14	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Typists, class B	2,389	39.0	59.50	3	183	600	641	529	162	122	53	31	9	22	30	3	1	-	-	-	-	-	-	-	-	-	-
Manufacturing	764	39.5	60.50	-	9	122	245	215	90	65	13	3	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	1,625	38.5	59.00	3	174	478	396	314	72	57	40	28	8	21	30	3	1	-	-	-	-	-	-	-	-	-	-
Public utilities ²	181	40.0	78.00	-	2	8	11	26	19	9	18	27	6	21	30	3	1	-	-	-	-	-	-	-	-	-	-
Wholesale trade	288	40.0	59.50	-	46	61	38	74	25	26	15	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade	101	39.5	57.50	3	13	25	15	36	4	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance ³	984	38.0	55.50	-	109	371	304	170	16	8	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.² Transportation, communication, and other public utilities.³ Finance, insurance, and real estate.⁴ Description for this job has been revised since the last survey in this area. See appendix A.⁵ 1 worker at \$35 to \$40.

Table A-2. Professional and Technical Occupations—Men and Women

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Minneapolis—St. Paul, Minn., January 1962)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF—																						
		Weekly hours (Standard)	Weekly earnings (Standard)	Under \$65.00	\$65.00 and under 70.00	70.00	75.00	80.00	85.00	90.00	95.00	100.00	105.00	110.00	115.00	120.00	125.00	130.00	135.00	140.00	145.00	150.00	155.00	160.00	165.00 and over	
Men																										
Draftsmen, leader	152	40.0	\$140.00	-	-	-	-	-	-	-	-	-	-	-	3	5	28	7	32	8	18	9	14	8	8	12
Manufacturing	142	40.0	140.00	-	-	-	-	-	-	-	-	-	-	-	3	5	28	7	30	7	14	8	13	8	7	12
Draftsmen, senior	802	40.0	117.00	-	-	-	1	5	26	52	47	76	111	74	98	68	48	58	57	17	16	27	16	-	-	5
Manufacturing	633	40.0	116.00	-	-	-	1	5	26	49	33	64	93	63	73	45	31	45	39	8	12	25	16	-	-	5
Nonmanufacturing	169	40.0	120.00	-	-	-	-	-	-	3	14	12	18	11	25	23	17	13	18	9	4	2	-	-	-	-
Public utilities ²	90	40.0	126.00	-	-	-	-	-	-	-	-	2	5	9	15	13	14	11	8	9	2	2	-	-	-	-
Draftsmen, junior	600	40.0	93.00	10	12	52	59	71	81	85	61	38	23	18	22	55	13	-	-	-	-	-	-	-	-	-
Manufacturing	462	39.5	93.00	7	2	38	52	60	75	63	42	21	13	12	16	51	10	-	-	-	-	-	-	-	-	-
Nonmanufacturing	138	40.0	92.50	3	10	14	7	11	6	22	19	17	10	6	6	4	3	-	-	-	-	-	-	-	-	-
Public utilities ²	33	40.0	107.00	-	-	1	-	4	-	1	4	3	4	3	6	4	3	-	-	-	-	-	-	-	-	-
Tracers	58	39.5	77.50	7	5	4	14	18	5	2	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	54	39.5	75.50	7	5	4	14	18	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women																										
Nurses, industrial (registered)	109	39.5	95.00	-	-	1	5	12	12	39	12	9	8	4	2	4	1	-	-	-	-	-	-	-	-	-
Manufacturing	80	39.5	94.50	-	-	-	4	7	8	34	10	6	6	1	1	3	-	-	-	-	-	-	-	-	-	-

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.² Transportation, communication, and other public utilities.³ Workers were distributed as follows: 5 at \$55 to \$60; 2 at \$60 to \$65.

Table A-3. Office, Professional, and Technical Occupations—Men and Women Combined

(Average straight-time weekly earnings for selected occupations studied on an area basis by industry division, Minneapolis—St. Paul, Minn., January 1962)

Occupation and industry division	Number of workers	Average weekly earnings ¹ (Standard)	Occupation and industry division	Number of workers	Average weekly earnings ¹ (Standard)	Occupation and industry division	Number of workers	Average weekly earnings ¹ (Standard)
<u>Office occupations</u>			<u>Office occupations—Continued</u>			<u>Office occupations—Continued</u>		
Billers, machine (billing machine) -----	187	\$65.00	Clerks, order -----	862	\$87.00	Stenographers, general ⁴ -----	2,298	\$71.50
Nonmanufacturing -----	165	64.50	Manufacturing -----	229	88.00	Manufacturing -----	842	69.00
Public utilities ² -----	28	83.50	Nonmanufacturing -----	633	86.50	Nonmanufacturing -----	1,456	73.00
Wholesale trade -----	57	63.00	Wholesale trade -----	468	90.00	Public utilities ² -----	493	86.50
Retail trade -----	58	59.00	Retail trade -----	110	79.50	Wholesale trade -----	328	71.50
Billers, machine (bookkeeping machine) -----	113	64.00	Clerks, payroll -----	639	77.50	Retail trade -----	224	66.00
Nonmanufacturing -----	97	64.50	Manufacturing -----	275	74.00	Finance ³ -----	359	62.50
Bookkeeping-machine operators, class A -----	194	78.00	Nonmanufacturing -----	364	80.00	Stenographers, senior ⁴ -----	1,121	78.50
Manufacturing -----	56	86.50	Public utilities ² -----	127	94.50	Manufacturing -----	577	76.00
Nonmanufacturing -----	138	74.50	Wholesale trade -----	78	80.50	Nonmanufacturing -----	544	81.50
Wholesale trade -----	63	79.50	Retail trade -----	97	68.00	Public utilities ² -----	183	96.00
Bookkeeping-machine operators, class B -----	976	62.00	Comptometer operators -----	635	73.00	Wholesale trade -----	55	81.00
Manufacturing -----	186	70.50	Manufacturing -----	139	77.50	Finance ³ -----	135	72.00
Nonmanufacturing -----	790	60.00	Nonmanufacturing -----	496	71.50	Switchboard operators -----	460	69.00
Public utilities ² -----	47	72.50	Public utilities ² -----	73	90.50	Manufacturing -----	113	74.00
Wholesale trade -----	193	66.50	Wholesale trade -----	204	70.50	Nonmanufacturing -----	347	67.00
Retail trade -----	134	64.00	Retail trade -----	128	65.50	Public utilities ² -----	71	89.00
Finance ³ -----	398	54.00	Finance ³ -----	83	65.00	Retail trade -----	82	56.50
Clerks, accounting, class A -----	1,296	92.00	Duplicating-machine operators (Mimeograph or Ditto) -----	66	64.50	Finance ³ -----	64	69.50
Manufacturing -----	395	93.00	Keypunch operators, class A ⁴ -----	167	73.50	Switchboard operator-receptionists -----	613	67.50
Nonmanufacturing -----	901	91.50	Manufacturing -----	72	76.00	Manufacturing -----	245	70.00
Public utilities ² -----	288	104.50	Nonmanufacturing -----	95	72.00	Nonmanufacturing -----	368	65.50
Wholesale trade -----	243	88.00	Public utilities ² -----	29	76.50	Public utilities ² -----	66	68.50
Retail trade -----	130	82.50	Keypunch operators, class B ⁴ -----	1,191	67.50	Wholesale trade -----	138	68.50
Finance ³ -----	180	85.00	Manufacturing -----	393	66.00	Retail trade -----	82	57.50
Clerks, accounting, class B -----	2,174	68.50	Nonmanufacturing -----	798	68.00	Finance ³ -----	53	68.00
Manufacturing -----	422	72.00	Public utilities ² -----	274	81.00	Tabulating-machine operators, class A -----	174	103.00
Nonmanufacturing -----	1,752	67.50	Wholesale trade -----	116	66.50	Manufacturing -----	77	100.00
Public utilities ² -----	447	73.50	Retail trade -----	54	61.00	Nonmanufacturing -----	97	105.50
Wholesale trade -----	286	71.50	Finance ³ -----	348	59.50	Finance ³ -----	60	98.00
Retail trade -----	296	62.00	Office boys and girls -----	691	55.00	Tabulating-machine operators, class B -----	366	88.00
Finance ³ -----	659	65.00	Manufacturing -----	152	54.50	Manufacturing -----	127	88.00
Clerks, file, class A ⁴ -----	188	70.50	Nonmanufacturing -----	539	55.00	Nonmanufacturing -----	239	88.00
Manufacturing -----	74	71.50	Public utilities ² -----	72	73.50	Public utilities ² -----	63	93.50
Nonmanufacturing -----	114	70.00	Wholesale trade -----	106	57.00	Wholesale trade -----	77	85.00
Finance ³ -----	60	65.00	Retail trade -----	73	54.00	Finance ³ -----	78	86.00
Clerks, file, class B ⁴ -----	1,034	56.50	Finance ³ -----	275	49.50	Tabulating-machine operators, class C -----	258	69.00
Manufacturing -----	147	60.50	Secretaries -----	2,676	86.00	Manufacturing -----	51	77.00
Nonmanufacturing -----	887	56.00	Manufacturing -----	1,103	87.50	Nonmanufacturing -----	207	67.00
Public utilities ² -----	89	65.50	Nonmanufacturing -----	1,573	85.00	Public utilities ² -----	38	74.50
Wholesale trade -----	121	59.50	Public utilities ² -----	278	89.50	Finance ³ -----	137	65.50
Retail trade -----	148	53.00	Wholesale trade -----	400	87.50			
Finance ³ -----	494	54.50	Retail trade -----	221	81.50			
Clerks, file, class C ⁴ -----	375	49.50	Finance ³ -----	568	83.50			
Manufacturing -----	80	52.50						
Nonmanufacturing -----	295	49.00						
Public utilities ² -----	37	53.00						
Finance ³ -----	181	47.50						

See footnotes at end of table.

Table A-3. Office, Professional, and Technical Occupations—Men and Women Combined—Continued

(Average straight-time weekly earnings for selected occupations studied on an area basis by industry division, Minneapolis-St. Paul, Minn., January 1962)

Occupation and industry division	Number of workers	Average weekly earnings ¹ (Standard)	Occupation and industry division	Number of workers	Average weekly earnings ¹ (Standard)	Occupation and industry division	Number of workers	Average weekly earnings ¹ (Standard)
<u>Office occupations—Continued</u>			<u>Office occupations—Continued</u>			<u>Professional and technical occupations—Continued</u>		
Transcribing-machine operators, general	602	\$66.00	Typists, class B	2,389	\$59.50	Draftsmen, senior	807	\$116.50
Manufacturing	211	66.50	Manufacturing	764	60.50	Manufacturing	638	116.00
Nonmanufacturing	391	66.00	Nonmanufacturing	1,625	59.00	Nonmanufacturing	169	120.00
Wholesale trade	158	67.00	Public utilities ²	181	78.00	Public utilities ²	90	126.00
Finance ³	183	63.50	Wholesale trade	288	59.50	Draftsmen, junior	618	92.50
Typists, class A	673	69.50	Retail trade	101	57.50	Manufacturing	480	93.00
Manufacturing	305	69.50	Finance ³	984	55.50	Nonmanufacturing	138	92.50
Nonmanufacturing	368	70.00	<u>Professional and technical occupations</u>			Public utilities ²	33	107.00
Public utilities ²	88	78.50	Draftsmen, leader	152	140.00	Nurses, industrial (registered)	109	95.00
Wholesale trade	56	74.50	Manufacturing	142	140.00	Manufacturing	80	94.50
Finance ³	169	63.50			Tracers	66	76.50	
					Manufacturing	62	75.00	

¹ Earnings are for a regular workweek for which employees receive their straight-time weekly salaries, exclusive of any premium pay.² Transportation, communication, and other public utilities.³ Finance, insurance, and real estate.⁴ Description for this job has been revised since the last survey in this area. See appendix A.

Table A-4. Maintenance and Powerplant Occupations

(Average straight-time hourly earnings for men in selected occupations studied on an area basis by industry division, Minneapolis-St. Paul, Minn., January 1962)

Occupation and industry division	Number of workers	Average hourly earnings ¹	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																				
			Under \$ 2.00	\$ 2.00 and under 2.10	\$ 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	\$ 3.70	\$ 3.80	\$ 3.90 and over
Carpenters, maintenance	236	\$ 2.91	-	6	-	-	8	46	11	24	13	2	2	65	-	6	8	-	24	18	2	-	1
Manufacturing	113	2.95	-	6	-	-	-	-	4	13	7	2	2	65	-	1	8	-	-	5	-	-	-
Nonmanufacturing	123	2.88	-	-	-	-	8	46	7	11	6	-	-	-	-	-	-	-	24	13	2	-	1
Public utilities ²	67	2.50	-	-	-	8	46	-	9	-	-	-	-	-	-	4	-	-	-	-	-	-	-
Electricians, maintenance	399	3.17	-	-	-	-	3	4	47	17	13	14	23	121	27	-	71	28	6	1	21	3	
Manufacturing	309	3.18	-	-	-	-	3	3	11	12	12	13	23	121	26	-	69	5	1	-	9	1	
Nonmanufacturing	90	3.16	-	-	-	-	-	1	36	5	1	1	-	-	1	-	2	23	5	1	12	2	
Public utilities ²	66	3.03	-	-	-	-	-	1	36	-	-	-	-	-	1	-	-	23	5	-	-	-	
Engineers, stationary	515	2.88	-	-	16	24	11	21	30	30	37	59	92	89	39	5	24	5	24	9	-	-	-
Manufacturing	296	2.92	-	-	15	24	-	2	21	15	25	18	35	59	20	1	24	4	24	9	-	-	-
Nonmanufacturing	219	2.83	-	-	1	-	11	19	9	15	12	41	57	30	19	4	-	1	-	-	-	-	-
Public utilities ²	48	2.53	-	-	1	-	11	19	3	3	7	3	-	-	1	-	-	-	-	-	-	-	-
Firemen, stationary boiler	382	2.65	16	1	21	14	56	39	24	22	97	22	9	-	1	28	-	10	-	-	-	-	-
Manufacturing	257	3.18	12	-	20	2	41	15	16	9	9	74	16	4	-	1	28	-	10	-	-	-	-
Nonmanufacturing	125	2.56	4	1	1	12	15	24	8	13	13	23	6	5	-	-	-	-	-	-	-	-	-
Public utilities ²	41	2.51	-	-	-	-	9	18	1	1	12	-	-	-	-	-	-	-	-	-	-	-	-
Helpers, maintenance trades	251	2.55	9	2	10	10	21	22	64	63	31	1	1	17	-	-	-	-	-	-	-	-	-
Manufacturing	194	2.54	9	2	10	8	16	16	52	57	5	1	1	17	-	-	-	-	-	-	-	-	-
Machine-tool operators, toolroom	164	2.68	-	-	-	-	5	38	63	44	5	8	-	1	-	-	-	-	-	-	-	-	-
Manufacturing	164	2.68	-	-	-	-	5	38	63	44	5	8	-	1	-	-	-	-	-	-	-	-	-
Machinists, maintenance	490	3.17	-	-	-	-	-	9	9	9	24	27	42	274	22	28	11	1	-	34	-	-	-
Manufacturing	476	3.18	-	-	-	-	-	9	-	9	24	27	42	274	22	28	6	1	-	34	-	-	-
Mechanics, automotive (maintenance)	891	2.87	-	-	-	1	35	25	30	101	268	381	32	-	13	3	-	-	-	2	-	-	-
Manufacturing	102	2.88	-	-	-	-	6	18	2	11	22	11	14	-	13	3	-	-	-	2	-	-	-
Nonmanufacturing	789	2.87	-	-	-	1	29	7	28	90	246	370	18	-	-	-	-	-	-	-	-	-	-
Public utilities ²	734	2.88	-	-	-	1	29	7	18	84	235	349	11	-	-	-	-	-	-	-	-	-	-
Mechanics, maintenance	538	2.81	-	-	22	19	82	30	47	45	60	94	29	81	3	2	-	-	-	24	-	-	-
Manufacturing	415	2.77	-	-	19	18	76	23	44	39	43	72	28	29	-	-	-	-	-	24	-	-	-
Nonmanufacturing	123	2.95	-	-	3	1	6	7	3	6	17	22	1	52	3	2	-	-	-	-	-	-	-
Public utilities ²	71	3.05	-	-	3	1	2	-	-	1	6	2	-	52	2	2	-	-	-	-	-	-	-
Millwrights	202	3.01	-	-	-	-	-	-	3	29	-	37	92	19	21	1	-	-	-	-	-	-	-
Manufacturing	202	3.01	-	-	-	-	-	-	3	29	-	37	92	19	21	1	-	-	-	-	-	-	-
Oilers	118	2.60	1	1	3	5	20	34	-	20	10	7	-	-	-	15	-	-	2	-	-	-	-
Manufacturing	113	2.59	1	1	3	5	20	34	-	20	8	4	-	-	-	15	-	-	2	-	-	-	-
Painters, maintenance	168	3.04	-	1	-	-	8	5	15	16	17	-	37	10	3	44	4	6	2	-	-	-	-
Manufacturing	67	2.95	-	-	-	-	1	-	7	5	12	-	37	1	3	-	-	-	1	-	-	-	-
Nonmanufacturing	101	3.09	-	1	-	-	7	5	8	11	5	-	9	-	44	4	6	1	-	-	-	-	-
Public utilities ²	29	2.79	-	-	-	-	7	-	6	2	5	-	9	-	-	-	-	-	-	-	-	-	-
Pipefitters, maintenance	172	3.15	-	-	-	-	-	1	11	4	3	4	37	67	4	20	8	-	-	13	-	-	-
Manufacturing	154	3.16	-	-	-	-	-	1	3	4	3	4	37	67	4	19	-	-	-	12	-	-	-
Tool and die makers	657	3.25	-	-	-	-	-	12	9	16	30	80	58	55	69	46	49	233	-	-	-	-	-
Manufacturing	657	3.25	-	-	-	-	-	12	9	16	30	80	58	55	69	46	49	233	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Transportation, communication, and other public utilities.

Table A-5. Custodial and Material Movement Occupations—Continued

(Average straight-time hourly earnings for selected occupations studied on an area basis by industry division, Minneapolis—St. Paul, Minn., January 1962)

Occupation ¹ and industry division	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																											
			\$ 1.00 and under	\$ 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	\$ 3.10	\$ 3.20	\$ 3.30	\$ 3.40	\$ 3.50		
			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	3.10	3.20	3.30	3.40	3.50	3.60		
Packers, shipping (women) -----	380	\$ 1.81	1	3	16	23	18	31	4	21	18	186	35	10	10	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing -----	245	1.96	-	-	-	7	-	-	-	-	-	186	29	10	9	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing -----	135	1.55	1	3	16	16	18	31	4	21	18	-	6	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Retail trade -----	125	1.53	1	3	16	16	18	31	4	11	18	-	6	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Receiving clerks -----	514	2.44	-	-	4	-	2	-	1	5	8	7	42	53	27	52	70	52	78	78	25	6	1	2	1	-	-	-	-	
Manufacturing -----	271	2.47	-	-	-	-	-	-	-	-	6	1	18	22	16	48	42	25	23	40	23	5	-	2	-	-	-	-	-	
Nonmanufacturing -----	243	2.41	-	-	4	-	2	-	1	5	2	6	24	31	11	4	28	27	55	38	2	1	1	-	1	-	-	-	-	
Wholesale trade -----	98	2.57	-	-	-	-	-	-	-	-	-	-	-	9	3	3	12	11	35	21	1	1	1	-	1	-	-	-	-	
Retail trade -----	124	2.26	-	-	4	-	2	-	1	5	2	6	24	18	8	-	11	14	12	17	-	-	-	-	-	-	-	-	-	
Shipping clerks -----	344	2.58	-	-	-	-	-	-	-	-	-	7	-	19	12	42	29	62	74	43	38	-	12	5	1	-	-	-	-	
Manufacturing -----	198	2.57	-	-	-	-	-	-	-	-	-	7	-	6	9	34	13	37	28	27	27	-	10	-	-	-	-	-	-	
Nonmanufacturing -----	146	2.60	-	-	-	-	-	-	-	-	-	-	-	13	3	8	16	25	46	16	11	-	2	5	1	-	-	-	-	
Wholesale trade -----	116	2.57	-	-	-	-	-	-	-	-	-	-	-	12	3	3	15	22	43	11	4	-	2	-	1	-	-	-	-	
Shipping and receiving clerks -----	270	2.40	-	-	-	-	5	7	9	3	12	6	14	28	31	82	14	16	12	6	5	14	1	-	-	5	-	-	-	
Manufacturing -----	119	2.49	-	-	-	-	-	-	-	-	4	-	13	22	21	26	4	1	2	2	4	14	1	-	-	5	-	-	-	
Nonmanufacturing -----	151	2.33	-	-	-	-	5	7	9	3	8	6	1	6	10	56	10	15	10	4	1	-	-	-	-	-	-	-	-	
Wholesale trade -----	102	2.43	-	-	-	-	-	-	9	-	3	1	-	10	49	9	11	6	3	1	-	-	-	-	-	-	-	-	-	
Truckdrivers ⁵ -----	3,431	2.71	-	-	-	-	-	2	6	4	5	12	25	52	37	296	106	478	1960	396	25	9	9	-	9	-	-	-	-	
Manufacturing -----	416	2.70	-	-	-	-	-	-	-	-	-	1	25	1	26	13	27	144	36	107	9	9	9	-	9	-	-	-	-	
Nonmanufacturing -----	3,015	2.71	-	-	-	-	-	2	6	4	5	11	-	51	11	283	79	334	1924	289	16	-	-	-	-	-	-	-	-	
Public utilities ³ -----	1,700	2.74	-	-	-	-	-	2	1	-	-	-	-	28	11	110	7	4	1483	43	11	-	-	-	-	-	-	-	-	
Wholesale trade -----	692	2.68	-	-	-	-	-	-	-	-	-	-	-	18	-	170	32	106	182	184	-	-	-	-	-	-	-	-	-	
Retail trade -----	564	2.68	-	-	-	-	-	-	5	4	5	10	-	5	-	3	1	205	259	62	5	-	-	-	-	-	-	-	-	
Truckdrivers, light (under 1½ tons) -----	349	2.65	-	-	-	-	-	2	6	-	5	11	-	13	15	7	33	57	108	90	2	-	-	-	-	-	-	-	-	
Manufacturing -----	136	2.75	-	-	-	-	-	-	-	-	-	-	-	14	-	1	44	-	75	2	-	-	-	-	-	-	-	-	-	
Nonmanufacturing -----	213	2.58	-	-	-	-	-	2	6	-	5	11	-	13	1	7	32	13	108	15	-	-	-	-	-	-	-	-	-	
Wholesale trade -----	55	2.66	-	-	-	-	-	-	-	-	-	-	-	-	-	31	5	4	15	-	-	-	-	-	-	-	-	-	-	
Retail trade -----	135	2.60	-	-	-	-	-	-	5	-	5	10	-	5	-	1	5	104	-	-	-	-	-	-	-	-	-	-	-	
Truckdrivers, medium (1½ to and including 4 tons) -----	1,515	2.70	-	-	-	-	-	-	-	-	4	-	1	9	39	12	119	29	303	834	134	12	1	9	-	9	-	-	-	
Manufacturing -----	179	2.71	-	-	-	-	-	-	-	-	-	1	9	1	2	13	22	49	31	26	6	1	9	-	9	-	-	-	-	
Nonmanufacturing -----	1,336	2.70	-	-	-	-	-	-	-	-	4	-	-	38	10	106	7	254	803	108	6	-	-	-	-	-	-	-	-	
Public utilities ³ -----	910	2.72	-	-	-	-	-	-	-	-	-	-	-	20	10	103	7	4	723	42	1	-	-	-	-	-	-	-	-	
Wholesale trade -----	228	2.69	-	-	-	-	-	-	-	-	-	-	-	18	-	-	-	98	60	52	-	-	-	-	-	-	-	-	-	
Retail trade -----	190	2.65	-	-	-	-	-	-	-	4	-	-	-	-	-	3	-	144	20	14	5	-	-	-	-	-	-	-	-	
Truckdrivers, heavy (over 4 tons, trailer type) -----	828	2.78	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	27	640	149	-	8	-	-	-	-	-	-	-	
Nonmanufacturing -----	795	2.78	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11	635	149	-	-	-	-	-	-	-	-	-	
Public utilities ³ -----	481	2.77	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	480	1	-	-	-	-	-	-	-	-	-	
Wholesale trade -----	123	2.86	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	20	100	-	-	-	-	-	-	-	-	-	
Retail trade -----	183	2.77	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	135	48	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

Table A-5. Custodial and Material Movement Occupations—Continued

(Average straight-time hourly earnings for selected occupations studied on an area basis by industry division, Minneapolis-St. Paul, Minn., January 1962)

Occupation ¹ and industry division	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																											
			\$ 1.00 and under	\$ 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	\$ 3.10	\$ 3.20	\$ 3.30	\$ 3.40	\$ 3.50		
Truckdrivers:⁵—Continued																														
Truckdrivers, heavy (over 4 tons, other than trailer type) -----	198	\$ 2.67	-	-	-	-	-	-	-	-	-	-	-	16	-	10	-	1	87	54	20	10	-	-	-	-	-	-		
Manufacturing -----	60	2.49	-	-	-	-	-	-	-	-	-	-	-	16	-	10	-	-	31	-	3	-	-	-	-	-	-			
Nonmanufacturing -----	138	2.74	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	56	54	17	10	-	-	-	-	-			
Truckers, power (forklift) -----	875	2.50	-	-	-	-	-	-	-	7	12	10	10	100	30	80	114	102	272	107	1	7	22	-	1	-	-			
Manufacturing -----	448	2.39	-	-	-	-	-	-	-	7	12	10	10	100	26	76	62	75	39	1	-	7	22	-	1	-	-			
Nonmanufacturing -----	427	2.62	-	-	-	-	-	-	-	-	-	-	-	-	4	4	52	27	233	106	1	-	-	-	-	-	-			
Public utilities ³ -----	226	2.59	-	-	-	-	-	-	-	-	-	-	-	-	-	1	51	-	150	24	-	-	-	-	-	-	-			
Wholesale trade -----	100	2.65	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	27	21	49	-	-	-	-	-	-	-			
Retail trade -----	101	2.65	-	-	-	-	-	-	-	-	-	-	-	-	4	-	1	-	62	33	1	-	-	-	-	-	-			
Truckers, power (other than forklift) -----	350	2.42	-	-	-	-	-	-	-	-	-	6	10	12	43	147	40	19	62	-	-	-	-	11	-	-	-			
Manufacturing -----	183	2.47	-	-	-	-	-	-	-	-	-	6	10	12	23	8	40	19	54	-	-	-	-	11	-	-	-			
Nonmanufacturing -----	167	2.37	-	-	-	-	-	-	-	-	-	-	-	-	20	139	-	-	8	-	-	-	-	-	-	-	-			
Public utilities ³ -----	156	2.36	-	-	-	-	-	-	-	-	-	-	-	-	20	136	-	-	-	-	-	-	-	-	-	-	-			
Watchmen -----	221	1.90	-	22	10	13	6	8	8	2	13	40	21	20	27	10	11	3	6	1	-	-	-	-	-	-	-			
Manufacturing -----	50	2.04	-	-	-	-	6	4	-	1	8	5	10	7	9	-	-	-	-	-	-	-	-	-	-	-	-			
Nonmanufacturing -----	171	1.86	-	22	10	13	6	2	4	2	12	32	16	10	20	1	11	3	6	1	-	-	-	-	-	-	-			
Public utilities ³ -----	52	2.26	-	-	-	-	-	-	4	-	-	-	8	9	15	-	10	-	6	-	-	-	-	-	-	-	-			

¹ Data limited to men workers except where otherwise indicated.
² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
³ Transportation, communication, and other public utilities.
⁴ Finance, insurance, and real estate.
⁵ Includes all drivers regardless of size and type of truck operated.

Appendix A: Changes in Occupational Descriptions

Since the Bureau's last survey in this area, occupational descriptions for three office jobs were revised in order to obtain salary information for more specific categories. Therefore, data presented for these jobs in table A-1 are not comparable to data presented in last year's bulletin.

Revisions were made in the descriptions for file clerks, key-punch operators, and stenographers. The revised description for file clerk groups these workers into three levels (class A, B, and C) in-

stead of two (class A and B). The revised description for keypunch operator groups these workers into two defined classes (A and B) instead of a single category. Previously data were presented separately for general stenographers and technical stenographers. The revision combines general stenographers, with more responsible duties, and technical stenographers to form a new senior stenographer category; other general stenographers are maintained in that classification.

The revised occupational descriptions used this year are included in appendix B.

Appendix B: Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This is essential in order to permit the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field economists are instructed to exclude working supervisors, apprentices, learners, beginners, trainees, handicapped, 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; and requires judgment and experience in making proper assignments and allocations. May assist in preparing, adjusting and closing journal entries; and 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; and 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 file material such as correspondence, reports, technical documents, etc. May also file this material. May keep records of various types in conjunction with the files. May lead a small group of lower level file clerks.

Class B—Sorts, codes, and files unclassified material by simple (subject matter) headings or partly classified material by finer subheadings. Prepares simple related index and cross-reference aids. As requested locates clearly identified material in files and forwards material. May perform related clerical tasks required to maintain and service files.

Class C—Performs routine filing of material that has already been classified or which is easily classified in a simple serial classification system (e.g., alphabetical, chronological, or numerical). As requested, locates readily available material in files and forwards material; and may fill out withdrawal charge. Performs simple clerical and manual tasks required to maintain and service files.

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; and 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; and 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

Class A—Operates a numerical and/or alphabetical or combination keypunch machine to transcribe data from various source documents to keypunch tabulating cards. Performs same tasks as lower level keypunch operator but in addition, work requires application of coding skills and the making of some determinations, for example, locates on the source document the items to be punched; extracts information from several documents; and searches for and interprets information on the document to determine information to be punched. May train inexperienced operators.

Class B—Under close supervision or following specific procedures or instructions, transcribes data from source documents to punched cards. Operates a numerical and/or alphabetical or combination keypunch machine to keypunch tabulating cards. May verify cards. Working from various standardized source documents, follows specified sequences which have been coded or prescribed in detail and require little or no selecting, coding, or interpreting data to be punched. Problems arising from erroneous items or codes, missing information, etc., are referred to supervisor.

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

SECRETARY—Continued

making phone calls; handling personal and important or confidential mail, and writing routine correspondence on own initiative; and 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 transcribe dictation. May also type from written copy. May maintain files, keep simple records, or perform other relatively routine clerical tasks. May operate from a stenographic pool. Does not include transcribing-machine work. (See transcribing-machine operator.)

STENOGRAPHER, SENIOR

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 transcribe dictation. May also type from written copy. May also set up and maintain files, keep records, etc.

OR

Performs stenographic duties requiring significantly greater independence and responsibility than stenographers, general as evidenced by the following: Work requires high degree of stenographer speed and accuracy; and a thorough working knowledge of general business and office procedures and of the specific business operations, organization, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as, maintaining followup files; assembling material for reports, memorandums, letters, etc.; composing simple letters from general instructions; reading and routing incoming mail; and answering routine questions, 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.

TABULATING-MACHINE OPERATOR—Continued

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, punctuation, etc., of technical or unusual words or foreign language material; and 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.; and 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; and 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 involved in strength of materials, beams and trusses; verifying

DRAFTSMAN, SENIOR—Continued

completed work, checking dimensions, materials to be used, and quantities; writing specifications; and 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

CARPENTER, MAINTENANCE—Continued

power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter required 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; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electricians 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; and 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

Fire 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; and checks water and safety valve. May clean, oil, or assist in repairing boilerroom equipment.

HELPER, MAINTENANCE TRADES

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; and 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, gages, 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; and making necessary adjustments during operation to achieve requisite tolerances or dimensions. May be required to recognize when tools need dressing, to dress tools, and to select proper coolants and cutting and lubricating oils. For cross-industry wage study purposes, machine-tool operators, toolroom, in tool and die jobbing shops are excluded from this classification.

MACHINIST, MAINTENANCE

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves *most of the following*: Interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds and speeds of machining; knowledge of the working

MACHINIST, MAINTENANCE—Continued

properties of the common metals; selecting standard materials, parts, and equipment required for his work; and 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, gages, 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; and alining wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the automotive mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

MECHANIC, MAINTENANCE

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

MILLWRIGHT

Installs new machines or heavy equipment and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves *most of the following*: Planning and laying out of the work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; alining and balancing of equipment; selecting standard tools, equipment and parts to be used; and 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; and 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

PIPEFITTER, MAINTENANCE—Continued

and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and 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; and 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

SHEET-METAL WORKER, MAINTENANCE—Continued

types of sheet-metal-working machines; using a variety of handtools in cutting, bending, forming, shaping, fitting, and assembling; and 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; gage maker)

Constructs and repairs machine-shop tools, gages, 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; heatreating 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; and 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; charwomen; janitress)

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve *a combination of the following*: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

LABORER, MATERIAL HANDLING

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

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve *one or more of the following*: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and 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; and 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; and maintaining necessary records and files.

For wage study purposes, workers are classified as follows:

Receiving clerk
Shipping clerk
Shipping and receiving clerk

TRUCKDRIVER

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

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

Truckdriver (combination of sizes listed separately)

Truckdriver, light (under 1½ tons)

Truckdriver, medium (1½ to and including 4 tons)

Truckdriver, heavy (over 4 tons, trailer type)

Truckdriver, heavy (over 4 tons, other than trailer type)

TRUCKER, POWER

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

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

Trucker, power (forklift)

Trucker, power (other than forklift)

WATCHMAN

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