

# Occupational Wage Survey

LOS ANGELES—LONG BEACH, CALIFORNIA

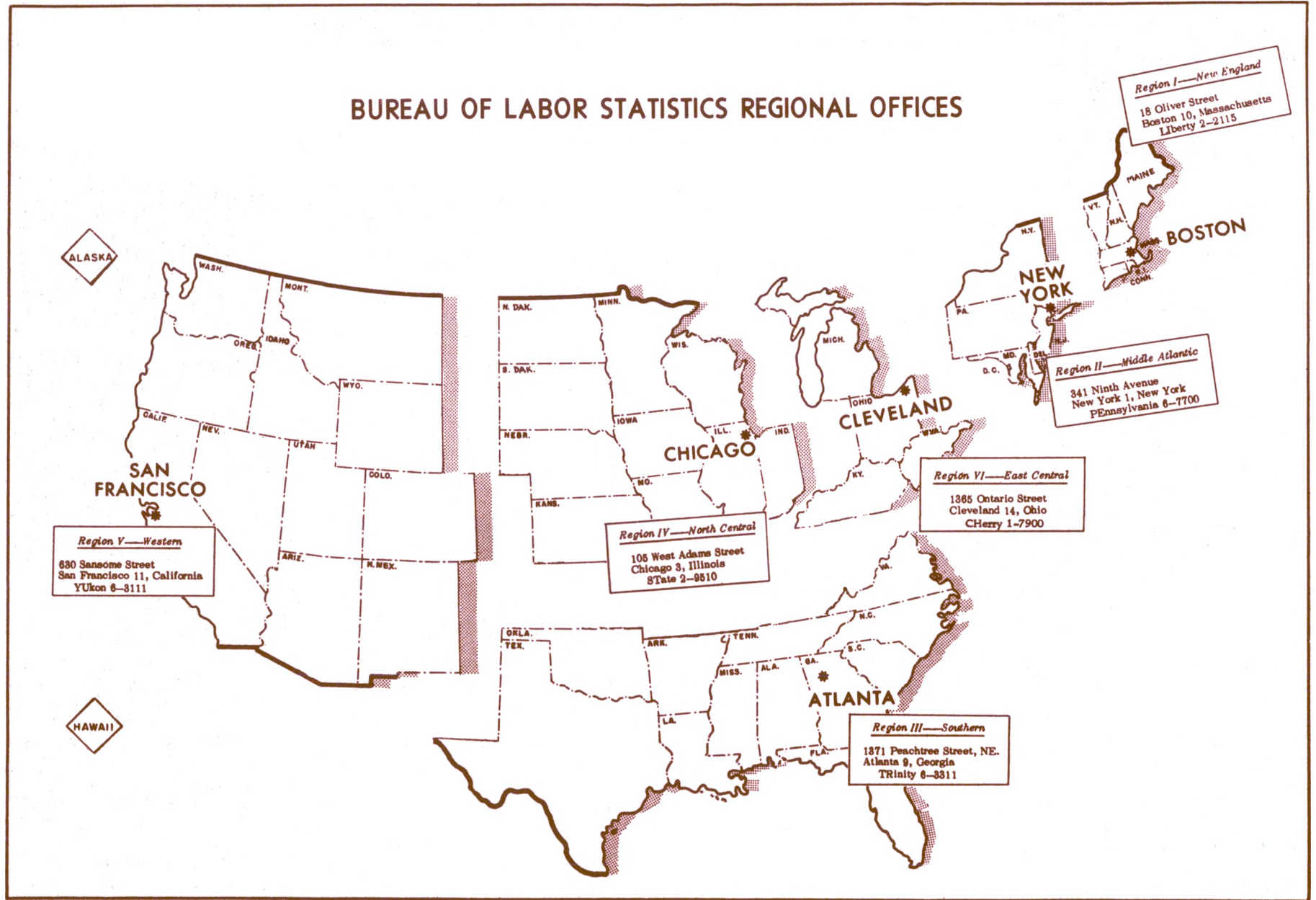
MARCH 1963

Bulletin No. 1345-62

UNITED STATES DEPARTMENT OF LABOR  
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS  
Ewan Clague, Commissioner

# BUREAU OF LABOR STATISTICS REGIONAL OFFICES



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## Preface

### The Labor Market Occupational Wage Survey Program

Eighty-two labor markets currently are included in the Bureau of Labor Statistics program of annual occupational wage surveys in major labor markets. These studies provide data on occupational earnings and related supplementary benefits. Information on related supplementary benefits is obtained biennially in most of the labor markets.

A preliminary report which presents earnings trends for selected occupational groups and average earnings in selected jobs is released within a month after the completion of the study in each area. This bulletin provides additional data not included in the preliminary report.

A two-part summary bulletin is issued after the completion of all of the area bulletins for a round of surveys (for the current round of surveys, the first part of this bulletin will be available late in 1963 and the second part early in 1964). The first part presents individual labor market data. The second part presents data relating to all metropolitan areas in the United States.

This bulletin was prepared in the Bureau's regional office in San Francisco, Calif., by Robert L. Orr, under the direction of William P. O'Connor. The study was under the general direction of John L. Dana, Assistant Regional Director for Wages and Industrial Relations.

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\* NOTE: Similar tabulations are available for other major areas. (See inside back cover.)

Current reports on occupational earnings and supplementary wage provisions in the Los Angeles—Long Beach area are also available for gray iron foundries (November 1962), steel foundries (November 1962), women's and misses' coats and suits (August 1962), women's cement-process (conventional-lasted) shoes (April 1962), and wood household furniture (except upholstered) (July 1962). 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—Los Angeles—Long Beach, Calif.

### 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 areawide basis. In this area, data were obtained by personal visits of Bureau field economists<sup>1</sup> to 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 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, and are of the following types: (a) Office clerical; (b) professional and technical; (c) maintenance and powerplant; and (d) custodial and material movement. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. The occupations selected for study are listed and described in the appendix. Earnings data for some of the occupations listed and described are not presented in the A-series tables because either (1) employment in the occupation is too small to provide enough data to merit presentation, or (2) there is possibility of disclosure of individual establishment data.

<sup>1</sup> 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.

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, 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.

Differences in pay levels for selected occupations in which both men and women are commonly employed 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 (in the B-series tables) on selected establishment practices and supplementary benefits as they relate to office and plant workers. The concept "office workers," as used in this bulletin, includes working supervisors and nonsupervisory workers performing clerical or related functions, and excludes administrative, executive, and professional personnel. "Plant workers" include working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in nonoffice functions. Administrative,

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

Minimum entrance salaries (table B-1) relate only to the establishments visited. They are presented in terms of establishments with formal minimum entrance salary policies.

Shift differential data (table B-2) are limited to manufacturing industries. This information is presented both in terms of (a) establishment policy,<sup>2</sup> presented in terms of total plant worker employment, and (b) effective practice, presented in terms 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.

The scheduled hours (table B-3) of a majority of the first-shift workers in an establishment are tabulated as applying to all of the plant or office workers of that establishment. Paid holidays; paid vacations; and health, insurance, and pension plans (tables B-4 through B-6) 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. Sums of individual items in tables B-2 through B-6 may not equal totals because of rounding.

Data on paid holidays (table B-4) are limited to data on holidays granted annually on a formal basis; i. e., (1) are provided for in written form, or (2) have been established by custom. Holidays ordinarily granted are included even though they may fall on a nonworkday, even if the worker is not granted another day off. The first part of the paid holidays table presents the number of whole and half holidays actually granted. The second part combines whole and half holidays to show total holiday time.

The summary of vacation plans (table B-5) is limited to formal policies, excluding informal arrangements 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,

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<sup>2</sup> 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. An establishment was considered as having formal provisions if it (1) had operated late shifts during the 12 months prior to the survey, or (2) had provisions in written form for operating late shifts.

or flat-sum amounts. However, in the tabulations of vacation pay, payments not on a time basis were converted to a time basis; for example, a payment of 2 percent of annual earnings was considered as the equivalent of 1 week's pay.

Data are presented for all health, insurance, and pension plans (table B-6) 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,<sup>3</sup> 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 plans<sup>4</sup> which provide full pay or a proportion of the worker's pay during absence from work because of illness. Separate tabulations are presented according to (1) plans which provide full pay and no waiting period, and (2) plans which provide 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.

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<sup>3</sup> The temporary disability laws in California and Rhode Island do not require employer contributions.

<sup>4</sup> 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 Los Angeles-Long Beach, Calif.,<sup>1</sup> by major industry division,<sup>2</sup> March 1963

Industry division	Minimum employment in establishments in scope of study	Number of establishments		Workers in establishments			
		Within scope of study <sup>3</sup>	Studied	Within scope of study			Studied
				Total <sup>4</sup>	Office	Plant	
All divisions -----	-	2,915	353	1,079,400	227,200	613,600	540,920
Manufacturing -----	100	1,180	124	601,700	97,400	357,500	315,060
Nonmanufacturing -----	-	1,735	229	477,700	129,800	256,100	225,860
Transportation, communication, and other public utilities <sup>5</sup> -----	100	120	35	104,100	21,500	58,100	84,430
Wholesale trade -----	50	520	51	71,500	18,100	43,100	15,100
Retail trade (excluding department stores) -----	100	222	29	108,200	( <sup>6</sup> )	( <sup>6</sup> )	36,370
Finance, insurance, and real estate -----	50	313	44	94,500	63,700	76,700	51,850
Services (excluding motion pictures) <sup>8</sup> -----	50	507	54	79,500	15,400	42,800	24,550
Motion pictures <sup>9</sup> -----	50	53	16	19,900	2,600	13,700	13,560

<sup>1</sup> The Los Angeles-Long Beach Standard Metropolitan Statistical Area consists of Los Angeles and Orange 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 employment indexes for the area 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.

<sup>2</sup> The 1957 revised edition of the Standard Industrial Classification Manual was used in classifying establishments by industry division.

<sup>3</sup> Includes all establishments with total employment at or above the minimum 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.

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

<sup>5</sup> Taxicabs and services incidental to water transportation were excluded. Los Angeles' electric utilities and most of its local transit are municipally operated and are excluded by definition from the scope of the study.

<sup>6</sup> This industry division is represented in estimates for "all industries" and "nonmanufacturing" in the Series A tables, and for "all industries" in the Series B 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.

<sup>7</sup> Estimate relates to real estate establishments only. Workers from the entire industry division are represented in the Series A tables, but from the real estate portion only in "all industry" estimates in the Series B tables.

<sup>8</sup> Hotels; personal services; business services; automobile repair shops; motion picture distribution and motion picture theaters; nonprofit membership organizations; and engineering and architectural services.

<sup>9</sup> Motion picture production and motion picture service industries independent of production but allied thereto.

### Wage Trends for Selected Occupational Groups

Presented in table 2 are percentages of change in average 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 percentages 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 average 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 are 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 employment in each of the jobs 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 (expressed as a percentage) of the group aggregate for the one year to the aggregate for the other year was computed and the difference between the result and 100 is the percentage of change from the one period to the other.

The percentages of change 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 average wages due to changes in the labor force resulting from 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 lower the average, whereas a reduction in the proportion of lower paid workers would have the opposite effect. Similarly, 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 establishments in the area.

The use of constant employment weights eliminates the effect of changes in the proportion of workers represented in each job included in the data. The percentages of change are not 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 program to 80 Standard Metropolitan Statistical 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 clerical and industrial nurse groups, formerly restricted to women, now include 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 Los Angeles-Long Beach, Calif., for selected periods

Industry and occupational group	March 1962 to March 1963	March 1961 to March 1962	April 1960 to March 1961
<b>All industries:</b>			
Office clerical (men and women) -----	3.3	3.3	4.1
Industrial nurses (men and women) -----	4.6	3.8	3.0
Skilled maintenance (men) -----	2.7	3.2	4.0
Unskilled plant (men) -----	3.8	3.2	3.4
<b>Manufacturing:</b>			
Office clerical (men and women) -----	3.7	3.4	3.4
Industrial nurses (men and women) -----	4.6	3.3	2.9
Skilled maintenance (men) -----	3.0	2.8	4.1
Unskilled plant (men) -----	3.6	1.9	3.1

Table 3. Indexes of standard weekly salaries and straight-time hourly earnings for selected occupational groups in Los Angeles-Long Beach, Calif., March 1963 and March 1962

(February 1953=100)

Industry and occupational group	March 1963	March 1962
<b>All industries:</b>		
Office clerical (women) -----	150.7	145.8
Industrial nurses (women) -----	151.6	145.6
Skilled maintenance (men) -----	151.4	146.8
Unskilled plant (men) -----	151.3	146.1
<b>Manufacturing:</b>		
Office clerical (women) -----	151.0	146.1
Industrial nurses (women) -----	152.7	146.6
Skilled maintenance (men) -----	151.2	146.7
Unskilled plant (men) -----	147.2	142.0

## A: Occupational Earnings

Table A-1. Office Occupations—Men and Women

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Los Angeles—Long Beach, Calif., March 1963)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF—																									
		Weekly hours (Standard)	Weekly earnings (Standard)	\$45 and under 50	\$50-55	\$55-60	\$60-65	\$65-70	\$70-75	\$75-80	\$80-85	\$85-90	\$90-95	\$95-100	\$100-105	\$105-110	\$110-115	\$115-120	\$120-125	\$125-130	\$130-135	\$135-140	\$140-145	\$145-150	\$150-155	\$155-160	\$160-165	\$165 and over	
<b>Men</b>																													
Billers, machine (billing machine) -----	107	40.0	\$106.00	-	-	-	-	-	-	-	-	-	-	-	12	95	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing -----	107	40.0	106.00	-	-	-	-	-	-	-	-	-	-	-	12	95	-	-	-	-	-	-	-	-	-	-	-	-	-
Public utilities <sup>2</sup> -----	107	40.0	106.00	-	-	-	-	-	-	-	-	-	-	-	12	95	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, accounting, class A -----	1,154	39.5	113.00	-	-	-	-	-	46	33	16	70	113	166	146	96	144	84	22	46	14	25	68	44	1	6	14	-	
Manufacturing -----	647	40.0	114.00	-	-	-	-	-	24	12	12	47	71	89	66	60	53	53	8	27	11	10	66	34	1	3	-	-	
Nonmanufacturing -----	507	39.5	111.50	-	-	-	-	-	22	21	4	23	42	77	80	36	91	31	14	19	3	15	2	10	2	10	3	14	-
Public utilities <sup>2</sup> -----	73	39.5	115.00	-	-	-	-	-	-	-	-	-	-	7	5	33	3	5	2	2	9	2	2	3	-	3	-	-	
Wholesale trade -----	85	39.5	105.50	-	-	-	-	-	22	-	-	2	8	9	5	12	3	9	2	8	3	-	4	-	-	-	-	-	
Finance <sup>3</sup> -----	133	39.0	108.50	-	-	-	-	-	-	-	4	7	18	22	24	-	50	8	-	-	-	-	-	-	-	-	-	-	
Services (excluding motion pictures) -----	123	39.0	99.50	-	-	-	-	-	-	21	-	14	9	41	18	1	7	10	1	1	-	-	-	-	-	-	-	-	
Motion pictures <sup>4</sup> -----	46	40.0	154.00	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	6	1	9	2	7	-	3	14	-	-	
Clerks, accounting, class B -----	381	40.0	89.50	-	-	-	8	22	22	70	107	49	30	29	36	2	3	1	-	1	-	1	-	-	-	-	-	-	-
Manufacturing -----	224	40.0	89.50	-	-	-	-	10	19	40	73	23	18	14	26	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing -----	157	39.5	90.00	-	-	-	8	12	3	30	34	26	12	15	10	2	2	1	-	1	-	1	-	-	-	-	-	-	-
Public utilities <sup>2</sup> -----	35	40.0	95.00	-	-	-	1	3	1	4	3	1	12	1	6	2	1	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, file, class B -----	68	39.5	83.50	-	2	-	11	-	8	-	11	11	11	8	2	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, order -----	2,012	40.0	108.50	-	-	-	-	4	4	4	81	43	215	170	265	549	52	269	143	39	32	87	27	-	-	-	28	-	
Manufacturing -----	578	40.0	110.50	-	-	-	-	4	4	4	60	17	68	66	58	19	22	74	44	22	8	53	27	-	-	-	28	-	
Nonmanufacturing -----	1,434	40.0	107.50	-	-	-	-	-	-	-	21	26	147	104	207	530	30	195	99	17	24	34	-	-	-	-	-	-	
Wholesale trade -----	1,299	40.0	108.00	-	-	-	-	-	-	-	21	26	147	44	202	485	30	195	79	12	24	34	-	-	-	-	-	-	
Clerks, payroll -----	345	40.0	110.00	-	-	-	-	2	17	4	36	64	17	12	49	10	15	33	12	15	6	35	3	11	3	-	1	-	
Manufacturing -----	176	40.0	104.50	-	-	-	-	-	-	-	34	63	8	7	7	1	3	29	5	5	6	4	-	1	3	-	-		
Nonmanufacturing -----	169	40.0	116.50	-	-	-	-	2	17	4	2	1	9	5	42	9	12	4	7	10	-	31	3	10	-	-	1	-	
Public utilities <sup>2</sup> -----	43	40.0	106.00	-	-	-	-	-	-	3	2	-	-	3	28	4	2	1	-	-	-	-	-	-	-	-	-	-	
Motion pictures <sup>4</sup> -----	66	40.0	139.00	-	-	-	-	-	-	-	-	-	-	2	2	-	-	1	6	10	-	31	3	10	-	-	1	-	
Duplicating-machine operators (Mimeograph or Ditto) -----	83	40.0	82.00	-	-	1	10	4	4	3	21	34	2	3	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
Office boys -----	982	39.5	76.00	-	30	37	151	120	112	154	123	151	51	15	27	7	3	-	-	1	-	-	-	-	-	-	-	-	
Manufacturing -----	360	40.0	81.00	-	18	11	34	30	36	90	99	23	8	7	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing -----	622	39.0	73.00	-	30	19	140	86	82	118	33	52	28	7	20	3	3	-	-	1	-	-	-	-	-	-	-	-	
Public utilities <sup>2</sup> -----	70	38.5	81.00	-	-	15	11	1	-	2	23	8	4	3	-	2	-	-	1	-	-	-	-	-	-	-	-	-	
Wholesale trade -----	80	39.5	74.00	-	-	12	21	16	10	6	-	12	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Finance <sup>3</sup> -----	224	39.0	65.50	-	30	17	81	31	28	25	8	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Services (excluding motion pictures) -----	154	39.0	72.00	-	-	2	32	21	34	50	1	10	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Motion pictures <sup>4</sup> -----	79	40.0	85.00	-	-	-	-	2	3	28	16	11	-	2	13	3	1	-	-	-	-	-	-	-	-	-	-	-	
Tabulating-machine operators, class A -----	812	39.5	117.00	-	-	-	-	-	-	2	7	13	26	58	150	132	108	121	75	55	20	16	7	5	17	-	-	-	
Manufacturing -----	441	40.0	119.50	-	-	-	-	-	-	4	6	9	18	41	95	54	83	43	53	10	7	-	1	17	-	-	-	-	
Nonmanufacturing -----	371	38.5	114.00	-	-	-	-	-	-	2	3	7	17	40	109	37	54	38	32	2	10	9	7	4	-	-	-	-	
Public utilities <sup>2</sup> -----	38	39.0	119.50	-	-	-	-	-	-	2	1	2	2	3	1	1	10	-	-	-	8	8	-	-	-	-	-	-	
Finance <sup>3</sup> -----	217	38.0	109.50	-	-	-	-	-	-	2	5	12	33	86	20	25	18	15	1	-	-	-	-	-	-	-	-	-	
Motion pictures <sup>4</sup> -----	25	40.0	131.50	-	-	-	-	-	-	-	-	-	-	-	6	-	-	4	4	-	1	-	6	4	-	-	-	-	

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, Los Angeles—Long Beach, Calif., March 1963)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF—																								
		Weekly hours <sup>1</sup> (Standard)	Weekly earnings <sup>1</sup> (Standard)	\$ 45 and under 50	\$ 50	\$ 55	\$ 60	\$ 65	\$ 70	\$ 75	\$ 80	\$ 85	\$ 90	\$ 95	\$ 100	\$ 105	\$ 110	\$ 115	\$ 120	\$ 125	\$ 130	\$ 135	\$ 140	\$ 145	\$ 150	\$ 155	\$ 160	\$ 165 and over
<b>Men—Continued</b>																												
Tabulating-machine operators, class B	1,042	39.5	\$104.00	-	-	-	-	-	5	11	27	72	132	141	176	146	163	89	38	19	7	4	7	3	2	-	-	-
Manufacturing	456	40.0	105.50	-	-	-	-	-	-	-	3	16	51	63	75	101	62	61	18	4	2	-	4	7	3	2	-	-
Nonmanufacturing	586	39.0	103.00	-	-	-	-	-	5	11	24	56	81	78	101	45	101	28	20	15	5	4	7	3	2	-	-	-
Public utilities <sup>2</sup>	74	40.0	107.00	-	-	-	-	-	5	4	1	2	3	1	2	12	32	3	9	-	-	-	-	-	-	-	-	-
Wholesale trade	157	39.0	106.50	-	-	-	-	-	-	-	4	5	25	20	8	14	60	9	7	5	-	-	-	-	-	-	-	-
Finance <sup>3</sup>	248	38.5	97.00	-	-	-	-	-	-	5	16	48	38	40	68	8	14	3	-	-	-	-	-	-	-	-	-	-
Services (excluding motion pictures)	58	39.0	95.50	-	-	-	-	-	-	2	3	1	15	17	19	-	1	-	-	-	-	-	-	-	-	-	-	-
Motion pictures <sup>4</sup>	31	40.0	136.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	9	5	4	7	3	2	-	-	
Tabulating-machine operators, class C	281	39.5	91.50	-	-	-	6	2	8	42	15	35	53	40	60	15	-	1	-	4	-	-	-	-	-	-	-	-
Manufacturing	145	40.0	94.00	-	-	-	-	-	2	-	13	35	18	23	50	4	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	136	39.0	88.00	-	-	-	6	2	6	42	2	-	35	17	10	11	-	1	-	4	-	-	-	-	-	-	-	-
Finance <sup>3</sup>	104	38.5	83.50	-	-	-	6	1	5	40	2	-	35	11	3	1	-	-	-	-	-	-	-	-	-	-	-	-
Typists, class B	55	39.5	77.50	-	1	3	4	6	18	1	2	6	12	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Women</b>																												
Billers, machine (billing machine)	473	40.0	87.00	-	-	-	18	10	59	31	71	75	73	77	19	20	13	4	-	3	-	-	-	-	-	-	-	-
Manufacturing	132	40.0	83.50	-	-	-	11	-	23	-	30	40	6	15	-	2	1	4	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	341	39.5	88.50	-	-	-	7	10	36	31	41	35	67	62	19	18	12	-	3	-	-	-	-	-	-	-	-	-
Public utilities <sup>2</sup>	142	40.0	86.00	-	-	-	7	10	36	21	5	6	20	-	6	18	10	-	3	-	-	-	-	-	-	-	-	-
Wholesale trade	130	40.0	87.50	-	-	-	-	-	-	10	36	29	28	14	13	-	-	-	-	-	-	-	-	-	-	-	-	-
Billers, machine (bookkeeping machine)	68	39.5	86.00	-	-	2	-	4	2	4	21	8	15	-	11	1	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	52	39.5	86.00	-	-	2	-	4	2	4	14	8	6	-	11	1	-	-	-	-	-	-	-	-	-	-	-	-
Bookkeeping-machine operators, class A	812	39.5	95.00	-	-	-	-	4	11	20	80	160	143	119	159	13	39	29	34	1	-	-	-	-	-	-	-	-
Manufacturing	439	39.5	94.50	-	-	-	-	1	11	16	39	91	69	52	113	9	11	15	12	-	-	-	-	-	-	-	-	-
Nonmanufacturing	373	39.5	96.00	-	-	-	-	3	-	4	41	69	74	67	46	4	28	14	22	1	-	-	-	-	-	-	-	-
Wholesale trade	136	40.0	98.00	-	-	-	-	-	-	-	-	23	63	13	-	-	21	6	10	-	-	-	-	-	-	-	-	-
Bookkeeping-machine operators, class B	2,400	39.5	73.00	-	172	323	450	369	136	188	322	96	108	41	56	68	21	30	20	-	-	-	-	-	-	-	-	-
Manufacturing	300	40.0	90.00	-	-	-	-	52	-	21	43	29	58	30	19	13	5	30	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	2,100	39.5	70.50	-	172	323	450	317	136	167	279	67	50	11	37	55	16	-	20	-	-	-	-	-	-	-	-	-
Wholesale trade	240	39.5	91.00	-	-	-	-	20	-	12	95	6	12	10	25	40	-	20	-	-	-	-	-	-	-	-	-	-
Finance <sup>3</sup>	1,641	39.5	65.50	-	172	323	442	297	112	143	110	41	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, accounting, class A	2,904	39.5	102.50	-	-	-	-	1	20	161	146	140	426	373	576	274	213	279	70	87	80	3	25	2	9	6	3	10
Manufacturing	1,481	40.0	102.00	-	-	-	-	-	-	97	72	47	196	215	398	67	92	123	65	34	63	-	-	-	6	6	-	-
Nonmanufacturing	1,423	39.5	102.50	-	-	-	-	1	20	64	74	93	230	158	178	207	121	156	5	53	17	3	25	2	3	3	10	
Public utilities <sup>2</sup>	238	39.5	104.50	-	-	-	-	-	-	-	-	7	14	58	38	79	34	2	1	-	-	-	3	2	-	-	-	-
Wholesale trade	306	40.0	98.00	-	-	-	-	-	-	22	28	42	71	23	25	24	22	16	4	29	-	-	-	-	-	-	-	-
Finance <sup>3</sup>	362	38.5	98.00	-	-	-	-	-	13	11	35	26	86	49	35	39	37	19	-	-	12	-	-	-	-	-	-	-
Services (excluding motion pictures)	244	38.5	97.50	-	-	-	-	1	7	31	11	3	44	14	65	25	14	27	-	-	2	-	-	-	-	-	-	-
Motion pictures <sup>4</sup>	72	40.0	136.00	-	-	-	-	-	-	-	-	-	-	-	4	2	4	4	-	12	3	3	22	-	3	-	6	10

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, Los Angeles—Long Beach, Calif., March 1963)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF—																									
		Weekly hours <sup>1</sup> (Standard)	Weekly earnings <sup>1</sup> (Standard)	\$ 45 and under 50	\$ 50-55	\$ 55-60	\$ 60-65	\$ 65-70	\$ 70-75	\$ 75-80	\$ 80-85	\$ 85-90	\$ 90-95	\$ 95-100	\$ 100-105	\$ 105-110	\$ 110-115	\$ 115-120	\$ 120-125	\$ 125-130	\$ 130-135	\$ 135-140	\$ 140-145	\$ 145-150	\$ 150-155	\$ 155-160	\$ 160-165	\$ 165 and over	
<b>Women—Continued</b>																													
Clerks, accounting, class B .....	4,269	39.5	\$82.00	-	12	61	81	460	605	749	622	673	491	273	57	94	51	19	4	12	-	5	-	-	-	-	-	-	-
Manufacturing .....	1,938	40.0	84.00	-	-	23	21	210	222	233	276	316	312	180	31	50	26	10	-	8	-	-	-	-	-	-	-	-	-
Nonmanufacturing .....	2,331	39.5	80.00	-	12	38	60	250	383	516	326	357	179	93	26	44	25	9	4	4	-	5	-	-	-	-	-	-	
Public utilities <sup>2</sup> .....	743	40.0	79.50	-	-	-	7	55	222	154	87	108	70	23	13	-	-	4	-	-	-	-	-	-	-	-	-	-	
Wholesale trade .....	536	40.0	83.00	-	8	-	4	44	19	131	87	121	73	38	2	4	1	4	-	-	-	-	-	-	-	-	-	-	
Finance <sup>3</sup> .....	609	38.5	75.50	-	-	32	9	129	121	107	116	90	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Services (excluding motion pictures) .....	281	38.5	78.00	-	4	6	40	17	3	95	32	30	19	24	2	9	-	-	-	-	-	-	-	-	-	-	-	-	
Clerks, file, class A .....	590	39.0	78.50	-	-	4	79	165	68	32	64	36	18	67	40	6	3	6	-	2	-	-	-	-	-	-	-	-	
Manufacturing .....	165	40.0	92.50	-	-	-	-	3	2	1	33	22	10	64	28	2	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing .....	425	39.0	73.00	-	-	4	79	162	66	31	31	14	8	3	12	4	3	6	-	2	-	-	-	-	-	-	-	-	
Finance <sup>3</sup> .....	304	38.5	70.00	-	-	4	68	106	58	31	18	14	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Clerks, file, class B .....	2,834	39.0	67.50	8	320	448	716	378	243	141	271	193	76	14	8	14	2	2	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	712	40.0	78.50	-	3	6	97	22	98	66	214	178	12	-	4	12	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing .....	2,122	38.5	64.00	8	317	442	619	356	145	75	57	15	64	14	4	2	2	2	-	-	-	-	-	-	-	-	-	-	
Public utilities <sup>2</sup> .....	82	40.0	87.00	-	-	-	4	-	14	10	2	11	28	6	4	1	2	-	-	-	-	-	-	-	-	-	-	-	
Wholesale trade .....	181	40.0	69.50	8	-	14	66	25	22	34	-	4	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Finance <sup>3</sup> .....	1,486	38.0	62.00	-	242	345	423	310	92	34	19	4	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Services (excluding motion pictures) .....	309	39.5	60.50	-	73	75	107	18	6	30	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Clerks, file, class C .....	827	39.0	65.00	42	55	147	357	49	52	12	19	68	8	6	12	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	174	40.0	74.00	-	-	7	78	2	18	-	19	38	-	-	12	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing .....	653	38.5	62.50	42	55	140	279	47	34	12	-	30	8	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Wholesale trade .....	97	40.0	72.00	-	-	-	36	12	20	-	-	29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Finance <sup>3</sup> .....	505	38.0	59.50	42	52	134	242	35	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Clerks, order .....	641	39.5	94.50	-	-	-	26	52	7	55	50	95	46	36	35	122	9	80	20	-	-	-	8	-	-	-	-	-	
Manufacturing .....	216	39.5	89.50	-	-	-	-	26	1	26	25	48	22	5	14	36	1	12	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing .....	425	39.5	96.50	-	-	-	26	26	6	29	25	47	24	31	21	86	8	68	20	-	-	-	8	-	-	-	-	-	
Wholesale trade .....	289	39.5	100.50	-	-	-	-	5	4	25	14	35	24	31	21	34	8	68	20	-	-	-	-	-	-	-	-	-	
Clerks, payroll .....	1,511	39.5	96.00	-	-	4	-	13	72	92	164	224	201	220	132	96	64	114	39	9	45	4	3	-	3	-	-	12	
Manufacturing .....	768	40.0	95.00	-	-	-	-	-	51	26	122	99	112	164	46	16	21	40	34	2	31	4	-	-	-	-	-	-	
Nonmanufacturing .....	743	39.0	97.50	-	-	4	-	13	21	66	42	125	89	56	86	80	43	74	5	7	14	-	3	-	3	-	-	12	
Public utilities <sup>2</sup> .....	95	39.0	102.50	-	-	-	-	1	-	1	8	14	2	12	42	-	12	1	1	-	-	-	-	-	-	-	-	-	
Wholesale trade .....	109	39.5	96.50	-	-	-	-	-	6	2	53	2	5	5	15	10	8	1	2	-	-	-	-	-	-	-	-	-	
Finance <sup>3</sup> .....	157	38.5	87.50	-	-	-	-	12	9	44	11	18	17	19	6	1	17	2	1	-	-	-	-	-	-	-	-	-	
Services (excluding motion pictures) .....	155	39.0	95.50	-	-	4	-	-	-	4	10	27	14	30	40	5	5	16	-	-	-	-	-	-	-	-	-	-	
Comptometer operators .....	1,610	39.5	94.50	-	-	-	1	25	29	122	233	189	215	204	96	386	84	22	2	2	-	-	-	-	-	-	-	-	
Manufacturing .....	544	40.0	98.00	-	-	-	-	6	9	38	24	43	57	101	59	155	39	11	2	-	-	-	-	-	-	-	-	-	
Nonmanufacturing .....	1,066	39.5	92.50	-	-	-	1	19	20	84	209	146	158	103	37	231	45	11	-	2	-	-	-	-	-	-	-	-	
Public utilities <sup>2</sup> .....	56	40.0	101.50	-	-	-	-	-	1	-	4	1	8	5	19	4	14	-	-	-	-	-	-	-	-	-	-	-	
Wholesale trade .....	477	39.5	93.00	-	-	-	-	-	4	28	55	96	118	71	13	90	-	2	-	-	-	-	-	-	-	-	-	-	

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, Los Angeles—Long Beach, Calif., March 1963)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF—																												
		Weekly hours (Standard)	Weekly earnings (Standard)	\$ 45 and under 50	\$ 50 55	\$ 55 60	\$ 60 65	\$ 65 70	\$ 70 75	\$ 75 80	\$ 80 85	\$ 85 90	\$ 90 95	\$ 95 100	\$ 100 105	\$ 105 110	\$ 110 115	\$ 115 120	\$ 120 125	\$ 125 130	\$ 130 135	\$ 135 140	\$ 140 145	\$ 145 150	\$ 150 155	\$ 155 160	\$ 160 165	\$ 165 and over				
<b>Women—Continued</b>																																
Duplicating-machine operators (Mimeograph or Ditto)	429	39.5	\$ 77.00	-	-	25	35	61	66	46	67	87	35	2	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Manufacturing	195	40.0	80.00	-	-	19	35	3	18	28	78	12	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Nonmanufacturing	234	39.0	74.50	-	-	25	16	26	63	28	39	9	23	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Finance <sup>3</sup>	82	39.0	67.00	-	-	25	10	12	28	3	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Services (excluding motion pictures)	83	38.5	78.00	-	-	-	6	12	11	21	10	2	20	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Keypunch operators, class A	2,095	39.5	92.50	-	-	-	11	16	76	250	226	292	320	264	368	144	72	23	21	8	4	-	-	-	-	-	-	-	-	-		
Manufacturing	953	40.0	96.50	-	-	-	-	8	29	44	106	224	193	256	52	18	6	17	-	-	-	-	-	-	-	-	-	-	-	-		
Nonmanufacturing	1,142	39.0	89.00	-	-	11	16	68	221	182	186	96	71	112	92	54	17	4	8	4	-	-	-	-	-	-	-	-	-	-		
Public utilities <sup>2</sup>	146	39.5	103.00	-	-	-	3	2	5	6	12	7	13	6	39	50	3	-	-	-	-	-	-	-	-	-	-	-	-	-		
Wholesale trade	173	39.5	93.00	-	-	-	-	-	9	25	27	32	21	48	8	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-		
Finance <sup>3</sup>	629	38.5	82.00	-	-	-	11	13	65	206	129	100	51	10	36	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Services (excluding motion pictures)	129	39.0	93.00	-	-	-	-	1	1	15	47	2	27	14	21	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Motion pictures <sup>4</sup>	38	40.0	118.50	-	-	-	-	-	-	-	-	-	-	4	5	2	11	4	8	4	-	-	-	-	-	-	-	-	-	-		
Keypunch operators, class B	2,311	39.5	86.00	-	-	3	39	106	185	333	439	368	328	277	131	56	24	22	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	1,019	40.0	88.00	-	-	-	15	16	73	306	154	242	155	32	13	9	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	1,292	39.0	84.50	-	-	3	39	91	169	260	133	214	86	122	99	43	15	18	-	-	-	-	-	-	-	-	-	-	-	-	-	
Public utilities <sup>2</sup>	304	40.0	79.00	-	-	1	25	83	90	39	40	9	6	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Wholesale trade	247	39.0	90.00	-	-	-	2	4	39	49	40	-	75	23	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Finance <sup>3</sup>	497	38.5	80.50	-	-	36	49	74	120	35	86	29	30	37	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Services (excluding motion pictures)	85	39.5	82.50	-	-	3	2	13	3	6	5	30	20	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Motion pictures <sup>4</sup>	40	40.0	111.50	-	-	-	-	-	-	-	-	5	2	-	7	8	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Office girls	843	39.5	67.50	3	60	145	197	191	64	50	72	36	9	1	5	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	303	40.0	71.00	-	8	27	79	62	21	4	60	30	4	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	540	39.0	65.00	3	52	118	118	129	43	46	12	6	5	1	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Finance <sup>3</sup>	341	39.0	62.00	3	47	104	84	62	18	22	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Services (excluding motion pictures)	69	39.0	71.50	-	-	6	4	29	6	12	7	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Secretaries	15,385	39.5	105.00	-	-	12	53	43	227	637	891	1569	1981	2914	2663	1156	970	750	681	369	185	144	32	76	14	4	14	-	-	-	-	
Manufacturing	8,266	40.0	105.50	-	-	-	19	7	55	282	300	665	906	1913	1880	765	451	388	254	273	80	9	5	4	8	-	2	-	-	-	-	
Nonmanufacturing	7,119	39.0	104.00	-	-	12	34	36	172	355	591	904	1075	1001	783	391	519	362	427	96	105	135	27	72	6	4	12	-	-	-	-	
Public utilities <sup>2</sup>	834	38.5	110.00	-	-	-	-	1	2	34	77	56	42	66	173	96	46	85	81	20	35	11	3	6	-	-	-	-	-	-	-	
Wholesale trade	943	40.0	104.50	-	-	-	-	6	3	63	47	118	164	118	129	49	100	36	77	6	25	-	2	-	-	-	-	-	-	-	-	
Finance <sup>3</sup>	2,555	39.0	99.50	-	-	12	34	20	125	136	203	443	460	405	214	143	139	88	43	4	22	42	-	22	-	-	-	-	-	-	-	
Services (excluding motion pictures)	1,842	38.5	100.50	-	-	-	-	9	28	115	243	265	265	342	205	81	110	73	40	10	20	-	20	13	-	-	-	-	-	-	-	
Motion pictures <sup>4</sup>	505	40.0	128.00	-	-	-	-	-	-	-	11	11	-	35	9	7	48	50	146	48	3	82	2	31	6	4	12	-	-	-	-	
Stenographers, general	5,942	39.5	89.50	-	-	5	50	240	324	632	774	699	1000	1575	280	193	59	34	21	56	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	2,856	40.0	93.00	-	-	53	53	135	215	216	623	1361	80	50	11	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	3,086	39.5	86.00	-	-	5	50	187	271	497	559	483	377	214	200	143	48	31	21	-	-	-	-	-	-	-	-	-	-	-	-	-
Public utilities <sup>2</sup>	402	40.0	93.50	-	-	-	-	14	46	45	33	33	21	33	81	77	2	4	13	-	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade	463	40.0	91.00	-	-	5	-	16	12	99	96	87	61	48	12	10	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance <sup>3</sup>	1,541	39.0	81.00	-	-	2	37	153	180	342	313	251	170	81	6	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Services (excluding motion pictures)	410	39.0	85.00	-	-	3	7	17	10	72	110	61	77	33	-	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Motion pictures <sup>4</sup>	109	40.0	108.00	-	-	-	-	-	-	-	-	-	4	6	37	10	36	8	8	-	-	-	-	-	-	-	-	-	-	-	-	

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, Los Angeles—Long Beach, Calif., March 1963)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF--																								
		Weekly hours (Standard)	Weekly earnings <sup>1</sup> (Standard)	\$ 45 and under	\$ 50	\$ 55	\$ 60	\$ 65	\$ 70	\$ 75	\$ 80	\$ 85	\$ 90	\$ 95	\$ 100	\$ 105	\$ 110	\$ 115	\$ 120	\$ 125	\$ 130	\$ 135	\$ 140	\$ 145	\$ 150	\$ 155	\$ 160	\$ 165
<b>Women—Continued</b>																												
Stenographers, senior -----	4,398	39.5	\$96.00	-	-	-	7	26	73	290	431	434	800	697	816	247	215	223	38	35	4	22	34	3	-	2	-	1
Manufacturing -----	2,385	40.0	97.00	-	-	-	-	5	100	178	215	407	506	658	132	90	84	8	1	1	-	-	-	-	-	-	-	-
Nonmanufacturing -----	2,013	39.5	95.50	-	-	-	7	26	68	190	253	219	393	191	158	115	125	139	30	34	3	22	34	3	-	2	-	1
Public utilities <sup>2</sup> -----	189	39.5	103.00	-	-	-	2	2	4	8	8	15	14	27	18	70	8	5	-	-	-	-	-	-	-	-	-	-
Wholesale trade -----	211	40.0	92.50	-	-	-	-	-	22	16	56	9	33	10	9	11	1	44	-	-	-	-	-	-	-	-	-	-
Finance <sup>3</sup> -----	608	39.5	90.50	-	-	-	-	8	20	46	77	129	152	98	54	17	7	-	-	-	-	-	-	-	-	-	-	-
Services (excluding motion pictures) -----	705	39.0	93.50	-	-	-	5	16	22	81	90	67	169	67	43	48	15	52	9	-	-	21	-	-	-	-	-	-
Motion pictures <sup>4</sup> -----	176	40.0	123.00	-	-	-	-	-	-	-	-	-	-	-	13	15	32	34	4	34	3	1	34	3	-	2	-	1
Switchboard operators -----	2,340	39.5	83.00	34	135	153	155	72	86	218	273	277	266	304	214	71	49	17	1	11	2	-	2	-	-	-	-	-
Manufacturing -----	664	40.0	95.00	-	-	-	-	4	-	17	42	100	114	196	164	15	10	2	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing -----	1,676	39.5	78.50	34	135	153	155	68	86	201	231	177	152	108	50	56	39	15	1	11	2	-	2	-	-	-	-	-
Public utilities <sup>2</sup> -----	251	39.5	90.50	-	-	-	-	16	18	11	38	15	54	53	23	20	-	-	1	-	-	-	2	-	-	-	-	-
Wholesale trade -----	142	39.5	91.50	-	-	-	-	2	1	14	32	10	34	17	18	14	-	-	-	-	-	-	-	-	-	-	-	-
Finance <sup>3</sup> -----	470	39.0	77.00	-	-	26	51	45	36	122	72	73	21	24	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Services (excluding motion pictures) -----	660	40.0	67.00	34	132	125	102	-	10	52	79	77	35	11	1	-	2	-	-	-	-	-	-	-	-	-	-	-
Motion pictures <sup>4</sup> -----	98	39.0	111.50	-	-	-	-	-	-	1	3	2	5	3	8	11	37	15	-	11	2	-	-	-	-	-	-	-
Switchboard operator-receptionists -----	2,104	39.5	84.00	-	-	14	63	246	137	339	466	257	202	100	160	57	24	15	24	-	-	-	-	-	-	-	-	-
Manufacturing -----	1,047	40.0	84.00	-	-	-	23	166	77	108	210	129	145	79	56	11	20	9	14	-	-	-	-	-	-	-	-	-
Nonmanufacturing -----	1,057	39.5	83.50	-	-	14	40	80	60	231	256	128	57	21	104	46	4	6	10	-	-	-	-	-	-	-	-	-
Public utilities <sup>2</sup> -----	84	39.5	98.50	-	-	-	-	-	-	16	-	-	-	1	5	59	3	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade -----	414	40.0	85.50	-	-	-	-	47	24	72	118	42	30	3	34	34	-	-	10	-	-	-	-	-	-	-	-	-
Finance <sup>3</sup> -----	235	38.5	76.00	-	-	14	27	13	14	61	84	2	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Services (excluding motion pictures) -----	197	39.0	80.50	-	-	-	4	20	-	71	20	82	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tabulating-machine operators, class A -----	130	39.5	117.50	-	-	-	-	-	-	-	2	-	-	10	5	15	29	13	13	19	18	5	1	-	-	-	-	-
Manufacturing -----	65	40.0	120.50	-	-	-	-	-	-	-	-	-	-	4	1	4	17	6	7	4	18	4	-	-	-	-	-	-
Nonmanufacturing -----	65	39.0	114.50	-	-	-	-	-	-	-	2	-	-	6	4	11	12	7	6	15	-	1	1	-	-	-	-	-
Tabulating-machine operators, class B -----	765	39.5	94.50	-	-	2	-	5	3	48	308	160	57	50	42	42	40	2	4	1	1	-	-	-	-	-	-	-
Manufacturing -----	109	40.0	106.50	-	-	-	-	-	-	-	-	-	12	22	13	19	20	2	-	1	-	-	-	-	-	-	-	-
Nonmanufacturing -----	656	39.5	92.50	-	-	2	-	5	3	48	308	148	35	37	23	22	20	-	4	-	1	-	-	-	-	-	-	-
Wholesale trade -----	70	39.0	105.50	-	-	-	-	-	-	4	1	-	14	21	-	20	10	-	-	-	-	-	-	-	-	-	-	-
Finance <sup>3</sup> -----	131	37.5	93.50	-	-	2	-	-	1	25	25	25	16	11	22	1	3	-	-	-	-	-	-	-	-	-	-	-
Tabulating-machine operators, class C -----	140	39.0	82.50	-	-	-	-	20	53	32	4	8	8	9	4	2	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing -----	128	39.0	81.00	-	-	-	-	20	53	31	4	8	5	4	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Transcribing-machine operators, general -----	939	39.0	80.00	-	-	24	117	182	166	188	109	90	14	32	2	-	15	-	-	-	-	-	-	-	-	-	-	-
Manufacturing -----	300	40.0	83.00	-	-	-	33	33	24	90	36	52	6	26	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing -----	639	39.0	78.50	-	-	24	84	149	142	98	73	38	8	6	2	-	15	-	-	-	-	-	-	-	-	-	-	-
Public utilities <sup>2</sup> -----	37	40.0	89.00	-	-	-	-	2	5	6	11	5	5	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance <sup>3</sup> -----	367	38.0	76.00	-	-	24	42	113	75	58	30	17	3	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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, Los Angeles—Long Beach, Calif., March 1963)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF—																										
		Weekly hours <sup>1</sup> (Standard)	Weekly earnings <sup>1</sup> (Standard)	\$ 45 and under 50	\$ 50 55	\$ 55 60	\$ 60 65	\$ 65 70	\$ 70 75	\$ 75 80	\$ 80 85	\$ 85 90	\$ 90 95	\$ 95 100	\$ 100 105	\$ 105 110	\$ 110 115	\$ 115 120	\$ 120 125	\$ 125 130	\$ 130 135	\$ 135 140	\$ 140 145	\$ 145 150	\$ 150 155	\$ 155 160	\$ 160 165	\$ 165 and over		
<b>Women—Continued</b>																														
Typists, class A -----	3,347	39.5	\$84.00	-	-	12	73	243	340	530	704	469	344	385	115	56	8	20	41	7	-	-	-	-	-	-	-	-	-	
Manufacturing -----	1,525	40.0	89.00	-	-	-	4	48	46	149	365	214	203	356	62	24	2	11	40	1	-	-	-	-	-	-	-	-	-	
Nonmanufacturing -----	1,822	39.0	80.00	-	-	12	69	195	294	381	339	255	141	29	53	32	6	9	1	6	-	-	-	-	-	-	-	-	-	
Public utilities <sup>2</sup> -----	96	39.5	86.50	-	-	-	-	7	5	17	23	16	8	4	4	12	-	-	-	-	-	-	-	-	-	-	-	-	-	
Wholesale trade -----	163	40.0	88.50	-	-	-	-	-	2	17	29	60	27	-	22	1	4	1	-	-	-	-	-	-	-	-	-	-	-	
Finance <sup>3</sup> -----	1,165	38.5	77.50	-	-	12	69	128	241	274	200	139	93	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Services (excluding motion pictures) -----	314	39.5	77.50	-	-	-	-	60	46	73	87	20	13	14	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Motion pictures <sup>4</sup> -----	43	40.0	110.00	-	-	-	-	-	-	-	-	-	-	2	14	12	2	6	1	6	-	-	-	-	-	-	-	-	-	
Typists, class B -----	10,309	39.0	74.00	119	429	709	1240	2027	1217	1212	881	727	1549	127	43	29	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing -----	3,970	40.0	83.50	-	-	18	94	384	388	405	560	576	1511	9	20	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing -----	6,339	38.5	68.00	119	429	691	1146	1643	829	807	321	151	38	118	23	24	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Public utilities <sup>2</sup> -----	298	40.0	79.00	-	-	-	16	46	93	28	30	20	12	42	4	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade -----	784	39.5	76.00	-	-	2	22	180	181	229	85	22	-	56	1	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance <sup>3</sup> -----	4,326	38.0	65.00	119	359	620	984	1277	361	408	162	36	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Services (excluding motion pictures) -----	741	38.5	69.50	-	70	63	89	123	189	110	34	52	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Motion pictures <sup>4</sup> -----	50	40.0	87.50	-	-	-	-	-	-	11	-	21	12	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> Standard hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.<sup>2</sup> Transportation, communication, and other public utilities.<sup>3</sup> Finance, insurance, and real estate.<sup>4</sup> See footnote 9, table 1.<sup>5</sup> Workers were distributed as follows: 7 at \$165 to \$170; 1 at \$170 to \$175; 2 at \$175 to \$180; 2 at \$200 to \$205; and 2 at \$210 to \$215.<sup>6</sup> All workers were at \$165 to \$170.

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, Los Angeles—Long Beach, Calif., March 1963)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF--																								
		Weekly hours <sup>1</sup> (Standard)	Weekly earnings <sup>2</sup> (Standard)	\$ 70 and under 75	\$ 75 80	\$ 80 85	\$ 85 90	\$ 90 95	\$ 95 100	\$ 100 105	\$ 105 110	\$ 110 115	\$ 115 120	\$ 120 125	\$ 125 130	\$ 130 135	\$ 135 140	\$ 140 145	\$ 145 150	\$ 150 155	\$ 155 160	\$ 160 170	\$ 170 180	\$ 180 190	\$ 190 200	\$ 200 210	\$ 210 220	\$ 220 230
<b>Men</b>																												
Draftsmen, leader	327	39.5	\$170.50	-	-	-	-	-	-	-	-	-	-	-	4	6	13	61	15	10	29	14	55	53	13	13	28	13
Manufacturing	181	40.0	162.00	-	-	-	-	-	-	-	-	-	-	3	6	11	61	15	4	9	10	8	26	-	-	28	-	
Draftsmen, senior	3,512	40.0	132.50	-	-	9	4	39	63	187	184	145	222	364	383	404	344	239	200	215	235	200	51	20	4	-	-	
Manufacturing	2,663	40.0	126.50	-	-	9	2	39	63	185	182	140	180	305	378	337	311	180	166	103	25	47	7	2	2	-	-	
Nonmanufacturing	849	39.5	150.00	-	-	-	2	-	-	2	2	5	42	59	5	67	33	59	34	112	210	153	44	18	2	-	-	
Public utilities <sup>2</sup>	60	40.0	142.50	-	-	-	-	-	-	-	-	-	-	4	5	7	10	13	2	8	3	8	-	-	-	-	-	
Services (excluding motion pictures)	703	39.5	150.50	-	-	-	-	-	-	-	-	1	40	51	-	60	20	44	21	93	199	133	28	13	-	-	-	
Draftsmen, junior	1,076	40.0	102.50	2	24	124	35	143	125	205	110	96	72	39	85	-	16	-	-	-	-	-	-	-	-	-	-	
Manufacturing	951	40.0	100.00	2	24	120	34	141	123	196	105	91	64	35	-	16	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	125	40.0	120.50	-	4	1	2	2	9	5	5	8	4	85	-	-	-	-	-	-	-	-	-	-	-	-	-	
Tracers	377	40.0	98.00	-	-	29	-	21	119	208	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	377	40.0	98.00	-	-	29	-	21	119	208	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Women</b>																												
Draftsmen, senior	124	40.0	126.50	-	-	-	-	-	2	-	1	19	2	32	6	38	4	10	9	-	1	-	-	-	-	-	-	
Manufacturing	116	40.0	125.50	-	-	-	-	-	2	-	1	19	2	32	6	37	4	4	9	-	-	-	-	-	-	-	-	
Nurses, industrial (registered)	545	39.5	113.00	-	-	9	5	50	76	45	96	130	87	21	15	11	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	458	40.0	113.00	-	-	3	-	42	66	35	89	115	79	13	8	8	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	87	39.0	112.00	-	-	6	5	8	10	10	7	15	8	8	7	3	-	-	-	-	-	-	-	-	-	-	-	
Public utilities <sup>2</sup>	26	39.0	117.00	-	-	-	-	-	2	5	1	10	4	2	2	-	-	-	-	-	-	-	-	-	-	-	-	

<sup>1</sup> Standard hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.<sup>2</sup> Transportation, communication, and other public utilities.

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, Los Angeles—Long Beach, Calif., March 1963)

Occupation and industry division	Number of workers	Average weekly earnings (Standard)	Occupation and industry division	Number of workers	Average weekly earnings (Standard)	Occupation and industry division	Number of workers	Average weekly earnings (Standard)
<u>Office occupations</u>			<u>Office occupations—Continued</u>			<u>Office occupations—Continued</u>		
Billers, machine (billing machine) -----	580	\$90.50	Clerks, file, class C -----	849	\$66.00	Office boys and girls -----	1,825	\$72.00
Manufacturing -----	132	83.50	Manufacturing -----	181	74.50	Manufacturing -----	663	76.50
Nonmanufacturing -----	448	92.50	Nonmanufacturing -----	668	63.50	Nonmanufacturing -----	1,162	69.50
Public utilities <sup>2</sup> -----	249	94.50	Public utilities <sup>2</sup> -----	32	92.00	Public utilities <sup>2</sup> -----	91	80.50
Wholesale trade -----	130	87.50	Wholesale trade -----	97	72.00	Wholesale trade -----	127	72.00
Billers, machine (bookkeeping machine) -----	68	86.00	Finance <sup>3</sup> -----	508	59.50	Finance <sup>3</sup> -----	565	63.50
Nonmanufacturing -----	52	86.00	Clerks, order -----	2,653	105.00	Services (excluding motion pictures) -----	223	72.00
Bookkeeping-machine operators, class A -----	814	95.00	Manufacturing -----	794	105.00	Motion pictures <sup>4</sup> -----	88	85.50
Manufacturing -----	441	94.50	Nonmanufacturing -----	1,859	105.00	Secretaries -----	15,472	105.00
Nonmanufacturing -----	373	96.00	Public utilities <sup>2</sup> -----	79	108.00	Manufacturing -----	8,315	105.50
Wholesale trade -----	136	98.00	Wholesale trade -----	1,588	106.50	Nonmanufacturing -----	7,157	104.50
Bookkeeping-machine operators, class B -----	2,408	73.00	Clerks, payroll -----	1,856	99.00	Public utilities <sup>2</sup> -----	866	110.50
Manufacturing -----	301	90.00	Manufacturing -----	944	96.50	Wholesale trade -----	943	104.50
Nonmanufacturing -----	2,107	70.50	Nonmanufacturing -----	912	101.00	Finance <sup>3</sup> -----	2,555	99.50
Wholesale trade -----	240	91.00	Public utilities <sup>2</sup> -----	138	104.00	Services (excluding motion pictures) -----	1,842	100.50
Finance <sup>3</sup> -----	1,648	65.50	Wholesale trade -----	130	97.00	Motion pictures <sup>4</sup> -----	511	128.00
Clerks, accounting, class A -----	4,058	105.50	Finance <sup>3</sup> -----	159	87.50	Stenographers, general -----	5,975	89.50
Manufacturing -----	2,128	105.50	Services (excluding motion pictures) -----	173	94.00	Manufacturing -----	2,862	93.00
Nonmanufacturing -----	1,930	105.00	Motion pictures <sup>4</sup> -----	87	143.00	Nonmanufacturing -----	3,113	86.00
Public utilities <sup>2</sup> -----	311	107.00	Comptometer operators -----	1,651	95.50	Public utilities <sup>2</sup> -----	429	94.00
Wholesale trade -----	391	100.00	Manufacturing -----	585	101.00	Wholesale trade -----	463	91.00
Finance <sup>3</sup> -----	495	100.50	Nonmanufacturing -----	1,066	92.50	Finance <sup>3</sup> -----	1,541	81.00
Services (excluding motion pictures) -----	367	98.00	Public utilities <sup>2</sup> -----	56	101.50	Services (excluding motion pictures) -----	410	85.00
Motion pictures <sup>4</sup> -----	118	143.00	Wholesale trade -----	477	93.00	Motion pictures <sup>4</sup> -----	109	108.00
Clerks, accounting, class B -----	4,650	82.50	Duplicating-machine operators (Mimeograph or Ditto) -----	512	78.00	Stenographers, senior -----	4,413	96.50
Manufacturing -----	2,162	84.50	Manufacturing -----	253	81.50	Manufacturing -----	2,387	97.00
Nonmanufacturing -----	2,488	81.00	Nonmanufacturing -----	259	74.00	Nonmanufacturing -----	2,026	95.50
Public utilities <sup>2</sup> -----	778	80.00	Finance <sup>3</sup> -----	98	66.50	Public utilities <sup>2</sup> -----	202	103.50
Wholesale trade -----	537	83.00	Services (excluding motion pictures) -----	87	78.00	Wholesale trade -----	211	92.50
Finance <sup>3</sup> -----	681	76.50	Keypunch operators, class A -----	2,098	92.50	Finance <sup>3</sup> -----	608	90.50
Services (excluding motion pictures) -----	308	78.50	Manufacturing -----	953	96.50	Services (excluding motion pictures) -----	705	93.50
Clerks, file, class A -----	628	79.50	Nonmanufacturing -----	1,145	89.00	Motion pictures <sup>4</sup> -----	176	123.00
Manufacturing -----	165	92.50	Public utilities <sup>2</sup> -----	146	103.00	Switchboard operators -----	2,347	83.00
Nonmanufacturing -----	463	75.00	Wholesale trade -----	173	93.00	Manufacturing -----	667	95.00
Public utilities <sup>2</sup> -----	27	109.00	Finance <sup>3</sup> -----	632	82.00	Nonmanufacturing -----	1,680	78.50
Finance <sup>3</sup> -----	311	70.00	Services (excluding motion pictures) -----	129	93.00	Public utilities <sup>2</sup> -----	251	90.50
Clerks, file, class B -----	2,902	68.00	Motion pictures <sup>4</sup> -----	38	118.50	Wholesale trade -----	142	91.50
Manufacturing -----	737	79.00	Keypunch operators, class B -----	2,338	86.50	Finance <sup>3</sup> -----	474	77.00
Nonmanufacturing -----	2,165	64.00	Manufacturing -----	1,022	88.00	Services (excluding motion pictures) -----	660	67.00
Public utilities <sup>2</sup> -----	92	88.50	Nonmanufacturing -----	1,316	84.50	Motion pictures <sup>4</sup> -----	98	111.50
Wholesale trade -----	181	69.50	Public utilities <sup>2</sup> -----	308	79.50	Switchboard operator-receptionists -----	2,104	84.00
Finance <sup>3</sup> -----	1,504	62.00	Wholesale trade -----	267	90.50	Manufacturing -----	1,047	84.00
Services (excluding motion pictures) -----	309	60.50	Finance <sup>3</sup> -----	497	80.50	Nonmanufacturing -----	1,057	83.50
			Services (excluding motion pictures) -----	85	82.50	Public utilities <sup>2</sup> -----	84	98.50
			Motion pictures <sup>4</sup> -----	40	111.50	Wholesale trade -----	414	85.50
						Finance <sup>3</sup> -----	235	76.00
						Services (excluding motion pictures) -----	197	80.50

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, Los Angeles—Long Beach, Calif., March 1963)

Occupation and industry division	Number of workers	Average weekly earnings, <sup>1</sup> (Standard)	Occupation and industry division	Number of workers	Average weekly earnings, <sup>1</sup> (Standard)	Occupation and industry division	Number of workers	Average weekly earnings, <sup>1</sup> (Standard)
<u>Office occupations—Continued</u>			<u>Office occupations—Continued</u>			<u>Professional and technical occupations</u>		
Tabulating-machine operators, class A -----	942	\$117.00	Transcribing-machine operators, general -----	943	\$80.00	Draftsmen, leader -----	327	\$170.50
Manufacturing -----	506	120.00	Manufacturing -----	300	83.00	Manufacturing -----	181	162.00
Nonmanufacturing -----	436	114.00	Nonmanufacturing -----	643	78.50			
Public utilities <sup>2</sup> -----	51	117.50	Public utilities <sup>2</sup> -----	37	89.00			
Wholesale trade -----	59	120.50	Finance <sup>3</sup> -----	371	76.50	Draftsmen, senior -----	3,636	132.00
Finance <sup>3</sup> -----	246	110.00				Manufacturing -----	2,779	126.50
Motion pictures <sup>4</sup> -----	25	131.50				Nonmanufacturing -----	857	150.00
			Typists, class A -----	3,383	84.00	Public utilities <sup>2</sup> -----	61	142.50
			Manufacturing -----	1,535	89.00	Services (excluding motion pictures) -----	710	150.50
			Nonmanufacturing -----	1,848	80.00			
			Public utilities <sup>2</sup> -----	102	86.50	Draftsmen, junior -----	1,111	102.50
			Wholesale trade -----	171	88.00	Manufacturing -----	975	100.00
			Finance <sup>3</sup> -----	1,174	77.50	Nonmanufacturing -----	136	118.50
			Services (excluding motion pictures) -----	314	77.50			
			Motion pictures <sup>4</sup> -----	46	110.00			
Tabulating-machine operators, class B -----	1,807	100.00	Typists, class B -----	10,364	74.00	Nurses, industrial (registered) -----	584	113.50
Manufacturing -----	565	105.50	Manufacturing -----	3,985	83.50	Manufacturing -----	479	113.50
Nonmanufacturing -----	1,242	97.50	Nonmanufacturing -----	6,379	68.00	Nonmanufacturing -----	105	113.50
Public utilities <sup>2</sup> -----	258	95.50	Public utilities <sup>2</sup> -----	303	79.50	Public utilities <sup>2</sup> -----	32	117.00
Wholesale trade -----	227	106.00	Wholesale trade -----	796	76.00			
Finance <sup>3</sup> -----	379	95.50	Finance <sup>3</sup> -----	4,336	65.00	Tracers -----	405	98.00
Services (excluding motion pictures) -----	68	98.00	Services (excluding motion pictures) -----	748	69.50	Manufacturing -----	405	98.00
Motion pictures <sup>4</sup> -----	37	134.50	Motion pictures <sup>4</sup> -----	56	87.50			
Tabulating-machine operators, class C -----	421	88.50						
Manufacturing -----	157	94.50						
Nonmanufacturing -----	264	84.50						
Public utilities <sup>2</sup> -----	51	89.50						
Finance <sup>3</sup> -----	148	84.00						

<sup>1</sup> Earnings relate to regular straight-time weekly salaries that are paid for standard workweeks.<sup>2</sup> Transportation, communication, and other public utilities.<sup>3</sup> Finance, insurance, and real estate.<sup>4</sup> See footnote 9, table 1.

**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, Los Angeles-Long Beach, Calif., March 1963)

Occupation and industry division	Number of workers	Average hourly earnings <sup>1</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																											
			\$ 1.80 and under 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 3.10	\$ 3.10 3.20	\$ 3.20 3.30	\$ 3.30 3.40	\$ 3.40 3.50	\$ 3.50 3.60	\$ 3.60 3.70	\$ 3.70 3.80	\$ 3.80 3.90	\$ 3.90 4.00	\$ 4.00 4.10	\$ 4.10 4.20	\$ 4.20 4.30	\$ 4.30 and over		
Carpenters, maintenance	950	\$3.13	-	-	-	-	-	6	-	87	2	20	48	55	181	269	75	87	18	40	20	-	31	3	-	7	1	-		
Manufacturing	690	3.16	-	-	-	-	-	-	-	9	1	17	24	45	149	232	66	84	18	28	17	-	-	-	-	-	-			
Nonmanufacturing	260	3.05	-	-	-	-	-	6	-	78	1	3	24	10	32	37	9	3	-	12	3	-	31	3	-	7	1	-		
Public utilities <sup>2</sup>	110	2.84	-	-	-	-	-	-	-	78	-	-	-	-	5	-	3	-	-	-	3	-	-	-	-	-	-			
Services (excluding motion pictures)	58	3.06	-	-	-	-	-	-	-	-	-	-	7	1	21	28	1	-	-	-	-	-	-	-	-	-	-			
Motion pictures <sup>3</sup>	31	3.89	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	31	-	-	-	-			
Electricians, maintenance	2,344	3.37	-	-	-	-	-	-	-	1	2	77	54	141	163	218	111	894	192	136	40	6	145	32	40	-	15	77		
Manufacturing	1,858	3.37	-	-	-	-	-	-	-	-	-	-	46	59	132	212	103	879	172	50	37	6	2	28	40	-	15	77		
Nonmanufacturing	486	3.35	-	-	-	-	-	-	-	1	2	77	8	82	31	6	8	15	20	86	3	-	143	4	-	-	-			
Public utilities <sup>2</sup>	195	3.17	-	-	-	-	-	-	-	-	-	75	-	11	8	3	4	-	6	84	-	-	-	4	-	-	-			
Services (excluding motion pictures)	57	3.12	-	-	-	-	-	-	-	1	1	2	8	3	17	1	4	9	11	-	-	-	-	-	-	-	-			
Motion pictures <sup>3</sup>	143	3.89	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	143	-	-	-	-			
Engineers, stationary	913	3.44	-	-	-	-	8	-	-	9	11	1	24	12	143	119	89	94	41	75	24	22	93	4	41	-	88	15		
Manufacturing	615	3.57	-	-	-	-	-	-	-	1	2	-	5	4	55	58	66	89	40	65	8	17	72	-	30	-	88	15		
Nonmanufacturing	298	3.18	-	-	-	-	8	-	-	8	9	1	19	8	88	61	23	5	1	10	16	5	21	4	11	-	88	15		
Services (excluding motion pictures)	200	3.09	-	-	-	-	8	-	-	-	5	-	17	6	87	33	23	5	-	-	-	5	-	-	11	-	-	-		
Firemen, stationary boiler	109	3.03	-	-	-	-	2	-	20	1	-	20	2	10	6	6	2	-	8	32	-	-	-	-	-	-	-	-		
Helpers, maintenance trades	1,049	2.65	-	4	3	29	21	110	228	45	62	179	246	34	-	88	-	-	-	-	-	-	-	-	-	-	-	-		
Manufacturing	872	2.68	-	-	3	28	16	69	201	21	7	168	241	34	-	84	-	-	-	-	-	-	-	-	-	-	-	-		
Nonmanufacturing	177	2.53	-	4	-	1	5	41	27	24	55	11	5	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-		
Public utilities <sup>2</sup>	133	2.53	-	-	-	-	-	40	15	22	51	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Machine-tool operators, toolroom	1,920	3.17	-	-	-	-	-	-	-	-	11	-	52	140	323	472	692	85	110	6	20	6	-	3	-	-	-	-		
Manufacturing	1,915	3.17	-	-	-	-	-	-	-	-	11	-	52	140	323	472	692	85	109	2	20	6	-	3	-	-	-	-		
Machinists, maintenance	1,703	3.34	-	-	-	-	-	-	-	10	36	30	-	-	256	345	112	330	166	91	114	-	33	128	10	42	-	-		
Manufacturing	1,608	3.33	-	-	-	-	-	-	-	6	32	26	-	-	256	345	112	324	163	50	114	-	-	128	10	42	-	-		
Nonmanufacturing	95	3.53	-	-	-	-	-	-	-	4	4	4	-	-	-	-	-	6	3	41	-	33	-	-	-	-	-	-		
Mechanics, automotive (maintenance)	2,482	3.26	-	-	-	1	8	1	12	9	42	96	40	176	109	149	296	1186	223	68	42	4	20	-	-	-	-	-		
Manufacturing	615	3.25	-	-	-	-	1	8	1	12	9	42	96	40	176	109	149	296	1186	223	68	42	4	20	-	-	-	-		
Nonmanufacturing	1,867	3.26	-	-	-	-	1	8	1	12	9	30	74	34	133	57	76	218	994	132	46	26	4	12	-	-	-	-		
Public utilities <sup>2</sup>	1,475	3.29	-	-	-	-	1	1	1	3	5	66	13	126	18	39	113	929	118	42	-	-	-	-	-	-	-	-		
Wholesale trade	164	3.09	-	-	-	-	-	-	-	-	25	2	20	-	32	18	33	27	3	-	-	4	-	-	-	-	-	-		
Services (excluding motion pictures)	110	3.25	-	-	-	-	8	-	5	-	-	-	1	-	7	10	22	20	11	-	26	-	-	-	-	-	-	-		
Mechanics, maintenance	2,447	3.13	-	-	-	-	-	-	-	4	35	16	97	520	137	289	553	220	92	304	42	138	-	-	-	-	-	-		
Manufacturing	2,267	3.14	-	-	-	-	-	-	-	4	35	16	90	434	130	273	510	205	86	304	42	138	-	-	-	-	-	-		
Nonmanufacturing	180	3.01	-	-	-	-	-	-	-	-	7	86	7	16	43	15	6	6	-	-	-	-	-	-	-	-	-	-		
Wholesale trade	129	3.01	-	-	-	-	-	-	-	-	-	-	76	1	4	36	6	-	-	-	-	-	-	-	-	-	-	-		

See footnotes at end of table.

Table A-4. Maintenance and Powerplant Occupations—Continued

(Average straight-time hourly earnings for men in selected occupations studied on an area basis by industry division, Los Angeles—Long Beach, Calif., March 1963)

Occupation and industry division	Number of workers	Average hourly earnings <sup>1</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																										
			\$ 1.80 and under 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 3.10	\$ 3.10 3.20	\$ 3.20 3.30	\$ 3.30 3.40	\$ 3.40 3.50	\$ 3.50 3.60	\$ 3.60 3.70	\$ 3.70 3.80	\$ 3.80 3.90	\$ 3.90 4.00	\$ 4.00 4.10	\$ 4.10 4.20	\$ 4.20 4.30	\$ 4.30 and over	
Millwrights .....	313	\$ 3.31	-	-	-	-	-	-	-	-	-	-	-	5	-	-	46	146	25	68	7	-	12	-	-	-	-	-	4
Manufacturing .....	313	3.31	-	-	-	-	-	-	-	-	-	-	-	5	-	-	46	146	25	68	7	-	12	-	-	-	-	-	4
Oilers .....	430	2.60	26	-	-	-	19	29	65	121	61	11	34	32	-	-	-	-	-	32	-	-	-	-	-	-	-	-	-
Manufacturing .....	424	2.60	26	-	-	-	19	29	59	121	61	11	34	32	-	-	-	-	-	32	-	-	-	-	-	-	-	-	-
Painters, maintenance .....	699	3.07	-	-	-	-	6	-	-	33	32	27	70	132	116	65	22	123	18	22	16	-	17	-	-	-	-	-	
Manufacturing .....	532	3.10	-	-	-	-	-	-	-	1	30	18	57	121	88	33	21	110	18	19	16	-	-	-	-	-	-	-	
Nonmanufacturing .....	167	3.01	-	-	-	-	6	-	-	32	2	9	13	11	28	32	1	13	-	3	-	-	17	-	-	-	-	-	
Public utilities <sup>2</sup> .....	47	3.09	-	-	-	-	-	-	-	8	2	3	-	2	2	17	1	7	-	-	-	-	5	-	-	-	-	-	
Services (excluding motion pictures) .....	62	2.98	-	-	-	-	-	-	-	4	-	-	12	5	26	15	-	-	-	-	-	-	-	-	-	-	-	-	
Pipefitters, maintenance .....	648	3.35	-	-	-	-	-	-	-	-	28	-	2	-	33	99	71	268	39	-	64	-	4	-	16	-	24	-	
Manufacturing .....	612	3.38	-	-	-	-	-	-	-	-	-	-	2	-	33	99	71	264	39	-	64	-	-	16	-	24	-	-	
Plumbers, maintenance .....	270	3.21	-	-	-	-	-	-	-	-	2	2	7	15	20	139	56	2	3	-	-	-	23	-	-	-	-	1	
Manufacturing .....	217	3.17	-	-	-	-	-	-	-	-	-	-	1	14	10	136	50	2	3	-	-	-	-	-	-	-	-	1	
Nonmanufacturing .....	53	3.39	-	-	-	-	-	-	-	-	2	2	6	1	10	3	6	-	-	-	-	-	23	-	-	-	-	-	
Sheet-metal workers, maintenance .....	169	3.13	-	-	-	-	-	-	-	-	-	36	1	11	24	47	5	15	6	8	8	-	4	4	-	-	-	-	
Manufacturing .....	128	3.22	-	-	-	-	-	-	-	-	-	-	1	11	24	47	4	15	6	8	8	-	-	4	-	-	-	-	
Tool and die makers .....	2,635	3.36	-	-	-	-	-	-	-	-	-	27	34	41	92	266	244	682	856	219	101	28	35	-	-	-	10	-	
Manufacturing .....	2,611	3.35	-	-	-	-	-	-	-	-	-	27	34	41	92	266	244	682	856	205	101	28	35	-	-	-	-	-	

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>2</sup> Transportation, communication, and other public utilities.<sup>3</sup> See footnote 9, table 1.

Table A-5. Custodial and Material Movement Occupations

(Average straight-time hourly earnings for selected occupations studied on an area basis by industry division, Los Angeles-Long Beach, Calif., March 1963)

Occupation <sup>1</sup> and industry division	Number of workers	Average hourly earnings <sup>2</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																											
			\$ 1.20 and under	\$ 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	\$ 3.70	and over	
			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	3.70			
Elevator operators, passenger (men)	206	\$1.69	-	-	17	64	37	24	33	17	1	10	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	199	1.67	-	-	17	64	37	24	33	17	-	4	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Finance <sup>3</sup>	63	1.71	-	-	-	-	29	20	11	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Services (excluding motion pictures)	111	1.62	-	-	12	59	8	-	22	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Elevator operators, passenger (women)	532	1.66	-	15	20	223	14	180	25	43	8	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Nonmanufacturing	518	1.64	-	15	20	223	14	180	25	41	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Finance <sup>3</sup>	215	1.77	-	-	-	4	14	169	13	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Guards and watchmen	3,628	2.39	-	-	101	335	20	45	124	39	216	163	132	138	161	489	948	227	360	57	25	48	-	-	-	-	-	-	-	
Manufacturing	2,305	2.52	-	-	-	-	-	-	63	13	138	115	111	123	142	364	882	196	48	47	15	48	-	-	-	-	-	-	-	
Guards	1,941	2.56	-	-	-	-	-	-	-	10	21	106	74	123	136	329	860	172	48	47	15	48	-	-	-	-	-	-	-	
Watchmen	364	2.30	-	-	-	-	-	-	63	3	117	9	37	-	6	35	22	24	-	-	-	48	-	-	-	-	-	-	-	
Nonmanufacturing	1,323	2.16	-	-	101	335	20	45	61	26	78	48	21	15	19	125	66	31	312	10	10	-	-	-	-	-	-	-	-	
Janitors, porters, and cleaners (men)	12,405	2.03	249	370	424	317	288	828	2304	1342	967	1099	843	1612	599	684	167	178	104	30	-	-	-	-	-	-	-	-	-	
Manufacturing	5,035	2.25	-	15	-	72	106	180	176	289	380	753	664	1039	331	625	122	157	102	24	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	7,370	1.89	249	355	424	245	182	648	2128	1053	587	346	179	573	268	59	45	21	2	6	-	-	-	-	-	-	-	-	-	
Public utilities <sup>4</sup>	487	2.21	-	-	-	-	-	33	7	8	82	133	46	76	42	20	37	3	-	-	-	-	-	-	-	-	-	-	-	
Wholesale trade	264	2.13	20	-	2	2	6	4	22	30	38	32	9	36	39	6	1	2	6	-	-	-	-	-	-	-	-	-	-	
Finance <sup>3</sup>	1,041	1.78	-	-	2	114	76	345	357	75	17	36	1	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Services (excluding motion pictures)	4,092	1.82	204	345	53	63	89	211	1729	858	447	65	5	8	-	-	-	15	-	-	-	-	-	-	-	-	-	-	-	
Motion pictures <sup>5</sup>	192	2.50	-	-	-	-	-	-	-	-	-	-	-	-	190	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
Janitors, porters, and cleaners (women)	2,448	1.80	10	-	138	28	452	880	528	104	47	34	86	81	48	2	10	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	340	2.11	-	-	-	-	15	15	22	68	24	28	78	81	6	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	2,108	1.75	10	-	138	28	436	865	506	36	23	6	8	-	42	-	10	-	-	-	-	-	-	-	-	-	-	-	-	
Finance <sup>3</sup>	907	1.66	-	-	113	21	419	277	72	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Services (excluding motion pictures)	1,031	1.80	-	-	-	6	16	541	431	16	21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Motion pictures <sup>5</sup>	51	2.54	-	-	-	-	-	-	-	-	-	-	-	-	41	-	10	-	-	-	-	-	-	-	-	-	-	-	-	
Laborers, material handling	9,254	2.58	-	-	-	-	3	153	80	319	107	319	1354	309	812	962	752	1254	1743	371	438	158	120	-	-	-	-	-	-	
Manufacturing	2,578	2.39	-	-	-	-	3	153	80	296	51	155	443	180	121	357	152	108	76	17	348	38	-	-	-	-	-	-	-	
Nonmanufacturing	6,676	2.65	-	-	-	-	-	-	-	23	56	164	911	129	691	605	600	1146	1667	354	90	120	-	-	-	-	-	-	-	
Public utilities <sup>4</sup>	2,609	2.69	-	-	-	-	-	-	-	-	-	-	68	53	513	35	95	749	1094	-	2	-	-	-	-	-	-	-	-	
Wholesale trade	2,507	2.69	-	-	-	-	-	-	-	23	56	119	42	66	171	453	492	223	385	149	88	120	-	-	-	-	-	-	-	
Order fillers	4,965	2.54	-	-	-	-	9	85	117	114	264	146	194	363	271	1005	724	894	212	316	251	-	-	-	-	-	-	-	-	
Manufacturing	876	2.39	-	-	-	-	-	-	-	19	243	23	22	69	70	88	233	107	2	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	4,089	2.57	-	-	-	-	9	85	117	95	21	123	172	294	201	917	491	787	210	316	251	-	-	-	-	-	-	-	-	
Wholesale trade	2,499	2.53	-	-	-	-	9	40	91	44	20	43	148	198	155	821	491	101	90	122	126	-	-	-	-	-	-	-	-	
Packers, shipping (men)	1,258	2.34	-	-	66	-	5	66	13	86	24	52	79	65	325	218	193	20	46	-	-	-	-	-	-	-	-	-	-	
Manufacturing	647	2.34	-	-	-	-	-	52	-	48	-	25	73	64	291	65	9	-	20	-	-	-	-	-	-	-	-	-		
Nonmanufacturing	611	2.34	-	-	66	-	5	14	13	38	24	27	6	1	34	153	184	20	26	-	-	-	-	-	-	-	-	-	-	
Wholesale trade	532	2.35	-	-	66	-	-	-	-	36	22	27	3	-	33	141	184	20	-	-	-	-	-	-	-	-	-	-	-	
Packers, shipping (women)	526	2.06	-	-	5	68	1	42	4	41	54	76	71	152	9	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	284	2.25	-	-	-	-	-	-	-	10	-	61	49	152	9	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nonmanufacturing	242	1.83	-	-	5	68	1	42	4	31	54	15	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Receiving clerks	1,474	2.58	-	-	-	15	10	49	51	21	10	99	52	168	113	176	101	132	122	178	37	3	96	30	-	3	8	-	-	
Manufacturing	670	2.56	-	-	-	-	-	8	15	-	8	58	26	122	83	144	47	9	55	5	-	-	-	53	27	-	2	8		
Nonmanufacturing	804	2.60	-	-	-	15	10	41	36	21	2	41	26	46	30	32	54	123	67	173	37	3	43	3	-	1	-	-	-	
Wholesale trade	474	2.59	-	-	-	-	-	40	20	9	-	18	6	46	21	29	53	106	57	7	19	-	-	40	3	-	-	-		

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, Los Angeles—Long Beach, Calif., March 1963)

Occupation <sup>1</sup> and industry division	Number of workers	Average hourly earnings <sup>2</sup> and under	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																											
			\$1.20 and under	\$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	\$3.70	\$3.70 and over	
			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	3.70			
Shipping clerks -----	857	\$2.65	-	-	-	-	-	8	22	46	23	18	89	83	31	14	49	130	96	102	6	2	125	3	-	2	-	8		
Manufacturing -----	480	2.59	-	-	-	-	8	-	46	23	-	89	61	28	6	7	27	29	53	-	-	95	-	-	-	-	8			
Nonmanufacturing -----	377	2.73	-	-	-	-	-	22	-	-	-	18	-	22	3	8	42	103	67	49	6	2	30	3	-	2	-			
Wholesale trade -----	283	2.68	-	-	-	-	-	22	-	-	-	18	-	22	-	8	42	84	42	6	6	-	30	3	-	-	-			
Shipping and receiving clerks -----	1,247	2.55	-	-	-	-	-	72	1	83	92	76	92	57	87	297	100	116	41	66	1	24	-	-	42	-	-			
Manufacturing -----	792	2.46	-	-	-	-	-	29	-	62	59	76	92	56	87	219	60	28	-	-	24	-	-	-	-	-	-			
Nonmanufacturing -----	455	2.71	-	-	-	-	-	43	1	21	33	-	-	1	-	78	40	88	41	66	1	-	-	42	-	-	-			
Public utilities <sup>4</sup> -----	76	2.65	-	-	-	-	-	-	-	14	-	-	-	-	-	2	14	45	-	1	-	-	-	-	-	-	-			
Wholesale trade -----	187	3.03	-	-	-	-	-	-	-	-	-	-	-	-	-	25	2	32	22	66	-	-	-	-	40	-	-			
Truckdrivers <sup>6</sup> -----	13,404	2.90	-	-	-	23	4	78	20	161	140	214	147	404	423	263	705	3933	2376	611	2538	840	274	20	22	199	9			
Manufacturing -----	3,855	2.89	-	-	-	23	-	15	76	98	18	87	158	163	138	304	448	1002	91	789	140	209	20	16	51	9				
Nonmanufacturing -----	9,549	2.91	-	-	-	-	4	78	5	85	42	196	60	246	260	125	401	3485	1374	520	1749	700	65	-	6	148	-			
Public utilities <sup>4</sup> -----	4,843	2.90	-	-	-	-	4	8	3	1	1	-	-	33	10	46	9	2974	1216	37	-	455	46	-	-	-	-			
Wholesale trade -----	2,785	2.90	-	-	-	-	-	18	-	-	-	7	89	40	209	215	46	381	331	59	388	854	-	-	-	148	-			
Services (excluding motion pictures) -----	354	2.32	-	-	-	-	-	40	-	84	4	95	20	4	23	7	11	51	15	-	-	-	-	-	-	-	-			
Motion pictures <sup>5</sup> -----	336	3.19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	336	-	-	-	-	-	-			
Truckdrivers, light (under 1½ tons) -----	1,349	2.66	-	-	-	23	3	66	18	112	34	25	43	77	267	47	73	178	30	10	8	335	-	-	-	-	-			
Manufacturing -----	557	2.53	-	-	-	23	-	15	76	98	18	26	18	23	71	114	28	68	121	22	-	-	-	-	-	-	-			
Nonmanufacturing -----	792	2.74	-	-	-	-	3	66	3	84	8	7	20	6	153	19	5	57	8	10	8	335	-	-	-	-	-			
Services (excluding motion pictures) -----	179	2.13	-	-	-	-	-	40	-	84	-	-	-	20	4	22	2	2	-	5	-	-	-	-	-	-	-			
Truckdrivers, medium (1½ to and including 4 tons) -----	4,778	2.86	-	-	-	-	1	-	2	1	76	183	104	118	89	81	517	1815	627	179	643	120	209	13	-	-	-			
Manufacturing -----	1,752	2.92	-	-	-	-	-	-	-	-	46	-	64	87	40	51	180	100	539	82	341	-	209	13	-	-	-			
Nonmanufacturing -----	3,026	2.82	-	-	-	-	1	-	2	1	30	183	40	31	49	30	337	1715	88	97	302	120	-	-	-	-	-			
Public utilities <sup>4</sup> -----	1,621	2.85	-	-	-	-	1	-	2	1	-	-	-	31	6	-	4	1456	-	-	-	120	-	-	-	-	-			
Wholesale trade -----	974	2.82	-	-	-	-	-	-	-	-	-	82	40	-	42	-	324	136	-	50	300	-	-	-	-	-	-			
Truckdrivers, heavy (over 4 tons, trailer type) -----	5,118	2.99	-	-	-	-	-	12	-	48	-	6	-	194	55	66	9	987	1581	145	1449	380	53	-	22	111	-			
Manufacturing -----	1,028	3.06	-	-	-	-	-	-	-	48	-	-	-	-	-	24	-	6	325	7	416	135	-	-	16	51	-			
Nonmanufacturing -----	4,090	2.97	-	-	-	-	-	12	-	-	-	6	-	194	55	42	9	981	1256	138	1033	245	53	-	6	60	-			
Public utilities <sup>4</sup> -----	2,175	2.91	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	912	1191	28	-	44	-	-	-	-	-			
Wholesale trade -----	1,086	2.96	-	-	-	-	-	-	-	-	-	-	-	194	43	42	9	69	59	70	540	-	-	-	-	60	-			
Truckdrivers, heavy (over 4 tons, other than trailer type) -----	1,329	2.90	-	-	-	-	-	-	-	-	30	-	-	-	11	14	10	791	66	268	112	1	10	7	-	-	9			
Manufacturing -----	206	2.87	-	-	-	-	-	-	-	-	26	-	-	-	8	8	10	59	44	2	32	1	-	7	-	-	9			
Nonmanufacturing -----	1,123	2.91	-	-	-	-	-	-	-	-	4	-	-	-	3	6	-	732	22	266	80	-	10	-	-	-	-			
Public utilities <sup>4</sup> -----	637	2.84	-	-	-	-	-	-	-	-	-	-	-	-	3	6	-	606	22	-	-	-	-	-	-	-	-			
Wholesale trade -----	406	2.99	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	126	-	266	14	-	-	-	-	-	-			
Truckers, power (forklift) -----	3,762	2.75	-	-	-	-	-	48	30	36	27	31	251	422	370	508	480	262	302	512	122	111	200	-	50	-	-			
Manufacturing -----	2,461	2.65	-	-	-	-	-	48	30	36	27	31	241	413	278	406	324	240	36	30	26	61	200	-	34	-	-			
Nonmanufacturing -----	1,301	2.93	-	-	-	-	-	-	-	-	-	-	10	9	92	102	156	22	266	482	96	50	-	-	16	-	-			
Public utilities <sup>4</sup> -----	233	2.86	-	-	-	-	-	-	-	-	-	-	10	8	20	-	3	-	177	-	15	-	-	-	-	-	-			
Wholesale trade -----	638	2.88	-	-	-	-	-	-	-	-	-	-	-	-	72	84	140	22	44	264	-	-	-	-	12	-	-			
Truckers, power (other than forklift) -----	852	2.74	-	-	-	-	-	-	-	-	-	6	26	129	108	56	142	125	244	-	6	10	-	-	-	-	-			
Manufacturing -----	584	2.62	-	-	-	-	-	-	-	-	-	6	26	129	100	56	142	125	-	-	-	-	-	-	-	-	-			
Nonmanufacturing -----	268	3.00	-	-	-	-	-	-	-	-	-	-	-	-	8	-	-	-	244	-	6	10	-	-	-	-	-			

<sup>1</sup> Data limited to men workers except where otherwise indicated.<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>3</sup> Finance, insurance, and real estate.<sup>4</sup> Transportation, communication, and other public utilities.<sup>5</sup> See footnote 9, table 1.<sup>6</sup> Includes all drivers regardless of size and type of truck operated.



## B: Establishment Practices and Supplementary Wage Provisions

**Table B-1. 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, Los Angeles-Long Beach, Calif., March 1963)

Minimum weekly straight-time salary <sup>1</sup>	Inexperienced typists							Other inexperienced clerical workers <sup>2</sup>							
	All industries	Manufacturing		Nonmanufacturing				All industries	Manufacturing		Nonmanufacturing				
		Based on standard weekly hours <sup>3</sup> of—							Based on standard weekly hours <sup>3</sup> of—						
		All schedules	40	All schedules	37½	38¾	40		All schedules	40	All schedules	37½	38¾	40	
Establishments studied	353	124	xxx	229	xxx	xxx	xxx	353	124	xxx	229	xxx	xxx	xxx	
Establishments having a specified minimum	186	76	74	110	12	10	77	201	76	73	125	13	10	91	
\$42.50 and under \$45.00	1	-	-	1	-	-	-	1	-	-	1	-	-	-	
\$45.00 and under \$47.50	-	-	-	-	-	-	-	1	-	-	1	-	1	-	
\$47.50 and under \$50.00	1	-	-	1	-	-	1	3	-	-	3	-	1	2	
\$50.00 and under \$52.50	3	-	-	3	1	-	2	7	-	-	7	2	1	2	
\$52.50 and under \$55.00	5	-	-	5	-	2	2	5	-	-	5	-	-	4	
\$55.00 and under \$57.50	7	-	-	7	-	-	5	9	3	3	6	1	2	3	
\$57.50 and under \$60.00	16	2	2	14	4	3	7	26	6	6	20	4	2	13	
\$60.00 and under \$62.50	16	4	4	12	2	3	5	15	5	5	10	1	1	6	
\$62.50 and under \$65.00	19	10	10	9	-	1	7	17	5	5	12	1	1	9	
\$65.00 and under \$67.50	23	11	10	12	1	-	9	20	9	8	11	1	-	9	
\$67.50 and under \$70.00	16	8	8	8	-	-	7	16	10	10	6	-	-	5	
\$70.00 and under \$72.50	14	8	8	6	2	-	4	14	8	8	6	1	-	5	
\$72.50 and under \$75.00	7	5	5	2	-	-	2	10	4	4	6	-	-	6	
\$75.00 and under \$77.50	5	2	2	3	-	-	3	2	-	-	2	-	-	2	
\$77.50 and under \$80.00	10	6	6	4	-	-	4	11	5	5	6	-	1	4	
\$80.00 and under \$82.50	9	8	8	1	-	-	1	11	10	10	1	-	-	1	
\$82.50 and under \$85.00	7	3	3	4	-	1	2	9	6	6	3	-	-	3	
\$85.00 and under \$87.50	5	4	4	1	-	-	1	3	-	-	3	-	-	3	
\$87.50 and under \$90.00	4	1	1	3	-	-	3	5	-	-	5	2	-	3	
\$90.00 and under \$92.50	5	1	1	4	-	-	4	7	2	1	5	-	-	5	
\$92.50 and under \$95.00	7	2	2	5	2	-	3	4	2	2	2	-	-	2	
\$95.00 and under \$97.50	2	-	-	2	-	-	2	2	-	-	2	-	-	2	
\$97.50 and under \$100.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
\$100.00 and under \$102.50	1	-	-	1	-	-	1	-	-	-	-	-	-	-	
\$102.50 and under \$105.00	1	-	-	1	-	-	1	2	1	-	1	-	-	1	
\$105.00 and under \$107.50	2	1	-	1	-	-	1	1	-	-	1	-	-	1	
Establishments having no specified minimum	57	20	xxx	37	xxx	xxx	xxx	57	18	xxx	39	xxx	xxx	xxx	
Establishments which did not employ workers in this category	110	28	xxx	82	xxx	xxx	xxx	95	30	xxx	65	xxx	xxx	xxx	

<sup>1</sup> These salaries relate to formally established minimum starting (hiring) regular straight-time salaries that are paid for standard workweeks.

<sup>2</sup> Excludes workers in subclerical jobs such as messenger or office girl.

<sup>3</sup> Data are presented for all standard workweeks combined, and for the most common standard workweeks reported.

Table B-2. Shift Differentials

(Shift differentials of manufacturing plant workers by type and amount of differential,  
Los Angeles-Long Beach, Calif., March 1963)

Shift differential	Percent of manufacturing plant workers—			
	In establishments having formal provisions <sup>1</sup> for—		Actually working on—	
	Second shift work	Third or other shift work	Second shift	Third or other shift
Total .....	92.0	81.1	17.9	3.7
With shift pay differential .....	92.0	81.1	17.9	3.7
Uniform cents (per hour) .....	67.8	25.3	13.3	1.8
4 cents .....	.6	-	.1	-
5 cents .....	6.0	.2	.7	-
6 cents .....	1.4	1.4	.4	.2
7 <sup>1</sup> / <sub>2</sub> cents .....	2.3	.5	.6	( <sup>2</sup> )
8 cents .....	3.8	-	.7	-
9 cents .....	.3	-	( <sup>2</sup> )	-
10 cents .....	15.7	7.2	2.5	.3
11 cents .....	1.1	-	.4	-
12 cents .....	27.5	2.2	6.1	.5
12 <sup>1</sup> / <sub>2</sub> cents .....	.8	.8	.3	.1
13 cents .....	.9	.2	.1	( <sup>2</sup> )
14 cents .....	.4	-	.1	-
14 <sup>1</sup> / <sub>2</sub> cents .....	.2	-	.1	-
15 cents .....	5.2	5.1	.8	.1
16 cents .....	-	1.5	-	.2
18 cents .....	1.6	1.5	.5	.1
20 cents .....	-	1.3	-	-
22 cents .....	-	1.1	-	.2
22 <sup>1</sup> / <sub>2</sub> cents .....	-	.9	-	.1
24 cents .....	-	1.3	-	-
29 cents .....	-	.2	-	( <sup>2</sup> )
Uniform percentage .....	12.8	6.9	2.3	.1
5 percent .....	4.2	-	.8	-
6 percent .....	3.4	-	.9	-
10 percent .....	5.2	6.6	.6	.1
15 percent .....	-	.3	-	( <sup>2</sup> )
Full day's pay for reduced hours .....	1.5	2.9	.3	.1
Full day's pay for reduced hours, plus uniform cents per hour .....	6.1	38.6	1.2	1.4
Paid lunch period not given first-shift workers, plus uniform cents per hour .....	1.6	1.6	.3	( <sup>2</sup> )
Other formal pay differential .....	2.2	5.8	.4	.2
With no shift pay differential .....	-	-	-	-

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

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, Los Angeles-Long Beach, Calif., March 1963)

Weekly hours	OFFICE WORKERS							PLANT WORKERS					
	All industries <sup>1</sup>	Manufacturing	Public utilities <sup>2</sup>	Wholesale trade	Finance <sup>3</sup>	Services (excluding motion pictures)	Motion pictures <sup>4</sup>	All industries <sup>5</sup>	Manufacturing	Public utilities <sup>2</sup>	Wholesale trade	Services (excluding motion pictures)	Motion pictures <sup>4</sup>
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100
35 hours	2	( <sup>6</sup> )	4	-	3	4	1	1	2	-	-	-	-
36 hours	( <sup>6</sup> )	-	-	( <sup>6</sup> )	-	-	-	( <sup>6</sup> )	-	-	1	-	-
36 <sup>3</sup> / <sub>4</sub> hours	2	-	-	-	8	4	-	( <sup>6</sup> )	1	-	-	-	-
37 <sup>1</sup> / <sub>2</sub> hours	7	1	1	9	13	26	-	1	-	-	3	4	-
Over 37 <sup>1</sup> / <sub>2</sub> and under 38 <sup>3</sup> / <sub>4</sub> hours	3	-	-	-	8	9	-	-	-	-	-	-	-
38 <sup>3</sup> / <sub>4</sub> hours	4	1	( <sup>6</sup> )	3	13	-	-	1	1	-	-	-	-
Over 38 <sup>3</sup> / <sub>4</sub> and under 40 hours	( <sup>6</sup> )	( <sup>6</sup> )	-	-	-	-	-	1	-	-	-	-	-
40 hours	82	98	95	87	55	57	99	96	96	100	96	86	100
44 hours	( <sup>6</sup> )	-	-	-	-	( <sup>6</sup> )	-	1	-	-	-	6	-
45 hours	-	-	-	-	-	-	-	( <sup>6</sup> )	-	-	-	1	-
48 hours	-	-	-	-	-	-	-	( <sup>6</sup> )	-	-	-	4	-

<sup>1</sup> Includes data for retail trade (except department stores) in addition to those industry divisions shown separately.<sup>2</sup> Transportation, communication, and other public utilities.<sup>3</sup> Finance, insurance, and real estate.<sup>4</sup> See footnote 9, table 1.<sup>5</sup> Includes data for retail trade (except department stores) and real estate in addition to those industry divisions shown separately.<sup>6</sup> Less than 0.5 percent.

Table B-4. Paid Holidays

(Percent distribution of office and plant workers in all industries and in industry divisions by number of paid holidays provided annually, Los Angeles-Long Beach, Calif., March 1963)

Item	OFFICE WORKERS							PLANT WORKERS					
	All industries <sup>1</sup>	Manufacturing	Public utilities <sup>2</sup>	Wholesale trade	Finance <sup>3</sup>	Services (excluding motion pictures)	Motion pictures <sup>4</sup>	All industries <sup>5</sup>	Manufacturing	Public utilities <sup>2</sup>	Wholesale trade	Services (excluding motion pictures)	Motion pictures <sup>4</sup>
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	98	97	100	88	98
Workers in establishments providing no paid holidays -----	-	-	-	-	-	-	-	2	2	3	-	12	2
<u>Number of days</u>													
Less than 5 holidays -----	( <sup>6</sup> )	-	-	-	-	( <sup>6</sup> )	-	6	-	2	-	24	-
5 holidays -----	( <sup>6</sup> )	( <sup>6</sup> )	-	-	-	( <sup>6</sup> )	-	1	-	-	-	-	-
6 holidays -----	8	5	3	16	4	21	99	10	4	3	9	34	98
6 holidays plus 1 half day -----	1	3	-	2	-	1	-	2	3	-	-	( <sup>6</sup> )	( <sup>6</sup> )
6 holidays plus 2 half days -----	1	3	-	-	-	3	-	3	5	-	-	1	-
7 holidays -----	26	32	20	33	14	39	-	32	40	25	28	28	-
7 holidays plus 1 half day -----	5	3	-	6	9	-	-	2	3	-	5	-	-
7 holidays plus 2 half days -----	1	1	-	4	1	-	-	1	1	-	3	-	-
8 holidays -----	43	53	76	39	24	28	1	40	39	67	51	2	-
8 holidays plus 1 half day -----	8	-	-	-	27	9	-	( <sup>6</sup> )	-	-	-	( <sup>6</sup> )	-
8 holidays plus 2 half days -----	1	-	-	-	2	-	-	-	-	-	-	-	-
9 holidays -----	2	1	2	2	3	-	-	1	2	-	2	-	-
9 holidays plus 1 half day -----	1	-	-	-	3	-	-	-	-	-	-	-	-
9 holidays plus 2 half days -----	1	-	-	-	3	-	-	-	-	-	-	-	-
10 holidays -----	1	( <sup>6</sup> )	-	( <sup>6</sup> )	3	-	-	( <sup>6</sup> )	1	-	( <sup>6</sup> )	-	-
11 holidays -----	1	-	-	-	5	-	-	-	-	-	-	-	-
11 holidays plus 2 half days -----	( <sup>6</sup> )	-	-	-	2	-	-	-	-	-	-	-	-
13 holidays -----	( <sup>6</sup> )	-	-	-	( <sup>6</sup> )	-	-	-	-	-	-	-	-
<u>Total holiday time<sup>7</sup></u>													
13 days -----	( <sup>6</sup> )	-	-	-	( <sup>6</sup> )	-	-	-	-	-	-	-	-
12 or more days -----	1	-	-	-	2	-	-	-	-	-	-	-	-
11 or more days -----	2	-	-	-	7	-	-	-	-	-	-	-	-
10 or more days -----	4	( <sup>6</sup> )	-	( <sup>6</sup> )	13	-	-	( <sup>6</sup> )	1	-	( <sup>6</sup> )	-	-
9 1/2 or more days -----	5	( <sup>6</sup> )	-	( <sup>6</sup> )	16	-	-	( <sup>6</sup> )	1	-	( <sup>6</sup> )	-	-
9 or more days -----	7	1	2	2	21	-	-	1	2	-	3	-	-
8 1/2 or more days -----	15	1	2	2	48	9	-	1	2	-	3	( <sup>6</sup> )	-
8 or more days -----	58	54	77	44	73	6	1	42	42	67	57	2	-
7 1/2 or more days -----	63	57	77	50	82	36	1	44	44	67	61	2	-
7 or more days -----	90	92	97	83	96	78	1	79	90	93	89	31	-
6 1/2 or more days -----	91	95	97	84	96	79	1	81	93	93	91	31	-
6 or more days -----	99	100	100	100	100	100	100	91	98	96	100	65	98
5 or more days -----	100	100	100	100	100	100	100	92	98	96	100	65	98
2 or more days -----	100	100	100	100	100	100	100	93	98	97	100	67	98
1 or more days -----	100	100	100	100	100	100	100	98	98	97	100	88	98

<sup>1</sup> Includes data for retail trade (except department stores) in addition to those industry divisions shown separately.<sup>2</sup> Transportation, communication, and other public utilities.<sup>3</sup> Finance, insurance, and real estate.<sup>4</sup> See footnote 9, table 1.<sup>5</sup> Includes data for retail trade (except department stores) and real estate in addition to those industry divisions shown separately.<sup>6</sup> Less than 0.5 percent.<sup>7</sup> 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.

Table B-5. Paid Vacations

(Percent distribution of office and plant workers in all industries and in industry divisions by vacation pay provisions, Los Angeles-Long Beach, Calif., March 1963)

Vacation policy	OFFICE WORKERS							PLANT WORKERS					
	All Industries <sup>1</sup>	Manufacturing	Public utilities <sup>2</sup>	Wholesale trade	Finance <sup>3</sup>	Services (excluding motion pictures)	Motion pictures <sup>4</sup>	All Industries <sup>5</sup>	Manufacturing	Public utilities <sup>2</sup>	Wholesale trade	Services (excluding motion pictures)	Motion pictures <sup>4</sup>
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>													
Workers in establishments providing paid vacations	100	100	100	100	100	100	100	99	100	100	100	94	98
Length-of-time payment	95	89	94	100	100	100	95	86	82	86	100	94	20
Percentage payment	5	11	6	-	-	-	5	12	16	14	-	-	78
Flat-sum payment	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	1	2	-	-	-	-
Workers in establishments providing no paid vacations	-	-	-	-	-	-	-	1	-	-	-	6	2
<u>Amount of vacation pay<sup>6</sup></u>													
<u>After 6 months of service</u>													
Under 1 week	2	2	1	3	4	-	-	10	13	2	20	8	-
1 week	42	30	44	37	64	37	92	16	12	36	18	18	98
Over 1 and under 2 weeks	2	(7)	-	-	3	10	4	(7)	-	-	-	1	-
2 weeks	1	-	-	-	-	8	-	(7)	-	3	-	1	-
<u>After 1 year of service</u>													
1 week	21	12	82	33	5	20	4	62	57	68	68	60	-
Over 1 and under 2 weeks	1	1	4	2	-	-	-	5	6	14	1	-	-
2 weeks	76	84	14	65	95	70	96	31	35	15	31	31	98
Over 2 and under 3 weeks	1	2	-	-	-	1	-	1	1	-	-	1	-
3 weeks	(7)	1	-	-	-	-	-	(7)	(7)	3	-	-	-
4 weeks	1	-	-	-	-	8	-	(7)	-	-	-	1	-
<u>After 2 years of service</u>													
1 week	3	5	2	1	-	11	-	21	28	12	7	36	-
Over 1 and under 2 weeks	2	(7)	17	-	-	-	-	5	4	21	-	-	-
2 weeks	93	92	81	97	100	78	100	70	62	63	92	56	98
Over 2 and under 3 weeks	1	2	-	-	-	3	-	3	4	1	-	1	-
3 weeks	1	2	-	2	-	-	-	1	2	3	1	-	-
4 weeks	1	-	-	-	-	8	-	(7)	-	-	-	1	-
<u>After 3 years of service</u>													
1 week	2	3	-	-	-	7	-	5	8	-	-	13	-
Over 1 and under 2 weeks	(7)	-	1	-	-	-	-	4	6	2	-	-	-
2 weeks	94	91	99	98	100	68	100	85	79	94	99	79	98
Over 2 and under 3 weeks	2	2	-	-	-	16	-	3	4	1	-	1	-
3 weeks	2	4	-	2	-	-	-	2	3	3	1	-	-
4 weeks	1	-	-	-	-	8	-	(7)	-	-	-	1	-
<u>After 4 years of service</u>													
1 week	2	3	-	-	-	7	-	5	6	-	-	13	-
Over 1 and under 2 weeks	(7)	-	1	-	-	-	-	3	5	-	-	-	-
2 weeks	93	90	99	98	99	68	100	86	79	94	99	79	98
Over 2 and under 3 weeks	3	4	-	-	1	16	-	4	6	3	-	1	-
3 weeks	2	4	-	2	-	-	-	2	3	3	1	-	-
4 weeks	1	-	-	-	-	8	-	(7)	-	-	-	1	-
<u>After 5 years of service</u>													
1 week	1	2	-	-	-	1	-	2	2	-	-	12	-
Over 1 and under 2 weeks	-	-	-	-	-	-	-	(7)	1	-	-	-	-
2 weeks	84	85	94	79	87	66	100	75	81	91	73	75	98
Over 2 and under 3 weeks	5	4	3	2	7	19	-	7	8	5	1	6	-
3 weeks	9	10	3	18	6	6	-	15	9	2	26	-	-
4 weeks	1	-	-	-	-	8	-	(7)	-	3	-	1	-

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, Los Angeles—Long Beach, Calif., March 1963)

Vacation policy	OFFICE WORKERS							PLANT WORKERS					
	All industries <sup>1</sup>	Manufacturing	Public utilities <sup>2</sup>	Wholesale trade	Finance <sup>3</sup>	Services (excluding motion pictures)	Motion pictures <sup>4</sup>	All industries <sup>5</sup>	Manufacturing	Public utilities <sup>2</sup>	Wholesale trade	Services (excluding motion pictures)	Motion pictures <sup>4</sup>
<u>Amount of vacation pay<sup>6</sup>—Continued</u>													
<u>After 10 years of service</u>													
1 week	1	2	-	-	-	1	-	2	2	-	-	12	-
Over 1 and under 2 weeks	-	-	-	-	-	-	-	(7)	1	-	-	-	-
2 weeks	51	50	68	29	59	42	14	39	44	68	35	42	9
Over 2 and under 3 weeks	4	4	3	2	3	4	-	6	9	4	1	-	-
3 weeks	43	43	29	69	38	43	86	49	42	26	64	38	88
Over 3 and under 4 weeks	(7)	(7)	-	-	-	1	-	1	2	-	-	1	-
4 weeks	1	(7)	-	(7)	-	8	-	2	1	3	(7)	1	-
<u>After 12 years of service</u>													
1 week	(7)	(7)	-	-	-	1	-	1	1	-	-	12	-
Over 1 and under 2 weeks	-	-	-	-	-	-	-	(7)	1	-	-	-	-
2 weeks	33	10	63	23	59	41	6	21	16	53	33	40	-
Over 2 and under 3 weeks	5	8	1	2	3	4	-	8	13	3	1	2	-
3 weeks	61	80	37	75	38	44	94	66	66	41	66	38	98
Over 3 and under 4 weeks	1	2	-	-	-	1	-	1	2	-	-	1	-
4 weeks	1	(7)	-	(7)	-	8	-	2	1	3	(7)	1	-
<u>After 15 years of service</u>													
1 week	(7)	(7)	-	-	-	1	-	1	1	-	-	12	-
Over 1 and under 2 weeks	-	-	-	-	-	-	-	(7)	1	-	-	-	-
2 weeks	8	4	-	13	8	22	6	7	6	-	6	31	-
Over 2 and under 3 weeks	(7)	-	1	-	-	-	-	1	2	2	-	-	-
3 weeks	88	92	99	83	87	67	94	84	85	92	94	49	98
Over 3 and under 4 weeks	2	2	-	-	4	1	-	2	3	1	-	1	-
4 weeks	2	2	1	5	1	8	-	3	2	4	(7)	1	-
Over 4 weeks	-	-	-	-	-	-	-	(7)	-	1	-	-	-
<u>After 20 years of service</u>													
1 week	(7)	(7)	-	-	-	1	-	1	1	-	-	12	-
Over 1 and under 2 weeks	-	-	-	-	-	-	-	(7)	1	-	-	-	-
2 weeks	7	4	-	13	6	22	6	7	6	-	6	31	-
Over 2 and under 3 weeks	(7)	-	1	-	-	-	-	1	2	2	-	-	-
3 weeks	77	79	88	61	78	66	94	73	75	68	77	49	98
Over 3 and under 4 weeks	1	2	-	-	-	-	-	2	3	1	-	-	-
4 weeks	15	15	11	27	17	10	-	14	12	29	17	1	-
Over 4 weeks	(7)	-	-	-	-	1	-	(7)	-	1	-	1	-
<u>After 25 years of service</u>													
1 week	(7)	(7)	-	-	-	1	-	1	1	-	-	12	-
Over 1 and under 2 weeks	-	-	-	-	-	-	-	(7)	1	-	-	-	-
2 weeks	7	4	-	13	6	21	6	7	6	-	6	31	-
Over 2 and under 3 weeks	(7)	-	1	-	-	-	-	1	2	2	-	-	-
3 weeks	58	68	19	45	67	32	94	61	65	18	55	48	98
Over 3 and under 4 weeks	2	2	-	(7)	-	9	-	2	3	1	1	-	-
4 weeks	32	26	81	40	25	35	-	26	22	78	37	1	-
Over 4 weeks	1	-	-	2	3	1	-	(7)	-	1	(7)	1	-

<sup>1</sup> Includes data for retail trade (except department stores) in addition to those industry divisions shown separately.<sup>2</sup> Transportation, communication, and other public utilities.<sup>3</sup> Finance, insurance, and real estate.<sup>4</sup> See footnote 9, table 1.<sup>5</sup> Includes data for retail trade (except department stores) and real estate in addition to those industry divisions shown separately.<sup>6</sup> Includes payments other than "length of time," such as percentage of annual earnings or flat-sum payments, converted to an equivalent time basis; for example, a payment of 2 percent of annual earnings was considered as 1 week's pay. Periods of service were arbitrarily chosen and do not necessarily reflect the individual provisions for progressions. For example, the changes in proportions indicated at 10 years' service include changes in provisions occurring between 5 and 10 years. Estimates are cumulative. Thus, the proportion receiving 3 weeks' pay or more after 5 years includes those who receive 3 weeks' pay or more after fewer years of service.<sup>7</sup> Less than 0.5 percent.

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, <sup>1</sup> Los Angeles-Long Beach, Calif., March 1963)

Type of benefit	OFFICE WORKERS							PLANT WORKERS					
	All industries <sup>2</sup>	Manufacturing	Public utilities <sup>3</sup>	Wholesale trade	Finance <sup>4</sup>	Services (excluding motion pictures)	Motion pictures <sup>5</sup>	All industries <sup>6</sup>	Manufacturing	Public utilities <sup>3</sup>	Wholesale trade	Services (excluding motion pictures)	Motion pictures <sup>5</sup>
All workers -----	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:													
Life insurance -----	98	99	99	96	97	98	94	92	96	99	97	82	100
Accidental death and dismemberment insurance -----	72	92	62	73	42	71	94	76	85	64	83	62	100
Sickness and accident insurance or sick leave or both <sup>7</sup> -----	78	85	85	76	70	59	93	66	69	72	80	23	23
Sickness and accident insurance -----	24	26	13	25	24	22	31	27	31	17	36	11	23
Sick leave (full pay and no waiting period) -----	70	80	68	59	65	54	93	38	47	55	36	9	-
Sick leave (partial pay or waiting period) -----	5	2	14	9	2	3	-	17	8	12	40	6	-
Hospitalization insurance -----	94	98	53	96	99	96	88	94	100	63	83	92	100
Surgical insurance -----	94	98	53	96	99	96	88	94	100	63	83	92	100
Medical insurance -----	85	87	53	87	94	89	76	86	90	61	80	88	100
Catastrophe insurance -----	77	82	93	63	76	73	57	51	58	79	51	19	24
Retirement pension -----	78	79	85	59	84	73	94	74	71	81	81	49	100
No health, insurance, or pension plan -----	( <sup>8</sup> )	( <sup>8</sup> )	-	-	-	( <sup>8</sup> )	1	1	-	-	-	8	-

<sup>1</sup> Includes those 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.

<sup>2</sup> Includes data for retail trade (except department stores) in addition to those industry divisions shown separately.

<sup>3</sup> Transportation, communication, and other public utilities.

<sup>4</sup> Finance, insurance, and real estate.

<sup>5</sup> See footnote 9, table 1.

<sup>6</sup> Includes data for retail trade (except department stores) and real estate in addition to those industry divisions shown separately.

<sup>7</sup> 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.

<sup>8</sup> Less than 0.5 percent.





## 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, 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 book-keeping 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 stenographic 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 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; and 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; 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; heattreating of metal parts during fabrication as well as of finished tools and dies to achieve required qualities; working to close tolerances; fitting and assembling of parts to prescribed tolerances and allowances; 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.